

# CSAC



CALIFORNIA  
**STUDENT AID**  
COMMISSION





# Diversity, Equity, and Inclusion



CALIFORNIA  
STUDENT AID  
COMMISSION

PEN Committee



September 6, 2023





# Diversity Equity and Inclusion

## Agenda

- 01 Achievements to date
- 02 Demographic Data
- 03 Where we want to be





# Diversity Equity and Inclusion

## Achievements to date

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- 1 Data**  
Conducted internal surveys, reviewed recruitment reports, gathered internal employee information, and analyzed workforce analysis reports.
- 2 Recruitments**  
Revamped job advertisement to include Commission's DEI statement, division impact statements, and advertised vacancies on social media websites, such as LinkedIn, Facebook, etc.
- 3 Awareness**  
Conducted presentations, distributed monthly awareness messages, and provided training on inclusive language and pronoun usage.
- 4 Retention**  
Conducted personality assessment with leadership staff, created an employee recognition program "CC Awards" and discussed retention/onboarding strategies at the leadership level.

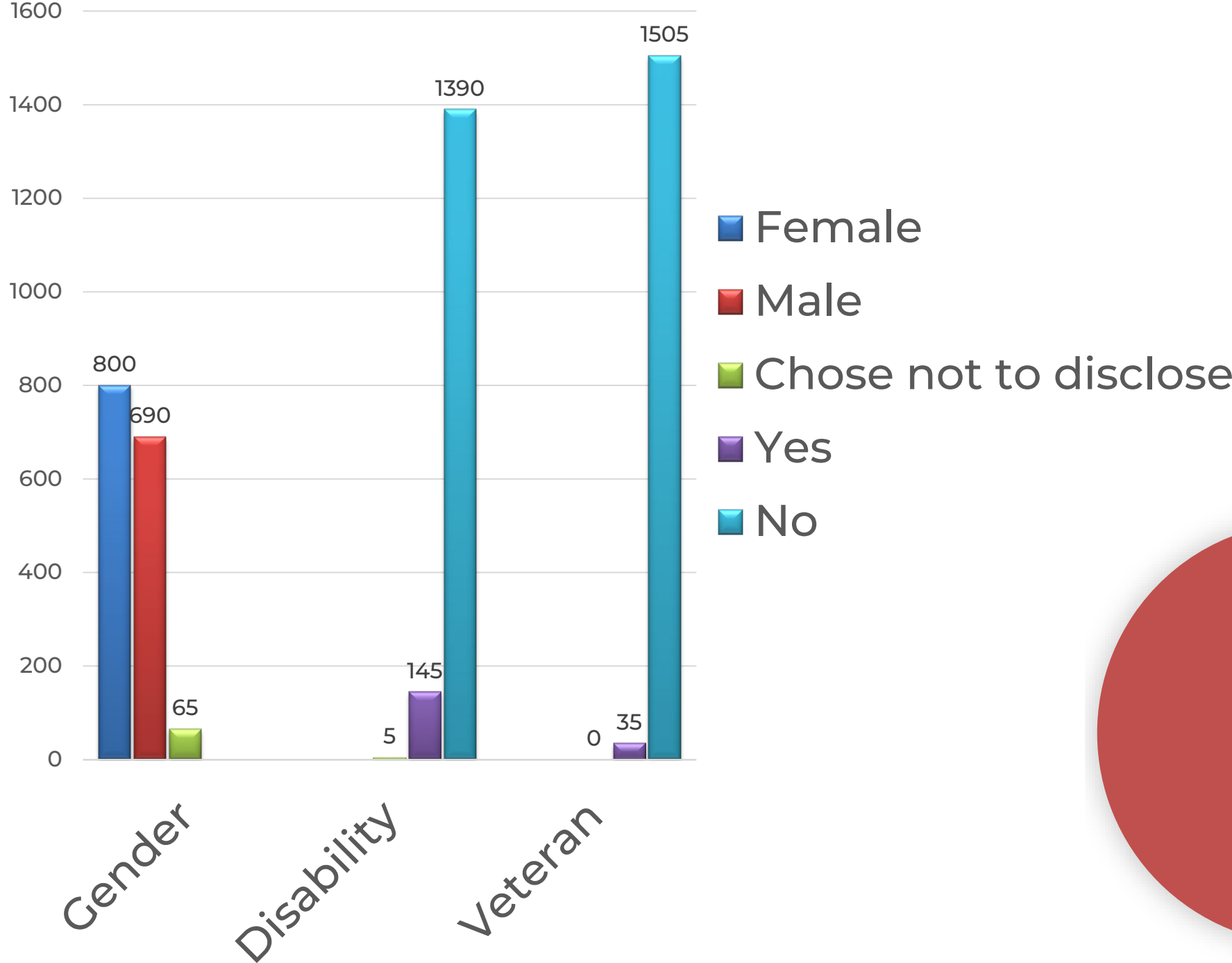


# Diversity Equity and Inclusion

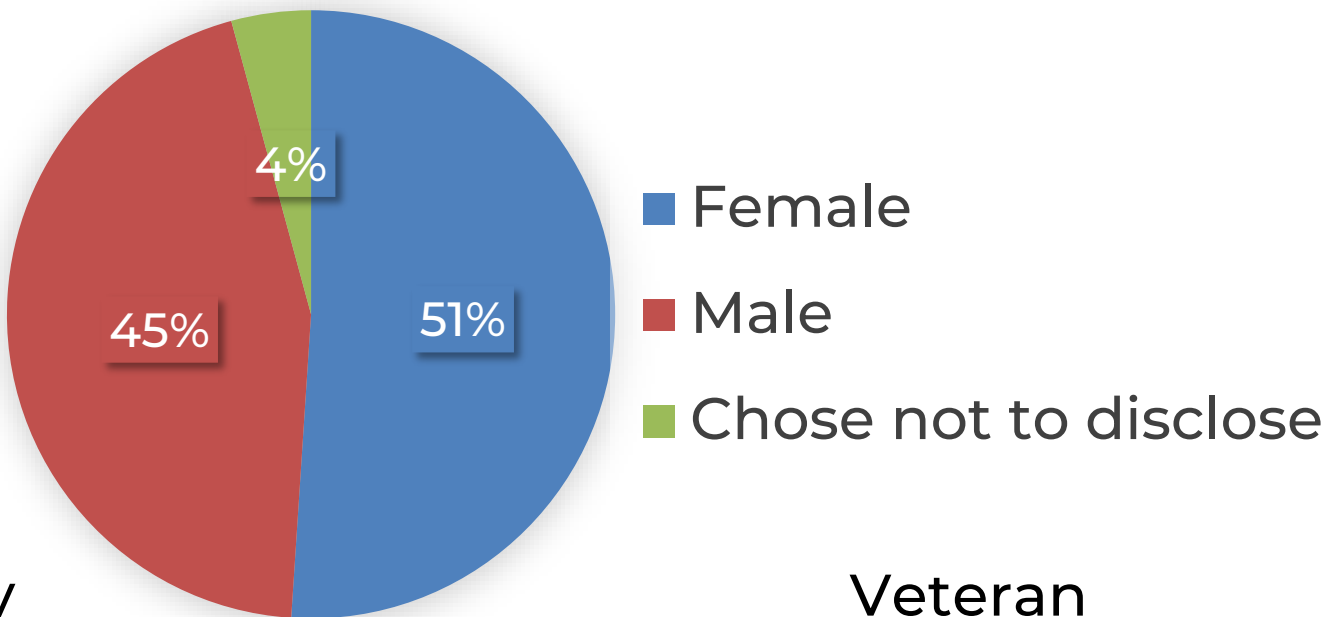
## Current Status – Job Interest



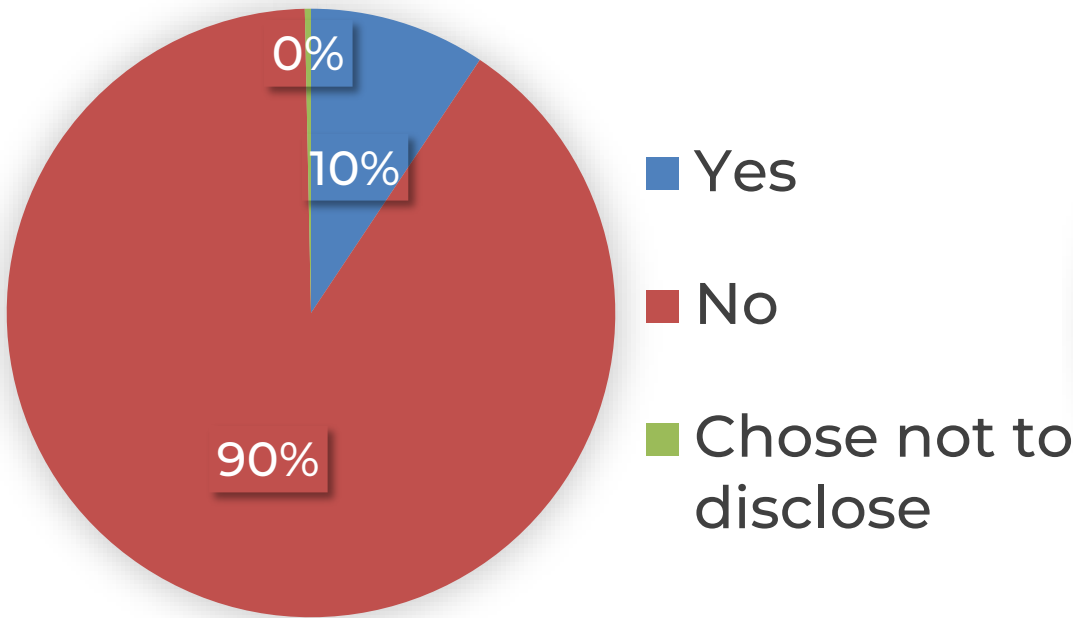
Gender, Disability & Veteran Status



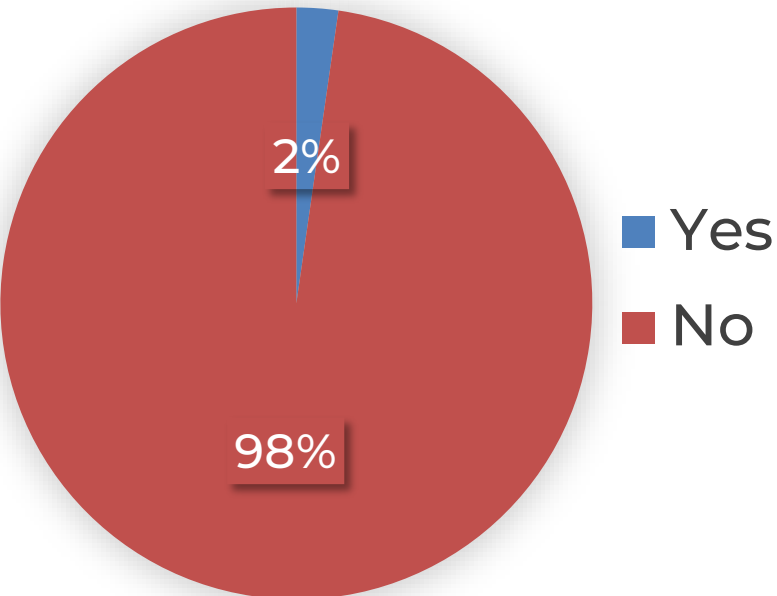
Gender



Disability

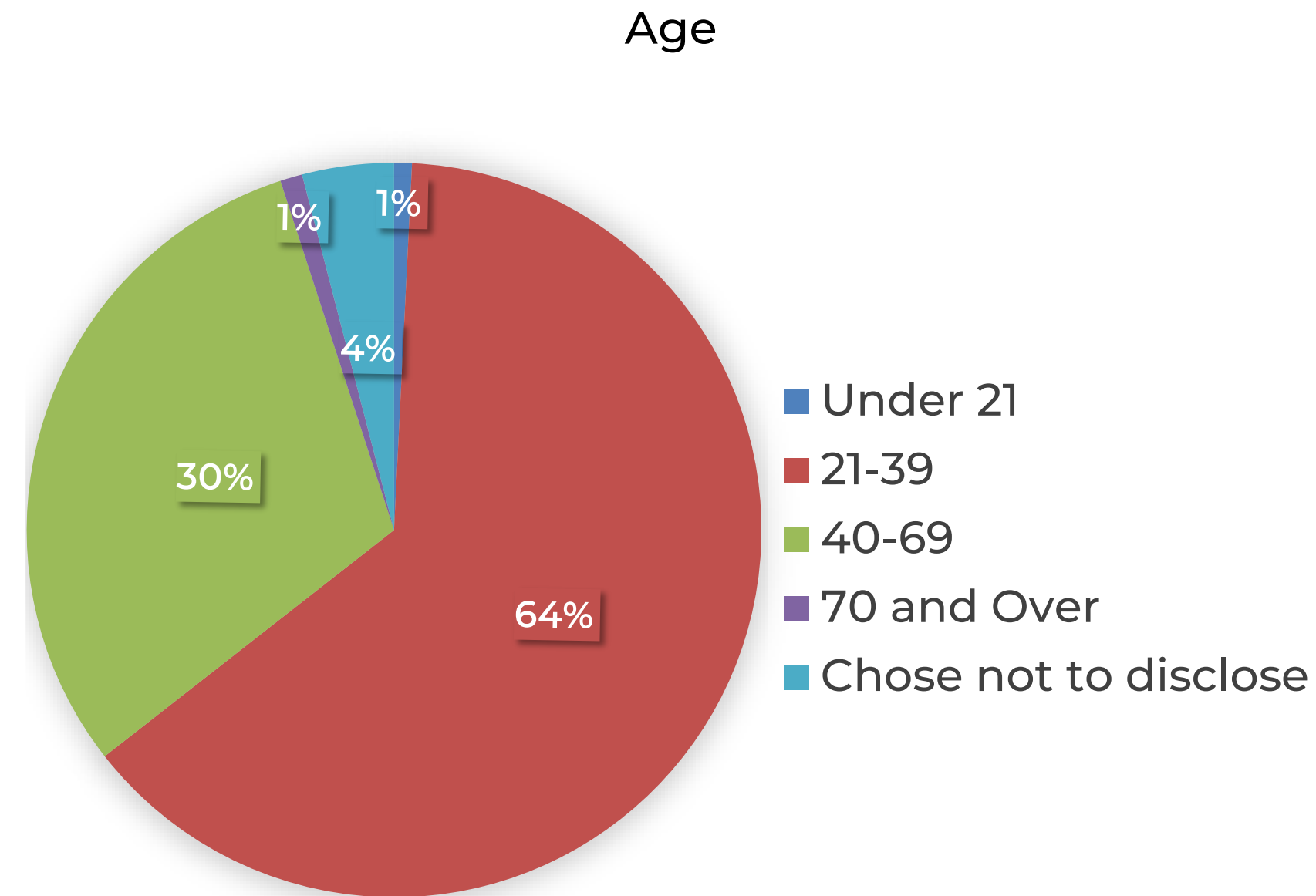
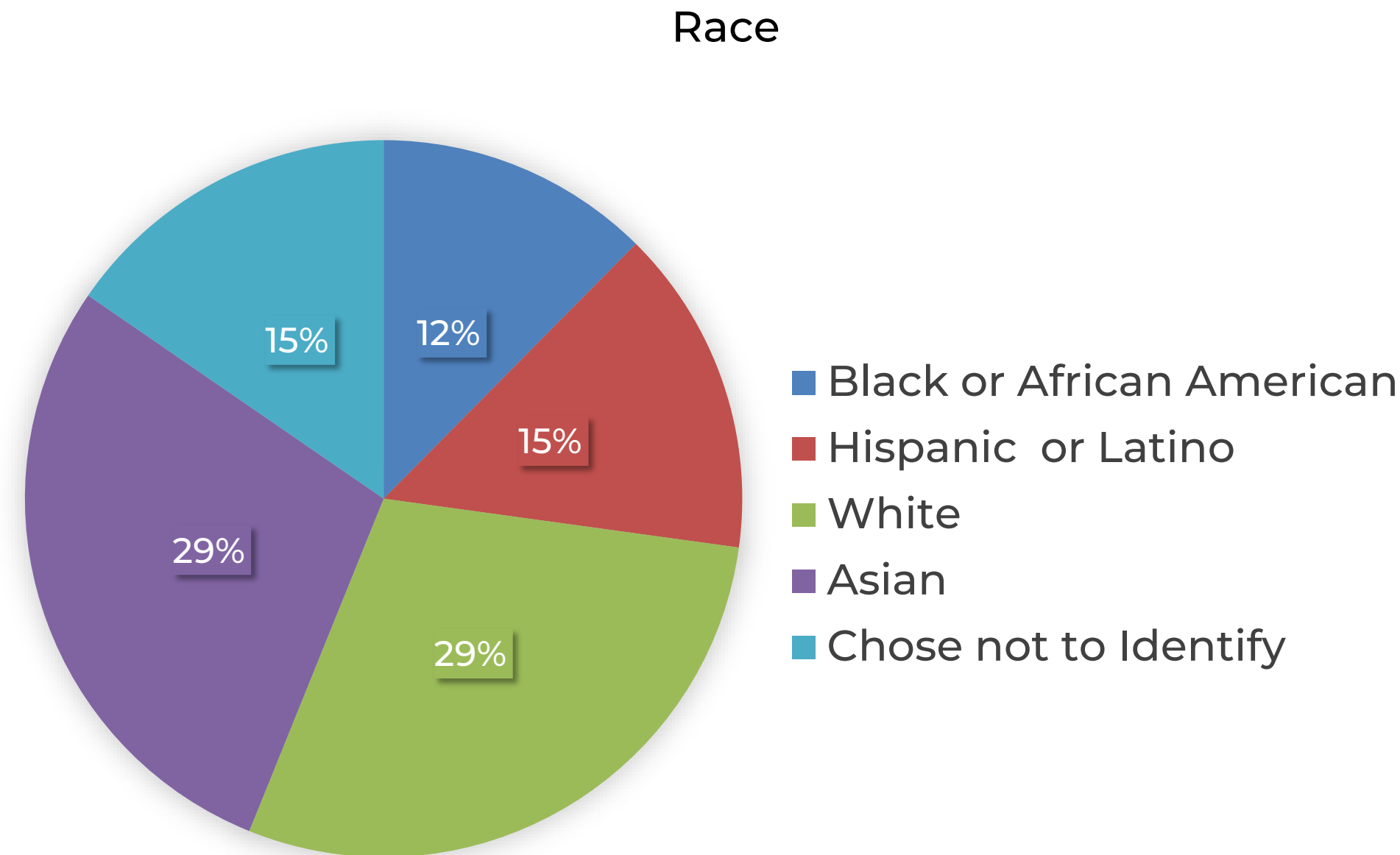


Veteran



# Diversity Equity and Inclusion

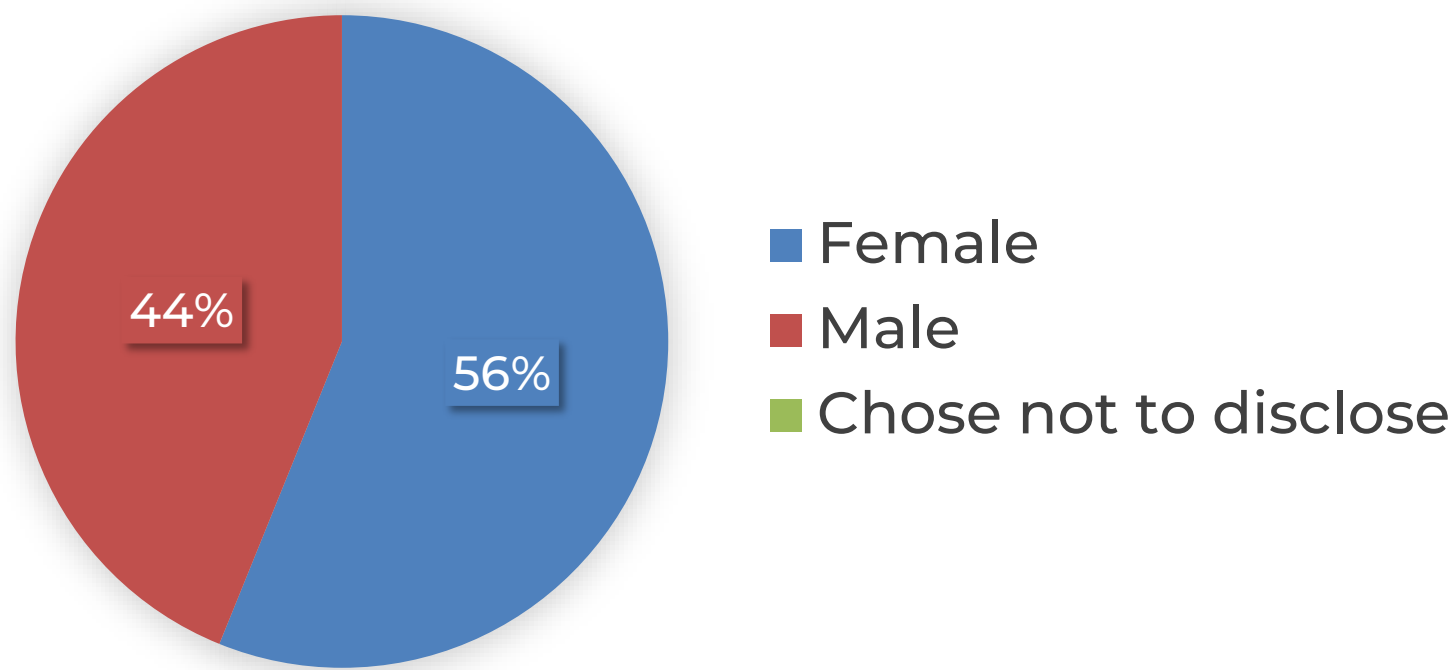
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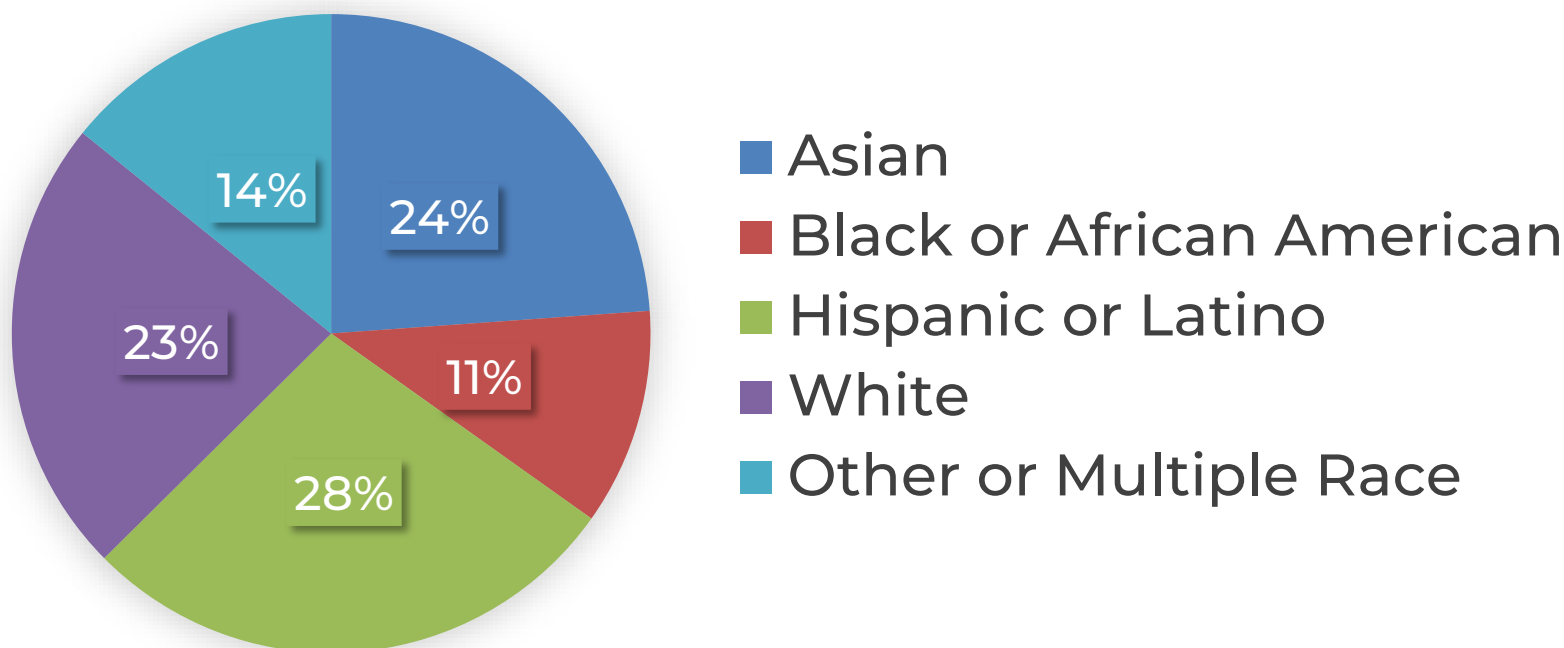
# Diversity Equity and Inclusion

## Current Status – Employees

2023 Gender



2023 Race



| Group Type                | Women |     | Men |     | Total |      |
|---------------------------|-------|-----|-----|-----|-------|------|
| Persons with Disabilities | 10    | 6%  | 5   | 3%  | 15    | 10%  |
| Asian                     | 25    | 16% | 12  | 8%  | 37    | 24%  |
| Black or African American | 7     | 5%  | 10  | 6%  | 17    | 11%  |
| Hispanic or Latino        | 23    | 15% | 20  | 13% | 43    | 28%  |
| White                     | 19    | 12% | 17  | 11% | 36    | 23%  |
| Other or Multiple Race    | 13    | 8%  | 9   | 6%  | 22    | 14%  |
| Total                     | 87    | 56% | 68  | 44% | 155   | 100% |



# Diversity Equity and Inclusion

Where we want to be

1

## Expanding Awareness through 2023

Participate in job fairs targeting limited examination and appointment candidates, join events focusing on recruiting, hiring, and retaining persons with disabilities, and conducting brown bag sessions with CSAC staff.

2

## Updating Policies, Practices and Procedures through 2024

Review and revise policies, include personality tests as part of the onboarding process, and promote DEI trainings.

3

## Establishing Employee Resources through 2025

Revive committees such as DEI, Wellness Advisory, Disability Advisory. Develop mentoring program and provide direct access to DEI information.

4

## Strengthening Areas through 2024

Build up committees and bolstering department brand within social media websites. Promote team building, reassess through survey feedback and demographic data.







# Thank you!



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