



SDCCD Quarterly Diversity Update

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

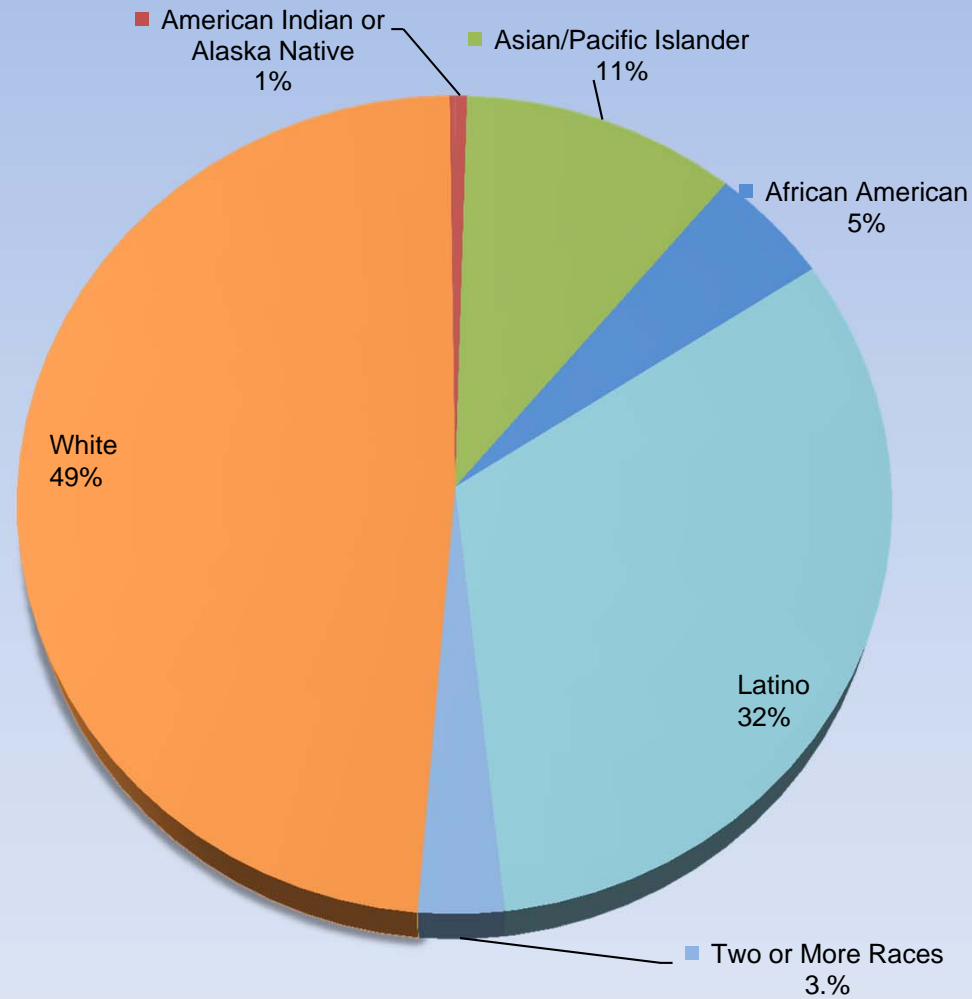
Objectives

- Review of Students and Service Area Diversity
Fall 2012 Comparison
- Review Implementation of Board Policy 7100
Cultural Competency
- Review of Workforce Demographics
December 2102 - March 2013
- Review of District Contract Hiring previous Quarter
April – July 2013

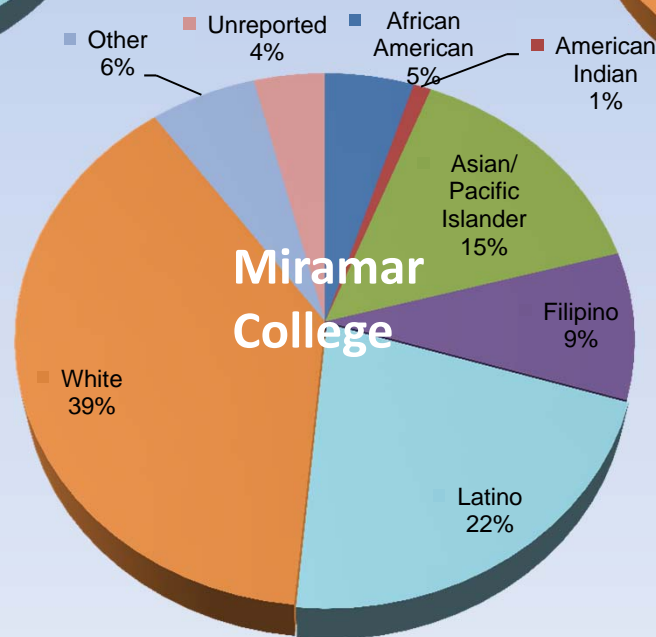
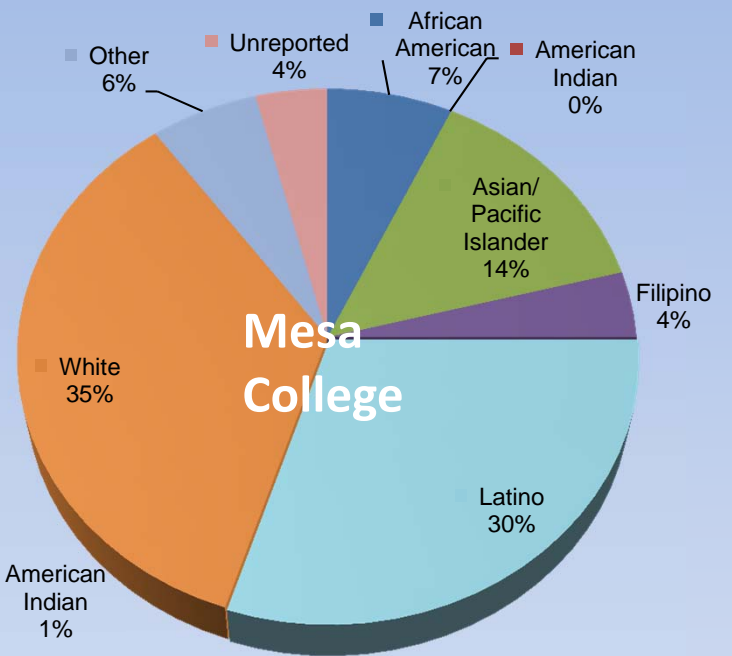
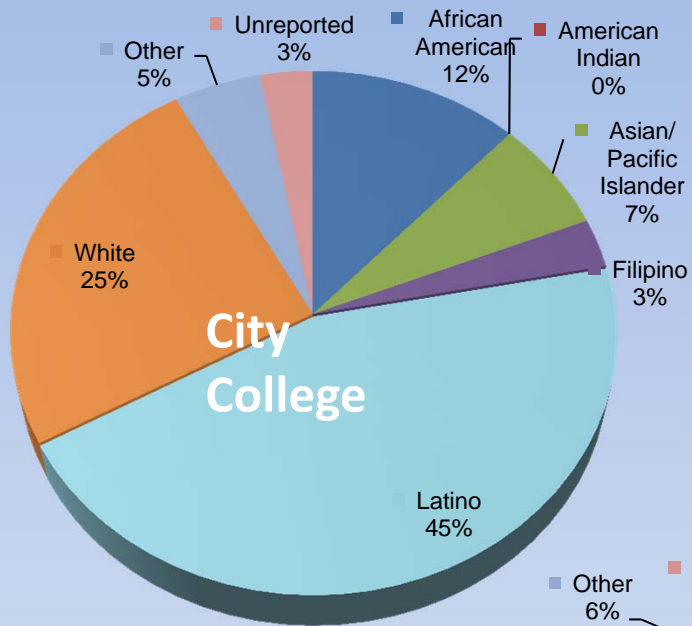
Student Ethnicity Highlights

- 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%

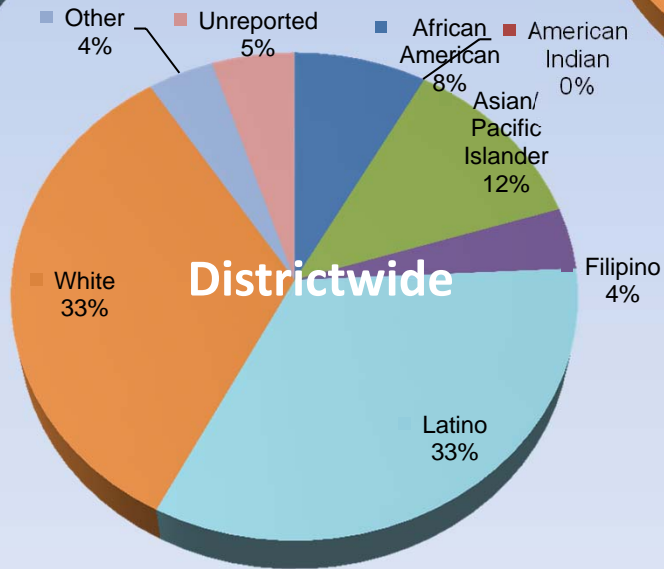
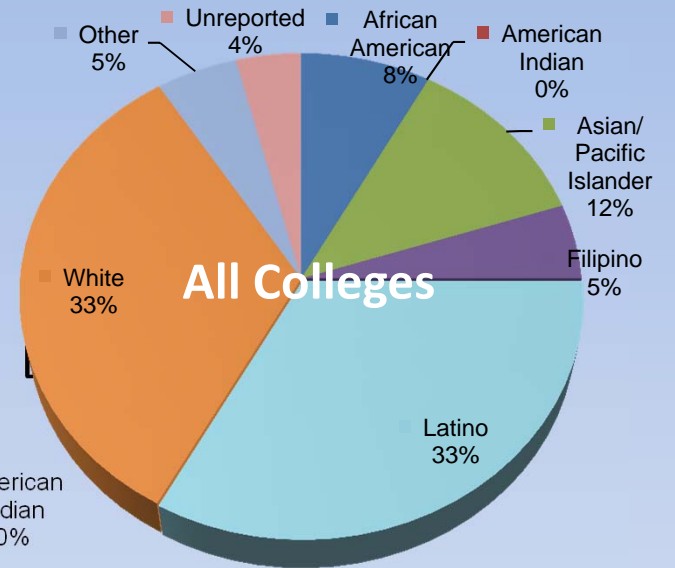
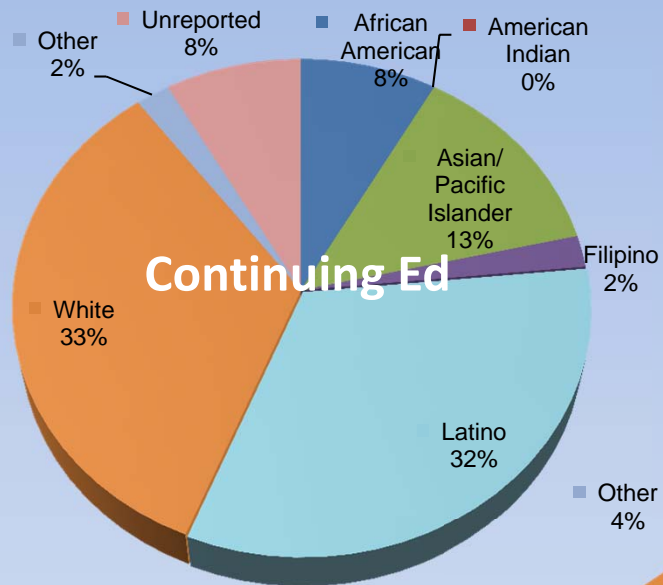
Ethnicity of Local Service Area



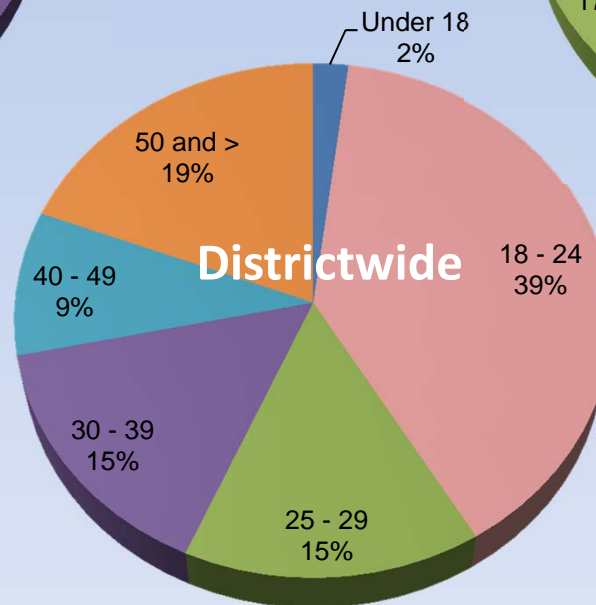
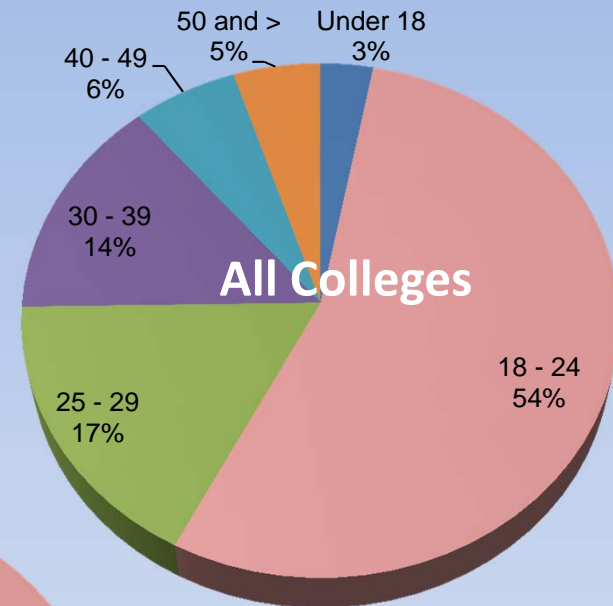
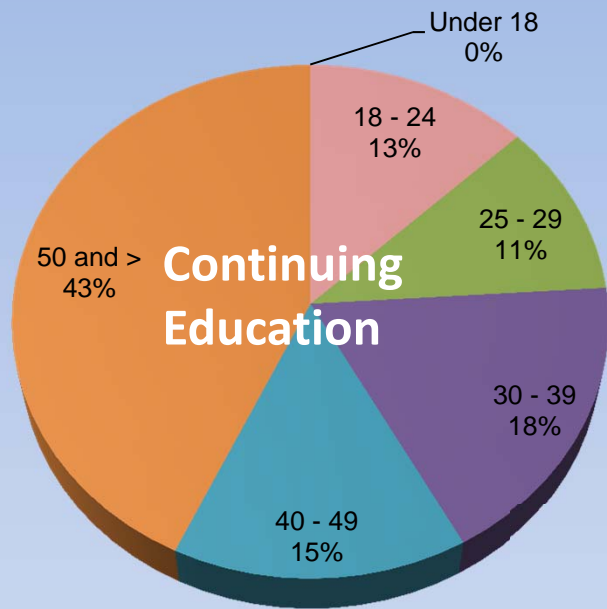
Fall 2012 Students by Ethnicity



Fall 2012 Students by Ethnicity



Fall 2012 Students by Age



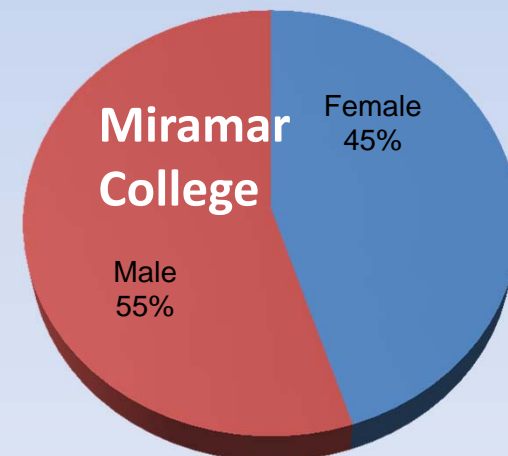
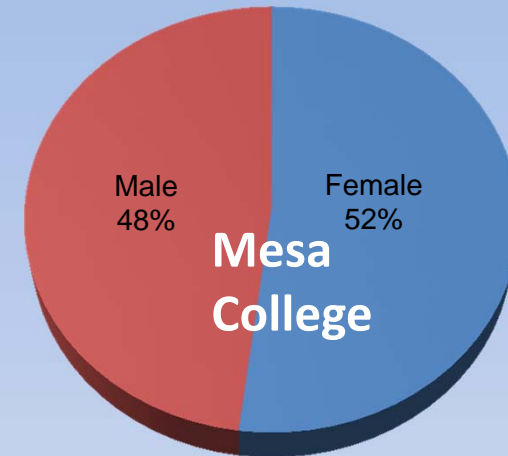
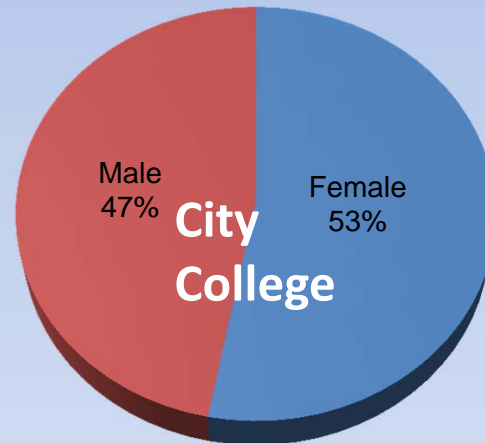
Highlights

- 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

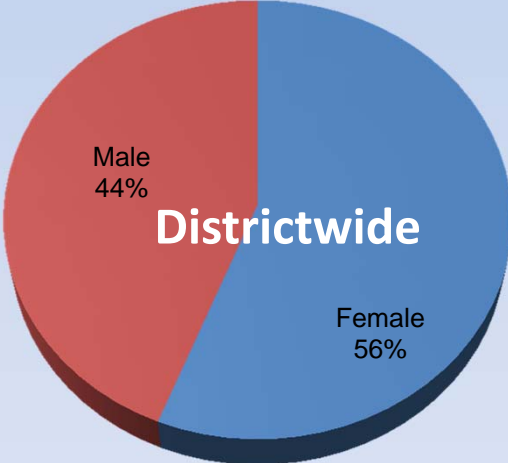
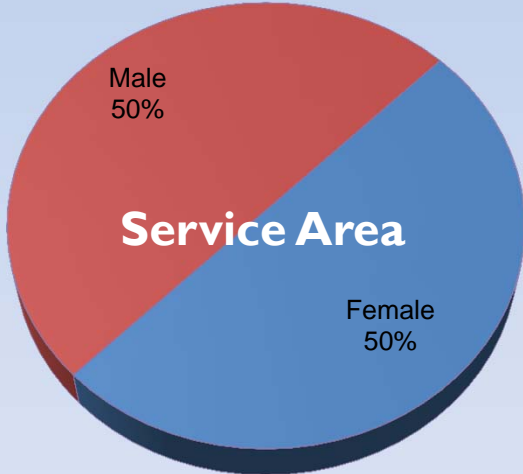
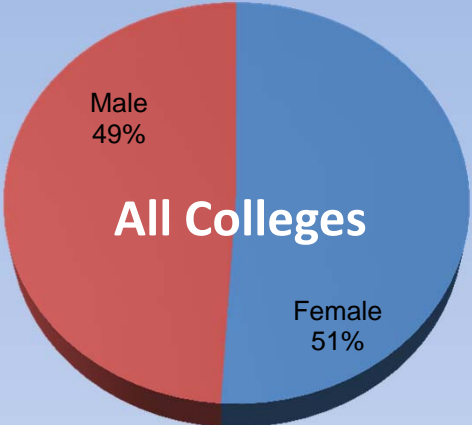
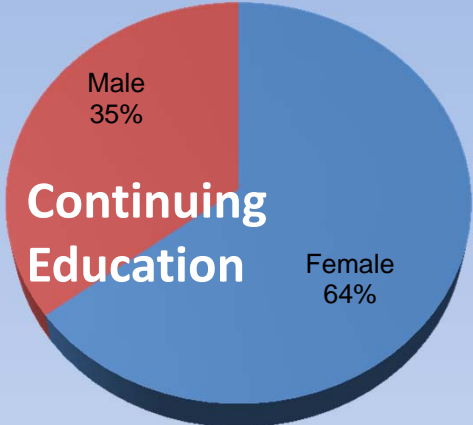
Fall 2012 Students by Gender

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

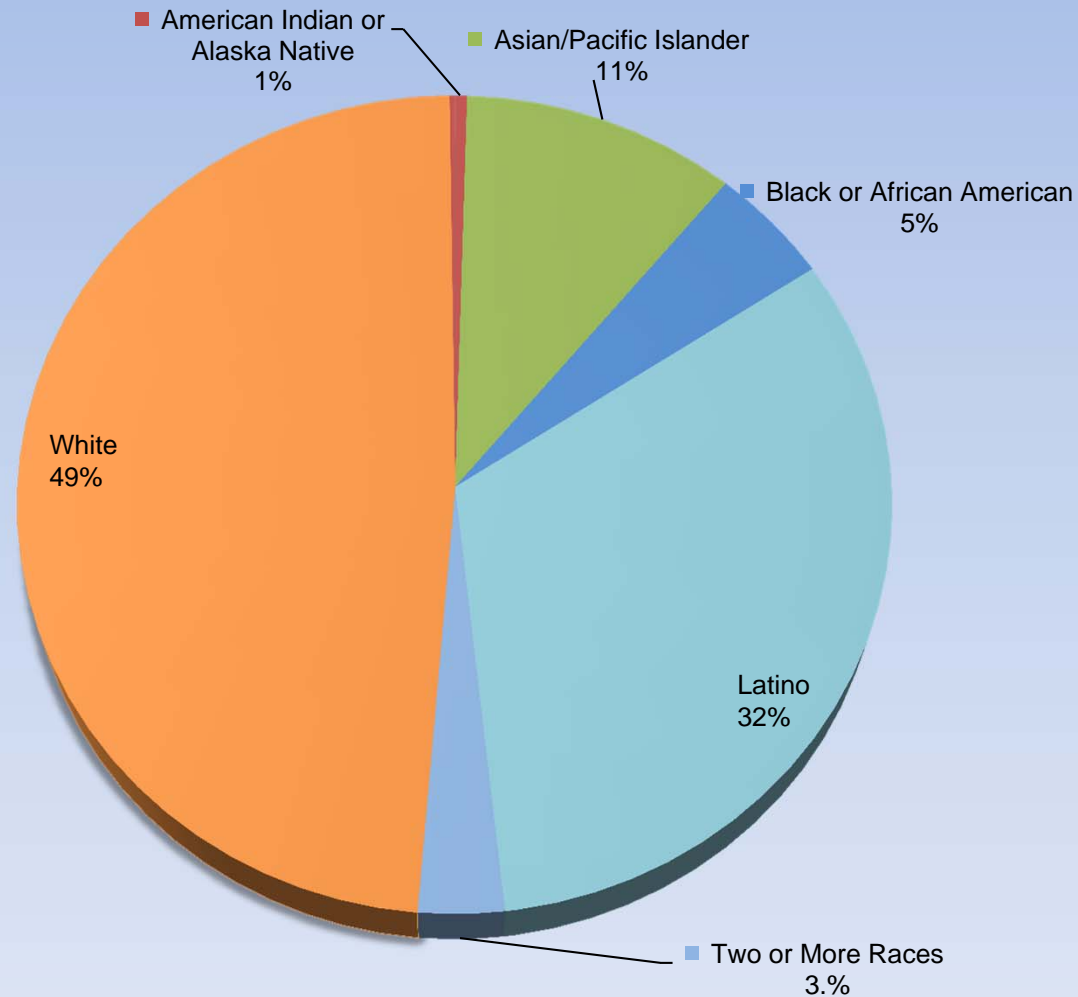


Staff Ethnicity Highlights

- 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**

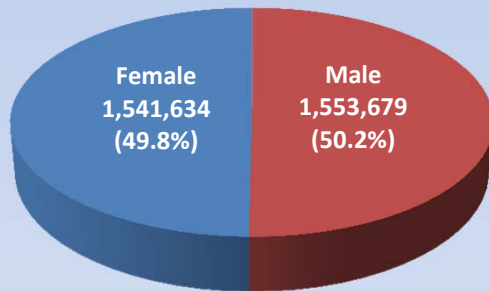
Comparison of Districtwide Workforce Diversity

Ethnicity of Local Service Area Based on the 2010 County Census

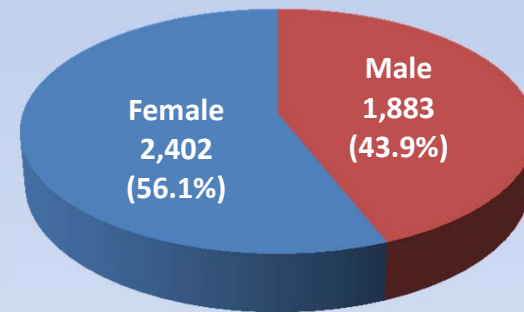


San Diego County & Districtwide Workforce – Gender

**San Diego County
2010 Census**

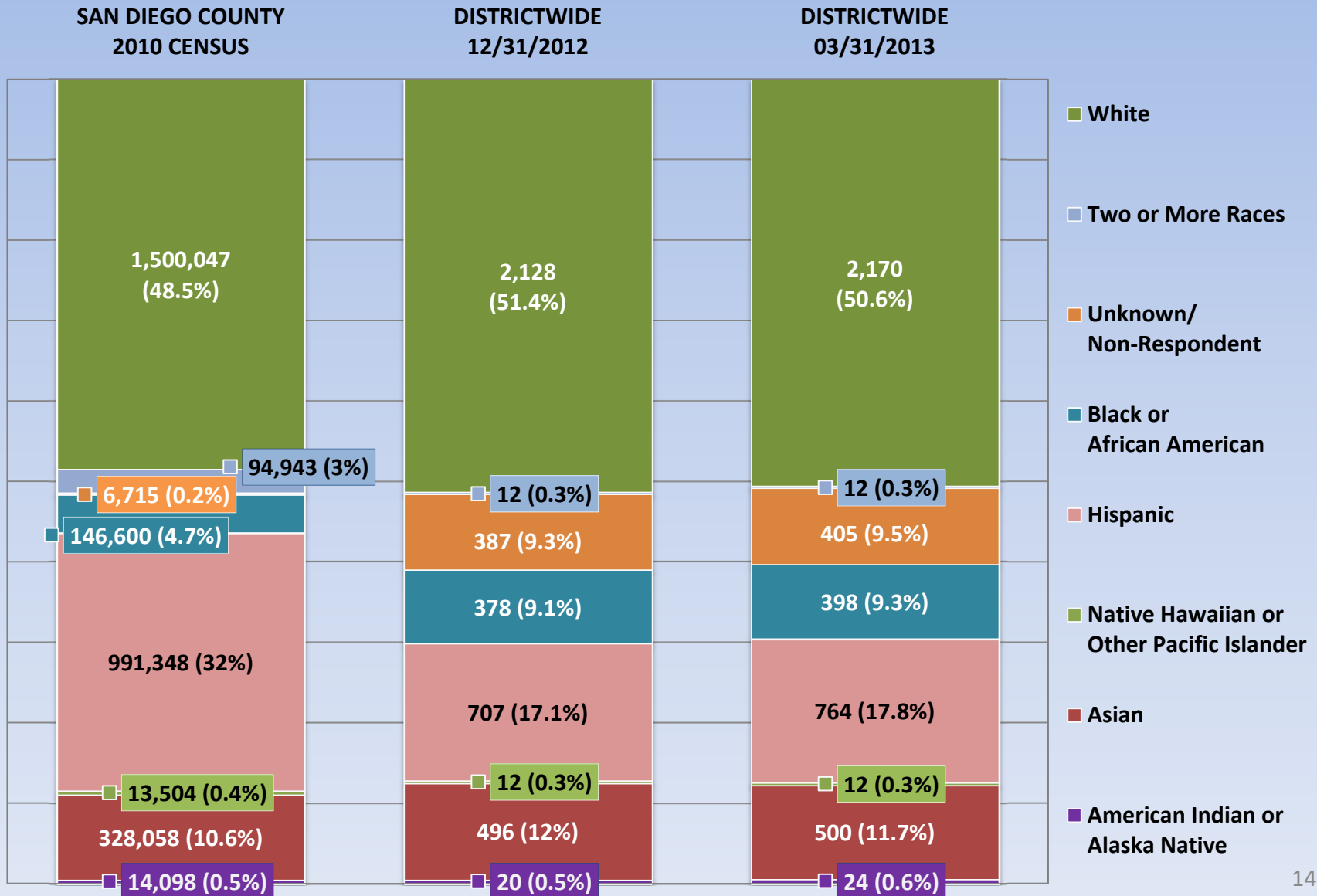


2013 Staff Gender Districtwide

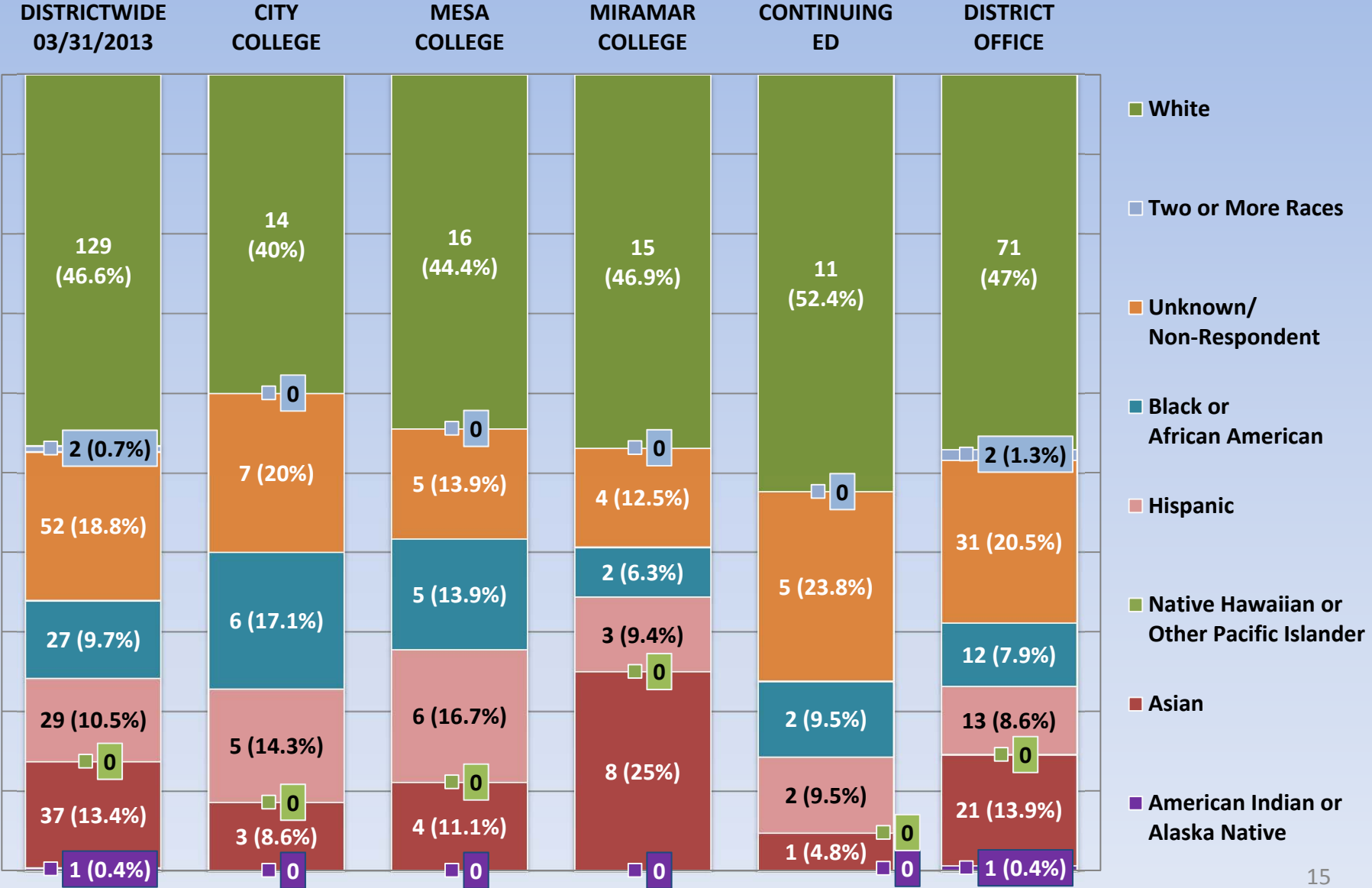


March 2013

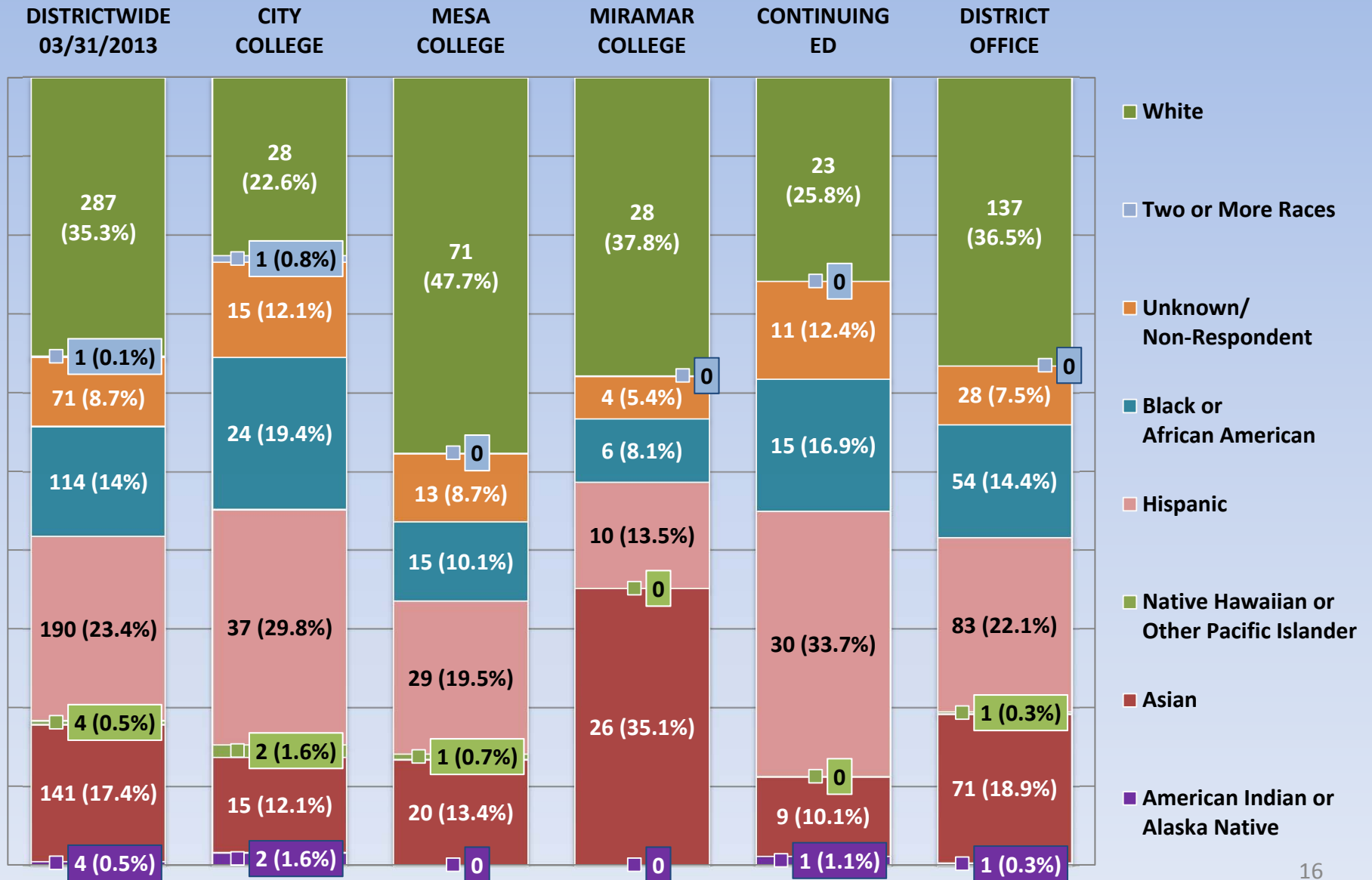
San Diego County & SDCCD EEO Data - Ethnicity



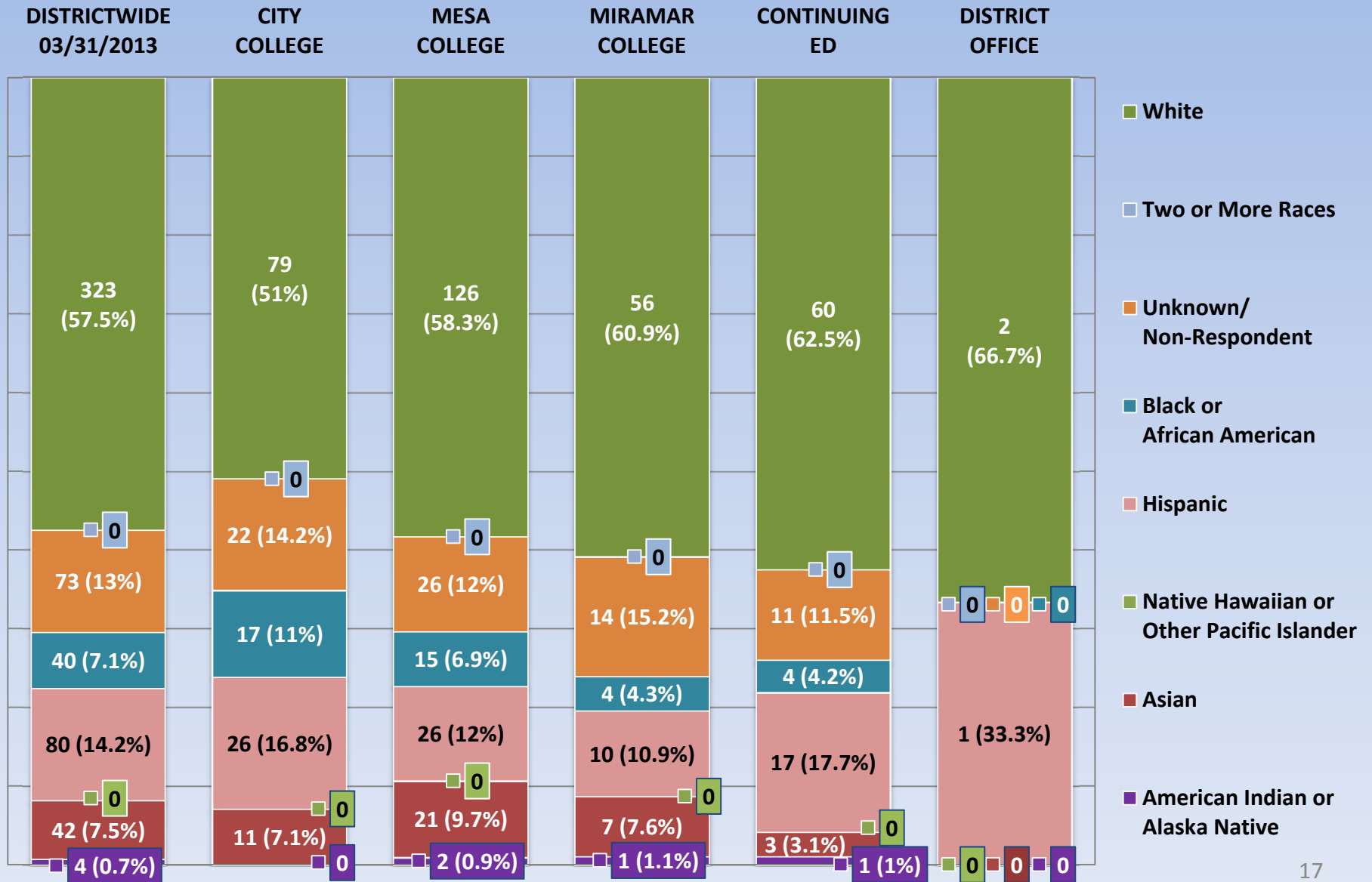
SDCCD Managers & Supervisors EEO Data - Ethnicity



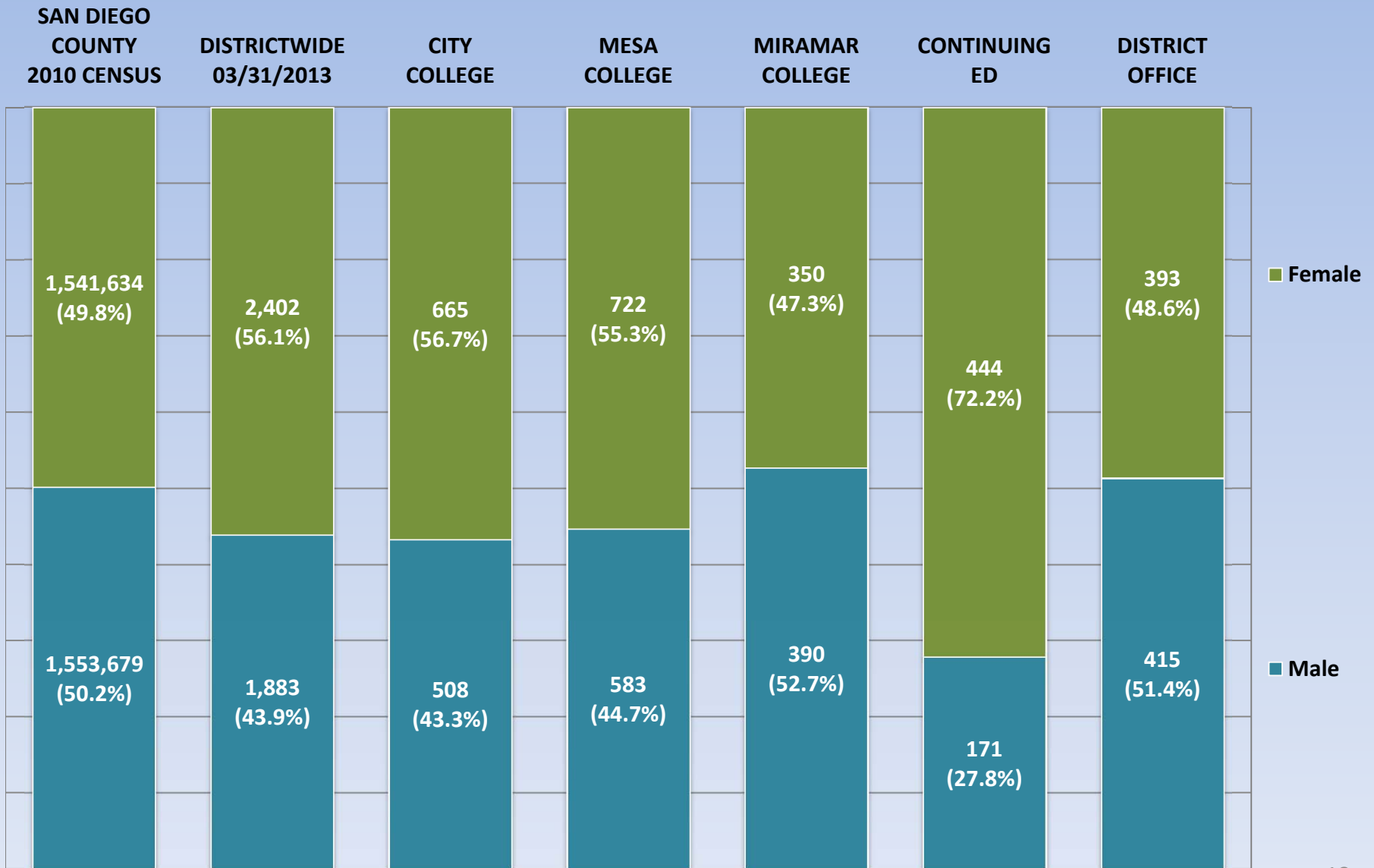
SDCCD Classified Staff EEO Data - Ethnicity



SDCCD Contract Faculty EEO Data - Ethnicity



San Diego County & SDCCD EEO Data - Gender





Newly Hired Staff/Faculty

April – July 2013

All New Hires (External / Internal)

Gender and Ethnicity

April – July 2013

