

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT

Annual Fall Diversity Report

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Vice Chancellor of Human Resources

November 24, 2019

Rancho Santiago Community College District

Diversity Report Fall 2019

Beginning In the Fall of 2017, the AR 7100 – Commitment to Diversity was approved by the district council to supplement and continue to support the districts’ commitment to diversity in employing qualified administrators, faculty, and staff members who are dedicated to student success.

In addition to the commitment to diversity, an annual report will be prepared for the board in the fall that shall include the demographics of the college staff and faculty as well as the new hires from the previous academic year.

The regulatory framework supporting the districts efforts is found in Title 5 section 5302 4.1, Education Code sections 87100 et seq., Accreditation Standard 3a .4, and RSCCD Board Policies and Administrative Regulations; 3420 – Equal Employment Opportunity (EEO) and 7100 – Commitment to Diversity.

The acknowledgment in this framework that “establishing and maintaining a richly diverse workforce is an ongoing process that requires continued institutional effort” and the understanding that diversity in the academic environment promotes cultural and social awareness that provides students an environment that models and supports academic achievement. The requirements of districts include:

- The EEO plan will be reviewed and updated every three years
- EEO training is required for all individuals who serve on screening/selection committees and advisory committees
- The collection of recruitment and hiring data and the longitudinal analysis of employment trends

Beginning in 2015, the State Chancellor’s Office modified the allocation formula for the EEO funds to increase compliance with Title 5 requirements. The EEO fund allocation model provided districts who met the EEO program criteria \$50,000 to assist in EEO training and resources that promoted innovative strategies in recruiting a diverse staff. In 2015 only 35 of the 72 districts met the multiple methods criteria, RSCCD received the \$50,000 allotment to continue our efforts in increasing the diversity of our employees. In 2018 all districts met the 9 multiple methods criteria to receive EEO fund allocations. Our allocation this year is \$45,000, we continue to use these funds in our efforts to increase the diversity of our employees.

The RSCCD Equal Employment Opportunity and Human Resource Plan is reviewed annually, and if relevant policies undergo legislative changes, this plan will be updated. The EEO plan outlines the Boards’ policies and administrative regulations on Equal Employment Opportunity, the Commitment to Diversity, and Recruitment and Hiring. The plan outlines:

- The delegation of authority in addressing EEO compliance issues with relevant laws and regulations
- The Human Resource Committee also serves as the EEO advisory committee, and is one of the districts’ participatory governance committees
- Notification and publication of the EEO plan (the plan is available on the districts website under HR division)

- The training required for screening/selection committees
- Analysis of the district workforce and applicant pools
- Other measures necessary to further equal employment opportunity

EEO training that outlines the statutory regulations and the awareness of implicit biases is provided to the district a minimum of twice a year. In 2018-2019 we provided six (6) EEO workshop opportunities with a total of 657 employees completing this EEO training requirement. This 4-hour training is facilitated by Liebert Cassidy and Whitmore (LCW) attorneys who have had significant contributions to the language we see in Title 5- EEO and Diversity. Along with this targeted compliance training, there are multiple workshops, webinars and conferences provided throughout the year on topics such as diversity and inclusion and the following:

- Meeting the Unique Needs of the LGBTQIA Student Population
- ACPA (CCPA) Spring Institute: Intersectionality and Inclusion
- Denim Day
- Poetic (Social) Justice: Dismantling Gender Violence
- Lunch and Learn: Why Pride?
- Celebrating Asian and Pacific and Pacific Islander Heritage
- "Building Support for Formerly Incarcerated Students at SCC"
- Umoja Conference XIV
- Real #114 Housing and Food Insecurities Conference

The collection of the data and the analysis of recruitment and hiring trends provides information that is a crucial component to ensure that our EEO policies and procedures support a diverse workforce and ensure the ability to identify and eliminate possible barriers to employment.

Each fall we focus on the reporting the recruitment hiring and of faculty based on our projected student enrollment. This number is reflected in the FON (faculty obligation number). For purposes of diversity, and analyzing longitudinal data, we look at the percentage of our new hires based on the number of all diverse (non-white) faculty and management hired, for the last 5 years (attachments 1-3) with graphs provide the visual distribution by year.

The data sets to follow indicate the level of diversity as of June 30, 2019. RSCCD total headcount of all employee groups (attachment 4-7) illustrates the total number of employees within all ethnic groups and gender:

- Full-Time Faculty: 43.99% diverse; 4.6 unknown (attachment 4)
- Part-Time Faculty: 41.41% diverse; 2.68% unknown (attachment 5)
- Classified: 76.81% diverse; .80% unknown (attachment 6)
- Management: 56.82% diverse; 1.52% unknown (attachment 7)

The longitudinal data derived from MIS reports to the Chancellor's office provides ethnicity data back to Fall 2000. This allows us to see the trend of specific employee groups by headcount each year. The

collection of demographic information including ethnicity continues to be a voluntary disclosure. This makes it difficult at times to determine precise diversity percentages. Another key element affecting percentage outcomes is the number of individuals who indicate multiple ethnicities. There are six main ethnic groups designated by the State Chancellor's office to reflect the data gathered. These are African American, Native American, Asian, Hispanic, unknown, and White non-Hispanic. This graph clearly indicates the impact of the last recession and state budget crisis and student enrollment in 2008/2009 which had a significant effect on staffing in the district. In 2010/2011, the district begins to see an increase in staffing notably in the diverse groups. The following employment groups in the fall of 2018 are:

- All Employee group, attachment 8
- Full Time Faculty, attachment 9
- Part Time Faculty, attachment 10
- Classified Staff, attachment 11
- Educational Administrator, attachment 12

In addressing the goals for 2018

The district made progress in increasing the diversity of our employee groups.

- In 2018, we filled 170 job openings, hired 26 management, 19 Faculty and 125 classified staff. Of those hired, one hundred twenty seven (127) or 75% are from diverse groups, one hundred (100) or 59% are female.
- The diversity of the applicant pools for the 170 filled job openings in different stages of the screening process:
 - Applications received: 8,946, 68% diverse
 - Selected candidates for interview: 1,590, 66% diverse
 - Hired: 170, 75% diverse
- There have been 7.01% increase in the diversity of the District's employees since 2009. On June 30, 2019, the total number of employees of the District was 1,269 (131 Full Time Management, 391 Faculty and 747 Full Time and Part Time ongoing Classified), of the 98% that identified their ethnicity, 821 or 65% diverse compared to, 803 or 57% of 1,392 employees in 2009. For the 10 year period, there is an increase in diversity. RSCCD Staff Profile Comparison 2009 and 2019, attachment 13

Identify any significant impact in any underrepresented group

- Provided information using the ethnicity/gender crosstab of applicant pools for each vacancy in every step of the selection process to work to identify if there was adverse impact on underrepresented groups. Further review is needed of the screening process and the crosstab to try and identify if there is disproportionate negative impact in any underrepresented group.

The District continues to review board policies and administrative regulations and update our EEO plan.

- The RSCCD EEO and Human Resources Plan will be updated in the 2021 academic year

Our goals are to continue to research methods to increase the recruitment and hiring of more diverse employee groups

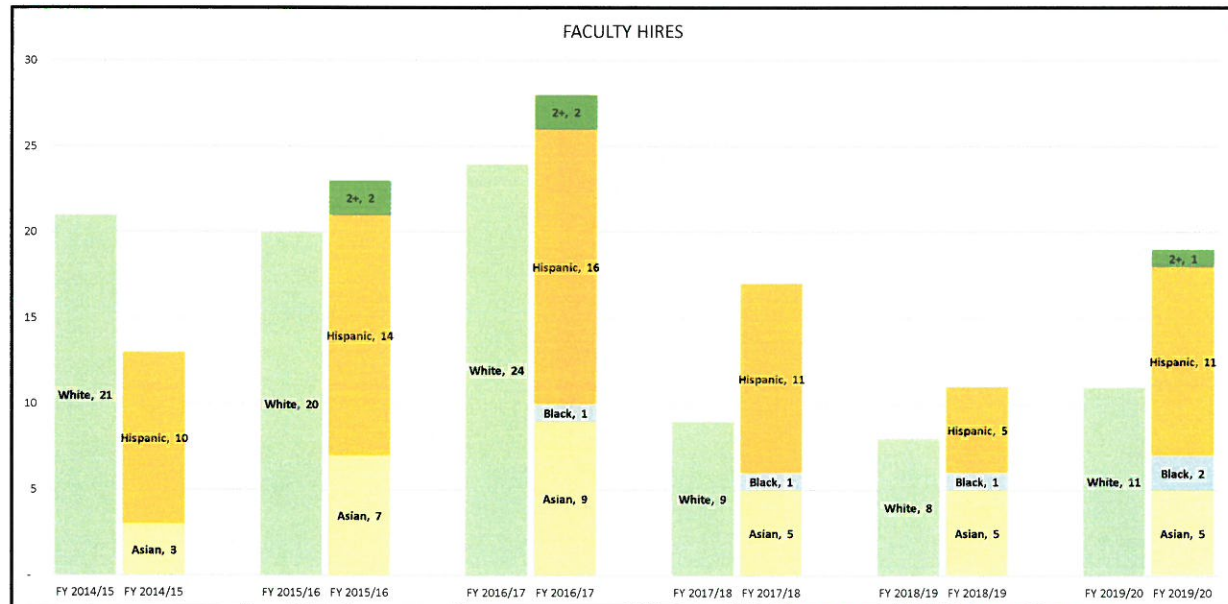
- On December 7, 2019 the district will participate with six other area districts for the first collaborative job Summit on hiring diverse faculty. There are over 839 pre-registered applicants for the event.
- Beginning implementation of NEOGOV's Applicant tracking and personnel requisition systems
- This year is the first time the District has had early submission of Faculty priority list of discipline for posting and recruitment before the end of the Fall Semester right after identifying the FON.
- To continue to work with the Southern California Community College School Districts to look at Best Practices for Diversity in Hiring.
- Internship programs
- Identifying barriers that may impact underrepresented group in the recruitment process

NEW HIRES PER FISCAL YEAR 2014-2020

FACULTY

FISCAL YEAR	ETHNICITY							% DIVERSE	GENDER		
	W	A	B	H	NA	2+	TOTAL		M	F	TOTAL
FY 2014-2015	21	3	0	10	0	0	34	38%	18	16	34
FY 2015-2016	20	7	0	14	0	2	43	53%	12	31	43
FY 2016-2017	24	9	1	16	0	2	52	54%	15	37	52
FY 2017-2018	9	5	1	11	0	0	26	65%	7	19	26
FY 2018-2019	8	5	1	5	0	0	19	58%	12	7	19
FY 2019-2020	11	5	2	11	0	1	30	63%	8	22	30
6-YR TOTAL	93	34	5	67	0	5	204		72	132	204

W = WHITE
A = ASIAN
B = BLACK
H = HISPANIC
NA = NATIVE AMERICAN
2+ = TWO OR MORE ETHNICITY



NEW HIRES PER FISCAL YEAR 2014-2019

CLASSIFIED

FISCAL YEAR	ETHNICITY							% DIVERSE	GENDER		
	W	A	B	H	NA	2+	TOTAL		M	F	TOTAL
FY 2014-2015	12	13	1	50	0	0	76	84%	39	37	76
FY 2015-2016	25	20	2	69	0	1	117	79%	36	81	117
FY 2016-2017	34	28	8	87	2	5	164	79%	54	110	164
FY 2017-2018	24	23	0	74	0	5	126	81%	43	83	126
FY 2018-2019	23	28	3	69	0	2	125	82%	54	71	125
5-YR TOTAL	118	112	14	349	2	13	608		226	382	608

W = WHITE
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2+ = TWO OR MORE ETHNICITY

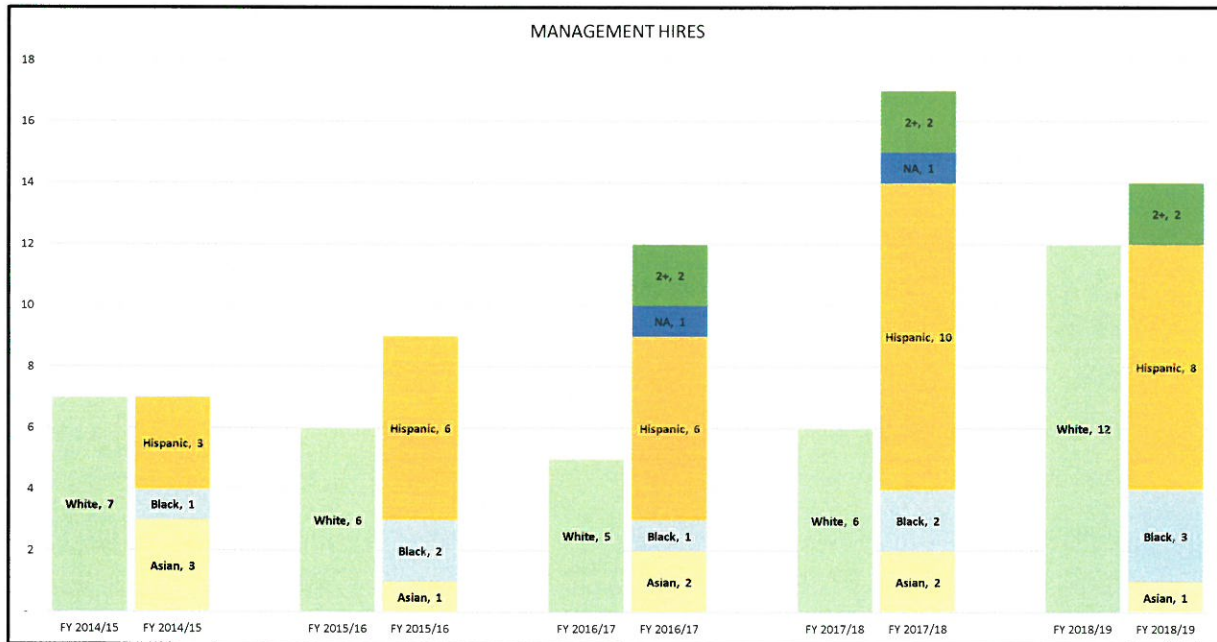


NEW HIRES PER FISCAL YEAR 2014-2019

MANAGEMENT

FISCAL YEAR	ETHNICITY									GENDER		
	W	A	B	H	NA	2+	TOTAL	% DIVERSE		M	F	TOTAL
FY 2014-2015	7	3	1	3	0	0	14	50%		7	7	14
FY 2015-2016	6	1	2	6	0	0	15	60%		8	7	15
FY 2016-2017	5	2	1	6	1	2	17	71%		9	8	17
FY 2017-2018	6	2	2	10	1	2	23	74%		8	15	23
FY 2018-2019	12	1	3	8	0	2	26	54%		9	17	26
5-YR TOTAL	36	9	9	33	2	6	95			41	54	95

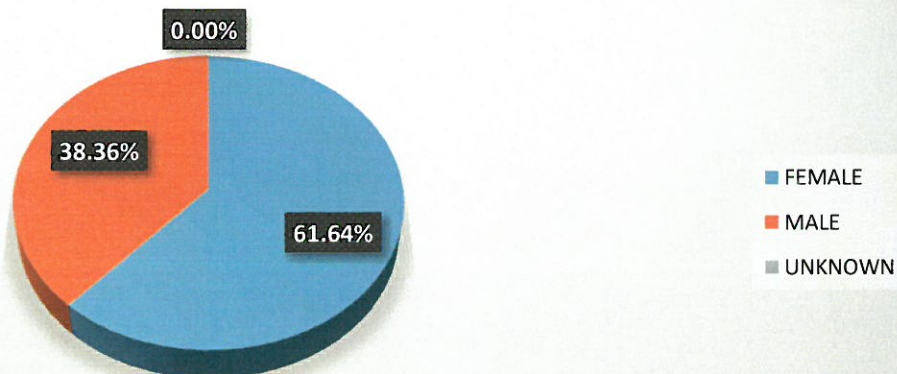
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RSCCD FULL TIME FACULTY STAFF PROFILE JUNE 30, 2019

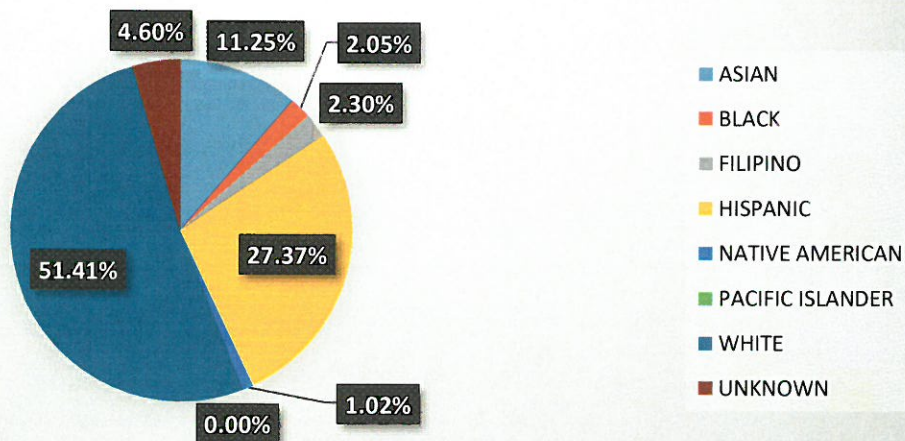
GENDER		
FEMALE	241	61.64%
MALE	150	38.36%
UNKNOWN	0	0.00%
TOTAL	391	100.00%

RSCCD Full time Faculty Gender



ETHNICITY		
ASIAN	44	11.25%
BLACK	8	2.05%
FILIPINO	9	2.30%
HISPANIC	107	27.37%
NATIVE AMERICAN	4	1.02%
PACIFIC ISLANDER	0	0.00%
WHITE	201	51.41%
UNKNOWN	18	4.60%
TOTAL	391	100.00%

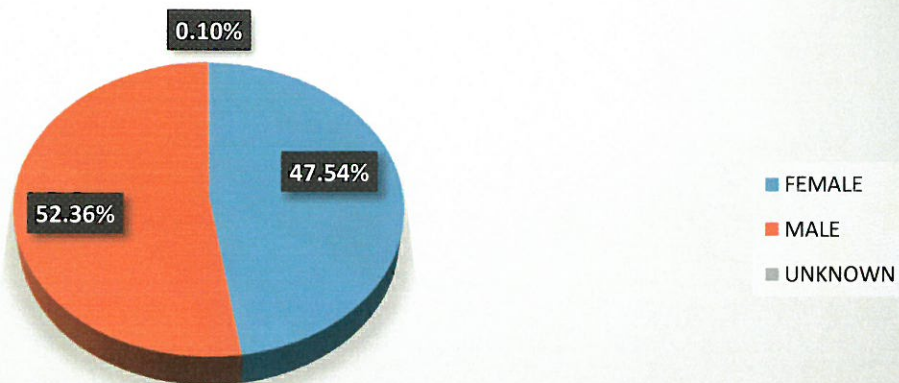
RSCCD Full Time Faculty Ethnicity



RSCCD PART TIME FACULTY STAFF PROFILE JUNE 30, 2019

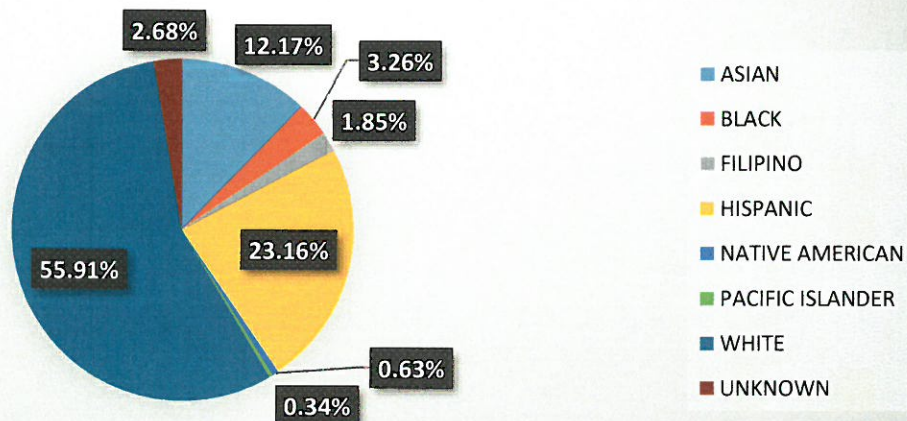
GENDER		
FEMALE	977	47.54%
MALE	1076	52.36%
UNKNOWN	2	0.10%
TOTAL	2055	100.00%

RSCCD Part time Faculty Gender



ETHNICITY		
ASIAN	250	12.17%
BLACK	67	3.26%
FILIPINO	38	1.85%
HISPANIC	476	23.16%
NATIVE AMERICAN	13	0.63%
PACIFIC ISLANDER	7	0.34%
WHITE	1149	55.91%
UNKNOWN	55	2.68%
TOTAL	2055	100.00%

RSCCD Part Time Faculty Ethnicity



RSCCD CLASSIFIED STAFF PROFILE JUNE 30, 2019

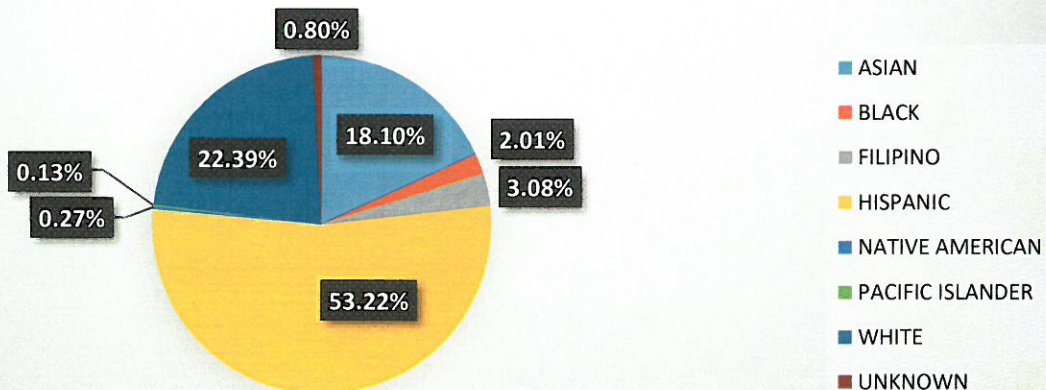
GENDER		
FEMALE	457	61.26%
MALE	285	38.20%
UNKNOWN	4	0.54%
TOTAL	746	100.00%

RSCCD Classified Gender



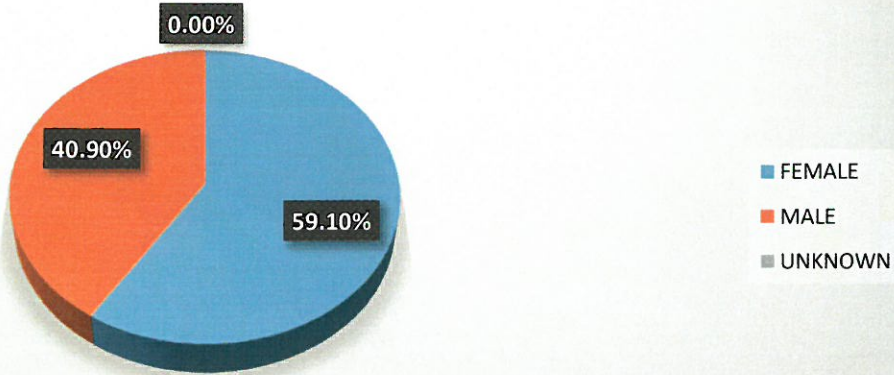
ETHNICITY		
ASIAN	135	18.10%
BLACK	15	2.01%
FILIPINO	23	3.08%
HISPANIC	397	53.22%
NATIVE AMERICAN	2	0.27%
PACIFIC ISLANDER	1	0.13%
WHITE	167	22.39%
UNKNOWN	6	0.80%
TOTAL	746	100.00%

RSCCD Classified Ethnicity



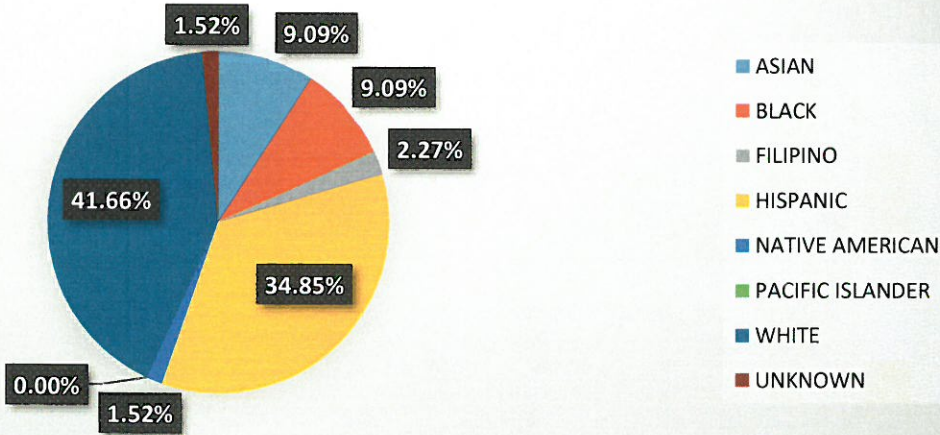
GENDER		
FEMALE	78	59.10%
MALE	54	40.90%
UNKNOWN	0	0.00%
TOTAL	132	100.00%

RSCCD Management Gender

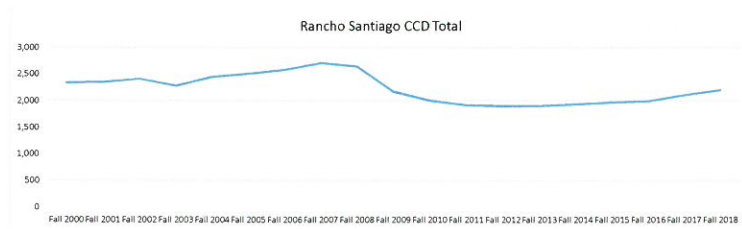


ETHNICITY		
ASIAN	12	9.09%
BLACK	12	9.09%
FILIPINO	3	2.27%
HISPANIC	46	34.85%
NATIVE AMERICAN	2	1.52%
PACIFIC ISLANDER	0	0.00%
WHITE	55	41.66%
UNKNOWN	2	1.52%
TOTAL	132	100.00%

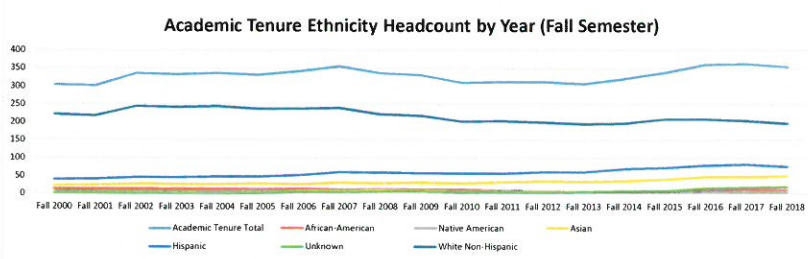
RSCCD Management Ethnicity



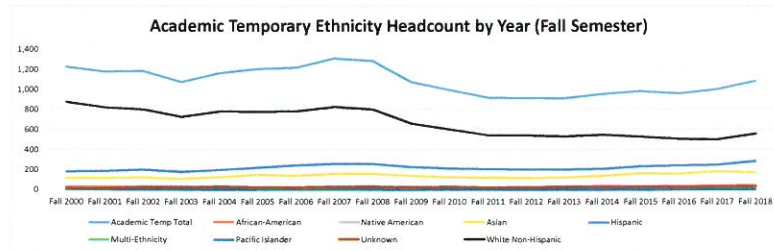
CATEGORY	Fall 2000	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Rancho Santiago CCD Total	2,345	2,348	2,415	2,281	2,449	2,513	2,589	2,720	2,650	2,179	2,009	1,922	1,905	1,909	1,941	1,975	2,000	2,114	2,202



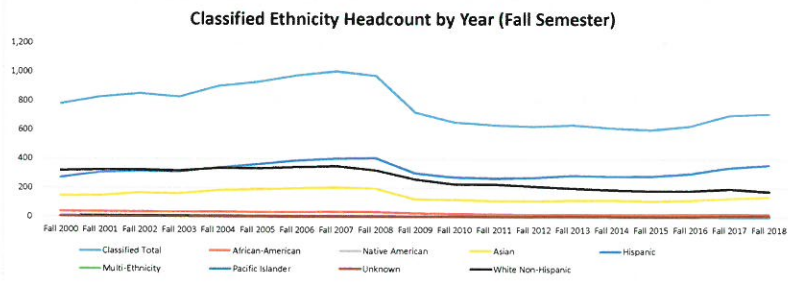
CATEGORY	Fall 2000	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Academic Tenure Total	304	302	336	333	337	332	342	356	337	331	310	312	312	307	321	338	361	363	355
African-American	13	13	12	12	12	11	12	11	11	11	11	8	7	6	6	5	7	8	8
Native American	7	6	6	6	6	7	8	8	8	7	7	7	6	6	5	4	5	4	4
Asian	22	23	27	26	26	28	26	30	29	30	29	32	34	33	35	40	46	46	49
Hispanic	40	41	46	46	48	48	52	61	60	58	57	57	61	61	70	73	80	83	77
Unknown	1	1	1	1	0	1	6	6	7	7	4	5	4	6	8	8	15	18	20
White Non-Hispanic	221	218	244	242	245	237	238	240	222	218	202	203	200	195	197	208	208	204	197



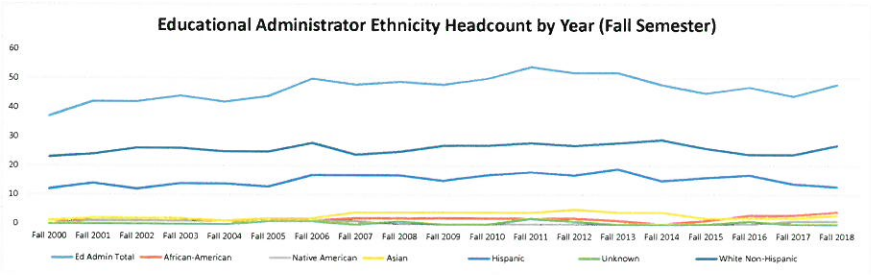
CATEGORY	Fall 2000	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Academic Temp Total	1,225	1,178	1,186	1,075	1,166	1,204	1,219	1,310	1,287	1,075	995	920	914	913	955	985	961	1,002	1,084
African-American	30	28	27	28	19	22	21	29	25	24	20	19	19	24	31	27	31	35	38
Native American	12	12	14	13	13	12	7	9	14	12	11	9	10	8	7	7	7	10	8
Asian	114	116	120	106	124	145	139	155	158	135	120	119	115	119	134	161	154	180	165
Hispanic	182	189	203	181	200	223	247	261	260	228	214	208	205	204	209	236	241	250	287
Multi-Ethnicity	0	0	0	0	0	0	0	0	0	0	2	2	2	2	1	1	0	2	3
Pacific Islander	0	2	2	2	3	4	5	6	4	1	2	1	2	2	1	1	1	1	1
Unknown	9	11	18	18	26	22	20	24	26	18	25	20	22	25	23	24	22	24	26
White Non-Hispanic	875	820	802	727	781	776	780	826	800	657	601	542	539	529	548	528	505	500	556



CATEGORY	Fall 2000	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Classified Total	779	826	851	829	904	933	978	1,006	977	725	654	636	627	637	617	607	631	705	715
African-American	35	35	33	31	35	32	32	33	35	27	22	18	16	18	17	17	19	22	19
Native American	6	8	7	6	7	9	9	8	8	6	6	6	5	5	4	4	4	4	2
Asian	143	145	164	159	181	190	199	203	197	124	118	112	112	117	116	111	117	130	139
Hispanic	273	308	318	312	342	365	392	407	410	306	277	269	275	291	286	287	304	345	362
Multi-Ethnicity	0	0	0	0	0	0	0	0	0	0	1	1	1	1	1	0	0	1	5
Pacific Islander	4	5	5	3	2	2	2	2	2	1	1	1	1	1	1	0	1	1	1
Unknown	0	0	0	0	1	1	1	3	3	2	2	3	4	4	4	4	2	7	9
White Non-Hispanic	318	325	324	318	336	334	343	350	322	259	227	226	213	200	188	184	184	195	178



CATEGORY	Fall 2000	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Ed Admin Total	37	42	42	44	42	44	50	48	49	48	50	54	52	52	48	45	47	44	48
African-American	0	1	1	1	1	2	1	2	2	2	2	2	2	1	0	1	3	3	4
Native American	1	1	1	1	1	1	1	1	0	0	0	0	0	0	0	0	0	1	1
Asian	1	2	2	2	1	2	2	4	4	4	4	4	5	4	4	2	2	2	3
Hispanic	12	14	12	14	14	13	17	17	17	15	17	18	17	19	15	16	17	14	13
Unknown	0	0	0	0	0	1	1	0	1	0	0	2	1	0	0	0	1	0	0
White Non-Hispanic	23	24	26	26	25	25	28	24	25	27	27	28	27	28	29	26	24	24	27



RSCCD STAFF PROFILE COMPARISON 2009 AND 2019

	2009					
	WHITE		DIVERSE		UNKNOWN	
MANAGEMENT	56	46.66%	63	52.50%	1	0.84%
FACULTY	230	61.33%	140	37.33%	5	1.34%
CLASSIFIED	288	32.11%	600	66.89%	9	1.00%
TOTAL	574	41.23%	803	57.69%	15	1.08%

	2019						% change of
	WHITE		DIVERSE		UNKNOWN		DIVERSITY
MANAGEMENT	53	40.46%	76	58.01%	2	1.53%	5.51%
FACULTY	201	51.41%	172	43.99%	18	4.60%	6.66%
CLASSIFIED	167	22.36%	573	76.70%	7	0.94%	9.81%
TOTAL	421	33.17%	821	64.70%	27	2.13%	7.01%