

Success Through Diversity: Acknowledging Our Past and Reshaping Our Future



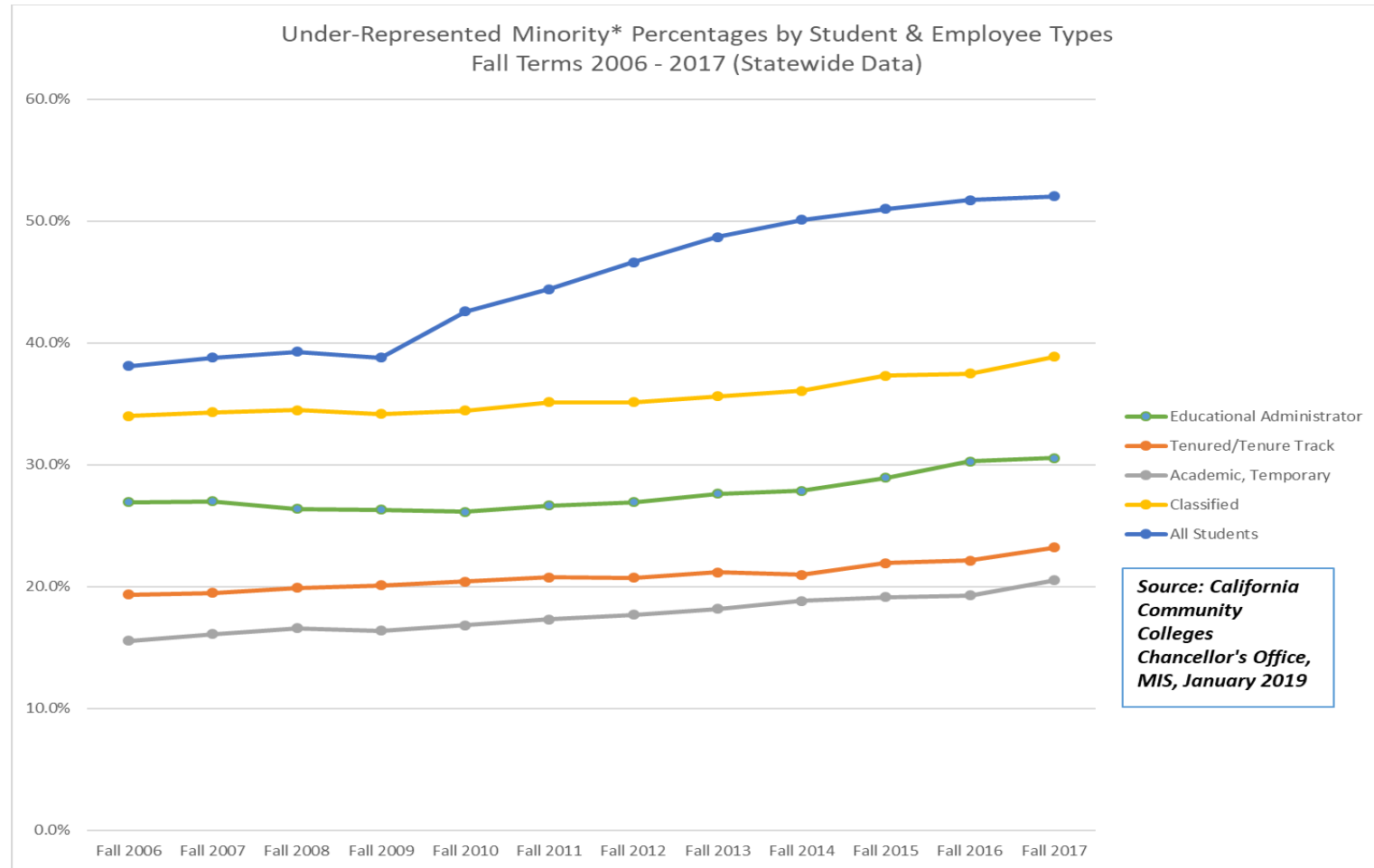
- Dr. Lori Bennett, President of Clovis Community College
- Dr. Carole Goldsmith, President of Fresno City College

The Why

- ✓ The only way we will successfully close the racial equity gaps produced by our higher education system when it comes to black, Latino, Native American and marginalized Asian-American students is to address racial imbalance on our faculties.
- ✓ Many such minority students are poor and the first in their families to attend college, and they are too often blamed for their own difficulties navigating our complex systems. We need to reform faculty hiring systems to elevate candidates of color who also show the qualities of “equity-mindedness.”

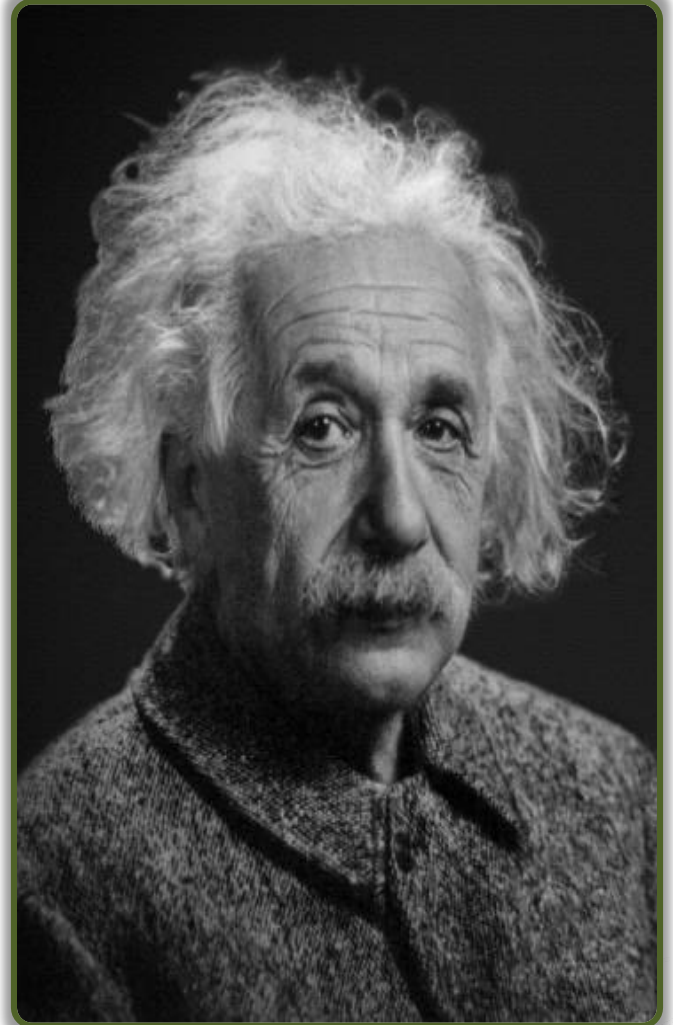
Dr. Estela Bensimon, Creating Racially and Ethnically Diverse Faculties, March 2018-Inside Higher Ed

California Community Colleges Systemwide Data



*Under-Represented Minority: Black, Hispanic, Native American, and Pacific Islander

“Doing the same thing
and expecting different
results...”



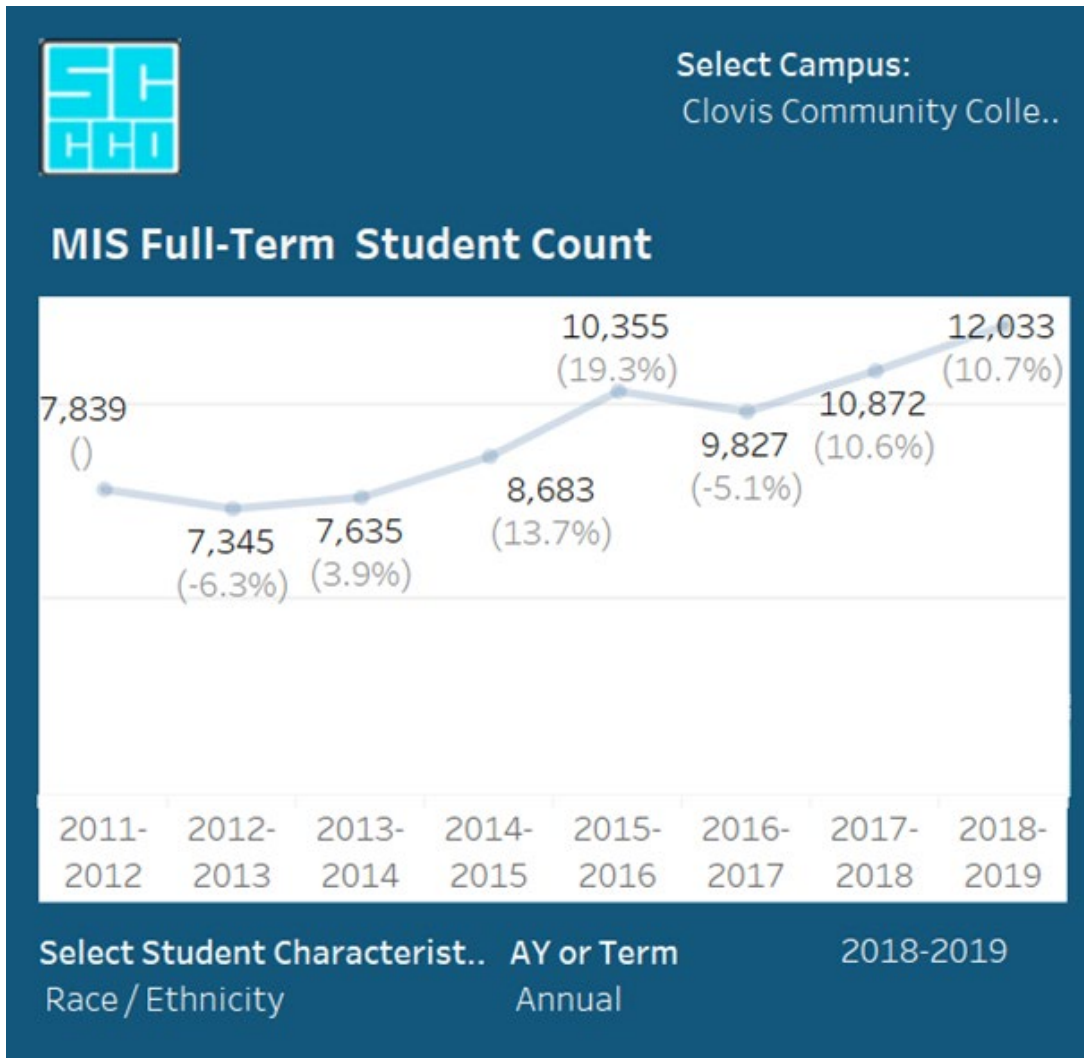


CLOVIS COMMUNITY COLLEGE

Clovis Community College at Glance

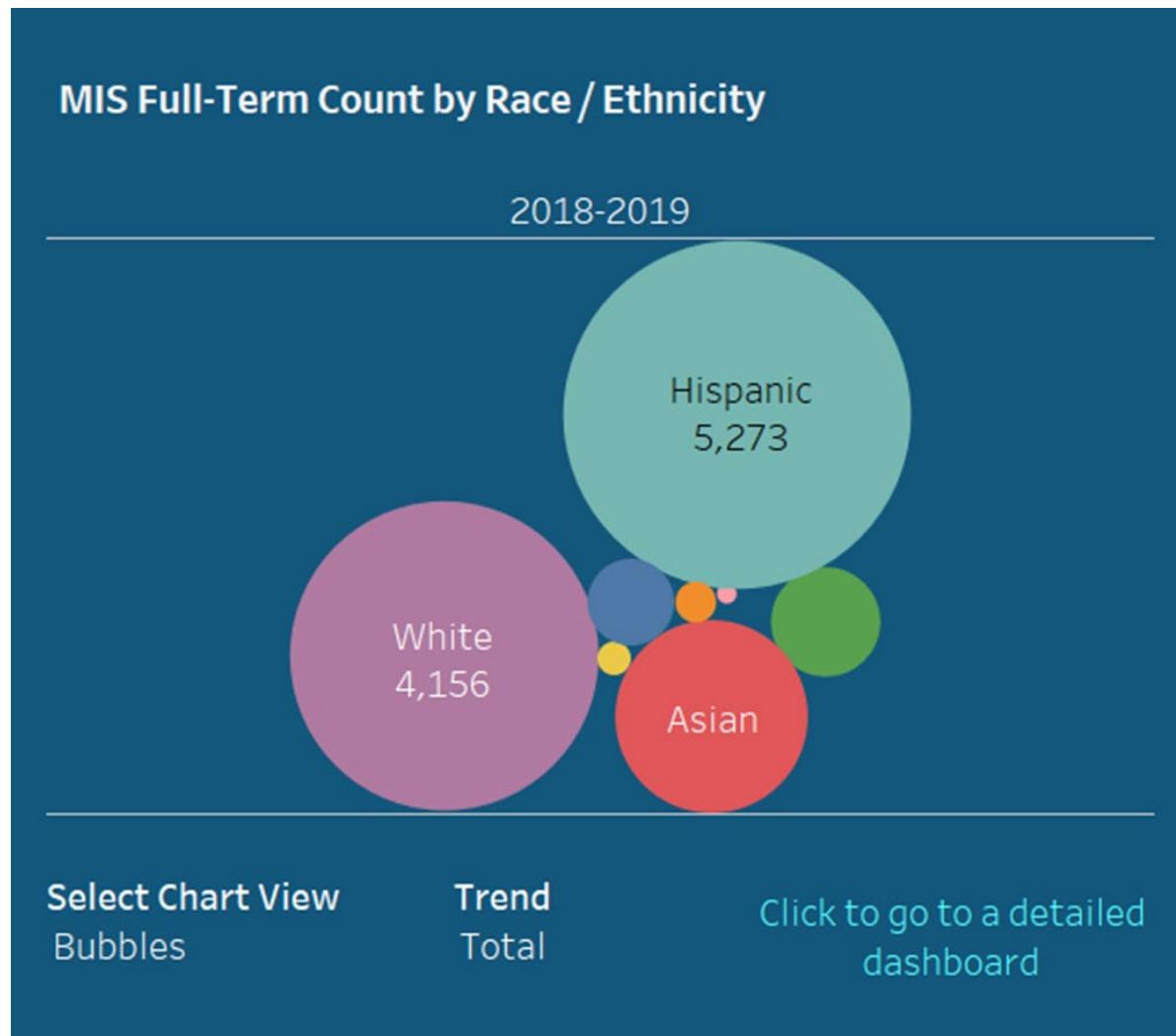
- ✓ Clovis Community College is the 113th California Community College and achieved accreditation in 2015.
- ✓ Offers 23 ADTs and 16 associate degrees over a dozen certificates
- ✓ Enrolled over 13,000 students annually
- ✓ Over 50% are PT students

Clovis Community College



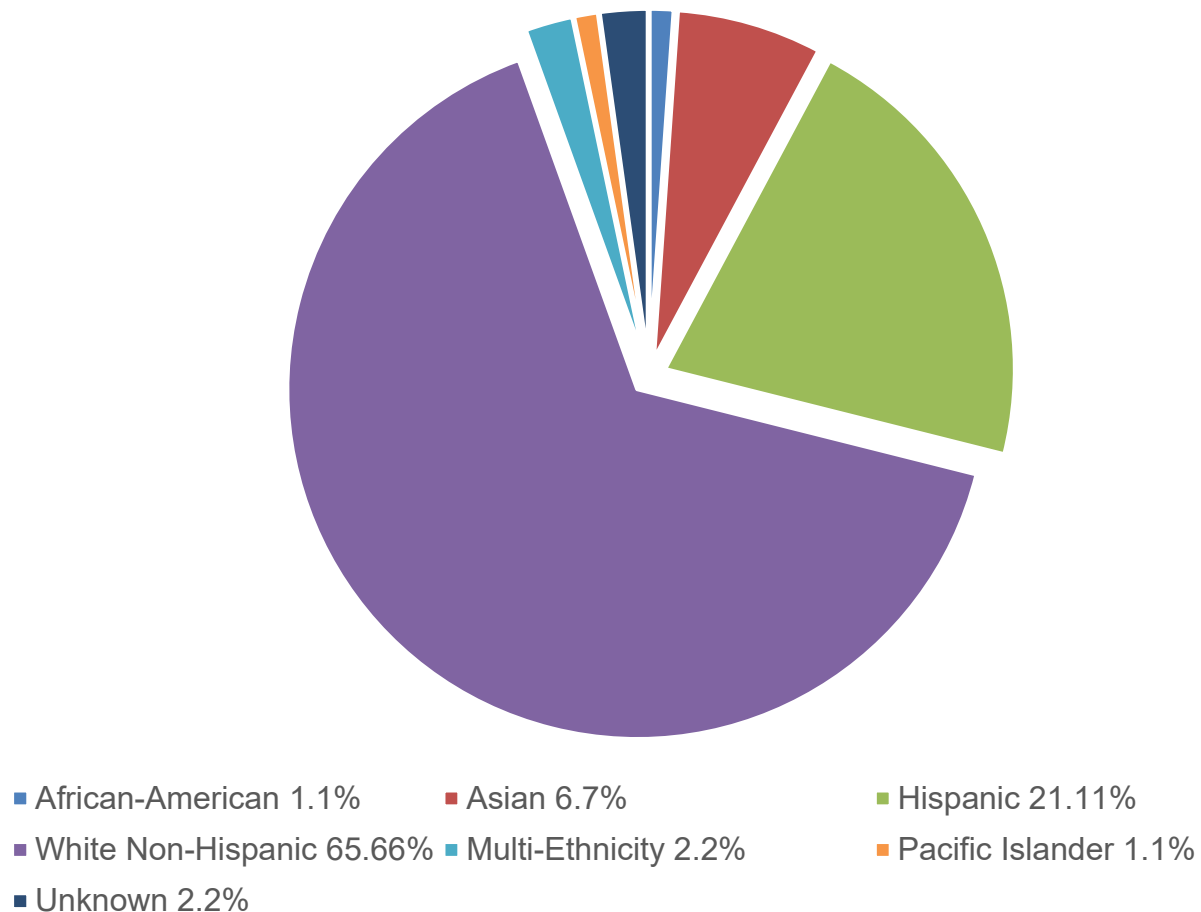
- **#1 in State for Transfers**
- **One of the fastest growing colleges in the Valley**
- **Hired 24 new faculty last year**

Clovis Community College



Clovis Community College

Faculty Demographics



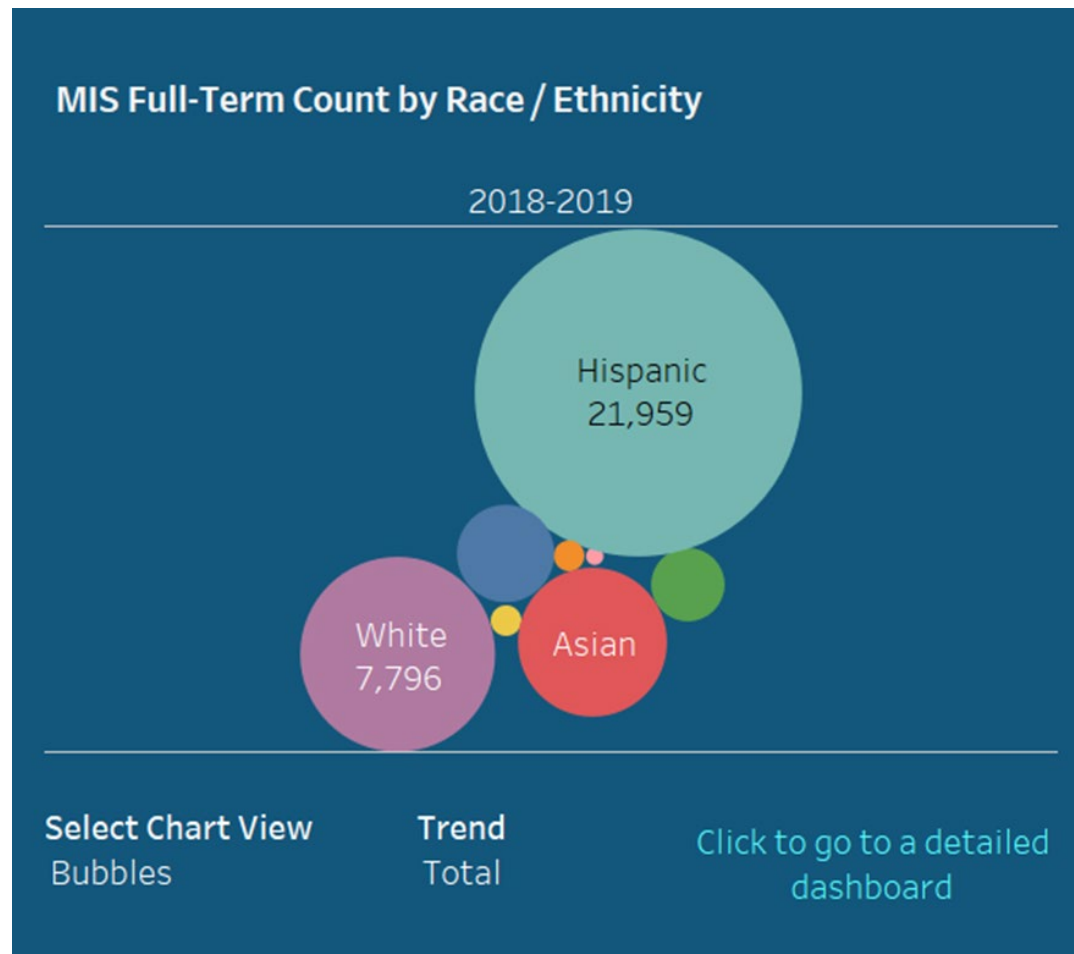
FRESNO CITY COLLEGE

Fresno City College at Glance



- ✓ California's First College
- ✓ Hispanic Serving
- ✓ Offers 21 ADTs and 91 associate degrees over 150 certificates
- ✓ Enrolls over 32,000 students annually
- ✓ Over 60% are PT students

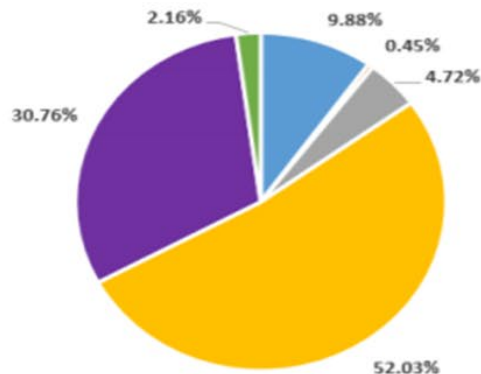
Fresno City College



EEO Data Analysis – May 2018

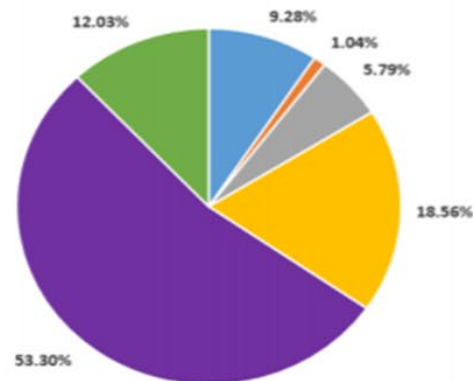
Fresno City College Data Analysis

Fresno County Demographics
2016



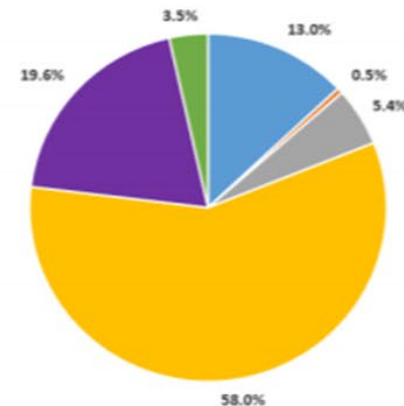
■ Asian / Pacific Islander
■ Hispanic

FCC Employee Demographics



■ American Indian / Alaskan Native
■ White / non-Hispanic
■ African American / non-Hispanic
■ Multi-Racial / Unknown

FCC Student Demographics



County Demographics, 2016 Census: <https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?src=CF>

Employee Demographics, February 2018

Student Demographics, Fall 2017

EEO Data Analysis – May 2018

Fresno City College EEO Analysis

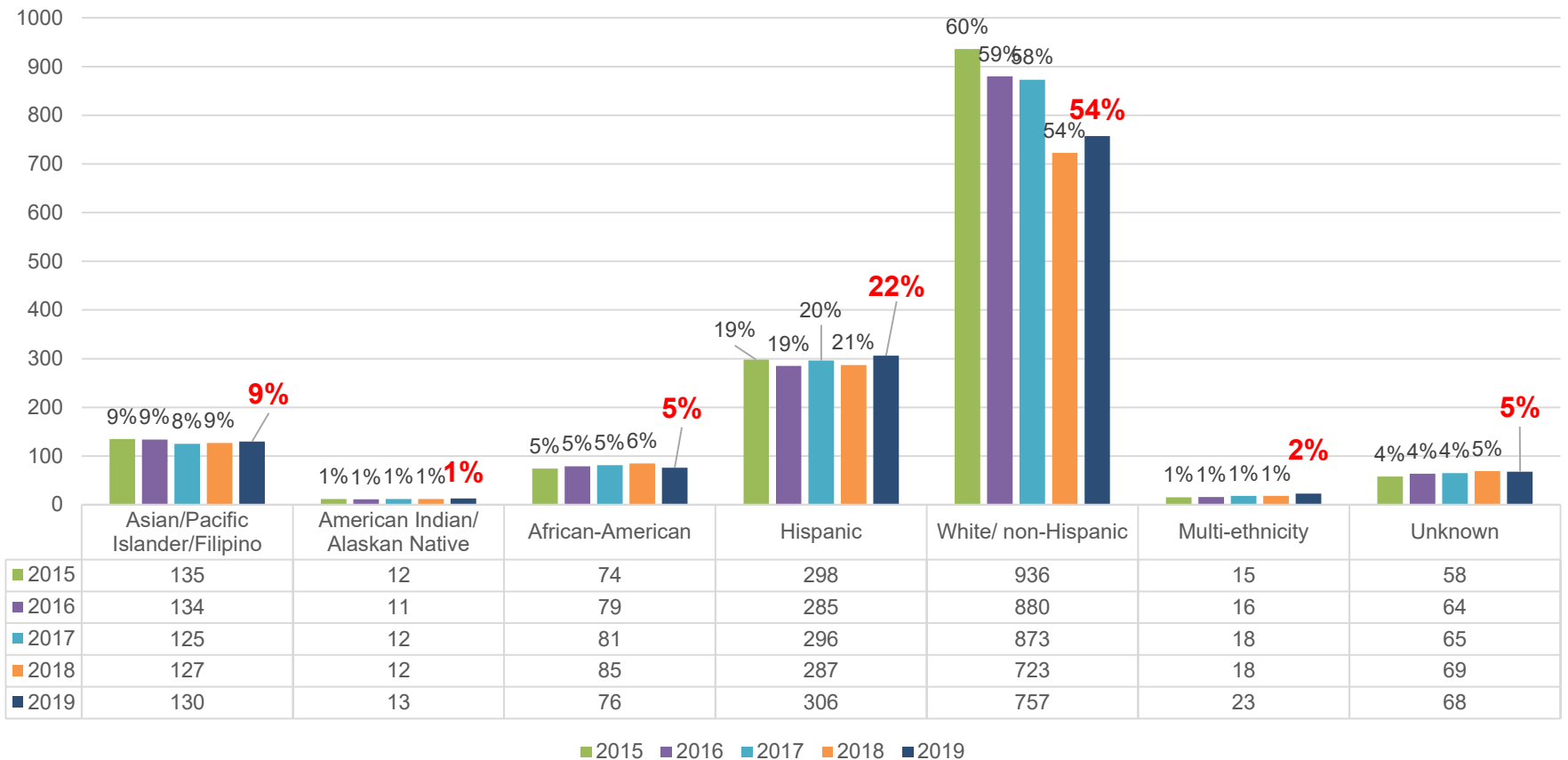
New Hire Data

Classified (Graphs 2.1, 2.2)	Faculty (Graphs 2.3, 2.4)	Management (Graphs 2.5, 2.6)
Significant decreasing trend in White/Non-Hispanic group over five-year period analyzed	Decrease in overall White/Non-Hispanic representation during the five-years, but a steady increasing trend since 2013-2014	Management dataset is too small to display
Overall increasing trend in percentage of Black/African-American and Hispanic groups	Decrease in overall Hispanic representation, and decreasing trend in Black/African-American numbers	
Asian/Pacific Islanders have demonstrated a decreasing trend	Gender distribution is out of balance with females making up 62.5% of the population	
Gender distribution is out of balance with females making up 64.3% of the population		



Fresno City College — All Faculty

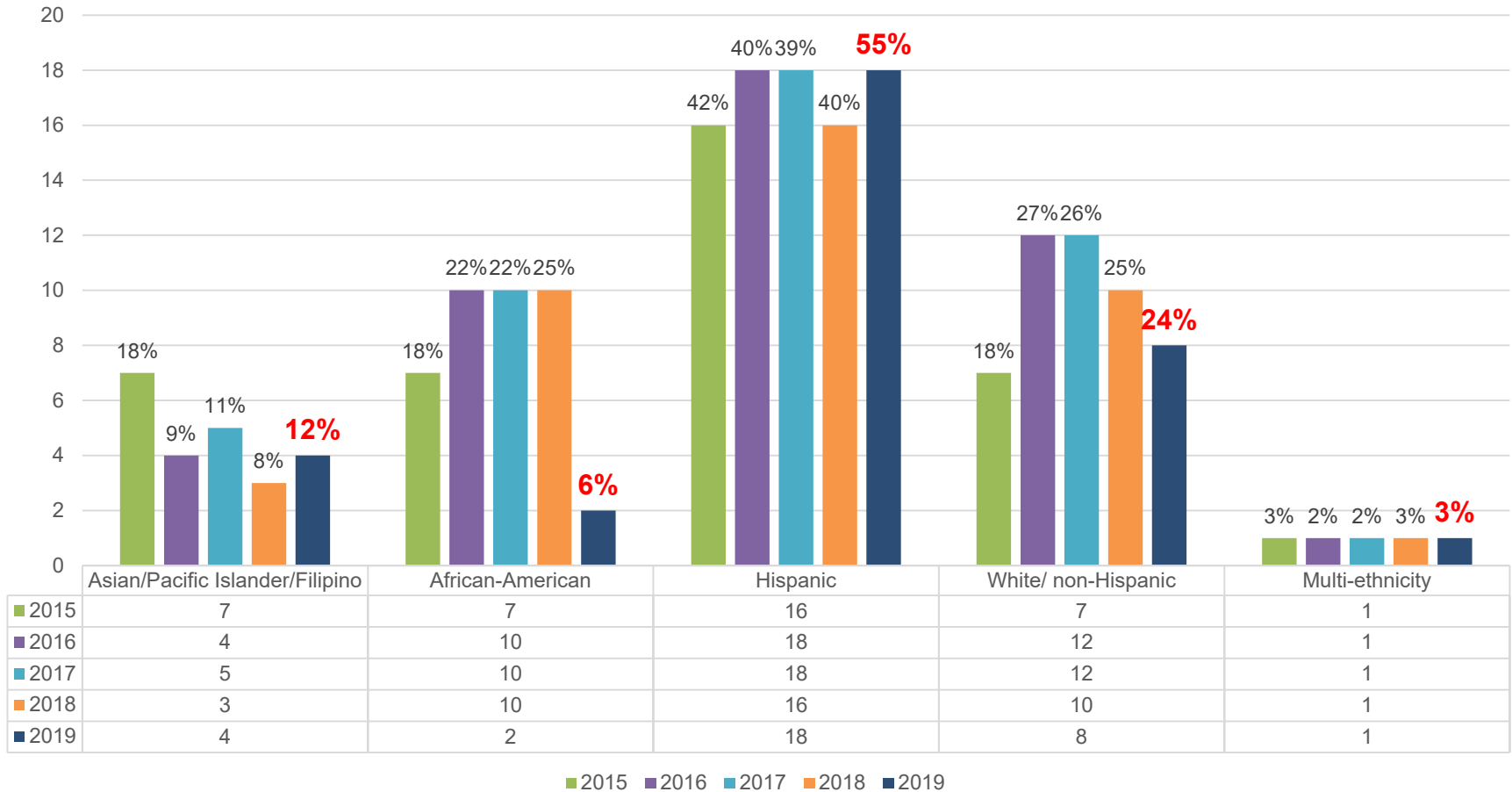
FCC Faculty Ethnicity Trend



* Data Source – Institutional Research Employee Demographics folder - <https://reports.scccd.edu>

Fresno City College — FCC Categorical

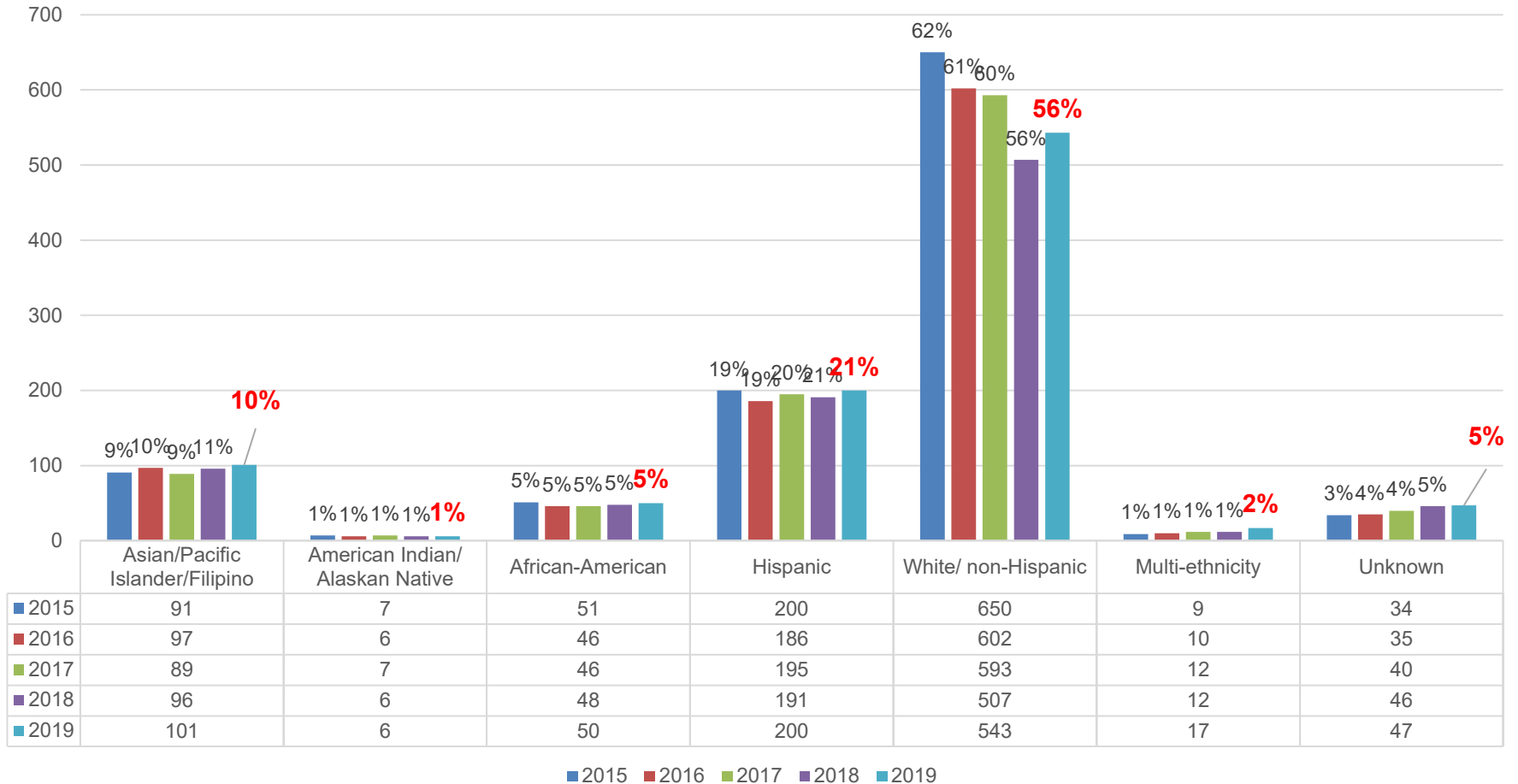
FCC Categorical Funded Full-Time Faculty Ethnicity Trend



*Data Source – Institutional Research Employee Demographics folder - <https://reports.scccd.edu>

Fresno City College — FCC Part-Time Faculty

Part-time Faculty Ethnicity Trend



*Data Source – Institutional Research Employee Demographics folder - <https://reports.scccd.edu>

What does the data tell us?



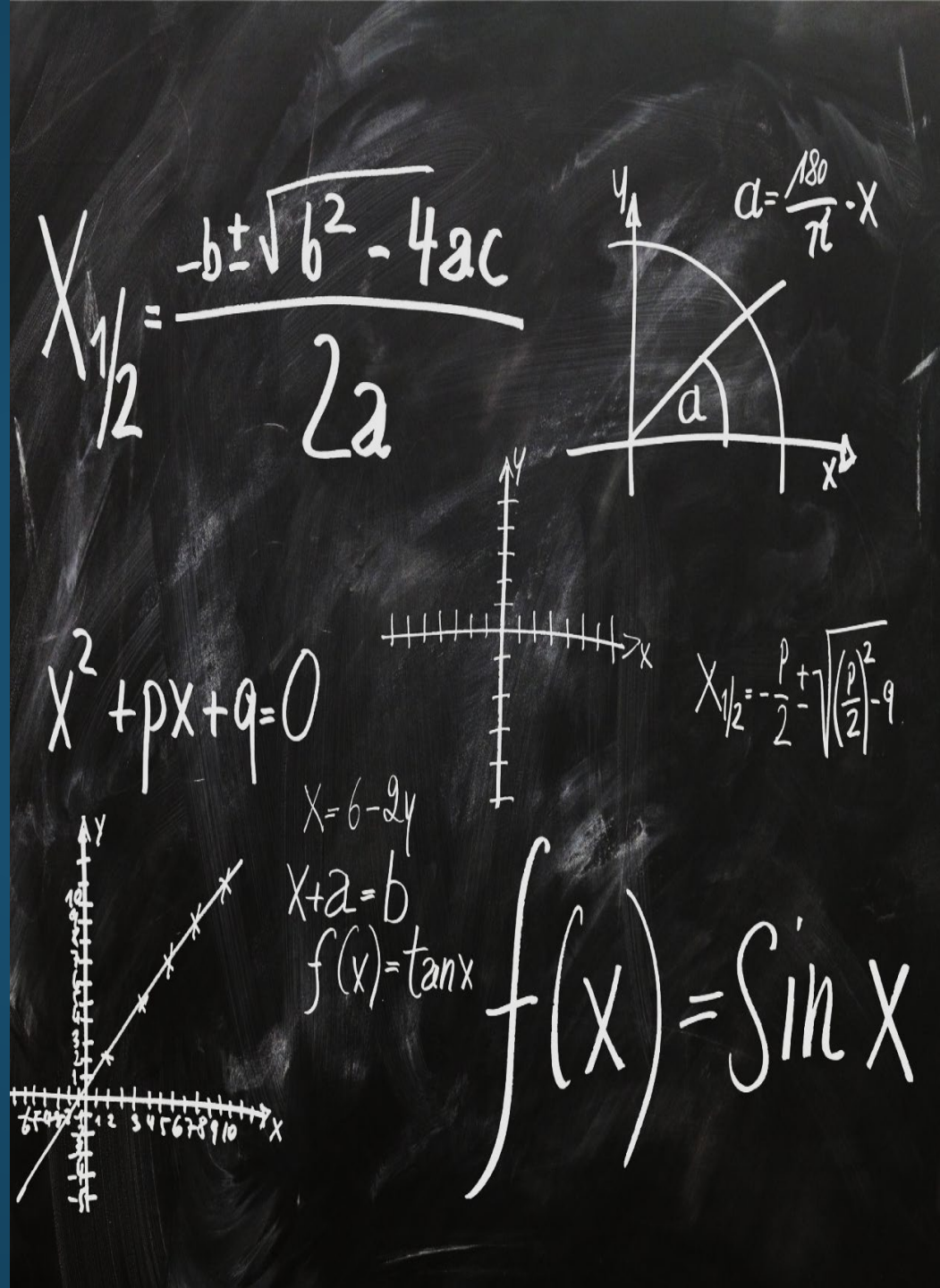
FORMULA FOR SUCCESS



One is about what we're trying to accomplish by even bothering to make a decision. After all, we could just let things fall where they may.

The second conversation is about the criteria we'll use to make the decision.

The last conversation is about finding and choosing between different options.



Starting the College Conversation...

- Started *college-wide* conversation about the important connection between equity in hiring and student success
- Variety of professional development speakers to provide the language and self-confidence to discuss and promote change
- Used EEO data and trends as a tool to analyze and monitor our recruiting and hiring results
- Talked to new hires to get an idea of what they liked and didn't like regarding their specific recruitment experience with us
- Team effort: faculty/staff shared ideas and best practices – helped gain buy-in for change



Human Resource Support is Critical...

- Partnered with Human Resources team
 - Specific efforts to reach out and target the recruitment of diverse candidates
 - Expanded advertising
 - Attended job fairs (with several people from each college/hiring discipline)
- Committees evaluated for diversity
- Candidate pools reviewed for diversity at each step of process
- Communication with president throughout process



Measures taken

- ✓ Entered into a contract with Center for Urban Education (CUE) at USC (November 2016) to work with college faculty and administrator teams
- ✓ Took teams of employees to the “Equity in Faculty Hiring” workshops presented by the CUE (September 2017)
- ✓ SCCCD hires CUE and hosted additional workshops at the District (February 2018)
- ✓ SCCCD Revamped the EEO Training for Hiring Committees to include more training on unconscious bias and tools for identifying equity-mindedness in candidate materials

College-level: Change in practice

- Job Announcements re-written to be more inclusive and inviting
 - Student headcount and demographics
 - Desired characteristics vs. list of job duties
 - Use these characteristics for the paper screening criteria
- Review and approve selection committee membership in groups...not silos
- Selection committee process updated
 - Deans responsible for creating diverse group, within contract rules
 - “All types of diversity”
 - Not just the same people every time
 - President meets with every selection committee to communicate expectations

New Job Descriptions...

Director, Dual Enrollment (Fresno City College)

Posting Details

Announcement Information

Posting Number	AA2019-0887
Title	Director, Dual Enrollment (Fresno City College)
Campus Location	Fresno City College
Start Date	07/01/2020

Essential Functions of Position

At Fresno City College we value the ability to serve students from a broad range of cultural heritages, socioeconomic backgrounds, genders, abilities and orientations. We prioritize applicants who demonstrate they understand the benefits a diverse student population brings to a community college. The successful academic manager will be an equity-minded individual committed to student success by collaborating with faculty, classified staff, administration, students and community partners who are also dedicated to closing equity gaps. An equity-minded individual is a person who:

1. Understands the importance of holding ourselves accountable as educators for closing equity gaps and engaging in equitable practices;
2. Reframes inequities as a problem of practice and views the elimination of inequities as an individual and collective responsibility;
3. Encourages positive race-consciousness and embraces human difference;
4. Reflects on institutional and teaching practices and aims to create a culturally responsive teaching environment; and
5. Strategically builds buy-in and participation among colleagues for equity-related initiatives.

Fresno City College seeks academic managers who value mentorship and working in a collegial, collaborative environment, guided by a commitment to helping all students achieve their educational goals. The college strongly encourage collaboration across all departments and divisions to create inclusive, integrated, and interdisciplinary learning experiences. Academic managers should be open and willing to participate in culturally relevant professional development that will help them prepare for the population of students who attend Fresno City College.

Words matter...

- “...**we value** the ability to serve students from a broad range of culture heritages, socioeconomic backgrounds, gender, abilities and orientations.” **FIRST SENTENCE**
- “...we prioritize applicants who demonstrate they understand the benefits a diverse student population brings to a community...”
- “...demonstrated commitment to closing equity gaps...”
- “...equity-minded candidate...”
 - “Understanding importance of holding ourselves accountable...”
 - “...**reframes inequities as a problem of practice and views the elimination of inequities as an individual and collective responsibility;**”

College-level: Change in practice

- Selection/recommendation process
 - Committee discussion on how they will screen and support equity and diversity
 - minimum qualifications vs preferred
 - Diversity question vs blended throughout
 - Evidence/examples vs theory
 - Goal: to cast a wide net – get more people to apply
 - Make the interview process more friendly
 - Understand recommendation to the president
- Presidential interviews
 - Minimum of three finalists
 - No ranking; review list of pros/cons after interview
 - Interviews are more conversational
 - Invite/limit committee input – only one piece of the picture
 - Take time to make decision
 - Decide in groups
 - Look at college-wide needs
 - Make hard decisions

Best Practices Discussion

- **Small Group Activity – How might we develop new practices?**
- What have you been doing differently at your district/college/department?
- What do you consider when developing the search committee?
- What is the role of the Dean/Manager and how can they use their influence to promote equity-minded practices?
- How do you make candidates feel comfortable during interviews? At the finalist stage?
- Has your college looked at questions, rubric/screening criteria, or minimum qualifications in an effort to remove unintentional barriers?
- How can we infuse equity into our screening criteria and interview questions?



Leadership Responsibility

- Address Binary Thinking & Privilege (pronoun and other)
- Create Safe Institution
 - Lavender Project Group
 - Student Club
 - Activities & Visibility (Queeroes)
 - Address Barriers
 - Facilities
 - Systems
 - Hiring & Curriculum
 - Professional Development





More Shades of Lavender

“Society is changing how we view gender identity and expression, and these young people are speaking out. There are more shades of lavender out there.”

-Shane Windmeyer,
executive director of the
advocacy group Campus Pride



Ally is a verb.

Engagement of Ally Programs



Native Americans...

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Fresno City College



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Resources for American Indian Needs (RAIN)

The RAIN program is a learning community designed to promote, inspire, and guide students upon entry, duration, and completion of their academic goals. The program purpose is to provide a support system for American Indian and Indigenous people of the Americas, but is open to all students.

HOURS

Monday - Friday

CONTACT

Phone: [559.443.8564](tel:559.443.8564)

Location: OAB 272 (Old Administration Building)

[Campus Map](#)

BEYOND DIVERSITY

Student Success

