

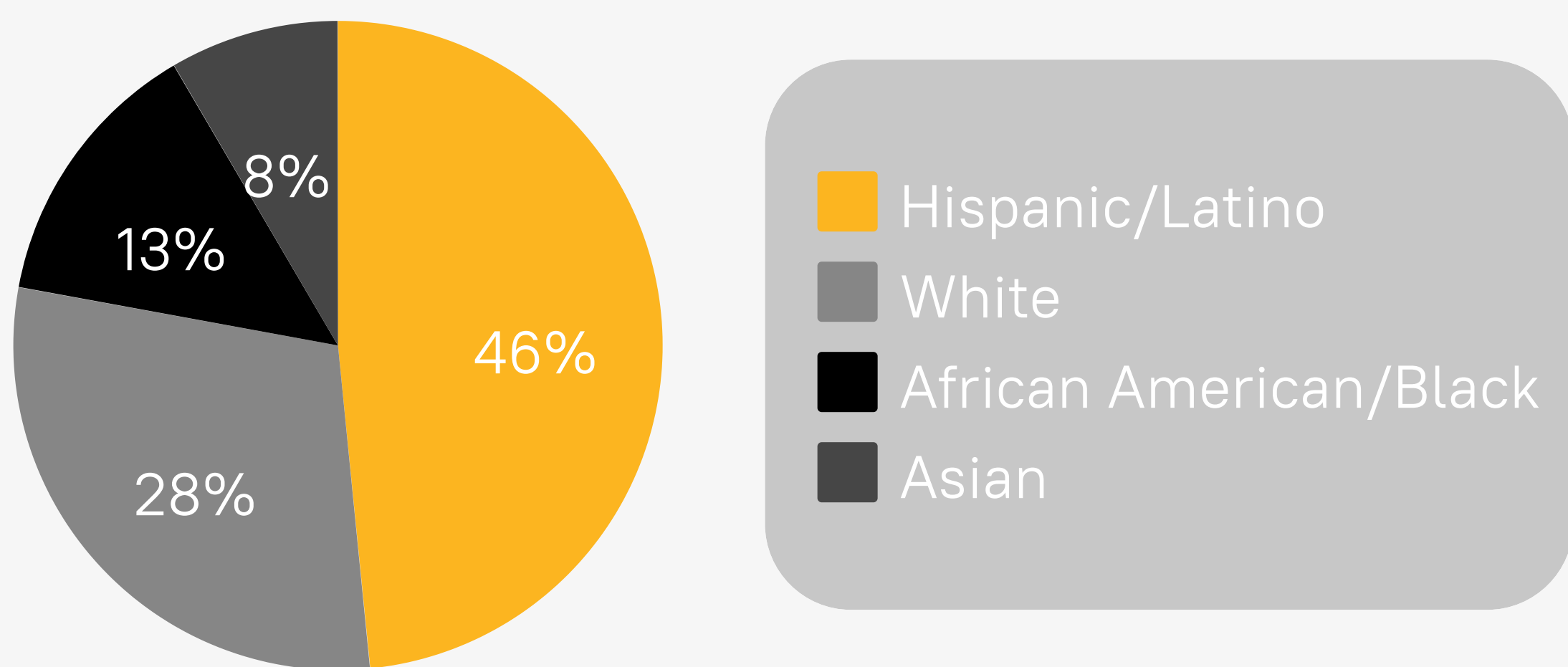
# SBCCD HIRES AND SUPPORTS A DIVERSE WORKFORCE



## Underrepresented Groups Hiring Increase

Over this 4-year period, a notable 68% of new hires (173 of 240) came from underrepresented groups and 60% were female, highlighting the successful effort to increase diversity in the workforce.

**Figure 1:** Hiring Breakdown by Race/Ethnicity



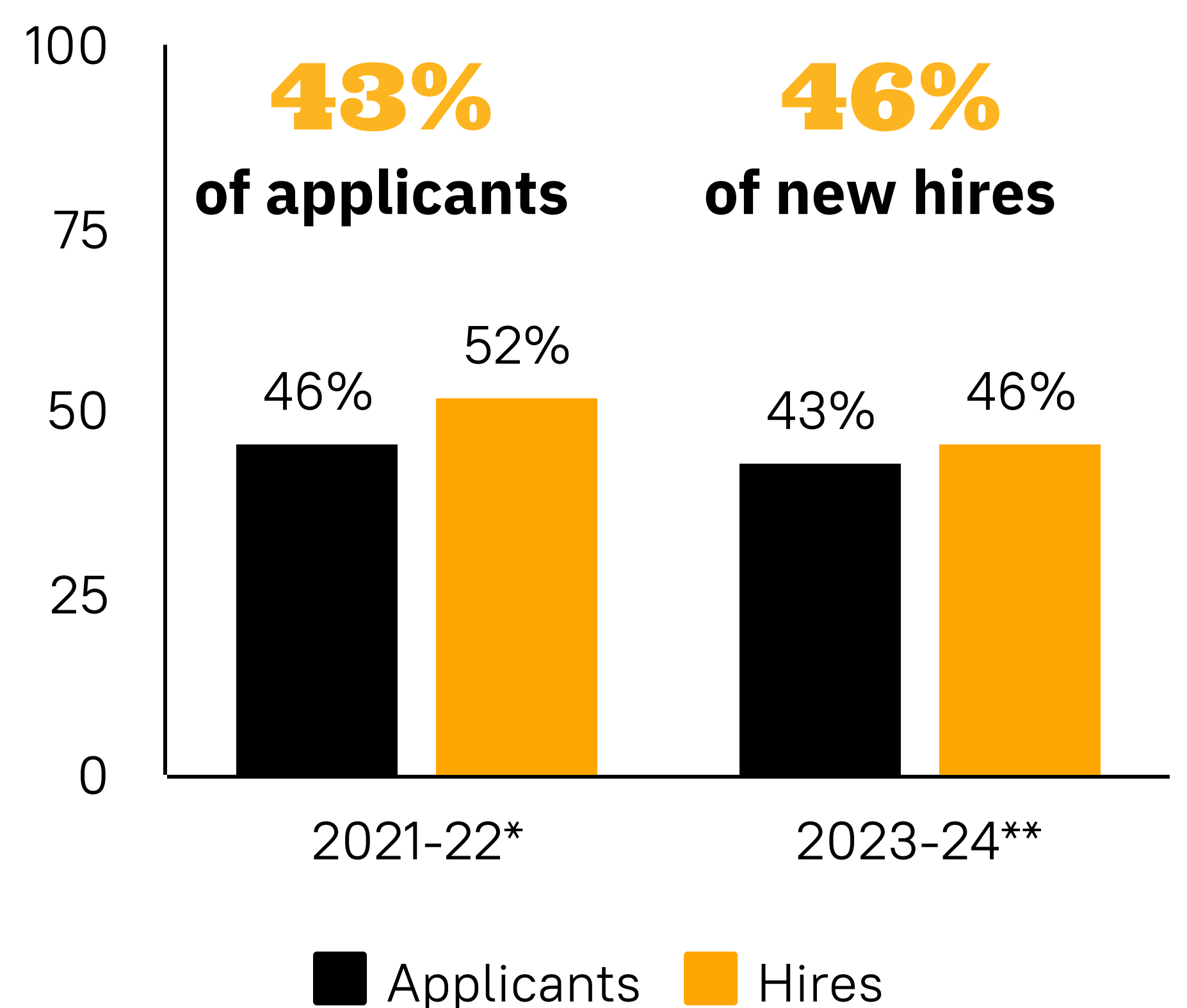
**Table 1:** Hiring Breakdown for Female Applicants

Applicants	Qualified	Interviewed	Hired
50%	49%	48%	60%

## Highest Representation

SBCCD has made significant progress in increasing the representation of underrepresented groups, especially Hispanics, across its faculty and staff.

**Figure 2:** Hispanic/Latino Hiring Trends



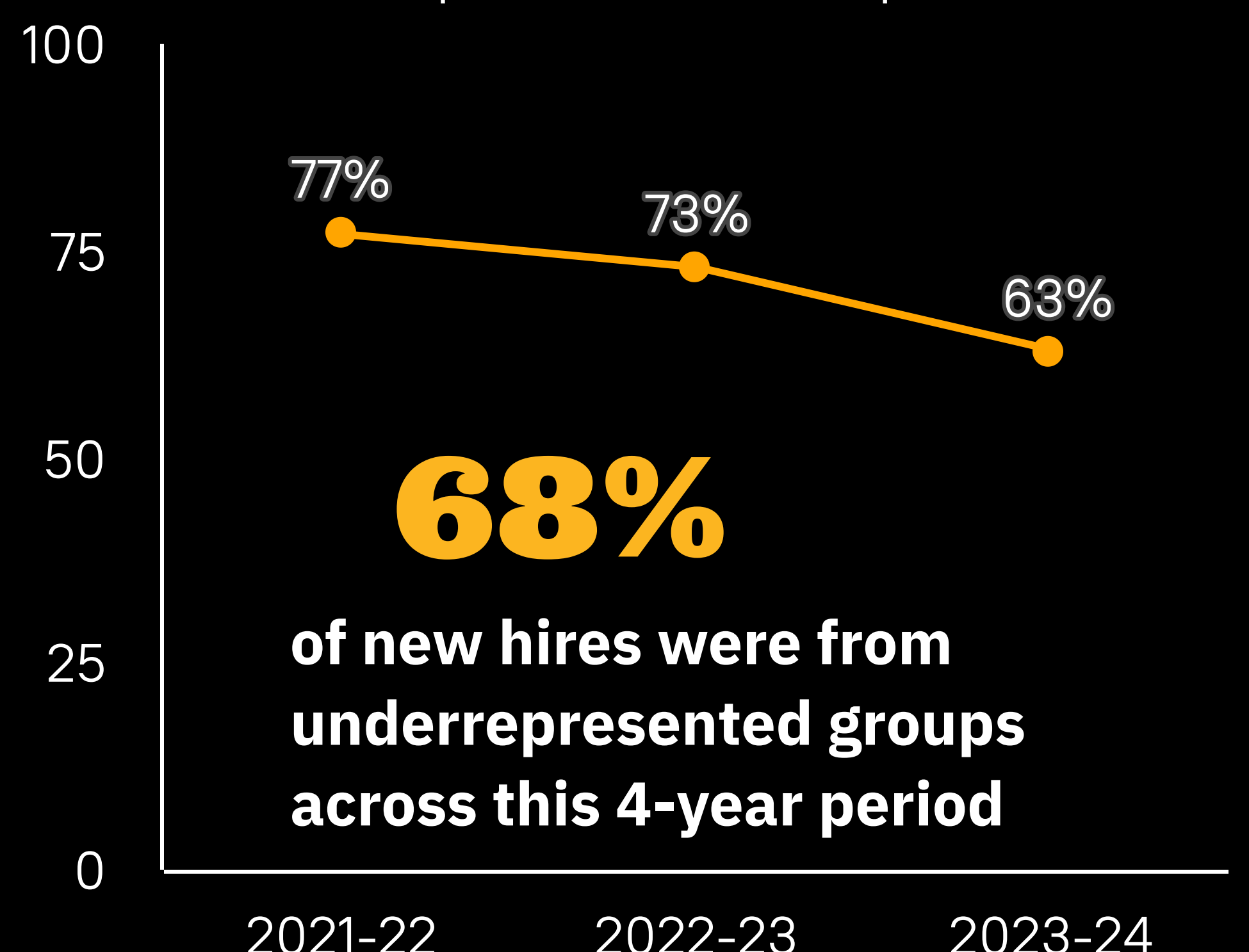
\*1,712 applicants in 2021-22; \*\*1,369 in 2023-24

## Strong DEIA Commitment

### Success in Action

The successful emphasis on increasing diversity aligns with SBCCD's commitment to DEIA, demonstrating progress in creating a more inclusive and equitable workplace.

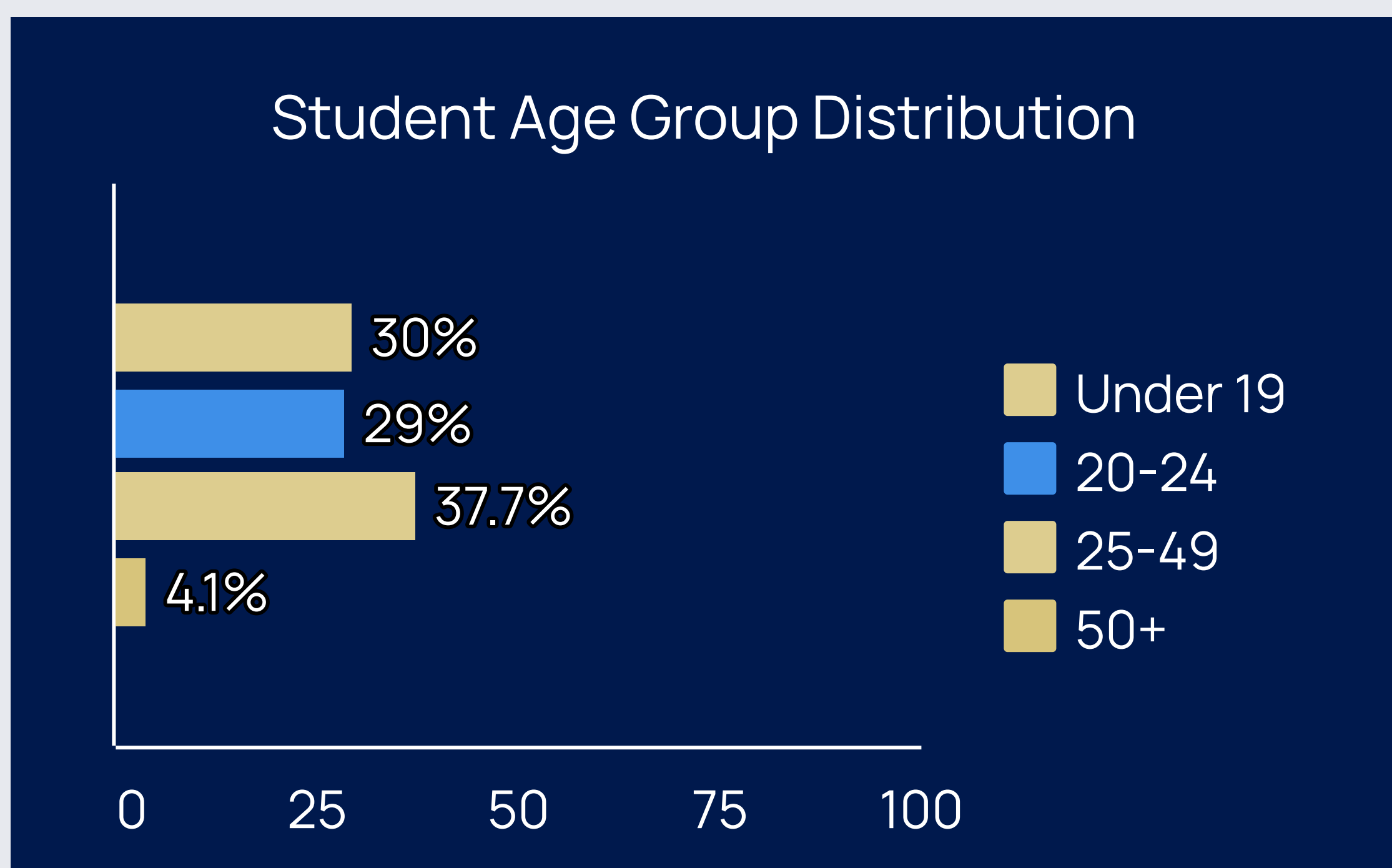
**Figure 3:** Percentage of New Hires from Underrepresented Groups



# SBCCD AGE DIVERSITY

## Young Student Body

30% of students at SBCCD fall into the traditional age group, with the majority of students being between the ages of 19 and 24.

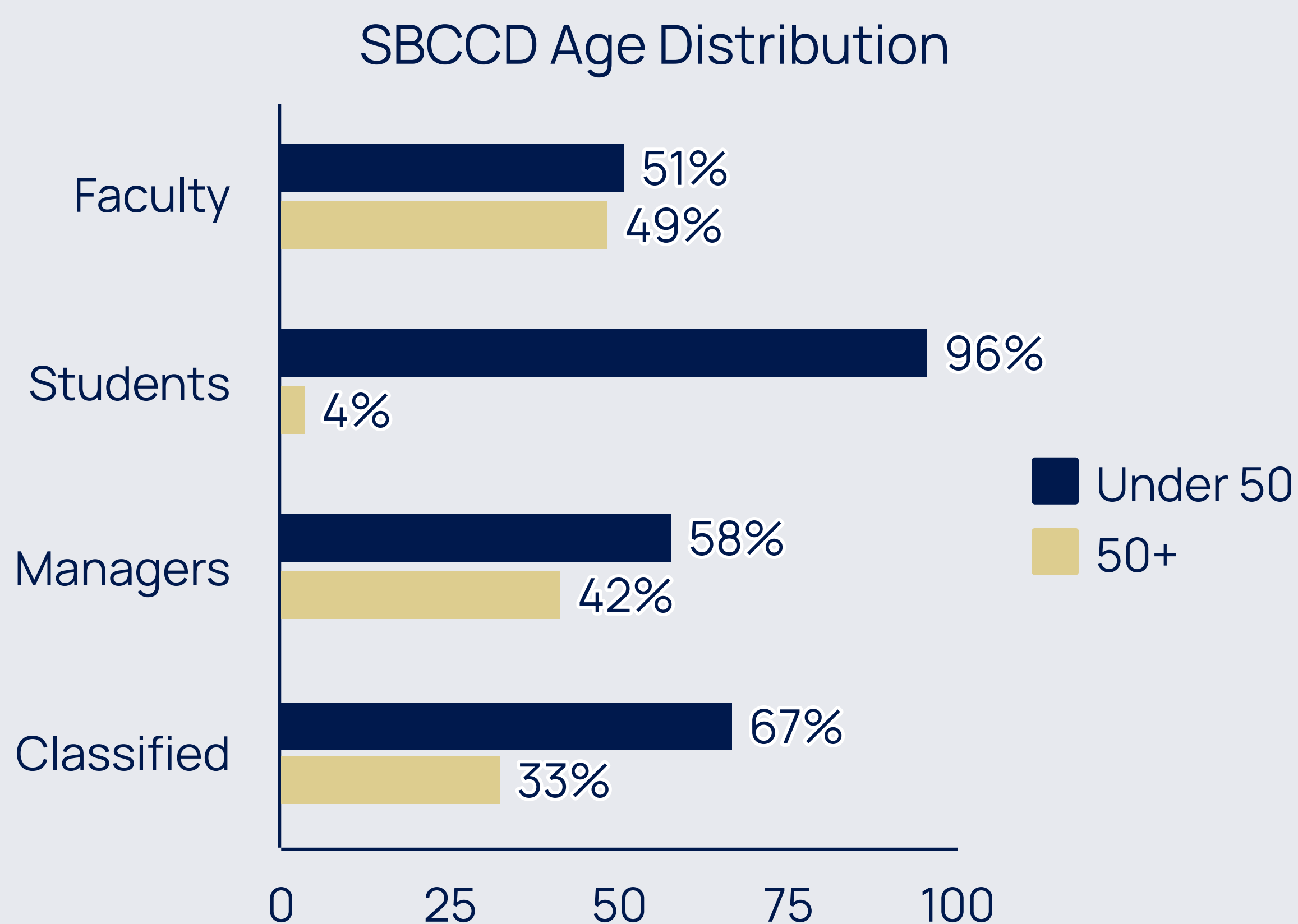


## Lifelong Learning

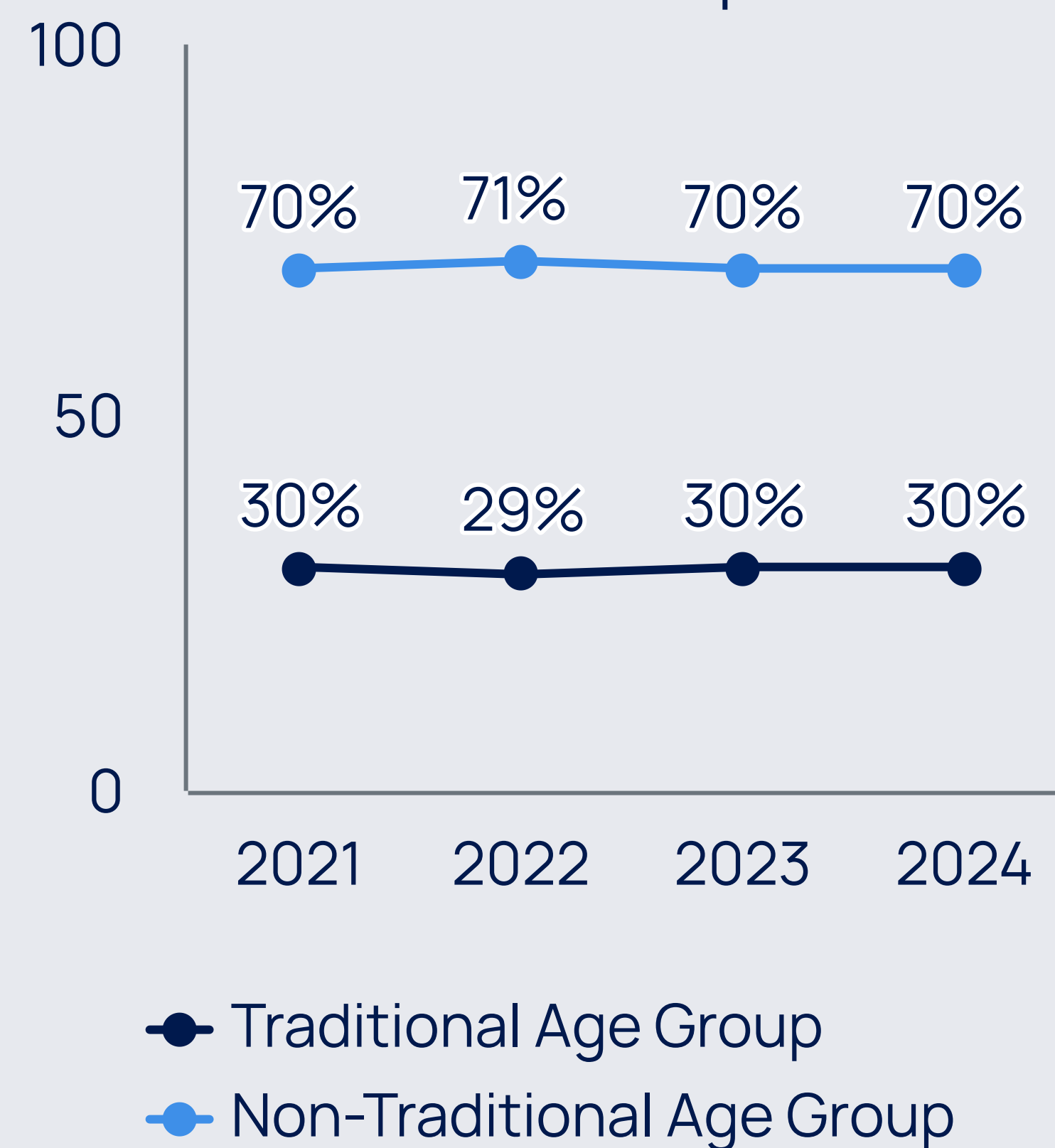
The wide age ranges across students, faculty, classified professionals, and managers highlight the diversity in life stages and experiences within the SBCCD community.

## Experienced Workforce

A significant portion of faculty and staff at SBCCD are aged 50 or older, indicating a wealth of experience within the institution.



SBCCD Student Population



The presence of older students highlights the importance of supporting lifelong learning opportunities and career retraining programs.



# SBCCCD Employee Wellness

**Programs & Initiatives**



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# Introduction



- This document provides summary of SBCCDs overarching approach to employee well-being and development, highlighting programs and initiatives that promote physical, emotional, financial, and social well-being.
- The document highlights various aspects, including wellness programs, learning opportunities, reporting mechanisms, and community building efforts.
- It aims to demonstrate SBCCDs commitment to fostering a supportive and enriching work environment that empowers employees to thrive both professionally and personally.

# Wellness Programs

Prioritizing well-being by supporting physical, emotional, and financial health.

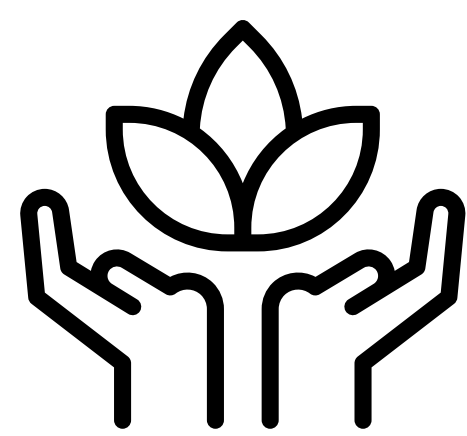


## Key Efforts



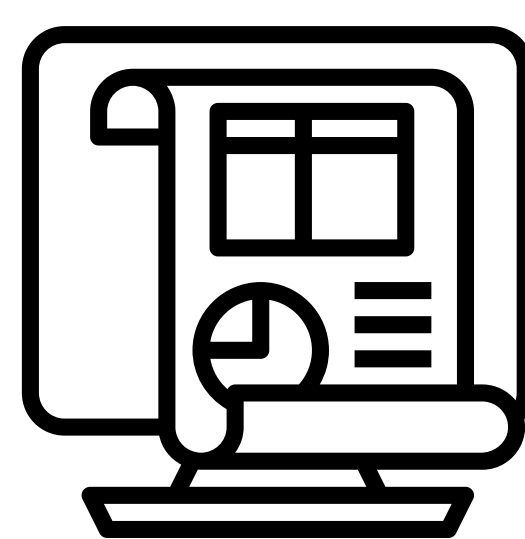
### Physical Wellness

Enhancing fitness with gym discounts and incentivizing healthier lifestyles.



### Emotional Wellness

Promoting mental and emotional well-being with work-life balance initiatives and counseling.



### Financial Wellness

Supporting financial security with tuition reimbursement, coaching, and retirement planning.

# Learning Initiatives

## Empowering growth

SBCCD emphasizes continuous learning opportunities through ongoing training initiatives, encompassing areas such as EEO, DEIA, FRISK, and Intercultural communications.



These initiatives are designed to enhance employees' knowledge and skills in crucial areas, fostering a more inclusive and informed workplace.

Furthermore, SBCCD provides access to educational opportunities like partner university discounts and tuition reimbursements, supporting employees' professional development.

This commitment to continuous learning promotes individual growth and equips employees with the tools they need to thrive in their careers.



# Reporting Mechanisms

Transparent reporting mechanisms for Title IX, Workplace Violence, EEO, and Safety.



## Key Areas



Title IX

Providing a safe and inclusive environment by addressing any form of discrimination or harassment.



Workplace Violence

Ensuring a safe and secure workplace by addressing threats and acts of violence.



EEO

Promoting equal opportunity by addressing any form of discrimination based on protected characteristics.

# Community Building

## Connecting and thriving

SBCCD fosters a sense of community by encouraging connections among colleagues, recognizing the power of shared experiences and mutual support.

Affinity groups like APIA, BFSA, LFSA, and SAGA provide spaces for individuals to connect with others who share similar backgrounds and identities, creating a sense of belonging.

Moreover, the SBCCD embraces the concept of Community Cultural Wealth (CCW), recognizing the valuable skills, experiences, and knowledge that individuals bring from their communities.

This approach creates a culture of mutual respect and understanding, leveraging the diverse perspectives and strengths of each individual to foster a vibrant and inclusive community.



# Summary

This report highlights the importance of investing in employee well-being and development through various programs and initiatives. These initiatives encompass physical, emotional, financial, and social well-being, creating a holistic approach to employee support.

By fostering a culture of learning, growth, and community, SBCCD can empower employees to thrive both professionally and personally, ultimately leading to a more engaged, productive, and satisfied workforce.





**OPPORTUNITY IS HERE**