



CLASSIFIED STAFF DIVERSITY SURVEY Fall 2013 Results

Institutional Effectiveness
October 30, 2013

DEMOGRAPHY

- Of the respondents, more were female (67.2%) than male.
- Of the five classified units, the AFT 1521A has the most members and also had the highest response rate; with 80% of responses originating from that unit.
- There were respondents from each of the classified units except SEIU 99.
- Of the respondents, almost 40% were between the ages 41-50; 20% between 51-60 years old; with a total of 72%.
- Spanish is the # 1 foreign languages spoken. A few also speak Russian, French, Bulgarian, Romanian, and Tagalog.
- Forty-three percent speak more than one language.

YEARS OF SERVICE AND DEGREE ATTAINMENT

- Fifty percent indicated less than 10 years of service as a classified staff, 32% have 10-19 years, 13% have 20-29 years, and 5% have 30 or more years of service.
- Over half (57%) attend or have attended LAHC as a student.
- Twenty percent have an Associate's degree, 35% have a Bachelor's degree, and 28% have a Master's degree.
- About 41% are the first in their family to attend college.

INTERESTS/GOALS

- Personal interests include: travel (41%), reading (20%), music (16%), and arts (15%).
- Twenty-five percent of respondents have an extra certificated assignment.
- The top three personal goals are to advance education (17%), to retire (15%), and family (13%).
- The top three professional goals of respondents include: obtaining a faculty position (24%), advance education (22%), and career advancement (22%).

JOB SATISFACTION AND COLLEGE POLICIES

- An overwhelming 95% enjoy their work because of the students, people they work with, and work environment, they feel they are making a difference, like helping others, see their job as an opportunity, and like to face the daily challenges.
- Of the respondents, 59% agree/strongly agree that the college policies are sensitive to the needs of a diverse classified population.

<i>Table 1. Gender</i>	#	%
Male	19	32.8%
Female	39	67.2%
Total	58	100.0%

<i>Table 2. Classified Unit</i>	#	%
SEIU 99	0	0.0%
SEIU 721	5	8.2%
AFT 1521A	49	80.3%
Buildings and Trades	2	3.3%
Unrepresented	3	4.9%
Decline to Answer	2	3.3%
Total	61	100.0%

<i>Table 3. Age Group</i>	#	%
25 or under	1	1.6%
26-30	3	4.9%
31-40	13	21.3%
41-50	24	39.3%
51-60	12	19.7%
Over 60	8	13.1%
Total	61	100.0%

<i>Table 4. Years as a Classified Staff at LAHC</i>	#	%
Less than one year	9	15.0%
1 to less than 5 years	10	16.7%
5 to less than 10 years	11	18.3%
10 to less than 20 years	19	31.7%
20 to less than 30 years	8	13.3%
More than 30 years	3	5.0%
Total	60	100.0%

<i>Table 5. Attend or have you attended Harbor College as a student?</i>	#	%
Yes	34	56.7%
No	26	43.3%
Total	60	100.0%

<i>Table 6. Highest educational attainment</i>	#	%
High School Diploma	9	15.0%
Associate's Degree	12	20.0%
Skills certification	1	1.7%
Bachelor's Degree	21	35.0%
Master's Degree	17	28.3%
Doctorate	0	0.0%
None of the above	0	0.0%
Total	60	100.0%

<i>Table 7. First in family to attend college</i>	#	%
Yes	24	40.7%
No	35	59.3%
Total	59	100.0%

<i>Table 8. Speak more than one language</i>	#	%
Yes	26	43.3%
No	34	56.7%
Total	60	100.0%

<i>Table 9. Interests (duplicated)</i>	#	%
Travel	41	21.0%
Music	32	16.4%
Arts	29	14.9%
Cooking	23	11.8%
Reading	38	19.5%
Entertaining	13	6.7%
Teaching	19	9.7%
Total	195	100.0%

<i>Table 10. Certificated assignment at LAHC</i>	#	%
Yes	13	24.5%
No	40	75.5%
Total	53	100.0%

<i>Table 11. Certificated assignment at another college</i>	#	%
Yes	8	16.7%
No	40	83.3%
Total	48	100.0%

<i>Table 11. Enjoy work</i>	#	%
Yes	52	94.5%
No	3	5.5%
Total	55	100.0%

<i>Table 12. How many hours of direct student contact do you have per week?</i>	#	%
None	0	0.0%
Less than 1 hour per week	1	33.3%
1-3 hours per week	0	0.0%
4-6 hours per week	0	0.0%
7-10 hours per week	0	0.0%
More than 10 hours per week	2	66.7%
Total	3	100.0%

<i>Table 13. The college constantly shows commitment to equity and diversity</i>	#	%
Strongly Agree	9	17.3%
Agree	26	50.0%
Disagree	7	13.5%
Strongly Disagree	3	5.8%
Don't Know	7	13.5%
Total	52	100.0%

<i>Table 14. LAHC policies are sensitive to the needs of a diverse classified population.</i>	#	%
Strongly Agree	7	13.2%
Agree	24	45.3%
Disagree	9	17.0%
Strongly Disagree	3	5.7%
Don't Know	10	18.9%
Total	53	100.0%

RESPONSES TO OPEN-ENDED QUESTIONS

What is your ethnicity (please feel free to be as specific as you would like to be)?

<i>Table 15. Ethnicity</i>	#	%
African American	3	5.8%
African American American Indian and White	1	1.9%
African American/Creole	1	1.9%
American Indian/White	1	1.9%
Asian	1	1.9%
Asian-American	1	1.9%
Black	2	3.8%
Black/Indian	1	1.9%
Caucasian	5	9.6%
Chicana	1	1.9%
English/Irish/American Indian	1	1.9%
Filipino	1	1.9%
Filipino, Chinese	1	1.9%
German/Polish	1	1.9%
Hispanic	5	9.6%
Indian - Mayan Indian	1	1.9%
Irish & Norwegian	1	1.9%
Latino and Italian	1	1.9%
Mexican	1	1.9%
Mexican/American	1	1.9%
Mexican/Latino	1	1.9%
Mexite (Mexican + White)	1	1.9%
Multi Ethnic	1	1.9%
Native American	1	1.9%
Samoan	1	1.9%
White	13	25.0%
White - German/Irish/English/American Indian	1	1.9%
White European	2	3.8%
Total	52	100.0%

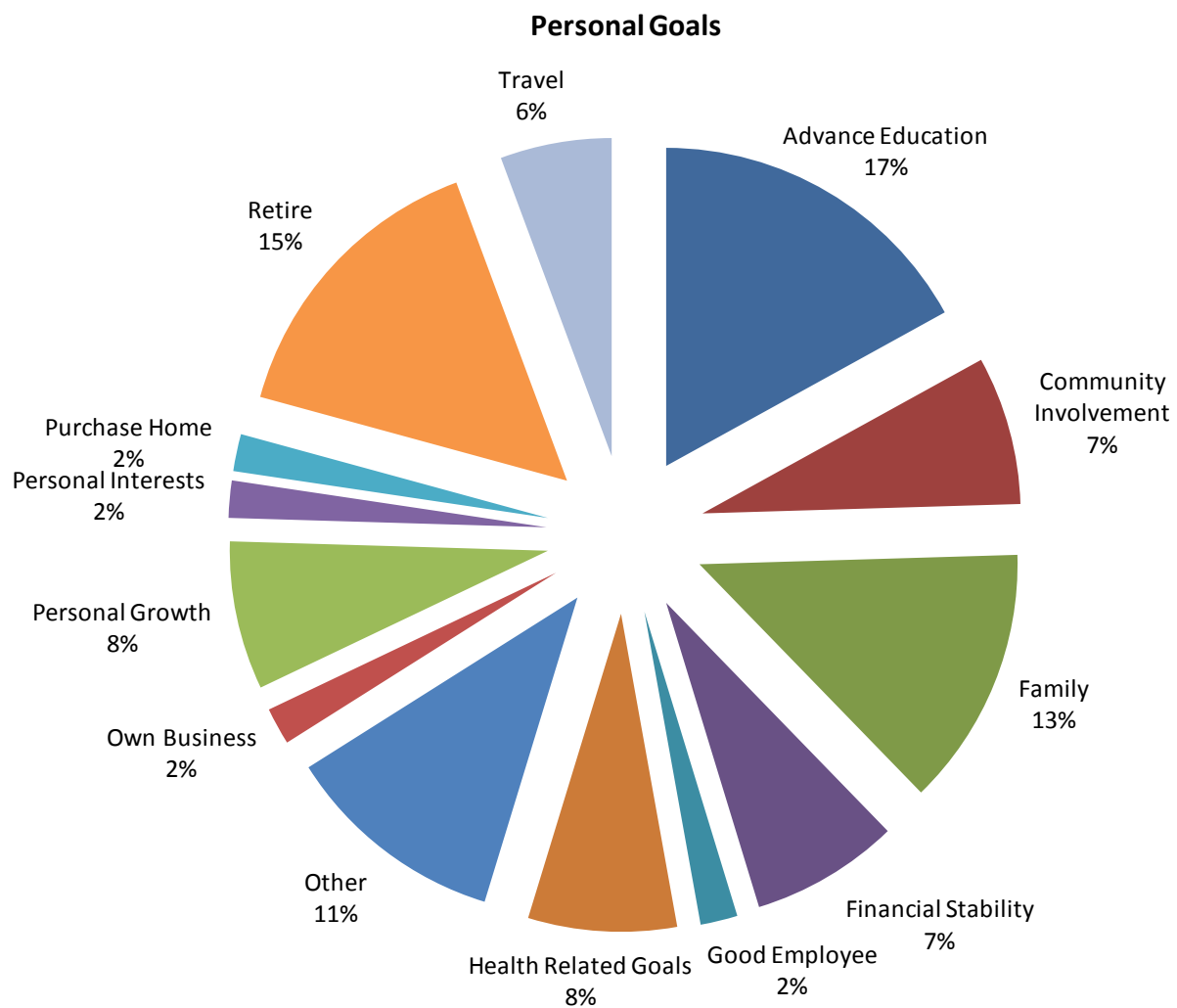
RESPONSES TO OPEN-ENDED QUESTIONS

What language(s) to do you speak?

<i>Table 16. Languages You Speak</i>	#	%
Bulgarian, some Russian	1	4.0%
English	3	12.0%
English and Spanish	3	12.0%
English, French, Spanish	1	4.0%
French	1	4.0%
Mini-Spanish, English	1	4.0%
Romanian	1	4.0%
Russian	1	4.0%
Russian, Armenian	1	4.0%
Some French and Spanish	1	4.0%
Spanglish, LEET, Ebonics, LOLCAT, Dude, Borat Quotes (my wife)	1	4.0%
Spanish	6	24.0%
SPANISH & MAYAN (KANJOBAL, ACATECO)	1	4.0%
Spanish, English	1	4.0%
Spanish	1	4.0%
Tagalog and two other Filipino dialects	1	4.0%
Total	25	100.0%

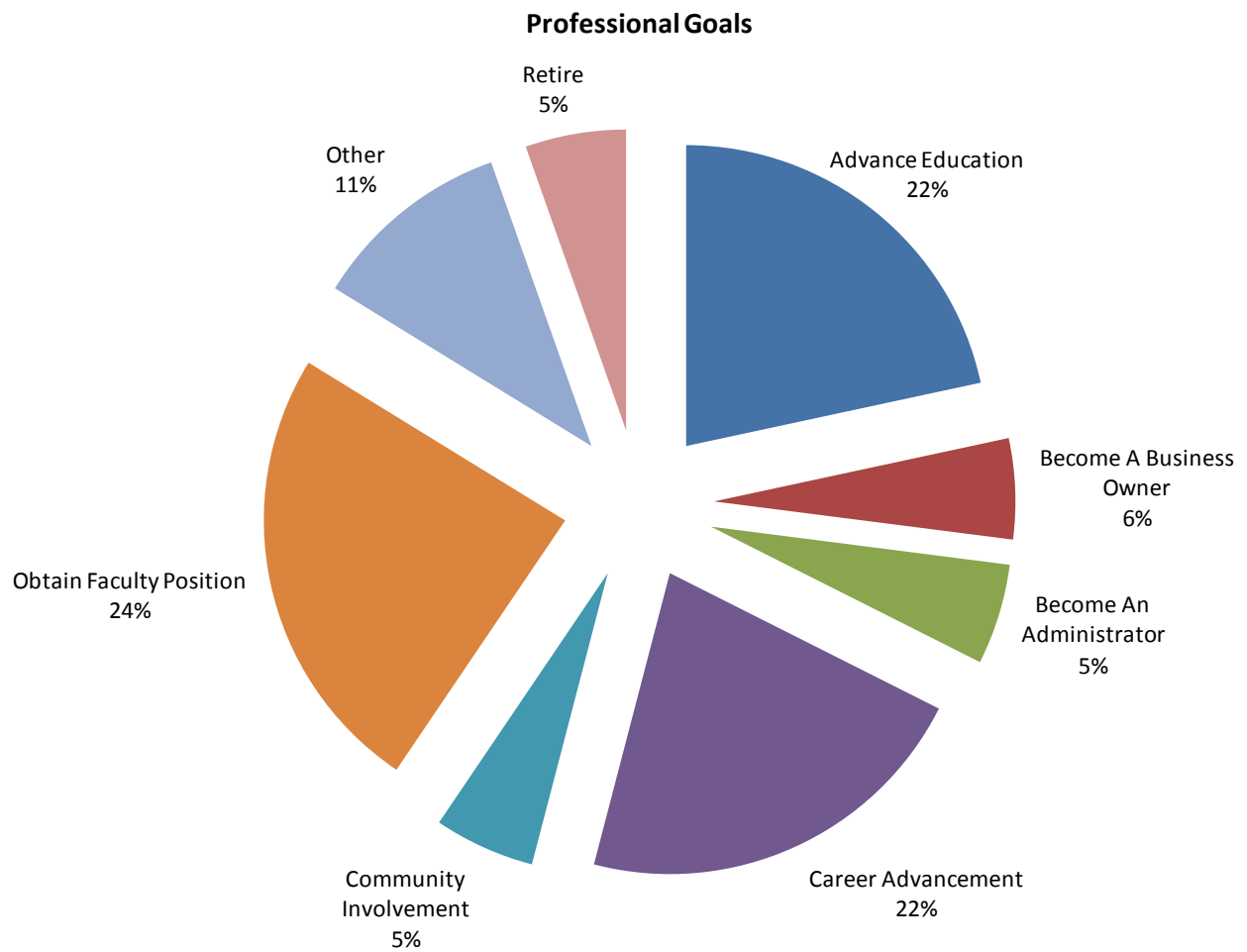
RESPONSES TO OPEN-ENDED QUESTIONS

What are your personal goals?



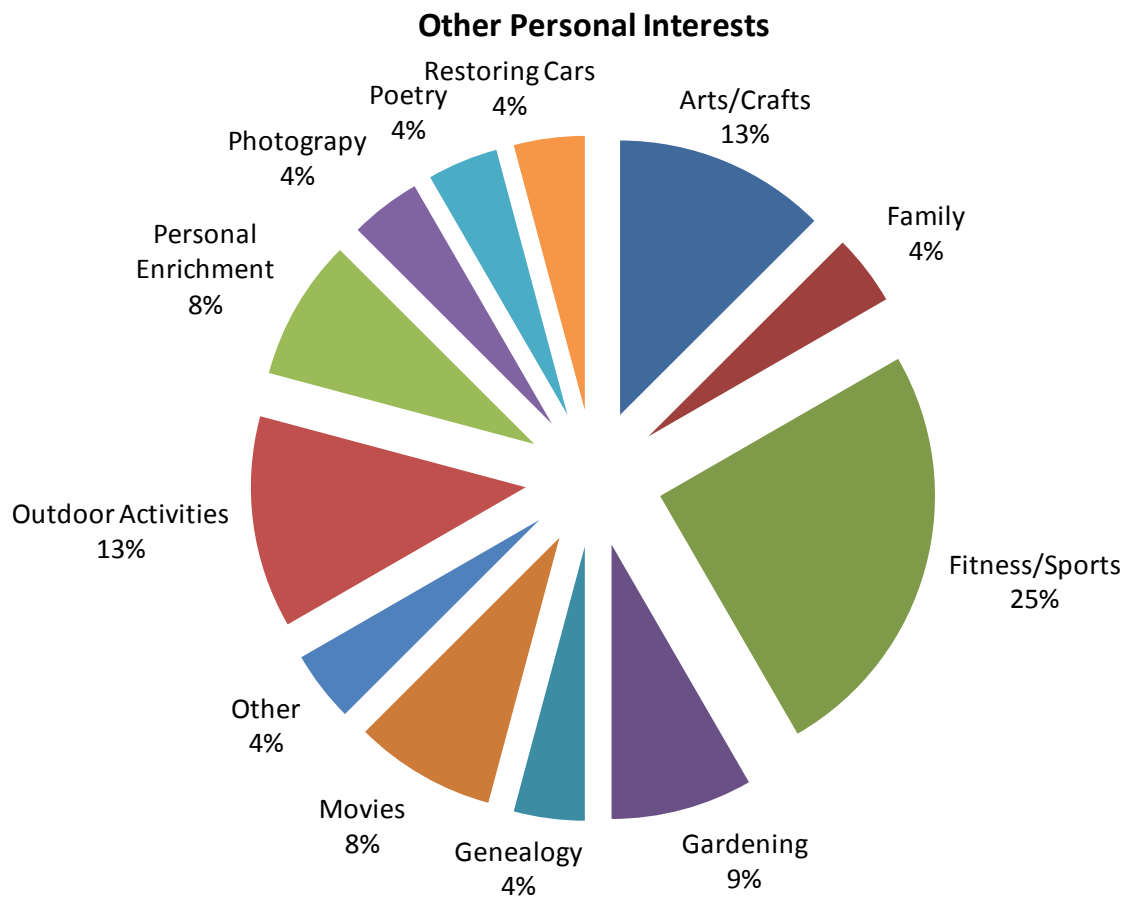
RESPONSES TO OPEN-ENDED QUESTIONS

What are your professional goals?



RESPONSES TO OPEN-ENDED QUESTIONS

Other Interests:



RESPONSES TO OPEN-ENDED QUESTIONS

Tell us something else interesting about yourself. Something we probably don't know.

- ❖ I have been doing extensive research on early California history- specifically the mission and ranch period in California
- ❖ I am a person of many interests. I like making various things happening. Such as rebuilding an old car
- ❖ I want to travel the world
- ❖ I have a huge collection of Christmas and Halloween item
- ❖ I use to sing for a Punk Rock Band
- ❖ Love college football
- ❖ I once was an abused wife and mother
- ❖ I really enjoy being one with nature
- ❖ I am a meditator
- ❖ I've traveled to 20 countries in the past decade
- ❖ I lived thru and escaped a civil war in my country (Guatemala) as a child and because of that I lived in 3 countries (Guatemala, Mexico and here in the U.S.A). I have ran a full marathon
- ❖ I created my family tree from scratch and now have over 16,000 names on it!
- ❖ One of my bucket list goals is to learn how to ride a motorcycle
- ❖ I was a student worker at Harbor College since 1991 but didn't become classified employee until several years later.
- ❖ I played on a rugby team in Spain and tore my ACL
- ❖ I am an Army Veteran, I love to travel, and I love knowledge
- ❖ I enjoy giving to shelters and helping people out that need that extra hand. And spending time in church
- ❖ I once wrestled a tiger. It was a baby. But it still counts toward my awesomeness
- ❖ Both parents were artists
- ❖ I completed my Associate's degree, Bachelor's degree, and Master's degree each in one year.

RESPONSES TO OPEN-ENDED QUESTIONS

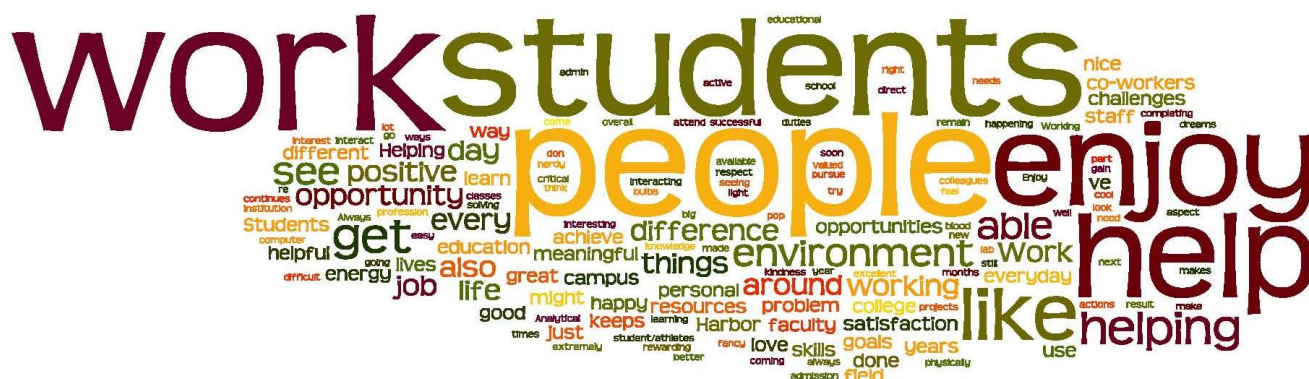
Please share why you enjoy the work you do.

- ❖ It's not the work itself, it's the opportunities available in the work environment
- ❖ Helping students in the computer lab keeps me active mentally and physically. Students can be a problem at times but for the most part they are very happy and easy going. I like being around that positive energy.
- ❖ I am happy with myself and in my personal life it spills over into my work
- ❖ Challenging and thoughtful work. Always new things to learn
- ❖ I have the opportunity to help students be successful
- ❖ It's rewarding to teach to see that my help makes a difference in people's lives and to see how they've grown (with my help) in a certain aspect in 4 months
- ❖ My passion for work I do is already continues for more than 35 years. And in the same field. If I lose my interest to my work I might just quit/retire. Not happening sometime soon. I am still full of enthusiasm and energy
- ❖ Engaging with different personalities and perspectives, keeps it interesting
- ❖ We have an excellent staff
- ❖ It is a career not a job
- ❖ It is a privilege to have the opportunity to do work that is meaningful and helpful to others
- ❖ The faculty is nice as well as the overall environment
- ❖ I am challenged each & everyday by the students & am able to direct them to helpful resources, critical thinking, problem solving & I gain personal satisfaction when the light bulbs pop on by their own investigative actions! Pure enjoyment for me!!
- ❖ I like the people I work with and have a great supervisor who is very supportive.
- ❖ I enjoy working with the students. I also enjoy working with my colleagues.
- ❖ I continue to have challenges every day. Work environment is very pleasant.
- ❖ A sense of accomplishment every day that I'm able to get everything done.
- ❖ I like interacting with lots of different people and I enjoy being in an environment where learning and education is valued and not 'nerdy'.
- ❖ I love making a difference in the office and helping everyone that needs me. I work with great people and I enjoy coming to work everyday
- ❖ I work with people I like. It's nice to come to work and enjoy the company of my co-workers. Helping students achieve their educational goals gives me satisfaction in the job I do. Working for over 20 years at Harbor has given me the opportunity of meeting many people. I have always been dealt with respect and kindness by most
- ❖ Analytical
- ❖ The people I work with
- ❖ Students are the life blood of any institution, so if I and my peers can help them remain in school, pursue their dreams, and learn to express themselves, I can enjoy life at Harbor
- ❖ When I look around this campus, I see students who are just like me. They're the first I see their families to attend college, and are beginning to see the opportunities that are open to them and I find it extremely fulfilling to know that in some small way I've made their experiences here better
- ❖ I get to help a lot of people
- ❖ Because the end result helps people. I do not have a big fancy job, but if I don't do it right, people could be in a very difficult way
- ❖ I enjoy my work because I get to interact with the students and help make a positive difference in their lives
- ❖ Work with good people. Enjoy working in the education field
- ❖ I enjoy helping the student/athletes and seeing them move on to the next level
- ❖ I think the students appreciate me and what I do.
- ❖ I love helping people! I also enjoy the daily challenges of creating more efficient ways to get work done. I feel like my skills are being put to good use, and that my work is meaningful.
- ❖ I like to help people. I also enjoy completing projects such as scheduling the classes.
- ❖ I work with cool people.
- ❖ I really enjoys helping out students.

Please share why you enjoy the work you do (continued).

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|---|--|
| ❖ With my profession I enjoy fixing things for the students for the faculty and staff it brings me joy when I could fix things around the campus, for the safety and security of all. | ❖ I enjoy helping students to achieve their goals and have positive self-image |
| ❖ I enjoy my work because I get to help students with various questions they might have about admission or about the college and I am a "people person," so I like to go to the extra mile to try to help students. | ❖ I help people every day. |
| | ❖ Getting the results |
| | ❖ I am able to use my skills and knowledge acquired to help me with my work duties. I am able to help students receive resources they need to help them transfer to a 4 year university or obtain a certificate. |

Below is a graphic representation of the responses. Words that appear more frequently have greater prominence.



RESPONSES TO OPEN-ENDED QUESTIONS

Please share why you DO NOT enjoy the work you do.

- ❖ Supervisor

Can you give examples of how the college promotes its commitment to equity, diversity, and fairness?

- ❖ Various programs and clubs that is available to students, diversity of staff to serve students.
- ❖ In the library we treat all students fairly. We try to help them in any way we can. Many students attending Harbor College have literacy problems and poor educational backgrounds. I don't think that the VP's and deans on campus realize this problem. It's a challenge, but we help out many students who cannot get help elsewhere.
- ❖ Just do not want to express my opinion on this subject
- ❖ Under staffing due to budget cuts has lowered efficiency and morale for the campus.
- ❖ By providing a variety of subjects to study; providing programs for all students including those who are disabled.
- ❖ I've seen on several of the LACCD campuses a variety of different ethnicities.
- ❖ I don't see a large effort on the part of the college promoting equity, diversity and fairness. It seems that there is a push not only on our campus, but within the entire district to promote career advancements and educational programs benefiting certain ethnic group(s). Our district appears to be politically based, instead of diverse based.
- ❖ I don't think this was being done in the recent past. I am hopeful it will be in the future.
- ❖ The college gives us enough time off that can meet the needs of religious holidays as well as personal vacations.
- ❖ This college is changing it used to be more diverse when I started working here. There are offices on this campus that only hire Hispanics, the entire staffs are Hispanic. Assessment Center, Transfer Center, Workforce Development, Foundation Office, Counseling is on the way to being only Hispanic....
- ❖ In my personal experience on campus we have a wide variety of different nationalities which is a good thing.
- ❖ They hired me, and I'm all of that stuff and a bag of chips.
- ❖ In my opinion, classified employees are treated as second class citizens.
- ❖ The area we teach in has huge diversity of background and income and all teachers I know here at LAHC are more than willing to take the extra step to insure student success
- ❖ When I look around my work environment at Harbor I see equality, diversity and fairness among faculty and staff.
- ❖ Look and listen to the students on campus, as well as the faculty.