



Board of Trustees
SAN DIEGO
COMMUNITY COLLEGE DISTRICT

3375 Camino del Rio South, San Diego, CA 92108-3883 619-388-6500

Presented To Board
 Of Trustees For
 INFORMATION ONLY

9-16-10

No. 905.1

Information

Subject: Report on Student & Employee Diversity

Date: 9/16/10

A. NAME OF AGENDA ITEM

Report on Student & Employee Diversity

B. STATEMENT OF ISSUE/PURPOSE

1. Background and Purpose

The District is committed to promoting an academic and work environment that fosters diversity, cultural awareness and mutual respect. The District, the colleges and Continuing Education have implemented processes to assist them in supporting this commitment to diversity. The Board of Trustees has requested that there be periodic reports at Board meetings on student and employee diversity.

Attachment A provides an overview of the breakdown of ethnicity and gender for students, employees, and the community service area for 2009-2010. The report includes a summary of all students and employees, including new hires.

While diversity among the student population remains robust, progress in advancing diversity goals in employment has been hampered by the impact of California's fiscal crisis. Among other cost-cutting strategies, the San Diego Community College District implemented a hiring freeze that has been in effect since July 2007. There has been a 6% decline in the total number of employees in the last year due the hiring freeze and a selective early retirement program. There were only 41 new hires in 2009-2010, and 175 employees retired. There has been a corresponding decline in the number of students due to a reduction in class offerings as a result of the state budget situation. The declines have affected all ethnic groups for both employees and students. The District will continue to carefully monitor hiring and provide regular reports on diversity to the Board.

2. Cost and Funding

None.

C. PROPOSAL

None. This item is for information only.

*Attachment A distributed to Board Members only.

Recommended: Lynn Ceresino Neault
 Lynn Ceresino Neault
 Vice Chancellor
 Student Services

Approved for
 Consideration:

Constance M. Carroll
 Constance M. Carroll, Ph.D.
 Chancellor