

Cerritos Community College

Equal Employment Opportunity Plan

Diversity Activities

Annual Update

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September 20, 2017
Board of Trustees Presentation**

Presentation Overview

- **Equal Employment Opportunity Plan**
 - * Board Adopted on May 21, 2014
 - * Board Re-Affirmed on May 3, 2017
- **Demographics**
 - * Applicants/New Hires
 - * Current Employees
- **Diversity Plan**
 - * Integrated with EEO Plan on May 3, 2017

Equal Employment Opportunity Plan



Equal Employment Opportunity Plan

- **Originally Adopted by Board on May 21, 2014, Re-Affirmed on May 3, 2017**
- **California Code of Regulations, Title 5**
- **Supports Educational Master Plan**
- **Reflects District commitment to EEO**
- **Recognizes value of diverse and inclusive workforce**
- **Promotes mutual understanding and respect, and provides suitable role models for all students**
- **Fosters working and learning environment that promotes diversity, inclusion, and EEO**
- **Reflects commitment to hire and retain employees who are knowledgeable and sensitive to the diverse and changing student body and community**

Demographics



Applicant Pool

Classified/Confidential/CDC Positions

Self-Reported Ethnicity	2014-2015 (23 Positions)		2015-2016 (24 Positions)		2016-2017 (19 Positions)	
	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Native American	3	0	1	0	3	0
Hispanic	483	17	676	16	885	21
African American	120	2	185	2	327	5
Asian/Filipino	126	5	195	4	212	3
Pacific Islander	4	0	1	0	6	0
Multi Ethnicity	75	2	90	0	135	3
Total Known Ethnic Minority	811	26	1148	22	1568	32
Unknown	304	0	297	0	225	0
White Non-Hispanic	151	3	180	4	221	2
Total # Applicants	1266		1625		2014	
Total # Hired		29		26		34
% Applicants Ethnic Minority	64%		70.6%		77.9%	

Applicant Pool

Classified/Confidential/CDC Positions

Self-Reported Gender, 40+, and Disabled	2014-2015 (23 Positions)		2015-2016 (24 Positions)		2016-2017 (19 Positions)	
	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Male	253	8	404	8	516	10
Female	714	21	929	18	1191	24
Unknown	0	0	0	0	0	0
40+	255	9	360	3	401	10
Disabled	16	0	22	1	20	0

Applicant Pool

Full-time Faculty Positions

Self-Reported Ethnicity	2014-2015 (14 Positions)		2015-2016 (14 Positions)		2016-2017 (27 Positions)	
	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Native American	2	0	0	0	3	0
Hispanic	141	9	150	3	403	11
African American	65	3	103	1	242	1
Asian/Filipino	117	3	124	3	302	2
Pacific Islander	1	0	1	0	6	0
Multi Ethnicity	61	1	47	1	167	2
Total Known Ethnic Minority	387	16	425	8	1123	16
Unknown	208	0	166	0	266	0
White Non-Hispanic	251	3	203	7	795	16
Total # of Applicants	846		794		2184	
Total # Hired		19		15		32
% Ethnic Minority	45.7%		53.5%		51.4%	

Applicant Pool

Full-time Faculty Positions

Self-Reported Gender, 40+, and Disabled	2014-2015 (14 Positions)		2015-2016 (14 Positions)		2016-2017 (27 Positions)	
	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Male	280	8	198	5	834	12
Female	358	11	440	10	988	20
Unknown	0	0	0	0	14	0
40+	262	5	283	7	825	16
Disabled	9	0	14	0	68	2

Applicant Pool Part-time Faculty

Self-Reported Ethnicity	Current
Native American	4
Hispanic	222
African American	163
Asian/Filipino	209
Pacific Islander	4
Multi Ethnicity	152
Total Known Ethnic Minority	754
Unknown	101
White Non-Hispanic	474

Applicant Pool Management Positions

Self-Reported Ethnicity	2014-2015 (5 Positions)		2015-2016 (6 Positions)		2016-2017 (11 Positions)	
	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Native American	1	0	0	0	5	0
Hispanic	42	0	23	2	104	4
African American	36	0	11	0	98	2
Asian/Filipino	23	0	26	0	72	0
Pacific Islander	0	0	0	0	2	0
Multi Ethnicity	23	0	6	0	35	1
Total Known Ethnic Minority	125	0	66	2	316	7
Unknown	73	0	34	0	67	0
White Non-Hispanic	46	5	28	4	167	2
Total # of Applicants	244		128		550	
Total # Hired		5		6		9
% Applicant Ethnic Minority	51.2%		51.6%		57.5%	

Applicant Pool Management Positions

Self-Reported Gender, 40+, and Disabled	2014-2015 (5 Positions)		2015-2016 (6 Positions)		2016-2017 (11 Positions)	
	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Male	83	1	80	4	198	4
Female	94	4	15	2	232	5
Unknown	0	0	0	0	16	0
40+	133	5	73	5	323	5
Disabled	4	0	3	0	15	0

Applicant Pool

Known Ethnic Minority (All Regular Positions)

Self-Reported Ethnicity	2014-2015	2015-2016	2016-2017
Classified/Confidential/CDC	811 (64%)	1148 (70.6%)	1568 (77.9%)
Full-time Faculty	387 (45.7%)	425 (53.5%)	1123 (51.4%)
Management	125 (51.2%)	66 (51.6%)	316 (57.5%)

Recruitment Sources

- Continually evaluate and strengthen recruitment activities (3.2.2., 3.2.3.)
- Expanded Recruitment Sources

2012
Employment Development Department
CCC Registry
District Website

2013-2017	
AsiansInHigherEd.com	Community College Week
BlacksInHigherEd.com	DiverseEducation.com
CalJobs	HigherEdJobs.com
Careerbuilder.com	HispanicsInHigherEd.com
CCC Registry	Indeed.com
CCJN.org	InsideHigherEd.com
CCJobs.com	LatinosInHigherEd.com
CCJobsNow.com	LGBTinHigherEd.com
College Website (Cerritos.edu)	LinkedIn.com
ChronicleVitae.com	Local Email List
CommunityColleges.AcademicKeys.com	VeteransInHigherEd.com
CommunityCollegeJobs.com	Discipline Specific Locations

Employee Demographics Classified/Confidential/CDC

Self-Reported Ethnicity	Fall 2014	Fall 2015	Fall 2016
Native American	.33%	.63%	.60%
Hispanic	47%	46%	47%
African American	8%	8%	7%
Asian/Filipino	8%	9%	9%
Pacific Islander	.33%	.32%	.30%
Multi Ethnicity	1%	1%	1%
Total Known Ethnic Minority	64.66%	64.95%	64.90%
Unknown	0%	0%	0%
White Non-Hispanic	35.34%%	35.05%	35.10%
Total # of Classified/ Confidential/CDC	299	314	320

Employee Demographics

Full-time Faculty

Self-Reported Ethnicity	Fall 2014	Fall 2015	Fall 2016
Native American	0.76%	0.37%	0.34%
Hispanic	24%	25%	26%
African American	4%	5%	5%
Asian/Filipino	11%	11%	11%
Pacific Islander	0%	0%	0%
Multi Ethnicity	0%	0%	0%
Total Known Ethnic Minority	39.76%	41.37%	42.34%
Unknown	.24%	.63%	0.66%
White Non-Hispanic	60%	58%	57%
Total # of FT Faculty	264	269	298

Employee Demographics

Part-time Faculty

Self-Reported Ethnicity	Fall 2014	Fall 2015	Fall 2016
Native American	0%	0.17%	0%
Hispanic	20%	21%	23%
African American	7%	6%	6%
Asian/Filipino	15%	16%	17%
Pacific Islander	0%	0%	0.17%
Multi Ethnicity	0.53%	1%	1%
Total Known Ethnic Minority	42.53%	44.17%	47.17%
Unknown	0.53%	0.35%	1%
White Non-Hispanic	56.94%	55.48%	51.83%
Total # of FT Faculty	569	576	584

Employee Demographics Management

Self-Reported Ethnicity	Fall 2014	Fall 2015	Fall 2016
Native American	4%	2%	2%
Hispanic	28%	29%	31%
African American	4%	2%	6%
Asian/Filipino	4%	6%	6%
Pacific Islander	0%	0%	0%
Multi Ethnicity	0%	0%	0%
Total Known Ethnic Minority	40%	39%	45%
Unknown	1%	0%	1%
White Non-Hispanic	59%	61%	54%
Total # of Management	46	49	48

Diversity Plan



Diversity Plan

- 1. What is the Diversity Plan?**
- 2. How does it relate to other campus plans?**
- 3. What activities and initiatives are related to the Diversity Plan?**

What is the Cerritos College Diversity Plan?

- **Seven Overarching Goals**
- **Established in May 2014**
- **Appendix to EEO Plan**
- **Update of the Diversity Plan Forthcoming**

How Does it Relate to Other Campus Plans?

- **Foster a campus culture that recognizes and values diversity and inclusion**
- **Ensure hiring processes adhere to the EEO Plan**
- **Advertise and recruit diverse applicants**
- **Provide opportunities for individuals to build awareness and knowledge of diverse cultures, lifestyles, and beliefs**
- **Alignment of EEO Plan, Diversity Plan, Student Equity Plan, Educational Master Plan, and Board goals (7.2)**

What Activities and Initiatives?

- **Campus Climate Survey 2.1**
 - CCSSEE 2016 results provided some student climate data (IERP has that information)
 - Anticipating Noel Levitz Survey deployment in Spring 2018 for employees
- **EEO/Process Monitor Training for Screening Committees**
Implemented two-hour face-to-face sessions *(162 trained since February 2014) (3.1.1)*
- **Center for Urban Education – Equity in Faculty Hiring at Community Colleges Institute, September 28-29, 2017**
- **Native American Indian Outreach**
- **Online Registration for Diversity and Professional Development Workshops**
- **Collaboration with the Campus, namely the Center for Teaching Excellence, Student Activities, and Adult Education**

Activities and Initiatives Continued

- **Partnering with others across campus to coordinate diversity activities (4.1)**
 - **Hispanic Heritage Month Event Series 2017**
 - **Creating Culture of Respect**
 - **Black History Month Event Series 2017**
 - **Women's History Month Event Series 2017**
 - **VetNet Ally Awareness Seminar May & October 2017**
 - **Safe Zone Lunch and Learn Series Spring & Fall 2017**
 - **Student Safe Zone Spring & Fall 2017**
 - **Undocumented Students/AB 540 Ally Training Spring 2017**
 - **Festival of Asian Cultures April 2017**
 - **LGBTQ History Month – October 2016, 2017**
 - **Take Back the Night/Denim Day April 2017**
 - **International Education Week**
 - **Universal Design for Learning: Social Justice through Inclusivity and Accessibility**

Thank you

Any Questions?