

For the 2020-2021 academic year, the EEO Advisory Council Committee has created five goals and accompanying action plans in order to achieve those goals. The goals have been divided among the council members to work on throughout the academic year. The five goals and their accompanying actions are as follows:

1. Establish the baseline.
  - Action: Pull student and employee data for the following years: 2017, 2018, 2019.
2. Set a diversity target.
  - Action: Set a diversity target once the baseline is established.
3. Identify and recruit EEO monitors.
  - Action: Identify and recruit 15-20 EEO monitors for Spring 2021.
  - Action: Train all EEO committee members to be an EEO monitor.
4. Assess marketing campaign and job announcement.
  - Action: Determine whether the campaign needs to be updated to reflect our diversity efforts.
5. Conduct a review of current recruitment procedures.
  - Action: Conduct a review of recruitment procedures to ensure a focus on diversity.

The five goals and their following action plans have progressed during the 2020-2021 academic year.

Goal #1 of establishing the baseline has recently been completed. Data was pulled from the District, West Valley College, and Mission College to compare the diversity among faculty, classified staff, and the student population. The purpose of this goal is to see where the District and Colleges currently stand in terms of diversity. This data was required to move on to Goal #2 of setting a diversity target.

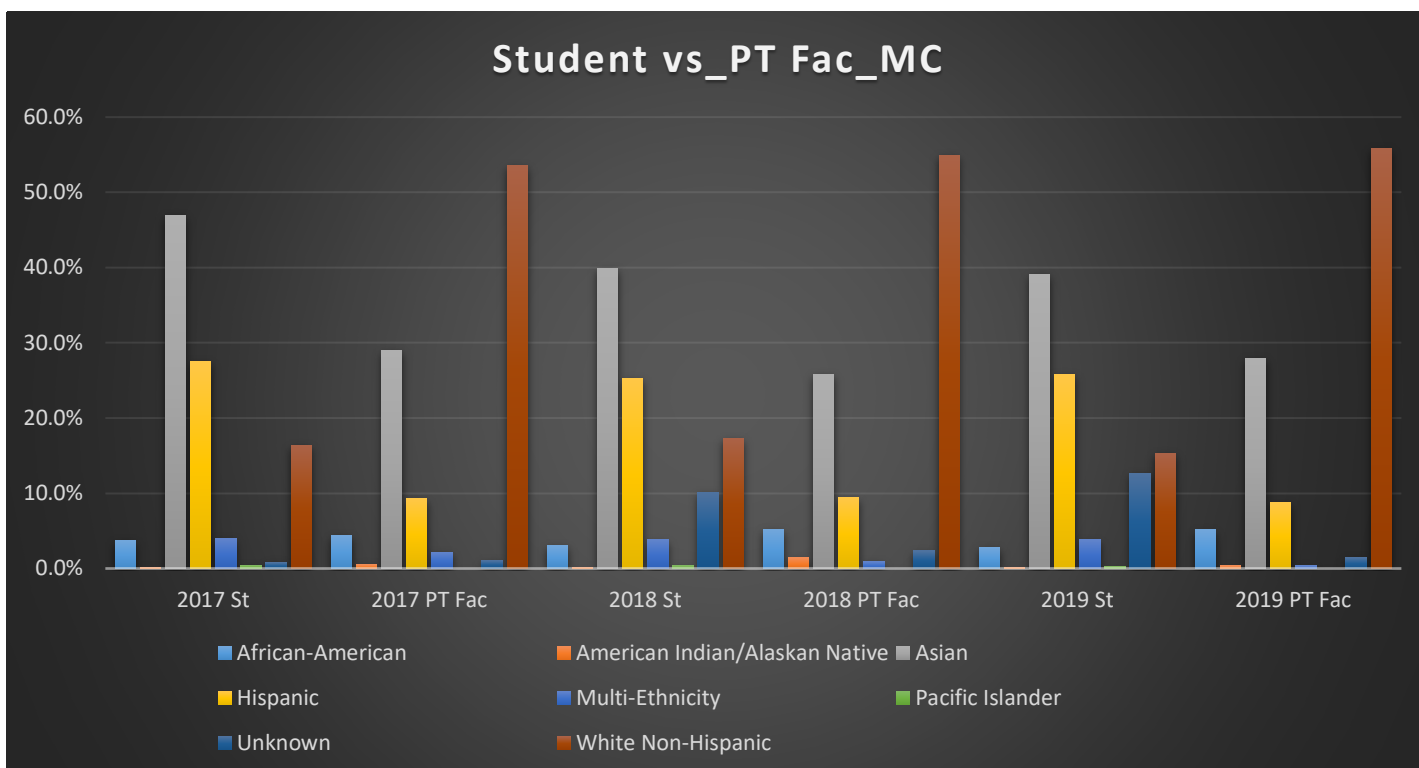
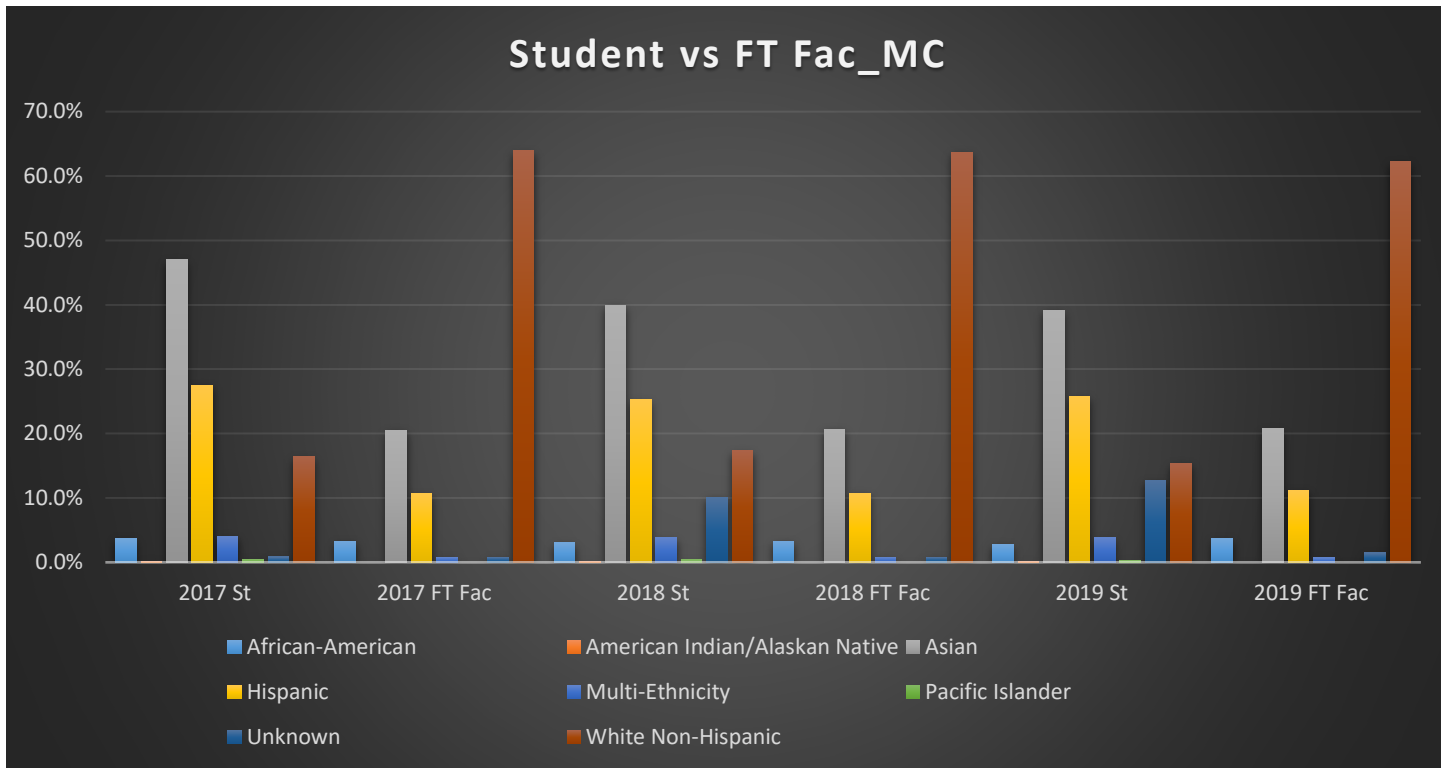
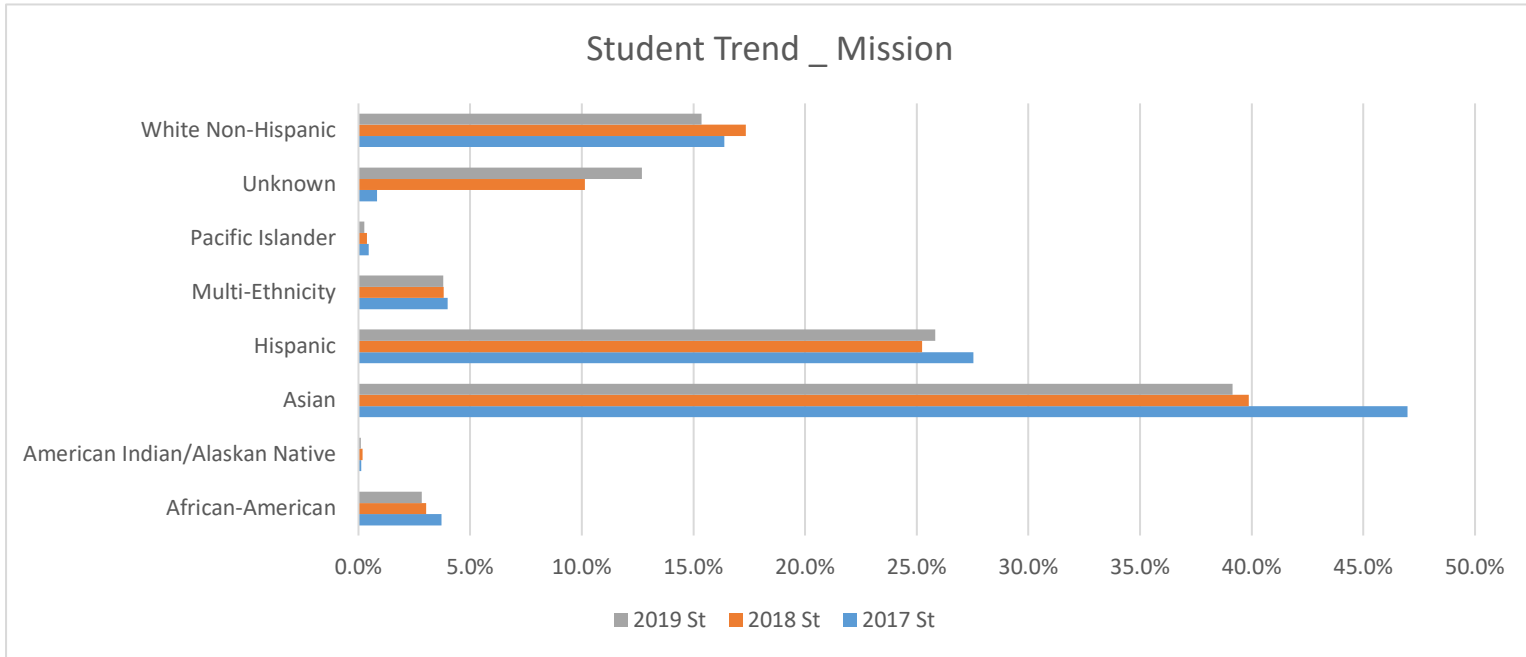
Goal #2 of setting a diversity target is where council members determine gaps in diversity and set a target to close those gaps. Since the baseline was just recently established, the council members are still working on this goal. Council members are currently reaching out to the Research Analysts of each College for assistance with creating an appropriate goal.

Goal #3 is to identify and recruit EEO monitors. We have met the action plan to identify and recruit 15-20 EEO monitors for Spring 2021. HR held an EEO monitor training on March 11<sup>th</sup>, 2021 and has followed up with two meetings after the initial EEO monitor training. The follow up meetings were to discuss any questions and comments on the EEO monitor training, as well as discuss next steps to sit on a hiring committee as an EEO monitor; one of which was to start off with shadowing a current EEO monitor on a hiring committee. The majority of EEO committee members have been trained to be an EEO monitor, but some were unable to be trained due to scheduling conflicts. HR plans on holding more EEO monitor training sessions in order to get all EEO committee members trained.

Goal #4 is to assess the marketing campaign and job announcement. Several steps were taken to determine whether the campaign needs to be updated to reflect our diversity efforts. One plan is to build out the list of diversity-specific job boards that we post to. This was done by conducting a survey of EEO Advisory Council members to identify potential new job boards. A list of potential new job boards has been compiled and HR is currently reviewing the list for financial cost and enact. Both Mission and West Valley have designed college-specific language, used in job announcements, to describe the respective college's commitment to DEI. These are assembled on a template guide to be provided to each new search committee when starting a new recruitment. Another plan is to also include a link in job announcement to college's DEI-related website. The group from Goal #4 is also working in conjunction with the group from Goal #5 to create a guide/template for employees to use in sharing job

openings over social media. The idea is that with this guide or template, we can start a campaign to encourage employees to share relevant job openings over social media.

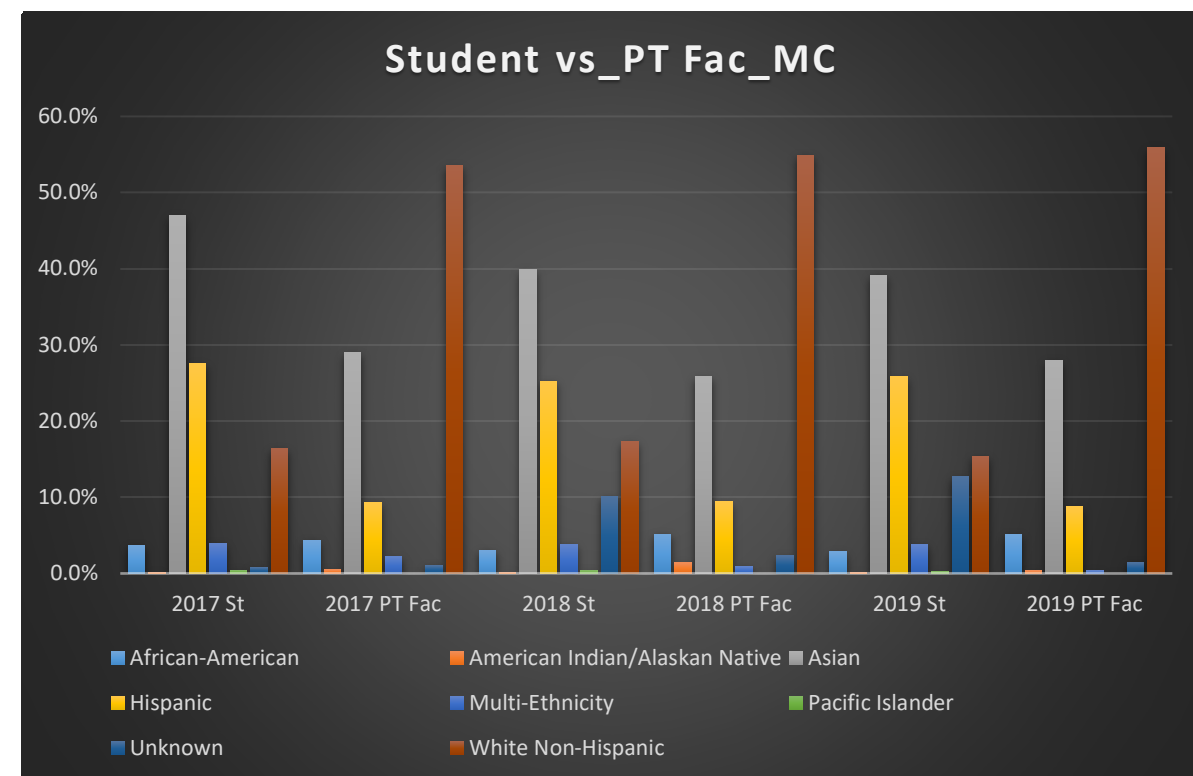
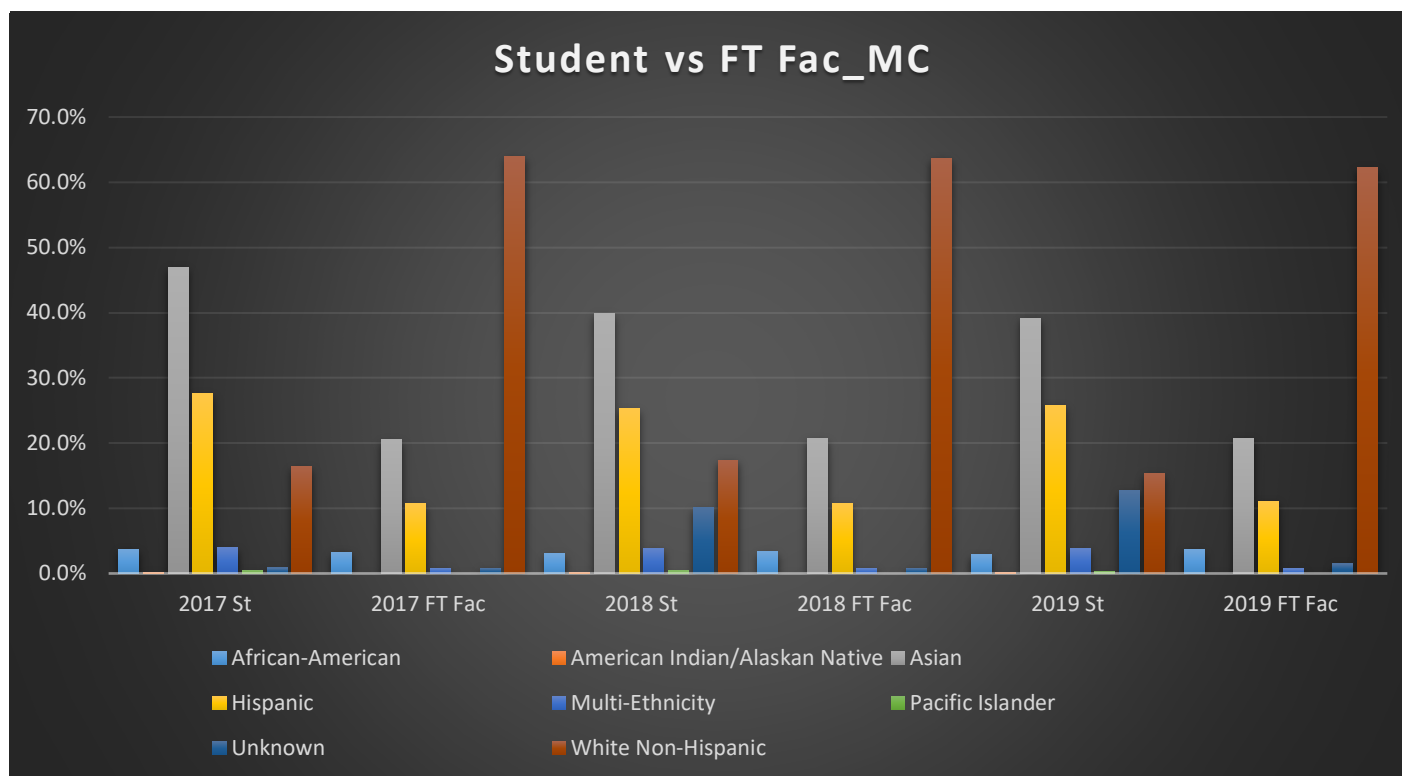
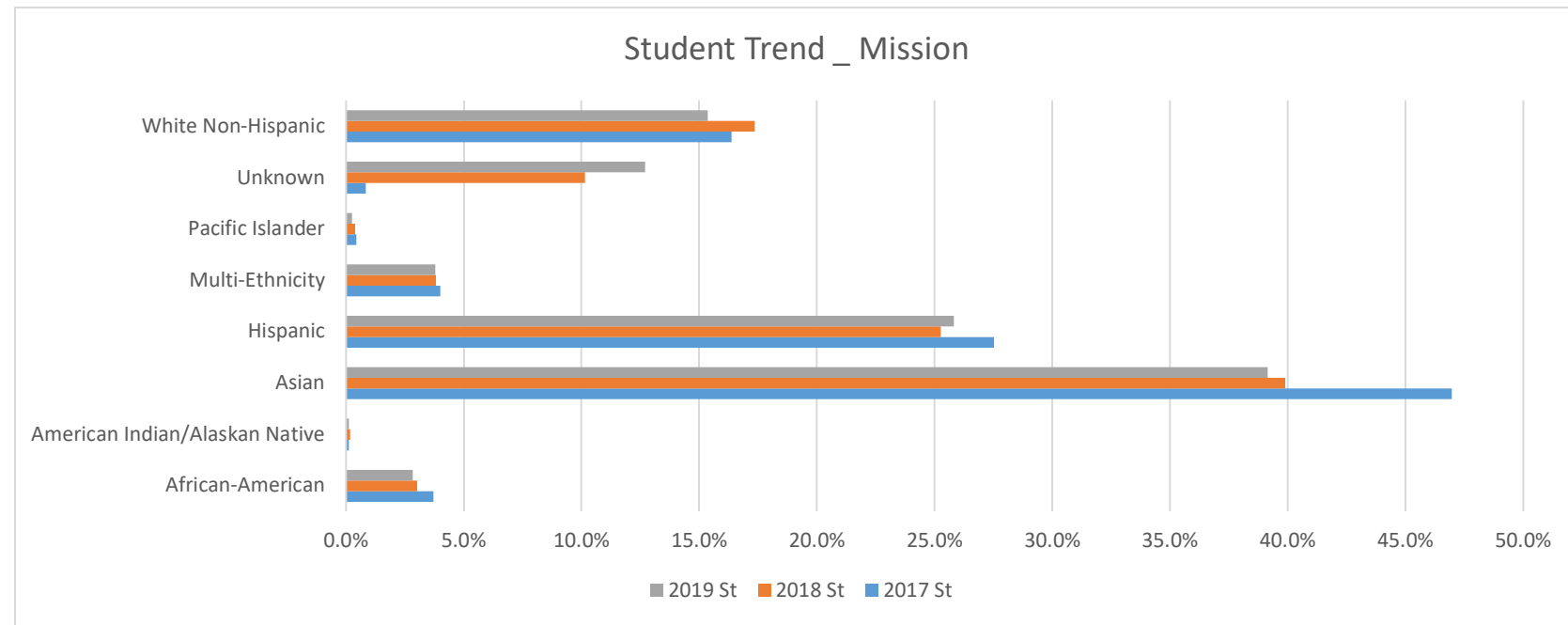
Goal #5 is to conduct a review of current recruitment procedures that focuses on diversity. So far, the members have been reviewing the ASCCC Model Hiring Principles and Procedures course to find ideas as to how we want to reshape our recruitment process. Goal #5 is also working in conjunction with Goal #4 to create a guide/template for employees to use in sharing job openings over social media. Social media is growing fast, and the reach is immense. By making our job openings easily shared over social media, we can ultimately widen our reach in recruitments.



	2017 St	2017 FT Fa	2018 St	2018 FT Fa	2019 St	2019 FT Fac
African-American	3.7%	3.3%	3.0%	3.3%	2.8%	3.7%
American Indian/Alaskan Native	0.1%	0.0%	0.2%	0.0%	0.1%	0.0%
Asian	47.0%	20.5%	39.9%	20.7%	39.1%	20.7%
Hispanic	27.5%	10.7%	25.2%	10.7%	25.8%	11.1%
Multi-Ethnicity	4.0%	0.8%	3.8%	0.8%	3.8%	0.7%
Pacific Islander	0.4%	0.0%	0.4%	0.0%	0.3%	0.0%
Unknown	0.8%	0.8%	10.1%	0.8%	12.7%	1.5%
White Non-Hispanic	16.4%	63.9%	17.3%	63.6%	15.4%	62.2%

	2017 St	2017 PT Fa	2018 St	2018 PT Fa	2019 St	2019 PT Fac
African-American	3.7%	4.4%	3.0%	5.2%	2.8%	5.1%
American Indian/Alaskan Native	0.1%	0.5%	0.2%	1.4%	0.1%	0.4%
Asian	47.0%	29.0%	39.9%	25.8%	39.1%	27.9%
Hispanic	27.5%	9.3%	25.2%	9.4%	25.8%	8.8%
Multi-Ethnicity	4.0%	2.2%	3.8%	0.9%	3.8%	0.4%
Pacific Islander	0.4%	0.0%	0.4%	0.0%	0.3%	0.0%
Unknown	0.8%	1.1%	10.1%	2.3%	12.7%	1.5%
White Non-Hispanic	16.4%	53.6%	17.3%	54.9%	15.4%	55.9%

	2017 St	2018 St	2019 St
African-American	3.7%	3.0%	2.8%
American Indian/Alaskan Native	0.1%	0.2%	0.1%
Asian	47.0%	39.9%	39.1%
Hispanic	27.5%	25.2%	25.8%
Multi-Ethnicity	4.0%	3.8%	3.8%
Pacific Islander	0.4%	0.4%	0.3%
Unknown	0.8%	10.1%	12.7%
White Non-Hispanic	16.4%	17.3%	15.4%



Racial/Ethnic Group	All student count in Fall 2016		All student count in Fall 2017		All student count in Fall 2018		All student count in Fall 2019	
	#	% of all	#	% of all	#	% of all	#	% of all
African-American	267	3.0%	265	3.7%	271	3.0%	231	2.8%
American Indian/Alaskan Native	12	0.1%	9	0.1%	16	0.2%	9	0.1%
Asian	3649	41.5%	3353	47.0%	3568	39.9%	3189	39.1%
Hispanic	2173	24.7%	1965	27.5%	2259	25.2%	2104	25.8%
Multi-Ethnicity	304	3.5%	285	4.0%	341	3.8%	309	3.8%
Pacific Islander	37	0.4%	32	0.4%	34	0.4%	21	0.3%
Unknown	718	8.2%	60	0.8%	907	10.1%	1034	12.7%
White Non-Hispanic	1635	18.6%	1169	16.4%	1552	17.3%	1251	15.4%
<b>TOTAL</b>	<b>8795</b>	<b>100.0%</b>	<b>7138</b>	<b>100.0%</b>	<b>8948</b>	<b>100%</b>	<b>8148</b>	<b>100.0%</b>

Table 3. Total student count for West Valley between Fall 2016 and Fall 2019 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 /*

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Racial/Ethnic Group	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		All Practitioners categorized as Tenured/ Tenure Track Faculty on the first day of class, Fall 2019	
	#	% of all	#	% of all	#	% of all	#	% of all
African-American	6	4.3%	4	3.3%	4	3.3%	5	3.7%
American Indian/Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	28	20.3%	25	20.5%	25	20.7%	28	20.7%
Hispanic	12	8.7%	13	10.7%	13	10.7%	15	11.1%
Multi-Ethnicity	2	1.4%	1	0.8%	1	0.8%	1	0.7%
Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Unknown	0	0.0%	1	0.8%	1	0.8%	2	1.5%
White Non-Hispanic	90	65.2%	78	63.9%	77	63.6%	84	62.2%
Some other race	0	0.0%	0	0.0%	0	0.0%	0	0.0%
total	138	100.0%	122	100.0%	121	100.0%	135	100.0%

Table 4. Total Institutional Employment of **Tenured / Tenure Track Faculty** between Fall 2016 and Fall 2019 by race / ethnicity

Data Definitions:
# of [Disaggregated Racial/Ethnic Group] among Tenured / Tenure Track Faculty on the first day of classes on [Date]: <i>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.</i>
% of all [Disaggregated Racial/Ethnic Group] among Tenured / Tenure Track Faculty on the first day of classes on [Date]: <i>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.</i>

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Racial/Ethnic Group	All Practitioners categorized as Adjunct Faculty on the first day of class, Fall 2016		All Practitioners categorized as Adjunct Faculty on the first day of class, Fall 2017		All Practitioners categorized as Adjunct Faculty on the first day of class, Fall 2018		All Practitioners categorized as Adjunct Faculty on the first day of class, Fall 2019	
	#	% of all	#	% of all	#	% of all	#	% of all
African-American	8	4.5%	8	4.4%	11	5.2%	14	5.1%
American Indian/Alaskan Native	1	0.6%	1	0.5%	3	1.4%	1	0.4%
Asian	49	27.4%	53	29.0%	55	25.8%	76	27.9%
Hispanic	15	8.4%	17	9.3%	20	9.4%	24	8.8%
Multi-Ethnicity	2	1.1%	4	2.2%	2	0.9%	1	0.4%
Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Unknown	6	3.4%	2	1.1%	5	2.3%	4	1.5%
White Non-Hispanic	98	54.7%	98	53.6%	117	54.9%	152	55.9%
Some other race	0	0.0%	0	0.0%	0	0.0%	0	0.0%
total	179	100%	183	100%	213	100%	272	100%

Table 5. Total Institutional Employment of **Academic Temporary Faculty** between Fall 2016 and Fall 2019 by race / ethnicity

Data Definitions:
# of [Disaggregated Racial/Ethnic Group] among Academic Temporary Faculty on the first day of classes on [Date]: <i>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.</i>
% of all [Disaggregated Racial/Ethnic Group] among Academic Temporary Faculty on the first day of classes on [Date]: <i>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.</i>

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Racial/Ethnic Group	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		All Practitioners categorized as Tenured/ Tenure Track Faculty on the first day of class, Fall 2019	
	#	% of all	#	% of all	#	% of all	#	% of all
African-American	1	7.1%	0	0.0%	1	5.9%	1	5.3%
American Indian/Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	2	14.3%	0	0.0%	4	23.5%	5	26.3%
Hispanic	2	14.3%	0	0.0%	3	17.6%	4	21.1%
Multi-Ethnicity	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Pacific Islander	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%
White Non-Hispanic	9	64.3%	1	100.0%	9	52.9%	9	47.4%
Some other race	0	0.0%	0	0.0%	0	0.0%	0	0.0%
total	14	100%	1	100%	17	100%	19	100%

Table 4. Total Institutional Employment of **Tenured / Tenure Track Faculty** between Fall 2016 and Fall 2019 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.*

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Racial/Ethnic Group	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		All Practitioners categorized as Tenured/ Tenure Track Faculty on the first day of class, Fall 2019	
	#	% of all	#	% of all	#	% of all	#	% of all
African-American	4	3.9%	5	4.8%	5	3.5%	4	3.4%
American Indian/Alaskan Native	2	1.9%	1	1.0%	1	0.7%	1	0.8%
Asian	41	39.8%	43	41.0%	52	36.1%	48	40.3%
Hispanic	17	16.5%	19	18.1%	38	26.4%	22	18.5%
Multi-Ethnicity	2	1.9%	3	2.9%	3	2.1%	4	3.4%
Pacific Islander	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%
White Non-Hispanic	37	35.9%	34	32.4%	45	31.3%	40	33.6%
Some other race	0	0.0%	0	0.0%	0	0.0%	0	0.0%
total	103	100%	105	100%	144	100%	119	100%

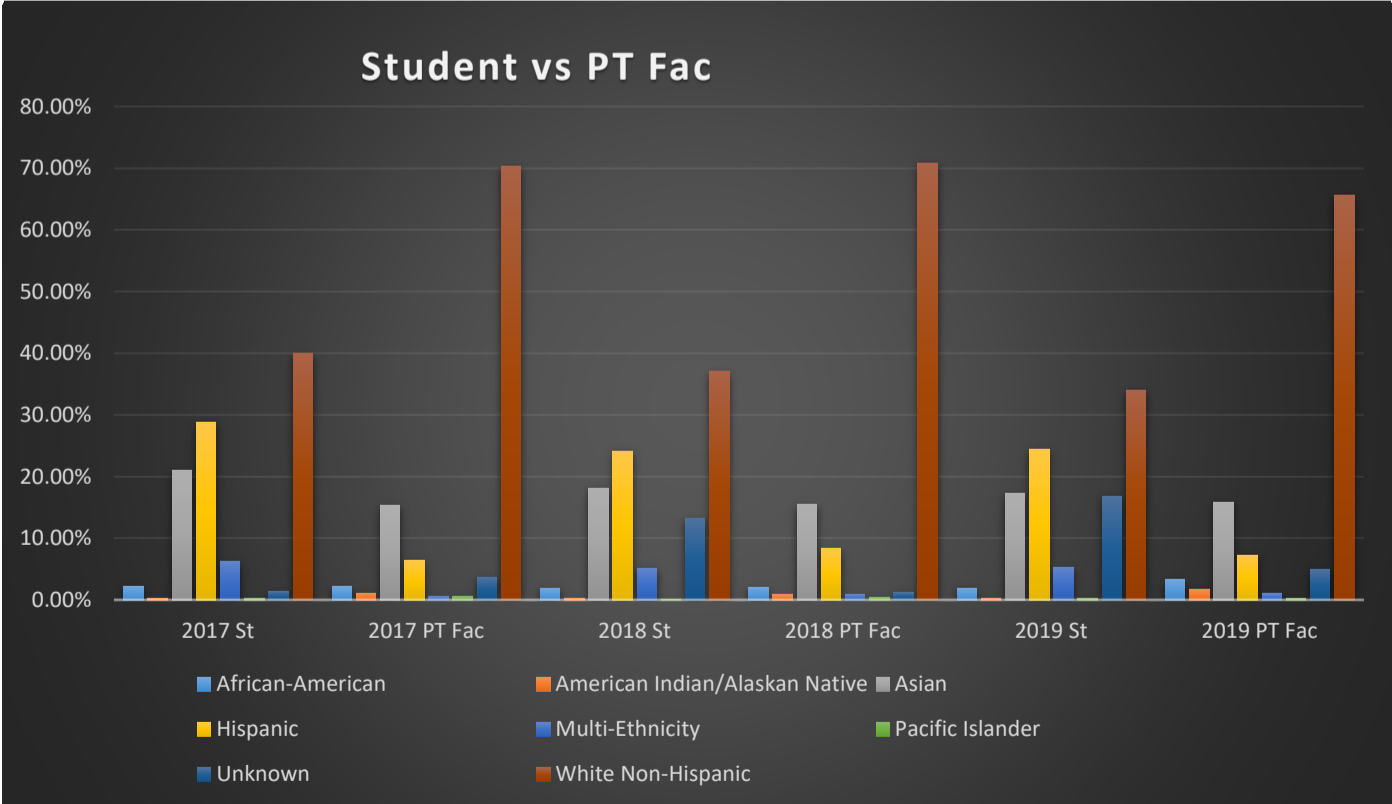
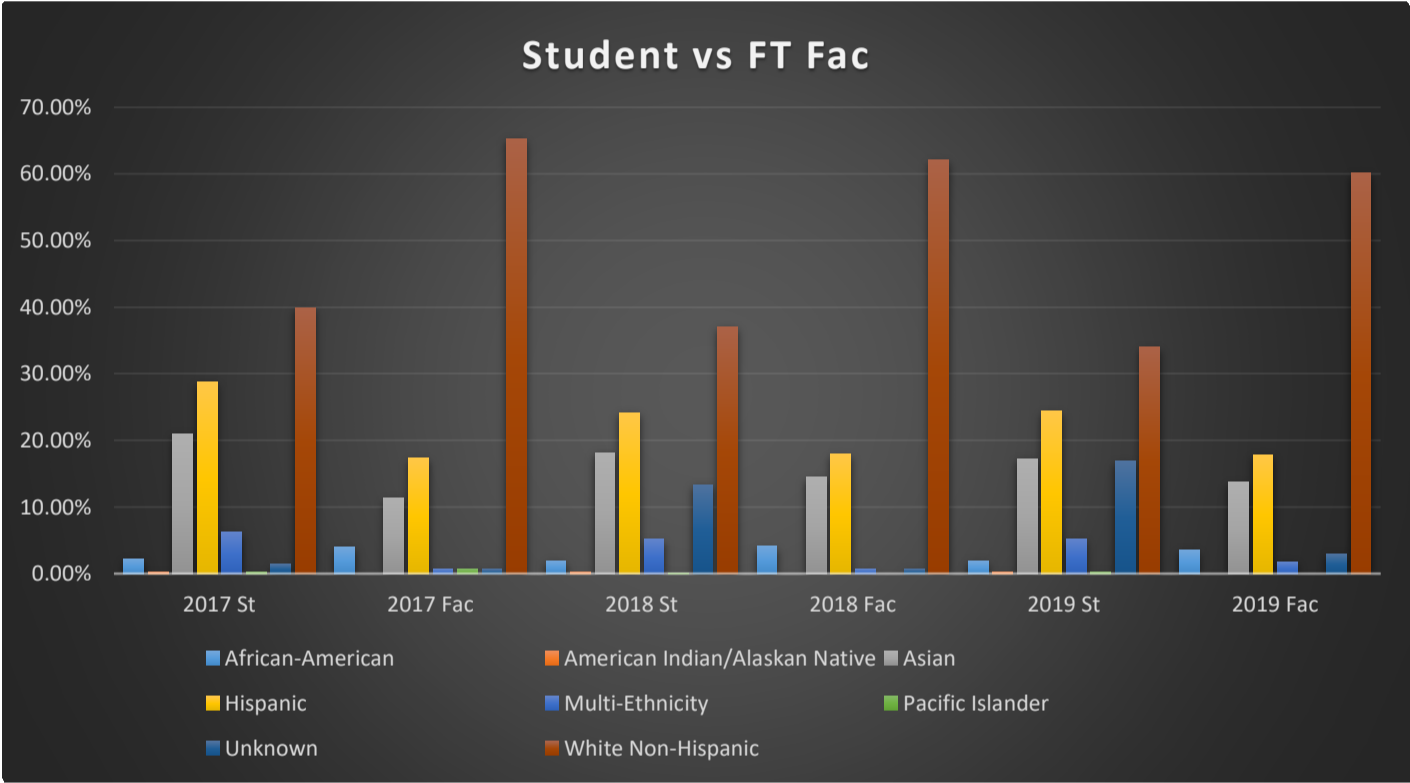
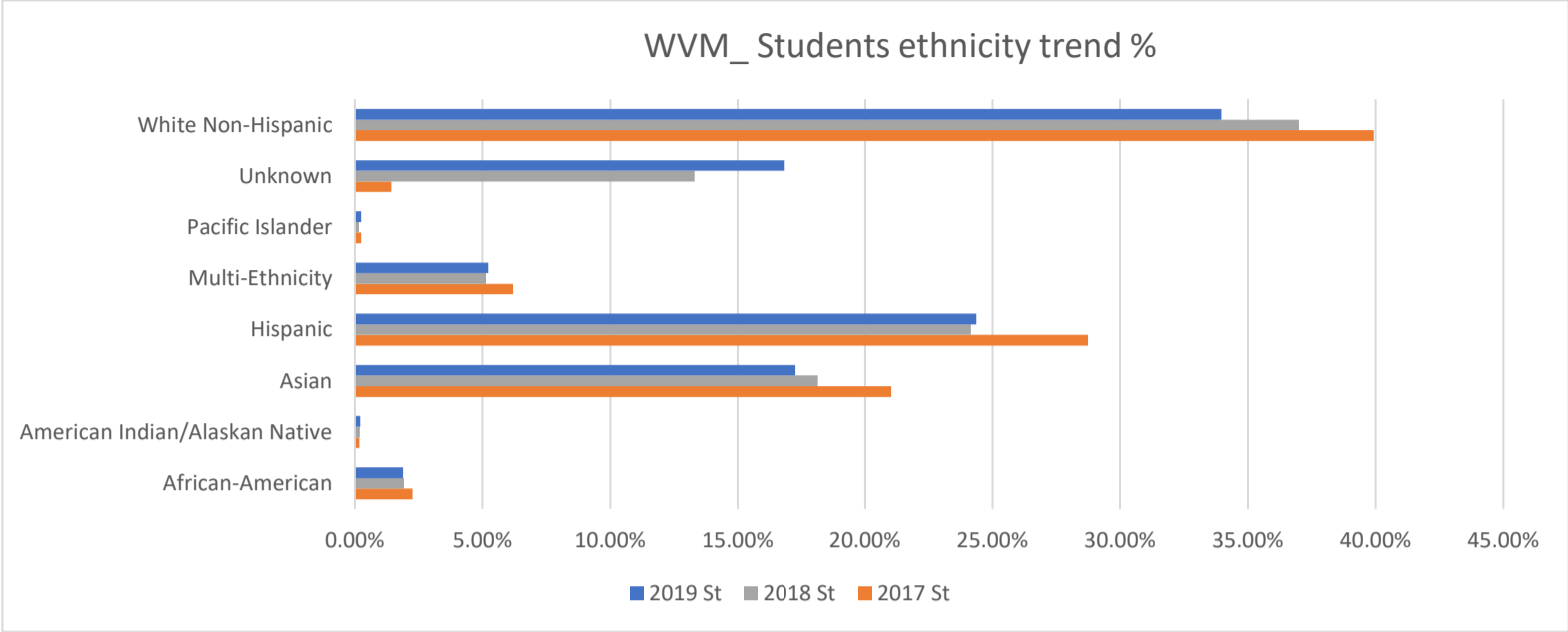
Table 4. Total Institutional Employment of **Tenured / Tenure Track Faculty** between Fall 2016 and Fall 2019 by race / ethnicity

#### 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.*

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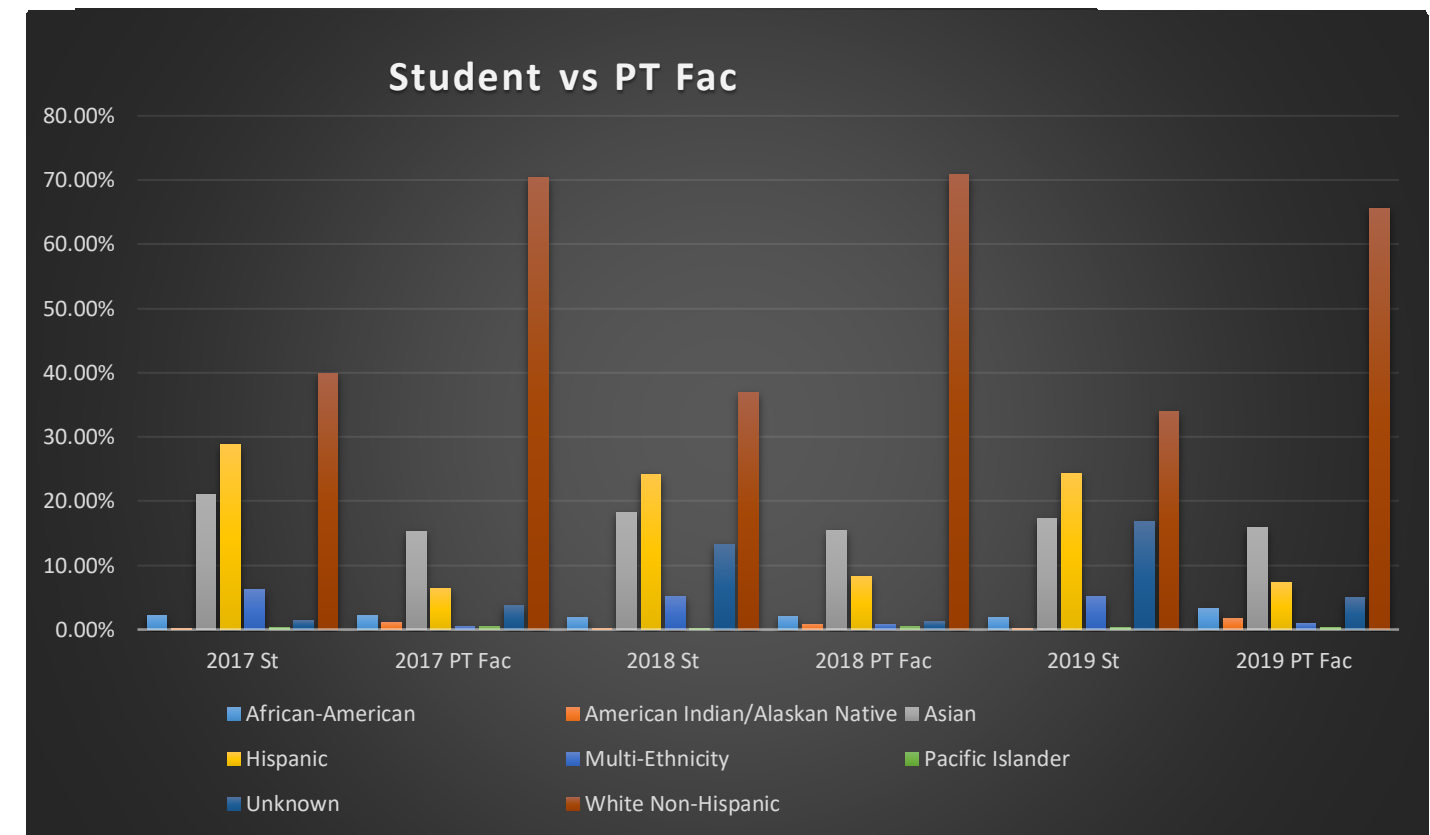
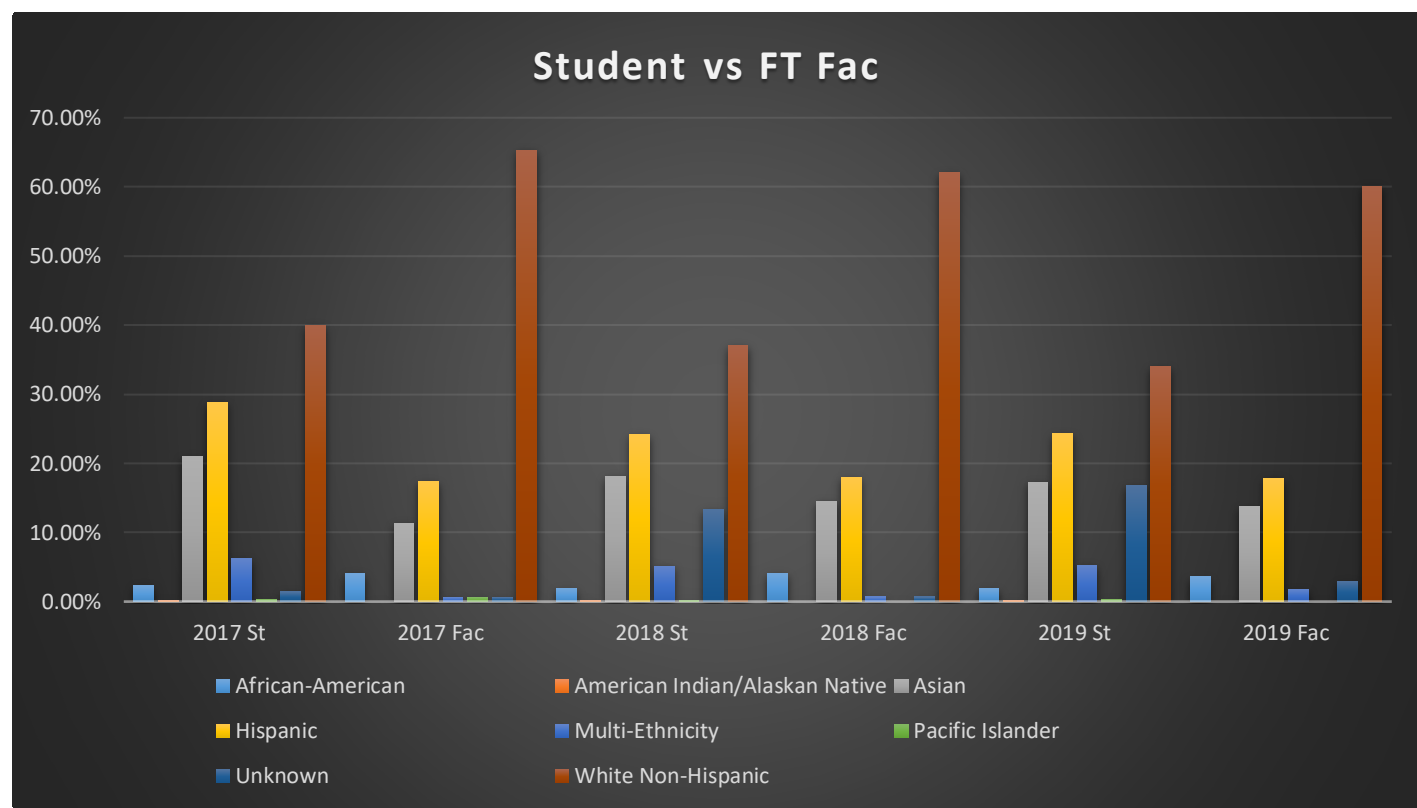
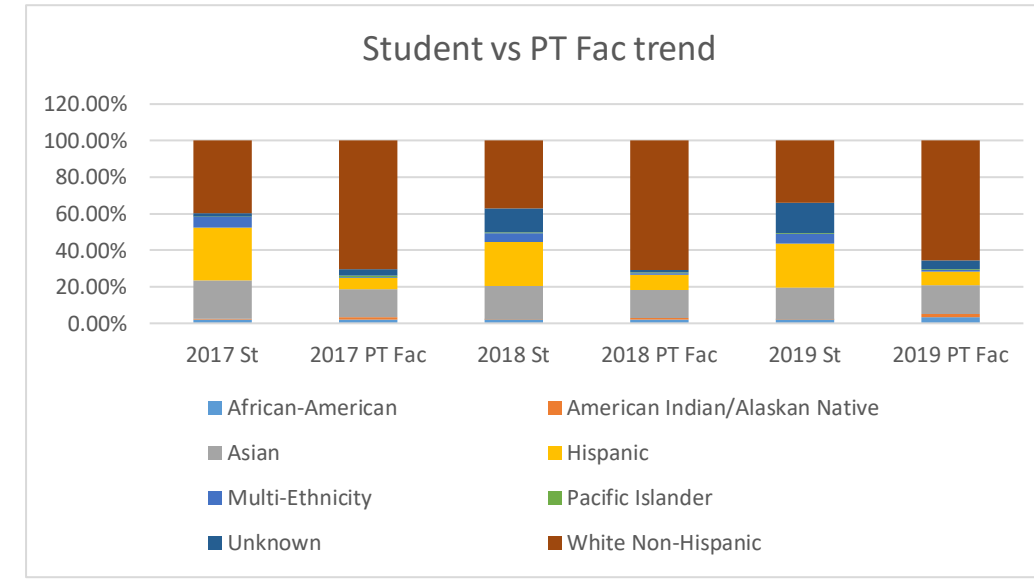
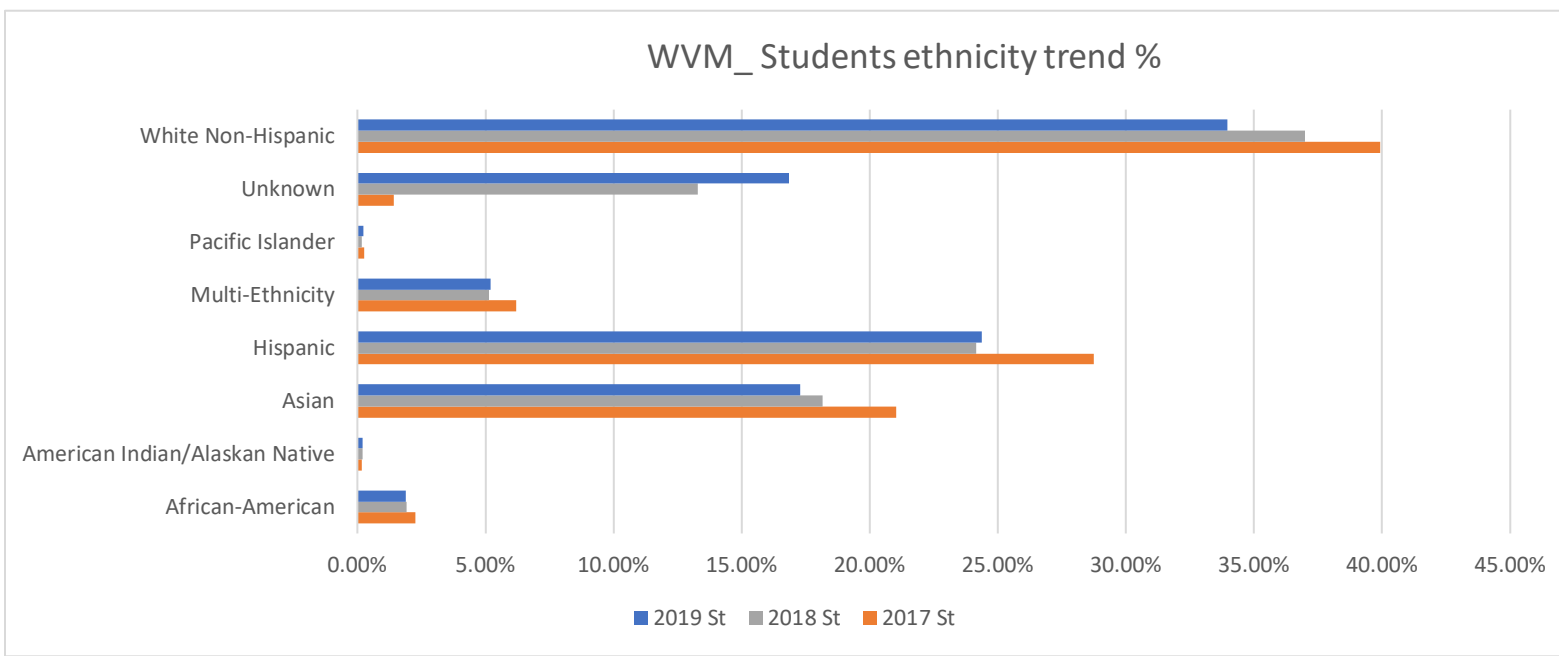


**Full Time Faculty**

	2017 St	2017 Fac	2018 St	2018 Fac	2019 St	2019 Fac
African-American	2.26%	4.00%	1.91%	4.14%	1.88%	3.57%
American Indian/Alaskan Native	0.17%	0.00%	0.19%	0.00%	0.20%	0.00%
Asian	21.03%	11.33%	18.16%	14.48%	17.27%	13.69%
Hispanic	28.74%	17.33%	24.16%	17.93%	24.36%	17.86%
Multi-Ethnicity	6.18%	0.67%	5.13%	0.69%	5.22%	1.79%
Pacific Islander	0.25%	0.67%	0.16%	0.00%	0.25%	0.00%
Unknown	1.44%	0.67%	13.30%	0.69%	16.85%	2.98%
White Non-Hispanic	39.93%	65.33%	36.99%	62.07%	33.97%	60.12%

**PT Faculty**

	2017 St	2017 PT Fa	2018 St	2018 PT Fa	2019 St	2019 PT Fa
African-American	2.26%	2.12%	1.91%	2.08%	1.88%	3.31%
American Indian/Alaskan Nati	0.17%	1.06%	0.19%	0.83%	0.20%	1.66%
Asian	21.03%	15.34%	18.16%	15.42%	17.27%	15.89%
Hispanic	28.74%	6.35%	24.16%	8.33%	24.36%	7.28%
Multi-Ethnicity	6.18%	0.53%	5.13%	0.83%	5.22%	0.99%
Pacific Islander	0.25%	0.53%	0.16%	0.42%	0.25%	0.33%
Unknown	1.44%	3.70%	13.30%	1.25%	16.85%	4.97%
White Non-Hispanic	39.93%	70.37%	36.99%	70.83%	33.97%	65.56%



Racial/Ethnic Group	All student count in Fall 2016		All student count in Fall 2017		All student count in Fall 2018		All student count in Fall 2019	
	#	% of all	#	% of all	#	% of all	#	% of all
African-American	208	2.1%	170	2.3%	182	1.9%	176	1.9%
American Indian/Alaskan Native	17	0.2%	13	0.2%	18	0.2%	19	0.2%
Asian	1651	17.0%	1581	21.0%	1726	18.2%	1613	17.3%
Hispanic	2244	23.1%	2161	28.7%	2296	24.2%	2275	24.4%
Multi-Ethnicity	470	4.8%	465	6.2%	488	5.1%	487	5.2%
Pacific Islander	26	0.3%	19	0.3%	15	0.2%	23	0.2%
Unknown	1354	13.9%	108	1.4%	1264	13.3%	1573	16.8%
White Non-Hispanic	3757	38.6%	3002	39.9%	3516	37.0%	3172	34.0%
<b>TOTAL</b>	<b>9727</b>	<b>100.0%</b>	<b>7519</b>	<b>100.0%</b>	<b>9505</b>	<b>100.0%</b>	<b>9338</b>	<b>100.0%</b>

Table 3. Total student count for West Valley between Fall 2016 and Fall 2019 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*  
% 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*

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Racial/Ethnic Group	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		All Practitioners categorized as Tenured/ Tenure Track Faculty on the first day of class, Fall 2019	
	#	% of all	#	% of all	#	% of all	#	% of all
African-American	7	4.5%	6	4.0%	6	4.1%	6	3.6%
American Indian/Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	17	10.8%	17	11.3%	21	14.5%	23	13.7%
Hispanic	28	17.8%	26	17.3%	26	17.9%	30	17.9%
Multi-Ethnicity	1	0.6%	1	0.7%	1	0.7%	3	1.8%
Pacific Islander	0	0.0%	1	0.7%		0.0%		0.0%
Unknown	1	0.6%	1	0.7%	1	0.7%	5	3.0%
White Non-Hispanic	103	65.6%	98	65.3%	90	62.1%	101	60.1%
Some other race	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>total</b>	<b>157</b>	<b>100.0%</b>	<b>150</b>	<b>100.0%</b>	<b>145</b>	<b>100.0%</b>	<b>168</b>	<b>100.0%</b>

Table 4. Total West valley Employment of **Tenured / Tenure Track Faculty** between Fall 2016 and Fall 2019 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.*

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Racial/Ethnic Group	All Practitioners categorized as Adjunct Faculty on the first day of class, Fall 2016		All Practitioners categorized as Adjunct Faculty on the first day of class, Fall 2017		All Practitioners categorized as Adjunct on the first day of class, Fall 2018		All Practitioners categorized as Adjunct on the first day of class, Fall 2019	
	#	% of all	#	% of all	#	% of all	#	% of all
African-American	4	2.1%	4	1.9%	5	2.1%	10	3.3%
American Indian/Alaskan Native	2	1.1%	4	1.9%	2	0.8%	5	1.7%
Asian	29	15.3%	34	16.5%	37	15.4%	48	15.9%
Hispanic	12	6.3%	9	4.4%	20	8.3%	22	7.3%
Multi-Ethnicity	1	0.5%	1	0.5%	2	0.8%	3	1.0%
Pacific Islander	1	0.5%		0.0%	1	0.4%	1	0.3%
Unknown	7	3.7%	2	1.0%	3	1.3%	15	5.0%
White Non-Hispanic	133	70.4%	152	73.8%	170	70.8%	198	65.6%
Some other race	0	0.0%	0	0.0%	0	0.0%	0	0.0%
total	189	100.0%	206	100.0%	240	100.0%	302	100.0%

Table 5. Total West Valley Employment of **Academic Temporary Faculty** between Fall 2016 and Fall 2019 by race / ethnicity

Data Definitions:
# of [Disaggregated Racial/Ethnic Group] among Academic Temporary Faculty on the first day of classes on [Date]: <i>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.</i>
% of all [Disaggregated Racial/Ethnic Group] among Academic Temporary Faculty on the first day of classes on [Date]: <i>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.</i>

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Racial/Ethnic Group	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		All Practitioners categorized as Tenured/ Tenure Track Faculty on the first day of class, Fall 2019	
	#	% of all	#	% of all	#	% of all	#	% of all
African-American	3	27.3%	0	0.0%	3	16.7%	3	17.6%
American Indian/Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	2	18.2%	0	0.0%	1	5.6%	0	0.0%
Hispanic	1	9.1%	0	0.0%	0	0.0%	1	5.9%
Multi-Ethnicity	1	9.1%	0	0.0%	1	5.6%	1	5.9%
Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Unknown	0	0.0%	0	0.0%	2	11.1%	1	5.9%
White Non-Hispanic	4	36.4%	1	100.0%	11	61.1%	11	64.7%
Some other race	0	0.0%	0	0.0%	0	0.0%	0	0.0%
total	11	100%	1	100%	18	100%	17	100%

Table 4. Total West valley Employment of **Tenured / Tenure Track Faculty** between Fall 2016 and Fall 2019 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.*

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Racial/Ethnic Group	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		All Practitioners categorized as Tenured/ Tenure Track Faculty on the first day of class, Fall 2019	
	#	% of all	#	% of all	#	% of all	#	% of all
African-American	1	1.0%	2	2.2%	10	5.1%	4	3.5%
American Indian/Alaskan Native	2	2.0%	1	1.1%	2	1.0%	1	0.9%
Asian	12	12.0%	11	12.4%	39	19.9%	16	13.9%
Hispanic	19	19.0%	20	22.5%	45	23.0%	25	21.7%
Multi-Ethnicity	3	3.0%	5	5.6%	6	3.1%	6	5.2%
Pacific Islander	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%
White Non-Hispanic	63	63.0%	50	56.2%	94	48.0%	63	54.8%
Some other race	0	0.0%	0	0.0%	0	0.0%	0	0.0%
total	100	100%	89	100%	196	100%	115	100%

Table 4. Total West valley Employment of **Tenured / Tenure Track Faculty** between Fall 2016 and Fall 2019 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.*

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filipino is an extra category in students and it has been collapsed into Asian for the purpose of comparison