



Santa Monica College Employee Diversity Report

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October 06, 2009



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EXECUTIVE SUMMARY



EXECUTIVE SUMMARY

Santa Monica College (SMC) 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, 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 two-year institution of higher education continues to reinforce its popularity and respected status with educators, students and the communities which this college serves.

This report will provide a snapshot of faculty, staff and student diversity within Santa Monica College and a platform from which strategies for employment outreach will be devised in this post Proposition 209 environment.

Information provided for the college spans a three-year period from July 2006 through June 2009, and was collected with the assistance of staff from the Offices of Institutional Research and Information Management. Los Angeles County data was collected from the 2008 U.S. Census Bureau Data Report and the California Department of Finance.

Record Student Enrollment

The outstanding reputation of this institution is one of many reasons why postsecondary students are coming in droves to SMC from public, private and charter schools. It is also understood that with tumultuous economic times and high unemployment, people return to school. Progressively increasing enrollment is evident in the comparison data for years 2006, 2007 and 2008 contained in this report. Though not included in the report, fall semester 2009 enrollment data through September 28, 2009 indicates a headcount of 35,307 students. 9,365 are full-time equivalent credit students (FTES) enrolled with 12 or more units.



EXECUTIVE SUMMARY, continued

Data Collection and New Reporting Guidelines

In response to criticism about racial and ethnic standards not adequately reflecting the diversity of the nation's current population, the U. S. Office of Management and Budget (OMB) initiated a comprehensive review in 1993. Recommendations from this review were implemented in 1997 by the federal government through the OMB's "Revisions to the Standards for the Classification of Federal Data on Race and Ethnicity." In 2007, the U.S. Department of Education posted the guidelines to implement OMB's 1997 standards and California Community Colleges are collecting data in accord with these standards through the Equal Employment Opportunity Survey Form, a document that is a primary source for applicants and employees to identify their race and ethnicity. This form was revised to comply with updates to Title 5.

Data is collected by applicants' and employees' optional identification of race and ethnicity. Traditional surveys requested people to identify race as being American Indian/Alaska Native, Asian, Black, Hispanic, or White. The updated EEO surveys remain optional but now respondents are specifically asked to identify race and ethnicity. They must first identify whether or not they are Hispanic/Latino or Spanish Origin and if their race is American Indian or Alaskan Native, Asian, Black or African American, or Native Hawaiian or Other Pacific Islander. Respondents may further identify if there are two or more races within their lineage.








EXECUTIVE SUMMARY, continued

Diversity Statistics

Data is presented on a fiscal year basis: 2006-2007 (2006), 2007-2008 (2007) and 2008-2009 (2008). When reviewing the data, totals are shown on the right side of the page. Corresponding group numbers are presented with percentages in each category. Data is presented initially by race and ethnicity and subsequently by gender.

To better understand employee changes since June 2009, current employee information for Fall Semester 2009 is shown below. Unless specified, the following statistics for each group are representative of 2008- 2009 data.

Current SMC Employees - Fall Semester 2009

-  Academic Administrators: 48
-  Classified Managers: 39
-  Classified Support: 473
-  Full-Time Faculty: 310
-  Part-Time Faculty: 1,008

Students

Student information is included for comparison purposes with the District workforce.

Student race and ethnicity population data remained relatively consistent from 2006 through 2008.

Student diversity figures for 2008-2009 were:

- ✚ 9.81% (3,378) were African American/Black
- ✚ 0.44% (153) were American Indian/Native American
- ✚ 16.0% (5,511) were Asian
- ✚ 37.94% (13,068) were Caucasian/White
- ✚ 2.13% (735) were Filipino
- ✚ 23.99% (8,263) were Hispanic
- ✚ 0.60% (207) were Pacific Islander
- ✚ 9.09% (3,131) were Unknown

Female students clearly outnumbered male students in 2006, 2007 and 2008. In 2008, females outnumbered males, 57.76% (15,897) to 42.21% (14,540).

Academic Administrators

There were 55 Academic Administrators:

- ✚ 69.09% (38) were Female
- ✚ 30.91% (17) were Male

- ✚ 20.0% (11) were African American/Black
- ✚ 9.09% (5) were Asian
- ✚ 36.36% (20) were Caucasian/White
- ✚ 3.64% (2) were Filipino
- ✚ 10.91% (6) were Hispanic
- ✚ 1.82% (1) were Pacific Islander
- ✚ 18.18% (10) were Unknown

A point of interest when reviewing the stats is that Academic Administrators include Project Managers.
Project Managers are one year temporary employees.

There were 11 Project Managers:

- ✚ 45% (5) were African American/Black
- ✚ 27% (3) were Caucasian/White
- ✚ 27% (3) were Hispanic/Latino

- ✚ 91% (10) were Female
- ✚ 9% (1) was Male

Classified Managers

There were 39 Classified Managers:

- ✚ 25.64% (10) were Female
- ✚ 74.36% (29) were Male

- ✚ 17.95% (7) were African American/Black
- ✚ 2.56% (1) was American Indian/Native American
- ✚ 7.69% (3) were Asian
- ✚ 66.67% (26) were Caucasian/White
- ✚ 5.13% (2) were Hispanic

This category is dominated by Caucasian men and is less racially and ethnically diverse compared to college employees overall.

Classified Support

There were 473 Classified Support personnel:

- ✚ 53.48% (246) were Female
- ✚ 46.52% (227) were Male

- ✚ 25.76% (122) were African American/Black
- ✚ 0.21% (1) was American Indian/Native American
- ✚ 6.77% (32) were Asian
- ✚ 36.79% (174) were Caucasian/White
- ✚ 2.33% (11) were Filipino
- ✚ 23.47% (111) were Hispanic
- ✚ 4.65% (22) were Unknown

African Americans and Latinos are more evenly represented in classified support positions than Asians and Native Americans.

Full-Time Faculty

There were 318 full-time faculty members:

- ✚ 57.86% (184) were Female
- ✚ 42.14% (134) were Male

- ✚ 11.95% (38) were African American/Black
- ✚ 7.86% (25) were Asian
- ✚ 63.21% (201) were Caucasian/White
- ✚ 0.94% (3) were Filipino
- ✚ 11.64% (37) were Hispanic
- ✚ 4.40% (14) were Unknown

Minority populations are under-represented within SMC's full-time faculty. Please refer to the Faculty Diversity Data by Department in Appendix G for more specific survey results.

Part-Time Faculty

There were 1,114 part-time faculty members:

- ✚ 53.5% (596) were Female
- ✚ 46.5% (518) were Male

- ✚ 7.45% (83) were African American/Black
- ✚ 0.09% (1) was American Indian/Native American
- ✚ 7.09% (79) were Asian
- ✚ 62.57% (697) were Caucasian/White
- ✚ 0.54% (6) were Filipino
- ✚ 6.55% (73) were Hispanic
- ✚ 0.18% (2) were Pacific Islander
- ✚ 15.53% (173) were Unknown

Minority populations are under-represented within SMC's part-time faculty. Please refer to the Faculty Diversity Data by Department in Appendix G for survey results.



EXECUTIVE SUMMARY, continued

Age Data

Information has been reviewed by Human Resources to determine the age of employees by employment category. The results reinforce the need to effectively implement succession planning strategies.

60+ years of age

- ✚ 30% (95) of full-time faculty members
- ✚ 25% (257) of part-time faculty members
- ✚ 17% (8) of academic administrators
- ✚ 16% (6) of classified managers
- ✚ 19% (91) of classified support personnel

Applicant Pools, New Hire Information and Interpretation of the Data

During 2008-2009, 1,586 academic applications were received but 62.42% (990) applicants were "Unknown." This unknown component skews survey results. However, the data indicates underrepresentation with racial and ethnic minorities.

An online application process was initiated by the Personnel Commission during this year for classified employment applications that resulted with 9,636 classified applications being processed. Only 10.35% (997) of the applicants did not complete or respond to the optional EEO survey when applying for a job. The increase with classified employment applications in all categories indicated significantly improved recruitment outreach in most groups. There were no responses for Pacific Islanders. Though there were more applicants, the caliber of the applicant pool is not known until a testing and selection process is initiated.

In viewing the data, it is evident that based upon all employment categories except for classified managers; more females apply for positions and are hired by the District.

New Hire Data

There were 179 employees hired during 2008-2009:

- ✚ 10.61% (19) were African American/Black
- ✚ 6.70% (12) were Asian
- ✚ 51.96% (93) were Caucasian/White
- ✚ 10.61% (19) were Hispanics
- ✚ 0.56% (1) was Pacific Islander
- ✚ 19.55% (35) did not identify race and ethnicity

Impact of “Unknown” Responses

A significant percentage of people did not respond, self identify or simply did not complete the Equal Employment Opportunity Survey Form, thus their race and ethnicity are categorized as “unknown”. Where students or employees were formerly able to check “Decline to State” or “Unknown” on the Equal Employment Opportunity Survey Form, these options are no longer available on the updated form.

The “unknown” designation impacts data and leads to major speculation as to what must be done to encourage more thorough completion of the EEO Survey. It also triggered awareness of the need to improve or expand data collection methods at the college.

The HR Office will implement changes in its intake process of new hires to encourage completion of the optional Equal Employment Opportunity Survey.



EXECUTIVE SUMMARY, continued

Employee/Employment Outreach

Since 2007, the District Human Resources Office and the Personnel Commission have worked collectively to improve recruitment, testing and selection processes. The Personnel Commission quickly initiated the move to automate an applicant tracking process. This allowed for a broader and more comprehensive sweep for prospective talent. With the implementation of NEOGOV in February 2008, classified applicants increased 1000%. The caliber of applicants also improved because of strategic outreach efforts and improved testing methods.

The District HR Office will implement PeopleAdmin, an online academic application tracking process, in October or November 2009. It is anticipated that recruitment outreach efforts will be enhanced by having a more efficient and easily accessible path for prospective candidates to apply for academic positions. Prospects will see that SMC is the place to be! It will also provide an opportunity for applicants to virtually peruse SMC.

Both the District HR Office and Personnel Commission will continue EEO training of selection committee members and hiring panels. This training is mandated for all committee members or panelists of each hiring process.



EXECUTIVE SUMMARY, continued

Summary

In conclusion, based on the data that has been gathered, there is work to be done to develop strategies to broaden and balance racial and ethnic representation among employee categories with each recruitment process. The Human Resources Office and Personnel Commission will do this within the guidelines of applicable laws and policies.

To accomplish this ideal, a conscientious decision to support such efforts must be made and be supported by the SMC Board of Trustees. Hiring employees to achieve a better balance is a quick yet expensive proposition in these challenging economic times. Pressure to rally for specific positions is expected. Each suggested replacement or added position must be scrutinized. If feasible, recruitments should be open processes.

The message that the District wants to promote is that there is commitment to achieving employee diversity at SMC.



ACKNOWLEDGEMENTS

The report was compiled from information obtained with the assistance of staff in the Offices of Institutional Research and Information Management.

Special gratitude also to Ms. Laurie Heyman, Administrative Assistant-III Confidential, in Human Resources, for her apt computer skills in producing this report; and to Mr. Micky Kwan and Ms. Darlene Kasch of the Office of Information Management for data collection for this report. Without their assistance, this report would not be possible.



FREQUENTLY ASKED QUESTIONS



Frequently Asked Questions on Race and Ethnicity Reporting Guidelines

(Source: Information on the New Standards for IPEDS (Integrated Postsecondary Education Data System) Race and Ethnicity Reporting at www.sheeo.org)

1. What is the difference between ethnicity and race?

Ethnicity and race often are used interchangeably although such use is incorrect. Ethnicity represents social groups with a shared history, sense of identity, geography, and cultural root, which may occur despite racial difference. Race represents a population considered distinct based on physical characteristics.

2. What are the new ethnicity/ race categories?

There are two categories for data on ethnicity:

- 1) Hispanic or Latino or Spanish Origin, and
- 2) Not Hispanic or Latino or Spanish Origin.

There are five new categories for data on race:

- 1) American Indian or Alaskan Native
- 2) Asian
- 3) Black or African American
- 4) Native Hawaiian or Other Pacific Islander
- 5) White

Additional subcategories of ethnicity/race may be collected if they can be aggregated to the IPEDS reporting categories.

3. How is the "Hispanic or Latino or Spanish Origin" ethnicity category defined?

The term "Hispanic or Latino or Spanish Origin" is defined as a person of Cuban, Mexican Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.



Frequently Asked Questions on Race and Ethnicity Reporting Guidelines, continued

4. Why were these ethnicity/race changes made?

Responding to growing criticism that the 1977 racial and ethnic standards did not reflect the diversity of the nation's current population, the Federal Office of Management and Budget (OMB) initiated a comprehensive review in 1993. The review included:

- 1) organizing a workshop to address the issues by the National Academy of Science,
- 2) convening four public hearings, and
- 3) appointing an Interagency Committee for the Review of Racial and Ethnic Standards, which later developed a research agenda and conducted several research studies.

The result of the Committee's efforts was a report describing recommended changes with most of those recommendations being accepted by the OMB in its 1997 Standards. The Office of Management and Budget (OMB) is requiring the changes as issued in its 1997 "Revisions to the Standards for the Classification of Federal Data on Race and Ethnicity."

On October 19, 2007, the US Department of Education posted the guidelines to implement OMB's 1997 Standards.



Frequently Asked Questions on Race and Ethnicity Reporting Guidelines, continued

5. How should postsecondary institutions collect ethnicity/race information from students and employees?

Two questions must be used when collecting ethnicity/race.

The first question is whether the respondent is "Hispanic or Latino or Spanish Origin" or "Not Hispanic or Latino or Spanish Origin" (The term "Hispanic or Latino or Spanish Origin" is defined as a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race).

The second question is whether the respondent is from one or more races from the following list: American Indian or Alaskan Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, White. Postsecondary Institutions cannot use a multi-race category in collection data from respondents.

The question on ethnicity must be asked first.



Frequently Asked Questions on Race and Ethnicity Reporting Guidelines, continued

6. Should all students and employees respond to the second question on race?
Yes. Both questions are to be answered for all respondents regardless of how a student or employee responds to the first question on ethnicity.
7. Can postsecondary institutions include categories of "Two or More Races," "Unknown," and/or "Nonresident Alien" in the collection process?
No. These are valid reporting categories, but they cannot be used in data collection.
8. Can postsecondary institutions collect additional sub-categories of ethnicity/race not included in the new standards?
Yes, but only if the additional subcategories can be aggregated to the IPEDS reporting categories.
9. Can postsecondary institutions include a "no response" or "refuse to answer" option on the collection form?
No. The guidelines do not allow for this option.
10. Can postsecondary institutions require students and/or employees to complete the ethnicity/race questions?
No. This information can only be requested. If the individual does not self-identify, the postsecondary institution should report "Unknown" to IPEDS.



Frequently Asked Questions on Race and Ethnicity Reporting Guidelines, continued

11. How will postsecondary institutions report data under the new ethnicity/race categories?

Postsecondary institution will be required to report aggregated ethnic and racial data in seven categories:

1) Hispanic/Latino/Spanish Origin of any race

For respondents who are non-Hispanic/Latino/Spanish Origin only.

2) American Indian or Alaskan Native,

3) Asian

4) Black or African American,

5) Native Hawaiian or Other Pacific Islander,

6) White, and

7) Two or more races.

Plus,

8) Non-Resident Alien (of any ethnicity or race), and

9) Ethnicity/Race Unknown (if the respondent does not self identify).



Frequently Asked Questions on Race and Ethnicity Reporting Guidelines, continued

12. How do postsecondary institutions report a respondent who self-identifies in two or more racial categories?
A respondent who self-identifies in two or more racial categories must be reported as "Two or more races" only if the respondent does not self identify as Hispanic/Latino/Spanish Origin. If the respondent self-identifies as Hispanic/Latino/Spanish Origin, the postsecondary institution should only report the respondent as Hispanic/Latino/Spanish Origin, and should not report the respondent in any of the five racial categories or the "Two or more races" category.
13. If a respondent self-identifies as "Non-Hispanic or Latino or Spanish Origin" and self-identifies in two or more of the five racial categories, should that respondent be reported to IPEDS as "Two or more races" only?
Yes. A respondent who self identifies as "Non-Hispanic or Latino or Spanish Origin" and self-identifies in two or more of the five racial categories must be reported as "Two or more races" only.
14. What are the potential impacts of these changes?
The count for each race potentially could drop from prior years as individuals are reclassified as Hispanic/Latino or as "Two or more races".
15. How will these changes impact trend data?
The count for each race potentially could drop from prior years as individuals are reclassified as Hispanic/Latino or as "Two or more race." Additionally, such reclassification potentially may increase the counts for Hispanic/Latino from prior years.



Appendices



Appendix A: DATA COLLECTION



APPLICANT EEO SURVEY



STUDENT DEMOGRAPHIC SURVEY

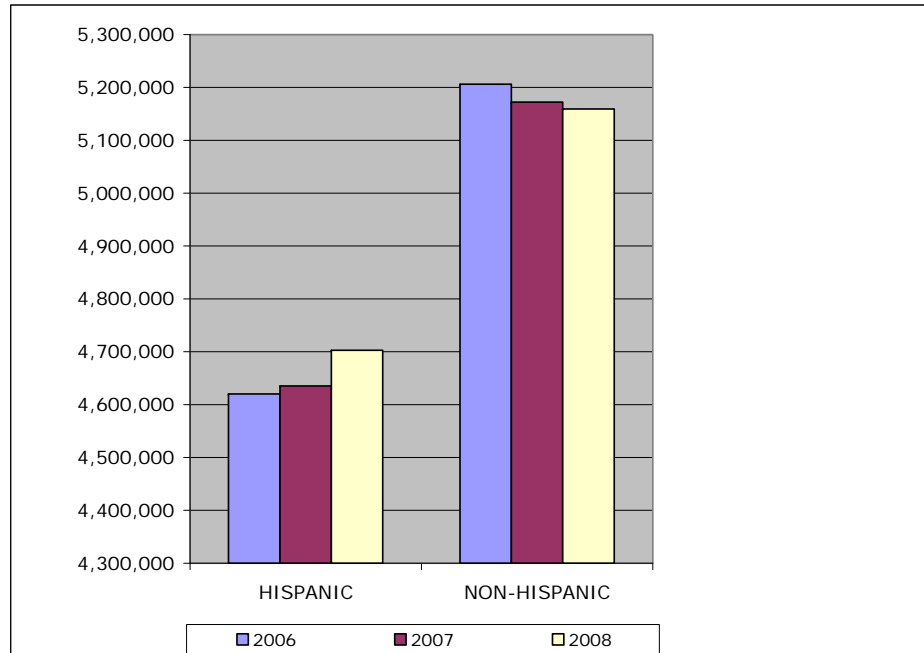


Appendix B:
COUNTY OF LOS ANGELES DIVERSITY



Los Angeles County - Hispanic/Non-Hispanic 2006-2008

	HISPANIC		NON-HISPANIC		TOTAL	
	No.	%	No.	%	No.	%
2006 TOTALS	4,620,110	47.02%	5,206,383	52.98%	9,826,493	100.00%
2007 TOTALS	4,635,350	47.26%	5,172,520	52.74%	9,807,870	100.00%
2008 TOTALS	4,702,785	47.69%	5,159,264	52.31%	9,862,049	100.00%

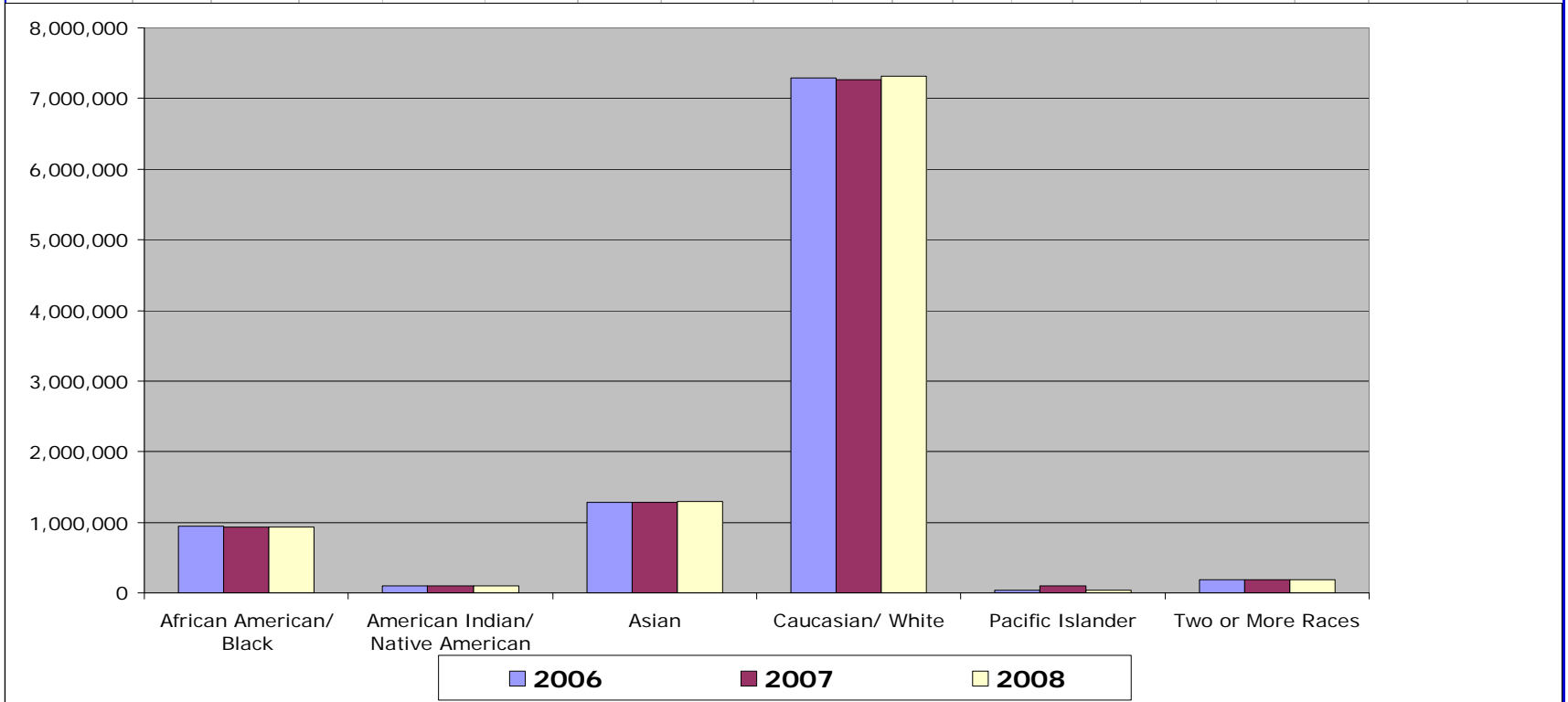


Note: Hispanics may be of any race, so also are included in applicable race categories
 Note: Hispanic origin is considered an ethnicity, not a race.
 Sources: U.S. Census Bureau: State and County Quick Facts. Data derived from Population Estimates, Census of Population and Housing. Last Revised Tuesday, May 05, 2009
<http://quickfacts.census.gov/qfd/states/06/06037.html>
 Annual Estimates of the Resident Population by Sex, Race Alone, and Hispanic Origin for Counties: April 1, 2000 to July 1, 2008
<http://www.census.gov/popest/counties/asrh/CC-EST2008-RACE6.html>



County of Los Angeles Diversity 2006-2008

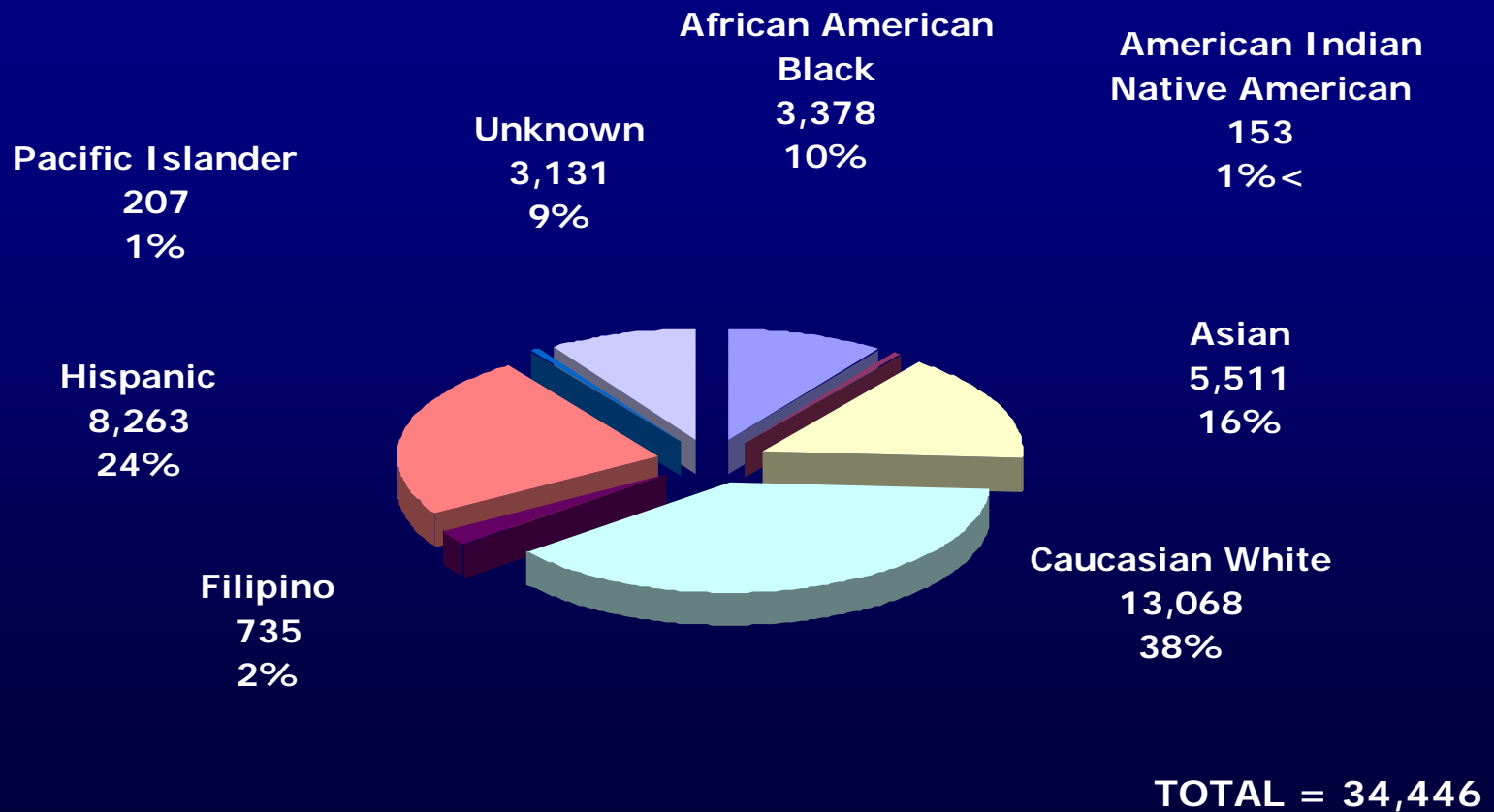
	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Two or More Races		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006 TOTALS	945,493	9.62%	98,357	1.00%	1,277,404	13.00%	7,287,852	74.17%	n/a	0.00%	n/a	0.00%	33,954	0.35%	183,433	1.87%	9,826,493	100.00%
2007 TOTALS	935,140	9.53%	97,674	1.00%	1,285,999	13.11%	7,270,670	74.13%	n/a	0.00%	n/a	0.00%	33,553	0.34%	184,834	1.88%	9,807,870	100.00%
2008 TOTALS	931,478	9.45%	98,470	1.00%	1,298,746	13.17%	7,312,060	74.14%	n/a	0.00%	n/a	0.00%	33,781	0.34%	187,514	1.90%	9,862,049	100.00%





Appendix C: DIVERSITY WITHIN EMPLOYEE AND STUDENT GROUPS

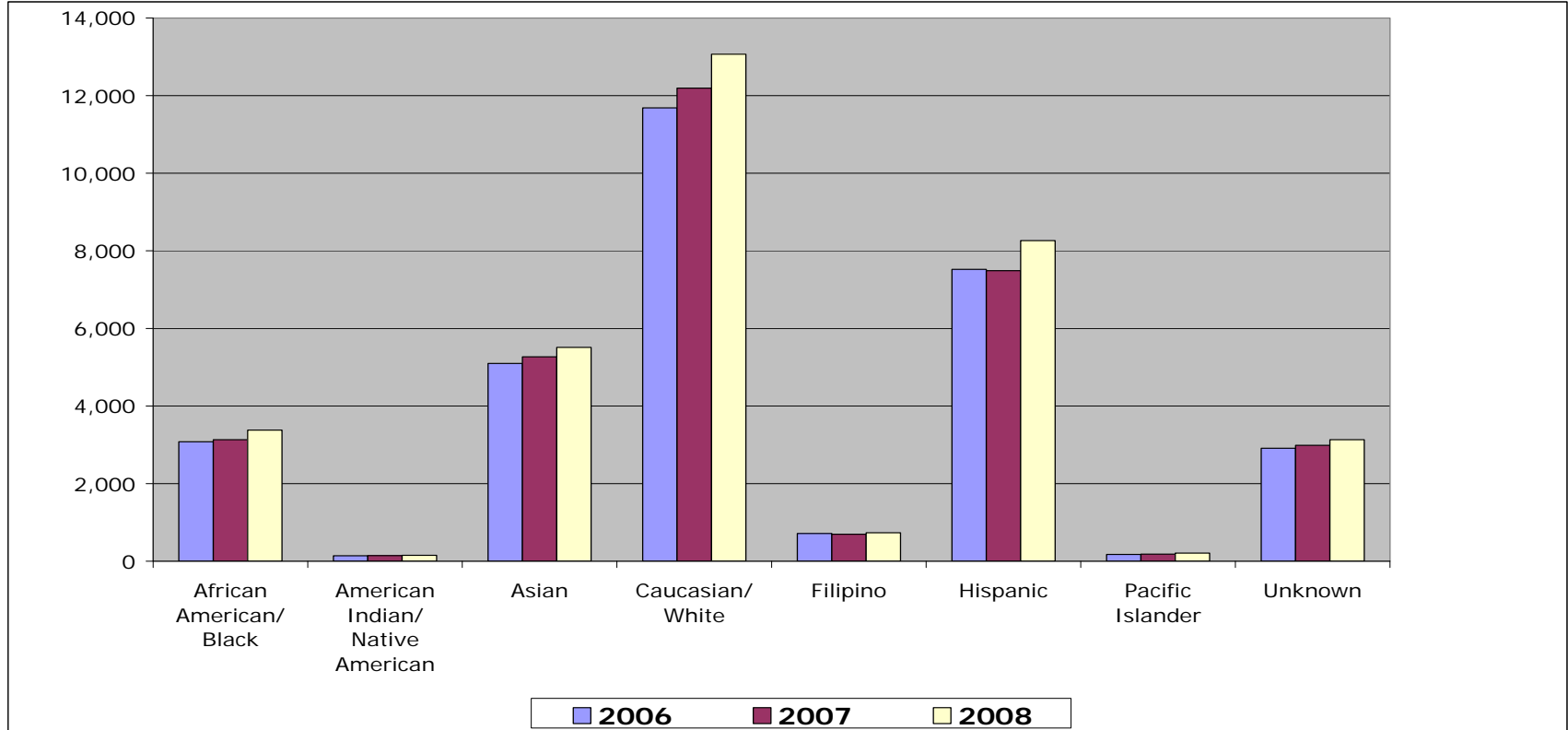
SANTA MONICA COLLEGE STUDENT SNAPSHOT - 2008





Santa Monica College Student Population Diversity 2006-2008

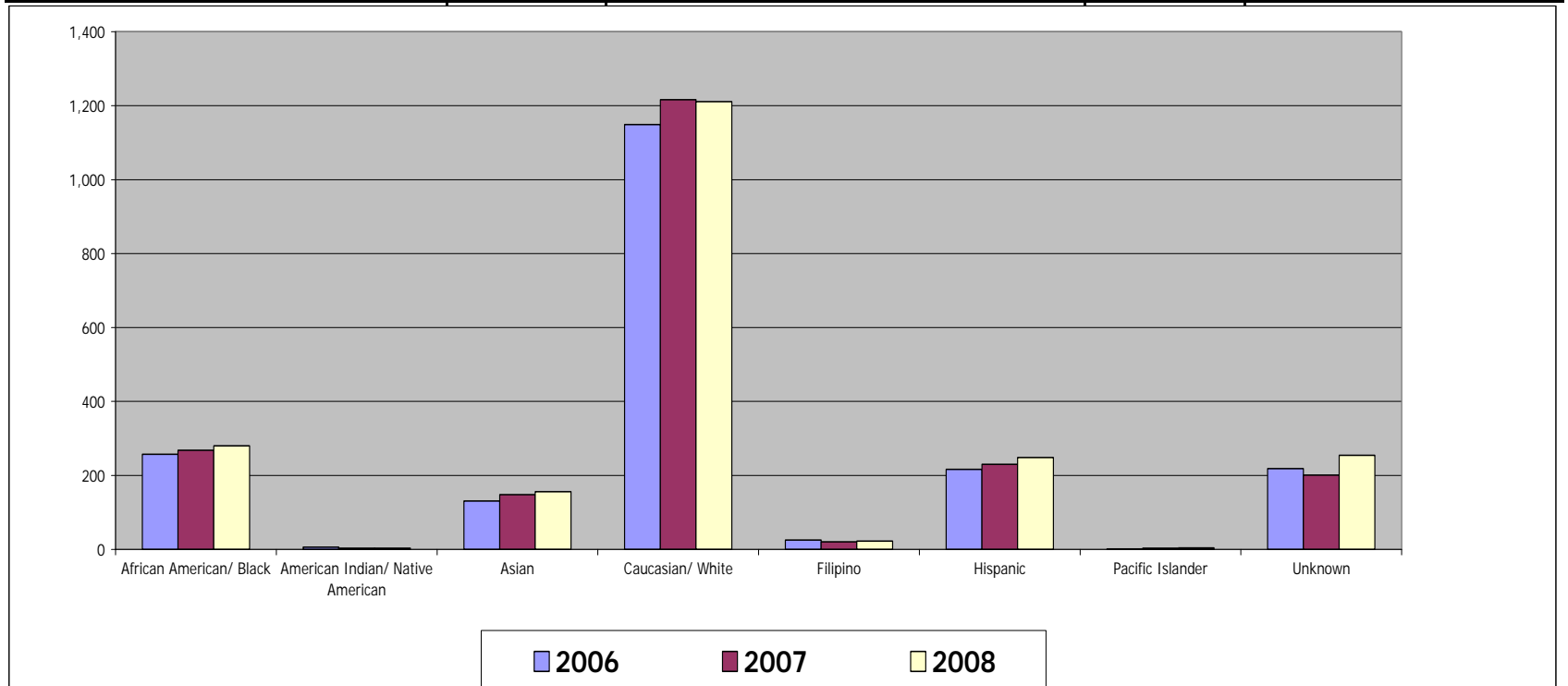
	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006 TOTALS	3,077	9.83%	141	0.45%	5,094	16.27%	11,685	37.31%	712	2.27%	7,523	24.02%	172	0.55%	2,914	9.30%	31,318	100.00%
2007 TOTALS	3,132	9.76%	143	0.45%	5,269	16.42%	12,193	38.00%	695	2.17%	7,490	23.34%	179	0.56%	2,987	9.31%	32,088	100.00%
2008 TOTALS	3,378	9.81%	153	0.44%	5,511	16.00%	13,068	37.94%	735	2.13%	8,263	23.99%	207	0.60%	3,131	9.09%	34,446	100.00%





Santa Monica College Employee Diversity 2006-2008

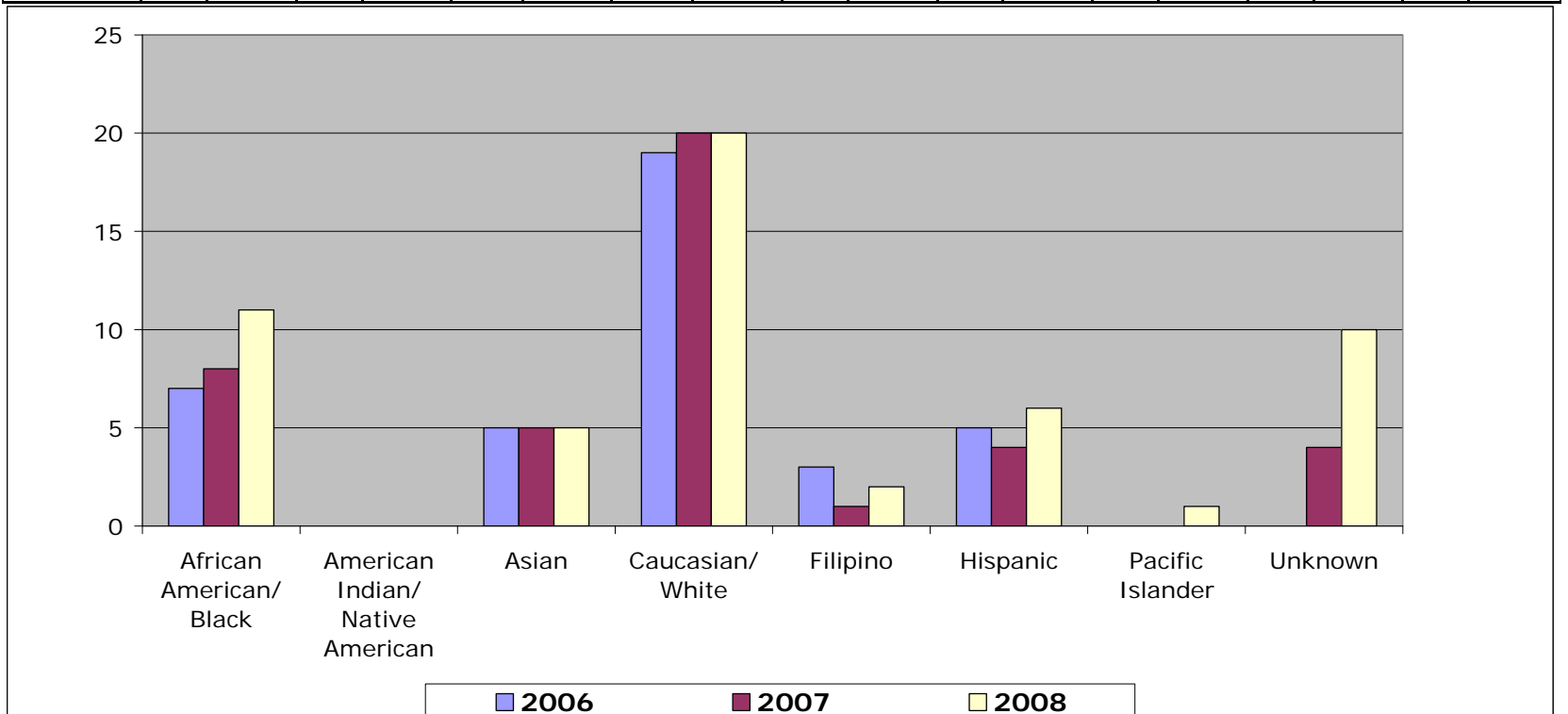
	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006 TOTALS	257	12.83%	6	0.30%	131	6.54%	1,149	57.36%	25	1.25%	216	10.78%	1	0.05%	218	10.88%	2,003	100.00%
2007 TOTALS	268	12.83%	3	0.14%	148	7.08%	1,216	58.21%	20	0.96%	230	11.01%	3	0.14%	201	9.62%	2,089	100.00%
2008 TOTALS	280	12.86%	3	0.14%	156	7.16%	1,211	55.60%	22	1.01%	248	11.39%	4	0.18%	254	11.66%	2,178	100.00%





Santa Monica College Academic Administrators Diversity 2006-2008

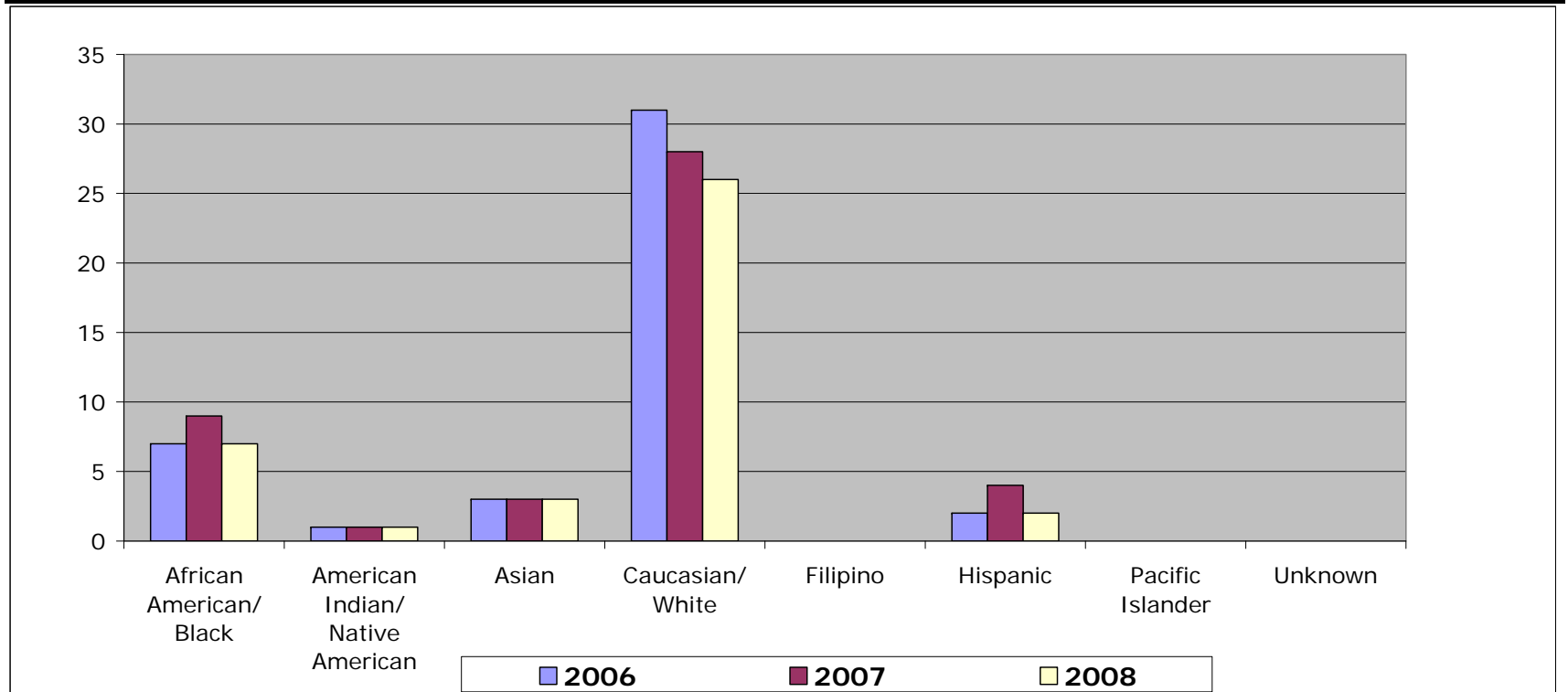
	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
	2006 TOTALS	7	17.95%	0	0.00%	5	12.82%	19	48.72%	3	7.69%	5	12.82%	0	0.00%	0	0.00%	39
2007 TOTALS	8	19.05%	0	0.00%	5	11.90%	20	47.62%	1	2.38%	4	9.52%	0	0.00%	4	9.52%	42	100.00%
2008 TOTALS	11	20.00%	0	0.00%	5	9.09%	20	36.36%	2	3.64%	6	10.91%	1	1.82%	10	18.18%	55	100.00%





Santa Monica College Classified Managers Diversity 2006-2008

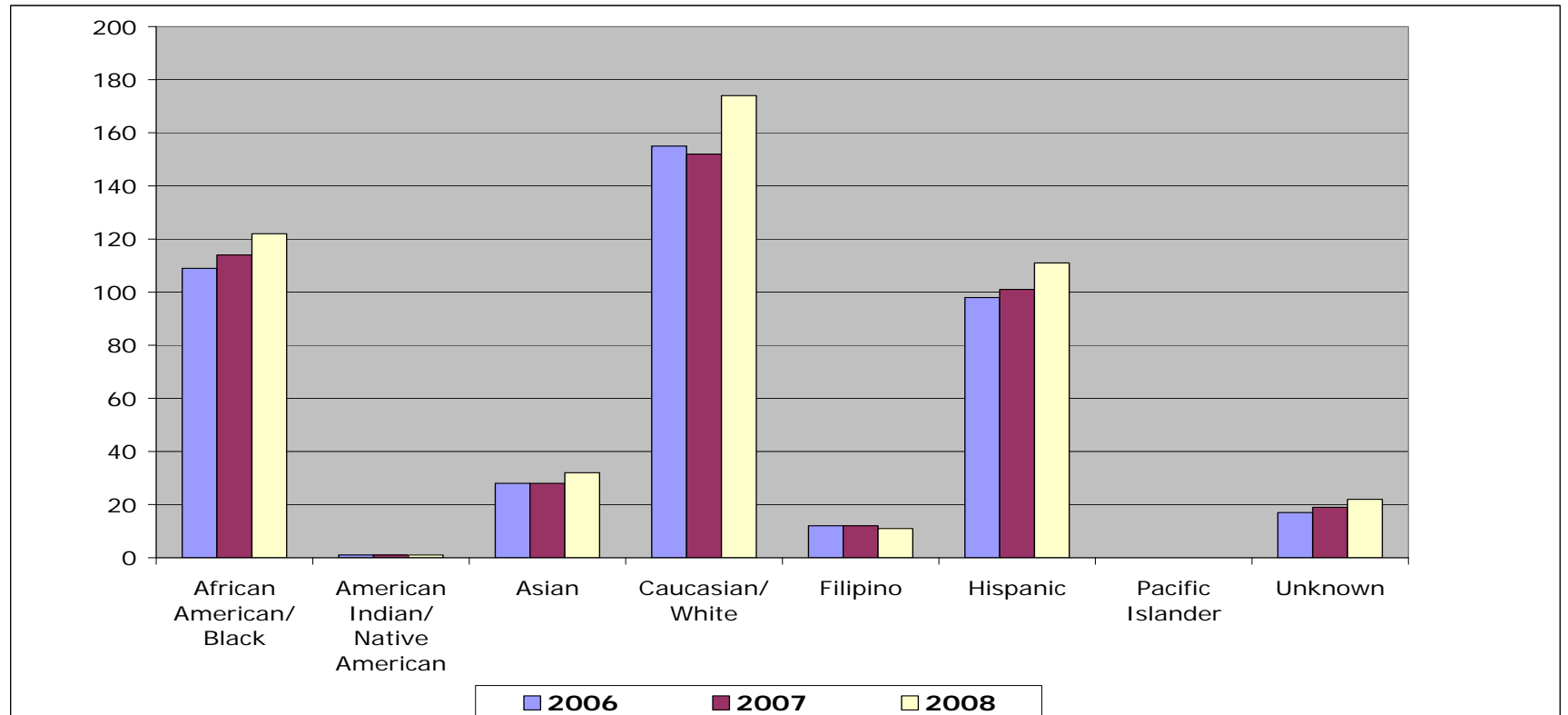
	African American/ Black		American Indian/ Native		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006 TOTALS	7	15.91%	1	2.27%	3	6.82%	31	70.45%	0	0.00%	2	4.55%	0	0.00%	0	0.00%	44	100.00%
2007 TOTALS	9	20.00%	1	2.22%	3	6.67%	28	62.22%	0	0.00%	4	8.89%	0	0.00%	0	0.00%	45	100.00%
2008 TOTALS	7	17.95%	1	2.56%	3	7.69%	26	66.67%	0	0.00%	2	5.13%	0	0.00%	0	0.00%	39	100.00%





Santa Monica College Classified Support Diversity 2006-2008

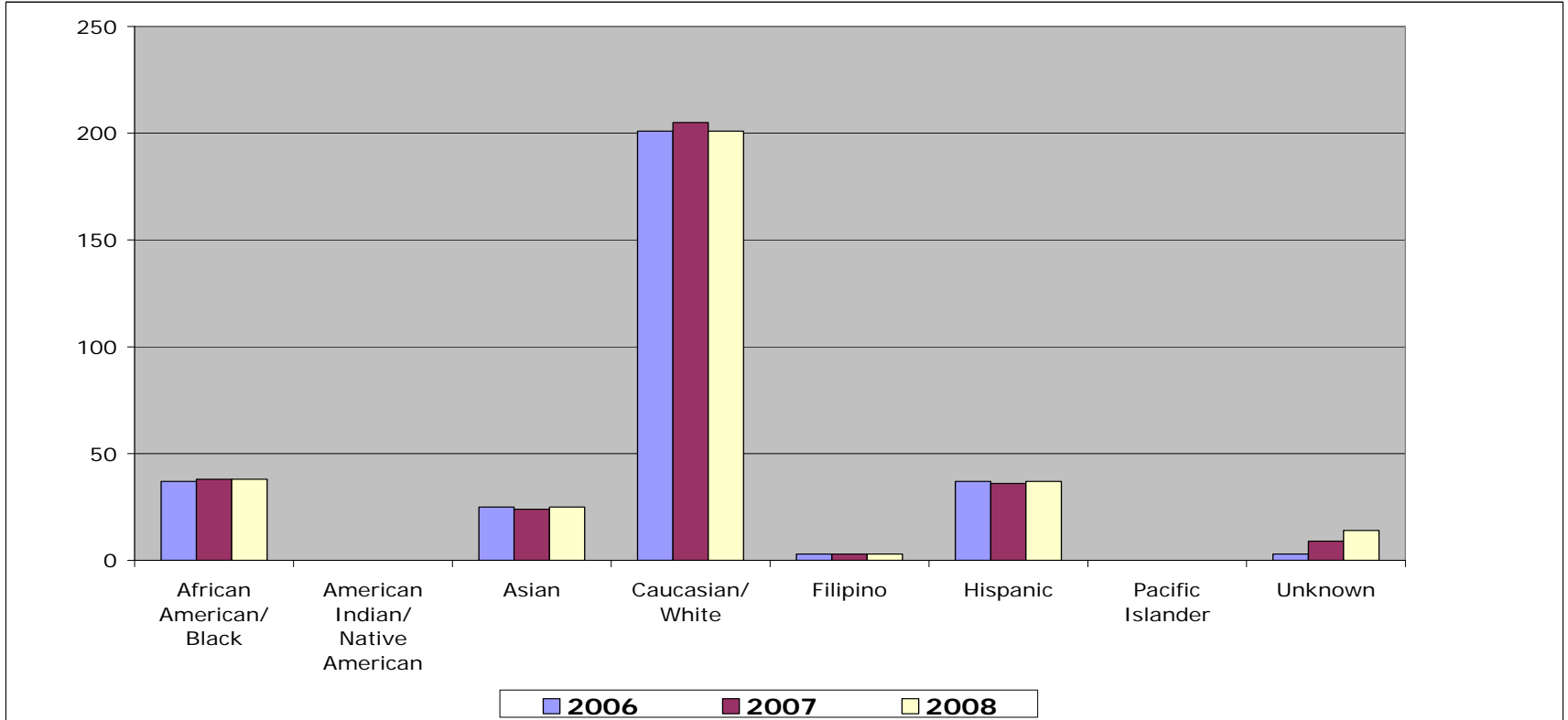
	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006 TOTALS	109	25.95%	1	0.24%	28	6.67%	155	36.90%	12	2.86%	98	23.33%	0	0.00%	17	4.05%	420	100.00%
2007 TOTALS	114	26.70%	1	0.23%	28	6.56%	152	35.60%	12	2.81%	101	23.65%	0	0.00%	19	4.45%	427	100.00%
2008 TOTALS	122	25.79%	1	0.21%	32	6.77%	174	36.79%	11	2.33%	111	23.47%	0	0.00%	22	4.65%	473	100.00%





Santa Monica College Full-Time Faculty Diversity 2006-2008

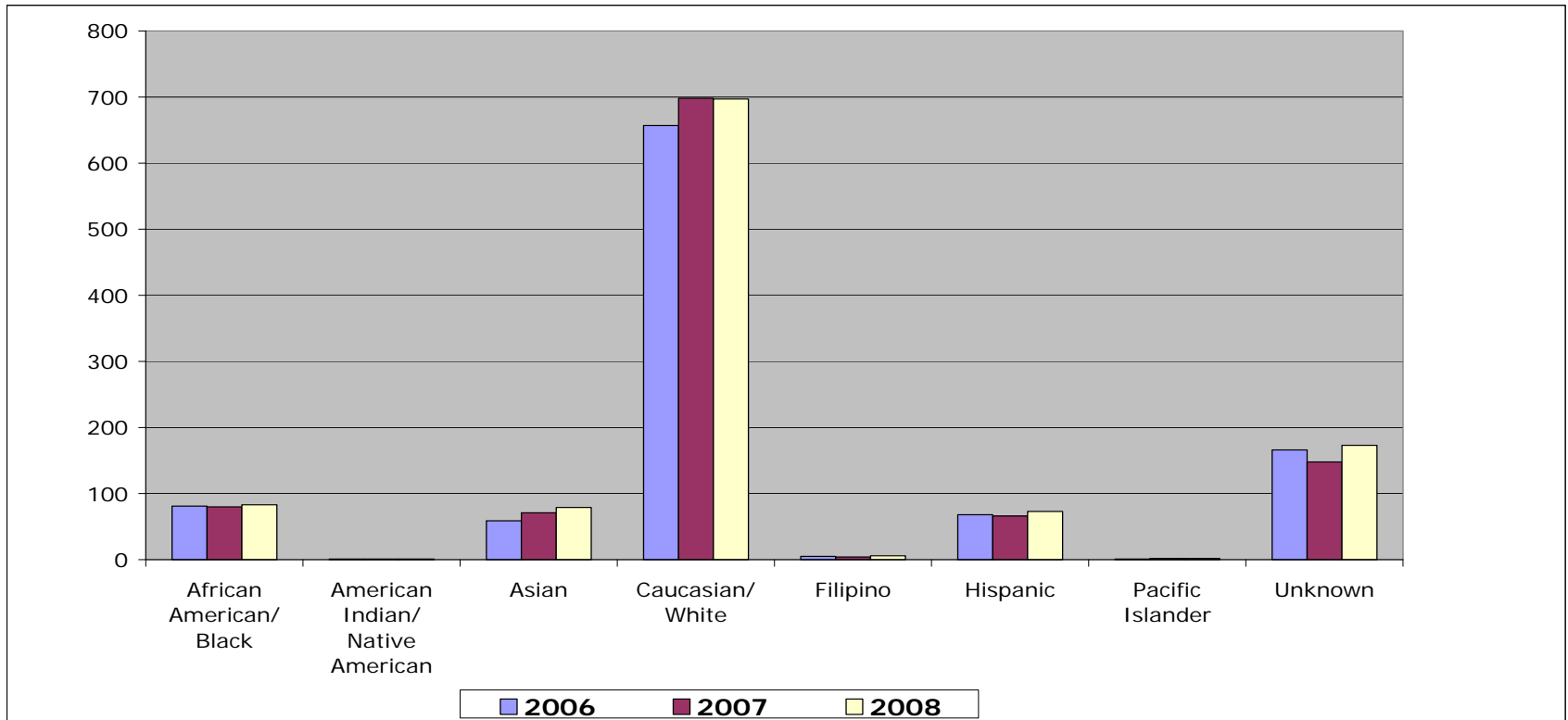
	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
	2006 TOTALS	37	12.09%	0	0.00%	25	8.17%	201	65.69%	3	0.98%	37	12.09%	0	0.00%	3	0.98%	306
2007 TOTALS	38	12.06%	0	0.00%	24	7.62%	205	65.08%	3	0.95%	36	11.43%	0	0.00%	9	2.86%	315	100.00%
2008 TOTALS	38	11.95%	0	0.00%	25	7.86%	201	63.21%	3	0.94%	37	11.64%	0	0.00%	14	4.40%	318	100.00%





Santa Monica College Part-Time Faculty Diversity 2006-2008

	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
	2006 TOTALS	81	7.80%	1	0.10%	59	5.68%	657	63.29%	5	0.48%	68	6.55%	1	0.10%	166	15.99%	1,038
2007 TOTALS	80	7.48%	1	0.09%	71	6.64%	698	65.23%	4	0.37%	66	6.17%	2	0.19%	148	13.83%	1,070	100.00%
2008 TOTALS	83	7.45%	1	0.09%	79	7.09%	697	62.57%	6	0.54%	73	6.55%	2	0.18%	173	15.53%	1,114	100.00%



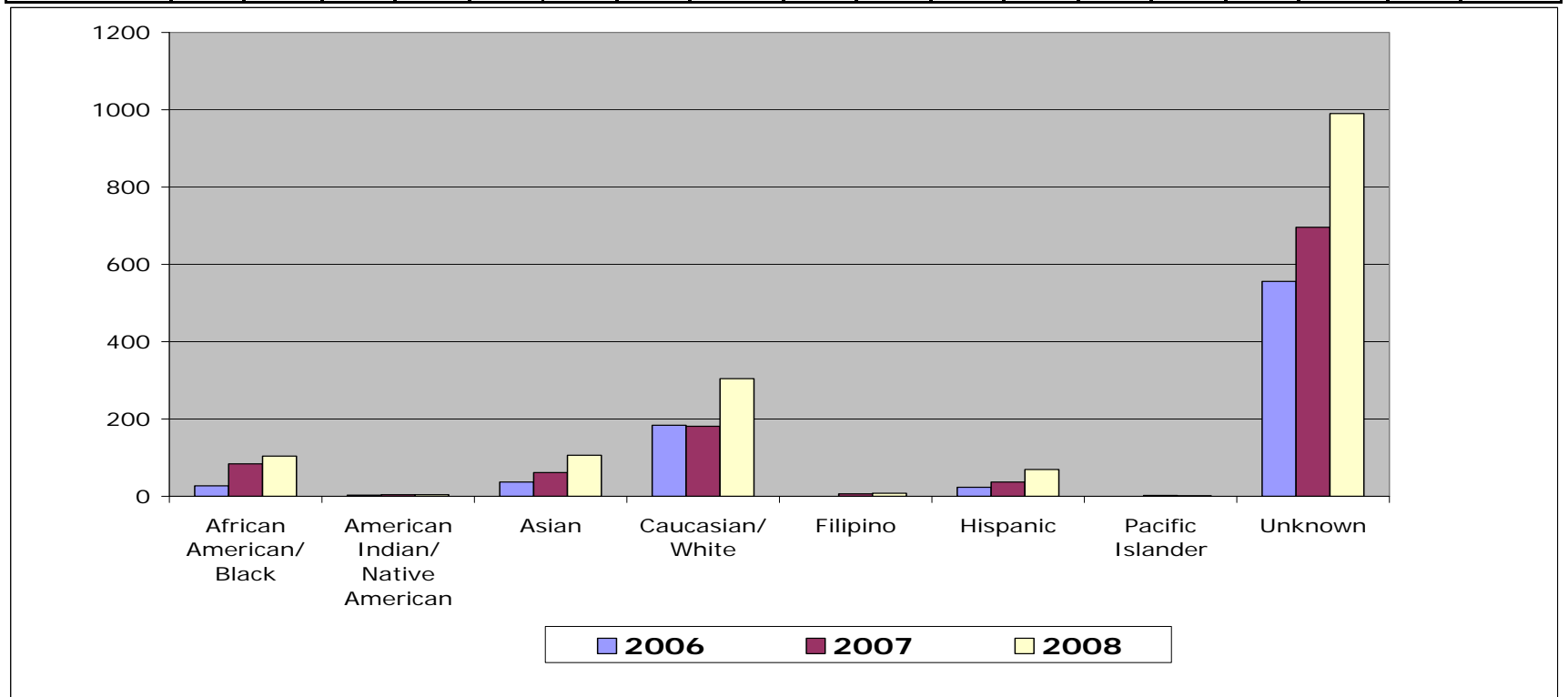


Appendix D: APPLICANT POOLS



Santa Monica College Academic Applicants Diversity 2006-2008

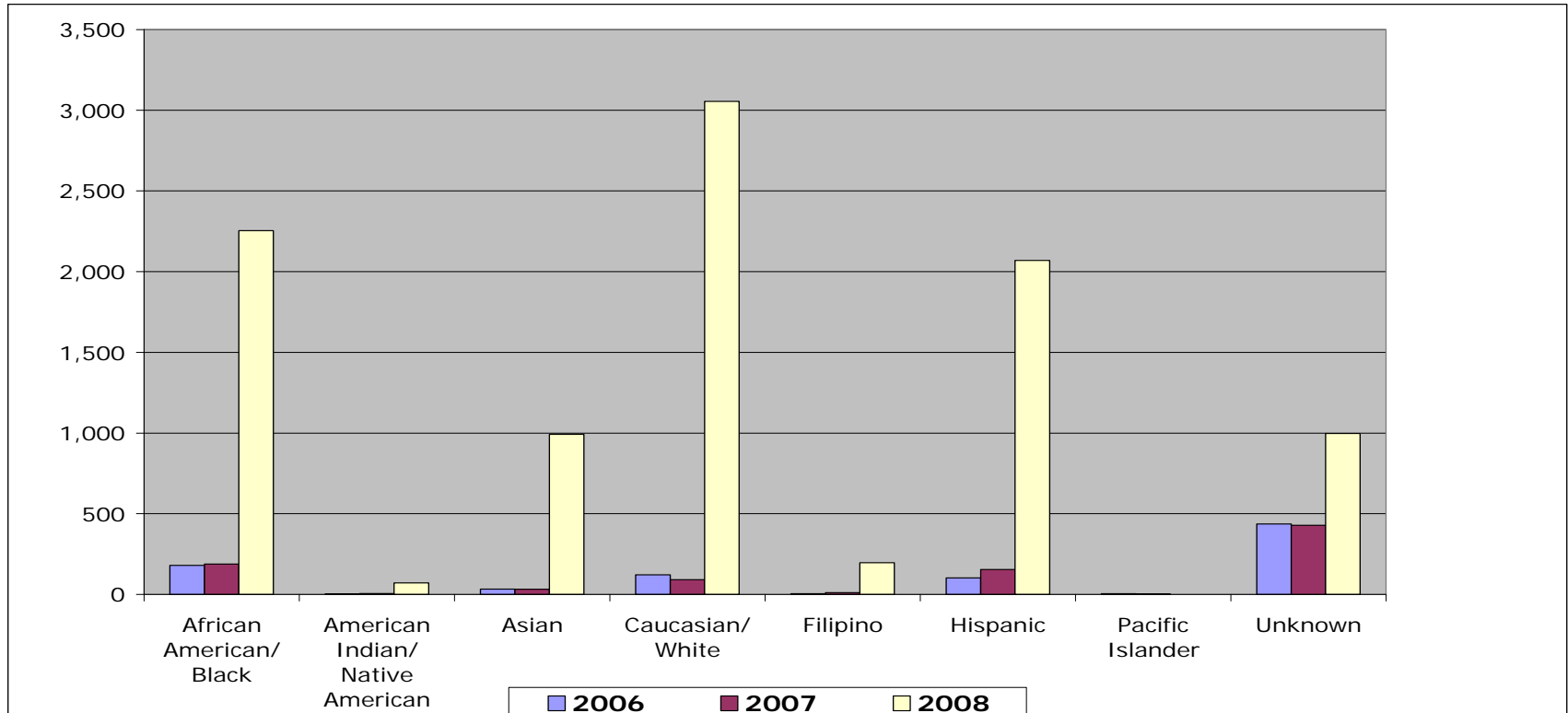
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	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006 TOTALS	27	3.25%	3	0.36%	37	4.46%	184	22.17%	0	0.00%	23	2.77%	0	0.00%	556	66.99%	830	100.00%
2007 TOTALS	84	7.84%	4	0.37%	61	5.70%	181	16.90%	6	0.56%	37	3.45%	2	0.19%	696	64.99%	1,071	100.00%
2008 TOTALS	104	6.56%	4	0.25%	106	6.68%	304	19.17%	8	0.50%	69	4.35%	1	0.06%	990	62.42%	1,586	100.00%





Santa Monica College Classified Applicants Diversity 2006-2008

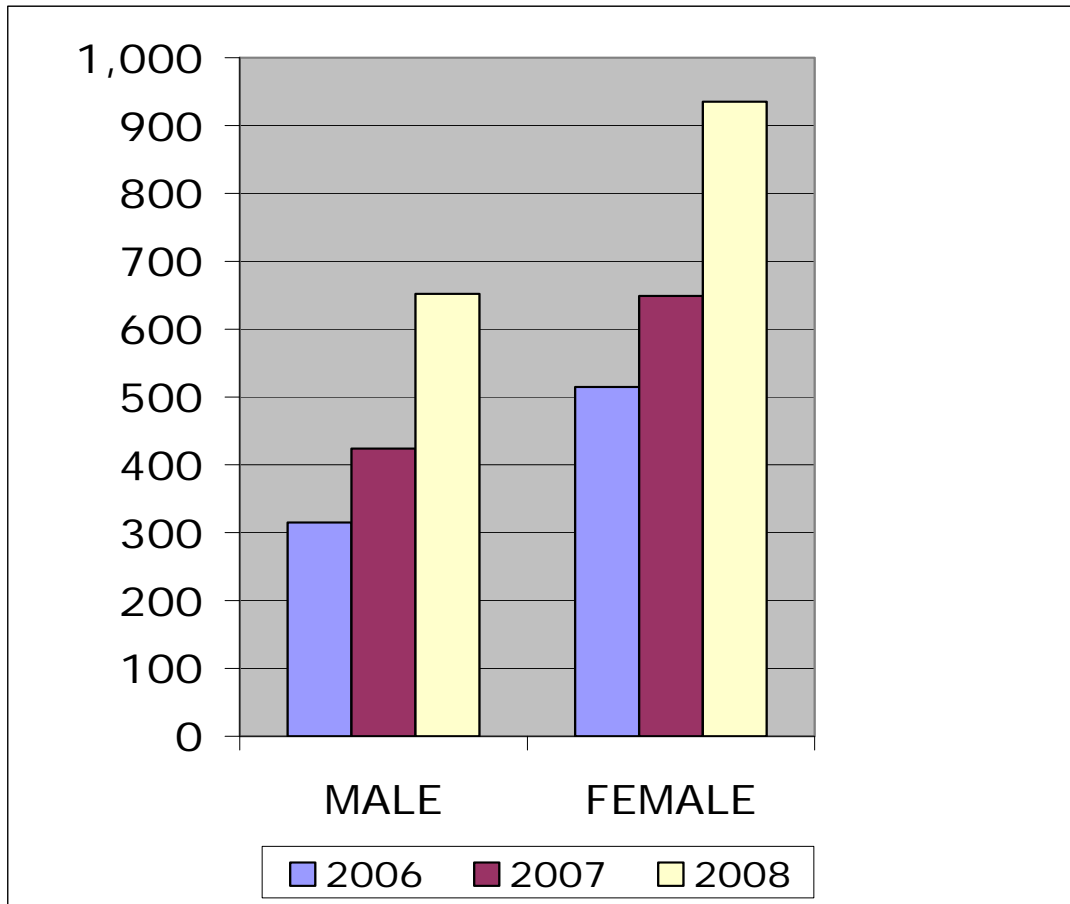
	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006 TOTALS	180	20.27%	4	0.45%	33	3.72%	122	13.74%	5	0.56%	103	11.60%	5	0.56%	436	49.10%	888	100.00%
2007 TOTALS	188	20.61%	6	0.66%	32	3.51%	91	9.98%	11	1.21%	154	16.89%	2	0.22%	428	46.93%	912	100.00%
2008 TOTALS	2,254	23.39%	71	0.74%	992	10.29%	3,055	31.70%	197	2.04%	2,070	21.48%	0	0.00%	997	10.35%	9,636	100.00%





Academic Applicants Gender - 2006-2008

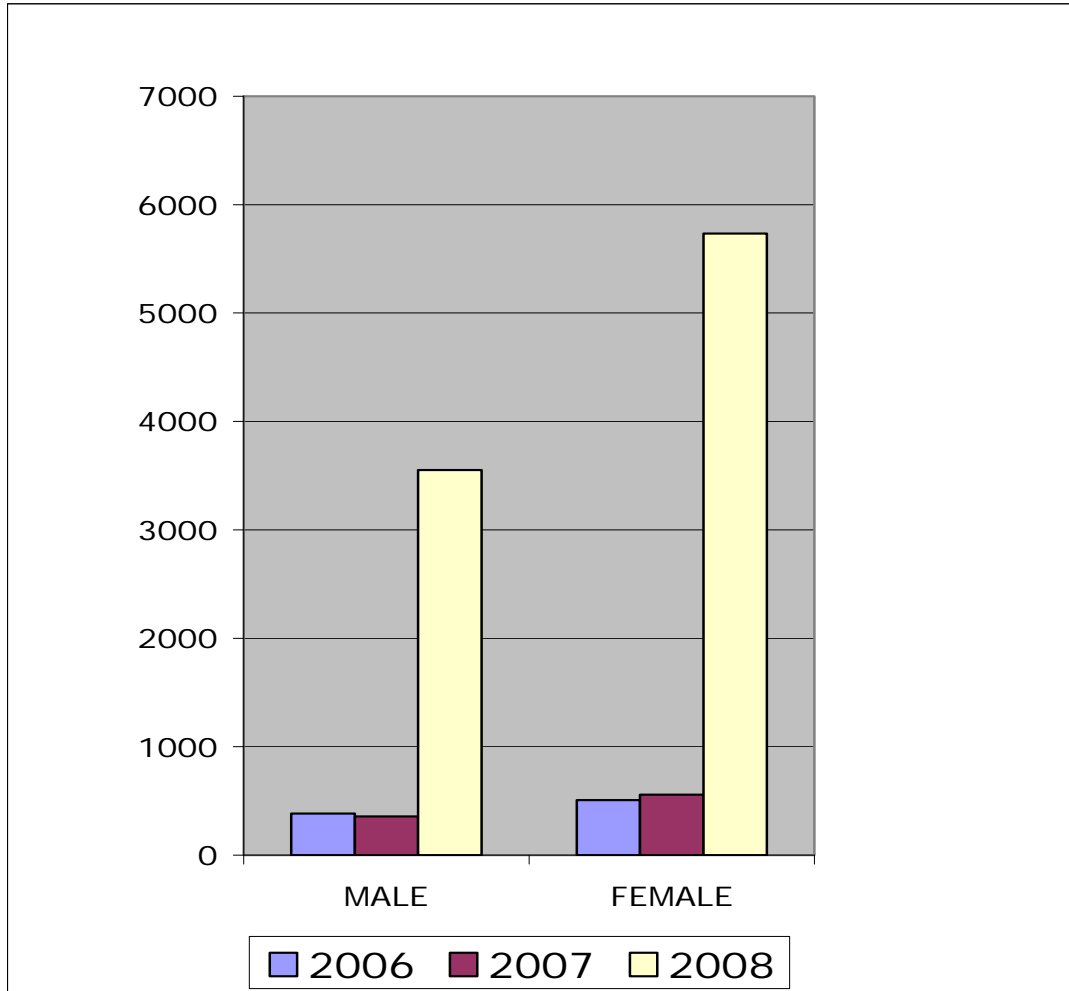
	MALE		FEMALE		TOTAL	
	No.	%	No.	%	No.	%
2006 TOTALS	315	37.95%	515	62.05%	830	100.00%
2007 TOTALS	424	39.52%	649	60.48%	1,073	100.00%
2008 TOTALS	652	41.08%	935	58.92%	1,587	100.00%





Classified Applicants Gender 2006-2008

	MALE		FEMALE		TOTAL	
	No.	%	No.	%	No.	%
2006 TOTALS	383	43.08%	506	56.92%	889	100.00%
2007 TOTALS	356	38.99%	557	61.01%	913	100.00%
2008 TOTALS	3,552	38.26%	5,733	61.74%	9,285	100.00%



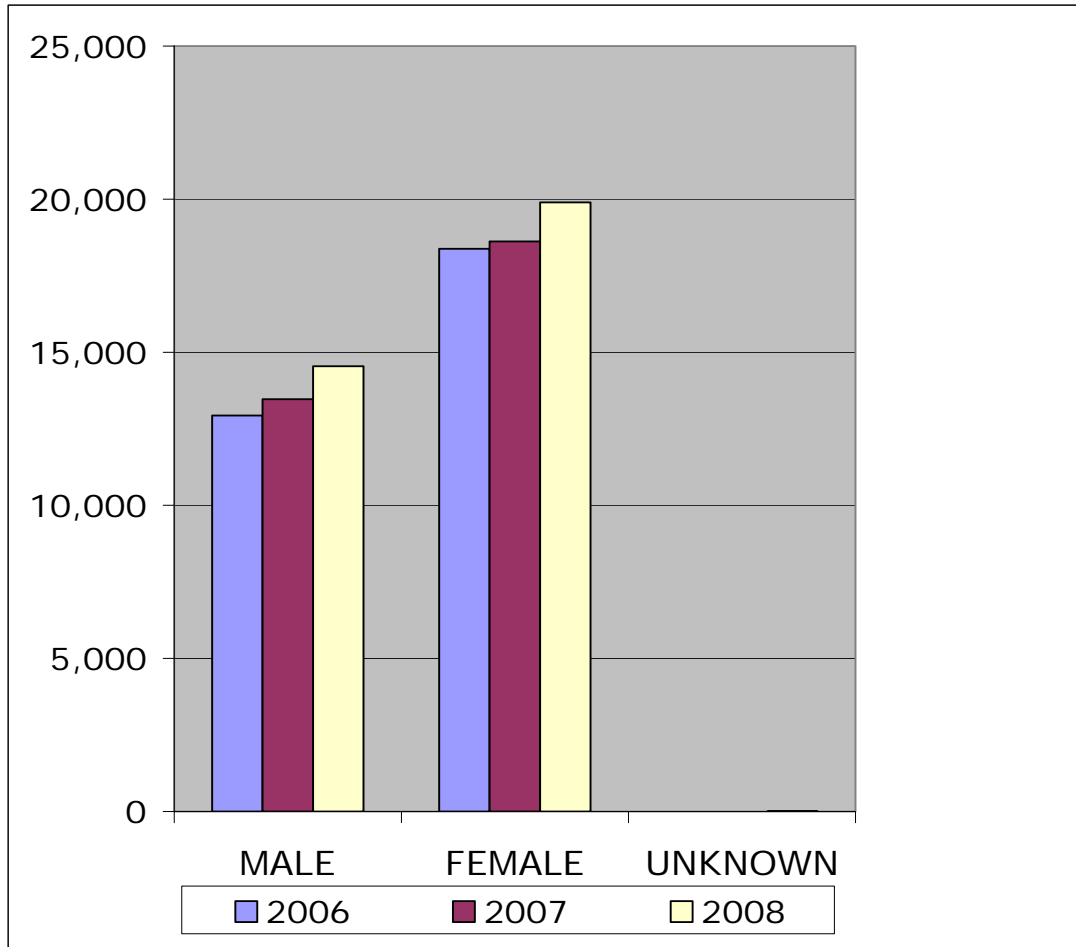


Appendix E: EMPLOYEE AND STUDENT GENDER DATA



Student Population Gender 2006-2008

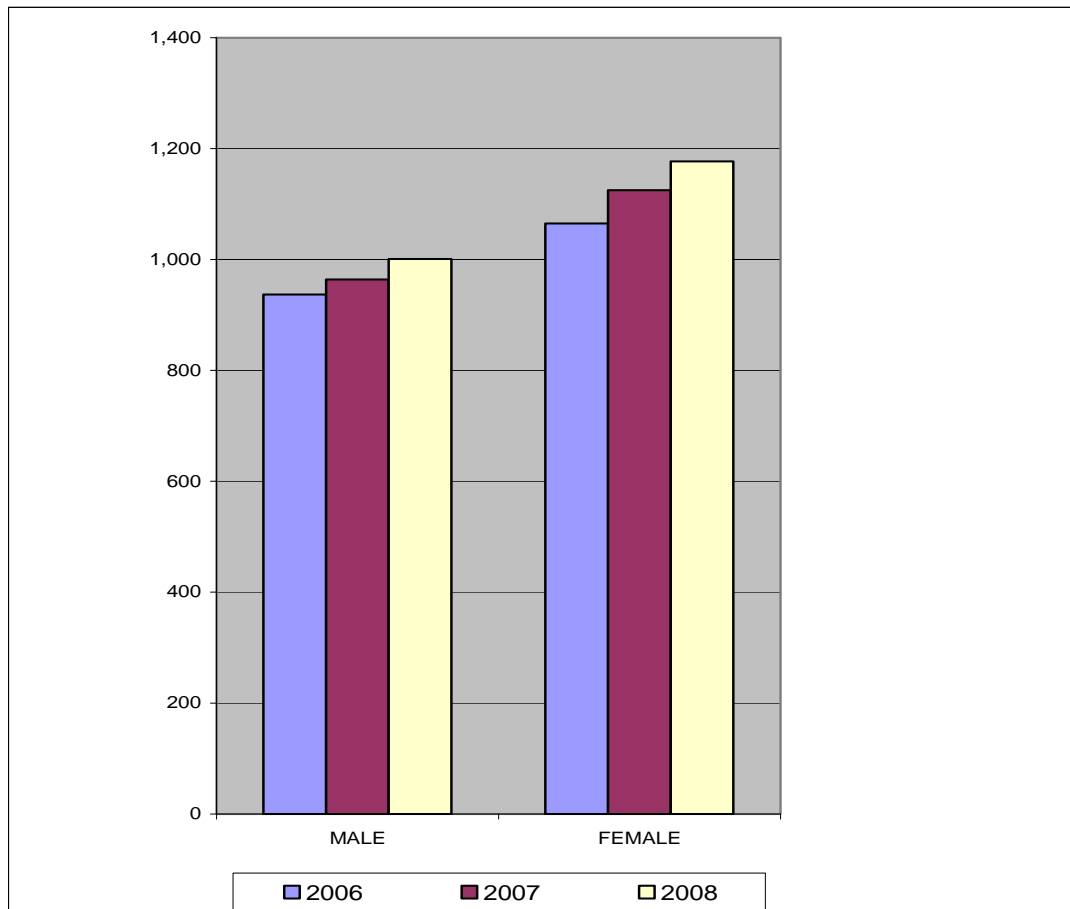
	MALE		FEMALE		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%
2006 TOTALS	12,934	41.30%	18,381	58.69%	3	0.01%	31,318	100.00%
2007 TOTALS	13,471	41.98%	18,615	58.01%	2	0.01%	32,088	100.00%
2008 TOTALS	14,540	42.21%	19,897	57.76%	9	0.03%	34,446	100.00%





College-wide All Employees, Staff & Faculty Gender 2006-2008

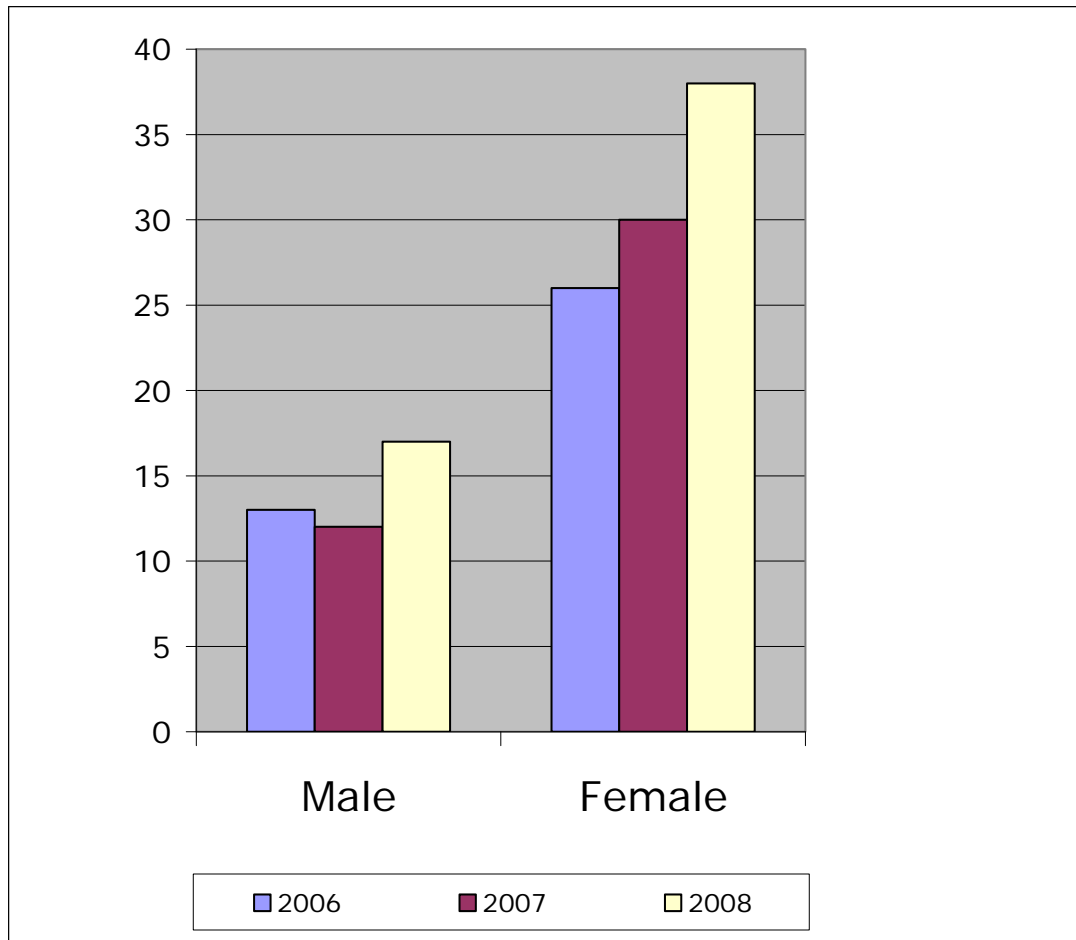
	MALE		FEMALE		TOTAL	
	No.	%	No.	%	No.	%
2006 TOTALS	937	46.80%	1,065	53.20%	2,002	100.00%
2007 TOTALS	964	46.15%	1,125	53.85%	2,089	100.00%
2008 TOTALS	1,001	45.96%	1,177	54.04%	2,178	100.00%





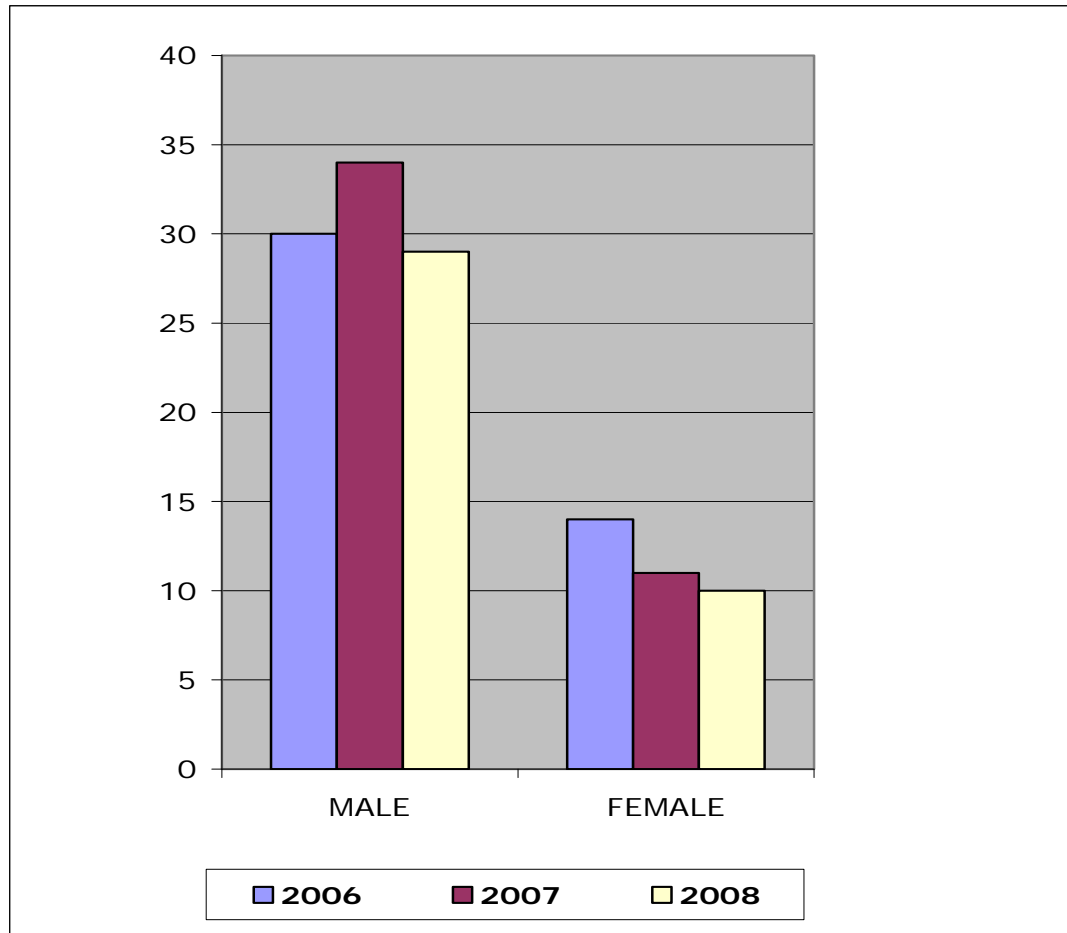
Academic Administrators 2006-2008 - Gender

	MALE		FEMALE		TOTAL	
	No.	%	No.	%	No.	%
2006 TOTALS	13	33.33%	26	66.67%	39	100.00%
2007 TOTALS	12	28.57%	30	71.43%	42	100.00%
2008 TOTALS	17	30.91%	38	69.09%	55	100.00%



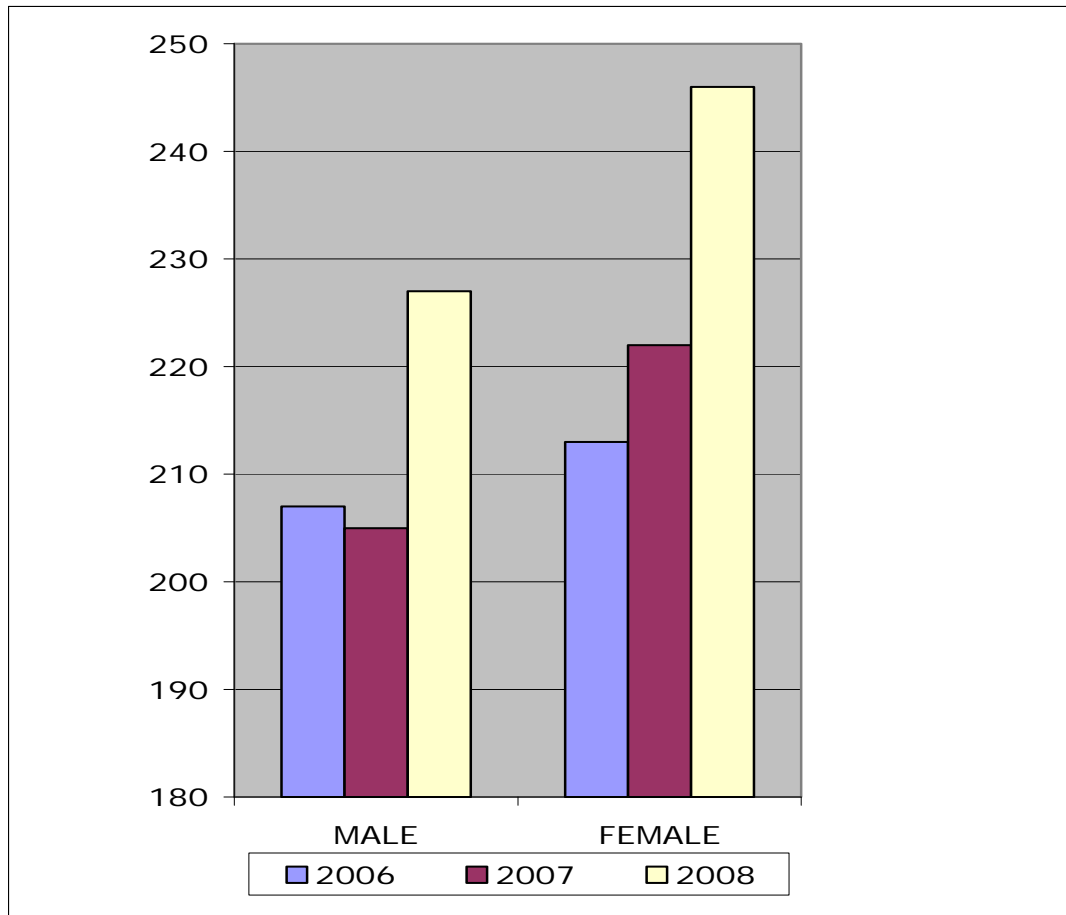
Classified Managers Gender 2006-2008

	MALE		FEMALE		TOTAL	
	No.	%	No.	%	No.	%
2006 TOTALS	30	68.18%	14	31.82%	44	100.00%
2007 TOTALS	34	75.56%	11	24.44%	45	100.00%
2008 TOTALS	29	74.36%	10	25.64%	39	100.00%



Classified Support Gender - 2006-2008

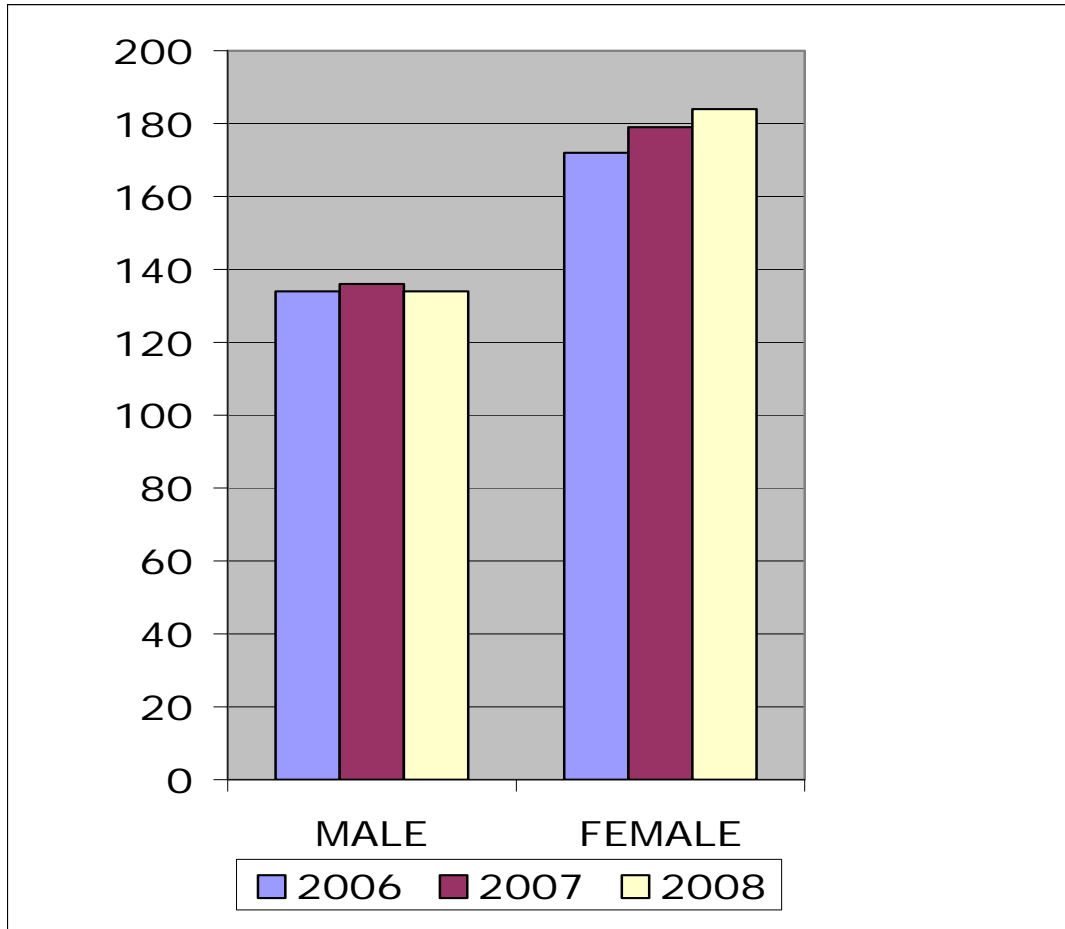
	MALE		FEMALE		TOTAL	
	No.	%	No.	%	No.	%
2006 TOTALS	207	45.88%	213	54.12%	420	100.00%
2007 TOTALS	205	46.82%	222	53.18%	427	100.00%
2008 TOTALS	227	46.52%	246	53.48%	473	100.00%





Full Time Faculty Gender - 2006-2008

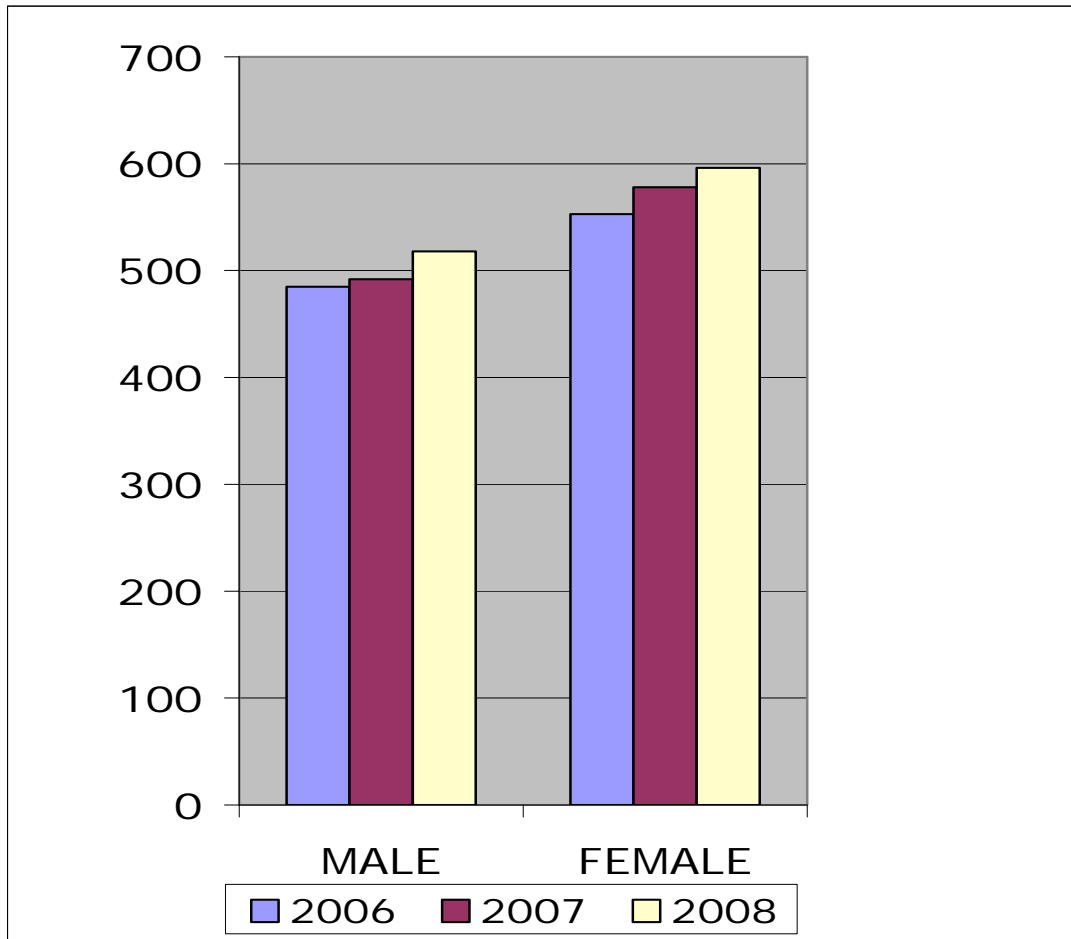
	MALE		FEMALE		TOTAL	
	No.	%	No.	%	No.	%
2006 TOTALS	134	43.79%	172	56.21%	306	100.00%
2007 TOTALS	136	43.17%	179	56.83%	315	100.00%
2008 TOTALS	134	42.14%	184	57.86%	318	100.00%





Part Time Faculty Gender 2006-2008


	MALE		FEMALE		TOTAL	
	No.	%	No.	%	No.	%
2006 TOTALS	485	46.72%	553	53.28%	1,038	100.00%
2007 TOTALS	492	45.98%	578	54.02%	1,070	100.00%
2008 TOTALS	518	46.50%	596	53.50%	1,114	100.00%








Appendix F: NEW HIRES DIVERSITY


Snapshot: Diversity Report College-Wide Statistics 2006-2008 - New Hires


	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
 Academic Administrators - New Hires																		
2006 TOTALS	0	0.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%
2007 TOTALS	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%	2	100.00%
2008 TOTALS	3	27.27%	0	0.00%	1	9.09%	3	27.27%	0	0.00%	2	18.18%	1	9.09%	1	9.09%	11	100.00%

 Classified Manager - New Hires																		
	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
2006 TOTALS	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	100.00%
2007 TOTALS	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	100.00%
2008 TOTALS	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	100.00%

 Classified Support - New Hires																		
	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
2006 TOTALS	6	30.00%	0	0.00%	1	5.00%	7	35.00%	1	5.00%	2	10.00%	0	0.00%	3	15.00%	20	100.00%
2007 TOTALS	8	26.67%	0	0.00%	2	6.67%	9	30.00%	0	0.00%	7	23.33%	0	0.00%	4	13.33%	30	100.00%
2008 TOTALS	7	18.92%	0	0.00%	4	10.81%	19	51.35%	0	0.00%	5	13.51%	0	0.00%	2	5.41%	37	100.00%

 Full Time Faculty - New Hires																		
	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
2006 TOTALS	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	100.00%
2007 TOTALS	5	27.78%	0	0.00%	1	5.56%	4	22.22%	0	0.00%	1	5.56%	0	0.00%	7	38.89%	18	100.00%
2008 TOTALS	1	6.67%	0	0.00%	1	6.67%	6	40.00%	0	0.00%	2	13.33%	0	0.00%	5	33.33%	15	100.00%

 Part Time Faculty - New Hires																		
	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
2006 TOTALS	9	7.56%	0	0.00%	9	7.56%	66	55.46%	0	0.00%	4	3.36%	0	0.00%	31	26.05%	119	100.00%
2007 TOTALS	6	4.35%	0	0.00%	14	10.14%	99	71.74%	0	0.00%	10	7.25%	1	0.72%	8	5.80%	138	100.00%
2008 TOTALS	8	7.08%	0	0.00%	6	5.31%	62	54.87%	0	0.00%	10	8.85%	0	0.00%	27	23.89%	113	100.00%

 College-wide - All Employees, Staff & Faculty - New Hires																		
	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
2006 TOTALS	16	10.32%	0	0.00%	11	7.10%	86	55.48%	2	1.29%	6	3.87%	0	0.00%	34	21.94%	155	100.00%
2007 TOTALS	19	10.00%	0	0.00%	17	8.95%	113	59.47%	0	0.00%	19	10.00%	1	0.53%	21	11.05%	190	100.00%
2008 TOTALS	19	10.61%	0	0.00%	12	6.70%	93	51.96%	0	0.00%	19	10.61%	1	0.56%	35	19.55%	179	100.00%



Appendix G: FACULTY DIVERSITY BY DEPARTMENT



Full-Time Faculty Diversity by Department 2006-2008

Full Time Faculty - Diversity by Department - 2006-2008																			
Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
CHILD CENTER	2006	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	100.00%
CHILD CENTER	2007	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	100.00%
CHILD CENTER	2008	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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%



Full Time Faculty - Diversity by Department - 2006-2008

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
EOPS	2006	0	0.00%	0	0.00%	0	0.00%	1	33.33%	1	33.33%	1	33.33%	0	0.00%	0	0.00%	3	100.00%
EOPS	2007	0	0.00%	0	0.00%	0	0.00%	1	33.33%	1	33.33%	1	33.33%	0	0.00%	0	0.00%	3	100.00%
EOPS	2008	0	0.00%	0	0.00%	0	0.00%	1	33.33%	1	33.33%	1	33.33%	0	0.00%	0	0.00%	3	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
HEALTH SERVICES	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	100.00%
HEALTH SERVICES	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	100.00%
HEALTH 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	100.00%
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	100.00%
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	100.00%
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	100.00%
INT'L STUD CNTR	2008	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	100.00%
ISC	2006	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	100.00%
ISC	2007	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	100.00%
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	100.00%
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	100.00%
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	100.00%



Full Time Faculty - Diversity by Department - 2006-2008

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
MATRICULATION	2006	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	100.00%
MATRICULATION	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	100.00%
MATRICULATION	2008	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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
OFF OF SCH REL	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	100.00%
OFF OF SCH REL	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	100.00%
OFF OF SCH REL	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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%



Full Time Faculty - Diversity by Department - 2006-2008

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
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	100.00%
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	100.00%
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	100.00%
STUDENT LIFE	2006	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	100.00%
STUDENT LIFE	2007	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	100.00%
STUDENT LIFE	2008	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	100.00%
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	100.00%
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	100.00%
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	100.00%



Part-Time Faculty Diversity by Department 2006-2008

Part Time Faculty - Diversity by Department - 2006-2008																			
Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown		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	100.00%
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	100.00%
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	100.00%
ACAD. AFFAIRS	2006	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	100.00%
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	100.00%
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	100.00%
ART	2008	2	4.76%	0	0.00%	6	14.29%	29	69.05%	0	0.00%	0	0.00%	0	0.00%	5	11.90%	42	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
BUSINESS	2008	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	100.00%
COMMUNICATIONS	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	100.00%
COMMUNICATIONS	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	100.00%
COMMUNICATIONS	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	100.00%
COMMUNITY SERV	2006	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	100.00%
COMMUNITY SERV	2007	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	100.00%
COMMUNITY SERV	2008	0	0.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	2	100.00%
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	100.00%
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	100.00%
COSMETOLOGY	2008	4	18.18%	0	0.00%	2	9.09%	6	27.27%	0	0.00%	5	22.73%	0	0.00%	5	22.73%	22	100.00%
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	100.00%
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	100.00%
COUNSELING	2008	13	16.88%	0	0.00%	4	5.19%	31	40.26%	0	0.00%	15	19.48%	0	0.00%	14	18.18%	77	100.00%
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	100.00%
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	100.00%
CSIS	2008	3	15.00%	0	0.00%	1	5.00%	13	65.00%	0	0.00%	1	5.00%	0	0.00%	2	10.00%	20	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
DESIGN TECH.	2008	1	2.50%	0	0.00%	0	0.00%	35	87.50%	0	0.00%	2	5.00%	0	0.00%	2	5.00%	40	100.00%
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	100.00%
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	100.00%
DISABL STU CTR	2008	1	6.67%	0	0.00%	1	6.67%	9	60.00%	0	0.00%	0	0.00%	0	0.00%	4	26.67%	15	100.00%



SANTA MONICA COLLEGE Part Time Faculty - Diversity by Department - 2006-2008

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
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	100.00%
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	100.00%
EARTH SCIENCE	2008	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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
EMERITUS	2008	3	3.70%	0	0.00%	6	7.41%	59	72.84%	0	0.00%	3	3.70%	0	0.00%	10	12.35%	81	100.00%
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	100.00%
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	100.00%
ENGLISH	2008	3	2.48%	0	0.00%	4	3.31%	95	78.51%	0	0.00%	3	2.48%	0	0.00%	16	13.22%	121	100.00%
EOPS	2006	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	100.00%
EOPS	2007	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	100.00%
EOPS	2008	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	100.00%
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	100.00%
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	100.00%
ESL	2008	1	3.23%	0	0.00%	1	3.23%	23	74.19%	0	0.00%	1	3.23%	0	0.00%	5	16.13%	31	100.00%
HEALTH SCIENCE	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	100.00%
HEALTH SCIENCE	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	100.00%
HEALTH SCIENCE	2008	5	18.52%	0	0.00%	3	11.11%	14	51.85%	2	7.41%	1	3.70%	0	0.00%	2	7.41%	27	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
ISC	2008	0	0.00%	0	0.00%	3	37.50%	2	25.00%	0	0.00%	2	25.00%	0	0.00%	1	12.50%	8	100.00%
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	100.00%
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	100.00%
KINESIOLOGY	2008	1	2.94%	0	0.00%	2	5.88%	21	61.76%	0	0.00%	2	5.88%	0	0.00%	8	23.53%	34	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
LIFE SCIENCE	2008	1	2.63%	0	0.00%	1	2.63%	20	52.63%	0	0.00%	1	2.63%	0	0.00%	15	39.47%	38	100.00%
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	100.00%
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	100.00%
MATHEMATICS	2008	11	15.07%	1	1.37%	12	16.44%	39	53.42%	0	0.00%	4	5.48%	1	1.37%	5	6.85%	73	100.00%



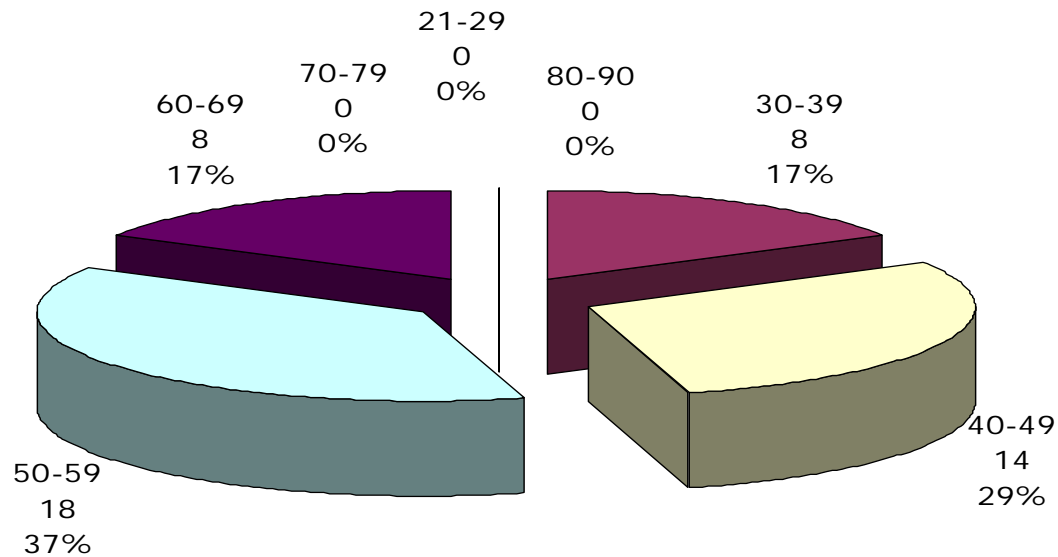
SANTA MONICA COLLEGE																			
Part Time Faculty - Diversity by Department - 2006-2008																			
Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
MODERN LANGUAGE	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	100.00%
MODERN LANGUAGE	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	100.00%
MODERN LANGUAGE	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	100.00%
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	100.00%
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	100.00%
MUSIC	2008	5	8.20%	0	0.00%	3	4.92%	44	72.13%	1	1.64%	3	4.92%	0	0.00%	5	8.20%	61	100.00%
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	100.00%
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	100.00%
NC EDUCATION	2008	0	0.00%	0	0.00%	0	0.00%	6	66.67%	0	0.00%	1	11.11%	0	0.00%	2	22.22%	9	100.00%
OFF OF SCH REL	2006	3	37.50%	0	0.00%	0	0.00%	2	25.00%	0	0.00%	3	37.50%	0	0.00%	0	0.00%	8	100.00%
OFF OF SCH REL	2007	3	37.50%	0	0.00%	0	0.00%	2	25.00%	0	0.00%	3	37.50%	0	0.00%	0	0.00%	8	100.00%
OFF OF SCH REL	2008	3	37.50%	0	0.00%	0	0.00%	2	25.00%	0	0.00%	3	37.50%	0	0.00%	0	0.00%	8	100.00%
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	100.00%
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	100.00%
PHILOSOPHY/SOCI	2008	3	6.38%	0	0.00%	0	0.00%	33	70.21%	0	0.00%	2	4.26%	0	0.00%	9	19.15%	47	100.00%
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	100.00%
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	100.00%
PHOTO - FASHION	2008	0	0.00%	0	0.00%	1	3.33%	22	73.33%	1	3.33%	1	3.33%	0	0.00%	5	16.67%	30	100.00%
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	100.00%
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	100.00%
PHYSICAL SCI	2008	3	9.68%	0	0.00%	5	16.13%	14	45.16%	1	3.23%	1	3.23%	0	0.00%	7	22.58%	31	100.00%
PROGRAM DEVELOP	2006	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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
TRIO	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	100.00%
TRIO	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	100.00%
TRIO	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	100.00%
WORKFORCE/ECON	2006	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	100.00%



Appendix H: EMPLOYEE AGE DISTRIBUTION



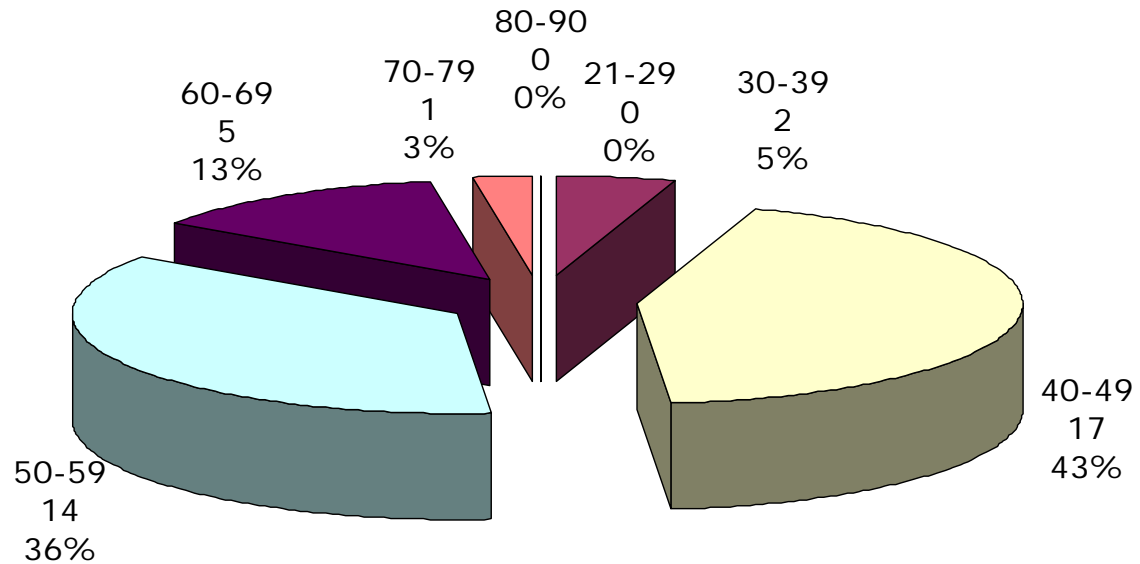
ACADEMIC ADMINISTRATORS AGE RANGE – FALL 2009



Total = 48



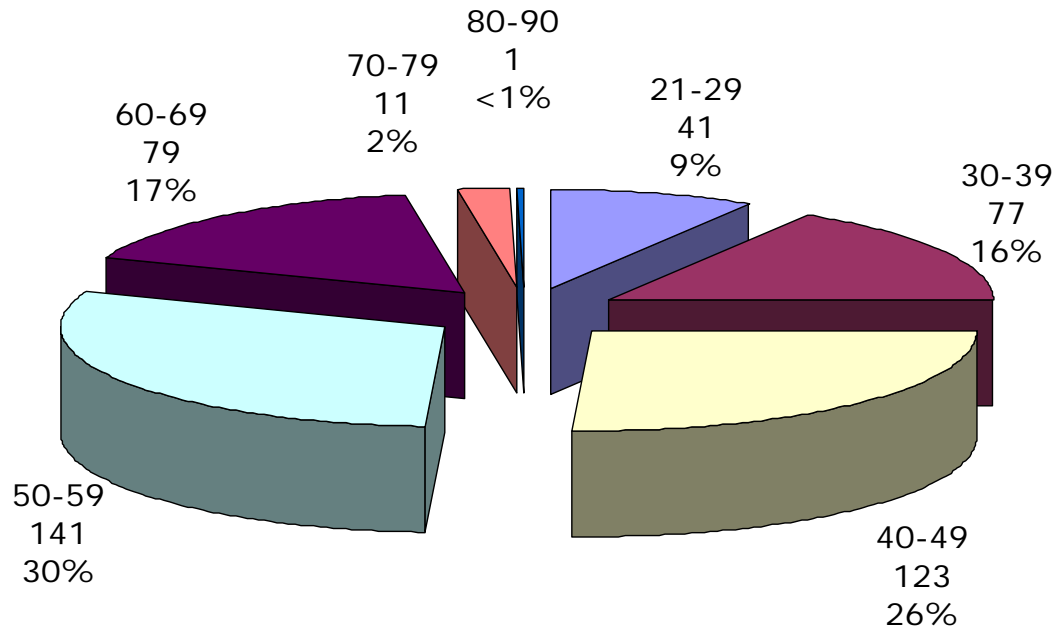
CLASSIFIED MANAGERS AGE RANGE – FALL 2009



Total = 39



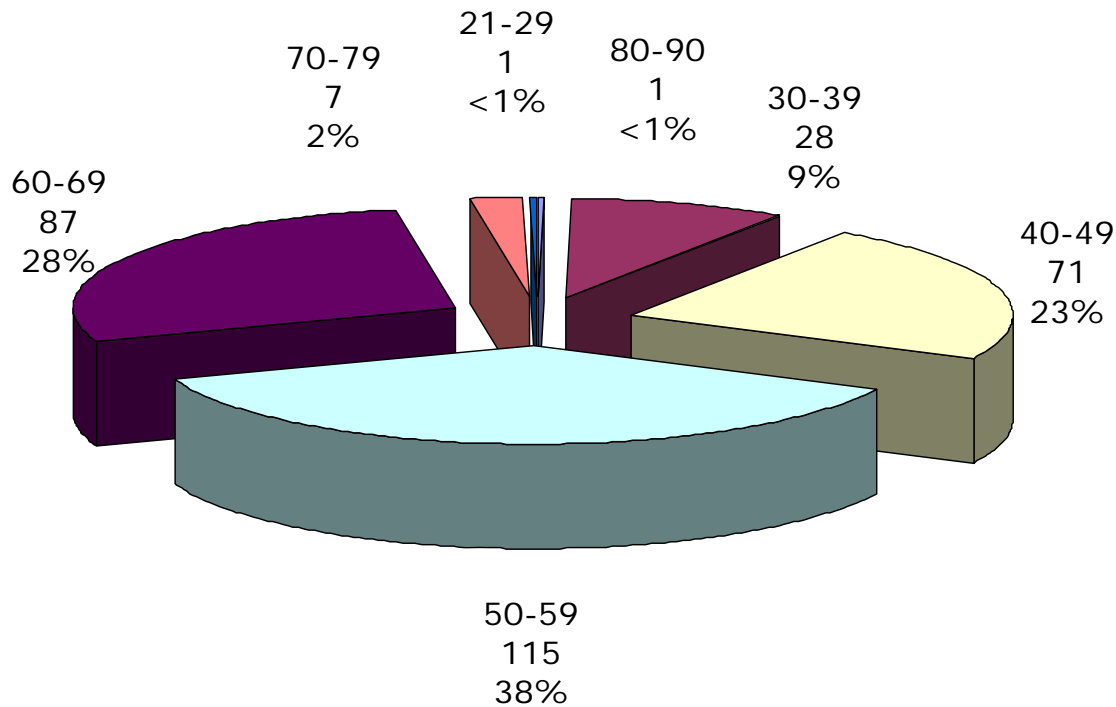
CLASSIFIED SUPPORT AGE RANGE – FALL 2009



Total = 473



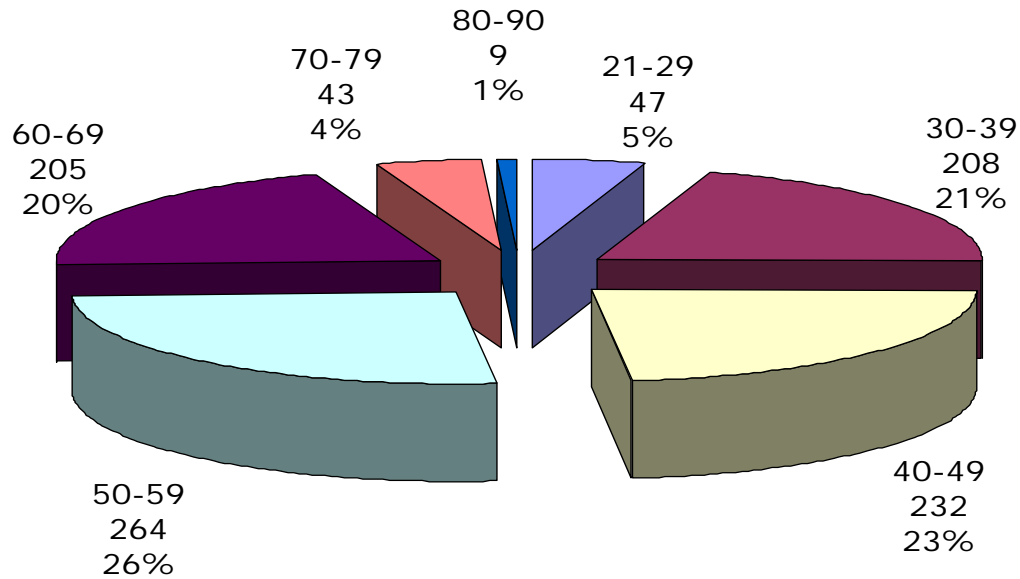
FULL-TIME FACULTY AGE RANGE – FALL 2009



Total = 310



PART-TIME FACULTY AGE RANGE – FALL 2009



Total = 1,008



Appendix I: DIVERSITY INITIATIVES



Diversity Initiatives:

People Admin Services

People Admin Services is an applicant data tracking system that allows applicants for certificated positions to apply online. This system will allow screening committees to log on to a secure website to view a specific group of position applicant information during the screening process. This will greatly minimize paper production. Also, it is believed that the new online system will portend an increase in ease of application, encourage race/ethnicity identification, and possibly result in larger, and perhaps more diverse, applicant pools.

District Equal Employment Opportunity Plan

The California Community College Chancellor's Office requires each community college district to develop an Equal Employment Opportunity Plan which shall address specific items relevant to how the District satisfies its commitment to equal employment opportunity in classified and certificated hiring.

Section 53003(a) of Title 5 requires the governing board of each community college district to develop and adopt a district-wide written equal employment opportunity plan to implement its equal employment opportunity program. Currently, the document is being drafted and reviewed by the District Planning and Policy (DPAC) Human Resources Subcommittee. DPAC-HR is staffed by members of each college constituent group, including students. The Plan is expected to be completed and presented to the Board for adoption within the next few months.

Diversity Initiatives, continued:

SMC Team Diversity

Using District Diversity funds, a diverse 10 member team of faculty, staff, managers and administrators attended the 22nd annual NCOJRE (National Conference on Race and Ethnicity) this past May in San Diego, California. The attendants were informed prior to attendance that by attending the conference, the District would expect them to participate in the District's diversity efforts. As a result, the team, now called SMC Team Diversity has held regular meetings to discuss diversity initiatives for the College. The team will be expanded to include additional college membership. For example, the College Psychologists have been asked to assist the team with developing relevant topics for discussion and diversity exercises to move the College toward cultural proficiency.

The members of the SMC Team Diversity will also play a key role in the planning and execution of the College-wide Diversity/Inclusivity Training that is being planned for the College and is discussed below. The Team's role will be as informed colleagues who can provide support, leadership and assistance to the consulting team as needed, in helping to advance pertinent concepts and individual growth in addressing diversity issues.

College-wide Diversity/Inclusivity Training

Santa Monica College will undertake development and implementation of college-wide diversity and inclusivity experiences and training for all employee groups. With the advice and assistance of a to-be-determined consulting group, fueled in combination with the buy-in of faculty, staff and senior leadership, each College employee group will participate in a program of intensive diversity learning experiences and training. This initiative is driven by the College's long-standing and documented commitment to incorporating diversity into its vision, mission, operational goals and outcomes. In recognition of documented projections of increased diversity countywide and statewide, it is the College's objective to position itself to be a leader in meeting the diverse needs of its applicants, employees, students and communities in a manner consistent with 21st century mandates.

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