COMMITMENT TO

Board Policy 7100:

- VCCCD is committed to employing a diverse and qualified group of administrators, faculty, and staff members who are dedicated to the success of all college students.
- VCCCD recognizes that a diverse community of faculty, staff and administrators promotes academic excellence and creates an inclusive educational and work environment for its employees, contractors, students and the community it serves.
### RECENT HR ACTIVITY

<table>
<thead>
<tr>
<th>Date</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>August 2014</td>
<td>Sponsored the first of four Diversity Trainings for Screening and Selection Committee members.</td>
</tr>
<tr>
<td>December 2014</td>
<td>Established EEO Advisory Committee and held first meeting. Next meeting April 29, 2016.</td>
</tr>
<tr>
<td>January 2015</td>
<td>Commenced EEO Plan Revisions.</td>
</tr>
<tr>
<td>March 2015</td>
<td>Developed and delivered its own Diversity Training presentation.</td>
</tr>
<tr>
<td>June 2015</td>
<td>Created the EEO Advisory Committee website.*</td>
</tr>
<tr>
<td>July 2015</td>
<td>Completed revisions to the EEO Plan in compliance with California Code of Regulations and filed with the State Chancellor’s office.</td>
</tr>
</tbody>
</table>

# Recent HR Activity

<table>
<thead>
<tr>
<th>Date</th>
<th>Activity Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>October 2015</td>
<td>Recorded a live Diversity Training for on-demand online training. (451 District employees trained to date).</td>
</tr>
<tr>
<td>October 2015</td>
<td>Created the Diversity Dashboard.</td>
</tr>
<tr>
<td>Fall 2015</td>
<td>Doubled the number of hiring committee facilitators, adding 8 more trained in EEO duties.</td>
</tr>
<tr>
<td>February 2016</td>
<td>Roll-out of Diversity Dashboard to all employees.</td>
</tr>
</tbody>
</table>
Diversity Review in Hiring (Academic)

HR reviews diversity statistics and EEO compliance at multiple stages of the hiring process.

If candidates from monitored groups fall out disproportionately, HR must assure the cause is job-related.
DIVERSITY REVIEW IN HIRING (CLASSIFIED)

HR reviews diversity statistics and EEO compliance at multiple stages of the hiring process.

Application Pool Diversity → MQ Pool Diversity → Exam Pass Pool Diversity → Initial Interview Pool Diversity

If candidates from monitored groups fall out disproportionately, HR must assure the cause is job-related.
WHAT RESULTS?

- 2013 used as baseline year
- 2014 marks beginning of EEO activities
- 2015 last full year of data

The Diversity Universe.
**Full Time Faculty**

- Undeclared increased
- White decreased in number and percentage
- Hispanic increased numbers and percentage
- Asian increased numbers and percentage
- African-American/Black numbers and percentage static

![Graph showing enrollment and percentage changes by category over three years.](image-url)


**Part Time Faculty**

- Undeclared increased
- White increased numbers, decreased percentage
- Hispanic increased numbers and slight decline in percentage
- Asian increased numbers, percentage static
- African-American/Black percentage static, numbers slight increase
MANAGERS

- Undeclared increased slightly
- White decreased numbers, decreased percentage
- Hispanic increased numbers, increased percentage
- Asian increased numbers slightly, percentage static
- African-American/Black numbers and percentage decreased

\[
\begin{array}{c|c|c|c}
\text{Fall 2013} & \text{Fall 2014} & \text{Fall 2015} \\
30 & 28 & 28 \\
75.0\% & 65.1\% & 62.2\% \\
\end{array}
\]
• White decreased numbers, decreased percentage
• Hispanic numbers static, slight increase in percentage
• Asian numbers static, slight decline in percentage
• African-American/Black numbers and percentage static
• White decreased numbers, decreased percentage
• Hispanic increased numbers, increased percentage
• Asian increased numbers and increased percentage
• African-American/Black numbers and percentage decline
WHAT’S COMING

- Sample questions to test Sensitivity to Diversity during hiring interviews.
- “Best Practices Guide” for hiring committee facilitator.
- Explore the creation of “College Diversity Champion.”
"Our office has been nominated to receive an award for Diversity In The Workplace!"