

**Equal Employment Opportunity Fund
District Performance Report
Fiscal Year 2013-14**

Print District Name: Rancho Santiago Community College District

NOTE: For column 3, Performance Indicator(s), describe how the funds expended improved the performance of the activity. Your description should be as specific and succinct as possible. For example, under Activity #1, indicate how many persons were contacted, applied, and hired for district positions. If you need more space, attach separate sheet(s) of paper.

USE WHOLE DOLLAR AMOUNTS

(1) Activities	(2A) AB 1725 EEO (Diversity) Fund Expenditures	(2B) Other Fund Expenditures	(3) Performance Indicator(s)
1. Outreach and recruitment.	14,961.00		
2. In-service training on equal employment opportunity.	300.00		
3. Accommodations for applicants and employees with disabilities pursuant to title 5 section 53025.			
4. Other activities to promote equal employment opportunity.	5,195.00		
5. Activities designed to encourage students to become qualified for, and seek, employment as community college faculty or administrators.			
6. Other activities to promote equal employment opportunity.			

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Signature:  **Date:** 7/29/14

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT

(3) PERFORMANCE INDICATOR (S)

1. The total number of applicants logged to requisitions posted from 7/1/2013 to 6/30/2014, including 33 faculty and 2 administrative positions for Fall 2014, was ten thousand one hundred sixty nine (10,169), a 26% increase from the previous year. Six thousand three hundred forty one (62%) of the applicants were from the underrepresented groups and five thousand nine hundred sixty nine (59%) female, only 7% of the total number of applicants did not identify their ethnicity and almost all the applicants identified their gender.

We invited for interview one thousand two hundred forty eight (1,248) qualified applicants, approximately 12% of the total applicant pool, where seven hundred twenty four (58%) were from the underrepresented groups and six hundred sixty (53%) are female.

We filled 132 job openings and hired 5 administrators, 15 Faculty, 12 Supervisory/Confidential and 100 classified staff. Of those selected applicants, 95 or 72% are from underrepresented groups, 76 or 58% are female.

The above data showed the diversity of the applicant pools in the different stages of the hiring process. In addition to advertising in the traditional publications, we subscribed to the CareerBuilder Network that expanded our job postings nationally and globally through countless websites associated with Career Builder Network and the Monster Board. Advertised in discipline related publications and websites as requested by the Department with the vacancy. We also purchased an unlimited recruiting package through Orange County Community College Legislative Task Force (OCCCLTF) with Inside Higher Ed - higher education's most innovative recruiting site. Continued using the iGreentree applicant tracking and requisition management systems which created reports showing the above data. Reports derived from iGreentree enabled us to identify the sources of our applicants.

2. Maintained membership in ACHRO/EEO to keep us current with the new regulations and mandates relating to human resources and equal employment opportunity. Adopted and shared best practices in diversity with other colleges/districts. Provided orientation/training to all screening committees and hiring managers. Attended workshops presented by Liebert Cassidy Whitmore through the Southern California Community College Districts Employment Relations Consortium
3. There were 126 applicants who indicated that they are disabled or requiring reasonable accommodation. We have provided interpreters to applicants with hearing and speech disability and wheel chair accessible facilities during interviews. Accommodated applicants with visual impairment to take the clerical skills evaluation. Sent job opportunities listing to Veterans' Employment and Training Service (VETS) and Employment Development Department (EDD)/Employment and Training Services. Received 299 applications from Veterans.

4. Posted job openings in the CCC Registry and e-mailed prospective applicants from their database. We received a significant number of applicants thru our posting in the CCC Registry website (one thousand six hundred eighty five or 17% of our total number of applicants), ten (10) of those were hired by RSCCD. Linked RSCCD website to CCC Registry. We have an applicant travel reimbursement program where applicants who traveled 300 miles or more from Rancho Santiago Community College District were reimbursed half of their travel and lodging expenses up to \$300. Selected finalists received full reimbursement for travel for their final interviews. This Fiscal year, twenty (20) applicants were reimbursed for their travel expenses.