

CALIFORNIA COMMUNITY COLLEGES CHANCELLOR'S OFFICE

EQUAL EMPLOYMENT OPPORTUNITY UPDATE

**BOARD OF GOVERNORS
MAY 16, 2016**

Thuy Thi Nguyen
Interim General Counsel / Vice Chancellor



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. New EEO *Fund* Allocation

(Title 5, Section 53030(b))

4. *Pipeline*: “AA to MA Faculty Diversity Pathway”

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



Chancellor's Office Initiatives

Initiative ONE.

Professional Development

(Title 5, Section 53003)



- 3 statewide webinars
- Nov. 2015 summits by IEPI
- 7 regional trainings in Jan/Feb 2016 by IEPI

Archived: <http://extranet.cccco.edu/Divisions/Legal.aspx>



Chancellor's Office Initiatives

Initiative THREE.

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



Chancellor 's Office, EEO and Diversity Advisory Committee



Chancellor's Office Initiatives

Initiative FOUR.

The *Pipeline* –

“AA to MA Faculty Diversity Pathway”

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

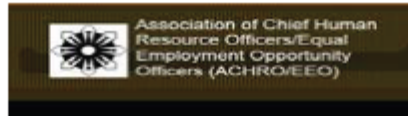
“Activities designed to encourage community college students to become qualified for, and seek, employment as community college faculty or administrators.”



AA to MA Faculty Diversity Pathway Initiative



ACADEMIC SENATE
for CALIFORNIA COMMUNITY COLLEGES



COMMUNITY COLLEGE LEAGUE
OF CALIFORNIA



The California Community College system and its constituent organizations are focused on developing both short- and long-term approaches to diversifying its faculty and general workforce. With new money in the current year budget for hiring of full-time faculty, this year presents a unique opportunity to address this matter in a serious and systematic way.

In the short term, numerous constituencies have conducted activities directed toward this issue, including a series of equity summits jointly sponsored by the Chancellor's Office and the Academic Senate for California Community Colleges, the Community College League of California's Annual Equity Summit, the Academic Senate's Spring 2015 and 2016 Academic Academies focused on equity and diversity issues, and others. Additionally, the Chancellor's Office has changed its EEO Fund allocation to better promote diversity hiring; and conducted seven EEO regional trainings on implicit bias, the educational benefits of diversity, and EEO laws.

In the longer term, as this paper will explain, the system needs an ongoing pipeline from the community college student experience through graduate school leading back to an interest in becoming a community college faculty member. This concept will require the partnership of the California Community Colleges with its four-year university partners and a commitment of the Legislature to allow for continuous hiring of full-time faculty to drive our system toward the 75% full-time faculty goal established in Education Code 87482.6.

BACKGROUND:

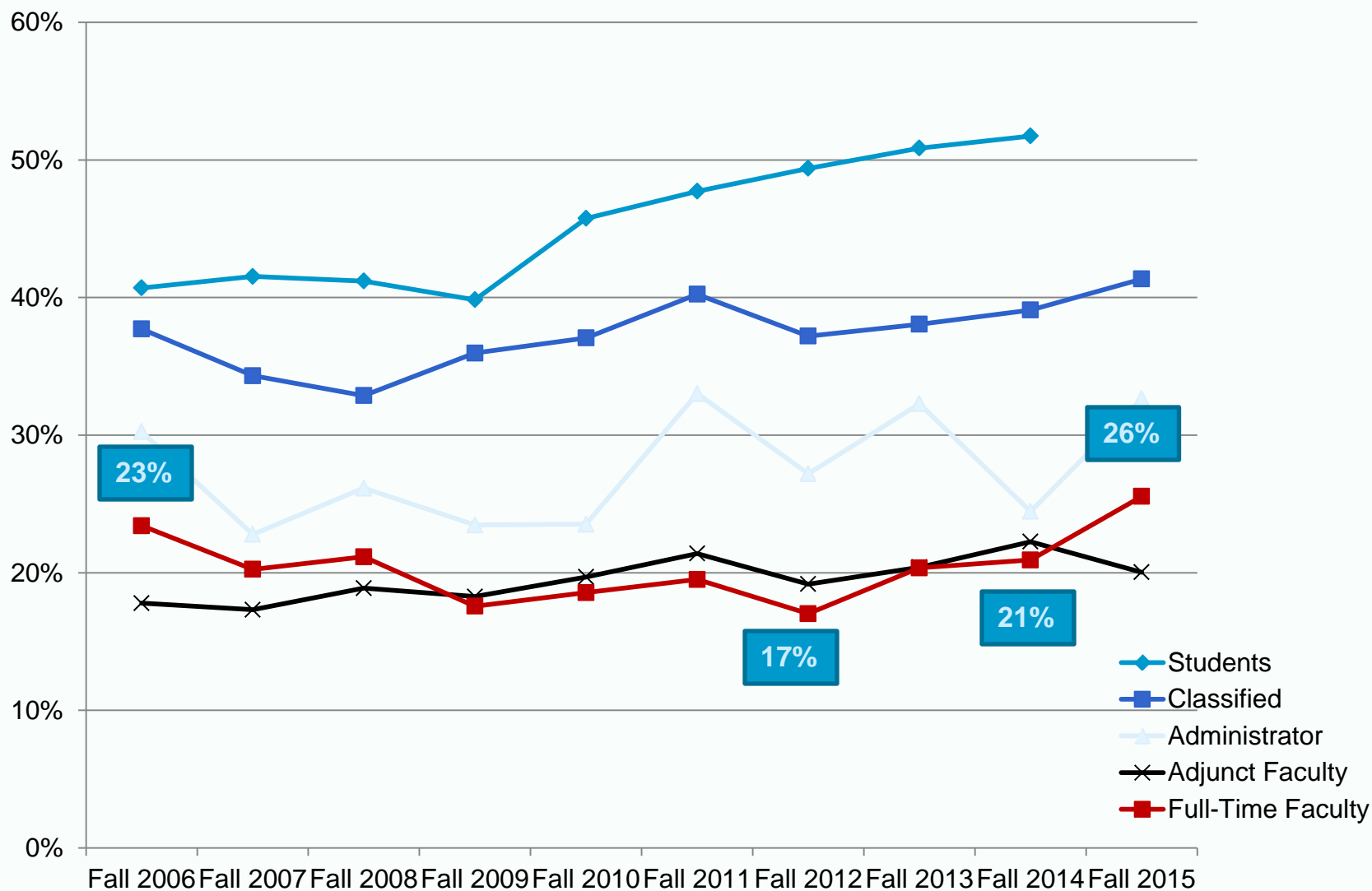
While faculty diversity has long been a concern in the California Community Colleges, the diversity of the faculty body simply has not kept pace with our changing student demography.



Under-Represented Minority* Percentages by Student and Employee Types

First-Time Hires and First-Time Students

Fall Terms 2006 - 2015



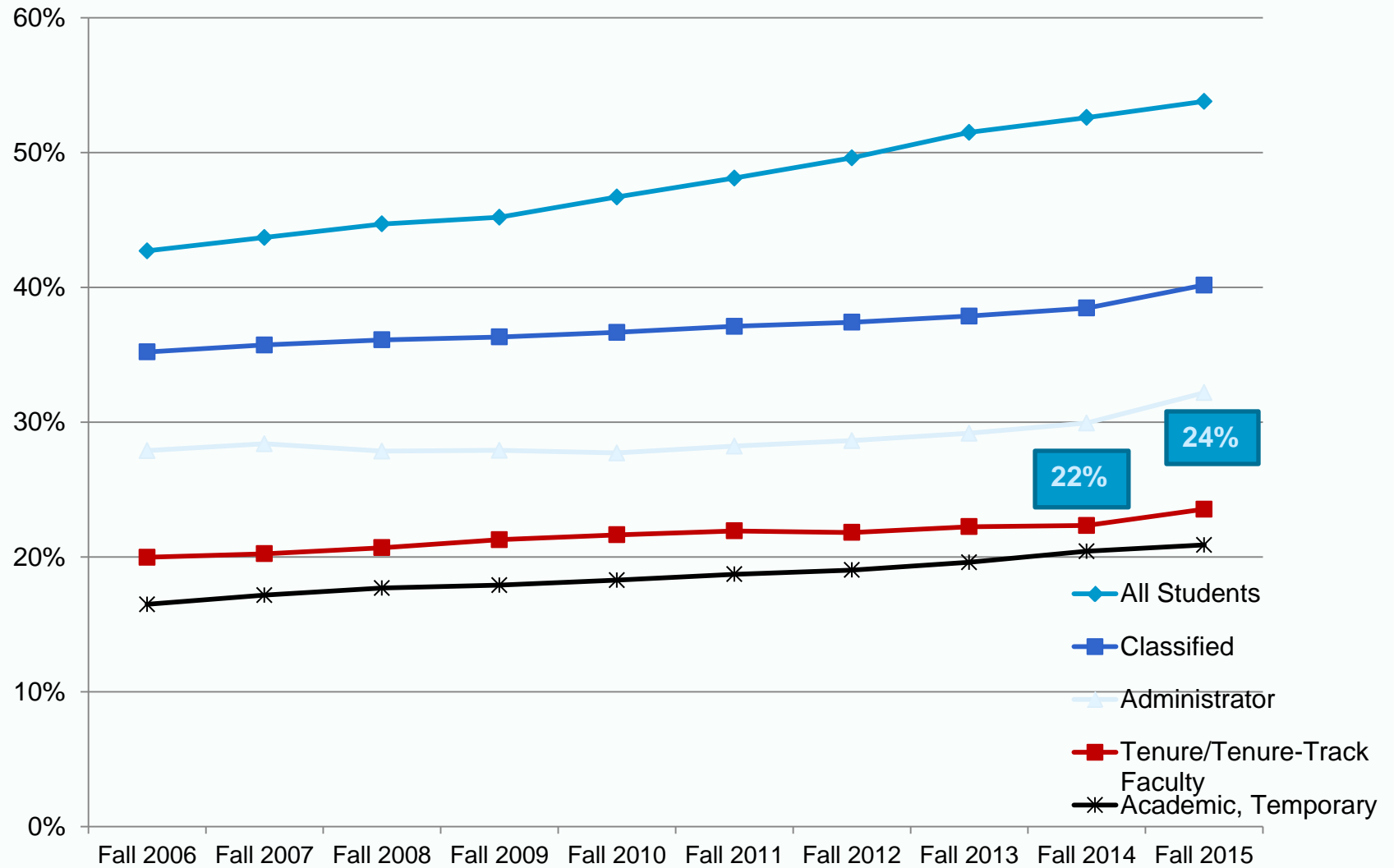
* Under-Represented Minority: Black, Hispanic, Native American, and Pacific Islander.



Under-Represented Minority* Percentages by Student and Employee Types

TOTAL

Fall Terms 2006 – 2015



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

