



2021

# Equal Employment Opportunity Report

California Community Colleges Chancellor's Office | Sonya Christian, Chancellor





California  
Community  
Colleges

**SONYA CHRISTIAN**  
Chancellor

October 10, 2023

The Honorable Gavin Newsom  
Governor of California  
State Capitol  
Sacramento, CA 95814

**RE: Report on Equal Employment Opportunity Report**

Dear Governor Newsom:

Pursuant to Senate Bill 826, Chapter 23, of 2016, the California Community Colleges shall produce a report to the legislature annually between 2016 and 2021 on the racial/ethnic and gender composition of faculty, and our efforts to assist campuses in providing equal employment opportunity in faculty recruitment and hiring practices, among other activities. This will be our final report submitted to the legislature.

If you have any further questions on this report, please contact Dr. Abdimalik Buul at [abuul@cccco.edu](mailto:abuul@cccco.edu).

Sincerely,

A handwritten signature in black ink that reads "Sonya Christian".

Sonya Christian,  
Chancellor

Enclosure: Report

**Chancellor's Office**

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# EQUAL EMPLOYMENT OPPORTUNITY REPORT

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Prepared By

**California Community Colleges Chancellor's Office**

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## INTRODUCTION

In 1996, California voters approved Proposition 209, which amended the State Constitution to prohibit public entities, including community college districts, from “discriminating against or granting preferential treatment to anyone on the basis of race, sex, color, ethnicity, or national origin” in public employment or education. After the adoption of Proposition 209, litigation was commenced against a number of state agencies, including the Board of Governors of the California Community Colleges, alleging that their “affirmative action” programs violated Proposition 209. The case, *Connerly v. State Personnel Board*, decided in 2001, held that the challenged programs violated Proposition 209 and must be terminated.

In response to the invalidation of the California Community Colleges affirmative action program, the Legislature passed Senate Bill 2028 in 2002 enacting a new framework for an equal employment opportunity (EEO) program for the California Community Colleges. Since then, the legislature has continued to revisit ways in which it can support community colleges as it seeks to improve equal employment opportunities and hiring practices.

## LEGAL AUTHORITY

In the California community college system, hiring decisions are made by the local districts. The Chancellor’s Office does not make faculty recruitment and hiring decisions. This means that the Chancellor’s Office plays a significant role in the development of outreach, training, and guidance to local community college districts to improve EEO and diversity hiring practices. The authority for the Board of Governors’ EEO program is found in California Education Code sections 87100-87108.

Further, the specific legal parameters and standards for community college districts’ EEO programs are established in the following sections of the California Code of Regulations, which implement the Legislature’s intent in enacting Education Code sections 87100-87108 and are consistent with other non-discrimination principles set forth in Government Code sections 11135-11139.8 and 12900-12996.

<b>California Code of Regulations, title 5, division 6, chapter 4.</b>	
53000	Scope and Intent
53001	Definitions
53002	Policy Statement
53003	District Plan
53004	District Evaluation and Report to Chancellor
53005	Advisory Committee
53006	Additional Measures to Support Diversity and Ensure Equal Employment Opportunity
53020	Responsibility; Delegation of Authority; Complaints
53021	Recruitment

<b>California Code of Regulations, title 5, division 6, chapter 4.</b>	
53022	Job Announcements and Qualifications
53023	Applicant Pool Review
53024	Screening and Selection Procedures
53024.1	Developing and Maintaining Institutional Commitment to Diversity
53024.2	Accountability and Corrective Action
53025	Persons with Disabilities
53026	Complaints
53027	Applicability to Districts Operating on the Merit System
53030	Equal Employment Opportunity Fund Allocation
55033	Failure to Report
53034	Required Report

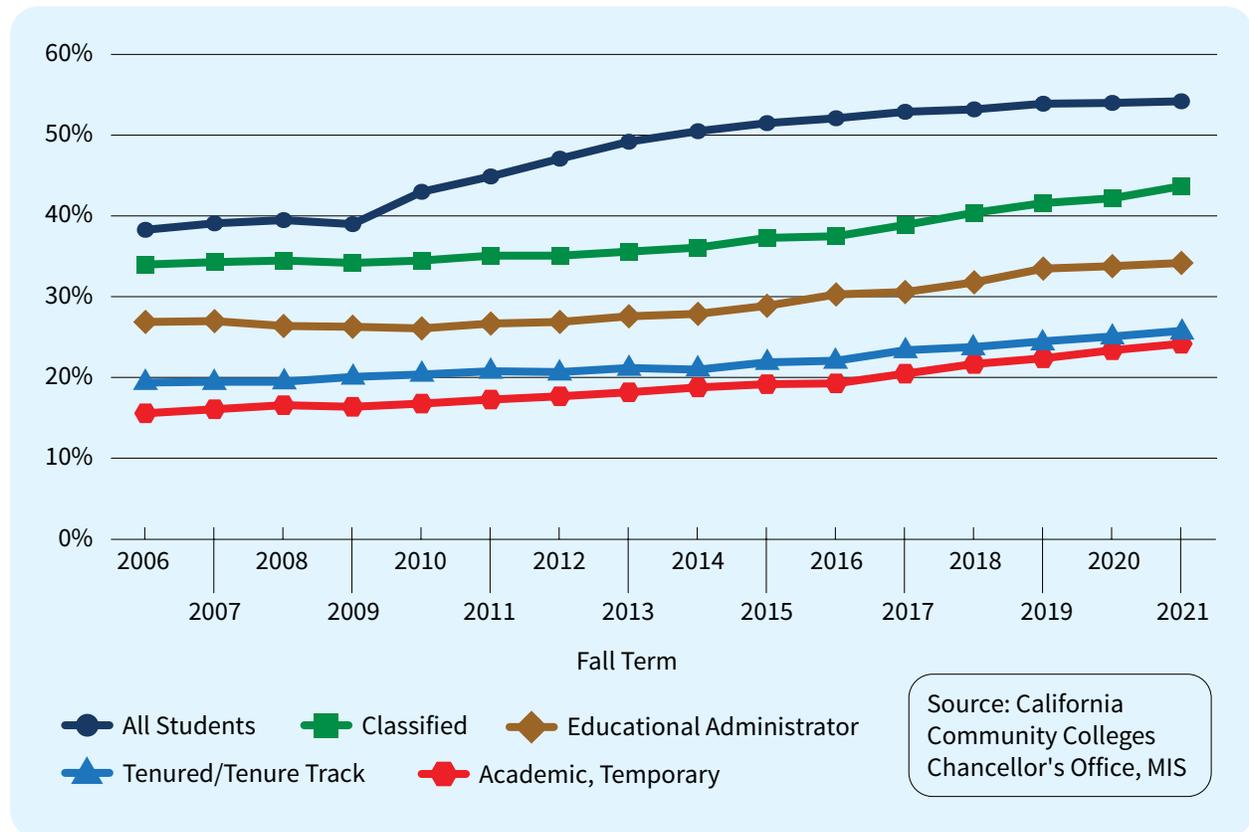
These regulations establish requirements for community college districts to promote equal employment opportunities for faculty and staff which are in addition to and consistent with the nondiscrimination requirements of state and federal law. In particular, title 5, section 53024.1, states that “[e]stablishing and maintaining a richly diverse workforce is an on-going process that requires continued institutionalized effort.” Our colleges serve a highly diverse student population, reflective of the broader population of California. Indeed, more than 50 percent of our students are from minority groups.

## **EDUCATIONAL BENEFITS OF DIVERSITY**

The purpose of our local EEO programs is to ensure that all qualified individuals have a full and fair opportunity to compete for hiring and promotion and to enjoy the benefits of employment with each local district. Equal employment should include identifying and eliminating barriers to employment that are not job related, and creating an environment that fosters cooperation, acceptance, democracy, and the free expression of ideas. Our colleges must be welcoming employment destinations for men and women, persons with disabilities, and individuals from all ethnic and other groups protected from discrimination under the law.

There has been an increase in underrepresented students in California community colleges in recent years. Data shows that the student population in the community colleges has become increasingly more diverse, with well over half of all students being from an underrepresented minority group in 2021, whereas no ranks of the workforce have reflected this increase in diversity. According to data submitted by the districts, over the last ten years, there has been a steady increase in the percentage of full-time faculty members from underrepresented minorities from approximately 20 percent at the beginning of that decade to over 25 percent in Fall 2021. See chart below:

## Underrepresented Minority\* Percentages by Student and Employee Types Fall Terms 2006 - 2021 (Statewide Data)

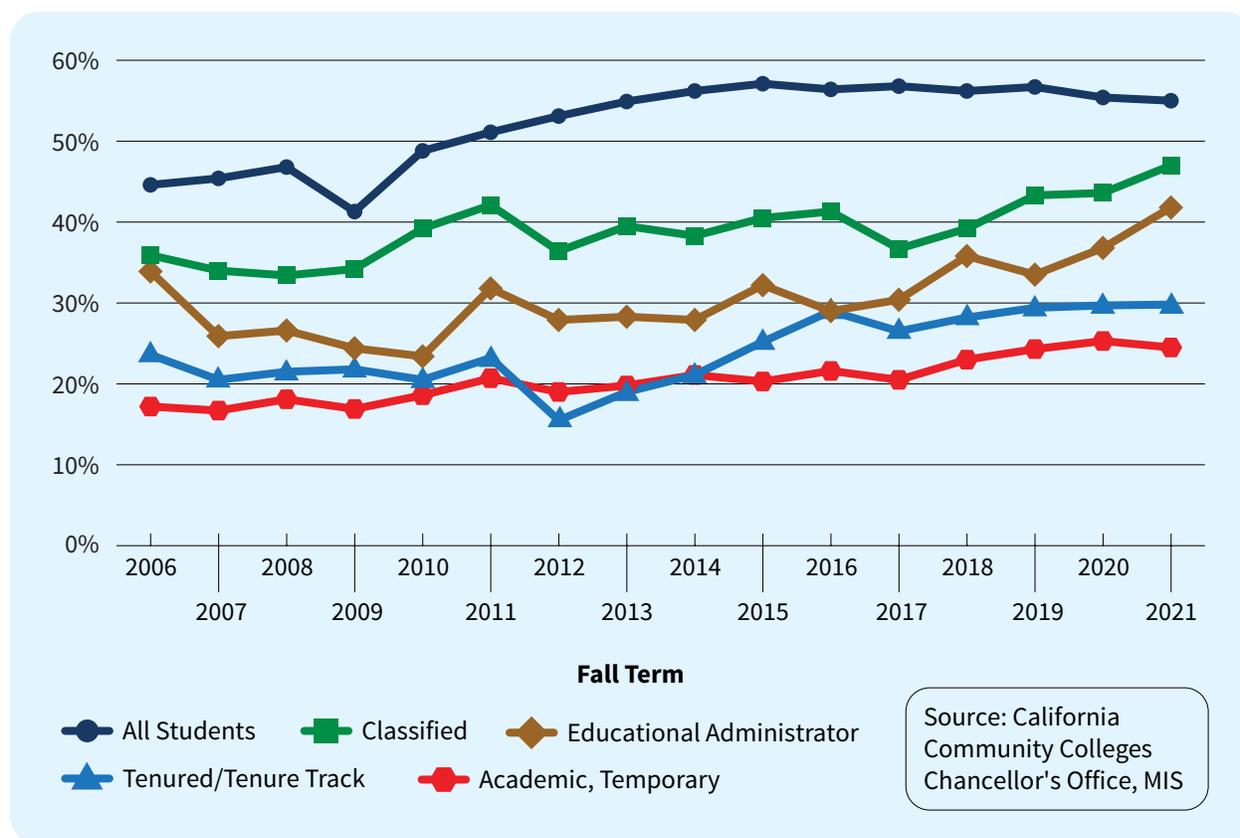


Studies have shown the educational benefits of a diverse workforce. A 2014 study at a California community college showed that underrepresented minority students who were taught by underrepresented minority instructors were able to close the achievement gap by 20-50 percent. The study found that the interactions between underrepresented minority faculty and underrepresented minority students also affected longer-term student outcomes such as subsequent course selection, retention, and degree completion.

Increased diversity of ideas and attitudes within our faculty ranks is healthy for our system and beneficial to our existing tenured/tenure track and part-time instructors. If barriers to employment discourage or remove qualified instructors with diverse backgrounds and experiences from an applicant pool, the workforce itself is deprived of new ideas, approaches and perspectives.

As you can see in the chart below, the community college system has seen a steady increase of 12.5 % in the percentage of underrepresented minorities in our first time, full-time faculty hiring over the last four years. Statistics related to the composition of community college faculty are included in Appendix B.

## Underrepresented Minority\* Percentages by Student and Employee Types First-Time Hires and First-Time Students Fall Terms 2006 - 2021 (Statewide Data)



## FUNDING

Funding for EEO requirements comes from two separate funding sources. The first is the direct appropriation to the EEO fund provided by the Legislature in the annual Budget Act. For the last few years, this appropriation has remained constant at \$2,767,000.

In addition, in years where certain criteria are met, the EEO fund is supplemented by Faculty Obligation Number (FON) penalty funds that are taken directly from districts<sup>1</sup> as a penalty for failing to employ the required number of full-time faculty. Whether the Chancellor's Office will receive any such "FON penalty" funds is never guaranteed, as it depends on criteria outside the control of the Chancellor's Office. In response to the COVID-19 pandemic, the Chancellor, with Board of Governors approval, has continued to calculate FON penalties, but has suspended their assessment upon districts for the 2020-2021 academic year. As a result, the EEO fund will not be supplemented with FON penalties in the 2021-2022 fiscal year, as it

1 Faculty Obligation Number (FON) penalties are assessed against community college districts by the Chancellor's Office when districts fail to employ the minimum number of full-time faculty required pursuant to Education Code section 87482.7 and title 5, California Code of Regulations sections 51025 and 53309. These amounts are then transferred to the Employment Opportunity Fund as required by Education Code section 87482.7, subdivision (b).

has been in the past. If General Fund support for the EEO program remains constant, without FON penalty support, the per-district EEO allocation would likely be reduced from \$50,000 to approximately \$33,000 per district.<sup>1</sup>

## **STATEWIDE EFFORTS RELATED TO EEO AND DIVERSITY HIRING PRACTICES**

### **THE VISION FOR SUCCESS DIVERSITY, EQUITY, AND INCLUSION TASK FORCE**

In 2018, at the request of the Board of Governors, the Chancellor’s Office established the Vision for Success Diversity, Equity and Inclusion Task Force in order to address a lack of diversity in the ranks of faculty, staff, and administrators in the California Community Colleges. This Task Force, over a number of months, worked to identify ways to increase racial and ethnic diversity in the California community college workforce. Ultimately, the Task Force provided a set of recommendations to the Board of Governors on approaches that community college stakeholder groups could undertake to improve recruitment and retention and support increasing faculty, staff, and administrator diversity. Today, the Task Force’s recommendations are being implemented at various stages. Every stakeholder group from the Task Force plays a critical role in implementation to ensure meaningful progress is achieved in the diversification of the California Community College workforce.

Among the Task Force recommendations was the adoption of the proposed California Community Colleges Diversity, Equity, and Inclusion Statement as part of the Board of Governors’ title 5 regulations in September 2020. By integrating this inclusion statement into its regulations, the Board of Governors has signaled to the California Community Colleges that it values the diversity, equity, and inclusion principles espoused in the statement.<sup>2</sup>

The Board of Governors and Chancellor’s Office continue to seek to strengthen EEO programs and other regulatory efforts remain in progress. These efforts include the Board of Governors’ adoption of amendments to the EEO Regulations in July 2021 that will, among other things, require the incorporation of Multiple Methods into districts’ EEO plans, provide for Chancellor’s Office review of EEO plans prior to their adoption, and streamline the annual certification of compliance process. Once implemented after final approval by the Department of Finance, these regulatory changes will make district EEO programs more effective.

### **STATEWIDE EEO AND DIVERSITY ADVISORY COMMITTEE**

The statewide EEO and Diversity Advisory Committee has 27 members that include representatives from the Association of Chief Human Resource Officers (ACHRO), the Academic Senate for California Community Colleges, classified staff, trustees, chief executive officers, chief student services officers, students, the Board of Governors, and Chancellor’s Office. See Appendix A for a current membership listing.

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1 As will be explained below, the Chancellor’s Office funds districts based on compliance with Multiple Methods for ensuring equal employment opportunity. Although this report focuses on EEO efforts made during the 2020-2021 fiscal year using 2020 Budget Act funding, in the 2021 Budget Act, the Legislature provided \$20,000,000 in one-time funding for implementing best practices in EEO and \$1,000,000 in one-time funding to modernize the CCC Registry.

2 The DEI Statement can be found at Sections 51200 and 51201 of title 5 of the California Code of Regulations.

The statewide EEO and Diversity Advisory Committee meets approximately quarterly throughout the year to exchange information, develop resources, and promote best practices on issues related to diversity and the community college district EEO programs. The Chancellor's Office has created a web page where resources are posted and available to all Human Resources management and staff. It can be found here: [EEO Resources](#).

## **ONLINE JOB BOARD**

Finally, pursuant to Education Code section 87108, the Chancellor's Office once again funded the California Community Colleges Registry, to serve as "the clearinghouse for advertising community college district job opportunities," and which provides other services for individuals seeking employment at a community college. The site has one of the top community college search engine responses and has been recently updated to include a social media presence. The 2021 Budget Act (Senate Bill 129, Chapter 69, Statutes of 2021) provided an additional one-time appropriation of \$1,000,000.00 "to update and modernize the California Community Colleges Registry's interface and technological capability." Accordingly, additional efforts are underway to create a more streamlined application process for those interested in applying for a community college job, create a repository of resources for job seekers, and to update the data collection and analysis capabilities of the system. Registry staff also holds two regional job fairs each year to promote employment in the community college system. During the COVID-19 pandemic, these regional job fairs have been held in a virtual format. The Chancellor's Office is engaged in an evaluation of this

## **PRESENTATIONS/TRAINING/OTHER DEI EFFORTS**

Although the COVID-19 pandemic upended efforts to meaningfully engage with colleges in traditional ways, the Chancellor's Office's continued to engage the community college districts through the following activities:

- In spring 2020, the Chancellor's Office held two webinars intended to take the place of the Faculty and Staff Diversification Symposium, which was canceled due to COVID-19.
- The first webinar, "Prioritizing Equal Employment Opportunity during COVID-19," occurred on May 28 and featured a panel on what colleges can do during this period of upheaval and uncertainty to continue to support diversification efforts in hiring and retention practices. The panel addressed the challenges of our current environment, such as working remotely and conducting online interviews, and provided recommendations for how best to face such challenges.
- The second webinar, "Student Centered Institutions: Diverse Faculty Retention Strategies," occurred on June 4 and focused on the student voice and role in hiring practices, and showcased strategies and lessons learned from individuals leading cultural change at their college through diversity, equity, and inclusion retention efforts. A panel of experts discussed retention strategies aimed at retaining a diverse workforce and addressing cultural competency and unconscious bias.

- In addition, system-wide webinars on June 3 and August 19 were dedicated to DEI and anti-racism. The June 3 webinar reached 12,000 participants and the August 19 webinar reached nearly 23,000 participants. All webinars are recorded and uploaded with PowerPoints on the Vision Resource Center, which is accessible to stakeholders within the California Community Colleges. (<https://visionresourcecenter.cccco.edu/>)
- Launched a new technical assistance tool for colleges and districts. Institutions seeking to create and nurture an anti-racist campus culture and improve student success through diversity, equity, and inclusion can now receive technical assistance by submitting a letter of interest for a Partnership Resource Team (PRT). Managed by the Chancellor’s Office Institutional Effectiveness Partnership Initiative (IEPI). This technical assistance tool matches an institution with a team of subject-matter experts who help develop and implement an innovation and effectiveness plan to address those needs over the course of three visits. Campuses also receive a small grant to begin the implementation of their plan.
- Released a legal opinion to advance best practices in hiring to implement a DEI Task Force recommendation to integrate students into hiring processes. At the request of the Association of Chief Human Resource Officers (ACHRO), who sought a legal opinion on whether the inclusion of students in hiring processes violated California law. The legal opinion affirms that it is permissible under California law to include students in district hiring processes; however, local district policies or collective bargaining agreements would need to be respected. This legal opinion empowered districts wanting to include the student voice in local hiring processes, and empowered students to advocate for their inclusion in those processes.
- Amended EEO regulations (Sections 53000-53030 of title 5 of the California Code of Regulations) to strengthen EEO programs and provide a more robust framework for district EEO plans, by among other things, requiring direct review of EEO plans by district governing boards, submission to the Chancellor’s Office for review prior to adoption, and incorporation of specific strategies into district EEO plans. In addition, regulatory amendments streamlined districts’ reporting obligations and certification of compliance requirements.

## DATA COLLECTION AND ANALYSIS

Over the past year, the Chancellor’s Office has continued to place significant emphasis on the critical need to collect and utilize statewide demographic employment data and local applicant data to address diversity. The Chancellor’s Office has made the collection and analysis of both employee demographic data, as well as longitudinal applicant data, a priority. Our efforts have included:

- In December 2017, we created an “EEO Longitudinal Data Guide” which identifies the legal requirements for the collection and analysis of longitudinal hiring data, the benefits of a robust data program, best practices in EEO and diversity data collection,

and examples of effective longitudinal analyses. This guide is available on the Chancellor's Office Institutional Effectiveness Division's EEO web page (<https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/Institutional-Effectiveness/EEO-Equal-Employment-Opportunity>).

- Created webinars to improve statewide demographic data collection and provided training sessions to the data personnel at the local community college districts responsible for the data submissions to the Chancellor's Office.
- As part of our efforts to fulfill the DEI Task Force recommendations, we amended regulations and EEO plan components to facilitate the gathering and analysis of demographic data to better inform districts as to the effectiveness of their EEO efforts.

## **MONITORING AND COMPLIANCE ACTIVITIES: MULTIPLE METHODS OF MEASURING SUCCESS**

In 2016, the Chancellor's Office revised its EEO funding allocation mode to include special consideration of key measures of success. This approach is called Multiple Methods Certification. Each district's EEO advisory committee, chief human resources officer, chief executive officer, and governing board must annually certify to the Chancellor's Office that the district met the Multiple Method requirements in order to receive EEO funding. This ensures that a wide variety of stakeholders at the local level are aware of and responsible for the EEO process.

## **THE MULTIPLE METHODS ALLOCATION MODEL**

With the contributions and advisement of the EEO and Diversity Advisory Committee, the Chancellor's Office identified nine areas known as the "Multiple Methods" model. To qualify for funding under this new Multiple Methods EEO Fund allocation model, districts must meet Multiple Method 1, plus a minimum of six of the remaining eight Multiple Methods.

### **PRE-HIRING**

1. District's EEO Advisory Committee, EEO Plan, and expenditure/performance reports (required for funding)
2. Board policies & adopted resolutions
3. Incentives for hard-to-hire areas/disciplines
4. Focused outreach and publications

### **HIRING**

5. Procedures for addressing diversity throughout hiring steps and levels
6. Consistent and ongoing training for hiring committees

## POST-HIRING

7. Professional development focused on diversity
8. Diversity incorporated into criteria for employee evaluation and tenure review
9. Grow-Your-Own programs

By tethering the receipt of EEO Funds to the submission of the Multiple Methods Certification, the Chancellor's Office dramatically increased district compliance with the requirement to submit and update EEO Plans, as required in title 5, section 53003. In December of 2015, only 55.5% of districts had active EEO Plans on file with the Chancellor's Office. By June of 2016, 77.7% of districts had an active EEO Plan in place. Since November 2018, at least 90% of districts have an active EEO Plan on file with the Chancellor's Office.

## THE ELIMINATION OF BIAS IN HIRING DECISIONS

We know, however, that the goal is far and above achieving district compliance. Research suggests that employers are vulnerable to unconscious stereotypes when making decisions regarding hiring and promotion. These stereotypes may then operate largely independent of the intent of an individual. Yet, whether an action is intentional or unintentional, unconscious bias acts as a barrier for job applicants who are underrepresented minorities.

Title 5, section 53003, states that as part of its EEO Plan, each district shall include a process for ensuring that district employees who participate on screening or selection committees receive training, prior to their participation. Training shall include, but not be limited to, the following four elements:

- (A) the requirements of title 5 and of state and federal nondiscrimination laws;
- (B) the educational benefits of workforce diversity;
- (C) the elimination of bias in hiring decisions; and
- (D) best practices in serving on a selection or screening committee.

The Chancellor's Office is committed to ensure that districts are following current statutes and regulations to eliminate bias in hiring decisions and have properly trained and educated hiring committees.

## ADDITIONAL RESOURCE NEEDS

While the Chancellor's Office continues to promote equal employment opportunity programs throughout the California Community College system, the data indicates that progress remains slow. Indeed, the DEI Task Force proposed the following augmentations to EEO funding to advance the Chancellor's Office's statewide diversity efforts:

- Ongoing funding for additional staffing capacity at the Chancellor's Office to provide statewide leadership, support, and evaluation of the equal employment opportunity programs.

- Modernizing the California Community Colleges (CCC) Registry and develop its capacities as a one-stop shop for community college job applicants
- Developing best practices and facilitating their dissemination to districts
- Providing additional resources to districts to support their local EEO efforts
- Creating faculty fellowship opportunities at the district level to recruit and train diverse faculty
- Ongoing funding for full-time faculty hiring with a direct connection to diverse hiring

The legislature provided some of this much-needed funding in the Budget Act of 2021 (Senate Bill 129) and the 2021 Postsecondary education trailer bill (Assembly Bill 132), by providing one million dollars (\$1,000,000) in one-time funding for modernizing and updating the CCC Registry and providing twenty million dollars (\$20,000,000) in one-time money to support the implementation of best practices for success in promoting EEO and faculty and staff diversity. While we greatly appreciate these one-time investments targeted at strengthening the effectiveness of EEO programs, we respectfully request an increase to the ongoing funding of EEO programs in order to bring these efforts to scale and make them last.

## **CONCLUSION**

Despite the challenges posed by the COVID-19 pandemic's disruption of community colleges' operations, the social justice awakening seen in the wake of the murder of George Floyd and others in the summer of 2020 has renewed the impetus on the Chancellor's Office to work towards making significant progress in the area of equal employment opportunity moving forward. As we work to see some measure of social justice as we implement the DEI Implementation Work Plan, we continue to consider additional avenues to assist local community college districts to achieve equal employment opportunity in faculty recruitment and hiring.

## STATEWIDE EEO & DIVERSITY ADVISORY COMMITTEE MEMBERSHIP LIST | SEPTEMBER 2020

Hildegarde Aguinaldo  
Member of the Board of Governors

Dr. Daisy Gonzales, **Co-Chair**  
Deputy Chancellor, Chancellor's Office

Dolores Davison, **Co-Chair**  
President of the ASCCC

### **Bay Area region:**

Dr. Eric Ramones  
West Valley Mission CCD

Angela Hoyt  
Cabrillo CCD

### **Southern California region:**

Sokha Song  
Mt. San Antonio College

Flavio Medina-Martin  
Santa Clarita CCD

April He'bert  
Mt. San Jacinto, CCD

Arturo Ocampo  
North Orange CCD

Jo Palkowitz  
San Diego CCD

### **Central region:**

Vacant Rep Central region

Stacy Zuniga  
State Center CCD

### **Northern California region:**

Vacant Northern CA Rep

Sussanah Sydney  
Santa Rosa Jr. College

### **ACCCA Rep**

David Betts  
Chabot-Las Positas CCD

### **Academic Senate (ASCCC) Reps**

Mayra Cruz  
Foothill-De Anza CCD

LaTonya Parker  
Moreno Valley College

### **CEO Rep**

Vacant CEO Rep

### **Trustee Rep**

Marisa Perez  
Cerritos CCD

### **Chief Student Services Officer (CSSO) Rep**

Primavera Arvizu  
Porterville College

### **Data Analysis Expert**

Greg Smith  
Shasta College

### **Chief Instructional Officer (CIO) Rep**

Dr. Stacy Thompson  
Chabot College

### **Classified Rep**

Nancy Lopez-Martinez, retiree CSEA

### **Student Senate Rep (SSCCC)**

Katherine Squire

### **Chancellor's Office**

Fermin Villegas, Deputy Counsel

Dr. Siria Martinez, Assistant Vice Chancellor of IEPI

Beth Au, CCC Registry  
Yosemite CCD

\*Vendor

## California Community Colleges Chancellor's Office

Report on Staffing for Fall 2021

### Employee Category Ethnicity/Gender Headcount Distribution by District

Educational Administrator

	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Two or More Races	Unknown	Female	Male	District Total
Allan Hancock	1	0	0	4	0	0	10	0	2	8	9	17
Antelope	2	5	0	3	0	0	12	1	1	15	9	24
Barstow	0	2	1	2	0	0	2	0	0	5	2	7
Butte	1	1	0	2	0	1	12	0	2	11	8	19
Cabrillo	1	1	0	3	0	0	16	0	0	9	12	21
California Online	5	1	0	0	0	0	3	0	0	7	2	9
Cerritos	1	1	1	7	1	0	11	1	0	15	8	23
Chabot-Las Positas	2	4	0	1	0	0	11	2	0	10	10	20
Chaffey	0	3	0	8	0	0	11	0	1	13	10	23
Citrus	2	0	1	6	0	0	8	0	1	12	6	18
Coast	12	4	1	8	1	0	44	0	0	34	36	70
Compton	1	7	0	3	0	0	1	0	4	8	8	16
Contra Costa	6	12	2	8	1	0	31	0	5	41	24	65
Copper Mountain	1	0	0	2	0	0	9	0	0	8	4	12
Desert	1	0	0	6	0	0	16	0	0	10	13	23
El Camino	7	2	0	5	0	0	12	0	1	14	12	26
Feather River	0	1	0	0	0	0	3	0	0	2	2	4
Foothill	8	6	1	10	1	0	17	2	0	26	19	45
Gavilan	0	1	0	3	0	0	3	0	1	6	2	8
Glendale	1	0	2	5	0	1	17	1	1	15	13	28
Grossmont	1	13	4	16	1	1	63	0	1	50	50	100
Hartnell	6	0	0	5	0	0	8	0	3	12	10	22
Imperial	0	1	0	11	0	0	5	1	0	8	10	18
Kern	7	6	1	6	0	0	26	2	4	27	25	52
Lake Tahoe	0	0	0	1	0	0	4	0	1	4	2	6
Lassen	0	0	0	1	0	0	6	0	1	5	3	8
Long Beach	2	7	0	13	0	0	9	0	0	12	19	31
Los Angeles	9	13	3	37	0	0	26	1	33	78	44	122
Los Rios	9	16	5	22	0	0	36	7	2	45	52	97
Marin	3	2	1	1	1	1	16	0	6	21	10	31
Mendocino	0	0	0	3	0	0	10	0	1	7	7	14
Merced	0	2	0	5	1	0	10	0	1	9	10	19

Note: Employee ethnicity is reported in EB04 Employee-Ethnicity and employee gender is reported in EB03 Employee-Gender.

Data Source: CCCC MIS Database for reporting period Fall Term 2021

Data Element Definitions: California Community Colleges Management Information Systems Data Element Dictionary

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05/31/2022

# California Community Colleges Chancellor's Office

Report on Staffing for Fall 2021

## Employee Category Ethnicity/Gender Headcount Distribution by District

### Educational Administrator

	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Two or More Races	Unknown	Female	Male	District Total
MiraCosta	1	3	0	3	0	0	12	0	0	8	11	19
Monterey	1	3	0	0	0	0	9	0	0	5	8	13
Mt. San Antonio	5	5	0	10	0	0	20	2	6	28	20	48
Mt. San Jacinto	1	3	2	4	0	0	11	0	2	12	11	23
Napa	0	0	0	5	0	0	9	0	2	5	11	16
North Orange	2	2	1	14	0	0	25	1	4	28	21	49
Ohlone	5	4	1	1	0	0	9	1	3	11	13	24
Palo Verde	1	0	0	5	0	0	4	0	0	7	3	10
Palomar	1	0	0	4	0	1	9	0	1	10	6	16
Pasadena	1	5	0	9	0	0	19	1	3	29	9	38
Peralta	4	16	2	6	0	0	6	0	5	24	15	39
Rancho Santiago	2	5	1	12	0	0	19	0	0	25	14	39
Redwoods	0	2	0	0	0	0	9	1	1	3	10	13
Rio Hondo	2	3	0	4	0	0	11	0	2	11	11	22
Riverside	5	16	1	11	0	0	26	1	0	28	32	60
San Bernardino	1	3	1	3	0	0	1	0	0	5	4	9
San Diego	6	11	2	23	0	0	22	0	18	54	28	82
San Francisco	7	4	0	3	0	0	7	1	1	15	8	23
San Joaquin Delta	1	2	1	12	0	0	13	0	6	22	13	35
San Jose	6	3	1	11	1	0	5	0	6	18	15	33
San Luis Obispo	1	0	0	3	0	0	10	1	1	10	6	16
San Mateo	2	8	1	9	0	0	25	0	2	23	24	47
Santa Barbara	2	2	0	4	0	0	9	0	0	13	4	17
Santa Clarita	1	2	0	3	0	0	23	1	3	18	15	33
Santa Monica	1	13	0	10	0	1	17	0	3	28	17	45
Sequoias	2	2	0	12	0	0	29	0	2	19	28	47
Shasta Tehama	1	0	0	2	1	0	21	0	0	13	12	25
Sierra	1	1	0	2	0	0	21	1	0	15	11	26
Siskiyou	0	0	1	0	0	0	6	0	0	4	3	7
Solano	1	2	1	0	0	0	9	0	0	7	6	13
Sonoma	4	0	0	6	0	0	16	1	1	13	15	28
South Orange County	4	1	0	7	1	1	20	0	5	22	17	39

Note: Employee ethnicity is reported in EB04 Employee-Ethnicity and employee gender is reported in EB03 Employee-Gender.

Data Source: CCCCO MIS Database for reporting period Fall Term 2021

Data Element Definitions: California Community Colleges Management Information Systems Data Element Dictionary

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## California Community Colleges Chancellor's Office

Report on Staffing for Fall 2021

### Employee Category Ethnicity/Gender Headcount Distribution by District

Educational Administrator

	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Two or More Races	Unknown	Female	Male	District Total
Southwestern	1	6	1	8	0	0	13	0	3	20	12	32
State Center	4	8	0	27	0	0	29	1	0	35	34	69
Ventura	3	2	1	11	0	0	14	0	5	17	19	36
West Hills	0	2	0	22	2	1	32	0	1	26	34	60
West Kern	0	2	0	1	0	0	3	0	0	4	2	6
West Valley	3	2	1	7	0	0	16	2	3	17	16	33
Yosemite	2	1	0	6	1	0	13	0	1	12	12	24
Yuba	1	1	0	2	0	0	13	0	2	7	12	19
STATEWIDE TOTAL	175	256	42	489	13	8	1053	33	164	1218	1013	2231

Note: Employee ethnicity is reported in EB04 Employee-Ethnicity and employee gender is reported in EB03 Employee-Gender.

Data Source: CCCC MIS Database for reporting period Fall Term 2021

Data Element Definitions: California Community Colleges Management Information Systems Data Element Dictionary

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## California Community Colleges Chancellor's Office

Report on Staffing for Fall 2021

### Employee Category Ethnicity/Gender Headcount Distribution by District

Tenured/Tenure Track

	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Two or More Races	Unknown	Female	Male	District Total
Allan Hancock	3	3	1	38	1	0	96	3	7	85	67	152
Antelope	12	13	4	27	3	0	105	6	4	74	99	173
Barstow	0	2	1	8	0	1	20	0	7	19	20	39
Butte	9	2	0	16	1	0	146	3	5	100	82	182
Cabrillo	7	1	0	31	0	1	128	2	5	99	76	175
California Online	0	3	0	2	0	0	1	0	4	4	3	7
Cerritos	28	14	2	77	1	0	129	3	0	139	115	254
Chabot-Las Positas	31	20	3	41	0	0	167	7	16	144	141	285
Chaffey	23	14	3	45	1	0	138	3	4	141	90	231
Citrus	21	7	0	39	3	0	90	1	4	93	71	164
Coast	53	13	4	56	1	2	291	3	7	238	192	430
Compton	7	31	0	21	0	1	29	1	9	62	37	99
Contra Costa	36	43	16	71	3	2	238	8	35	245	207	452
Copper Mountain	1	0	0	3	0	0	16	1	1	9	13	22
Desert	4	9	1	39	2	0	76	6	3	82	58	140
El Camino	45	24	5	67	2	1	173	0	3	163	157	320
Feather River	0	1	0	0	0	1	20	0	4	11	14	25
Foothill	73	27	7	75	1	0	205	13	8	235	174	409
Gavilan	1	1	1	14	0	0	33	3	13	36	30	66
Glendale	10	3	6	24	2	3	131	3	1	103	80	183
Grossmont	19	12	7	42	2	0	185	0	9	148	128	276
Hartnell	7	4	2	41	2	0	58	0	3	63	54	117
Imperial	6	5	2	46	0	0	53	2	1	53	62	115
Kern	14	19	3	90	4	0	278	16	16	219	221	440
Lake Tahoe	0	0	0	5	0	0	25	0	3	17	16	33
Lassen	2	0	0	3	1	0	33	0	2	20	21	41
Long Beach	35	25	2	60	2	2	169	0	0	164	131	295
Los Angeles	148	140	20	267	5	1	510	13	210	720	594	1314
Los Rios	85	70	18	131	11	4	548	35	36	523	415	938
Marin	4	4	0	10	1	0	70	2	20	65	46	111
Mendocino	1	0	0	6	0	0	36	1	2	21	25	46
Merced	12	11	0	28	1	0	114	3	7	95	81	176

Note: Employee ethnicity is reported in EB04 Employee-Ethnicity and employee gender is reported in EB03 Employee-Gender.

Data Source: CCCCO MIS Database for reporting period Fall Term 2021

Data Element Definitions: California Community Colleges Management Information Systems Data Element Dictionary

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## California Community Colleges Chancellor's Office

Report on Staffing for Fall 2021

### Employee Category Ethnicity/Gender Headcount Distribution by District

Tenured/Tenure Track

	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Two or More Races	Unknown	Female	Male	District Total
MiraCosta	14	11	0	43	1	1	120	0	19	113	96	209
Monterey	9	6	1	18	2	3	74	1	0	60	54	114
Mt. San Antonio	44	14	7	95	3	4	204	14	47	228	201	429
Mt. San Jacinto	7	10	4	46	3	2	101	3	8	99	85	184
Napa	4	5	3	27	3	0	68	1	1	74	38	112
North Orange	60	26	5	120	1	0	285	17	42	293	263	556
Ohlone	22	5	3	17	1	0	54	0	8	61	49	110
Palo Verde	1	1	1	13	0	0	10	1	3	8	22	30
Palomar	13	7	6	39	4	0	186	6	12	147	126	273
Pasadena	23	30	4	81	3	16	204	17	16	229	165	394
Peralta	50	61	3	45	0	1	125	8	18	165	146	311
Rancho Santiago	45	9	6	79	2	0	180	0	17	196	141	337
Redwoods	1	1	0	5	0	0	44	1	1	24	29	53
Rio Hondo	25	6	1	71	1	1	87	3	5	105	95	200
Riverside	25	37	5	105	2	0	268	11	0	246	207	453
San Bernardino	12	26	7	35	1	1	109	1	1	100	93	193
San Diego	52	43	15	100	6	1	336	0	86	373	266	639
San Francisco	88	28	17	66	1	2	264	10	13	293	195	488
San Joaquin Delta	13	15	2	32	1	1	94	0	40	100	98	198
San Jose	48	16	6	50	2	0	68	5	6	121	80	201
San Luis Obispo	4	0	0	17	2	0	105	1	4	65	68	133
San Mateo	54	30	17	67	1	1	175	2	18	211	154	365
Santa Barbara	7	9	1	44	5	1	134	0	4	111	94	205
Santa Clarita	15	5	3	33	1	0	146	6	8	125	92	217
Santa Monica	39	35	3	57	0	2	164	3	6	177	132	309
Sequoias	8	5	2	46	0	1	119	2	7	101	89	190
Shasta Tehama	3	2	0	11	0	0	67	0	0	30	53	83
Sierra	12	10	1	25	4	1	164	5	18	145	95	240
Siskiyou	1	1	0	1	0	0	26	0	0	13	16	29
Solano	7	15	1	14	0	0	92	0	0	75	54	129
Sonoma	20	5	3	37	2	0	207	6	11	173	118	291
South Orange County	26	7	4	52	3	13	250	1	31	208	179	387

Note: Employee ethnicity is reported in EB04 Employee-Ethnicity and employee gender is reported in EB03 Employee-Gender.

Data Source: CCCC MIS Database for reporting period Fall Term 2021

Data Element Definitions: California Community Colleges Management Information Systems Data Element Dictionary

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## California Community Colleges Chancellor's Office

Report on Staffing for Fall 2021

### Employee Category Ethnicity/Gender Headcount Distribution by District

Tenured/Tenure Track

	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Two or More Races	Unknown	Female	Male	District Total
Southwestern	7	11	9	47	1	6	100	2	10	110	83	193
State Center	37	30	2	129	5	2	343	9	23	291	289	580
Ventura	27	11	8	93	0	1	249	10	18	228	189	417
West Hills	1	2	0	9	0	0	47	0	1	28	32	60
West Kern	1	3	0	6	1	0	45	0	0	32	24	56
West Valley	47	13	5	51	0	0	174	3	7	180	120	300
Yosemite	8	7	0	17	1	0	127	1	8	83	86	169
Yuba	11	2	1	8	1	0	66	1	5	54	41	95
STATEWIDE TOTAL	1588	1081	264	3274	114	80	9992	289	971	9665	7977	17642

Note: Employee ethnicity is reported in EB04 Employee-Ethnicity and employee gender is reported in EB03 Employee-Gender.

Data Source: CCCC MIS Database for reporting period Fall Term 2021

Data Element Definitions: California Community Colleges Management Information Systems Data Element Dictionary

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# California Community Colleges Chancellor's Office

## Report on Staffing for Fall 2021

### Employee Category Ethnicity/Gender Headcount Distribution by District

#### Academic Temporary

	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Two or More Races	Unknown	Female	Male	District Total
Allan Hancock	7	11	4	77	1	5	290	11	22	199	225	424
Antelope	18	31	4	75	1	0	208	14	13	169	192	361
Barstow	6	10	0	24	2	0	49	0	22	52	61	113
Butte	11	5	0	30	5	0	318	2	12	162	219	381
Cabrillo	9	1	1	36	1	2	222	5	17	196	98	294
California Online	0	0	0	0	0	0	1	0	0	1	0	1
Cerritos	70	41	19	147	1	2	250	7	23	305	255	560
Chabot-Las Positas	83	35	18	78	1	2	342	3	38	305	295	600
Chaffey	91	63	22	211	2	2	419	14	11	486	349	835
Citrus	38	27	17	89	2	1	171	0	11	194	161	355
Coast	149	31	9	130	5	3	599	16	51	512	481	993
Compton	7	44	4	21	0	0	30	2	19	62	65	127
Contra Costa	96	76	19	96	2	4	494	12	60	447	412	859
Copper Mountain	3	4	3	7	0	0	66	0	1	40	44	84
Desert	14	16	6	101	2	2	247	10	20	194	224	418
El Camino	90	66	11	122	2	4	243	8	44	315	275	590
Feather River	0	0	0	4	0	0	22	0	14	13	24	37
Foothill	149	25	9	64	8	3	461	13	34	423	343	766
Gavilan	13	2	1	44	0	1	68	4	83	131	82	213
Glendale	43	16	7	67	4	8	332	3	8	265	223	488
Grossmont	38	35	19	81	4	0	435	0	30	337	305	642
Hartnell	21	8	10	77	1	1	145	0	3	132	134	266
Imperial	1	2	1	101	0	0	34	1	5	76	69	145
Kern	21	45	8	169	7	0	361	14	29	347	305	652
Lake Tahoe	3	0	1	16	0	0	80	0	15	59	56	115
Lassen	0	2	0	8	2	0	54	0	7	27	46	73
Long Beach	78	44	10	137	3	4	344	7	1	340	288	628
Los Angeles	266	287	45	413	6	1	1125	14	605	1430	1325	2755
Los Rios	112	76	15	152	7	3	766	50	70	683	567	1250
Marin	9	4	0	9	2	0	82	1	46	80	73	153
Mendocino	10	3	3	26	5	0	175	1	7	142	88	230
Merced	21	12	11	70	2	2	189	5	21	192	141	333

Note: Employee ethnicity is reported in EB04 Employee-Ethnicity and employee gender is reported in EB03 Employee-Gender.

Data Source: CCCC MIS Database for reporting period Fall Term 2021

Data Element Definitions: California Community Colleges Management Information Systems Data Element Dictionary

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## California Community Colleges Chancellor's Office

Report on Staffing for Fall 2021

### Employee Category Ethnicity/Gender Headcount Distribution by District

#### Academic Temporary

	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Two or More Races	Unknown	Female	Male	District Total
MiraCosta	28	16	0	61	3	6	346	0	32	311	181	492
Monterey	15	9	5	32	3	2	158	0	6	111	119	230
Mt. San Antonio	109	31	25	170	2	1	307	16	211	470	396	866
Mt. San Jacinto	26	39	7	68	6	0	243	3	15	216	190	406
Napa	15	4	4	18	0	1	124	7	14	88	97	185
North Orange	190	43	21	270	2	3	486	32	81	645	483	1128
Ohlone	76	16	14	32	1	1	142	4	24	182	128	310
Palo Verde	2	1	1	19	1	1	44	2	15	39	47	86
Palomar	32	18	14	91	6	3	382	11	59	298	318	616
Pasadena	71	40	10	145	6	14	350	10	32	375	303	678
Peralta	96	116	12	72	4	5	254	18	90	378	285	663
Rancho Santiago	143	28	18	289	7	2	477	5	29	581	417	998
Redwoods	4	3	0	14	7	0	179	3	7	126	90	216
Rio Hondo	45	24	6	146	4	2	146	8	16	188	209	397
Riverside	78	81	20	246	4	2	535	23	5	521	473	994
San Bernardino	58	79	8	175	5	1	363	1	27	351	366	717
San Diego	123	84	28	188	12	4	763	0	167	763	605	1368
San Francisco	90	34	18	61	1	5	272	10	14	280	224	504
San Joaquin Delta	16	10	9	33	4	2	144	0	74	154	138	292
San Jose	109	18	8	87	3	1	187	15	14	258	184	442
San Luis Obispo	2	6	2	26	1	2	220	1	19	162	117	279
San Mateo	69	33	18	49	0	3	298	2	20	275	217	492
Santa Barbara	23	6	1	53	3	1	258	7	16	234	134	368
Santa Clarita	39	24	8	93	1	0	296	15	59	295	240	535
Santa Monica	106	85	8	134	2	5	493	14	46	510	383	893
Sequoias	9	11	0	71	3	0	163	3	12	142	130	272
Shasta Tehama	9	4	3	15	1	0	228	2	9	151	120	271
Sierra	21	18	2	45	0	1	371	7	95	303	255	558
Siskiyou	1	1	0	4	0	1	55	1	2	25	40	65
Solano	16	26	8	17	0	4	116	1	4	94	98	192
Sonoma	32	11	6	62	7	3	615	5	15	420	334	754
South Orange County	88	17	18	133	5	22	623	14	83	572	431	1003

Note: Employee ethnicity is reported in EB04 Employee-Ethnicity and employee gender is reported in EB03 Employee-Gender.

Data Source: CCCC MIS Database for reporting period Fall Term 2021

Data Element Definitions: California Community Colleges Management Information Systems Data Element Dictionary

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## California Community Colleges Chancellor's Office

Report on Staffing for Fall 2021

### Employee Category Ethnicity/Gender Headcount Distribution by District

#### Academic Temporary

	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Two or More Races	Unknown	Female	Male	District Total
Southwestern	27	45	17	187	5	18	374	13	19	354	351	705
State Center	115	54	24	304	8	1	514	25	49	636	455	1091
Ventura	37	24	12	155	5	1	463	18	60	414	361	775
West Hills	13	14	4	44	2	0	120	3	3	103	100	203
West Kern	2	3	3	8	2	0	54	0	2	40	34	74
West Valley	83	16	15	36	4	2	245	4	12	231	186	417
Yosemite	25	17	3	78	4	2	360	10	20	296	223	519
Yuba	15	8	2	27	3	1	155	2	29	124	118	242
STATEWIDE TOTAL	3535	2139	659	6440	215	173	20545	532	2848	20032	17005	37037

Note: Employee ethnicity is reported in EB04 Employee-Ethnicity and employee gender is reported in EB03 Employee-Gender.

Data Source: CCCCO MIS Database for reporting period Fall Term 2021

Data Element Definitions: California Community Colleges Management Information Systems Data Element Dictionary

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# California Community Colleges Chancellor's Office

Report on Staffing for Fall 2021

## Employee Category Ethnicity/Gender Headcount Distribution by District

Classified Administrator

	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Two or More Races	Unknown	Female	Male	District Total
Allan Hancock	0	0	0	7	0	0	13	0	2	16	6	22
Antelope	0	2	1	1	0	1	18	3	1	14	12	26
Barstow	0	2	0	4	0	0	11	0	0	12	5	17
Butte	4	2	0	7	2	1	57	3	2	41	37	78
Cabrillo	0	1	0	6	2	0	23	0	2	21	13	34
California Online	2	2	0	3	0	0	13	0	4	10	14	24
Cerritos	1	2	1	11	0	0	14	0	0	18	11	29
Chabot-Las Positas	3	7	2	5	0	1	19	1	3	26	15	41
Chaffey	1	1	1	7	0	0	5	2	0	11	6	17
Citrus	1	0	0	2	0	0	11	0	1	7	8	15
Coast	5	5	5	17	0	0	43	0	6	42	39	81
Compton	2	5	0	2	0	0	3	0	0	7	5	12
Contra Costa	4	7	2	12	0	0	22	2	2	18	33	51
Desert	2	1	0	10	0	0	18	2	1	20	14	34
El Camino	3	5	0	10	0	0	17	1	1	23	14	37
Feather River	0	0	0	1	0	0	4	0	3	2	6	8
Foothill	6	2	3	11	0	0	23	3	1	26	23	49
Gavilan	0	0	0	6	0	0	4	1	2	10	2	12
Glendale	2	3	0	4	0	0	18	1	0	15	13	28
Hartnell	1	1	0	18	1	1	13	0	4	19	20	39
Imperial	0	0	0	20	0	0	6	1	1	17	11	28
Kern	3	6	1	50	1	0	58	3	6	76	52	128
Lake Tahoe	0	0	0	2	0	0	12	0	0	8	6	14
Lassen	0	0	0	0	1	0	12	0	1	11	3	14
Long Beach	5	9	4	8	0	2	22	1	0	30	21	51
Los Angeles	5	10	4	7	0	0	10	0	21	19	38	57
Los Rios	3	5	1	10	0	0	24	1	0	27	17	44
Marin	0	0	1	2	0	0	5	0	0	6	2	8
Mendocino	0	0	1	3	0	0	9	0	1	11	3	14
Merced	0	2	0	11	0	0	16	0	2	20	11	31
MiraCosta	1	3	0	3	0	0	15	0	1	14	9	23
Monterey	0	1	0	0	0	0	2	0	0	1	2	3

Note: Employee ethnicity is reported in EB04 Employee-Ethnicity and employee gender is reported in EB03 Employee-Gender.

Data Source: CCCCO MIS Database for reporting period Fall Term 2021

Data Element Definitions: California Community Colleges Management Information Systems Data Element Dictionary

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# California Community Colleges Chancellor's Office

Report on Staffing for Fall 2021

## Employee Category Ethnicity/Gender Headcount Distribution by District

Classified Administrator

	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Two or More Races	Unknown	Female	Male	District Total
Mt. San Antonio	4	9	3	29	0	1	20	2	9	30	45	75
Mt. San Jacinto	0	3	0	2	1	0	13	1	3	12	11	23
Napa	0	4	2	2	0	0	10	0	1	14	5	19
North Orange	11	4	3	15	0	0	22	8	1	38	26	64
Ohlone	1	3	1	6	0	0	10	0	2	12	11	23
Palo Verde	0	1	0	0	0	0	2	1	0	3	1	4
Palomar	3	1	1	10	1	0	21	0	4	20	21	41
Pasadena	2	8	1	11	0	3	18	0	1	22	22	44
Peralta	4	12	0	6	0	0	7	0	14	25	18	43
Rancho Santiago	3	4	1	8	1	0	4	0	0	11	10	21
Redwoods	0	2	0	3	1	0	20	0	0	16	10	26
Rio Hondo	1	1	2	9	0	0	7	1	1	12	10	22
Riverside	2	9	1	23	0	0	37	2	0	43	31	74
San Bernardino	3	1	0	4	0	0	8	1	1	3	15	18
San Diego	3	1	0	4	0	1	25	0	3	19	18	37
San Francisco	2	5	2	3	0	0	9	3	0	13	11	24
San Joaquin Delta	1	1	0	3	0	0	8	0	6	9	10	19
San Jose	8	2	0	13	0	0	6	0	5	14	20	34
San Luis Obispo	0	2	1	3	0	0	12	0	0	10	8	18
San Mateo	1	1	1	2	0	0	5	0	0	5	5	10
Santa Barbara	3	2	0	8	0	0	17	0	3	17	16	33
Santa Clarita	3	4	0	10	0	0	36	2	0	31	24	55
Santa Monica	5	11	2	8	1	0	18	2	1	20	28	48
Shasta Tehama	0	2	0	3	1	0	40	1	0	27	20	47
Sierra	0	1	0	5	0	0	25	0	2	19	14	33
Solano	1	0	0	0	0	1	9	0	0	4	7	11
Sonoma	3	3	0	11	0	0	25	1	1	26	18	44
South Orange County	6	6	4	8	0	1	52	3	12	44	48	92
Southwestern	1	4	4	19	0	0	5	2	3	21	17	38
State Center	2	0	0	20	2	1	28	4	3	30	30	60
Ventura	0	0	0	9	0	0	19	1	1	13	17	30
West Hills	0	0	0	1	0	0	2	0	0	3	0	3

Note: Employee ethnicity is reported in EB04 Employee-Ethnicity and employee gender is reported in EB03 Employee-Gender.

Data Source: CCCC MIS Database for reporting period Fall Term 2021

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California Community Colleges Chancellor's Office

Report on Staffing for Fall 2021

Employee Category Ethnicity/Gender Headcount Distribution by District

Classified Administrator

	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Two or More Races	Unknown	Female	Male	District Total
West Kern	0	1	0	0	0	0	13	0	0	8	6	14
West Valley	4	2	1	7	0	0	15	0	2	13	18	31
Yosemite	0	3	0	17	0	0	45	0	2	47	20	67
STATEWIDE TOTAL	131	197	57	542	15	14	1153	60	149	1252	1062	2314

Note: Employee ethnicity is reported in EB04 Employee-Ethnicity and employee gender is reported in EB03 Employee-Gender.

Data Source: CCCC MIS Database for reporting period Fall Term 2021

Data Element Definitions: California Community Colleges Management Information Systems Data Element Dictionary

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## California Community Colleges Chancellor's Office

Report on Staffing for Fall 2021

### Employee Category Ethnicity/Gender Headcount Distribution by District

#### Classified Professional

	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Two or More Races	Unknown	Female	Male	District Total
Allan Hancock	0	0	0	4	0	0	3	0	0	5	2	7
Antelope	0	0	0	1	0	0	1	0	0	2	0	2
Barstow	0	0	0	2	0	1	2	0	0	5	0	5
Butte	1	1	0	5	0	1	20	2	2	13	19	32
California Online	1	1	0	4	0	0	2	0	1	5	4	9
Cerritos	3	1	1	14	0	0	11	0	2	22	10	32
Chabot-Las Positas	0	0	0	2	0	0	0	2	0	3	1	4
Chaffey	2	7	1	10	0	0	10	0	2	8	24	32
Citrus	0	1	1	10	0	0	11	0	5	21	7	28
Coast	1	1	0	3	0	0	2	0	0	3	4	7
Compton	2	27	0	13	0	1	5	0	2	11	39	50
Contra Costa	7	4	2	7	0	0	26	2	3	31	20	51
Copper Mountain	0	0	0	0	0	0	8	0	0	3	5	8
Desert	0	1	1	20	0	0	14	0	0	26	10	36
El Camino	9	14	6	37	0	1	14	2	5	64	24	88
Feather River	1	0	0	1	0	0	1	0	2	3	2	5
Foothill	72	9	7	61	0	2	80	8	7	161	85	246
Gavilan	0	0	0	20	0	0	6	0	3	26	3	29
Glendale	1	0	0	0	0	0	4	0	1	4	2	6
Grossmont	2	7	3	14	2	1	41	0	2	49	23	72
Hartnell	3	0	2	25	0	0	10	1	0	25	16	41
Imperial	0	1	0	29	0	0	4	0	0	19	14	33
Kern	4	4	1	47	0	0	26	1	3	48	38	86
Lake Tahoe	0	0	0	5	0	0	10	1	3	12	7	19
Lassen	0	0	0	0	0	0	3	0	1	2	2	4
Long Beach	7	4	1	15	0	0	11	2	0	24	16	40
Los Angeles	56	29	10	32	0	0	45	0	62	116	118	234
Los Rios	21	5	2	6	0	0	56	1	1	43	49	92
Marin	5	3	3	2	0	0	17	5	3	26	12	38
MiraCosta	10	3	0	24	0	0	63	0	6	72	34	106
Monterey	3	2	1	5	0	0	6	1	0	12	6	18
Mt. San Antonio	0	1	1	1	0	0	3	0	0	3	3	6

Note: Employee ethnicity is reported in EB04 Employee-Ethnicity and employee gender is reported in EB03 Employee-Gender.

Data Source: CCCCO MIS Database for reporting period Fall Term 2021

Data Element Definitions: California Community Colleges Management Information Systems Data Element Dictionary

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# California Community Colleges Chancellor's Office

Report on Staffing for Fall 2021

## Employee Category Ethnicity/Gender Headcount Distribution by District

### Classified Professional

	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Two or More Races	Unknown	Female	Male	District Total
Mt. San Jacinto	5	11	2	76	2	0	61	4	6	105	62	167
Napa	1	0	3	5	0	0	6	1	0	14	2	16
Ohlone	11	3	4	10	0	1	6	0	4	29	10	39
Palo Verde	0	0	0	2	0	0	0	0	1	2	1	3
Palomar	9	2	3	25	0	0	29	0	8	41	35	76
Pasadena	3	3	1	10	0	0	11	1	1	21	9	30
Peralta	36	36	10	17	0	1	7	3	9	93	26	119
Rancho Santiago	11	3	1	12	0	0	4	0	3	26	8	34
Redwoods	1	0	0	5	0	0	41	3	0	37	13	50
Rio Hondo	1	1	1	2	0	0	1	0	0	4	2	6
Riverside	3	6	3	18	0	1	10	0	0	24	17	41
San Bernardino	14	46	6	173	1	1	122	1	3	250	117	367
San Diego	0	0	1	3	0	0	7	0	2	9	4	13
San Francisco	32	7	11	13	0	1	18	0	5	59	28	87
San Joaquin Delta	12	9	2	29	2	1	25	0	21	74	27	101
San Jose	4	1	0	15	0	0	5	0	1	13	13	26
San Luis Obispo	0	0	0	1	0	0	5	0	1	6	1	7
San Mateo	26	5	7	26	1	1	38	2	4	66	44	110
Santa Barbara	1	1	0	9	0	0	14	0	2	21	6	27
Santa Clarita	0	1	0	3	0	0	1	0	0	4	1	5
Sequoias	0	0	0	4	0	0	4	0	0	7	1	8
Siskiyou	0	1	0	1	0	0	14	0	0	8	8	16
Solano	2	3	1	3	0	0	10	0	0	17	2	19
Sonoma	1	1	0	10	1	0	28	1	2	29	15	44
South Orange County	3	0	1	1	0	0	8	0	1	6	8	14
State Center	24	7	3	67	0	0	71	4	2	135	42	177
Ventura	2	2	0	12	1	0	11	0	2	23	7	30
West Hills	0	0	0	19	0	0	2	0	0	18	3	21
West Kern	1	1	0	1	0	0	4	0	0	5	2	7
West Valley	24	3	7	12	1	0	39	2	1	55	34	89
Yosemite	2	0	0	1	0	0	11	0	0	12	2	14
STATEWIDE TOTAL	440	279	110	1004	11	14	1128	50	195	2080	1149	3229

Note: Employee ethnicity is reported in EB04 Employee-Ethnicity and employee gender is reported in EB03 Employee-Gender.

Data Source: CCCC MIS Database for reporting period Fall Term 2021

Data Element Definitions: California Community Colleges Management Information Systems Data Element Dictionary

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## California Community Colleges Chancellor's Office

Report on Staffing for Fall 2021

### Employee Category Ethnicity/Gender Headcount Distribution by District

#### Classified Support

	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Two or More Races	Unknown	Female	Male	District Total
Allan Hancock	6	5	2	120	0	2	95	1	33	146	117	263
Antelope	1	36	4	89	1	0	101	7	8	143	102	245
Barstow	2	6	1	27	0	1	23	0	8	47	21	68
Butte	22	6	0	43	7	1	179	6	7	164	107	271
Cabrillo	5	3	2	94	0	0	107	10	9	153	76	229
California Online	3	3	0	3	0	0	5	0	4	11	7	18
Cerritos	23	18	3	151	1	1	61	8	3	170	99	269
Chabot-Las Positas	33	46	33	89	1	0	124	17	22	225	140	365
Chaffey	18	25	2	145	5	2	82	7	2	176	112	288
Citrus	11	10	9	99	2	1	76	0	39	123	122	245
Coast	160	11	16	208	2	6	253	8	16	400	280	680
Compton	3	38	1	50	0	0	7	1	4	67	37	104
Contra Costa	34	55	22	103	1	2	156	13	11	256	141	397
Copper Mountain	0	3	1	8	0	0	35	0	1	34	14	48
Desert	4	3	1	157	2	1	69	3	4	127	117	244
El Camino	40	66	13	106	1	5	75	5	4	159	156	315
Feather River	1	1	0	3	1	0	61	0	3	40	30	70
Foothill	58	6	10	87	0	6	89	6	18	158	122	280
Gavilan	4	0	1	47	0	0	23	0	11	56	30	86
Glendale	14	11	17	90	0	3	162	1	6	195	109	304
Grossmont	22	23	12	87	7	4	244	0	20	241	178	419
Hartnell	7	1	1	102	1	0	10	1	3	93	33	126
Imperial	0	1	0	108	0	0	12	0	0	78	43	121
Kern	5	16	9	196	1	1	137	10	9	260	123	383
Lake Tahoe	2	0	1	16	1	0	36	0	3	45	14	59
Lassen	0	1	0	0	1	5	37	2	6	29	23	52
Long Beach	50	88	24	151	6	3	150	15	2	296	193	489
Los Angeles	116	310	58	613	2	3	323	17	362	908	894	1802
Los Rios	115	75	19	195	7	5	473	43	24	561	395	956
Marin	10	3	3	35	0	0	70	5	15	65	75	140
Mendocino	4	0	0	29	3	0	49	0	5	58	31	89
Merced	19	11	4	124	5	2	93	2	1	150	111	261

Note: Employee ethnicity is reported in EB04 Employee-Ethnicity and employee gender is reported in EB03 Employee-Gender.

Data Source: CCCC MIS Database for reporting period Fall Term 2021

Data Element Definitions: California Community Colleges Management Information Systems Data Element Dictionary

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# California Community Colleges Chancellor's Office

## Report on Staffing for Fall 2021

### Employee Category Ethnicity/Gender Headcount Distribution by District

#### Classified Support

	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Two or More Races	Unknown	Female	Male	District Total
MiraCosta	7	14	0	95	4	4	132	0	20	165	111	276
Monterey	10	8	8	58	3	4	65	1	3	94	66	160
Mt. San Antonio	78	31	40	293	3	2	132	9	60	387	256	643
Mt. San Jacinto	3	18	4	77	3	0	78	9	0	105	86	191
Napa	9	5	4	59	1	1	65	1	1	93	53	146
North Orange	91	20	16	285	3	4	172	20	34	373	272	645
Ohlone	29	8	6	33	1	1	25	3	8	57	57	114
Palo Verde	0	0	0	39	0	0	19	0	3	45	16	61
Palomar	9	13	7	117	3	1	128	8	16	173	129	302
Pasadena	29	45	8	125	1	5	75	13	13	180	134	314
Peralta	67	104	12	58	3	1	37	8	29	174	145	319
Rancho Santiago	86	13	13	289	2	2	114	3	9	313	218	531
Redwoods	4	1	0	17	3	0	68	4	0	51	46	97
Rio Hondo	27	5	3	187	0	0	29	4	4	162	97	259
Riverside	24	68	9	283	3	5	186	16	0	352	242	594
San Bernardino	11	10	5	35	3	0	28	0	0	57	35	92
San Diego	138	98	48	285	14	13	282	0	133	535	476	1011
San Francisco	206	47	47	108	2	8	79	9	11	272	245	517
San Joaquin Delta	12	14	8	55	1	0	55	0	23	101	67	168
San Jose	80	14	16	137	1	3	63	2	16	215	117	332
San Luis Obispo	8	1	2	50	1	2	140	9	7	139	81	220
San Mateo	95	34	31	186	1	14	139	8	18	299	227	526
Santa Barbara	13	9	0	115	0	0	89	5	5	118	118	236
Santa Clarita	13	10	15	113	2	1	146	6	3	183	126	309
Santa Monica	42	93	8	146	0	0	123	3	30	224	221	445
Sequoias	9	2	2	125	1	0	92	3	23	135	120	255
Shasta Tehama	4	2	3	20	13	1	161	7	0	134	77	211
Sierra	6	4	7	31	4	1	154	7	32	142	103	245
Siskiyou	0	2	0	7	0	0	55	4	2	45	24	69
Solano	15	25	14	27	1	2	37	6	2	81	48	129
Sonoma	10	32	1	73	1	1	219	9	16	232	130	362
South Orange County	35	13	13	159	6	27	246	5	46	308	242	550

Note: Employee ethnicity is reported in EB04 Employee-Ethnicity and employee gender is reported in EB03 Employee-Gender.

Data Source: CCCC MIS Database for reporting period Fall Term 2021

Data Element Definitions: California Community Colleges Management Information Systems Data Element Dictionary

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## California Community Colleges Chancellor's Office

Report on Staffing for Fall 2021

### Employee Category Ethnicity/Gender Headcount Distribution by District

#### Classified Support

	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Two or More Races	Unknown	Female	Male	District Total
Southwestern	16	18	20	203	0	0	80	8	12	210	147	357
State Center	32	27	2	203	3	0	166	8	11	236	214	450
Ventura	15	9	11	217	1	1	189	17	24	282	202	484
West Hills	2	5	2	93	0	0	40	2	4	108	40	148
West Kern	2	2	2	44	0	0	63	0	0	82	31	113
West Valley	39	4	15	63	1	1	70	7	3	123	80	203
Yosemite	15	13	2	131	2	3	224	3	29	254	167	421
Yuba	2	0	0	0	0	0	8	0	0	7	3	10
STATEWIDE TOTAL	2085	1722	673	8016	149	162	7690	415	1313	12880	9321	22201

Note: Employee ethnicity is reported in EB04 Employee-Ethnicity and employee gender is reported in EB03 Employee-Gender.

Data Source: CCCC MIS Database for reporting period Fall Term 2021

Data Element Definitions: California Community Colleges Management Information Systems Data Element Dictionary

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