Human Resources
Equal Employment Opportunity Plan
Analysis of District Workforce, Applicant Pool and New Hires

BOARD OF TRUSTEES MEETING

JUNE 6, 2017

EEO Data Analysis Overview

- This year's objective is to analyze demographic trends over a four-year period to obtain a clearer picture and gain a better understanding of where to focus outreach, recruitment, and hiring/selection efforts to become more diversified in all areas and on all campuses
- This analysis has been conducted differently and the data analyzed was broken down into groups that are currently influenced *primarily* by the same recruiting and selection efforts, procedures, and practices
- The analysis highlights significant trends in employee demographics for:
  - Districtwide Applicants, New Hires, Workforce
  - Fresno City College New Hires & Workforce
  - Reedley College New Hires & Workforce
  - Clovis Community College New Hires & Workforce
  - District Office New Hires & Workforce
- Applicant and new hire data represents fiscal years 2012-13 through 2015-16
- Workforce data is as of February each year from 2013-2017
- Please note: the District began collecting data on persons with disabilities in April 2017. This data will be reported after another year of collection

Recommendations

Recruitment

- Districtwide focus on ***increasing the applicant and new hire populations*** in:
  - **Hispanic** for both classified and academic positions
  - **African American** for both classified and academic positions
  - **Asian/Pacific Islander** for both classified and academic positions
  - **Male** for classified positions
- Expand recruitment efforts in publications /websites for professional minority groups (higher ed & community)
- Market employee recruitment on radio stations that have high ethnic demographics (multiple languages) and/or on ethnic publications
- Develop “Fresno Friendly” promotional materials highlighting the benefits of living in the Central Valley to attract non-local applicants
- Review language in classified job titles & descriptions - add language that attracts candidates in monitored groups
- Attend minority career fairs and connect with national professional minority organizations

Recommendations Continued

Recruitment (continued)

- Engage with different local civic and community-based organizations such as the Latino Chamber of Commerce and the Fresno Metro Black Chamber of Commerce
- Use diverse images and a diversity statement/vision on our HR/Career page on website
- Post testimonials on the HR/Career page from employees from monitored groups
- Survey different campus groups such as the African American Faculty and Staff Association, the Asian American Faculty and Staff Association, and the Latino Faculty and Staff Association for their suggestions and connections for outreach and recruitment

Selection

- Monitor selection committees for diversity; expand committee membership if necessary
- Monitor candidate pools for diversity at each stage of the recruitment process to identify potential barriers for specific minority groups
- Ensure all hiring committees consider the use of skype or scopia for interviewing non-local candidates

Recommendations Continued

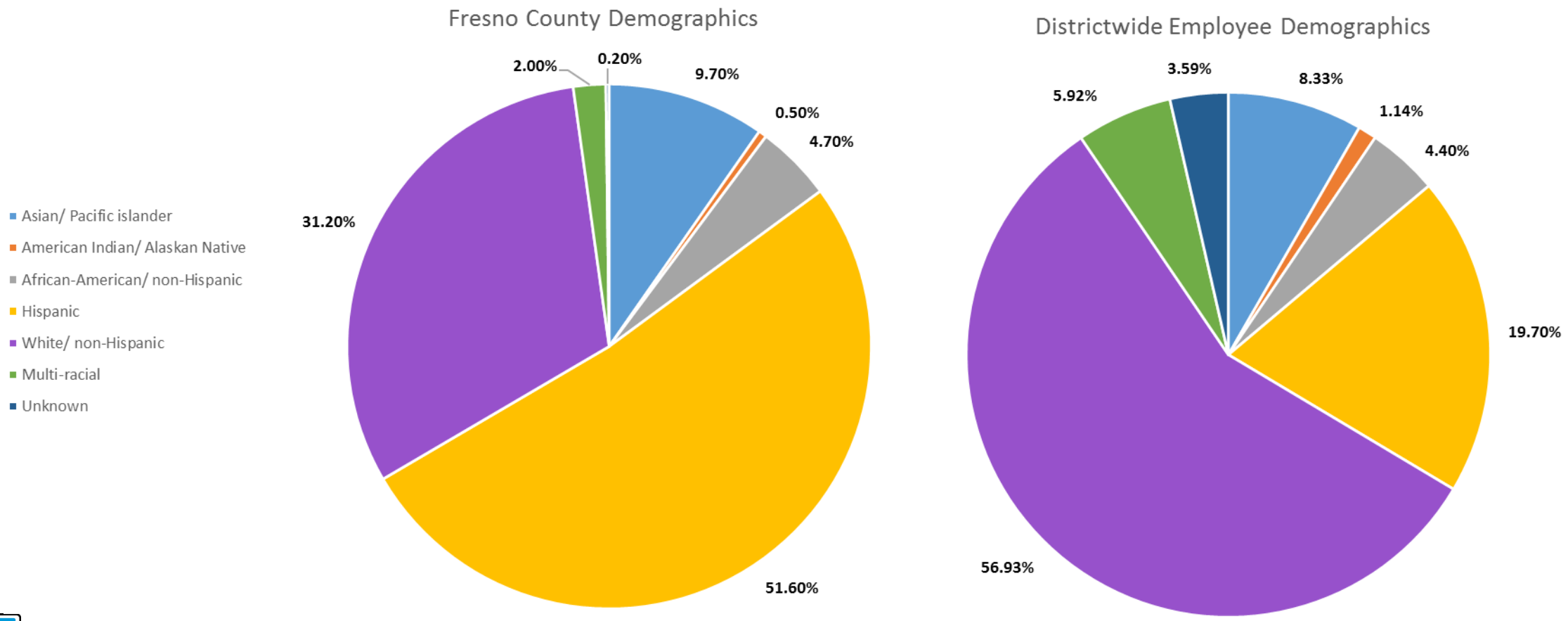
Train & Retain

- Train employees and hiring committees frequently in EEO and unconscious bias
- Provide and require diversity, cultural competency, and sensitivity training to all employees on a regular basis
- Establish mentoring programs that focus on increasing diversity awareness/cultural competency for current and new faculty and staff
- Faculty internships
- Have “Open House” or “Diversity Day” events on all campuses and invite community members and minority organizations (highlighting diversity with campus groups, speakers, workshops, art, music, literature, and recruitment info)
- Increase employee engagement with EEO Advisory Committee

Demographics

- Applicants are increasingly identifying as Multi-Racial or “Unknown”
- Focus on all monitored groups, but in particular on Hispanic
  - Severely underrepresented Districtwide in comparison to county and student demographics
- Develop local talent/grow-your-own programs
  - Challenges with local pool for faculty positions
  - CCCCO requires master’s degree to teach academic disciplines
  - 2014 Forbes article – Fresno ranked 10th least educated city in America
  - Only approx. 6.8% of population age 25+ in Fresno County has an advanced degree

Districtwide EEO Data Analysis



Fresno County Demographics, 2015 Census: https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?src=CF
Districtwide Employee Demographics, February 2016

Districtwide EEO Data Analysis

Applicant data

- Classified (Graphs 1.1, 1.2)
  - Consistent Hispanic applicants at 40.51%
  - Decrease of 5.49% in White/Non-Hispanic applicants
  - Increase of 0.78% in African- American applicants
  - 4.66% increase in Multi-Racial applicants
  - Asian/Pacific Islander and American Indian/Native Alaskan decreased over four-year period
  - Predominantly female but steady increase in male applicants
- Faculty (Graphs 1.3, 1.4)
  - White/Non-Hispanic increased slightly since 2012-13
  - Hispanic decreased 2.94% since 2012-13; significant drop in 2014-15 but increased 2.66% in 2015-16
  - Asian/Pacific Islander and African-American decreased from 2014-15, but up from 2012-13 overall
  - Gender slightly decreasing percentage in female applicants
- Management (Graphs 1.5, 1.6)
  - White/Non-Hispanic increased by 3.01% since 2012-13
  - Hispanic decreased by 0.78% in that same period
  - African-American decreased by 4.57%
  - Asian/Pacific Islander remains the same at approximately 7%
  - Gender has remained fairly stable and balanced

Districtwide EEO Data Analysis

New hire data

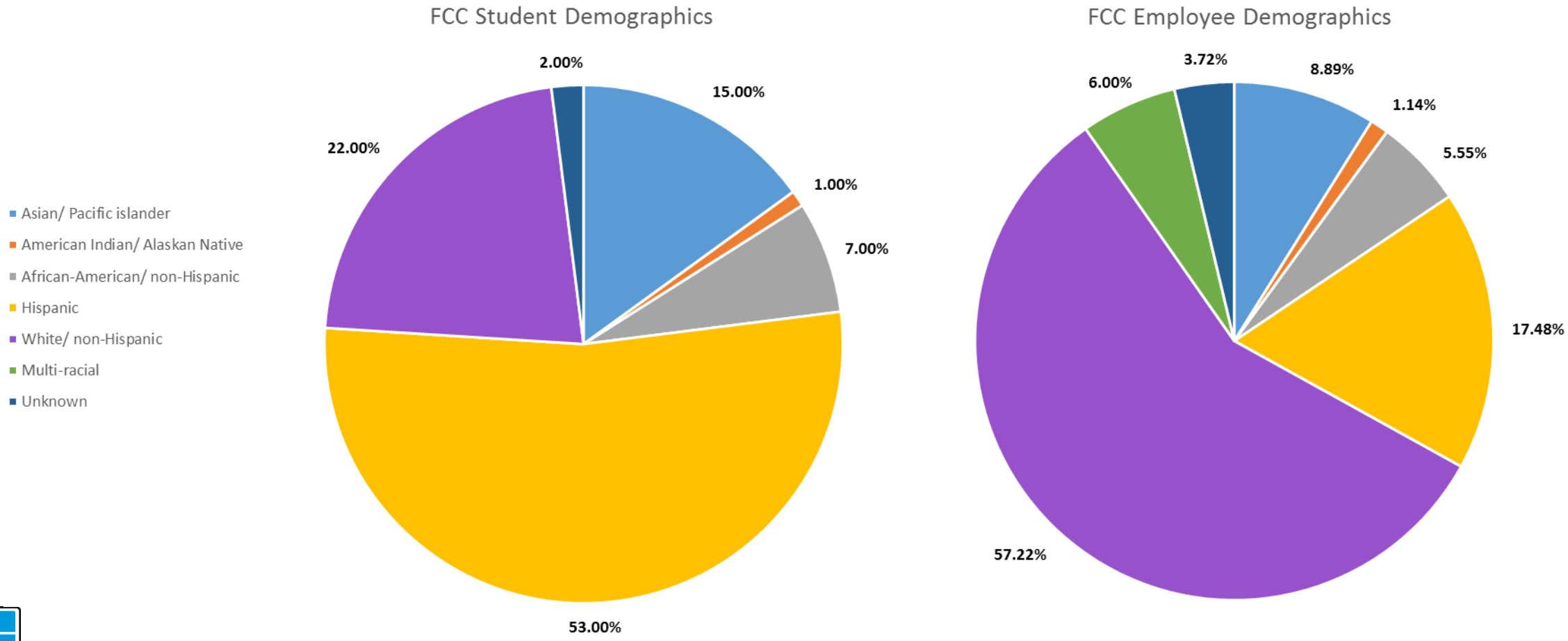
- Classified (Graphs 1.7, 1.8)
  - White/Non-Hispanic decreased by 9.46%
  - Hispanic decreased 5.69%
  - Asian/Pacific Islander and African-American increased overall, but decreased since 2013-14
  - Gender remained fairly consistent with females currently representing 54.64%
- Faculty (Graphs 1.9, 1.10)
  - Overall decrease in White/Non-Hispanic since 2012-13, but consistent increase since 2013-14
  - Hispanic and Asian/Pacific Islander show significant declines since 2013-14
  - Multi-Racial group has increased since 2014-15, but decreased significantly since 2013-14
  - Gender balanced fairly well since 2012-13; females currently represent 53.26%
- Management (Graphs 1.11, 1.12)
  - Predominately White/Non-Hispanic at 60%, but decreased by 20% since 2012-13
  - Asian/Pacific Islander, African-American and Hispanic increased
  - Gender distribution has fluctuated, but recently more balanced; currently males represent 53.33%

Districtwide EEO Data Analysis

Workforce

- Classified (Graphs 1.13, 1.14)
  - Becoming more diverse
  - White/Non-Hispanic has decreased
  - Asian/Pacific Islander, Hispanic, and Multi-Racial all increased
  - African-American has decreased slightly over the past couple years
  - Gender remains incredibly stable with little change from 2013 to 2017
- Faculty (Graphs 1.15, 1.16)
  - Predominately White/Non-Hispanic employees, but significantly decreasing percentages since 2013
  - All monitored groups show slight increases from 2013 to 2015 with little change from 2016 to 2017
  - Employees identifying as Unknown and Multi-Racial increased
  - Gender has remained fairly consistent with females currently representing 52.91%
- Management (Graphs 1.14, 1.18)
  - Increase of 1.69% in White/Non-Hispanic population
  - Increase of 4.09% in Hispanic
  - Decreases in Asian/Pacific Islander, African-American, and Multi-Racial
  - Districtwide management workforce is predominantly female

Fresno City College EEO Data Analysis



FCC Student Demographics, Fall 2015: http://www.ir.scccd.edu/public_facts/FCC.html
FCC Employee Demographics, February 2016

Fresno City College EEO Data Analysis

New hire data

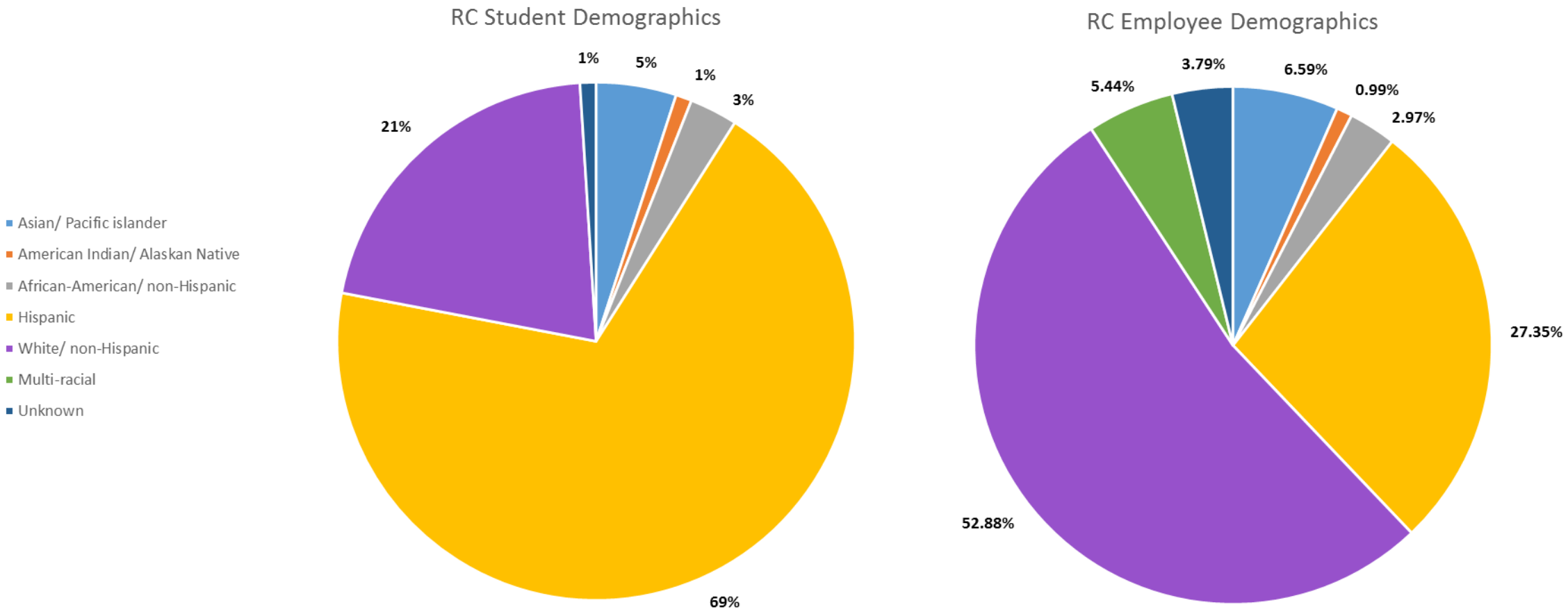
- Classified (Graphs 2.1, 2.2)
  - Significant decrease in the White/Non-Hispanic since 2012-13
  - Decrease in Hispanic over the same period
  - Decrease in Asian/Pacific Islander since 2013-14
  - African-American percentage increased over the four-year period
  - Multi-Racial increased since 2014-15, but decreased slightly overall since 2012-13
  - Gender predominantly male in 2012-13 and is now largely female
- Faculty (Graphs 2.3, 2.4)
  - Decrease in White/Non-Hispanic and Hispanic percentages over the four-year period
  - Increase in the African-American and Multi-Racial groups
  - Asian/Pacific Islander, American Indian/Alaskan, African-American, and Hispanic remain underrepresented
  - Gender has “flipped” since 2012-13; currently, males represent 57.45%
- Management New Hire data is too small to analyze

Fresno City College EEO Data Analysis

Workforce

- Classified (Graphs 2.7, 2.8)
  - Notable recent decrease in White/Non-Hispanic
  - Increase in Hispanic and Multi-Racial
  - Asian/Pacific Islander and African-American remain fairly consistent
  - Gender remains unbalanced; currently females represent 62.15%
  - Slight increase in males from 2016 to 2017
- Faculty (Graphs 2.9, 2.10)
  - Remains predominately White/Non-Hispanic, but down from 63.85% to 56.99% over past four years
  - Slight increases in all monitored groups
  - Gender fairly well balanced
- Management (Graphs 2.11, 2.12)
  - Hispanic increased by 3.94% over four-year period
  - African-American group has become completely unrepresented
  - White/Non-Hispanic increased overall since 2013, but decreased since 2015
  - Gender significantly unbalanced since 2013; currently females represent 66.67%

Reedley College EEO Data Analysis



RC Student Demographics, Fall 2015: http://www.ir.scccd.edu/public_facts/RCMCOC.html
RC Employee Demographics, February 2016

Reedley College EEO Data Analysis

New hire data

- Classified (Graphs 3.1, 3.2)
  - Hispanic 39.29% for 2015-16; overall decrease from 2012-13, but a substantial increase since 2013
  - White/Non-Hispanic and African-American decreased
  - Asia/Pacific Islander and Multi-Racial increased
  - American Indian/Alaskan Native group is not represented
  - Gender currently fairly balanced with females at 46.43% and males at 53.57%

- Faculty (Graphs 3.3., 3.4)
  - White/Non-Hispanic decreased significantly since 2012-13
  - African-American has increased from non-existent to 11.54% in the four-year period
  - Asian/Pacific Islander, Hispanic, and Multi-Racial groups have all decreased since 2012-13
  - New hires identifying as “Race/Ethnicity Unknown” has notably increased to 15.38%
  - Gender shows increasing trend in males applicants, though females currently represent 57.69%

- Management New Hire data is too small to analyze

Reedley College EEO Data Analysis

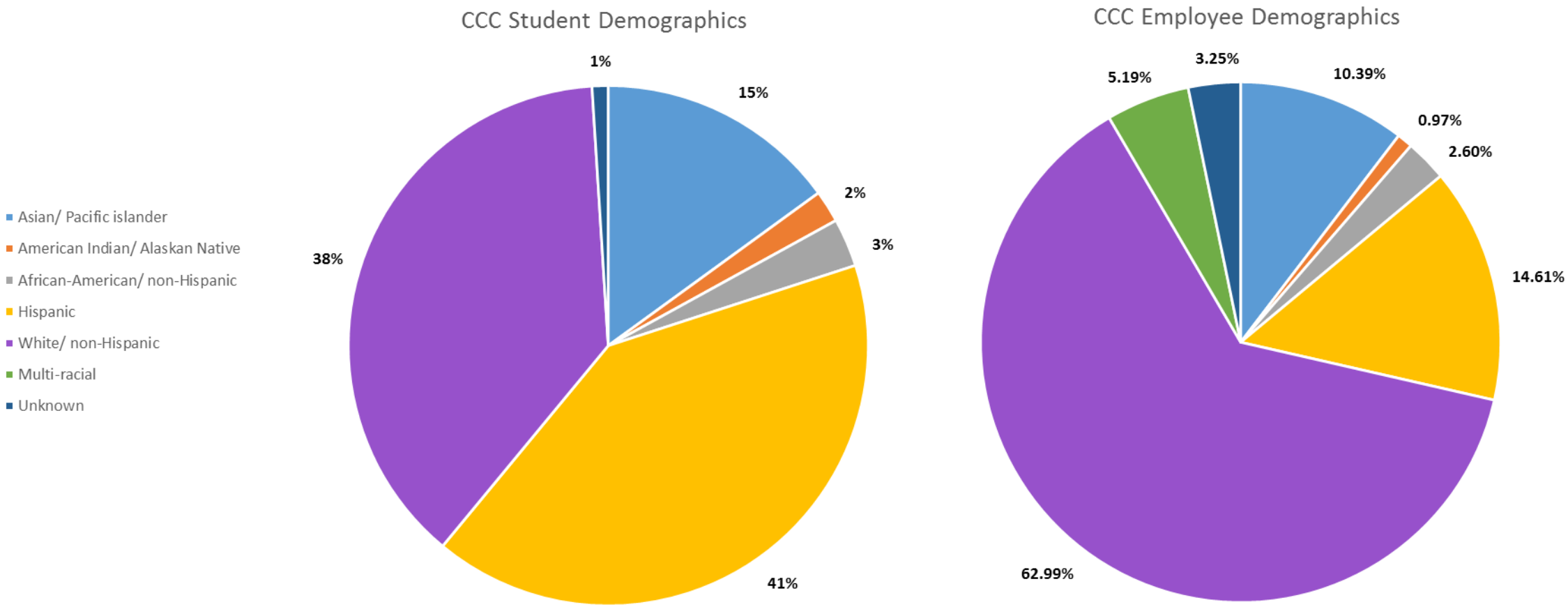
Workforce

- Classified (Graphs 3.7, 3.8)
  - White/Non-Hispanic decreased slightly since 2013
  - Hispanic and Multi-Racial increased slightly since 2013
  - Asian/Pacific Islander, American Indian/Native Alaskan, and African-American decreased
  - Gender remained consistent; females represent 62.42%

- Faculty (Graphs 3.9, 3.10)
  - Remains predominately White/Non-Hispanic, but the trend is decreasing
  - Hispanic up from 2013, but dropped slightly from 2016
  - Asian/Pacific Islander, Multi-Racial, and Unknown all increased
  - American Indian/Native Alaskan and African-American show recent declines
  - Gender distribution remains fairly consistent; females represent 53.09%

- Management (Graphs 3.11, 3.12)
  - Increased trend in White/Non-Hispanic
  - Decrease in the Hispanic and Asian/Pacific Islander
  - African-American increased from zero to 3.7%
  - Multi-Racial fairly consistent representation at 11%
  - Females currently represent 55.56% of the management workforce

Clovis Community College EEO Data Analysis



CCC Student Demographics, Fall 2015: http://ir.scccd.edu/public_facts/CC.html
CCC Employee Demographics, February 2016

Clovis Community College EEO Data Analysis

New hire data

- Classified (Graphs 4.1, 4.2)
  - Data set is relatively small
  - Predominately White/Non-Hispanic, but decreasing over the four-year period
  - Hispanic increased overall since 2012-13, but decreased slightly over the last year
  - African-American has increased from non-existent to 8.33% over the past year as has the individuals identifying as “Race/Ethnicity Unknown”
  - 2012-13 males represented 66.67% of new hires; females now represent 75% of new hires
- Faculty (Graphs 4.3, 4.4)
  - Data set is again relatively small
  - Predominately White/Non-Hispanic, but decrease since 2014-15
  - Asian/Pacific Islander, African-American, and Multi-Racial increased during same period
  - Gender distribution is not balanced with 73.68% of the population being female
- Management New Hire data is too small to analyze.

Clovis Community College EEO Data Analysis

Workforce

- Classified (Graphs 4.7, 4.8)
  - Increasingly more diverse; White/Non-Hispanic has decreased 22.88% over the past four years
  - Hispanic has increased 5.94%
  - Asian/Pacific Islander group has increased 8.05%
  - African-American group and American Indian/Alaskan Native groups saw slight increases
  - Gender showing a consistent increase in females; females represent 68.25%
- Faculty (Graphs 4.9, 4.10)
  - Predominately White/Non-Hispanic at 63.64%, but has decreased 7.29% over the period
  - Hispanic has increased since 2013, but decreased in 2017 from the two prior years
  - Asian/Pacific Islander and Multi-Racial have seen a slight increases
  - Gender is slightly increasing female
- Management (Graphs 4.11, 4.12)
  - White/Non-Hispanic at 56.25%, but significant decrease from 83.33% reported in 2013 and 2014
  - Hispanic and African-American increased in recent years
  - Asian/Pacific Islander decreased since 2016
  - American Indian/Alaskan Native and Multi-Racial remain non-existent
  - Gender decreasing trend in females, although females still represent 68.75%

District Office EEO Data Analysis

New hire data

- Classified (Graphs 5.1, 5.2)
  - Fluctuated greatly over the four year period, but predominately White/Non-Hispanic in 2015-16
  - Gender more evenly distributed; males represent 52.63%
- No faculty new hires at the District office over the four year period
- Management new hire data is too small to analyze

District Office EEO Data Analysis

Workforce

- Classified (Graphs 5.7, 5.8)
  - Slight decrease in White/Non-Hispanic from 2013
  - Increases in both the Hispanic and Multi-Racial populations
  - African-American American Indian/Alaskan Native, and Asian/Pacific Islander decreasing
  - Gender fairly consistent over past four years; males represent 59.66%
- Faculty workforce data is too small to analyze
- Management (Graphs 5.11, 5.12)
  - Predominately White/Non-Hispanic and increased slightly over the reported 73.91% in 2013
  - Hispanic overall increase of 17.08% over the four-year period, but a decrease of 2.57% from 2016
  - Asian/Pacific Islander, African-American, and Multi-Racial groups have all shown a decrease in representation since 2013
  - Gender is balanced at 50% female and 50% male