



Equal Employment Opportunity Annual Applicant Pool and Employee Demographics Report

2015

Revision 6: 3/10/16

Commitment to Diversity and Inclusion

The Legislature finds and declares all of the following:

*(1) In fulfilling its mission within California's system of public higher education, the California Community Colleges are **committed to academic excellence and to providing all students with the opportunity to succeed in their chosen educational pursuits.***

*(2) Academic excellence can best be sustained in a **climate of acceptance and with the inclusion of persons from a wide variety of backgrounds and preparations to provide service to an increasingly diverse student population.***

Education Code Section 87100 (a).

Mission Statement

Monterey Peninsula College is an **open-access institution that fosters student learning and achievement within its diverse community**. MPC provides high quality instructional programs, services, and infrastructure to support the goals of students pursuing transfer, career training, basic skills, and lifelong learning opportunities.

Commitment to Equal Employment Opportunity

"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.

Education Code Section 87101 (a)

Federal & State Laws & Regulations

There are numerous federal, state, and systems laws and regulations that prohibit discrimination, including but not limited to:

Title VI & VII Civil Rights Act of 1964, Title IX, Americans with Disabilities Act, the Age Discrimination Act, Accreditation Standards, Ca. Government Code, Ca. Constitution, Ca. Education Code, Ca. Code of Regulations-Title 5, MPC Board Policies and Procedures.

Post Proposition 209

Added Section 31 to Article I of the state Constitution. The major provision in Article 31 reads: (a) The state shall **not discriminate against, or grant preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment, public education or public contracting.**

Legislative Response to 209

- Government Code 11139.6

“It is the intent of this section that all governmental agencies shall engage in **general recruitment and outreach programs to all individuals, including persons who are economically disadvantaged.**”

“...recruitment that should result in increasing diversity **of the public sector workforce**” to include general circulation newspapers, radio and TV, electronic media, and in the same recruitment sources whose primary audience are audience is comprised of **minority and low-income communities and women.**

Accreditation Standard III.A.12

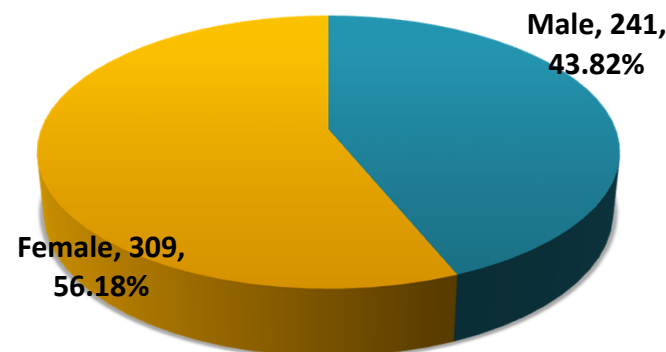
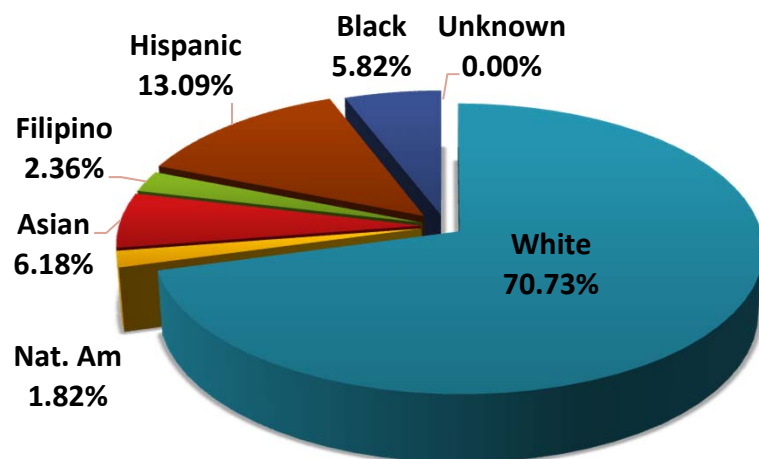
*Through its policies and practices, the institution creates and maintains appropriate programs, practices, and services that **support its diverse personnel. The institution regularly assesses its record in employment equity and diversity consistent with its mission.***

Equal Employment Opportunity Plan

Human Resources will annually survey the District's applicant pool and workforce composition to evaluate progress in implementing the plan, to provide data needed for longitudinal analysis and to determine if any group is underrepresented in recruitment, hiring, retention, and promotion.

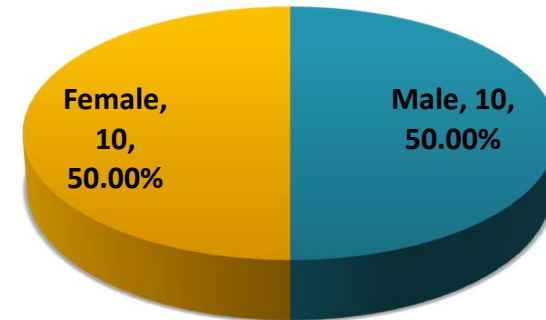
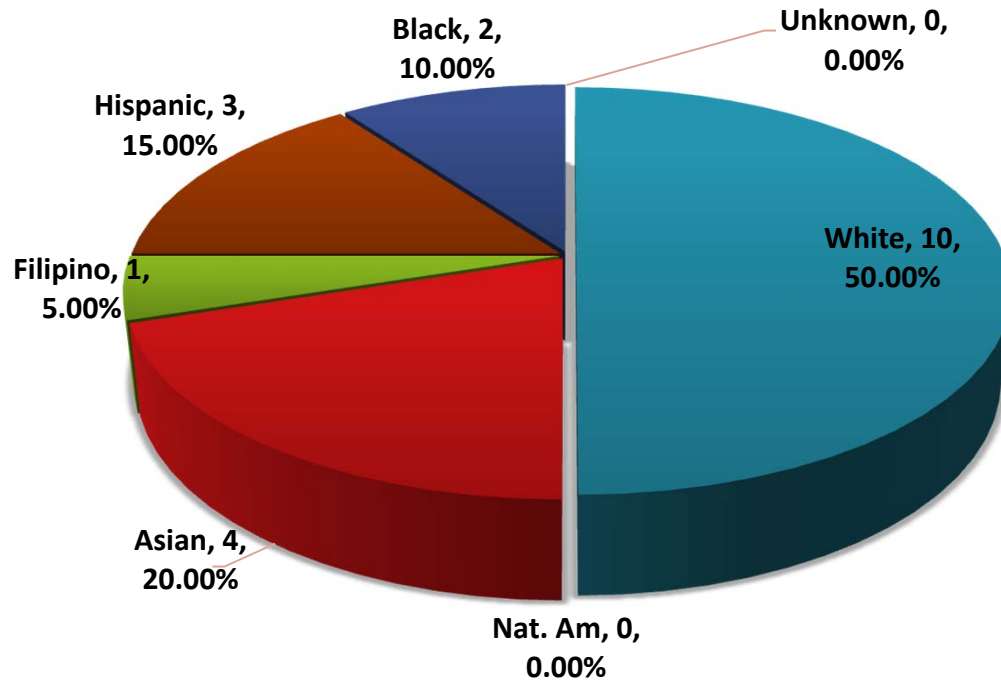
California Code of Regulations, Title 5 §53000(c)(6), §53004, and §53006

Snapshot of Total Workforce 2015



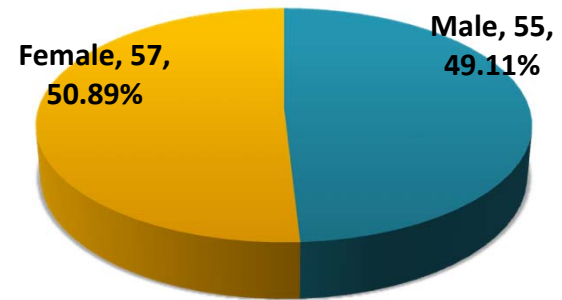
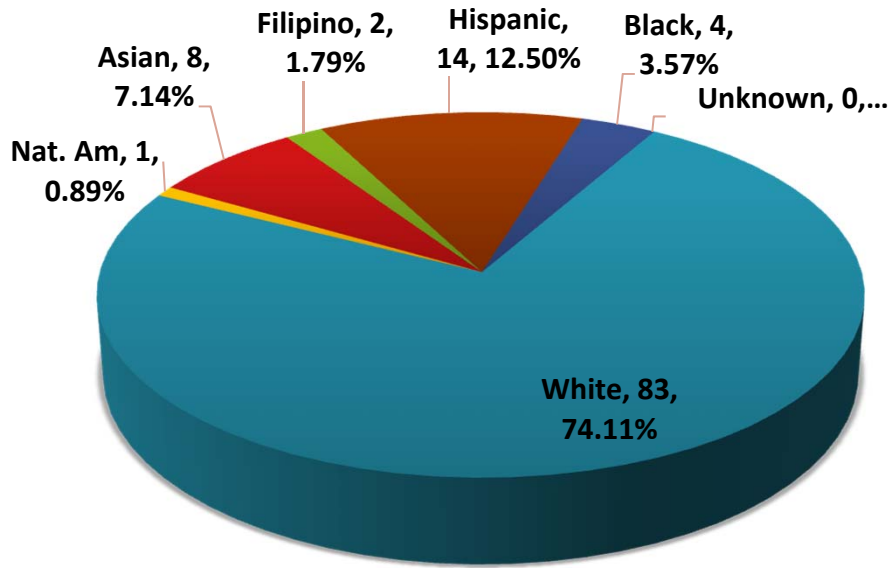
| | Total | Male | %M | Female | % F | White | %W | Nat. Am | % NA | Asian | % A | Filipino | % F | Hispanic | % H | Black | % B | Unknown | % U | Disability | % D |
|-----------------------------------|------------|------------|---------------|------------|---------------|------------|---------------|-----------|--------------|-----------|--------------|-----------|--------------|-----------|---------------|-----------|--------------|----------|--------------|------------|--------------|
| Executive/ Admin/ Managerial | 20 | 10 | 50% | 10 | 50% | 10 | 50% | 0 | 0% | 4 | 20% | 1 | 5% | 3 | 15% | 2 | 10% | 0 | 0% | 1 | 5% |
| Faculty-Career Education | 12 | 8 | 67% | 4 | 33% | 10 | 83% | 0 | 0% | 1 | 8% | 0 | 0% | 1 | 8% | 0 | 0% | 0 | 0% | 0 | 0% |
| Faculty-English | 17 | 8 | 47% | 9 | 53% | 17 | 100% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Faculty-Health & PE | 7 | 5 | 71% | 2 | 29% | 6 | 86% | 0 | 0% | 1 | 14% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Faculty-Humanities | 14 | 8 | 57% | 6 | 43% | 10 | 71% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 29% | 0 | 0% | 0 | 0% | 1 | 7% |
| Faculty-Instr. & Support Services | 26 | 8 | 31% | 18 | 69% | 14 | 54% | 1 | 4% | 3 | 12% | 1 | 4% | 5 | 19% | 2 | 8% | 0 | 0% | 2 | 8% |
| Faculty-Mathematics | 12 | 6 | 50% | 6 | 50% | 8 | 67% | 0 | 0% | 2 | 17% | 1 | 8% | 1 | 8% | 0 | 0% | 0 | 0% | 1 | 8% |
| Faculty-Natural Sciences | 12 | 7 | 58% | 5 | 42% | 8 | 67% | 0 | 0% | 1 | 8% | 0 | 0% | 2 | 17% | 1 | 8% | 0 | 0% | 0 | 0% |
| Faculty-Social Science | 12 | 5 | 42% | 7 | 58% | 10 | 83% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 8% | 1 | 8% | 0 | 0% | 0 | 0% |
| Clerical/ Secretarial | 39 | 5 | 13% | 34 | 87% | 21 | 54% | 1 | 3% | 1 | 3% | 3 | 8% | 7 | 18% | 6 | 15% | 0 | 0% | 2 | 5% |
| Professional Non-Faculty | 17 | 4 | 24% | 13 | 76% | 11 | 65% | 0 | 0% | 1 | 6% | 1 | 6% | 4 | 24% | 0 | 0% | 0 | 0% | 2 | 12% |
| Service/ Maintenance | 26 | 20 | 77% | 6 | 23% | 6 | 23% | 0 | 0% | 0 | 0% | 1 | 4% | 14 | 54% | 5 | 19% | 0 | 0% | 0 | 0% |
| Skilled Crafts | 9 | 8 | 89% | 1 | 11% | 4 | 44% | 0 | 0% | 2 | 22% | 0 | 0% | 3 | 33% | 0 | 0% | 0 | 0% | 0 | 0% |
| Technical/ Paraprofessional | 68 | 32 | 47% | 36 | 53% | 39 | 57% | 1 | 1% | 9 | 13% | 4 | 6% | 11 | 16% | 4 | 6% | 0 | 0% | 0 | 0% |
| Adjuncts- Fall 2015 | 259 | 107 | 41% | 152 | 59% | 215 | 83% | 7 | 3% | 9 | 3% | 1 | 0% | 16 | 6% | 11 | 4% | 0 | 0% | 0 | 0% |
| Total | 550 | 241 | 43.82% | 309 | 56.18% | 389 | 70.73% | 10 | 1.82% | 34 | 6.18% | 13 | 2.36% | 72 | 13.09% | 32 | 5.82% | 0 | 0.00% | 9 | 1.64% |

Administrators and Managers 2015



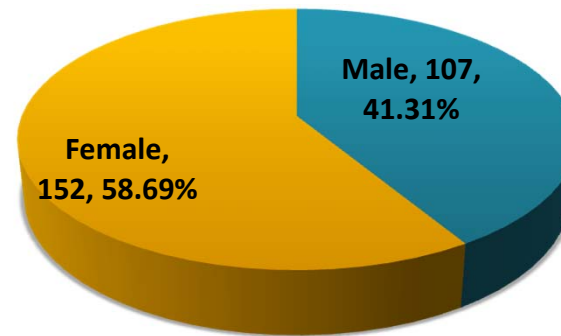
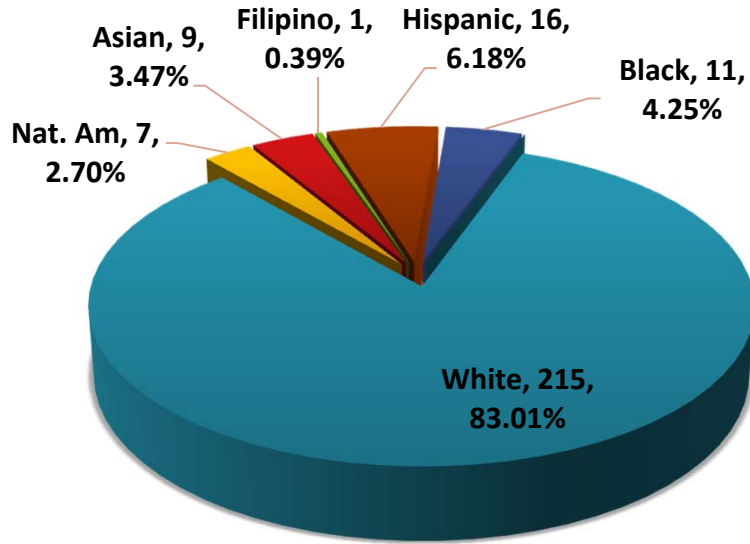
| Total | Male | %M | Female | % F | White | %W | Nat. Am | % NA | Asian | % A | Filipino | % F | Hispanic | % H | Black | % B | Unknown | % U |
|-------|------|--------|--------|--------|-------|--------|---------|-------|-------|--------|----------|-------|----------|--------|-------|--------|---------|-------|
| 20 | 10 | 50.00% | 10 | 50.00% | 10 | 50.00% | 0 | 0.00% | 4 | 20.00% | 1 | 5.00% | 3 | 15.00% | 2 | 10.00% | 0 | 0.00% |

Full Time Faculty 2015



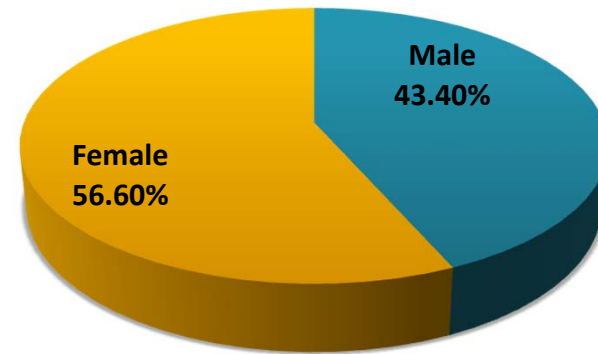
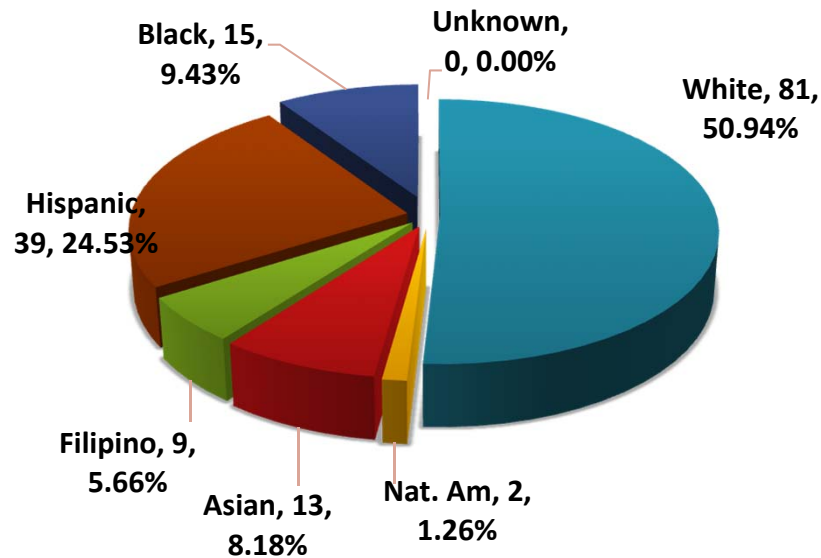
| | Total | Male | %M | Female | %F | White | %W | Nat. Am | % NA | Asian | % A | Filipino | % F | Hispanic | % H | Black | % B | Unknown | % U | Disability | % D |
|------------------------------|------------|-----------|---------------|-----------|---------------|-----------|---------------|----------|--------------|----------|--------------|----------|--------------|-----------|---------------|----------|--------------|----------|--------------|------------|--------------|
| Faculty-Career Education | 12 | 8 | 67% | 4 | 33% | 10 | 83% | 0 | 0% | 1 | 8% | 0 | 0% | 1 | 8% | 0 | 0% | 0 | 0% | 0 | 0% |
| Faculty-English | 17 | 8 | 47% | 9 | 53% | 17 | 100% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Faculty-Health & PE | 7 | 5 | 71% | 2 | 29% | 6 | 86% | 0 | 0% | 1 | 14% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Faculty-Humanities | 14 | 8 | 57% | 6 | 43% | 10 | 71% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 29% | 0 | 0% | 0 | 0% | 1 | 7% |
| Faculty-Instl & Support Svcs | 26 | 8 | 31% | 18 | 69% | 14 | 54% | 1 | 4% | 3 | 12% | 1 | 4% | 5 | 19% | 2 | 8% | 0 | 0% | 2 | 8% |
| Faculty-Mathematics | 12 | 6 | 50% | 6 | 50% | 8 | 67% | 0 | 0% | 2 | 17% | 1 | 8% | 1 | 8% | 0 | 0% | 0 | 0% | 1 | 8% |
| Faculty-Natural Sciences | 12 | 7 | 58% | 5 | 42% | 8 | 67% | 0 | 0% | 1 | 8% | 0 | 0% | 2 | 17% | 1 | 8% | 0 | 0% | 0 | 0% |
| Faculty-Social Science | 12 | 5 | 42% | 7 | 58% | 10 | 83% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 8% | 1 | 8% | 0 | 0% | 0 | 0% |
| Total | 112 | 55 | 49.11% | 57 | 50.89% | 83 | 74.11% | 1 | 0.89% | 8 | 7.14% | 2 | 1.79% | 14 | 12.50% | 4 | 3.57% | 0 | 0.00% | 4 | 3.57% |

Adjunct Faculty 2015



| | Total | Male | % Male | Female | % F | White | % W | Nat. Am | % NA | Asian | % A | Filipino | % F | Hispanic | % H | Black | % B | Unknown | % U | Disability | % D |
|---------------------|-------|------|--------|--------|--------|-------|--------|---------|-------|-------|-------|----------|-------|----------|-------|-------|-------|---------|-------|------------|-------|
| Adjuncts- Fall 2015 | 259 | 107 | 41.31% | 152 | 58.69% | 215 | 83.01% | 7 | 2.70% | 9 | 3.47% | 1 | 0.39% | 16 | 6.18% | 11 | 4.25% | 0 | 0.00% | 0 | 0.00% |

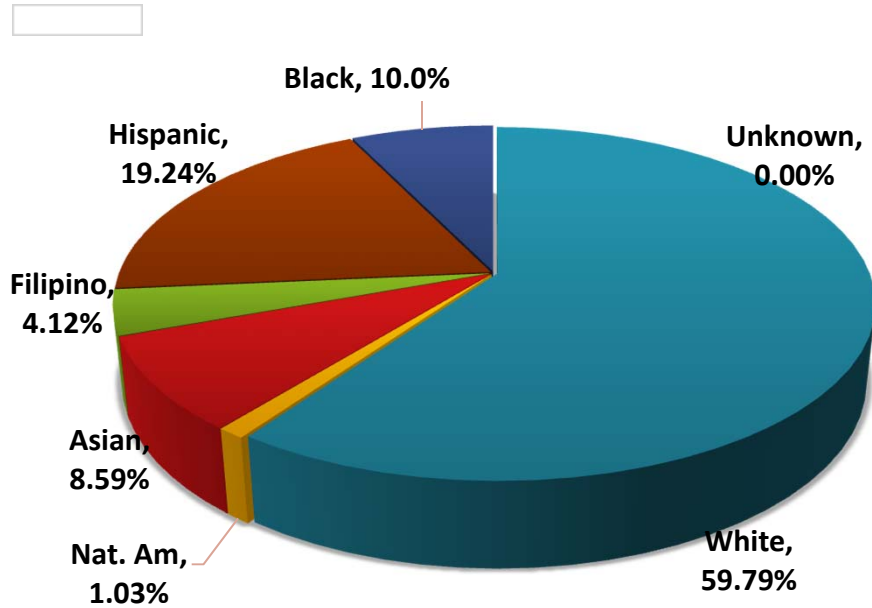
Classified Workforce 2015



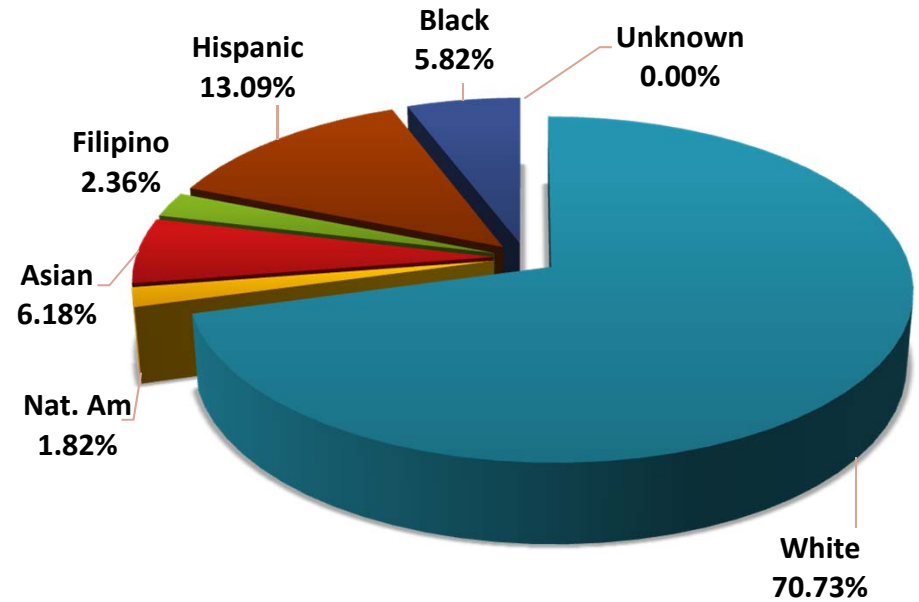
| | Total | Male | %M | Female | % F | White | %W | Nat. Am | % NA | Asian | % A | Filipino | % F | Hispanic | % H | Black | % B | Unknown | % U | Disability | % D |
|-----------------------------|------------|-----------|---------------|-----------|---------------|-----------|---------------|----------|--------------|-----------|--------------|----------|--------------|-----------|---------------|-----------|--------------|----------|--------------|------------|--------------|
| Clerical/ Secretarial | 39 | 5 | 13% | 34 | 87% | 21 | 54% | 1 | 3% | 1 | 3% | 3 | 8% | 7 | 18% | 6 | 15% | 0 | 0% | 2 | 5% |
| Professional Non-Faculty | 17 | 4 | 24% | 13 | 76% | 11 | 65% | 0 | 0% | 1 | 6% | 1 | 6% | 4 | 24% | 0 | 0% | 0 | 0% | 2 | 12% |
| Service/ Maintenance | 26 | 20 | 77% | 6 | 23% | 6 | 23% | 0 | 0% | 0 | 0% | 1 | 4% | 14 | 54% | 5 | 19% | 0 | 0% | 0 | 0% |
| Skilled Crafts | 9 | 8 | 89% | 1 | 11% | 4 | 44% | 0 | 0% | 2 | 22% | 0 | 0% | 3 | 33% | 0 | 0% | 0 | 0% | 0 | 0% |
| Technical/ Paraprofessional | 68 | 32 | 47% | 36 | 53% | 39 | 57% | 1 | 1% | 9 | 13% | 4 | 6% | 11 | 16% | 4 | 6% | 0 | 0% | 0 | 0% |
| Total | 159 | 69 | 43.40% | 90 | 56.60% | 81 | 50.94% | 2 | 1.26% | 13 | 8.18% | 9 | 5.66% | 39 | 24.53% | 15 | 9.43% | 0 | 0.00% | 4 | 2.52% |

Total Workforce Comparison 2015

Permanent



All Including Adjuncts



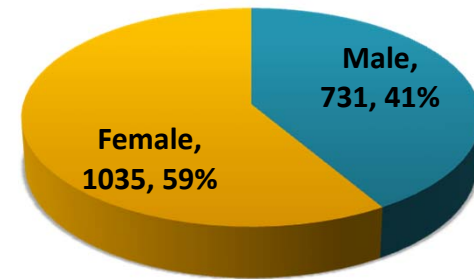
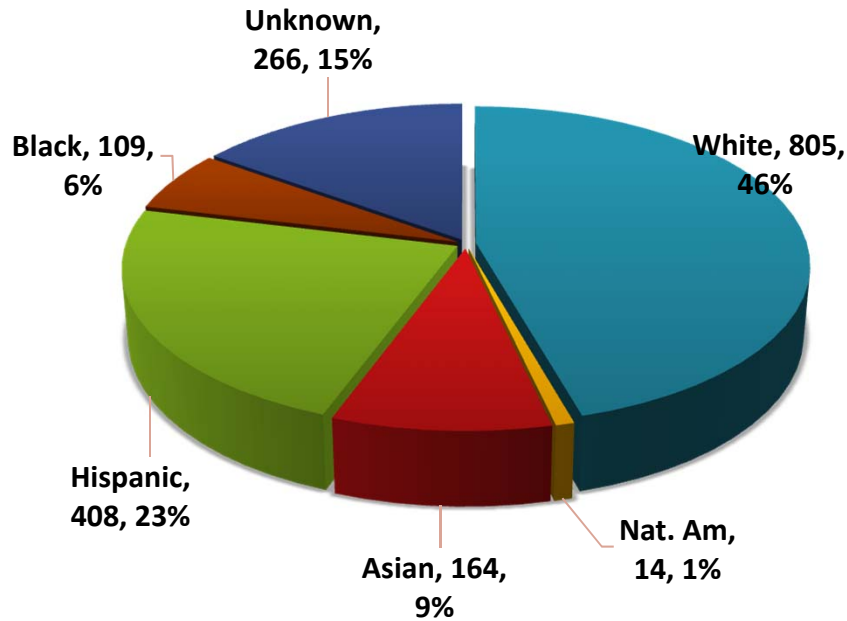
Recruitment Sources

- Academic Positions
 - Chronicle of Higher Ed Online and Print
 - Higher Ed Jobs.com (annual subscription)
 - Inside Higher Ed (annual subscription)
 - CommunityCollegeJobs.com
 - UCSC/CSUMB Placement Centers
- Specialized Recruitments
 - Trade or professional organizations
 - List Serves
- All
 - MPC Employment Site
 - Edjoin.org (annual subscription)
 - Monterey Herald
 - Monterey Weekly
 - Craigslist
 - EDD/CalJobs
 - One Stop Career Centers Monterey/Monterey County Dept of Social Services
 - MontereyBayJobs.com (annual subscription)
 - CCC Registry
 - ALL USERS emails
 - NEOGOV emails candidates who signed up for alerts

Monterey Peninsula College Hiring Summary 2015

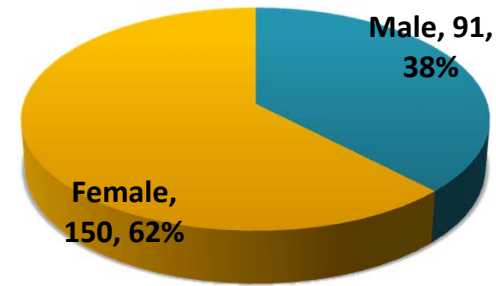
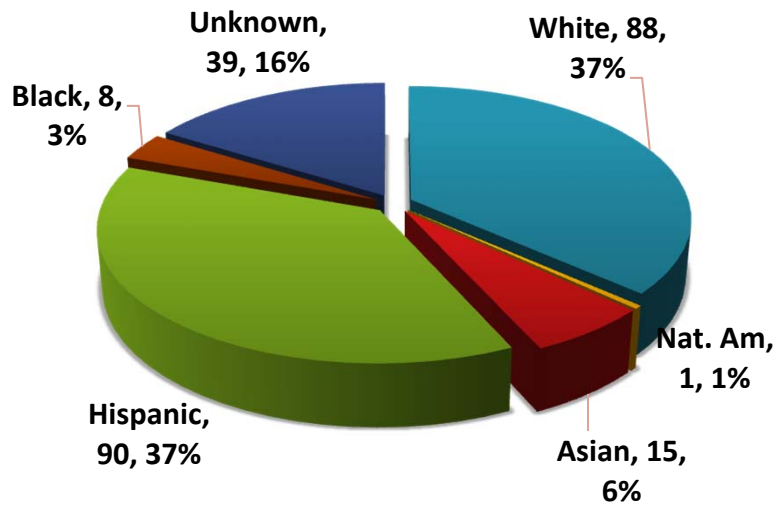
| Workforce | Applicants | | | Hired | | | | |
|-------------------------------------|--------------|------|--------|------------------|------|--------|--------|---------|
| | Recruitments | Male | Female | Positions Filled | Male | % Male | Female | %Female |
| Executive/Administrative/Managerial | 6 | 109 | 67 | 5 | 2 | 40% | 3 | 60% |
| Clerical/Secretarial | 9 | 39 | 157 | 5 | 2 | 40% | 3 | 60% |
| Professional Non-Faculty | 7 | 62 | 206 | 5 | 1 | 20% | 4 | 80% |
| Faculty | 3 | 91 | 150 | 5 | 2 | 50% | 3 | 60% |
| Service/Maintenance | 4 | 77 | 31 | 4 | 4 | 100% | 0 | 0% |
| Skilled Crafts | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Technical/Paraprofessional | 15 | 48 | 60 | 12 | 4 | 33% | 8 | 67% |
| Adjuncts | 94 | 305 | 364 | 51 | 26 | 51% | 25 | 49% |
| Totals | 138 | 731 | 1035 | 87 | 41 | 40% | 46 | 52% |

Demographics of Total Applicant Pool 2015



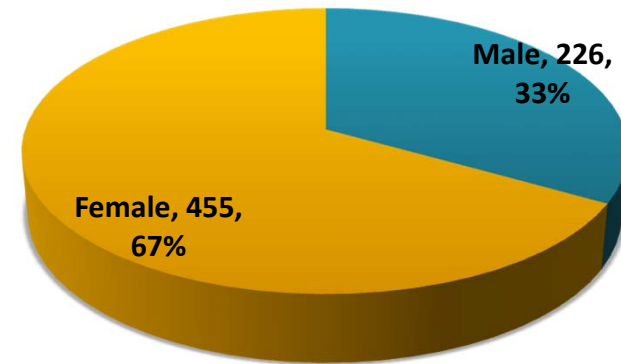
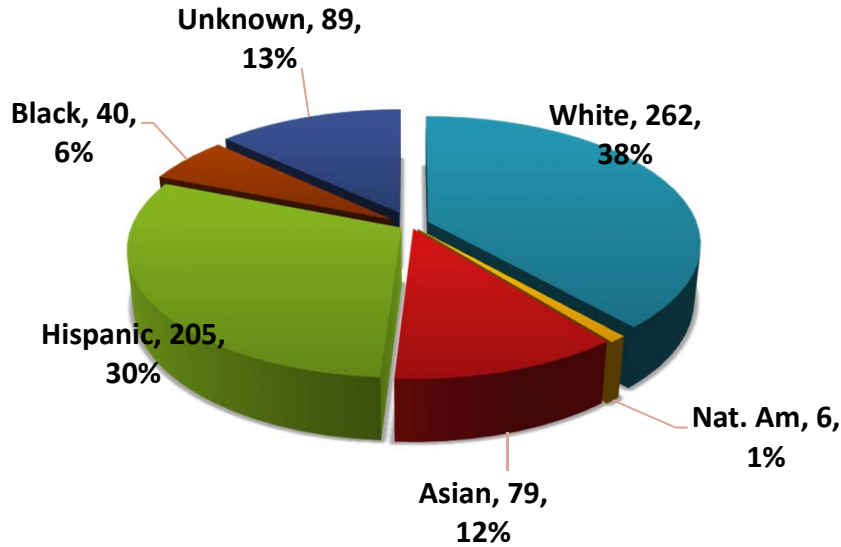
| Total | Male | %M | Female | % F | White | %W | Nat. Am | % NA | Asian | % A | Hispanic | % H | Black | % B | Unknown | % U |
|-------|------|-----|--------|-----|-------|-----|---------|------|-------|-----|----------|-----|-------|-----|---------|-----|
| 1766 | 731 | 41% | 1035 | 59% | 805 | 46% | 14 | 1% | 164 | 9% | 408 | 23% | 109 | 6% | 266 | 15% |

FT Faculty Applicant Pool 2015



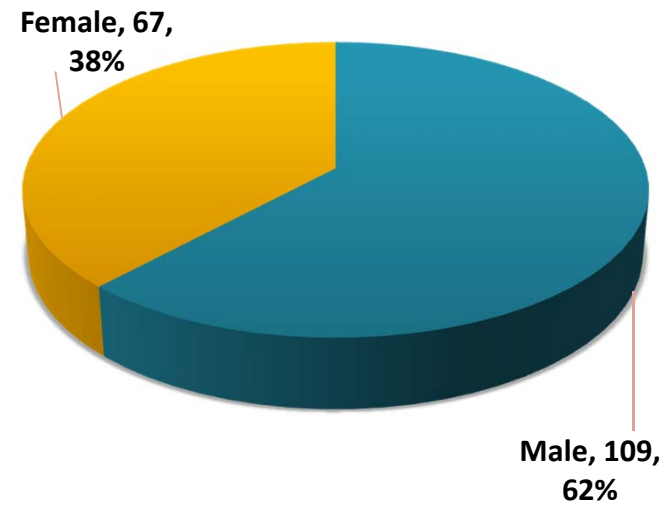
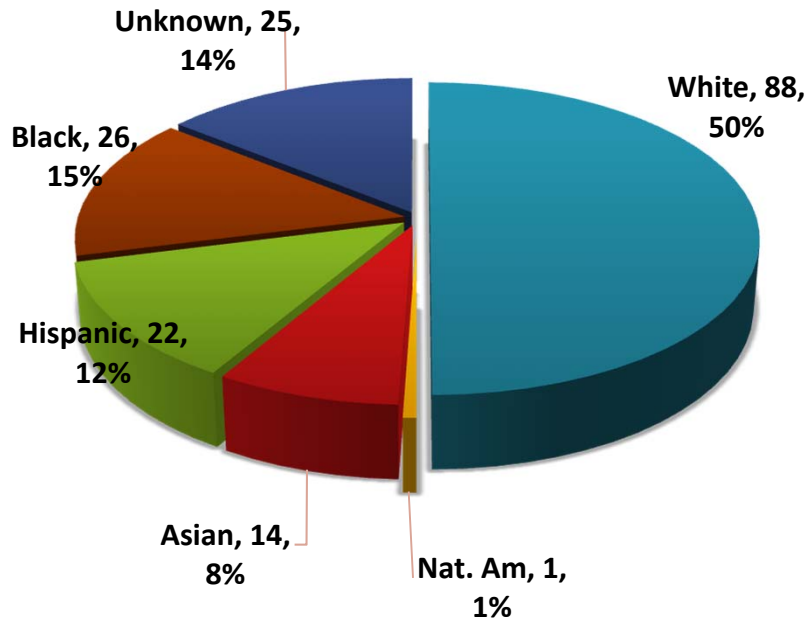
| | Total | Male | %M | Female | % F | White | %W | Nat. Am | % NA | Asian | % A | Hispanic | % H | Black | % B | Unknown | % U |
|-----------------------------|------------|-----------|------------|------------|------------|-----------|------------|----------|------------|-----------|-----------|-----------|------------|----------|-----------|-----------|------------|
| Faculty-Career Education | 0 | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Faculty-English | 0 | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Faculty-Health & PE | 0 | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Faculty-Humanities | 121 | 52 | 43% | 69 | 57% | 36 | 30% | 0 | 0% | 1 | 1% | 66 | 55% | 3 | 2% | 15 | 12% |
| Faculty-Inst. & Spprt Serv. | 83 | 10 | 12% | 73 | 88% | 34 | 41% | 1 | 1% | 5 | 6% | 22 | 27% | 3 | 4% | 18 | 22% |
| Faculty-Mathematics | 37 | 29 | 78% | 8 | 22% | 18 | 49% | 0 | 0% | 9 | 24% | 2 | 5% | 2 | 5% | 6 | 16% |
| Faculty-Natural Sciences | 0 | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Faculty-Social Science | 0 | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| | 241 | 91 | 38% | 150 | 62% | 88 | 37% | 1 | 0% | 15 | 6% | 90 | 37% | 8 | 3% | 39 | 16% |
| 2015 New Hires | 5 | 2 | 40% | 3 | 60% | 3 | 60% | 1 | 20% | 0 | 0% | 1 | 20% | 0 | 0% | 0 | 0% |

Classified Applicant Pool 2015



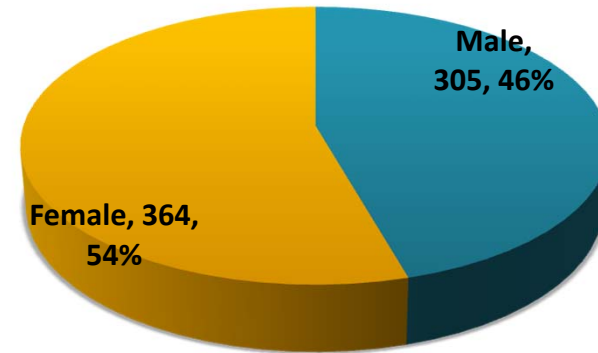
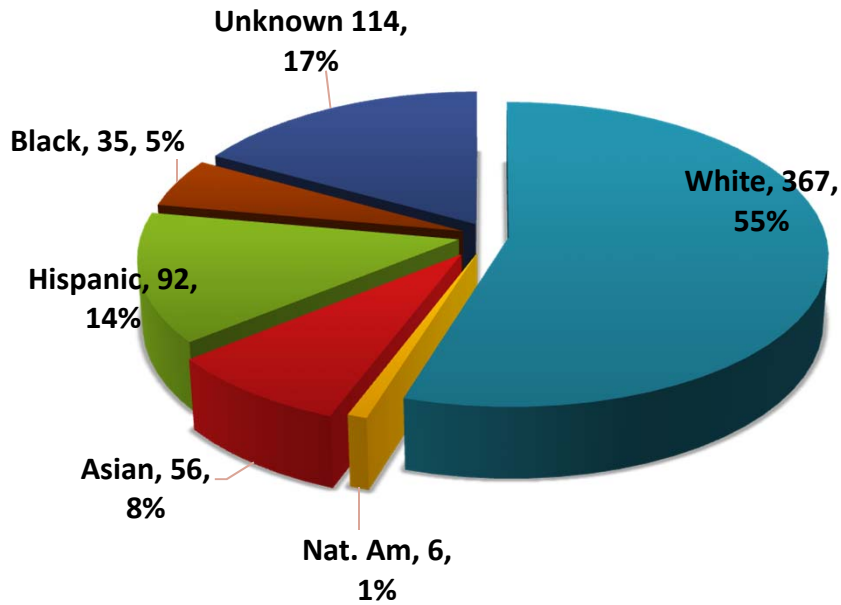
| | Total | Male | Female | White | Nat. Am | Asian | Hispanic | Black | Unknown |
|-----------------------------|-------|------|--------|-------|---------|-------|----------|-------|---------|
| Clerical/ Secretarial | 196 | 39 | 157 | 73 | 1 | 6 | 77 | 11 | 28 |
| Professional Non-Faculty | 268 | 62 | 206 | 112 | 4 | 37 | 72 | 15 | 28 |
| Service/ Maintenance | 108 | 77 | 31 | 30 | 1 | 19 | 36 | 8 | 14 |
| Skilled Crafts | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Technical/ Paraprofessional | 108 | 48 | 60 | 47 | 0 | 17 | 20 | 6 | 18 |
| Total | 681 | 226 | 455 | 262 | 6 | 79 | 205 | 40 | 89 |
| 2015 New Hires | 26 | 10 | 16 | 11 | 0 | 6 | 6 | 3 | 0 |

Administrators and Managers Applicant Pool 2015



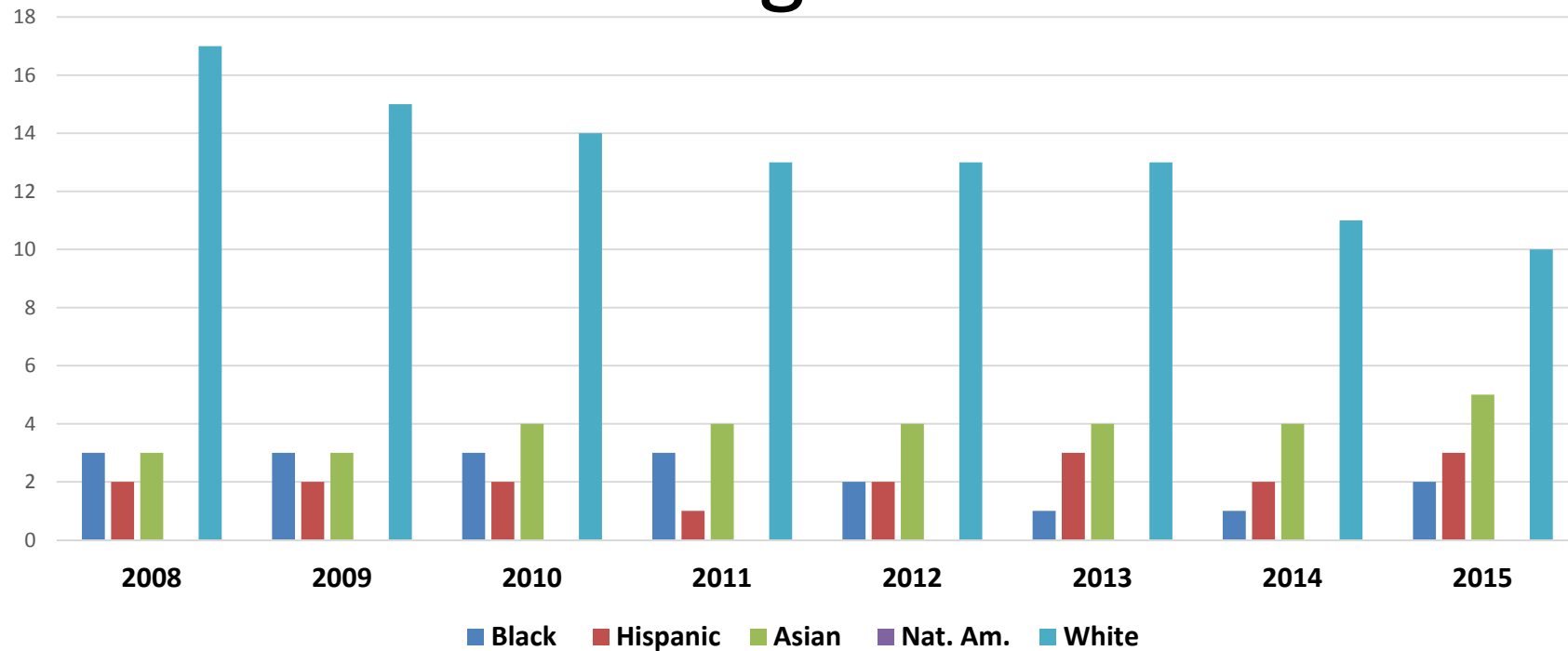
| | Total | Male | %M | Female | % F | White | %W | Nat. Am | % NA | Asian | % A | Hispanic | % H | Black | % B | Unknown | % U |
|--|-------|------|--------|--------|--------|-------|--------|---------|-------|-------|--------|----------|--------|-------|--------|---------|--------|
| Executive/ Administrative/ Managerial | 176 | 109 | 61.93% | 67 | 13.07% | 88 | 50.00% | 1 | 0.57% | 14 | 7.95% | 22 | 12.50% | 26 | 14.77% | 25 | 14.20% |
| 2015 New Hires | 5 | 2 | 40.00% | 3 | 60.00% | 2 | 40.00% | 0 | 0.00% | 1 | 20.00% | 1 | 20.00% | 1 | 20.00% | 0 | 0.00% |

Adjunct Applicant Pool 2015



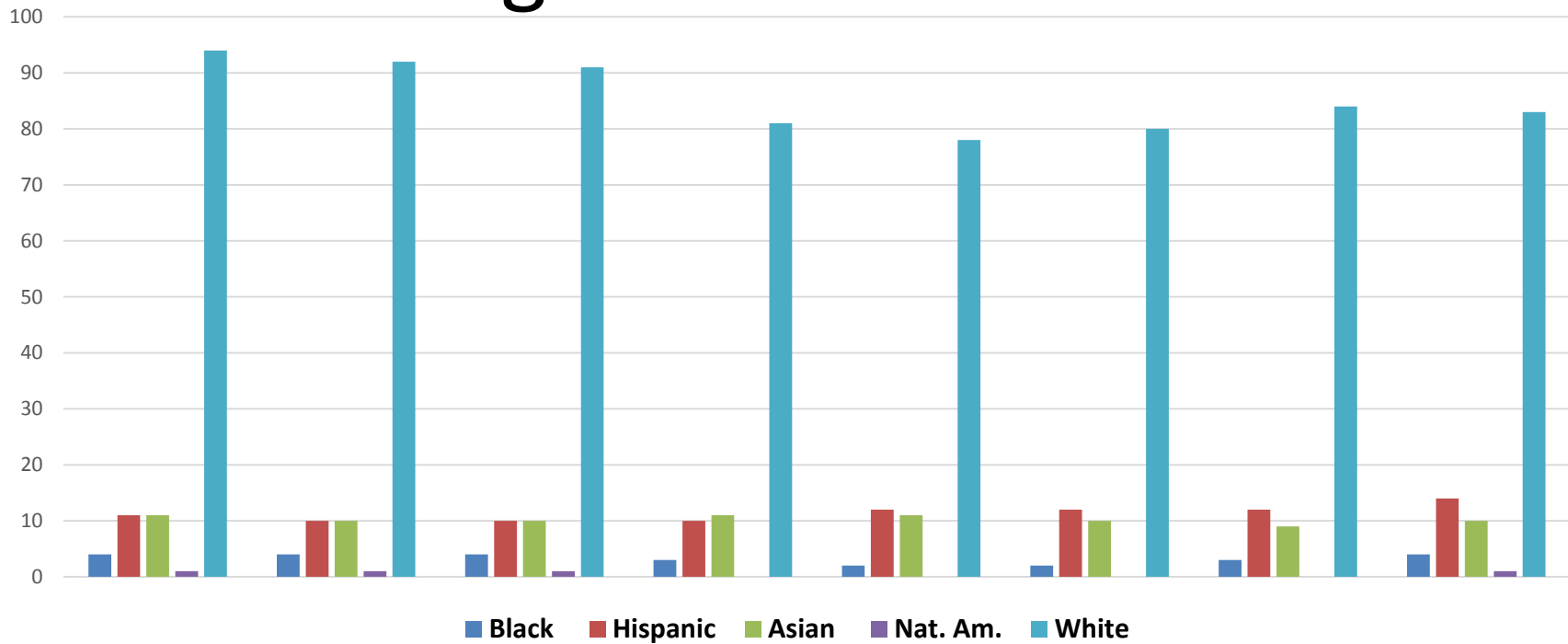
| | Total | Male | %M | Female | % F | White | %W | Nat. Am | % NA | Asian | % A | Hispanic | % H | Black | % B | Unknown | % U |
|-----------------------|------------|------------|---------------|------------|---------------|------------|---------------|----------|--------------|-----------|--------------|-----------|---------------|-----------|--------------|------------|---------------|
| Adjuncts | 669 | 305 | 45.59% | 364 | 54.41% | 367 | 54.86% | 6 | 0.90% | 56 | 8.37% | 92 | 31.02% | 35 | 5.23% | 114 | 16.89% |
| 2015 New Hires | 51 | 26 | 50.98% | 25 | 49.02% | 34 | 66.67% | 0 | 0.00% | 5 | 9.80% | 0 | 0.00% | 4 | 7.84% | 8 | 15.69% |

Administrators and Managers Workforce Longitudinal Overview



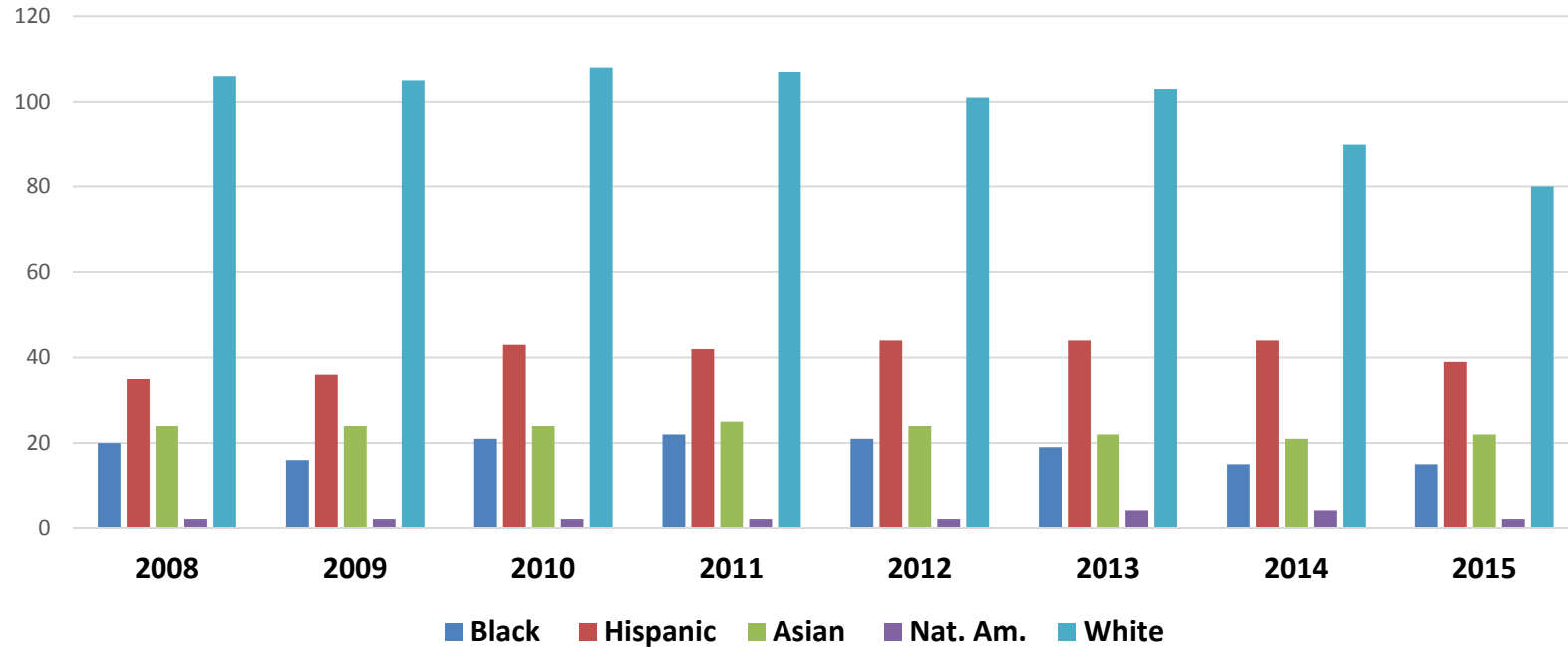
| | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 |
|----------|------|------|------|------|------|------|------|------|
| Black | 3 | 3 | 3 | 3 | 2 | 1 | 1 | 2 |
| Hispanic | 2 | 2 | 2 | 1 | 2 | 3 | 2 | 3 |
| Asian | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 |
| Nat. Am. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| White | 17 | 15 | 14 | 13 | 13 | 13 | 11 | 10 |
| Total | 25 | 23 | 23 | 21 | 21 | 21 | 18 | 20 |

Full Time Faculty Workforce Longitudinal Overview



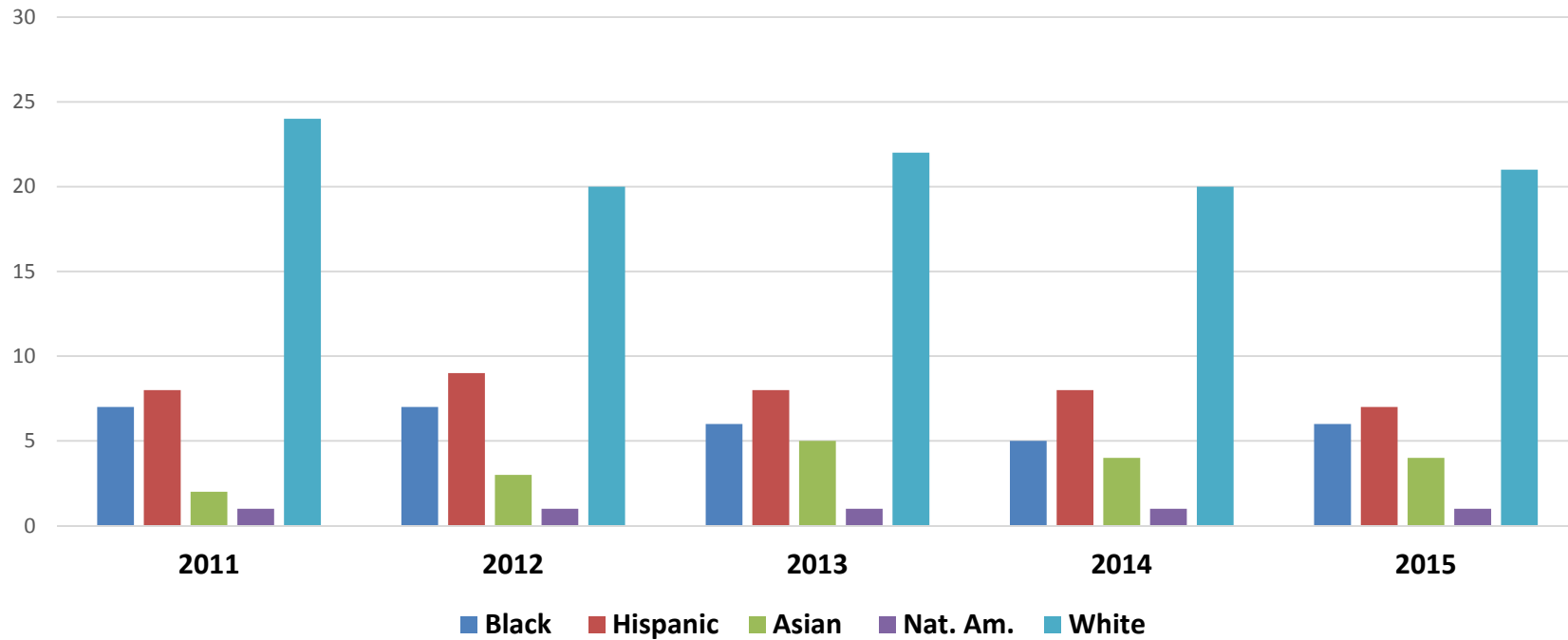
| | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 |
|----------|------|------|------|------|------|------|------|------|
| Black | 4 | 4 | 4 | 3 | 2 | 2 | 3 | 4 |
| Hispanic | 11 | 10 | 10 | 10 | 12 | 12 | 12 | 14 |
| Asian | 11 | 10 | 10 | 11 | 11 | 10 | 9 | 10 |
| Nat. Am. | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 1 |
| White | 94 | 92 | 91 | 81 | 78 | 80 | 84 | 83 |
| Total | 121 | 117 | 116 | 105 | 103 | 104 | 108 | 112 |

Classified Workforce Longitudinal Overview



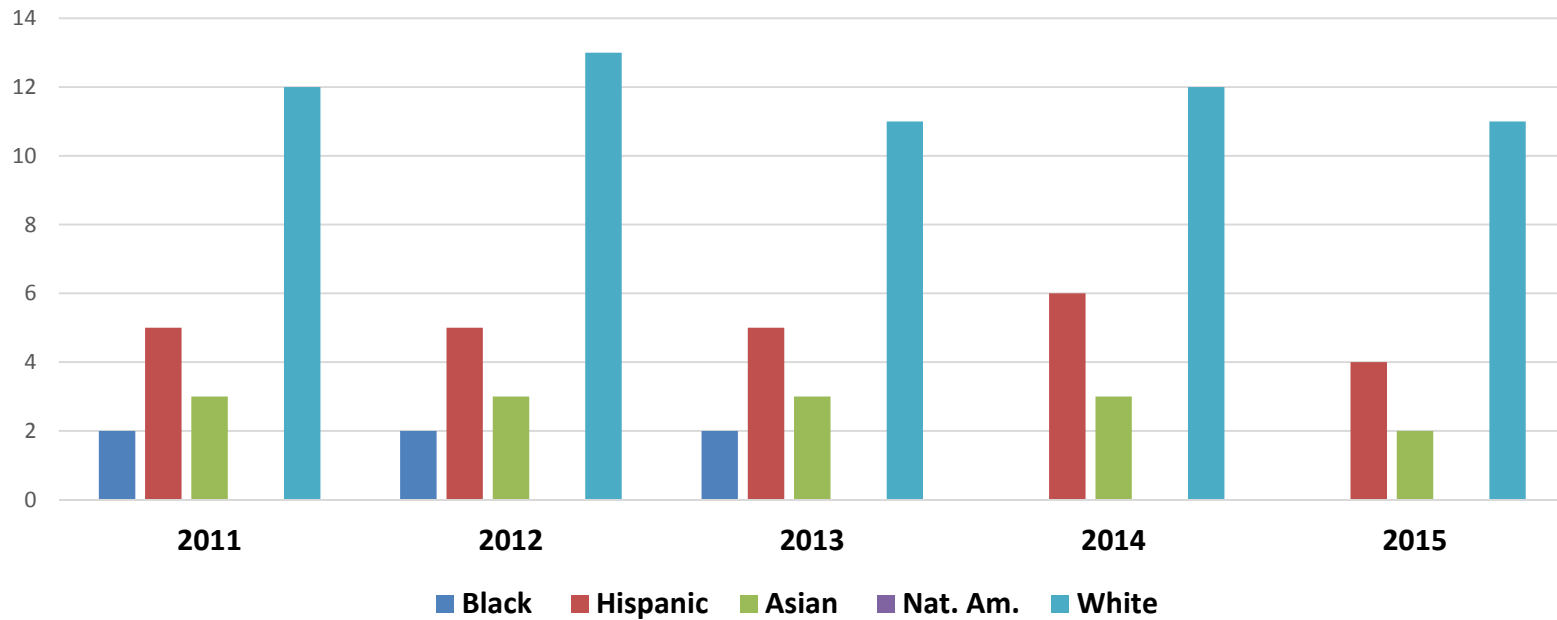
| | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 |
|----------|------|------|------|------|------|------|------|------|
| Black | 20 | 16 | 21 | 22 | 21 | 19 | 15 | 15 |
| Hispanic | 35 | 36 | 43 | 42 | 44 | 44 | 44 | 39 |
| Asian | 24 | 24 | 24 | 25 | 24 | 22 | 21 | 22 |
| Nat. Am. | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 2 |
| White | 106 | 105 | 108 | 107 | 101 | 103 | 90 | 80 |
| Total | 187 | 183 | 198 | 198 | 192 | 192 | 174 | 158 |

Clerical -Secretarial Workforce Longitudinal Overview



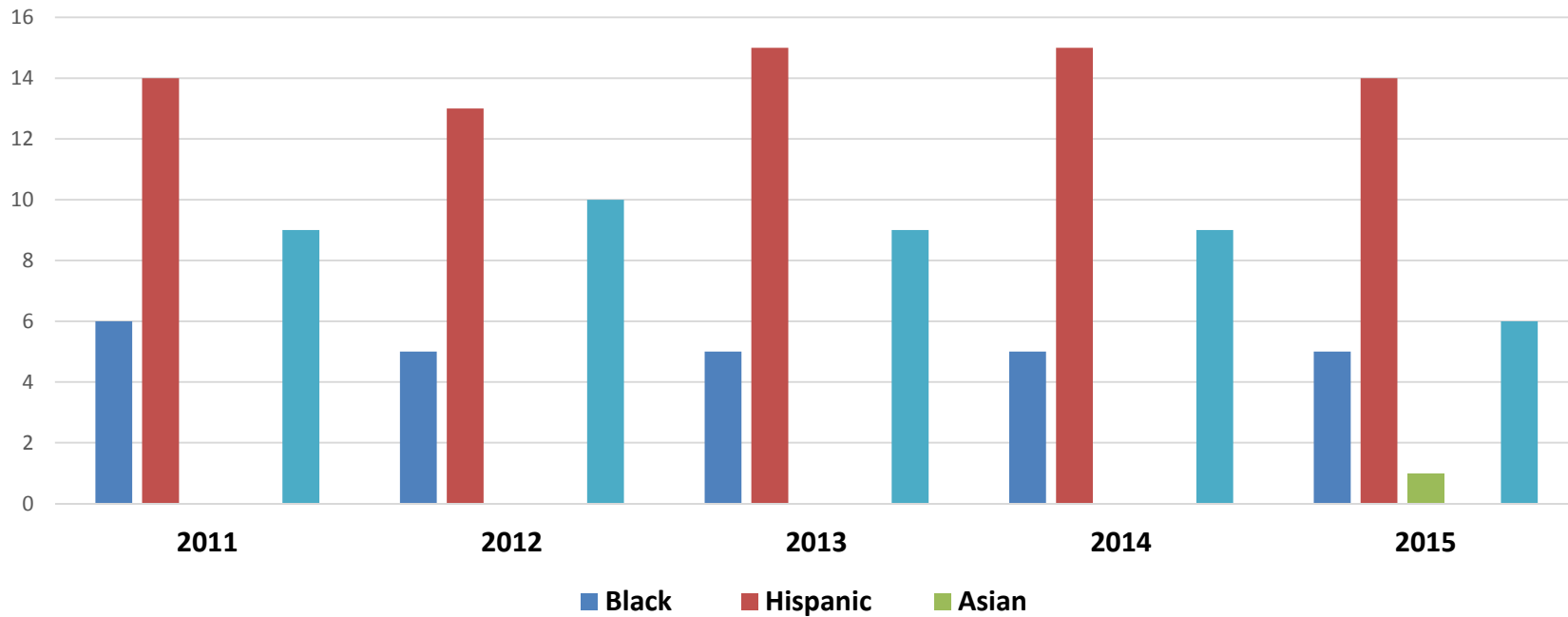
| | 2011 | 2012 | 2013 | 2014 | 2015 |
|----------|------|------|------|------|------|
| Black | 7 | 7 | 6 | 5 | 6 |
| Hispanic | 8 | 9 | 8 | 8 | 7 |
| Asian | 2 | 3 | 5 | 4 | 4 |
| Nat. Am. | 1 | 1 | 1 | 1 | 1 |
| White | 24 | 20 | 22 | 20 | 21 |
| Total | 42 | 40 | 42 | 38 | 39 |

Professional Non-Faculty Longitudinal Overview



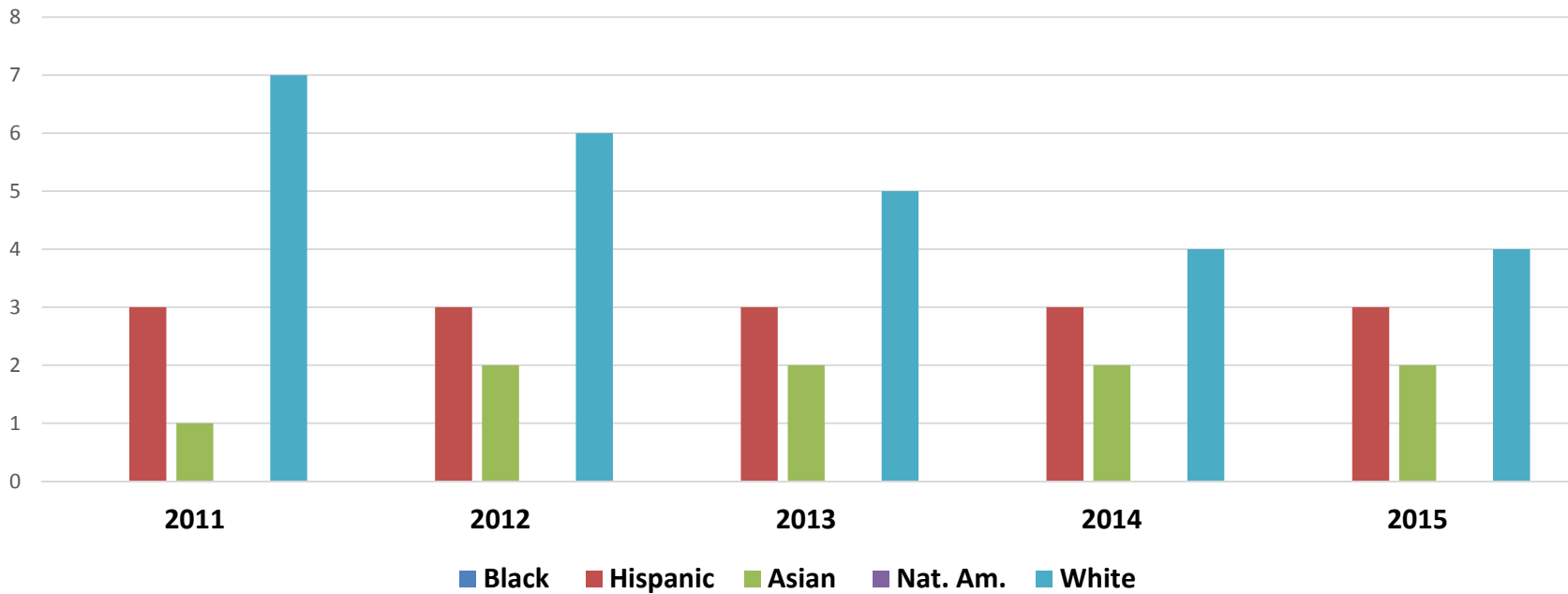
| | 2011 | 2012 | 2013 | 2014 | 2015 |
|----------|------|------|------|------|------|
| Black | 2 | 2 | 2 | 0 | 0 |
| Hispanic | 5 | 5 | 5 | 6 | 4 |
| Asian | 3 | 3 | 3 | 3 | 2 |
| Nat. Am. | 0 | 0 | 0 | 0 | 0 |
| White | 12 | 13 | 11 | 12 | 11 |
| Total | 22 | 23 | 21 | 21 | 17 |

Service-Maintenance Longitudinal Overview



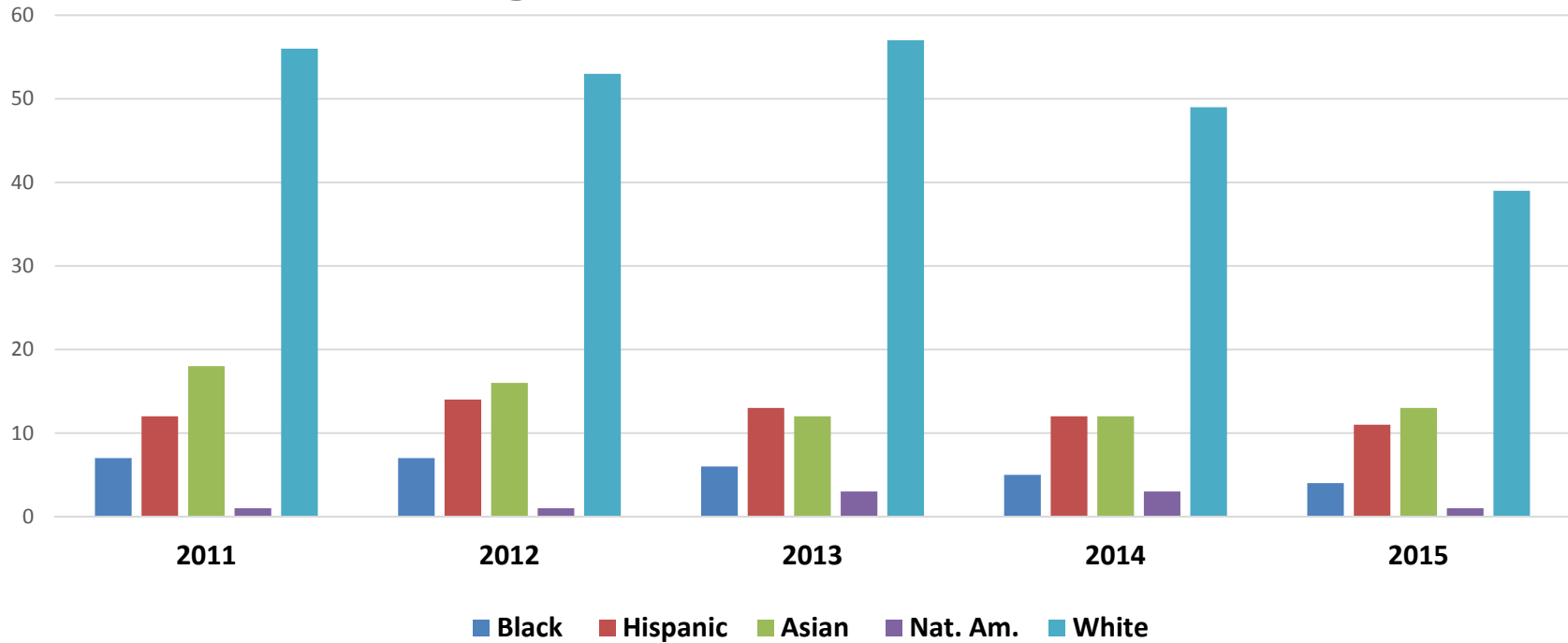
| | 11 | 12 | 13 | 14 | 15 |
|----------|----|----|----|----|----|
| Black | 6 | 5 | 5 | 5 | 5 |
| Hispanic | 14 | 13 | 15 | 15 | 15 |
| Asian | 0 | 0 | 0 | 0 | 0 |
| Nat. Am. | 0 | 0 | 0 | 0 | 0 |
| White | 9 | 10 | 9 | 9 | 6 |
| Total | 29 | 28 | 29 | 29 | 26 |

Skilled Crafts Longitudinal Overview



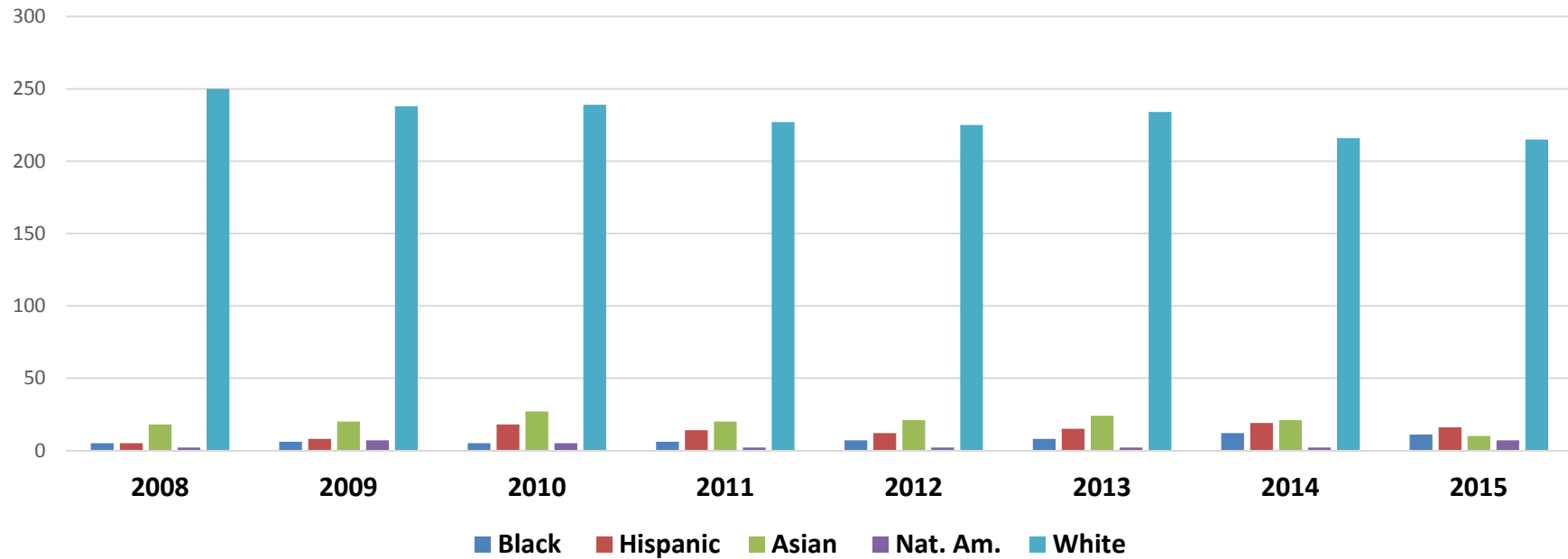
| | 11 | 12 | 13 | 14 | 15 |
|----------|----|----|----|----|----|
| Black | 0 | 0 | 0 | 0 | 0 |
| Hispanic | 3 | 3 | 3 | 3 | 3 |
| Asian | 1 | 2 | 2 | 2 | 2 |
| Nat. Am. | 0 | 0 | 0 | 0 | 0 |
| White | 7 | 6 | 5 | 4 | 4 |
| Total | 11 | 11 | 10 | 9 | 9 |

Technical Paraprofessionals Longitudinal Overview



| | 2011 | 2012 | 2013 | 2014 | 2015 |
|----------|------|------|------|------|------|
| Black | 7 | 7 | 6 | 5 | 4 |
| Hispanic | 12 | 14 | 13 | 12 | 11 |
| Asian | 18 | 16 | 12 | 12 | 13 |
| Nat. Am. | 1 | 1 | 3 | 3 | 1 |
| White | 56 | 53 | 57 | 49 | 39 |
| Total | 94 | 91 | 91 | 81 | 68 |

Adjunct Longitudinal Overview



| | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 |
|----------|------|------|------|------|------|------|------|------|
| Black | 5 | 6 | 5 | 6 | 7 | 8 | 12 | 11 |
| Hispanic | 5 | 8 | 18 | 14 | 12 | 15 | 19 | 16 |
| Asian | 18 | 20 | 27 | 20 | 21 | 24 | 21 | 10 |
| Nat. Am. | 2 | 7 | 5 | 2 | 2 | 2 | 2 | 7 |
| White | 250 | 238 | 239 | 227 | 225 | 234 | 216 | 215 |
| Total | 280 | 279 | 294 | 269 | 267 | 283 | 270 | 259 |

Best Practices

- Requirement for all positions:
 - Demonstrate an understanding of, sensitivity to and appreciation for the academic, ethnic, socio-economic, disability and gender diversity of community college students in interview process and/or application process
- Broad recruitment. Explore new recruitment sources and analyze ROI and effectiveness
- Targeted recruitment for difficult to hire positions
- Train all search committees on the laws and principles of Equal Employment Opportunity, bias in interviews, effective interview techniques, and value of diversity
- Conduct specialized training for EEO Representatives on FT Faculty search committees revised in 2016
- Attended the CCC Registry Job Fair in San Francisco in January

- Work with the EEO Advisory Committee to develop community list serves and diversity initiatives
- Conduct longitudinal analysis of applicant pools and workforce groups
- Conduct ongoing analyses of initial pools, qualified pools, candidate receiving interviews, finalists, and hires
- Track and analyze reasons candidates withdraw from search processes
- Review search procedures, local requirements, assessments, interview questions for adverse impact and effectiveness
- Update EEO Plan and Board Policies
- Complete CCCCO Multiple Method Allocation Model
- Review hiring procedures for all groups of employees