

VCCCD BOARD OF TRUSTEES EEO REPORT

March 2016

Human Resources Department



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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



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

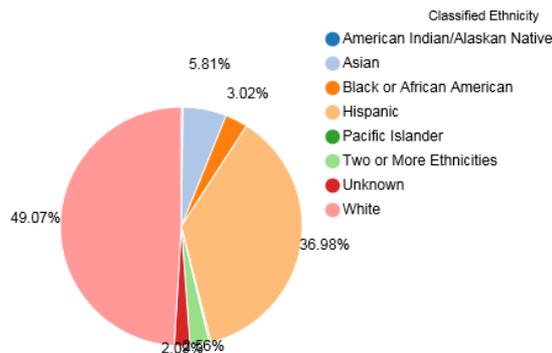


* <http://www.vccd.edu/departments/human-resources/diversity-and-equal-employment-opportunity>

RECENT HR ACTIVITY



October 2015	Recorded a live Diversity Training for on-demand on-line training. (451 District employees trained to date).
October 2015	Created the Diversity Dashboard.
Fall 2015	Doubled the number of hiring committee facilitators, adding 8 more trained in EEO duties.
February 2016	Roll-out of Diversity Dashboard to all employees.



DIVERSITY REVIEW IN HIRING (ACADEMIC)



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

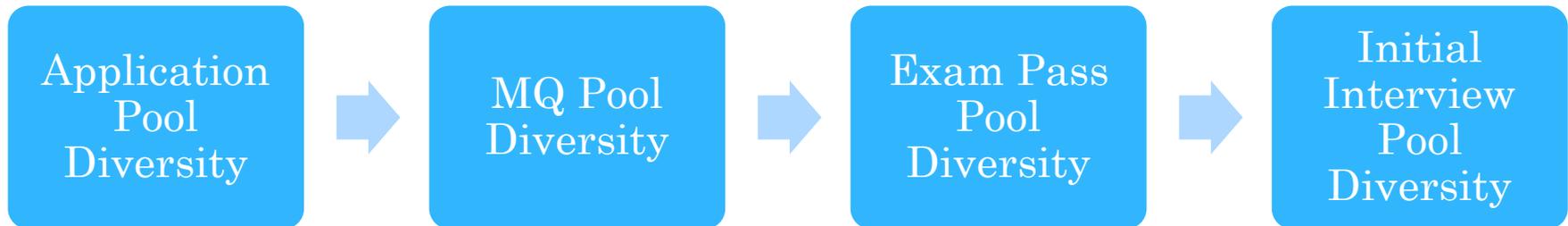


If candidates from monitored groups fall out disproportionately, HR must assure the cause is job-related.

DIVERSITY REVIEW IN HIRING (CLASSIFIED)



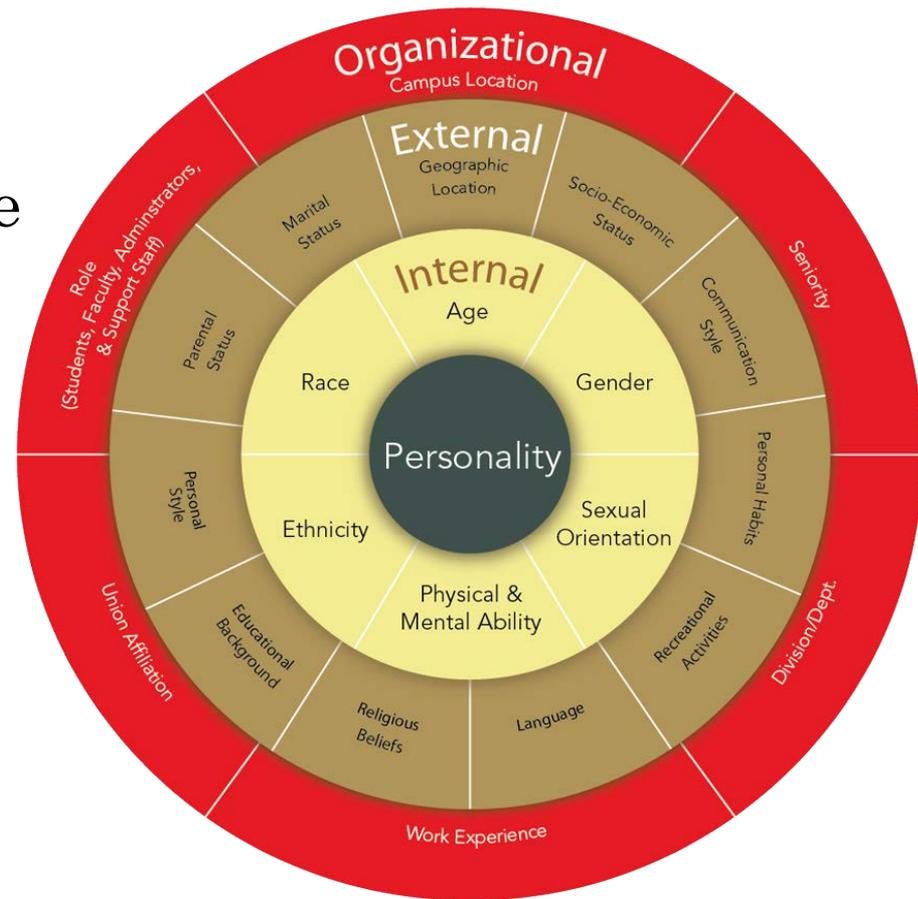
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If candidates from monitored groups fall out disproportionately, HR must assure the cause is job-related.

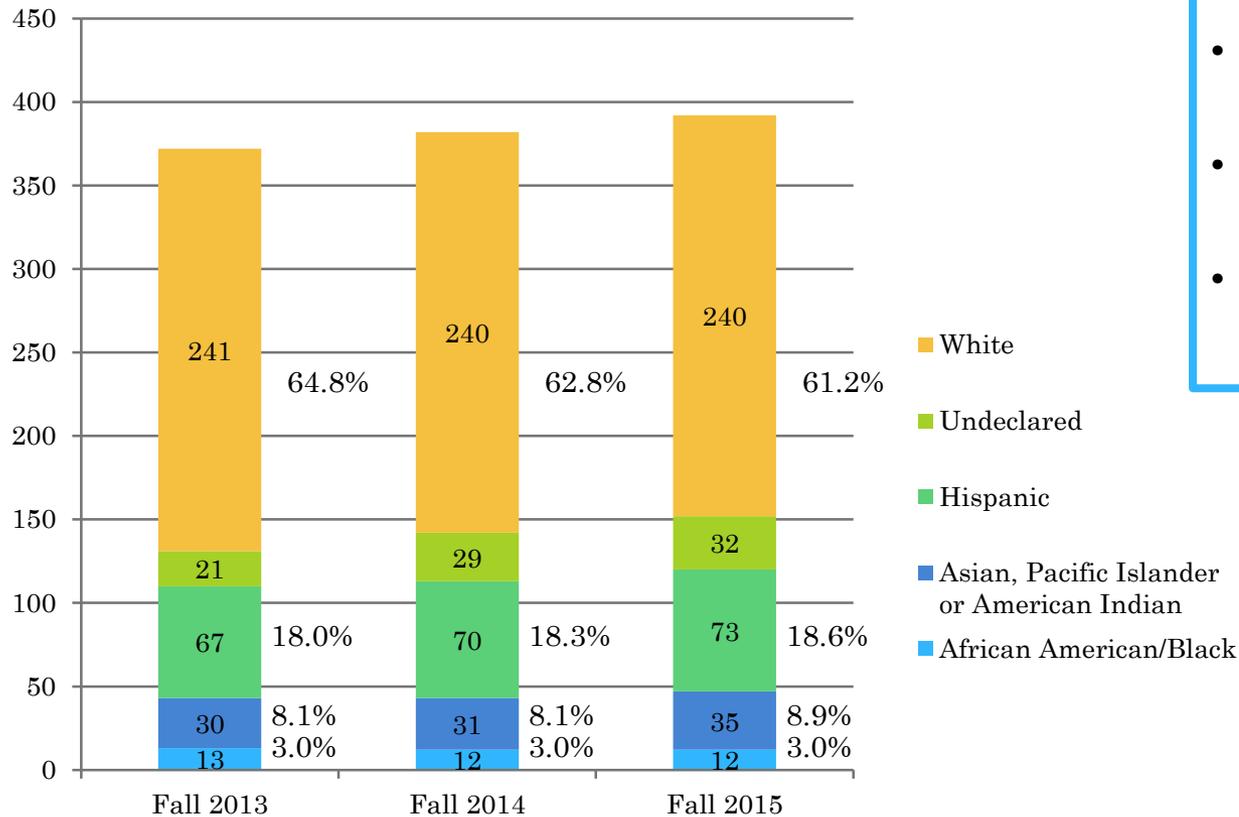
WHAT RESULTS?

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



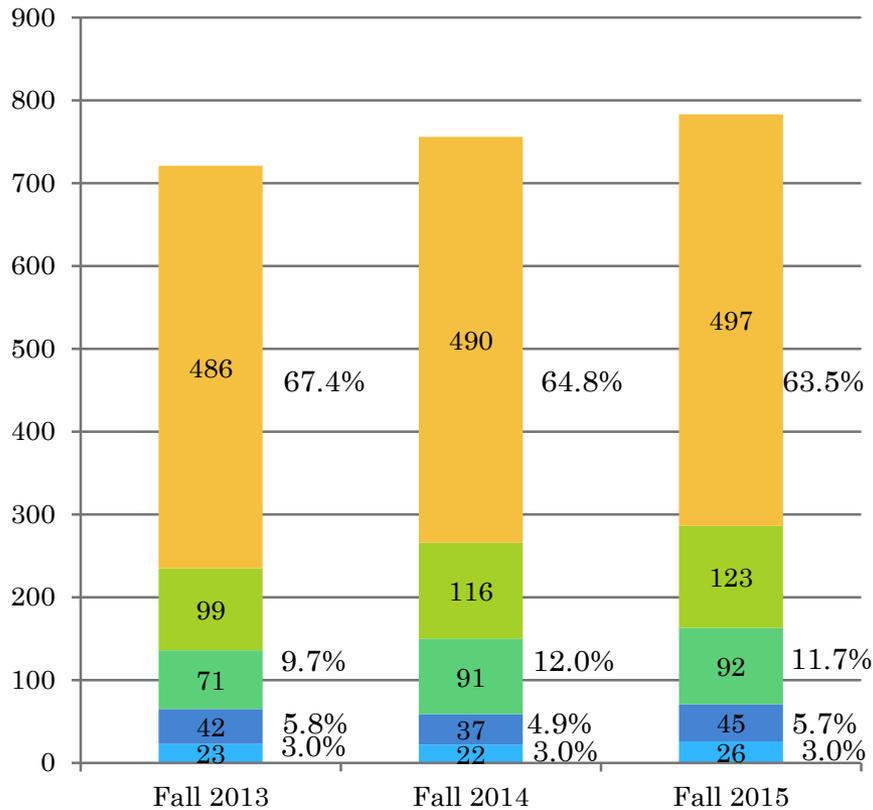
The Diversity Universe.

FULL TIME FACULTY



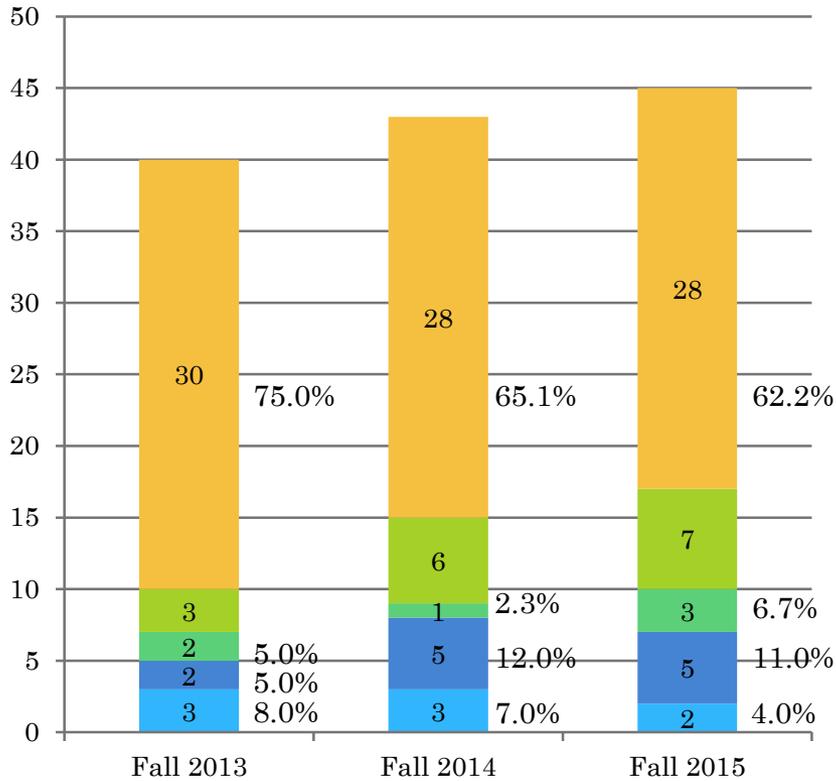
- Undeclared increased
- White decreased in number and percentage
- Hispanic increased numbers and percentage
- Asian increased numbers and percentage
- African-American/Black numbers and percentage static

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

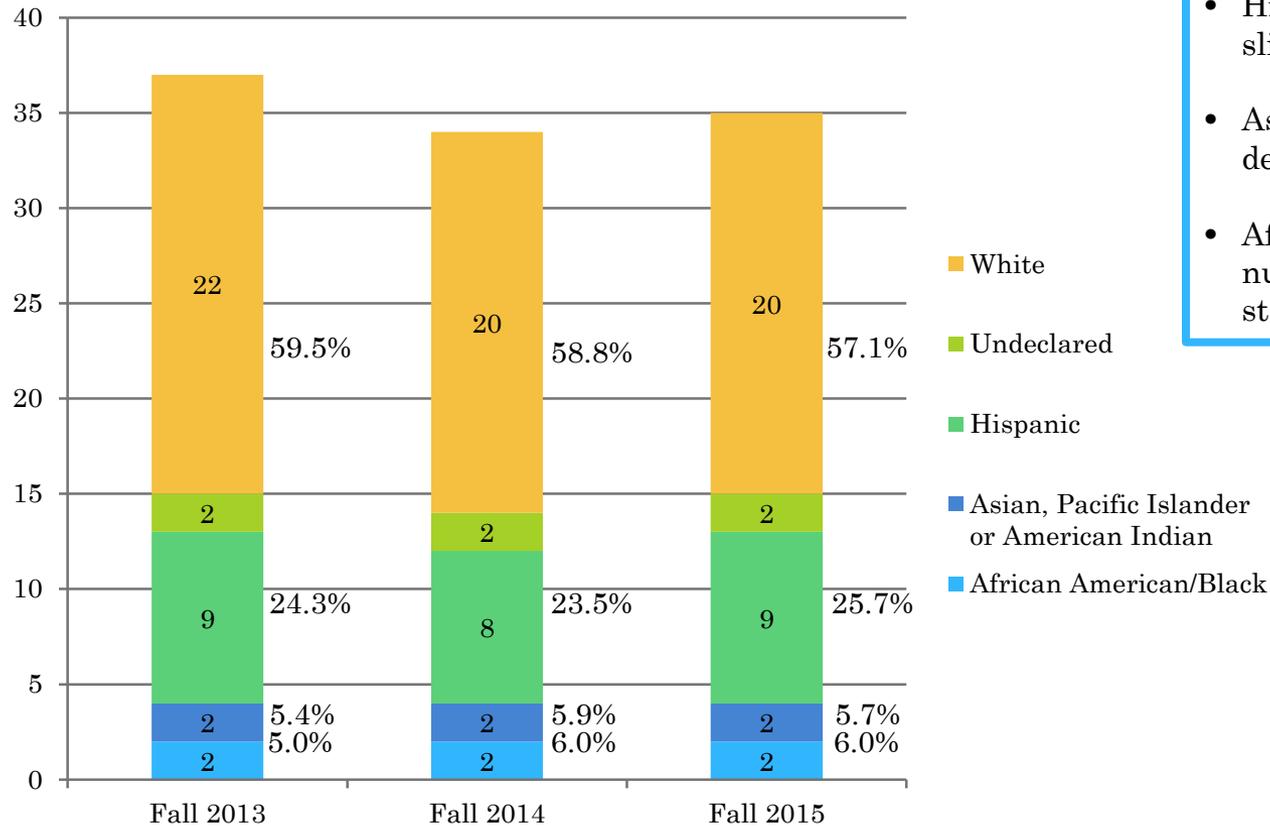
MANAGERS



- White
- Undeclared
- Hispanic
- Asian, Pacific Islander or American Indian
- African American/Black

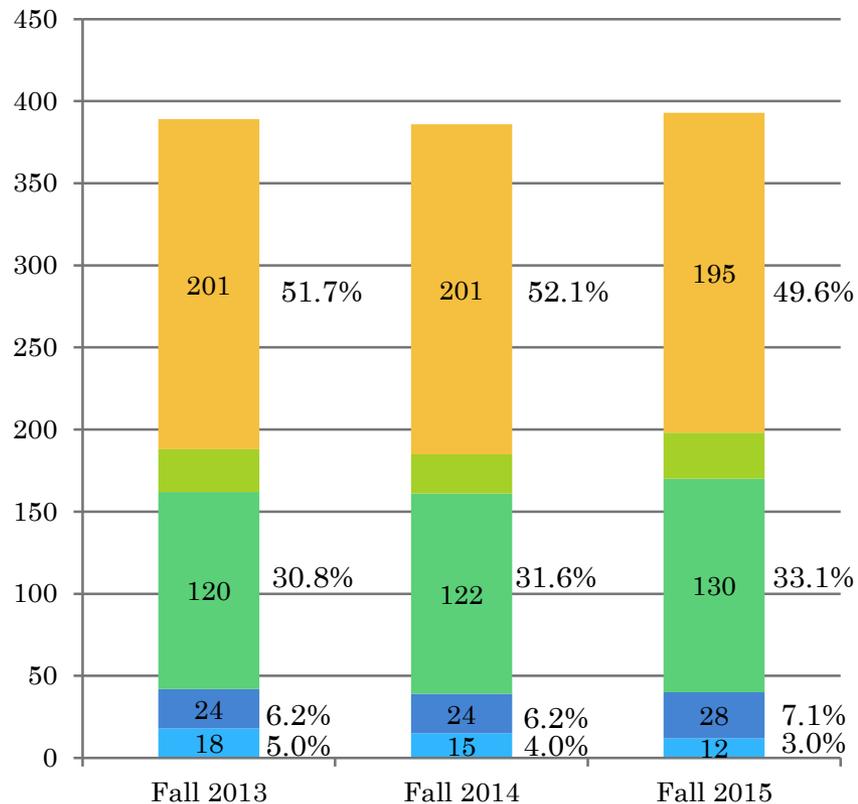
- Undeclared increased slightly
- White decreased numbers, decreased percentage
- Hispanic increased numbers, increased percentage
- Asian increased numbers slightly, percentage static
- African-American/Black numbers and percentage decreased

SUPERVISORS

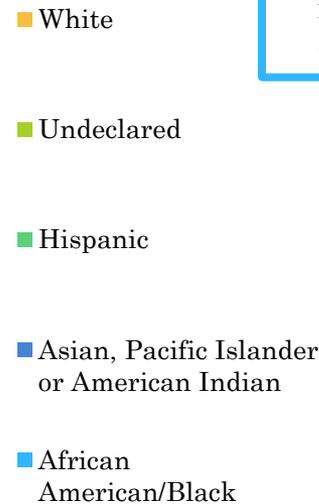


- White decreased numbers, decreased percentage
- Hispanic numbers static, slight increase in percentage
- Asian numbers static, slight decline in percentage
- African-American/Black numbers and percentage static

CLASSIFIED



- 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.”



END

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"Our office has been nominated to receive an award for Diversity In The Workplace!"