

State Center Community
College District's
**DEDICATION
TO DIVERSITY
& EEO**

2025 Annual Report



Since 1996, when Proposition 209 was passed banning affirmative action programs, California community colleges have operated under a framework of equal employment opportunity. This was not the only area where California law has differed from federal law; California employment laws and regulations frequently offer broader and greater protections for employees. We continue to monitor the current landscape at both the federal and state level so we remain in compliance.





EEO Plan Overview

- Title 5 requires all districts to adopt an Equal Employment Opportunity (EEO) plan and update plan every three years.
- BOT 1st adopted the EEO plan on June 4, 2013.
 - Approved revisions on June 14, 2016 and June 4, 2019
- Current version approved by BOT June 4, 2024 after changes to Title 5 in 2022.
- Identifies SCCCD's pre-hire, hire and post-hire strategies.
- Next due in 2026.



Reflection on 2025 Goals & Future Planning



2025 Goals

- Enhanced recruitment videos
- Implementation of F.I.T. program
- Implementation of DEIA focused hiring initiative
- EEO Representative program implementation
- Inclusive events handbook
- Districtwide diversity event
- DEIA Evaluation implementation
- SCCCD Affinity Group Coalition

2026 Goals

- Administration of climate survey
- Classified Mentorship program
- Updated EEO website
- Districtwide diversity event
- DEIA Evaluation implementation
- Updated EEO training for search committees and EEO representatives
- Continue collection and evaluation of data

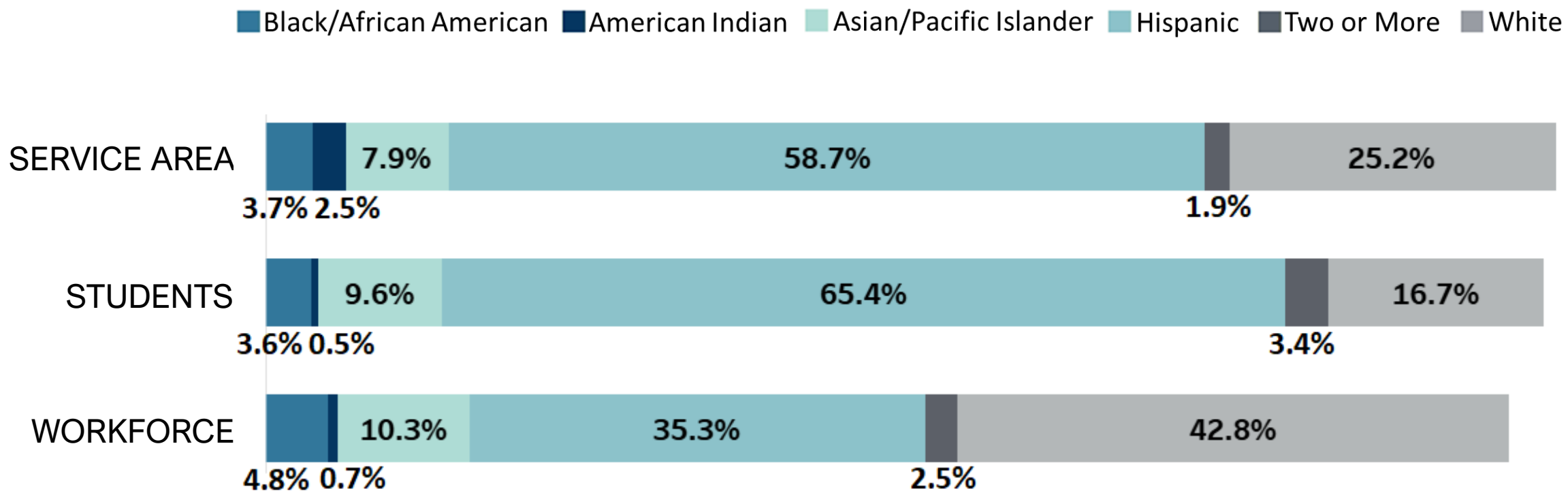




Service Area Population (2025) vs. SCCCD Employees (2025) & Students (2024FA)

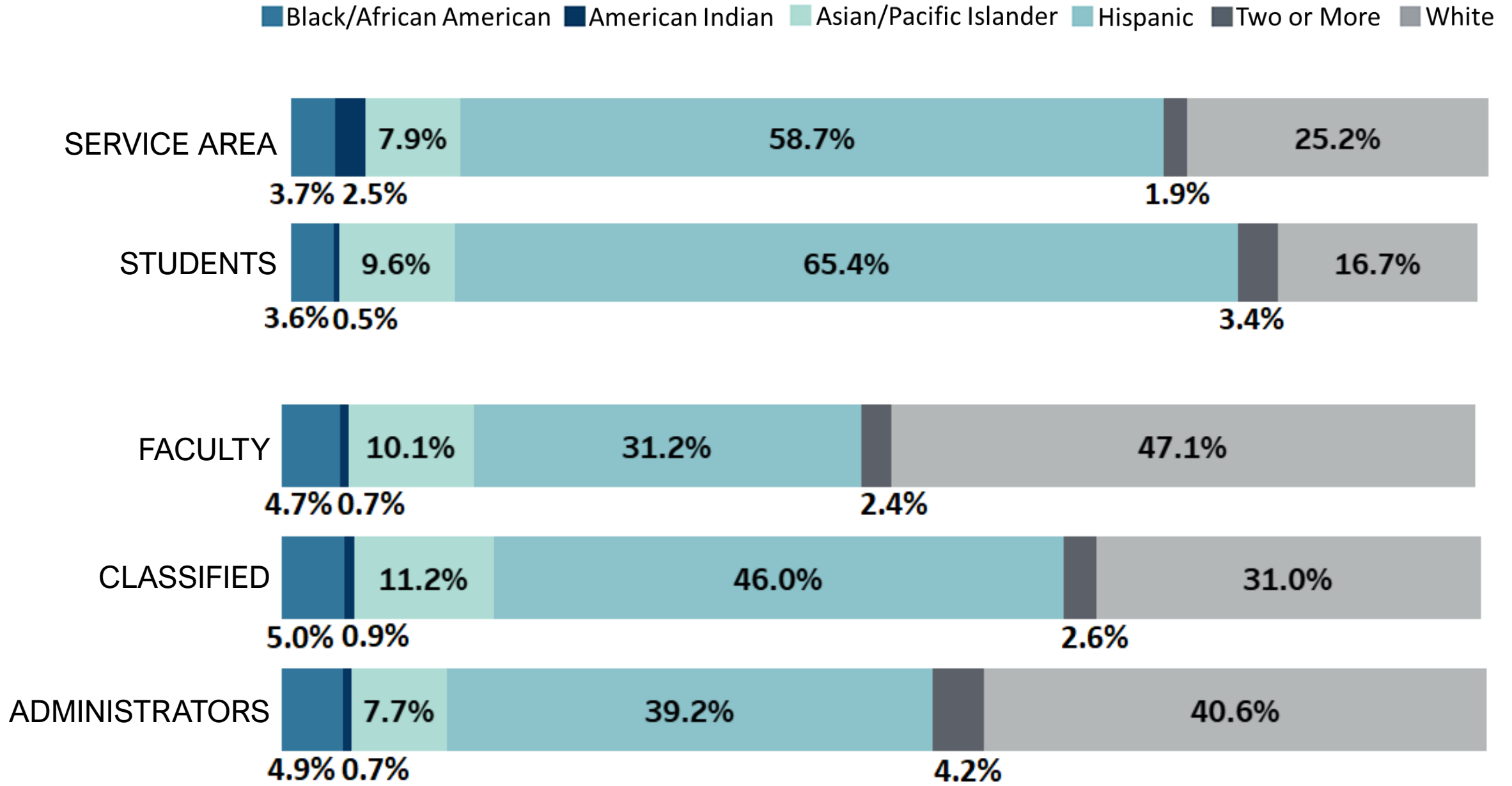


RACE / ETHNICITY BREAKDOWN





EMPLOYEE POSITION TYPES





2023-2024 SCCCDD District Employee Trends



SCCCD WORKFORCE PROFILE

Total Employees	2,818
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Total Classified	694
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Total Faculty	1,981
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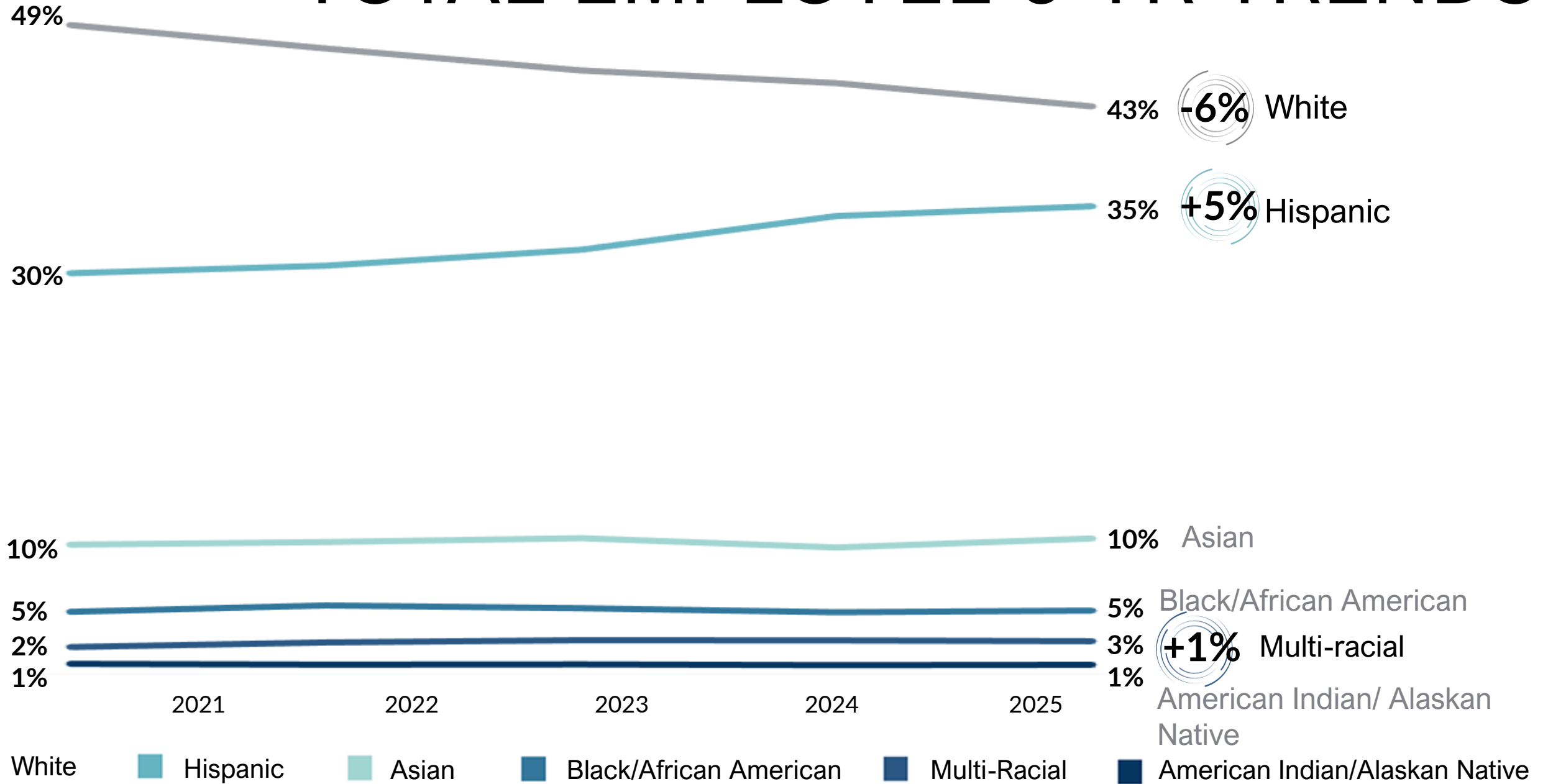
Full-time Faculty	763
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Part-time Faculty	1,218
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Total Administrators	143
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DISTRICTWIDE WORKFORCE TOTAL EMPLOYEE 5-YR TRENDS





FULL-TIME FACULTY TRENDS (2021-2025)



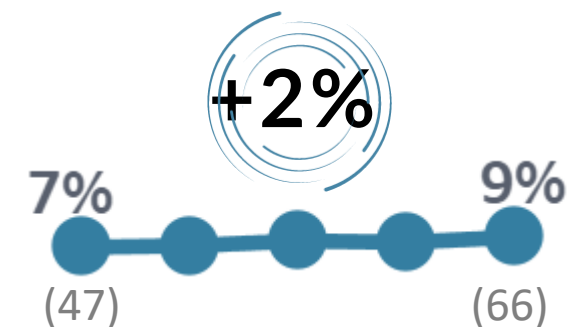
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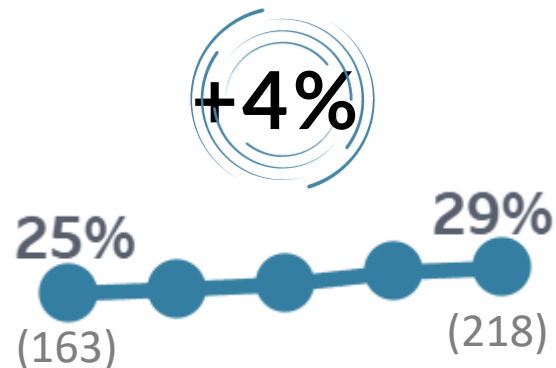
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Alaskan Native



Asian



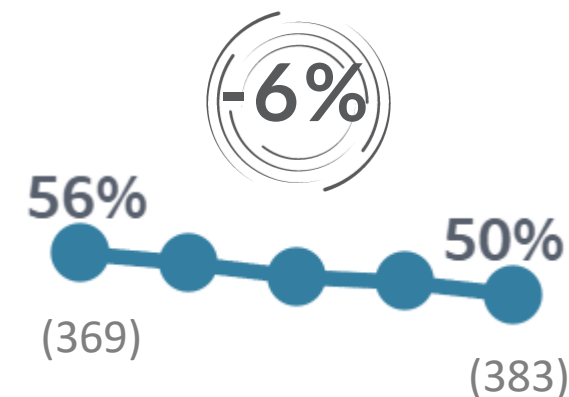
Hispanic



Multi-racial

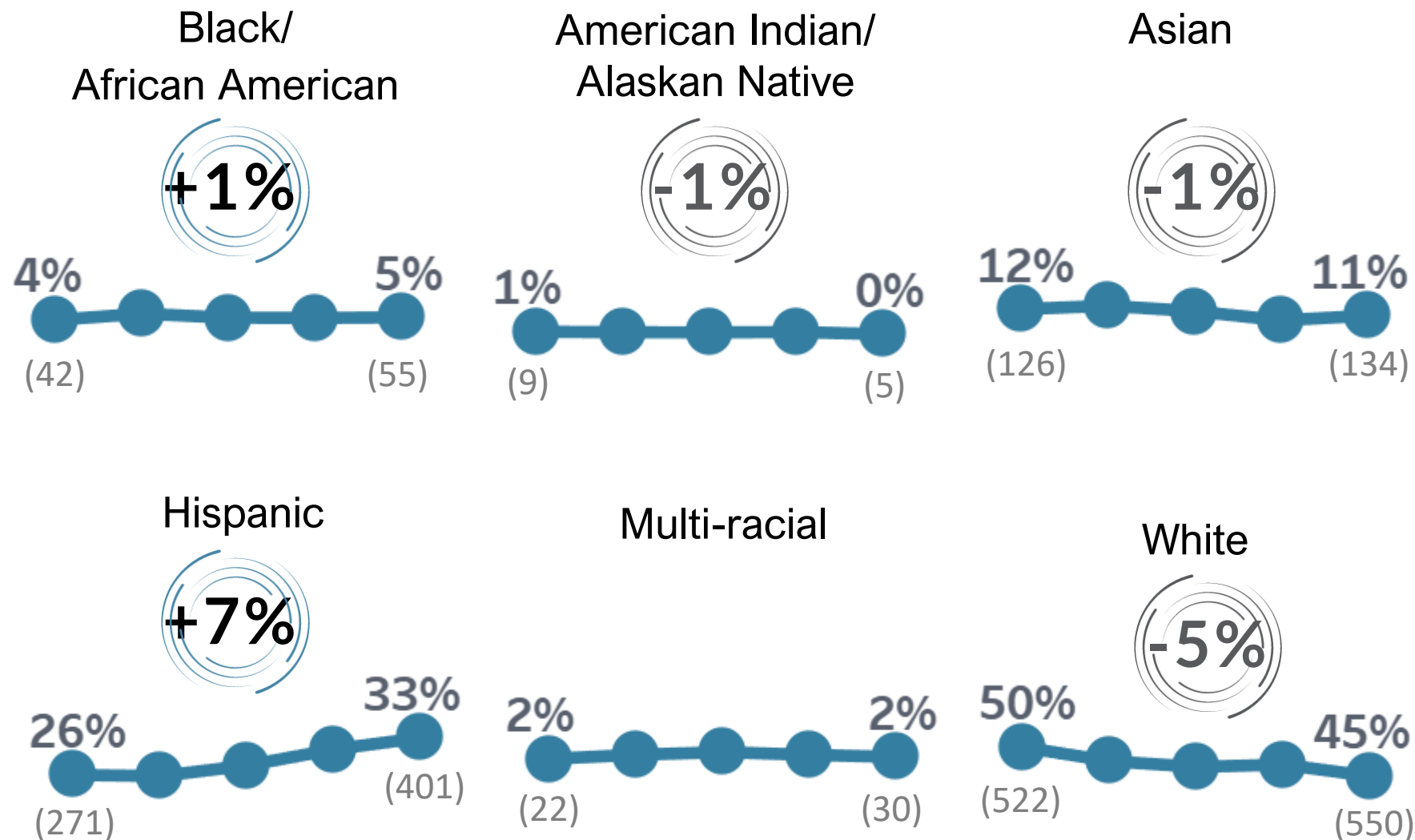
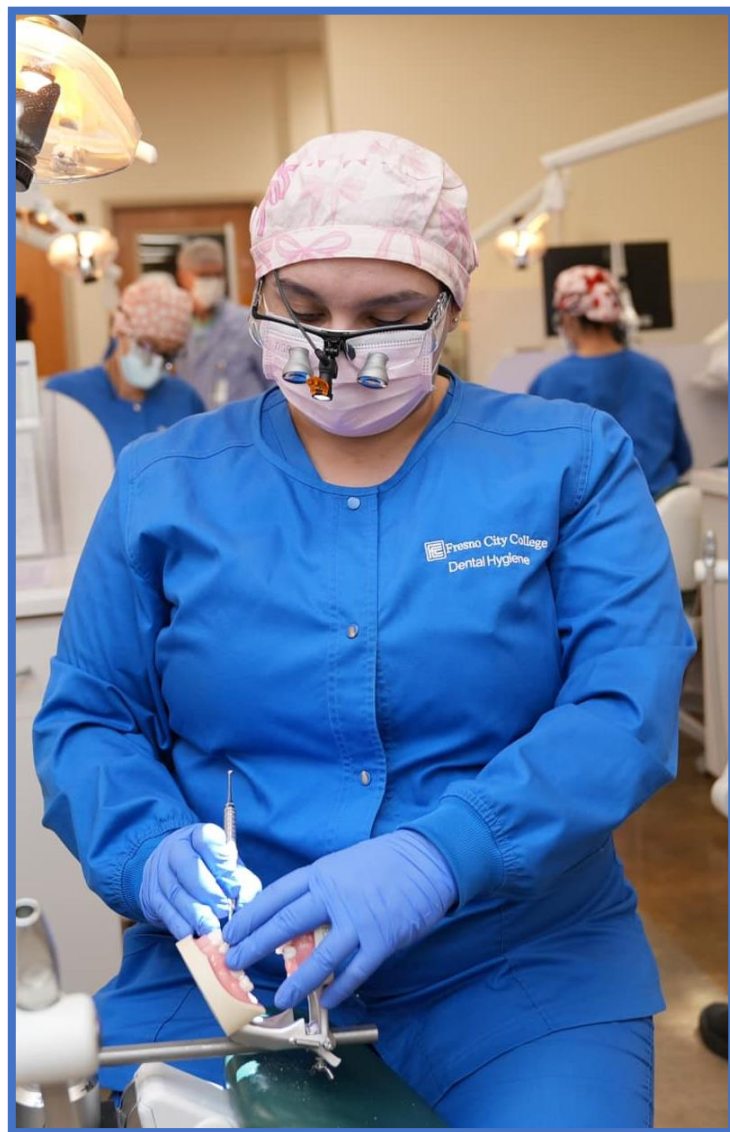


White





PART-TIME FACULTY TRENDS (2021-2025)





CLASSIFIED & ADMINISTRATOR TRENDS

(2021-2025)



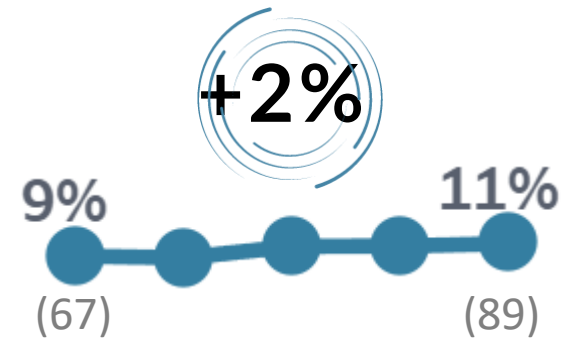
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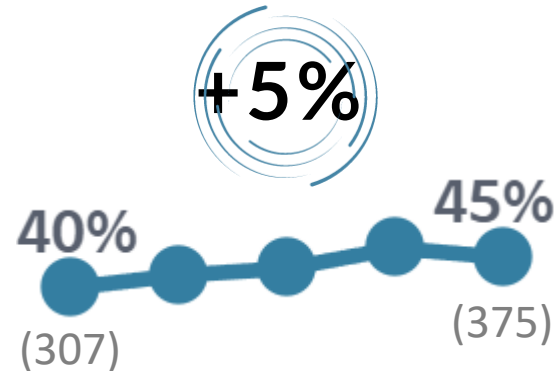
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Alaskan Native



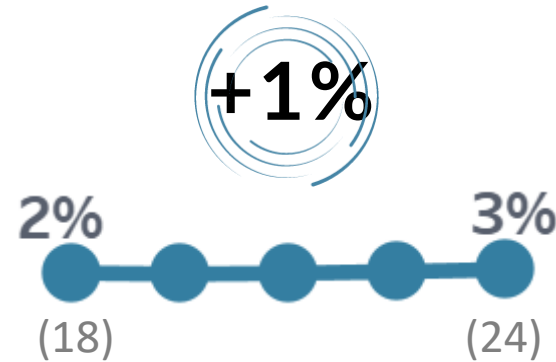
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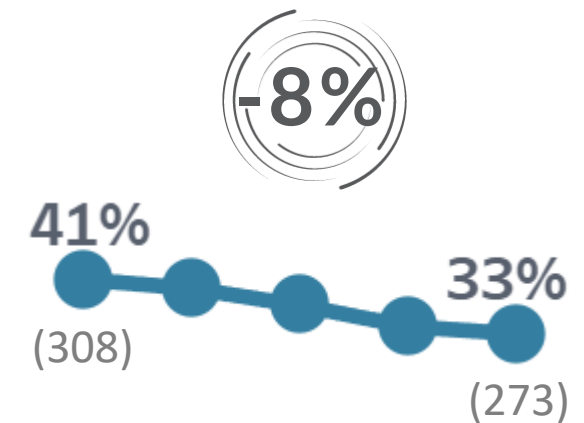
Hispanic



Multi-racial



White





District Office



DISTRICT OFFICE WORKFORCE

Total Employees

175

Total Classified

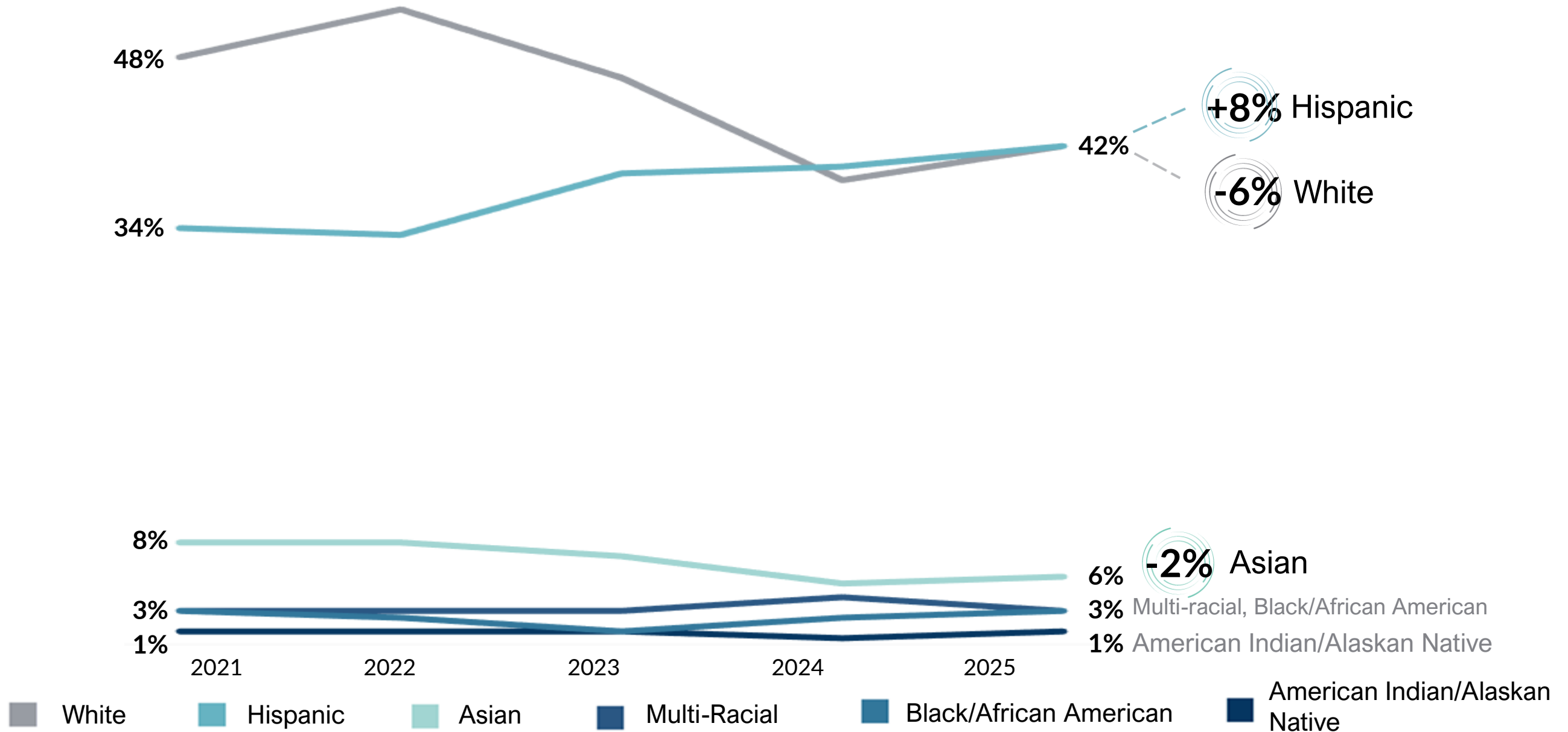
142

Total Administrators

33



DISTRICTWIDE OFFICE (DO) WORKFORCE 5-YR TRENDS





Fresno City College
Dr. Kim Armstrong, Interim President

FCC WORKFORCE PROFILE

Total Employees	1,433
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Total Classified	299
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Total Faculty	1,092
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Full-time Faculty	391
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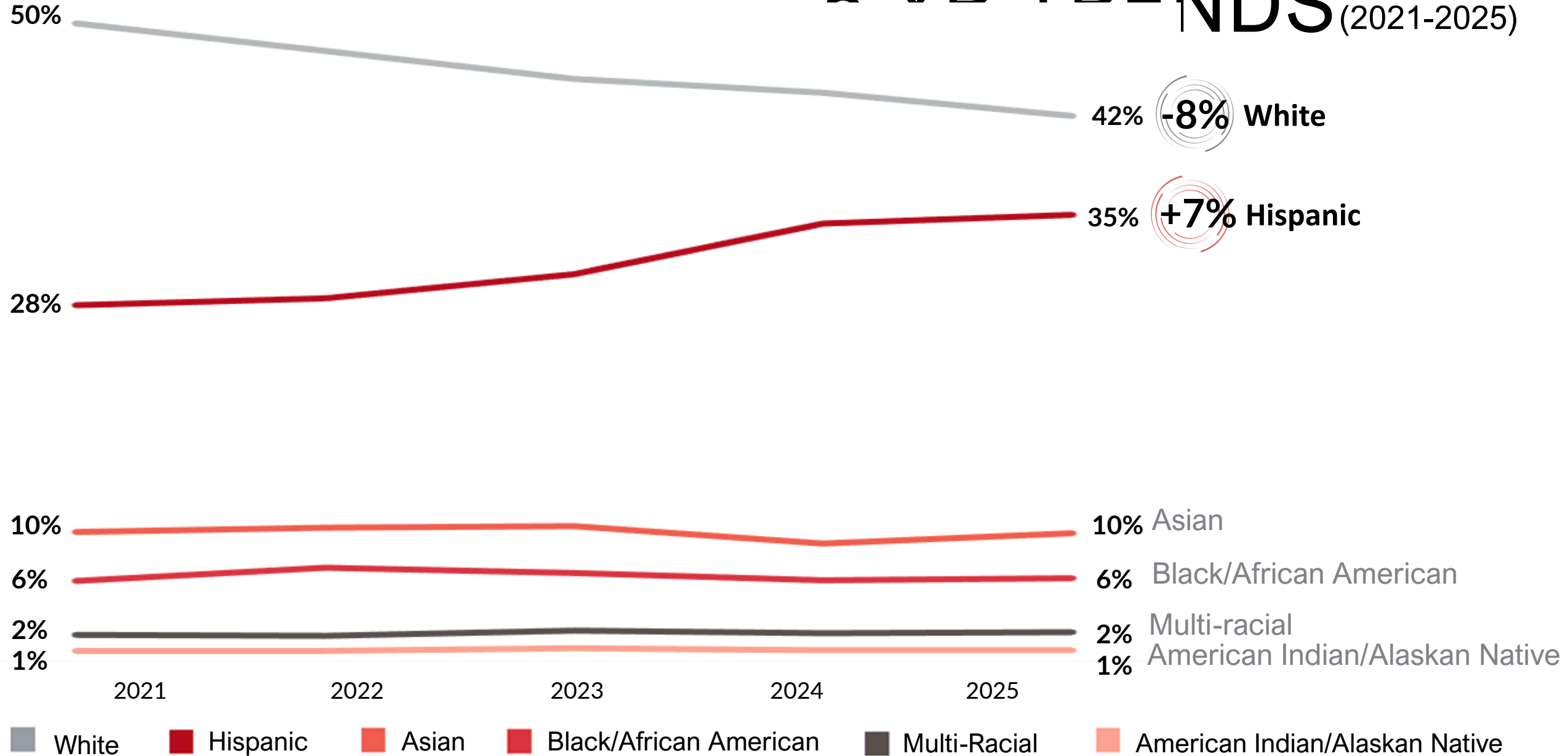
Part-time Faculty	701
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Total Administrators	42
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FRESNO CITY COLLEGE WORKFORCE

EVDTRENDS (2021-2025)

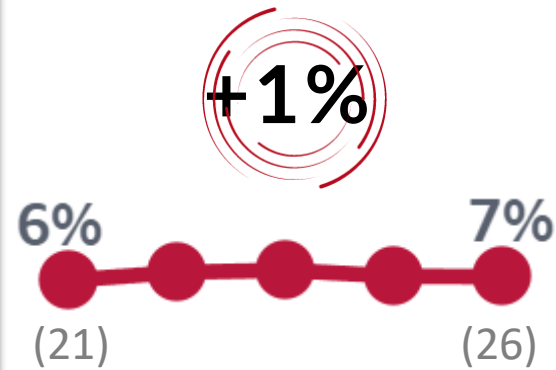




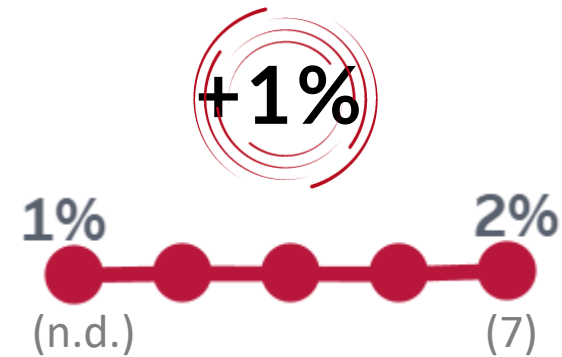
FULL-TIME FACULTY TRENDS (2021-2025)



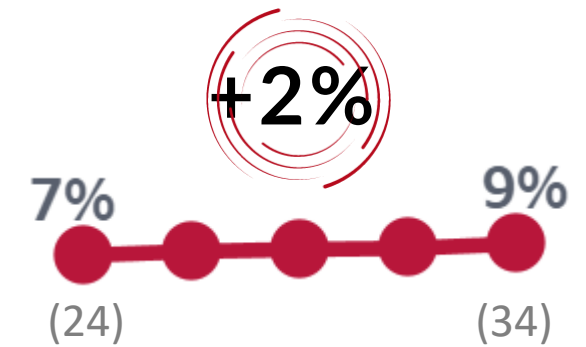
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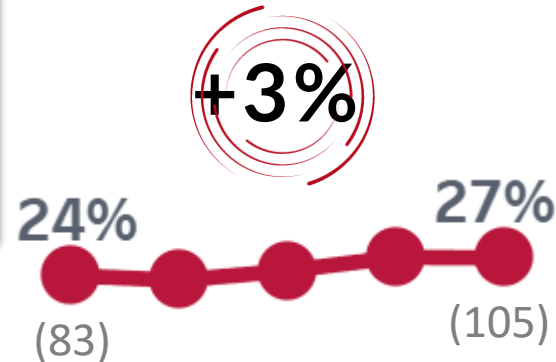
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Alaskan Native



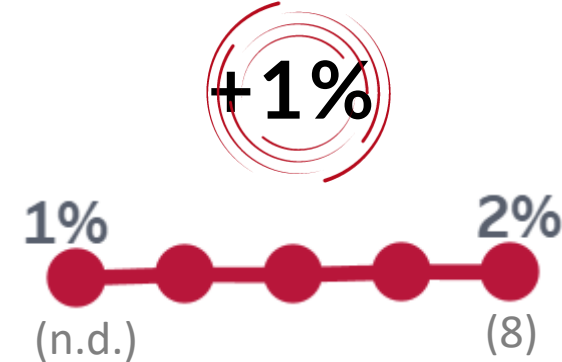
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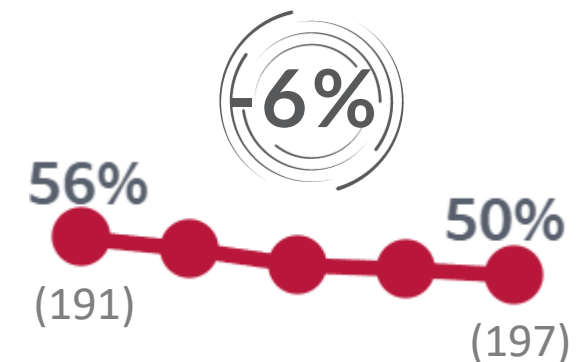
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Multi-racial



White



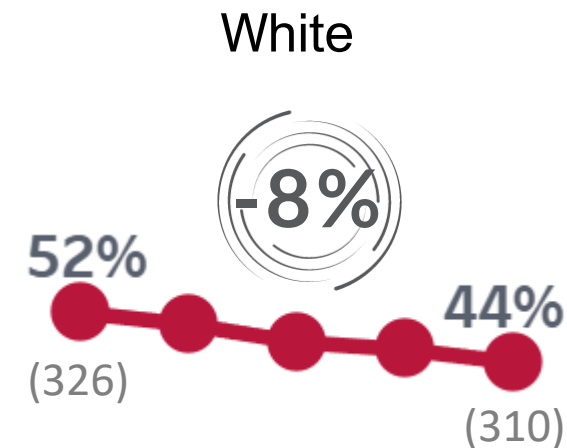
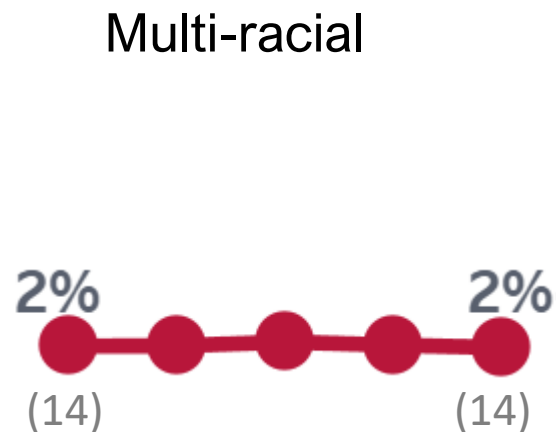
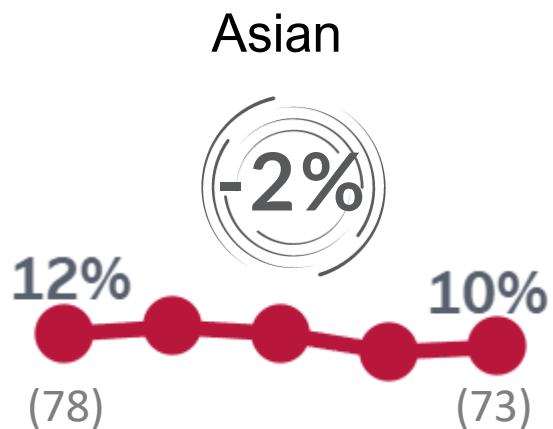
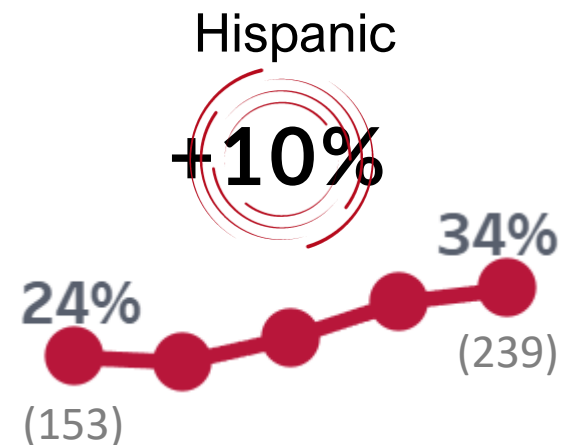
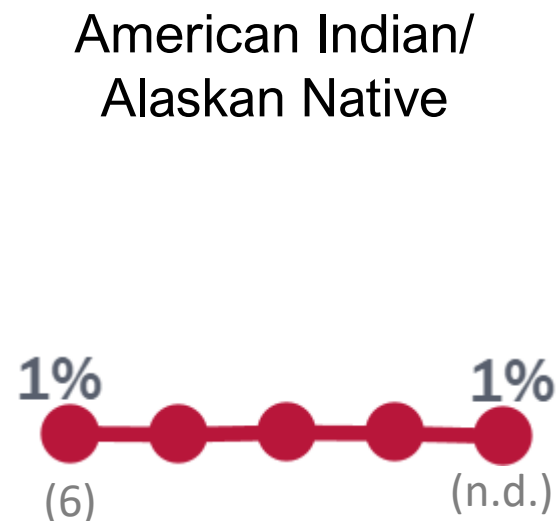
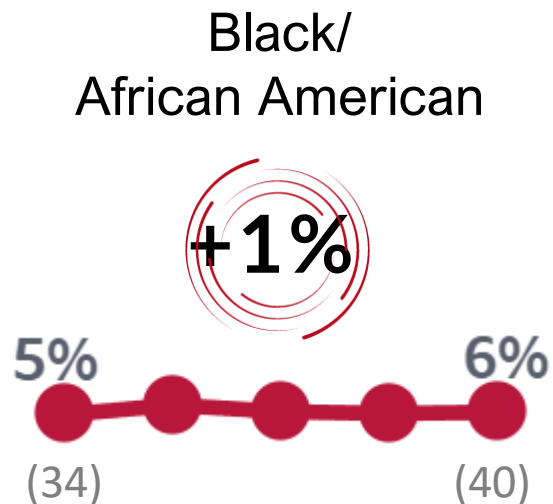
*data for counts under 5 not reported (n.d.)



PART-TIME FACULTY TRENDS₍₂₀₂₁₋₂₀₂₅₎



*data for counts under 5 not reported (n.d.)





CLASSIFIED & ADMINISTRATOR TRENDS

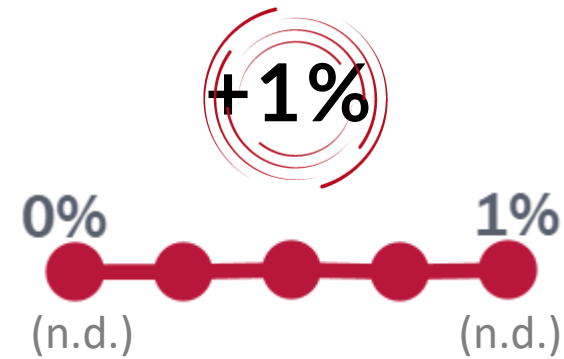
(2021-2025)



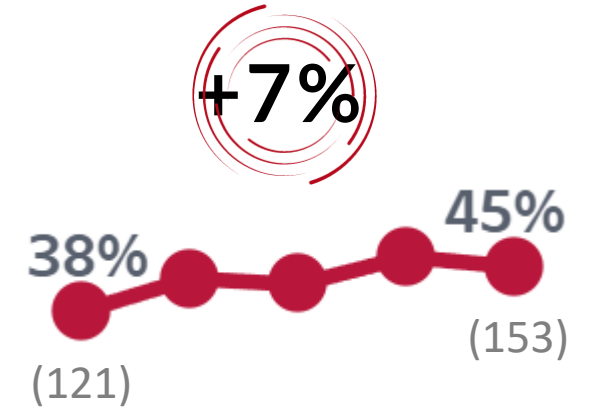
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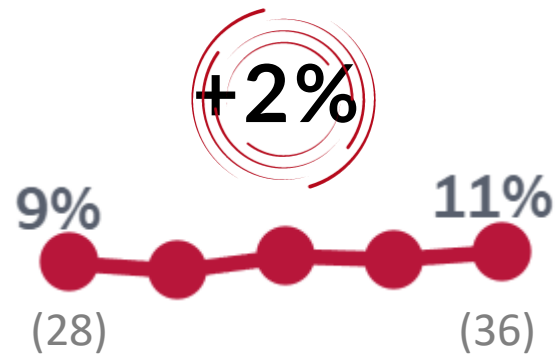
American Indian/
Alaskan Native



Hispanic



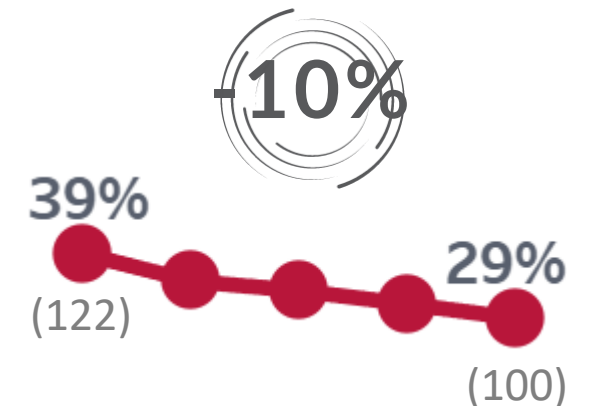
Asian



Multi-racial



White



*data for counts under 5 not reported (n.d.)



FRESNO CITY COLLEGE



Pre-Hire

Ask DEIA Integrated question/s in all interview committee and in the final interview with the President.



Post-Hire

Established affinity groups for faculty and staff to participate.

Implementing Ram Racial Equity Action Lab (REAL).

Established an Anti Racism committee.

Work with local minority organizations and leaders to identify people of color to increase representation in the pools.

New Employee Equity Academy.



Future Goals

Continue to work with local and national organizations of color, sororities and fraternities and HBCUs to develop relationships and increase number of qualified people of color in the hiring pool.



Reedley College

Dr. Jerry Buckley, President





RC WORKFORCE PROFILE

Total Employees	516
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Total Classified	118
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Total Faculty	369
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Full-time Faculty	164
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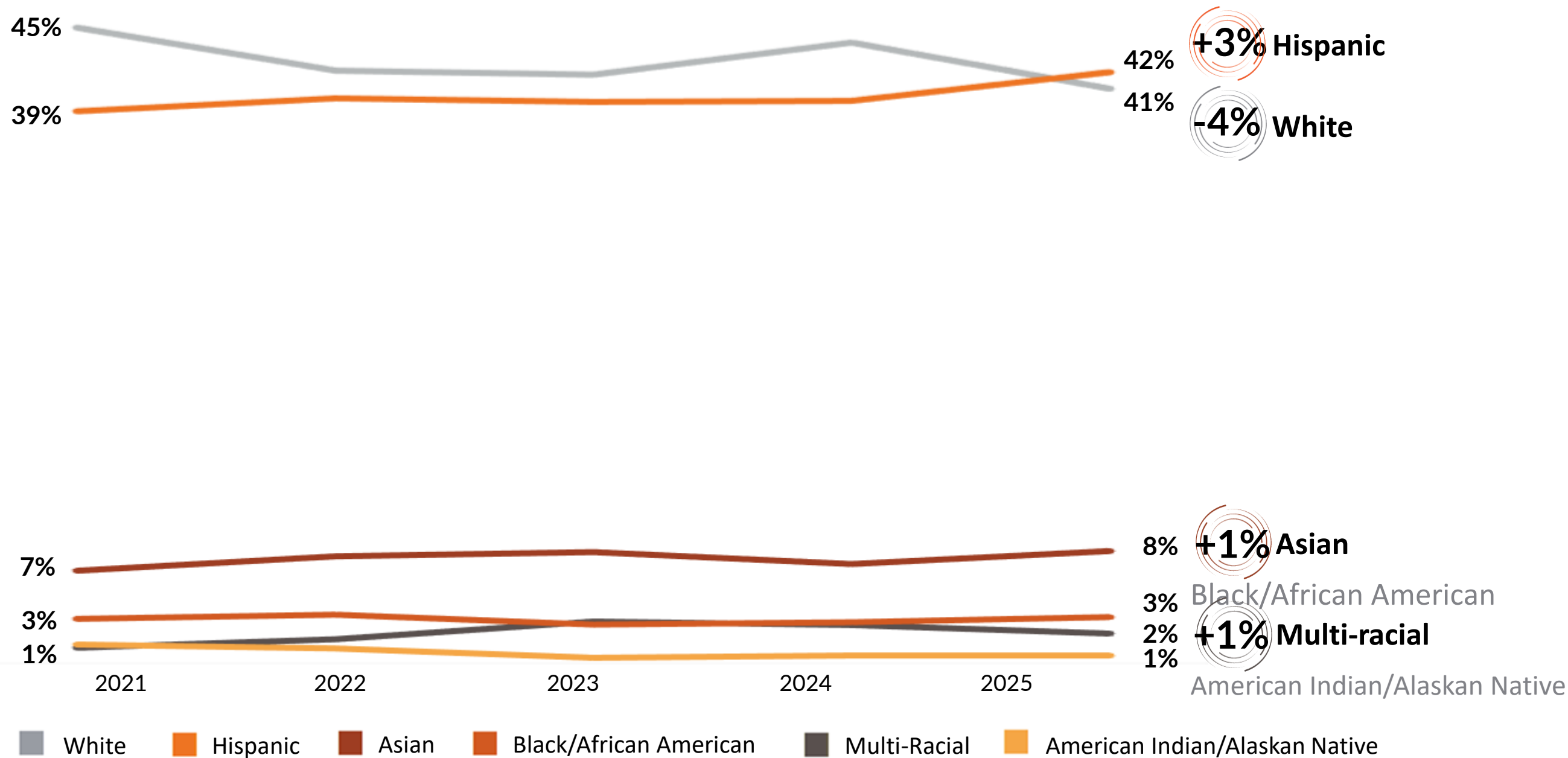
Part-time Faculty	205
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Total Administrators	29
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REEDLEY COLLEGE WORKFORCE

5-YR TRENDS (2021-2025)

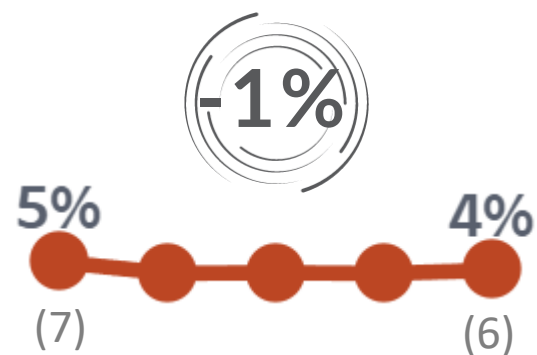




FULL-TIME FACULTY TRENDS (2021-2025)



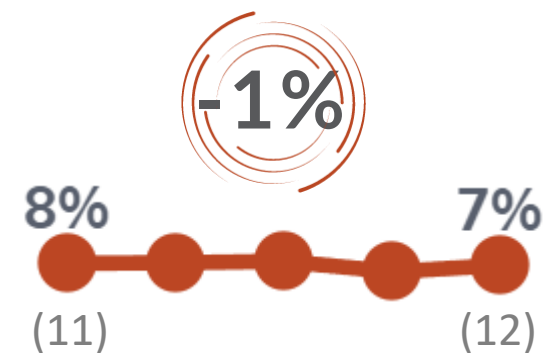
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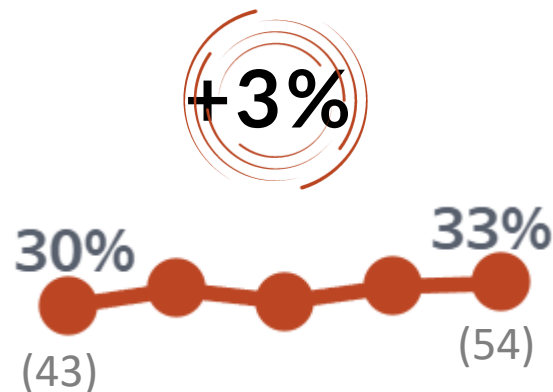
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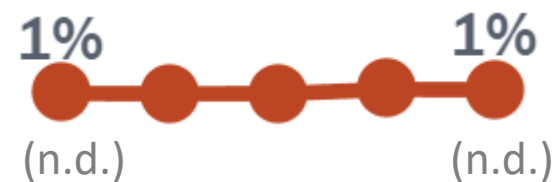
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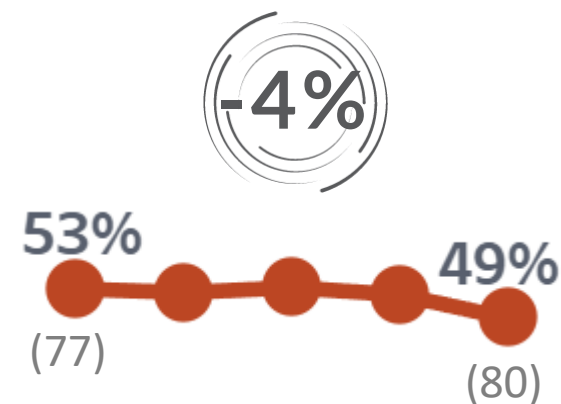
Hispanic



Multi-racial



White



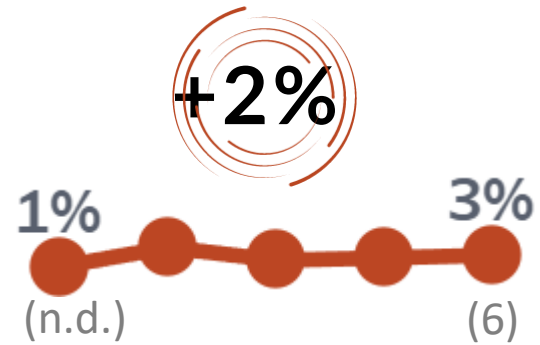
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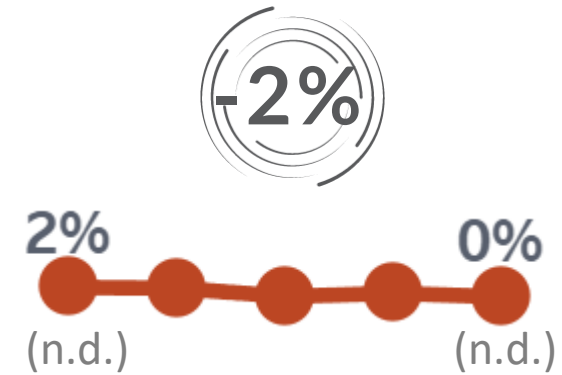
PART-TIME FACULTY TRENDS (2021-2025)



Black/
African American



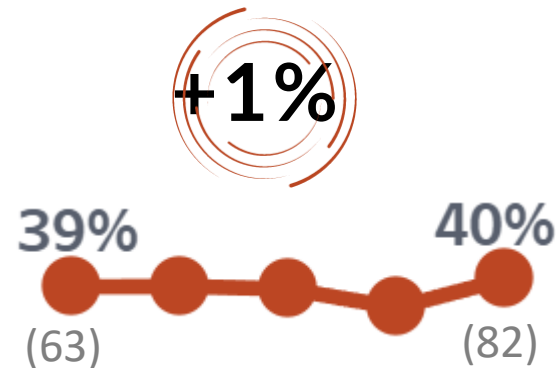
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Alaskan Native



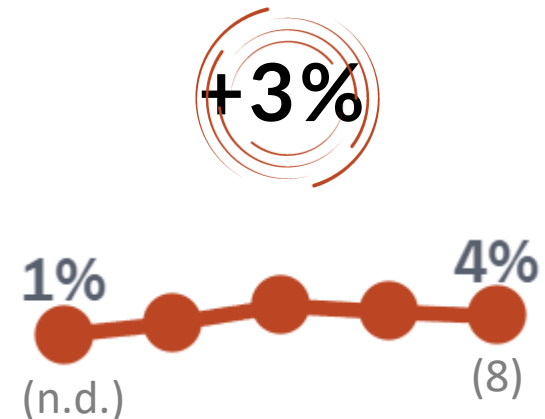
Asian



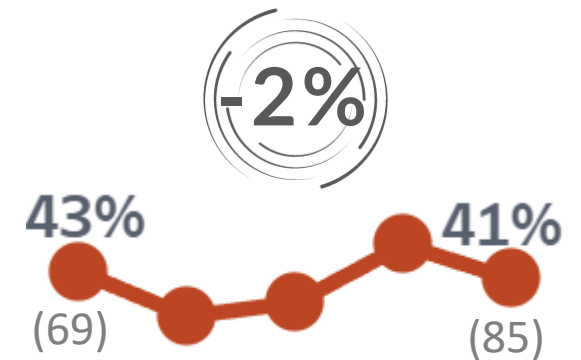
Hispanic



Multi-racial



White



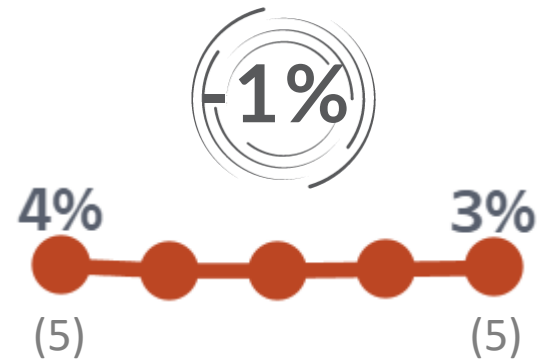
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CLASSIFIED & ADMINISTRATOR TRENDS

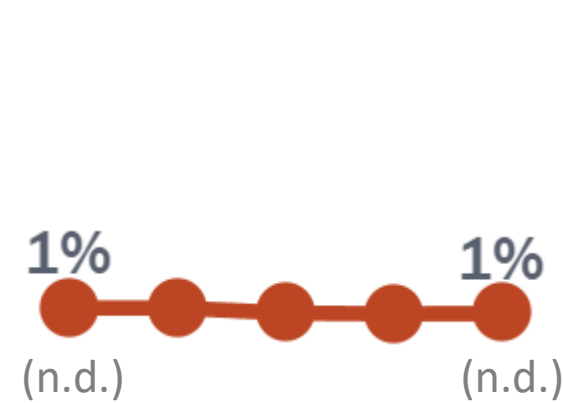
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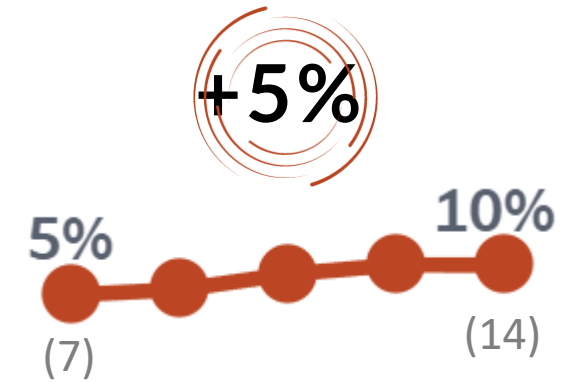
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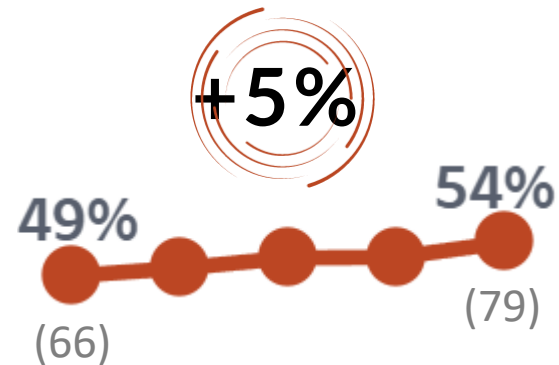
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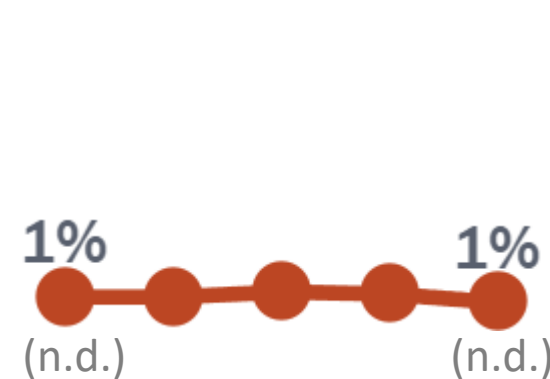
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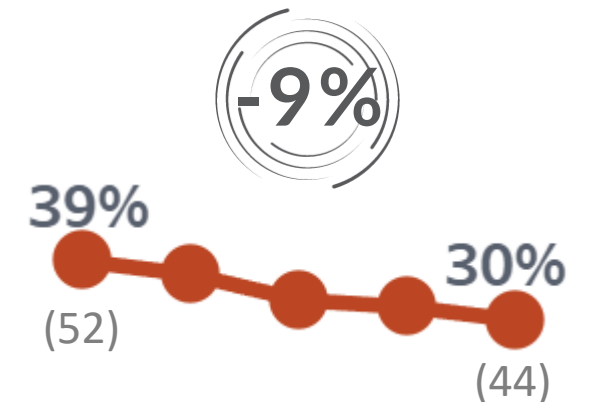
Hispanic



Multi-racial



White



*data for counts under 5 not reported (n.d.)



Pre-Hire

REEDLEY COLLEGE

Utilized EEO Representative in hiring process in partnership with HR

Use inclusive language in job postings

Develop and incorporate DEIA questions into ALL interview stages

Request that ALL positions be posted on the websites for COLEGAS, AMEND, and APAHE

Ensure hiring panels are diverse and reflect a variety of backgrounds and experiences



Post-Hire

Encourage participation in Faculty/Staff Affinity Groups to build community and create change

Equity 101 Continuing Education Learning Academy (CELA) Courses



Future

Partner with local universities and workforce development organizations to create pipeline

Continuous evaluation of hiring practices and disciplinary policies through an equity lens

Build a culture of continuous improvement for staff and faculty



Clovis Community College

Dr. Monica Chahal, Interim President



CCC WORKFORCE PROFILE

Total Employees	423
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Total Classified	83
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Total Faculty	315
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Full-time Faculty	127
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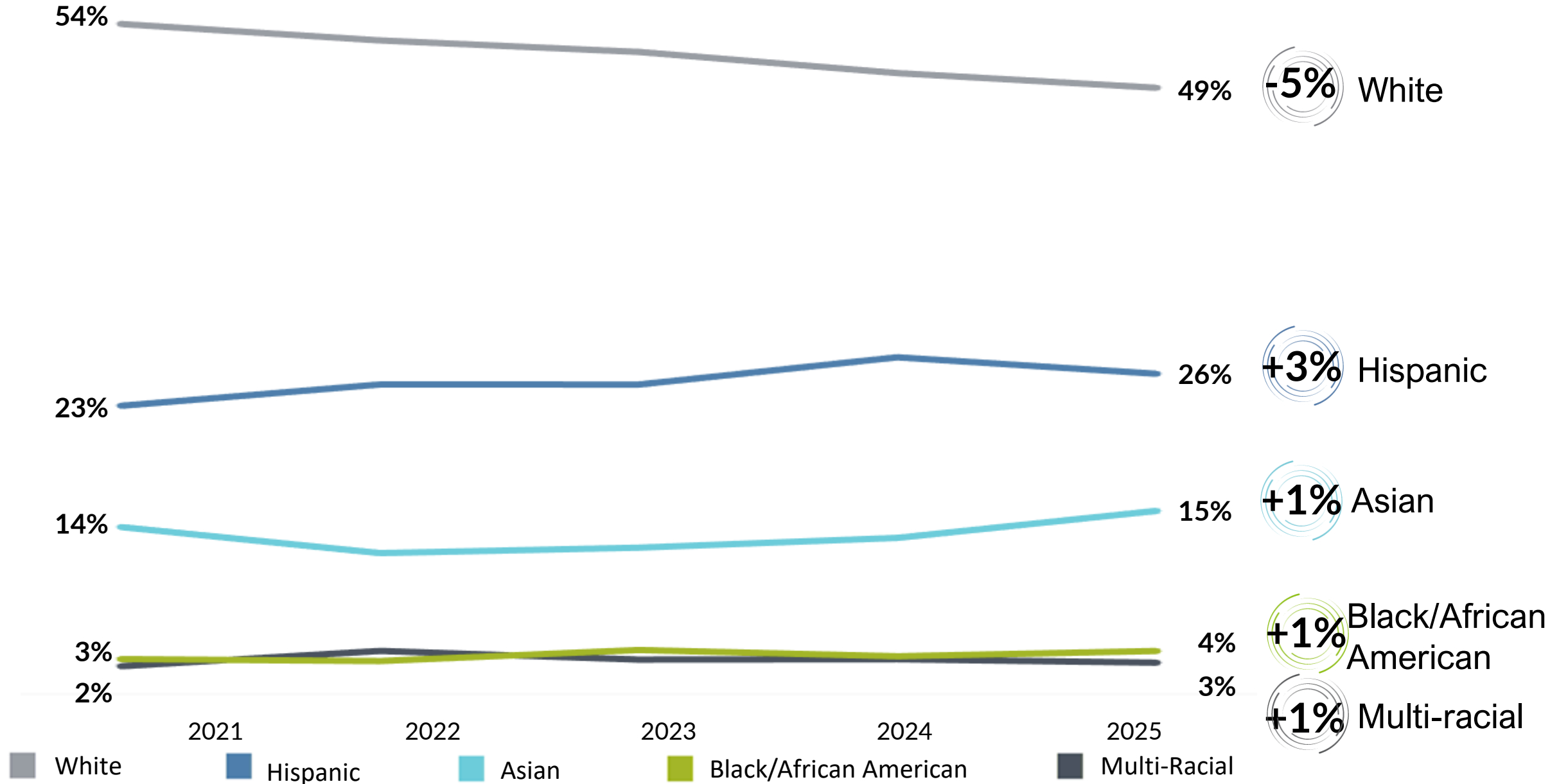
Part-time Faculty	188
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Total Administrators	25
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CLOVIS COMMUNITY COLLEGE WORKFORCE

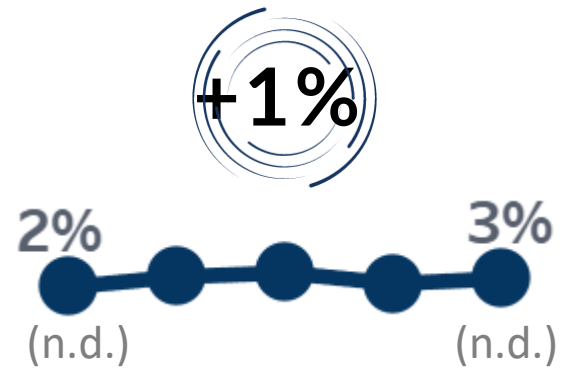
5-YR TRENDS (2021-2025)



FULL-TIME FACULTY TRENDS (2021-2025)

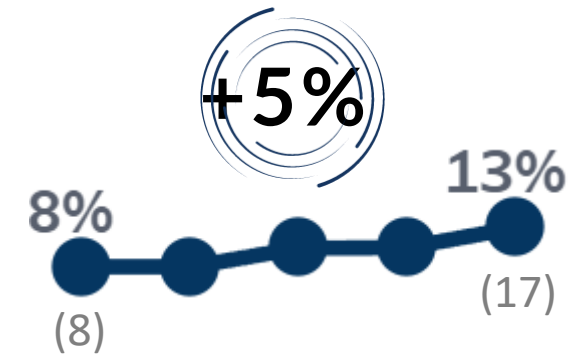


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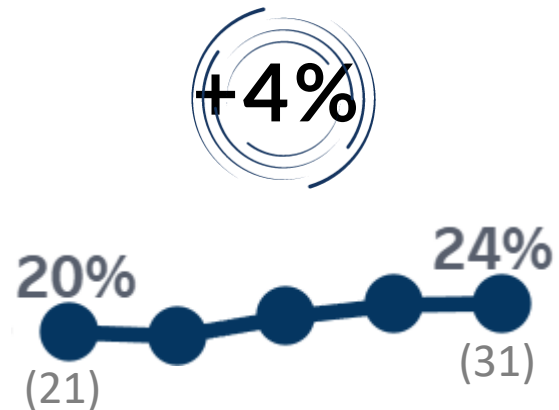


American Indian/
Alaskan Native

Asian



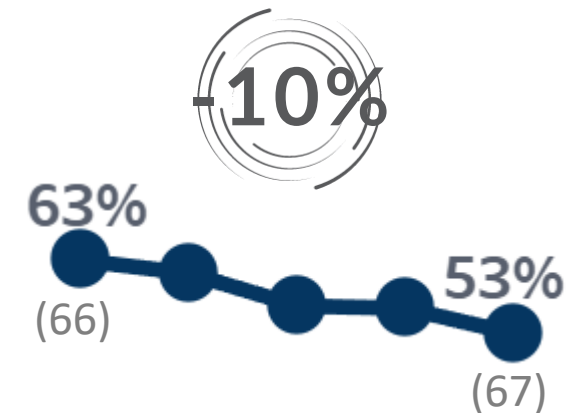
Hispanic



Multi-racial



White



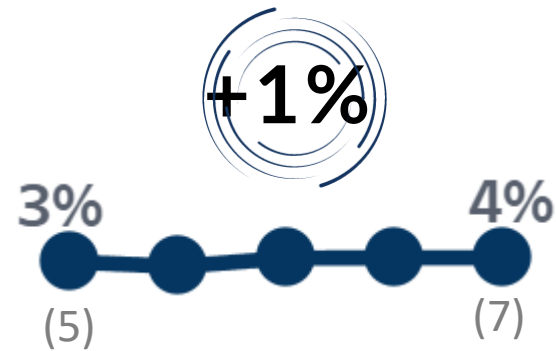
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PART-TIME FACULTY TRENDS₍₂₀₂₁₋₂₀₂₅₎

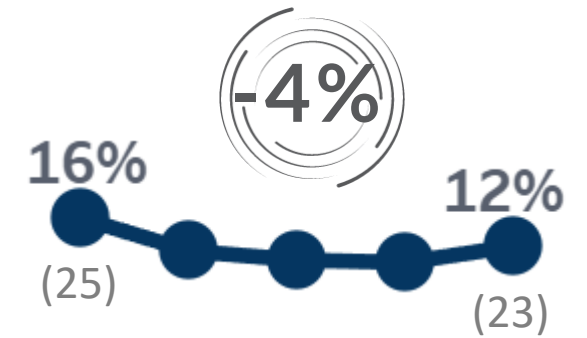


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African American

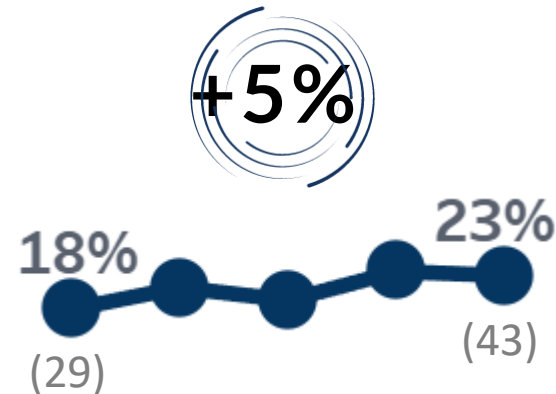


American Indian/
Alaskan Native

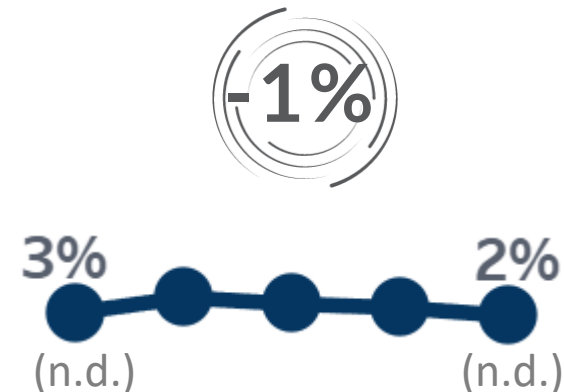
Asian



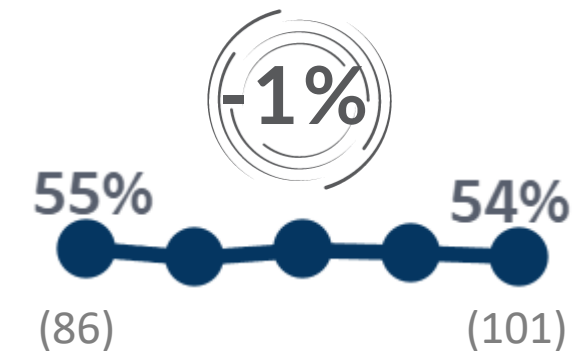
Hispanic



Multi-racial



White



*data for counts under 5 not reported (n.d.)

CLASSIFIED & ADMINISTRATOR TRENDS

(2021-2025)



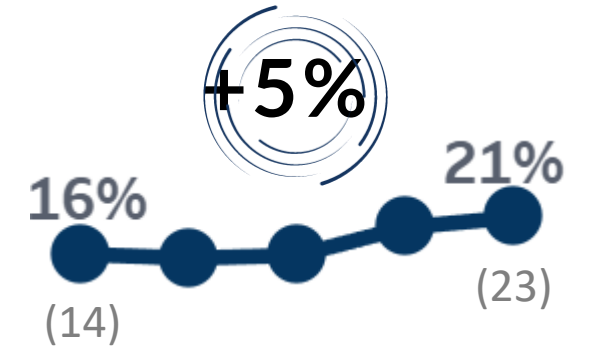
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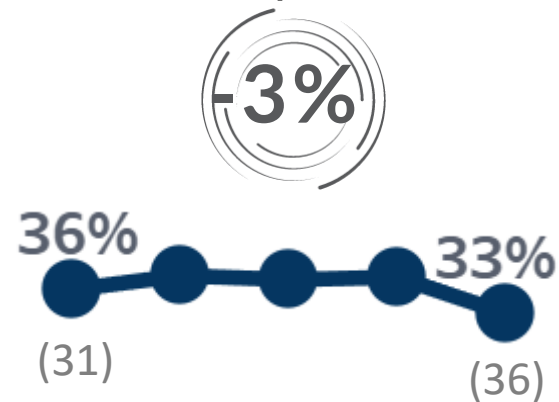
American Indian/
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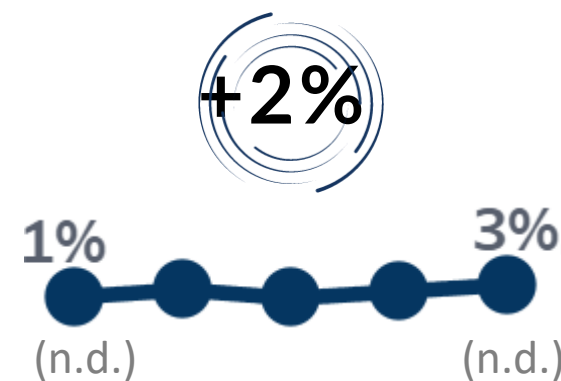
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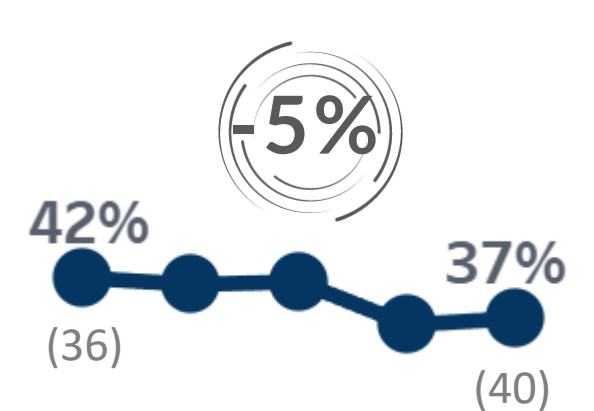
Hispanic



Multi-racial



White



*data for counts under 5 not reported (n.d.)



CLOVIS COMMUNITY COLLEGE

EEO NEW HIRE & SUPPORT

Pre-Hire

1. In compliance with state and federal laws, DEIA integrated with all facets of hiring: recruitment, application review, first and second interviews, etc.
2. Presidential community advisory committees reflective of our diverse communities.
3. Building community relationships and showcasing campus diversity.

Hiring Process

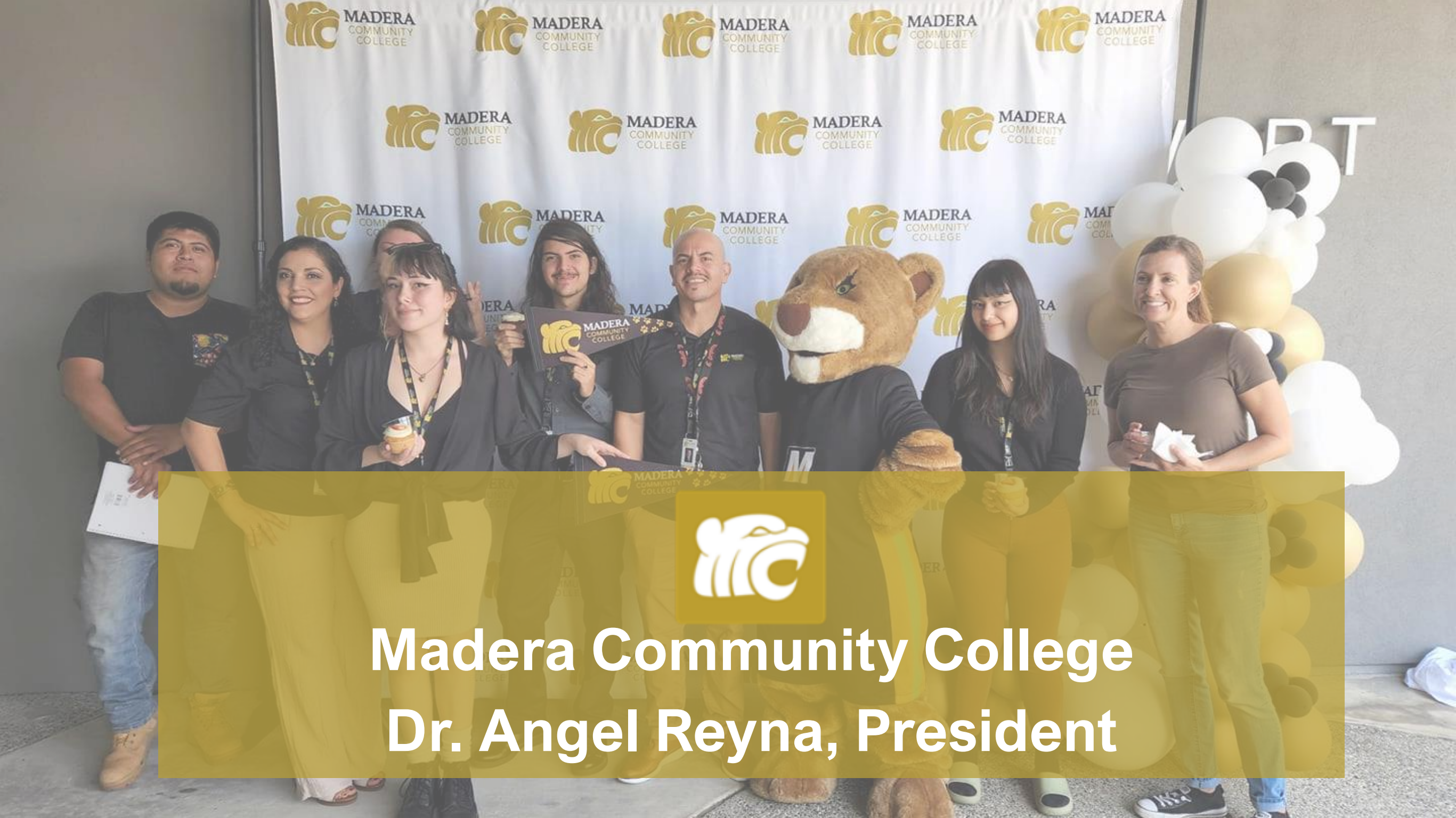
1. Increase pool of diverse applicants
2. Increase visibility of job posts – Diverse Job Sites (specific to each group)
3. Establish relationships with agencies with high numbers of diverse students/graduates

Post-Hire

1. New Faculty Institute
2. Crush Coaching
3. Clovis specific onboarding for all Adjunct Faculty, Admin to help them navigate the complex organization and to make them feel welcome
4. Employee affinity groups RASFA & LFSA

Goals

1. Ongoing training and work to create safe and inclusive work environments
2. Intentional development as an HSI
3. Improved onboarding opportunities for Classified Professionals
4. Sense of Belonging Survey for faculty, classified professionals, and administration in Fall 25/Spring 26



Madera Community College
Dr. Angel Reyna, President



MCC WORKFORCE PROFILE

Total Employees	271
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Total Classified	52
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Total Faculty	205
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Full-time Faculty	66
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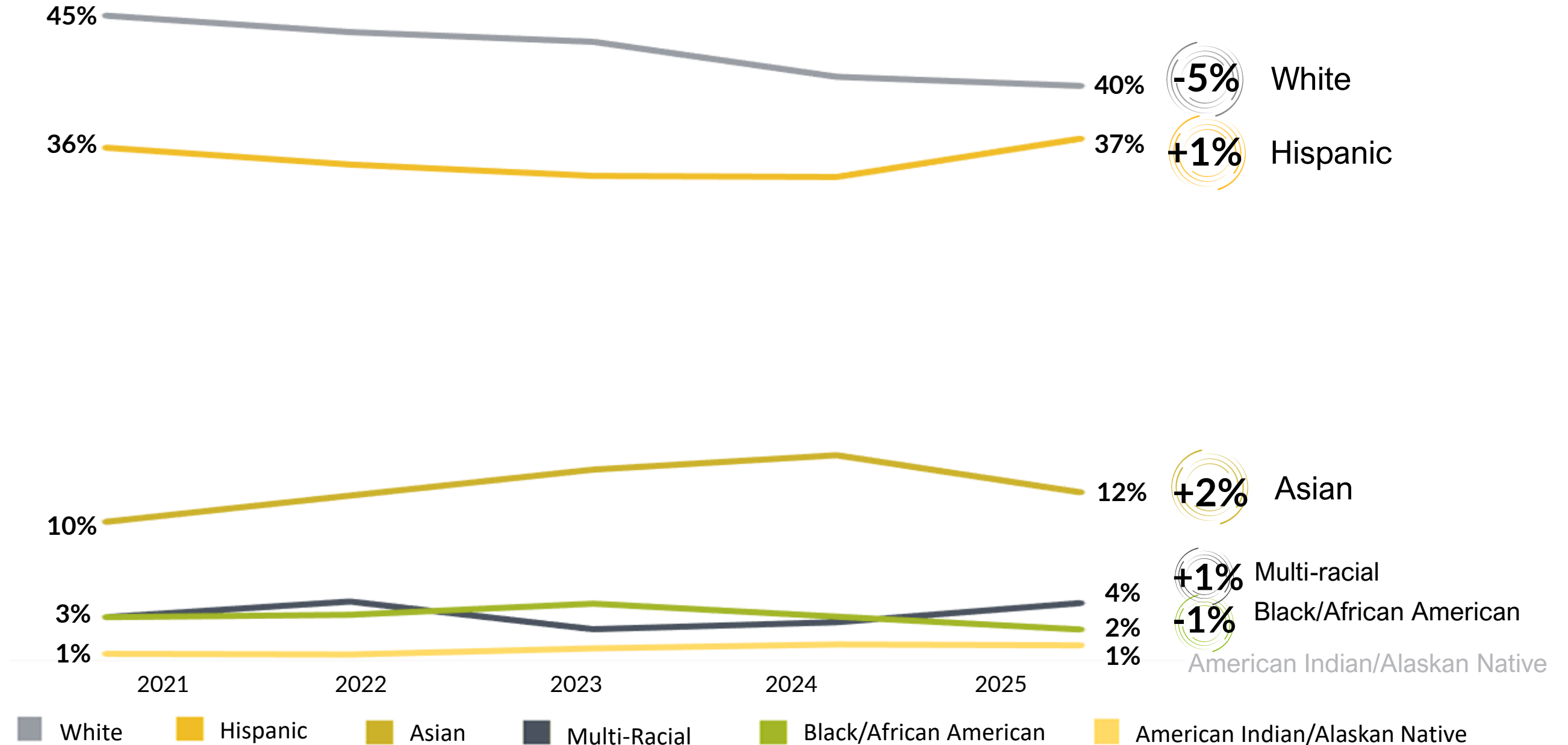
Part-time Faculty	139
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Total Administrators	14
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MADERA COMMUNITY COLLEGE WORKFORCE

5-YR TRENDS

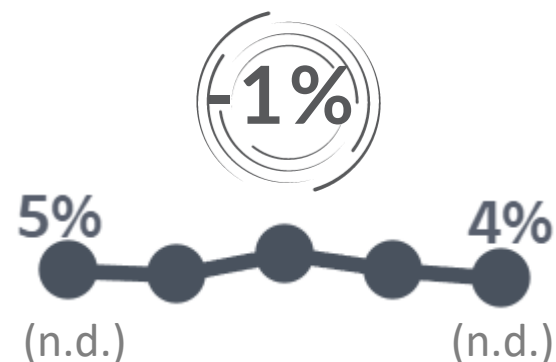




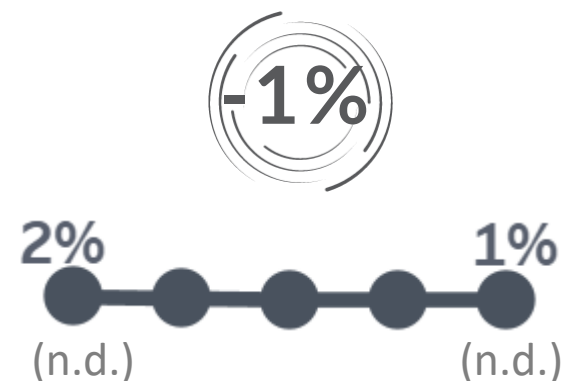
FULL-TIME FACULTY TRENDS (2021-2025)



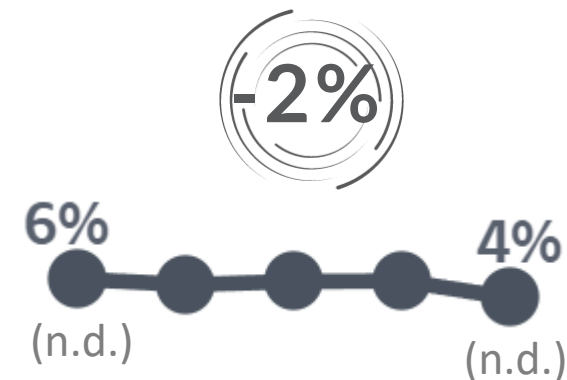
Black/
African American



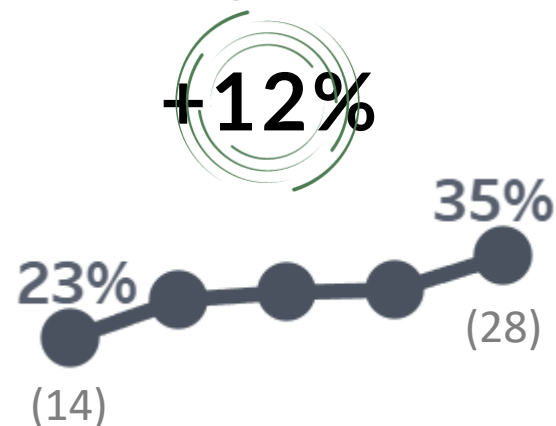
American Indian/
Alaskan Native



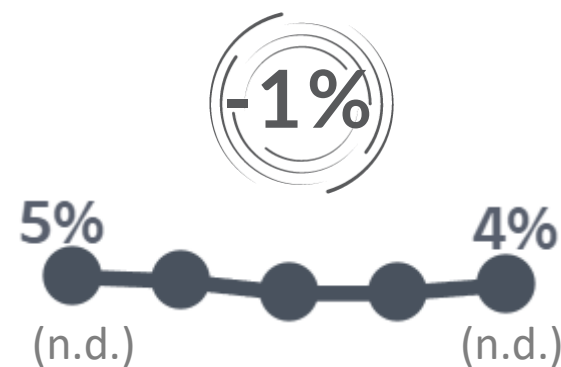
Asian



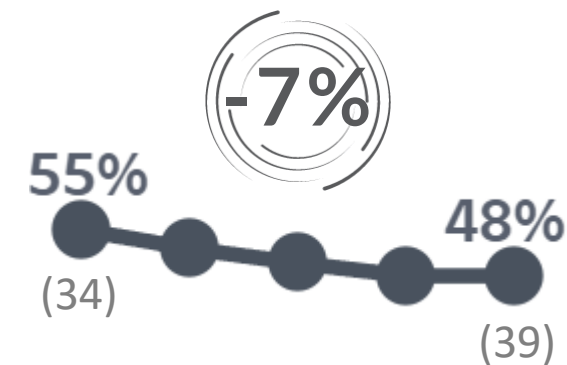
Hispanic



Multi-racial



White



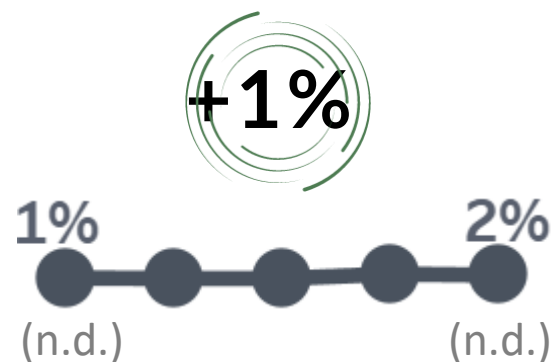
*data for counts under 5 not reported (n.d.)



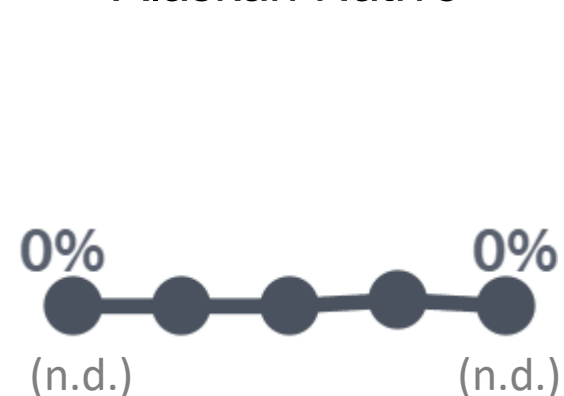
PART-TIME FACULTY TRENDS (2021-2025)



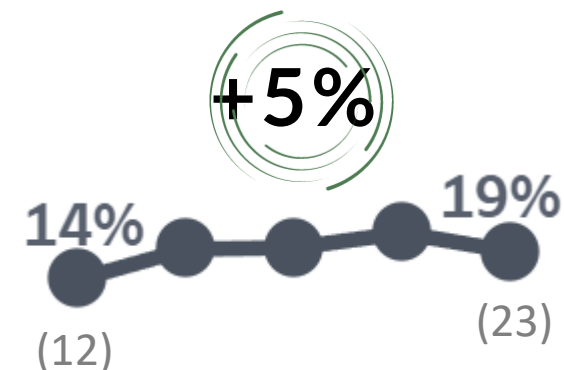
Black/
African American



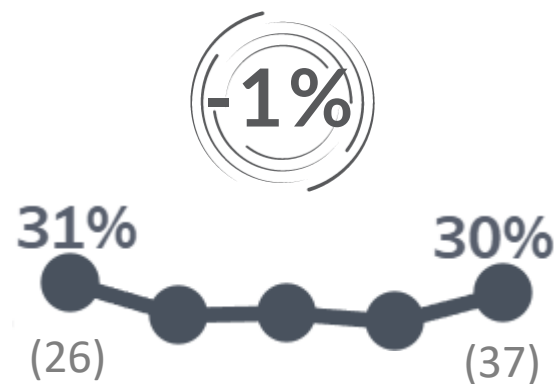
American Indian/
Alaskan Native



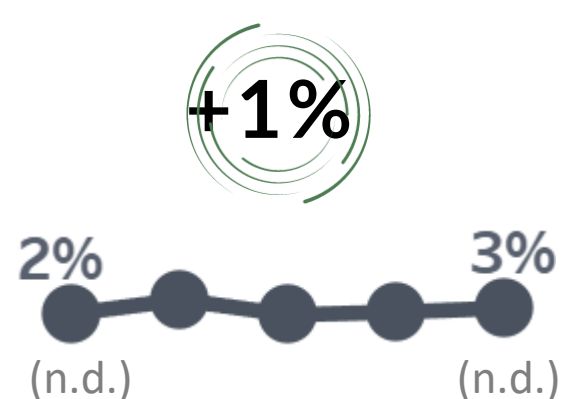
Asian



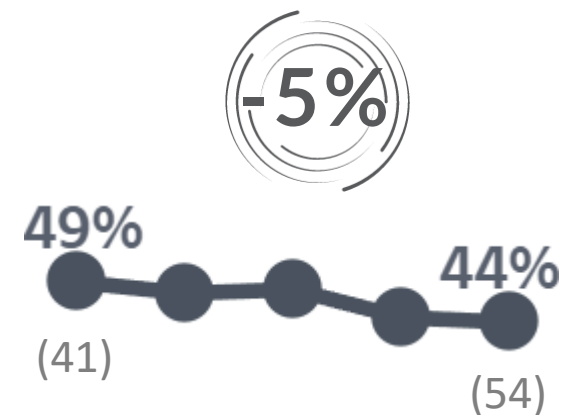
Hispanic



Multi-racial



White



*data for counts under 5 not reported (n.d.)

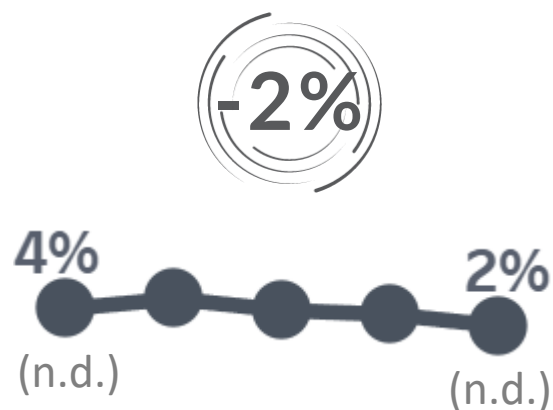


CLASSIFIED & ADMINISTRATOR TRENDS

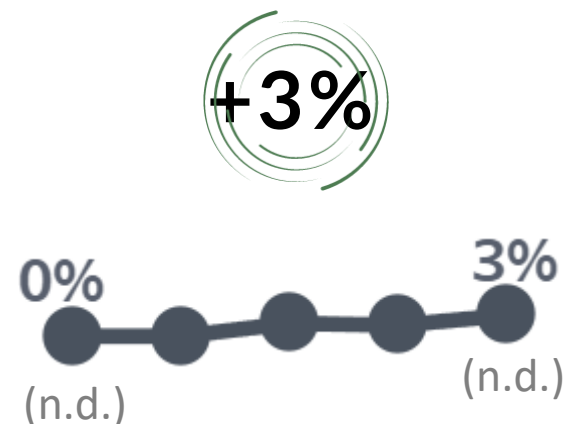
(2021-2025)



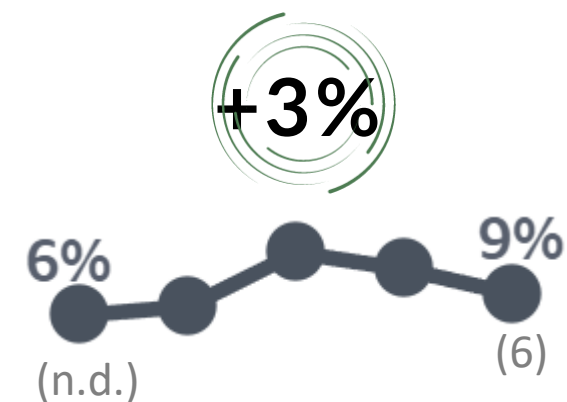
Black/
African American



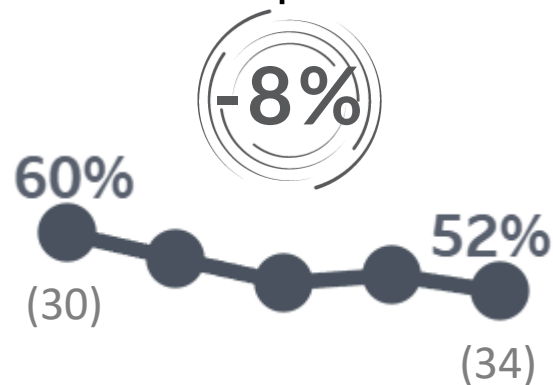
American Indian/
Alaskan Native



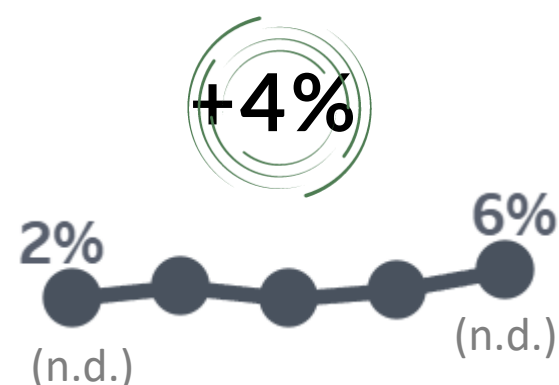
Asian



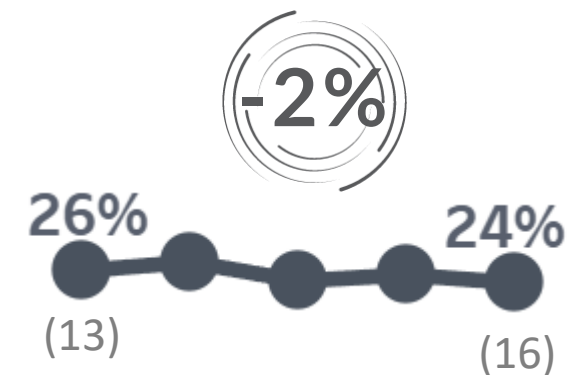
Hispanic



Multi-racial



White



*Data for counts under 5 not reported (n.d.)



MADERA COMMUNITY COLLEGE

EEO NEW HIRE & SUPPORT

PRE-HIRE

- Mission, Vision and Values reflect commitment to DEIA while remaining in compliance with state and federal regulations.
- Job descriptions emphasize DEIA.

HIRING PROCESS

- Diverse committees by design, including students.
- Promotion on campus (communication monitors/displays around campus)

POST-HIRE

- ACUE training including stipends for all employees.
- College planning centered on our Mission, Vision and Values.

FUTURE

- Enhanced onboarding
- Continue to build on a "sense of belonging."



THANK YOU

to everyone who contributed
to this presentation

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