



2018 REPORT

Equal Employment Opportunity Report

California Community Colleges Chancellor's Office | Eloy Ortiz Oakley, Chancellor



California
Community
Colleges

ELOY ORTIZ OAKLEY
Chancellor

June 17, 2019

The Honorable Gavin Newsom
Governor of California
State Capitol
Sacramento, CA 95814

RE: California Community Colleges Equal Employment Opportunity Report

Dear Governor Newsom:

Please find enclosed the California Community Colleges Equal Employment Opportunity report required by Senate Bill 826, Chapter 23, of 2016. SB 826 requires the California Community Colleges Chancellor's Office report to the Legislature the demographic composition of faculty, and our efforts to encourage and assist the community colleges to promote equal employment opportunity.

This report provides statistical data on the demographic composition of full-time faculty and summarizes our efforts to promote equal employment opportunity in the community college system.

On behalf of the board of governors of the California Community Colleges, I respectfully submit for your information and review, the California Community Colleges SB 826 Equal Employment Opportunity Report.

Marc LeForestier, General Counsel, may be contacted for questions and comments. He can be reached at (916) 445-6272 or mleforestier@cccco.edu.

Thank you for your interest in these programs and the students they serve.

Sincerely,

A handwritten signature in black ink, appearing to read 'Eloy Ortiz Oakley'.

Eloy Ortiz Oakley, Chancellor

Chancellor's Office

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2018 EQUAL EMPLOYMENT OPPORTUNITY REPORT

Prepared By

California Community Colleges Chancellor's Office

Office of the General Counsel

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EQUAL EMPLOYMENT OPPORTUNITY REPORT

Senate Bill 826, Chapter 23, of 2016 requires the California Community Colleges Chancellor's Office to:

“Report by December 1, 2016, and annually thereafter for five years, on the racial/ethnic and gender composition of faculty, and efforts to assist campuses in providing equal employment opportunity in faculty recruitment and hiring practices as well as system-wide training, monitoring, and compliance activities.”

This report provides an overview of Chancellor's Office efforts to assist local community college districts to increase equal employment opportunity (EEO) in faculty recruitment and hiring practices. Statistics related to the composition of community college faculty are attached to this report as [Attachment 1](#).

In the community college system, hiring decisions are made by the local districts. The Chancellor's Office does not make faculty recruitment and hiring decisions. The Chancellor's Office has provided a significant amount of outreach, training, and guidance to local community college districts regarding EEO and diversity hiring practices over the last year.

OVERVIEW

In 1996, California voters approved Proposition 209 which amended the State Constitution to prohibit community college districts from “discriminating against or granting preferential treatment to anyone on the basis of race, sex, color, ethnicity, or national origin” in public employment or education. At the same time, other state and federal laws require inclusionary hiring practices and compliance with EEO mandates.

Title 5, section 53024.1, states that “[e]stablishing and maintaining a richly diverse workforce is an on-going process that requires continued institutionalized effort.” Our colleges serve a highly diverse student population, reflective of the broader population of California. More than 50% of our students are from minority groups.

LEGAL AUTHORITY

Equal employment opportunity is embedded as a legal mandate through a number of statutes and regulations. Statutory authority for Equal Employment Opportunity can be found in California Education Code sections 87100-87108. The intent of the legislature is to diversify our community college faculty to better represent and assist our students.

1. EDUCATION CODE

87100: Legislative findings and declarations

(a)(3) A work force that is continually responsive to the needs of diverse student population may be achieved by ensuring that all persons receive an equal opportunity to compete for employment and promotion within the community college districts and by eliminating barriers to equal employment opportunity.

(b) It is the intent of the Legislature to establish and maintain within the California Community College districts a policy of equal opportunity in employment for all persons, and to prohibit discrimination or preferential treatment.

87101: Purposes

(a) “Equal employment opportunity” means that all qualified individuals have a full and fair opportunity to compete for hiring and promotion and fully enjoy the benefits of employment by a community college district. Ensuring equal employment opportunity is advanced in an inclusive environment that fosters cooperation, acceptance, democracy, and the free expression of ideas. An inclusive environment is welcoming to men and women, persons with disabilities, individuals from all ethnic groups, and individuals from all other groups protected from discrimination by this article.

66010.2: Goals

(c) Educational equity not only through a diverse and representative student body and faculty but also through educational environments in which each person, regardless of race, gender, gender identity, gender expression, sexual orientation, age, disability, or economic circumstances, has a reasonable chance to fully develop his or her potential.

2. EEO REGULATIONS

The legal parameters and standards for EEO are established in the following sections of California Code of Regulations, which implements and should be read in conjunction with Government Code sections 11135-11139.8:

California Code of Regulations, title 5. Education, division 6. California Community Colleges, chapter 4. Employees

Section	Subject
53000	Scope and Intent
53001	Definitions
53002	Policy Statement
53003	District Plan
53004	District Evaluation and Report to Chancellor
53005	Advisory Committee
53006	Additional Measures to Support Diversity and Ensure Equal Employment Opportunity
53020	Responsibility; Delegation of Authority; Complaints
53021	Recruitment
53022	Job Announcements and Qualifications
53023	Applicant Pool Review
53024	Screening and Selection Procedures
53024.1	Developing and Maintaining Institutional Commitment to Diversity
53024.2	Accountability and Corrective Action
53025	Persons with Disabilities
53026	Complaints
53027	Applicability to Districts Operating on the Merit System
53030	Equal Employment Opportunity Fund Allocation
55033	Failure to Report
53034	Required Report

These regulations are required steps to promote faculty and staff equal employment opportunities which are in addition to and consistent with the nondiscrimination requirements of state and federal law.

FUNDING

The 2017-18 Budget Act (Chapter 14, Statutes of 2017) provided the Chancellor's Office with \$4.592 million in funding to help eliminate barriers to equal employment opportunity. Our efforts included the following initiatives:

- Training district hiring officials to eliminate unconscious and conscious bias
- Training to improve data collection and longitudinal analysis of data
- Monitoring of district EEO plans
- Monitoring of compliance with discrimination laws
- Technical assistance to the colleges

STATEWIDE EFFORTS RELATED TO EEO AND DIVERSITY HIRING PRACTICES

PRESENTATIONS/TRAINING

The Chancellor's Office's has offered numerous presentations and training opportunities to the community college districts regarding EEO practices and diversity hiring, including the following:

- In April 2018, the Chancellor's Office in conjunction with the Academic Senate for California Community Colleges plenary session presented "Faculty Diversity and Serving Students: Progress and Challenges."
- In September 2018, the Chancellor's Office presented workshops in five California cities called "Building Diversity – Using Data for Hiring."
- At the November 2018 board of governors meeting, the board directed the Chancellor's Office to create an EEO Task Force to study EEO issues and present recommendations to the board regarding how to increase the pace of diversifying the community college workforce.

DATA COLLECTION AND ANALYSIS

Over the past year, the Chancellor's Office has placed significant emphasis on the critical need to collect and utilize statewide demographic employment data and local applicant data to address diversity. The Chancellor's Office has made the collection and analysis of both employee demographic data, as well as longitudinal applicant data, a priority. Our efforts have included:

- In December 2017, the Chancellor's Office created an "EEO Longitudinal Data Guide" which identifies the legal requirements for the collection and analysis of longitudinal hiring data, the benefits of a robust data program, best practices in EEO and diversity data collection, and examples of effective longitudinal analyses. This report is

available on the [Chancellor's Office EEO web page](https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/General-Counsel/EEO) at <https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/General-Counsel/EEO>. This report was a pillar of the data workshops conducted in September 2018.

- Webinars are currently being created to improve statewide demographic data collection requirements. The training sessions will be provided to the data personnel at the local community college districts responsible for the data submissions to the Chancellor's Office.

OTHER EFFORTS

- The Chancellor's Office has created an EEO resource archive that includes information about regional EEO trainings; webinars on pre-hiring, hiring, and post-hiring; and an archived video of the EEO regional training at Yuba College, which are available on the [Office of the General Counsel's website](https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/General-Counsel/EEO) at <https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/General-Counsel/EEO>.

STATEWIDE EEO AND DIVERSITY ADVISORY COMMITTEE

“The purpose of the state Chancellor's Office Equal Employment Opportunity and Diversity Advisory Committee is multifaceted. The committee will facilitate and improve the communication between the state Chancellor's Office and the community college districts in regard to human resources matters with a focus on diversity and EEO programs. The committee is also a forum for the exchange of information to drive the promotion, creation or implementation of effective EEO and diversity programs. The committee will develop resources such as samples and best practices which can be shared with districts throughout the state. The committee consists of a diverse representation of community college constituency group leaders and human resource professionals throughout the state.”

— Purpose Statement

- The statewide EEO and Diversity Advisory Committee has 25 members that include representatives from the four regional areas, as well as faculty, classified staff, trustees, chief executive officers, chief student services officers, student representatives and a member of the board of governors of the California Community Colleges. The regional members are appointed by the regional HR/EEO groups to ensure a cross section of districts from around the state, with a mixture of those from multi-college and single college districts. See [Attachment 2](#) for a current membership listing.
- The statewide EEO and Diversity Advisory Committee meets quarterly throughout the year to exchange information, develop resources, and promote best practices on issues related to diversity and the community college district EEO programs.

- The Chancellor’s Office has created a web page for the statewide EEO and Diversity Advisory Committee, where minutes from meetings, as well as handouts, are posted and available to all human resources management and staff.
- The Chancellor’s Office once again funded the [Registry/job bank](#), which provides a number of services for individuals seeking employment at a community college. The website has one of the top community college search engine responses and has been recently updated to include a social media presence. Additional efforts are underway to create a more streamlined application process for those interested in applying for a community college job. The Registry also holds two regional job fairs each year to promote employment in the community college system. The Chancellor’s Office is embarking on an evaluation of this program.

MONITORING AND COMPLIANCE ACTIVITIES: MULTIPLE METHODS OF MEASURING SUCCESS

In 2016, the Chancellor’s Office implemented a change to the EEO Fund allocation model to a multiple methods certification process to measure success. Each district’s EEO advisory committee, chief human resources officer, chief executive officer, and governing board must annually certify to the Chancellor’s Office that the district met the Multiple Method requirements in order to receive EEO funding. This ensures that a wide variety of stakeholders at the local level are aware of and responsible for the EEO process.

THE MULTIPLE METHODS ALLOCATION MODEL

The Chancellor’s Office statewide EEO and Diversity Advisory Committee and the Office of the General Counsel identified nine best-practice areas as the “multiple methods” for allocation of the EEO Fund:

Pre-Hiring

1. District’s EEO Advisory Committee, *EEO Plan*, and expenditure/performance reports **(required for funding)**
2. Board policies & adopted resolutions
3. Incentives for hard-to-hire areas/disciplines
4. Focused outreach and publications

Hiring

5. Procedures for addressing diversity throughout hiring steps and levels
6. Consistent and ongoing training for hiring committees

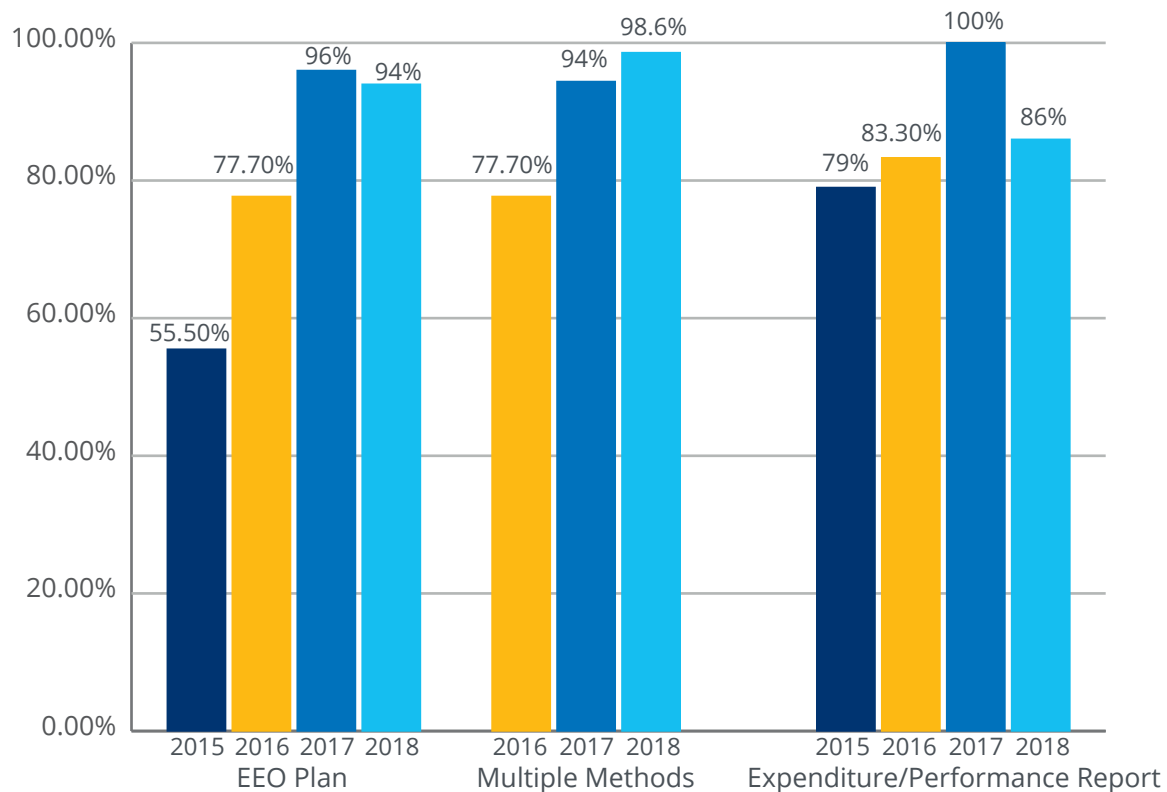
Post-Hiring

7. Professional development focused on diversity
8. Diversity incorporated into criteria for employee evaluation and tenure review
9. Grow-Your-Own programs

To qualify for funding under the *Multiple Methods* EEO Fund allocation model, districts must meet *Multiple Method 1* (have an EEO Advisory Committee and EEO Plan, and have submitted their expenditure/performance reports) plus a minimum of six of the remaining eight *Multiple Methods*. In other words, districts must have an operational EEO Advisory Committee and an active EEO Plan in order to qualify for EEO funding. Title 5 clearly requires districts to submit a board-adopted EEO Plan every three years (section 53003) and to establish an EEO Advisory Committee to assist in developing and implementing the EEO Plan (section 53005). In June of 2017, an additional requirement was added to the *Multiple Methods* obligating districts to submit annual expenditure/performance reports to the Chancellor’s Office (section 53034).

By tethering the receipt of EEO Funds to the submission of the *Multiple Methods* Certification, including an active EEO Plan, the Chancellor’s Office dramatically increased district compliance with the requirement to submit and update EEO Plans, as required in title 5, section 53003. In December of 2015, only 55.5% of districts had active EEO Plans on file with the Chancellor’s Office. By June of 2016, 77.7% of districts had an active EEO Plan in place. As of November 2018, 94% of districts have an active EEO Plan on file with the Chancellor’s Office. Attaching funding to the *Multiple Methods* requirements has had a direct impact on overall program compliance.

Increased District Participation

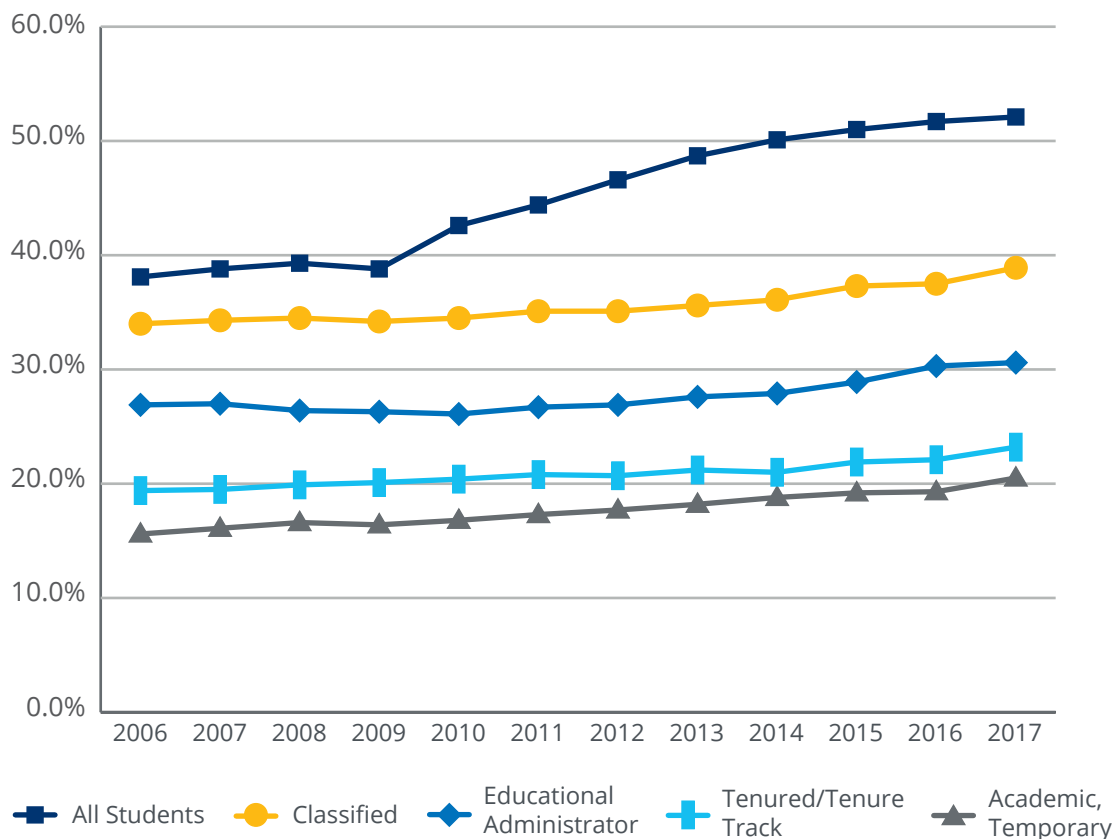


EDUCATIONAL BENEFITS OF DIVERSITY

The purpose of our local EEO programs is to ensure that all qualified individuals have a full and fair opportunity to compete for hiring and promotion and to enjoy the benefits of employment with each local district. Equal employment should include identifying and eliminating barriers to employment that are not job related, and creating an environment that fosters cooperation, acceptance, democracy, and the free expression of ideas. Our colleges must be welcoming employment destinations for men and women, persons with disabilities, and individuals from all ethnic and other groups protected from discrimination under the law.

There has been an increase in underrepresented students in California community colleges in recent years. Data shows that the student population in the community colleges has become increasingly more diverse, whereas no ranks of the workforce have reflected this increase in diversity. According to data submitted by the districts, for the past ten years, approximately 20% of full-time faculty members are from underrepresented communities. See chart below:

Underrepresented Minority* Percentages by Student and Employee Types Fall Terms 2006-2017 (Statewide Data)



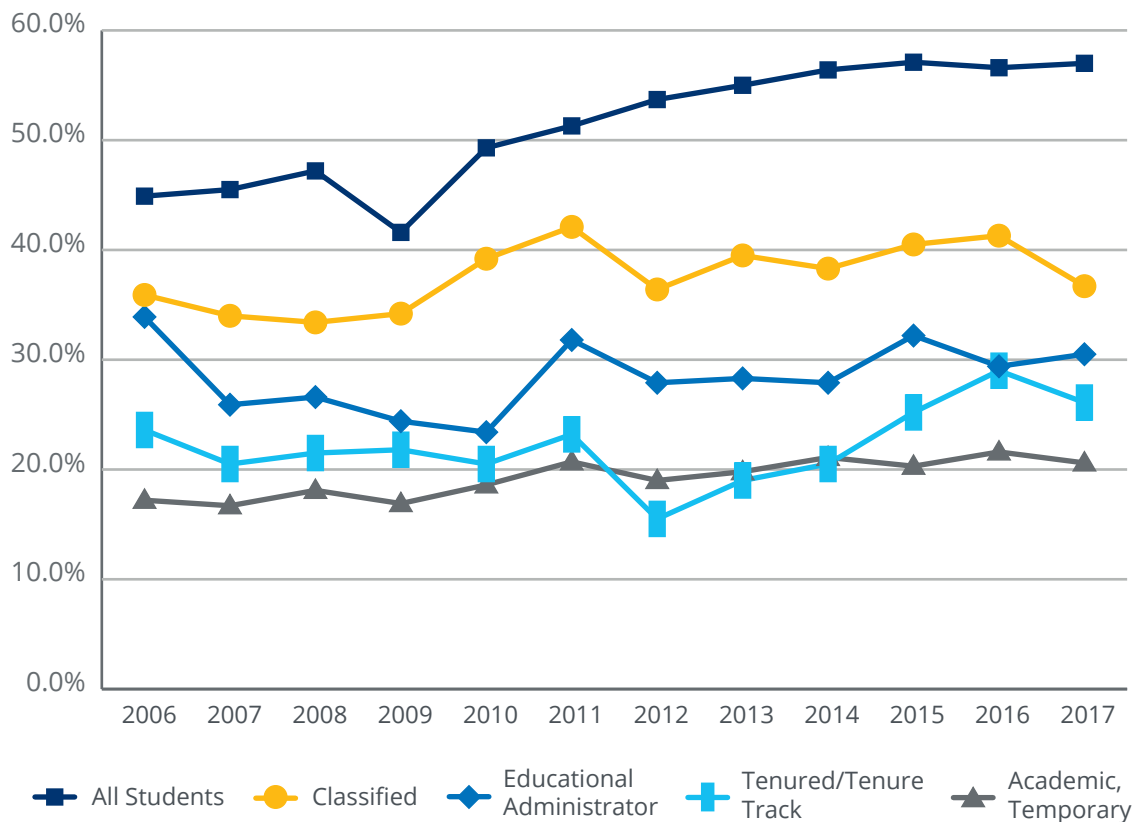
*Underrepresented Minority: Black, Hispanic, Native American and Pacific Islander

Studies have shown the educational benefits of a diverse workforce. A 2014 study at a California community college showed that underrepresented minority students who were taught by underrepresented minority instructors were able to close the achievement gap by 20-50%. The study found that the interactions between underrepresented minority faculty and underrepresented minority students also affected longer-term student outcomes such as subsequent course selection, retention, and degree completion.

Increased diversity of ideas and attitudes within our faculty ranks is healthy for our system and beneficial to our existing tenured/tenure track and part-time instructors. If barriers to employment discourage or remove qualified instructors with diverse backgrounds and experiences from an applicant pool, the workforce itself is deprived of new ideas, approaches and perspectives.

As you can see in the chart below, the community college system has seen a significant increase in the percentage of underrepresented minorities in our first time, full-time faculty hiring over the last two years

**Underrepresented Minority* Percentages by Student and Employee Types
First-Time Hires and First-Time Students Fall Terms 2006 - 2017
(Statewide Data)**



*Underrepresented Minority: Black, Hispanic, Native American and Pacific Islander

THE ELIMINATION OF BIAS IN HIRING DECISIONS

Research suggests that employers are vulnerable to unconscious stereotypes when making decisions regarding hiring and promotion. These stereotypes may then operate largely independent of the intent of an individual. Yet, whether an action is intentional or unintentional, unconscious bias acts as a barrier for job applicants who are underrepresented minorities.

Title 5, section 53003, states that as part of its EEO Plan, each district shall include a process for ensuring that district employees who participate on screening or selection committees receive training, prior to their participation. Training shall include, but not be limited to, the following four elements:

- (A) The requirements of title 5 and of state and federal nondiscrimination laws;
- (B) The educational benefits of workforce diversity;
- (C) The elimination of bias in hiring decisions; and
- (D) Best practices in serving on a selection or screening committee.

The Chancellor's Office is committed to ensure that districts are following current statutes and regulations to eliminate bias in hiring decisions and have properly trained and educated hiring committees.

On Nov. 14, 2017, the Chancellor's Office testified before the Senate Select Committee on Women and Inequality and the Senate Labor and Industrial Relations Committee to discuss efforts within the community college system to eliminate bias in hiring decisions and the impact of implicit bias on gender equality.

ADDITIONAL RESOURCE NEEDS

While the Chancellor's Office continues to make progress in promoting equal employment opportunity programs throughout the California community college system, it has identified particular needs, in conjunction with its district partners, where additional resources would significantly facilitate the California Community College Chancellor's Office's EEO mission. Among these needs are the following:

- Hiring of a vice chancellor for equal employment opportunity to coordinate the Chancellor's Office's EEO efforts
- Modernizing the California Community Colleges Registry and develop its capacities as a one-stop shop for community college job applicants
- Developing best practices and facilitating their dissemination to districts
- Providing additional resources to districts to support their local EEO efforts
- Creating faculty fellowship opportunities at the district level
- Encouraging and recognizing innovative diversity-promoting practices

CONCLUSION

The Chancellor's Office continues to consider additional avenues to assist local community college districts to achieve equal employment opportunity in faculty recruitment and hiring. Additional information about the Chancellor's Office EEO efforts can be found on the [Office of the General Counsel's EEO webpage](https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/General-Counsel/EEO) at <https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/General-Counsel/EEO>.

Please feel free to contact the Office of the General Counsel for the California Community Colleges Chancellor's Office with any questions or concerns.

ATTACHMENT 1

California Community Colleges Chancellor's Office Report on Staffing for Fall 2017 Employee Category Ethnicity/Gender Headcount Distribution by District Tenured/Tenure Track

College	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Two or More Races	Unknown	Female	Male	District Total
Allan Hancock	6	2	1	32	3	0	114	0	3	87	74	161
Antelope	11	16	1	23	3	0	119	7	2	81	101	182
Barstow	1	2	0	6	0	1	25	0	6	19	22	41
Cabrillo	7	1	0	31	0	0	137	2	3	104	77	181
Cerritos	31	15	1	85	1	0	169	0	2	170	134	304
Chabot-Las Positas	35	18	6	38	2	0	171	5	24	150	149	299
Chaffey	17	11	1	44	2	0	155	2	2	142	92	234
Citrus	18	7	0	32	3	0	100	0	2	85	77	162
Coast	49	16	5	55	1	2	317	3	12	248	212	460
Compton	11	33	0	23	0	0	32	1	0	57	43	100
Contra Costa	30	34	11	63	3	3	243	11	35	223	210	433
Copper Mountain	1	0	0	3	1	0	26	0	0	18	13	31
Desert	6	4	1	26	1	0	81	5	1	67	58	125
El Camino	40	25	2	56	1	1	199	0	0	172	152	324
Feather River	0	0	0	0	0	0	24	0	3	10	17	27
Foothill	75	29	11	66	2	0	247	11	15	255	201	456
Gavilan	2	1	1	14	0	0	46	3	14	50	31	81

College	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Two or More Races	Unknown	Female	Male	District Total
Glendale	14	4	7	19	2	3	153	3	2	112	95	207
Grossmont	22	12	6	50	2	1	211	0	6	177	133	310
Hartnell	9	3	1	35	1	0	56	0	1	55	51	106
Imperial	6	6	1	44	0	0	53	3	39	73	79	152
Kern	18	14	2	63	4	1	286	0	31	213	206	419
Lake Tahoe	1	0	0	2	0	0	23	0	1	12	15	27
Lassen	1	1	0	6	1	0	31	0	1	21	20	41
Long Beach	42	27	4	58	1	2	207	0	0	198	143	341
Los Angeles	144	147	18	268	6	2	602	10	289	792	694	1486
Los Rios	91	63	15	136	12	5	630	30	46	571	457	1028
Marin	5	5	0	12	1	0	81	3	12	71	48	119
Mendocino	1	0	0	6	0	0	42	1	1	25	26	51
Merced	14	10	0	29	1	0	125	1	2	102	80	182
MiraCosta	5	32	4	109	7	0	542	4	92	485	310	795
Monterey	6	4	1	12	2	2	74	0	0	50	51	101
Mt. San Antonio	44	20	7	76	1	5	229	11	27	223	197	420
Mt. San Jacinto	16	20	2	65	6	2	199	3	9	181	141	322
Napa	4	4	2	21	2	0	67	0	0	65	35	100
North Orange	64	22	4	114	2	2	330	21	47	327	279	606
Ohlone	22	4	3	14	2	0	70	0	3	67	51	118
Palo Verde	2	1	0	11	0	0	17	1	2	12	22	34
Palomar	15	5	3	41	4	0	196	2	7	139	134	273

College	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Two or More Races	Unknown	Female	Male	District Total
Pasadena	16	39	4	70	2	20	231	19	4	237	168	405
Peralta	49	69	4	44	1	0	154	5	15	178	163	341
Rancho Santiago	39	8	7	83	4	0	204	0	18	213	150	363
Redwoods	3	1	0	5	0	0	58	0	9	33	43	76
Rio Hondo	21	7	2	72	3	0	88	3	4	103	97	200
Riverside	25	23	4	78	2	0	272	10	0	216	198	414
San Bernardino	16	45	6	52	2	0	128	2	3	151	103	254
San Diego	41	38	7	78	4	0	309	0	72	296	253	549
San Francisco	90	32	19	62	1	2	276	9	9	283	217	500
San Joaquin Delta	20	16	5	32	2	2	126	0	26	116	113	229
San Jose	44	18	5	51	0	0	72	4	3	112	85	197
San Luis Obispo	4	0	0	21	2	0	117	1	5	76	74	150
San Mateo	45	31	14	51	1	0	189	2	20	203	150	353
Santa Barbara	6	8	0	42	5	0	159	0	2	123	99	222
Santa Clarita	14	6	2	36	2	0	153	2	5	127	93	220
Santa Monica	36	42	3	54	0	1	195	3	5	190	149	339
Sequoias	7	4	2	38	2	1	115	1	9	93	86	179
Shasta Tehama	2	2	0	5	1	0	82	0	0	38	54	92
Sierra	10	7	2	14	1	1	164	4	22	136	89	225
Siskiyou	1	1	0	1	0	0	34	1	0	17	21	38
Solano	7	15	1	16	0	0	109	0	0	83	65	148

College	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Two or More Races	Unknown	Female	Male	District Total
Sonoma	20	5	4	29	4	0	228	5	11	181	125	306
South Orange County	20	8	4	48	4	0	268	0	40	209	183	392
Southwestern	7	11	10	53	1	9	110	0	13	120	94	214
State Center	31	22	3	114	7	2	355	7	22	280	283	563
Ventura	29	10	4	91	0	1	267	12	11	229	196	425
Victor Valley	5	7	1	6	4	0	77	0	23	52	71	123
West Hills	1	1	0	7	0	0	47	0	2	24	34	58
West Kern	1	3	0	6	1	0	42	0	0	30	23	53
West Valley	36	10	6	39	0	1	176	2	2	168	104	272
Yosemite	7	8	0	18	1	0	142	1	14	96	95	191
Yuba	10	4	1	10	1	0	84	0	1	64	47	111
STATEWIDE TOTAL	1549	1119	241	3114	138	72	11460	236	1112	10386	8655	19041

Note: Employee ethnicity is reported in EB04 Employee-Ethnicity and employee gender is reported in EB03 Employee-Gender.

Data Source: CCCCCO MIS Database for reporting period Fall Term 2017

Data Element Definitions: California Community Colleges Management Information Systems Data Element Dictionary

**California Community Colleges Chancellor's Office Report on Staffing for Fall 2017
Employee Category Ethnicity/Gender Headcount Distribution by District
Academic Temporary**

College	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Two or More Races	Unknown	Female	Male	District Total
Allan Hancock	16	8	6	78	1	3	375	3	16	252	254	506
Antelope	25	40	6	72	2	0	301	19	6	209	262	471
Barstow	4	6	1	21	2	0	57	0	10	52	49	101
Cabrillo	11	4	4	35	1	4	294	4	11	210	158	368
Cerritos	72	37	20	134	0	1	276	9	3	293	259	552
Chabot-Las Positas	69	34	9	61	1	3	358	3	43	308	273	581
Chaffey	104	59	24	197	1	3	425	9	17	472	367	839
Citrus	50	21	10	111	3	2	190	0	4	203	188	391
Coast	158	32	10	132	5	6	744	7	43	568	569	1137
Compton	19	65	4	44	1	0	55	1	2	90	101	191
Contra Costa	106	84	18	90	2	4	631	13	73	506	515	1021
Copper Mountain	3	4	2	9	0	0	78	0	1	49	48	97
Desert	14	17	3	85	4	1	280	13	29	221	225	446
El Camino	111	69	14	94	4	2	312	6	2	332	282	614
Feather River	0	5	0	3	0	0	37	0	9	26	28	54
Foothill	209	30	8	68	9	1	647	22	56	591	459	1050
Gavilan	20	6	7	64	2	3	154	2	153	188	223	411
Glendale	53	17	8	69	6	8	415	8	0	303	281	584

College	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Two or More Races	Unknown	Female	Male	District Total
Grossmont	57	33	29	114	11	1	638	0	28	485	426	911
Hartnell	25	7	7	80	3	1	128	1	3	128	127	255
Imperial	2	1	0	32	0	0	24	3	83	60	85	145
Kern	13	24	1	78	7	3	297	0	51	249	225	474
Lake Tahoe	4	0	0	12	0	0	100	0	27	80	63	143
Lassen	0	0	0	9	0	0	59	0	5	36	37	73
Long Beach	85	49	16	105	3	3	412	7	1	359	322	681
Los Angeles	237	253	32	401	6	2	1175	9	1102	1590	1627	3217
Los Rios	122	76	13	153	8	7	987	56	48	773	697	1470
Marin	14	6	0	7	3	0	131	0	29	105	85	190
Mendocino	13	0	2	21	6	1	195	2	8	139	109	248
Merced	21	13	8	61	4	2	194	3	28	187	147	334
Monterey	16	10	5	25	3	2	204	0	0	143	122	265
Mt. San Antonio	118	35	16	148	3	1	408	13	166	473	435	908
Mt. San Jacinto	28	25	9	46	7	0	279	7	16	202	215	417
Napa	9	9	5	25	0	1	190	6	8	118	135	253
North Orange	186	49	20	254	3	1	606	35	152	729	577	1306
Ohlone	84	14	10	35	2	1	192	5	26	218	151	369
Palo Verde	1	1	0	7	1	0	33	2	8	32	21	53
Palomar	37	16	11	95	7	3	547	11	38	377	388	765
Pasadena	72	45	9	143	11	19	469	18	5	419	372	791
Peralta	98	155	10	73	3	1	366	14	55	429	346	775

College	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Two or More Races	Unknown	Female	Male	District Total
Rancho Santiago	162	35	18	250	10	1	500	2	24	546	456	1002
Redwoods	5	3	1	10	10	0	176	4	21	126	104	230
Rio Hondo	45	19	5	110	5	3	174	9	5	181	194	375
Riverside	90	72	14	235	5	1	617	21	4	526	533	1059
San Bernardino	65	57	14	128	6	2	350	7	17	310	336	646
San Diego	97	85	15	182	9	2	838	0	116	765	579	1344
San Francisco	148	56	29	92	1	7	511	17	23	497	387	884
San Joaquin Delta	18	13	17	33	4	1	163	0	68	167	150	317
San Jose	118	29	9	75	4	2	242	4	23	264	242	506
San Luis Obispo	6	2	2	19	0	0	250	1	17	182	115	297
San Mateo	65	34	24	48	2	4	314	2	29	279	243	522
Santa Barbara	27	7	0	60	5	3	380	3	6	295	196	491
Santa Clarita	49	21	12	93	5	0	370	18	55	332	291	623
Santa Monica	120	100	7	150	1	5	615	15	48	608	453	1061
Sequoias	17	8	1	68	2	0	185	2	14	137	160	297
Shasta Tehama	9	3	4	26	4	0	247	0	5	153	145	298
Sierra	18	15	2	55	4	1	472	5	137	334	375	709
Siskiyou	2	0	0	7	1	0	76	0	5	49	42	91
Solano	14	29	10	16	4	3	154	0	2	112	120	232
Sonoma	34	10	7	56	10	2	786	9	12	517	409	926

College	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Two or More Races	Unknown	Female	Male	District Total
South Orange County	95	28	13	130	12	0	754	11	83	646	480	1126
Southwestern	25	34	17	158	8	41	396	7	19	350	355	705
State Center	102	49	23	235	8	1	589	19	49	599	476	1075
Ventura	47	23	9	125	6	0	554	21	17	416	386	802
Victor Valley	21	22	10	55	4	1	274	4	58	176	273	449
West Hills	8	11	2	44	1	1	127	1	6	96	105	201
West Kern	3	2	2	7	1	0	74	0	0	45	44	89
West Valley	82	12	5	26	5	0	250	5	4	216	173	389
Yosemite	16	11	3	55	2	3	342	3	25	251	209	460
Yuba	24	15	6	43	5	2	270	2	33	205	195	400
STATEWIDE TOTAL	3818	2164	638	5882	279	176	24313	503	290	21584	19479	41063

Note: Employee ethnicity is reported in EB04 Employee-Ethnicity and employee gender is reported in EB03 Employee-Gender.

Data Source: CCCC MIS Database for reporting period Fall Term 2017

Data Element Definitions: California Community Colleges Management Information Systems Data Element Dictionary

ATTACHMENT 2

Membership List Statewide EEO and Diversity Advisory Committee

Hildegarde Aguinaldo
Member of the Board of Governors

Dr. Daisy Gonzales, Co-chair
Deputy Chancellor
Chancellor's Office

Bay Area region

Albert Moore, Co-Chair
Associate Vice Chancellor, Human Resources
West Valley Mission CCD

Eugene Whitlock, Vice Chancellor
Human Resources and Employee Relations
San Mateo CCD

Southern California region

Sheri Wright, HR Director
Mira Costa College

Monalisa Hasson, HR Vice President
Santa Barbara City College

Ms. Secret Brown
Professional Development Coordinator
Mt. San Jacinto College

Arturo Ocampo, Director
Equity & Compliance
North Orange CCD

Jo Palkowitz
Equal Opportunity & Diversity Officer
San Diego CCD

Central region

Terri Pyer, Associate Vice President
Hartnell CCD

Stacy Zuniga, Manager
EEO/Diversity & Staff Development
State Center CCD

Northern California region

Cameron Abbott, Director of Human Resources
Sierra CCD

Sussanah Sydney, Manager
HR/Employment Equity
Santa Rosa Jr. College

ACCCA Rep

KaneEsha K. Tarrant
Vice President of Student Services
Los Angeles Trade Tech College

Mary Anne Gularte, VP, Human Resources
College of the Desert CCD

Academic Senate Rep

Sam Foster, North Orange CCD

Silvester Henderson, Contra Costa CCD

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Dolores M. Davison, Professor & Chair,
Departments of History & Women's Studies
Foothill College

CEO Rep

Elnora Webb , President
Peralta CCD

Trustee Rep

Marisa Perez, Cerritos CCD

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Primavera Arvizu
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Data Analysis Expert

Greg Smith, Shasta College

Classified Senate Rep

Nancy Lopez-Martinez, retiree CSEA

Registry Rep

Beth Au, Director, CCC Registry, Yosemite CCD

Chancellor's Office

Fermin Villegas, Deputy Counsel

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Photo at right: Radiology instructor and student at Modesto Junior College

Back cover photo: Economics 101 class at Barstow Community College, ©Raul Salinas



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