STATE CENTER
COMMUNITY COLLEGE DISTRICT

DEDICATION TO DIVERSITY & EEO 2024 Annual Report

Fresno City College

Reedley College

Clovis Community College

MADERA COMMUNITY COLLEGE

Published by the Offices of
EEO/Diversity & Professional
Development, Institutional Research and
Human Resources

EEO Plan Overview

- Title 5 requires all districts to adopt an Equal Employment Opportunity (EEO) plan and update plan every three years.
- BOT 1st adopted the EEO plan on June 4, 2013.
  - Approved revisions on June 14, 2016 and June 4, 2019
- Plan would have been due in 2022, however, Title 5 regulation changes were proposed in July 2021.
- Changes to Title 5 approved in October 2022 and all Districts with plans due were granted extensions until May 2023 to update plans according to new guidelines.
- New guidelines require CCCCO to review plans and provide feedback prior to BOT adoption. (details of changes are in EEO Report)
- Draft plan accepted by CCCCO on May 11, 2023, returned with comments on September 8, 2023.
  - Second review permitted to acclimate to new process, plan resubmitted to CCCCO on November 13, 2023, plan returned from CCCCO on December 1, 2023.
- Presented to BOT for first read on May 7, 2024.

Measures taken to further EEO goals

Pre-Hire:

- Developing partnerships with affinity groups to identify outreach opportunities
- Participate in cultural events, conferences, intercollegiate collaborator events (A2MEND, APAHE, COLEGAS, HACU)
- Faculty Diversity Internship Program

Hire:

- Diverse and non-traditional recruitment venues for active recruitment, SCCCD hosted job fairs
- Recruitment videos, social media graphics
- Continuing to review and revise job announcements to infuse equity-minded language and priorities
- Monitoring candidate pools at each stage; discussion with committee chairs and hiring managers; review of interview materials
- Paid student participation in search process
- DEIA focused hiring initiative with redacted personally identifiable information and narrative review as 1st level screening
- AR 7220: EEO Representative on academic search committees

Post-Hire:

- Onboarding process to include anti-racist/anti-ableist training for all new hires; new hire hub website; anti-bias training in new employee orientation
- Professional Development opportunities: Classified Leadership Academy with Guided Pathways Lens, Districtwide Convocation, CCCCO developed curriculum
- Data collection: applicant surveys, stay surveys, exit surveys and ROI surveys
- EEO training for Board of Trustees and Personnel Commissioners
- Campus cohorts such as FCC Ram REL (Racial Equity Labs), RC Equity 101, MCC DEIA Champions Awards
- Formalizing and strengthening affinity groups and message of solidarity
- DEIA performance evaluation criteria
- AR 7102: Affirmed Name
- Resurvey employees for current demographic data

Reflection on 2024 Goals & Future Planning

2024 Goals

- Revise ARs & BPs with a DEIA lens
- Districtwide climate survey
- Reports to the Board disaggregated by race/ethnicity, gender, etc.
- Revise faculty search committee process
- BOT Resolutions reflecting our diverse community
- Recruitment videos
- SCCCD job fairs/open house recruitments
- Districtwide convocation with diverse presentations

2025 Goals

- Enhanced recruitment videos
- Administration of climate survey
- Implementation of FIDP
- Implementation of DEIA focused hiring initiative
- EEO Representative program implementation
- Inclusive events handbook
- Campuswide anti-bias training or talking circles
- Mentorship program
- Updated EEO website
- Districtwide diversity event
- DEIA Evaluation implementation
- SCCCD Affinity Group Coalition

Resources

ACHRO/EEO http://achroeeo.com/diversity-equity-and-inclusion

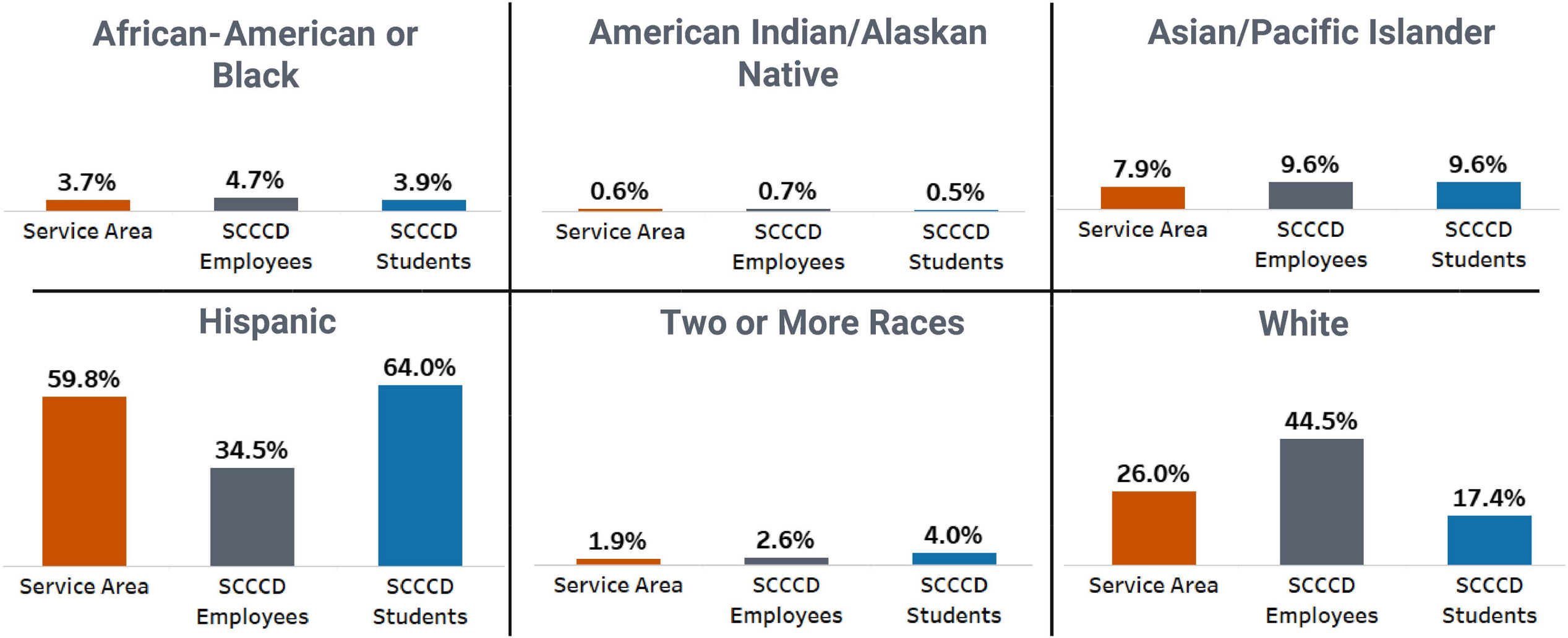
CCCCO https://cccco.edu/About-Us/Vision-for-Success/diversity-equity-inclusion

ASCCC https://ccconlineed.instructure.com/courses/5733

Vision Resource Center Modules: “I Don’t See Color, I Just See People: Becoming Culturally Competent”, “EEO Data Plan Analyses”, “Equitable Hiring Practices”, “Equity Centered Counseling Foundations” https://visionresourcecenter.cccco.edu

American Psychological Association Inclusive Language Guide https://www.apa.org/about/apa/equity-diversity-inclusion/language-guidelines

Service Area Population (2024) vs. SCCCD Employees (2024) & SCCCD Students (2023FA)

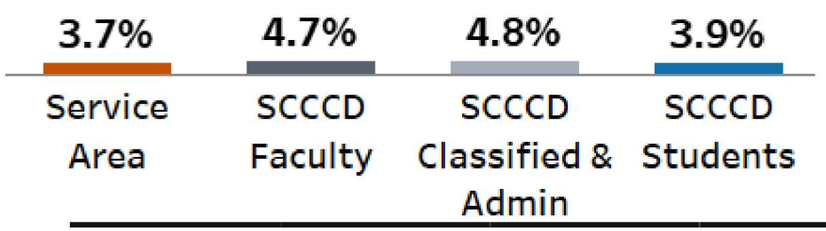


Service area includes Fresno, Kings, Madera, and Tulare counties.

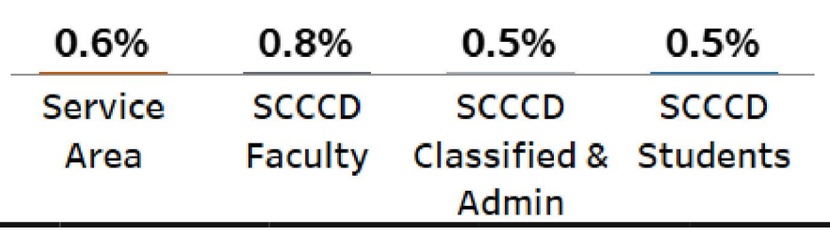
Data Source: U.S. Census Data from Lightcast Demographic Overview, Q1 2024; SCCCD Aterm; SCCCD Workforce Data.

Service Area Population (2024) vs. SCCCD Employees (2024) & SCCCD Students (2023FA)

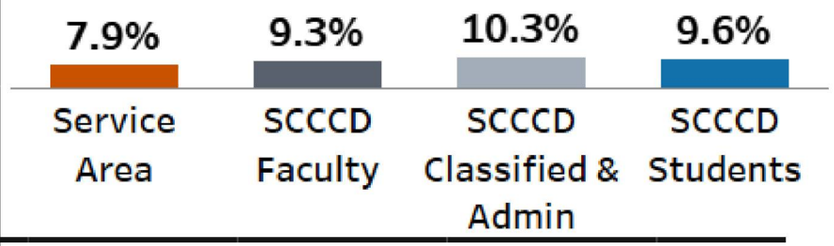
African-American or Black



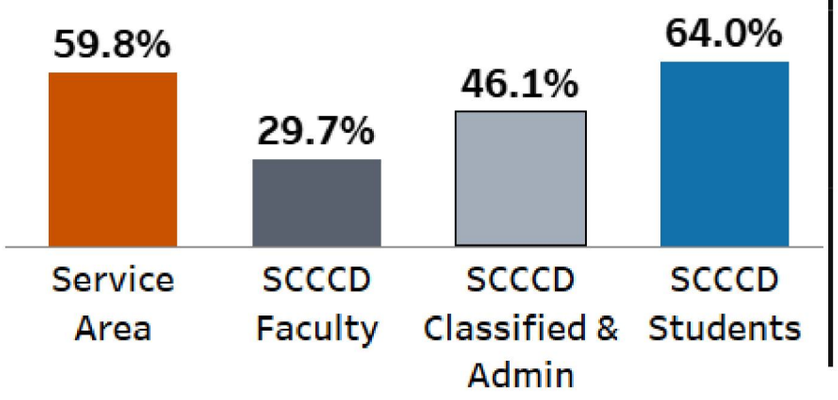
American Indian/Alaskan Native



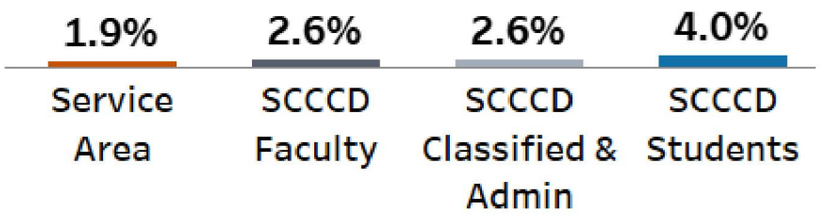
Asian/Pacific Islander



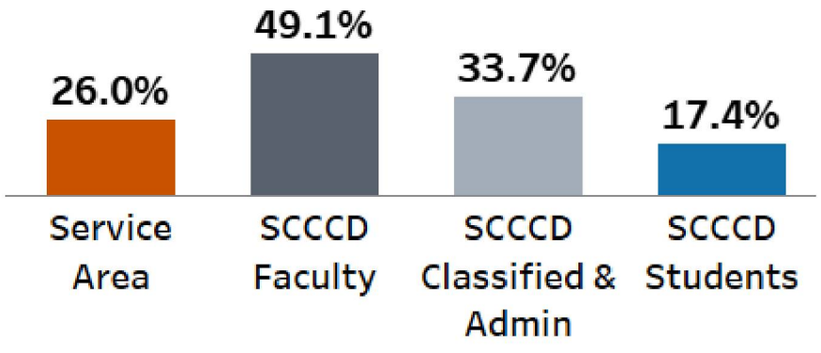
Hispanic



Two or More Races



White



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.

SCCCD Employee Profile

	Current
Total Employees	2,578
Total Classified	636
Total Faculty	1,805
Total Full time Faculty	729
Total Part time Faculty	1,076
Total Administrator	137

SCCCD Employee Trend
(2020-2024)

African-American or Black

0%

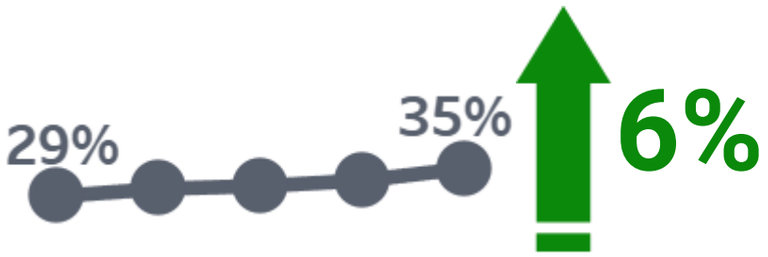
American Indian/Alaskan Native

0%

Asian/Pacific Islander

0%

Hispanic



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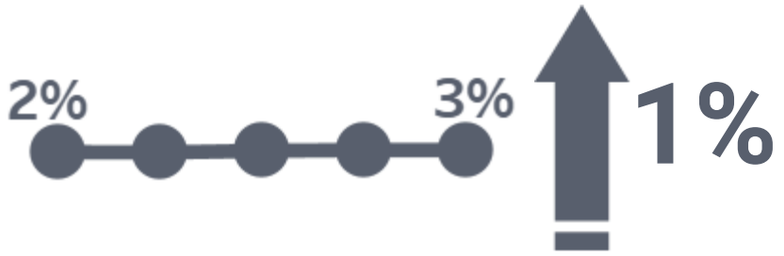
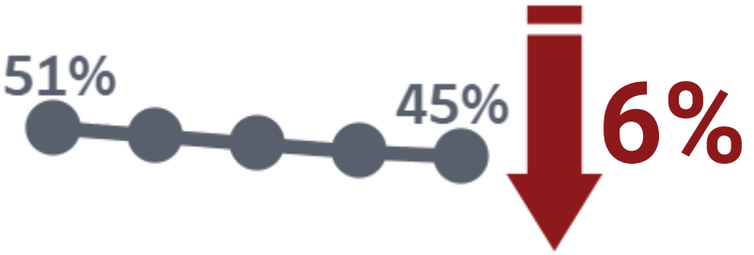


White



SCCCD Employee Trend – Full-Time Faculty

(2020-2024)

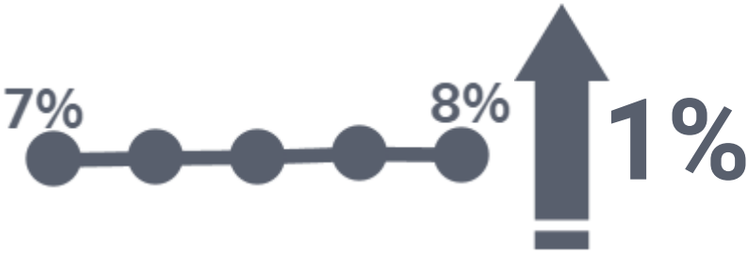
African-American or Black

0%

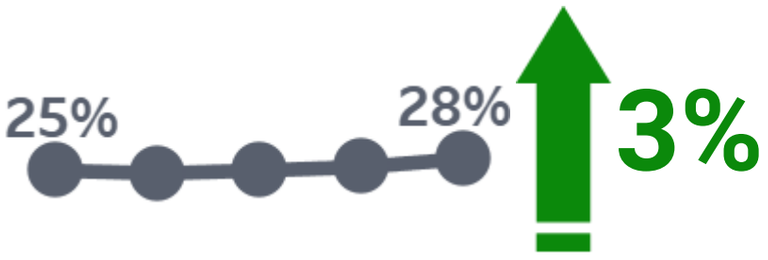
American Indian/Alaskan Native

0%

Asian/Pacific Islander



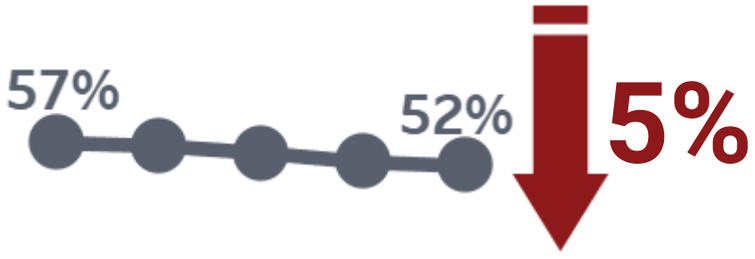
Hispanic



Two or More Races

0%

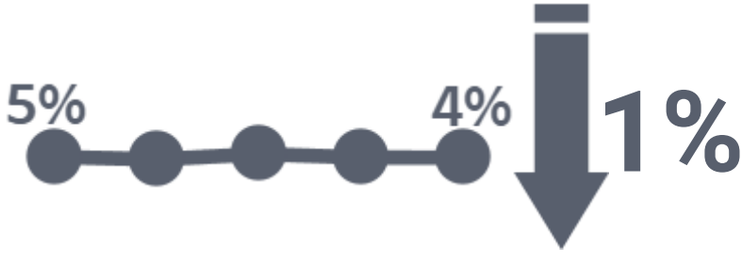
White



SCCCD Employee Trend – Part-Time Faculty

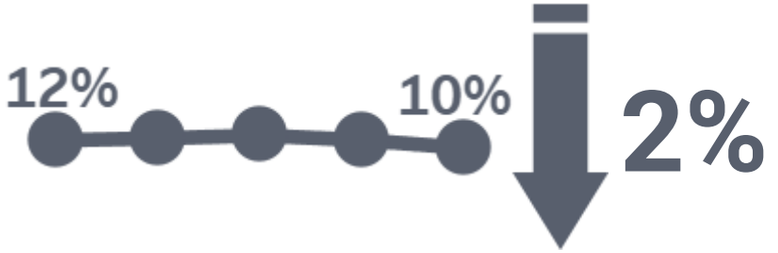
(2020-2024)

African-American or Black



American Indian/Alaskan Native

Asian/Pacific Islander



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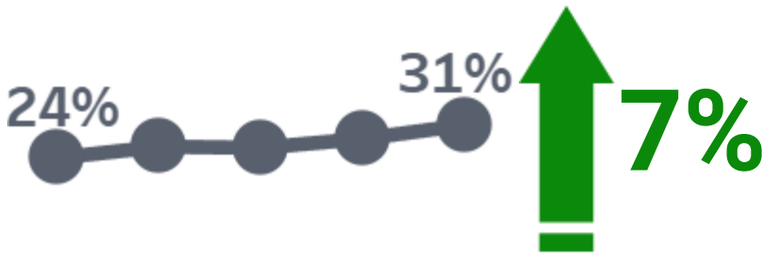

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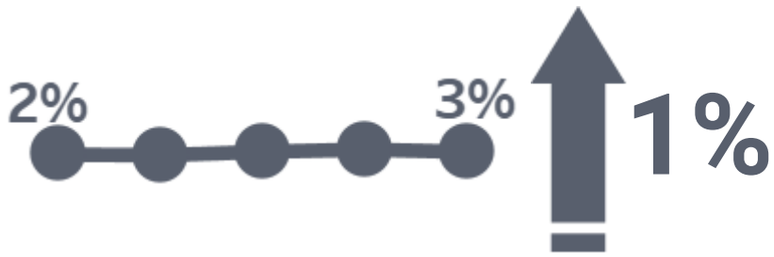

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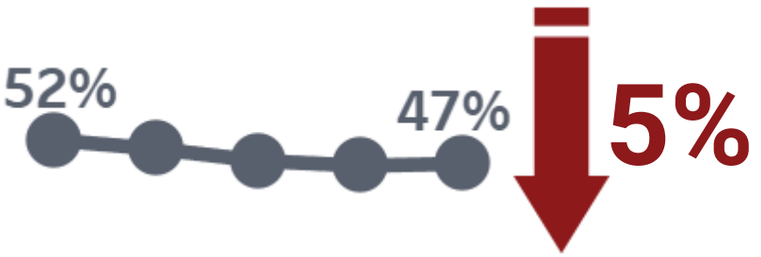
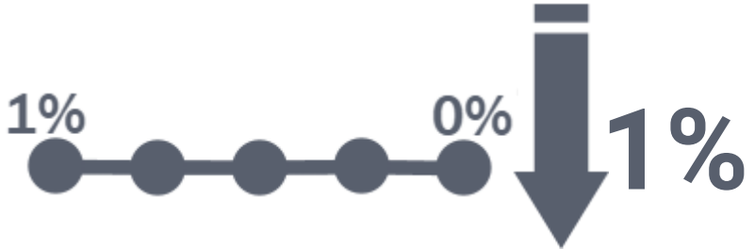


SCCCD Employee Trend - Classified & Administrators

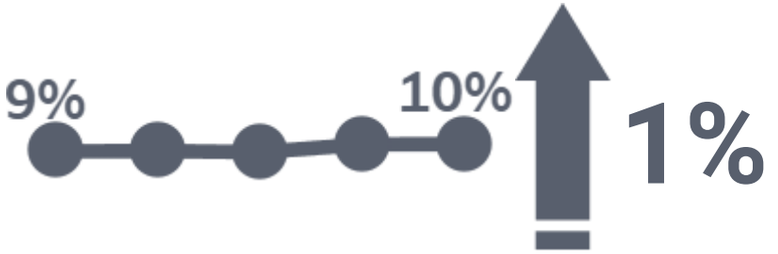
(2020-2024)

African-American or Black

American Indian/Alaskan Native



Asian/Pacific Islander



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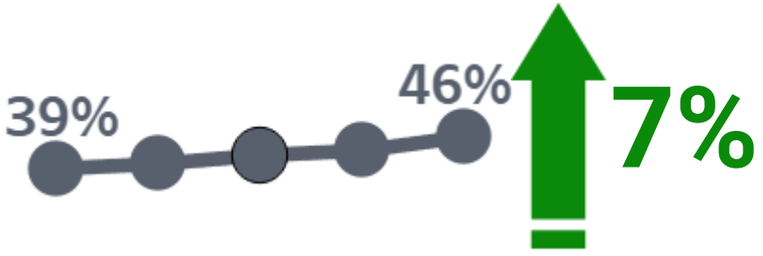

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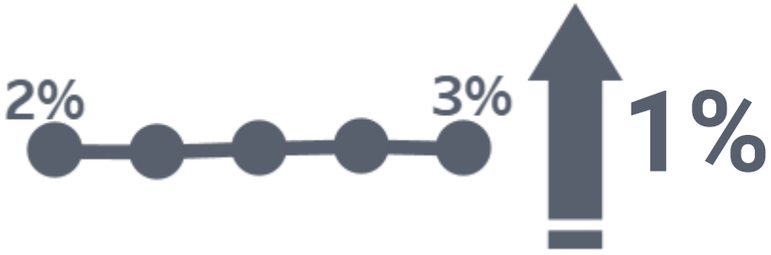

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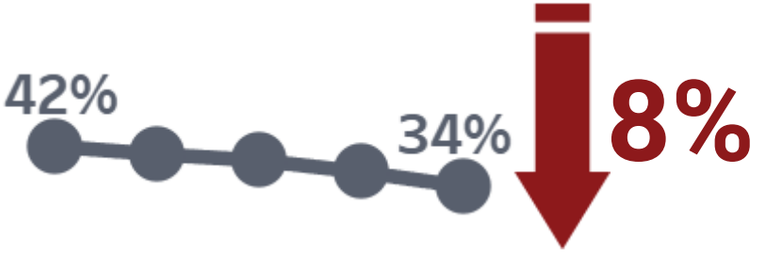


District Office (DO) Employee Profile

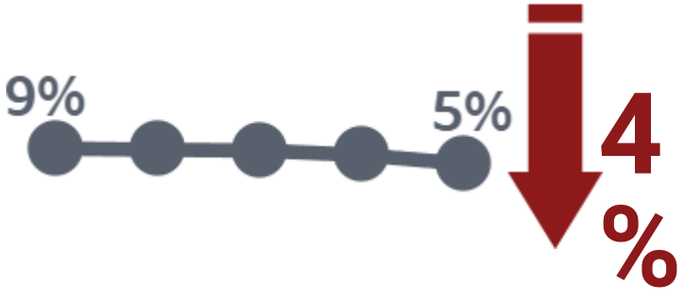
	Current (2024)
Total Employees	164
Total Classified	133
Total Administrators	31

DO Employee Trend
(2020-2024)

African-American or Black

American Indian/Alaskan Native

Asian/Pacific Islander



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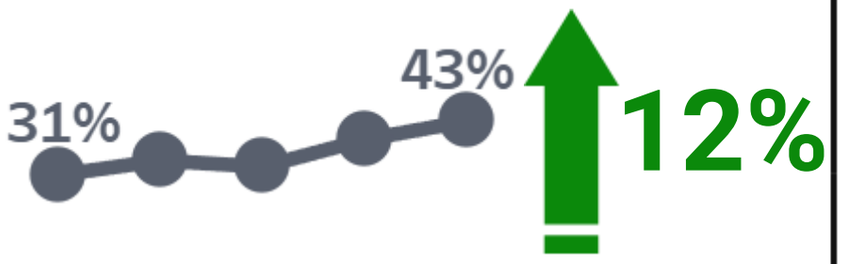

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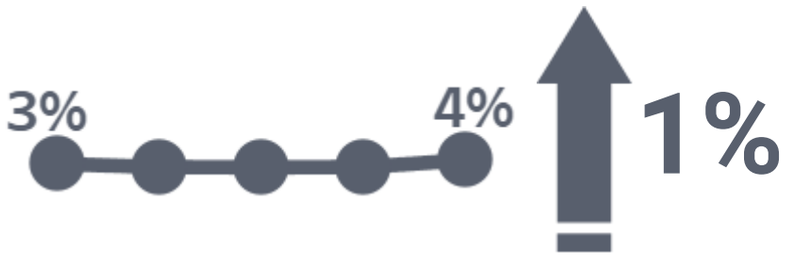
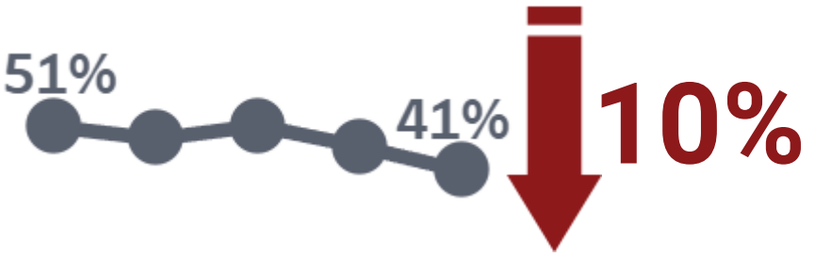


White



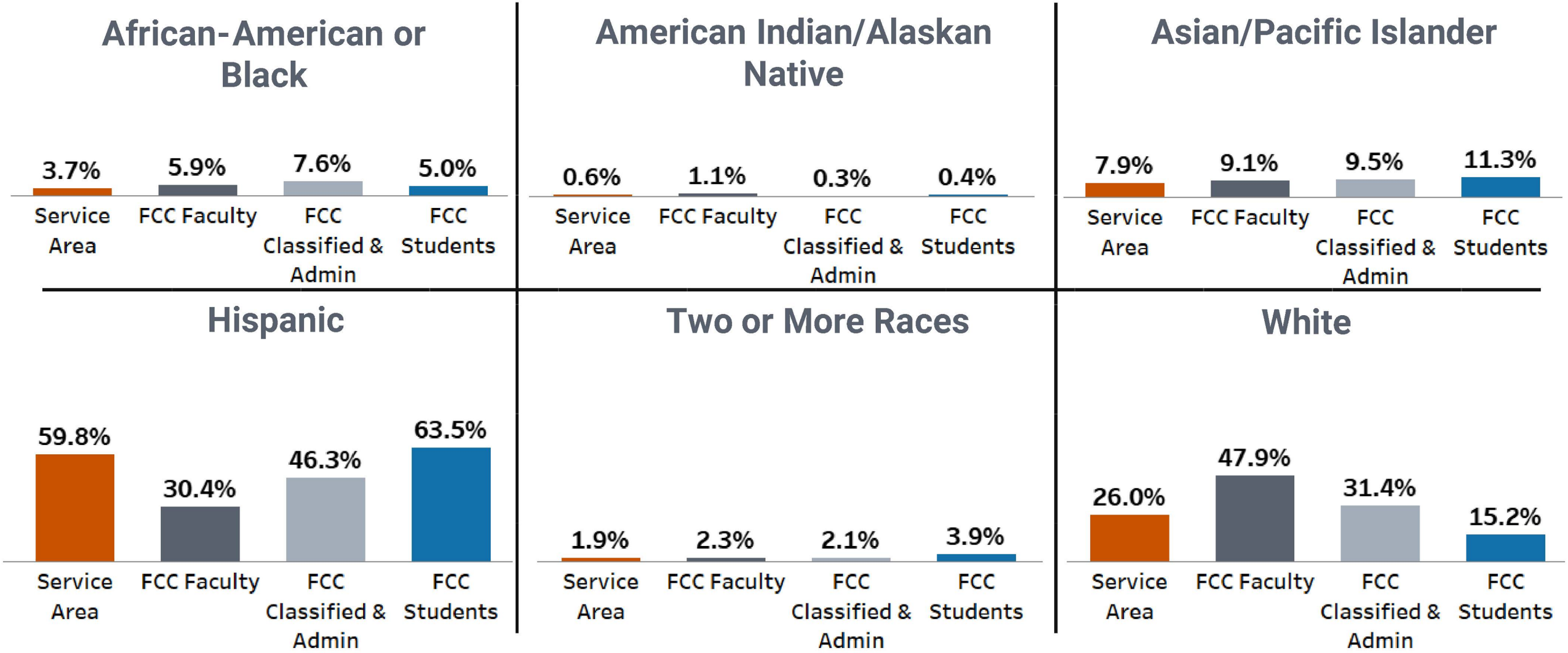
Dr. Robert Pimentel,
President

Fresno City College

FCC Employee Profile

	Current (2024)
Total Employees	1,438
Total Classified	284
Total Faculty	1,110
Total Full time Faculty	386
Total Part time Faculty	724
Total Administrators	44

Service Area Population (2024) vs. FCC Employees (2024) & FCC 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.

FCC Employee Trend
(2020-2024)

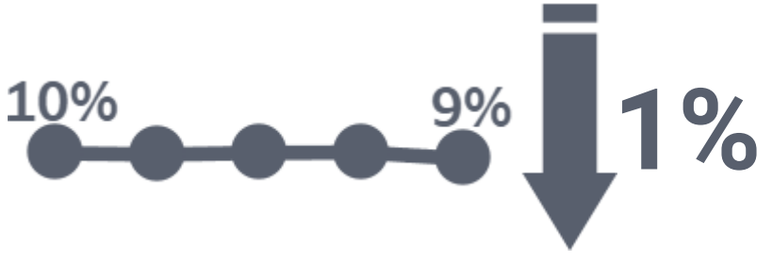
African-American or Black

0%

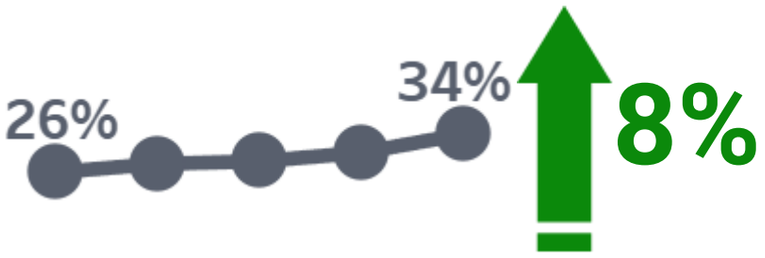
American Indian/Alaskan Native

0%

Asian/Pacific Islander



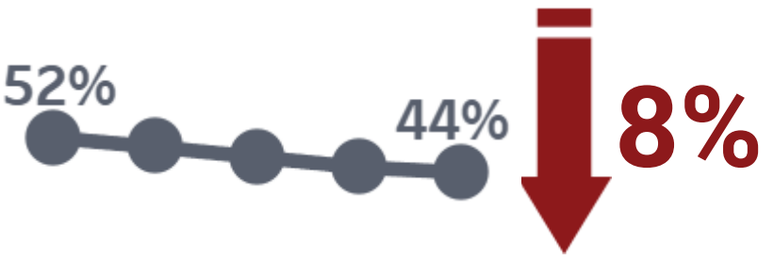
Hispanic



Two or More Races

0%

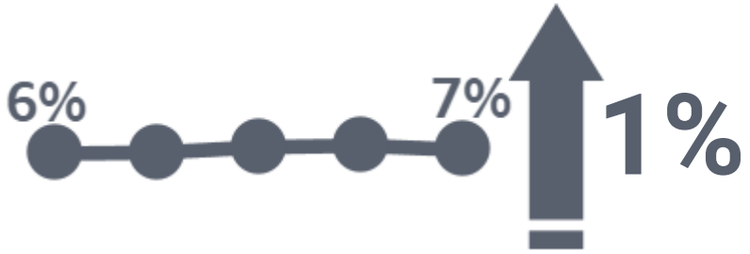
White



FCC Employee Trend – Full-Time Faculty

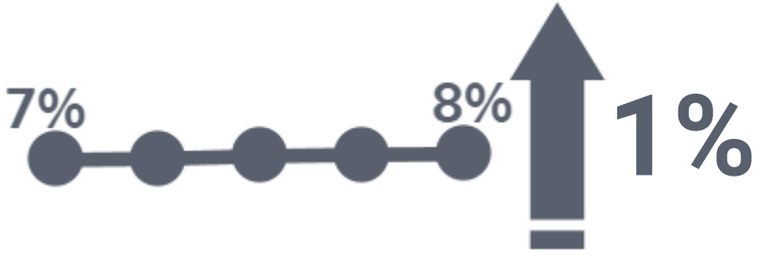
(2020-2024)

African-American or Black

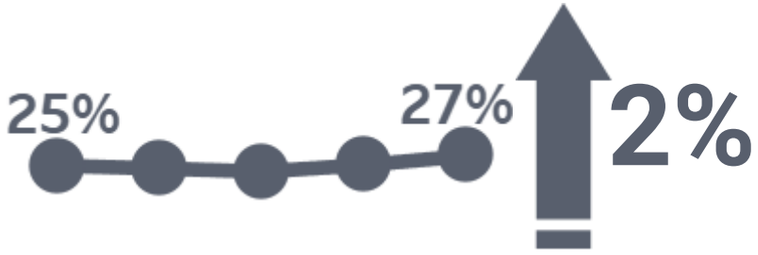


American Indian/Alaskan Native

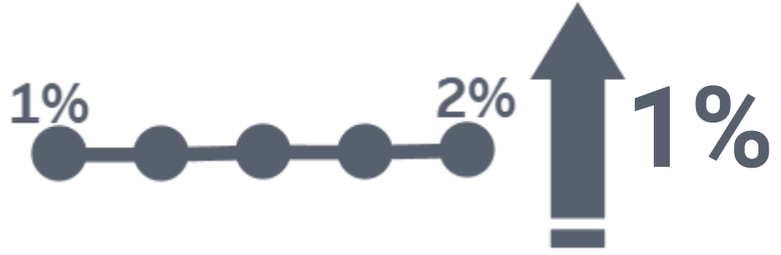
Asian/Pacific Islander



Hispanic



Two or More Races



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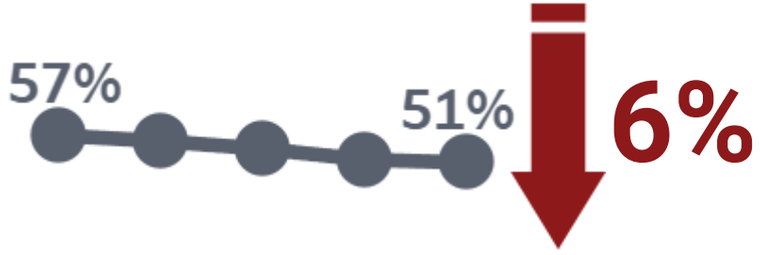
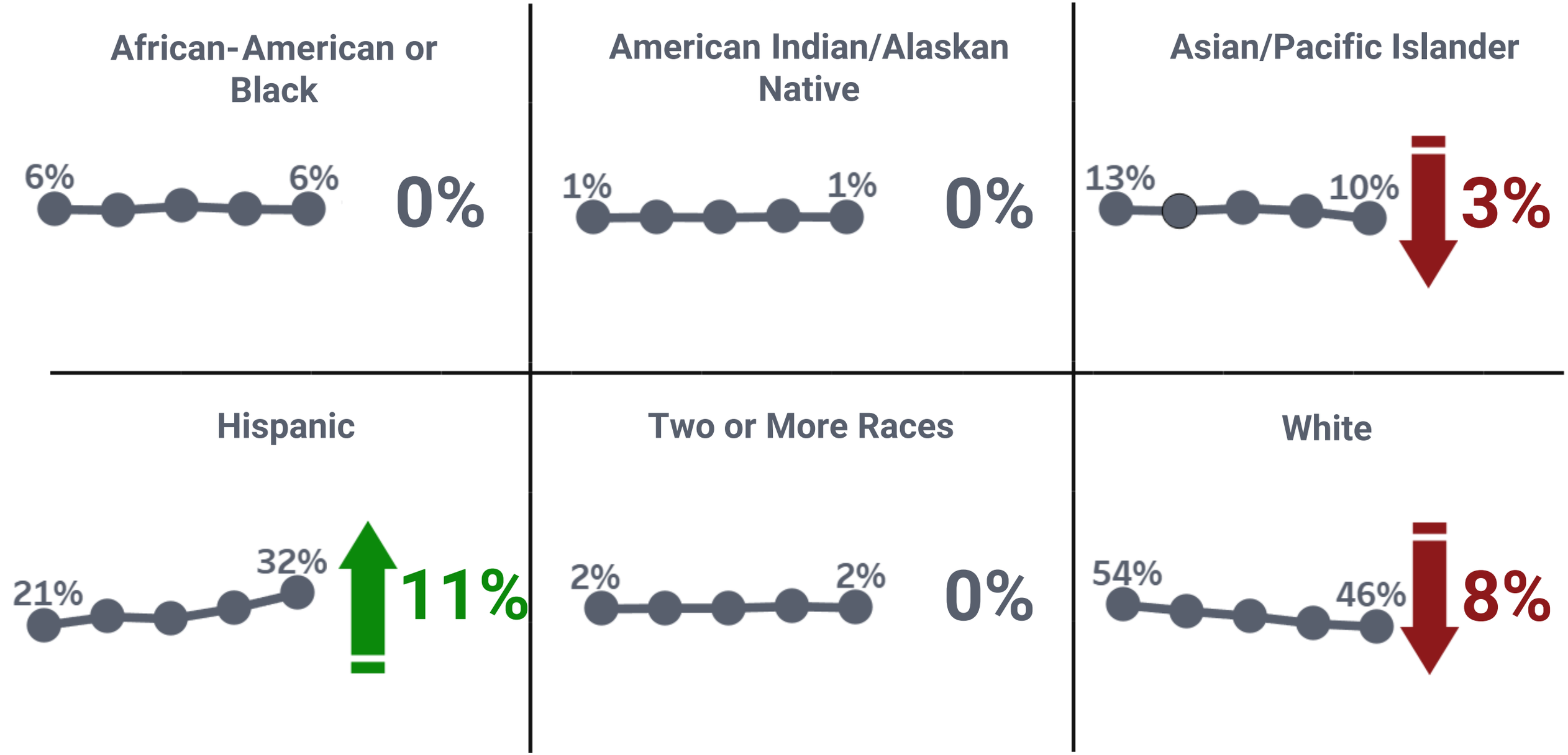


FCC Employee Trend – Part-Time Faculty

(2020-2024)



FCC Employee Trend - Classified & Administrators

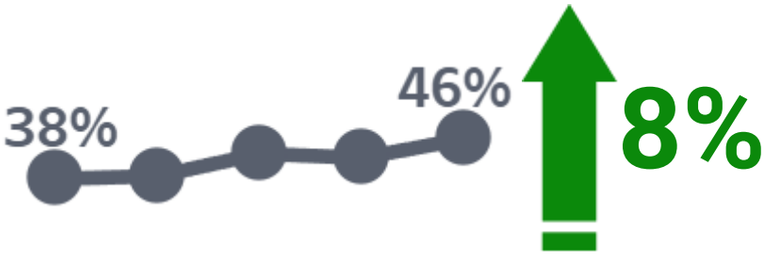
(2020-2024)

African-American or Black

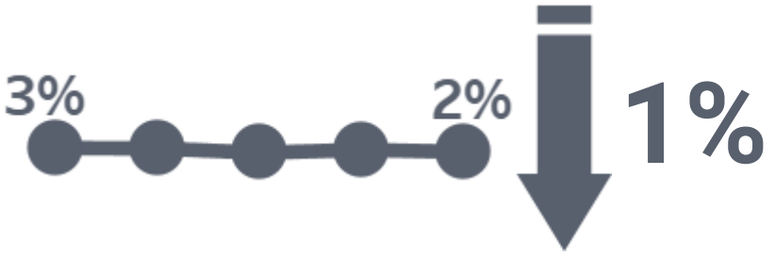
American Indian/Alaskan Native

Asian/Pacific Islander

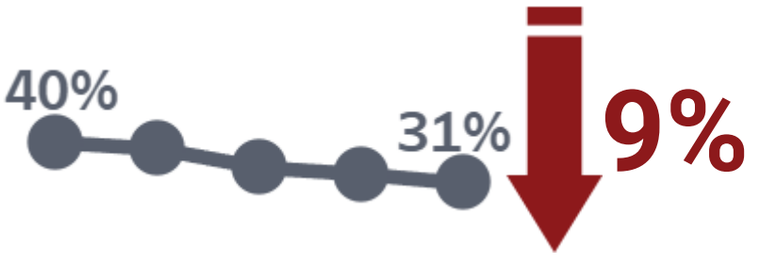
Hispanic



Two or More Races



White



FCC College Overview/ Data Analysis (2020-2024)

01

FCC is doing well in hiring African American, American Indian, Asian, two or more races.

FCC is still below the service area as it relates to hiring Hispanic individuals

02

Our employee hiring trends are moving in the right direction for Hispanic with an 8% increase overall.

There was a drop of 8% in our overall hiring of White individuals for all (adjunct, and FT Faculty)

03

We had an 8% increase in the hiring of Hispanic Classified and Administrators

We had a 9% drop in the hiring of White Classified and Administrators

New Hire EEO Process and Support

Pre-Hire

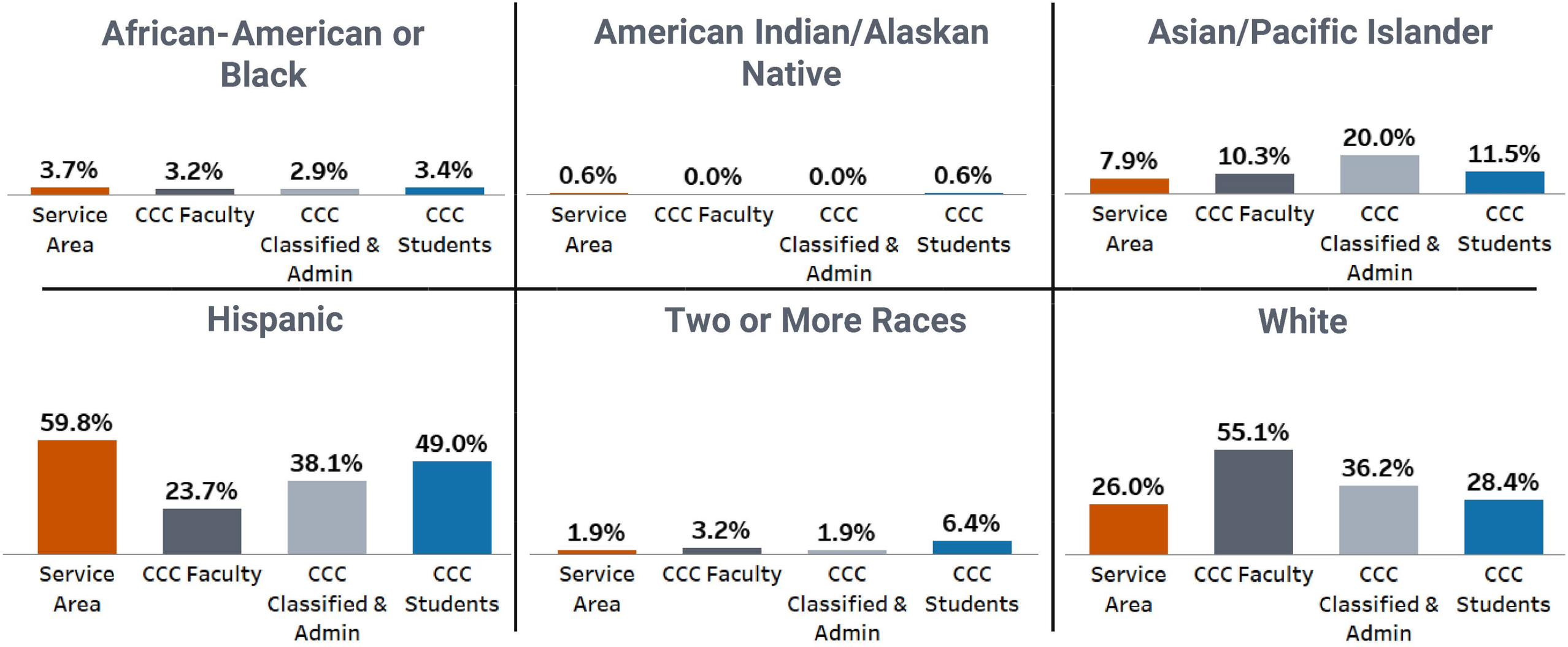
Post-Hire

Future Goals

Dr. Kim Armstrong, President

Clovis Community College

Service Area Population (2024) vs. CCC Employees (2024) & CCC Students (2023FA)



Service area includes Fresno, Kings, Madera, and Tulare counties.

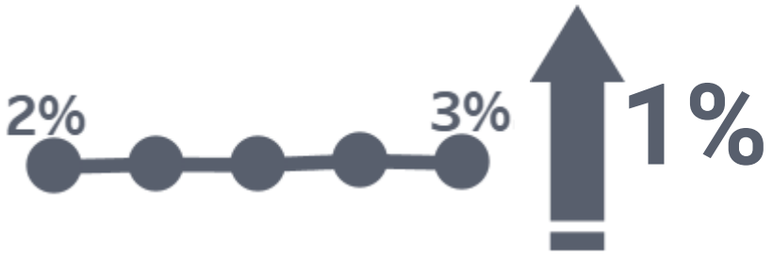
Data Source: U.S. Census Data from Lightcast Demographic Overview, Q1 2024; SCCCD Aterm; SCCCD Workforce Data.

CCC Employee Profile

	Current (2024)
Total Employees	417
Total Classified	81
Total Faculty	312
Total Full time Faculty	124
Total Part time Faculty	188
Total Administrators	24

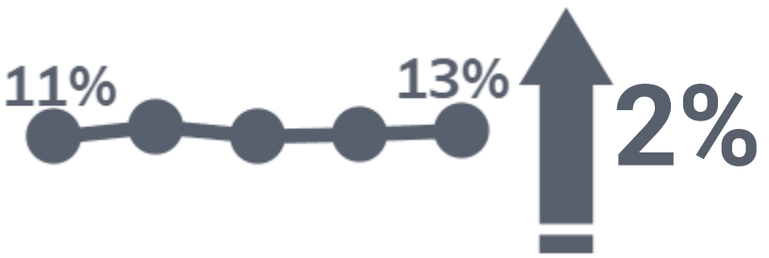
CCC Employee Trend
(2020-2024)

African-American or Black

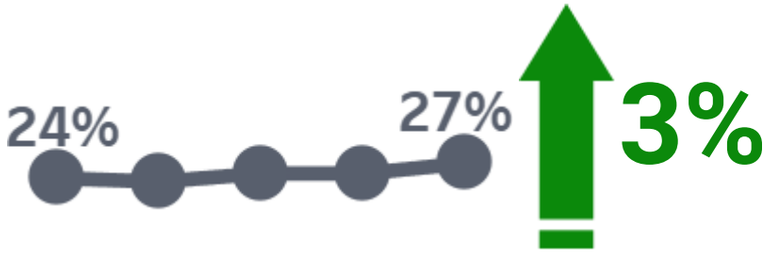


American Indian/Alaskan Native

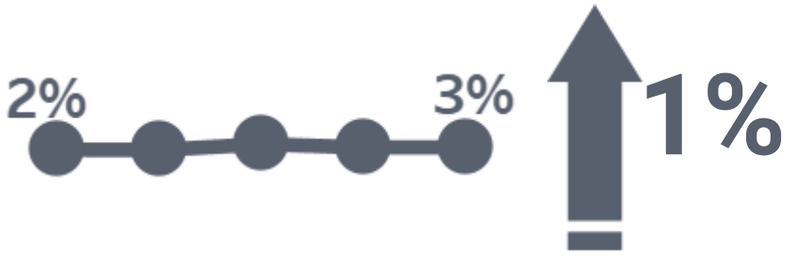
Asian/Pacific Islander



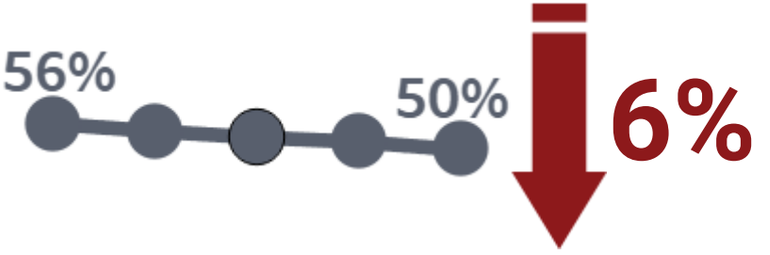
Hispanic



Two or More Races



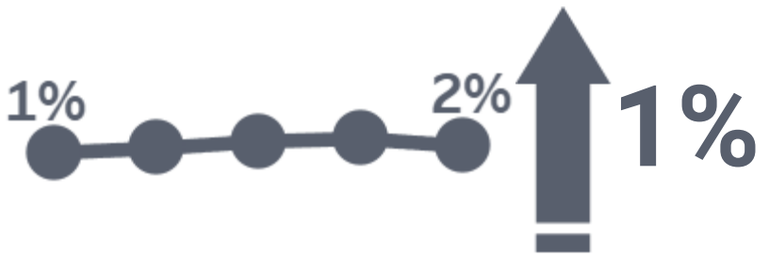
White



CCC Employee Trend – Full-Time Faculty

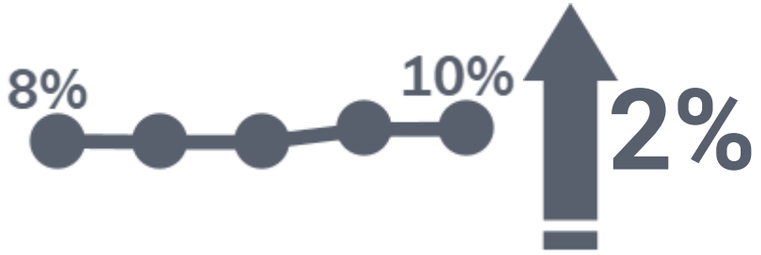
(2020-2024)

African-American or Black

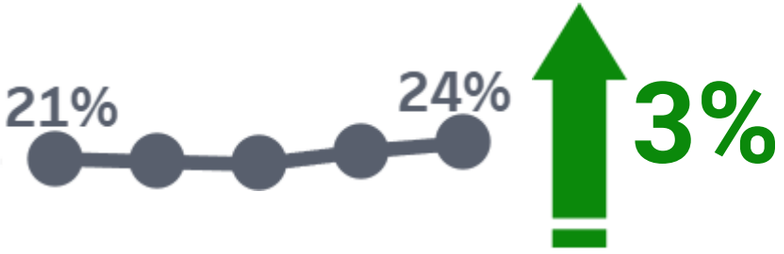


American Indian/Alaskan Native

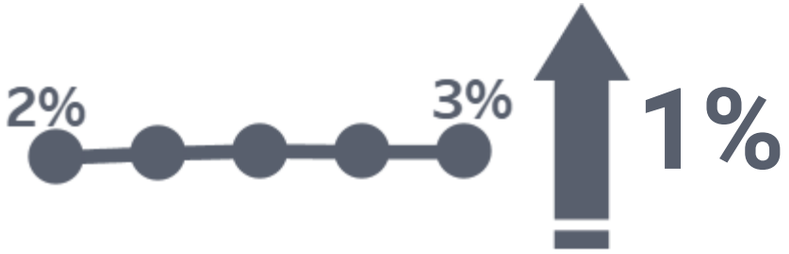
Asian/Pacific Islander



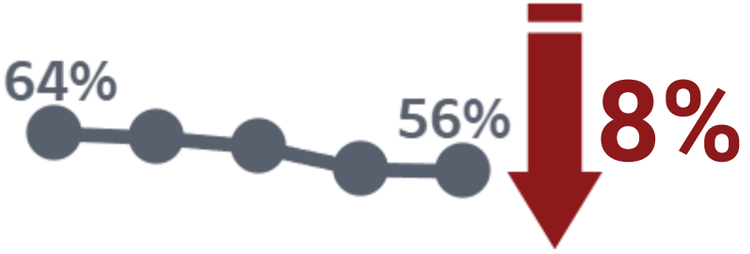
Hispanic



Two or More Races



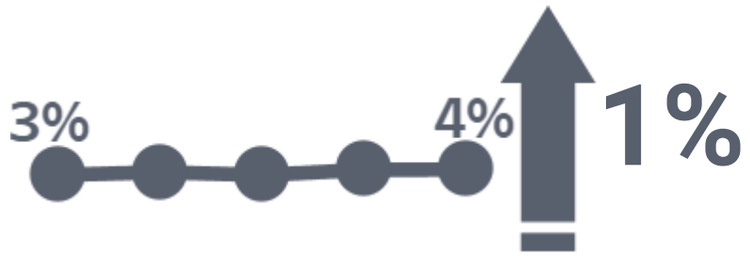
White



CCC Employee Trend – Part-Time Faculty

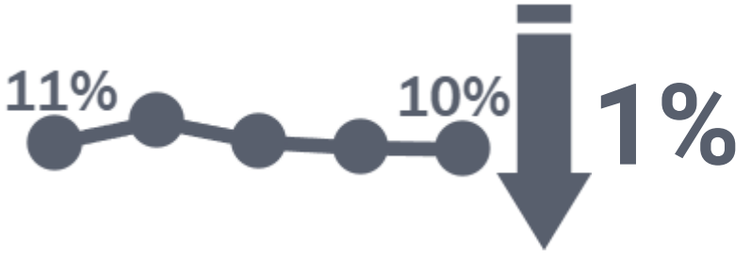
(2020-2024)

African-American or Black

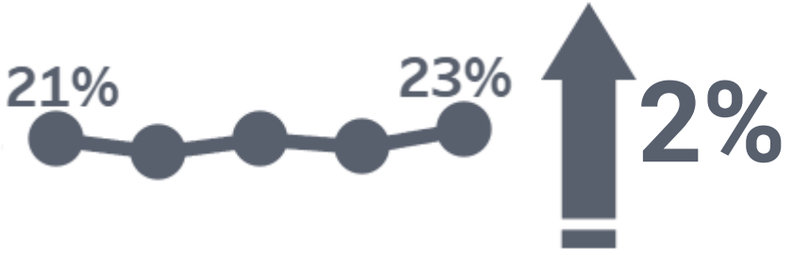


American Indian/Alaskan Native

Asian/Pacific Islander

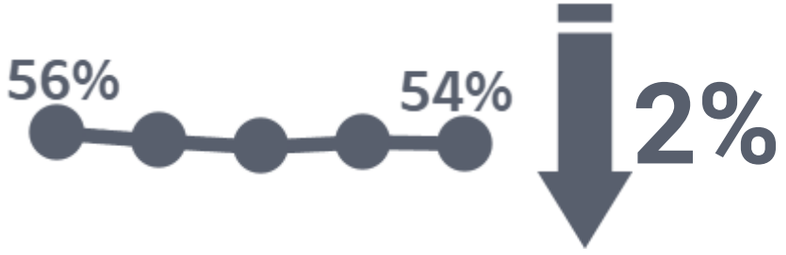


Hispanic



Two or More Races

White



CCC Employee Trend - Classified & Administrators

(2020-2024)

African-American or Black

0%

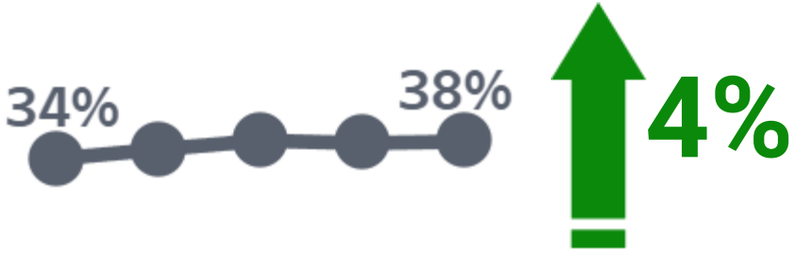
American Indian/Alaskan Native

1%

Asian/Pacific Islander

5%

Hispanic



4%

Two or More Races

1%

White

9%

CCC College Overview/ Data Analysis (2020-2024)

01

Overall increase in diversity. However, the majority of employees remain more female than male. Between 2020 to 2024, African American, Asian Pacific Islander, and Hispanic employee numbers increased.

02

Between 2020 to 2024 there was an increase in Asian Pacific (5%) and Hispanic (4%) Classified Professionals and Administrators, and an increase in Hispanic (3%) and Asian Pacific Islander (2%) Full Time Faculty.

03

As an HSI, we continue to lag in meeting our goal of Hispanic employee mirroring our service area and student demographics.

New Hire EEO Process/Support

Pre-Hire

1. Increase visibility – Diversity Community
    - Fresno Center
    - Future Focus
    - Fresno Black Chamber
    - Sororities & Fraternities
2. Building relationships
3. Work with diverse community regarding expectation and requirements for employment at SCCCD
4. Diversity community advisory groups

Hiring Process – Use an Equity Len

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

Post-Hire

1. New Faculty Institute
2. Crush Coaching
3. Creating Clovis specific onboarding tool for all PT, Adjunct Faculty, Admin to help navigate the complex organization and to make them feel welcomed (finish August 2024)
4. Have an inclusive culture where we recognize new employees and intentional about checking on them at both campuses and after hours.
5. Invite to diversity activities on campus
6. Achieving the Dream School
7. Established and re-established employee affinity groups RASFA & EOCA
8. Presented Sense of Belonging Survey (student results) to College Council.
9. DEIA training for Curriculum Committee members
10. Training and support for DEIA in the online classroom
11. Accessibility Capability Maturity Model (ACMM)
12. DEIA Flex Day session
13. Disaggregated –individualized course data

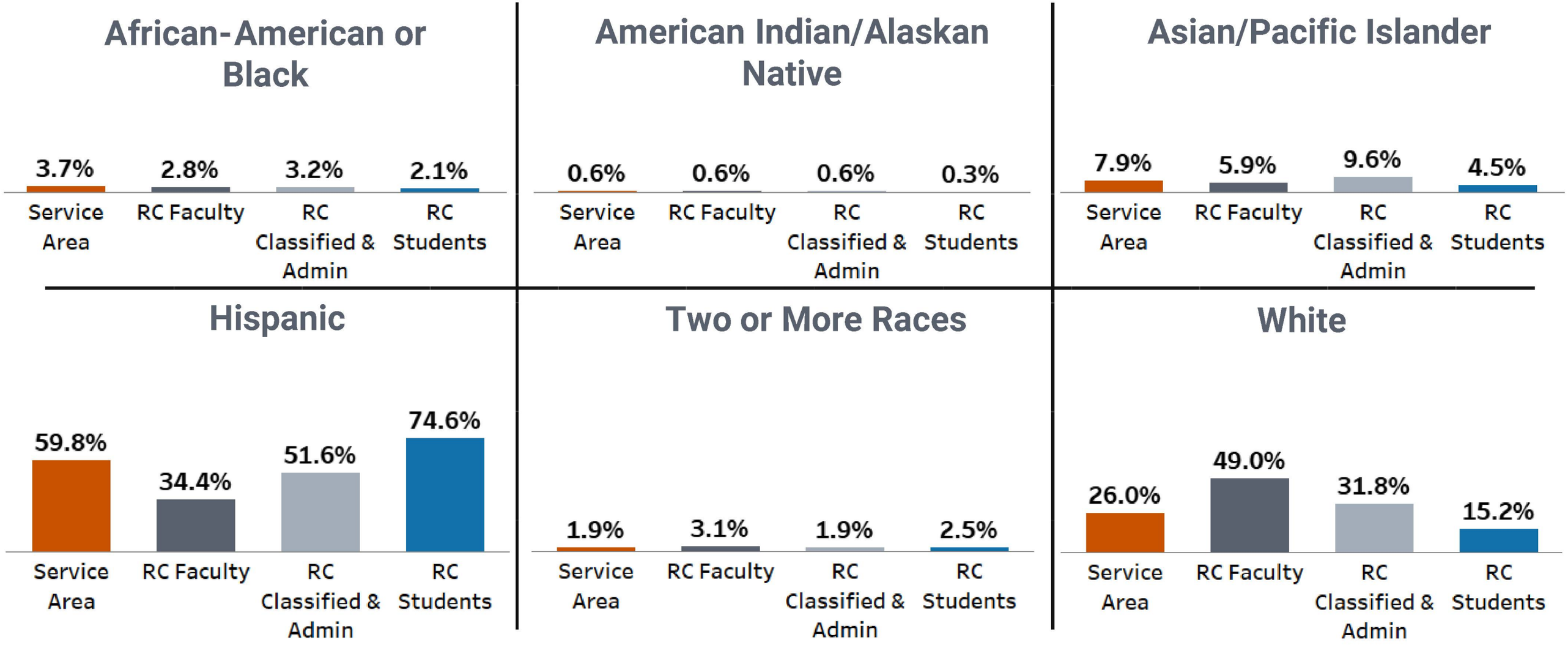
Future Goals

1. Create an environment with intentional efforts toward being an HSI
2. Faculty
3. Increase student clubs
4. Will conduct Sense of Belonging Survey for faculty and classified professionals Fall 24/Spring 25

Dr. Jerry Buckley, President

Reedley College

Service Area Population (2024) vs. RC Employees (2024) & RC Students (2023FA)



Service area includes Fresno, Kings, Madera, and Tulare counties.

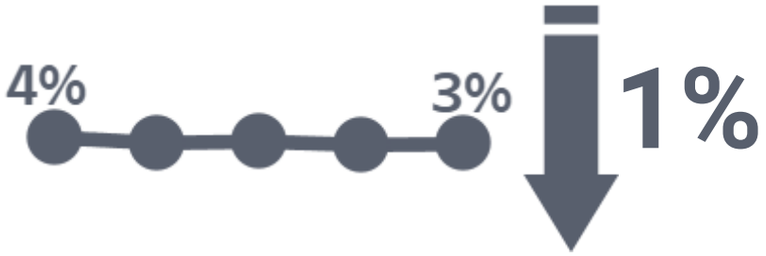
Data Source: U.S. Census Data from Lightcast Demographic Overview, Q1 2024; SCCCD Aterm; SCCCD Workforce Data.

RC Employee Profile

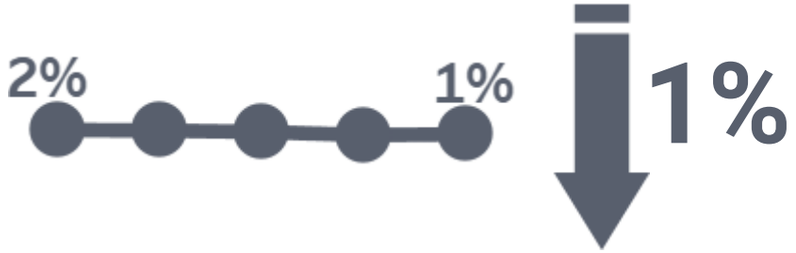
	Current (2024)
Total Employees	512
Total Classified	127
Total Faculty	355
Total Full time Faculty	157
Total Part time Faculty	198
Total Administrators	30

RC Employee Trend
(2020-2024)

African-American or Black

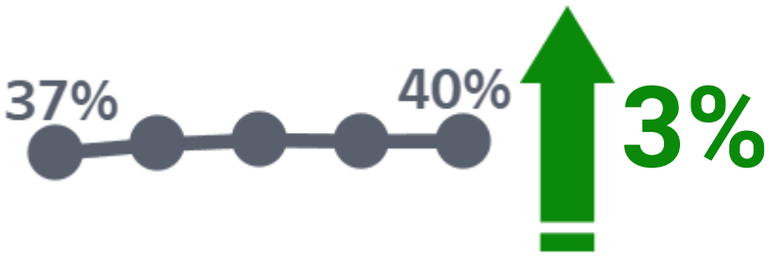


American Indian/Alaskan Native

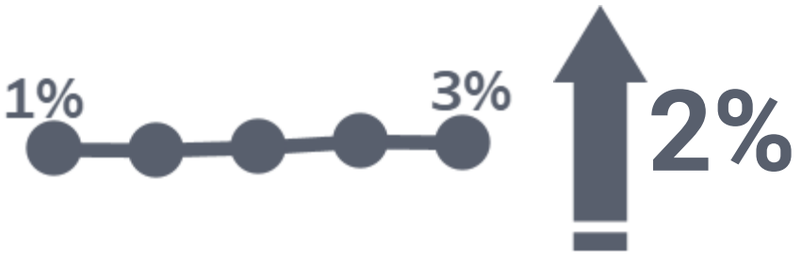


Asian/Pacific Islander

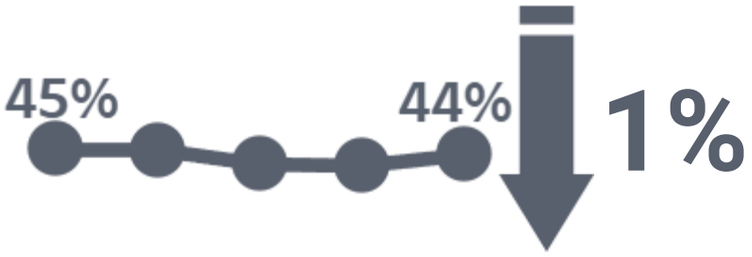
Hispanic



Two or More Races



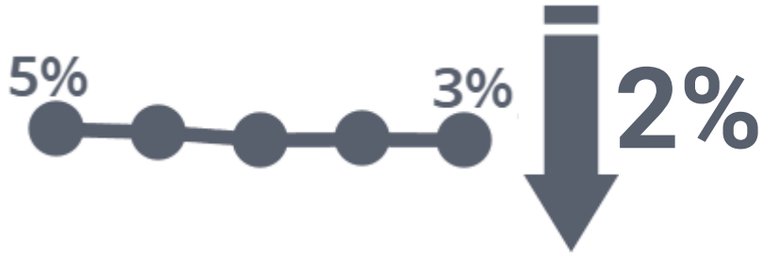
White



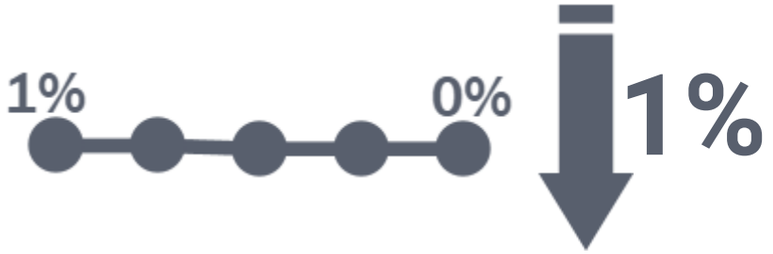
RC Employee Trend – Full-Time Faculty

(2020-2024)

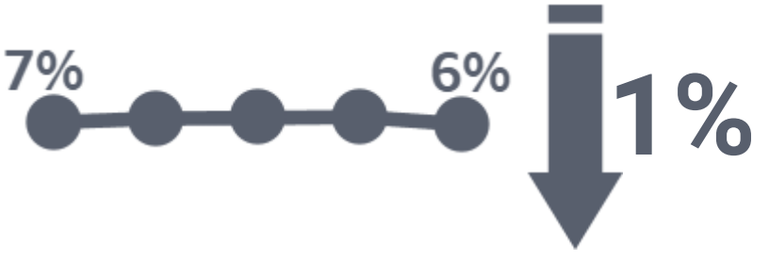
African-American or Black



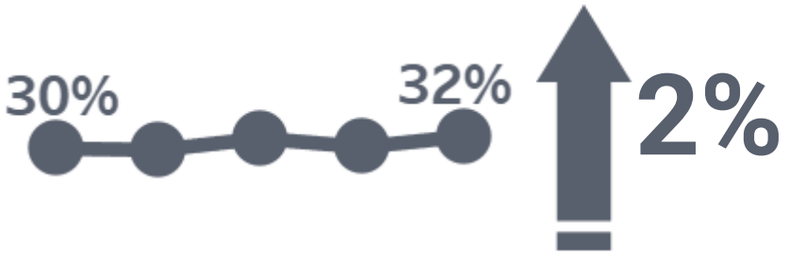
American Indian/Alaskan Native



Asian/Pacific Islander

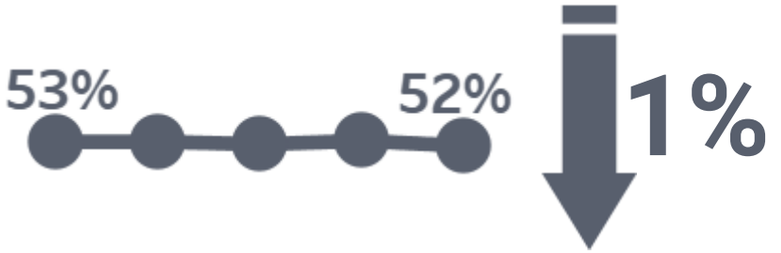


Hispanic



Two or More Races

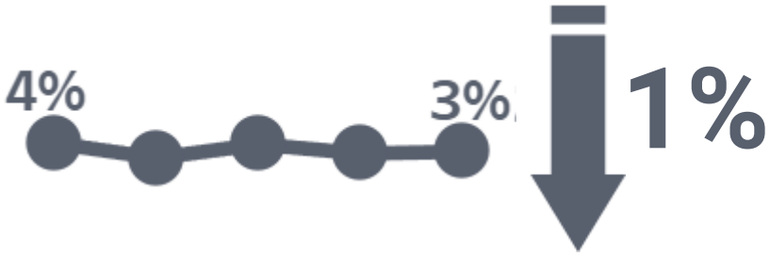
White



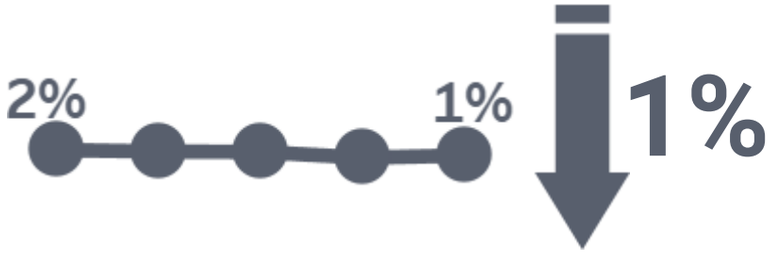
RC Employee Trend – Part-Time Faculty

(2020-2024)

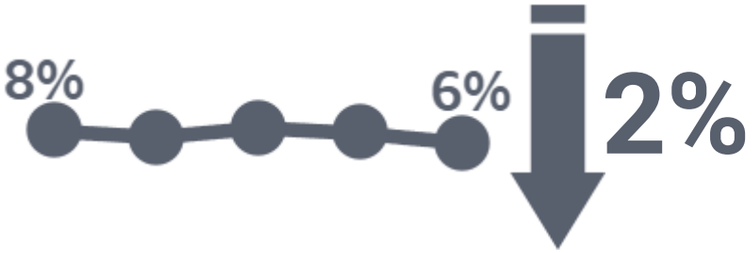
African-American or Black



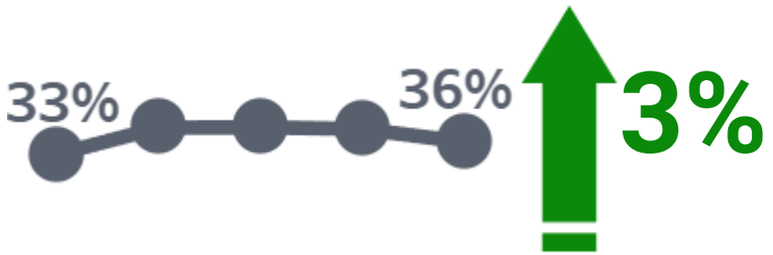
American Indian/Alaskan Native



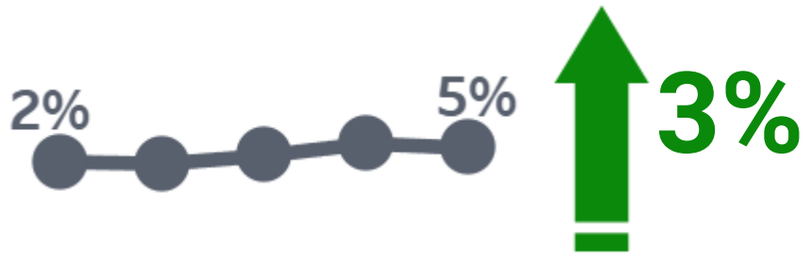
Asian/Pacific Islander



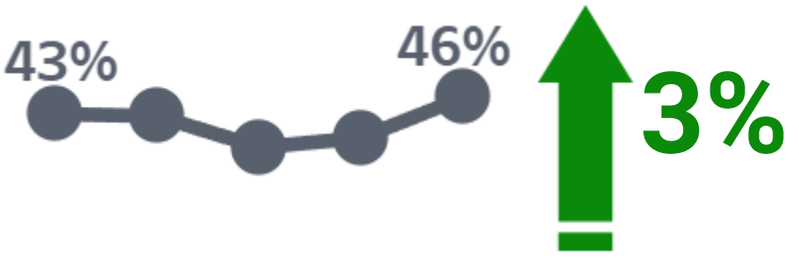
Hispanic



Two or More Races



White



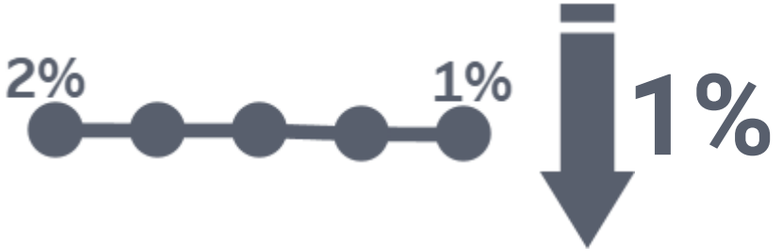
RC Employee Trend - Classified & Administrators

(2020-2024)

African-American or Black

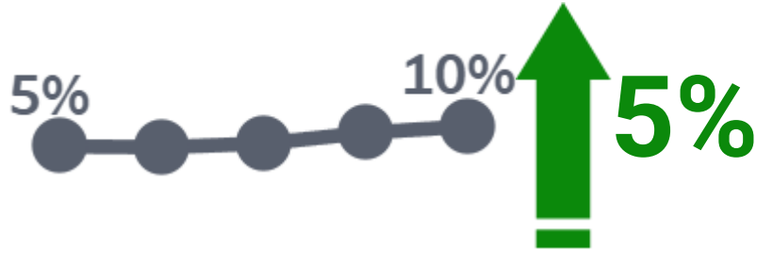
0%

American Indian/Alaskan Native



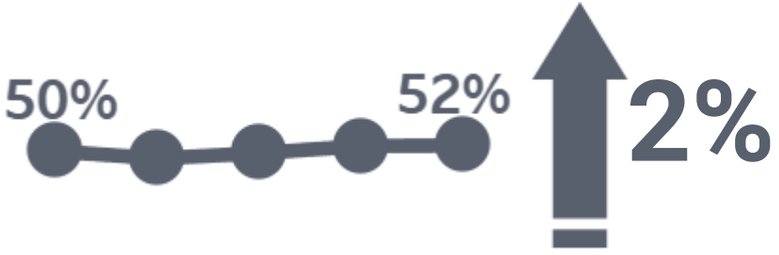
1%

Asian/Pacific Islander



5%

Hispanic

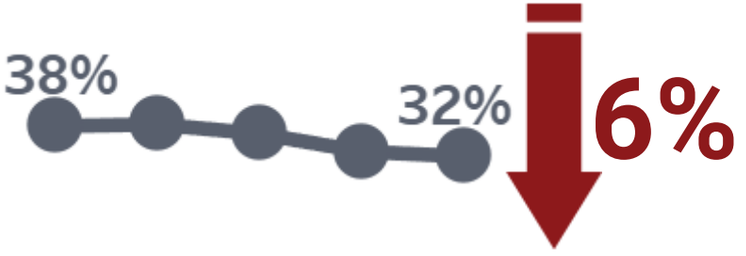


2%

Two or More Races

0%

White



6%

RC College Overview/ Data Analysis (2020-2024)

01

Our percentages of Black/African American, AAPI and two or more race employees resemble our community and students

02

The percentage of our Hispanic full-time and part-time faculty has increased 2-3%

03

The percentages of AAPI and Hispanic classified and administrative staff has increased 2-5%

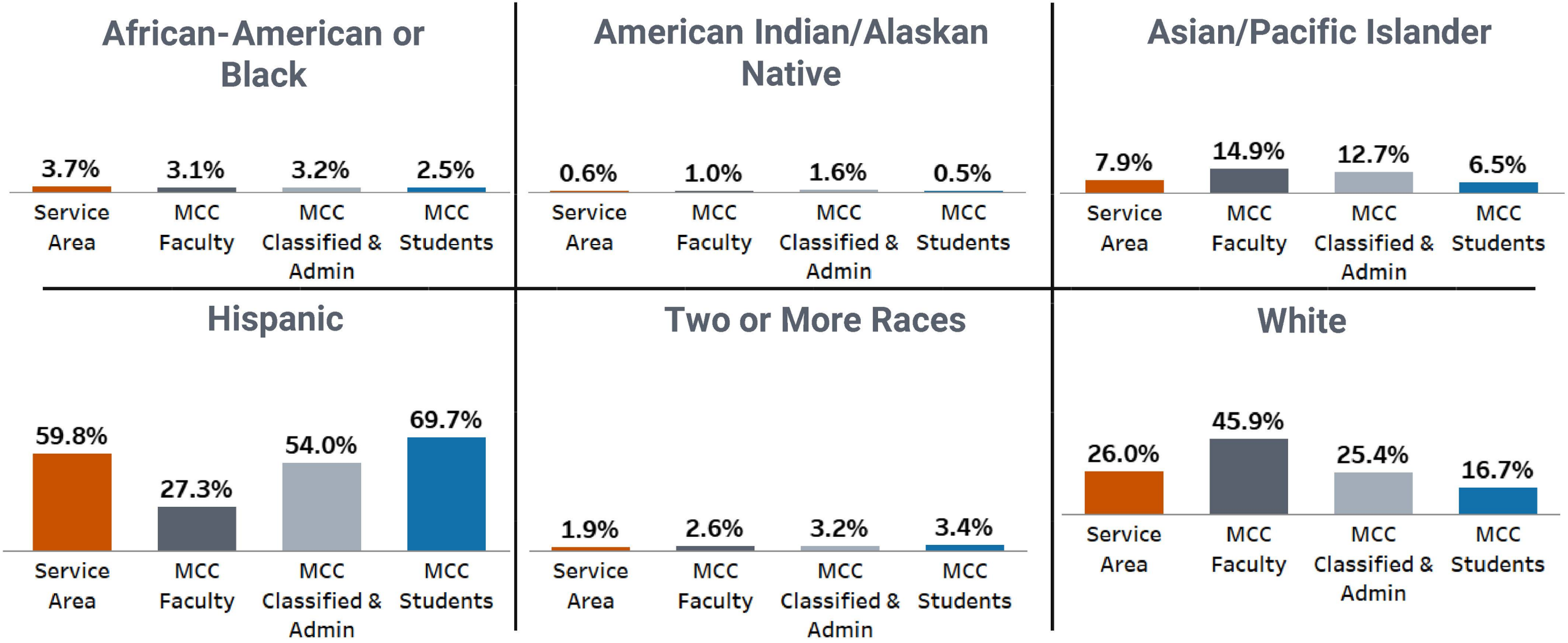
New Hire EEO Process and Support

- Improved DEIA hiring processes
  - Position description and recruitment
  - Committee training and emphasis
  - Inclusion of student committee members
- Onboarding
  - President's lunch
  - New employee academies
  - Mentoring
- Ongoing support
  - Professional development
  - Affinity groups
  - Participatory governance
  - Celebrations and staff recognitions
  - Outreach and feedback

MADERA COMMUNITY COLLEGE

Dr. Raymond Ramirez,
Interim Vice President of Equity & Institutional Effectiveness

Service Area Population (2024) vs. MCC Employees (2024) & MCC 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.

MCC Employee Profile

	Current (2024)
Total Employees	257
Total Classified	49
Total Faculty	194
Total Full time Faculty	81
Total Part time Faculty	113
Total Administrators	14

MCC Employee Trend
(2020-2024)

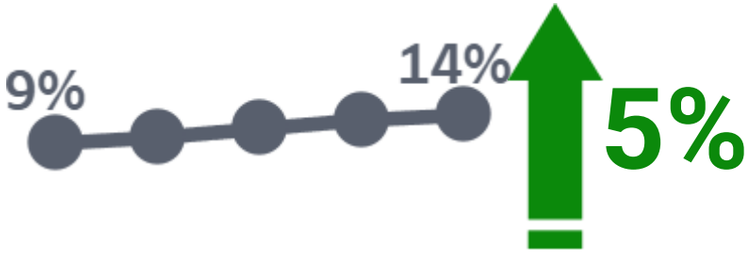
African-American or Black

0%

American Indian/Alaskan Native

0%

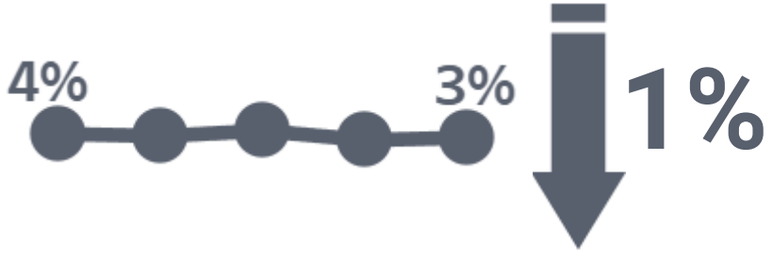
Asian/Pacific Islander



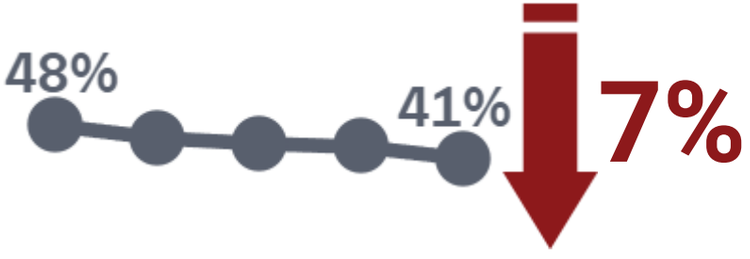
Hispanic

0%

Two or More Races



White



MCC Employee Trend – Full-Time Faculty

(2020-2024)

African-American or Black

0%

American Indian/Alaskan Native

1%

Asian/Pacific Islander

1%

Hispanic

6%

Two or More Races

1%

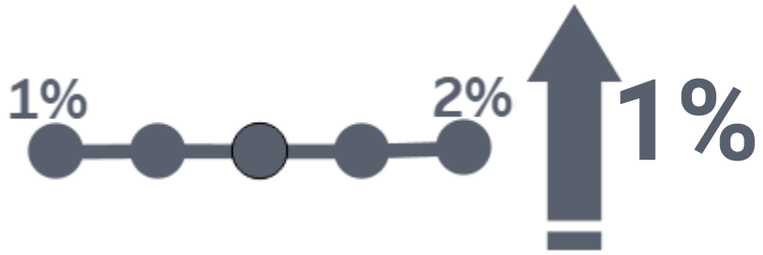
White

8%

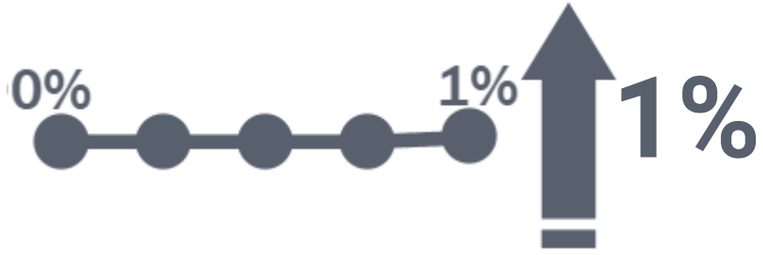
MCC Employee Trend – Part-Time Faculty

(2020-2024)

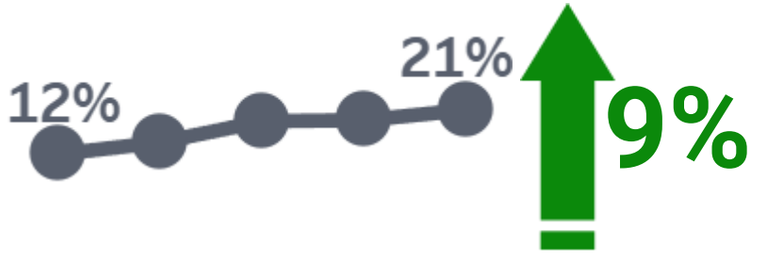
African-American or Black



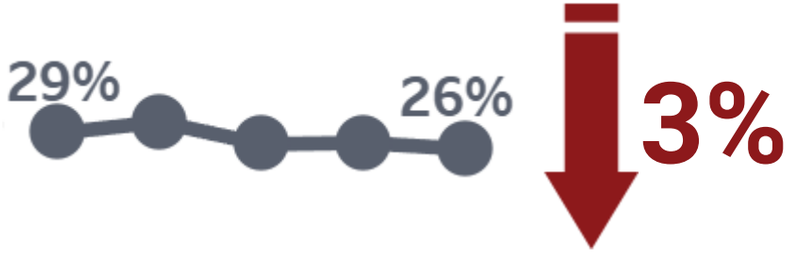
American Indian/Alaskan Native



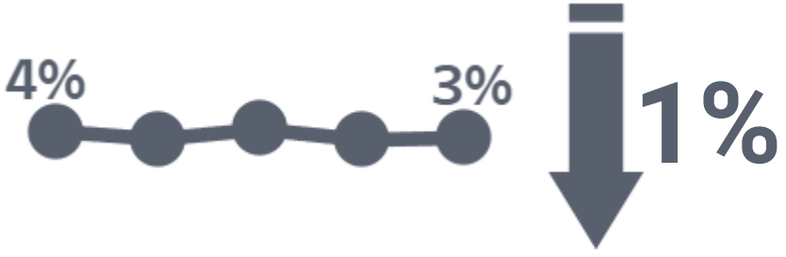
Asian/Pacific Islander



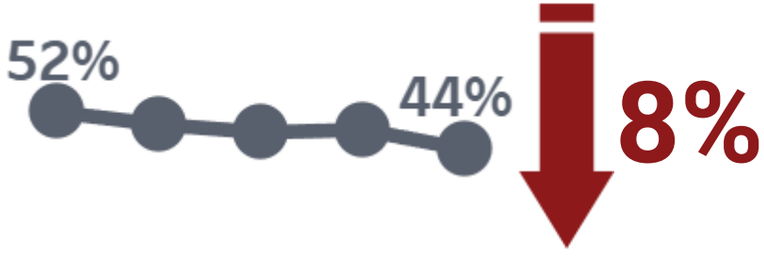
Hispanic



Two or More Races



White



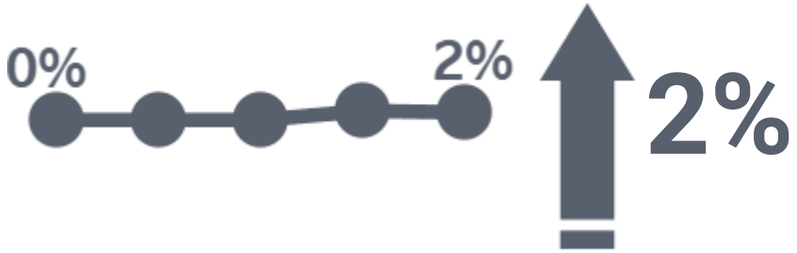
MCC Employee Trend - Classified & Administrators

(2020-2024)

African-American or Black

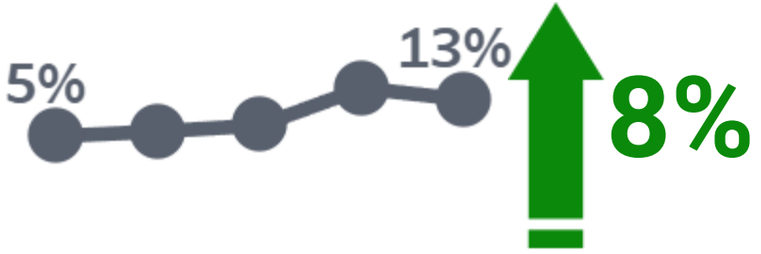
0%

American Indian/Alaskan Native



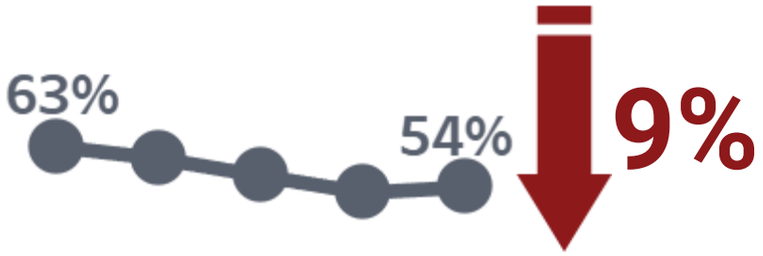
2%

Asian/Pacific Islander



8%

Hispanic



9%

Two or More Races

0%

White

0%

MCC College Overview/Data Analysis (2020-2024)

01

MCC has seen increases in hiring Asian/Pacific Islander general employee populations.

02

MCC Faculty identifying as African American/Black closely align with service area population.

03

MCC Faculty, Classified, and Admin Hispanic-identifying employees proportions fall below the service area and MCC student proportions.

New Hire EEO Process and Support

1. Pre-Hire

- Faculty Internship and Diversity Program.
- Job descriptions emphasize DEIA.
- Website reflects commitment to DEIA (Mission, Vision, Values, Strategic Plan, Employment).
- Offer DEIA resources and professional development.
- Hosted MCC job fair.

2. Hiring Process

- Diverse hiring committees by design.
- DEIA impact considered in interview questions.
- Committee discussions prioritize DEIA.
- Student-centered approach.
- Students involved in selection committees.

3. Post-Hire

- Inaugural DEIA Recognition and Award Ceremony
- Faculty mentor assigned.
- New faculty cohort established.
- President's Breakfast.
- Summer celebrations for classified staff.

2023 Classified School Employee Week

4. Future

- Exploration of MCC New Employee Equity Academy.
- Enhanced onboarding/support for all new hires.
- Targeted outreach/advertising for vacancies.
- Development of new employee handbook.
- DEIA-focused professional development for committees.
- Classified Professionals prioritized in onboarding.

THANK YOU TO EVERYONE WHO CONTRIBUTED TO THIS PRESENTATION

STATE CENTER
COMMUNITY COLLEGE DISTRICT

Fresno City College

Reedley College

Clovis Community College

MADERA COMMUNITY COLLEGE

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