SDCCD Quarterly Diversity Update

Will Surbrook, Vice Chancellor Human Resources
Gail Conrad, Acting Vice Chancellor Student Services
Board of Trustees Meeting – August 22, 2013
Objectives

• Review of Students and Service Area Diversity
  *Fall 2012 Comparison*

• Review Implementation of Board Policy 7100
  Cultural Competency

• Review of Workforce Demographics
  *December 2012 - March 2013*

• Review of District Contract Hiring previous Quarter
  *April – July 2013*
**Student Ethnicity Highlights**

- In Fall 2012, the District had a steady growth of Latino students throughout the campuses of 1-2% since Fall 2011, matching our local service area of 32%.

- City College has our largest population of Latino students at 45%.

- In Fall 2012, the African-American student population has remained constant since Fall 2011, but higher than our local service area of 5%.
Ethnicity of Local Service Area

- White: 49%
- Latino: 32%
- Asian/Pacific Islander: 11%
- African American: 5%
- American Indian or Alaska Native: 1%
- Two or More Races: 3%
<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>City College</th>
<th>Mesa College</th>
<th>Miramar College</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>12%</td>
<td>7%</td>
<td>5%</td>
</tr>
<tr>
<td>American Indian</td>
<td>0%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Asian/Pacific Islander</td>
<td>7%</td>
<td>14%</td>
<td>15%</td>
</tr>
<tr>
<td>Filipino</td>
<td>3%</td>
<td>4%</td>
<td>9%</td>
</tr>
<tr>
<td>Latino</td>
<td>45%</td>
<td>30%</td>
<td>22%</td>
</tr>
<tr>
<td>White</td>
<td>25%</td>
<td>35%</td>
<td>39%</td>
</tr>
<tr>
<td>Other</td>
<td>5%</td>
<td>6%</td>
<td>6%</td>
</tr>
<tr>
<td>Unreported</td>
<td>3%</td>
<td>4%</td>
<td>9%</td>
</tr>
</tbody>
</table>

City College: 5% Other, 12% African American, 0% American Indian, 7% Asian/Pacific Islander, 3% Filipino, 45% Latino, 25% White, 3% Unreported

Mesa College: 6% Other, 7% African American, 0% American Indian, 14% Asian/Pacific Islander, 4% Filipino, 30% Latino, 35% White, 4% Unreported

Miramar College: 6% Other, 5% African American, 1% American Indian, 15% Asian/Pacific Islander, 9% Filipino, 22% Latino, 39% White, 9% Unreported
Fall 2012 Students by Ethnicity

**Districtwide**
- African American: 8%
- American Indian: 0%
- Asian/Pacific Islander: 13%
- Filipino: 2%
- Latino: 32%
- White: 33%
- Other: 2%
- Unreported: 8%

**Continuing Ed**
- African American: 8%
- American Indian: 0%
- Asian/Pacific Islander: 13%
- Filipino: 2%
- Latino: 32%
- White: 33%
- Other: 2%
- Unreported: 8%

**All Colleges**
- African American: 8%
- American Indian: 0%
- Asian/Pacific Islander: 12%
- Filipino: 5%
- Latino: 33%
- White: 33%
- Other: 5%
- Unreported: 4%

**Districtwide**
- African American: 8%
- American Indian: 0%
- Asian/Pacific Islander: 13%
- Filipino: 4%
- Latino: 33%
- White: 33%
- Other: 4%
- Unreported: 5%
Fall 2012 Students by Age

Highlights

• As to be expected our district is not reflective of the local service area in age

• Over 50% of students in the colleges are in the 18-24 age group
Fall 2012 Students by Gender

Highlights

• Students continue to be predominately female, slightly higher than our local service area

• The exception is Miramar College due to the academies

• Continuing Education has the highest percentage of female students
Fall 2012 Students by Gender

- **Continuing Education**
  - Male: 35%
  - Female: 64%

- **All Colleges**
  - Male: 49%
  - Female: 51%

- **Service Area**
  - Male: 50%
  - Female: 50%

- **Districtwide**
  - Male: 44%
  - Female: 56%
Staff Ethnicity Highlights

• Spring of 2009, an EEO Plan Committee was created via shared governance to revise the SDCCD EEO Plan.

• The SDCCD EEO Plan was published in 2010 as a foundation for advancing and enhancing Equity, Diversity and Cultural Competency.

• **Comparison of Districtwide Workforce Diversity**
Comparison of Districtwide Workforce Diversity
Ethnicity of Local Service Area Based on the 2010 County Census

- White: 49%
- Latino: 32%
- Asian/Pacific Islander: 11%
- Black or African American: 5%
- American Indian or Alaska Native: 1%
- Two or More Races: 3%
San Diego County & Districtwide Workforce – Gender

San Diego County 2010 Census

- Female: 1,541,634 (49.8%)
- Male: 1,553,679 (50.2%)

2013 Staff Gender Districtwide

- Female: 2,402 (56.1%)
- Male: 1,883 (43.9%)

March 2013
San Diego County & SDCCD EEO Data - Ethnicity

<table>
<thead>
<tr>
<th>Category</th>
<th>2010 Census</th>
<th>Districtwide 12/31/2012</th>
<th>Districtwide 03/31/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>1,500,047 (48.5%)</td>
<td>2,128 (51.4%)</td>
<td>2,170 (50.6%)</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>6,715 (0.2%)</td>
<td>12 (0.3%)</td>
<td>12 (0.3%)</td>
</tr>
<tr>
<td>Asian</td>
<td>146,600 (4.7%)</td>
<td>387 (9.3%)</td>
<td>405 (9.5%)</td>
</tr>
<tr>
<td>Hispanic</td>
<td>991,348 (32%)</td>
<td>707 (17.1%)</td>
<td>764 (17.8%)</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
<td>328,058 (10.6%)</td>
<td>496 (12%)</td>
<td>500 (11.7%)</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>13,504 (0.4%)</td>
<td>12 (0.3%)</td>
<td>12 (0.3%)</td>
</tr>
<tr>
<td>Unknown/Non-Respondent</td>
<td>14,098 (0.5%)</td>
<td>20 (0.5%)</td>
<td>24 (0.6%)</td>
</tr>
</tbody>
</table>
Newly Hired Staff/Faculty

April – July 2013
All New Hires (External / Internal)
Gender and Ethnicity
April – July 2013

- Male: 9 (75%)
- Female: 3 (25%)
- American Indian or Alaska Native: 0 (0%)
- Asian: 2 (16.7%)
- Native Hawaiian or Other Pacific Islander: 0 (0%)
- Hispanic: 3 (25%)
- Black or African American: 3 (25%)
- Unknown/Non-Respondent: 0 (0%)
- Two or More Races: 0 (0%)
- White: 4 (33.3%)