



**OFFICE OF HUMAN RESOURCES
EQUAL EMPLOYMENT OPPORTUNITY SURVEY**

Dear Colleague:

Santa Monica Community College District is committed to ensuring the highest standards of quality for its student body, faculty, and staff. In order to accomplish this goal the college must have diverse faculty, staff, and student body reflective of our society, and a work and learning environment free of intimidation, harassment or unlawful discrimination. The best way to measure our diversity is by each of us self-identifying when filling out the Equal Employment Opportunity Survey. Faculty and Staff will periodically receive communications and/or surveys so that the District is compliant with record-keeping requirements.

Please help us achieve our goals by filling out the attached survey and returning it to the Human Resources Office. The survey is writeable online, and once completed, you may email it back to heyman_laurie@smc.edu. Alternatively, you may come to the Office of Human Resources at 2714 Pico Blvd., 2nd Floor, to complete the form.

Although the survey is optional, without your input, the actual representation of our college community will not be reflective of the District's efforts to diversity.

Thank you for your support and participation.

Regards,

Sherri Lee-Lewis

Interim Vice-President, Human Resources

Santa Monica College

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SANTA MONICA COLLEGE
EEO Survey - FALL 2018

The information gathered will be confidential and WILL NOT be used to make any decisions about your employment.

Last Name: _____ First Name: _____ Date: _____

Job Title: _____ Dept./Discipline: _____

Please complete the following:

Faculty Academic Administrator Classified Manager Classified Staff

Full-time Part-time

Ethnicity Questions

Please check the following ethnic representation that best reflects your ethnic background:

American Indian or Alaska Native

Asian:

- Asian Indian
- Cambodian
- Chinese
- Japanese
- Korean
- Laotian
- Vietnamese
- Asian-Other

Black or African American

Hispanic or Latino:

- Hispanic-Central American
- Hispanic-Mexican
- Hispanic-South American
- Hispanic-Other

Native Hawaiian or Other Pacific Islander:

- Filipino
- Guamanian
- Hawaiian
- Samoan
- Pacific Islander-Other

Two or More Races (Multi-Ethnicity)

White /Non-Hispanic

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Gender Identity Questions*

When a person's sex and gender do not match the sex they were assigned at birth, they might identify as transgender. Sex is determined at birth based on anatomy. Gender is how a person feels and identifies.

What is your sex?

- Female
- Male
- Binary/Other

Which of the following statements best describes your gender?

- I do not identify as transgender
- I am transgender and identify as a male
- I am transgender and identify as a female
- I am transgender and identify as non-binary or queer

Which of the following best describes you?

- Asexual
- Bisexual
- Gay
- Heterosexual
- Lesbian
- Queer
- Not Sure/Questioning

Disability Questions

Definition of 'Disability': Physical or mental impairment which substantially limits one or more life activities, including, but not limited to, any psychological disorder or condition, cosmetic disfigurement or anatomical loss.

Which of the following best describes you?

- I have a disability
- I do not have a disability

Military Status Questions

- I am, or have been a member of the U.S. Military
- I have never been a member of the U.S. Military

Thank you.