



SDCCD Quarterly Diversity Update

Will Surbrook, Vice Chancellor Human Resources
Board of Trustees May 24, 2012 Meeting

Objectives:

- Review Implementation of Board Policy 7100
Regarding Cultural Competency

- Review of Workforce Demographics
Effective December 31, 2011

- Review of District Contract Hiring
From July 1, 2011 – March 31, 2012



SAN DIEGO COMMUNITY COLLEGE DISTRICT

Board of Trustees Policy

Chapter 7 - Human Resources

BP 7100 COMMITMENT TO DIVERSITY

The District is committed to employing qualified administrators, faculty, and staff members who are dedicated to the success of all students. The Board recognizes that cultural competency is an important component of being qualified. The Board further recognizes that diversity in the academic environment fosters cultural awareness, promotes mutual understanding and respect, and provides suitable role models for all students. The Board is committed to hiring and staff development processes that support the goals of equal opportunity, diversity, and cultural competency, to provide equal consideration for all qualified candidates.

Education Code Section 87100 et seq.; Title 5, Section 53000, et seq.

Adopted: 4/16/2009

Supercedes: 9/11/2007

The EEO Plan was created via shared governance involving more than a dozen drafts and 15 EEO Plan Advisory Committee members representing the classified and academic personnel from all of our colleges and Continuing Education. The EEO Plan was also reviewed by the Cabinet and District Governance Counsel. The process spanned roughly 2 years and took a fresh look at how we operate.

Collective brainstorming took place to determine how organizational barriers could be eliminated that would otherwise frustrate or impede people in a variety of different areas such as hiring and promotions.

The EEO Plan Committee considered the law, the State Chancellor's recommendations and the perspectives of the employees, the students and the general public.

As a result, an effective EEO Plan was developed which embodies and brings to life the vision and goals of the District, the Board of Trustees and the Chancellor with respect to equal employment opportunity, diversity and cultural competency.



San Diego Community College District Equal Employment Opportunity Plan 2010-2013



Advancing and Enhancing Equity, Diversity
and Cultural Competency

BP 7100 Implementation

Every SDCCD job posting states:

“Commitment to Diversity:

All applicants must have demonstrated cultural competence, sensitivity to and understanding of the diverse academic, socioeconomic and ethnic backgrounds of community college students and staff.”

Every SDCCD Screening Committee must ask the following question (the question can be modified to custom fit the position being filled) of every applicant interviewed.

“The San Diego Community College District has a very diverse staff and student population in terms of ethnicities, cultures, and languages. Describe your experience that demonstrates your cultural competence and sensitivity to diversity.”

Diversity Training for Screening Committees

Since 2009, all persons serving on a screening committee must have participated in a 4 hour mandatory interactive training, EEO and Diversity Training for Screening Committees. The training program is coordinated by the District's Equal Opportunity and Diversity Officer (EODO) and is provided on the campuses by the District's Site Compliance Officers and at the District Office by the EODO. **Over 800** District faculty and staff have completed the training to date.

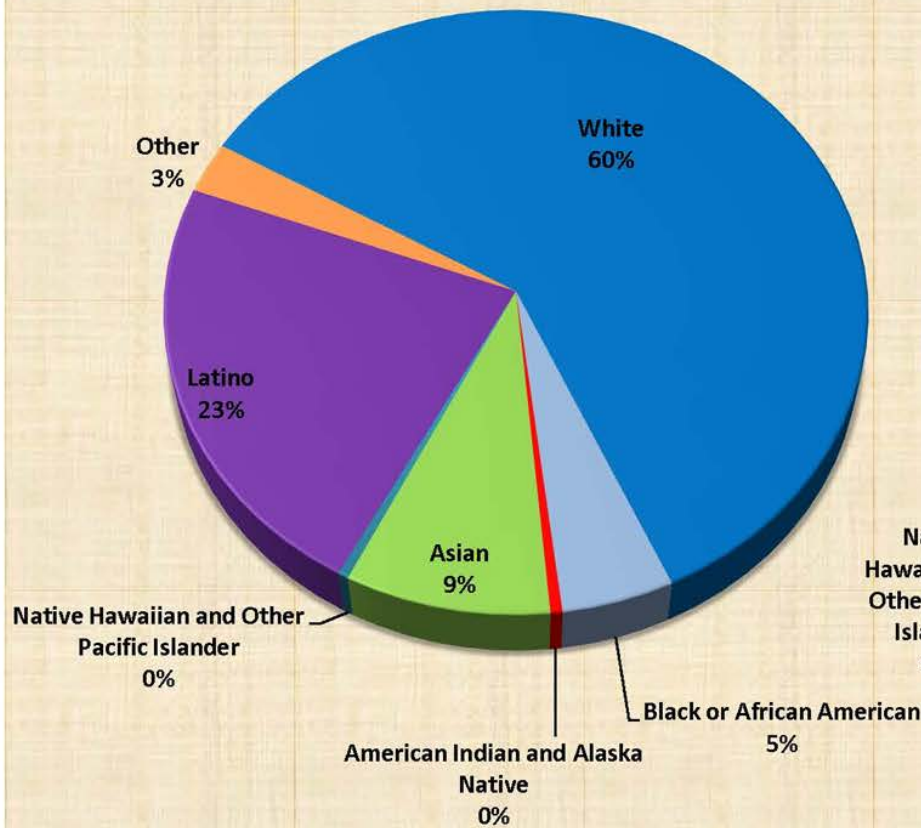
The training includes in part:

- State and federal non discrimination laws
- Benefits of diversity inclusion and cultural competency in the workplace
- Identifying and eliminating bias in the hiring process
- Roles of Chairperson, member and EEO Representative
- Best HR practices for screening committees

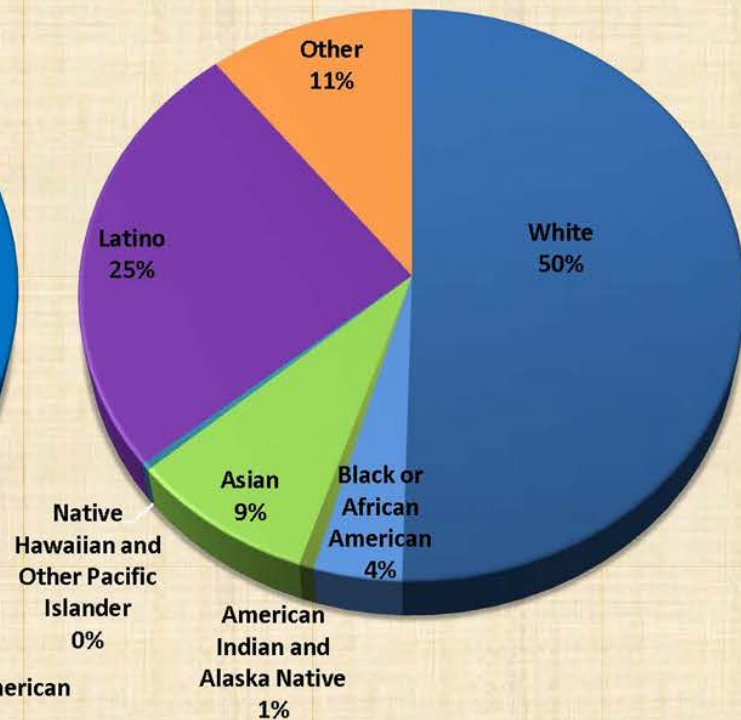
**2000 & 2010
Census EEO Data for
San Diego County**

Census EEO Data for San Diego County

2000
Ethnicity

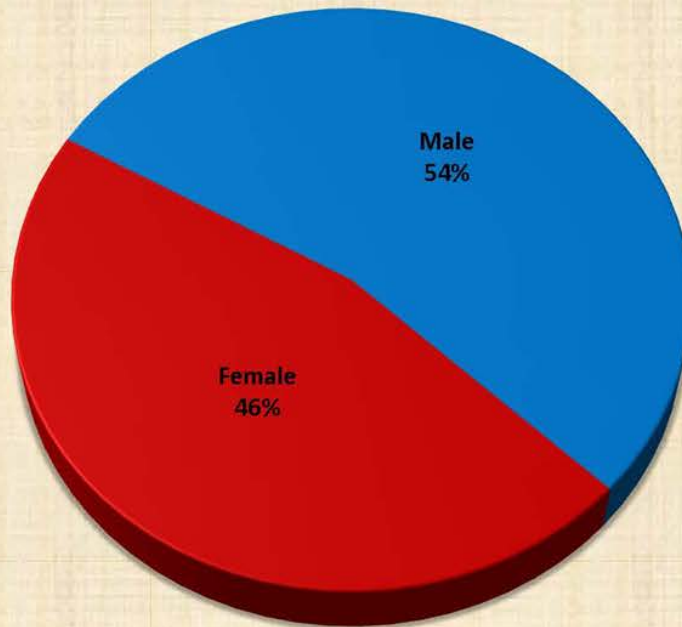


2010
Ethnicity

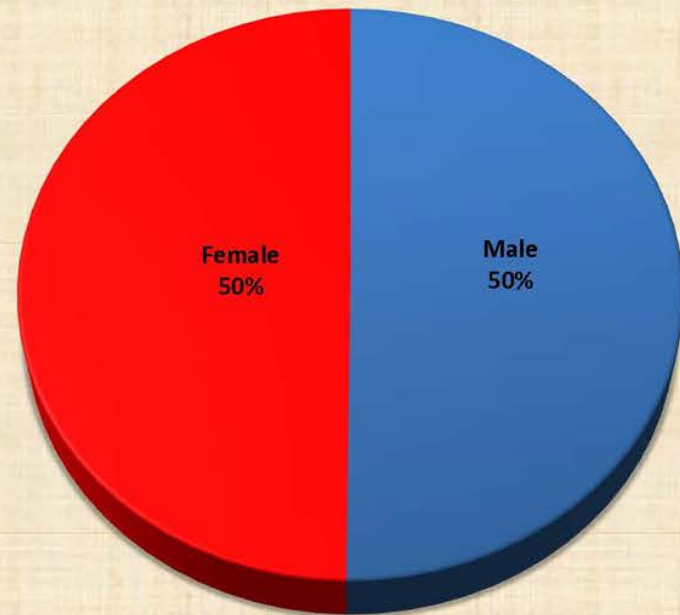


Census EEO Data for San Diego County

2000
Gender

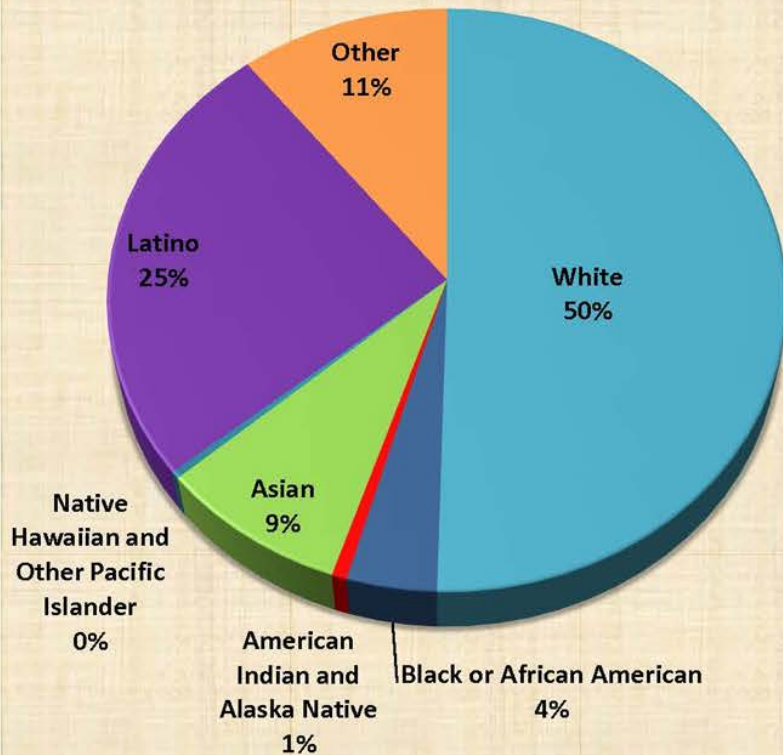


2010
Gender

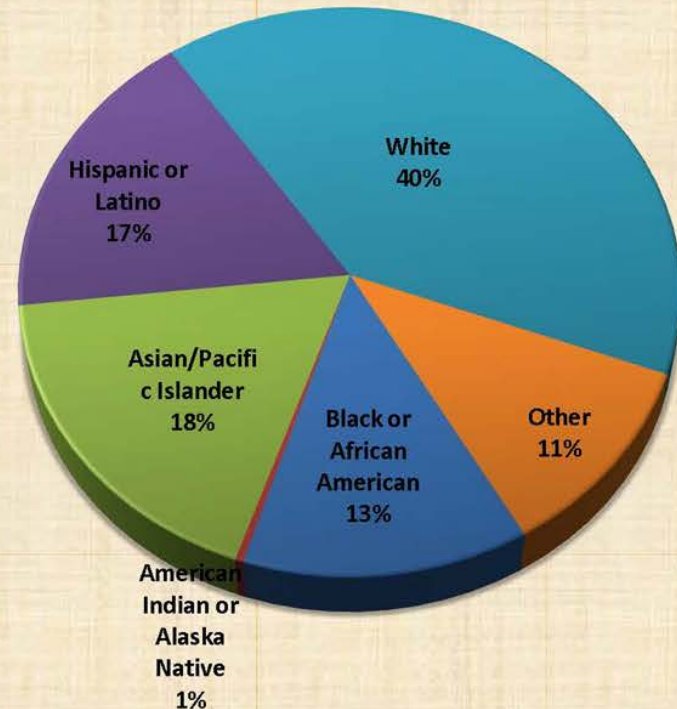


County & District Wide Workforce 2010-2011

2010 County Ethnicity

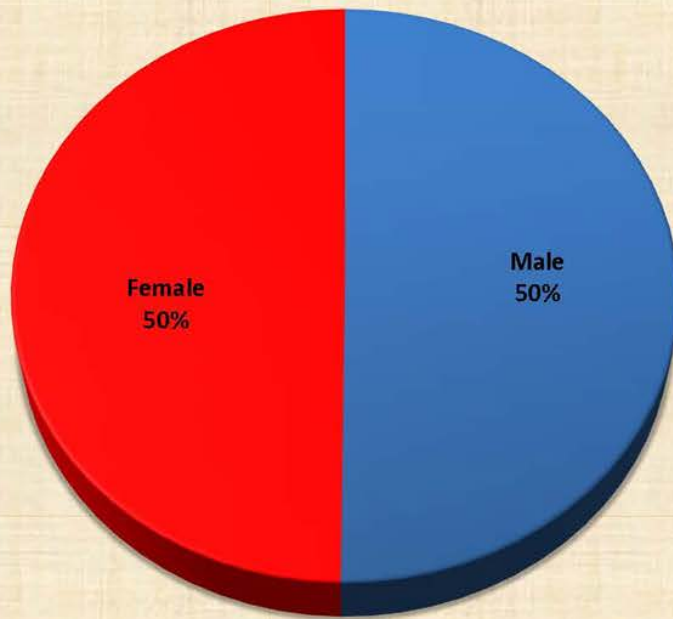


2010-11 District Wide Ethnicity

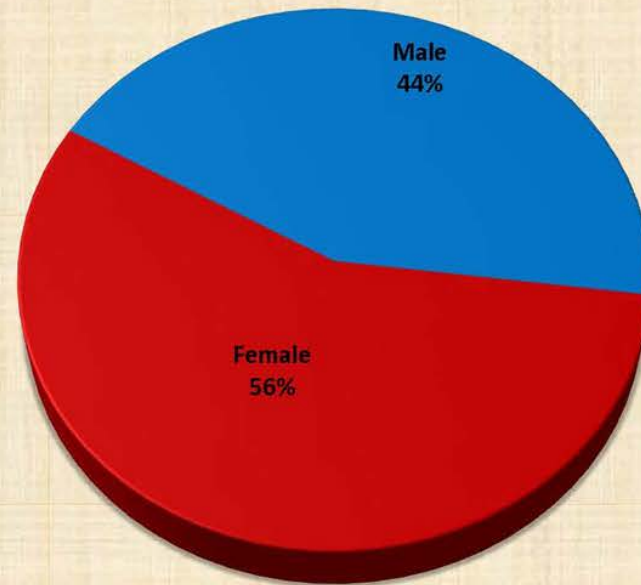


Census EEO Data for San Diego County

**2010 County
Gender**



**2010-11 District Wide
Gender**



Comparison of District Wide Diversity

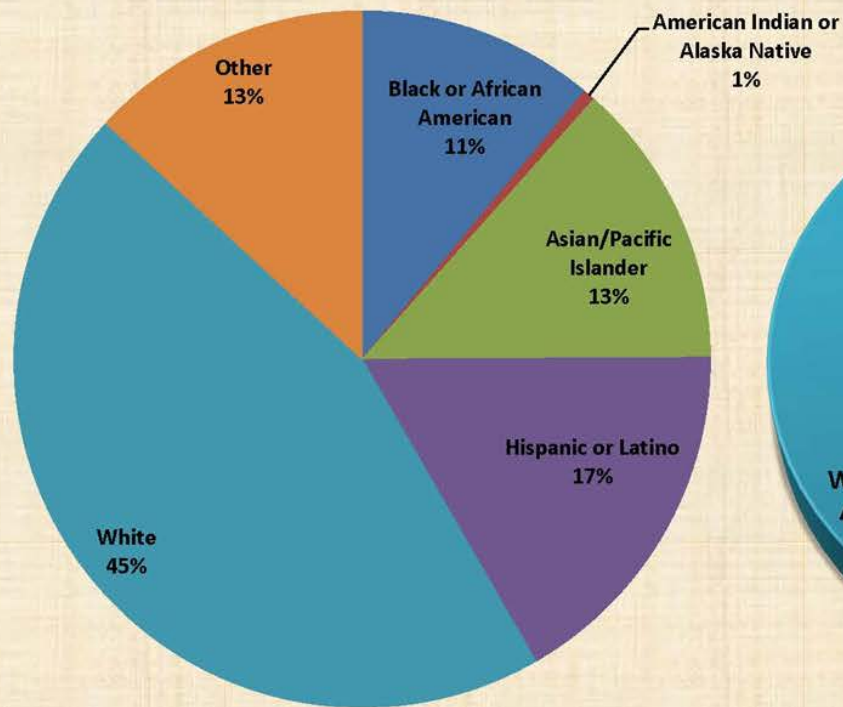
2009-2010

vs.

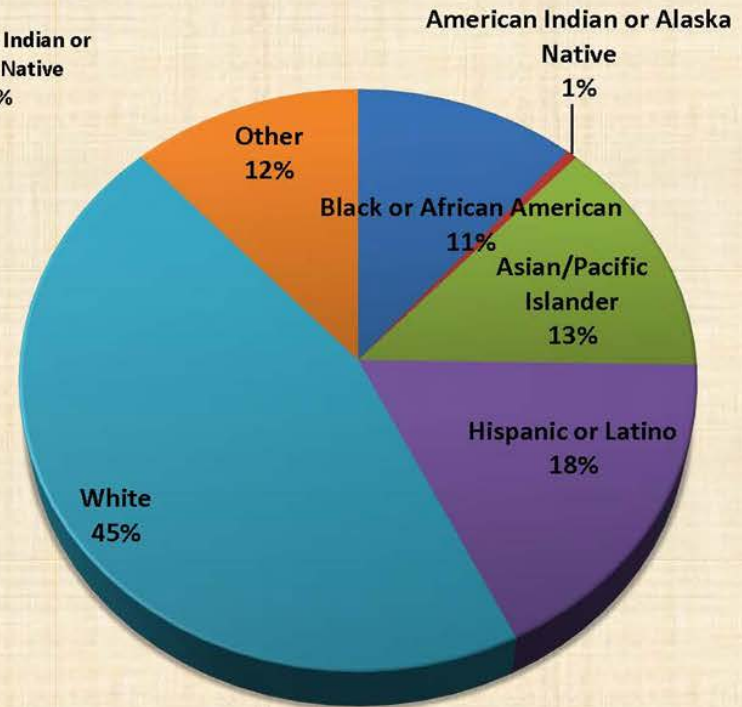
2010-2011

District Wide Diversity

**2009-2010
Ethnicity**

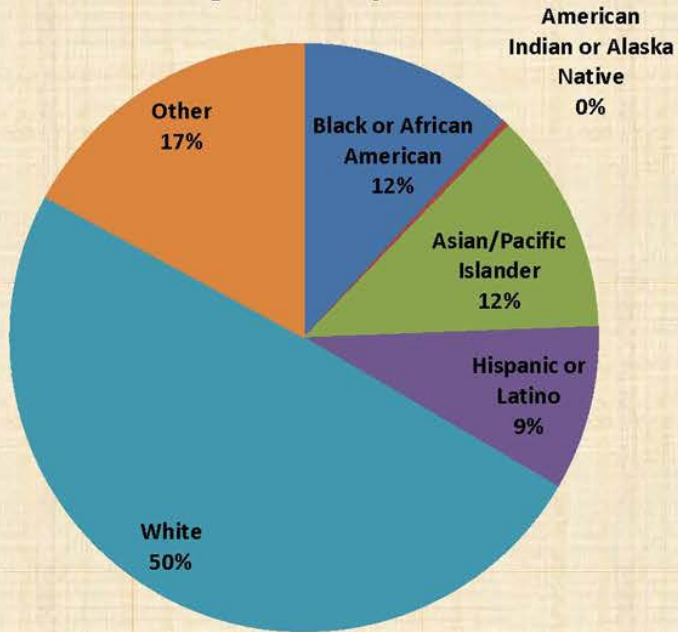


**2010-2011
Ethnicity**

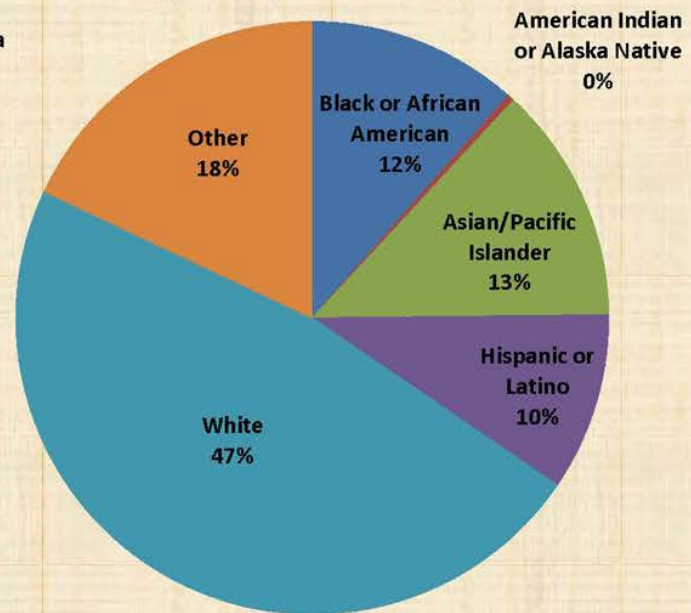


District Wide Workforce Diversity

**2009-10
Managers & Supervisors**

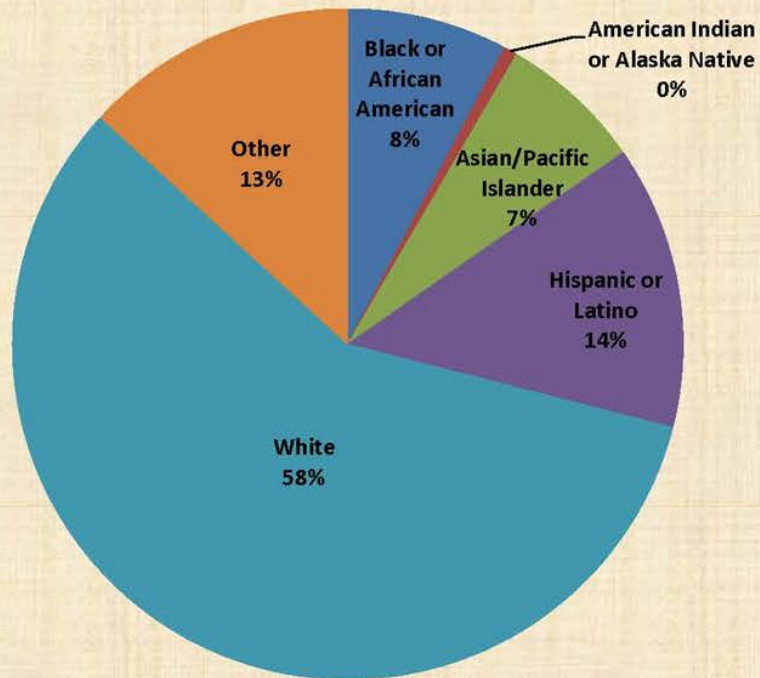


**2010-11
Managers & Supervisors**

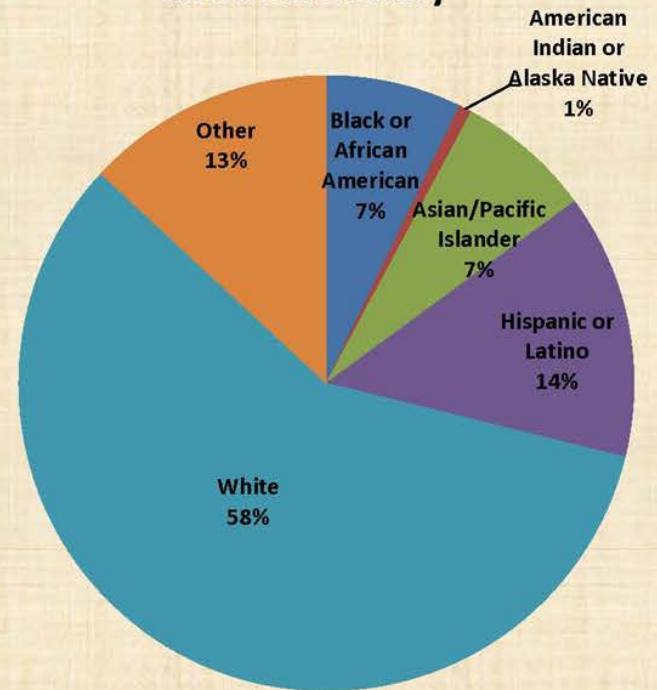


District Wide Workforce Diversity

2009-10
Contract Faculty

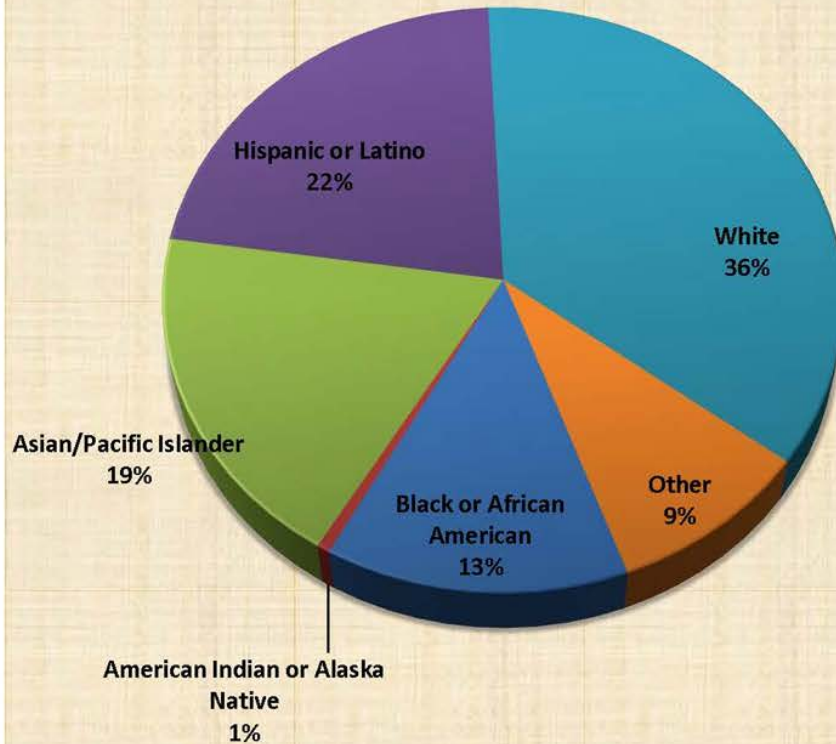


2010-11
Contract Faculty

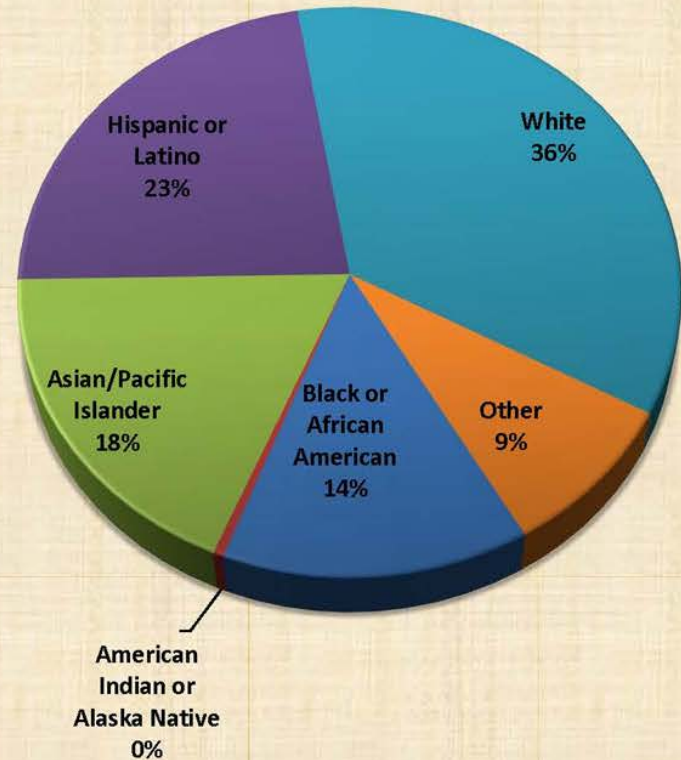


District Wide Workforce Diversity

2009-10
Contract Classified

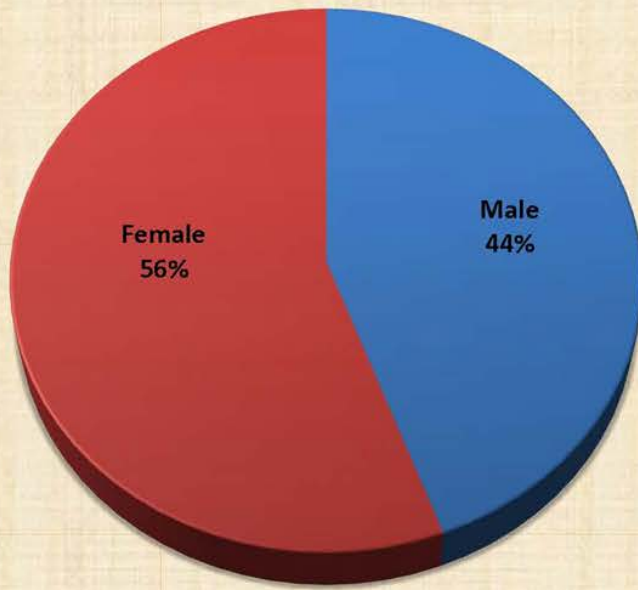


2010-11
Contract Classified

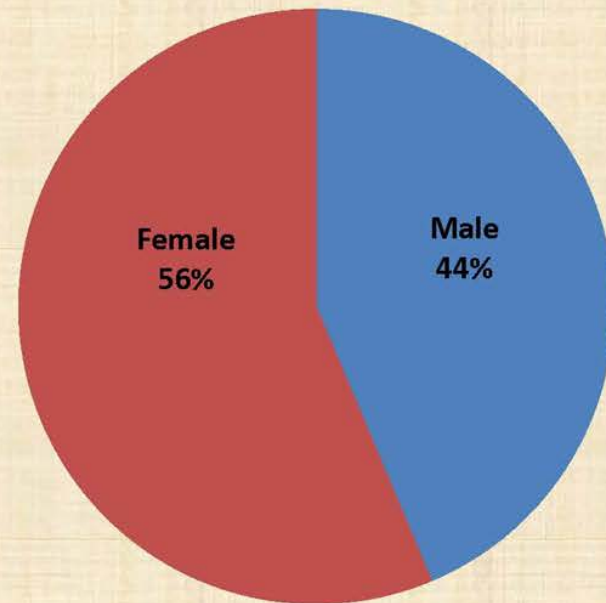


District Wide Workforce by Gender

2009-10
Gender



2010-11
Gender



Comparison of District Office Diversity

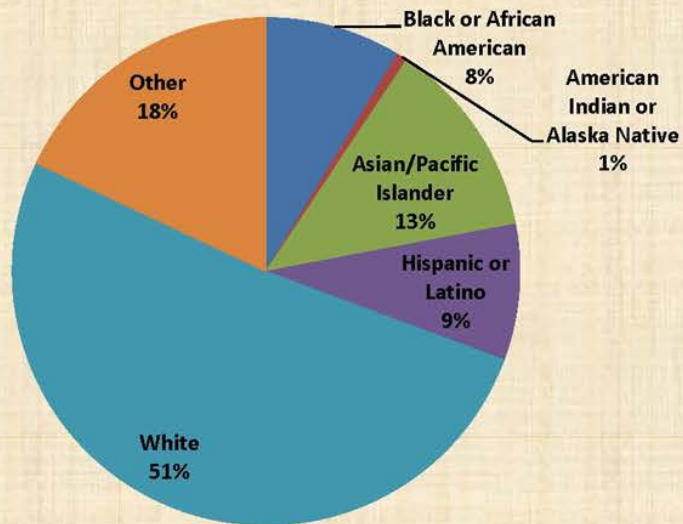
2009-2010

vs.

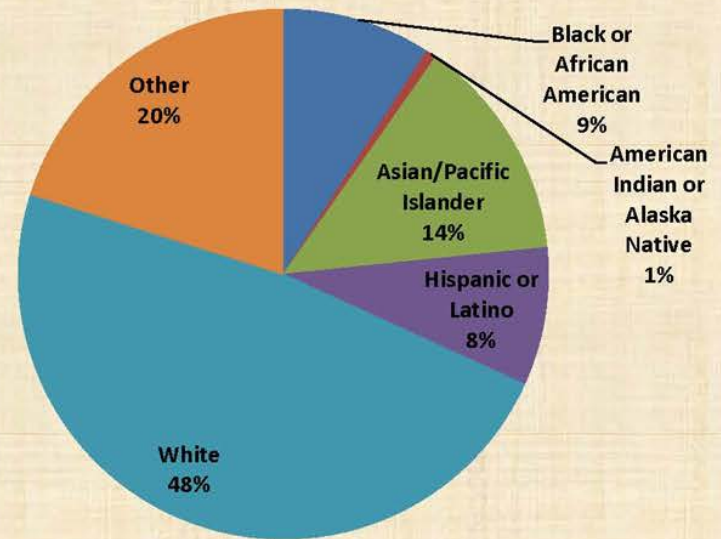
2010-2011

District Office Workforce Diversity

**2009-10
Managers & Supervisors**

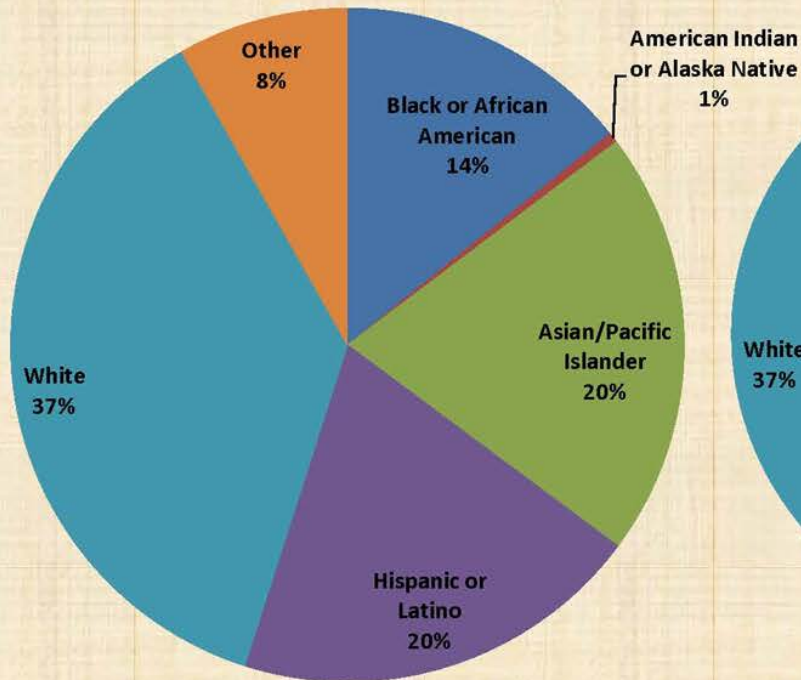


**2010-11
Managers & Supervisors**

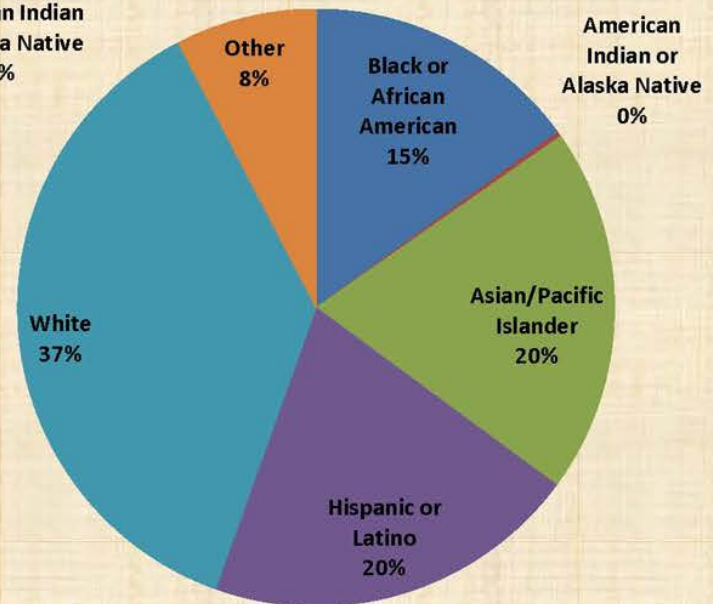


District Office Workforce Diversity

**2009-10
Contract Classified**

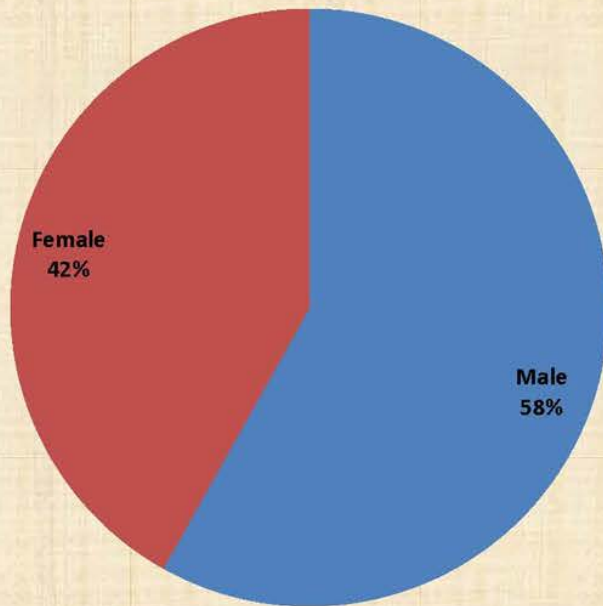


**2010-11
Contract Classified**

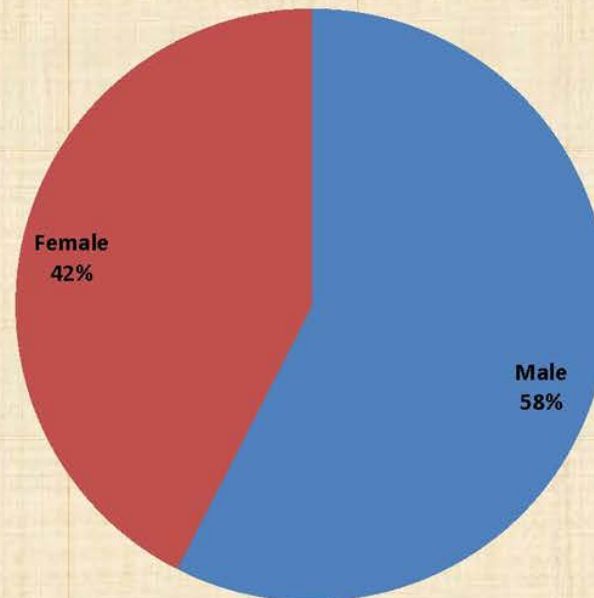


District Office Workforce Diversity

2009-10
Gender



2010-11
Gender



Comparison of City College's Diversity

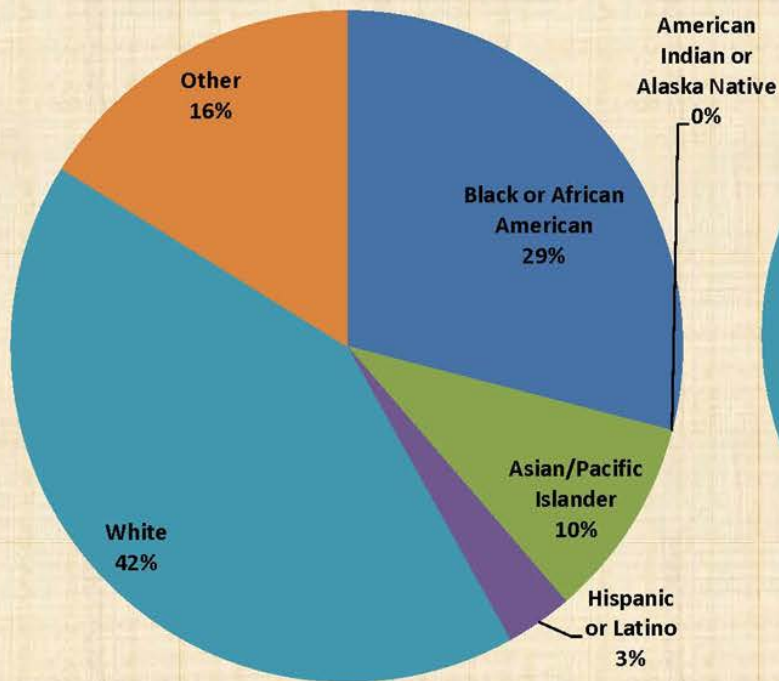
2009-2010

vs.

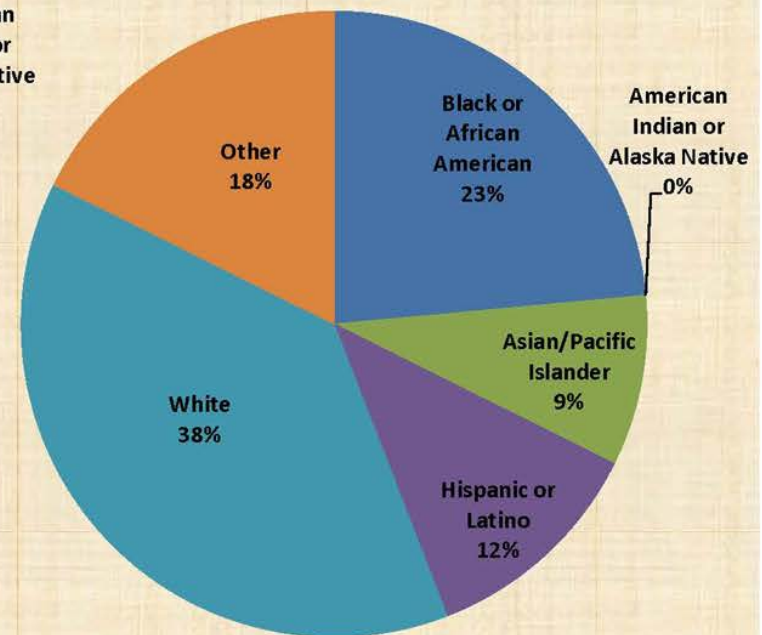
2010-2011

City College Workforce Diversity

2009-10
Managers & Supervisors

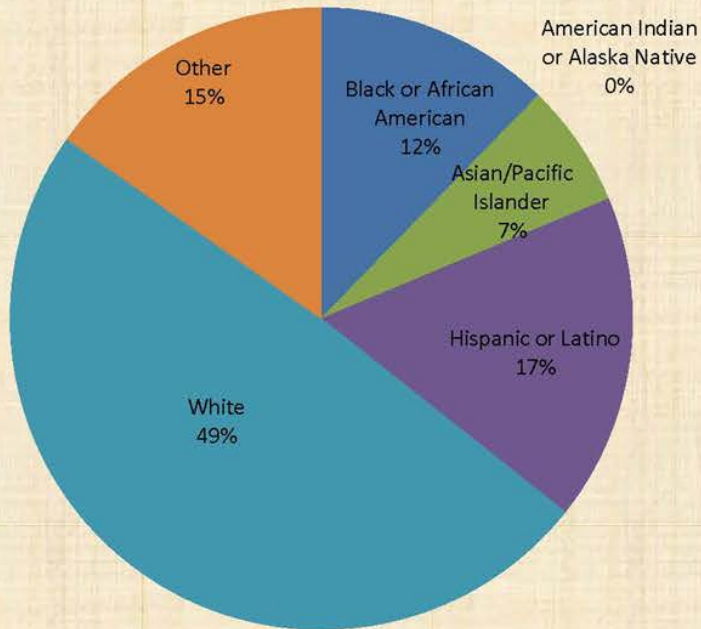


2010-11
Managers & Supervisors

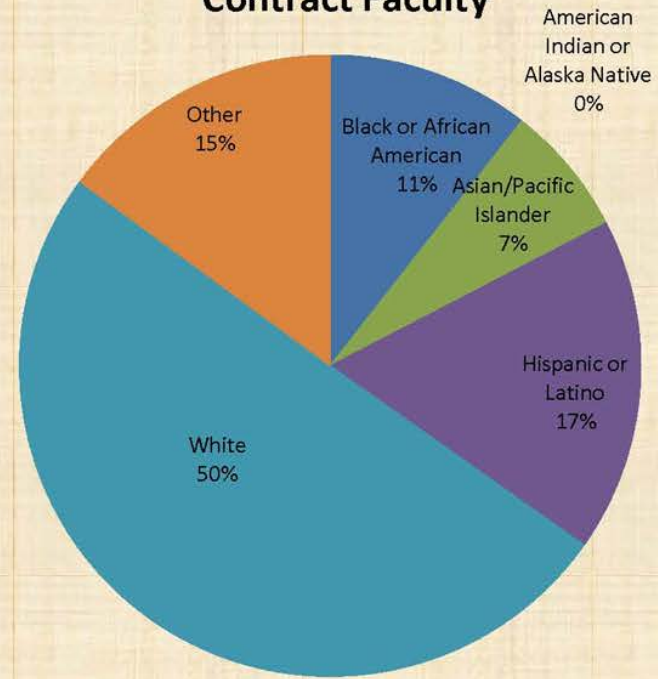


City College Workforce Diversity

**2009-10
Contract Faculty**

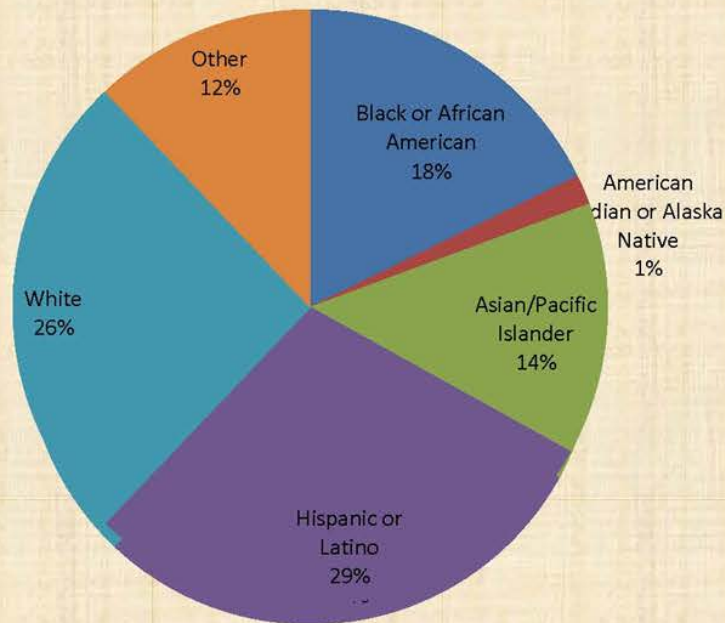


**2010-11
Contract Faculty**

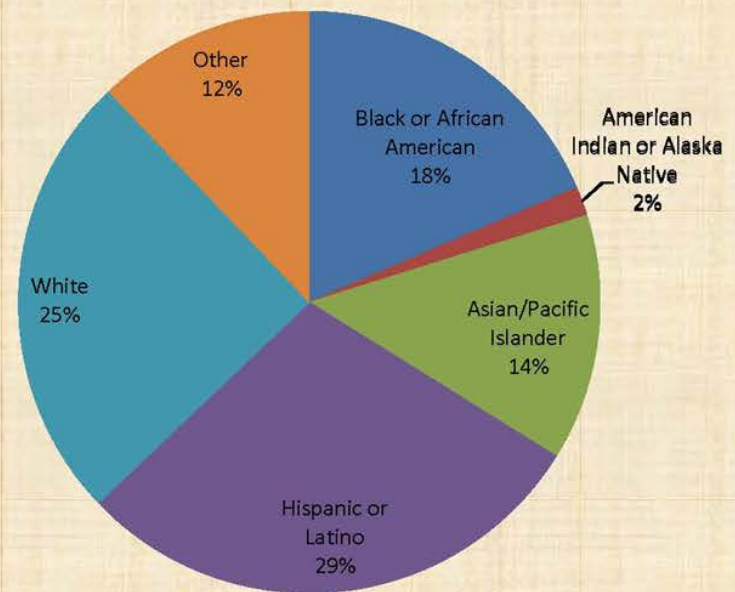


City College Workforce Diversity

**2009-10
Contract Classified**

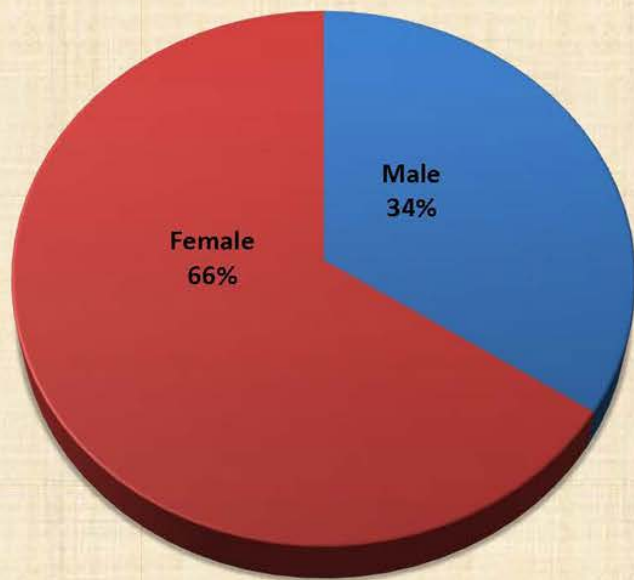


**2010-11
Contract Classified**

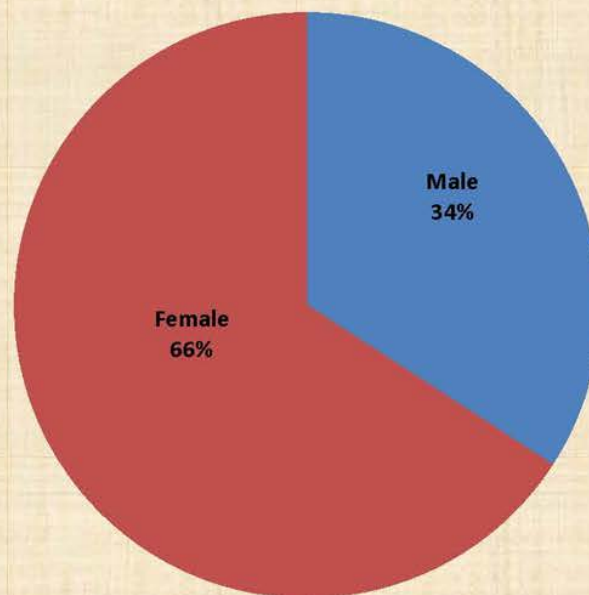


City College Workforce by Gender

2009-10
Gender



2010-11
Gender



Comparison of Mesa College's Diversity

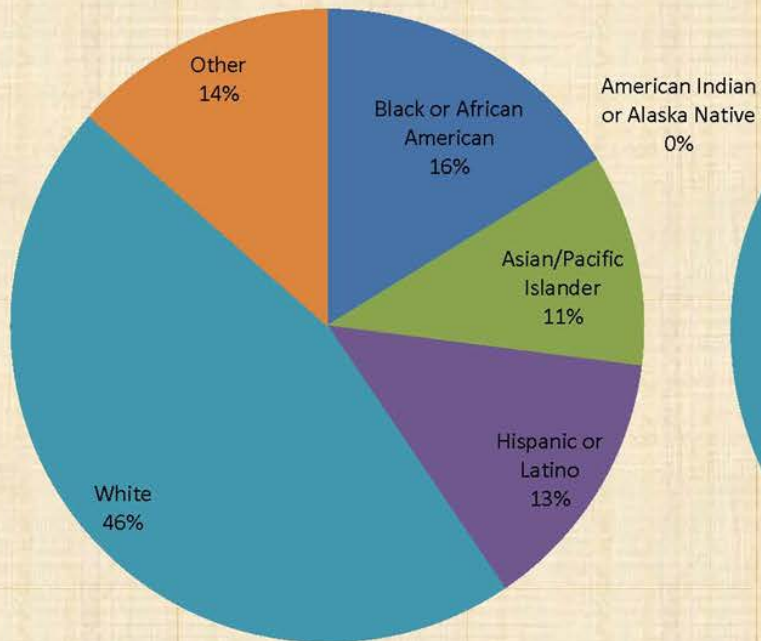
2009-2010

vs.

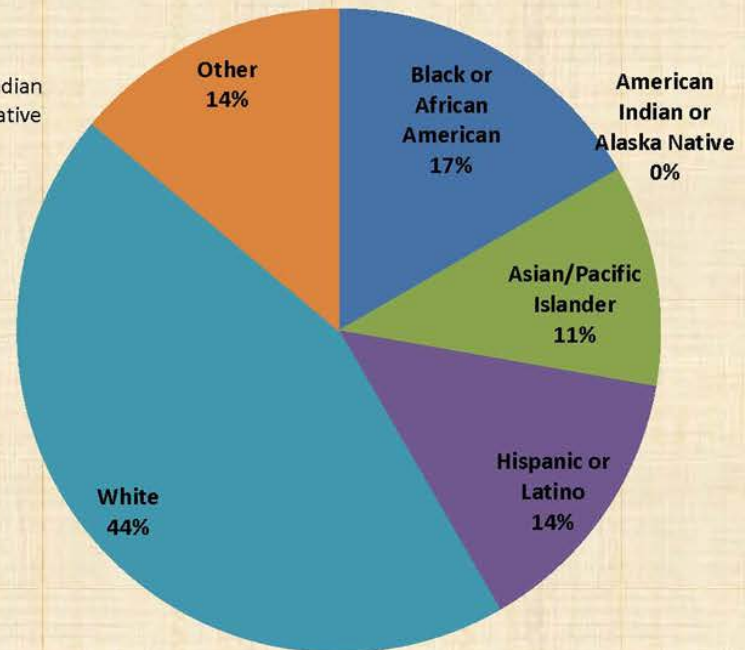
2010-2011

Mesa College Workforce Diversity

2009-10
Managers & Supervisors

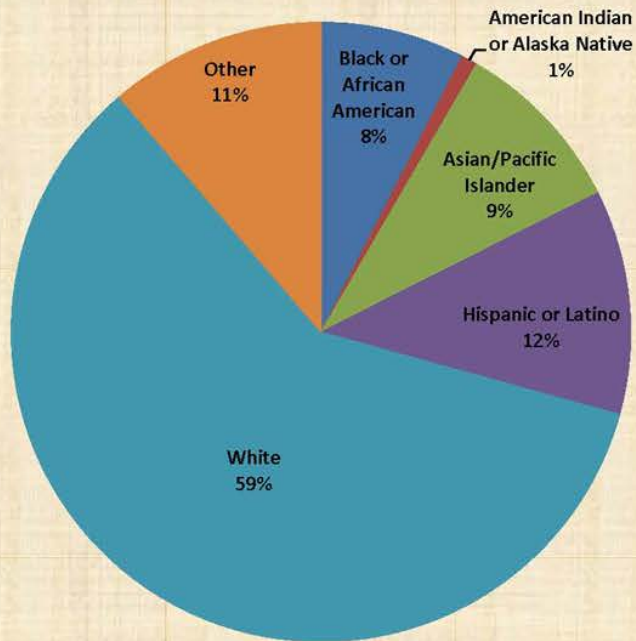


2010-11
Managers & Supervisors

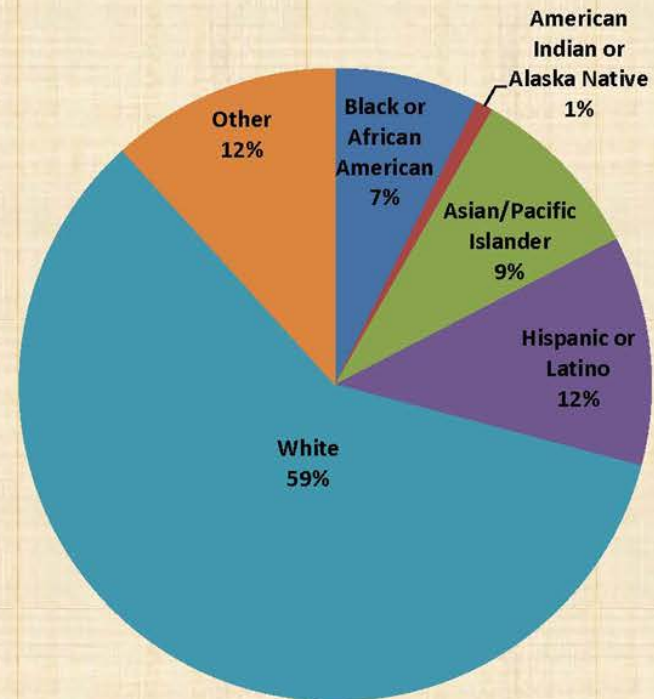


Mesa College Workforce Diversity

2009-10
Contract Faculty

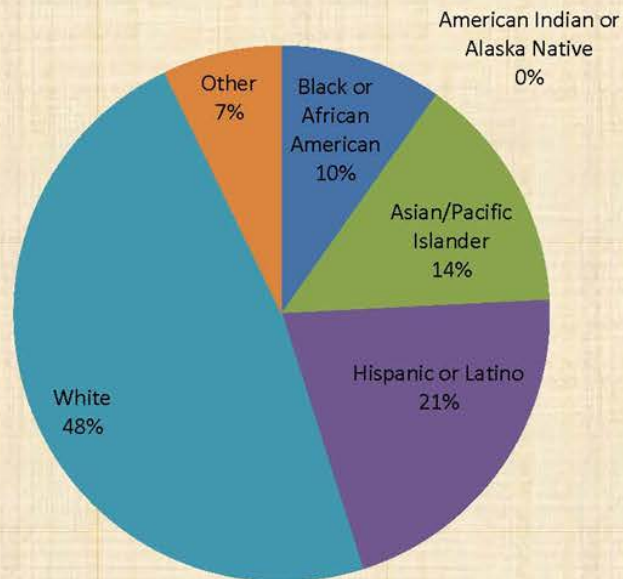


2010-11
Contract Faculty

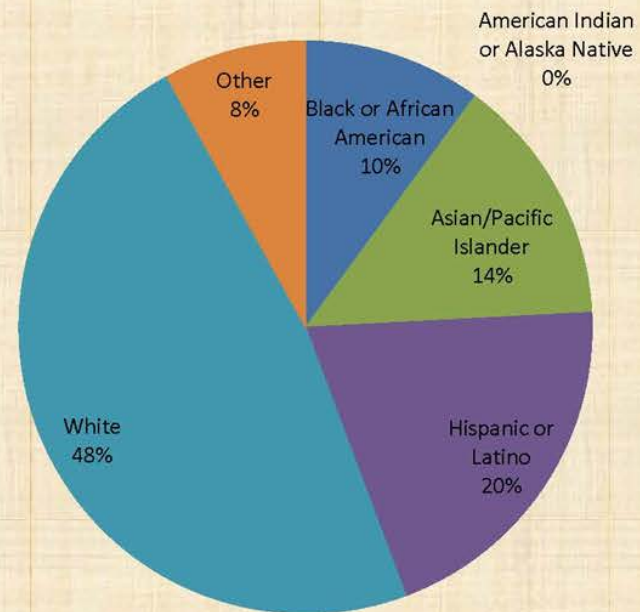


Mesa College Workforce Diversity

**2009-10
Contract Classified**

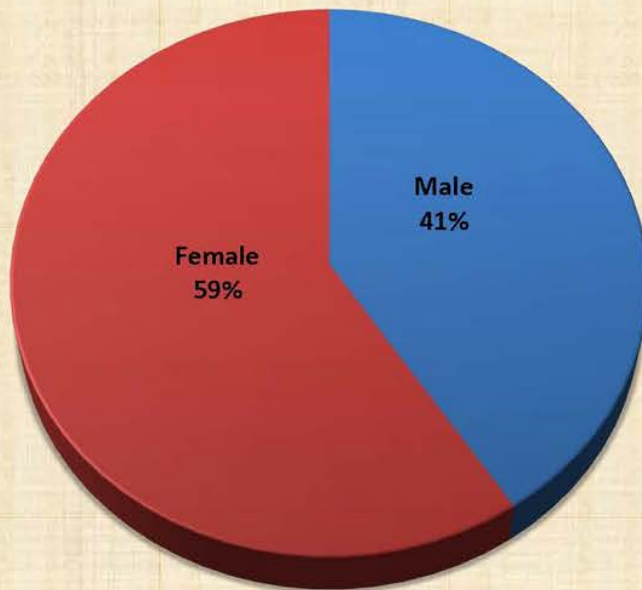


**2010-11
Contract Classified**

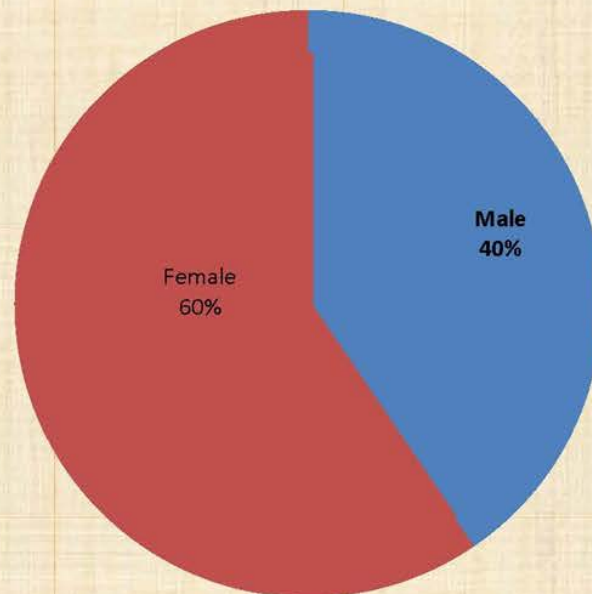


Mesa College Workforce by Gender

2009-10
Gender



2010-11
Gender



Comparison of Miramar College Diversity

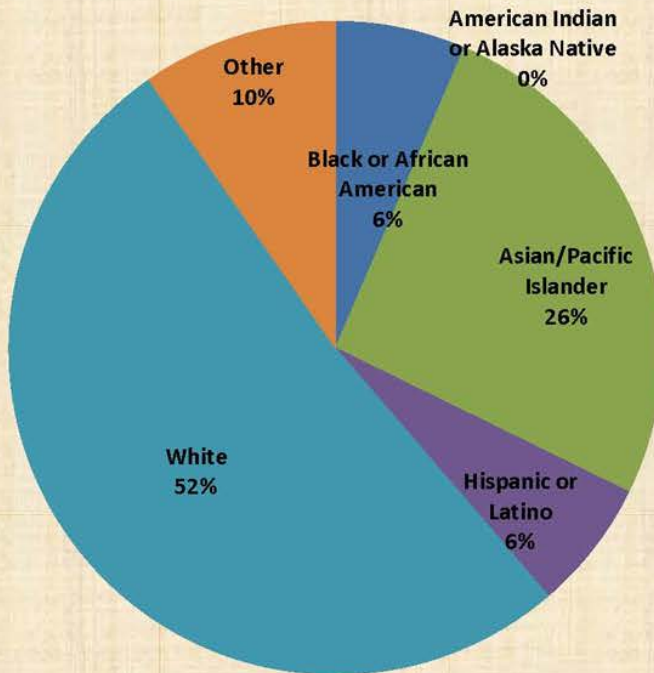
2009-2010

vs.

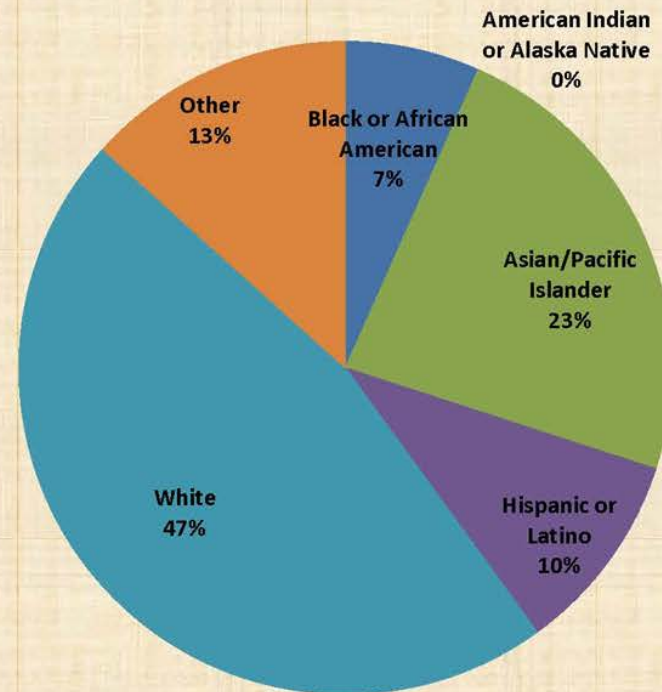
2010-2011

Miramar College Workforce Diversity

2009-10
Managers & Supervisors

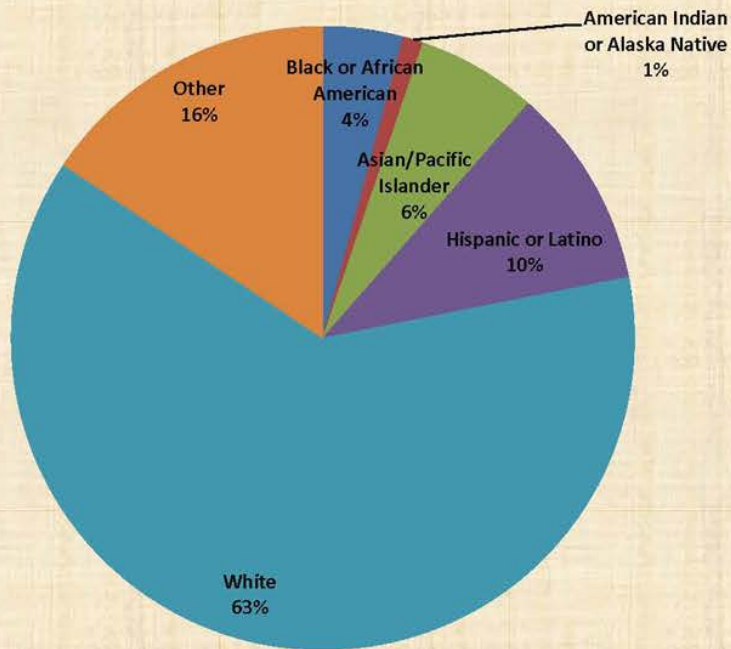


2010-11
Managers & Supervisors

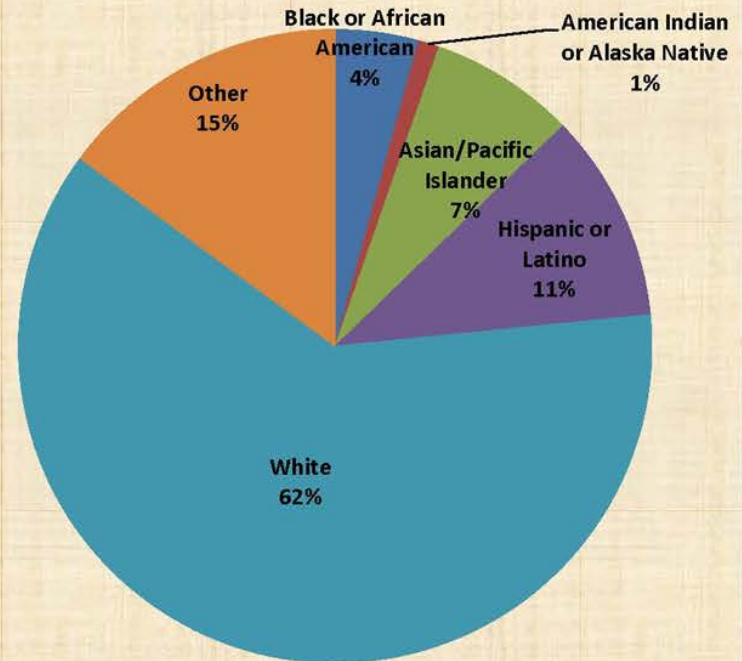


Miramar College Workforce Diversity

2009-10
Contract Faculty

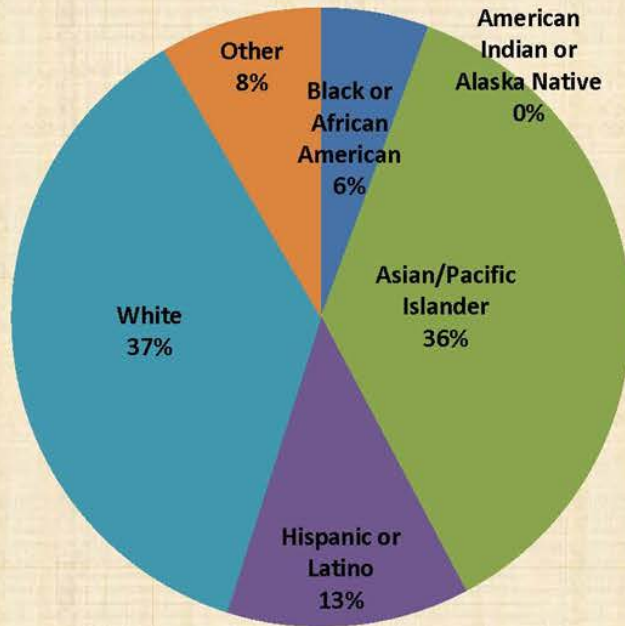


2010-11
Contract Faculty

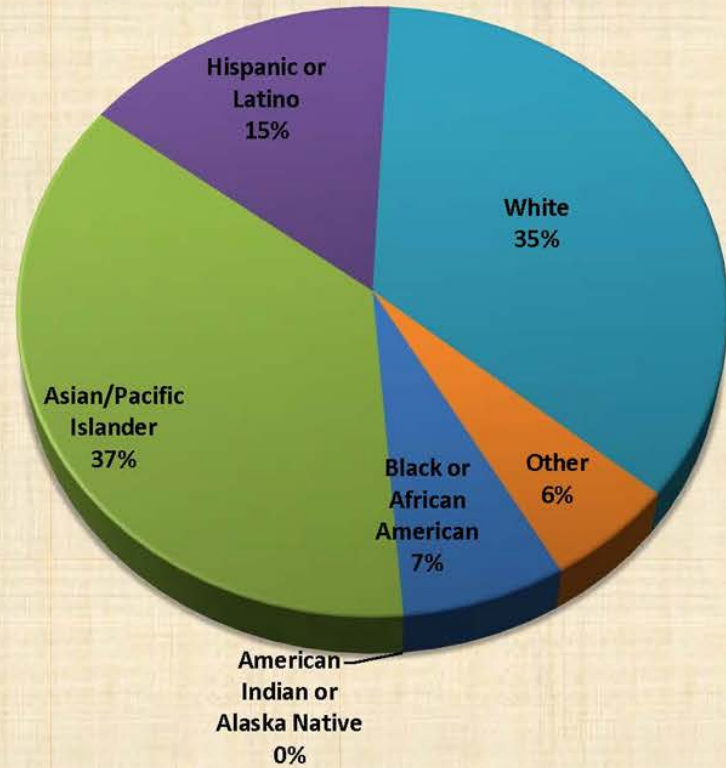


Miramar College Workforce Diversity

2009-10
Contract Classified

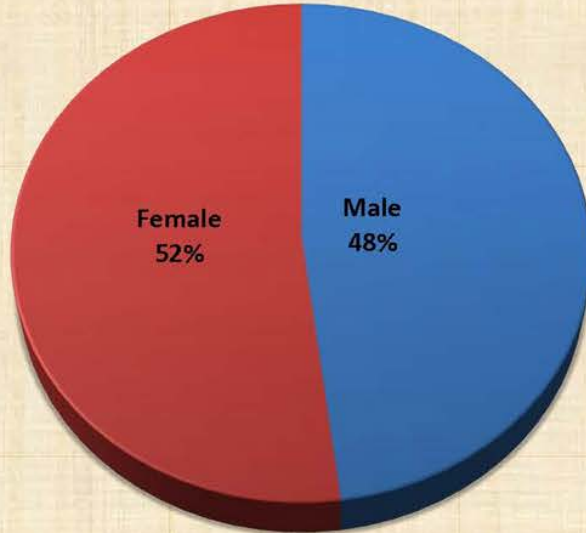


2010-11
Contract Classified



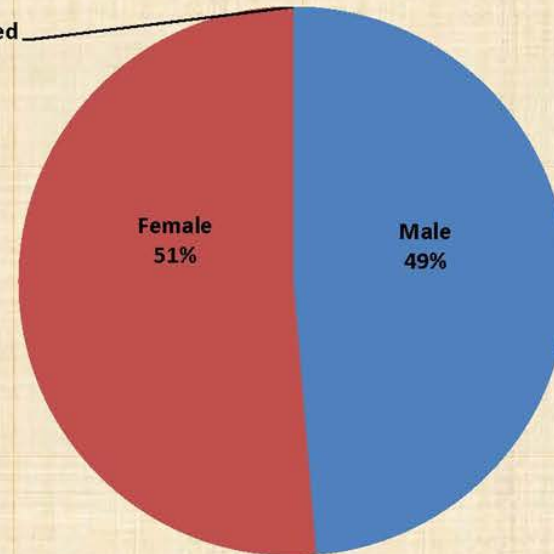
MiramarCollege Workforce by Gender

2009-10
Gender



2010-11
Gender

Undeclared
0%



Comparison of Continuing Education Diversity

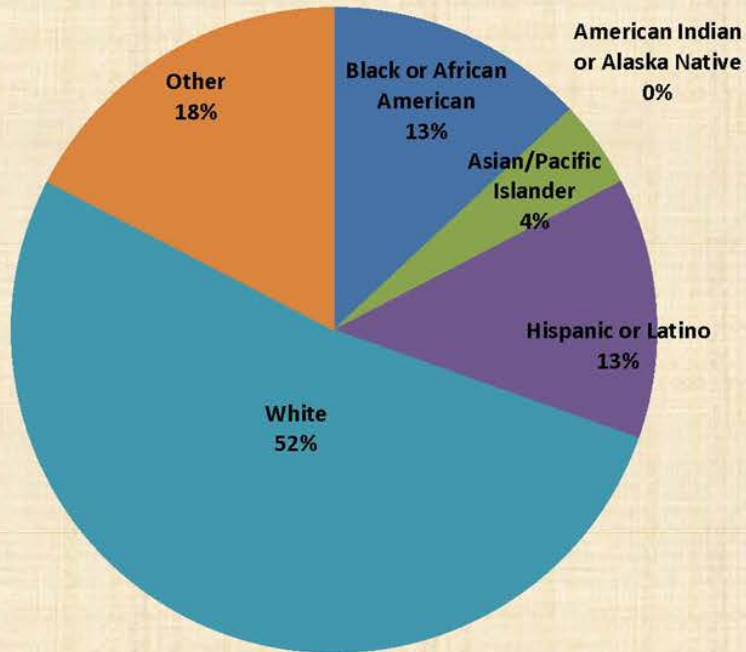
2009-2010

vs.

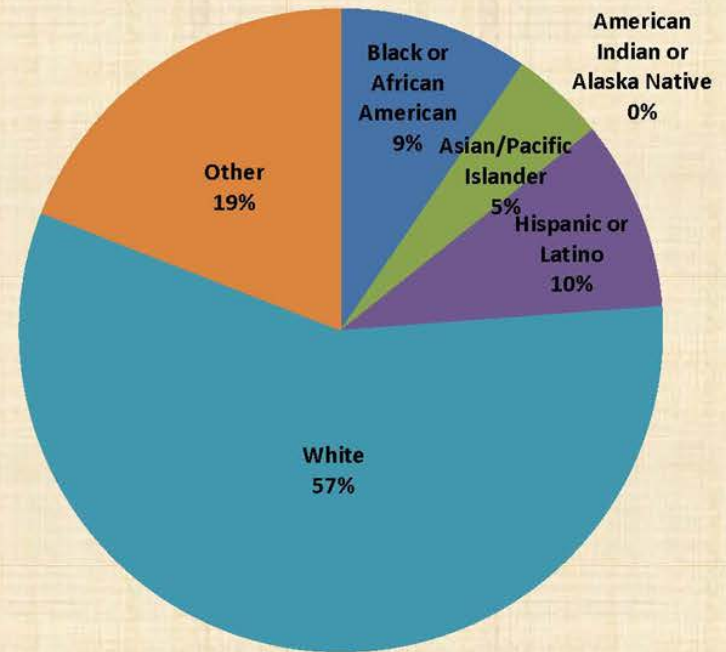
2010-2011

Continuing Education Workforce Diversity

2009-10
Managers & Supervisors

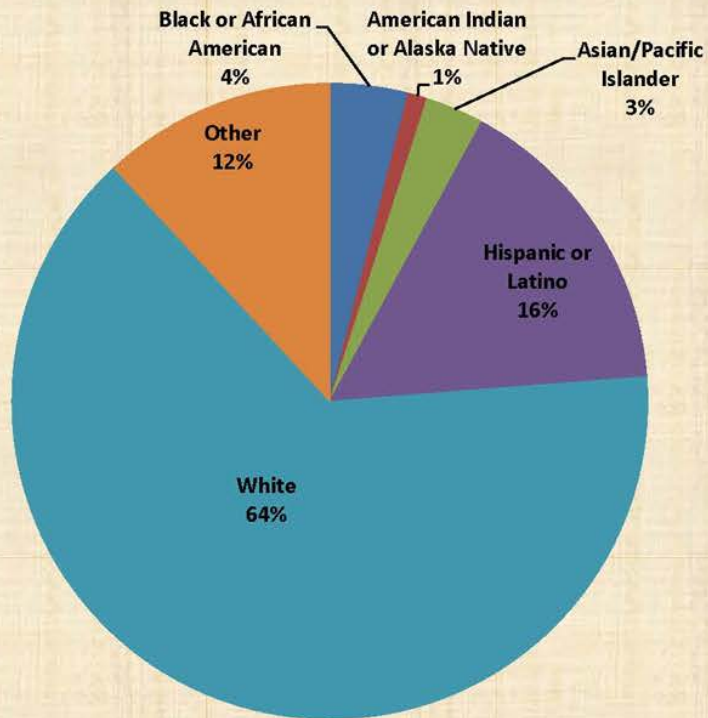


2010-11
Managers & Supervisors

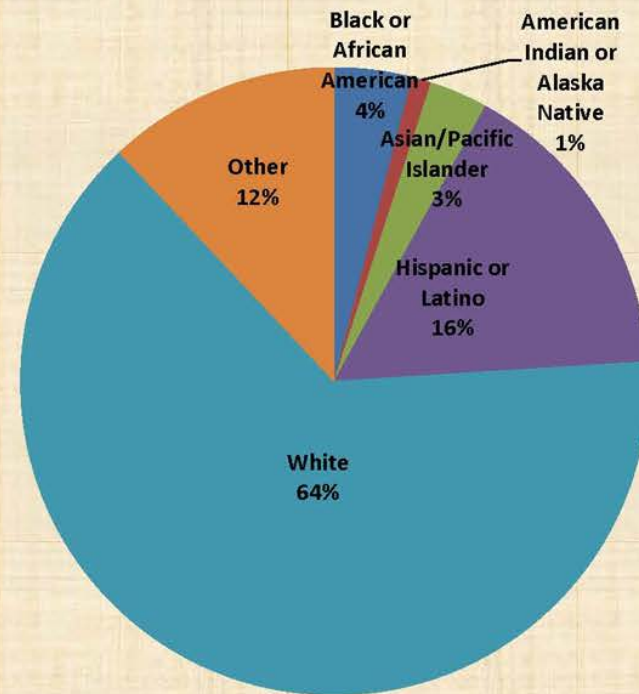


Continuing Education Workforce Diversity

**2009-10
Contract Faculty**

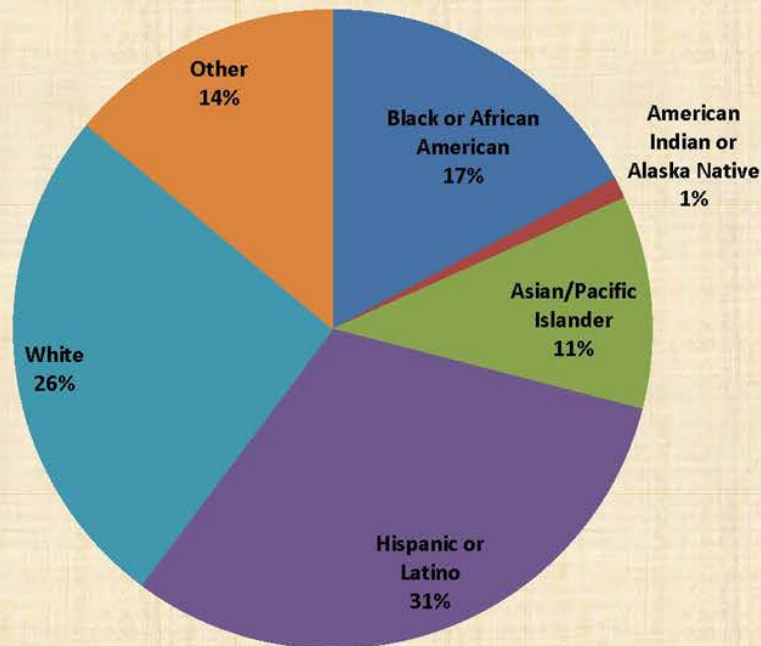


**2010-11
Contract Faculty**

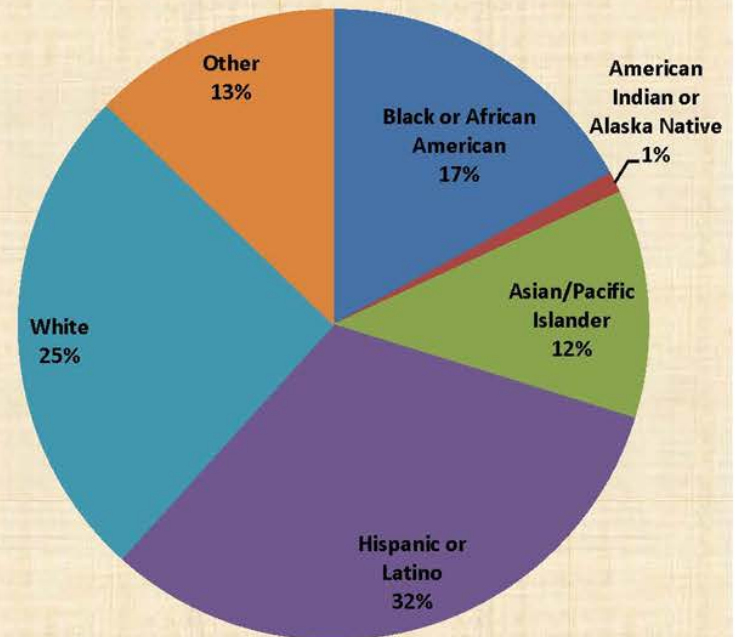


Continuing Education Workforce Diversity

2009-10
Contract Classified

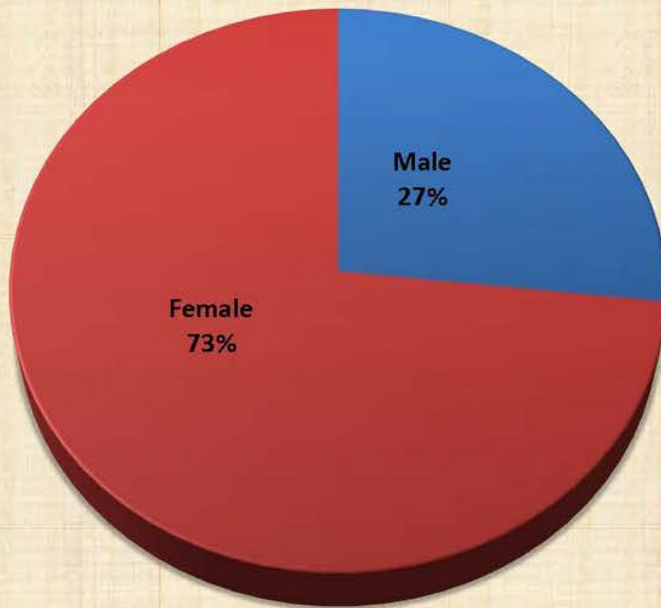


2010-11
Contract Classified

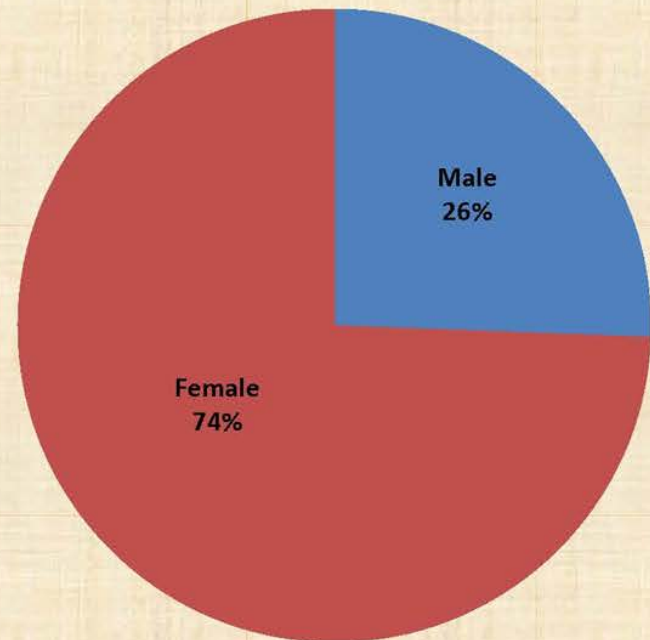


Continuing Education Workforce by Gender

2009-10
Gender



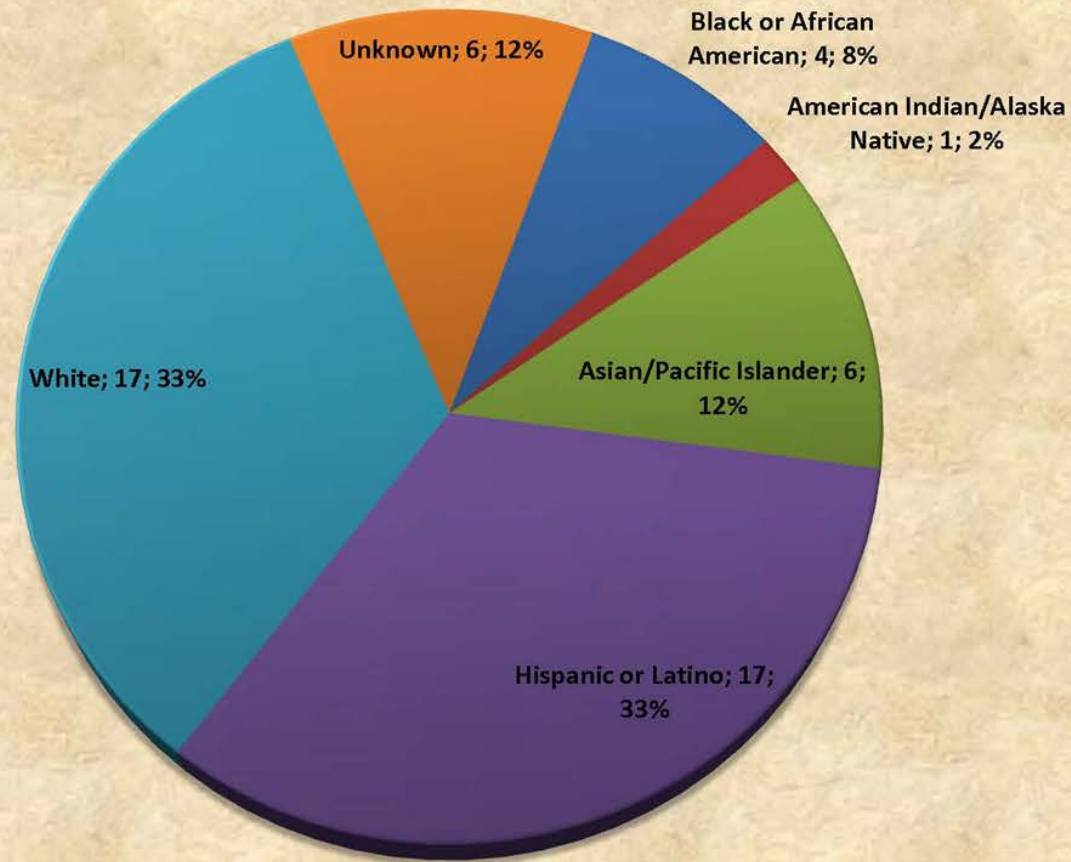
2010-11
Gender



Newly Hired Staff/Faculty

**July 1, 2011
to
Present**

All Hires FY (External / Internal) Ethnicity 07/01/11 - Current



All Hires FY (External / Internal) Gender 07/01/11 - Current

