



# NEWS

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## **Compton College's Campus Community Continues to Mirror Population It Serves**

*A Commentary by Compton College President/CEO, Dr. Keith Curry*

Compton College's population of students, faculty and staff reflects the diversity of the residents that live within the Compton Community College District (CCCD) service area, which encompasses 12 cities including the communities of Compton, Lynwood, Paramount and Willowbrook, as well as portions of Athens, Bellflower, Carson, Downey, Dominguez, Lakewood, Long Beach, and South Gate.

While the current employees of the Compton Community College District closely mirror the same population, Compton College has an [Equal Employment Opportunity Plan](#); the CCCD Board of Trustees adopted an [official resolution](#) in June 2020 affirming its commitment to faculty and staff diversity; and the college worked with the [University of Southern California Center for Urban Education](#) to review our hiring process and procedures during the 2019-2020 year. In addition, the Compton Community College District hired a Director of Diversity, Compliance and Title IX in October 2019. This was a new position and the first-ever in the history of Compton College.

In January 2020, the CCCD announced a partnership with the [University of Southern California Race and Equity Center](#) to launch a new Faculty Prep Academy for Compton College. This initiative will prepare ethnically diverse cohorts of future faculty members who will advance racial equity in their classrooms. A grant recently awarded to the CCCD by the College Futures Foundation will fund the development of the Faculty Prep Academy.

Last year, I published my [commentary regarding the CCCD faculty and staff diversity](#), after which I decided that I will publish this commentary each year. As the president of Compton College, and a person from this community, I would like to publicly provide information and official data regarding the gender and ethnicity of the District's employees, students and the communities served by the Compton Community College District.

The following is an overview of the population (employees and students) at Compton College by gender:

- The majority of new hires in the past year are female (55 percent); and 43 percent are male.

- In 2019-2020, 50.7 percent of the Compton College workforce was female. Fall 2017 marked the first decrease among female employees and the largest increase among male employees during a five-year period.
- Compton College has a proportionally larger female student population. In 2019-2020, 65 percent of the students were female, while 35 percent were male.
- The population in the service area of the Compton Community College District is 52 percent female and 47 percent male, according to the 2010 U.S. Census.
- On average, the CCCD Board of Trustee Areas' enrollment numbers are 66 percent female and 34 percent male.
- Statewide, the majority of California residents, 50.3 percent are female and 49.7 percent male.

Based on the data, in the last two years the number of male new hires is greater in comparison to Compton College student population and in line with the District population.

Concerning the ethnicity of the Compton Community College District and Compton College employees, the majority of new hires in the past year are Latinx.

- Of the District's 40 new employees hired in the past year, 21 are Latinx and 8 are African American.
- The 2019-2020 Compton College student population was 21 percent African American, while the majority of students, 63 percent, were Latinx.
- The District's service area population of an estimated 320,280 residents is also predominately Latinx; only 22 percent were recorded as African American according to the 2010 U.S. Census.
- The CCCD Board of Trustee Areas' enrollment numbers are similar in ethnicity, with only 16 percent of the five areas' enrolled students being African American, and the majority, at 75 percent, being Latinx.
- Statewide demographics show 39.4 percent of California residents are Latinx, and only 6.5 percent are African American.

Compton College anticipates hiring additional faculty, classified employees, and administrators by the end of this year, which creates an opportunity to actively recruit and create a diverse faculty applicant pool for open positions. Employment opportunities are announced on the Compton Community College District's Human Resources' webpage: [www.compton.edu/district/administration/human-resources](http://www.compton.edu/district/administration/human-resources). On Friday, February 5, 2021, Compton College hosted a virtual/online job fair for potential applicants. We had more than 100 participants.

Faculty and staff diversity is a high priority for the [Compton Community College District Board of Trustees](#) who remain committed to creating a welcoming and inclusive environment for everyone in the campus community. This includes employees, who are vital to student learning and success at Compton College, where Every Student is a Success Story!

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