Santa Monica College Diversity Report 2025

Employee Diversity Overview

SANTA MONICA COLLEGE

Agenda

1. Introduction and Context
2. Employee Diversity Analysis
3. Recruitment and Workforce Dynamics
4. Equal Employment Opportunity and Conclusion

Introduction and Context

Executive Summary

SMCCD: Leading Employer in LA County

This report covers data from Fall 2014 to Fall 2024

Over 1,700 employees from varied backgrounds

Commitment to Inclusion & Safety

Focus on safe, vigorous, and welcoming environment

Workforce Reflects Student Diversity

Aim for staff to mirror student demographics

Comprehensive Diversity Analysis

Report covers race/ethnicity, sex/gender, and age trends

The Trend

Hispanic or Latino students lead enrollment

Over 35% of SMCCD students identify as Hispanic or Latino

White students are the second largest group

About 32% of students identify as White

Black or African American student numbers remain steady

Consistent at around 8% since 2016

Asian student numbers have declined

Dropped from 15% in 2016 to 8% in 2024

Overall student headcount has decreased

Enrollment fell by over 20% from 2016 to 2024

Categories to Watch

Part-time Faculty Lead in Numbers

Nearly half of all employees are part-time faculty

Classified Staff on the Rise

Classified staff now make up over a quarter of employees

Managers Remain the Smallest Group

Academic and classified managers together are under 6%

SMCCD Outpaces Peer Districts

Employs more staff overall, but fewer full-time faculty than other community colleges

Factors Impacting Student Populations

Political and Economic Shifts

International travel restrictions and rising costs impact enrollment

Decline in International Students

Over a 38% drop from Fall 2019 to Fall 2022; numbers slowly rebounding since 2022, with about a 7% increase from Fall 2022 to Fall 2024, however, still experiencing a decrease of over 30%

Changing Demographics

Male student enrollment is increasing, female enrollment is declining

Growth in Dual Enrollment

Students under 18 are a growing, now up 11.7%

Employee Diversity Analysis

Employee Race/Ethnicity Comparison

Academic Administrators: Increasing Diversity

- Hispanic/Latino represent 20%
- Black or African American representation up 10% over decade
- White and Asian representation declined (8% and 5.5%)

Classified Managers: Progress & Gaps

- Hispanic/Latino represent 16%
- White remains largest group, but has decline over 30% in the last decade

Classified Staff: Most Diverse Group

- Hispanic/Latino staff nearly match student demographics, with only a 1% difference

Faculty: Diversity Lagging

- Full-time and part-time faculty are less diverse than students
- White faculty overrepresented compared to student body

Employee Sex/Gender Comparison

Female Employees Lead Most Groups

Academic administrators (67%), classified staff (54%), and faculty are majority female (over 57%)

Classified Managers: Male Majority

Classified managers are the only group with more males (57%) than females

Faculty Sex/Gender Mirrors Students

Full-time and part-time faculty closely match student gender distribution

Gender Gap Trends

Female representation has increased in some groups over the past decade

Employee Age Group Comparison

Employee Age Trends

Academic administrators and full-time faculty average age is decreasing

Classified Staff: Youngest Group

Classified staff have the lowest average age among employee groups

Majority Over 40

Most employees in all groups are over 40 years old

Student Population Getting Younger

Most students are under 24, with 60% aged 24 or younger

Associate Faculty Overview

Employment Stability for Part-Time Faculty

Associate faculty receive annual assignment priority

Demographic Trends

Majority identify as White (over 55%); Hispanic/Latino representation is rising by over 2% from 2023 to 2024

Age Distribution

Most associate faculty are over 60 years old

Future Diversity Projections

Slight increases in diversity and younger age groups expected

Recruitment and Workforce Dynamics

Applicant Pools

Applicant Pools Reflect Growing Diversity

- Academic administrator applicants are predominantly Black or African American at 31% (an increase of 5% from 2021-2023)
- Classified staff applicant pool is highly diverse, with Hispanic or Latino applicants leading at 30%

Faculty Applicant Pools Lag in Diversity

- Faculty applicant pools remain less diverse than classified staff

Gender and Age Diversity on the Rise

- Gender balance and age diversity are improving across all applicant pools

Screening Committees

Diverse Committee Composition

Faculty and administrators collaborate in screening

Majority Identify as White or Hispanic/Latino

Most members are from these two groups

Age Demographics Skew Older

80% of members are over 40 years old

Female Representation Leads

61% of committee members are female

Retirements and Resignations

2020 Supplemental Retirement Program Impact

97 employees retired, including many long-term faculty

Workforce Diversification Opportunity

Recent retirements and resignations open doors for diversity

Classified Staff Lead in Separations

Largest number of retirements and resignations among staff at over 30%

Faculty Retirements by Ethnicity

Majority of faculty retirements were White (50%)

Equal Employment Opportunity and Conclusion

Equal Employment Opportunity

EEO Plan: Foundation for Diversity

Regularly updated to meet state requirements

Inclusive Recruitment Strategies

Emphasis on attracting underrepresented groups by promoting on websites designated to reach these groups

Grants Fuel DEIA Progress

Funding supports innovative EEO and DEIA programs (trainings, workshops, conferences, retention - mentorship & internship programs)

Professional Development for All

Training builds cultural competency and equity-minded practices

Conclusion

Ongoing Commitment to Diversity

SMCCD actively pursues a more representative workforce

Racial/Ethnic Gaps Persist

Employee diversity still lags behind student demographics, but it is increasing

Budget and Hiring Challenges

Hiring freeze and reduced assignments slow progress

Future-Focused Initiatives

Plans to expand recruitment and foster inclusivity

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