

Staff Diversity/EEO Committee Member Representation

by Nick Strobel

Question: How many California Community Colleges have a faculty majority on their staff diversity/EEO committee that focuses on diversity/EEO issues for employees? This does not include committees/task forces/work groups that create/implement the Student Equity Plan required by the state, i.e., student equity matters.

Method: Examine all of the colleges' participatory government websites, handbooks, etc. for the membership employee category breakdown of their staff diversity/EEO committees. In a few cases one needs to use their employee directory to connect an employee name to an employee category (faculty, admin, or classified).

Results: The attached spreadsheet output has ten columns: college # on the [CCCCO alphabetized list of CA community colleges](#), college name, name of the staff diversity committee (each with a hyperlink to the document or webpage giving the committee membership), # faculty, faculty percent of the total membership, # admin, # student, # community members (a few colleges include community members from outside of the college), and total number of committee members. Those that have a faculty majority (i.e., greater than 50% of the members are faculty) are highlighted in yellow. Those that are only faculty or just faculty plus students are highlighted in orange.

Analysis: Of the 116 colleges in the CA Community College system, 57 have a committee that is about staff diversity and/or EEO matters. Seven of those 57 colleges have a faculty majority (i.e, greater than 50% of the members are faculty). Of those 7 colleges, two (Santa Monica and Sierra) have an equity/diversity committee that is under the Academic Senate (faculty only) and one college (Glendale) has the EEO component separated from the DEI component into two different committees. Glendale's EEO is faculty majority and the DEIA committee is just faculty and students.

Not noted in the spreadsheet are the colleges that put committees like Program Review (looking at only academic programs), Professional Development for faculty, Assessment, and Curriculum under the Academic Senate. At Bakersfield College Program Review, Assessment, and Curriculum have faculty department representation. Our Professional Development includes training of classified and administrators and our Program Review process includes administrative units while the other college Program Review committees that are under the Academic Senate will look at only the academic programs.

Conclusion: The EODAC charge approved at the February 15 Senate meeting is in line with 88% of the colleges that have a staff diversity/EEO type of committee. At Bakersfield College, the participatory governance committees that have a stronger tie to the "10+1" of AB 1725, by-and-large, have a larger faculty proportion. The five participatory governance committees at BC (before February 15) that include tasks

affecting administration and classified more equally or where the faculty do not have primary authority for all of the policy, procedure, and implementation of the topic/task have a faculty membership that is less than a majority. Should EODAC become the sixth governance committee like that?

Staff Diversity/EEO type committee

	College (CCCCO list)	Name of staff diversity committee	# faculty	faculty percent	# admin	# classified	# student	# community	Total
1	Allan Hancock	<u>Diversity/Equal Employment Opportunity</u>	1	20%	2	1	1	0	5
2	American River	Equity Committee (non-functioning) — last posted minutes from an equity committee was 2016							
3	Antelope Valley	none							
4	Bakersfield	<u>Equal Opportunity and Diversity Advisory (EODAC)</u> — new charge shown here	13	39%	5	10	5		33
5	Barstow	EEO committee like KCCD EEOAC—last posted meeting was 2016-17 year. Had 1 rep from each group							
6	Berkeley City	none							
7	Butte	<u>Diversity</u> — minimum has 1 person from each group but anyone else with interest in diversity can be part of it	1	25%	1	1	1		4
	-- Butte	<u>Equal Employment Opportunity</u>	3	30%	3	3	1	0	10
8	Cabrillo	none							
9	Calbright	none							
10	Cañada	<u>Equity and AntiRacist Planning Council</u> — pilot for 2023. Student govt spreadsheet shows 4 student slots	6	33%	3	7	2	0	18
11	Cerritos	<u>Diversity and Equal Employment Opportunity Advisory</u>	3	27%	4	3	1		11
12	Cerro Coso Community	none							
13	Chabot	none							
14	Chaffey	none							
15	Citrus	<u>Diversity, Equity, Inclusion and Accessibility+</u> — new for 2022-23 year. Can have up to 4 more people besides set membership	8	32%	9	4	4		25
	-- Citrus	<u>HR Advisory/Staff Diversity</u> — more like KCCD EEOAC	4	25%	8	2	2		16
16	City College of San Francisco	<u>Diversity Committee</u> — supposed to be 3:3:3:3 for all groups but third faculty slot not shown	2	22%	3	3	1	0	9
17	Clovis	none							
18	Coastline	<u>Diversity, Equity, Inclusion, Social Justice, Anti-Racism, and Accessibility (DEISAA)</u>	4	31%	4	4	1		13
19	College of Alameda	none (all their participatory governance have equal ratios of 3:3:3 plus 1 student)							
20	College of Marin	<u>Guidance, Resources, Integration, and Transformation (GRIT)</u> — closest one to EODAC in function	4	33%	2	4	2		12
21	College of San Mateo	none							
22	College of the Canyons	none (has just 3 committees)							
23	College of the Desert	<u>Equity Committee</u> — training in racial equity aspect of EODAC	10	59%	4	1	1	1	17

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	— — College of the Desert	<u>Diversity Committee</u> — EEO part of EODAC	9	39%	8	3	3		23
24	College of the Redwoods	<u>Multicultural and Diversity committee</u> is a Senate committee. Only faculty vote.	5	63% to 100% depending on chair	3 (non-voting)	1 (if chair decides)	1 (if chair decides)	1 (if chair decides)	
25	College of the Sequoias	<u>Equity, Diversity, and Action</u>	5	38%	6	2	0		13
26	College of the Siskiyous	<u>Social Justice, Equity, Diversity, and Inclusion</u>	5	31%	5	6	0		16
27	Columbia	none							
28	Compton	none (all their participatory governance are 4 faculty, 2 admin 2 classified, 1 student)							
29	Contra Costa	<u>Racial + Social Justice</u> — (have to use college directory to identify employee group)	3	33%	3	1	2		9
30	Copper Mountain	<u>EEO Advisory Comm</u> but can't find any info about membership							
31	Cosumnes River	<u>Cultural Competence and Equity</u> — faculty number is up to 10 for each division	10	53%	3	3	3		19
32	Crafton Hills	none							
33	Cuesta	<u>Equity and Student Success</u> — info from ISER (no committee site) — 6 other admin as non-voting resources	6	43%	5	1	2		14
34	Cuyamaca	none							
35	Cypress	<u>Diversity, Equity, and Inclusion</u>	6	38%	5	2	3		16
36	Deanza	<u>Equity Action Council</u>	4	25%	4	4	4		16
37	Diablo Valley	<u>Equal Employment Opportunity Advisory</u>	2	29%	2	2	1		7
38	East Los Angeles	none							
39	El Camino	none							
40	Evergreen Valley	<u>Diversity Action Council</u> — just says maximum of 20 people, including 3 students but no breakdown of employee type							
41	Feather River	<u>Diversity Committee</u>	2	29%	2	2	1		7
42	Folsom Lake	<u>Diversity and Equity</u>	10	43%	2	6	5		23
43	Foothill	<u>Equity and Education Council</u>	4	33%	2	3	3		12
44	Fresno City	none							
45	Fullerton	<u>Diversity Advisory</u> — have to get membership breakdown from one of their agendas. Also has 1 faculty or classified staff from: Disability, Black/African American, gay&lesbian assail, Latino assoc, asian pacific-islander assoc, Native American assoc	2	25%	2	2	2		8
46	Gavilan	Equity Committee began in 21-22 year. Can't find number of members but all committees have equal representation							
47	Glendale	<u>Equal Employment Opportunity Governance</u> — get info from the "Blue List" document	7	58%	3	2	0		12

	College (CCCCO list)	Name of staff diversity committee	# faculty	faculty percent	# admin	# classified	# student	# community	Total
	— — Glendale	Diversity, Equity, Inclusion & Accessibility committee in Senate made of just faculty and students. See also the DEIA website .							
48	Golden West	none							
49	Grossmont	Staffing (staffing prioritization and includes EEO in its charge)	4	22%	5	6	3		18
50	Hartnell	Diversity/EEO Advisory — 2 students and 2 community members optional and others in any of the slots up to max of 15 members — current membership includes 2 students	2	20%	2	2	2	2	10
51	Imperial Valley	EEO and Diversity Advisory — use college directory to get employee category	4	33%	3	3	2		12
52	Irvine Valley	none							
53	Lake Tahoe Community	none							
54	Laney	none							
55	Los Positas	none							
56	Lassen	Human Resource Planning (professional development plus EEO component) has 3 or 4 admin	3	33%	3	2	1		9
57	Long Beach City	Faculty & Staff Equal Opportunity (two slots not clear)	6	30%	8	4	2		20
58	Los Angeles City	none							
59	Los Angeles Harbor	Racial Equity and Social Justice — not clear on employee groups and worked only in Spring 2021. Also has 3 admin resource (non-voting)	8	47%	2	6	1		17
60	Los Angeles Mission	none							
61	Los Angeles Pierce	none							
62	Los Angeles Southwest	none							
63	Los Angeles Trade-Tech	none							
64	Los Angeles Valley	none							
65	Los Medanos	Equal Employment Opportunity	3	21%	5	3	3		14
66	Madera	none							
67	Mendocino	Equal Employment Opportunity	2	20%	5	3	0		10
68	Merced	EEO Advisory Comm but not mentioned anywhere in their participatory governance handbook. Go to BoardDocs to find posted agenda with slots listed	4	36%	3	4	0		11
69	Merritt	none							
70	Miracosta	none							
71	Mission	none							
72	Modesto Junior	Diversity, Equity, Inclusion & Accessibility	5	29%	5	4	3		17
73	Monterey Peninsula	Equal Employment Opportunity — has between 3 and 7 community members	1	11%	2	1	2	3	9

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74	Moorpark	none							
75	Moreno Valley	Committee for Diversity, Inclusion, and Belonging (tri-chairs plus whoever else wants to participate with no set category slots)							
76	Mt San Antonio	<u>Campus Equity and Diversity</u> — plus 1 from DSPS and 1 from Continuing Ed	8	42%	4	6	1		19
77	Mt San Jacinto	none							
78	Napa Valley	<u>District Inclusivity Comm</u> — has a whole department/office for DEI. Also includes 5 admin resource (non-voting)	4	19%	5	4	4	4	21
79	Norco	<u>Diversity, Equity, Inclusion & Accessibility</u>	9	53%	2	6	0		17
80	Ohlone	none							
81	Orange Coast	Diversity, Equity, Inclusion & Accessibility— task force (!) not a committee has equal representation							
82	Oxnard	none							
83	Palo Verde	none							
84	Palomar	<u>Equal Employment Opportunity Advisory</u>	6	33%	6	4	1	1	18
85	Pasadena City	none							
86	Porterville	<u>Social Justice Action Comm</u>	8	42%	6	4	1		19
87	Reedley	none (handbook says there's one but no web presence at all)							
88	Rio Hondo	none							
89	Riverside City	none							
90	Sacramento City	Staff Equity and Diversity — can't find membership							
91	Saddleback	none							
92	San Bernardino Valley	none							
93	San Diego City	<u>Diversity Committee</u>	4	25%	2	4	2	4	16
94	San Diego Mesa	<u>Committee for Diversity Action, Inclusion & Equity</u>	22	47%	7	10	6	2	47
95	San Diego Miramar	<u>Inclusion, Diversity, Equity and Anti-Racism</u>	11	50%	3	5	3		22
96	San Joaquin Delta	<u>Employee Diversity & Professional Development</u> — lists just the names in BoardDocs and then use staff directory to determine category	8	42%	6	4	0	1	19
97	San Jose City	<u>Diversity Advisory</u>	3	30%	2	3	2		10
98	Santa Ana	none							
99	Santa Barbara City	<u>Equal Employment Opportunity Advisory</u>	2	20%	5	2	1		10
100	Santa Monica	<u>Equity and Diversity</u> — under the Senate just faculty							
	-- Santa Monica	<u>Equal Employment Opportunity Advisory</u> — like KCCD EEOAC meets twice a year	1	13%	5	1	1		8
101	Santa Rosa Junior	<u>Equal Employment Opportunity Advisory</u>	3	25%	3	3	3		12
102	Santiago Canyon	none							

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103	Shasta	<u>Equal Employment Opportunity</u> — also includes 6 faculty or staff from each division	2	29%	2	2	1		7
104	Sierra	Equal Employment Opportunity — no info on their BoardDocs committee site or on Sierra main website							
	— — Sierra	<u>Gender Equity</u> under Senate	10	63%	1	1	2	2	16
105	Skyline	<u>Stewardship for Equity, Equal Employment and Diversity Advisory</u>	5	29%	6	5	1		17
106	Solano Community	<u>Equity Inclusion Advisory</u>	1	17%	2	3			6
107	Southwestern	none							
108	Taft	Diversity, Equity, and Inclusion — no information and no docs on committee site, non-functioning comm							
109	Ventura	none							
110	Victor Valley	<u>Diversity Committee</u>	4	31%	5	3	1		13
111	West Hills College Coalinga	none							
112	West Hills College Lemoore	none							
113	West Los Angeles	none							
114	West Valley	none							
115	Woodland Community	<u>Diversity, Equity, and Inclusion</u>	5	42%	1	3	3		12
116	Yuba	none							
		Number of colleges with a staff diversity/EEO type of committee	57						