

**CALIFORNIA COMMUNITY COLLEGES
CHANCELLOR'S OFFICE**

EQUAL EMPLOYMENT OPPORTUNITY

REPORT

To

THE BOARD OF GOVERNORS

JANUARY 19, 2016

Co-Chairs, EEO & Diversity Advisory Committee:

Sheri Wright, Director of HR (MiraCosta College)

Thuy Thi Nguyen, Interim General Counsel (CCCCO)



Diversity Benefits Students

Studies prove the educational benefits of a diverse faculty.

Closing achievement gaps by
20-50%

Fairlie, R. W., Hoffman, F., Oreopoulos, P. (2014). *A Community College Instructor Like Me: Race and Ethnicity Interactions in the Classroom*. American Economic Review



Key Questions

- Do underrepresented minority students perform better in courses taught by minority instructors?
- Do African-American students do better in courses taught by African-Americans?
- Do Latino students do better in courses taught by Latino instructors?
- How much does this represent of the achievement gap?



How Large are Effects Relative to Achievement Gap?

	Underrepresented Minority			
	Similar	White-Min.	Percent of	Minority
	Instructor Effect	Achievement	Gap	Base Rate
		Gap		
Dropped course	-0.020	-0.039	51%	0.281
Passed course	0.012	0.054	23%	0.835
Course grade	0.054	0.318	19%	2.587
Grade B or higher	0.024	0.112	21%	0.567



Effects on Long-Term Outcomes

- Examine effects of taking courses with minority instructors on:
 - Awards and degrees
 - Majors
 - Transfers

- Positive effects



Conclusions

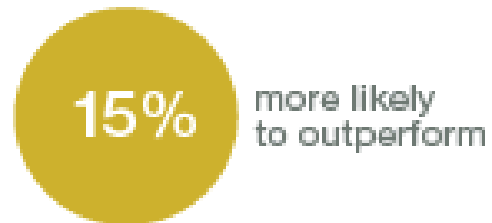
- Strong, positive and robust minority-interaction effects for all outcomes examined
- Strong, positive own-race interactions
 - African-Americans seem to have largest gains
- Evidence for students reacting to instructors rather than vice versa
 - Role model effects, take additional courses and majors
 - Focus on courses with more objective grading
- More details, full article
 - <http://people.ucsc.edu/~rfairlie/papers/>



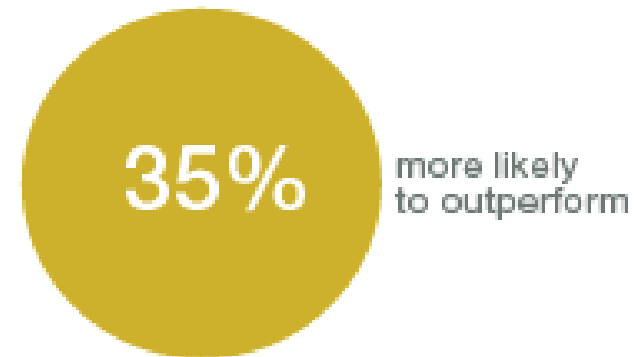
Institutional Effectiveness

Diversity's dividend

What's the likelihood that companies in the top quartile for diversity financially outperform those in the bottom quartile?¹



Gender-diverse companies



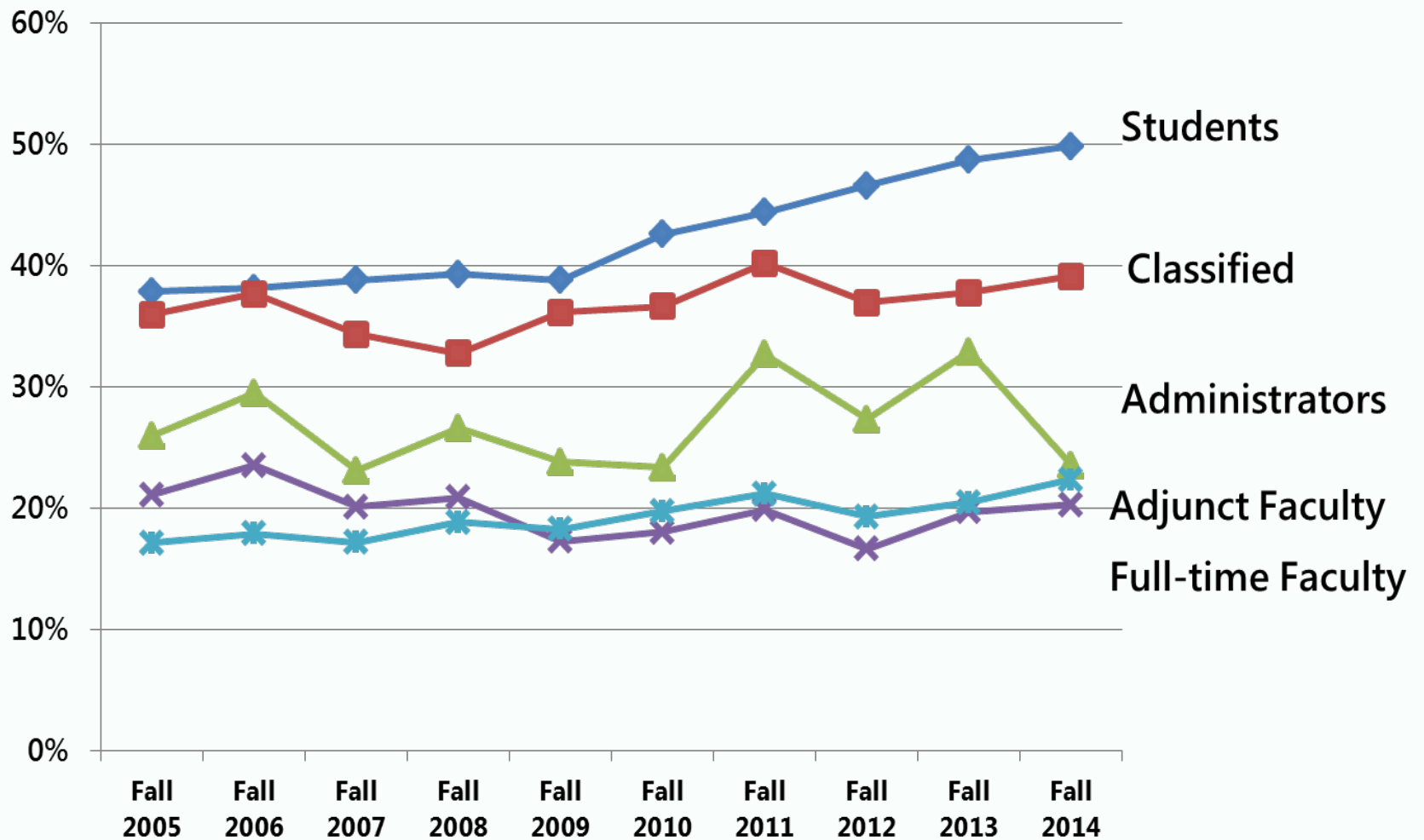
Ethnically diverse companies

¹Results show likelihood of financial performance above the national industry median. Analysis is based on composite data for all countries in the data set. Results vary by individual country.

Source: McKinsey analysis



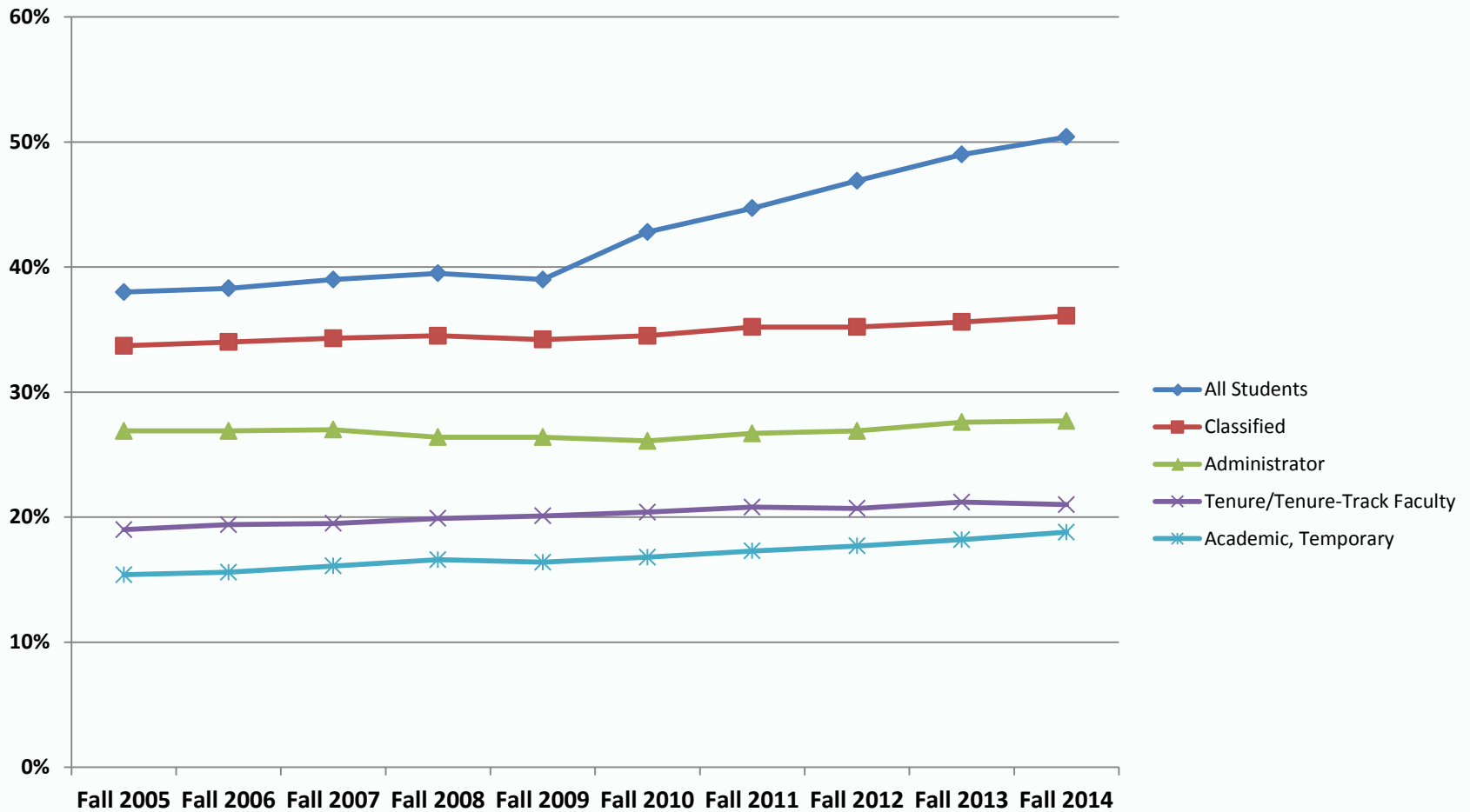
Under-Represented Minority* Percentages by Student and Employee Types Fall Terms 2005 - 2014 FIRST-TIME HIRES



* Under-Represented Minority: Black, Hispanic, Native American, and Pacific Islander.



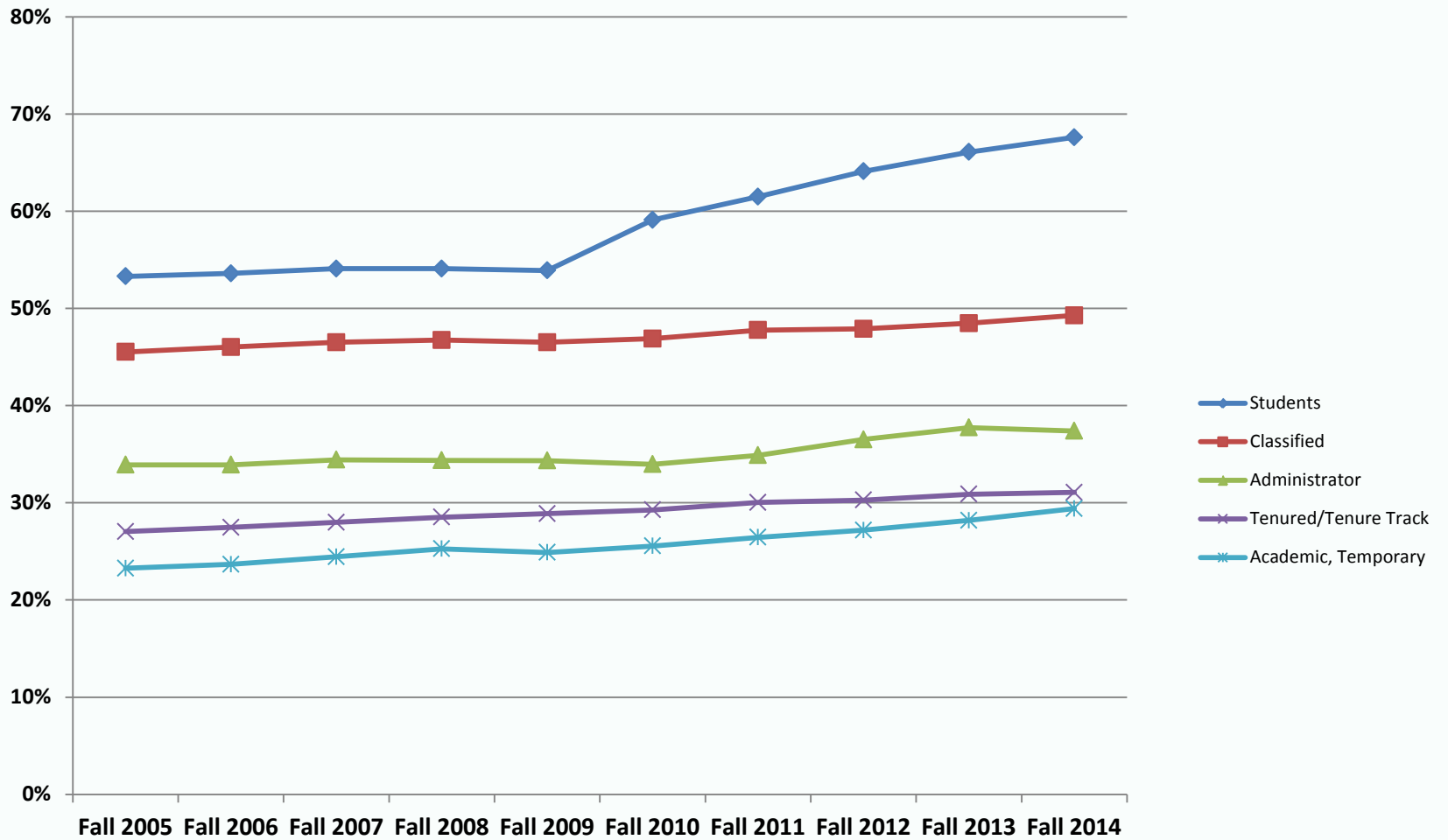
Under-Represented Minority* Percentages by Student and Employee Types Fall Terms 2005 – 2014 TOTAL



* Under-Represented Minority: Black, Hispanic, Native American, and Pacific Islander
 Non-Under-Represented Minority: Asian, Multirace, Unreported, and White



Non-Whites* Percentages by Student and Employee Types Fall Terms 2005 – 2014 TOTAL



* Non-White: Asian, Black, Hispanic, Multirace, Native American, and Pacific Islander
White: Unreported and White



Window of Opportunity

- Significant increase in FT faculty hiring not seen for nearly two decades
 - Estimated 1,100 new FT faculty this academic year
 - Over \$60 million in FT faculty hiring
 - Recovery from budget cuts
 - Retirements
- Retiring, hiring of classified professionals and administrators



Chancellor's Office Initiatives

The 4 Legs



1. *Professional Development*

(Title 5, Section 53003)

2. *Peer Review* of EEO Plans

(Title 5, Section 53003(b))

3. *The Pipeline - "AA to MA Faculty Diversity Pathway"*

(Education Code, Sections 87108; Title 5, Section 53030(c))

4. *New EEO Fund* Allocation

(Title 5, Section 53030(b))



Chancellor's Office Initiatives

Initiative ONE.

Professional Development

(Title 5, Section 53003)



- 3 statewide webinars (archived)
- Nov. 2015 summits by IEPI (230 attendees)
http://extranet.cccco.edu/Divisions/InstitutionalEffectiveness/EEO_Summit.aspx
- Add: 7 regional trainings in Jan/Feb 2016 by IEPI



CALIFORNIA COMMUNITY COLLEGES CHANCELLOR'S OFFICE

Equal Employment Opportunity & Equity in Faculty Hiring

Sponsored by IEPI &
Academic Senate CCC

7 Regional Trainings

January 8, Moorpark College

January 14, MiraCosta College

January 25, North Orange County CCD

January 29, Chabot College

February 10, Clovis College

February 16, Yuba College

February 19, Los Angeles CCD



The Law – Screening Committees

California Title 5 § 53003(c):

Screening/selection committee shall be trained on:

- (a) federal and state **law**, including Title 5;
- (b) the **educational** benefits of workforce diversity;
- (c) the elimination of **bias** in hiring decisions; and
- (d) **best practices** in serving on a selection/screening committee.



Two Sides of the Same Coin



**Nondiscrimination
Laws Prohibit
Discrimination**



**EEO Laws
Promote
Inclusion**



Laws Promoting Inclusion

Education Code § 87100:

“a work force that is continually *responsive to the needs of a diverse student population* [which] 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.”



Chancellor's Office Initiatives

Initiative TWO.

Peer Review of EEO Plans

(Title 5, Section 53003(b))

- Governing board adoption of a written Equal Employment Opportunity (EEO) Plan
- Review of the plan at least every 3 years
- Annual written notice to community-based & professional orgs concerning the plan and need for assistance in identifying qualified applicants
- Data collection and review



The Law – EEO Plans

California Title 5 § 53003:

- 60% of districts have submitted in their Equal Employment Opportunity (EEO) Plan
- In the last three years
- HR professionals to conduct Peer Review
- Opportunity to submit by June 1, 2016 to get peer review
- Spring and Summer 2016



Chancellor's Office Initiatives

Initiative THREE.

The *Pipeline* –

“AA to MA Faculty Diversity Pathway”

(Education Code, Section 87108; Title 5, Section 53030(c))

“Activities designed to encourage community college students to become qualified for, and seek, employment as community college faculty or administrators.”



Chancellor's Office Initiatives

Initiative FOUR.

New EEO *Fund* Allocation (Title 5, Section 53030(b))



Chancellor 's Office, EEO and Diversity Advisory Committee



EEO Fund

Title 5, Section 53030(b)

Equal Employment Opportunity Fund (min. 75%)

“may be allocated to the districts in the following categories:

(1) **an amount proportional to the full-time equivalent students** of each district to the total full-time equivalent students for all districts;

(2) an equal dollar amount to each district;

(3) an amount related to success in promoting equal employment opportunity. Multiple methods of measuring success shall be identified by the Chancellor working through the established Consultation Process.”



Chancellor's Office Initiatives

- \$767,000
(state budget per year)
- \$4 million (approx.) in FON penalty
(one-time)
- Some FON penalty from districts
(anticipated, per year)



EEO Fund

Title 5, Section 53030(b)

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Chancellor's Office Initiatives

Initiative FOUR.

New EEO *Fund* Allocation

(Title 5, Section 53030(b))

Academic Year 2015-16

- FTES, partly
- Additional: \$45,000 (approx.) - Meet 6 of the 9 *Multiple Methods* (including EEO Plan)
- Certified by district EEO Advisory Committee, CEO, HR officer, and Governing Board
- June 1, 2016

Academic Year 2016-17 and thereafter

- No longer based on FTES
- \$45,000 (approx.) - Meet 6 of the 9 *Multiple Methods*
- Certified by district



9 Multiple Methods

Pre-Hiring

1. District's EEO Advisory Committee and EEO Plan
2. Board policies & adopted resolutions
3. Incentives for hard-to-hire areas/disciplines
4. Focused outreach and publications



9 Multiple Methods

Hiring

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



9 Multiple Methods

Post-Hiring

7. Professional development focused on diversity

8. Diversity incorporated into criteria for employee evaluation and tenure review

9. Grow-Your-Own programs



Chancellor's Office Initiatives

Initiative FOUR.

New EEO *Fund* Allocation

(Title 5, Section 53030(b))

**Handbook of best practices
based on districts' certification reports**



Chancellor's Office Initiatives

4 Legs, Table of Inclusion



1. *Professional Development*

(Title 5, Section 53003)

2. *Peer Review* of EEO Plans

(Title 5, Section 53003(b))

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