

# STAFF EQUITY Annual Update

December 9, 2014  
Board of Trustees Presentation

Staff Equity  
Plan

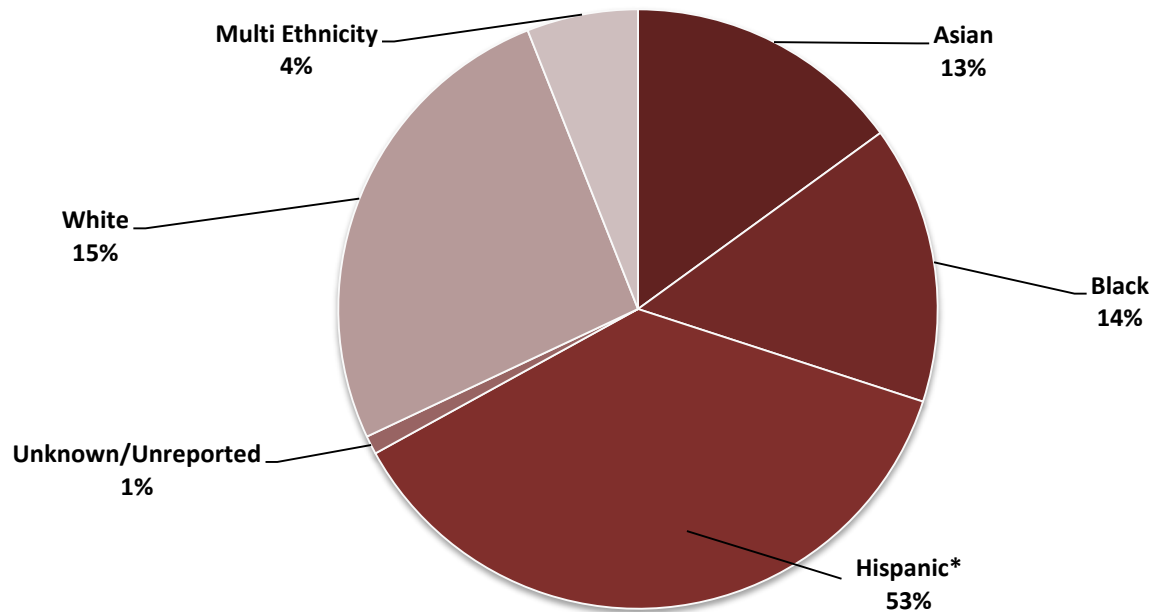
Strategic Design  
and  
Implementation

## PRESENTATION OVERVIEW

1. Student Profile
2. Hiring Demographics
3. Initiatives
4. Questions/Discussion

## 2014 STUDENT PROFILE

Ethnically and culturally diverse (23,632 students: 45% male / 55% female)



\*LBCC is designated as a Hispanic-serving institution

# Diversity Applicant Pools/Hires

2010-2011  
Fall-2014

Longitudinal  
Management  
Recruitments

	2010-2011		2011-2012		2012-2013		2013-2014		Fall-2014	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
African American	39	1	116	3	61	0	73	0	18	0
Hispanic	25	1	103	3	49	3	39	3	24	0
Asian/ Pacific Islander	19	1	49	1	32	3	14	2	13	0
Caucasian	54	5	173	12	117	3	176	7	31	7
Native American	4	0	19	0	2	1	7	0	0	0
Unknown	8	0	25	0	14	0	15	0	9	0
<b>Total</b>	<b>149</b>	<b>8</b>	<b>485</b>	<b>19</b>	<b>275</b>	<b>10</b>	<b>324</b>	<b>12</b>	<b>95</b>	<b>7</b>
<b>Total Diversity</b>	<b>58%</b>	<b>63%</b>	<b>59%</b>	<b>37%</b>	<b>57%</b>	<b>70%</b>	<b>41%</b>	<b>42%</b>	<b>63%</b>	<b>0%</b>

# Diversity Applicant Pools/Hires

2010-2011  
Fall-2014

Longitudinal  
Classified  
Recruitments

	2010-2011		2011-2012		2012-2013		2013-2014		Fall-2014	
Ethnicity	App. Pool	Hired	App. Pool	Hired	App. Pool	Hired	App. Pool	Hired	App. Pool	Hired
African American	717	1	319	0	547	2	716	12	230	6
Hispanic	944	7	429	8	732	12	859	31	380	11
Asian/ Pacific Islander	491	5	235	3	355	4	425	12	266	5
Caucasian	746	7	436	18	499	13	743	35	319	12
Native American	18	1	27	2	9	1	22	1	8	0
Unknown	189	0	72	0	142	0	201	0	70	1
<b>Total</b>	<b>3105</b>	<b>21</b>	<b>1518</b>	<b>31</b>	<b>2314</b>	<b>32</b>	<b>2966</b>	<b>91</b>	<b>1273</b>	<b>35</b>
<b>Total Diversity</b>	<b>70%</b>	<b>67%</b>	<b>67%</b>	<b>42%</b>	<b>71%</b>	<b>59%</b>	<b>68%</b>	<b>62%</b>	<b>69%</b>	<b>66%</b>

# Diversity Applicant Pools/Hires

2010-2011  
Fall -2014

Longitudinal  
Full-time Faculty  
Recruitments

	2010-11		2011-12		2012-13		2013-14		Fall 2014
Ethnicity	App Pool	Hired	App Pool	Hired	App Pool	Hired	App Pool	Hired	Hired
African American	51	0	22	0	2	0	374	1	0
Hispanic	103	3	38	1	12	1	461	5	10
Asian/ Pacific Islander	89	2	25	1	21	0	406	3	8
Caucasian	274	5	128	3	37	1	1111	6	25
Native American	6	0	3	0	1	0	56	0	0
Unknown	40	0	0	0	5	0	192	0	0
<b>Total</b>	<b>563</b>	<b>10</b>	<b>216</b>	<b>5</b>	<b>83</b>	<b>2</b>	<b>2600</b>	<b>15*</b>	<b>43*</b>
<b>Total Diversity</b>	<b>44%</b>	<b>50%</b>	<b>41%</b>	<b>40%</b>	<b>55%</b>	<b>50%</b>	<b>50%</b>	<b>60%</b>	<b>42%</b>

\* Hired from the 2013-2014  
Applicant Pool

# Diversity Applicant Pools/Hires

2010-2011  
Fall-2014

Longitudinal  
Part-time Faculty  
Recruitments

	2010-2011		2011-2012		2012-2013		2013-2014		Fall-2014	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
African American	455	6	468	6	330	15	473	26	294	13
Hispanic	548	15	442	8	398	41	426	56	280	21
Asian/ Pacific Islander	496	12	463	8	354	29	346	44	218	25
Caucasian	1404	41	1145	27	952	101	985	171	576	87
Native American	78	0	63	0	7	1	47	4	38	0
Unknown	235	0	193	0	155	0	152	0	109	0
<b>Total</b>	<b>3216</b>	<b>74</b>	<b>2774</b>	<b>49</b>	<b>2196</b>	<b>187</b>	<b>2429</b>	<b>301</b>	<b>1548</b>	<b>146</b>
<b>Total Diversity</b>	<b>56%</b>	<b>45%</b>	<b>52%</b>	<b>44%</b>	<b>57%</b>	<b>46%</b>	<b>53%</b>	<b>43%</b>	<b>56%</b>	<b>40%</b>

2009/2010 -  
 2013/2014

Management  
 Diversity

# Demographics

Management	2009/10	2010/11	2011/12	2012/13	2013/14	Current Fall 2014
African American	7.84%	13.33%	12.24%	14.00%	13.00%	11.00%
Hispanic	11.77%	20.01%	14.29%	16.00%	15.00%	14.00%
Asian/Pacific Islander	23.53%	13.33%	22.45%	21.00%	21.00%	19.00%
Caucasian	56.86%	53.33%	51.02%	49.00%	51.00%	56.00%
Native American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Total Diversity</b>	<b>43.14%</b>	<b>46.67%</b>	<b>48.98%</b>	<b>51.00%</b>	<b>49.00%</b>	<b>44.00%</b>
<b>Number Hired</b>	<b>17</b>	<b>8</b>	<b>19</b>	<b>10</b>	<b>5</b>	<b>7</b>
<b>Number of Management</b>	<b>107</b>	<b>105</b>	<b>103</b>	<b>91</b>	<b>92</b>	<b>89</b>



2009/2010 -  
 2013/2014

**Classified Staff  
 Diversity**

# Demographics

Classified	2009/10	2010/11	2011/12	2012/13	2013/14	Current Fall 2014
African American	14.55%	16.06%	14.93%	14.00%	14.00%	14.00%
Hispanic	21.83%	22.55%	21.75%	23.00%	24.00%	24.00%
Asian/Pacific Islander	16.23%	16.32%	15.14%	18.00%	18.00%	18.00%
Caucasian	45.71%	43.52%	46.70%	44.00%	42.00%	42.00%
Native American	1.68%	1.55%	1.48%	1.00%	2.00%	2.00%
<b>Total Diversity</b>	<b>54.29%</b>	<b>56.48%</b>	<b>53.30%</b>	<b>56.00%</b>	<b>58.00%</b>	<b>58.00%</b>
<b>Number Hired</b>	<b>19</b>	<b>21</b>	<b>31</b>	<b>32</b>	<b>91</b>	<b>35</b>
<b>Number of Classified</b>	<b>488</b>	<b>448</b>	<b>416</b>	<b>377</b>	<b>394</b>	<b>418</b>

2009/2010 -  
 2013/2014

Full-Time Faculty  
 Diversity

# Demographics

Full-Time Faculty	2009/10	2010/11	2011/12	2012/13	2013/14	Current Fall 2014
African American	9.38%	9.46%	9.42%	9.00%	10.00%	8.00%
Hispanic	11.15%	12.93%	12.02%	11.76%	13.00%	15.00%
Asian/Pacific Islander	11.14%	10.73%	11.36%	13.73%	13.00%	14.00%
Caucasian	67.45%	65.93%	66.23%	65.00%	63.00%	62.00%
Native American	0.88%	.95%	.97%	.51%	1.00%	1.00%
<b>Total Diversity</b>	<b>32.55%</b>	<b>34.07%</b>	<b>33.77%</b>	<b>35.00%</b>	<b>37.00%</b>	<b>38.00%</b>
Number Hired	3	10	5	2	15	43*
Number of FT Faculty	334	312	308	306	284	318

\* One faculty reinstated from re-employment list

# Demographics

2009/2010 -  
 2013/2014

Part-Time Faculty  
 Diversity

Part-Time Faculty	2009/10	2010/11	2011/12	2012/13	2013/14	Current Fall 2014
African American	5.79%	5.50%	6.56%	7.61%	7.00%	7.00%
Hispanic	13.60%	13.70%	12.65%	14.80%	15.00%	14.00%
Asian/Pacific Islander	10.09%	11.80%	10.07%	12.07%	13.00%	14.00%
Caucasian	69.85%	68.40%	70.49%	65.23%	64.00%	64.00%
Native American	0.67%	.60%	.23%	0.29%	1.00%	1.00%
<b>Total Diversity</b>	<b>30.15%</b>	<b>31.60%</b>	<b>30.02%</b>	<b>34.77%</b>	<b>36.00%</b>	<b>36.00%</b>
<b>Number Hired</b>	<b>62</b>	<b>74</b>	<b>49</b>	<b>187</b>	<b>301</b>	<b>146</b>
<b>Number of PT Faculty</b>	<b>612</b>	<b>553</b>	<b>423</b>	<b>696</b>	<b>830</b>	<b>704</b>

# Demographics

Fall - 2014

Current  
 Diversity  
 of  
 All Employee  
 Groups

Diversity	Management	Classified	Full-Time Faculty	Part-Time Faculty
African American	10	59	25	49
Hispanic	12	100	48	99
Asian/Pacific Islander	17	75	45	99
Caucasian	50	176	197	450
Native American	0	8	3	7
<b>Total Employees</b>	<b>89</b>	<b>418</b>	<b>318</b>	<b>704</b>
<b>Total Diversity</b>	<b>44%</b>	<b>58%</b>	<b>38%</b>	<b>36%</b>

Staff Equity  
Plan

# INITIATIVES

Diversity,  
Equity, and  
Inclusion  
Workplace  
Certificate  
Program



**WALKING THE TALK**

**Diversity, Equity, and Inclusion Workplace Certificate Program**

FLEX DAY - MARCH 18, 2014

WORKSHOP TITLE	WORKSHOP OVERVIEW	PRESENTERS	TIME	LOCATION

**Long Beach City College** is a diverse campus community. 83% of our student population is Latino, African American or Asian/Pacific Islander making LBCC a majority minority college. The success of all students is a priority. However, a large portion of our historically underrepresented students continue to experience disparate outcomes in completion of an AA/AS degree, certificate, or transfer to a CSU or UC. Many of our students are the first in their families to attend college and most have significant financial need – over 70% qualify for Pell Grants or Board of Governor fee waivers. Our students, however, come to us anxious to learn and to make better lives for themselves and their families.

**Building an environment** that supports diversity, and advances equity and inclusion into the mainstream requires the active participation of everyone on campus. Come join us in this exciting and valuable professional development program, which is designed to enhance our employee's skills and at the same time create an environment that is progressive and proactive in the support of closing student achievement gaps. Help us strengthen the richness of our community.

**The Not for Credit Certificate Program consists of a series of core topic areas:**

Differing Abilities  
Ethnicity and Culture  
Privilege

Sexism/Heterosexism, Ageism  
Socioeconomics  
Veterans

Diversity,  
Equity, and  
Inclusion  
Workplace  
Certificate  
Program

## Two Goals

- To provide educational opportunities to all employees in an ongoing effort to support the College's diverse student population and, ultimately, promote the students' educational progress and achievement.
- To provide educational opportunities to all employees that creates a knowledgeable and collegial environment for the diversity of our employees.

Diversity,  
Equity, and  
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**WALKING THE TALK**



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FLEX DAY - MARCH 18, 2014

WORKSHOP TITLE	WORKSHOP OVERVIEW	PRESENTERS	TIME	LOCATION
<b>White Privilege Revisited</b>	White Privilege Revisited" is a follow-up discussion to the "What's Privilege Got to Do with It?" Flex Day Fall 2012 Conference presentation. While White Privilege is a very real phenomenon, in the social science literature and in everyday social life there are varying experiences of whiteness. This panel discussion will consider sociological, economic, and historical perspectives on whiteness and white privilege. Time for discussion will be integrated into this activity.	<ul style="list-style-type: none"> <li>• <b>Geetha Rajaram</b> Assistant Professor, Economics</li> <li>• <b>Julian DeGaudio</b> Professor, History</li> <li>• <b>Erika Gutierrez</b> Adjunct Faculty, Sociology</li> <li>• <b>Janét Hund</b> Professor, Sociology (Facilitator)</li> </ul>	9:30 - 11:00 AM	T1317
<b>Demystifying Autism - Spectrum Disorders</b>	Participants will be provided an in-depth perspective on a series of commonly misunderstood issues related to Autism and individuals managing these issues. A panel discussion, including students, faculty, and professionals from the community who specialize in working within this field will present an overview of how they have addressed these issues, offer strategies for effectively accommodating individuals with Autism and provide additional resources for empowering individuals with Autism in the learning environment. Participants will also have the opportunity to ask questions and dialogue with the panel.	<ul style="list-style-type: none"> <li>• <b>Ava Tehrani</b> CIP Long Beach</li> <li>• <b>Joyce Geib</b> Long Beach School of Adults</li> <li>• <b>Marlene Martin</b> Real Connections Child Development Institute</li> <li>• <b>Colleen Mock</b> Harbor Regional Center</li> <li>• <b>Eliza Wilson</b> Student</li> <li>• <b>Patricia Hayes</b> DSPPS Counselor</li> </ul> <p><b>Organizer/Moderator:</b> Eric Borin <b>Facilitator/Content Expert:</b> Shauna Hagemann</p>	9:30 - 10:50 AM	T1100



Diversity,  
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Inclusion  
Workplace  
Certificate  
Program



# WALKING THE TALK

## Diversity, Equity, and Inclusion Workplace Certificate Program

FLEX DAY - MARCH 18, 2014

WORKSHOP TITLE	WORKSHOP OVERVIEW	PRESENTERS	TIME	LOCATION
<b>LBGTQ - Safe Zone</b>	Participants will learn how to be an ally for Lesbian Gay Bisexual Transgendered Queer (LBGTQ) students and staff, and how to provide support and resources, particularly through the "Coming Out" process. Participants of the program will be able to post the "Safe Zone" label in their workstation or office to identify themselves as a resource.	<ul style="list-style-type: none"> <li>• <b>Maya Cardenas, MS,</b> Counseling, Student Development in Higher Education Student Life Coordinator</li> <li>• <b>Suzanne Perucci,</b> PCC Student Council Chair, Director of Communications for the Student Senate of California Community Colleges, Spectrum Caucus</li> </ul>	3:00 - 4:20 PM	T1333
<b>Veterans to Vikings</b>	The Veterans to Vikings workshop will explore the demographic profile of the military veterans that are students at LBCC. The workshop will also provide an overview of services provided to Veterans at LBCC and other higher education institutions in California. A panel of student veterans has been invited to answer audience questions.	<ul style="list-style-type: none"> <li>• <b>Erika Gutierrez</b> Veterans' Advisor</li> <li>• <b>James Martinez</b> Veterans' Certifying Official</li> <li>• <b>Military Veterans' Student Panel</b></li> </ul>	8:00 - 9:20 AM	T1333

Diversity,  
Equity, and  
Inclusion  
Workplace  
Certificate  
Program



**WALKING THE TALK**



**Diversity, Equity, and Inclusion Workplace Certificate Program**

FLEX DAY - MARCH 18, 2014

WORKSHOP TITLE	WORKSHOP OVERVIEW	PRESENTERS	TIME	LOCATION
<b>Responding to a Student in Crisis</b>	Learn ways to promote safety and contribute to student success by recognizing, and/or handling conflict situations and classroom disruptions.	<ul style="list-style-type: none"> <li><b>Anita Gibbins, MSW</b> Director of Student Life and Student Health Services</li> <li><b>Connie Sears</b> Dean of Student Affairs, Kinesiology, Health and Athletics</li> </ul>	8:00 - 9:20 AM	T1337

<b>Understanding Diversity and the Sensitivities of Muslim Students</b>	This workshop will allow our faculty and staff to understand the diversity and the sensitivities of our Muslim student population. Muslim students come from various backgrounds, languages, and cultures. They are also a very large minority in California. Therefore, it is essential that we understand them as a rich and growing segment of society. This workshop will address myths about Islam and Muslims in general.	<ul style="list-style-type: none"> <li><b>Dr. Tahir Aziz</b> Professor, Computer Office Studies</li> </ul>	1:30 - 2:50 PM	T1310
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Diversity,  
Equity, and  
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Workplace  
Certificate  
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**WALKING THE TALK**



**Diversity, Equity, and Inclusion Workplace Certificate Program**

FLEX DAY - MARCH 18, 2014

WORKSHOP TITLE	WORKSHOP OVERVIEW	PRESENTERS	TIME	LOCATION
<b>DSPS 2.0 - Your College Resource for Accommodations &amp; Access Services</b>	Gain a more extensive knowledge of the operation and methods of service provision for students with disabilities through Disabled Students Programs & Services (DSPS). Opportunity will be provided for all to share and learn from experiences regarding best practices in serving our student population.	<ul style="list-style-type: none"> <li>Eric Borin</li> <li>Dan <u>Hansch</u></li> </ul>	8:00 - 9:20 AM	T1300

Sponsored by The Staff Equity Committee in conjunction with Faculty Professional Development and the Human Resources Department

Staff Equity  
Plan  
Initiative

**FACULTY  
INTERNSHIP  
PROGRAM**

Faculty  
Internship  
Program

2010-2013

- 23 Program Graduates
- 78% Intern Diversity
- 61% Part-time Faculty Hire Rate

Staff Equity Plan  
Initiative

2014/2015  
Faculty  
Internship  
Program

Mentor:  
Anthony Starros

## Melissa Berry - English



Discipline	Degree	Institution
English	Bachelor of Arts	UC Santa Cruz
English	Master of Arts	CSU Long Beach

Staff Equity Plan  
Initiative

2014/2015  
Faculty  
Internship  
Program

Mentor:  
Natalie Burgess

## Noelle Falcis - English



Discipline	Degree	Institution
English	Bachelor of Arts	UC Irvine
English	Master of Fine Arts	Antioch University

Staff Equity Plan  
Initiative

2014/2015  
Faculty  
Internship  
Program

Mentor:  
Paul Savoie

## Rihao Gao – Political Science



Discipline	Degree	Institution
Political Science	Bachelor of Science	USC
Political Science	Master of Science	CSU Fullerton



Staff Equity Plan  
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2014/2015  
Faculty  
Internship  
Program

Mentor:  
Dr. Steven  
Wallech

## Matthew Hacholski - History



Discipline	Degree	Institution
History	Bachelor of Science	Chapman University
World History	Master of Arts	Columbia University

Staff Equity Plan  
Initiative

2014/2015  
Faculty  
Internship  
Program

Mentor:  
Christopher  
Davidson

## Holly Schiefelbein – Biology



Department	Degree	Institution
Biology	Bachelor of Arts	Washington State
Biology	Master of Arts	CSU Long Beach

Staff Equity Plan  
Initiative

2014/2015  
Faculty  
Internship  
Program

Mentor:  
Dr. Adrian  
Novotny

## Sonja Ulrich - Anthropology



Discipline	Degree	Institution
Anthropology	Bachelor of Arts	CSU Dominguez Hills
Anthropology	Master of Arts	CSU Long Beach

Staff Equity Plan  
Initiative

2014/2015  
Faculty  
Internship  
Program

Mentor:  
Dr. Steven  
Wallech

## Claribel Valdovinos - History



Discipline	Degree	Institution
Chicano Studies	Bachelor of Arts	CSU Long Beach
Latin American Studies	Master of Arts	UCLA

Staff Equity Plan  
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2014/2015  
Faculty  
Internship  
Program

Mentor:  
Bhagi Anand

## Derrick Vu - Mathematics



Discipline	Degree	Institution
Electrical Engineering	Bachelor of Science	UC Irvine
Applied Math	Master of Arts	CSU Long Beach

# February 8, 2014

## Improve Your Marketability Seminar



Spring Seminar – February 7, 2015

# Questions