



*The Diversity Universe

Pre-Hire

- * Outreach
- * Recruiting
- * Committee Facilitators
- * Interview - sensitivity
- * Inclusive qualifications
- * Mentor programs
- * Training
- * Analysis
- * Dashboard

Post-Hire

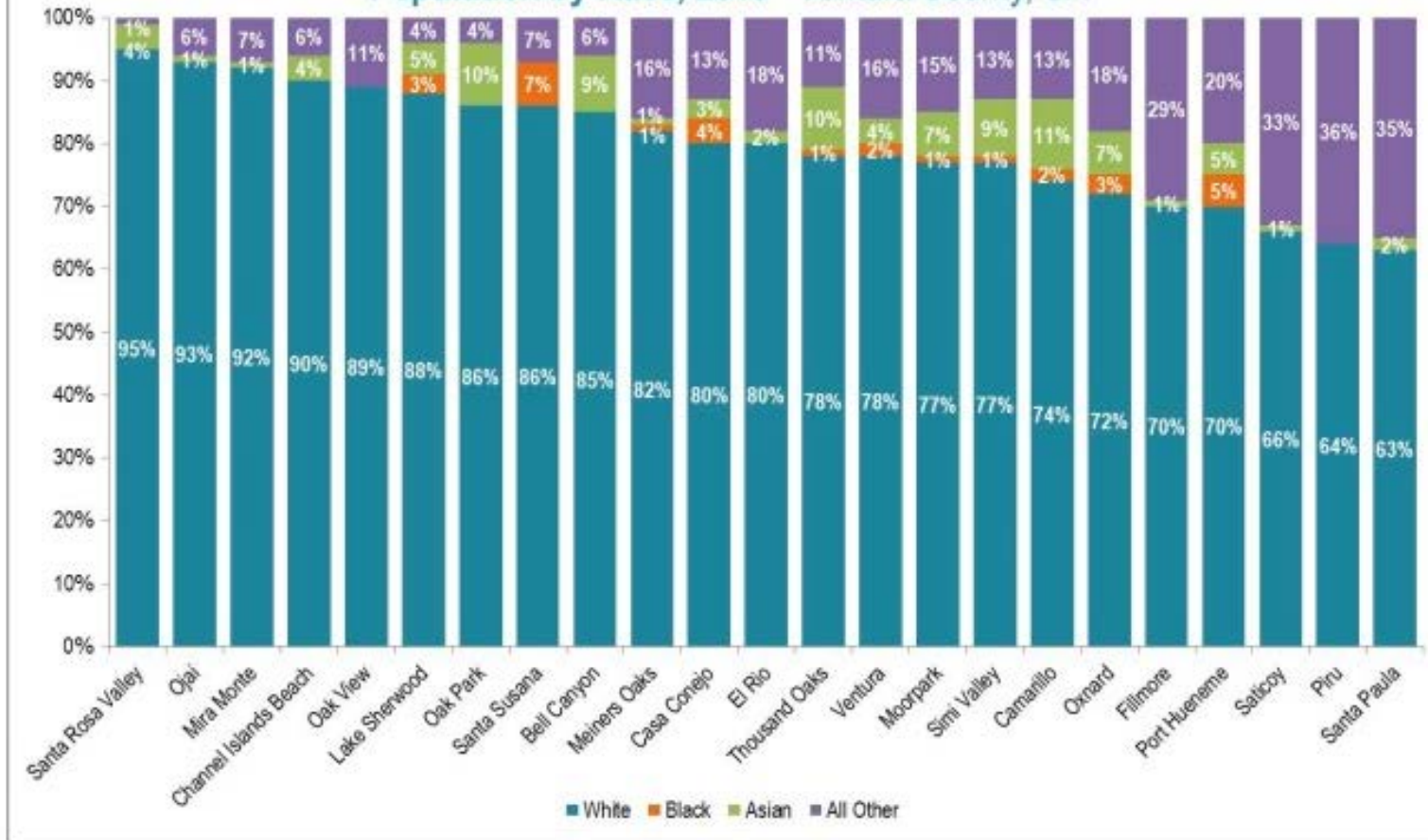
- * College diversity plans
- * Cultural competency
- * Incentive programs (e.g., Diversity mini-grant)
- * Affinity groups
- * Diversity celebrations/events
- * Training
- * Analysis
- * Climate surveys
- * Employee exit interviews

Some activities are current, some are planned for the future.



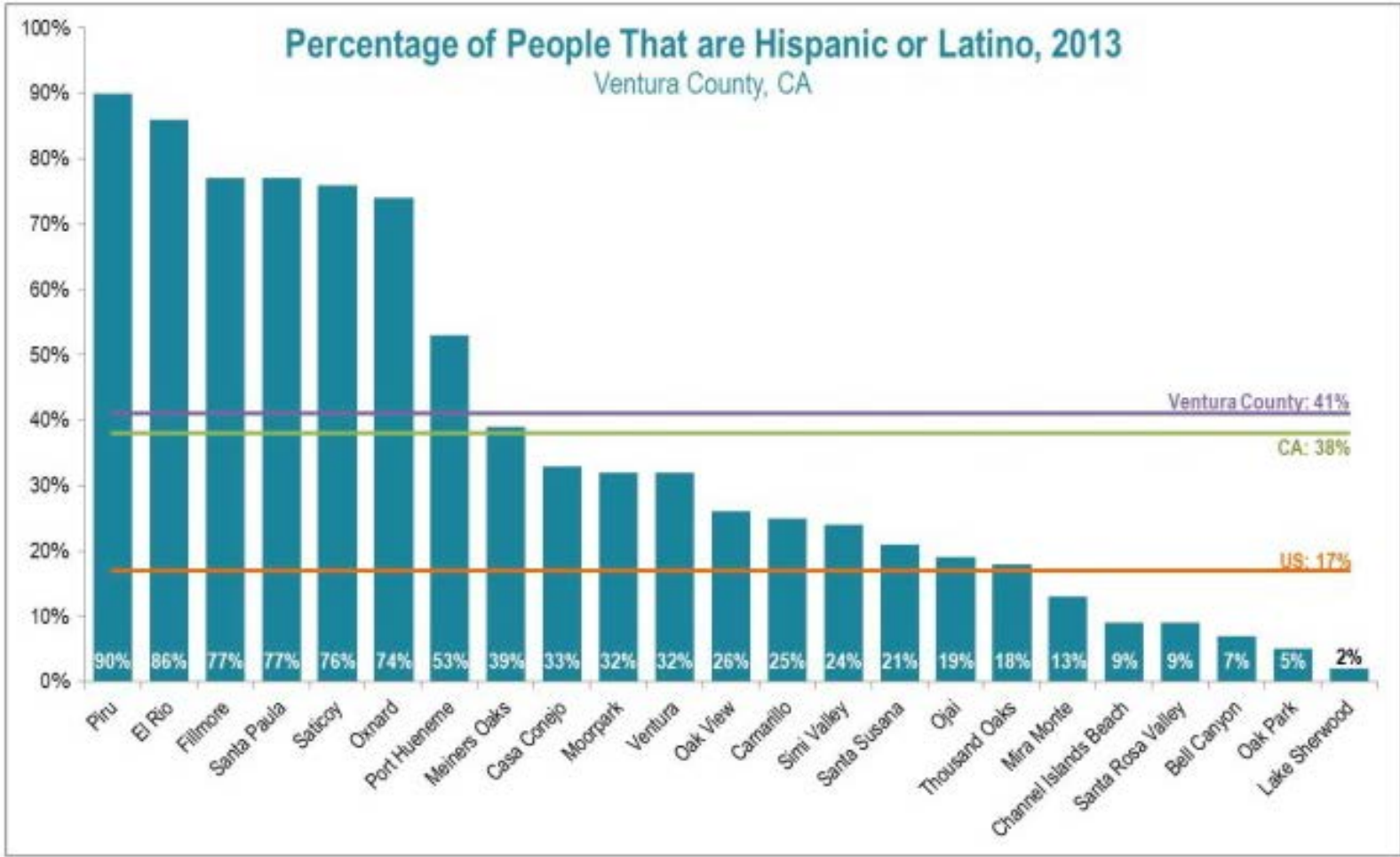
* **Diversity Equation**

Population by Race, 2013 Ventura County, CA



Source: ACS 09-13, B02001, of total population

* Our Community

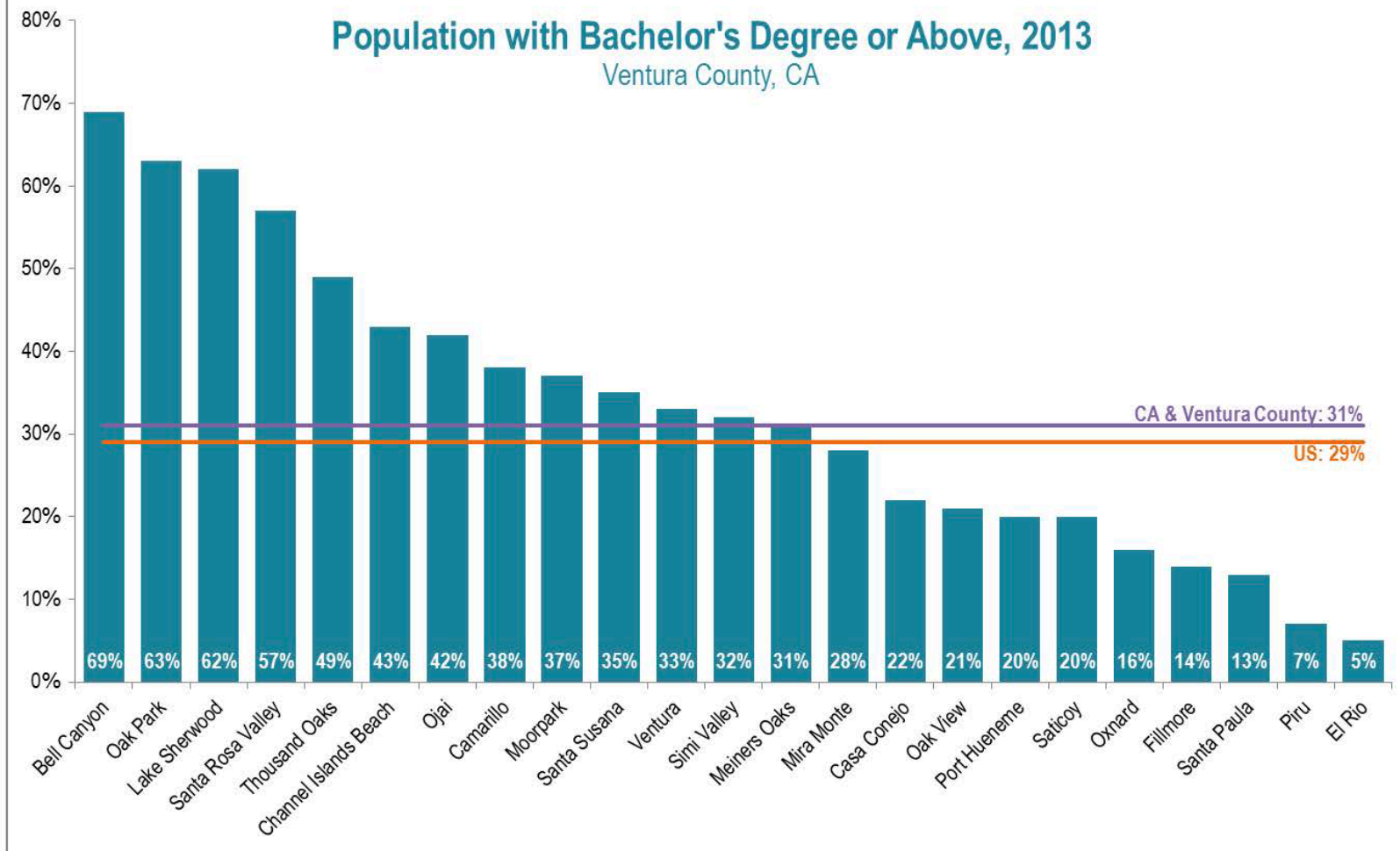


Source: ACS 09-13, B03003, of total population

* Our Community

Population with Bachelor's Degree or Above, 2013

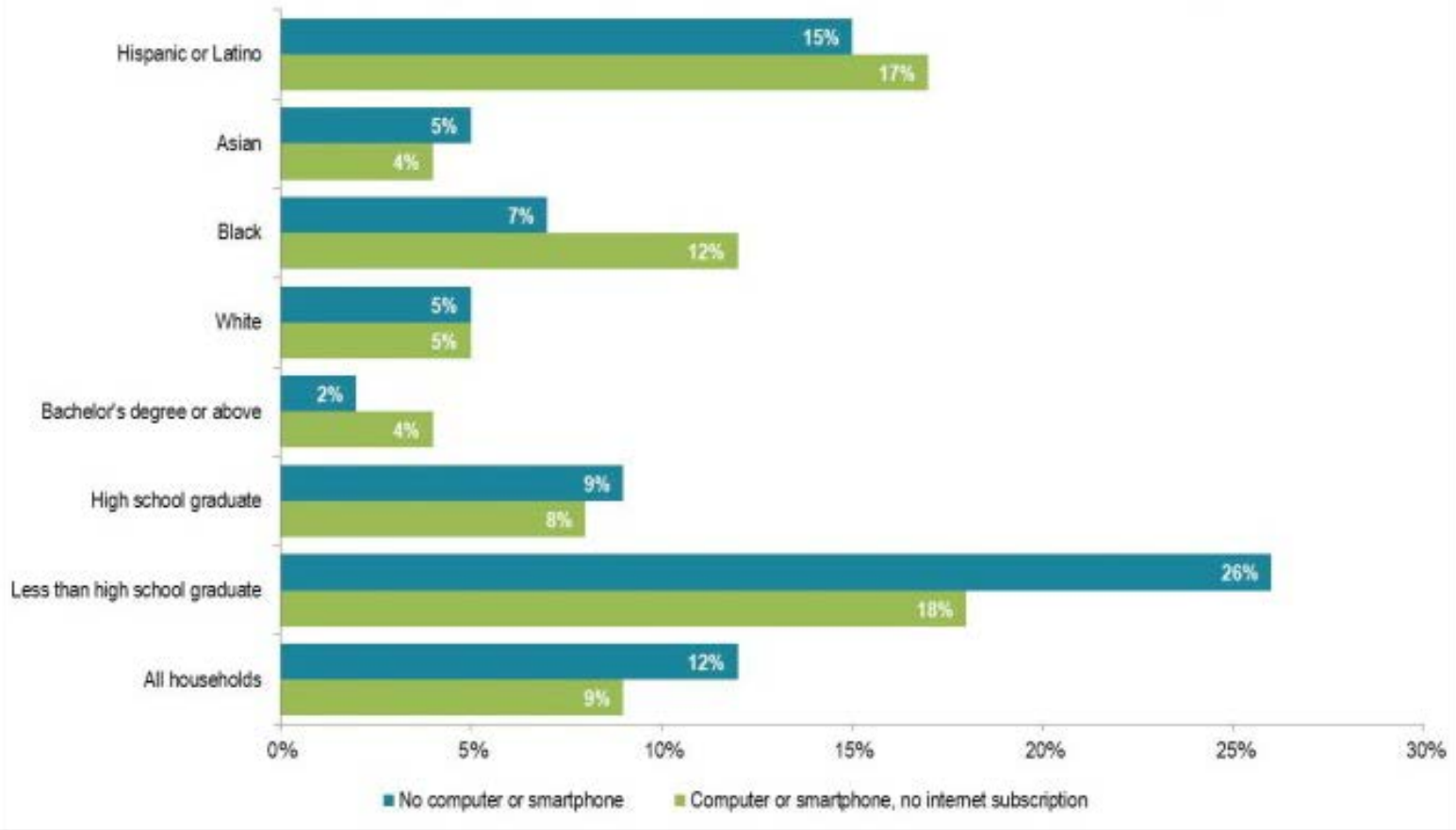
Ventura County, CA



Source: ACS 09-13, DP02, of population 25 yrs and older

* Our Community

Access to Computers, Smartphones, and Internet, 2013 Ventura County, CA



Source: ACS 2013 (one-year set), B28003, B28006, B28009, of total households / (for educational data of household population 25 yrs and over)

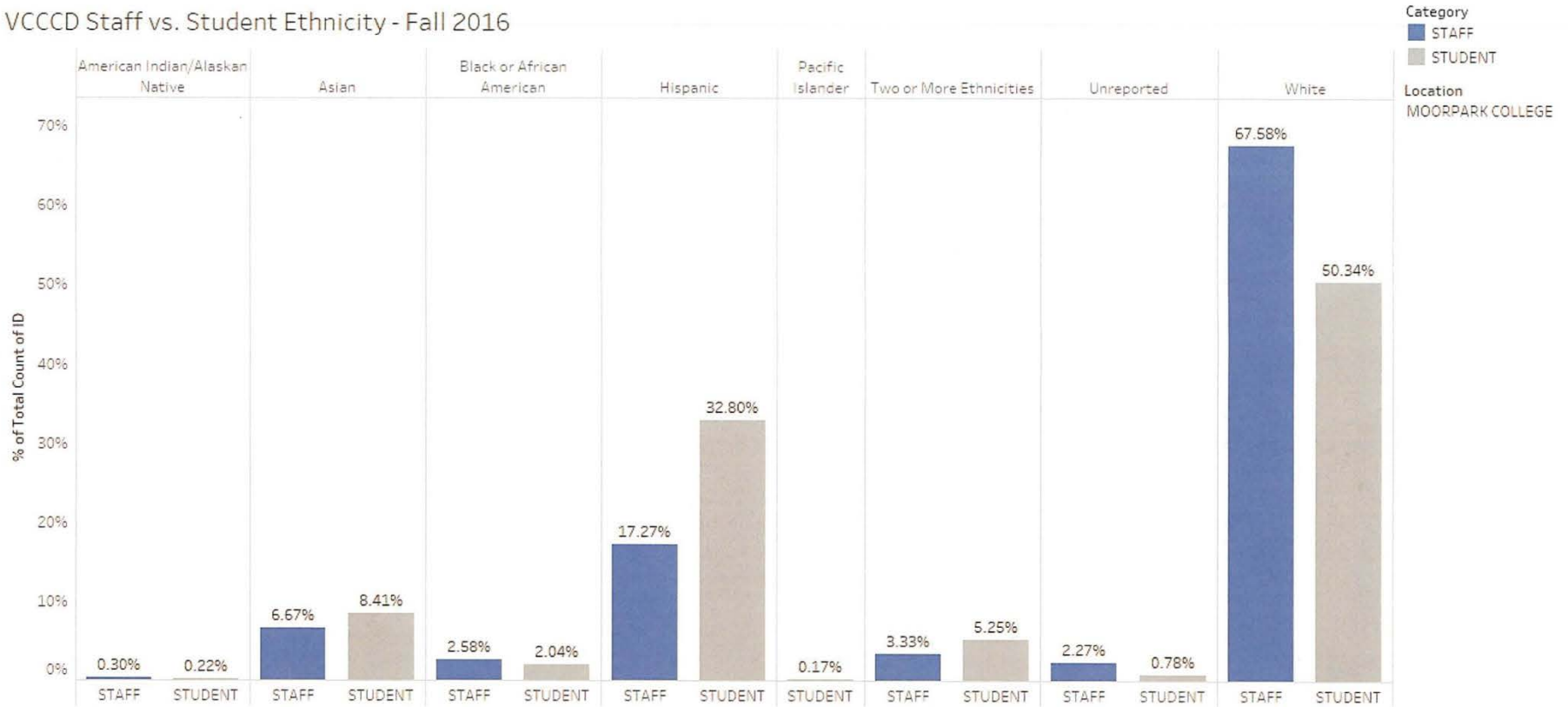
* Our Community

Source:

Vantage Point 2015: 12th District
Community Indicators Project

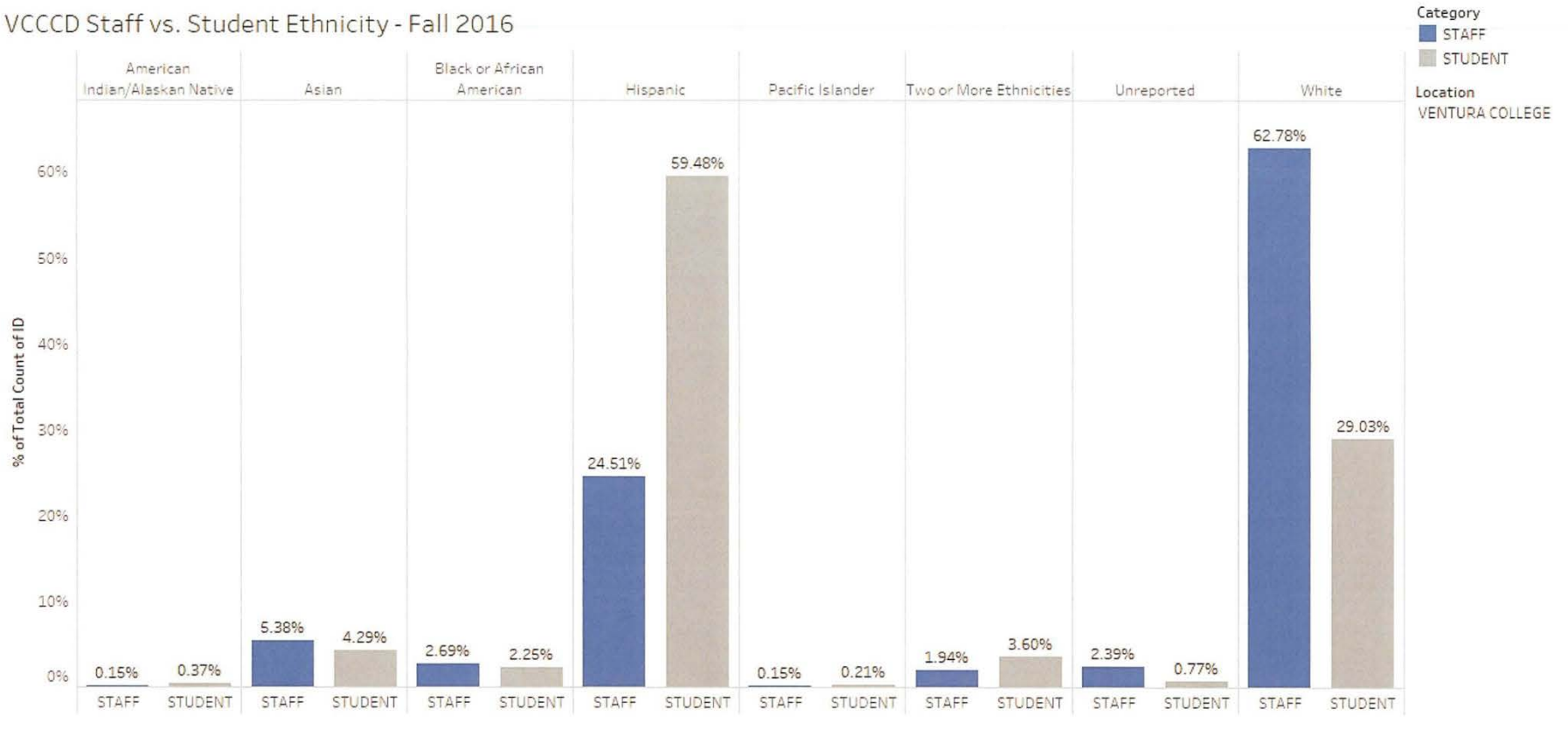
Federal Reserve Bank of San Francisco
American Community Survey (ACS) 09-13,
[http://www.frbsf.org/community-
development/files/Ventura-County-
Community-Data-Profile.pdf](http://www.frbsf.org/community-development/files/Ventura-County-Community-Data-Profile.pdf)

VCCCD Staff vs. Student Ethnicity - Fall 2016



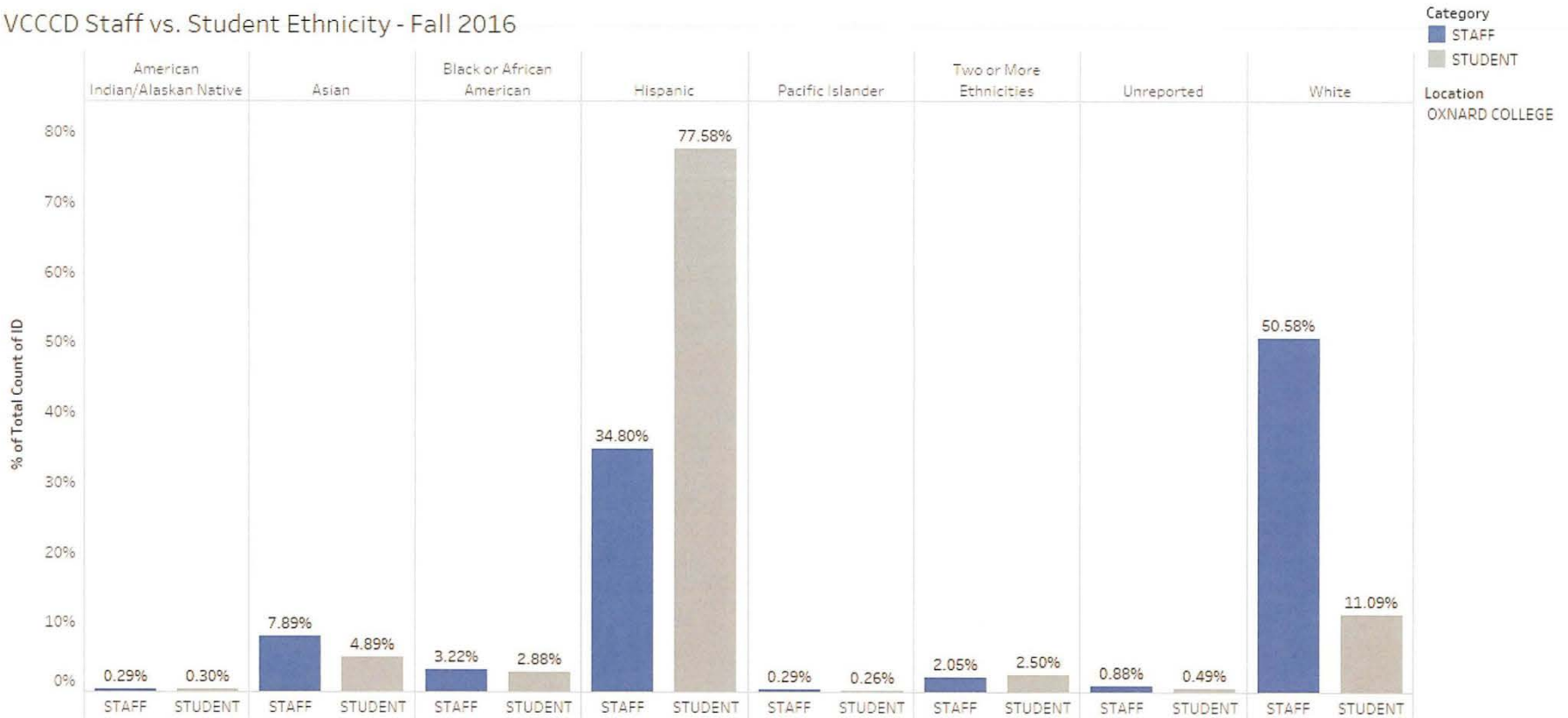
*** Staff to Student Moorpark**

VCCCD Staff vs. Student Ethnicity - Fall 2016



* Staff to Student
Ventura

VCCCD Staff vs. Student Ethnicity - Fall 2016



*** Staff to Student
Oxnard**

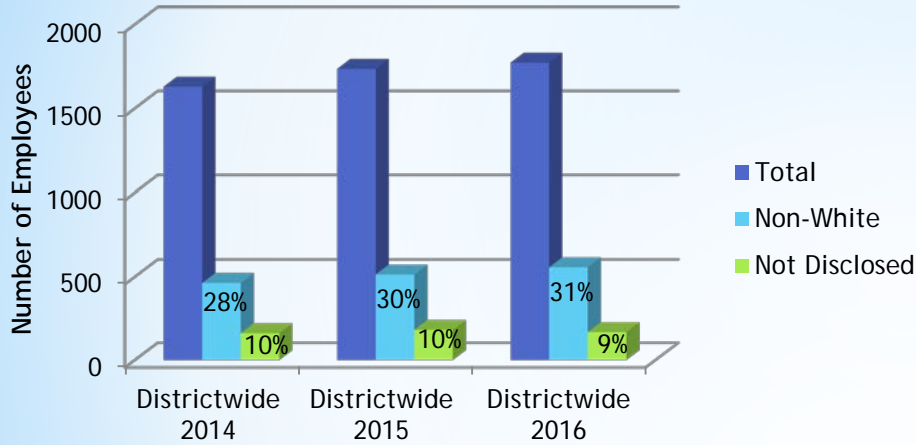
Three Year Report
Fall 2014 to Fall 2016

* **VCCCD WORKFORCE
DEMOGRAPHICS**

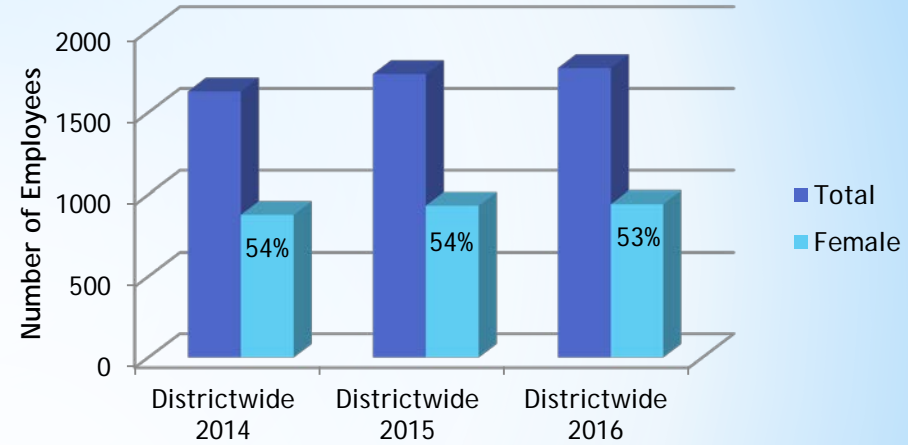
* From fall 2014 to fall 2016, there has been a districtwide increase in the percentage of non-white employees that comprise the overall workforce across almost all District's job types.

* Executive Summary

Ethnicity

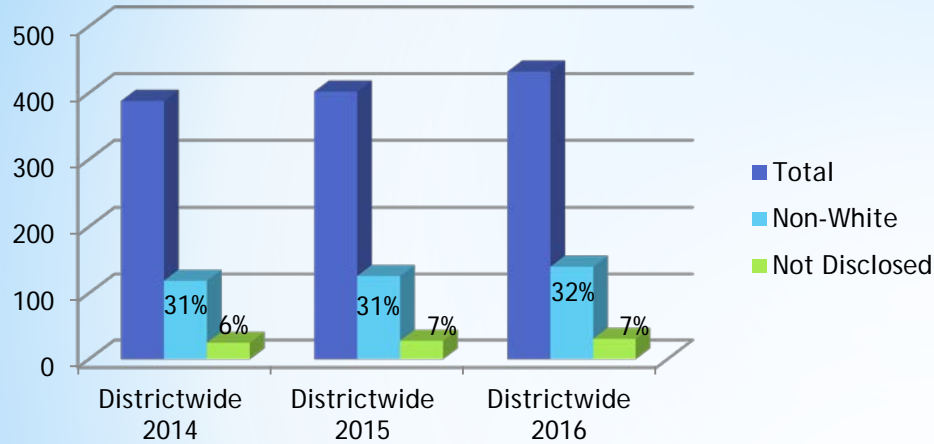


Gender

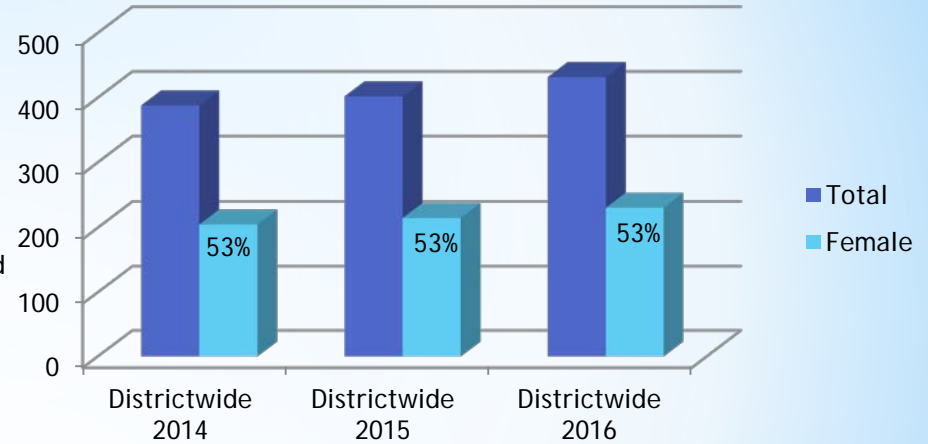


* Entire Workforce

Ethnicity

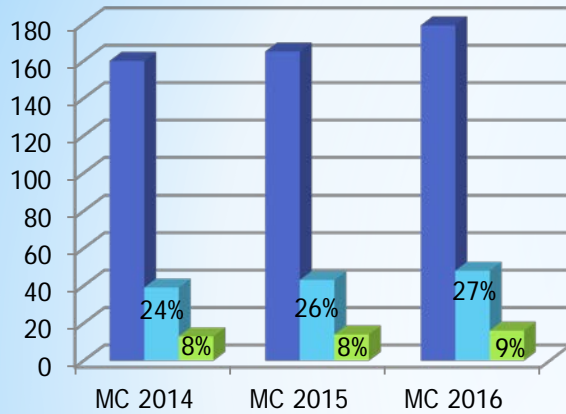


Gender

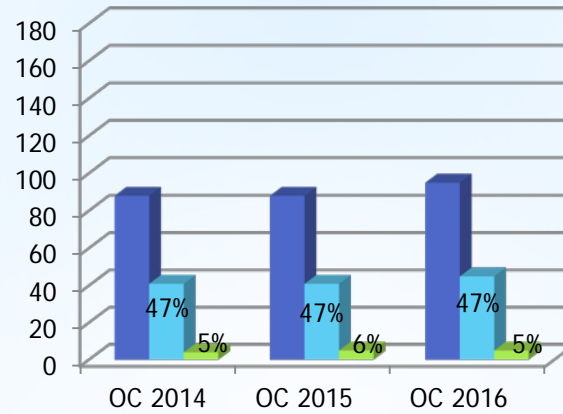


* Full-Time Faculty Workforce Districtwide

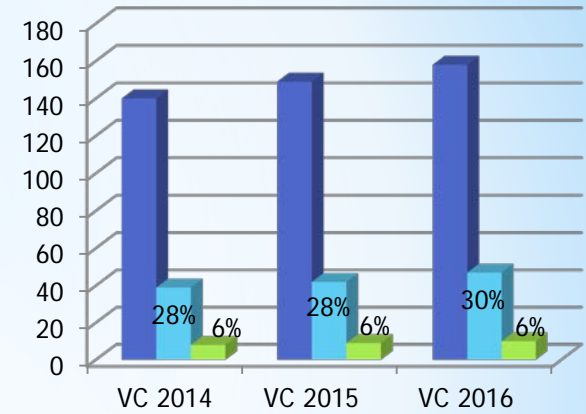
MC Ethnicity



OC Ethnicity



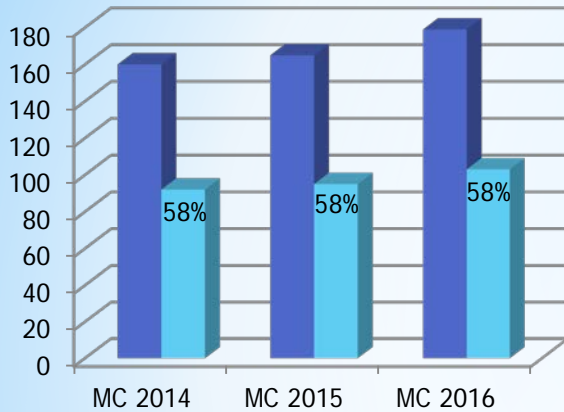
VC Ethnicity



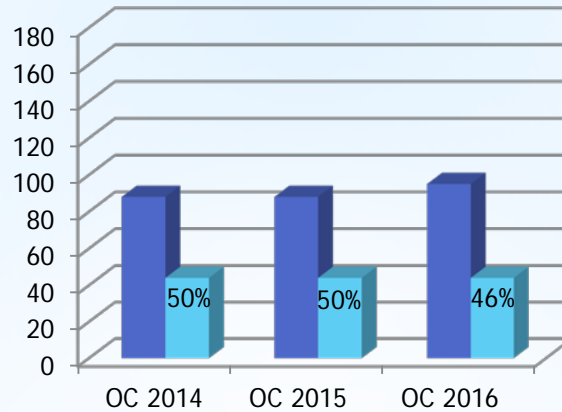
■ Total
■ Non-White
■ Not Disclosed

* Full-Time Faculty Workforce By Location - Ethnicity

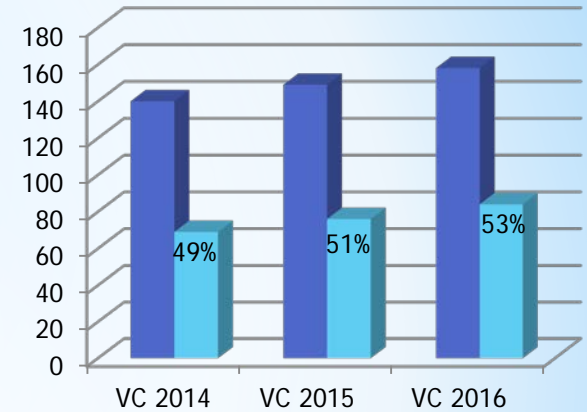
MC Gender



OC Gender



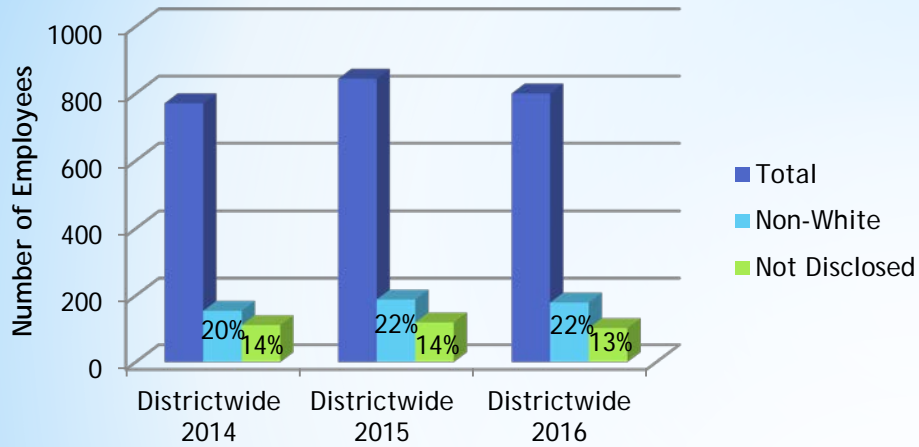
VC Gender



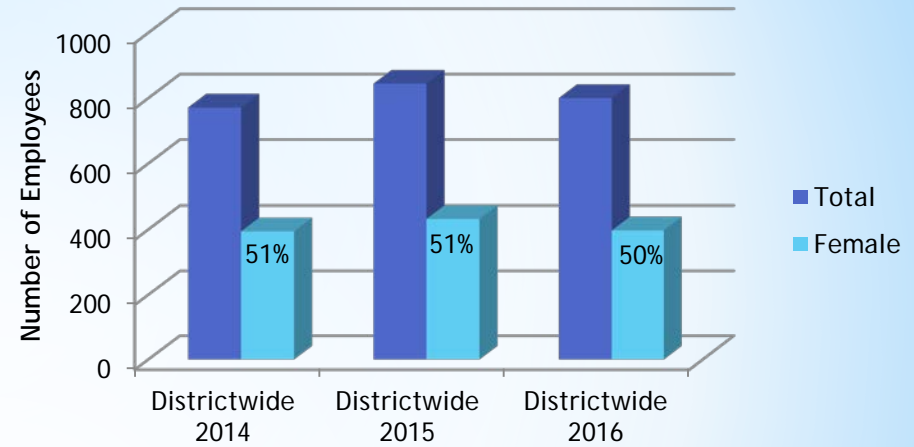
■ Total
■ Female

* Full-Time Faculty Workforce By Location - Gender

Ethnicity

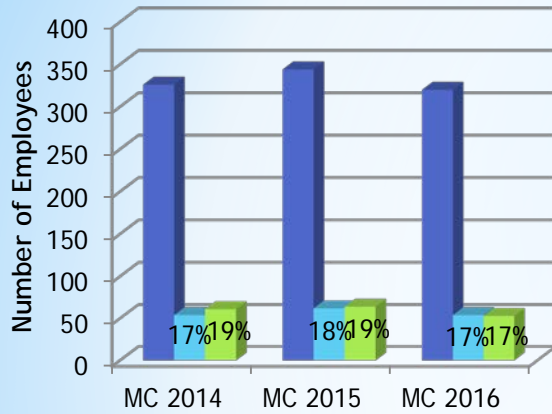


Gender

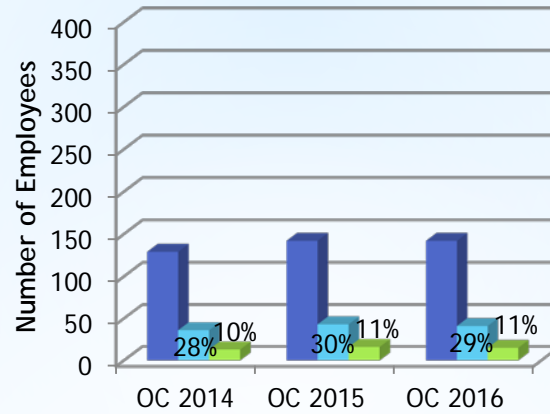


* Part-Time Faculty Workforce Districtwide

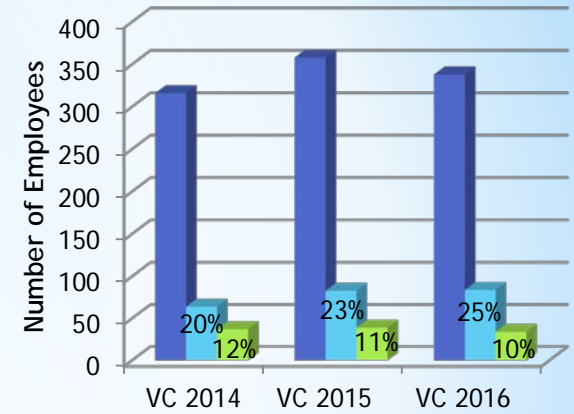
MC Ethnicity



OC Ethnicity



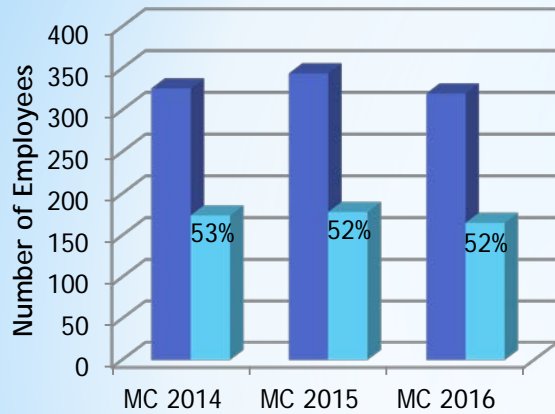
VC Ethnicity



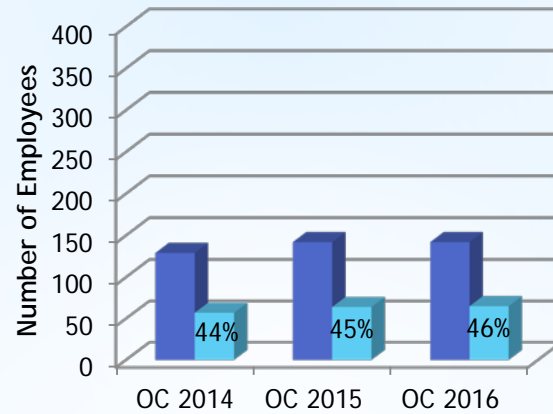
■ Total
■ Non-White
■ Not Disclosed

* Part-Time Faculty Workforce By Location - Ethnicity

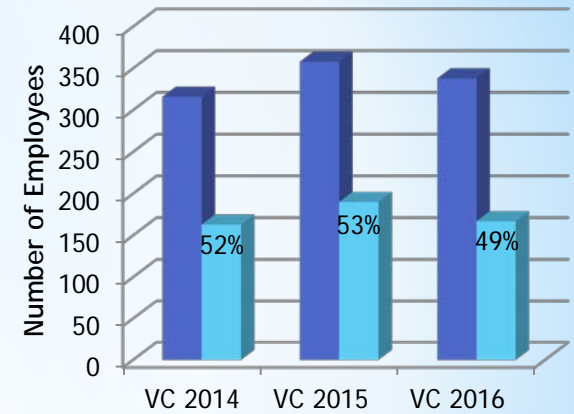
MC Gender



OC Gender



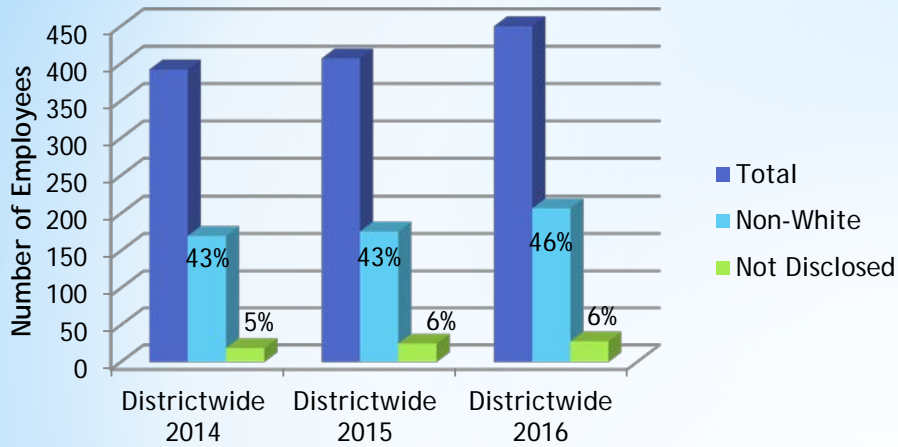
VC Gender



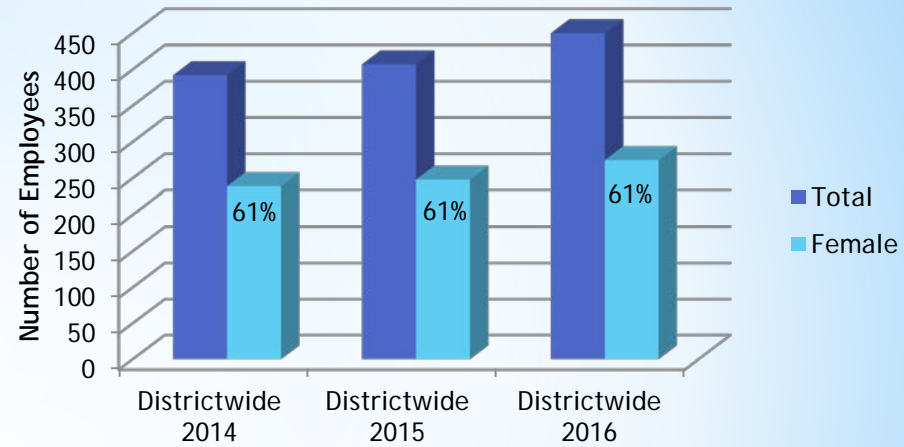
■ Total
■ Female

* Part-Time Faculty Workforce By Location - Gender

Ethnicity

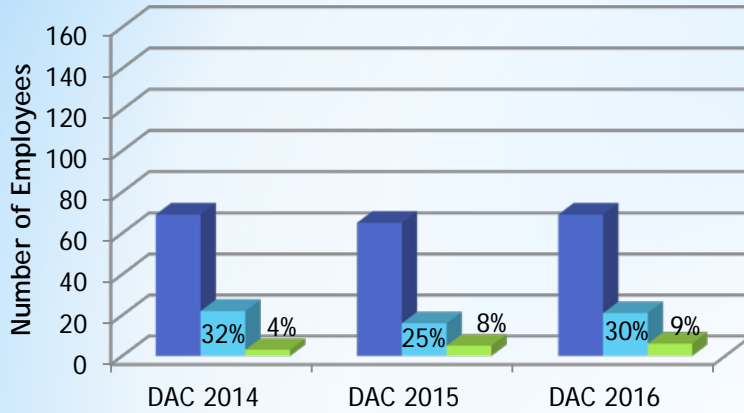


Gender

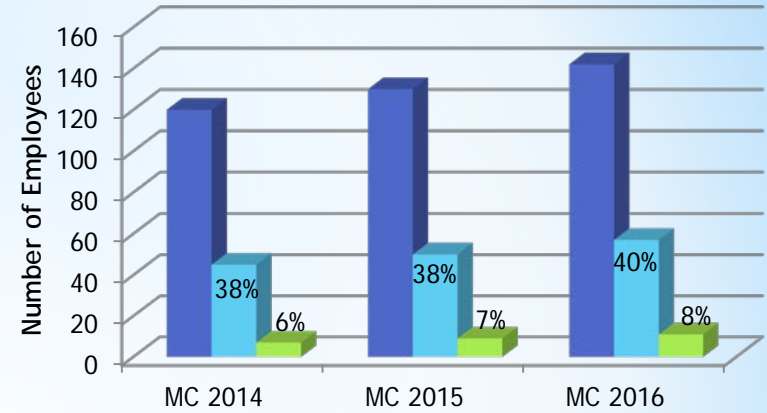


*** Classified Workforce
Districtwide**

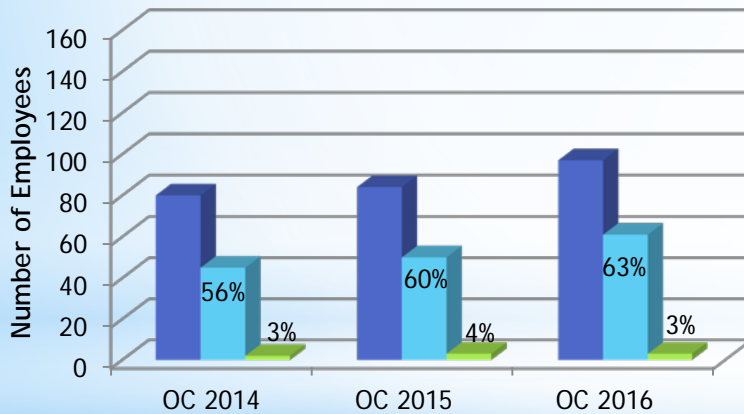
DAC Ethnicity



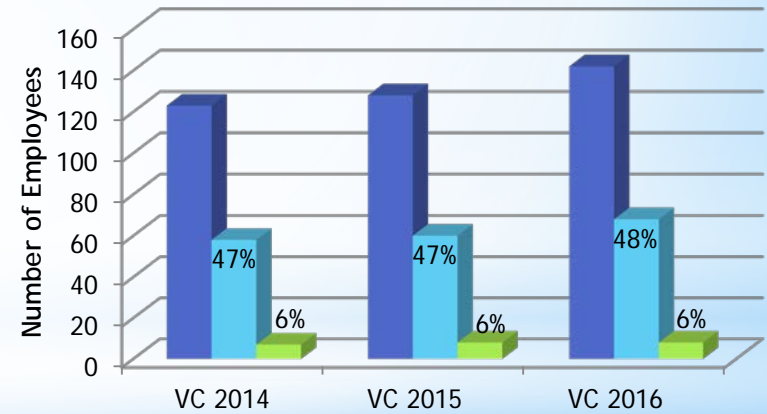
MC Ethnicity



OC Ethnicity



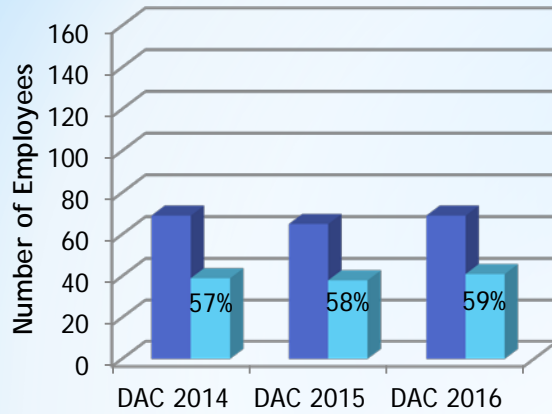
VC Ethnicity



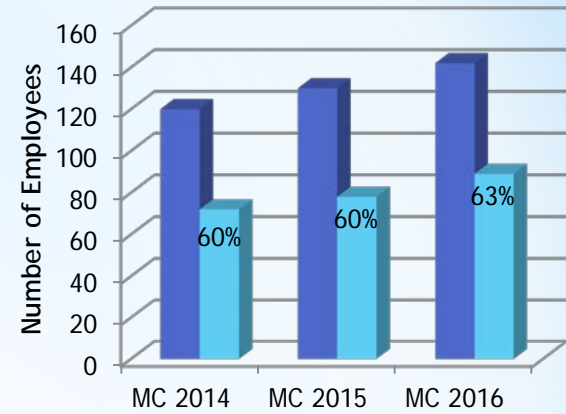
■ Total
■ Non-White
■ Not Disclosed

* Classified Workforce By Location - Ethnicity

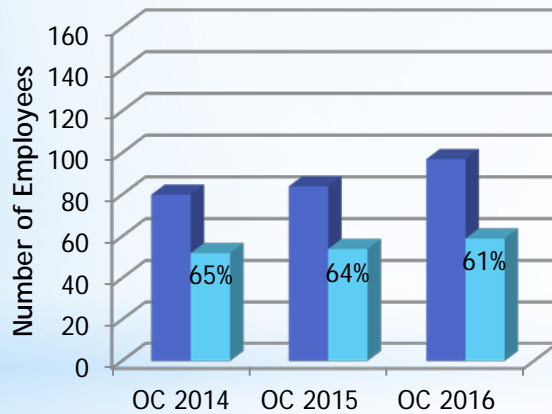
DAC Gender



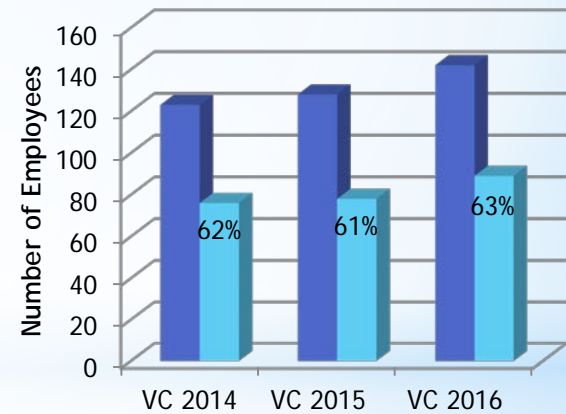
MC Gender



OC Gender



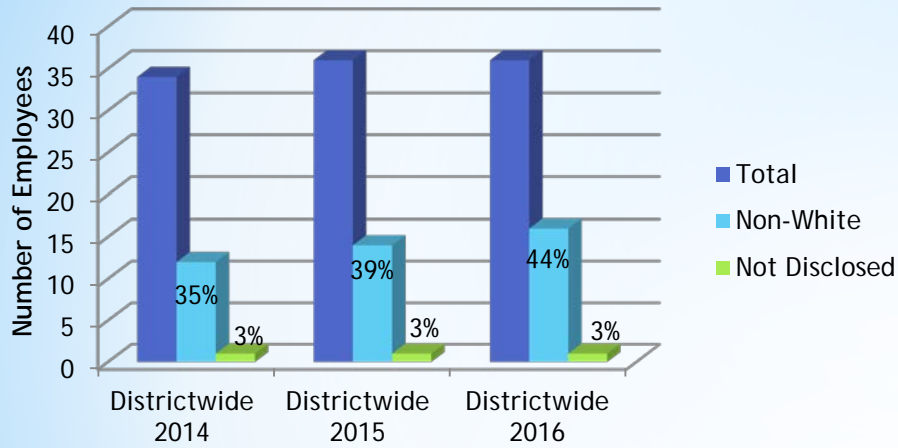
VC Gender



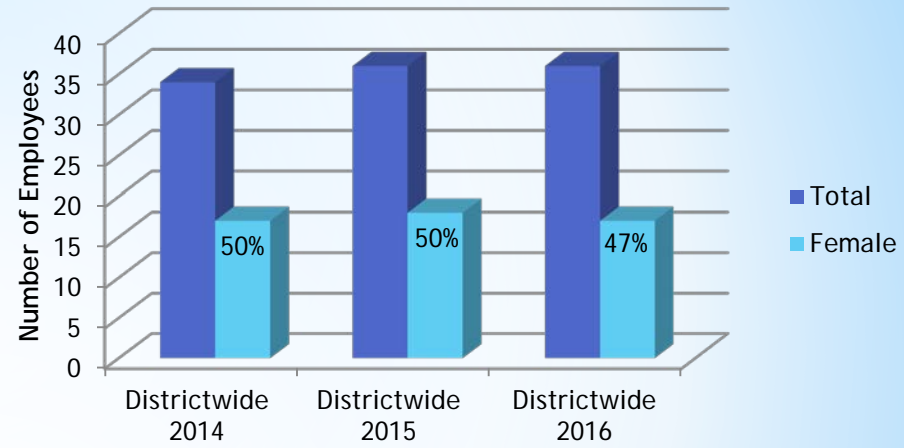
■ Total
■ Female

* Classified Workforce By Location - Gender

Ethnicity

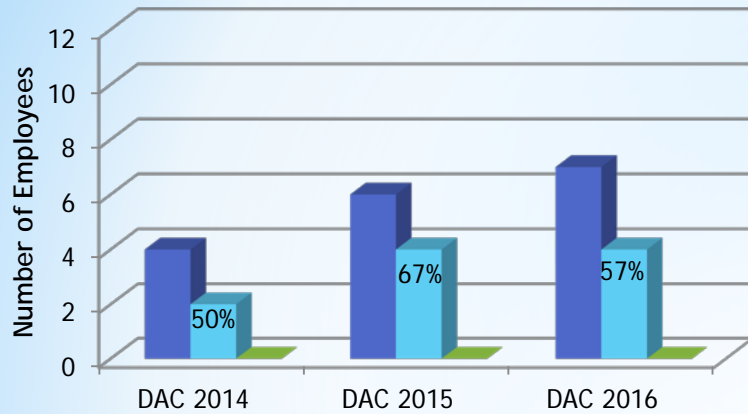


Gender

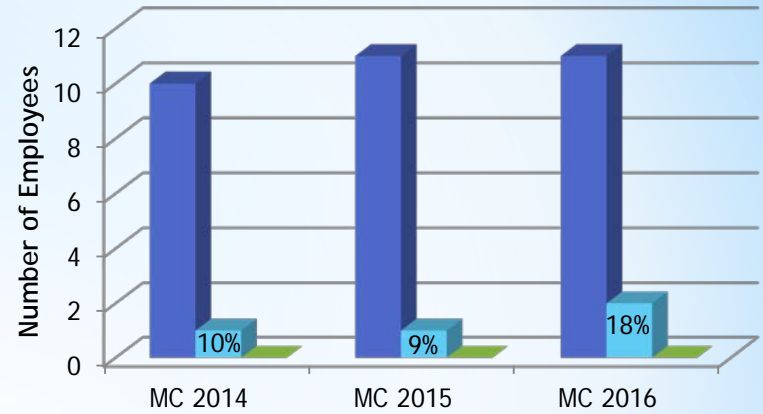


* Supervisors Workforce Districtwide

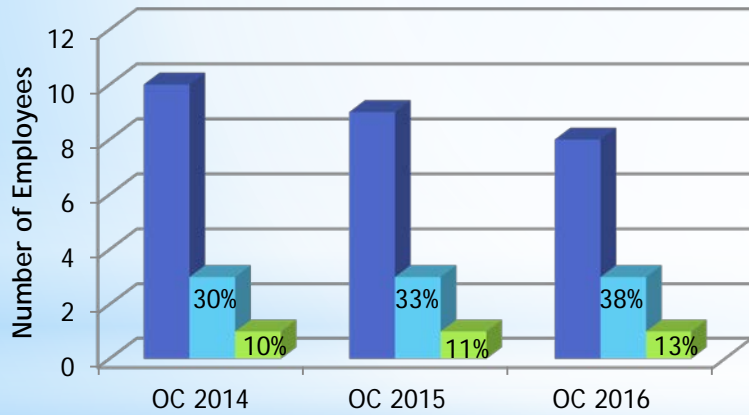
DAC Ethnicity



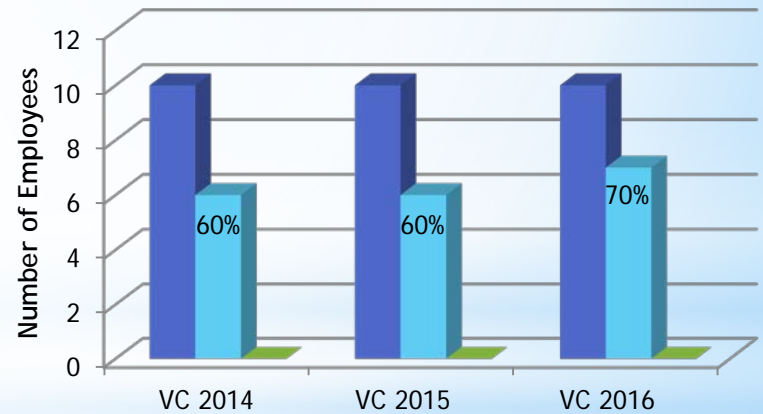
MC Ethnicity



OC Ethnicity



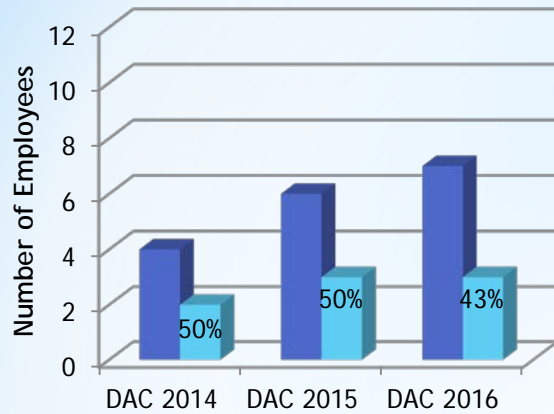
VC Ethnicity



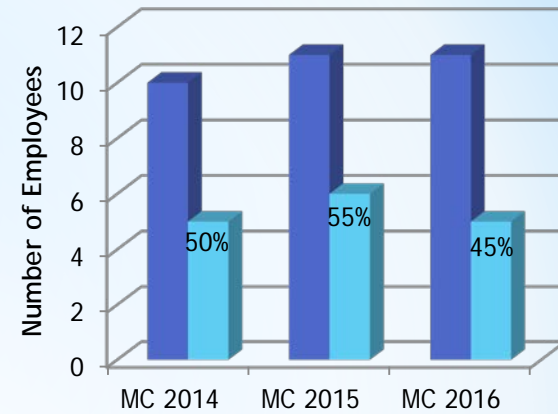
■ Total
 ■ Non-White
 ■ Not Disclosed

* Supervisors Workforce By Location - Ethnicity

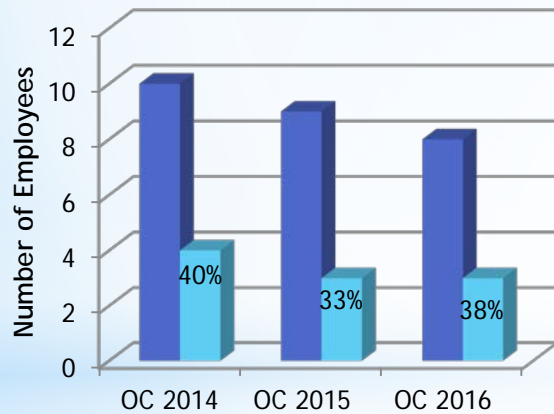
DAC Gender



MC Gender

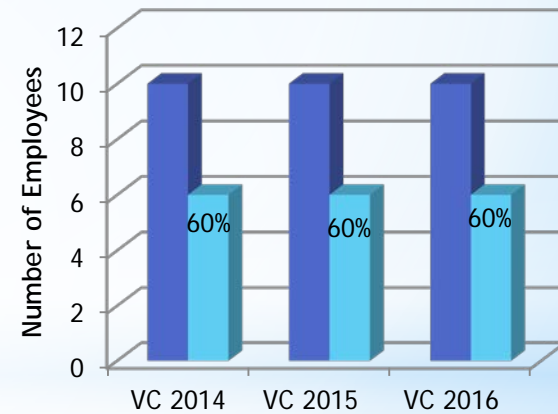


OC Gender



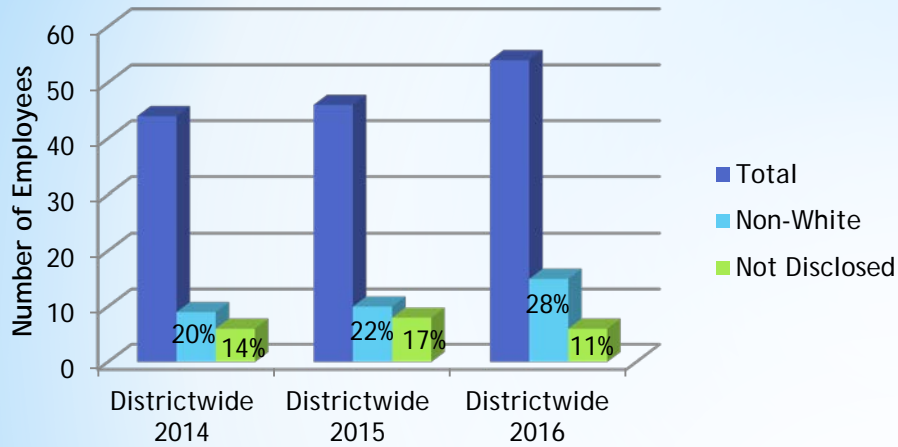
■ Total
■ Female

VC Gender

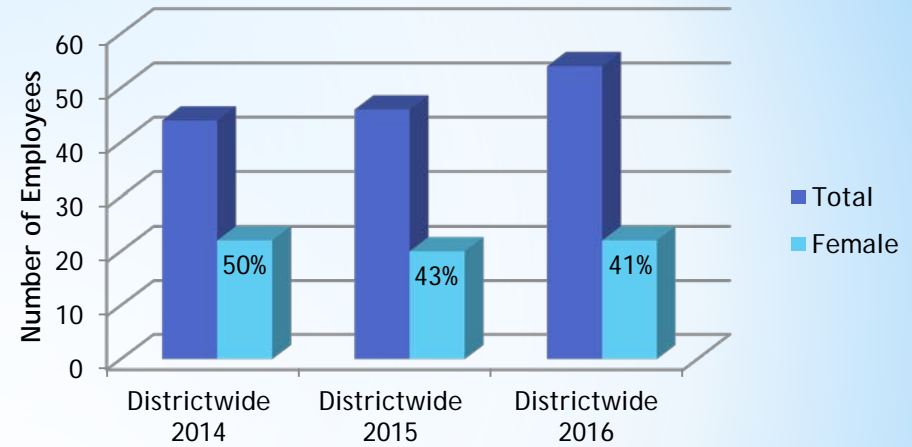


* Supervisors Workforce By Location - Gender

Ethnicity

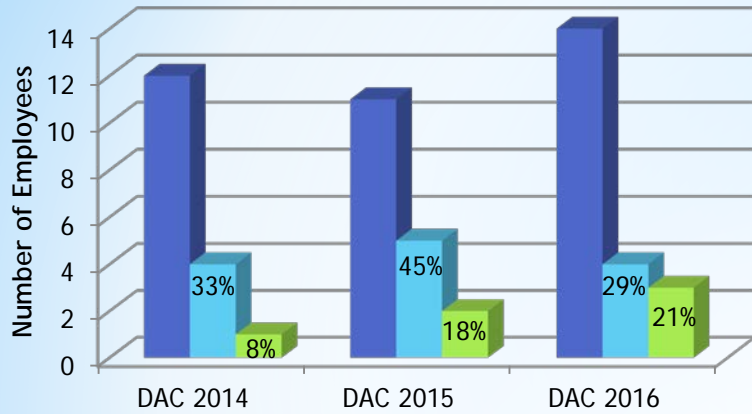


Gender

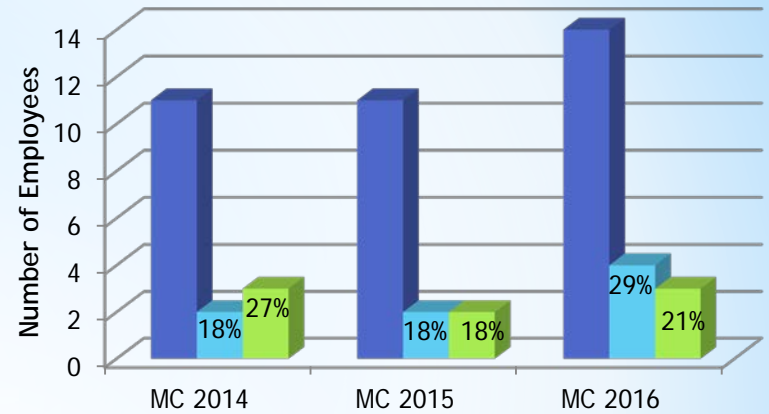


* Managers Workforce Districtwide

DAC Ethnicity

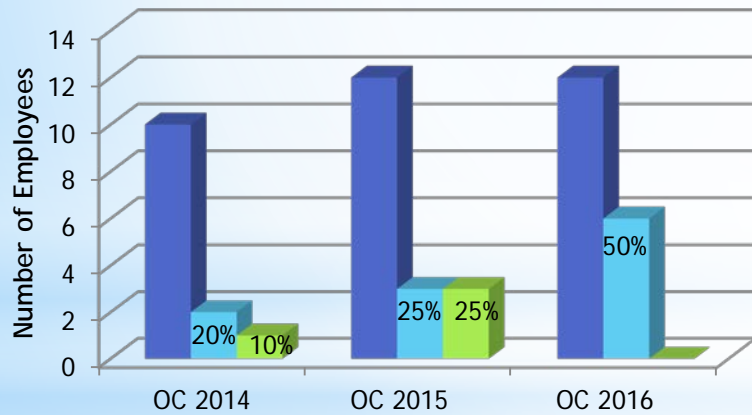


MC Ethnicity

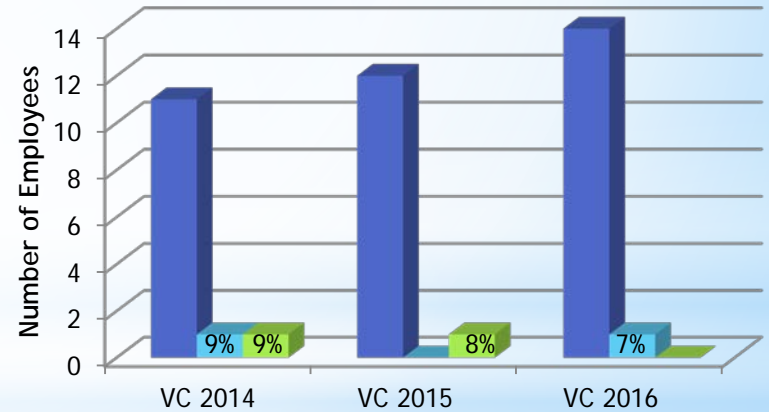


■ Total
■ Non-White
■ Not Disclosed

OC Ethnicity

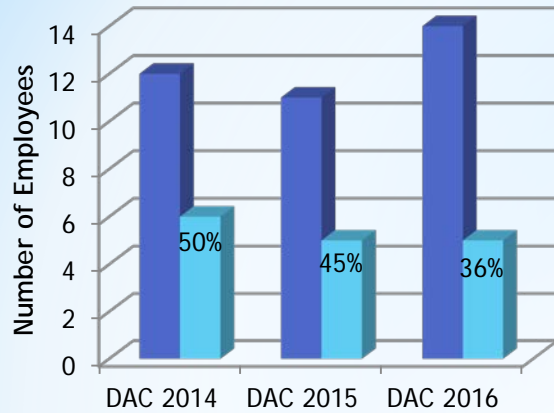


VC Ethnicity

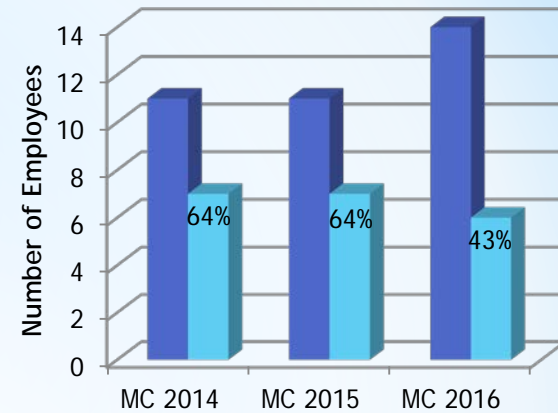


* Managers Workforce By Location - Ethnicity

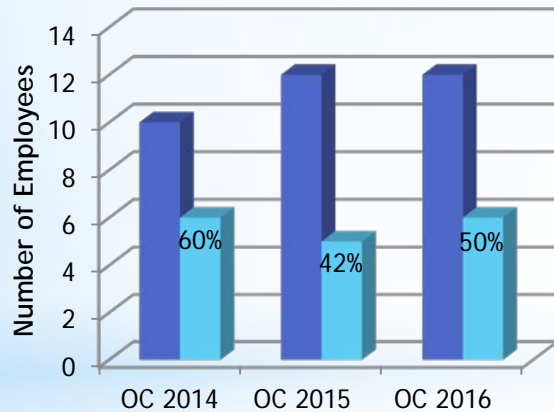
DAC Gender



MC Gender

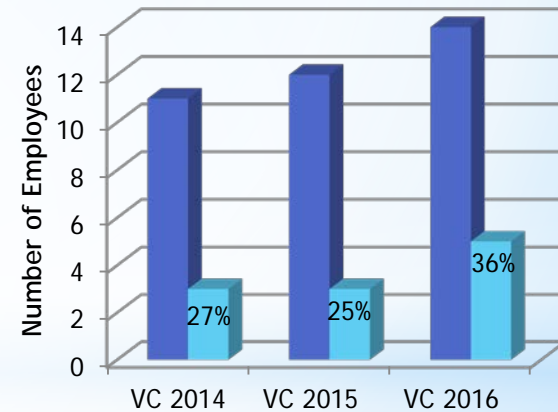


OC Gender



■ Total
■ Female

VC Gender



* Managers Workforce By Location - Gender

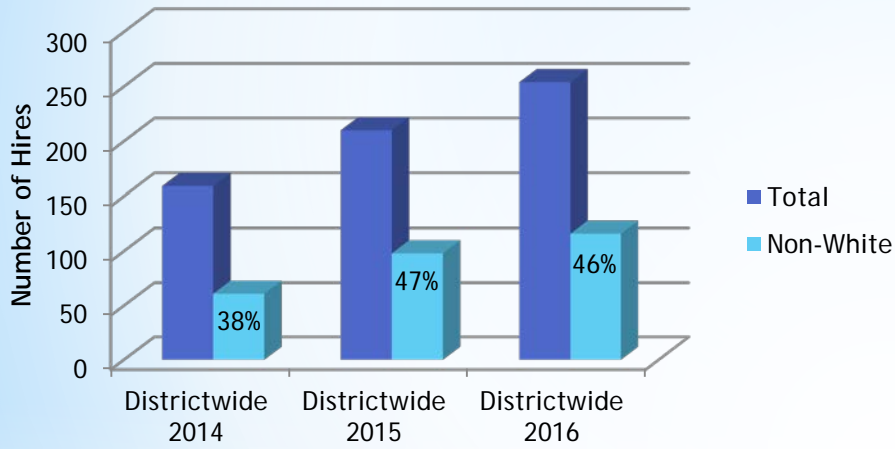
*Fall 2014 to Fall 2016

*VCCCD HIRING
DEMOGRAPHICS

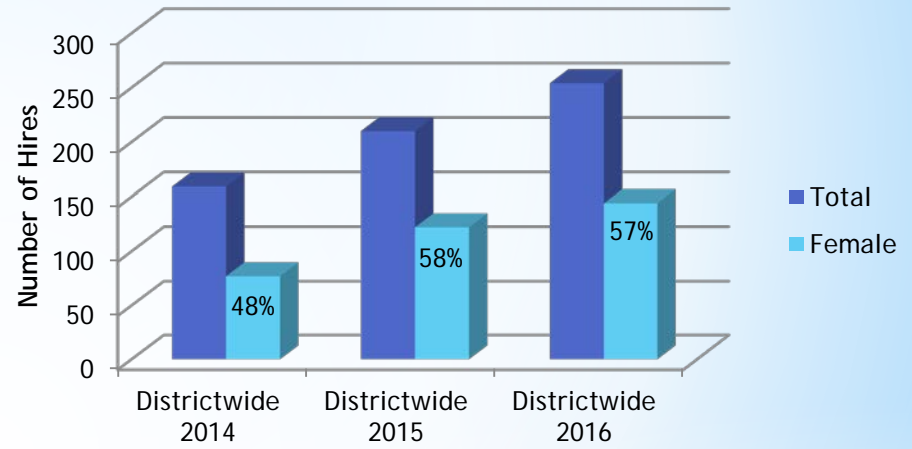
FY14 to FY16	8% increase in new non-white employees hired
FY14 to FY16	10% increase in new non-white full-time faculty hired
FY14 to FY16	28% increase in new non-white classified employees hired

*** Increase in
Non-White Employees Hired**

Ethnicity

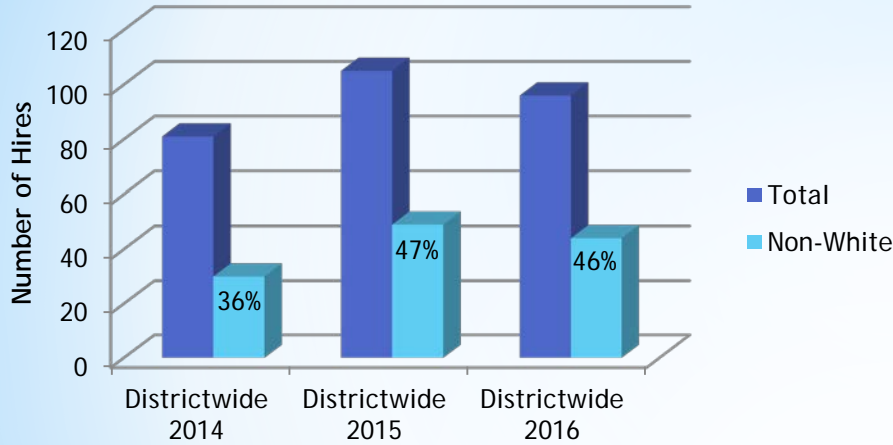


Gender

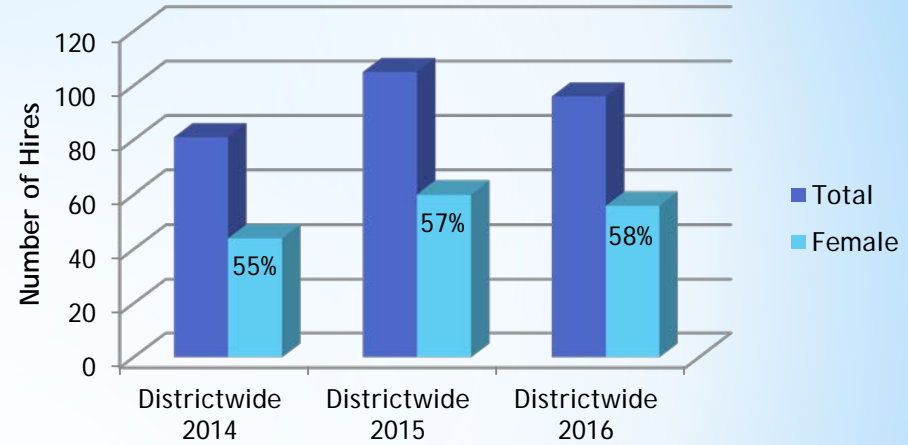


* All Hiring

Ethnicity

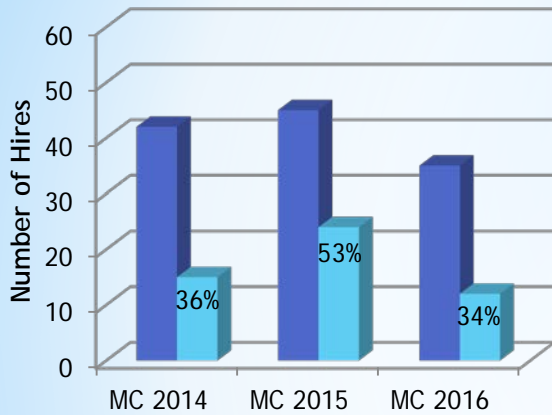


Gender

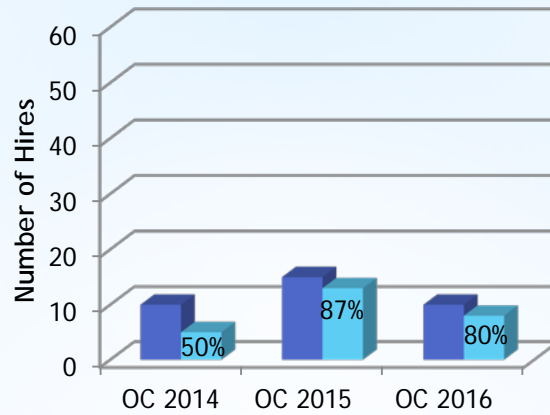


* Full-Time Faculty Hired Districtwide

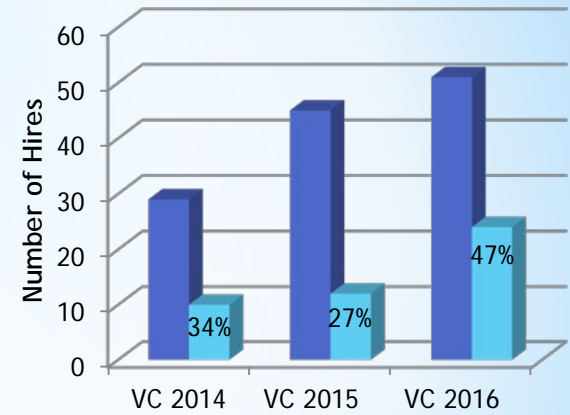
MC Ethnicity



OC Ethnicity



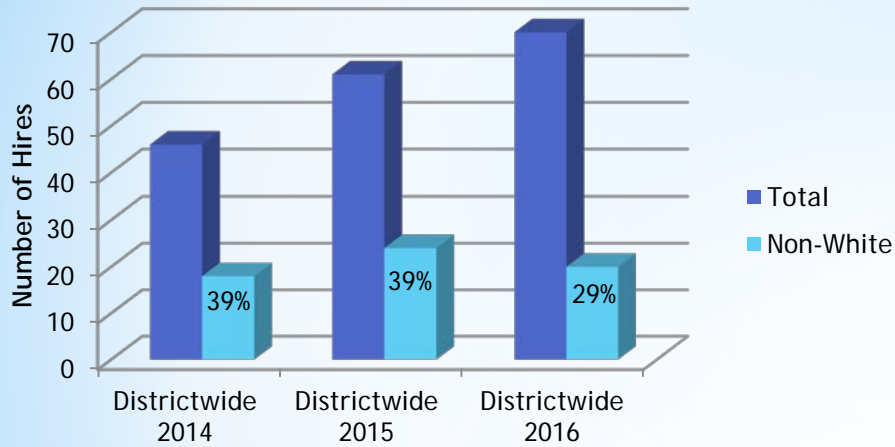
VC Ethnicity



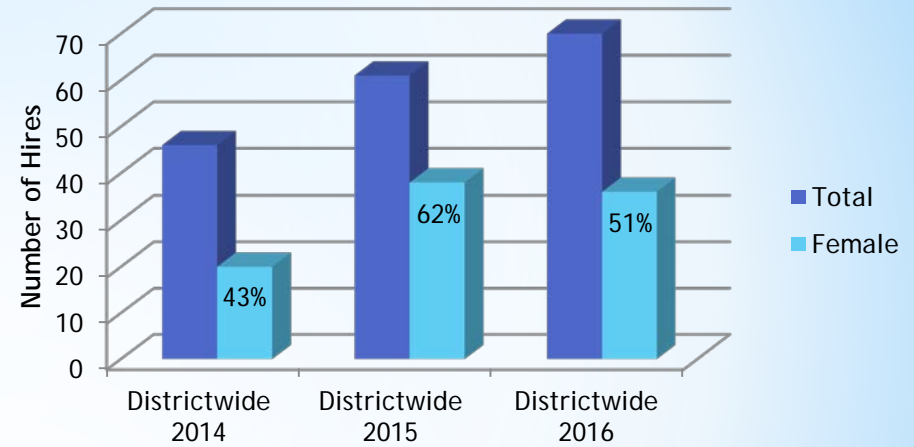
■ Total
■ Non-White

* Full-Time Faculty Hired By Location - Ethnicity

Ethnicity

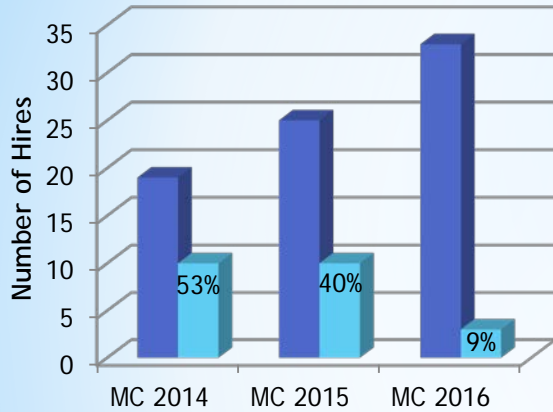


Gender

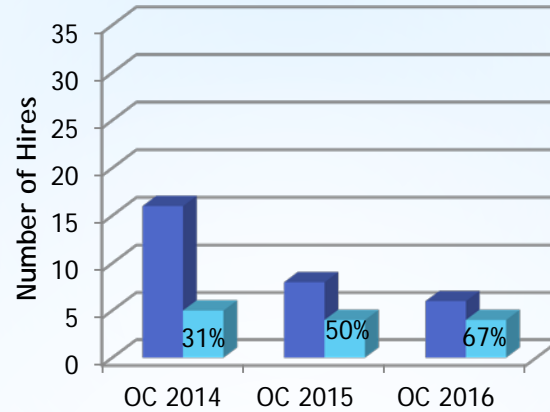


* Part-Time Faculty Hired Districtwide

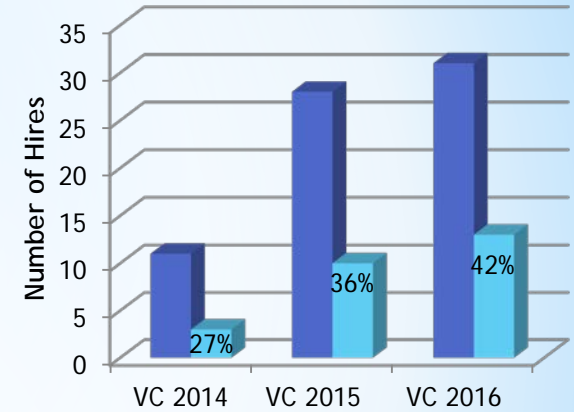
MC Ethnicity



OC Ethnicity



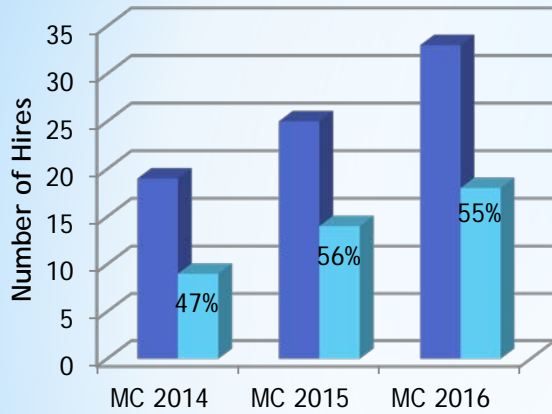
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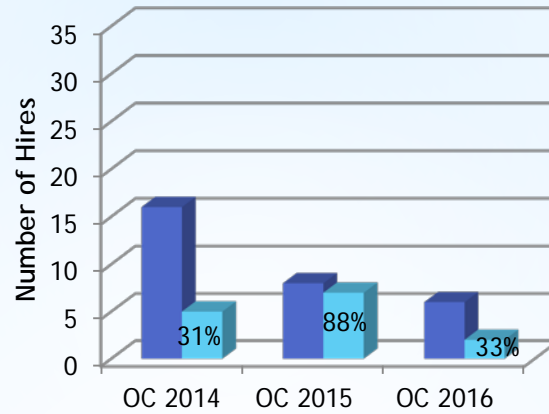
■ Total
■ Non-White

* Part-Time Faculty Hired By Location - Ethnicity

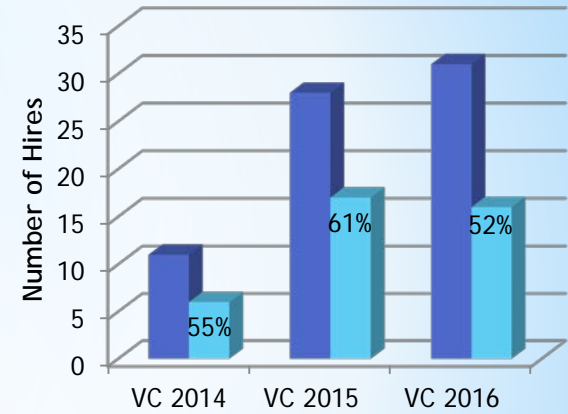
MC Gender



OC Gender



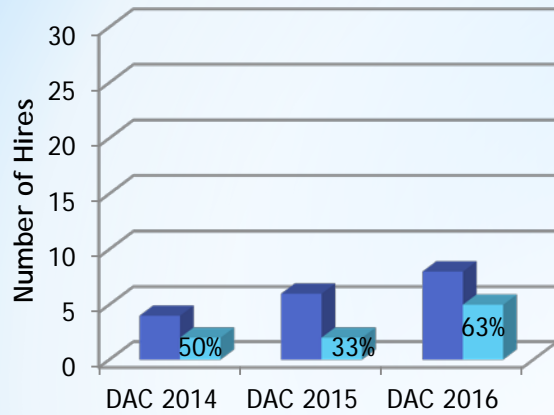
VC Gender



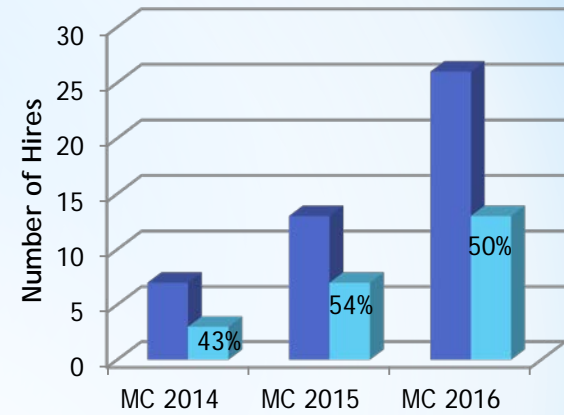
■ Total
■ Female

* Part-Time Faculty Hired By Location - Gender

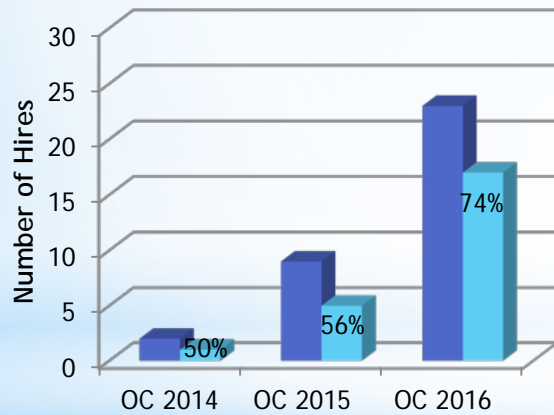
DAC Ethnicity



MC Ethnicity

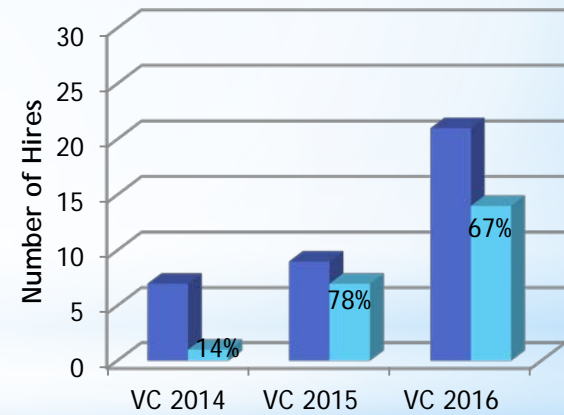


OC Ethnicity



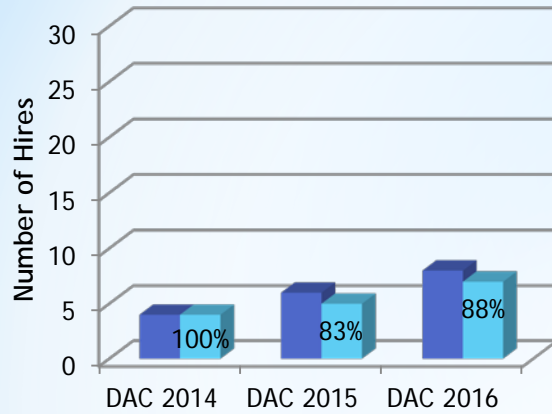
■ Total
■ Non-White

VC Ethnicity

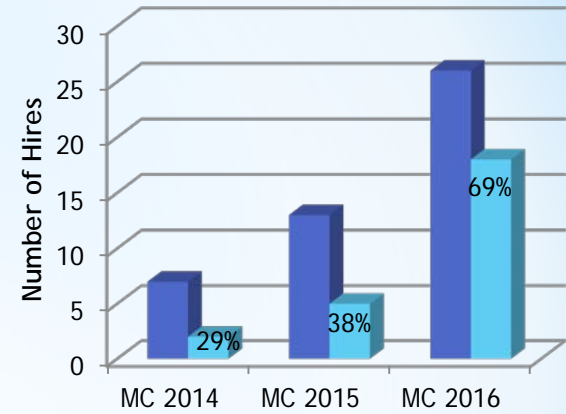


* Classified Hired
By Location - Ethnicity

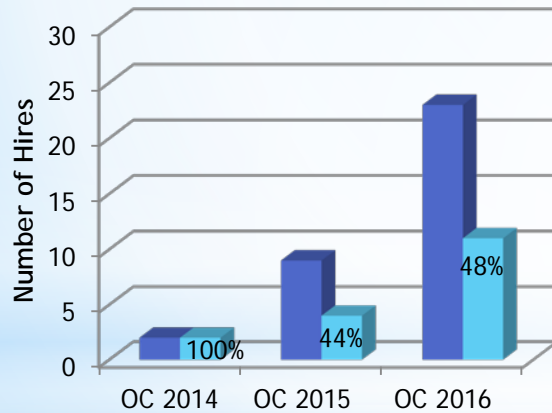
DAC Gender



MC Gender

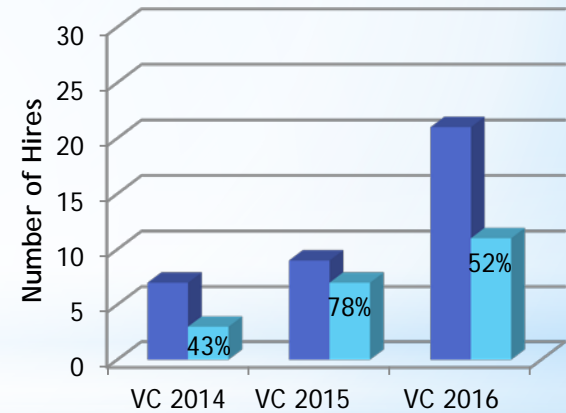


OC Gender



■ Total
■ Female

VC Gender



* Classified Hired
By Location - Gender

* Advertising and Recruiting

Our advertising efforts regularly include but are not limited to:

CCC Registry HigherEdJobs.com Craigslist.com CalJobs.ca.gov (EDD) EdJoin.com Indeed.com Insidehighered.com DiverseEducation.com	AsiansInHigherEd.com BlacksInHigherEd.com DisabledInHigherEd.com HispanicsInHigherEd.com WomenAndHigherEd.com LGBTInHigherEd.com NativeAmericansInHigherEd.com VeteransInHigherEd.com	GovernmentJobs.com LinkedIn.com ChronicleVitae.com Association of California Community College Administrators (acca.org) CommunityCollegeTimes.com Chronicle of Higher Education
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Increased outreach efforts:

FY14-15	Added diversity package to our advertising campaign; established Facebook page
FY 15-16	Hosted a booth at the CCC Registry Job Fair in Los Angeles; Dashboard
FY 16-17	Attended two VCCCD job fairs at Moorpark College and Oxnard College

Looking forward:

- * Attend more job fairs inside and outside of the District
- * Provide hiring committees with demographic information for the division for which they are hiring