



STATE CENTER  
COMMUNITY COLLEGE DISTRICT



# Equal Employment Opportunity Plan Data Report

June 2022





# EEO Plan Overview

CCCCO Equal Employment Opportunity requires districts to **analyze demographic trends over a five-year** period to obtain a clearer picture and gain a better understanding of where to focus outreach, recruitment, and hiring/selection efforts to become more diverse and more representative of the demographics of the students and communities we serve

## Data:

- Applicants
- New Hires (faculty does not include transfers, change of assignments, or those hired into full-time temporary positions)
- Workforce (as of each February)



# Measures Taken to Further EEO Goals

## Pre-Hire

- Developing partnerships with affinity groups to identify outreach opportunities

## Hire

- Diverse and non-traditional recruitment venues
- Continuing to revamp job announcements to attract diverse hires
- Monitoring candidate pools at each stage; discussions with committee chairs
- Revisions to EEO training for search committees

## Post-Hire

- More robust onboarding process; new hire hub <https://www.sccd.edu/departments/human-resources/new-employee-orientation.html>
- Professional Development – CP Leadership Academy, Classified Guided Pathways Leadership Class; 21-Day Equity Challenge





# Goals/Future Planning

- Revise BPs & ARs with DEIA lens, including hiring procedures
- Diversity & Inclusion climate surveys districtwide
- Mentor Programs
- Mandatory DEIA and anti-racism professional development
- Identify and train the Board of Trustees and the Personnel Commission on their role in the elimination of bias in the employment process
- Identify hard-to-fill positions and creative solutions to address
- Provide regular reports to the Board on recruitment, leaves, complaints, etc., disaggregated by race, ethnicity, gender
- Adopt & implement DEIA Taskforce recommendations



# Goals/Future Planning

## **ACHRO/EEO**

- Open house recruitment strategy
- DEI recruitment video
- DEI employment marketing strategy
- Student participation in selection processes
- Diversifying selection committees
- Equity-minded interviews
- DEI-focused application process & screening criteria rubric
- DEI-focused interview scoring rubric
- DEI-focused hiring process executive summary
- DEI-focused mentoring programs
- DEI-focused exit interviews

## **CCCT**

- Recommendations on data collection and reports to the Board (annual & each screening committee)



# Resources

- ACHRO/EEO - <http://achroeeo.com/diversity-equity-and-inclusion/>
- CCCCCO - <https://www.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” and “Playing behind the screen: The implicit bias in our colleges”

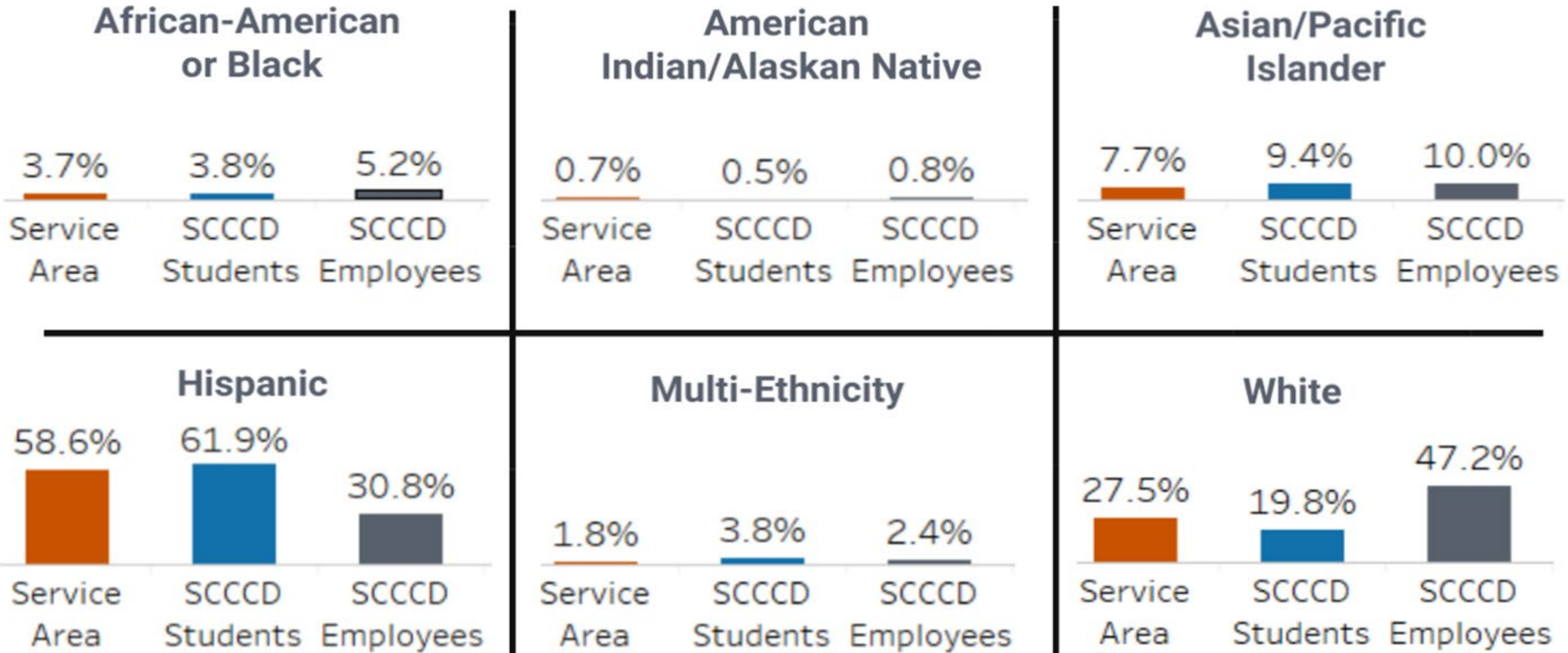


# SCCCD Employee Profile

**Current**

<b>Total Employees</b>	<b>2,513</b>
<b>Total Classified</b>	<b>638</b>
<b>Total Faculty</b>	<b>1,743</b>
<b>Total Full time Faculty</b>	<b>703</b>
<b>Total Part time Faculty</b>	<b>1,040</b>
<b>Total Administrator</b>	<b>132</b>

# Service Area Population (2022) vs. SCCCD Students (2021FA) & SCCCD Employees (2022)



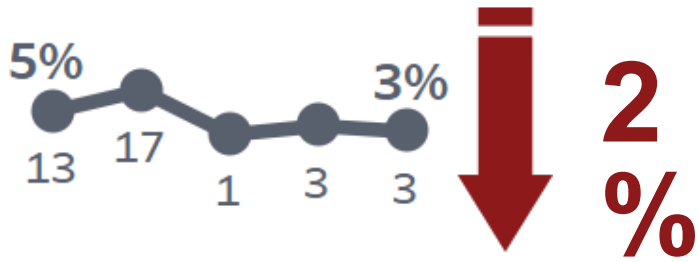




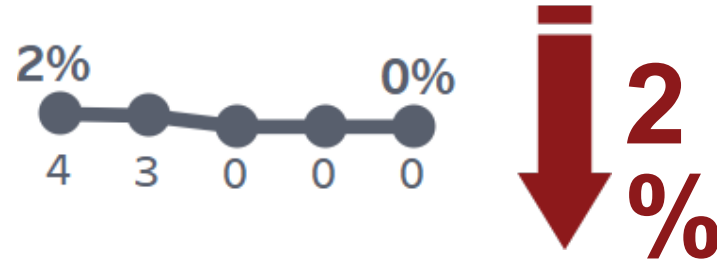
# SCCCD New Employees - Classified & Administrators

(2016/17-2020/21)

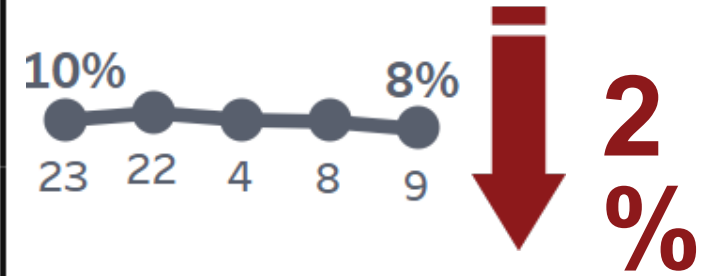
### African-American or Black



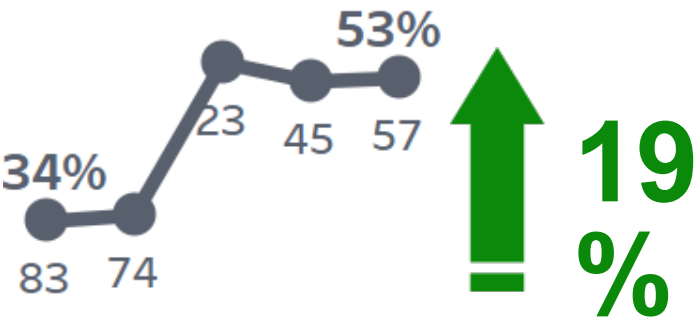
### American Indian/Alaskan Native



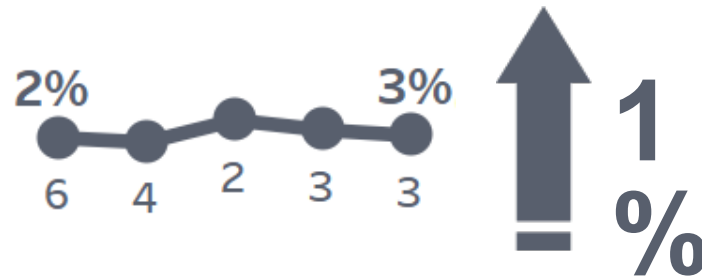
### Asian/Pacific Islander



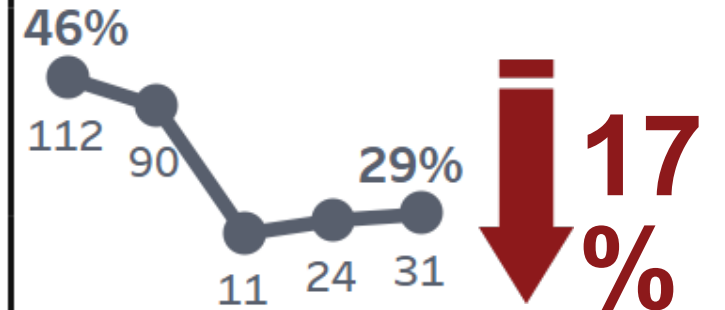
### Hispanic



### Two or More Races



### White

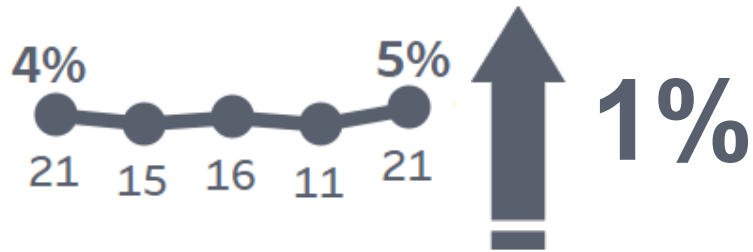




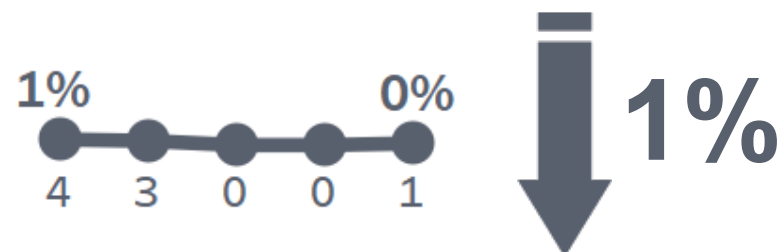
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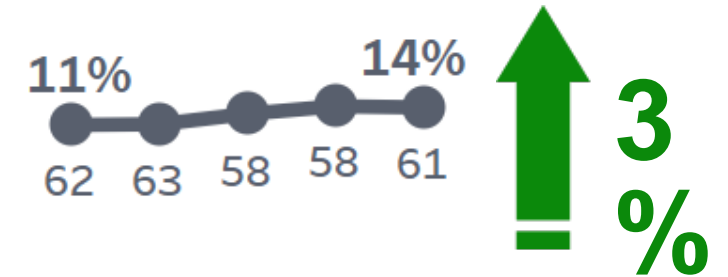
### African-American or Black



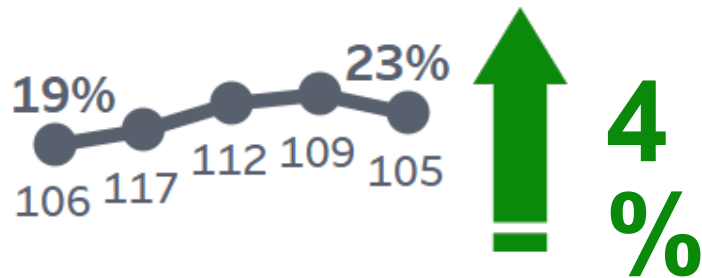
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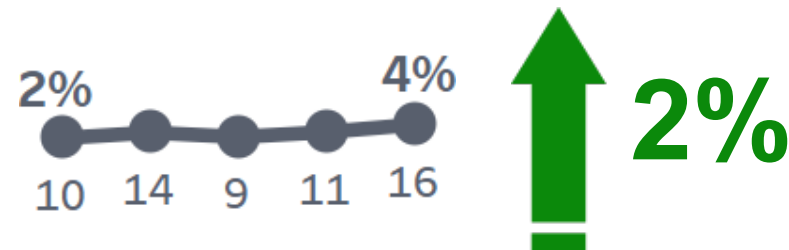
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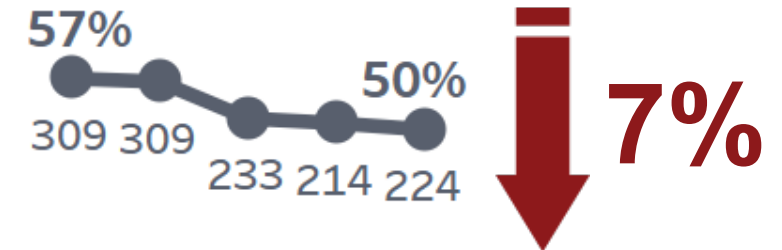
### Hispanic



### Two or More Races



### White





# SCCCD Employee Workforce Trend

(2018-2022)

## African-American or Black



0%

## American Indian/Alaskan Native

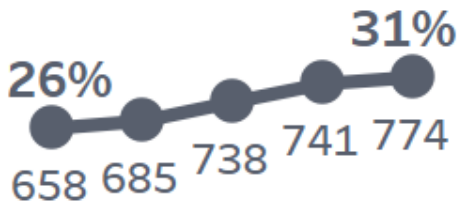


0%

## Asian/Pacific Islander



## Hispanic

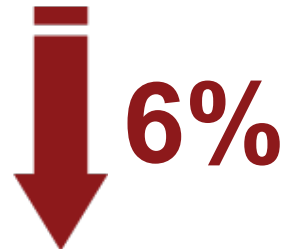
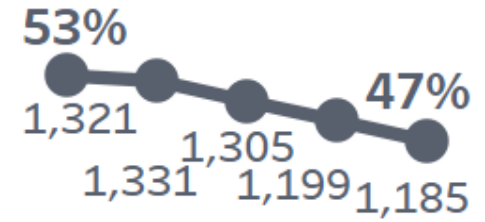


## Two or More Races



0%

## White





## District Office (DO) Employee Profile

	Current
<b>Total Employees</b>	<b>182</b>
<b>Total Classified</b>	<b>147</b>
<b>Total Administrator</b>	<b>32</b>

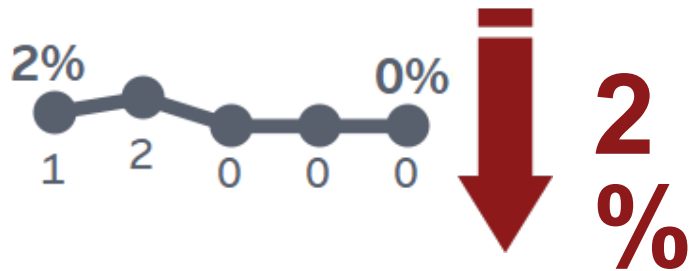
*Note: there are currently two faculty members in the district office.*



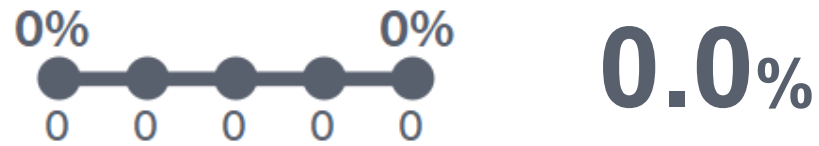
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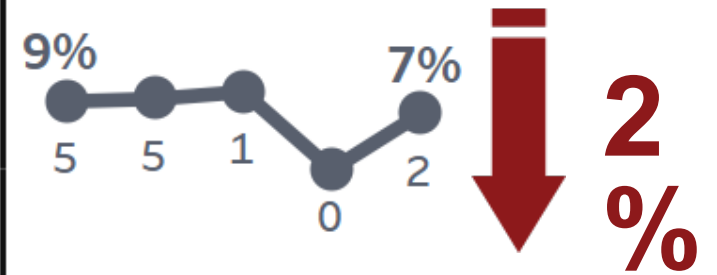
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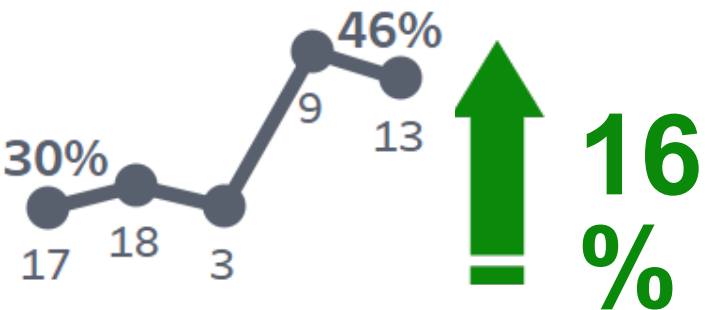
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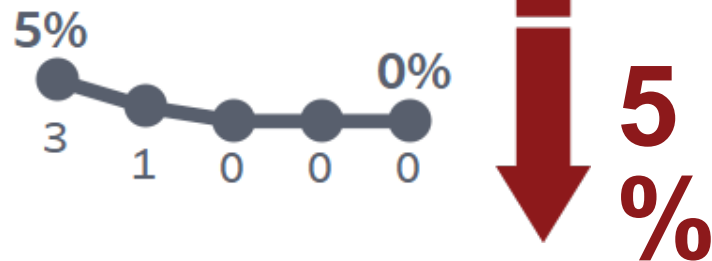
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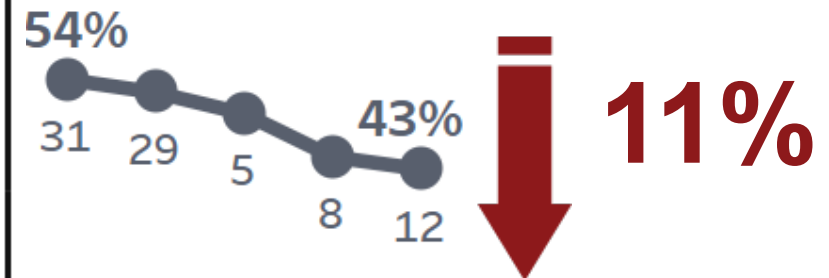
## Hispanic



## Two or More Races



## White

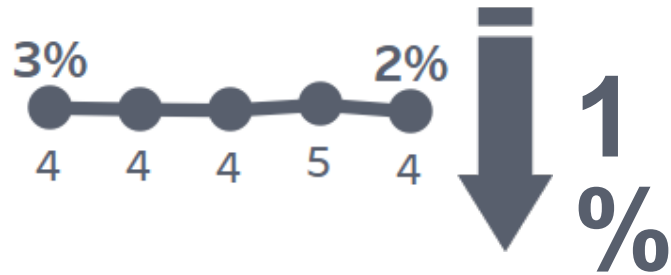




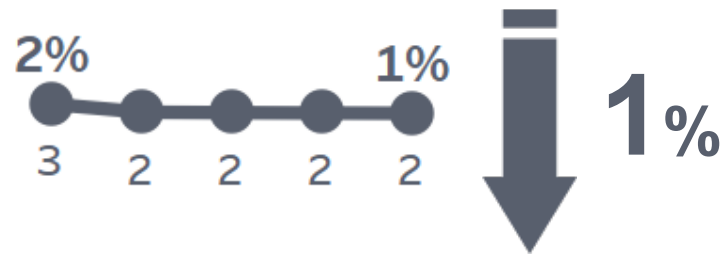
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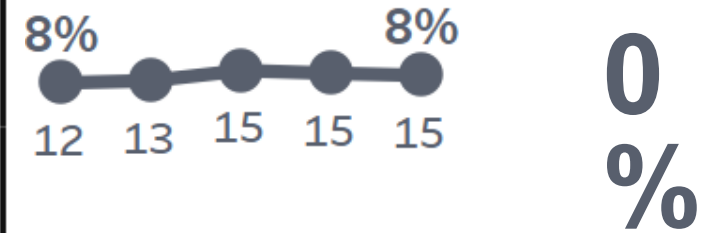
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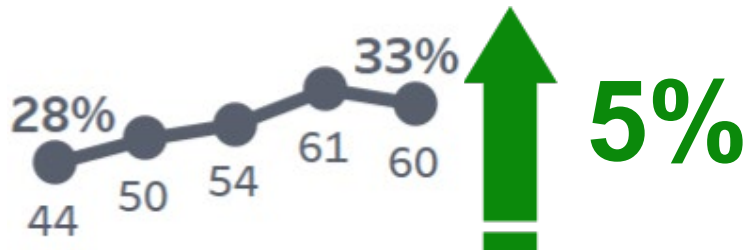
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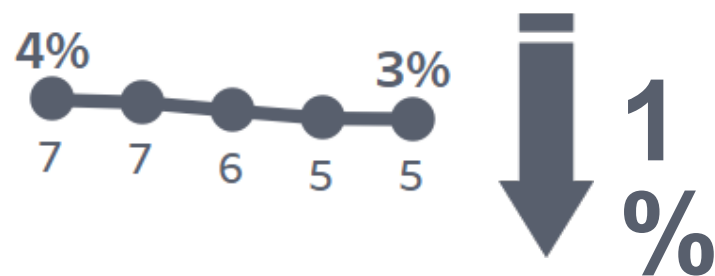
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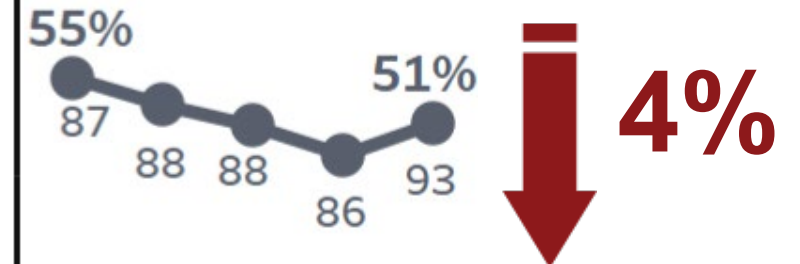
## Hispanic



## Two or More Races



## White





Clovis Community College

Monica Chahal, Vice-President of Instruction





# CCC Employee Profile

**Current**

**Total Employees**

**366**

**Total Classified**

**74**

**Total Faculty**

**272**

**Total Full time Faculty**

**117**

**Total Part time Faculty**

**155**

**Total Administrator**

**20**

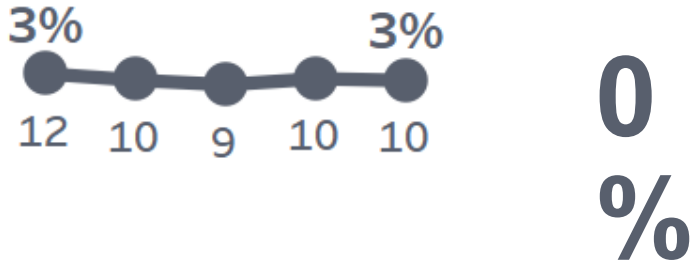




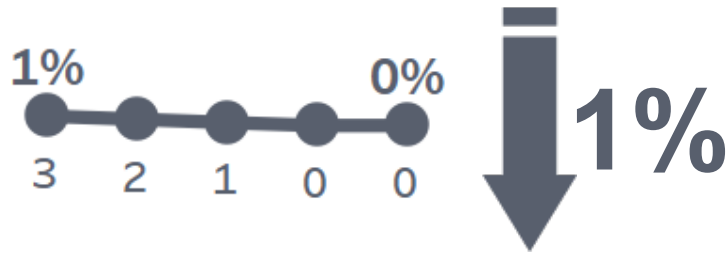
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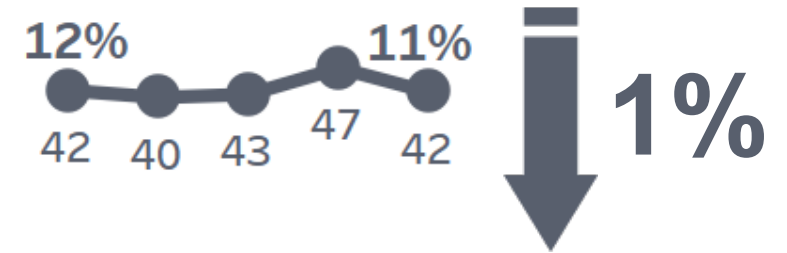
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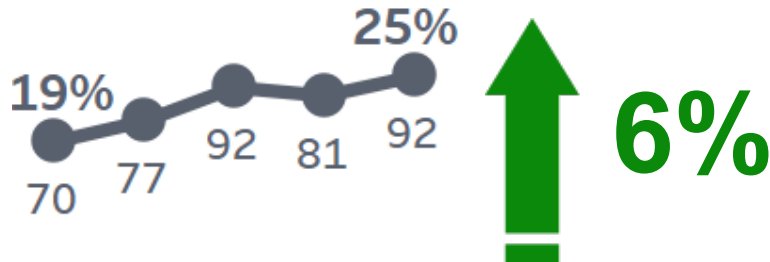
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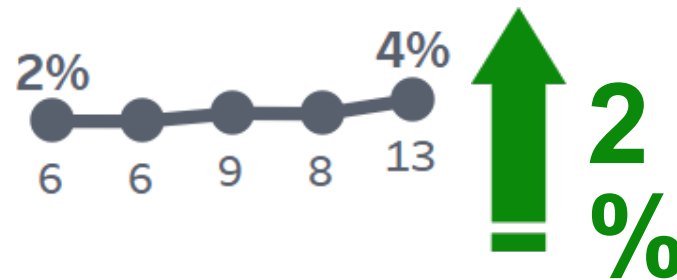
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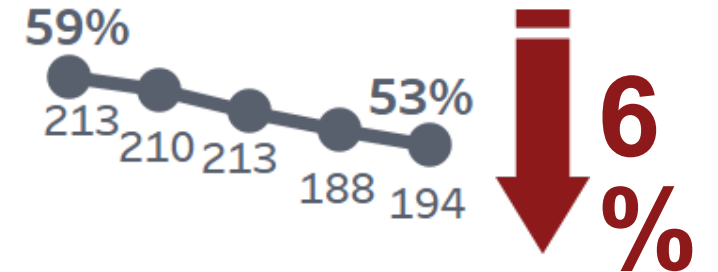
### Hispanic



### Two or More Races



### White

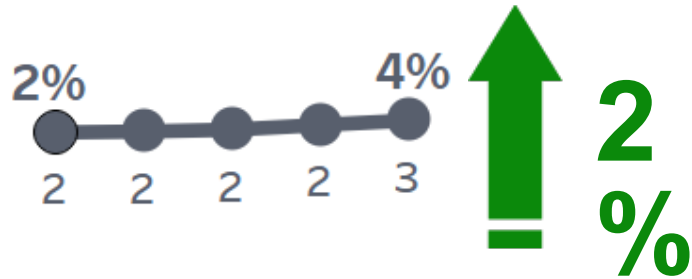




# CCC New Employees - Faculty

(2016/17-2020/21)

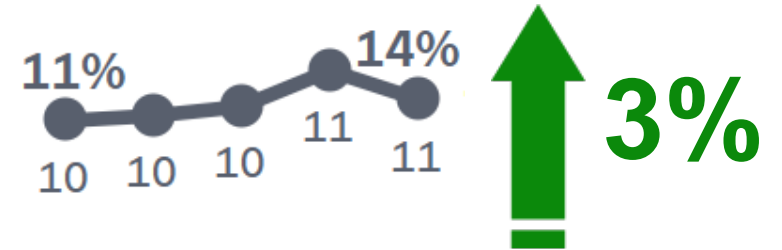
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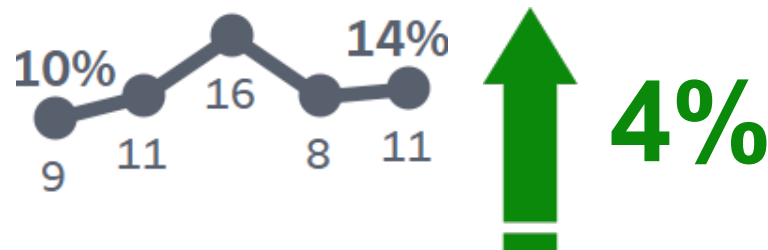
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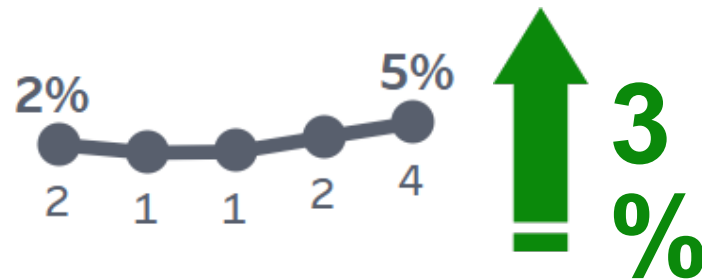
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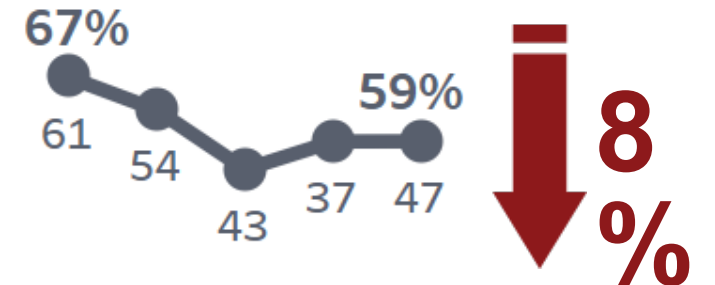
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### Two or More Races



### White

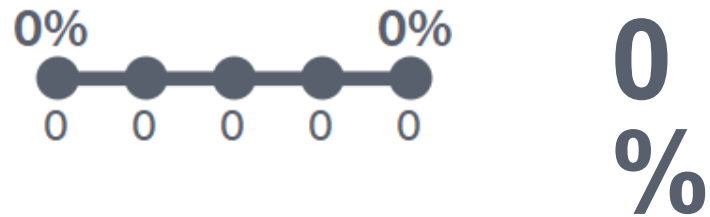




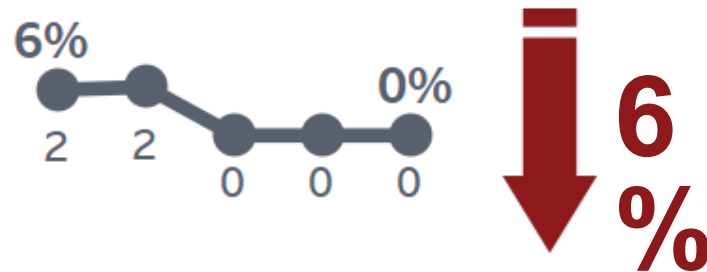
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(2016/17-2020/21)

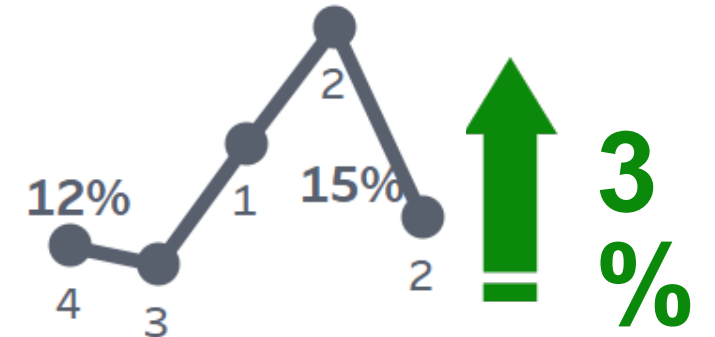
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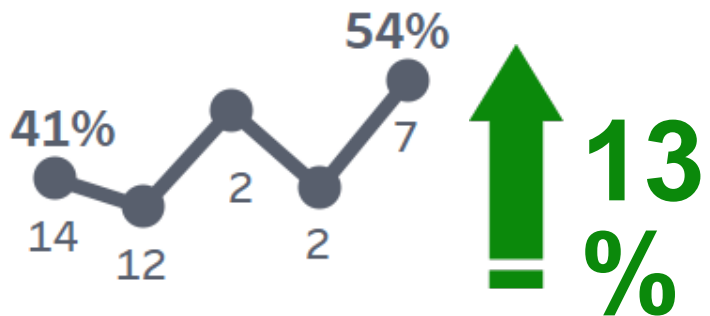
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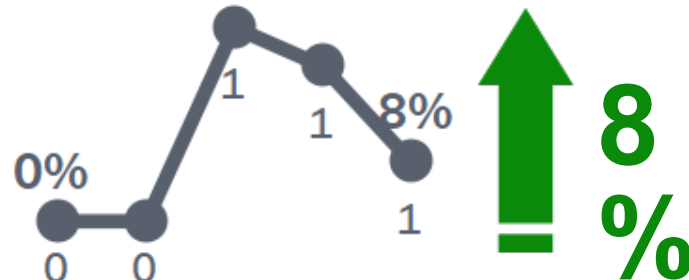
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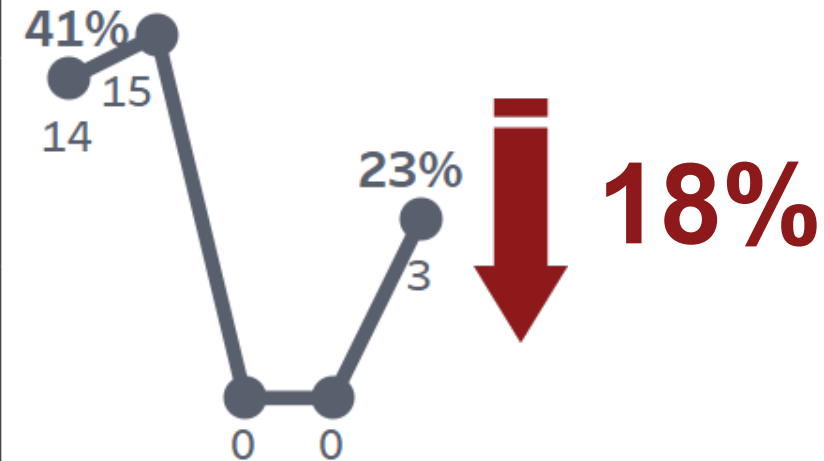
## Hispanic



## Two or More Races



## White



## Collegewide Overview/Data Analysis

- Increased diversity in hiring across all employee groups.
- Largest increases among those who self-identify as Hispanic, Asian/Pacific Islander, or Two or More Races.
- Largest decrease among those who self-identify as White.
- Percent of faculty by ethnicity better aligns with our student demographics.
- Percent of Classified and Administrators almost mirrors our current student demographics.



## New Hire EEO Process/Support

- Pre-Hire
  - Job Descriptions re-written – clear focus on DEI
  - Provided several DEI Prof Dev training opportunities
  - Website revised – candidates see our dedication to DEI
- Hire
  - More Diverse Hiring Committees
  - More in-depth discussions; hold each other accountable
  - Monitor data to check for unconscious bias
- Post-Hire
  - New faculty training/mentoring program
  - Employee of Color Support/Social Group
- Goals/Future Planning
  - Strengthen onboarding/support for all new employees
  - Targeted outreach/advertising for open positions





# Fresno City College

Dr. Marlon Hall, Interim President





# FCC Employee Profile

**Current**

**Total Employees**

**1,287**

**Total Classified**

**265**

**Total Faculty**

**979**

**Total Full time Faculty**

**356**

**Total Part time Faculty**

**623**

**Total Administrator**

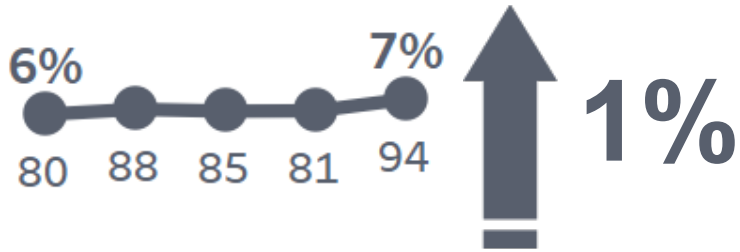
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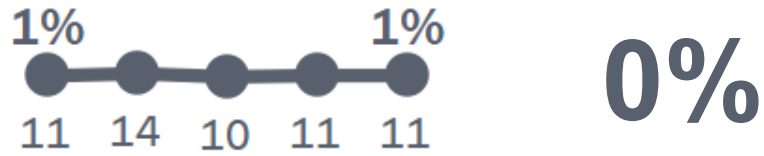
# FCC Employee Trend

(2018-2022)

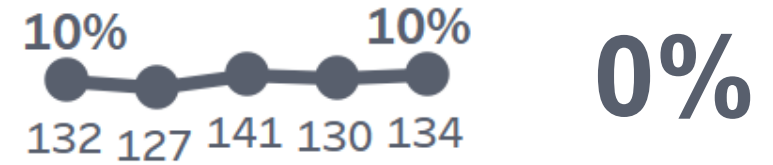
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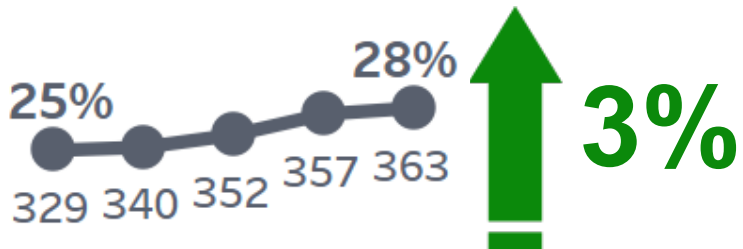
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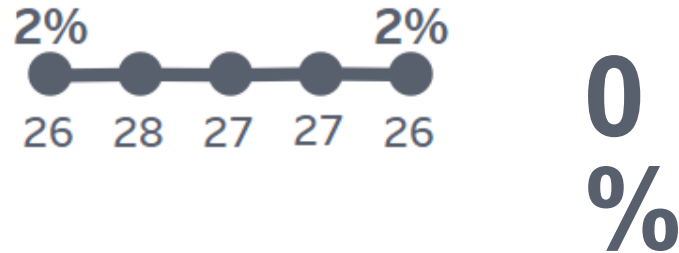
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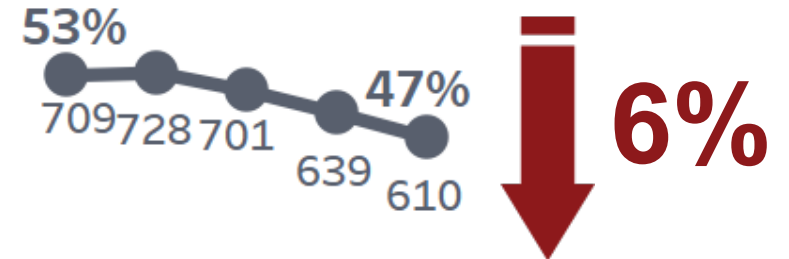
### Hispanic



### Two or More Races



### White



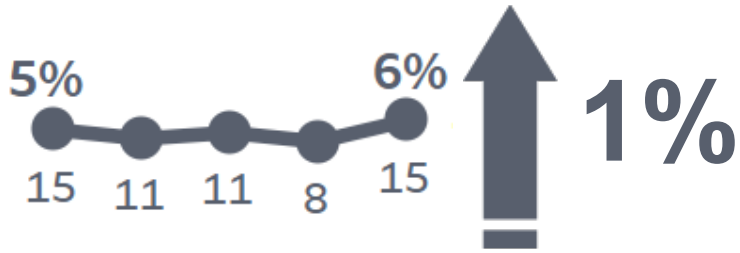




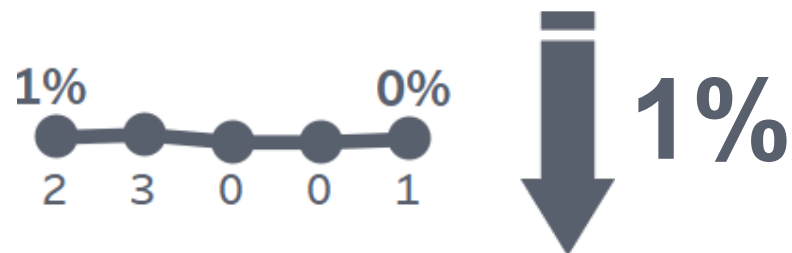
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(2016/17-2020/21)

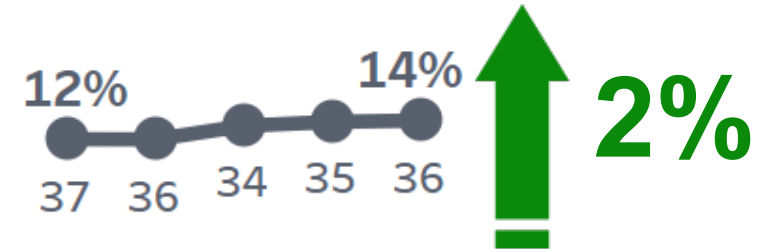
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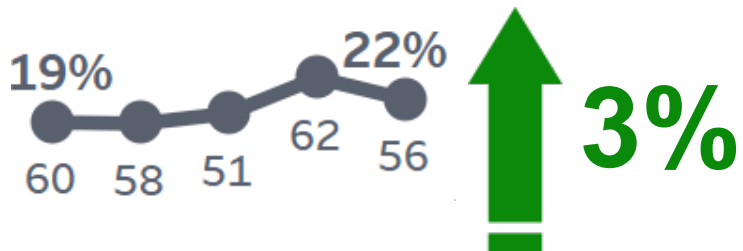
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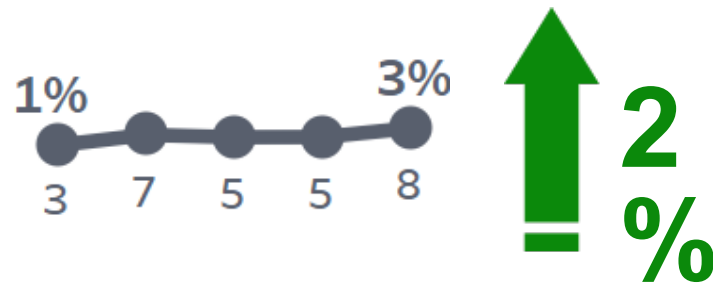
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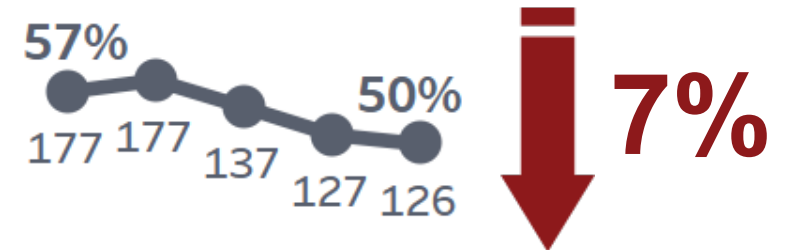
### Hispanic



### Two or More Races



### White

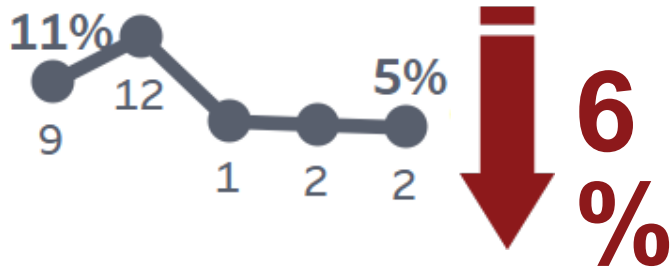




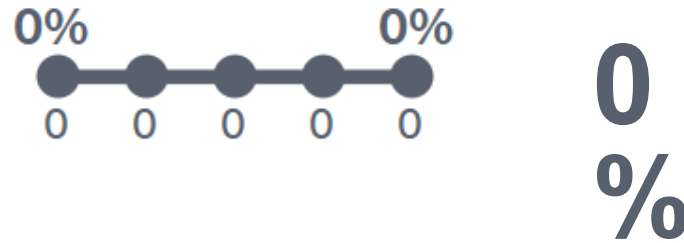
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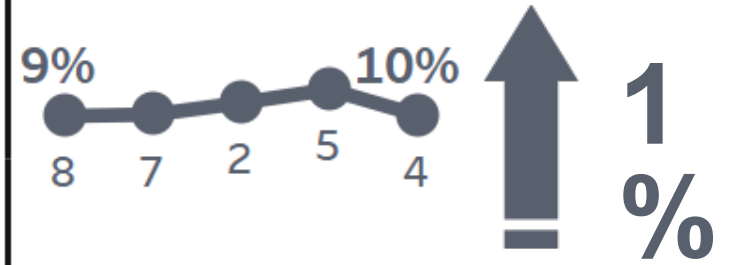
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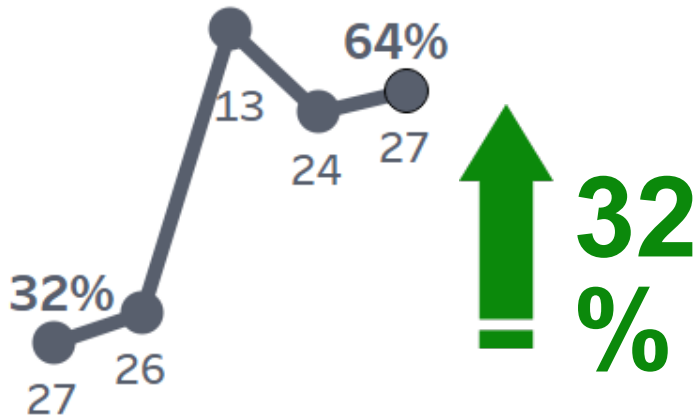
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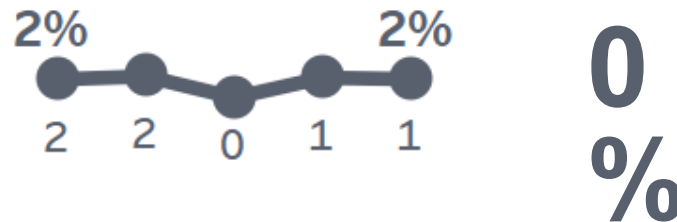
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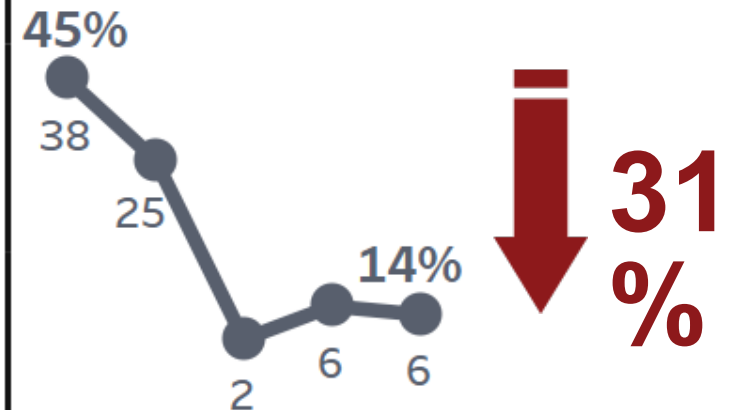
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### Two or More Races



### White



## Collegewide Overview/Data Analysis

- Increased diversity in hiring across all employee groups.
- Largest increases among those who self-identify as Hispanic, Asian/Pacific Islander, or Two or More Races.
- Largest decrease among those who self-identify as White.
- Percent of Classified and Administrators almost mirrors our current student demographics.



## New Hire EEO Process/Support

- Pre-Hire
  - Job Descriptions re-written – clear focus on DEI (district work)
  - Provided several DEI Prof Dev training opportunities
  - Website revised – candidates see our dedication to DEI in our job descriptions and our Mission and Vision Statements
- Hire
  - More Diverse Hiring Committees,
  - More in-depth discussions; hold each other accountable
  - Outreach to the local universities
- Post-Hire
  - New faculty and staff orientation
- Future
  - Continued attendance in professional development (RamRel)





**MADERA**  
COMMUNITY  
COLLEGE

Dr. Marie Harris, Vice President





# MCC Employee Profile

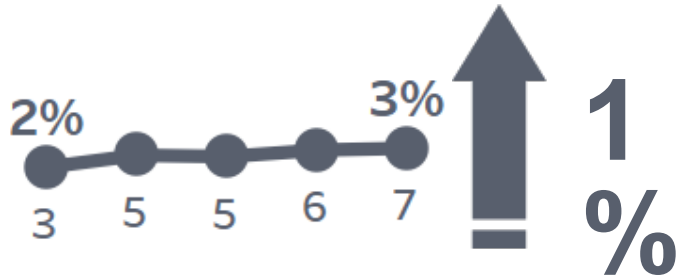
	<b>Current</b>
<b>Total Employees</b>	<b>216</b>
<b>Total Classified</b>	<b>44</b>
<b>Total Faculty</b>	<b>161</b>
<b>Total Full time Faculty</b>	<b>71</b>
<b>Total Part time Faculty</b>	<b>90</b>
<b>Total Administrator</b>	<b>11</b>



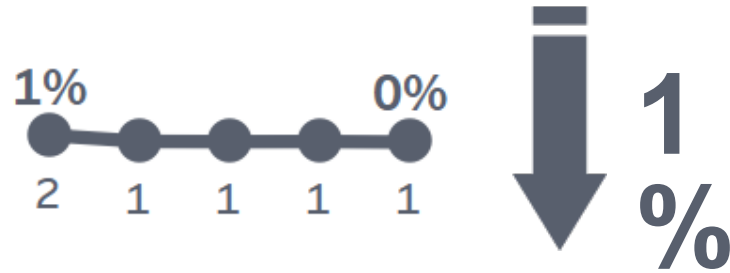
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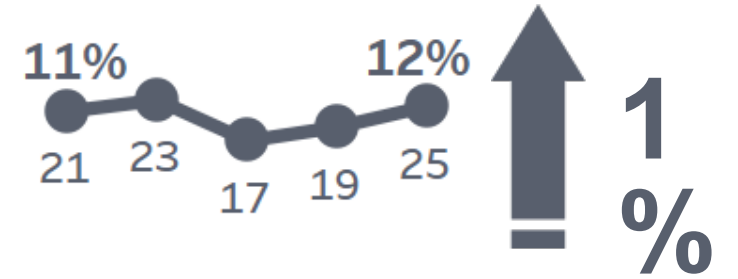
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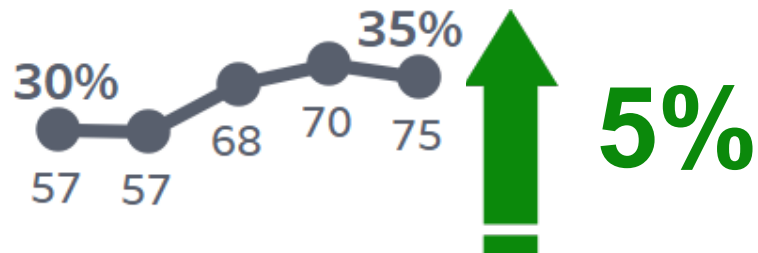
### American Indian/Alaskan Native



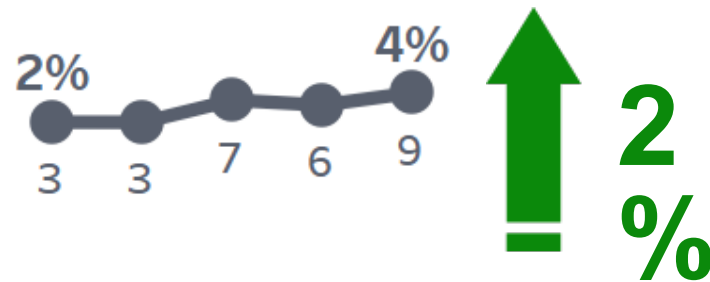
### Asian/Pacific Islander



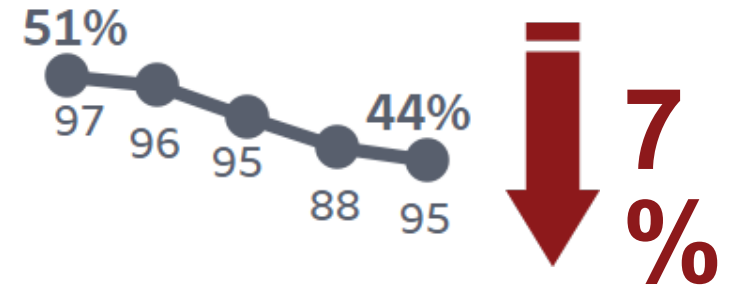
### Hispanic



### Two or More Races



### White

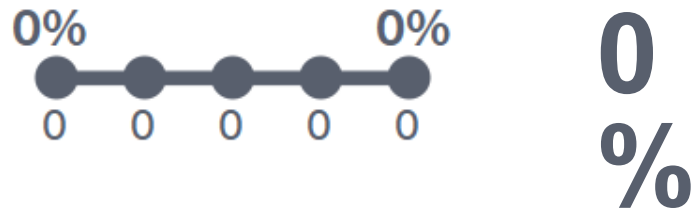




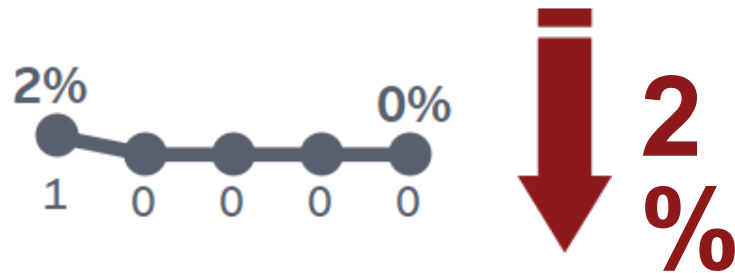
# MCC New Employees - Faculty

(2016/17-2020/21)

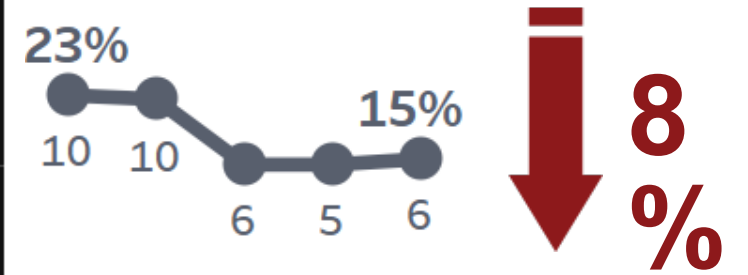
### African-American or Black



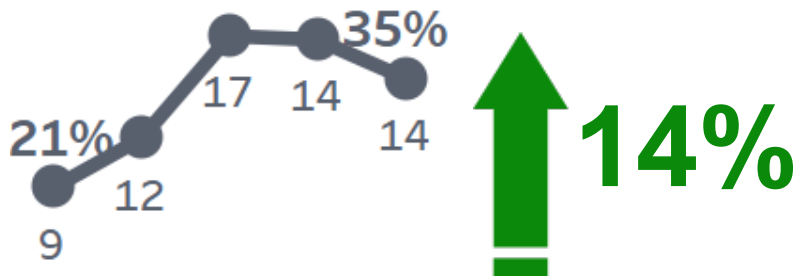
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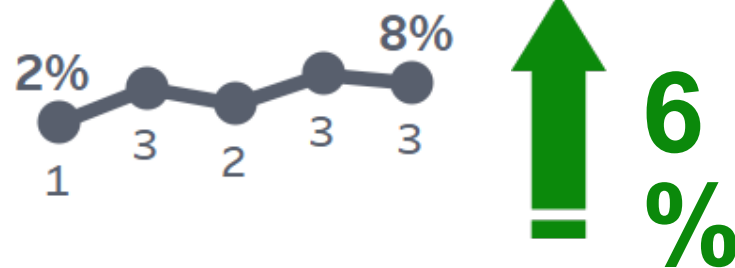
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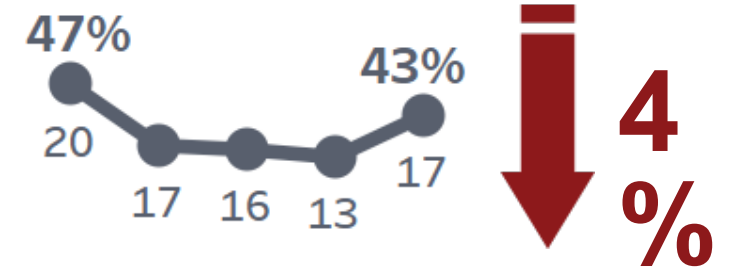
### Hispanic



### Two or More Races



### White



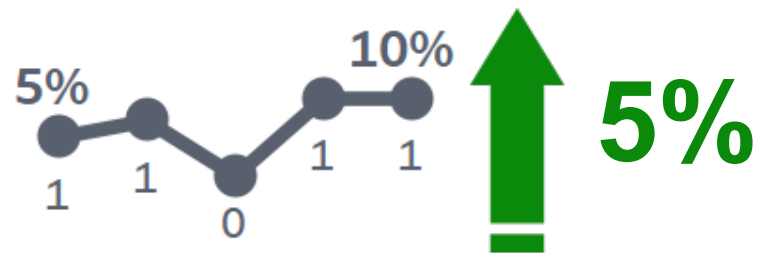




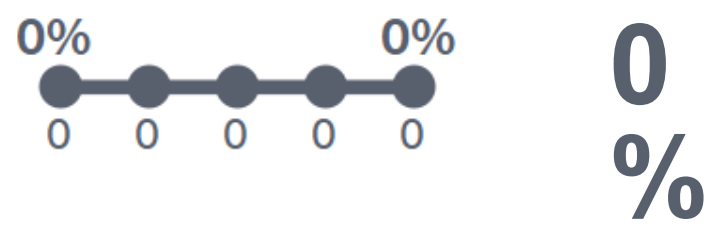
# MCC New Employees - Classified & Administrators

(2016/17-2020/21)

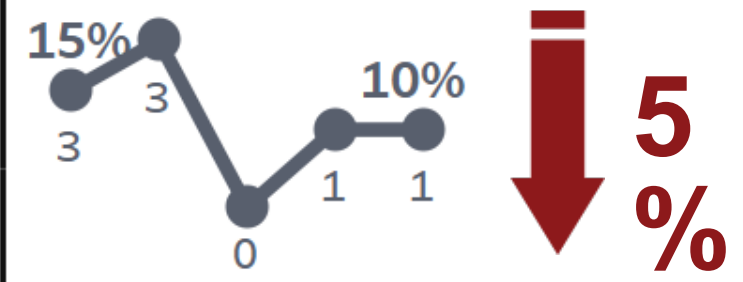
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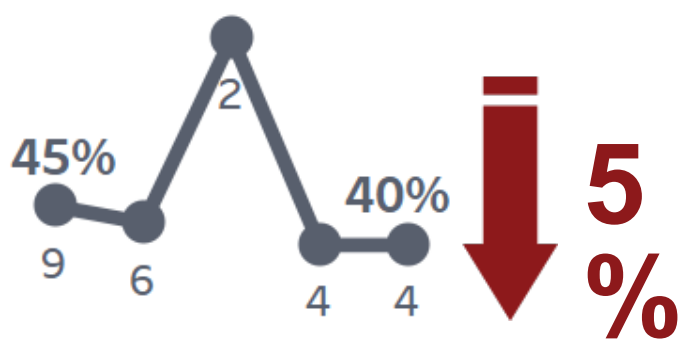
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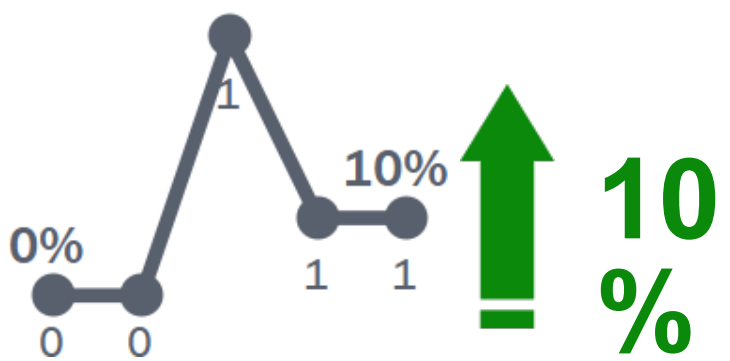
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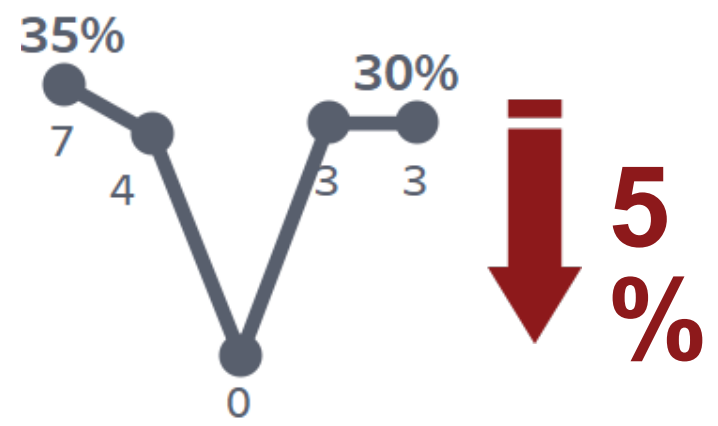
### Hispanic



### Two or More Races



### White





# MADERA COMMUNITY COLLEGE



## College Overview/Data Analysis

- Employee trends demonstrate increased diversity amongst African American/Black, Asian/Pacific Islander, Hispanic, and those that identify as two or more races.
- Amongst newly hired faculty Hispanic identifying populations had the largest increase.
- Amongst newly hired classified and administrators, employees identifying as African American/Black, and two or more races had the largest increase.





# MADERA COMMUNITY COLLEGE



- Pre-Hire
  - Job Descriptions re-written – clear focus on DEI
  - Website revised – candidates see our dedication to DEI (MVV, SP, EMP)
  - Provided several DEI resources and professional development
- Hire
  - Intentionally Diversify Hiring Committees
  - Interview questions assessed for DEI impact
  - Committee discussions focused on DEI
  - Student-centered focus
- Post-Hire
  - Assigned faculty mentor
  - New Faculty Cohort
  - President's Breakfast
- Goals/Future Planning
  - Strengthen onboarding/support for all new employees
  - Targeted outreach/advertising for open positions
  - New Employee Handbook
  - Provide intentional DEI PD for committees
  - Clear focus on Classified Professionals via onboarding





Dr. Jerry Buckley, President





## RC Employee Profile

**Current**

**Total Employees**

**462**

**Total Classified**

**108**

**Total Faculty**

**328**

**Total Full time Faculty**

**156**

**Total Part time Faculty**

**172**

**Total Administrator**

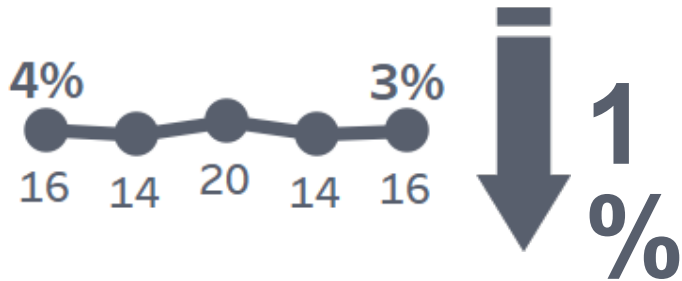
**26**



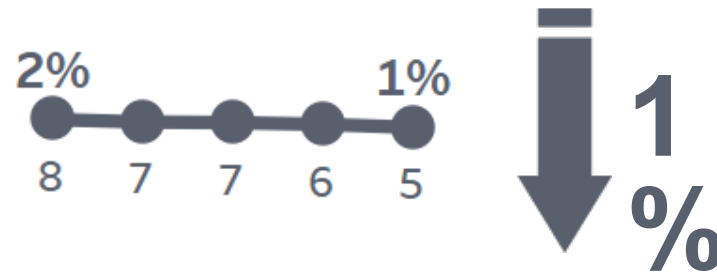
# RC Employee Trend

(2018-2022)

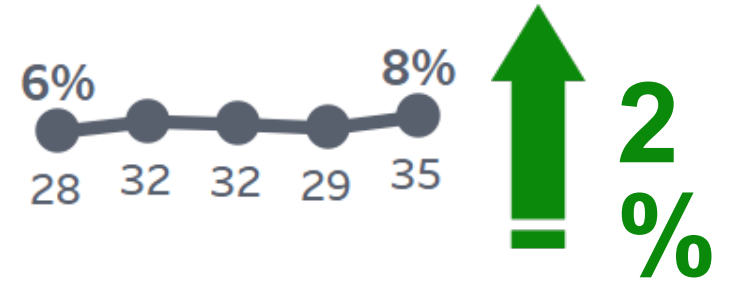
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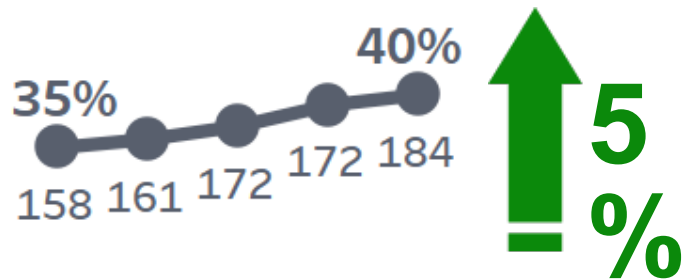
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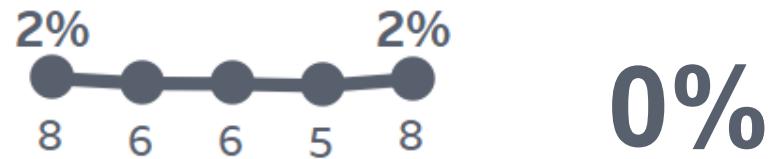
### Asian/Pacific Islander



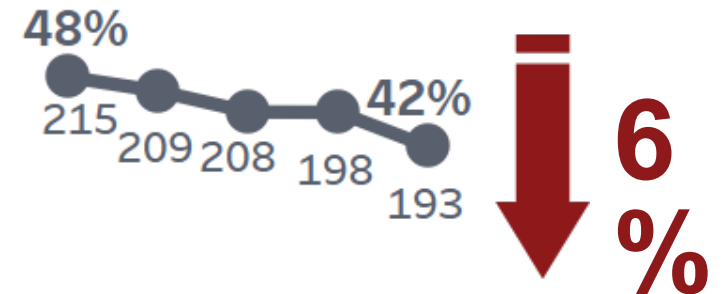
### Hispanic



### Two or More Races



### White

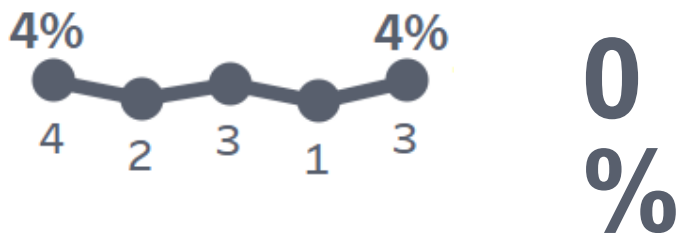




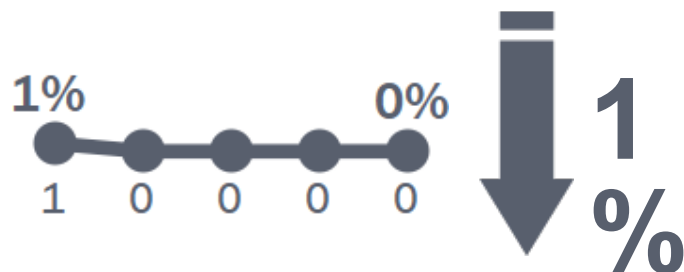
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(206/17-2020/21)

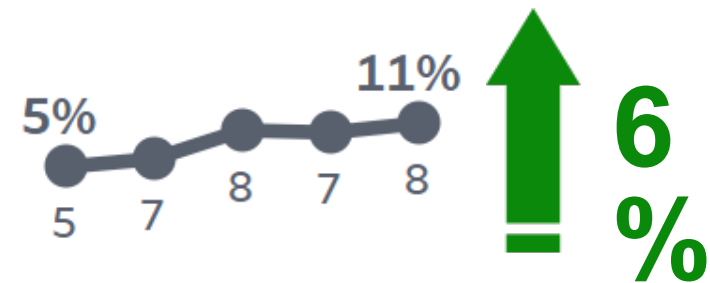
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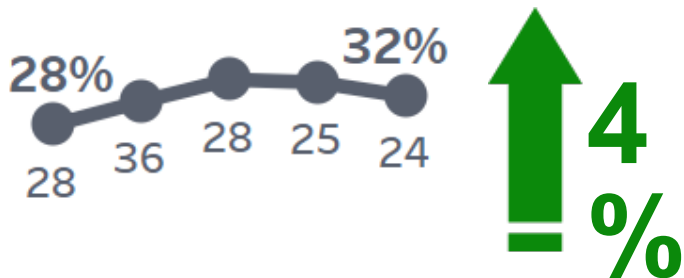
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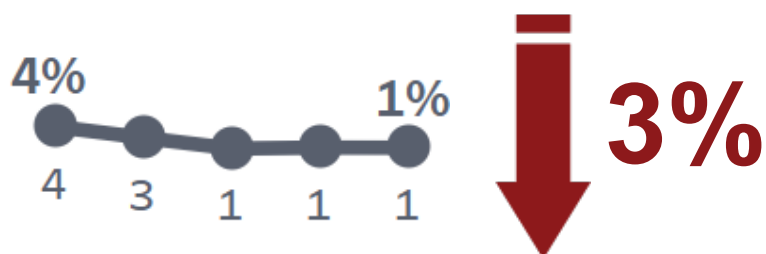
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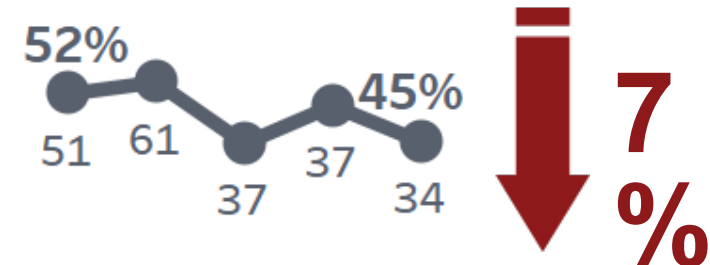
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### Two or More Races



### White

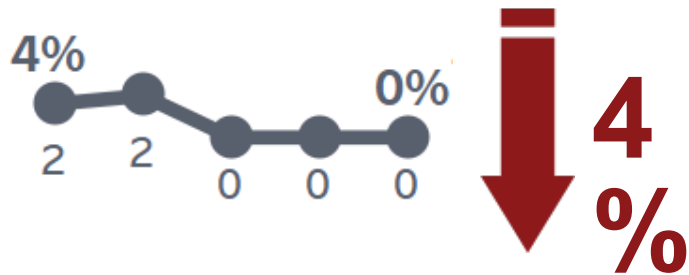




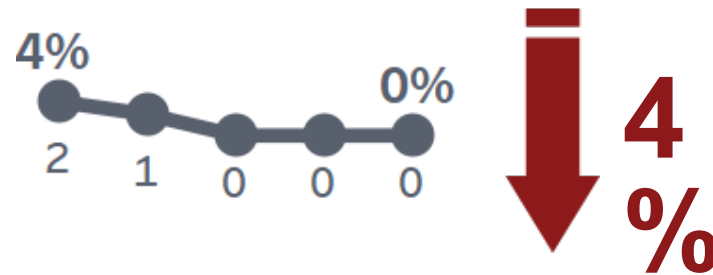
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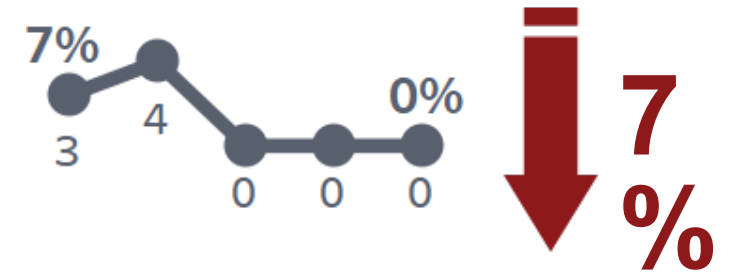
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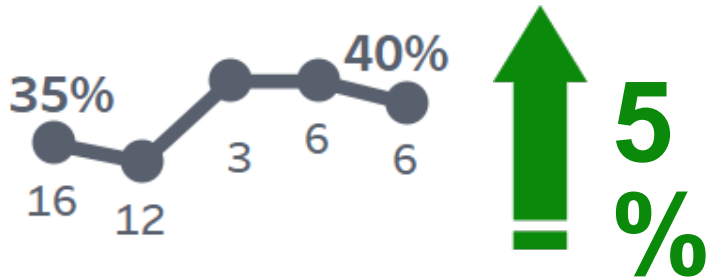
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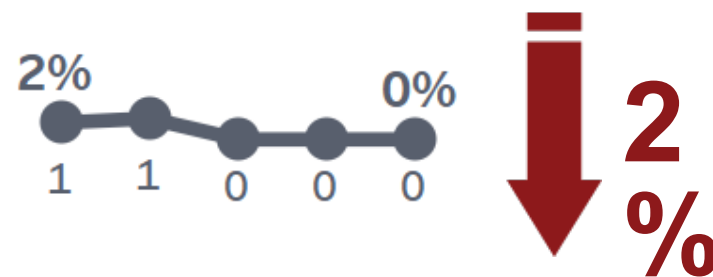
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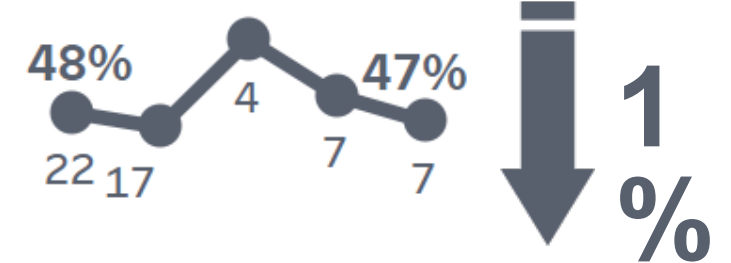
### Hispanic



### Two or More Races



### White





## Five-Year Data Trends and Analysis

- Increased overall employee diversity
- Largest gains are among those who self-identify as Hispanic and Asian/Pacific Islander
- Largest decrease is among those who identify as White
- Largest gains are in faculty diversity
- Largest gains for classified and administrators are among those who self-identify as Hispanic
- Fewer classified and administrator hires have taken place over the past five years



# New Hire EEO Process and Support

- Pre-Hire
  - Equity 101 course provided to current employees
  - Advertising and recruiting to emphasize a diverse pool
- Hiring Process
  - Certifying the diversity of membership on committees
  - Re-framing paper screening criteria to include “equivalent” experiences
  - Re-framing interview questions based upon sources such as USC-CUE and Aspen
  - Including student voice in the recommendation(s)
- Post-Hire
  - On-boarding academy that includes DEIA and cultural competencies
  - Mentoring of new employee cohorts
- Future Goal
  - Development of affinity groups and a multicultural center





# *Thank You!*

Thank you to all who contributed to this presentation:

Human Resources

Jeremy Petty

Christine Phillips

DO Institutional Research

Bethany Johns

CCC Institutional Research

Ryan Feyk-Miney

FCC Institutional Research

Alex Adams

Lili Gao

Carol Rains-Heisdorf

MCC Institutional Research

Liz Villalobos

RC Institutional Research

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