



Santa Monica College Faculty & Staff Diversity Report

2021



heyman_laurie

Santa Monica College

1900 Pico Boulevard
Santa Monica, CA 90405

Office of Human
Resources

310-434-4415

12/17/2021

Santa Monica College is within one of the most racially and ethnically diverse counties within the United States. The diversity of Los Angeles County is enhanced by its location in the State of California, the comfortable climate, the stunning geography, the variety of things to do and most importantly the easy access to a multitude of options and opportunities for the people who live here. Santa Monica College's reputation as a premier institution of higher education continues to reinforce its popularity and respected status with educators, students and the communities that this college serves.



SANTA MONICA COLLEGE



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FALL 2021

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FACULTY AND STAFF DIVERSITY REPORT 2021

EXECUTIVE SUMMARY

Santa Monica Community College District is one of the largest employers within the City of Santa Monica, CA. The District has a rich, inclusive, global, higher education learning environment known for its commitment to excellence and dedication to student success. It is also known for its high transfer rate of students to the University of California, California State Universities, private colleges and universities, and for its successful career technology education certificate programs. SMC attracts and retains an outstanding workforce of faculty, staff, and management team members.

This report will assist in monitoring Santa Monica College's progress towards achieving a workforce representative of the diverse populations within the County of Los Angeles, and which mirrors the students at Santa Monica College. To allow for comparisons, ethnicity, gender, and age data is displayed covering the most recent ten-year window (highlighting every two years- 2011, 2013, 2015, 2017, 2019 and 2021) from information collected on the first business day after the Labor Day Holiday. For information on the years not highlighted in this report, the reader is directed to SMC's Faculty/Staff Diversity Reports webpage where Diversity Reports may be found covering alternate years between 2009 and 2021: [Faculty/Staff Diversity Reports - Santa Monica College \(smc.edu\)](https://www.smc.edu/administration/institutional-research/).

THE TREND

Students of Hispanic descent remain the predominant ethnic group at SMC since Fall 2011. As of the Fall 2020 semester, enrollment data from the District's Institutional Research Department indicates that Hispanic students represented 41.5% of the total credit student population, an increase of 1.5% from the previous year.¹ The preponderance of Hispanic students attending SMC mirrors population dynamics occurring within the state of California and Los Angeles County. Projections by the U.S. Census Bureau to the year 2020 indicated that those identifying as Hispanic will comprise 50% of Los Angeles County, and by 2060 it is projected that those identifying ethnically as Hispanic will be 57% of

¹ <https://www.smc.edu/administration/institutional-research/>

L.A. County's population (See Appendix 2 for Los Angeles County census data).²

SMC's Office of Institutional Research "Fast Facts Fall 2020" data reveal that Caucasian students represent 26.3% of the student population, Asian is the next largest ethnic group representing 9.1% of the total credit student population and African Americans comprise 7.9%.³

CATEGORIES TO WATCH

ACADEMIC ADMINISTRATORS

As of Fall 2021, there are forty-five (45) Academic Administrators, a decrease of five (5) Academic Administrators from two years ago. The majority ethnic group is Caucasian which represents 38% of the administrators, down from the 43% of 2 years previously; African Americans represent 29% or thirteen (13) of this employee group, down one percent from 2019. Ten (10) or 22% of this group is Hispanic, an decrease of one from 2019. The decrease in Asian Academic Administrators from 2009 is notable - in 2009, seven (7) Academic Administrators identified as Asian, in 2021 there is one (1). There is one (1) Pacific Islander and no (0) Native American or Multi-Racial administrators. Three (3) academic administrators chose not to identify their ethnicity. Female academic administrators outnumber males by nearly three to one (62% female versus 38% male) and 84% of administrators are age 40 or greater, and 18% are age 60 or greater.

CLASSIFIED ADMINISTRATORS/MANAGERS

There were fifty (50) classified managers in Fall 2021, a decrease of 1 from 2019. Caucasians remain the dominant ethnic group at 36% of classified managers. All other ethnic groups experienced minor improvement. Due to age/retirement factors, a number of separations and retirements are anticipated within this category over the next few years; there will be opportunities for constructive diversification of this employee group.

Males continue to dominate this category: 60% male to 40% female. As of Fall 2021, 86% of classified managers are age 40 or older, with 16% of this group age 60 or older. Refer to the SMC Employees: Classified Administrators/Managers section.

EMPLOYEES DESIGNATED AS "CONFIDENTIAL"

² [Projections \(ca.gov\)](https://www.projections.ca.gov/)

³ <https://www.smc.edu/administration/institutional-research/>

Confidential positions, in accordance with Government Code 3562(d) and Educational Employment Relations Act 3540.1(c), are required to develop or present management positions with respect to employer-employee relations or whose duties normally require access to confidential information that is used to contribute significantly to the development of management positions.

SMC continues to have a very limited number of employees with confidential status within the job categories of Executive Coordinator, District/Board of Trustees Office (1), Administrative Assistant IV (1), Administrative Assistant III-Confidential (4), and two HR Analysts-Employee & Labor Relations. As of Fall 2021, there were eight (8) confidential employees: four (4) or 50% Caucasian, two (2) Hispanic (25%), one (1) African American (12%), and one (1) Unknown (13%). All confidential staff at the effective date of this report are female but one (13%). Three confidential employees, or 37% are 60 years of age or older.

Classified Professional Personnel (formerly known as CLASSIFIED SUPPORT PERSONNEL)

Over the past 10 years, the number of classified professional employees has fluctuated from a low of 445 in Fall 2015 to a high of 492 in Fall 2017. Current classified professional personnel reported in Fall 2021 was 444. This group remains one of the most ethnically diverse employee categories within the District. There is no self-identification by the Native American group or Pacific Islanders, and limited representation - three (3) - of the Multi-Racial group. One hundred and twenty (120), or 27% of classified support employees are Caucasian (a decline by 10 from 2019); 33% or one hundred and forty-eight (148) – an increase by 7 - are Hispanic; 21% or ninety-three (93) are African American (a decline by 2). Twenty-eight (28), or 6% of classified professional personnel chose not to identify their ethnicity. During previous reports, as with most other employment categories in this District, females outnumbered males but in Fall 2021, females counted at 221 and males at 223. Sixty-nine (69%) of classified professional personnel are 40 years of age or older while 15% are 60 years of age or older. Refer to the SMC Employees: Classified Professional Personnel section.

COMMUNITY COLLEGE POLICE OFFICERS

There are twelve (12) police officers (non-management officers) at the time of this report and females comprise four of the twelve officers (33% female to 67% male). SMC community college police officers continue to reflect diversity as an employment group with 42% Hispanic, 33% African American, 17% Caucasian and 8% Asian, closely aligning with Los Angeles County ethnicity statistics for 2020. Eight police officers (67%) are less than 40 years of age, and no police officers are age 60 or older. Refer to the SMC Employees: Community College Police Officers section.

FULL-TIME FACULTY

In the District's Master Plan for Education, 2017-2018 Institutional Objectives, Objective #2 states the following strategic objective: "Increase the number and percentage of full-time faculty and non-instructional faculty, while at the same time increasing the number of applicants from diverse backgrounds."

Between 2009 and 2021, full-time faculty numbers have ranged between 308 (Fall 2013) and 338 in Fall 2019. Full-time faculty in Fall 2021 numbered 309.

The district has been committed to increasing the number of full-time faculty since 1975 as shown here:

Start Date	Total No. of Faculty Hires/Decade
1975-1979	5
1980-1989	17
1990-1999	76
2000-2009	72
2010-2019	179
Total hires 1975-2019	349

As can be seen in the chart above, during the years 2010-2019, the number of hires increased substantially over the previous decades, with 179 full-time hires between 2010 and 2019. Individual hires per year from 2010 through 2019 are reported below:

Year of Hire	No. of Faculty Hires/Year
2010	8
2011	17
2012	9
2013	6
2014	12
2015	33
2016	27
2017	24
2018	12

2019	31
Total hires 2010-2019	179

By Fall 2020, however, the global Covid-19 pandemic created budgetary instability for the District resulting in a hiring freeze for all but critical faculty positions. Recruitment, therefore, was restricted to positions deemed 'critical' for the District, resulting in seven (7) full-time faculty hires and one (1) Academic Administrator hired during the 2020-2021 academic year.

OVERALL PROGRESS TOWARD DIVERSITY WITHIN THE FULL-TIME FACULTY

The increased attention to diversity in recruitment has resulted in overall progress towards diversity of full-time faculty. The Caucasian ethnic group continues to dominate the faculty with 53% of current full-time faculty in Fall 2021, but noteworthy that percentage is down from 66% in Fall 2009. Minority populations remain under-represented, but over time, diversification efforts have resulted in change: Hispanic self-identifying full-time faculty increased from 1% to 18% in 2021; Asian full-time faculty numbers increased from 9% in 2009 to 14% in 2021, an increase of 2% over 2019. Not all ethnic groups experienced gains during this period of time: African Americans were 12% of full-time faculty in 2009, 13% in Fall 2017 but slid to 11% in 2021.

A number of factors influence change, including declining student enrollment and the resulting realignment of course offerings reducing the overall number of courses offered. SMC's part-time faculty members, specifically the Associate Faculty group, continue to be a primary resource group for full-time, tenure track faculty applicant pools. Within the part-time faculty pools, however, factors slowing diversity of the full-time faculty are the lack of ethnic diversity of the part-time faculty, and specifically the lack of diversity within the Associate Faculty group. Other factors to consider in the diversity discussion are the longevity of the faculty - that is, the length of time faculty members remain active in the district, and faculty age ranges - approximately 21% of the District's full-time faculty members are sixty (60) or more years of age, an increase of 2% from 2019.

PART-TIME FACULTY

Between Fall 2015 and Fall 2021, the total number of part-time faculty decreased from a high of 1,099 to 894, partially in response to a state-wide phenomenon of decreased community college enrollment and an increased number of full-time faculty hires. In addition, the Covid-19 pandemic forced the District to pivot from an on-ground, traditional community college to a fully online institution, even if temporarily, and resulted in fewer part-time faculty overall. Outreach for broader representation within the part-time pools must continue when tenure-track full-time positions do

become available. Though the overall number of part-time faculty members has decreased, the data indicates that overall diversity of part-time faculty members is incrementally improving:

- Caucasian part-time faculty remains the dominant ethnic group among part-time faculty members, and in Fall 2021, represented 55% a decrease of 1% from Fall 2019 (but down from the 68% in Fall 2011).
- Hispanic representation has increased from 8% in 2009 to 15% in 2021, a 1% increase from Fall 2019.
- Asian part-time faculty increased from 9% in 2015 to 13% in Fall 2021, an increase of 2% from Fall 2019.
- African American part-time faculty increased from 8% in 2015 to 10% in 2019 and has remained constant at 10%.
- Women adjunct faculty members continue to comprise the majority gender group (57% female, 43% male);

Data analysis of the 894 part-time faculty in the Fall 2021 cohort reflects the gradual aging of the part-time faculty cohort:

- six hundred ninety-five (695) are age 40 or older (78%) – an increase of 3%; and
- two hundred and ninety-six (296) part-time faculty members (32%) are sixty (60) years of age or greater.

ASSOCIATE FACULTY

Associate Faculty are part-time faculty who have been granted the status of “Associate Faculty” by the District, and are entitled to be offered, if eligible, an assignment before any part-time faculty member without associate faculty status (Article 6.6.5 of the CBA).⁴

When looking at paths available to ethnically diversify faculty, the Fall 2021 statistics on the Associate Faculty reflect a non-diverse pool of potential full-time faculty:

- Associate Faculty identifying as Caucasian comprised 59% of the group.
- Hispanic were 13%.
- African Americans were 9%; and
- Asians 12%.
- Ninety (90%) percent of Associate Faculty were 40 years or older, and those who were 60 years of age or older comprised 46% of the group.

⁴ https://www.smc.edu/administration/human-resources/documents/MOUs-Faculty%20Assoc/smcfa-smccd_agreement_2019-2022.pdf

- Females outnumber males 58% to 42%.

FULL-TIME TENURE TRACK ACADEMIC APPLICANT POOL

Beginning in March 2020, a District -wide hiring freeze was instituted except for positions deemed most critical. As a result, only 7 instructional positions and one academic position were opened for Fall 2021.

The following chart details the ethnicity percentages of completed applications submitted for the eight recruitment positions:

FT/Tenure Track Instructor/Academic Admin	AFR AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULT-RAC		PAC ISL		UNK		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
DSPS (High Tech Center)	0	0%	0	0%	4	20%	6	30%	6	30%	2	10%	0	0%	2	10%	20	100%
Fashion Design	5	14%	1	3%	8	22%	11	31%	5	14%	3	8%	0	0%	3	8%	36	100%
Librarian (Instr. & Ref)	7	8%	0	0%	7	8%	39	44%	19	21%	6	7%	0	0%	11	12%	89	100%
Nursing (Med-Surg) (2 Vacancies)	2	12%	0	0%	3	18%	7	41%	1	6%	0	0%	1	6%	3	18%	17	100%
Studio Art	8	7%	2	2%	21	17%	48	40%	13	11%	9	7%	0	0%	20	17%	121	100%
VP, Academic Affairs	8	19%	2	5%	4	10%	14	33%	7	17%	3	7%	0	0%	4	10%	42	100%
Project Manager, DRC (50%)	0	0%	0	0%	0	0%	1	25%	2	50%	0	0%	0	0%	1	25%	4	100%
Project Manager, NSF Grant	0	0%	0	0%	0	0%	1	33%	1	33%	0	0%	0	0%	1	33%	3	100%
Totals	30	9%	5	2%	47	14%	127	38%	54	16%	23	7%	1	0%	45	14%	332	100%

Please refer to the Academic Applicant Section of this report for specific details.

FACTORS POTENTIALLY IMPACTING RESULTS

STUDENT ENROLLMENT AND POPULATION DATA

Student enrollment at SMC and at most community college districts in California has been steadily declining in recent years. Of particular concern has been the international student population which had accounted for 11% of credit students in 2015. National political decisions effecting international travel starting early in 2017, and the global pandemic of Covid-19 starting in March 2020, severely impacted international student attendance at SMC. By Fall 2020, international student enrollment dropped to less than 8%.

Forecasting future attendance of the international student population at SMC is difficult due to the

progressive waves of Covid-19 variants world-wide, and this uncertainty will have a significant impact on the financial status of the District.

Apart from the international student impact, fiscal stability within the district is impacted by a number of factors including the number of its employees, wages, benefits, etc. Technically, as student enrollment declines so do resources which fund salaries and employee benefits as well as limiting recruitment activity by the District to fund new positions and offer additional classes.

FACULTY AND STAFF TRANSITIONS

A significant number of SMC faculty and staff are at, or over, age 60. As retirement-eligible faculty and staff separate from District service, it is important to understand the impact of unconscious bias on decision making processes and how those decisions effect the resultant ethnic minoritized representation in the District's employment categories. Throughout the year, the Office of Human Resources offers unconscious bias and equal employment opportunity (EEO) trainings (via zoom and on-site) to all employee groups as well as to screening committees involved in recruitment activities for both academic and non-academic recruitment..

DATA COLLECTION

Census information for the State of California and the County of Los Angeles was drawn from the website of the U.S. Census Bureau.⁵ Population census results for 2020 indicate an overall population for the State of California to be 39,782,419. Los Angeles County population as counted in the 2020 Census shows that as of July 1, 2020, the county population grew to 10,171,593, an increase of 2% over the previous year.⁶

State of California	39,782,419
County of Los Angeles, California	10,171,593

The percentage of change in California's population by race is highlighted in Appendix 1.

In 2020 persons of Hispanic or Latino origin compromised 49% of the total population of the County. By 2030, Hispanics are projected to represent 51%, and by 2060, 54% of the County. African Americans are projected to decrease slightly from 8% to 7.8%, and Asians are projected to go from 13% to 11%. Caucasians (not including Hispanic) representation in the County is approximately 26%

⁵ Population estimates base, April 1, 2020-[U.S. Census Bureau QuickFacts: California; Los Angeles County, California](#)

⁶ Ibid

in 2020 and is expected to decline to about 23% in 2060. See Appendix 1 for the State Population projections, and Appendix 2 for the County of Los Angeles population projections.

Ethnicity	California	Los Angeles County	United States
African American/Black	6.5%	9.0%	13.4%
American Indian and Alaska Native	1.6%	1.4%	1.3%
Asian	15.5%	15.4%	5.9%
Caucasian/White Alone (No Hispanic or Latino)	36.5%	26.1%	60.1%
Hispanic or Latino	39.4%	48.6%	18.5%
Multi-Racial (Two or More Races)	4.0%	3.1%	2.8%
Pacific Islanders (Native Hawaiian and other Pacific Islanders)	0.5%	0.4%	0.2%
Source: https://www.census.gov/quickfacts/fact/table/CA,losangelescountycalifornia,US/POP010220			

District Ethnicity, Gender and Age Collection

SMC employee and student information were collected from the College's database. All employee information within this report is based on the first day of each Fall Semester from 2011 through 2021. The data is comprehensive and current. Student data in this report is as of Fall 2020, and is taken from the Chancellor's website; employee data is drawn from the internal database kept by the district.

Ethnicity is defined by the US Census Bureau (<https://www.census.gov/topics/population/race/about.html>). The district collects ethnicity and gender data through an optional voluntary Equal Employment Opportunity (EEO) Survey given to each applicant and newly hired employee. Respondents identify whether they are Hispanic/Latinx or of Spanish origin, and then if their race is

- African American/Black: a person having origins in any of the Black racial groups of Africa.
- American Indian/Alaska Native: a person having origins in any of the original peoples of North, Central, and South America and who maintain tribal affiliation or community attachment.
- Asian: a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- Caucasian/White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- Multi-Racial or Two or More.
- Pacific Islander/Native Hawaiian: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

- Unknown or Undeclared.

STATISTICS

Data in this report is summarized by employment category and covers the academic years 2011 through Fall 2021, highlighting odd years. For additional information on years between 2009 and 2021 not included in this report, the reader is directed to previous Faculty/Staff Diversity Reports found on the SMC website.⁷ The employee data is based on the first day of the Fall semester following the Labor Day Holiday in each of those academic years.

In-depth statistical information can be found in the Appendices at the end of this report. This more extensive information is presented to facilitate discussion on employee diversity at Santa Monica College.

Ethnicity, gender, and age information is presented within each employee category. Total numbers of employees by category are shown on the right side of each chart. The number of employees within each ethnic group and corresponding percentage to the total are listed by academic year. Race and ethnicity information is followed by gender and age data.

LEGEND

Abbreviations	Description
AFR AMR	African American/Black
AI/NA	American Indian/Native American (formerly "AMR IND"), Native Alaskan
ASIAN	Asian (including but not limited to Bangladesh, Cambodia, China, India, Japan, North Korea, South Korea, Laos, Malaysia, Myanmar, Nepal, Pakistan, the Philippine Islands, Sri Lanka, Thailand, and Vietnam;)
CAUCASIAN	Caucasian/White (includes European, Euro-Asian populations, Middle Eastern)
HISPANIC	Hispanic (Mexican, Central American, South American, etc.)
MULTI-RACIAL	Two or more races
PACIFIC ISLANDER	Pacific Islander - Native Hawaiian, Samoan, Guamanians, Australian Indigenous Peoples, & Other Pacific Islanders
UNKNOWN	Declined to state/Unreported

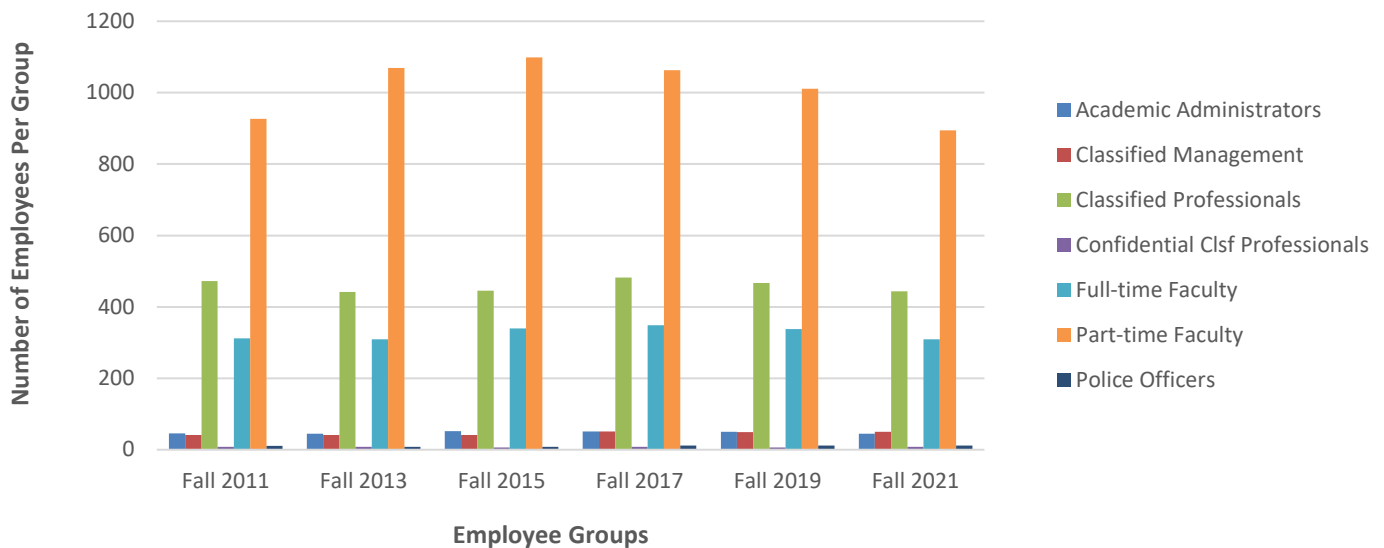
⁷ <https://www.smc.edu/administration/human-resources/diversity-equity-inclusivity/diversity-reports.php>

OVERVIEW OF SMC PERSONNEL FALL 2011-FALL 2021

The chart and graph below show the number of SMC employees in each group.

SMC Employee Groups	Fall 2011		Fall 2013		Fall 2015		Fall 2017		Fall 2019		Fall 2021	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Academic Administrators	46	3%	45	2%	52	3%	51	3%	50	3%	45	3%
Classified Management	41	2%	41	2%	41	2%	51	3%	49	3%	50	3%
Classified Professionals	472	26%	442	23%	445	22%	482	24%	467	24%	444	25%
Confidential Classified Professionals	8	0%	8	0%	6	0%	8	0%	6	0%	8	0%
Full-time Faculty	312	17%	309	16%	340	17%	349	17%	338	17%	309	18%
Part-time Faculty	927	51%	1,069	56%	1,099	55%	1,063	53%	1,011	52%	894	51%
Police Officers	11	1%	8	0%	8	0%	12	1%	12	1%	12	0%
Totals	1,817	100%	1,922	100%	1,991	100%	2,016	100%	1,944	100%	1,762	100%

All Employee Groups 2011-2021

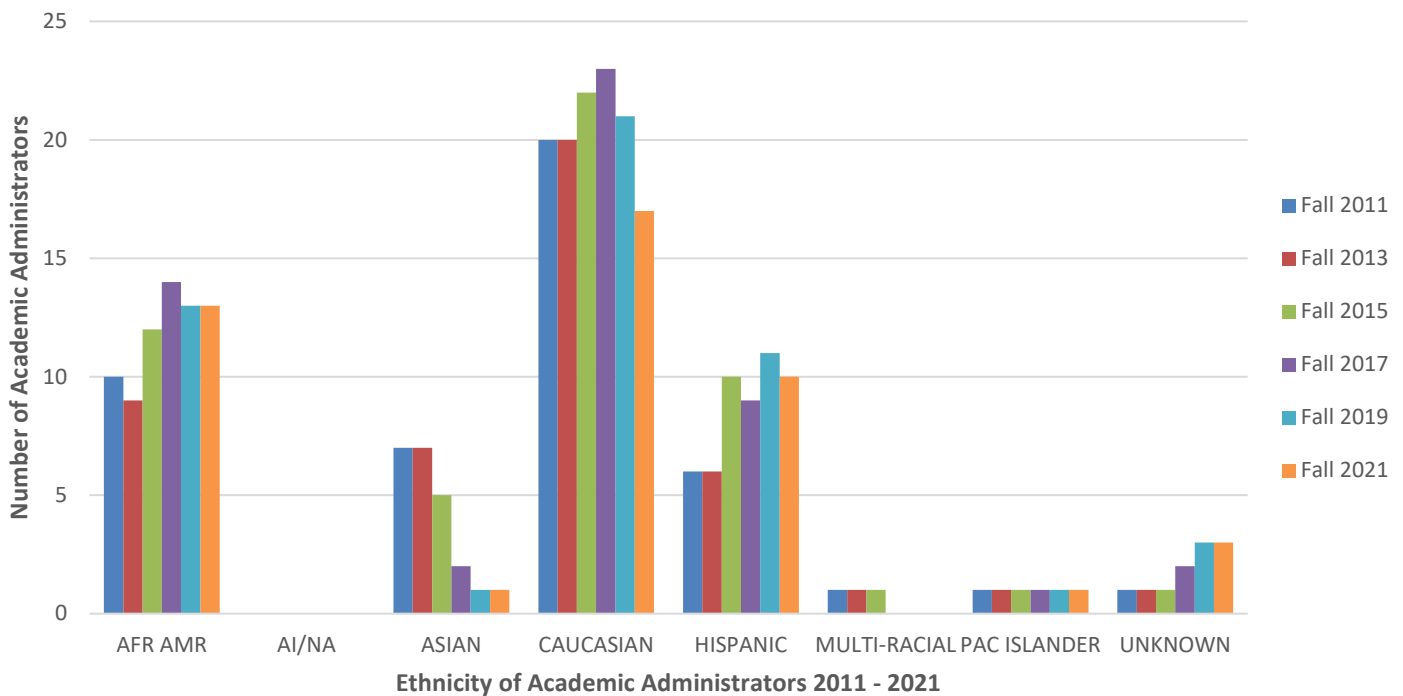


SMC EMPLOYEES: ACADEMIC ADMINISTRATORS

ACADEMIC ADMINISTRATORS BY ETHNICITY – FALL 2011 - 2021

Academic Administrators self-identifying as African American have maintained a consistent 20-29% representation during the past 10 years, with a peak of 29% in 2009 and 27% between 2017 and 2019. Academic Administrators self-identifying as Hispanic have increased from 13% in 2009 to 22% in 2019.

Ethnicity	Fall 2011		Fall 2013		Fall 2015		Fall 2017		Fall 2019		Fall 2021	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
AFR AMR	10	22%	9	20%	12	23%	14	27%	13	26%	13	29%
AI/NA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
ASIAN	7	15%	7	16%	5	10%	2	4%	1	2%	1	2%
CAUCASIAN	20	43%	20	44%	22	42%	23	45%	21	42%	17	38%
HISPANIC	6	13%	6	13%	10	19%	9	18%	11	22%	10	22%
MULTI-RACIAL	1	2%	1	2%	1	2%	0	0%	0	0%	0	0%
PAC ISLANDER	1	2%	1	2%	1	2%	1	2%	1	2%	1	2%
UNKNOWN	1	2%	1	2%	1	2%	2	4%	3	6%	3	7%
TOTALS	46	100%	45	100%	52	100%	51	100%	50	100%	45	100%



ACADEMIC ADMINISTRATORS BY GENDER – FALL 2011 - 2021

Gender	Fall 2011		Fall 2013		Fall 2015		Fall 2017		Fall 2019		Fall 2021	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Female	31	67%	33	73%	37	71%	41	80%	37	74%	28	62%
Male	15	33%	12	27%	15	29%	10	20%	13	26%	17	38%
Totals	46	100%	45	100%	52	100%	51	100%	50	100%	45	100%

Between 2011 and 2021, the female academic administrators outnumbered male counterparts.



**Academic
Administrators
Gender, Fall 2011**
Total = 46

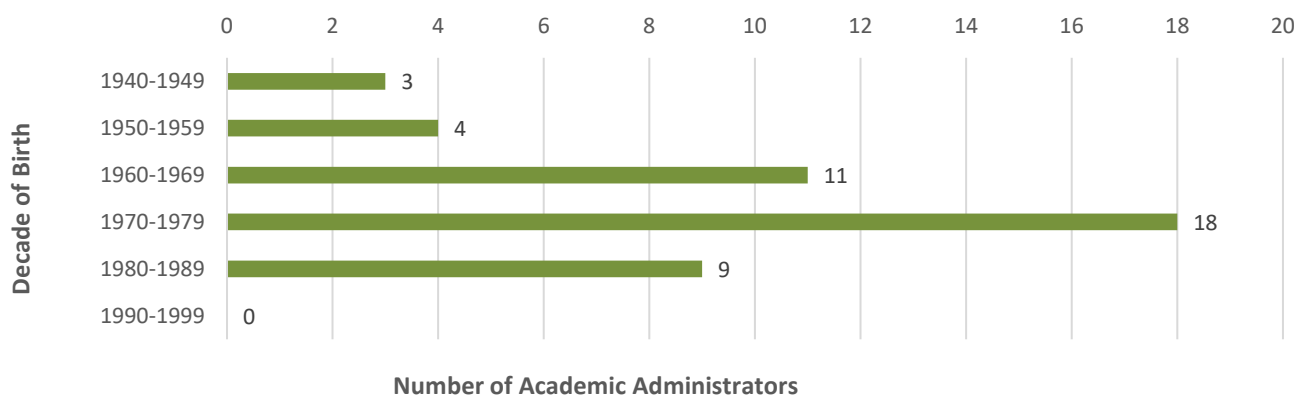


**Academic
Administrators
Gender, Fall 2021**
Total = 45

ACADEMIC ADMINISTRATORS BY AGE – FALL 2021

The age spread for Academic Administrators in Fall 2021 is consistent and indicates reasonable coverage for succession planning.

**Academic Administrators
Decades of Birth, Fall 2021**



Total = 45

Academic Administrators </> 40 years of age

< 40 = 7 (16%)

> 40 = 38 (84%)

Academic Administrators </> 60 years of age

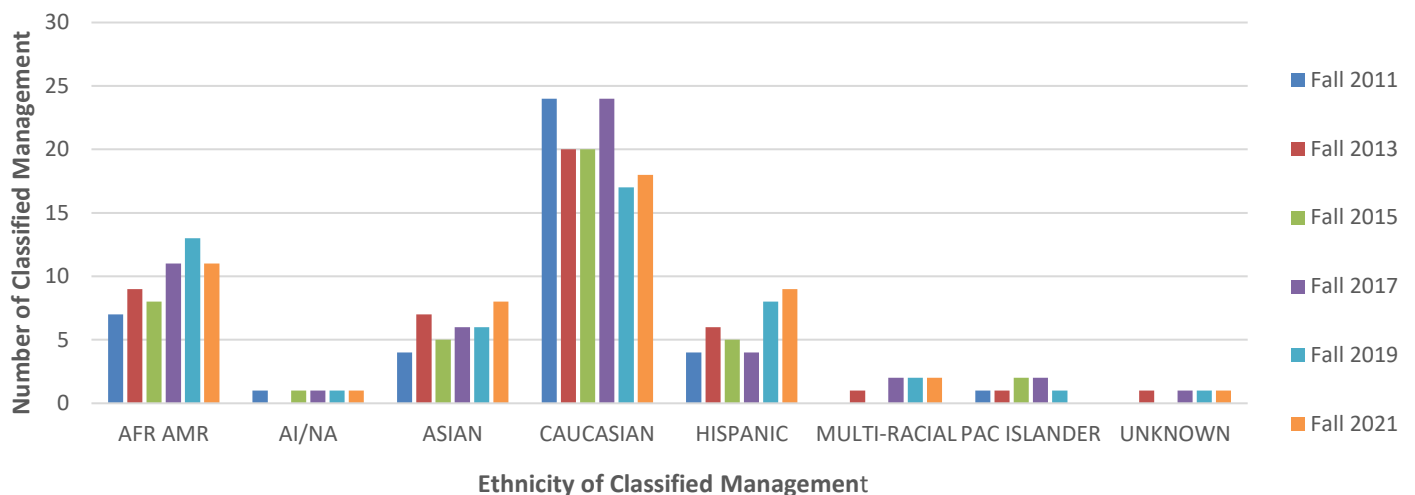
< 60 = 37 (82%)

> 60 = 8 (18%)

SMC EMPLOYEES: CLASSIFIED MANAGEMENT**CLASSIFIED MANAGEMENT BY ETHNICITY - FALL 2011 - 2021**

Between 2011 and 2021, the Classified Management group has become more reflective of the regional population. Classified Managers self-identifying as African American have increased representation from 17% in 2011 to 22% in 2021, and the Asian group has increased from 10% to 16%. Classified Managers self-identifying as Hispanic have increased from 10% in 2011 to 18% in 2021, while the Caucasian ethnic group has gone from 59% in 2011 to 36% in 2021.

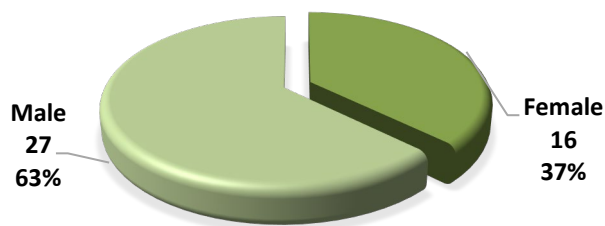
Ethnicity	<u>Fall 2011</u>		<u>Fall 2013</u>		<u>Fall 2015</u>		<u>Fall 2017</u>		<u>Fall 2019</u>		<u>Fall 2021</u>	
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>
AFR AMR	7	17%	9	20%	8	20%	11	22%	13	27%	11	22%
AI/NA	1	2%	0	0%	1	2%	1	2%	1	2%	1	2%
ASIAN	4	10%	7	16%	5	12%	6	12%	6	12%	8	16%
CAUCASIAN	24	59%	20	44%	20	49%	24	47%	17	35%	18	36%
HISPANIC	4	10%	6	13%	5	12%	4	8%	8	16%	9	18%
MULTI-RAC	0	0%	1	2%	0	0%	2	4%	2	4%	2	4%
PAC ISL	1	2%	1	2%	2	5%	2	4%	1	2%	0	0%
UNKNOWN	0	0%	1	2%	0	0%	1	2%	1	2%	1	2%
TOTALS	41	100%	45	100%	41	100%	51	100%	49	100%	50	100%



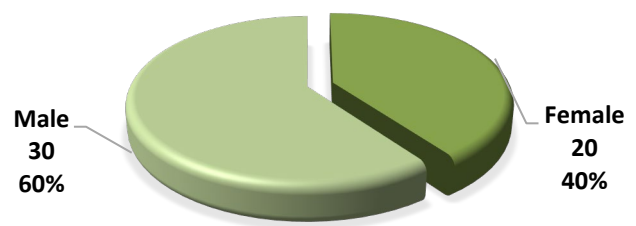
CLASSIFIED MANAGEMENT BY GENDER – FALL 2011 - 2021

In 2011, male classified managers comprised 63% (27) of the group, and female classified managers 37% (16). While female classified managers are still outnumbered by male managers within this employment category, by Fall 2021, males to females were 60% to 40%.

Gender	Fall 2011		Fall 2013[1]		Fall 2015		Fall 2017		Fall 2019		Fall 2021	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Female	16	37%	16	39%	16	39%	22	43%	21	43%	20	40%
Male	27	63%	25	61%	25	61%	29	57%	28	57%	30	60%
Totals	43	100%	45	100%	41	100%	51	100%	49	100%	50	100%

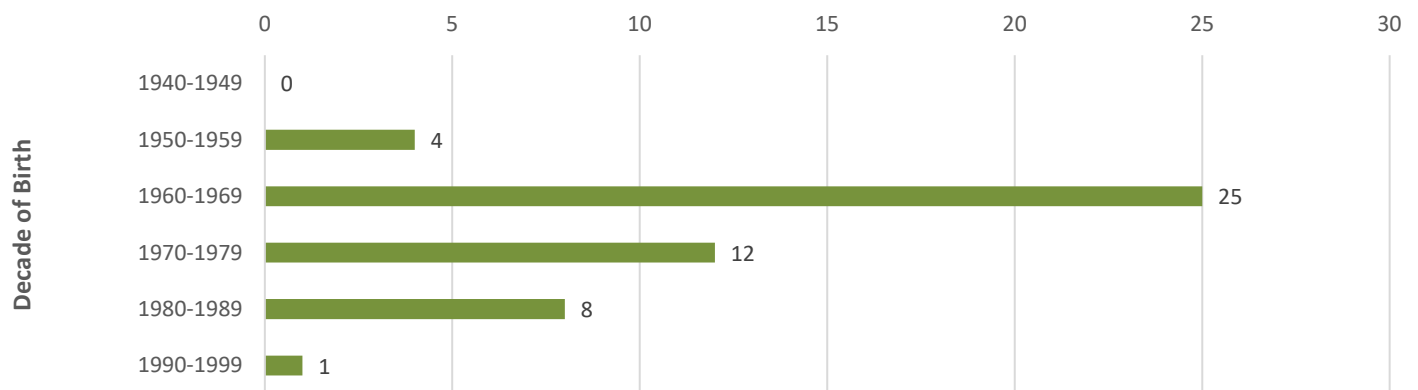


**Classified Management
Gender, Fall 2011
Total = 43**



**Classified Management
Gender, Fall 2021
Total = 50**

CLASSIFIED MANAGEMENT BY AGE – FALL 2021



Total = 50

Number of Classified Management

In Fall 2021, 86% of classified managers were 40 years of age or older; 16% of all classified managers were age 60 or older, an increase of 10% over 2011.

Classified Management by Age </> 40 years of age

< 40 = 7 (14%)

> 40 = 43 (86%)

Classified Management by Age </> 60 years of age

< 60 = 42 (84%)

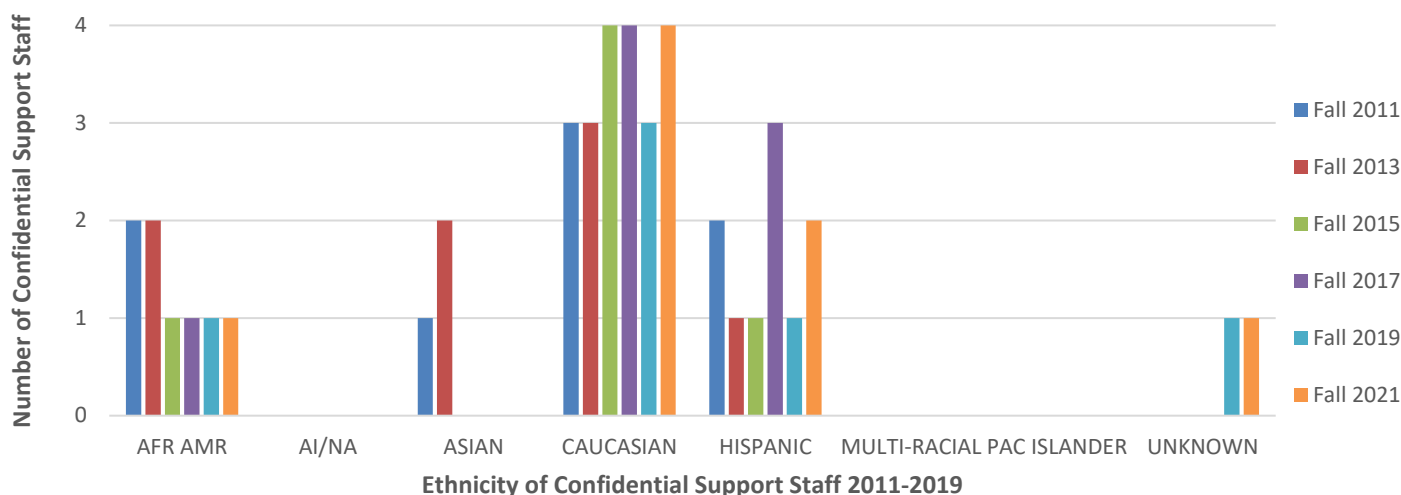
> 60 = 8 (16%)

SMC EMPLOYEES: CONFIDENTIAL SUPPORT STAFF

CONFIDENTIAL SUPPORT STAFF BY ETHNICITY – FALL 2011 - 2021

The number of staff designated as confidential is limited to Administrative Assistant III-Confidential (6) and HR-Analyst, Employee & Labor Relations (2). Separations via retirement and attrition, while rare, directly affect diversity statistics. Confidential support staff receive longevity increments for years of service to the District.

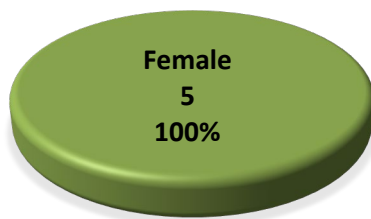
Ethnicity	Fall 2011		Fall 2013		Fall 2015		Fall 2017		Fall 2019		Fall 2021	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
AFR AMR	2	25%	2	25%	1	17%	1	13%	1	17%	1	13%
AI/NA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
ASIAN	1	13%	2	25%	0	0%	0	0%	0	0%	0	0%
CAUCASIAN	3	38%	3	38%	4	67%	4	50%	3	50%	4	50%
HISPANIC	2	25%	1	13%	1	17%	3	38%	1	17%	2	25%
MULTI-RACIAL	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
PAC ISLANDER	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
UNKNOWN	0	0%	0	0%	0	0%	0	0%	1	17%	1	13%
TOTALS	8	100%	8	100%	6	100%	8	100%	6	100%	8	100%



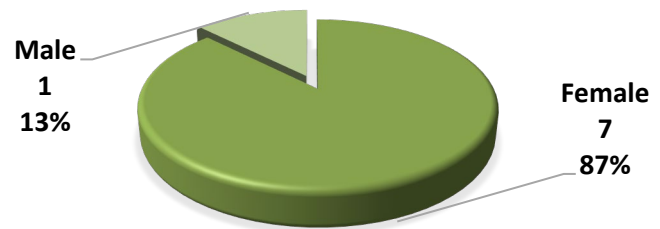
CONFIDENTIAL STAFF BY GENDER – FALL 2011 - 2021

Gender	Fall 2011		Fall 2013		Fall 2015		Fall 2017		Fall 2019		Fall 2021	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Female	5	100%	8	100%	5	83%	6	75%	6	100%	7	87%
Male	0	0%	0	0%	1	17%	2	25%	0	0%	1	13%
Totals	5	100%	8	100%	6	100%	51	100%	49	100%	8	100%

Note: Data for 2013 Gender is drawn from Spring 2013 record.

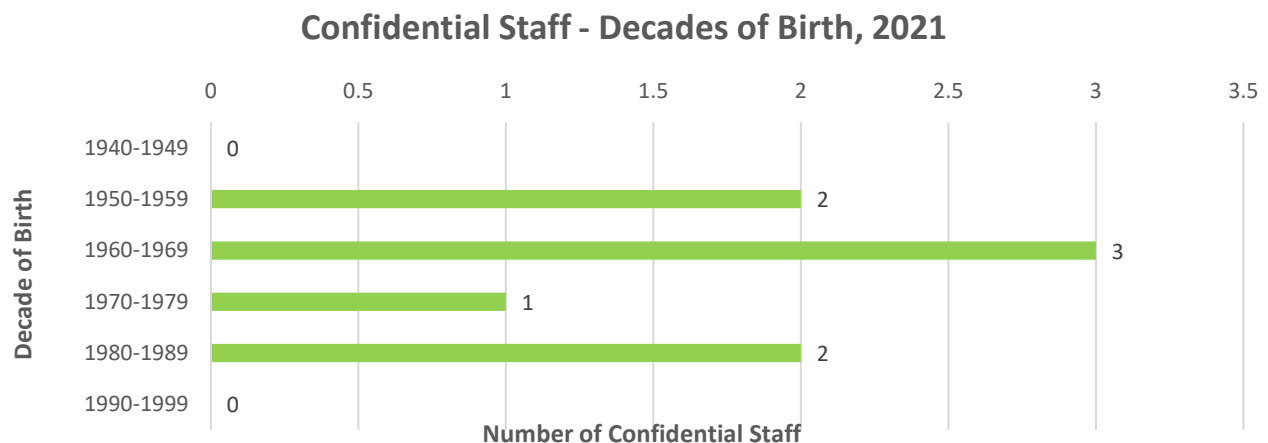


**Confidential Staff
Gender, Fall 2011
Total = 5**



**Confidential Staff
Gender, Fall 2021
Total = 8**

CONFIDENTIAL STAFF BY AGE – FALL 2021



Total = 8

Confidential Staff by Age </> 40 years of age

< 40 = 2 (25%)
> 40 = 6 (75%)

Confidential Staff by Age </> 60 years of age

< 60 = 5 (62%)
> 60 = 3 (38%)

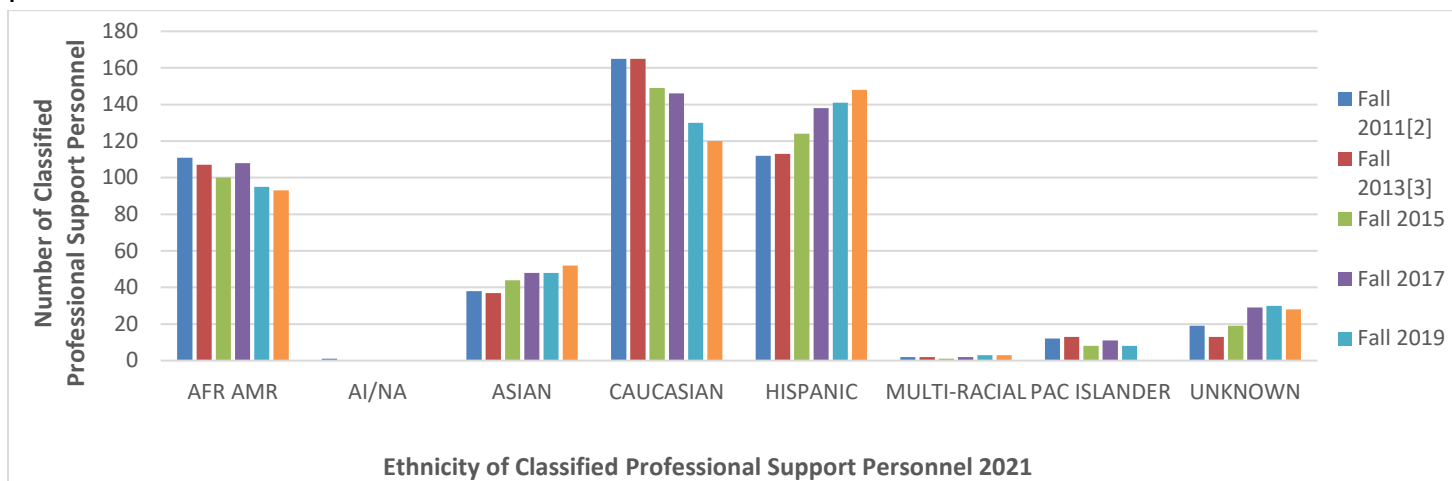
SMC EMPLOYEES: CLASSIFIED PROFESSIONAL PERSONNEL (FORMERLY KNOWN AS CLASSIFIED SUPPORT PERSONNEL)

CLASSIFIED PROFESSIONAL PERSONNEL BY ETHNICITY – FALL 2011 - 2021

Hispanics and African Americans are well represented in classified professional positions. Under-representation is evident in the categories of Native American, Asian, Multi-Racial, and Pacific Islanders. Overall, the ethnicity statistics for this group indicate a diverse employment group.

Ethnicity	Fall 2011		Fall 2013		Fall 2015		Fall 2017		Fall 2019		Fall 2021	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
AFR AMR	111	24%	107	24%	100	22%	108	22%	95	21%	93	21%
AI/NA	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%
ASIAN	38	8%	37	8%	44	10%	48	10%	48	11%	52	12%
CAUCASIAN	165	36%	165	37%	149	33%	146	30%	130	29%	120	27%
HISPANIC	112	24%	113	25%	124	28%	138	29%	141	31%	148	33%
MULTI-RACIAL	2	0%	2	0%	1	0%	2	0%	3	1%	3	1%
PAC ISLANDER	12	3%	13	3%	8	2%	11	2%	8	2%	0	0%
UNKNOWN	19	4%	13	3%	19	4%	29	6%	30	6%	28	6%
TOTALS	460	100%	450	100%	445	100%	482	100%	455	100%	444	100%

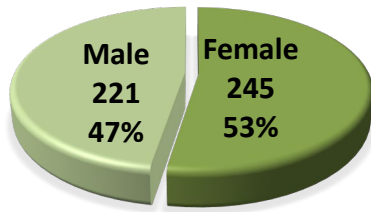
Note: Data for Fall 2011 and Fall 2013 were revised in this report to exclude non-management police officers from the classified professional personnel group since they are now reported separately under the Campus Police Officer category.



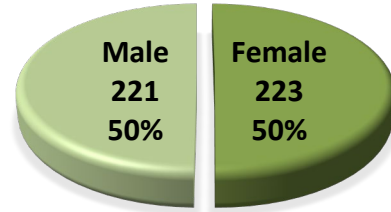
CLASSIFIED PROFESSIONAL PERSONNEL BY GENDER – FALL 2011 - 2021

The classified professional employee group is the most balanced gender group in the district, with a 50%-50% split.

Gender	Fall 2011		Fall 2013		Fall 2015		Fall 2017		Fall 2019		Fall 2021	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Female	244	53%	240	53%	241	54%	250	52%	231	51%	223	50%
Male	216	47%	210	47%	204	46%	232	48%	224	49%	221	50%
Totals	460	100%	450	100%	445	100%	482	100%	455	100%	444	100%



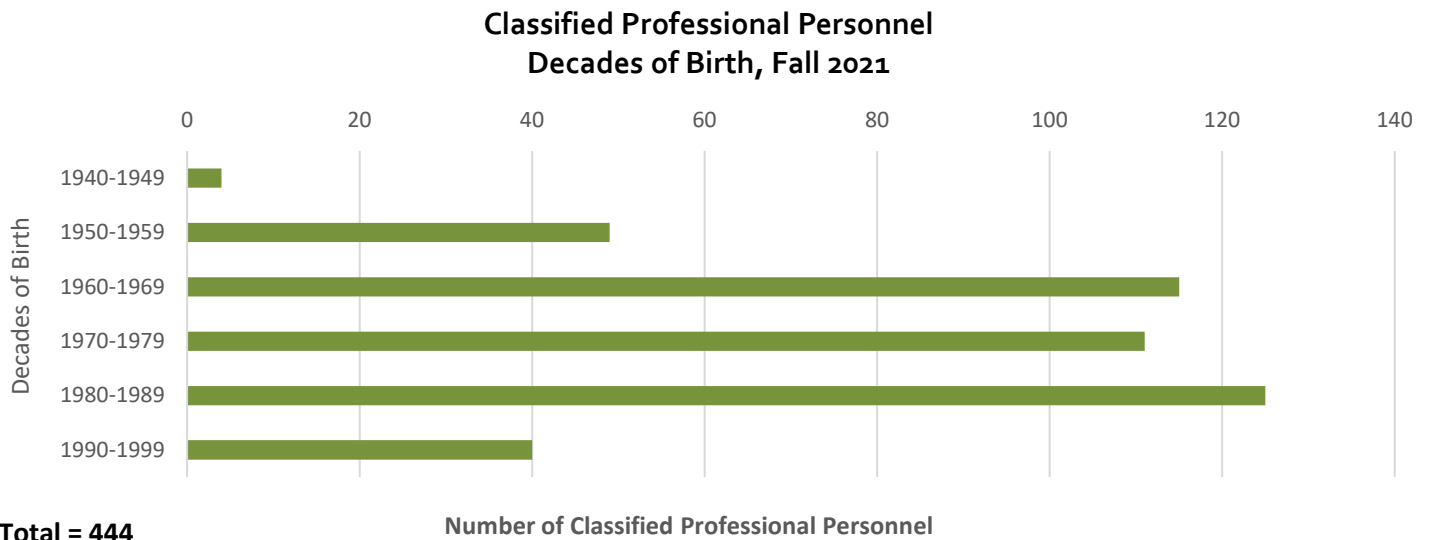
**Classified Professional Personnel
Gender, Fall 2011
Total = 466**



**Classified Professional Personnel
Gender, Fall 2021
Total = 444**

CLASSIFIED PROFESSIONAL PERSONNEL BY AGE – FALL 2021

Almost half of the classified professional personnel are 50 years of age or older. The District's longevity program for classified employees may contribute to long-term employment within the District.



Classified Professional Personnel

by Age </> 40 years of age

< 40 = 138 (31%)

> 40 = 306 (69%)

Classified Professional Personnel

by Age </> 60 years of age

< 60 = 379 (85%)

> 60 = 65 (15%)

Total = 444

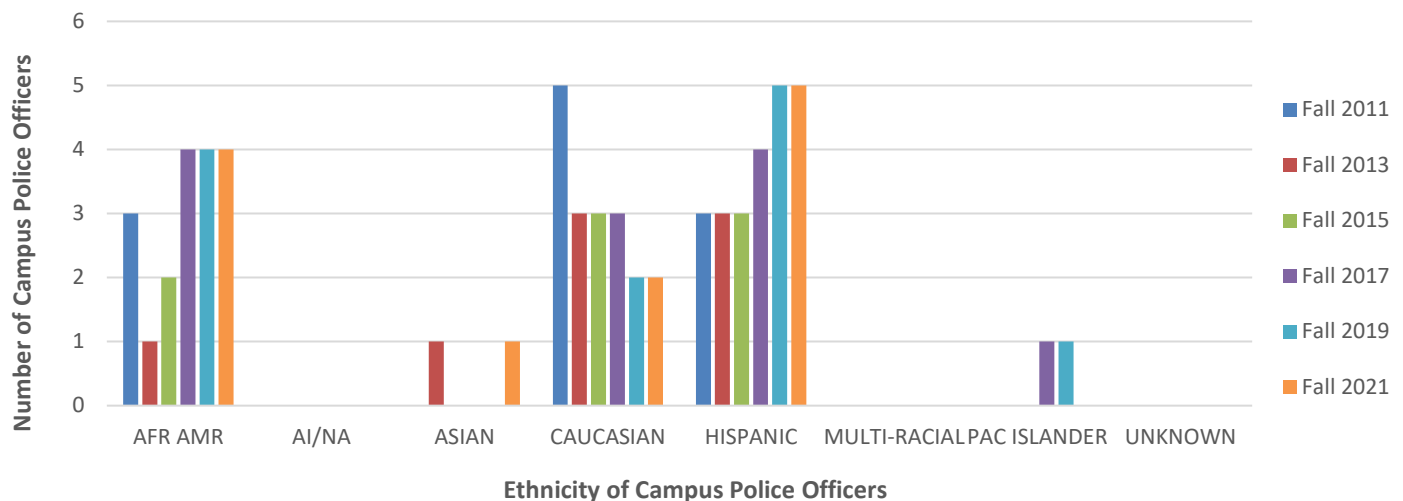
SMC EMPLOYEES: CAMPUS POLICE OFFICERS

CAMPUS POLICE OFFICERS BY ETHNICITY – FALL 2011 - 2021

The SMC Community College Police Officers currently constitute a balanced and diverse group of African Americans, Caucasian, and Hispanic ethnicities. The category of Campus Police Officers in this report does not include the management level officers, i.e., the positions of Chief of Police, Captain, and Sergeants, which are included in the Classified Management section.

Campus Police Officers by Ethnicity 2011-2021

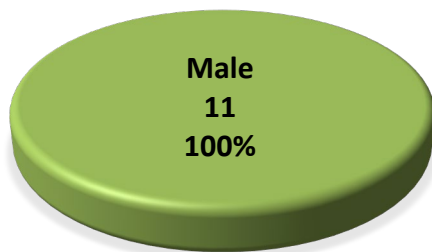
Ethnicity	Fall 2011		Fall 2013		Fall 2015		Fall 2017		Fall 2019		Fall 2021	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
AFR AMR	3	27%	1	13%	2	25%	4	33%	4	33%	4	33%
AI/NA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
ASIAN	0	0%	1	13%	0	0%	0	0	0	0%	1	8%
CAUCASIAN	5	45%	3	38%	3	38%	3	25%	2	17%	2	17%
HISPANIC	3	27%	3	38%	3	38%	4	33%	5	42%	5	42%
MULTI-RACIAL	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
PAC ISLANDER	0	0%	0	0%	0	0%	1	8%	1	8%	0	0%
UNKNOWN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTALS	11	100%	8	100%	8	100%	12	100%	12	100%	12	100%



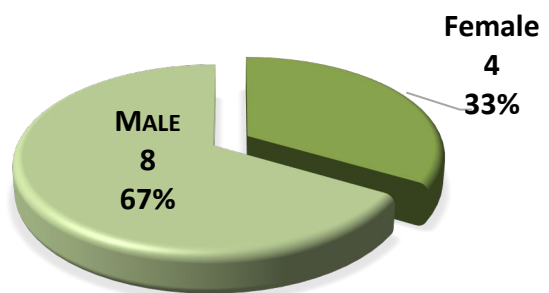
CAMPUS POLICE OFFICERS BY GENDER – FALL 2011 - 2021

In Fall 2009, the Campus Police force comprised eleven male officers. Due to attrition over several years, and diligent recruiting efforts, the district was successful in its diversification efforts, so that by 2013, female Community College Police Officers counted four (4), or fully one-third of the total campus police officer force.

Gender	Fall 2011		Fall 2013		Fall 2015		Fall 2017		Fall 2019		Fall 2021	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Female	0	0%	1	12%	1	12%	4	33%	4	33%	4	33%
Male	11	100%	7	88%	7	88%	8	67%	8	67%	8	67%
Totals	11	100%	8	100%	8	100%	12	100%	12	100%	12	100%



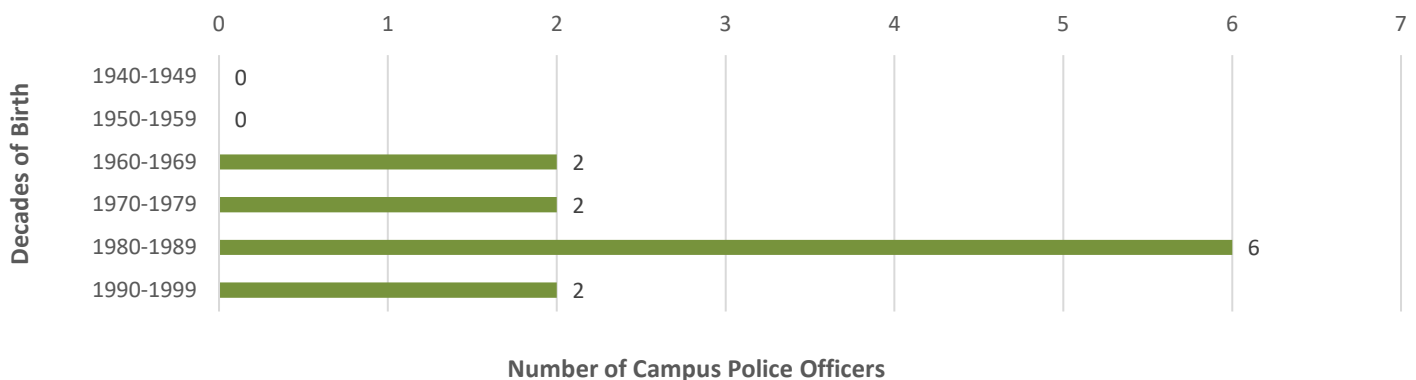
**Campus Police Officer
Gender, Fall 2011
Total = 11**



**Campus Police Officers
Gender, Fall 2021
Total = 12**

CAMPUS POLICE OFFICERS BY AGE – FALL 2021

**Campus Police Officers
Decades of Birth, Fall 2021**



Campus Police Officers by Age </> 40 years of age

< 40 = 8 (67%)
> 40 = 4 (33%)

Campus Police Officers by Age </> 60 years of age

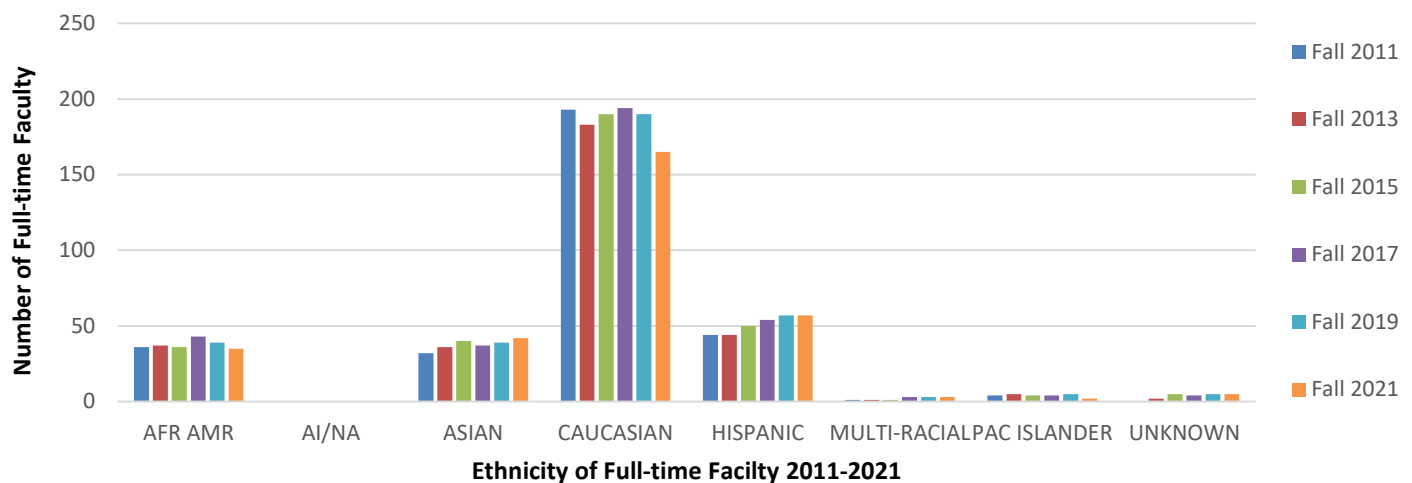
< 60 = 12 (100%)
> 60 = 0 (0%)

SMC EMPLOYEES: FULL-TIME FACULTY

FULL-TIME FACULTY BY ETHNICITY - FALL 2011 - 2021

Non-white populations are under-represented within SMC's full-time faculty when viewed against the ethnically diverse population of Los Angeles County. As new tenure track faculty are hired, gains among the underrepresented ethnic groups are gradually being made (see section, "Tenure Track Full-time Faculty"). The notable exception is the small decline between 2009 and 2019 of the African American group.

Ethnicity	Fall 2011		Fall 2013		Fall 2015		Fall 2017		Fall 2019		Fall 2021	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
AFR AMR	36	12%	37	12%	36	11%	43	13%	39	12%	35	11%
AI/NA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
ASIAN	32	10%	36	12%	40	12%	37	11%	39	12%	42	14%
CAUCASIAN	193	62%	183	59%	190	58%	194	57%	190	56%	165	53%
HISPANIC	44	14%	44	14%	50	15%	54	16%	57	17%	57	18%
MULTI-RACIAL	1	0%	1	0%	1	0%	3	1%	3	1%	3	1%
PAC ISLANDER	4	1%	5	2%	4	1%	4	1%	5	1%	2	1%
UNKNOWN	0	0%	2	1%	5	2%	4	1%	5	1%	5	2%
TOTALS	310	100%	308	100%	326	100%	339	100%	338	100%	309	100%



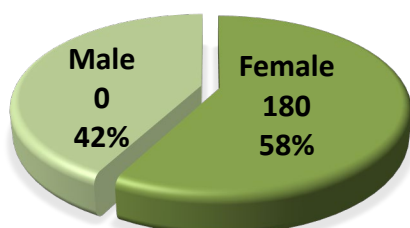
Total = 309

FULL-TIME FACULTY BY GENDER – FALL 2011 - 2021

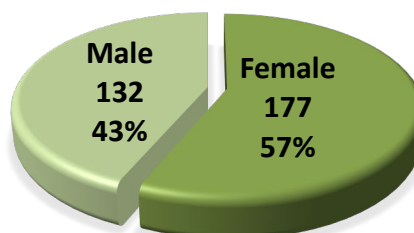
Between 2011 and 2021, the female-to-male percentages stayed steady at a 57% to 43% female to male ratio.

Gender	Fall 2011		Fall 2013		Fall 2015		Fall 2017		Fall 2019		Fall 2021	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Female	180	58%	176	57%	183	56%	190	56%	191	57%	177	57%

Male	130	42%	132	43%	143	44%	149	44%	147	43%	132	43%
Totals	310	100%	308	100%	326	100%	339	100%	338	100%	309	100%

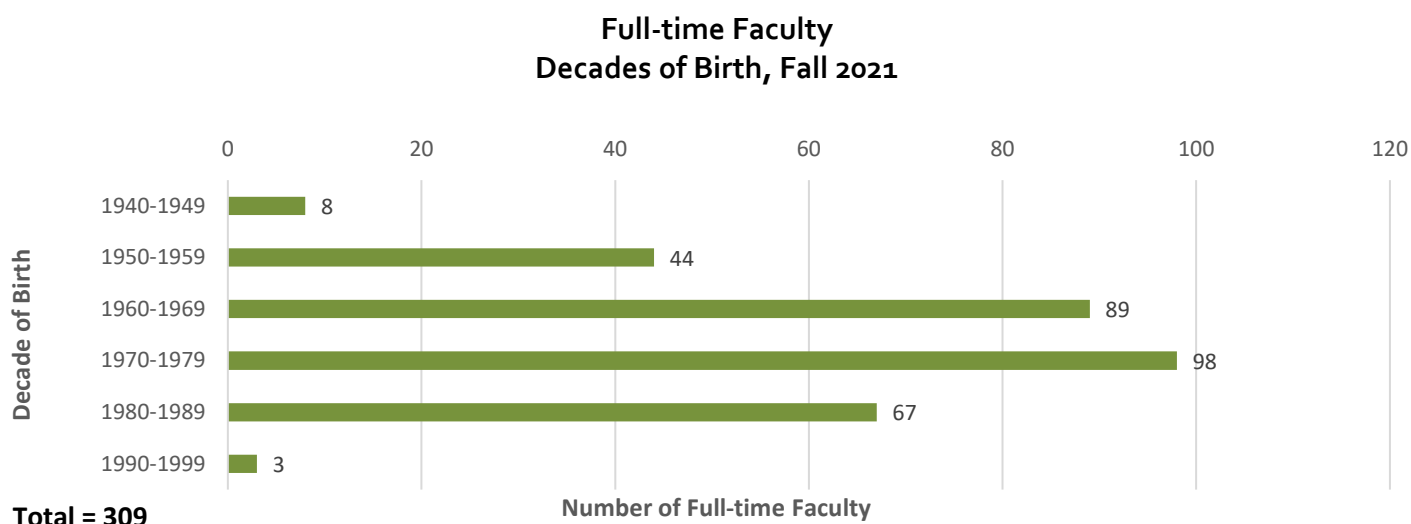


**Full-time Faculty
Gender, Fall 2011
Total = 310**



**Full-time Faculty
Gender, Fall 2021
Total = 309**

FULL-TIME FACULTY BY AGE – FALL 2021



Full-time Faculty by Age </> 40 years of age

< 40 = 49 (16%)
> 40 = 260 (84%)

Full-time Faculty by Age </> 60 years of age

< 60 = 244 (79%)
> 60 = 65 (21%)

SMC EMPLOYEES: PART-TIME FACULTY

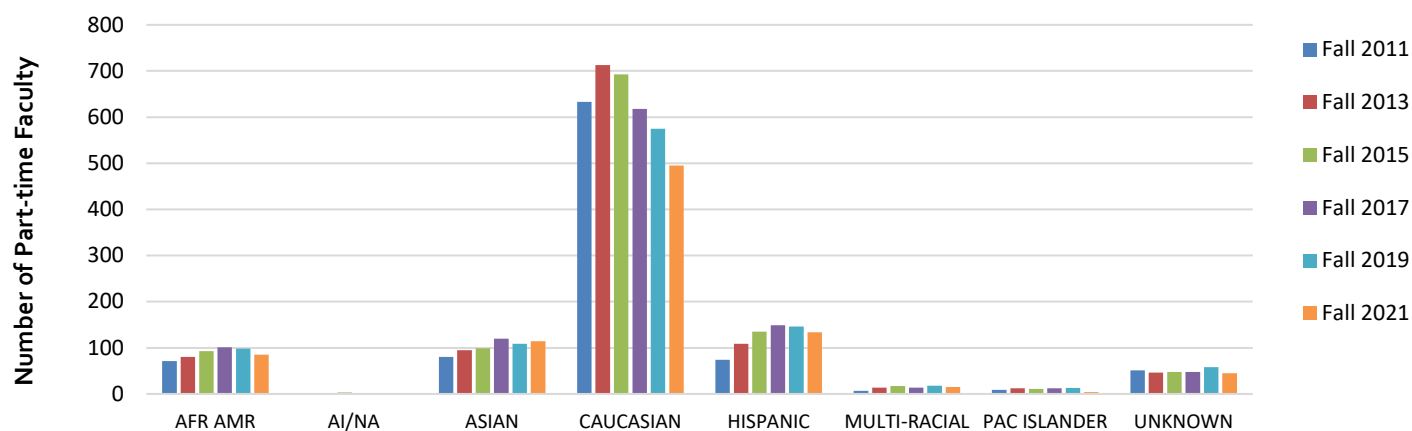
PART-TIME FACULTY BY ETHNICITY FALL 2011 - 2021

The Covid-19 pandemic has had a significant effect on the part-time faculty during 2020-2021. The hiring freeze and the move to all remote learning during the pandemic forced a realignment of courses with part-time faculty numbers reduced by over 100. By Fall 2021, most of the courses offered by the District are still remote with

planning anticipating a return to on-ground learning in the Spring of 2022. Analysis of the remaining part-time faculty employee group show that all the traditionally under-represented minority populations, with the exception of the Pacific Islander group, have increased representation within the part-time faculty while the Caucasian group decreased 13%.

Ethnicity	Fall 2011		Fall 2013		Fall 2015		Fall 2017		Fall 2019		Fall 2021	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
AFR AMR	71	8%	80	8%	93	8%	101	10%	98	10%	85	10%
AI/NA	2	0%	1	0%	3	0%	1	0%	2	0%	2	0%
ASIAN	80	8%	95	9%	99	9%	120	12%	109	11%	114	13%
CAUCASIAN	633	68%	713	67%	693	65%	618	58%	575	56%	495	55%
HISPANIC	74	8%	109	10%	135	12%	149	14%	146	14%	134	15%
MULTI-RACIAL	7	1%	14	1%	17	1%	14	1%	18	2%	15	2%
PAC ISLANDER	9	1%	12	1%	11	1%	12	1%	13	1%	4	0%
UNKNOWN	51	6%	46	4%	48	4%	48	4%	58	6%	45	5%
TOTALS	927	100%	1,070	100%	1,099	100%	1,063	100%	1,019	100%	894	100%

Ethnicity of Part-time Faculty, Fall 2021

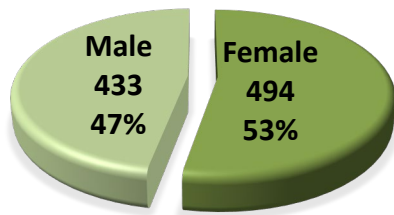


Total = 894

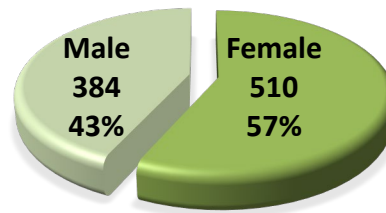
PART-TIME FACULTY BY GENDER – FALL 2011 - 2021

As with full-time faculty, female part-time faculty members outnumber their male counterparts.

Gender	Fall 2011		Fall 2013		Fall 2015		Fall 2017		Fall 2019		Fall 2021	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Female	494	53%	580	54%	608	55%	610	57%	579	57%	510	57%
Male	433	47%	490	46%	491	45%	453	43%	440	43%	384	43%
Totals	927	100%	1,070	100%	1,099	100%	1,063	100%	1,019	100%	894	100%



**Part-time Faculty
Gender, Fall 2011
Total = 927**

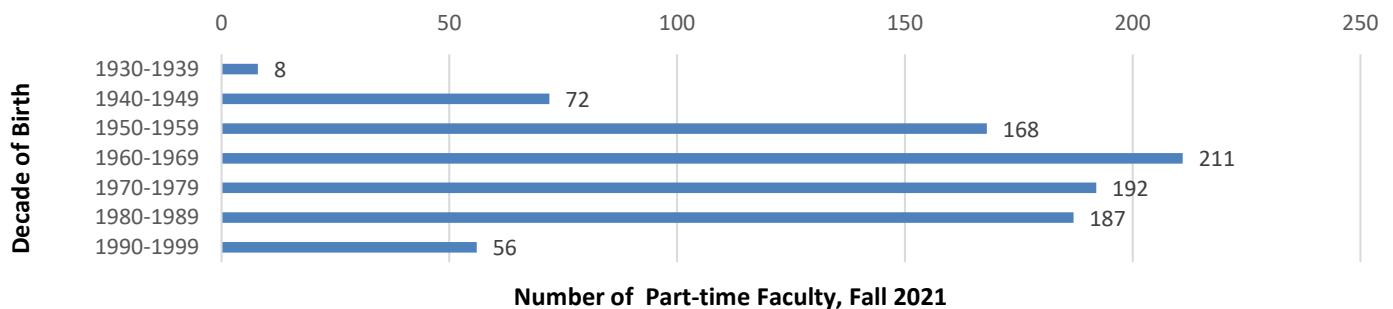


**Part-time Faculty
Gender, Fall 2021
Total = 894**

PART-TIME FACULTY BY AGE – FALL 2021

Part-time faculty aged 60 years or older comprise 33% (296) of the 894 part-time faculty in Fall 2021.

**Part-time Faculty
Decades of Birth, Fall 2021
Total = 894**



Part-time Faculty by Age </> 40 years of age

< 40 = 199 (22%)
> 40 = 695 (78%)

Part-time Faculty by Age </> 60 years of age

< 60 = 598 (67%)
> 60 = 296 (33%)

SMC EMPLOYEES: ASSOCIATE FACULTY (PART-TIME FACULTY)

ASSOCIATE FACULTY BY ETHNICITY – FALL 2021

Associate Faculty are part-time faculty who have been granted the status of “Associate Faculty” by the District. Article 6.6 of the Agreement between the SMCF and SMCCD defines the purpose of the designation is to “grant, on an annual basis, some degree of employment stability for eligible part-time faculty members within the limitations imposed by the District’s needs to create course schedules that match current student demand and provide appropriate assignments for full-time

faculty members.”⁸

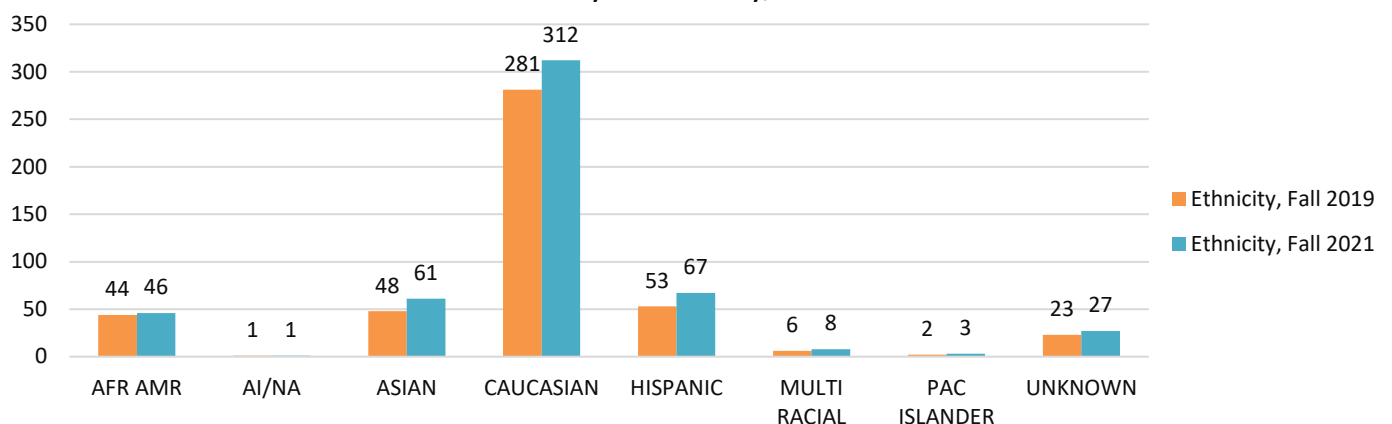
As long as they are qualified for the available assignments, part-time faculty with associate faculty status shall be offered an assignment before any part-time faculty member without associate faculty status is offered an assignment (Article 6.6.5). However, associate faculty status is a non-renewable status, and must be renewed annually if there are available assignments. Additionally, associate faculty have the right to an assignment which displaces another part-time faculty member who does not have associate faculty member status under specific conditions (Article 6.6.6).

For the purposes of this report, ethnicity, gender and age analysis of the Associate Faculty group began with the [Diversity Report 2019](#).

ETHNICITY OF ASSOCIATE FACULTY, FALL 2019-2021

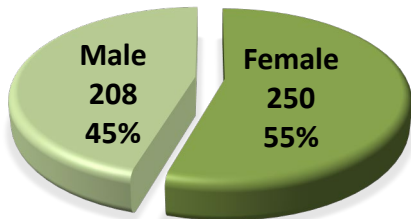
Ethnicity	Ethnicity, Fall 2019		Ethnicity, Fall 2021	
	No.	%	No.	%
AFR AMR	44	10%	46	9%
AI/NA	1	0%	1	0%
ASIAN	48	10%	61	12%
CAUCASIAN	281	61%	312	59%
HISPANIC	53	12%	67	13%
MULTI RACIAL	6	1%	8	2%
PAC ISLANDER	2	0%	3	1%
UNKNOWN	23	5%	27	5%
TOTAL	458	100%	525	100%

Associate Faculty - Ethnicity, Fall 2019-2021

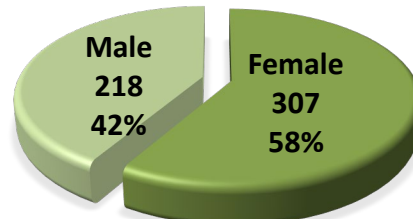


⁸ https://www.smc.edu/administration/human-resources/documents/MOUs-Faculty%20Assoc/smcfa-smccd_agreement_2019-2022.pdf

ASSOCIATE FACULTY BY GENDER – FALL 2019 - 2021



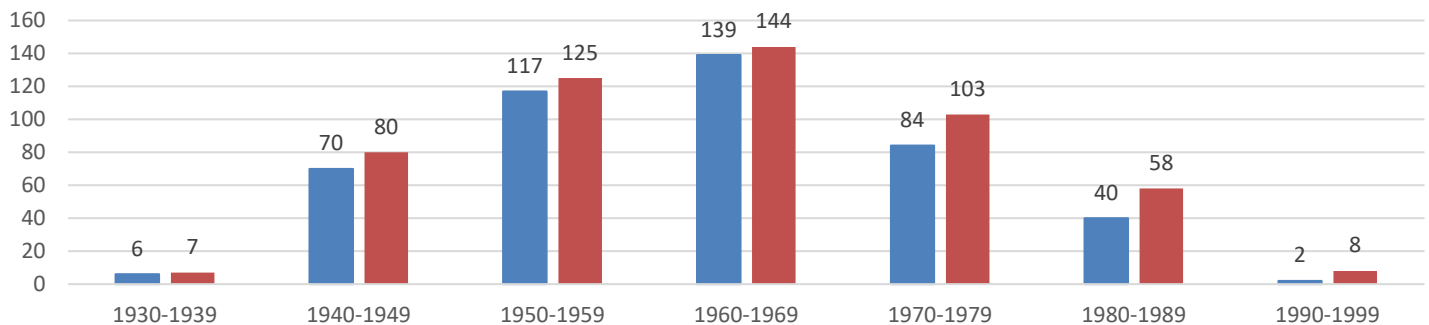
Associate Faculty
Gender, Fall 2019
Total = 458



Associate Faculty
Gender, Fall 2021
Total = 525

ASSOCIATE FACULTY BY AGE – FALL 2019 vs 2021

Decades of Birth
Associate Faculty 2019 vs 2021



ASSOCIATE FACULTY BY AGE – FALL 2019 vs FALL 2021

FALL 2019

< 40 = 42 (9%)
> 40 = 416 (91%)

< 60 = 265 (58%)
> 60 = 193 (42%)

Total = 458

</> 40 years of age

</> 60 years of age

FALL 2021

< 40 = 52 (10%)
> 40 = 473 (90%)

< 60 = 282 (54%)
> 60 = 243 (46%)

Total = 525

ASSOCIATE FACULTY BY ETHNICITY & AGE – FALL 2019 VS FALL 2021

The challenges of diversifying the faculty must include an examination of the ethnicity of the Associate Faculty group. With 61% of the Associate Faculty self-identifying as Caucasian in 2019, and 59% self-identifying as Caucasian in 2021, the challenges to diversification are significant. On the positive side, there is opportunity to increase the diversity of this pool of part-time faculty and potential full-time faculty in response to future separations from the district.

Associate Faculty by Ethnicity and Age - Fall 2019 vs Fall 2021								
Ethnicity	</> 40 years of age				</> 60 years of age			
	>40 Fall 2019		>40 Fall 2021		>60 Fall 2019		>60 Fall 2021	
	No.	%	No.	%	No.	%	No.	%
AFR AMR	40	10%	41	8%	19	10%	21	4%
AI/NA	1	0%	0	0%	1	1%	1	0%
ASIAN	42	10%	50	10%	13	7%	20	4%
CAUCASIAN	270	65%	302	58%	147	32%	180	34%
HISPANIC	35	8%	46	9%	9	5%	12	2%
PAC ISLANDER	2	0%	3	1%	0	0%	1	0%
MULTI RAC	4	1%	4	1%	0	0%	0	0%
UNKNOWN	22	5%	25	5%	4	2%	6	1%
TOTALS	416 = 91% of 458		471 = 90% of 525		193 = 42% of 458		241 = 46% of 525	
	[91% of Associate Faculty are greater than 40 years of age]		[90% of Associate Faculty are greater than 40 years of age]		[42% of Associate Faculty are greater than 60 years of age]		[46% of Associate Faculty are greater than 60 years of age]	

PERCENTAGE OF PART-TIME FACULTY HIRED AS FULL-TIME FACULTY

A number of newly hired full-time, tenure track faculty typically come from the District's adjunct (part-time) faculty base. The influence of screening and hiring decisions of part-time faculty on full-time faculty hiring is evident when reviewing the number of new full-time faculty hired since academic years 2007-2008 through Fall semester 2021. The illustration below lists the percentage of new full-time faculty hires who came from the adjunct faculty group.

Academic Year	Percentage of New Hires from Part-time Faculty Status
2007-2008	67%
2008-2009	38%
2009-2010	No full-time faculty hires

2010-2011	60%
2011-2012	39%
2012-2013	42%
2013-2014	43%
2014-2015	38%
2015-2016	59%
2016-2017	43%
2017-2018	70%
2018-2019	42%
2019-2020	72%
2020-2021	57%
Average percentage	52%

EQUAL EMPLOYMENT OPPORTUNITY AND THE SANTA MONICA COMMUNITY COLLEGE DISTRICT

The California Community College Chancellor's Office (CCCCO) requires all Districts to have an [Equal Employment Opportunity \(EEO\) Plan](#). SMC's EEO plan, originally published in 2014, is reviewed and updated in a 3-year review cycle. Updates to the District's EEO Plan were completed in 2017 and 2020. The members of the EEO Advisory Committee, composed of management, faculty, classified staff, and a community member, is a subcommittee of the District Planning Advisory Council (DPAC). The committee meets a minimum of twice a year, working collaboratively to ensure the District's EEO plan is updated timely. The current EEO Plan can be found on the Santa Monica College website.

To monitor the Equal Employment Opportunity Plans submitted by the California Community Colleges across the state, the CCCCCO developed a Multiple Measures Certification process in 2015 for the allocation of equal employment opportunity (EEO) funding. The certification is comprised of nine methods which incorporate ways for engaging in and complying with processes that promote EEO measures in the community colleges. The nine methods target policies, procedures and activities which support equal employment best practices and professional development strategies.

Since 2018-2019, Santa Monica College has annually met nine of nine multiple methods, and by doing so, the Chancellor's Office awarded the maximum available EEO funding to SMC. This funding has supported the District's trainings focused on issues affecting the multiple decisions made during recruitment, specifically both explicit and implicit bias against candidates which can arise during each step of the screening process; i.e., review of application documents, candidate origin, experience, education, discrimination, and the protected

classes of Title 5 under California state law. In addition, the funding has supported the District's efforts to reach out to potential applicant populations within and without our geographic region.

FACULTY JOB FAIR & OPEN HOUSE

In an effort to expand full-time and part-time applicant pools for academic and faculty positions, Santa Monica College held its first Faculty Job Fair & Open House on October 5, 2018. Faculty representing all departments and disciplines were represented at tables lining the Quad on the main campus from 10 am to 2 pm. Two (2) workshops were scheduled, each consisting of a panel of faculty members including a number recently hired, who presented information and strategy leading to their successful application.

Almost 400 attendees met with faculty and attended workshops designed to provide information and insight into the district's application and screening processes; 310 attendees (78%) completed the EEO survey.

The 2nd Annual SMC Faculty Job Fair & Open House was held on October 4, 2019. In an effort to diversify attendance, online advertising was increased substantially as was email notification of academic applicants from the academic recruitment periods 2017-2019, local high schools and institutions of higher learning. Over 7,000 email notices were sent out; six hundred and ninety-one (691) people signed in, and 613 attendees (89%) completed Equal Employment Opportunity surveys with questions related to ethnicity and gender status.

<u>Ethnicity</u>	1 st Annual SMC Faculty Job Fair & Open House October 5, 2018		2 nd Annual SMC Faculty Job Fair & Open House October 4, 2019	
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>
AFR AMR	61	20%	72	12%
AI/NA	1	0%	2	0%
ASIAN	33	11%	64	10%
CAUCASIAN	119	38%	291	47%
HISPANIC	53	17%	109	18%
MULTI RACIAL	39	13%	51	8%
PAC ISLANDER	0	0%	11	2%
UNKNOWN	4	1%	13	2%
TOTAL	310	100%	613	100%

<u>Gender</u>	1 st Annual SMC Faculty Job Fair & Open House October 5, 2018		2 nd Annual SMC Faculty Job Fair & Open House October 4, 2019	
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>
FEMALE	196	63%	352	57%
MALE	108	35%	250	41%
NON-BINARY	2	1%	6	1%
UNKNOWN	4	1%	5	1%
TOTAL	310	100%	613	100%

Due to the Covid-19 pandemic, the SMC Faculty Job Fair & Open House was not held in 2020 or 2021. It is anticipated that the Faculty Job Fair & Open House will be held during the 2022-2023 academic year.

INTERPRETATION OF THE ACADEMIC DATA

Ensuring fair and impartial non-discriminatory recruitment processes is taken seriously and responsibly by the Office of Human Resources and senior administrative staff. Efforts to improve representation is continual as positions become available for recruitment. SMC's Academic Senate has teamed with the Office of Human Resources to ensure representation at conferences and job fairs. Faculty member participation and outreach for discipline-related conferences is wholeheartedly supported. There has also been more outreach to graduate schools when seeking potential applicants. Internship programs exist at SMC with counseling services now and a goal is to expand internship opportunities for hard-to-fill disciplines.

APPLICANT INFORMATION

Applicant information includes ethnicity, gender, and age (over/under 40 years of age where available) information for all applicants. Analysis of academic applicants (academic administrators and faculty) is followed by a similar analysis of classified applicant information (classified management, classified professional personnel, confidential staff, and non-management police officers).

ACADEMIC APPLICANT DATA

The following charts show ethnicity and gender for all academic applicants – academic administrators, full-time and part-time faculty, followed by statistics for full-time academic applicants and then part-time applicants.

Note: There is always a small percentage of applicants who chose not to respond to the voluntary EEO survey form included in the application process. Fortunately, most applicants do self-identify their ethnicity when filing their application for employment on SMC's website.

FULL-TIME ACADEMIC RECRUITMENT 2020-2021

As noted previously in this report, a hiring freeze was instituted in the District during the spring of 2020. Seven (7) job openings for full-time tenured track academic positions and one (1) academic administrator were deemed critical positions and recruitment was opened for the 2020-2021 period. Out of four hundred and twenty four (424) applications received, three hundred thirty two (332) were deemed complete applications and were moved forward through the screening process.

SUMMARY OF NUMBER OF COMPLETE FULL-TIME TENURE TRACK APPLICATIONS SUBMITTED 2020-2021

JOB POSITION	NO. APPS.
FT/Tenure Track Instructor - DSPS (High Tech Center)	20
FT/Tenure Track Instructor - Fashion Design	36
FT/Tenure Track Instructor - Librarian (Instruction and Reference)	89
FT/Tenure Track Instructor - Nursing (Medical-Surgical) (2 Vacancies)	17
FT/Tenure Track Instructor - Studio Art	121
Vice President, Academic Affairs	42
Project Manager - Dream Resource Center (50%) (Internal Recruitment Only)	4
Project Manager, NSF Grant	3
Total Number of Applications	332

The following graphs show the ethnicity and gender of applicants submitting completed applications for the 8 academic positions opened during 2020-2021 recruiting season compared to the completed applications of 2018-2019.

<u>Ethnicity</u>	FT Academic Applicants 2018-2019		FT Academic Applicants 2020-2021	
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>
AFR AMR	118	27%	30	9%
AI/NA	1	0%	5	2%
ASIAN	28	6%	47	14%
CAUCASIAN	161	36%	127	38%
HISPANIC	73	16%	54	16%
MULTI RACIAL	30	7%	23	7%
PAC ISLANDER	9	2%	1	0%
UNKNOWN	23	5%	45	14%
TOTAL	443	100%	332	100%

FULL-TIME ACADEMIC APPLICANTS BY GENDER 2018-2019 VS 2020-2021

<u>Gender</u>	FT Academic Applicants 2018-2019		FT Academic Applicants 2020-2021	
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>
FEMALE	210	47%	186	56%

MALE	229	52%	122	37%
UNKNOWN	4	1%	24	7%
TOTAL	443	100%	332	100%

ONCE APPLICATIONS ARE DEEMED COMPLETE, THEY ARE FORWARDED TO THE SCREENING COMMITTEES.

SCREENING COMMITTEES

SCREENING COMMITTEES AND TRAINING

All participants serving on screening committees go through an orientation with either Human Resources (academic recruitment) or Personnel Commission (non-academic recruitment) staff in which training is received on federal, state, and district non-discrimination laws and policies. Training is presented in a manner to help committee members understand SMC's commitment to diversity, equity, inclusion, and to non-discrimination. The Office of Human Resources and the Personnel Commission Office ensure that committee members for all academic and classified recruitments receive appropriate training prior to interaction with applicants and candidates.

The following presentations are used during the screening committee trainings:⁹

- EEO & Diversity Search Committee Presentation
- EEO & Diversity Training Questions
- EEO Screening Committee Manual

Specialized training emphasizing the benefits of diversity awareness, tolerance, unconscious bias, and ethical behavior are ongoing for faculty and staff, and are available through the Office of Human Resources. Academic, classified, and management professional development training options continue to be offered to employees through the efforts of the Compliance team at SMC, the Professional Development Coordinator, designated professional development committees, and other trainings offered by the Human Resources Office through in-house personnel and third party contracted vendors.

SCREENING COMMITTEES FOR FULL-TIME TENURE TRACK RECRUITMENT

Full-time faculty and academic administrator recruitments are discipline focused. Successful online recruitment efforts are focused on higher education online platforms as well as professionally oriented associations reflecting the District's commitment to ethnic diversity as seen in the statistics in this report.

⁹ <https://www.smc.edu/administration/human-resources/diversity-equity-inclusivity/policies-resources.php>

To further educate and promote diversity, equity, and inclusion, the District continues to ensure that its search and screening committee members are diverse and are trained in Equal Employment Opportunity laws, and are equity focused. Committee members are aware that they are charged with finding faculty who are cognizant, open, and most importantly, sensitive to understanding the socio-economic, academic, cultural, and ethnic diversity within the community college student populations, including students with physical and/or learning disabilities, as these factors relate to differences in learning styles.

The following two graphs reflect the overall ethnicity and gender of the screening committees. See Appendix 9 for ethnic breakdown of each 2020-2021 screening committee.

SCREENING COMMITTEES - ETHNICITY

Section Committee Ethnicity 2018-2019			Section Committee Ethnicity 2019-2020			Section Committee Ethnicity 2020-2021		
<u>Ethnicity</u>	<u>No.</u>	<u>%</u>	<u>Ethnicity</u>	<u>No.</u>	<u>%</u>	<u>Ethnicity</u>	<u>No.</u>	<u>%</u>
AFR AMR	20	18%	AFR AMR	22	15%	AFR AMR	12	19%
AI/NA	0	0%	AI/NA	0	0%	AI/NA	0	0%
ASIAN	14	12%	ASIAN	18	12%	ASIAN	3	5%
CAUCASIAN	54	48%	CAUCASIAN	70	47%	CAUCASIAN	30	48%
HISPANIC	19	17%	HISPANIC	34	23%	HISPANIC	12	19%
MULTI RAC	0	0%	MULTI RAC	1	1%	MULTI RAC	1	2%
PAC ISL	1	1%	PAC ISL	2	1%	PAC ISL	0	0%
UNKNOWN	5	4%	UNKNOWN	3	2%	UNKNOWN	5	8%
TOTAL	113	100%	TOTAL	150	100%	TOTAL	63	100%

SCREENING COMMITTEES - GENDER

Section Committee Gender 2018-2019			Section Committee Gender 2019-2020		
<u>Gender</u>	<u>No.</u>	<u>%</u>	<u>Gender</u>	<u>No.</u>	<u>%</u>
Female	71	63%	Female	94	63%
Male	42	37%	Male	56	37%
Binary/Other	0	0%	Binary/Other	0	0%
TOTAL	113	100%	TOTAL	150	100%

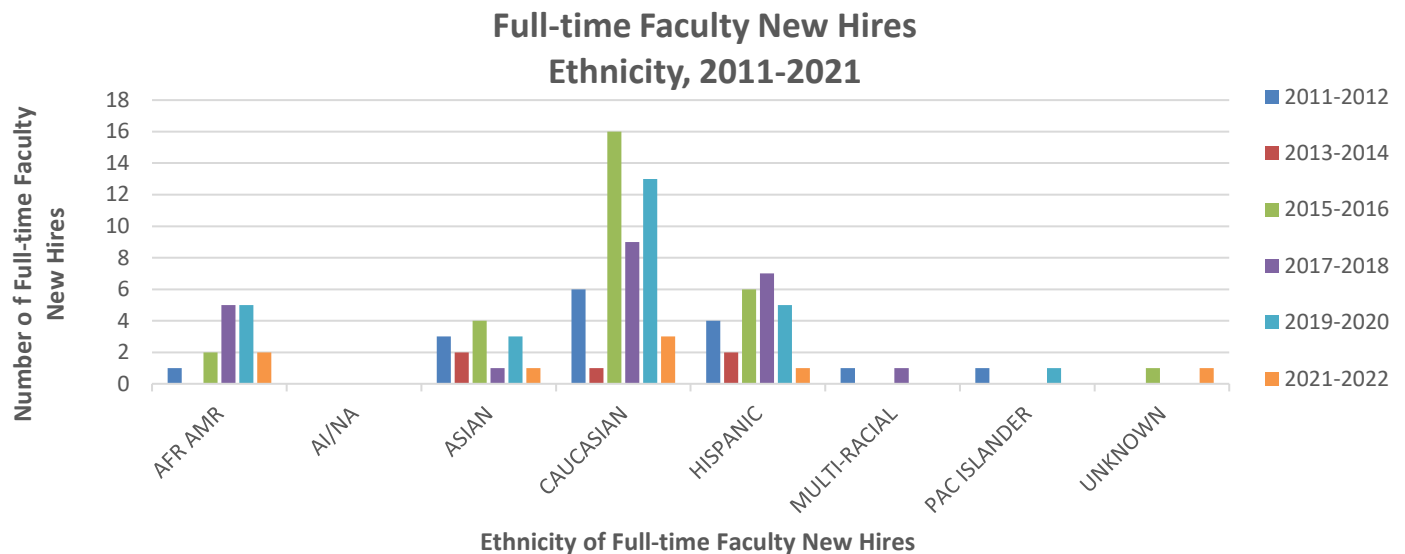
Section Committee Gender 2020-2021		
<u>Gender</u>	<u>No.</u>	<u>%</u>
Female	34	54%
Male	29	46%
Binary/Other	0	0%
TOTAL	63	100%

FULL-TIME FACULTY NEW HIRES

In spite of the Covid-19 pandemic and resulting fiscal challenges facing the District, SMC made a concerted effort to hire position critical, full-time faculty for the Fall 2021 semester. Funding for recruitment, while less than in previous years, was allocated for the eight (8) positions.

FULL-TIME FACULTY NEW HIRES BY ETHNICITY 2011-2021

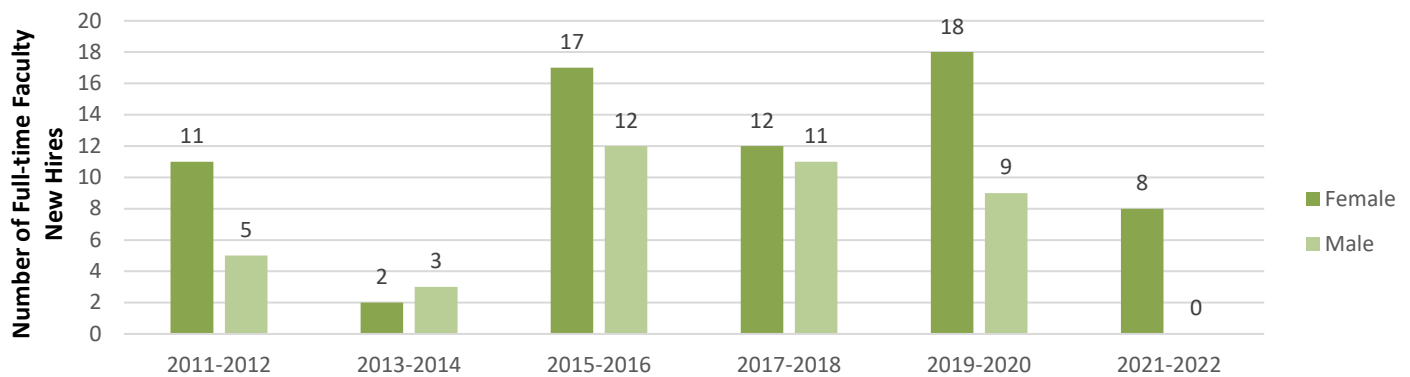
ACADEMIC YEARS	2011-2012		2013-2014		2015-2016		2017-2018		2019-2020		2021-2022		TOTAL HIRED	
ETHNICITY	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
AFR AMR	1	6%	0	0%	2	7%	5	22%	5	19%	2	25%	15	14%
AI/NA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
ASIAN	3	19%	2	40%	4	14%	1	4%	3	11%	1	13%	14	13%
CAUCASIAN	6	38%	1	20%	16	55%	9	39%	13	48%	3	38%	48	44%
HISPANIC	4	25%	2	40%	6	21%	7	31%	5	19%	1	13%	25	23%
MULTI-RACIAL	1	6%	0	0%	0	0%	1	4%	0	0%	0	0%	2	2%
PAC ISLANDER	1	6%	0	0%	0	0%	0	0%	1	3%	0	0%	2	2%
UNKNOWN	0	0%	0	0%	1	3%	0	0%	0	0%	1	13%	2	2%
TOTALS	16	100%	5	100%	29	100%	23	100%	27	100%	8	100%	108	100%



FULL-TIME FACULTY NEW HIRES BY GENDER 20011-2021

Gender	Female		Male		Total	
	No	%	No.	%	No.	%
2011-2012	11	69%	5	31%	16	100%
2013-2014	2	40%	3	60%	5	100%
2015-2016	17	59%	12	41%	29	100%
2017-2018	12	52%	11	48%	23	100%
2019-2020	18	67%	9	33%	27	100%
2021-2022	8	100%	0	0%	8	100%
Total	68	63%	40	37%	108	100%

Full-time Faculty New Hires
Gender 2011-2021



Gender Statistics 2011-2021

FULL-TIME FACULTY NEW HIRES BY AGE 2011-2021

The age range spread for newly hired full-time faculty from Fall 2011 to Fall 2021:

Age at Hire	20-29		30-39		40-49		50-59		60-69		70+		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2009-2010	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
2011-2012	1	6%	10	63%	3	19%	2	13%	0	0%	0	0%	16	100%
2013-2014	0	0%	3	60%	1	20%	0	0%	1	20%	0	0%	5	100%
2015-2016	2	7%	17	59%	8	28%	2	7%	0	0%	0	0%	29	100%
2017-2018	0	0%	12	52%	6	26%	3	13%	2	9%	0	0%	23	100%
2019-2020	0	0%	12	44%	7	26%	6	22%	2	7%	0	0%	27	100%
2021-2022	0	0%	3	38%	1	12%	4	50%	0	0%	0	0%	8	100%
Totals	3	3%	54	54%	25	25%	13	13%	5	5%	0	0%	108	100%

PROBATIONARY/TENURE TRACK FULL-TIME FACULTY

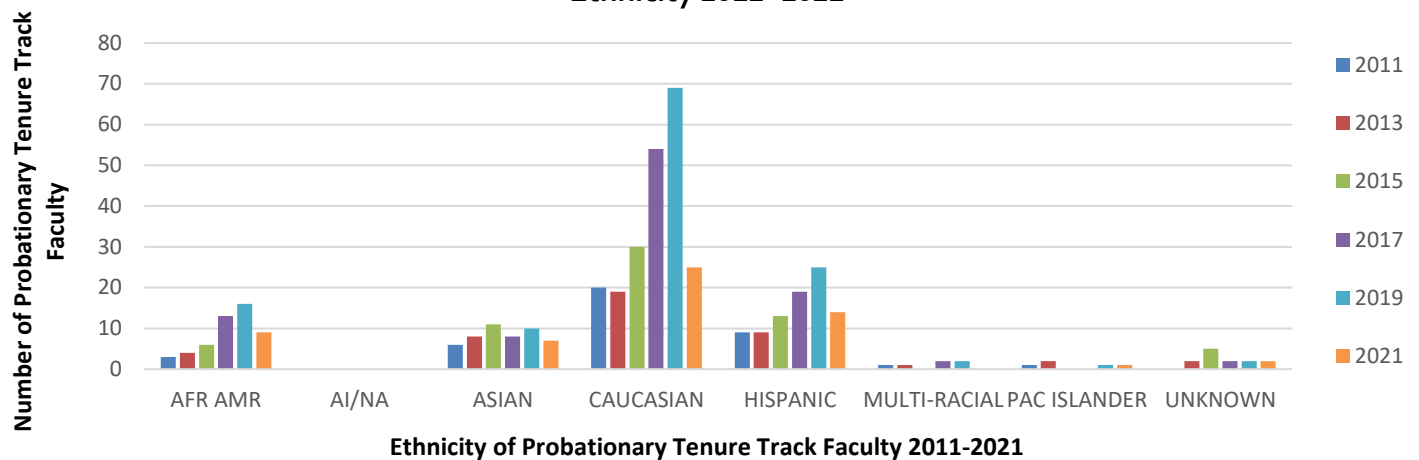
Tenure track faculty are those full-time faculty members who are newly hired and in probationary status, but are not tenured. Probationary status begins at hiring and may last up to 4 years. During each probationary year, the non-tenured faculty member is evaluated by a peer-oriented Performance Evaluation Committee. At the end of four years, tenure may be offered.

For additional information on the evaluation process for probationary faculty, see the [Agreement 2019-2022 between Santa Monica College Faculty Association and Santa Monica Community College District](#), Art. 7A: Evaluation of Probationary Faculty.

PROBATIONARY /TENURE TRACK FULL-TIME FACULTY BY ETHNICITY

Ethnicity	2011		2013		2015		2017		2019		2021	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
AFR AMR	3	8%	4	9%	6	9%	13	13%	16	13%	9	16%
AI/NA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
ASIAN	6	15%	8	18%	11	17%	8	8%	10	8%	7	12%
CAUCASIAN	20	50%	19	42%	30	46%	54	55%	69	55%	25	43%
HISPANIC	9	23%	9	20%	13	20%	19	19%	25	20%	14	24%
MULTI-RACIAL	1	3%	1	2%	0	0%	2	2%	2	2%	0	0%
PAC ISLANDER	1	3%	2	4%	0	0%	0	0%	1	1%	1	2%
UNKNOWN	0	0%	2	4%	5	8%	2	2%	2	2%	2	3%
TOTALS	40	100%	45	100%	65	100%	98	100%	125	100%	58	100%

Probationary Tenure-Track Faculty
Ethnicity 2011- 2021



PROBATIONARY TENURE TRACK FULL-TIME FACULTY BY GENDER

As with full-time faculty, female newly probationary tenure track faculty members outnumber their male counterparts in most years between 2011 and 2021:

Probationary Tenure Track Faculty
Gender, 2011-2021

Academic Year	Female		Male		Total	
	No.	%	No.	%	No.	%
2011-2012	22	55%	18	45%	40	100%
2013-2014	25	56%	20	44%	45	100%
2015-2016	39	60%	26	40%	65	100%
2017-2018	59	60%	39	40%	98	100%
2019-2020	76	61%	49	39%	125	100%
2021-2022	36	62%	22	38%	58	100%



Probationary Tenure Track Full-time
Faculty
Gender, Fall 2011
Total = 40



Probationary Tenure Track Full-time
Faculty
Gender, Fall 2021
Total = 58

The age range for Probationary Tenure Track Full-time Faculty from Fall 2011 to Fall 2021:

Academic Year	20-29		30-39		40-49		50-59		60-69		70+		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2011-2012	1	3%	21	53%	11	28%	4	10%	3	8%	0	0%	40	100%
2013-2014	1	2%	23	51%	12	27%	7	16%	2	4%	0	0%	45	100%
2015-2016	2	3%	37	57%	18	28%	5	8%	3	5%	0	0%	65	100%
2017-2018	2	2%	51	52%	34	35%	8	8%	3	3%	0	0%	98	100%
2019-2020	2	2%	51	41%	45	36%	19	15%	8	6%	0	0%	125	100%
2021-2022	1	2%	23	40%	15	26%	15	26%	4	7%	0	0%	58	100%
Totals	9	2%	206	48%	135	31%	58	13%	23	5%	0	0%	431	100%

SUMMARY OF PART-TIME FACULTY APPLICANTS BY ETHNICITY 2020-2021

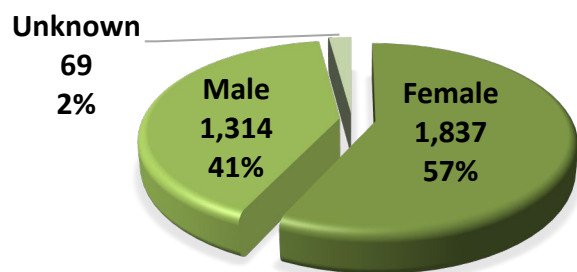
The part-time faculty applications were subjected to the same hiring freeze as the full-time academic group; that is, the hiring freeze which began in Spring 2020 and continued through to the Fall 2021, as well as the remote learning environment both contributed to a reduced number of openings and a greater percentage of hires to the full-time academic group.

PART-TIME FACULTY APPLICANTS BY ETHNICITY 2018-2019 VS 2020-2021

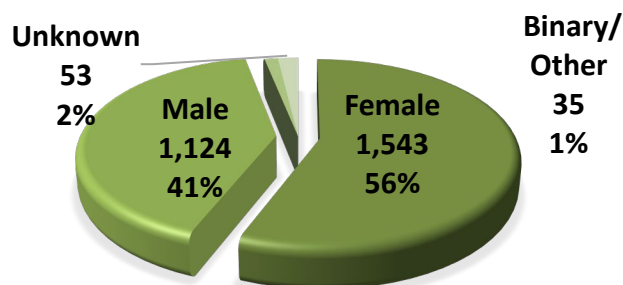
Part-time Faculty Applicants 2018-2019			Part-time Faculty Applicants 2020-2021		
<u>Ethnicity</u>	<u>No.</u>	<u>%</u>	<u>Ethnicity</u>	<u>No.</u>	<u>%</u>
AFR AMR	370	11%	AFR AMR	258	9%
AI/NA	0	0%	AI/NA	13	0%
ASIAN	426	13%	ASIAN	393	14%
CAUCASIAN	1,362	42%	CAUCASIAN	1,159	42%
HISPANIC	538	17%	HISPANIC	498	18%
MULTI RAC	220	7%	MULTI RAC	182	7%
PAC ISL	7	0%	PAC ISL	4	0%
UNKNOWN	297	9%	UNKNOWN	248	9%
<u>TOTAL</u>	<u>3,220</u>	<u>100%</u>	<u>TOTAL</u>	<u>2,755</u>	<u>100%</u>

PART-TIME FACULTY APPLICANTS BY GENDER 2018-2019 VS 2020-2021

GENDER	2018-2019			2020-2021	
	No.	%		No.	%
FEMALE	1,837	57%		1,543	56%
MALE	1,314	41%		1,124	41%
BINARY/OTHER	N/A	N/A		35	1%
UNKNOWN	69	2%		53	2%
TOTALS	3,220	100%		2,755	100%



**Part-time Faculty Applicants
Gender, 2018-2019
Total = 3,220**



**Part-time Faculty Applicants
Gender, 2020-2021
Total = 2,755**

PART-TIME FACULTY APPLICANTS BY AGE

This information is not available for this report.

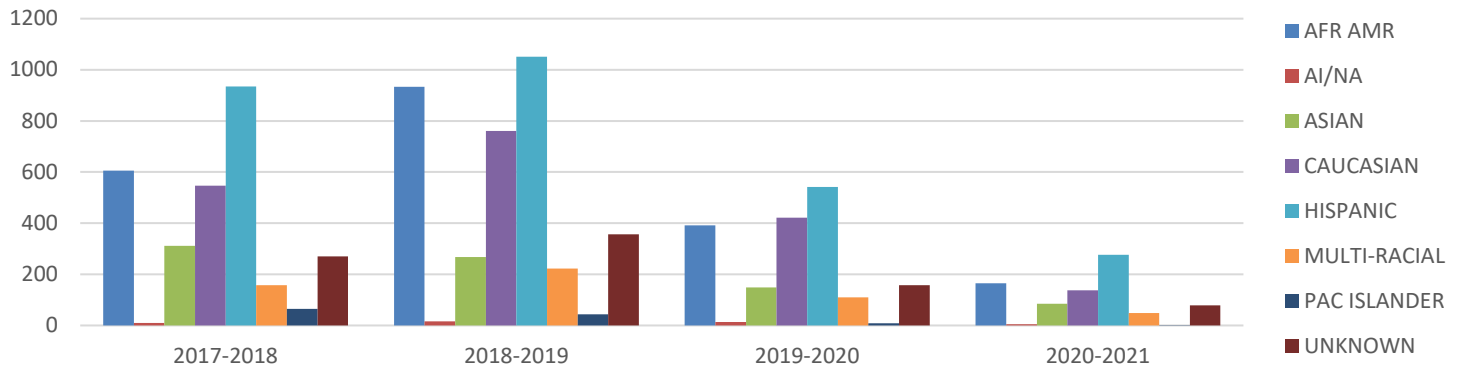
CLASSIFIED APPLICANT POOLS

CLASSIFIED APPLICANT POOLS 2017-2018 TO 2020-2021

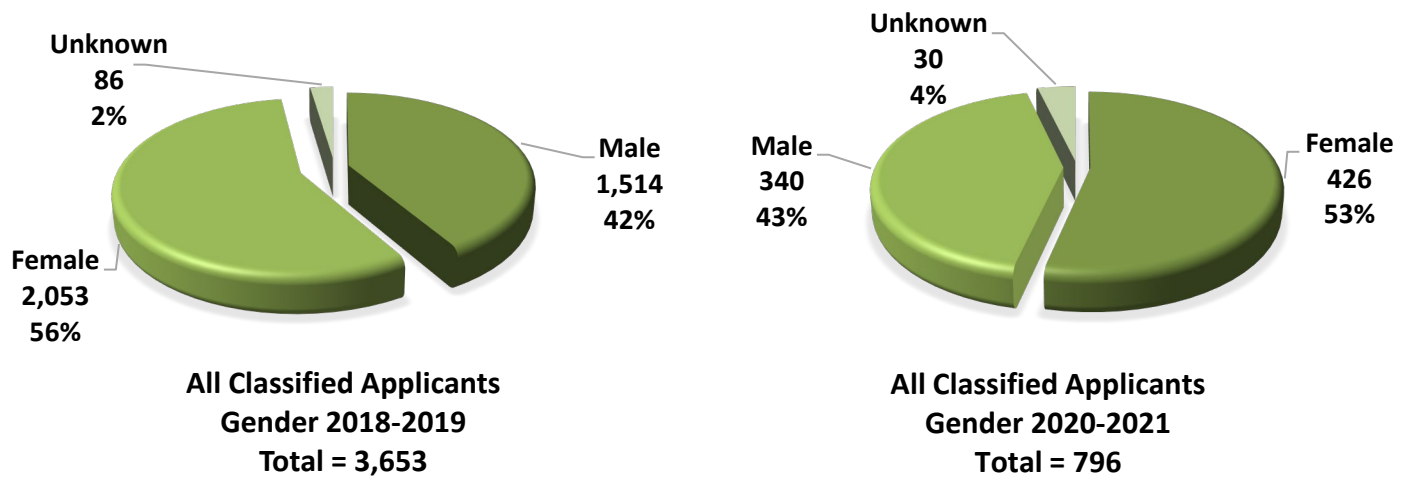
The Personnel Commission Office manages classified employment processes using NEOGOV as its online application tracking system to process classified employment applications. Within the classified system are classified management positions, classified professional staff positions, and classified confidential positions. For the purposes of this report, classified management positions and classified professional positions are reported separately below, with the confidential positions reported within the classified support section.

CLASSIFIED APPLICANT POOL BY ETHNICITY 2017-2018 TO 2020-2021

Ethnicity	2017-2018		2020-2021	
	No.	%	No.	%
AFR AMR	606	21%	165	21%
AI/NA	10	0%	5	1%
ASIAN	311	11%	85	11%
CAUCASIAN	547	19%	137	17%
HISPANIC	935	32%	276	35%
MULTI-RACIAL	158	5%	49	6%
PAC ISLANDER	65	2%	1	0%
UNKNOWN	270	9%	78	10%
TOTAL	2,902	100%	796	100%



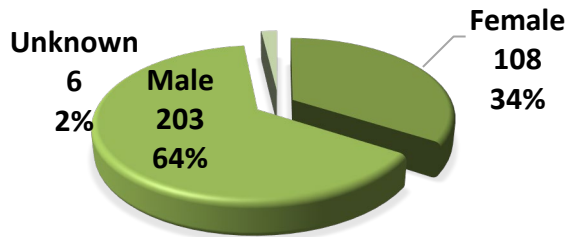
CLASSIFIED APPLICANT POOL BY GENDER 2017-2018 TO 2020-2021



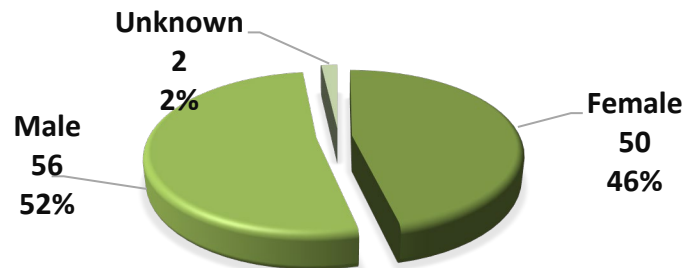
CLASSIFIED MANAGER APPLICANT POOLS 2017-2018 TO 2020-2021

Ethnicity	2017-2018			2018-2019			2019-2020			2020-2021	
	No.	%		No.	%		No.	%		No.	%
AFR AMR	65	21%		25	19%		42	17%		21	19%
AI/NA	0	0%		1	1%		1	0%		1	1%
ASIAN	26	8%		12	9%		31	12%		18	17%
CAUCASIAN	93	29%		42	33%		97	39%		35	32%
HISPANIC	79	25%		31	24%		39	16%		21	19%
MULTI-RAC	17	5%		6	5%		15	6%		5	5%
PAC ISL	7	2%		4	2%		0	0%		0	0%
UNKNOWN	30	9%		8	6%		26	10%		7	3%
TOTAL	317	100%		129	100%		251	100%		108	100%

CLASSIFIED MANAGEMENT APPLICANTS BY GENDER 2017-2018 vs 2020-2021



Classified Management Applicants
Gender 2017-2018
Total = 317



Classified Management Applicants
Gender 2020-2021
Total = 108

CLASSIFIED MANAGEMENT APPLICANTS BY AGE 2017-2018 vs. 2020-2021

Age Group	2017-2018		2020-2021	
	No.	%	No.	%
Under 40	116	37%	28	26%
40 or Older	182	57%	69	64%
Unknown	19	6%	11	10%
Total	317	100%	108	100%

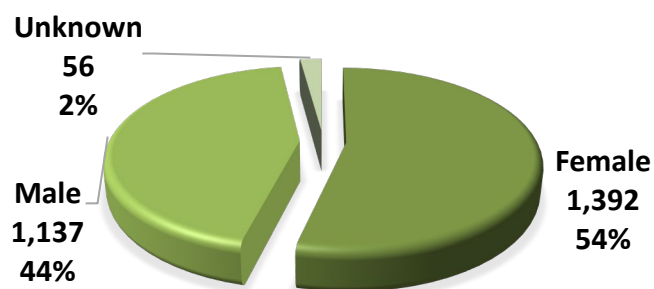
CLASSIFIED PROFESSIONAL PERSONNEL APPLICANT POOLS

CLASSIFIED PROFESSIONAL PERSONNEL APPLICANT POOL BY ETHNICITY 2017-2018 vs. 2020-2021

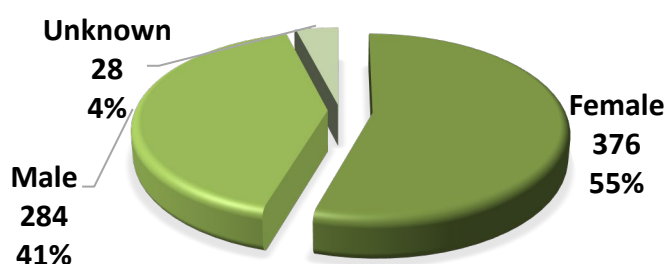
Classified Professional Personnel Applicants Ethnicity 2017-2018			Classified Professional Personnel Applicants Ethnicity 2020-2021		
<u>Ethnicity</u>	<u>No.</u>	<u>%</u>	<u>Ethnicity</u>	<u>No.</u>	<u>%</u>
AFR AMR	541	21%	AFR AMR	144	21%
AI/NA	10	0%	AI/NA	4	1%
ASIAN	285	11%	ASIAN	67	10%
CAUCASIAN	454	18%	CAUCASIAN	102	15%
HISPANIC	856	33%	HISPANIC	255	37%
MULTI-RACIAL	141	5%	MULTI-RACIAL	44	6%
PAC ISLANDER	58	2%	PAC ISLANDER	1	0%
UNKNOWN	240	9%	UNKNOWN	71	10%
TOTAL	2,585	100%	TOTAL	688	100%

CLASSIFIED PROFESSIONAL PERSONNEL APPLICANTS BY GENDER 2017-2018 VS 2020-2021

Classified professional personnel applications in 2020-2021 reflect a continued trend of more female applications than male applications. In 2017-2018, females were 54% of applicants, males were 44%. By 2020-2021, female applicants outnumbered male applicants 376 (55%) to 284 (41%).



**Classified Professional Personnel Applicants
Gender 2017-2018
Total = 2,585**



**Classified Professional Personnel Applicants
Gender 2020-2021
Total = 688**

CLASSIFIED PROFESSIONAL PERSONNEL APPLICANTS BY AGE

The NeoGov system used by the Personnel Commission reports age of classified applicants using the following three categories: "Under 40", "40 or Older", or "Unknown".

The reporting periods 2017-2018 to 2020-2021 reflect the following information:

Age Group	2017-2018		2018-2019		2019-2020		2020-2021	
	No.	%	No.	%	No.	%	No.	%
Under 40	1715	66%	2380	68%	1062	61%	451	66%
40 or Older	709	27%	916	26%	557	32%	183	27%
Unknown	161	6%	228	6%	122	7%	54	8%
Total	2,585	100%	3,524	100%	1,741	100%	688	100%

GLOBAL CONNECTIVITY

Diversification efforts in all employee categories are evidenced by slow but steady progress towards a diverse ethnicity more representative of the county and student body. In a county whose Hispanic demographic majority is currently at 49% and growing, it is clear that SMC must continue to expand its outreach not only to the Hispanic community but to all ethnic minority populations.

Incorporating Web-based and more focused print advertising for specific, hard to fill positions has helped SMC to generate more diverse applicant pools from national and international sources.

In conclusion, Santa Monica College is nestled within one of the most diverse regions of our country. The student body reflects this diversity on a global scale. SMC is committed to ensuring that its employees reflect the diversity of the students and communities served by this unique Community College District. To that end, we are focused on creating an environment that recognizes and welcomes all members of the college community. The Board of Trustees supports efforts initiated by the Human Resources Office and the Personnel Commission Office to ensure equitable and responsible hiring processes and practices.

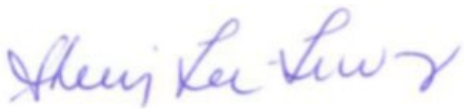
ACKNOWLEDGEMENT

Diversity, inclusivity, and equity cannot be achieved without the commitment to change by District personnel. The ongoing work represented in this report is the result of such dedication by the Board of Trustees¹⁰, Superintendent-President Dr. Kathryn E. Jeffery and the Senior Staff¹¹, the EEO Advisory Committee¹², as well as the many members of the administration and faculty who volunteer each year to participate on the numerous screening committees, Academic Senate, the DPAC-HR Committee, and Equity Committee.

A special thank you goes to the staff of the Personnel Commission Office, and to all of the District classified professional personnel who have been assigned as EEO representatives on screening committees.

Sincere gratitude is expressed to Laurie Heyman of the Human Resources Office for authorship of this report, as well as all analytical work in the preparation of this report.

And finally, a genuine acknowledgement and thanks to the Office of Human Resources department staff, for their on-going commitment and support of the importance and goals of equal employment opportunity and equity, and the to the pursuit of diversity within the District.



Sherri Lee-Lewis, Vice President
Office of Human Resources

¹⁰ Members of the Board of Trustees during 2021-2022 are Rob Rader, Chair, Dr. Louise Jaffe, Vice-Chair, Dr. Susan Aminoff, Dr. Nancy Greenstein, Dr. Margaret Quinones-Perez, Dr. Sion Roy, Barry Snell, and Student Trustee Ali Shirvani.

¹¹ Senior Staff during 2021-2022 are Vice President-Business & Administration Chris Bonvenuto, Senior Director-Government Relations & Institutional Communications Don Girard, Vice President-Academic Affairs Bradley Lane, Vice President-Human Resources Sherri Lee-Lewis, Vice President-Enrollment Development Teresita Rodriguez, Vice President-Student Affairs Michael Tuitasi, and Campus Counsel Robert Myers.

¹² The EEO Advisory Committee is chaired by Tre'Shawn Hall-Baker, Dean-Human Resources. Additional members of the committee are Sherri Lee-Lewis, Vice President-Human Resources; Lisa Winter, Assistant Director-Compliance and Title IX; Carol Long, Director Personnel Commission; Lugina Rogers, HR Analyst-Leaves & Benefits; Nate Donahue, President-Academic Senate; and community member, Michele Wittig.

Appendix 1

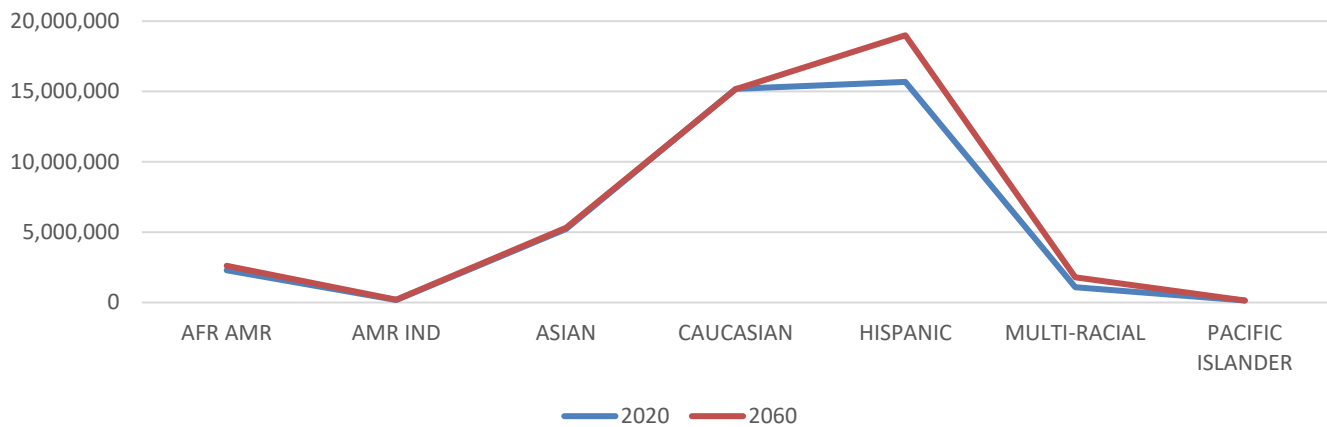
State of California

Census 2020 Results & Ethnicity Projections¹³

2020 & 2060

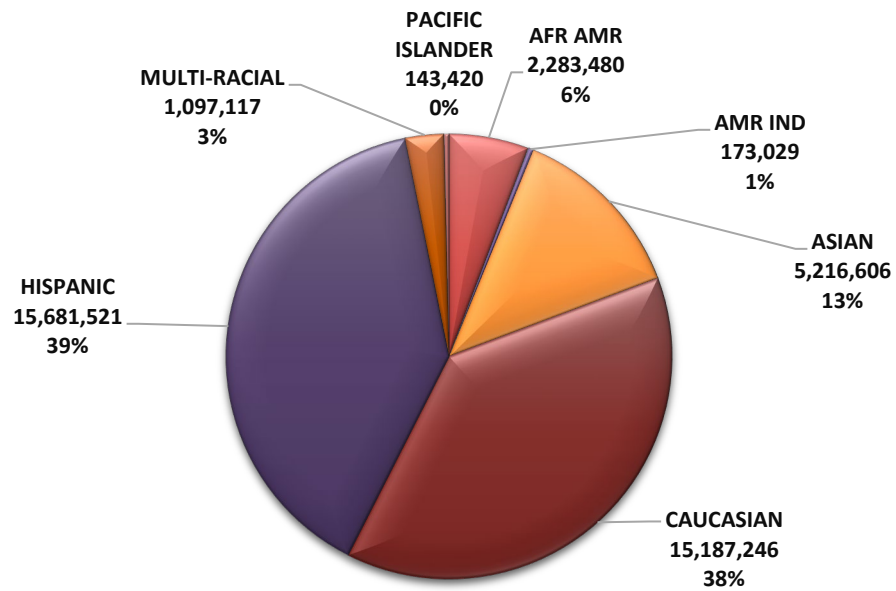
Projection by Decade	AFR AMR	AI/NA	ASIAN	CAUCASIAN	HISPANIC	MULTI-RACIAL	PACIFIC ISLANDER	TOTAL
California 2020	2,283,480	173,029	5,216,606	15,187,246	15,681,521	1,097,117	143,420	39,782,419
Percentage of total	6%	0%	13%	38%	39%	3%	0%	100%
California 2060	2,621,128	199,696	5,314,361	15,165,325	18,996,392	1,787,765	143,390	44,228,057
Percentage of total	6%	0%	12%	34%	43%	4%	0%	100%

**State of California
Ethnicity Projections 2020 & 2060**

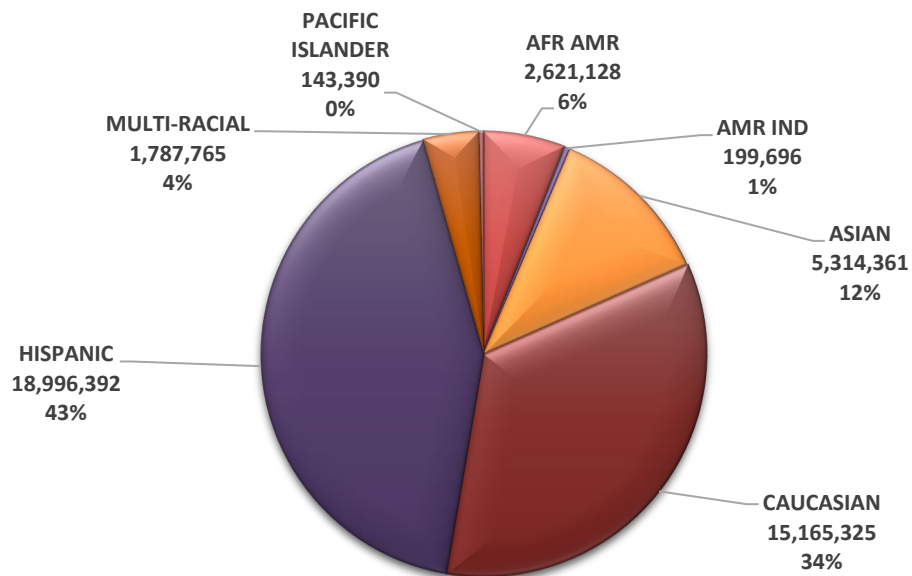


¹³ <http://www.dof.ca.gov/Forecasting/Demographics/Projections/>

State of California – Ethnicity Projection for 2020



State of California – Ethnicity Projection for 2060



Appendix 2

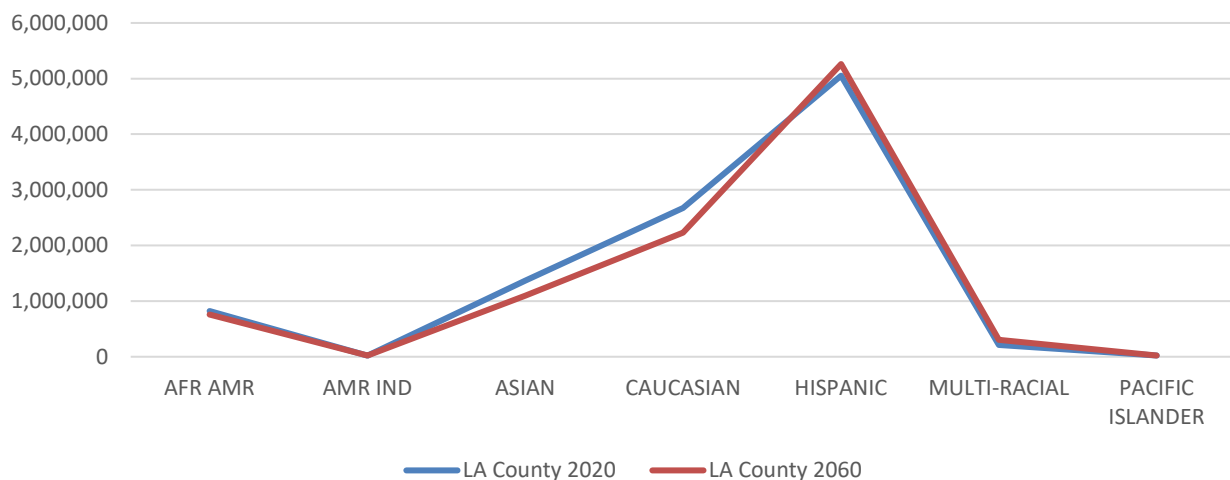
County of Los Angeles

Ethnicity Projections 2020 & 2060¹⁴

Ethnicity projections over the next five decades show an increase in the Hispanic population from 50.12% in 2020 to 56.83% projected in 2060; all other categories except the Multi-Racial (Two or More) ethnic category are projected to decrease in population within Los Angeles County.

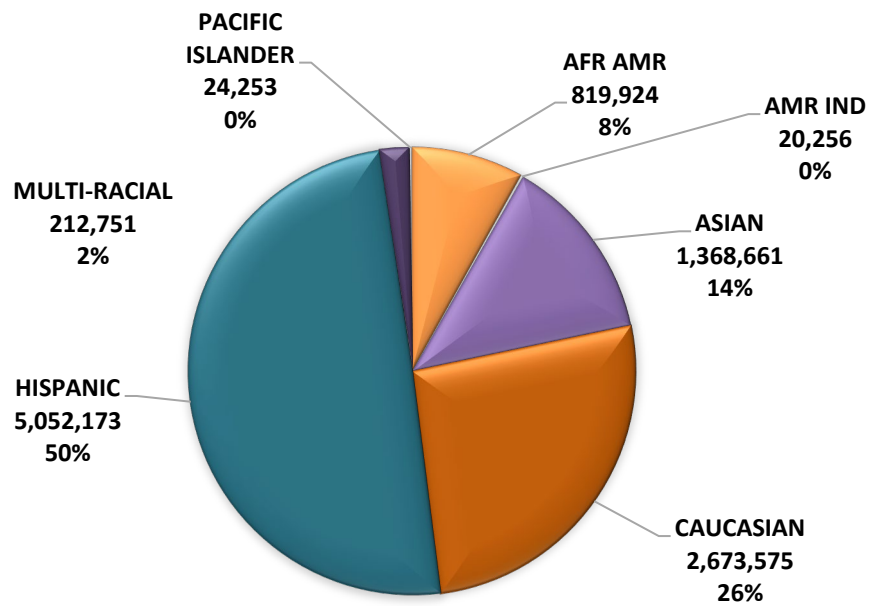
Projection by Decade	<u>AFR</u> <u>AMR</u>	<u>AMR</u> <u>IND</u>	<u>ASIAN</u>	<u>CAUCASIAN</u>	<u>HISPANIC</u>	<u>MULTI-</u> <u>RACIAL</u>	<u>PACIFIC</u> <u>ISLANDER</u>	<u>TOTAL</u>
LA County 2020	819,925	20,256	1,368,661	2,673,575	5,052,173	212,751	24,253	10,171,593
Percentage of total	8.06%	0.20%	13.46%	26.28%	49.67%	2.09%	0.24%	100.00%
LA County 2060	758,496	22,233	1,097,844	2,229,160	5,261,251	306,269	22,381	9,697,634
Percentage of total	7.82%	0.23%	11.32%	22.99%	54.25%	3.16%	0.23%	100.00%

County of Los Angeles
Ethnicity Projections 2020 & 2060

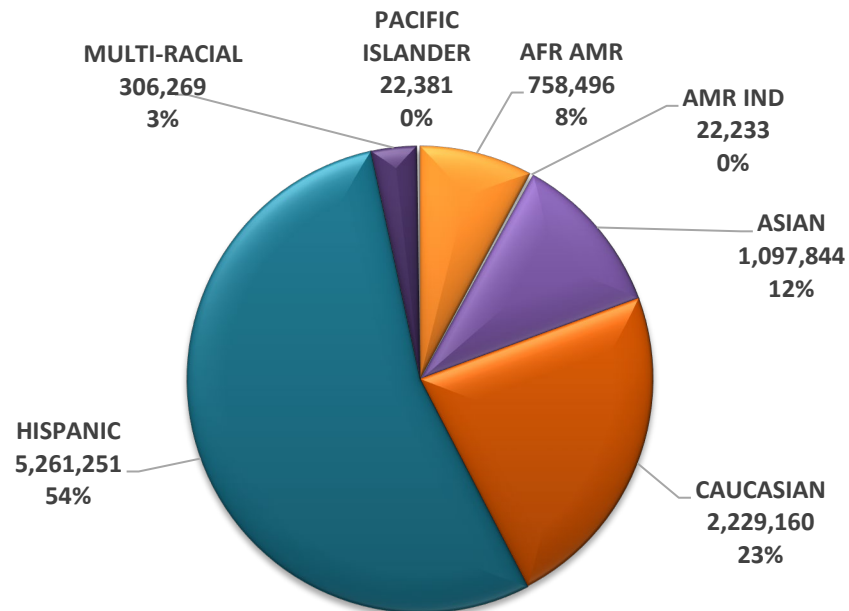


¹⁴ <http://www.dof.ca.gov/Forecasting/Demographics/Projections/>

County of Los Angeles Ethnicity Projection for 2020



County of Los Angeles Ethnicity Projection for 2060



Appendix 3

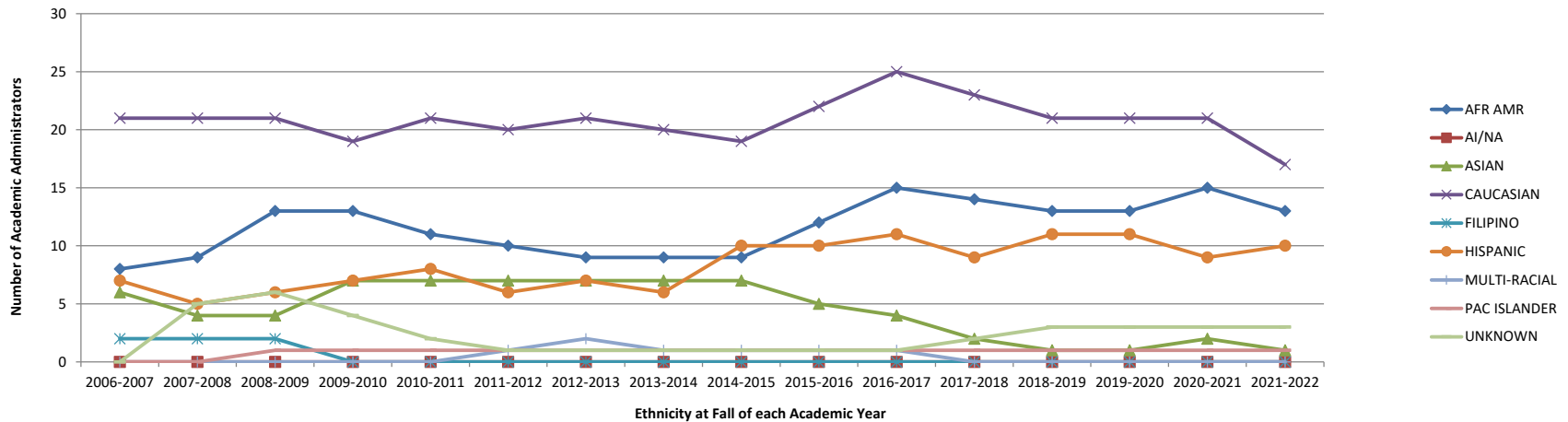
Ethnicity by Employee Group 2006-2021

- Academic Administrators
- Classified Managers
- Confidential Support Staff
- Classified Support Staff
- Community College Police Officers
- Full-Time Faculty
- Part-Time Faculty

Santa Monica College
Ethnicity of Employee Groups
2006-2021

Academic Administrators

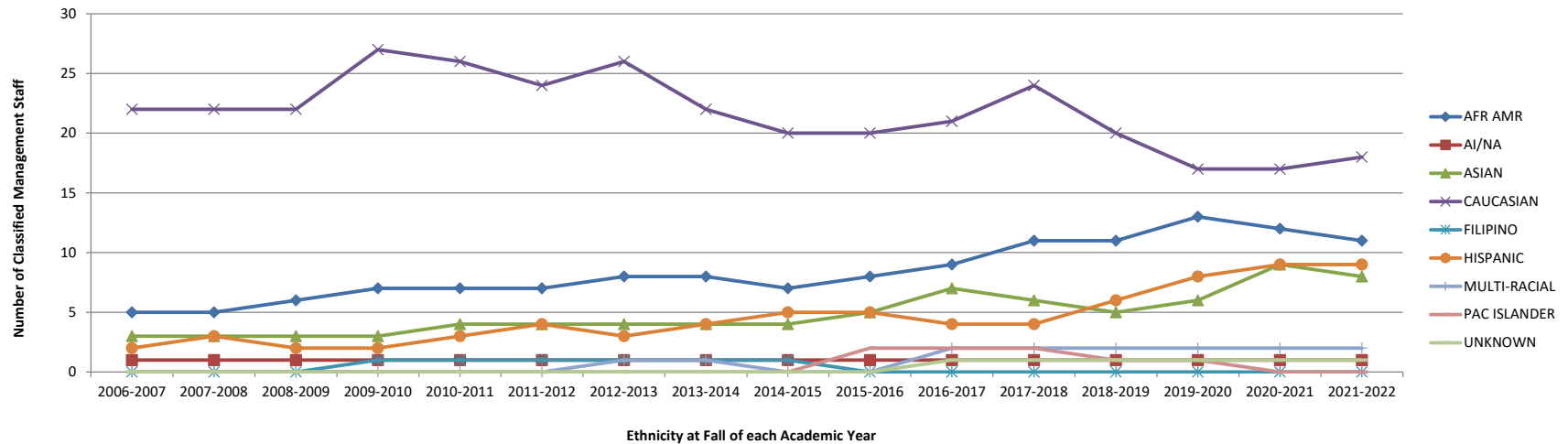
	AFR AMR		AI/NA		ASIAN		CAUCASIAN		FILIPINO		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	8	18%	0	0%	6	14%	21	48%	2	5%	7	16%	0	0%	0	0%	0	0%	44	100%
2007-2008	9	20%	0	0%	4	9%	21	46%	2	4%	5	11%	0	0%	0	0%	5	11%	46	100%
2008-2009	13	25%	0	0%	4	8%	21	40%	2	4%	6	11%	0	0%	1	2%	6	11%	53	100%
2009-2010	13	25%	0	0%	7	14%	19	37%	0	0%	7	14%	0	0%	1	2%	4	8%	51	100%
2010-2011	11	22%	0	0%	7	14%	21	42%	0	0%	8	16%	0	0%	1	2%	2	4%	50	100%
2011-2012	10	22%	0	0%	7	15%	20	43%	0	0%	6	13%	1	2%	1	2%	1	2%	46	100%
2012-2013	9	19%	0	0%	7	15%	21	44%	0	0%	7	15%	2	4%	1	2%	1	2%	48	100%
2013-2014	9	20%	0	0%	7	16%	20	44%	0	0%	6	13%	1	2%	1	2%	1	2%	45	100%
2014-2015	9	19%	0	0%	7	15%	19	40%	0	0%	10	21%	1	2%	1	2%	1	2%	48	100%
2015-2016	12	23%	0	0%	5	10%	22	42%	0	0%	10	19%	1	2%	1	2%	1	2%	52	100%
2016-2017	15	26%	0	0%	4	7%	25	43%	0	0%	11	19%	1	2%	1	2%	1	2%	58	100%
2017-2018	14	27%	0	0%	2	4%	23	45%	0	0%	9	18%	0	0%	1	2%	2	4%	51	100%
2018-2019	13	26%	0	0%	1	2%	21	42%	0	0%	11	22%	0	0%	1	2%	3	6%	50	100%
2019-2020	13	26%	0	0%	1	2%	21	42%	0	0%	11	22%	0	0%	1	2%	3	6%	50	100%
2020-2021	15	29%	0	0%	2	4%	21	41%	0	0%	9	18%	0	0%	1	2%	3	6%	51	100%
2021-2022	13	29%	0	0%	1	2%	17	38%	0	0%	10	22%	0	0%	1	2%	3	7%	45	100%



**Santa Monica College
Ethnicity of Employee Groups
2006-2021**

Classified Management

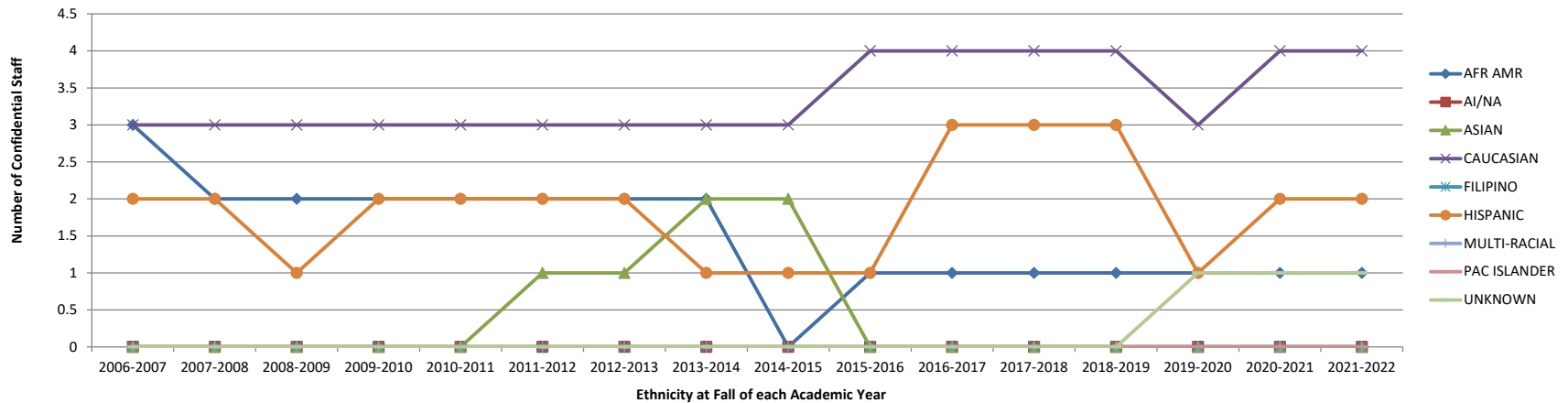
	AFR AMR		AI/NA		ASIAN		CAUCASIAN		FILIPINO		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	5	15%	1	3%	3	9%	22	67%	0	0%	2	6%	0	0%	0	0%	0	0%	33	100%
2007-2008	5	15%	1	3%	3	9%	22	65%	0	0%	3	9%	0	0%	0	0%	0	0%	34	100%
2008-2009	6	18%	1	3%	3	9%	22	65%	0	0%	2	6%	0	0%	0	0%	0	0%	34	100%
2009-2010	7	17%	1	2%	3	7%	27	66%	1	2%	2	5%	0	0%	0	0%	0	0%	41	100%
2010-2011	7	17%	1	2%	4	10%	26	62%	1	2%	3	7%	0	0%	0	0%	0	0%	42	100%
2011-2012	7	17%	1	2%	4	10%	24	59%	1	2%	4	10%	0	0%	0	0%	0	0%	41	100%
2012-2013	8	18%	1	2%	4	9%	26	59%	1	2%	3	7%	1	2%	0	0%	0	0%	44	100%
2013-2014	8	20%	1	2%	4	10%	22	54%	1	2%	4	10%	1	2%	0	0%	0	0%	41	100%
2014-2015	7	18%	1	3%	4	11%	20	53%	1	3%	5	13%	0	0%	0	0%	0	0%	38	100%
2015-2016	8	20%	1	2%	5	12%	20	49%	0	0%	5	12%	0	0%	2	5%	0	0%	41	100%
2016-2017	9	19%	1	2%	7	15%	21	45%	0	0%	4	9%	2	4%	2	4%	1	2%	47	100%
2017-2018	11	22%	1	2%	6	12%	24	47%	0	0%	4	8%	2	4%	2	4%	1	2%	51	100%
2018-2019	11	23%	1	2%	5	11%	20	43%	0	0%	6	13%	2	4%	1	2%	1	2%	47	100%
2019-2020	13	27%	1	2%	6	12%	17	35%	0	0%	8	16%	2	4%	1	2%	1	2%	49	100%
2020-2021	12	24%	1	2%	9	18%	17	33%	0	0%	9	18%	2	4%	0	0%	1	2%	51	100%
2021-2022	11	22%	1	2%	8	16%	18	36%	0	0%	9	18%	2	4%	0	0%	1	2%	50	100%



Santa Monica College
Ethnicity of Employee Groups
2006-2021

Confidential Staff

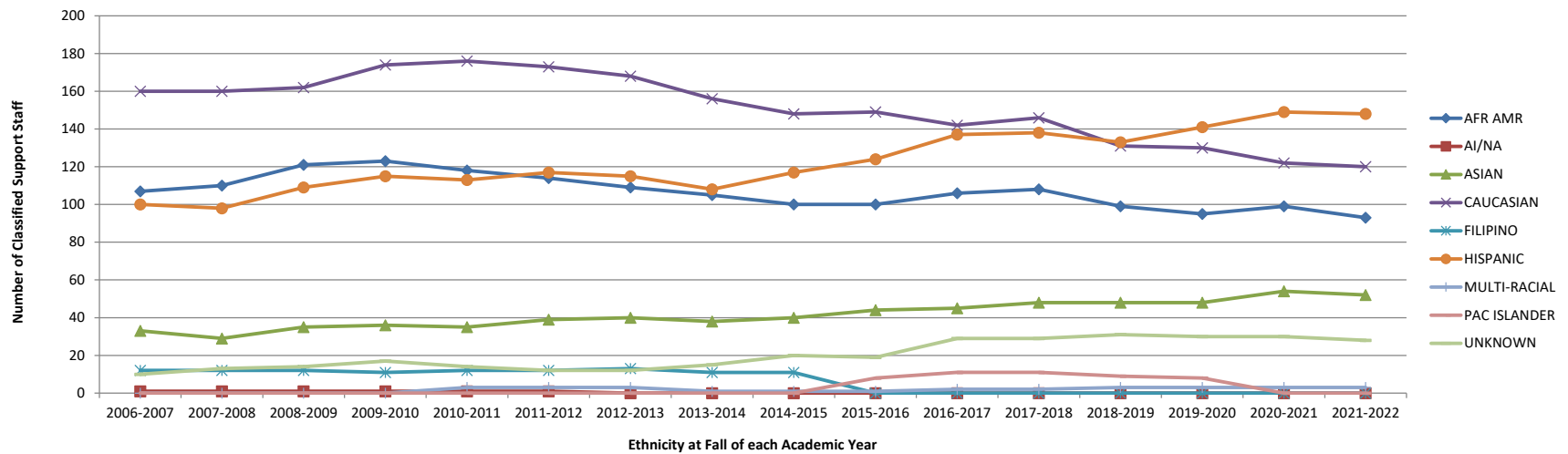
	AFR AMR		AI/NA		ASIAN		CAUCASIAN		FILIPINO		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	3	38%	0	0%	0	0%	3	38%	0	0%	2	25%	0	0%	0	0%	0	0%	8	100%
2007-2008	2	29%	0	0%	0	0%	3	43%	0	0%	2	29%	0	0%	0	0%	0	0%	7	100%
2008-2009	2	33%	0	0%	0	0%	3	50%	0	0%	1	17%	0	0%	0	0%	0	0%	6	100%
2009-2010	2	29%	0	0%	0	0%	3	43%	0	0%	2	29%	0	0%	0	0%	0	0%	7	100%
2010-2011	2	29%	0	0%	0	0%	3	43%	0	0%	2	29%	0	0%	0	0%	0	0%	7	100%
2011-2012	2	25%	0	0%	1	13%	3	38%	0	0%	2	25%	0	0%	0	0%	0	0%	8	100%
2012-2013	2	25%	0	0%	1	13%	3	38%	0	0%	2	25%	0	0%	0	0%	0	0%	8	100%
2013-2014	2	25%	0	0%	2	25%	3	38%	0	0%	1	13%	0	0%	0	0%	0	0%	8	100%
2014-2015	0	0%	0	0%	2	33%	3	50%	0	0%	1	17%	0	0%	0	0%	0	0%	6	100%
2015-2016	1	17%	0	0%	0	0%	4	67%	0	0%	1	17%	0	0%	0	0%	0	0%	6	100%
2016-2017	1	13%	0	0%	0	0%	4	50%	0	0%	3	38%	0	0%	0	0%	0	0%	8	100%
2017-2018	1	13%	0	0%	0	0%	4	50%	0	0%	3	38%	0	0%	0	0%	0	0%	8	100%
2018-2019	1	13%	0	0%	0	0%	4	50%	0	0%	3	38%	0	0%	0	0%	0	0%	8	100%
2019-2020	1	17%	0	0%	0	0%	3	50%	0	0%	1	17%	0	0%	0	0%	1	17%	6	100%
2020-2021	1	13%	0	0%	0	0%	4	50%	0	0%	2	25%	0	0%	0	0%	1	13%	8	100%
2021-2022	1	13%	0	0%	0	0%	4	50%	0	0%	2	25%	0	0%	0	0%	1	13%	8	100%



Santa Monica College
Ethnicity of Employee Groups
2006-2021

Classified Professional Staff

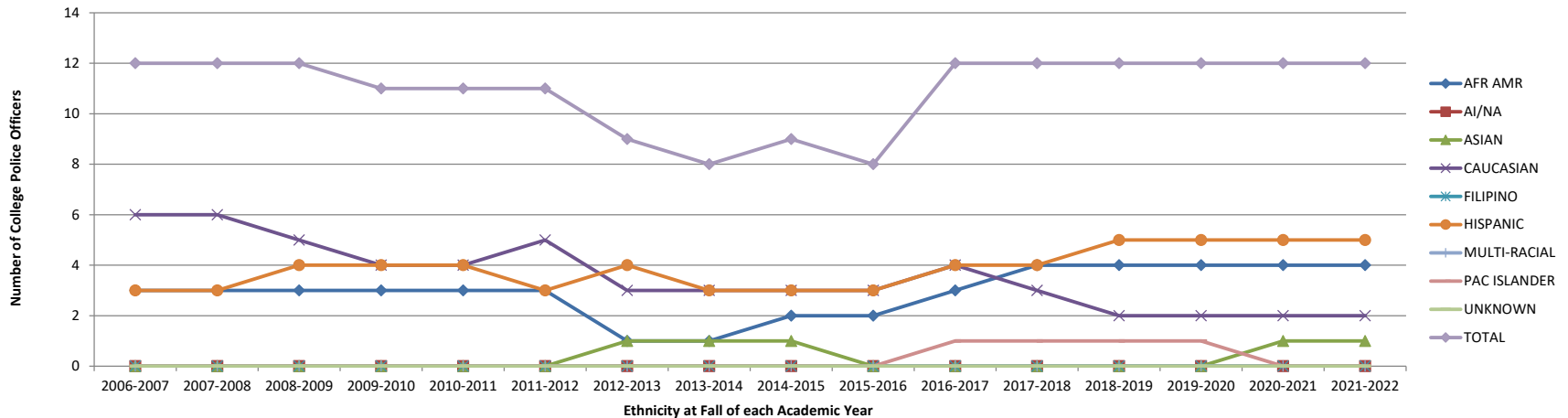
	AFR AMR		AI/NA		ASIAN		CAUCASIAN		FILIPINO		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	107	25%	1	0%	33	8%	160	38%	12	3%	100	24%	0	0%	0	0%	10	2%	423	100%
2007-2008	110	26%	1	0%	29	7%	160	38%	12	3%	98	23%	0	0%	0	0%	13	3%	423	100%
2008-2009	121	27%	1	0%	35	8%	162	36%	12	3%	109	24%	0	0%	0	0%	14	3%	454	100%
2009-2010	123	26%	1	0%	36	8%	174	36%	11	2%	115	24%	0	0%	0	0%	17	4%	477	100%
2010-2011	118	25%	1	0%	35	7%	176	37%	12	3%	113	24%	3	1%	0	0%	14	3%	472	100%
2011-2012	114	24%	1	0%	39	8%	173	37%	12	3%	117	25%	3	1%	0	0%	12	3%	471	100%
2012-2013	109	24%	0	0%	40	9%	168	37%	13	3%	115	25%	3	1%	0	0%	12	3%	460	100%
2013-2014	105	24%	0	0%	38	9%	156	36%	11	3%	108	25%	1	0%	0	0%	15	4%	434	100%
2014-2015	100	23%	0	0%	40	9%	148	34%	11	3%	117	27%	1	0%	0	0%	20	5%	437	100%
2015-2016	100	22%	0	0%	44	10%	149	33%	0	0%	124	28%	1	0%	8	2%	19	4%	445	100%
2016-2017	106	22%	0	0%	45	10%	142	30%	0	0%	137	29%	2	0%	11	2%	29	6%	472	100%
2017-2018	108	22%	0	0%	48	10%	146	30%	0	0%	138	29%	2	0%	11	2%	29	6%	482	100%
2018-2019	99	22%	0	0%	48	11%	131	29%	0	0%	133	29%	3	1%	9	2%	31	7%	454	100%
2019-2020	95	21%	0	0%	48	11%	130	29%	0	0%	141	31%	3	1%	8	2%	30	7%	455	100%
2020-2021	99	22%	0	0%	54	12%	122	27%	0	0%	149	33%	3	1%	0	0%	30	7%	457	100%
2021-2022	93	21%	0	0%	52	12%	120	27%	0	0%	148	33%	3	1%	0	0%	28	6%	444	100%



Santa Monica College
Ethnicity of Employee Groups
2006-2021

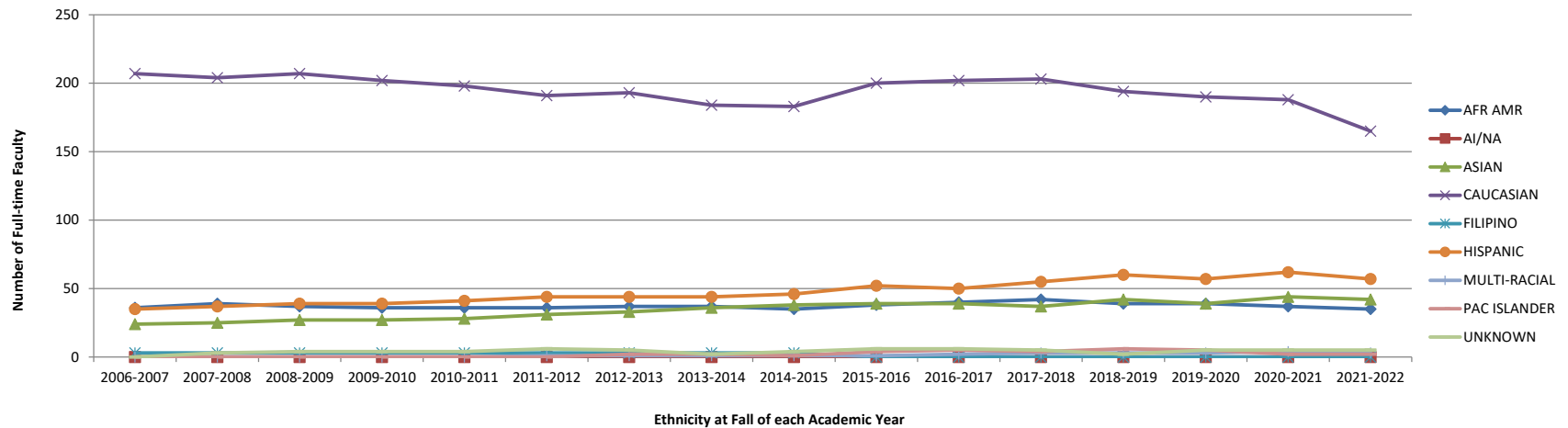
Community College Police Officers

	AFR AMR		AI/NA		ASIAN		CAUCASIAN		FILIPINO		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	3	25%	0	0%	0	0%	6	50%	0	0%	3	25%	0	0%	0	0%	0	0%	12	100%
2007-2008	3	25%	0	0%	0	0%	6	50%	0	0%	3	25%	0	0%	0	0%	0	0%	12	100%
2008-2009	3	25%	0	0%	0	0%	5	42%	0	0%	4	33%	0	0%	0	0%	0	0%	12	100%
2009-2010	3	27%	0	0%	0	0%	4	36%	0	0%	4	36%	0	0%	0	0%	0	0%	11	100%
2010-2011	3	27%	0	0%	0	0%	4	36%	0	0%	4	36%	0	0%	0	0%	0	0%	11	100%
2011-2012	3	27%	0	0%	0	0%	5	45%	0	0%	3	27%	0	0%	0	0%	0	0%	11	100%
2012-2013	1	11%	0	0%	1	11%	3	33%	0	0%	4	44%	0	0%	0	0%	0	0%	9	100%
2013-2014	1	13%	0	0%	1	13%	3	38%	0	0%	3	38%	0	0%	0	0%	0	0%	8	100%
2014-2015	2	22%	0	0%	1	11%	3	33%	0	0%	3	33%	0	0%	0	0%	0	0%	9	100%
2015-2016	2	25%	0	0%	0	0%	3	38%	0	0%	3	38%	0	0%	0	0%	0	0%	8	100%
2016-2017	3	25%	0	0%	0	0%	4	33%	0	0%	4	33%	0	0%	1	8%	0	0%	12	100%
2017-2018	4	33%	0	0%	0	0%	3	25%	0	0%	4	33%	0	0%	1	8%	0	0%	12	100%
2018-2019	4	33%	0	0%	0	0%	2	17%	0	0%	5	42%	0	0%	1	8%	0	0%	12	100%
2019-2020	4	33%	0	0%	0	0%	2	17%	0	0%	5	42%	0	0%	1	8%	0	0%	12	100%
2020-2021	4	33%	0	0%	1	8%	2	17%	0	0%	5	42%	0	0%	0	0%	0	0%	12	100%
2021-2022	4	33%	0	0%	1	8%	2	17%	0	0%	5	42%	0	0%	0	0%	0	0%	12	100%



Santa Monica College
Ethnicity of Employee Groups
2006-2021

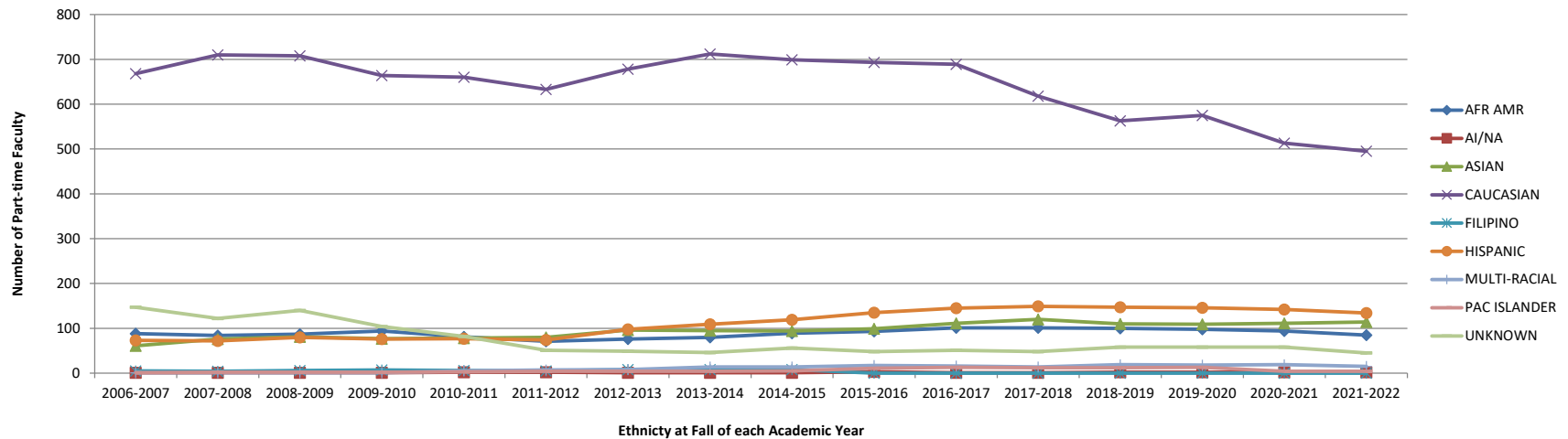
Full-time Faculty																				
	AFR AMR		AI/NA		ASIAN		CAUCASIAN		FILIPINO		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	36	11.80%	0	0.00%	24	7.87%	207	67.87%	3	0.98%	35	11.48%	0	0.00%	0	0.00%	0	0.00%	305	100%
2007-2008	39	12.54%	0	0.00%	25	8.04%	204	65.59%	3	0.96%	37	11.90%	0	0.00%	0	0.00%	3	0.96%	311	100%
2008-2009	37	11.67%	0	0.00%	27	8.52%	207	65.30%	3	0.95%	39	12.30%	0	0.00%	0	0.00%	4	1.26%	317	100%
2009-2010	36	11.58%	0	0.00%	27	8.68%	202	64.95%	3	0.96%	39	12.54%	0	0.00%	0	0.00%	4	1.29%	311	100%
2010-2011	36	11.61%	0	0.00%	28	9.03%	198	63.87%	3	0.97%	41	13.23%	0	0.00%	0	0.00%	4	1.29%	310	100%
2011-2012	36	11.54%	0	0.00%	31	9.94%	191	61.22%	3	0.96%	44	14.10%	1	0.32%	0	0.00%	6	1.92%	312	100%
2012-2013	37	11.64%	0	0.00%	33	10.38%	193	60.69%	3	0.94%	44	13.84%	1	0.31%	2	0.63%	5	1.57%	318	100%
2013-2014	37	11.97%	0	0.00%	36	11.65%	184	59.55%	3	0.97%	44	14.24%	1	0.32%	2	0.65%	2	0.65%	309	100%
2014-2015	35	11.25%	0	0.00%	38	12.22%	183	58.84%	3	0.96%	46	14.79%	1	0.32%	1	0.32%	4	1.29%	311	100%
2015-2016	38	11.18%	0	0.00%	39	11.47%	200	58.82%	0	0.00%	52	15.29%	1	0.29%	4	1.18%	6	1.76%	340	100%
2016-2017	40	11.63%	0	0.00%	39	11.34%	202	58.72%	0	0.00%	50	14.54%	2	0.58%	5	1.45%	6	1.74%	344	100%
2017-2018	42	12.03%	0	0.00%	37	10.60%	203	58.17%	0	0.00%	55	15.76%	3	0.86%	4	1.15%	5	1.43%	349	100%
2018-2019	39	11.00%	0	0.00%	42	12.00%	194	56.00%	0	0.00%	60	17.00%	3	1.00%	6	2.00%	5	1.00%	349	100%
2019-2020	39	12.00%	0	0.00%	39	12.00%	190	56.00%	0	0.00%	57	17.00%	3	1.00%	5	1.00%	5	1.00%	338	100%
2020-2021	37	11%	0	0%	44	13%	188	55%	0	0%	62	18%	4	1%	2	1%	5	1%	342	100%
2021-2022	35	11%	0	0%	42	14%	165	53%	0	0%	57	18%	3	1%	2	1%	5	2%	309	100%



Santa Monica College
Ethnicity of Employee Groups
2006-2021

Part-time Faculty

	AFR AMR		AI/NA		ASIAN		CAUCASIAN		FILIPINO		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	88	8%	1	0%	61	6%	668	64%	5	0%	73	7%	1	0%	1	0%	147	14%	1,045	100%
2007-2008	84	8%	1	0%	76	7%	710	66%	4	0%	72	7%	1	0%	2	0%	122	11%	1,072	100%
2008-2009	87	8%	1	0%	81	7%	708	64%	6	1%	80	7%	1	0%	2	0%	140	13%	1,106	100%
2009-2010	94	9%	1	0%	77	8%	664	65%	7	1%	76	7%	1	0%	2	0%	104	10%	1,026	100%
2010-2011	81	8%	2	0%	78	8%	660	66%	6	1%	77	8%	5	1%	3	0%	82	8%	994	100%
2011-2012	71	8%	2	0%	80	9%	633	68%	5	1%	74	8%	7	1%	4	0%	51	6%	927	100%
2012-2013	76	7%	1	0%	96	9%	678	67%	8	1%	98	10%	8	1%	4	0%	49	5%	1,018	100%
2013-2014	80	7%	1	0%	95	9%	712	67%	8	1%	109	10%	14	1%	4	0%	46	4%	1,069	100%
2014-2015	89	8%	1	0%	94	9%	699	64%	8	1%	119	11%	14	1%	5	0%	56	5%	1,085	100%
2015-2016	93	8%	3	0%	99	9%	693	63%	0	0%	135	12%	17	2%	11	1%	48	4%	1,099	100%
2016-2017	101	9%	1	0%	111	10%	689	61%	0	0%	145	13%	16	1%	13	1%	51	5%	1,127	100%
2017-2018	101	10%	1	0%	120	11%	618	58%	0	0%	149	14%	14	1%	12	1%	48	5%	1,063	100%
2018-2019	100	10%	2	0%	110	11%	563	56%	0	0%	147	15%	19	2%	12	1%	58	6%	1,011	100%
2019-2020	98	10%	2	0%	109	11%	575	56%	0	0%	146	14%	18	2%	13	1%	58	6%	1,019	100%
2020-2021	94	10%	2	0%	111	12%	513	54%	0	0%	142	15%	19	2%	4	0%	58	6%	943	100%
2021-2022	85	10%	2	0%	114	13%	495	55%	0	0%	134	15%	15	2%	4	0%	45	5%	894	100%



Appendix 4

Full-Time Faculty Ethnicity by Department 2006-2021

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2021**

Full-time Faculty - Diversity by Department - 2006-2021

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Multi-Racial/ Unknown		Total			
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%		
ART	2006	1	10.00%	0	0.00%	0	0.00%	8	80.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	10	100%		
ART	2007	1	11.11%	0	0.00%	0	0.00%	7	77.78%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100%		
ART	2008	1	11.11%	0	0.00%	0	0.00%	7	77.78%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100%		
ART	2009	1	11.11%	0	0.00%	0	0.00%	7	77.78%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100%		
ART	2010	1	10.00%	0	0.00%	0	0.00%	8	80.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	10	100%		
ART	2011	1	10.00%	0	0.00%	0	0.00%	8	80.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	10	100%		
ART	2012	1	11.11%	0	0.00%	0	0.00%	7	77.78%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100%		
ART	2013	1	11.11%	0	0.00%	0	0.00%	7	77.78%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100%		
ART	2014	1	10.00%	0	0.00%	0	0.00%	8	80.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	10	100%		
ART	2015	1	9.09%	0	0.00%	0	0.00%	9	81.82%	0	0.00%	1	9.09%	0	0.00%	0	0.00%	11	100%		
ART	2016	1	9.09%	0	0.00%	0	0.00%	9	81.82%	0	0.00%	1	9.09%	0	0.00%	0	0.00%	11	100%		
ART	2017	1	8.33%	0	0.00%	0	0.00%	10	83.33%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	12	100%		
ART	2018	1	8.33%	0	0.00%	0	0.00%	10	83.33%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	12	100%		
ART	2019	0	0.00%	0	0.00%	0	0.00%	10	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	10	100%		
ART	2020	0	0.00%	0	0.00%	0	0.00%	7	87.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100%		
ART	2021	0	0.00%	0	0.00%	0	0.00%	8	88.89%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100%		
ATHLETICS	2006	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%		
ATHLETICS	2007	3	75.00%	0	0.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100%		
ATHLETICS	2008	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%		
ATHLETICS	2009	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%		
ATHLETICS	2010	2	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100%		
ATHLETICS	2011	2	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100%		
ATHLETICS	2012	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100%		
ATHLETICS	2013	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100%		
ATHLETICS	2014	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100%		
ATHLETICS	2015	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100%		
ATHLETICS	2016	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100%		
ATHLETICS	2017	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100%		
ATHLETICS	2018	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100%		
ATHLETICS	2019	1	100.00%	0	0.00%	0	0.00%	2	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%		
ATHLETICS	2020	1	100.00%	0	0.00%	0	0.00%	4	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%		
ATHLETICS	2021	1	100.00%	0	0.00%	0	0.00%	2	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%		
BUSINESS	2006	2	16.67%	0	0.00%	1	8.33%	8	66.67%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	12	100%		
BUSINESS	2007	3	21.43%	0	0.00%	1	7.14%	8	57.14%	0	0.00%	1	7.14%	0	0.00%	1	7.14%	14	100%		
BUSINESS	2008	2	14.29%	0	0.00%	1	7.14%	8	57.14%	0	0.00%	1	7.14%	0	0.00%	2	14.29%	14	100%		
BUSINESS	2009	2	14.29%	0	0.00%	3	21.43%	8	57.14%	0	0.00%	1	7.14%	0	0.00%	0	0.00%	14	100%		
BUSINESS	2010	2	15.38%	0	0.00%	2	15.38%	7	53.85%	0	0.00%	1	7.69%	0	0.00%	1	7.69%	13	100%		
BUSINESS	2011	2	15.38%	0	0.00%	3	23.08%	7	53.85%	0	0.00%	1	7.69%	0	0.00%	0	0.00%	13	100%		
BUSINESS	2012	2	15.38%	0	0.00%	3	23.08%	7	53.85%	0	0.00%	1	7.69%	0	0.00%	0	0.00%	13	100%		
BUSINESS	2013	2	18.18%	0	0.00%	3	27.27%	5	45.45%	0	0.00%	1	9.09%	0	0.00%	0	0.00%	11	100%		

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2021**

Full-time Faculty - Diversity by Department - 2006-2021

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Multi-Racial/ Unknown		Total			
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%		
BUSINESS	2014	2	18.18%	0	0.00%	3	27.27%	5	45.50%	0	0.00%	1	9.09%	0	0.00%	0	0.00%	11	100%		
BUSINESS	2015	1	7.69%	0	0.00%	3	23.08%	7	53.85%	0	0.00%	2	15.38%	0	0.00%	0	0.00%	13	100%		
BUSINESS	2016	1	9.09%	0	0.00%	3	27.27%	5	45.45%	0	0.00%	2	18.18%	0	0.00%	0	0.00%	11	100%		
BUSINESS	2017	2	12.50%	0	0.00%	3	18.75%	7	43.75%	0	0.00%	4	25.00%	0	0.00%	0	0.00%	16	100%		
BUSINESS	2018	2	15.38%	0	0.00%	3	23.08%	5	38.46%	0	0.00%	3	23.08%	0	0.00%	0	0.00%	13	100%		
BUSINESS	2019	2	13.33%	0	0.00%	3	20.00%	6	40.00%	0	0.00%	4	26.67%	0	0.00%	0	0.00%	15	100%		
BUSINESS	2020	2	13.33%	0	0.00%	3	20.00%	6	40.00%	0	0.00%	4	26.67%	0	0.00%	0	0.00%	15	100%		
BUSINESS	2021	2	13.33%	0	0.00%	3	20.00%	6	40.00%	0	0.00%	4	26.67%	0	0.00%	0	0.00%	15	100%		
COMMUNICATIONS	2006	1	10.00%	0	0.00%	1	10.00%	8	80.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	10	100%		
COMMUNICATIONS	2007	1	9.09%	0	0.00%	1	9.09%	8	72.73%	0	0.00%	0	0.00%	0	0.00%	1	9.09%	11	100%		
COMMUNICATIONS	2008	1	9.09%	0	0.00%	1	9.09%	8	72.73%	0	0.00%	0	0.00%	0	0.00%	1	9.09%	11	100%		
COMMUNICATIONS	2009	1	10.00%	0	0.00%	1	10.00%	7	70.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	10	100%		
COMMUNICATIONS	2010	1	8.33%	0	0.00%	1	8.33%	8	66.67%	0	0.00%	2	16.67%	0	0.00%	0	0.00%	12	100%		
COMMUNICATIONS	2011	1	9.09%	0	0.00%	1	9.09%	7	63.64%	0	0.00%	2	18.18%	0	0.00%	0	0.00%	11	100%		
COMMUNICATIONS	2012	1	9.09%	0	0.00%	1	9.09%	7	63.64%	0	0.00%	2	18.18%	0	0.00%	0	0.00%	11	100%		
COMMUNICATIONS	2013	1	8.33%	0	0.00%	1	8.33%	7	58.33%	0	0.00%	2	16.67%	0	0.00%	1	8.33%	12	100%		
COMMUNICATIONS	2014	0	0.00%	0	0.00%	1	9.09%	7	63.64%	0	0.00%	2	18.18%	0	0.00%	1	9.09%	11	100%		
COMMUNICATIONS	2015	1	8.33%	0	0.00%	1	8.33%	6	50.00%	0	0.00%	3	25.00%	0	0.00%	1	8.33%	12	100%		
COMMUNICATIONS	2016	2	14.29%	0	0.00%	1	7.14%	7	50.00%	0	0.00%	3	21.43%	0	0.00%	1	7.14%	14	100%		
COMMUNICATIONS	2017	2	14.29%	0	0.00%	1	7.14%	7	50.00%	0	0.00%	3	21.43%	0	0.00%	1	7.14%	14	100%		
COMMUNICATIONS	2018	2	14.29%	0	0.00%	1	7.14%	7	50.00%	0	0.00%	3	21.43%	0	0.00%	1	7.14%	14	100%		
COMMUNICATIONS	2019	2	11.11%	0	0.00%	1	5.56%	11	61.11%	0	0.00%	3	16.67%	0	0.00%	1	5.56%	18	100%		
COMMUNICATIONS	2020	3	15.00%	0	0.00%	1	5.00%	12	60.00%	0	0.00%	3	15.00%	0	0.00%	1	5.00%	20	100%		
COMMUNICATIONS	2021	2	12.50%	0	0.00%	1	6.25%	10	62.50%	0	0.00%	2	12.50%	0	0.00%	1	6.25%	16	100%		
COSMETOLOGY	2006	1	33.33%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%		
COSMETOLOGY	2007	1	33.33%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%		
COSMETOLOGY	2008	1	33.33%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%		
COSMETOLOGY	2009	1	33.33%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%		
COSMETOLOGY	2010	1	33.33%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%		
COSMETOLOGY	2011	1	25.00%	0	0.00%	0	0.00%	2	50.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	4	100%		
COSMETOLOGY	2012	1	25.00%	0	0.00%	0	0.00%	2	50.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	4	100%		
COSMETOLOGY	2013	1	25.00%	0	0.00%	0	0.00%	2	50.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	4	100%		
COSMETOLOGY	2014	1	25.00%	0	0.00%	0	0.00%	2	50.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	4	100%		
COSMETOLOGY	2015	1	25.00%	0	0.00%	0	0.00%	2	50.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	4	100%		
COSMETOLOGY	2016	1	25.00%	0	0.00%	0	0.00%	2	50.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	4	100%		
COSMETOLOGY	2017	1	25.00%	0	0.00%	0	0.00%	2	50.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	4	100%		
COSMETOLOGY	2018	0	0.00%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	3	100%		
COSMETOLOGY	2019	0	0.00%	0	0.00%	0	0.00%	2	40.00%	0	0.00%	3	60.00%	0	0.00%	0	0.00%	5	100%		
COSMETOLOGY	2020	0	0.00%	0	0.00%	0	0.00%	1	25.00%	0	0.00%	3	75.00%	0	0.00%	0	0.00%	4	100%		
COSMETOLOGY	2021	0	0.00%	0	0.00%	0	0.00%	1	25.00%	0	0.00%	3	75.00%	0	0.00%	0	0.00%	4	100%		

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2021**

Full-time Faculty - Diversity by Department - 2006-2021

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Multi-Racial/ Unknown		Total			
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%		
COUNSELING	2006	4	16.00%	0	0.00%	1	4.00%	11	44.00%	0	0.00%	8	32.00%	0	0.00%	1	4.00%	25	100%		
COUNSELING	2007	4	15.38%	0	0.00%	1	3.85%	12	46.15%	0	0.00%	8	30.77%	0	0.00%	1	3.85%	26	100%		
COUNSELING	2008	4	16.00%	0	0.00%	1	4.00%	11	44.00%	0	0.00%	8	32.00%	0	0.00%	1	4.00%	25	100%		
COUNSELING	2009	4	16.00%	0	0.00%	1	4.00%	11	44.00%	0	0.00%	9	36.00%	0	0.00%	0	0.00%	25	100%		
COUNSELING	2010	4	16.67%	0	0.00%	1	4.17%	10	41.67%	0	0.00%	9	37.50%	0	0.00%	0	0.00%	24	100%		
COUNSELING	2011	5	20.83%	0	0.00%	1	4.17%	9	37.50%	0	0.00%	9	37.50%	0	0.00%	0	0.00%	24	100%		
COUNSELING	2012	5	20.83%	0	0.00%	1	4.17%	9	37.50%	0	0.00%	9	37.50%	0	0.00%	0	0.00%	24	100%		
COUNSELING	2013	8	18.60%	0	0.00%	3	6.98%	17	39.53%	1	2.33%	14	32.56%	0	0.00%	0	0.00%	43	100%		
COUNSELING	2014	8	18.18%	0	0.00%	4	9.09%	17	38.64%	1	2.27%	14	31.82%	0	0.00%	0	0.00%	44	100%		
COUNSELING	2015	8	15.09%	0	0.00%	5	9.43%	20	37.74%	1	1.89%	19	35.85%	0	0.00%	0	0.00%	53	100%		
COUNSELING	2016	8	17.78%	0	0.00%	4	8.89%	16	35.56%	1	2.22%	16	35.56%	0	0.00%	0	0.00%	45	100%		
COUNSELING	2017	9	20.00%	0	0.00%	3	6.67%	15	33.33%	1	2.22%	17	37.78%	0	0.00%	0	0.00%	45	100%		
COUNSELING	2018	6	15.38%	0	0.00%	4	10.26%	10	25.64%	1	2.56%	18	46.15%	0	0.00%	0	0.00%	39	100%		
COUNSELING	2019	6	15.00%	0	0.00%	4	10.00%	11	27.50%	1	2.50%	18	45.00%	0	0.00%	0	0.00%	40	100%		
COUNSELING	2020	7	16.28%	0	0.00%	4	9.30%	10	23.26%	1	2.33%	21	48.84%	0	0.00%	0	0.00%	43	100%		
COUNSELING	2021	5	13.89%	0	0.00%	4	11.11%	9	25.00%	0	0.00%	18	50.00%	0	0.00%	0	0.00%	36	100%		
CSIS	2006	2	16.67%	0	0.00%	0	0.00%	9	75.00%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	12	100%		
CSIS	2007	2	15.38%	0	0.00%	0	0.00%	10	76.92%	0	0.00%	1	7.69%	0	0.00%	0	0.00%	13	100%		
CSIS	2008	2	15.38%	0	0.00%	0	0.00%	10	76.92%	0	0.00%	1	7.69%	0	0.00%	0	0.00%	13	100%		
CSIS	2009	1	8.33%	0	0.00%	0	0.00%	10	83.33%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	12	100%		
CSIS	2010	1	8.33%	0	0.00%	0	0.00%	10	83.33%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	12	100%		
CSIS	2011	1	8.33%	0	0.00%	0	0.00%	10	83.33%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	12	100%		
CSIS	2012	1	8.33%	0	0.00%	0	0.00%	10	83.33%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	12	100%		
CSIS	2013	1	8.33%	0	0.00%	0	0.00%	10	83.33%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	12	100%		
CSIS	2014	1	8.33%	0	0.00%	0	0.00%	10	83.33%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	12	100%		
CSIS	2015	1	7.69%	0	0.00%	0	0.00%	11	84.62%	0	0.00%	1	7.69%	0	0.00%	0	0.00%	13	100%		
CSIS	2016	1	9.09%	0	0.00%	0	0.00%	9	81.82%	0	0.00%	1	9.09%	0	0.00%	0	0.00%	11	100%		
CSIS	2017	1	9.09%	0	0.00%	0	0.00%	8	72.73%	0	0.00%	1	9.09%	0	0.00%	1	9.09%	11	100%		
CSIS	2018	1	8.33%	0	0.00%	0	0.00%	8	66.67%	0	0.00%	2	16.67%	0	0.00%	1	8.33%	12	100%		
CSIS	2019	1	9.09%	0	0.00%	0	0.00%	7	63.64%	0	0.00%	2	18.18%	0	0.00%	1	9.09%	11	100%		
CSIS	2020	1	8.33%	0	0.00%	0	0.00%	8	66.67%	0	0.00%	2	16.67%	0	0.00%	1	8.33%	12	100%		
CSIS	2021	1	10.00%	0	0.00%	0	0.00%	6	60.00%	0	0.00%	3	30.00%	0	0.00%	0	0.00%	10	100%		
DANCE	2006	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100%		
DANCE	2007	0	0.00%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	3	100%		
DANCE	2008	0	0.00%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	3	100%		
DANCE	2009	0	0.00%	0	0.00%	1	33.33%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%		
DANCE	2010	0	0.00%	0	0.00%	1	33.33%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%		
DANCE	2011	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100%		
DANCE	2012	0	0.00%	0	0.00%	1	33.33%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%		

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2021**

Full-time Faculty - Diversity by Department - 2006-2021

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Multi-Racial/ Unknown		Total			
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%		
DANCE	2013	0	0.00%	0	0.00%	1	33.33%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%		
DANCE	2014	0	0.00%	0	0.00%	1	33.33%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%		
DANCE	2015	0	0.00%	0	0.00%	1	33.33%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%		
DANCE	2016	1	20.00%	0	0.00%	1	20.00%	3	60.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%		
DANCE	2017	1	20.00%	0	0.00%	1	20.00%	3	60.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%		
DANCE	2018	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100%		
DANCE	2019	0	0.00%	0	0.00%	3	50.00%	3	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100%		
DANCE	2020	0	0.00%	0	0.00%	3	42.86%	4	57.14%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100%		
DANCE	2021	0	0.00%	0	0.00%	3	50.00%	3	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100%		
DESIGN TECH.	2006	0	0.00%	0	0.00%	0	0.00%	5	62.50%	1	12.50%	2	25.00%	0	0.00%	0	0.00%	8	100%		
DESIGN TECH.	2007	0	0.00%	0	0.00%	0	0.00%	5	62.50%	1	12.50%	2	25.00%	0	0.00%	0	0.00%	8	100%		
DESIGN TECH.	2008	0	0.00%	0	0.00%	0	0.00%	5	62.50%	1	12.50%	2	25.00%	0	0.00%	0	0.00%	8	100%		
DESIGN TECH.	2009	0	0.00%	0	0.00%	0	0.00%	5	62.50%	1	12.50%	2	25.00%	0	0.00%	0	0.00%	8	100%		
DESIGN TECH.	2010	0	0.00%	0	0.00%	0	0.00%	5	71.43%	1	14.29%	1	14.29%	0	0.00%	0	0.00%	7	100%		
DESIGN TECH.	2011	0	0.00%	0	0.00%	0	0.00%	4	66.67%	1	16.67%	1	16.67%	0	0.00%	0	0.00%	6	100%		
DESIGN TECH.	2012	0	0.00%	0	0.00%	1	12.50%	4	50.00%	1	12.50%	1	12.50%	0	0.00%	1	12.50%	8	100%		
DESIGN TECH.	2013	0	0.00%	0	0.00%	2	25.00%	4	50.00%	1	12.50%	1	12.50%	0	0.00%	0	0.00%	8	100%		
DESIGN TECH.	2014	0	0.00%	0	0.00%	2	25.00%	4	50.00%	1	12.50%	1	12.50%	0	0.00%	0	0.00%	8	100%		
DESIGN TECH.	2015	0	0.00%	0	0.00%	2	25.00%	4	50.00%	1	12.50%	1	12.50%	0	0.00%	0	0.00%	8	100%		
DESIGN TECH.	2016	0	0.00%	0	0.00%	2	22.22%	5	55.56%	1	11.11%	1	11.11%	0	0.00%	0	0.00%	9	100%		
DESIGN TECH.	2017	0	0.00%	0	0.00%	2	20.00%	6	60.00%	1	10.00%	1	10.00%	0	0.00%	0	0.00%	10	100%		
DESIGN TECH.	2018	0	0.00%	0	0.00%	3	20.00%	5	60.00%	1	10.00%	1	10.00%	0	0.00%	0	0.00%	10	100%		
DESIGN TECH.	2019	0	0.00%	0	0.00%	3	30.00%	5	50.00%	1	10.00%	1	10.00%	0	0.00%	0	0.00%	10	100%		
DESIGN TECH.	2020	0	0.00%	0	0.00%	3	23.08%	7	53.85%	1	7.69%	2	15.38%	0	0.00%	0	0.00%	13	100%		
DESIGN TECH.	2021	0	0.00%	0	0.00%	4	33.33%	6	50.00%	0	0.00%	2	16.67%	0	0.00%	0	0.00%	12	100%		
DISABL STU CTR	2006	0	0.00%	0	0.00%	1	11.11%	7	77.78%	0	0.00%	0	0.00%	0	0.00%	1	11.11%	9	100%		
DISABL STU CTR	2007	0	0.00%	0	0.00%	1	12.50%	6	75.00%	0	0.00%	0	0.00%	0	0.00%	1	12.50%	8	100%		
DISABL STU CTR	2008	0	0.00%	0	0.00%	1	11.11%	7	77.78%	0	0.00%	0	0.00%	0	0.00%	1	11.11%	9	100%		
DISABL STU CTR	2009	0	0.00%	0	0.00%	1	11.11%	8	88.89%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	9	100%		
DISABL STU CTR	2010	0	0.00%	0	0.00%	1	11.11%	8	88.89%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	9	100%		
DISABL STU CTR	2011	0	0.00%	0	0.00%	1	11.11%	8	88.89%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	9	100%		
DISABL STU CTR	2012	0	0.00%	0	0.00%	1	11.11%	8	88.89%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	9	100%		
DISABL STU CTR	2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%		
DISABL STU CTR	2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%		
DISABL STU CTR	2015	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%		
DISABL STU CTR	2016	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100%		
DISABL STU CTR	2017	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100%		
DISABL STU CTR	2018	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100%		
DISABL STU CTR	2019	0	0.00%	0	0.00%	1	30.00%	2	70.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%		
DISABL STU CTR	2020	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100%		

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Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Multi-Racial/ Unknown		Total			
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%		
DISABL STU CTR	2021	0	0.00%	0	0.00%	1	25.00%	2	50.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	4	100%		
EARTH SCIENCE	2006	0	0.00%	0	0.00%	0	0.00%	10	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	10	100%		
EARTH SCIENCE	2007	0	0.00%	0	0.00%	0	0.00%	11	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	11	100%		
EARTH SCIENCE	2008	0	0.00%	0	0.00%	0	0.00%	10	90.91%	0	0.00%	0	0.00%	0	0.00%	1	9.09%	11	100%		
EARTH SCIENCE	2009	0	0.00%	0	0.00%	0	0.00%	11	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	11	100%		
EARTH SCIENCE	2010	0	0.00%	0	0.00%	0	0.00%	11	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	11	100%		
EARTH SCIENCE	2011	0	0.00%	0	0.00%	0	0.00%	11	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	11	100%		
EARTH SCIENCE	2012	0	0.00%	0	0.00%	0	0.00%	12	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	12	100%		
EARTH SCIENCE	2013	0	0.00%	0	0.00%	0	0.00%	12	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	12	100%		
EARTH SCIENCE	2014	0	0.00%	0	0.00%	0	0.00%	12	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	12	100%		
EARTH SCIENCE	2015	0	0.00%	0	0.00%	0	0.00%	13	92.86%	0	0.00%	0	0.00%	0	0.00%	1	7.14%	14	100%		
EARTH SCIENCE	2016	0	0.00%	0	0.00%	0	0.00%	11	84.62%	0	0.00%	1	7.69%	0	0.00%	1	7.69%	13	100%		
EARTH SCIENCE	2017	0	0.00%	0	0.00%	0	0.00%	10	80.00%	0	0.00%	1	10.00%	0	0.00%	1	10.00%	12	100%		
EARTH SCIENCE	2018	0	0.00%	0	0.00%	1	9.09%	9	81.82%	0	0.00%	1	9.09%	0	0.00%	0	0.00%	11	100%		
EARTH SCIENCE	2019	0	0.00%	0	0.00%	1	9.09%	9	81.82%	0	0.00%	1	9.09%	0	0.00%	0	0.00%	11	100%		
EARTH SCIENCE	2020	0	0.00%	0	0.00%	1	8.33%	9	75.00%	0	0.00%	2	16.67%	0	0.00%	0	0.00%	12	100%		
EARTH SCIENCE	2021	0	0.00%	0	0.00%	1	11.11%	7	77.78%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100%		
EDUCATION/ECE	2006	1	25.00%	0	0.00%	1	25.00%	2	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100%		
EDUCATION/ECE	2007	1	20.00%	0	0.00%	1	20.00%	3	60.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%		
EDUCATION/ECE	2008	1	20.00%	0	0.00%	1	20.00%	3	60.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%		
EDUCATION/ECE	2009	1	20.00%	0	0.00%	1	20.00%	3	60.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%		
EDUCATION/ECE	2010	1	20.00%	0	0.00%	1	20.00%	3	60.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%		
EDUCATION/ECE	2011	1	20.00%	0	0.00%	1	20.00%	3	60.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%		
EDUCATION/ECE	2012	1	25.00%	0	0.00%	1	25.00%	2	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100%		
EDUCATION/ECE	2013	1	25.00%	0	0.00%	1	25.00%	2	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100%		
EDUCATION/ECE	2014	1	20.00%	0	0.00%	2	40.00%	2	40.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%		
EDUCATION/ECE	2015	1	20.00%	0	0.00%	1	20.00%	3	60.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%		
EDUCATION/ECE	2016	1	20.00%	0	0.00%	1	20.00%	3	60.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%		
EDUCATION/ECE	2017	1	25.00%	0	0.00%	1	25.00%	2	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100%		
EDUCATION/ECE	2018	1	20.00%	0	0.00%	1	20.00%	2	40.00%	0	0.00%	0	0.00%	0	0.00%	1	20.00%	5	100%		
EDUCATION/ECE	2019	1	25.00%	0	0.00%	1	25.00%	3	50.00%	0	0.00%	0	0.00%	0	0.00%	1	0.00%	6	100%		
EDUCATION/ECE	2020	1	16.67%	0	0.00%	1	16.67%	3	50.00%	0	0.00%	0	0.00%	0	0.00%	1	16.67%	6	100%		
EDUCATION/ECE	2021	1	16.67%	0	0.00%	1	16.67%	3	50.00%	0	0.00%	0	0.00%	0	0.00%	1	16.67%	6	100%		
ENGLISH	2006	3	8.57%	0	0.00%	1	2.86%	28	80.00%	0	0.00%	3	8.57%	0	0.00%	0	0.00%	35	100%		
ENGLISH	2007	3	7.89%	0	0.00%	1	2.63%	30	78.95%	0	0.00%	3	7.89%	0	0.00%	1	2.63%	38	100%		
ENGLISH	2008	3	8.11%	0	0.00%	1	2.70%	28	75.68%	0	0.00%	3	8.11%	0	0.00%	2	5.41%	37	100%		
ENGLISH	2009	3	8.11%	0	0.00%	1	2.70%	29	78.38%	0	0.00%	3	8.11%	0	0.00%	1	2.70%	37	100%		
ENGLISH	2010	3	8.11%	0	0.00%	1	2.70%	29	78.38%	0	0.00%	3	8.11%	0	0.00%	1	2.70%	37	100%		
ENGLISH	2011	3	8.11%	0	0.00%	1	2.70%	29	78.38%	0	0.00%	3	8.11%	0	0.00%	1	2.70%	37	100%		

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2021**

Full-time Faculty - Diversity by Department - 2006-2021

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Multi-Racial/ Unknown		Total			
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%		
ENGLISH	2012	3	8.11%	0	0.00%	1	2.70%	28	75.68%	0	0.00%	3	8.11%	1	2.70%	1	2.70%	37	100%		
ENGLISH	2013	3	8.33%	0	0.00%	1	2.78%	28	77.78%	0	0.00%	3	8.33%	1	2.78%	0	0.00%	36	100%		
ENGLISH	2014	3	7.69%	0	0.00%	2	5.13%	29	74.36%	0	0.00%	4	10.26%	1	2.56%	0	0.00%	39	100%		
ENGLISH	2015	3	7.32%	0	0.00%	2	4.88%	31	75.61%	0	0.00%	4	9.76%	1	2.44%	0	0.00%	41	100%		
ENGLISH	2016	4	9.76%	0	0.00%	2	4.88%	31	75.61%	0	0.00%	3	7.32%	1	2.44%	0	0.00%	41	100%		
ENGLISH	2017	5	12.82%	0	0.00%	1	2.56%	29	74.36%	0	0.00%	3	7.69%	1	2.56%	0	0.00%	39	100%		
ENGLISH	2018	4	11.43%	0	0.00%	1	2.86%	27	77.14%	0	0.00%	2	5.71%	1	2.86%	0	0.00%	35	100%		
ENGLISH	2019	6	15.79%	0	0.00%	1	2.63%	27	71.05%	0	0.00%	3	7.89%	1	2.63%	0	0.00%	38	100%		
ENGLISH	2020	6	16.67%	0	0.00%	1	2.78%	25	69.44%	0	0.00%	3	8.33%	1	2.78%	0	0.00%	36	100%		
ENGLISH	2021	6	18.75%	0	0.00%	1	3.13%	22	68.75%	0	0.00%	2	6.25%	1	3.13%	0	0.00%	32	100%		
ESL	2006	1	10.00%	0	0.00%	0	0.00%	8	80.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	10	100%		
ESL	2007	1	10.00%	0	0.00%	0	0.00%	8	80.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	10	100%		
ESL	2008	1	10.00%	0	0.00%	0	0.00%	8	80.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	10	100%		
ESL	2009	1	10.00%	0	0.00%	0	0.00%	8	80.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	10	100%		
ESL	2010	1	10.00%	0	0.00%	0	0.00%	8	80.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	10	100%		
ESL	2011	1	11.11%	0	0.00%	0	0.00%	8	88.89%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	9	100%		
ESL	2012	1	9.09%	0	0.00%	0	0.00%	10	90.91%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	11	100%		
ESL	2013	1	9.09%	0	0.00%	0	0.00%	10	90.91%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	11	100%		
ESL	2014	1	9.09%	0	0.00%	0	0.00%	9	81.82%	0	0.00%	1	9.09%	0	0.00%	0	0.00%	11	100%		
ESL	2015	2	16.67%	0	0.00%	1	8.33%	8	66.67%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	12	100%		
ESL	2016	1	11.11%	0	0.00%	1	11.11%	7	77.78%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	9	100%		
ESL	2017	1	10.00%	0	0.00%	1	10.00%	8	80.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	10	100%		
ESL	2018	0	0.00%	0	0.00%	1	12.50%	7	87.50%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	8	100%		
ESL	2019	0	0.00%	0	0.00%	1	12.50%	7	87.50%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	8	100%		
ESL	2020	0	0.00%	0	0.00%	1	20.00%	4	80.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%		
ESL	2021	0	0.00%	0	0.00%	1	20.00%	4	80.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%		
HEALTH SCIENCE	2006	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100%		
HEALTH SCIENCE	2007	3	37.50%	0	0.00%	0	0.00%	5	62.50%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	8	100%		
HEALTH SCIENCE	2008	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100%		
HEALTH SCIENCE	2009	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100%		
HEALTH SCIENCE	2010	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100%		
HEALTH SCIENCE	2011	2	28.57%	0	0.00%	0	0.00%	4	57.14%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	7	100%		
HEALTH SCIENCE	2012	2	28.57%	0	0.00%	0	0.00%	4	57.14%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	7	100%		
HEALTH SCIENCE	2013	2	28.57%	0	0.00%	0	0.00%	4	57.14%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	7	100%		
HEALTH SCIENCE	2014	2	33.33%	0	0.00%	0	0.00%	3	50.00%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	6	100%		
HEALTH SCIENCE	2015	3	37.50%	0	0.00%	0	0.00%	4	50.00%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100%		
HEALTH SCIENCE	2016	3	37.50%	0	0.00%	0	0.00%	4	50.00%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100%		
HEALTH SCIENCE	2017	2	28.57%	0	0.00%	0	0.00%	4	57.14%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	7	100%		
HEALTH SCIENCE	2018	3	42.86%	0	0.00%	0	0.00%	3	42.86%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	7	100%		
HEALTH SCIENCE	2019	4	50.00%	0	0.00%	0	0.00%	3	37.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100%		

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2021**

Full-time Faculty - Diversity by Department - 2006-2021

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Multi-Racial/ Unknown		Total			
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%		
HEALTH SCIENCE	2020	4	57.14%	0	0.00%	0	0.00%	1	14.29%	0	0.00%	2	28.57%	0	0.00%	0	0.00%	7	100%		
HEALTH SCIENCE	2021	3	37.50%	0	0.00%	1	12.50%	2	25.00%	0	0.00%	2	25.00%	0	0.00%	0	0.00%	8	100%		
HISTORY	2006	1	11.11%	0	0.00%	1	11.11%	5	55.56%	0	0.00%	2	22.22%	0	0.00%	0	0.00%	9	100%		
HISTORY	2007	1	12.50%	0	0.00%	1	12.50%	5	62.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100%		
HISTORY	2008	1	12.50%	0	0.00%	1	12.50%	5	62.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100%		
HISTORY	2009	1	12.50%	0	0.00%	1	12.50%	5	62.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100%		
HISTORY	2010	1	14.29%	0	0.00%	1	14.29%	4	57.14%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	7	100%		
HISTORY	2011	0	0.00%	0	0.00%	2	28.57%	4	57.14%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	7	100%		
HISTORY	2012	0	0.00%	0	0.00%	2	25.00%	5	62.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100%		
HISTORY	2013	0	0.00%	0	0.00%	2	28.57%	4	57.14%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	7	100%		
HISTORY	2014	0	0.00%	0	0.00%	2	28.57%	4	57.14%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	7	100%		
HISTORY	2015	0	0.00%	0	0.00%	2	25.00%	5	62.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100%		
HISTORY	2016	0	0.00%	0	0.00%	2	22.22%	6	66.66%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100%		
HISTORY	2017	0	0.00%	0	0.00%	2	28.57%	4	57.14%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	7	100%		
HISTORY	2018	0	0.00%	0	0.00%	3	37.50%	5	62.50%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	8	100%		
HISTORY	2019	0	0.00%	0	0.00%	2	28.57%	4	57.14%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	7	100%		
HISTORY	2020	0	0.00%	0	0.00%	1	14.29%	5	71.43%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	7	100%		
HISTORY	2021	0	0.00%	0	0.00%	1	16.67%	4	66.67%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	6	100%		
KINESIOLOGY	2006	0	0.00%	0	0.00%	0	0.00%	2	66.67%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	3	100%		
KINESIOLOGY	2007	0	0.00%	0	0.00%	0	0.00%	3	75.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	4	100%		
KINESIOLOGY	2008	0	0.00%	0	0.00%	0	0.00%	2	66.67%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	3	100%		
KINESIOLOGY	2009	0	0.00%	0	0.00%	0	0.00%	2	66.67%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	3	100%		
KINESIOLOGY	2010	0	0.00%	0	0.00%	0	0.00%	2	66.67%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	3	100%		
KINESIOLOGY	2011	0	0.00%	0	0.00%	0	0.00%	2	66.67%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	3	100%		
KINESIOLOGY	2012	1	25.00%	0	0.00%	0	0.00%	2	50.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	4	100%		
KINESIOLOGY	2013	1	33.33%	0	0.00%	0	0.00%	1	33.33%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	3	100%		
KINESIOLOGY	2014	1	33.33%	0	0.00%	0	0.00%	1	33.33%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	3	100%		
KINESIOLOGY	2015	1	25.00%	0	0.00%	0	0.00%	2	50.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	4	100%		
KINESIOLOGY	2016	1	16.67%	0	0.00%	0	0.00%	3	50.00%	2	33.33%	0	0.00%	0	0.00%	0	0.00%	6	100%		
KINESIOLOGY	2017	2	33.33%	0	0.00%	0	0.00%	3	50.00%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	6	100%		
KINESIOLOGY	2018	2	40.00%	0	0.00%	0	0.00%	2	40.00%	1	20.00%	0	0.00%	0	0.00%	0	0.00%	5	100%		
KINESIOLOGY	2019	2	40.00%	0	0.00%	0	0.00%	2	40.00%	1	20.00%	0	0.00%	0	0.00%	0	0.00%	5	100%		
KINESIOLOGY	2020	2	33.33%	0	0.00%	0	0.00%	2	33.33%	2	33.33%	0	0.00%	0	0.00%	0	0.00%	6	100%		
KINESIOLOGY	2021	2	40.00%	0	0.00%	1	20.00%	2	40.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%		
LIBRARY	2006	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100%		
LIBRARY	2007	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100%		
LIBRARY	2008	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100%		
LIBRARY	2009	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100%		
LIBRARY	2010	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100%		

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Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Multi-Racial/ Unknown		Total			
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%		
LIBRARY	2011	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100%		
LIBRARY	2012	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100%		
LIBRARY	2013	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100%		
LIBRARY	2014	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100%		
LIBRARY	2015	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100%		
LIBRARY	2016	2	25.00%	0	0.00%	0	0.00%	6	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	8	100%		
LIBRARY	2017	2	25.00%	0	0.00%	0	0.00%	6	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	8	100%		
LIBRARY	2018	1	25.00%	0	0.00%	0	0.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100%		
LIBRARY	2019	1	25.00%	0	0.00%	0	0.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100%		
LIBRARY	2020	0	0.00%	0	0.00%	0	0.00%	6	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100%		
LIBRARY	2021	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100%		
LIFE SCIENCE	2006	1	5.26%	0	0.00%	4	21.05%	12	63.16%	0	0.00%	2	10.53%	0	0.00%	0	0.00%	19	100%		
LIFE SCIENCE	2007	1	5.00%	0	0.00%	4	20.00%	12	60.00%	0	0.00%	2	10.00%	0	0.00%	1	5.00%	20	100%		
LIFE SCIENCE	2008	1	4.76%	0	0.00%	4	19.05%	12	57.14%	0	0.00%	2	9.52%	0	0.00%	2	9.52%	21	100%		
LIFE SCIENCE	2009	1	5.00%	0	0.00%	4	20.00%	12	60.00%	0	0.00%	2	10.00%	0	0.00%	1	5.00%	20	100%		
LIFE SCIENCE	2010	1	4.55%	0	0.00%	4	18.18%	12	54.55%	0	0.00%	3	13.64%	0	0.00%	2	9.09%	22	100%		
LIFE SCIENCE	2011	1	4.76%	0	0.00%	5	23.81%	10	47.62%	0	0.00%	4	19.05%	0	0.00%	1	4.76%	21	100%		
LIFE SCIENCE	2012	1	4.55%	0	0.00%	5	22.73%	10	45.45%	0	0.00%	4	18.18%	1	4.55%	1	4.55%	22	100%		
LIFE SCIENCE	2013	1	4.55%	0	0.00%	5	22.73%	11	50.00%	0	0.00%	4	18.18%	1	4.55%	0	0.00%	22	100%		
LIFE SCIENCE	2014	1	4.55%	0	0.00%	5	22.73%	12	54.55%	0	0.00%	4	18.18%	0	0.00%	0	0.00%	22	100%		
LIFE SCIENCE	2015	1	4.76%	0	0.00%	4	19.05%	12	57.14%	0	0.00%	4	19.05%	0	0.00%	0	0.00%	21	100%		
LIFE SCIENCE	2016	1	4.55%	0	0.00%	4	18.18%	13	59.09%	0	0.00%	4	18.18%	0	0.00%	0	0.00%	22	100%		
LIFE SCIENCE	2017	1	4.76%	0	0.00%	4	19.05%	12	57.14%	0	0.00%	4	19.05%	0	0.00%	0	0.00%	21	100%		
LIFE SCIENCE	2018	1	4.76%	0	0.00%	4	19.05%	13	61.90%	0	0.00%	3	14.29%	0	0.00%	0	0.00%	21	100%		
LIFE SCIENCE	2019	2	10.53%	0	0.00%	3	15.79%	11	57.89%	0	0.00%	3	15.79%	0	0.00%	0	0.00%	19	100%		
LIFE SCIENCE	2020	1	5.00%	0	0.00%	5	25.00%	11	55.00%	0	0.00%	3	15.00%	0	0.00%	0	0.00%	20	100%		
LIFE SCIENCE	2021	1	5.56%	0	0.00%	5	27.78%	9	50.00%	0	0.00%	3	16.67%	0	0.00%	0	0.00%	18	100%		
MATHEMATICS	2006	3	11.54%	0	0.00%	5	19.23%	14	53.85%	0	0.00%	3	11.54%	0	0.00%	1	3.85%	26	100%		
MATHEMATICS	2007	3	11.11%	0	0.00%	4	14.81%	15	55.56%	0	0.00%	3	11.11%	0	0.00%	2	7.41%	27	100%		
MATHEMATICS	2008	3	10.71%	0	0.00%	5	17.86%	14	50.00%	0	0.00%	4	14.29%	0	0.00%	2	7.14%	28	100%		
MATHEMATICS	2009	3	10.71%	0	0.00%	5	17.86%	15	53.57%	0	0.00%	4	14.29%	0	0.00%	1	3.57%	28	100%		
MATHEMATICS	2010	3	11.11%	0	0.00%	5	18.52%	14	51.85%	0	0.00%	4	14.81%	0	0.00%	1	3.70%	27	100%		
MATHEMATICS	2011	3	11.11%	0	0.00%	5	18.52%	14	51.85%	0	0.00%	4	14.81%	0	0.00%	1	3.70%	27	100%		
MATHEMATICS	2012	4	14.81%	0	0.00%	5	18.52%	13	48.15%	0	0.00%	4	14.81%	0	0.00%	1	3.70%	27	100%		
MATHEMATICS	2013	4	16.00%	0	0.00%	6	24.00%	10	40.00%	0	0.00%	5	20.00%	0	0.00%	0	0.00%	25	100%		
MATHEMATICS	2014	4	16.67%	0	0.00%	5	20.83%	10	41.67%	0	0.00%	5	20.83%	0	0.00%	0	0.00%	24	100%		
MATHEMATICS	2015	4	15.38%	0	0.00%	5	19.23%	13	50.00%	0	0.00%	4	15.38%	0	0.00%	0	0.00%	26	100%		
MATHEMATICS	2016	5	16.13%	0	0.00%	5	16.13%	17	54.84%	0	0.00%	4	12.90%	0	0.00%	0	0.00%	31	100%		
MATHEMATICS	2017	5	15.63%	0	0.00%	5	15.63%	18	56.25%	0	0.00%	4	12.50%	0	0.00%	0	0.00%	32	100%		
MATHEMATICS	2018	4	12.90%	0	0.00%	5	16.13%	17	54.84%	0	0.00%	5	16.13%	0	0.00%	0	0.00%	31	100%		

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2021**

Full-time Faculty - Diversity by Department - 2006-2021

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Multi-Racial/ Unknown		Total			
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%		
MATHEMATICS	2019	4	12.90%	0	0.00%	5	16.13%	17	54.84%	0	0.00%	4	12.90%	1	3.23%	0	0.00%	31	100%		
MATHEMATICS	2020	6	17.14%	0	0.00%	6	17.14%	18	51.43%	0	0.00%	4	11.43%	1	2.86%	0	0.00%	35	100%		
MATHEMATICS	2021	4	14.29%	0	0.00%	4	14.29%	15	53.57%	0	0.00%	4	14.29%	1	3.57%	0	0.00%	28	100%		
MODERN LANGUAGE	2006	1	9.09%	0	0.00%	3	27.27%	3	27.27%	0	0.00%	4	36.36%	0	0.00%	0	0.00%	11	100%		
MODERN LANGUAGE	2007	1	9.09%	0	0.00%	3	27.27%	3	27.27%	0	0.00%	4	36.36%	0	0.00%	0	0.00%	11	100%		
MODERN LANGUAGE	2008	1	9.09%	0	0.00%	3	27.27%	3	27.27%	0	0.00%	4	36.36%	0	0.00%	0	0.00%	11	100%		
MODERN LANGUAGE	2009	1	9.09%	0	0.00%	3	27.27%	3	27.27%	0	0.00%	4	36.36%	0	0.00%	0	0.00%	11	100%		
MODERN LANGUAGE	2010	1	9.09%	0	0.00%	3	27.27%	3	27.27%	0	0.00%	4	36.36%	0	0.00%	0	0.00%	11	100%		
MODERN LANGUAGE	2011	1	9.09%	0	0.00%	3	27.27%	2	18.18%	0	0.00%	4	36.36%	0	0.00%	1	9.09%	11	100%		
MODERN LANGUAGE	2012	1	9.09%	0	0.00%	3	27.27%	2	18.18%	0	0.00%	5	45.45%	0	0.00%	0	0.00%	11	100%		
MODERN LANGUAGE	2013	1	9.09%	0	0.00%	4	36.36%	2	18.18%	0	0.00%	4	36.36%	0	0.00%	0	0.00%	11	100%		
MODERN LANGUAGE	2014	1	9.09%	0	0.00%	4	36.36%	2	18.18%	0	0.00%	4	36.36%	0	0.00%	0	0.00%	11	100%		
MODERN LANGUAGE	2015	1	9.09%	0	0.00%	4	36.36%	2	18.18%	0	0.00%	4	36.36%	0	0.00%	0	0.00%	11	100%		
MODERN LANGUAGE	2016	1	10.00%	0	0.00%	4	40.00%	0	0.00%	0	0.00%	5	50.00%	0	0.00%	0	0.00%	10	100%		
MODERN LANGUAGE	2017	1	10.00%	0	0.00%	3	30.00%	1	10.00%	0	0.00%	5	50.00%	0	0.00%	0	0.00%	10	100%		
MODERN LANGUAGE	2018	1	10.00%	0	0.00%	3	30.00%	1	10.00%	0	0.00%	5	50.00%	0	0.00%	0	0.00%	10	100%		
MODERN LANGUAGE	2019	2	16.67%	0	0.00%	3	25.00%	2	16.67%	0	0.00%	5	41.67%	0	0.00%	0	0.00%	12	100%		
MODERN LANGUAGE	2020	1	9.09%	0	0.00%	3	27.27%	2	18.18%	0	0.00%	5	45.45%	0	0.00%	0	0.00%	11	100%		
MODERN LANGUAGE	2021	1	12.50%	0	0.00%	3	37.50%	1	12.50%	0	0.00%	3	37.50%	0	0.00%	0	0.00%	8	100%		
MUSIC	2006	0	0.00%	0	0.00%	0	0.00%	6	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100%		
MUSIC	2007	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%		
MUSIC	2008	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%		
MUSIC	2009	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%		
MUSIC	2010	1	20.00%	0	0.00%	0	0.00%	4	80.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%		
MUSIC	2011	1	16.67%	0	0.00%	0	0.00%	4	66.67%	0	0.00%	0	0.00%	0	0.00%	1	16.67%	6	100%		
MUSIC	2012	1	16.67%	0	0.00%	1	16.67%	4	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100%		
MUSIC	2013	1	16.67%	0	0.00%	1	16.67%	4	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100%		
MUSIC	2014	1	14.29%	0	0.00%	1	14.29%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100%		
MUSIC	2015	1	14.29%	0	0.00%	1	14.29%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100%		
MUSIC	2016	1	14.29%	0	0.00%	1	14.29%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100%		
MUSIC	2017	1	10.00%	0	0.00%	1	10.00%	7	70.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	10	100%		
MUSIC	2018	1	11.11%	0	0.00%	1	11.11%	6	66.67%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100%		
MUSIC	2019	1	11.11%	0	0.00%	1	11.11%	6	66.67%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100%		
MUSIC	2020	1	11.11%	0	0.00%	1	11.11%	6	66.67%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100%		
MUSIC	2021	1	11.11%	0	0.00%	1	11.11%	6	66.67%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100%		
PHILOSOPHY/SOCI	2006	0	0.00%	0	0.00%	2	11.11%	13	72.22%	0	0.00%	3	16.67%	0	0.00%	0	0.00%	18	100%		
PHILOSOPHY/SOCI	2007	0	0.00%	0	0.00%	2	11.76%	12	70.59%	0	0.00%	3	17.65%	0	0.00%	0	0.00%	17	100%		
PHILOSOPHY/SOCI	2008	0	0.00%	0	0.00%	2	11.76%	12	70.59%	0	0.00%	3	17.65%	0	0.00%	0	0.00%	17	100%		
PHILOSOPHY/SOCI	2009	0	0.00%	0	0.00%	2	11.76%	12	70.59%	0	0.00%	3	17.65%	0	0.00%	0	0.00%	17	100%		

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2021**

Full-time Faculty - Diversity by Department - 2006-2021

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Multi-Racial/ Unknown		Total			
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%		
PHILOSOPHY/SOCI	2010	0	0.00%	0	0.00%	2	11.76%	12	70.59%	0	0.00%	3	17.65%	0	0.00%	0	0.00%	17	100%		
PHILOSOPHY/SOCI	2011	0	0.00%	0	0.00%	2	11.76%	12	70.59%	0	0.00%	3	17.65%	0	0.00%	0	0.00%	17	100%		
PHILOSOPHY/SOCI	2012	0	0.00%	0	0.00%	2	11.11%	13	72.22%	0	0.00%	3	16.67%	0	0.00%	0	0.00%	18	100%		
PHILOSOPHY/SOCI	2013	0	0.00%	0	0.00%	2	11.11%	13	72.22%	0	0.00%	3	16.67%	0	0.00%	0	0.00%	18	100%		
PHILOSOPHY/SOCI	2014	0	0.00%	0	0.00%	2	11.11%	12	66.67%	0	0.00%	3	16.67%	0	0.00%	1	5.56%	18	100%		
PHILOSOPHY/SOCI	2015	0	0.00%	0	0.00%	2	11.11%	13	72.22%	0	0.00%	2	11.11%	0	0.00%	1	5.56%	18	100%		
PHILOSOPHY/SOCI	2016	0	0.00%	0	0.00%	2	10.53%	14	73.68%	0	0.00%	1	5.26%	0	0.00%	2	10.53%	19	100%		
PHILOSOPHY/SOCI	2017	0	0.00%	0	0.00%	2	10.00%	14	70.00%	0	0.00%	2	10.00%	0	0.00%	2	10.00%	20	100%		
PHILOSOPHY/SOCI	2018	0	0.00%	0	0.00%	1	5.26%	14	73.68%	0	0.00%	2	10.53%	0	0.00%	2	10.53%	19	100%		
PHILOSOPHY/SOCI	2019	0	0.00%	0	0.00%	1	5.26%	13	68.42%	0	0.00%	3	15.79%	0	0.00%	2	10.53%	19	100%		
PHILOSOPHY/SOCI	2020	0	0.00%	0	0.00%	1	4.35%	16	69.57%	0	0.00%	3	13.04%	0	0.00%	3	13.04%	23	100%		
PHILOSOPHY/SOCI	2021	0	0.00%	0	0.00%	1	5.56%	12	66.67%	0	0.00%	3	16.67%	0	0.00%	2	11.11%	18	100%		
PHOTO - FASHION	2006	0	0.00%	0	0.00%	0	0.00%	4	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100%		
PHOTO - FASHION	2007	0	0.00%	0	0.00%	0	0.00%	4	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100%		
PHOTO - FASHION	2008	0	0.00%	0	0.00%	0	0.00%	4	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100%		
PHOTO - FASHION	2009	0	0.00%	0	0.00%	0	0.00%	4	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100%		
PHOTO - FASHION	2010	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%		
PHOTO - FASHION	2011	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%		
PHOTO - FASHION	2012	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%		
PHOTO - FASHION	2013	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%		
PHOTO - FASHION	2014	0	0.00%	0	0.00%	0	0.00%	4	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100%		
PHOTO - FASHION	2015	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%		
PHOTO - FASHION	2016	0	0.00%	0	0.00%	0	0.00%	6	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100%		
PHOTO - FASHION	2017	0	0.00%	0	0.00%	0	0.00%	7	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100%		
PHOTO - FASHION	2018	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%		
PHOTO - FASHION	2019	0	0.00%	0	0.00%	0	0.00%	7	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100%		
PHOTO - FASHION	2020	0	0.00%	0	0.00%	0	0.00%	8	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	8	100%		
PHOTO - FASHION	2021	1	0.00%	0	0.00%	0	0.00%	7	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	8	100%		
PHYSICAL SCI	2006	3	17.65%	0	0.00%	1	5.88%	12	70.59%	0	0.00%	1	5.88%	0	0.00%	0	0.00%	17	100%		
PHYSICAL SCI	2007	2	13.33%	0	0.00%	1	6.67%	11	73.33%	0	0.00%	1	6.67%	0	0.00%	0	0.00%	15	100%		
PHYSICAL SCI	2008	2	11.76%	0	0.00%	1	5.88%	13	76.47%	0	0.00%	1	5.88%	0	0.00%	0	0.00%	17	100%		
PHYSICAL SCI	2009	2	14.29%	0	0.00%	0	0.00%	11	78.57%	0	0.00%	1	7.14%	0	0.00%	0	0.00%	14	100%		
PHYSICAL SCI	2010	2	12.50%	0	0.00%	2	12.50%	11	68.75%	0	0.00%	1	6.25%	0	0.00%	0	0.00%	16	100%		
PHYSICAL SCI	2011	2	11.11%	0	0.00%	2	11.11%	12	66.67%	0	0.00%	1	5.56%	0	0.00%	1	5.56%	18	100%		
PHYSICAL SCI	2012	2	10.53%	0	0.00%	2	10.53%	12	63.16%	0	0.00%	1	5.26%	0	0.00%	2	10.53%	19	100%		
PHYSICAL SCI	2013	2	11.11%	0	0.00%	2	11.11%	12	66.67%	0	0.00%	0	0.00%	0	0.00%	2	11.11%	18	100%		
PHYSICAL SCI	2014	2	11.11%	0	0.00%	2	11.11%	12	66.67%	0	0.00%	0	0.00%	0	0.00%	2	11.11%	18	100%		
PHYSICAL SCI	2015	2	10.00%	0	0.00%	3	15.00%	12	60.00%	0	0.00%	1	5.00%	0	0.00%	2	10.00%	20	100%		
PHYSICAL SCI	2016	2	10.00%	0	0.00%	3	15.00%	12	60.00%	0	0.00%	1	5.00%	0	0.00%	2	10.00%	20	100%		
PHYSICAL SCI	2017	2	10.00%	0	0.00%	3	15.00%	12	60.00%	0	0.00%	1	5.00%	0	0.00%	2	10.00%	20	100%		

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2021**

Full-time Faculty - Diversity by Department - 2006-2021

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Multi-Racial/ Unknown		Total			
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%		
PHYSICAL SCI	2018	2	10.53%	0	0.00%	3	15.79%	11	57.89%	0	0.00%	1	5.26%	0	0.00%	2	10.53%	19	100%		
PHYSICAL SCI	2019	2	10.53%	0	0.00%	3	15.79%	11	57.89%	0	0.00%	1	5.26%	0	0.00%	2	10.53%	19	100%		
PHYSICAL SCI	2020	2	10.53%	0	0.00%	3	15.79%	11	57.89%	0	0.00%	1	5.26%	0	0.00%	2	10.53%	19	100%		
PHYSICAL SCI	2021	2	10.53%	0	0.00%	3	15.79%	11	57.89%	0	0.00%	1	5.26%	0	0.00%	2	10.53%	19	100%		
PHYSICS	2011	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	1	100%		
PHYSICS	2012	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%		
PHYSICS	2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%		
PHYSICS	2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%		
PHYSICS	2015	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%		
PHYSICS	2016	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%		
PHYSICS	2017	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%		
PHYSICS	2018	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%		
PHYSICS	2019	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%		
PHYSICS	2020	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%		
PHYSICS	2021	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%		
PSYCH SERVICES	2008	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	3	100%		
PSYCH SERVICES	2009	1	20.00%	1	20.00%	1	20.00%	1	20.00%	0	0.00%	1	20.00%	0	0.00%	0	0.00%	5	100%		
PSYCH SERVICES	2010	1	50.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100%		
PSYCH SERVICES	2011	1	50.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100%		
PSYCH SERVICES	2012	1	50.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100%		
PSYCH SERVICES	2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%		
PSYCH SERVICES	2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%		
PSYCH SERVICES	2015	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%		
PSYCH SERVICES	2016	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%		
PSYCH SERVICES	2017	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%		
PSYCH SERVICES	2018	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%		
PSYCH SERVICES	2019	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%		
PSYCH SERVICES	2020	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%		
PSYCH SERVICES	2021	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%		
PSYCHOLOGY	2006	1	12.50%	0	0.00%	1	12.50%	5	62.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100%		
PSYCHOLOGY	2007	1	12.50%	0	0.00%	1	12.50%	5	62.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100%		
PSYCHOLOGY	2008	1	12.50%	0	0.00%	1	12.50%	5	62.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100%		
PSYCHOLOGY	2009	1	14.29%	0	0.00%	1	14.29%	4	57.14%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	7	100%		
PSYCHOLOGY	2010	1	14.29%	0	0.00%	1	14.29%	3	42.86%	0	0.00%	2	28.57%	0	0.00%	0	0.00%	7	100%		
PSYCHOLOGY	2011	1	12.50%	0	0.00%	1	12.50%	4	50.00%	0	0.00%	2	25.00%	0	0.00%	0	0.00%	8	100%		
PSYCHOLOGY	2012	1	12.50%	0	0.00%	1	12.50%	4	50.00%	0	0.00%	2	25.00%	0	0.00%	0	0.00%	8	100%		
PSYCHOLOGY	2013	1	14.29%	0	0.00%	1	14.29%	3	42.86%	0	0.00%	2	28.57%	0	0.00%	0	0.00%	7	100%		
PSYCHOLOGY	2014	1	12.50%	0	0.00%	1	12.50%	3	37.50%	0	0.00%	2	25.00%	0	0.00%	1	12.50%	8	100%		
PSYCHOLOGY	2015	2	20.00%	0	0.00%	1	10.00%	3	30.00%	0	0.00%	2	20.00%	0	0.00%	2	20.00%	10	100%		

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2021**

Full-time Faculty - Diversity by Department - 2006-2021

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Multi-Racial/ Unknown		Total			
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%		
PSYCHOLOGY	2016	1	12.50%	0	0.00%	1	12.50%	2	25.00%	0	0.00%	2	25.00%	0	0.00%	2	25.00%	8	100%		
PSYCHOLOGY	2017	1	14.29%	0	0.00%	1	14.29%	2	28.57%	0	0.00%	2	28.57%	0	0.00%	1	14.29%	7	100%		
PSYCHOLOGY	2018	2	25.00%	0	0.00%	1	12.50%	3	37.50%	0	0.00%	1	12.50%	0	0.00%	1	12.50%	8	100%		
PSYCHOLOGY	2019	2	25.00%	0	0.00%	1	12.50%	3	37.50%	0	0.00%	1	12.50%	0	0.00%	1	12.50%	8	100%		
PSYCHOLOGY	2020	2	25.00%	0	0.00%	1	12.50%	3	37.50%	0	0.00%	1	12.50%	0	0.00%	1	12.50%	8	100%		
PSYCHOLOGY	2021	2	25.00%	0	0.00%	1	12.50%	3	37.50%	0	0.00%	1	12.50%	0	0.00%	1	12.50%	8	100%		
THEATRE ARTS	2006	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100%		
THEATRE ARTS	2007	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100%		
THEATRE ARTS	2008	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100%		
THEATRE ARTS	2009	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100%		
THEATRE ARTS	2010	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100%		
THEATRE ARTS	2011	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100%		
THEATRE ARTS	2012	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100%		
THEATRE ARTS	2013	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100%		
THEATRE ARTS	2014	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100%		
THEATRE ARTS	2015	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100%		
THEATRE ARTS	2016	0	0.00%	0	0.00%	1	20.00%	4	80.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%		
THEATRE ARTS	2017	0	0.00%	0	0.00%	1	20.00%	4	80.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%		
THEATRE ARTS	2018	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100%		
THEATRE ARTS	2019	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100%		
THEATRE ARTS	2020	0	0.00%	0	0.00%	2	33.33%	4	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100%		
THEATRE ARTS	2021	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100%		
VETERANS CENTER	2019	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100%		
VETERANS CENTER	2020	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100%		
VETERANS CENTER	2021	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100%		
WELCOME CENTER	2006	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100%		
WELCOME CENTER	2007	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100%		
WELCOME CENTER	2008	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100%		
WELCOME CENTER	2009	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100%		
WELCOME CENTER	2010	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100%		
WELCOME CENTER	2011	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100%		
WELCOME CENTER	2012	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100%		
WELCOME CENTER	2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%		
WELCOME CENTER	2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%		
WELCOME CENTER	2015	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%		
WELCOME CENTER	2016	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%	2	100%		
WELCOME CENTER	2017	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%	2	100%		
WELCOME CENTER	2018	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%		

Full-time Faculty - Diversity by Department - 2006-2021											
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Appendix 5

Part-Time Faculty Ethnicity by Department 2006-2021

**Santa Monica College
Part-time Faculty
Ethnicity by Department
2006 - 2021**

Part-time Faculty Ethnicity by Department - 2006-2021

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
ACAD OF ENTER	2006	1	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	66.67%	3	100%
ACAD OF ENTER	2007	1	33.33%	0	0.00%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	3	100%
ACAD OF ENTER	2008	1	33.33%	0	0.00%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	3	100%
ACAD OF ENTER	2009	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
ACAD OF ENTER	2010	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
ACAD OF ENTER	2011	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
ACAD OF ENTER	2012	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100%
ACAD OF ENTER	2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
ACAD OF ENTER	2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
ACAD OF ENTER	2015	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
ACAD OF ENTER	2016	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
ACAD OF ENTER	2017	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
ACAD OF ENTER	2018	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
ACAD OF ENTER	2019	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
ACAD OF ENTER	2020	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
ACAD OF ENTER	2021	0	0.00%	0	0.00%		0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
ART	2006	3	6.98%	0	0.00%	4	9.30%	28	65.12%	0	0.00%	2	4.65%	0	0.00%	6	13.95%	43	100%
ART	2007	3	7.50%	0	0.00%	5	12.50%	26	65.00%	0	0.00%	1	2.50%	0	0.00%	5	12.50%	40	100%
ART	2008	2	4.88%	0	0.00%	6	14.63%	28	68.29%	0	0.00%	0	0.00%	0	0.00%	5	12.20%	41	100%
ART	2009	2	5.56%	0	0.00%	6	16.67%	23	63.89%	0	0.00%	0	0.00%	0	0.00%	5	13.89%	36	100%
ART	2010	3	7.89%	0	0.00%	6	15.79%	25	65.79%	0	0.00%	0	0.00%	0	0.00%	4	10.53%	38	100%
ART	2011	3	9.38%	0	0.00%	5	15.63%	21	65.63%	0	0.00%	0	0.00%	0	0.00%	3	9.38%	32	100%
ART	2012	3	8.57%	0	0.00%	5	14.29%	25	71.43%	0	0.00%	0	0.00%	0	0.00%	2	5.71%	35	100%
ART	2013	3	7.69%	0	0.00%	4	10.26%	27	69.23%	0	0.00%	3	7.69%	0	0.00%	2	5.13%	39	100%
ART	2014	1	2.44%	0	0.00%	4	9.76%	32	78.04%	0	0.00%	2	4.88%	0	0.00%	2	4.88%	41	100%
ART	2015	2	4.65%	0	0.00%	4	9.30%	34	79.07%	0	0.00%	1	2.33%	0	0.00%	2	4.65%	43	100%
ART	2016	2	5.00%	0	0.00%	4	10.00%	30	75.00%	0	0.00%	1	2.50%	0	0.00%	3	7.50%	40	100%
ART	2017	2	5.56%	0	0.00%	4	11.11%	27	75.00%	0	0.00%	1	2.78%	0	0.00%	2	5.56%	36	100%
ART	2018	2	5.56%	0	0.00%	4	11.11%	27	75.00%	0	0.00%	1	2.78%	0	0.00%	2	5.56%	36	100%
ART	2019	3	6.67%	0	0.00%	4	8.89%	31	68.89%	0	0.00%	3	6.67%	0	0.00%	4	8.89%	45	100%
ART	2020	2	4.76%	0	0.00%	4	9.52%	27	64.29%	0	0.00%	5	11.90%	0	0.00%	4	9.52%	42	100%
ART	2021	2	5.41%	0	0.00%	4	10.81%	26	70.27%	0	0.00%	4	10.81%	0	0.00%	1	2.70%	37	100%
ATHLETICS	2006	2	14.29%	0	0.00%	0	0.00%	4	28.57%	0	0.00%	1	7.14%	0	0.00%	7	50.00%	14	100%
ATHLETICS	2007	1	7.69%	0	0.00%	0	0.00%	5	38.46%	0	0.00%	1	7.69%	0	0.00%	6	46.15%	13	100%
ATHLETICS	2008	0	0.00%	0	0.00%	0	0.00%	5	38.46%	0	0.00%	2	15.38%	0	0.00%	6	46.15%	13	100%
ATHLETICS	2009	1	7.69%	0	0.00%	0	0.00%	6	46.15%	0	0.00%	2	15.38%	0	0.00%	4	30.77%	13	100%
ATHLETICS	2010	1	6.67%	0	0.00%	0	0.00%	7	46.67%	0	0.00%	3	20.00%	0	0.00%	4	26.67%	15	100%
ATHLETICS	2011	1	8.33%	0	0.00%	0	0.00%	6	50.00%	0	0.00%	1	8.33%	0	0.00%	4	33.33%	12	100%

**Santa Monica College
Part-time Faculty
Ethnicity by Department
2006 - 2021**

Part-time Faculty Ethnicity by Department - 2006-2021

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
ATHLETICS	2012	2	15.38%	0	0.00%	0	0.00%	7	53.85%	0	0.00%	2	15.38%	0	0.00%	2	15.38%	13	100%
ATHLETICS	2013	3	18.75%	0	0.00%	0	0.00%	9	56.25%	0	0.00%	2	12.50%	0	0.00%	2	12.50%	16	100%
ATHLETICS	2014	4	22.22%	0	0.00%	0	0.00%	10	55.56%	0	0.00%	2	11.11%	0	0.00%	2	11.10%	18	100%
ATHLETICS	2015	4	20.00%	0	0.00%	0	0.00%	10	50.00%	0	0.00%	5	25.00%	0	0.00%	1	5.00%	20	100%
ATHLETICS	2016	5	21.74%	0	0.00%	0	0.00%	12	52.17%	0	0.00%	5	21.74%	0	0.00%	1	4.35%	23	100%
ATHLETICS	2017	3	16.67%	0	0.00%	0	0.00%	8	44.44%	0	0.00%	5	27.78%	1	5.56%	1	5.56%	18	100%
ATHLETICS	2018	3	14.29%	0	0.00%	0	0.00%	13	61.90%	0	0.00%	3	14.29%	1	4.76%	1	4.76%	21	100%
ATHLETICS	2019	4	20.00%	0	0.00%	0	0.00%	9	45.00%	1	5.00%	3	15.00%	1	5.00%	2	10.00%	20	100%
ATHLETICS	2020	3	30.00%	0	0.00%	0	0.00%	5	50.00%	0	0.00%	1	10.00%	0	0.00%	1	10.00%	10	100%
ATHLETICS	2021	3	27.27%	0	0.00%	0	0.00%	5	45.45%	0	0.00%	2	18.18%	0	0.00%	1	9.09%	11	100%
BUSINESS	2006	4	9.52%	0	0.00%	2	4.76%	31	73.81%	0	0.00%	1	2.38%	0	0.00%	4	9.52%	42	100%
BUSINESS	2007	3	6.67%	0	0.00%	3	6.67%	33	73.33%	0	0.00%	2	4.44%	0	0.00%	4	8.89%	45	100%
BUSINESS	2008	3	6.82%	0	0.00%	4	9.09%	32	72.73%	0	0.00%	2	4.55%	0	0.00%	3	6.82%	44	100%
BUSINESS	2009	4	9.09%	0	0.00%	3	6.82%	31	70.45%	0	0.00%	3	6.82%	0	0.00%	3	6.82%	44	100%
BUSINESS	2010	2	5.13%	0	0.00%	3	7.69%	30	76.92%	0	0.00%	2	5.13%	0	0.00%	2	5.13%	39	100%
BUSINESS	2011	2	4.88%	0	0.00%	3	7.32%	30	73.17%	0	0.00%	3	7.32%	0	0.00%	3	7.32%	41	100%
BUSINESS	2012	2	4.88%	0	0.00%	3	7.32%	30	73.17%	0	0.00%	4	9.76%	0	0.00%	2	4.88%	41	100%
BUSINESS	2013	2	4.65%	0	0.00%	4	9.30%	31	72.09%	0	0.00%	4	9.30%	0	0.00%	2	4.65%	43	100%
BUSINESS	2014	2	4.17%	0	0.00%	5	10.42%	35	72.92%	0	0.00%	4	8.33%	0	0.00%	2	4.17%	48	100%
BUSINESS	2015	4	8.00%	0	0.00%	5	10.00%	34	68.00%	0	0.00%	5	10.00%	0	0.00%	2	4.00%	50	100%
BUSINESS	2016	6	11.32%	0	0.00%	4	7.55%	36	67.92%	0	0.00%	5	9.43%	0	0.00%	2	3.77%	53	100%
BUSINESS	2017	6	12.24%	0	0.00%	5	10.20%	31	63.27%	0	0.00%	4	8.16%	0	0.00%	3	6.12%	49	100%
BUSINESS	2018	7	13.73%	0	0.00%	6	11.76%	31	60.78%	0	0.00%	5	9.80%	0	0.00%	2	3.92%	51	100%
BUSINESS	2019	6	12.00%	0	0.00%	5	10.00%	29	58.00%	0	0.00%	6	12.00%	0	0.00%	4	8.00%	50	100%
BUSINESS	2020	6	12.77%	0	0.00%	5	10.64%	27	57.45%	0	0.00%	5	10.64%	0	0.00%	4	8.51%	47	100%
BUSINESS	2021	7	16.67%	0	0.00%	5	11.90%	23	54.76%	0	0.00%	4	9.52%	0	0.00%	3	7.14%	42	100%
COMMUNICATION	2006	3	6.67%	0	0.00%	0	0.00%	29	64.44%	0	0.00%	2	4.44%	1	2.22%	10	22.22%	45	100%
COMMUNICATION	2007	3	6.98%	0	0.00%	0	0.00%	30	69.77%	0	0.00%	2	4.65%	1	2.33%	7	16.28%	43	100%
COMMUNICATION	2008	3	6.67%	0	0.00%	0	0.00%	32	71.11%	0	0.00%	2	4.44%	1	2.22%	7	15.56%	45	100%
COMMUNICATION	2009	3	6.82%	0	0.00%	0	0.00%	31	70.45%	0	0.00%	2	4.55%	1	2.27%	7	15.91%	44	100%
COMMUNICATION	2010	4	8.70%	0	0.00%	0	0.00%	33	71.74%	0	0.00%	1	2.17%	1	2.17%	7	15.22%	46	100%
COMMUNICATION	2011	3	6.52%	0	0.00%	0	0.00%	35	76.09%	0	0.00%	1	2.17%	1	2.17%	6	13.04%	46	100%
COMMUNICATION	2012	6	11.32%	0	0.00%	0	0.00%	42	79.25%	0	0.00%	1	1.89%	1	1.89%	3	5.66%	53	100%
COMMUNICATION	2013	7	11.67%	0	0.00%	2	3.33%	47	78.33%	0	0.00%	0	0.00%	1	1.67%	3	5.00%	60	100%
COMMUNICATION	2014	8	12.90%	0	0.00%	0	0.00%	47	75.81%	0	0.00%	1	1.61%	1	1.61%	5	8.06%	62	100%
COMMUNICATION	2015	10	14.49%	0	0.00%	1	1.45%	49	71.01%	0	0.00%	4	5.80%	0	0.00%	5	7.25%	69	100%
COMMUNICATION	2016	10	14.71%	0	0.00%	1	1.47%	50	73.53%	0	0.00%	3	4.41%	1	1.47%	3	4.41%	68	100%
COMMUNICATION	2017	11	16.18%	0	0.00%	3	4.41%	45	66.18%	0	0.00%	4	5.88%	1	1.47%	4	5.88%	68	100%

**Santa Monica College
Part-time Faculty
Ethnicity by Department
2006 - 2021**

Part-time Faculty Ethnicity by Department - 2006-2021

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
COMMUNICATION	2018	10	14.49%	0	0.00%	2	2.90%	47	68.12%	0	0.00%	4	5.80%	2	2.90%	4	5.80%	69	100%
COMMUNICATION	2019	9	15.79%	0	0.00%	2	3.51%	40	70.18%	0	0.00%	2	3.51%	1	1.75%	3	5.26%	57	100%
COMMUNICATION	2020	7	12.73%	0	0.00%	3	5.45%	39	70.91%	0	0.00%	2	3.64%	1	1.82%	3	5.45%	55	100%
COMMUNICATION	2021	6	11.76%	0	0.00%	3	5.88%	36	70.59%	0	0.00%	2	3.92%	1	1.96%	3	5.88%	51	100%
																		0	
COSMETOLOGY	2006	1	5.26%	0	0.00%	1	5.26%	9	47.37%	0	0.00%	3	15.79%	0	0.00%	5	26.32%	19	100%
COSMETOLOGY	2007	5	22.73%	0	0.00%	1	4.55%	8	36.36%	0	0.00%	4	18.18%	0	0.00%	4	18.18%	22	100%
COSMETOLOGY	2008	5	22.73%	0	0.00%	2	9.09%	6	27.27%	0	0.00%	6	27.27%	0	0.00%	3	13.64%	22	100%
COSMETOLOGY	2009	5	26.32%	0	0.00%	1	5.26%	6	31.58%	0	0.00%	4	21.05%	0	0.00%	3	15.79%	19	100%
COSMETOLOGY	2010	4	23.53%	0	0.00%	1	5.88%	5	29.41%	0	0.00%	4	23.53%	0	0.00%	3	17.65%	17	100%
COSMETOLOGY	2011	4	25.00%	0	0.00%	1	6.25%	5	31.25%	0	0.00%	4	25.00%	0	0.00%	2	12.50%	16	100%
COSMETOLOGY	2012	4	25.00%	0	0.00%	1	6.25%	5	31.25%	0	0.00%	5	31.25%	0	0.00%	1	6.25%	16	100%
COSMETOLOGY	2013	4	25.00%	0	0.00%	1	6.25%	5	31.25%	0	0.00%	5	31.25%	0	0.00%	1	6.25%	16	100%
COSMETOLOGY	2014	4	25.00%	0	0.00%	1	6.25%	5	31.25%	0	0.00%	5	31.25%	0	0.00%	1	6.25%	16	100%
COSMETOLOGY	2015	3	21.43%	0	0.00%	1	7.14%	4	28.57%	0	0.00%	5	35.71%	0	0.00%	1	7.14%	14	100%
COSMETOLOGY	2016	3	23.08%	0	0.00%	1	7.69%	4	30.77%	0	0.00%	4	30.77%	0	0.00%	1	7.69%	13	100%
COSMETOLOGY	2017	3	23.08%	0	0.00%	1	7.69%	5	38.46%	0	0.00%	4	30.77%	0	0.00%	0	0.00%	13	100%
COSMETOLOGY	2018	5	35.71%	0	0.00%	1	7.14%	5	35.71%	0	0.00%	3	21.43%	0	0.00%	0	0.00%	14	100%
COSMETOLOGY	2019	5	38.46%	0	0.00%	1	7.69%	5	38.46%	0	0.00%	2	15.38%	0	0.00%	0	0.00%	13	100%
COSMETOLOGY	2020	4	36.36%	0	0.00%	1	9.09%	5	45.45%	0	0.00%	1	9.09%	0	0.00%	0	0.00%	11	100%
COSMETOLOGY	2021	4	36.36%	0	0.00%	1	9.09%	5	45.45%	0	0.00%	1	9.09%	0	0.00%	0	0.00%	11	100%
COUNSELING	2006	14	20.29%	0	0.00%	3	4.35%	24	34.78%	0	0.00%	12	17.39%	0	0.00%	16	23.19%	69	100%
COUNSELING	2007	14	19.18%	0	0.00%	4	5.48%	32	43.84%	0	0.00%	11	15.07%	0	0.00%	12	16.44%	73	100%
COUNSELING	2008	13	16.46%	0	0.00%	4	5.06%	33	41.77%	0	0.00%	17	21.52%	0	0.00%	12	15.19%	79	100%
COUNSELING	2009	13	18.06%	0	0.00%	4	5.56%	29	40.28%	0	0.00%	17	23.61%	0	0.00%	9	12.50%	72	100%
COUNSELING	2010	14	19.44%	0	0.00%	3	4.17%	28	38.89%	0	0.00%	17	23.61%	0	0.00%	10	13.89%	72	100%
COUNSELING	2011	10	15.15%	0	0.00%	3	4.55%	27	40.91%	0	0.00%	17	25.76%	0	0.00%	9	13.64%	66	100%
COUNSELING	2012	13	19.12%	0	0.00%	2	2.94%	26	38.24%	0	0.00%	21	30.88%	0	0.00%	6	8.82%	68	100%
COUNSELING	2013	18	17.31%	0	0.00%	6	5.77%	42	40.38%	0	0.00%	30	28.85%	0	0.00%	8	7.69%	104	100%
COUNSELING	2014	22	16.79%	0	0.00%	8	6.11%	43	32.82%	0	0.00%	47	35.88%	0	0.00%	11	8.40%	131	100%
COUNSELING	2015	22	15.71%	0	0.00%	8	5.71%	44	31.43%	1	0.71%	55	39.29%	0	0.00%	10	7.14%	140	100%
COUNSELING	2016	26	17.81%	0	0.00%	11	7.53%	38	26.03%	1	0.68%	58	39.73%	0	0.00%	12	8.22%	146	100%
COUNSELING	2017	27	18.12%	0	0.00%	14	9.40%	37	24.83%	2	1.34%	59	39.60%	0	0.00%	10	6.71%	149	100%
COUNSELING	2018	28	18.06%	0	0.00%	16	10.32%	35	22.58%	0	0.00%	62	40.00%	2	1.29%	12	7.74%	155	100%
COUNSELING	2019	24	15.79%	0	0.00%	15	9.87%	36	23.68%	2	1.32%	61	40.13%	0	0.00%	14	9.21%	152	100%
COUNSELING	2020	25	16.45%	0	0.00%	14	9.21%	36	23.68%	0	0.00%	62	40.79%	0	0.00%	15	9.87%	152	100%
COUNSELING	2021	20	14.08%	0	0.00%	14	9.86%	34	23.94%	0	0.00%	60	42.25%	1	0.70%	13	9.15%	142	100%
CSIS	2006	2	10.53%	0	0.00%	0	0.00%	14	73.68%	0	0.00%	1	5.26%	0	0.00%	2	10.53%	19	100%

**Santa Monica College
Part-time Faculty
Ethnicity by Department
2006 - 2021**

Part-time Faculty Ethnicity by Department - 2006-2021

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
CSIS	2007	2	11.11%	0	0.00%	0	0.00%	14	77.78%	0	0.00%	1	5.56%	0	0.00%	1	5.56%	18	100%
CSIS	2008	3	15.00%	0	0.00%	1	5.00%	13	65.00%	0	0.00%	2	10.00%	0	0.00%	1	5.00%	20	100%
CSIS	2009	3	17.65%	0	0.00%	0	0.00%	12	70.59%	0	0.00%	2	11.76%	0	0.00%	0	0.00%	17	100%
CSIS	2010	3	17.65%	0	0.00%	0	0.00%	12	70.59%	0	0.00%	2	11.76%	0	0.00%	0	0.00%	17	100%
CSIS	2011	3	15.79%	0	0.00%	0	0.00%	13	68.42%	0	0.00%	2	10.53%	0	0.00%	1	5.26%	19	100%
CSIS	2012	3	17.65%	0	0.00%	0	0.00%	11	64.71%	0	0.00%	2	11.76%	0	0.00%	1	5.88%	17	100%
CSIS	2013	3	11.54%	0	0.00%	2	7.69%	15	57.69%	1	3.85%	4	15.38%	0	0.00%	1	3.85%	26	100%
CSIS	2014	3	11.54%	0	0.00%	1	3.85%	14	53.85%	1	3.85%	4	15.38%	0	0.00%	3	11.54%	26	100%
CSIS	2015	3	12.50%	0	0.00%	0	0.00%	14	58.33%	1	4.17%	4	16.67%	0	0.00%	2	8.33%	24	100%
CSIS	2016	3	8.33%	0	0.00%	2	0.00%	20	55.56%	1	2.78%	7	19.44%	0	0.00%	3	8.33%	36	94%
CSIS	2017	4	14.29%	0	0.00%	2	0.00%	12	42.86%	2	7.14%	5	17.86%	1	0.00%	2	7.14%	28	89%
CSIS	2018	3	11.11%	0	0.00%	6	0.00%	12	44.44%	0	0.00%	2	7.41%	2	7.41%	2	7.41%	27	78%
CSIS	2019	3	10.00%	0	0.00%	7	23.33%	14	46.67%	1	3.33%	1	3.33%	1	3.33%	3	10.00%	30	100%
CSIS	2020	2	7.14%	0	0.00%	8	28.57%	13	46.43%	0	0.00%	1	3.57%	1	3.57%	3	10.71%	28	100%
CSIS	2021	3	10.71%	0	0.00%	7	25.00%	15	53.57%	0	0.00%	1	3.57%	1	3.57%	1	3.57%	28	100%
DANCE	2006	4	23.53%	0	0.00%	0	0.00%	9	52.94%	0	0.00%	2	11.76%	0	0.00%	2	11.76%	17	100%
DANCE	2007	2	11.76%	0	0.00%	1	5.88%	8	47.06%	0	0.00%	2	11.76%	0	0.00%	4	23.53%	17	100%
DANCE	2008	5	20.00%	0	0.00%	1	4.00%	14	56.00%	0	0.00%	2	8.00%	0	0.00%	3	12.00%	25	100%
DANCE	2009	3	15.00%	0	0.00%	1	5.00%	13	65.00%	0	0.00%	3	15.00%	0	0.00%	0	0.00%	20	100%
DANCE	2010	3	10.71%	0	0.00%	3	10.71%	17	60.71%	0	0.00%	4	14.29%	0	0.00%	1	3.57%	28	100%
DANCE	2011	2	9.52%	0	0.00%	2	9.52%	13	61.90%	0	0.00%	3	14.29%	0	0.00%	1	4.76%	21	100%
DANCE	2012	2	8.70%	0	0.00%	2	8.70%	12	52.17%	0	0.00%	5	21.74%	1	4.35%	1	4.35%	23	100%
DANCE	2013	1	4.76%	0	0.00%	1	4.76%	12	57.14%	0	0.00%	4	19.05%	1	4.76%	2	9.52%	21	100%
DANCE	2014	1	4.00%	0	0.00%	2	8.00%	13	52.00%	0	0.00%	5	20.00%	1	4.00%	3	12.00%	25	100%
DANCE	2015	1	4.76%	0	0.00%	3	14.29%	11	52.38%	0	0.00%	4	19.05%	1	4.76%	1	4.76%	21	100%
DANCE	2016	1	6.25%	0	0.00%	2	12.50%	7	43.75%	0	0.00%	4	25.00%	1	6.25%	1	6.25%	16	100%
DANCE	2017	1	7.14%	0	0.00%	1	7.14%	7	50.00%	0	0.00%	4	28.57%	0	0.00%	1	7.14%	14	100%
DANCE	2018	1	5.88%	0	0.00%	1	5.88%	9	52.94%	0	0.00%	4	23.53%	1	5.88%	1	5.88%	17	100%
DANCE	2019	1	7.14%	0	0.00%	0	0.00%	8	57.14%	0	0.00%	3	21.43%	1	7.14%	1	7.14%	14	100%
DANCE	2020	1	9.09%	0	0.00%	0	0.00%	5	45.45%	0	0.00%	3	27.27%	1	9.09%	1	9.09%	11	100%
DANCE	2021	1	8.33%	0	0.00%	0	0.00%	7	58.33%	0	0.00%	3	25.00%	0	0.00%	1	8.33%	12	100%
DESIGN TECH.	2006	2	5.13%	0	0.00%	0	0.00%	35	89.74%	0	0.00%	0	0.00%	0	0.00%	2	5.13%	39	100%
DESIGN TECH.	2007	0	0.00%	0	0.00%	0	0.00%	31	91.18%	0	0.00%	1	2.94%	0	0.00%	2	5.88%	34	100%
DESIGN TECH.	2008	2	4.55%	0	0.00%	0	0.00%	37	84.09%	0	0.00%	2	4.55%	0	0.00%	3	6.82%	44	100%
DESIGN TECH.	2009	2	4.76%	0	0.00%	1	2.38%	32	76.19%	0	0.00%	3	7.14%	0	0.00%	4	9.52%	42	100%
DESIGN TECH.	2010	1	2.70%	0	0.00%	1	2.70%	32	86.49%	0	0.00%	1	2.70%	0	0.00%	2	5.41%	37	100%
DESIGN TECH.	2011	1	2.38%	0	0.00%	3	7.14%	36	85.71%	0	0.00%	0	0.00%	0	0.00%	2	4.76%	42	100%
DESIGN TECH.	2012	2	5.13%	0	0.00%	5	12.82%	31	79.49%	0	0.00%	0	0.00%	0	0.00%	1	2.56%	39	100%

**Santa Monica College
Part-time Faculty
Ethnicity by Department
2006 - 2021**

Part-time Faculty Ethnicity by Department - 2006-2021

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
DESIGN TECH.	2013	1	2.50%	0	0.00%	3	7.50%	34	85.00%	0	0.00%	1	2.50%	0	0.00%	1	2.50%	40	100%
DESIGN TECH.	2014	1	2.04%	0	0.00%	2	4.08%	41	83.67%	0	0.00%	2	4.08%	0	0.00%	3	6.12%	49	100%
DESIGN TECH.	2015	2	4.55%	0	0.00%	3	6.82%	34	77.27%	0	0.00%	1	2.27%	1	2.27%	3	6.82%	44	100%
DESIGN TECH.	2016	2	3.77%	0	0.00%	4	7.55%	38	71.70%	0	0.00%	2	3.77%	1	1.89%	6	11.32%	53	100%
DESIGN TECH.	2017	2	4.44%	0	0.00%	4	8.89%	35	77.78%	0	0.00%	1	2.22%	0	0.00%	3	6.67%	45	100%
DESIGN TECH.	2018	2	4.65%	0	0.00%	2	4.65%	34	79.07%	0	0.00%	3	6.98%	0	0.00%	2	4.65%	43	100%
DESIGN TECH.	2019	2	4.76%	0	0.00%	3	7.14%	30	71.43%	0	0.00%	5	11.90%	0	0.00%	2	4.76%	42	100%
DESIGN TECH.	2020	2	5.56%	0	0.00%	2	5.56%	26	72.22%	0	0.00%	4	11.11%	0	0.00%	2	5.56%	36	100%
DESIGN TECH.	2021	2	5.71%	0	0.00%	3	8.57%	24	68.57%	0	0.00%	5	14.29%	0	0.00%	1	2.86%	35	100%
DISABL STU CTR	2006	1	5.88%	0	0.00%	1	5.88%	10	58.82%	0	0.00%	1	5.88%	0	0.00%	4	23.53%	17	100%
DISABL STU CTR	2007	1	6.25%	0	0.00%	1	6.25%	10	62.50%	0	0.00%	0	0.00%	0	0.00%	4	25.00%	16	100%
DISABL STU CTR	2008	1	7.69%	0	0.00%	1	7.69%	9	69.23%	0	0.00%	0	0.00%	0	0.00%	2	15.38%	13	100%
DISABL STU CTR	2009	1	9.09%	0	0.00%	1	9.09%	8	72.73%	0	0.00%	0	0.00%	0	0.00%	1	9.09%	11	100%
DISABL STU CTR	2010	1	9.09%	0	0.00%	1	9.09%	8	72.73%	0	0.00%	0	0.00%	0	0.00%	1	9.09%	11	100%
DISABL STU CTR	2011	1	10.00%	0	0.00%	1	10.00%	7	70.00%	0	0.00%	0	0.00%	0	0.00%	1	10.00%	10	100%
DISABL STU CTR	2012	1	9.09%	0	0.00%	1	9.09%	9	81.82%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	11	100%
DISABL STU CTR	2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
DISABL STU CTR	2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
DISABL STU CTR	2015	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
DISABL STU CTR	2016	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100%
DISABL STU CTR	2017	0	0.00%	0	0.00%	1	33.33%	1	33.33%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	3	100%
DISABL STU CTR	2018	0	0.00%	0	0.00%	1	16.67%	3	50.00%	0	0.00%	2	33.33%	0	0.00%	0	0.00%	6	100%
DISABL STU CTR	2019	0	0.00%	0	0.00%	0	0.00%	3	60.00%	0	0.00%	2	40.00%	0	0.00%	0	0.00%	5	100%
DISABL STU CTR	2020	0	0.00%	0	0.00%	0	0.00%	4	66.67%	0	0.00%	2	33.33%	0	0.00%	0	0.00%	6	100%
DISABL STU CTR	2021	0	0.00%	0	0.00%	0	0.00%	3	60.00%	0	0.00%	2	40.00%	0	0.00%	0	0.00%	5	100%
EARTH SCIENCE	2006	0	0.00%	0	0.00%	0	0.00%	19	79.17%	0	0.00%	0	0.00%	0	0.00%	5	20.83%	24	100%
EARTH SCIENCE	2007	0	0.00%	0	0.00%	0	0.00%	20	83.33%	0	0.00%	0	0.00%	0	0.00%	4	16.67%	24	100%
EARTH SCIENCE	2008	1	4.17%	0	0.00%	0	0.00%	21	87.50%	0	0.00%	0	0.00%	0	0.00%	2	8.33%	24	100%
EARTH SCIENCE	2009	1	5.00%	0	0.00%	0	0.00%	18	90.00%	0	0.00%	0	0.00%	0	0.00%	1	5.00%	20	100%
EARTH SCIENCE	2010	1	4.76%	0	0.00%	1	4.76%	18	85.71%	0	0.00%	0	0.00%	0	0.00%	1	4.76%	21	100%
EARTH SCIENCE	2011	2	10.00%	0	0.00%	0	0.00%	16	80.00%	0	0.00%	0	0.00%	0	0.00%	2	10.00%	20	100%
EARTH SCIENCE	2012	1	4.35%	0	0.00%	1	4.35%	18	78.26%	0	0.00%	1	4.35%	0	0.00%	2	8.70%	23	100%
EARTH SCIENCE	2013	1	5.00%	0	0.00%	0	0.00%	16	80.00%	0	0.00%	2	10.00%	0	0.00%	1	5.00%	20	100%
EARTH SCIENCE	2014	1	5.00%	0	0.00%	0	0.00%	18	90.00%	0	0.00%	1	5.00%	0	0.00%	0	0.00%	20	100%
EARTH SCIENCE	2015	2	9.09%	0	0.00%	0	0.00%	17	77.27%	0	0.00%	2	9.09%	0	0.00%	1	4.55%	22	100%
EARTH SCIENCE	2016	2	9.09%	0	0.00%	0	0.00%	17	77.27%	0	0.00%	2	9.09%	0	0.00%	1	4.55%	22	100%
EARTH SCIENCE	2017	2	9.09%	0	0.00%	1	4.55%	16	72.73%	0	0.00%	2	9.09%	0	0.00%	1	4.55%	22	100%
EARTH SCIENCE	2018	2	7.14%	0	0.00%	1	3.57%	21	75.00%	0	0.00%	2	7.14%	0	0.00%	2	7.14%	28	100%

**Santa Monica College
Part-time Faculty
Ethnicity by Department
2006 - 2021**

Part-time Faculty Ethnicity by Department - 2006-2021

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
EARTH SCIENCE	2019	2	6.90%	0	0.00%	3	10.34%	21	72.41%	0	0.00%	2	6.90%	0	0.00%	1	3.45%	29	100%
EARTH SCIENCE	2020	2	7.14%	0	0.00%	0	0.00%	22	78.57%	0	0.00%	1	3.57%	0	0.00%	3	10.71%	28	100%
EARTH SCIENCE	2021	1	3.57%	0	0.00%	0	0.00%	24	85.71%	0	0.00%	2	7.14%	0	0.00%	1	3.57%	28	100%
	2006	2																	
EDUCATION/ECE	2006	0	0.00%	0	0.00%	0	0.00%	8	88.89%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100%
EDUCATION/ECE	2007	1	11.11%	0	0.00%	0	0.00%	7	77.78%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100%
EDUCATION/ECE	2008	1	9.09%	0	0.00%	0	0.00%	8	72.73%	0	0.00%	2	18.18%	0	0.00%	0	0.00%	11	100%
EDUCATION/ECE	2009	1	10.00%	0	0.00%	0	0.00%	7	70.00%	0	0.00%	2	20.00%	0	0.00%	0	0.00%	10	100%
EDUCATION/ECE	2010	1	9.09%	0	0.00%	0	0.00%	7	63.64%	0	0.00%	2	18.18%	0	0.00%	1	9.09%	11	100%
EDUCATION/ECE	2011	1	11.11%	0	0.00%	0	0.00%	7	77.78%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100%
EDUCATION/ECE	2012	0	0.00%	0	0.00%	1	8.33%	10	83.33%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	12	100%
EDUCATION/ECE	2013	1	5.88%	0	0.00%	0	0.00%	13	76.47%	0	0.00%	2	11.76%	0	0.00%	1	5.88%	17	100%
EDUCATION/ECE	2014	1	5.88%	0	0.00%	1	5.88%	13	76.47%	0	0.00%	1	5.88%	0	0.00%	1	5.88%	17	100%
EDUCATION/ECE	2015	1	6.25%	0	0.00%	0	0.00%	12	75.00%	0	0.00%	2	12.50%	0	0.00%	1	6.25%	16	100%
EDUCATION/ECE	2016	1	5.26%	0	0.00%	2	10.53%	13	68.42%	0	0.00%	2	10.53%	0	0.00%	1	5.26%	19	100%
EDUCATION/ECE	2017	1	5.26%	0	0.00%	2	10.53%	12	63.16%	0	0.00%	3	15.79%	0	0.00%	1	5.26%	19	100%
EDUCATION/ECE	2018	2	11.11%	0	0.00%	1	5.56%	11	61.11%	0	0.00%	4	22.22%	0	0.00%	0	0.00%	18	100%
EDUCATION/ECE	2019	1	6.67%	0	0.00%	1	6.67%	10	66.67%	0	0.00%	3	20.00%	0	0.00%	0	0.00%	15	100%
EDUCATION/ECE	2020	1	7.14%	0	0.00%	1	7.14%	9	64.29%	0	0.00%	3	21.43%	0	0.00%	0	0.00%	14	100%
EDUCATION/ECE	2021	1	7.14%	0	0.00%	1	7.14%	9	64.29%	0	0.00%	3	21.43%	0	0.00%	0	0.00%	14	100%
EMERITUS	2006	3	3.95%	0	0.00%	5	6.58%	59	77.63%	0	0.00%	3	3.95%	0	0.00%	6	7.89%	76	100%
EMERITUS	2007	3	3.61%	0	0.00%	5	6.02%	65	78.31%	0	0.00%	3	3.61%	0	0.00%	7	8.43%	83	100%
EMERITUS	2008	3	3.75%	0	0.00%	6	7.50%	60	75.00%	0	0.00%	3	3.75%	0	0.00%	8	10.00%	80	100%
EMERITUS	2009	4	5.33%	0	0.00%	6	8.00%	56	74.67%	0	0.00%	3	4.00%	0	0.00%	6	8.00%	75	100%
EMERITUS	2010	4	5.48%	0	0.00%	6	8.22%	56	76.71%	0	0.00%	2	2.74%	0	0.00%	5	6.85%	73	100%
EMERITUS	2011	4	5.41%	0	0.00%	5	6.76%	58	78.38%	0	0.00%	3	4.05%	0	0.00%	4	5.41%	74	100%
EMERITUS	2012	4	5.48%	0	0.00%	5	6.85%	59	80.82%	0	0.00%	2	2.74%	0	0.00%	3	4.11%	73	100%
EMERITUS	2013	4	6.67%	0	0.00%	4	6.67%	49	81.67%	0	0.00%	2	3.33%	0	0.00%	1	1.67%	60	100%
EMERITUS	2014	4	6.67%	0	0.00%	4	6.67%	48	80.00%	0	0.00%	2	3.33%	0	0.00%	2	3.30%	60	100%
EMERITUS	2015	4	6.67%	0	0.00%	5	8.33%	47	78.33%	0	0.00%	2	3.33%	0	0.00%	2	3.33%	60	100%
EMERITUS	2016	4	6.67%	0	0.00%	5	8.33%	47	78.33%	0	0.00%	2	3.33%	0	0.00%	2	3.33%	60	100%
EMERITUS	2017	5	8.62%	0	0.00%	4	6.90%	45	77.59%	0	0.00%	3	5.17%	0	0.00%	1	1.72%	58	100%
EMERITUS	2018	5	8.62%	0	0.00%	4	6.90%	44	75.86%	0	0.00%	3	5.17%	1	1.72%	1	1.72%	58	100%
EMERITUS	2019	5	8.47%	0	0.00%	3	5.08%	45	76.27%	0	0.00%	4	6.78%	1	1.69%	1	1.69%	59	100%
EMERITUS	2020	5	9.26%	0	0.00%	4	7.41%	40	74.07%	0	0.00%	4	7.41%	0	0.00%	1	1.85%	54	100%
EMERITUS	2021	5	9.26%	0	0.00%	4	7.41%	40	74.07%	0	0.00%	4	7.41%	0	0.00%	1	1.85%	54	100%
ENGLISH	2006	1	0.90%	0	0.00%	4	3.60%	84	75.68%	0	0.00%	4	3.60%	0	0.00%	18	16.22%	111	100%
ENGLISH	2007	4	3.36%	0	0.00%	4	3.36%	92	77.31%	0	0.00%	3	2.52%	0	0.00%	16	13.45%	119	100%

**Santa Monica College
Part-time Faculty
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2006 - 2021**

Part-time Faculty Ethnicity by Department - 2006-2021

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
ENGLISH	2008	5	4.20%	0	0.00%	4	3.36%	95	79.83%	0	0.00%	4	3.36%	0	0.00%	11	9.24%	119	100%
ENGLISH	2009	4	3.67%	0	0.00%	4	3.67%	89	81.65%	0	0.00%	4	3.67%	0	0.00%	8	7.34%	109	100%
ENGLISH	2010	4	3.64%	0	0.00%	3	2.73%	89	80.91%	0	0.00%	5	4.55%	0	0.00%	9	8.18%	110	100%
ENGLISH	2011	2	1.89%	0	0.00%	4	3.77%	86	81.13%	0	0.00%	5	4.72%	0	0.00%	9	8.49%	106	100%
ENGLISH	2012	1	0.88%	0	0.00%	7	6.14%	88	77.19%	1	0.88%	9	7.89%	0	0.00%	8	7.02%	114	100%
ENGLISH	2013	1	0.85%	0	0.00%	8	6.84%	87	74.36%	1	0.85%	12	10.26%	0	0.00%	8	6.84%	117	100%
ENGLISH	2014	1	0.97%	0	0.00%	5	4.85%	76	73.79%	1	0.97%	12	11.65%	0	0.00%	8	7.77%	103	100%
ENGLISH	2015	1	0.94%	0	0.00%	6	5.66%	79	74.53%	1	0.94%	11	10.38%	0	0.00%	8	7.55%	106	100%
ENGLISH	2016	1	1.02%	0	0.00%	6	6.12%	74	75.51%	0	0.00%	12	12.24%	0	0.00%	5	5.10%	98	100%
ENGLISH	2017	0	0.00%	0	0.00%	5	5.95%	64	76.19%	0	0.00%	10	11.90%	0	0.00%	5	5.95%	84	100%
ENGLISH	2018	2	2.25%	0	0.00%	5	5.62%	62	69.66%	0	0.00%	13	14.61%	0	0.00%	7	7.87%	89	100%
ENGLISH	2019	2	2.35%	0	0.00%	5	5.88%	59	69.41%	1	1.18%	10	11.76%	0	0.00%	8	9.41%	85	100%
ENGLISH	2020	3	3.80%	0	0.00%	5	6.33%	54	68.35%	0	0.00%	10	12.66%	0	0.00%	7	8.86%	79	100%
ENGLISH	2021	3	4.35%	0	0.00%	5	7.25%	45	65.22%	0	0.00%	10	14.49%	0	0.00%	6	8.70%	69	100%
ESL	2006	1	4.00%	0	0.00%	0	0.00%	23	92.00%	0	0.00%	0	0.00%	0	0.00%	1	4.00%	25	100%
ESL	2007	1	3.57%	0	0.00%	1	3.57%	25	89.29%	0	0.00%	0	0.00%	0	0.00%	1	3.57%	28	100%
ESL	2008	1	3.33%	0	0.00%	1	3.33%	23	76.67%	0	0.00%	1	3.33%	0	0.00%	4	13.33%	30	100%
ESL	2009	0	0.00%	0	0.00%	0	0.00%	27	87.10%	0	0.00%	0	0.00%	0	0.00%	4	12.90%	31	100%
ESL	2010	0	0.00%	0	0.00%	2	7.41%	19	70.37%	0	0.00%	1	3.70%	0	0.00%	5	18.52%	27	100%
ESL	2011	0	0.00%	0	0.00%	4	13.79%	20	68.97%	0	0.00%	2	6.90%	1	3.45%	2	6.90%	29	100%
ESL	2012	0	0.00%	0	0.00%	3	9.09%	22	66.67%	1	3.03%	5	15.15%	1	3.03%	1	3.03%	33	100%
ESL	2013	0	0.00%	0	0.00%	5	14.71%	24	70.59%	1	2.94%	1	2.94%	1	2.94%	2	5.88%	34	100%
ESL	2014	0	0.00%	0	0.00%	5	16.13%	22	70.97%	1	3.23%	0	0.00%	1	3.23%	2	6.45%	31	100%
ESL	2015	0	0.00%	0	0.00%	3	9.68%	26	83.87%	0	0.00%	1	3.23%	0	0.00%	1	3.23%	31	100%
ESL	2016	0	0.00%	0	0.00%	4	11.11%	28	77.78%	1	2.78%	2	5.56%	0	0.00%	1	2.78%	36	100%
ESL	2017	0	0.00%	0	0.00%	6	16.22%	26	70.27%	1	2.70%	2	5.41%	0	0.00%	2	5.41%	37	100%
ESL	2018	0	0.00%	0	0.00%	3	10.00%	23	76.67%	0	0.00%	2	6.67%	1	3.33%	1	3.33%	30	100%
ESL	2019	0	0.00%	0	0.00%	3	12.50%	18	75.00%	1	4.17%	2	8.33%	0	0.00%	0	0.00%	24	100%
ESL	2020	0	0.00%	0	0.00%	3	15.79%	14	73.68%	0	0.00%	2	10.53%	0	0.00%	0	0.00%	19	100%
ESL	2021	0	0.00%	0	0.00%	3	17.65%	12	70.59%	0	0.00%	2	11.76%	0	0.00%	0	0.00%	17	100%
HEALTH SCIENCES	2006	4	22.22%	0	0.00%	0	0.00%	9	50.00%	2	11.11%	0	0.00%	0	0.00%	3	16.67%	18	100%
HEALTH SCIENCES	2007	5	22.73%	0	0.00%	4	18.18%	10	45.45%	1	4.55%	0	0.00%	0	0.00%	2	9.09%	22	100%
HEALTH SCIENCES	2008	5	17.86%	0	0.00%	3	10.71%	15	53.57%	2	7.14%	1	3.57%	0	0.00%	2	7.14%	28	100%
HEALTH SCIENCES	2009	6	20.69%	0	0.00%	3	10.34%	14	48.28%	4	13.79%	1	3.45%	0	0.00%	1	3.45%	29	100%
HEALTH SCIENCES	2010	2	7.41%	0	0.00%	2	7.41%	16	59.26%	2	7.41%	2	7.41%	0	0.00%	3	11.11%	27	100%
HEALTH SCIENCES	2011	2	9.52%	0	0.00%	1	4.76%	10	47.62%	2	9.52%	3	14.29%	0	0.00%	3	14.29%	21	100%
HEALTH SCIENCES	2012	3	12.50%	0	0.00%	2	8.33%	14	58.33%	3	12.50%	2	8.33%	0	0.00%	0	0.00%	24	100%
HEALTH SCIENCES	2013	4	16.00%	0	0.00%	2	8.00%	14	56.00%	3	12.00%	2	8.00%	0	0.00%	0	0.00%	25	100%

**Santa Monica College
Part-time Faculty
Ethnicity by Department
2006 - 2021**

Part-time Faculty Ethnicity by Department - 2006-2021

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
HEALTH SCIENCES	2014	5	21.74%	0	0.00%	1	4.35%	13	56.52%	3	13.04%	1	4.35%	0	0.00%	0	0.00%	23	100%
HEALTH SCIENCES	2015	3	14.29%	0	0.00%	1	4.76%	14	66.67%	2	9.52%	1	4.76%	0	0.00%	0	0.00%	21	100%
HEALTH SCIENCES	2016	2	9.09%	0	0.00%	1	4.55%	13	59.09%	3	13.64%	3	13.64%	0	0.00%	0	0.00%	22	100%
HEALTH SCIENCES	2017	3	12.50%	0	0.00%	2	8.33%	12	50.00%	1	4.17%	6	25.00%	0	0.00%	0	0.00%	24	100%
HEALTH SCIENCES	2018	2	8.33%	0	0.00%	3	12.50%	12	50.00%	0	0.00%	6	25.00%	1	4.17%	0	0.00%	24	100%
HEALTH SCIENCES	2019	3	11.54%	0	0.00%	1	3.85%	13	50.00%	0	0.00%	8	30.77%	0	0.00%	1	3.85%	26	100%
HEALTH SCIENCES	2020	6	25.00%	0	0.00%	2	8.33%	8	33.33%	0	0.00%	7	29.17%	0	0.00%	1	4.17%	24	100%
HEALTH SCIENCES	2021	3	15.00%	0	0.00%	2	10.00%	9	45.00%	0	0.00%	6	30.00%	0	0.00%	0	0.00%	20	100%
HISTORY	2006	4	11.76%	0	0.00%	2	5.88%	14	41.18%	1	2.94%	4	11.76%	0	0.00%	9	26.47%	34	100%
HISTORY	2007	2	8.00%	0	0.00%	1	4.00%	13	52.00%	1	4.00%	3	12.00%	0	0.00%	5	20.00%	25	100%
HISTORY	2008	3	11.11%	0	0.00%	1	3.70%	13	48.15%	1	3.70%	4	14.81%	0	0.00%	5	18.52%	27	100%
HISTORY	2009	3	12.50%	0	0.00%	1	4.17%	12	50.00%	1	4.17%	3	12.50%	0	0.00%	4	16.67%	24	100%
HISTORY	2010	3	11.54%	0	0.00%	1	3.85%	14	53.85%	1	3.85%	3	11.54%	0	0.00%	4	15.38%	26	100%
HISTORY	2011	1	4.17%	0	0.00%	1	4.17%	13	54.17%	1	4.17%	3	12.50%	0	0.00%	5	20.83%	24	100%
HISTORY	2012	1	3.85%	0	0.00%	1	3.85%	16	61.54%	1	3.85%	3	11.54%	0	0.00%	4	15.38%	26	100%
HISTORY	2013	1	3.57%	0	0.00%	1	3.57%	17	60.71%	1	3.57%	3	10.71%	0	0.00%	5	17.86%	28	100%
HISTORY	2014	2	7.41%	0	0.00%	1	3.70%	17	62.96%	1	3.70%	3	11.11%	0	0.00%	3	11.11%	27	100%
HISTORY	2015	0	0.00%	0	0.00%	1	4.55%	13	59.09%	1	4.55%	4	18.18%	0	0.00%	3	13.64%	22	100%
HISTORY	2016	2	9.09%	0	0.00%	1	4.55%	14	63.64%	0	0.00%	2	9.09%	0	0.00%	3	13.64%	22	100%
HISTORY	2017	2	9.52%	0	0.00%	1	4.76%	13	61.90%	0	0.00%	2	9.52%	0	0.00%	3	14.29%	21	100%
HISTORY	2018	1	5.00%	0	0.00%	1	5.00%	13	65.00%	0	0.00%	2	10.00%	0	0.00%	3	15.00%	20	100%
HISTORY	2019	1	5.56%	0	0.00%	1	5.56%	11	61.11%	0	0.00%	2	11.11%	0	0.00%	3	16.67%	18	100%
HISTORY	2020	1	5.00%	0	0.00%	1	5.00%	12	60.00%	0	0.00%	3	15.00%	0	0.00%	3	15.00%	20	100%
HISTORY	2021	1	5.00%	0	0.00%	1	5.00%	13	65.00%	0	0.00%	2	10.00%	0	0.00%	3	15.00%	20	100%
ISC	2006	0	0.00%	0	0.00%	2	28.57%	2	28.57%	0	0.00%	2	28.57%	0	0.00%	1	14.29%	7	100%
ISC	2007	0	0.00%	0	0.00%	2	28.57%	2	28.57%	0	0.00%	2	28.57%	0	0.00%	1	14.29%	7	100%
ISC	2008	0	0.00%	0	0.00%	3	42.86%	2	28.57%	0	0.00%	1	14.29%	0	0.00%	1	14.29%	7	100%
ISC	2009	0	0.00%	0	0.00%	3	42.86%	2	28.57%	0	0.00%	1	14.29%	0	0.00%	1	14.29%	7	100%
ISC	2010	0	0.00%	0	0.00%	2	33.33%	2	33.33%	0	0.00%	1	16.67%	0	0.00%	1	16.67%	6	100%
ISC	2011	0	0.00%	0	0.00%	2	33.33%	2	33.33%	0	0.00%	1	16.67%	0	0.00%	1	16.67%	6	100%
ISC	2012	0	0.00%	0	0.00%	3	42.86%	3	42.86%	0	0.00%	0	0.00%	0	0.00%	1	14.29%	7	100%
ISC	2013	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	2	100%
ISC	2014	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100%
ISC	2015	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100%
ISC	2016	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100%
ISC	2017	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100%
ISC	2018	0	0.00%	0	0.00%	1	25.00%	1	25.00%	0	0.00%	1	25.00%	0	0.00%	1	25.00%	4	100%
ISC	2019	0	0.00%	0	0.00%	0	0.00%	1	33.33%	0	0.00%	1	33.33%	0	0.00%	1	33.33%	3	100%

**Santa Monica College
Part-time Faculty
Ethnicity by Department
2006 - 2021**

Part-time Faculty Ethnicity by Department - 2006-2021

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
ISC	2020	0	0.00%	0	0.00%	0	0.00%	1	33.33%	0	0.00%	1	33.33%	0	0.00%	1	33.33%	3	100%
ISC	2021	0	0.00%	0	0.00%	0	0.00%	1	33.33%	0	0.00%	1	33.33%	0	0.00%	1	33.33%	3	100%
KINESIOLOGY	2006	2	6.90%	0	0.00%	0	0.00%	17	58.62%	0	0.00%	1	3.45%	0	0.00%	9	31.03%	29	100%
KINESIOLOGY	2007	2	5.56%	0	0.00%	1	2.78%	22	61.11%	0	0.00%	2	5.56%	0	0.00%	9	25.00%	36	100%
KINESIOLOGY	2008	1	2.86%	0	0.00%	2	5.71%	22	62.86%	0	0.00%	3	8.57%	0	0.00%	7	20.00%	35	100%
KINESIOLOGY	2009	2	6.90%	0	0.00%	3	10.34%	20	68.97%	0	0.00%	1	3.45%	0	0.00%	3	10.34%	29	100%
KINESIOLOGY	2010	1	4.17%	0	0.00%	2	8.33%	17	70.83%	0	0.00%	3	12.50%	0	0.00%	1	4.17%	24	100%
KINESIOLOGY	2011	0	0.00%	0	0.00%	2	10.53%	13	68.42%	0	0.00%	2	10.53%	0	0.00%	2	10.53%	19	100%
KINESIOLOGY	2012	1	4.00%	0	0.00%	1	4.00%	19	76.00%	0	0.00%	3	12.00%	0	0.00%	1	4.00%	25	100%
KINESIOLOGY	2013	1	3.70%	0	0.00%	1	3.70%	21	77.78%	0	0.00%	3	11.11%	0	0.00%	1	3.70%	27	100%
KINESIOLOGY	2014	1	4.00%	0	0.00%	0	0.00%	21	84.00%	0	0.00%	3	12.00%	0	0.00%	0	0.00%	25	100%
KINESIOLOGY	2015	2	9.09%	0	0.00%	0	0.00%	17	77.27%	1	4.55%	2	9.09%	0	0.00%	0	0.00%	22	100%
KINESIOLOGY	2016	2	8.00%	0	0.00%	1	4.00%	19	76.00%	1	4.00%	2	8.00%	0	0.00%	0	0.00%	25	100%
KINESIOLOGY	2017	2	8.00%	0	0.00%	1	4.00%	18	72.00%	1	4.00%	3	12.00%	0	0.00%	0	0.00%	25	100%
KINESIOLOGY	2018	1	4.17%	0	0.00%	1	4.17%	19	79.17%	0	0.00%	3	12.50%	0	0.00%	0	0.00%	24	100%
KINESIOLOGY	2019	0	0.00%	0	0.00%	1	4.76%	18	85.71%	0	0.00%	1	4.76%	0	0.00%	1	4.76%	21	100%
KINESIOLOGY	2020	0	0.00%	0	0.00%	0	0.00%	8	80.00%	0	0.00%	2	20.00%	0	0.00%	0	0.00%	10	100%
KINESIOLOGY	2021	0	0.00%	0	0.00%	0	0.00%	11	91.67%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	12	100%
LIBRARY	2006	1	12.50%	0	0.00%	0	0.00%	6	75.00%	0	0.00%	0	0.00%	0	0.00%	1	12.50%	8	100%
LIBRARY	2007	0	0.00%	0	0.00%	0	0.00%	4	80.00%	0	0.00%	0	0.00%	0	0.00%	1	20.00%	5	100%
LIBRARY	2008	1	14.29%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	1	14.29%	7	100%
LIBRARY	2009	0	0.00%	0	0.00%	0	0.00%	4	80.00%	0	0.00%	0	0.00%	0	0.00%	1	20.00%	5	100%
LIBRARY	2010	0	0.00%	0	0.00%	0	0.00%	4	80.00%	0	0.00%	0	0.00%	0	0.00%	1	20.00%	5	100%
LIBRARY	2011	0	0.00%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	3	100%
LIBRARY	2012	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%
LIBRARY	2013	0	0.00%	0	0.00%	0	0.00%	4	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100%
LIBRARY	2014	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%
LIBRARY	2015	0	0.00%	0	0.00%	0	0.00%	4	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100%
LIBRARY	2016	0	0.00%	0	0.00%	1	16.67%	3	50.00%	0	0.00%	2	33.33%	0	0.00%	0	0.00%	6	100%
LIBRARY	2017	0	0.00%	0	0.00%	1	16.67%	4	66.67%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	6	100%
LIBRARY	2018	0	0.00%	0	0.00%	1	10.00%	5	50.00%	0	0.00%	4	40.00%	0	0.00%	0	0.00%	10	100%
LIBRARY	2019	0	0.00%	0	0.00%	1	11.11%	6	66.67%	0	0.00%	2	22.22%	0	0.00%	0	0.00%	9	100%
LIBRARY	2020	0	0.00%	0	0.00%	2	15.38%	6	46.15%	0	0.00%	5	38.46%	0	0.00%	0	0.00%	13	100%
LIBRARY	2021	0	0.00%	0	0.00%	2	15.38%	7	53.85%	0	0.00%	4	30.77%	0	0.00%	0	0.00%	13	100%
LIFE SCIENCE	2006	1	3.03%	0	0.00%	1	3.03%	21	63.64%	0	0.00%	2	6.06%	0	0.00%	8	24.24%	33	100%
LIFE SCIENCE	2007	1	2.78%	0	0.00%	1	2.78%	25	69.44%	0	0.00%	2	5.56%	0	0.00%	7	19.44%	36	100%
LIFE SCIENCE	2008	1	2.63%	0	0.00%	2	5.26%	21	55.26%	0	0.00%	2	5.26%	0	0.00%	12	31.58%	38	100%

**Santa Monica College
Part-time Faculty
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2006 - 2021**

Part-time Faculty Ethnicity by Department - 2006-2021

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
LIFE SCIENCE	2009	1	3.03%	0	0.00%	3	9.09%	19	57.58%	0	0.00%	0	0.00%	0	0.00%	10	30.30%	33	100%
LIFE SCIENCE	2010	1	2.86%	0	0.00%	3	8.57%	22	62.86%	0	0.00%	2	5.71%	0	0.00%	7	20.00%	35	100%
LIFE SCIENCE	2011	1	3.45%	0	0.00%	2	6.90%	19	65.52%	0	0.00%	1	3.45%	0	0.00%	6	20.69%	29	100%
LIFE SCIENCE	2012	1	3.13%	0	0.00%	3	9.38%	22	68.75%	0	0.00%	3	9.38%	0	0.00%	3	9.38%	32	100%
LIFE SCIENCE	2013	1	2.86%	0	0.00%	3	8.57%	24	68.57%	0	0.00%	3	8.57%	0	0.00%	4	11.43%	35	100%
LIFE SCIENCE	2014	1	2.78%	0	0.00%	3	8.33%	24	66.67%	0	0.00%	3	8.33%	0	0.00%	5	13.89%	36	100%
LIFE SCIENCE	2015	1	2.63%	0	0.00%	2	5.26%	29	76.32%	0	0.00%	3	7.89%	0	0.00%	3	7.89%	38	100%
LIFE SCIENCE	2016	2	4.55%	0	0.00%	3	6.82%	34	77.27%	0	0.00%	3	6.82%	0	0.00%	2	4.55%	44	100%
LIFE SCIENCE	2017	3	6.38%	0	0.00%	4	8.51%	31	65.96%	0	0.00%	5	10.64%	0	0.00%	4	8.51%	47	100%
LIFE SCIENCE	2018	3	6.67%	0	0.00%	4	8.89%	29	64.44%	0	0.00%	5	11.11%	0	0.00%	4	8.89%	45	100%
LIFE SCIENCE	2019	5	10.64%	1	2.13%	6	12.77%	26	55.32%	0	0.00%	4	8.51%	0	0.00%	5	10.64%	47	100%
LIFE SCIENCE	2020	5	11.90%	1	2.38%	5	11.90%	21	50.00%	0	0.00%	3	7.14%	0	0.00%	7	16.67%	42	100%
LIFE SCIENCE	2021	5	12.50%	1	2.50%	6	15.00%	22	55.00%	0	0.00%	1	2.50%	0	0.00%	5	12.50%	40	100%
MATHEMATICS	2006	10	13.89%	1	1.39%	10	13.89%	42	58.33%	0	0.00%	4	5.56%	0	0.00%	5	6.94%	72	100%
MATHEMATICS	2007	9	11.39%	1	1.27%	12	15.19%	47	59.49%	0	0.00%	3	3.80%	1	1.27%	6	7.59%	79	100%
MATHEMATICS	2008	11	15.28%	1	1.39%	12	16.67%	40	55.56%	0	0.00%	3	4.17%	1	1.39%	4	5.56%	72	100%
MATHEMATICS	2009	15	19.23%	1	1.28%	13	16.67%	42	53.85%	0	0.00%	3	3.85%	1	1.28%	3	3.85%	78	100%
MATHEMATICS	2010	13	16.25%	2	2.50%	13	16.25%	47	58.75%	0	0.00%	1	1.25%	2	2.50%	2	2.50%	80	100%
MATHEMATICS	2011	13	16.05%	2	2.47%	12	14.81%	49	60.49%	0	0.00%	1	1.23%	2	2.47%	2	2.47%	81	100%
MATHEMATICS	2012	12	13.79%	1	1.15%	20	22.99%	48	55.17%	0	0.00%	3	3.45%	1	1.15%	2	2.30%	87	100%
MATHEMATICS	2013	12	13.48%	1	1.12%	19	21.35%	51	57.30%	0	0.00%	2	2.25%	1	1.12%	3	3.37%	89	100%
MATHEMATICS	2014	13	13.13%	1	1.01%	25	25.25%	50	50.51%	0	0.00%	3	3.03%	2	2.02%	5	5.05%	99	100%
MATHEMATICS	2015	13	13.13%	1	1.01%	25	25.25%	50	50.51%	0	0.00%	3	3.03%	2	2.02%	5	5.05%	99	100%
MATHEMATICS	2016	11	11.22%	1	1.02%	29	29.59%	47	47.96%	0	0.00%	4	4.08%	2	2.04%	4	4.08%	98	100%
MATHEMATICS	2017	8	9.20%	1	1.15%	27	31.03%	38	43.68%	0	0.00%	7	8.05%	2	2.30%	4	4.60%	87	100%
MATHEMATICS	2018	8	9.41%	1	1.18%	26	30.59%	35	41.18%	0	0.00%	6	7.06%	2	2.35%	7	8.24%	85	100%
MATHEMATICS	2019	7	9.21%	1	1.32%	22	28.95%	35	46.05%	0	0.00%	4	5.26%	1	1.32%	6	7.89%	76	100%
MATHEMATICS	2020	5	7.35%	1	1.47%	23	33.82%	30	44.12%	0	0.00%	3	4.41%	1	1.47%	5	7.35%	68	100%
MATHEMATICS	2021	5	7.35%	1	1.47%	23	33.82%	30	44.12%	0	0.00%	3	4.41%	1	1.47%	5	7.35%	68	100%
MODERN LANG/CUL	2006	1	2.08%	0	0.00%	14	29.17%	20	41.67%	0	0.00%	8	16.67%	0	0.00%	5	10.42%	48	100%
MODERN LANG/CUL	2007	2	3.57%	0	0.00%	16	28.57%	24	42.86%	0	0.00%	8	14.29%	0	0.00%	6	10.71%	56	100%
MODERN LANG/CUL	2008	1	1.64%	0	0.00%	18	29.51%	20	32.79%	0	0.00%	6	9.84%	0	0.00%	16	26.23%	61	100%
MODERN LANG/CUL	2009	2	4.17%	0	0.00%	14	29.17%	20	41.67%	0	0.00%	6	12.50%	0	0.00%	6	12.50%	48	100%
MODERN LANG/CUL	2010	2	4.55%	0	0.00%	12	27.27%	19	43.18%	0	0.00%	7	15.91%	0	0.00%	4	9.09%	44	100%
MODERN LANG/CUL	2011	2	4.55%	0	0.00%	14	31.82%	16	36.36%	0	0.00%	8	18.18%	0	0.00%	4	9.09%	44	100%
MODERN LANG/CUL	2012	2	4.00%	0	0.00%	19	38.00%	19	38.00%	0	0.00%	7	14.00%	0	0.00%	3	6.00%	50	100%
MODERN LANG/CUL	2013	2	4.26%	0	0.00%	14	29.79%	21	44.68%	0	0.00%	9	19.15%	0	0.00%	1	2.13%	47	100%
MODERN LANG/CUL	2014	2	4.76%	0	0.00%	16	38.10%	17	40.48%	0	0.00%	6	14.29%	0	0.00%	1	2.38%	42	100%

**Santa Monica College
Part-time Faculty
Ethnicity by Department
2006 - 2021**

Part-time Faculty Ethnicity by Department - 2006-2021

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
MODERN LANG/CUL	2015	1	1.92%	1	1.92%	18	34.62%	23	44.23%	0	0.00%	7	13.46%	0	0.00%	2	3.85%	52	100%
MODERN LANG/CUL	2016	3	6.00%	0	0.00%	15	30.00%	24	48.00%	0	0.00%	5	10.00%	0	0.00%	3	6.00%	50	100%
MODERN LANG/CUL	2017	3	6.12%	0	0.00%	14	28.57%	23	46.94%	0	0.00%	5	10.20%	0	0.00%	4	8.16%	49	100%
MODERN LANG/CUL	2018	2	4.76%	0	0.00%	14	33.33%	20	47.62%	0	0.00%	4	9.52%	0	0.00%	2	4.76%	42	100%
MODERN LANG/CUL	2019	2	6.06%	0	0.00%	13	39.39%	13	39.39%	0	0.00%	3	9.09%	0	0.00%	2	6.06%	33	100%
MODERN LANG/CUL	2020	1	3.57%	0	0.00%	10	35.71%	11	39.29%	0	0.00%	3	10.71%	0	0.00%	3	10.71%	28	100%
MODERN LANG/CUL	2021	1	2.78%	0	0.00%	13	36.11%	15	41.67%	0	0.00%	4	11.11%	0	0.00%	3	8.33%	36	100%
MUSIC	2006	2	3.85%	0	0.00%	4	7.69%	37	71.15%	0	0.00%	3	5.77%	0	0.00%	6	11.54%	52	100%
MUSIC	2007	3	5.26%	0	0.00%	4	7.02%	41	71.93%	1	1.75%	3	5.26%	0	0.00%	5	8.77%	57	100%
MUSIC	2008	5	8.20%	0	0.00%	3	4.92%	45	73.77%	1	1.64%	3	4.92%	0	0.00%	4	6.56%	61	100%
MUSIC	2009	4	7.55%	0	0.00%	3	5.66%	39	73.58%	0	0.00%	3	5.66%	0	0.00%	4	7.55%	53	100%
MUSIC	2010	2	4.55%	0	0.00%	3	6.82%	34	77.27%	1	2.27%	2	4.55%	0	0.00%	2	4.55%	44	100%
MUSIC	2011	1	2.78%	0	0.00%	3	8.33%	28	77.78%	0	0.00%	2	5.56%	0	0.00%	2	5.56%	36	100%
MUSIC	2012	2	4.00%	0	0.00%	3	6.00%	39	78.00%	0	0.00%	4	8.00%	0	0.00%	2	4.00%	50	100%
MUSIC	2013	2	4.17%	0	0.00%	3	6.25%	38	79.17%	0	0.00%	4	8.33%	0	0.00%	1	2.08%	48	100%
MUSIC	2014	3	6.67%	0	0.00%	2	4.44%	34	75.56%	0	0.00%	4	8.89%	0	0.00%	2	4.44%	45	100%
MUSIC	2015	3	7.89%	0	0.00%	3	7.89%	26	68.42%	0	0.00%	4	10.53%	0	0.00%	2	5.26%	38	100%
MUSIC	2016	3	8.57%	0	0.00%	3	8.57%	22	62.86%	0	0.00%	4	11.43%	0	0.00%	3	8.57%	35	100%
MUSIC	2017	1	4.35%	0	0.00%	3	13.04%	14	60.87%	0	0.00%	3	13.04%	0	0.00%	2	8.70%	23	100%
MUSIC	2018	1	4.35%	0	0.00%	3	13.04%	14	60.87%	0	0.00%	2	8.70%	0	0.00%	3	13.04%	23	100%
MUSIC	2019	1	4.55%	0	0.00%	3	13.64%	14	63.64%	0	0.00%	2	9.09%	0	0.00%	2	9.09%	22	100%
MUSIC	2020	1	4.55%	0	0.00%	3	13.64%	13	59.09%	0	0.00%	3	13.64%	0	0.00%	2	9.09%	22	100%
MUSIC	2021	1	6.25%	0	0.00%	3	18.75%	8	50.00%	0	0.00%	2	12.50%	0	0.00%	2	12.50%	16	100%
NC EDUCATION	2006	0	0.00%	0	0.00%	0	0.00%	7	63.64%	0	0.00%	2	18.18%	0	0.00%	2	18.18%	11	100%
NC EDUCATION	2007	0	0.00%	0	0.00%	0	0.00%	7	70.00%	0	0.00%	2	20.00%	0	0.00%	1	10.00%	10	100%
NC EDUCATION	2008	0	0.00%	0	0.00%	0	0.00%	7	77.78%	0	0.00%	2	22.22%	0	0.00%	0	0.00%	9	100%
NC EDUCATION	2009	2	13.33%	0	0.00%	0	0.00%	8	53.33%	0	0.00%	1	6.67%	0	0.00%	4	26.67%	15	100%
NC EDUCATION	2010	0	0.00%	0	0.00%	0	0.00%	6	75.00%	0	0.00%	1	12.50%	0	0.00%	1	12.50%	8	100%
NC EDUCATION	2011	0	0.00%	0	0.00%	0	0.00%	6	75.00%	0	0.00%	1	12.50%	0	0.00%	1	12.50%	8	100%
NC EDUCATION	2012	0	0.00%	0	0.00%	0	0.00%	7	87.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100%
NC EDUCATION	2013	0	0.00%	0	0.00%	0	0.00%	6	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100%
NC EDUCATION	2014	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%
NC EDUCATION	2015	0	0.00%	0	0.00%	0	0.00%	3	75.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	4	100%
NC EDUCATION	2016	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%
NC EDUCATION	2017	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%
NC EDUCATION	2018	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%
NC EDUCATION	2019	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%
NC EDUCATION	2020	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100%

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Part-time Faculty Ethnicity by Department - 2006-2021

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
NC EDUCATION	2021	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
PHILOSOPHY/SOCI	2006	4	8.89%	0	0.00%	1	2.22%	29	64.44%	0	0.00%	2	4.44%	0	0.00%	9	20.00%	45	100%
PHILOSOPHY/SOCI	2007	3	6.98%	0	0.00%	0	0.00%	29	67.44%	0	0.00%	2	4.65%	0	0.00%	9	20.93%	43	100%
PHILOSOPHY/SOCI	2008	3	6.38%	0	0.00%	0	0.00%	34	72.34%	0	0.00%	3	6.38%	0	0.00%	7	14.89%	47	100%
PHILOSOPHY/SOCI	2009	3	8.11%	0	0.00%	0	0.00%	28	75.68%	0	0.00%	3	8.11%	0	0.00%	3	8.11%	37	100%
PHILOSOPHY/SOCI	2010	3	9.38%	0	0.00%	0	0.00%	23	71.88%	0	0.00%	3	9.38%	0	0.00%	3	9.38%	32	100%
PHILOSOPHY/SOCI	2011	2	8.70%	0	0.00%	0	0.00%	17	73.91%	0	0.00%	2	8.70%	0	0.00%	2	8.70%	23	100%
PHILOSOPHY/SOCI	2012	2	6.67%	0	0.00%	1	3.33%	24	80.00%	0	0.00%	2	6.67%	0	0.00%	1	3.33%	30	100%
PHILOSOPHY/SOCI	2013	2	5.88%	0	0.00%	1	2.94%	27	79.41%	0	0.00%	3	8.82%	0	0.00%	1	2.94%	34	100%
PHILOSOPHY/SOCI	2014	2	6.67%	0	0.00%	0	0.00%	24	80.00%	0	0.00%	2	6.67%	0	0.00%	2	6.67%	30	100%
PHILOSOPHY/SOCI	2015	3	8.11%	1	2.70%	2	5.41%	26	70.27%	0	0.00%	3	8.11%	0	0.00%	2	5.41%	37	100%
PHILOSOPHY/SOCI	2016	2	5.71%	0	0.00%	2	5.71%	23	65.71%	0	0.00%	5	14.29%	0	0.00%	3	8.57%	35	100%
PHILOSOPHY/SOCI	2017	2	6.25%	0	0.00%	2	6.25%	23	71.88%	0	0.00%	3	9.38%	0	0.00%	2	6.25%	32	100%
PHILOSOPHY/SOCI	2018	2	6.06%	0	0.00%	1	3.03%	21	63.64%	0	0.00%	6	18.18%	0	0.00%	3	9.09%	33	100%
PHILOSOPHY/SOCI	2019	4	12.50%	0	0.00%	1	3.13%	21	65.63%	0	0.00%	5	15.63%	0	0.00%	1	3.13%	32	100%
PHILOSOPHY/SOCI	2020	4	11.76%	0	0.00%	5	14.71%	22	64.71%	0	0.00%	2	5.88%	0	0.00%	1	2.94%	34	100%
PHILOSOPHY/SOCI	2021	3	9.68%	0	0.00%	4	12.90%	21	67.74%	0	0.00%	2	6.45%	0	0.00%	1	3.23%	31	100%
PHOTO - FASHION	2006	0	0.00%	0	0.00%	2	6.90%	19	65.52%	1	3.45%	1	3.45%	0	0.00%	6	20.69%	29	100%
PHOTO - FASHION	2007	0	0.00%	0	0.00%	1	3.23%	23	74.19%	0	0.00%	1	3.23%	0	0.00%	6	19.35%	31	100%
PHOTO - FASHION	2008	0	0.00%	0	0.00%	1	3.45%	23	79.31%	1	3.45%	1	3.45%	0	0.00%	3	10.34%	29	100%
PHOTO - FASHION	2009	1	3.57%	0	0.00%	1	3.57%	21	75.00%	1	3.57%	1	3.57%	0	0.00%	3	10.71%	28	100%
PHOTO - FASHION	2010	0	0.00%	0	0.00%	2	6.90%	23	79.31%	1	3.45%	1	3.45%	0	0.00%	2	6.90%	29	100%
PHOTO - FASHION	2011	0	0.00%	0	0.00%	2	7.69%	20	76.92%	1	3.85%	1	3.85%	0	0.00%	2	7.69%	26	100%
PHOTO - FASHION	2012	0	0.00%	0	0.00%	1	3.57%	23	82.14%	1	3.57%	1	3.57%	0	0.00%	2	7.14%	28	100%
PHOTO - FASHION	2013	0	0.00%	0	0.00%	2	5.00%	34	85.00%	0	0.00%	2	5.00%	0	0.00%	2	5.00%	40	100%
PHOTO - FASHION	2014	1	3.13%	0	0.00%	0	0.00%	30	93.75%	0	0.00%	0	0.00%	0	0.00%	1	3.13%	32	100%
PHOTO - FASHION	2015	2	5.71%	0	0.00%	0	0.00%	31	88.57%	0	0.00%	0	0.00%	0	0.00%	2	5.71%	35	100%
PHOTO - FASHION	2016	1	3.45%	0	0.00%	0	0.00%	27	93.10%	0	0.00%	0	0.00%	0	0.00%	1	3.45%	29	100%
PHOTO - FASHION	2017	1	3.23%	0	0.00%	0	0.00%	28	90.32%	0	0.00%	1	3.23%	0	0.00%	1	3.23%	31	100%
PHOTO - FASHION	2018	1	3.45%	0	0.00%	0	0.00%	26	89.66%	0	0.00%	0	0.00%	0	0.00%	2	6.90%	29	100%
PHOTO - FASHION	2019	1	4.35%	0	0.00%	0	0.00%	21	91.30%	0	0.00%	0	0.00%	0	0.00%	1	4.35%	23	100%
PHOTO - FASHION	2020	1	5.00%	0	0.00%	0	0.00%	18	90.00%	0	0.00%	0	0.00%	0	0.00%	1	5.00%	20	100%
PHOTO - FASHION	2021	0	0.00%	0	0.00%	0	0.00%	18	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	18	100%
PHYSICAL SCI	2006	3	10.34%	0	0.00%	2	6.90%	13	44.83%	1	3.45%	1	3.45%	0	0.00%	9	31.03%	29	100%
PHYSICAL SCI	2007	3	8.82%	0	0.00%	3	8.82%	15	44.12%	1	2.94%	1	2.94%	0	0.00%	11	32.35%	34	100%
PHYSICAL SCI	2008	3	10.00%	0	0.00%	5	16.67%	14	46.67%	1	3.33%	1	3.33%	0	0.00%	6	20.00%	30	100%
PHYSICAL SCI	2009	2	6.45%	0	0.00%	5	16.13%	15	48.39%	1	3.23%	2	6.45%	0	0.00%	6	19.35%	31	100%

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Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
PHYSICAL SCI	2010	2	6.45%	0	0.00%	7	22.58%	16	51.61%	1	3.23%	2	6.45%	0	0.00%	3	9.68%	31	100%
PHYSICAL SCI	2011	2	7.69%	0	0.00%	5	19.23%	13	50.00%	1	3.85%	2	7.69%	0	0.00%	3	11.54%	26	100%
PHYSICAL SCI	2012	2	7.14%	0	0.00%	6	21.43%	16	57.14%	1	3.57%	2	7.14%	0	0.00%	1	3.57%	28	100%
PHYSICAL SCI	2013	2	6.25%	0	0.00%	8	25.00%	15	46.88%	1	3.13%	3	9.38%	0	0.00%	3	9.38%	32	100%
PHYSICAL SCI	2014	2	6.45%	0	0.00%	7	22.58%	15	48.39%	1	3.23%	3	9.68%	0	0.00%	3	9.68%	31	100%
PHYSICAL SCI	2015	2	6.90%	0	0.00%	7	24.14%	14	48.28%	0	0.00%	3	10.34%	0	0.00%	3	10.34%	29	100%
PHYSICAL SCI	2016	2	6.45%	0	0.00%	7	22.58%	14	45.16%	1	3.23%	3	9.68%	0	0.00%	4	12.90%	31	100%
PHYSICAL SCI	2017	2	6.06%	0	0.00%	10	30.30%	14	42.42%	0	0.00%	3	9.09%	0	0.00%	4	12.12%	33	100%
PHYSICAL SCI	2018	2	5.88%	0	0.00%	10	29.41%	15	44.12%	0	0.00%	3	8.82%	0	0.00%	4	11.76%	34	100%
PHYSICAL SCI	2019	2	5.71%	0	0.00%	9	25.71%	16	45.71%	1	2.86%	3	8.57%	0	0.00%	4	11.43%	35	100%
PHYSICAL SCI	2020	2	6.06%	0	0.00%	10	30.30%	15	45.45%	0	0.00%	2	6.06%	0	0.00%	4	12.12%	33	100%
PHYSICAL SCI	2021	1	3.23%	0	0.00%	10	32.26%	15	48.39%	0	0.00%	2	6.45%	0	0.00%	3	9.68%	31	100%
PSYCH SERVICES	2006	2	66.67%	0	0.00%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%
PSYCH SERVICES	2007	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	2	100%
PSYCH SERVICES	2008	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100%
PSYCH SERVICES	2009	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
PSYCH SERVICES	2010	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
PSYCH SERVICES	2011	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
PSYCH SERVICES	2012	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
PSYCH SERVICES	2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
PSYCH SERVICES	2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
PSYCH SERVICES	2015	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
PSYCH SERVICES	2016	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
PSYCH SERVICES	2017	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
PSYCH SERVICES	2018	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
PSYCH SERVICES	2019	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
PSYCH SERVICES	2020	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
PSYCH SERVICES	2021	0	0.00%	0	0.00%		0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
PSYCHOLOGY	2006	1	4.76%	0	0.00%	0	0.00%	20	95.24%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	21	100%
PSYCHOLOGY	2007	1	5.26%	0	0.00%	0	0.00%	18	94.74%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	19	100%
PSYCHOLOGY	2008	1	5.00%	0	0.00%	0	0.00%	19	95.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	20	100%
PSYCHOLOGY	2009	2	8.70%	0	0.00%	0	0.00%	19	82.61%	0	0.00%	2	8.70%	0	0.00%	0	0.00%	23	100%
PSYCHOLOGY	2010	2	10.00%	0	0.00%	0	0.00%	17	85.00%	0	0.00%	1	5.00%	0	0.00%	0	0.00%	20	100%
PSYCHOLOGY	2011	2	10.53%	0	0.00%	0	0.00%	16	84.21%	0	0.00%	1	5.26%	0	0.00%	0	0.00%	19	100%
PSYCHOLOGY	2012	2	11.11%	0	0.00%	0	0.00%	15	83.33%	0	0.00%	1	5.56%	0	0.00%	0	0.00%	18	100%
PSYCHOLOGY	2013	4	16.67%	0	0.00%	0	0.00%	17	70.83%	0	0.00%	2	8.33%	0	0.00%	1	4.17%	24	100%
PSYCHOLOGY	2014	4	18.18%	0	0.00%	0	0.00%	15	68.18%	0	0.00%	2	9.09%	0	0.00%	1	4.55%	22	100%
PSYCHOLOGY	2015	4	21.05%	0	0.00%	0	0.00%	15	78.95%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	19	100%

**Santa Monica College
Part-time Faculty
Ethnicity by Department
2006 - 2021**

Part-time Faculty Ethnicity by Department - 2006-2021

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
PSYCHOLOGY	2016	5	21.74%	0	0.00%	1	4.35%	17	73.91%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	23	100%
PSYCHOLOGY	2017	6	24.00%	0	0.00%	1	4.00%	17	68.00%	0	0.00%	0	0.00%	0	0.00%	1	4.00%	25	100%
PSYCHOLOGY	2018	4	22.22%	0	0.00%	1	5.56%	12	66.67%	0	0.00%	0	0.00%	0	0.00%	1	5.56%	18	100%
PSYCHOLOGY	2019	2	13.33%	0	0.00%	1	6.67%	10	66.67%	0	0.00%	0	0.00%	0	0.00%	2	13.33%	15	100%
PSYCHOLOGY	2020	2	14.29%	0	0.00%	0	0.00%	9	64.29%	0	0.00%	0	0.00%	0	0.00%	3	21.43%	14	100%
PSYCHOLOGY	2021	2	14.29%	0	0.00%	0	0.00%	9	64.29%	0	0.00%	0	0.00%	0	0.00%	3	21.43%	14	100%
SMC/UCLA STEM IN	2019	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	0.00%	1	100%
SMC/UCLA STEM IN	2020	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	0.00%	1	100%
SMC/UCLA STEM IN	2021	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	0.00%	1	100%
THEATRE ARTS	2006	0	0.00%	0	0.00%	1	7.69%	9	69.23%	0	0.00%	1	7.69%	0	0.00%	2	15.38%	13	100%
THEATRE ARTS	2007	0	0.00%	0	0.00%	1	10.00%	8	80.00%	0	0.00%	0	0.00%	0	0.00%	1	10.00%	10	100%
THEATRE ARTS	2008	0	0.00%	0	0.00%	1	7.69%	9	69.23%	0	0.00%	0	0.00%	0	0.00%	3	23.08%	13	100%
THEATRE ARTS	2009	0	0.00%	0	0.00%	0	0.00%	8	66.67%	0	0.00%	0	0.00%	0	0.00%	4	33.33%	12	100%
THEATRE ARTS	2010	0	0.00%	0	0.00%	0	0.00%	9	81.82%	0	0.00%	0	0.00%	0	0.00%	2	18.18%	11	100%
THEATRE ARTS	2011	1	9.09%	0	0.00%	0	0.00%	8	72.73%	0	0.00%	0	0.00%	0	0.00%	2	18.18%	11	100%
THEATRE ARTS	2012	0	0.00%	0	0.00%	0	0.00%	11	84.62%	0	0.00%	0	0.00%	0	0.00%	2	15.38%	13	100%
THEATRE ARTS	2013	0	0.00%	0	0.00%	0	0.00%	11	84.62%	0	0.00%	0	0.00%	0	0.00%	2	15.38%	13	100%
THEATRE ARTS	2014	0	0.00%	0	0.00%	0	0.00%	13	86.67%	0	0.00%	0	0.00%	0	0.00%	2	13.33%	15	100%
THEATRE ARTS	2015	0	0.00%	0	0.00%	0	0.00%	10	76.92%	0	0.00%	0	0.00%	0	0.00%	3	23.08%	13	100%
THEATRE ARTS	2016	0	0.00%	0	0.00%	0	0.00%	11	91.67%	0	0.00%	0	0.00%	0	0.00%	1	8.33%	12	100%
THEATRE ARTS	2017	0	0.00%	0	0.00%	0	0.00%	7	87.50%	0	0.00%	0	0.00%	0	0.00%	1	12.50%	8	100%
THEATRE ARTS	2018	1	10.00%	0	0.00%	0	0.00%	7	70.00%	0	0.00%	0	0.00%	0	0.00%	2	20.00%	10	100%
THEATRE ARTS	2019	1	12.50%	0	0.00%	0	0.00%	6	75.00%	0	0.00%	0	0.00%	0	0.00%	1	12.50%	8	100%
THEATRE ARTS	2020	1	10.00%	0	0.00%	0	0.00%	7	70.00%	0	0.00%	1	10.00%	0	0.00%	1	10.00%	10	100%
THEATRE ARTS	2021	2	20.00%	0	0.00%	0	0.00%	7	70.00%	0	0.00%	0	0.00%	0	0.00%	1	10.00%	10	100%
WELCOME CENTER	2012	1	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	3	100%
WELCOME CENTER	2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
WELCOME CENTER	2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
WELCOME CENTER	2015	0	0.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	2	100%
WELCOME CENTER	2016	0	0.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	2	100%
WELCOME CENTER	2017	0	0.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	2	100%
WELCOME CENTER	2018	1	33.33%	0	0.00%	0	0.00%	1	33.33%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	3	100%
WELCOME CENTER	2019	1	33.33%	0	0.00%	0	0.00%	1	33.33%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	3	100%
WELCOME CENTER	2020	0	#DIV/0!	0	0.00%	0	#DIV/0!	0	#DIV/0!	0	0.00%	0	#DIV/0!	0	0.00%	0	0.00%	0	0%
WELCOME CENTER	2021	1	33.33%	0	0.00%	0	0.00%	1	33.33%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	3	100%
WELLNESS CENTER	2017	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100%

**Santa Monica College
Part-time Faculty
Ethnicity by Department
2006 - 2021**

Part-time Faculty Ethnicity by Department - 2006-2021

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
WELLNESS CENTER	2018	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	2	100%
WELLNESS CENTER	2019	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100%
WELLNESS CENTER	2020	2	50.00%	0	0.00%	0	0.00%	1	25.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	4	100%
WELLNESS CENTER	2021	2	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100%
2006 TOTALS	2006	77	7.53%	1	0.10%	59	5.77%	652	63.73%	4	0.39%	64	6.26%	1	0.10%	165	16.13%	1,023	100%
2007 TOTALS	2007	76	7.18%	1	0.09%	71	6.70%	695	65.63%	4	0.38%	62	5.85%	2	0.19%	148	13.98%	1,059	100%
2008 TOTALS	2008	84	7.65%	1	0.09%	81	7.38%	706	64.30%	6	0.55%	76	6.92%	2	0.18%	142	12.93%	1,098	100%
2009 TOTALS	2009	90	8.88%	1	0.10%	76	7.50%	659	65.05%	7	0.69%	70	6.91%	2	0.20%	108	10.66%	1,013	100%
2010 TOTALS	2010	77	7.83%	2	0.20%	77	7.83%	655	66.63%	6	0.61%	72	7.32%	3	0.31%	91	9.26%	983	100%
2011 TOTALS	2011	66	7.19%	2	0.22%	75	8.17%	612	66.67%	5	0.54%	69	7.52%	4	0.44%	85	9.26%	918	100%
2012 TOTALS	2012	72	7.20%	1	0.10%	96	9.60%	675	67.50%	8	0.80%	89	8.90%	4	0.40%	55	5.50%	1,000	100%
2013 TOTALS	2013	80	7.51%	1	0.09%	95	8.92%	711	66.76%	8	0.75%	106	9.95%	4	0.38%	60	5.63%	1,065	100%
2014 TOTALS	2014	89	8.23%	1	0.09%	94	8.69%	699	64.60%	8	0.74%	116	10.72%	5	0.46%	70	6.47%	1,082	100%
2015 TOTALS	2015	93	8.54%	1	0.09%	99	9.09%	690	63.36%	5	0.46%	133	12.21%	3	0.28%	65	5.97%	1,089	100%
2016 TOTALS	2016	101	9.04%	1	0.09%	111	9.94%	686	61.41%	6	0.54%	142	12.71%	4	0.36%	66	5.91%	1,117	100%
2017 TOTALS	2017	100	9.50%	1	0.09%	119	11.30%	617	58.59%	4	0.38%	147	13.96%	3	0.28%	62	5.89%	1,053	100%
2018 TOTALS	2018	100	9.44%	1	0.09%	119	11.24%	609	57.51%	0	0.00%	155	14.64%	6	0.57%	69	6.52%	1,059	100%
2019 TOTALS	2019	96	9.55%	2	0.20%	111	0.00%	572	56.92%	4	0.40%	144	14.33%	3	0.00%	73	7.26%	1,005	100%
2020 TOTALS	2020	92	9.85%	2	0.21%	111	0.00%	509	54.50%	0	0.00%	141	15.10%	3	0.00%	76	8.14%	934	100%
2021 TOTALS	2021	82	9.26%	2	0.23%	114	0.00%	494	55.76%	0	0.00%	133	15.01%	2	0.00%	59	6.66%	886	100%

Appendix 6

Academic Administrator & Full-time Faculty Applicants by Job Postings 2020-2021

Academic Administrator and Full-time Faculty Applicants
Ethnicity by Job Posting
2020-2021

FT/Tenure Track Instructor/Academic	AFR AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULT-RAC		PAC ISL		UNK		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
DSPS (High Tech Center)	0	0%	0	0%	4	20%	6	30%	6	30%	2	10%	0	0%	2	10%	20	100%
Fashion Design	5	14%	1	3%	8	22%	11	31%	5	14%	3	8%	0	0%	3	8%	36	100%
Librarian (Instr & Ref)	7	8%	0	0%	7	8%	39	44%	19	21%	6	7%	0	0%	11	12%	89	100%
Nursing (Med-Surg) (2 Vacancies)	2	12%	0	0%	3	18%	7	41%	1	6%	0	0%	1	6%	3	18%	17	100%
Studio Art	8	7%	2	2%	21	17%	48	40%	13	11%	9	7%	0	0%	20	17%	121	100%
Project Manager, DRC (50%)	0	0%	0	0%	0	0%	1	25%	2	50%	0	0%	0	0%	1	25%	4	100%
Project Manager, NSF Grant	0	0%	0	0%	0	0%	1	33%	1	33%	0	0%	0	0%	1	33%	3	100%
VP, Academic Affairs	8	19%	2	5%	4	10%	14	33%	7	17%	3	7%	0	0%	4	10%	42	100%
Totals	30	9%	5	2%	47	14%	127	38%	54	16%	23	7%	1	0%	45	14%	332	100%

Appendix 7

Part-time Faculty Applicants

Ethnicity by Job Posting

2020-2021

Part-time Faculty Applicants, Ethnicity
2020-2021

JOB TITLE	AFR-AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI-RACHIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
PT Counselor - DSPS Counselor - Continuous Applicant Pool	32	25%	1	1%	15	12%	19	15%	47	36%	12	9%	0	0%	3	2%	129	100%
PT Instructor - Art - Continuous Applicant Pool	9	8%	0	0%	23	20%	43	37%	14	12%	10	9%	0	0%	16	14%	115	100%
PT Instructor - Art (Art History) - Continuous Applicant Pool	0	0%	0	0%	1	3%	25	63%	6	15%	3	8%	0	0%	5	13%	40	100%
PT Instructor - Art (Ceramics) - Continuous Applicant Pool	1	3%	0	0%	3	9%	14	44%	4	13%	2	6%	0	0%	8	25%	32	100%
PT Instructor - Athletics & Kinesiology (Athletics) - Continuous Applicant Pool	6	15%	1	3%	4	10%	11	28%	13	33%	3	8%	0	0%	2	5%	40	100%
PT Instructor - Art (Ceramics) - Continuous Applicant Pool	1	20%	0	0%	0	0%	2	40%	1	20%	1	20%	0	0%	0	0%	5	100%
PT Instructor - Athletics & Kinesiology (Kinesiology/Physical Education) - Continuous Applicant Pool	5	13%	1	3%	4	11%	11	29%	13	34%	0	0%	0	0%	4	11%	38	100%
PT Instructor - Business (Automotive Technology) - Continuous Applicant Pool	1	11%	0	0%	1	11%	4	44%	3	33%	0	0%	0	0%	0	0%	9	100%
PT Instructor - Communications (Broadcasting) - Continuous Applicant Pool	2	10%	1	5%	1	5%	8	40%	4	20%	3	15%	0	0%	1	5%	20	100%
PT Instructor - Communications (Communication Studies) - Continuous Applicant Pool	6	14%	0	0%	3	7%	14	33%	12	28%	6	14%	1	2%	1	2%	43	100%

Part-time Faculty Applicants, Ethnicity
2020-2021

JOB TITLE	AFR-AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI-RACHIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
PT Instructor - Communications (Film Studies) - Continuous Applicant Pool	10	7%	1	1%	11	8%	76	54%	20	14%	6	4%	0	0%	16	11%	140	100%
PT Instructor - Communications (Journalism) - Continuous Applicant Pool	2	12%	0	0%	3	18%	8	47%	3	18%	1	6%	0	0%	0	0%	17	100%
PT Instructor - Communications (Media Studies) - Continuous Applicant Pool	2	5%	0	0%	4	9%	22	51%	11	26%	1	2%	0	0%	3	7%	43	100%
PT Instructor - Cosmetology - Continuous Applicant Pool	9	50%	0	0%	2	11%	1	6%	3	17%	1	6%	0	0%	2	11%	18	100%
PT Instructor - CSIS (Computer Science & Information Systems) - Continuous Applicant Pool	2	8%	0	0%	7	27%	11	42%	3	12%	1	4%	0	0%	2	8%	26	100%
PT Instructor - CSIS (Office Technology) - Continuous Applicant Pool	0	0%	0	0%	2	17%	5	42%	2	17%	1	8%	0	0%	2	17%	12	100%
PT Instructor - Dance - Continuous Applicant Pool	5	13%	0	0%	4	10%	20	50%	7	18%	2	5%	0	0%	2	5%	40	100%
PT Instructor - Design Technology (Entertainment Technology) - Continuous Applicant Pool	1	14%	0	0%	0	0%	1	14%	2	29%	0	0%	0	0%	3	43%	7	100%
PT Instructor - Design Technology (Graphic Design) - Continuous Applicant Pool	1	5%	0	0%	1	5%	7	35%	4	20%	2	10%	0	0%	5	25%	20	100%
PT Instructor - Design Technology (Interior Architectural Design) - Continuous Applicant Pool	0	0%	0	0%	3	17%	8	44%	4	22%	0	0%	0	0%	3	17%	18	100%

Part-time Faculty Applicants, Ethnicity
2020-2021

JOB TITLE	AFR-AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI-RACHIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
PT Instructor - Early Childhood Education - Continuous Applicant Pool	8	17%	0	0%	6	13%	12	25%	14	29%	5	10%	0	0%	3	6%	48	100%
PT Instructor - Early Childhood Education (Bilingual Studies) - Continuous Applicant Pool	1	5%	1	5%	0	0%	3	14%	14	64%	2	9%	0	0%	1	5%	22	100%
PT Instructor - Early Childhood Education (Early Intervention) - Continuous Applicant Pool	6	20%	0	0%	2	7%	9	30%	6	20%	2	7%	0	0%	5	17%	30	100%
PT Instructor - Early Childhood Education (Elementary Education) - Continuous Applicant Pool	8	20%	0	0%	2	5%	12	29%	11	27%	4	10%	0	0%	4	10%	41	100%
PT Instructor - Earth Science (Advanced Solar Photovoltaic Installation) - Continuous Applicant Pool	0	0%	0	0%	2	67%	1	33%	0	0%	0	0%	0	0%	0	0%	3	100%
PT Instructor - Earth Science (Anthropology) - Continuous Applicant Pool	1	7%	0	0%	0	0%	5	36%	4	29%	3	21%	0	0%	1	7%	14	100%
PT Instructor - Earth Science (Astronomy) - Continuous Applicant Pool	0	0%	0	0%	1	14%	3	43%	3	43%	0	0%	0	0%	0	0%	7	100%
PT Instructor - Earth Science (Energy Efficiency) - Continuous Applicant Pool	1	17%	0	0%	1	17%	1	17%	1	17%	1	17%	0	0%	1	17%	6	100%
PT Instructor - Earth Science (Geographic Information Systems) - Continuous Applicant Pool	1	13%	0	0%	4	50%	3	38%	0	0%	0	0%	0	0%	0	0%	8	100%

Part-time Faculty Applicants, Ethnicity
2020-2021

JOB TITLE	AFR-AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI-RACHIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
PT Instructor - Earth Science (Geography) - Continuous Applicant Pool	2	14%	0	0%	5	36%	4	29%	1	7%	1	7%	0	0%	1	7%	14	100%
PT Instructor - Earth Science (Geology) - Continuous Applicant Pool	0	0%	0	0%	3	30%	3	30%	3	30%	1	10%	0	0%	0	0%	10	100%
PT Instructor - Earth Science (Renewable Energies) - Continuous Applicant Pool	1	13%	0	0%	2	25%	4	50%	0	0%	1	13%	0	0%	0	0%	8	100%
PT Instructor - Emeritus - Continuous Applicant Pool	4	9%	2	4%	6	13%	22	47%	7	15%	0	0%	0	0%	6	13%	47	100%
PT Instructor - English - Continuous Applicant Pool	6	4%	0	0%	18	13%	62	45%	24	18%	16	12%	0	0%	11	8%	137	100%
PT Instructor - Health Sciences (Health) - Continuous Applicant Pool	14	23%	0	0%	4	7%	25	41%	10	16%	1	2%	0	0%	7	11%	61	100%
PT Instructor - Health Sciences (Nursing) - Continuous Applicant Pool	5	19%	0	0%	7	27%	9	35%	3	12%	1	4%	0	0%	1	4%	26	100%
PT Instructor - Health Sciences (Occupational Therapy) - Continuous Applicant Pool	1	8%	0	0%	4	33%	4	33%	1	8%	0	0%	0	0%	2	17%	12	100%
PT Instructor - Health Sciences (Respiratory Therapy) - Continuous Applicant Pool	0	0%	0	0%	0	0%	2	67%	0	0%	0	0%	0	0%	1	33%	3	100%
PT Instructor - Library (Library Studies) - Continuous Applicant Pool	2	8%	1	4%	0	0%	9	36%	7	28%	3	12%	0	0%	3	12%	25	100%

Part-time Faculty Applicants, Ethnicity
2020-2021

JOB TITLE	AFR-AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI-RACHIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
PT Instructor - Library (Reference Librarian) - Continuous Applicant Pool	5	11%	0	0%	4	9%	13	29%	11	24%	5	11%	2	4%	5	11%	45	100%
PT Instructor - Life Science - Continuous Applicant Pool	1	4%	0	0%	2	8%	16	62%	4	15%	3	12%	0	0%	0	0%	26	100%
PT Instructor - Life Science (Anatomy) - Continuous Applicant Pool	0	0%	0	0%	8	27%	13	43%	1	3%	4	13%	0	0%	4	13%	30	100%
PT Instructor - Life Science (Biology) - Continuous Applicant Pool	0	0%	0	0%	7	32%	10	45%	3	14%	1	5%	0	0%	1	5%	22	100%
PT Instructor - Life Science (Botany) - Continuous Applicant Pool	1	10%	0	0%	2	20%	3	30%	3	30%	0	0%	0	0%	1	10%	10	100%
PT Instructor - Life Science (Marine Biology) - Continuous Applicant Pool	0	0%	0	0%	1	11%	6	67%	1	11%	1	11%	0	0%	0	0%	9	100%
PT Instructor - Life Science (Nutrition) - Continuous Applicant Pool	3	12%	0	0%	5	20%	9	36%	0	0%	4	16%	0	0%	4	16%	25	100%
PT Instructor - Mathematics - Continuous Applicant Pool	6	8%	0	0%	19	24%	33	41%	12	15%	1	1%	0	0%	9	11%	80	100%
PT Instructor - Modern Languages (American Sign Language) - Continuous Applicant Pool	0	0%	0	0%	3	20%	6	40%	5	33%	1	7%	0	0%	0	0%	15	100%
PT Instructor - Modern Languages (Arabic) - Continuous Applicant Pool	0	0%	0	0%	1	4%	18	67%	1	4%	3	11%	0	0%	4	15%	27	100%

Part-time Faculty Applicants, Ethnicity
2020-2021

JOB TITLE	AFR-AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI-RACHIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
PT Instructor - Modern Languages (Chinese) - Continuous Applicant Pool	0	0%	0	0%	11	100%	0	0%	0	0%	0	0%	0	0%	0	0%	11	100%
PT Instructor - Modern Languages (French) - Continuous Applicant Pool	6	22%	0	0%	0	0%	18	67%	0	0%	0	0%	0	0%	3	11%	27	100%
PT Instructor - Modern Languages (German) - Continuous Applicant Pool	0	0%	0	0%	1	7%	11	73%	1	7%	1	7%	0	0%	1	7%	15	100%
PT Instructor - Modern Languages (Hebrew) - Continuous Applicant Pool	0	0%	0	0%	0	0%	4	67%	0	0%	0	0%	0	0%	2	33%	6	100%
PT Instructor - Modern Languages (Italian) - Continuous Applicant Pool	1	4%	0	0%	0	0%	20	77%	1	4%	2	8%	0	0%	2	8%	26	100%
PT Instructor - Modern Languages (Japanese) - Continuous Applicant Pool	0	0%	0	0%	16	89%	1	6%	1	6%	0	0%	0	0%	0	0%	18	100%
PT Instructor - Modern Languages (Korean) - Continuous Applicant Pool	0	0%	0	0%	20	95%	1	5%	0	0%	0	0%	0	0%	0	0%	21	100%
PT Instructor - Modern Languages (Linguistics) - Continuous Applicant Pool	2	7%	0	0%	5	18%	14	50%	4	14%	0	0%	0	0%	3	11%	28	100%
PT Instructor - Modern Languages (Persian) - Continuous Applicant Pool	0	0%	0	0%	2	9%	17	77%	0	0%	0	0%	0	0%	3	14%	22	100%
PT Instructor - Modern Languages (Portuguese) - Continuous Applicant Pool	0	0%	0	0%	1	5%	7	33%	11	52%	2	10%	0	0%	0	0%	21	100%

Part-time Faculty Applicants, Ethnicity
2020-2021

JOB TITLE	AFR-AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI-RACHIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
PT Instructor - Modern Languages (Russian) - Continuous Applicant Pool	0	0%	0	0%	1	4%	25	89%	0	0%	1	4%	0	0%	1	4%	28	100%
PT Instructor - Modern Languages (Spanish) - Continuous Applicant Pool	0	0%	0	0%	0	0%	14	35%	26	65%	0	0%	0	0%	0	0%	40	100%
PT Instructor - Modern Languages (Turkish) - Continuous Applicant Pool	0	0%	0	0%	11	18%	34	56%	0	0%	1	2%	0	0%	15	25%	61	100%
PT Instructor - Music - Continuous Applicant Pool	8	7%	2	2%	22	18%	47	39%	17	14%	5	4%	1	1%	17	14%	119	100%
PT Instructor - Philosophy & Social Sciences (Economics) - Continuous Applicant Pool	3	9%	1	3%	8	25%	13	41%	4	13%	1	3%	0	0%	2	6%	32	100%
PT Instructor - Philosophy & Social Sciences (Environmental Studies) - Continuous Applicant Pool	0	0%	0	0%	3	21%	8	57%	2	14%	1	7%	0	0%	0	0%	14	100%
PT Instructor - Philosophy & Social Sciences (Global Studies) - Continuous Applicant Pool	3	20%	0	0%	2	13%	5	33%	1	7%	2	13%	0	0%	2	13%	15	100%
PT Instructor - Philosophy & Social Sciences (Humanities) - Continuous Applicant Pool	6	15%	0	0%	2	5%	21	54%	3	8%	2	5%	0	0%	5	13%	39	100%
PT Instructor - Philosophy & Social Sciences (Philosophy) - Continuous Applicant Pool	2	6%	0	0%	5	15%	20	61%	4	12%	1	3%	0	0%	1	3%	33	100%

Part-time Faculty Applicants, Ethnicity
2020-2021

JOB TITLE	AFR-AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI-RACHIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
PT Instructor - Philosophy & Social Sciences (Political Science) - Continuous Applicant Pool	7	12%	0	0%	3	5%	26	46%	12	21%	6	11%	0	0%	3	5%	57	100%
PT Instructor - Philosophy & Social Sciences (Religious Studies) - Continuous Applicant Pool	7	18%	0	0%	4	10%	16	40%	6	15%	4	10%	0	0%	3	8%	40	100%
PT Instructor - Philosophy & Social Sciences (Sociology) - Continuous Applicant Pool	7	19%	0	0%	3	8%	13	35%	11	30%	1	3%	0	0%	2	5%	37	100%
PT Instructor - Philosophy & Social Sciences (Women's Studies) - Continuous Applicant Pool	2	12%	0	0%	1	6%	9	53%	1	6%	4	24%	0	0%	0	0%	17	100%
PT Instructor - Photography & Fashion (Fashion Design & Merchandising) - Continuous Applicant Pool	3	6%	0	0%	16	33%	17	35%	8	17%	3	6%	0	0%	1	2%	48	100%
PT Instructor - Photography & Fashion (Photography) - Continuous Applicant Pool	3	10%	0	0%	5	16%	10	32%	7	23%	3	10%	0	0%	3	10%	31	100%
PT Instructor - Physical Science (Chemistry) - Continuous Applicant Pool	1	4%	1	4%	7	27%	15	58%	2	8%	0	0%	0	0%	0	0%	26	100%
PT Instructor - Physical Science (Engineering) - Continuous Applicant Pool	2	7%	0	0%	6	20%	15	50%	6	20%	0	0%	0	0%	1	3%	30	100%

Part-time Faculty Applicants, Ethnicity
2020-2021

JOB TITLE	AFR-AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI-RACHIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
PT Instructor - Physical Science (Physics) - Continuous Applicant Pool	2	8%	0	0%	2	8%	14	56%	5	20%	0	0%	0	0%	2	8%	25	100%
PT Instructor - Psychology - Continuous Applicant Pool	12	14%	0	0%	9	11%	26	31%	17	20%	12	14%	0	0%	7	8%	83	100%
PT Instructor - Theatre Arts - Continuous Applicant Pool	6	7%	0	0%	3	3%	54	60%	13	14%	3	3%	0	0%	11	12%	90	100%
TOTALS	255	10%	13	0%	380	14%	1,125	42%	489	18%	174	6%	4	0%	243	9%	2,683	100%

Appendix 8

Classified Applicants Ethnicity by Job Posting 2020-2021

Classified Applicants by Job Posting, Ethnicity 2020-2021																		
JOB TITLE	AFR-AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Academic Records Evaluator (PROMO 2020)	0	0%	0	0%	1	25%	2	50%	1	25%	0	0%	0	0%	0	0%	4	100%
Accountant 2021	6	11%	0	0%	20	36%	4	7%	15	27%	1	2%	0	0%	9	16%	55	100%
Accounts Payable Supervisor (PROMOTIONAL ONLY)	1	25%	0	0%	2	50%	0	0%	1	25%	0	0%	0	0%	0	0%	4	100%
Administrative Assistant I (Transfer 20/21-9399)	1	25%	0	0%	0	0%	0	0%	2	50%	1	25%	0	0%	0	0%	4	100%
Associate Director of the Santa Monica College Foundation	4	20%	0	0%	4	20%	7	35%	1	5%	3	15%	0	0%	1	5%	20	100%
Athletic and Kinesiology Equipment Specialist (2021)	7	47%	0	0%	1	7%	3	20%	2	13%	1	7%	0	0%	1	7%	15	100%
Campus Safety Officer (Transfer 20/21)	0	0%	0	0%	0	0%	0	0%	3	100%	0	0%	0	0%	0	0%	3	100%
Campus Store Manager (PROMOTIONAL)	1	33%	0	0%	0	0%	0	0%	1	33%	1	33%	0	0%	0	0%	0	100%
Community College Police Dispatcher 20/21.1	38	35%	2	2%	5	5%	12	11%	42	39%	6	6%	0	0%	4	4%	109	100%
Community College Police Dispatcher 2020 - PROMOTIONAL	1	50%	0	0%	0	0%	0	0%	1	50%	0	0%	0	0%	0	0%	2	100%
Custodian (Promotional and Open Competitive)	24	32%	1	1%	2	3%	2	3%	43	57%	2	3%	0	0%	2	3%	76	102%
Director of Grants	1	5%	0	0%	5	25%	9	45%	2	10%	1	5%	0	0%	2	10%	20	100%
Director of Procurement, Contracts and Logistics	9	23%	1	3%	5	13%	12	30%	10	25%	0	0%	0	0%	3	8%	40	100%
Director of Safety & Risk Management (PROMOTIONAL ONLY)	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	1	100%
Director of Santa Monica College Foundation (Chief Financial Officer)	1	33%	0	0%	0	0%	0	0%	2	67%	0	0%	0	0%	0	0%	3	100%
Director of the Santa Monica College Foundation	4	33%	0	0%	2	17%	6	50%	0	0%	0	0%	0	0%	0	0%	12	100%
DSPS Manager (PROMOTIONAL 2021)	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	1	100%
Financial Aid & Scholarships Specialist (20/21-9244/9349 Transfer)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	1	100%
Financial Aid & Scholarships Specialist (2021)	12	20%	0	0%	2	3%	5	8%	30	49%	5	8%	0	0%	7	11%	61	100%
Financial Aid & Scholarships Specialist (Transfer 20/21-9422/)	0	0%	0	0%	0	0%	0	0%	1	50%	1	50%	0	0%	0	0%	2	100%
Financial Aid Systems Specialist	13	23%	0	0%	5	9%	7	12%	16	28%	4	7%	1	2%	11	19%	57	100%

Classified Applicants by Job Posting, Ethnicity
2020-2021

JOB TITLE	AFR-AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Financial Aid Systems Specialist (PROMOTIONAL ONLY)	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
Grounds Equipment Operator (Promotional)	1	11%	0	0%	0	0%	0	0%	7	78%	0	0%	0	0%	1	11%	9	100%
Grounds Equipment Operator (transfer 2020)	2	22%	0	0%	0	0%	0	0%	6	67%	0	0%	0	0%	1	11%	9	100%
Grounds Supervisor (Promotional)	0	0%	0	0%	0	0%	0	0%	4	80%	0	0%	0	0%	1	20%	5	100%
Insurance Program Specialist (CAREER LADDERING)	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	1	100%
Insurance Program Specialist (PROMOTIONAL ONLY)	3	33%	0	0%	2	22%	0	0%	0	0%	2	22%	0	0%	2	22%	9	100%
Mail Services Worker I (TRANSFER OPPORTUNITY)	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
Payroll Specialist (CAREER LADDERING)	4	40%	0	0%	1	10%	1	10%	2	20%	1	10%	0	0%	1	10%	10	100%
Program Specialist (Transfer 20/21-9248)	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	1	100%
Programmer Analyst (2021)	0	0%	0	0%	8	67%	2	17%	2	17%	0	0%	0	0%	0	0%	12	100%
Recycling Program Specialist (TRANSFER)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	1	100%
Risk & Insurance Coordinator	8	29%	0	0%	4	14%	4	14%	4	14%	2	7%	0	0%	6	21%	28	100%
Risk & Insurance Coordinator (TRANSFER)	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	1	100%
Sign Language Interpreter III	0	0%	0	0%	0	0%	1	50%	0	0%	0	0%	0	0%	1	50%	2	100%
Student Services Clerk (20/21-9243 Transfer)	1	25%	0	0%	0	0%	0	0%	1	25%	2	50%	0	0%	0	0%	4	100%
Supplemental Instruction Coordinator (PROMOTIONAL 2021)	0	0%	0	0%	0	0%	0	0%	2	100%	0	0%	0	0%	0	0%	2	100%
Tutoring Coordinator - English and Humanities (Promotional & Open Competitive)	10	10%	0	0%	6	6%	36	37%	30	31%	4	4%	0	0%	12	12%	98	100%
Tutoring Coordinator - Modern Language (Promotional and Open Competitive)	10	10%	1	1%	9	9%	21	20%	43	41%	10	10%	0	0%	11	10%	105	100%

Appendix 9

Academic Administrator & Full-time Faculty Screening Committees 2020-2021

Academic and Full-time Faculty Screening Committees - Ethnicity Composition 2020-2021																		
Ethnicity of Screening Committees 2020-2021	AFR AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULT-RAC		PAC ISL		UNK		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
DSPS (High Tech Center)	1	11%	0	0%	1	11%	5	56%	2	22%	0	0%	0	0%	0	0%	9	100%
Fashion Design	2	25%	0	0%	0	0%	6	75%	0	0%	0	0%	0	0%	0	0%	8	100%
Librarian (Instr & Ref)	0	0%	0	0%	0	0%	6	86%	1	14%	0	0%	0	0%	0	0%	7	100%
Nursing (Medical-Surgical) (2 Vacancies)	3	38%	0	0%	0	0%	2	24%	3	38%	0	0%	0	0%	0	0%	8	100%
Studio Art	0	0%	0	0%	0	0%	7	87%	1	13%	0	0%	0	0%	0	0%	8	100%
Dream Resource Center (50%) (Internal Recruitment Only)	1	17%	0	0%	0	0%	0	0%	4	66%	1	17%	0	0%	0	0%	6	100%
Project Manager, NSF Grant	1	20%	0	0%	1	20%	3	60%	0	0%	0	0%	0	0%	0	0%	5	100%
VP, Academic Affairs	4	25%			1	6%	4	25%	2	13%	0	0%	0	0%	5	31%	16	100%
Totals	12	18%	0	0%	3	4%	33	49%	13	19%	1	1%	0	0%	5	7%	67	100%

Appendix 10

Student Ethnicity Data

SMC STUDENT ENROLLMENT INFORMATION

Student information is included for comparison purposes with the District workforce. Student enrollment information is drawn from the California Community College Chancellor's Office database. Total student data found in this report is a combination of credit and non-credit student headcount data and is included for reference purposes.

STUDENT DIVERSITY 2011-2012 THROUGH 2020-2021*

In reviewing Full-Time Equivalent Student data (FTES) from the California Community College Chancellor's Office, for 2011-2012 through 2020-2021 (highlighted every two years), the Asian group declined from 18% to 11%, the largest percentage change for any ethnic group.

Students identifying themselves as Hispanic increased from 32% of the total student population to more than one-third of the student population (39%).

Full-time Equivalent Students (FTES) Summary Report

Ethnicity	Annual 2011-2012		Annual 2015-2016		Annual 2017-2018		Annual 2018-2019*	
	No.	%	No.	%	No.	%	No	%
AFR AMR	2,320	9%	2,135	8%	1,952	8%	1,860	8%
AI/NA	59	0%	39	0%	39	0%	36	0%
ASIAN	4,706	18%	4,273	16%	3,772	15%	2,945	11%
CAUCASIAN	7,708	30%	7,171	27%	6,787	27%	6,468	31%
HISPANIC	8,324	32%	9,497	36%	9,321	37%	9,039	36%
MULTI RAC	849	3%	967	4%	1,079	4%	1,102	4%
PAC ISLANDER	587	2%	506	2%	458	2%	440	2%
UNKNOWN	<u>1,279</u>	5%	1,516	6%	1,534	6%	<u>2,264</u>	<u>8%</u>
TOTAL	25,832	100%	26,104	100%	24,942	100%	24,154	100%

*Fall 2018 is the most recent student statistics available.

Student Data Source: www.cccco.edu

https://datamart.cccco.edu/Students/FTES_Summary.aspx

Appendix 11

Board Policies

- BP 3050 – Institutional Code of Ethics
- BP 3410 – Nondiscrimination
- BP 3420 – Equal Employment Opportunity
- BP 3430 – Prohibition of Harassment
- BP 3510 – Workplace Violence
- BP 7100 – Commitment to Diversity

Please click on the following link to view the Board Policies:

<https://www.smc.edu/administration/governance/board-of-trustees/board-policy-manual.php>

Appendix 12

Santa Monica Community College's Equal Employment Opportunity Plan

Click on the following link for the EEO Plan 2020:

[https://www.smc.edu/administration/human-resources/documents/EEO Documents/EEO-Plan.pdf](https://www.smc.edu/administration/human-resources/documents/EEO_Documents/EEO-Plan.pdf)

Appendix 13

- **EEO Multiple Methods Certification 2020-2021**
- **District Expenditure Report 2020-2021**



Equal Employment Opportunity
Fund Multiple Method Allocation
Certification Form
Fiscal Year 2020-2021

District Name: Santa Monica Community College District

Does the District meet Method #1 (District has EEO Advisory Committee, EEO Plan, and submitted Expenditure/Performance reports for prior year) (All mandatory for funding).

☒ **Yes**

☐ **No**

The district met at least 6 of the remaining 8 Multiple Methods? (Please mark your answers.)

☒ **Yes**

- ☒ Method 2 (Board policies and adopted resolutions)
- ☒ Method 3 (Incentives for hard-to-hire areas/disciplines)
- ☒ Method 4 (Focused outreach and publications)
- ☒ Method 5 (Procedures for addressing diversity throughout hiring steps and levels)
- ☒ Method 6 (Consistent and ongoing training for hiring committees)
- ☒ Method 7 (Professional development focused on diversity)
- ☒ Method 8 (Diversity incorporated into criteria for employee evaluation and tenure review)
- ☒ Method 9 (Grow-Your-Own programs)

☐ **No**

I CERTIFY THAT THIS REPORT FORM IS COMPLETE AND ACCURATE. Please attach meeting agenda showing district EEO Advisory Committee's certification of this report form.

Chair, Equal Employment Opportunity Advisory Committee

Name: Dr. Tre'Shawn Hall-Baker

Title: Dean, Human Resources

Signature:  Date: 04/21/2021

Chief Human Resources Officer

Name: Sherri Lee-Lewis

Title: Vice President, Office of Human Resources

Signature:  Date: 04/21/2021

Chief Executive Officer (Chancellor or President/Superintendent)

Name: Dr. Kathryn E. Jeffery

Title: Superintendent/President

Signature:  Date: May 5, 2021

Chair, District Board of Trustees

Date of governing board's approval/certification: May 4, 2021

Name: Rob Rader

Title: **Chair, Board of Trustees**

Signature:  Date: May 5, 2021



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This form requires districts to report the various activities that they are implementing to promote Equal Employment Opportunity for each of the 9 Multiple Methods.

When providing explanation(s) and evidence of your district's success in implementing the Multiple Methods, please keep narrative to no more than one page per Multiple Method. If you reference an attachment, please ensure it is attached to your submittal.

Nine (9) Multiple Methods

Mandatory for Funding

1. District's EEO Advisory Committee, EEO Plan, and submittal of Expenditure/Performance reports for prior year.

Pre-Hiring

2. Board policies & adopted resolutions
3. Incentives for hard-to-hire areas/disciplines
4. Focused outreach and publications

Hiring

5. Procedures for addressing diversity throughout hiring steps and levels
6. Consistent and ongoing training for hiring committees

Post-Hiring

7. Professional development focused on diversity
8. Diversity incorporated into criteria for employee evaluation and tenure review
9. Grow-Your-Own programs

Does District meet Multiple Method #1 (District has EEO Advisory Committee, EEO Plan, and submitted Expenditure/Performance reports for prior year)?

☒ **Yes**

☐ **No**

Under the Multiple Method allocation model, districts must minimally have an operational district EEO Advisory Committee, and an updated EEO Plan. Additionally, districts are required to annually report on the use of EEO funds.

- In order to qualify for receipt of the EEO Fund, districts are required to submit a board-adopted EEO plan every three years to the Chancellor's Office. (Title 5, section 53003).
- EEO Plans are considered active for three years from the date of when the district's Board of Trustees approved the plan.
- The districts are required to establish an EEO Advisory Committee to assist in the development and implementation of the EEO Plan. (Title 5, section 53005).
- The districts are required to annually submit a report on the use of Equal Employment Opportunity funds. (Title 5, section 53034).

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Please provide an explanation and evidence of meeting this Multiple Method, #1.

Multiple Method #1: (District has EEO Advisory Committee, EEO Plan, and submitted Expenditure/Performance reports for prior year)?

1. EEO Plan – per Title 5, Section 53003
 - a. September 2014 - Approved by the Board of Trustees
 - b. September 5, 2017 - Revised by the EEO Advisory Committee, and approved by the Board of Trustees
 - c. August 4, 2020 - Revised by the EEO Advisory Committee, and approved by the Board of Trustees
 - d. EEO Plan SMC website location: https://www.smc.edu/administration/human-resources/documents/EEO_Documents/EEO-Plan.pdf
2. EEO Advisory Committee – per Title 5, Section 53005
 - a. SMCCCD EEO Advisory Committee members:
 - Chair – Tre’Shawn Hall-Baker, Dean-HR
 - Ex officio Member – Sherri Lee-Lewis, HR Vice President-HR
 - Committee members (others):
 - Academic Senate President - Nathaniel (Nate) Donahue
 - ADA Coordinator/HR Analyst-Leaves & Benefits - Lugina Rogers
 - Community Representative - Michelle Wittig
 - Compliance Administrator/Title IX Coordinator - Lisa Winter
 - CSEA Representative - vacant
 - Personnel Commission Director - Carol Long
 - Student Representative - vacant
 - Administrative Assistant III-Confidential - Laurie Heyman
 - b. SMCCCD EEO Advisory Committee meeting dates during 2020-2021:
 - i. March 10, 2021 (via Zoom)
 - ii. April 20, 2021 (via Zoom)
3. Previous Year’s (2019-2020) Multiple Methods Certification, District Expenditure Report, and Accountability Certification Form

EEO Multiple Methods Certification Form
EEO Multiple Methods Certification Form FY 2019-2020, fully certified, was emailed to eeosubmissions@cccco.edu, and tbosch@cccco.edu on May 6, 2020; confirmation of receipt by tbosch@cccco.edu on May 6, 2020.

EEO District Expenditure Form
EEO District Expenditure Form FY 2019-2020 was emailed to eeosubmissions@cccco.edu and tbosch@cccco.edu on August 5, 2020; confirmation of receipt by tbosch@cccco.edu on August 18, 2020.

Accountability Certification Form
Accountability Certification Form was emailed to eeosubmissions@cccco.edu and tbosch@cccco.edu on August 5, 2020; confirmation of receipt by tbosch@cccco.edu on August 18, 2020.



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To receive funding for this year's allocation amount, districts are also required to meet 6 of the remaining 8 Multiple Methods.

Does the District meet Method #2 (Board policies and adopted resolutions)?

☒ **Yes**

☐ **No**

Please provide an explanation and evidence of meeting this Multiple Method, #2.

Multiple Method #2

The SMCCCD Board Policies were approved on June 5, 2018:

Board Policy 3410 – Nondiscrimination. Approved June 5, 2018. Replaces former BP 2410, adopted Nov. 15, 2004.

Board Policy 3420 – Equal Employment Opportunity. Approved June 5, 2018. Replaces former BP 3120, adopted Aug. 3, 2010 and revised Sept. 2, 2014.

Board Policy 3430 – Prohibition of Harassment. Approved June 5, 2018. Replaces former BP 3123, adopted July 9, 2001.

Board Policy 3510 – Workplace Violence. Approved June 5, 2018. Replaces former BP 3124, adopted July 9, 2001 and revised July 7, 2009.

Board Policy 3515 – Reporting of Crimes. Approved June 5, 2019.

Board Policy 3540 – Sexual and Other Assaults on Campus. Approved June 5, 2018. Replaces former BP 3122, adopted July 7, 2015.

Board Policy 7100 – Commitment to Diversity. Approved August 2010, revised August 2018. Replaces former BP 3121.

The SMCCCD Administrative Regulations have been under review; the following Administrative Regulations were approved in November, 2018:

Administrative Regulation 3050 – Institutional Code of Ethics. Replaces former AR 5220. Approved October 2002, updated November 2018.

Administrative Regulation 3420 – Equal Employment Opportunity. Approved September 2003, updated November 2018. Replaces former SMC AR 3120.

Administrative Regulation 3430 – Prohibition of Harassment. Approved March 2004, updated November 2018; Replaces SMC AR 3121.

Administrative Regulation 3510 – Workplace Violence. Approved December 18, 2010, updated November 2018; Replaces SMC AR 3123.

Administrative Regulation 3540 – Sexual and Other Assaults on Campus. Approved August 2004, updated November 2018; Replaces SMC AR 2426 and AR 3122.

SMCCCD Website location for Board Policies and Administrative Regulations:

<https://www.smc.edu/administration/governance/board-of-trustees/board-policy-manual.php>

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**Does the District meet Method #3 (Incentives for hard-to-hire areas/
disciplines)?**

☒ **Yes**

☐ **No**

Please provide an explanation and evidence of meeting this Multiple Method, #3.

Multiple Method #3

For faculty and academic administrator positions:

In March of 2020, the District went to 100% online instruction and almost 100% of staff worked remotely. All classified staff were put on one day per month furloughs; academic administrators, classified managers, and confidential staff were put on 2 day per month furloughs. Faculty were not required to furlough. Hiring was restricted to critical positions; recruitments which were in progress in March 2020 and not at the final level were canceled. This situation continued to April 1, 2021. Currently the District is recruiting for 7 full-time faculty positions, one project manager and one Vice President-Academic Affairs position; part-time faculty positions are also being recruited. All applications are submitted online; interviews with candidates at all levels will be via Zoom during this recruitment period.

- Travel Reimbursement: Prior to Covid-19, SMCCCD provided 50% reimbursement for travel expenses to academic and management finalists. This policy will continue once on-ground hiring interviews, instruction, and staffing commence.
- Video Conferencing: SMCCCD offers video conferencing, Zoom, and other electronic options as an alternative to the in-person interview at the selection committee level by committee agreement; video conferencing, or Zoom, is offered in final interviews at this time. Zoom interviews will continue to be an option for the higher-level interviews.
- Hard-to-Hire: SMCCCD provides an extended recruitment timeline for hard-to-hire areas.

For classified positions (nonacademic):

During the Covid-19 pandemic of 2020-2021, recruitment of classified managers and professional staff have been largely put on hold. For critical positions which needed to be filled, the Personnel Commission at Santa Monica College offered Zoom, Skype, and Facetime as alternatives to in-person interviews for all candidates. Advanced step placement alternatives were expanded over the past few years for positions that are more challenging to fill.



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Does the District meet Method #4 (Focused outreach and publications)?

☒ **Yes**

☐ **No**

Please provide an explanation and evidence of meeting this Multiple Method, #4.

Multiple Method #4

Starting in 2009, SMC used an online job posting and application process for classified employment opportunities; in 2010, an online application and tracking process was initiated for academic positions. In fall 2019, the District switched to another provider for online application and tracking which offered more extensive tracking and reporting options. While not specifically focused outreach, these online software programs allowed the District to expand its job posting capability worldwide.

Advertising job opportunities through the use of third-party online advertisers has enabled the District to focus its outreach efforts towards multiple ethnic and gender groups.

Due to the Covid-19 pandemic and resultant economic downturn, the District found itself facing an unprecedented budget crisis. In the Spring of 2020, the District declared a hiring freeze for all employee groups including full-time and part-time faculty. All recruitments in progress at that time were cancelled unless the process was in final interviews. By early Spring 2021 (in response to global and national vaccination efforts and the American Recovery Act passed by Congress), the District felt secure enough to open critical jobs for recruitment. Recruitment was opened for 7 faculty/academic positions and were advertised in 53 separate publications, both printed and digital.

Ethnic focused publications for the Nurse-Instructor recruitment (2 positions), were postings in the National Association of Hispanic Nurses, National Black Nurses Association, Philippine Nurses Association of Southern California, American Association for Men in Nursing, and the American Nurses Association California. Career focused advertising included Apparel News for the Fashion instructor position. Academic positions were advertised in the broad online platforms of the CCC Registry and Virtual Job Fair, Chronicle of Higher Ed, CommunityCollegejobs.com, diversejobs.net, Indeed.com, JobTracACCCA, LinkedIn, MaxRecruit Jobs Network, Monster.com, and others.

Due to the Covid-19 pandemic, the District did not hold its Annual Faculty Job Fair & Open House. The Office of Human Resources is currently planning to hold the next Job Fair & Open House in October 2021.



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Does the District meet Method #5 (Procedures for addressing diversity throughout hiring steps and levels)?

☒ **Yes**

☐ **No**

Please provide an explanation and evidence of meeting this Multiple Method, #5.

Multiple Method #5

The Office of Human Resources recruits academic administrators and both full-time and part-time (adjunct) faculty. The District requires all new academic administrator and faculty job postings and brochures advertising job postings to include an Equity Statement, EEO Statement, and an Equivalency Statement:

EEO Statement

The Santa Monica Community College District is committed to the principles of equal employment opportunity. All qualified applicants for employment, as well as District employees, shall have full and equal access to employment opportunity. No person shall be subjected to unlawful discrimination in any program or activity of the District. The District's Board Policy 3410 (Nondiscrimination) and Board Policy 3420 (EEO) may be accessed at: <https://www.smc.edu/administration/governance/board-of-trustees/board-policy-manual.php>

Equity Statement

Santa Monica College encourages candidates that are equity-minded to apply. SMC is a minority-serving, Hispanic-serving institution. We actively seek to attract candidates from minority groups that value equity, diversity, and inclusion. Equity, diversity, and inclusion are built into the culture at SMC, and are an essential component of the work that we do. SMC is committed to racial and socioeconomic diversity as it is a reflection of our student population and we strive to hire candidates that share this commitment.

Equivalency Statement

The Santa Monica Community College District, in its desire to select outstanding administrators from the largest possible pool of qualified applicants, recognizes the fact that candidates may attain expertise in a discipline through a variety of means. Certain combinations of education, experience, and other accomplishments in the field may be judged by the District as equal to the stated minimum qualifications for this position. Candidates who feel they possess such equivalent qualifications are encouraged to apply and provide appropriate documentation of their qualifications.

The following statements are also included in all academic/faculty job announcements:

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Commitment to Equity and Diversity

With the goal of ensuring the equal educational opportunity of all students, Santa Monica College embraces diversity among students, faculty, staff, and the communities we serve as an integral part of our history, a recognition of the complexity of our present state, and a call to action for a better future. Embracing diversity means that we must intentionally practice equity and respect toward one another, and understand that discrimination and prejudices create and sustain privileges for some while creating and sustaining barriers for others. In order to embrace diversity, we also acknowledge that institutional discrimination and implicit bias exist, and that our goal is to eradicate those vestiges from our system. Our commitment to diversity requires that we strive to eliminate those barriers to equity, and that we act deliberately to create a safe and positive environment where individual and group differences are valued and leveraged for our growth and understanding as an educational community.

Advancing Goals of Diversity

To advance the goals of diversity, equity, inclusion, and social justice for the success of students and employees, we must honor that each individual is unique and that our individual differences contribute to the ability of the college to prepare students on their educational journeys. This requires that we develop and implement policies and procedures, encourage individual and systemic change, continually reflect on our efforts, and hold ourselves accountable for the results of our efforts in accomplishing our goals.

We are invested as a community in cultivating and maintaining a climate where equity and mutual respect are both intrinsic and explicit by valuing individuals and groups from all backgrounds, demographics, and experiences. Individual and group differences can include, but are not limited to the following dimensions: race, ethnicity, national origin or ancestry, citizenship, immigration status, sex, gender, sexual orientation, physical or mental disability, medical condition, genetic information, marital status, registered domestic partner status, age, religion, creed, military or veteran status, socioeconomic status, and any other basis protected by federal, state or local law or ordinance or regulation. We acknowledge that the concept of inclusion and diversity is ever-evolving, thus we create space to allow our understanding to grow through the periodic review of this statement. In service of these goals, Santa Monica College is committed to fostering an employment environment that offers equal employment opportunity for all and an educational environment that ensures the equal educational opportunity of all students.

The District requires all new academic employees, including faculty and administrators, to demonstrate during the selection process a sensitivity to, and understanding of the diverse academic, socio-economic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students in a manner that is specific to the position. During the orientation to the process, committee members are provided with sample diversity questions. Diversity questions are required and must be asked during the interview. All interview questions, including the teaching demonstration, are approved by the Office of Human Resources.

The Office of Human Resources (HR) is responsible for ensuring that all screening panels are diverse, and in compliance with the District's EEO plan. HR is responsible for monitoring the diversity of all applicant pools and adverse impact throughout the process.

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More information on the ethnic diversity of applicant pools and screening committees can be found in the Faculty/Staff Diversity Reports span at <https://www.smc.edu/administration/human-resources/diversity-equity-inclusivity/diversity-reports.php>.

Here is a sample Screening Committee Tracking Map (from a recruitment FY 2020-2021):

Instructor:	FT Instructor - LIFE SCIENCES (Anatomy & Physiology)					Hire Date: Fall 2020				
	Hiring Process Step 1		Hiring Process Step 2		Hiring Process Step 3		Final Interview		Final Decision	
	Application Close		Forwarded to Search Committee		Committee Interview		Top 3 Ranked			
Ethnicity	No.	%	No.	%	No.	%	No.	%	No.	%
AFR AMR	2	3%	1	2%	0	0%	0	0%	0	0%
AI/NA	0	0%	0	0%	0	0%	0	0%	0	0%
ASIAN	15	20%	11	22%	3	38%	1	50%	1	100%
CAUCASIAN	43	57%	29	59%	3	38%	1	50%	0	0%
HISPANIC	5	7%	4	8%	2	25%	0	0%	0	0%
MULTI-RACIAL	1	1%	0	0%	0	0%	0	0%	0	0%
PAC ISLANDER	2	3%	0	0%	0	0%	0	0%	0	0%
UNKNOWN	7	9%	4	8%	0	0%	0	0%	0	0%
TOTAL	75	100%	49	100%	8	100%	2	100%	1	100%

EEO Representative

SMCCD policies and procedures related to faculty and administrator hiring require that an EEO Representative serve on every hiring panel. The EEO Representative is a non-voting member on a faculty hiring panel, but is usually appointed a voting member on an administrator hiring panel.

New Hires

The HR website contains focused information for new and potential hires. The site includes the Santa Monica College Orientation, and all new hires are given the board policies (BP) covering EEO and diversity, as well as a copy of the EEO Plan, the *Unlawful Discrimination & Sexual Harassment* (Title 5 Brochure), and the *What is Sexual Assault? Know Your Rights* (Title IX Brochure). This information can be found at <https://www.smc.edu/administration/human-resources/new-hires/index.php>. In addition, on the [Diversity, Equity & Inclusivity website](https://www.smc.edu/administration/human-resources/diversity-equity-inclusivity/index.php), there are links to EEO & Diversity Presentations, including the EEO & Diversity Search Committee Presentation, the EEO & Diversity Training Questions, and the EEO Hiring Committee Manual, the Board Policies, Administrative Regulations, Federal Resources and State of California Resources (<https://www.smc.edu/administration/human-resources/diversity-equity-inclusivity/index.php>).

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Applicant Management Systems

Both the Office of Human Resources and the Personnel Commission utilize an online applicant management system (NeoGOV) for all recruitment; the software system has the ability to track and report data which can be used to calculate adverse impact at every stage in the hiring process. Efforts are made to consistently utilize assessments that typically have lower adverse impact. For classified, nonacademic recruitment, the Personnel Commission has set minimum qualifications for classified positions with a focus on avoiding unreasonably restricting the field of competition. Examination content, weights of test parts, and pass-points are backed by data showing consistency with normal expectations of acceptable job performance.

[The Personnel Commission's home website and all job postings](#) contain the following EEO notice:

"The Santa Monica Community College District is committed to the principles of equal employment opportunity. All qualified applicants for employment, as well as District employees, shall have full and equal access to employment opportunity. No person shall be subjected to unlawful discrimination in any program or activity of the District."

 [District's Board Policy 3420 \(Equal Employment Opportunity\)](#)

 [District's Board Policy 3410 \(Nondiscrimination\)](#)

Classified job postings also contain the following Equity Statement:

Santa Monica College encourages candidates that are equity-minded to apply. SMC is a minority-serving, Hispanic-serving institution. We actively seek to attract candidates from minority groups that value equity, diversity, and inclusion. Equity, diversity, and inclusion are built into the culture at SMC, and are an essential component of the work that we do. SMC is committed to racial and socioeconomic diversity as it is a reflection of our student population and we strive to hire candidates that share this commitment.

Fiscal Year 2020-2021**Does the District meet Method #6 (Consistent and ongoing training for hiring committees)?**☒ **Yes**☐ **No**

Please provide an explanation and evidence of meeting this Multiple Method, #6.

Multiple Method #6

In order to serve as an EEO representative on faculty/academic screening committees, every member must complete an orientation/training program (90 minutes). This training program encompasses a section devoted to Equal Employment Opportunity and the importance of equity and diversity throughout the process.

All Faculty/Administrator Screening Committee members must be oriented to the process and receive EEO/Diversity training prior to serving on any screening/selection panel, thus the list of trained EEO reps is vast. HR maintains the list, and approves the adjunct committee EEO reps. The Academic Senate President appoints the EEO reps to the full-time faculty screening committees. HR appoints a trained EEO rep to the administrative screening panels.

The following documents are used on all screening committee orientations and trainings:

- SMC Orientation PowerPoint Presentation: (a general overview of SMC including EEO/diversity issues)
- EEO Plan:
- https://www.smc.edu/administration/human-resources/documents/EEO_Documents/EEO-Plan.pdf
- SMC EEO Screening Committee Orientation Manual
- SMC EEO & Diversity Search Committee Presentation
- SMC EEO Search Committee Training Questions

The Personnel Commission provides training to all classified screening committees on non-discrimination and legally protected categories. Classified screening committees are also provided with structured interview questions and standardized evaluation benchmarks, in order to ensure that evaluations are based strictly on job-related factors. Both briefing and debriefing of screening committees reinforces adherence to established procedures and criteria.

Does the District meet Method #7 (Professional development focused on diversity)?☒ **Yes**☐ **No**

Please provide an explanation and evidence of meeting this Multiple Method, #7.

Multiple Method #7

In the wake of the Black Lives Matter movement which erupted during the Spring and Summer of 2020, the District has focused on promoting and supporting communication and the interchange of ideas and dialogue between and amongst the diverse populations which compose District employment. "Affinity Groups" were established for Black/African Americans, Asian and Pacific Islanders, Hispanic/Latinx, and White/Caucasians; most of these informal groups have been meeting throughout 2020-2021. There was also a virtual discussion on "How to Have Conversations on Racism with Family Members."

Professional Development Day Programs

The Professional Development Committee at SMC is composed of full-time and part-time faculty members. During the Fall and Spring semesters, a professional development program is held for faculty, and the Classified Professional Development Committee programs workshops for classified professional staff. Each professional development day has a theme.

Fall 2020:

Workshops focused on diversity included:

- Accessibility in the Distance Learning Environment
- Diversity Equity Faculty Showcase: Course Design that Aligns with the CVC_DEI Course Rubric
- Equity-Minded Assessment for Remote Instruction
- Preview of Student Racial Climate Survey Findings
- SMC' Student Equity Center: History and Updates
- Unveiling the Equity Plan
- Workplace Violence/Bullying

Spring 2021:

The theme for Spring 2021 was "We are SMC: Showing Authentic Caring to Students and Each Other". Four competency areas were the focus of the day's virtual workshops, drawn from the [Student Equity Plan](https://www.smc.edu/administration/institutional-research/student-equity.php)¹:

- Authentic Communication
- Change Management/Culturally Responsive Facilitation
- Cultural Humility
- High Impact/Anti-Racist Practices

Keynote speakers discussed the racial and equity context at SMC and how to create spaces where students of color would feel welcome and have a sense of belonging. A second keynote speaker focused on how learning is a combination of rigorous academics and contemplative practices with a social justice emphasis.

¹ <https://www.smc.edu/administration/institutional-research/student-equity.php>

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Professional development trainings & workshops focused on diversity, equity and inclusion presented by SMC to staff during the Spring Professional Development Day were:

- Advanced Title 5-Advanced Inclusivity: The Art of “Calling In” and Breaking Down Two-Way Barriers
- Advanced Title 5-Real World Work on Unconscious Bias
- Advanced Title 5-Title 5 in Practice-A Roundtable Discussion
- Affinity Group discussions
- CE Winter Retreat: Redesigning with Equity, Careers and Teaching in Mind
- Classified Staff Conversation: Equity Conversations and Priorities
- Creating a Workplace of Mutual Respect -
- Expanding Your Worldview: Appreciating Cultural Differences
- From Equity Walk to Equity Talk: Expanding Practitioner Knowledge for Racial Justice in Higher Education
- HR Presents Diversity & Equity @SMC
- Introduction to Cultural Humility and Everyday Applications for Classified Professionals
- Leading During Times of Crisis with Equity Sensibilities
- Leveraging the Super-Charging Effects of Inclusivity
- Navigating the Pandemic with an Equity Mindset
- Preparing to Teach as Full-Time Faculty in a Equity Minded Institution
- Remote Leadership Techniques and Strategies for Managers and Supervisors
- SB 1343-Mandatory Workplace Harassment Trainings for Non-Supervisory Employees
- Sexual Harassment Prevention Training for Supervisors (AB 1825)
- Simple Tools for Classified Educators to Promote Equity and Reduce Bias
- SMC Men of Color
- Supporting Men of Color
- The Indispensable Role of Classified Professionals in Achieving Equity
- The Neuroscience of Fair Decision Making for Educators and Administrators (by Beverly Papillon)
- Title 5-Exploring Equity & Diversity Series
- Unconscious Bias
- Understanding the Data by Gregory Smith (SDCCD)

Student Focused Trainings:

- Beyond Sex Toolbox Series
 - Bystander Intervention: How Can I Stand/Speak/Act
 - On the Spot! Advanced Bystander Intervention and De-Escalation
 - Unconscious Bias
- Title IX Leadership Program for Students
 - Domestic & Dating Violence/Stalking
 - Healthy Relationships-Consent is a Man’s Issue, Too
 - Intersectionality Issues – LGBTQ & Marginalized Populations
 - Preventing Sexual Assault- Creating a Culture of Consent & Respect

Professional development trainings & workshops presented by third-party vendors include but are not limited to:
ACHRO-EEO:

- ADA Disability Compliance

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- Diversity, Equity & Inclusivity Workgroups (DEI)
- Leading Racial Equity Conversations

CORA Learning:

- Black Minds Matter

Employment Round Table of So Cal

- Social Justice in the Workplace Series-Implicit Bias 1.0- Fundamentals and Workplace Impacts
- What is Microaggression?

Equity Now!:

- Leveraging Racial Equity Data
- Skill Building for Racial Literacy
- Taking Action for Racial Equity
- Unpacking Internal and Institutional Racism

USC Race and Equity Center - California Community College Racial Equity Leadership Alliance

- Monthly eConvening Series (September 2020 – August 2021)

Other Conferences and Trainings:

- ATIXA Diversity Equity and Inclusion
- CCC LGBTQ= Summit 2021
- Chancellor's Office System Webinars - Guided Pathways: Supporting Learning for Students with Disabilities
- Courageous Conversations: Why Black Lives Matter
- Cross-Departmental Collaboration to Support Students with Disabilities
- Engaging in Antiracism Work: During Black History Month and Beyond
- Hollaback-How to respond to Harassment...Anti-Asian/American Harassment Training
- NABITA Conference
- New Roads Schools-Grappling with the Persistence of Systemic Racism and Steps to Advance Equity
- University South Florida DEI Certificate Program

Other Professional development activities in FY 2020-2021 included but were not limited to:

- Mini-Management Training:
 - "Recognizing Workplace Violence, Discrimination, and Sexual Harassment...and When it is Not"
 - Hiring, promotion & cyclical job description reviews (of classified staff)
- New Hire Orientations, New Management Orientations
- Screening Committee Orientations

Other SMC Programs Supporting Diversity and Equity include but are not limited to:

1. SMC Dream Program – Provides support services to DREAMers (undocumented, AB540, and DACA recipients)
2. Black Collegians Program – Assists students of African descent in transferring to four-year universities and obtaining their Associate degree.
3. Center for Teaching Excellence – Serves faculty in pursuit of personal and professional growth; sponsors an annual Summer Faculty Institute, quarterly seminars, departmental workshops, and customized support for individuals and groups. Resources include articles, books, DVDs, etc., which support workshops and training on gender, race, culturally responsive teaching, the social neuroscience of education, and mentoring at-risk students.
4. Disability Resources – Offers guidance and counseling, and special programs to help students who are

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5. Guardian Scholars – Supports the academic and personal goals of current and former foster youth attending SMC.
6. EOPS/CARE – Supports the enrollment, retention, graduation and transfer of students who are challenged by economic and educational disadvantages.
7. First Year Experience – Retitled, "SMC Promise College Hacks", is designed especially for new students; to meet other new students, build community, learn about campus resources and career options.
8. International Student Center – Offers many programs geared to support the SMC international student community.
9. Latino/Adelante – Focuses on academic achievement, transfer, cultural awareness, and personal growth.
10. Pico Promise – A joint partnership between SMC and the City of Santa Monica, designed to meet the needs of under-represented youth living near the college.
11. Santa Monica Academic Senate College Equity and Diversity Committee *explores academic and professional matters concerning faculty equity and diversity practices and policies at the college. It works with appropriate campus groups to develop, recommend, and assess policies, programs, and strategies that promote equity and diversity in student success and to update the college's equity plan. An equity resource guide has been published, filled with helpful tips, case studies, and classroom practices, "Toward Equity: An Interactive Guide for Santa Monica College Faculty" so as to "equitize" teaching practices.*
12. Social Justice Resources – Workshops, events, resources to support SMC students who are Dreamers and undocumented.
13. STEM – Fosters the skills necessary to excel in Science, Technology, Engineering, and Math; designed to help traditionally underrepresented students.
14. Veterans Program – Supports veterans entering college for the first time, or returning to college; acts as a liaison with the VA to verify enrollment for students claiming Veteran benefits.

The Diversity, Equity & Inclusivity@SMC website can be found at <https://www.smc.edu/administration/human-resources/diversity-equity-inclusivity/index.php>.

[On the Diversity, Equity & Inclusivity@SMC website is the following Information:](#)

- Nondiscrimination Policy,
- Legally Protected Statuses,
- Bias,
- Compensation Equity,
- Disability Inclusion,
- Filing a Complaint,
- LGBTQ Protections,
- Policies & Resources,
- Sexual Harassment & Sexual Misconduct,
- Sexual Violence Response & Prevention,
- Social Justice Resources, and
- Veterans Resources.



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Faculty & Staff Diversity Reports The district has conducted longitudinal analysis of ethnicity, gender, and age for all employee groups every 2 years starting in 2009.; the reports can be found at:

<https://www.smc.edu/administration/human-resources/diversity-equity-inclusivity/diversity-reports.php>

Complaint & Grievance Forms, can be found at: <https://www.smc.edu/administration/human-resources/complaints-concerns/index.php>. More information regarding filing an unlawful discrimination complaint can be found at <https://www.smc.edu/administration/human-resources/diversity-equity-inclusivity/filing-a-complaint.php>.

In order to promote a culture of partnership, feedback, and continuous improvement, the Personnel Commission has implemented a "PC Coach Partnership" program. This partnership includes sessions provided to District managers to educate, advise, and coach them in Commission processes, resources, and deliverables necessary in managing the classified workforce. Additional coaching sessions are also being developed for classified staff.

Coaching sessions for managers which focus more directly on diversity cover effective collaboration in hiring and promotional processes designed to expand the diversity of our applicant pools and ensure hiring decisions are based solely on job-related factors. Coaching sessions are also being developed for classified staff to assist them with participating in applying and competing for promotions. The goal is to minimize factors that are not job-related impacting their ability to successfully compete for a promotion.



Fiscal Year 2020-2021

Does the District meet Method #8 (Diversity incorporated into criteria for employee evaluation and tenure review)?

☒ **Yes**

☐ **No**

Please provide an explanation and evidence of meeting this Multiple Method, #8.

Multiple Method #8

1.) Faculty:: There is criteria that addresses working with students from diverse backgrounds and needs in the Faculty Observation forms for all faculty, counselors, and librarians. Additional discussion/negotiation is still pending for faculty evaluations.

2.) Classified professional (i.e., not management) evaluation includes an evaluation of how the classified professional employee "relates to diverse student, faculty and/or public populations".



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Does the District meet Method #9 (Grow-Your-Own programs)?

☒ **Yes**

☐ **No**

Please provide an explanation and evidence of meeting this Multiple Method, #9.

Multiple Method #9

Due to the Covid-19 pandemic and the moving of on-site classes to remote learning and staff working remotely, Santa Monica College cancelled its annual Faculty Job Fair & Open House scheduled for Fall 2020. At the time of this certification submission, the Faculty Job Fair & Open House is scheduled for Fall 2021 as either an on-ground or virtual event, pending CDC guidelines.

The Job Fair featured panel discussions focused on the Adjunct and full-time hiring process, as well as the application process; panel members included members of the Faculty Association and the Academic Senate, as well as tenured and probationary faculty.

During 2019-20, Santa Monica College, in partnership with the City of Santa Monica, held a Pre-Supervisory Academy for a limited cohort of non-academic/non-management employees interested in professional development. Based on that experience, SMC's Office of Human Resources designed a program for classified non-management employees who have expressed a desire to move into management. In March 2021, the Office of Human Resources initiated a Pre-Supervisory Academy designed to prepare classified professional staff for future management positions. The program, which ends in October 2021, incorporates 10 sessions on a variety of EEO related issues, such as: communication, customer service, teamwork, microaggressions, bias, employee recruitment and selection, setting standards, and evaluating staff. There are 28 classified professionals and 2 new classified managers in the current cohort.

If more space is needed for your explanations, you may attach an additional file.

ATTACH FILE



Equal Employment Opportunity Fund
District Expenditure Report
Fiscal Year 2020-2021

District Name: SANTA MONICA COMMUNITY COLLEGE DISTRICT

Report	EEO/Diversity Allocation Fund (Ed. Code § 87108)
(a) Total Unexpended Allocation from Previous Year (Carry Over)	\$34,664
(b) 2020-2021 Allocation	\$50,000
(c) 2020-2021 Expenditures (Same total listed below in column 1)	\$29,336
Unexpended Allocations (a + b - c) ** On a separate page, please describe anticipated use of funds and projected date.	\$55,328

Controlling Account	EEO/Diversity Allocation Fund (Ed. Code § 87108)	Other Funds	Total
1000 Academic Salaries			
2000 Classified Salaries			
3000 Employee Benefits			
4000 Supplies & Materials			
5000 Other Oper. Exp. & Svcs.	\$29,336	\$155,416	\$184,752
6000 Capital Outlay			
7000 Other Outgo			
Totals	\$29,336	\$155,416	\$184,752

I certify that this expenditure or local report is complete and accurate.

Print Name: Tre'Shawn Hall-Baker
Phone: 310.434-4170

Print Title: Dean-Human Resources
E-Mail Address: hall-baker treshawn@smc.edu

Signature:  _____

Date: 07/12/2021

Prepared by: Laurie Heyman

Contact Phone No. 310.434-4170



Equal Employment Opportunity Fund
District Performance Report
Fiscal Year 2019-2020

District Name: SANTA MONICA COMMUNITY COLLEGE DISTRICT

USE WHOLE DOLLAR AMOUNTS

(1) Performance Indicators	(2A) EEO Diversity Fund Expenditures (Ed. Code § 87108)	(2B) Other Fund Expenditures (Identify amount and source)	(3) Description of Activities
1. Activities designed to encourage students to become qualified for, and seek, employment as community college faculty or administrators	\$0	\$0	
2. Outreach and recruitment.	4.\$1,000	1.\$27,921 2.\$10,890 3.\$29,344 5. \$433	1. NEOGOV-academic recruitment 2. NEOGOV-classified recruitment 3. HWW, Inc, aka AdClub-academic recruitment 4. YCCD for CCC Registry Job Fair-LA 5. Travel Reimbursements re Candidates
3. Professional development on equal employment opportunity.	1.\$10,200 2.\$3,198		1. LACOE/EASE Program 2. Civil Rights Investigator Training for 2 analysts/investigators (ATIXA)
4. Accommodations for applicants and employees with disabilities pursuant to		1.\$616 2.\$6,250	1. Sign Up Interpreting (Deaf/Hard-to-Hear) 2. Verbit, Inc-transcription zoom/videos



Explanation of EEO Grant Fund Carry-over FY 2020-2021

Due to continued barriers related to the COVID-19 Corona Virus Pandemic, several of the services and processes related to Equal Employment Opportunity (EEO) programs have been minimized and/or limited. Although we have maintained standards and followed mandated protocols as per the EEO Plan, the cost has been significantly reduced. For instance, the cost associated with recruitment and selection was minimal since there was very limited hiring. Additionally, the cost of EEO Training and Outreach has been reduced since our audiences are smaller, there is no travel, and we have taken advantage of using in-house services.

The aforementioned circumstances has resulted in higher than usual carry-over EEO funding balances. We plan to use the money much more robustly in the coming months as we transition back to on-ground and in-person processes and as we began more normalized recruitment and selection.

Appendix 14

NEOGOV's Diversity Report 2021

Click on the following link:

<https://www.smc.edu/administration/human-resources/diversity-equity-inclusivity/documents/NEOGOV-2021-Diversity-Report.pdf>
