

Recruitment 2007/2008

07/01/07-06/30/08

07/01/07-06/30/08																		
	Total		Male		Female		American Indian/Alaska Native		Black/African American		Asian/Pacific Islander		Hispanic		White		Other / Unknown	
							Male/Female		Male/Female		Male/Female	Male/Female		Male/Female		Male/Female		Male/Female
Executive/Administration	37	15	11		2/0		1/1		0/0		1/1		6/4		14/6			
Faculty - Career Education	33	13	15		0/0		2/4		0/1		0/1		11/9		1/1			
Faculty - Instructional and Support Serv	28	8	13		0/0		1/2		0/2		3/3		4/6		7/7			
Faculty - Natural Sciences	45	37	5		0/0		3/0		10/0		0/0		15/3		11/2			
Faculty - Part-time	481	221	237		1/0		16/28		14/15		15/26		96/87		1/182			
Professional/Non-faculty	31	7	19		0/2		3/3		0/2		1/4		3/8		6/5			
Secretarial/Clerical	386	77	308		0/2		15/54		1/8		17/62		31/111		67/16			
Service/Maintenance	221	177	42		4/0		24/4		6/0		53/15		65/14		30/6			
Skilled Craft	19	6	13		0/0		0/2		0/0		1/3		5/6		2/0			
Technical/Paraprofessional	64	47	15		1/0		5/2		1/1		11/2		24/8		4/7			
Totals	1345	608	678		8/4		70/100		32/29		102/117		117/256		143/232			

12
 170
 12.6%
 4.5%
 16.3%
 27.7%
 27.9%
 29.9

DISTRICT APPLICANT POOL ANALYSIS 07/01/2009 - 06/30/2010

	Total	Gender		American Indian/Alaska Native		Black/African American		Asian/Pacific Islander		Hispanic		White		Other/ Unknown	
		Male	Female	Unk	Male	Female	Unk	Male	Female	Unk	Male	Female	Unk	Male	Female
Executive/Administration	100	41	55	4	1	0	0	4	1	0	16	15	0	6	23
Faculty - Instructional and Support Services	79	22	52	5	0	1	0	3	1	0	10	14	0	3	17
Faculty - Part-Time	681	324	301	56	1	1	0	34	27	3	57	43	4	170	139
Professional/Nonfaculty	70	62	5	3	1	0	0	1	0	0	11	2	0	30	1
Secretarial/Clerical	353	44	292	17	0	1	0	2	12	1	12	85	0	19	132
Service/Maintenance	586	449	117	20	5	2	0	4	2	0	183	45	3	174	40
Skilled Craft	5	1	4	0	0	0	0	0	0	0	0	0	0	1	1
Technical/Paraprofessional	404	127	255	22	0	5	0	15	13	0	39	79	2	51	101
Totals	2278	1070	1081	127	8	10	0	63	56	4	328	283	9	454	454
		Total	2278		Total	18		Total	123		Total	620		Total	929
														Total	310

.8%

12.2%

5.4%

27.2%

40.8%

13.6%

2009 Fall
Quick Facts

Gender

Female	7,951	57.1%
Male	5,720	41.1%
Uncollected	263	1.9%
		100.0%

Age

<18	1,116	8.0%
18-20	4,677	33.6%
21-25	2,897	20.8%
26-30	1,562	11.2%
31-40	1,795	12.9%
41-50	1,226	8.8%
51-60	491	3.5%
>60	144	1.0%
Uncollected	26	0.2%
		100.0%

Ethnicity

African American	1,791	13.0%
American Indian/Alaskan Native	102	0.7%
Asian	235	1.7%
Filipino	183	1.3%
Hispanic	4,703	34.0%
Other Non-White	108	0.8%
Pacific Islander	60	0.4%
White	5,344	38.6%
Multiple Races	176	1.3%
Uncollected	1,128	8.2%
		100.0%

Units Attempted

0.1 - 6.0	5,248	37.7%
6.1 - 11.9	3,940	28.3%
12.0 or more	4,747	34.1%
		100.0%

TOTAL 13,935

*Counts are based on credit headcount as of first census.

*Demographics are self reported at the time of application.

*Age is calculated based upon the last day to drop a full term class w/out receiving a W grade.

*The sum will not equate to the total in all categories due to unreported data.

Self-Evaluation

Because staff diversity funding has been severely limited, in spring 2009, the Staff Diversity Committee distributed a survey to seek input on future workshops. (Item III-A) The Staff Diversity Committee was revitalized with new constituent representation in fall 2009. The committee's purpose and goals were clarified, and plans were made to address the spring 2009 survey feedback. (Item III-A) The input received was used to schedule the cultural diversity training workshop on May 26, 2010, and will be used to prioritize future workshops.

Similarly, funding cutbacks have limited accommodations for employees with disabilities to the equipment on hand; on occasion, personnel requested to operate this equipment has been limited.

However, the district is committed to providing a diverse workplace and learning environment free of discrimination and harassment. Nondiscrimination training is provided to Fair Employment Representatives to encourage diversity awareness during the hiring process. Supervisors are also required to complete anti-harassment training every two years.

IIIA-4b. The institution regularly assesses its record in employment equity and diversity consistent with its mission.

Description

The college tracks the diversity in all applicant pools and encourages the inclusion of a diverse pool of candidates in the interview process. (Item III-A) The information collected is used to determine whether future recruitments should be broadened to attract underrepresented populations.

Self-Evaluation

The following table illustrates in part the change of student and staff diversity from 2004 to the present. The African American student population has increased, and the Hispanic student population has increased significantly. The African American and Asian staff has slightly increased, but the White staff has decreased. The data illustrate that both the student and staff populations have changed and come more into alignment. However, the college is working to attract an increased number of ethnically diverse candidates.

Student/Staff Ethnicity Comparison				
Ethnicity	Students 2009 ¹	Staff 2010 ²	Students 2004 ³	Staff 2004 ³
African American	13.0%	8.5%	10.4%	6.7%
American Indian/ Alaskan Native	.7%	1.3%	.9%	1.5%
Asian	1.7%	4.5%	1.9%	3.6%

*Hispanic
+ 11%*

*White
+ 12%*