

BOARD OF TRUSTEES
DIVERSITY TRAINING
March 5, 2014



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Institutional Commitment To Diversity

Mission

Cuesta College is an inclusive institution that inspires a diverse student population to achieve their institutional goals

Adoption of BOT policies identifying commitment to diversity:

- 7100 Cultural Competence
- 1570 Non-Discrimination
- 1565 Equal Employment Opportunity

Institutional Commitment To Diversity



- AA/AS Degree Diversity Requirement
- Annual BOT Commitment to Diversity Resolution
- Student Equity Plan – Disaggregated Scorecard Data used to identify achievement gaps and associated recommendations to address the gaps.
- Cultural Diversity Student Equity Committee as a District-wide committee charged with promoting cultural competence and serving as the EEO Advisory Committee.



Diversity – EEO Plan

Implementation – Annual

- Review the EEO Plan and implement any Title 5 changes
- Annual notification to district employees (component 7)
- Training for screening/selection committees (component 8)
- Annual notice to community organizations (component 9)



Diversity – EEO Plan

- Analysis of workforce and applicant pool (component 10)
- Analysis of degree of underrepresentation (component 11)
- Methods to address underrepresentation (component 12)
- Additional steps to remedy significant underrepresentation (component 13)
- Other measures necessary to further EEO (component 14)

Diversity- EEO Plan Workforce Summary



The gender distribution among classified employees has remained relatively constant from 2011-2013, as has the distribution among part-time and full-time faculty. The gender distribution among Executives/Administrators has changed from 14/14 to 14/12 (male/female), however we lost two Exec/Admin positions and there are two open Dean positions which could change that ratio.



Diversity- EEO Plan Workforce Summary

There is also little change among monitored ethnic groups across all employee categories. The biggest increase was in Hispanics/Latinos in the Secretarial/Clerical group. There were decreases in the number of employees reported as Other/Unknown, either as a result of turnover or how employees choose to report themselves.

The number of disabled employees increased by one.

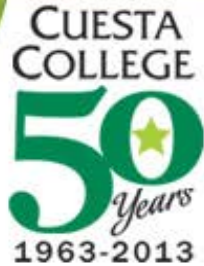
None of these numbers are statistically significant.

Diversity- EEO Plan

Promoting Diversity



- The District recognizes that multiple approaches are appropriate to fulfill its mission of ensuring equal employment opportunity and the creation of a diverse workforce.
- Equal employment opportunity means that all qualified individuals have a full and fair opportunity to compete for hiring and promotion and to enjoy the benefits of employment with the District.
- Equal employment opportunity should exist at all levels and in all job categories.
- Ensuring equal employment opportunity also involves creating an environment that fosters cooperation, acceptance, democracy, and free expression of ideas and is welcoming to men and women, persons with disabilities, and individuals from all ethnic and other groups protected from discrimination.

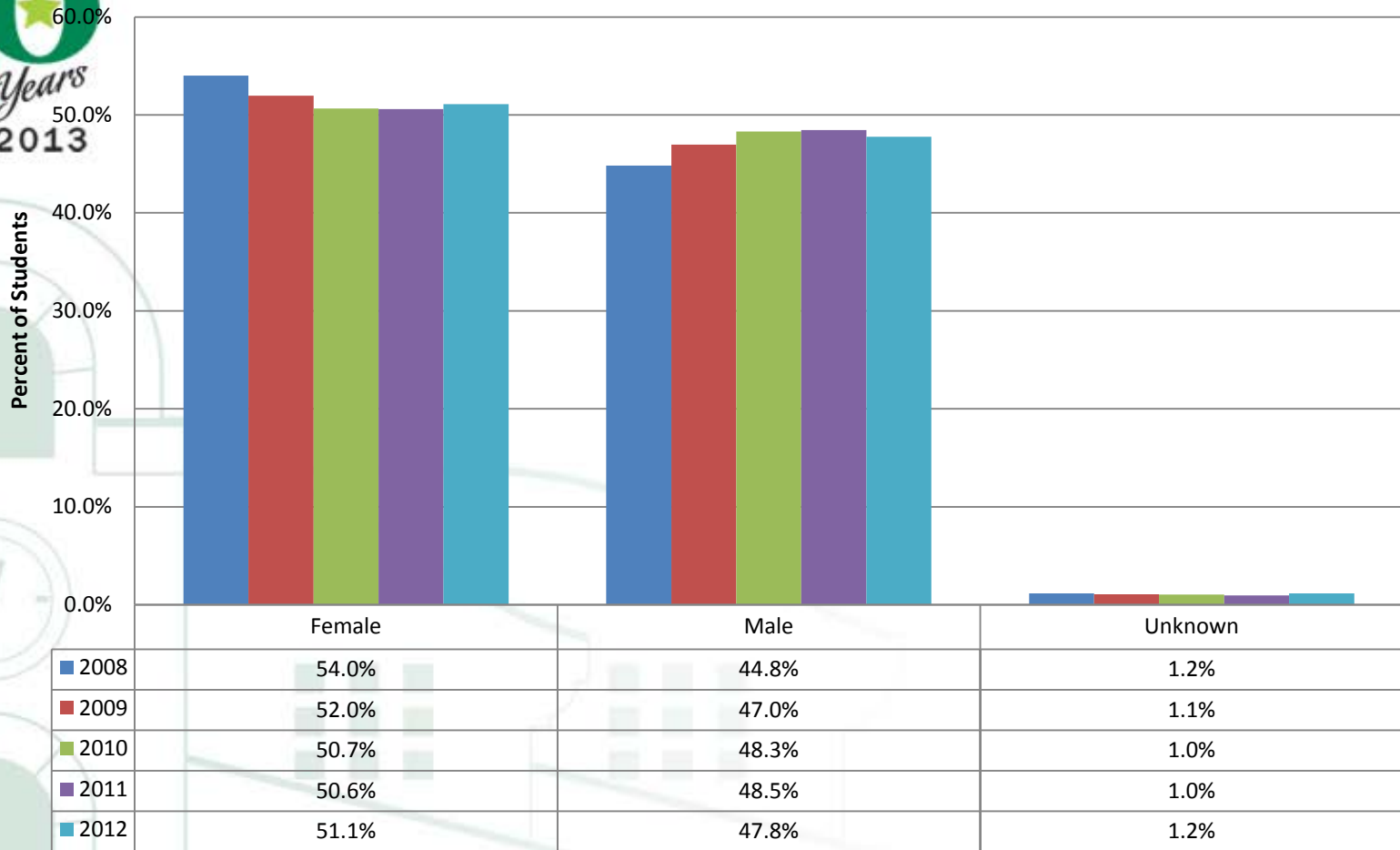


CUESTA COLLEGE HIRING/EMPLOYMENT PRACTICES THAT SUPPORT DIVERSITY

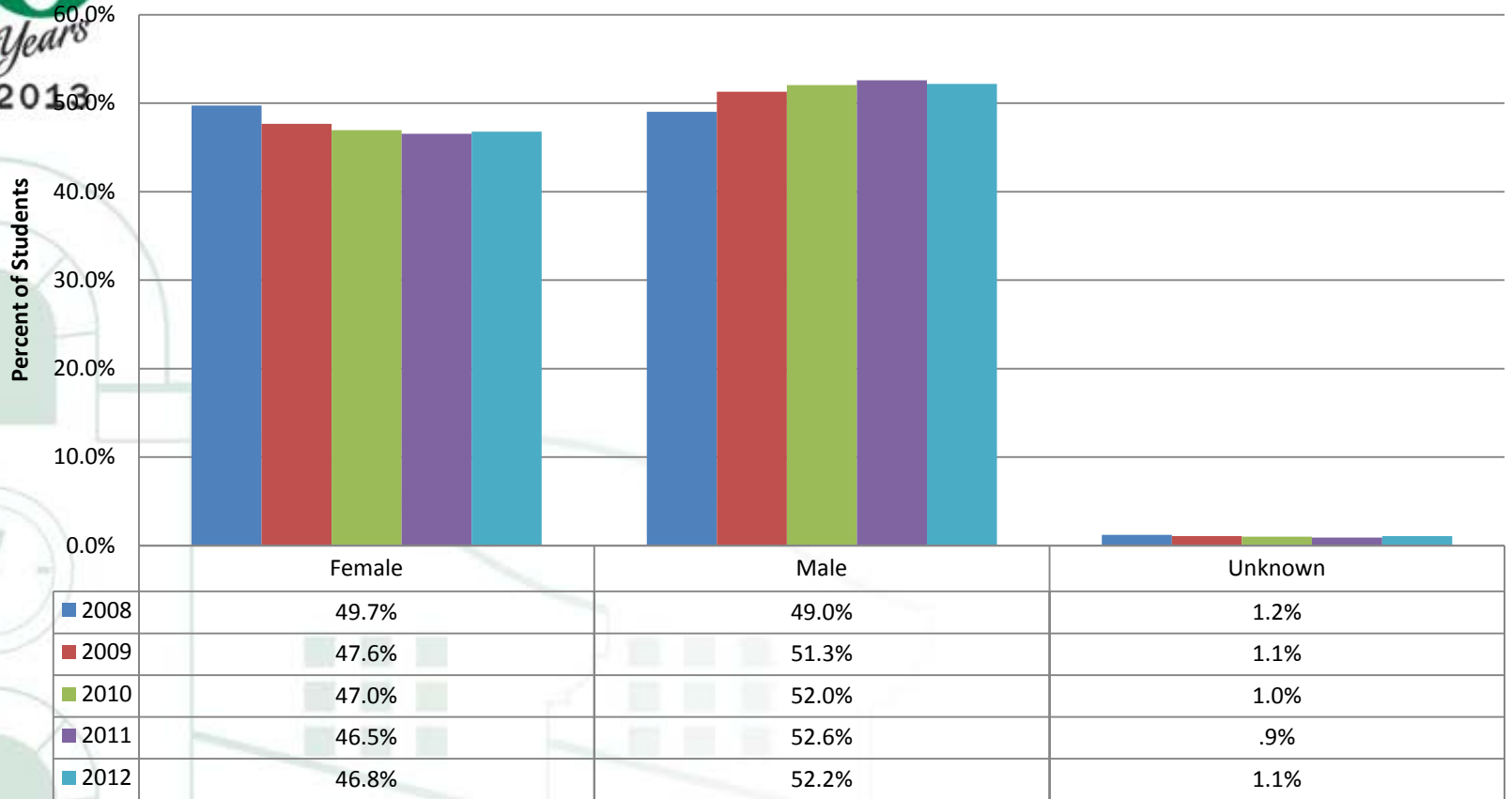
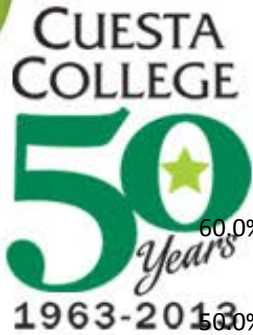
- Diversity essay prompt on all employment applications – managers, faculty and classified positions.
- EEO selection and interview checklist added to hiring committee process
- Diversity related questions required in all employment interviews
- Bi-lingual stipends available, as deemed beneficial, for classified positions that directly interface with students and/or the public

Gender - Overall District (F08 - F12)

CUESTA COLLEGE
50 Years
1963-2013



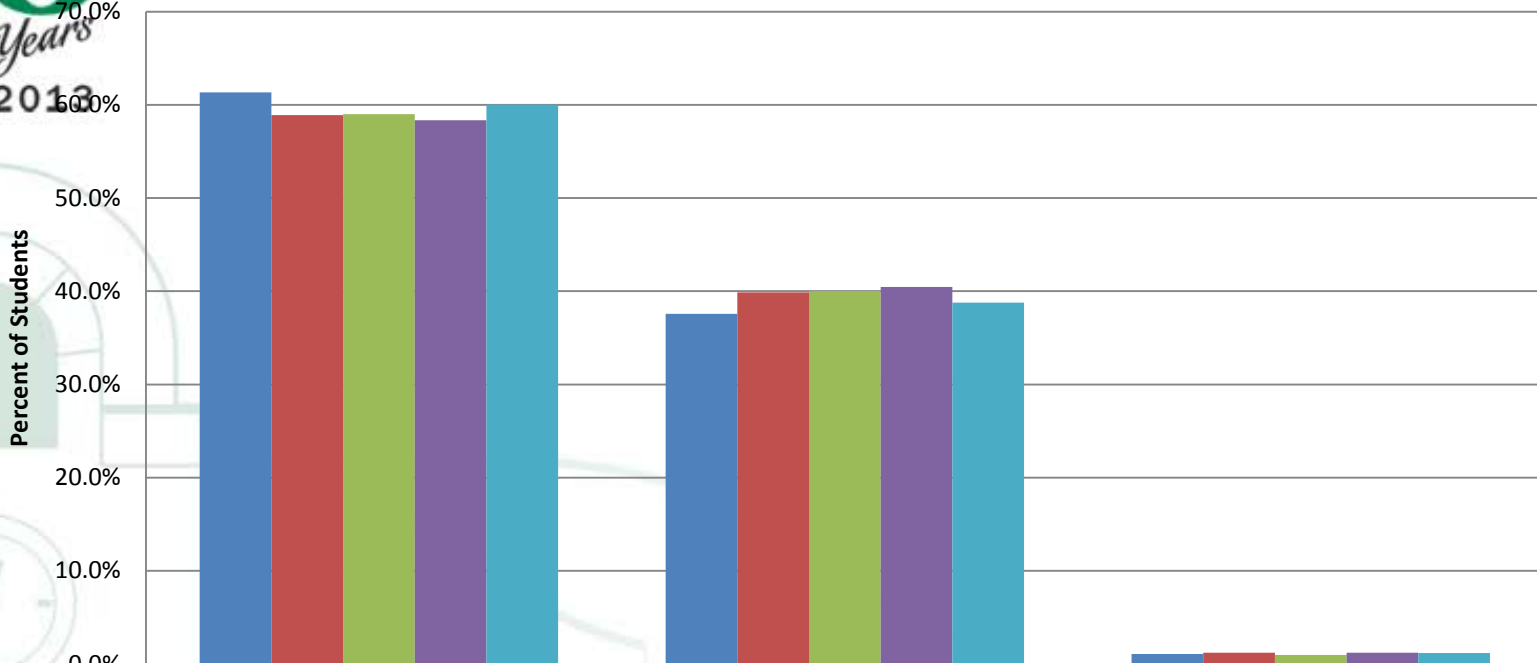
Gender - San Luis Obispo Campus (F08 - F12)



Gender - North County Campus (F08 - F12)

CUESTA
COLLEGE

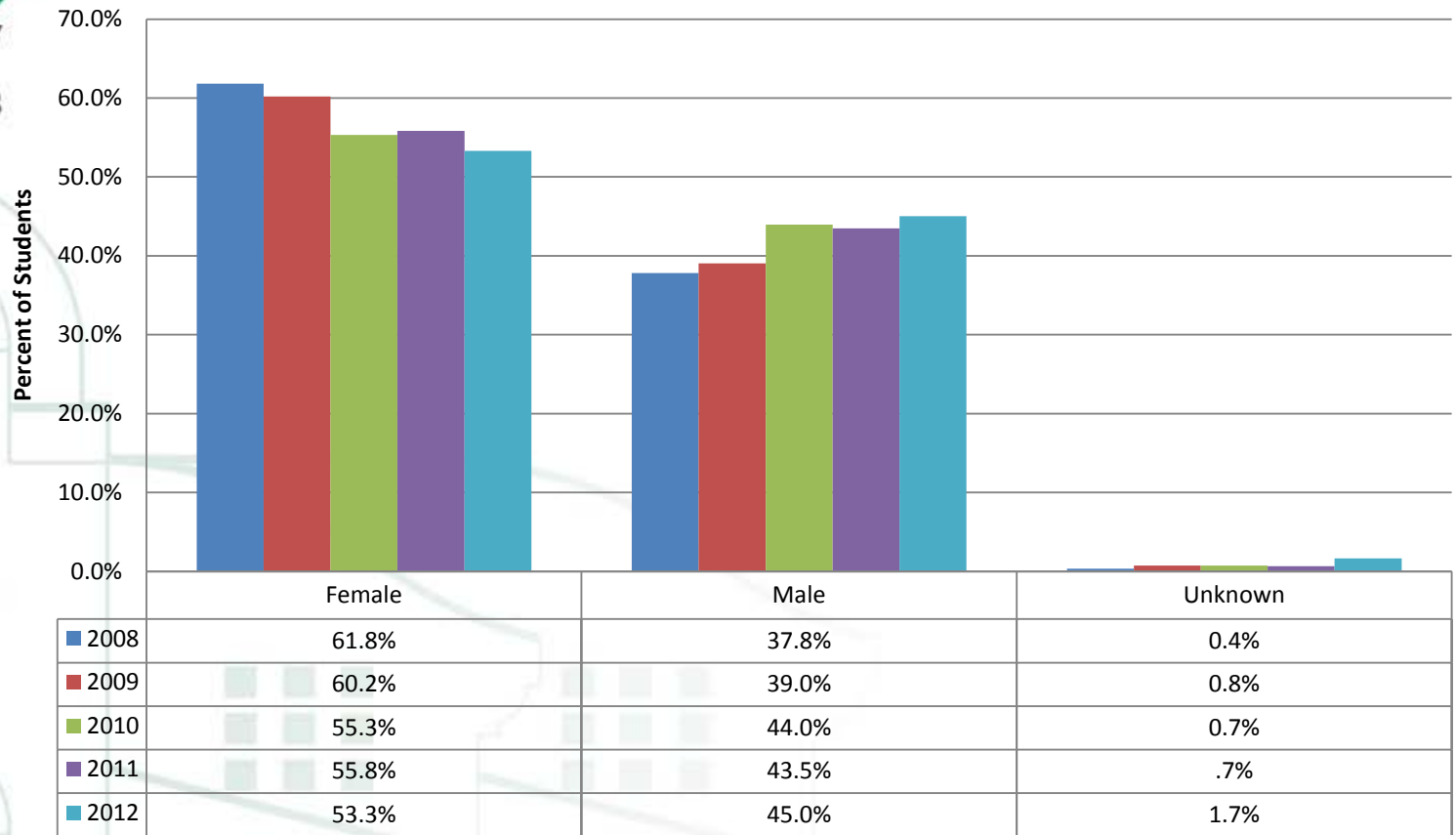
50
Years
1963-2013



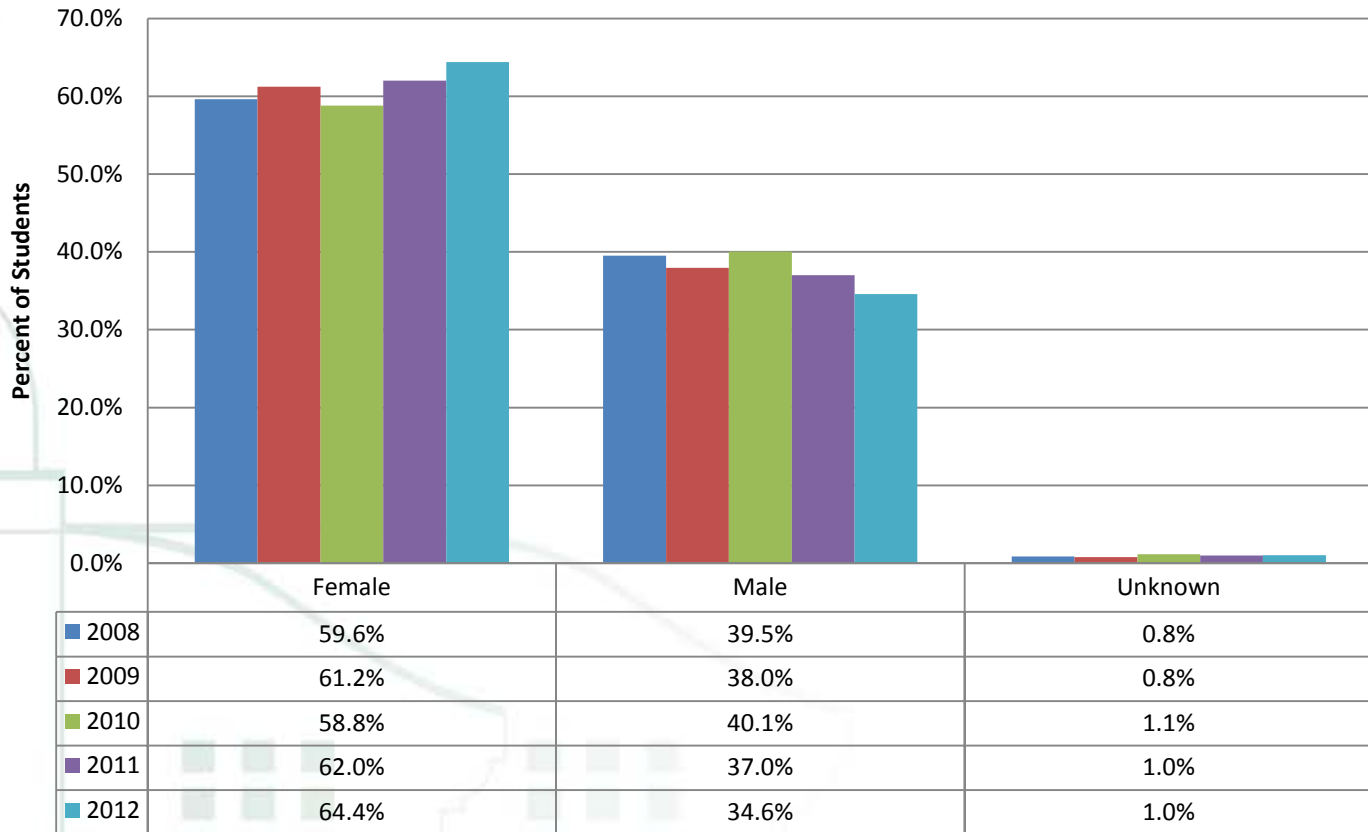
	Female	Male	Unknown
2008	61.3%	37.6%	1.1%
2009	58.9%	39.9%	1.2%
2010	59.0%	40.0%	1.0%
2011	58.3%	40.4%	1.2%
2012	60.0%	38.8%	1.2%



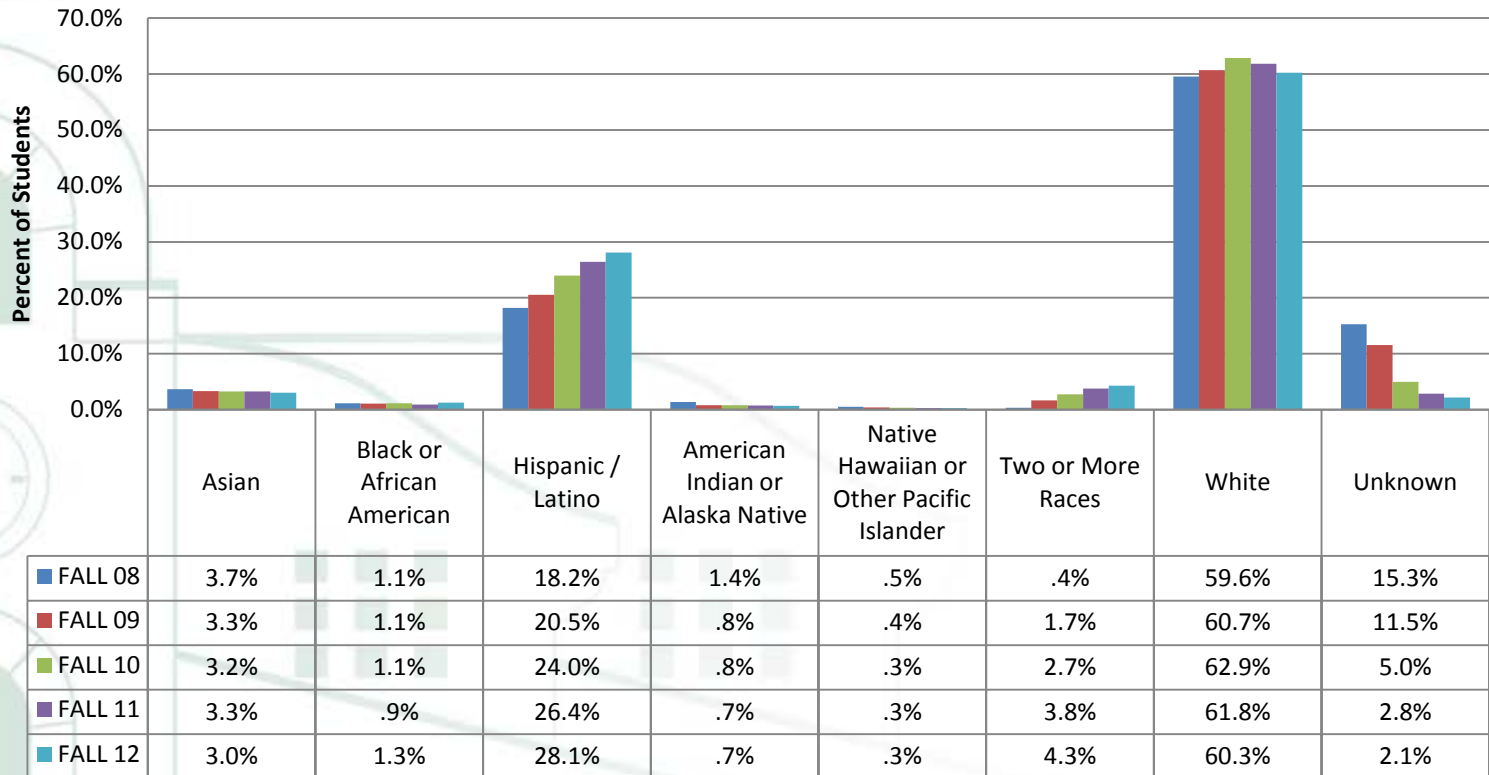
Gender - South County Center (F08 - F12)



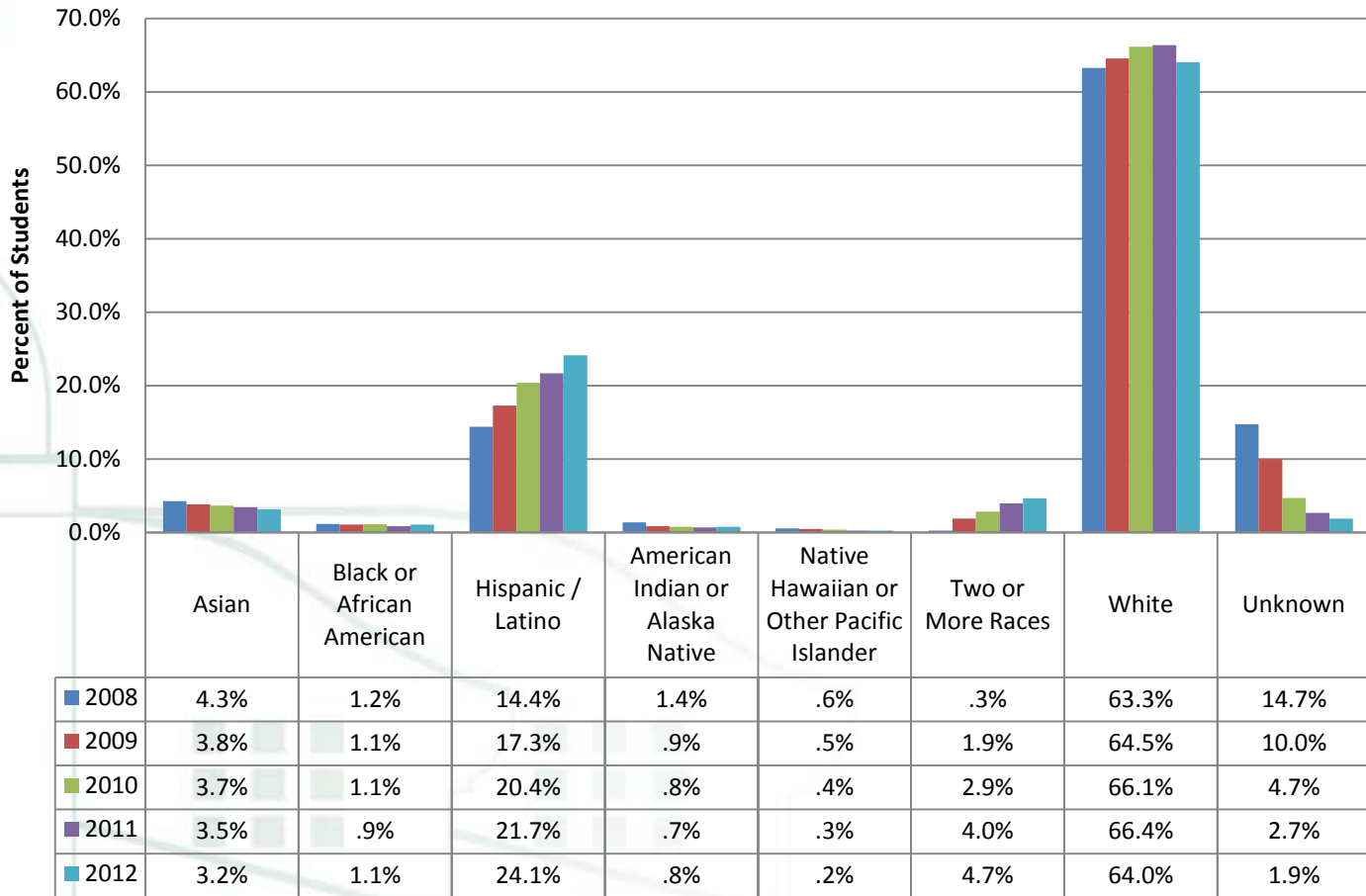
Gender - Distance Education (F08 - F12)



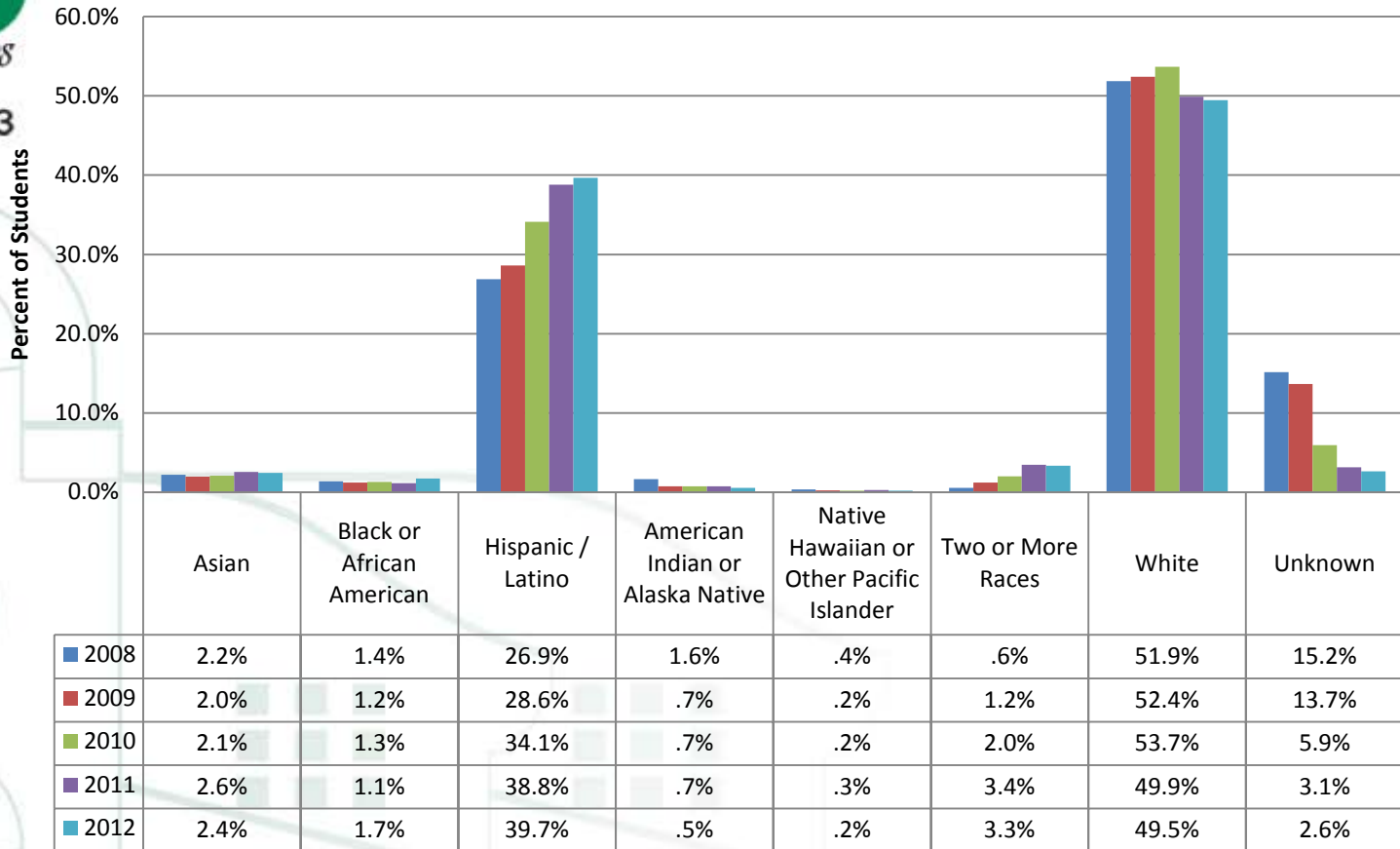
Ethnicity - Overall District (F08 - F12)



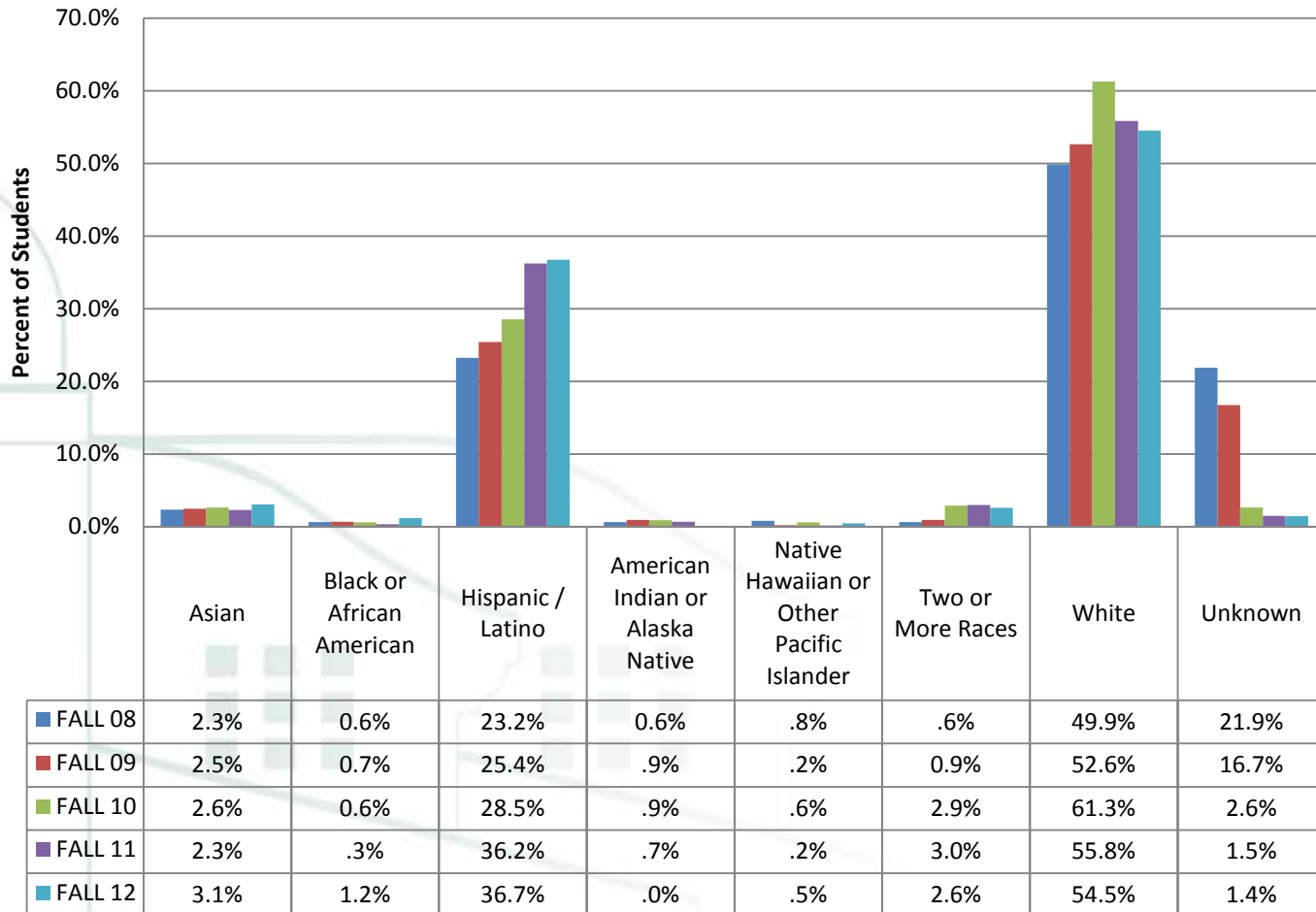
Ethnicity - San Luis Obispo Campus (F08 - F12)



Ethnicity - North County Campus (F08 - F12)

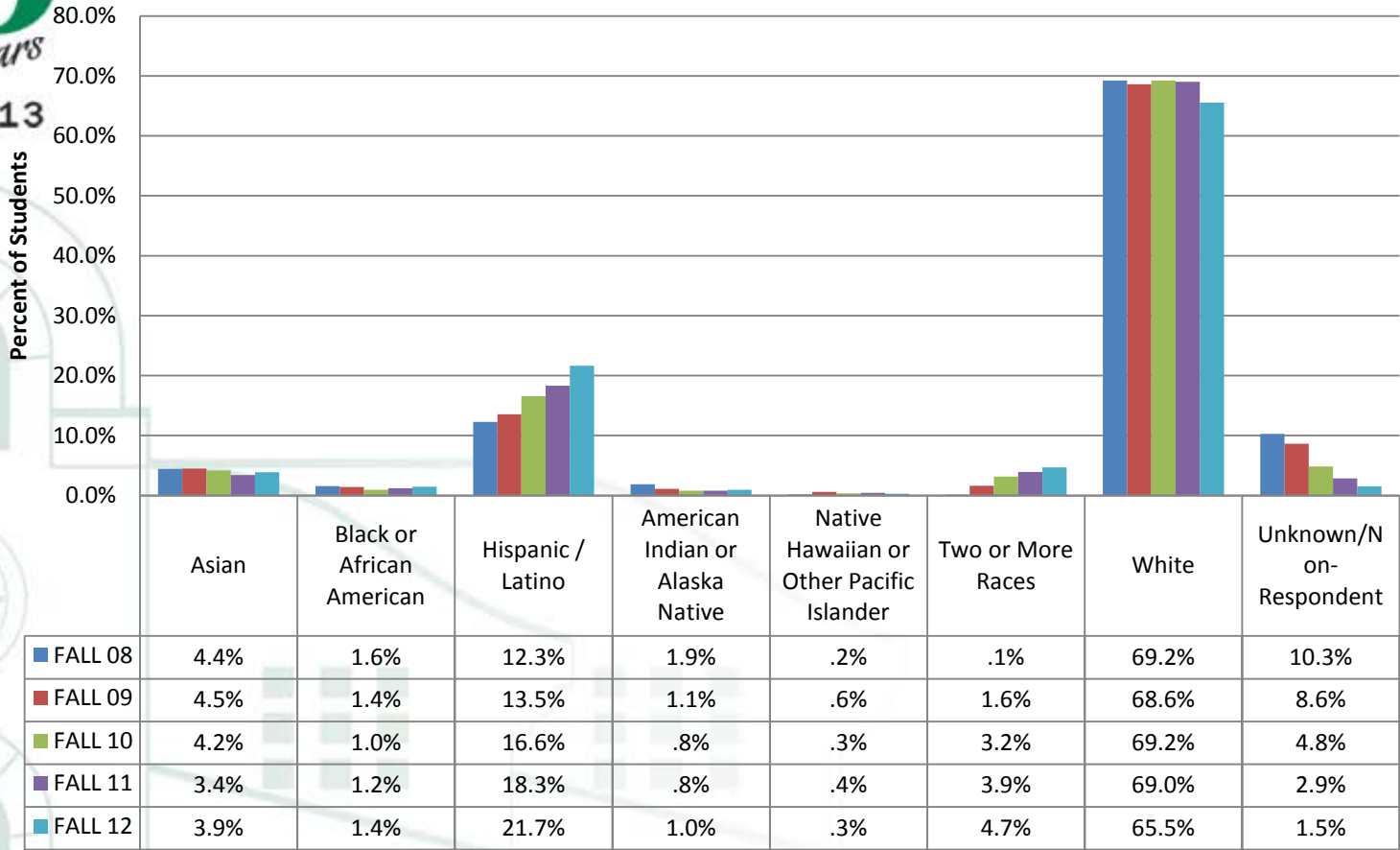


Ethnicity - South County Center (F08 - F12)

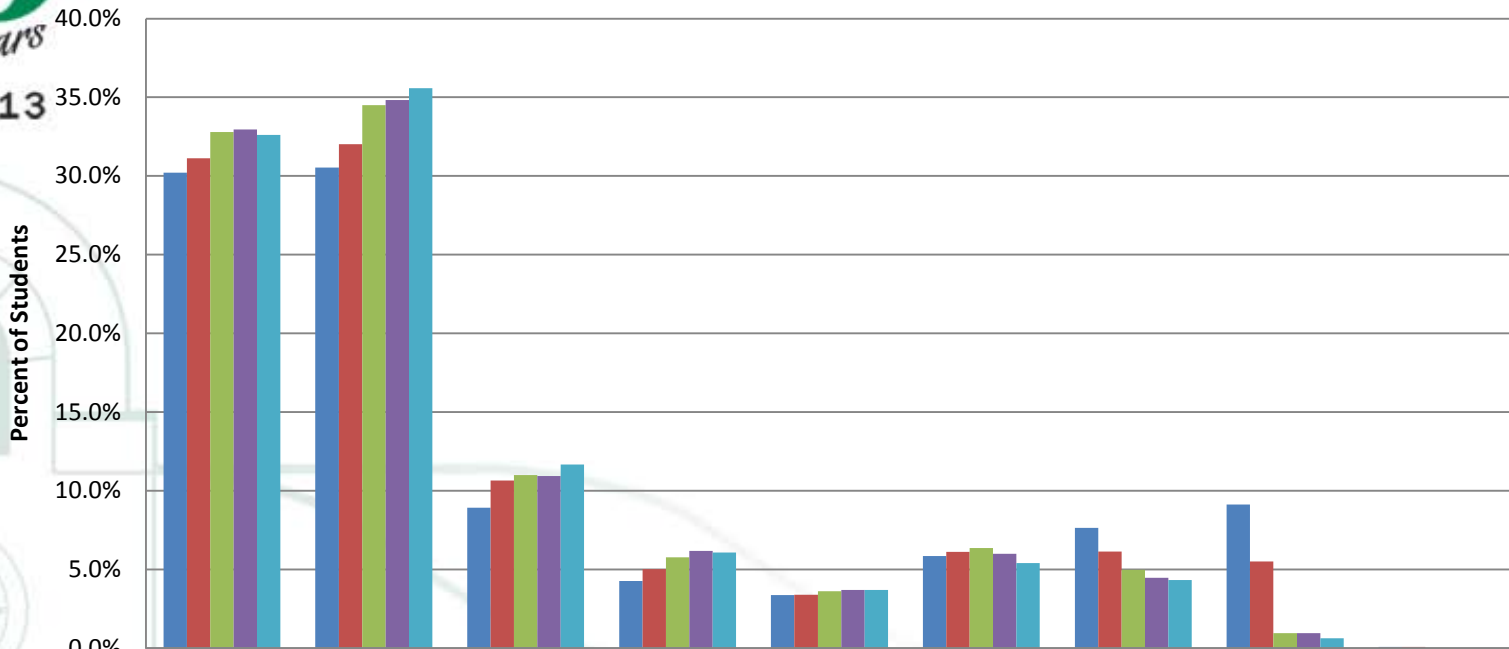


Ethnicity- Distance Education (F08 - F12)

CUESTA COLLEGE
50 Years
1963-2013

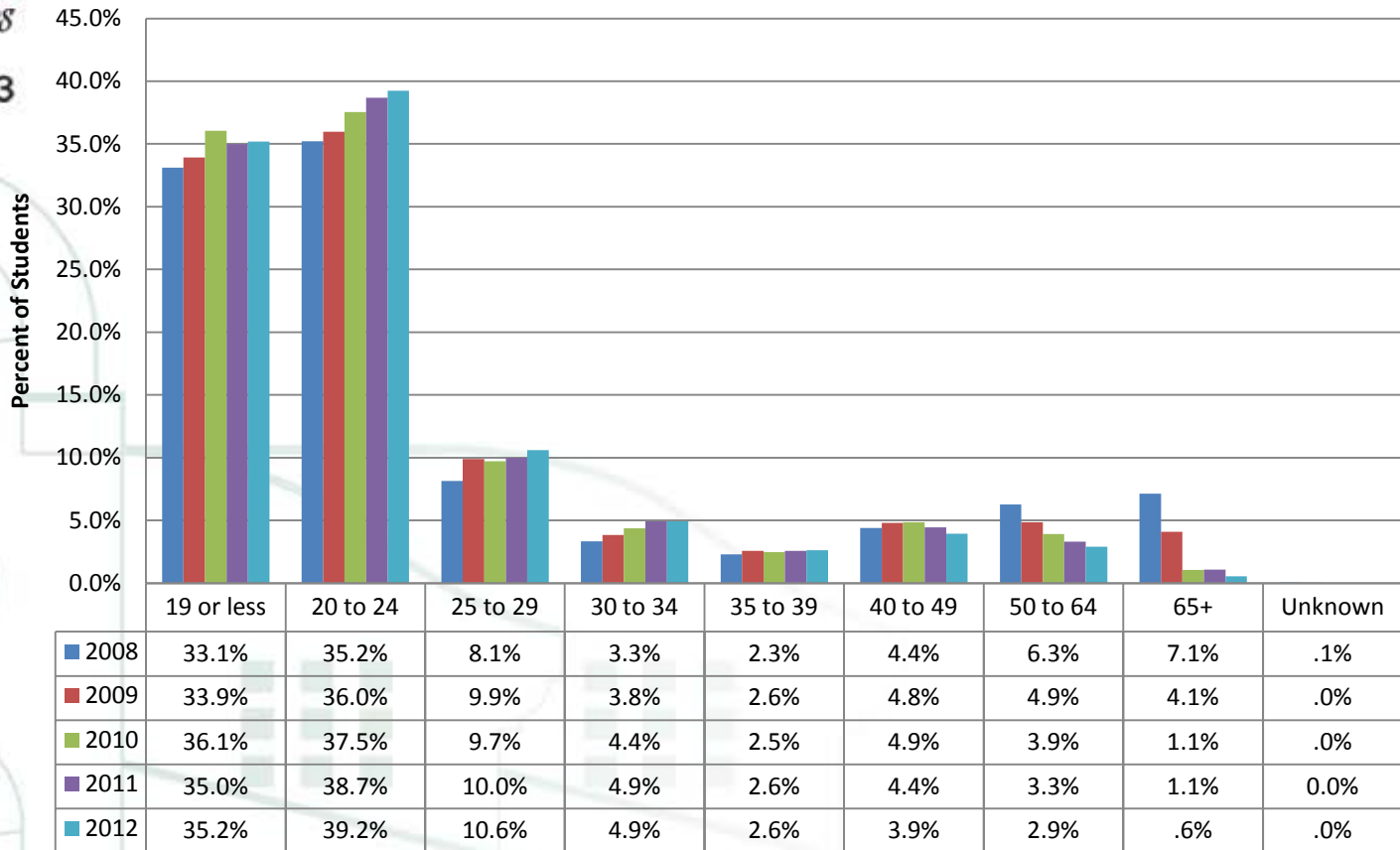


Age Groups - Overall District (F08 - F12)

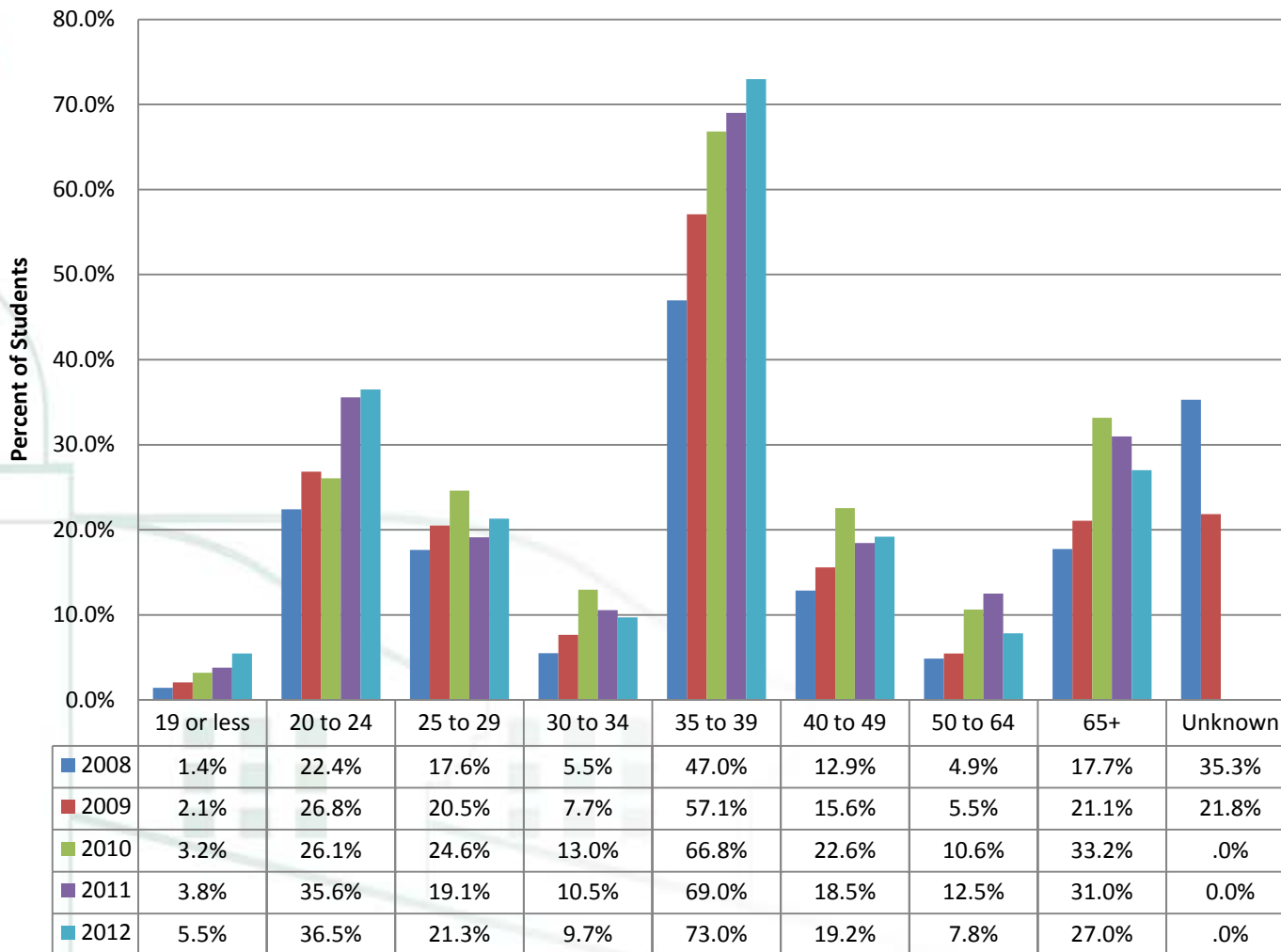


	19 or less	20 to 24	25 to 29	30 to 34	35 to 39	40 to 49	50 to 64	65+	Unknown
FALL 08	30.2%	30.5%	8.9%	4.3%	3.4%	5.8%	7.6%	9.1%	.1%
FALL 09	31.1%	32.0%	10.7%	5.0%	3.4%	6.1%	6.1%	5.5%	.1%
FALL 10	32.8%	34.5%	11.0%	5.8%	3.6%	6.4%	5.0%	1.0%	.0%
FALL 11	33.0%	34.8%	10.9%	6.2%	3.7%	6.0%	4.5%	1.0%	0.0%
FALL 12	32.6%	35.6%	11.7%	6.1%	3.7%	5.4%	4.3%	.6%	.0%

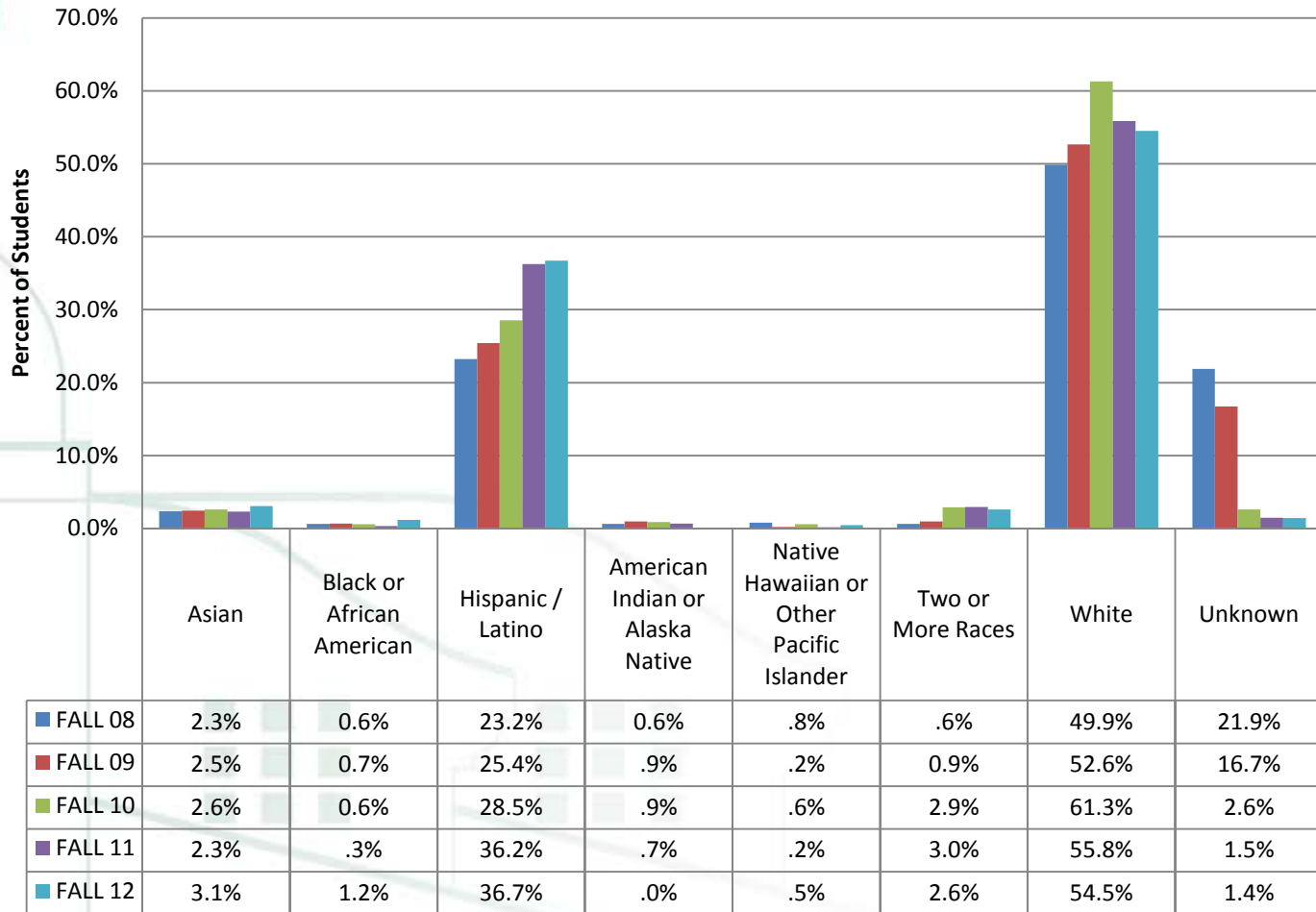
Age Groups - San Luis Obispo Campus (F08 - F12)



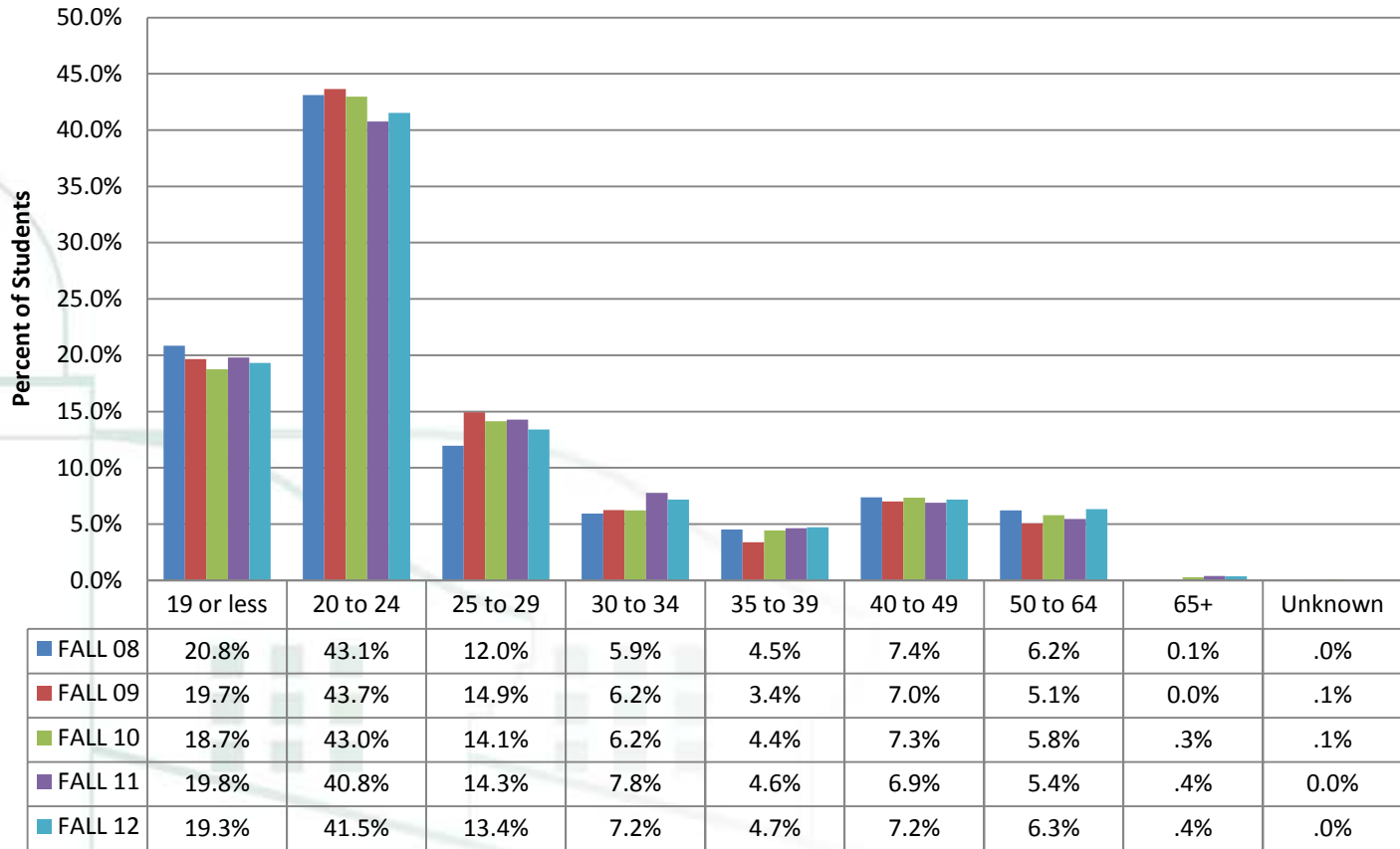
Age Groups - North County Campus (F08 - F12)



Ethnicity - South County Center (F08 - F12)



Age Groups - Distance Education (F08 - F12)





Student Demographic Data Summary

- Overall**: Cuesta College has a significantly higher proportion of White, Male, and Traditional-Aged (18-24) students than the California Community College System as a whole; Sites reflect demographics of surrounding communities
- San Luis Obispo Campus**: Majority Male, second highest percentage of White students and Traditional-Aged students
- North County Campus**: Majority Female, highest percentage of Hispanic/Latino students (roughly 40%), lowest percentage of Traditional-Aged students.
- South County Center**: Majority Female, second highest percentage of Hispanic/Latino students (38%), highest percentage of students under 19 years of age
- Distance Education**: Majority (and highest percentage) Female, lowest percentage of Hispanic/Latino Students, lowest percentage of students under 19 years of age



Cultural Diversity and Student Equity Committee

Lisa Gray and Anthony Gutierrez, Co-Chairs

Role of the Cultural Diversity and Student Equity Committee (CDSE):

- Leads the district effort in promoting cultural competence (BP 7100)
- The Equal Employment Opportunity Advisory Committee
- Plans and implements district training programs



Cultural Diversity and Student Equity Committee

2013-2014 Committee Initiatives:

- Equal Employment Opportunity Plan Monitoring
- Initiated Identifying and Eliminating Bias in the Hiring Process Workshop (2/7/2014)
- Library Diversity Holdings
- Support district diversity activities
- 50th Anniversary Banner