



Santa Monica College Faculty & Staff Diversity Report 2019



Santa Monica College
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Office of Human Resources
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01/21/2020

Santa Monica College 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, the variety of things to do 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 institution of higher education continues to reinforce its popularity and respected status with educators, students and the communities that this college serves.

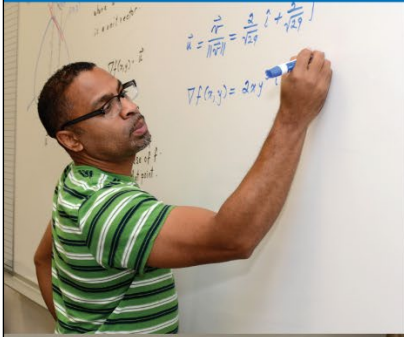


SANTA MONICA COLLEGE



TABLE OF CONTENTS	PAGE
Executive Summary	5
The Trend	6
Categories to Watch	6
Factor Potentially Impacting Results	11
Data Collection	12
Statistics	13
Overview of SMC Personnel 2010-2019	14
Academic Administrators	15
Classified Management	17
Confidential Support Staff	19
Classified Support Staff	21
SMC Police Officers	23
Full-time Faculty	25
Part-time Faculty	27
Associate Faculty	29
Faculty Job Fair & Open House	32
Academic Applicant Information	34
Academic Applicant Data for 2018-2019	
Summary of Academic Administrators Applicant Data	34
Summary of Faculty Applicant Data	35
Full-time Faculty Applicants	36
Part-time Faculty Applicants	38
Screening Committees	39
Academic New Hires	
Full-time Faculty New Hires	41
Probationary/Tenure Track Full-time Faculty	43
Interpretation of the Academic Applicant Data	46
Classified Applicant Pools 2017-2019	46
Classified Management Applicant Pools 2017-2019	47
Classified Support Applicant Pools 2017-2019	48
Global Connectivity	50
Acknowledgement	50
Appendices:	
Appendix 1: State of California - Census 2010	52

Appendix 2:	County of Los Angeles - Ethnic Projections 2010-2060	54
Appendix 3:	Ethnicity by Employee Group 2006-2019	56
Appendix 4:	Full-Time Faculty by Department	57
Appendix 5:	Part-Time Faculty by Department	58
Appendix 6:	Academic Administrator Applicants - Ethnicity by Job Postings	59
Appendix 7:	Full-time Faculty Applicants - Ethnicity by Job Posting	61
Appendix 8:	Part-time Faculty Applicants - Ethnicity by Job Posting	62
Appendix 9:	Classified Applicants - Ethnicity by Job Posting	63
Appendix 10:	Selection Committees - Ethnicity 2009-2019	64
Appendix 11:	Student Enrollment Data	65
Appendix 12:	Board Policies	66
	BP 3050 – Institutional Code of Ethics	
	BP 3410 – Nondiscrimination	
	BP 3420 – Equal Employment Opportunity	
	BP 3430 – Prohibition of Harassment	
	BP 3510 – Workplace Violence	
	BP 7100 – Commitment to Diversity	
Appendix 13:	Santa Monica Community College’s Equal Employment Opportunity (EEO) Plan (2017)	67
Appendix 14:	EEO Funding Reports 2018-2019	68
	Multiple Methods Certification 2018-2019	
	District Expenditure Report 2018-2019	
Appendix 15:	SMC’s 2 nd Annual Faculty Job Fair & Open House Ethnicity Report-Summary	69
Appendix 16:	NEOGOV’s Hiring Report 2019	70



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FACULTY AND STAFF DIVERSITY REPORT 2019

EXECUTIVE SUMMARY

Santa Monica Community College District is one of the largest employers within the City of Santa Monica, CA. The District has a rich, inclusive, global, higher education learning environment known for its commitment to excellence and dedication to student success. It is also known for its high transfer rate of students to the University of California, California State Universities, private colleges and universities, and for its successful career technology education certificate programs. SMC attracts and retains an outstanding workforce of faculty, staff, and management team members.

This report will assist in monitoring Santa Monica College's progress towards achieving a workforce

representative of the diverse populations within the County of Los Angeles, and which mirrors the students of Santa Monica College. To allow for comparisons, ethnicity, gender, and age data is displayed covering the most recent ten-year window (highlighting every two years- 2009, 2011, 2013, 2015, 2017, and 2019) from information collected on the first business day after the Labor Day Holidays from fall semesters 2009 through 2019. For information on the years not highlighted in this report, the reader is directed to SMC's Faculty/Staff Diversity Reports webpage where Diversity Reports may be found for 2009, 2011, 2012, 2014 and 2017: <http://www.smc.edu/HumanResources/HumanResourcesDepartment/Pages/Diversity-Reports.aspx>.

THE TREND

Students of Hispanic descent remain the predominant ethnic group at SMC since Fall 2011. As of the Fall 2018 semester, enrollment data from the District's Institutional Research Department indicates that Hispanic students represented 40% of the total credit student population.¹ The preponderance of Hispanic students attending SMC mirrors population dynamics occurring within the state of California and Los Angeles County. Projections by the U.S. Census Bureau to the year 2020 indicate that those identifying as Hispanic will comprise 50% of Los Angeles County, and by 2060 it is projected that those identifying ethnically as Hispanic will be 57% of L.A. County's population.² (See Appendix 2 for Los Angeles County census data.)

SMC's Office of Institutional Research "Fast Facts Fall 2018" data reveal that Caucasian students represent 27% of the student population, Asian is the next largest ethnic group representing 12% of the total credit student population and African Americans comprise 9%³.

CATEGORIES TO WATCH

ACADEMIC ADMINISTRATORS

As of Fall 2019, there are fifty (50) Academic Administrators. This number decreased by 1 since Fall 2017. The majority ethnic group is Caucasian which represents 42% of the administrators, down slightly from the 45% of 2 years previously; African Americans represent 26% or thirteen (13) of this employee group, down one percent from 2017. Eleven (11) or 22% of this group is Hispanic, an increase of 4% over 2017. The decrease in Asian Academic Administrators from 2009 is notable - in 2009, seven (7) Academic Administrators identified as Asian, in 2019 there is one (1). There is one (1) Pacific Islander and no (0) Native American or Multi-Racial administrators. Three (3) academic administrators chose not to identify their ethnicity. Female academic administrators outnumber

¹ <http://www.smc.edu/ACG/InstitutionalResearch/Documents/Fast%20Facts%20Fall%202018.pdf>

² <http://www.dof.ca.gov/Forecasting/Demographics/Projections/>

³ <http://www.smc.edu/ACG/InstitutionalResearch/Documents/Fast%20Facts%20Fall%202018.pdf>

males by three to one and 18% of administrators are age 60 or greater.

CLASSIFIED ADMINISTRATORS/MANAGERS

The number of classified managers in Fall 2019 was forty-nine (49), a decrease of 3 from 2017. Caucasians remain the dominant ethnic group at 35% of classified managers. All other ethnic groups experienced minor improvement. Due to age/retirement factors, a number of separations and retirements are anticipated within this category over the next few years; there will be opportunities for constructive diversification of this employee group.

Males continue to dominate this category: 66% male to 34% female. As of Fall 2019, 86% of classified managers are age 40 or older, but only 6% of this group are age 60 or older. Refer to the SMC Employees: Classified Administrators/Managers section.

EMPLOYEES DESIGNATED AS "CONFIDENTIAL"

Confidential positions, in accordance to Government Code 3562(d) and Educational Employment Relations Act 3540.1(c), are required to develop or present management positions with respect to employer-employee relations or whose duties normally require access to confidential information that is used to contribute significantly to the development of management positions.

SMC continues to have a very limited number of employees with confidential status within the job categories of Executive Coordinator, District/Board of Trustees Office, Administrative Assistant IV, Administrative Assistant III-Confidential, and two HR Analysts-Employee & Labor Relations. As of Fall 2019, there were six (6) confidential employees: Three (3) or 50% Caucasian, one (1) Hispanic (17%), one (1) African American (17%), and one (1) Unknown (17%). All confidential staff at the effective date of this report are female. Two confidential employees are 60 years of age or older.

CLASSIFIED SUPPORT PERSONNEL

Over the past 10 years, the number of Classified Support employees has fluctuated from a low of 445 in Fall 2015 to a high of 492 in Fall 2017. Current Classified Support reported in Fall 2019 was 455. This group remains one of the most ethnically diverse employee categories within this District. There is no self-identification by the Native American group, and limited representation - three (3) - of the Multi-Racial group. One hundred and thirty (130), or 29% of classified support employees are Caucasian; 31% or one hundred and forty-one (141) are Hispanic; 21% or ninety-five (95) are African American and eight (8) or 2% identify as Pacific Islander. Thirty (30), or 6% of classified support

personnel chose not to identify their ethnicity. As with most other employment categories in this District, women outnumber males (51% to 49%) and 65% of classified support personnel are at 40 years of age or older (13% are at 60 years of age or older). Refer to the SMC Employees: Classified Support Personnel section.

COMMUNITY COLLEGE POLICE OFFICERS

There are twelve (12) police officers at the time of this report and women now comprise four of the twelve officers (33% female to 67% male).⁴ SMC community college police officers continue to best reflect diversity as an employment group with 42% Hispanic, 33% African American, 17% Caucasian and 8% Pacific Islander. There are no police officers identifying as Asian at this time. Eight police officers (67%) are less than 40 years of age, and no police officers are age 60 or older. Refer to the SMC Employees: Community College Police Officers section.

FULL-TIME FACULTY

In the District’s Master Plan for Education, 2017-2018 Institutional Objectives, Objective #2 states the following strategic objective: “Increase the number and percentage of full-time faculty and non-instructional faculty, while at the same time increasing the number of applicants from diverse backgrounds.”

Between 2009 and 2019, full-time faculty numbers have ranged between 308 (Fall 2013) and 338 in Fall 2019.

The district has been committed to increasing the number of full-time faculty since 1975 as shown here:

Start Date	Total No. of Faculty Hires/Decade
1975-1979	5
1980-1989	17
1990-1999	76
2000-2009	72
2010-2019	179
Total hires 1975-2019	349

⁴ Police management personnel are not included in this section as they are categorized as “Classified Managers”.

As can be seen in the chart above, during the years 2010-2019, the number of hires increased substantially over the previous decades, with 179 full-time hires in that decade. Individual hires per year from 2010 through 2019 are reported below:

Year of Hire	No. of Faculty Hires/Year
2010	8
2011	17
2012	9
2013	6
2014	12
2015	33
2016	27
2017	24
2018	12
2019	31
Total hires 2010-2019	179

By Fall 2017, the District increased efforts to diversify by substantially increasing the advertising budget for faculty positions, redesigned job bulletins and recruitment brochures, established an annual Faculty Job Fair & Open House, and engaged in other outreach recruitment activities.

OVERALL PROGRESS TOWARD DIVERSITY WITHIN THE FULL-TIME FACULTY

Despite the increased attention to diversity in recruitment, overall progress towards diversity of full-time faculty has been incremental but steady. The Caucasian ethnic group continue to dominate the faculty with 56% of current full-time faculty in Fall 2019, but down from 66% in Fall 2009. Minority populations remain under-represented, but over time diversification efforts have resulted in change: Hispanic self-identifying full-time faculty accounted for 13% in 2009, increasing to 17% in 2019; and Asian compromised 9% of full-time faculty in 2009, and 12% in 2019. Not all ethnic groups experienced gains during this period of time: African Americans were 12% of full-time faculty in 2009, 13% in Fall 2017 but slid to 12% in 2019.

There are a number of reasons for this incremental change, including reduced student enrollment and the resulting realignment of course offerings reducing the overall number of courses offered. SMC’s part-time faculty members, specifically the Associate Faculty group, continue to be a primary resource group for its full-time, tenure track faculty applicant pools. Within the part-time faculty

pools, however, factors slowing diversity of the full-time faculty are the lack of ethnic diversity of the part-time faculty, and specifically the lack of diversity within the Associate Faculty group. Other factors to consider in the diversity discussion are the longevity of the faculty - that is, the length of time faculty members remain active in the district, and faculty age ranges - approximately 19% of the District's full-time faculty members are sixty (60) or more years of age.

PART-TIME FACULTY

Between Fall 2015 and Fall 2019, the total number of part-time faculty decreased from a high of 1,099 to 1,019, partially in response to a state-wide phenomenon of decreased community college enrollment and increased number of full-time faculty hires. Outreach for broader representation within the part-time pools must continue when tenure-track full-time positions do become available. Though the overall number of part-time faculty members has decreased, the data indicates that overall diversity of part-time faculty members is gradually improving:

- Caucasian part-time faculty numbers have continued to decrease between 2009 and 2019; this group remains the dominant ethnic group among part-time faculty members, and in Fall 2019, represented 56% (down from the 68% in Fall 2011);
- Hispanic representation has increased from 8% in 2009 to 14% in 2019;
- Asian part-time faculty increased from 9% in 2015 to 11% in Fall 2019;
- African American part-time faculty increased from 8% in 2015 to 10% in 2019;
- Women adjunct faculty members continue to comprise the majority gender group (57% female, 43% male);
- Out of a total of 1,019 part-time faculty, seven hundred sixty-four (764) are age 40 or older (75%), while three hundred and twenty-four (324) part-time faculty members (32%) are sixty (60) years of age or greater in the Fall 2019 cohort.

ASSOCIATE FACULTY

Associate Faculty are part-time faculty who have been granted the status of "Associate Faculty" by the District, and are entitled to be offered, if eligible, an assignment before any part-time faculty member without associate faculty status (Article 6.6.5 of the CBA)⁵.

When looking at paths available to ethnically diversify faculty, the statistics on the Associate Faculty reflect an overall non-diverse pool of potential full-time faculty:

- Associate Faculty identifying as Caucasian compromised 61% of the group;

⁵ [http://www.smc.edu/HumanResources/HumanResourcesDepartment/Documents/Faculty-Documents/Faculty%20Assoc-SMCCD%20Agreement/SMCFA-SMCCD Agreement 2016-2019 FINAL.pdf](http://www.smc.edu/HumanResources/HumanResourcesDepartment/Documents/Faculty-Documents/Faculty%20Assoc-SMCCD%20Agreement/SMCFA-SMCCD%20Agreement%202016-2019%20FINAL.pdf)

- Hispanic were 12%,
- African Americans were 10%, and
- Asians 10%.
- Ninety-one (91%) percent of Associate Faculty were 40 years or older, and those who were 60 years of age or older comprised 52% of the group.
- Females outnumber males 55% to 45%.

ACADEMIC APPLICANT POOL

In reviewing the data since the last two Diversity Reports (2014-2015 and 2017), it is evident that outreach efforts for Fall 2018 and Fall 2019 were successful in attracting highly qualified candidate pools, evidenced by Superintendent/President Kathryn E. Jeffery approving the hire of more full-time faculty members than originally planned.

Please refer to the Academic Applicant Section of this report for specific details.

FACTORS POTENTIALLY IMPACTING RESULTS

STUDENT ENROLLMENT AND POPULATION DATA

Student enrollment at SMC and at most community college districts in California has been steadily declining. This is a state-wide issue. Global economics and national politics are considered factors impacting the downward trend of all student populations, especially the international students. Despite this, Santa Monica College has been able to maintain a strong student population level.

The appropriation of fiscal resources by the State of California to community colleges is directly related to the number of full-time equivalent students within a district. Fiscal stability within the district is impacted by a number of factors including the number of its employees, wages, benefits, etc. Technically, as student enrollment declines so do resources which fund salaries and benefits of employees as well as limiting recruitment activity by the District to fund new positions and offer additional classes.

FACULTY AND STAFF TRANSITIONS

A significant number of SMC faculty and staff are at, or over, age 55. As retirement-eligible faculty and staff separate from District service, it is important to understand the impact of unconscious bias on decision making processes and how those decisions effect the resultant ethnic minority representation in the District's employment categories.

DATA COLLECTION

Census information for the State of California and the County of Los Angeles was drawn from the website of the U.S. Census Bureau⁶. Population projections for 2020, based on the 2010 Census, indicate an overall population for the State of California estimated to be 40,467,295.⁷ The percentage of change in California's population by race is highlighted in Appendix 1.

Los Angeles County population projection shows that as of July 1, 2020 the county population will have grown to 10,369,367⁸. In 2020 persons of Hispanic or Latino origin are projected to comprise 50% of the total population of the County. By 2030, Hispanics are projected to represent 51%, and by 2060, 54% of the County. African Americans are projected to hold steady at 8%, and Asians will see a decline from a current 13% to 11%. Caucasian representation in the County is approximately 26% in 2020 and is expected to decline to about 23% in 2060. See Appendix 1 for the State Population projections, and Appendix 2 for the County of Los Angeles population projections.⁹

SMC employee and student information were collected from the College's database. All information within this report is based on the first day of each Fall Semester from 2011 through 2019. The data is comprehensive and current. Data is forwarded by the district to the California Community College Chancellor's Office. Student data in this report is taken from the Chancellor's website; employee data is drawn from the internal database kept by the district.

Ethnicity is defined by the US Census Bureau (<https://www.census.gov/topics/population/race/about.html>). The district collects ethnicity and gender data through an optional voluntary Equal Employment Opportunity (EEO) Survey given to each applicant and newly hired employee. Respondents identify whether or not they are Hispanic/Latinx or of Spanish origin, and then if their race is

- 'African American/Black: a person having origins in any of the Black racial groups of Africa;
- American Indian/Alaska Native: a person having origins in any of the original peoples of North, Central, and South America and who maintain tribal affiliation or community attachment;
- Asian: a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam;
- Caucasian/White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa;
- Multi-Racial or Two or More,
- Pacific Islander/Native Hawaiian: a person having origins in any of the original peoples of Hawaii, Guan,

⁶ <https://www.census.gov/quickfacts/fact/table/CA,losangelescountycalifornia,US#viewtop>

⁷ Source: U.S. Census Bureau, 2010 Census and California Department of Finance, Population Projections for California, P-1: State Population Projections (2010-2060). <http://www.dof.ca.gov/Forecasting/Demographics/Projections/>

⁸ <https://www.census.gov/quickfacts/fact/table/CA,losangelescountycalifornia,US#viewtop>

⁹ *Ibid*

- Samoa, or other Pacific Islands;’ or
- Unknown or Undeclared.

STATISTICS

Data in this report is summarized by employment category and covers the academic years 2009 through Fall 2019, highlighting odd years. For additional information on years between 2009 and 2019 not included in this report, the reader is directed to previous Faculty/Staff Diversity Reports found on the SMC website.¹⁰ The employee data is based on the first day of the Fall semester following the Labor Day Holiday in each of those academic years.

In-depth statistical information can be found in the Appendices at the end of this report. This more extensive information is presented to facilitate discussion on employee diversity at Santa Monica College.

Ethnicity and gender information is presented within each employee category. Total numbers of employees by category are shown on the right side of each chart. 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.

LEGEND

In this report, the following abbreviations are used:

Abbreviations	Description
AFR AMR	African American/Black
AI/NA	American Indian/Native American (formerly “AMR IND”), Native Alaskan
ASIAN	Asian (Cambodian, Chinese, Japanese, Korean, Vietnamese, etc.)
CAUCASIAN	Caucasian/White (includes European, Euro-Asian populations, Middle Eastern)
HISPANIC	Hispanic (Mexican, Central American, South American, etc.)
MULTI-RACIAL	Two or more races
PACIFIC ISLANDER	Pacific Islander - Native Hawaiian, Samoan, Guamanians, Filipino, Australian Indigenous Peoples, & Other Pacific Islanders
UNKNOWN	Declined to state/Unreported

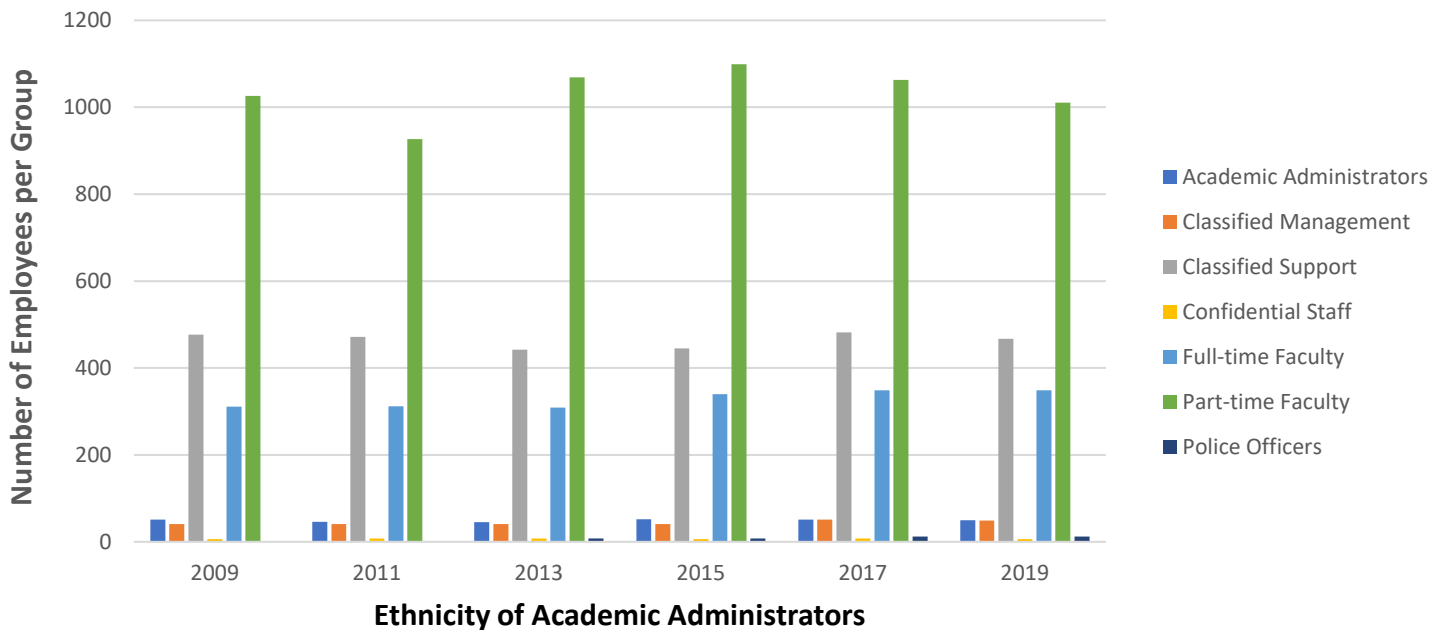
¹⁰ <http://www.smc.edu/HumanResources/HumanResourcesDepartment/Pages/Diversity-Reports.aspx>

OVERVIEW OF SMC PERSONNEL FALL 2009-FALL 2019

The chart and graph below show the number of SMC employees in each group.

SMC Employee Groups	Fall 2009		Fall 2011		Fall 2013		Fall 2015		Fall 2017		Fall 2019	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Academic Administrators	51	3%	46	3%	45	2%	52	3%	51	3%	50	3%
Classified Management	41	2%	41	2%	41	2%	41	2%	51	3%	49	3%
Classified Support	477	25%	472	26%	442	23%	445	22%	482	24%	467	24%
Confidential Staff	6	0%	8	0%	8	0%	6	0%	8	0%	6	0%
Full-time Faculty	311	16%	312	17%	309	16%	340	17%	349	17%	338	17%
Part-time Faculty	1,026	53%	927	51%	1,069	56%	1,099	55%	1,063	53%	1,011	52%
Police Officers	11	1%	11	1%	8	0%	8	0%	12	1%	12	1%
Totals	1,923	100%	1,817	100%	1,922	100%	1,991	100%	2,016	100%	1,944	100%

Ethnicity of All Employee Groups 2009-2019



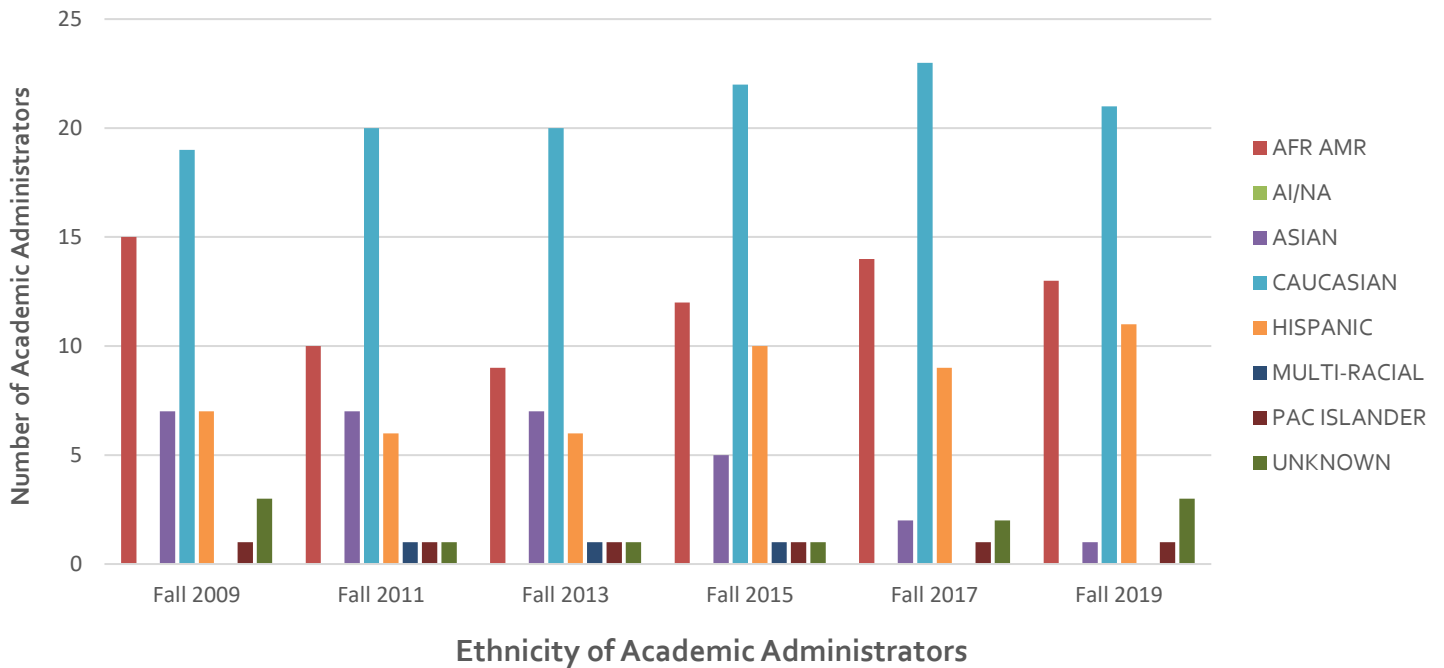
SMC EMPLOYEES: ACADEMIC ADMINISTRATORS

ACADEMIC ADMINISTRATORS BY ETHNICITY – FALL 2009 - 2019

Academic Administrators self-identifying as African American have maintained a consistent 20-29% representation during the past 10 years, with a peak of 29% in 2009 and 27% between 2017 and 2019. Academic Administrators self-identifying as Hispanic have increased from 13% in 2009 to 22% in 2019.

Ethnicity	Fall 2009		Fall 2011		Fall 2013		Fall 2015		Fall 2017		Fall 2019	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
AFR AMR	15	29%	10	22%	9	20%	12	23%	14	27%	13	26%
AI/NA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
ASIAN	7	14%	7	15%	7	16%	5	10%	2	4%	1	2%
CAUCASIAN	19	37%	20	43%	20	44%	22	42%	23	45%	21	42%
HISPANIC	7	14%	6	13%	6	13%	10	19%	9	18%	11	22%
MULTI-RACIAL	0	0%	1	2%	1	2%	1	2%	0	0%	0	0%
PAC ISLANDER	1	2%	1	2%	1	2%	1	2%	1	2%	1	2%
UNKNOWN	2	4%	1	2%	1	2%	1	2%	2	4%	3	6%
TOTALS	1	100%	46	100%	45	100%	52	100%	51	100%	50	100%

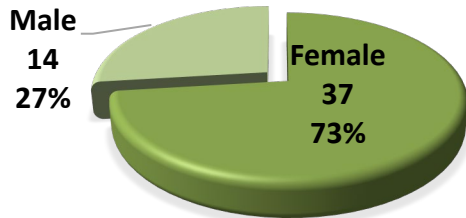
Ethnicity of Academic Administrators 2009-2019



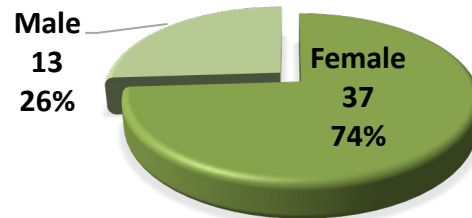
ACADEMIC ADMINISTRATORS BY GENDER – FALL 2009 - 2019

Gender	Fall 2009		Fall 2011		Fall 2013		Fall 2015		Fall 2017		Fall 2019	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Female	37	73%	31	67%	33	73%	37	71%	41	80%	37	74%
Male	14	27%	15	33%	12	27%	15	29%	10	20%	13	26%
Totals	51	100%	46	100%	45	100%	52	100%	51	100%	50	100%

Between 2009 and 2019, the female-to-male ratio of academic administrators remained almost constant.



**Academic Administrators
Gender, Fall 2009
Total = 51**

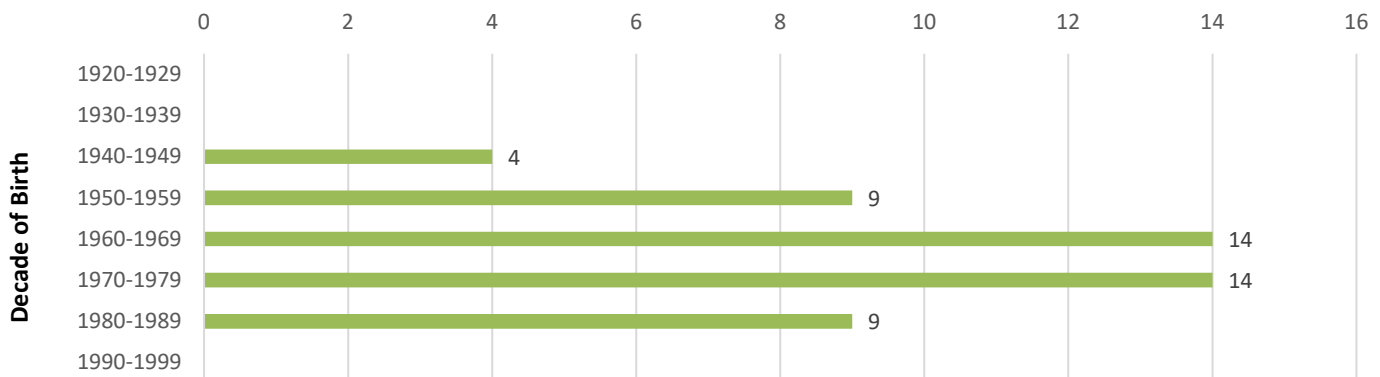


**Academic Administrators
Gender, Fall 2019
Total = 50**

ACADEMIC ADMINISTRATORS BY AGE – FALL 2019

The age spread for Academic Administrators in Fall 2019 is consistent and indicates reasonable coverage for succession planning.

**Academic Administrators
Decades of Birth, Fall 2019**



Total = 50

Number of Academic Administrators

Academic Administrators </> 40 years of age

< 40 = 13 (26%)

> 40 = 37 (74%)

Academic Administrators </> 60 years of age

< 60 = 41 (82%)

> 60 = 9 (18%)

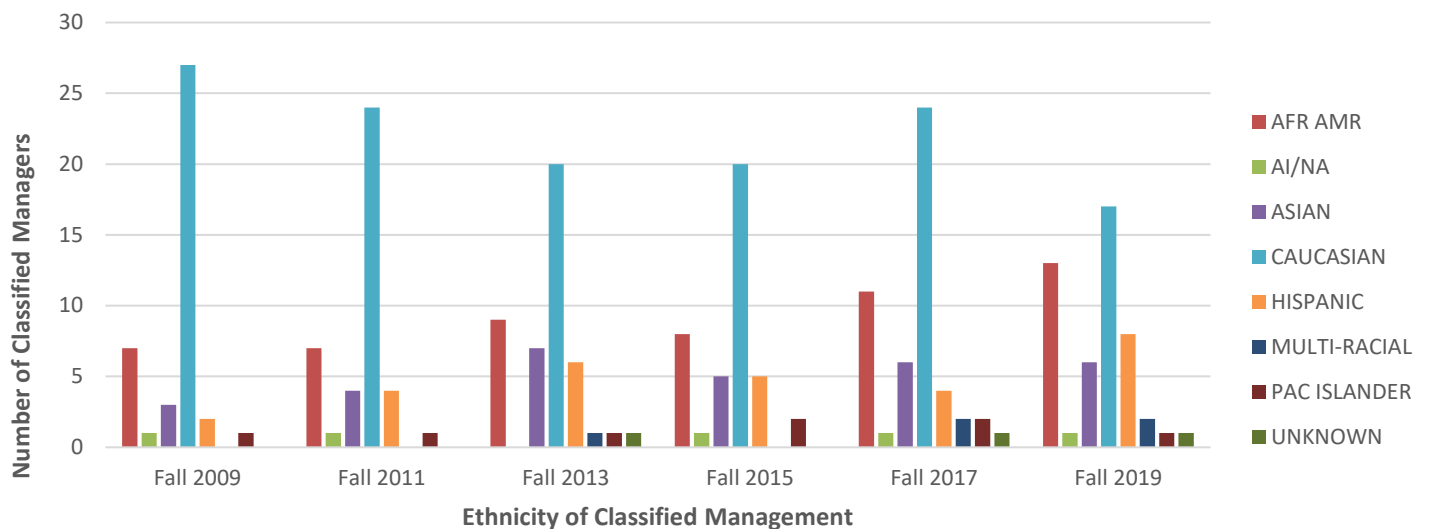
SMC EMPLOYEES: CLASSIFIED MANAGEMENT

CLASSIFIED MANAGEMENT BY ETHNICITY - FALL 2009 - 2019

Between 2009 and 2019, the Classified Management group has become more reflective of the regional population. Classified Managers self-identifying as African American have increased representation from 17% in 2009 to 27% in 2019, and the Asian group has increased from 7% to 12%. Classified Managers self-identifying as Hispanic have increased from 5% in 2009 to 16% in 2019, while the Caucasian ethnic group has gone from a high of 66% in 2009 to 35% in 2019.

Ethnicity	Fall 2009		Fall 2011		Fall 2013		Fall 2015		Fall 2017		Fall 2019	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
AFR AMR	7	17%	7	17%	9	20%	8	20%	11	22%	13	27%
AI/NA	1	2%	1	2%	0	0%	1	2%	1	2%	1	2%
ASIAN	3	7%	4	10%	7	16%	5	12%	6	12%	6	12%
CAUCASIAN	27	66%	24	59%	20	44%	20	49%	24	47%	17	35%
HISPANIC	2	5%	4	10%	6	13%	5	12%	4	8%	8	16%
MULTI-RACIAL	0	0%	0	0%	1	2%	0	0%	2	4%	2	4%
PAC ISLANDER	1	2%	1	2%	1	2%	2	5%	2	4%	1	2%
UNKNOWN	0	0%	0	0%	1	2%	0	0%	1	2%	1	2%
TOTALS	41	100%	41	100%	45	100%	41	100%	51	100%	49	100%

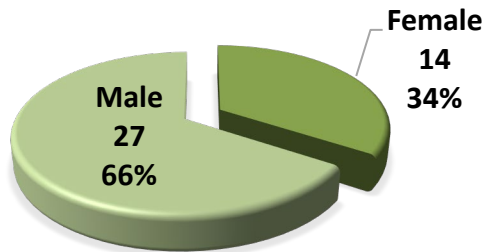
Ethnicity of Classified Management 2009 - 2019



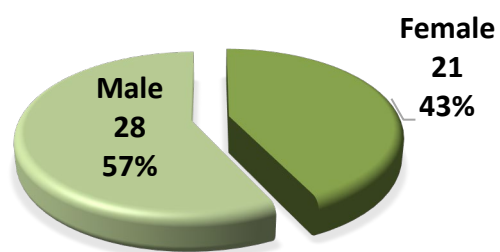
CLASSIFIED MANAGEMENT BY GENDER – FALL 2009 - 2019

In 2009, male classified managers comprised 66% (27) of the group, and female classified managers 34% (14). While female classified managers are still outnumbered by male managers within this employment category, by Fall 2019, statistics reveal a more balanced picture:

Gender	Fall 2009		Fall 2011		Fall 2013 ¹¹		Fall 2015		Fall 2017		Fall 2019	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Female	14	34%	16	37%	16	39%	16	39%	22	43%	21	43%
Male	27	66%	27	63%	25	61%	25	61%	29	57%	28	57%
Totals	41	100%	43	100%	45	100%	41	100%	51	100%	49	100%



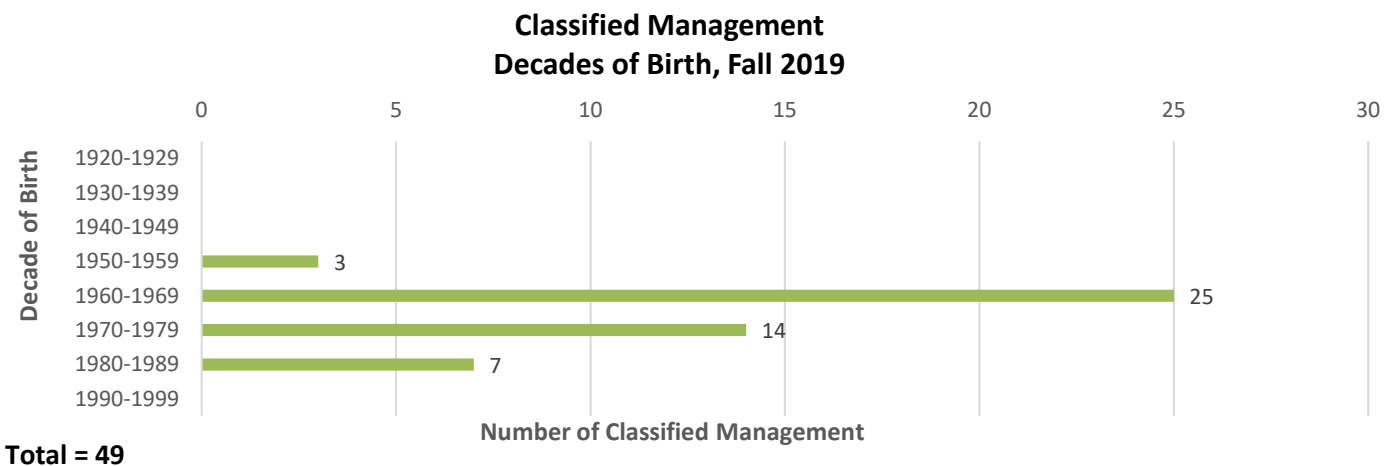
**Classified Management
Gender, Fall 2009
Total = 41**



**Classified Management
Gender, Fall 2019
Total = 49**

CLASSIFIED MANAGEMENT BY AGE – FALL 2019

In Fall 2019, only 6% of all classified managers are age 60 or older.



¹¹ Data for 2013 Gender is drawn from Spring 2013 record.

Classified Management by Age </> 40 years of age

< 40 = 7 (14%)

> 40 = 42 (86%)

Classified Management by Age </> 60 years of age

< 60 = 46 (94%)

> 60 = 3 (6%)

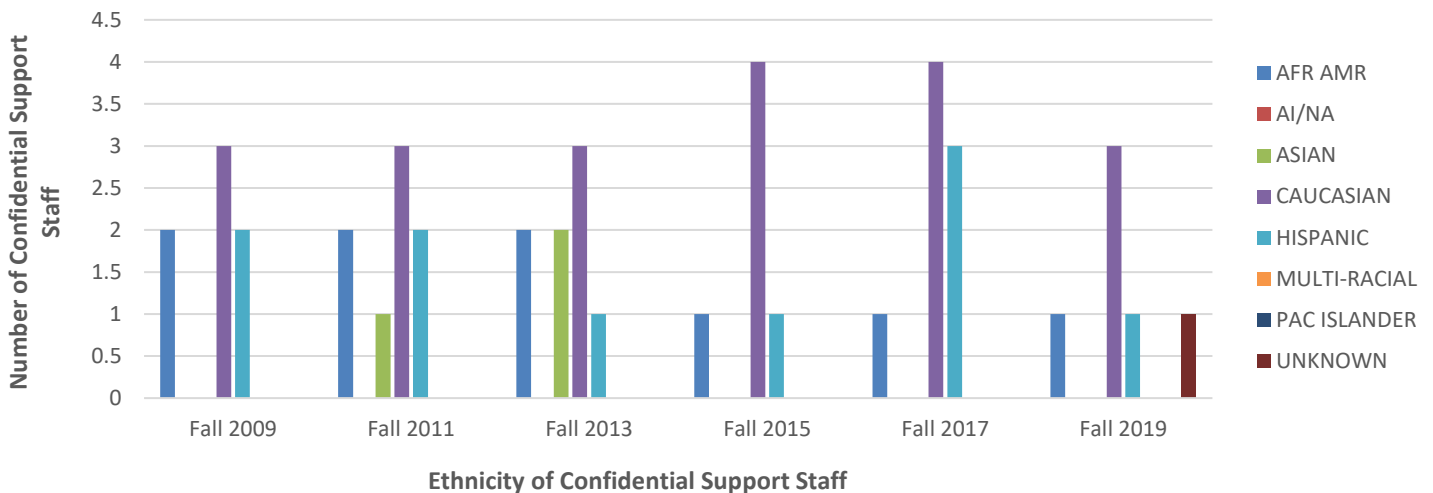
SMC EMPLOYEES: CONFIDENTIAL SUPPORT STAFF

CONFIDENTIAL SUPPORT STAFF BY ETHNICITY – FALL 2009 - 2019

The number of staff designated as confidential is very limited. Separations via retirement and attrition, while rare, directly affect diversity statistics. Similar to Classified Support personnel, Confidential support staff receive longevity increments for years of service to the District.

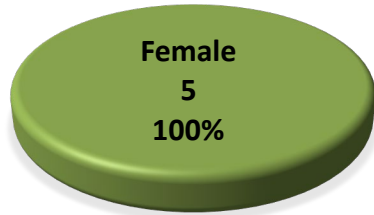
Ethnicity	Fall 2009		Fall 2011		Fall 2013		Fall 2015		Fall 2017		Fall 2019	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
AFR AMR	2	29%	2	25%	2	25%	1	17%	1	13%	1	17%
AI/NA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
ASIAN	0	0%	1	13%	2	25%	0	0%	0	0%	0	0%
CAUCASIAN	3	43%	3	38%	3	38%	4	67%	4	50%	3	50%
HISPANIC	2	29%	2	25%	1	13%	1	17%	3	38%	1	17%
MULTI-RACIAL	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
PAC ISLANDER	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
UNKNOWN	0	0%	0	0%	0	0%	0	0%	0	0%	1	17%
TOTALS	7	100%	8	100%	8	100%	6	100%	8	100%	6	100%

Ethnicity of Confidential Support Staff 2009 - 2019

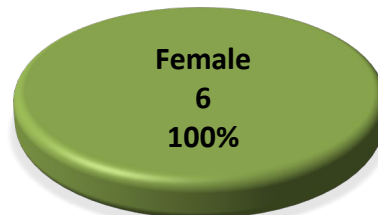


CONFIDENTIAL STAFF BY GENDER – FALL 2009 - 2019

Gender	Fall 2009		Fall 2011		Fall 2013 ¹²		Fall 2015		Fall 2017		Fall 2019	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Female	5	100%	5	100%	8	100%	5	83%	6	75%	6	100%
Male	0	0%	0	0%	0	0%	1	17%	2	25%	0	0%
Totals	5	100%	5	100%	8	100%	6	100%	51	100%	49	100%

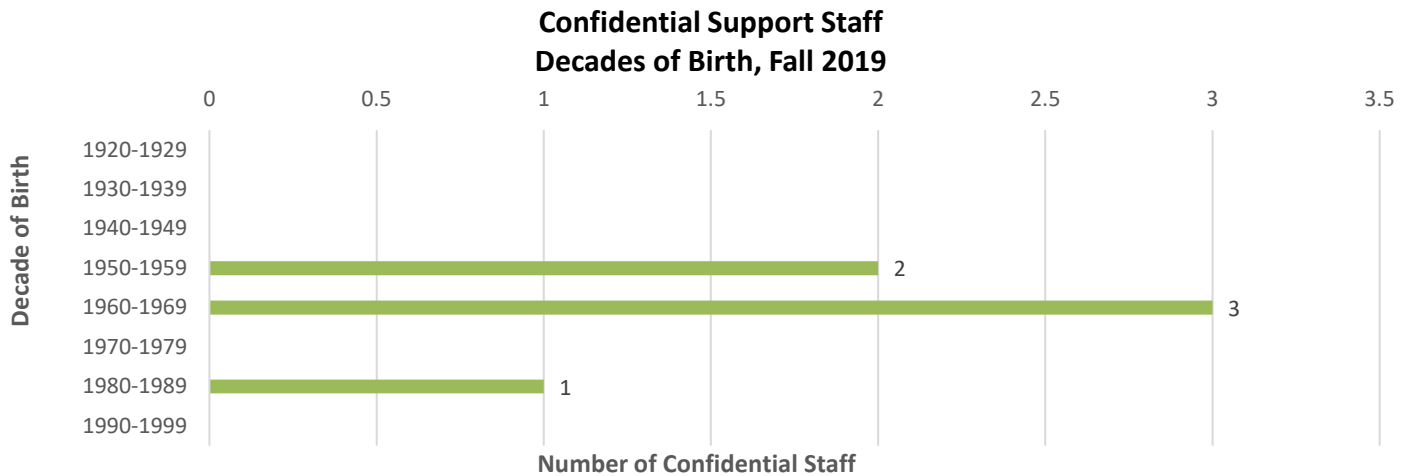


**Confidential Staff
Gender, Fall 2009
Total = 5**



**Confidential Staff
Gender, Fall 2019
Total = 6**

CONFIDENTIAL STAFF BY AGE – FALL 2019



Total = 6

Confidential Staff by Age </> 40 years of age

< 40 = 1 (17%)
> 40 = 5 (83%)

Confidential Staff by Age </> 60 years of age

< 60 = 4 (67%)
> 60 = 2 (33%)

¹² Data for 2013 Gender is drawn from Spring 2013 record.

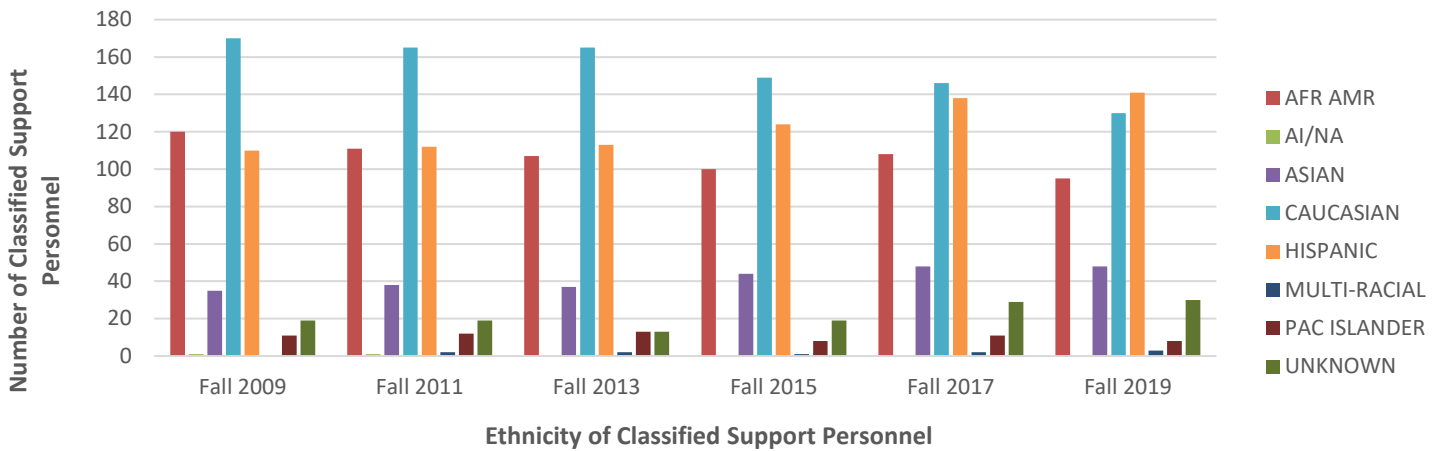
SMC EMPLOYEES: CLASSIFIED SUPPORT PERSONEL

CLASSIFIED SUPPORT PERSONNEL BY ETHNICITY – FALL 2009 - 2019

Hispanics and African Americans are well represented in classified support positions. Under-representation is evident in the other minority categories of Native American, Asian, Multi-Racial, and Pacific Islander in respect to current SMC Classified Support personnel. However, overall the ethnicity statistics for this group indicate a diverse employment group.

Ethnicity	Fall 2009 ¹³		Fall 2011 ¹⁴		Fall 2013 ¹⁵		Fall 2015		Fall 2017		Fall 2019	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
AFR AMR	120	26%	111	24%	107	24%	100	22%	108	22%	95	21%
AI/NA	1	0%	1	0%	0	0%	0	0%	0	0%	0	0%
ASIAN	35	8%	38	8%	37	8%	44	10%	48	10%	48	11%
CAUCASIAN	170	36%	165	36%	165	37%	149	33%	146	30%	130	29%
HISPANIC	110	24%	112	24%	113	25%	124	28%	138	29%	141	31%
MULTI-RACIAL	0	0%	2	0%	2	0%	1	0%	2	0%	3	1%
PAC ISLANDER	11	2%	12	3%	13	3%	8	2%	11	2%	8	2%
UNKNOWN	19	4%	19	4%	13	3%	19	4%	29	6%	30	6%
TOTALS	466	100%	460	100%	450	100%	445	100%	482	100%	455	100%

Ethnicity of Classified Support Personnel 2009 – 2019

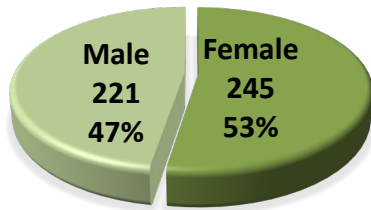


^{13, 14, 15} Revised in this report to exclude police officers (reported elsewhere) which were included in this category in previous reports.

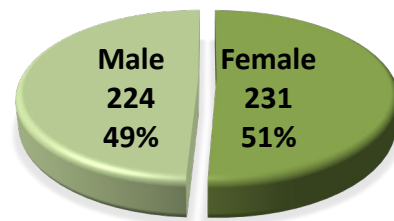
CLASSIFIED SUPPORT PERSONNEL BY GENDER – FALL 2009 - 2019

The classified support employment category is almost equally female and male in 2019. Ten years previously, out of 466 classified staff, females constituted 53% (245) and males 47% (221).

Gender	Fall 2009		Fall 2011		Fall 2013		Fall 2015		Fall 2017		Fall 2019	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Female	245	53%	244	53%	240	53%	241	54%	250	52%	231	51%
Male	221	47%	216	47%	210	47%	204	46%	232	48%	224	49%
Totals	466	100%	460	100%	450	100%	445	100%	482	100%	455	100%



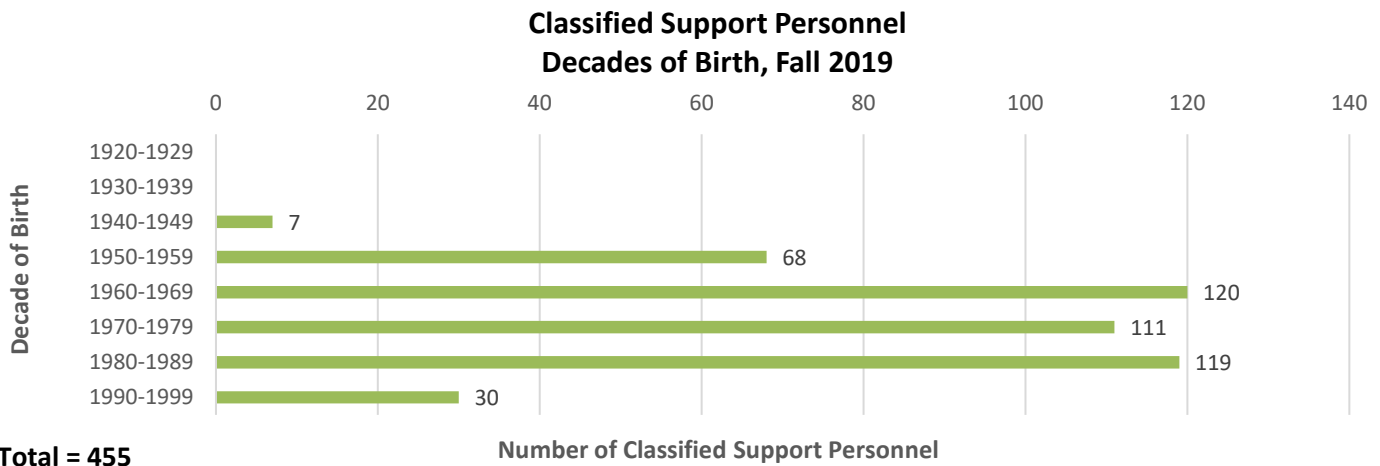
**Classified Support Personnel
Gender, Fall 2009
Total = 466**



**Classified Support Personnel
Gender, Fall 2019
Total = 455**

CLASSIFIED SUPPORT PERSONNEL BY AGE – FALL 2019

Almost half of the classified support personnel are 50 years of age or older. The District's longevity program for classified employees may contribute to long-term employment within the District.



Classified Support Staff by Age </> 40 years of age

< 40 = 160 (35%)
> 40 = 295 (65%)

Classified Support Staff by Age </> 60 years of age

< 60 = 395 (87%)
> 60 = 60 (13%)

SMC EMPLOYEES: CAMPUS POLICE OFFICERS

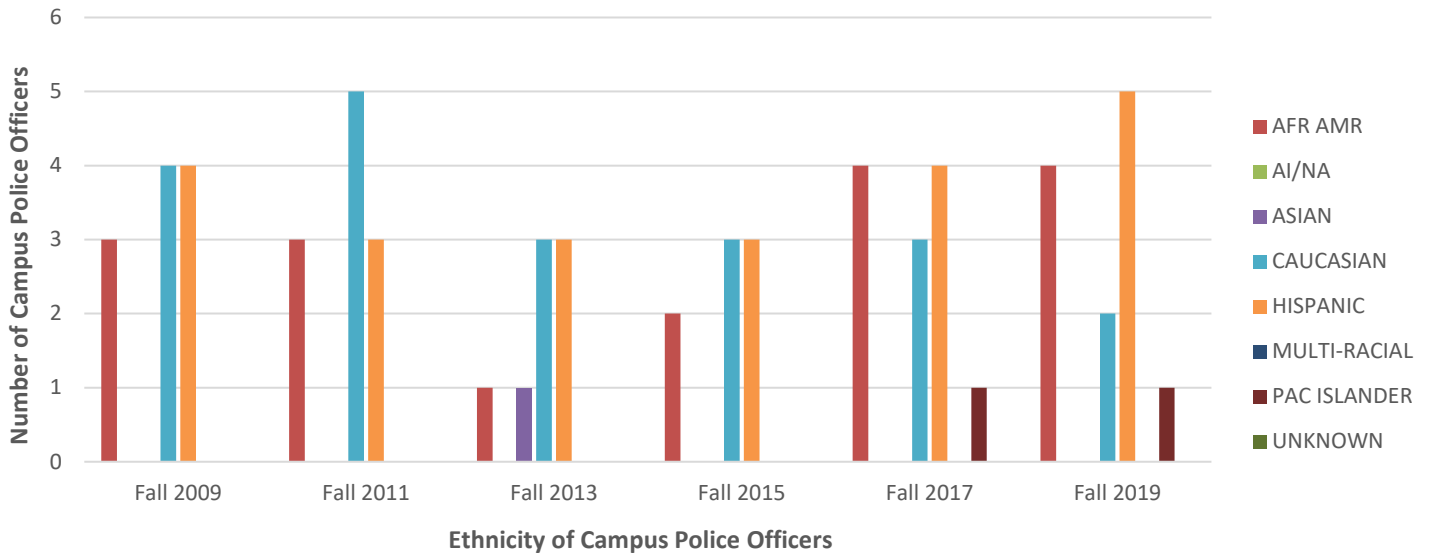
CAMPUS POLICE OFFICERS BY ETHNICITY – FALL 2009 - 2019

The SMC Community College Police Officers constitute a balanced and diverse group of mostly African Americans, Caucasian and Hispanic ethnicities.

Campus Police Officers by Ethnicity 2009-2019

Ethnicity	Fall 2009		Fall 2011		Fall 2013		Fall 2015		Fall 2017		Fall 2019	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
AFR AMR	3	27%	3	27%	1	13%	2	25%	4	33%	4	33%
AI/NA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
ASIAN	0	0%	0	0%	1	13%	0	0%	0	0	0	0%
CAUCASIAN	4	36%	5	45%	3	38%	3	38%	3	25%	2	17%
HISPANIC	4	36%	3	27%	3	38%	3	38%	4	33%	5	42%
MULTI-RACIAL	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
PAC ISLANDER	0	0%	0	0%	0	0%	0	0%	1	8%	1	8%
UNKNOWN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTALS	11	100%	11	100%	8	100%	8	100%	12	100%	12	100%

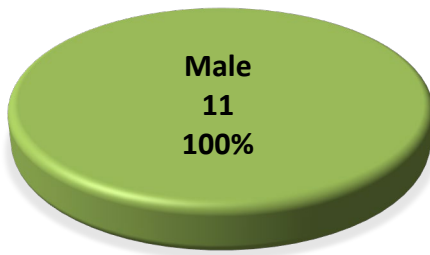
Ethnicity of Campus Police Officers 2009 – 2019



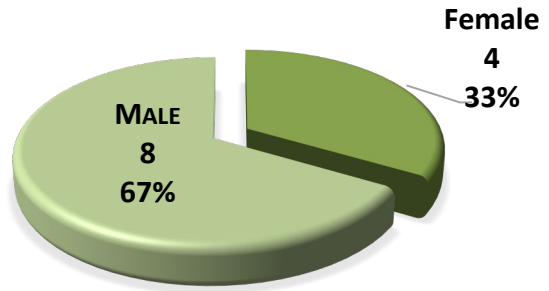
CAMPUS POLICE OFFICERS BY GENDER – FALL 2009 - 2019

In Fall 2009, the Campus Police force comprised eleven male officers. Due to attrition over several years, and diligent recruiting efforts, the district was successful in its diversification efforts, so that by 2013, female Community College Police Officers counted four (4), or fully one-third of the total campus police officer force.

Gender	Fall 2009		Fall 2011		Fall 2013		Fall 2015		Fall 2017		Fall 2019	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Female	0	0%	0	0%	1	12%	1	12%	4	33%	4	33%
Male	11	100%	11	100%	7	88%	7	88%	8	67%	8	67%
Totals	11	100%	11	100%	8	100%	8	100%	12	100%	12	100%

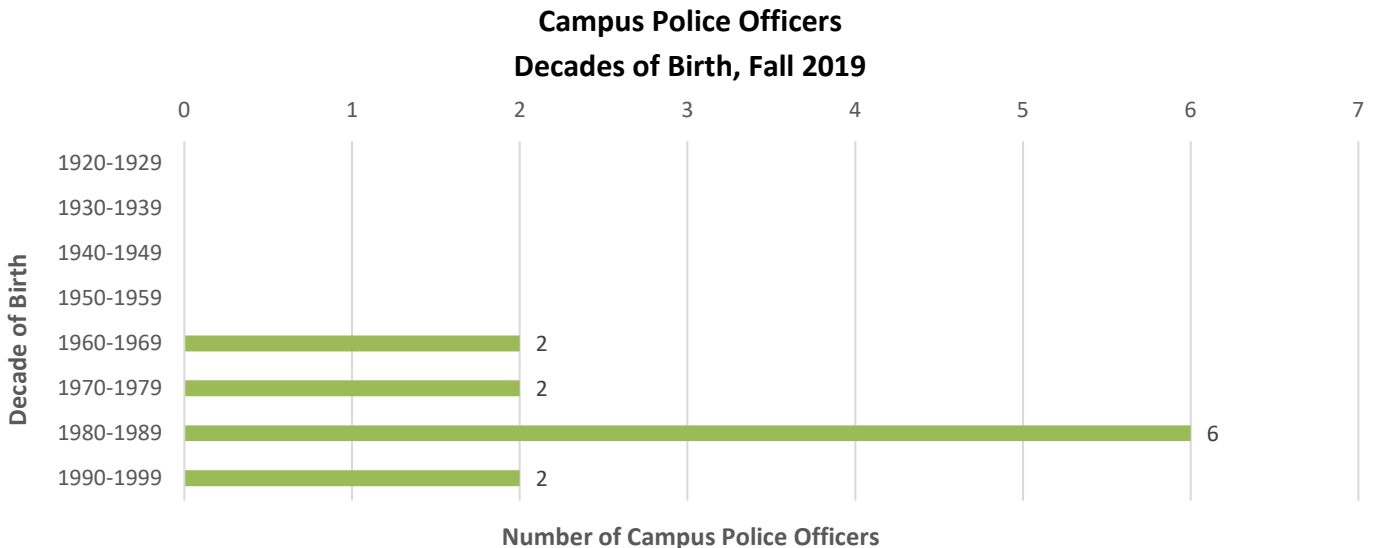


**Campus Police Officer
Gender, Fall 2009
Total = 11**



**Campus Police Officers
Gender, Fall 2019
Total = 12**

CAMPUS POLICE OFFICERS BY AGE – FALL 2019



Campus Police Officers by Age </> 40 years of age

< 40 = 8 (67%)
> 40 = 4 (33%)

Campus Police Officers by Age </> 60 years of age

< 60 = 12 (100%)
> 60 = 0 (0%)

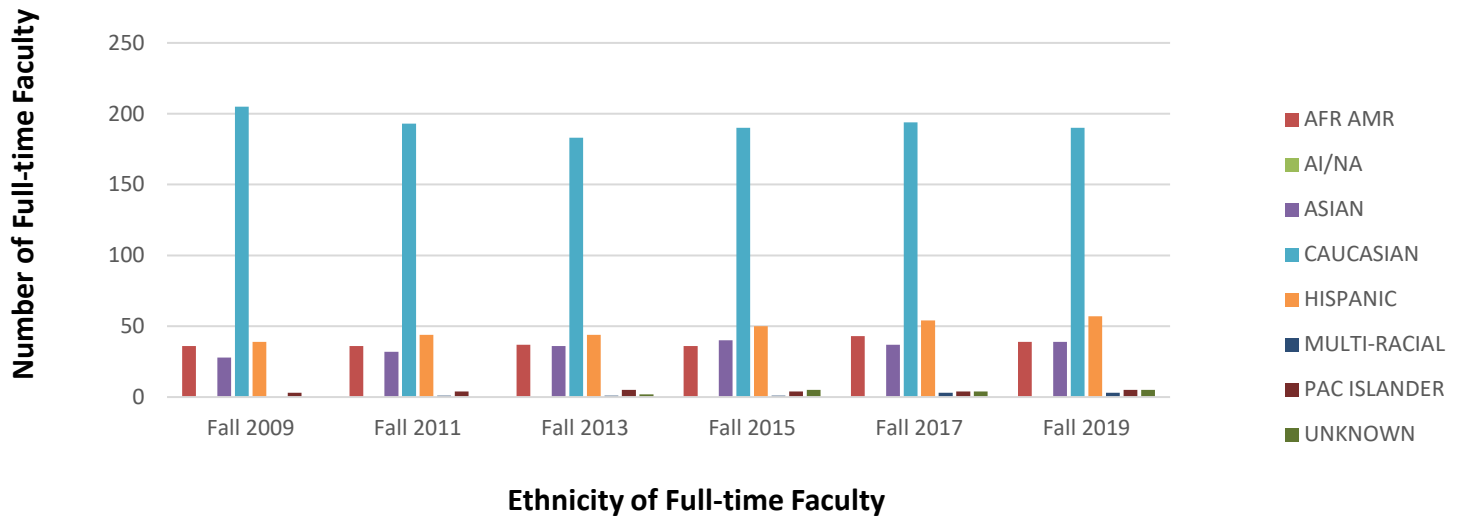
SMC EMPLOYEES: FULL-TIME FACULTY

FULL-TIME FACULTY BY ETHNICITY - FALL 2009 - 2019

Non-white populations are under-represented within SMC’s full-time faculty when viewed against the ethnically diverse population of Los Angeles County. As new tenure track faculty are hired, gains among the underrepresented ethnic groups are gradually being made (see section, “Tenure Track Full-time Faculty”). The notable exception is the small decline between 2009 and 2019 of the African American group.

Ethnicity	Fall 2009		Fall 2011		Fall 2013		Fall 2015		Fall 2017		Fall 2019	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
AFR AMR	36	12%	36	12%	37	12%	36	11%	43	13%	39	12%
AI/NA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
ASIAN	28	9%	32	10%	36	12%	40	12%	37	11%	39	12%
CAUCASIAN	205	66%	193	62%	183	59%	190	58%	194	57%	190	56%
HISPANIC	39	13%	44	14%	44	14%	50	15%	54	16%	57	17%
MULTI-RACIAL	0	0%	1	0%	1	0%	1	0%	3	1%	3	1%
PAC ISLANDER	3	1%	4	1%	5	2%	4	1%	4	1%	5	1%
UNKNOWN	0	0%	0	0%	2	1%	5	2%	4	1%	5	1%
TOTALS	311	100%	310	100%	308	100%	326	100%	339	100%	338	100%

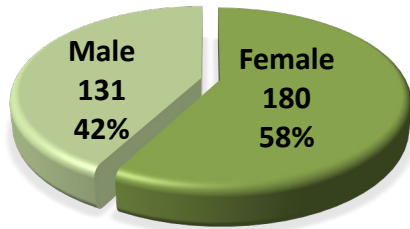
**Full-time Faculty
Ethnicity - Fall 2009-2019**



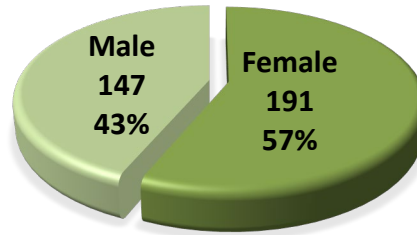
FULL-TIME FACULTY BY GENDER – FALL 2009 - 2019

Between 2009 and 2019, the female-to-male percentages moved toward a slightly more balanced proportion.

Gender	Fall 2009		Fall 2011		Fall 2013		Fall 2015		Fall 2017		Fall 2019	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Female	180	58%	180	58%	176	57%	183	56%	190	56%	191	57%
Male	131	42%	130	42%	132	43%	143	44%	149	44%	147	43%
Totals	311	100%	310	100%	308	100%	326	100%	339	100%	338	100%



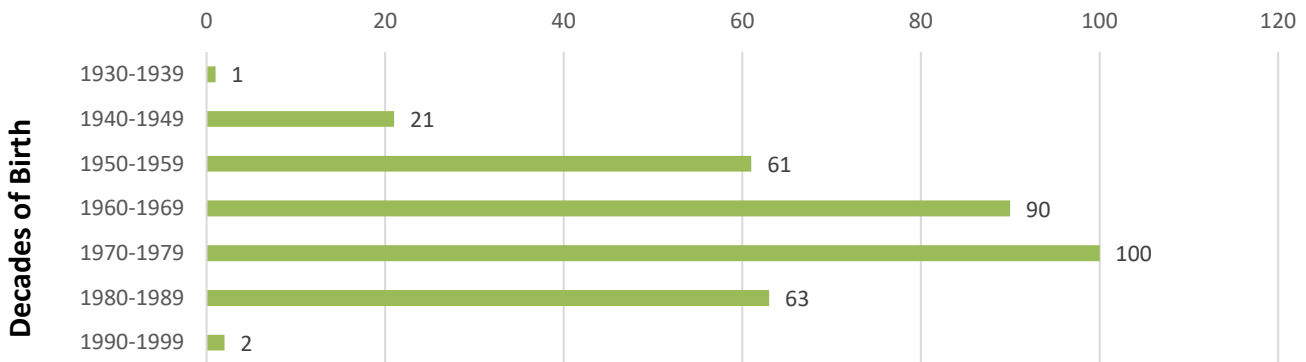
Full-time Faculty
Gender, Fall 2009
Total = 311



Full-time Faculty
Gender, Fall 2019
Total = 338

FULL-TIME FACULTY BY AGE – FALL 2019

Full-time Faculty
Decades of Birth, Fall 2019



Total = 338

Full-time Faculty by Age </> 40 years of age

< 40 = 79 (23%)
> 40 = 259 (77%)

Full-time Faculty by Age </> 60 years of age

< 60 = 275 (81%)
> 60 = 63 (19%)

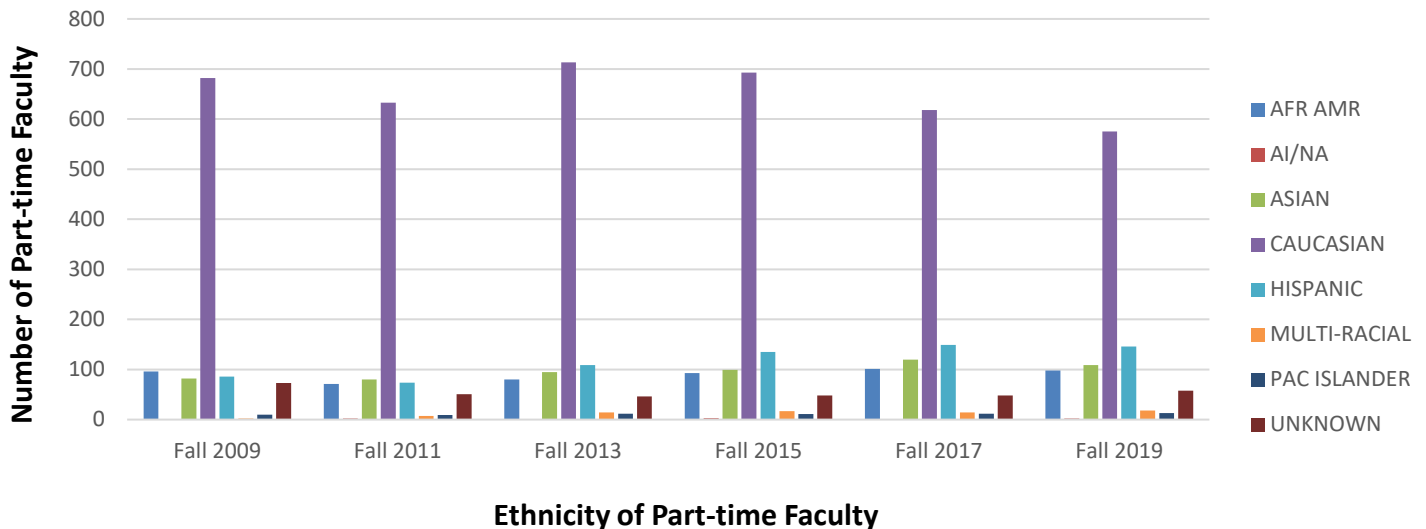
SMC EMPLOYEES: PART-TIME FACULTY

PART-TIME FACULTY BY ETHNICITY FALL 2009 - 2019

All of the traditionally under-represented minority populations – African American, Asian, Pacific Islander, and Hispanic - have increased while the Caucasian group decreased 9%. It is worthwhile to note that the Multi-Racially identifying group has increased from 1 individual (0%) in 2009 to 19, or 2% in 2019. Additionally, in 2019, 58 persons (6%) have declined to self-identify as a specific ethnic group, thus potentially skewing one or more of the traditionally reporting ethnic groups.

Ethnicity	Fall 2009		Fall 2011		Fall 2013		Fall 2015		Fall 2017		Fall 2019	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
AFR AMR	96	9%	71	8%	80	8%	93	8%	101	10%	98	10%
AI/NA	1	0%	2	0%	1	0%	3	0%	1	0%	2	0%
ASIAN	82	8%	80	8%	95	9%	99	9%	120	12%	109	11%
CAUCASIAN	682	66%	633	68%	713	67%	693	65%	618	58%	575	56%
HISPANIC	86	8%	74	8%	109	10%	135	12%	149	14%	146	14%
MULTI-RACIAL	2	0%	7	1%	14	1%	17	1%	14	1%	18	2%
PAC ISLANDER	10	1%	9	1%	12	1%	11	1%	12	1%	13	1%
UNKNOWN	73	7%	51	6%	46	4%	48	4%	48	4%	58	6%
TOTALS	1,032	100%	927	100%	1,070	100%	1,099	100%	1,063	100%	1,019	100%

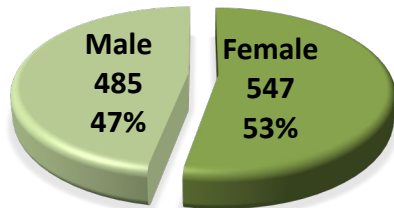
Ethnicity of Part-time Faculty 2009 - 2019



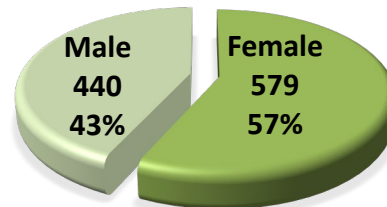
PART-TIME FACULTY BY GENDER – FALL 2009 - 2019

Gender	Fall 2009		Fall 2011		Fall 2013		Fall 2015		Fall 2017		Fall 2019	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Female	547	53%	494	53%	580	54%	608	55%	610	57%	579	57%
Male	485	47%	433	47%	490	46%	491	45%	453	43%	440	43%
Totals	1,032	100%	927	100%	1,070	100%	1,099	100%	1,063	100%	1,019	100%

As with full-time faculty, female part-time faculty members outnumber their male counterparts.



**Part-time Faculty
Gender, Fall 2009
Total = 1,032**

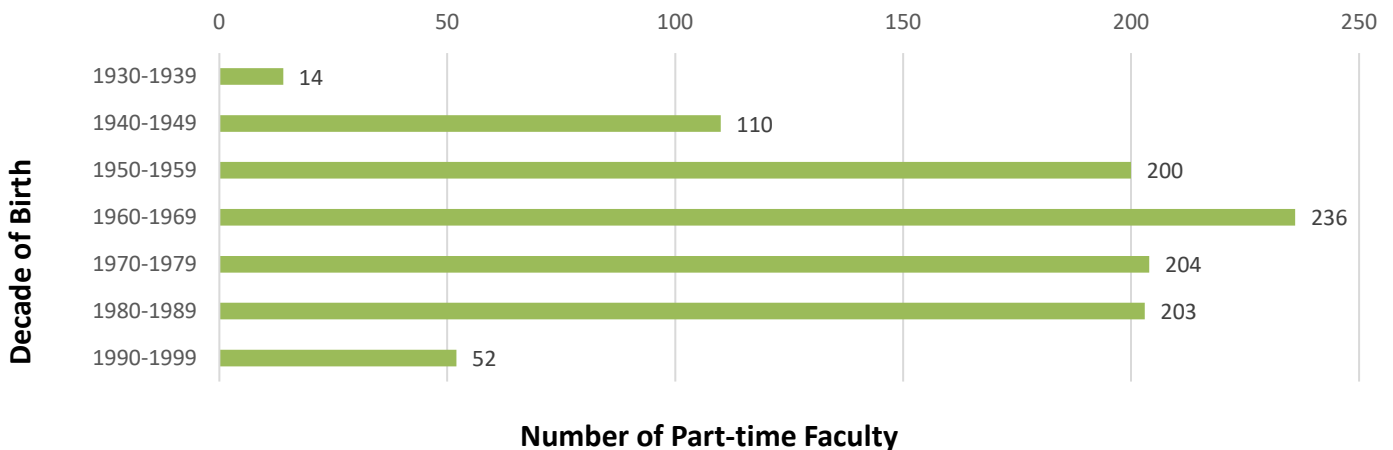


**Part-time Faculty
Gender, Fall 2019
Total = 1,019**

PART-TIME FACULTY BY AGE – FALL 2019

Part-time faculty aged 60 years or older comprise 32% (324) of the 1,019 part-time faculty in Fall 2019.

**Part-time Faculty
Decades of Birth, Fall 2019
Total = 1,019**



Part-time Faculty by Age </> 40 years of age

< 40 = 255 (25%)
> 40 = 764 (75%)

Part-time Faculty by Age </> 60 years of age

< 60 = 695 (68%)
> 60 = 324 (32%)

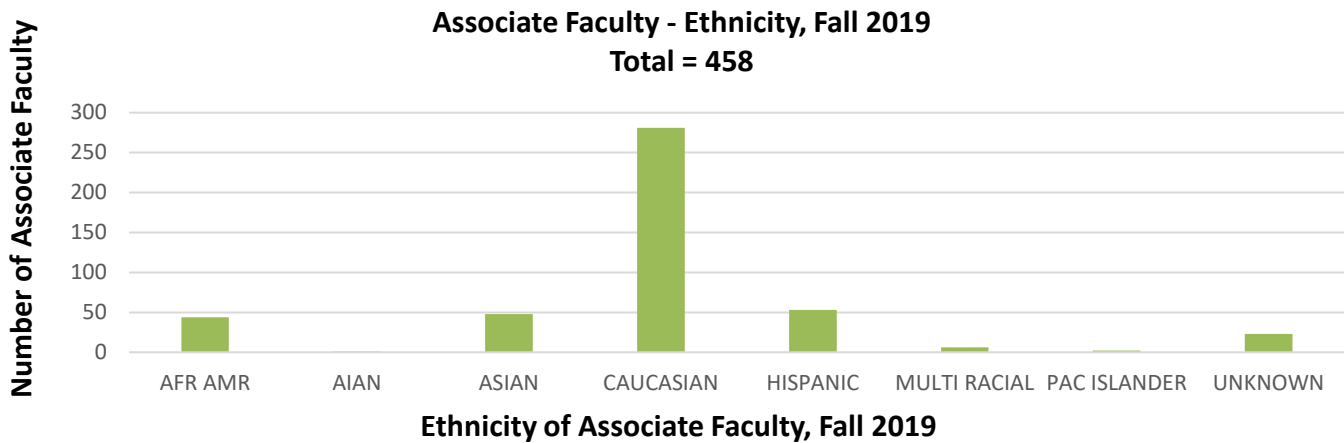
SMC EMPLOYEES: ASSOCIATE FACULTY (PART-TIME FACULTY)

ASSOCIATE FACULTY BY ETHNICITY – FALL 2019

Associate Faculty are part-time faculty who have been granted the status of “Associate Faculty” by the District. Article 6.6 of the Agreement between the SMCFCA and SMCCD¹⁶ defines the purpose of the designation is to “grant, on an annual basis, some degree of employment stability for eligible part-time faculty members within the limitations imposed by the District’s needs to create course schedules that match current student demand and provide appropriate assignments for full-time faculty members.”

As long as they are qualified for the available assignments, part-time faculty with associate faculty status shall be offered an assignment before any part-time faculty member without associate faculty status is offered an assignment (Article 6.6.5). However, associate faculty status is a non-renewable status, and must be renewed annually if there are available assignments. Additionally, associate faculty have the right to an assignment which displaces another part-time faculty member who does not have associate faculty member status under specific conditions (Article 6.6.6).

Associate faculty status has been added to this report so as to provide a more complete picture of the challenges the district faces to diversify its faculty.

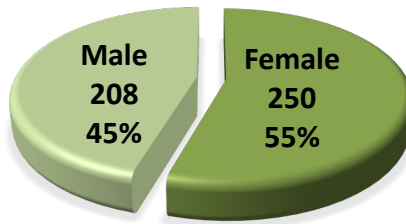


<u>Ethnicity</u>	Associate Faculty Ethnicity, Fall 2019	
	<u>No.</u>	<u>%</u>
AFR AMR	44	10%
AI/NA	1	0%

¹⁶ http://www.smc.edu/HumanResources/HumanResourcesDepartment/Documents/Faculty-Documents/Faculty%20Assoc-SMCCD%20Agreement/SMCFA-SMCCD_Agreement_2016-2019_FINAL.pdf

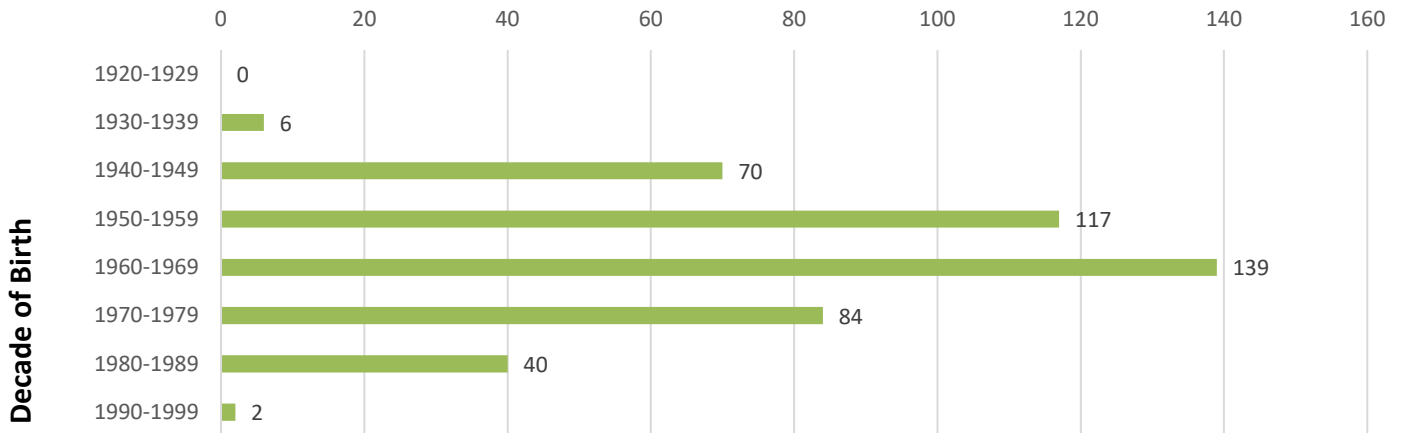
ASIAN	48	10%
CAUCASIAN	281	61%
HISPANIC	53	12%
MULTI RACIAL	6	1%
PAC ISLANDER	2	0%
UNKNOWN	23	5%
TOTAL	458	100%

ASSOCIATE FACULTY BY GENDER – FALL 2019



**Associate Faculty
Gender, Fall 2019
Total = 458**

ASSOCIATE FACULTY BY AGE – FALL 2019



**Number of Associate Faculty
Per Decades of Birth
Total = 458**

ASSOCIATE FACULTY BY AGE – FALL 2019

Associate Faculty by Age </> 40 years of age

< 40 = 42 (9%)
> 40 = 416 (91%)

Associate Faculty by Age </> 60 years of age

< 60 = 265 (58%)
> 60 = 193 (42%)

ASSOCIATE FACULTY BY ETHNICITY & AGE – FALL 2019

The challenges of diversifying the faculty must include an examination of the ethnicity of the Associate Faculty group. With 61% of the Associate Faculty self-identifying as Caucasian in 2019, the challenges to diversify are significant. On the positive side, however, opportunity to increase the diversity of this pool of part-time faculty and potential full-time faculty exists, as the chart below indicates: 147 of that group are in the over 60 years of age category, or 32% of the cohort of 458 ($147/458=32\%$).

Associate Faculty by Ethnicity and Age - Fall 2019								
Ethnicity	</> 40 years of age				</> 60 years of age			
	<40		>40		<60		>60	
	No.	%	No.	%	No.	%	No.	%
AFR AMR	4	10%	40	10%	25	9%	19	10%
AI/NA	0	0%	1	0%	0	0%	1	1%
ASIAN	6	14%	42	10%	35	13%	13	7%
CAUCASIAN	11	26%	270	65%	134	51%	147	76%
HISPANIC	18	43%	35	8%	44	17%	9	5%
PAC ISLANDER	0	0%	2	0%	2	1%	0	0%
MULTI RAC	2	5%	4	1%	6	2%	0	0%
UNKNOWN	1	2%	22	5%	19	7%	4	2%
TOTALS	42 = 9% of 458 [9% of Associate Faculty are less than 40 years of age]		416 = 91% of 458 [91% of Associate Faculty are greater than 40 years of age]		265 =58% of 458 [58% of Associate Faculty are less than 60 years of age]		193 = 42% of 458 [42% of Associate Faculty are greater than 60 years of age]	

PERCENTAGE OF PART-TIME FACULTY HIRED AS FULL-TIME FACULTY

A number of newly hired full-time, tenure track faculty come from the District's adjunct (part-time) faculty base. The influence of selection and hiring decisions of part-time faculty on full-time faculty hiring is evident when reviewing the number of new full-time faculty hired since academic years 2007-2008 through Fall semester 2019. The illustration below lists the percentage of adjunct faculty members who transitioned from part-time status to full-time, tenure track faculty members at SMC:

Academic Year	Percentage of New Hires from Part-time Faculty Status
2007-2008	67%
2008-2009	38%
2009-2010	No full-time faculty hires
2010-2011	60%
2011-2012	39%
2012-2013	42%
2013-2014	43%
2014-2015	38%
2015-2016	59%
2016-2017	43%
2017-2018	70%
2018-2019	42%
2019-2020	72%
Average percentage	47%

FACULTY JOB FAIR & OPEN HOUSE

In an effort to expand full-time and part-time applicant pools for academic and faculty positions, Santa Monica College held its first Faculty Job Fair & Open House on October 5, 2018. Faculty representing all departments and disciplines were represented at tables lining the Quad on the main campus from 10 am to 2 pm. Two (2) workshops were scheduled, each consisting of a panel of faculty members including a number recently hired, who presented information and strategy leading to their successful application.

Approximately 5,000 emails were sent to previous academic applicants; ads were placed with social media such as Facebook, LinkedIn, and Ziprecruiter, and with online posting boards such as California Community Colleges Registry (CCC Registry), HigherEdJobs.com, diversejobs.net and CommunityCollegeJobs.com. Ads were placed with regional print media including the Los Angeles Sentinel, and Santa Monica Mirror, and with national organizations such as Hispanic Association of Colleges and Universities (HACU), National Association of Asian American Professionals (NAAAP.org), LatinosinHigherEd, and with HBCUConnect.com, among others. Flyers announcing the Job Fair were sent to graduate departments at regional colleges and universities, as well as local high schools. Almost 400 attendees met with faculty and attended workshops designed to provide information

and insight into the district’s application and selection processes, and 310 attendees (78%) completed the EEO survey.

The 2nd Annual SMC Faculty Job Fair & Open House was held on October 4, 2019. In an effort to diversify attendance, online advertising was increased substantially as was email notification of academic applicants from the academic recruitment periods 2017-2019, local high schools and institutions of higher learning. Over 7,000 email notices were sent out; six hundred and ninety-one (691) people signed in, and 613 attendees (89%) completed Equal Employment Opportunity surveys with questions related to ethnicity and gender status.

<u>Ethnicity</u>	1st Annual SMC Faculty Job Fair & Open House October 5, 2018		2nd Annual SMC Faculty Job Fair & Open House October 4, 2019	
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>
AFR AMR	61	20%	72	12%
AI/NA	1	0%	2	0%
ASIAN	33	11%	64	10%
CAUCASIAN	119	38%	291	47%
HISPANIC	53	17%	109	18%
MULTI RACIAL	39	13%	51	8%
PAC ISLANDER	0	0%	11	2%
UNKNOWN	4	1%	13	2%
TOTAL	310	100%	613	100%

<u>Gender</u>	1st Annual SMC Faculty Job Fair & Open House October 5, 2018		2nd Annual SMC Faculty Job Fair & Open House October 4, 2019	
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>
FEMALE	196	63%	352	57%
MALE	108	35%	250	41%
NON-BINARY	2	1%	6	1%
UNKNOWN	4	1%	5	1%
TOTAL	310	100%	613	100%

Based on the survey information, above, future job fairs will need to commit more outreach efforts to all underrepresented ethnic communities, with specific effort towards the Hispanic community.

ACADEMIC APPLICANT INFORMATION

Applicant information focuses ethnicity followed by gender for all academic applicants (academic administrators and faculty), followed by classified applicant information (classified management, and classified support personnel including confidential staff and police officers).

ACADEMIC APPLICANT DATA FOR 2018-2019

The following charts show ethnicity and gender for all academic applicants – academic administrators, full-time and part-time faculty, followed by statistics for full-time academic applicants and then part-time applicants.

Note: There is always a small percentage of applicants who chose not to respond to the voluntary EEO survey form included in the application process. Fortunately, the vast majority of applicants do self-identify their ethnicity when filing their application for employment on SMC’s website.

In 2019, SMC added a “Non-Binary” option in the gender section of the on-line application. Language for this section is currently undergoing review.

During the 2018-2019 academic year, 25 full-time academic positions and 13 academic administrator positions were advertised.

SUMMARY OF ACADEMIC APPLICANTS 2018 – 2019

In 2010, the Office of Human Resources began using an online application and tracking system for all academic positions: academic administrators, full-time faculty, and part-time faculty. The system, while not flexible, allowed SMC to increase its recruitment ‘bandwidth’. The increase in numbers of applications, the global reach, and the increased diversity of applicants was remarkable. Starting in August 2018, the Office of Human Resources contracted with the same applicant and tracking system used by the Personnel Commission for classified recruitment. All academic applications are now submitted via the online platform supported by NeoGov¹⁷. Those academic applicants experiencing technical problems are encouraged to contact the Office of Human Resources for assistance.

ACADEMIC ADMINISTRATOR APPLICANTS BY ETHNICITY 2018-2019

Academic Administrator Applicants 2018-2019		
<u>Ethnicity</u>	<u>No.</u>	<u>%</u>

¹⁷ <http://www.smc.edu/HumanResources/HumanResourcesDepartment/Pages/Employment.aspx>

AFR AMR	118	27%
AI/NA	1	0%
ASIAN	28	6%
CAUCASIAN	161	36%
HISPANIC	73	16%
MULTI RACIAL	30	7%
PAC ISLANDER	9	2%
UNKNOWN	23	5%
TOTAL	443	100%

ACADEMIC ADMINISTRATOR APPLICANTS BY GENDER 2018-2019

Academic Administrator Applicants 2018-2019		
Gender	No.	%
FEMALE	210	47%
MALE	229	52%
UNKNOWN	4	1%
TOTAL	443	100%

SUMMARY OF FULL-TIME & PART-TIME FACULTY APPLICANTS BY ETHNICITY 2018-2019

For the most recent academic year for which we have academic applicant data, 2018-2019¹⁸ there was a total of 5,405 faculty applicants for that period. The breakdown is as follows:

Full-time Faculty Applicants: 2,185
 Part-time Faculty Applicants: 3,220

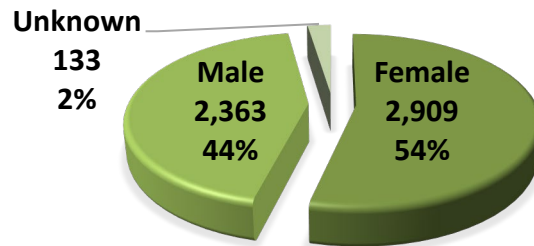
SUMMARY OF FULL-TIME & PART-TIME FACULTY APPLICANTS BY ETHNICITY 2018-2019

Full-time Faculty Applicants			Part-time Faculty Applicants			All Faculty Applicants		
Ethnicity	No.	%	Ethnicity	No.	%	Ethnicity	No.	%
AFR AMR	237	11%	AFR AMR	370	11%	AFR AMR	607	11%
AI/NA	9	0%	AI/NA	0	0%	AI/NA	9	0%
ASIAN	303	14%	ASIAN	426	13%	ASIAN	729	13%
CAUCASIAN	952	44%	CAUCASIAN	1,362	42%	CAUCASIAN	2,314	43%

¹⁸ Through the previous vendor, PeopleAdmin, academic applicant data was provided for a time period greater than one academic year.

HISPANIC	286	13%	HISPANIC	538	17%	HISPANIC	824	15%
MULTI RAC	156	7%	MULTI RAC	220	7%	MULTI RAC	245	5%
PAC ISL	25	1%	PAC ISL	7	0%	PAC ISL	163	3%
UNKNOWN	217	10%	UNKNOWN	297	9%	UNKNOWN	514	10%
TOTAL	<u>2,185</u>	<u>100%</u>	TOTAL	<u>3,220</u>	<u>100%</u>	TOTAL	<u>5,405</u>	<u>100%</u>

FULL-TIME & PART-TIME FACULTY APPLICANTS BY GENDER 2018-2019

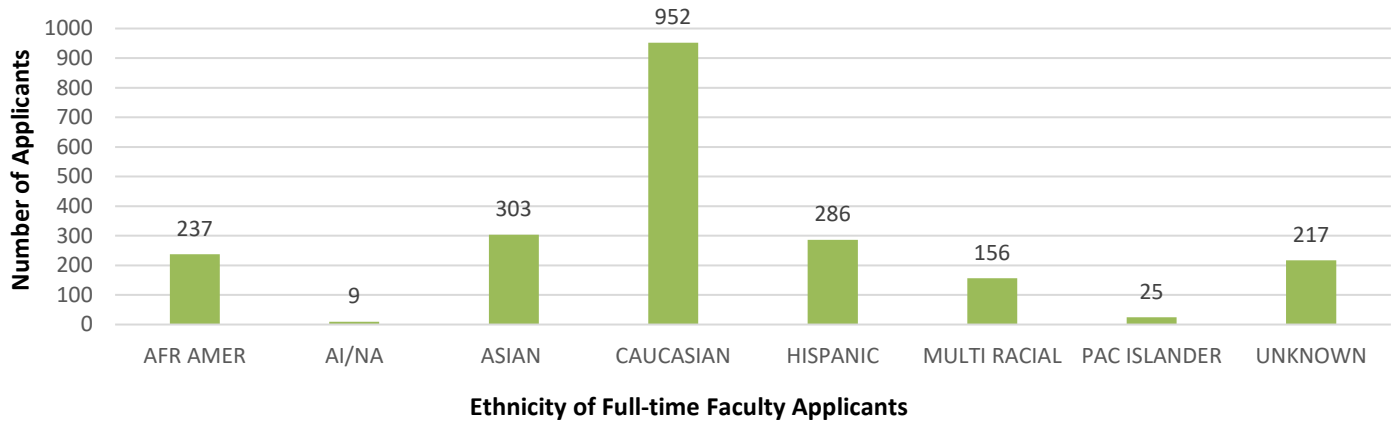


**Full-time & Part-time Faculty Applicants
Gender, 2018-2019
Total = 5,405**

FULL-TIME FACULTY APPLICANTS BY ETHNICITY 2018-2019

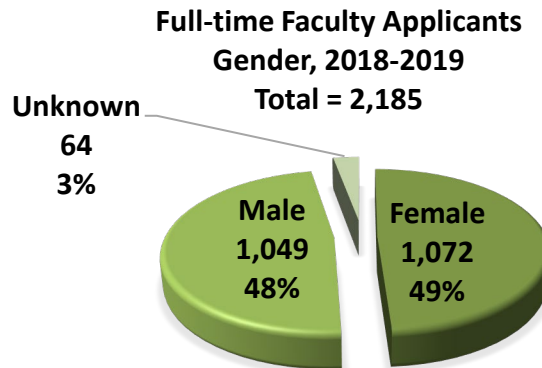
Full-time Faculty Applicants 2018-2019		
<u>Ethnicity</u>	<u>No.</u>	<u>%</u>
AFR AMR	237	11%
AI/NA	9	0%
ASIAN	303	14%
CAUCASIAN	952	44%
HISPANIC	286	13%
MULTI RACIAL	156	7%
PAC ISLANDER	25	1%
UNKNOWN	217	10%
TOTAL	<u>2,185</u>	<u>100%</u>

**Full-time Faculty Applicants
Ethnicity, 2018-2019
Total = 2,185**



FULL-TIME FACULTY APPLICANTS BY GENDER 2018-2019

Full-time Faculty Applicants 2018-2019		
<u>Gender</u>	<u>No.</u>	<u>%</u>
FEMALE	1,072	49%
MALE	1,049	48%
UNKNOWN	64	3%
TOTAL	2,185	100%

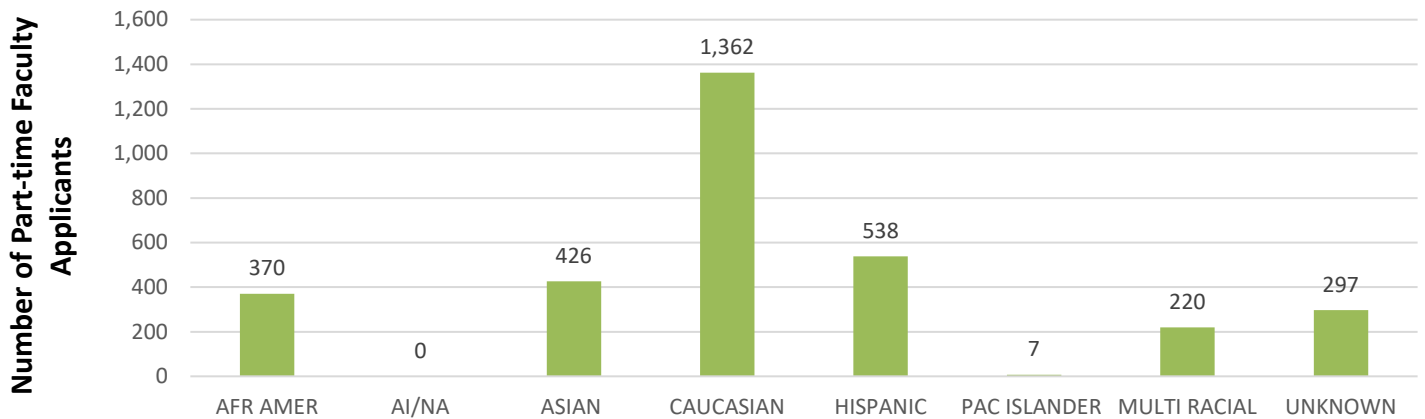


FULL-TIME APPLICANTS BY AGE 2018-2019

This information is not available for this report.

PART-TIME FACULTY APPLICANTS BY ETHNICITY 2018-2019

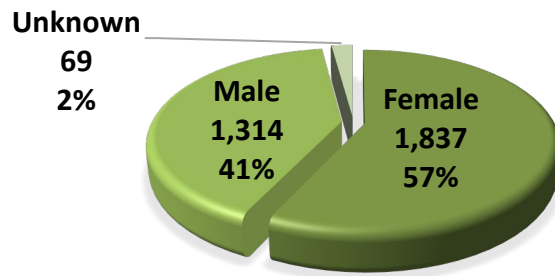
Part-time Faculty Applicants 2018-2019		
<u>Ethnicity</u>	<u>No.</u>	<u>%</u>
AFR AMR	370	12%
AI/NA	0	0%
ASIAN	426	13%
CAUCASIAN	1,362	42%
HISPANIC	538	17%
MULTI RACIAL	220	7%
PAC ISLANDER	7	0%
UNKNOWN	297	9%
TOTAL	3,220	100%



Ethnicity of Part-time Faculty Applicants
Total = 3,220

PART-TIME FACULTY APPLICANTS BY GENDER 2018-2019

Part-time Faculty Applicants 2018-2019		
<u>Gender</u>	<u>No.</u>	<u>%</u>
FEMALE	1,837	57%
MALE	1,314	41%
UNKNOWN	69	2%
TOTAL	3,220	100%



**Part-time Faculty Applicants
Gender, Fall 2019
Total = 3,220**

PART-TIME FACULTY APPLICANTS BY AGE 2018-2019

This information is not available for this report.

SCREENING COMMITTEES

SCREENING COMMITTEES AND TRAINING

All participants serving on screening committees go through an orientation with either Human Resources or Personnel Commission staff in which training is received on federal, state, and district non-discrimination laws and policies. Training is presented in a manner to help committee members understand SMC’s commitment to diversity and to non-discrimination. The Office of Human Resources and the Personnel Commission Office ensure that committee members for all academic and classified recruitments receive appropriate training prior to interaction with applicants and candidates.

The following presentations are used during the screening committee trainings:

- [EEO & Diversity Search Committee Presentation](#)
- [EEO & Diversity Training Questions](#)
- [EEO Screening Committee Manual](#)

Specialized training emphasizing the benefits of diversity awareness, tolerance, unconscious bias, and ethical behavior are ongoing for faculty and staff, and are available through the Office of Human Resources. Academic, classified, and management professional development training options continue to be offered to employees through the efforts of designated professional development committees and the Human Resources Office.

ACADEMIC SCREENING COMMITTEES

Full-time faculty and academic administrator recruitments are discipline-focused. Successful online

recruitment efforts are focused on higher education online platforms as well as professionally oriented associations reflecting the District’s commitment to ethnic diversity as seen in the statistics in this report.

To further educate and promote diversity, the District continues to ensure that its search and screening committee members are diverse and are trained in Equal Employment Opportunity laws, and are equity focused. Committee members are aware that they are charged with finding faculty who are cognizant, open and most importantly, sensitive to understanding the socio-economic, academic, cultural and ethnic diversity within the community college student populations, including students with physical and/or learning disabilities, as these factors relate to differences in learning styles.

DISTRICT EQUAL EMPLOYMENT OPPORTUNITY PLAN

The California Community College Chancellor’s Office (CCCCO) requires all Districts to have an [Equal Employment Opportunity \(EEO\) Plan](#). SMC’s EEO plan, originally published in 2014, is reviewed and updated in a 3-year review cycle. The first update was Fall 2017, and the next deadline for the update of the Plan will be Fall 2020. The members of the EEO Advisory Committee, composed of management, faculty, classified staff, and a community member, is a subcommittee of the District Planning Advisory Council (DPAC). The committee has been working collaboratively for the past two years to ensure the District’s EEO plan is updated timely. The current EEO Plan can be found on the Santa Monica College website.¹⁹

To monitor the Equal Employment Opportunity Plans, the CCCCOC developed a Multiple Measures Certification process in 2015 for the allocation of equal employment opportunity (EEO) funding. The certification is comprised of nine methods which incorporate ways for engaging in and complying with processes that promote EEO measures in the community colleges. The nine methods include changes to procedures that support equal employment best practices and professional development strategies. As of academic year, 2018-2019, Santa Monica College met nine of nine multiple methods, and by doing so, the Chancellor’s Office awarded the maximum available EEO funding to SMC.

SCREENING COMMITTEE ETHNICITY –2018-2019 & 2019-2020

Section Committee Ethnicity 2018-2019			Section Committee Ethnicity 2019-2020		
<u>Ethnicity</u>	<u>No.</u>	<u>%</u>	<u>Ethnicity</u>	<u>No.</u>	<u>%</u>
AFR AMR	20	18%	AFR AMR	22	15%
AI/NA	0	0%	AI/NA	0	0%

¹⁹ http://www.smc.edu/HumanResources/HumanResourcesDepartment/Documents/EEO_Documents/EEO-Plan.pdf

ASIAN	14	12%	ASIAN	18	12%
CAUCASIAN	54	48%	CAUCASIAN	70	47%
HISPANIC	19	17%	HISPANIC	34	23%
MULTI RAC	0	0%	MULTI RAC	1	1%
PAC ISL	1	1%	PAC ISL	2	1%
UNKNOWN	5	4%	UNKNOWN	3	2%
TOTAL	113	100%	TOTAL	150	100%

See Appendix 10 for ethnic breakdown of selection committees from 2009-2019.

SCREENING COMMITTEE GENDER – 2018-2019 & 2019-2020

Section Committee Gender 2018-2019			Section Committee Gender 2019-2020		
<u>Gender</u>	<u>No.</u>	<u>%</u>	<u>Gender</u>	<u>No.</u>	<u>%</u>
Female	71	63%	Female	94	63%
Male	42	37%	Male	56	37%
Binary/Other	0	0%	Binary/Other	0	0%
TOTAL	113	100%	TOTAL	150	100%

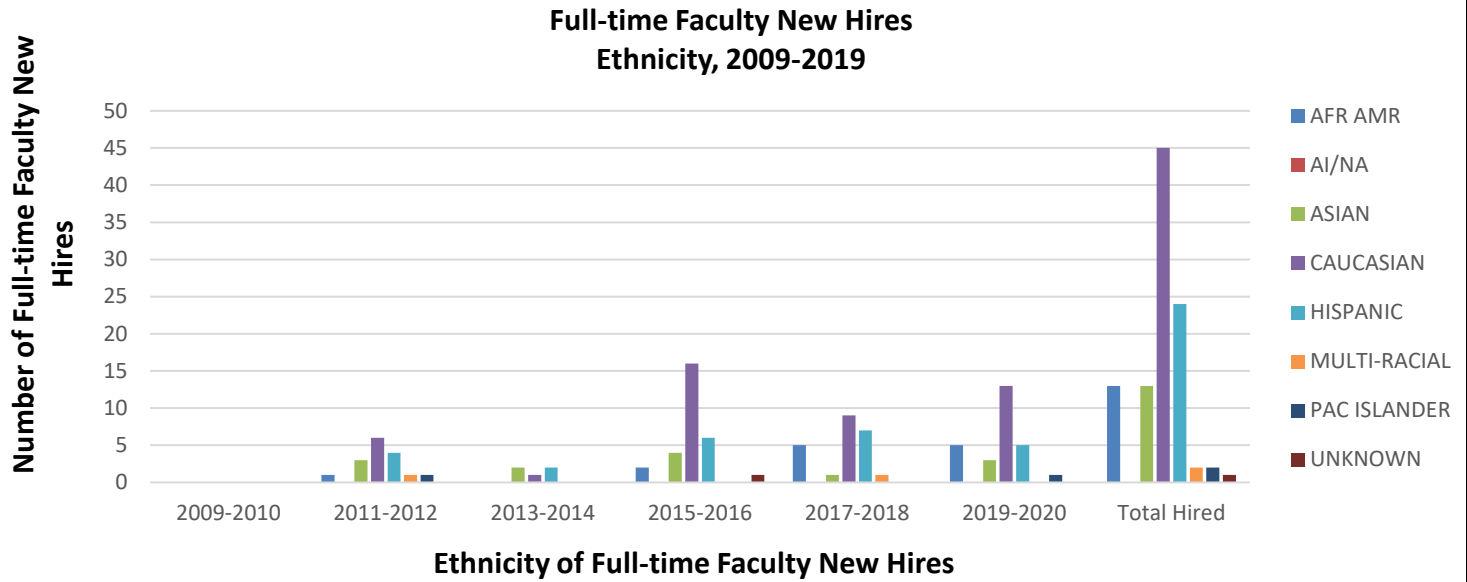
FULL-TIME FACULTY NEW HIRES

In spite of the fiscal challenges facing the District, SMC made a concerted effort to hire additional new full-time faculty during the past several years. Additional funding was allocated for recruitment which allowed the Office of Human Resource to better identify potential advertising/outreach sources. The result can be seen in increased full-time faculty hiring: since Fall 2009 through Fall of 2019, 100 full-time faculty were hired.

FULL-TIME FACULTY NEW HIRES BY ETHNICITY 2009-2019

<u>Academic Years</u>	<u>2009-2010</u>		<u>2011-2012</u>		<u>2013-2014</u>		<u>2015-2016</u>		<u>2017-2018</u>		<u>2019-2020</u>		<u>Total Hired</u>	
<u>Ethnicity</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>
AFR AMR	0	0%	1	6%	0	0%	2	7%	5	22%	5	19%	13	13%
AI/NA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
ASIAN	0	0%	3	19%	2	40%	4	14%	1	4%	3	11%	13	13%
CAUCASIAN	0	0%	6	38%	1	20%	16	55%	9	39%	13	48%	45	45%

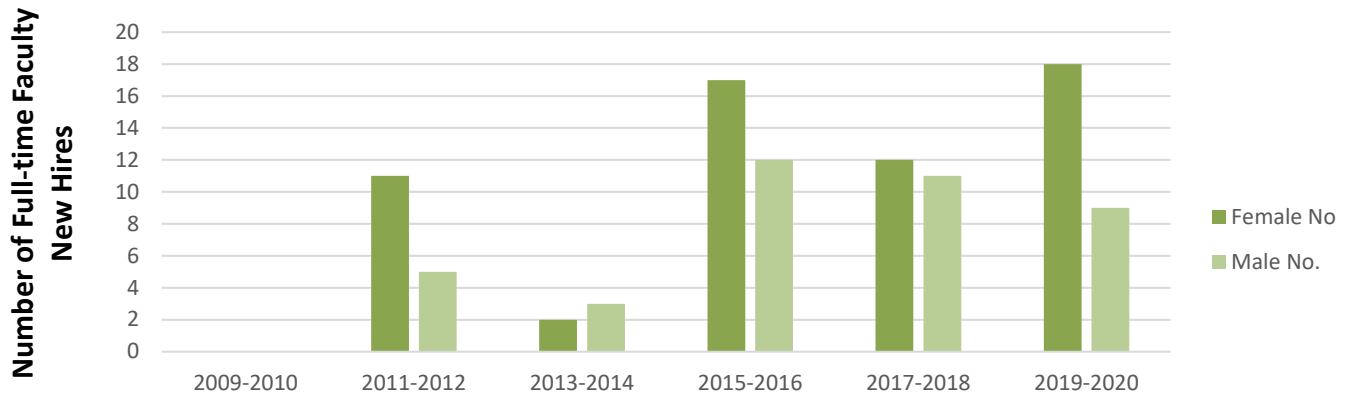
HISPANIC	0	0%	4	25%	2	40%	6	21%	7	31%	5	19%	24	24%
MULTI-RACIAL	0	0%	1	6%	0	0%	0	0%	1	4%	0	0%	2	2%
PAC ISLANDER	0	0%	1	6%	0	0%	0	0%	0	0%	1	3%	2	2%
UNKNOWN	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	1	1%
TOTALS	0	0%	16	100%	5	100%	29	100%	23	100%	27	100%	100	100%



FULL-TIME FACULTY NEW HIRES BY GENDER 2009-2019

Gender	Female		Male		Total	
	No	%	No.	%	No.	%
2009-2010	0	0%	0	0%	0	0%
2011-2012	11	69%	5	31%	16	100%
2013-2014	2	40%	3	60%	5	100%
2015-2016	17	59%	12	41%	29	100%
2017-2018	12	52%	11	48%	23	100%
2019-2020	18	67%	9	33%	27	100%
Total	60	60%	40	40%	100	100%

Full-time Faculty New Hires, Gender 2009-2019



Gender Statistics 2009 - 2019

FULL-TIME FACULTY NEW HIRES BY AGE 2009-2019

The age range spread for newly hired full-time faculty from Fall 2009 to Fall 2019:

Age at Hire	20-29		30-39		40-49		50-59		60-69		70+		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2009-2010	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
2011-2012	1	6%	10	63%	3	19%	2	13%	0	0%	0	0%	16	100%
2013-2014	0	0%	3	60%	1	20%	0	0%	1	20%	0	0%	5	100%
2015-2016	2	7%	17	59%	8	28%	2	7%	0	0%	0	0%	29	100%
2017-2018	0	0%	12	52%	6	26%	3	13%	2	9%	0	0%	23	100%
2019-2020	0	0%	12	44%	7	26%	6	22%	2	7%	0	0%	27	100%
Totals	3	3%	54	54%	25	25%	13	13%	5	5%	0	0%	100	100%

PROBATIONARY/ TENURE TRACK FULL-TIME FACULTY

Tenure track faculty are those full-time faculty members who are newly hired and in probationary status, but are not tenured. Probationary status begins at hiring and may last up to 4 years. During each probationary year, the non-tenured faculty member is evaluated by his/her peers. At the end of four years, tenure may be offered.

A review of the tenured faculty data clearly reflects the efforts of the District to increase full-time faculty numbers. Full-time faculty recruitment, coupled with increased advertising dollars and focused outreach efforts, have resulted in a steadily increasing applicant pool. Recruitments are discipline-focused and website postings are a good venue for outreach. Successful online recruitment efforts on platforms focused on higher

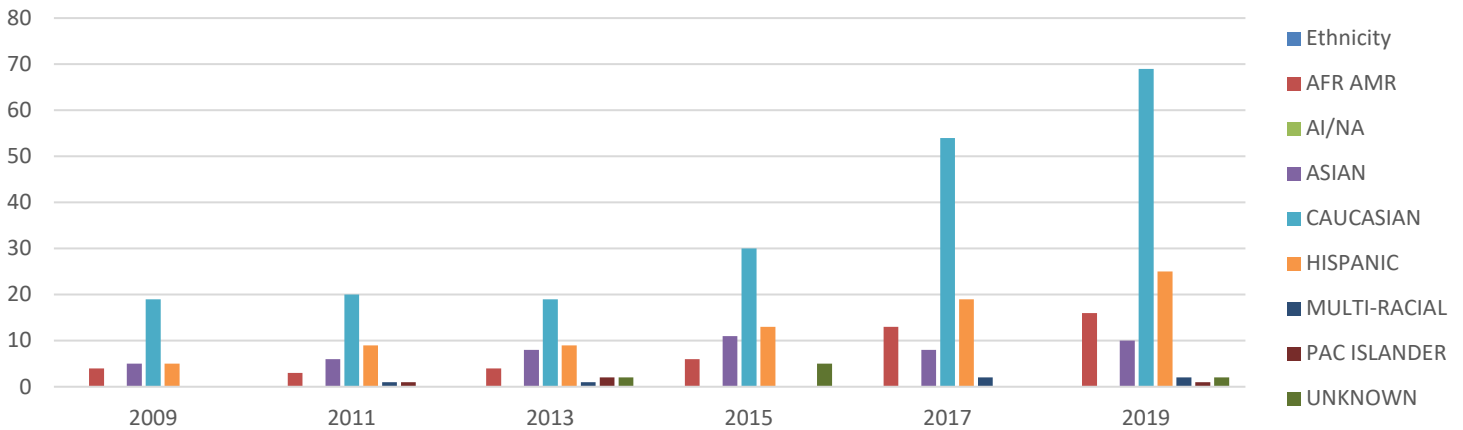
education as well as professionally oriented associations reflect the District’s commitment to ethnic diversity as seen in the statistics in this report.

To further educate and promote diversity, the District continues to ensure that its search and selection committee members are diverse and are trained in Equal Employment Opportunity laws, and are equity focused. Committee members are aware that they are charged with finding faculty who are cognizant, open and most importantly, sensitive to understanding the socio-economic, academic, cultural and ethnic diversity within the community college student populations, including students with physical and/or learning disabilities, as these factors relate to differences in learning styles.

PROBATIONARY /TENURE TRACK FULL-TIME FACULTY BY ETHNICITY

Ethnicity	2009		2011		2013		2015		2017		2019	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
AFR AMR	4	12%	3	8%	4	9%	6	9%	13	13%	16	13%
AI/NA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
ASIAN	5	15%	6	15%	8	18%	11	17%	8	8%	10	8%
CAUCASIAN	19	58%	20	50%	19	42%	30	46%	54	55%	69	55%
HISPANIC	5	15%	9	23%	9	20%	13	20%	19	19%	25	20%
MULTI-RACIAL	0	0%	1	3%	1	2%	0	0%	2	2%	2	2%
PAC ISLANDER	0	0%	1	3%	2	4%	0	0%	0	0%	1	1%
UNKNOWN	0	0%	0	0%	2	4%	5	8%	2	2%	2	2%
TOTALS	33	100%	40	100%	45	100%	65	100%	98	100%	125	100%

**Probationary Tenure Track Faculty
Ethnicity, 2009-2019**

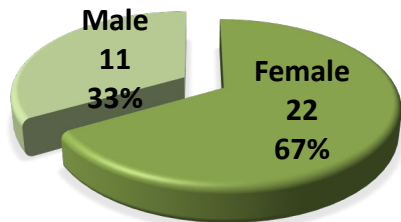


PROBATIONARY TENURE TRACK FULL-TIME FACULTY BY GENDER

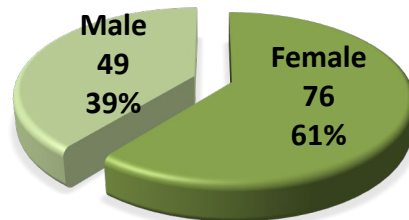
As with full-time faculty, female newly probationary tenure track faculty members outnumber their male counterparts in most years between 2009 and 2019:

Probationary Tenure Track Faculty
Gender, 2009-2019

Academic Year	Female		Male		Total	
	No.	%	No.	%	No.	%
2009-2010	22	67%	11	33%	33	100%
2011-2012	22	55%	18	45%	40	100%
2013-2014	25	56%	20	44%	45	100%
2015-2016	39	60%	26	40%	65	100%
2017-2018	59	60%	39	40%	98	100%
2019-2020	76	61%	49	39%	125	100%



Probationary Tenure Track Full-time Faculty
Gender, Fall 2009
Total = 33



Probationary Tenure Track Full-time Faculty
Gender, Fall 2019
Total = 125

The age range for Probationary Tenure Track Full-time Faculty from Fall 2009 to Fall 2019:

Academic Year	20-29		30-39		40-49		50-59		60-69		70+		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2009-2010	1	3%	16	48%	4	12%	4	12%	8	24%	0	0%	33	100%
2011-2012	1	3%	21	53%	11	28%	4	10%	3	8%	0	0%	40	100%
2013-2014	1	2%	23	51%	12	27%	7	16%	2	4%	0	0%	45	100%
2015-2016	2	3%	37	57%	18	28%	5	8%	3	5%	0	0%	65	100%
2017-2018	2	2%	51	52%	34	35%	8	8%	3	3%	0	0%	98	100%
2019-2020	2	2%	51	41%	45	36%	19	15%	8	6%	0	0%	125	100%
Totals	9	2%	199	49%	124	31%	47	12%	27	7%	0	0%	406	100%

INTERPRETATION OF THE ACADEMIC DATA

Ensuring fair and impartial non-discriminatory recruitment processes is taken seriously and responsibly by the Office of Human Resources and administrative staff. Progress to improve representation is being made as positions become available for recruitment. SMC's Academic Senate has teamed with the Office of Human Resources to ensure representation at conferences and job fairs. Faculty member participation and outreach for discipline-related conferences is wholeheartedly supported. There has also been more outreach to graduate schools when seeking potential applicants. Internship programs exist at SMC with counseling services now and a goal is to expand internship opportunities for hard-to-fill disciplines.

CLASSIFIED APPLICANT POOLS 2017-2019

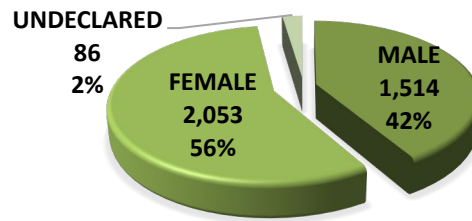
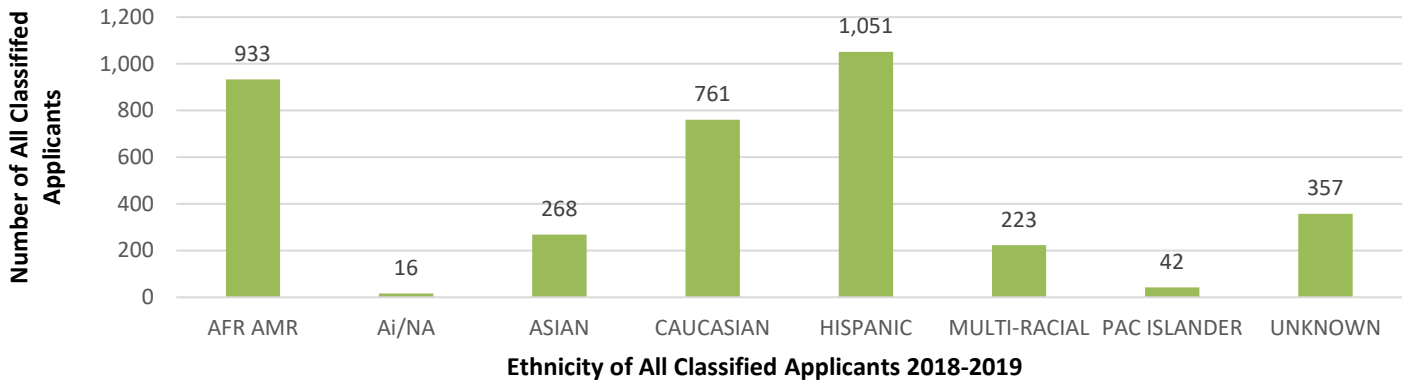
The Personnel Commission Office manages classified employment processes using NEOGOV as its online application tracking system to process classified employment applications. Within the classified system are classified management positions, classified support positions, and classified confidential positions. For the purposes of this report, classified management positions and classified support positions have been separated with the confidential positions reported within the classified support section.

The 2018-19 Fiscal Year saw an increase of approximately 36% in the overall number of classified non-management applicants, and a reduction of approximately 60% of overall number of classified management applicants. However, diversity of applicant pools from both classified management and non-management recruitments remained fairly stable.

CLASSIFIED APPLICANT POOL BY ETHNICITY 2017-2019

Classified Applicants - All Ethnicity 2017-2018			Classified Applicants – All Ethnicity 2018-2019		
<u>Ethnicity</u>	<u>No.</u>	<u>%</u>	<u>Ethnicity</u>	<u>No.</u>	<u>%</u>
AFR AMR	606	21%	AFR AMR	933	26%
AI/NA	10	0%	AI/NA	16	0%
ASIAN	311	11%	ASIAN	268	7%
CAUCASIAN	547	19%	CAUCASIAN	761	21%
HISPANIC	935	32%	HISPANIC	1,051	29%
MULTI-RACIAL	158	5%	MULTI-RACIAL	223	6%

PAC ISLANDER	65	2%	PAC ISLANDER	44	1%
UNKNOWN	270	9%	UNKNOWN	357	10%
TOTAL	2,902	100%	TOTAL	3,653	100%



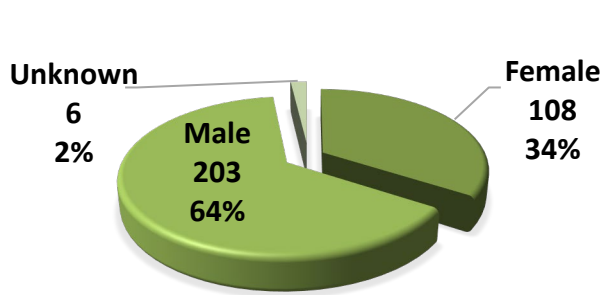
**All Classified Applicants
Gender 2018-2019
Total = 3,653**

CLASSIFIED MANAGER APPLICANT POOLS 2017-2019

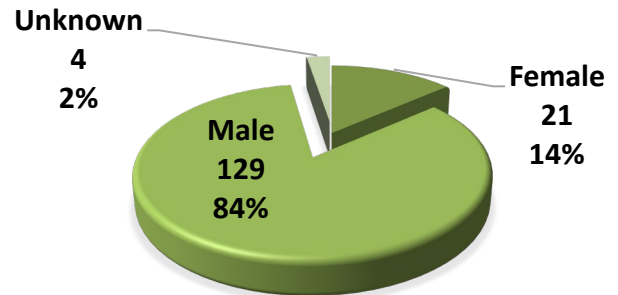
Classified Manager Applicants Ethnicity 2017-2018			Classified Manager Applicants Ethnicity 2018-2019		
<u>Ethnicity</u>	<u>No.</u>	<u>%</u>	<u>Ethnicity</u>	<u>No.</u>	<u>%</u>
AFR AMR	65	21%	AFR AMR	29	19%
AI/NA	0	0%	AI/NA	1	1%
ASIAN	26	8%	ASIAN	17	11%
CAUCASIAN	93	29%	CAUCASIAN	52	34%
HISPANIC	79	25%	HISPANIC	34	22%
MULTI-RACIAL	17	5%	MULTI-RACIAL	6	4%

PAC ISLANDER	7	2%		PAC ISLANDER	5	3%
UNKNOWN	30	9%		UNKNOWN	10	6%
TOTAL	317	100%		TOTAL	154	100%

CLASSIFIED MANAGEMENT APPLICANTS BY GENDER 2017-2019



**Classified Management Applicants
Gender 2017-2018
Total = 317**



**Classified Management Applicants
Gender 2018-2019
Total = 154**

CLASSIFIED MANAGEMENT APPLICANTS BY AGE 2017-2019

Age Group	2017-2018		2018-2019	
	No.	%	No.	%
Under 40	116	37%	56	36%
40 or Older	182	57%	88	57%
Unknown	19	6%	10	6%
Total	317	100%	154	100%

CLASSIFIED SUPPORT APPLICANT POOLS

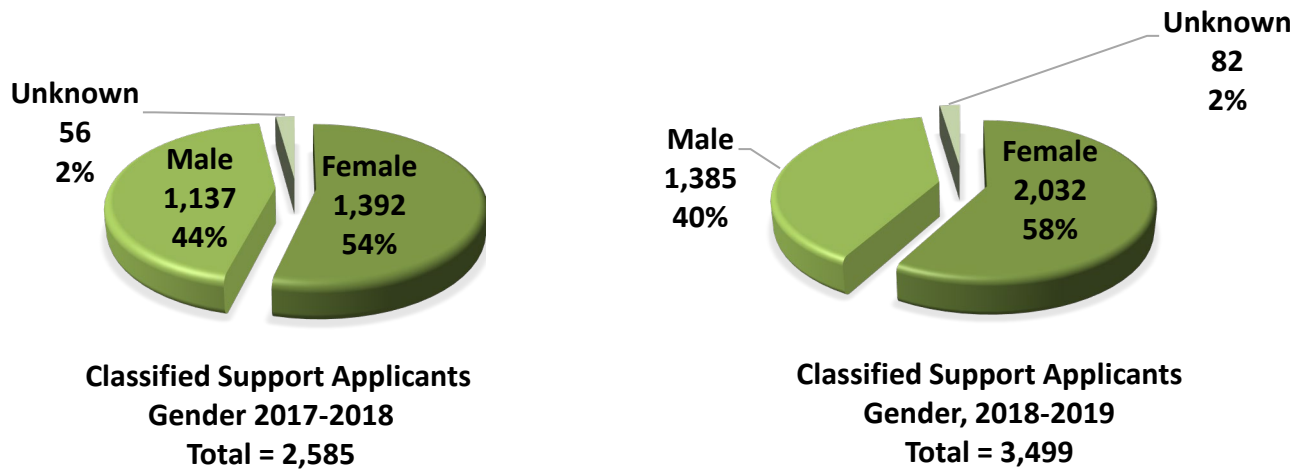
CLASSIFIED SUPPORT APPLICANT POOL BY ETHNICITY 2017-2019

Classified Support Applicants Ethnicity 2017-2018			Classified Support Applicants Ethnicity 2018-2019		
<u>Ethnicity</u>	<u>No.</u>	<u>%</u>	<u>Ethnicity</u>	<u>No.</u>	<u>%</u>

AFR AMR	541	21%		AFR AMR	904	26%
AI/NA	10	0%		AI/NA	15	0%
ASIAN	285	11%		ASIAN	251	7%
CAUCASIAN	454	18%		CAUCASIAN	709	20%
HISPANIC	856	33%		HISPANIC	1,017	29%
MULTI-RACIAL	141	5%		MULTI-RACIAL	217	6%
PAC ISLANDER	58	2%		PAC ISLANDER	39	1%
UNKNOWN	240	9%		UNKNOWN	347	10%
TOTAL	2,585	100%		TOTAL	3,499	100%

CLASSIFIED SUPPORT APPLICANTS BY GENDER 2018-2019

Classified support applications in 2018-2019 reflect a continued trend of more female applications than male applications. In 2016-2017, females were 43% of classified support applicants, males were 55%. By 2018-2019, there was an 18% spread between female to male applicants.



CLASSIFIED SUPPORT APPLICANTS BY AGE

The NeoGov system used by the Personnel Commission reports age of classified applicants using the following three categories: "Under 40", "40 or Older", or "Unknown".

The academic reporting periods 2013-2019 reflect the following information:

Age Group	2013-2014		2014-2015		2015-2016		2016-2017		2017-2018		2018-2019	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%

Under 40	2,732	65%	3,293	67%	4,598	71%	1,301	62%	1715	66%	271	68%
40 or Older	1,082	26%	1,223	25%	1,529	24%	660	32%	709	27%	902	26%
Unknown	416	10%	430	9%	353	5%	130	6%	161	6%	226	6%
Total	4,230	100%	4,946	100%	6,480	100%	2,091	100%	2585	100%	3,499	100%

GLOBAL CONNECTIVITY

Diversification efforts in all employee categories are evidenced by slow but steady progress towards a diverse ethnicity more representative of the county and student body. In a county whose Hispanic demographic majority is currently at 49% and growing, it is clear that SMC must continue to expand its outreach not only to the Hispanic community but to all ethnic minority populations.

Incorporating Web-based and more focused print advertising for specific, hard to fill positions has helped SMC to generate more diverse applicant pools from national and international sources.

In conclusion, Santa Monica College is nestled within one of the most diverse regions of our country. The student body reflects this diversity on a global scale. SMC is committed to ensuring that its employees reflect the diversity of the students and communities served by this unique Community College District. To that end, we are focused on 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

Diversity, inclusivity, and equity cannot be achieved without the commitment to change by District personnel. The ongoing work represented in this report is the result of such dedication by the Board of Trustees, Superintendent-President Dr. Kathryn E. Jeffery and the Senior Staff²⁰, the EEO Advisory Committee²¹, as well as the many members of the administration and faculty who volunteer each year to participate on the numerous selection committees, Academic Senate, the DPAC-HR Committee, and Equity Committee.

A special thank you goes to the staff of the Personnel Commission Office, and to all of the District classified staff who have been assigned as EEO representatives on selection committees.

²⁰ Superintendent/President Dr. Kathryn E. Jeffery, Elaine Polachek-Interim Executive Vice President, Don Girard-Senior Director, Chris Bonvenuto-VP -Business/Administration, Sherri Lee-Lewis-VP-HR, Jennifer Merlic-VP-Academic Affairs, Michael Tuitasi-VP-Student Affairs, Teresita Rodriguez-VP Enrollment Development and Campus Counsel, Robert Myers.

²¹ The EEO Advisory Committee 2018-2020 is chaired by Tre'Shawn Hall-Baker, Interim Dean-HR, and is comprised of Sherri Lee-Lewis, Vice President-Human Resources, Lisa Winter-Compliance Administrator/Title IX Coordinator, Lugina Rogers-HR Analyst-Leaves & Benefits, Nate Donahue- President-Academic Senate, Carol Long-Director, Personnel Commission), and community member Michele Wittig.

Sincere gratitude is expressed to Laurie Heyman of the Human Resources Office for co-authorship of this report, as well as all analytical work in the preparation of this report.

And finally, a genuine acknowledgement and thanks to the Office of Human Resources department staff, for their on-going commitment and support of the importance and goals of equal employment opportunity and equity, and the to the pursuit of diversity within the District.



Sherri Lee-Lewis, Vice President
Office of Human Resources

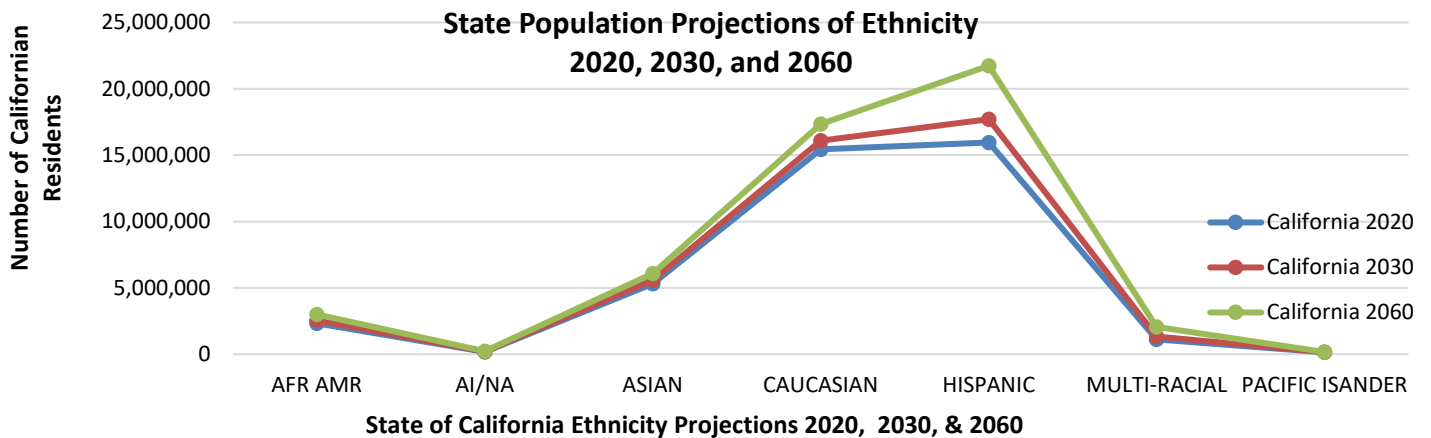
Appendix 1

State of California

Census 2010 Results & Ethnicity Projections²²

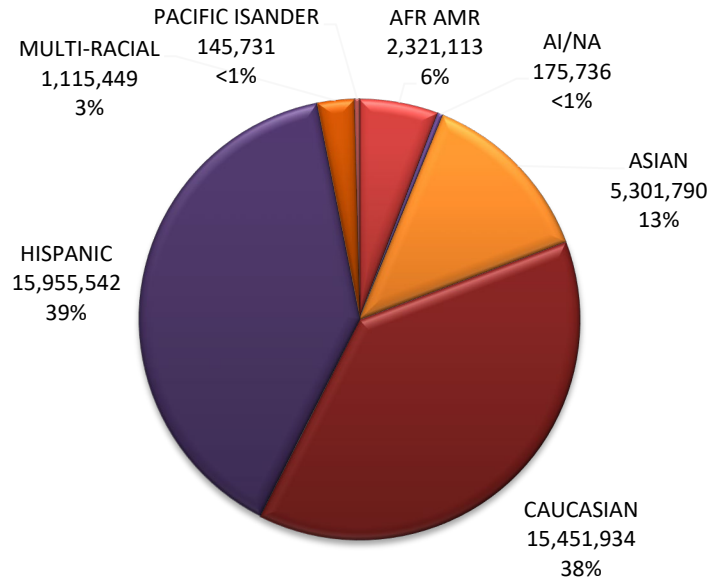
2020, 2030, & 2060

Projection by Decade	AFR AMR	AI/NA	ASIAN	CAUCASIAN	HISPANIC	MULTI-RACIAL	PACIFIC ISANDER	TOTAL
California 2020	2,321,113	175,736	5,301,790	15,451,934	15,955,542	1,115,449	145,731	40,467,295
Percentage of total	6%	0%	13%	38%	39%	3%	0%	100%
California 2030	2,541,494	192,707	5,588,631	16,099,146	17,712,916	1,340,799	155,602	43,631,295
Percentage of total	6%	0%	13%	37%	41%	3%	0%	100%
California 2060	2,999,403	228,345	6,078,612	17,351,938	21,737,556	2,045,742	163,977	50,605,573
Percentage of total	6%	0%	12%	34%	43%	4%	0%	100%

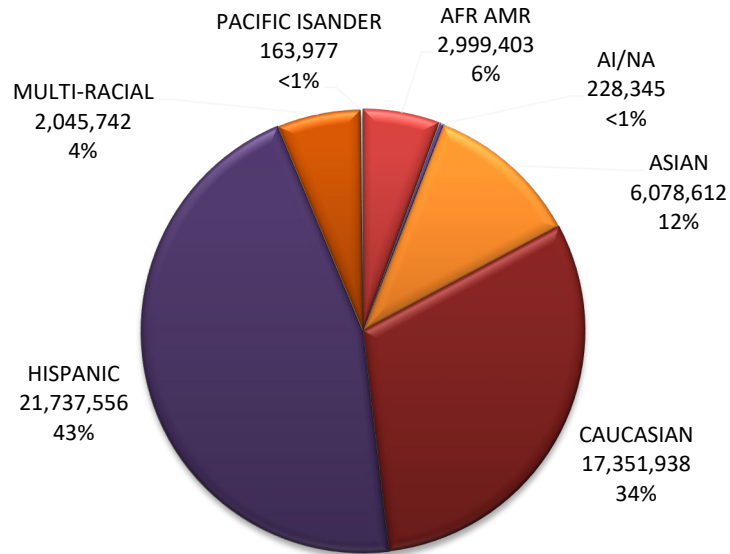


²² Source: U.S. Census Bureau, 2010 Census and California Department of Finance, Population Projections for California, P-1: State Population Projections (2010-2060). <http://www.dof.ca.gov/Forecasting/Demographics/Projections/>

State of California – Ethnicity Projection for 2020



State of California – Ethnicity Projection for 2060



Appendix 2

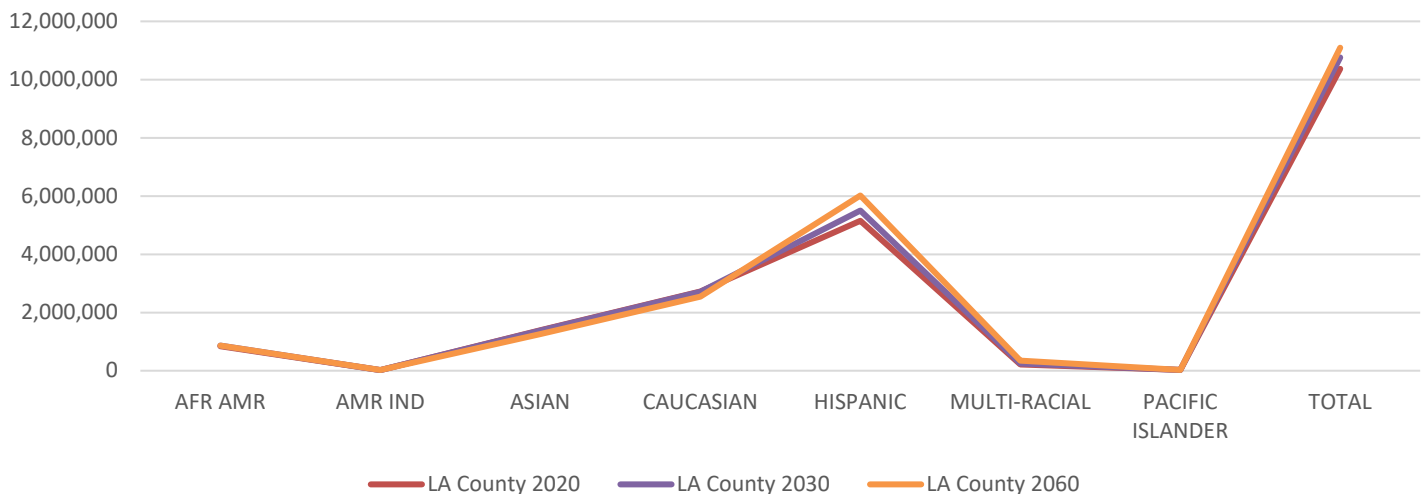
County of Los Angeles

Ethnicity Projections 2020, 2030, & 2060²³

Ethnicity projections over the next five decades show an increase in the Hispanic population from 50.12% in 2020 to 56.83% projected in 2060; all other categories except the Multi-Racial (Two or More) ethnic category are projected to decrease in population within Los Angeles County.

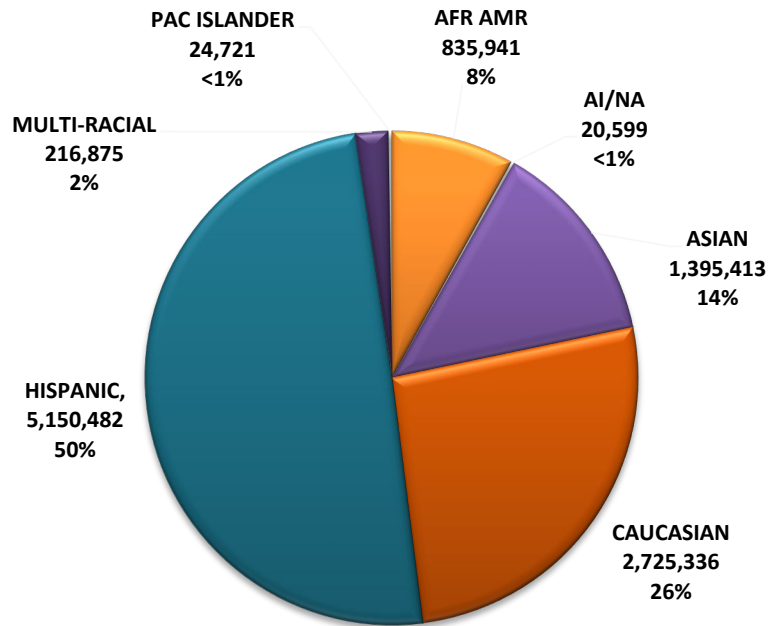
Projection by Decade	<u>AFR AMR</u>	<u>AMR IND</u>	<u>ASIAN</u>	<u>CAUCASIAN</u>	<u>HISPANIC</u>	<u>MULTI-RACIAL</u>	<u>PACIFIC ISLANDER</u>	<u>TOTAL</u>
LA County 2020	835,941	20,599	1,395,413	2,725,336	5,150,482	216,875	24,721	10,369,367
Percentage of total	8.06%	0.20%	13.46%	26.28%	49.67%	2.09%	0.24%	100.00%
LA County 2030	866,998	22,330	1,380,101	2,709,532	5,505,229	249,880	25,780	10,759,850
Percentage of total	8.06%	0.21%	12.83%	25.18%	51.16%	2.32%	0.24%	100.00%
LA County 2060	867,560	25,434	1,255,500	2,550,281	6,019,574	350,374	25,612	11,094,335
Percentage of total	7.82%	0.23%	11.32%	22.99%	54.26%	3.16%	0.23%	100.00%

**County of Los Angeles Population Projections
2020, 2030 & 2060**

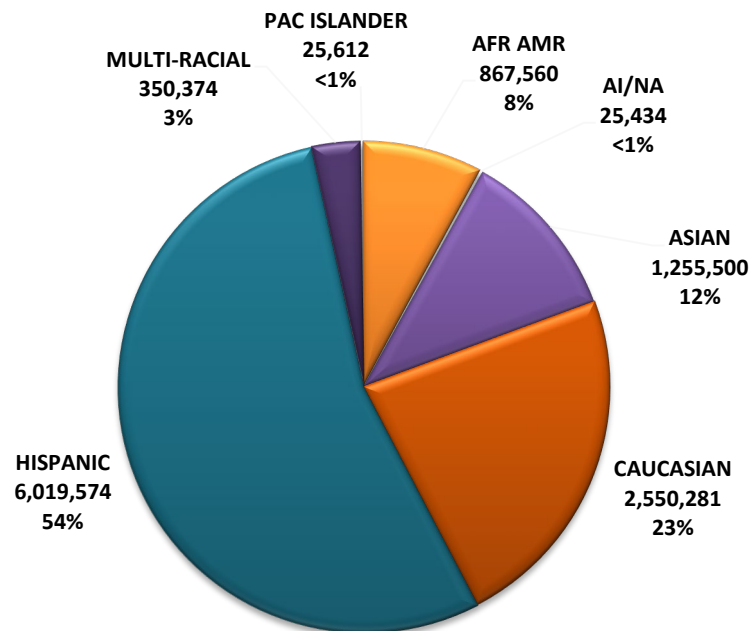


²³Source: U.S. Census Bureau, 2010 Census and California Department of Finance, Population Projections for California, P-1: State Population Projections (2010-2060). <http://www.dof.ca.gov/Forecasting/Demographics/Projections/>

County of Los Angeles Ethnicity Projection for 2020



County of Los Angeles Ethnicity Projection for 2060



Appendix 3

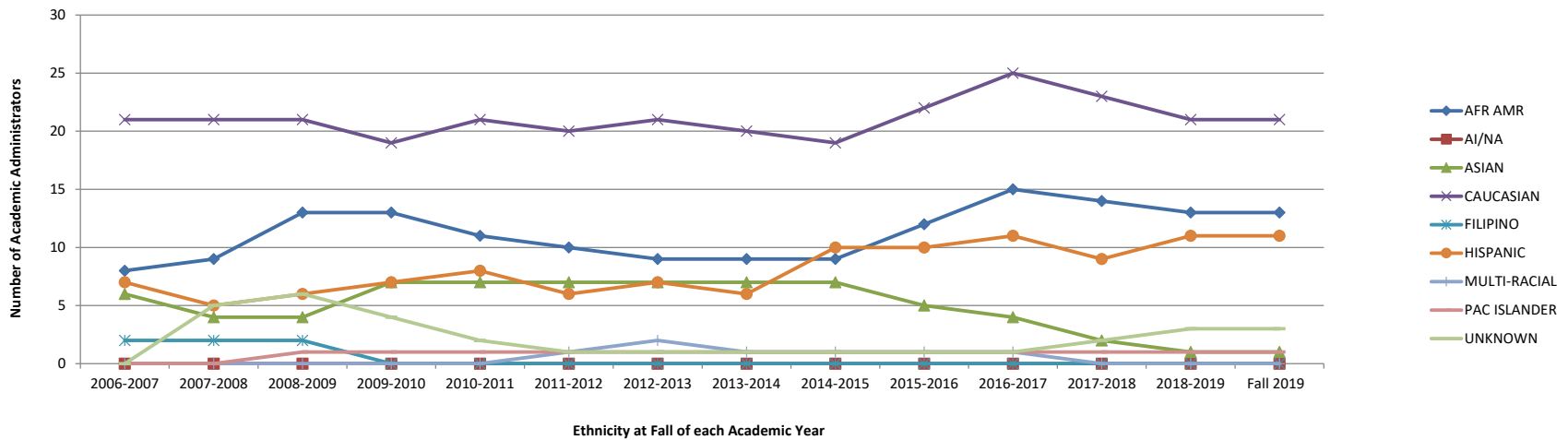
Ethnicity by Employee Group 2006-2019

- Academic Administrators
- Classified Managers
- Confidential Support Staff
- Classified Support Staff
- Community College Police Officers
- Full-Time Faculty
- Part-Time Faculty

**Santa Monica College
Ethnicity of Employee Groups
2006-2019**

Academic Administrators

	AFR AMR		AI/NA		ASIAN		CAUCASIAN		FILIPINO		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	8	18%	0	0%	6	14%	21	48%	2	5%	7	16%	0	0%	0	0%	0	0%	44	100%
2007-2008	9	20%	0	0%	4	9%	21	46%	2	4%	5	11%	0	0%	0	0%	5	11%	46	100%
2008-2009	13	25%	0	0%	4	8%	21	40%	2	4%	6	11%	0	0%	1	2%	6	11%	53	100%
2009-2010	13	25%	0	0%	7	14%	19	37%	0	0%	7	14%	0	0%	1	2%	4	8%	51	100%
2010-2011	11	22%	0	0%	7	14%	21	42%	0	0%	8	16%	0	0%	1	2%	2	4%	50	100%
2011-2012	10	22%	0	0%	7	15%	20	43%	0	0%	6	13%	1	2%	1	2%	1	2%	46	100%
2012-2013	9	19%	0	0%	7	15%	21	44%	0	0%	7	15%	2	4%	1	2%	1	2%	48	100%
2013-2014	9	20%	0	0%	7	16%	20	44%	0	0%	6	13%	1	2%	1	2%	1	2%	45	100%
2014-2015	9	19%	0	0%	7	15%	19	40%	0	0%	10	21%	1	2%	1	2%	1	2%	48	100%
2015-2016	12	23%	0	0%	5	10%	22	42%	0	0%	10	19%	1	2%	1	2%	1	2%	52	100%
2016-2017	15	26%	0	0%	4	7%	25	43%	0	0%	11	19%	1	2%	1	2%	1	2%	58	100%
2017-2018	14	27%	0	0%	2	4%	23	45%	0	0%	9	18%	0	0%	1	2%	2	4%	51	100%
2018-2019	13	26%	0	0%	1	2%	21	42%	0	0%	11	22%	0	0%	1	2%	3	6%	50	100%
Fall 2019	13	26%	0	0%	1	2%	21	42%	0	0%	11	22%	0	0%	1	2%	3	6%	50	100%

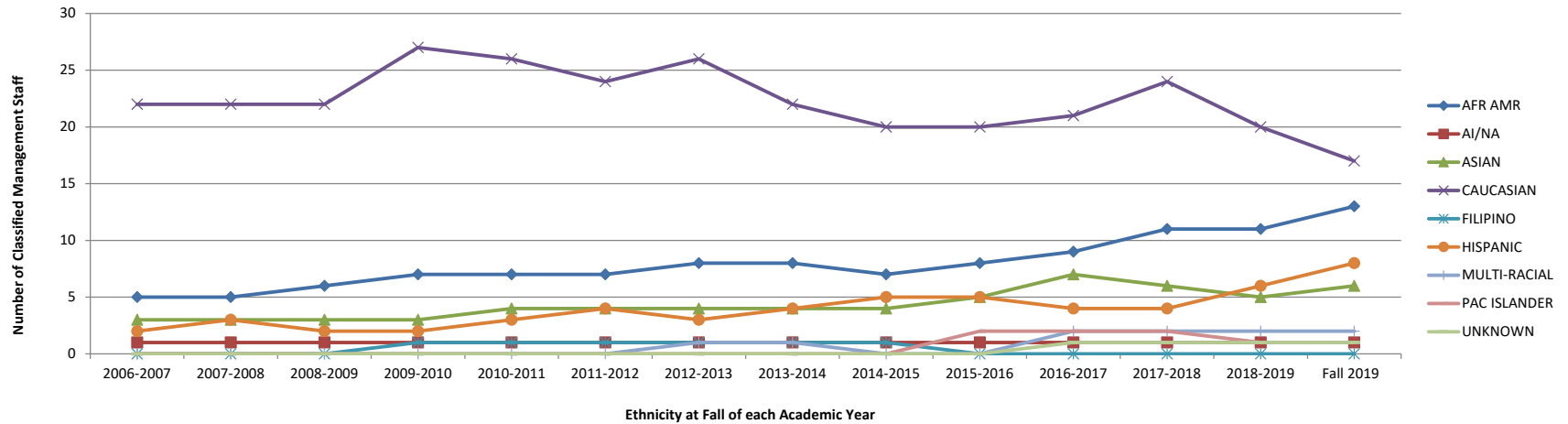


* Data effective 1st day of Fall Semester for each Academic Year listed.

**Santa Monica College
Ethnicity of Employee Groups
2006-2019**

Classified Management

	AFR AMR		AI/NA		ASIAN		CAUCASIAN		FILIPINO		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	5	15%	1	3%	3	9%	22	67%	0	0%	2	6%	0	0%	0	0%	0	0%	33	100%
2007-2008	5	15%	1	3%	3	9%	22	65%	0	0%	3	9%	0	0%	0	0%	0	0%	34	100%
2008-2009	6	18%	1	3%	3	9%	22	65%	0	0%	2	6%	0	0%	0	0%	0	0%	34	100%
2009-2010	7	17%	1	2%	3	7%	27	66%	1	2%	2	5%	0	0%	0	0%	0	0%	41	100%
2010-2011	7	17%	1	2%	4	10%	26	62%	1	2%	3	7%	0	0%	0	0%	0	0%	42	100%
2011-2012	7	17%	1	2%	4	10%	24	59%	1	2%	4	10%	0	0%	0	0%	0	0%	41	100%
2012-2013	8	18%	1	2%	4	9%	26	59%	1	2%	3	7%	1	2%	0	0%	0	0%	44	100%
2013-2014	8	20%	1	2%	4	10%	22	54%	1	2%	4	10%	1	2%	0	0%	0	0%	41	100%
2014-2015	7	18%	1	3%	4	11%	20	53%	1	3%	5	13%	0	0%	0	0%	0	0%	38	100%
2015-2016	8	20%	1	2%	5	12%	20	49%	0	0%	5	12%	0	0%	2	5%	0	0%	41	100%
2016-2017	9	19%	1	2%	7	15%	21	45%	0	0%	4	9%	2	4%	2	4%	1	2%	47	100%
2017-2018	11	22%	1	2%	6	12%	24	47%	0	0%	4	8%	2	4%	2	4%	1	2%	51	100%
2018-2019	11	23%	1	2%	5	11%	20	43%	0	0%	6	13%	2	4%	1	2%	1	2%	47	100%
Fall 2019	13	27%	1	2%	6	12%	17	35%	0	0%	8	16%	2	4%	1	2%	1	2%	49	100%

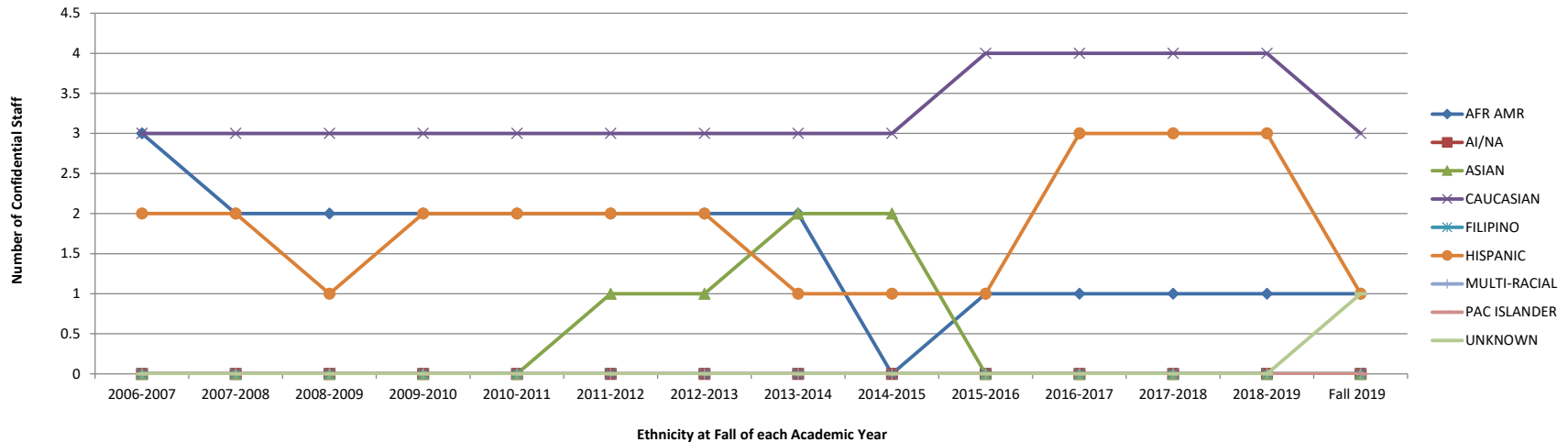


* Data effective 1st day of Fall Semester for each Academic Year listed.

**Santa Monica College
Ethnicity of Employee Groups
2006-2019**

Confidential Staff

	AFR AMR		AI/NA		ASIAN		CAUCASIAN		FILIPINO		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	3	38%	0	0%	0	0%	3	38%	0	0%	2	25%	0	0%	0	0%	0	0%	8	100%
2007-2008	2	29%	0	0%	0	0%	3	43%	0	0%	2	29%	0	0%	0	0%	0	0%	7	100%
2008-2009	2	33%	0	0%	0	0%	3	50%	0	0%	1	17%	0	0%	0	0%	0	0%	6	100%
2009-2010	2	29%	0	0%	0	0%	3	43%	0	0%	2	29%	0	0%	0	0%	0	0%	7	100%
2010-2011	2	29%	0	0%	0	0%	3	43%	0	0%	2	29%	0	0%	0	0%	0	0%	7	100%
2011-2012	2	25%	0	0%	1	13%	3	38%	0	0%	2	25%	0	0%	0	0%	0	0%	8	100%
2012-2013	2	25%	0	0%	1	13%	3	38%	0	0%	2	25%	0	0%	0	0%	0	0%	8	100%
2013-2014	2	25%	0	0%	2	25%	3	38%	0	0%	1	13%	0	0%	0	0%	0	0%	8	100%
2014-2015	0	0%	0	0%	2	33%	3	50%	0	0%	1	17%	0	0%	0	0%	0	0%	6	100%
2015-2016	1	17%	0	0%	0	0%	4	67%	0	0%	1	17%	0	0%	0	0%	0	0%	6	100%
2016-2017	1	13%	0	0%	0	0%	4	50%	0	0%	3	38%	0	0%	0	0%	0	0%	8	100%
2017-2018	1	13%	0	0%	0	0%	4	50%	0	0%	3	38%	0	0%	0	0%	0	0%	8	100%
2018-2019	1	13%	0	0%	0	0%	4	50%	0	0%	3	38%	0	0%	0	0%	0	0%	8	100%
Fall 2019	1	17%	0	0%	0	0%	3	50%	0	0%	1	17%	0	0%	0	0%	1	17%	6	100%

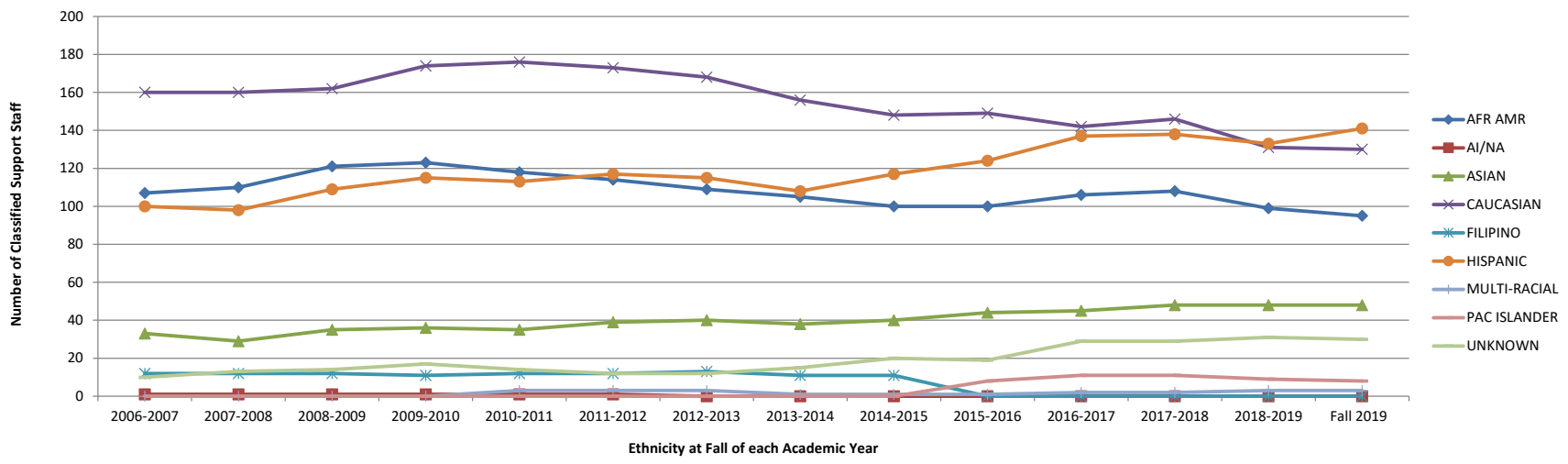


* Data effective 1st day of Fall Semester for each Academic Year listed.

**Santa Monica College
Ethnicity of Employee Groups
2006-2019**

Classified Support

	AFR AMR		AI/NA		ASIAN		CAUCASIAN		FILIPINO		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	107	25%	1	0%	33	8%	160	38%	12	3%	100	24%	0	0%	0	0%	10	2%	423	100%
2007-2008	110	26%	1	0%	29	7%	160	38%	12	3%	98	23%	0	0%	0	0%	13	3%	423	100%
2008-2009	121	27%	1	0%	35	8%	162	36%	12	3%	109	24%	0	0%	0	0%	14	3%	454	100%
2009-2010	123	26%	1	0%	36	8%	174	36%	11	2%	115	24%	0	0%	0	0%	17	4%	477	100%
2010-2011	118	25%	1	0%	35	7%	176	37%	12	3%	113	24%	3	1%	0	0%	14	3%	472	100%
2011-2012	114	24%	1	0%	39	8%	173	37%	12	3%	117	25%	3	1%	0	0%	12	3%	471	100%
2012-2013	109	24%	0	0%	40	9%	168	37%	13	3%	115	25%	3	1%	0	0%	12	3%	460	100%
2013-2014	105	24%	0	0%	38	9%	156	36%	11	3%	108	25%	1	0%	0	0%	15	4%	434	100%
2014-2015	100	23%	0	0%	40	9%	148	34%	11	3%	117	27%	1	0%	0	0%	20	5%	437	100%
2015-2016	100	22%	0	0%	44	10%	149	33%	0	0%	124	28%	1	0%	8	2%	19	4%	445	100%
2016-2017	106	22%	0	0%	45	10%	142	30%	0	0%	137	29%	2	0%	11	2%	29	6%	472	100%
2017-2018	108	22%	0	0%	48	10%	146	30%	0	0%	138	29%	2	0%	11	2%	29	6%	482	100%
2018-2019	99	22%	0	0%	48	11%	131	29%	0	0%	133	29%	3	1%	9	2%	31	7%	454	100%
Fall 2019	95	21%	0	0%	48	11%	130	29%	0	0%	141	31%	3	1%	8	2%	30	7%	455	100%

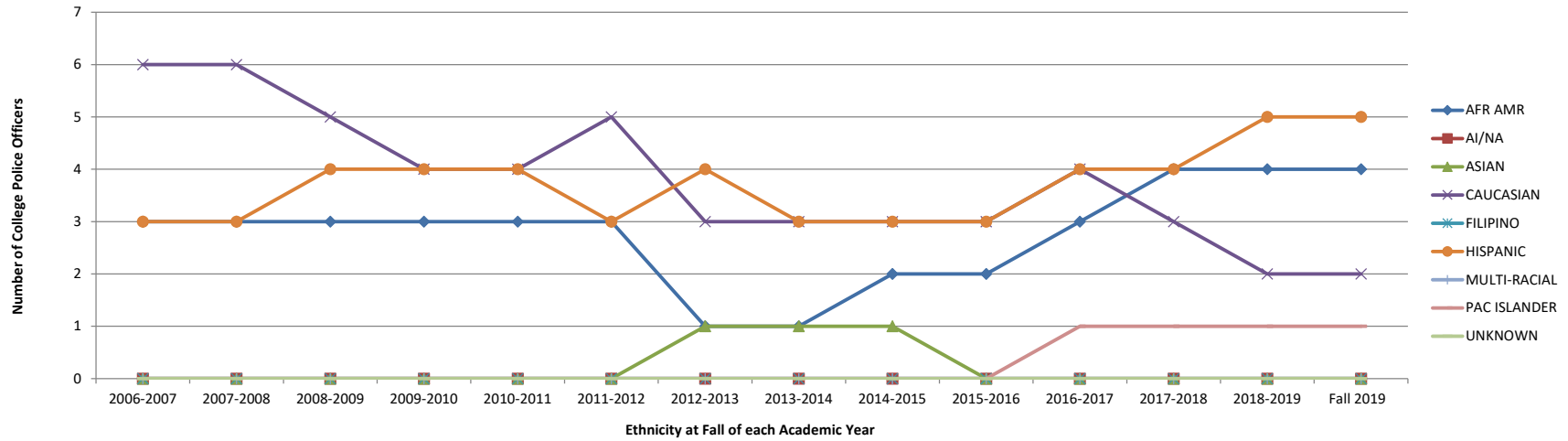


* Data effective 1st day of Fall Semester for each Academic Year listed.

**Santa Monica College
Ethnicity of Employee Groups
2006-2019**

Community College Police Officers

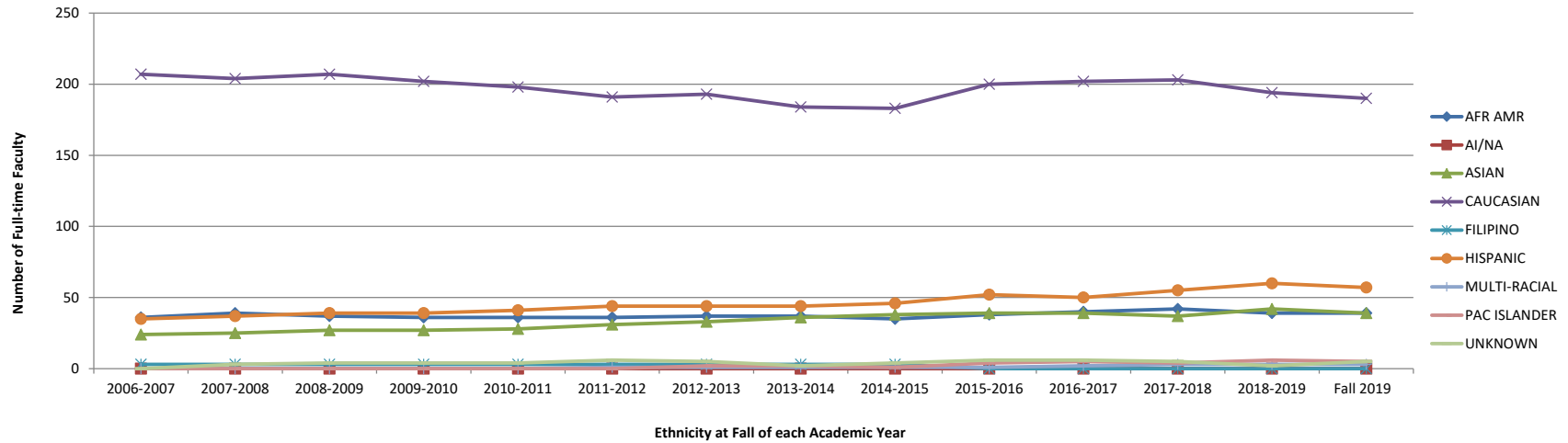
	AFR AMR		AI/NA		ASIAN		CAUCASIAN		FILIPINO		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	3	25%	0	0%	0	0%	6	50%	0	0%	3	25%	0	0%	0	0%	0	0%	12	100%
2007-2008	3	25%	0	0%	0	0%	6	50%	0	0%	3	25%	0	0%	0	0%	0	0%	12	100%
2008-2009	3	25%	0	0%	0	0%	5	42%	0	0%	4	33%	0	0%	0	0%	0	0%	12	100%
2009-2010	3	27%	0	0%	0	0%	4	36%	0	0%	4	36%	0	0%	0	0%	0	0%	11	100%
2010-2011	3	27%	0	0%	0	0%	4	36%	0	0%	4	36%	0	0%	0	0%	0	0%	11	100%
2011-2012	3	27%	0	0%	0	0%	5	45%	0	0%	3	27%	0	0%	0	0%	0	0%	11	100%
2012-2013	1	11%	0	0%	1	11%	3	33%	0	0%	4	44%	0	0%	0	0%	0	0%	9	100%
2013-2014	1	13%	0	0%	1	13%	3	38%	0	0%	3	38%	0	0%	0	0%	0	0%	8	100%
2014-2015	2	22%	0	0%	1	11%	3	33%	0	0%	3	33%	0	0%	0	0%	0	0%	9	100%
2015-2016	2	25%	0	0%	0	0%	3	38%	0	0%	3	38%	0	0%	0	0%	0	0%	8	100%
2016-2017	3	25%	0	0%	0	0%	4	33%	0	0%	4	33%	0	0%	1	8%	0	0%	12	100%
2017-2018	4	33%	0	0%	0	0%	3	25%	0	0%	4	33%	0	0%	1	8%	0	0%	12	100%
2018-2019	4	33%	0	0%	0	0%	2	17%	0	0%	5	42%	0	0%	1	8%	0	0%	12	100%
Fall 2019	4	33%	0	0%	0	0%	2	17%	0	0%	5	42%	0	0%	1	8%	0	0%	12	100%



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

**Santa Monica College
Ethnicity of Employee Groups
2006-2019**

Full-time Faculty																				
	AFR AMR		AI/NA		ASIAN		CAUCASIAN		FILIPINO		HISPANIC		MULTI-RACIAL		PAC 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%
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%
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%
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%
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%
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%
2012-2013	37	11.64%	0	0.00%	33	10.38%	193	60.69%	3	0.94%	44	13.84%	1	0.31%	2	0.63%	5	1.57%	318	100%
2013-2014	37	11.97%	0	0.00%	36	11.65%	184	59.55%	3	0.97%	44	14.24%	1	0.32%	2	0.65%	2	0.65%	309	100%
2014-2015	35	11.25%	0	0.00%	38	12.22%	183	58.84%	3	0.96%	46	14.79%	1	0.32%	1	0.32%	4	1.29%	311	100%
2015-2016	38	11.18%	0	0.00%	39	11.47%	200	58.82%	0	0.00%	52	15.29%	1	0.29%	4	1.18%	6	1.76%	340	100%
2016-2017	40	11.63%	0	0.00%	39	11.34%	202	58.72%	0	0.00%	50	14.54%	2	0.58%	5	1.45%	6	1.74%	344	100%
2017-2018	42	12.03%	0	0.00%	37	10.60%	203	58.17%	0	0.00%	55	15.76%	3	0.86%	4	1.15%	5	1.43%	349	100%
2018-2019	39	11.00%	0	0.00%	42	12.00%	194	56.00%	0	0.00%	60	17.00%	3	1.00%	6	2.00%	5	1.00%	349	100%
Fall 2019	39	12.00%	0	0.00%	39	12.00%	190	56.00%	0	0.00%	57	17.00%	3	1.00%	5	1.00%	5	1.00%	338	100%

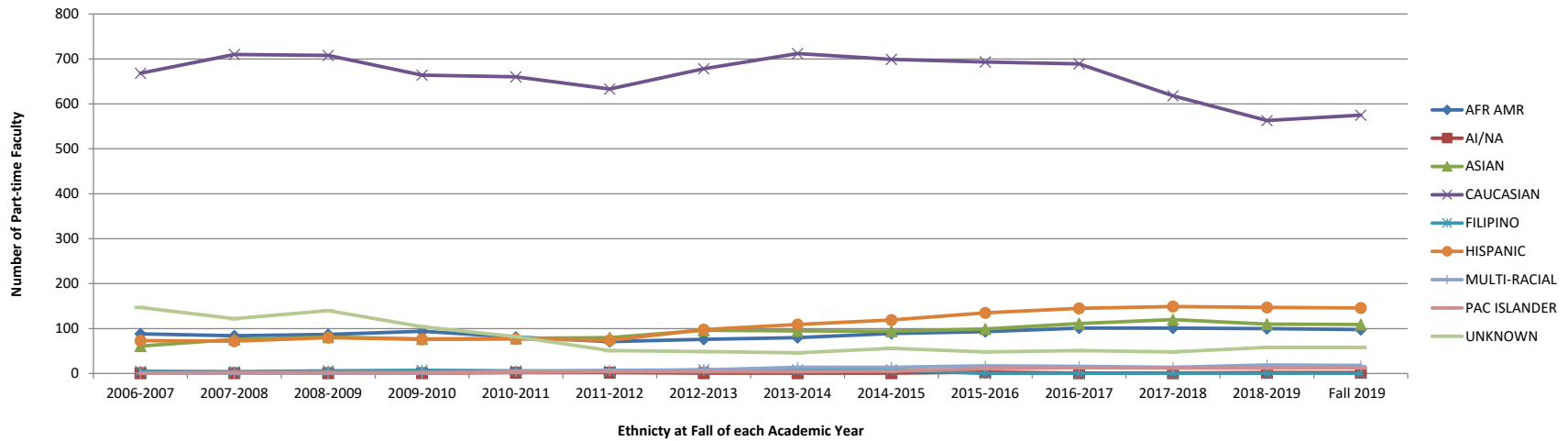


* Data effective 1st day of Fall Semester for each Academic Year listed.

**Santa Monica College
Ethnicity of Employee Groups
2006-2019**

Part-time Faculty

	AFR AMR		AI/NA		ASIAN		CAUCASIAN		FILIPINO		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	88	8%	1	0%	61	6%	668	64%	5	0%	73	7%	1	0%	1	0%	147	14%	1,045	100%
2007-2008	84	8%	1	0%	76	7%	710	66%	4	0%	72	7%	1	0%	2	0%	122	11%	1,072	100%
2008-2009	87	8%	1	0%	81	7%	708	64%	6	1%	80	7%	1	0%	2	0%	140	13%	1,106	100%
2009-2010	94	9%	1	0%	77	8%	664	65%	7	1%	76	7%	1	0%	2	0%	104	10%	1,026	100%
2010-2011	81	8%	2	0%	78	8%	660	66%	6	1%	77	8%	5	1%	3	0%	82	8%	994	100%
2011-2012	71	8%	2	0%	80	9%	633	68%	5	1%	74	8%	7	1%	4	0%	51	6%	927	100%
2012-2013	76	7%	1	0%	96	9%	678	67%	8	1%	98	10%	8	1%	4	0%	49	5%	1,018	100%
2013-2014	80	7%	1	0%	95	9%	712	67%	8	1%	109	10%	14	1%	4	0%	46	4%	1,069	100%
2014-2015	89	8%	1	0%	94	9%	699	64%	8	1%	119	11%	14	1%	5	0%	56	5%	1,085	100%
2015-2016	93	8%	3	0%	99	9%	693	63%	0	0%	135	12%	17	2%	11	1%	48	4%	1,099	100%
2016-2017	101	9%	1	0%	111	10%	689	61%	0	0%	145	13%	16	1%	13	1%	51	5%	1,127	100%
2017-2018	101	10%	1	0%	120	11%	618	58%	0	0%	149	14%	14	1%	12	1%	48	5%	1,063	100%
2018-2019	100	10%	2	0%	110	11%	563	56%	0	0%	147	15%	19	2%	12	1%	58	6%	1,011	100%
Fall 2019	98	10%	2	0%	109	11%	575	56%	0	0%	146	14%	18	2%	13	1%	58	6%	1,019	100%



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

Appendix 4

Full-Time Faculty by Department

2006-2019

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2019**

Full-time Faculty - Diversity by Department - 2006-2019

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%
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%
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%
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%
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%
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%
ART	2012	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%
ART	2013	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%
ART	2014	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%
ART	2015	1	9.09%	0	0.00%	0	0.00%	9	81.82%	0	0.00%	1	9.09%	0	0.00%	0	0.00%	11	100%
ART	2016	1	9.09%	0	0.00%	0	0.00%	9	81.82%	0	0.00%	1	9.09%	0	0.00%	0	0.00%	11	100%
ART	2017	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%
ART	2018	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%
ART	2019	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%
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%
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%
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%
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%
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%
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%
ATHLETICS	2012	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%
ATHLETICS	2013	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%
ATHLETICS	2014	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%
ATHLETICS	2015	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%
ATHLETICS	2016	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%
ATHLETICS	2017	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%
ATHLETICS	2018	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%
ATHLETICS	2019	1	100.00%	0	0.00%	0	0.00%	2	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%
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%
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%
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%
BUSINESS	2009	2	14.29%	0	0.00%	3	21.43%	8	57.14%	0	0.00%	1	7.14%	0	0.00%	0	0.00%	14	100%
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%
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%
BUSINESS	2012	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%
BUSINESS	2013	2	18.18%	0	0.00%	3	27.27%	5	45.45%	0	0.00%	1	9.09%	0	0.00%	0	0.00%	11	100%

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2019**

Full-time Faculty - Diversity by Department - 2006-2019

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	%
BUSINESS	2014	2	18.18%	0	0.00%	3	27.27%	5	45.50%	0	0.00%	1	9.09%	0	0.00%	0	0.00%	11	100%
BUSINESS	2015	1	7.69%	0	0.00%	3	23.08%	7	53.85%	0	0.00%	2	15.38%	0	0.00%	0	0.00%	13	100%
BUSINESS	2016	1	9.09%	0	0.00%	3	27.27%	5	45.45%	0	0.00%	2	18.18%	0	0.00%	0	0.00%	11	100%
BUSINESS	2017	2	12.50%	0	0.00%	3	18.75%	7	43.75%	0	0.00%	4	25.00%	0	0.00%	0	0.00%	16	100%
BUSINESS	2018	2	15.38%	0	0.00%	3	23.08%	5	38.46%	0	0.00%	3	23.08%	0	0.00%	0	0.00%	13	100%
BUSINESS	2019	2	13.33%	0	0.00%	3	20.00%	6	40.00%	0	0.00%	4	26.67%	0	0.00%	0	0.00%	15	100%
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%
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%
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%
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%
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%
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%
CHILD CENTER	2012	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%
CHILD CENTER	2013	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%
CHILD CENTER	2014	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%
CHILD CENTER	2015	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%
CHILD CENTER	2016	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%
CHILD CENTER	2017	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%
CHILD CENTER	2018	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	100%
CHILD CENTER	2019	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%
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%
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%
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%
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%
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%
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%
COMMUNICATIONS	2012	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%
COMMUNICATIONS	2013	1	8.33%	0	0.00%	1	8.33%	7	58.33%	0	0.00%	2	16.67%	0	0.00%	1	8.33%	12	100%
COMMUNICATIONS	2014	0	0.00%	0	0.00%	1	9.09%	7	63.64%	0	0.00%	2	18.18%	0	0.00%	1	9.09%	11	100%
COMMUNICATIONS	2015	1	8.33%	0	0.00%	1	8.33%	6	50.00%	0	0.00%	3	25.00%	0	0.00%	1	8.33%	12	100%
COMMUNICATIONS	2016	2	14.29%	0	0.00%	1	7.14%	7	50.00%	0	0.00%	3	21.43%	0	0.00%	1	7.14%	14	100%
COMMUNICATIONS	2017	2	14.29%	0	0.00%	1	7.14%	7	50.00%	0	0.00%	3	21.43%	0	0.00%	1	7.14%	14	100%
COMMUNICATIONS	2018	2	14.29%	0	0.00%	1	7.14%	7	50.00%	0	0.00%	3	21.43%	0	0.00%	1	7.14%	14	100%
COMMUNICATIONS	2019	2	11.11%	0	0.00%	1	5.56%	11	61.11%	0	0.00%	3	16.67%	0	0.00%	1	5.56%	18	100%
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%

**Santa Monica College
Full-time Faculty
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2006-2019**

Full-time Faculty - Diversity by Department - 2006-2019

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	%
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%
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%
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%
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%
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%
COSMETOLOGY	2012	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%
COSMETOLOGY	2013	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%
COSMETOLOGY	2014	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%
COSMETOLOGY	2015	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%
COSMETOLOGY	2016	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%
COSMETOLOGY	2017	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%
COSMETOLOGY	2018	0	0.00%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	3	100%
COSMETOLOGY	2019	0	0.00%	0	0.00%	0	0.00%	2	40.00%	0	0.00%	3	60.00%	0	0.00%	0	0.00%	5	100%
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%
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%
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%
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%
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%
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%
COUNSELING	2012	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%
COUNSELING	2013	8	18.60%	0	0.00%	3	6.98%	17	39.53%	1	2.33%	14	32.56%	0	0.00%	0	0.00%	43	100%
COUNSELING	2014	8	18.18%	0	0.00%	4	9.09%	17	38.64%	1	2.27%	14	31.82%	0	0.00%	0	0.00%	44	100%
COUNSELING	2015	8	15.09%	0	0.00%	5	9.43%	20	37.74%	1	1.89%	19	35.85%	0	0.00%	0	0.00%	53	100%
COUNSELING	2016	8	17.78%	0	0.00%	4	8.89%	16	35.56%	1	2.22%	16	35.56%	0	0.00%	0	0.00%	45	100%
COUNSELING	2017	9	20.00%	0	0.00%	3	6.67%	15	33.33%	1	2.22%	17	37.78%	0	0.00%	0	0.00%	45	100%
COUNSELING	2018	6	15.38%	0	0.00%	4	10.26%	10	25.64%	1	2.56%	18	46.15%	0	0.00%	0	0.00%	39	100%
COUNSELING	2019	6	15.00%	0	0.00%	4	10.00%	11	27.50%	1	2.50%	18	45.00%	0	0.00%	0	0.00%	40	100%
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%
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%
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%
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%
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%
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%
CSIS	2012	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%
CSIS	2013	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%
CSIS	2014	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%

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2019**

Full-time Faculty - Diversity by Department - 2006-2019

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	%
CSIS	2015	1	7.69%	0	0.00%	0	0.00%	11	84.62%	0	0.00%	1	7.69%	0	0.00%	0	0.00%	13	100%
CSIS	2016	1	9.09%	0	0.00%	0	0.00%	9	81.82%	0	0.00%	1	9.09%	0	0.00%	0	0.00%	11	100%
CSIS	2017	1	9.09%	0	0.00%	0	0.00%	8	72.73%	0	0.00%	1	9.09%	0	0.00%	1	9.09%	11	100%
CSIS	2018	1	8.33%	0	0.00%	0	0.00%	8	66.67%	0	0.00%	2	16.67%	0	0.00%	1	8.33%	12	100%
CSIS	2019	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%
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%
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%
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%
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%
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%
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%
DANCE	2012	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%
DANCE	2013	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%
DANCE	2014	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%
DANCE	2015	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%
DANCE	2016	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%
DANCE	2017	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%
DANCE	2018	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%
DANCE	2019	0	0.00%	0	0.00%	3	50.00%	3	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100%
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%
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%
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%
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%
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%
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%
DESIGN TECH.	2012	0	0.00%	0	0.00%	1	12.50%	4	50.00%	1	12.50%	1	12.50%	0	0.00%	1	12.50%	8	100%
DESIGN TECH.	2013	0	0.00%	0	0.00%	2	25.00%	4	50.00%	1	12.50%	1	12.50%	0	0.00%	0	0.00%	8	100%
DESIGN TECH.	2014	0	0.00%	0	0.00%	2	25.00%	4	50.00%	1	12.50%	1	12.50%	0	0.00%	0	0.00%	8	100%
DESIGN TECH.	2015	0	0.00%	0	0.00%	2	25.00%	4	50.00%	1	12.50%	1	12.50%	0	0.00%	0	0.00%	8	100%
DESIGN TECH.	2016	0	0.00%	0	0.00%	2	22.22%	5	55.56%	1	11.11%	1	11.11%	0	0.00%	0	0.00%	9	100%
DESIGN TECH.	2017	0	0.00%	0	0.00%	2	20.00%	6	60.00%	1	10.00%	1	10.00%	0	0.00%	0	0.00%	10	100%
DESIGN TECH.	2018	0	0.00%	0	0.00%	3	20.00%	5	60.00%	1	10.00%	1	10.00%	0	0.00%	0	0.00%	10	100%
DESIGN TECH.	2019	0	0.00%	0	0.00%	3	30.00%	5	50.00%	1	10.00%	1	10.00%	0	0.00%	0	0.00%	10	100%
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%
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%

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2019**

Full-time Faculty - Diversity by Department - 2006-2019

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	%
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%
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%
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%
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%
DISABL STU CTR	2012	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%
DISABL STU CTR	2013	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%
DISABL STU CTR	2014	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%
DISABL STU CTR	2015	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%
DISABL STU CTR	2016	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%
DISABL STU CTR	2017	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%
DISABL STU CTR	2018	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%
DISABL STU CTR	2019	0	0.00%	0	0.00%	1	30.00%	2	70.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%
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%
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%
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%
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%
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%
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%
EARTH SCIENCE	2012	0	0.00%	0	0.00%	0	0.00%	12	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	12	100%
EARTH SCIENCE	2013	0	0.00%	0	0.00%	0	0.00%	12	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	12	100%
EARTH SCIENCE	2014	0	0.00%	0	0.00%	0	0.00%	12	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	12	100%
EARTH SCIENCE	2015	0	0.00%	0	0.00%	0	0.00%	13	92.86%	0	0.00%	0	0.00%	0	0.00%	1	7.14%	14	100%
EARTH SCIENCE	2016	0	0.00%	0	0.00%	0	0.00%	11	84.62%	0	0.00%	1	7.69%	0	0.00%	1	7.69%	13	100%
EARTH SCIENCE	2017	0	0.00%	0	0.00%	0	0.00%	10	80.00%	0	0.00%	1	10.00%	0	0.00%	1	10.00%	12	100%
EARTH SCIENCE	2018	0	0.00%	0	0.00%	1	9.09%	9	81.82%	0	0.00%	1	9.09%	0	0.00%	0	0.00%	11	100%
EARTH SCIENCE	2019	0	0.00%	0	0.00%	1	9.09%	9	81.82%	0	0.00%	1	9.09%	0	0.00%	0	0.00%	11	100%
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%
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%
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%
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%
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%
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%
EDUCATION/ECE	2012	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%
EDUCATION/ECE	2013	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%
EDUCATION/ECE	2014	1	20.00%	0	0.00%	2	40.00%	2	40.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%
EDUCATION/ECE	2015	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%

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Full-time Faculty
Ethnicity by Department
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Full-time Faculty - Diversity by Department - 2006-2019

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	2016	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%
EDUCATION/ECE	2017	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%
EDUCATION/ECE	2018	1	20.00%	0	0.00%	1	20.00%	2	40.00%	0	0.00%	0	0.00%	0	0.00%	1	20.00%	5	100%
EDUCATION/ECE	2019	1	25.00%	0	0.00%	1	25.00%	3	50.00%	0	0.00%	0	0.00%	0	0.00%	1	0.00%	6	100%
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%
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%
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%
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%
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%
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%
ENGLISH	2012	3	8.11%	0	0.00%	1	2.70%	28	75.68%	0	0.00%	3	8.11%	1	2.70%	1	2.70%	37	100%
ENGLISH	2013	3	8.33%	0	0.00%	1	2.78%	28	77.78%	0	0.00%	3	8.33%	1	2.78%	0	0.00%	36	100%
ENGLISH	2014	3	7.69%	0	0.00%	2	5.13%	29	74.36%	0	0.00%	4	10.26%	1	2.56%	0	0.00%	39	100%
ENGLISH	2015	3	7.32%	0	0.00%	2	4.88%	31	75.61%	0	0.00%	4	9.76%	1	2.44%	0	0.00%	41	100%
ENGLISH	2016	4	9.76%	0	0.00%	2	4.88%	31	75.61%	0	0.00%	3	7.32%	1	2.44%	0	0.00%	41	100%
ENGLISH	2017	5	12.82%	0	0.00%	1	2.56%	29	74.36%	0	0.00%	3	7.69%	1	2.56%	0	0.00%	39	100%
ENGLISH	2018	4	11.43%	0	0.00%	1	2.86%	27	77.14%	0	0.00%	2	5.71%	1	2.86%	0	0.00%	35	100%
ENGLISH	2019	6	15.79%	0	0.00%	1	2.63%	27	71.05%	0	0.00%	3	7.89%	1	2.63%	0	0.00%	38	100%
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%
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%
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%
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%
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%
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%
EOPS	2012	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%
EOPS	2013	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%
EOPS	2014	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%
EOPS	2015	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%
EOPS	2016	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%
EOPS	2017	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%
EOPS	2018	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%
EOPS	2019	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%
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%
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%
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%

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2019**

Full-time Faculty - Diversity by Department - 2006-2019

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	%
		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%
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%
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%
ESL	2012	1	9.09%	0	0.00%	0	0.00%	10	90.91%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	11	100%
ESL	2013	1	9.09%	0	0.00%	0	0.00%	10	90.91%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	11	100%
ESL	2014	1	9.09%	0	0.00%	0	0.00%	9	81.82%	0	0.00%	1	9.09%	0	0.00%	0	0.00%	11	100%
ESL	2015	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%
ESL	2016	1	11.11%	0	0.00%	1	11.11%	7	77.78%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	9	100%
ESL	2017	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%
ESL	2018	0	0.00%	0	0.00%	1	12.50%	7	87.50%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	8	100%
ESL	2019	0	0.00%	0	0.00%	1	12.50%	7	87.50%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	8	100%
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%
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%
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%
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%
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%
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%
HEALTH SCIENCE	2012	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%
HEALTH SCIENCE	2013	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%
HEALTH SCIENCE	2014	2	33.33%	0	0.00%	0	0.00%	3	50.00%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	6	100%
HEALTH SCIENCE	2015	3	37.50%	0	0.00%	0	0.00%	4	50.00%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100%
HEALTH SCIENCE	2016	3	37.50%	0	0.00%	0	0.00%	4	50.00%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100%
HEALTH SCIENCE	2017	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%
HEALTH SCIENCE	2018	3	42.86%	0	0.00%	0	0.00%	3	42.86%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	7	100%
HEALTH SCIENCE	2019	4	50.00%	0	0.00%	0	0.00%	3	37.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100%
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%
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%
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%
HEALTH SERVICES	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%
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%
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%
HEALTH SERVICES	2012	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%
HEALTH SERVICES	2013	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%
HEALTH SERVICES	2014	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%
HEALTH SERVICES	2015	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%
HEALTH SERVICES	2016	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%

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2019**

Full-time Faculty - Diversity by Department - 2006-2019

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	%
HEALTH SERVICES	2017	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%
HEALTH SERVICES	2018	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%
HEALTH SERVICES	2019	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%
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%
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%
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%
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%
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%
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%
HISTORY	2012	0	0.00%	0	0.00%	2	25.00%	5	62.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100%
HISTORY	2013	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%
HISTORY	2014	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%
HISTORY	2015	0	0.00%	0	0.00%	2	25.00%	5	62.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100%
HISTORY	2016	0	0.00%	0	0.00%	2	22.22%	6	66.66%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100%
HISTORY	2017	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%
HISTORY	2018	0	0.00%	0	0.00%	3	37.50%	5	62.50%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	8	100%
HISTORY	2019	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%
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%
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%
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%
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%
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%
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%
INT'L STUD CNTR	2012	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%
INT'L STUD CNTR	2013	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%
INT'L STUD CNTR	2014	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%
INT'L STUD CNTR	2015	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%
INT'L STUD CNTR	2016	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100%
INT'L STUD CNTR	2017	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100%
INT'L STUD CNTR	2018	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%
INT'L STUD CNTR	2019	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%
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%
ITALIAN	2012	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%
ITALIAN	2013	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%
ITALIAN	2014	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%

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Full-time Faculty - Diversity by Department - 2006-2019

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	%
ITALIAN	2015	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%
ITALIAN	2016	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%
ITALIAN	2017	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%
ITALIAN	2018	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%
ITALIAN	2019	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%
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%
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%
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%
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%
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%
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%
KINESIOLOGY	2012	1	25.00%	0	0.00%	0	0.00%	2	50.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	4	100%
KINESIOLOGY	2013	1	33.33%	0	0.00%	0	0.00%	1	33.33%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	3	100%
KINESIOLOGY	2014	1	33.33%	0	0.00%	0	0.00%	1	33.33%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	3	100%
KINESIOLOGY	2015	1	25.00%	0	0.00%	0	0.00%	2	50.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	4	100%
KINESIOLOGY	2016	1	16.67%	0	0.00%	0	0.00%	3	50.00%	2	33.33%	0	0.00%	0	0.00%	0	0.00%	6	100%
KINESIOLOGY	2017	2	33.33%	0	0.00%	0	0.00%	3	50.00%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	6	100%
KINESIOLOGY	2018	2	40.00%	0	0.00%	0	0.00%	2	40.00%	1	20.00%	0	0.00%	0	0.00%	0	0.00%	5	100%
KINESIOLOGY	2019	2	40.00%	0	0.00%	0	0.00%	2	40.00%	1	20.00%	0	0.00%	0	0.00%	0	0.00%	5	100%
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%
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%
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%
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%
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%
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%
LIBRARY	2012	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%
LIBRARY	2013	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%
LIBRARY	2014	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%
LIBRARY	2015	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%
LIBRARY	2016	2	25.00%	0	0.00%	0	0.00%	6	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	8	100%
LIBRARY	2017	2	25.00%	0	0.00%	0	0.00%	6	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	8	100%
LIBRARY	2018	1	25.00%	0	0.00%	0	0.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100%
LIBRARY	2019	1	25.00%	0	0.00%	0	0.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100%
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%
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%

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2019**

Full-time Faculty - Diversity by Department - 2006-2019

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	%
		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%
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%
LIFE SCIENCE	2010	1	4.55%	0	0.00%	4	18.18%	12	54.55%	0	0.00%	3	13.64%	0	0.00%	2	9.09%	22	100%
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%
LIFE SCIENCE	2012	1	4.55%	0	0.00%	5	22.73%	10	45.45%	0	0.00%	4	18.18%	1	4.55%	1	4.55%	22	100%
LIFE SCIENCE	2013	1	4.55%	0	0.00%	5	22.73%	11	50.00%	0	0.00%	4	18.18%	1	4.55%	0	0.00%	22	100%
LIFE SCIENCE	2014	1	4.55%	0	0.00%	5	22.73%	12	54.55%	0	0.00%	4	18.18%	0	0.00%	0	0.00%	22	100%
LIFE SCIENCE	2015	1	4.76%	0	0.00%	4	19.05%	12	57.14%	0	0.00%	4	19.05%	0	0.00%	0	0.00%	21	100%
LIFE SCIENCE	2016	1	4.55%	0	0.00%	4	18.18%	13	59.09%	0	0.00%	4	18.18%	0	0.00%	0	0.00%	22	100%
LIFE SCIENCE	2017	1	4.76%	0	0.00%	4	19.05%	12	57.14%	0	0.00%	4	19.05%	0	0.00%	0	0.00%	21	100%
LIFE SCIENCE	2018	1	4.76%	0	0.00%	4	19.05%	13	61.90%	0	0.00%	3	14.29%	0	0.00%	0	0.00%	21	100%
LIFE SCIENCE	2019	2	10.53%	0	0.00%	3	15.79%	11	57.89%	0	0.00%	3	15.79%	0	0.00%	0	0.00%	19	100%
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%
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%
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%
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%
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%
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%
MATHEMATICS	2012	4	14.81%	0	0.00%	5	18.52%	13	48.15%	0	0.00%	4	14.81%	0	0.00%	1	3.70%	27	100%
MATHEMATICS	2013	4	16.00%	0	0.00%	6	24.00%	10	40.00%	0	0.00%	5	20.00%	0	0.00%	0	0.00%	25	100%
MATHEMATICS	2014	4	16.67%	0	0.00%	5	20.83%	10	41.67%	0	0.00%	5	20.83%	0	0.00%	0	0.00%	24	100%
MATHEMATICS	2015	4	15.38%	0	0.00%	5	19.23%	13	50.00%	0	0.00%	4	15.38%	0	0.00%	0	0.00%	26	100%
MATHEMATICS	2016	5	16.13%	0	0.00%	5	16.13%	17	54.84%	0	0.00%	4	12.90%	0	0.00%	0	0.00%	31	100%
MATHEMATICS	2017	5	15.63%	0	0.00%	5	15.63%	18	56.25%	0	0.00%	4	12.50%	0	0.00%	0	0.00%	32	100%
MATHEMATICS	2018	4	12.90%	0	0.00%	5	16.13%	17	54.84%	0	0.00%	5	16.13%	0	0.00%	0	0.00%	31	100%
MATHEMATICS	2019	4	12.90%	0	0.00%	5	16.13%	17	54.84%	0	0.00%	4	12.90%	1	3.23%	0	0.00%	31	100%
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%
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%
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%
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%
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%
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%
MATRICULATION	2012	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%
MATRICULATION	2013	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%
MATRICULATION	2014	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%
MATRICULATION	2015	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%

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2019**

Full-time Faculty - Diversity by Department - 2006-2019

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	2016	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%
MATRICULATION	2017	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%
MATRICULATION	2018	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%
MATRICULATION	2019	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%
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%
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%
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%
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%
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%
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%
MODERN LANGUAGE	2012	1	9.09%	0	0.00%	3	27.27%	2	18.18%	0	0.00%	5	45.45%	0	0.00%	0	0.00%	11	100%
MODERN LANGUAGE	2013	1	9.09%	0	0.00%	4	36.36%	2	18.18%	0	0.00%	4	36.36%	0	0.00%	0	0.00%	11	100%
MODERN LANGUAGE	2014	1	9.09%	0	0.00%	4	36.36%	2	18.18%	0	0.00%	4	36.36%	0	0.00%	0	0.00%	11	100%
MODERN LANGUAGE	2015	1	9.09%	0	0.00%	4	36.36%	2	18.18%	0	0.00%	4	36.36%	0	0.00%	0	0.00%	11	100%
MODERN LANGUAGE	2016	1	10.00%	0	0.00%	4	40.00%	0	0.00%	0	0.00%	5	50.00%	0	0.00%	0	0.00%	10	100%
MODERN LANGUAGE	2017	1	10.00%	0	0.00%	3	30.00%	1	10.00%	0	0.00%	5	50.00%	0	0.00%	0	0.00%	10	100%
MODERN LANGUAGE	2018	1	10.00%	0	0.00%	3	30.00%	1	10.00%	0	0.00%	5	50.00%	0	0.00%	0	0.00%	10	100%
MODERN LANGUAGE	2019	2	16.67%	0	0.00%	3	25.00%	2	16.67%	0	0.00%	5	41.67%	0	0.00%	0	0.00%	12	100%
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%
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%
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%
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%
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%
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%
MUSIC	2012	1	16.67%	0	0.00%	1	16.67%	4	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100%
MUSIC	2013	1	16.67%	0	0.00%	1	16.67%	4	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100%
MUSIC	2014	1	14.29%	0	0.00%	1	14.29%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100%
MUSIC	2015	1	14.29%	0	0.00%	1	14.29%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100%
MUSIC	2016	1	14.29%	0	0.00%	1	14.29%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100%
MUSIC	2017	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%
MUSIC	2018	1	11.11%	0	0.00%	1	11.11%	6	66.67%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100%
MUSIC	2019	1	11.11%	0	0.00%	1	11.11%	6	66.67%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100%
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%
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%
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%

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Full-time Faculty - Diversity by Department - 2006-2019

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	%
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%
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%
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%
OFF OF SCH REL	2012	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%
OFF OF SCH REL	2013	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%
OFF OF SCH REL	2014	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%
OFF OF SCH REL	2015	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%
OFF OF SCH REL	2016	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%
OFF OF SCH REL	2017	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%
OFF OF SCH REL	2018	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%
OFF OF SCH REL	2019	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%
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%
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%
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%
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%
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%
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%
PHILOSOPHY/SOCI	2012	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%
PHILOSOPHY/SOCI	2013	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%
PHILOSOPHY/SOCI	2014	0	0.00%	0	0.00%	2	11.11%	12	66.67%	0	0.00%	3	16.67%	0	0.00%	1	5.56%	18	100%
PHILOSOPHY/SOCI	2015	0	0.00%	0	0.00%	2	11.11%	13	72.22%	0	0.00%	2	11.11%	0	0.00%	1	5.56%	18	100%
PHILOSOPHY/SOCI	2016	0	0.00%	0	0.00%	2	10.53%	14	73.68%	0	0.00%	1	5.26%	0	0.00%	2	10.53%	19	100%
PHILOSOPHY/SOCI	2017	0	0.00%	0	0.00%	2	10.00%	14	70.00%	0	0.00%	2	10.00%	0	0.00%	2	10.00%	20	100%
PHILOSOPHY/SOCI	2018	0	0.00%	0	0.00%	1	5.26%	14	73.68%	0	0.00%	2	10.53%	0	0.00%	2	10.53%	19	100%
PHILOSOPHY/SOCI	2019	0	0.00%	0	0.00%	1	5.26%	13	68.42%	0	0.00%	3	15.79%	0	0.00%	2	10.53%	19	100%
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%
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%
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%
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%
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%
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%
PHOTO - FASHION	2012	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%
PHOTO - FASHION	2013	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%
PHOTO - FASHION	2014	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%
PHOTO - FASHION	2015	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%
PHOTO - FASHION	2016	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%

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2019**

Full-time Faculty - Diversity by Department - 2006-2019

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	%
PHOTO - FASHION	2017	0	0.00%	0	0.00%	0	0.00%	7	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100%
PHOTO - FASHION	2018	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%
PHOTO - FASHION	2019	0	0.00%	0	0.00%	0	0.00%	7	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100%
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%
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%
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%
PHYSICAL SCI	2009	2	14.29%	0	0.00%	0	0.00%	11	78.57%	0	0.00%	1	7.14%	0	0.00%	0	0.00%	14	100%
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%
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%
PHYSICAL SCI	2012	2	10.53%	0	0.00%	2	10.53%	12	63.16%	0	0.00%	1	5.26%	0	0.00%	2	10.53%	19	100%
PHYSICAL SCI	2013	2	11.11%	0	0.00%	2	11.11%	12	66.67%	0	0.00%	0	0.00%	0	0.00%	2	11.11%	18	100%
PHYSICAL SCI	2014	2	11.11%	0	0.00%	2	11.11%	12	66.67%	0	0.00%	0	0.00%	0	0.00%	2	11.11%	18	100%
PHYSICAL SCI	2015	2	10.00%	0	0.00%	3	15.00%	12	60.00%	0	0.00%	1	5.00%	0	0.00%	2	10.00%	20	100%
PHYSICAL SCI	2016	2	10.00%	0	0.00%	3	15.00%	12	60.00%	0	0.00%	1	5.00%	0	0.00%	2	10.00%	20	100%
PHYSICAL SCI	2017	2	10.00%	0	0.00%	3	15.00%	12	60.00%	0	0.00%	1	5.00%	0	0.00%	2	10.00%	20	100%
PHYSICAL SCI	2018	2	10.53%	0	0.00%	3	15.79%	11	57.89%	0	0.00%	1	5.26%	0	0.00%	2	10.53%	19	100%
PHYSICAL SCI	2019	2	10.53%	0	0.00%	3	15.79%	11	57.89%	0	0.00%	1	5.26%	0	0.00%	2	10.53%	19	100%
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%
PHYSICS	2012	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%
PHYSICS	2013	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%
PHYSICS	2014	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%
PHYSICS	2015	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%
PHYSICS	2016	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%
PHYSICS	2017	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%
PHYSICS	2018	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%
PHYSICS	2019	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%
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%
PSYCH SERVICES	2009	1	20.00%	1	20.00%	1	20.00%	1	20.00%	0	0.00%	1	20.00%	0	0.00%	0	0.00%	5	100%
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%
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%
PSYCH SERVICES	2012	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%
PSYCH SERVICES	2013	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%
PSYCH SERVICES	2014	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%
PSYCH SERVICES	2015	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%
PSYCH SERVICES	2016	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%

**Santa Monica College
Full-time Faculty
Ethnicity by Department
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Full-time Faculty - Diversity by Department - 2006-2019

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	%
PSYCH SERVICES	2017	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%
PSYCH SERVICES	2018	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%
PSYCH SERVICES	2019	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%
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%
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%
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%
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%
PSYCHOLOGY	2010	1	14.29%	0	0.00%	1	14.29%	3	42.86%	0	0.00%	2	28.57%	0	0.00%	0	0.00%	7	100%
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%
PSYCHOLOGY	2012	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%
PSYCHOLOGY	2013	1	14.29%	0	0.00%	1	14.29%	3	42.86%	0	0.00%	2	28.57%	0	0.00%	0	0.00%	7	100%
PSYCHOLOGY	2014	1	12.50%	0	0.00%	1	12.50%	3	37.50%	0	0.00%	2	25.00%	0	0.00%	1	12.50%	8	100%
PSYCHOLOGY	2015	2	20.00%	0	0.00%	1	10.00%	3	30.00%	0	0.00%	2	20.00%	0	0.00%	2	20.00%	10	100%
PSYCHOLOGY	2016	1	12.50%	0	0.00%	1	12.50%	2	25.00%	0	0.00%	2	25.00%	0	0.00%	2	25.00%	8	100%
PSYCHOLOGY	2017	1	14.29%	0	0.00%	1	14.29%	2	28.57%	0	0.00%	2	28.57%	0	0.00%	1	14.29%	7	100%
PSYCHOLOGY	2018	2	25.00%	0	0.00%	1	12.50%	3	37.50%	0	0.00%	1	12.50%	0	0.00%	1	12.50%	8	100%
PSYCHOLOGY	2019	2	25.00%	0	0.00%	1	12.50%	3	37.50%	0	0.00%	1	12.50%	0	0.00%	1	12.50%	8	100%
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%
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%
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%
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%
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%
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%
STUDENT LIFE	2012	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%
STUDENT LIFE	2013	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%
STUDENT LIFE	2014	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%
STUDENT LIFE	2015	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%
STUDENT LIFE	2016	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%
STUDENT LIFE	2017	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%
STUDENT LIFE	2018	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%
STUDENT LIFE	2019	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%
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%
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%
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%
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%

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		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
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%
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%
THEATRE ARTS	2012	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%
THEATRE ARTS	2013	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%
THEATRE ARTS	2014	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%
THEATRE ARTS	2015	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%
THEATRE ARTS	2016	0	0.00%	0	0.00%	1	20.00%	4	80.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%
THEATRE ARTS	2017	0	0.00%	0	0.00%	1	20.00%	4	80.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%
THEATRE ARTS	2018	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%
THEATRE ARTS	2019	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%
VETERANS CENTER	2019	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%
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%
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%
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%
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%
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%
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%
WELCOME CENTER	2012	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%
WELCOME CENTER	2013	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%
WELCOME CENTER	2014	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%
WELCOME CENTER	2015	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%
WELCOME CENTER	2016	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%	2	100%
WELCOME CENTER	2017	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%	2	100%
WELCOME CENTER	2018	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%
WELCOME CENTER	2019	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%
WELLNESS CENTER	2019	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%
2006 TOTALS	2006	37	12.05%	0	0.00%	25	8.14%	201	65.47%	3	0.98%	38	12.38%	0	0.00%	3	0.98%	307	100%
2007 TOTALS	2007	38	12.03%	0	0.00%	24	7.59%	205	64.87%	3	0.95%	37	11.71%	0	0.00%	9	2.85%	316	100%
2008 TOTALS	2008	36	11.39%	0	0.00%	25	7.91%	201	63.61%	3	0.95%	38	12.03%	0	0.00%	13	4.11%	316	100%
2009 TOTALS	2009	36	11.58%	0	0.00%	28	9.00%	202	64.95%	3	0.96%	39	12.54%	0	0.00%	3	0.96%	311	100%
2010 TOTALS	2010	36	11.61%	0	0.00%	28	9.03%	198	63.87%	3	0.97%	41	13.23%	0	0.00%	4	1.29%	310	100%
2011 TOTALS	2011	36	11.54%	0	0.00%	31	9.94%	191	61.22%	3	0.96%	44	14.10%	0	0.00%	7	2.24%	312	100%
2012 TOTALS	2012	37	11.64%	0	0.00%	33	10.38%	193	60.69%	3	0.94%	44	13.84%	2	0.63%	6	1.89%	318	100%
2013 TOTALS	2013	37	11.97%	0	0.00%	36	11.65%	184	59.55%	3	0.97%	44	14.24%	2	0.65%	3	0.97%	309	100%

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2019**

Full-time Faculty - Diversity by Department - 2006-2019

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	%
2014 TOTALS	2014	35	11.25%	0	0.00%	38	12.22%	183	58.84%	3	0.96%	46	14.79%	1	0.32%	5	1.61%	311	100%
2015 TOTALS	2015	38	11.18%	0	0.00%	39	11.47%	200	58.82%	3	0.88%	52	15.29%	1	0.29%	7	2.06%	340	100%
2016 TOTALS	2016	40	11.63%	0	0.00%	39	11.34%	202	58.72%	4	1.16%	50	14.53%	1	0.29%	8	2.33%	344	100%
2017 TOTALS	2017	42	12.03%	0	0.00%	37	10.60%	203	58.17%	3	0.86%	55	15.76%	1	0.29%	8	2.29%	349	100%
2018 TOTALS	2018	36	11.25%	0	0.00%	38	11.88%	183	57.19%	3	0.94%	51	15.94%	1	0.31%	8	2.50%	320	100%
2019 TOTALS	2019	39	11.54%	0	0.00%	39	11.54%	190	56.21%	3	0.89%	57	16.86%	2	0.59%	8	2.37%	338	100%

Appendix 5

Part-Time Faculty by Department

2006-2019

**Santa Monica College
Part-time Faculty
Ethnicity by Department
2006 - 2019**

Part-time Faculty Ethnicity by Department - 2006-2019

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		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%
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%
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%
ACAD OF ENTER	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%
ACAD OF ENTER	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%
ACAD OF ENTER	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%
ACAD OF ENTER	2012	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%
ACAD OF ENTER	2013	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%
ACAD OF ENTER	2014	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%
ACAD OF ENTER	2015	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%
ACAD OF ENTER	2016	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%
ACAD OF ENTER	2017	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%
ACAD OF ENTER	2018	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%
ACAD OF ENTER	2019	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%
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%
ACAD. AFFAIRS	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%
ACAD. AFFAIRS	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%
ACAD. AFFAIRS	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%
ACAD. AFFAIRS	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%
ACAD. AFFAIRS	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%
ACAD. AFFAIRS	2012	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%
ACAD. AFFAIRS	2013	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%
ACAD. AFFAIRS	2014	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%
ACAD. AFFAIRS	2015	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%
ACAD. AFFAIRS	2016	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%
ACAD. AFFAIRS	2017	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%
ACAD. AFFAIRS	2018	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%
ACAD. AFFAIRS	2019	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%
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%
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%
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%
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%
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%
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%
ART	2012	3	8.57%	0	0.00%	5	14.29%	25	71.43%	0	0.00%	0	0.00%	0	0.00%	2	5.71%	35	100%
ART	2013	3	7.69%	0	0.00%	4	10.26%	27	69.23%	0	0.00%	3	7.69%	0	0.00%	2	5.13%	39	100%
ART	2014	1	2.44%	0	0.00%	4	9.76%	32	78.04%	0	0.00%	2	4.88%	0	0.00%	2	4.88%	41	100%
ART	2015	2	4.65%	0	0.00%	4	9.30%	34	79.07%	0	0.00%	1	2.33%	0	0.00%	2	4.65%	43	100%

**Santa Monica College
Part-time Faculty
Ethnicity by Department
2006 - 2019**

Part-time Faculty Ethnicity by Department - 2006-2019

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
ART	2016	2	5.00%	0	0.00%	4	10.00%	30	75.00%	0	0.00%	1	2.50%	0	0.00%	3	7.50%	40	100%
ART	2017	2	5.56%	0	0.00%	4	11.11%	27	75.00%	0	0.00%	1	2.78%	0	0.00%	2	5.56%	36	100%
ART	2018	2	5.56%	0	0.00%	4	11.11%	27	75.00%	0	0.00%	1	2.78%	0	0.00%	2	5.56%	36	100%
ART	2019	3	6.67%	0	0.00%	4	8.89%	31	68.89%	0	0.00%	3	6.67%	0	0.00%	4	8.89%	45	100%
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%
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%
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%
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%
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%
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%
ATHLETICS	2012	2	15.38%	0	0.00%	0	0.00%	7	53.85%	0	0.00%	2	15.38%	0	0.00%	2	15.38%	13	100%
ATHLETICS	2013	3	18.75%	0	0.00%	0	0.00%	9	56.25%	0	0.00%	2	12.50%	0	0.00%	2	12.50%	16	100%
ATHLETICS	2014	4	22.22%	0	0.00%	0	0.00%	10	55.56%	0	0.00%	2	11.11%	0	0.00%	2	11.10%	18	100%
ATHLETICS	2015	4	20.00%	0	0.00%	0	0.00%	10	50.00%	0	0.00%	5	25.00%	0	0.00%	1	5.00%	20	100%
ATHLETICS	2016	5	21.74%	0	0.00%	0	0.00%	12	52.17%	0	0.00%	5	21.74%	0	0.00%	1	4.35%	23	100%
ATHLETICS	2017	3	16.67%	0	0.00%	0	0.00%	8	44.44%	0	0.00%	5	27.78%	1	5.56%	1	5.56%	18	100%
ATHLETICS	2018	3	14.29%	0	0.00%	0	0.00%	13	61.90%	0	0.00%	3	14.29%	1	4.76%	1	4.76%	21	100%
ATHLETICS	2019	4	20.00%	0	0.00%	0	0.00%	9	45.00%	1	5.00%	3	15.00%	1	5.00%	2	10.00%	20	100%
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%
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%
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%
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%
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%
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%
BUSINESS	2012	2	4.88%	0	0.00%	3	7.32%	30	73.17%	0	0.00%	4	9.76%	0	0.00%	2	4.88%	41	100%
BUSINESS	2013	2	4.65%	0	0.00%	4	9.30%	31	72.09%	0	0.00%	4	9.30%	0	0.00%	2	4.65%	43	100%
BUSINESS	2014	2	4.17%	0	0.00%	5	10.42%	35	72.92%	0	0.00%	4	8.33%	0	0.00%	2	4.17%	48	100%
BUSINESS	2015	4	8.00%	0	0.00%	5	10.00%	34	68.00%	0	0.00%	5	10.00%	0	0.00%	2	4.00%	50	100%
BUSINESS	2016	6	11.32%	0	0.00%	4	7.55%	36	67.92%	0	0.00%	5	9.43%	0	0.00%	2	3.77%	53	100%
BUSINESS	2017	6	12.24%	0	0.00%	5	10.20%	31	63.27%	0	0.00%	4	8.16%	0	0.00%	3	6.12%	49	100%
BUSINESS	2018	7	13.73%	0	0.00%	6	11.76%	31	60.78%	0	0.00%	5	9.80%	0	0.00%	2	3.92%	51	100%
BUSINESS	2019	6	12.00%	0	0.00%	5	10.00%	29	58.00%	0	0.00%	6	12.00%	0	0.00%	4	8.00%	50	100%
COMMUNICATION	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%
COMMUNICATION	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%
COMMUNICATION	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%
COMMUNICATION	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%
COMMUNICATION	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%

**Santa Monica College
Part-time Faculty
Ethnicity by Department
2006 - 2019**

Part-time Faculty Ethnicity by Department - 2006-2019

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
COMMUNICATION	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%
COMMUNICATION	2012	6	11.32%	0	0.00%	0	0.00%	42	79.25%	0	0.00%	1	1.89%	1	1.89%	3	5.66%	53	100%
COMMUNICATION	2013	7	11.67%	0	0.00%	2	3.33%	47	78.33%	0	0.00%	0	0.00%	1	1.67%	3	5.00%	60	100%
COMMUNICATION	2014	8	12.90%	0	0.00%	0	0.00%	47	75.81%	0	0.00%	1	1.61%	1	1.61%	5	8.06%	62	100%
COMMUNICATION	2015	10	14.49%	0	0.00%	1	1.45%	49	71.01%	0	0.00%	4	5.80%	0	0.00%	5	7.25%	69	100%
COMMUNICATION	2016	10	14.71%	0	0.00%	1	1.47%	50	73.53%	0	0.00%	3	4.41%	1	1.47%	3	4.41%	68	100%
COMMUNICATION	2017	11	16.18%	0	0.00%	3	4.41%	45	66.18%	0	0.00%	4	5.88%	1	1.47%	4	5.88%	68	100%
COMMUNICATION	2018	10	14.49%	0	0.00%	2	2.90%	47	68.12%	0	0.00%	4	5.80%	2	2.90%	4	5.80%	69	100%
COMMUNICATION	2019	9	15.79%	0	0.00%	2	3.51%	40	70.18%	0	0.00%	2	3.51%	1	1.75%	3	5.26%	57	100%
																		0	
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%
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%
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%
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%
COMMUNITY SERV	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%
COMMUNITY SERV	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%
COMMUNITY SERV	2012	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%
COMMUNITY SERV	2013	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%
COMMUNITY SERV	2014	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%
COMMUNITY SERV	2015	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%
COMMUNITY SERV	2016	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%
COMMUNITY SERV	2017	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%
COMMUNITY SERV	2018	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%
COMMUNITY SERV	2019	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%
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%
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%
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%
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%
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%
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%
COSMETOLOGY	2012	4	25.00%	0	0.00%	1	6.25%	5	31.25%	0	0.00%	5	31.25%	0	0.00%	1	6.25%	16	100%
COSMETOLOGY	2013	4	25.00%	0	0.00%	1	6.25%	5	31.25%	0	0.00%	5	31.25%	0	0.00%	1	6.25%	16	100%
COSMETOLOGY	2014	4	25.00%	0	0.00%	1	6.25%	5	31.25%	0	0.00%	5	31.25%	0	0.00%	1	6.25%	16	100%
COSMETOLOGY	2015	3	21.43%	0	0.00%	1	7.14%	4	28.57%	0	0.00%	5	35.71%	0	0.00%	1	7.14%	14	100%
COSMETOLOGY	2016	3	23.08%	0	0.00%	1	7.69%	4	30.77%	0	0.00%	4	30.77%	0	0.00%	1	7.69%	13	100%
COSMETOLOGY	2017	3	23.08%	0	0.00%	1	7.69%	5	38.46%	0	0.00%	4	30.77%	0	0.00%	0	0.00%	13	100%
COSMETOLOGY	2018	5	35.71%	0	0.00%	1	7.14%	5	35.71%	0	0.00%	3	21.43%	0	0.00%	0	0.00%	14	100%
COSMETOLOGY	2019	5	38.46%	0	0.00%	1	7.69%	5	38.46%	0	0.00%	2	15.38%	0	0.00%	0	0.00%	13	100%

**Santa Monica College
Part-time Faculty
Ethnicity by Department
2006 - 2019**

Part-time Faculty Ethnicity by Department - 2006-2019

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		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%
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%
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%
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%
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%
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%
COUNSELING	2012	13	19.12%	0	0.00%	2	2.94%	26	38.24%	0	0.00%	21	30.88%	0	0.00%	6	8.82%	68	100%
COUNSELING	2013	18	17.31%	0	0.00%	6	5.77%	42	40.38%	0	0.00%	30	28.85%	0	0.00%	8	7.69%	104	100%
COUNSELING	2014	22	16.79%	0	0.00%	8	6.11%	43	32.82%	0	0.00%	47	35.88%	0	0.00%	11	8.40%	131	100%
COUNSELING	2015	22	15.71%	0	0.00%	8	5.71%	44	31.43%	1	0.71%	55	39.29%	0	0.00%	10	7.14%	140	100%
COUNSELING	2016	26	17.81%	0	0.00%	11	7.53%	38	26.03%	1	0.68%	58	39.73%	0	0.00%	12	8.22%	146	100%
COUNSELING	2017	27	18.12%	0	0.00%	14	9.40%	37	24.83%	2	1.34%	59	39.60%	0	0.00%	10	6.71%	149	100%
COUNSELING	2018	28	18.06%	0	0.00%	16	10.32%	35	22.58%	0	0.00%	62	40.00%	2	1.29%	12	7.74%	155	100%
COUNSELING	2019	24	15.79%	0	0.00%	15	9.87%	36	23.68%	2	1.32%	61	40.13%		0.00%	14	9.21%	152	100%
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%
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%
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%
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%
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%
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%
CSIS	2012	3	17.65%	0	0.00%	0	0.00%	11	64.71%	0	0.00%	2	11.76%	0	0.00%	1	5.88%	17	100%
CSIS	2013	3	11.54%	0	0.00%	2	7.69%	15	57.69%	1	3.85%	4	15.38%	0	0.00%	1	3.85%	26	100%
CSIS	2014	3	11.54%	0	0.00%	1	3.85%	14	53.85%	1	3.85%	4	15.38%	0	0.00%	3	11.54%	26	100%
CSIS	2015	3	12.50%	0	0.00%	0	0.00%	14	58.33%	1	4.17%	4	16.67%	0	0.00%	2	8.33%	24	100%
CSIS	2016	3	8.33%	0	0.00%	2	0.00%	20	55.56%	1	2.78%	7	19.44%	0	0.00%	3	8.33%	36	94%
CSIS	2017	4	14.29%	0	0.00%	2	0.00%	12	42.86%	2	7.14%	5	17.86%	1	0.00%	2	7.14%	28	89%
CSIS	2018	3	11.11%	0	0.00%	6	0.00%	12	44.44%	0	0.00%	2	7.41%	2	7.41%	2	7.41%	27	78%
CSIS	2019	3	10.00%	0	0.00%	7	23.33%	14	46.67%	1	3.33%	1	3.33%	1	3.33%	3	10.00%	30	100%
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%
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%
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%
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%
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%
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%
DANCE	2012	2	8.70%	0	0.00%	2	8.70%	12	52.17%	0	0.00%	5	21.74%	1	4.35%	1	4.35%	23	100%
DANCE	2013	1	4.76%	0	0.00%	1	4.76%	12	57.14%	0	0.00%	4	19.05%	1	4.76%	2	9.52%	21	100%
DANCE	2014	1	4.00%	0	0.00%	2	8.00%	13	52.00%	0	0.00%	5	20.00%	1	4.00%	3	12.00%	25	100%
DANCE	2015	1	4.76%	0	0.00%	3	14.29%	11	52.38%	0	0.00%	4	19.05%	1	4.76%	1	4.76%	21	100%

**Santa Monica College
Part-time Faculty
Ethnicity by Department
2006 - 2019**

Part-time Faculty Ethnicity by Department - 2006-2019

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
DANCE	2016	1	6.25%	0	0.00%	2	12.50%	7	43.75%	0	0.00%	4	25.00%	1	6.25%	1	6.25%	16	100%
DANCE	2017	1	7.14%	0	0.00%	1	7.14%	7	50.00%	0	0.00%	4	28.57%	0	0.00%	1	7.14%	14	100%
DANCE	2018	1	5.88%	0	0.00%	1	5.88%	9	52.94%	0	0.00%	4	23.53%	1	5.88%	1	5.88%	17	100%
DANCE	2019	1	7.14%	0	0.00%	0	0.00%	8	57.14%	0	0.00%	3	21.43%	1	7.14%	1	7.14%	14	100%
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%
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%
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%
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%
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%
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%
DESIGN TECH.	2012	2	5.13%	0	0.00%	5	12.82%	31	79.49%	0	0.00%	0	0.00%	0	0.00%	1	2.56%	39	100%
DESIGN TECH.	2013	1	2.50%	0	0.00%	3	7.50%	34	85.00%	0	0.00%	1	2.50%	0	0.00%	1	2.50%	40	100%
DESIGN TECH.	2014	1	2.04%	0	0.00%	2	4.08%	41	83.67%	0	0.00%	2	4.08%	0	0.00%	3	6.12%	49	100%
DESIGN TECH.	2015	2	4.55%	0	0.00%	3	6.82%	34	77.27%	0	0.00%	1	2.27%	1	2.27%	3	6.82%	44	100%
DESIGN TECH.	2016	2	3.77%	0	0.00%	4	7.55%	38	71.70%	0	0.00%	2	3.77%	1	1.89%	6	11.32%	53	100%
DESIGN TECH.	2017	2	4.44%	0	0.00%	4	8.89%	35	77.78%	0	0.00%	1	2.22%	0	0.00%	3	6.67%	45	100%
DESIGN TECH.	2018	2	4.65%	0	0.00%	2	4.65%	34	79.07%	0	0.00%	3	6.98%	0	0.00%	2	4.65%	43	100%
DESIGN TECH.	2019	2	4.76%	0	0.00%	3	7.14%	30	71.43%	0	0.00%	5	11.90%	0	0.00%	2	4.76%	42	100%
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%
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%
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%
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%
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%
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%
DISABL STU CTR	2012	1	9.09%	0	0.00%	1	9.09%	9	81.82%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	11	100%
DISABL STU CTR	2013	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%
DISABL STU CTR	2014	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%
DISABL STU CTR	2015	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%
DISABL STU CTR	2016	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100%
DISABL STU CTR	2017	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%
DISABL STU CTR	2018	0	0.00%	0	0.00%	1	16.67%	3	50.00%	0	0.00%	2	33.33%	0	0.00%	0	0.00%	6	100%
DISABL STU CTR	2019	0	0.00%	0	0.00%	0	0.00%	3	60.00%	0	0.00%	2	40.00%	0	0.00%	0	0.00%	5	100%
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%
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%
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%
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%
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%

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Part-time Faculty Ethnicity by Department - 2006-2019

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
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%
EARTH SCIENCE	2012	1	4.35%	0	0.00%	1	4.35%	18	78.26%	0	0.00%	1	4.35%	0	0.00%	2	8.70%	23	100%
EARTH SCIENCE	2013	1	5.00%	0	0.00%	0	0.00%	16	80.00%	0	0.00%	2	10.00%	0	0.00%	1	5.00%	20	100%
EARTH SCIENCE	2014	1	5.00%	0	0.00%	0	0.00%	18	90.00%	0	0.00%	1	5.00%	0	0.00%	0	0.00%	20	100%
EARTH SCIENCE	2015	2	9.09%	0	0.00%	0	0.00%	17	77.27%	0	0.00%	2	9.09%	0	0.00%	1	4.55%	22	100%
EARTH SCIENCE	2016	2	9.09%	0	0.00%	0	0.00%	17	77.27%	0	0.00%	2	9.09%	0	0.00%	1	4.55%	22	100%
EARTH SCIENCE	2017	2	9.09%	0	0.00%	1	4.55%	16	72.73%	0	0.00%	2	9.09%	0	0.00%	1	4.55%	22	100%
EARTH SCIENCE	2018	2	7.14%	0	0.00%	1	3.57%	21	75.00%	0	0.00%	2	7.14%	0	0.00%	2	7.14%	28	100%
EARTH SCIENCE	2019	2	6.90%	0	0.00%	3	10.34%	21	72.41%	0	0.00%	2	6.90%	0	0.00%	1	3.45%	29	100%
		2																	
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%
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%
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%
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%
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%
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%
EDUCATION/ECE	2012	0	0.00%	0	0.00%	1	8.33%	10	83.33%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	12	100%
EDUCATION/ECE	2013	1	5.88%	0	0.00%	0	0.00%	13	76.47%	0	0.00%	2	11.76%	0	0.00%	1	5.88%	17	100%
EDUCATION/ECE	2014	1	5.88%	0	0.00%	1	5.88%	13	76.47%	0	0.00%	1	5.88%	0	0.00%	1	5.88%	17	100%
EDUCATION/ECE	2015	1	6.25%	0	0.00%	0	0.00%	12	75.00%	0	0.00%	2	12.50%	0	0.00%	1	6.25%	16	100%
EDUCATION/ECE	2016	1	5.26%	0	0.00%	2	10.53%	13	68.42%	0	0.00%	2	10.53%	0	0.00%	1	5.26%	19	100%
EDUCATION/ECE	2017	1	5.26%	0	0.00%	2	10.53%	12	63.16%	0	0.00%	3	15.79%	0	0.00%	1	5.26%	19	100%
EDUCATION/ECE	2018	2	11.11%	0	0.00%	1	5.56%	11	61.11%	0	0.00%	4	22.22%	0	0.00%	0	0.00%	18	100%
EDUCATION/ECE	2019	1	6.67%	0	0.00%	1	6.67%	10	66.67%	0	0.00%	3	20.00%	0	0.00%	0	0.00%	15	100%
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%
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%
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%
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%
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%
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%
EMERITUS	2012	4	5.48%	0	0.00%	5	6.85%	59	80.82%	0	0.00%	2	2.74%	0	0.00%	3	4.11%	73	100%
EMERITUS	2013	4	6.67%	0	0.00%	4	6.67%	49	81.67%	0	0.00%	2	3.33%	0	0.00%	1	1.67%	60	100%
EMERITUS	2014	4	6.67%	0	0.00%	4	6.67%	48	80.00%	0	0.00%	2	3.33%	0	0.00%	2	3.30%	60	100%
EMERITUS	2015	4	6.67%	0	0.00%	5	8.33%	47	78.33%	0	0.00%	2	3.33%	0	0.00%	2	3.33%	60	100%
EMERITUS	2016	4	6.67%	0	0.00%	5	8.33%	47	78.33%	0	0.00%	2	3.33%	0	0.00%	2	3.33%	60	100%
EMERITUS	2017	5	8.62%	0	0.00%	4	6.90%	45	77.59%	0	0.00%	3	5.17%	0	0.00%	1	1.72%	58	100%
EMERITUS	2018	5	8.62%	0	0.00%	4	6.90%	44	75.86%	0	0.00%	3	5.17%	1	1.72%	1	1.72%	58	100%
EMERITUS	2019	5	8.47%	0	0.00%	3	5.08%	45	76.27%	0	0.00%	4	6.78%	1	1.69%	1	1.69%	59	100%

**Santa Monica College
Part-time Faculty
Ethnicity by Department
2006 - 2019**

Part-time Faculty Ethnicity by Department - 2006-2019

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
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%
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%
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%
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%
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%
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%
ENGLISH	2012	1	0.88%	0	0.00%	7	6.14%	88	77.19%	1	0.88%	9	7.89%	0	0.00%	8	7.02%	114	100%
ENGLISH	2013	1	0.85%	0	0.00%	8	6.84%	87	74.36%	1	0.85%	12	10.26%	0	0.00%	8	6.84%	117	100%
ENGLISH	2014	1	0.97%	0	0.00%	5	4.85%	76	73.79%	1	0.97%	12	11.65%	0	0.00%	8	7.77%	103	100%
ENGLISH	2015	1	0.94%	0	0.00%	6	5.66%	79	74.53%	1	0.94%	11	10.38%	0	0.00%	8	7.55%	106	100%
ENGLISH	2016	1	1.02%	0	0.00%	6	6.12%	74	75.51%	0	0.00%	12	12.24%	0	0.00%	5	5.10%	98	100%
ENGLISH	2017	0	0.00%	0	0.00%	5	5.95%	64	76.19%	0	0.00%	10	11.90%	0	0.00%	5	5.95%	84	100%
ENGLISH	2018	2	2.25%	0	0.00%	5	5.62%	62	69.66%	0	0.00%	13	14.61%	0	0.00%	7	7.87%	89	100%
ENGLISH	2019	2	2.35%	0	0.00%	5	5.88%	59	69.41%	1	1.18%	10	11.76%	0	0.00%	8	9.41%	85	100%
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%
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%
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%
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%
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%
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%
EOPS	2012	1	25.00%	0	0.00%	0	0.00%	1	25.00%	0	0.00%	1	25.00%	0	0.00%	1	25.00%	4	100%
EOPS	2013	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%
EOPS	2014	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%
EOPS	2015	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%
EOPS	2016	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%
EOPS	2017	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%
EOPS	2018	0	0.00%	0	0.00%	0	0.00%	0	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
EOPS	2019	0	0.00%	0	0.00%	0	0.00%	0	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%
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%
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%
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%
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%
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%
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%
ESL	2012	0	0.00%	0	0.00%	3	9.09%	22	66.67%	1	3.03%	5	15.15%	1	3.03%	1	3.03%	33	100%
ESL	2013	0	0.00%	0	0.00%	5	14.71%	24	70.59%	1	2.94%	1	2.94%	1	2.94%	2	5.88%	34	100%
ESL	2014	0	0.00%	0	0.00%	5	16.13%	22	70.97%	1	3.23%	0	0.00%	1	3.23%	2	6.45%	31	100%
ESL	2015	0	0.00%	0	0.00%	3	9.68%	26	83.87%	0	0.00%	1	3.23%	0	0.00%	1	3.23%	31	100%

**Santa Monica College
Part-time Faculty
Ethnicity by Department
2006 - 2019**

Part-time Faculty Ethnicity by Department - 2006-2019

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
ESL	2016	0	0.00%	0	0.00%	4	11.11%	28	77.78%	1	2.78%	2	5.56%	0	0.00%	1	2.78%	36	100%
ESL	2017	0	0.00%	0	0.00%	6	16.22%	26	70.27%	1	2.70%	2	5.41%	0	0.00%	2	5.41%	37	100%
ESL	2018	0	0.00%	0	0.00%	3	10.00%	23	76.67%	0	0.00%	2	6.67%	1	3.33%	1	3.33%	30	100%
ESL	2019	0	0.00%	0	0.00%	3	12.50%	18	75.00%	1	4.17%	2	8.33%	0	0.00%	0	0.00%	24	100%
HEALTH SCIENCES	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%
HEALTH SCIENCES	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%
HEALTH SCIENCES	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%
HEALTH SCIENCES	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%
HEALTH SCIENCES	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%
HEALTH SCIENCES	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%
HEALTH SCIENCES	2012	3	12.50%	0	0.00%	2	8.33%	14	58.33%	3	12.50%	2	8.33%	0	0.00%	0	0.00%	24	100%
HEALTH SCIENCES	2013	4	16.00%	0	0.00%	2	8.00%	14	56.00%	3	12.00%	2	8.00%	0	0.00%	0	0.00%	25	100%
HEALTH SCIENCES	2014	5	21.74%	0	0.00%	1	4.35%	13	56.52%	3	13.04%	1	4.35%	0	0.00%	0	0.00%	23	100%
HEALTH SCIENCES	2015	3	14.29%	0	0.00%	1	4.76%	14	66.67%	2	9.52%	1	4.76%	0	0.00%	0	0.00%	21	100%
HEALTH SCIENCES	2016	2	9.09%	0	0.00%	1	4.55%	13	59.09%	3	13.64%	3	13.64%	0	0.00%	0	0.00%	22	100%
HEALTH SCIENCES	2017	3	12.50%	0	0.00%	2	8.33%	12	50.00%	1	4.17%	6	25.00%	0	0.00%	0	0.00%	24	100%
HEALTH SCIENCES	2018	2	8.33%	0	0.00%	3	12.50%	12	50.00%	0	0.00%	6	25.00%	1	4.17%	0	0.00%	24	100%
HEALTH SCIENCES	2019	3	11.54%	0	0.00%	1	3.85%	13	50.00%	0	0.00%	8	30.77%	0	0.00%	1	3.85%	26	100%
HEALTH SERVICES	2016	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100%
HEALTH SERVICES	2017	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100%
HEALTH SERVICES	2018	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100%
HEALTH SERVICES	2019	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%
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%
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%
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%
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%
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%
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%
HISTORY	2012	1	3.85%	0	0.00%	1	3.85%	16	61.54%	1	3.85%	3	11.54%	0	0.00%	4	15.38%	26	100%
HISTORY	2013	1	3.57%	0	0.00%	1	3.57%	17	60.71%	1	3.57%	3	10.71%	0	0.00%	5	17.86%	28	100%
HISTORY	2014	2	7.41%	0	0.00%	1	3.70%	17	62.96%	1	3.70%	3	11.11%	0	0.00%	3	11.11%	27	100%
HISTORY	2015	0	0.00%	0	0.00%	1	4.55%	13	59.09%	1	4.55%	4	18.18%	0	0.00%	3	13.64%	22	100%
HISTORY	2016	2	9.09%	0	0.00%	1	4.55%	14	63.64%	0	0.00%	2	9.09%	0	0.00%	3	13.64%	22	100%
HISTORY	2017	2	9.52%	0	0.00%	1	4.76%	13	61.90%	0	0.00%	2	9.52%	0	0.00%	3	14.29%	21	100%
HISTORY	2018	1	5.00%	0	0.00%	1	5.00%	13	65.00%	0	0.00%	2	10.00%	0	0.00%	3	15.00%	20	100%
HISTORY	2019	1	5.56%	0	0.00%	1	5.56%	11	61.11%	0	0.00%	2	11.11%	0	0.00%	3	16.67%	18	100%

**Santa Monica College
Part-time Faculty
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2006 - 2019**

Part-time Faculty Ethnicity by Department - 2006-2019

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
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%
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%
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%
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%
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%
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%
ISC	2012	0	0.00%	0	0.00%	3	42.86%	3	42.86%	0	0.00%	0	0.00%	0	0.00%	1	14.29%	7	100%
ISC	2013	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	2	100%
ISC	2014	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%
ISC	2015	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100%
ISC	2016	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%
ISC	2017	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%
ISC	2018	0	0.00%	0	0.00%	1	25.00%	1	25.00%	0	0.00%	1	25.00%	0	0.00%	1	25.00%	4	100%
ISC	2019	0	0.00%	0	0.00%	0	0.00%	1	33.33%	0	0.00%	1	33.33%	0	0.00%	1	33.33%	3	100%
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%
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%
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%
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%
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%
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%
KINESIOLOGY	2012	1	4.00%	0	0.00%	1	4.00%	19	76.00%	0	0.00%	3	12.00%	0	0.00%	1	4.00%	25	100%
KINESIOLOGY	2013	1	3.70%	0	0.00%	1	3.70%	21	77.78%	0	0.00%	3	11.11%	0	0.00%	1	3.70%	27	100%
KINESIOLOGY	2014	1	4.00%	0	0.00%	0	0.00%	21	84.00%	0	0.00%	3	12.00%	0	0.00%	0	0.00%	25	100%
KINESIOLOGY	2015	2	9.09%	0	0.00%	0	0.00%	17	77.27%	1	4.55%	2	9.09%	0	0.00%	0	0.00%	22	100%
KINESIOLOGY	2016	2	8.00%	0	0.00%	1	4.00%	19	76.00%	1	4.00%	2	8.00%	0	0.00%	0	0.00%	25	100%
KINESIOLOGY	2017	2	8.00%	0	0.00%	1	4.00%	18	72.00%	1	4.00%	3	12.00%	0	0.00%	0	0.00%	25	100%
KINESIOLOGY	2018	1	4.17%	0	0.00%	1	4.17%	19	79.17%	0	0.00%	3	12.50%	0	0.00%	0	0.00%	24	100%
KINESIOLOGY	2019	0	0.00%	0	0.00%	1	4.76%	18	85.71%	0	0.00%	1	4.76%	0	0.00%	1	4.76%	21	100%
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%
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%
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%
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%
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%
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%
LIBRARY	2012	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%
LIBRARY	2013	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%
LIBRARY	2014	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%
LIBRARY	2015	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%

**Santa Monica College
Part-time Faculty
Ethnicity by Department
2006 - 2019**

Part-time Faculty Ethnicity by Department - 2006-2019

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
LIBRARY	2016	0	0.00%	0	0.00%	1	16.67%	3	50.00%	0	0.00%	2	33.33%	0	0.00%	0	0.00%	6	100%
LIBRARY	2017	0	0.00%	0	0.00%	1	16.67%	4	66.67%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	6	100%
LIBRARY	2018	0	0.00%	0	0.00%	1	10.00%	5	50.00%	0	0.00%	4	40.00%	0	0.00%	0	0.00%	10	100%
LIBRARY	2019	0	0.00%	0	0.00%	1	11.11%	6	66.67%	0	0.00%	2	22.22%	0	0.00%	0	0.00%	9	100%
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%
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%
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%
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%
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%
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%
LIFE SCIENCE	2012	1	3.13%	0	0.00%	3	9.38%	22	68.75%	0	0.00%	3	9.38%	0	0.00%	3	9.38%	32	100%
LIFE SCIENCE	2013	1	2.86%	0	0.00%	3	8.57%	24	68.57%	0	0.00%	3	8.57%	0	0.00%	4	11.43%	35	100%
LIFE SCIENCE	2014	1	2.78%	0	0.00%	3	8.33%	24	66.67%	0	0.00%	3	8.33%	0	0.00%	5	13.89%	36	100%
LIFE SCIENCE	2015	1	2.63%	0	0.00%	2	5.26%	29	76.32%	0	0.00%	3	7.89%	0	0.00%	3	7.89%	38	100%
LIFE SCIENCE	2016	2	4.55%	0	0.00%	3	6.82%	34	77.27%	0	0.00%	3	6.82%	0	0.00%	2	4.55%	44	100%
LIFE SCIENCE	2017	3	6.38%	0	0.00%	4	8.51%	31	65.96%	0	0.00%	5	10.64%	0	0.00%	4	8.51%	47	100%
LIFE SCIENCE	2018	3	6.67%	0	0.00%	4	8.89%	29	64.44%	0	0.00%	5	11.11%	0	0.00%	4	8.89%	45	100%
LIFE SCIENCE	2019	5	10.64%	1	2.13%	6	12.77%	26	55.32%	0	0.00%	4	8.51%	0	0.00%	5	10.64%	47	100%
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%
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%
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%
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%
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%
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%
MATHEMATICS	2012	12	13.79%	1	1.15%	20	22.99%	48	55.17%	0	0.00%	3	3.45%	1	1.15%	2	2.30%	87	100%
MATHEMATICS	2013	12	13.48%	1	1.12%	19	21.35%	51	57.30%	0	0.00%	2	2.25%	1	1.12%	3	3.37%	89	100%
MATHEMATICS	2014	13	13.13%	1	1.01%	25	25.25%	50	50.51%	0	0.00%	3	3.03%	2	2.02%	5	5.05%	99	100%
MATHEMATICS	2015	13	13.13%	1	1.01%	25	25.25%	50	50.51%	0	0.00%	3	3.03%	2	2.02%	5	5.05%	99	100%
MATHEMATICS	2016	11	11.22%	1	1.02%	29	29.59%	47	47.96%	0	0.00%	4	4.08%	2	2.04%	4	4.08%	98	100%
MATHEMATICS	2017	8	9.20%	1	1.15%	27	31.03%	38	43.68%	0	0.00%	7	8.05%	2	2.30%	4	4.60%	87	100%
MATHEMATICS	2018	8	9.41%	1	1.18%	26	30.59%	35	41.18%	0	0.00%	6	7.06%	2	2.35%	7	8.24%	85	100%
MATHEMATICS	2019	7	9.21%	1	1.32%	22	28.95%	35	46.05%	0	0.00%	4	5.26%	1	1.32%	6	7.89%	76	100%
MODERN LANG/CUL	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%
MODERN LANG/CUL	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%
MODERN LANG/CUL	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%
MODERN LANG/CUL	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%
MODERN LANG/CUL	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%

**Santa Monica College
Part-time Faculty
Ethnicity by Department
2006 - 2019**

Part-time Faculty Ethnicity by Department - 2006-2019

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
MODERN LANG/CUL	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%
MODERN LANG/CUL	2012	2	4.00%	0	0.00%	19	38.00%	19	38.00%	0	0.00%	7	14.00%	0	0.00%	3	6.00%	50	100%
MODERN LANG/CUL	2013	2	4.26%	0	0.00%	14	29.79%	21	44.68%	0	0.00%	9	19.15%	0	0.00%	1	2.13%	47	100%
MODERN LANG/CUL	2014	2	4.76%	0	0.00%	16	38.10%	17	40.48%	0	0.00%	6	14.29%	0	0.00%	1	2.38%	42	100%
MODERN LANG/CUL	2015	1	1.92%	1	1.92%	18	34.62%	23	44.23%	0	0.00%	7	13.46%	0	0.00%	2	3.85%	52	100%
MODERN LANG/CUL	2016	3	6.00%	0	0.00%	15	30.00%	24	48.00%	0	0.00%	5	10.00%	0	0.00%	3	6.00%	50	100%
MODERN LANG/CUL	2017	3	6.12%	0	0.00%	14	28.57%	23	46.94%	0	0.00%	5	10.20%	0	0.00%	4	8.16%	49	100%
MODERN LANG/CUL	2018	2	4.76%	0	0.00%	14	33.33%	20	47.62%	0	0.00%	4	9.52%	0	0.00%	2	4.76%	42	100%
MODERN LANG/CUL	2019	2	6.06%	0	0.00%	13	39.39%	13	39.39%	0	0.00%	3	9.09%	0	0.00%	2	6.06%	33	100%
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%
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%
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%
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%
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%
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%
MUSIC	2012	2	4.00%	0	0.00%	3	6.00%	39	78.00%	0	0.00%	4	8.00%	0	0.00%	2	4.00%	50	100%
MUSIC	2013	2	4.17%	0	0.00%	3	6.25%	38	79.17%	0	0.00%	4	8.33%	0	0.00%	1	2.08%	48	100%
MUSIC	2014	3	6.67%	0	0.00%	2	4.44%	34	75.56%	0	0.00%	4	8.89%	0	0.00%	2	4.44%	45	100%
MUSIC	2015	3	7.89%	0	0.00%	3	7.89%	26	68.42%	0	0.00%	4	10.53%	0	0.00%	2	5.26%	38	100%
MUSIC	2016	3	8.57%	0	0.00%	3	8.57%	22	62.86%	0	0.00%	4	11.43%	0	0.00%	3	8.57%	35	100%
MUSIC	2017	1	4.35%	0	0.00%	3	13.04%	14	60.87%	0	0.00%	3	13.04%	0	0.00%	2	8.70%	23	100%
MUSIC	2018	1	4.35%	0	0.00%	3	13.04%	14	60.87%	0	0.00%	2	8.70%	0	0.00%	3	13.04%	23	100%
MUSIC	2019	1	4.55%	0	0.00%	3	13.64%	14	63.64%	0	0.00%	2	9.09%	0	0.00%	2	9.09%	22	100%
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%
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%
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%
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%
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%
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%
NC EDUCATION	2012	0	0.00%	0	0.00%	0	0.00%	7	87.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100%
NC EDUCATION	2013	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%
NC EDUCATION	2014	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%
NC EDUCATION	2015	0	0.00%	0	0.00%	0	0.00%	3	75.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	4	100%
NC EDUCATION	2016	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%
NC EDUCATION	2017	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%
NC EDUCATION	2018	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%
NC EDUCATION	2019	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100%

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Part-time Faculty Ethnicity by Department - 2006-2019

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
OFF OF OUTREACH	2015	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%
OFF OF OUTREACH	2016	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%	2	100%
OFF OF OUTREACH	2017	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%
OFF OF OUTREACH	2018	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%
OFF OF OUTREACH	2019	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%
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%
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%
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%
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%
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%
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%
OFF OF SCH REL	2012	2	33.33%	0	0.00%	0	0.00%	2	33.33%	0	0.00%	2	33.33%	0	0.00%	0	0.00%	6	100%
OFF OF SCH REL	2013	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%
OFF OF SCH REL	2014	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%
OFF OF SCH REL	2015	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%
OFF OF SCH REL	2016	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%
OFF OF SCH REL	2017	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%
OFF OF SCH REL	2018	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%
OFF OF SCH REL	2019	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%
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%
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%
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%
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%
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%
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%
PHILOSOPHY/SOCI	2012	2	6.67%	0	0.00%	1	3.33%	24	80.00%	0	0.00%	2	6.67%	0	0.00%	1	3.33%	30	100%
PHILOSOPHY/SOCI	2013	2	5.88%	0	0.00%	1	2.94%	27	79.41%	0	0.00%	3	8.82%	0	0.00%	1	2.94%	34	100%
PHILOSOPHY/SOCI	2014	2	6.67%	0	0.00%	0	0.00%	24	80.00%	0	0.00%	2	6.67%	0	0.00%	2	6.67%	30	100%
PHILOSOPHY/SOCI	2015	3	8.11%	1	2.70%	2	5.41%	26	70.27%	0	0.00%	3	8.11%	0	0.00%	2	5.41%	37	100%
PHILOSOPHY/SOCI	2016	2	5.71%	0	0.00%	2	5.71%	23	65.71%	0	0.00%	5	14.29%	0	0.00%	3	8.57%	35	100%
PHILOSOPHY/SOCI	2017	2	6.25%	0	0.00%	2	6.25%	23	71.88%	0	0.00%	3	9.38%	0	0.00%	2	6.25%	32	100%
PHILOSOPHY/SOCI	2018	2	6.06%	0	0.00%	1	3.03%	21	63.64%	0	0.00%	6	18.18%	0	0.00%	3	9.09%	33	100%
PHILOSOPHY/SOCI	2019	4	12.50%	0	0.00%	1	3.13%	21	65.63%	0	0.00%	5	15.63%	0	0.00%	1	3.13%	32	100%
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%
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%
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%
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%

**Santa Monica College
Part-time Faculty
Ethnicity by Department
2006 - 2019**

Part-time Faculty Ethnicity by Department - 2006-2019

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
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%
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%
PHOTO - FASHION	2012	0	0.00%	0	0.00%	1	3.57%	23	82.14%	1	3.57%	1	3.57%	0	0.00%	2	7.14%	28	100%
PHOTO - FASHION	2013	0	0.00%	0	0.00%	2	5.00%	34	85.00%	0	0.00%	2	5.00%	0	0.00%	2	5.00%	40	100%
PHOTO - FASHION	2014	1	3.13%	0	0.00%	0	0.00%	30	93.75%	0	0.00%	0	0.00%	0	0.00%	1	3.13%	32	100%
PHOTO - FASHION	2015	2	5.71%	0	0.00%	0	0.00%	31	88.57%	0	0.00%	0	0.00%	0	0.00%	2	5.71%	35	100%
PHOTO - FASHION	2016	1	3.45%	0	0.00%	0	0.00%	27	93.10%	0	0.00%	0	0.00%	0	0.00%	1	3.45%	29	100%
PHOTO - FASHION	2017	1	3.23%	0	0.00%	0	0.00%	28	90.32%	0	0.00%	1	3.23%	0	0.00%	1	3.23%	31	100%
PHOTO - FASHION	2018	1	3.45%	0	0.00%	0	0.00%	26	89.66%	0	0.00%	0	0.00%	0	0.00%	2	6.90%	29	100%
PHOTO - FASHION	2019	1	4.35%	0	0.00%	0	0.00%	21	91.30%	0	0.00%	0	0.00%	0	0.00%	1	4.35%	23	100%
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%
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%
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%
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%
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%
PHYSICAL SCI	2011	2	7.69%	0	0.00%	5	19.23%	13	50.00%	1	3.85%	2	7.69%	0	0.00%	3	11.54%	26	100%
PHYSICAL SCI	2012	2	7.14%	0	0.00%	6	21.43%	16	57.14%	1	3.57%	2	7.14%	0	0.00%	1	3.57%	28	100%
PHYSICAL SCI	2013	2	6.25%	0	0.00%	8	25.00%	15	46.88%	1	3.13%	3	9.38%	0	0.00%	3	9.38%	32	100%
PHYSICAL SCI	2014	2	6.45%	0	0.00%	7	22.58%	15	48.39%	1	3.23%	3	9.68%	0	0.00%	3	9.68%	31	100%
PHYSICAL SCI	2015	2	6.90%	0	0.00%	7	24.14%	14	48.28%	0	0.00%	3	10.34%	0	0.00%	3	10.34%	29	100%
PHYSICAL SCI	2016	2	6.45%	0	0.00%	7	22.58%	14	45.16%	1	3.23%	3	9.68%	0	0.00%	4	12.90%	31	100%
PHYSICAL SCI	2017	2	6.06%	0	0.00%	10	30.30%	14	42.42%	0	0.00%	3	9.09%	0	0.00%	4	12.12%	33	100%
PHYSICAL SCI	2018	2	5.88%	0	0.00%	10	29.41%	15	44.12%	0	0.00%	3	8.82%	0	0.00%	4	11.76%	34	100%
PHYSICAL SCI	2019	2	5.71%	0	0.00%	9	25.71%	16	45.71%	1	2.86%	3	8.57%	0	0.00%	4	11.43%	35	100%
PICO PARTNERSHIP	2012	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	1	50.00%	2	100%
PICO PARTNERSHIP	2013	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%
PICO PARTNERSHIP	2014	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%
PICO PARTNERSHIP	2015	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%
PICO PARTNERSHIP	2016	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%
PICO PARTNERSHIP	2017	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%
PICO PARTNERSHIP	2018	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%
PICO PARTNERSHIP	2019	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%
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%
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%
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%
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%

**Santa Monica College
Part-time Faculty
Ethnicity by Department
2006 - 2019**

Part-time Faculty Ethnicity by Department - 2006-2019

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
PSYCH SERVICES	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%
PSYCH SERVICES	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%
PSYCH SERVICES	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%
PSYCH SERVICES	2012	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%
PSYCH SERVICES	2013	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%
PSYCH SERVICES	2014	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%
PSYCH SERVICES	2015	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%
PSYCH SERVICES	2016	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%
PSYCH SERVICES	2017	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%
PSYCH SERVICES	2018	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%
PSYCH SERVICES	2019	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%
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%
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%
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%
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%
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%
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%
PSYCHOLOGY	2012	2	11.11%	0	0.00%	0	0.00%	15	83.33%	0	0.00%	1	5.56%	0	0.00%	0	0.00%	18	100%
PSYCHOLOGY	2013	4	16.67%	0	0.00%	0	0.00%	17	70.83%	0	0.00%	2	8.33%	0	0.00%	1	4.17%	24	100%
PSYCHOLOGY	2014	4	18.18%	0	0.00%	0	0.00%	15	68.18%	0	0.00%	2	9.09%	0	0.00%	1	4.55%	22	100%
PSYCHOLOGY	2015	4	21.05%	0	0.00%	0	0.00%	15	78.95%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	19	100%
PSYCHOLOGY	2016	5	21.74%	0	0.00%	1	4.35%	17	73.91%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	23	100%
PSYCHOLOGY	2017	6	24.00%	0	0.00%	1	4.00%	17	68.00%	0	0.00%	0	0.00%	0	0.00%	1	4.00%	25	100%
PSYCHOLOGY	2018	4	22.22%	0	0.00%	1	5.56%	12	66.67%	0	0.00%	0	0.00%	0	0.00%	1	5.56%	18	100%
PSYCHOLOGY	2019	2	13.33%	0	0.00%	1	6.67%	10	66.67%	0	0.00%	0	0.00%	0	0.00%	2	13.33%	15	100%
SCHOLARS PROGRAM	2018	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%
SCHOLARS PROGRAM	2019	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%
SMC/UCLA STEM IN	2019	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	0.00%	1	100%
STUDENT LIFE	2012	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%	2	100%
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%
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%
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%
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%
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%
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%

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		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
THEATRE ARTS	2012	0	0.00%	0	0.00%	0	0.00%	11	84.62%	0	0.00%	0	0.00%	0	0.00%	2	15.38%	13	100%
THEATRE ARTS	2013	0	0.00%	0	0.00%	0	0.00%	11	84.62%	0	0.00%	0	0.00%	0	0.00%	2	15.38%	13	100%
THEATRE ARTS	2014	0	0.00%	0	0.00%	0	0.00%	13	86.67%	0	0.00%	0	0.00%	0	0.00%	2	13.33%	15	100%
THEATRE ARTS	2015	0	0.00%	0	0.00%	0	0.00%	10	76.92%	0	0.00%	0	0.00%	0	0.00%	3	23.08%	13	100%
THEATRE ARTS	2016	0	0.00%	0	0.00%	0	0.00%	11	91.67%	0	0.00%	0	0.00%	0	0.00%	1	8.33%	12	100%
THEATRE ARTS	2017	0	0.00%	0	0.00%	0	0.00%	7	87.50%	0	0.00%	0	0.00%	0	0.00%	1	12.50%	8	100%
THEATRE ARTS	2018	1	10.00%	0	0.00%	0	0.00%	7	70.00%	0	0.00%	0	0.00%	0	0.00%	2	20.00%	10	100%
THEATRE ARTS	2019	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%
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%
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%
TITLE V	2012	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%
TITLE V	2013	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%
TITLE V	2014	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%
TITLE V	2015	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%
TITLE V	2016	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%
TITLE V	2017	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%
TITLE V	2018	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%
TITLE V	2019	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%
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%
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%
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%
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%
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%
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%
TRIO	2012	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%
TRIO	2013	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%
TRIO	2014	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%
TRIO	2015	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%
TRIO	2016	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%
TRIO	2017	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%
TRIO	2018	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%
TRIO	2019	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%
WELCOME CENTER	2012	1	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	3	100%
WELCOME CENTER	2013	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%
WELCOME CENTER	2014	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%
WELCOME CENTER	2015	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%
WELCOME CENTER	2016	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%

**Santa Monica College
Part-time Faculty
Ethnicity by Department
2006 - 2019**

Part-time Faculty Ethnicity by Department - 2006-2019

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
WELCOME CENTER	2017	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%
WELCOME CENTER	2018	1	33.33%	0	0.00%	0	0.00%	1	33.33%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	3	100%
WELCOME CENTER	2019	1	33.33%	0	0.00%	0	0.00%	1	33.33%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	3	100%
WELLNESS CENTER	2017	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%
WELLNESS CENTER	2018	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%
WELLNESS CENTER	2019	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%
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%
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%
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%
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%
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%
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%
WORKFORCE/ECON	2012	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%
WORKFORCE/ECON	2013	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%
WORKFORCE/ECON	2014	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%
WORKFORCE/ECON	2015	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%
WORKFORCE/ECON	2016	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%
WORKFORCE/ECON	2017	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%
WORKFORCE/ECON	2018	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%
WORKFORCE/ECON	2019	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%
2006 TOTALS	2006	81	7.81%	1	0.10%	59	5.69%	657	63.36%	4	0.39%	68	6.56%	1	0.10%	166	16.01%	1,037	100%
2007 TOTALS	2007	80	7.44%	1	0.09%	71	6.60%	698	64.93%	4	0.37%	66	6.14%	2	0.19%	153	14.23%	1,075	100%
2008 TOTALS	2008	88	7.92%	1	0.09%	82	7.38%	709	63.82%	6	0.54%	81	7.29%	2	0.18%	142	12.78%	1,111	100%
2009 TOTALS	2009	94	9.16%	1	0.10%	76	7.41%	662	64.52%	7	0.68%	76	7.41%	2	0.19%	108	10.53%	1,026	100%
2010 TOTALS	2010	81	8.15%	2	0.20%	77	7.75%	657	66.10%	6	0.60%	77	7.75%	3	0.30%	91	9.15%	994	100%
2011 TOTALS	2011	70	7.55%	2	0.22%	75	8.09%	613	66.13%	5	0.54%	73	7.87%	4	0.43%	85	9.17%	927	100%
2012 TOTALS	2012	76	7.47%	1	0.10%	96	9.43%	678	66.60%	8	0.79%	98	9.63%	4	0.39%	57	5.60%	1,018	100%
2013 TOTALS	2013	80	7.48%	1	0.09%	95	8.89%	712	66.60%	8	0.75%	109	10.20%	4	0.37%	60	5.61%	1,069	100%
2014 TOTALS	2014	89	8.20%	1	0.09%	94	8.66%	699	64.42%	8	0.74%	119	10.97%	5	0.46%	70	6.45%	1,085	100%
2015 TOTALS	2015	93	8.52%	1	0.09%	99	9.07%	692	63.37%	5	0.46%	134	12.27%	3	0.27%	65	5.95%	1,092	100%
2016 TOTALS	2016	101	9.00%	1	0.09%	111	9.89%	690	61.50%	6	0.53%	143	12.75%	4	0.36%	66	5.88%	1,122	100%
2017 TOTALS	2017	100	9.47%	1	0.09%	119	11.27%	619	58.62%	4	0.38%	148	14.02%	3	0.28%	62	5.87%	1,056	100%
2018 TOTALS	2018	102	9.51%	1	0.09%	120	11.18%	610	56.85%	0	0.00%	158	14.73%	13	1.21%	69	6.43%	1,073	100%
2019 TOTALS	2019	98	9.62%	2	0.20%	111	0.00%	575	56.43%	7	0.69%	145	14.23%	6	0.00%	75	7.36%	1,019	100%

Appendix 6

Academic Administrator Applicants

Ethnicity by Job Posting

2018-2019

JOB TITLE	AFR-AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Artistic Director, Broad Stage	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	50%	1	50%	2	100%
Assistant Athletic Director	27	31%	0	0%	2	2%	39	44%	12	14%	6	7%	0	0%	2	2%	88	100%
Associate Dean, Student Life	26	26%	0	0%	8	8%	29	29%	12	12%	12	12%	4	4%	9	9%	100	100%
Dean, First Year Programs	24	27%	0	0%	12	13%	20	22%	24	27%	2	2%	3	3%	5	6%	90	100%
Director, Online Services and Support	6	20%	0	0%	2	7%	17	57%	2	7%	1	3%	1	3%	1	3%	30	100%
Director, Student Judicial Affairs	17	33%	0	0%	0	0%	20	38%	9	17%	3	6%	0	0%	3	6%	52	100%
Interim Dean, Inst. Services (Internal Only)	1	13%	0	0%	0	0%	4	50%	3	38%	0	0%	0	0%	0	0%	8	100%
Project Manager, Noncredit (Adult Ed.) Initiatives	6	24%	0	0%	1	4%	11	44%	4	16%	2	8%	0	0%	1	4%	25	100%
Project Manager, Veterans Resource Center Grant (50%)	1	11%	0	0%	0	0%	4	44%	3	33%	1	11%	0	0%	0	0%	9	100%
Vice President, Business & Admin.	4	17%	0	0%	1	4%	12	50%	3	13%	3	13%	1	4%	0	0%	24	100%
Vice President, Human Resources	6	40%	0	0%	0	0%	4	27%	4	27%	0	0%	0	0%	1	7%	15	100%
TOTALS	118	27%	0	0%	26	6%	160	36%	76	17%	30	7%	10	2%	23	5%	443	100%

Academic Administrative Applicants

Ethnicity 2018-2019

Total = 443

Appendix 7

Full-time Faculty Applicants

Ethnicity by Job Posting

2018-2019

Santa Monica College
Faculty Staff Diversity Report 2019
Full-time Faculty Applicant Data 2018-2019

JOB TITLE	AFR-AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI-RAC		PAC ISL		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
FT/Tenure Track Counselor - Career Services	20	19%	0	0%	10	9%	33	31%	27	25%	6	6%	2	2%	9	8%	107	100%
FT/Tenure Track Counselor - Center for Wellness and Wellbeing	24	18%	0	0%	10	8%	53	41%	17	13%	12	9%	3	2%	11	8%	130	100%
FT/Tenure Track Counselor - Disabled Student Programs and Services (DSPS)	21	23%	3	3%	7	8%	28	30%	19	20%	7	8%	1	1%	7	8%	93	100%
FT/Tenure Track Counselor - Veterans' Resource Center	11	22%	0	0%	1	2%	16	31%	10	20%	6	12%	2	4%	5	10%	51	100%
FT/Tenure Track Instructor - Athletics & Kinesiology (Kinesiology/Aquatics Coach)	1	2%	0	0%	2	5%	24	56%	7	16%	4	9%	0	0%	5	12%	43	100%
FT/Tenure Track Instructor - Athletics & Kinesiology (Kinesiology/Head Football Coach)	21	40%	0	0%	1	2%	18	35%	5	10%	4	8%	1	2%	2	4%	52	100%
FT/Tenure Track Instructor - Business (Accounting)	4	10%	0	0%	11	28%	11	28%	4	10%	3	8%	3	8%	3	8%	39	100%
FT/Tenure Track Instructor - Business (Business Law)	6	14%	0	0%	1	2%	18	43%	5	12%	3	7%	0	0%	9	21%	42	100%
FT/Tenure Track Instructor - Communication (Communication Studies)	10	12%	2	2%	5	6%	40	48%	8	10%	10	12%	1	1%	8	10%	84	100%

Santa Monica College
Faculty Staff Diversity Report 2019
Full-time Faculty Applicant Data 2018-2019

JOB TITLE	AFR-AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI-RAC		PAC ISL		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
FT/Tenure Track Instructor - Communication (Film Production)	16	13%	1		8	7%	64	54%	10	8%	6	5%	1	1%	13	11%	119	99%
FT/Tenure Track Instructor - Cosmetology	17	41%	0	0%	3	7%	7	17%	7	17%	5	12%	1	2%	1	2%	41	100%
FT/Tenure Track Instructor - Dance	13	19%	0	0%	9	13%	16	24%	10	15%	12	18%	1	1%	7	10%	68	100%
FT/Tenure Track Instructor - English (Composition - Transfer Level)	16	9%	0	0%	9	5%	95	55%	20	11%	12	7%	1	1%	21	12%	174	100%
FT/Tenure Track Instructor - English (Composition - Transfer/Developmental)	9	8%	0	0%	7	6%	61	54%	14	12%	14	12%	0	0%	9	8%	114	100%
FT/Tenure Track Instructor - English as a Second Language (ESL)	6	4%	0	0%	23	14%	76	47%	20	12%	14	9%	3	2%	19	12%	161	100%
FT/Tenure Track Instructor - Life Sciences (Cellular/Molecular Biology, Genetics and Evolution)	5	5%	1	1%	24	23%	45	43%	9	9%	6	6%	1	1%	14	13%	105	100%
FT/Tenure Track Instructor - Mathematics (Statistics/Pre-Statistics)	10	12%	0	0%	22	26%	30	35%	14	16%	2	2%	2	2%	6	7%	86	100%
FT/Tenure Track Instructor - Modern Languages (Japanese)	0	0%	0	0%	37	86%	4	9%	1	2%	1	2%	0	0%	0	0%	43	100%

Santa Monica College
Faculty Staff Diversity Report 2019
Full-time Faculty Applicant Data 2018-2019

JOB TITLE	AFR-AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI-RAC		PAC ISL		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
FT/Tenure Track Instructor - Modern Languages (Linguistics)	6	3%	0	0%	51	24%	98	47%	33	16%	6	3%	0	0%	16	8%	210	100%
FT/Tenure Track Instructor - Philosophy & Social Sciences (Sociology)	17	14%	0	0%	9	8%	50	42%	25	21%	4	3%	1	1%	12	10%	118	100%
FT/Tenure Track Instructor - Photography (Commercial Photography)	2	1%	2	1%	21	11%	105	55%	15	8%	13	7%	1	1%	31	16%	190	100%
FT/Tenure Track Instructor - Physical Science (Physics)	2	2%	0	0%	32	28%	60	52%	6	5%	6	5%	0	0%	9	8%	115	100%
TOTALS	237	11%	9	0%	303	14%	952	44%	286	13%	156	7%	25	1%	217	10%	2,185	100%

Appendix 8

Part-time Faculty Applicants

Ethnicity by Job Posting

2018-2019

**Santa Monica College
Office of Human Resources
Part-time Faculty Applicants Summary 2018-2019**

JOB TITLE	AFR-AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
PT Counselor - Career Counselor - Continuous Applicant Pool	31	15%	2	1%	23	11%	61	29%	60	29%	14	7%	4	2%	14	7%	209	100%
PT Counselor - Counselor/Instructor - Continuous Applicant Pool	34	14%	2	1%	26	10%	52	21%	97	39%	18	7%	5	2%	16	6%	250	100%
PT Counselor - DSPS Counselor - Continuous Applicant Pool	20	23%	1	1%	4	5%	25	29%	23	27%	5	6%	0	0%	8	9%	86	100%
PT Counselor - Mental Health Clinician	4	16%	0	0%	1	4%	10	40%	4	16%	3	12%	0	0%	3	12%	25	100%
PT Dual Enrollment Site Coordinator - Continuous Applicant Pool	13	20%	0	0%	6	9%	14	22%	23	36%	3	5%	0	0%	5	8%	64	100%
PT Instructor - Art - Continuous Applicant Pool	3	3%	0	0%	7	8%	46	49%	12	13%	9	10%	1	1%	15	16%	93	100%
PT Instructor - Art (Art History) - Continuous Applicant Pool	3	9%	0	0%	1	3%	17	53%	3	9%	2	6%	0	0%	6	19%	32	100%
PT Instructor - Art (Ceramics) - Continuous Applicant Pool	0	0%	0	0%	1	7%	6	43%	3	21%	0	0%	0	0%	4	29%	14	100%
PT Instructor - Athletics & Kinesiology (Athletics) - Continuous Applicant Pool	4	13%	0	0%	1	3%	12	38%	5	16%	4	13%	4	13%	2	6%	32	100%
PT Instructor - Athletics & Kinesiology (Head Men's Volleyball Coach)	0	0%	0	0%	0	0%	3	100%	0	0%	0	0%	0	0%	0	0%	3	100%
PT Instructor - Athletics & Kinesiology (Head Women's Softball Coach) - Continuous Applicant Pool	1	13%	0	0%	0	0%	5	63%	0	0%	1	13%	0	0%	1	13%	8	100%

**Santa Monica College
Office of Human Resources
Part-time Faculty Applicants Summary 2018-2019**

JOB TITLE	AFR-AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
PT Instructor - Athletics & Kinesiology (Kinesiology/Physical Education) - Continuous Applicant Pool	9	18%	0	0%	1	2%	21	43%	9	18%	5	10%	2	4%	2	4%	49	100%
PT Instructor - Business - Continuous Applicant Pool	13	16%	0	0%	9	11%	34	41%	9	11%	6	7%	2	2%	9	11%	82	100%
PT Instructor - Business (Accounting) - Continuous Applicant Pool	1	3%	0	0%	11	33%	12	36%	2	6%	1	3%	3	9%	3	9%	33	100%
PT Instructor - Business (Automotive Technology) - Continuous Applicant Pool	1	11%	0	0%	1	11%	5	56%	1	11%	1	11%	0	0%	0	0%	9	100%
PT Instructor - Business (Insurance) - Continuous Applicant Pool	3	27%	0	0%	3	27%	4	36%	1	9%	0	0%	0	0%	0	0%	11	100%
PT Instructor - Business (Law) - Continuous Applicant Pool	4	9%	0	0%	6	13%	25	53%	1	2%	2	4%	1	2%	8	17%	47	100%
PT Instructor - Communications (Broadcasting) - Continuous Applicant Pool	8	32%	0	0%	1	4%	9	36%	3	12%	3	12%	0	0%	1	4%	25	100%
PT Instructor - Communications (Communication Studies) - Continuous Applicant Pool	7	18%	1	3%	3	8%	14	36%	6	15%	3	8%	1	3%	4	10%	39	100%
PT Instructor - Communications (Film Studies) - Continuous Applicant Pool	13	12%	1	1%	6	6%	52	49%	11	10%	13	12%	2	2%	8	8%	106	100%

**Santa Monica College
Office of Human Resources
Part-time Faculty Applicants Summary 2018-2019**

JOB TITLE	AFR-AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
PT Instructor - Communications (Journalism) - Continuous Applicant Pool	5	25%	0	0%	1	5%	6	30%	3	15%	5	25%	0	0%	0	0%	20	100%
PT Instructor - Communications (Media Studies) - Continuous Applicant Pool	7	17%	1	2%	4	10%	15	36%	8	19%	4	10%	1	2%	2	5%	42	100%
PT Instructor - Cosmetology - Continuous Applicant Pool	8	62%	0	0%	0	0%	2	15%	3	23%	0	0%	0	0%	0	0%	13	100%
PT Instructor - CSIS (Computer Science & Information Systems) - Continuous Applicant Pool	3	10%	0	0%	7	24%	16	55%	1	3%	0	0%	0	0%	2	7%	29	100%
PT Instructor - CSIS (Office Technology) - Continuous Applicant Pool	4	25%	0	0%	1	6%	5	31%	2	13%	2	13%	1	6%	1	6%	16	100%
PT Instructor - Dance - Continuous Applicant Pool	1	3%	0	0%	1	3%	19	63%	4	13%	2	7%	1	3%	2	7%	30	100%
PT Instructor - Design Technology (Entertainment Technology) - Continuous Applicant Pool	0	0%	0	0%	3	17%	9	50%	0	0%	2	11%	1	6%	3	17%	18	100%
PT Instructor - Design Technology (Graphic Design) - Continuous Applicant Pool	2	7%	0	0%	4	13%	14	47%	3	10%	1	3%	0	0%	6	20%	30	100%
PT Instructor - Design Technology (Interior Architectural Design) - Continuous Applicant Pool	1	6%	0	0%	3	17%	12	67%	1	6%	0	0%	0	0%	1	6%	18	100%

**Santa Monica College
Office of Human Resources
Part-time Faculty Applicants Summary 2018-2019**

JOB TITLE	AFR-AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
PT Instructor - Early Childhood Education - Continuous Applicant Pool	8	25%	0	0%	0	0%	12	38%	7	22%	4	13%	1	3%	0	0%	32	100%
PT Instructor - Early Childhood Education (Bilingual Studies) - Continuous Applicant Pool	2	17%	0	0%	1	8%	1	8%	5	42%	1	8%	0	0%	2	17%	12	100%
PT Instructor - Early Childhood Education (Early Intervention) - Continuous Applicant Pool	6	19%	0	0%	2	6%	11	35%	5	16%	4	13%	0	0%	3	10%	31	100%
PT Instructor - Early Childhood Education (Elementary Education) - Continuous Applicant Pool	10	28%	0	0%	2	6%	16	44%	3	8%	3	8%	1	3%	1	3%	36	100%
PT Instructor - Earth Science (Anthropology) - Continuous Applicant Pool	0	0%	1	10%	2	20%	2	20%	3	30%	0	0%	0	0%	2	20%	10	100%
PT Instructor - Earth Science (Astronomy) - Continuous Applicant Pool	0	0%	0	0%	0	0%	3	60%	1	20%	1	20%	0	0%	0	0%	5	100%
PT Instructor - Earth Science (Energy Efficiency) - Continuous Applicant Pool	1	33%	0	0%	1	33%	1	33%	0	0%	0	0%	0	0%	0	0%	3	100%
PT Instructor - Earth Science (Geographic Information Systems) - Continuous Applicant Pool	0	0%	0	0%	2	40%	2	40%	1	20%	0	0%	0	0%	0	0%	5	100%
PT Instructor - Earth Science (Geography) - Continuous Applicant Pool	1	10%	0	0%	4	40%	4	40%	0	0%	1	10%	0	0%	0	0%	10	100%
PT Instructor - Earth Science (Geology) - Continuous Applicant Pool	0	0%	1	9%	1	9%	6	55%	3	27%	0	0%	0	0%	0	0%	11	100%

**Santa Monica College
Office of Human Resources
Part-time Faculty Applicants Summary 2018-2019**

JOB TITLE	AFR-AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
PT Instructor - Earth Science (Recycling & Resource Management) - Continuous Applicant Pool	2	20%	0	0%	1	10%	5	50%	1	10%	0	0%	0	0%	1	10%	10	100%
PT Instructor - Earth Science (Renewable Energies) - Continuous Applicant Pool	0	0%	1	33%	1	33%	1	33%	0	0%	0	0%	0	0%	0	0%	3	100%
PT Instructor - Emeritus - Continuous Applicant Pool	3	11%	0	0%	1	4%	19	68%	4	14%	0	0%	0	0%	1	4%	28	100%
PT Instructor - English - Continuous Applicant Pool	15	10%	1	1%	11	8%	71	49%	17	12%	13	9%	2	1%	14	10%	144	100%
PT Instructor - English as a Second Language (ESL) - Continuous Applicant Pool	3	3%	0	0%	10	11%	50	53%	15	16%	8	9%	3	3%	5	5%	94	100%
PT Instructor - Health Sciences (Health) - Continuous Applicant Pool	7	17%	0	0%	6	15%	18	44%	2	5%	2	5%	0	0%	6	15%	41	100%
PT Instructor - Health Sciences (Nursing) - Continuous Applicant Pool	3	10%	0	0%	3	10%	11	37%	2	7%	2	7%	5	17%	4	13%	30	100%
PT Instructor - Health Sciences (Occupational Therapy) - Continuous Applicant Pool	0	0%	0	0%	0	0%	4	80%	0	0%	0	0%	1	20%	0	0%	5	100%
PT Instructor - Health Sciences (Respiratory Therapy) - Continuous Applicant Pool	0	0%	0	0%	2	20%	4	40%	1	10%	2	20%	0	0%	1	10%	10	100%
PT Instructor - Health Services (Registered Dietitian/Nutritionist) - Continuous Applicant Pool	0	0%	0	0%	2	17%	5	42%	2	17%	2	17%	1	8%	0	0%	12	100%

**Santa Monica College
Office of Human Resources
Part-time Faculty Applicants Summary 2018-2019**

JOB TITLE	AFR-AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
PT Instructor - History - Continuous Applicant Pool	3	8%	1	3%	1	3%	22	55%	6	15%	3	8%	0	0%	4	10%	40	100%
PT Instructor - History (U.S. History) - Continuous Applicant Pool	3	9%	1	3%	0	0%	24	73%	3	9%	1	3%	0	0%	1	3%	33	100%
PT Instructor - History (Western Civilization II) - Continuous Applicant Pool	2	8%	0	0%	0	0%	17	71%	3	13%	1	4%	0	0%	1	4%	24	100%
PT Instructor - History (World/Regional History) - Continuous Applicant Pool	2	6%	0	0%	1	3%	22	71%	1	3%	2	6%	0	0%	3	10%	31	100%
PT Instructor - Library (Library Studies) - Continuous Applicant Pool	0	0%	0	0%	0	0%	1	17%	2	33%	1	17%	0	0%	2	33%	6	100%
PT Instructor - Library (Reference Librarian) - Continuous Applicant Pool	1	4%	0	0%	2	8%	7	27%	8	31%	1	4%	0	0%	7	27%	26	100%
PT Instructor - Life Science - Continuous Applicant Pool	2	10%	0	0%	4	20%	7	35%	1	5%	0	0%	0	0%	6	30%	20	100%
PT Instructor - Life Science (Anatomy) - Continuous Applicant Pool	1	7%	0	0%	2	13%	6	40%	2	13%	0	0%	0	0%	4	27%	15	100%
PT Instructor - Life Science (Biological Science) - Continuous Applicant Pool	2	4%	0	0%	11	24%	20	43%	2	4%	2	4%	0	0%	9	20%	46	100%
PT Instructor - Life Science (Botany) - Continuous Applicant Pool	0	0%	0	0%	3	43%	1	14%	1	14%	1	14%	0	0%	1	14%	7	100%
PT Instructor - Life Science (Marine Biology) - Continuous Applicant Pool	0	0%	0	0%	2	20%	6	60%	2	20%	0	0%	0	0%	0	0%	10	100%

**Santa Monica College
Office of Human Resources
Part-time Faculty Applicants Summary 2018-2019**

JOB TITLE	AFR-AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
PT Instructor - Life Science (Medical Laboratory Technology) - Continuous Applicant Pool	1	50%	0	0%	0	0%	0	0%	1	50%	0	0%	0	0%	0	0%	2	100%
PT Instructor - Life Science (Nutrition) - Continuous Applicant Pool	1	6%	0	0%	2	11%	10	56%	1	6%	2	11%	1	6%	1	6%	18	100%
PT Instructor - Mathematics - Continuous Applicant Pool	5	6%	0	0%	19	24%	36	45%	7	9%	4	5%	3	4%	6	8%	80	100%
PT Instructor - Modern Languages (American Sign Language) - Continuous Applicant Pool	0	0%	0	0%	0	0%	0	0%	2	100%	0	0%	0	0%	0	0%	2	100%
PT Instructor - Modern Languages (Arabic) - Continuous Applicant Pool	1	8%	0	0%	0	0%	10	77%	0	0%	0	0%	0	0%	2	15%	13	100%
PT Instructor - Modern Languages (Chinese) - Continuous Applicant Pool	0	0%	0	0%	14	100%	0	0%	0	0%	0	0%	0	0%	0	0%	14	100%
PT Instructor - Modern Languages (French) - Continuous Applicant Pool	1	8%	0	0%	0	0%	9	69%	1	8%	2	15%	0	0%	0	0%	13	100%
PT Instructor - Modern Languages (German) - Continuous Applicant Pool	0	0%	0	0%	0	0%	2	100%	0	0%	0	0%	0	0%	0	0%	2	100%
PT Instructor - Modern Languages (Hebrew) - Continuous Applicant Pool	0	0%	0	0%	0	0%	3	100%	0	0%	0	0%	0	0%	0	0%	3	100%
PT Instructor - Modern Languages (Italian) - Continuous Applicant Pool	0	0%	0	0%	0	0%	10	100%	0	0%	0	0%	0	0%	0	0%	10	100%

**Santa Monica College
Office of Human Resources
Part-time Faculty Applicants Summary 2018-2019**

	AFR-AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
JOB TITLE	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
PT Instructor - Modern Languages (Japanese) - Continuous Applicant Pool	0	0%	0	0%	2	67%	0	0%	0	0%	1	33%	0	0%	0	0%	3	100%
PT Instructor - Modern Languages (Korean) - Continuous Applicant Pool	0	0%	0	0%	8	100%	0	0%	0	0%	0	0%	0	0%	0	0%	8	100%
PT Instructor - Modern Languages (Linguistics) - Continuous Applicant Pool	0	0%	0	0%	2	15%	7	54%	4	31%	0	0%	0	0%	0	0%	13	100%
PT Instructor - Modern Languages (Persian) - Continuous Applicant Pool	0	0%	0	0%	1	8%	11	92%	0	0%	0	0%	0	0%	0	0%	12	100%
PT Instructor - Modern Languages (Portuguese) - Continuous Applicant Pool	0	0%	0	0%	0	0%	1	10%	8	80%	1	10%	0	0%	0	0%	10	100%
PT Instructor - Modern Languages (Russian) - Continuous Applicant Pool	0	0%	0	0%	0	0%	11	85%	0	0%	0	0%	0	0%	2	15%	13	100%
PT Instructor - Modern Languages (Spanish) - Continuous Applicant Pool	1	3%	0	0%	0	0%	1	3%	23	79%	2	7%	0	0%	2	7%	29	100%
PT Instructor - Modern Languages (Turkish) - Continuous Applicant Pool	0	0%	0	0%	0	0%	13	87%	1	7%	0	0%	0	0%	1	7%	15	100%
PT Instructor - Music - Continuous Applicant Pool	5	5%	0	0%	14	14%	53	54%	10	10%	7	7%	1	1%	9	9%	99	100%
PT Instructor - Philosophy & Social Sciences (Economics) - Continuous Applicant Pool	0	0%	0	0%	10	30%	15	45%	5	15%	1	3%	0	0%	2	6%	33	100%
PT Instructor - Philosophy & Social Sciences (Environmental Studies) - Continuous Applicant Pool	1	7%	0	0%	1	7%	10	71%	1	7%	0	0%	0	0%	1	7%	14	100%

**Santa Monica College
Office of Human Resources
Part-time Faculty Applicants Summary 2018-2019**

JOB TITLE	AFR-AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
PT Instructor - Philosophy & Social Sciences (Global Studies) - Continuous Applicant Pool	5	15%	0	0%	6	18%	15	45%	1	3%	0	0%	1	3%	5	15%	33	100%
PT Instructor - Philosophy & Social Sciences (Humanities) - Continuous Applicant Pool	7	17%	1	2%	1	2%	17	40%	5	12%	4	10%	0	0%	7	17%	42	100%
PT Instructor - Philosophy & Social Sciences (Philosophy) - Continuous Applicant Pool	5	12%	0	0%	2	5%	20	48%	9	21%	2	5%	0	0%	4	10%	42	100%
PT Instructor - Philosophy & Social Sciences (Political Science) - Continuous Applicant Pool	2	4%	1	2%	6	13%	25	53%	6	13%	3	6%	1	2%	3	6%	47	100%
PT Instructor - Philosophy & Social Sciences (Religious Studies) - Continuous Applicant Pool	5	14%	0	0%	4	11%	14	39%	5	14%	1	3%	0	0%	7	19%	36	100%
PT Instructor - Philosophy & Social Sciences (Sociology) - Continuous Applicant Pool	6	16%	0	0%	6	16%	11	30%	9	24%	2	5%	0	0%	3	8%	37	100%
PT Instructor - Philosophy & Social Sciences (Women's Studies) - Continuous Applicant Pool	3	17%	0	0%	3	17%	10	56%	2	11%	0	0%	0	0%	0	0%	18	100%
PT Instructor - Photography & Fashion (Fashion Design & Merchandising) - Continuous Applicant Pool	3	14%	0	0%	6	29%	5	24%	2	10%	1	5%	0	0%	4	19%	21	100%

**Santa Monica College
Office of Human Resources
Part-time Faculty Applicants Summary 2018-2019**

JOB TITLE	AFR-AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
PT Instructor - Photography & Fashion (Photography) - Continuous Applicant Pool	1	3%	0	0%	1	3%	16	46%	5	14%	6	17%	0	0%	6	17%	35	100%
PT Instructor - Physical Science (Chemistry) - Continuous Applicant Pool	0	0%	0	0%	8	30%	9	33%	3	11%	2	7%	1	4%	4	15%	27	100%
PT Instructor - Physical Science (Engineering) - Continuous Applicant Pool	2	8%	0	0%	2	8%	10	42%	4	17%	2	8%	2	8%	2	8%	24	100%
PT Instructor - Physical Science (Physics) - Continuous Applicant Pool	1	4%	0	0%	8	31%	10	38%	3	12%	1	4%	0	0%	3	12%	26	100%
PT Instructor - Psychology - Continuous Applicant Pool	17	17%	1	1%	12	12%	40	40%	12	12%	7	7%	2	2%	9	9%	100	100%
PT Instructor - Theatre Arts - Continuous Applicant Pool	11	13%	2	2%	3	4%	44	54%	8	10%	5	6%	3	4%	6	7%	82	100%
TOTAL	364	11%	19	1%	354	11%	1,352	42%	539	17%	220	7%	58	2%	293	9%	3,199	100%

Appendix 9

Classified Applicants Ethnicity by Job Posting 2018-2019

Santa Monica College
Faculty Staff Diversity Report 2019
Classified Applicant Data 2018-2019
Ethnicity

DEPARTMENT JOB TITLE	Status	AFR-AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI-RAC		PAC-ISLANDER		UNKNOWN		TOTAL	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Academic Affairs																			
Accompanist- Performance	Clsf Support	2	5%	0	0%	16	38%	18	43%	0	0%	2	5%	1	2%	3	8%	42	100%
Administrative Assistant II (AA2txAcadAff)	Clsf Support	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
Class Scheduling Specialist	Clsf Support	1	13%	0	0%	0	0%	2	25%	3	38%	0	0%	0	0%	2	25%	8	100%
Instructional Assistant-English (2019) IAENG2019	Clsf Support	8	19%	0	0%	3	7%	16	37%	12	28%	0	0%	0	0%	4	9%	43	100%
Instructional Assistant-English (Transfer 18/19-8806/8807) (IAENGTX8806-8807)	Clsf Support	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	1	100%
Instructional Assistant-ESL (2019) IAESL2019	Clsf Support	5	16%	0	0%	3	9%	14	44%	6	19%	1	3%	0	0%	3	9%	32	100%
Instructional Assistant-Learning Disabilities (Transfer 18/19-8680) IADTX8680	Clsf Support	0	0%	0	0%	1	33%	1	33%	1	33%	0	0%	0	0%	0	0%	3	100%
Instructional Assistant-Math (2019) IAMATH2019	Clsf Support	3	9%	0	0%	5	15%	11	33%	7	21%	2	6%	0	0%	5	15%	33	100%
Instructional Assistant-Math (Transfer 18/19-8734)	Clsf Support	1	25%	0	0%	2	50%	1	25%	0	0%	0	0%	0	0%	0	0%	4	100%
Laboratory Technician-Art (LT-Atx8919)	Clsf Support	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	1	100%
Laboratory Technician-Life Science (LTLS18)	Clsf Support	2	3%	0	0%	6	10%	14	22%	25	40%	5	8%	1	2%	10	16%	63	100%
Laboratory Technician-Photography (LT-P18)	Clsf Support	2	17%	0	0%	2	17%	6	50%	0	0%	0	0%	0	0%	2	17%	12	100%
Library Assistant (SS-0006-2018-TRANSFER 2)	Clsf Support	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	1	100%
Academic Affairs Totals	Clsf Support	25	10%	0	0%	38	16%	85	35%	54	22%	11	5%	2	1%	29	12%	244	100%

Business/ Admin./ Facilities

Accounting Supervisor (Promo Only)	Clsf Mgr	0	0%	0	0%	1	17%	2	33%	1	17%	0	0%	1	17%	1	17%	6	100%
Assistant Director of Facilities Maintenance	Clsf Mgr	6	15%	1	2%	4	10%	15	37%	12	29%	1	2%	2	5%	0	0%	41	100%
Assistant Director of Facilities Operations	Clsf Mgr	5	28%	0	0%	1	6%	7	39%	3	17%	1	6%	0	0%	1	6%	18	100%
Controller	Clsf Mgr	2	20%	0	0%	1	10%	6	60%	0	0%	0	0%	0	0%	1	10%	10	100%
Construction Systems Supervisor	Clsf Mgr	0	0%	0	0%	0	0%	1	17%	4	67%	1	17%	0	0%	0	0%	6	100%
Custodial Operations Supervisor (Promotional)	Clsf Mgr	4	57%	0	0%	0	0%	0	0%	2	29%	0	0%	0	0%	1	14%	7	100%

Santa Monica College
Faculty Staff Diversity Report 2019
Classified Applicant Data 2018-2019
Ethnicity

DEPARTMENT JOB TITLE	Status	AFR-AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI-RAC		PAC-ISLANDER		UNKNOWN		TOTAL	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Custodial Operations Supervisor	Clssf Mgr	4	40%	0	0%	0	0%	0	0%	4	40%	1	10%	0	0%	1	10%	10	100%
Director of Facilities Planning	Clssf Mgr	0	0%	0	0%	1	50%	1	50%	0	0%	0	0%	0	0%	0	0%	2	100%
Director of Facilities Maintenance & Operations	Clssf Mgr	4	14%	0	0%	3	11%	10	36%	5	18%	2	7%	1	4%	3	11%	28	100%
Business/Admin./Facilities Totals	Clssf Mgr	25	20%	1	1%	11	9%	42	33%	31	24%	6	5%	4	3%	8	6%	128	100%
Business/ Admin./ Facilities																			
Accounting Specialist (Transfer)	Clssf Support	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	1	100%
Budget Technician (Transfer)	Clssf Support	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	1	100%
Buyer II	Clssf Support	17	16%	1	1%	20	19%	27	26%	21	20%	5	5%	4	4%	10	10%	105	100%
Custodian	Clssf Support	69	51%	3	2%	1	1%	4	3%	45	33%	4	3%	0	0%	9	7%	135	100%
Custodian Transfer (18/19)	Clssf Support	2	66%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	33%	3	100%
Custodian Transfer-NSI	Clssf Support	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	1	100%
Custodian (Transfers)	Clssf Support	1	25%	0	0%	0	0%	0	0%	2	50%	0	0%	0	0%	1	25%	4	100%
Lead Custodian	Clssf Support	5	56%	0	0%	1	11%	1	11%	1	11%	0	0%	0	0%	1	11%	9	100%
Enterprise Business Services Clerk	Clssf Support	0	0%	0	0%	0	0%	1	50%	1	50%	0	0%	0	0%	0	0%	2	100%
Gardener-Equipment Operator (Promotional)	Clssf Support	0	0%	0	0%	0	0%	0	0%	3	60%	0	0%	0	0%	2	40%	5	100%
Grounds Equipment Operator	Clssf Support	2	7%	1	3%	2	7%	3	10%	16	55%	1	3%	1	3%	3	10%	29	100%
Journeyman Trade- HVAC 2019	Clssf Support	4	10%	0	0%	5	12%	10	24%	20	48%	1	2%	1	2%	1	2%	42	100%
Journeyman Trade-Painting	Clssf Support	0	0%	0	0%	0	0%	0	0%	1	50%	0	0%	0	0%	1	50%	2	100%
Journeyman Trade- Plumbing	Clssf Support	3	20%	0	0%	1	7%	0	0%	9	60%	1	7%	0	0%	1	7%	15	100%
Mail Services Worker I (Transfer 18/19-8841)	Clssf Support	1	25%	0	0%	1	25%	0	0%	1	25%	0	0%	0	0%	1	25%	4	100%
Mail Services Worker I	Clssf Support	117	46%	3	1%	6	2%	27	11%	56	22%	17	7%	2	1%	25	10%	253	100%
Receiving, Stockroom and Delivery Worker-Promotional (FTM-22023-2018-PROMOTIONAL)	Clssf Support	2	29%	0	0%	1	14%	2	29%	1	14%	0	0%	0	0%	1	14%	7	100%
Receiving, Stockroom and Delivery Worker-Transfer (FTM-0023-2018-TRANSFER)	Clssf Support	2	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	50%	4	100%

**Santa Monica College
Faculty Staff Diversity Report 2019
Classified Applicant Data 2018-2019
Ethnicity**

DEPARTMENT JOB TITLE	Status	AFR-AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI-RAC		PAC-ISLANDER		UNKNOWN		TOTAL	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Reprographics Technician (Transfer)	Clsf Support	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
Reprographics Technician (is-0024-2018 Career Laddering)	Clsf Support	1	25%	0	0%	0	0%	0	0%	3	75%	0	0%	0	0%	0	0%	4	100%
Reprographics Technician (Reprographics Tech 2018)	Clsf Support	2	33%	0	0%	1	17%	1	17%	2	33%	0	0%	0	0%	0	0%	6	100%
Skilled Maintenance Worker II (transfer 18/19-8596/8672)	Clsf Support	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	1	100%
Senior Reprographics Technician (Transfer)	Clsf Support	1	50%	0	0%	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%	2	100%
Senior Reprographics Technician	Clsf Support	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	1	100%
Business/Admin./Facilities Totals	Clsf Support	230	36%	8	1%	39	6%	79	12%	184	29%	29	5%	8	1%	60	9%	637	100%
Enrollment Development																			
Academic Records Evaluator	Clsf Support	0	0%	0	0%	0	0%	2	67%	1	33%	0	0%	0	0%	0	0%	3	100%
Curriculum Specialist - PROMOTIONAL OPPORTUNITY	Clsf Support	1	33%	0	0%	0	0%	1	33%	1	33%	0	0%	0	0%	0	0%	3	100%
Student Services Specialist- Admissions & Records (TRANSFER)	Clsf Support	1	17%	0	0%	0	0%	1	17%	1	17%	0	0%	0	0%	3	50%	6	100%
Student Services Specialist- Admissions & Records	Clsf Support	38	23%	0	0%	12	7%	31	19%	61	37%	13	8%	1	1%	8	5%	164	100%
Enrollment Development Totals	Clsf Support	40	23%	0	0%	12	7%	35	20%	64	36%	13	7%	1	1%	11	6%	176	100%
Human Resources																			
Human Resources Analyst - Employee and Labor Relations (Confidential)	Confidential	39	23%	0	0%	20	12%	40	23%	40	23%	6	3%	4	2%	24	14%	173	100%
Human Resources Totals	Confidential	39	23%	0	0%	20	12%	40	23%	40	23%	6	3%	4	2%	24	14%	173	100%
Human Resources																			
Professional Development Coordinator	Clsf Support	24	24%	0	0%	9	9%	28	28%	17	17%	9	9%	1	1%	13	13%	101	100%
HR Specialist	Clsf Support	28	24%	2	2%	16	14%	14	12%	28	24%	10	9%	3	3%	15	13%	116	100%
Human Resources Specialist - TRANSFER OPPORTUNITY	Clsf Support	2	33%	0	0%	0	0%	2	33%	0	0%	1	17%	0	0%	1	17%	6	100%
Human Resources Totals	Clsf Support	54	24%	2	1%	25	11%	44	20%	45	20%	20	9%	4	2%	29	13%	223	100%
Information Technology																			
Information Systems Security Officer	Clsf Mgr	4	16%	0	0%	5	20%	10	40%	3	12%	0	0%	1	4%	2	8%	25	100%
Management Information Systems Manager	Clsf Mgr	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
Information Technology Totals	Clsf Mgr	4	15%	0	0%	6	23%	10	38%	3	12%	0	0%	1	4%	2	8%	26	100%

Santa Monica College
Faculty Staff Diversity Report 2019
Classified Applicant Data 2018-2019
Ethnicity

DEPARTMENT JOB TITLE	Status	AFR-AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI-RAC		PAC-ISLANDER		UNKNOWN		TOTAL	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Gov't Relations/ Institutional Advancement																			
Lead Events Technician	Clsf Support	5	14%	0	0%	0	0%	14	38%	8	22%	2	5%	0	0%	8	22%	37	100%
Theatre Technical Specialist (IS-0038-01)	Clsf Support	5	7%	1	1%	4	5%	34	45%	12	16%	5	7%	3	4%	11	15%	75	100%
Gov't Relations/Inst. Adv.Totals	Clsf Support	10	9%	1	1%	4	4%	48	43%	20	18%	7	6%	3	3%	19	17%	112	100%
Personnel Com.																			
Personnel Analyst	Clsf Support	2	20%	0	0%	0	0%	3	30%	4	40%	0	0%	0	0%	1	10%	10	100%
Personnel Specialist (Temp)	Clsf Support	4	13%	0	0%	5	17%	8	27%	5	17%	5	17%	0	0%	3	10%	30	100%
Personnel Commission Totals	Clsf Support	6	15%	0	0%	5	13%	11	28%	9	23%	5	13%	0	0%	4	10%	40	100%
Student Affairs																			
Case Management Coordinator	Clsf Support	59	27%	0	0%	17	8%	45	20%	69	31%	16	7%	2	1%	13	6%	221	100%
Case Management Coordinator-Transfer	Clsf Support	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	1	100%
Student Affairs Totals	Clsf Support	59	27%	0	0%	17	8%	45	20%	69	31%	17	8%	2	1%	13	6%	222	100%
Student Affairs																			
Campus Safety Officer (PS-0009-2018-Transfer)	Clsf Support	0	0%	0	0%	0	0%	1	33%	1	33%	0	0%	0	0%	1	33%	3	100%
Campus Safety Officer - TRANSFER OPPORTUNITY (PS-0009-2019-Transfer)	Clsf Support	1	33%	0	0%	1	33%	0	0%	1	33%	0	0%	0	0%	0	0%	3	100%
CC Police Officer-Lateral/Academy(CCPO 2019)	Clsf Support	3	15%	0	0%	1	5%	3	15%	11	55%	0	0%	0	0%	2	10%	20	100%
CC Police Officer Recruit-Recruit 2019	Clsf Support	35	26%	0	0%	6	5%	21	16%	62	47%	3	2%	0	0%	6	5%	133	100%
CC Police Dispatcher (CCPD Dispatcher 2018)	Clsf Support	15	31%	0	0%	2	4%	6	13%	12	25%	3	6%	0	0%	10	21%	48	100%
CC Police Dispatcher (CCPD Dispatcher 2019)	Clsf Support	60	32%	0	0%	4	2%	28	15%	65	34%	16	8%	3	2%	13	7%	189	100%
Community College Police Dispatcher (transfer 18/19-8761)	Clsf Support	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	1	100%
Senior Community College Police Dispatcher (PS-0011-2019-Promo)	Clsf Support	0	0%	0	0%	0	0%	0	0%	1	50%	0	0%	0	0%	1	50%	2	100%
Disabled Student Services Assistant 2019-DSSA2019	Clsf Support	26	25%	0	0%	5	5%	23	22%	34	33%	7	7%	0	0%	8	8%	103	100%
Disabled Student Services Assistant 2-Transfer 18/19-86-79 (DSSATX8679)	Clsf Support	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
Senior Student Services Specialist-Admissions & Records (Promotional) SS-0015-2019-PROMOTIONAL	Clsf Support	1	17%	0	0%	0	0%	3	50%	1	17%	0	0%	0	0%	1	17%	6	100%

**Santa Monica College
Faculty Staff Diversity Report 2019
Classified Applicant Data 2018-2019
Ethnicity**

DEPARTMENT JOB TITLE	Status	AFR-AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI-RAC		PAC-ISLANDER		UNKNOWN		TOTAL	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Student Services Assistant (SSA - 2018 recruitment)	Clsf Support	3	23%	0	0%	2	15%	4	31%	2	15%	0	0%	0	0%	2	15%	13	100%
Student Services Assistant (EOPS-SSA 8711/8712)	Clsf Support	1	33%	0	0%	0	0%	0	0%	1	33%	1	33%	0	0%	0	0%	3	100%
Student Services Assistant 2019 (19/20-SSA)	Clsf Support	32	15%	1	0%	15	7%	47	22%	72	34%	18	8%	2	1%	25	12%	212	100%
Student Services Assistant-transfer 18/19-SSAtx19	Clsf Support	1	50%	0	0%	0	0%	0	0%	0	0%	1	50%	0	0%	0	0%	2	100%
Student Services Specialist (2019)	Clsf Support	117	42%	2	1%	9	3%	34	12%	79	28%	15	5%	0	0%	22	8%	278	100%
Student Services Specialist - TRANSFER POSTING (SS-0013-2018-TRANSFER)	Clsf Support	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	1	100%
Student Services Specialist (SS-0013-2018-PROMOTIONAL)	Clsf Support	1	20%	0	0%	1	20%	1	20%	2	40%	0	0%	0	0%	0	0%	5	100%
Student Services Specialist-DSPS (TRANSFER OPPORTUNITY) SS-0021-2018-TRANSFER	Clsf Support	2	67%	0	0%	0	0%	0	0%	0	0%	1	33%	0	0%	0	0%	3	100%
Student Services Specialist-EOPS (SSEOPST2018)	Clsf Support	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	1	100%
Student Services Specialist-International Students	Clsf Support	38	23%	0	0%	16	10%	40	25%	39	24%	16	10%	2	1%	11	7%	162	100%
Student Services Specialist Welcome Center (Promotional)	Clsf Support	4	31%	0	1%	1	8%	2	15%	5	38%	0	0%	0	0%	1	8%	13	100%
Student Services Totals	Clsf Support	340	28%	3	0%	64	5%	214	18%	389	32%	82	7%	7	1%	103	9%	1,202	100%
Various Depart.																			
Administrative Assistant I (2019) - AAI2019	Clsf Support	42	25%	1	1%	11	7%	36	21%	53	31%	7	4%	3	2%	16	9%	169	100%
Administrative Assistant II 2019 (AAII2019)	Clsf Support	36	20%	0	0%	9	5%	47	26%	50	28%	10	6%	3	2%	23	13%	178	100%
Administrative Assistant II (Transfer) AAII-0219-TRANSF	Clsf Support	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	1	100%
Administrative Assistant II (Transfer)	Clsf Support	0	0%	0	0%	0	0%	1	50%	0	0%	1	50%	0	0%	0	0%	2	100%
Customer Service Assistant-Transfer 18/19 (CSAtx18/19)	Clsf Support	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	1	100%
Music Equipment Assistant	Clsf Support	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	1	100%
Program Specialist (PS2019)	Clsf Support	19	18%	0	0%	6	6%	22	21%	37	35%	6	6%	2	2%	14	13%	106	100%
Student Services Clerk	Clsf Support	4	33%	0	0%	1	8%	1	8%	1	8%	3	25%	0	0%	2	17%	12	100%
Various Departments Totals	Clsf Support	101	21%	1	0%	27	6%	108	23%	143	30%	27	6%	8	2%	55	12%	470	100%
SUBTOTAL-CLASSIFIED MANAGERS		29	19%	1	1%	17	11%	52	34%	34	22%	6	4%	5	3%	10	6%	154	100%
SUBTOTAL-CLASSIFIED SUPPORT		904	26%	15	0%	251	7%	709	20%	1,017	29%	217	6%	39	1%	347	10%	3,499	100%
TOTALS		933	26%	16	0%	268	7%	761	21%	1,051	29%	223	6%	44	1%	357	10%	3,653	100%

Appendix 10

Selection Committees

Ethnicity of Committees 2018-2019

Santa Monica College
Full-time Faculty Selection Committees
Ethnicity by Department/Job Posting/Academic Years 2009-2019

Department		Ethnicity																	
Acad. Year	Job Posting	AFR AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI RACIAL		PAC ISLANDER		UNKNOWN		TOTALS	
Acad. Year	Job Posting	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Art																			
2009-2010	Foundation Drawing	2	25%	0	0%	0	0%	6	75%	0	0%	0	0%	0	0%	0	0%	8	100%
2019-2020	Art History	1	11%	0	0%	0	0%	7	78%	1	11%	0	0%	0	0%	0	0%	9	100%
Business																			
2014-2015	Accounting Business	3	33%	0	0%	3	33%	2	22%	1	11%	0	0%	0	0%	0	0%	9	100%
2014-2015	Communication	3	43%	0	0%	0	0%	3	43%	1	14%	0	0%	0	0%	0	0%	7	100%
2014-2015	Business Law	1	14%	0	0%	1	14%	5	71%	0	0%	0	0%	0	0%	0	0%	7	100%
2018-2019	Accounting	2	22%	0	0%	3	33%	2	22%	2	22%	0	0%	0	0%	0	0%	9	100%
2018-2019	Business Law	3	33%	0	0%	0	0%	4	44%	2	22%	0	0%	0	0%	0	0%	9	100%
Communication and Media Studies																			
2009-2010	Film Studies	2	29%	0	0%	1	14%	4	57%	0	0%	0	0%	0	0%	0	0%	7	100%
2011-2012	Media Studies	2	22%	0	0%	0	0%	4	44%	3	33%	0	0%	0	0%	0	0%	9	100%
2014-2015	Communication Studies	2	25%	0	0%	1	13%	5	63%	0	0%	0	0%	0	0%	0	0%	8	100%
2014-2015	Media Studies	2	25%	0	0%	0	0%	4	50%	1	13%	0	0%	0	0%	1	13%	8	100%
2015-2016	Film	1	13%	0	0%	1	13%	4	50%	2	25%	0	0%	0	0%	0	0%	8	100%
2015-2016	Journalism Communication	2	25%	0	0%	0	0%	4	50%	1	13%	1	13%	0	0%	0	0%	8	100%
2018-2019	Studies	1	11%	0	0%	2	22%	4	44%	2	22%	0	0%	0	0%	0	0%	9	100%
2018-2019	Film Productions	1	13%	0	0%	1	13%	3	38%	2	25%	0	0%	0	0%	1	13%	8	100%

Santa Monica College
Full-time Faculty Selection Committees
Ethnicity by Department/Job Posting/Academic Years 2009-2019

Department	Acad. Year	Job Posting	AFR AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI RACIAL		PAC ISLANDER		UNKNOWN		TOTALS			
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Cosmetology																						
			AFR AMR	AI/NA	ASIAN	CAUCASIAN	HISPANIC	MULTI RACIAL	PAC ISLANDER	UNKNOWN	TOTALS											
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2009-2010		Cosmetology	2	29%	0	0%	0	0%	5	71%	0	0%	0	0%	0	0%	0	0%	7	100%		
2010-2011		Cosmetology	1	14%	0	0%	0	0%	6	86%	0	0%	0	0%	0	0%	0	0%	7	100%		
2018-2019		Cosmetology	1	14%	0	0%	0	0%	5	71%	1	14%	0	0%	0	0%	0	0%	7	100%		
Counseling																						
			AFR AMR	AI/NA	ASIAN	CAUCASIAN	HISPANIC	MULTI RACIAL	PAC ISLANDER	UNKNOWN	TOTALS											
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2010-2011		Counselor-Health Science	2	22%	0	0%	0	0%	6	67%	1	11%	0	0%	0	0%	0	0%	9	100%		
2012-2013		Counselor-General	1	11%	0	0%	0	0%	4	44%	4	44%	0	0%	0	0%	0	0%	9	100%		
2014-2015		Counselor-General	1	11%	0	0%	1	11%	5	56%	2	22%	0	0%	0	0%	0	0%	9	100%		
2019-2020		Counselor - Center for Media and Design	1	14%	0	0%	0	0%	3	43%	3	43%	0	0%	0	0%	0	0%	7	100%		
2019-2020		Counselor - International Education Center	0	0%	0	0%	3	33%	2	22%	4	44%	0	0%	0	0%	0	0%	9	100%		
2019-2020		Counselor - Transfer Counselor	2	29%	0	0%	0	0%	3	43%	2	29%	0	0%	0	0%	0	0%	7	100%		
CSIS																						
			AFR AMR	AI/NA	ASIAN	CAUCASIAN	HISPANIC	MULTI RACIAL	PAC ISLANDER	UNKNOWN	TOTALS											
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2009-2010		Web Design	0	0%	0	0%	0	0%	6	75%	1	13%	0	0%	1	13%	0	0%	8	100%		
2017-2018		Computer Science	1	6%	0	0%	0	0%	12	71%	3	18%	0	0%	0	0%	1	6%	17	100%		
2019-2020		Cyber Security	0	0%	0	0%	0	0%	2	67%	1	33%	0	0%	0	0%	0	0%	3	100%		
2019-2020		Cyber Security	0	0%	0	0%	0	0%	4	100%	0	0%	0	0%	0	0%	0	0%	4	100%		

Santa Monica College
Full-time Faculty Selection Committees
Ethnicity by Department/Job Posting/Academic Years 2009-2019

Department	Acad. Year	Job Posting	AFR AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI RACIAL		PAC ISLANDER		UNKNOWN		TOTALS			
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Dance																						
			AFR AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI RACIAL		PAC ISLANDER		UNKNOWN		TOTALS			
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
	2011-2012	Dance	1	13%	0	0%	3	38%	3	38%	1	13%	0	0%	0	0%	0	0%	8	100%		
	2015-2016	Ballet/Modern	0	0%	0	0%	1	14%	5	71%	0	0%	0	0%	0	0%	1	14%	7	100%		
	2018-2019	Dance	1	14%	0	0%	1	14%	4	57%	0	0%	0	0%	0	0%	1	14%	7	100%		
Design Technology																						
			AFR AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI RACIAL		PAC ISLANDER		UNKNOWN		TOTALS			
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
	2010-2011	Digital Post Production	0	0%	0	0%	1	14%	5	71%	1	14%	0	0%	0	0%	0	0%	7	100%		
	2011-2012	Interior Architecture	0	0%	0	0%	0	0%	5	71%	1	14%	0	0%	1	14%	0	0%	7	100%		
	2014-2015	Fine Arts / Foundation Design	1	11%	0	0%	0	0%	6	67%	2	22%	0	0%	0	0%	0	0%	9	100%		
	2015-2016	Graphic Design	1	14%	0	0%	0	0%	5	71%	0	0%	0	0%	1	14%	0	0%	7	100%		
	2015-2016	Interior Architecture	1	14%	0	0%	1	14%	3	43%	2	29%	0	0%	0	0%	0	0%	7	100%		
	2017-2018	Graphic Design	1	14%	0	0%	1	14%	4	57%	0	0%	0	0%	1	14%	0	0%	7	100%		
	2019-2020	Graphic Design Interior	1	13%	0	0%	2	25%	3	38%	1	13%	0	0%	1	13%	0	0%	8	100%		
	2019-2020	Architecture	0	0%	0	0%	2	33%	3	50%	1	17%	0	0%	0	0%	0	0%	6	100%		
DSPS																						
			AFR AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI RACIAL		PAC ISLANDER		UNKNOWN		TOTALS			
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
	2011-2012	Counselor-DSPS	2	22%	0	0%	1	11%	5	56%	0	0%	0	0%	0	0%	1	11%	9	100%		
	2013-2014	Counselor-DSPS	1	14%	0	0%	1	14%	5	71%	0	0%	0	0%	0	0%	0	0%	7	100%		
	2014-2015	Counselor-DSPS ABI Faculty	1	13%	0	0%	3	38%	4	50%	0	0%	0	0%	0	0%	0	0%	8	100%		
	2015-2016	Specialist	1	13%	0	0%	1	13%	6	75%	0	0%	0	0%	0	0%	0	0%	8	100%		
	2015-2016	HTTC Faculty	0	0%	0	0%	4	44%	5	56%	0	0%	0	0%	0	0%	0	0%	9	100%		

Santa Monica College
Full-time Faculty Selection Committees
Ethnicity by Department/Job Posting/Academic Years 2009-2019

Department		AFR AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI RACIAL		PAC ISLANDER		UNKNOWN		TOTALS	
Acad. Year	Job Posting	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
		AFR AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI RACIAL		PAC ISLANDER		UNKNOWN		TOTALS	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Early Childhood Education (ECE)																			
2012-2013	Early Childhood Education	1	11%	0	0%	1	11%	7	78%	0	0%	0	0%	0	0%	0	0%	9	100%
2014-2015	Early Childhood Education	1	13%	0	0%	2	25%	3	38%	2	25%	0	0%	0	0%	0	0%	8	100%
2017-2018	Early Intervention	2	25%	0	0%	3	38%	3	38%	0	0%	0	0%	0	0%	0	0%	8	100%
Earth Science																			
		AFR AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI RACIAL		PAC ISLANDER		UNKNOWN		TOTALS	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2010-2011	Renewable Energies/Energy Efficiency	0	0%	0	0%	0	0%	6	75%	1	13%	0	0%	0	0%	1	13%	8	100%
2011-2012	Geology	1	11%	0	0%	0	0%	7	78%	0	0%	0	0%	0	0%	1	11%	9	100%
2014-2015	Anthropology	0	0%	0	0%	0	0%	7	88%	1	12%	0	0%	0	0%	0	0%	8	100%
2014-2015	Geography	1	11%	0	0%	0	0%	8	89%	0	0%	0	0%	0	0%	0	0%	9	100%
2014-2015	Geology	1	11%	0	0%	0	0%	7	78%	1	11%	0	0%	0	0%	0	0%	9	100%
2015-2016	Geology	1	11%	0	0%	0	0%	7	78%	1	11%	0	0%	0	0%	0	0%	9	100%
2017-2018	Anthropology	1	14%	0	0%	1	14%	5	71%	0	0%	0	0%	0	0%	0	0%	7	100%
2017-2018	Geography	1	14%	0	0%	0	0%	4	57%	2	29%	0	0%	0	0%	0	0%	7	100%
English																			
		AFR AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI RACIAL		PAC ISLANDER		UNKNOWN		TOTALS	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2009-2010	English Composition-Developmental/Transfer	1	11%	0	0%	0	0%	7	78%	1	11%	0	0%	0	0%	0	0%	9	100%
2010-2011	English Composition/Development Transfer Level	1	10%	0	0%	0	0%	7	70%	2	20%	0	0%	0	0%	0	0%	10	100%

Santa Monica College
Full-time Faculty Selection Committees
Ethnicity by Department/Job Posting/Academic Years 2009-2019

Department	Acad. Year	Job Posting	AFR AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI RACIAL		PAC ISLANDER		UNKNOWN		TOTALS	
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
	2010-2011	English Composition/Transfer Level	2	22%	0	0%	0	0%	5	56%	1	11%	0	0%	0	0%	1	11%	8	100%
	2011-2012	English Composition/Transfer Level	1	11%	0	0%	1	11%	7	78%	0	0%	0	0%	0	0%	0	0%	9	100%
	2013-2014	English Composition (Transfer Level)	2	22%	0	0%	0	0%	6	67%	1	11%	0	0%	0	0%	0	0%	9	100%
	2014-2015	English Composition (Transfer Level)	0	0%	0	0%	3	38%	5	63%	0	0%	0	0%	0	0%	0	0%	8	100%
	2015-2016	English Composition - Basic Skills	2	25%	0	0%	0	0%	6	75%	0	0%	0	0%	0	0%	0	0%	8	100%
	2015-2016	English Composition - Transfer Level	2	25%	0	0%	0	0%	4	50%	2	25%	0	0%	0	0%	0	0%	8	100%
	2017-2018	English Composition (Transfer Level)	1	13%	0	0%	0	0%	6	75%	0	0%	1	13%	0	0%	0	0%	8	100%
	2018-2019	English Composition (Transfer Level)	2	29%	0	0%	0	0%	4	57%	1	14%	0	0%	0	0%	0	0%	7	100%
	2018-2019	English Composition (Transfer/Dev.)	1	14%	0	0%	0	0%	5	71%	0	0%	0	0%	1	14%	0	0%	7	100%
	2019-2020	English	1	17%	0	0%	0	0%	4	67%	1	17%	0	0%	0	0%	0	0%	6	100%
ESL		Job Posting	AFR AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI RACIAL		PAC ISLANDER		UNKNOWN		TOTALS	
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
	2010-2011	English as a Second Language	2	25%	0	0%	0	0%	5	63%	0	0%	0	0%	0	0%	1	13%	8	100%
	2011-2012	English as a Second Language	2	25%	0	0%	0	0%	6	75%	0	0%	0	0%	0	0%	0	0%	8	100%

Santa Monica College
Full-time Faculty Selection Committees
Ethnicity by Department/Job Posting/Academic Years 2009-2019

Department		AFR AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI RACIAL		PAC ISLANDER		UNKNOWN		TOTALS			
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%		
Acad. Year	Job Posting	2013-2014	English as a Second Language	2	22%	0	0%	0	0%	7	78%	0	0%	0	0%	0	0%	0	0%	9	100%
		2014-2015	English as a Second Language	1	13%	0	0%	0	0%	5	63%	1	13%	0	0%	0	0%	1	13%	8	100%
		2018-2019	English as a Second Language	1	11%	0	0%	1	11%	6	67%	0	0%	0	0%	0	0%	1	11%	9	100%
		2019-2020	English as a Second Language	0	0%	0	0%	1	11%	6	67%	2	22%	0	0%	0	0%	0	0%	9	100%
Health Sciences		AFR AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI RACIAL		PAC ISLANDER		UNKNOWN		TOTALS			
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%		
2010-2011	Respiratory Therapy	4	44%	0	0%	0	0%	5	56%	0	0%	0	0%	0	0%	0	0%	0	0%	9	100%
2019-2020	Respiratory Care	5	56%	0	0%	0	0%	2	22%	2	22%	0	0%	0	0%	0	0%	0	0%	9	100%
History		AFR AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI RACIAL		PAC ISLANDER		UNKNOWN		TOTALS			
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%		
2010-2011	US History	2	25%	0	0%	2	25%	4	50%	0	0%	0	0%	0	0%	0	0%	0	0%	8	100%
2011-2012	World History	1	11%	0	0%	3	33%	5	56%	0	0%	0	0%	0	0%	0	0%	0	0%	9	100%
2013-2014	US History	0	0%	0	0%	3	43%	4	57%	0	0%	0	0%	0	0%	0	0%	0	0%	7	100%
2014-2015	Western Civilizations	1	13%	0	0%	2	25%	5	63%	0	0%	0	0%	0	0%	0	0%	0	0%	8	100%
2015-2016	World Civilizations	0	0%	0	0%	2	29%	4	57%	1	14%	0	0%	0	0%	0	0%	0	0%	7	100%
2019-2020	US History	0	0%	0	0%	2	22%	5	56%	2	22%	0	0%	0	0%	0	0%	0	0%	9	100%
Kinesiology		AFR AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI RACIAL		PAC ISLANDER		UNKNOWN		TOTALS			
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%		
2014-2015	Conditioning Coach Exercise	3	43%	0	0%	0	0%	2	29%	1	14%	0	0%	1	14%	0	0%	0	0%	7	100%
2015-2016	Physiologist	3	38%	0	0%	0	0%	3	38%	1	13%	0	0%	1	13%	0	0%	0	0%	8	100%

Santa Monica College
Full-time Faculty Selection Committees
Ethnicity by Department/Job Posting/Academic Years 2009-2019

Department	Acad. Year	Job Posting	AFR AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI RACIAL		PAC ISLANDER		UNKNOWN		TOTALS	
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Life Sciences	2009-2010	Nutrition	0	0%	0	0%	1	11%	7	78%	1	11%	0	0%	0	0%	0	0%	9	100%
	2010-2011	Anatomy/Human Biology	1	11%	0	0%	1	11%	6	67%	1	11%	0	0%	0	0%	0	0%	9	100%
	2010-2011	Environmental Biology	0	0%	0	0%	1	14%	5	71%	0	0%	0	0%	0	0%	1	14%	7	100%
	2011-2012	Medical Lab. Technician	1	11%	0	0%	1	11%	5	56%	1	11%	0	0%	0	0%	1	11%	9	100%
	2013-2014	Zoology & General Bio.	0	0%	0	0%	1	13%	6	75%	1	13%	0	0%	0	0%	0	0%	8	100%
	2015-2016	General / Environmental Biology	0	0%	0	0%	3	33%	5	56%	1	11%	0	0%	0	0%	0	0%	9	100%
	2017-2018	Anatomy and Physiology	1	11%	0	0%	2	22%	3	33%	3	33%	0	0%	0	0%	0	0%	9	100%
	2018-2019	Cellular / Molecular Biology and Genetics	0	0%	0	0%	2	22%	4	44%	2	22%	0	0%	0	0%	1	11%	9	100%
	2019-2020	Anatomy and Physiology	1	13%	0	0%	2	25%	4	50%	1	13%	0	0%	0	0%	0	0%	8	100%
	2019-2020	Cellular & Evolutionary Biology	2	25%	0	0%	2	25%	2	25%	2	25%	0	0%	0	0%	0	0%	8	100%
Mathematics	2009-2010	Mathematics	1	13%	0	0%	2	25%	3	38%	2	25%	0	0%	0	0%	0	0%	8	100%
	2010-2011	Develop./College Level Math	1	11%	0	0%	2	22%	5	56%	0	0%	0	0%	1	11%	0	0%	9	100%
	2010-2011	Statistics	1	11%	0	0%	2	22%	4	44%	2	22%	0	0%	0	0%	0	0%	9	100%
	2011-2012	Develop./College Level Math	1	13%	0	0%	0	0%	6	75%	1	13%	0	0%	0	0%	0	0%	8	100%

Santa Monica College
Full-time Faculty Selection Committees
Ethnicity by Department/Job Posting/Academic Years 2009-2019

Department		AFR AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI RACIAL		PAC ISLANDER		UNKNOWN		TOTALS		
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Mathematics	2012-2013	(Crosslevel / Statistics)	0	0%	0	0%	1	11%	6	67%	2	22%	0	0%	0	0%	0	0%	9	100%
	2013-2014	Mathematics	2	11%	0	0%	4	22%	6	33%	5	28%	1	6%	0	0%	0	0%	18	100%
	2014-2015	(Crosslevel)	1	13%	0	0%	2	25%	2	25%	2	25%	0	0%	0	0%	1	13%	8	100%
	2014-2015	(Developmental)	1	13%	0	0%	0	0%	6	75%	0	0%	0	0%	1	13%	0	0%	8	100%
	2015-2016	Pre-Collegiate / Transfer Level	1	13%	0	0%	1	13%	2	25%	4	50%	0	0%	0	0%	0	0%	8	100%
	2015-2016	Pre-Collegiate Math	2	25%	0	0%	0	0%	5	63%	0	0%	0	0%	1	13%	0	0%	8	100%
	2018-2019	Statistics	1	11%	0	0%	2	22%	4	44%	2	22%	0	0%	0	0%	0	0%	9	100%
	2019-2020	Mathematics	2	22%	0	0%	1	11%	4	44%	1	11%	0	0%	0	0%	1	11%	9	100%
Modern Languages		AFR AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI RACIAL		PAC ISLANDER		UNKNOWN		TOTALS		
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
2009-2010	Italian	1	14%	0	0%	0	0%	3	43%	2	29%	0	0%	0	0%	1	14%	7	100%	
2010-2011	Italian	1	11%	0	0%	1	11%	3	33%	3	33%	0	0%	0	0%	1	11%	9	100%	
2011-2012	Korean	1	14%	0	0%	2	29%	3	43%	1	14%	0	0%	0	0%	0	0%	7	100%	
2015-2016	Spanish	2	25%	0	0%	0	0%	3	38%	3	38%	0	0%	0	0%	0	0%	8	100%	
2012-2013	Korean	1	14%	0	0%	1	14%	4	57%	1	14%	0	0%	0	0%	0	0%	7	100%	
2018-2019	Japanese	1	14%	0	0%	1	14%	2	29%	2	29%	0	0%	0	0%	1	14%	7	100%	
2018-2019	Linguistics American Sign	1	14%	0	0%	1	14%	3	43%	2	29%	0	0%	0	0%	0	0%	7	100%	
2019-2020	Language	1	14%	0	0%	1	14%	2	29%	3	43%	0	0%	0	0%	0	0%	7	100%	
2019-2020	Italian	1	14%	0	0%	0	0%	2	29%	3	43%	0	0%	0	0%	1	14%	7	100%	
Music		AFR AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI RACIAL		PAC ISLANDER		UNKNOWN		TOTALS		
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
2009-2010	Jazz	1	17%	0	0%	1	17%	4	67%	0	0%	0	0%	0	0%	0	0%	6	100%	
2009-2010	Voice	1	25%	0	0%	0	0%	3	75%	0	0%	0	0%	0	0%	0	0%	4	100%	

Santa Monica College
Full-time Faculty Selection Committees
Ethnicity by Department/Job Posting/Academic Years 2009-2019

Department	Acad. Year	Job Posting	AFR AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI RACIAL		PAC ISLANDER		UNKNOWN		TOTALS	
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
	2010-2010	Piano	1	11%	0	0%	1	11%	7	78%	0	0%	0	0%	0	0%	0	0%	9	100%
	2013-2014	Music	1	14%	0	0%	2	29%	3	43%	1	14%	0	0%	0	0%	0	0%	7	100%

Nursing	Acad. Year	Job Posting	AFR AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI RACIAL		PAC ISLANDER		UNKNOWN		TOTALS	
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
	2011-2012	Nursing	3	33%	0	0%	0	0%	5	56%	1	11%	0	0%	0	0%	0	0%	9	100%
	2013-2014	Nursing	3	38%	0	0%	0	0%	4	50%	1	13%	0	0%	0	0%	0	0%	8	100%
	2014-2015	Nursing	4	50%	0	0%	0	0%	3	38%	1	13%	0	0%	0	0%	0	0%	8	100%
	2017-2018	Nursing	3	38%	0	0%	0	0%	4	50%	1	13%	0	0%	0	0%	0	0%	8	100%
	2018-2019	Pediatrics/Medical-Surgical	4	44%	0	0%	0	0%	4	44%	1	11%	0	0%	0	0%	0	0%	9	100%

Philosophy & Social Sciences	Acad. Year	Job Posting	AFR AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI RACIAL		PAC ISLANDER		UNKNOWN		TOTALS	
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
	2010-2011	Political Science	1	13%	0	0%	0	0%	7	88%	0	0%	0	0%	0	0%	0	0%	8	100%
	2012-2013	Economics	0	0%	0	0%	1	13%	5	63%	1	13%	1	13%	0	0%	0	0%	8	100%
	2013-2014	Sociology	0	0%	0	0%	0	0%	6	86%	1	14%	0	0%	0	0%	0	0%	7	100%
	2014-2015	Economics	0	0%	0	0%	1	13%	5	63%	1	13%	1	13%	0	0%	0	0%	8	100%
	2015-2016	Economics	0	0%	0	0%	1	11%	5	56%	1	11%	0	0%	1	11%	1	11%	9	100%
	2015-2016	Philosophy	1	13%	0	0%	0	0%	6	75%	0	0%	0	0%	0	0%	1	13%	8	100%

Photography & Fashion	Acad. Year	Job Posting	AFR AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI RACIAL		PAC ISLANDER		UNKNOWN		TOTALS	
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
	2009-2010	Photography	1	17%	0	0%	0	0%	4	67%	1	17%	0	0%	0	0%	0	0%	6	100%
	2011-2012	Commercial	0	0%	0	0%	2	29%	5	71%	0	0%	0	0%	0	0%	0	0%	7	100%
	2012-2013	Photography	1	14%	0	0%	0	0%	6	86%	0	0%	0	0%	0	0%	0	0%	7	100%
	2013-2014	Commercial	1	13%	0	0%	0	0%	4	50%	3	37%	0	0%	0	0%	0	0%	8	100%
	2014-2015	Photography	2	29%	0	0%	0	0%	4	57%	1	14%	0	0%	0	0%	0	0%	7	100%

Santa Monica College
Full-time Faculty Selection Committees
Ethnicity by Department/Job Posting/Academic Years 2009-2019

Department	Acad. Year	Job Posting	AFR AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI RACIAL		PAC ISLANDER		UNKNOWN		TOTALS	
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
	2014-2015	Fashion Technology	1	14%	0	0%	0	0%	6	86%	0	0%	0	0%	0	0%	0	0%	7	100%
	2015-2016	Fashion Technology	1	14%	0	0%	0	0%	6	86%	0	0%	0	0%	0	0%	0	0%	7	100%
	2019-2020	Fashion Design	0	0%	0	0%	0	0%	6	75%	2	25%	0	0%	0	0%	0	0%	8	100%

Physical Sciences	Acad. Year	Job Posting	AFR AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI RACIAL		PAC ISLANDER		UNKNOWN		TOTALS	
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
	2009-2010	Physics	1	13%	0	0%	0	0%	6	75%	1	13%	0	0%	0	0%	0	0%	8	100%
	2010-2011	Chemistry	0	0%	0	0%	2	29%	4	57%	1	14%	0	0%	0	0%	0	0%	7	100%
	2010-2011	Physics	1	13%	0	0%	1	13%	5	63%	1	13%	0	0%	0	0%	0	0%	8	100%
	2013-2014	Physics	0	0%	0	0%	1	13%	5	63%	1	13%	0	0%	0	0%	1	13%	8	100%
	2014-2015	Chemistry Physics /	1	13%	0	0%	1	13%	5	63%	0	0%	1	13%	0	0%	0	0%	8	100%
	2014-2015	Engineering	0	0%	0	0%	2	22%	4	44%	1	11%	0	0%	0	0%	2	22%	9	100%
	2019-2020	Chemistry	3	33%	0	0%	1	11%	2	22%	2	22%	1	11%	0	0%	0	0%	9	100%
	2019-2020	Physics	0	0%	0	0%	1	14%	4	57%	0	0%	0	0%	1	14%	1	14%	7	100%

Psychology	Acad. Year	Job Posting	AFR AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI RACIAL		PAC ISLANDER		UNKNOWN		TOTALS	
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
	2009-2010	Develpmental Psychology	2	22%	0	0%	1	11%	5	56%	1	11%	0	0%	0	0%	0	0%	9	100%
	2009-2010	Neuroscience Physiological/Neurs	0	0%	0	0%	1	10%	8	80%	0	0%	0	0%	0	0%	1	10%	10	100%
	2010-2011	cience	0	0%	0	0%	1	10%	7	70%	1	10%	0	0%	0	0%	1	10%	10	100%
	2012-2013	Psychology	2	22%	0	0%	1	11%	3	33%	1	11%	1	11%	0	0%	1	11%	9	100%
	2013-2014	Psychology	2	25%	0	0%	1	13%	3	38%	2	25%	0	0%	0	0%	0	0%	8	100%
	2014-2015	Psychology	2	25%	0	0%	1	13%	3	38%	1	13%	0	0%	0	0%	1	13%	8	100%
	2017-2018	Psychology	1	17%	0	0%	0	0%	2	33%	2	33%	0	0%	0	0%	1	17%	6	100%

Theatre Arts	Acad. Year	Job Posting	AFR AMR		AI/NA		ASIAN		CAUCASIAN		HISPANIC		MULTI RACIAL		PAC ISLANDER		UNKNOWN		TOTALS	
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
	2015-2016	Technical Theater	0	0%	0	0%	1	13%	7	88%	0	0%	0	0%	0	0%	0	0%	8	100%

Appendix 11

Student Enrollment Data

SMC STUDENT ENROLLMENT INFORMATION

Student information is included for comparison purposes with the District workforce. Student enrollment information is drawn from the California Community College Chancellor's Office database. Total student data found in this report is a combination of credit and non-credit student headcount data and is included for reference purposes.

STUDENT DIVERSITY 2011-2012 THROUGH 2018-2019*

In reviewing Full-Time Equivalent Student data (FTES) from the California Community College Chancellor's Office, for 2011-2012 through 2018-2019 (highlighted every two years), the Asian group declined from 18% to 11%, the largest percentage change for any ethnic group.

During that same period of time, the international group of students decreased from a high of 7,505 in 2013, or 23% of the total student cohort, to 10% of the student population in Fall of 2018.²⁴

Students identifying themselves as Hispanic increased from 32% of the total student population to more than one-third of the student population (36%).

Full-time Equivalent Students (FTES) Summary Report

Ethnicity	Annual 2011-2012		Annual 2015-2016		Annual 2017-2018		Annual 2018-2019*	
	No.	%	No.	%	No.	%	No.	%
AFR AMR	2,320	9%	2,135	8%	1,952	8%	1,860	8%
AI/NA	59	0%	39	0%	39	0%	36	0%
ASIAN	4,706	18%	4,273	16%	3,772	15%	2,945	11%
CAUCASIAN	7,708	30%	7,171	27%	6,787	27%	6,468	31%
HISPANIC	8,324	32%	9,497	36%	9,321	37%	9,039	36%
MULTI RAC	849	3%	967	4%	1,079	4%	1,102	4%
PAC ISLANDER	587	2%	506	2%	458	2%	440	2%
UNKNOWN	<u>1,279</u>	5%	1,516	6%	1,534	6%	<u>2,264</u>	<u>8%</u>
TOTAL	25,832	100%	26,104	100%	24,942	100%	24,154	100%

*Fall 2018 is the most recent student statistics available.

Student Data Source: www.cccco.edu

https://datamart.cccco.edu/Students/FTES_Summary.aspx

²⁴ Source: Student Data Source: www.cccco.edu -

https://datamart.cccco.edu/Students/FTES_Summary.aspx

Appendix 12

Board Policies

- **BP 3050 – Institutional Code of Ethics**
- **BP 3410 – Nondiscrimination**
- **BP 3420 – Equal Employment Opportunity**
- **BP 3430 – Prohibition of Harassment**
- **BP 3510 – Workplace Violence**
- **BP 7100 – Commitment to Diversity**



Board Policy
Chapter 3 – General Institution

BP 3050 INSTITUTIONAL CODE OF ETHICS

The following Code of Ethics applies to all members of the Santa Monica College community. The college is committed to upholding the following ethical standards in carrying out its mission, vision, values, and goals:

Fairness

Members of the college community will treat others fairly.

Responsibility

Members of the college community will be responsible stewards of the public trust by ensuring the proper use of public position, public resources, and college time, and by abiding by all laws and college policies.

Integrity

Members of the college community will be guided in all their activities by a high regard for the truth and committed to making decisions in the best interests of the college.

Civility

Members of the college community will show concern for others and their ideas and will create an environment of trust, care, and respect that is sensitive to the individuality and ideas of others.

Also see BP 2715 Code of Ethics/Standards of Practice.

References:

- ACCJC Accreditation Standard III.A.13;
- District Mission, Vision, Values and Goals (See BP 1200 District Mission);
- Faculty Code of Ethics;
- Code of Ethics for Managers

(Replaces former BP 2405)
Adopted: June 5, 2018



Board Policy
Chapter 3 – General Institution

BP 3410 NONDISCRIMINATION

The Santa Monica Community College District is committed to equal opportunity in educational programs, employment, and all access to institutional programs and activities.

The District, and each individual who represents the District, shall provide access to its services, classes, and programs without regard to national origin, religion, age, gender, gender identity, gender expression, race or ethnicity, color, medical condition, genetic information, ancestry, sexual orientation, marital status, physical or mental disability, pregnancy, or military and veteran status, or because he/she is perceived to have one or more of the foregoing characteristics, or based on association with a person or group with one or more of these actual or perceived characteristics.

The Superintendent/President shall establish administrative regulations that ensure all members of the college community can present complaints regarding alleged violations of this policy and have their complaints heard in accordance with the Title 5 regulations and those of other agencies that administer state and federal laws regarding nondiscrimination.

No District funds shall ever be used for membership, or for any participation involving financial payment or contribution on behalf of the District or any individual employed by or associated with it, to any private organization whose membership practices are unlawfully discriminatory on the basis of the protected status categories as cited above, or because of his/her association with a person or group with one or more of these actual or perceived characteristics.

NonDiscrimination on the Basis of Disability

In accordance with federal and state laws, the District prohibits discrimination on the basis of disability in the provision of services, programs, contracts, employment, and other activities. Standards for what constitutes discrimination on the basis of mental or physical disability, the definition of disability and qualified individual with a disability, and the establishment of a complaint mechanism for resolving allegations of discrimination are also upheld as specified in public law.

When an employee has disclosed a disability as defined by the Americans with Disabilities Act (ADA) and the Fair Employment and Housing Act (FEHA), the District shall explore possibilities of reasonable accommodation prior to making any employment related decision, in accordance with applicable State and Federal laws.

An accommodation is reasonable if it does not impose an undue hardship on the District. Undue hardship is defined as actions that are excessively costly, extensive, substantial, or disruptive, or that would fundamentally alter the nature or operation of the business.

At the District's request, the employee will be responsible for providing medical documentation which describes the employee's physical limitations in order to assist managers in understanding the nature of the employee's functional limitations which require accommodation. The medical information that is provided by the employee will be used by the District for the sole purpose of evaluating the employee's reasonable accommodations. The District will protect the medical information that is provided by the employee in accordance with applicable State and Federal laws.

The employee and manager/supervisor with the assistance of the District's Human Resources Office will participate in a timely, good faith interactive discussion concerning the functional limitations, the ability to perform the essential functions of the job with or without accommodation, and to determine the possibility of an effective accommodation. Employees will be afforded the opportunity to have a representative present during the interactive discussion.

Also see applicable SMC Board Policies and Administrative Regulations that cover information on discrimination and harassment prevention, and discrimination complaint procedures.

References:

Education Code Sections 200, 210.2, 220, 66250 et seq., 72010 et seq., and 87100 et seq.;

Title 5 California Code of Regulations Sections 53000 et seq. and 59300 et seq.;

Penal Code Section 422.55, 422.57;

Government Code Sections 1135 et. seq; 12926.1 and 12940 et seq.;

Title 2 Sections 10500 et seq.;

ACCJC Accreditation Eligibility Requirement 20 and ACCJC Accreditation Standard Catalog Requirements;

Americans with Disabilities Act, Public L. 101-336; 42 U.S. Code. Sections 12101 et seq. and 12132 et seq.; 29 Code. of Federal. Regulations. Part 1630;)

Title VI of the Civil Rights Act of 1964 (42 U.S. Code. Sections 2000d-1 et seq.; 34 Code of Federal. Regulations. Part 100; 29 Code. of Federal. Regulations. Part 1691);

Title VII of the Civil Rights Act of 1974 (42 U.S. Code. Sections 2000e et seq.);

Age Discrimination in Employment Act (42 U.S. Code. Sections 6101 et. seq.; 29 Code. of Federal. Regulations. Part 1625);

Section 504 of the Rehabilitation Act of 1973 (29 U.S. Code. Sections 794; §§ 34 Code. of Federal. Regulations. Part 104);

(Replaces former BP 2410)

Adopted: November 15, 2004

Revised: June 5, 2018



Board Policy
Chapter 3 – General Institution

BP 3420 EQUAL EMPLOYMENT OPPORTUNITY

The Board of Trustees supports the intent set forth by the California Legislature to assure that effort is made to build a community in which opportunity is equalized, and community colleges foster a climate of acceptance, with the inclusion of faculty and staff from a wide variety of backgrounds. It agrees that diversity in the academic environment fosters cultural awareness, mutual understanding and respect, harmony and respect, and suitable role models for all students. The Board therefore commits itself to promote the total realization of equal employment through a continuing equal employment opportunity program.

The District is committed to the principles of equal employment opportunity. The District will provide equal employment opportunity in accordance with all applicable federal, state, and local laws, and will implement a comprehensive program to put those principles into practice.

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 and welcomes diversity to ensure an inclusive educational environment. Such an environment fosters cooperation, acceptance, democracy, and free expression of ideas.

The Superintendent/President shall develop, for review and adoption by the Board, a plan for equal employment opportunity that complies with the Education Code and Title 5 requirements as from time to time modified or clarified by judicial interpretation.

The Board of Trustees shall approve the Equal Employment Opportunity Plan and assumes 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 all applicable federal, state, and local laws.

Also see applicable SMC Board Policies and Administrative Regulations that cover information on Equal Employment Opportunity, and discrimination and harassment prevention.

References:

Education Code Sections 87100 et seq.
Title 5 Sections 53000 et seq.;
ACCJC Accreditation Standard III.A.12

(Replaces former BP 3120)

Adopted: August 3, 2010

Revised: September 2, 2014; June 5, 2018



Board Policy
Chapter 3 – General Institution

BP 3430 PROHIBITION OF HARASSMENT

All forms of harassment are contrary to basic standards of conduct between individuals and are prohibited by state and federal law, as well as this policy, and will not be tolerated. The Santa Monica Community College District is committed to providing an academic and work environment that respects the dignity of individuals and groups. The District shall be free of sexual harassment and all forms of sexual intimidation and exploitation including acts of sexual violence. It shall also be free of other unlawful harassment, including that which is based on any of the following statuses: race or ethnicity, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation of any person, pregnancy, or military and veteran status, or because they are perceived to have one or more of the foregoing characteristics.

The District seeks to foster an environment in which all employees, students, unpaid interns, and volunteers and other members of the campus community feel free to report incidents of harassment without fear of retaliation or reprisal. Therefore, the District also strictly prohibits retaliation against any individual for filing a complaint of harassment or for participating in a harassment investigation. Such conduct is illegal and constitutes a violation of this policy. All allegations of retaliation will be swiftly and thoroughly investigated. If the District determines that retaliation has occurred, it will take all reasonable steps within its power to stop such conduct. Individuals who engage in retaliatory conduct are subject to disciplinary action, up to and including termination or expulsion.

Any student, employee, unpaid intern, or volunteer who believes that they have been harassed or retaliated against in violation of this policy should immediately report such incidents by following the procedures described in applicable Administrative Regulations that cover information on discrimination and harassment prevention and complaint. Supervisors are mandated to report all incidents of harassment and retaliation that come to their attention.

This policy applies to all aspects of the academic environment, including but not limited to classroom conditions, grades, academic standing, employment opportunities, scholarships, recommendations, disciplinary actions, and participation in any community college activity. In addition, this policy applies to all terms and conditions of employment, including but not limited to hiring, placement, promotion, evaluation, disciplinary action, layoff, recall, transfer, leaves of absence, training opportunities, compensation, work assignments, and hours of work, shifts, or workload.

To this end, the Superintendent/President shall ensure that the institution undertakes education and training activities to counter discrimination and to prevent and eliminate any hostile environment that impairs access to equal education opportunity or impacts the terms and conditions of employment.

The Superintendent/President shall establish administrative regulations that define harassment on campus or in connection with District-sponsored events. The Superintendent/President shall further establish regulations for employees, students, unpaid interns, volunteers, and other members of the campus community that provide for the investigation and resolution of complaints regarding harassment and discrimination, and regulations for students to resolve complaints of harassment and discrimination. All participants are protected from retaliatory acts by the District, its employees, students, and agents.

This policy and related administrative regulations (including the procedure for making complaints) shall be widely published and publicized to administrators, faculty, staff, students, unpaid interns, and volunteers particularly when they are new to the institution. They shall be available for students, employees, unpaid interns, and volunteers in all administrative offices, and shall be posted on the District's website. This policy shall also be posted in the Office of Human Resources, in prominent locations on college campuses and the SMC website, incorporated into orientation materials for new students and for new and current faculty and staff.

Employees who violate the policy and administrative regulations may be subject to disciplinary action up to and including termination. Students who violate this policy and related administrative regulations may be subject to disciplinary measures up to and including expulsion. Unpaid interns who violate this policy and related regulations may be subject to disciplinary measure up to and including termination from the internship or other unpaid work experience program.

Also see applicable SMC Board Policies and Administrative Regulations that cover information on discrimination and harassment prevention, and discrimination complaint procedures.

References:

Education Code Sections 212.5, 44100, 66252, and 66281.5;

Government Code Sections 12940 and 12950.1;

Title 2 Sections 10500 et seq.;

Title VII of the Civil Rights Act of 1964, 42 U.S. Code Annotated Section 2000e

(Replaces former BP 3123)

Adopted: July 9, 2001

Revised: June 5, 2018



Board Policy
Chapter 3 – General Institution

BP 3510 WORKPLACE VIOLENCE

The Board of Trustees is committed to providing a District work and learning environment that is free of violence and the threat of violence. The Board's priority is the effective handling of critical workplace violence incidents, including those dealing with actual or potential violence.

Santa Monica College prohibits workplace and campus violence and strongly promotes civility in the workplace. The District is committed to maintaining a safe, collegial environment in which fear, intimidation, and bullying will not be tolerated. Treating others with civility and respect and refusing to perpetuate or tolerate bullying behavior are expected performance standards of administrators, management, faculty, staff, volunteers, and students as well as vendors, independent contractors, and visitors to the College.

Verbal, written, and/or emotional or physical abuse, threats, intimidation, or violence against others will be considered a violation of the community of mutual respect which is an integral part of the goals, objectives, and mission of the Santa Monica Community College District.

"Bullying" is any habitually cruel, hostile behavior perpetrated upon individuals or groups for the purpose of intimidation. This behavior may result in physical and/or emotional distress to the target of such acts and has the potential to lead to violent outcomes.

Employee witnesses to acts of bullying must take responsible action to report such acts to the District. Complaints should be forwarded to the Superintendent/President or Designee. Upon conclusion of an investigation of a complaint, and if the complaint is found to be valid, the District will ensure that remedial action is taken. Anyone who files a complaint in which he/she knowingly makes a false accusation may be subject to appropriate discipline.

The Superintendent/President shall establish administrative regulations that assure that employees are informed regarding what actions will be considered violent acts, and requiring any employee who is the victim of any violent conduct in the workplace, or is a witness to violent conduct to report the incident, and that employees are informed that there will be no retaliation for such reporting.

This policy will be published in college publications (e.g. Website, catalog).

References:

Cal/OSHA: Labor Code Sections 6300 et seq.;

8 California Code of Regulations Section 3203;

"Workplace Violence Safety Act of 1994" (Code of Civil Procedure Section 527.8 and Penal Code Section 273.6)

(Replaces former BP 3124)

Adopted: July 9, 2001

Revised: July 7, 2009; June 5, 2018



Board Policy
Chapter 7 – Human Resources

BP 7100 COMMITMENT TO 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.

The District is committed to employing qualified administrators, faculty, and staff members who are dedicated to student success. The Board of Trustees recognizes that diversity in the academic environment fosters cultural awareness, promotes mutual understanding and respect, and provides suitable role models for all students. The Board is committed to hiring and staff development processes that support the goals of equal opportunity and diversity, and provide equal consideration for all qualified candidates.

Also see BP/AR 3410 Nondiscrimination and BP/AR 3420 Equal Employment Opportunity

References: Education Code Sections 87100 et seq.;
Title 5 Sections 53000 et seq.

Adopted: August 3, 2010
Revised: August 7, 2018
(Replaces SMC BP 3121)

Appendix 13

Santa Monica Community College's Equal Employment Opportunity Plan

Click on the following link for the EEO Plan:

http://www.smc.edu/HumanResources/HumanResources/Department/Documents/EEO_Documents/EEO-Plan.pdf

Appendix 14

- **EEO Multiple Methods Certification 2018-2019**
- **District Expenditure Report 2018-2019**



Equal Employment Opportunity
Fund Multiple Method Allocation
Certification Form
Fiscal Year 2018-2019

District Name: Santa Monica Community College District

Does the District meet Method #1 (District has EEO Advisory Committee, EEO Plan, and submitted Expenditure/Performance reports for prior year) (All mandatory for funding).

- Yes
 No

The district met at least 6 of the remaining 8 Multiple Methods? (Please mark your answers.)

- Yes
- Method 2 (Board policies and adopted resolutions)
 - Method 3 (Incentives for hard-to-hire areas/disciplines)
 - Method 4 (Focused outreach and publications)
 - Method 5 (Procedures for addressing diversity throughout hiring steps and levels)
 - Method 6 (Consistent and ongoing training for hiring committees)
 - Method 7 (Professional development focused on diversity)
 - Method 8 (Diversity incorporated into criteria for employee evaluation and tenure review)
 - Method 9 (Grow-Your-Own programs)
- No

CERTIFY THAT THIS REPORT FORM IS COMPLETE AND ACCURATE. Please attach meeting agenda showing district EEO Advisory Committee's certification of this report form.

Chair, Equal Employment Opportunity Advisory Committee

Name: Tre'Shawn Hall-Baker

Title: Interim Dean-Human Resources

Signature: _____

Date: _____

Chief Human Resources Officer

Name: Sherri Lee-Lewis

Title: Interim Vice President, Human Resources

Signature: _____

Date: _____

Chief Executive Officer (Chancellor or President/Superintendent)

Name: Dr. Kathryn E. Jeffery

Title: Superintendent-President

Signature: _____

Date: _____

President/Chair, District Board of Trustees

Date of governing board's approval/certification: _____

June 4, 2019

Name: Dr. Margaret Quinones-Perez

Title: Chair, Board of Trustees

Signature: _____

Date: _____



This form requires districts to report the various activities that they are implementing to promote Equal Employment Opportunity for each of the 9 Multiple Methods.

When providing explanation(s) and evidence of your district's success in implementing the Multiple Methods, please keep narrative to no more than one page per Multiple Method. If you reference an attachment, please ensure it is attached to your submittal.

Nine (9) Multiple Methods

Mandatory for Funding

1. District's EEO Advisory Committee, EEO Plan, and submittal of Expenditure/Performance reports for prior year.

Pre-Hiring

2. Board policies & adopted resolutions
3. Incentives for hard-to-hire areas/disciplines
4. Focused outreach and publications

Hiring

5. Procedures for addressing diversity throughout hiring steps and levels
6. Consistent and ongoing training for hiring committees

Post-Hiring

7. Professional development focused on diversity
8. Diversity incorporated into criteria for employee evaluation and tenure review
9. Grow-Your-Own programs

Does District meet Multiple Method #1 (District has EEO Advisory Committee, EEO Plan, and submitted Expenditure/Performance reports for prior year)?

- Yes**
 No

Under the Multiple Method allocation model, districts must minimally have an operational district EEO Advisory Committee, and an updated EEO Plan. Additionally, districts are required to annually report on the use of EEO funds.

- In order to qualify for receipt of the EEO Fund, districts are required to submit a board-adopted EEO plan every three years to the Chancellor's Office. (Title 5, section 53003).
- EEO Plans are considered active for three years from the date of when the district's Board of Trustees approved the plan.
- The districts are required to establish an EEO Advisory Committee to assist in the development and implementation of the EEO Plan. (Title 5, section 53005).
- The districts are required to annually submit a report on the use of Equal Employment Opportunity funds. (Title 5, section 53034).



Equal Employment Opportunity
Fund Multiple Method Allocation
Certification Form
Fiscal Year 2018-2019

Please provide an explanation and evidence of meeting this Multiple Method, #1.

Multiple Method #1:

1. EEO Plan – per Title 5, Section 53003
 - a. Approved by the Board of Trustees: September 2014
 - b. Revised by the EEO Advisory Committee, and approved by the Board of Trustees: September 5, 2017
 - i. SMC website location:
http://www.smc.edu/HumanResources/HumanResourcesDepartment/Documents/EEO_Documents/EEO_Plan-BOT_Approved_FINAL_09.05.2017.pdf
2. EEO Advisory Committee – per Title 5, Section 53005
 - a. SMCCCD EEO Advisory Committee members:
 - i. Chair – Tre'Shawn Hall-Baker, Director-Human Resources (now Interim Dean-HR)
 - ii. Member – Sherri Lee-Lewis, Dean-HR (now Interim Vice President-HR)
 - iii. Member – Lisa Winter, Compliance Administrator/Title IX Coordinator
 - iv. Member – Lugina Rogers, HR Analyst-Leaves & Benefits (ADA Coordinator)
 - v. Member – Nathaniel (Nate) Donahue – Academic Senate President
 - vi. Member – Carol Long, Director-Personnel Commission
 - vii. Member – Anthony Johnson – CSEA Representative
 - viii. Member – Michelle Wittig – Community Representative
 - ix. Member – Student Representative - vacant
 - x. Member - Laurie Heyman, Administrative Assistant III-Confidential
 - b. SMCCCD EEO Advisory Committee met during 2018-2019:
 - i. February 13, 2019
 - ii. March 28, 2019
 - iii. May 9, 2019 (pending)
3. EEO Fund Report – per Title 5, Section 53034 –
 - i. FY 2017-2018 report was emailed to CCCCCO on 9/18/2018, to the attention of Jaime Gonzalez.
 - ii. Confirmation of receipt was received from the CCCCCO on 9/19/2017, from Jaime Gonzalez.

To receive funding for this year's allocation amount, districts are also required to meet 6 of the remaining 8 Multiple Methods.

Does the District meet Method #2 (Board policies and adopted resolutions)?

Yes

No

Please provide an explanation and evidence of meeting this Multiple Method, #2.



Equal Employment Opportunity
Fund Multiple Method Allocation
Certification Form
Fiscal Year 2018-2019

Multiple Method #2

The SMCCCD Board Policies have been under review during FY 2018-2019, and the following board policies were approved on June 5, 2018:

[Board Policy 3410](#) – **Nondiscrimination**. Approved June 5, 2018. Replaces former BP 2410, adopted Nov. 15, 2004.

[Board Policy 3420](#) – **Equal Employment Opportunity**. Approved June 5, 2018. Replaces former BP 3120, adopted Aug. 3, 2010 and revised Sept. 2, 2014.

[Board Policy 3430](#) – **Prohibition of Harassment**. Approved June 5, 2018. Replaces former BP 3123, adopted July 9, 2001.

[Board Policy 3510](#) – **Workplace Violence**. Approved June 5, 2018. Replaces former BP 3124, adopted July 9, 2001 and revised July 7, 2009.

[Board Policy 3515](#) – **Reporting of Crimes**. Approved June 5, 2019.

[Board Policy 3540](#) – **Sexual and Other Assaults on Campus**. Approved June 5, 2018. Replaces former BP 3122, adopted July 7, 2015.

[Board Policy 7100](#) – **Commitment to Diversity**. Approved August 2010, revised August 2018. Replaces former BP 3121.

The SMCCCD Administrative Regulations have been under review during the FY 2018-2019, and the following Administrative Regulations were approved in November, 2018:

[Administrative Regulation 3050](#) – **Institutional Code of Ethics**. Replaces former AR 5220. Approved October 2002, updated November 2018.

[Administrative Regulation 3420](#) – **Equal Employment Opportunity**. Approved September 2003, updated November 2018. Replaces former SMC AR 3120.

[Administrative Regulation 3430](#) – **Prohibition of Harassment**. Approved March 2004, updated November 2018; Replaces SMC AR 3121.

[Administrative Regulation 3510](#) – **Workplace Violence**. Approved December 18, 2010, updated November 2018; Replaces SMC AR 3123.

[Administrative Regulation 3540](#) – **Sexual and Other Assaults on Campus**. Approved August 2004, updated November 2018; Replaces SMC AR 2426 and AR 3122.

SMCCCD Website location for Board Policies and Administrative Regulations:
<http://www.smc.edu/ACG/BoardofTrustees/Pages/Board-Policy-Manual.aspx>

Does the District meet Method #3 (Incentives for hard-to-hire areas/disciplines)?

- Yes**
- No**



Please provide an explanation and evidence of meeting this Multiple Method, #3.

Multiple Method #3

For faculty and academic administrator positions:

- SMCCD provides 50% reimbursement for travel expenses to academic and management finalists.
- SMCCD also offers video conferencing as an alternative to an in-person interview at the initial and finalist level of the process for some recruitments.
- SMCCD provides an extended recruitment timeline for hard to hire areas.

For classified positions (nonacademic):

The Personnel Commission at Santa Monica College offers Skype and Facetime as alternatives to in-person interviews for out-of-state or out-of-area candidates applying for difficult-to-fill positions. In addition, advanced step placement alternatives have been expanded over the past few years for positions that are more challenging to fill.

Does the District meet Method #4 (Focused outreach and publications)?

Yes

No

Please provide an explanation and evidence of meeting this Multiple Method, #4.

Multiple Method #4

Starting in 2009, SMC has used an online job posting and application process for classified employment opportunities, and in 2010, an online application and tracking process was initiated for academic positions. While not specifically focused outreach, these online software programs allowed the District to expand its job posting capability worldwide.

Advertising job opportunities through the use of third-party online advertisers has enabled the District to focus its outreach efforts towards multiple ethnic and gender groups.

During the academic year 2018-2019, the District advertised a total of 271 advertised job postings consisting of 52 ads for 7 Academic Administrator positions, 199 ads for 23 Full-time Tenure Track positions, 10 ads for one Confidential positions, and 10 for the SMC 1st Annual Faculty Job Fair & Open House.

Ethnic focused publications included the American Association of Teachers of Japanese, the Armenian Bar Association, the Association of Latin Professionals in Finance and Accounting, Diverse Issues in Higher Education (formerly Black Issues in Higher Education), hispanicoutlooksjobs.com, Hispanic Outlook in Higher Ed, International Association of Blacks in Dance, HBCUConnect.com (Historically Black Colleges & Universities), the International Association of Blacks in Dance, the Japan Foundation, the National



Equal Employment Opportunity
Fund Multiple Method Allocation
Certification Form

Fiscal Year 2018-2019

Association of Asian American Professionals, the National Association of Black Accountants, Inc., National Association of Hispanic Nurses, the National Asian Pacific American Bar Association, National Black MBA Association, the National Black Nurses Association, Prospanica (formerly National Society of Hispanic MBAs), Southern California Chinese Lawyers Association, and the Japanese Association for Language Teaching. Advertisements were also posted in the Women in Higher Education publications, and Women Lawyers Association of Los Angeles.

The majority of the rest of the publications were career focused: American Accounting Association in Academia, American Association of Collegiate Registrars and Admissions Officers, American Association of Physics Teachers, ACCCA (Association of California Community College Administrators), Association of Business Officials, American Council on the Teaching of Foreign Languages, American Football Coaches Association, American Bar Association, National Art Education Association, American Society for Cell Biology, California Society of Certified Public Accountants, CA Community College Athletic Association, collegart.org (College Art Association), Mathematical Association of America, National Association of Intercollegiate Athletics, Sports and Athletics Career Network, Physics Today, Sciencecareers (AAAS sciencemag.org), American Association of Physics Teachers, Society for Photographic Education, universitycounselingjobs.com, and Teachers of Accounting at Two-Year Colleges.

General, not ethnically or specifically career focused advertising included Academic Keys, Association on Higher Education and Disability, CCC Registry, Chronicle of Higher Ed, Chroniclevitae.com, CommunityCollegejobs.com, academicjobs.net, academicjobstoday.com, facultyjobs.com, adjunctpositions.com, CommunityCollegeJobs.com, diversejobs.net, glassdoor.com, and higheredjobs.com.

Paid advertising for the **SMC 1st Annual Faculty Job Fair & Open House** included ads in Facebook, Indeed.com, Los Angeles Sentinel, HACU.net, NAAAP.org, HigherEdJobs.com, the CCC Registry, and Ziprecruiter. This event, held on October 5, 2018, was focused at potential applicants for part-time faculty, specifically graduate students and graduate student faculty in higher educational institutions in the greater Los Angeles metropolitan area. Public Service Announcements for the job fair were run in the Southern California area radio station, KCRW, which covers Santa Barbara in the north to Orange County in the South, from the Pacific Ocean on the west to the Coachella Valley (Palm Springs and high desert) on the east. PSA ads were run in the print newspaper, Santa Monica Mirror. Personal outreach via telephone and follow-up email to announce the job fair was made to local college and university graduate departments, including but not limited to: University of California at Los Angeles (UCLA), University of Southern California (USC), California State University at Northridge (CSUN), California State Los Angeles, California State Dominguez Hills, the Claremont Colleges, Long Beach City College, Pepperdine University, and Otis Art College. Additionally, email announcements were sent to the 7,000+ faculty applicants who submitted applications during the past two (2) years to both full-time and part-time positions. To support the event, the SMC Faculty Association reached out to its members to help spread the word to current and past members.

The District participated in the African American Male Education Network and Development Conference (A2MEND) in February 2019, ACCCA 2019 Annual Conference (March 2019), ACHRO/EEO Fall 2018 Training in October 2018, the ADA Disability Compliance Training conference (February 2019), the Building Diversity Summit (February 2019), and the CCC Job Fair in Los Angeles in January 2019. In addition, an HR Analyst- Leaves & Benefits is participating in the 2019 ACHRO-EEO Leadership Academy.



Does the District meet Method #5 (Procedures for addressing diversity throughout hiring steps and levels)?

- Yes**
- No**

Please provide an explanation and evidence of meeting this Multiple Method, #5.

Multiple Method #5

The Office of Human Resources recruits academic administrators and both full-time and part-time (adjunct) faculty. The District requires all new academic administrator and faculty job postings and brochures advertising job postings to include an [Equity Statement, EEO Statement, and an Equivalency Statement](#):

EEO Statement

The Santa Monica Community College District is committed to the principles of equal employment opportunity. All qualified applicants for employment, as well as District employees, shall have full and equal access to employment opportunity. No person shall be subjected to unlawful discrimination in any program or activity of the District. The District's Board Policy 3410 (Nondiscrimination) and Board Policy 3420 (EEO) may be accessed at: <http://www.smc.edu/ACG/BoardofTrustees/Pages/Board-Policy-Manual.aspx>

Equity Statement

Santa Monica College encourages candidates that are equity-minded to apply. SMC is a minority-serving, Hispanic-serving institution. We actively seek to attract candidates from minority groups that value equity, diversity, and inclusion. Equity, diversity, and inclusion are built into the culture at SMC, and are an essential component of the work that we do. SMC is committed to racial and socioeconomic diversity as it is a reflection of our student population and we strive to hire candidates that share this commitment.

Equivalency Statement

The Santa Monica Community College District, in its desire to select outstanding administrators from the largest possible pool of qualified applicants, recognizes the fact that candidates may attain expertise in a discipline through a variety of means. Certain combinations of education, experience, and other accomplishments in the field may be judged by the District as equal to the stated minimum qualifications for this position. Candidates who feel they possess such equivalent qualifications are encouraged to apply and provide appropriate documentation of their qualifications.



The District requires all new academic employees, including faculty and administrators, to demonstrate during the selection process a sensitivity to, and understanding of the diverse academic, socio-economic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students in a manner that is specific to the position. During the orientation to the process, committee members are provided with sample diversity questions. Diversity questions are required and must be asked during the interview. All interview questions, including the teaching demonstration, are approved by the Office of Human Resources.

The Office of Human Resources (HR) is responsible for ensuring that all panels are diverse, and in compliance with the District's EEO plan. HR is responsible for monitoring the diversity of all applicant pools and adverse impact throughout the process. SMCCCD policies and procedures related to faculty and administrator hiring require that an EEO Representative serve on every hiring panel. The EEO Representative is a non-voting member on a faculty hiring panel, but is usually appointed a voting member on an administrator hiring panel.

The HR website contains focused information for new and potential hires. The site includes the [Santa Monica College Orientation](#), and all new hires are given the board policies (BP) covering EEO and diversity, as well as a copy of the EEO Plan, the *Unlawful Discrimination & Sexual Harassment* (Title 5 Brochure), and the *What is Sexual Assault? Know Your Rights* (Title IX Brochure). This information can be found at <http://www.smc.edu/HumanResources/HumanResourcesDepartment/Pages/New-Hire---Academic-Administrators.aspx>. In addition, on the [Diversity, Equity & Inclusivity website](#), there are links to EEO & Diversity Presentations, including the EEO & Diversity Search Committee Presentation, the EEO & Diversity Training Questions, and the EEO Hiring Committee Manual, the Board Policies, Administrative Regulations, Federal Resources and State of California Resources (<http://www.smc.edu/HumanResources/HumanResourcesDepartment/Diversity-and-Equity-at-SMC/Pages/Policies-and-Resources.aspx>).

Both the Office of Human Resources, and the Personnel Commission, utilize an online applicant management system (NeoGOV) for all recruitment; the software system has the ability to track and report data which can be used to calculate adverse impact at every stage in the hiring process of non-academic personnel. Efforts are made to consistently utilize assessments that typically have lower adverse impact. For classified, nonacademic recruitment, the Personnel Commission has set minimum qualifications for classified positions at a lower level that is job related, in order to avoid unreasonably restricting the field of competition. Examination content, weights of test parts, and pass-points are backed by data showing consistency with normal expectations of acceptable job performance.

[The Personnel Commission's home website and all job postings](#) contain the following EEO notice:



Equal Employment Opportunity
Fund Multiple Method Allocation
Certification Form
Fiscal Year 2018-2019

"The Santa Monica Community College District is committed to the principles of equal employment opportunity. All qualified applicants for employment, as well as District employees, shall have full and equal access to employment opportunity. No person shall be subjected to unlawful discrimination in any program or activity of the District."

 [District's Board Policy 3420 \(Equal Employment Opportunity\)](#)

 [District's Board Policy 3410 \(Nondiscrimination\)](#)

Classified job postings also contain the Equity Statement:

Santa Monica College encourages candidates that are equity-minded to apply. SMC is a minority-serving, Hispanic-serving institution. We actively seek to attract candidates from minority groups that value equity, diversity, and inclusion. Equity, diversity, and inclusion are built into the culture at SMC, and are an essential component of the work that we do. SMC is committed to racial and socioeconomic diversity as it is a reflection of our student population and we strive to hire candidates that share this commitment.

Does the District meet Method #6 (Consistent and ongoing training for hiring committees)?

- Yes**
- No**

Please provide an explanation and evidence of meeting this Multiple Method, #6.

Multiple Method #6

In order to serve as an EEO representative, faculty members must complete an orientation/training program (90 minutes). This training program encompasses a section devoted to Equal Employment Opportunity and the importance of equity and diversity throughout the process.

All Faculty/Administrator Committee members must be oriented to the process and receive EEO/Diversity training prior to serving on any screening/selection panel, thus the list of trained EEO reps is vast. HR maintains the list, and approves the adjunct committee EEO reps. The Academic Senate President appoints the EEO reps to the full-time faculty hiring committees. HR appoints a trained EEO rep to the administrative hiring panels.

The following documents are used on all hiring committee orientations and trainings:



Equal Employment Opportunity
Fund Multiple Method Allocation
Certification Form
Fiscal Year 2018-2019

SMC Orientation PowerPoint Presentation: (a general overview of SMC including EEO/diversity issues):
[http://www.smc.edu/HumanResources/HumanResourcesDepartment/Documents/EEO_Documents/SMC_Orientation_Powerpoint_\(03.19.2018\).pdf](http://www.smc.edu/HumanResources/HumanResourcesDepartment/Documents/EEO_Documents/SMC_Orientation_Powerpoint_(03.19.2018).pdf)

EEO Plan:
http://www.smc.edu/HumanResources/HumanResourcesDepartment/Documents/EEO_Documents/EEO_Plan-BOT_Aproved_FINAL_09.05.2017.pdf

SMC EEO Hiring Committee Orientation Manual:
[http://www.smc.edu/HumanResources/HumanResourcesDepartment/Documents/EEO_Documents/Committee_Orientation_Manual_FINAL_\(03.26.2018\).pdf](http://www.smc.edu/HumanResources/HumanResourcesDepartment/Documents/EEO_Documents/Committee_Orientation_Manual_FINAL_(03.26.2018).pdf)

SMC EEO & Diversity Search Committee Presentation:
[http://www.smc.edu/HumanResources/HumanResourcesDepartment/Documents/EEO_Documents/SMC_EEO_Search_Committee-EEO-Diversity_\(03.06.2018\).pdf](http://www.smc.edu/HumanResources/HumanResourcesDepartment/Documents/EEO_Documents/SMC_EEO_Search_Committee-EEO-Diversity_(03.06.2018).pdf)

SMC EEO Search Committee Training Questions:
[http://www.smc.edu/HumanResources/HumanResourcesDepartment/Documents/EEO_Documents/SMC_EEO_Search_Committee_Training_Questions_\(03.16.2018\).pdf](http://www.smc.edu/HumanResources/HumanResourcesDepartment/Documents/EEO_Documents/SMC_EEO_Search_Committee_Training_Questions_(03.16.2018).pdf)

The Personnel Commission provides training to all classified hiring committees on non-discrimination and legally protected categories. Classified hiring committees are also provided with structured interview questions and standardized evaluation benchmarks, in order to ensure that evaluations are based strictly on job-related factors. Both briefing and debriefing of hiring committees reinforces adherence to established procedures and criteria.

Does the District meet Method #7 (Professional development focused on diversity)?

- Yes**
- No**

Please provide an explanation and evidence of meeting this Multiple Method, #7.



Multiple Method #7

The District has attended the following trainings/presentations on diversity:

EEO & Compliance training:

- a. **ACCCA Conference 2019** – February 2019
- b. **ACHRO-EEO Fall 2018 Training** – October 2018
- c. **ACHRO/EEO Leadership Academy** – April 2019. Workshops included: Leadership in Diversity in Employment, Investigations, and Discipline/Evaluation.
- d. **ADA Disability Compliance Training** – Feb 2019
- e. **ATIXA Title IX Investigator Training** – August 2018: Compliance Administrator/Title IX Coordinator, and 2 HR Analysts-Employee & Labor Relations.
- f. **A2MEND 2019 Conference** – March 2019. Workshops included the importance of building community/equity work, implied bias, equitable pathways to higher education.
- g. **Building Diversity Summit** – February 2019. Sponsored by CCCCO/IEPI
- h. **CALPELRA** (California Public Employers Labor Relations Association) 2018 Conference included the following workshops: Advanced Harassment Prevention Training for HR Professionals and Managers, Bargaining Perspectives, Fact-finding, Planning for the Aging Workforce, and Workplace Investigations.
- i. **Campus Sexual Assault Conference** – December 2018. Sponsored by CA Department of Justice.
- j. **CCC Job Fair**, Los Angeles – January 2019.
- k. **EEO-Building Diversity-Data for Hiring** – September 2018. Sponsored by CCCCO/IEPI
- l. **Labor Law Compliance Center** – renewed a 3 year contract in 2018 to provide 70 English labor law posters, plus 5 Spanish labor law replacement posters each time labor law is revised. The replacement posters are located in designated areas in all buildings on main and satellite campus buildings. Workplace poster information can be found on the HR website at <http://www.smc.edu/HumanResources/HumanResourcesDepartment/Pages/Workplace-Postings.aspx>, and the poster locations at <http://www.smc.edu/HumanResources/HumanResourcesDepartment/Documents/Workplace-Postings/Postings-Locations.pdf>.
- m. **Equity Summit** – February 2019. A full day workshop sponsored by SMC's [Academic Senate College Equity and Diversity Committee](#), and the SMC's [Center for Teaching Excellence](#) on the ramifications of race relations on equity and unconscious bias as it relates to developing relationships amongst district personnel. Attendees: 85.
- n. **Labor Law Arbitration Conference** – June 2019
- o. **SCCCD ERC/LCW video linked workshops**; 8 workshops: HR Academy, Diversity in Community College District Employment, Public Meeting Law, Free Expression, Employment Relations Primer, HR Roundtable, Compliance with Title IX, Clery and SaVE.
- p. **SCUP Conference** – July 2018. Society for College and University Planning.
- q. **SWACC-HR meeting** – August 2018
- r. **SWACC Planning Meeting** – July 2018
- s. **SWACC Annual Conference 2019** –January 2019
- t. **Title IX Investigator Conference** – August 2018

The District has conducted or facilitated the following trainings/presentations on diversity to the staff:

1. **Beyond Sex Toolbox Series- Fall 2018** – Five (5) workshops focused on students, 85 attendees. Subjects: Consent, Influence of Unconscious Bias (Part 1 and Part 2), Domestic Violence, LGBTQIA Identities – Celebrating the Colors of the Rainbow.
2. **Beyond Sex Toolbox Series- Spring 2019** – Three (3) workshops focused on students, ___ attendees. Subjects: Intimate Partner Violence, Sexual Harassment and Sexual Assault, and Unconscious Bias.
3. **Classified Professional Development Workshops** – Fall 2018. Workshops included: Build Trust, Mitigate Conflict and Increase Collaboration (better understanding of how workplace diversity can lead to ...a more dynamic and enjoyable company culture).
4. **Communications Workshops** – April 2019. Two (2) workshops for the Education Enterprise department; focusing on communications with departmental staff, and unconscious bias influence; 25 attendees.
5. **Customer Service Workshops** – March 2019. Two (2) workshops for the Education Enterprise department; focusing on customer service dynamics and interactions influenced by unconscious bias and discrimination; 16 attendees.
6. **Diversity, Equity & Unconscious Bias**, by Dr. Eugene Whitlock – Spring 2019 Professional Development Day (March 14, 2019). Three one (1) hour workshops; 156 attendees.
7. **Deaf Students in the Classroom** – Spring 2019 Professional Development Day (March 14, 2019) One (1) workshop – 9 attendees.
8. **Emerging Issues of Sexual Harassment** – Spring 2019 Professional Development Day (March 14, 2019) One (2) workshop – 36 attendees.
9. **Inclusive Curricula Into Action** – Spring 2019 Professional Development Day (March 14, 2019) One (1) workshop – 15 attendees.
10. **Mini-Management 101 Series** for District managers – Subjects included Title 5, Title IX, and Merit Rules. Workshops held in September 2018, November 2018, and February 2019. Total of 51 attendees.
11. **Race and Religion Workshop** – Student focused workshop, Fall 2018.
12. **Film Presentations: Awareness of the Undocumented Experience** – March 2019. Two (2) short films produced by the SMC Film department students; 110 attendees.

Other SMC Programs Supporting Diversity and Equity include but are not limited to:

1. [SMC Dream Program](#) – Provides support services to DREAMers (undocumented, AB540, and DACA recipients)
2. [Black Collegians Program](#) – Assists students of African descent in transferring to four-year universities and obtaining their Associate degree.
3. [Center for Teaching Excellence](#) – Serves faculty in pursuit of personal and professional growth; sponsors an annual Summer Faculty Institute, quarterly seminars, departmental workshops, and customized support for individuals and groups. Resources include articles, books, DVDs, etc., which support workshops and training on gender, race, culturally responsive teaching, the social neuroscience of education, and mentoring at-risk students.



4. [Disability Resources](#) – Offers guidance and counseling, and special programs to help students who are eligible.
5. [Guardian Scholars](#) – Supports the academic and personal goals of current and former foster youth attending SMC.
6. [EOPS/CARE](#) – Supports the enrollment, retention, graduation and transfer of students who are challenged by economic and educational disadvantages.
7. [First Year Experience](#) – Retitled, “SMC Promise College Hacks”, is designed especially for new students; to meet other new students, build community, learn about campus resources and career options.
8. [International Student Center](#) – Offers many programs geared to support the SMC international student community.
9. [Latino/Adelante](#) – Focuses on academic achievement, transfer, cultural awareness, and personal growth.
10. [Pico Promise](#) – A joint partnership between SMC and the City of Santa Monica, designed to meet the needs of under-represented youth living near the college.
11. [Santa Monica Academic Senate College Equity and Diversity Committee](#) explores academic and professional matters concerning faculty equity and diversity practices and policies at the college. It works with appropriate campus groups to develop, recommend, and assess policies, programs, and strategies that promote equity and diversity in student success and to update the college’s equity plan. An equity resource guide has been published, filled with helpful tips, case studies, and classroom practices, [“Toward Equity: An Interactive Guide for Santa Monica College Faculty”](#) so as to “equitize” teaching practices.
12. [Social Justice Resources](#) – Workshops, events, resources to support SMC students who are Dreamers and undocumented.
13. [STEM](#) – Fosters the skills necessary to excel in Science, Technology, Engineering, and Math; designed to help traditionally underrepresented students.
14. [Veterans Program](#) – Supports veterans entering college for the first time, or returning to college; acts as a liaison with the VA to verify enrollment for students claiming Veteran benefits.

The Diversity, Equity & Inclusivity@SMC website can be found at

<http://www.smc.edu/HumanResources/HumanResourcesDepartment/Diversity-and-Equity-at-SMC/Pages/default.aspx>.

On the Diversity, Equity & Inclusivity@SMC website is the following information:

- a. Nondiscrimination Policy,
- b. Legally Protected Statuses,
- c. Bias,
- d. Compensation Equity,
- e. Disability Inclusion,
- f. Filing a Complaint,
- g. LGBTQ Protections,

- h. Policies & Resources,
- i. Sexual Harassment & Sexual Misconduct,
- j. Sexual Violence Response & Prevention,
- k. Social Justice Resources, and
- l. Veterans Resources.

Faculty & Staff Diversity Reports from 2009-2017. The district conducts longitudinal analysis of all employee groups; the reports can be found at:

<http://www.smc.edu/HumanResources/HumanResourcesDepartment/Pages/Diversity-Reports.aspx>

Complaint & Grievance Forms, can be found at:

<http://www.smc.edu/HumanResources/HumanResourcesDepartment/Pages/Complaint-and-Grievance-Forms.aspx>

Additional information regarding complaints and grievances can be found under Complaints/Concerns on the HR gateway page:

<http://www.smc.edu/HumanResources/HumanResourcesDepartment/Pages/default.aspx>

In order to promote a culture of partnership, feedback, and continuous improvement, the Personnel Commission has implemented a "PC Coach Partnership" program. This partnership includes sessions we provide to District managers to educate, advise, and coach them in Commission processes, resources and deliverables necessary in managing the classified workforce. Additional coaching sessions are also being developed for classified staff.

Coaching sessions for managers which focus more directly on diversity cover effective collaboration in hiring and promotional processes designed to expand the diversity of our applicant pools and ensure hiring decisions are based solely on job-related factors. Coaching sessions are also being developed for classified staff to assist them with participating in applying and competing for promotions. The goal is to minimize factors that are not job-related impacting their ability to successfully compete for a promotion.

Does the District meet Method #8 (Diversity incorporated into criteria for employee evaluation and tenure review)?

Yes

No

Please provide an explanation and evidence of meeting this Multiple Method, #8.



Equal Employment Opportunity
Fund Multiple Method Allocation
Certification Form
Fiscal Year 2018-2019

Multiple Method #8

- a.) The Faculty: There is criteria that addresses working with students from diverse backgrounds and needs in the Faculty Observation forms for all faculty, counselors, and librarians.
- b.) The District and Classified Collective Bargaining Evaluation Sub-Committee discussed incorporating the diversity question into criteria for employee evaluation. Additional discussion/negotiation is pending.

Does the District meet Method #9 (Grow-Your-Own programs)?

- Yes**
- No**

Multiple Method #9

In October 2018, **Santa Monica College held its first Faculty Job Fair & Open House.** Twenty-eight (28) departments and disciplines participated by hosting tables in the Quad (a central open plaza area on the main campus) so as to be available to speak to job fair attendees. In addition, tables were hosted by the Academic Senate, Faculty Association, Benefits, and the Human Resources' Diversity, Equity & Inclusivity Compliance Team. Two (2) workshops were held featuring newer faculty panelists who spoke about their experiences in the application and recruitment process, and offered insight to that process. The workshops were standing room only, with approximately 85 attendees in each workshop.

SMCCD has participated in panel discussions in conjunction with the Faculty Association, and the Academic Senate to present and discuss the Adjunct and full-time hiring process, as well as the application process.



Equal Employment Opportunity Fund
District Expenditure Report
Fiscal Year 2018-2019

District Name: SANTA MONICA COMMUNITY COLLEGE DISTRICT

Report	EEO/Diversity Allocation Fund (Ed. Code § 87108)
(a) Total Unexpended Allocation from Previous Year (Carry Over)	\$ 21,676
(b) 2018-2019 Allocation	\$ 50,000
(c) 2018-2019 Expenditures (Same total listed below in column 1)	\$ 20,758
Unexpended Allocations (a + b - c) ** On a separate page, please describe anticipated use of funds and projected date.	\$ 50,918

Controlling Account	EEO/Diversity Allocation Fund (Ed. Code § 87108)	Other Funds	Total
1000 Academic Salaries			
2000 Classified Salaries			
3000 Employee Benefits			
4000 Supplies & Materials			
5000 Other Oper. Exp. & Svcs.	\$ 20,758	\$88,709	\$109,468
6000 Capital Outlay		\$761	\$761
7000 Other Outgo			
Totals	\$20,758	\$89,470	\$110,228

I certify that this expenditure or local report is complete and accurate.

Print Name: Tre'Shawn Hall-Baker
Phone: 310.434-4170

Print Title: Interim Dean-Human Resources
E-Mail Address: hall-baker_treshawn@smc.edu

Signature: 

Date: 09/04/2019

Prepared by: Laurie Heyman

Contact Phone No. 310.434-4987



District Name: SANTA MONICA COMMUNITY COLLEGE DISTRICT

USE WHOLE DOLLAR AMOUNTS

(1) Performance Indicators	(2A) EEO Diversity Fund Expenditures (Ed. Code § 87108)	(2B) Other Fund Expenditures (Identify amount and source)	(3) Description of Activities
1. Activities designed to encourage students to become qualified for, and seek, employment as community college faculty or administrators.	\$0	\$0	0
2. Outreach and recruitment.	\$7,290	\$76,063	Recruitment: Advertising, CCC Job Fair-Los Angeles, and 1 st Annual SMC Faculty Job Fair & Open House; Applicant Reimbursements; Online applicant posting & tracking (NEOGOV) for faculty/administrative; filing fees for H1-B applicant.
3. Professional development on equal employment opportunity.	\$13,469	\$8,226	ACHRO-EEO Fall 2018 Training-4 staff; A2MEND Annual Conference-2 staff; Long Beach CCD-ATIXA Title IX Investigator Training-3 staff; ACHRO-EEO Leadership Academy-1 staff; ATIXA Membership; NABITA Regional Conference-1 staff; Society for College and University Planning Annual Membership; Labor Law & Labor Arbitration Conference – 2 staff; Dr. Eugene Whitlock: 3 workshops on Thinking & Talking About Diversity, Equity & Unconscious Bias in the Hiring Process (3 sessions, 156 attendees); Building Diversity Summit-2 staff
4. Accommodations for applicants and employees with disabilities pursuant to title 5, section 53025.	\$0	\$1,089	ADA accommodations: sit/stand desk, captioning and sign language interpreters for faculty

5. Other reasonable and justifiable activities to promote equal employment opportunities.	\$0	\$4,093	Training for managers, supervisors through SCCCD ERC; Printing of Unlawful Discrimination and Harassment Brochure; Printing of What is Sexual Assault? Brochure
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I certify that this expenditure or local report is complete and accurate.

Print Name: Tre'Shawn Hall-Baker

Phone: 310.434-4170

Signature: _____

Prepared by: Laurie Heyman

Print Title: Interim Dean-Human Resources

E-Mail Address: hall-baker_treshawn@smc.edu

Date: 09/04/2019

Contact Phone No. 310.434-4987

Santa Monica College
Office of Human Resources
EEO Funding - Proposed Carryover Expenditures from FY 2018-2019

Balance of Carryover FY 2017-2018 (07718)	\$21,676
Allocation FY 2018-2019 (07719)	<u>\$50,000</u>
Subtotal of EEO Available Funds	<u>\$71,676</u>
Less FY 2018-2019 Expenditures	-\$20,758

Total Carryover Amount Available FY 2019-2020 **\$50,918**

Description of Proposed Expenditures	Amount	Subtotals	Total
<u>SMC 2nd Annual Faculty Job Fair & Open House- Oct. 4, 2019</u>			
HWW, Inc aka AdClub	\$7,565		
Authentic Promotions-Mobile Wallets	\$715		
Authentic Promotions-Tote Bags	\$876		
Grannystone Studio-Vertical Banners (3) and Horizontal Banner (1)	\$375		
Smart Party Rentals-tables, cloths, chairs	\$1,387.97		
Subtotal - Faculty Job Fair & Open House 2019		\$10,919	
<u>Recruitment & Advertising</u>			
HACU Conference Advertising (1/2 page ad)	\$1,100		
CCC Los Angeles Job Fair (registration estimated)	\$2,000		
Title 5 Brochures	\$511		
Subtotal - Recruitment & Advertising		\$3,611	
<u>EEO Training</u>			
<u>Diversity, Equity & Bias in the Hiring Process</u>			
Dr. Eugene Whitlock-Workshops(2) Fall Prof Development Day 08.22.2019	\$3,500		
Dr. Eugene Whitlock-Workshop (1) for Board of Directors, Senior Staff on equity, diversity, bias in the hiring process	\$3,500		
Dr. Paul Grossman - Workshop (1 day) on ADA/Disability - summary, principles of necessary & reasonable accommodation, Equal communication & digital equity, discipline, dismissal, readmission of students with disabilities who are a threat to self	\$3,500		
EEOC representative Training	\$0		
Subtotal - EEO Training		\$10,500	

Santa Monica College
Office of Human Resources
EEO Funding - Proposed Carryover Expenditures from FY 2018-2019

Description of Proposed Expenditures	Amount	Subtotals	Total
<u>Diversity, Equity, Inclusivity Trainings</u>			
A2MEND Conference 2020 (2 participants)	\$1,500		
Building Diversity Summit (2 participants)	\$1,000		
Equity in Hiring Summit (Spring 2020) w/ featured speaker	\$8,000		
Labor Law & Labor Arbitration (2 participants)	\$3,000		
NeoGov Connect Conference 2019 (4 participants)	\$5,102		
Subtotal - Diversity, Equity, EEO Trainings		\$18,602	
<u>ACHRO-EEO Fall 2019 Training</u>			
(7 participants)			
Registration	\$1,710		
Hotel	\$3,253		
Travel	\$279		
Meals	\$1,050		
Parking	\$493		
Miscellaneous	\$500		
Subtotal - ACHRO-EEO Fall 2019 Training		\$7,285	
Total of Proposed Expenditures		\$50,918	
EEO Carryover Funds Available Less Proposed Expenditures			\$0

Appendix 15

Santa Monica College Annual Faculty Job Fair & Open House Ethnicity Report Summaries

- **October 5, 2018**
- **October 4, 2019**

Santa Monica College
1st Annual Faculty Job Fair Open House
Attendee Questionnaires - Oct. 5, 2018

Status

Row Labels	Sum of No.	%
Applicant	2	0.65%
Current SMC PT Faculty	20	6.45%
FT Faculty Elsewhere	8	2.58%
Graduate Student	63	20.32%
No Answer	6	1.94%
Other	92	29.68%
Post-doc	10	3.23%
Previous SMC PT Faculty	2	0.65%
PT Faculty Elsewhere	80	25.81%
Recently Graduated	20	6.45%
Retired	1	0.32%
Student	6	1.94%
Grand Total	310	100.00%

Media #2

Row Labels	Sum of No.	%
Email	1	0.32%
Facebook	5	1.61%
HigherEdJobs.com	5	1.61%
Listserve Notifications	2	0.65%
Other	1	0.32%
SMC Faculty	12	3.87%
Word of Mouth	16	5.16%
Ziprecruiter.com	2	0.65%
(blank)	266	85.81%
Grand Total	310	100.00%

Media #1

Row Labels	Sum of No.	%
CCC Job Registry	10	3.23%
Email	144	46.45%
Facebook	41	13.23%
HigherEdJobs.com	14	4.52%
INDEED.COM	1	0.32%
LINKEDIN.COM	1	0.32%
Listserve Notifications	3	0.97%
Newspaper	3	0.97%
Other	6	1.94%
SMC Faculty	7	2.26%
SMC HR Office	1	0.32%
SMC Staff	4	1.29%
SMC Website	7	2.26%
Word of Mouth	64	20.65%
Ziprecruiter.com	4	1.29%
Grand Total	310	100.00%

Ethnicity

Row Labels	Sum of No.	%
AMER IND/NATIVE AMER	1	0.32%
ASIAN	33	10.65%
BLACK/AFR AMER	61	19.68%
HISPANIC/LATINO	53	17.10%
No Answer	4	1.29%
TWO OR MORE	39	12.58%
WHITE/NON HISPANIC	119	38.39%
Grand Total	310	100.00%

**Santa Monica College
1st Annual Faculty Job Fair Open House
Attendee Questionnaires - Oct. 5, 2018**

Gender

Row Labels	Sum of No.	%
BINARY/OTHER	2	0.65%
FEMALE	196	63.23%
MALE	108	34.84%
No Answer	4	1.29%
Grand Total	310	100.00%

Opt In/Opt Out

Row Labels	Sum of No.
I DO NOT CHOOSE TO ANS	2
(blank)	308
Grand Total	310

ADDITIONAL INFORMATION PROVIDED BY ATTENDEE:

ACADEMIC COUNSELOR

administrative

ADMINISTRATOR AT MIRA COSTA COLLEGE

AEROSPACE ENGINEER WORKING IN INDUSTRY

Applicant

ATTORNEY

BENNY BLAYDES

BUSINESS EXECUTIVE

BUSINESS PROFESSIONAL

chris baccus

COLLEGE INSTRUCTOR

COMPOSER/PRIVATE INSTRUCTOR

COUNSELOR

counselor

CSUDH WORD OF MOUTH

CSUN EMAIL; DR IRENE CLARK

DOCTORAL-EdD CAL STATE FULLERTON

EMILY ARMS

ENVIRONMENTAL SCIENTIST

FORMER ADJUNCT FACULTY MEMBER

Santa Monica College
1st Annual Faculty Job Fair Open House
Attendee Questionnaires - Oct. 5, 2018

Former educator/attorney
FORMER SMC CLASSIFIED
former UCLA Extension Instructor, writer, film maker
Google Search
Graduate advisor email
GRADUATE COORDINATOR JOHN KEPHART NOTIFIED
International acting teacher
LACCD WEBSITE
LAUSD EDUCATOR WITH CCC TEACHING EXPERIENCE
LICENSED PSYCHOTHERAPIST
MBA

MFT-ART THERAPY
NOTIFIED BY THE CSUN DEPT CHAIR
ON CAMPUS
PH D CANDIDATE
PhD student @ Pepperdine/Adjunct Faculty at Pepperdine Graziadio Bus School
post doc fellow
PROFESSIONAL; ED.D. LEADERSHIP; MASTERS LEADERSHIP
PROGRAM DIRECTOR
PSYCHOTHERAPIST/ Author
RECENT GRAD FRO MA LIBERAL ARTS
recent PhD fro UCSB
registered dietician
RESEARCH ASSOCIATE, UCLA HOSPITAL
retired English Lang Arts Secondary
screenwriter; teacher from singapore
SENIOR RECRUITER; GROSSMONT CUYAMACA COLLEGE
SMC ALUM
SMC ALUMNI, AND OTIS COLLEGE BFA GRADUATE
SMC Departmental email announcement
Student at SMC; saw the job fair on the quad

tap cerritos college
taught CC FT 2.5 years; adjunct @ 3 years
TEACHER @ Glendale USD
teacher, recent masters graduate
THERAPIST
UCI Law Librarian
UCLA Ed.M grad June 2018
UCLA EMAIL
ucla employee-word of mouth
UCLA GRAD STUDENT FORWARDED INFO
valencia rayford
WORD OF MOUTH; RECENT GRAD FR CSUN M.S. IN
COUNSELING
Working professional

Santa Monica College
 2nd Annual Faculty Job Fair Open House
 October 4, 2019
 Attendee Statistics

Status #1

Row Labels	Sum of No.		%
Current faculty elsewhere-FT	17	613	2.77%
Current faculty elsewhere-PT	150	613	24.47%
Current SMC Faculty-FT	1	613	0.16%
Current SMC Faculty-PT	16	613	2.61%
Graduate Student	75	613	12.23%
Other	324	613	52.85%
Post-Doc	9	613	1.47%
Recent Graduate	13	613	2.12%
Undeclared	8	613	1.31%
Grand Total	613		100.00%

Ethnicity

Row Labels	Sum of No.		%
AFR AMR	72	613	11.75%
AMR IND/ALASKA NATIVE	2	613	0.33%
Asian	64	613	10.44%
CAUCASIAN	291	613	47.47%
HISPANIC/LATINO	109	613	17.78%
PAC ISLANDER/HAWAIIAN	11	613	1.79%
TWO OR MORE	51	613	8.32%
UNDECLARED	12	613	1.96%
(blank)	1	613	0.16%
Grand Total	613		100.00%

Gender

Row Labels	Sum of No.		%
Female	352	613	57.42%
Male	250	613	40.78%
Non-Binary/Other	6	613	0.98%
Undeclared	5	613	0.82%
Grand Total	613		100.00%

Opt/Out

Row Labels	Sum of No.		%
Yes	7	613	1.14%
(blank)	606	613	98.86%
Grand Total	613		100.00%

Santa Monica College
 2nd Annual Faculty Job Fair Open House
 October 4, 2019
 Attendee Statistics

Media #1

Row Labels	Sum of No.
CCC Job Registry	2
Email	388
Facebook	10
General Internet Search	4
HigherEdJobs.com	25
Indeed	1
Instagram	1
KCRW	8
LinkedIn	13
Listserve notifications	3
Newspaper	5
Other	11
Radio	46
SM Daily Press	1
SMC Faculty	4
SMC Website	9
Undeclared	1
Word of Mouth	79
Ziprecruiter.com	2
Grand Total	613

All Media

Row Labels	Sum of No.	%
CCC Job Registry	2	0.31%
Email	388	59.51%
Facebook	13	1.99%
General Internet Search	5	0.77%
HigherEdJobs.com	34	5.21%
Indeed	2	0.31%
Instagram	1	0.15%
KCRW	8	1.23%
LinkedIn	13	1.99%
Listserve notifications	6	0.92%
Newspaper	5	0.77%
Radio	52	7.98%
SM Daily Press	1	0.15%
SMC Faculty	5	0.77%
SMC Website	10	1.53%
Word of Mouth	89	13.65%
Ziprecruiter.com	3	0.46%
Undeclared	1	0.15%
Other	14	2.15%
Total	652	100.00%

Media #2

Row Labels	Sum of No.
Facebook	3
General Internet Search	1
HigherEdJobs.com	9
Indeed	1
Listserve notifications	3
Other	3
Radio	6
SMC Faculty	1
SMC Website	1
Word of Mouth	10
Ziprecruiter.com	1
(blank)	574
Grand Total	613

Santa Monica College
 2nd Annual Faculty Job Fair Open House
 October 4, 2019
 Other Status' Attendee Statistics

Row Labels	Sum of No.
Film maker; Substitute Teacher	1
9 degrees; checked all ethnicity options	1
Adjunct at LACCD	1
Adjunct prof/Reg. Assitant at LACC	1
Administrative Assistant	1
almost graduate	1
Also current PT Faculty elsewhere	2
Also: SMC Grad	1
alumni	1
applicant	1
Artist	3
Arts Administrator	1
ASSOCIATE MFT	1
Attorney	2
B.S. Graduate	1
BA degree; professional photographer	1
BFA/MFA	1
BS - Microbiology	1
BS Dallas Baptist Univ.	1
Business Owner	1
Business professional	1
CEDARS-SINAI FT EXEC. PHYSIOLOGY	1
Certified K-12 teacher	1
CFO Consultant	1
Chorus Master LA Met Opera	1
Composer	1
Consultant	1
Contractor in Real Estate	1
Counselor	1
Dance Teacher	1
Director of Public Works-City of Beverly Hills	1
Doctoral Student	1
Educational consultant for UCLA Math Project	1
ELS Instructor at ELS Language Centers	1
Employed at LAUSD	1
Engineer/Tutor	1
Entreprenour	1
Entreprenour; SMC graduate	1
Expert in Advertising	1
Fashion Designer	1
Film maker	1
Film Professional	1
Financial Consultant	1

Santa Monica College
 2nd Annual Faculty Job Fair Open House
 October 4, 2019
 Other Status' Attendee Statistics

former adjunct professor-out of state	1
Former College Faculty & Administrator	1
FORMER COLLEGE PROF; MFA IN FILM@USC	1
Former ELL University Instructor	1
former faculty in South Korea	1
Former FT Faculty @ Brooks Institute	1
Former HS teacher	1
Former PT Faculty	1
formerly SMC PT Faculty	1
Freelance Artist	1
Freelance filmmaker /YCP	1
freelance instructor	1
freelance/teaching/research assistant	1
Freelance-Actor/Writer/teaching artist	1
friend sent a flyer	1
Graduate of NY State University	1
Have taught	1
HEARD FR FACULTY MEMBER	1
HS ESL Instructor	1
HS PT TEACHER	1
HS teacher	2
Human Resources Professional	1
industry professional	1
Instructor elsewhere	1
Intern	2
Internet	1
Journalist	1
Journalist/editor	1
Just finished Master's	1
K-12 teacher; heard thru a faculty member	1
K-12/Cerritos employee; graduated 2018 in counseling	1
LA FILM SCHOOL	1
Language instructor at Italian Cultural Institute	1
Learning Designer & Online Instructor-UCLA	1
Librarian	1
Lighting Designer	1
Long Beach City College	1
Loyola Marymount	1
M.A.-ART from Tehran University	1
M.A.-ECE	1
MA in Linguistics/BA in English	1
MA Psych	1
Management Consulting	1
MBA/entrepreneur	1

Santa Monica College
 2nd Annual Faculty Job Fair Open House
 October 4, 2019
 Other Status' Attendee Statistics

Mental Health Therapist	1
MFA graduate in Film	1
MFA/PROFESSIONAL	1
New PhD, Alumni of SMC	1
newly arrived in California	1
NURSE PRACTITIONER	1
Pepperdine University	1
Pepperdine University	1
Pepperdine University; EDD Student	2
PERSIAN	1
Ph.D.	1
PHARMACIST	1
PhD Bus. Management grad; Accountant	1
PhD Candidate Student	1
PhD in Persian Language	1
PhD; 1st year on job market	1
Photographer	1
Physics adjunct	1
Piano teacher for NYU faculty	1
Post doc	1
post MFA	1
Post-grad work	1
PRACTICING ARCHITECT	1
Practising Atty w/ experience teaching	1
Previous faculty at UCSB	1
Previous faculty elsewhere; MA-clinical psych; Ph.D-Physiology	1
Previous SMC Lecturer & Glendale CC	1
Previously taught in Atlanta, GA	1
Private French teacher	1
Private studio instructor/performer	1
Private Teacher	1
Private tutor	1
PROFESSIONAL ARTIST	1
PROFESSIONAL CLOWN	1
Professional Communications Consultant	1
Professional in Social Science and Public Policy	1
Professional Screenwriter	1
Professional Writer & Producer	1
Professor and Independent Researcher	1
Professor, CSUN	1
Psychologist	1
Psychologist; registered Psychological Assistant	1
PT Applicant	1
PT Educators, Rediscover Center	1

Santa Monica College
 2nd Annual Faculty Job Fair Open House
 October 4, 2019
 Other Status' Attendee Statistics

PT WHILE ATTEDNING INTRO	1
Recent grad	1
Recent grad from USC w PhD	1
Recent grad of CSU Dominguez Hills (Spring 2019)	1
Recent grad, M.A.; employer referral	1
Recent grad/Cypress College; pt employee	1
recent graduate	1
Recent graduate; USC; Masters-TESOL; current ESL teacher (adult)	1
recent M.A. graduate; Project Math Intern	1
Recent MA grad	1
recent MBA graduate	1
Researcher	1
Retired	1
retired business executive	1
Retired Counselor	1
Retired Faculty Member (Mexico)	1
Retired Hebrew Univ. Teacher	1
Retired K-14 teacher	1
Retired teacher	1
Returning to academia aftger years in industry	1
School counselor	1
Self employed	1
Senior Economist, Oracle	1
SMC-Continuing Education	1
social worker/non-profit management	1
SPED Specialist/Mental Health Counselor	1
Staff @ CSULB Library	1
Staff at Otis	1
Staff member @ a CSU	1
Student	1
Student Worker	1
Sustainability Consutling Professional	1
Teacher	1
Teacher for non-profit ETMLA	1
Theatre Director	1
UCLA	1
UCLA Extension PT	1
UCLA Staff	1
Unemployed	1
unemployed graduate	1
volunteer	1
working film & TV writer	1
Working full time	1
WORKING PROFESSIONAL	2

Santa Monica College
2nd Annual Faculty Job Fair Open House
October 4, 2019
Other Status' Attendee Statistics

Works in higher ed full-time	1
(blank)	429
Grand Total	613

Appendix 16

NEOGOV's Hiring Report 2019

Click on the following link for the EEO Plan:

<https://info.neogov.com/resources/white-papers/hiring-trends-report>
