2023-2026

EQUAL EMPLOYMENT OPPORTUNITY PLAN

Advancing and Enhancing Equity, Diversity, and Cultural Humility

SAN DIEGO COMMUNITY COLLEGE DISTRICT

City College • Mesa College • Miramar College
College of Continuing Education

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Plan Component 1: Introduction

The San Diego Community College District (hereinafter referred to as SDCCD or District) is proud to present its 2023-2026 Equal Employment Opportunity Plan (hereinafter referred to as the Plan). The Plan reflects the District's commitment to Equal Employment Opportunity (EEO) and promotes practices that are nondiscriminatory. Given that educational experiences in inclusive environments best prepare students to thrive in our global society, the District's goal is to create an environment that fosters diversity, promotes excellence, and is respectful to all. The Plan was created via participatory governance including the EEO Plan Advisory Committee members representing the academic and classified personnel from City College, Mesa College, Miramar College, and College of Continuing Education (Colleges). The Plan was reviewed by the Chancellor's Cabinet and District Governance Council, and approved and adopted by the Board of Trustees.

The Plan's immediate focus is equal employment opportunity in the District's recruitment and hiring policies and practices pursuant to the applicable Title 5 regulations (Section 53000 *et seq*.). In addition, the Plan focuses on advancing diversity and cultural humility within the District. The Plan includes:

1. The requirements to comply with Title 5 regulations and provisions relating to equal employment opportunity programs;
2. Establishment of equal employment opportunity and diversity committees;
3. Methods to support equal employment opportunity; and
4. Procedures for dissemination of the Plan.

To properly serve an increasingly diverse population, the District will endeavor to hire and retain faculty and classified professionals who reflect, are sensitive to, and are knowledgeable of the needs of the constantly changing student body it serves, as well as the diverse campus and District communities.

Sincerely,

Gregory Smith

Gregory Smith
Chancellor
San Diego Community College District

Plan Component 2: Definitions

1. **Adverse Impact**: A statistical measure (such as those outlined in the EEO Commission's Uniform Guidelines on Employee Selection Procedures) that is applied to the effects of a selection procedure and demonstrates a disproportionate negative impact on any group defined in terms of ethnic group identification, gender, or disability. A disparity identified in a given selection process will not be considered to constitute adverse impact if the numbers involved are too small to permit a meaningful comparison.

2. **Chancellor's Office**: California Community College's Chancellor's Office.

3. **Cultural Humility**: Is the ability to honor and respect the beliefs, language, interpersonal styles and behaviors of those receiving and providing services. Individuals practicing cultural humility have knowledge of the intersectionality of social identities and the multiple axes of oppression that people from different racial, ethnic, and other minoritized groups face. Individuals striving to develop cultural humility recognize that it is a dynamic, on-going process that requires a long-term commitment to learning. In the context of education, cultural humility refers to the ability to successfully teach students who come from cultures other than one's own. It entails developing personal and interpersonal awareness and sensitivities, learning specific bodies of cultural knowledge, and mastering a set of skills for effective cross-cultural teaching.

4. **Diversity**: The myriad of ways in which people differ, including the psychological, physical, cognitive, and social differences that occur among all individuals, such as race, ethnicity, nationality, socioeconomic status, religion, economic class, education, age, gender, sexual orientation, marital status, mental and physical ability, and learning styles. Diversity is all inclusive and supportive of the proposition that everyone and every group should be valued. It is about understanding these differences and moving beyond simple tolerance to embracing and celebrating the rich dimensions of our differences.

5. **Equal Employment Opportunity**: All qualified individuals have a full and fair opportunity to compete for hiring and promotion and to enjoy the benefits of employment with the District. Equal employment opportunity should exist at all levels in the seven job categories which include executive/administrative/managerial, faculty and other instructional staff, professional nonfaculty, secretarial/clerical, technical and paraprofessional, skilled crafts, and service and maintenance. Reliance on preferred job qualifications that do not reasonably predict job performance. Equal employment opportunity also involves creating an environment that fosters cooperation, acceptance, democracy, and free expression of ideas and that is welcoming to men and women, persons with disabilities, and individuals from all ethnicities and other groups protected from discrimination by Title 5, Section 53000 et seq.

6. **Equal Employment Opportunity Plan**: A written document in which a District's workforce is analyzed and specific plans and procedures are set forth for ensuring equal employment opportunity.

7. **Equal Employment Opportunity Programs**: All the various methods by which equal employment opportunity is ensured. Such methods include, but are not limited to, using nondiscriminatory employment practices, actively recruiting, monitoring and taking additional steps consistent with the requirements of Title 5, Section 53006.

8. Ethnic Group Identification: An individual's identification in one or more of the ethnic groups reported to the Chancellor's Office pursuant to Title 5, Section 53004. These groups shall be more specifically defined by the Chancellor's Office consistent with state and federal law.

9. Monitored Group: A group identified in Title 5, Section 53004(b) for which monitoring and reporting is required pursuant to Title 5, Section 53004(a).

10. Person with a Disability: Any person who (1) has a physical or mental impairment as defined in Government Code, Section 12926 which limits one or more of such person's major life activities, (2) has a record of such an impairment, or (3) is regarded as having such an impairment. A person with a disability is "limited" if the condition makes the achievement of the major life activity difficult.

11. Reasonable Accommodation: The efforts made on the part of the District to be in compliance with Government Code 12926.

12. Screening or Interview Procedures: Any measure, combination of measures, or procedures used as a basis for any employment decision. Screening or interview procedures include the full range of assessment techniques, including but not limited to traditional paper and pencil tests, performance tests, and physical, educational, and work experience requirements, interviews, and review of application forms.

13. Underrepresented Group: Any monitored group for which the percentage of persons from that group employed by the District in any job category listed in Title 5, Section 53004(a) is below eighty percent (80%) of the projected representation for that group in the job category in question.

14. Additional Resources: please see California State Chancellor's Office *Diversity, Equity, and Inclusion Glossary of Terms* at: DEI Terms.

Plan Component 3: Policy Statement

The SDCCD is committed to the principles of equal employment opportunity and has implemented a comprehensive program to put these principles into practice. This comprehensive EEO Plan is adopted and implemented to ensure the application of equal employment opportunity principles that adhere to federal and state laws. The District is committed to a continuous good faith effort to ensure that all qualified applicants for employment and employees have full and equal access to employment opportunities and are not subjected to discrimination in any District program or activity on the basis of age, ancestry, ethnicity, color, physical disability, mental disability, learning disabilities, parental status, pregnancy, gender, gender identity, gender expression, marital status, medical condition, genetic information, national origin, race, religion, sexual orientation, veteran status, military status, immigration status, or on the basis of these perceived characteristics, or based on association with a person or group with one or more of these actual or perceived characteristics. The District is also committed to principles of diversity, equity, inclusion and access, which are fundamental elements of higher education to ensure equity, retention and success.

The District strives to achieve an education and employment environment that fosters acceptance, access, cooperation, collaboration, democracy, equity, professionalism, and free expression of ideals. Embracing diversity means that we must intentionally practice acceptance, anti-racism, and respect towards one another and understand that racism, discrimination, and prejudices create and sustain privileges for some while creating and sustaining disadvantages for others. Equal employment opportunity includes not just an equal opportunity to get hired, but also processes to create inclusive, respectful work environments for already hired employees. The District finds that a diverse, inclusive and accessible workforce is essential to creating the robust academic environment in which students and employees thrive.

Plan Component 4: Identification of District Officer with Delegated Responsibility and Authority to Implement and Enforce the EEO Plan
[Reference – Title 5, §§ 53003(a)(c)(1) and 53020]

It is the policy of the SDCCD that all employees promote and support equal employment opportunity. Equal employment opportunity requires a commitment and a contribution from every segment of the District. The general responsibilities for the prompt and effective implementation of the Plan are set forth below.

1.   Board of Trustees
The Board of Trustees is ultimately responsible for proper implementation of the Plan at all levels of District and college operation, ensuring equal employment opportunity as described in the Plan, and for making measurable progress toward equal employment opportunity by the strategies described in the District's Plan. The Governing Board is responsible for adopting the Plan that is in compliance with the provisions of the California Code of Regulations. Further, the Board of Trustees will oversee the Chancellor's responsibility to ensure the Plan shall:

a. Be developed in collaboration with the District's Equal Employment Advisory Committee;
b. Be reviewed and adopted at a regular meeting of the Board of Trustees where it is agendized as a separate action item; and not part of the consent agenda;
c. Cover a period of three years, after which a new or revised Plan shall be adopted; and
d. Be submitted to the State Chancellor's Office at least 90 prior to its adoption. Comments received from the Chancellor's Office on the proposed Plan must be present to the governing board prior to adoption.

2.   SDCCD Chancellor
The Board of Trustees delegates to the Chancellor the responsibility for ongoing implementation of the Plan and for providing leadership in supporting the District's equal employment opportunity policies and procedures. The Chancellor shall advise the Board of Trustees concerning statewide policy emanating from the Board of Governors of the California Community Colleges.

3.   Vice Chancellor of People, Culture, and Technology Services
The Vice Chancellor of People, Culture, and Technology Services has operational authority for the implementation of the Plan in compliance with equal employment opportunity provisions of Title 5 of the California Code of Regulations. Operational implementation includes but is not limited to:
1. Overseeing the collection and lawful use of longitudinal data analysis, as well as data reporting as required. This includes ensuring that employee/applicant demographic data is not available to selection committees or otherwise utilized in making individual employment decisions;
2. Ensuring that those involved in implementation of the EEO Plan including the EEO Advisory Committee, and those serving on screening committees receive training regarding EEO hiring and the Plan in compliance with Title 5 and this Plan;
3. Developing and implementing hiring procedures consistent with the Plan;
4. Receiving and investigating complaints, as provided in this Plan, by individuals who believe that the District has violated the equal employment opportunity regulations of Title 5 of the California Code of Regulations. The actual acceptance and investigation of complaints may be assigned to other personnel officers of the District with direct

responsibility to the Vice Chancellor of People, Culture, and Technology Services; and

5. General oversight of the implementation of the Plan

3. Equal Opportunity and Diversity Officer (EO-DO)

The District has designated the EO-DO to be responsible for the day-to-day implementation of the Plan. The EO-DO manages the District's Equal Opportunity Program (which includes the Site Compliance Officer Committee) and the Diversity Programs. The EO-DO is responsible for administering, implementing and monitoring the Plan and for assuring compliance with the requirements of Title 5, Sections 53000 *et seq.,* which include receiving complaints as described in Plan Component 5 and ensuring that applicant pools and selection procedures are properly monitored.

4. Equal Employment Opportunity Plan Advisory Committee

The District has established a District Equal Employment Opportunity Plan Advisory Committee as a component of the District's Equal Opportunity Program. This committee acts as an advisory body to the EO-DO and the District as a whole to promote understanding and support of equal employment opportunity policies and procedures. The committee also assists with the review, update, and implementation of the Plan in compliance with state and federal EEO regulations and guidelines. Additionally, the committee will monitor equal employment opportunity progress and provide suggestions for Plan revisions as appropriate.

5. Campus Diversity Advisory Council (CDAC)

The SDCCD has established a Campus Diversity Advisory Council (CDAC) as a component of the District's Diversity Program. The purpose of the CDAC is to develop ways for the Colleges to advance diversity and cultural humility via campus events and training/workshops, as well as to track the Colleges' activity and development in the areas of diversity and cultural humility. Each of the Colleges are responsible for advancing their campus' diversity and cultural humility. In addition, each of the Colleges has its own diversity committee that is chaired by its President (or their designee).

6. Equal Opportunity Site Compliance Officer (SCO) Committee

The District has established and maintains an Equal Opportunity Site Compliance Officer (SCO) Committee as a component of the District's Equal Opportunity Program. Each of the Colleges, and the District Office shall have an SCO. Pursuant to District Administrative Procedure 3435, the SCOs primarily perform conflict resolution and manage informal EEO complaints and investigations as well as review interview questions and criteria in the hiring process for non-discriminatory language. In addition, the SCOs are responsible for training all individuals acting on behalf of the District with regard to recruitment and screening of employees. The EO-DO shall chair this committee and facilitate training and development of the SCOs primarily on EEO laws and policies, conducting effective conflict resolution, and investigations.

7. Agents of the District

Any authorized organization or individual, whether or not an employee of the District, who acts on behalf of SDCCD with regard to the recruitment and screening of personnel, is an agent of the District and is subject to all of the requirements in this Plan.

8. Good Faith Effort

The SDCCD shall make a continuous good faith effort to comply with all the requirements of its Plan.

Plan Component 5: EEO Advisory Committee
[Reference – Title 5, § 53003]

The District has established the Equal Employment Opportunity Plan Advisory Committee and the Campus Diversity Advisory Council (CDAC) assists the District in developing, implementing and revising the District's EEO programs and plans and plays a crucial role in helping the District uphold its commitment to equal employment opportunity and nondiscrimination. The committee may work in coordination with other groups on campus to sponsor event, training, or other activities that promote equal employment opportunity, nondiscrimination, retention, and diversity. The details about their scope and function are stated in Plan Component 4.

Both committees shall be chaired by the EO-DO and include a diverse membership, representing administration, faculty, classified professionals and student representation when possible. A good faith effort to maintain a diverse membership is expected.

The Equal Employment Opportunity Plan Advisory Committee is composed of two representatives, one classified and one faculty, from City College, Mesa College, Miramar College, and College of Continuing Education who are appointed by the Presidents of the District institutions, student representation, when possible, as well as the Vice Chancellor, People, Culture, and Technology Services, EO-DO, Employment Supervisor and Professional Development, Senior Human Resource Technician.

The CDAC is composed of the chairpersons of the diversity committees of each of the Colleges, and the EO-DO.

Plan Component 6: The Procedure for Filing Complaints
[Reference –Section 53026 et seq.]

The procedure for filing complaints pursuant to section 53026 is specified in Administrative Procedure 3435: Discrimination and Harassment Complaints and Investigations. This procedure will be used for EEO and discrimination complaints. Refer to the district's Administrative Procedure 3435: Discrimination and Harassment Complaints and Investigations for procedures for filing complaints.

Below are links to the District's Board of Trustees' Policies and Administrative Procedures for Nondiscrimination and Prohibition of Harassment:
Board Policy: 3410 Nondiscrimination
Administrative Procedure: 3410 Nondiscrimination
Board Policy 3430: Prohibition of Harassment
Administrative Procedure: 3430 Prohibition of Harassment
Administrative Procedure 3435: Discrimination and Harassment Investigations
Board Policy 3540: Sexual and Other Assaults on Campus
Administrative Procedure 3540: Sexual and Other Assaults on Campus
Board Policy 3420: Equal Employment Opportunity

Plan Component 7: The Process for Notifying All District Employees of the Provisions of the EEO Plan and District Policy Statement
[*Reference – Title 5, § 53003(c)(5)*]

1.   Guidelines

The Plan and subsequent revisions will be available on the District's website and will be distributed to the District's Governing Board, the Chancellor, Chancellor's Cabinet members, the Academic and Classified Senate leadership, Union Representatives, and members of the District's Equal Employment Opportunity Plan Advisory Committee.

Each year, the People, Culture, and Technology Services Department will provide all employees with a copy of the Board of Trustees' Equal Employment Opportunity Policy Statement (Component 3 of the Plan) and a written notice summarizing the provisions of the District's Equal Employment Opportunity Plan. The People, Culture, and Technology Services Department will provide all new employees with a copy of the written notice described above when they commence their employment with the District. The annual notice will contain the following provisions:

   a. It is important for each employee to participate in and be responsible for ensuring the Plan's implementation;

   b. Complete copies of the Plan are available in the following locations: The main Library of each campus, in the District's website, the Office of the Chancellor and the Presidents, the Office of People, Culture, and Technology Services, and with each campus SCO; and

   c. Plan Component 3 will be incorporated into the District's mandatory AB 1825 Sexual Harassment Prevention Training for Supervisors to ensure that District supervisors and managers receive notice and training on the Plan on a regular basis.

Plan Component 8: Screening Committee Training and Composition
[Reference – Title 5, § 53003(c)(6)]

Any organization or individual, whether or not an employee of the District, who serves as a member of a screening committee of personnel shall receive appropriate training on the requirements of the Title 5 regulations on equal employment opportunity (Section 53000 *et seq.*); the requirements of federal and state nondiscrimination laws; the requirements of the District's Plan; the District's policies on nondiscrimination, recruitment, and hiring; principles of diversity and cultural humility; the value of a diverse workforce; the importance of equity, inclusion and access, the elimination of bias in the hiring decisions; and best practices in serving on a screening committee. The EO-DO and the SCOs will be responsible for conducting the training on a monthly basis. This training will be required every three years.

Screening committees should reflect diversity and cultural humility in their composition. Persons serving in any of the above capacities must be current with interactive training prior to service. This training is mandatory; individuals who have not received this training will not be permitted to serve on screening committees. The EO-DO and SCOs are responsible for providing the required training. Any individual, whether an employee of the District or an individual acting on behalf of the District with regard to recruitment and screening of employees, is subject to the equal employment opportunity requirements of Title 5[1] and the District's Plan.

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[1] *See,* Title 5 § 53020(c).

Plan Component 9: Annual Written Notice to Community Organizations
[Reference – Title 5, § 53003(c)(7)]

The EO-DO shall provide annual written notice to appropriate community-based and professional organizations concerning the Plan. The notice will inform these organizations that they may obtain a copy of the Plan, and shall solicit their assistance in identifying diverse qualified candidates. The notice will include Plan Component 3: Policy Statement. The notice will also include the internet address where the District advertises its job openings and contact information in order to obtain employment information. The District will actively seek to reach a diverse selection of recruitment sources such as various institutions, organizations, and agencies. A list of organizations, which will receive this notice, is attached as Appendix A to this Plan. This list may be revised periodically as necessary.

Plan Component 10: Longitudinal Analysis of District Workforce and Applicants
[Reference – Title 5, §53003(c)(8)]

The People, Culture, and Technology Services Department will survey the District's workforce composition annually and shall monitor applicants for employment on an ongoing basis to evaluate the District's progress in implementing the Plan and to provide data needed for the reports required by the Plan.

For purposes of the survey and report, each applicant or employee shall be afforded the opportunity to identify their gender (including non-binary options), ethnic group identification and disability. Applicants are not asked to identify the nature of their disability. Persons may designate their primary ethnicity for reporting purposes. This information will be kept confidential and will be separated from the applications that are forwarded to the screening committee and hiring administrator(s). This survey will be conducted annually for each college in the District, College of Continuing Education, District Office and the District Service Center. The District will report the results of this survey to the Chancellor. The Plan's longitudinal analysis will be reviewed at least every three years. If necessary, it will be revised based on analysis of the gender, ethnic group identification, and disability composition of existing classified professionals and of those who have applied for employment in the following job categories:

1. Adjunct Faculty
2. Classified Professionals
3. Contract Faculty
4. Management
5. Non-Academic/Non-Classified
6. Supervisory/Professional

Plan Component 11: A Process for Utilizing Data to Determine Whether Monitored Groups Are Underrepresented Within District Job Categories
[*Reference – Title 5, § 53003(c)(9)*]

a. Required

Section 53003(c)(9) requires that District EEO Plans describe how they will utilize data available from reliable public and private sources to determine whether monitored groups are underrepresented within district job categories.

This requirement ensures that EEO Plans memorialize how districts will comply with the requirements of Section 53006 to conduct longitudinal analyses of district employment trends and utilize this data to identify the causes of any underrepresentation.

I.   Executive Summary

The San Diego Community College District's ("District") Equal Employment Opportunity ("EEO") Plan is founded on its mission to provide accessible, affordable education focused on the success of its diverse student communities. The District has analyzed the demographics of its current faculty, administrators, and classified professionals and compared workforce representation with the demographics of its local communities, current students, and the potential available workforce in San Diego County, the state of California, and across the United States. The findings have been used to establish quantitative benchmarks for measuring progress towards achieving and sustaining workforce diversity which will serve the District's diverse local communities and students successfully. While many current data sources lack information about LGBTQIA+, ability status, and intersectionality representation, the District continues to prioritize and make progress towards robust EEO data analyses inclusive of LGBTQIA+ and diverse ability communities. The EEO Plan is a strategic plan of action designed to achieve measurable improvements in student success outcomes.

The District conducted a utilization analysis, using currently available demographic characteristics, to identify areas where current workforce demographics do not reflect the potential diversity of its local communities and students in terms of race, ethnicity, and gender. The District created a composite availability estimate incorporating demographics of its student population and residents within the San Diego region, California, nationwide, and among recent graduates with advanced degrees for analyses by race, ethnicity, and gender. The analysis of Districtwide workforce representation for all positions by race and ethnicity shows a significant underrepresentation of employees identifying as Hispanic/Latine. Job group analyses show that among faculty positions, significant underrepresentation was observed for employees identifying as Black, Hispanic/Latine, and Asian. Among supervisor positions, significant underrepresentation was observed for employees identifying as Hispanic/Latine. Significant underrepresentation was not identified among management, classified professional, or police department positions.

In 2023, the District expanded self-identification options for employees in the LGBTQIA+ community. The District is working to enable similar self-identification options within its job application program, which will expand future EEO hiring data analyses to include LGBTQIA+ representation and outcomes. Analyses by race, ethnicity, and gender of applicant pools and hiring outcomes districtwide for the five-year period from 2018 to 2022 revealed candidates identifying as Asian or Hispanic/Latine were often most likely to be offered a job and candidates identifying as Black were often least likely to be offered a job. An analysis of the phases of the screening and selection process identified the committee screening stage as the point at which most Black candidates were removed from further

consideration.

Overall the applicant pool and hiring outcomes analyses showed the District and its colleges have made significant progress towards increasing the race and ethnicity diversity of applicant pools and hiring outcomes. In several areas, these efforts are reflected in the data as disparities in hiring outcomes for candidates identifying as White. Understood in the context of the District's underrepresentation analyses and focused efforts on increasing the diversity of applicant pools, the data shows positive progress towards workforce diversity.

Disaggregated analyses of hiring decisions in job categories and hiring process phases suggest the District may achieve more equitable hiring outcomes by:

1. Revising employment marketing materials and content to emphasize the diversity of the District's student and local communities, mission to provide diverse communities with access and success, and how specific positions contribute to the District's mission;

2. Removing personally identifiable information from application and screening materials;

3. Revising applicant requirements to include information on how candidates will serve diverse student, employee, and local communities successfully, with an immediate focus on addressing equity gaps for Black and Hispanic/Latine student communities and expanding data collection and analyses to identify equity gaps impacting members of the LGBTQIA+ community and diverse ability status;

4. Prioritizing an understanding of the lived experiences of the District's student communities and successful outcomes in working with and serving individuals from diverse communities as essential qualifications for all positions;

5. Implementing policy and procedure changes to align application materials, processes, and participation with the District's mission to increase success outcomes for students from diverse racial, LGBTQIA+, ability status, cultural, social, and economic communities.

While the District's 2020-2023 EEO Plan has contributed to gradual progress towards greater workforce diversity, the District expects a more strategically-focused and data-driven implementation of the 2023-2026 EEO Plan will yield more significant positive progress.

II. Data Analyses Findings Summary

The EEO data analyses continue to be negatively impacted by limited data collected and available for LGBTQIA+, ability status, and intersectionality. The findings stated are limited to race, ethnicity, and gender due to the limited data available. The District continues to expand its data collection to enable more inclusive analyses in future EEO Plans.

The District's overall workforce diversity can be improved for employees identifying as Hispanic/Latine with focused efforts among faculty and supervisor positions districtwide. Diversity among faculty positions should be should be a primary focus of employment marketing efforts until substantial progress in workforce representation for employees identifying as Black, Hispanic/Latine, and Asian has been achieved.

Applicant and hiring outcomes analyses were conducted for each college and District Division separately. Among instructional faculty positions, Hispanic/Latine candidates were most likely to be offered a position at City College, Mesa College, and the College of Continuing Education. Asian applicants were most likely to be offered a position at Miramar College. Among noninstructional faculty positions, Black applicants were most likely to be offered a position at City College and Mesa College and Asian applicants were most likely to be offered a position at Miramar College and the College of Continuing Education.

Among academic administrator positions, Hispanic/Latine candidates were most likely to be offered a position at City College, Asian candidates were most likely to be offered a position at Mesa College and Miramar College, and White applicants were most likely to be offered a position at the College of Continuing Education. Among classified administrator positions, Asian applicants were most likely to be offered a position at City College and Mesa College, Black applicants were most likely to be offered a position at Miramar College, and Hispanic/Latine applicants were most likely to be offered a position at the College of Continuing Education.

Among classified professional positions in instruction, office, and technical classifications, Asian applicants were most likely to be hired at City College, Mesa College, and Miramar College; Hispanic/Latine candidates were most likely to be hired at the College of Continuing Education.

The longitudinal hiring analyses consistently show disparate outcomes in application screening. The primary pattern observed is that Black and Hispanic/Latine candidates are less likely to be selected for an interview than White and Asian applicants. The analyses suggest proactive efforts to address barriers in application screening would significantly impact the District's workforce diversity. Recommended actions include:

1. Removing personally-identifiable information from application and screening materials;

2. Revising screening committee trainings to provide tools for members to identify and mitigate explicit and implicit biases;

3. Diversifying screening committee membership to include members specifically focused on evaluating how well candidates will serve individuals from diverse communities as a minimum qualification;

4. Revising screening committee procedures to require DEIA criteria in application screening; and,

5. Revising application screen scoring rubrics to explicitly include DEIA measures.

Achieving greater race and ethnicity diversity in hiring may be achieved by:

1. Increasing the diversity of applicant pools through focused employment marketing efforts to identify and attract qualified candidates identifying as Black;

2. Communicating minimum qualification and equivalency procedures more clearly in vacancy announcements; and,

3. Measuring applicants' ability to successfully serve students from a diverse and intersecting range of socioeconomic, race, ethnicity, gender, LGBTQIA+, ability status, and other backgrounds in screening and selection processes as a minimum qualification for all positions.

Implementing a survey for applicants could reveal cultural or reputational issues impacting the way communities perceive the District and its college as an employer and specific areas of focus to advance diversity, equity, inclusion, and accessibility objectives.

III. Strategic Implementation Plan

The following objectives are recommended to address the findings from the data analyses and prioritize efforts likely to have the most significant impact on diversity, equity, inclusion, and accessibility over the duration of the current EEO Plan. The District will continue to develop, implement, evaluate, and revise methods to increase the likelihood the EEO Plan results in positive progress towards a more diverse workforce.

The strategic focus for the 2023-2026 EEO Plan will be working with the Academic and Classified Senates and other stakeholders to:

1. Revise application requirements to directly request information about applicants' ability to successfully serve students from diverse and intersectional socioeconomic, race, ethnicity, LGBTQIA+, ability status, and other communities;

2. Revise screening and selection committee processes to include development of key criteria for successful job performance within a diverse educational organization, alignment of application materials to screening criteria, and development of interview questions addressing engagement with diverse communities with technical knowledge, skills, and abilities;

3. Implement anonymous screening procedures to remove information from application materials which could indicate race, ethnicity, gender, LGBTQIA+, and other personal characteristics of candidates;

4. Continue to offer multiple modalities for interviews to better accommodate outreach to applicants outside the District's local communities and eliminate financial barriers to participation for applicants;

5. Revise current policies and procedures to ensure more diverse participation on screening committees, in terms of disciplines and areas of technical expertise as well as demographic makeup; increase student participation; and include individuals specifically focused on evaluating candidates' DEIA-related qualifications and performance;

6. Revise EEO training content to add depth to discussions on explicit and implicit biases, strategies for overcoming biases, awareness of the positive impacts of diverse workforces on student success, and assessing candidates' understanding of and ability to serve diverse student and employee communities successfully;

7. Revise application procedures and communications to increase the number of candidates disclosing race, ethnicity, gender, LGBTQIA+, and ability status information;

8. Implement a survey for candidates who decline job offers and conduct an analysis of survey results to identify issues impacting workforce diversity;

9. Revise disposition codes to identify the reason a candidate was removed from further consideration and the phase of the selection process where they were removed; and,

10. Revise current Board Policies and Administrative Procedures governing selection procedures to prioritize DEIA-related assessments of candidates and diversify participation on committees.

Plan Component 12: Methods for Addressing Underrepresentation
[Reference – Title 5, § 53003(c)(10)]

1. The District shall review the information gathered pursuant to Title 5, Section 53003, subdivision(c)(9) to determine if significant underrepresentation of a monitored group may be the result of non-job-related factors in the employment process. For these purposes, the phases of the employment process include but are not limited to recruitment, hiring, retention and promotion. The information to be reviewed shall include, but need not be limited to:
   a. Longitudinal analysis of data gathered regarding job applicants to identify whether, over multiple job searches, a monitored group is disproportionately failing to move from the initial applicant pool to the qualified applicant pool.

2. Where the review described above identifies that significant underrepresentation of a monitored group may be the result of non-job-related factors in the employment process, the District shall implement additional measures designed to address the specific area of concern. These additional measures shall include the following:

   a. The District will request that the EEO Diversity Advisory Council, in conjunction with appropriate People, Culture, and Technology Services staff, review the District's recruitment procedures and make recommendations on modifications that would address the underrepresentation;

   b. Review each locally established "required," "desired" or "preferred" qualifications being used to screen applicants for positions in the job category to determine if it is job-related; and

   c. Consider the implementation of additional measures designed to promote diversity that are reasonably calculated to address the area of specific need.

Plan Component 13: Selection of Specific Pre-Hiring, Hiring, and Post-Hiring EEO Strategies and Schedule Identifying Timetables for Their Implementation (Multiple Methods Integration
[Reference – Title 5, § 53003(c)(1)(2) and 53024.1]

Section 53003(c)(1) requires that district EEO Plans include specific pre-hiring, hiring, and post-hiring strategies that the district intends to implement each year over the life of the EEO Plan. Section 53003(c)(2) requires that district EEO Plans include a schedule identifying timetables for implementation of the identified strategies. This requirement ensures that EEO Plans memorialize how districts will implement the strategies selected, including, but not limited to those listed in Section 53024.1.

<u>**PRE-HIRING**</u>

What: Strategic Advertisement and Marketing

Who: Employment

When:
Year One: Employment will develop a comprehensive advertising campaign to cast a wide net to attract a highly qualified, diverse applicant pool. Prior to a posting closing date, the Human Resource Technician assigned to facilitate the screening process with the collaboration of the Chair of the Screening Committee, will evaluates the applicant pool to determine if the posting deadline should be extended in support of increasing the size and/or diversity of a total applicant pool. Employment will engage in direct, targeted outreach, by researching relevant graduate programs in California and directly contacting deans, department chairs, and faculty within the program to promote faculty positions. Additionally, hiring departments will be encouraged to independently promoted positions through direct outreach to colleagues at other institutions.

Year Two and Three: The District will annually evaluate its advertising and marketing for recruitment methods to ensure its efforts are broad and inclusive, including reaching out to sources likely to reach underrepresented populations. In addition, the District will support, an increase in its advertising and marketing budget as needed to ensure that recruitment is broad and inclusive.

Metrics and Review: Once every semester, Employment will provide data and information to the EEO Advisory Committee on the diversity of the applicant pool; how applicants heard about the position they applied for and on the progress of the advertisement and marketing outcomes. The EEO Advisory Committee will assess if additional support and/or finances are required.

<u>**HIRING**</u>

What: Anonymous Screening is a recruitment method that will be introduced to remove any identification details from the applicant's application. This process will allow the screening committee to evaluate potential applicants solely based on their experience and skills. The objective of anonymous screening is to avoid an outcome where other factors are considered that can lead to biased decisions. Names; addresses; email addresses; phone numbers; dates of employment/education; and gender will be left out of the application screening process.

Who: Employment Department

When:
Year One: A restricted rollout of the anonymous screening on select recruitments to ensure consistency in the screening process ensuring a level playing field for all applicants.

Year Two: Advance the rollout to additional recruitments to further the expansion of the anonymous screening.

Year Three: Anonymous Screening utilized in all District recruitments

Metrics and Review: Once every semester, Employment will provide data and information to the EEO Advisory Committee on the progress of the anonymous screening is proceeding. The EEO Advisory Committee will assess if additional support and/or finances are required.

POST-HIRING

What: "SHIFT" Training to provide additional training to employees (this training goes beyond mandatory training for screening committees) SHIFT Training, through Justice, Equity, Diversity and Inclusion (JEDI) will provide the SHIFT training through education, training, workshops, and consultation to:

  ● Provide skills, tools, and professional and personal development to deepen education around JEDI.

   o   **JEDI 101 Workshop Series:**
The workshops deepen one's capacity to practice JEDI (Justice, Equity, Diversity, and Inclusion) within their personal & professional lives, and provide the tools, skills, and frameworks to continually learn in this space. We strongly suggest approaching each of these workshops in the given sequence below, but a custom series can also be created.

   o   **Deepening Solidarity Building**
This training would deepen the conversation around allyship and differentiate between the four approaches to racial equity: actor, ally, accomplice, and co-conspirator. From there, the training shares tangible ways to deepen our practice in solidarity through self-awareness, education, creating space, and taking risks.

   o   **Deeper than Implicit Bias:**
Understanding implicit bias and how it connects to structural racism is a necessary step when it comes to unpacking our prejudices. To connect it to the larger systemic level, the training breaks down the fundamental difference between diversity, inclusion, and equity. This workshop connects the layers between bias, prejudice, and discrimination while instilling a personal responsibility on how it affects the cultural and the collective.

   o   **Challenging Microaggressions:**
By defining common microaggressions and how it is connected to structural racism, we dive into the impact that certain language and actions can have on one another. We provide a framework to assess when to engage in calling someone in, tactics to disrupt

microaggressions in real-time, and ways to understand what it means to practice community accountability.

- o **Unpacking Toxic Traditional Workplace Habits: An Introduction:** Pulled from Dismantling Racism's White Supremacist Culture (Jones & Okun), we will lead participants to explore common and 'traditional' work values and characteristics that reinforce toxic habits and practices. We share common practices and how it ties back to a culture of white supremacy. The training shares ways to navigate informal power dynamics and privileges within predominantly white institutions.

- ● Design internal infrastructure to build compassionate workspaces rooted in JDEI & community accountability.
- ● Develop proactive & continuous capacity building for staff and leadership to engage in anti-oppression work.

Who: Professional Development in conjunction with the Justice, Equity, Diversity and Inclusion (JEDI) and Sexual Harassment Prevention Consulting and Education Group

When: Once per semester for two-day training session, four hours per day

Year One:
- Day 1: Deepening Solidarity & Deeper than Implicit Bias
- Day 2: Challenging Microaggressions & Unpacking Traditional Workplace Habits: An Introduction

Year Two: Through the Professional Development – Continue to receive feedback from the campus community and based on this feedback, modify the training with the facilitators to keep in compliance with the EEO Plan and best serve our community. Provide ongoing training throughout the year.

Year Three: Through the Professional Development - Continue to receive feedback from the campus community to help modify the training, specific to our community, and provide ongoing training.

Metrics and Review: Once every semester, the Professional Development will provide data and information to the EEO Advisory Committee on the number of employees who have completed the training/modules. The EEO Advisory Committee will assist in promoting and encouraging employees within the constituency groups to complete the training.

Plan Component 14: Additional Measures to Support Diversity and Ensure Equal Employment Opportunity

The District recognizes that multiple approaches are appropriate to fulfilling its mission of ensuring equal employment opportunity and the creation of a diverse workforce. Equal employment opportunity means that all qualified individuals have a full and fair opportunity to compete for hiring and promotion and to enjoy the benefits of employment with the District. Equal employment opportunity should exist at all levels and in all job categories. Ensuring equal employment opportunity involves creating an environment that welcomes all gender identities, persons with disabilities, and individuals from all ethnicities and other groups. This environment also fosters cooperation, acceptance, democracy, and free expression of ideas.

Having a campus that has accepted principles of diversity and multiculturalism can make implementation and maintenance of an equal employment opportunity program much more effective. The District may sponsor cultural events and speakers on diversity-related issues and explore methods to infuse diversity into the classroom and curriculum thereby promoting the concept of cultural humility. The District will also promote learning opportunities and personal growth in the area of diversity and evaluate how the physical environment can be responsive to its diverse employee and student populations. The District, via its colleges and College of Continuing Education, shall exercise continuous good faith efforts to develop and maintain the following:

1. Commit to a formal diversity program that will be funded and supported by the District and campus leadership. Each college and College of Continuing Education will be responsible for advancing the diversity and cultural humility on their campuses;

2. Recruit and host guest speakers from underrepresented groups and diverse cultural backgrounds who may inspire students and employees;

3. Emphasize the District's commitment to equal employment opportunity, diversity and cultural humility in job announcements and in its recruitment, marketing, and other publications;

4. Conduct diversity forums, cross-cultural events and promoting cultural celebrations on campus;

5. Encourage the faculty and Student Services Program to integrate diversity and multiculturalism into their instruction and program;

6. Ensure that all District institutions' publications and other marketing tools reflect diversity in pictures, graphics, and text to project an inclusive image;

7. Recognize and value classified professionals and faculty who have promoted diversity and equal employment opportunity principles;

8. Provide EEO/diversity workshops which promote diversity and cultural humility;

9. Ensure that the District's equal employment opportunity and diversity goals and objectives are fulfilled by cabinet level administrators;

10. Establish an "Equal Opportunity and Diversity" online presence by highlighting the District's diversity; equal employment opportunity; sexual harassment and nondiscrimination policies, procedures, and programs on the District's website. The website lists contact persons for further information on these topics;

11. Investigate all complaints filed under this chapter and all harassment and discrimination complaints filed thoroughly and in a timely manner. Take appropriate corrective action in all instances where a violation is found;

12. Provide training on elimination of bias in hiring and employment;

13. Establish awareness of and sensitivity to diversity and cultural humility as a required skill and qualification for SDCCD employees;

14. Conduct surveys of campus climate on a yearly basis. The Department of Institutional Research and Planning reports campus climate via Facts on File. The Facts on File can be found at the following link: Facts on File.

15. Provide a comprehensive advertising campaign for each of the District's recruitments, with a primary goal of obtaining a diverse applicant pool;

16. Review the selection of standard advertising sources against District data regularly;

17. Ensure that the District mission statement conveys a commitment to diversity and inclusion, and recognition that a diverse and inclusive workforce promotes its educational goals and values. The mission statement and shared vision can be found at the following link: San Diego Community College's Mission Statement.; and

18. Ensure that all levels of administrative classified professionals support equal employment opportunity and diversity objectives and that the Equal Opportunity and Diversity responsibility is maintained at a cabinet or other high-level administrative position.

Plan Component 15: Reasonable Accommodations for Persons with Disabilities Reference
Title 5 § 53003(d) and Title 5 §53025

Applicants and employees with disabilities shall receive reasonable accommodations consistent with the requirements of Government Code Sections 11135 et seq. and 12940(m), Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act (ADA). Such accommodations may include but are not limited to: job site modifications, job restructuring, part-time work schedules, flexible scheduling, reassignment to a reasonably equivalent vacant position, adaptive equipment, and auxiliary aides such as readers, interpreters, and note-takers.

The Vice Chancellor of People, Culture and Technology Services is the District's ADA Coordinator and is responsible for handling requests for accommodations from current employees and applicants seeking such accommodations during the application process. Requests can be made directly to the Employment office. The Employment web page provides more information about the confidential process to request accommodations: Notice of Reasonable Accommodation

Appendix A - Community Organizations and Contact Information

American Association of Hispanics in Higher Education, Inc.
1120 S. Cady Mall,
 2nd Floor, Suite A207E
Tempe, AZ 85297-6303

American Civil Liberties Union
ACLU of San Diego & Imperial Counties
 2760 Fifth Avenue, #300
San Diego, CA 92130
(619) 232-2121

A Black Education Network (ABEN)
P. O. Box 3134
San Jose, CA 95156
(408) 977-4188

Deaf Community Services of San Diego
1545 Hotel Circle South, Suite 300
San Diego, CA 92108
(619) 398-2441

Diverse: Issues in Higher Education
10520 Warwick Avenue, Suite B-8
Fairfax, VA 22030-3136
(800) 783-3199

Gay and Lesbian Alliance (GALA)
3909 Centre Street
San Diego, CA 92103
(619) 692-2077

Japanese Cultural Center
150 Cedar Road
Vista, CA 92083
(760) 941-8800

League of Women Voters
7710 Balboa Avenue, Suite 224D
San Diego, CA 92111
(858) 483-8696

Alliance San Diego
P.O. Box 12266
San Diego, CA 92112-3256
(619) 269-1823

Lucas Group
San Diego Military Transition Recruiters
4370 La Jolla Village Drive, Suite 450
San Diego, CA 92122
(800) 515-0819

Mexican American Legal Defense and Education Fund
634 S. Spring Street #1100
Los Angeles, CA 90014
(213) 629-2512

National Association for the Advancement of Colored People
404 Euclid Avenue
San Diego, CA 92114
(619) 263-7823

National Black Graduate Student Association
MSC 590507
Washington, D.C., 20059
(800) 471-4120

UnidosUS
1126 16th Street, NW Suite 600
Washington, DC 20036
(202) 785-1670

National Federation of Filipino American Associations
1322 18th St NW
Washington, D.C. 20036-1803
(202) 803-1353

Parents, Families and Friends of Lesbian and Gays (PFLAG)
P. O. Box 82762
San Diego, CA 92138
(619) 579-7640

VetWorks
4389 Imperial Ave
San Diego, CA 92113
(619) 266-4247

Able-Disabled Advocacy
4283 El Cajon Boulevard, Suite 110
San Diego, CA 92105
(619) 231-5990

The District has evaluated availability, workforce utilization, applicant pools, qualified applicant pools, hiring outcomes, and hiring process outcomes by race, ethnicity, and gender identity to determine whether and where opportunities to positively impact workforce diversity exist. Currently, federal and state agencies collecting and publishing workforce and availability data do not include non-binary gender identity or LGBTQIA+ categories. As a result, analyses of utilization and availability for non-binary and LGBTQIA+ categories could not be included. Employees are now offered the opportunity to identify nine gender identity and seven sexual orientation categories. Applicants will be offered similar options, which will allow more complete data analyses in future EEO Plans.

Local Community Context

The District serves a diverse student population[1] comprised of 39% Hispanic or Latine, 26% White (non-Hispanic), 14% Asian/Filipino/Pacific Islander, 6% Black, and 0.2% Native American communities. The District primarily serves communities in the city of San Diego.

According to U.S. Census population estimates as of July 1, 2022, the majority of residents in the city of San Diego identify as Black, Hispanic/Latine, Asian, Filipino, Pacific Islander, or American Indian/Alaska Native. According to the County of San Diego, 8.8% of residents identified as a member of the LGBTQIA+ community as of 2022:

	Black	**Hispanic/Latine**	**Asian**	**American Indian/ Alaska Native**	**White**	**LGBTQIA +**
San Diego	6%	30%	18%	0.6%	42%	8.8%

The local community demographics provide important context for understanding the lived experiences of its students and how workforce diversity impacts the District's ability to meet its mission and vision objectives.

Mission Statement
The mission of the San Diego Community College District is to provide accessible, high-quality learning experiences, and undergraduate education at an affordable price to meet the educational needs of the San Diego community and the state.

Vision Statement
The San Diego Community College District is a multicultural institution with diverse colleges and Continuing Education campuses and varied priorities. However, we are bound together as an operational unit by a philosophical base of shared values and a shared vision of the future. We are committed to access and success for all students. We are an institution which responds to the unique needs of local communities and student populations. We share an important role as a builder of communities from the classroom to the campus and beyond to the larger components

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[1] 8.8% of students declined to identify race and ethnicity

of society. To these ends, teaching and learning are our highest priorities as we move forward in the 21st century. The mission is evaluated and revised on a regular basis.

Underutilization Analyses Findings

The District analyzed its workforce composition, applicant pools, qualified applicant pools, and hiring process phases to identify underutilization and barriers to greater workforce diversity in terms of race, ethnicity, and gender.

Underutilization for the total workforce was measured by creating a composite availability statistic for race, ethnicity, and gender combining the District's student population, San Diego-Carlsbad Metropolitan Statistical Area, state of California, United States, and demographics for graduate degrees awarded nationwide since 2017 as follows:

Student Population:	30% weight
San Diego-Carlsbad MSA Population:	30% weight
California Population:	15% weight
United States Population:	5% weight
U.S. Advanced Degrees[3] Awarded:	20% weight

The weights assigned reflect the District's prioritization on providing its students and communities a representative workforce understanding of the perspectives, experiences, cultures, and living conditions of students as a primary method for improving student success outcomes. The weights also acknowledge the need for more broad recruitment efforts to achieve a more diverse workforce than local community availability would provide.

Total Workforce

Race	Job Group	External Recruitment Area	Total Job Group Employees	Total Race Job Group Employees	% of Race Job Group Employees	Race Availability	Race Expected based on Availability	Binomial Exact	SD	SF	
White	All Employees	Student Population	3865	1736	44.9%	42.9%	1657	0.99	2.55	-79	
Black	All Employees	Local Community - SD County	3865	256	6.6%	6.7%	260	0.42	-0.25	4	
Hispanic	All Employees	CA Statewide	3865	720	18.6%	30.8%	1192	0.00	-16.43	472	Underutilized
Asian	All Employees	US National	3865	538	13.9%	12.9%	498	0.97	1.90	-40	
Native American	All Employees	Recent College Graduate Pool	3865	15	0.4%	0.3%	12	0.82	0.77	-3	
NH/PI	All Employees		3865		0.0%	0.0%	0	1.00		0	
Total BIPOC	All Employees		3865	1529	39.6%	57.1%	2208	0.00	-22.05	679	Underutilized

Gender	Job Group	External Recruitment Area	Total Job Group Employees	Total Gender Job Group Employees	% of Gender Job Group Employees	Gender Availability	Gender Expected based on Availability	Binomial Exact	SD	SF	
Females	All Employees	Student Population	3865	2154	55.7%	51.9%	2005	1.00	4.80	-149	
Males	All Employees	Local Community - SD County	3865	1704	44.1%	48.0%	1854	0.00	-4.82	150	Underutilized

An analysis of the total workforce shows employment from individuals identifying as Hispanic/Latinx are underemployed compared to estimated availability by a statistically significant margin (18.6% representation compared to 30.8% availability). Employment of

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[3] Data on U.S. Advanced Degrees Awarded extracted from IPEDS data for degrees awarded at all Title IV U.S. colleges and universities.

individuals identifying as White exceeded estimated availability by a statistically significant margin (44.9% representation compared to 42.9% availability). All other race and ethnicity groups are represented within a reasonable margin of availability.

The analysis suggests the District should prioritize recruitment efforts likely to increase the number of qualified Hispanic/Latinx applicants within its broad recruitment and outreach efforts to attract qualified applicants from all race, ethnicity, and gender identity groups.

Overall workforce employment data shows males are employed below regional availability estimates. However, the data on recent graduate degrees awarded shows females represent nearly 60% of the available recruitment pool. Further, availability estimates for officials and managers and professional job categories have historically been overrepresented by males due to discrimination in hiring, promotion, compensation, and retention of females. As a result, the finding should not be interpreted to suggest male applicants and employees are disadvantaged in the District's hiring and employment processes.

Management Employees

Race	Job Group	External Recruitment Area	Total Job Group Employees	Total Race Job Group Employees	% of Race Job Group Employees	Race Availability	Race Expected based on Availability	Binomial Exact	SD	SF	
White	Management	Student Population (IPEDS data)	106	41	38.7%	44.1%	47	0.15	-1.12	6	
Black	Management	Local Recruitment Area - San Diego	106	10	9.4%	6.9%	7	0.89	1.04	-3	
Hispanic	Management	CA Statewide	106	25	23.6%	29.6%	31	0.11	-1.35	6	
Asian	Management	US National	106	8	7.5%	12.7%	13	0.07	-1.59	5	
Native American	Management	Education Min Qual Availability	106	0	0.0%	0.3%	0	0.70	-0.59	0	
NH/PI	Management		106		0.0%	0.0%	0	1.00		0	
Total BIPOC	Management		106	43	40.6%	55.9%	59	0.00	-3.18	16	Underutilized

Gender	Job Group	External Recruitment Area	Total Job Group Employees	Total Gender Job Group Employees	% of Gender Job Group Employees	Gender Availability	Gender Expected based on Availability	Binomial Exact	SD	SF	
Females	Management	Student Population (IPEDS data)	106	66	62.3%	52.0%	55	0.99	2.11	-11	
Males	Management	Local Recruitment Area - San Diego	106	40	37.7%	47.8%	51	0.02	-2.08	11	Underutilized

An analysis of the District's academic and classified management workforce revealed all race and ethnicity groups are employed within a reasonable range of the identified availability. While no statistically significant underutilization was identified, employment of individuals identifying as Hispanic/Latinx was notably less than the estimated availability (23.6% compared with 29.6%). Given the overall workforce underutilization for Hispanic/Latinx employees, the District should prioritize recruitment efforts likely to increase the number of qualified Hispanic/Latinx applicants within its broad recruitment and outreach efforts to attract qualified applicants from all race, ethnicity, and gender identity groups. Further, professional development and retention efforts likely to improve employment outcomes for employees identifying as Hispanic/Latinx, including successfully seeking promotional opportunities, would likely produce positive outcomes in representation.

Management position employment data shows males are employed below the level of identified availability. However, availability estimates for officials and managers and professional job

categories have historically been overrepresented by males due to discrimination in hiring, promotion, compensation, and retention of females. As a result, the finding should not be interpreted to suggest male applicants and employees are disadvantaged in the District's hiring and employment processes.

Supervisory Employees

Race	Job Group	External Recruitment Area	Total Job Group Employees	Total Race Job Group Employees	% of Race Job Group Employees	Race Availability	Race Expected based on Availability	Binomial Exact	SD	SF	
White	Supervisors	Student Population (IPEDS data)	178	70	39.3%	43.1%	77	0.17	-1.01	7	
Black	Supervisors	Local Recruitment Area - San Diego	178	12	6.7%	6.9%	12	0.54	-0.09	0	
Hispanic	Supervisors	CA Statewide	178	37	20.8%	31.3%	56	0.00	-3.01	19	Underutilized
Asian	Supervisors	US National	178	23	12.9%	12.4%	22	0.63	0.20	-1	
Native American	Supervisors	Education Min Qual Availability	178	0	0.0%	0.3%	1	0.58	-0.73	1	
NH/PI	Supervisors		178		0.0%	0.0%	0	1.00		0	
Total BIPOC	Supervisors		178	72	40.4%	56.9%	101	0.00	-4.44	29	Underutilized

Gender	Job Group	External Recruitment Area	Total Job Group Employees	Total Gender Job Group Employees	% of Gender Job Group Employees	Gender Availability	Gender Expected based on Availability	Binomial Exact	SD	SF	
Females	Supervisors	Student Population (IPEDS data)	178	83	46.6%	51.8%	92	0.10	-1.38	9	
Males	Supervisors	Local Recruitment Area - San Diego	178	95	53.4%	48.1%	86	0.93	1.42	-9	

An analysis of the District's academic and classified supervisory workforce revealed all employment of individuals identifying as Hispanic/Latinx was significantly less than the estimated availability (20.8% compared with 31.3%). The District should prioritize recruitment efforts likely to increase the number of qualified Hispanic/Latinx applicants within its broad recruitment and outreach efforts to attract qualified applicants from all race, ethnicity, and gender identity groups. Further, professional development and retention efforts likely to improve employment outcomes for employees identifying as Hispanic/Latinx, including successfully seeking promotional opportunities, would likely produce positive outcomes in representation.

Supervisory position employment data shows males and females are employed at rates reasonably within identified availability.

Faculty

Race	Job Group	External Recruitment Area	Total Job Group Employees	Total Race Job Group Employees	% of Race Job Group Employees	Race Availability	Race Expected based on Availability	Binomial Exact	SD	SF	
White	Faculty	Student Population (IPEDS data)	2201	1232	56.0%	44.1%	971	1.00	11.22	-261	
Black	Faculty	Local Recruitment Area - San Diego	2201	121	5.5%	6.9%	151	0.00	-2.56	30	Underutilized
Hispanic/Latinx	Faculty	CA Statewide	2201	299	13.6%	29.6%	651	0.00	-16.42	352	Underutilized
Asian	Faculty	US National	2201	221	10.0%	12.7%	279	0.00	-3.72	58	Underutilized
Native American	Faculty	Education Min Qual Availability	2201	11	0.5%	0.3%	7	0.93	1.37	-4	
NH/PI	Faculty		2201		0.0%	0.0%	0	1.00		0	
Total BIPOC	Faculty		2201	652	29.6%	55.9%	1230	0.00	-24.83	578	Underutilized

Gender	Job Group	External Recruitment Area	Total Job Group Employees	Total Gender Job Group Employees	% of Gender Job Group Employees	Gender Availability	Gender Expected based on Availability	Binomial Exact	SD	SF	
Females	Faculty	Student Population (IPEDS data)	2201	1201	54.6%	52.0%	1145	0.99	2.38	-56	
Males	Faculty	Local Recruitment Area - San Diego	2201	1000	45.4%	47.8%	1052	0.01	-2.24	52	Underutilized

An analysis of the District's Faculty workforce (instructional and non-instructional; full-time and part-time) shows employment of individuals identifying as Black, Hispanic/Latinx, and Asian/Filipino/Pacific Islander falls below estimated availability by significant margins. Employment of faculty identifying as White is significantly higher than the estimated availability (56% compared to 44.1%). The analysis clearly reveals the importance of focused efforts to increase recruitment of qualified individuals identifying as Black, Hispanic/Latinx, and Asian/Filipino/Pacific Islander in all positions within the District's broad recruitment and outreach efforts to attract qualified applicants from all race, ethnicity, and gender identity groups.

Contract Faculty workforce employment data shows males are employed below the level of identified availability. However, availability estimates for officials and managers and professional job categories have historically been overrepresented by males due to discrimination in hiring, promotion, compensation, and retention of females. As a result, the finding should not be interpreted to suggest male applicants and employees are disadvantaged in the District's hiring and employment processes.

Classified Professionals

Race	Job Group	External Recruitment Area	Total Job Group Employees	Total Race Job Group Employees	% of Race Job Group Employees	Race Availability	Race Expected based on Availability	Binomial Exact	SD	SF	
White	Classified Professionals	Student Population (IPEDS data)	734	185	25.2%	43.1%	316	0.00	-9.78	131	Underutilized
Black	Classified Professionals	Local Recruitment Area - San Diego	734	69	9.4%	6.9%	51	1.00	2.67	-18	
Hispanic	Classified Professionals	CA Statewide	734	209	28.5%	31.3%	229	0.06	-1.62	20	
Asian	Classified Professionals	US National	734	141	19.2%	12.4%	91	1.00	5.57	-50	
Native American	Classified Professionals	Education Min Qual Availability	734	4	0.5%	0.9%	6	0.24	-0.92	2	
NH/PI	Classified Professionals		734		0.0%	0.0%	0	1.00		0	
Total BIPOC	Classified Professionals		734	423	57.6%	56.9%	418	0.66	0.39	-5	

Gender	Job Group	External Recruitment Area	Total Job Group Employees	Total Gender Job Group Employees	% of Gender Job Group Employees	Gender Availability	Gender Expected based on Availability	Binomial Exact	SD	SF	
Females	Classified Professionals	Student Population (IPEDS data)	734	414	56.4%	51.8%	380	0.99	2.51	-34	
Males	Classified Professionals	Local Recruitment Area - San Diego	734	320	43.6%	48.1%	353	0.01	-2.43	33	Underutilized

An analysis of the District's Classified Professionals workforce shows employment of individuals identifying as White falls below the estimated availability by a significant margin. Given the overall overrepresentation of individuals identifying as White and underutilization of communities of color in supervisory and Faculty positions, the finding likely reflects the historic workforce segregation experienced by individuals from communities of color, who have been overrepresented in positions which do not require advanced degrees, require greater physical labor, and are paid less than management and professional positions.

Classified Professional employment data shows males are significantly underemployed given the identified availability. A more nuanced analysis of employment of Classified positions within Divisions and Departments would likely provide critical context for understanding the overall employment pattern. For example, if the majority of Classified positions are in administrative support and student services positions, the findings may reflect general industry patterns which have limited opportunities for females in trades, skilled labor, and similar job categories.

Police Department

Race	Job Group	External Recruitment Area	Total Job Group Employees	Total Race Job Group Employees	% of Race Job Group Employees	Race Availability	Race Expected based on Availability	Binomial Exact	SD	SF	
White	College Police	Student Population (IPEDS data)	31	11	35.5%	43.0%	13	0.26	-0.84	2	
Black	College Police	Local Recruitment Area - San Diego	31	2	6.5%	7.0%	2	0.63	-0.13	0	
Hispanic	College Police	CA Statewide	31	8	25.8%	31.6%	10	0.32	-0.69	2	
Asian	College Police	US National	31	4	12.9%	12.2%	4	0.67	0.11	0	
Native American	College Police	Education Min Qual Availability	31	0	0.0%	0.4%	0	0.89	-0.33	0	
NH/PI	College Police		31		0.0%	0.0%	0	1.00		0	
Total BIPOC	College Police		31	14	45.2%	57.0%	18	0.13	-1.33	4	

Gender	Job Group	External Recruitment Area	Total Job Group Employees	Total Gender Job Group Employees	% of Gender Job Group Employees	Gender Availability	Gender Expected based on Availability	Binomial Exact	SD	SF	
Females	College Police	Student Population (IPEDS data)	31	9	29.0%	49.0%	15	0.02	-2.22	6	Underutilized
Males	College Police	Local Recruitment Area - San Diego	31	22	71.0%	50.9%	16	0.99	2.24	-6	

An analysis of the District's police workforce revealed all race and ethnicity groups are employed within a reasonable range of the identified availability. While no statistically significant underutilization was identified, employment of individuals identifying as Hispanic/Latinx was notably less than the estimated availability (25.8% compared with 31.6%). Given the overall workforce underutilization for Hispanic/Latinx employees, the District should prioritize recruitment efforts likely to increase the number of qualified Hispanic/Latinx applicants within its broad recruitment and outreach efforts to attract qualified applicants from all race, ethnicity, and gender identity groups.

The analysis shows employment of individuals identifying as female are less than estimated availability (29% compared to 49%). While the estimate is based on community demographics which differ from more targeted estimates of individuals qualified for police positions, the data show the District would benefit from focused efforts to attract and retain females for police positions.

Applicant Pool Analysis Findings

The District conducted applicant pool and hiring analyses for the prior five years (2018 – 2022). The analyses measured the presence of candidates from diverse race, ethnicity, and gender identity groups in the applicant pool with the final hiring decisions. To create meaningful analyses capable of demonstrating significant patterns and trends, the District conducted the analyses for aggregated groups of Academic Administrators, Classified Administrators, Instructional Faculty, Noninstructional Faculty, Office and Technical Professionals, Maintenance and Operations Professionals, and College Police positions. Analyses of hiring outcomes by College and District Divisions were conducted.

Total Workforce

An analysis was longitudinal hiring analysis of applicant pools was conducted for the total workforce, combining all positions in a single analysis. This is useful for context, but findings should not be construed to indicate specific issues.

Gender Identity Analysis

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	29117	16666	585	57.24%	3.51%	3.51%	585	0.51	0.00	0		
Overall Applicant to Hire - Male	29117	12451	406	42.76%	3.26%	3.51%	437	0.07	-1.51	31		

Applicants identifying as female had a slightly higher rate of being hired (3.51% compared to 3.26%). The findings do not suggest any significant difference in the experience of applicants based on gender identity.

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	26456	10069	274	38.06%	2.72%	4.24%	427	0.00	-7.58	153	YES	YES
Overall Hiring - Black	26456	3198	88	12.09%	2.75%	4.24%	136	0.00	-4.19	48	YES	YES
Overall Hiring - Hispanic	26456	9395	375	35.51%	3.99%	4.24%	399	0.12	-1.21	24		
Overall Hiring - Asian	26456	3794	161	14.34%	4.24%	4.24%	161	0.52	0.00	0		
Overall Hiring - Native American	26456	0	0	0.00%	0%	4.24%	0	1.00	0.00	0		

The analysis by ethnicity/race shows applicants identifying as Asian had a higher rate of being hired than other applicant groups. Hispanic/Latinx applicants has a slightly lower hiring rate (3.99% compared to 4.24%). Applicants identifying as Black or White had lower hiring rates that were statistically significant. In whole numbers, White applicants made up the 2nd largest group for total hires (274), behind Hispanic/Latinx (375). Hires of applicants identifying as Black were the smallest total (88). The availability analysis for the total workforce shows Hispanic/Latinx employment is significantly less than estimated availability. Employment of Black and White individuals exceed measured availability. Given the full context, the applicant pool analyses do not suggest significant issues based on race or ethnicity.

Academic Administrators

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	3386	1605	57	47.40%	3.55%	3.55%	57	0.54	0.00	0		
Overall Applicant to Hire - Male	3386	1781	33	52.60%	1.85%	3.55%	63	0.00	-3.87	30	YES	YES

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	3027	1241	23	41.00%	1.85%	4.38%	54	0.00	-4.35	31	YES	YES
Overall Hiring - Black	3027	641	14	21.18%	2.18%	4.38%	28	0.00	-2.71	14	YES	YES
Overall Hiring - Hispanic	3027	848	33	28.01%	3.89%	4.38%	37	0.28	-0.69	4		
Overall Hiring - Asian	3027	297	13	9.81%	4.38%	4.38%	13	0.57	0.00	0		

An analysis of the districtwide applicant pools for Academic Administration positions shows applicants identifying as Asian had the highest selection rate. Applicants identifying as White or Hispanic/Latinx had significantly lower hiring rates. Given the availability analysis findings for management positions did not identify significant underutilization for any group based on race or ethnicity, the findings do not suggest a pattern of barriers to employment of Academic Administrators for White or Hispanic/Latinx communities. However, given the findings of underutilization of employees identifying as Hispanic/Latinx more broadly, the findings do suggest a review of screening and interviewing practices to identify is needed. The findings are presented below in the discussion of the Longitudinal Hiring Phase Analyses.

The hiring rate for females exceeded the rate for males, consistent with the utilization analysis findings. However, availability estimates for officials and managers and professional job categories have historically been overrepresented by males due to discrimination in hiring, promotion, compensation, and retention of females. As a result, the finding should not be interpreted to suggest male applicants and employees are disadvantaged in the District's hiring and employment processes.

Given historical disparities in employment for people from communities of color in administration and management-level positions, the District should continue to prioritize identifying diverse applicant pools for Academic Administrator positions and identifying potential barriers to employment within its hiring processes through longitudinal hiring phase analyses.

Classified Administrators

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	3114	1653	65	53.08%	3.93%	3.93%	65	0.53	0.00	0		
Overall Applicant to Hire - Male	3114	1461	48	46.92%	3.29%	3.93%	57	0.11	-1.27	9		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	2831	1118	33	39.49%	2.95%	4.15%	46	0.02	-2.00	13	YES	YES
Overall Hiring - Black	2831	387	10	13.67%	2.58%	4.15%	16	0.07	-1.54	6		
Overall Hiring - Hispanic	2831	940	36	33.20%	3.83%	4.15%	39	0.35	-0.48	3		
Overall Hiring - Asian	2831	386	16	13.63%	4.15%	4.15%	16	0.57	0.00	0		
Overall Hiring - Native American	2831	0	0	0.00%	0%	4.15%	0	1.00	0.00	0		

An analysis of the districtwide applicant pools for Classified Administration positions shows applicants identifying as Asian had the highest selection rate. The hiring rate for applicants identifying as White was significantly lower. Given the historical overrepresentation of individuals identifying as White in management positions and the District's intentional efforts increase workforce diversity, the findings do not suggest an employment barrier for applicants identifying as White.

The hiring rates for females and males were within a reasonable difference and do not show a negative impact for either group.

Instructional Faculty

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	5557	2833	111	50.98%	3.92%	3.92%	111	0.53	0.00	0		
Overall Applicant to Hire - Male	5557	2724	49	49.02%	1.80%	3.92%	107	0.00	-5.70	58	YES	YES

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	4892	2753	68	56.28%	2.47%	3.76%	104	0.00	-3.56	36	YES	YES
Overall Hiring - Black	4892	384	8	7.85%	2.08%	3.76%	14	0.05	-1.73	6		
Overall Hiring - Hispanic	4892	1010	38	20.65%	3.76%	3.76%	38	0.54	0.00	0		
Overall Hiring - Asian	4892	745	26	15.23%	3.49%	3.76%	28	0.39	-0.39	2		
Overall Hiring - Native American	4892	0	0	0.00%	0%	3.76%	0	1.00	0.00	0		

An analysis of the districtwide applicant pools for Instructional Faculty positions shows applicants identifying as Hispanic/Latinx had the highest selection rate. The hiring rate for applicants identifying as White was significantly lower. Given the historical overrepresentation of individuals identifying as White in faculty positions and the District's intentional efforts increase workforce diversity, the findings do not suggest an employment barrier for applicants identifying as White.

The hiring rate for females exceeded the rate for males, consistent with the utilization analysis findings. However, availability estimates for professional job categories have historically been overrepresented by males due to discrimination in hiring, promotion, compensation, and retention of females. As a result, the finding should not be interpreted to suggest male applicants and employees are disadvantaged in the District's hiring and employment processes.

Given historical disparities in employment for people from communities of color in professional and faculty positions, the District should continue to prioritize identifying diverse applicant pools for Instructional Faculty positions and identifying potential barriers to employment within its hiring processes through longitudinal hiring phase analyses.

Noninstructional Faculty

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	2266	1579	29	69.68%	1.84%	2.91%	46	0.00	-2.54	17	YES	YES
Overall Applicant to Hire - Male	2266	687	20	30.32%	2.91%	2.91%	20	0.56	0.00	0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	2061	628	11	30.47%	1.75%	3.18%	20	0.02	-2.05	9	YES	YES
Overall Hiring - Black	2061	314	10	15.24%	3.18%	3.18%	10	0.58	0.00	0		
Overall Hiring - Hispanic	2061	879	19	42.65%	2.16%	3.18%	28	0.05	-1.73	9		
Overall Hiring - Asian	2061	240	5	11.64%	2.08%	3.18%	8	0.22	-0.97	3		
Overall Hiring - Native American	2061	0	0	0.00%	0%	3.18%	0	1.00	0.00	0		

An analysis of the districtwide applicant pools for Noninstructional Faculty positions shows applicants identifying as Black had the highest selection rate. The hiring rate for applicants identifying as White was significantly lower. Given the historical overrepresentation of individuals identifying as White in faculty positions and the District's intentional efforts increase workforce diversity, the findings do not suggest an employment barrier for applicants identifying as White.

The hiring rate for males exceeded the rate for females. Female applicants comprised 70% of the applicant pool, exceeding the estimated availability of 52%. Females comprise nearly 55% of faculty positions, above the estimated availability. Given the employment and applicant pool representation, the observed selection disparity does not suggest an employment barrier for females in noninstructional faculty positions.

Given historical disparities in employment for people from communities of color in professional and faculty positions, the District should continue to prioritize identifying diverse applicant pools for Instructional Faculty positions and identifying potential barriers to employment within its hiring processes through longitudinal hiring phase analyses.

Office and Technical Professionals

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	12899	8708	301	67.51%	3.46%	3.46%	301	0.52	0.00	0		
Overall Applicant to Hire - Male	12899	4191	144	32.49%	3.44%	3.46%	145	0.49	-0.07	1		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	11867	3880	107	32.70%	2.76%	4.67%	181	0.00	-5.64	74	YES	YES
Overall Hiring - Black	11867	1214	30	10.23%	2.47%	4.67%	57	0.00	-3.63	27	YES	YES
Overall Hiring - Hispanic	11867	4823	181	40.64%	3.75%	4.67%	225	0.00	-3.01	44	YES	YES
Overall Hiring - Asian	11867	1950	91	16.43%	4.67%	4.67%	91	0.53	0.00	0		
Overall Hiring - Native American	11867	0	0	0.00%	0%	4.67%	0	1.00	0.00	0		

An analysis of the districtwide applicant pools for Office and Technical Professional positions shows applicants identifying as Asian had the highest selection rate. The hiring rate for applicants identifying as Black, Hispanic/Latinx, and White were significantly lower. Given the historical overrepresentation of individuals identifying as White and the District's intentional efforts increase workforce diversity, the findings do not suggest an employment barrier for applicants identifying as White. The availability analysis for Classified Professionals shows individuals identifying as Black or Hispanic/Latinx are employed within a reasonable range of estimated availability. Given the rates of employment, the longitudinal hiring analysis finding does not suggest a broader issue impacting employment of Black and Hispanic/Latinx individuals. However, the findings do suggest an analysis of the phases of the selection process may indicate where barriers to diversity are impacting the District's workforce diversity. Further analysis is included in the review of the longitudinal phase analyses below.

The hiring rates for females and males were within a reasonable difference and do not show a negative impact for either group.

Maintenance and Operations Professionals

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	1024	145	16	14.16%	11.03%	11.03%	16	0.57	0.00	0		
Overall Applicant to Hire - Male	1024	879	73	85.84%	8.30%	11.03%	97	0.00	-2.58	24	YES	YES

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	960	229	21	23.85%	9.17%	9.49%	22	0.49	-0.16	1		
Overall Hiring - Black	960	129	11	13.44%	8.53%	9.49%	12	0.43	-0.37	1		
Overall Hiring - Hispanic	960	506	48	52.71%	9.49%	9.49%	48	0.54	0.00	0		
Overall Hiring - Asian	960	96	5	10.00%	5.21%	9.49%	9	0.10	-1.43	4		

An analysis of the districtwide applicant pools for Maintenance and Operations positions shows applicants identifying as Hispanic/Latinx had the highest selection rate. The hiring rates for all race and ethnicity groups were within a reasonable range of the rate for Hispanic/Latinx applicants.

The hiring rate for females exceeded the rate for males at a statistically significant level. Male applicants comprised over 85% of the applicant pool and nearly 80% of hires (73 compared to 16). Maintenance and operations positions have historically been overrepresented by males and given the employment and applicant pool representation, the observed selection disparity does not suggest an employment barrier for males in maintenance and operations positions.

College Police

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	871	143	6	16.42%	4.20%	5.36%	8	0.35	-0.62	2		
Overall Applicant to Hire - Male	871	728	39	83.58%	5.36%	5.36%	39	0.54	0.00	0		
Overall Hiring - White	818	220	11	26.89%	5.00%	6.25%	14	0.27	-0.77	3		
Overall Hiring - Black	818	129	5	15.77%	3.88%	6.25%	8	0.18	-1.11	3		
Overall Hiring - Hispanic	818	389	20	47.56%	5.14%	6.25%	24	0.22	-0.90	4		
Overall Hiring - Asian	818	80	5	9.78%	6.25%	6.25%	5	0.62	0.00	0		

There were no statistically significant differences in hiring rates by ethnicity, race, or gender identity in college police positions.

Longitudinal Hiring Process Phase Analyses

The District conducted analyses of its hiring process phases for the prior five years (2018 – 2022). The analyses measured the presence of candidates from diverse race, ethnicity, and gender identity groups as they progressed through the selection process to the final hiring decision. To create meaningful analyses capable of demonstrating significant patterns and trends, the District conducted the analyses for aggregated groups of Academic Administrators, Classified Administrators, Instructional Faculty, Noninstructional Faculty, Office and Technical Professionals, Maintenance and Operations Professionals, and College Police positions. Analyses of hiring outcomes by College and District Divisions were conducted.

Due to limitations in the disposition coding of applicants, the analysis reduces the hiring process to five phases:

1. Met Minimum Qualifications
2. Selected for an interview
3. Failed the interview
4. Declined a job offer or failed a background check
5. Hired

Since disposition codes did not distinguish between first and second level interviews, there were combined in this analysis. This limitation ignores potentially critical distinctions in being selected for a first level interview and being recommended for a second interview. The District will create and use clear definitions for disposition of applicants and train staff to ensure consistent and accurate use of disposition codes to allow for future analyses which distinguish between the 1st and 2nd level interviews.

Total Workforce

A longitudinal phase analysis was conducted for the total workforce, combining all positions in a single analysis. This is useful for context, but findings should not be construed to indicate specific issues.

Gender Identity Analysis

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	29117	12451	11310	42.76%	90.84%	94.20%	11729	0.00	-16.08	419	YES	YES
2	Males	27010	11310	2502	41.87%	22.12%	22.35%	2528	0.28	-0.58	26		
3	Females	6011	3509	628	58.38%	17.90%	19.06%	669	0.04	-1.76	41		
4	Males	1105	477	432	43.17%	90.57%	98.41%	469	0.00	-13.68	37	YES	YES
5	Males	1050	432	0	41.14%	0.00%	0.00%	0	1.00		0		

The phase analysis by gender showed males were more likely apply for positions when they did not meet the minimum qualifications and were more likely to be selected for an interview. Males were more likely to be offered a position after the interview. A higher rate of males failed a background check, which occurred almost exclusively among college police positions. Overall, the findings do not suggest any significant barriers based on gender identity.

Race/Ethnicity Analysis

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	White	Black	26456	3198	2948	12.09%	92.18%	93.35%	2985	0.01	-2.64	37	YES	YES
	White	Hispanic	26456	9395	8721	35.51%	92.83%	93.35%	8770	0.02	-2.02	49	YES	YES
	White	Asian	26456	3794	3494	14.34%	92.09%	93.35%	3542	0.00	-3.10	48	YES	YES
	White	AI/AN	26456	0	0	0.00%		93.35%	0	1.00		0		
2	Asian	White	24562	9399	1934	38.27%	20.58%	25.41%	2389	0.00	-10.77	455	YES	YES
	Asian	Black	24562	2948	566	12.00%	19.20%	25.41%	749	0.00	-7.75	183	YES	YES
	Asian	Hispanic	24562	8721	2098	35.51%	24.06%	25.41%	2216	0.00	-2.91	118	YES	YES
	Asian	AI/AN	24562	0	0	0.00%		25.41%	0	1.00		0		
3	Hispanic	White	5486	1934	303	35.25%	15.67%	20.21%	391	0.00	-4.97	88	YES	YES
	Hispanic	Black	5486	566	101	10.32%	17.84%	20.21%	114	0.09	-1.40	13		
	Hispanic	Asian	5486	888	179	16.19%	20.16%	20.21%	179	0.50	-0.04	0		
	Hispanic	AI/AN	5486	0	0	0.00%		20.21%	0	1.00		0		
4	White	Black	1007	101	94	10.03%	93.07%	96.37%	97	0.08	-1.77	3		
	White	Hispanic	1007	424	397	42.11%	93.63%	96.37%	409	0.00	-3.01	12	YES	YES
	White	Asian	1007	179	171	17.78%	95.53%	96.37%	173	0.33	-0.60	2		
	White	AI/AN	1007	0	0	0.00%		96.37%	0	1.00		0		
5	White	Black	954	94	0	9.85%	0.00%	0.00%	0	1.00		0		
	White	Hispanic	954	397	0	41.61%	0.00%	0.00%	0	1.00		0		
	White	Asian	954	171	0	17.92%	0.00%	0.00%	0	1.00		0		
	White	AI/AN	954	0	0	0.00%		0.00%	0	1.00		0		

The total workforce phase analysis shows inconsistent patterns. Applicants identifying as Black, Hispanic/Latinx, or Asian were significantly more likely to be eliminated from consideration due to failure to meet minimum qualifications. This suggests a review of minimum qualifications to ensure job-relatedness and necessity is appropriate in consideration of workforce diversity. It also suggests clarity in equivalency processes could further diversify applicant pools for faculty and administrator positions. The applicant screen phase resulted in significantly higher rates of success for applicants identifying as Asian as compared to White, Black, and Hispanic/Latinx applicants. Applicants identifying as Hispanic/Latinx had the highest rate of receiving a job offer following the interview process, with only White applicants having a statistically significant lower rate of job offers. Hispanic/Latinx applicants were more likely to fail a background check, which was almost exclusively in college police positions.

The availability analysis for the districtwide workforce showed underrepresentation for employees identifying as Hispanic/Latinx. With that context, the higher rate of being offered a job for Hispanic/Latinx applicants shows appropriate progress towards workforce diversity. The statistically significant differences in applicants selected to be interviewed suggest anonymous screening could positively influence candidate pool diversity, especially for applicants identifying as Black.

Overall, consistent with the longitudinal applicant pool analyses and availability analyses, there were no significant barriers to workforce diversity evident in the total workforce hiring phase analysis.

Academic Administrators

Gender Identity Analysis

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	3386	1781	1636	52.60%	91.86%	93.02%	1657	0.03	-1.93	21		
2	Males	3129	1636	327	52.29%	19.99%	25.52%	417	0.00	-5.13	90	YES	YES
3	Males	708	327	33	46.19%	10.09%	15.49%	51	0.00	-2.70	18	YES	YES
4	Males	92	33	33	35.87%	100.00%	100.00%	33	1.00		0		
5	Males	92	33	0	35.87%	0.00%	0.00%	0	1.00		0		

The phase analysis by gender identity showed males were more likely apply for positions when they did not meet the minimum qualifications. Males were less likely to be selected for an interview or offered a position following an interview. The interview selection phase results suggest removing personally-identifiable information from applications and screening materials could positively impact male applicants.

Race/Ethnicity Analysis

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Hispanic	White	3027	1241	1128	41.00%	90.89%	95.17%	1181	0.00	-7.01	53	YES	YES
	Hispanic	Black	3027	641	600	21.18%	93.60%	95.17%	610	0.04	-1.84	10		
	Hispanic	Asian	3027	297	271	9.81%	91.25%	95.17%	283	0.00	-3.15	12	YES	YES
	Hispanic	AI/AN	3027	0	0	0.00%		95.17%	0	1.00		0		
2	Hispanic	White	2806	1128	238	40.20%	21.10%	28.87%	326	0.00	-5.76	88	YES	YES
	Hispanic	Black	2806	600	106	21.38%	17.67%	28.87%	173	0.00	-6.06	67	YES	YES
	Hispanic	Asian	2806	271	69	9.66%	25.46%	28.87%	78	0.12	-1.24	9		
	Hispanic	AI/AN	2806	0	0	0.00%		28.87%	0	1.00		0		
3	Asian	White	646	238	24	36.84%	10.08%	18.84%	45	0.00	-3.45	21	YES	YES
	Asian	Black	646	106	14	16.41%	13.21%	18.84%	20	0.08	-1.48	6		
	Asian	Hispanic	646	233	34	36.07%	14.59%	18.84%	44	0.05	-1.66	10		
	Asian	AI/AN	646	0	0	0.00%		18.84%	0	1.00		0		
4	White	Black	85	14	14	16.47%	100.00%	100.00%	14	1.00		0		
	White	Hispanic	85	34	34	40.00%	100.00%	100.00%	34	1.00		0		
	White	Asian	85	13	13	15.29%	100.00%	100.00%	13	1.00		0		
	White	AI/AN	85	0	0	0.00%		100.00%	0	1.00		0		
5	White	Black	85	14	0	16.47%	0.00%	0.00%	0	1.00		0		
	White	Hispanic	85	34	0	40.00%	0.00%	0.00%	0	1.00		0		
	White	Asian	85	13	0	15.29%	0.00%	0.00%	0	1.00		0		
	White	AI/AN	85	0	0	0.00%		0.00%	0	1.00		0		

The Academic Administrator phase analysis shows White and Asian applicants were more likely to apply for positions when they did not meet minimum qualifications. Applicants identifying as Hispanic/Latinx were more likely to be selected for an interview with significantly lower rates for Black and White applicants, strongly suggesting removing personally-identifiable information from applications and screening materials would have a notable impact on the composition of interview pools. Asian applicants had the highest rate of being offered a position after the interview phases. There were no clear patterns of negative impact in the hiring phases for Academic Administrator positions by race or ethnicity.

Gender Identity Analysis

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	3114	1461	1385	46.92%	94.80%	96.43%	1409	0.00	-3.36	24	YES	YES
2	Males	2979	1385	312	46.49%	22.53%	24.22%	335	0.07	-1.47	23		
3	Males	698	312	50	44.70%	16.03%	17.88%	56	0.22	-0.85	6		
4	Males	119	50	50	42.02%	100.00%	100.00%	50	1.00		0		
5	Males	119	50	0	42.02%	0.00%	0.00%	0	1.00		0		

The phase analysis by gender identity showed males were more likely apply for positions when they did not meet the minimum qualifications, less likely to be selected for an interview, and less likely to be offered a position following an interview. The results for interview selection and job offer were not statistically significant, but the clear pattern suggests removing personally-identifiable information from applications and screening materials could positively impact applicant pool diversity.

Race/Ethnicity Analysis

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Hispanic	White	2831	1118	1071	39.49%	95.80%	96.17%	1075	0.28	-0.65	4		
	Hispanic	Black	2831	387	369	13.67%	95.35%	96.17%	372	0.23	-0.84	3		
	Hispanic	Asian	2831	386	364	13.63%	94.30%	96.17%	371	0.04	-1.91	7		
	Hispanic	AI/AN	2831	0	0	0.00%		96.17%	0	1.00		0		
2	Asian	White	2708	1071	236	39.55%	22.04%	26.37%	282	0.00	-3.22	46	YES	YES
	Asian	Black	2708	369	67	13.63%	18.16%	26.37%	97	0.00	-3.58	30	YES	YES
	Asian	Hispanic	2708	904	231	33.38%	25.55%	26.37%	238	0.30	-0.56	7		
	Asian	AI/AN	2708	0	0	0.00%		26.37%	0	1.00		0		
3	Hispanic	White	630	236	35	37.46%	14.83%	16.88%	40	0.23	-0.84	5		
	Hispanic	Black	630	67	10	10.63%	14.93%	16.88%	11	0.41	-0.43	1		
	Hispanic	Asian	630	96	16	15.24%	16.67%	16.88%	16	0.54	-0.06	0		
	Hispanic	AI/AN	630	0	0	0.00%		16.88%	0	1.00		0		
4	White	Black	100	10	10	10.00%	100.00%	100.00%	10	1.00		0		
	White	Hispanic	100	39	39	39.00%	100.00%	100.00%	39	1.00		0		
	White	Asian	100	16	16	16.00%	100.00%	100.00%	16	1.00		0		
	White	AI/AN	100	0	0	0.00%		100.00%	0	1.00		0		
5	White	Black	100	10	0	10.00%	0.00%	0.00%	0	1.00		0		
	White	Hispanic	100	39	0	39.00%	0.00%	0.00%	0	1.00		0		
	White	Asian	100	16	0	16.00%	0.00%	0.00%	0	1.00		0		
	White	AI/AN	100	0	0	0.00%		0.00%	0	1.00		0		

The Classified Administrator phase analysis shows applicants identifying as Asian were more likely to be invited to an interview and applicants identifying as Hispanic/Latinx were more likely to be offered a job. The rate of selection for an interview was significantly lower for applicants identifying as Black or White. As with the analysis for Academic Administrators, the findings strongly suggesting removing personally-identifiable information from applications and screening materials would have a notable impact on the composition of interview pools. Overall, there were no clear patterns of negative impact in the hiring phases for Classified Administrator positions by race or ethnicity.

Instructional Faculty

Gender Identity Analysis

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1 Males	5557	2724	2518	49.02%	92.44%	93.65%	2551	0.01	-2.59	33	YES	YES
2 Males	5171	2518	429	48.69%	17.04%	23.45%	590	0.00	-7.59	161	YES	YES
3 Males	1051	429	51	40.82%	11.89%	18.33%	79	0.00	-3.45	28	YES	YES
4 Males	165	51	51	30.91%	100.00%	100.00%	51	1.00		0		
5 Males	165	51	0	30.91%	0.00%	0.00%	0	1.00		0		

The phase analysis by gender showed males were more likely apply for positions when they did not meet the minimum qualifications, were less likely to be selected for an interview, and were less likely to be offered a position following an interview. The results for interview selection and job offer were statistically significant, strongly suggesting the removal of personally-identifiable information from applications and screening materials could positively impact male applicants.

Race/Ethnicity Analysis

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	White	Black	4892	384	345	7.85%	89.84%	94.15%	362	0.00	3.60	17	YES	YES
	White	Hispanic	4892	1010	946	20.65%	93.66%	94.15%	951	0.27	-0.66	5		
	White	Asian	4892	745	672	15.23%	90.20%	94.15%	701	0.00	-4.60	29	YES	YES
	White	AI/AN	4892	0	0	0.00%		94.15%	0	1.00		0		
2	Hispanic	White	4555	2592	525	56.90%	20.25%	21.67%	562	0.04	-1.75	37		
	Hispanic	Black	4555	345	53	7.57%	15.36%	21.67%	75	0.00	-2.84	22	YES	YES
	Hispanic	Asian	4555	672	143	14.75%	21.28%	21.67%	146	0.42	-0.25	3		
	Hispanic	AI/AN	4555	0	0	0.00%		21.67%	0	1.00		0		
3	Asian	White	926	525	69	56.70%	13.14%	19.58%	103	0.00	-3.72	34	YES	YES
	Asian	Black	926	53	10	5.72%	18.87%	19.58%	10	0.53	0.13	0		
	Asian	Hispanic	926	205	39	22.14%	19.02%	19.58%	40	0.46	-0.20	1		
	Asian	AI/AN	926	0	0	0.00%		19.58%	0	1.00		0		
4	White	Black	146	10	10	6.85%	100.00%	100.00%	10	1.00		0		
	White	Hispanic	146	39	39	26.71%	100.00%	100.00%	39	1.00		0		
	White	Asian	146	28	28	19.18%	100.00%	100.00%	28	1.00		0		
	White	AI/AN	146	0	0	0.00%		100.00%	0	1.00		0		
5	White	Black	146	10	0	6.85%	0.00%	0.00%	0	1.00		0		
	White	Hispanic	146	39	0	26.71%	0.00%	0.00%	0	1.00		0		
	White	Asian	146	28	0	19.18%	0.00%	0.00%	0	1.00		0		
	White	AI/AN	146	0	0	0.00%		0.00%	0	1.00		0		

The Instructional Faculty phase analysis shows Black and Asian applicants were more likely to apply for positions when they did not meet minimum qualifications. This suggests clarity in equivalency processes could further diversify applicant pools for instructional faculty positions. Hispanic/Latinx applicants had the highest selection rate for an interview. Asian applicants had the highest rate of being offered a job after the interview. Applicants identifying as Black were significantly less likely to be selected for an interview, strongly suggesting removing personally-identifiable information from applications and screening materials would have a notable impact on the composition of interview pools.

Non-Instructional Faculty

Gender Identity Analysis

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1 Females	2266	1579	1501	69.68%	95.06%	95.34%	1505	0.31	-0.53	4		
2 Females	2156	1501	220	69.62%	14.66%	18.17%	273	0.00	-3.53	53	YES	YES
3 Females	339	220	30	64.90%	13.64%	18.49%	41	0.04	-1.85	11		
4 Males	52	22	22	42.31%	100.00%	100.00%	22	1.00		0		
5 Males	52	22	0	42.31%	0.00%	0.00%	0	1.00		0		

The phase analysis by gender identity shows males were significantly less likely to be selected for an interview. There were no significant differences in any other phase of the selection process. The results suggest removing personally-identifiable information from applications and screening materials could have a notable impact on the composition of interview pools.

Race/Ethnicity Analysis

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1 Hispanic	White	2061	628	591	30.47%	94.11%	95.90%	602	0.02	-2.27	11	YES	YES
Hispanic	Black	2061	314	301	15.24%	95.86%	95.90%	301	0.52	-0.04	0		
Hispanic	Asian	2061	240	229	11.64%	95.42%	95.90%	230	0.40	-0.38	1		
Hispanic	AI/AN	2061	0	0	0.00%		95.90%	0	1.00		0		
2 Hispanic	White	1964	591	60	30.09%	10.15%	18.86%	111	0.00	-5.41	51	YES	YES
Hispanic	Black	1964	301	50	15.33%	16.61%	18.86%	57	0.18	-1.00	7		
Hispanic	Asian	1964	229	41	11.66%	17.90%	18.86%	43	0.39	-0.37	2		
Hispanic	AI/AN	1964	0	0	0.00%		18.86%	0	1.00		0		
3 Black	White	310	60	11	19.35%	18.33%	20.00%	12	0.45	-0.32	1		
Black	Hispanic	310	159	20	51.29%	12.58%	20.00%	32	0.01	-2.34	12	YES	YES
Black	Asian	310	41	6	13.23%	14.63%	20.00%	8	0.26	-0.86	2		
Black	AI/AN	310	0	0	0.00%		20.00%	0	1.00		0		
4 White	Black	47	10	10	21.28%	100.00%	100.00%	10	1.00		0		
White	Hispanic	47	20	20	42.55%	100.00%	100.00%	20	1.00		0		
White	Asian	47	6	6	12.77%	100.00%	100.00%	6	1.00		0		
White	AI/AN	47	0	0	0.00%		100.00%	0	1.00		0		
5 White	Black	47	10	0	21.28%	0.00%	0.00%	0	1.00		0		
White	Hispanic	47	20	0	42.55%	0.00%	0.00%	0	1.00		0		
White	Asian	47	6	0	12.77%	0.00%	0.00%	0	1.00		0		
White	AI/AN	47	0	0	0.00%		0.00%	0	1.00		0		

The Non-instructional Faculty phase analysis shows White applicants were more likely to apply for positions when they did not meet minimum qualifications. Hispanic/Latinx applicants had the highest selection rate for an interview. Black applicants had the highest rate of being offered a job after the interview. Applicants identifying as Hispanic/Latinx were significantly less likely to be offered a job as compared to applicants identifying as Black. In whole numbers, there were 19 applicants identifying as Hispanic/Latinx, the largest number of any race/ethnicity group (11 White, 10 Black, 5 Asian).

Office and Technical Professionals

Gender Identity Analysis

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1 Males	12899	4191	3921	32.49%	93.56%	94.73%	3970	0.00	-3.39	49	YES	YES
2 Males	12170	3921	830	32.22%	21.17%	21.81%	855	0.17	-0.97	25		
3 Females	2629	1799	325	68.43%	18.07%	18.80%	338	0.22	-0.79	13		
4 Females	481	325	324	67.57%	99.69%	100.00%	325	0.00		1		YES
5 Males	480	156	0	32.50%	0.00%	0.00%	0	1.00		0		

The phase analysis by gender showed males were more likely apply for positions when they did not meet the minimum qualifications. There were no other significant differences in selection rates for applicants based on gender identity.

Race/Ethnicity Analysis

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1 White	Black	11867	1214	1151	10.23%	94.81%	95.03%	1154	0.38	-0.34	3		
White	Hispanic	11867	4823	4549	40.64%	94.32%	95.03%	4583	0.01	-2.26	34	YES	YES
White	Asian	11867	1950	1823	16.43%	93.49%	95.03%	1853	0.00	-3.13	30	YES	YES
White	AI/AN	11867	0	0	0.00%		95.03%	0	1.00		0		
2 Asian	White	11210	3687	738	32.89%	20.02%	26.55%	979	0.00	-8.98	241	YES	YES
Asian	Black	11210	1151	224	10.27%	19.46%	26.55%	306	0.00	-5.45	82	YES	YES
Asian	Hispanic	11210	4549	982	40.58%	21.59%	26.55%	1208	0.00	-7.58	226	YES	YES
Asian	AI/AN	11210	0	0	0.00%		26.55%	0	1.00		0		
3 Asian	White	2428	738	118	30.40%	15.99%	20.25%	149	0.00	-2.88	31	YES	YES
Asian	Black	2428	224	33	9.23%	14.73%	20.25%	45	0.02	-2.05	12	YES	YES
Asian	Hispanic	2428	982	194	40.44%	19.76%	20.25%	199	0.37	-0.38	5		
Asian	AI/AN	2428	0	0	0.00%		20.25%	0	1.00		0		
4 White	Black	443	33	33	7.45%	100.00%	100.00%	33	1.00		0		
White	Hispanic	443	194	193	43.79%	99.48%	100.00%	194	0.00		1		YES
White	Asian	443	98	98	22.12%	100.00%	100.00%	98	1.00		0		
White	AI/AN	443	0	0	0.00%		100.00%	0	1.00		0		
5 White	Black	442	33	0	7.47%	0.00%	0.00%	0	1.00		0		
White	Hispanic	442	193	0	43.67%	0.00%	0.00%	0	1.00		0		
White	Asian	442	98	0	22.17%	0.00%	0.00%	0	1.00		0		
White	AI/AN	442	0	0	0.00%		0.00%	0	1.00		0		

The Office and Technical Professionals phase analysis shows Hispanic and Asian applicants were more likely to apply for positions when they did not meet minimum qualifications. This suggests a review of minimum qualifications to ensure job-relatedness may improve applicant pool diversity. Asian applicants had the highest selection rate for an interview. Asian applicants had the highest rate of being offered a job after the interview. Applicants identifying as Black, Hispanic/Latinx, and White were significantly less likely to be selected for an interview, strongly suggesting removing personally-identifiable information from applications and screening materials would have a notable impact on the composition of interview pools. Applicants identifying as Black and White were significantly less likely to receive a job offer after the interview phase. Due to the lack of record specifying whether an applicant failed the first or second interview, it is difficult to isolate the potential causes of the disparity. Revision of applicant tracking and disposition coding procedures will correct this issue going forward, allowing for more detailed analysis and conclusions.

Maintenance and Operations Professionals

Gender Identity Analysis

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1 Females	1024	145	125	14.16%	86.21%	93.97%	136	0.00	-3.93	11	YES	YES
2 Males	951	826	269	86.86%	32.57%	43.20%	357	0.00	-6.17	88	YES	YES
3 Females	323	54	16	16.72%	29.63%	30.11%	16	0.54	-0.08	0		
4 Males	97	81	80	83.51%	98.77%	100.00%	81	0.00		1		YES
5 Males	96	80	0	83.33%	0.00%	0.00%	0	1.00		0		

The phase analysis by gender identity showed females were more likely apply for positions when they did not meet the minimum qualifications. Males were significantly less likely to be invited to an interview. Given the historical underrepresentation of females and non-binary employees in maintenance and operations industries and occupations, the findings likely reflect efforts to diversify qualified applicant pools and do not suggest a pattern of negative impact for males in the District's selection processes.

Race/Ethnicity Analysis

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1 White	Black	960	129	115	13.44%	89.15%	98.25%	127	0.00	-7.89	12	YES	YES
White	Hispanic	960	506	464	52.71%	91.70%	98.25%	497	0.00	-11.25	33	YES	YES
White	Asian	960	96	85	10.00%	88.54%	98.25%	94	0.00	-7.26	9	YES	YES
White	AI/AN	960	0	0	0.00%		98.25%	0	1.00		0		
2 Hispanic	White	889	225	75	25.31%	33.33%	34.70%	78	0.36	-0.43	3		
Hispanic	Black	889	115	33	12.94%	28.70%	34.70%	40	0.10	-1.35	7		
Hispanic	Asian	889	85	27	9.56%	31.76%	34.70%	29	0.33	-0.57	2		
Hispanic	AI/AN	889	0	0	0.00%		34.70%	0	1.00		0		
3 Black	White	296	75	24	25.34%	32.00%	36.36%	27	0.25	-0.79	3		
Black	Hispanic	296	161	52	54.39%	32.30%	36.36%	59	0.16	-1.07	7		
Black	Asian	296	27	5	9.12%	18.52%	36.36%	10	0.04	-1.93	5		
Black	AI/AN	296	0	0	0.00%		36.36%	0	1.00		0		
4 White	Black	93	12	12	12.90%	100.00%	100.00%	12	1.00		0		
White	Hispanic	93	52	51	55.91%	98.08%	100.00%	52	0.00		1		YES
White	Asian	93	5	5	5.38%	100.00%	100.00%	5	1.00		0		
White	AI/AN	93	0	0	0.00%		100.00%	0	1.00		0		
5 White	Black	92	12	0	13.04%	0.00%	0.00%	0	1.00		0		
White	Hispanic	92	51	0	55.43%	0.00%	0.00%	0	1.00		0		
White	Asian	92	5	0	5.43%	0.00%	0.00%	0	1.00		0		
White	AI/AN	92	0	0	0.00%		0.00%	0	1.00		0		

The Maintenance and Operations Professionals phase analysis shows Black, Hispanic, and Asian applicants were more likely to apply for positions when they did not meet minimum qualifications. This suggests a review of minimum qualifications to ensure job-relatedness may improve applicant pool diversity. There were no other significant disparities based on race or ethnicity identified in the subsequent phases of the selection process.

College Police

Gender Identity Analysis

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1 Males	871	728	369	83.58%	50.69%	59.44%	433	0.00	-4.81	64	YES	YES
2 Females	454	85	47	18.72%	55.29%	58.54%	50	0.31	-0.61	3		
3 Females	263	47	15	17.87%	31.91%	38.89%	18	0.20	-0.98	3		
4 Females	99	15	6	15.15%	40.00%	47.62%	7	0.37	-0.59	1		
5 Males	46	40	0	86.96%	0.00%	0.00%	0	1.00		0		

The phase analysis by gender identity shows males were more likely to apply for a position when they do not meet minimum qualifications. The subsequent phases of the selection process did not show any significant disparities based on gender identity.

Race/Ethnicity Analysis

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1 Asian	White	818	220	105	26.89%	47.73%	62.50%	138	0.00	-4.53	33	YES	YES
Asian	Black	818	129	67	15.77%	51.94%	62.50%	81	0.01	-2.48	14	YES	YES
Asian	Hispanic	818	389	208	47.56%	53.47%	62.50%	243	0.00	-3.68	35	YES	YES
Asian	AI/AN	818	0	0	0.00%		62.50%	0	1.00		0		
2 Hispanic	White	430	105	62	24.42%	59.05%	61.06%	64	0.37	-0.42	2		
Hispanic	Black	430	67	33	15.58%	49.25%	61.06%	41	0.03	-1.98	8		
Hispanic	Asian	430	50	28	11.63%	56.00%	61.06%	31	0.28	-0.73	3		
Hispanic	AI/AN	430	0	0	0.00%		61.06%	0	1.00		0		
3 Asian	White	250	62	22	24.80%	35.48%	46.43%	29	0.05	-1.73	7		
Asian	Black	250	33	12	13.20%	36.36%	46.43%	15	0.16	-1.16	3		
Asian	Hispanic	250	127	46	50.80%	36.22%	46.43%	59	0.01	-2.31	13	YES	YES
Asian	AI/AN	250	0	0	0.00%		46.43%	0	1.00		0		
4 White	Black	93	12	5	12.90%	41.67%	50.00%	6	0.39	-0.58	1		
White	Hispanic	93	46	21	49.46%	45.65%	50.00%	23	0.33	-0.59	2		
White	Asian	93	13	5	13.98%	38.46%	50.00%	7	0.29	-0.83	2		
White	AI/AN	93	0	0	0.00%		50.00%	0	1.00		0		
5 White	Black	42	5	0	11.90%	0.00%	0.00%	0	1.00		0		
White	Hispanic	42	21	0	50.00%	0.00%	0.00%	0	1.00		0		
White	Asian	42	5	0	11.90%	0.00%	0.00%	0	1.00		0		
White	AI/AN	42	0	0	0.00%		0.00%	0	1.00		0		

The College Police phase analysis shows White, Black, and Hispanic applicants were more likely to apply for positions when they did not meet minimum qualifications. Due to the strict legal requirements governing qualification standards for College Police positions, the findings suggest reviewing recruitment efforts to attract qualified applicants from diverse communities is appropriate. Asian applicants had the highest rate of job offers following interviews while Hispanic/Latinx applicants were significantly less likely to receive a job offer. In whole numbers, 13 of 28 Asian applicants were offered a position compared to 46 of 127 Hispanic/Latinx applicants. Neither race/ethnicity is underrepresented among the College Police workforce and Hispanic/Latinx applicants had the highest selection rate for the interview stage.

San Diego City College

Total Workforce

Longitudinal hiring analyses were conducted for the total workforce, combining all positions in single analyses. This is useful for context, but findings should not be construed to indicate specific issues.

<u>Gender Identity Analysis</u>

The overall hiring analysis did not reveal significant disparities based on gender identity.

<u>Race/Ethnicity Analysis</u>

The overall hiring rates for the five-year review period for positions at San Diego City College shows a significant disparity in the selection rate of White applicants. Given the overall employment of White individuals exceeds the estimated availability, the disparity does not suggest there are persistent barriers to employment of White individuals.

Academic Administrators

<u>Gender Identity Analysis</u>

The overall hiring analysis did not reveal significant disparities based on gender identity.

<u>Race/Ethnicity Analysis</u>

The overall hiring rates for the five-year review period for Academic Administrator positions at San Diego City College shows a significant disparity in the selection rate of White applicants. Given the employment of White individuals in Academic Administrator positions is within a reasonable range of the estimated availability and the historical overrepresentation of White individuals in management positions, the disparity does not suggest there are persistent barriers to employment of White individuals.

Classified Administrators

<u>Gender Identity Analysis</u>

The overall hiring analysis did not reveal significant disparities based on gender identity.

Race/Ethnicity Analysis

The overall hiring rates for the five-year review period for Classified Administrator positions at San Diego City College shows a significant disparity in the selection rate of Hispanic/Latinx and White applicants with Asian applicants experiencing the highest selection rate. Given the employment of Hispanic/Latinx and White individuals in Classified Administrator positions are within a reasonable range of the estimated availability and the historical overrepresentation of White individuals in management positions, the disparity does not suggest there are persistent barriers to employment of White individuals. In whole numbers, there were five Hispanic/Latinx candidates hired, the highest number of any race/ethnicity group (four Asian applicants were hired).

Instructional Faculty

Gender Identity Analysis

The overall hiring analysis did not reveal significant disparities based on gender identity.

Race/Ethnicity Analysis

The overall hiring rates for the five-year review period for Instructional Faculty positions at San Diego City College shows a significant disparity in the selection rate of White applicants. Given the employment of White individuals in Instructional Faculty positions exceeds the estimated availability and the historical overrepresentation of White individuals in Faculty positions, the disparity does not suggest there are persistent barriers to employment of White individuals.

Non-instructional Faculty

Gender Identity Analysis

The overall hiring analysis revealed a significant disparity in the selection of female applicants. The longitudinal hiring phase analysis shows females are less likely to be selected for an interview at a significant rate. The finding suggests removing personally-identifiable information from applications and screening materials would have a notable impact on the composition of interview pools.

Race/Ethnicity Analysis

The overall hiring rates for the five-year review period for Non-instructional Faculty positions at San Diego City College shows no significant disparities based on race or ethnicity.

Office and Technical Professionals

Gender Identity Analysis

The overall hiring analysis revealed no significant disparities based on gender identity.

Race/Ethnicity Analysis

The overall hiring rates for the five-year review period for Office and Technical Professional positions at San Diego City College shows significant disparities in the selection of Hispanic/Latinx and White applicants. Hispanic/Latinx individuals have the highest employment rate (28.5%), followed by White individuals (25.2%). Asian applicants had the highest selection rate (19.2% employment). The longitudinal phase analysis shows Hispanic/Latinx and White applicants were significantly less likely to be invited to an interview (Black applicants had the highest selection rate for interview) and less likely to be offered a position (Asian applicants had the highest selection rate for job offers). The finding suggests removing personally-identifiable information from applications and screening materials would have a notable impact on the composition of interview pools. Due to the lack of record specifying whether an applicant failed the first or second interview, it is difficult to isolate the potential causes of the disparity. Revision of applicant tracking and disposition coding procedures will correct this issue going forward, allowing for more detailed analysis and conclusions.

Maintenance and Operations Professionals

Gender Identity Analysis

The overall hiring analysis revealed no significant disparities based on gender identity.

Race/Ethnicity Analysis

The overall hiring rates for the five-year review period for Maintenance and Operations Professionals positions at San Diego City College shows no significant disparities based on race or ethnicity.

San Diego Mesa College

Total Workforce

Longitudinal hiring analyses were conducted for the total workforce, combining all positions in single analyses. This is useful for context, but findings should not be construed to indicate specific issues.

Gender Identity Analysis

The overall hiring analysis revealed a significant disparity in the selection rate for male applicants. The longitudinal hiring phase analysis shows males were less likely to be selected for an interview and less likely to receive a job offer after the interviews. The finding suggests removing personally-identifiable information from applications and screening materials would have a notable impact on the composition of interview pools. Due to the lack of record specifying whether an applicant failed the first or second interview, it is difficult to isolate the potential causes of the disparity. Revision of applicant tracking and disposition coding procedures will correct this issue going forward, allowing for more detailed analysis and conclusions.

Race/Ethnicity Analysis

The overall hiring rates for the five-year review period for positions at San Diego Mesa College shows significant disparities in the selection rate of Black, Hispanic/Latinx, and White applicants, with Asian applicants experiencing the highest selection rate. The longitudinal hiring phases analysis shows all three groups were significantly less likely to be selected for an interview. Additionally, White applicants were significantly less likely to be offered a position following the interviews. Given the overall employment of White individuals exceeds the estimated availability, the disparity does not suggest there are persistent barriers to employment of White individuals. The findings suggest removing personally-identifiable information from applications and screening materials would have a notable impact on the composition of interview pools.

Academic Administrators

Gender Identity Analysis

The overall hiring analysis revealed a significant disparity in the selection rate for male applicants. The longitudinal hiring phase analysis shows males were less likely to be selected for an interview. The finding suggests removing personally-identifiable information from applications and screening materials would have a notable impact on the composition of interview pools.

Race/Ethnicity Analysis

The overall hiring rates for the five-year review period for Academic Administrator positions at San Diego Mesa College shows significant disparities in the selection rate of Black and White applicants. The longitudinal hiring phase analysis shows both groups were less likely to be selected for an interview. The finding suggests removing personally-identifiable information from applications and screening materials would have a notable impact on the composition of interview pools.

Classified Administrators

Gender Identity Analysis

The overall hiring analysis revealed no significant disparities based on gender identity.

Race/Ethnicity Analysis

The overall hiring rates for the five-year review period for Classified Administrator positions at San Diego Mesa College shows a significant disparity in the selection rate of White applicants. Given the employment of White individuals in Classified Administrator positions is within a reasonable range of the estimated availability and the historical overrepresentation of White individuals in management positions, the disparity does not suggest there are persistent barriers to employment of White individuals.

Instructional Faculty

Gender Identity Analysis

The overall hiring analysis revealed a significant disparity in the selection rate for male applicants. The longitudinal hiring phase analysis shows males were less likely to be selected for an interview. The finding suggests removing personally-identifiable information from applications and screening materials would have a notable impact on the composition of interview pools.

Race/Ethnicity Analysis

The overall hiring rates for the five-year review period for Instructional Faculty positions at San Diego Mesa College shows a significant disparity in the selection rate of White applicants. Given the employment of White individuals in Instructional Faculty positions exceeds the estimated availability and the historical overrepresentation of White individuals in Faculty positions, the disparity does not suggest there are persistent barriers to employment of White individuals.

Non-instructional Faculty

Gender Identity Analysis

The overall hiring analysis revealed no significant disparities based on gender identity.

Race/Ethnicity Analysis

The overall hiring rates for the five-year review period for Non-instructional Faculty positions at San Diego Mesa College shows a significant disparity in the selection of Black applicants. Hispanic/Latinx applicants experienced the highest selection rate. The longitudinal hiring phase analysis shows Black applicants were more likely to apply for a position when they did not meet minimum qualifications. There were no other significant disparities in the selection process. Black applicants have the highest rate of receiving a job offer following the interview. These findings suggest clarity in equivalency processes could further diversify applicant pools for Non-Instructional Faculty positions.

Office and Technical Professionals

Gender Identity Analysis

The overall hiring analysis revealed no significant disparities based on gender identity.

Race/Ethnicity Analysis

The overall hiring rates for the five-year review period for Office and Technical Professional positions at San Diego Mesa College shows significant disparities in the selection of Black, Hispanic/Latinx, and White applicants. Asian applicants had the highest selection rate. The longitudinal phase analysis shows all three groups were significantly less likely to be invited to an interview and White applicants were less likely to be offered a position. The finding suggests removing personally-identifiable information from applications and screening materials would have a notable impact on the composition of interview pools. Due to the lack of record specifying whether an applicant failed the first or second interview, it is difficult to isolate the potential causes of the disparity. Revision of applicant tracking and disposition coding procedures will correct this issue going forward, allowing for more detailed analysis and conclusions.

Maintenance and Operations Professionals

Gender Identity Analysis

The overall hiring analysis revealed a significant disparity in the selection rate for male applicants. The longitudinal hiring phase analysis shows a disparity impacting males in receiving a job offer following the interviews. Due to the lack of record specifying whether an applicant failed the first or second interview, it is difficult to isolate the potential causes of the disparity. Revision of applicant tracking and disposition coding procedures will correct this issue going forward, allowing for more detailed analysis and conclusions. Given the historical underrepresentation of female and non-binary individuals in Maintenance and Operations

industries and occupations, the findings do not suggest persistent disparities in employment opportunities for males.

Race/Ethnicity Analysis

The overall hiring rates for the five-year review period for Maintenance and Operations Professionals positions at San Diego Mesa College shows no significant disparities based on race or ethnicity.

San Diego Miramar College

Total Workforce

Longitudinal hiring analyses were conducted for the total workforce, combining all positions in single analyses. This is useful for context, but findings should not be construed to indicate specific issues.

Gender Identity Analysis

The overall hiring analysis revealed no significant disparities based on gender identity.

Race/Ethnicity Analysis

The overall hiring rates for the five-year review period for positions at San Diego Miramar College shows significant disparities in the selection rate of Black, Hispanic/Latinx, and White applicants, with Asian applicants experiencing the highest selection rate. The longitudinal hiring phases analysis shows all three groups were significantly less likely to be selected for an interview. The findings suggest removing personally-identifiable information from applications and screening materials would have a notable impact on the composition of interview pools.

Academic Administrators

Gender Identity Analysis

The overall hiring analysis revealed no significant disparities based on gender identity.

Race/Ethnicity Analysis

The overall hiring rates for the five-year review period for Academic Administrator positions at San Diego Miramar College shows significant disparities in the selection rate of Black and White applicants. The longitudinal hiring phase analysis shows both groups were less likely to be selected for an interview. The finding suggests removing personally-identifiable information

from applications and screening materials would have a notable impact on the composition of interview pools.

Classified Administrators

Gender Identity Analysis

The overall hiring analysis revealed no significant disparities based on gender identity.

Race/Ethnicity Analysis

The overall hiring rates for the five-year review period for Classified Administrator positions at San Diego Miramar College show no significant disparities based on race or ethnicity.

Instructional Faculty

Gender Identity Analysis

The overall hiring analysis revealed a significant disparity in the selection rate for male applicants. The longitudinal hiring phase analysis shows males were less likely to be selected for an interview. The finding suggests removing personally-identifiable information from applications and screening materials would have a notable impact on the composition of interview pools.

Race/Ethnicity Analysis

The overall hiring rates for the five-year review period for Instructional Faculty positions at San Diego Miramar College shows no significant disparities based on race or ethnicity.

Non-instructional Faculty

Gender Identity Analysis

The overall hiring analysis revealed no significant disparities based on gender identity.

Race/Ethnicity Analysis

The overall hiring rates for the five-year review period for Non-instructional Faculty positions at San Diego Miramar College shows a significant disparity in the selection of White applicants. Asian applicants experienced the highest selection rate. The longitudinal hiring phase analysis shows White applicants were more likely to apply for a position when they did not meet minimum qualifications and were less likely to be selected for an interview. These findings suggest clarity in equivalency processes could further diversify applicant pools for Non-

Instructional Faculty positions and removing personally-identifiable information from applications and screening materials would have a notable impact on the composition of interview pools.

Office and Technical Professionals

Gender Identity Analysis

The overall hiring analysis revealed no significant disparities based on gender identity.

Race/Ethnicity Analysis

The overall hiring rates for the five-year review period for Office and Technical Professional positions at San Diego Miramar College shows significant disparities in the selection of Black and Hispanic/Latinx applicants. Asian applicants had the highest selection rate. The longitudinal phase analysis shows both groups were significantly less likely to be invited to an interview and Black applicants were less likely to be offered a position. The finding suggests removing personally-identifiable information from applications and screening materials would have a notable impact on the composition of interview pools. Due to the lack of record specifying whether an applicant failed the first or second interview, it is difficult to isolate the potential causes of the disparity. Revision of applicant tracking and disposition coding procedures will correct this issue going forward, allowing for more detailed analysis and conclusions.

Maintenance and Operations Professionals

Gender Identity Analysis

The overall hiring analysis revealed no significant disparities based on gender identity.

Race/Ethnicity Analysis

The overall hiring rates for the five-year review period for Maintenance and Operations Professionals positions at San Diego Miramar College shows no significant disparities based on race or ethnicity.

San Diego College of Continuing Education

Total Workforce

Longitudinal hiring analyses were conducted for the total workforce, combining all positions in single analyses. This is useful for context, but findings should not be construed to indicate specific issues.

Gender Identity Analysis

The overall hiring analysis revealed no significant disparities based on gender identity.

Race/Ethnicity Analysis

The overall hiring rates for the five-year review period for positions at San Diego College of Continuing Education shows significant disparities in the selection rate of Black and White applicants, with Hispanic/Latinx applicants experiencing the highest selection rate. The longitudinal hiring phases analysis shows White applicants were more likely to apply for positions when they did not meet the minimum qualifications and were less likely to be selected for an interview. Black and White applicants were less likely to receive a job offer following the interview. The findings suggest removing personally-identifiable information from applications and screening materials would have a notable impact on the composition of interview pools. Due to the lack of record specifying whether an applicant failed the first or second interview, it is difficult to isolate the potential causes of the disparity. Revision of applicant tracking and disposition coding procedures will correct this issue going forward, allowing for more detailed analysis and conclusions.

Academic Administrators

Gender Identity Analysis

The overall hiring analysis revealed a significant disparity in the selection rate for male applicants. The longitudinal hiring phase analysis shows males were less likely to be selected for an interview. The finding suggests removing personally-identifiable information from applications and screening materials would have a notable impact on the composition of interview pools.

Race/Ethnicity Analysis

The overall hiring rates for the five-year review period for Academic Administrator positions at San Diego College of Continuing Education shows no significant disparities based on race or ethnicity.

Classified Administrators

Gender Identity Analysis

The overall hiring analysis revealed no significant disparities based on gender identity.

Race/Ethnicity Analysis

The overall hiring rates for the five-year review period for Classified Administrator positions at San Diego College of Continuing Education show no significant disparities based on race or ethnicity.

Instructional Faculty

Gender Identity Analysis

The overall hiring analysis revealed no significant disparities based on gender identity.

Race/Ethnicity Analysis

The overall hiring rates for the five-year review period for Instructional Faculty positions at San Diego College of Continuing Education shows a significant disparity in the selection rate of White applicants. Given the employment of White individuals in Instructional Faculty positions exceeds the estimated availability and the historical overrepresentation of White individuals in Faculty positions, the disparity does not suggest there are persistent barriers to employment of White individuals.

Non-instructional Faculty

Gender Identity Analysis

The overall hiring analysis revealed no significant disparities based on gender identity.

Race/Ethnicity Analysis

The overall hiring rates for the five-year review period for Non-Instructional Faculty positions at San Diego College of Continuing Education show no significant disparities based on race or ethnicity.

Office and Technical Professionals

Gender Identity Analysis

The overall hiring analysis revealed no significant disparities based on gender identity.

Race/Ethnicity Analysis

The overall hiring rates for the five-year review period for Office and Technical Professional positions at San Diego College of Continuing Education shows significant disparities in the

selection of White applicants. Hispanic/Latinx applicants had the highest selection rate. The longitudinal phase analysis shows White applicants were more likely to apply for a position when they did not meet minimum qualifications, were significantly less likely to be invited to an interview, and were less likely to be offered a position following the interview. The finding suggests removing personally-identifiable information from applications and screening materials would have a notable impact on the composition of interview pools. Due to the lack of record specifying whether an applicant failed the first or second interview, it is difficult to isolate the potential causes of the disparity. Revision of applicant tracking and disposition coding procedures will correct this issue going forward, allowing for more detailed analysis and conclusions.

Maintenance and Operations Professionals

There were no hires during the review period for longitudinal hiring analyses to be conducted.

District Divisions

There were significantly fewer hiring opportunities within the Finance and Business Services Division; People, Culture, and Technology Services Division; Educational Services Division, and Operations, Enterprise Services, and Facilities Division. The longitudinal hiring analyses revealed similar outcomes as observed within the College data. There were no specific, unique findings which would indicate a persistent or widespread pattern of disparities impacting a particular gender identity or race or ethnicity group.

Appendix C: Comprehensive Data Analysis Tables

    I.   Availability Analyses
        a.   Districtwide – All Employees

Individual Race Availability Analysis

Company	All Employees
Job Group:	All Employees
Job Title(s):	All Employees
Census Occupation Code(s):	All

Race	Job Group	External Recruitment Area	Total Job Group Employees	Total Race Job Group Employees	% of Race Job Group Employees	Race Availability	Race Expected based on Availability	Binomial Exact	SD	SF	
White	All Employees	Student Population	3865	1736	44.9%	42.9%	1657	0.99	2.55	-79	
Black	All Employees	Local Community - SD County	3865	256	6.6%	6.7%	260	0.42	-0.25	4	
Hispanic	All Employees	CA Statewide	3865	720	18.6%	30.8%	1192	0.00	-16.43	472	Underutilized
Asian	All Employees	US National	3865	538	13.9%	12.9%	498	0.97	1.90	-40	
Native American	All Employees	Recent College Graduate Pool	3865	15	0.4%	0.3%	12	0.82	0.77	-3	
NH/PI	All Employees		3865		0.0%	0.0%	0	1.00		0	
Total BIPOC	All Employees		3865	1529	39.6%	57.1%	2208	0.00	-22.05	679	Underutilized

Gender	Job Group	External Recruitment Area	Total Job Group Employees	Total Gender Job Group Employees	% of Gender Job Group Employees	Gender Availability	Gender Expected based on Availability	Binomial Exact	SD	SF	
Females	All Employees	Student Population	3865	2154	55.7%	51.9%	2005	1.00	4.80	-149	
Males	All Employees	Local Community - SD County	3865	1704	44.1%	48.0%	1854	0.00	-4.82	150	Underutilized

b. Districtwide – All Faculty

Individual Race Availability Analysis											
Company	Faculty										
Job Group:	Faculty										
Job Title(s):	Faculty										
Census Occupation Code(s):	All										

Race	Job Group	External Recruitment Area	Total Job Group Employees	Total Race Job Group Employees	% of Race Job Group Employees	Race Availability	Race Expected based on Availability	Binomial Exact	SD	SF	
White	Faculty	Student Population (IPEDS data)	2201	1232	56.0%	44.1%	971	1.00	11.22	-261	
Black	Faculty	Local Recruitment Area - San Diego	2201	121	5.5%	6.9%	151	0.00	-2.56	30	Underutilized
Hispanic/Latinx	Faculty	CA Statewide	2201	299	13.6%	29.6%	651	0.00	-16.42	352	Underutilized
Asian	Faculty	US National	2201	221	10.0%	12.7%	279	0.00	-3.72	58	Underutilized
Native American	Faculty	Education Min Qual Availability	2201	11	0.5%	0.3%	7	0.93	1.37	-4	
NH/PI	Faculty		2201		0.0%	0.0%	0	1.00		0	
Total BIPOC	Faculty		2201	652	29.6%	55.9%	1230	0.00	-24.83	578	Underutilized

Gender	Job Group	External Recruitment Area	Total Job Group Employees	Total Gender Job Group Employees	% of Gender Job Group Employees	Gender Availability	Gender Expected based on Availability	Binomial Exact	SD	SF	
Females	Faculty	Student Population (IPEDS data)	2201	1201	54.6%	52.0%	1145	0.99	2.38	-56	
Males	Faculty	Local Recruitment Area - San Diego	2201	1000	45.4%	47.8%	1052	0.01	-2.24	52	Underutilized

c. Districtwide – All Classified Professionals

Individual Race Availability Analysis											
Company	Classified Professionals										
Job Group:	Classified Professionals										
Job Title(s):	Classified Professionals										
Census Occupation Code(s):	0										

Race	Job Group	External Recruitment Area	Total Job Group Employees	Total Race Job Group Employees	% of Race Job Group Employees	Race Availability	Race Expected based on Availability	Binomial Exact	SD	SF	
White	Classified Professionals	Student Population (IPEDS data)	734	185	25.2%	43.1%	316	0.00	-9.78	131	Underutilized
Black	Classified Professionals	Local Recruitment Area - San Diego	734	69	9.4%	6.9%	51	1.00	2.67	-18	
Hispanic	Classified Professionals	CA Statewide	734	209	28.5%	31.3%	229	0.06	-1.62	20	
Asian	Classified Professionals	US National	734	141	19.2%	12.4%	91	1.00	5.57	-50	
Native American	Classified Professionals	Education Min Qual Availability	734	4	0.5%	0.9%	6	0.24	-0.92	2	
NH/PI	Classified Professionals		734		0.0%	0.0%	0	1.00		0	
Total BIPOC	Classified Professionals		734	423	57.6%	56.9%	418	0.66	0.39	-5	

Gender	Job Group	External Recruitment Area	Total Job Group Employees	Total Gender Job Group Employees	% of Gender Job Group Employees	Gender Availability	Gender Expected based on Availability	Binomial Exact	SD	SF	
Females	Classified Professionals	Student Population (IPEDS data)	734	414	56.4%	51.8%	380	0.99	2.51	-34	
Males	Classified Professionals	Local Recruitment Area - San Diego	734	320	43.6%	48.1%	353	0.01	-2.43	33	Underutilized

d. Districtwide – All Supervisory Employees

Individual Race Availability Analysis

Company	Supervisors & Professionals
Job Group:	Supervisors & Professionals
Job Title(s):	Supervisors & Professionals
Census Occupation Code(s):	0

Race	Job Group	External Recruitment Area	Total Job Group Employees	Total Race Job Group Employees	% of Race Job Group Employees	Race Availability	Race Expected based on Availability	Binomial Exact	SD	SF	
White	Supervisors	Student Population (IPEDS data)	178	70	39.3%	43.1%	77	0.17	-1.01	7	
Black	Supervisors	Local Recruitment Area - San Diego	178	12	6.7%	6.9%	12	0.54	-0.09	0	
Hispanic	Supervisors	CA Statewide	178	37	20.8%	31.3%	56	0.00	-3.01	19	Underutilized
Asian	Supervisors	US National	178	23	12.9%	12.4%	22	0.63	0.20	-1	
Native American	Supervisors	Education Min Qual Availability	178	0	0.0%	0.3%	1	0.58	-0.73	1	
NH/PI	Supervisors		178		0.0%	0.0%	0	1.00		0	
Total BIPOC	Supervisors		178	72	40.4%	56.9%	101	0.00	-4.44	29	Underutilized

Gender	Job Group	External Recruitment Area	Total Job Group Employees	Total Gender Job Group Employees	% of Gender Job Group Employees	Gender Availability	Gender Expected based on Availability	Binomial Exact	SD	SF	
Females	Supervisors	Student Population (IPEDS data)	178	83	46.6%	51.8%	92	0.10	-1.38	9	
Males	Supervisors	Local Recruitment Area - San Diego	178	95	53.4%	48.1%	86	0.93	1.42	-9	

e. Districtwide – College Police

Job Title(s):	College Police
Census Occupation Code(s):	0

Race	Job Group	External Recruitment Area	Total Job Group Employees	Total Race Job Group Employees	% of Race Job Group Employees	Race Availability	Race Expected based on Availability	Binomial Exact	SD	SF	
White	College Police	Student Population (IPEDS data)	31	11	35.5%	43.0%	13	0.26	-0.84	2	
Black	College Police	Local Recruitment Area - San Diego	31	2	6.5%	7.0%	2	0.63	-0.13	0	
Hispanic	College Police	CA Statewide	31	8	25.8%	31.6%	10	0.32	-0.69	2	
Asian	College Police	US National	31	4	12.9%	12.2%	4	0.67	0.11	0	
Native American	College Police	Education Min Qual Availability	31	0	0.0%	0.4%	0	0.89	-0.33	0	
NH/PI	College Police		31		0.0%	0.0%	0	1.00		0	
Total BIPOC	College Police		31	14	45.2%	57.0%	18	0.13	-1.33	4	

Gender	Job Group	External Recruitment Area	Total Job Group Employees	Total Gender Job Group Employees	% of Gender Job Group Employees	Gender Availability	Gender Expected based on Availability	Binomial Exact	SD	SF	
Females	College Police	Student Population (IPEDS data)	31	9	29.0%	49.0%	15	0.02	-2.22	6	Underutilized
Males	College Police	Local Recruitment Area - San Diego	31	22	71.0%	50.9%	16	0.99	2.24	-6	

f. Districtwide – All Management Employees

Individual Race Availability Analysis

Company	Management
Job Group:	Management
Job Title(s):	Management
Census Occupation Code(s):	0

Race	Job Group	External Recruitment Area	Total Job Group Employees	Total Race Job Group Employees	% of Race Job Group Employees	Race Availability	Race Expected based on Availability	Binomial Exact	SD	SF	
White	Management	Student Population (IPEDS data)	106	41	38.7%	44.1%	47	0.15	-1.12	6	
Black	Management	Local Recruitment Area - San Diego	106	10	9.4%	6.9%	7	0.89	1.04	-3	
Hispanic	Management	CA Statewide	106	25	23.6%	29.6%	31	0.11	-1.35	6	
Asian	Management	US National	106	8	7.5%	12.7%	13	0.07	-1.59	5	
Native American	Management	Education Min Qual Availability	106	0	0.0%	0.3%	0	0.70	-0.59	0	
NH/PI	Management		106		0.0%	0.0%	0	1.00		0	
Total BIPOC	Management		106	43	40.6%	55.9%	59	0.00	-3.18	16	Underutilized

Gender	Job Group	External Recruitment Area	Total Job Group Employees	Total Gender Job Group Employees	% of Gender Job Group Employees	Gender Availability	Gender Expected based on Availability	Binomial Exact	SD	SF	
Females	Management	Student Population (IPEDS data)	106	66	62.3%	52.0%	55	0.99	2.11	-11	
Males	Management	Local Recruitment Area - San Diego	106	40	37.7%	47.8%	51	0.02	-2.08	11	Underutilized

II. Longitudinal Hiring Analyses – Districtwide

a. Districtwide – All Employees

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	29117	16666	585	57.24%	3.51%	3.51%	585	0.51	0.00	0		
Overall Applicant to Hire - Male	29117	12451	406	42.76%	3.26%	3.51%	437	0.07	-1.51	31		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	29117	12451	11310	42.76%	90.84%	94.20%	11729	0.00	-16.08	419	YES	YES
2	Males	27010	11310	2502	41.87%	22.12%	22.35%	2528	0.28	-0.58	26		
3	Females	6011	3509	628	58.38%	17.90%	19.06%	669	0.04	-1.76	41		
4	Males	1105	477	432	43.17%	90.57%	98.41%	469	0.00	-13.68	37	YES	YES
5	Males	1050	432	0	41.14%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	26456	10069	274	38.06%	2.72%	4.24%	427	0.00	-7.58	153	YES	YES
Overall Hiring - Black	26456	3198	88	12.09%	2.75%	4.24%	136	0.00	-4.19	48	YES	YES
Overall Hiring - Hispanic	26456	9395	375	35.51%	3.99%	4.24%	399	0.12	-1.21	24		
Overall Hiring - Asian	26456	3794	161	14.34%	4.24%	4.24%	161	0.52	0.00	0		
Overall Hiring - Native American	26456	0	0	0.00%	0%	4.24%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	White	Black	26456	3198	2948	12.09%	92.18%	93.35%	2985	0.01	-2.64	37	YES	YES
	White	Hispanic	26456	9395	8721	35.51%	92.83%	93.35%	8770	0.02	-2.02	49	YES	YES
	White	Asian	26456	3794	3494	14.34%	92.09%	93.35%	3542	0.00	-3.10	48	YES	YES
	White	AI/AN	26456	0	0	0.00%		93.35%	0	1.00		0		
2	Asian	White	24562	9399	1934	38.27%	20.58%	25.41%	2389	0.00	-10.77	455	YES	YES
	Asian	Black	24562	2948	566	12.00%	19.20%	25.41%	749	0.00	-7.75	183	YES	YES
	Asian	Hispanic	24562	8721	2098	35.51%	24.06%	25.41%	2216	0.00	-2.91	118	YES	YES
	Asian	AI/AN	24562	0	0	0.00%		25.41%	0	1.00		0		
3	Hispanic	White	5486	1934	303	35.25%	15.67%	20.21%	391	0.00	-4.97	88	YES	YES
	Hispanic	Black	5486	566	101	10.32%	17.84%	20.21%	114	0.09	-1.40	13		
	Hispanic	Asian	5486	888	179	16.19%	20.16%	20.21%	179	0.50	-0.04	0		
	Hispanic	AI/AN	5486	0	0	0.00%		20.21%	0	1.00		0		
4	White	Black	1007	101	94	10.03%	93.07%	96.37%	97	0.08	-1.77	3		
	White	Hispanic	1007	424	397	42.11%	93.63%	96.37%	409	0.00	-3.01	12	YES	YES
	White	Asian	1007	179	171	17.78%	95.53%	96.37%	173	0.33	-0.60	2		
	White	AI/AN	1007	0	0	0.00%		96.37%	0	1.00		0		

b. Districtwide – Academic Administrators

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	3386	1605	57	47.40%	3.55%	3.55%	57	0.54	0.00	0		
Overall Applicant to Hire - Male	3386	1781	33	52.60%	1.85%	3.55%	63	0.00	-3.87	30	YES	YES

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	3386	1781	1636	52.60%	91.86%	93.02%	1657	0.03	-1.93	21		
2	Males	3129	1636	327	52.29%	19.99%	25.52%	417	0.00	-5.13	90	YES	YES
3	Males	708	327	33	46.19%	10.09%	15.49%	51	0.00	-2.70	18	YES	YES
4	Males	92	33	33	35.87%	100.00%	100.00%	33	1.00		0		
5	Males	92	33	0	35.87%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	3027	1241	23	41.00%	1.85%	4.38%	54	0.00	-4.35	31	YES	YES
Overall Hiring - Black	3027	641	14	21.18%	2.18%	4.38%	28	0.00	-2.71	14	YES	YES
Overall Hiring - Hispanic	3027	848	33	28.01%	3.89%	4.38%	37	0.28	-0.69	4		
Overall Hiring - Asian	3027	297	13	9.81%	4.38%	4.38%	13	0.57	0.00	0		
Overall Hiring - Native American	3027	0	0	0.00%	0%	4.38%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Hispanic	White	3027	1241	1128	41.00%	90.89%	95.17%	1181	0.00	-7.01	53	YES	YES
	Hispanic	Black	3027	641	600	21.18%	93.60%	95.17%	610	0.04	-1.84	10		
	Hispanic	Asian	3027	297	271	9.81%	91.25%	95.17%	283	0.00	-3.15	12	YES	YES
	Hispanic	AI/AN	3027	0	0	0.00%		95.17%	0	1.00		0		
2	Hispanic	White	2806	1128	238	40.20%	21.10%	28.87%	326	0.00	-5.76	88	YES	YES
	Hispanic	Black	2806	600	106	21.38%	17.67%	28.87%	173	0.00	-6.06	67	YES	YES
	Hispanic	Asian	2806	271	69	9.66%	25.46%	28.87%	78	0.12	-1.24	9		
	Hispanic	AI/AN	2806	0	0	0.00%		28.87%	0	1.00		0		
3	Asian	White	646	238	24	36.84%	10.08%	18.84%	45	0.00	-3.45	21	YES	YES
	Asian	Black	646	106	14	16.41%	13.21%	18.84%	20	0.08	-1.48	6		
	Asian	Hispanic	646	233	34	36.07%	14.59%	18.84%	44	0.05	-1.66	10		
	Asian	AI/AN	646	0	0	0.00%		18.84%	0	1.00		0		
4	White	Black	85	14	14	16.47%	100.00%	100.00%	14	1.00		0		
	White	Hispanic	85	34	34	40.00%	100.00%	100.00%	34	1.00		0		
	White	Asian	85	13	13	15.29%	100.00%	100.00%	13	1.00		0		
	White	AI/AN	85	0	0	0.00%		100.00%	0	1.00		0		

c. Districtwide – Classified Administrators

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	3114	1653	65	53.08%	3.93%	3.93%	65	0.53	0.00	0		
Overall Applicant to Hire - Male	3114	1461	48	46.92%	3.29%	3.93%	57	0.11	-1.27	9		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	3114	1461	1385	46.92%	94.80%	96.43%	1409	0.00	-3.36	24	YES	YES
2	Males	2979	1385	312	46.49%	22.53%	24.22%	335	0.07	-1.47	23		
3	Males	698	312	50	44.70%	16.03%	17.88%	56	0.22	-0.85	6		
4	Males	119	50	50	42.02%	100.00%	100.00%	50	1.00		0		
5	Males	119	50	0	42.02%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	2831	1118	33	39.49%	2.95%	4.15%	46	0.02	-2.00	13	YES	YES
Overall Hiring - Black	2831	387	10	13.67%	2.58%	4.15%	16	0.07	-1.54	6		
Overall Hiring - Hispanic	2831	940	36	33.20%	3.83%	4.15%	39	0.35	-0.48	3		
Overall Hiring - Asian	2831	386	16	13.63%	4.15%	4.15%	16	0.57	0.00	0		
Overall Hiring - Native American	2831	0	0	0.00%	0%	4.15%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Hispanic	White	2831	1118	1071	39.49%	95.80%	96.17%	1075	0.28	-0.65	4		
	Hispanic	Black	2831	387	369	13.67%	95.35%	96.17%	372	0.23	-0.84	3		
	Hispanic	Asian	2831	386	364	13.63%	94.30%	96.17%	371	0.04	-1.91	7		
	Hispanic	AI/AN	2831	0	0	0.00%		96.17%	0	1.00		0		
2	Asian	White	2708	1071	236	39.55%	22.04%	26.37%	282	0.00	-3.22	46	YES	YES
	Asian	Black	2708	369	67	13.63%	18.16%	26.37%	97	0.00	-3.58	30	YES	YES
	Asian	Hispanic	2708	904	231	33.38%	25.55%	26.37%	238	0.30	-0.56	7		
	Asian	AI/AN	2708	0	0	0.00%		26.37%	0	1.00		0		
3	Hispanic	White	630	236	35	37.46%	14.83%	16.88%	40	0.23	-0.84	5		
	Hispanic	Black	630	67	10	10.63%	14.93%	16.88%	11	0.41	-0.43	1		
	Hispanic	Asian	630	96	16	15.24%	16.67%	16.88%	16	0.54	-0.06	0		
	Hispanic	AI/AN	630	0	0	0.00%		16.88%	0	1.00		0		
4	White	Black	100	10	10	10.00%	100.00%	100.00%	10	1.00		0		
	White	Hispanic	100	39	39	39.00%	100.00%	100.00%	39	1.00		0		
	White	Asian	100	16	16	16.00%	100.00%	100.00%	16	1.00		0		
	White	AI/AN	100	0	0	0.00%		100.00%	0	1.00		0		

d. Districtwide – Instructional Faculty

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	5557	2833	111	50.98%	3.92%	3.92%	111	0.53	0.00	0		
Overall Applicant to Hire - Male	5557	2724	49	49.02%	1.80%	3.92%	107	0.00	-5.70	58	YES	YES

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	5557	2724	2518	49.02%	92.44%	93.65%	2551	0.01	-2.59	33	YES	YES
2	Males	5171	2518	429	48.69%	17.04%	23.45%	590	0.00	-7.59	161	YES	YES
3	Males	1051	429	51	40.82%	11.89%	18.33%	79	0.00	-3.45	28	YES	YES
4	Males	165	51	51	30.91%	100.00%	100.00%	51	1.00		0		
5	Males	165	51	0	30.91%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	4892	2753	68	56.28%	2.47%	3.76%	104	0.00	-3.56	36	YES	YES
Overall Hiring - Black	4892	384	8	7.85%	2.08%	3.76%	14	0.05	-1.73	6		
Overall Hiring - Hispanic	4892	1010	38	20.65%	3.76%	3.76%	38	0.54	0.00	0		
Overall Hiring - Asian	4892	745	26	15.23%	3.49%	3.76%	28	0.39	-0.39	2		
Overall Hiring - Native American	4892	0	0	0.00%	0%	3.76%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	White	Black	4892	384	345	7.85%	89.84%	94.15%	362	0.00	-3.60	17	YES	YES
	White	Hispanic	4892	1010	946	20.65%	93.66%	94.15%	951	0.27	-0.66	5		
	White	Asian	4892	745	672	15.23%	90.20%	94.15%	701	0.00	-4.60	29	YES	YES
	White	AI/AN	4892	0	0	0.00%		94.15%	0	1.00		0		
2	Hispanic	White	4555	2592	525	56.90%	20.25%	21.67%	562	0.04	-1.75	37		
	Hispanic	Black	4555	345	53	7.57%	15.36%	21.67%	75	0.00	-2.84	22	YES	YES
	Hispanic	Asian	4555	672	143	14.75%	21.28%	21.67%	146	0.42	-0.25	3		
	Hispanic	AI/AN	4555	0	0	0.00%		21.67%	0	1.00		0		
3	Asian	White	926	525	69	56.70%	13.14%	19.58%	103	0.00	-3.72	34	YES	YES
	Asian	Black	926	53	10	5.72%	18.87%	19.58%	10	0.53	-0.13	0		
	Asian	Hispanic	926	205	39	22.14%	19.02%	19.58%	40	0.46	-0.20	1		
	Asian	AI/AN	926	0	0	0.00%		19.58%	0	1.00		0		
4	White	Black	146	10	10	6.85%	100.00%	100.00%	10	1.00		0		
	White	Hispanic	146	39	39	26.71%	100.00%	100.00%	39	1.00		0		
	White	Asian	146	28	28	19.18%	100.00%	100.00%	28	1.00		0		
	White	AI/AN	146	0	0	0.00%		100.00%	0	1.00		0		

e. Districtwide – Noninstructional Faculty

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	2266	1579	29	69.68%	1.84%	2.91%	46	0.00	-2.54	17	YES	YES
Overall Applicant to Hire - Male	2266	687	20	30.32%	2.91%	2.91%	20	0.56	0.00	0		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Females	2266	1579	1501	69.68%	95.06%	95.34%	1505	0.31	-0.53	4		
2	Females	2156	1501	220	69.62%	14.66%	18.17%	273	0.00	-3.53	53	YES	YES
3	Females	339	220	30	64.90%	13.64%	18.49%	41	0.04	-1.85	11		
4	Males	52	22	22	42.31%	100.00%	100.00%	22	1.00		0		
5	Males	52	22	0	42.31%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	2061	628	11	30.47%	1.75%	3.18%	20	0.02	-2.05	9	YES	YES
Overall Hiring - Black	2061	314	10	15.24%	3.18%	3.18%	10	0.58	0.00	0		
Overall Hiring - Hispanic	2061	879	19	42.65%	2.16%	3.18%	28	0.05	-1.73	9		
Overall Hiring - Asian	2061	240	5	11.64%	2.08%	3.18%	8	0.22	-0.97	3		
Overall Hiring - Native American	2061	0	0	0.00%	0%	3.18%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Hispanic	White	2061	628	591	30.47%	94.11%	95.90%	602	0.02	-2.27	11	YES	YES
	Hispanic	Black	2061	314	301	15.24%	95.86%	95.90%	301	0.52	-0.04	0		
	Hispanic	Asian	2061	240	229	11.64%	95.42%	95.90%	230	0.40	-0.38	1		
	Hispanic	AI/AN	2061	0	0	0.00%		95.90%	0	1.00		0		
2	Hispanic	White	1964	591	60	30.09%	10.15%	18.86%	111	0.00	-5.41	51	YES	YES
	Hispanic	Black	1964	301	50	15.33%	16.61%	18.86%	57	0.18	-1.00	7		
	Hispanic	Asian	1964	229	41	11.66%	17.90%	18.86%	43	0.39	-0.37	2		
	Hispanic	AI/AN	1964	0	0	0.00%		18.86%	0	1.00		0		
3	Black	White	310	60	11	19.35%	18.33%	20.00%	12	0.45	-0.32	1		
	Black	Hispanic	310	159	20	51.29%	12.58%	20.00%	32	0.01	-2.34	12	YES	YES
	Black	Asian	310	41	6	13.23%	14.63%	20.00%	8	0.26	-0.86	2		
	Black	AI/AN	310	0	0	0.00%		20.00%	0	1.00		0		
4	White	Black	47	10	10	21.28%	100.00%	100.00%	10	1.00		0		
	White	Hispanic	47	20	20	42.55%	100.00%	100.00%	20	1.00		0		
	White	Asian	47	6	6	12.77%	100.00%	100.00%	6	1.00		0		
	White	AI/AN	47	0	0	0.00%		100.00%	0	1.00		0		

f. Districtwide – Office and Technical Professionals

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	12899	8708	301	67.51%	3.46%	3.46%	301	0.52	0.00	0		
Overall Applicant to Hire - Male	12899	4191	144	32.49%	3.44%	3.46%	145	0.49	-0.07	1		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	12899	4191	3921	32.49%	93.56%	94.73%	3970	0.00	-3.39	49	YES	YES
2	Males	12170	3921	830	32.22%	21.17%	21.81%	855	0.17	-0.97	25		
3	Females	2629	1799	325	68.43%	18.07%	18.80%	338	0.22	-0.79	13		
4	Females	481	325	324	67.57%	99.69%	100.00%	325	0.00		1		YES
5	Males	480	156	0	32.50%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	11867	3880	107	32.70%	2.76%	4.67%	181	0.00	-5.64	74	YES	YES
Overall Hiring - Black	11867	1214	30	10.23%	2.47%	4.67%	57	0.00	-3.63	27	YES	YES
Overall Hiring - Hispanic	11867	4823	181	40.64%	3.75%	4.67%	225	0.00	-3.01	44	YES	YES
Overall Hiring - Asian	11867	1950	91	16.43%	4.67%	4.67%	91	0.53	0.00	0		
Overall Hiring - Native American	11867	0	0	0.00%	0%	4.67%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	White	Black	11867	1214	1151	10.23%	94.81%	95.03%	1154	0.38	-0.34	3		
	White	Hispanic	11867	4823	4549	40.64%	94.32%	95.03%	4583	0.01	-2.26	34	YES	YES
	White	Asian	11867	1950	1823	16.43%	93.49%	95.03%	1853	0.00	-3.13	30	YES	YES
	White	AI/AN	11867	0	0	0.00%		95.03%	0	1.00		0		
2	Asian	White	11210	3687	738	32.89%	20.02%	26.55%	979	0.00	-8.98	241	YES	YES
	Asian	Black	11210	1151	224	10.27%	19.46%	26.55%	306	0.00	-5.45	82	YES	YES
	Asian	Hispanic	11210	4549	982	40.58%	21.59%	26.55%	1208	0.00	-7.58	226	YES	YES
	Asian	AI/AN	11210	0	0	0.00%		26.55%	0	1.00		0		
3	Asian	White	2428	738	118	30.40%	15.99%	20.25%	149	0.00	-2.88	31	YES	YES
	Asian	Black	2428	224	33	9.23%	14.73%	20.25%	45	0.02	-2.05	12	YES	YES
	Asian	Hispanic	2428	982	194	40.44%	19.76%	20.25%	199	0.37	-0.38	5		
	Asian	AI/AN	2428	0	0	0.00%		20.25%	0	1.00		0		
4	White	Black	443	33	33	7.45%	100.00%	100.00%	33	1.00		0		
	White	Hispanic	443	194	193	43.79%	99.48%	100.00%	194	0.00		1		YES
	White	Asian	443	98	98	22.12%	100.00%	100.00%	98	1.00		0		
	White	AI/AN	443	0	0	0.00%		100.00%	0	1.00		0		

g. Districtwide – Maintenance and Operations Professionals

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	1024	145	16	14.16%	11.03%	11.03%	16	0.57	0.00	0		
Overall Applicant to Hire - Male	1024	879	73	85.84%	8.30%	11.03%	97	0.00	-2.58	24	YES	YES

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Females	1024	145	125	14.16%	86.21%	93.97%	136	0.00	-3.93	11	YES	YES
2	Males	951	826	269	86.86%	32.57%	43.20%	357	0.00	-6.17	88	YES	YES
3	Females	323	54	16	16.72%	29.63%	30.11%	16	0.54	-0.08	0		
4	Males	97	81	80	83.51%	98.77%	100.00%	81	0.00		1		YES
5	Males	96	80	0	83.33%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	960	229	21	23.85%	9.17%	9.49%	22	0.49	-0.16	1		
Overall Hiring - Black	960	129	11	13.44%	8.53%	9.49%	12	0.43	-0.37	1		
Overall Hiring - Hispanic	960	506	48	52.71%	9.49%	9.49%	48	0.54	0.00	0		
Overall Hiring - Asian	960	96	5	10.00%	5.21%	9.49%	9	0.10	-1.43	4		
Overall Hiring - Native American	960	0	0	0.00%	0%	9.49%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	White	Black	960	129	115	13.44%	89.15%	98.25%	127	0.00	-7.89	12	YES	YES
	White	Hispanic	960	506	464	52.71%	91.70%	98.25%	497	0.00	-11.25	33	YES	YES
	White	Asian	960	96	85	10.00%	88.54%	98.25%	94	0.00	-7.26	9	YES	YES
	White	AI/AN	960	0	0	0.00%		98.25%	0	1.00		0		
2	Hispanic	White	889	225	75	25.31%	33.33%	34.70%	78	0.36	-0.43	3		
	Hispanic	Black	889	115	33	12.94%	28.70%	34.70%	40	0.10	-1.35	7		
	Hispanic	Asian	889	85	27	9.56%	31.76%	34.70%	29	0.33	-0.57	2		
	Hispanic	AI/AN	889	0	0	0.00%		34.70%	0	1.00		0		
3	Black	White	296	75	24	25.34%	32.00%	36.36%	27	0.25	-0.79	3		
	Black	Hispanic	296	161	52	54.39%	32.30%	36.36%	59	0.16	-1.07	7		
	Black	Asian	296	27	5	9.12%	18.52%	36.36%	10	0.04	-1.93	5		
	Black	AI/AN	296	0	0	0.00%		36.36%	0	1.00		0		
4	White	Black	93	12	12	12.90%	100.00%	100.00%	12	1.00		0		
	White	Hispanic	93	52	51	55.91%	98.08%	100.00%	52	0.00		1		YES
	White	Asian	93	5	5	5.38%	100.00%	100.00%	5	1.00		0		
	White	AI/AN	93	0	0	0.00%		100.00%	0	1.00		0		

h. Districtwide – College Police

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	871	143	6	16.42%	4.20%	5.36%	8	0.35	-0.62	2		
Overall Applicant to Hire - Male	871	728	39	83.58%	5.36%	5.36%	39	0.54	0.00	0		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	871	728	369	83.58%	50.69%	59.44%	433	0.00	-4.81	64	YES	YES
2	Females	454	85	47	18.72%	55.29%	58.54%	50	0.31	-0.61	3		
3	Females	263	47	15	17.87%	31.91%	38.89%	18	0.20	-0.98	3		
4	Females	99	15	6	15.15%	40.00%	47.62%	7	0.37	-0.59	1		
5	Males	46	40	0	86.96%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	818	220	11	26.89%	5.00%	6.25%	14	0.27	-0.77	3		
Overall Hiring - Black	818	129	5	15.77%	3.88%	6.25%	8	0.18	-1.11	3		
Overall Hiring - Hispanic	818	389	20	47.56%	5.14%	6.25%	24	0.22	-0.90	4		
Overall Hiring - Asian	818	80	5	9.78%	6.25%	6.25%	5	0.62	0.00	0		
Overall Hiring - Native American	818	0	0	0.00%	0%	6.25%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Asian	White	818	220	105	26.89%	47.73%	62.50%	138	0.00	-4.53	33	YES	YES
	Asian	Black	818	129	67	15.77%	51.94%	62.50%	81	0.01	-2.48	14	YES	YES
	Asian	Hispanic	818	389	208	47.56%	53.47%	62.50%	243	0.00	-3.68	35	YES	YES
	Asian	AI/AN	818	0	0	0.00%		62.50%	0	1.00		0		
2	Hispanic	White	430	105	62	24.42%	59.05%	61.06%	64	0.37	-0.42	2		
	Hispanic	Black	430	67	33	15.58%	49.25%	61.06%	41	0.03	-1.98	8		
	Hispanic	Asian	430	50	28	11.63%	56.00%	61.06%	31	0.28	-0.73	3		
	Hispanic	AI/AN	430	0	0	0.00%		61.06%	0	1.00		0		
3	Asian	White	250	62	22	24.80%	35.48%	46.43%	29	0.05	-1.73	7		
	Asian	Black	250	33	12	13.20%	36.36%	46.43%	15	0.16	-1.16	3		
	Asian	Hispanic	250	127	46	50.80%	36.22%	46.43%	59	0.01	-2.31	13	YES	YES
	Asian	AI/AN	250	0	0	0.00%		46.43%	0	1.00		0		
4	White	Black	93	12	5	12.90%	41.67%	50.00%	6	0.39	-0.58	1		
	White	Hispanic	93	46	21	49.46%	45.65%	50.00%	23	0.33	-0.59	2		
	White	Asian	93	13	5	13.98%	38.46%	50.00%	7	0.29	-0.83	2		
	White	AI/AN	93	0	0	0.00%		50.00%	0	1.00		0		

III. City College

a. City College – All Employees

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	6205	3630	98	58.50%	2.70%	2.70%	98	0.53	0.00	0		
Overall Applicant to Hire - Male	6205	2575	59	41.50%	2.29%	2.70%	70	0.11	-1.28	11		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	6205	2575	2318	41.50%	90.02%	92.56%	2383	0.00	-4.92	65	YES	YES
2	Males	5678	2318	409	40.82%	17.64%	20.42%	473	0.00	-3.31	64	YES	YES
3	Females	1095	686	103	62.65%	15.01%	15.40%	106	0.41	-0.28	3		
4	Males	166	63	63	37.95%	100.00%	100.00%	63	1.00		0		
5	Males	166	63	0	37.95%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	5619	2128	36	37.87%	1.69%	3.70%	79	0.00	-4.90	43	YES	YES
Overall Hiring - Black	5619	768	21	13.67%	2.73%	3.70%	28	0.09	-1.41	7		
Overall Hiring - Hispanic	5619	2101	62	37.39%	2.95%	3.70%	78	0.04	-1.81	16		
Overall Hiring - Asian	5619	622	23	11.07%	3.70%	3.70%	23	0.56	0.00	0		
Overall Hiring - Native American	5619	0	0	0.00%	0%	3.70%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Hispanic	White	5619	2128	1950	37.87%	91.64%	92.72%	1973	0.03	-1.92	23		
	Hispanic	Black	5619	768	709	13.67%	92.32%	92.72%	712	0.35	-0.43	3		
	Hispanic	Asian	5619	622	550	11.07%	88.42%	92.72%	577	0.00	-4.12	27	YES	YES
	Hispanic	AI/AN	5619	0	0	0.00%		92.72%	0	1.00		0		
2	Asian	White	5157	1950	318	37.81%	16.31%	23.45%	457	0.00	-7.45	139	YES	YES
	Asian	Black	5157	709	142	13.75%	20.03%	23.45%	166	0.02	-2.15	24	YES	YES
	Asian	Hispanic	5157	1948	414	37.77%	21.25%	23.45%	457	0.01	-2.29	43	YES	YES
	Asian	AI/AN	5157	0	0	0.00%		23.45%	0	1.00		0		
3	Asian	White	1003	318	36	31.70%	11.32%	20.16%	64	0.00	-3.93	28	YES	YES
	Asian	Black	1003	142	24	14.16%	16.90%	20.16%	29	0.20	-0.97	5		
	Asian	Hispanic	1003	414	66	41.28%	15.94%	20.16%	83	0.02	-2.14	17	YES	YES
	Asian	AI/AN	1003	0	0	0.00%		20.16%	0	1.00		0		
4	White	Black	152	24	24	15.79%	100.00%	100.00%	24	1.00		0		
	White	Hispanic	152	66	66	43.42%	100.00%	100.00%	66	1.00		0		
	White	Asian	152	26	26	17.11%	100.00%	100.00%	26	1.00		0		
	White	AI/AN	152	0	0	0.00%		100.00%	0	1.00		0		

b. City College – Academic Administrators

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	1032	508	11	49.22%	2.17%	2.17%	11	0.58	0.00	0		
Overall Applicant to Hire - Male	1032	524	8	50.78%	1.53%	2.17%	11	0.20	-1.00	3		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	1032	524	462	50.78%	88.17%	92.13%	483	0.00	-3.36	21	YES	YES
2	Males	930	462	91	49.68%	19.70%	23.72%	110	0.02	-2.03	19	YES	YES
3	Males	202	91	8	45.05%	8.79%	10.81%	10	0.34	-0.62	2		
4	Males	20	8	8	40.00%	100.00%	100.00%	8	1.00		0		
5	Males	20	8	0	40.00%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	920	367	1	39.89%	0.27%	4.55%	17	0.00	-3.93	16	YES	YES
Overall Hiring - Black	920	211	4	22.93%	1.90%	4.55%	10	0.03	-1.85	6		
Overall Hiring - Hispanic	920	264	12	28.70%	4.55%	4.55%	12	0.58	0.00	0		
Overall Hiring - Asian	920	78	2	8.48%	2.56%	4.55%	4	0.31	-0.84	2		
Overall Hiring - Native American	920	0	0	0.00%	0%	4.55%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Hispanic	White	920	367	323	39.89%	88.01%	94.32%	346	0.00	-5.22	23	YES	YES
	Hispanic	Black	920	211	195	22.93%	92.42%	94.32%	199	0.15	-1.19	4		
	Hispanic	Asian	920	78	66	8.48%	84.62%	94.32%	74	0.00	-3.70	8	YES	YES
	Hispanic	AI/AN	920	0	0	0.00%		94.32%	0	1.00		0		
2	Hispanic	White	833	323	58	38.78%	17.96%	29.32%	95	0.00	-4.49	37	YES	YES
	Hispanic	Black	833	195	33	23.41%	16.92%	29.32%	57	0.00	-3.80	24	YES	YES
	Hispanic	Asian	833	66	16	7.92%	24.24%	29.32%	19	0.22	-0.91	3		
	Hispanic	AI/AN	833	0	0	0.00%		29.32%	0	1.00		0		
3	Hispanic	White	180	58	1	32.22%	1.72%	17.81%	10	0.00	-3.20	9	YES	YES
	Hispanic	Black	180	33	4	18.33%	12.12%	17.81%	6	0.28	-0.85	2		
	Hispanic	Asian	180	16	2	8.89%	12.50%	17.81%	3	0.44	-0.55	1		
	Hispanic	AI/AN	180	0	0	0.00%		17.81%	0	1.00		0		
4	White	Black	20	4	4	20.00%	100.00%	100.00%	4	1.00		0		
	White	Hispanic	20	13	13	65.00%	100.00%	100.00%	13	1.00		0		
	White	Asian	20	2	2	10.00%	100.00%	100.00%	2	1.00		0		
	White	AI/AN	20	0	0	0.00%		100.00%	0	1.00		0		

c.   City College – Classified Administrators

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	699	402	6	57.51%	1.49%	2.02%	8	0.30	-0.75	2		
Overall Applicant to Hire - Male	699	297	6	42.49%	2.02%	2.02%	6	0.61	0.00	0		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	699	297	275	42.49%	92.59%	95.02%	282	0.04	-1.93	7		
2	Males	657	275	46	41.86%	16.73%	21.20%	58	0.04	-1.82	12		
3	Females	127	81	8	63.78%	9.88%	13.04%	11	0.26	-0.85	3		
4	Males	14	6	6	42.86%	100.00%	100.00%	6	1.00		0		
5	Males	14	6	0	42.86%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	646	254	1	39.32%	0.39%	5.80%	15	0.00	-3.69	14	YES	YES
Overall Hiring - Black	646	103	2	15.94%	1.94%	5.80%	6	0.06	-1.67	4		
Overall Hiring - Hispanic	646	220	5	34.06%	2.27%	5.80%	13	0.01	-2.24	8	YES	YES
Overall Hiring - Asian	646	69	4	10.68%	5.80%	5.80%	4	0.63	0.00	0		
Overall Hiring - Native American	646	0	0	0.00%	0%	5.80%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Black	White	646	254	240	39.32%	94.49%	96.12%	244	0.12	-1.34	4		
	Black	Hispanic	646	220	204	34.06%	92.73%	96.12%	211	0.01	-2.60	7	YES	YES
	Black	Asian	646	69	65	10.68%	94.20%	96.12%	66	0.28	-0.82	1		
	Black	AI/AN	646	0	0	0.00%		96.12%	0	1.00		0		
2	Asian	White	608	240	48	39.47%	20.00%	26.15%	63	0.02	-2.17	15	YES	YES
	Asian	Black	608	99	15	16.28%	15.15%	26.15%	26	0.01	-2.49	11	YES	YES
	Asian	Hispanic	608	204	43	33.55%	21.08%	26.15%	53	0.06	-1.65	10		
	Asian	AI/AN	608	0	0	0.00%		26.15%	0	1.00		0		
3	Asian	White	123	48	1	39.02%	2.08%	23.53%	11	0.00	-3.50	10	YES	YES
	Asian	Black	123	15	2	12.20%	13.33%	23.53%	4	0.28	-0.93	2		
	Asian	Hispanic	123	43	7	34.96%	16.28%	23.53%	10	0.17	-1.12	3		
	Asian	AI/AN	123	0	0	0.00%		23.53%	0	1.00		0		
4	White	Black	14	2	2	14.29%	100.00%	100.00%	2	1.00		0		
	White	Hispanic	14	7	7	50.00%	100.00%	100.00%	7	1.00		0		
	White	Asian	14	4	4	28.57%	100.00%	100.00%	4	1.00		0		
	White	AI/AN	14	0	0	0.00%		100.00%	0	1.00		0		

d. City College – Instructional Faculty

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	1344	641	27	47.69%	4.21%	4.21%	27	0.55	0.00	0		
Overall Applicant to Hire - Male	1344	703	8	52.31%	1.14%	4.21%	30	0.00	-4.06	22	YES	YES

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	1344	703	607	52.31%	86.34%	91.11%	640	0.00	-4.44	33	YES	YES
2	Males	1191	607	90	50.97%	14.83%	25.17%	153	0.00	-5.87	63	YES	YES
3	Males	237	90	8	37.97%	8.89%	18.37%	17	0.01	-2.32	9	YES	YES
4	Males	35	8	8	22.86%	100.00%	100.00%	8	1.00		0		
5	Males	35	8	0	22.86%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	1176	662	13	56.29%	1.96%	3.53%	23	0.01	-2.19	10	YES	YES
Overall Hiring - Black	1176	89	1	7.57%	1.12%	3.53%	3	0.17	-1.23	2		
Overall Hiring - Hispanic	1176	283	10	24.06%	3.53%	3.53%	10	0.58	0.00	0		
Overall Hiring - Asian	1176	142	5	12.07%	3.52%	3.53%	5	0.61	-0.01	0		
Overall Hiring - Native American	1176	0	0	0.00%	0%	3.53%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Hispanic	White	1176	662	599	56.29%	90.48%	91.17%	604	0.29	-0.62	5		
	Hispanic	Black	1176	89	74	7.57%	83.15%	91.17%	81	0.01	-2.67	7	YES	YES
	Hispanic	Asian	1176	142	118	12.07%	83.10%	91.17%	129	0.00	-3.39	11	YES	YES
	Hispanic	AI/AN	1176	0	0	0.00%		91.17%	0	1.00		0		
2	Black	White	1049	599	102	57.10%	17.03%	28.38%	170	0.00	-6.16	68	YES	YES
	Black	Hispanic	1049	258	61	24.59%	23.64%	28.38%	73	0.05	-1.69	12		
	Black	Asian	1049	118	28	11.25%	23.73%	28.38%	33	0.15	-1.12	5		
	Black	AI/AN	1049	0	0	0.00%		28.38%	0	1.00		0		
3	Asian	White	212	102	13	48.11%	12.75%	17.86%	18	0.11	-1.35	5		
	Asian	Black	212	21	2	9.91%	9.52%	17.86%	4	0.25	-1.00	2		
	Asian	Hispanic	212	61	10	28.77%	16.39%	17.86%	11	0.46	-0.30	1		
	Asian	AI/AN	212	0	0	0.00%		17.86%	0	1.00		0		
4	White	Black	30	2	2	6.67%	100.00%	100.00%	2	1.00		0		
	White	Hispanic	30	10	10	33.33%	100.00%	100.00%	10	1.00		0		
	White	Asian	30	5	5	16.67%	100.00%	100.00%	5	1.00		0		
	White	AI/AN	30	0	0	0.00%		100.00%	0	1.00		0		

e. City College – Noninstructional Faculty

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	778	547	9	70.31%	1.65%	3.90%	21	0.00	-2.72	12	YES	YES
Overall Applicant to Hire - Male	778	231	9	29.69%	3.90%	3.90%	9	0.59	0.00	0		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	778	231	211	29.69%	91.34%	94.15%	217	0.05	-1.82	6		
2	Females	726	515	72	70.94%	13.98%	21.80%	112	0.00	-4.30	40	YES	YES
3	Females	118	72	9	61.02%	12.50%	21.74%	16	0.03	-1.90	7		
4	Males	19	10	10	52.63%	100.00%	100.00%	10	1.00		0		
5	Males	19	10	0	52.63%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	705	214	5	30.35%	2.34%	3.42%	7	0.26	-0.87	2		
Overall Hiring - Black	705	117	4	16.60%	3.42%	3.42%	4	0.63	0.00	0		
Overall Hiring - Hispanic	705	309	6	43.83%	1.94%	3.42%	11	0.09	-1.43	5		
Overall Hiring - Asian	705	65	0	9.22%	0.00%	3.42%	2	0.10	-1.52	2		
Overall Hiring - Native American	705	0	0	0.00%	0%	3.42%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Hispanic	White	705	214	196	30.35%	91.59%	94.17%	202	0.08	-1.62	6		
	Hispanic	Black	705	117	110	16.60%	94.02%	94.17%	110	0.53	-0.07	0		
	Hispanic	Asian	705	65	61	9.22%	93.85%	94.17%	61	0.53	-0.11	0		
	Hispanic	AI/AN	705	0	0	0.00%		94.17%	0	1.00		0		
2	Asian	White	658	196	16	29.79%	8.16%	21.31%	42	0.00	-4.50	26	YES	YES
	Asian	Black	658	110	19	16.72%	17.27%	21.31%	23	0.18	-1.03	4		
	Asian	Hispanic	658	291	54	44.22%	18.56%	21.31%	62	0.14	-1.15	8		
	Asian	AI/AN	658	0	0	0.00%		21.31%	0	1.00		0		
3	White	Black	102	19	4	18.63%	21.05%	31.25%	6	0.24	-0.96	2		
	White	Hispanic	102	54	6	52.94%	11.11%	31.25%	17	0.00	-3.19	11	YES	YES
	White	Asian	102	13	1	12.75%	7.69%	31.25%	4	0.05	-1.83	3		
	White	AI/AN	102	0	0	0.00%		31.25%	0	1.00		0		
4	White	Black	16	4	4	25.00%	100.00%	100.00%	4	1.00		0		
	White	Hispanic	16	6	6	37.50%	100.00%	100.00%	6	1.00		0		
	White	Asian	16	1	1	6.25%	100.00%	100.00%	1	1.00		0		
	White	AI/AN	16	0	0	0.00%		100.00%	0	1.00		0		

f. City College – Office and Technical Professionals

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	2237	1505	45	67.28%	2.99%	3.55%	53	0.13	-1.18	8		
Overall Applicant to Hire - Male	2237	732	26	32.72%	3.55%	3.55%	26	0.55	0.00	0		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Females	2237	1505	1385	67.28%	92.03%	92.49%	1392	0.26	-0.68	7		
2	Males	2062	677	118	32.83%	17.43%	19.86%	134	0.06	-1.58	16		
3	Females	393	275	47	69.97%	17.09%	24.58%	68	0.00	-2.88	21	YES	YES
4	Males	76	29	29	38.16%	100.00%	100.00%	29	1.00		0		
5	Males	76	29	0	38.16%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	2065	606	15	29.35%	2.48%	4.65%	28	0.00	-2.54	13	YES	YES
Overall Hiring - Black	2065	227	10	10.99%	4.41%	4.65%	11	0.51	-0.18	1		
Overall Hiring - Hispanic	2065	974	27	47.17%	2.77%	4.65%	45	0.00	-2.78	18	YES	YES
Overall Hiring - Asian	2065	258	12	12.49%	4.65%	4.65%	12	0.58	0.00	0		
Overall Hiring - Native American	2065	0	0	0.00%	0%	4.65%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	White	Black	2065	227	210	10.99%	92.51%	93.56%	212	0.29	-0.65	2		
	White	Hispanic	2065	974	896	47.17%	91.99%	93.56%	911	0.03	-2.00	15	YES	
	White	Asian	2065	258	231	12.49%	89.53%	93.56%	241	0.01	-2.64	10	YES	YES
	White	AI/AN	2065	0	0	0.00%		93.56%	0	1.00		0		
2	Black	White	1904	567	90	29.78%	15.87%	23.81%	135	0.00	-4.44	45	YES	YES
	Black	Hispanic	1904	896	176	47.06%	19.64%	23.81%	213	0.00	-2.93	37	YES	YES
	Black	Asian	1904	231	52	12.13%	22.51%	23.81%	55	0.35	-0.46	3		
	Black	AI/AN	1904	0	0	0.00%		23.81%	0	1.00		0		
3	Asian	White	368	90	15	24.46%	16.67%	26.92%	24	0.02	-2.19	9	YES	YES
	Asian	Hispanic	368	176	28	47.83%	15.91%	26.92%	47	0.00	-3.29	19	YES	YES
	Asian	Black	368	50	12	13.59%	24.00%	26.92%	13	0.39	-0.47	1		
	Asian	AI/AN	368	0	0	0.00%		26.92%	0	1.00		0		
4	White	Black	69	12	12	17.39%	100.00%	100.00%	12	1.00		0		
	White	Hispanic	69	28	28	40.58%	100.00%	100.00%	28	1.00		0		
	White	Asian	69	14	14	20.29%	100.00%	100.00%	14	1.00		0		
	White	AI/AN	69	0	0	0.00%		100.00%	0	1.00		0		

g.   City College – Maintenance and Operations Professionals

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	115	27	0	23.48%	0.00%	2.27%	1	0.54	-0.79	1		
Overall Applicant to Hire - Male	115	88	2	76.52%	2.27%	2.27%	2	0.68	0.00	0		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Females	115	27	26	23.48%	96.30%	97.73%	26	0.46	-0.50	0		
2	Females	112	26	0	23.21%	0.00%	20.93%	5	0.00	-2.62	5	YES	YES
3	Males	18	18	2	100.00%	11.11%							#VALUE!
4	Males	2	2	2	100.00%	100.00%							#VALUE!
5	Males	2	2	0	100.00%	0.00%							#VALUE!

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	107	25	1	23.36%	4.00%	4.00%	1	0.74	0.00	0		
Overall Hiring - Black	107	21	0	19.63%	0.00%	4.00%	1	0.42	-0.94	1		
Overall Hiring - Hispanic	107	51	2	47.66%	3.92%	4.00%	2	0.67	-0.03	0		
Overall Hiring - Asian	107	10	0	9.35%	0.00%	4.00%	0	0.66	-0.65	0		
Overall Hiring - Native American	107	0	0	0.00%	0%	4.00%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	White	Black	107	21	21	19.63%	100.00%	100.00%	21	1.00		0		
	White	Hispanic	107	51	50	47.66%	98.04%	100.00%	51	0.00		1		YES
	White	Asian	107	10	9	9.35%	90.00%	100.00%	10	0.00		1		YES
	White	AI/AN	107	0	0	0.00%		100.00%	0	1.00		0		
2	Asian	White	105	25	4	23.81%	16.00%	33.33%	8	0.05	-1.84	4		
	Asian	Black	105	21	4	20.00%	19.05%	33.33%	7	0.12	-1.39	3		
	Asian	Hispanic	105	50	7	47.62%	14.00%	33.33%	17	0.00	-2.90	10	YES	YES
	Asian	AI/AN	105	0	0	0.00%		33.33%	0	1.00		0		
3	Hispanic	White	18	4	1	22.22%	25.00%	28.57%	1	0.68	-0.16	0		
	Hispanic	Black	18	4	0	22.22%	0.00%	28.57%	1	0.26	-1.26	1		
	Hispanic	Asian	18	3	0	16.67%	0.00%	28.57%	1	0.36	-1.10	1		
	Hispanic	AI/AN	18	0	0	0.00%		28.57%	0	1.00		0		
4	White	Black	3	0	0	0.00%		100.00%	0	1.00		0		
	White	Hispanic	3	2	2	66.67%	100.00%	100.00%	2	1.00		0		
	White	Asian	3	0	0	0.00%		100.00%	0	1.00		0		
	White	AI/AN	3	0	0	0.00%		100.00%	0	1.00		0		

IV.   Mesa College

a.   Mesa College – All Employees

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	6812	4069	151	59.73%	3.71%	3.71%	151	0.52	0.00	0		
Overall Applicant to Hire - Male	6812	2743	67	40.27%	2.44%	3.71%	102	0.00	-3.51	35	YES	YES

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	6812	2743	2635	40.27%	96.06%	96.73%	2653	0.03	-1.97	18		
2	Males	6571	2635	480	40.10%	18.22%	20.81%	548	0.00	-3.28	68	YES	YES
3	Males	1299	480	68	36.95%	14.17%	18.80%	90	0.00	-2.60	22	YES	YES
4	Males	222	68	68	30.63%	100.00%	100.00%	68	1.00		0		
5	Males	222	68	0	30.63%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	6167	2434	54	39.47%	2.22%	4.99%	121	0.00	-6.28	67	YES	YES
Overall Hiring - Black	6167	663	17	10.75%	2.56%	4.99%	33	0.00	-2.87	16	YES	YES
Overall Hiring - Hispanic	6167	2108	83	34.18%	3.94%	4.99%	105	0.01	-2.22	22	YES	YES
Overall Hiring - Asian	6167	962	48	15.60%	4.99%	4.99%	48	0.54	0.00	0		
Overall Hiring - Native American	6167	0	0	0.00%	0%	4.99%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	White	Black	6167	663	645	10.75%	97.29%	97.29%	645	0.53	-0.01	0		
	White	Hispanic	6167	2108	2026	34.18%	96.11%	97.29%	2051	0.00	-3.33	25	YES	YES
	White	Asian	6167	962	912	15.60%	94.80%	97.29%	936	0.00	-4.75	24	YES	YES
	White	AI/AN	6167	0	0	0.00%		97.29%	0	1.00		0		
2	Asian	White	5951	2368	434	39.79%	18.33%	23.46%	556	0.00	-5.90	122	YES	YES
	Asian	Black	5951	645	97	10.84%	15.04%	23.46%	151	0.00	-5.05	54	YES	YES
	Asian	Hispanic	5951	2026	425	34.04%	20.98%	23.46%	475	0.00	-2.64	50	YES	YES
	Asian	AI/AN	5951	0	0	0.00%		23.46%	0	1.00		0		
3	Asian	White	1170	434	55	37.09%	12.67%	22.90%	99	0.00	-5.07	44	YES	YES
	Asian	Black	1170	97	18	8.29%	18.56%	22.90%	22	0.19	-1.02	4		
	Asian	Hispanic	1170	425	84	36.32%	19.76%	22.90%	97	0.07	-1.54	13		
	Asian	AI/AN	1170	0	0	0.00%		22.90%	0	1.00		0		
4	White	Black	206	18	18	8.74%	100.00%	100.00%	18	1.00		0		
	White	Hispanic	206	84	84	40.78%	100.00%	100.00%	84	1.00		0		
	White	Asian	206	49	49	23.79%	100.00%	100.00%	49	1.00		0		
	White	AI/AN	206	0	0	0.00%		100.00%	0	1.00		0		

b. Mesa College – Academic Administrators

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	539	250	14	46.38%	5.60%	5.60%	14	0.57	0.00	0		
Overall Applicant to Hire - Male	539	289	5	53.62%	1.73%	5.60%	16	0.00	-2.86	11	YES	YES

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	539	289	281	53.62%	97.23%	99.60%	288	0.00	-6.38	7	YES	YES
2	Males	530	281	53	53.02%	18.86%	27.71%	78	0.00	-3.31	25	YES	YES
3	Males	122	53	5	43.44%	9.43%	20.29%	11	0.03	-1.97	6		
4	Males	19	5	5	26.32%	100.00%	100.00%	5	1.00		0		
5	Males	19	5	0	26.32%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	483	183	5	37.89%	2.73%	8.20%	15	0.00	-2.69	10	YES	YES
Overall Hiring - Black	483	89	2	18.43%	2.25%	8.20%	7	0.02	-2.05	5	YES	YES
Overall Hiring - Hispanic	483	150	6	31.06%	4.00%	8.20%	12	0.03	-1.87	6		
Overall Hiring - Asian	483	61	5	12.63%	8.20%	8.20%	5	0.62	0.00	0		
Overall Hiring - Native American	483	0	0	0.00%	0%	8.20%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Asian	White	483	183	179	37.89%	97.81%	100.00%	183	0.00		4		YES
	Asian	Black	483	89	86	18.43%	96.63%	100.00%	89	0.00		3		YES
	Asian	Hispanic	483	150	149	31.06%	99.33%	100.00%	150	0.00		1		YES
	Asian	AI/AN	483	0	0	0.00%		100.00%	0	1.00		0		
2	Asian	White	475	179	39	37.68%	21.79%	32.79%	59	0.00	-3.13	20	YES	YES
	Asian	Black	475	86	15	18.11%	17.44%	32.79%	28	0.00	-3.03	13	YES	YES
	Asian	Hispanic	475	149	39	31.37%	26.17%	32.79%	49	0.05	-1.72	10		
	Asian	AI/AN	475	0	0	0.00%		32.79%	0	1.00		0		
3	Asian	White	113	39	5	34.51%	12.82%	25.00%	10	0.05	-1.76	5		
	Asian	Black	113	15	2	13.27%	13.33%	25.00%	4	0.24	-1.04	2		
	Asian	Hispanic	113	39	6	34.51%	15.38%	25.00%	10	0.11	-1.39	4		
	Asian	AI/AN	113	0	0	0.00%		25.00%	0	1.00		0		
4	White	Black	18	2	2	11.11%	100.00%	100.00%	2	1.00		0		
	White	Hispanic	18	6	6	33.33%	100.00%	100.00%	6	1.00		0		
	White	Asian	18	5	5	27.78%	100.00%	100.00%	5	1.00		0		
	White	AI/AN	18	0	0	0.00%		100.00%	0	1.00		0		

c.   Mesa College – Classified Administrators

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	499	310	11	62.12%	3.55%	3.55%	11	0.58	0.00	0		
Overall Applicant to Hire - Male	499	189	4	37.88%	2.12%	3.55%	7	0.20	-1.06	3		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	499	189	188	37.88%	99.47%	100.00%	189	0.00		1		YES
2	Males	498	188	28	37.75%	14.89%	18.39%	35	0.13	-1.24	7		
3	Males	85	28	4	32.94%	14.29%	19.30%	5	0.35	-0.67	1		
4	Males	15	4	4	26.67%	100.00%	100.00%	4	1.00		0		
5	Males	15	4	0	26.67%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	452	194	2	42.92%	1.03%	6.90%	13	0.00	-3.22	11	YES	YES
Overall Hiring - Black	452	58	1	12.83%	1.72%	6.90%	4	0.08	-1.55	3		
Overall Hiring - Hispanic	452	142	6	31.42%	4.23%	6.90%	10	0.13	-1.26	4		
Overall Hiring - Asian	452	58	4	12.83%	6.90%	6.90%	4	0.63	0.00	0		
Overall Hiring - Native American	452	0	0	0.00%	0%	6.90%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	White	Black	452	58	58	12.83%	100.00%	100.00%	58	1.00		0		
	White	Hispanic	452	142	141	31.42%	99.30%	100.00%	142	0.00		1		YES
	White	Asian	452	58	58	12.83%	100.00%	100.00%	58	1.00		0		
	White	AI/AN	452	0	0	0.00%		100.00%	0	1.00		0		
2	Asian	White	451	194	23	43.02%	11.86%	24.14%	47	0.00	-4.00	24	YES	YES
	Asian	Black	451	58	8	12.86%	13.79%	24.14%	14	0.04	-1.84	6		
	Asian	Hispanic	451	141	30	31.26%	21.28%	24.14%	34	0.25	-0.79	4		
	Asian	AI/AN	451	0	0	0.00%		24.14%	0	1.00		0		
3	Asian	White	75	23	2	30.67%	8.70%	28.57%	7	0.02	-2.11	5	YES	YES
	Asian	Black	75	8	1	10.67%	12.50%	28.57%	2	0.28	-1.01	1		
	Asian	Hispanic	75	30	6	40.00%	20.00%	28.57%	9	0.20	-1.04	3		
	Asian	AI/AN	75	0	0	0.00%		28.57%	0	1.00		0		
4	White	Black	13	1	1	7.69%	100.00%	100.00%	1	1.00		0		
	White	Hispanic	13	6	6	46.15%	100.00%	100.00%	6	1.00		0		
	White	Asian	13	4	4	30.77%	100.00%	100.00%	4	1.00		0		
	White	AI/AN	13	0	0	0.00%		100.00%	0	1.00		0		

d. Mesa College – Instructional Faculty

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	1845	897	43	48.62%	4.79%	4.79%	43	0.54	0.00	0		
Overall Applicant to Hire - Male	1845	948	17	51.38%	1.79%	4.79%	45	0.00	-4.32	28	YES	YES

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Females	1845	897	871	48.62%	97.10%	97.68%	876	0.15	-1.15	5		
2	Males	1797	926	164	51.53%	17.71%	26.29%	243	0.00	-5.93	79	YES	YES
3	Males	393	164	18	41.73%	10.98%	19.21%	32	0.00	-2.68	14	YES	YES
4	Males	62	18	18	29.03%	100.00%	100.00%	18	1.00		0		
5	Males	62	18	0	29.03%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	1612	919	27	57.01%	2.94%	4.32%	40	0.02	-2.06	13	YES	YES
Overall Hiring - Black	1612	135	4	8.37%	2.96%	4.32%	6	0.30	-0.77	2		
Overall Hiring - Hispanic	1612	278	12	17.25%	4.32%	4.32%	12	0.58	0.00	0		
Overall Hiring - Asian	1612	280	10	17.37%	3.57%	4.32%	12	0.33	-0.61	2		
Overall Hiring - Native American	1612	0	0	0.00%	0%	4.32%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	White	Black	1612	135	132	8.37%	97.78%	97.93%	132	0.53	-0.13	0		
	White	Hispanic	1612	278	270	17.25%	97.12%	97.93%	272	0.22	-0.95	2		
	White	Asian	1612	280	266	17.37%	95.00%	97.93%	274	0.00	-3.45	8	YES	YES
	White	AI/AN	1612	0	0	0.00%		97.93%	0	1.00		0		
2	White	Black	1568	132	18	8.42%	13.64%	22.89%	30	0.01	-2.53	12	YES	YES
	White	Hispanic	1568	270	61	17.22%	22.59%	22.89%	62	0.49	-0.12	1		
	White	Asian	1568	266	55	16.96%	20.68%	22.89%	61	0.22	-0.86	6		
	White	AI/AN	1568	0	0	0.00%		22.89%	0	1.00		0		
3	Black	White	340	206	27	60.59%	13.11%	27.78%	57	0.00	-4.70	30	YES	YES
	Black	Hispanic	340	61	12	17.94%	19.67%	27.78%	17	0.10	-1.41	5		
	Black	Asian	340	55	11	16.18%	20.00%	27.78%	15	0.13	-1.29	4		
	Black	AI/AN	340	0	0	0.00%		27.78%	0	1.00		0		
4	White	Black	55	5	5	9.09%	100.00%	100.00%	5	1.00		0		
	White	Hispanic	55	12	12	21.82%	100.00%	100.00%	12	1.00		0		
	White	Asian	55	11	11	20.00%	100.00%	100.00%	11	1.00		0		
	White	AI/AN	55	0	0	0.00%		100.00%	0	1.00		0		

e. Mesa College – Noninstructional Faculty

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	509	340	7	66.80%	2.06%	3.55%	12	0.08	-1.49	5		
Overall Applicant to Hire - Male	509	169	6	33.20%	3.55%	3.55%	6	0.61	0.00	0		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Females	509	340	318	66.80%	93.53%	97.63%	332	0.00	-4.98	14	YES	YES
2	Females	483	318	54	65.84%	16.98%	20.00%	64	0.10	-1.35	10		
3	Females	87	54	7	62.07%	12.96%	18.18%	10	0.21	-0.99	3		
4	Males	13	6	6	46.15%	100.00%	100.00%	6	1.00		0		
5	Males	13	6	0	46.15%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	464	144	4	31.03%	2.78%	5.88%	8	0.07	-1.58	4		
Overall Hiring - Black	464	68	4	14.66%	5.88%	5.88%	4	0.63	0.00	0		
Overall Hiring - Hispanic	464	200	3	43.10%	1.50%	5.88%	12	0.00	-2.63	9	YES	YES
Overall Hiring - Asian	464	52	1	11.21%	1.92%	5.88%	3	0.18	-1.21	2		
Overall Hiring - Native American	464	0	0	0.00%	0%	5.88%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Black	White	464	144	137	31.03%	95.14%	95.59%	138	0.45	-0.26	1		
	Black	Hispanic	464	200	191	43.10%	95.50%	95.59%	191	0.52	-0.06	0		
	Black	Asian	464	52	46	11.21%	88.46%	95.59%	50	0.03	-2.50	4	YES	
	Black	AI/AN	464	0	0	0.00%		95.59%	0	1.00		0		
2	Asian	White	439	137	21	31.21%	15.33%	21.74%	30	0.04	-1.82	9		
	Asian	Black	439	65	9	14.81%	13.85%	21.74%	14	0.08	-1.54	5		
	Asian	Hispanic	439	191	40	43.51%	20.94%	21.74%	42	0.44	-0.27	2		
	Asian	AI/AN	439	0	0	0.00%		21.74%	0	1.00		0		
3	Black	White	80	21	4	26.25%	19.05%	44.44%	9	0.01	-2.34	5	YES	YES
	Black	Hispanic	80	40	3	50.00%	7.50%	44.44%	18	0.00	-4.70	15	YES	YES
	Black	Asian	80	10	1	12.50%	10.00%	44.44%	4	0.03	-2.19	3	YES	
	Black	AI/AN	80	0	0	0.00%		44.44%	0	1.00		0		
4	White	Black	12	4	4	33.33%	100.00%	100.00%	4	1.00		0		
	White	Hispanic	12	3	3	25.00%	100.00%	100.00%	3	1.00		0		
	White	Asian	12	1	1	8.33%	100.00%	100.00%	1	1.00		0		
	White	AI/AN	12	0	0	0.00%		100.00%	0	1.00		0		

f. Mesa College – Office and Technical Professionals

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	3396	2270	75	66.84%	3.30%	3.30%	75	0.53	0.00	0		
Overall Applicant to Hire - Male	3396	1126	34	33.16%	3.02%	3.30%	37	0.33	-0.53	3		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	3396	1126	1053	33.16%	93.52%	96.30%	1084	0.00	-4.95	31	YES	YES
2	Males	3239	1053	194	32.51%	18.42%	18.71%	197	0.42	-0.24	3		
3	Males	603	194	34	32.17%	17.53%	18.83%	37	0.36	-0.46	3		
4	Males	111	34	34	30.63%	100.00%	100.00%	34	1.00		0		
5	Males	111	34	0	30.63%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	3133	990	16	31.60%	1.62%	5.52%	55	0.00	-5.38	39	YES	YES
Overall Hiring - Black	3133	310	6	9.89%	1.94%	5.52%	17	0.00	-2.77	11	YES	YES
Overall Hiring - Hispanic	3133	1326	54	42.32%	4.07%	5.52%	73	0.01	-2.31	19	YES	YES
Overall Hiring - Asian	3133	507	28	16.18%	5.52%	5.52%	28	0.55	0.00	0		
Overall Hiring - Native American	3133	0	0	0.00%	0%	5.52%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Black	White	3133	990	954	31.60%	96.36%	97.10%	961	0.10	-1.37	7		
	Black	Hispanic	3133	1326	1263	42.32%	95.25%	97.10%	1288	0.00	-4.01	25	YES	YES
	Black	Asian	3133	507	477	16.18%	94.08%	97.10%	492	0.00	-4.04	15	YES	YES
	Black	AI/AN	3133	0	0	0.00%		97.10%	0	1.00		0		
2	Asian	White	2995	954	143	31.85%	14.99%	23.90%	228	0.00	-6.45	85	YES	YES
	Asian	Black	2995	301	46	10.05%	15.28%	23.90%	72	0.00	-3.51	26	YES	YES
	Asian	Hispanic	2995	1263	250	42.17%	19.79%	23.90%	302	0.00	-3.42	52	YES	YES
	Asian	AI/AN	2995	0	0	0.00%		23.90%	0	1.00		0		
3	Asian	White	553	143	17	25.86%	11.89%	24.56%	35	0.00	-3.52	18	YES	YES
	Asian	Black	553	46	6	8.32%	13.04%	24.56%	11	0.04	-1.81	5		
	Asian	Hispanic	553	250	55	45.21%	22.00%	24.56%	61	0.19	-0.94	6		
	Asian	AI/AN	553	0	0	0.00%		24.56%	0	1.00		0		
4	White	Black	106	6	6	5.66%	100.00%	100.00%	6	1.00		0		
	White	Hispanic	106	55	55	51.89%	100.00%	100.00%	55	1.00		0		
	White	Asian	106	28	28	26.42%	100.00%	100.00%	28	1.00		0		
	White	AI/AN	106	0	0	0.00%		100.00%	0	1.00		0		

g. Mesa College – Maintenance and Operations Professionals

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	24	2	1	8.33%	50.00%	50.00%	1	0.75	0.00	0		
Overall Applicant to Hire - Male	24	22	1	91.67%	4.55%	50.00%	11	0.00	-4.26	10	YES	YES

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	24	22	22	91.67%	100.00%	100.00%	22	1.00		0		
2	Males	24	22	8	91.67%	36.36%	50.00%	11	0.14	-1.28	3		
3	Males	9	8	1	88.89%	12.50%	100.00%	8	0.00		7		YES
4	Males	2	1	1	50.00%	100.00%	100.00%	1	1.00		0		
5	Males	2	1	0	50.00%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	23	4	0	17.39%	0.00%	16.67%	1	0.48	-0.89	1		
Overall Hiring - Black	23	3	0	13.04%	0.00%	16.67%	1	0.58	-0.77	1		
Overall Hiring - Hispanic	23	12	2	52.17%	16.67%	16.67%	2	0.68	0.00	0		
Overall Hiring - Asian	23	4	0	17.39%	0.00%	16.67%	1	0.48	-0.89	1		
Overall Hiring - Native American	23	0	0	0.00%	0%	16.67%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	White	Black	23	3	3	13.04%	100.00%	100.00%	3	1.00		0		
	White	Hispanic	23	12	12	52.17%	100.00%	100.00%	12	1.00		0		
	White	Asian	23	4	4	17.39%	100.00%	100.00%	4	1.00		0		
	White	AI/AN	23	0	0	0.00%		100.00%	0	1.00		0		
2	White	Black	23	3	1	13.04%	33.33%	50.00%	2	0.50	-0.58	1		
	White	Hispanic	23	12	5	52.17%	41.67%	50.00%	6	0.39	-0.58	1		
	White	Asian	23	4	1	17.39%	25.00%	50.00%	2	0.31	-1.00	1		
	White	AI/AN	23	0	0	0.00%		50.00%	0	1.00		0		
3	Hispanic	White	9	2	0	22.22%	0.00%	40.00%	1	0.36	-1.15	1		
	Hispanic	Black	9	1	0	11.11%	0.00%	40.00%	0	0.60	-0.82	0		
	Hispanic	Asian	9	1	0	11.11%	0.00%	40.00%	0	0.60	-0.82	0		
	Hispanic	AI/AN	9	0	0	0.00%		40.00%	0	1.00		0		
4	Hispanic	White	2	0	0	0.00%		100.00%	0	1.00		0		
	Hispanic	Black	2	0	0	0.00%		100.00%	0	1.00		0		
	Hispanic	Asian	2	0	0	0.00%		100.00%	0	1.00		0		
	Hispanic	AI/AN	2	0	0	0.00%		100.00%	0	1.00		0		

V. Miramar College

a. Miramar College – All Employees

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	4572	2648	81	57.92%	3.06%	3.06%	81	0.53	0.00	0		
Overall Applicant to Hire - Male	4572	1924	50	42.08%	2.60%	3.06%	59	0.13	-1.17	9		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	4572	1924	1753	42.08%	91.11%	92.82%	1786	0.00	-2.91	33	YES	YES
2	Males	4211	1753	354	41.63%	20.19%	20.71%	363	0.31	-0.53	9		
3	Males	863	354	52	41.02%	14.69%	16.50%	58	0.20	-0.92	6		
4	Males	136	52	52	38.24%	100.00%	100.00%	52	1.00		0		
5	Males	136	52	0	38.24%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	4170	1818	53	43.60%	2.92%	4.23%	77	0.00	-2.78	24	YES	YES
Overall Hiring - Black	4170	417	5	10.00%	1.20%	4.23%	18	0.00	-3.07	13	YES	YES
Overall Hiring - Hispanic	4170	1202	32	28.82%	2.66%	4.23%	51	0.00	-2.70	19	YES	YES
Overall Hiring - Asian	4170	733	31	17.58%	4.23%	4.23%	31	0.55	0.00	0		
Overall Hiring - Native American	4170	0	0	0.00%	0%	4.23%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	White	Black	4170	417	380	10.00%	91.13%	92.79%	387	0.11	-1.32	7		
	White	Hispanic	4170	1202	1114	28.82%	92.68%	92.79%	1115	0.45	-0.15	1		
	White	Asian	4170	733	663	17.58%	90.45%	92.79%	680	0.01	-2.45	17	YES	YES
	White	AI/AN	4170	0	0	0.00%		92.79%	0	1.00		0		
2	Asian	White	3844	1687	325	43.89%	19.26%	25.79%	435	0.00	-6.13	110	YES	YES
	Asian	Black	3844	380	55	9.89%	14.47%	25.79%	98	0.00	-5.04	43	YES	YES
	Asian	Hispanic	3844	1114	247	28.98%	22.17%	25.79%	287	0.00	-2.76	40	YES	YES
	Asian	AI/AN	3844	0	0	0.00%		25.79%	0	1.00		0		
3	Asian	White	798	325	56	40.73%	17.23%	18.13%	59	0.37	-0.42	3		
	Asian	Black	798	55	5	6.89%	9.09%	18.13%	10	0.05	-1.74	5		
	Asian	Hispanic	798	247	34	30.95%	13.77%	18.13%	45	0.04	-1.78	11		
	Asian	AI/AN	798	0	0	0.00%		18.13%	0	1.00		0		
4	White	Black	126	5	5	3.97%	100.00%	100.00%	5	1.00		0		
	White	Hispanic	126	34	34	26.98%	100.00%	100.00%	34	1.00		0		
	White	Asian	126	31	31	24.60%	100.00%	100.00%	31	1.00		0		
	White	AI/AN	126	0	0	0.00%		100.00%	0	1.00		0		

b. Miramar College – Academic Administrators

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	600	263	9	43.83%	3.42%	3.42%	9	0.59	0.00	0		
Overall Applicant to Hire - Male	600	337	9	56.17%	2.67%	3.42%	12	0.28	-0.76	3		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Females	600	263	227	43.83%	86.31%	86.65%	228	0.46	-0.16	1		
2	Males	519	292	73	56.26%	25.00%	27.31%	80	0.21	-0.89	7		
3	Males	135	73	9	54.07%	12.33%	16.13%	12	0.24	-0.88	3		
4	Males	19	9	9	47.37%	100.00%	100.00%	9	1.00		0		
5	Males	19	9	0	47.37%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	544	255	5	46.88%	1.96%	7.02%	18	0.00	-3.16	13	YES	YES
Overall Hiring - Black	544	101	2	18.57%	1.98%	7.02%	7	0.02	-1.98	5		YES
Overall Hiring - Hispanic	544	131	6	24.08%	4.58%	7.02%	9	0.18	-1.09	3		
Overall Hiring - Asian	544	57	4	10.48%	7.02%	7.02%	4	0.63	0.00	0		
Overall Hiring - Native American	544	0	0	0.00%	0%	7.02%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Hispanic	White	544	255	218	46.88%	85.49%	90.08%	230	0.01	-2.45	12	YES	YES
	Hispanic	Black	544	101	85	18.57%	84.16%	90.08%	91	0.04	-1.99	6		
	Hispanic	Asian	544	57	49	10.48%	85.96%	90.08%	51	0.20	-1.04	2		
	Hispanic	AI/AN	544	0	0	0.00%		90.08%	0	1.00		0		
2	Hispanic	White	470	218	49	46.38%	22.48%	37.29%	81	0.00	-4.52	32	YES	YES
	Hispanic	Black	470	85	16	18.09%	18.82%	37.29%	32	0.00	-3.52	16	YES	YES
	Hispanic	Asian	470	49	15	10.43%	30.61%	37.29%	18	0.21	-0.97	3		
	Hispanic	AI/AN	470	0	0	0.00%		37.29%	0	1.00		0		
3	Asian	White	124	49	6	39.52%	12.24%	26.67%	13	0.01	-2.28	7	YES	YES
	Asian	Black	124	16	2	12.90%	12.50%	26.67%	4	0.16	-1.28	2		
	Asian	Hispanic	124	44	6	35.48%	13.64%	26.67%	12	0.03	-1.95	6		
	Asian	AI/AN	124	0	0	0.00%		26.67%	0	1.00		0		
4	White	Black	18	2	2	11.11%	100.00%	100.00%	2	1.00		0		
	White	Hispanic	18	6	6	33.33%	100.00%	100.00%	6	1.00		0		
	White	Asian	18	4	4	22.22%	100.00%	100.00%	4	1.00		0		
	White	AI/AN	18	0	0	0.00%		100.00%	0	1.00		0		

c. Miramar College – Classified Administrators

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	208	120	2	57.69%	1.67%	3.41%	4	0.22	-1.05	2		
Overall Applicant to Hire - Male	208	88	3	42.31%	3.41%	3.41%	3	0.65	0.00	0		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Females	208	120	102	57.69%	85.00%	85.23%	102	0.51	-0.07	0		
2	Males	177	75	15	42.37%	20.00%	29.41%	22	0.04	-1.79	7		
3	Females	45	30	2	66.67%	6.67%	20.00%	6	0.04	-1.83	4		
4	Males	5	3	3	60.00%	100.00%	100.00%	3	1.00		0		
5	Males	5	3	0	60.00%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	190	72	2	37.89%	2.78%	4.00%	3	0.45	-0.53	1		
Overall Hiring - Black	190	25	1	13.16%	4.00%	4.00%	1	0.74	0.00	0		
Overall Hiring - Hispanic	190	60	1	31.58%	1.67%	4.00%	2	0.30	-0.92	1		
Overall Hiring - Asian	190	33	1	17.37%	3.03%	4.00%	1	0.62	-0.28	0		
Overall Hiring - Native American	190	0	0	0.00%	0%	4.00%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Black	White	190	72	62	37.89%	86.11%	88.00%	63	0.36	-0.49	1		
	Black	Hispanic	190	60	52	31.58%	86.67%	88.00%	53	0.43	-0.32	1		
	Black	Asian	190	33	28	17.37%	84.85%	88.00%	29	0.36	-0.56	1		
	Black	AI/AN	190	0	0	0.00%		88.00%	0	1.00		0		
2	Asian	White	164	62	9	37.80%	14.52%	39.29%	24	0.00	-3.99	15	YES	YES
	Asian	Black	164	22	4	13.41%	18.18%	39.29%	9	0.03	-2.03	5	YES	
	Asian	Hispanic	164	52	15	31.71%	28.85%	39.29%	20	0.08	-1.54	5		
	Asian	AI/AN	164	0	0	0.00%		39.29%	0	1.00		0		
3	Black	White	39	9	2	23.08%	22.22%	25.00%	2	0.60	-0.19	0		
	Black	Hispanic	39	15	1	38.46%	6.67%	25.00%	4	0.08	-1.64	3		
	Black	Asian	39	11	1	28.21%	9.09%	25.00%	3	0.20	-1.22	2		
	Black	AI/AN	39	0	0	0.00%		25.00%	0	1.00		0		
4	White	Black	5	1	1	20.00%	100.00%	100.00%	1	1.00		0		
	White	Hispanic	5	1	1	20.00%	100.00%	100.00%	1	1.00		0		
	White	Asian	5	1	1	20.00%	100.00%	100.00%	1	1.00		0		
	White	AI/AN	5	0	0	0.00%		100.00%	0	1.00		0		

d. Miramar College – Instructional Faculty

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	1331	607	19	45.60%	3.13%	3.13%	19	0.56	0.00	0		
Overall Applicant to Hire - Male	1331	724	11	54.40%	1.52%	3.13%	23	0.00	-2.49	12	YES	YES

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Females	1331	607	560	45.60%	92.26%	92.68%	563	0.37	-0.40	3		
2	Males	1231	671	108	54.51%	16.10%	19.46%	131	0.01	-2.20	23	YES	YES
3	Males	217	108	11	49.77%	10.19%	17.43%	19	0.03	-1.98	8		
4	Males	30	11	11	36.67%	100.00%	100.00%	11	1.00		0		
5	Males	30	11	0	36.67%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	1181	695	17	58.85%	2.45%	2.88%	20	0.29	-0.69	3		
Overall Hiring - Black	1181	62	0	5.25%	0.00%	2.88%	2	0.16	-1.36	2		
Overall Hiring - Hispanic	1181	216	4	18.29%	1.85%	2.88%	6	0.25	-0.91	2		
Overall Hiring - Asian	1181	208	6	17.61%	2.88%	2.88%	6	0.61	0.00	0		
Overall Hiring - Native American	1181	0	0	0.00%	0%	2.88%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	White	Black	1181	62	57	5.25%	91.94%	93.81%	58	0.34	-0.61	1		
	White	Hispanic	1181	216	200	18.29%	92.59%	93.81%	203	0.26	-0.74	3		
	White	Asian	1181	208	182	17.61%	87.50%	93.81%	195	0.00	-3.78	13	YES	YES
	White	AI/AN	1181	0	0	0.00%		93.81%	0	1.00		0		
2	Asian	White	1091	652	121	59.76%	18.56%	19.23%	125	0.35	-0.44	4		
	Asian	Black	1091	57	1	5.22%	1.75%	19.23%	11	0.00	-3.35	10	YES	YES
	Asian	Hispanic	1091	200	36	18.33%	18.00%	19.23%	38	0.37	-0.44	2		
	Asian	AI/AN	1091	0	0	0.00%		19.23%	0	1.00		0		
3	Asian	White	193	121	17	62.69%	14.05%	17.14%	21	0.22	-0.90	4		
	Asian	Black	193	1	0	0.52%	0.00%	17.14%	0	0.83	-0.45	0		
	Asian	Hispanic	193	36	4	18.65%	11.11%	17.14%	6	0.24	-0.96	2		
	Asian	AI/AN	193	0	0	0.00%		17.14%	0	1.00		0		
4	White	Black	27	0	0	0.00%		100.00%	0	1.00		0		
	White	Hispanic	27	4	4	14.81%	100.00%	100.00%	4	1.00		0		
	White	Asian	27	6	6	22.22%	100.00%	100.00%	6	1.00		0		
	White	AI/AN	27	0	0	0.00%		100.00%	0	1.00		0		

e. Miramar College – Noninstructional Faculty

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	722	518	10	71.75%	1.93%	1.93%	10	0.58	0.00	0		
Overall Applicant to Hire - Male	722	204	2	28.25%	0.98%	1.93%	4	0.24	-0.99	2		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Females	722	518	500	71.75%	96.53%	96.57%	500	0.51	-0.05	0		
2	Males	697	197	23	28.26%	11.68%	13.20%	26	0.31	-0.63	3		
3	Males	89	23	2	25.84%	8.70%	15.15%	3	0.30	-0.86	1		
4	Males	12	2	2	16.67%	100.00%	100.00%	2	1.00		0		
5	Males	12	2	0	16.67%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	660	196	1	29.70%	0.51%	3.00%	6	0.02	-2.04	5	YES	YES
Overall Hiring - Black	660	83	1	12.58%	1.20%	3.00%	2	0.28	-0.96	1		
Overall Hiring - Hispanic	660	281	7	42.58%	2.49%	3.00%	8	0.39	-0.50	1		
Overall Hiring - Asian	660	100	3	15.15%	3.00%	3.00%	3	0.65	0.00	0		
Overall Hiring - Native American	660	0	0	0.00%	0%	3.00%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Asian	White	660	196	185	29.70%	94.39%	99.00%	194	0.00	-6.49	9	YES	YES
	Asian	Black	660	83	80	12.58%	96.39%	99.00%	82	0.05	-2.39	2	YES	
	Asian	Hispanic	660	281	275	42.58%	97.86%	99.00%	278	0.07	-1.91	3		
	Asian	AI/AN	660	0	0	0.00%		99.00%	0	1.00		0		
2	Hispanic	White	639	185	13	28.95%	7.03%	18.18%	34	0.00	-3.93	21	YES	YES
	Hispanic	Black	639	80	9	12.52%	11.25%	18.18%	15	0.07	-1.61	6		
	Hispanic	Asian	639	99	16	15.49%	16.16%	18.18%	18	0.36	-0.52	2		
	Hispanic	AI/AN	639	0	0	0.00%		18.18%	0	1.00		0		
3	Asian	White	88	13	1	14.77%	7.69%	18.75%	2	0.27	-1.02	1		
	Asian	Black	88	9	1	10.23%	11.11%	18.75%	2	0.47	-0.59	1		
	Asian	Hispanic	88	50	7	56.82%	14.00%	18.75%	9	0.26	-0.86	2		
	Asian	AI/AN	88	0	0	0.00%		18.75%	0	1.00		0		
4	White	Black	12	1	1	8.33%	100.00%	100.00%	1	1.00		0		
	White	Hispanic	12	7	7	58.33%	100.00%	100.00%	7	1.00		0		
	White	Asian	12	3	3	25.00%	100.00%	100.00%	3	1.00		0		
	White	AI/AN	12	0	0	0.00%		100.00%	0	1.00		0		

f. Miramar College – Office and Technical Professionals

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	1643	1127	41	68.59%	3.64%	4.46%	50	0.10	-1.33	9		
Overall Applicant to Hire - Male	1643	516	23	31.41%	4.46%	4.46%	23	0.56	0.00	0		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	1643	516	477	31.41%	92.44%	93.97%	485	0.09	-1.45	8		
2	Females	1536	1059	240	68.95%	22.66%	25.79%	273	0.01	-2.32	33	YES	YES
3	Females	363	240	43	66.12%	17.92%	20.33%	49	0.20	-0.93	6		
4	Males	68	25	25	36.76%	100.00%	100.00%	25	1.00		0		
5	Males	68	25	0	36.76%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	1530	583	28	38.10%	4.80%	5.30%	31	0.34	-0.53	3		
Overall Hiring - Black	1530	136	0	8.89%	0.00%	5.30%	7	0.00	-2.76	7	YES	YES
Overall Hiring - Hispanic	1530	490	13	32.03%	2.65%	5.30%	26	0.00	-2.61	13	YES	YES
Overall Hiring - Asian	1530	321	17	20.98%	5.30%	5.30%	17	0.56	0.00	0		
Overall Hiring - Native American	1530	0	0	0.00%	0%	5.30%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	White	Black	1530	136	129	8.89%	94.85%	95.03%	129	0.52	-0.09	0		
	White	Hispanic	1530	490	455	32.03%	92.86%	95.03%	466	0.02	-2.21	11	YES	YES
	White	Asian	1530	321	293	20.98%	91.28%	95.03%	305	0.00	-3.09	12	YES	YES
	White	AI/AN	1530	0	0	0.00%		95.03%	0	1.00		0		
2	Asian	White	1431	554	127	38.71%	22.92%	31.74%	176	0.00	-4.46	49	YES	YES
	Asian	Black	1431	129	23	9.01%	17.83%	31.74%	41	0.00	-3.39	18	YES	YES
	Asian	Hispanic	1431	455	99	31.80%	21.76%	31.74%	144	0.00	-4.57	45	YES	YES
	Asian	AI/AN	1431	0	0	0.00%		31.74%	0	1.00		0		
3	White	Black	342	23	0	6.73%	0.00%	23.62%	5	0.00	-2.67	5	YES	YES
	White	Hispanic	342	99	15	28.95%	15.15%	23.62%	23	0.03	-1.98	8		
	White	Asian	342	93	17	27.19%	18.28%	23.62%	22	0.14	-1.21	5		
	White	AI/AN	342	0	0	0.00%		23.62%	0	1.00		0		
4	White	Black	62	0	0	0.00%		100.00%	0	1.00		0		
	White	Hispanic	62	15	15	24.19%	100.00%	100.00%	15	1.00		0		
	White	Asian	62	17	17	27.42%	100.00%	100.00%	17	1.00		0		
	White	AI/AN	62	0	0	0.00%		100.00%	0	1.00		0		

g. Miramar College –Maintenance and Operations Professionals

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	68	13	0	19.12%	0.00%	3.64%	0	0.62	-0.70	0		
Overall Applicant to Hire - Male	68	55	2	80.88%	3.64%	3.64%	2	0.68	0.00	0		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	68	55	41	80.88%	74.55%	76.92%	42	0.39	-0.42	1		
2	Females	51	10	2	19.61%	20.00%	29.27%	3	0.40	-0.64	1		
3	Females	14	2	0	14.29%	0.00%	16.67%	0	0.69	-0.63	0		
4	Males	2	2	2	100.00%	100.00%							#VALUE!
5	Males	2	2	0	100.00%	0.00%							#VALUE!

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	65	17	0	26.15%	0.00%	10.00%	2	0.17	-1.37	2		
Overall Hiring - Black	65	10	1	15.38%	10.00%	10.00%	1	0.74	0.00	0		
Overall Hiring - Hispanic	65	24	1	36.92%	4.17%	10.00%	2	0.29	-0.95	1		
Overall Hiring - Asian	65	14	0	21.54%	0.00%	10.00%	1	0.23	-1.25	1		
Overall Hiring - Native American	65	0	0	0.00%	0%	10.00%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	White	Black	65	10	7	15.38%	70.00%	94.12%	9	0.02	-3.24	2	YES	YES
	White	Hispanic	65	24	14	36.92%	58.33%	94.12%	23	0.00	-7.45	9	YES	YES
	White	Asian	65	14	12	21.54%	85.71%	94.12%	13	0.20	-1.34	1		
	White	AI/AN	65	0	0	0.00%		94.12%	0	1.00		0		
2	White	Black	49	7	2	14.29%	28.57%	37.50%	3	0.48	-0.49	1		
	White	Hispanic	49	14	3	28.57%	21.43%	37.50%	5	0.17	-1.24	2		
	White	Asian	49	12	1	24.49%	8.33%	37.50%	5	0.03	-2.09	4	YES	
	White	AI/AN	49	0	0	0.00%		37.50%	0	1.00		0		
3	Black	White	12	6	0	50.00%	0.00%	50.00%	3	0.02	-2.45	3	YES	YES
	Black	Hispanic	12	3	1	25.00%	33.33%	50.00%	2	0.50	-0.58	1		
	Black	Asian	12	1	0	8.33%	0.00%	50.00%	1	0.50	-1.00	1		
	Black	AI/AN	12	0	0	0.00%		50.00%	0	1.00		0		
4	Black	White	2	0	0	0.00%		100.00%	0	1.00		0		
	Black	Hispanic	2	1	1	50.00%	100.00%	100.00%	1	1.00		0		
	Black	Asian	2	0	0	0.00%		100.00%	0	1.00		0		
	Black	AI/AN	2	0	0	0.00%		100.00%	0	1.00		0		

VI. College of Continuing Education

a. College of Continuing Education – All Employees

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	4827	3143	101	65.11%	3.21%	3.21%	101	0.53	0.00	0		
Overall Applicant to Hire - Male	4827	1684	48	34.89%	2.85%	3.21%	54	0.22	-0.84	6		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	4827	1684	1577	34.89%	93.65%	94.02%	1583	0.27	-0.64	6		
2	Males	4532	1577	358	34.80%	22.70%	22.94%	362	0.42	-0.23	4		
3	Males	1036	358	51	34.56%	14.25%	15.93%	57	0.21	-0.87	6		
4	Males	159	51	51	32.08%	100.00%	100.00%	51	1.00		0		
5	Males	159	51	0	32.08%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	4363	1575	36	36.10%	2.29%	4.18%	66	0.00	-3.75	30	YES	YES
Overall Hiring - Black	4363	596	15	13.66%	2.52%	4.18%	25	0.02	-2.03	10	YES	YES
Overall Hiring - Hispanic	4363	1604	67	36.76%	4.18%	4.18%	67	0.53	0.00	0		
Overall Hiring - Asian	4363	588	19	13.48%	3.23%	4.18%	25	0.15	-1.15	6		
Overall Hiring - Native American	4363	0	0	0.00%	0%	4.18%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Hispanic	White	4363	1575	1466	36.10%	93.08%	95.01%	1496	0.00	-3.52	30	YES	YES
	Hispanic	Black	4363	596	559	13.66%	93.79%	95.01%	566	0.10	-1.37	7		
	Hispanic	Asian	4363	588	555	13.48%	94.39%	95.01%	559	0.27	-0.70	4		
	Hispanic	AI/AN	4363	0	0	0.00%		95.01%	0	1.00		0		
2	Hispanic	White	4104	1466	320	35.72%	21.83%	25.07%	367	0.00	-2.86	47	YES	YES
	Hispanic	Black	4104	559	126	13.62%	22.54%	25.07%	140	0.09	-1.38	14		
	Hispanic	Asian	4104	555	129	13.52%	23.24%	25.07%	139	0.17	-0.99	10		
	Hispanic	AI/AN	4104	0	0	0.00%		25.07%	0	1.00		0		
3	Hispanic	White	957	320	38	33.44%	11.88%	18.85%	60	0.00	-3.19	22	YES	YES
	Hispanic	Black	957	126	15	13.17%	11.90%	18.85%	24	0.03	-1.99	9	YES	
	Hispanic	Asian	957	129	21	13.48%	16.28%	18.85%	24	0.27	-0.75	3		
	Hispanic	AI/AN	957	0	0	0.00%		18.85%	0	1.00		0		
4	White	Black	146	15	15	10.27%	100.00%	100.00%	15	1.00		0		
	White	Hispanic	146	72	72	49.32%	100.00%	100.00%	72	1.00		0		
	White	Asian	146	21	21	14.38%	100.00%	100.00%	21	1.00		0		
	White	AI/AN	146	0	0	0.00%	100.00%	100.00%	0	1.00		0		

b. College of Continuing Education – Academic Administrators

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	789	383	17	48.54%	4.44%	4.44%	17	0.56	0.00	0		
Overall Applicant to Hire - Male	789	406	7	51.46%	1.72%	4.44%	18	0.00	-2.66	11	YES	YES

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Females	789	383	355	48.54%	92.69%	93.84%	359	0.20	-0.94	4		
2	Males	736	381	73	51.77%	19.16%	30.99%	118	0.00	-4.99	45	YES	YES
3	Males	183	73	7	39.89%	9.59%	15.45%	11	0.11	-1.39	4		
4	Males	24	7	7	29.17%	100.00%	100.00%	7	1.00		0		
5	Males	24	7	0	29.17%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	696	272	10	39.08%	3.68%	3.68%	10	0.58	0.00	0		
Overall Hiring - Black	696	158	4	22.70%	2.53%	3.68%	6	0.31	-0.76	2		
Overall Hiring - Hispanic	696	203	5	29.17%	2.46%	3.68%	7	0.24	-0.92	2		
Overall Hiring - Asian	696	63	0	9.05%	0.00%	3.68%	2	0.09	-1.55	2		
Overall Hiring - Native American	696	0	0	0.00%	0%	3.68%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Black	White	696	272	250	39.08%	91.91%	97.47%	265	0.00	-5.83	15	YES	YES
	Black	Hispanic	696	203	193	29.17%	95.07%	97.47%	198	0.04	-2.17	5	YES	
	Black	Asian	696	63	58	9.05%	92.06%	97.47%	61	0.02	-2.73	3	YES	YES
	Black	AI/AN	696	0	0	0.00%		97.47%	0	1.00		0		
2	Hispanic	White	655	250	69	38.17%	27.60%	30.57%	76	0.17	-1.02	7		
	Hispanic	Black	655	154	31	23.51%	20.13%	30.57%	47	0.00	-2.81	16	YES	YES
	Hispanic	Asian	655	58	7	8.85%	12.07%	30.57%	18	0.00	-3.06	11	YES	YES
	Hispanic	AI/AN	655	0	0	0.00%		30.57%	0	1.00		0		
3	White	Black	166	31	4	18.67%	12.90%	14.49%	4	0.53	-0.25	0		
	White	Hispanic	166	59	5	35.54%	8.47%	14.49%	9	0.13	-1.31	4		
	White	Asian	166	7	0	4.22%	0.00%	14.49%	1	0.33	-1.09	1		
	White	AI/AN	166	0	0	0.00%		14.49%	0	1.00		0		
4	White	Black	19	4	4	21.05%	100.00%	100.00%	4	1.00		0		
	White	Hispanic	19	5	5	26.32%	100.00%	100.00%	5	1.00		0		
	White	Asian	19	0	0	0.00%		100.00%	0	1.00		0		
	White	AI/AN	19	0	0	0.00%		100.00%	0	1.00		0		

c. College of Continuing Education – Classified Administrators

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	587	408	13	69.51%	3.19%	3.19%	13	0.57	0.00	0		
Overall Applicant to Hire - Male	587	179	3	30.49%	1.68%	3.19%	6	0.18	-1.15	3		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	587	179	174	30.49%	97.21%	98.04%	175	0.28	-0.80	1		
2	Females	574	400	76	69.69%	19.00%	21.84%	87	0.09	-1.37	11		
3	Males	114	38	3	33.33%	7.89%	17.11%	7	0.09	-1.51	4		
4	Males	16	3	3	18.75%	100.00%	100.00%	3	1.00		0		
5	Males	16	3	0	18.75%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	532	172	4	32.33%	2.33%	3.15%	5	0.37	-0.62	1		
Overall Hiring - Black	532	88	2	16.54%	2.27%	3.15%	3	0.47	-0.47	1		
Overall Hiring - Hispanic	532	222	7	41.73%	3.15%	3.15%	7	0.60	0.00	0		
Overall Hiring - Asian	532	50	1	9.40%	2.00%	3.15%	2	0.53	-0.47	1		
Overall Hiring - Native American	532	0	0	0.00%	0%	3.15%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Hispanic	White	532	172	167	32.33%	97.09%	99.10%	170	0.02	-2.78	3	YES	YES
	Hispanic	Black	532	88	85	16.54%	96.59%	99.10%	87	0.05	-2.49	2	YES	
	Hispanic	Asian	532	50	49	9.40%	98.00%	99.10%	50	0.36	-0.82	1		
	Hispanic	AI/AN	532	0	0	0.00%		99.10%	0	1.00		0		
2	Hispanic	White	521	167	35	32.05%	20.96%	21.36%	36	0.49	-0.13	1		
	Hispanic	Black	521	85	15	16.31%	17.65%	21.36%	18	0.24	-0.84	3		
	Hispanic	Asian	521	49	9	9.40%	18.37%	21.36%	10	0.38	-0.51	1		
	Hispanic	AI/AN	521	0	0	0.00%		21.36%	0	1.00		0		
3	Hispanic	White	106	35	4	33.02%	11.43%	14.89%	5	0.39	-0.58	1		
	Hispanic	Black	106	15	2	14.15%	13.33%	14.89%	2	0.61	-0.17	0		
	Hispanic	Asian	106	9	1	8.49%	11.11%	14.89%	1	0.60	-0.32	0		
	Hispanic	AI/AN	106	0	0	0.00%		14.89%	0	1.00		0		
4	White	Black	14	2	2	14.29%	100.00%	100.00%	2	1.00		0		
	White	Hispanic	14	7	7	50.00%	100.00%	100.00%	7	1.00		0		
	White	Asian	14	1	1	7.14%	100.00%	100.00%	1	1.00		0		
	White	AI/AN	14	0	0	0.00%		100.00%	0	1.00		0		

d. College of Continuing Education – Instructional Faculty

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	1037	688	22	66.35%	3.20%	3.72%	26	0.27	-0.73	4		
Overall Applicant to Hire - Male	1037	349	13	33.65%	3.72%	3.72%	13	0.57	0.00	0		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	1037	349	314	33.65%	89.97%	92.73%	324	0.03	-1.99	10		
2	Males	952	314	67	32.98%	21.34%	21.47%	67	0.51	-0.06	0		
3	Females	204	137	24	67.16%	17.52%	20.90%	29	0.19	-0.97	5		
4	Males	38	14	14	36.84%	100.00%	100.00%	14	1.00		0		
5	Males	38	14	0	36.84%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	923	477	11	51.68%	2.31%	5.15%	25	0.00	-2.81	14	YES	YES
Overall Hiring - Black	923	98	3	10.62%	3.06%	5.15%	5	0.25	-0.94	2		
Overall Hiring - Hispanic	923	233	12	25.24%	5.15%	5.15%	12	0.58	0.00	0		
Overall Hiring - Asian	923	115	5	12.46%	4.35%	5.15%	6	0.45	-0.39	1		
Overall Hiring - Native American	923	0	0	0.00%	0%	5.15%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Hispanic	White	923	477	441	51.68%	92.45%	93.56%	446	0.18	-0.99	5		
	Hispanic	Black	923	98	82	10.62%	83.67%	93.56%	92	0.00	-3.99	10	YES	YES
	Hispanic	Asian	923	115	106	12.46%	92.17%	93.56%	108	0.32	-0.61	2		
	Hispanic	AI/AN	923	0	0	0.00%		93.56%	0	1.00		0		
2	Asian	White	847	441	96	52.07%	21.77%	23.58%	104	0.20	-0.90	8		
	Asian	Black	847	82	13	9.68%	15.85%	23.58%	19	0.06	-1.65	6		
	Asian	Hispanic	847	218	47	25.74%	21.56%	23.58%	51	0.27	-0.70	4		
	Asian	AI/AN	847	0	0	0.00%		23.58%	0	1.00		0		
3	Hispanic	White	181	96	12	53.04%	12.50%	27.66%	27	0.00	-3.32	15	YES	YES
	Hispanic	Black	181	13	3	7.18%	23.08%	27.66%	4	0.50	-0.37	1		
	Hispanic	Asian	181	25	6	13.81%	24.00%	27.66%	7	0.44	-0.41	1		
	Hispanic	AI/AN	181	0	0	0.00%		27.66%	0	1.00		0		
4	White	Black	34	3	3	8.82%	100.00%	100.00%	3	1.00		0		
	White	Hispanic	34	13	13	38.24%	100.00%	100.00%	13	1.00		0		
	White	Asian	34	6	6	17.65%	100.00%	100.00%	6	1.00		0		
	White	AI/AN	34	0	0	0.00%		100.00%	0	1.00		0		

e. College of Continuing Education – Noninstructional Faculty

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	246	165	2	67.07%	1.21%	3.70%	6	0.05	-1.69	4		
Overall Applicant to Hire - Male	246	81	3	32.93%	3.70%	3.70%	3	0.65	0.00	0		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Females	246	165	159	67.07%	96.36%	98.77%	163	0.02	-2.79	4	YES	YES
2	Females	239	159	24	66.53%	15.09%	20.00%	32	0.07	-1.55	8		
3	Females	40	24	3	60.00%	12.50%	25.00%	6	0.12	-1.41	3		
4	Males	7	4	4	57.14%	100.00%	100.00%	4	1.00		0		
5	Males	7	4	0	57.14%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	223	71	1	31.84%	1.41%	4.35%	3	0.18	-1.21	2		
Overall Hiring - Black	223	45	1	20.18%	2.22%	4.35%	2	0.41	-0.70	1		
Overall Hiring - Hispanic	223	84	2	37.67%	2.38%	4.35%	4	0.29	-0.88	2		
Overall Hiring - Asian	223	23	1	10.31%	4.35%	4.35%	1	0.74	0.00	0		
Overall Hiring - Native American	223	0	0	0.00%	0%	4.35%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Black	White	223	71	70	31.84%	98.59%	100.00%	71	0.00		1		YES
	Black	Hispanic	223	84	81	37.67%	96.43%	100.00%	84	0.00		3		YES
	Black	Asian	223	23	23	10.31%	100.00%	100.00%	23	1.00		0		
	Black	AI/AN	223	0	0	0.00%		100.00%	0	1.00		0		
2	Black	White	219	70	9	31.96%	12.86%	28.89%	20	0.00	-2.96	11	YES	YES
	Black	Hispanic	219	81	12	36.99%	14.81%	28.89%	23	0.00	-2.79	11	YES	YES
	Black	Asian	219	23	2	10.50%	8.70%	28.89%	7	0.02	-2.14	5	YES	YES
	Black	AI/AN	219	0	0	0.00%		28.89%	0	1.00		0		
3	Asian	White	36	9	1	25.00%	11.11%	50.00%	5	0.02	-2.33	4	YES	YES
	Asian	Black	36	13	1	36.11%	7.69%	50.00%	7	0.00	-3.05	6	YES	YES
	Asian	Hispanic	36	12	3	33.33%	25.00%	50.00%	6	0.07	-1.73	3		
	Asian	AI/AN	36	0	0	0.00%		50.00%	0	1.00		0		
4	White	Black	6	1	1	16.67%	100.00%	100.00%	1	1.00		0		
	White	Hispanic	6	3	3	50.00%	100.00%	100.00%	3	1.00		0		
	White	Asian	6	1	1	16.67%	100.00%	100.00%	1	1.00		0		
	White	AI/AN	6	0	0	0.00%		100.00%	0	1.00		0		

f. College of Continuing Education – Office and Technical Professionals

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	2168	1499	47	69.14%	3.14%	3.29%	49	0.41	-0.33	2		
Overall Applicant to Hire - Male	2168	669	22	30.86%	3.29%	3.29%	22	0.56	0.00	0		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Females	2168	1499	1403	69.14%	93.60%	93.87%	1407	0.34	-0.45	4		
2	Females	2031	1403	331	69.08%	23.59%	26.11%	366	0.02	-2.15	35	YES	YES
3	Males	495	164	23	33.13%	14.02%	15.41%	25	0.36	-0.49	2		
4	Males	74	23	23	31.08%	100.00%	100.00%	23	1.00		0		
5	Males	74	23	0	31.08%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	1989	583	10	29.31%	1.72%	4.76%	28	0.00	-3.45	18	YES	YES
Overall Hiring - Black	1989	207	5	10.41%	2.42%	4.76%	10	0.07	-1.58	5		
Overall Hiring - Hispanic	1989	862	41	43.34%	4.76%	4.76%	41	0.54	0.00	0		
Overall Hiring - Asian	1989	337	12	16.94%	3.56%	4.76%	16	0.18	-1.03	4		
Overall Hiring - Native American	1989	0	0	0.00%	0%	4.76%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Asian	White	1989	583	538	29.31%	92.28%	94.66%	552	0.01	-2.55	14	YES	YES
	Asian	Black	1989	207	193	10.41%	93.24%	94.66%	196	0.22	-0.91	3		
	Asian	Hispanic	1989	862	812	43.34%	94.20%	94.66%	816	0.29	-0.60	4		
	Asian	AI/AN	1989	0	0	0.00%		94.66%	0	1.00		0		
2	Black	White	1862	538	111	28.89%	20.63%	27.98%	151	0.00	-3.80	40	YES	YES
	Black	Hispanic	1862	812	217	43.61%	26.72%	27.98%	227	0.23	-0.80	10		
	Black	Asian	1862	319	86	17.13%	26.96%	27.98%	89	0.37	-0.41	3		
	Black	AI/AN	1862	0	0	0.00%		27.98%	0	1.00		0		
3	Hispanic	White	468	111	11	23.72%	9.91%	20.28%	23	0.00	-2.72	12	YES	YES
	Hispanic	Black	468	54	5	11.54%	9.26%	20.28%	11	0.03	-2.01	6	YES	
	Hispanic	Asian	468	86	13	18.38%	15.12%	20.28%	17	0.14	-1.19	4		
	Hispanic	AI/AN	468	0	0	0.00%		20.28%	0	1.00		0		
4	White	Black	73	5	5	6.85%	100.00%	100.00%	5	1.00		0		
	White	Hispanic	73	44	44	60.27%	100.00%	100.00%	44	1.00		0		
	White	Asian	73	13	13	17.81%	100.00%	100.00%	13	1.00		0		
	White	AI/AN	73	0	0	0.00%		100.00%	0	1.00		0		

    g.   College of Continuing Education – Maintenance and Operations Professionals

There was no hiring activity during the 2018-2022 analysis period.

    VII.   District Office – Finance and Business Services

    a.   Finance and Business Services – All Employees

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	689	359	30	52.10%	8.36%	8.36%	30	0.55	0.00	0		
Overall Applicant to Hire - Male	689	330	17	47.90%	5.15%	8.36%	28	0.02	-2.10	11	YES	YES

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	689	330	313	47.90%	94.85%	96.66%	319	0.05	-1.83	6		
2	Males	660	313	85	47.42%	27.16%	37.46%	117	0.00	-3.77	32	YES	YES
3	Females	215	130	31	60.47%	23.85%	24.71%	32	0.46	-0.23	1		
4	Males	52	21	21	40.38%	100.00%	100.00%	21	1.00		0		
5	Males	52	21	0	40.38%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	632	248	16	39.24%	6.45%	7.81%	19	0.25	-0.80	3		
Overall Hiring - Black	632	64	5	10.13%	7.81%	7.81%	5	0.62	0.00	0		
Overall Hiring - Hispanic	632	171	11	27.06%	6.43%	7.81%	13	0.31	-0.67	2		
Overall Hiring - Asian	632	149	11	23.58%	7.38%	7.81%	12	0.50	-0.20	1		
Overall Hiring - Native American	632	0	0	0.00%	0%	7.81%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Asian	White	632	248	237	39.24%	95.56%	95.97%	238	0.42	-0.33	1		
	Asian	Black	632	64	61	10.13%	95.31%	95.97%	61	0.48	-0.27	0		
	Asian	Hispanic	632	171	164	27.06%	95.91%	95.97%	164	0.54	-0.04	0		
	Asian	AI/AN	632	0	0	0.00%		95.97%	0	1.00		0		
2	White	Black	605	61	15	10.08%	24.59%	34.60%	21	0.06	-1.64	6		
	White	Hispanic	605	164	52	27.11%	31.71%	34.60%	57	0.24	-0.78	5		
	White	Asian	605	143	45	23.64%	31.47%	34.60%	49	0.24	-0.79	4		
	White	AI/AN	605	0	0	0.00%		34.60%	0	1.00		0		
3	Black	White	194	82	20	42.27%	24.39%	33.33%	27	0.05	-1.72	7		
	Black	Hispanic	194	52	11	26.80%	21.15%	33.33%	17	0.04	-1.86	6		
	Black	Asian	194	45	11	23.20%	24.44%	33.33%	15	0.13	-1.26	4		
	Black	AI/AN	194	0	0	0.00%		33.33%	0	1.00		0		
4	White	Black	47	5	5	10.64%	100.00%	100.00%	5	1.00		0		
	White	Hispanic	47	11	11	23.40%	100.00%	100.00%	11	1.00		0		
	White	Asian	47	11	11	23.40%	100.00%	100.00%	11	1.00		0		
	White	AI/AN	47	0	0	0.00%		100.00%	0	1.00		0		

b. Finance and Business Services – Classified Administrators

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	274	133	12	48.54%	9.02%	9.02%	12	0.58	0.00	0		
Overall Applicant to Hire - Male	274	141	3	51.46%	2.13%	9.02%	13	0.00	-2.86	10	YES	YES

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	274	141	133	51.46%	94.33%	96.24%	136	0.16	-1.20	3		
2	Males	261	133	25	50.96%	18.80%	40.63%	54	0.00	-5.13	29	YES	YES
3	Males	77	25	3	32.47%	12.00%	25.00%	6	0.10	-1.50	3		
4	Males	16	3	3	18.75%	100.00%	100.00%	3	1.00		0		
5	Males	16	3	0	18.75%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	247	109	6	44.13%	5.50%	10.00%	11	0.07	-1.56	5		
Overall Hiring - Black	247	30	3	12.15%	10.00%	10.00%	3	0.65	0.00	0		
Overall Hiring - Hispanic	247	65	2	26.32%	3.08%	10.00%	7	0.04	-1.86	5		
Overall Hiring - Asian	247	43	3	17.41%	6.98%	10.00%	4	0.36	-0.66	1		
Overall Hiring - Native American	247	0	0	0.00%	0%	10.00%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Black	White	247	109	104	44.13%	95.41%	96.67%	105	0.30	-0.73	1		
	Black	Hispanic	247	65	61	26.32%	93.85%	96.67%	63	0.17	-1.27	2		
	Black	Asian	247	43	41	17.41%	95.35%	96.67%	42	0.42	-0.48	1		
	Black	AI/AN	247	0	0	0.00%		96.67%	0	1.00		0		
2	Hispanic	White	235	104	34	44.26%	32.69%	32.79%	34	0.54	-0.02	0		
	Hispanic	Black	235	29	7	12.34%	24.14%	32.79%	10	0.22	-0.99	3		
	Hispanic	Asian	235	41	7	17.45%	17.07%	32.79%	13	0.02	-2.14	6	YES	YES
	Hispanic	AI/AN	235	0	0	0.00%		32.79%	0	1.00		0		
3	Black	White	68	34	6	50.00%	17.65%	42.86%	15	0.00	-2.97	9	YES	YES
	Black	Hispanic	68	20	2	29.41%	10.00%	42.86%	9	0.00	-2.97	7	YES	YES
	Black	Asian	68	7	3	10.29%	42.86%	42.86%	3	0.65	0.00	0		
	Black	AI/AN	68	0	0	0.00%		42.86%	0	1.00		0		
4	White	Black	14	3	3	21.43%	100.00%	100.00%	3	1.00		0		
	White	Hispanic	14	2	2	14.29%	100.00%	100.00%	2	1.00		0		
	White	Asian	14	3	3	21.43%	100.00%	100.00%	3	1.00		0		
	White	AI/AN	14	0	0	0.00%		100.00%	0	1.00		0		

c. Finance and Business Services – Office and Technical Professionals

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	407	223	16	54.79%	7.17%	7.17%	16	0.57	0.00	0		
Overall Applicant to Hire - Male	407	184	13	45.21%	7.07%	7.17%	13	0.55	-0.06	0		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	407	184	175	45.21%	95.11%	96.86%	178	0.13	-1.36	3		
2	Males	391	175	55	44.76%	31.43%	34.72%	61	0.20	-0.92	6		
3	Females	130	75	16	57.69%	21.33%	30.91%	23	0.04	-1.79	7		
4	Males	33	17	17	51.52%	100.00%	100.00%	17	1.00		0		
5	Males	33	17	0	51.52%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	378	138	10	36.51%	7.25%	7.77%	11	0.49	-0.23	1		
Overall Hiring - Black	378	33	2	8.73%	6.06%	7.77%	3	0.52	-0.37	1		
Overall Hiring - Hispanic	378	103	8	27.25%	7.77%	7.77%	8	0.59	0.00	0		
Overall Hiring - Asian	378	104	7	27.51%	6.73%	7.77%	8	0.44	-0.39	1		
Overall Hiring - Native American	378	0	0	0.00%	0%	7.77%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Hispanic	White	378	138	132	36.51%	95.65%	97.09%	134	0.22	-1.00	2		
	Hispanic	Black	378	33	31	8.73%	93.94%	97.09%	32	0.25	-1.08	1		
	Hispanic	Asian	378	104	100	27.51%	96.15%	97.09%	101	0.36	-0.57	1		
	Hispanic	AI/AN	378	0	0	0.00%		97.09%	0	1.00		0		
2	Asian	White	363	132	47	36.36%	35.61%	36.00%	48	0.50	-0.09	1		
	Asian	Black	363	31	7	8.54%	22.58%	36.00%	11	0.08	-1.56	4		
	Asian	Hispanic	363	100	29	27.55%	29.00%	36.00%	36	0.09	-1.46	7		
	Asian	AI/AN	363	0	0	0.00%		36.00%	0	1.00		0		
3	White	Black	119	7	2	5.88%	28.57%	29.79%	2	0.65	-0.07	0		
	White	Hispanic	119	29	8	24.37%	27.59%	29.79%	9	0.49	-0.26	1		
	White	Asian	119	36	7	30.25%	19.44%	29.79%	11	0.12	-1.36	4		
	White	AI/AN	119	0	0	0.00%		29.79%	0	1.00		0		
4	White	Black	31	2	2	6.45%	100.00%	100.00%	2	1.00		0		
	White	Hispanic	31	8	8	25.81%	100.00%	100.00%	8	1.00		0		
	White	Asian	31	7	7	22.58%	100.00%	100.00%	7	1.00		0		
	White	AI/AN	31	0	0	0.00%		100.00%	0	1.00		0		

VIII. District Office – People, Culture, and Technology Services

a. People, Culture, and Technology Services – All Employees

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	1012	534	37	52.77%	6.93%	6.93%	37	0.54	0.00	0		
Overall Applicant to Hire - Male	1012	478	21	47.23%	4.39%	6.93%	33	0.01	-2.18	12	YES	YES

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	1012	478	436	47.23%	91.21%	91.76%	439	0.35	-0.43	3		
2	Males	926	436	112	47.08%	25.69%	27.96%	122	0.16	-1.06	10		
3	Males	249	112	23	44.98%	20.54%	30.66%	34	0.01	-2.32	11	YES	YES
4	Males	65	23	23	35.38%	100.00%	100.00%	23	1.00		0		
5	Males	65	23	0	35.38%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	910	360	18	39.56%	5.00%	6.71%	24	0.11	-1.30	6		
Overall Hiring - Black	910	98	0	10.77%	0.00%	6.71%	7	0.00	-2.66	7	YES	YES
Overall Hiring - Hispanic	910	303	17	33.30%	5.61%	6.71%	20	0.26	-0.77	3		
Overall Hiring - Asian	910	149	10	16.37%	6.71%	6.71%	10	0.58	0.00	0		
Overall Hiring - Native American	910	0	0	0.00%	0%	6.71%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	White	Black	910	98	89	10.77%	90.82%	92.78%	91	0.28	-0.75	2		
	White	Hispanic	910	303	280	33.30%	92.41%	92.78%	281	0.43	-0.25	1		
	White	Asian	910	149	133	16.37%	89.26%	92.78%	138	0.07	-1.66	5		
	White	AI/AN	910	0	0	0.00%		92.78%	0	1.00		0		
2	Asian	White	836	334	92	39.95%	27.54%	33.08%	110	0.02	-2.15	18	YES	YES
	Asian	Black	836	89	17	10.65%	19.10%	33.08%	29	0.00	-2.80	12	YES	YES
	Asian	Hispanic	836	280	64	33.49%	22.86%	33.08%	93	0.00	-3.64	29	YES	YES
	Asian	AI/AN	836	0	0	0.00%		33.08%	0	1.00		0		
3	Hispanic	White	217	92	20	42.40%	21.74%	31.25%	29	0.03	-1.97	9		
	Hispanic	Black	217	17	1	7.83%	5.88%	31.25%	5	0.01	-2.26	4	YES	YES
	Hispanic	Asian	217	44	11	20.28%	25.00%	31.25%	14	0.24	-0.89	3		
	Hispanic	AI/AN	217	0	0	0.00%		31.25%	0	1.00		0		
4	White	Black	52	1	1	1.92%	100.00%	100.00%	1	1.00		0		
	White	Hispanic	52	20	20	38.46%	100.00%	100.00%	20	1.00		0		
	White	Asian	52	11	11	21.15%	100.00%	100.00%	11	1.00		0		
	White	AI/AN	52	0	0	0.00%		100.00%	0	1.00		0		

b. People, Culture, and Technology Services – Classified Administrators

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	278	80	7	28.78%	8.75%	8.75%	7	0.60	0.00	0		
Overall Applicant to Hire - Male	278	198	10	71.22%	5.05%	8.75%	17	0.04	-1.84	7		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	278	198	188	71.22%	94.95%	98.75%	196	0.00	-4.81	8	YES	YES
2	Females	267	79	23	29.59%	29.11%	31.38%	25	0.38	-0.43	2		
3	Males	82	59	11	71.95%	18.64%	30.43%	18	0.03	-1.97	7		
4	Males	18	11	11	61.11%	100.00%	100.00%	11	1.00		0		
5	Males	18	11	0	61.11%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	249	119	9	47.79%	7.56%	7.56%	9	0.59	0.00	0		
Overall Hiring - Black	249	26	0	10.44%	0.00%	7.56%	2	0.13	-1.46	2		
Overall Hiring - Hispanic	249	51	1	20.48%	1.96%	7.56%	4	0.09	-1.51	3		
Overall Hiring - Asian	249	53	2	21.29%	3.77%	7.56%	4	0.23	-1.04	2		
Overall Hiring - Native American	249	0	0	0.00%	0%	7.56%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	White	Black	249	26	24	10.44%	92.31%	96.64%	25	0.22	-1.23	1		
	White	Hispanic	249	51	49	20.48%	96.08%	96.64%	49	0.51	-0.22	0		
	White	Asian	249	53	50	21.29%	94.34%	96.64%	51	0.26	-0.93	1		
	White	AI/AN	249	0	0	0.00%		96.64%	0	1.00		0		
2	Black	White	238	115	34	48.32%	29.57%	33.33%	38	0.23	-0.86	4		
	Black	Hispanic	238	49	15	20.59%	30.61%	33.33%	16	0.41	-0.40	1		
	Black	Asian	238	50	14	21.01%	28.00%	33.33%	17	0.26	-0.80	3		
	Black	AI/AN	238	0	0	0.00%		33.33%	0	1.00		0		
3	White	Black	71	8	0	11.27%	0.00%	29.41%	2	0.06	-1.83	2		
	White	Hispanic	71	15	1	21.13%	6.67%	29.41%	4	0.04	-1.93	3		
	White	Asian	71	14	2	19.72%	14.29%	29.41%	4	0.17	-1.24	2		
	White	AI/AN	71	0	0	0.00%		29.41%	0	1.00		0		
4	White	Black	13	0	0	0.00%		100.00%	0	1.00		0		
	White	Hispanic	13	1	1	7.69%	100.00%	100.00%	1	1.00		0		
	White	Asian	13	2	2	15.38%	100.00%	100.00%	2	1.00		0		
	White	AI/AN	13	0	0	0.00%		100.00%	0	1.00		0		

c. People, Culture, and Technology Services – Office and Technical Professionals

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	734	454	30	61.85%	6.61%	6.61%	30	0.55	0.00	0		
Overall Applicant to Hire - Male	734	280	11	38.15%	3.93%	6.61%	19	0.04	-1.80	8		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	734	280	248	38.15%	88.57%	90.53%	253	0.15	-1.12	5		
2	Males	659	248	53	37.63%	21.37%	27.74%	69	0.01	-2.24	16	YES	YES
3	Males	167	53	12	31.74%	22.64%	30.70%	16	0.13	-1.27	4		
4	Males	47	12	12	25.53%	100.00%	100.00%	12	1.00		0		
5	Males	47	12	0	25.53%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	661	241	9	36.46%	3.73%	8.33%	20	0.00	-2.58	11	YES	YES
Overall Hiring - Black	661	72	0	10.89%	0.00%	8.33%	6	0.00	-2.56	6	YES	YES
Overall Hiring - Hispanic	661	252	16	38.12%	6.35%	8.33%	21	0.15	-1.14	5		
Overall Hiring - Asian	661	96	8	14.52%	8.33%	8.33%	8	0.59	0.00	0		
Overall Hiring - Native American	661	0	0	0.00%	0%	8.33%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Hispanic	White	661	241	219	36.46%	90.87%	91.67%	221	0.36	-0.45	2		
	Hispanic	Black	661	72	65	10.89%	90.28%	91.67%	66	0.39	-0.43	1		
	Hispanic	Asian	661	96	83	14.52%	86.46%	91.67%	88	0.06	-1.85	5		
	Hispanic	AI/AN	661	0	0	0.00%		91.67%	0	1.00		0		
2	Asian	White	598	219	58	36.62%	26.48%	36.14%	79	0.00	-2.98	21	YES	YES
	Asian	Black	598	65	9	10.87%	13.85%	36.14%	23	0.00	-3.74	14	YES	YES
	Asian	Hispanic	598	231	49	38.63%	21.21%	36.14%	83	0.00	-4.72	34	YES	YES
	Asian	AI/AN	598	0	0	0.00%		36.14%	0	1.00		0		
3	Hispanic	White	146	58	10	39.73%	17.24%	38.78%	22	0.00	-3.37	12	YES	YES
	Hispanic	Black	146	9	1	6.16%	11.11%	38.78%	3	0.08	-1.70	2		
	Hispanic	Asian	146	30	9	20.55%	30.00%	38.78%	12	0.21	-0.99	3		
	Hispanic	AI/AN	146	0	0	0.00%		38.78%	0	1.00		0		
4	White	Black	39	1	1	2.56%	100.00%	100.00%	1	1.00		0		
	White	Hispanic	39	19	19	48.72%	100.00%	100.00%	19	1.00		0		
	White	Asian	39	9	9	23.08%	100.00%	100.00%	9	1.00		0		
	White	AI/AN	39	0	0	0.00%		100.00%	0	1.00		0		

IX.   District Office – Educational Services

a.   Educational Services – All Employees

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	2083	1289	43	61.88%	3.34%	3.34%	43	0.54	0.00	0		
Overall Applicant to Hire - Male	2083	794	21	38.12%	2.64%	3.34%	26	0.16	-1.08	5		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	2083	794	772	38.12%	97.23%	98.14%	779	0.05	-1.89	7		
2	Males	2037	772	137	37.90%	17.75%	20.95%	162	0.01	-2.19	25	YES	YES
3	Males	402	137	22	34.08%	16.06%	18.11%	25	0.31	-0.62	3		
4	Males	70	22	22	31.43%	100.00%	100.00%	22	1.00		0		
5	Males	70	22	0	31.43%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	1886	682	17	36.16%	2.49%	4.06%	28	0.02	-2.07	11	YES	YES
Overall Hiring - Black	1886	262	6	13.89%	2.29%	4.06%	11	0.09	-1.45	5		
Overall Hiring - Hispanic	1886	641	26	33.99%	4.06%	4.06%	26	0.55	0.00	0		
Overall Hiring - Asian	1886	301	5	15.96%	1.66%	4.06%	12	0.02	-2.11	7	YES	YES
Overall Hiring - Native American	1886	0	0	0.00%	0%	4.06%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Black	White	1886	682	668	36.16%	97.95%	98.09%	669	0.43	-0.28	1		
	Black	Hispanic	1886	641	627	33.99%	97.82%	98.09%	629	0.34	-0.51	2		
	Black	Asian	1886	301	293	15.96%	97.34%	98.09%	295	0.22	-0.95	2		
	Black	AI/AN	1886	0	0	0.00%		98.09%	0	1.00		0		
2	Asian	White	1845	668	134	36.21%	20.06%	23.89%	160	0.01	-2.32	26	YES	YES
	Asian	Black	1845	257	33	13.93%	12.84%	23.89%	61	0.00	-4.15	28	YES	YES
	Asian	Hispanic	1845	627	126	33.98%	20.10%	23.89%	150	0.01	-2.23	24	YES	YES
	Asian	AI/AN	1845	0	0	0.00%		23.89%	0	1.00		0		
3	Hispanic	White	363	134	18	36.91%	13.43%	22.22%	30	0.01	-2.45	12	YES	YES
	Hispanic	Black	363	33	6	9.09%	18.18%	22.22%	7	0.38	-0.56	1		
	Hispanic	Asian	363	70	8	19.28%	11.43%	22.22%	16	0.02	-2.17	8	YES	YES
	Hispanic	AI/AN	363	0	0	0.00%		22.22%	0	1.00		0		
4	White	Black	60	6	6	10.00%	100.00%	100.00%	6	1.00		0		
	White	Hispanic	60	28	28	46.67%	100.00%	100.00%	28	1.00		0		
	White	Asian	60	8	8	13.33%	100.00%	100.00%	8	1.00		0		
	White	AI/AN	60	0	0	0.00%		100.00%	0	1.00		0		

b. Educational Services – Academic Administrators

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	426	201	6	47.18%	2.99%	2.99%	6	0.61	0.00	0		
Overall Applicant to Hire - Male	426	225	4	52.82%	1.78%	2.99%	7	0.20	-1.06	3		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Females	426	201	194	47.18%	96.52%	97.78%	197	0.16	-1.21	3		
2	Females	414	194	29	46.86%	14.95%	16.82%	33	0.28	-0.70	4		
3	Males	66	37	4	56.06%	10.81%	20.69%	8	0.09	-1.48	4		
4	Males	10	4	4	40.00%	100.00%	100.00%	4	1.00		0		
5	Males	10	4	0	40.00%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	384	164	2	42.71%	1.22%	5.26%	9	0.01	-2.32	7	YES	YES
Overall Hiring - Black	384	82	2	21.35%	2.44%	5.26%	4	0.19	-1.15	2		
Overall Hiring - Hispanic	384	100	4	26.04%	4.00%	5.26%	5	0.39	-0.57	1		
Overall Hiring - Asian	384	38	2	9.90%	5.26%	5.26%	2	0.68	0.00	0		
Overall Hiring - Native American	384	0	0	0.00%	0%	5.26%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Hispanic	White	384	164	158	42.71%	96.34%	98.00%	161	0.11	-1.52	3		
	Hispanic	Black	384	82	80	21.35%	97.56%	98.00%	80	0.49	-0.28	0		
	Hispanic	Asian	384	38	37	9.90%	97.37%	98.00%	37	0.54	-0.28	0		
	Hispanic	AI/AN	384	0	0	0.00%		98.00%	0	1.00		0		
2	Asian	White	373	158	23	42.36%	14.56%	29.73%	47	0.00	-4.17	24	YES	YES
	Asian	Black	373	80	11	21.45%	13.75%	29.73%	24	0.00	-3.13	13	YES	YES
	Asian	Hispanic	373	98	18	26.27%	18.37%	29.73%	29	0.01	-2.46	11	YES	YES
	Asian	AI/AN	373	0	0	0.00%		29.73%	0	1.00		0		
3	Hispanic	White	63	23	2	36.51%	8.70%	22.22%	5	0.09	-1.56	3		
	Hispanic	Black	63	11	2	17.46%	18.18%	22.22%	2	0.54	-0.32	0		
	Hispanic	Asian	63	11	2	17.46%	18.18%	22.22%	2	0.54	-0.32	0		
	Hispanic	AI/AN	63	0	0	0.00%		22.22%	0	1.00		0		
4	White	Black	10	2	2	20.00%	100.00%	100.00%	2	1.00		0		
	White	Hispanic	10	4	4	40.00%	100.00%	100.00%	4	1.00		0		
	White	Asian	10	2	2	20.00%	100.00%	100.00%	2	1.00		0		
	White	AI/AN	10	0	0	0.00%		100.00%	0	1.00		0		

c. Educational Services – Classified Administrators

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	231	109	10	47.19%	9.17%	9.17%	10	0.58	0.00	0		
Overall Applicant to Hire - Male	231	122	5	52.81%	4.10%	9.17%	11	0.03	-1.94	6		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	231	122	117	52.81%	95.90%	97.25%	119	0.25	-0.91	2		
2	Males	223	117	31	52.47%	26.50%	42.45%	50	0.00	-3.49	19	YES	YES
3	Males	76	31	5	40.79%	16.13%	24.44%	8	0.20	-1.08	3		
4	Males	16	5	5	31.25%	100.00%	100.00%	5	1.00		0		
5	Males	16	5	0	31.25%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	210	79	2	37.62%	2.53%	13.11%	10	0.00	-2.79	8	YES	YES
Overall Hiring - Black	210	16	0	7.62%	0.00%	13.11%	2	0.11	-1.55	2		
Overall Hiring - Hispanic	210	61	8	29.05%	13.11%	13.11%	8	0.59	0.00	0		
Overall Hiring - Asian	210	54	1	25.71%	1.85%	13.11%	7	0.00	-2.45	6	YES	YES
Overall Hiring - Native American	210	0	0	0.00%	0%	13.11%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Black	White	210	79	77	37.62%	97.47%	100.00%	79	0.00		2		YES
	Black	Hispanic	210	61	60	29.05%	98.36%	100.00%	61	0.00		1		YES
	Black	Asian	210	54	49	25.71%	90.74%	100.00%	54	0.00		5		YES
	Black	AI/AN	210	0	0	0.00%		100.00%	0	1.00		0		
2	Hispanic	White	202	77	27	38.12%	35.06%	40.00%	31	0.22	-0.88	4		
	Hispanic	Black	202	16	3	7.92%	18.75%	40.00%	6	0.07	-1.74	3		
	Hispanic	Asian	202	49	13	24.26%	26.53%	40.00%	20	0.04	-1.92	7		
	Hispanic	AI/AN	202	0	0	0.00%		40.00%	0	1.00		0		
3	Hispanic	White	67	27	2	40.30%	7.41%	37.50%	10	0.00	-3.23	8	YES	YES
	Hispanic	Black	67	3	0	4.48%	0.00%	37.50%	1	0.24	-1.34	1		
	Hispanic	Asian	67	13	1	19.40%	7.69%	37.50%	5	0.02	-2.22	4	YES	YES
	Hispanic	AI/AN	67	0	0	0.00%		37.50%	0	1.00		0		
4	White	Black	12	0	0	0.00%		100.00%	0	1.00		0		
	White	Hispanic	12	9	9	75.00%	100.00%	100.00%	9	1.00		0		
	White	Asian	12	1	1	8.33%	100.00%	100.00%	1	1.00		0		
	White	AI/AN	12	0	0	0.00%		100.00%	0	1.00		0		

d. Educational Services – Office and Technical Professionals

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	2091	1380	41	66.00%	2.97%	2.97%	41	0.54	0.00	0		
Overall Applicant to Hire - Male	2091	711	16	34.00%	2.25%	2.97%	21	0.15	-1.13	5		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	2091	711	693	34.00%	97.47%	98.41%	700	0.04	-2.00	7	YES	
2	Males	2051	693	117	33.79%	16.88%	20.32%	141	0.01	-2.25	24	YES	YES
3	Males	393	117	17	29.77%	14.53%	16.67%	20	0.32	-0.62	3		
4	Males	63	17	17	26.98%	100.00%	100.00%	17	1.00		0		
5	Males	63	17	0	26.98%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	1965	1118	30	56.90%	2.68%	2.74%	31	0.50	-0.11	1		
Overall Hiring - Black	1965	163	4	8.30%	2.45%	2.74%	4	0.54	-0.22	0		
Overall Hiring - Hispanic	1965	475	13	24.17%	2.74%	2.74%	13	0.57	0.00	0		
Overall Hiring - Asian	1965	209	2	10.64%	0.96%	2.74%	6	0.07	-1.58	4		
Overall Hiring - Native American	1965	0	0	0.00%	0%	2.74%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Asian	White	1965	1118	1098	56.90%	98.21%	99.04%	1107	0.01	-2.86	9	YES	YES
	Asian	Hispanic	1965	475	464	24.17%	97.68%	99.04%	470	0.01	-3.04	6	YES	YES
	Asian	Asian	1965	209	207	10.64%	99.04%	99.04%	207	0.60	0.00	0		
	Asian	AI/AN	1965	0	0	0.00%		99.04%	0	1.00		0		
2	Asian	White	1929	1098	217	56.92%	19.76%	22.22%	244	0.03	-1.96	27		
	Asian	Black	1929	160	19	8.29%	11.88%	22.22%	36	0.00	-3.15	17	YES	YES
	Asian	Hispanic	1929	464	81	24.05%	17.46%	22.22%	103	0.01	-2.47	22	YES	YES
	Asian	AI/AN	1929	0	0	0.00%		22.22%	0	1.00		0		
3	Black	White	363	217	32	59.78%	14.75%	21.05%	46	0.01	-2.28	14	YES	YES
	Black	Black	363	19	4	5.23%	21.05%	21.05%	4	0.63	0.00	0		
	Black	Asian	363	46	5	12.67%	10.87%	21.05%	10	0.06	-1.69	5		
	Black	AI/AN	363	0	0	0.00%		21.05%	0	1.00		0		
4	White	Black	55	4	4	7.27%	100.00%	100.00%	4	1.00		0		
	White	Hispanic	55	14	14	25.45%	100.00%	100.00%	14	1.00		0		
	White	Asian	55	5	5	9.09%	100.00%	100.00%	5	1.00		0		
	White	AI/AN	55	0	0	0.00%	100.00%	100.00%	0	1.00		0		

X.   District Office – Operations, Enterprise Services, and Facilities

a.   Operations, Enterprise Services, and Facilities – All Employees

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	1141	204	16	17.88%	7.84%	8.64%	18	0.40	-0.41	2		
Overall Applicant to Hire - Male	1141	937	81	82.12%	8.64%	8.64%	81	0.53	0.00	0		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Females	1141	204	187	17.88%	91.67%	95.41%	195	0.01	-2.56	8	YES	YES
2	Males	1081	894	294	82.70%	32.89%	35.83%	320	0.04	-1.84	26		
3	Females	361	67	17	18.56%	25.37%	30.61%	21	0.21	-0.93	4		
4	Males	107	90	89	84.11%	98.89%	100.00%	90	0.00		1		YES
5	Males	106	89	0	83.96%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	1068	296	26	27.72%	8.78%	8.78%	26	0.55	0.00	0		
Overall Hiring - Black	1068	132	11	12.36%	8.33%	8.78%	12	0.51	-0.18	1		
Overall Hiring - Hispanic	1068	543	47	50.84%	8.66%	8.78%	48	0.50	-0.11	1		
Overall Hiring - Asian	1068	97	6	9.08%	6.19%	8.78%	9	0.24	-0.90	3		
Overall Hiring - Native American	1068	0	0	0.00%	0%	8.78%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	White	Black	1068	132	120	12.36%	90.91%	97.97%	129	0.00	-5.76	9	YES	YES
	White	Hispanic	1068	543	509	50.84%	93.74%	97.97%	532	0.00	-7.00	23	YES	YES
	White	Asian	1068	97	89	9.08%	91.75%	97.97%	95	0.00	-4.35	6	YES	YES
	White	AI/AN	1068	0	0	0.00%		97.97%	0	1.00		0		
2	Asian	White	1008	290	83	28.77%	28.62%	39.33%	114	0.00	-3.73	31	YES	YES
	Asian	Black	1008	120	31	11.90%	25.83%	39.33%	47	0.00	-3.03	16	YES	YES
	Asian	Hispanic	1008	509	178	50.50%	34.97%	39.33%	200	0.02	-2.01	22	YES	YES
	Asian	AI/AN	1008	0	0	0.00%		39.33%	0	1.00		0		
3	Black	White	327	83	30	25.38%	36.14%	38.71%	32	0.36	-0.48	2		
	Black	Hispanic	327	178	51	54.43%	28.65%	38.71%	69	0.00	-2.75	18	YES	YES
	Black	Asian	327	35	6	10.70%	17.14%	38.71%	14	0.01	-2.62	8	YES	YES
	Black	AI/AN	327	0	0	0.00%		38.71%	0	1.00		0		
4	White	Black	99	12	12	12.12%	100.00%	100.00%	12	1.00		0		
	White	Hispanic	99	51	50	51.52%	98.04%	100.00%	51	0.00		1		YES
	White	Asian	99	6	6	6.06%	100.00%	100.00%	6	1.00		0		
	White	AI/AN	99	0	0	0.00%		100.00%	0	1.00		0		

b. Operations, Enterprise Services, and Facilities – Classified Administrators

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	235	38	0	16.17%	0.00%	7.11%	3	0.06	-1.71	3		
Overall Applicant to Hire - Male	235	197	14	83.83%	7.11%	7.11%	14	0.57	0.00	0		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	235	197	194	83.83%	98.48%	100.00%	197	0.00		3		YES
2	Females	232	38	7	16.38%	18.42%	29.38%	11	0.09	-1.48	4		
3	Females	64	7	0	10.94%	0.00%	26.32%	2	0.12	-1.58	2		
4	Males	15	15	15	100.00%	100.00%							#VALUE!
5	Males	15	15	0	100.00%	0.00%							#VALUE!

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	214	76	5	35.51%	6.58%	6.58%	5	0.62	0.00	0		
Overall Hiring - Black	214	33	1	15.42%	3.03%	6.58%	2	0.35	-0.82	1		
Overall Hiring - Hispanic	214	89	5	41.59%	5.62%	6.58%	6	0.46	-0.37	1		
Overall Hiring - Asian	214	16	0	7.48%	0.00%	6.58%	1	0.34	-1.06	1		
Overall Hiring - Native American	214	0	0	0.00%	0%	6.58%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Asian	White	214	76	75	35.51%	98.68%	100.00%	76	0.00		1		YES
	Asian	Black	214	33	32	15.42%	96.97%	100.00%	33	0.00		1		YES
	Asian	Hispanic	214	89	88	41.59%	98.88%	100.00%	89	0.00		1		YES
	Asian	AI/AN	214	0	0	0.00%		100.00%	0	1.00		0		
2	Asian	White	211	75	15	35.55%	20.00%	56.25%	42	0.00	-6.33	27	YES	YES
	Asian	Black	211	32	6	15.17%	18.75%	56.25%	18	0.00	-4.28	12	YES	YES
	Asian	Hispanic	211	88	25	41.71%	28.41%	56.25%	50	0.00	-5.26	25	YES	YES
	Asian	AI/AN	211	0	0	0.00%		56.25%	0	1.00		0		
3	White	Black	55	6	1	10.91%	16.67%	40.00%	2	0.23	-1.17	1		
	White	Hispanic	55	25	5	45.45%	20.00%	40.00%	10	0.03	-2.04	5	YES	
	White	Asian	55	9	0	16.36%	0.00%	40.00%	4	0.01	-2.45	4	YES	YES
	White	AI/AN	55	0	0	0.00%		40.00%	0	1.00		0		
4	White	Black	12	1	1	8.33%	100.00%	100.00%	1	1.00		0		
	White	Hispanic	12	5	5	41.67%	100.00%	100.00%	5	1.00		0		
	White	Asian	12	0	0	0.00%		100.00%	0	1.00		0		
	White	AI/AN	12	0	0	0.00%		100.00%	0	1.00		0		

c. Operations, Enterprise Services, and Facilities – Office and Technical Professionals

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	97	66	3	68.04%	4.55%	4.55%	3	0.65	0.00	0		
Overall Applicant to Hire - Male	97	31	0	31.96%	0.00%	4.55%	1	0.24	-1.21	1		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	97	31	28	31.96%	90.32%	98.48%	31	0.01	-3.72	3	YES	YES
2	Females	93	65	12	69.89%	18.46%	39.29%	26	0.00	-3.44	14	YES	YES
3	Males	23	11	0	47.83%	0.00%	33.33%	4	0.01	-2.35	4	YES	YES
4	Females	4	4	4	100.00%	100.00%							#VALUE!
5	Females	4	4	0	100.00%	0.00%							#VALUE!

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	96	38	1	39.58%	2.63%	13.33%	5	0.03	-1.94	4		
Overall Hiring - Black	96	5	0	5.21%	0.00%	13.33%	1	0.49	-0.88	1		
Overall Hiring - Hispanic	96	38	0	39.58%	0.00%	13.33%	5	0.00	-2.42	5	YES	YES
Overall Hiring - Asian	96	15	2	15.63%	13.33%	13.33%	2	0.68	0.00	0		
Overall Hiring - Native American	96	0	0	0.00%	0%	13.33%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Black	White	96	38	36	39.58%	94.74%	100.00%	38	0.00		2		YES
	Black	Hispanic	96	38	36	39.58%	94.74%	100.00%	38	0.00		2		YES
	Black	Asian	96	15	15	15.63%	100.00%	100.00%	15	1.00		0		
	Black	AI/AN	96	0	0	0.00%		100.00%	0	1.00		0		
2	Asian	White	92	36	6	39.13%	16.67%	40.00%	14	0.00	-2.86	8	YES	YES
	Asian	Black	92	5	0	5.43%	0.00%	40.00%	2	0.08	-1.83	2		
	Asian	Hispanic	92	36	10	39.13%	27.78%	40.00%	14	0.09	-1.50	4		
	Asian	AI/AN	92	0	0	0.00%		40.00%	0	1.00		0		
3	Asian	White	22	6	1	27.27%	16.67%	33.33%	2	0.35	-0.87	1		
	Asian	Black	22	0	0	0.00%		33.33%	0	1.00		0		
	Asian	Hispanic	22	10	0	45.45%	0.00%	33.33%	3	0.02	-2.24	3	YES	YES
	Asian	AI/AN	22	0	0	0.00%		33.33%	0	1.00		0		
4	White	Black	3	0	0	0.00%		100.00%	0	1.00		0		
	White	Hispanic	3	0	0	0.00%		100.00%	0	1.00		0		
	White	Asian	3	2	2	66.67%	100.00%	100.00%	2	1.00		0		
	White	AI/AN	3	0	0	0.00%		100.00%	0	1.00		0		

d. Operations, Enterprise Services, and Facilities – Maintenance and Operations Professionals

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	809	100	13	12.36%	13.00%	13.00%	13	0.57	0.00	0		
Overall Applicant to Hire - Male	809	709	67	87.64%	9.45%	13.00%	92	0.00	-2.81	25	YES	YES

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Females	809	100	84	12.36%	84.00%	94.78%	95	0.00	-4.85	11	YES	YES
2	Males	756	672	226	88.89%	33.63%	57.14%	384	0.00	-12.32	158	YES	YES
3	Females	274	48	13	17.52%	27.08%	33.19%	16	0.23	-0.90	3		
4	Males	88	75	74	85.23%	98.67%	100.00%	75	0.00		1		YES
5	Males	87	74	0	85.06%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	758	182	20	24.01%	10.99%	10.99%	20	0.56	0.00	0		
Overall Hiring - Black	758	94	10	12.40%	10.64%	10.99%	10	0.54	-0.11	0		
Overall Hiring - Hispanic	758	416	42	54.88%	10.10%	10.99%	46	0.31	-0.58	4		
Overall Hiring - Asian	758	66	4	8.71%	6.06%	10.99%	7	0.14	-1.28	3		
Overall Hiring - Native American	758	0	0	0.00%	0%	10.99%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	White	Black	758	94	83	12.40%	88.30%	98.35%	92	0.00	-7.66	9	YES	YES
	White	Hispanic	758	416	385	54.88%	92.55%	98.35%	409	0.00	-9.30	24	YES	YES
	White	Asian	758	66	58	8.71%	87.88%	98.35%	65	0.00	-6.68	7	YES	YES
	White	AI/AN	758	0	0	0.00%		98.35%	0	1.00		0		
2	Hispanic	White	705	179	62	25.39%	34.64%	37.14%	66	0.27	-0.69	4		
	Hispanic	Black	705	83	25	11.77%	30.12%	37.14%	31	0.11	-1.32	6		
	Hispanic	Asian	705	58	20	8.23%	34.48%	37.14%	22	0.39	-0.42	2		
	Hispanic	AI/AN	705	0	0	0.00%		37.14%	0	1.00		0		
3	Black	White	250	62	23	24.80%	37.10%	44.00%	27	0.17	-1.10	4		
	Black	Black	250	25	11	10.00%	44.00%	44.00%	11	0.58	0.00	0		
	Black	Hispanic	250	143	46	57.20%	32.17%	44.00%	63	0.00	-2.85	17	YES	YES
	Black	AI/AN	250	0	0	0.00%		44.00%	0	1.00		0		
4	White	Black	84	11	11	13.10%	100.00%	100.00%	11	1.00		0		
	White	Hispanic	84	46	45	54.76%	97.83%	100.00%	46	0.00		1		YES
	White	Asian	84	4	4	4.76%	100.00%	100.00%	4	1.00		0		
	White	AI/AN	84	0	0	0.00%		100.00%	0	1.00		0		

XI.   District Office – Chancellor's Office

a.   Chancellor's Office – Office and Technical Professionals

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	163	132	4	80.98%	3.03%	3.03%	4	0.63	0.00	0		
Overall Applicant to Hire - Male	163	31	0	19.02%	0.00%	3.03%	1	0.39	-0.98	1		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Females	163	132	128	80.98%	96.97%	100.00%	132	0.00		4		YES
2	Females	159	128	69	80.50%	53.91%	54.84%	70	0.45	-0.21	1		
3	Males	86	17	0	19.77%	0.00%	5.80%	1	0.36	-1.02	1		
4	Females	4	4	4	100.00%	100.00%							#VALUE!
5	Females	4	4	0	100.00%	0.00%							#VALUE!

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	143	62	0	43.36%	0.00%	5.88%	4	0.02	-1.97	4		YES
Overall Hiring - Black	143	10	0	6.99%	0.00%	5.88%	1	0.55	-0.79	1		
Overall Hiring - Hispanic	143	52	3	36.36%	5.77%	5.88%	3	0.63	-0.03	0		
Overall Hiring - Asian	143	17	1	11.89%	5.88%	5.88%	1	0.74	0.00	0		
Overall Hiring - Native American	143	2	0	1.40%	0.00%	5.88%	0	0.89	-0.35	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Asian	White	143	62	61	43.36%	98.39%	100.00%	62	0.00		1		YES
	Asian	Black	143	10	9	6.99%	90.00%	100.00%	10	0.00		1		YES
	Asian	Hispanic	143	52	51	36.36%	98.08%	100.00%	52	0.00		1		YES
	Asian	AI/AN	143	2	2	1.40%	100.00%	100.00%	2	1.00		0		
2	Hispanic	White	140	61	34	43.57%	55.74%	56.86%	35	0.48	-0.18	1		
	Hispanic	Black	140	9	4	6.43%	44.44%	56.86%	5	0.34	-0.75	1		
	Hispanic	Asian	140	17	9	12.14%	52.94%	56.86%	10	0.46	-0.33	1		
	Hispanic	AI/AN	140	2	0	1.43%	0.00%	56.86%	1	0.19	-1.62	1		
3	Asian	White	76	34	0	44.74%	0.00%	11.11%	4	0.02	-2.06	4	YES	YES
	Asian	Black	76	4	0	5.26%	0.00%	11.11%	0	0.62	-0.71	0		
	Asian	Hispanic	76	29	3	38.16%	10.34%	11.11%	3	0.59	-0.13	0		
	Asian	AI/AN	76	0	0	0.00%		11.11%	0	1.00		0		
4	Hispanic	White	4	0	0	0.00%		100.00%	0	1.00		0		
	Hispanic	Black	4	0	0	0.00%		100.00%	0	1.00		0		
	Hispanic	Asian	4	1	1	25.00%	100.00%	100.00%	1	1.00		0		
	Hispanic	AI/AN	4	0	0	0.00%		100.00%	0	1.00		0		

XII. District Office – Communications and Public Relations

a. Communications and Public Relations – All Employees

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	110	79	2	71.82%	2.53%	2.53%	2	0.68	0.00	0		
Overall Applicant to Hire - Male	110	31	0	28.18%	0.00%	2.53%	1	0.45	-0.90	1		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Females	110	79	78	71.82%	98.73%	100.00%	79	0.00		1		YES
2	Males	109	31	4	28.44%	12.90%	15.38%	5	0.47	-0.38	1		
3	Males	16	4	0	25.00%	0.00%	16.67%	1	0.48	-0.89	1		
4	Females	2	2	2	100.00%	100.00%							#VALUE!
5	Females	2	2	0	100.00%	0.00%							#VALUE!

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	97	45	2	46.39%	4.44%	4.44%	2	0.68	0.00	0		
Overall Hiring - Black	97	11	0	11.34%	0.00%	4.44%	0	0.61	-0.72	0		
Overall Hiring - Hispanic	97	28	0	28.87%	0.00%	4.44%	1	0.28	-1.14	1		
Overall Hiring - Asian	97	13	0	13.40%	0.00%	4.44%	1	0.55	-0.78	1		
Overall Hiring - Native American	97	0	0	0.00%	0%	4.44%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	White	Black	97	11	11	11.34%	100.00%	100.00%	11	1.00		0		
	White	Hispanic	97	28	28	28.87%	100.00%	100.00%	28	1.00		0		
	White	Asian	97	13	13	13.40%	100.00%	100.00%	13	1.00		0		
	White	AI/AN	97	0	0	0.00%		100.00%	0	1.00		0		
2	White	Black	97	11	1	11.34%	9.09%	22.22%	2	0.26	-1.05	1		
	White	Hispanic	97	28	4	28.87%	14.29%	22.22%	6	0.22	-1.01	2		
	White	Asian	97	13	1	13.40%	7.69%	22.22%	3	0.18	-1.26	2		
	White	AI/AN	97	0	0	0.00%		22.22%	0	1.00		0		
3	White	Black	16	1	0	6.25%	0.00%	20.00%	0	0.80	-0.50	0		
	White	Hispanic	16	4	0	25.00%	0.00%	20.00%	1	0.41	-1.00	1		
	White	Asian	16	1	0	6.25%	0.00%	20.00%	0	0.80	-0.50	0		
	White	AI/AN	16	0	0	0.00%		20.00%	0	1.00		0		
4	White	Black	2	0	0	0.00%		100.00%	0	1.00		0		
	White	Hispanic	2	0	0	0.00%		100.00%	0	1.00		0		
	White	Asian	2	0	0	0.00%		100.00%	0	1.00		0		
	White	AI/AN	2	0	0	0.00%		100.00%	0	1.00		0		

b. Communications and Public Relations – Classified Administrators

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	44	25	1	56.82%	4.00%	4.00%	1	0.74	0.00	0		
Overall Applicant to Hire - Male	44	19	0	43.18%	0.00%	4.00%	1	0.46	-0.89	1		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	44	19	19	43.18%	100.00%	100.00%	19	1.00		0		
2	Males	44	19	3	43.18%	15.79%	16.00%	3	0.64	-0.03	0		
3	Males	7	3	0	42.86%	0.00%	25.00%	1	0.42	-1.00	1		
4	Females	1	1	1	100.00%	100.00%							#VALUE!
5	Females	1	1	0	100.00%	0.00%							#VALUE!

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	37	28	1	75.68%	3.57%	3.57%	1	0.74	0.00	0		
Overall Hiring - Black	37	3	0	8.11%	0.00%	3.57%	0	0.90	-0.33	0		
Overall Hiring - Hispanic	37	5	0	13.51%	0.00%	3.57%	0	0.83	-0.43	0		
Overall Hiring - Asian	37	1	0	2.70%	0.00%	3.57%	0	0.96	-0.19	0		
Overall Hiring - Native American	37	0	0	0.00%	0%	3.57%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	White	Black	37	3	3	8.11%	100.00%	100.00%	3	1.00		0		
	White	Hispanic	37	5	5	13.51%	100.00%	100.00%	5	1.00		0		
	White	Asian	37	1	1	2.70%	100.00%	100.00%	1	1.00		0		
	White	AI/AN	37	0	0	0.00%		100.00%	0	1.00		0		
2	Hispanic	White	37	28	5	75.68%	17.86%	40.00%	11	0.01	-2.39	6	YES	YES
	Hispanic	Black	37	3	0	8.11%	0.00%	40.00%	1	0.22	-1.41	1		
	Hispanic	Asian	37	1	0	2.70%	0.00%	40.00%	0	0.60	-0.82	0		
	Hispanic	AI/AN	37	0	0	0.00%		40.00%	0	1.00		0		
3	White	Black	7	0	0	0.00%		20.00%	0	1.00		0		
	White	Hispanic	7	2	0	28.57%	0.00%	20.00%	0	0.64	-0.71	0		
	White	Asian	7	0	0	0.00%		20.00%	0	1.00		0		
	White	AI/AN	7	0	0	0.00%		20.00%	0	1.00		0		
4	White	Black	1	0	0	0.00%		100.00%	0	1.00		0		
	White	Hispanic	1	0	0	0.00%		100.00%	0	1.00		0		
	White	Asian	1	0	0	0.00%		100.00%	0	1.00		0		
	White	AI/AN	1	0	0	0.00%		100.00%	0	1.00		0		

c. Communications and Public Relations – Office and Technical Professionals

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	66	54	1	81.82%	1.85%	1.85%	1	0.74	0.00	0		
Overall Applicant to Hire - Male	66	12	0	18.18%	0.00%	1.85%	0	0.80	-0.48	0		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Females	66	54	53	81.82%	98.15%	100.00%	54	0.00		1		YES
2	Males	65	12	1	18.46%	8.33%	15.09%	2	0.44	-0.65	1		
3	Males	9	1	0	11.11%	0.00%	12.50%	0	0.88	-0.38	0		
4	Females	1	1	1	100.00%	100.00%							#VALUE!
5	Females	1	1	0	100.00%	0.00%							#VALUE!

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	60	17	1	28.33%	5.88%	5.88%	1	0.74	0.00	0		
Overall Hiring - Black	60	8	0	13.33%	0.00%	5.88%	0	0.62	-0.71	0		
Overall Hiring - Hispanic	60	23	0	38.33%	0.00%	5.88%	1	0.25	-1.20	1		
Overall Hiring - Asian	60	12	0	20.00%	0.00%	5.88%	1	0.48	-0.87	1		
Overall Hiring - Native American	60	0	0	0.00%	0%	5.88%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	White	Black	60	8	8	13.33%	100.00%	100.00%	8	1.00		0		
	White	Hispanic	60	23	23	38.33%	100.00%	100.00%	23	1.00		0		
	White	Asian	60	12	12	20.00%	100.00%	100.00%	12	1.00		0		
	White	AI/AN	60	0	0	0.00%		100.00%	0	1.00		0		
2	White	Black	60	8	1	13.33%	12.50%	29.41%	2	0.27	-1.05	1		
	White	Hispanic	60	23	2	38.33%	8.70%	29.41%	7	0.02	-2.18	5	YES	YES
	White	Asian	60	12	1	20.00%	8.33%	29.41%	4	0.09	-1.60	3		
	White	AI/AN	60	0	0	0.00%		29.41%	0	1.00		0		
3	White	Black	9	1	0	11.11%	0.00%	20.00%	0	0.80	-0.50	0		
	White	Hispanic	9	2	0	22.22%	0.00%	20.00%	0	0.64	-0.71	0		
	White	Asian	9	1	0	11.11%	0.00%	20.00%	0	0.80	-0.50	0		
	White	AI/AN	9	0	0	0.00%		20.00%	0	1.00		0		
4	White	Black	1	0	0	0.00%		100.00%	0	1.00		0		
	White	Hispanic	1	0	0	0.00%		100.00%	0	1.00		0		
	White	Asian	1	0	0	0.00%		100.00%	0	1.00		0		
	White	AI/AN	1	0	0	0.00%		100.00%	0	1.00		0		

XIII. District Office – Institutional Innovation and Effectiveness

a. Institutional Innovation and Effectiveness – Office and Technical Professionals

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	242	151	6	62.40%	3.97%	3.97%	6	0.61	0.00	0		
Overall Applicant to Hire - Male	242	91	3	37.60%	3.30%	3.97%	4	0.51	-0.33	1		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Females	242	151	145	62.40%	96.03%	97.80%	148	0.12	-1.49	3		
2	Males	234	89	21	38.03%	23.60%	30.34%	27	0.10	-1.38	6		
3	Males	65	21	3	32.31%	14.29%	18.18%	4	0.45	-0.46	1		
4	Males	11	3	3	27.27%	100.00%	100.00%	3	1.00		0		
5	Males	11	3	0	27.27%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	222	95	4	42.79%	4.21%	4.23%	4	0.63	-0.01	0		
Overall Hiring - Black	222	15	0	6.76%	0.00%	4.23%	1	0.52	-0.81	1		
Overall Hiring - Hispanic	222	71	3	31.98%	4.23%	4.23%	3	0.65	0.00	0		
Overall Hiring - Asian	222	41	1	18.47%	2.44%	4.23%	2	0.48	-0.57	1		
Overall Hiring - Native American	222	0	0	0.00%	0%	4.23%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	White	Black	222	15	14	6.76%	93.33%	97.89%	15	0.27	-1.23	1		
	White	Hispanic	222	71	69	31.98%	97.18%	97.89%	70	0.44	-0.42	1		
	White	Asian	222	41	38	18.47%	92.68%	97.89%	40	0.06	-2.32	2	YES	
	White	AI/AN	222	0	0	0.00%		97.89%	0	1.00		0		
2	Black	White	214	93	24	43.46%	25.81%	50.00%	47	0.00	-4.67	23	YES	YES
	Black	Hispanic	214	69	19	32.24%	27.54%	50.00%	35	0.00	-3.73	16	YES	YES
	Black	Asian	214	38	8	17.76%	21.05%	50.00%	19	0.00	-3.57	11	YES	YES
	Black	AI/AN	214	0	0	0.00%		50.00%	0	1.00		0		
3	White	Black	58	7	0	12.07%	0.00%	20.83%	1	0.19	-1.36	1		
	White	Hispanic	58	19	3	32.76%	15.79%	20.83%	4	0.42	-0.54	1		
	White	Asian	58	8	1	13.79%	12.50%	20.83%	2	0.48	-0.58	1		
	White	AI/AN	58	0	0	0.00%		20.83%	0	1.00		0		
4	White	Black	9	0	0	0.00%		100.00%	0	1.00		0		
	White	Hispanic	9	3	3	33.33%	100.00%	100.00%	3	1.00		0		
	White	Asian	9	1	1	11.11%	100.00%	100.00%	1	1.00		0		
	White	AI/AN	9	0	0	0.00%		100.00%	0	1.00		0		

XIV. District Office – College Police

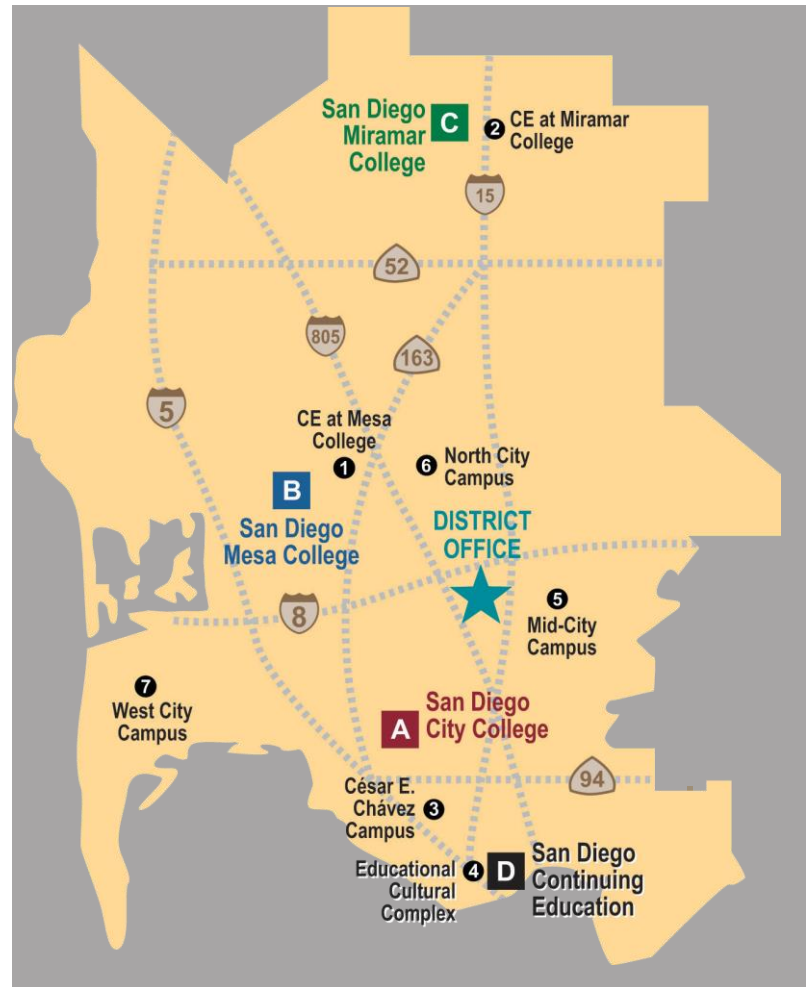| Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Applicant to Hire - Female	871	143	6	16.42%	4.20%	5.36%	8	0.35	-0.62	2		
Overall Applicant to Hire - Male	871	728	39	83.58%	5.36%	5.36%	39	0.54	0.00	0		

Phase Analysis	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Males	871	728	369	83.58%	50.69%	59.44%	433	0.00	-4.81	64	YES	YES
2	Females	454	85	47	18.72%	55.29%	58.54%	50	0.31	-0.61	3		
3	Females	263	47	15	17.87%	31.91%	38.89%	18	0.20	-0.98	3		
4	Females	99	15	6	15.15%	40.00%	47.62%	7	0.37	-0.59	1		
5	Males	46	40	0	86.96%	0.00%	0.00%	0	1.00		0		

Hiring Process Phase	Total Applicants	Total Demo Group Applicants	Total Demo Group Hired	Demo Group App %	Demo Group Hire Rate	Best Group Hire %	Demo Group Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Overall Hiring - White	818	220	11	26.89%	5.00%	6.25%	14	0.27	-0.77	3		
Overall Hiring - Black	818	129	5	15.77%	3.88%	6.25%	8	0.18	-1.11	3		
Overall Hiring - Hispanic	818	389	20	47.56%	5.14%	6.25%	24	0.22	-0.90	4		
Overall Hiring - Asian	818	80	5	9.78%	6.25%	6.25%	5	0.62	0.00	0		
Overall Hiring - Native American	818	0	0	0.00%	0%	6.25%	0	1.00	0.00	0		

Phase Analysis	Highest Selection Rate Group	Impacted Group	Total Applicants	Total Impacted Applicants	Total Impacted Pass	Impacted Group App %	Impacted Group Pass Rate	Highest Group Hire %	Impacted Group Pass Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
1	Asian	White	818	220	105	26.89%	47.73%	62.50%	138	0.00	-4.53	33	YES	YES
	Asian	Black	818	129	67	15.77%	51.94%	62.50%	81	0.01	-2.48	14	YES	YES
	Asian	Hispanic	818	389	208	47.56%	53.47%	62.50%	243	0.00	-3.68	35	YES	YES
	Asian	AI/AN	818	0	0	0.00%		62.50%	0	1.00		0		
2	Hispanic	White	430	105	62	24.42%	59.05%	61.06%	64	0.37	-0.42	2		
	Hispanic	Black	430	67	33	15.58%	49.25%	61.06%	41	0.03	-1.98	8		
	Hispanic	Asian	430	50	28	11.63%	56.00%	61.06%	31	0.28	-0.73	3		
	Hispanic	AI/AN	430	0	0	0.00%		61.06%	0	1.00		0		
3	Asian	White	250	62	22	24.80%	35.48%	46.43%	29	0.05	-1.73	7		
	Asian	Black	250	33	12	13.20%	36.36%	46.43%	15	0.16	-1.16	3		
	Asian	Hispanic	250	127	46	50.80%	36.22%	46.43%	59	0.01	-2.31	13	YES	YES
	Asian	AI/AN	250	0	0	0.00%		46.43%	0	1.00		0		
4	White	Black	93	12	5	12.90%	41.67%	50.00%	6	0.39	-0.58	1		
	White	Hispanic	93	46	21	49.46%	45.65%	50.00%	23	0.33	-0.59	2		
	White	Asian	93	13	5	13.98%	38.46%	50.00%	7	0.29	-0.83	2		
	White	AI/AN	93	0	0	0.00%		50.00%	0	1.00		0		

District Office
3375 Camino del Rio South, San Diego, CA 92108-3883
sdccd.edu, (619) 388-6500

A San Diego City College
1313 Park Boulevard, San Diego, CA 92101-4787
sdcity.edu, (619) 388-3400

B San Diego Mesa College
7250 Mesa College Drive, San Diego, CA 92111-4998
sdmesa.edu, (619) 388-2600 / (858) 627-2500

C San Diego Miramar College
10440 Black Mountain Road, San Diego, CA 92126-2999
sdmiramar.edu, (619) 388-7800 / (858) 536-7800

D San Diego Continuing Education
4343 Ocean View Boulevard, San Diego, CA 92113-1915
sdce.edu, (619) 388-4956

1 CE at Mesa College, (619) 388-1950
7350 Armstrong Place, San Diego, CA 92111-4998

2 CE at Miramar College, (619) 388-7800
10440 Black Mountain Road San Diego, CA 92126-2999

3 César E. Chávez Campus, (619) 388-1910
1901 Main Street, San Diego, CA 92113-2129

4 Educational Cultural Complex, (619) 388-4956
4343 Ocean View Boulevard, San Diego, CA 92113-1915

5 Mid-City Campus, (619) 388-4500
3792 Fairmount Avenue, San Diego, CA 92105-2204

6 North City Campus, (619) 388-1800
8355 Aero Drive, San Diego, CA 92123-1720

7 West City Campus, (619) 388-1873
3249 Fordham Street, San Diego, CA 92110-5332