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Introduction

Strategic Highlights

In Spring 2023, the District endeavored to develop a long-term integrated plan which has been entitled "State Center Vision 2035". As a result of this planning, the Board of Trustees approved a new Mission, Vision and Values statement at the December 12, 2023 meeting.

Vision: Advancing equitable student access and achievement is at the heart of our work at State Center Community College District.

Mission: We - the faculty, classified professionals, administrators, and trustees at our four colleges, off-campus sites, and District Office - are united by this vision.

In collaboration across the district and with our community partners, we serve the diverse Central Valley and strengthen our vibrant economy. We efficiently deliver a comprehensive array of post-secondary educational programs and support services to meet a range of student needs and student goals, including associate and baccalaureate degrees, transfer, employment-ready certificates, and lifelong learning.

Together we create innovative, inclusive, and anti-racist teaching and learning environments at each of our four colleges - Fresno City College, Reedley College, Clovis Community College, and Madera Community College - that are welcoming, accessible, and student-centered, designed to bolster our students social and economic mobility locally, regionally, and globally.

Values:

1. **Student-Centered:** Access; Achievement; Careers; Success

2. **Equity-Minded:** Accessible; Antiracist; Inclusive; Social Justice

3. **Community:** Belonging; Partnering; Serving; Unity

4. **Stewardship:** Accountability; Adaptability; Fiscal Stability; Sustainability

5. **Kindness:** Collegiality; Respect; Responsive; Trustworthy

6. **Innovation:** Creativity; Curiosity; Excellence; Open-Mindedness
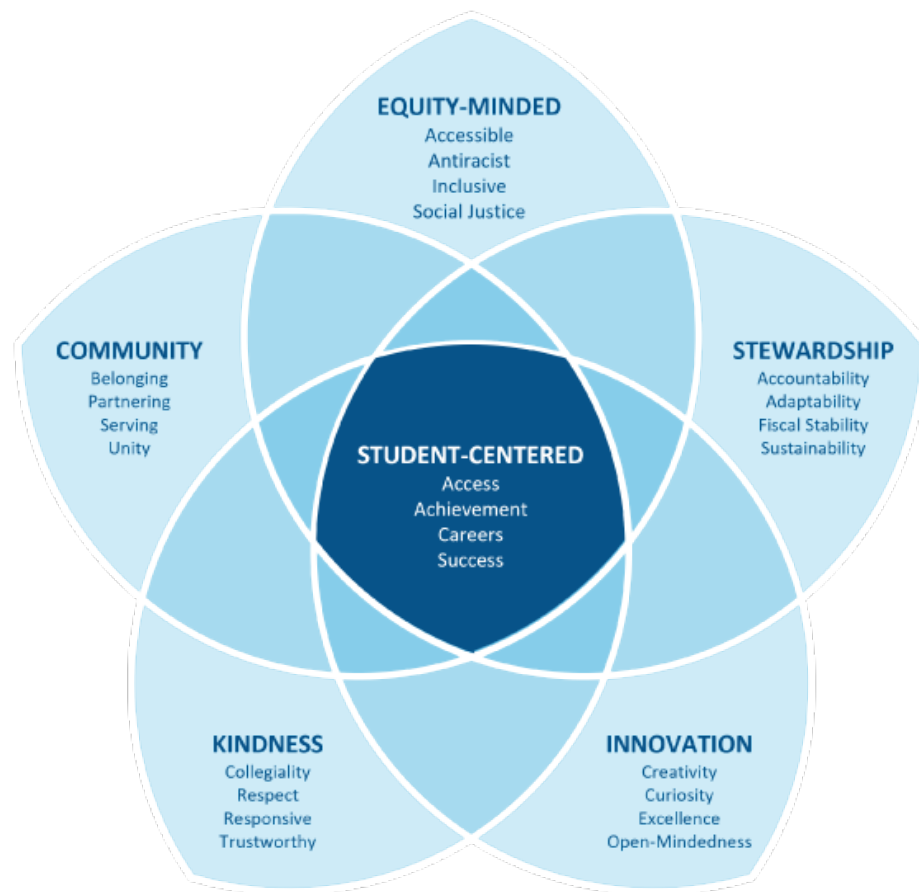
With Diversity, Equity, Inclusivity and Accessibility (DEIA) thoughtfully infused throughout our strategic planning, we have clearly articulated to current and future members of the SCCCD community that we are committed to serving our students, faculty, classified professionals and our community in impactful and inclusive ways.

Financial Highlights

2022-23 saw unprecedented support for EEO from the State Chancellor's Office including $126,300 for EEO funds, up from $50,000 previously allocated and two multi-year grants awarded in 2022-23 but for 2023-25 totaling $600,000 for the districtwide Faculty Internship

and Diversity Program (FIDP) and Culturally Responsive Pedagogy and Practices for Fresno City College.

2023-24 brought another year of funding greater than $50,000, with the District being allocated $131,888 for our regular EEO budget. This was primarily spent on outreach and recruitment and professional development opportunities. Some of the specialty outreach and recruitment were for district staff to attend events and conferences such as A2Mend, Colegas, and APAHE and for advertising in specialty venues. Aligning with identified best practices for interactive engagement, Human Resources and the Personnel Commission worked closely with a local non-profit media organization to develop a recruitment video to provide job seekers direct and peripheral cues about the priority of diversity, equity and inclusion in the district, as well as communicate about the work environment and culture. EEO Funds were spent on a districtwide diverse voices film festival hosted by the EEO Advisory Committee with accompanying panel discussions, an LGBTQ+ summit and civil rights investigator training.

Operating Highlights

District Office Human Resources and Personnel Commission

Both HR and PC staff participated in several outreach events including the Colleges Organización de Latinx Empowerment, Guidance, Advocacy for Success (COLEGAS), African American Male Education Network Development (A2MEND) and Asian Pacific Americans in Higher Education (APAHE) to actively engage with potential applicants and to personally invite people representing minoritized communities to apply at SCCCD. HR and PC staff joined campus representatives at the 2023 Diversity, Equity, Inclusion, and Accessibility in Action Institute hosted by the CCCCO in San Diego in September and participated in workshops and fellowship opportunities.

Human Resources (HR) developed a recruitment VIDEO[1] in partnership with the Community Media Access Collaborative (CMAC) which highlights the central valley living, the variety of jobs and diverse opportunities at SCCCD. Reedley College also created a similar VIDEO[2] featuring the Reedley College campus. Developing outreach content in a variety of modalities ensures that SCCCD is reaching the broadest audience possible and embodying the innovation we hope to see in applicants and in our workforce, and was one of the best practices identified by the statewide DEIA taskforce as a way to engage job seekers and showcase your workplace culture.

HR hosted a variety of workshops including the 23rd annual Classified Professionals Leadership academy, a new workshop on "Invisible Disabilities" and the 23rd annual Classified Professionals Mega Conference which hosted a variety of breakout sessions including Sign Language and Deaf Culture and Creating Safe Spaces.

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[1]District Office HR Recruitment Video: https://www.youtube.com/watch?v=dhPTsjgIbY4

[2] Reedley College Video: https://www.youtube.com/watch?v=uN8Tyu691XE

New District Policies were developed which affirm our commitment to DEIA including Administrative Regulation (AR) 7102[3] adopted on May 15, 2023 which allows employees to use a name that is different from their legal name on internal and external communications. Along with this new AR, a survey was sent districtwide to allow employees to submit their affirmed name for use in this new process.

The Chancellor's office has formalized operations and support for district affinity groups. Representatives from the statewide Coalition facilitated a discussion to establish guidelines which will serve as the foundational documents for Affinity Groups at SCCCD. Affinity groups (sometimes called employee resource groups or ERG's) are a wonderful space for collaboration across classifications and disciplines that wouldn't otherwise have plentiful opportunities to work together. They also serve as affirming spaces where shared experiences are cultivated and celebrated. These spaces aid in retention, affirmation and advocacy. Several members of HR/PC Staff are active members of these affinity groups as are several members of our districtwide EEO Committee. Managers, HR/PC staff and representatives from the districtwide EEO Committee and affinity groups joined us at the CCC Registry Job Fairs to promote employment at SCCCD from a variety of perspectives in Los Angeles and San Francisco in January 2024.

Personnel Commission (PC) staff also offered several workshops on application, resume and test taking tips that were open to both SCCCD faculty and staff as well as open to the public. PC staff also redesigned their job postings to include graphics and short VIDEOS[4] to enhance their social media presence and to appeal to a broader audience. PC staff were a visible presence in many community job and resource fairs throughout the Central Valley including the African American Coalition Fall for Health Community event at Saint Rest Baptist Church in November 2023 and the Fresno Center's Embracing Cultural Diversity event in December 2023.

SCCCD also hosted their own job fairs in July 2023 and November 2023 to invite the community into the District and to give people an opportunity to speak directly to hiring managers and HR/PC staff, Deans and Faculty about careers in our District.

The first districtwide faculty convocation was held on August 2, 2023. Full-time faculty, part-time faculty and administrators were in attendance to hear from Stewart Knox, Secretary of the California Labor & Workforce Development Agency, Dr. Frank Harris who presented on creating a culturally affirming experience in the classroom, as well as presentations on trauma in formed care, OER and building workplace awareness for LGBTQ students.

Last year, a handbook for diverse faculty hiring was drafted but was put on hold pending the DEIA focused academic recruitment initiative which will be discussed below.

Administrative Regulation 7220 was updated in May 2023 to include an EEO Representative on all Academic Administrator search committees. This EEO Representative is a non-voting member of the committee who can advise and intervene if any bias presents itself over the

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[3] https://go.boarddocs.com/ca/scccd/Board.nsf/goto?open&id=CTGVYP830E3D
[4] https://www.facebook.com/reel/1505930120272956

course of recruitment. An EEO Representative training and program is being developed so that all faculty search committees can include an EEO Representative as part of the committee makeup.

Campus Efforts

The campuses continue to host a variety of events which create spaces that facilitate dialogue and interaction amongst faculty, classified professionals, administrators, students and the community. The full listing of events can be found in the appendix of this report, but some of the highlights are:

Fresno City College (FCC) was host to the statewide Undocumented Student Action week in October 2023 and unveiled a new Social Justice Center in March 2024. FCC also hosted several notable speakers including Jose Antonio Vargas, author of Dear America: Notes of an Undocumented Citizen, Xochitl-Julisa Bermejo, author of Posada: Offerings of Witness and Refuge and Dr. Alex Fabros, co-author of No Dogs, a documentary about the anti-Filipino riots of 1930. FCC was invited to serve as the Grand Marshalls in the 2024 Fresno Rainbow Pride Parade and Festival. FCC also hosted the 22nd annual AsianFest community event, an event planned by the Asian American Faculty and Staff Association which draws in approximately 4,000 participants each year and raises money for student scholarships.

Reedley College (RC) hosted several campuswide events including a Diwali Festival hosted by the Asian Pacific Islander Faculty and Staff Association, the Solidarity Walk for Dr. Martin Luther King, Jr. day, Pride Brunch and a memorial for the 108th anniversary of the Armenian Genocide. Reedley College also hosted the Enseñamos conference for future teachers and several events for Disability Day and Disability Awareness month.

Clovis College (CCC) hosted several cultural celebrations including the Holi Festival, Nowruz Persian New Year, Eid Muslim holiday, Cambodian, Laotian and Thai New Year and the Aloha Festival. CCC unveiled an interfaith space on campus and launched a Rainbow Alliance faculty and staff affinity group. CCC also hosted Black Excellence in Science and Technology (BEST STEM) presentation and hosted Dr. Catherine Ceniza Choy, author of several books including Empire of Care; Nursing and Migration in Filipino American History.

Madera Community College (MCC) hosted the second annual Colors of Change conference for LGBTQIA allies. MCC unveiled campus murals featuring Dolores Huerta, Cesar Chávez, and imagery featuring farmworkers and Chicano culture. MCC hosted an Asian Pacific American heritage celebration, the second annual Mental and Emotional Health Conference presented in partnership with the Consulado de México en Fresno and the first ever awards ceremony for MCC Champions for Diversity, Equity, Anti-Racism and Accessibility.

Districtwide EEO Advisory Committee

The districtwide committee successfully updated its operating agreement to increase student membership positions on the committee and to add a representative from Institutional Research.

The districtwide EEO Committee hosted a Diverse Voices film festival in Spring 2023 where each campus and the district office hosted film screenings and subsequent discussion panels. The District Office had a viewing of the documentary film "Adios Amor" about Maria Moreno, one of the first female farmworker union organizers followed by a Q&A session with filmmaker Laurie Coyle and local historian, Dr. Oliver Rosales. Reedley College hosted a discussion on the film "Black Voices from the Ivory Tower" with filmmaker Dr. Khalid White. Clovis Community College hosted several short films relating to mental health in minoritized communities and Madera Community College hosted a screening of the film "First Time Home", directed and filmed by indigenous Triqui and second-generation immigrants who travel to Oaxaca for the first time.

The Committee successfully launched surveys for data collection. These included exit surveys and applicant surveys. Stay surveys are in the process of being sent out for the first time.

Over the past year, the Committee worked to create recruitment videos to attract a wide range of applicants, led by the efforts of the Personnel Commission staff. The Committee also began collecting data to launch a mentorship program for new hires, a districtwide guide for offering inclusive events and has taken steps to completely redesign the EEO webpage.

From the Committee's efforts last year to encourage awareness of marginalized communities, Board Resolutions have been presented at the months Board of Trustee meetings highlighting celebrations and inviting community groups to speak on the resolution presentations. APPENDIX B: EEO Committee Memo to Chancellor on BOT Resolutions

CCCCO EEO and Diversity Advisory Committee (EEODAC)

Christine Phillips, District Director of EEO/Diversity & Professional Development serves on the EEODAC. This committee serves as a conduit for information to and from the California Community Colleges Chancellor's Office and colleges and districts throughout our statewide system.

The EEODAC continues work on modernizing the statewide recruitment platform called "California Community Colleges Registry". EEODAC committee members served as reviewers and subject matter experts on new trainings available in the Vision Resource Center such as equitable hiring practices curriculum and an equity-centered counseling foundations curriculum. Recent changes to EEO regulations were a direct result of the work of this committee, such as the new EEO Plan Template requirements and a new method for EEO annual certification. The EEODAC hosts a "Community" in the Vision Resource Center for collaboration and feedback and we welcome you to join this community to receive timely communications about changes to regulations and relevant training opportunities.

EEO Regulatory Changes

Title 5 requires that all districts adopt an Equal Employment Opportunity (EEO) plan and update that plan every three years.

The Board of Trustees first adopted the EEO plan on June 4, 2013 and then approved revisions to the plan on June 14, 2016 and June 4, 2019. The Plan would have been due for revisions in 2022, however in July 2021, the Board of Governors of the California Community Colleges adopted new EEO regulations. From July 2021 to October 2022, the California Community Colleges Chancellors Office (CCCCO) was awaiting approval of the new regulations from the California Department of Finance. Because the new regulations made a number of substantive changes to EEO program requirements, districts whose plans were due during that time were granted extensions until May 1, 2023 to submit the plan to the CCCCO for the new, required 90-day review/feedback period prior to presentation and adoption by the Board of Trustees. The District's EEO Advisory Committee reviewed each section of the plan and made revisions that comply with the requirements of Title 5, District policies and procedures, and EEO best practices. The EEO committee is comprised of representatives from Human Resources representatives, the Personnel Commission, faculty appointed by the Academic Senates and SCFT, classified professionals appointed by the Classified Senates, CSEA, and POA, students appointed by the ASG, management representatives from each College, Equity Office representatives from each College, and one Instructional Research representative appointed by the research directors.

Some of the specific changes to the **EEO regulations** were:

- Requirement that community college districts adopt a policy statement consistent with Sections 51200 and 51201 of title 5 of the California Code of Regulations. (5 C.C.R. § 53002)

- Process for drafting and adopting EEO plans to be substantially changed (5 C.C.R. § 53003) (specifics provided below)

- Requirement that district EEO advisory committees, which assist in the drafting of EEO plans, be composed of a diverse membership and include members from district stakeholder groups, including, but not limited to, students, faculty, and classified staff.

- Members of the district EEO advisory committees as well as members of the district governing board shall receive anti-discrimination training as specified. (5 C.C.R. § 53005)

- Requirement that district's conduct longitudinal analysis of district employment trends as specified. (5 C.C.R. § 53006)

- Requirement that job announcements, where applicable, indicate the possibility of meeting minimum qualifications through equivalency. (5 C.C.R. § 53022)

- Requirement that districts conduct an initial demographic review of the qualified applicant pool before the application deadline closes, and, if necessary, extend the search period as specified. (5 C.C.R. § 53023)

- Listing of additional strategies for achieving institutional diversity goals that district's may utilize in their EEO plans. (5 C.C.R. § 53024.1)

- Process for annual certification of compliance with EEO requirements and amendments to the Chancellor's enforcement authority. (5 C.C.R. § 53024.2)

- Requirement that complaints alleging a violation of the EEO regulations be handled in the same manner as complaints of unlawful discrimination, pursuant to Section 59300, et seq. (5 C.C.R. § 53026)

- Annual expenditure report becomes part of the annual certification process. (5 C.C.R. § 53034 repealed)

Specific changes to the **EEO Plans** under the new regulations are:

- District governing boards must review and adopt the EEO plan at a regular meeting where the plan is considered as a separate action item and not part of the consent agenda. (5 C.C.R. § 53003(a)(2))

- A district's draft EEO plan must be submitted to the Chancellor for review at least 90 days prior to its adoption. The governing board must consider the Chancellor's comments on the draft EEO plan, if any, prior to adoption. (5 C.C.R. § 53003(a)(4))

- A district must review its EEO plan and assess progress toward EEO program goals on an annual basis. This review must take place during a regular meeting of the governing board and, should district goals not be met, the district must adopt revisions specifying the efforts it will make to meet those goals. (5 C.C.R. § 53003(b))

- EEO plans must include specific pre-hiring, hiring, and post-hiring EEO strategies the district intends to implement each year over the life of the EEO plan. These strategies may be taken from Section 53024.1 or other effective practices. In addition, the EEO plan must identify timetables for the implementation of the selected strategies. (5 C.C.R. §53003(c)(1), (2)) (Incorporation of the Multiple Methods into the EEO Plan)

- Districts must utilize data from reliable public and private sources to determine whether monitored groups are underrepresented within district job categories. ((5 C.C.R. § 53003(c)(9))

- Districts must post a copy of their EEO plans on the district's website. ((5 C.C.R. § 53003(d))

SCCCD submitted our revised plan to the CCCCO on January 12, 2023 after it was reviewed by Cabinet and shared with Communications Council. Our plan was "accepted" by the CCCCO on May 11, 2023. Our plan was then returned with comments on September 8, 2023. To allow districts to acclimate to this new CCCCO review process, and to address the feedback before Board review and adoption, an option was given to respond to the feedback and comments and to resubmit to the CCCCO within 45 days. The EEO Advisory Committee took advantage of this opportunity to respond to the feedback, which was to reformat the plan, with the additional specificity requested by the CCCCO for Component 13, and it was resubmitted to the CCCCO on November 13, 2023. The plan was returned with final CCCCO comments on

December 1, 2023. CCCCO reviewers provided three levels of feedback: "Extended Recommendations" indicating substantial changes recommended, "Minimal Feedback" indicating minor updates, additional detail or slight modifications were recommended, or "No Feedback" indicating a satisfactory plan component which elicited no reviewer comments. Most of our EEO Plan components received "No Feedback". Some areas received "Minimal Feedback" and no areas received "Extended Recommendations". The Plan was then presented to Cabinet for final approval on January 22, 2024 and then presented to Communications Council again for a second round of constituency review on March 5, 2024. The CCCCO has confirmed that the delay does not change the cycle for our EEO Plan and that our plan is for the period from 2023-2026.

The Plan was presented to the Board of Trustees for first read on May 7, 2024. Following this first reading, the Board of Trustees can provide input on the plan. The final draft will be presented to the Board of Trustees for approval at the June 4, 2024, meeting.

Also in July 2021, the Board of Governors of the California Community Colleges amended the regulations for annual reporting of EEO-related activities in order to be eligible to receive EEO funds appropriated by the Legislature.

California Code of Regulations, title 5, Section 53024.2 identified categories of information that must be reported as part of the annual certification which include:

1. Recorded, reviewed and reported the data required regarding qualified applicant pools and longitudinal data;
2. Reviewed and updated as needed, the Strategies Component of the District's EEO plan;
3. Investigated and appropriately responded to formal harassment or discrimination complaints filed pursuant to the process found beginning Section 59300 of title 5 of the California Code of Regulations; and
4. Expended Equal Opportunity funds in accordance with the purposes set forth in subdivision (c) of section 53030.

This review is an annual process which all districts are required to complete each year. The process formerly performed under the "Multiple Method Allocation Certification Form" and the "EEO Fund District Expenditure Report" are now combined to include all of the items required in Section 53024.2 into a single document and approved by the governing board.

Looking Ahead

Faculty Internship and Diversity Program (FIDP)

Approximately half of all full-time faculty new hires come from our adjunct faculty pool. This highlights the need to diversify our adjunct faculty pool to ultimately impact our full-time faculty diversity. As a result, the District developed a "grow-our-own" Faculty Internship Program. This will be the first formalized faculty internship program which we hope will develop competitive and qualified prospective faculty.

FIDP has launched a [WEBSITE](#) and is now accepting applications for mentors and mentees.[5]

The Co-Coordinators on release-time for this program are establishing relationships with colleges and universities such as Hispanic Serving Institutions (HSI's), Historically Black Colleges and Universities (HBCU's) and Pacific Island serving institutions to recruit candidates, to coordinate a mentorship and training program, and to develop highly competitive applicants for community college teaching positions within SCCCD and in our Valley. The goal is to widen the pipeline to diverse tenure-track faculty and to address specifically hard-to-fill disciplines. Other community college districts have successfully developed similar programs, such as Los Angeles Community College District's Project Match and the T.I.E.S. program at Coast Community College District. Additionally, the District is proud to be the recipient of the CCCCO's EEO Innovative Best Practices grant in the amount of $300,000 in April 2023 to support the FIDP.

The mentor training program has been developed and includes modules on: recognizing and recommending professional development, conducting classroom visitations and observations, effective mentor-intern communication (including trauma-informed training), curriculum planning and review, teaching pedagogy/andragogy, strategies and methodologies (including diverse teaching strategies suitable for different learners), assessment of student work (unbiased, comprehensive student assessment), review of course materials, and more. The co-coordinators are soliciting interest now in the first cohort for the mentor training and attended the UC Merced's Career & Internship Fair in March .

Thank you to our co-coordinators on the heavy lift to launch the FIDP program. *APPENDIX E: EEO Grants*

Michael Takeda
English Instructor, FCC
Co-Coordinator, SCCCD Faculty Internship Program

William Turini
Political Science Instructor, MCC
Co-Coordinator, SCCCD Faculty Internship Program

DEIA-Focused Academic Recruitment Initiative

A workgroup consisting of faculty from Academic Senate and the State Center Federation of Teachers (SCFT), managers, and Human Resources staff are also in the implementation phase of a DEIA-focused academic recruitment plan which includes job postings with equity-minded

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[5] FIDP website: https://www.scccd.edu/departments/human-resources/faculty-in-training.html

language, student participation on search committees, and changes to the academic hiring process.

The new process encourages student participation on academic search committees, utilizes a Diversity Officer as a non-voting member to enhance EEO and uses open-ended questions as the initial applicant evaluation tool. This workgroup also proposes changes to supplemental materials which are traditionally limited by access to exclusive networks such as letters of reference. The equivalency process will be modernized and scoring rubrics will be DEIA-focused placing emphasis on outcomes rather than years of experience.

The pilot program was approved to be used at three of the four colleges and Human Resources has worked with our applicant tracking system provider to build-out the pilot program application process. It is now available for search committees to start using.

DEIA Evaluation Instruments

Recent changes to Title V regulations required tenure review documents to include diversity, equity, inclusion and accessibility standards. A cross-district committee including academic and classified administrators, faculty, academic senate, State Center Federation of Teachers, instructional and non-instructional faculty and classified representatives was formed to develop criteria and evaluation instruments for the new standards. Criteria and new evaluation instruments are well on their way to being finalized and training content will then be developed.

The District has also worked with the Peace Officers Association to embed DEIA into their evaluation instrument and final touches are being put on that for implementation this summer. Managers have also worked on infusing DEIA more thoroughly into their evaluation instruments, discussing the criteria and instruments at two districtwide management meetings this academic year.

Executive Summary

SCCCD continues to infuse equity, diversity and inclusion into all aspects of our district functions. With the new mission, vision and values guiding our work, diversity featured at every board meeting in the form of resolutions and community partners and exciting recruitment videos, the District is finding new ways to invite our community to take part in our transformative process.

As we increase diversity in our workforce, our evaluation instruments, our professional development offerings and our innovation will encourage retention.

- Overall, the diversity of our applicant pool is trending upwards indicating that our efforts in pre-hire outreach is showing positive results.
- Overall, our new classified hires who identify as Asian and our new faculty hires who identify as Hispanic have both increased which contributes to the overall diversity in our workforce.

- There has been a consistent rise in diverse hires and significant strides in faculty diversity.
- Last year, our report identified an underrepresentation in Asian/Pacific Islander hires, we participated in focused recruitment and saw some gains in this demographic category.
- Our workforce data is trending upwards for classified, full-time faculty, part-time faculty and management who identify as Hispanic, positioning our district to be more reflective of the community we serve.
- Our hires who identify as Black/African-American and Hispanic continue to show a disparity.

While EEO work is continuous, it is a whole District effort to create an inclusive environment that is attractive to qualified applicants and to create a culture that celebrates individuality and authenticity.

While the June 2023's Supreme Court landmark decision to ban race-conscious admissions programs at colleges and universities sent shockwaves throughout the nation, Proposition 209 (Affirmative Action Initiative, 1996) had already shifted focus in California from Affirmative Action to Equal Employment Opportunities. In the last three years, over 100 legislative bills in more than 40 states in the U.S. have attempted to dismantle DEIA programs by eliminating funding and imposing outright bans. SCCCD is proud to buck this trend. We recognize that ensuring inclusive climates on our campuses allows us to perform well at work and in classes, and also to learn from one another. Eliminating disparities aligns with the overarching goal of SCCCD, to bolster economic mobility and encourage lifelong learning.

While race-conscious admissions has been banned, the goal remains the same: to increase diversity in higher education and to support student success.

Analysis of Data

Districtwide Data

Service Area Population (2024) **vs.**
SCCCD Employees (2024) **& SCCCD Students** (2023FA)
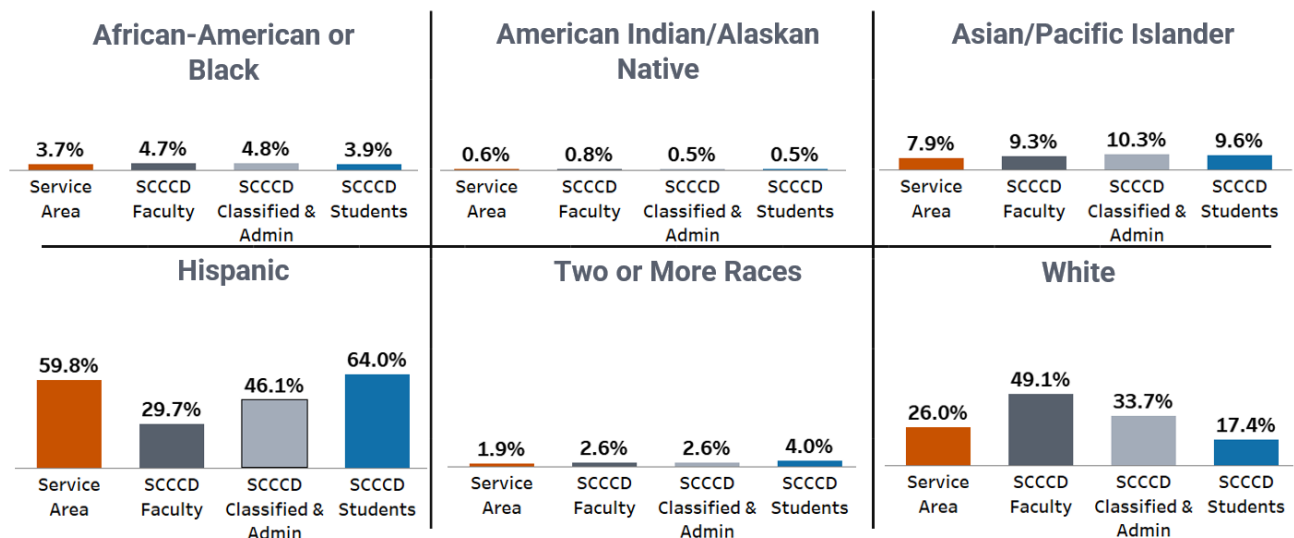
Service area includes Fresno, Kings, Madera, and Tulare counties.
Data Source: U.S. Census Data from Lightcast Demographic Overview, Q1 2024; SCCCD Aterm; SCCCD Workforce Data.

This chart compares the demographic composition of the Service Area population for the State Center Community College District (SCCCD) in 2024 with that of SCCCD employees (faculty and classified professionals & administrative staff) and students (2023 Fall semester). The service area includes Fresno, Kings, Madera, and Tulare counties.

The demographics of our District workforce should be reflective of the demographics of the area and the students that we serve.

The representation of American Indian/Alaskan Native individuals is consistent across the service area, employees, and students, all below 1%.

There is a significant underrepresentation of Hispanic individuals among SCCCD faculty compared to the service area and student population. However, their representation among classified & administrative staff is closer to the service area percentage, but still underrepresented.

Individuals self-identifying as White are overrepresented among SCCCD faculty and classified & administrative staff compared to the service area and student population.

Districtwide Applicant Data

Graph 1.1: Districtwide Classified Applicant Data – Race

1.1 Classified/Race
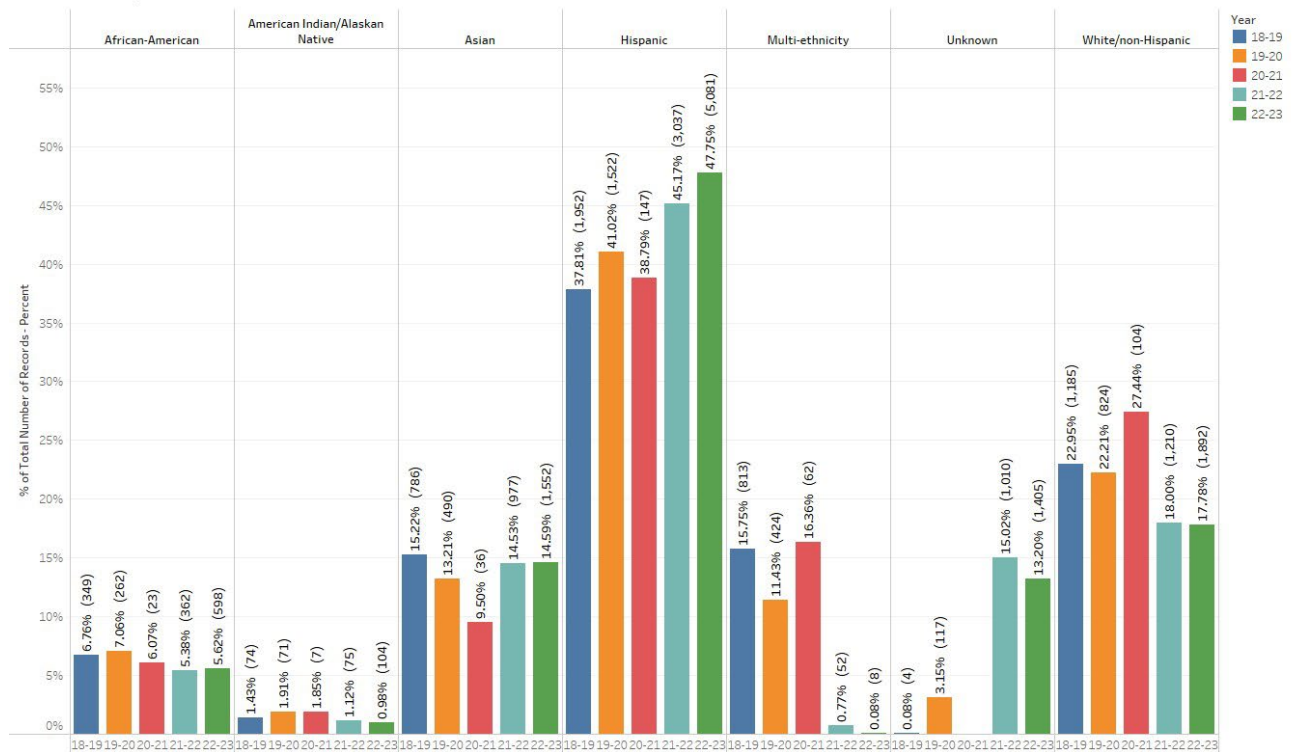
Applicants across almost every racial/ethnic subgroup remained somewhat steady over a five-year period, with the proportion of applicants identifying as multi-ethnic decreasing and the unknown/unreported increasing sharply in 2021-22. There was some growth in applicants identifying as Hispanic in the last measurement period.

Six hundred and fifty-seven (657) classified applicants identified as Hmong which constituted 6% of the total classified applicants districtwide and comprised 42% of Asian/Pacific Islander classified applicants in 2022-23.

Four hundred and seventy-two (472) classified applicants identified as having a disability which comprised 4% of total classified applicants districtwide in 2022-23.

1.2 Classified/Gender

Leading into and during the pandemic, the District's classified applicant pool was heavily dominated by applicants identifying as female, however, in 2020-21, that proportion dropped corresponding to an increase in classified applicants identifying as male in 2020-21. In 2021-22, applicants identifying as female rebounded and stayed steady into 2022-23. 2022-23 also saw a slight increase in the total number of classified applicants identifying as non-binary.

1.3 Faculty/Race

The percentage of applicants identifying as Hispanic reached a 5-year high in 2022-23 at 40.9%. The percentage of applicants identifying as Asian remained steady over the 5-year measurement period and applicants identifying as American Indian/Alaskan Native decreased slightly in 2022-23.

While the Hispanic population reached a 5-year high, it is still not representative of the population of the greater metropolitan area.

One hundred and sixty-two (162) faculty applicants identified as Hmong which constituted approximately 7% of faculty applicants districtwide and 50% of Asian/Pacific Islander faculty applicants in 2022-23.

One hundred seventy-two (172) faculty applicants identified as having a disability which constituted approximately 8% of total faculty applicants districtwide in 2022-23.

Graph 1.4: Districtwide Faculty Applicant Data – Gender

1.4 Faculty/Gender

	Female	Male	Nonbinary	Unknown	Year

Female:
- 18-19: 48.7% (1,187)
- 19-20: 46.2% (923)
- 20-21: 44.0% (2,111)
- 21-22: 48.8% (1,210)
- 22-23: 56.6% (1,232)

Male:
- 18-19: 47.2% (1,151)
- 19-20: 47.0% (939)
- 20-21: 50.3% (2,410)
- 21-22: 46.0% (1,140)
- 22-23: 39.3% (855)

Nonbinary:
- 18-19: 0.6% (14)
- 19-20: 1.8% (36)
- 20-21: 1.1% (51)
- 21-22: 0.8% (20)
- 22-23: 0.8% (18)

Unknown:
- 18-19: 3.5% (86)
- 19-20: 4.9% (98)
- 20-21: 4.6% (222)
- 21-22: 4.4% (110)
- 22-23: 3.4% (73)

Year legend:
- 18-19
- 19-20
- 20-21
- 21-22
- 22-23
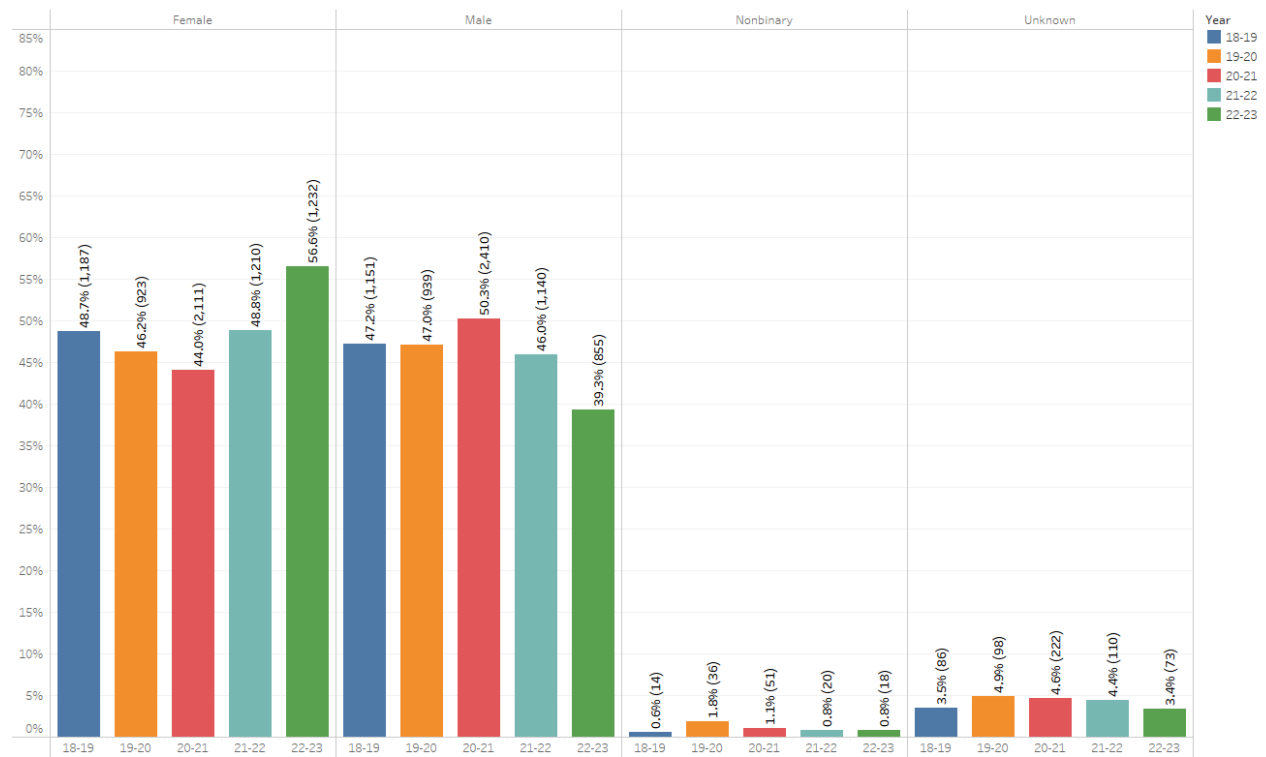
The gender of faculty applicants remains fairly consistent over the five-year period. The number of faculty applicants identifying as non-binary has also remained steady.

19

1.5 Admin/Race
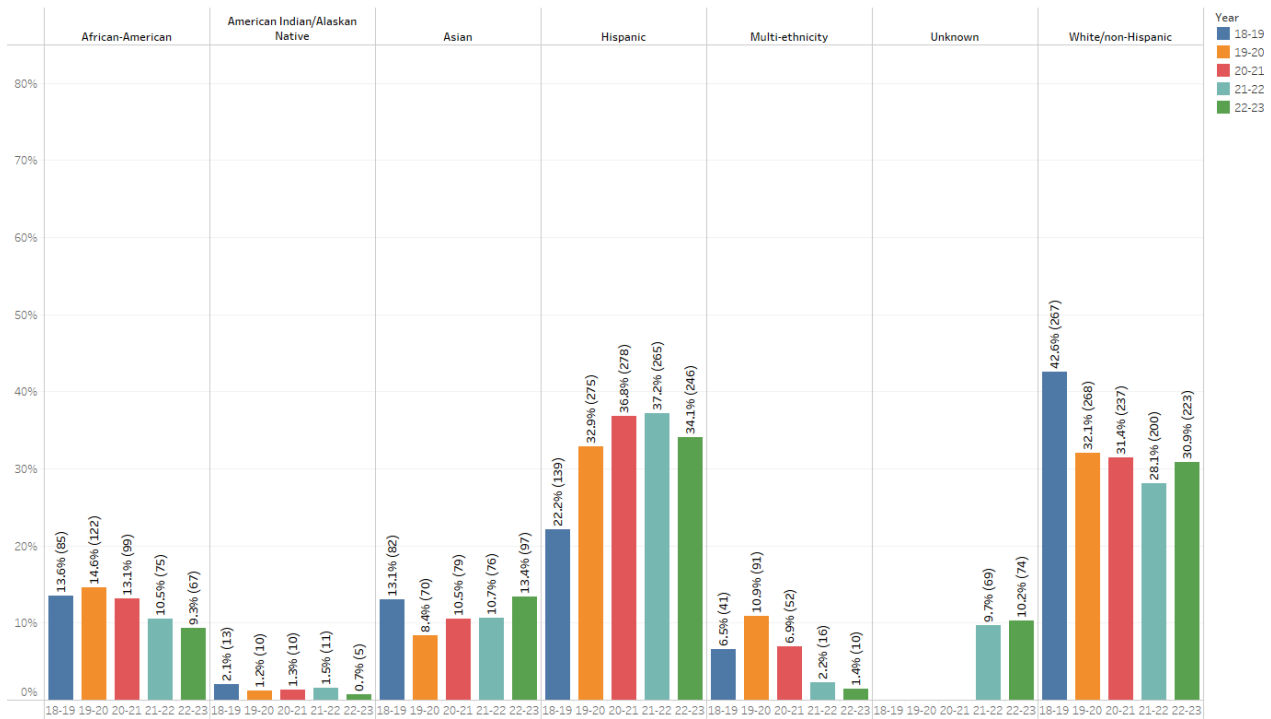
2021-22 saw an increase in the percentage of applicants for management positions who identify as Hispanic at 37.2%, which dipped slightly to 34.1% in 2022-23. The number and percentage of management applicants who identify as Black/African-American decreased slightly from 13.6% in 2018-19 to 9.3% in 2022-23. Management applicants identifying as American Indian/Alaskan Native remained steady over the last five years and the percentage of applicants identifying as Asian increased slightly compared to five years ago.

Thirty (30) applicants for management positions identified as Hmong, which comprised 4% of the total districtwide management applicants and 34% of the Asian/Pacific Islander applicants in 2022-23.

Forty-one (41) applicants for management positions identified as having a disability which comprised 5% of the total districtwide management applicants.

1.6 Admin/Gender
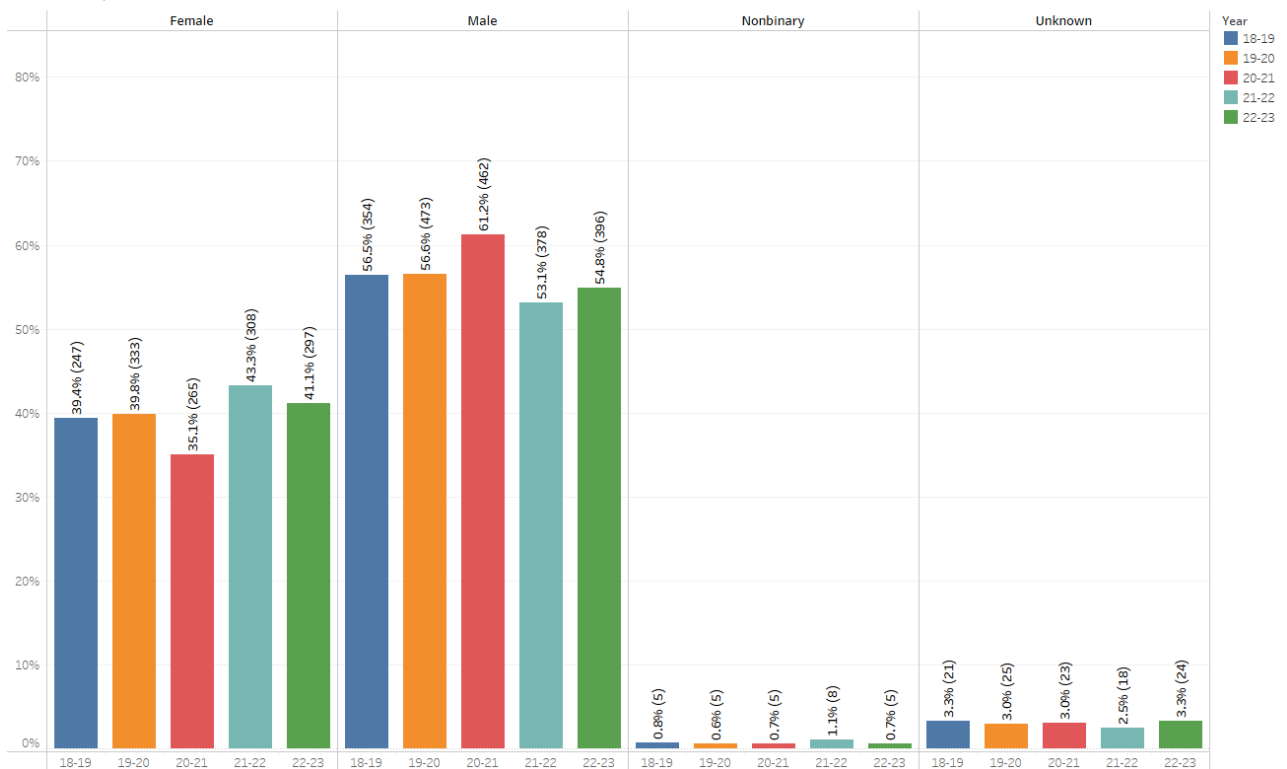
More management applicants historically identify as male than female. The number of management applicants identifying as non-binary remained steady over the past five years.

Districtwide New Hire Data

Graph 1.7: Districtwide Classified New Hire Data – Race

1.7 District Wide Classified/Race
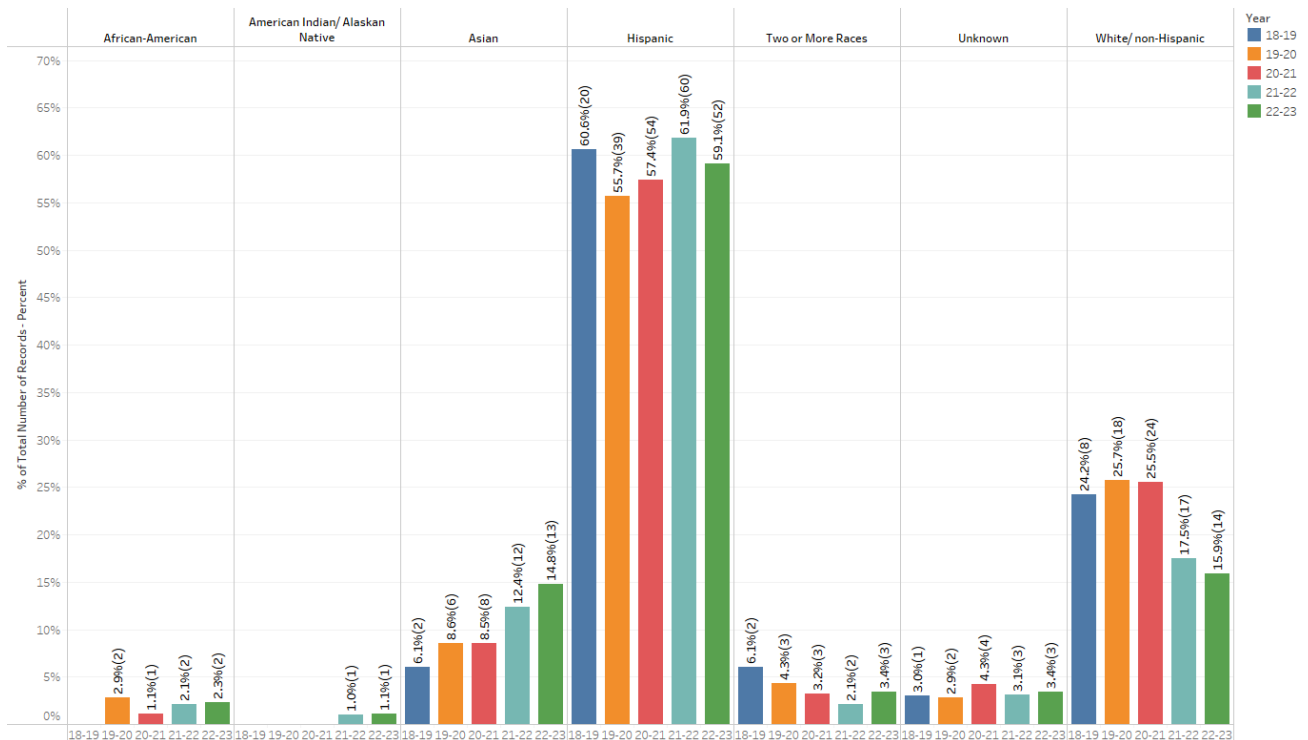
This graph representing the classified new hires shows a decreased number of classified new hires identifying as African-American/Black over the course of the pandemic, and that number has almost recovered from 2.9% to 2.3%. We also increased our number and proportion of classified new hires identifying as Asian and Multiracial over the last year. A decrease in new hires identifying as White/non-Hispanic indicates more classified new hire diversity overall for last year compared to previous years.

1.8 District Wide Classified/Gender
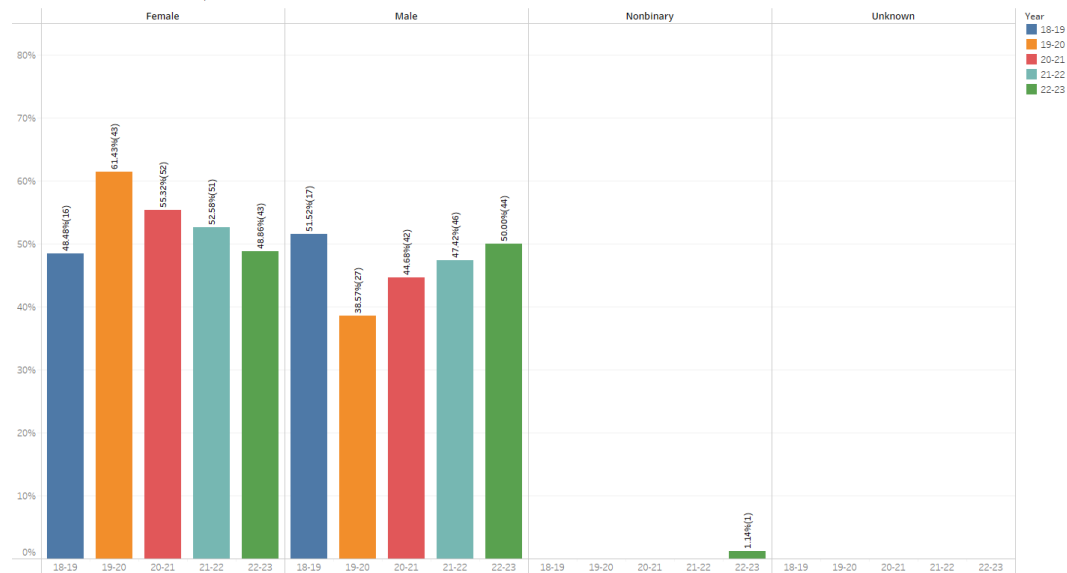
The gender ratio among the districtwide classified new hires has remained fairly consistent over the five-year period with slightly higher new hires identifying as female for the past three years and one classified new hire identifying as nonbinary.

New hire faculty data does NOT include transfers, change of assignments. Those hired into full-time and part-time <u>temporary</u> positions are now reflected in a stand-alone graph.

1.9 District Wide Faculty/Race (FT)

	African-American	American Indian/ Alaskan Native	Asian	Hispanic	Two or More Races	Unknown	White/ non-Hispanic

African-American: 18-19: —; 19-20: 2.9%(1); 20-21: 5.3%(3); 21-22: 6.6%(5); 22-23: 6.3%(2)

American Indian/ Alaskan Native: 20-21: 1.8%(1)

Asian: 18-19: 4.8%(1); 19-20: 8.6%(3); 20-21: 3.5%(2); 21-22: 3.9%(3); 22-23: 6.3%(2)

Hispanic: 18-19: 42.9%(9); 19-20: 22.9%(8); 20-21: 26.3%(15); 21-22: 27.6%(21); 22-23: 21.9%(7)

Two or More Races: 19-20: 5.7%(2); 20-21: 7.0%(4); 21-22: 2.6%(2); 22-23: 3.1%(1)

Unknown: 19-20: 8.6%(3); 20-21: 5.3%(3); 21-22: 5.3%(4); 22-23: 6.3%(2)

White/ non-Hispanic: 18-19: 52.4%(11); 19-20: 51.4%(18); 20-21: 50.9%(29); 21-22: 53.9%(41); 22-23: 56.3%(18)

Year legend: 18-19, 19-20, 20-21, 21-22, 22-23

The percentage of full-time faculty new hires identifying as African-American/Black has increased since pre-pandemic levels. Faculty new hires who identify as Asian increased from 2018-19 to 2022-23.

Graph 1.9b: Districtwide Faculty New Hire Data – Race (Part-Time)

1.9 District Wide Faculty/Race (PT)
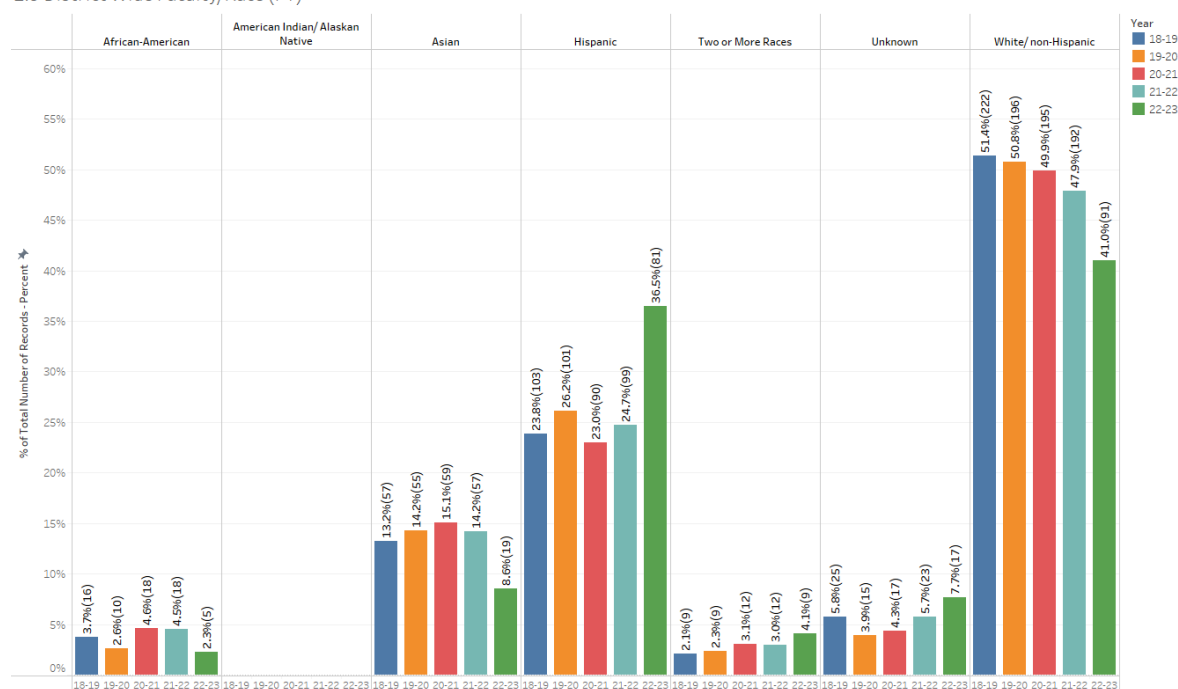
The percentage of part-time faculty new hires identifying as Hispanic and Multiracial has increased since pre-pandemic levels. Faculty new hires who identify as Asian decreased from 2018-19 to 2022-2023. There is a consistent decreasing trend in faculty new hires who identify as White over the past five years.

Graph 1.10a: Districtwide Faculty New Hire Data – Gender (Full-Time)

1.10 District Wide Faculty/Gender (FT)
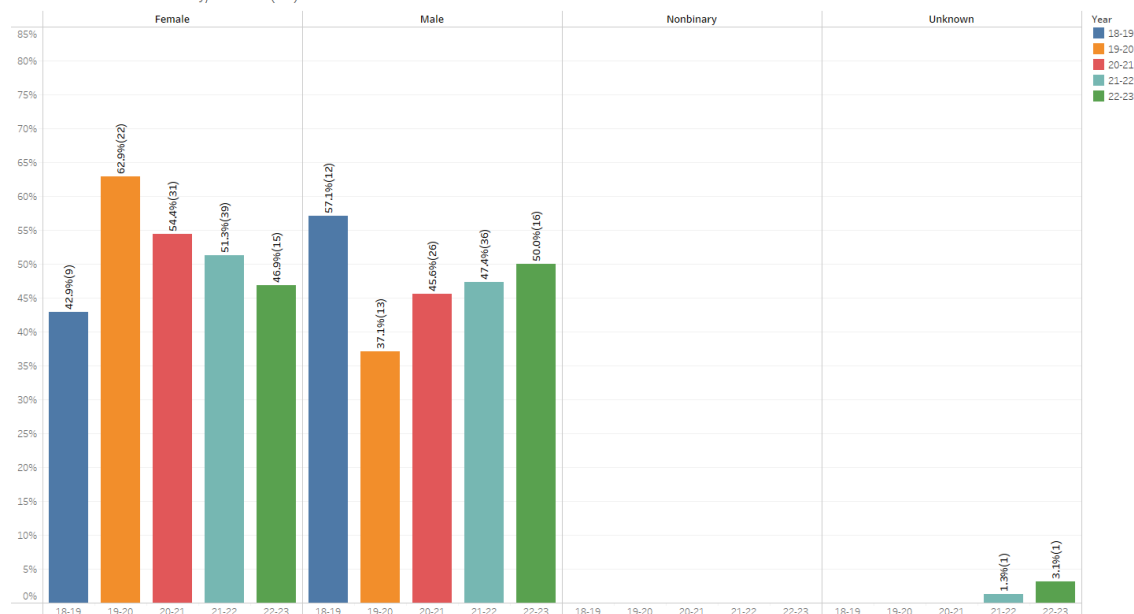
The overall trend for gender distribution for the District's full-time faculty new hire population is consistent, with around 46.9% reporting as female and 50% reporting as male in the last year.

1.10 District Wide Faculty/Gender (PT)
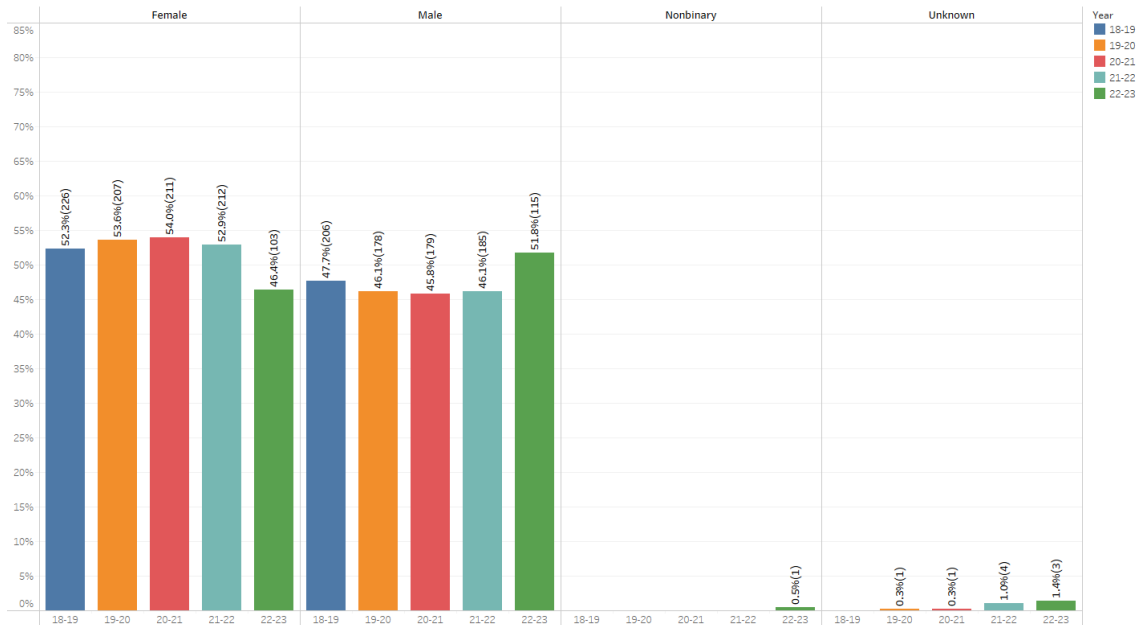
The overall trend for gender distribution for the District's pat-time faculty new hire population is consistent, with around 46.4% reporting as female and 51.8% reporting as male in the last year.

Graph 1.11: Districtwide Management New Hire Data – Race

1.11 District Wide Admin/Race
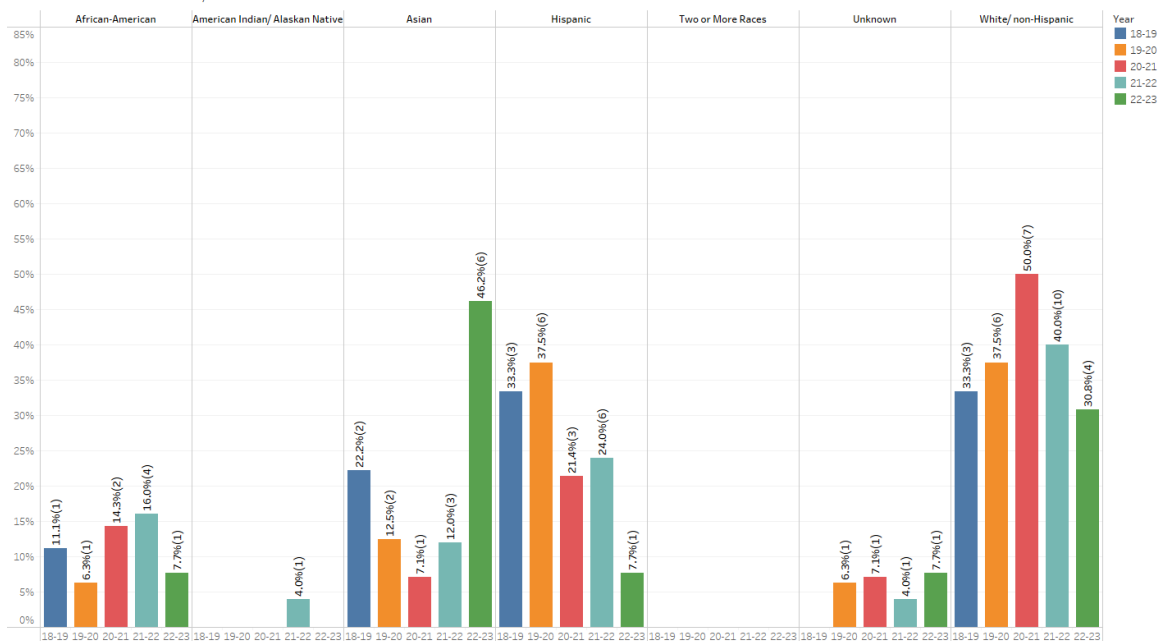
The demographics of the District's management new hires is difficult to analyze using trend graphs because the population is very small and, therefore, the loss or gain of a single employee may change the profile. As shown in the chart, the numbers have fluctuated over the years. Overall, the number of new management hires identifying as Asian increased in the last year.
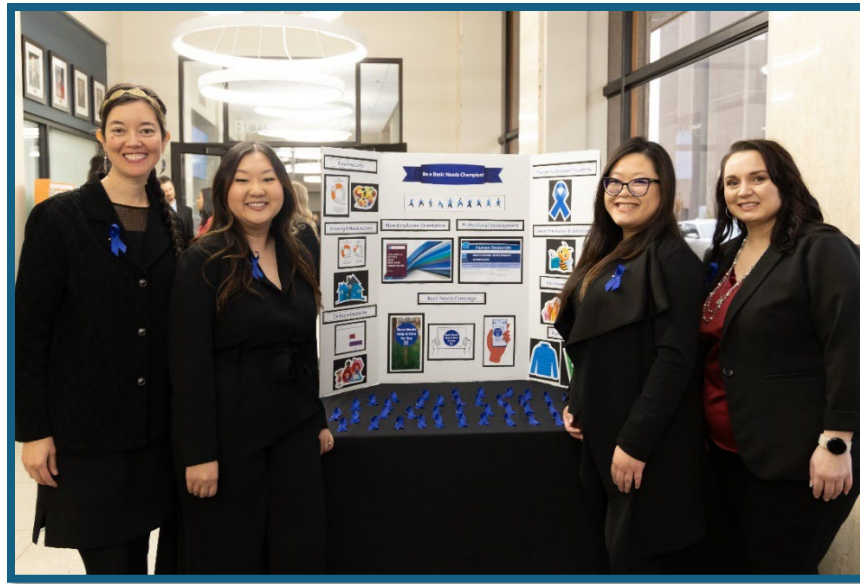
Graph 1.12: Districtwide Management New Hire Data – Gender

1.12 District Admin/Gender
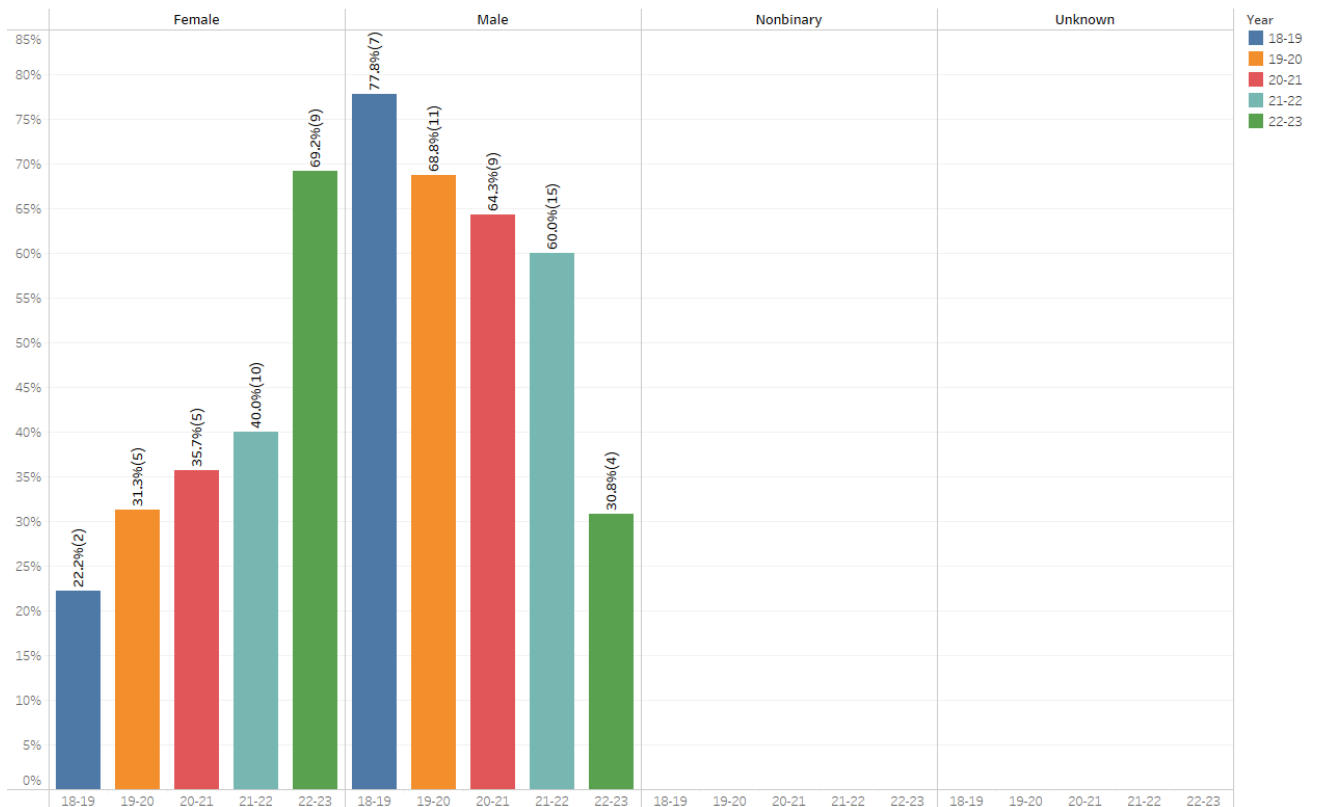
The overall gender distribution for management new hires has fluctuated over the years with those identifying as female disproportionately lower than those identifying as male across the previous four years, but in the last year, new female manager hires surpassed males. None of the management new hires identified as nonbinary.

Districtwide Workforce Data

As a reminder, current employees were resurveyed in 2023.

Graph 1.13: Districtwide Classified Workforce Data – Race

1.13 District Wide Classified/Race
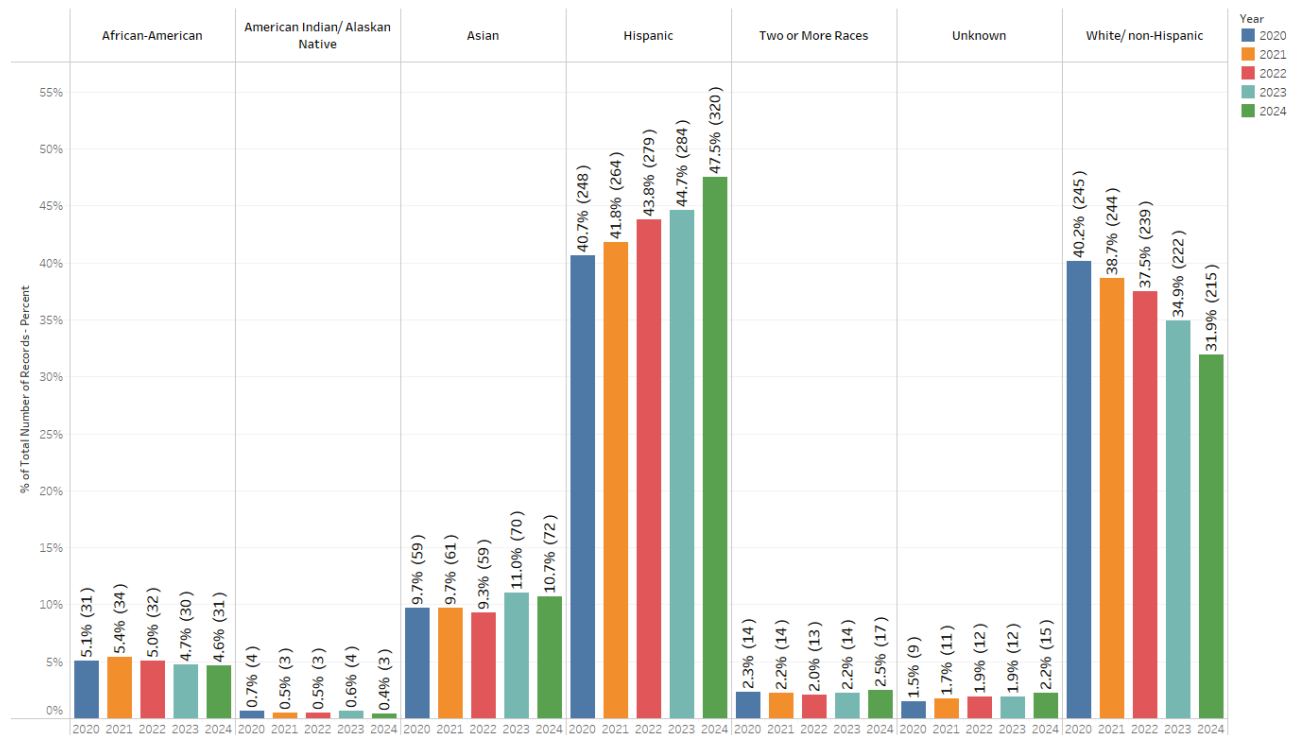
The demographics for the District's classified workforce has become more diverse over the years. The White/Non-Hispanic percentages continue to decrease and the Hispanic group has steadily increased over the last five years. More Asian staff were added to the classified workforce in 2023 than in prior years during this period.

Seventeen (17) classified employees identified as Hmong, which comprises approximately 2.5% of total classified employees districtwide and 24% of the total of the Asian/Pacific Islander classified demographic in 2024.

Twenty-five (25) classified employees identified as having a disability, or approximately 3% of total employees districtwide in 2024.

Graph 1.14: Districtwide Classified Workforce Data – Gender

1.14 District Wide Classified/Gender

	Female	Male	Nonbinary	Unknown
2020	56.23% (343)	43.11% (263)		0.66% (4)
2021	56.89% (359)	42.31% (267)		0.79% (5)
2022	56.67% (361)	43.17% (275)		0.16% (1)
2023	56.29% (358)	43.40% (276)		0.31% (2)
2024	54.98% (370)	44.87% (302)	0.15% (1)	
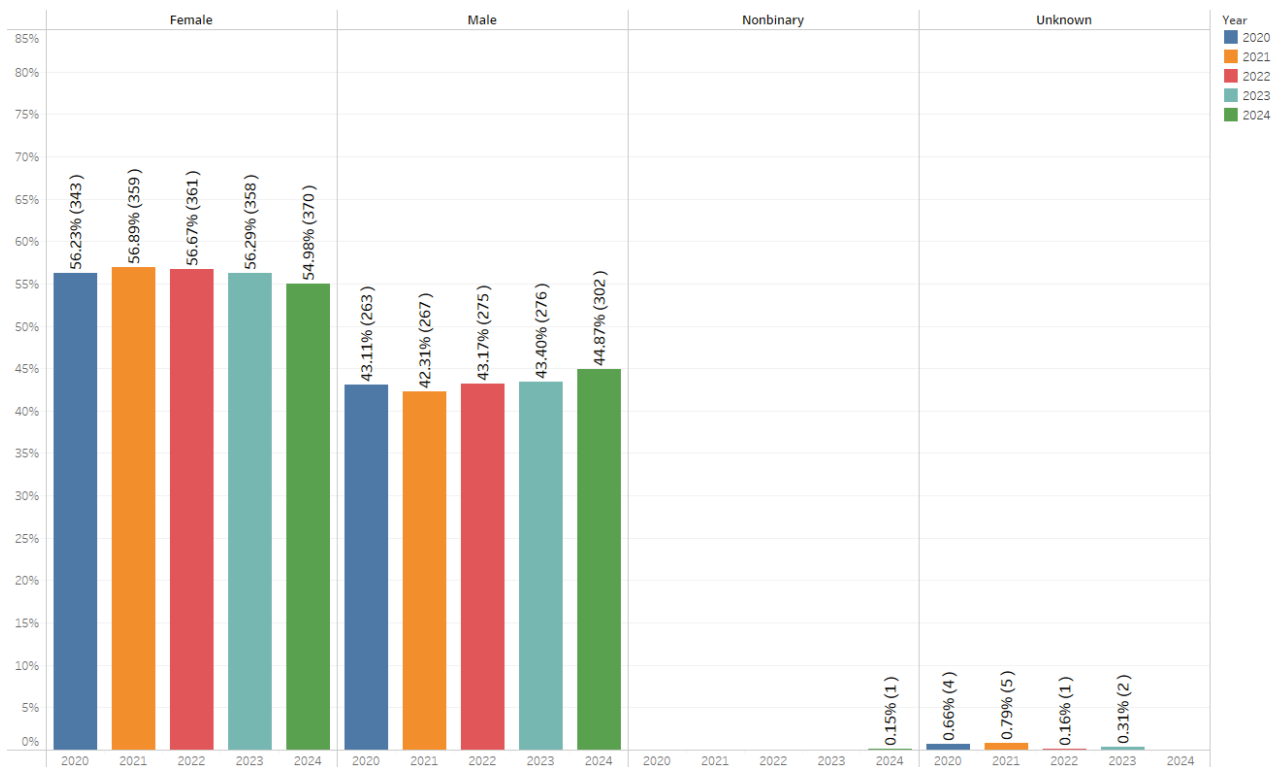
Classified gender demographic trends show the District's classified workforce is disproportionately female overall. Less than 1% of the classified workforce identified as non-binary.

1.15 District Wide Faculty/Race (FT)
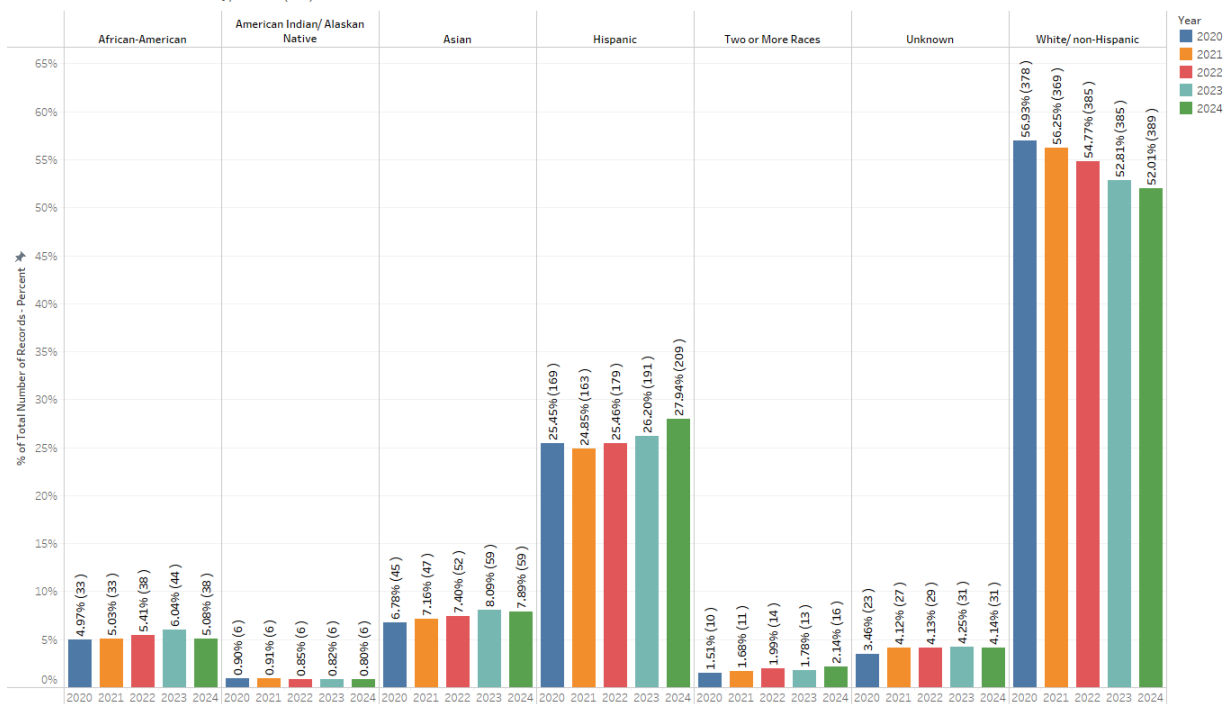
Trends in the District's full-time faculty workforce have overall been moving towards a more diverse workforce over the last five years with small increase and decreases. Faculty identifying as White/Non-Hispanic continue to decrease over time and those identifying as Hispanic and Multi-Racial show an increasing trend compared to pre-pandemic proportions. The proportion of faculty districtwide who identify as American Indian/Alaskan Native and those who do not report a racial/ethnic identity remain stable.

Thirty-seven (37) total faculty employees identified as "Hmong" or just under 5% of the districtwide total and approximately 63% of the total Asian/Pacific Islander demographic in 2024.

Forty-eight (48) total faculty employees identified as having a disability, which is approximately 6% of the districtwide total in 2024.

Graph 1.15b: Districtwide Faculty Workforce Data – Race (Part-Time)

1.15 District Wide Faculty/Race (PT)

Year
2020
2021
2022
2023
2024

African-American
- 2020: 4.57% (54)
- 2021: 4.06% (42)
- 2022: 5.19% (54)
- 2023: 4.46% (48)
- 2024: 4.42% (54)

American Indian/ Alaskan Native
- 2020: 0.76% (9)
- 2021: 0.87% (9)
- 2022: 0.77% (8)
- 2023: 0.74% (8)
- 2024: 0.82% (10)

Asian
- 2020: 11.76% (139)
- 2021: 12.17% (126)
- 2022: 12.79% (133)
- 2023: 11.80% (127)
- 2024: 10.15% (124)

Hispanic
- 2020: 23.77% (281)
- 2021: 26.18% (271)
- 2022: 25.96% (270)
- 2023: 27.88% (300)
- 2024: 30.85% (377)

Two or More Races
- 2020: 2.28% (27)
- 2021: 2.13% (22)
- 2022: 2.88% (30)
- 2023: 3.35% (36)
- 2024: 2.86% (35)

Unknown
- 2020: 4.57% (54)
- 2021: 4.15% (43)
- 2022: 4.52% (47)
- 2023: 4.93% (53)
- 2024: 3.68% (45)

White/ non-Hispanic
- 2020: 52.28% (618)
- 2021: 50.43% (522)
- 2022: 47.88% (498)
- 2023: 46.84% (504)
- 2024: 47.22% (577)

Trends in the District's part-time faculty workforce also have overall been moving towards a more diverse workforce over the last five years with small increase and decreases. Faculty identifying as White/Non-Hispanic continue to decrease over time and those identifying as Hispanic and Multi-Racial show an increasing trend compared to pre-pandemic proportions. The proportion of faculty districtwide who identify as American Indian/Alaskan Native increased in the last year.

Graph 1.16a: Districtwide Faculty Workforce Data – Gender (Full-Time)

1.16 District Wide Faculty/Gender (FT)

	Female	Male	Nonbinary	Unknown
2020	51.7% (955)	48.2% (889)		
2021	53.2% (899)	46.6% (788)		0.1% (2)
2022	54.0% (941)	45.7% (796)		0.2% (4)
2023	52.6% (949)	46.8% (845)		0.3% (6)
2024	50.9% (381)	48.1% (360)	0.3% (2)	0.6% (11)

(Unknown 2020: also 0.8% (6). Nonbinary 2020: 0.3% (2))
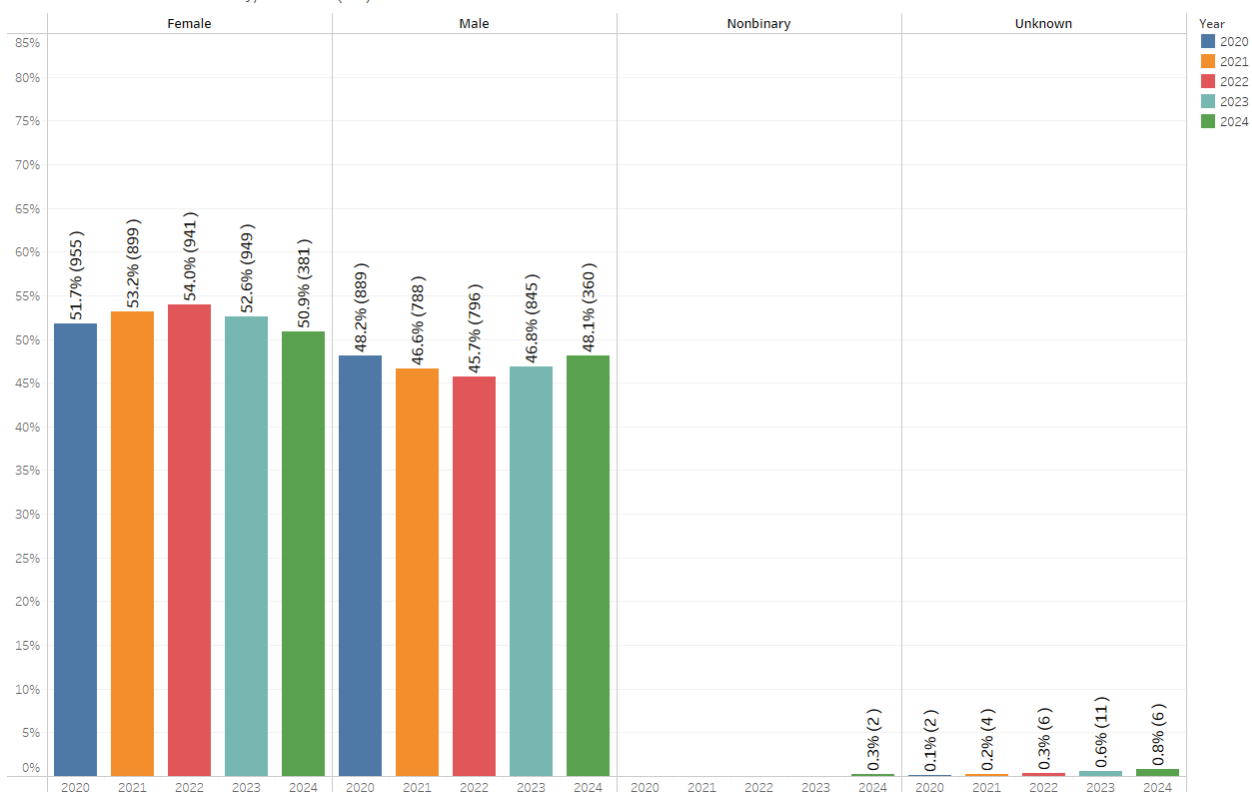
Full-time faculty gender has remained fairly consistent and more balanced than other employee groups throughout the analyzed period.

Graph 1.16b: Districtwide Faculty Workforce Data – Gender (Part-Time Faculty)

1.16 District Wide Faculty/Gender (PT)
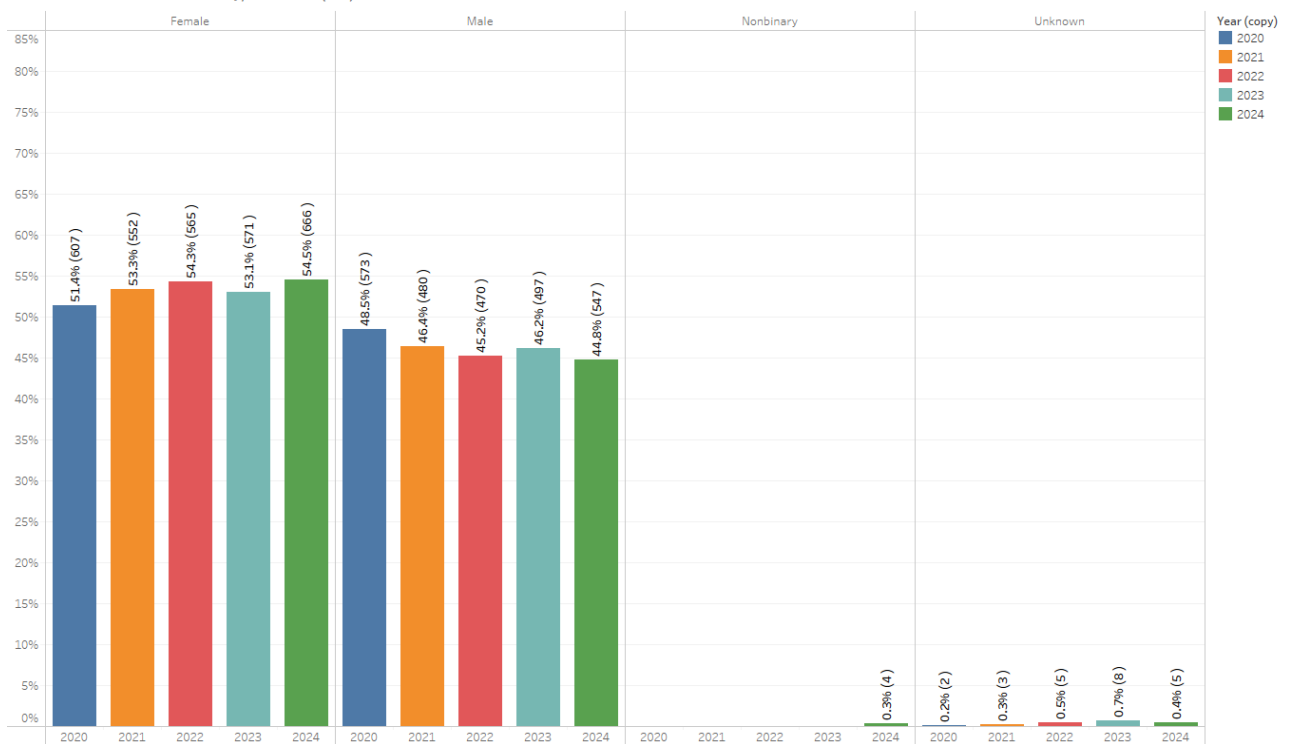
Part-time faculty gender has also remained fairly consistent and more balanced than other employee groups throughout the analyzed period.

Graph 1.17: Districtwide Management Workforce Data – Race

1.17 District Wide Admin/Race
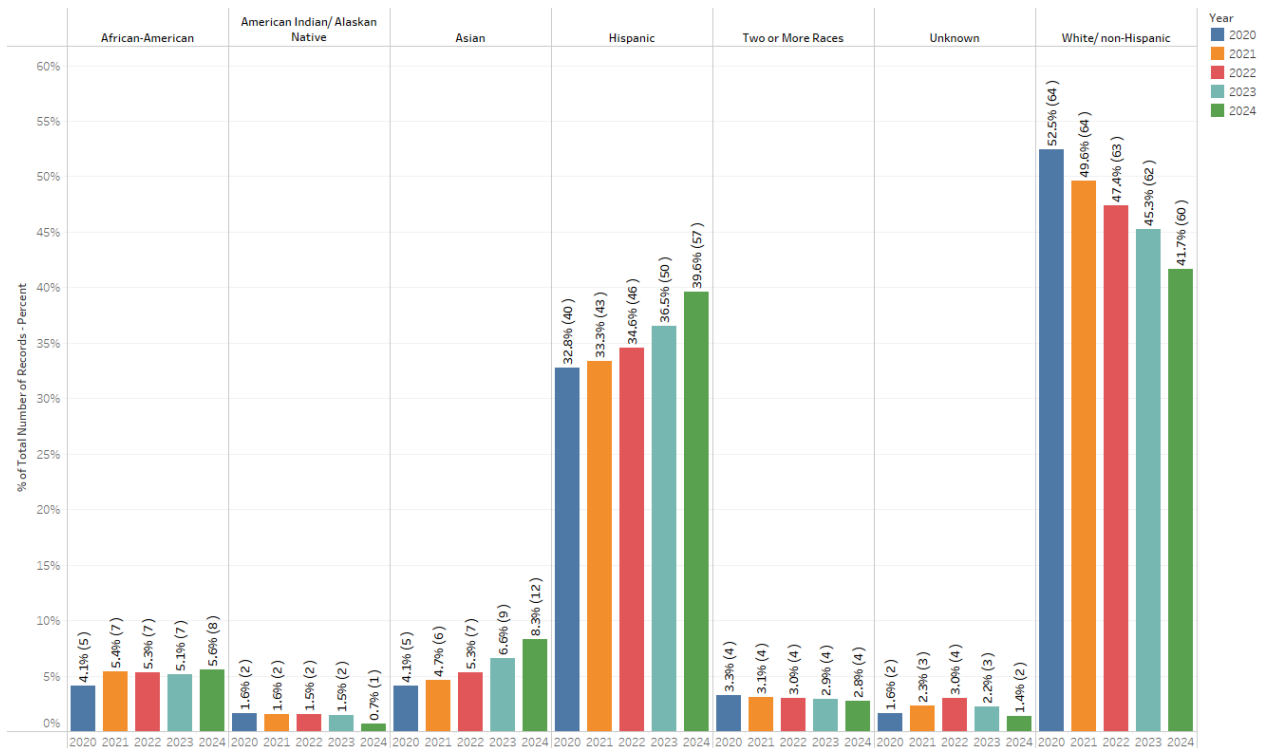
The trend in demographics for the district's management workforce shows some stability in management identifying as American Indian/Alaskan Native, and African-American/Black. There was an increase in 2024 in managers identifying as Asian and managers identifying as Hispanic is steadily increasing from 32% to 39% over five years. Managers identifying as White have decreased from 52% to 41% over the same timeframe.

Three (3) total managers districtwide identified as "Hmong" or 2% of the districtwide total and approximately 16% of the total Asian/Pacific Islander demographic in 2024.

Two (2) total management employees identified as having a disability, which is approximately 1% of the districtwide total in 2024.

Graph 1.18: Districtwide Management Workforce Data – Gender

1.18 District Wide Admin/Gender
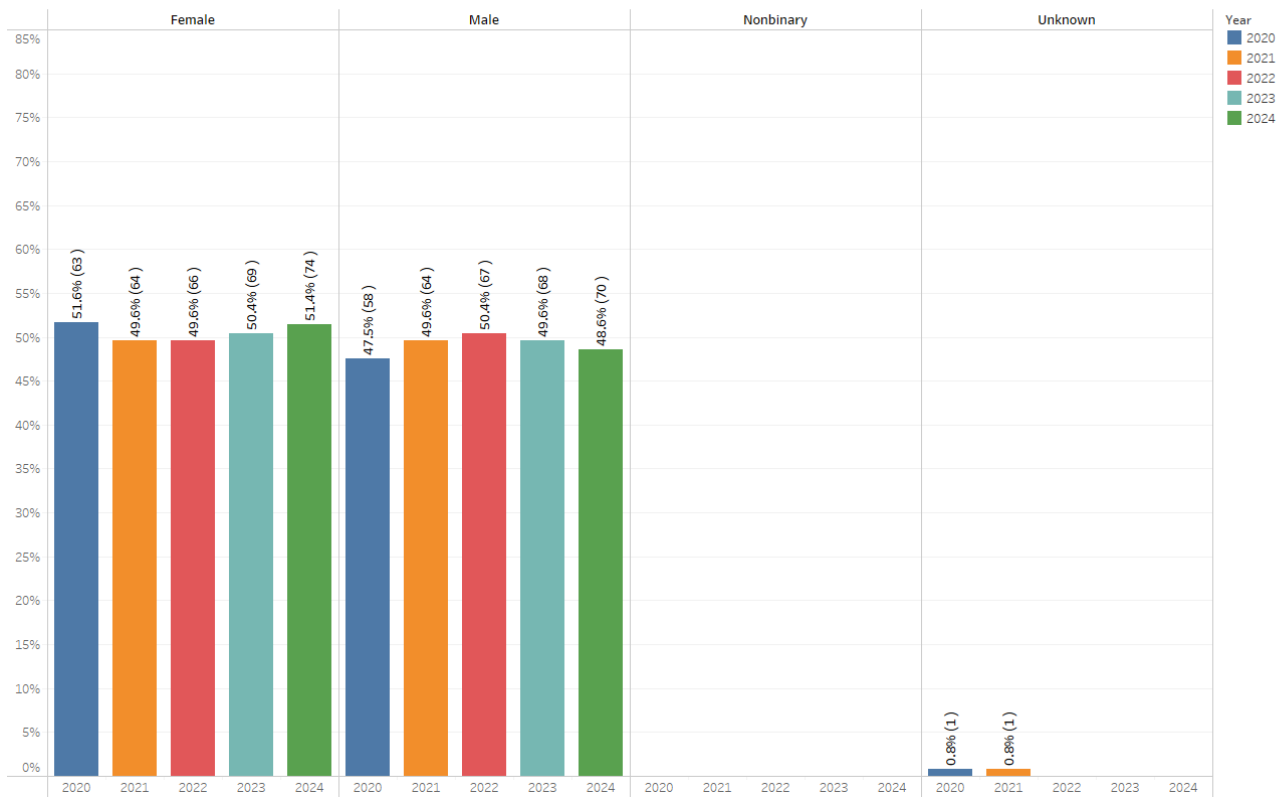
The ratio of female to male management employees in our workforce show an equitable, nearly 50/50 split.

Fresno City College Data

Fresno City College New Hire Data

Graph 2.1: Fresno City College Classified New Hire Data – Race

2.1 FCC Classified/Race
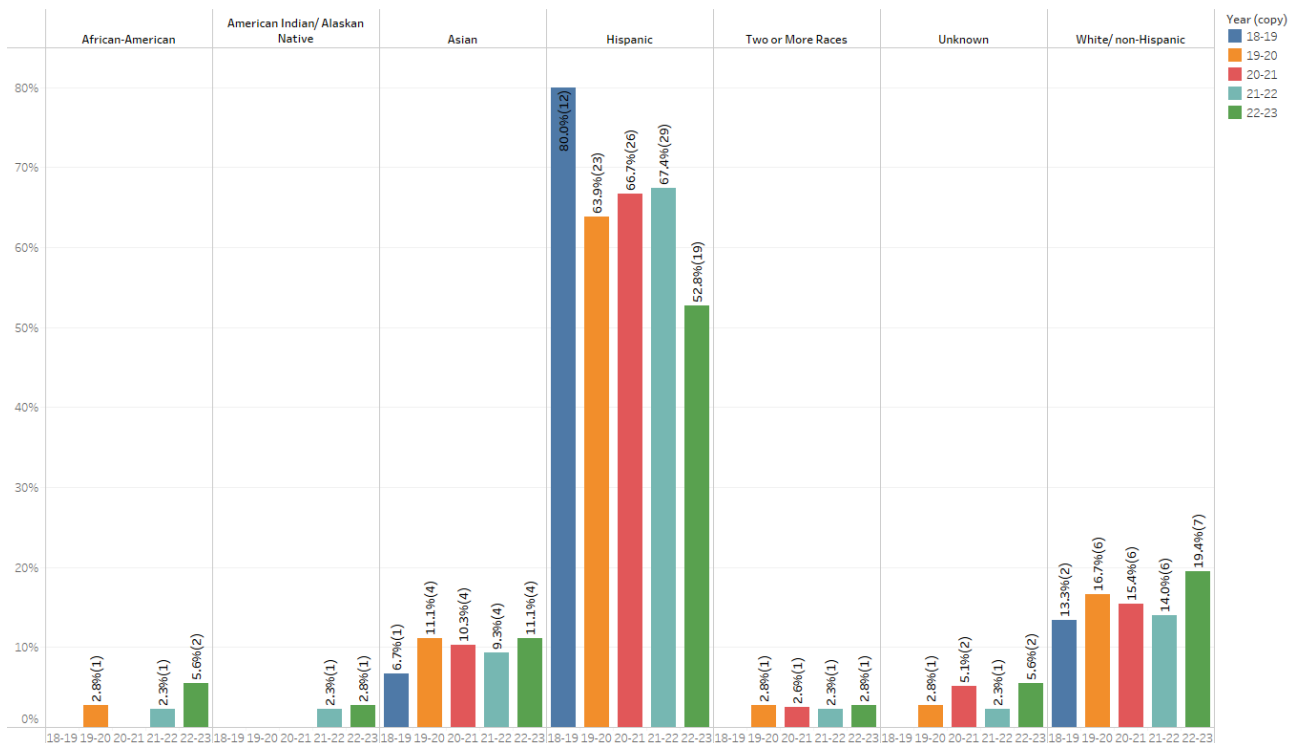
As shown in the chart above, with relatively small totals of classified new hires, the majority self-identify as Hispanic.

Graph 2.2: Fresno City College Classified New Hire Data – Gender

2.2 FCC Classified/Gender
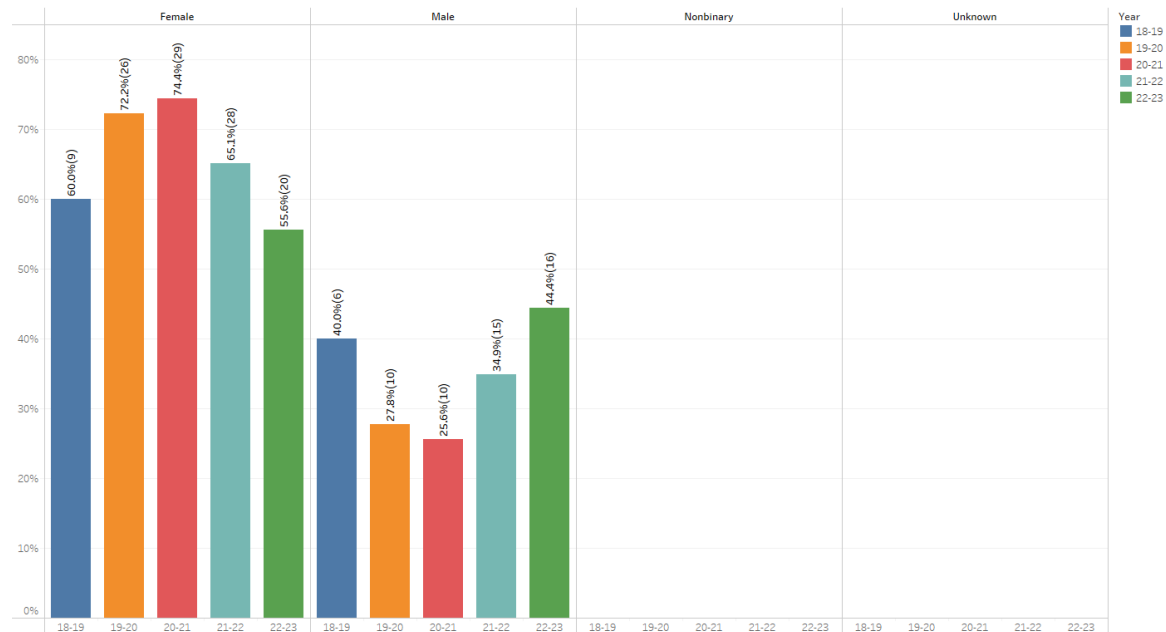
The gender distribution for classified new hires at Fresno City College identifying as female saw an increasing trend from 2018-19 to 2020-21 and then a decrease in 2021-22 that continued into 2022-23.

Graph 2.3a: Fresno City College Faculty New Hire Data – Race (Full-Time)

2.3 FCC Faculty/Race (FT)
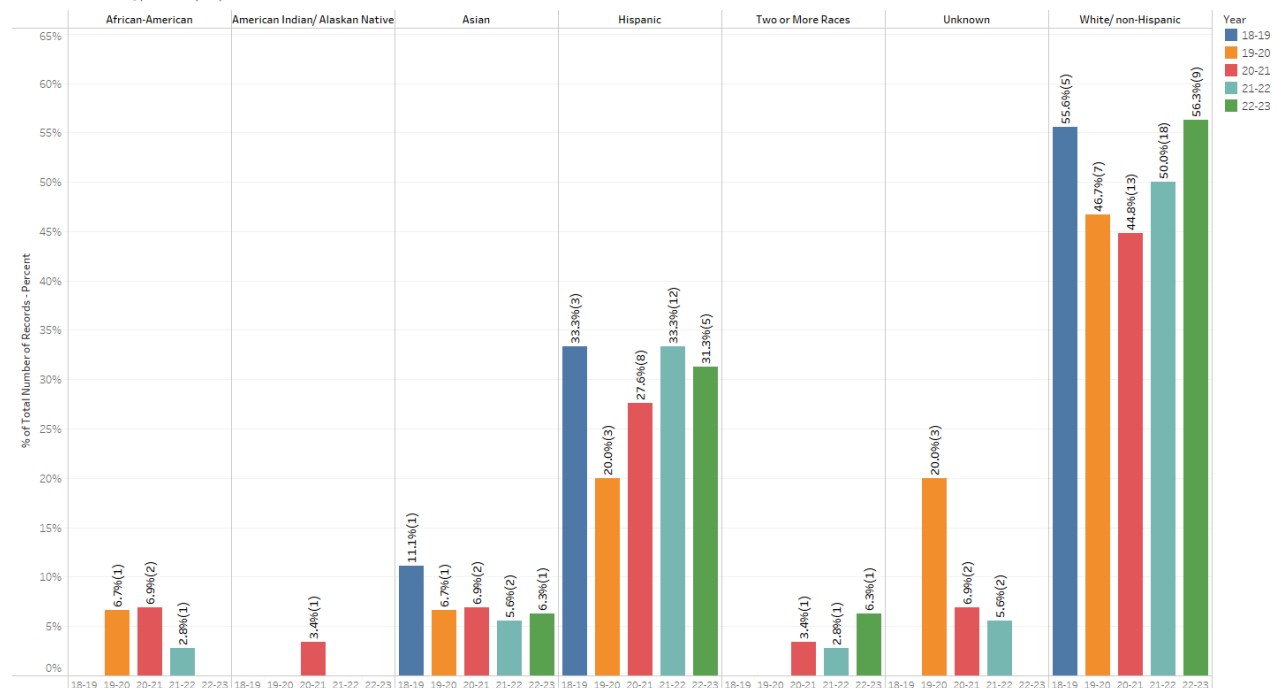
The percentage of full-time faculty new hires at Fresno City College identifying as Multiracial increased over the past 5 years while the percentages of faculty new hires identifying as African-American/Black, Asian and as Hispanic has fluctuated up and down.

2.3 FCC Faculty/Race (PT)
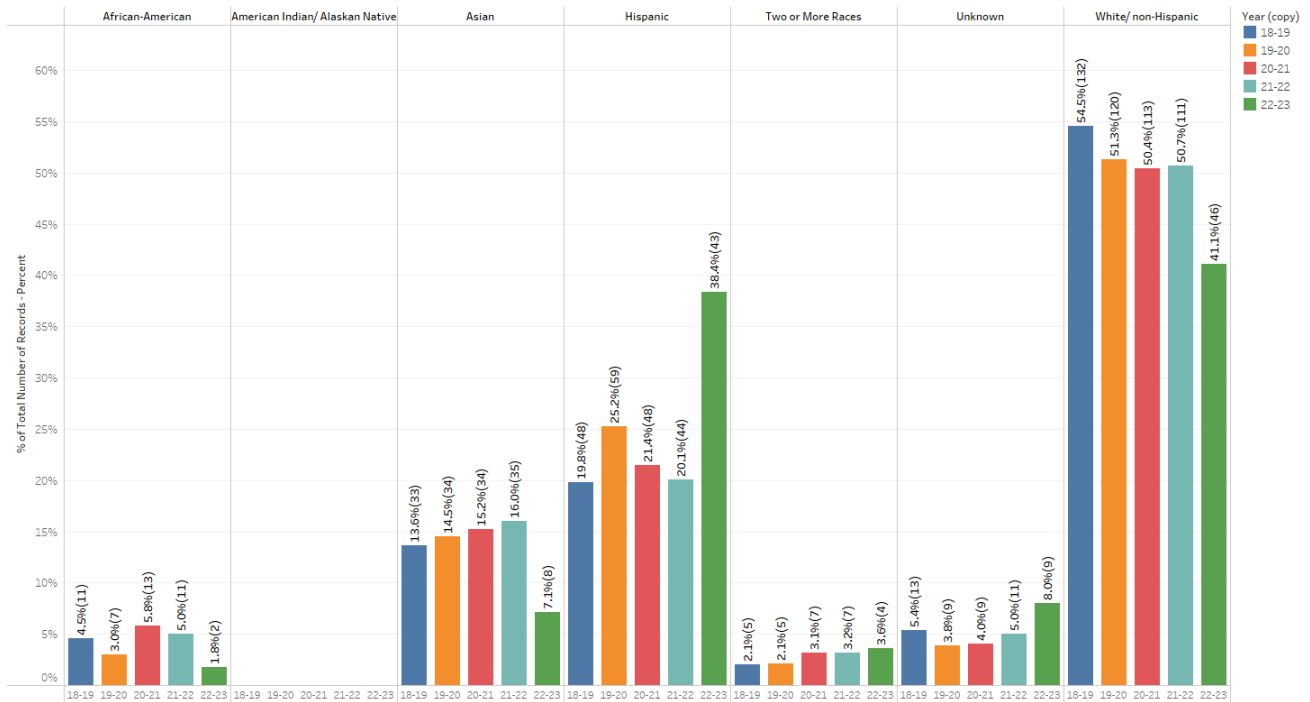
The percentage of part-time faculty new hires at Fresno City College identifying as Hispanic increased in the last year while the percentages of faculty new hires identifying as African-American/Black and Asian went down.

Graph 2.4a: Fresno City College Faculty New Hire Data – Gender (Full-Time)

2.4 FCC Faculty/Gender (FT)
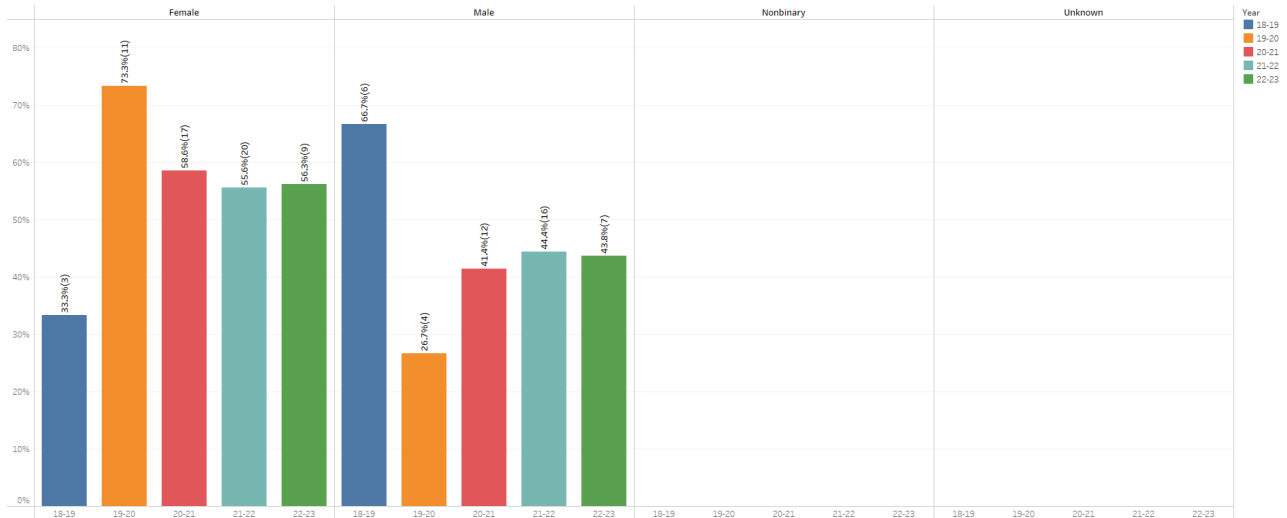
The gender ratio of new hire full-time faculty at FCC has fluctuated over the year with 2022-23 ending with slightly higher female hires than male.

Graph 2.4b: Fresno City College Faculty New Hire Data – Gender (Part-Time)

2.4 FCC Faculty/Gender (PT)
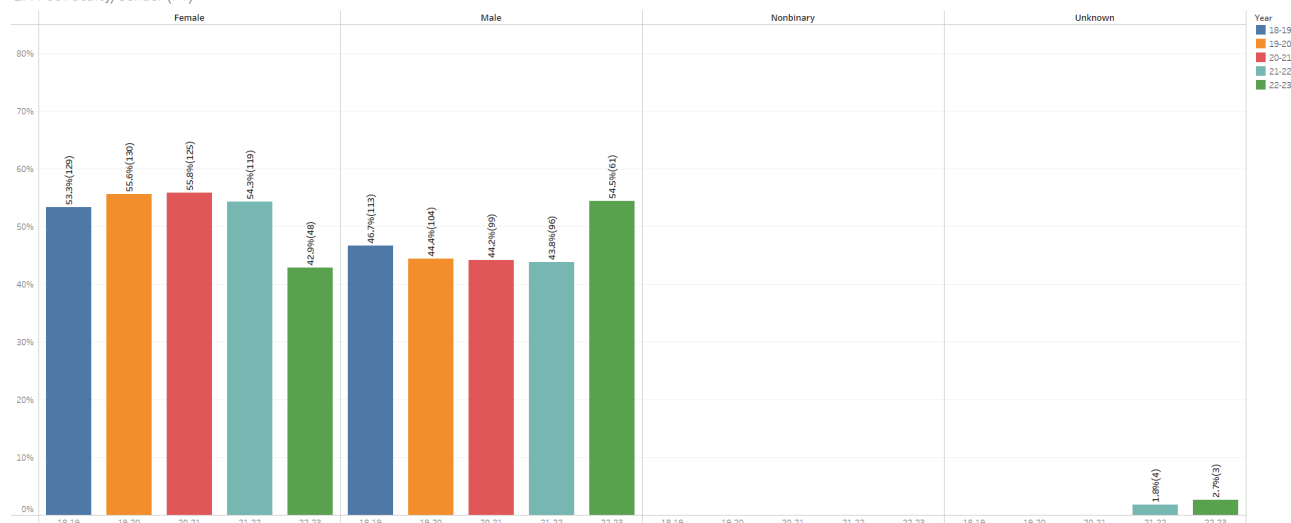
The gender ratio of new hire part-time faculty at FCC has fluctuated over the year with 2022-23 ending with slightly higher male hires than male.

Graph 2.5: Fresno City College Management New Hire Data – Race

The demographics of Fresno City College's Management New Hire data for the period from 2018-2023 is very small and it is not possible to display the data without revealing the identity of individual persons. With data sets that represent fewer than five (5) individuals, the information will not be displayed.

Graph 2.6: Fresno City College Management New Hire Data – Gender

The demographics of Fresno City College's Management New Hire data for the period from 2018-2023 is very small and it is not possible to display the data without revealing the identity of individual persons. With data sets that represent fewer than five (5) individuals, the information will not be displayed.

Fresno City College Workforce Data

Graph 2.7: Fresno City College Classified Workforce Data – Race

2.7 FCC Classified/Race
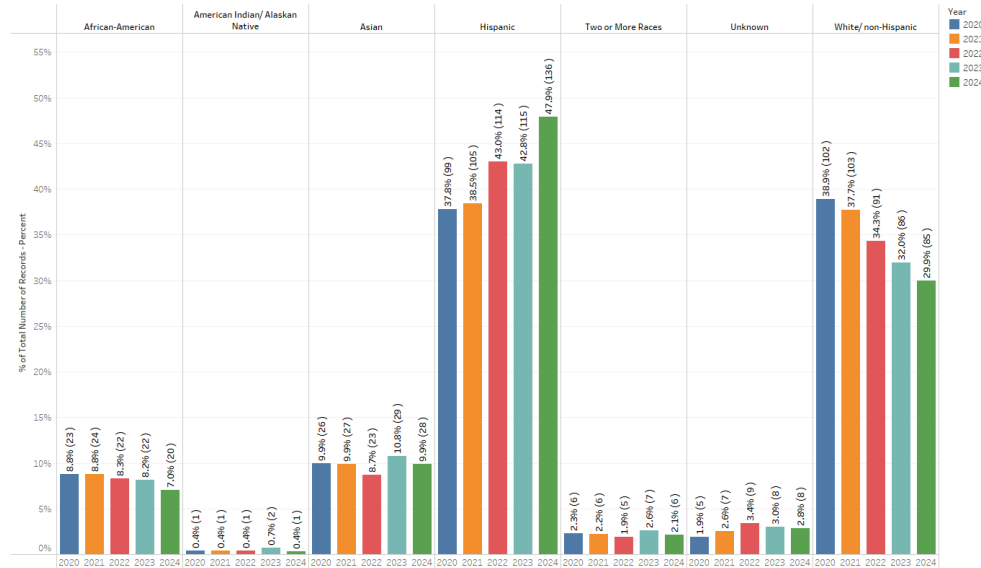
Classified employee demographics show a decreasing trend in the percentage identifying as White/Non-Hispanic and an increasing trend in the percentage identifying as Hispanic. The percentages of classified professionals identifying as American Indian/Alaskan Native, Multi-Racial have remained somewhat steady.

Graph 2.8: Fresno City College Classified Workforce Data – Gender

2.8 FCC Classified/Gender
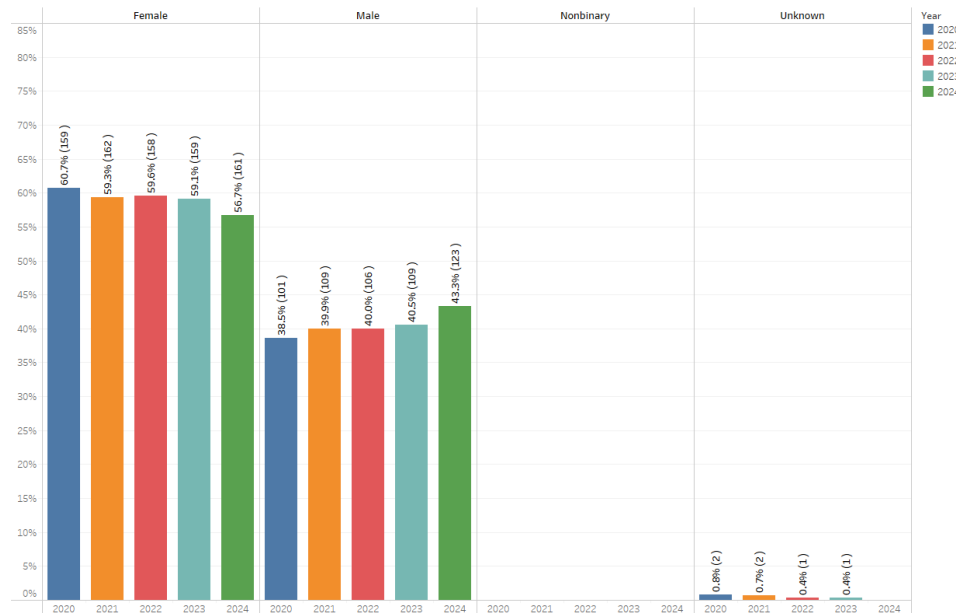
Although the percentage of classified employees identifying as female has consistently remained higher than those identifying as male, there is a decreasing trend in the percentage of classified employees identifying as female. In 2024, zero classified employees identified as non-binary.

2.9 FCC Faculty/Race (FT)
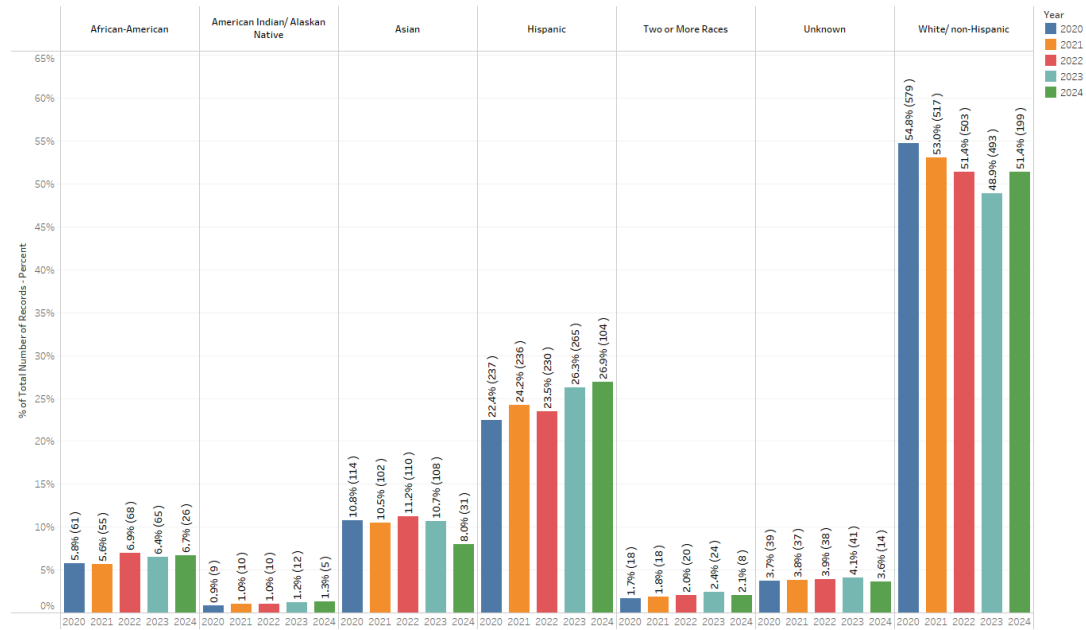
Fresno City College has seen a decreasing trend in the percentage of full-time faculty identifying as White/Non-Hispanic. There is an increasing trend for the percentage of faculty identifying as Hispanic. Those faculty identifying as Indian/Alaskan Native and as Multiracial remained steady.

Graph 2.9b: Fresno City College Faculty Workforce Data – Race (Part-Time)

2.9 FCC Faculty/Race (PT)
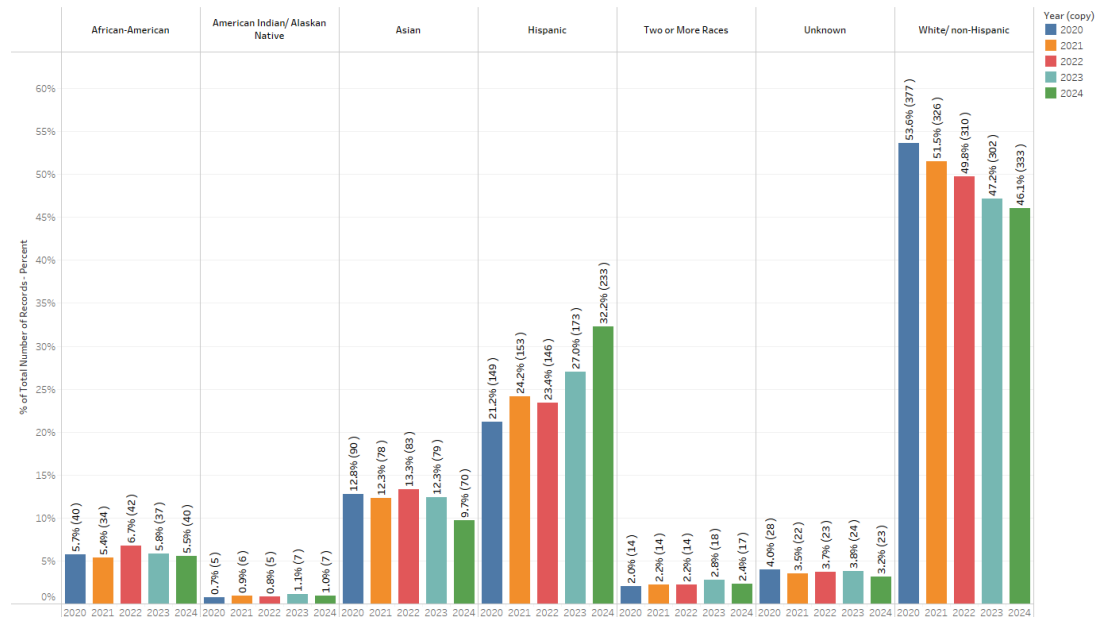
Fresno City College has seen a decreasing trend in the percentage of part-time faculty identifying as White/Non-Hispanic. There was an increase in the percentage of faculty identifying as Hispanic in 2023-24. Those faculty identifying as African-American, Indian/Alaskan Native and as Multiracial remained steady. There was a decrease in the percentage of part-time faculty identifying as Asian in 2023-24.

Graph 2.10a: Fresno City College Faculty Workforce – Gender (Full-Time)

2.10 FCC Faculty/Gender (FT)
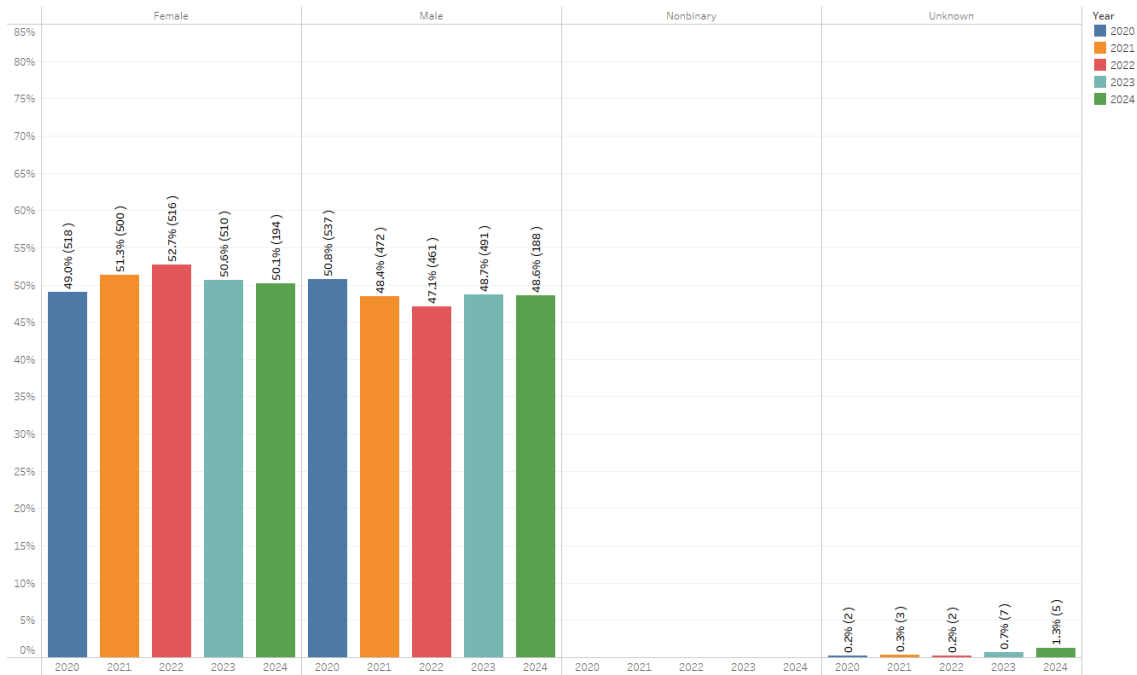
There have been small fluctuations in the full-time faculty gender percentage trends with a slightly higher number of faculty identifying as female.

Graph 2.10b: Fresno City College Faculty Workforce – Gender (Part-Time)

2.10 FCC Faculty/Gender (PT)
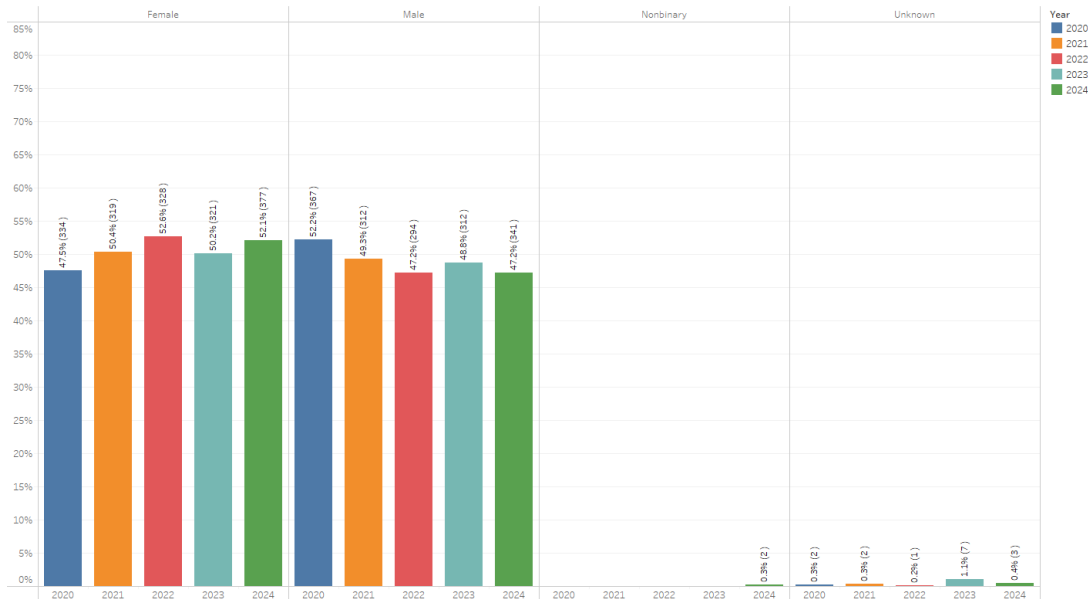
There have been small fluctuations in the part-time faculty gender percentage trends with a slightly higher number of faculty identifying as female.

Graph 2.11: Fresno City College Management Workforce Data – Race

2.11 FCC Admin/Race
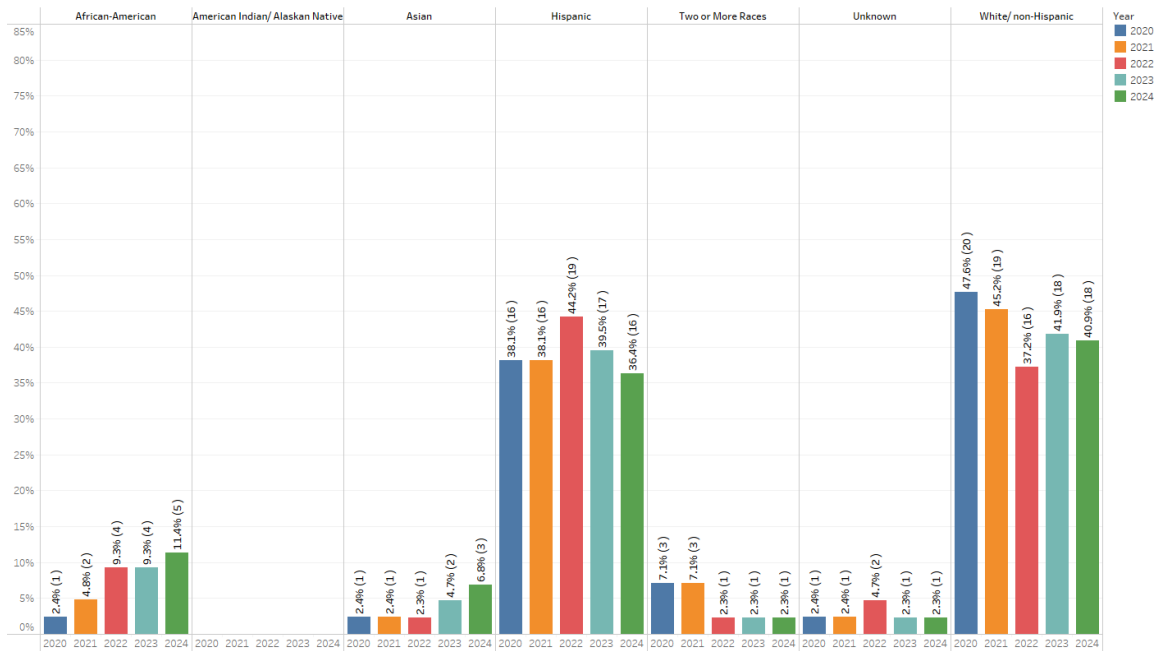
Fresno City College management employee demographics had a decreasing trend in the percentage of management identifying as White/Non-Hispanic with the exception of 2023. There is an increasing trend in the percentage of management identifying as African-American/Black and Asian.

Graph 2.12: Fresno City College Management Workforce Data – Gender

2.12 FCC Admin/Gender
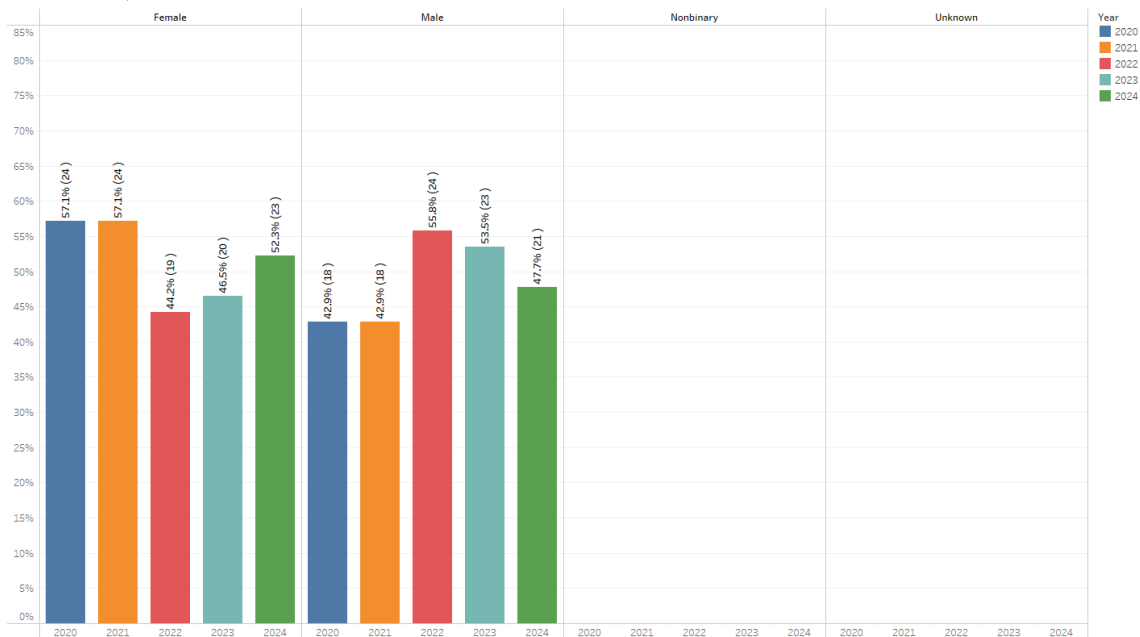
Previously, the percentage of management at Fresno City College identifying as female exceeded those identifying as male, but that changed in 2022. In 2023, the percentage of management at Fresno City College identifying as female began an upward trend.

43

Reedley College Data

Reedley College New Hire Data

Graph 3.1: Reedley College Classified New Hire Data – Race

3.1 RC Classified/Race
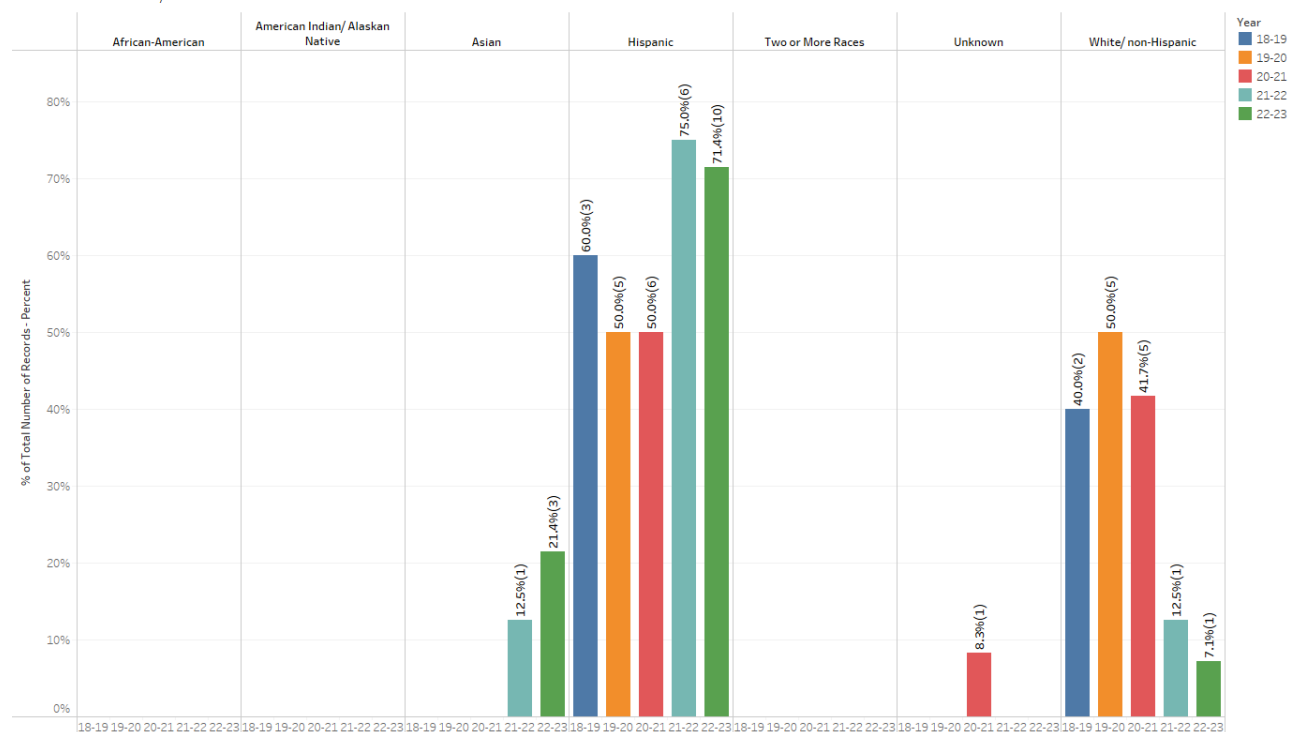
The demographics of Reedley College's Classified Staff New Hire data fluctuates greatly over the five-year period as the data sets are small, however the majority of classified new hires identify as Hispanic.

Graph 3.2: Reedley College Classified New Hire Data – Gender

3.2 RC Classified/Gender
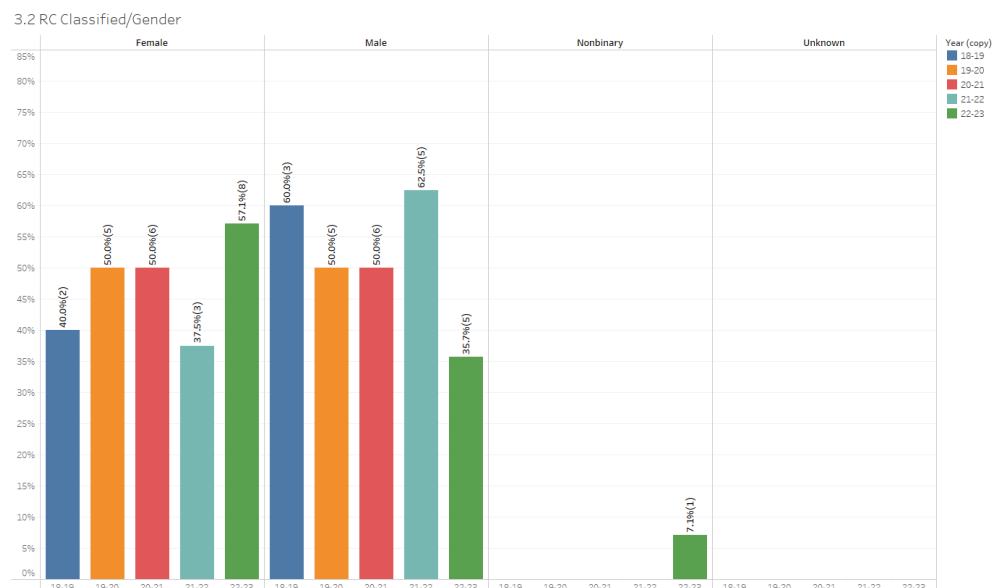
Classified new hire was balanced between male and female in 2019-20 and 2020-21, but more males than females were hired into classified positions in 2021-22 and this was reversed in 2022-23. There was one classified new hire who identified as non-binary in the last year.

Graph 3.3a: Reedley College Faculty New Hire Data – Race (Full-Time)

The demographics of Reedley College's full-time faculty new hire data for the period from 2018-2023 is very small and it is not possible to display the data without revealing the identity of individual persons. With data sets that represent fewer than five (5) individuals, the information will not be displayed.

Graph 3.3b: Reedley College Faculty New Hire Data – Race (Part-Time)

3.3 RC Faculty/Race (PT)
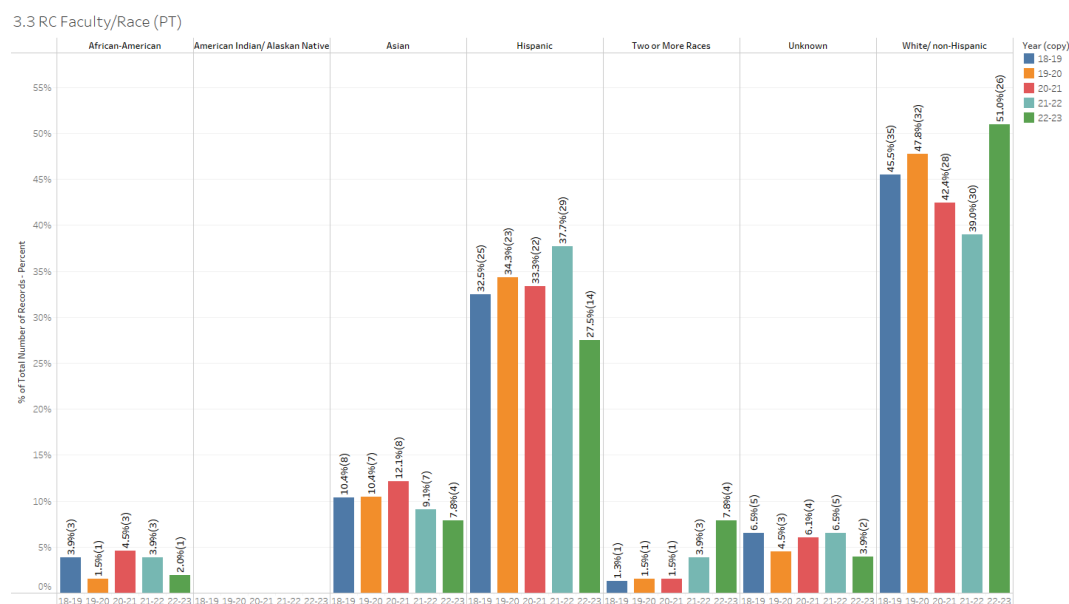
White/Non-Hispanic part-time faculty hires continue to be the majority at Reedley College. Part-time faculty who identify as Multiracial has increased.

The demographics of Reedley College's full-time faculty new hire data for the period from 2018-2023 is very small and it is not possible to display the data without revealing the identity of individual persons. With data sets that represent fewer than five (5) individuals, the information will not be displayed.

Graph 3.4b: Reedley College Faculty New Hire Data – Gender (Part-Time)

3.4 RC Faculty/Gender (PT)
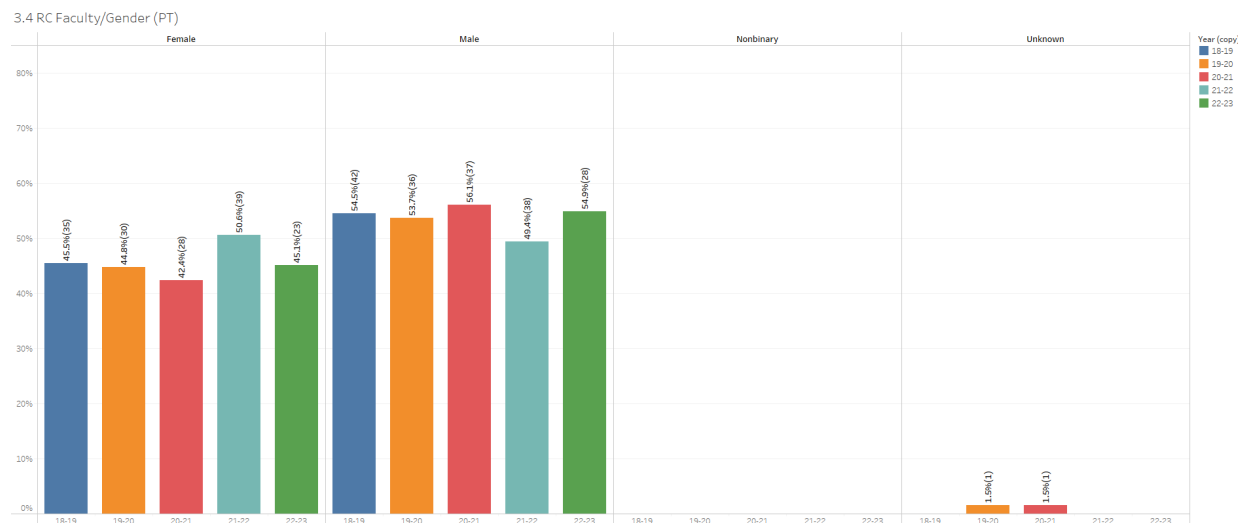
There are consistently more male part-time faculty new hires than female faculty new hires except in 2021-22.

Graph 3.5: Reedley College Management New Hire Data – Race

The demographics of Reedley College's management new hire data for the period from 2018-2023 is very small and it is not possible to display the data without revealing the identity of individual persons. With data sets that represent fewer than five (5) individuals, the information will not be displayed.

Graph 3.6: Reedley College Management New Hire Data – Gender

The demographics of Reedley College's full-time faculty new hire data for the period from 2018-2023 is very small and it is not possible to display the data without revealing the identity of individual persons. With data sets that represent fewer than five (5) individuals, the information will not be displayed.

Reedley College Workforce Data

Graph 3.7: Reedley College Classified Workforce Data – Race

3.7 RC Classified/Race
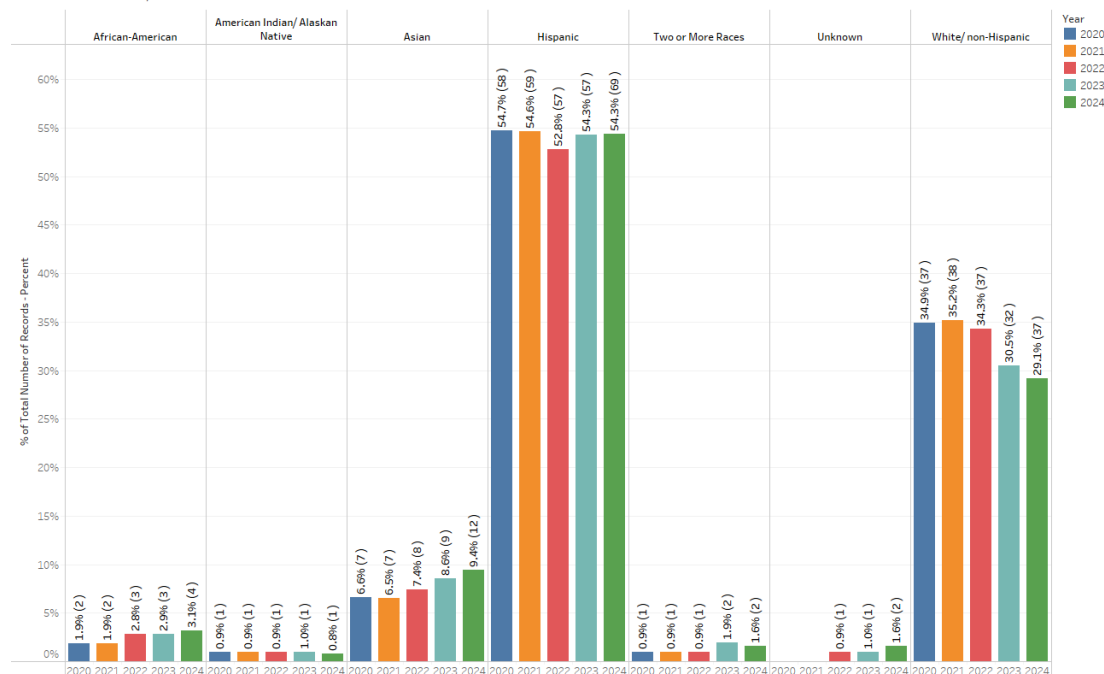
Classified employees identifying as Asian continue to show an increasing trend since 2020. Classified employees identifying as Hispanic have fluctuated but remain the majority of classified employees at Reedley College. Classified employees identifying as White/Non-Hispanic show a slight decreasing trend from 2022 to 2024.

3.8 RC Classified/Gender
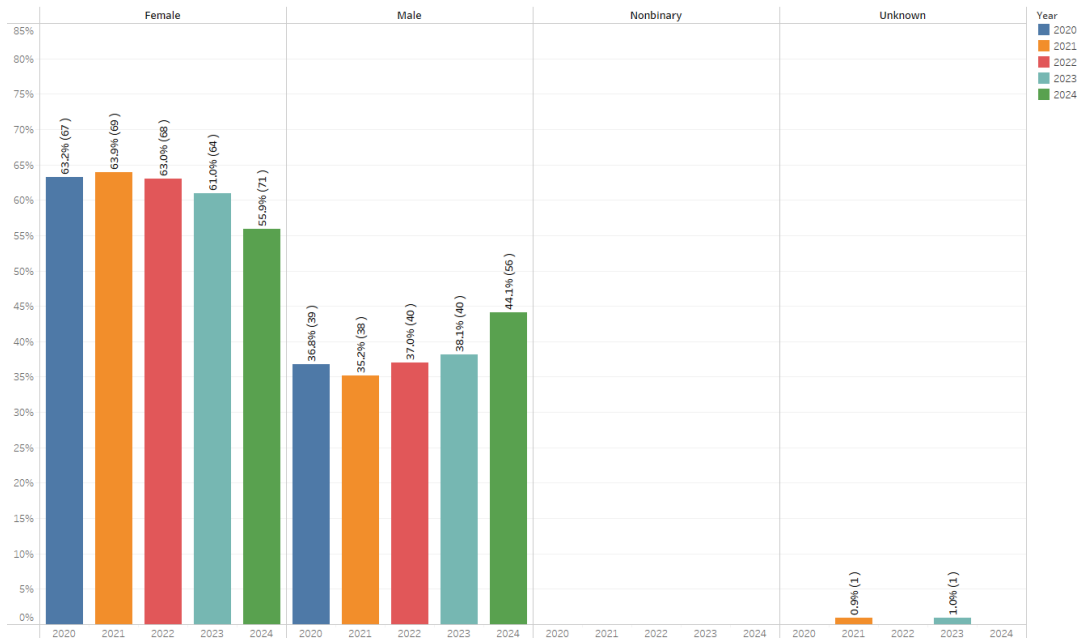
The gender distribution of classified employees at Reedley College has remained somewhat consistent. Classified employees identifying as female remain a majority at 55% versus classified employees identifying as male at 44%.

Graph 3.9a: Reedley College Faculty Workforce Data – Race (Full-Time)

3.9 RC Faculty/Race (FT)
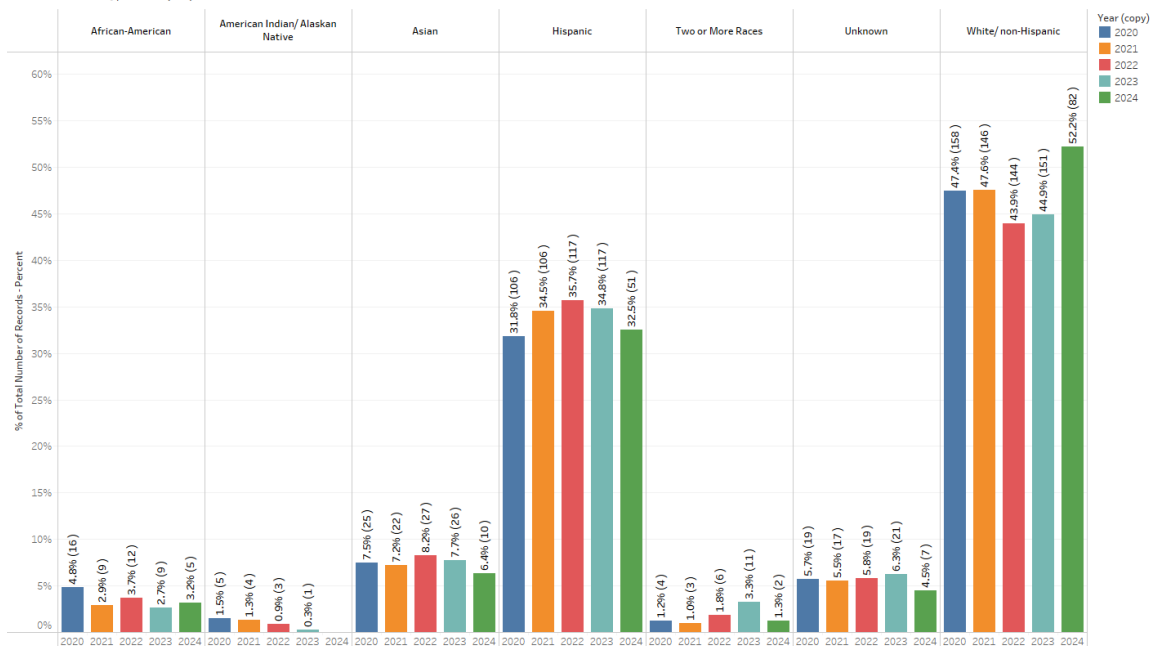
Reedley College's full-time faculty workforce identifying as Hispanic fluctuated over the 5-year period but ended higher than 2020. The full-time faculty identifying as African-American/Black decreased in 2021 and remained steady to 2024. The full-time faculty identifying as Asian went slightly up in 2022 but ended lower in 2024.

3.9 RC Faculty/Race (PT)
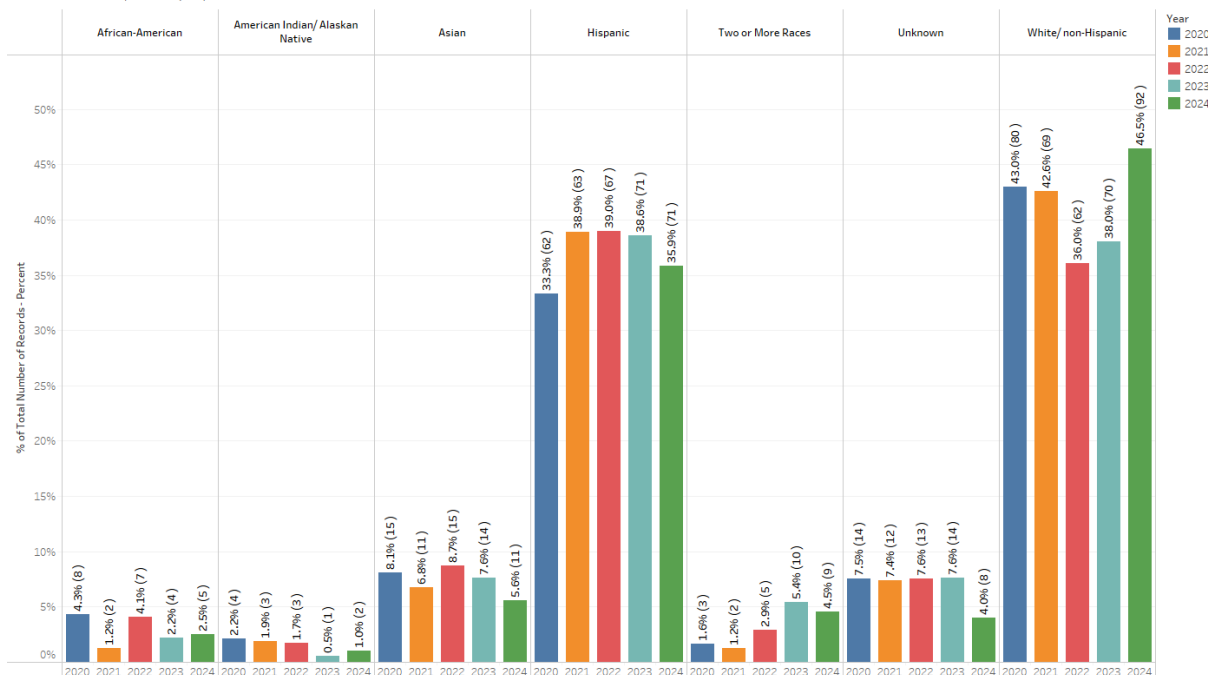
Reedley College's full-time faculty workforce identifying as Hispanic fluctuated over the 5-year period but ended higher than 2020. The full-time faculty identifying as African-American/Black decreased in 2022 and remained steady to 2024. The full-time faculty identifying as Asian went slightly up in 2022-2022 but ended in 2024 at the same percentage as 2020.

Graph 3.10a: Reedley College Faculty Workforce – Gender (Full-Time)

3.10 RC Faculty/Gender (FT)
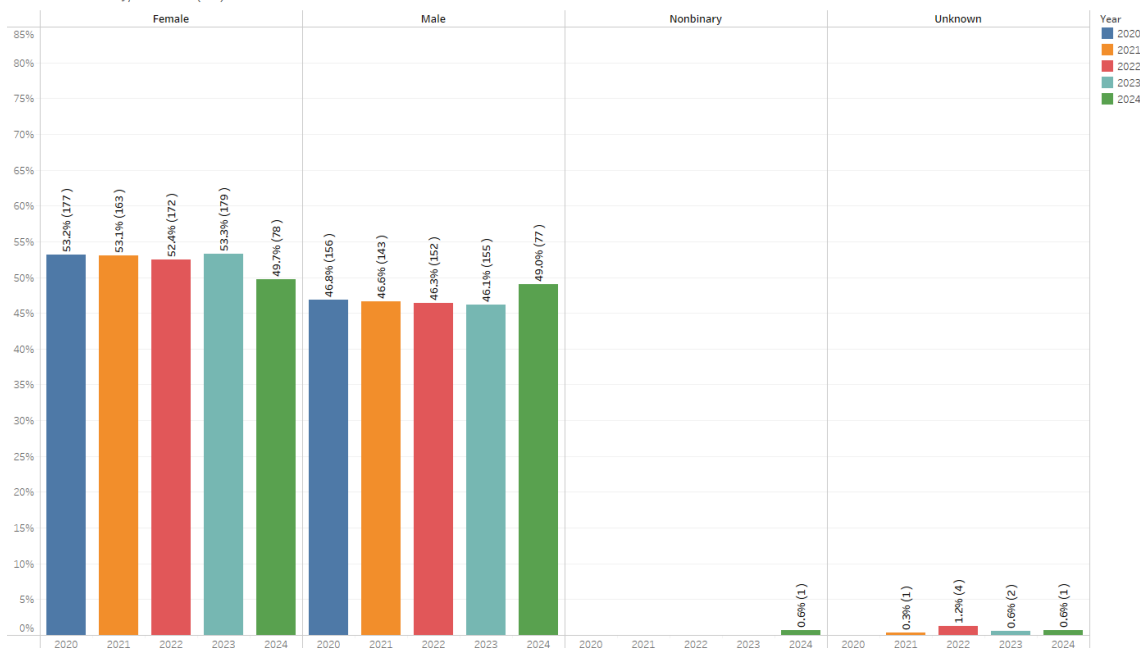
The gender distribution of Reedley College's full-time faculty workforce has remained somewhat steady.

3.10 RC Faculty/Gender (PT)
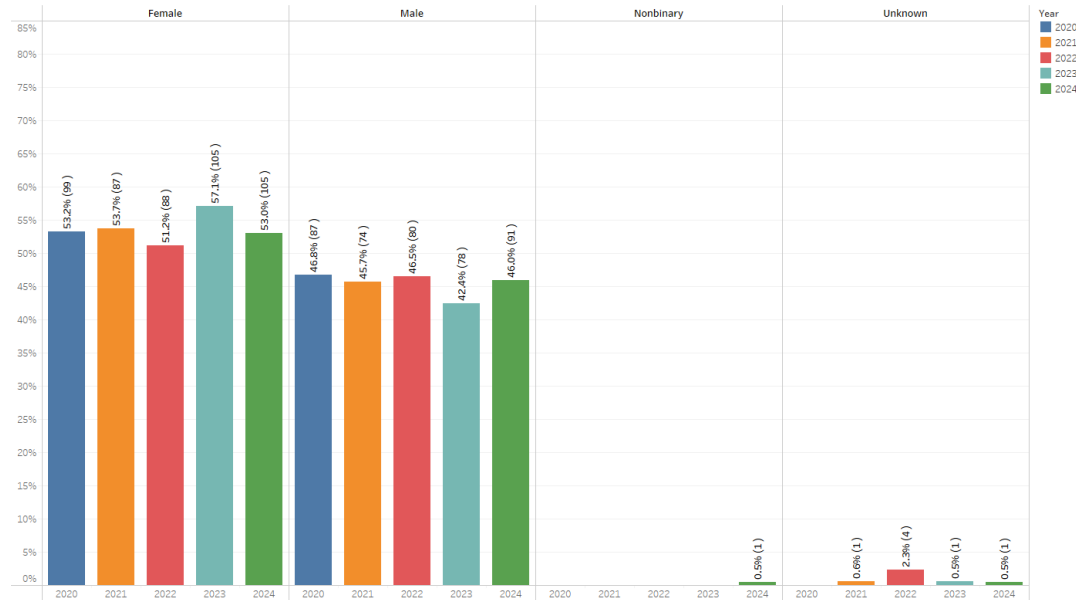
The gender distribution of Reedley College's part-time faculty workforce has had some fluctuations but remained somewhat steady.

Graph 3.11: Reedley College Management Workforce Data – Race

3.11 RC Admin/Race
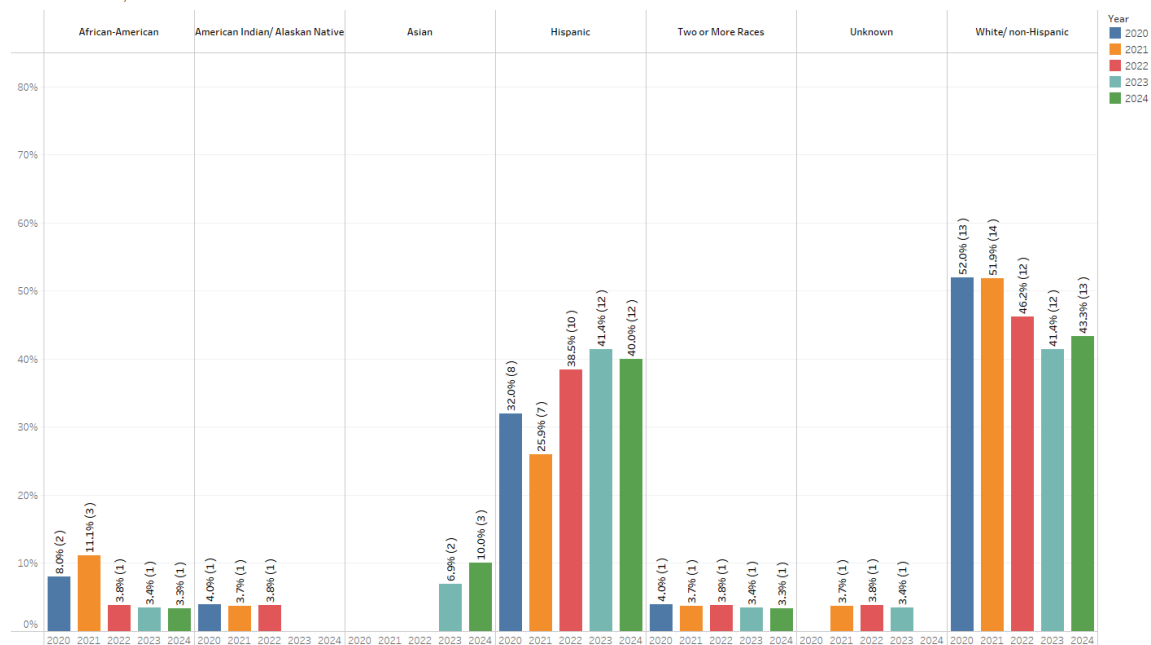
Reedley College's management workforce had a slight increasing trend in employees identifying as Hispanic and remained steady from 2023-3024. The was a decrease in the percentage of management employees identifying as African-American/Black from 2021 to 2022 which held steady through 2024 and a decrease in those identifying as White/Non-Hispanic from 2021 through 2023. The Reedley management identifying as Asian increased from zero in 2020 to 10% in 2024.

3.12 RC Admin/Gender
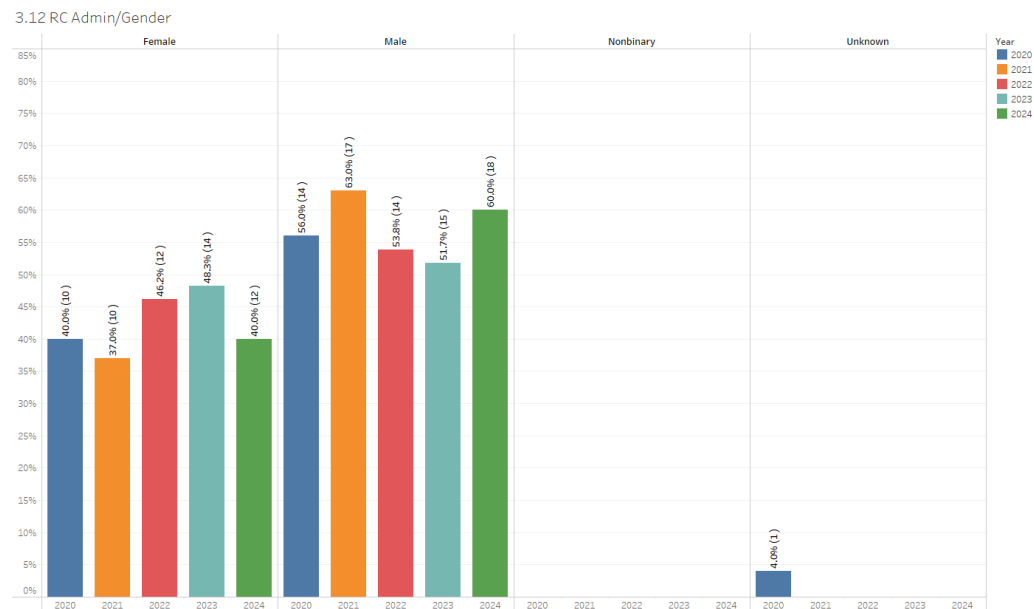
The gender distribution has fluctuated over the last 5 years, but remains predominantly male.

Clovis Community College Data

Clovis Community College New Hire Data

Graph 4.1: Clovis Community College Classified New Hire Data – Race

At times, the demographics of Clovis Community College's classified new hire data has contained a data set of fewer than five (5) individuals. Since it is impossible to display data without revealing the identity of individual persons, the information will not be displayed.

Graph 4.2: Clovis Community College Classified New Hire Data – Gender

At times, the demographics of Clovis Community College's classified new hire data has contained a data set of fewer than five (5) individuals. Since it is impossible to display data without revealing the identity of individual persons, the information will not be displayed.

Graph 4.3a: Clovis Community College Faculty New Hire Data – Race (Full-Time)

4.3 CCC Faculty/Race (FT)
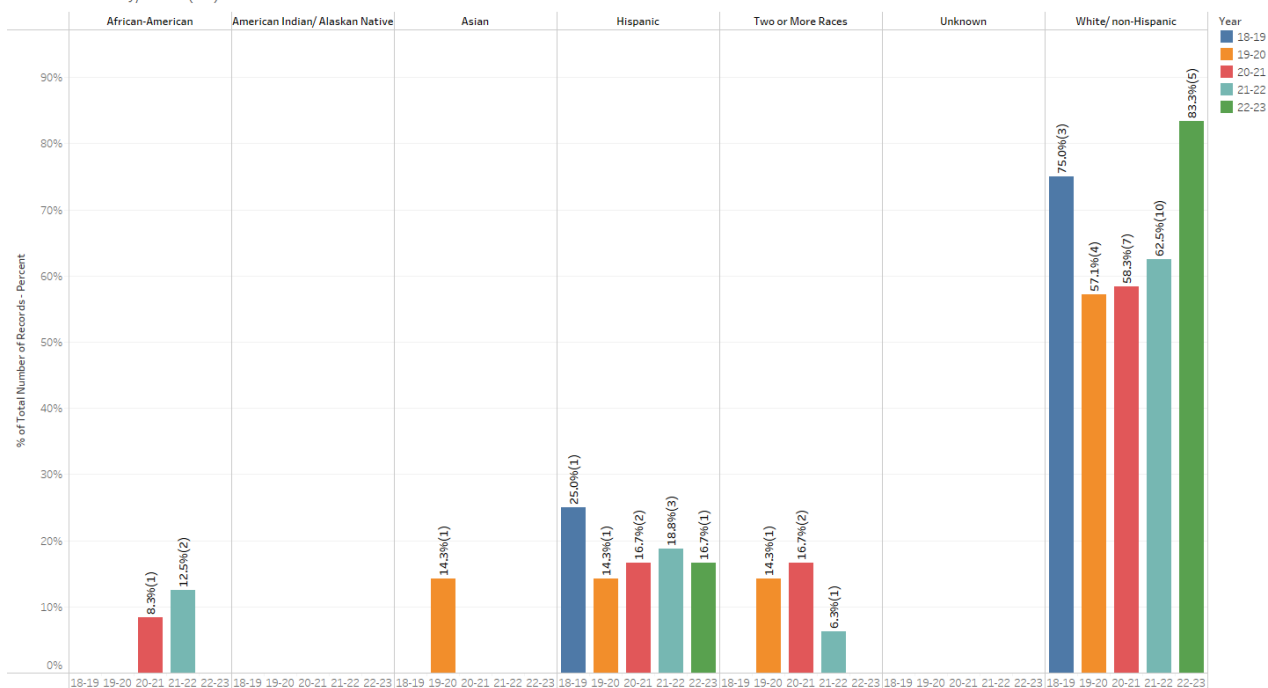
Full-time faculty new hires continue to self-identify as predominantly White/non-Hispanic followed by Hispanic.

Graph 4.3b: Clovis Community College Faculty New Hire Data – Race (Part-Time)

4.3 CCC Faculty/Race (PT)
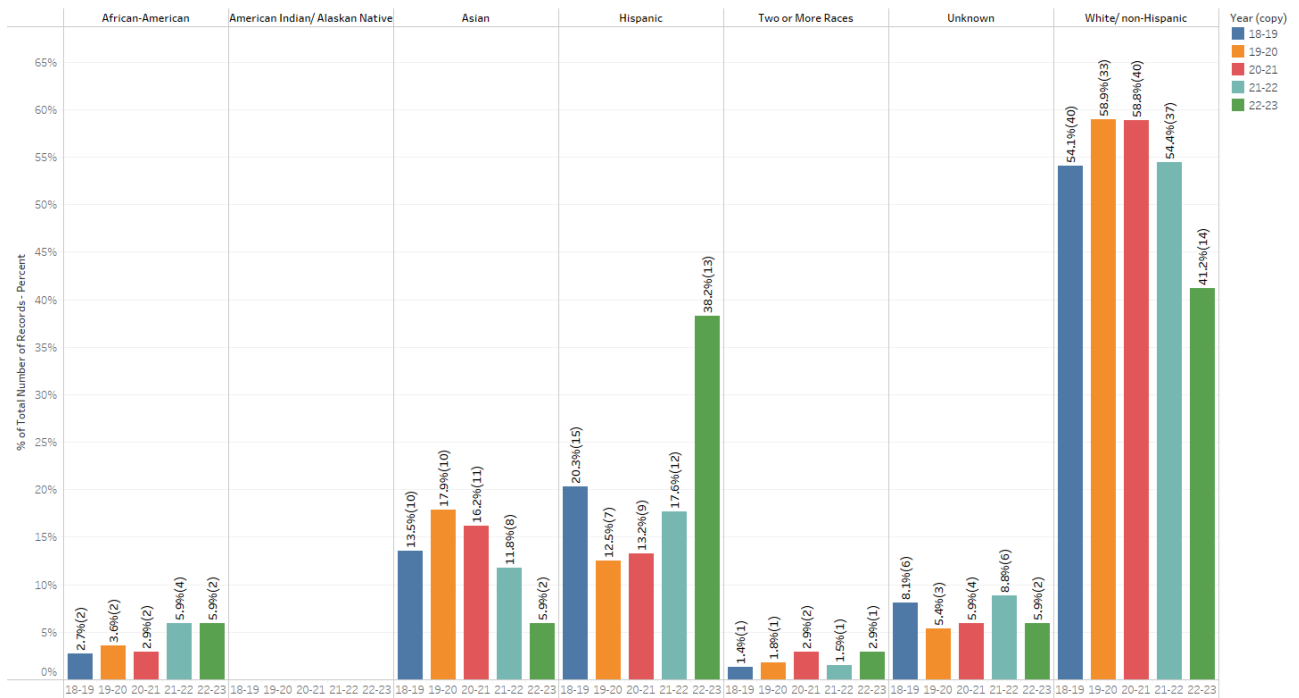
Part-time faculty new hires self-identify as nearly 50% Hispanic and 50% White/non-Hispanic.

Graph 4.4a: Clovis Community College Faculty New Hire Data – Gender (Full-Time)

4.4 CCC Faculty/Gender (FT)
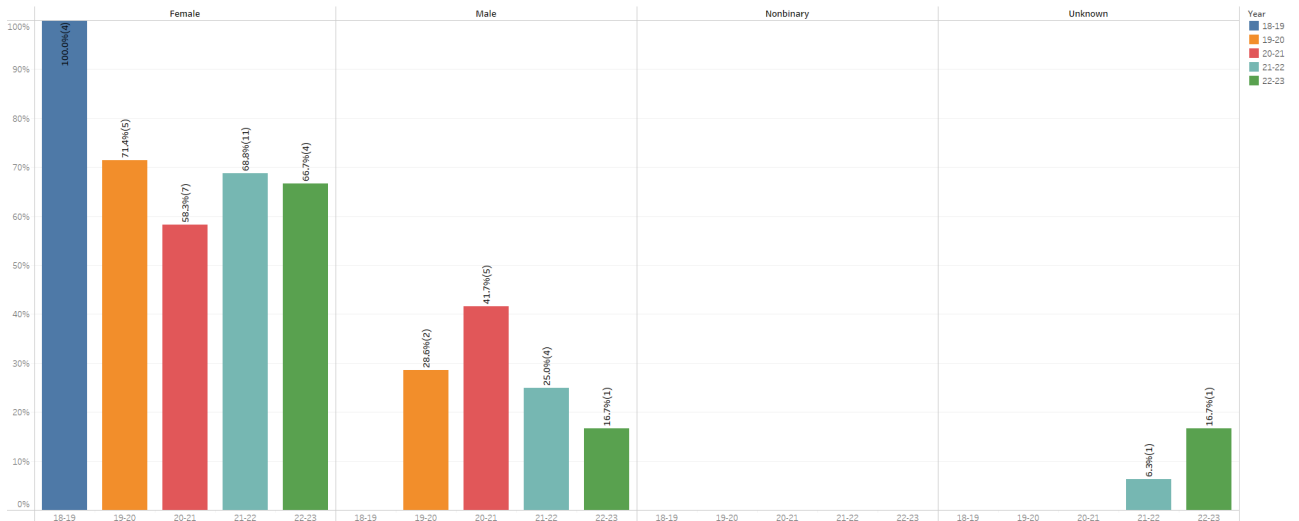
Clovis Community College's full-time faculty new hire data shows that a majority were female over the measurement period.

Graph 4.4b: Clovis Community College Faculty New Hire Data – Gender (Part-Time)
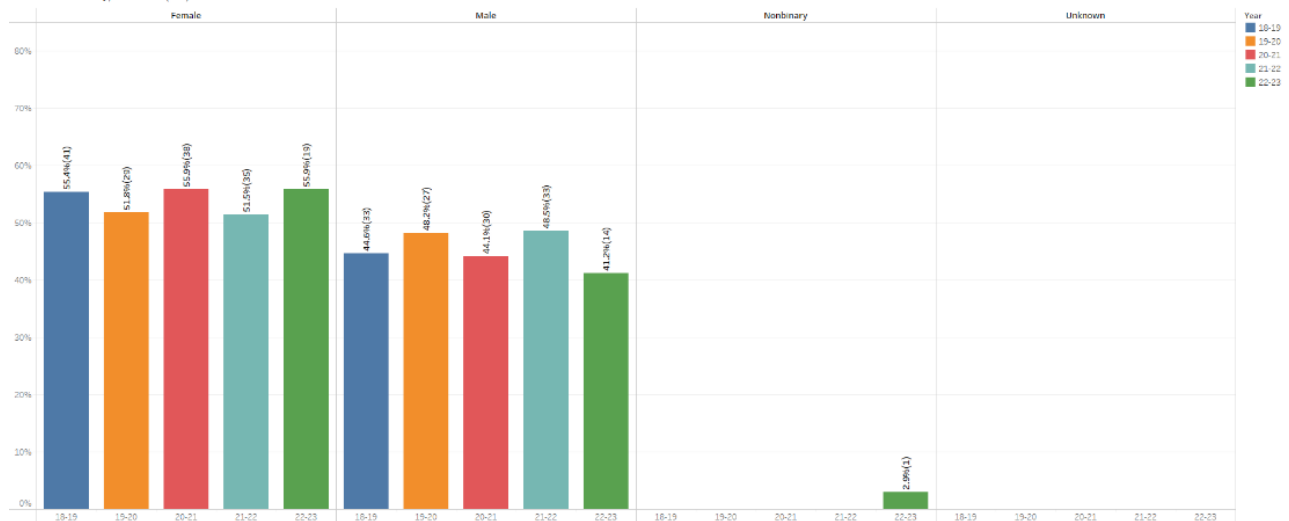
Clovis Community College's part-time faculty new hire data also shows that a majority were female over the measurement period.

Graph 4.5: Clovis Community College Management New Hire Data – Race

The demographics of Clovis Community College's Management new hire data is so small that it is impossible to display the data without revealing the identity of individual persons. With data sets that represent fewer than five (5) individuals, the information will not be displayed.

Graph 4.6: Clovis Community College Management New Hire Data – Gender

The demographics of Clovis Community College's Management new hire data is so small that it is impossible to display the data without revealing the identity of individual persons. With data sets that represent fewer than five (5) individuals, the information will not be displayed.

Clovis Community College Workforce Data

Graph 4.7: Clovis Community College Classified Workforce Data – Race

4.7 CCC Classified/Race
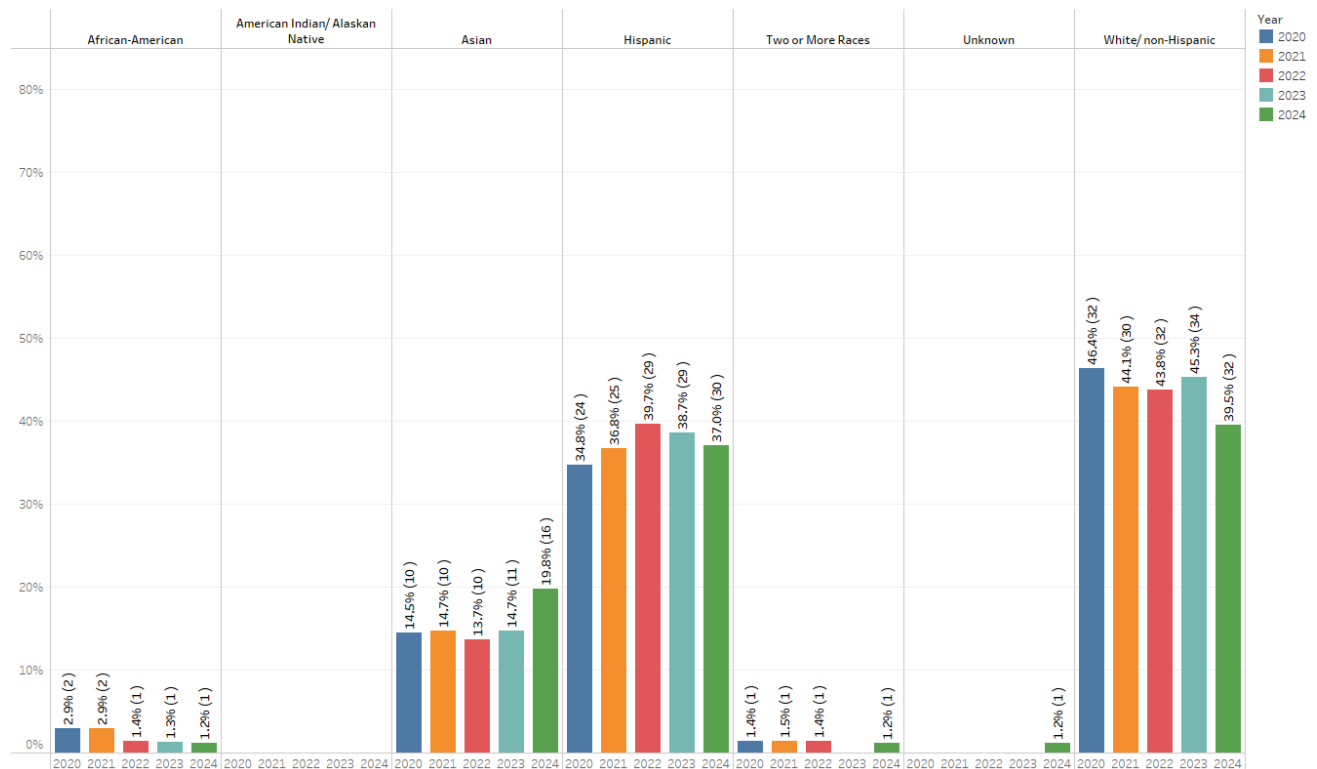
The demographics of the classified workforce held steady for those identifying as Asian with a slight increase in 2023 and 2024. The classified professionals identifying as African-American/Black has remained somewhat steady over the measurement period.

Graph 4.8: Clovis Community College Classified Workforce Data – Gender

4.8 CCC Classified/Gender
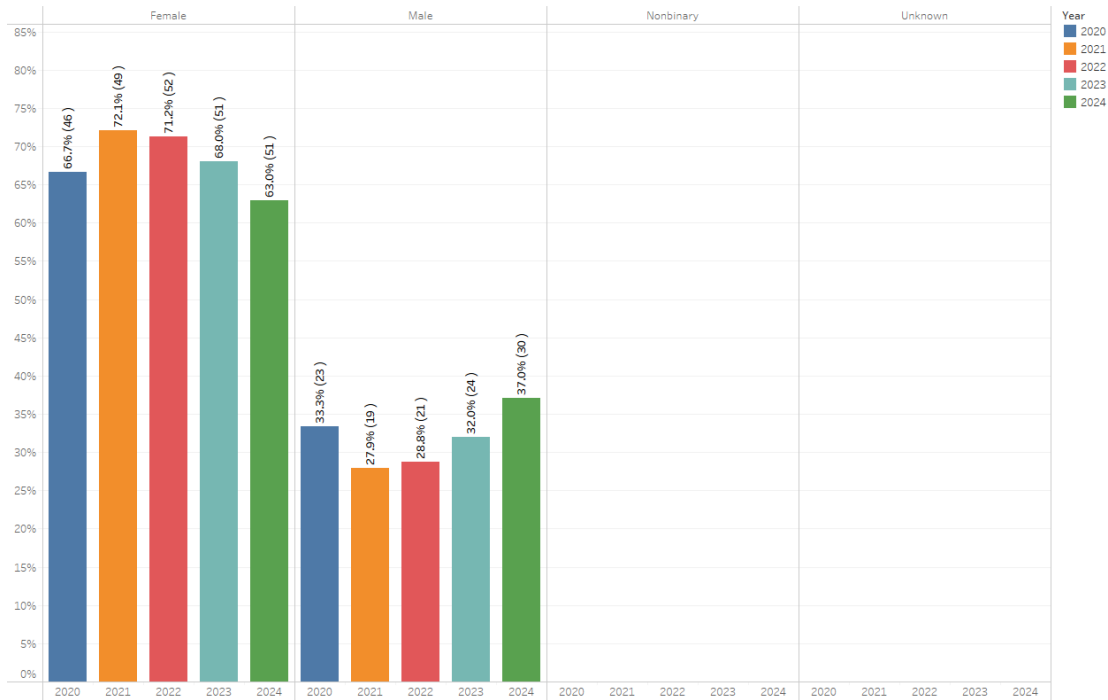
The gender of Classified employees at Clovis Community College has remained predominantly female over the measurement period and continues to be predominantly female.

Graph 4.9a: Clovis Community College Faculty Workforce Data – Race (Full-Time)

4.9 CCC Faculty/Race (FT)
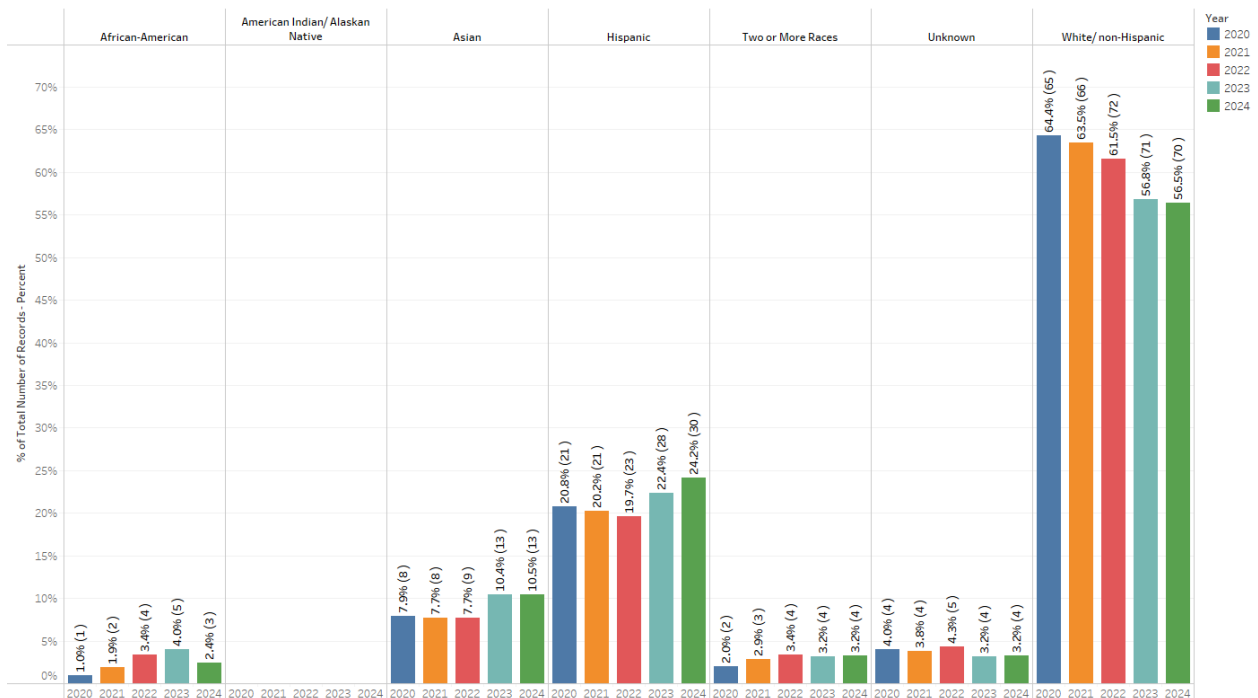
There was a slight upward trend in faculty at Clovis Community College who identify as Hispanic and Asian. There has been a downward trend in faculty who identify as White/Non-Hispanic.

4.9 CCC Faculty/Race (PT)
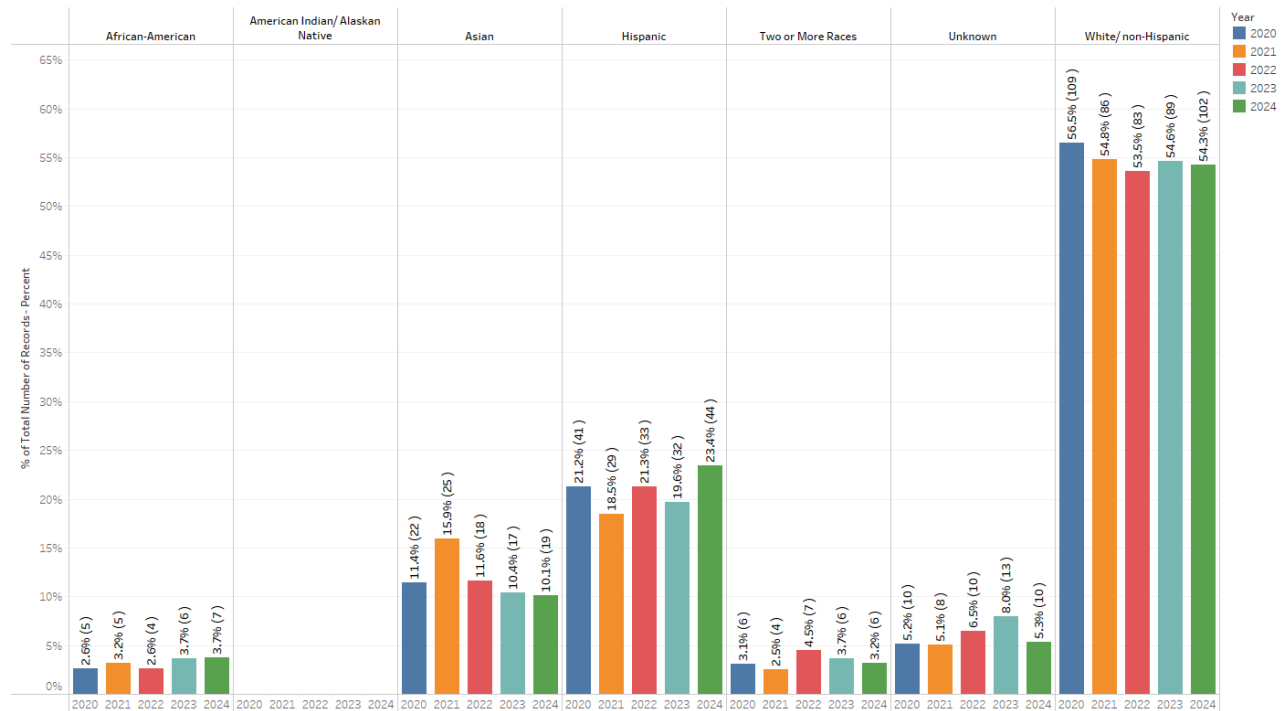
There was a slight upward trend in faculty at Clovis Community College who identify as Hispanic and Asian. There has been a downward trend in faculty who identify as White/Non-Hispanic.

Graph 4.10a: Clovis Community College Faculty Workforce – Gender (Full-Time)

4.10 CCC Faculty/Gender (FT)
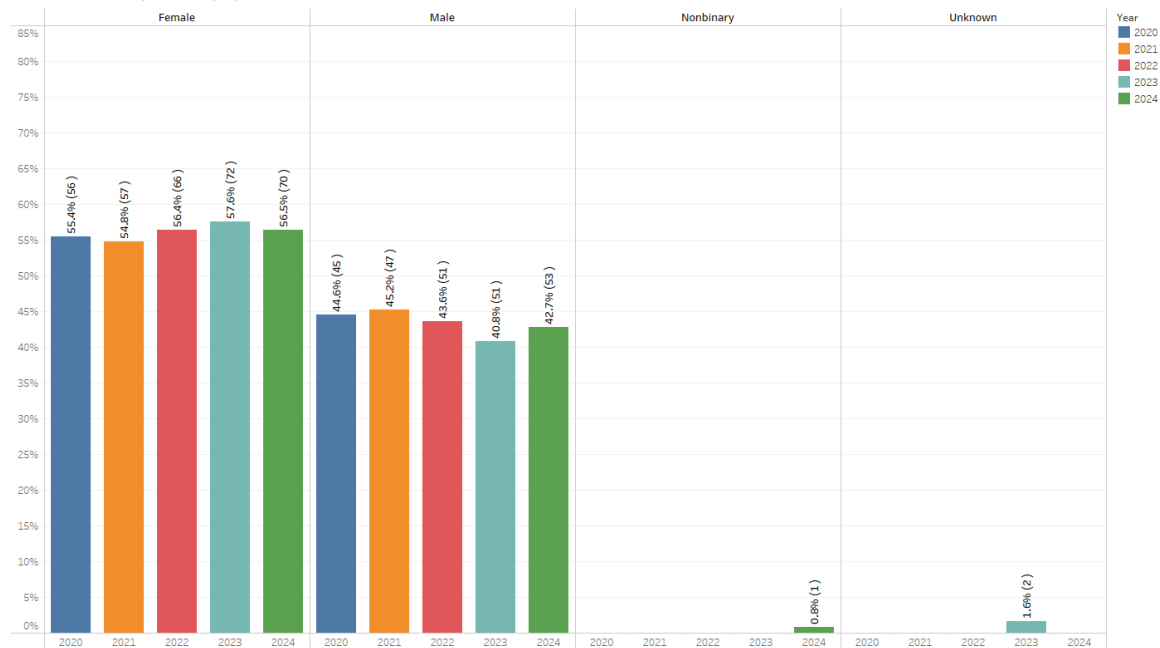
The gender distribution trend for Clovis Community College full-time faculty employees has remained fairly consistent over the analyzed period with the population remaining more female than male.

4.10 CCC Faculty/Gender (PT)

The gender distribution trend for Clovis Community College part-time faculty employees has remained fairly consistent over the analyzed period with the population remaining more female than male.

Graph 4.11: Clovis Community College Management Workforce Data – Race

4.11 CCC Admin/Race
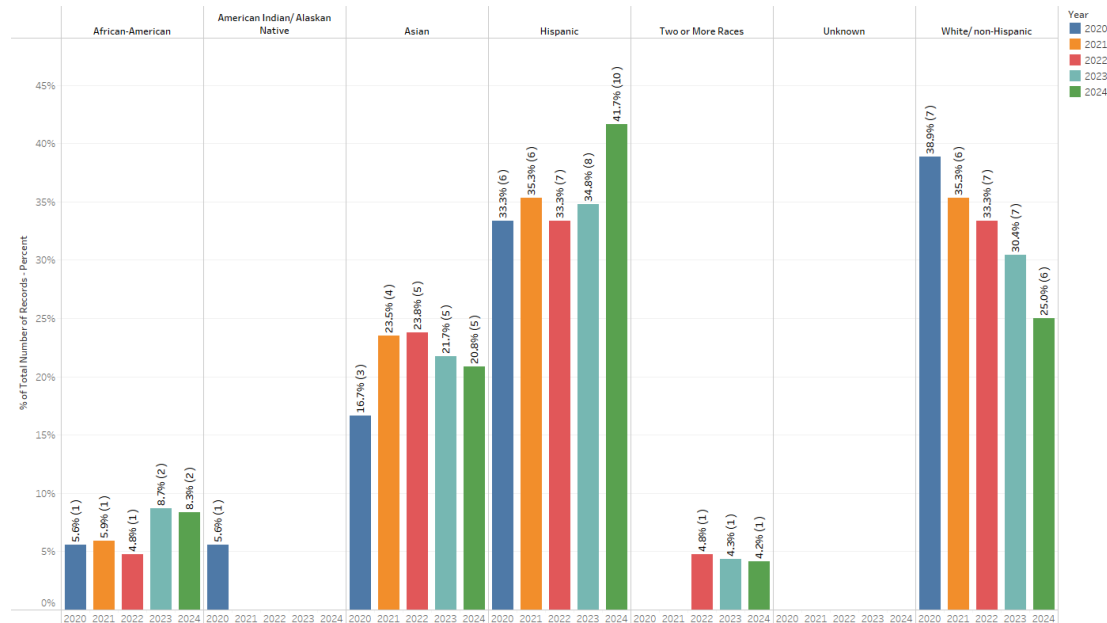
Each individual in this group represents 5% of the overall total. Therefore, changes made to any one or two individuals will noticeably alter the percentages reported. The management workforce at Clovis Community College has been increasing in diversity overall over the five-year period analyzed with the largest increase in managers who self-identify as Hispanic increasing nearly 7%.

Graph 4.12: Clovis Community College Management Workforce Data – Gender

4.12 CCC Admin/Gender

	Female	Male	Nonbinary	Unknown	Year

Female:
- 2020: 61.1% (11)
- 2021: 58.8% (10)
- 2022: 57.1% (12)
- 2023: 60.9% (14)
- 2024: 70.8% (17)

Male:
- 2020: 38.9% (7)
- 2021: 41.2% (7)
- 2022: 42.9% (9)
- 2023: 39.1% (9)
- 2024: 29.2% (7)

Year legend: 2020, 2021, 2022, 2023, 2024
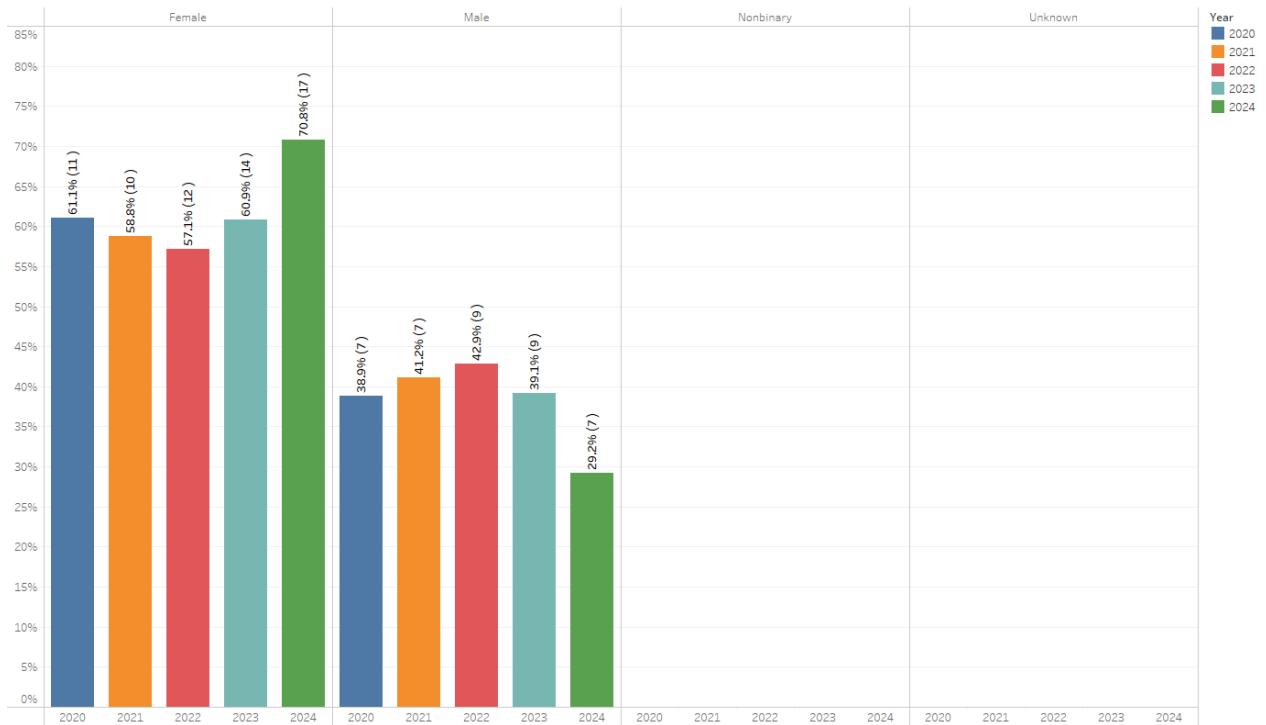
The gender demographic of Clovis Community College's management workforce remains more female than male.
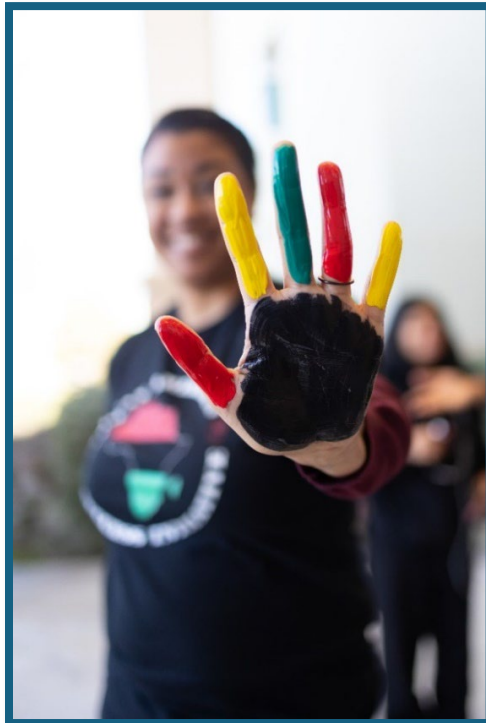
Madera Community College Data

Madera Community College New Hire Data

Graph 5.1: Madera Community College Classified New Hire Data – Race

At times, the demographics of Madera Community College's classified new hire data has contained a data set of fewer than five (5) individuals. Since it is impossible to display that data without revealing the identity of individual persons, the information will not be displayed.

Graph 5.2: Madera Community College Classified New Hire Data – Gender

At times, the demographics of Madera Community College's classified new hire data has contained a data set of fewer than five (5) individuals. Since it is impossible to display that data without revealing the identity of individual persons, the information will not be displayed.

Graph 5.3a: Madera Community College Faculty New Hire Data – Race (Full-Time)

At times, the demographics of Madera Community College's faculty new hire data has contained a data set of fewer than five (5) individuals. Since it is impossible to display that data without revealing the identity of individual persons, the information will not be displayed.

Graph 5.3b: Madera Community College Faculty New Hire Data – Race (Part-Time)

5.3b MC Faculty/Race (PT)
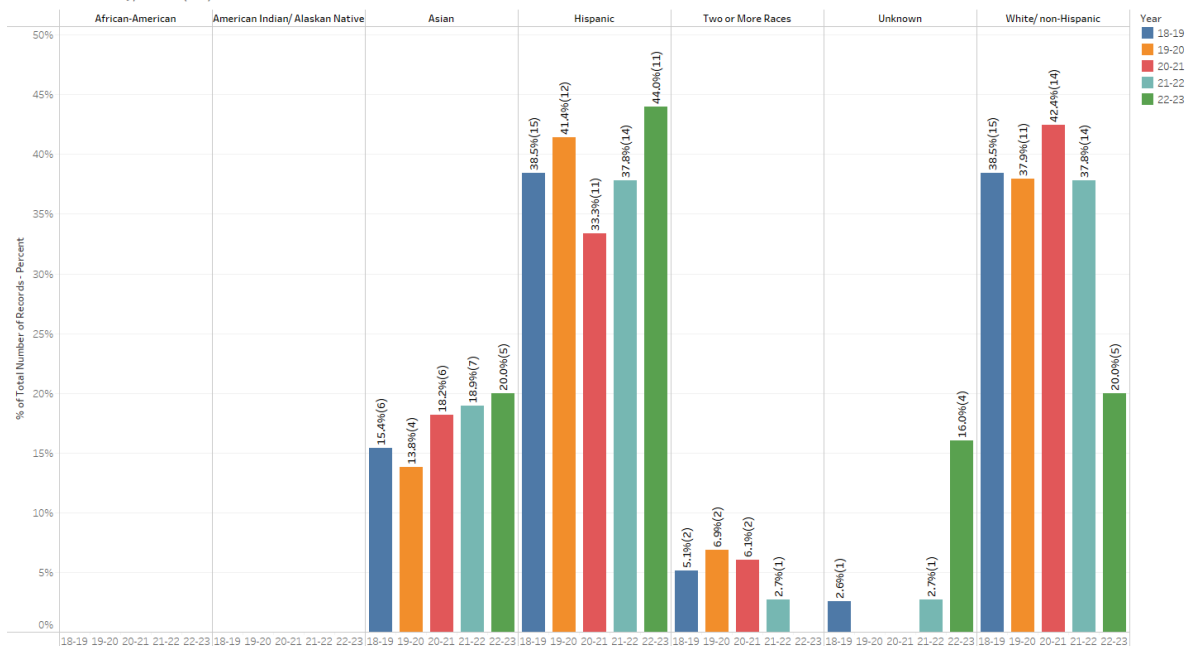
There was a slight upward trend in faculty at Clovis Community College who identify as Hispanic and Asian. There has been a downward trend in faculty who identify as White/Non-Hispanic.

Graph 5.4a: Madera Community College Faculty New Hire Data – Gender (Full-Time)

At times, the demographics of Madera Community College's faculty new hire data has contained a data set of fewer than five (5) individuals. Since it is impossible to display that data without revealing the identity of individual persons, the information will not be displayed.

Graph 5.4b: Madera Community College Faculty New Hire Data – Gender (Part-Time)

5.4b MC Faculty/Gender (PT)

Female: 18-19 53.8%(21); 19-20 62.1%(18); 20-21 60.6%(20); 21-22 51.4%(19); 22-23 52.0%(13)

Male: 18-19 46.2%(18); 19-20 37.9%(11); 20-21 39.4%(13); 21-22 48.6%(18); 22-23 48.0%(12)

Year: 18-19, 19-20, 20-21, 21-22, 22-23
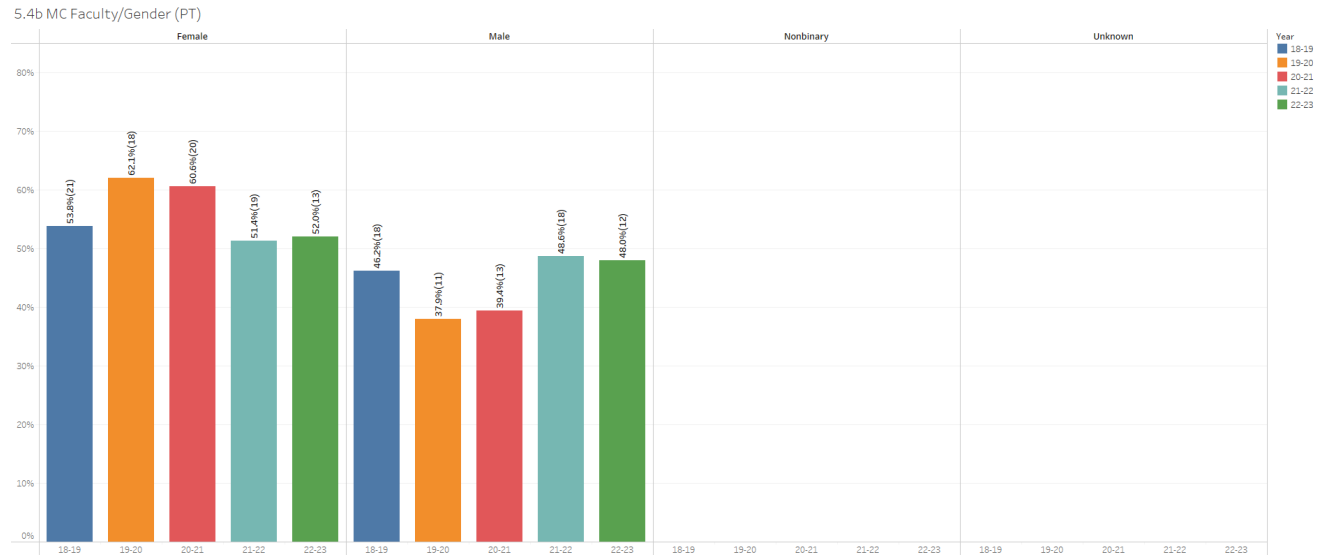
The gender distribution trend for Madera Community College part-time faculty new hires has remained fairly consistent over the analyzed period with the population remaining more female than male.

At times, the demographics of Madera Community College's management new hire data has contained a data set of fewer than five (5) individuals. Since it is impossible to display that data without revealing the identity of individual persons, the information will not be displayed.

Graph 5.6: Madera Community College Management New Hire Data – Gender

At times, the demographics of Madera Community College's management new hire data has contained a data set of fewer than five (5) individuals. Since it is impossible to display that data without revealing the identity of individual persons, the information will not be displayed.
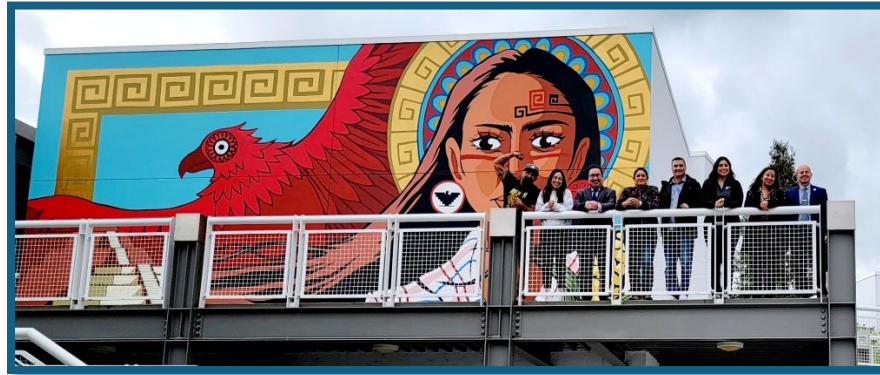
Madera Community College Workforce Data

Graph 5.7: Madera Community College Classified Workforce Data – Race

5.7 MC Classified/Race
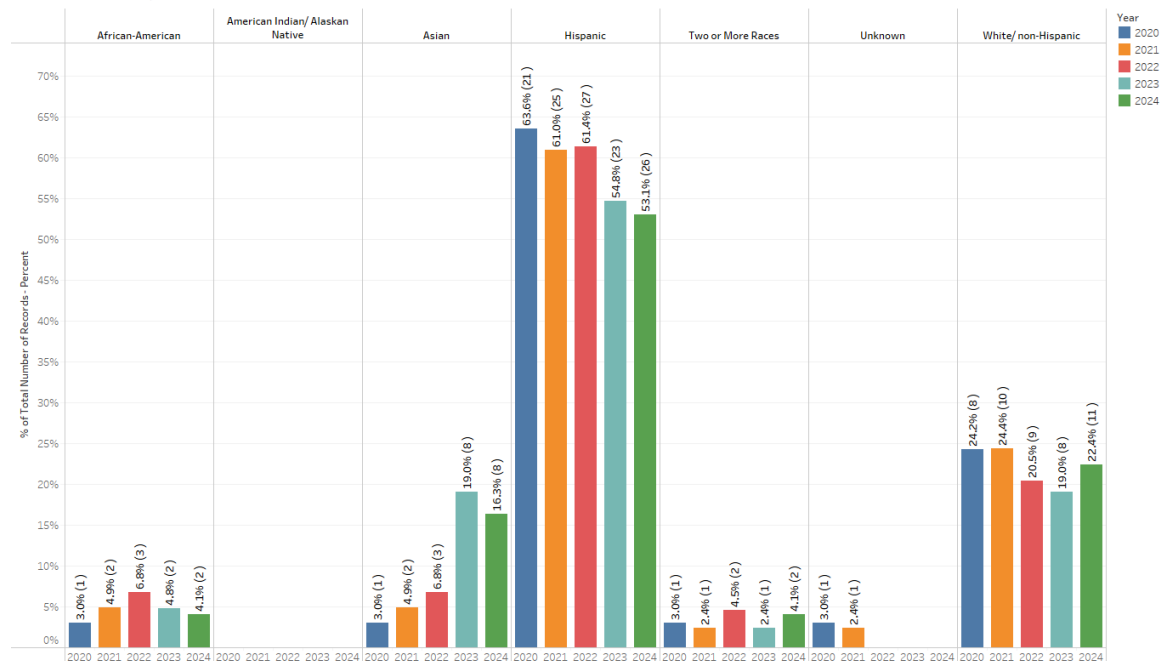
The classified workforce of Madera Community College has demonstrated a decreasing percentage in the Hispanic demographic but an overall increase in headcount, with a significant increase in the Asian demographic in 2023. African-American/Black classified workforce fluctuated but ended higher in 2024 than in 2020.

Graph 5.8: Madera Community College Classified Workforce Data – Gender

5.8 MC Classified/Gender
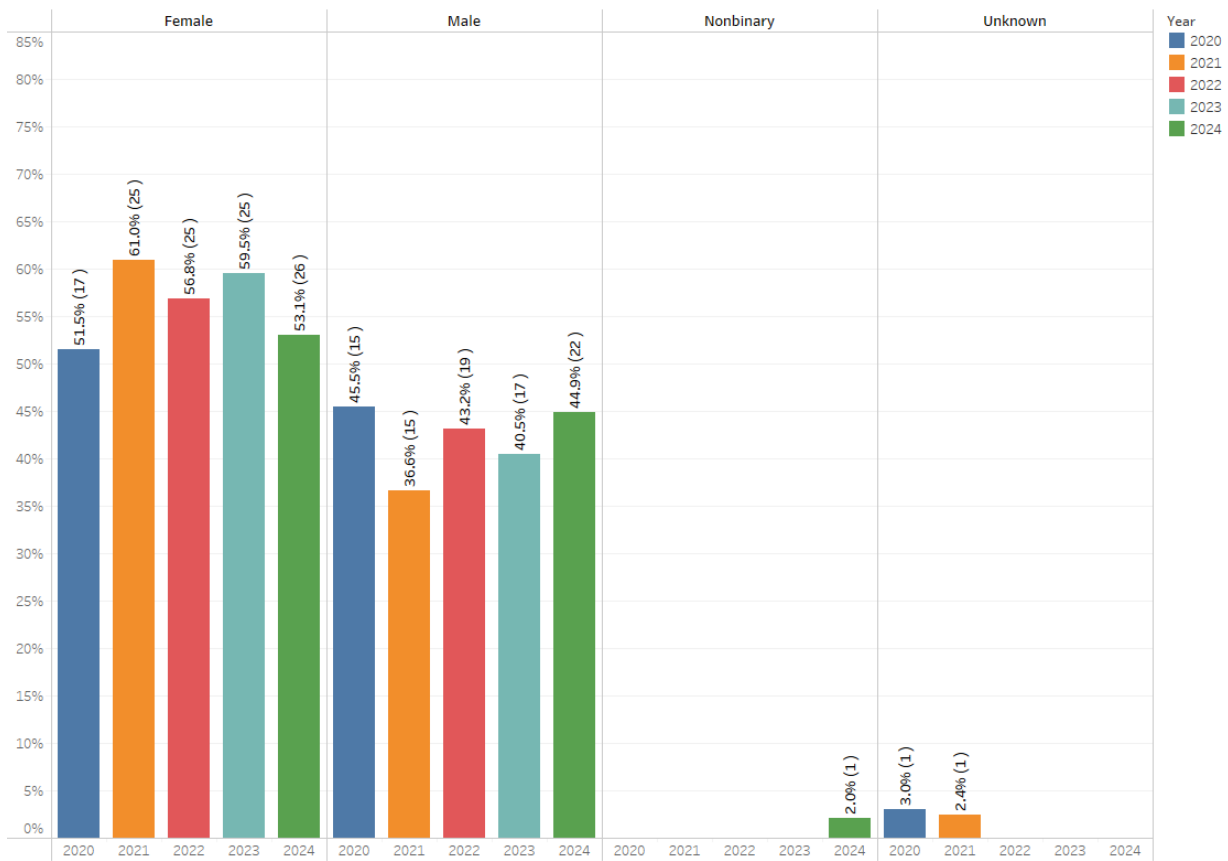
The gender distribution of classified employees at Madera Community College remains predominantly female.

Graph 5.9a: Madera Community College Faculty Workforce Data – Race (Full-Time)
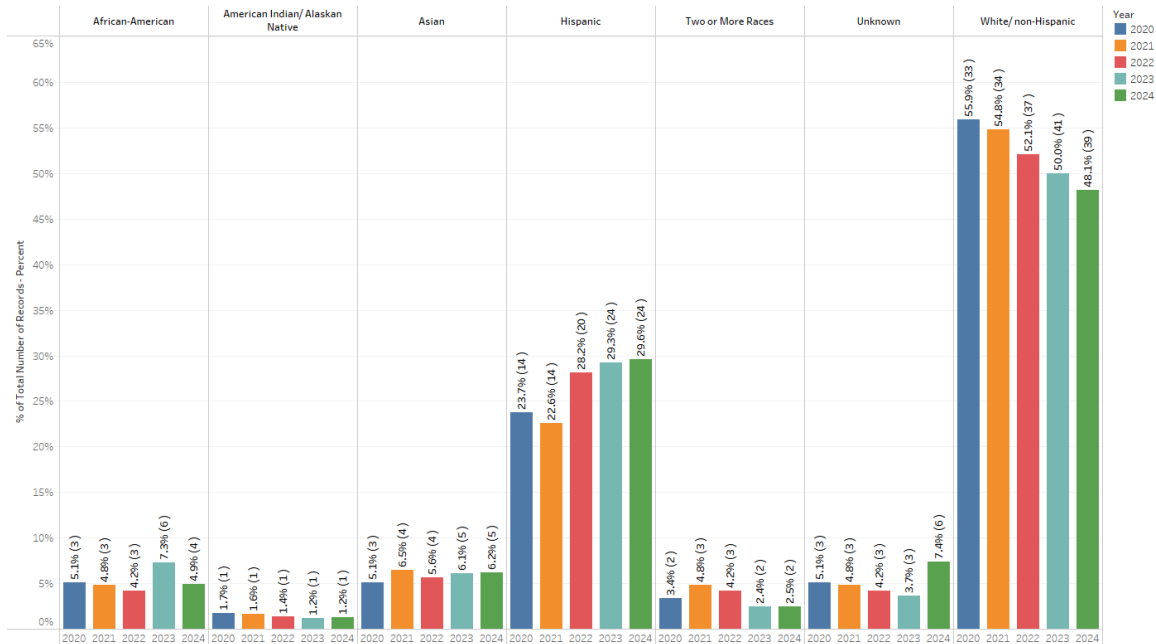
The full-time faculty identifying as Hispanic at Madera Community College continues to demonstrate a slight increasing trend and the White/Non-Hispanic group has demonstrated a slight decreasing trend over the measurement period. African-American/Black faculty increased in 2023 from 2020 and then dipped down again in 2024. Full-time faculty identifying as American Indian/Alaskan Native, Asian and Multiracial have remained steady.

Graph 5.9b: Madera Community College Faculty Workforce Data – Race (Part-Time)
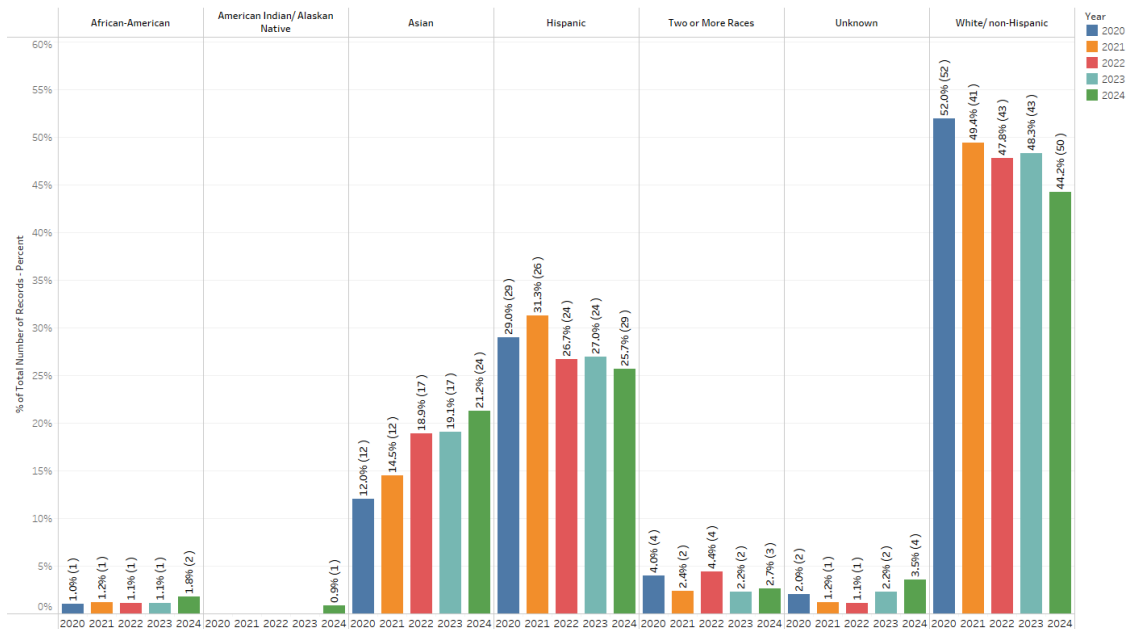
The part-time faculty identifying as Asian at Madera Community College demonstrates an increasing trend and the White/Non-Hispanic group has demonstrated a slight decreasing trend over the measurement period. African-American/Black faculty increased in 2024.

5.10 MC Faculty/Gender (FT)
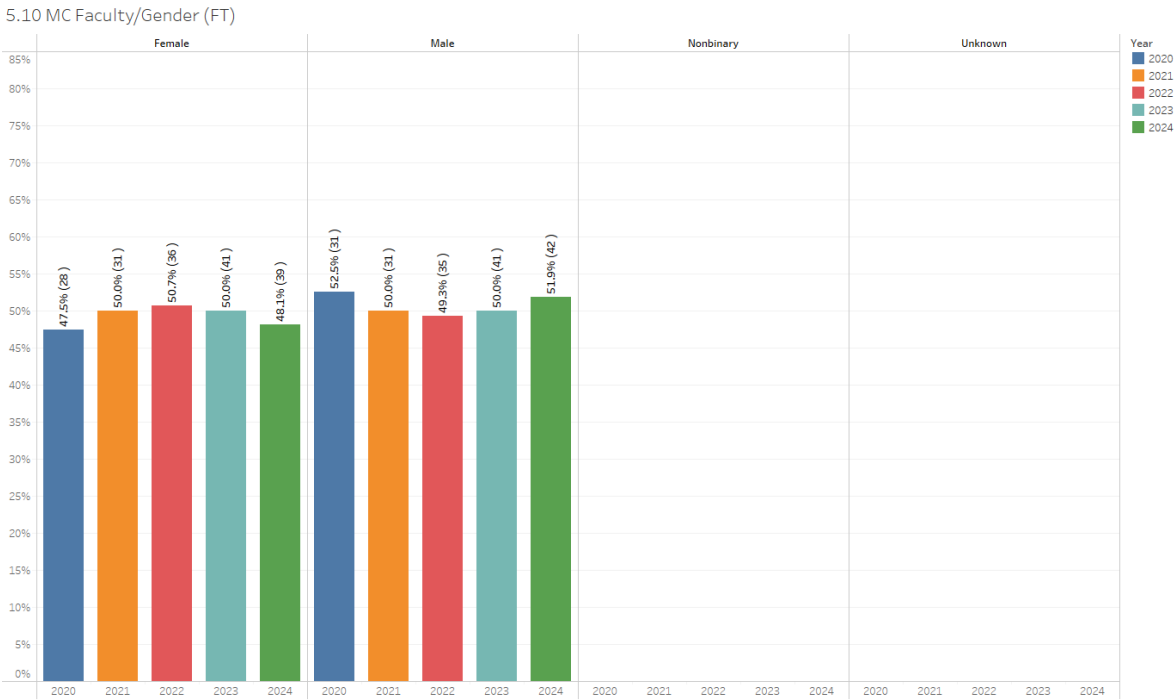
The gender distribution for full-time faculty has been consistent over the last five (5) years and is nearly evenly split in 2024.

Graph 5.10b: Madera Community College Faculty Workforce – Gender (Part-Time)

5.10 MC Faculty/Gender (PT)
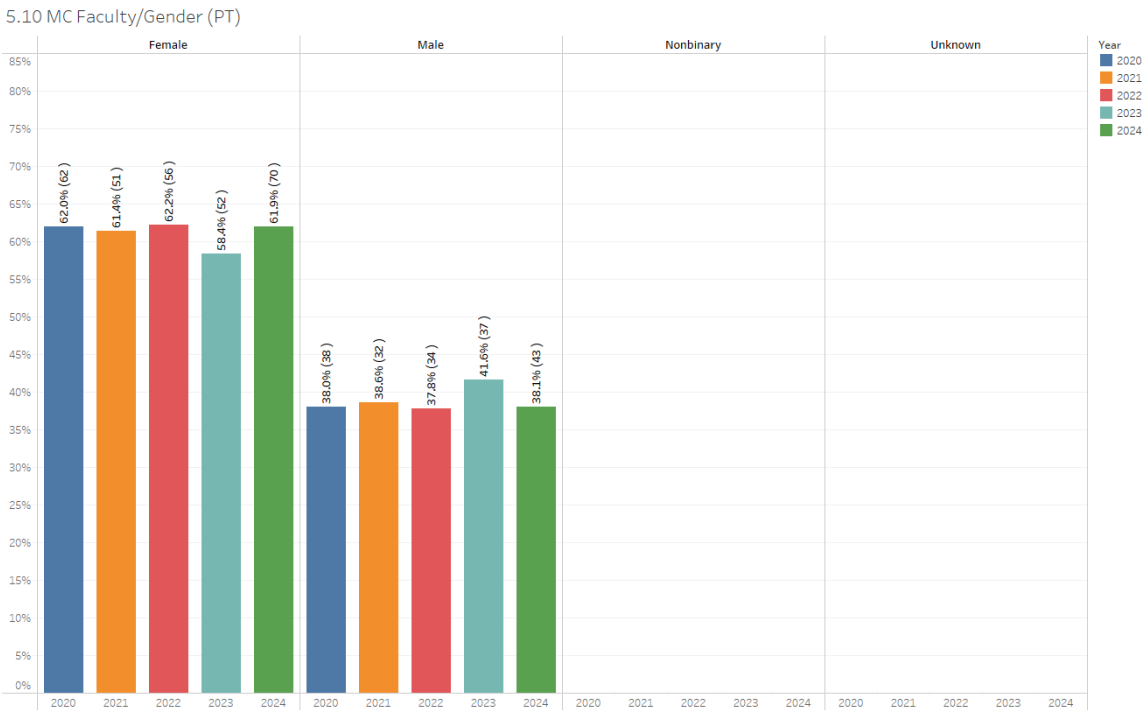
The gender distribution for part-time faculty has been consistent over the last five (5) years and is predominantly female.

5.11 MC Admin/Race

| | African-American | American Indian/ Alaskan Native | Asian | Hispanic | Two or More Races | Unknown | White/ non-Hispanic |

Bar chart data by year (2020, 2021, 2022, 2023, 2024):

- American Indian/Alaskan Native: 2023: 9.1% (1); 2024: 7.1% (1)
- Asian: 2020: 14.3% (1); 2021: 11.1% (1); 2022: 9.1% (1)
- Hispanic: 2020: 57.1% (4); 2021: 55.6% (5); 2022: 36.4% (4); 2023: 45.5% (5); 2024: 57.1% (8)
- White/non-Hispanic: 2020: 28.6% (2); 2021: 33.3% (3); 2022: 54.5% (6); 2023: 45.5% (5); 2024: 35.7% (5)
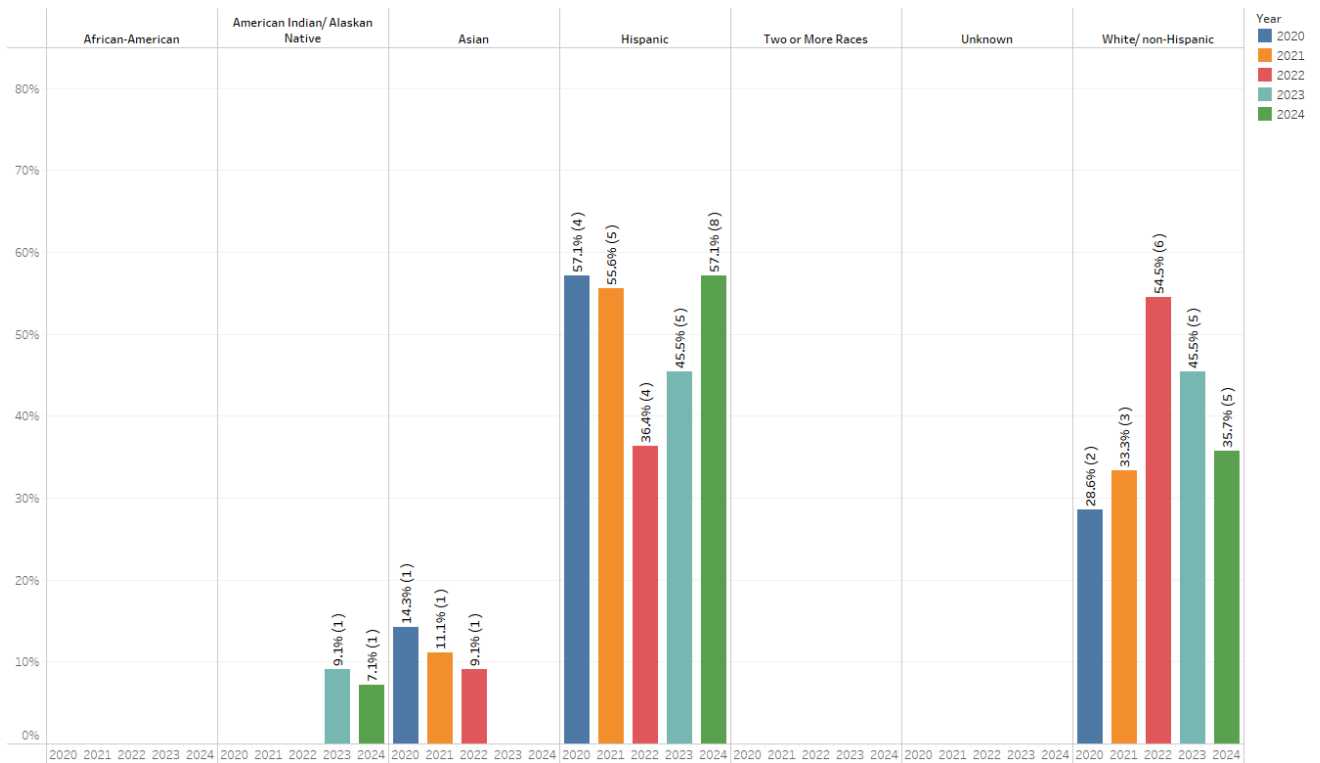
Each individual in this group represents at least 9% of the total. Therefore, changes made to any one or two individuals will alter the percentages reported. The management workforce at Madera Community College has fluctuated throughout the five-year period analyzed with a decreasing trend in managers identifying as White/non-Hispanic while an increasing trend in managers identifying as Hispanic has taken place since 2022.

5.12 MC Admin/Gender
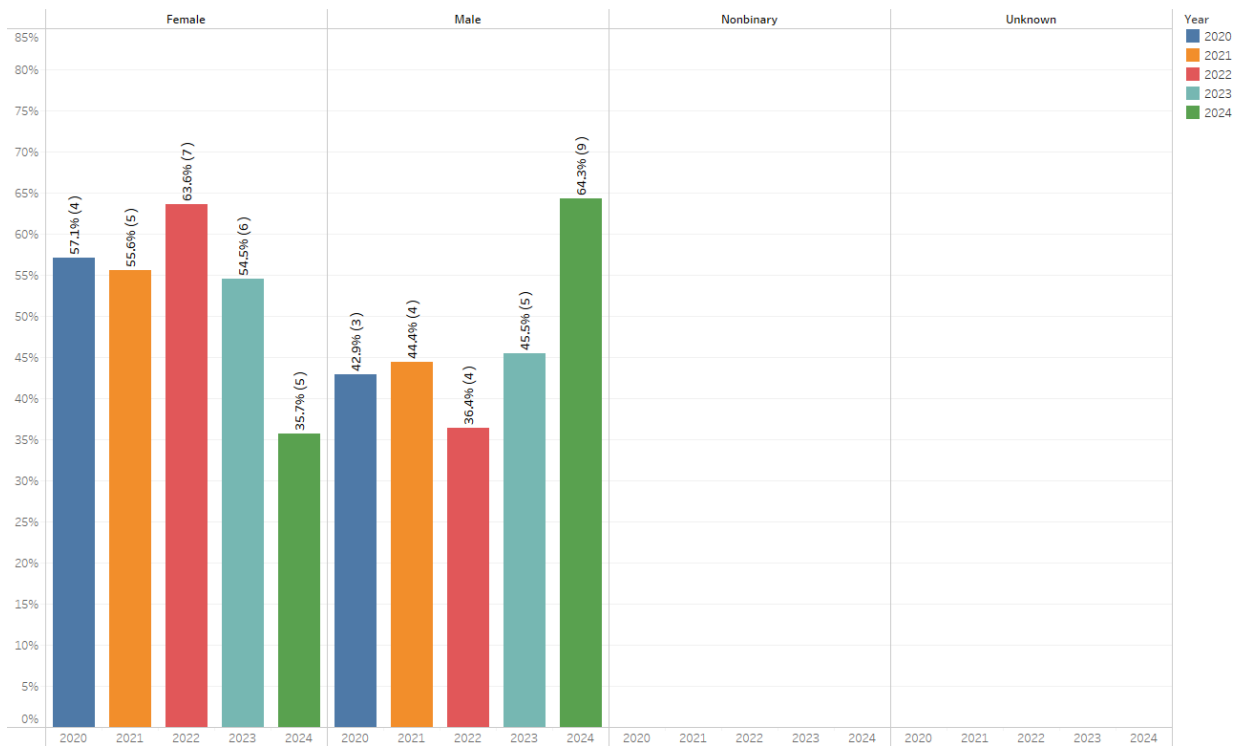
The gender of Madera Community College management team has fluctuated over the five-year measurement period and was predominantly male in 2024.
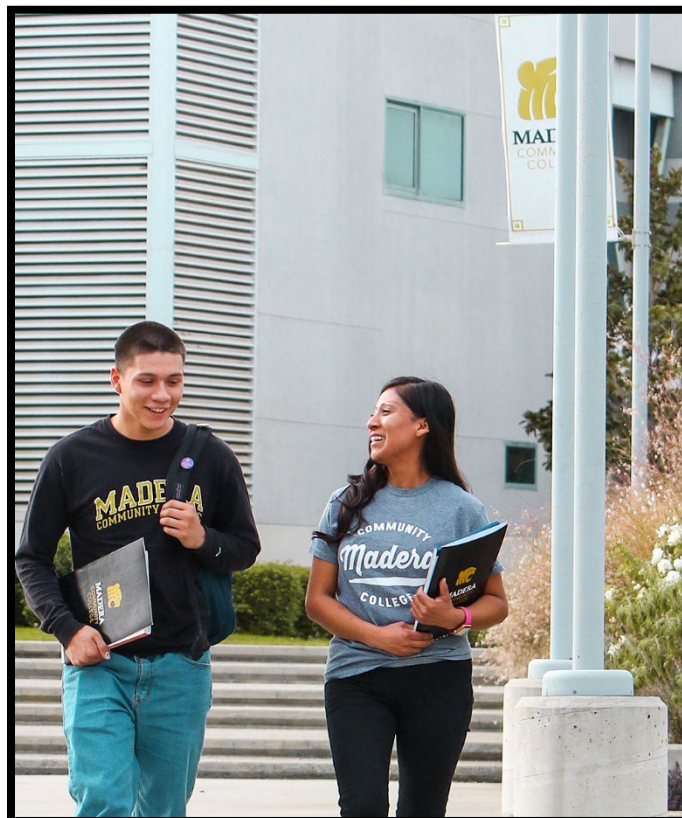
District Office Data

District Office New Hire Data

Graph 6.1: District Office Classified New Hire Data – Race

6.1 DO Classified/Race
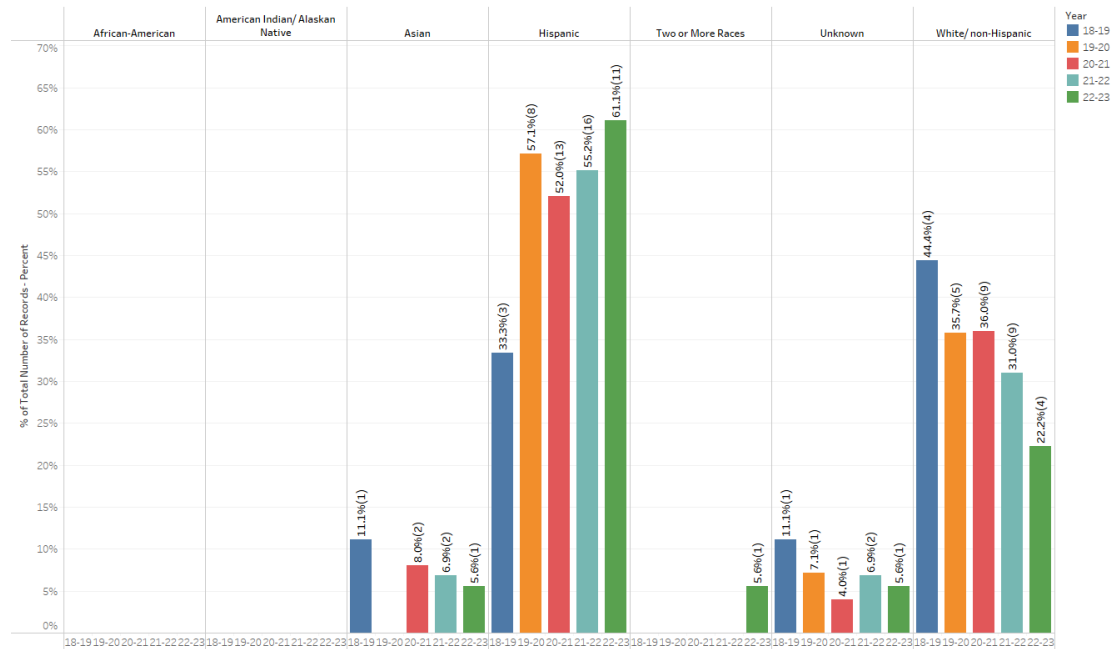
The classified new hires identifying as Hispanic at the District Office increased in 2022-23 from 2018-2019. The White/Non-Hispanic group has demonstrated a decreasing trend over the measurement period.

Graph 6.2: District Office Classified New Hire Data – Gender

6.2 DO Classified/Gender
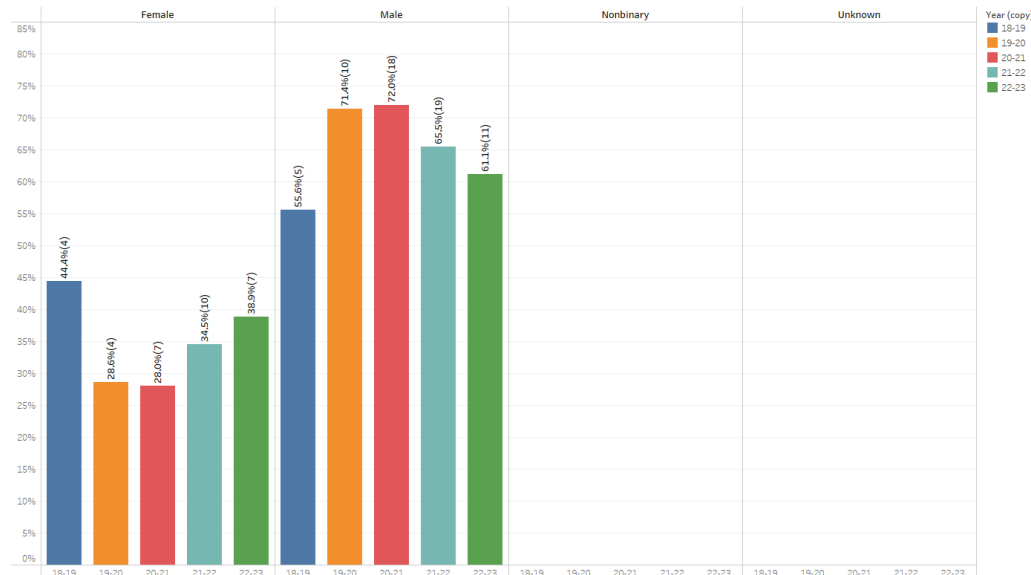
The gender of district office classified new hires has fluctuated over the five-year measurement period and remains predominantly male.

Graph 6.3: District Office Management New Hire Data – Race

At times, the demographics of the District Office's management new hire data has contained a data set of fewer than five (5) individuals. Since it is impossible to display that data without revealing the identity of individual persons, the information will not be displayed.

Graph 6.4: District Office Management New Hire Data – Gender

At times, the demographics of the District Office's management new hire data has contained a data set of fewer than five (5) individuals. Since it is impossible to display that data without revealing the identity of individual persons, the information will not be displayed.

District Office Workforce Data

Graph 6.5: District Office Classified Workforce Data – Race

6.5 DO Classified/Race
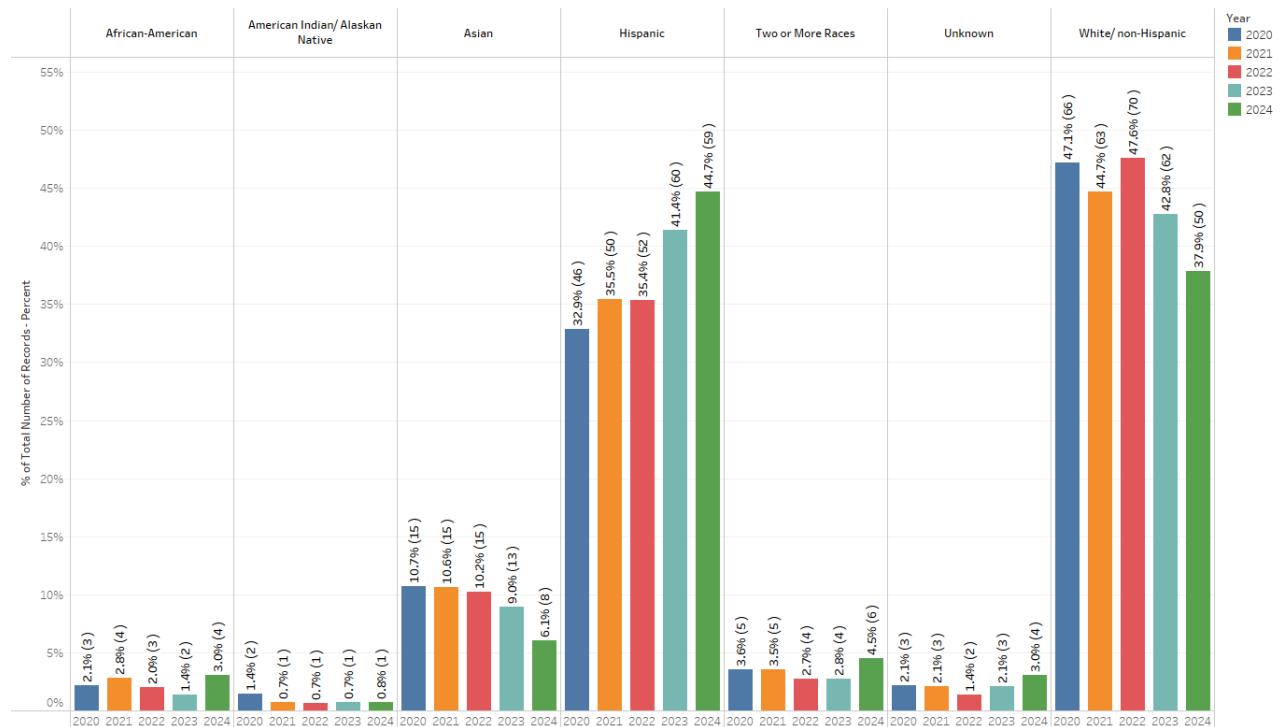
The District Office's classified staff workforce shows an increasing trend in the Hispanic population and a decreasing trend in Asian, and White/non-Hispanic populations.

Graph 6.6: District Office Classified Workforce Data – Gender

6.6 DO Classified/Gender
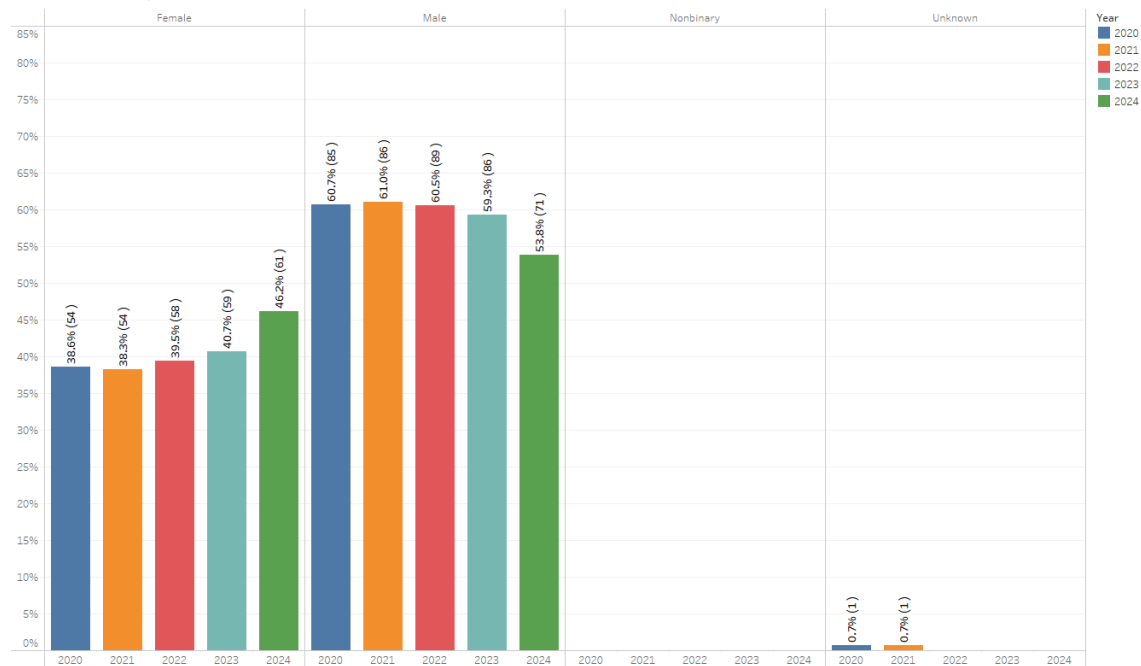
The gap in gender distribution for the District Office's classified employees has remained fairly consistent for the past five (5) years. Males continue to hold a majority of the population at 53%.

Graph 6.7: District Office Management Workforce Data – Race

6.7 DO Admin/Race
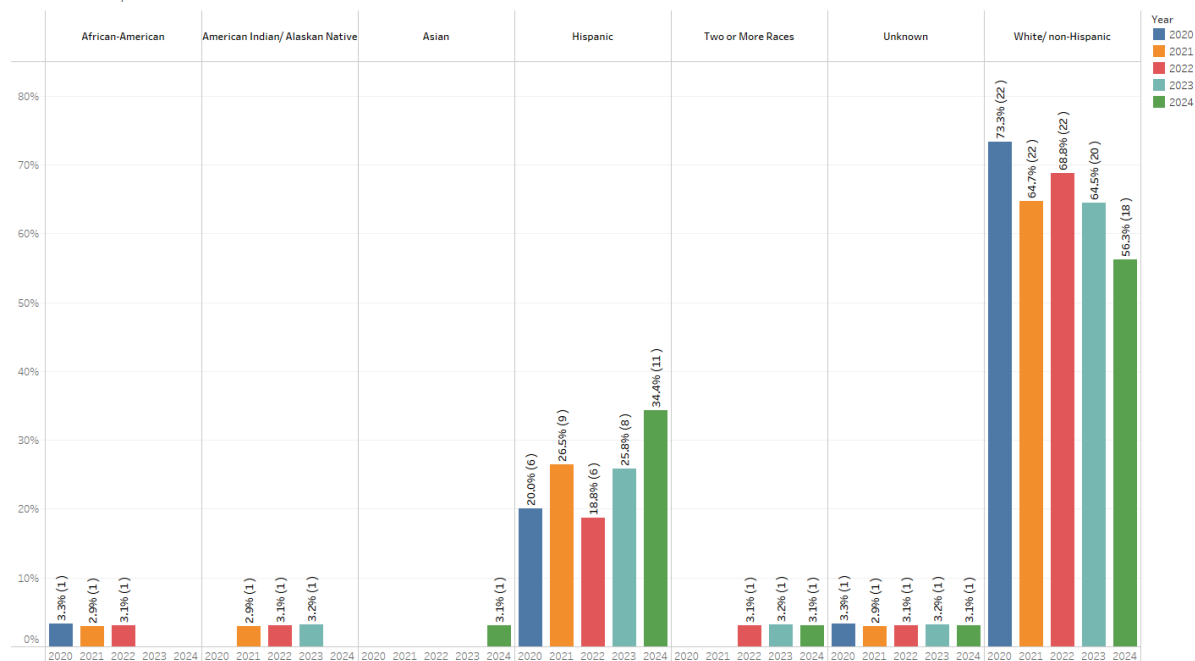
The District Office's management workforce is predominantly White/Non-Hispanic with the second most represented group in management identifying as Hispanic. District Office managers identifying as Hispanic show an upward trend while those identifying as White/non-Hispanic show a downward trend since 2022.

Graph 6.8: District Office Management Workforce Data – Gender

6.8 DO Admin/Gender
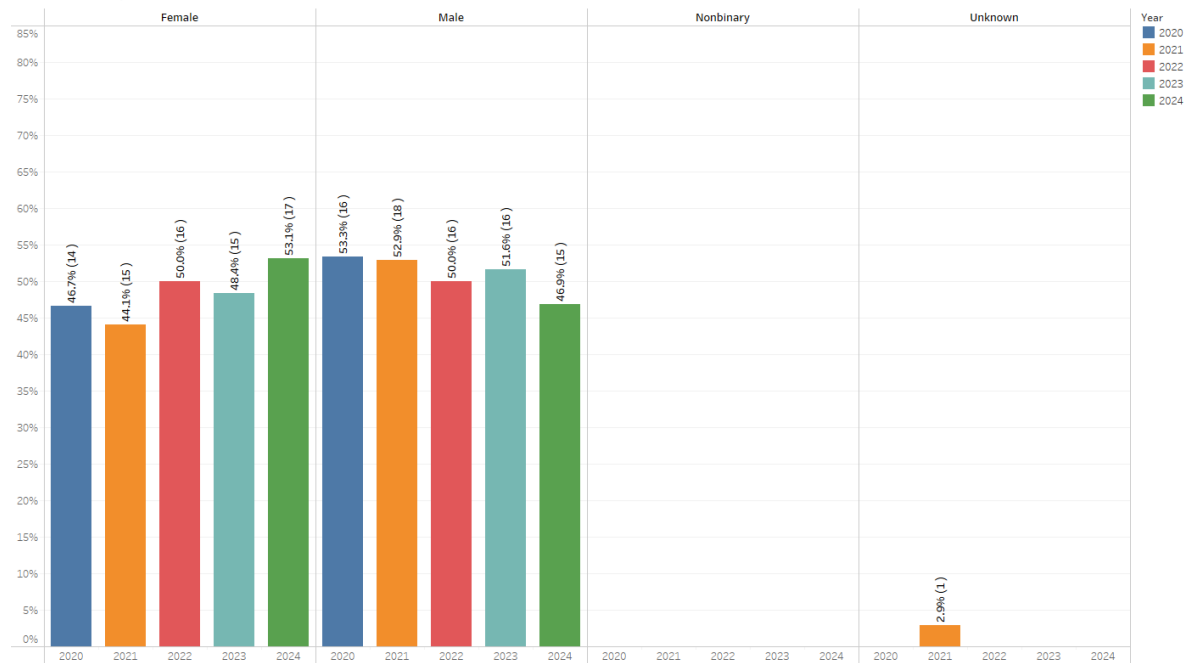
The gender distribution for the District Office management group fluctuated over the measurement period ending with a majority of district office managers identifying as female. There were no district office management staff who identified as non-binary in 2023-2024.

Availability Data

Availability data calculates the number of available workers compared to our current workforce demographics. This data helps identify barriers to diversity and focuses for corrective action to have the greatest positive impact.

Data was collected from multiple data sources including the US Census, the CCCCO DataMart and SCCCD records.

US Census data included Fresno County, California (statewide) and US (nationwide) data as well as filtered for educational attainment and occupational categories.

US Census data is not as detailed as our CCCCO and SCCCD data so counts for those identifying as multi-racial or nonbinary cannot be calculated. The US Census also does not report educational attainment levels for Native Hawaiian/Pacific Islander populations nor for American Indian/Alaskan Native populations and does not disaggregate for "type" of position. For example, there is a wide variety of classified positions with varying minimum qualifications. Similarly, groups with zero or very small incumbents (EX: nonbinary management) cannot accurately identify adverse impact. Availability data should inform our barriers and opportunities for positive impact, but they are not specific targets.

Classified Availability Data

Race	Total Classified Employees	Total Race Job Group Employees	% of Race Job Group Employees	Race Availability	Race Expected based on Availability	80% Rule	Binomial Exact	Standard Deviation	Shortfall
White	679	236	34.76%	28.70%	195	121.13%	1.00	3.4921058	41
Black	679	32	4.71%	18.09%	123	26.06%	0.00	-9.05308	-91
Hispanic/Latine	679	300	44.18%	39.79%	270	111.04%	0.99	2.3390424	30
Asian	679	72	10.60%	13.74%	93	77.20%	0.01	-2.371021	-21
Native Hawaiian/Pacific Islander	679	1	0.15%	0.09%	1	171.25%	0.88	0.5447016	0
American Indian/Alaskan Native	679	6	0.88%	0.22%	2	399.84%	1.00	3.677096	4
Multi-Racial	679	15	2.21%	N/A	N/A	N/A	N/A	N/A	N/A
Total BIPOC	679	426	62.74%	71.92%	488	87.24%	0.00	-5.321452	-62

Gender	Total Job Group Employees	Total Race Group Employees	% of Race Job Group Employees	Race Availability	Race Expected based on Availability	80% Rule	Binomial Exact	Standard Deviation	Shortfall
Females	679	378	55.67%	43.81%	297	127.07%	1.00	6.2282996	81
Males	679	300	44.18%	48.49%	329	91.12%	0.01	-2.244474	-29
Nonbinary	679	1	0.15%	N/A	N/A	N/A	N/A	N/A	N/A

*US Census does not provide data on Multi-Racial counts nor on Nonbinary counts
*US Census does not provide educational attainment levels for Native Hawaiian/Pacific Islander nor for American Indian/Alaskan Native

The table provides a detailed analysis of the racial and gender composition of classified professionals within the SCCCD, comparing the actual employee counts to expected counts based on race availability, and highlighting any shortfalls.

Classified positions generally allow substitution for education and experience, therefore the US Census count was filtered for those reporting an educational attainment level of a high school diploma or higher.

Key Observations:
- There is a significant shortfall in the representation of Black employees compared to their availability.
- White employees are overrepresented compared to their availability.
- Asian employees show a notable shortfall.
- Multi-Racial and Native Hawaiian/Pacific Islander data are incomplete or not available for some calculations.

Faculty Availability Data

Race	Total FT Faculty Employees	Total Race Job Group Employees	% of Race Job Group Employees	Race Availability	Race Expected based on Availability	80% Rule	Binomial Exact	Standard Deviation	Shortfall
White	654	364	55.66%	30.66%	201	181.53%	1.00	13.864599	163
African American/Black	654	34	5.20%	7.24%	2	1382.17%	0.02	-0.458304	32
Hispanic/Latine	654	162	24.77%	20.07%	33	498.16%	1.00	1.4923957	129
Asian	654	48	7.34%	18.49%	9	540.80%	0.00	-1.990091	39
Native Hawaiian/Pacific Islander	654	2	0.31%	0.05%	0	217391.30%	1.00	0.1713533	2
American Indian/Alaskan Native	654	6	0.92%	0.12%	1	758.21%	1.00	5.8587823	5
Multi-Racial	654	12	1.83%	N/A	N/A	N/A	N/A	N/A	N/A
Total BIPOC	654	264	40.37%	45.97%	301	87.82%	0.00	-2.873601	-37

Gender	Total Job Group Employees	Total Gender Job Group Employees	% of Gender Job Group Employees	Gender Availability	Race Expected based on Availability	80% Rule	Binomial Exact	Standard Deviation	Shortfall
Females	654	325	49.69%	33.74%	221	147.28%	1.00	8.6284937	104
Males	654	327	50.00%	30.38%	199	164.59%	1.00	10.910713	128
NonBinary	654	2	0.31%	N/A	N/A	N/A	N/A	N/A	N/A

*US Census does not provide data on Multi-Racial counts nor on Nonbinary counts

*US Census does not provide educational attainment levels for Native Hawaiian/Pacific Islander nor for American Indian/Alaskan Native

*26 FT Faculty did not disclose their race and are listed as "unknown"

Most, but not all, faculty positions require a master's degree, therefore the educational attainment level for faculty availability included those with a master's degree, professional degree (EX: JD) or doctoral degree.

Key Observations:

- White faculty members are significantly overrepresented compared to their availability.
- African American/Black and Asian faculty members are underrepresented, though the shortfall for African American/Black faculty is more substantial.
- Multi-Racial data is incomplete for detailed analysis.

This analysis indicates that while there is a strong presence of White and Hispanic/Latine faculty members, efforts may be needed to increase the representation of African American/Black and Asian faculty members.

Management Availability Data

Race	Total Management Employees	Total Race Job Group Employees	% of Race Job Group Employees	Race Availability	Race Expected based on Availability	80% Rule	Binomial Exact	Standard Deviation	Shortfall
White	148	62	41.89%	34.75%	51	120.57%	0.97	1.825976	11
Black	148	7	4.73%	16.24%	24	29.13%	0.00	-3.79551	-17
Hispanic/Latine	148	57	38.51%	35.24%	52	109.29%	0.82	0.833891	5
Asian	148	11	7.43%	34.44%	51	21.58%	0.00	-6.91374	-40
Native Hawaiian/Pacific Islander	148	1	0.68%	0.09%	0	785.67%	0.99	2.447269	1
American Indian/Alaskan Native	148	2	1.35%	0.22%	0	611.47%	1.00	2.928388	2
Multi-Racial	148	4	2.70%	N/A	N/A	N/A	N/A	N/A	N/A
Total BIPOC	148	82	55.41%	86.22%	128	64.26%	0.00	-10.8737	-46

Gender	Total Job Group Employees	Total Race Group Employees	% of Race Job Group Employees	Gender Availability	Gender Expected based on Availability	80% Rule	Binomial Exact	Standard Deviation	Shortfall
Females	148	74	50.00%	44.66%	66	111.95%	0.92	1.306504	8
Males	148	74	50.00%	37.91%	56	131.88%	1.00	3.030677	18
Nonbinary	148	0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A

*US Census does not provide data on Multi-Racial counts nor on Nonbinary counts

*US Census does not provide educational attainment levels for Native Hawaiian/Pacific Islander nor for American Indian/Alaskan Native

*1 Classified Manager and 1 Academic Manager did not disclose their race and are listed as "unknown"

Most, but not all, management positions require a bachelor's degree, therefore the educational attainment level for management availability included those with a bachelor's degree, master's degree, professional degree (EX: JD) or doctoral degree.

Key Observations:

- White managers are overrepresented compared to their availability.
- African American/Black and Asian managers are underrepresented, though the shortfall for Asian is more substantial.
- Multi-Racial data is incomplete for detailed analysis.
- Nonbinary representation is very low and lacks sufficient data for detailed analysis

This analysis indicates that there is a strong presence of White managers but efforts may be needed to increase the representation of African American/Black and Asian managers.

CCCCO Vision for Success

In 2017, the California Community Colleges Board of Governors adopted the Vision for Success. In 2021, an Update to the Vision for Success: Reaffirming Equity in a Time of Recovery was published to address the collective trauma of the pandemic, social division and financial devastation that occurred in that short period of time from the original publication. Five-year systemwide goals were established. They are:

1. Increase completion of degrees, credentials, certificates, and job-specific skill sets by 20% between 2017 and 2022.

2. Increase transfers to UC and CSU by 35% between 2017 and 2022

3. Decrease the average number of units accumulated by associate's degree earners to 79 units by 2022 (down from an average of 87 units in 2017)

4. Increase the number of existing CTE students employed in their field of study to 76% by 2022 (up from 60% in 2017)

5. Reduce equity gaps by 40% across all the above measures by 2022, and fully close those gaps by 2027

6. Close regional gaps across all of the above measures by 2027

In February 2023, Dr. Sonya Christian was announced as the new Chancellor for the statewide California Community Colleges system and is the first woman and first person of South Asian heritage to be appointed as the permanent Chancellor.

"We continue to face many challenges, but I truly believe our greatest challenges enable us to do our greatest work. We are called to design the most vibrant, resilient, and effective learning environment ever. We are called do this work at scale, not eventually, but now. And we will work with a shared vision that keeps students first."

-Dr. Sonya Christian, Chancellor, California Community Colleges

SCCCD's Dedication to Diversity & EEO

As stated in the beginning of this report, SCCCD is trending in the right direction. While our workforce is diversifying, it is doing so at a lingering pace, which can be frustrating.

In order to be intentional and deliberate, SCCCD had to communicate the challenges this District and many others faced in structural and institutional barriers. Outlining the history, the goals, the plan and how we planned to hold ourselves accountable were the foundations of our current plan to advance workforce diversity. Much of the groundwork has been laid for many years by SCCCD faculty, staff and administrators, taking cue's from the USC Race and Equity Center, CORA Learning, ACHRO/EEO DEI Taskforce recommendations, and CCCCO's EEO Best Practices publications. SCCCD was primed to reevaluate policies, procedures and past-practice with an equity-lens and to collaborate on innovative ways to attract and retain the most qualified candidates representing all of the communities that are part of SCCCD's service area. Using content such as the FCC Ram REL (Race and Equity Lab) and RC's Equity 101 series, we are expanding on our basic understandings of DEIA and building tools and developing policies that guide this districtwide effort for meaningful change.

You can see these efforts reflected in updated EEO training content, Professional Development Workshops, communication with hiring committees and hiring managers during recruitment, in faculty diverse mentorship programs, revamped onboarding efforts, active applicant outreach and recruitment and in policies such as new and revised Administrative Regulations, Board Polices and the districtwide EEO plan.

You can see greater collaboration and cultural pride on our campuses in the growth of affinity groups, cultural events and collegial participatory governance.

All of these efforts are reflected in the data on student success. As you see our District diversify, so do you see higher numbers of student completion, transfer, engagement and success.

While the past four years brought some of the most tumultuous times in recent history in our world, it also caused us to focus on what was within our power to change and what was of value to us. Diversity, Equity, Inclusion and Accessibility will always be valued at SCCCD and participation in those efforts from every member of SCCCD is critical. Change will continue in intentional, thoughtful and innovative ways as we learn from our mistakes and adapt to our ever-changing communities, making SCCCD an educator of choice and an employer of choice.

Appendices & Resources

APPENDIX A: Longitudinal Data Based on IPEDS Categorization

EEO Data Tables 2024

Table 1 | Workforce Data as of February 2024

Sixty-three (63) employees selected "Hmong" as their ethnicity, less than 3% of employees districtwide, and comprise 23% of "Asian/Pacific Islander".
Of the sixty-three (63) employees, forty-two(42) are employees at Fresno City College, seven (7) at Clovis Community College, seven (7) at Madera Community College, five (5) at Reedley College, and two (2) at Distrcit Office.

Among the sixty-three (63) employees who identified as "Hmong," thirty-seven (37) hold academic positions, three (3) are in management/administrative roles, and seventeen (17) are classified staff.

Among the sixty-three (63) employees who identified as having a Disability, forty-eight (48) hold academic positions, two (2) are in management/administrative roles, and twenty-five (25) are classified staff.

Added "Nonbinary" to new hire information in January 2020.

*The faculty EEO categories have been revised into three distinct groups to include tenure-track, full-time temporary, and part-time temporary instructors for the 2024 EEO annual certification. This update is a change from previous years, where part-time instructors were not incorporated into the reporting.

Table 1.1 | Districtwide Workforce Data   DW

2024

EEO Category	African American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
Executive/Administrative/Managerial	8	6%	1	1%	12	8%	57	40%	60	42%	4	3%	2	1%	74	51%	70	49%	0	0%	0	0%	2	1%	144
Academic, Tenured/Tenure Track	34	5%	6	1%	46	7%	162	25%	366	56%	14	2%	27	4%	320	49%	328	50%	1	0%	6	1%	12	2%	655
Academic, Temporary, Full Time	4	4%	0	0%	13	14%	47	50%	24	26%	2	2%	4	4%	61	65%	32	34%	0	0%	1	1%	2	2%	94
Academic, Temporary, Part Time	54	4%	10	1%	124	10%	377	31%	577	47%	35	3%	45	4%	667	55%	547	45%	1	0%	7	1%	34	3%	1222
Professional Non-faculty	7	4%	0	0%	25	14%	85	46%	60	33%	5	3%	2	1%	132	72%	52	28%	1	1%	0	0%	3	2%	184
Secretarial/Clerical	8	7%	1	1%	8	7%	61	50%	41	34%	2	2%	1	1%	107	88%	15	12%	0	0%	0	0%	8	7%	122
Service and Maintenance	9	7%	0	0%	13	9%	80	58%	30	22%	1	1%	5	4%	16	12%	122	88%	0	0%	0	0%	9	7%	138
Skilled Crafts	0	0%	1	6%	0	0%	6	35%	9	53%	0	0%	0	0%	0	0%	17	100%	0	0%	0	0%	1	6%	17
Technical and Paraprofessional	7	3%	1	0%	26	12%	88	42%	75	35%	8	4%	7	3%	116	55%	96	45%	0	0%	0	0%	4	2%	212
Total	131	5%	20	1%	267	10%	963	35%	1242	45%	72	3%	93	3%	1493	54%	1279	46%	3	0%	14	1%	75	3%	2788

Table 1.2 | Fresno City College Workforce Data   FCC

2024

EEO Category	African American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
Executive/Administrative/Managerial	5	11%	0	0%	3	7%	16	36%	18	41%	1	2%	1	2%	23	52%	21	48%	0	0%	0	0%	1	2%	44
Academic, Tenured/Tenure Track	23	7%	5	1%	23	7%	87	25%	188	54%	6	2%	14	4%	165	48%	176	51%	0	0%	4	1%	6	2%	346
Academic, Temporary, Full Time	3	7%	0	0%	8	20%	17	41%	11	27%	2	5%	0	0%	28	68%	12	29%	0	0%	1	2%	1	2%	41
Academic, Temporary, Part Time	40	6%	7	1%	70	10%	233	32%	333	46%	17	2%	23	3%	378	52%	341	47%	1	0%	3	0%	18	2%	723
Professional Non-faculty	2	3%	0	0%	8	12%	33	48%	24	35%	2	3%	0	0%	51	74%	18	26%	0	0%	0	0%	2	3%	69
Secretarial/Clerical	5	7%	1	1%	4	6%	31	46%	25	37%	1	1%	1	1%	58	85%	10	15%	0	0%	0	0%	4	6%	68
Service and Maintenance	7	13%	0	0%	4	7%	35	64%	7	13%	0	0%	2	4%	3	5%	52	95%	0	0%	0	0%	2	4%	55
Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Technical and Paraprofessional	6	7%	0	0%	12	13%	37	40%	29	32%	3	3%	5	5%	49	53%	43	47%	0	0%	0	0%	1	1%	92
Total	91	6%	13	1%	132	9%	489	34%	635	44%	32	2%	46	3%	755	53%	673	47%	1	0%	8	1%	35	2%	1438

Table 1.3 | Clovis Community College Workforce Data CCC

2024

EEO Category	African American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
Executive/Administrative/Managerial	2	8%	0	0%	5	21%	10	42%	6	25%	1	4%	0	0%	17	71%	7	29%	0	0%	0	0%	0	0%	24
Academic, Tenured/Tenure Track	3	3%	0	0%	10	9%	26	23%	66	58%	4	4%	4	4%	61	54%	51	45%	1	1%	0	0%	3	3%	113
Academic, Temporary, Full Time	0	0%	0	0%	3	27%	4	36%	4	36%	0	0%	0	0%	9	82%	2	18%	0	0%	0	0%	0	0%	11
Academic, Temporary, Part Time	7	4%	0	0%	19	10%	44	23%	102	54%	6	3%	10	5%	114	61%	72	38%	0	0%	2	1%	7	4%	188
Professional Non-faculty	1	3%	0	0%	6	20%	10	33%	13	43%	0	0%	0	0%	23	77%	7	23%	0	0%	0	0%	0	0%	30
Secretarial/Clerical	0	0%	0	0%	3	23%	4	31%	5	38%	1	8%	0	0%	11	85%	2	15%	0	0%	0	0%	1	8%	13
Service and Maintenance	0	0%	0	0%	3	23%	6	46%	3	23%	0	0%	1	8%	1	8%	12	92%	0	0%	0	0%	1	8%	13
Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Technical and Paraprofessional	0	0%	0	0%	4	16%	10	40%	11	44%	0	0%	0	0%	16	64%	9	36%	0	0%	0	0%	0	0%	25
Total	13	3%	0	0%	53	13%	114	27%	210	50%	12	3%	15	4%	252	60%	162	39%	1	0%	2	0%	12	3%	417

Table 1.4 | Reedley College Workforce Data RC

2024

EEO Category	African American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
Executive/Administrative/Managerial	1	3%	0	0%	3	10%	12	40%	13	43%	1	3%	0	0%	12	40%	18	60%	0	0%	0	0%	0	0%	30
Academic, Tenured/Tenure Track	4	3%	0	0%	9	7%	32	25%	74	58%	2	2%	7	5%	59	46%	67	52%	0	0%	2	2%	3	2%	128
Academic, Temporary, Full Time	1	3%	0	0%	1	3%	19	66%	8	28%	0	0%	0	0%	19	66%	10	34%	0	0%	0	0%	1	3%	29
Academic, Temporary, Part Time	5	3%	2	1%	11	6%	71	36%	92	46%	9	5%	8	4%	105	53%	91	46%	0	0%	2	1%	6	3%	198
Professional Non-faculty	1	3%	0	0%	5	15%	18	55%	8	24%	1	3%	0	0%	24	73%	9	27%	0	0%	0	0%	0	0%	33
Secretarial/Clerical	1	6%	0	0%	0	0%	13	72%	4	22%	0	0%	0	0%	17	94%	1	6%	0	0%	0	0%	1	6%	18
Service and Maintenance	1	3%	0	0%	4	13%	17	53%	9	28%	0	0%	1	3%	9	28%	23	72%	0	0%	0	0%	6	19%	32
Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Technical and Paraprofessional	1	2%	1	2%	3	7%	21	48%	16	36%	1	2%	1	2%	21	48%	23	52%	0	0%	0	0%	3	7%	44
Total	15	3%	3	1%	36	7%	203	40%	224	44%	14	3%	17	3%	266	52%	242	47%	0	0%	4	1%	20	4%	512

Table 1.5 | Madera Community College Workforce Data MCC

2024

EEO Category	African American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
Executive/Administrative/Managerial	0	0%	1	7%	0	0%	8	57%	5	36%	0	0%	0	0%	5	36%	9	64%	0	0%	0	0%	0	0%	14
Academic, Tenured/Tenure Track	4	6%	1	1%	4	6%	17	25%	38	56%	2	3%	2	3%	34	50%	34	50%	0	0%	0	0%	0	0%	68
Academic, Temporary, Full Time	0	0%	0	0%	1	8%	7	54%	1	8%	0	0%	4	31%	5	38%	8	62%	0	0%	0	0%	0	0%	13
Academic, Temporary, Part Time	2	2%	1	1%	24	21%	29	26%	50	44%	3	3%	4	4%	70	62%	43	38%	0	0%	0	0%	3	3%	113
Professional Non-faculty	1	5%	0	0%	3	15%	13	65%	2	10%	1	5%	0	0%	12	60%	8	40%	1	5%	0	0%	1	5%	20
Secretarial/Clerical	1	13%	0	0%	1	13%	4	50%	2	25%	0	0%	0	0%	7	88%	1	13%	0	0%	0	0%	1	13%	8
Service and Maintenance	0	0%	0	0%	1	13%	3	38%	3	38%	1	13%	0	0%	1	13%	7	88%	0	0%	0	0%	0	0%	8
Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Technical and Paraprofessional	0	0%	0	0%	3	23%	6	46%	4	31%	0	0%	0	0%	7	54%	6	46%	0	0%	0	0%	0	0%	13
Total	8	3%	3	1%	37	14%	87	34%	105	41%	7	3%	10	4%	141	55%	116	45%	1	0%	0	0%	5	2%	257

Table 1.6 | District Office Workforce Data DO

2024

EEO Category	African American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
Executive/Administrative/Managerial	0	0%	0	0%	1	3%	11	34%	18	56%	1	3%	1	3%	17	53%	15	47%	0	0%	0	0%	1	3%	32
Academic, Tenured/Tenure Track	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0%	0	0%	0	0%	0	0%	0	0%	0
Academic, Temporary, Full Time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Academic, Temporary, Part Time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Professional Non-faculty	2	6%	0	0%	3	9%	11	34%	13	41%	1	3%	2	6%	22	69%	10	31%	0	0%	0	0%	0	0%	32
Secretarial/Clerical	1	7%	0	0%	0	0%	9	60%	5	33%	0	0%	0	0%	14	93%	1	7%	0	0%	0	0%	1	7%	15
Service and Maintenance	1	3%	0	0%	1	3%	19	63%	8	27%	0	0%	1	3%	2	7%	28	93%	0	0%	0	0%	0	0%	30
Skilled Crafts	0	0%	1	6%	0	0%	6	35%	9	53%	1	6%	0	0%	0	0%	17	100%	0	0%	0	0%	1	6%	17
Technical and Paraprofessional	0	0%	0	0%	4	11%	14	37%	15	39%	4	11%	1	3%	23	61%	15	39%	0	0%	0	0%	0	0%	38
Total	4	2%	1	1%	9	5%	70	43%	68	41%	7	4%	5	3%	79	48%	86	52%	0	0%	0	0%	3	2%	164

Table 2 | Classified Applicant Pool Data for the 2022-2023 Fiscal Year

Classified applicant data cannot be reported for each college individually as the majority of Classified recruitments are conducted districtwide.

Among the (662) applicants in the classified pool who identified as 'Hmong,' (657) applied for classified positions, while five applied for classified management positions. These (662) Hmong applicants constitute (6%) of the total classified applicant pool and (41%) of the Asian/Pacific Islander applicant group

Among the 488 classified applicants who identified as having a disability, 472 applied for classified positions, while 16 applied for classified management positions.

Table 2.1 | Districtwide Classified Applicant Pool Data DW

2022-2023

EEO Category	African American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
Executive/Administrative/Managerial	26	8%	3	1%	47	15%	103	32%	99	31%	0	0%	46	14%	114	35%	199	61%	2	1%	9	3%	16	5%	324
Professional Non-faculty	104	6%	12	1%	270	16%	773	45%	355	21%	1	0%	200	12%	959	56%	674	39%	6	0%	76	4%	75	4%	1715
Secretarial/Clerical	244	6%	36	1%	643	15%	2146	49%	747	17%	3	0%	551	13%	3379	77%	869	20%	33	1%	89	2%	166	4%	4370
Service and Maintenance	86	7%	17	1%	112	9%	623	47%	206	16%	0	0%	272	21%	195	15%	1036	79%	11	1%	74	6%	46	3%	1316
Skilled Crafts	1	2%	2	3%	5	8%	32	49%	11	17%	0	0%	14	22%	2	3%	63	97%	0	0%	0	0%	3	5%	65
Technical and Paraprofessional	163	5%	37	1%	522	16%	1507	47%	573	18%	4	0%	368	12%	1859	59%	1198	38%	26	1%	91	3%	182	6%	3174
Total	624	6%	107	1%	1599	15%	5184	47%	1991	18%	8	0%	1451	13%	6508	59%	4039	37%	78	1%	339	3%	488	4%	10964

Table 3 | Academic Applicant Pool Data for the 2022-2023 Fiscal Year

One hundred and seventy-six (176) academic applicants identified as 'Hmong,' with fourteen (14) applying for management/administrative positions and one hundred and sixty-two (162) applying for faculty positions. These 176 Hmong applicants represent 5% of the total academic applicants and 33% of the Asian/Pacific Islander applicant group.

One hundred and ninety-seven (197) academic applicants identified as having a disability, with twenty-five (25) applying for management/administrative positions and one hundred and seventy-two (172) applying for faculty positions.

*The faculty EEO categories have been revised into three distinct groups to include tenure-track, full-time temporary, and part-time temporary instructors for the 2024 EEO annual certification. This update is a change from previous years, where part-time instructors were not incorporated into the reporting.

Table 3.1 ¦ Districtwide Academic Applicant Pool Data

2022-2023

EEO Category	African American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
Executive/Administrative/Managerial	41	10%	2	1%	50	13%	143	36%	124	31%	10	3%	28	7%	183	46%	197	49%	3	1%	15	4%	25	6%	398
Academic, Tenured/Tenure Track	104	8%	5	0%	174	13%	486	37%	423	32%	40	3%	83	6%	674	51%	572	43%	14	1%	55	4%	75	6%	1315
Academic, Temporary, Full Time	64	7%	4	0%	147	17%	405	47%	183	21%	20	2%	40	5%	558	65%	283	33%	4	0%	18	2%	46	5%	863
Academic, Temporary, Part Time	46	5%	3	0%	156	17%	323	34%	336	36%	34	4%	41	4%	536	57%	345	37%	11	1%	47	5%	51	5%	939
Total	255	7%	14	0%	527	15%	1357	39%	1066	30%	104	3%	192	5%	1951	56%	1397	40%	32	1%	135	4%	197	6%	3515

Table 3.2 ¦ Fresno City College Academic Applicant Pool Data

2022-2023

EEO Category	African American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
Executive/Administrative/Managerial	10	10%	0	0%	13	13%	30	31%	34	35%	3	3%	7	7%	51	53%	43	44%	1	1%	2	2%	5	5%	97
Academic, Tenured/Tenure Track	63	8%	2	0%	100	12%	288	36%	265	33%	31	4%	56	7%	410	51%	350	43%	8	1%	37	5%	46	6%	805
Academic, Temporary, Full Time	33	8%	4	1%	80	20%	197	48%	70	17%	9	2%	14	3%	280	69%	120	29%	1	0%	6	1%	20	5%	407
Academic, Temporary, Part Time	13	6%	0	0%	40	19%	66	31%	75	36%	8	4%	8	4%	114	54%	83	40%	1	0%	12	6%	11	5%	210
Total	119	8%	6	0%	233	15%	581	38%	444	29%	51	3%	85	6%	855	56%	596	39%	11	1%	57	4%	82	5%	1519

Table 3.3 ¦ Clovis Community College Academic Applicant Pool Data

2022-2023

EEO Category	African American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
Executive/Administrative/Managerial	19	16%	1	1%	14	12%	52	43%	26	22%	3	3%	5	4%	54	45%	62	52%	1	1%	3	3%	6	5%	120
Academic, Tenured/Tenure Track	22	10%	1	0%	33	15%	62	28%	87	39%	3	1%	16	7%	93	42%	114	51%	4	2%	13	6%	15	7%	224
Academic, Temporary, Full Time	11	10%	0	0%	24	22%	35	32%	27	24%	5	5%	9	8%	63	57%	45	41%	1	1%	2	2%	4	4%	111
Academic, Temporary, Part Time	12	5%	1	0%	40	17%	75	32%	80	34%	11	5%	14	6%	156	67%	63	27%	3	1%	11	5%	13	6%	233
Total	64	9%	3	0%	111	16%	224	33%	220	32%	22	3%	44	6%	366	53%	284	41%	9	1%	29	4%	38	6%	688

Table 3.4 | Reedley College Academic Applicant Pool Data   RC

2022-2023

EEO Category	African American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
Executive/Administrative/Managerial	8	11%	0	0%	12	16%	31	42%	19	26%	1	1%	3	4%	36	49%	37	50%	0	0%	1	1%	6	8%	74
Academic, Tenured/Tenure Track	12	8%	1	1%	21	13%	69	44%	45	29%	4	3%	5	3%	92	59%	61	39%	1	1%	3	2%	9	6%	157
Academic, Temporary, Full Time	13	5%	0	0%	27	11%	135	53%	67	26%	3	1%	11	4%	164	64%	85	33%	1	0%	6	2%	16	6%	256
Academic, Temporary, Part Time	14	4%	1	0%	47	14%	126	37%	125	37%	14	4%	13	4%	175	51%	144	42%	6	2%	15	4%	22	6%	340
Total	47	6%	2	0%	107	13%	361	44%	256	31%	22	3%	32	4%	467	56%	327	40%	8	1%	25	3%	53	6%	827

Table 3.5 | Madera Community College Academic Applicant Pool Data   MCC

2022-2023

EEO Category	African American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
Executive/Administrative/Managerial	1	2%	1	2%	9	19%	12	25%	18	38%	1	2%	6	13%	17	35%	27	56%	1	2%	4	8%	4	8%	48
Academic, Tenured/Tenure Track	7	6%	1	1%	20	16%	65	52%	26	21%	2	2%	4	3%	78	62%	45	36%	1	1%	1	1%	5	4%	125
Academic, Temporary, Full Time	7	8%	0	0%	16	18%	38	43%	19	21%	3	3%	6	7%	51	57%	33	37%	1	1%	4	4%	6	7%	89
Academic, Temporary, Part Time	7	4%	1	1%	29	19%	56	36%	56	36%	1	1%	6	4%	91	58%	55	35%	1	1%	9	6%	5	3%	156
Total	22	5%	3	1%	74	18%	171	41%	119	28%	7	2%	22	5%	237	57%	160	38%	4	1%	18	4%	20	5%	418

Table 3.6 | District Office Academic Applicant Pool Data   DO

2022-2023

EEO Category	African American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
Executive/Administrative/Managerial	3	5%	0	0%	2	3%	18	31%	27	46%	2	3%	7	12%	25	42%	28	47%	1	2%	5	8%	4	7%	59
Academic, Tenured/Tenure Track	0	0%	0	0%	0	0%	2	50%	0	0%	0	0%	2	50%	1	25%	2	50%	0	0%	1	25%	0	0%	4
Academic, Temporary, Full Time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Academic, Temporary, Part Time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Total	3	5%	0	0%	2	3%	20	32%	27	43%	2	3%	9	14%	26	41%	30	48%	1	2%	6	10%	4	6%	63

Table 4 | Longitudinal Workforce Data

Workforce data is reported as of February of each year.
Added "Nonbinary" to hire information in January 2020.
A disability question was added to the classified application in June 2017. Previous data is reporting accommodation information.

*The faculty EEO categories have been revised into three distinct groups to include tenure-track, full-time temporary, and part-time temporary instructors for the 2024 EEO annual certification. This update is a change from previous years, where part-time instructors were not incorporated into the reporting.

Table 4.1 | Longitudinal Districtwide Workforce Data   DW

Fiscal Year	EEO Category	African American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
2024																											
	Executive/Administrative/Managerial	8	6%	1	1%	12	8%	57	40%	60	42%	4	3%	2	1%	74	51%	70	49%	0	0%	0	0%	2	1%	144
	Academic, Tenured/Tenure Track	34	5%	6	1%	46	7%	162	25%	366	56%	14	2%	27	4%	320	49%	328	50%	1	0%	6	1%	12	2%	655
	Academic, Temporary, Full Time	4	4%	0	0%	13	14%	47	50%	24	26%	2	2%	4	4%	61	65%	32	34%	0	0%	1	1%	2	2%	94
	Academic, Temporary, Part Time	54	4%	10	1%	124	10%	377	31%	577	47%	35	3%	45	4%	667	55%	547	45%	1	0%	7	1%	34	3%	1222
	Professional Non-faculty	7	4%	0	0%	25	14%	85	46%	60	33%	5	3%	2	1%	132	72%	52	28%	0	0%	0	0%	3	2%	184
	Secretarial/Clerical	8	7%	1	1%	8	7%	61	50%	41	34%	2	2%	1	1%	107	88%	15	12%	0	0%	0	0%	8	7%	122
	Service and Maintenance	9	7%	0	0%	13	9%	80	58%	30	22%	1	1%	5	4%	16	12%	122	88%	0	0%	0	0%	9	7%	138
	Skilled Crafts	0	0%	1	6%	0	0%	6	35%	9	53%	1	6%	0	0%	0	0%	17	100%	0	0%	0	0%	1	6%	17
	Technical and Paraprofessional	7	3%	1	0%	26	12%	88	42%	75	35%	8	4%	7	3%	116	55%	96	45%	0	0%	0	0%	4	2%	212
	Total	131	5%	20	1%	267	10%	963	35%	1242	45%	72	3%	93	3%	1493	54%	1279	46%	2	0%	14	1%	75	3%	2788
2023																											
	Executive/Administrative/Managerial	7	5%	2	1%	9	7%	50	36%	62	45%	4	3%	3	2%	69	50%	68	50%	0	0%	0	0%	4	3%	137
	Faculty and other Instructional Staff	92	5%	14	1%	186	10%	491	27%	889	49%	49	3%	84	5%	949	53%	845	47%	0	0%	11	1%	48	3%	1805
	Professional Non-faculty	7	4%	0	0%	26	15%	74	42%	61	35%	5	3%	2	1%	131	75%	43	25%	0	0%	1	1%	1	1%	175
	Secretarial/Clerical	8	7%	0	0%	7	6%	56	49%	41	36%	2	2%	0	0%	100	88%	14	12%	0	0%	0	0%	7	6%	114
	Service and Maintenance	8	7%	0	0%	10	9%	66	56%	31	26%	0	0%	2	2%	15	13%	102	87%	0	0%	0	0%	9	8%	117
	Skilled Crafts	0	0%	1	5%	0	0%	7	35%	11	55%	1	5%	0	0%	0	0%	20	100%	0	0%	0	0%	0	0%	20
	Technical and Paraprofessional	7	3%	3	1%	27	13%	81	39%	78	37%	6	3%	8	4%	112	53%	97	46%	0	0%	1	0%	3	1%	210
	Total	129	5%	20	1%	265	10%	825	32%	1173	46%	67	3%	99	4%	1376	53%	1189	46%	0	0%	13	1%	72	3%	2578
2022																											
	Executive/Administrative/Managerial	7	5%	2	2%	7	5%	46	35%	63	47%	4	3%	4	3%	66	50%	67	50%	0	0%	0	0%	0	0%	133
	Faculty and other Instructional Staff	92	5%	14	1%	185	11%	449	26%	883	51%	44	3%	76	4%	940	54%	794	46%	3	0%	6	0%	1	0%	1743
	Professional Non-faculty	6	3%	0	0%	27	15%	73	39%	73	39%	4	2%	2	1%	134	72%	50	27%	0	0%	1	1%	0	0%	185
	Secretarial/Clerical	7	6%	0	0%	2	2%	60	53%	43	38%	2	2%	0	0%	100	88%	14	12%	0	0%	0	0%	1	1%	114
	Service and Maintenance	10	8%	0	0%	8	7%	65	55%	32	27%	1	1%	3	3%	13	11%	106	89%	0	0%	0	0%	1	1%	119
	Skilled Crafts	0	0%	1	6%	0	0%	4	24%	11	65%	1	6%	0	0%	0	0%	17	100%	0	0%	0	0%	0	0%	17
	Technical and Paraprofessional	9	4%	2	1%	22	11%	77	38%	80	40%	5	2%	7	3%	114	56%	88	44%	0	0%	0	0%	0	0%	202
	Total	131	5%	19	1%	251	10%	774	31%	1185	47%	61	2%	92	4%	1367	54%	1136	45%	3	0%	7	0%	3	0%	2513
2021																											
	Executive/Administrative/Managerial	7	5%	2	2%	6	5%	43	33%	64	50%	4	3%	3	2%	64	50%	64	50%	0	0%	1	1%	0	0%	129
	Faculty and other Instructional Staff	75	4%	15	1%	173	10%	434	26%	891	53%	33	2%	70	4%	898	53%	786	46%	3	0%	4	0%	0	0%	1691
	Professional Non-faculty	6	3%	0	0%	26	15%	66	38%	70	40%	5	3%	3	2%	127	72%	47	27%	0	0%	2	1%	0	0%	176
	Secretarial/Clerical	10	9%	0	0%	3	3%	56	48%	45	39%	2	2%	0	0%	100	86%	14	12%	0	0%	2	2%	0	0%	116
	Service and Maintenance	10	8%	0	0%	10	8%	65	55%	29	25%	1	1%	3	3%	12	10%	106	90%	0	0%	0	0%	2	2%	118
	Skilled Crafts	0	0%	1	6%	0	0%	4	22%	12	67%	1	6%	0	0%	0	0%	18	100%	0	0%	0	0%	0	0%	18
	Technical and Paraprofessional	8	4%	2	1%	22	11%	73	36%	88	43%	5	2%	5	2%	120	59%	82	40%	0	0%	1	0%	0	0%	203
	Total	116	5%	20	1%	240	10%	741	30%	1199	49%	51	2%	84	3%	1321	54%	1117	46%	3	0%	10	0%	2	0%	2451
2020																											
	Executive/Administrative/Managerial	5	4%	2	2%	5	4%	40	33%	64	52%	4	3%	2	2%	63	52%	58	48%	N/A	0%	1	1%	0	0%	122
	Faculty and other Instructional Staff	87	5%	15	1%	184	10%	450	24%	996	54%	37	2%	77	4%	955	52%	889	48%	N/A	0%	2	0%	0	0%	1846
	Professional Non-faculty	4	2%	0	0%	26	16%	56	34%	73	45%	3	2%	1	1%	114	70%	47	29%	N/A	0%	2	1%	0	0%	163
	Secretarial/Clerical	10	10%	0	0%	3	3%	50	48%	39	38%	2	2%	0	0%	93	89%	10	10%	N/A	0%	1	1%	0	0%	104
	Service and Maintenance	9	7%	1	1%	9	7%	68	55%	34	27%	1	1%	2	2%	15	12%	109	88%	N/A	0%	0	0%	1	1%	124
	Skilled Crafts	0	0%	1	6%	0	0%	3	19%	11	69%	1	6%	0	0%	0	0%	16	100%	N/A	0%	0	0%	0	0%	16
	Technical and Paraprofessional	8	4%	2	1%	21	10%	71	35%	88	43%	7	3%	6	3%	121	60%	81	40%	N/A	0%	1	0%	0	0%	203
	Total	123	5%	21	1%	248	10%	738	29%	1305	51%	55	2%	88	3%	1361	53%	1210	47%	0	0%	7	0%	1	0%	2578

Table 4.2 | Longitudinal Fresno City College Workforce Data
FCC

Fiscal Year / EEO Category	African American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
2024																										
Executive/Administrative/Managerial	5	11%	0	0%	3	7%	16	36%	18	41%	1	2%	1	2%	23	52%	21	48%	0	0%	0	0%	1	2%	44
Academic, Tenured/Tenure Track	23	7%	5	1%	23	7%	87	25%	188	54%	6	2%	14	4%	165	48%	176	51%	0	0%	4	1%	6	2%	346
Academic, Temporary, Full Time	3	7%	0	0%	8	20%	17	41%	11	27%	2	5%	0	0%	28	68%	12	29%	0	0%	1	2%	1	2%	41
Academic, Temporary, Part Time	40	6%	7	1%	70	10%	233	32%	333	46%	17	2%	23	3%	378	52%	341	47%	1	0%	3	0%	18	2%	723
Professional Non-faculty	2	3%	0	0%	8	12%	33	48%	24	35%	2	3%	0	0%	51	74%	18	26%	0	0%	0	0%	2	3%	69
Secretarial/Clerical	5	7%	1	1%	4	6%	31	46%	25	37%	1	1%	1	1%	58	85%	10	15%	0	0%	0	0%	4	6%	68
Service and Maintenance	7	13%	0	0%	4	7%	35	64%	7	13%	0	0%	2	4%	3	5%	52	95%	0	0%	0	0%	2	4%	55
Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Technical and Paraprofessional	6	7%	0	0%	12	13%	37	40%	29	32%	3	3%	5	5%	49	53%	43	47%	0	0%	0	0%	1	1%	92
Total	91	6%	13	1%	132	9%	489	34%	635	44%	32	2%	46	3%	755	53%	673	47%	1	0%	8	1%	35	2%	1438
2023																										
Executive/Administrative/Managerial	4	9%	0	0%	2	5%	17	40%	18	42%	1	2%	1	2%	20	47%	23	53%	0	0%	0	0%	2	5%	43
Faculty and other Instructional Staff	65	6%	12	1%	108	11%	265	26%	493	49%	24	2%	41	4%	510	51%	491	49%	0	0%	7	1%	21	2%	1008
Professional Non-faculty	2	3%	0	0%	9	14%	30	45%	22	33%	2	3%	1	2%	50	76%	15	23%	0	0%	1	2%	1	2%	66
Secretarial/Clerical	6	10%	0	0%	4	7%	27	44%	22	36%	2	3%	0	0%	55	90%	6	10%	0	0%	0	0%	3	5%	61
Service and Maintenance	8	18%	0	0%	4	9%	25	57%	6	14%	0	0%	1	2%	5	11%	39	89%	0	0%	0	0%	2	5%	44
Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Technical and Paraprofessional	6	6%	2	2%	12	12%	33	34%	36	37%	3	3%	6	6%	49	50%	49	50%	0	0%	0	0%	3	3%	98
Total	91	7%	14	1%	139	11%	397	30%	597	45%	32	2%	50	4%	689	52%	623	47%	0	0%	8	1%	32	2%	1320
2022																										
Executive/Administrative/Managerial	4	9%	0	0%	1	2%	19	44%	16	37%	1	2%	2	5%	19	44%	24	56%	0	0%	0	0%	0	0%	43
Faculty and other Instructional Staff	68	7%	10	1%	110	11%	230	23%	503	51%	20	2%	38	4%	515	53%	460	47%	2	0%	2	0%	0	0%	979
Professional Non-faculty	1	2%	0	0%	10	15%	25	38%	26	40%	2	3%	1	2%	49	75%	15	23%	0	0%	1	2%	0	0%	65
Secretarial/Clerical	5	9%	0	0%	1	2%	29	51%	21	37%	1	2%	0	0%	51	89%	6	11%	0	0%	0	0%	0	0%	57
Service and Maintenance	9	20%	0	0%	3	7%	24	53%	7	16%	0	0%	2	4%	5	11%	40	89%	0	0%	0	0%	0	0%	45
Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Technical and Paraprofessional	7	7%	1	1%	9	9%	36	37%	37	38%	2	2%	6	6%	53	54%	45	46%	0	0%	0	0%	0	0%	98
Total	94	7%	11	1%	134	10%	363	28%	610	47%	26	2%	49	4%	692	54%	590	46%	2	0%	3	0%	0	0%	1287
2021																										
Executive/Administrative/Managerial	2	5%	0	0%	1	2%	16	38%	19	45%	3	7%	1	2%	24	57%	18	43%	0	0%	0	0%	0	0%	42
Faculty and other Instructional Staff	55	6%	10	1%	102	10%	236	24%	517	53%	18	2%	37	4%	499	51%	471	48%	2	0%	3	0%	0	0%	975
Professional Non-faculty	2	3%	0	0%	12	18%	23	35%	25	38%	2	3%	1	2%	49	75%	15	23%	0	0%	1	2%	0	0%	65
Secretarial/Clerical	8	13%	0	0%	1	2%	29	45%	25	39%	1	2%	0	0%	56	88%	8	13%	0	0%	0	0%	0	0%	64
Service and Maintenance	9	20%	0	0%	4	9%	23	52%	7	16%	0	0%	1	2%	3	7%	41	93%	0	0%	0	0%	1	2%	44
Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Technical and Paraprofessional	5	5%	1	1%	10	10%	30	30%	46	46%	3	3%	5	5%	54	54%	45	45%	0	0%	1	1%	0	0%	100
Total	81	6%	11	1%	130	10%	357	28%	639	50%	27	2%	45	3%	685	53%	598	46%	2	0%	5	0%	1	0%	1290
2020																										
Executive/Administrative/Managerial	1	2%	0	0%	1	2%	16	38%	20	48%	3	7%	1	2%	24	57%	18	43%	0	0%	0	0%	0	0%	42
Faculty and other Instructional Staff	61	6%	9	1%	114	11%	237	22%	579	55%	18	2%	39	4%	518	49%	537	51%	0	0%	2	0%	0	0%	1057
Professional Non-faculty	2	3%	0	0%	11	18%	18	30%	30	49%	0	0%	0	0%	46	75%	14	23%	0	0%	1	2%	0	0%	61
Secretarial/Clerical	8	14%	0	0%	2	3%	26	44%	22	37%	1	2%	0	0%	54	92%	5	8%	0	0%	0	0%	0	0%	59
Service and Maintenance	8	20%	0	0%	3	7%	23	56%	7	17%	0	0%	0	0%	3	7%	38	93%	0	0%	0	0%	0	0%	41
Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Technical and Paraprofessional	5	5%	1	1%	10	10%	32	32%	43	43%	5	5%	5	5%	56	55%	44	44%	0	0%	1	1%	0	0%	101
Total	85	6%	10	1%	141	10%	352	26%	701	52%	27	2%	45	3%	701	52%	656	48%	0	0%	4	0%	0	0%	1361

Table 4.3 | Longitudinal Clovis Community College Workforce Data　　　　　　CCC

Fiscal Year	EEO Category	African American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
2024																										
	Executive/Administrative/Managerial	2	8%	0	0%	5	21%	10	42%	6	25%	1	4%	0	0%	17	71%	7	29%	0	0%	0	0%	0	0%	24
	Academic, Tenured/Tenure Track	3	3%	0	0%	10	9%	26	23%	66	58%	4	4%	4	4%	61	54%	51	45%	1	1%	0	0%	3	3%	113
	Academic, Temporary, Full Time	0	0%	0	0%	3	27%	4	36%	4	36%	0	0%	0	0%	9	82%	2	18%	0	0%	0	0%	0	0%	11
	Academic, Temporary, Part Time	7	4%	0	0%	19	10%	44	23%	102	54%	6	3%	10	5%	114	61%	72	38%	0	0%	2	1%	7	4%	188
	Professional Non-faculty	1	3%	0	0%	6	20%	10	33%	13	43%	0	0%	0	0%	23	77%	7	23%	0	0%	0	0%	0	0%	30
	Secretarial/Clerical	0	0%	0	0%	3	23%	4	31%	5	38%	1	8%	0	0%	11	85%	2	15%	0	0%	0	0%	1	8%	13
	Service and Maintenance	0	0%	0	0%	3	23%	6	46%	3	23%	0	0%	1	8%	1	8%	12	92%	0	0%	0	0%	1	8%	13
	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Technical and Paraprofessional	0	0%	0	0%	4	16%	10	40%	11	44%	0	0%	0	0%	16	64%	9	36%	0	0%	0	0%	0	0%	25
	Total	13	3%	0	0%	53	13%	114	27%	210	50%	12	3%	15	4%	252	60%	162	39%	1	0%	2	0%	12	3%	417
2023																										
	Executive/Administrative/Managerial	2	9%	0	0%	5	22%	8	35%	7	30%	1	4%	0	0%	14	61%	9	39%	0	0%	0	0%	0	0%	23
	Faculty and other Instructional Staff	11	4%	0	0%	30	10%	60	21%	160	56%	10	3%	17	6%	165	57%	121	42%	0	0%	2	1%	8	3%	288
	Professional Non-faculty	1	3%	0	0%	6	19%	11	34%	14	44%	0	0%	0	0%	26	81%	6	19%	0	0%	0	0%	0	0%	32
	Secretarial/Clerical	0	0%	0	0%	1	9%	4	36%	6	55%	0	0%	0	0%	9	82%	2	18%	0	0%	0	0%	1	9%	11
	Service and Maintenance	0	0%	0	0%	1	11%	6	67%	2	22%	0	0%	0	0%	1	11%	8	89%	0	0%	0	0%	2	22%	9
	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1
	Technical and Paraprofessional	0	0%	0	0%	3	13%	8	35%	12	52%	0	0%	0	0%	15	65%	8	35%	0	0%	0	0%	0	0%	23
	Total	14	4%	0	0%	46	12%	97	25%	201	52%	11	3%	17	4%	230	60%	154	40%	0	0%	2	1%	11	3%	386
2022																										
	Executive/Administrative/Managerial	1	5%	0	0%	5	24%	7	33%	7	33%	1	5%	0	0%	12	57%	9	43%	0	0%	0	0%	0	0%	21
	Faculty and other Instructional Staff	8	3%	0	0%	27	10%	56	21%	155	57%	11	4%	15	6%	159	58%	113	42%	0	0%	0	0%	0	0%	272
	Professional Non-faculty	1	3%	0	0%	4	14%	11	38%	13	45%	0	0%	0	0%	23	79%	6	21%	0	0%	0	0%	0	0%	29
	Secretarial/Clerical	0	0%	0	0%	0	0%	6	43%	7	50%	1	7%	0	0%	13	93%	1	7%	0	0%	0	0%	0	0%	14
	Service and Maintenance	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Skilled Crafts	0	0%	0	0%	1	11%	6	67%	2	22%	0	0%	0	0%	1	11%	8	89%	0	0%	0	0%	0	0%	9
	Technical and Paraprofessional	0	0%	0	0%	5	24%	6	29%	10	48%	0	0%	0	0%	15	71%	6	29%	0	0%	0	0%	0	0%	21
	Total	10	3%	0	0%	42	11%	92	25%	194	53%	13	4%	15	4%	223	61%	143	39%	0	0%	0	0%	0	0%	366
2021																										
	Executive/Administrative/Managerial	1	6%	0	0%	4	24%	6	35%	6	35%	0	0%	0	0%	10	59%	7	41%	0	0%	0	0%	0	0%	17
	Faculty and other Instructional Staff	7	3%	0	0%	33	13%	50	19%	152	58%	7	3%	12	5%	152	58%	109	42%	0	0%	0	0%	0	0%	261
	Professional Non-faculty	1	4%	0	0%	4	15%	10	37%	12	44%	0	0%	0	0%	22	81%	5	19%	0	0%	0	0%	0	0%	27
	Secretarial/Clerical	0	0%	0	0%	1	9%	3	27%	6	55%	1	9%	0	0%	10	91%	1	9%	0	0%	0	0%	0	0%	11
	Service and Maintenance	0	0%	0	0%	1	13%	5	63%	2	25%	0	0%	0	0%	1	13%	7	88%	0	0%	0	0%	0	0%	8
	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Technical and Paraprofessional	1	5%	0	0%	4	18%	7	32%	10	45%	0	0%	0	0%	16	73%	6	27%	0	0%	0	0%	0	0%	22
	Total	10	3%	0	0%	47	14%	81	23%	188	54%	8	2%	12	3%	211	61%	135	39%	0	0%	0	0%	0	0%	346
2020																										
	Executive/Administrative/Managerial	1	6%	1	6%	3	17%	6	33%	7	39%	0	0%	0	0%	11	61%	7	39%	0	0%	0	0%	0	0%	18
	Faculty and other Instructional Staff	6	2%	0	0%	30	10%	62	21%	174	59%	8	3%	14	5%	168	57%	126	43%	0	0%	0	0%	0	0%	294
	Professional Non-faculty	0	0%	0	0%	5	21%	7	29%	12	50%	0	0%	0	0%	19	79%	5	21%	0	0%	0	0%	0	0%	24
	Secretarial/Clerical	1	10%	0	0%	1	10%	3	30%	4	40%	1	10%	0	0%	9	90%	1	10%	0	0%	0	0%	0	0%	10
	Service and Maintenance	0	0%	0	0%	1	10%	6	60%	3	30%	0	0%	0	0%	1	10%	9	90%	0	0%	0	0%	0	0%	10
	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Technical and Paraprofessional	1	4%	0	0%	3	12%	8	32%	13	52%	0	0%	0	0%	17	68%	8	32%	0	0%	0	0%	0	0%	25
	Total	9	2%	1	0%	43	11%	92	24%	213	56%	9	2%	14	4%	225	59%	156	41%	0	0%	0	0%	0	0%	381

Table 4.4 | Longitudinal Reedley College Workforce Data   RC

Fiscal Year	EEO Category	African American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
2024																										
	Executive/Administrative/Managerial	1	3%	0	0%	3	10%	12	40%	13	43%	1	3%	0	0%	12	40%	18	60%	0	0%	0	0%	0	0%	30
	Academic, Tenured/Tenure Track	4	3%	0	0%	9	7%	32	25%	74	58%	2	2%	7	5%	59	46%	67	52%	0	0%	2	2%	3	2%	128
	Academic, Temporary, Full Time	1	3%	0	0%	1	3%	19	66%	8	28%	0	0%	0	0%	19	66%	10	34%	0	0%	0	0%	1	3%	29
	Academic, Temporary, Part Time	5	3%	2	1%	11	6%	71	36%	92	46%	9	5%	8	4%	105	53%	91	46%	0	0%	2	1%	6	3%	198
	Professional Non-faculty	1	3%	0	0%	5	15%	18	55%	8	24%	1	3%	0	0%	24	73%	9	27%	0	0%	0	0%	0	0%	33
	Secretarial/Clerical	1	6%	0	0%	0	0%	13	72%	4	22%	0	0%	0	0%	17	94%	1	6%	0	0%	0	0%	1	6%	18
	Service and Maintenance	1	3%	0	0%	4	13%	17	53%	9	28%	0	0%	1	3%	9	28%	23	72%	0	0%	0	0%	6	19%	32
	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Technical and Paraprofessional	1	2%	1	2%	3	7%	21	48%	16	36%	1	2%	1	2%	21	48%	23	52%	0	0%	0	0%	3	7%	44
	Total	15	3%	3	1%	36	7%	203	40%	224	44%	14	3%	17	3%	266	52%	242	47%	0	0%	4	1%	20	4%	512
2023																										
	Executive/Administrative/Managerial	1	3%	0	0%	2	7%	12	41%	12	41%	1	3%	1	3%	14	48%	15	52%	0	0%	0	0%	0	0%	29
	Faculty and other Instructional Staff	9	3%	1	0%	26	8%	117	35%	151	45%	11	3%	21	6%	179	53%	155	46%	0	0%	2	1%	13	4%	336
	Professional Non-faculty	1	3%	0	0%	4	13%	16	53%	8	27%	1	3%	0	0%	22	73%	8	27%	0	0%	0	0%	0	0%	30
	Secretarial/Clerical	1	6%	0	0%	0	0%	12	67%	5	28%	0	0%	0	0%	16	89%	2	11%	0	0%	0	0%	1	6%	18
	Service and Maintenance	0	0%	0	0%	2	10%	12	60%	6	30%	0	0%	0	0%	7	35%	13	65%	0	0%	0	0%	3	15%	20
	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Technical and Paraprofessional	1	3%	1	3%	3	8%	17	46%	13	35%	1	3%	1	3%	19	51%	17	46%	0	0%	1	3%	0	0%	37
	Total	13	3%	2	0%	37	8%	186	40%	195	41%	14	3%	23	5%	257	55%	210	45%	0	0%	3	1%	17	4%	470
2022																										
	Executive/Administrative/Managerial	1	4%	1	4%	0	0%	10	38%	12	46%	1	4%	1	4%	12	46%	14	54%	0	0%	0	0%	0	0%	26
	Faculty and other Instructional Staff	12	4%	3	1%	27	8%	117	36%	144	44%	6	2%	19	6%	172	52%	151	46%	1	0%	4	1%	1	0%	328
	Professional Non-faculty	1	3%	0	0%	4	13%	15	47%	11	34%	1	3%	0	0%	25	78%	7	22%	0	0%	0	0%	0	0%	32
	Secretarial/Clerical	1	6%	0	0%	0	0%	12	71%	4	24%	0	0%	0	0%	15	88%	2	12%	0	0%	0	0%	0	0%	17
	Service and Maintenance	0	0%	0	0%	1	5%	13	68%	5	26%	0	0%	0	0%	6	32%	13	68%	0	0%	0	0%	1	5%	19
	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Technical and Paraprofessional	1	3%	1	3%	3	8%	17	43%	17	43%	0	0%	1	3%	22	55%	18	45%	0	0%	0	0%	0	0%	40
	Total	16	3%	5	1%	35	8%	184	40%	193	42%	8	2%	21	5%	252	55%	205	44%	1	0%	4	1%	2	0%	462
2021																										
	Executive/Administrative/Managerial	3	11%	1	4%	0	0%	7	26%	14	52%	1	4%	1	4%	10	37%	17	63%	0	0%	0	0%	0	0%	27
	Faculty and other Instructional Staff	9	3%	4	1%	22	7%	106	35%	146	48%	3	1%	17	6%	163	53%	142	46%	1	0%	1	0%	0	0%	307
	Professional Non-faculty	1	4%	0	0%	3	11%	13	46%	10	36%	1	4%	0	0%	20	71%	8	29%	0	0%	0	0%	0	0%	28
	Secretarial/Clerical	1	5%	0	0%	0	0%	13	68%	5	26%	0	0%	0	0%	17	89%	1	5%	0	0%	1	5%	0	0%	19
	Service and Maintenance	0	0%	0	0%	1	5%	13	65%	6	30%	0	0%	0	0%	8	40%	12	60%	0	0%	0	0%	1	5%	20
	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Technical and Paraprofessional	0	0%	1	2%	3	7%	20	49%	17	41%	0	0%	0	0%	24	59%	17	41%	0	0%	0	0%	0	0%	41
	Total	14	3%	6	1%	29	7%	172	39%	198	45%	5	1%	18	4%	242	55%	197	45%	1	0%	2	0%	1	0%	442
2020																										
	Executive/Administrative/Managerial	2	8%	1	4%	0	0%	8	32%	13	52%	1	4%	0	0%	10	40%	14	56%	0	0%	1	4%	0	0%	25
	Faculty and other Instructional Staff	16	5%	5	2%	25	8%	106	32%	158	47%	4	1%	19	6%	177	53%	156	47%	0	0%	0	0%	0	0%	333
	Professional Non-faculty	1	4%	0	0%	3	11%	13	48%	9	33%	1	4%	0	0%	19	70%	8	30%	0	0%	0	0%	0	0%	27
	Secretarial/Clerical	1	6%	0	0%	0	0%	13	76%	3	18%	0	0%	0	0%	16	94%	1	6%	0	0%	0	0%	0	0%	17
	Service and Maintenance	0	0%	0	0%	1	4%	15	63%	8	33%	0	0%	0	0%	10	42%	14	58%	0	0%	0	0%	1	4%	24
	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Technical and Paraprofessional	0	0%	1	3%	3	8%	17	45%	17	45%	0	0%	0	0%	22	58%	16	42%	0	0%	0	0%	0	0%	38
	Total	20	4%	7	2%	32	7%	172	37%	208	45%	6	1%	19	4%	254	55%	209	45%	0	0%	1	0%	1	0%	464

Fiscal Year	EEO Category	African American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
2024																											
	Executive/Administrative/Managerial	0	0%	1	7%	0	0%	8	57%	5	36%	0	0%	0	0%	5	36%	9	64%	0	0%	0	0%	0	0%	14
	Academic, Tenured/Tenure Track	4	6%	1	1%	4	6%	17	25%	38	56%	2	3%	2	3%	34	50%	34	50%	0	0%	0	0%	0	0%	68
	Academic, Temporary, Full Time	0	0%	0	0%	1	8%	7	54%	1	8%	0	0%	4	31%	5	38%	8	62%	0	0%	0	0%	0	0%	13
	Academic, Temporary, Part Time	2	2%	1	1%	24	21%	29	26%	50	44%	3	3%	4	4%	70	62%	43	38%	0	0%	0	0%	3	3%	113
	Professional Non-faculty	1	5%	0	0%	3	15%	13	65%	2	10%	1	5%	0	0%	12	60%	8	40%	0	0%	0	0%	1	5%	20
	Secretarial/Clerical	1	13%	0	0%	1	13%	4	50%	2	25%	0	0%	0	0%	7	88%	1	13%	0	0%	0	0%	1	13%	8
	Service and Maintenance	0	0%	0	0%	1	13%	3	38%	3	38%	1	13%	0	0%	1	13%	7	88%	0	0%	0	0%	0	0%	8
	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Technical and Paraprofessional	0	0%	0	0%	3	23%	6	46%	4	31%	0	0%	0	0%	7	54%	6	46%	0	0%	0	0%	0	0%	13
	Total	8	3%	3	1%	37	14%	87	34%	105	41%	7	3%	10	4%	141	55%	116	45%	0	0%	0	0%	5	2%	257
2023																											
	Executive/Administrative/Managerial	0	0%	1	9%	0	0%	5	45%	5	45%	0	0%	0	0%	6	55%	5	45%	0	0%	0	0%	0	0%	11
	Faculty and other Instructional Staff	7	4%	1	1%	22	13%	48	28%	84	49%	4	2%	5	3%	93	54%	78	46%	0	0%	0	0%	6	4%	171
	Professional Non-faculty	1	6%	0	0%	3	17%	10	56%	3	17%	1	6%	0	0%	12	67%	6	33%	0	0%	0	0%	0	0%	18
	Secretarial/Clerical	1	13%	0	0%	1	13%	4	50%	2	25%	0	0%	0	0%	6	75%	2	25%	0	0%	0	0%	1	13%	8
	Service and Maintenance	0	0%	0	0%	2	33%	2	33%	2	33%	0	0%	0	0%	1	17%	5	83%	0	0%	0	0%	1	17%	6
	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Technical and Paraprofessional	0	0%	0	0%	2	20%	7	70%	1	10%	0	0%	0	0%	6	60%	4	40%	0	0%	0	0%	0	0%	10
	Total	9	4%	2	1%	30	13%	76	34%	97	43%	5	2%	5	2%	124	55%	100	45%	0	0%	0	0%	8	4%	224
2022																											
	Executive/Administrative/Managerial	0	0%	0	0%	1	9%	4	36%	6	55%	0	0%	0	0%	7	64%	4	36%	0	0%	0	0%	0	0%	11
	Faculty and other Instructional Staff	4	2%	1	1%	21	13%	44	27%	80	50%	7	4%	4	2%	92	57%	69	43%	0	0%	0	0%	0	0%	161
	Professional Non-faculty	1	5%	0	0%	2	11%	14	74%	2	11%	0	0%	0	0%	14	74%	5	26%	0	0%	0	0%	0	0%	19
	Secretarial/Clerical	1	11%	0	0%	0	0%	5	56%	3	33%	0	0%	0	0%	7	78%	2	22%	0	0%	0	0%	0	0%	9
	Service and Maintenance	1	14%	0	0%	0	0%	4	57%	1	14%	1	14%	0	0%	0	0%	7	100%	0	0%	0	0%	0	0%	7
	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Technical and Paraprofessional	0	0%	0	0%	1	11%	4	44%	3	33%	1	11%	0	0%	4	44%	5	56%	0	0%	0	0%	0	0%	9
	Total	7	3%	1	0%	25	12%	75	35%	95	44%	9	4%	4	2%	124	57%	92	43%	0	0%	0	0%	0	0%	216
2021																											
	Executive/Administrative/Managerial	0	0%	0	0%	1	11%	5	56%	3	33%	0	0%	0	0%	5	56%	4	44%	0	0%	0	0%	0	0%	9
	Faculty and other Instructional Staff	4	3%	1	1%	16	11%	40	28%	75	52%	5	3%	4	3%	82	57%	63	43%	0	0%	0	0%	0	0%	145
	Professional Non-faculty	1	5%	0	0%	1	5%	13	65%	3	15%	0	0%	1	5%	15	75%	4	20%	0	0%	1	5%	0	0%	20
	Secretarial/Clerical	1	20%	0	0%	0	0%	3	60%	2	40%	0	0%	0	0%	5	100%	0	0%	0	0%	0	0%	0	0%	5
	Service and Maintenance	0	0%	0	0%	0	0%	4	67%	1	17%	1	17%	0	0%	0	0%	6	100%	0	0%	0	0%	0	0%	6
	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Technical and Paraprofessional	0	0%	0	0%	1	10%	5	50%	4	40%	0	0%	0	0%	5	50%	5	50%	0	0%	0	0%	0	0%	10
	Total	6	3%	1	1%	19	10%	70	36%	88	45%	6	3%	5	3%	112	57%	82	42%	0	0%	1	1%	0	0%	195
2020																											
	Executive/Administrative/Managerial	0	0%	0	0%	1	14%	4	57%	2	29%	0	0%	0	0%	4	57%	3	43%	0	0%	0	0%	0	0%	7
	Faculty and other Instructional Staff	4	3%	1	1%	15	9%	43	27%	85	53%	6	4%	5	3%	90	57%	69	43%	0	0%	0	0%	0	0%	159
	Professional Non-faculty	1	6%	0	0%	1	6%	11	69%	2	13%	0	0%	1	6%	11	69%	4	25%	0	0%	1	6%	0	0%	16
	Secretarial/Clerical	0	0%	0	0%	0	0%	2	50%	2	50%	0	0%	0	0%	4	100%	0	0%	0	0%	0	0%	0	0%	4
	Service and Maintenance	0	0%	0	0%	0	0%	4	67%	1	17%	1	17%	0	0%	0	0%	6	100%	0	0%	0	0%	0	0%	6
	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Technical and Paraprofessional	0	0%	0	0%	0	0%	4	57%	3	43%	0	0%	0	0%	2	29%	5	71%	0	0%	0	0%	0	0%	7
	Total	5	3%	1	1%	17	9%	68	34%	95	48%	7	4%	6	3%	111	56%	87	44%	0	0%	1	1%	0	0%	199

Table 4.6 | Longitudinal District Office Workforce Data DO

Fiscal Year	EEO Category	African American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
2024																											
	Executive/Administrative/Managerial	0	0%	0	0%	1	3%	11	34%	18	56%	1	3%	1	3%	17	53%	15	47%	0	0%	0	0%	1	3%	32
	Academic, Tenured/Tenure Track	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0%	0	0%	0	0%	0	0%	0	0%	0
	Academic, Temporary, Full Time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Academic, Temporary, Part Time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Professional Non-faculty	2	6%	0	0%	3	9%	11	34%	13	41%	1	3%	2	6%	22	69%	10	31%	0	0%	0	0%	0	0%	32
	Secretarial/Clerical	1	7%	0	0%	0	0%	9	60%	5	33%	0	0%	0	0%	14	93%	1	7%	0	0%	0	0%	1	7%	15
	Service and Maintenance	1	3%	0	0%	1	3%	19	63%	8	27%	0	0%	1	3%	2	7%	28	93%	0	0%	0	0%	0	0%	30
	Skilled Crafts	0	0%	1	6%	0	0%	6	35%	9	53%	1	6%	0	0%	0	0%	17	100%	0	0%	0	0%	1	6%	17
	Technical and Paraprofessional	0	0%	0	0%	4	11%	14	37%	15	39%	4	11%	1	3%	23	61%	15	39%	0	0%	0	0%	0	0%	38
	Total	4	2%	1	1%	9	5%	70	43%	68	41%	7	4%	5	3%	79	48%	86	52%	0	0%	0	0%	3	2%	164
2023																											
	Executive/Administrative/Managerial	0	0%	1	3%	0	0%	8	26%	20	65%	1	3%	1	3%	15	48%	16	52%	0	0%	0	0%	2	6%	31
	Faculty and other Instructional Staff	0	0%	0	0%	0	0%	1	50%	1	50%	0	0%	0	0%	2	100%	0	0%	0	0%	0	0%	0	0%	2
	Professional Non-faculty	2	7%	0	0%	4	14%	7	24%	14	48%	1	3%	1	3%	21	72%	8	28%	0	0%	0	0%	0	0%	29
	Secretarial/Clerical	0	0%	0	0%	1	6%	9	56%	6	38%	0	0%	0	0%	14	88%	2	13%	0	0%	0	0%	1	6%	16
	Service and Maintenance	0	0%	0	0%	1	3%	21	55%	15	39%	0	0%	1	3%	1	3%	37	97%	0	0%	0	0%	1	3%	38
	Skilled Crafts	0	0%	1	5%	0	0%	7	35%	11	55%	1	5%	0	0%	0	0%	20	100%	0	0%	0	0%	0	0%	20
	Technical and Paraprofessional	0	0%	0	0%	7	17%	16	38%	16	38%	2	5%	1	2%	23	55%	19	45%	0	0%	0	0%	0	0%	42
	Total	2	1%	2	1%	13	7%	69	39%	83	47%	5	3%	4	2%	76	43%	102	57%	0	0%	0	0%	4	2%	178
2022																											
	Executive/Administrative/Managerial	1	3%	1	3%	0	0%	6	19%	22	69%	1	3%	1	3%	16	50%	16	50%	0	0%	0	0%	0	0%	32
	Faculty and other Instructional Staff	0	0%	0	0%	0	0%	2	67%	1	33%	0	0%	0	0%	2	67%	1	33%	0	0%	0	0%	0	0%	3
	Professional Non-faculty	2	5%	0	0%	7	18%	8	20%	21	53%	1	3%	1	3%	23	58%	17	43%	0	0%	0	0%	0	0%	40
	Secretarial/Clerical	0	0%	0	0%	1	6%	8	47%	8	47%	0	0%	0	0%	14	82%	3	18%	0	0%	0	0%	1	6%	17
	Service and Maintenance	0	0%	0	0%	3	8%	18	46%	17	44%	0	0%	1	3%	1	3%	38	97%	0	0%	0	0%	0	0%	39
	Skilled Crafts	0	0%	1	6%	0	0%	4	24%	11	65%	1	6%	0	0%	0	0%	17	100%	0	0%	0	0%	0	0%	17
	Technical and Paraprofessional	1	3%	0	0%	4	12%	14	41%	13	38%	2	6%	0	0%	20	59%	14	41%	0	0%	0	0%	0	0%	34
	Total	4	2%	2	1%	15	8%	60	33%	93	51%	5	3%	3	2%	76	42%	106	58%	0	0%	0	0%	1	1%	182
2021																											
	Executive/Administrative/Managerial	1	3%	1	3%	0	0%	9	26%	22	65%	0	0%	1	3%	15	44%	18	53%	0	0%	1	3%	0	0%	34
	Faculty and other Instructional Staff	0	0%	0	0%	0	0%	2	67%	1	33%	0	0%	0	0%	2	67%	1	33%	0	0%	0	0%	0	0%	3
	Professional Non-faculty	1	3%	0	0%	6	16%	7	19%	20	54%	2	5%	1	3%	22	59%	15	41%	0	0%	0	0%	0	0%	37
	Secretarial/Clerical	0	0%	0	0%	1	6%	8	50%	7	44%	0	0%	0	0%	11	69%	4	25%	0	0%	1	6%	0	0%	16
	Service and Maintenance	1	3%	0	0%	4	10%	20	50%	13	33%	0	0%	2	5%	0	0%	40	100%	0	0%	0	0%	0	0%	40
	Skilled Crafts	0	0%	1	6%	0	0%	4	22%	12	67%	1	6%	0	0%	0	0%	18	100%	0	0%	0	0%	0	0%	18
	Technical and Paraprofessional	2	7%	0	0%	4	13%	11	37%	11	37%	2	7%	0	0%	21	70%	9	30%	0	0%	0	0%	0	0%	30
	Total	5	3%	2	1%	15	8%	61	34%	86	48%	5	3%	4	2%	71	40%	105	59%	0	0%	2	1%	0	0%	178
2020																											
	Executive/Administrative/Managerial	1	3%	0	0%	0	0%	6	20%	22	73%	0	0%	1	3%	14	47%	16	53%	0	0%	0	0%	0	0%	30
	Faculty and other Instructional Staff	0	0%	0	0%	0	0%	2	67%	0	0%	1	33%	0	0%	2	67%	1	33%	0	0%	0	0%	0	0%	3
	Professional Non-faculty	0	0%	0	0%	6	17%	7	20%	20	57%	2	6%	0	0%	19	54%	16	46%	0	0%	0	0%	0	0%	35
	Secretarial/Clerical	0	0%	0	0%	0	0%	6	43%	8	57%	0	0%	0	0%	10	71%	3	21%	0	0%	1	7%	0	0%	14
	Service and Maintenance	1	2%	1	2%	4	9%	20	47%	15	35%	0	0%	2	5%	1	2%	42	98%	0	0%	0	0%	0	0%	43
	Skilled Crafts	0	0%	1	6%	0	0%	3	19%	11	69%	1	6%	0	0%	0	0%	16	100%	0	0%	0	0%	0	0%	16
	Technical and Paraprofessional	2	6%	0	0%	5	16%	10	31%	12	38%	2	6%	1	3%	24	75%	8	25%	0	0%	0	0%	0	0%	32
	Total	4	2%	2	1%	15	9%	54	31%	88	51%	6	3%	4	2%	70	40%	102	59%	0	0%	1	1%	0	0%	173

Table 5 | Longitudinal Classified Applicant Pool Data

A disability question was added to the classified application in June 2017. Previous data is reporting accommodation information.

Table 5.1 | Districtwide Longitudinal Classified Applicant Pool Data　　　　　　　　　　　　　　　　　DW

Fiscal Year	EEO Category	African-American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
2022-2023																										
	Executive/Administrative/Managerial	26	8%	3	1%	47	15%	103	32%	99	31%	0	0%	46	14%	114	35%	199	61%	2	1%	9	3%	16	5%	324
	Professional Non-faculty	104	6%	12	1%	270	16%	773	45%	355	21%	1	0%	200	12%	959	56%	674	39%	6	0%	76	4%	75	4%	1715
	Secretarial/Clerical	244	6%	36	1%	643	15%	2146	49%	747	17%	3	0%	551	13%	3379	77%	869	20%	33	1%	89	2%	166	4%	4370
	Service and Maintenance	86	7%	17	1%	112	9%	623	47%	206	16%	0	0%	272	21%	195	15%	1036	79%	11	1%	74	6%	46	3%	1316
	Skilled Crafts	1	2%	2	3%	5	8%	32	49%	11	17%	0	0%	14	22%	2	3%	63	97%	0	0%	0	0%	3	5%	65
	Technical and Paraprofessional	163	5%	37	1%	522	16%	1507	47%	573	18%	4	0%	368	12%	1859	59%	1198	38%	26	1%	91	3%	182	6%	3174
	Total	624	6%	107	1%	1599	15%	5184	47%	1991	18%	8	0%	1451	13%	6508	59%	4039	37%	78	1%	339	3%	488	4%	10964
2021-2022																										
	Executive/Administrative/Managerial	8	3%	7	2%	31	10%	134	45%	71	24%	2	1%	47	16%	161	54%	128	43%	3	1%	8	3%	7	2%	300
	Professional Non-faculty	87	6%	14	1%	240	16%	621	42%	286	19%	12	1%	213	14%	874	59%	527	36%	14	1%	58	4%	34	2%	1473
	Secretarial/Clerical	131	5%	28	1%	363	15%	1173	47%	428	17%	17	1%	363	15%	1968	79%	458	18%	20	1%	57	2%	80	3%	2503
	Service and Maintenance	36	5%	10	1%	63	9%	335	48%	99	14%	11	2%	147	21%	118	17%	547	78%	6	1%	30	4%	27	4%	701
	Skilled Crafts	4	6%	1	1%	2	3%	34	51%	15	22%	0	0%	11	16%	0	0%	67	100%	0	0%	0	0%	4	6%	67
	Technical and Paraprofessional	104	5%	22	1%	309	16%	874	44%	382	19%	12	1%	276	14%	1257	64%	643	32%	24	1%	55	3%	63	3%	1979
	Total	370	5%	82	1%	1008	14%	3171	45%	1281	18%	54	1%	1057	15%	4378	62%	2370	34%	67	1%	208	3%	215	3%	7023
2020-2021																										
	Executive/Administrative/Managerial	68	11%	8	1%	59	9%	247	39%	160	25%	0	0%	93	15%	259	41%	362	57%	0	0%	14	2%	18	3%	635
	Professional Non-faculty	120	6%	15	1%	267	14%	792	40%	610	31%	2	0%	168	9%	1352	68%	577	29%	2	0%	43	2%	40	2%	1974
	Secretarial/Clerical	111	5%	29	1%	320	16%	925	45%	430	21%	0	0%	223	11%	1628	80%	377	18%	8	0%	25	1%	17	1%	2038
	Service and Maintenance	21	4%	11	2%	38	6%	321	54%	134	23%	1	0%	69	12%	175	29%	413	69%	4	1%	3	1%	2	0%	595
	Skilled Crafts	0	0%	0	0%	14	39%	12	33%	8	22%	0	0%	2	6%	0	0%	36	100%	0	0%	0	0%	0	0%	36
	Technical and Paraprofessional	155	7%	20	1%	220	10%	967	44%	574	26%	0	0%	251	11%	1452	66%	705	32%	5	0%	25	1%	30	1%	2187
	Total	475	6%	83	1%	918	12%	3264	44%	1916	26%	3	0%	806	11%	4866	65%	2470	33%	19	0%	110	1%	107	1%	7465
2019-2020																										
	Executive/Administrative/Managerial	59	9%	6	1%	76	11%	223	34%	207	31%	0	0%	93	14%	288	43%	362	55%	0	0%	14	2%	18	3%	664
	Professional Non-faculty	106	5%	21	1%	289	15%	768	39%	530	27%	4	0%	243	12%	1339	68%	577	29%	2	0%	43	2%	40	2%	1961
	Secretarial/Clerical	103	5%	29	1%	327	17%	835	43%	420	22%	1	0%	223	12%	1528	79%	377	19%	8	0%	25	1%	17	1%	1938
	Service and Maintenance	30	6%	15	3%	41	8%	259	48%	125	23%	1	0%	69	13%	120	22%	413	76%	4	1%	3	1%	2	0%	540
	Skilled Crafts	0	0%	0	0%	1	3%	18	50%	11	31%	0	0%	6	17%	0	0%	36	100%	0	0%	0	0%	0	0%	36
	Technical and Paraprofessional	145	7%	27	1%	315	14%	945	43%	541	25%	2	0%	212	10%	1452	66%	705	32%	5	0%	25	1%	30	1%	2187
	Total	443	6%	98	1%	1049	14%	3048	42%	1834	25%	8	0%	846	12%	4727	65%	2470	34%	19	0%	110	2%	107	1%	7326
2018-2019																										
	Executive/Administrative/Managerial	22	8%	4	2%	21	8%	55	21%	100	38%	5	2%	59	22%	60	23%	198	74%	3	1%	5	2%	9	3%	266
	Professional Non-faculty	117	6%	18	1%	319	17%	701	38%	413	22%	43	2%	257	14%	1247	67%	584	31%	1	0%	36	2%	39	2%	1868
	Secretarial/Clerical	354	6%	55	1%	862	16%	2184	40%	1189	22%	158	3%	705	13%	4548	83%	877	16%	8	0%	74	1%	125	2%	5507
	Service and Maintenance	52	6%	19	2%	99	11%	402	43%	169	18%	15	2%	174	19%	326	35%	586	63%	0	0%	18	2%	16	2%	930
	Skilled Crafts	1	3%	0	0%	1	3%	10	34%	12	41%	1	3%	4	14%	0	0%	29	100%	0	0%	0	0%	0	0%	29
	Technical and Paraprofessional	84	5%	15	1%	281	18%	571	37%	380	25%	29	2%	173	11%	1090	71%	417	27%	6	0%	20	1%	26	2%	1533
	Total	630	6%	111	1%	1583	16%	3923	39%	2263	22%	251	2%	1372	14%	7271	72%	2691	27%	18	0%	153	2%	215	2%	10133

Table 6 | Longitudinal Academic Applicant Pool Data

A disability question was added to the classified application in June 2017. Previous data is reporting accommodation information.

*The faculty EEO categories have been revised into three distinct groups to include tenure-track, full-time temporary, and part-time temporary instructors for the 2024 EEO annual certification. This update is a change from previous years, where part-time instructors were not incorporated into the reporting.

Table 6.1 | Districtwide Longitudinal Academic Applicant Pool Data   DW

Fiscal Year	EEO Category	African-American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
2022-2023																										
	Executive/Administrative/Managerial	41	10%	2	1%	50	13%	143	36%	124	31%	10	3%	28	7%	183	46%	197	49%	3	1%	15	4%	25	6%	398
	Academic, Tenured/Tenure Track	104	8%	5	0%	174	13%	486	37%	423	32%	40	3%	83	6%	674	51%	572	43%	14	1%	55	4%	75	6%	1315
	Academic, Temporary, Full Time	64	7%	4	0%	147	17%	405	47%	183	21%	20	2%	40	5%	558	65%	283	33%	4	0%	18	2%	46	5%	863
	Academic, Temporary, Part Time	46	5%	3	0%	156	17%	323	34%	336	36%	34	4%	41	4%	536	57%	345	37%	11	1%	47	5%	51	5%	939
	Total	255	7%	14	0%	527	15%	1357	39%	1066	30%	104	3%	192	5%	1951	56%	1397	40%	32	1%	135	4%	197	6%	3515
2021-2022																										
	Executive/Administrative/Managerial	67	16%	4	1%	45	11%	131	32%	129	31%	14	3%	22	5%	147	36%	250	61%	5	1%	10	2%	18	4%	412
	Faculty and other Instructional Staff	148	6%	11	0%	322	13%	928	37%	841	34%	66	3%	164	7%	1210	49%	1140	46%	20	1%	110	4%	138	6%	2480
	Total	215	7%	15	1%	367	13%	1059	37%	970	34%	80	3%	186	6%	1357	47%	1390	48%	25	1%	120	4%	156	5%	2892
2020-2021																										
	Executive/Administrative/Managerial	80	8%	10	1%	95	10%	396	40%	320	33%	35	4%	48	5%	424	43%	521	53%	5	1%	34	3%	11	1%	984
	Faculty and other Instructional Staff	225	9%	15	1%	160	6%	625	24%	1288	49%	110	4%	210	8%	1106	42%	1324	50%	45	2%	158	6%	32	1%	2633
	Total	305	8%	25	1%	255	7%	1021	28%	1608	44%	145	4%	258	7%	1530	42%	1845	51%	50	1%	192	5%	43	1%	3617
2019-2020																										
	Executive/Administrative/Managerial	97	11%	5	1%	105	12%	371	41%	240	27%	25	3%	56	6%	483	54%	388	43%	5	1%	23	3%	20	2%	899
	Faculty and other Instructional Staff	435	12%	30	1%	224	6%	854	24%	1569	44%	141	4%	317	9%	1678	47%	1694	47%	40	1%	158	4%	57	2%	3570
	Total	532	12%	35	1%	329	7%	1225	27%	1809	40%	166	4%	373	8%	2161	48%	2082	47%	45	1%	181	4%	77	2%	4469
2018-2019																										
	Executive/Administrative/Managerial	63	13%	3	1%	62	13%	94	20%	206	44%	27	6%	18	4%	206	44%	249	53%	2	0%	16	3%	28	6%	473
	Faculty and other Instructional Staff	314	12%	9	0%	212	8%	619	24%	1065	41%	220	8%	186	7%	1267	48%	1243	47%	11	0%	104	4%	107	4%	2625
	Total	377	12%	12	0%	274	9%	713	23%	1271	41%	247	8%	204	7%	1473	48%	1492	48%	13	0%	120	4%	135	4%	3098

Table 6.2 | Fresno City College Longitudinal Academic Applicant Pool Data FCC

Fiscal Year	EEO Category	African-American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
2022-2023																										
	Executive/Administrative/Managerial	10	10%	0	0%	13	13%	30	31%	34	35%	3	3%	7	7%	51	53%	43	44%	1	1%	2	2%	5	5%	97
	Academic, Tenured/Tenure Track	63	8%	2	0%	100	12%	288	36%	265	33%	31	4%	56	7%	410	51%	350	43%	8	1%	37	5%	46	6%	805
	Academic, Temporary, Full Time	33	8%	4	1%	80	20%	197	48%	70	17%	9	2%	14	3%	280	69%	120	29%	1	0%	6	1%	20	5%	407
	Academic, Temporary, Part Time	13	6%	0	0%	40	19%	66	31%	75	36%	8	4%	8	4%	114	54%	83	40%	1	0%	12	6%	11	5%	210
	Total	119	8%	6	0%	233	15%	581	38%	444	29%	51	3%	85	6%	855	56%	596	39%	11	1%	57	4%	82	5%	1519
2021-2022																										
	Executive/Administrative/Managerial	16	16%	2	2%	10	10%	32	32%	30	30%	3	3%	6	6%	35	35%	57	58%	3	3%	4	4%	8	8%	99
	Faculty and other Instructional Staff	41	6%	6	1%	79	12%	205	30%	275	40%	22	3%	56	8%	326	48%	318	46%	6	1%	34	5%	48	7%	684
	Total	57	7%	8	1%	89	11%	237	30%	305	39%	25	3%	62	8%	361	46%	375	48%	9	1%	38	5%	56	7%	783
2020-2021																										
	Executive/Administrative/Managerial	34	9%	2	1%	22	6%	111	31%	124	34%	7	2%	14	4%	136	38%	209	58%	5	1%	10	3%	18	5%	360
	Faculty and other Instructional Staff	100	7%	15	1%	161	12%	325	24%	603	45%	53	4%	125	9%	622	47%	630	47%	12	1%	72	5%	40	3%	1336
	Total	134	8%	17	1%	183	11%	436	26%	727	43%	60	4%	139	8%	758	45%	839	49%	17	1%	82	5%	58	3%	1696
2019-2020																										
	Executive/Administrative/Managerial	54	15%	3	1%	31	8%	138	37%	108	29%	11	3%	25	7%	166	45%	189	51%	5	1%	10	3%	8	2%	370
	Faculty and other Instructional Staff	100	7%	15	1%	161	12%	325	24%	603	44%	53	4%	125	9%	638	46%	660	48%	12	1%	72	5%	28	2%	1382
	Total	154	9%	18	1%	192	11%	463	26%	711	41%	64	4%	150	9%	804	46%	849	48%	17	1%	82	5%	36	2%	1752
2018-2019																										
	Executive/Administrative/Managerial	13	9%	0	0%	10	7%	35	25%	65	47%	9	6%	7	5%	64	46%	71	51%	0	0%	4	3%	11	8%	139
	Faculty and other Instructional Staff	60	6%	3	0%	129	13%	186	18%	474	47%	82	8%	82	8%	416	41%	546	54%	7	1%	47	5%	51	5%	1016
	Total	73	6%	3	0%	139	12%	221	19%	539	47%	91	8%	89	8%	480	42%	617	53%	7	1%	51	4%	62	5%	1155

Table 6.3 | Clovis Community College Longitudinal Academic Applicant Pool Data CCC

Fiscal Year	EEO Category	African-American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
2022-2023																										
	Executive/Administrative/Managerial	19	16%	1	1%	14	12%	52	43%	26	22%	3	3%	5	4%	54	45%	62	52%	1	1%	3	3%	6	5%	120
	Academic, Tenured/Tenure Track	22	10%	1	0%	33	15%	62	28%	87	39%	3	1%	16	7%	93	42%	114	51%	4	2%	13	6%	15	7%	224
	Academic, Temporary, Full Time	11	10%	0	0%	24	22%	35	32%	27	24%	5	5%	9	8%	63	57%	45	41%	1	1%	2	2%	4	4%	111
	Academic, Temporary, Part Time	12	5%	1	0%	40	17%	75	32%	80	34%	11	5%	14	6%	156	67%	63	27%	3	1%	11	5%	13	6%	233
	Total	64	9%	3	0%	111	16%	224	33%	220	32%	22	3%	44	6%	366	53%	284	41%	9	1%	29	4%	38	6%	688
2021-2022																										
	Executive/Administrative/Managerial	12	10%	0	0%	15	12%	29	24%	50	41%	6	5%	9	7%	32	26%	86	71%	1	1%	2	2%	6	5%	121
	Faculty and other Instructional Staff	46	6%	0	0%	103	14%	224	30%	293	39%	22	3%	61	8%	350	47%	358	48%	5	1%	36	5%	43	6%	749
	Total	58	7%	0	0%	118	14%	253	29%	343	39%	28	3%	70	8%	382	44%	444	51%	6	1%	38	4%	49	6%	870
2020-2021																										
	Executive/Administrative/Managerial	10	14%	0	0%	6	9%	20	29%	30	43%	0	0%	3	4%	32	46%	35	51%	0	0%	2	3%	2	3%	69
	Faculty and other Instructional Staff	61	7%	3	0%	98	12%	186	23%	405	49%	21	3%	51	6%	410	50%	388	47%	15	2%	12	1%	7	1%	825
	Total	71	8%	3	0%	104	12%	206	23%	435	49%	21	2%	54	6%	442	49%	423	47%	15	2%	14	2%	9	1%	894
2019-2020																										
	Executive/Administrative/Managerial	6	10%	0	0%	4	7%	30	50%	15	25%	1	2%	4	7%	32	53%	25	42%	0	0%	3	5%	1	2%	60
	Faculty and other Instructional Staff	42	5%	7	1%	114	14%	162	20%	369	46%	34	4%	70	9%	387	48%	370	46%	12	2%	29	4%	15	2%	798
	Total	48	6%	7	1%	118	14%	192	22%	384	45%	35	4%	74	9%	419	49%	395	46%	12	1%	32	4%	16	2%	858
2018-2019																										
	Executive/Administrative/Managerial	15	14%	0	0%	16	14%	22	20%	50	45%	4	4%	4	4%	50	45%	56	50%	0	0%	5	5%	8	7%	111
	Faculty and other Instructional Staff	73	9%	2	0%	103	12%	168	20%	346	42%	72	9%	68	8%	439	53%	355	43%	3	0%	35	4%	35	4%	832
	Total	88	9%	2	0%	119	13%	190	20%	396	42%	76	8%	72	8%	489	52%	411	44%	3	0%	40	4%	43	5%	943

Table 6.4 | Reedley College Longitudinal Academic Applicant Pool Data RC

Fiscal Year	EEO Category	African-American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
2022-2023																										
	Executive/Administrative/Managerial	8	11%	0	0%	12	16%	31	42%	19	26%	1	1%	3	4%	36	49%	37	50%	0	0%	1	1%	6	8%	74
	Academic, Tenured/Tenure Track	12	8%	1	1%	21	13%	69	44%	45	29%	4	3%	5	3%	92	59%	61	39%	1	1%	3	2%	9	6%	157
	Academic, Temporary, Full Time	13	5%	0	0%	27	11%	135	53%	67	26%	3	1%	11	4%	164	64%	85	33%	1	0%	6	2%	16	6%	256
	Academic, Temporary, Part Time	14	4%	1	0%	47	14%	126	37%	125	37%	14	4%	13	4%	175	51%	144	42%	6	2%	15	4%	22	6%	340
	Total	47	6%	2	0%	107	13%	361	44%	256	31%	22	3%	32	4%	467	56%	327	40%	8	1%	25	3%	53	6%	827
2021-2022																										
	Executive/Administrative/Managerial	8	17%	0	0%	3	6%	15	31%	18	38%	2	4%	2	4%	24	50%	23	48%	0	0%	1	2%	1	2%	48
	Faculty and other Instructional Staff	40	6%	4	1%	83	13%	304	47%	178	27%	12	2%	29	4%	316	49%	303	47%	7	1%	24	4%	32	5%	650
	Total	48	7%	4	1%	86	12%	319	46%	196	28%	14	2%	31	4%	340	49%	326	47%	7	1%	25	4%	33	5%	698
2020-2021																										
	Executive/Administrative/Managerial	12	4%	1	0%	22	8%	170	64%	44	16%	0	0%	18	7%	130	49%	129	48%	0	0%	8	3%	1	0%	267
	Faculty and other Instructional Staff	52	9%	4	1%	98	16%	196	32%	226	37%	12	2%	20	3%	242	40%	311	51%	11	2%	44	7%	17	3%	608
	Total	64	7%	5	1%	120	14%	366	42%	270	31%	12	1%	38	4%	372	43%	440	50%	11	1%	52	6%	18	2%	875
2019-2020																										
	Executive/Administrative/Managerial	25	9%	1	0%	31	11%	117	43%	76	28%	9	3%	16	6%	167	61%	100	36%	0	0%	8	3%	4	1%	275
	Faculty and other Instructional Staff	53	5%	6	1%	113	11%	265	27%	428	43%	34	3%	85	9%	440	45%	489	50%	11	1%	44	4%	10	1%	984
	Total	78	6%	7	1%	144	11%	382	30%	504	40%	43	3%	101	8%	607	48%	589	47%	11	1%	52	4%	14	1%	1259
2018-2019																										
	Executive/Administrative/Managerial	3	10%	1	3%	6	19%	2	6%	17	55%	1	3%	1	3%	5	16%	25	81%	0	0%	1	3%	1	3%	31
	Faculty and other Instructional Staff	31	8%	3	1%	27	7%	113	31%	143	39%	33	9%	19	5%	177	48%	182	49%	1	0%	9	2%	15	4%	369
	Total	34	9%	4	1%	33	8%	115	29%	160	40%	34	9%	20	5%	182	46%	207	52%	1	0%	10	3%	16	4%	400

Table 6.5 | Madera Community College Longitudinal Academic Applicant Pool Data

Fiscal Year	EEO Category	African-American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
2022-2023																										
	Executive/Administrative/Managerial	1	2%	1	2%	9	19%	12	25%	18	38%	1	2%	6	13%	17	35%	27	56%	1	2%	4	8%	4	8%	48
	Academic, Tenured/Tenure Track	7	6%	1	1%	20	16%	65	52%	26	21%	2	2%	4	3%	78	62%	45	36%	1	1%	1	1%	5	4%	125
	Academic, Temporary, Full Time	7	8%	0	0%	16	18%	38	43%	19	21%	3	3%	6	7%	51	57%	33	37%	1	1%	4	4%	6	7%	89
	Academic, Temporary, Part Time	7	4%	1	1%	29	19%	56	36%	56	36%	1	1%	6	4%	91	58%	55	35%	1	1%	9	6%	5	3%	156
	Total	**22**	**5%**	**3**	**1%**	**74**	**18%**	**171**	**41%**	**119**	**28%**	**7**	**2%**	**22**	**5%**	**237**	**57%**	**160**	**38%**	**4**	**1%**	**18**	**4%**	**20**	**5%**	**418**
2021-2022																										
	Executive/Administrative/Managerial	24	23%	2	2%	9	9%	46	44%	18	17%	3	3%	3	3%	44	42%	58	55%	1	1%	2	2%	3	3%	105
	Faculty and other Instructional Staff	21	5%	1	0%	57	14%	195	49%	95	24%	10	3%	18	5%	218	55%	161	41%	2	1%	16	4%	15	4%	397
	Total	**45**	**9%**	**3**	**1%**	**66**	**13%**	**241**	**48%**	**113**	**23%**	**13**	**3%**	**21**	**4%**	**262**	**52%**	**219**	**44%**	**3**	**1%**	**18**	**4%**	**18**	**4%**	**502**
2020-2021																										
	Executive/Administrative/Managerial	12	7%	2	1%	32	20%	68	42%	45	28%	1	1%	2	1%	87	54%	74	46%	0	0%	1	1%	2	1%	162
	Faculty and other Instructional Staff	11	4%	1	0%	44	14%	82	26%	120	38%	21	7%	33	11%	153	49%	142	46%	10	3%	7	2%	17	5%	312
	Total	**23**	**5%**	**3**	**1%**	**76**	**16%**	**150**	**32%**	**165**	**35%**	**22**	**5%**	**35**	**7%**	**240**	**51%**	**216**	**46%**	**10**	**2%**	**8**	**2%**	**19**	**4%**	**474**
2019-2020																										
	Executive/Administrative/Managerial	17	10%	1	1%	25	15%	75	46%	31	19%	4	2%	10	6%	98	60%	63	39%	0	0%	2	1%	6	4%	163
	Faculty and other Instructional Staff	29	7%	2	0%	47	12%	102	25%	169	42%	20	5%	37	9%	213	52%	175	43%	5	1%	13	3%	4	1%	406
	Total	**46**	**8%**	**3**	**1%**	**72**	**13%**	**177**	**31%**	**200**	**35%**	**24**	**4%**	**47**	**8%**	**311**	**55%**	**238**	**42%**	**5**	**1%**	**15**	**3%**	**10**	**2%**	**569**
2018-2019																										
	Executive/Administrative/Managerial	6	11%	1	2%	9	16%	6	11%	30	55%	2	4%	1	2%	13	24%	40	73%	1	2%	1	2%	3	5%	55
	Faculty and other Instructional Staff	42	12%	1	0%	48	14%	125	36%	95	27%	24	7%	14	4%	192	55%	145	42%	0	0%	12	3%	4	1%	349
	Total	**48**	**12%**	**2**	**0%**	**57**	**14%**	**131**	**32%**	**125**	**31%**	**26**	**6%**	**15**	**4%**	**205**	**51%**	**185**	**46%**	**1**	**0%**	**13**	**3%**	**7**	**2%**	**404**

Table 6.6 | District Office Longitudinal Academic Applicant Pool Data   DO

Fiscal Year	EEO Category	African-American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
2022-2023																										
	Executive/Administrative/Managerial	3	5%	0	0%	2	3%	18	31%	27	46%	2	3%	7	12%	25	42%	28	47%	1	2%	5	8%	4	7%	59
	Academic, Tenured/Tenure Track	0	0%	0	0%	0	0%	2	50%	0	0%	0	0%	2	50%	1	25%	2	50%	0	0%	1	25%	0	0%	4
	Academic, Temporary, Full Time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Academic, Temporary, Part Time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Total	3	5%	0	0%	2	3%	20	32%	27	43%	2	3%	9	14%	26	41%	30	48%	1	2%	6	10%	4	6%	63
2021-2022																										
	Executive/Administrative/Managerial	7	18%	0	0%	8	21%	9	23%	13	33%	0	0%	2	5%	12	31%	26	67%	0	0%	1	3%	0	0%	39
	Faculty and other Instructional Staff	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Total	7	18%	0	0%	8	21%	9	23%	13	33%	0	0%	2	5%	12	31%	26	67%	0	0%	1	3%	0	0%	39
2020-2021																										
	Executive/Administrative/Managerial	1	3%	0	0%	16	41%	17	44%	5	13%	0	0%	0	0%	15	38%	24	62%	0	0%	0	0%	5	13%	39
	Faculty and other Instructional Staff	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Total	1	3%	0	0%	16	41%	17	44%	5	13%	0	0%	0	0%	15	38%	24	62%	0	0%	0	0%	5	13%	39
2019-2020																										
	Executive/Administrative/Managerial	3	10%	0	0%	6	19%	11	35%	10	32%	0	0%	1	3%	20	65%	11	35%	0	0%	0	0%	1	3%	31
	Faculty and other Instructional Staff	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Total	3	10%	0	0%	6	19%	11	35%	10	32%	0	0%	1	3%	20	65%	11	35%	0	0%	0	0%	1	3%	31
2018-2019																										
	Executive/Administrative/Managerial	25	18%	1	1%	22	16%	29	21%	44	32%	11	8%	5	4%	74	54%	57	42%	1	1%	5	4%	5	4%	137
	Faculty and other Instructional Staff	6	10%	0	0%	7	12%	27	46%	7	12%	9	15%	3	5%	43	73%	15	25%	0	0%	1	2%	2	3%	59
	Total	31	16%	1	1%	29	15%	56	29%	51	26%	20	10%	8	4%	117	60%	72	37%	1	1%	6	3%	7	4%	196

Table 7 | Classified New Hire Employee Data

Includes employees that were hired into their first permanent position with the district. This also includes part-time to full-time faculty.
Does not include part-time faculty hires, provisional or limited-term assignments, student workers, seasonal, or flexible employees.
Does not include rehires, transfers, or promotions.

Of the new hires, only (5) identified as Hmong, all of whom were hired for classified positions. These hires constitute approximately (5%) of the total new classified hires and (38%) of the Asian/Pacific Islander group.

Table 7.1 | Districtwide Classified New Hire Employee Data   DW

2022-2023 EEO Category	African American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
Executive/Administrative/Managerial	0	0%	0	0%	0	0%	0	0%	3	100%	0	0%	0	0%	1	33%	2	67%	0	0%	0	0%	0	0%	3
Professional Non-Faculty	0	0%	0	0%	5	23%	12	55%	4	18%	1	5%	0	0%	14	64%	8	36%	0	0%	0	0%	2	9%	22
Secretarial/Clerical	1	5%	1	5%	2	9%	14	64%	2	9%	1	5%	1	5%	15	68%	7	32%	0	0%	0	0%	3	14%	22
Service and Maintenance	1	5%	0	0%	3	14%	12	57%	3	14%	0	0%	2	10%	2	10%	19	90%	0	0%	0	0%	0	0%	21
Skilled Crafts	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	1	100%	1
Technical and Paraprofessional	0	0%	0	0%	3	14%	13	59%	5	23%	1	5%	0	0%	12	55%	9	41%	1	5%	0	0%	1	5%	22
Total	2	2%	1	1%	13	14%	52	57%	17	19%	3	3%	3	3%	44	48%	46	51%	1	1%	0	0%	7	8%	91

Table 8 | Academic New Hire Employee Data

Includes employees that were hired into their first permanent position with the district. This also includes part-time to full-time faculty.
Does not include rehires, transfers, or promotions.

Of the new academic hires, only (7) identified as Hmong, (2) were part time faculty and (5) were for administrative/managerial academic position. These hires constitute approximately (2.5%) of the total new classified hires
and (26%) of the Asian/Pacific Islander group.

*The faculty EEO categories have been revised into three distinct groups to include tenure-track, full-time temporary, and part-time temporary instructors for the 2024 EEO annual certification. This update is a change from previous years, where
part-time instructors were not incorporated into the reporting.

Table 8.1 | Districtwide Academic New Hire Employee Data   DW

2022-2023

EEO Category	African American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
Executive/Administrative/Managerial	1	10%	0	0%	6	60%	1	10%	1	10%	0	0%	1	10%	8	80%	2	20%	0	0%	0	0%	1	10%	10
Academic, Tenured/Tenure Track	0	0%	0	0%	1	5%	6	30%	11	55%	1	5%	1	5%	12	60%	8	40%	0	0%	0	0%	1	5%	20
Academic, Temporary, Full Time	2	15%	0	0%	1	8%	1	8%	7	54%	0	0%	2	15%	4	31%	8	62%	0	0%	1	8%	0	0%	13
Academic, Temporary, Part Time	5	2%	0	0%	19	9%	81	37%	91	41%	9	4%	16	7%	102	46%	115	52%	1	0%	3	1%	7	3%	221
Total	8	3%	0	0%	27	10%	89	34%	110	42%	10	4%	20	8%	126	48%	133	50%	1	0%	4	2%	9	3%	264

Table 9 | Longitudinal Classified New Hire Employee Data

Table 9.1 | Districtwide Longitudinal Classified New Hire Employee Data DW

Fiscal Year	EEO Category	African-American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
2022-2023																										
	Executive/Administrative/Managerial	0	0%	0	0%	0	0%	0	0%	3	100%	0	0%	0	0%	1	33%	2	67%	0	0%	0	0%	0	0%	3
	Professional Non-Faculty	0	0%	0	0%	5	23%	12	55%	4	18%	1	5%	0	0%	14	64%	8	36%	0	0%	0	0%	2	9%	22
	Secretarial/Clerical	1	5%	1	5%	2	9%	14	64%	2	9%	1	5%	1	5%	15	68%	7	32%	0	0%	0	0%	3	14%	22
	Service and Maintenance	1	5%	0	0%	3	14%	12	57%	3	14%	0	0%	2	10%	2	10%	19	90%	0	0%	0	0%	0	0%	21
	Skilled Crafts	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	1	100%	1
	Technical and Paraprofessional	0	0%	0	0%	3	14%	13	59%	5	23%	1	5%	0	0%	12	55%	9	41%	1	5%	0	0%	1	5%	22
	Total	2	2%	1	1%	13	14%	52	57%	17	19%	3	3%	3	3%	44	48%	46	51%	1	1%	0	0%	7	8%	91
2021-2022																										
	Executive/Administrative/Managerial	1	9%	1	9%	0	0%	2	18%	6	55%	0	0%	1	9%	1	9%	10	91%	0	0%	0	0%	0	0%	11
	Professional Non-faculty	0	0%	0	0%	5	20%	12	48%	5	20%	1	4%	2	8%	18	72%	7	28%	0	0%	0	0%	0	0%	25
	Secretarial/Clerical	2	10%	0	0%	2	10%	12	60%	3	15%	1	5%	0	0%	18	90%	2	10%	0	0%	0	0%	1	5%	20
	Service and Maintenance	0	0%	0	0%	2	10%	15	71%	3	14%	0	0%	1	5%	3	14%	18	86%	0	0%	0	0%	1	5%	21
	Skilled Crafts	0	0%	0	0%	0	0%	2	67%	1	33%	0	0%	0	0%	0	0%	3	100%	0	0%	0	0%	0	0%	3
	Technical and Paraprofessional	0	0%	1	4%	3	11%	19	68%	5	18%	0	0%	0	0%	12	43%	16	57%	0	0%	0	0%	0	0%	28
	Total	3	3%	2	2%	12	11%	62	57%	23	21%	2	2%	4	4%	52	48%	56	52%	0	0%	0	0%	2	2%	108
2020-2021																										
	Executive/Administrative/Managerial	1	13%	0	0%	0	0%	2	25%	4	50%	0	0%	1	13%	2	25%	6	75%	0	0%	0	0%	0	0%	8
	Professional Non-faculty	0	0%	0	0%	3	13%	12	50%	7	29%	1	4%	1	4%	14	58%	9	38%	1	4%	0	0%	0	0%	24
	Secretarial/Clerical	1	4%	0	0%	1	4%	14	58%	7	29%	1	4%	0	0%	20	83%	4	17%	0	0%	0	0%	0	0%	24
	Service and Maintenance	0	0%	0	0%	4	17%	14	61%	4	17%	0	0%	1	4%	12	52%	11	48%	0	0%	0	0%	0	0%	23
	Skilled Crafts	0	0%	0	0%	0	0%	2	67%	1	33%	0	0%	0	0%	0	0%	3	100%	0	0%	0	0%	0	0%	3
	Technical and Paraprofessional	0	0%	0	0%	0	0%	12	60%	5	25%	1	5%	2	10%	5	25%	15	75%	0	0%	0	0%	0	0%	20
	Total	2	2%	0	0%	8	8%	56	55%	28	27%	3	3%	5	5%	53	52%	48	47%	1	1%	0	0%	0	0%	102
2019-2020																										
	Executive/Administrative/Managerial	1	9%	0	0%	0	0%	5	45%	4	36%	0	0%	1	9%	3	27%	8	73%	0	0%	0	0%	0	0%	11
	Professional Non-faculty	0	0%	0	0%	2	13%	8	50%	4	25%	1	6%	1	6%	11	69%	5	31%	0	0%	0	0%	0	0%	16
	Secretarial/Clerical	2	9%	0	0%	1	5%	12	55%	6	27%	1	5%	0	0%	17	77%	5	23%	0	0%	0	0%	0	0%	22
	Service and Maintenance	0	0%	0	0%	3	17%	11	61%	4	22%	0	0%	0	0%	14	78%	4	22%	0	0%	0	0%	0	0%	18
	Skilled Crafts	0	0%	0	0%	0	0%	2	67%	1	33%	0	0%	0	0%	0	0%	3	100%	0	0%	0	0%	0	0%	3
	Technical and Paraprofessional	0	0%	0	0%	0	0%	6	55%	3	27%	1	9%	1	9%	1	9%	10	91%	0	0%	0	0%	0	0%	11
	Total	3	4%	0	0%	6	7%	44	54%	22	27%	3	4%	3	4%	46	57%	35	43%	0	0%	0	0%	0	0%	81
2018-2019																										
	Executive/Administrative/Managerial	1	20%	0	0%	0	0%	2	40%	2	40%	0	0%	0	0%	1	20%	4	80%	0	0%	0	0%	0	0%	5
	Professional Non-faculty	0	0%	0	0%	1	14%	3	43%	3	43%	0	0%	0	0%	3	43%	4	57%	0	0%	0	0%	0	0%	7
	Secretarial/Clerical	0	0%	0	0%	0	0%	4	67%	1	17%	1	17%	0	0%	5	83%	1	17%	0	0%	0	0%	0	0%	6
	Service and Maintenance	0	0%	0	0%	1	11%	6	67%	2	22%	0	0%	0	0%	7	78%	2	22%	0	0%	0	0%	0	0%	9
	Skilled Crafts	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	1
	Technical and Paraprofessional	0	0%	0	0%	0	0%	6	60%	2	20%	1	10%	1	10%	1	10%	9	90%	0	0%	0	0%	0	0%	10
	Total	1	3%	0	0%	2	5%	22	58%	10	26%	2	5%	1	3%	17	45%	21	55%	0	0%	0	0%	0	0%	38

Table 10 | Longitudinal Academic New Hire Employee Data

Table 10.1 | Districtwide Longitudinal Academic New Hire Employee Data   DW

Fiscal Year	EEO Category	African-American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
2022-2023																										
	Executive/Administrative/Managerial	1	10%	0	0%	6	60%	1	10%	1	10%	0	0%	1	10%	8	80%	2	20%	0	0%	0	0%	1	10%	10
	Academic, Tenured/Tenure Track	0	0%	0	0%	1	5%	6	30%	11	55%	1	5%	1	5%	12	60%	8	40%	0	0%	0	0%	1	5%	20
	Academic, Temporary, Full Time	2	15%	0	0%	1	8%	1	8%	7	54%	0	0%	2	15%	4	31%	8	62%	0	0%	1	8%	0	0%	13
	Academic, Temporary, Part Time	5	2%	0	0%	19	9%	81	37%	91	41%	9	4%	16	7%	102	46%	115	52%	1	0%	3	1%	7	3%	221
	Total	8	3%	0	0%	27	10%	89	34%	110	42%	10	4%	20	8%	126	48%	133	50%	1	0%	4	2%	9	3%	264
2021-2022																										
	Executive/Administrative/Managerial	3	21%	0	0%	3	21%	4	29%	4	29%	0	0%	0	0%	9	64%	5	36%	0	0%	0	0%	0	0%	14
	Faculty and other Instructional Staff	5	7%	0	0%	3	4%	21	28%	41	54%	2	3%	4	5%	39	51%	36	47%	0	0%	1	1%	0	0%	76
	Total	8	9%	0	0%	6	7%	25	28%	45	50%	2	2%	4	4%	48	53%	41	46%	0	0%	1	1%	0	0%	90
2020-2021																										
	Executive/Administrative/Managerial	1	17%	0	0%	1	17%	1	17%	3	50%	0	0%	0	0%	3	50%	3	50%	0	0%	0	0%	0	0%	6
	Faculty and other Instructional Staff	3	5%	1	2%	2	4%	15	26%	29	51%	4	7%	3	5%	31	54%	26	46%	0	0%	0	0%	0	0%	57
	Total	4	6%	1	2%	3	5%	16	25%	32	51%	4	6%	3	5%	34	54%	29	46%	0	0%	0	0%	0	0%	63
2019-2020																										
	Executive/Administrative/Managerial	0	0%	0	0%	2	40%	1	20%	2	40%	0	0%	0	0%	2	40%	3	60%	0	0%	0	0%	0	0%	5
	Faculty and other Instructional Staff	1	3%	0	0%	3	9%	8	23%	18	51%	2	6%	3	9%	22	63%	13	37%	0	0%	0	0%	0	0%	35
	Total	1	3%	0	0%	5	13%	9	23%	20	50%	2	5%	3	8%	24	60%	16	40%	0	0%	0	0%	0	0%	40
2018-2019																										
	Executive/Administrative/Managerial	0	0%	0	0%	2	50%	1	25%	1	25%	0	0%	0	0%	1	25%	3	75%	0	0%	0	0%	0	0%	4
	Faculty and other Instructional Staff	0	0%	0	0%	1	5%	9	43%	11	52%	0	0%	0	0%	9	43%	12	57%	0	0%	0	0%	0	0%	21
	Total	0	0%	0	0%	3	12%	10	40%	12	48%	0	0%	0	0%	10	40%	15	60%	0	0%	0	0%	0	0%	25

Table 10.2 | Districtwide Longitudinal Academic New Hire Employee Data - Including Part-Time Faculty DW

Includes full-time and part-time faculty.
Only includes new hires, not transfers or promotions/demotions.

*The faculty EEO categories have been revised into three distinct groups to include tenure-track, full-time temporary, and part-time temporary instructors for the 2024 EEO annual certification. This update is a change from previous years, where part-time instructors were not incorporated into the reporting.

Fiscal Year	EEO Category	African-American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
2022-2023																										
	Executive/Administrative/Managerial	1	10%	0	0%	6	60%	1	10%	1	10%	0	0%	1	10%	8	80%	2	20%	0	0%	0	0%	1	10%	10
	Academic, Tenured/Tenure Track	0	0%	0	0%	1	5%	6	30%	11	55%	1	5%	1	5%	12	60%	8	40%	0	0%	0	0%	1	5%	20
	Academic, Temporary, Full Time	2	15%	0	0%	1	8%	1	8%	7	54%	0	0%	2	15%	4	31%	8	62%	0	0%	1	8%	0	0%	13
	Academic, Temporary, Part Time	5	2%	0	0%	19	9%	81	37%	91	41%	9	4%	16	7%	102	46%	115	52%	1	0%	3	1%	7	3%	221
	Total	**8**	**3%**	**0**	**0%**	**27**	**10%**	**89**	**34%**	**110**	**42%**	**10**	**4%**	**20**	**8%**	**126**	**48%**	**133**	**50%**	**1**	**0%**	**4**	**2%**	**9**	**3%**	**264**
2021-2022																										
	Executive/Administrative/Managerial	3	21%	0	0%	3	21%	4	29%	4	29%	0	0%	0	0%	9	64%	5	36%	0	0%	0	0%	0	0%	14
	Faculty and other Instructional Staff	23	5%	0	0%	60	13%	120	25%	233	49%	14	3%	27	6%	251	53%	221	46%	0	0%	5	1%	15	3%	477
	Total	**26**	**5%**	**0**	**0%**	**63**	**13%**	**124**	**25%**	**237**	**48%**	**14**	**3%**	**27**	**5%**	**260**	**53%**	**226**	**46%**	**0**	**0%**	**5**	**1%**	**15**	**3%**	**491**
2020-2021																										
	Executive/Administrative/Managerial	1	17%	0	0%	1	17%	1	17%	3	50%	0	0%	0	0%	3	50%	3	50%	0	0%	0	0%	0	0%	6
	Faculty and other Instructional Staff	21	5%	1	0%	61	14%	105	23%	224	50%	16	4%	20	4%	242	54%	205	46%	0	0%	1	0%	0	0%	448
	Total	**22**	**5%**	**1**	**0%**	**62**	**14%**	**106**	**23%**	**227**	**50%**	**16**	**4%**	**20**	**4%**	**245**	**54%**	**208**	**46%**	**0**	**0%**	**1**	**0%**	**0**	**0%**	**454**
2019-2020																										
	Executive/Administrative/Managerial	0	0%	0	0%	2	40%	1	20%	2	40%	0	0%	0	0%	2	40%	3	60%	0	0%	0	0%	0	0%	5
	Faculty and other Instructional Staff	11	3%	0	0%	58	14%	109	26%	214	51%	11	3%	18	4%	229	54%	191	45%	0	0%	3	1%	0	0%	421
	Total	**11**	**3%**	**0**	**0%**	**60**	**14%**	**110**	**26%**	**216**	**51%**	**11**	**3%**	**18**	**4%**	**231**	**54%**	**194**	**46%**	**0**	**0%**	**3**	**1%**	**0**	**0%**	**426**
2018-2019																										
	Executive/Administrative/Managerial	0	0%	0	0%	2	50%	1	25%	1	25%	0	0%	0	0%	1	25%	3	75%	0	0%	0	0%	0	0%	4
	Faculty and other Instructional Staff	16	4%	0	0%	58	13%	112	25%	233	51%	9	2%	25	6%	235	52%	218	48%	0	0%	1	0%	0	0%	453
	Total	**16**	**4%**	**0**	**0%**	**60**	**13%**	**113**	**25%**	**234**	**51%**	**9**	**2%**	**25**	**5%**	**236**	**52%**	**221**	**48%**	**0**	**0%**	**1**	**0%**	**0**	**0%**	**457**

Inlcudes part-time faculty.
Only includes new hires, not transfers or promotions/demotions.

*The faculty EEO categories have been revised into three distinct groups to include tenure-track, full-time temporary, and part-time temporary instructors for the 2024 EEO annual certification. This update is a change from previous years, where part-time instructors were not incorporated into the reporting.

Fiscal Year	EEO Category	African-American/Non-Hispanic		American Indian/Alaskan Native		Asian/Pacific Islander		Hispanic		White/Non-Hispanic		Multi-Racial		Unknown		Female		Male		Nonbinary		Unknown		Disability		Total
2022-2023																										
	Academic, Tenured/Tenure Track	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Academic, Temporary, Full Time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	1	100%	0	0%	0	0%	0	0%	0	0%	1
	Academic, Temporary, Part Time	5	2%	0	0%	19	9%	81	37%	91	41%	9	4%	16	7%	102	46%	115	52%	1	0%	3	1%	7	3%	221
	Total	**5**	**2%**	**0**	**0%**	**19**	**9%**	**81**	**36%**	**91**	**41%**	**9**	**4%**	**17**	**8%**	**103**	**46%**	**115**	**52%**	**1**	**0%**	**3**	**1%**	**7**	**3%**	**222**
2021-2022																										
	Faculty and other Instructional Staff	18	4%	0	0%	57	14%	99	25%	192	48%	12	3%	23	6%	212	53%	185	46%	0	0%	4	1%	15	4%	401
	Total	**18**	**4%**	**0**	**0%**	**57**	**14%**	**99**	**25%**	**192**	**48%**	**12**	**3%**	**23**	**6%**	**212**	**53%**	**185**	**46%**	**0**	**0%**	**4**	**1%**	**15**	**4%**	**401**
2020-2021																										
	Faculty and other Instructional Staff	18	5%	0	0%	59	15%	90	23%	195	50%	12	3%	17	4%	211	54%	179	46%	0	0%	1	0%	0	0%	391
	Total	**18**	**5%**	**0**	**0%**	**59**	**15%**	**90**	**23%**	**195**	**50%**	**12**	**3%**	**17**	**4%**	**211**	**54%**	**179**	**46%**	**0**	**0%**	**1**	**0%**	**0**	**0%**	**391**
2019-2020																										
	Faculty and other Instructional Staff	10	3%	0	0%	55	14%	101	26%	196	51%	9	2%	15	4%	207	54%	178	46%	0	0%	1	0%	0	0%	386
	Total	**10**	**3%**	**0**	**0%**	**55**	**14%**	**101**	**26%**	**196**	**51%**	**9**	**2%**	**15**	**4%**	**207**	**54%**	**178**	**46%**	**0**	**0%**	**1**	**0%**	**0**	**0%**	**386**
2018-2019																										
	Faculty and other Instructional Staff	16	4%	0	0%	57	13%	103	24%	222	51%	9	2%	25	6%	226	52%	206	48%	0	0%	0	0%	0	0%	432
	Total	**16**	**4%**	**0**	**0%**	**57**	**13%**	**103**	**24%**	**222**	**51%**	**9**	**2%**	**25**	**6%**	**226**	**52%**	**206**	**48%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**432**

APPENDIX B: EEO Committee Memo to Chancellor on BOT Resolutions and Approved Resolutions

State Center Community College District
Human Resources

1171 Fulton Street
Fresno, CA 93721

TEL: 559-243-7100
FAX: 559-499-6007

Memorandum

To: Dr. Carole Goldsmith, Chancellor   Date: 01/16/2023

From: Districtwide EEO Committee

Re: Board Resolutions for Diversity, Equity, Justice and
        Inclusivity

The districtwide EEO Advisory Committee is committed to supporting the District's efforts towards diversity, inclusion, and anti-racism. Several Board Resolutions have been presented in the recent past which highlight the District's charge including:

- Board Resolution No. 2022.25: Recognition of Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual+ (LGBTQIA+) Pride Month
- Board Resolution No. 2021.16: Condemning Hate Crimes Targeting Asian Americans
- Board Resolution No. 2021.14: Diversity, Equity and Inclusion Awareness Month

These resolutions have a wonderful way of bringing awareness to marginalized communities, to publicly committing to safety and inclusion, and to affirming connection. This inspired this committee to encourage more resolutions affirming these pledges.

As you and the Board demonstrate, inclusion does not happen by accident and showing collective action of approving a resolution is a public statement to our District's values. It is also an opportunity to invite members of the communities being recognized by a resolution to speak on their experience as a student, staff, or administrator and to amplify their voice as a member of our District.

We hope that you will consider putting forth more resolutions honoring diversity, equity, justice, and inclusivity, and the EEO Advisory Committee is prepared to help in making recommendations for future resolutions. We would welcome an opportunity to meet with you to discuss our ideas.

State Center Community College District
Human Resources

1171 Fulton Street
Fresno, CA 93721

TEL: 559-243-7100
FAX: 559-499-6007

Memorandum

To: Dr. Carole Goldsmith, Chancellor   Date: 4/5/2023

From: Districtwide EEO Committee

Re: Calendar of Recognition and Resolutions Promoting
         Diversity, Equity, Inclusion, Accessibility and Justice

The districtwide EEO Advisory Committee is excited to present some sample Board Resolutions and activities celebrating diversity in our community and workforce.

	Potential Celebrations	Potential Activities – approx. 10 mins
January	• International Day of Education (1/24) • World Braille Day (1/4)	• Invite a scholarship recipient to speak on how education has empowered them • Demo on braille converter ,voice to text converter or screen reader or BOT agenda in braille
February	• World Hijab Day (2/1) • International Day of Women & Girls in Science (2/11) • Black History Month • Lunar New Year (rotates, usually Jan/Feb)	• Hijab demonstration/presentation • Invite a faculty or student to present on being a women in STEM • Invite Fresno Metro Black Chamber of Commerce or Black History Museum or Black Faculty & Staff org • Invite Asian American Club-they do Lion Dance, paper crane folding or Asian American Faculty & Staff Association
March	• International Transgender Day of Visibility (3/31) • Deaf History Month • Women's History Month	• Invite Allied Faculty & Staff Association or local community groups • Invite our deaf faculty or students to present • Invite Fresno Co. Women's Chamber of Commerce or honor a local woman who is making a difference in our community
April	• National American Sign Language Day (4/15) • Armenian Genocide Remembrance Day (4/24 only in CA) • Diversity Month	• Invite our deaf faculty or student clubs to present • Invite Armenian Museum or Cultural Conservancy • Invite Equity Directors to present
May	• Jewish American Heritage Month • AAPI & Desi Heritage Month • Mental Health Awareness Month	• Invite Jewish Federation of Cen Cal • Invite Asian American Club-they do activities like Lion Dance and paper crane folding or Asian American Faculty & Staff Association to speak on their activities • Invite Psych Coordinators to speak

August 2023
Resolution 2023.34 Support of American Muslim Appreciation and Awareness Month
Resolution 2023.35 Women's Equality Day

September 2023
Resolution 2023.37 Hispanic Heritage Month

October 2023
Resolution 2023.46 Disability Awareness Month

November 2023
Resolution 2023.50 Native American Heritage Month
Resolution 2023.51 World Kindness Week

December 2023
Resolution 2023.59 Human Rights Day

January 2024
Resolution 2024.01 International Day of Education

February 2024
Resolution 2024.07 Commemoration Day of Remembrance of Japanese American Incarceration
Resolution 2024.08 Black History Month

March 2024
Resolution 2024.09 International Transgender Day of Visibility
Resolution 2024.10 Declaring March 2024 as Women's History Month

April 2024
Resolution 2024.11 National American Sign Language Day
Resolution 2024.19 Armenian Genocide Remembrance Day
Resolution 2024.20 Declaring National Library Week
Resolution 2024.21 Resolution Declaring Earth Day on SCCCD Campuses

May 2024
Resolution 2024.26 Nurses Week
Resolution 2024.27 AAPI & Desi Heritage Month
Resolution 2024.28 Mental Health Awareness Month
Resolution 2024.29 International Day Against Homophobia, Transphobia, Biphobia
Resolution 2024.30 Stop the Hate

APPENDIX C: EEO/Diversity Best Practices Handbook

https://www.cccco.edu/-/media/CCCCO-Website/Reports/cccco-eeoreport-062022-a11y.pdf?la=en&hash=9D7F34D11B52A45F4C689F4AB733347067E8BC3D
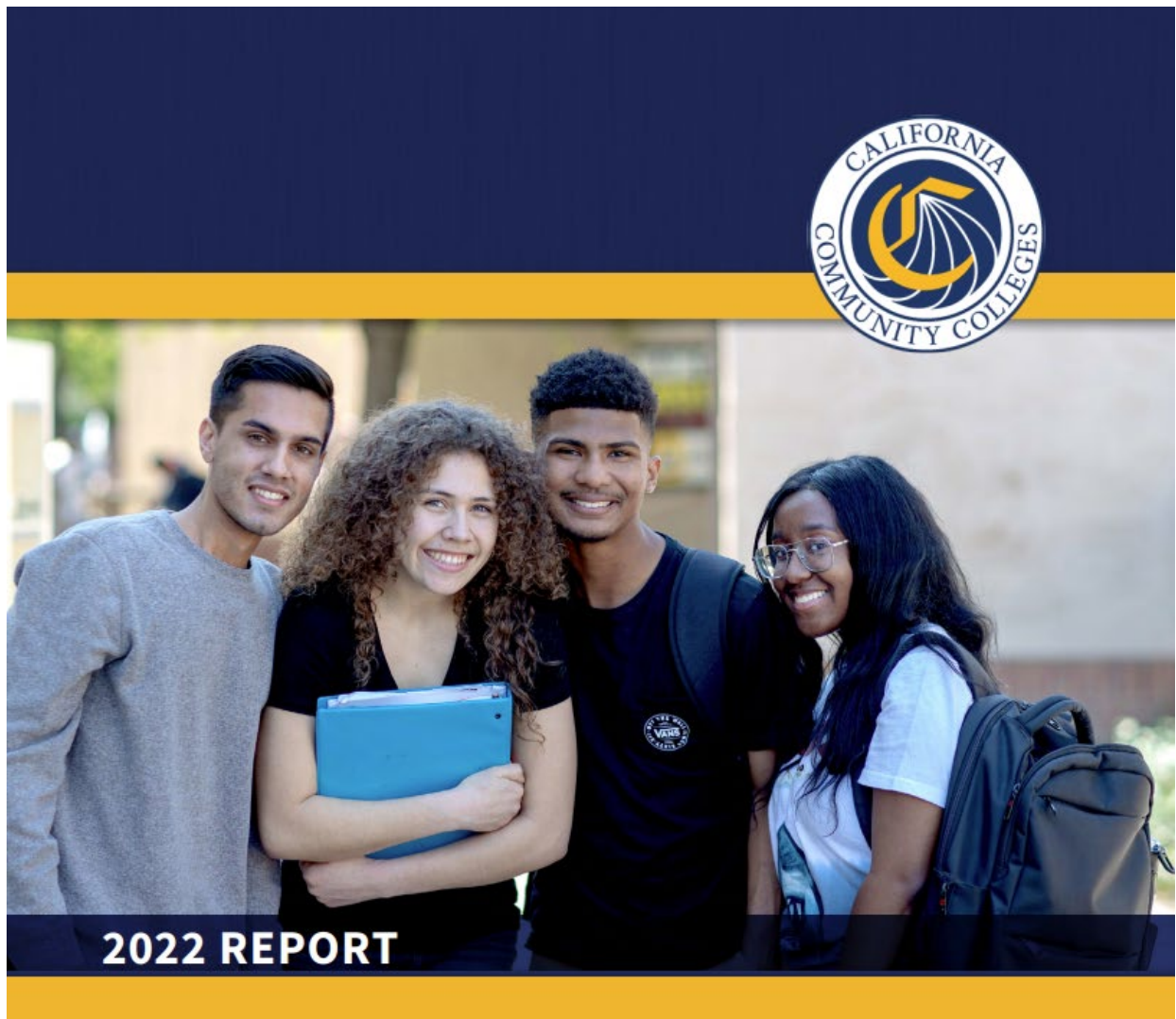
APPENDIX D: EEO Ten Point Plan for Faculty Diversity Hiring

https://www.ccccc.edu/-/media/CCCCO-Website/About-Us/Divisions/Institutional-Effectiveness/Memos/CCCCO_EEO_10PointPlan.pdf

APPENDIX E: EEO Grants

California Community Colleges

TO: Chief Executive Officers
Chief Human Resources Officers
Chief Instructional Officers
Chief Student Services Officers
Chief Business Officers

FROM: Dr. Abdimalik Buul, Visiting Executive of Educational Excellence and Equal Employment
Opportunity Program

CC: Dr. Daisy Gonzales, Interim Chancellor
Dr. Lizette Navarette, Interim Deputy Chancellor
Dr. Siria Martinez, Assistant Vice Chancellor, Student Equity and Success

RE: Notification of Intent to Award for FY 2023-25 Equal Employment Opportunities (EEO)
Innovative Best Practices Grants

This memorandum is a formal notification of the intent to award the Equal Employment
Opportunities Innovative Best Practices Grants (EEO IBP Grants) by the Chancellor's Office
Institutional Effectiveness Division (IE) and the Office of the General Counsel (OGC).

Due to the competitive nature and the quality of applications, as well as the ongoing commitment
to incentivize local innovation and creativity, the Chancellor's Office has allocated additional
funding for this grant fund. As a result, the Chancellor's Office is proudly awarding a total of
$5,651,806 in EEO IBP grant awards to a total of 21 districts.

Pending Board of Governor's approval, as well as the availability of funds, grant commencement
will be June 1, 2023. These grants will not be formally awarded until after Board of Governors'
approval, and institutions included in this notification should not make public statements
indicating the receipt of funding until after Board of Governors' approval. A list of the awarded
project applications and the funding amount can be found in the "Intent to Award" table on pages
2 and 3.

Grant Overview
The EEO IBP Grants are awarded to California community college districts to aid institutions that
pilot or create innovative DEIA-minded practices related to EEO in the categories of Pre-Hiring
Interventions, Post-Hiring Interventions, and Diversity Promising Interventions. The goals of the
EEO IBP Grants are twofold:

1. To incentivize local innovation and support the advancement of innovative Diversity,
   Equity, Inclusion, and Accessibility (DEIA)-minded practices in the EEO areas of pre-hiring,
   post-hiring, and diversity promising retention practices.

Chancellor's Office, Institutional Effectiveness Division
1102 Q Street, Sacramento, CA 95811 | 916.445.8752 | www.cccco.edu

A11Y 4/13/23

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APPENDIX F: SCCCD 2023-24 DEIA Events & Learning

September 2023
FCC: Welcome Black Week
FCC: California Native American Day
CCC: Welcome Black Mixer
CCC: Dating 101 (Title IX Presentation)
RC: Chalk-It-Out Suicide Awareness
RC: Mexican Independence Day Celebration
RC: Mental Health First Aid Training
RC: Hispanic Heritage Month
DO: DEIA Summit

October 2023
FCC: Domestic Violence Awareness Month
FCC: Healthy Relationships
FCC: 7th Annual Undocumented Student Action Week
FCC: Awareness Walk
FCC: Breast Cancer Awareness Event
FCC: Panel Discussion on Breast Cancer
FCC: We Fight Together
FCC: No Dogs Film Screening & Conversations with Dr. Alex Fabros
FCC: Disability Awareness Day
CCC: Fresno Vet Center Services Campus
CCC: Male Student Success Initiative
MCC: Undocumented Student Action Week
RC: Clyde's Clost Event for Students
RC: Healthy Relationship Workshop with Marjaree Mason Center
RC: National Disability Employment Awareness Month
DO: ACHRO

November 2023
FCC: Dia De Los Muertos
FCC: The 1920's Ku Klux Klan in Fresno
FCC: Native Writers Workshop
FCC: National First Generation Day
FCC: Winter Wellness Event
FCC: Biology Symposium: Diseases for All
CCC: Remember the Troops Donation Drive
CCC: Egghead & Twinkie Film Showing
CCC: Formerly Incarcerated Students Workshop
CCC: STEM Career Fair
MCC: Dia de Los Muertos
MCC: Veteran's Day Celebration
MCC: La Posada
RC: Dia de Los Muertos Activity

RC: APIFSA Diwali Celebration
DO: Colegas

December 2023
CCC: Puppies and Donuts
CCC: Free Yoga Sessions

January 2024
CCC: Audia Dixon: Reimagining Eden Art Exhibition Opening Reception
CCC: MLK Celebration Film Screening
RC: MLK Day Celebration
RC: MLK Equity Walk

February 2024
CCC: Black History Month Opening Ceremony
CCC: Scholarship Workshop
CCC: Cocoa and Culture
CCC: Give Yourself Some of that Self Care
CCC: 6th Annual African American Read-In
CCC: Sweet Potato Pie Contest
CCC: Movie Night
CCC: Campus Field Trip to Colonel Allensworth State Historic Park
MCC: Dr. Deshunna Monay Ricks author of I Am Valuable
MCC: African Drum Interactive
RC: Guest Speaker Carlanda Miller
DO: UC Merced Job Fair

March 2024
FCC: Poetry Reading: Celebrating Phenomenal Women
FCC: Puente Presents Author and Activist, Xochitl-Julia Bermejo
FCC: Social Justice Grand Opening Center
FCC: Holi Festival of Colors
FCC: Self-Defense Workshop
CCC: Women's History Month Celebration
CCC: Persian New Years
CCC: Holi Festival
CCC: Free Women's Self Defense
MCC: Colors of Change
MCC: 3rd Annual Women in History
RC: Mechanized Ag Program Future Technician Days
RC: Pride Brunch
RC: Disability Awareness Day Guest Speaker & Adult Transition Fair
RC: Women's History Month Brown Bag Lunch Series
DO: Invisible Disabilities Workshop
DO: New Employee Orientation
DO: A2MEND

Districtwide: Classified Mega Conference, all-day professional development, breakout sessions topics included:

- Guided Pathways
- Building Safe Spaces/Cultural Proficiency
- Public Speaking Tips & Tricks

April 2024
FCC: Alcoholics Anonymous
FCC: RCS Service and Sexual Assault Awareness Month
FCC: Visiting Artist Performance: Emilio Rojas
FCC: Eskrima Filipino Martial Art Workshop
FCC: What is Sexual Assault?
FCC: Speaker Forum Presents Jose Antionio Vargas
FCC: Chinese American Women Leaders: Panel Discussion
FCC: Police Academy Graduation Class
FCC: LFSA Paint and Sip
FCC: Sexual Assault FAQs
FCC: 2024 Spring Job Fair
FCC: Asian American Faculty and Staff Association
FCC: Chinatown Rising Film and Discussion with Filmmaker Josh Chuck
FCC: Chinese American Museum Project and Chinatown Field Trip
FCC: NASA Earth Day
FCC: Black Resource Day
FCC: Birth of the Khalsa and Sikhs in America
FCC: Daze of Justice Film and Discussion with Cambodian Filmmaker Mike Siv
FCC: Pop-Up Library
FCC: Lao and Hmong Life Cycles Workshop
FCC: Consent and College Statistics
FCC: Sexual Assault Awareness Month
FCC: Denim Day Resource Fair
FCC: Japanese American Incarceration Panel with Marion Masada and Dale Ikeda
FCC: CalWORKs Academic Achievement Reception
FCC: Asianfest Year of the Dragon
FCC: Hawaiian Hula Workshop
FCC: Ethnic Studies Panel
CCC: Farm Worker Donation Drive
CCC: Aloha Festival
CCC: Ekphrasis – Poetry in Conversation
CCC: Tea and Conversations
CCC: Anime Comic Con
CCC: Eid Celebration
CCC: Student Poetry Reading
CCC: Cambodian, Laos, & Thai New Year
CCC: Fresno County Probation Crime Victim Assistance Center
CCC: A Taste of Asia

CCC: City of Fresno Police Department Sexual Assault Unit Presentation
CCC: Careers in Technology
CCC: Willow Poetry Reading Series
CCC: Chinese-American Museum Tour
CCC: Walk it Out Chalk it Out
CCC: Employee Poetry Reading
CCC: Rape Counseling Services Presentation
CCC: Fresno State Black Excellence in Science and Technology (BEST) STEM Presentation and Student Panel
CCC: Wear Denim Day
CCC: Black Student Success Spring Mixer
CCC: Black Student Union Informal Meeting
MCC: Asian American Month Celebration
MCC: Asian Pacific Heritage Celebration
MCC: Mural unveiling (Themes include: Dolores Huerta, Cesar Chavez, Agriculture/Farmworker, Chicano, Education)
MCC: 2024 Diversity, Equity, Inclusion, Anti-Racism, and Accessibility Champions
RC: Enseñamos Conference for Future Teachers
RC: STEM Pathway Kick Event
RC: Baisakhi Harvest
RC: Commemoration of the 108th Anniversary of the Armenian Genocide
DO: Sexual Assault Awareness/Denim Day
DO: APAHE

May 2024
FCC: EOPS Celebrate your Success
FCC: Torch of Excellence
FCC: Raising the Glass for Latino Success
FCC: USEAA End of the Year Celebration
FCC: Asian Pacific Islander Celebration of Success
FCC: Rainbow Graduation Celebration
FCC: Dream Center Graduation & Scholarship Celebration
FCC: RAIN End-of-Year Location
FCC: Dean's Medallion Ceremony
FCC: Next-Up End-of-Year Celebration
FCC: Puente End-of-Year Celebration
FCC: Certificate Ceremony
FCC: African American Graduates Celebration
FCC: Latino Graduation Celebration
FCC: SYMBAA/IDILE
FCC: TRiO Upward Bound/UBMS Senior Recognition
FCC: Fire Academy EMT Completion Ceremony
FCC: Dental Hygiene Pinning Ceremony
FCC: Nursing Pinning Ceremony
FCC: Design Science High School Graduation
CCC: Cinco de Mayo Salsa Contest

CCC: My Immigrant Story
CCC: End of the Year Mass
CCC: Student Documentaries
CCC: Student Art and Music Open House
CCC: Rainbow Graduation and Cord Pick-Up
MCC: Cinco de Mayo Celebration
MCC: Salud Mental y Bienestar
RC: APIFSA Heritage Month Celebration
RC: Cinco de Mayo Celebration
RC: API Student Achievement Celebration
RC: Healthcare Interpreter Program Graduation Ceremony
RC: LFSA Grad Celebration
RC: Black Student Recognition
RC: Dental Assisting Pinning Ceremony
RC: VROP Wildland Fire Science Grad Ceremony
DO: Mental Health Awareness Workshop

June 2024
Pride Parade 2024 (Districtwide)
FCC: Fire Academy Graduation #61
FCC: Radiologic Technology Pinning Ceremony
FCC: Police Academy Graduation Class

Events not limited to one month
FCC: New Employee Equity Academy
FCC: Ram REL (Racial Equity Labs)
CCC: STEM Study Hour
RC: Healthy Relationships Online Student Group
DO: HR Office hours on campuses
DO: Classified Leadership with a Guided Pathway Lens
DO: EEO Training for Search committees
DO: Onboarding training in Vision Resource Center, "I Don't See Color" assigned to all new hires

APPENDIX G: Training Resources

- ACCT Trustee Education Resources: https://www.acct.org/resources

- ACHRO/EEO DEI Taskforce Hiring Strategies & Recommendations: http://achroeeo.com/diversity-equity-and-inclusion/

- ASCCC Inclusion, Diversity, Equity, Anti-Racism, and Accessibility (IDEAA) Tools: https://asccc.org/asccc-inclusion-diversity-equity-anti-racism-and-accessibility-ideaa-tools

- CCCCO Vision for Success: https://www.cccco.edu/About-Us/Vision-for-Success

- CCCCO Memo for New EEO Plan Regulations: EEO NEW PLAN REGULATIONS

- CCLC Papers, Reports, Publications & Data Center: https://ccleague.org/

- SCCCD JEDI/EEO webpage: https://www.scccd.edu/about/diversity-equal-employment-opportunity-and-non-discrimination.html

- SCCCD Research & Institutional Effectiveness: https://www.scccd.edu/departments/educational-services-and-institutional-effectiveness/research-and-institutional-effectiveness/index.html

- Vision Resource Center: https://visionresourcecenter.cccco.edu/

APPENDIX H: Job Advertising Venues and Community Partners

Ongoing Advertising Venues

Chronicle.com
CCJN.org
ComunnityColleges.AcademicKeys.com
VeteransinHigherEd.com
CCJobsNow.com
HBCUconnect.com
NativeAmericansinHigherEd.com
HigherEdJobs.com
LGBTinHigherEd.com
CCCRegistry.org
Edjoin.org
CCJobs.com
HispanicsinHigherEd.com
DisabledInHigherEd.com
InsideHigherEd.com
WomenAndHigherEd.com
AsiansInHigherEd.com
BlacksInHigherEd.com
CommunityCollegeJobs.com

Special Advertising Venues Utilized This Year

cccolegas.org
HealthFacultyJobs.com
LinkedIn
Indeed.com
adasci.org
CAEYC.org
IEEE.org
NursingFacultyJobs.com
HealthFacultyJobs.com
Go Law Enforcement
Deaf Digest
911 Media
Discover Policing
California Association of Student Financial Aid Administrators (CASFAA)
National Association of Student Financia Aid Advertising (NASFAA)
Careers In Government
Dice Career Solutions
California Association of School Business Officials (CASBO)

Community Partners

Central Valley Black Nurses

Central Valley Regional Center
Fresno Area Hispanic Foundation
Fresno Japanese American League
Integrated Mental Health Housing and Recovery
Mosqueda Community Center
National Association of Women in Construction
Sikh Institute Fresno
Valley LEAP (Latino Environmental Advancement Project)

State Center Community College District's Dedication to Diversity

2024 Annual Report

Published by the Office of EEO/Diversity & Professional Development, Human Resources and

the Offices of Institutional Research

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