



**West Valley - Mission**  
Community College District

## EEO Diversity Advisory Council

### **Meeting Summary**

Friday, April 12, 2019

West Valley College – Club Room

1:30 PM – 3:30 PM

#### **I. Welcome**

|   |                  |                  |             |
|---|------------------|------------------|-------------|
| X | Amy Vu           | Faculty          | West Valley |
|   | Donnelle McGee   | Faculty          | Mission     |
| X | Stacy Hopkins    | Faculty          | West Valley |
| X | Debra Williams   | Administrative   | Mission     |
|   | Ken Songco       | Administrative   | Mission     |
|   | Virginia Marquez | Administrative   | West Valley |
|   | Matais Pouncil   | Administrative   | West Valley |
|   | Luan Szeto       | Classified Staff | District    |
|   | Xuan Lu          | Classified Staff | Mission     |
|   | Sarah Randle     | Classified Staff | District    |
|   | Thuy Foot        | Classified Staff | Mission     |
|   | Emilio Espinosa  | Classified Staff | West Valley |
| X | Albert Moore     | Ex Officio       | District    |
| X | Sean McGowan     | Ex Officio       | District    |
|   | Ryan Ng          | Ex Officio       | District    |
|   | Paul Williams    | Ex Officio       | District    |
| X | Prachi Samant    | Ex Officio       | District    |

#### **II. Approval of EEO Diversity Advisory Council Meeting Summary of March 1, 2019**

Action Taken: By voice consent, the minutes were approved.

#### **III. District Workforce Presentation (Sean McGowan & Prachi Samant)**

The Council had previously requested to see an updated district workforce race/ethnicity composition. Using the CCCCO datamart, the district race/ethnicity composition was shown across six years, Fall 2013 – Fall 2018. The district workforce composition was further broken down by employee category (Educational Administrator, Full-Time

Faculty, Part-Time Faculty, and Classified Professional). Workforce composition was also presented by college and broken down by the above employee categories. See attached.

Prachi noted an aberration in the data from the CCCCCO datamart in Fall 2017. Prachi also observed that this data was taken from the CCCCCO datamart; but in future reports, we can begin drawing directly from Banner for our reporting purposes. Prachi also raised the suggested best practice of identifying a set point in an annual calendar for extracting this data—doing so maintains better internal consistency year-to-year. The Council agreed that end of January to support the Council's work.

#### **IV. ADA Compliance Issues (Debra Williams)**

Background was shared in recent District settlement over software ADA compliance issue. This case, along with recent changes to the ADA regulations, has prompted the District to commence a comprehensive review of ADA compatibility compliance within the software and digital resources we use in classrooms and in service to our students and external community.

A District task force was created towards this end and they are currently reviewing some training possibilities to offer to employees.

#### **V. Review EEO Plan 2017-2020 (Albert M. Moore)**

The District EEO Plan must be reviewed and updated every three years. Our current plan will expire at the end of the 2019-2020 academic year. Therefore, the Council will commence a review and revision of the EEO plan in the fall. Council members are asked to begin reviewing the current EEO Plan to identify areas needing updates as well as new ideas.

#### **VI. Multiple Methods Reports Reminder (Albert M. Moore)**

The District must certify and submit the annual multiple methods report by June 1. Ryan is compiling evidence for the report. Copies of the past report along with description of the multiple methods has been emailed out Council members. Members are asked to review and send to Ryan any evidence for any method, but especially method #7 (Professional development focused on diversity). Ryan has asked that all evidence be submitted by May 3.

#### **VII. Training Updates (Paul Williams)**

In his absence, Paul submitted a summary report of diversity training available for remainder of the academic year. See attached.

## **VIII. Statewide EEO Updates (Albert M. Moore)**

Albert reported that he attended an institute in southern California on using data, that is a follow up to the institutes held last year. This institute was well attended; and the Statewide EEO Committee is discussing and hoping to see the institute repeated next year in northern California.

## **IX. Future Schedule of Meetings and Agenda Items**

- Next Meeting: Fall 2019 TBD

| Racial/Ethnic Group              | All Administrators, Faculty, and Staff Employed on the first day of class, Fall 2013 |               | All Administrators, Faculty, and Staff Employed on the first day of class, Fall 2014 |               | All Administrators, Faculty, and Staff Employed on the first day of class, Fall 2015 |               | All Administrators, Faculty, and Staff Employed on the first day of class, Fall 2016 |               | All Administrators, Faculty, and Staff Employed on the first day of class, Fall 2017 |               | All Administrators, Faculty, and Staff Employed on the first day of class, Fall 2018 |               |
|----------------------------------|--|---------------|--|---------------|--|---------------|--|---------------|--|---------------|--|---------------|
|                                  | #  | % of all      | #  | % of all      | #  | % of all      | #  | % of all      | #  | % of all      | #  | % of all      |
| African American                 | 37   | 3.4%          | 39   | 3.7%          | 38   | 3.8%          | 40   | 3.9%          | 35   | 3.6%          | 45   | 4.1%          |
| Asian                            | 207  | 19.3%         | 189  | 18.1%         | 191  | 19.0%         | 209  | 20.4%         | 214  | 21.7%         | 234  | 21.4%         |
| Hispanic/Latino                  | 139  | 12.9%         | 140  | 13.4%         | 142  | 14.1%         | 150  | 14.6%         | 145  | 14.7%         | 165  | 15.1%         |
| Native Hawaiian/Pacific Islander | 2  | 0.2%          | 2  | 0.2%          | 1  | 0.1%          | 1  | 0.1%          | 1  | 0.1%          | 1  | 0.1%          |
| American Indian/Alaska Native    | 10   | 0.9%          | 9  | 0.9%          | 8  | 0.8%          | 8  | 0.8%          | 8  | 0.8%          | 8  | 0.7%          |
| White                            | 653  | 60.7%         | 635  | 60.9%         | 602  | 60.0%         | 590  | 57.6%         | 560  | 56.9%         | 613  | 56.0%         |
| More than one race               | 4  | 0.4%          | 7  | 0.7%          | 8  | 0.8%          | 13   | 1.3%          | 16   | 1.6%          | 16   | 1.5%          |
| Some other race                  | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          |
| Unknown                          | 23   | 2.1%          | 22   | 2.1%          | 14   | 1.4%          | 14   | 1.4%          | 6  | 0.6%          | 12   | 1.1%          |
| <b>TOTAL</b>                     | <b>1075</b>  | <b>100.0%</b> | <b>1043</b>  | <b>100.0%</b> | <b>1004</b>  | <b>100.0%</b> | <b>1025</b>  | <b>100.0%</b> | <b>985</b>   | <b>100.0%</b> | <b>1094</b>  | <b>100.0%</b> |

Table 1. Total Institutional Employment between Fall 2013 and Fall 2018 by race / ethnicity

| Data Definitions:  |
|--|
| # of [Disaggregated Racial/Ethnic Group] among Administrators, Faculty, and Staff on the first day of classes on [Date]: <i>The total number of administrators, faculty, and staff on the first day of class employed by the institution for the racial/ethnic group for which you are interested in determining equity gaps.</i>  |
| % of all [Disaggregated Racial/Ethnic Group] among Administrators, Faculty, and Staff on the first day of classes on [Date]: <i>The proportion of administrators, faculty, and staff in the disaggregated group that are employed by the institution on the first day of class. This equals the ratio of the number of administrators, faculty, and staff in the disaggregated group employed by the institution on the first day of classes and the total number of administrators, faculty, and staff employed by the institution on the first day of classes.</i> |

| Racial/Ethnic Group              | All Practitioners categorized as an Educational Administrator on the first day of class, Fall 2013 |               | All Practitioners categorized as an Educational Administrator on the first day of class, Fall 2014 |               | All Practitioners categorized as an Educational Administrator on the first day of class, Fall 2015 |               | All Practitioners categorized as an Educational Administrator on the first day of class, Fall 2016 |               | All Practitioners categorized as an Educational Administrator on the first day of class, Fall 2017 |               | All Practitioners categorized as an Educational Administrator on the first day of class, Fall 2018 |               |
|----------------------------------|--|---------------|--|---------------|--|---------------|--|---------------|--|---------------|--|---------------|
|                                  | #  | % of all      | #  | % of all      | #  | % of all      | #  | % of all      | #  | % of all      | #  | % of all      |
| African American                 | 0  | 0.0%          |  | 0.0%          | 4  | 20.0%         | 4  | 14.8%         | 0  | 0.0%          | 4  | 11.4%         |
| Asian                            | 7  | 41.2%         | 5  | 31.3%         | 5  | 25.0%         | 4  | 14.8%         | 0  | 0.0%          | 5  | 14.3%         |
| Hispanic/Latino                  | 1  | 5.9%          | 1  | 6.3%          | 1  | 5.0%          | 3  | 11.1%         | 0  | 0.0%          | 3  | 8.6%          |
| Native Hawaiian/Pacific Islander | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          |
| American Indian/Alaska Native    | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          |
| White                            | 9  | 52.9%         | 9  | 56.3%         | 9  | 45.0%         | 15   | 55.6%         | 3  | 100.0%        | 20   | 57.1%         |
| More than one race               | 0  | 0.0%          | 1  | 6.3%          | 1  | 5.0%          | 1  | 3.7%          | 0  | 0.0%          | 1  | 2.9%          |
| Some other race                  | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          |
| Unknown                          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 2  | 5.7%          |
| <b>TOTAL</b>                     | <b>17</b>  | <b>100.0%</b> | <b>16</b>  | <b>100.0%</b> | <b>20</b>  | <b>100.0%</b> | <b>27</b>  | <b>100.0%</b> | <b>3</b>   | <b>100.0%</b> | <b>35</b>  | <b>100.0%</b> |

Table 3. Total Institutional Employment of **Educational Administrators** between Fall 2013 and Fall 2018 by race / ethnicity

**Data Definitions:**

# of [Disaggregated Racial/Ethnic Group] among Educational Administrators on the first day of classes on [Date]: *The total number of Educational Administrators on the first day of class employed by the institution for the racial/ethnic group for which you are interested in determining equity gaps.*

% of all [Disaggregated Racial/Ethnic Group] among Educational Administrators on the first day of classes on [Date]: *The proportion of Educational Administrators in the disaggregated group that are employed by the institution on the first day of class. This equals the ratio of Educational Administrators in the disaggregated group employed by the institution on the first day of classes and the total number of Educational Administrators employed by the institution on the first day of classes.*

| Racial/Ethnic Group              | All Practitioners categorized as Tenured/ Tenure Track Faculty on the first day of class, Fall 2013 |               | All Practitioners categorized as Tenured/ Tenure Track Faculty on the first day of class, Fall 2014 |               | All Practitioners categorized as Tenured/ Tenure Track Faculty on the first day of class, Fall 2015 |               | All Practitioners categorized as Tenured/ Tenure Track Faculty on the first day of class, Fall 2016 |               | All Practitioners categorized as Tenured/ Tenure Track Faculty on the first day of class, Fall 2017 |               | All Practitioners categorized as Tenured/ Tenure Track Faculty on the first day of class, Fall 2018 |               |
|----------------------------------|---|---------------|---|---------------|---|---------------|---|---------------|---|---------------|---|---------------|
|                                  | #   | % of all      | #   | % of all      | #   | % of all      | #   | % of all      | #   | % of all      | #   | % of all      |
| African American                 | 13  | 4.2%          | 14  | 4.8%          | 15  | 5.2%          | 13  | 4.4%          | 10  | 3.7%          | 10  | 3.8%          |
| Asian                            | 45  | 14.7%         | 42  | 14.3%         | 44  | 15.1%         | 45  | 15.3%         | 42  | 15.4%         | 46  | 17.3%         |
| Hispanic/Latino                  | 37  | 12.1%         | 37  | 12.6%         | 36  | 12.4%         | 40  | 13.6%         | 39  | 14.3%         | 39  | 14.7%         |
| Native Hawaiian/Pacific Islander | 1   | 0.3%          | 1   | 0.3%          | 0   | 0.0%          | 0   | 0.0%          | 1   | 0.4%          | 0   | 0.0%          |
| American Indian/Alaska Native    | 1   | 0.3%          | 1   | 0.3%          | 1   | 0.3%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          |
| White                            | 207   | 67.6%         | 197   | 67.0%         | 192   | 66.0%         | 193   | 65.4%         | 176   | 64.7%         | 167   | 62.8%         |
| More than one race               | 2   | 0.7%          | 2   | 0.7%          | 2   | 0.7%          | 3   | 1.0%          | 2   | 0.7%          | 2   | 0.8%          |
| Some other race                  | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          |
| Unknown                          | 0   | 0.0%          | 0   | 0.0%          | 1   | 0.3%          | 1   | 0.3%          | 2   | 0.7%          | 2   | 0.8%          |
| <b>TOTAL</b>                     | <b>306</b>  | <b>100.0%</b> | <b>294</b>  | <b>100.0%</b> | <b>291</b>  | <b>100.0%</b> | <b>295</b>  | <b>100.0%</b> | <b>272</b>  | <b>100.0%</b> | <b>266</b>  | <b>100.0%</b> |

Table 4. Total Institutional Employment of **Tenured / Tenure Track Faculty** between Fall 2013 and Fall 2018 by race / ethnicity

**Data Definitions:**

# of [Disaggregated Racial/Ethnic Group] among Tenured / Tenure Track Faculty on the first day of classes on [Date]: *The total number of Tenured / Tenure Track Faculty on the first day of class employed by the institution for the racial/ethnic group for which you are interested in determining equity gaps.*

% of all [Disaggregated Racial/Ethnic Group] among Tenured / Tenure Track Faculty on the first day of classes on [Date]: *The proportion of Tenured / Tenure Track Faculty in the disaggregated group that are employed by the institution on the first day of class. This equals the ratio of Tenured / Tenure Track Faculty in the disaggregated group employed by the institution on the first day of classes and the total number of Tenured / Tenure Track Faculty employed by the institution on the first day of classes.*

| Racial/Ethnic Group              | All Practitioners categorized as Academic Temporary Faculty on the first day of class, Fall 2013 |               | All Practitioners categorized as Academic Temporary Faculty on the first day of class, Fall 2014 |               | All Practitioners categorized as Academic Temporary Faculty on the first day of class, Fall 2015 |               | All Practitioners categorized as Academic Temporary Faculty on the first day of class, Fall 2016 |               | All Practitioners categorized as Academic Temporary Faculty on the first day of class, Fall 2017 |               | All Practitioners categorized as Academic Temporary Faculty on the first day of class, Fall 2018 |               |
|----------------------------------|--|---------------|--|---------------|--|---------------|--|---------------|--|---------------|--|---------------|
|                                  | #  | % of all      | #  | % of all      | #  | % of all      | #  | % of all      | #  | % of all      | #  | % of all      |
| African American                 | 12   | 2.9%          | 13   | 3.2%          | 9  | 2.5%          | 12   | 3.3%          | 12   | 3.1%          | 16   | 3.5%          |
| Asian                            | 75   | 17.9%         | 67   | 16.4%         | 65   | 18.2%         | 78   | 21.2%         | 87   | 22.4%         | 92   | 20.3%         |
| Hispanic/Latino                  | 32   | 7.6%          | 31   | 7.6%          | 26   | 7.3%          | 27   | 7.3%          | 26   | 6.7%          | 40   | 8.8%          |
| Native Hawaiian/Pacific Islander | 1  | 0.2%          | 1  | 0.2%          | 1  | 0.3%          | 1  | 0.3%          | 0  | 0.0%          | 1  | 0.2%          |
| American Indian/Alaska Native    | 4  | 1.0%          | 3  | 0.7%          | 3  | 0.8%          | 3  | 0.8%          | 5  | 1.3%          | 5  | 1.1%          |
| White                            | 271  | 64.7%         | 269  | 65.9%         | 239  | 66.9%         | 231  | 62.8%         | 250  | 64.3%         | 287  | 63.4%         |
| More than one race               | 1  | 0.2%          | 2  | 0.5%          | 1  | 0.3%          | 3  | 0.8%          | 5  | 1.3%          | 4  | 0.9%          |
| Some other race                  | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          |
| Unknown                          | 23   | 5.5%          | 22   | 5.4%          | 13   | 3.6%          | 13   | 3.5%          | 4  | 1.0%          | 8  | 1.8%          |
| <b>TOTAL</b>                     | <b>419</b>   | <b>100.0%</b> | <b>408</b>   | <b>100.0%</b> | <b>357</b>   | <b>100.0%</b> | <b>368</b>   | <b>100.0%</b> | <b>389</b>   | <b>100.0%</b> | <b>453</b>   | <b>100.0%</b> |

Table 5. Total Institutional Employment of **Academic Temporary Faculty** between Fall 2013 and Fall 2018 by race / ethnicity

**Data Definitions:**

# of [Disaggregated Racial/Ethnic Group] among Academic Temporary Faculty on the first day of classes on [Date]: *The total number of Academic Temporary Faculty on the first day of class employed by the institution for the racial/ethnic group for which you are interested in determining equity gaps.*

% of all [Disaggregated Racial/Ethnic Group] among Academic Temporary Faculty on the first day of classes on [Date]: *The proportion of Academic Temporary Faculty in the disaggregated group that are employed by the institution on the first day of class. This equals the ratio of Academic Temporary Faculty in the disaggregated group employed by the institution on the first day of classes and the total number of Academic Temporary Faculty employed by the institution on the first day of classes.*

| Racial/Ethnic Group              | All Practitioners categorized as a <b>Classified Professional</b> on the first day of class, <b>Fall 2013</b> |               | All Practitioners categorized as a <b>Classified Professional</b> on the first day of class, <b>Fall 2014</b> |               | All Practitioners categorized as a <b>Classified Professional</b> on the first day of class, <b>Fall 2015</b> |               | All Practitioners categorized as a <b>Classified Professional</b> on the first day of class, <b>Fall 2016</b> |               | All Practitioners categorized as a <b>Classified Professional</b> on the first day of class, <b>Fall 2017</b> |               | All Practitioners categorized as a <b>Classified Professional</b> on the first day of class, <b>Fall 2018</b> |               |
|----------------------------------|---|---------------|---|---------------|---|---------------|---|---------------|---|---------------|---|---------------|
|                                  | #   | % of all      | #   | % of all      | #   | % of all      | #   | % of all      | #   | % of all      | #   | % of all      |
| African American                 | 12  | 3.6%          | 12  | 3.7%          | 10  | 3.0%          | 11  | 3.3%          | 13  | 4.0%          | 15  | 4.4%          |
| Asian                            | 80  | 24.0%         | 75  | 23.1%         | 77  | 22.9%         | 82  | 24.5%         | 85  | 26.5%         | 91  | 26.8%         |
| Hispanic/Latino                  | 69  | 20.7%         | 71  | 21.8%         | 79  | 23.5%         | 80  | 23.9%         | 80  | 24.9%         | 83  | 24.4%         |
| Native Hawaiian/Pacific Islander | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          |
| American Indian/Alaska Native    | 5   | 1.5%          | 5   | 1.5%          | 4   | 1.2%          | 5   | 1.5%          | 3   | 0.9%          | 3   | 0.9%          |
| White                            | 166   | 49.8%         | 160   | 49.2%         | 162   | 48.2%         | 151   | 45.1%         | 131   | 40.8%         | 139   | 40.9%         |
| More than one race               | 1   | 0.3%          | 2   | 0.6%          | 4   | 1.2%          | 6   | 1.8%          | 9   | 2.8%          | 9   | 2.6%          |
| Some other race                  | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          |
| Unknown                          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          |
| <b>TOTAL</b>                     | <b>333</b>  | <b>100.0%</b> | <b>325</b>  | <b>100.0%</b> | <b>336</b>  | <b>100.0%</b> | <b>335</b>  | <b>100.0%</b> | <b>321</b>  | <b>100.0%</b> | <b>340</b>  | <b>100.0%</b> |

Table 6. Total Institutional Employment of Classified Professional between Fall 2013 and Fall 2018 by race / ethnicity

**Data Definitions:**

# of [Disaggregated Racial/Ethnic Group] among Classified Professionals on the first day of classes on [Date]: *The total number of Classified Professionals on the first day of class employed by the institution for the racial/ethnic group for which you are interested in determining equity gaps.*

% of all [Disaggregated Racial/Ethnic Group] among Classified Professionals on the first day of classes on [Date]: *The proportion of Classified Professionals in the disaggregated group that are employed by the institution on the first day of class. This equals the ratio of Classified Professionals in the disaggregated group employed by the institution on the first day of classes and the total number of Classified Professionals employed by the institution on the first day of classes.*



| Racial/Ethnic Group              | All Administrators, Faculty, and Staff Employed on the first day of class, Fall 2013 |               | All Administrators, Faculty, and Staff Employed on the first day of class, Fall 2014 |               | All Administrators, Faculty, and Staff Employed on the first day of class, Fall 2015 |               | All Administrators, Faculty, and Staff Employed on the first day of class, Fall 2016 |               | All Administrators, Faculty, and Staff Employed on the first day of class, Fall 2017 |               | All Administrators, Faculty, and Staff Employed on the first day of class, Fall 2018 |               |
|----------------------------------|--|---------------|--|---------------|--|---------------|--|---------------|--|---------------|--|---------------|
|                                  | #  | % of all      | #  | % of all      | #  | % of all      | #  | % of all      | #  | % of all      | #  | % of all      |
| African American                 | 19   | 4.2%          | 22   | 4.9%          | 20   | 4.7%          | 19   | 4.4%          | 17   | 4.1%          | 21   | 4.2%          |
| Asian                            | 113  | 24.8%         | 109  | 24.4%         | 114  | 26.6%         | 120  | 27.6%         | 121  | 29.4%         | 136  | 27.5%         |
| Hispanic/Latino                  | 46   | 10.1%         | 50   | 11.2%         | 44   | 10.3%         | 46   | 10.6%         | 49   | 11.9%         | 74   | 14.9%         |
| Native Hawaiian/Pacific Islander | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          |
| American Indian/Alaska Native    | 4  | 0.9%          | 4  | 0.9%          | 3  | 0.7%          | 3  | 0.7%          | 2  | 0.5%          | 4  | 0.8%          |
| White                            | 265  | 58.1%         | 252  | 56.4%         | 236  | 55.1%         | 234  | 53.9%         | 211  | 51.3%         | 248  | 50.1%         |
| More than one race               | 3  | 0.7%          | 4  | 0.9%          | 4  | 0.9%          | 6  | 1.4%          | 8  | 1.9%          | 6  | 1.2%          |
| Some other race                  | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          |
| Unknown                          | 6  | 1.3%          | 6  | 1.3%          | 7  | 1.6%          | 6  | 1.4%          | 3  | 0.7%          | 6  | 1.2%          |
| <b>TOTAL</b>                     | <b>456</b>   | <b>100.0%</b> | <b>447</b>   | <b>100.0%</b> | <b>428</b>   | <b>100.0%</b> | <b>434</b>   | <b>100.0%</b> | <b>411</b>   | <b>100.0%</b> | <b>495</b>   | <b>100.0%</b> |

Table 1. Total Mission College Employment between Fall 2013 and Fall 2018 by race / ethnicity

| Data Definitions:  |
|--|
| # of [Disaggregated Racial/Ethnic Group] among Administrators, Faculty, and Staff on the first day of classes on [Date]: <i>The total number of administrators, faculty, and staff on the first day of class employed by the institution for the racial/ethnic group for which you are interested in determining equity gaps.</i>  |
| % of all [Disaggregated Racial/Ethnic Group] among Administrators, Faculty, and Staff on the first day of classes on [Date]: <i>The proportion of administrators, faculty, and staff in the disaggregated group that are employed by the institution on the first day of class. This equals the ratio of the number of administrators, faculty, and staff in the disaggregated group employed by the institution on the first day of classes and the total number of administrators, faculty, and staff employed by the institution on the first day of classes.</i> |

| Racial/Ethnic Group              | All Practitioners categorized as an Educational Administrator on the first day of class, Fall 2013 |               | All Practitioners categorized as an Educational Administrator on the first day of class, Fall 2014 |               | All Practitioners categorized as an Educational Administrator on the first day of class, Fall 2015 |               | All Practitioners categorized as an Educational Administrator on the first day of class, Fall 2016 |               | All Practitioners categorized as an Educational Administrator on the first day of class, Fall 2017 |               | All Practitioners categorized as an Educational Administrator on the first day of class, Fall 2018 |               |
|----------------------------------|--|---------------|--|---------------|--|---------------|--|---------------|--|---------------|--|---------------|
|                                  | #  | % of all      | #  | % of all      | #  | % of all      | #  | % of all      | #  | % of all      | #  | % of all      |
| African American                 |  | 0.0%          |  | 0.0%          | 1  | 9.1%          | 1  | 7.1%          | 0  | 0.0%          | 1  | 5.9%          |
| Asian                            | 3  | 27.3%         | 3  | 27.3%         | 3  | 27.3%         | 2  | 14.3%         | 0  | 0.0%          | 4  | 23.5%         |
| Hispanic/Latino                  | 1  | 9.1%          | 1  | 9.1%          | 1  | 9.1%          | 2  | 14.3%         | 0  | 0.0%          | 3  | 17.7%         |
| Native Hawaiian/Pacific Islander | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          |
| American Indian/Alaska Native    | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          |
| White                            | 7  | 63.6%         | 7  | 63.6%         | 6  | 54.6%         | 9  | 64.3%         | 1  | 100.0%        | 9  | 52.9%         |
| More than one race               | 0  | 0.0%          | 0  | 0.0%          | 0  | 5.0%          | 0  | 3.7%          | 0  | 0.0%          | 0  | 0.0%          |
| Some other race                  | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          |
| Unknown                          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          |
| <b>TOTAL</b>                     | <b>11</b>  | <b>100.0%</b> | <b>11</b>  | <b>100.0%</b> | <b>11</b>  | <b>105.0%</b> | <b>14</b>  | <b>103.7%</b> | <b>1</b>   | <b>100.0%</b> | <b>17</b>  | <b>100.0%</b> |

Table 3. Total Mission College Employment of **Educational Administrators** between Fall 2013 and Fall 2018 by race / ethnicity

**Data Definitions:**

# of [Disaggregated Racial/Ethnic Group] among Educational Administrators on the first day of classes on [Date]: *The total number of Educational Administrators on the first day of class employed by the institution for the racial/ethnic group for which you are interested in determining equity gaps.*

% of all [Disaggregated Racial/Ethnic Group] among Educational Administrators on the first day of classes on [Date]: *The proportion of Educational Administrators in the disaggregated group that are employed by the institution on the first day of class. This equals the ratio of Educational Administrators in the disaggregated group employed by the institution on the first day of classes and the total number of Educational Administrators employed by the institution on the first day of classes.*

| Racial/Ethnic Group              | All Practitioners categorized as Tenured/ Tenure Track Faculty on the first day of class, Fall 2013 |               | All Practitioners categorized as Tenured/ Tenure Track Faculty on the first day of class, Fall 2014 |               | All Practitioners categorized as Tenured/ Tenure Track Faculty on the first day of class, Fall 2015 |               | All Practitioners categorized as Tenured/ Tenure Track Faculty on the first day of class, Fall 2016 |               | All Practitioners categorized as Tenured/ Tenure Track Faculty on the first day of class, Fall 2017 |               | All Practitioners categorized as Tenured/ Tenure Track Faculty on the first day of class, Fall 2018 |               |
|----------------------------------|---|---------------|---|---------------|---|---------------|---|---------------|---|---------------|---|---------------|
|                                  | #   | % of all      | #   | % of all      | #   | % of all      | #   | % of all      | #   | % of all      | #   | % of all      |
| African American                 | 7   | 4.9%          | 7   | 5.3%          | 8   | 6.0%          | 6   | 4.4%          | 4   | 3.3%          | 4   | 3.3%          |
| Asian                            | 27  | 19.0%         | 26  | 19.7%         | 27  | 20.3%         | 28  | 20.3%         | 25  | 20.5%         | 25  | 20.7%         |
| Hispanic/Latino                  | 14  | 9.9%          | 15  | 11.4%         | 13  | 9.8%          | 12  | 8.7%          | 13  | 10.7%         | 13  | 10.7%         |
| Native Hawaiian/Pacific Islander | 0   | 0.3%          | 0   | 0.3%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          |
| American Indian/Alaska Native    | 0   | 0.3%          | 0   | 0.3%          | 0   | 0.3%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          |
| White                            | 92  | 64.8%         | 82  | 62.1%         | 83  | 62.4%         | 90  | 65.2%         | 78  | 63.9%         | 77  | 63.6%         |
| More than one race               | 2   | 1.4%          | 2   | 1.5%          | 2   | 1.5%          | 2   | 1.5%          | 1   | 0.8%          | 1   | 0.8%          |
| Some other race                  | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          |
| Unknown                          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 1   | 0.8%          | 1   | 0.8%          |
| <b>TOTAL</b>                     | <b>142</b>  | <b>100.7%</b> | <b>132</b>  | <b>100.7%</b> | <b>133</b>  | <b>100.3%</b> | <b>138</b>  | <b>100.0%</b> | <b>122</b>  | <b>100.0%</b> | <b>121</b>  | <b>100.0%</b> |

Table 4. Total Mission College Employment of **Tenured / Tenure Track Faculty** between Fall 2013 and Fall 2018 by race / ethnicity

**Data Definitions:**

# of [Disaggregated Racial/Ethnic Group] among Tenured / Tenure Track Faculty on the first day of classes on [Date]: *The total number of Tenured / Tenure Track Faculty on the first day of class employed by the institution for the racial/ethnic group for which you are interested in determining equity gaps.*

% of all [Disaggregated Racial/Ethnic Group] among Tenured / Tenure Track Faculty on the first day of classes on [Date]: *The proportion of Tenured / Tenure Track Faculty in the disaggregated group that are employed by the institution on the first day of class. This equals the ratio of Tenured / Tenure Track Faculty in the disaggregated group employed by the institution on the first day of classes and the total number of Tenured / Tenure Track Faculty employed by the institution on the first day of classes.*

| Racial/Ethnic Group              | All Practitioners categorized as Academic Temporary Faculty on the first day of class, Fall 2013 |               | All Practitioners categorized as Academic Temporary Faculty on the first day of class, Fall 2014 |               | All Practitioners categorized as Academic Temporary Faculty on the first day of class, Fall 2015 |               | All Practitioners categorized as Academic Temporary Faculty on the first day of class, Fall 2016 |               | All Practitioners categorized as Academic Temporary Faculty on the first day of class, Fall 2017 |               | All Practitioners categorized as Academic Temporary Faculty on the first day of class, Fall 2018 |               |
|----------------------------------|--|---------------|--|---------------|--|---------------|--|---------------|--|---------------|--|---------------|
|                                  | #  | % of all      | #  | % of all      | #  | % of all      | #  | % of all      | #  | % of all      | #  | % of all      |
| African American                 | 9  | 4.5%          | 11   | 5.4%          | 7  | 3.9%          | 8  | 4.5%          | 8  | 4.4%          | 11   | 5.2%          |
| Asian                            | 45   | 22.4%         | 44   | 21.6%         | 43   | 24.2%         | 49   | 27.4%         | 53   | 29.0%         | 55   | 25.8%         |
| Hispanic/Latino                  | 19   | 9.5%          | 21   | 10.3%         | 14   | 7.9%          | 15   | 8.4%          | 17   | 9.3%          | 20   | 9.4%          |
| Native Hawaiian/Pacific Islander | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          |
| American Indian/Alaska Native    | 1  | 0.5%          | 1  | 0.5%          | 1  | 0.6%          | 1  | 0.6%          | 1  | 0.6%          | 3  | 1.4%          |
| White                            | 120  | 59.7%         | 119  | 58.3%         | 105  | 59.0%         | 98   | 54.8%         | 98   | 53.6%         | 117  | 54.9%         |
| More than one race               | 1  | 0.5%          | 2  | 1.0%          | 1  | 0.6%          | 2  | 1.1%          | 4  | 2.2%          | 2  | 0.9%          |
| Some other race                  | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          |
| Unknown                          | 6  | 3.0%          | 6  | 2.9%          | 7  | 3.9%          | 6  | 3.4%          | 2  | 1.1%          | 5  | 2.4%          |
| <b>TOTAL</b>                     | <b>201</b>   | <b>100.0%</b> | <b>204</b>   | <b>100.0%</b> | <b>178</b>   | <b>100.0%</b> | <b>179</b>   | <b>100.0%</b> | <b>183</b>   | <b>100.0%</b> | <b>213</b>   | <b>100.0%</b> |

Table 5. Total Mission College Employment of **Academic Temporary Faculty** between Fall 2013 and Fall 2018 by race / ethnicity

#### Data Definitions:

# of [Disaggregated Racial/Ethnic Group] among Academic Temporary Faculty on the first day of classes on [Date]: *The total number of Academic Temporary Faculty on the first day of class employed by the institution for the racial/ethnic group for which you are interested in determining equity gaps.*

% of all [Disaggregated Racial/Ethnic Group] among Academic Temporary Faculty on the first day of classes on [Date]: *The proportion of Academic Temporary Faculty in the disaggregated group that are employed by the institution on the first day of class. This equals the ratio of Academic Temporary Faculty in the disaggregated group employed by the institution on the first day of classes and the total number of Academic Temporary Faculty employed by the institution on the first day of classes.*

| Racial/Ethnic Group              | All Practitioners categorized as a <b>Classified Professional</b> on the first day of class, <b>Fall 2013</b> |               | All Practitioners categorized as a <b>Classified Professional</b> on the first day of class, <b>Fall 2014</b> |               | All Practitioners categorized as a <b>Classified Professional</b> on the first day of class, <b>Fall 2015</b> |               | All Practitioners categorized as a <b>Classified Professional</b> on the first day of class, <b>Fall 2016</b> |               | All Practitioners categorized as a <b>Classified Professional</b> on the first day of class, <b>Fall 2017</b> |               | All Practitioners categorized as a <b>Classified Professional</b> on the first day of class, <b>Fall 2018</b> |               |
|----------------------------------|---|---------------|---|---------------|---|---------------|---|---------------|---|---------------|---|---------------|
|                                  | #   | % of all      | #   | % of all      | #   | % of all      | #   | % of all      | #   | % of all      | #   | % of all      |
| African American                 | 3   | 2.9%          | 4   | 4.0%          | 4   | 3.8%          | 4   | 3.9%          | 5   | 4.8%          | 5   | 3.5%          |
| Asian                            | 38  | 37.3%         | 36  | 36.0%         | 41  | 38.7%         | 41  | 39.8%         | 43  | 41.0%         | 52  | 36.1%         |
| Hispanic/Latino                  | 12  | 11.8%         | 13  | 13.0%         | 16  | 15.1%         | 17  | 16.5%         | 19  | 18.1%         | 38  | 26.4%         |
| Native Hawaiian/Pacific Islander | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          |
| American Indian/Alaska Native    | 3   | 2.9%          | 3   | 3.0%          | 2   | 1.9%          | 2   | 1.9%          | 1   | 1.0%          | 1   | 0.7%          |
| White                            | 46  | 45.1%         | 44  | 44.0%         | 42  | 39.6%         | 37  | 35.9%         | 34  | 32.4%         | 45  | 31.3%         |
| More than one race               |   | 0.0%          |   | 0.0%          | 1   | 0.9%          | 2   | 1.9%          | 3   | 2.9%          | 3   | 2.1%          |
| Some other race                  | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          |
| Unknown                          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          |
| <b>TOTAL</b>                     | <b>102</b>  | <b>100.0%</b> | <b>100</b>  | <b>100.0%</b> | <b>106</b>  | <b>100.0%</b> | <b>103</b>  | <b>100.0%</b> | <b>105</b>  | <b>100.0%</b> | <b>144</b>  | <b>100.0%</b> |

Table 6. Total Mission College Employment of Classified Professional between Fall 2013 and Fall 2018 by race / ethnicity

**Data Definitions:**

# of [Disaggregated Racial/Ethnic Group] among Classified Professionals on the first day of classes on [Date]: *The total number of Classified Professionals on the first day of class employed by the institution for the racial/ethnic group for which you are interested in determining equity gaps.*

% of all [Disaggregated Racial/Ethnic Group] among Classified Professionals on the first day of classes on [Date]: *The proportion of Classified Professionals in the disaggregated group that are employed by the institution on the first day of class. This equals the ratio of Classified Professionals in the disaggregated group employed by the institution on the first day of classes and the total number of Classified Professionals employed by the institution on the first day of classes.*

| Racial/Ethnic Group              | All Administrators, Faculty, and Staff Employed on the first day of class, Fall 2013 |               | All Administrators, Faculty, and Staff Employed on the first day of class, Fall 2014 |               | All Administrators, Faculty, and Staff Employed on the first day of class, Fall 2015 |               | All Administrators, Faculty, and Staff Employed on the first day of class, Fall 2016 |               | All Administrators, Faculty, and Staff Employed on the first day of class, Fall 2017 |               | All Administrators, Faculty, and Staff Employed on the first day of class, Fall 2018 |               |
|----------------------------------|--|---------------|--|---------------|--|---------------|--|---------------|--|---------------|--|---------------|
|                                  | #  | % of all      | #  | % of all      | #  | % of all      | #  | % of all      | #  | % of all      | #  | % of all      |
| African American                 | 12   | 2.5%          | 11   | 2.4%          | 13   | 2.9%          | 15   | 3.3%          | 12   | 2.7%          | 24   | 4.0%          |
| Asian                            | 68   | 13.9%         | 55   | 11.8%         | 52   | 11.7%         | 60   | 13.1%         | 62   | 13.9%         | 98   | 16.4%         |
| Hispanic/Latino                  | 51   | 10.5%         | 46   | 9.9%          | 53   | 11.9%         | 60   | 13.1%         | 55   | 12.3%         | 91   | 15.2%         |
| Native Hawaiian/Pacific Islander | 2  | 0.4%          | 2  | 0.4%          | 1  | 0.2%          | 1  | 0.2%          | 1  | 0.2%          | 1  | 0.2%          |
| American Indian/Alaska Native    | 5  | 1.0%          | 4  | 0.9%          | 4  | 0.9%          | 4  | 0.9%          | 5  | 1.1%          | 4  | 0.7%          |
| White                            | 332  | 68.0%         | 330  | 70.8%         | 312  | 70.1%         | 303  | 66.3%         | 301  | 67.5%         | 365  | 60.9%         |
| More than one race               | 1  | 0.2%          | 2  | 0.4%          | 3  | 0.7%          | 6  | 1.3%          | 7  | 1.6%          | 10   | 1.7%          |
| Some other race                  | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          |
| Unknown                          | 17   | 3.5%          | 16   | 3.4%          | 7  | 1.6%          | 8  | 1.8%          | 3  | 0.7%          | 6  | 1.0%          |
| <b>TOTAL</b>                     | <b>488</b>   | <b>100.0%</b> | <b>466</b>   | <b>100.0%</b> | <b>445</b>   | <b>100.0%</b> | <b>457</b>   | <b>100.0%</b> | <b>446</b>   | <b>100.0%</b> | <b>599</b>   | <b>100.0%</b> |

Table 1. Total West Valley College Employment between Fall 2013 and Fall 2018 by race / ethnicity

| Data Definitions:  |
|--|
| # of [Disaggregated Racial/Ethnic Group] among Administrators, Faculty, and Staff on the first day of classes on [Date]: <i>The total number of administrators, faculty, and staff on the first day of class employed by the institution for the racial/ethnic group for which you are interested in determining equity gaps.</i>  |
| % of all [Disaggregated Racial/Ethnic Group] among Administrators, Faculty, and Staff on the first day of classes on [Date]: <i>The proportion of administrators, faculty, and staff in the disaggregated group that are employed by the institution on the first day of class. This equals the ratio of the number of administrators, faculty, and staff in the disaggregated group employed by the institution on the first day of classes and the total number of administrators, faculty, and staff employed by the institution on the first day of classes.</i> |

| Racial/Ethnic Group              | All Practitioners categorized as an Educational Administrator on the first day of class, Fall 2013 |          | All Practitioners categorized as an Educational Administrator on the first day of class, Fall 2014 |          | All Practitioners categorized as an Educational Administrator on the first day of class, Fall 2015 |          | All Practitioners categorized as an Educational Administrator on the first day of class, Fall 2016 |          | All Practitioners categorized as an Educational Administrator on the first day of class, Fall 2017 |          | All Practitioners categorized as an Educational Administrator on the first day of class, Fall 2018 |          |
|----------------------------------|--|----------|--|----------|--|----------|--|----------|--|----------|--|----------|
|                                  | #  | % of all | #  | % of all | #  | % of all | #  | % of all | #  | % of all | #  | % of all |
| African American                 | 0  | 0.0%     | 0  | 0.0%     | 3  | 37.5%    | 3  | 27.3%    | 0  | 0.0%     | 3  | 16.7%    |
| Asian                            | 4  | 80.0%    | 2  | 50.0%    | 2  | 25.0%    | 2  | 18.2%    | 0  | 0.0%     | 1  | 5.6%     |
| Hispanic/Latino                  | 0  | 0.0%     |  | 0.0%     |  | 0.0%     | 1  | 9.1%     | 0  | 0.0%     | 0  | 0.0%     |
| Native Hawaiian/Pacific Islander | 0  | 0.0%     | 0  | 0.0%     | 0  | 0.0%     | 0  | 0.0%     | 0  | 0.0%     | 0  | 0.0%     |
| American Indian/Alaska Native    | 0  | 0.0%     | 0  | 0.0%     | 0  | 0.0%     | 0  | 0.0%     | 0  | 0.0%     | 0  | 0.0%     |
| White                            | 1  | 20.0%    | 1  | 25.0%    | 2  | 25.0%    | 4  | 36.4%    | 1  | 100.0%   | 11   | 61.1%    |
| More than one race               | 0  | 0.0%     | 1  | 25.0%    | 1  | 12.5%    | 1  | 9.1%     | 0  | 0.0%     | 1  | 5.6%     |
| Some other race                  | 0  | 0.0%     | 0  | 0.0%     | 0  | 0.0%     | 0  | 0.0%     | 0  | 0.0%     | 0  | 0.0%     |
| Unknown                          | 0  | 0.0%     | 0  | 0.0%     | 0  | 0.0%     | 0  | 0.0%     | 0  | 0.0%     | 2  | 11.1%    |
| <b>TOTAL</b>                     | 5  | 100.0%   | 4  | 100.0%   | 8  | 100.0%   | 11   | 100.0%   | 1  | 100.0%   | 18   | 100.0%   |

Table 3. Total West Valley College Employment of **Educational Administrators** between Fall 2013 and Fall 2018 by race / ethnicity

**Data Definitions:**

# of [Disaggregated Racial/Ethnic Group] among Educational Administrators on the first day of classes on [Date]: *The total number of Educational Administrators on the first day of class employed by the institution for the racial/ethnic group for which you are interested in determining equity gaps.*

% of all [Disaggregated Racial/Ethnic Group] among Educational Administrators on the first day of classes on [Date]: *The proportion of Educational Administrators in the disaggregated group that are employed by the institution on the first day of class. This equals the ratio of Educational Administrators in the disaggregated group employed by the institution on the first day of classes and the total number of Educational Administrators employed by the institution on the first day of classes.*

| Racial/Ethnic Group              | All Practitioners categorized as Tenured/ Tenure Track Faculty on the first day of class, Fall 2013 |               | All Practitioners categorized as Tenured/ Tenure Track Faculty on the first day of class, Fall 2014 |               | All Practitioners categorized as Tenured/ Tenure Track Faculty on the first day of class, Fall 2015 |               | All Practitioners categorized as Tenured/ Tenure Track Faculty on the first day of class, Fall 2016 |               | All Practitioners categorized as Tenured/ Tenure Track Faculty on the first day of class, Fall 2017 |               | All Practitioners categorized as Tenured/ Tenure Track Faculty on the first day of class, Fall 2018 |               |
|----------------------------------|---|---------------|---|---------------|---|---------------|---|---------------|---|---------------|---|---------------|
|                                  | #   | % of all      | #   | % of all      | #   | % of all      | #   | % of all      | #   | % of all      | #   | % of all      |
| African American                 | 6   | 3.7%          | 7   | 4.3%          | 7   | 4.4%          | 7   | 4.5%          | 6   | 4.0%          | 6   | 4.1%          |
| Asian                            | 18  | 11.0%         | 16  | 9.9%          | 17  | 10.8%         | 17  | 10.8%         | 17  | 11.3%         | 21  | 14.5%         |
| Hispanic/Latino                  | 23  | 14.0%         | 22  | 13.6%         | 23  | 14.6%         | 28  | 17.8%         | 26  | 17.3%         | 26  | 17.9%         |
| Native Hawaiian/Pacific Islander | 1   | 0.6%          | 1   | 0.6%          | 0   | 0.0%          | 0   | 0.0%          | 1   | 0.7%          | 0   | 0.0%          |
| American Indian/Alaska Native    | 1   | 0.6%          | 1   | 0.6%          | 1   | 0.6%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          |
| White                            | 115   | 70.1%         | 115   | 71.0%         | 109   | 69.0%         | 103   | 65.6%         | 98  | 65.3%         | 90  | 62.1%         |
| More than one race               | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 1   | 0.6%          | 1   | 0.7%          | 1   | 0.7%          |
| Some other race                  | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          |
| Unknown                          | 0   | 0.0%          | 0   | 0.0%          | 1   | 0.6%          | 1   | 0.6%          | 1   | 0.7%          | 1   | 0.7%          |
| <b>TOTAL</b>                     | <b>164</b>  | <b>100.0%</b> | <b>162</b>  | <b>100.0%</b> | <b>158</b>  | <b>100.0%</b> | <b>157</b>  | <b>100.0%</b> | <b>150</b>  | <b>100.0%</b> | <b>145</b>  | <b>100.0%</b> |

Table 4. Total West Valley College Employment of **Tenured / Tenure Track Faculty** between Fall 2013 and Fall 2018 by race / ethnicity

**Data Definitions:**

# of [Disaggregated Racial/Ethnic Group] among Tenured / Tenure Track Faculty on the first day of classes on [Date]: *The total number of Tenured / Tenure Track Faculty on the first day of class employed by the institution for the racial/ethnic group for which you are interested in determining equity gaps.*

% of all [Disaggregated Racial/Ethnic Group] among Tenured / Tenure Track Faculty on the first day of classes on [Date]: *The proportion of Tenured / Tenure Track Faculty in the disaggregated group that are employed by the institution on the first day of class. This equals the ratio of Tenured / Tenure Track Faculty in the disaggregated group employed by the institution on the first day of classes and the total number of Tenured / Tenure Track Faculty employed by the institution on the first day of classes.*



| Racial/Ethnic Group              | All Practitioners categorized as Academic Temporary Faculty on the first day of class, Fall 2013 |               | All Practitioners categorized as Academic Temporary Faculty on the first day of class, Fall 2014 |               | All Practitioners categorized as Academic Temporary Faculty on the first day of class, Fall 2015 |               | All Practitioners categorized as Academic Temporary Faculty on the first day of class, Fall 2016 |               | All Practitioners categorized as Academic Temporary Faculty on the first day of class, Fall 2017 |               | All Practitioners categorized as Academic Temporary Faculty on the first day of class, Fall 2018 |               |
|----------------------------------|--|---------------|--|---------------|--|---------------|--|---------------|--|---------------|--|---------------|
|                                  | #  | % of all      | #  | % of all      | #  | % of all      | #  | % of all      | #  | % of all      | #  | % of all      |
| African American                 | 3  | 1.4%          | 2  | 1.0%          | 2  | 1.1%          | 4  | 2.1%          | 4  | 1.9%          | 5  | 2.1%          |
| Asian                            | 30   | 13.8%         | 23   | 11.3%         | 22   | 12.3%         | 29   | 15.3%         | 34   | 16.5%         | 37   | 15.4%         |
| Hispanic/Latino                  | 13   | 6.0%          | 10   | 4.9%          | 12   | 6.7%          | 12   | 6.4%          | 9  | 4.4%          | 20   | 8.3%          |
| Native Hawaiian/Pacific Islander | 1  | 0.5%          | 1  | 0.5%          | 1  | 0.6%          | 1  | 0.5%          |  | 0.0%          | 1  | 0.4%          |
| American Indian/Alaska Native    | 3  | 1.4%          | 2  | 1.0%          | 2  | 1.1%          | 2  | 1.1%          | 4  | 1.9%          | 2  | 0.8%          |
| White                            | 151  | 69.3%         | 150  | 73.5%         | 134  | 74.9%         | 133  | 70.4%         | 152  | 73.8%         | 170  | 70.8%         |
| More than one race               |  | 0.0%          |  | 0.0%          |  | 0.0%          | 1  | 0.5%          | 1  | 0.5%          | 2  | 0.8%          |
| Some other race                  | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          | 0  | 0.0%          |
| Unknown                          | 17   | 7.8%          | 16   | 7.8%          | 6  | 3.4%          | 7  | 3.7%          | 2  | 1.0%          | 3  | 1.3%          |
| <b>TOTAL</b>                     | <b>218</b>   | <b>100.0%</b> | <b>204</b>   | <b>100.0%</b> | <b>179</b>   | <b>100.0%</b> | <b>189</b>   | <b>100.0%</b> | <b>206</b>   | <b>100.0%</b> | <b>240</b>   | <b>100.0%</b> |

Table 5. Total West Valley College Employment of **Academic Temporary Faculty** between Fall 2013 and Fall 2018 by race / ethnicity

**Data Definitions:**

# of [Disaggregated Racial/Ethnic Group] among Academic Temporary Faculty on the first day of classes on [Date]: *The total number of Academic Temporary Faculty on the first day of class employed by the institution for the racial/ethnic group for which you are interested in determining equity gaps.*

% of all [Disaggregated Racial/Ethnic Group] among Academic Temporary Faculty on the first day of classes on [Date]: *The proportion of Academic Temporary Faculty in the disaggregated group that are employed by the institution on the first day of class. This equals the ratio of Academic Temporary Faculty in the disaggregated group employed by the institution on the first day of classes and the total number of Academic Temporary Faculty employed by the institution on the first day of classes.*

| Racial/Ethnic Group              | All Practitioners categorized as a <b>Classified Professional</b> on the first day of class, <b>Fall 2013</b> |               | All Practitioners categorized as a <b>Classified Professional</b> on the first day of class, <b>Fall 2014</b> |               | All Practitioners categorized as a <b>Classified Professional</b> on the first day of class, <b>Fall 2015</b> |               | All Practitioners categorized as a <b>Classified Professional</b> on the first day of class, <b>Fall 2016</b> |               | All Practitioners categorized as a <b>Classified Professional</b> on the first day of class, <b>Fall 2017</b> |               | All Practitioners categorized as a <b>Classified Professional</b> on the first day of class, <b>Fall 2018</b> |               |
|----------------------------------|---|---------------|---|---------------|---|---------------|---|---------------|---|---------------|---|---------------|
|                                  | #   | % of all      | #   | % of all      | #   | % of all      | #   | % of all      | #   | % of all      | #   | % of all      |
| African American                 | 3   | 3.0%          | 2   | 2.1%          | 1   | 1.0%          | 1   | 1.0%          | 2   | 2.3%          | 10  | 5.1%          |
| Asian                            | 16  | 15.8%         | 14  | 14.6%         | 11  | 11.0%         | 12  | 12.0%         | 11  | 12.4%         | 39  | 19.9%         |
| Hispanic/Latino                  | 15  | 14.9%         | 14  | 14.6%         | 18  | 18.0%         | 19  | 19.0%         | 20  | 22.5%         | 45  | 23.0%         |
| Native Hawaiian/Pacific Islander | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          |
| American Indian/Alaska Native    | 1   | 1.0%          | 1   | 1.0%          | 1   | 1.0%          | 2   | 2.0%          | 1   | 1.1%          | 2   | 1.0%          |
| White                            | 65  | 64.4%         | 64  | 66.7%         | 67  | 67.0%         | 63  | 63.0%         | 50  | 56.2%         | 94  | 48.0%         |
| More than one race               | 1   | 1.0%          | 1   | 1.0%          | 2   | 2.0%          | 3   | 3.0%          | 5   | 5.6%          | 6   | 3.1%          |
| Some other race                  | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          |
| Unknown                          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          | 0   | 0.0%          |
| <b>TOTAL</b>                     | <b>101</b>  | <b>100.0%</b> | <b>96</b>   | <b>100.0%</b> | <b>100</b>  | <b>100.0%</b> | <b>100</b>  | <b>100.0%</b> | <b>89</b>   | <b>100.0%</b> | <b>196</b>  | <b>100.0%</b> |

Table 6. Total West Valley College Employment of Classified Professional between Fall 2013 and Fall 2018 by race / ethnicity

| Data Definitions:  |
|--|
| # of [Disaggregated Racial/Ethnic Group] among Classified Professionals on the first day of classes on [Date]: <i>The total number of Classified Professionals on the first day of class employed by the institution for the racial/ethnic group for which you are interested in determining equity gaps.</i>  |
| % of all [Disaggregated Racial/Ethnic Group] among Classified Professionals on the first day of classes on [Date]: <i>The proportion of Classified Professionals in the disaggregated group that are employed by the institution on the first day of class. This equals the ratio of Classified Professionals in the disaggregated group employed by the institution on the first day of classes and the total number of Classified Professionals employed by the institution on the first day of classes.</i> |



**HR**  
HUMAN RESOURCES DEPARTMENT

TRAINING +  
DEVELOPMENT

## Spring 2019 Training Reminders/EEO Diversity Advisory Council Sponsored Programs

**1. April 14, 2019- Diversity Uncovered (9-12noon) and (1-4pm) Mission College-TAV-130-35 max**

Diversity Uncovered is an interactive introduction to implicit bias, microaggressions, stereotypes, and inclusion. This training is designed to take seasoned Administrators, Faculty, Supervisors, and Classified Staff on a journey to develop a common language to identify and address challenges related to prejudice and unconscious discrimination in their workplace. This engaging and flexible training style is suitable for all staff regardless of prior diversity, equity and inclusion training. Click here to learn more about our learning partner CircleUp Education: <https://www.circleuped.org/>

**2. April 18, 2019- Diversity Uncovered (9-12noon) West Valley College-Baltic-35 max**

**3. May 9, 2019- Race and Ethnicity: Let's Talk about it! (9-12noon) West Valley College-Baltic- 70 max**

RACE AND ETHNICITY: LET'S TALK ABOUT IT (3 hours)

Training notification and registration details to be sent on 3/16/2019

Description: Communicating about race is challenging and full of fears and trepidations; therefore, we must start by acknowledging that these are uncomfortable and sensitive topics that can get in the way of constructive and productive dialogue. It is also important to create a safe and trusting environment for these critical conversations and learning to happen with the understanding that this is a journey and not a one-time, fix-it process. The essence of a real conversation is that people feel able to express how they really feel, what they really think, and are interested to hear what others feel and think. The session will begin with the acknowledgement of why this is difficult with some specific recommendations and strategies for addressing the difficulty. A discussion on agreements that set the tone for a race dialogue will be a crucial way to start the process, e.g., stay engaged, speak your truth, experience and lean into discomfort and accept non-closure. The essence of the session is through the power of personal stories. The facilitator will work with and coach a panel of WVMCCD's community members who represent different race and ethnic backgrounds to tell their stories. Though not prescriptive, the stories will be guided by a set of questions and topics as catalysts for the panel's consideration. The next phase of the session will include participant small group discussions on reactions and learning from their colleagues' personal stories.

Learning Outcomes:

- Learn how to be a role model and an advocate for constructive dialogues through specific actions and behaviors—setting the right tone.
  - Accept the thoughts, experiences of others as true for them; hear others’ reality and differences as additive, not taking away from your experiences.
  - Make commitments to join others and begin to create an inclusive WVMCCD with personal actions that will further participant’s learning journey.
  - Learn change strategies to hear, value and leverage people’s differences to create breakthroughs and support everyone to do their best work.
- 4. May 9, 2019- Communicating Across Gender Differences (1-4pm) West Valley College-Baltic-70 max**

COMMUNICATION ACROSS GENDER DIFFERENCES (3 hours)

Training notification and registration details to be sent on 3/16/2019

Description. Men and women are “hard wired” differently, hence their unique behaviors based on gender roles have the potential to result in misunderstanding and frustration. Learning about the “unnoticed rules” each gender culture uses to define appropriate adult behavior leads to self-awareness and introspection. It provides an opportunity to improve team communication between men and women instead of placing the blame on what you may not comprehend about the other gender. Concise and clear communication among staff and faculty will enhance the synergies across all groups throughout the institution. Technology has brought about an added challenge to communication. While increasing our abilities to communicate instantly with large groups of people, it is devoid of emotions and communication subtleties such as body language and voice intonation. Therefore, it is advantageous to learn and understand how the other gender communicates.

Learning Outcomes:

- Learn about the “unnoticed rules” each gender utilizes to communicate.
- Learn how to interpret gender-based communications styles to avert miscommunication and misunderstandings.
- Learn to appreciate the unique communication styles men and women utilize to collaborate with each other.

**5. May 10, 2019- Race and Ethnicity: Let’s Talk about it (9-12noon) Mission College-Gillmor 103-70 max**

**6. May 10, 2019- Communicating Across Gender Differences (1-4pm) Mission College-Gillmor 103-70 max**

**7. June 4, 2019- EEO Monitor Training (1-4pm) West Valley College-Room TBD-20max**

This program is tailored for HR professionals/administrators/ and EEO Advisory Committee members who have completed the EEO Screening committee training and have served on at least 2 screening committees. Laura Schulkind, Legal Counsel for WVMCCD, will facilitate this 3-hour program. More details to come soon.