



Santa Monica College Diversity Report 2011



Santa Monica College

"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."

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Office of Human
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10/4/2011

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SANTA MONICA COLLEGE

EMPLOYEE DIVERSITY REPORT

October 4, 2011

EXECUTIVE SUMMARY

Since the Santa Monica College (SMC) Employee Diversity Report of October 2009, changes were implemented to better promote diversity and inclusivity in the workplace. Two Board Policies were approved in August 2010: Board Policy 3120 – Equal Employment Opportunity and Board Policy 3121 – Diversity. Both policies reaffirm the District’s commitment to achieve a workforce that reflects the adult populations of the State of California and County of Los Angeles, and to provide for an inclusive and diverse educational environment.

“Diversity” is a broad term and includes, but is not limited to race, ethnicity, gender, sexual orientation, socio-economic status, age, disability, culture religion, immigrant status, marital status, parenting status, and veteran status. It is because of the rich and diverse environment for which Santa Monica College is renown that it continues to be an energized, global, learning environment. SMC is an attractive employer within Los Angeles County that facilitates recruitment and retention of faculty, staff and administration but most importantly, it makes this District extremely attractive to students.

STUDENT POPULATION DATA

When looking at SMC’s student enrollment data for fall semesters 2009, 2010, and 2011, enrollment has progressively declined. This is the opposite of the increasing enrollment during fall semesters 2006, 2007, and 2008. The decrease in student enrollment is attributed to reduced or eliminated apportionment funding from the State of California and the District’s reduction in the number of courses being offered. Despite the reductions, SMC continues to be a popular option for students.

As of September 27, 2011, final student headcount figures were: 36,355 for Fall 2009; 35,399 for Fall 2011; and 33,800 for Fall 2011. Full-time equivalent credit students (FTES) are enrolled with 12 or more units. There were 9404 FTES in Fall 2010 and 8613 FTES in Fall 2011.

DATA COLLECTION

2010 Census Results for California indicate an overall population increase to 37,253,956. The percentage of change in California's population by race is highlighted in Appendix 1.

Los Angeles County data was obtained from the 2010 U.S. Census Bureau Data Report¹. At the time of the census the total population was 9,818,605 within the County of Los Angeles of which 4,687,889 or 47.74% self identified as being Hispanic. The total Non-Hispanic population within Los Angeles County was 5,130,716 or 52.26%. Pertaining to gender, 50.71% of Los Angeles County residents were female and 49.29% were male. Given the size of Los Angeles County populations it is incredible that census data indicates the narrow difference of 139,297 more females than males.

SMC employee and student information was collected with the assistance of staff from the Offices of Institutional Research and Information Management. All information within this report is based on the first day of Fall Semester from 2006 through 2011. The data is comprehensive and current.

Applicant and employee data is collected through an optional Equal Employment Opportunity survey to identify race and ethnicity. Respondents initially identify whether or not they are Hispanic/Latino or of Spanish origin and then if their race is African American/Black, American Indian/Native American, Asian, Caucasian/White, Filipino, Hispanic, Multi-Racial, or Pacific Islander. If there is no response or the survey is left blank, the data is identified as Unknown.

Employee data for this report was obtained online from SMC's Information Systems Office. The ethnicity numbers are different from the numbers of the October 2009 Report as data was defined during this cycle by matching information with each employee. Also, a significant number of employees responded to requests to voluntarily identify ethnicity. New employee processing changes by Human Resources staff also facilitated changes to ensure that the voluntary EEO survey was included with new hire paperwork rather than relying on data processed as part of the application process.

Effective Spring semester 2010, the Office of Human Resources implemented "PeopleAdmin", an automated internet based applicant tracking system for accepting and processing academic employment applications online. The system allows screening committees to log on to a secure website to view applicant information. Utilization of PeopleAdmin

¹ US Census Bureau – Data for Los Angeles County 2010
http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=DEC_10_SF1_QTP3&prodType=table

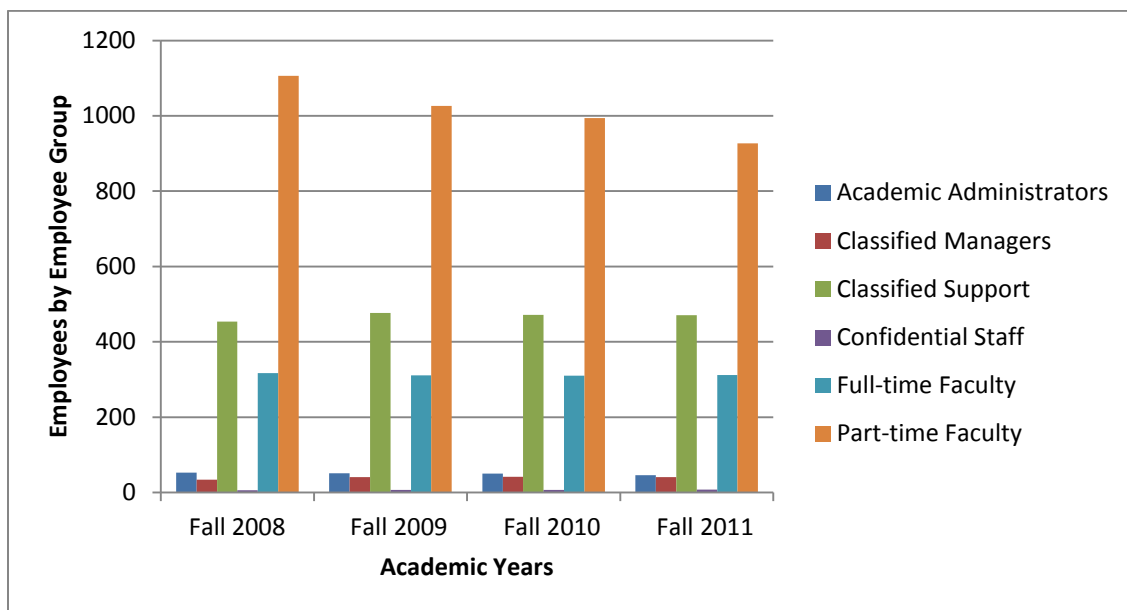
increased access and outreach and thus far has resulted in more diverse applicant pools. This is reflected in the sixteen (16) full-time faculty hired for Fall 2011.

STATISTICS

Data in the report is presented by employee category effective first day of Fall semester of Academic Years 2006-2007 through 2011-2012 for comparison purposes and to clarify the number of District employees since the last Diversity Report (October 2009). Total numbers of employees by category are shown on the right side of the page. 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.

The graph below shows SMC employees spread from Fall 2008 through Fall 2011.

SMC Employee Totals	Fall 2008	Fall 2009	Fall 2010	Fall 2011
◇ Academic Administrators:	53	51	50	46
◇ Classified Managers:	34	41	42	41
◇ Classified Support:	454	477	472	471
◇ Confidential Staff	6	7	7	8
◇ Full-Time Faculty:	317	311	310	312
◇ Part-Time Faculty:	1,106	1,026	994	927



SMC Employee Groups – Ethnicity 2008-2011

SMC STUDENT ENROLLMENT INFORMATION

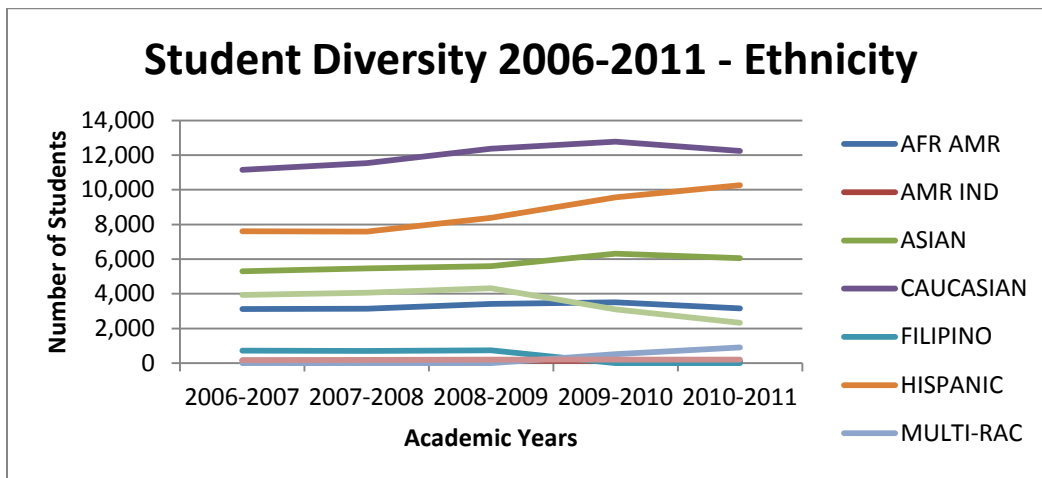
Student information is included for comparison purposes with the District workforce. Total student enrollment for Fall 2011 as of September 27, 2011 is 33,800. Total student enrollment for Fall 2009 was 36,066. In Fall 2010 total student enrollment was 35,232. As of the date of this diversity report, student race and ethnicity data effective Fall 2011 is not yet available.

STUDENT DIVERSITY

In reviewing Fall 2009 and Fall 2010 student race and ethnicity population data number of students identifying themselves as Hispanic and Multi-Racial increased. SMC Students identifying themselves as African American, American Indian/Native American, Asian, Caucasian, Pacific Islander and Unknown decreased.

Student diversity and gender statistics for 2009-2010 and 2010-2011 were:

Ethnicity	Fall 2009	%	Fall 2010	%
◇ - African American/Black	3,502	9.71%	3,106	8.97%
◇ - American Indian/Native American	120	0.33%	93	0.26%
◇ - Asian	6,305	17.48%	6,059	17.20%
◇ - Caucasian/White	12,768	35.40%	12,235	34.73%
◇ - Filipino	0	0.00%	0	0.00%
◇ - Hispanic	9,558	26.50%	10,262	29.13%
◇ - Multi-Racial	517	1.43%	894	2.54%
◇ - Pacific Islander	198	0.555%	204	0.58%
◇ - Unknown	3,098	8.59%	2,325	6.60%



STUDENT GENDER

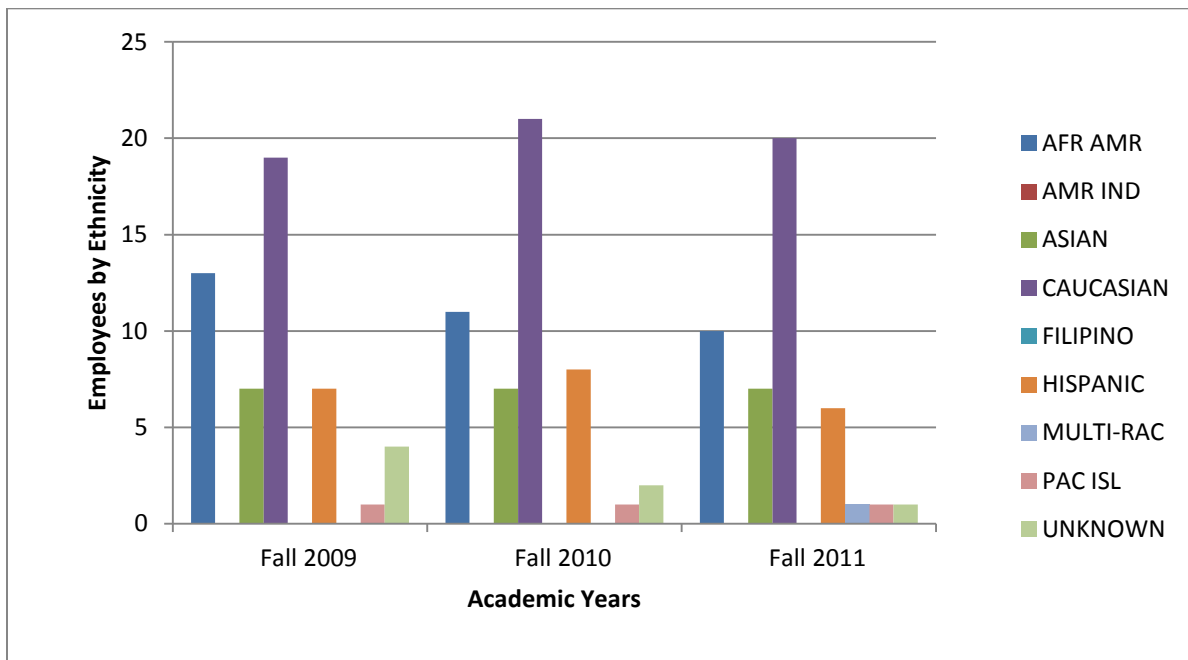
Female students continue to outnumber male students in 2009/2010 and 2010/2011.

<u>Gender</u>	<u>Fall 2009</u>	<u>%</u>	<u>Fall 2010</u>	<u>%</u>
◇ Female	20,816	57.49%	20,206	57.35%
◇ Male	15,386	42.50%	15,026	42.65%
◇ Unknown	4	0.01%	0	0.00%

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SMC EMPLOYEES: ACADEMIC ADMINISTRATORS

Ethnicity	Fall 2009	%	Fall 2010	%	Fall 2011	%
◇ - African American/Black	13	25.49%	10	22%	10	21.74%
◇ - American Indian/Nat. Am	0	0.00%	0	0.00%	0	0.00%
◇ - Asian	7	13.73%	7	14.00%	7	15.22%
◇ - Caucasian/White	19	37.25%	21	42.00%	20	43.48%
◇ - Filipino	0	0.00%	0	0.00%	0	0.00%
◇ - Hispanic	7	13.73%	8	16.00%	6	13.04%
◇ - Multi-Racial	0	0.00%	0	0.00%	1	2.17%
◇ - Pacific Islander	1	1.96%	1	2.00%	1	2.17%
◇ - Unknown	4	7.84%	2	4.00%	1	2.17%



Academic Administrators by Ethnicity – 2009-2011

Though the number of Unknown respondents decreased, the data indicates that Hispanic and Asian populations could be better represented within SMC's academic administrators.

GENDER

During Fall 2011, female academic administrators outnumber male administrators two to one:

FEMALE: 67.39% (31)
MALE: 32.61% (15)

AGE

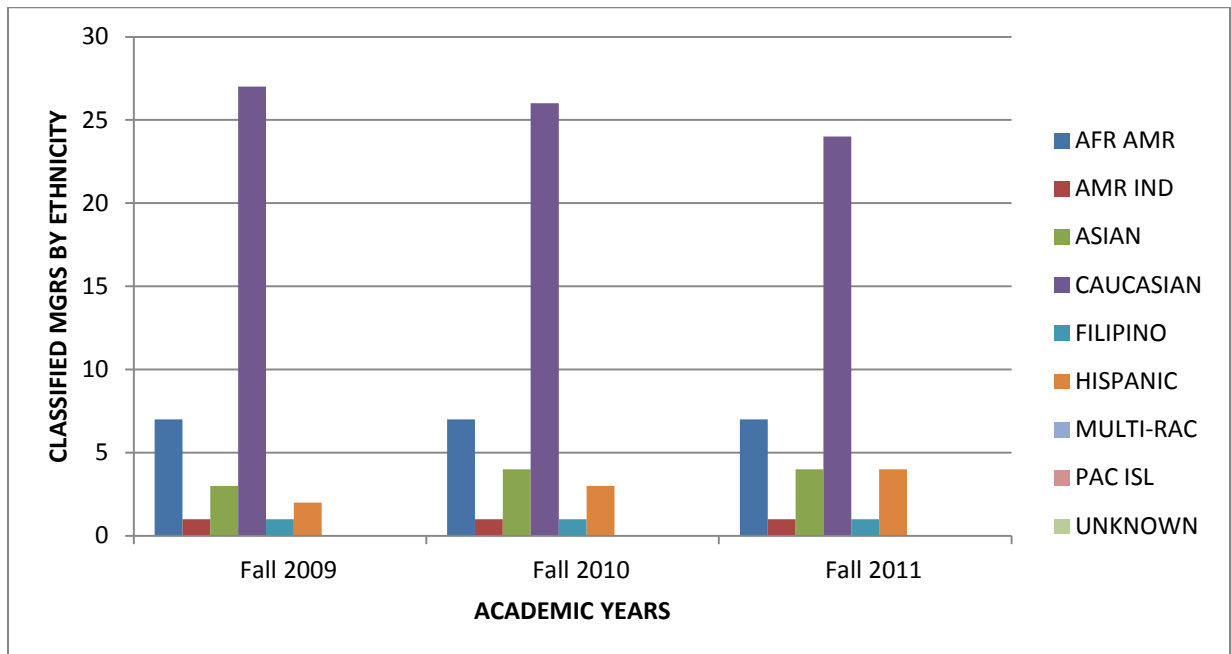
The age spread for Academic Administrators is consistent and indicates reasonable coverage for succession planning.

<u>Ages 20-29</u>	<u>Ages 30-39</u>	<u>Ages 40-49</u>	<u>Ages 50-59</u>	<u>Ages 60-69</u>	<u>Ages 70-79</u>	<u>+80</u>
0	8	13	14	11	0	0
			∞∞∞			

SMC EMPLOYEES: CLASSIFIED MANAGERS

Ethnicity	Fall 2009	%	Fall 2010	%	Fall 2011	%
◇ - African American/Black	7	25.93%	7	16.67%	7	17.07%
◇ - American Indian/Nat. Am	1	2.44%	1	2.38%	1	2.44%
◇ - Asian	3	7.32%	4	9.52%	4	9.76%
◇ - Caucasian/White	27	65.85%	26	61.90%	24	58.54%
◇ - Filipino	1	2.44%	1	2.38%	1	2.44%
◇ - Hispanic	2	4.88%	3	7.14%	4	9.74%
◇ - Multi-Racial	0	0.00%	0	0.00%	0	0.00%
◇ - Pacific Islander	0	0.00%	0	0.00%	0	0.00%
◇ - Unknown	0	0.00%	0	0.00%	0	0.00%

This category is less racially and ethnically diverse compared to college employees overall and the data indicates that more outreach is needed to our Hispanic and Asian populations as vacancies become available.



Classified Managers by Ethnicity – 2009-2011

GENDER

In contrast to academic administrators, female classified managers are outnumbered by male managers two to one:

FEMALE: 34.15% (14)

MALE: 65.85% (27)

AGE

The age spread for Classified Managers indicates reasonable coverage for succession planning.

Ages 20-29 Ages 30-39 Ages 40-49 Ages 50-59 Ages 60-69 Ages 70-79 80+

0

2

16

18

5

0

0

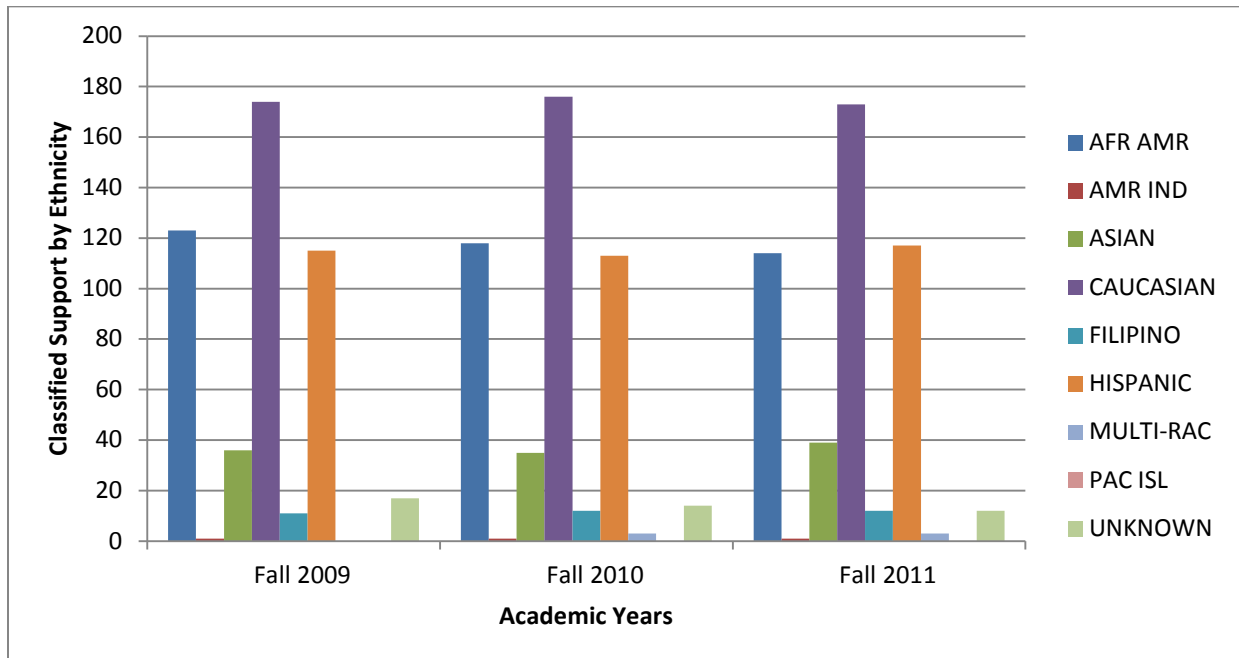
The majority of classified managers are within the ages to either separate or retire from the District.

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SMC EMPLOYEES: CLASSIFIED SUPPORT

Ethnicity	Fall 2009	%	Fall 2010	%	Fall 2011	%
◇ - African American/Black	123	25.79%	118	25.00%	114	24.20%
◇ - American Indian/Nat. Am	1	0.21%	1	0.21%	1	0.21%
◇ - Asian	36	7.55%	35	7.42%	39	8.28%
◇ - Caucasian/White	174	36.48%	176	37.29%	173	36.73%
◇ - Filipino	11	2.31%	12	2.54%	12	2.55%
◇ - Hispanic	115	24.11%	113	23.94%	117	24.84%
◇ - Multi-Racial	0	0.00%	3	0.64%	3	0.64%
◇ - Pacific Islander	0	0.00%	0	0.00%	0	0.00%
◇ - Unknown	17	3.56%	14	2.97%	12	2.55%

African Americans and Latinos are evenly represented in classified support positions. There is under-representation in the other minority categories (Native American, Asian, Filipino, Multi-Racial, Pacific Islander) in respect to current SMC Classified Support personnel.



Classified Support by Ethnicity – 2009-2011

GENDER

The gender numbers are nearly even with classified support staff. Females slightly outnumber males:

FEMALE: 51.80% (244)

MALE: 48.20% (227)

AGE

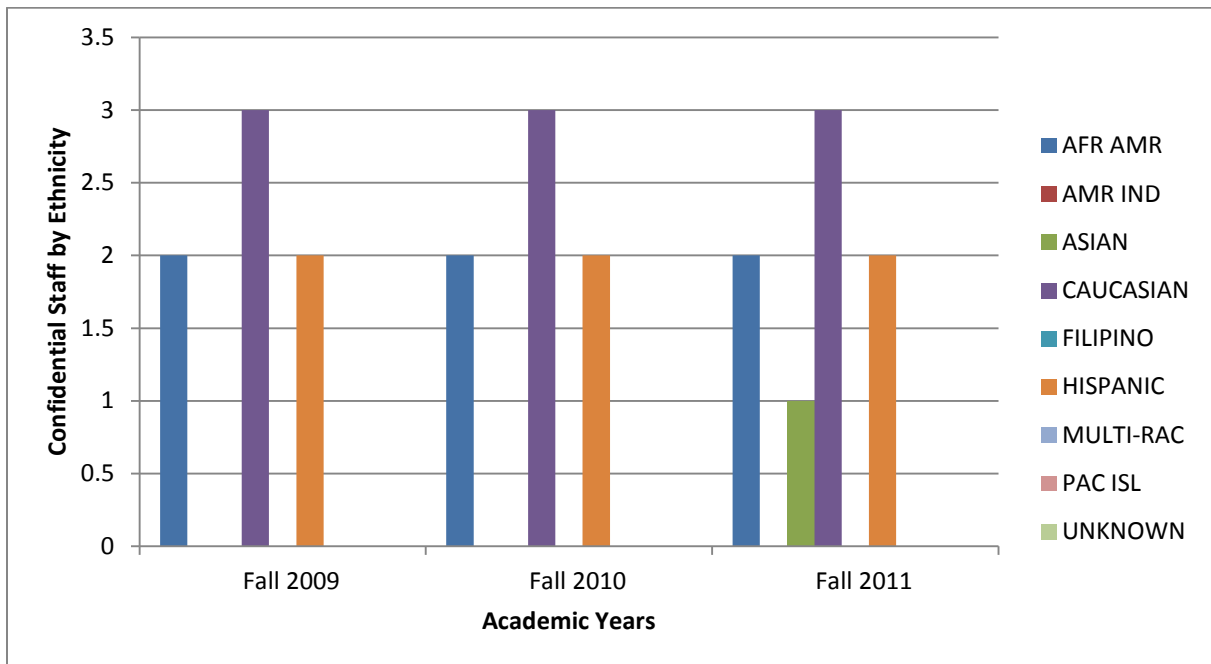
<u>Ages 20-29</u>	<u>Ages 30-39</u>	<u>Ages 40-49</u>	<u>Ages 50-59</u>	<u>Ages 60-69</u>	<u>Ages 70-79</u>	<u>80+</u>
36	79	119	142	78	14	3

Slightly more than half of the classified support personnel are within the age to retire or to separate from the District.

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SMC EMPLOYEES: CONFIDENTIAL SUPPORT STAFF

Ethnicity	Fall 2009	%	Fall 2010	%	Fall 2011	%
◇ - African American/Black	2	28.57%	2	28.57%	2	25.00%
◇ - American Indian/Nat. Am	0	0.00%	0	0.00%	0	0.00%
◇ - Asian	0	0.00%	0	0.00%	1	12.50%
◇ - Caucasian/White	3	42.86%	3	42.86%	3	37.50%
◇ - Filipino	0	0.00%	0	0.00%	0	0.00%
◇ - Hispanic	2	28.57%	2	28.57%	2	25.00%
◇ - Multi-Racial	0	0.00%	0	0.00%	0	0.00%
◇ - Pacific Islander	0	0.00%	0	0.00%	0	0.00%
◇ - Unknown	0	0.00%	0	0.00%	0	0.00%



Confidential Support Staff by Ethnicity - 2009-2011

GENDER

All eight employees designated as confidential are female.

AGE

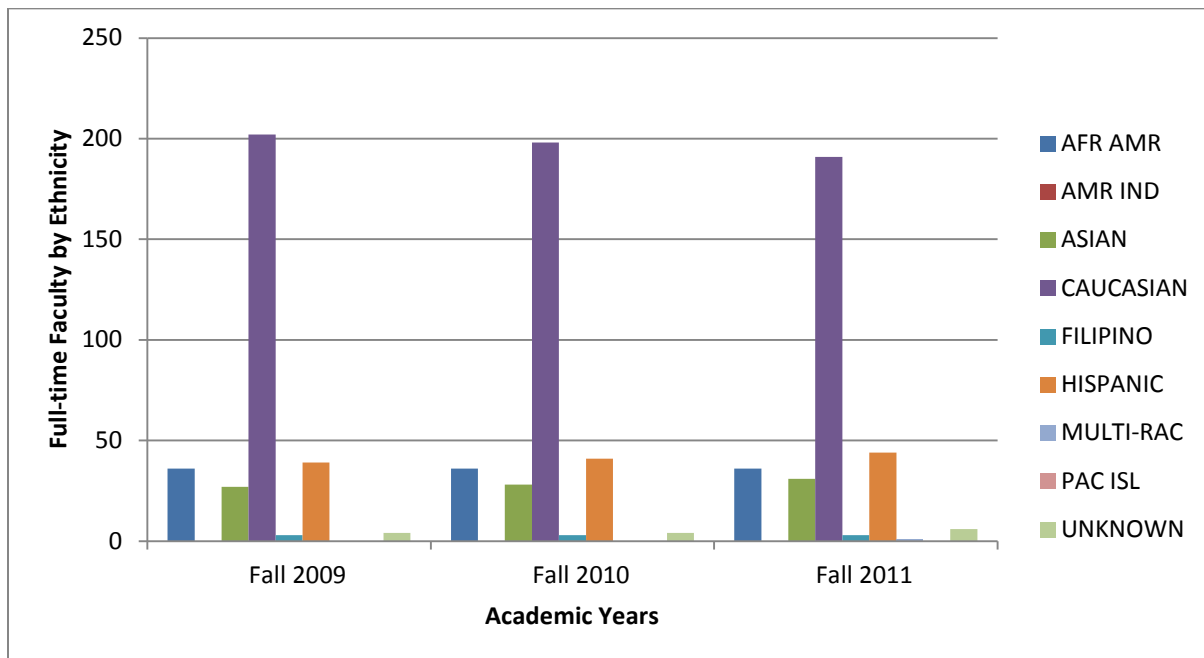
<u>Ages 20-29</u>	<u>Ages 30-39</u>	<u>Ages 40-49</u>	<u>Ages 50-59</u>	<u>Ages 60-69</u>	<u>Ages 70-79</u>	<u>80+</u>
0	2	0	3	3	0	0

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SMC EMPLOYEES: FULL-TIME FACULTY

Ethnicity	Fall 2009	%	Fall 2010	%	Fall 2011	%
◇ - African American/Black	36	11.58%	36	11.61%	36	11.54%
◇ - American Indian/Nat. Am	0	0.00%	0	0.00%	0	0.00%
◇ - Asian	27	8.68%	28	9.03%	30	9.94%
◇ - Caucasian/White	202	64.95%	198	63.87%	191	61.22%
◇ - Filipino	3	1.49%	3	1.52%	3	1.57%
◇ - Hispanic	39	12.54%	41	13.23%	44	14.10%
◇ - Multi-Racial	0	0.00%	0	0.00%	1	0.32%
◇ - Pacific Islander	0	0.00%	0	0.00%	0	0.00%
◇ - Unknown	4	1.29%	4	1.29%	6	1.92%

Minority populations are under-represented within SMC's Full-Time faculty. However, there were gains made to diversification with the new faculty hires for Fall 2011.



Full-time Faculty by Ethnicity – 2009 - 2011

GENDER

There are 50 more full-time faculty females to full-time faculty males.

FEMALES: 58.01% (181)

MALES: 41.99% (131)

AGE

The age spread for full-time faculty indicates reasonable coverage for succession planning.

<u>Ages 20-29</u>	<u>Ages 30-39</u>	<u>Ages 40-49</u>	<u>Ages 50-59</u>	<u>Ages 60-69</u>	<u>Ages 70-79</u>	<u>80+</u>
1	37	73	96	90	12	1

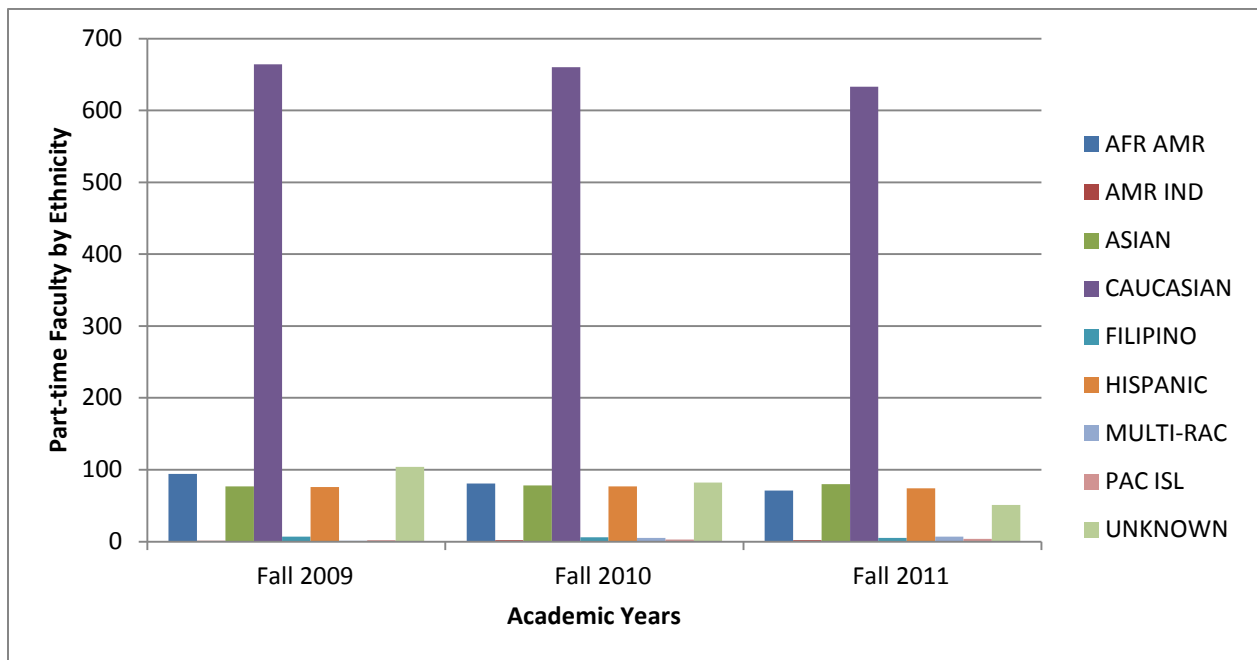
More than half of the full time faculty members are within the ages to retire or to separate from the District.

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SMC EMPLOYEES: PART-TIME FACULTY

Ethnicity	Fall 2009	%	Fall 2010	%	Fall 2011	%
◊ - African American/Black	94	9.16%	81	8.15%	71	7.66%
◊ - American Indian/Nat. Am	1	0.10%	2	0.20%	2	0.22%
◊ - Asian	77	7.50%	78	7.85%	80	8.63%
◊ - Caucasian/White	664	64.72%	660	66.40%	633	68.28%
◊ - Filipino	7	0.68%	6	0.60%	5	0.54%
◊ - Hispanic	76	7.41%	77	7.75%	74	7.98%
◊ - Multi-Racial	1	0.10%	5	0.50%	7	0.76%
◊ - Pacific Islander	2	0.19%	3	0.30%	4	0.43%
◊ - Unknown	104	10.14%	82	8.25%	51	5.58%

Minority populations are under-represented within SMC's Part-Time faculty.



Part-time Faculty by Ethnicity – 2009 - 2011

GENDER

As with full-time faculty, female part-time faculty members outnumber their male counterparts. Females represent 53.29% (494) of part-time faculty and males represent 46.71% (433).

FEMALES: 53.29% (494)

MALES: 46.71% (433)

AGE

The age ranges for part-time faculty members indicates reasonable spread.

<u>Ages 20-29</u>	<u>Ages 30-39</u>	<u>Ages 40-49</u>	<u>Ages 50-59</u>	<u>Ages 60-69</u>	<u>Ages 70-79</u>	<u>80+</u>
26	165	212	235	224	54	11

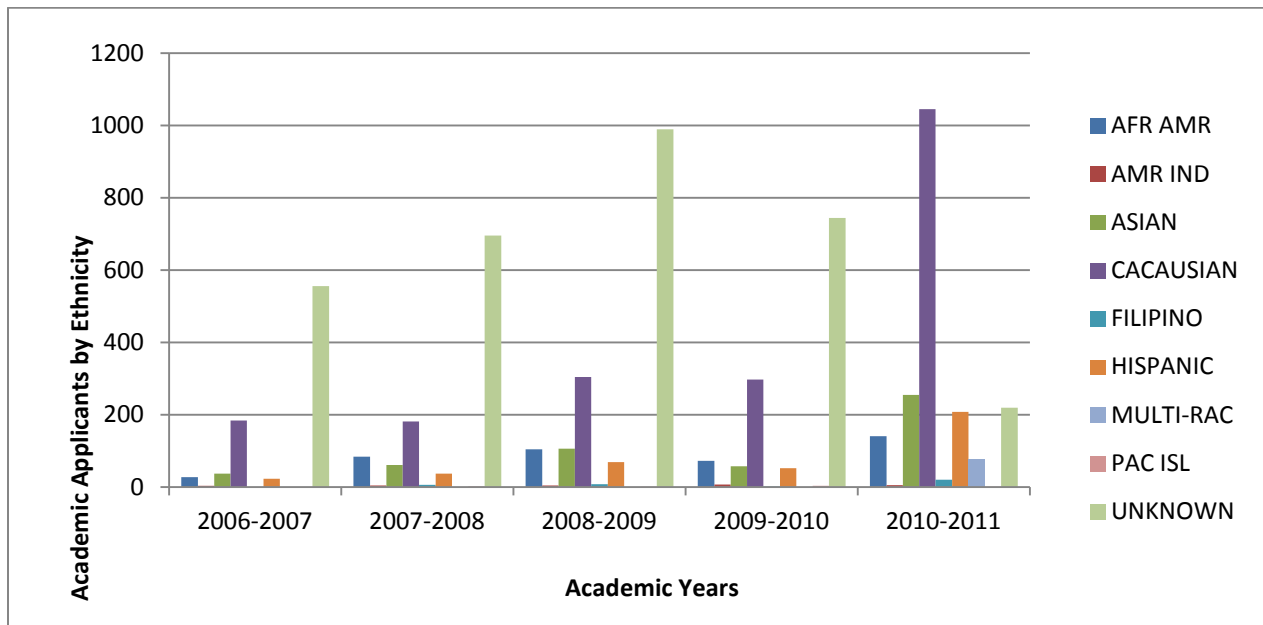
Seven (7) of the sixteen (16) new full-time faculty hired for Fall 2011 were SMC part-time faculty members prior to their full-time appointment.

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ACADEMIC APPLICANT POOLS

In comparing academic applicant pool data for Fall 2006 through Fall 2011, applicants who did not response to the EEO survey form seriously outnumber applicants who chose to self identify ethnicity. With the implementation of PeopleAdmin, the internet based applicant tracking system during Spring 2011, the tremendous increase in applicants identifying themselves as Caucasian more than tripled. Though more applicants identified themselves as Asian, Hispanic and African American respectively, it is apparent that the majority of “unknown” applicants are Caucasian.

Academic applications for positions filled effective Fall 2011 increased by 62.67% (735). Also, male applicants outnumbered female applicants for the past two year recruiting cycles.



Academic Applicants by Ethnicity – 2006 – 2011

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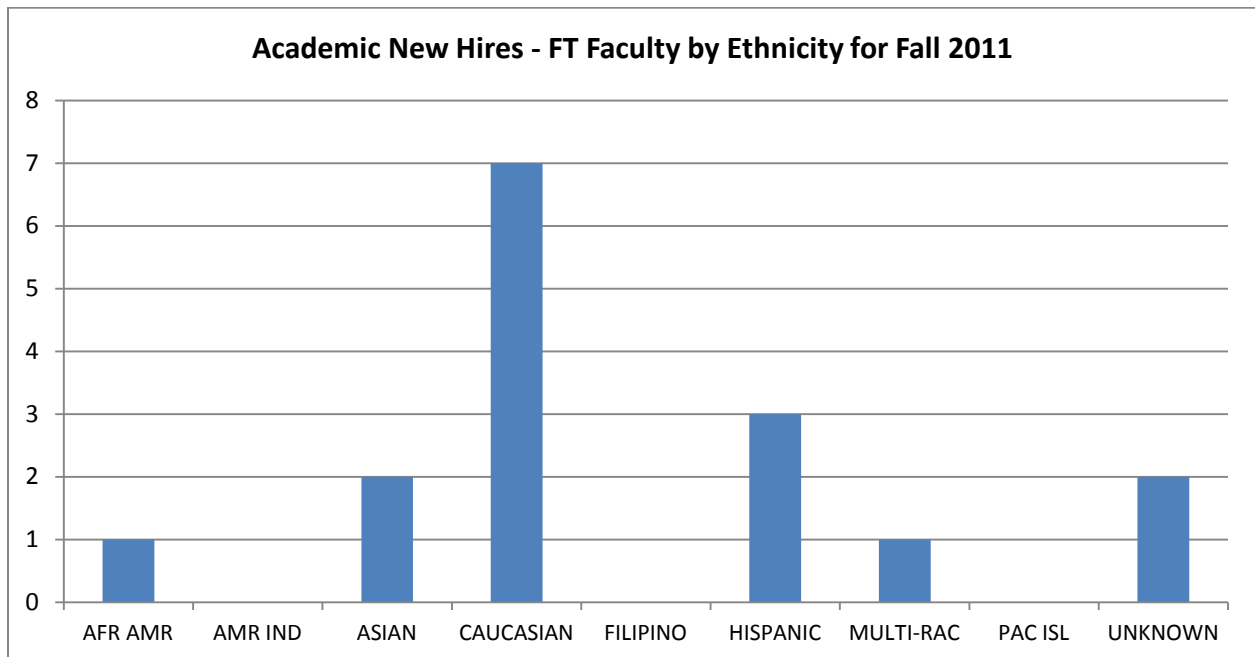
ACADEMIC NEW HIRE INFORMATION FOR FALL 2011

New Hires:

Sixteen (16) Full-Time Faculty were hired to start employment in Fall 2011.

<u>Ethnicity</u>	<u>Fall 2011</u>
◇ - African American/Black	1
◇ - American Indian/Nat. Am	0
◇ - Asian	2
◇ - Caucasian/White	7
◇ - Filipino	0
◇ - Hispanic	3
◇ - Multi-Racial	1
◇ - Pacific Islander	0
◇ - Unknown	2

There are 11 females and 5 males.

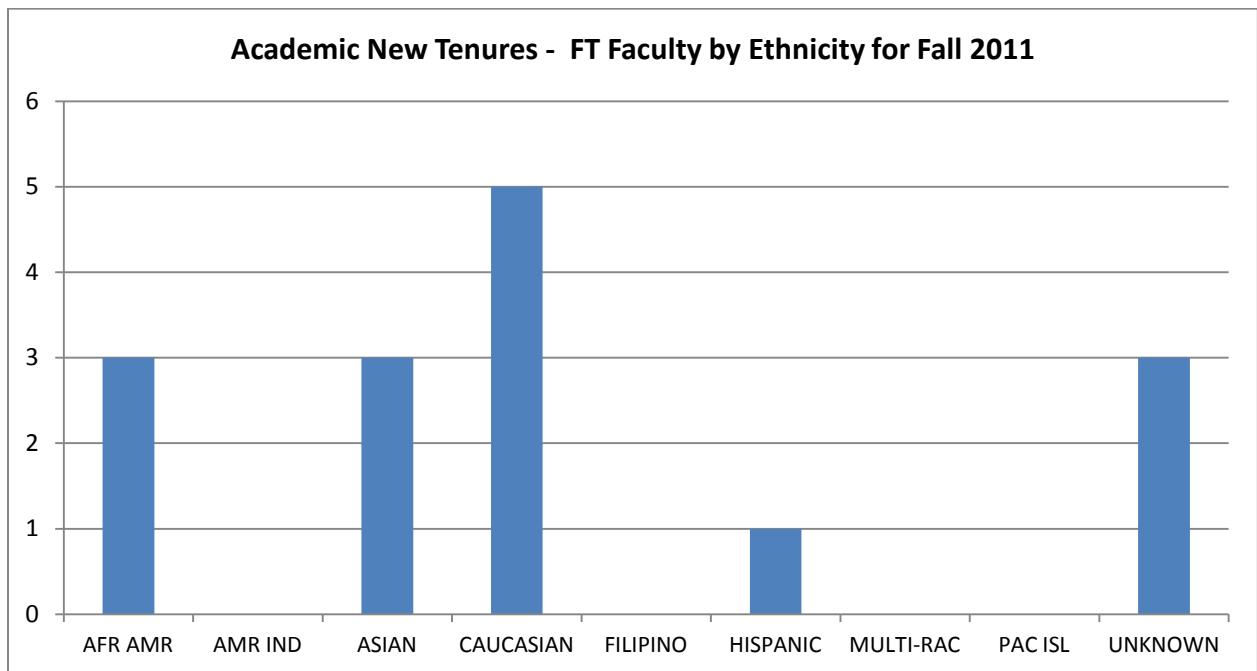


Tenures:

There were 15 Full-Time faculty members who achieved tenure during Fall 2011.

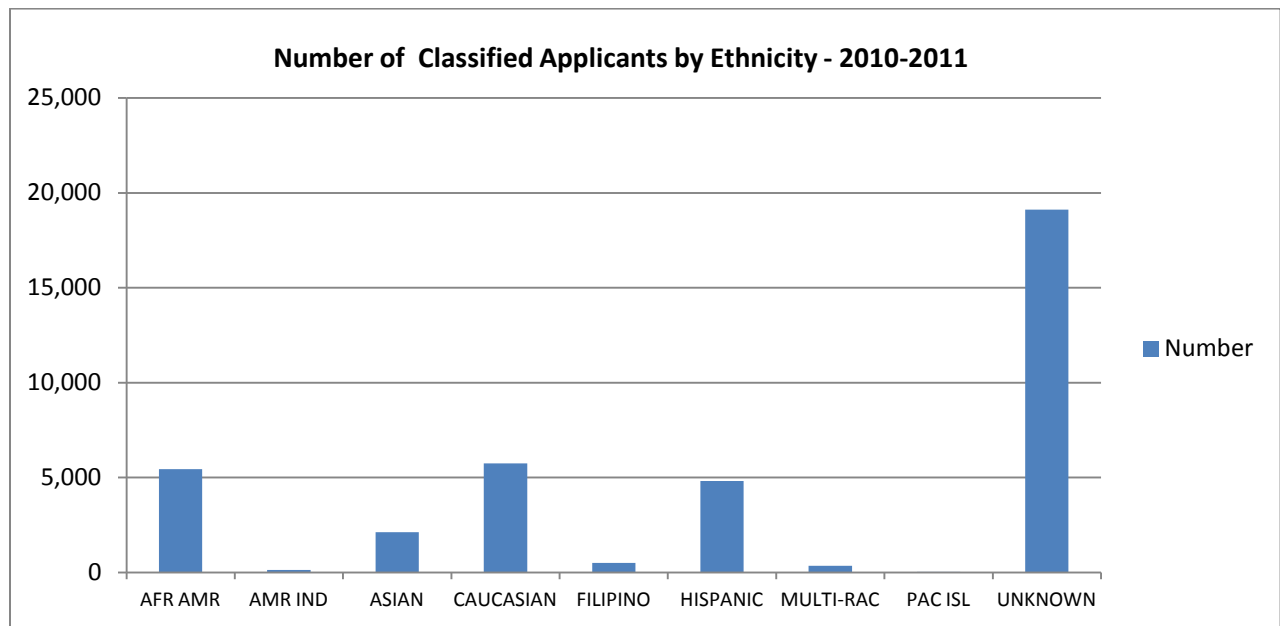
<u>Ethnicity</u>	<u>Fall 2011</u>
◇ - African American/Black	3
◇ - American Indian/Nat. Am	0
◇ - Asian	3
◇ - Caucasian/White	5
◇ - Filipino	0
◇ - Hispanic	1
◇ - Multi-Racial	0
◇ - Pacific Islander	0
◇ - Unknown	3

There are 11 females and 4 males.



CLASSIFIED APPLICANT POOLS

The Personnel Commission Office manages classified employment processes. It uses NEOGOV as its online application system to process classified employment applications. This past year a total of 38,236 classified applications were processed of which 50% of the applicants did not self identify ethnicity. The large unknown response skews data results. However, based on the applicants who did complete the survey, it is apparent that the majority of applicants identifying ethnicity were Caucasian. The next ethnicity group narrowly following Caucasians in self identifying ethnicity was African American, then Hispanic applicants. These figures correlate with existing diversity data for current classified employees.



Classified Applicants by Ethnicity 2010-2011

The high volume of applicants in all classified categories is an indicator of the overall downturn in economic climate within the State of California. Unfortunately, the caliber of applicant pools is not known until testing and selection processes are initiated.

A significantly greater number of females apply for classified support positions than male applicants. More males apply for classified management positions.

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INTERPRETATION OF THE ACADEMIC DATA

In reviewing the Faculty Diversity Data by department, it is apparent that minority populations are seriously under-represented within SMC's full-time and part-time faculty membership. Insuring fair and impartial non-discriminatory recruitment processes is a responsibility which is taken seriously and responsibly by the Office of Human Resources and Administration. Progress to improve representation is being made as positions become available for recruitment.

DISTRICT EQUAL EMPLOYMENT OPPORTUNITY PLAN

The California Community College Chancellor's Office no longer requires District Equal Employment Opportunity Plans (EEO Plan) due to the absence of availability data. However, District's are encouraged to adopt EEO Plans. The Chancellor's Office implemented an EEO, Diversity and Title 5 EEO Advisory Committee to review, discuss and amend proposed Title 5 EEO regulations to clarify language and to assist Districts with enforcing equal employment opportunities within Districts.

Santa Monica College is committed to having an EEO Plan. As mentioned at the beginning of this Diversity Report, the Board of Trustees approved and adopted an Equal Employment Opportunity Board Policy and a Diversity Board Policy in April 2010. Last March DPAC unanimously approved and accepted the EEO Plan recommended by the DPAC-HR Subcommittee. Since that time, federal Americans With Disabilities laws and regulations have been updated. Although the plan is not mandatory, SMC consulted with the Chancellor's Office General Counsel regarding changes and will implement the plan as soon as revisions are completed.

SELECTION COMMITTEES

Participants serving on selection committees receive training on equal employment opportunity requirements, federal and state non-discrimination laws. Additionally training is presented in a manner to help committee members understand SMC's commitment to diversity and to non-discrimination.

DIVERSITY AND INCLUSIVITY TRAINING

Thomas Brown & Associates, LLC was retained to collaborate with the SMC Community to develop a series of “Diversity and Inclusivity” workshops during Fall 2010 and the beginning of Spring 2011. All employee groups participated in this training. The goal was to support participants to understand the mission, vision, values and goals of SMC and its specific commitment to creating a “community of respect” and enhancing cultural competence, which is the ability to understand, communicate, and effectively interact with people across cultures. Attendees to the workshops included Board of Trustees and Personnel Commissioners, 263 full-time faculty members, 116 part-time faculty members, 289 classified staff members and 67 members of management.

SUMMARY

Santa Monica College is within one of the most diverse regions of our country. Our student body reflects this diversity on a global scale. As a two-year higher educational institution, SMC is committed in an on-going effort to have employees reflect the diversity of the students and communities served by the College. To that end, we are committed to 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

Gratitude and acknowledgement is expressed to Laurie Heyman of the Human Resources Office for helping arrange and display the information within this report and to Hannah Alford of the Office of Institutional Research, Mickey Kwan of the Information Systems Department, Delia Padilla Acosta of the HR Office and Jose Guzman of the Personnel Commission Office for assisting in the collection of the data.



Marcia M. Wade

Vice President, Human Resources

Appendix 1

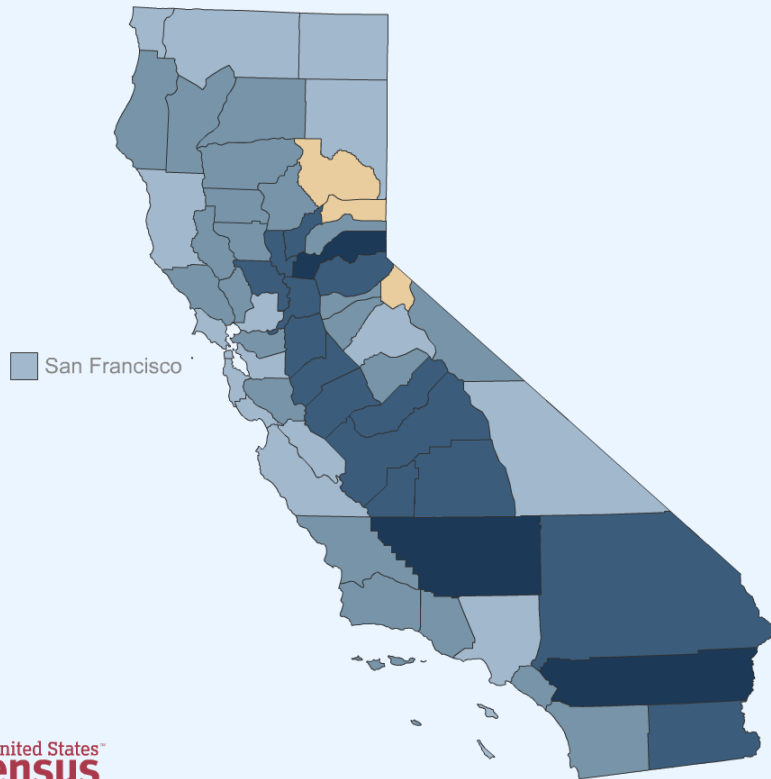
State of California Census 2010

California

STATE POPULATION: 37,253,956

POPULATION CHANGE BY COUNTY: 2000-2010

- LOSS
- 0-5%
- 5-15%
- 15-25%
- 25% +



STATE POPULATION BY RACE CALIFORNIA: 2010

PERCENT OF POPULATION	CHANGE 2000-2010
White alone <div style="background-color: #548235; width: 57.6%; height: 10px; margin: 2px 0;"></div> 57.6%	6.4% ↑
Black or African American alone <div style="background-color: #548235; width: 6.2%; height: 10px; margin: 2px 0;"></div> 6.2%	1.6% ↑
American Indian and Alaska Native alone <div style="background-color: #548235; width: 1.0%; height: 10px; margin: 2px 0;"></div> 1.0%	8.8% ↑
Asian alone <div style="background-color: #548235; width: 13.0%; height: 10px; margin: 2px 0;"></div> 13.0%	31.5% ↑
Native Hawaiian and Other Pacific Islander alone <div style="background-color: #548235; width: 0.4%; height: 10px; margin: 2px 0;"></div> 0.4%	23.4% ↑
Some Other Race alone <div style="background-color: #548235; width: 17.0%; height: 10px; margin: 2px 0;"></div> 17.0%	11.2% ↑
Two or More Races <div style="background-color: #548235; width: 4.9%; height: 10px; margin: 2px 0;"></div> 4.9%	12.9% ↑

STATE POPULATION BY HISPANIC OR LATINO ORIGIN CALIFORNIA: 2010

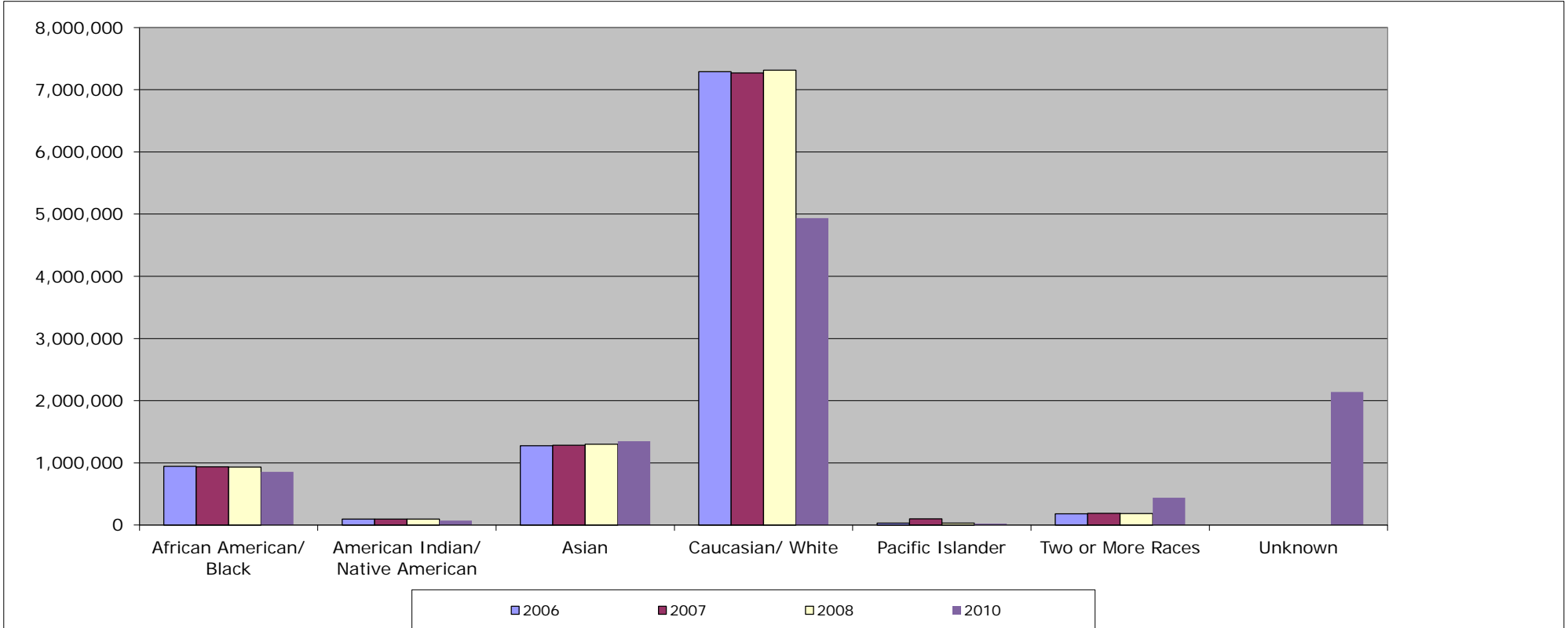
PERCENT OF POPULATION	CHANGE 2000-2010
Hispanic or Latino <div style="background-color: #548235; width: 37.6%; height: 10px; margin: 2px 0;"></div> 37.6%	27.8% ↑
Not Hispanic or Latino <div style="background-color: #548235; width: 62.4%; height: 10px; margin: 2px 0;"></div> 62.4%	1.5% ↑

Appendix 2

County of Los Angeles Census 2010

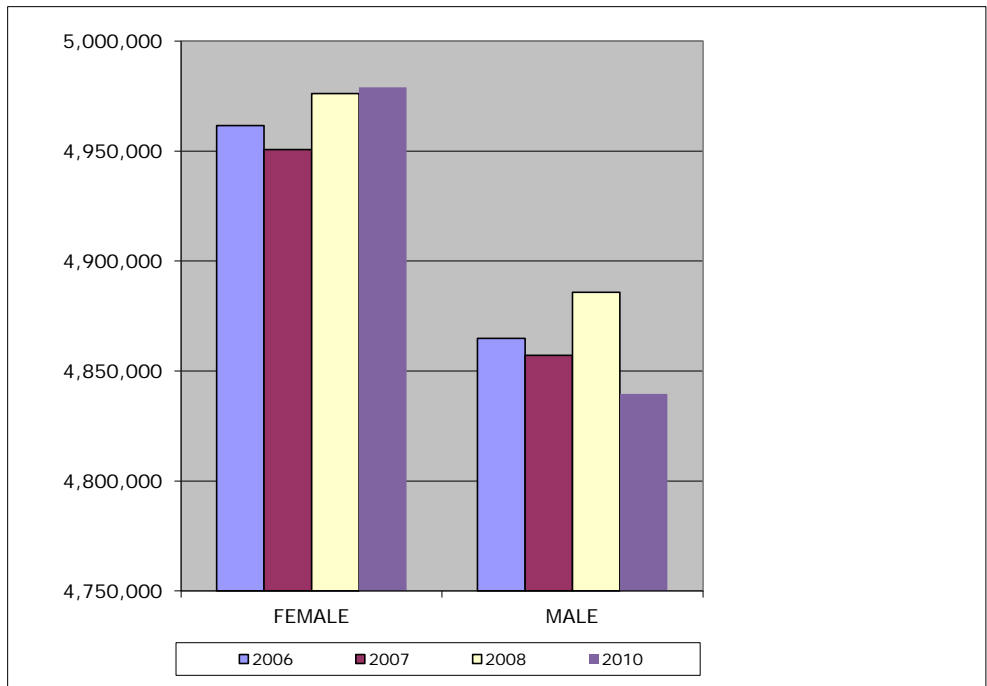
Los Angeles County - Ethnicity - 2006-2010

	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Two or More Races		Unknown		Total	
	No.	%	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%	0	0.00%	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%	0	0.00%	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%	0	0.00%	9,862,049	100.00%
2010 CENSUS	856,874	8.73%	72,828	0.74%	1,346,865	13.72%	4,936,599	50.28%	n/a	n/a	n/a	n/a	26,094	0.27%	438,713	4.47%	2,140,632	21.80%	9,818,605	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 08:33:39 EDT
<http://quickfacts.census.gov/qfd/states/06/06037.html>
<http://www.census.gov/popest/counties/asrh/CC-EST2008-RACE6.html>
<http://www.census.gov/popest/counties/asrh/CC-EST2008-RACE6.html>
<http://www.census.gov/popest/counties/asrh/CC-EST2008-RACE6.html>
<http://www.census.gov/popest/counties/asrh/CC-EST2008-RACE6.html>
<http://www.census.gov/popest/counties/asrh/CC-EST2008-RACE6.html>

Los Angeles County - Gender 2006-2010						
	FEMALE		MALE		TOTAL	
	No.	%	No.	%	No.	%
2006 TOTALS	4,961,671	50.49%	4,864,822	49.51%	9,826,493	100.00%
2007 TOTALS	4,950,718	50.48%	4,857,152	49.52%	9,807,870	100.00%
2008 TOTALS	4,976,184	50.46%	4,885,865	49.54%	9,862,049	100.00%
2010 CENSUS	4,978,951	50.71%	4,839,654	49.29%	9,818,605	100.00%



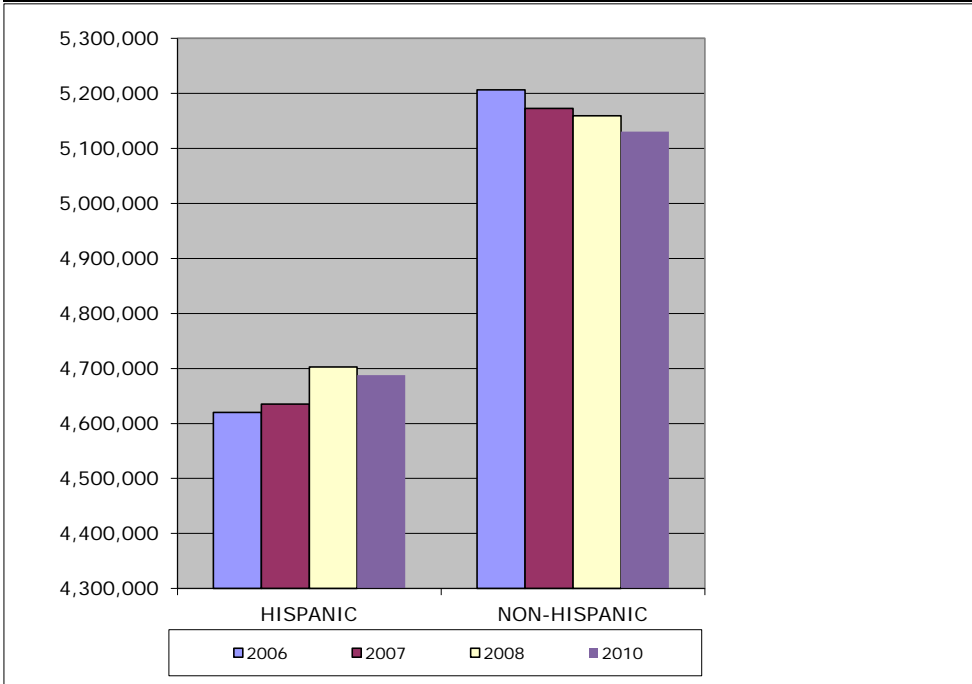
Note: Hispanics may be of any race, so also are included in applicable race categories

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>
[US Census Bureau: Race and Hispanic or Latino: 2010 - County - Census Tract](http://www.census.gov/popest/counties/asrh/CC-EST2008-RACE6.html)
[US Census Bureau: Profile of General Population and Housing Characteristics: 2010](http://www.census.gov/popest/counties/asrh/CC-EST2008-RACE6.html)

Los Angeles County - Hispanic/Non-Hispanic 2006-2010

	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%
2010 CENSUS	4,687,889	47.74%	5,130,716	52.26%	9,818,605	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>
[US Census Bureau: Race and Hispanic or Latino: 2010 - County - Census Tract](#)
[US Census Bureau: Profile of General Population and Housing Characteristics: 2010](#)

Appendix 3

Academic Administrators
Classified Managers
Classified Support Staff
Confidential Support Staff
Full-Time Faculty
Part-Time Faculty
Student Diversity

Santa Monica College
Ethnicity of Employee and Student Groups
2006-2011*

Academic Administrators - 2006-2011 - Ethnicity

	African American/ Black		American Indian/ Native		Asian		Caucasian/ White		Filipino		Hispanic		Multi-Racial		Pacific Islander		Unknown		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	8	18.18%	0	0.00%	6	13.64%	21	47.73%	2	4.55%	7	15.91%	0	0.00%	0	0.00%	0	0.00%	44	100.00%
2007-2008	9	19.57%	0	0.00%	4	8.70%	21	45.65%	2	4.35%	5	10.87%	0	0.00%	0	0.00%	5	10.87%	46	100.00%
2008-2009	13	24.53%	0	0.00%	4	7.55%	21	39.62%	2	3.77%	6	11.32%	0	0.00%	1	1.89%	6	11.32%	53	100.00%
2009-2010	13	25.49%	0	0.00%	7	13.73%	19	37.25%	0	0.00%	7	13.73%	0	0.00%	1	1.96%	4	7.84%	51	100.00%
2010-2011	11	22.00%	0	0.00%	7	14.00%	21	42.00%	0	0.00%	8	16.00%	0	0.00%	1	2.00%	2	4.00%	50	100.00%
2011-2012	10	21.74%	0	0.00%	7	15.22%	20	43.48%	0	0.00%	6	13.04%	1	2.17%	1	2.17%	1	2.17%	46	100.00%

Classified Managers - 2006-2011 - Ethnicity

	African American/ Black		American Indian/ Native		Asian		Caucasian/ White		Filipino		Hispanic		Multi-Racial		Pacific Islander		Unknown		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	5	15.15%	1	3.03%	3	9.09%	22	66.67%	0	0.00%	2	6.06%	0	0.00%	0	0.00%	0	0.00%	33	100.00%
2007-2008	5	14.71%	1	2.94%	3	8.82%	22	64.71%	0	0.00%	3	8.82%	0	0.00%	0	0.00%	0	0.00%	34	100.00%
2008-2009	6	17.65%	1	2.94%	3	8.82%	22	64.71%	0	0.00%	2	5.88%	0	0.00%	0	0.00%	0	0.00%	34	100.00%
2009-2010	7	17.07%	1	2.44%	3	7.32%	27	65.85%	1	2.44%	2	4.88%	0	0.00%	0	0.00%	0	0.00%	41	100.00%
2010-2011	7	16.67%	1	2.38%	4	9.52%	26	61.90%	1	2.38%	3	7.14%	0	0.00%	0	0.00%	0	0.00%	42	100.00%
2011-2012	7	17.07%	1	2.44%	4	9.76%	24	58.54%	1	2.44%	4	9.76%	0	0.00%	0	0.00%	0	0.00%	41	100.00%

* Data effective 1st day of Fall Semester for each Academic Year listed.

Santa Monica College
Ethnicity of Employee and Student Groups
2006-2011*

Classified Support - 2006-2011 - Ethnicity

	African American/ Black		American Indian/ Native		Asian		Caucasian/ White		Filipino		Hispanic		Multi-Racial		Pacific Islander		Unknown		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	107	25.30%	1	0.24%	33	7.80%	160	37.83%	12	2.84%	100	23.64%	0	0.00%	0	0.00%	10	2.36%	423	100.00%
2007-2008	110	26.00%	1	0.24%	29	6.86%	160	37.83%	12	2.84%	98	23.17%	0	0.00%	0	0.00%	13	3.07%	423	100.00%
2008-2009	121	26.65%	1	0.22%	35	7.71%	162	35.68%	12	2.64%	109	24.01%	0	0.00%	0	0.00%	14	3.08%	454	100.00%
2009-2010	123	25.79%	1	0.21%	36	7.55%	174	36.48%	11	2.31%	115	24.11%	0	0.00%	0	0.00%	17	3.56%	477	100.00%
2010-2011	118	25.00%	1	0.21%	35	7.42%	176	37.29%	12	2.54%	113	23.94%	3	0.64%	0	0.00%	14	2.97%	472	100.00%
2011-2012	114	24.20%	1	0.21%	39	8.28%	173	36.73%	12	2.55%	117	24.84%	3	0.64%	0	0.00%	12	2.55%	471	100.00%

Confidentials - 2006-2011 - Ethnicity

	African American/ Black		American Indian/ Native		Asian		Caucasian/ White		Filipino		Hispanic		Multi-Racial		Pacific Islander		Unknown		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	3	37.50%	0	0.00%	0	0.00%	3	37.50%	0	0.00%	2	25.00%	0	0.00%	0	0.00%	0	0.00%	8	100.00%
2007-2008	2	28.57%	0	0.00%	0	0.00%	3	42.86%	0	0.00%	2	28.57%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
2008-2009	2	33.33%	0	0.00%	0	0.00%	3	50.00%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	6	100.00%
2009-2010	2	28.57%	0	0.00%	0	0.00%	3	42.86%	0	0.00%	2	28.57%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
2010-2011	2	28.57%	0	0.00%	0	0.00%	3	42.86%	0	0.00%	2	28.57%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
2011-2012	2	25.00%	0	0.00%	1	12.50%	3	37.50%	0	0.00%	2	25.00%	0	0.00%	0	0.00%	0	0.00%	8	100.00%

* Data effective 1st day of Fall Semester for each Academic Year listed.

Santa Monica College
Ethnicity of Employee and Student Groups
2006-2011*

Full-time Faculty - 2006-2011 - Ethnicity

	African American/ Black		American Indian/ Native		Asian		Caucasian/ White		Filipino		Hispanic		Multi-Racial		Pacific 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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%

Part-time Faculty - 2006-2011 - Ethnicity

	African American/ Black		American Indian/ Native		Asian		Caucasian/ White		Filipino		Hispanic		Multi-Racial		Pacific Islander		Unknown		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	88	8.42%	1	0.10%	61	5.84%	668	63.92%	5	0.48%	73	6.99%	1	0.10%	1	0.10%	147	14.07%	1045	100.00%
2007-2008	84	7.84%	1	0.09%	76	7.09%	710	66.23%	4	0.37%	72	6.72%	1	0.09%	2	0.19%	122	11.38%	1072	100.00%
2008-2009	87	7.87%	1	0.09%	81	7.32%	708	64.01%	6	0.54%	80	7.23%	1	0.09%	2	0.18%	140	12.66%	1106	100.00%
2009-2010	94	9.16%	1	0.10%	77	7.50%	664	64.72%	7	0.68%	76	7.41%	1	0.10%	2	0.19%	104	10.14%	1026	100.00%
2010-2011	81	8.15%	2	0.20%	78	7.85%	660	66.40%	6	0.60%	77	7.75%	5	0.50%	3	0.30%	82	8.25%	994	100.00%
2011-2012	71	7.66%	2	0.22%	80	8.63%	633	68.28%	5	0.54%	74	7.98%	7	0.76%	4	0.43%	51	5.50%	927	100.00%

* Data effective 1st day of Fall Semester for each Academic Year listed.

Santa Monica College
 Ethnicity of Employee and Student Groups
 2006-2011*

Student Diversity - 2006-2011** - Ethnicity

	African American/ Black		American Indian/ Native		Asian		Caucasian/ White		Filipino		Hispanic		Multi-Racial		Pacific Islander		Unknown		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	3,109	9.68%	142	0.44%	5,302	16.51%	11,142	34.69%	713	2.22%	7,607	23.68%	0	0.00%	172	0.54%	3,932	12.24%	32,119	100.00%
2007-2008	3,145	9.59%	144	0.44%	5,466	16.67%	11,529	35.15%	697	2.13%	7,579	23.11%	0	0.00%	181	0.55%	4,055	12.36%	32,796	100.00%
2008-2009	3,413	9.71%	153	0.44%	5,596	15.92%	12,362	35.16%	738	2.10%	8,374	23.82%	0	0.00%	208	0.59%	4,314	12.27%	35,158	100.00%
2009-2010	3,502	9.71%	120	0.33%	6,305	17.48%	12,768	35.40%	0	0.00%	9,558	26.50%	517	1.43%	198	0.55%	3,098	8.59%	36,066	100.00%
2010-2011	3,160	8.97%	93	0.26%	6,059	17.20%	12,235	34.73%	0	0.00%	10,262	29.13%	894	2.54%	204	0.58%	2,325	6.60%	35,232	100.00%
2011-2012**	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

CREDIT & NON CREDIT STUDENTS

**Total Enrollment for Fall 2011 as of 9/27/11 is 33,800; Ethnicity data effective Fall 2011 is not currently available.

* Data effective 1st day of Fall Semester for each Academic Year listed.

Appendix 4

Full-Time Faculty by Department

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2011**

Full Time Faculty - Diversity by Department - 2006-2011

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	100.00%
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%
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	100.00%
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	100.00%
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	100.00%
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%
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	100.00%
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	100.00%
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	100.00%
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%
BUSINESS	2009	2	14.29%	0	0.00%	2	14.29%	8	57.14%	0	0.00%	1	7.14%	0	0.00%	1	7.14%	14	100.00%
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	100.00%
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	100.00%
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%
CHILD CENTER	2009	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	2010	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	2011	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%
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	100.00%
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	100.00%
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	100.00%
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%
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	100.00%
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	100.00%
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	100.00%

Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2011

Full Time Faculty - Diversity by Department - 2006-2011

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	100.00%
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%
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	100.00%
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	100.00%
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	100.00%
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%
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	100.00%
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	100.00%
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	100.00%
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%
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	100.00%
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	100.00%
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	100.00%
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%
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	100.00%
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	100.00%
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	100.00%
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%
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	100.00%
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	100.00%
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	100.00%
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%
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	100.00%
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	100.00%
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	100.00%

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2011**

Full Time Faculty - Diversity by Department - 2006-2011

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	%
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%
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	100.00%
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	100.00%
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	100.00%
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%
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	100.00%
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	100.00%
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	100.00%
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%
EOPS	2009	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%
EOPS	2010	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%
EOPS	2011	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%
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%
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	100.00%
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	100.00%
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	100.00%
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 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	100.00%
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	100.00%
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	100.00%
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%
HEALTH SERVICES	2009	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
HEALTH SERVICES	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	100.00%
HEALTH SERVICES	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	100.00%

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		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
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%
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	100.00%
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	100.00%
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	100.00%
INT'L STUD CNTR	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%
INT'L STUD CNTR	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%
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%
INT'L STUD CNTR	2009	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%
INT'L STUD CNTR	2010	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%
INT'L STUD CNTR	2011	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%
ITALIAN	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	100.00%
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%
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	100.00%
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	100.00%
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	100.00%
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%
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	100.00%
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	100.00%
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	100.00%
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%
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	100.00%
LIFE SCIENCE	2010	1	4.76%	0	0.00%	4	19.05%	11	52.38%	0	0.00%	3	14.29%	0	0.00%	2	9.52%	21	100.00%
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	100.00%
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%
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	100.00%
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	100.00%
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	100.00%

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2011**

Full Time Faculty - Diversity by Department - 2006-2011

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	%
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%
MATRICULATION	2009	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	2010	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	2011	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%
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	100.00%
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	100.00%
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	100.00%
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%
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	100.00%
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	100.00%
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	100.00%
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%
OFF OF SCH REL	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	100.00%
OFF OF SCH REL	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	100.00%
OFF OF SCH REL	2011	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%
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%
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	100.00%
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	100.00%
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	100.00%
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%
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	100.00%
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	100.00%
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	100.00%

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2011**

Full Time Faculty - Diversity by Department - 2006-2011

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	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%
PHYSICAL SCI	2009	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	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	100.00%
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	100.00%
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	100.00%
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%
PSYCH SERVICES	2009		0.00%	1	12.50%	1	12.50%	1	12.50%	1	12.50%	1	12.50%	1	12.50%	2	25.00%	8	100.00%
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	100.00%
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	100.00%
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%
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	100.00%
PSYCHOLOGY	2010	1	14.29%	0	0.00%	1	14.29%	3	42.86%	2	28.57%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
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	100.00%
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%
STUDENT LIFE	2009	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	2010	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	2011	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%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	100.00%

Appendix 5

Part-Time Faculty by Department

**Santa Monica College
Diversity Report
Part-time Faculty Ethnicity by Department
Fall 2006-2011**



Part Time Faculty Ethnicity by Department - 2006-2011

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	4.88%	0	0.00%	6	14.63%	28	68.29%	0	0.00%	0	0.00%	0	0.00%	5	12.20%	41	100.00%
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	100.00%
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	100.00%
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	100.00%
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%
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	100.00%
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	100.00%
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	100.00%
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	6.82%	0	0.00%	4	9.09%	32	72.73%	0	0.00%	2	4.55%	0	0.00%	3	6.82%	44	100.00%
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	100.00%
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	100.00%
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	100.00%
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%
COMMUNICATIONS	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	100.00%
COMMUNICATIONS	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	100.00%
COMMUNICATIONS	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	100.00%
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%	1	50.00%	0	0.00%	0	0.00%	2	100.00%
COMMUNITY SERV	2009	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	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	0.00%
COMMUNITY SERV	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	0.00%
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	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	100.00%
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	100.00%
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	100.00%
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	100.00%

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Fall 2006-2011**



Part Time Faculty Ethnicity by Department - 2006-2011

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	%
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	16.46%	0	0.00%	4	5.06%	33	41.77%	0	0.00%	17	21.52%	0	0.00%	12	15.19%	79	100.00%
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	100.00%
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	100.00%
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	100.00%
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%	2	10.00%	0	0.00%	1	5.00%	20	100.00%
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	100.00%
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	100.00%
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	100.00%
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%
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	100.00%
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	100.00%
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	100.00%
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	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	100.00%
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	100.00%
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	100.00%
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	100.00%
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	7.69%	0	0.00%	1	7.69%	9	69.23%	0	0.00%	0	0.00%	0	0.00%	2	15.38%	13	100.00%
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	100.00%
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	100.00%
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	100.00%
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	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	100.00%
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	100.00%
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	100.00%
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	100.00%
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%
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	100.00%
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	100.00%
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	100.00%

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Part Time Faculty Ethnicity by Department - 2006-2011

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	%
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	3.75%	0	0.00%	6	7.50%	60	75.00%	0	0.00%	3	3.75%	0	0.00%	8	10.00%	80	100.00%
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	100.00%
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	100.00%
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	100.00%
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	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	100.00%
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	100.00%
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	100.00%
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	100.00%
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%
EOPS	2009	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	2010	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	2011	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	3.33%	0	0.00%	1	3.33%	23	76.67%	0	0.00%	1	3.33%	0	0.00%	4	13.33%	30	100.00%
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	100.00%
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	100.00%
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	100.00%
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	17.86%	0	0.00%	3	10.71%	15	53.57%	2	7.14%	1	3.57%	0	0.00%	2	7.14%	28	100.00%
HEALTH SCIENCE	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	100.00%
HEALTH SCIENCE	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	100.00%
HEALTH SCIENCE	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	100.00%
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%
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	100.00%
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	100.00%
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	100.00%
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	42.86%	2	28.57%	0	0.00%	1	14.29%	0	0.00%	1	14.29%	7	100.00%
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	100.00%
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	100.00%

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		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
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	100.00%
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	2.86%	0	0.00%	2	5.71%	22	62.86%	0	0.00%	3	8.57%	0	0.00%	7	20.00%	35	100.00%
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	100.00%
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	100.00%
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	100.00%
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%
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	100.00%
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	100.00%
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	100.00%
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%	2	5.26%	21	55.26%	0	0.00%	2	5.26%	0	0.00%	12	31.58%	38	100.00%
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	100.00%
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	100.00%
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	100.00%
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	15.28%	1	1.39%	12	16.67%	40	55.56%	0	0.00%	3	4.17%	1	1.39%	4	5.56%	72	100.00%
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	100.00%
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	100.00%
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	100.00%
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%
MODERN LANGUAGE	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	100.00%
MODERN LANGUAGE	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	100.00%
MODERN LANGUAGE	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	100.00%
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%	45	73.77%	1	1.64%	3	4.92%	0	0.00%	4	6.56%	61	100.00%
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	100.00%
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	100.00%
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	100.00%
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%	7	77.78%	0	0.00%	2	22.22%	0	0.00%	0	0.00%	9	100.00%
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	100.00%

**Santa Monica College
Diversity Report
Part-time Faculty Ethnicity by Department
Fall 2006-2011**



Part Time Faculty Ethnicity by Department - 2006-2011

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	%
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	100.00%
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	100.00%
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%
OFF OF SCH REL	2009	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	2010	3	42.86%	0	0.00%	0	0.00%	1	14.29%	0	0.00%	3	42.86%	0	0.00%	0	0.00%	7	100.00%
OFF OF SCH REL	2011	3	42.86%	0	0.00%	0	0.00%	1	14.29%	0	0.00%	3	42.86%	0	0.00%	0	0.00%	7	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%	34	72.34%	0	0.00%	3	6.38%	0	0.00%	7	14.89%	47	100.00%
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	100.00%
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	100.00%
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	100.00%
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	3.45%	23	79.31%	1	3.45%	1	3.45%	0	0.00%	3	10.34%	29	100.00%
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	100.00%
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	100.00%
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	100.00%
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	10.00%	0	0.00%	5	16.67%	14	46.67%	1	3.33%	1	3.33%	0	0.00%	6	20.00%	30	100.00%
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	100.00%
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	100.00%
PHYSICAL SCI	2011	2	7.69%	0	0.00%	4	15.38%	13	50.00%	2	7.69%	2	7.69%	0	0.00%	3	11.54%	26	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%
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	100.00%
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	100.00%
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	100.00%
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%
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	100.00%

**Santa Monica College
Diversity Report
Part-time Faculty Ethnicity by Department
Fall 2006-2011**



Part Time Faculty Ethnicity by Department - 2006-2011

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	%
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	100.00%
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	100.00%
TITLE V	2010	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%
TITLE V	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	0.00%
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%
TRIO	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	100.00%
TRIO	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	100.00%
TRIO	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	0.00%
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%
WORKFORCE/ECON	2007	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	0.00%
WORKFORCE/ECON	2008	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	0.00%
WORKFORCE/ECON	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	0.00%
WORKFORCE/ECON	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	0.00%
WORKFORCE/ECON	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	0.00%

Appendix 6

BP 3120 – Equal Employment Opportunity (approved 8/03/2010)

BP 3121 – Diversity (approved 8/03/2010)



ARTICLE 3100 GENERAL PROVISIONS ALL PERSONNEL

BP 3120 Equal Employment Opportunity

The Santa Monica Community College District is committed to the principles of equal employment opportunity and will implement a comprehensive program to put those principles into practice. All qualified applicants for employment and employees shall have full and equal access to employment opportunity. No person shall be subjected to discrimination in any program or activity of the District on the basis of ethnic group identification, race, color, national origin, religion, age, gender, disability, ancestry, sexual orientation, language, accent, citizenship status, transgender, parental status, marital status, economic status, veteran status, or medical condition. No person shall be subject to discrimination on the basis of these perceived characteristics, or based on association with a person or group with one or more of these actual or perceived characteristics.

The Board commits the District to vigorous equal employment opportunity in all aspects of its academic and classified employment programs, including recruitment, selection, assignment, retention, promotion, and transfer. The District will strive to achieve a workforce that reflects the diversity of the state's adult population and is welcoming to men, women, persons with disabilities and individuals from all ethnic and other groups as specified in the preceding paragraph to ensure the District provides an inclusive educational environment. Such an environment fosters cooperation, acceptance, democracy and free expression of ideas.

The Board of Trustees shall approve the Equal Employment Opportunity Plan, and assume overall responsibility for the success or failure of the Plan. The Board delegates to the Superintendent/President the responsibility for implementing this policy consistent with all applicable provisions of the Education Code and Title 5. The Equal Employment Opportunity Plan will be maintained to ensure principles that conform to federal and state laws.

Reference: Education Code 87100, et seq., Title 5, 53000, et seq
Approved by DPAC: 2/1020/10
Approved: 8/3/2010

BP 3121 Diversity

The Santa Monica Community College District is committed to building an inclusive and diverse environment and maintains a comprehensive program to ensure that practice reflects these principles. Diversity within the college environment provides opportunity to foster mutual awareness, knowledge, and sensitivity, to challenge ingrained stereotypes, and to promote mutual understanding and respect. The District is committed to a work and learning environment conducive to open discussion and the free exchange of ideas. Global awareness and exploring the diversity of the local communities served by the college are both important components of the College's commitment to diversity. Embodying, promoting and celebrating diversity inspires innovative ideas, practical solutions, and team-building in achieving the District's goal of professional and educational excellence.

Approved by DPAC: 6/9/10
Approved: 8/3/2010