



SAN DIEGO COMMUNITY COLLEGE DISTRICT

CITY COLLEGE • MESA COLLEGE • MIRAMAR COLLEGE • CONTINUING EDUCATION

Quarterly Diversity Update

Students and Employees

March 15, 2018



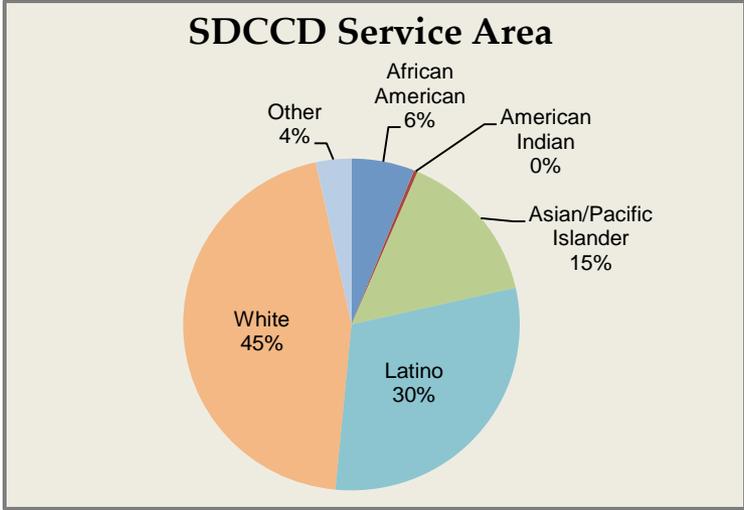


Comparison of Districtwide Student Demographics Fall 2017

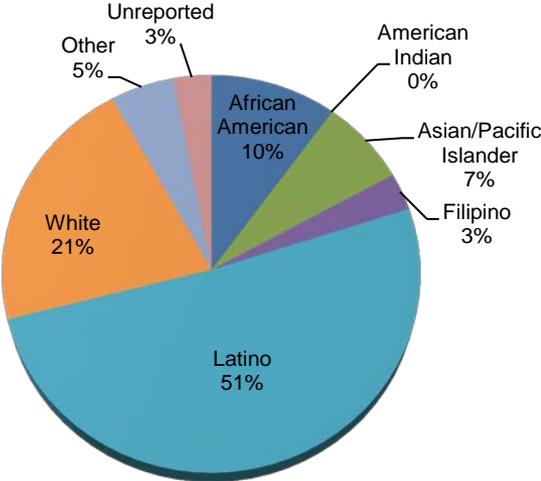
Student Demographics Highlights

- Latino students comprise the largest ethnic group across the colleges (40%), a 1% increase compared to Fall 2016 and proportionally higher than Continuing Education (33%) and the local service area (30%).
- The proportion of females and males at the colleges remained similar (51% and 49%, respectively), and continue to reflect the local service area . The female student population at Continuing Education increased slightly compared to Fall 2016 (66% to 67%) and remained proportionally higher than the female student population at the colleges (51%), and higher than the local service area (49%).
- The percentage of students between the ages 18 and 24 at the colleges increased from 54% to 55% and remained proportionally much higher than the local service area (11%). The percentage of students age 50 and above at Continuing Education increased from 44% to 46%, and remained proportionally higher than the local service area (29%).

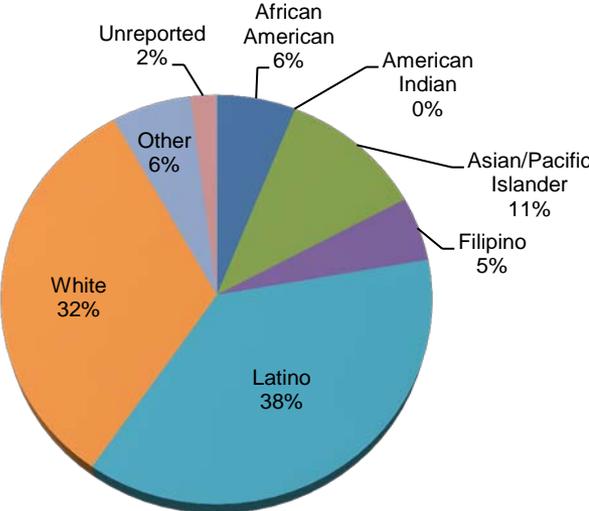
Ethnicity – Students



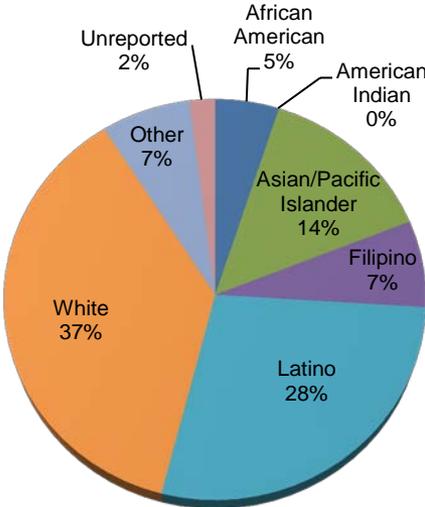
City College



Mesa College

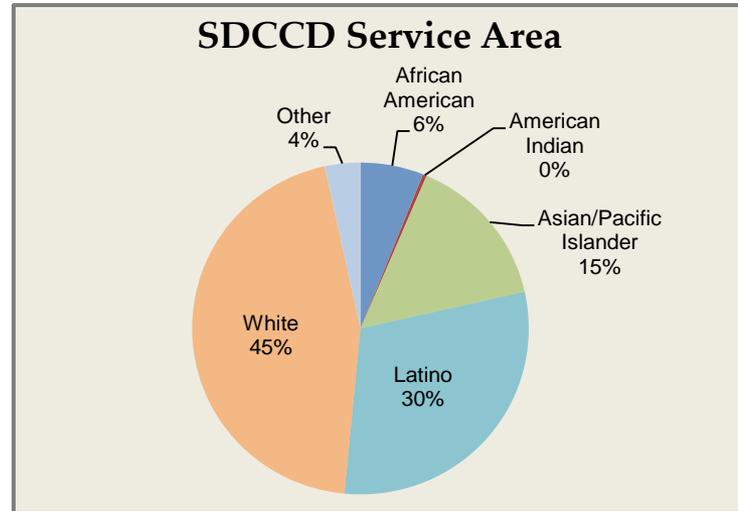


Miramar College

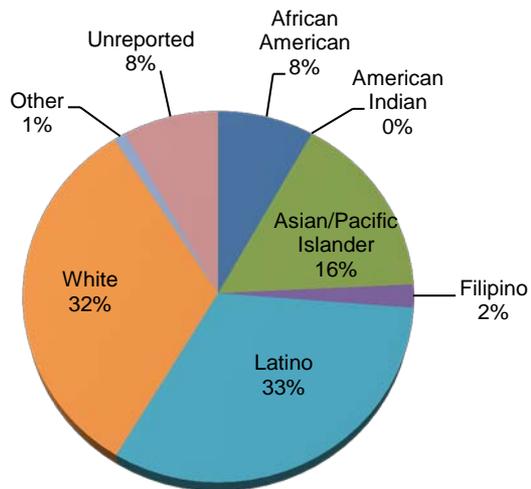


Source: SANDAG 2016 Population Estimates and SDCCD Information System

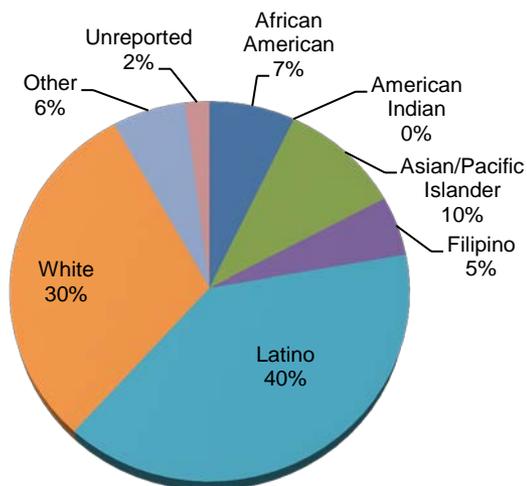
Ethnicity – Students



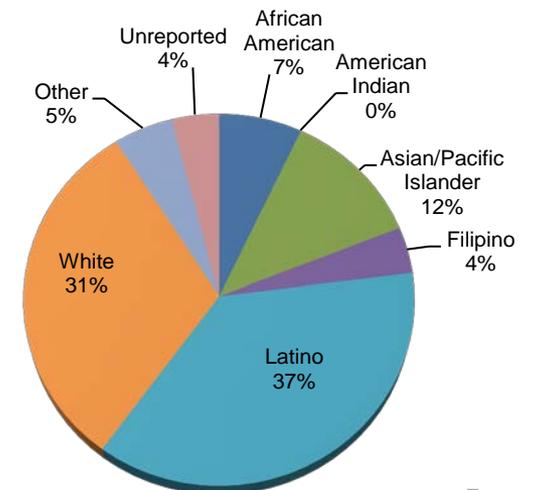
Continuing Education



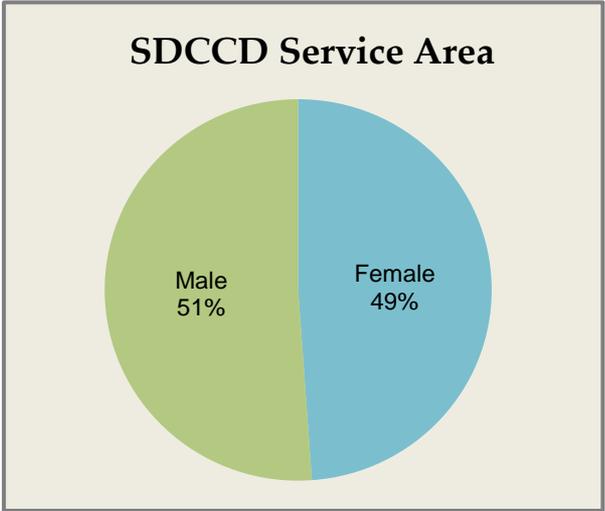
All Colleges



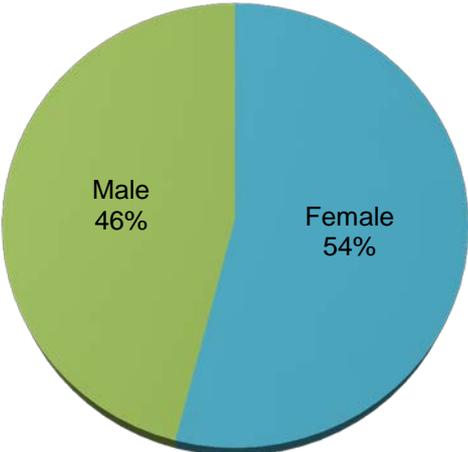
Districtwide



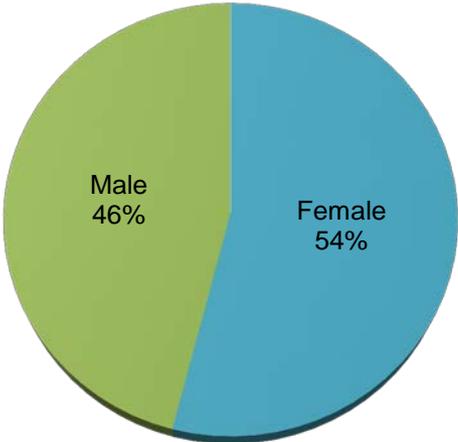
Gender – Students



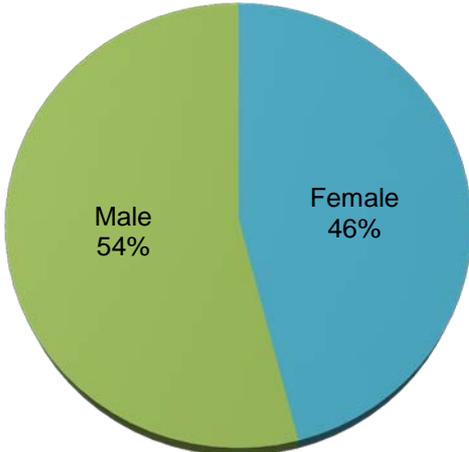
City College



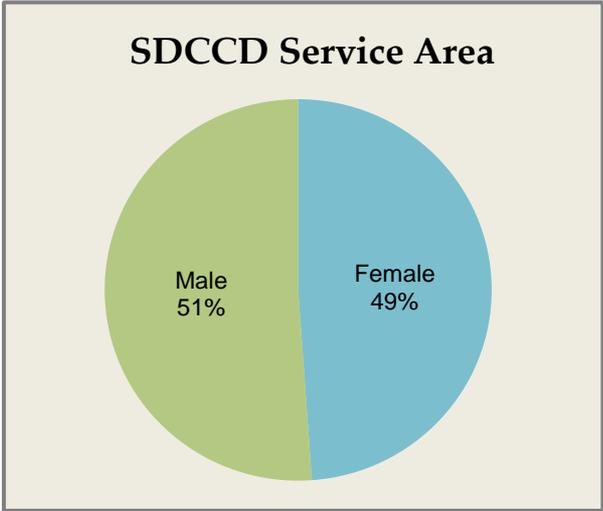
Mesa College



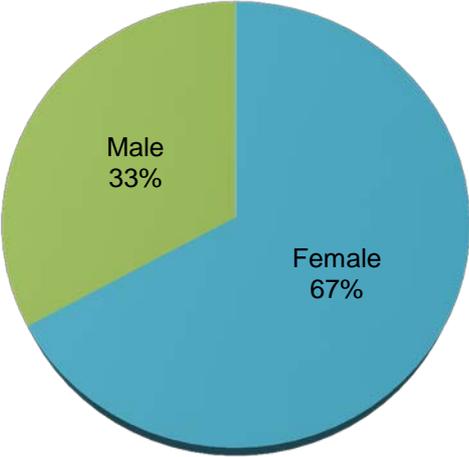
Miramar College



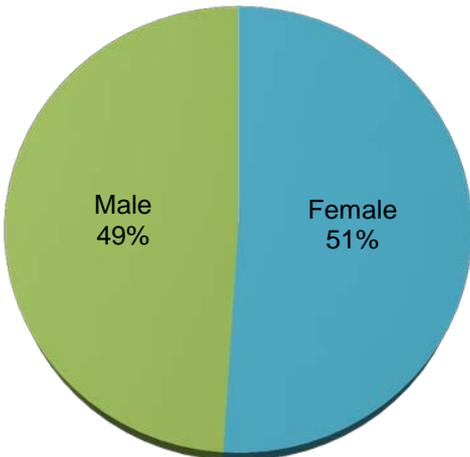
Gender – Students



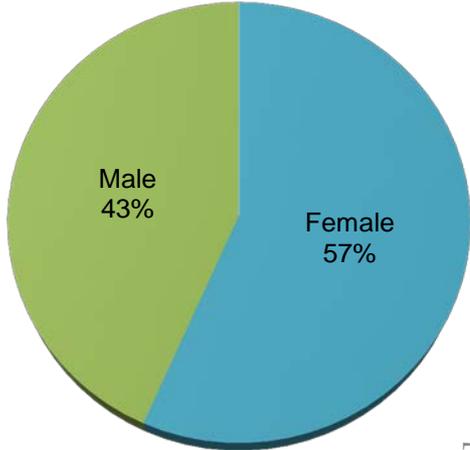
Continuing Education



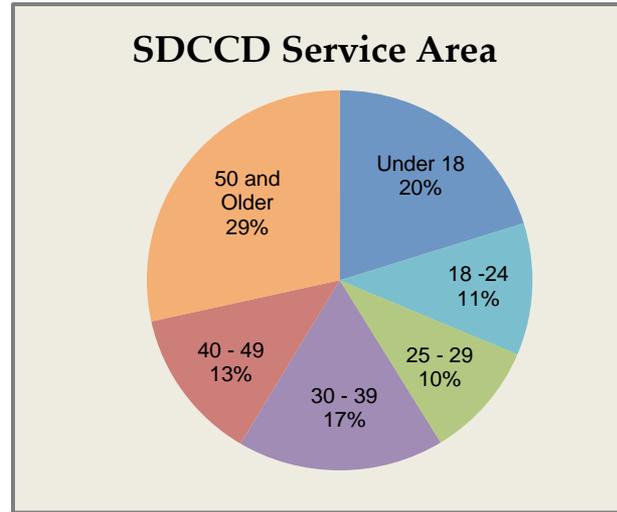
All Colleges



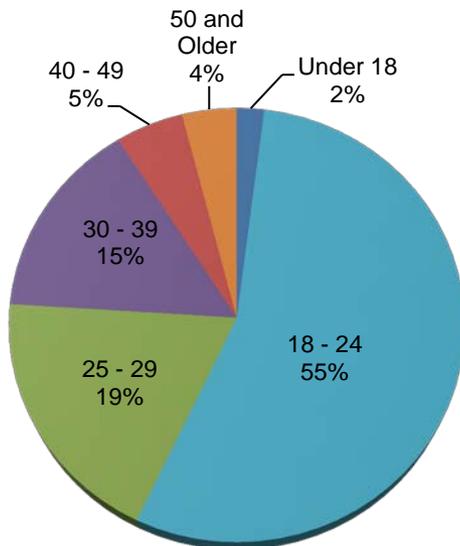
Districtwide



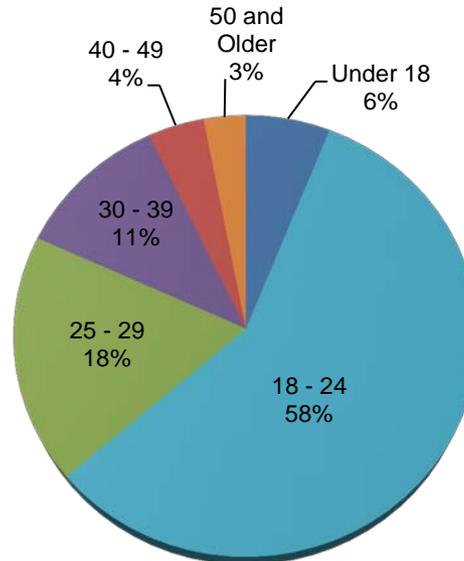
Age – Students



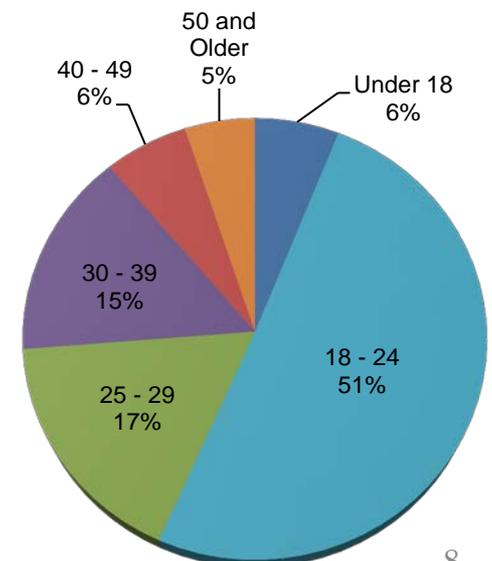
City College



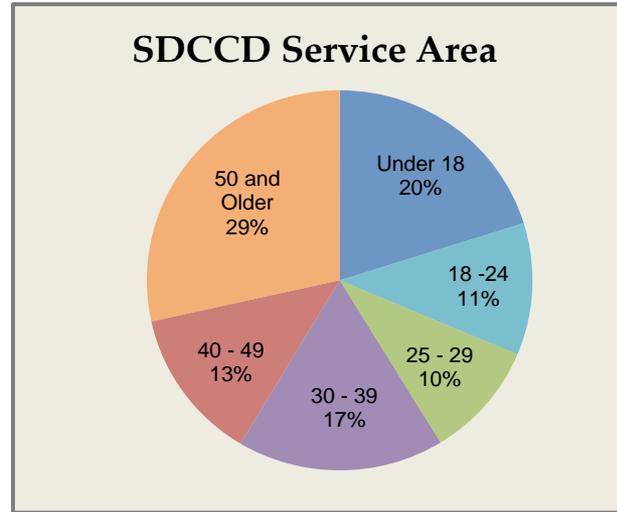
Mesa College



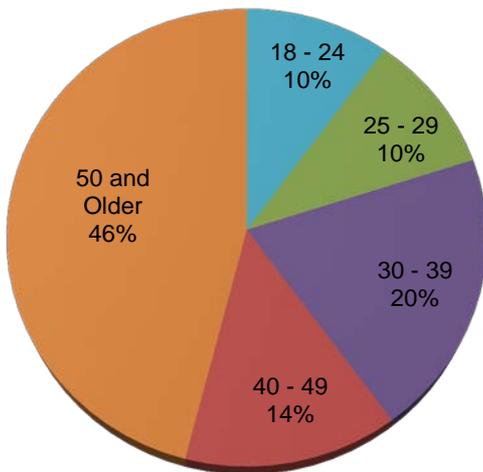
Miramar College



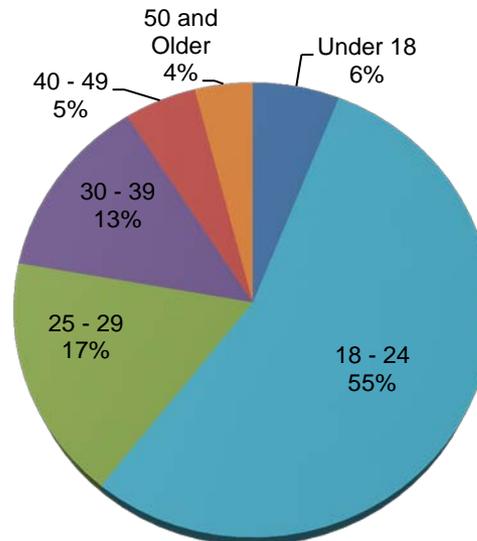
Age – Students



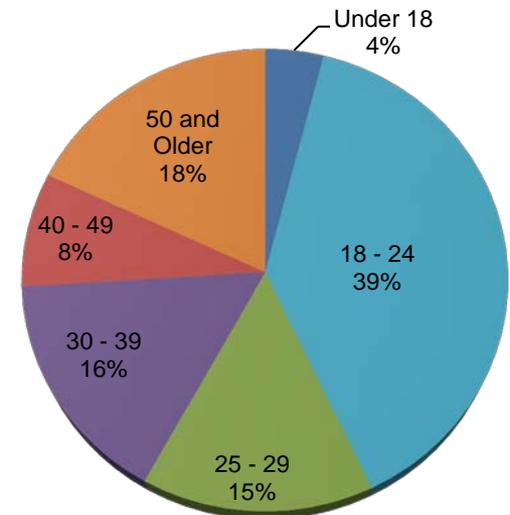
Continuing Education



All Colleges



Districtwide





Comparison of Districtwide Workforce October – December 2017

District Workforce Highlights

- The districtwide workforce remains predominantly female (55%) with an ethnic distribution that is representative of the service area for most ethnic groups.
- The District continues to cultivate a more diverse workforce with 55 new contract employees hired this quarter.
 - The proportion of Latino employees hired (36%) is greater than the existing districtwide workforce (20%), and greater than the local service area (30%).
 - The proportion of Asian/Pacific Islander employees hired (22%) is greater than the existing districtwide workforce (13%), and greater than the local service area (15%).
 - The proportion of female employees hired (53%) is greater than the local service area (49%).



New Contract Employees October – December 2017

Total New Hires : 55

Management: 5

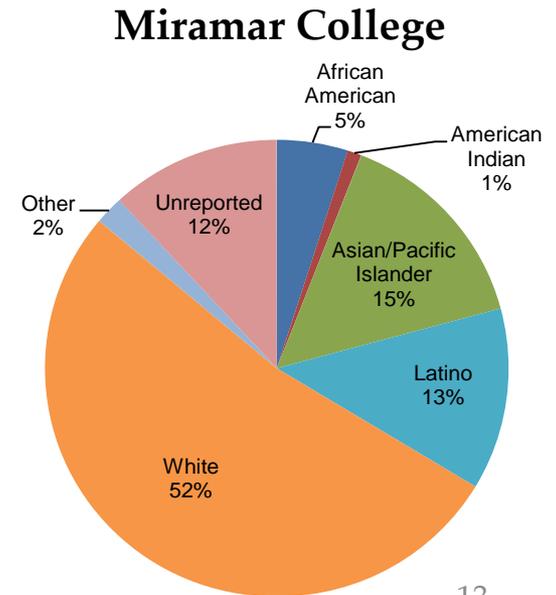
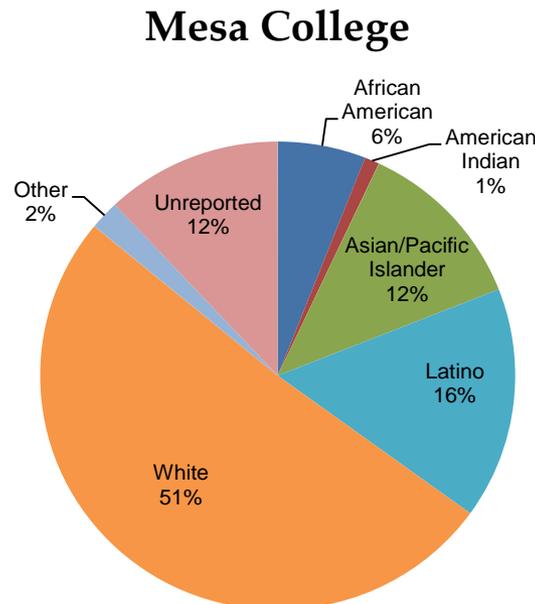
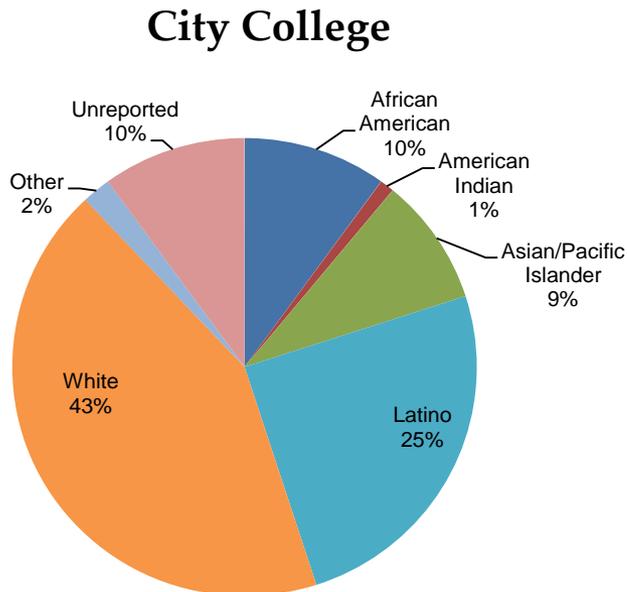
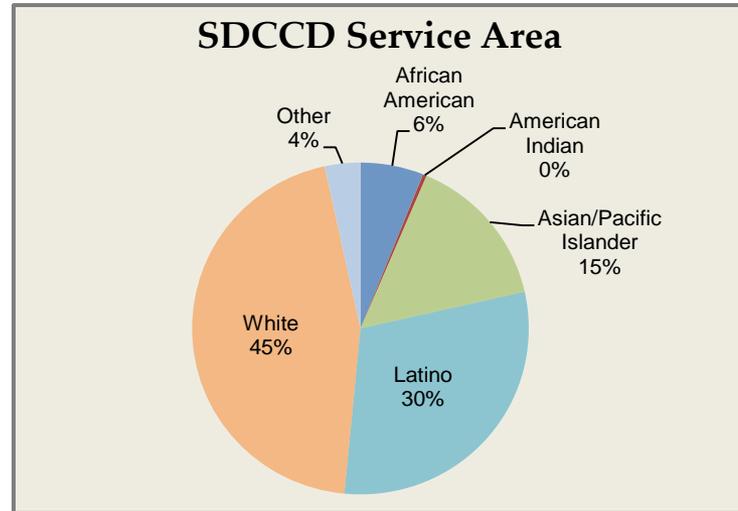
Faculty: 2

Supervisory : 10

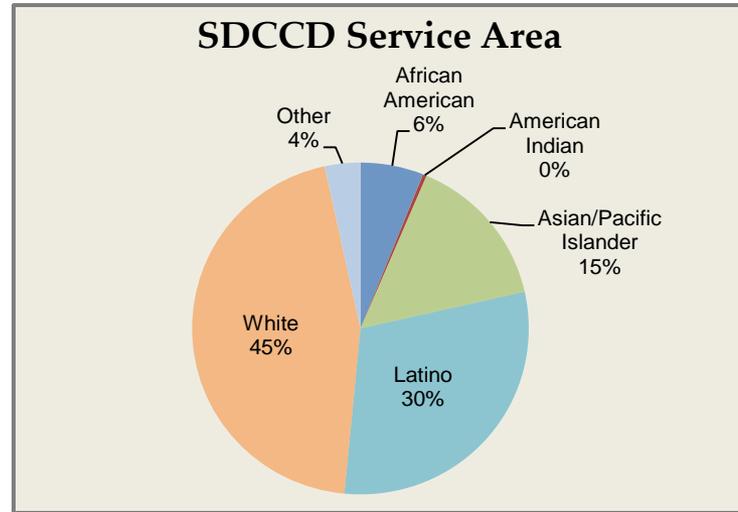
Classified: 36

Police: 2

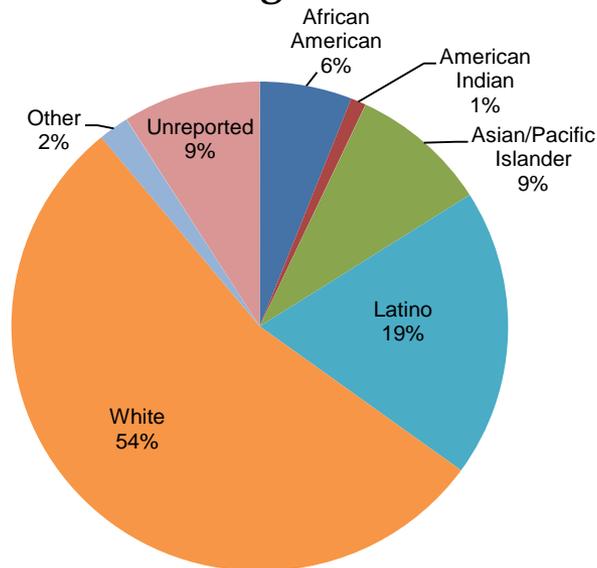
Ethnicity – District Workforce



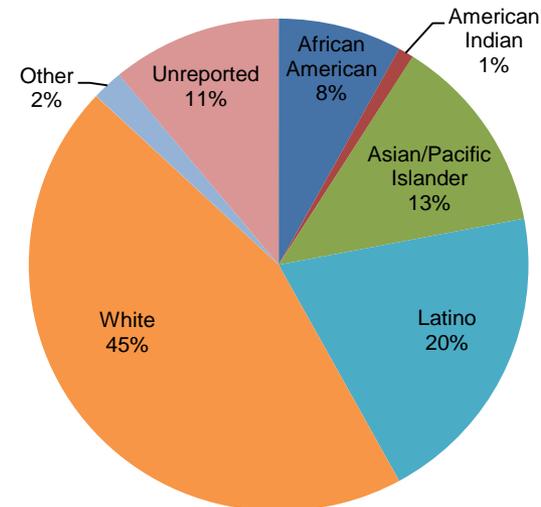
Ethnicity – District Workforce



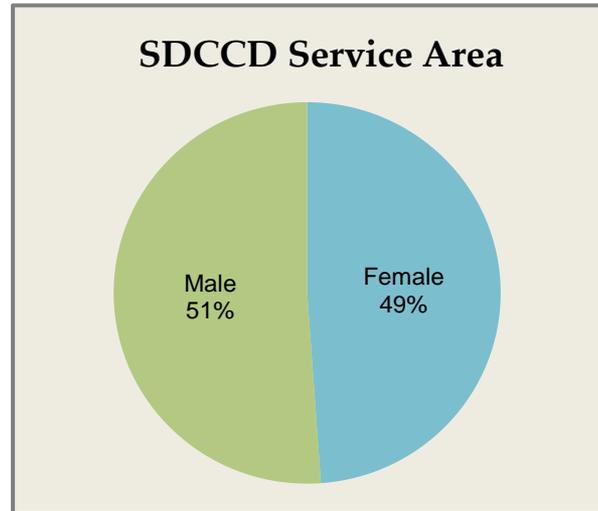
Continuing Education



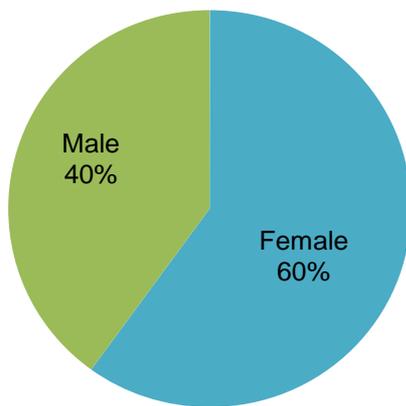
Districtwide



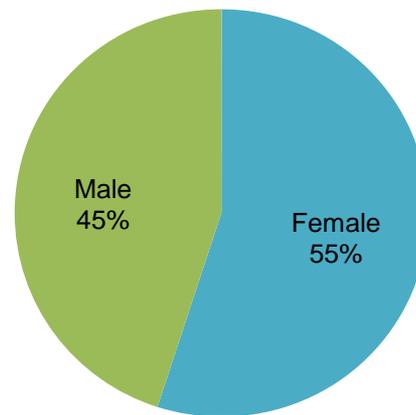
Gender – District Workforce



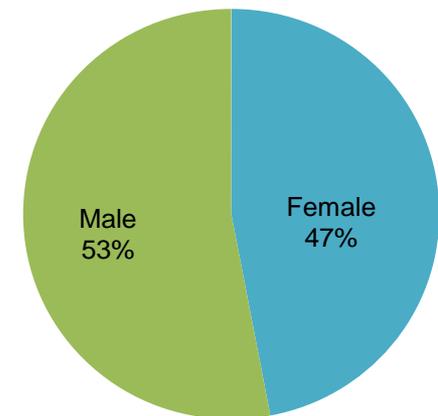
City College



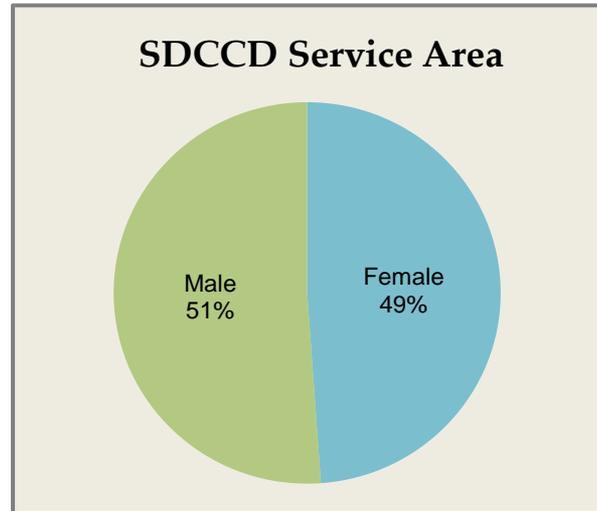
Mesa College



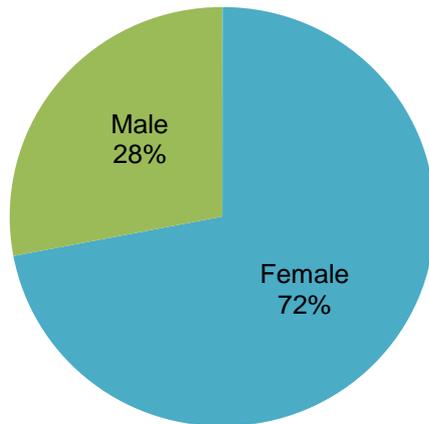
Miramar College



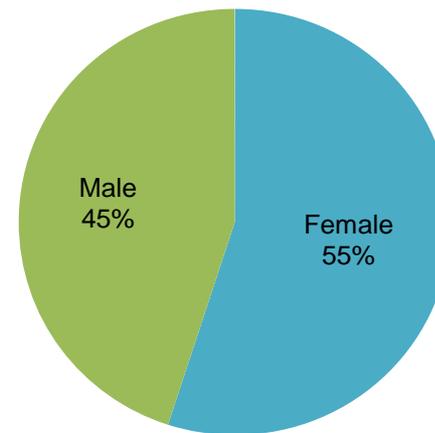
Gender – District Workforce



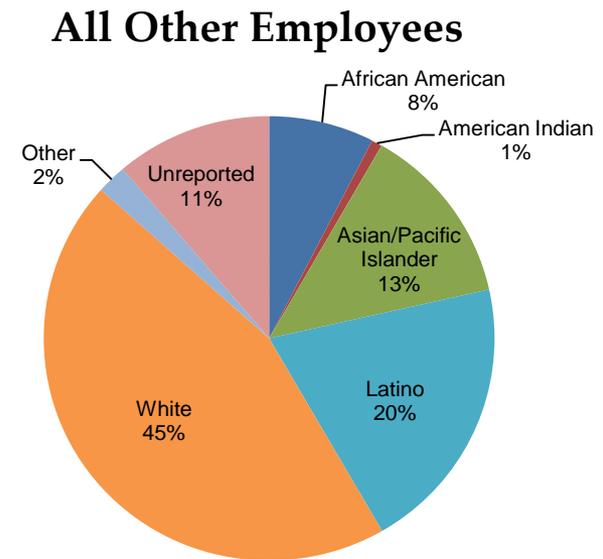
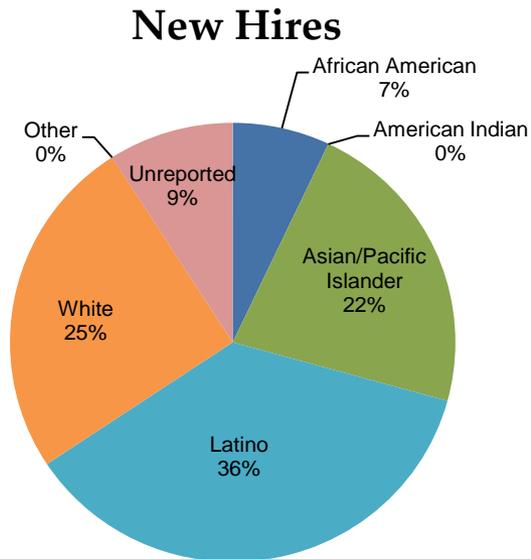
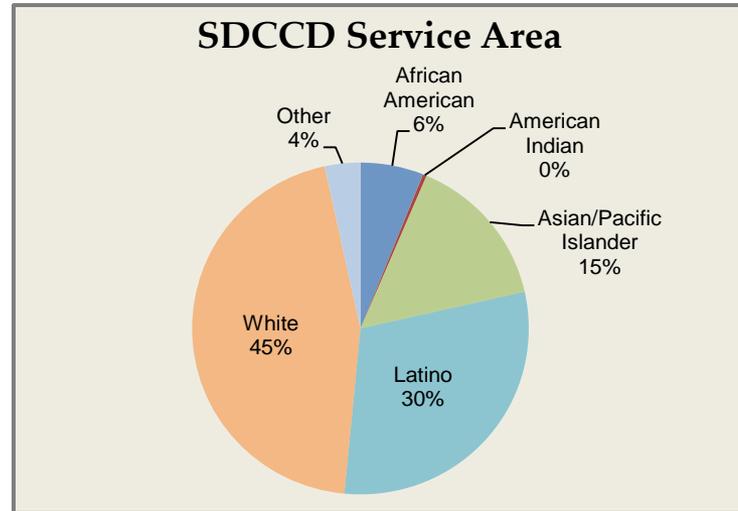
Continuing Education



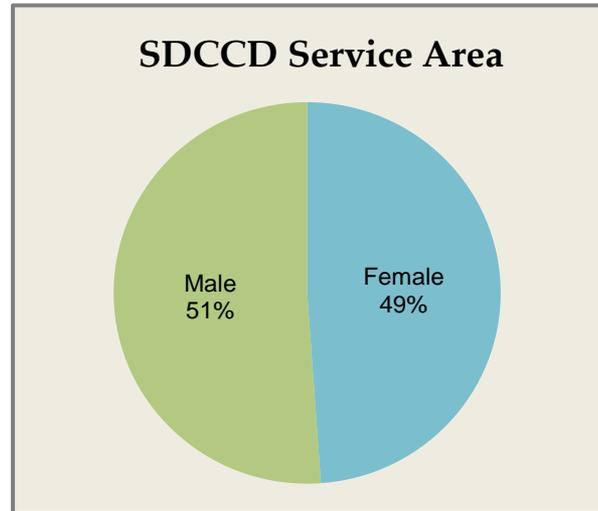
Districtwide



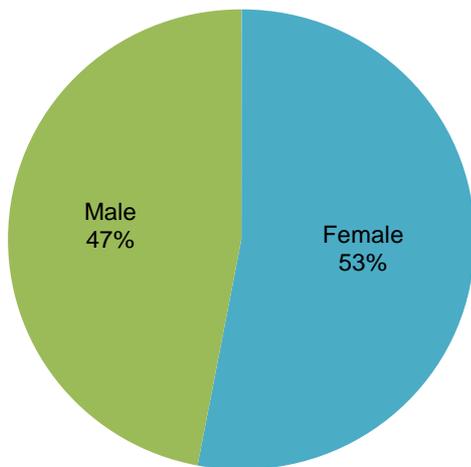
Ethnicity – New Hires



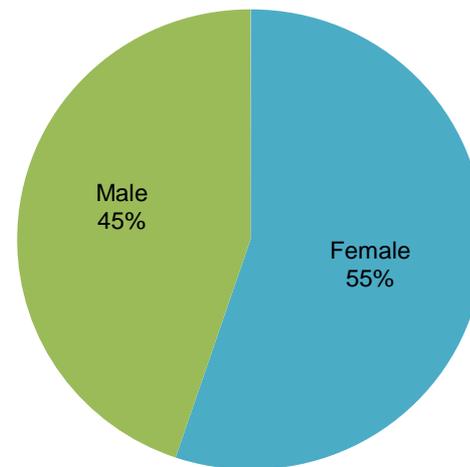
Gender – New Hires



New Hires



All Other Employees



Districtwide Workforce by Employee Type

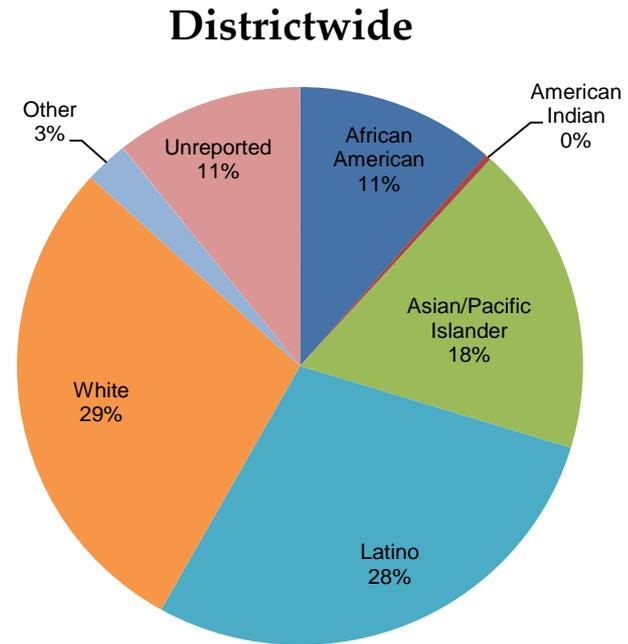
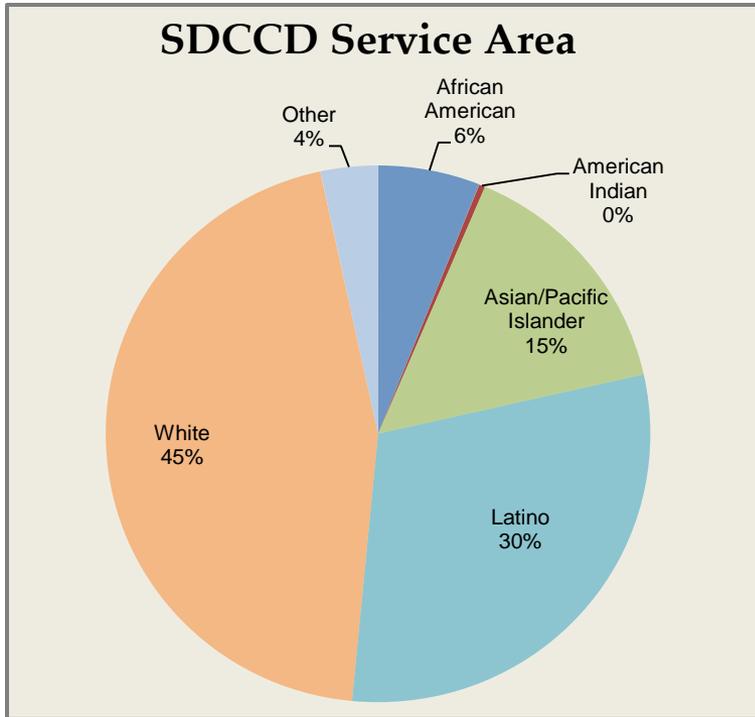
Workforce Highlights

- **Classified**
 - The proportion of African American classified employees is greater than the local service area (11% compared to 6%), as is the proportion of Asian/Pacific Islander classified employees (18% compared to 15%). The proportion of female classified employees is slightly lower than the service area (47% compared to 49%).
- **Non-Academic Hourly**
 - The proportion of African American non-academic hourly employees is greater than the local service area (9% compared to 6%) as is the proportion of Asian/Pacific Islander non-academic hourly employees (18% compared to 15%). The proportion of female non-academic hourly employees is lower than the service area (41% compared to 49%).
- **Contract Faculty**
 - The proportion of White contract faculty is greater than the local service area (52% compared to 45%). The proportion of female contract faculty is greater than the local service area (58% compared to 49%).

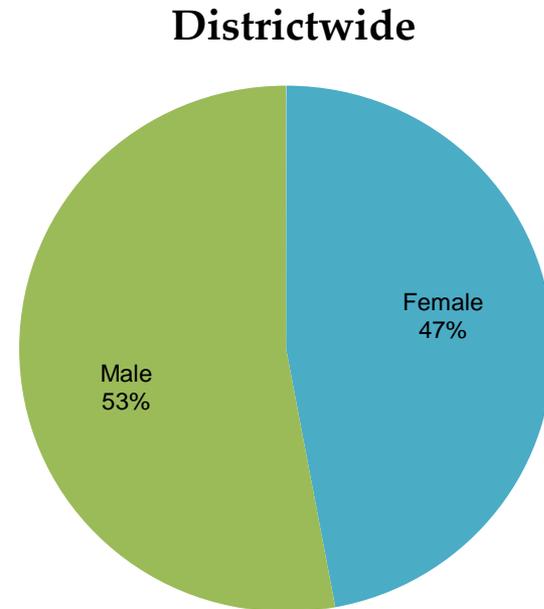
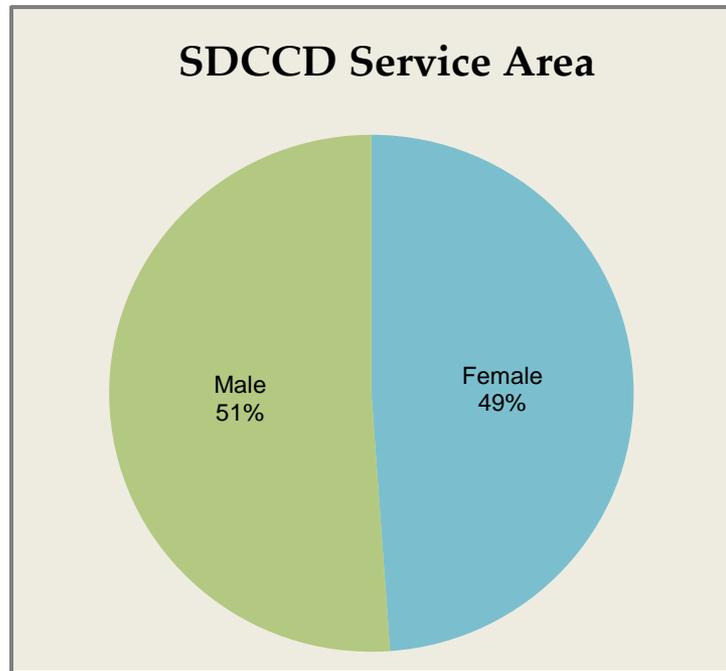
Workforce Highlights

- **Adjunct Faculty**
 - The proportion of White adjunct faculty is greater than the local service area (58% compared to 45%). The proportion of female adjunct faculty is slightly lower than the service area (48% compared to 49%).
- **Supervisory**
 - The proportion of African American supervisory employees is greater than the local service area (7% compared to 6%), as is the proportion of Asian/Pacific Islander supervisory employees (16% compared to 15%). The proportion of female supervisory employees is greater than the service area (53% compared to 49%).
- **Management**
 - The proportion of management employees who do not report their ethnicity is greater than any other employee group (22%). The proportion of female management employees is lower than the service area (36% compared to 49%).

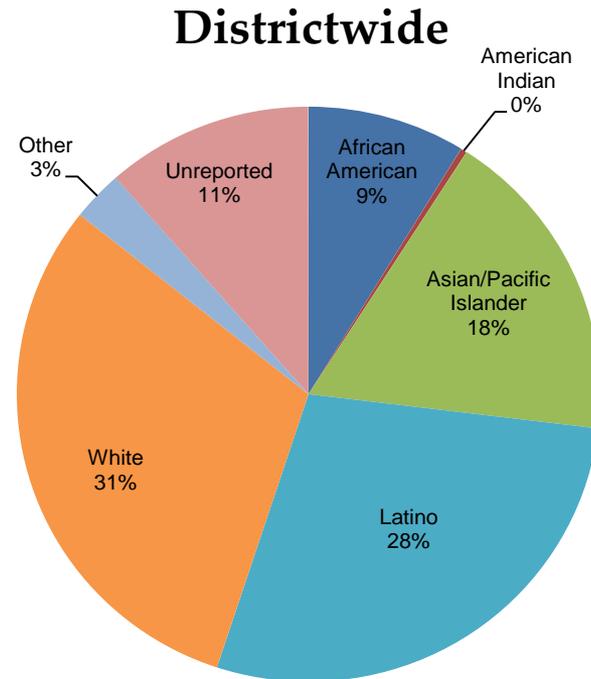
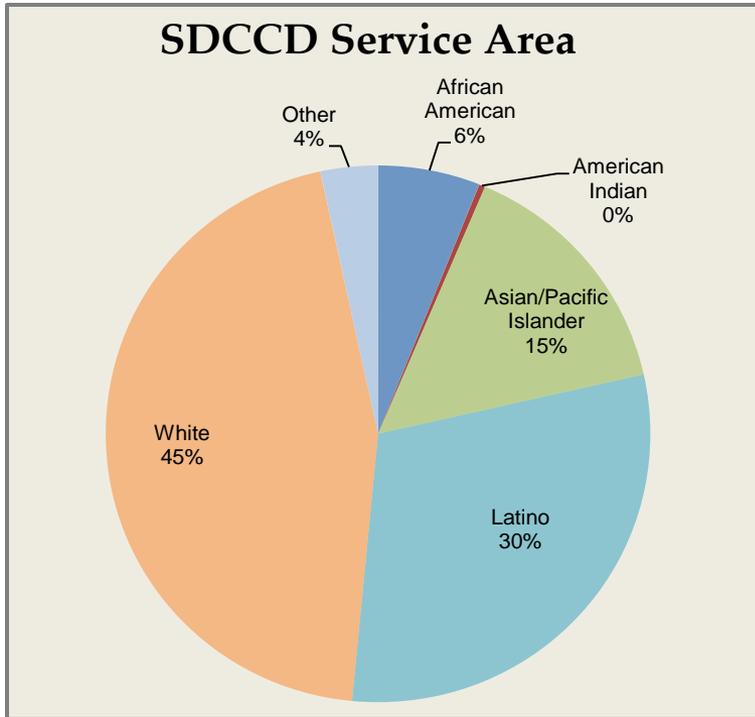
Ethnicity - Classified



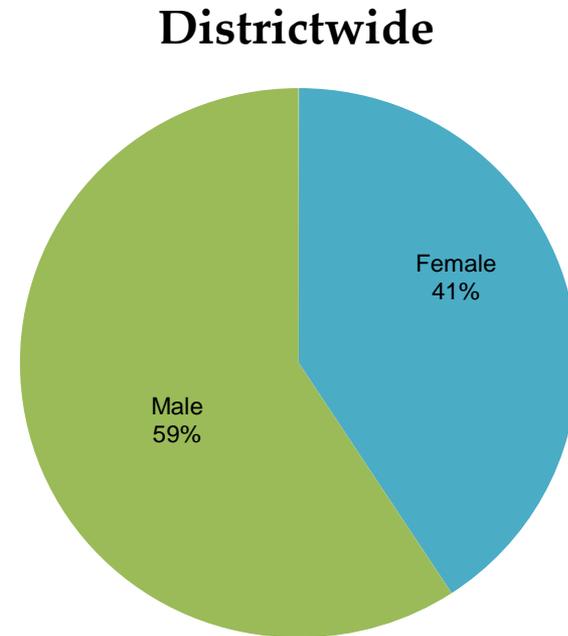
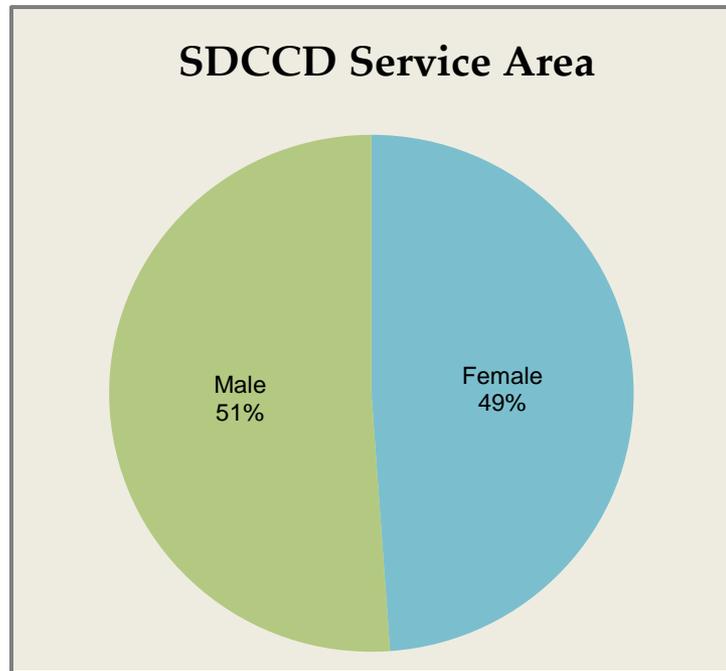
Gender - Classified



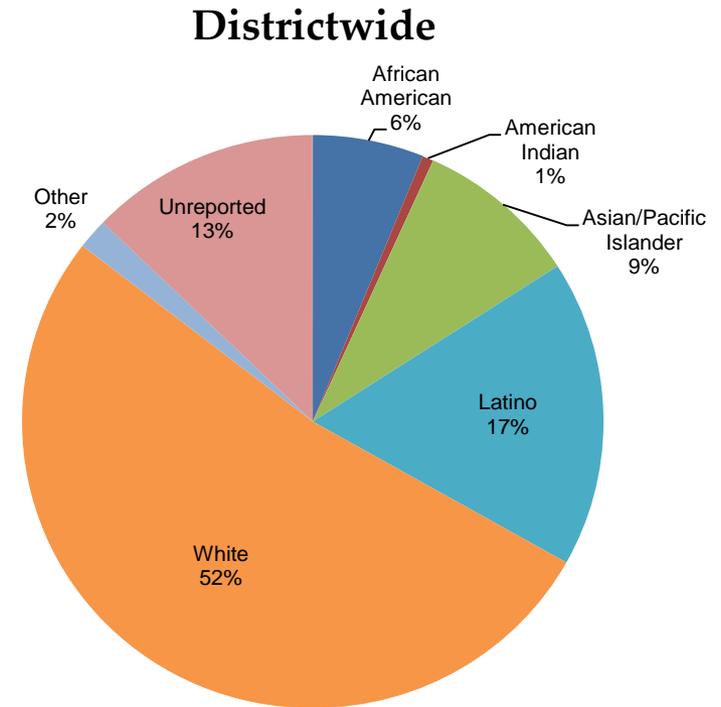
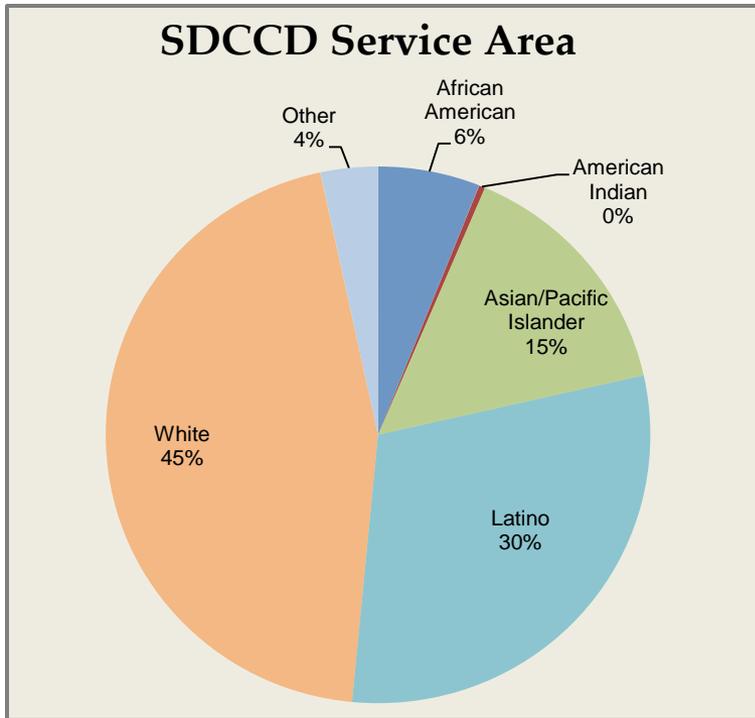
Ethnicity - Non-Academic Hourly



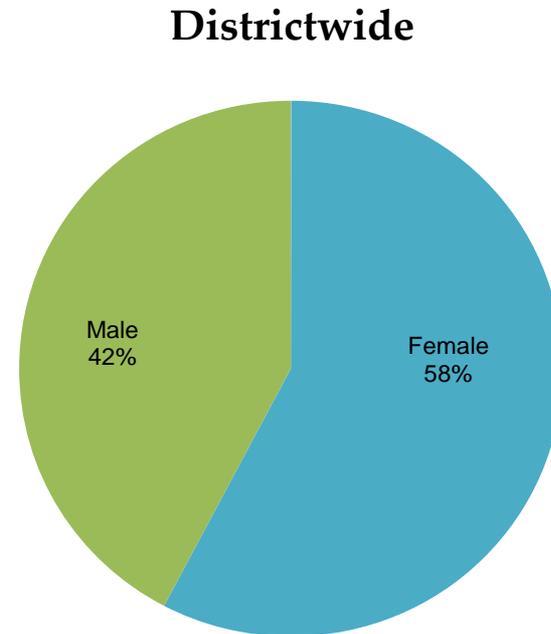
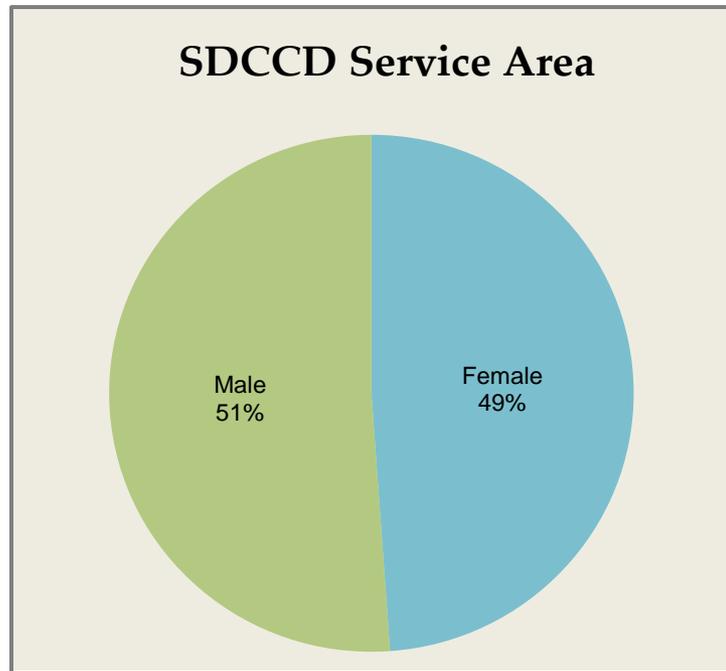
Gender - Non-Academic Hourly



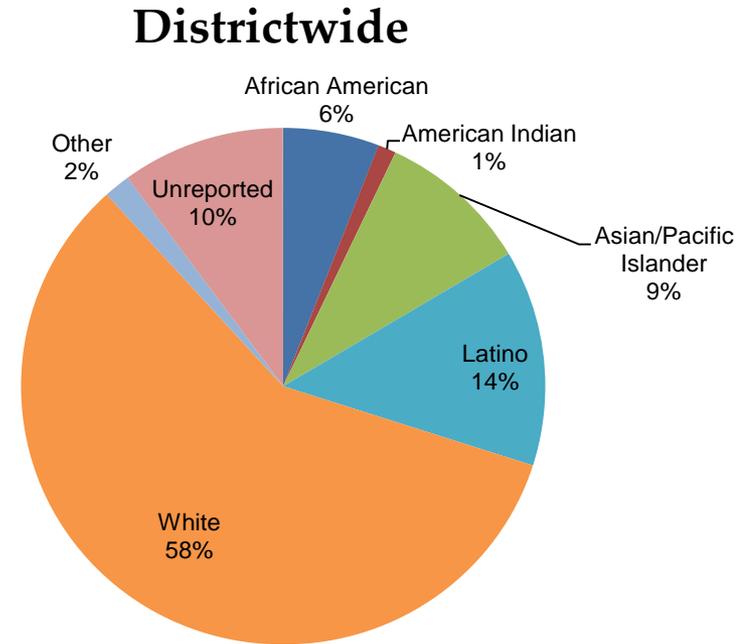
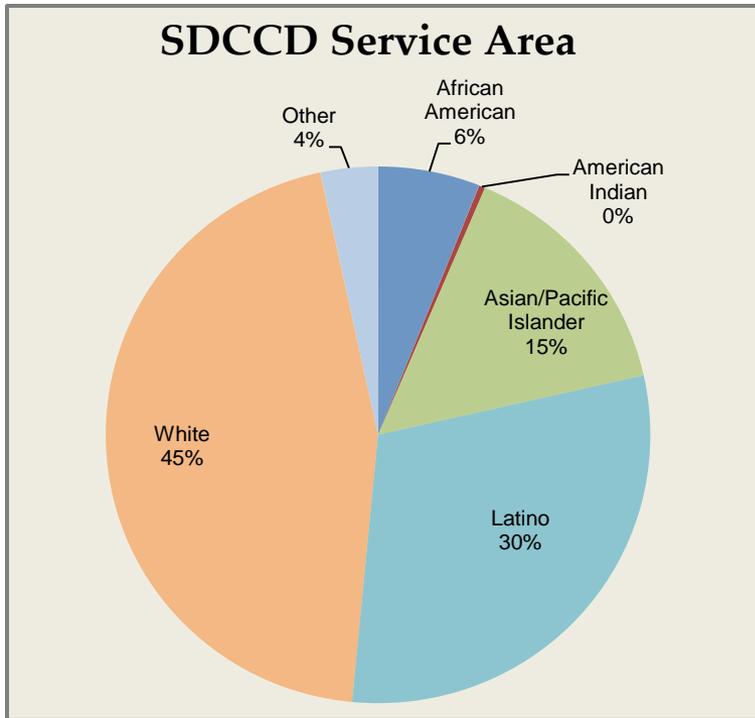
Ethnicity - Contract Faculty



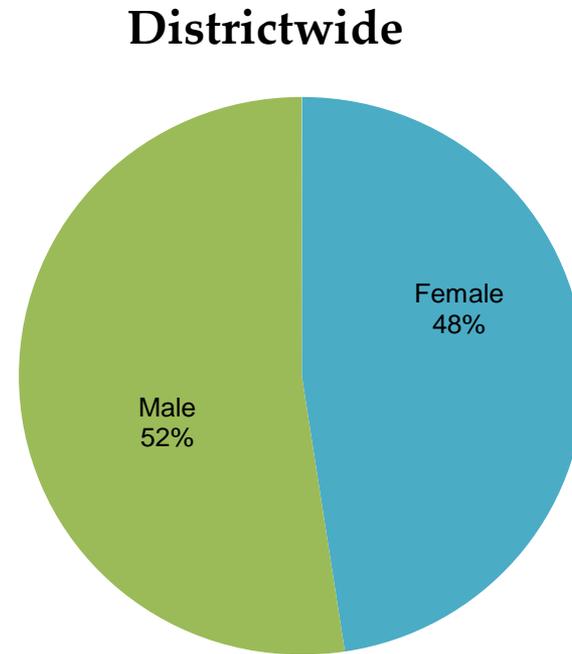
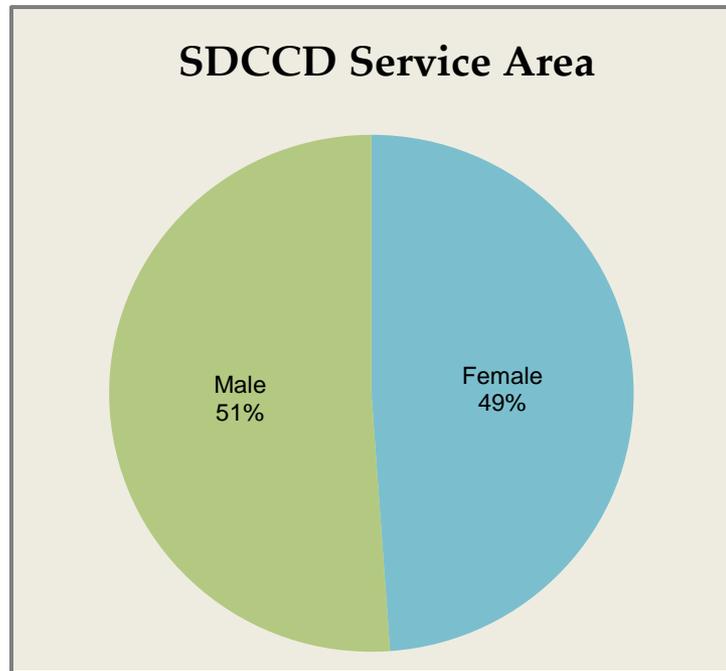
Gender - Contract Faculty



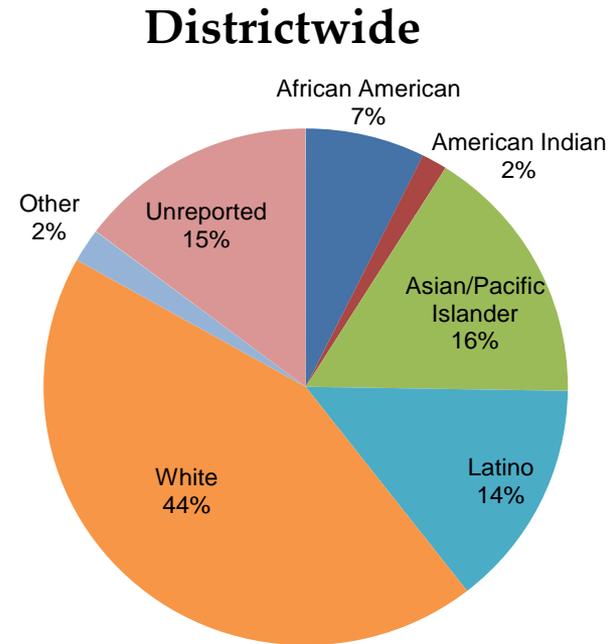
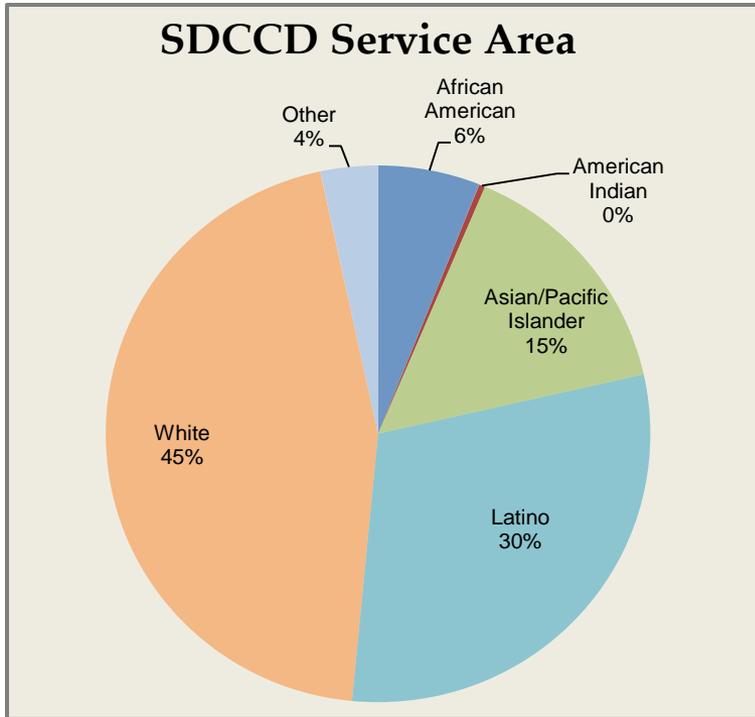
Ethnicity - Adjunct Faculty



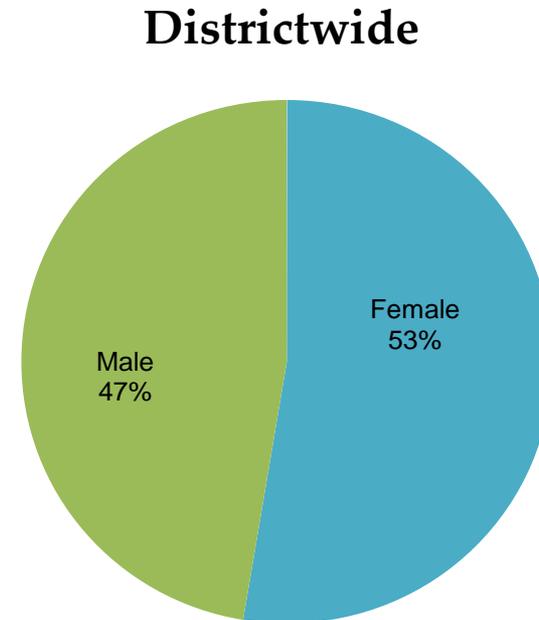
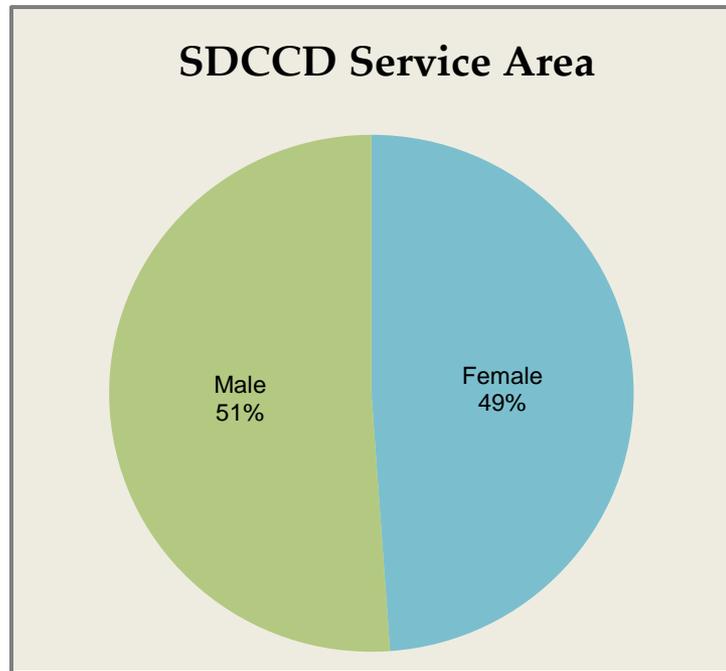
Gender - Adjunct Faculty



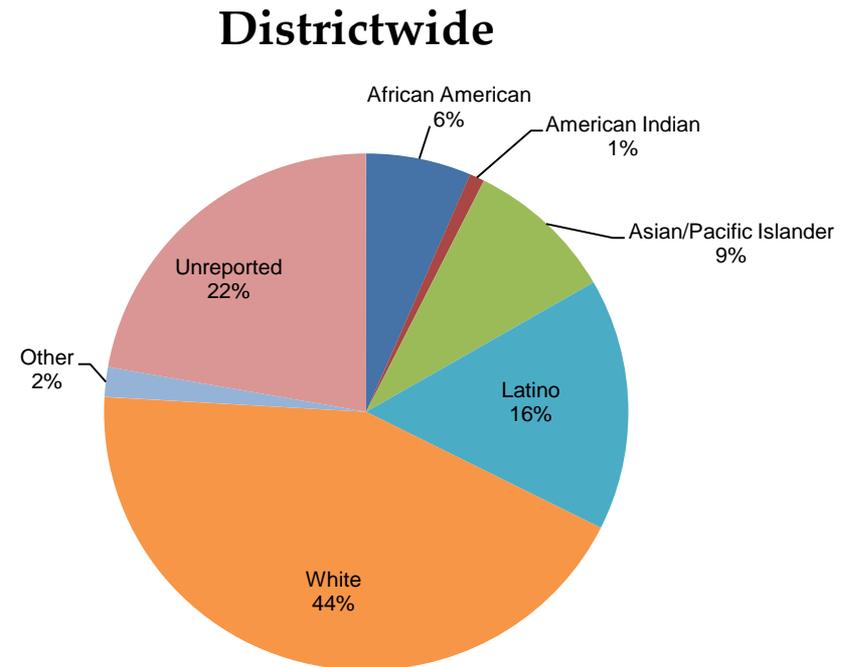
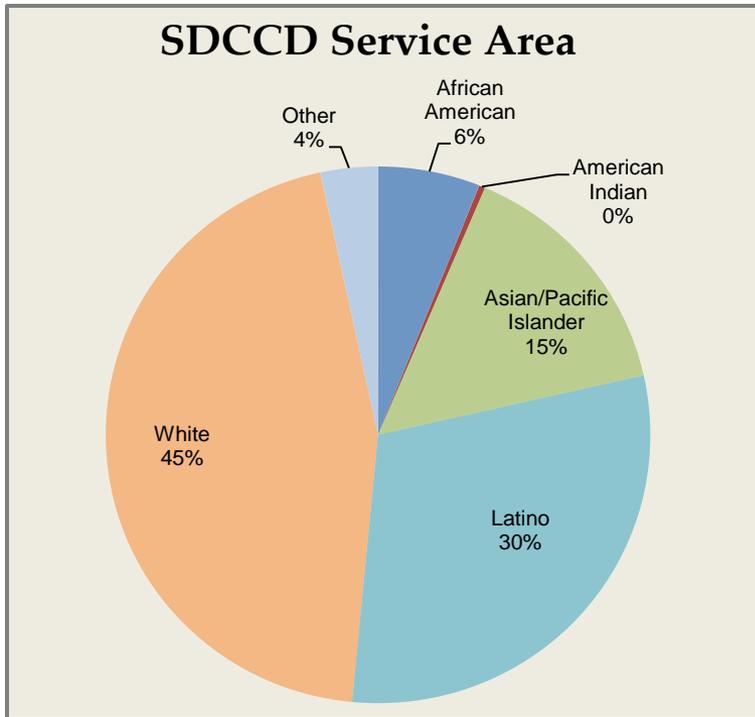
Ethnicity - Supervisory Staff



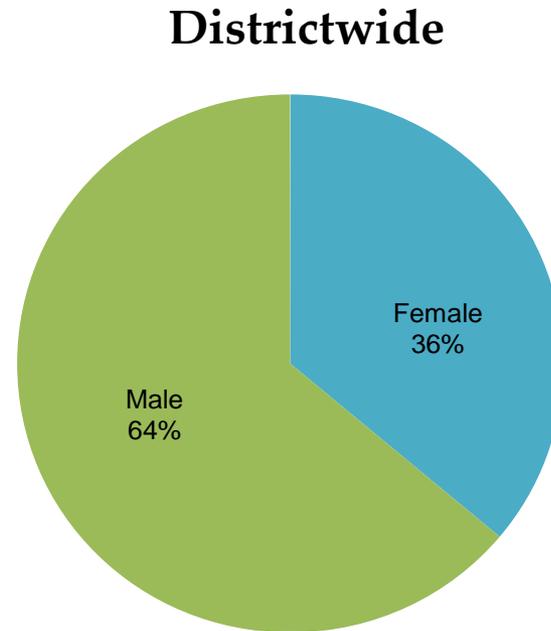
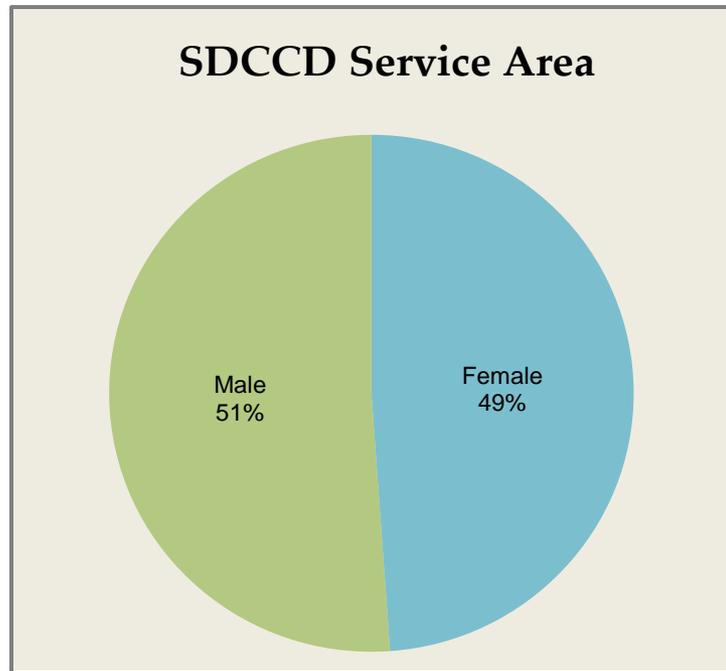
Gender - Supervisory Staff



Ethnicity - Management

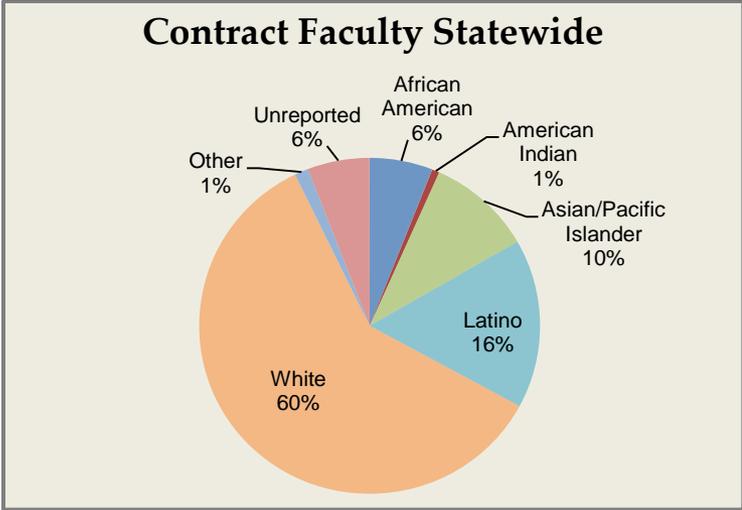


Gender - Management

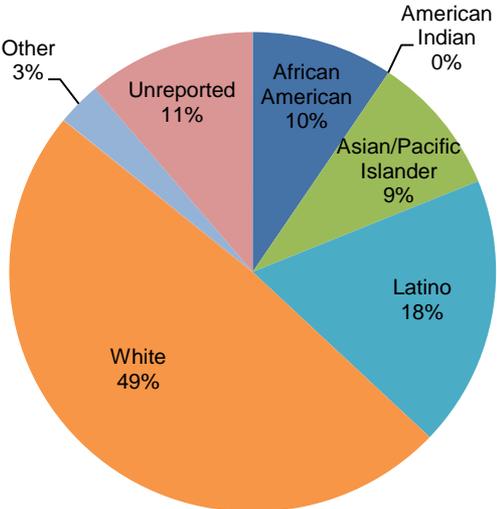


Contract Faculty Statewide Comparison

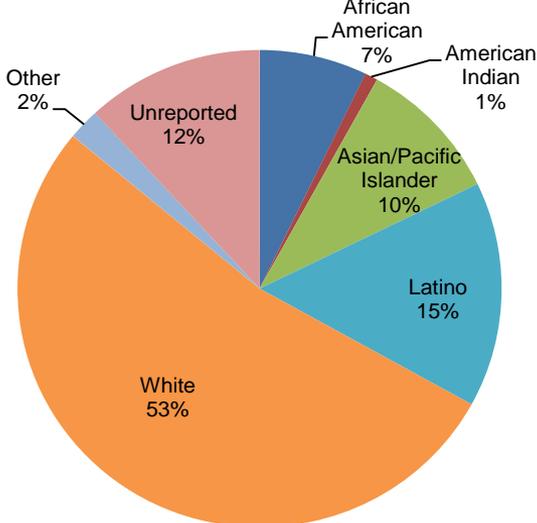
Ethnicity



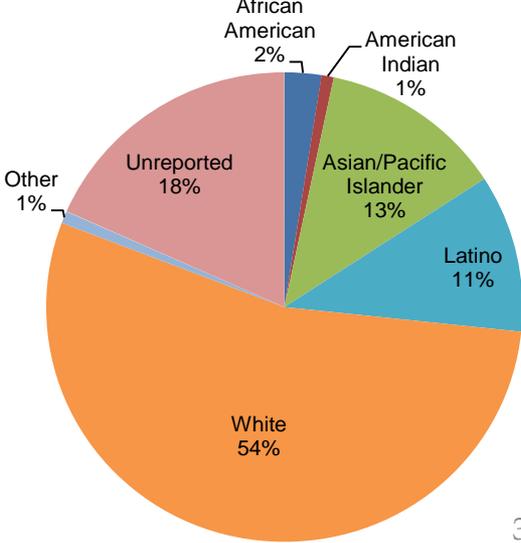
City College/ECC



Mesa College

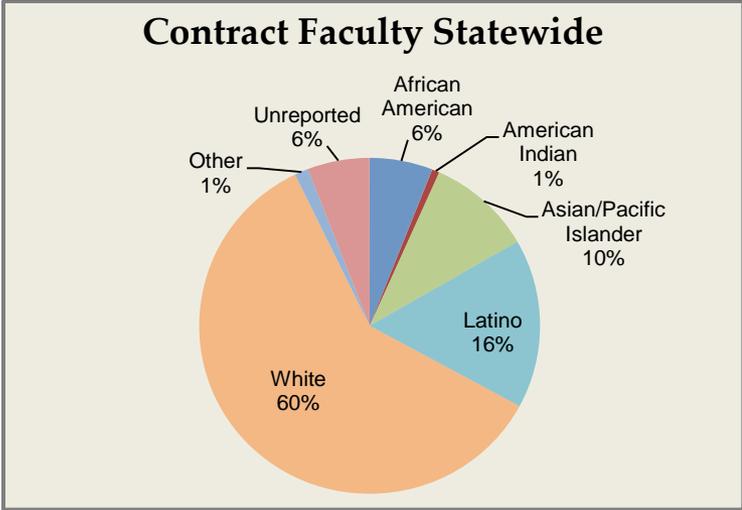


Miramar College

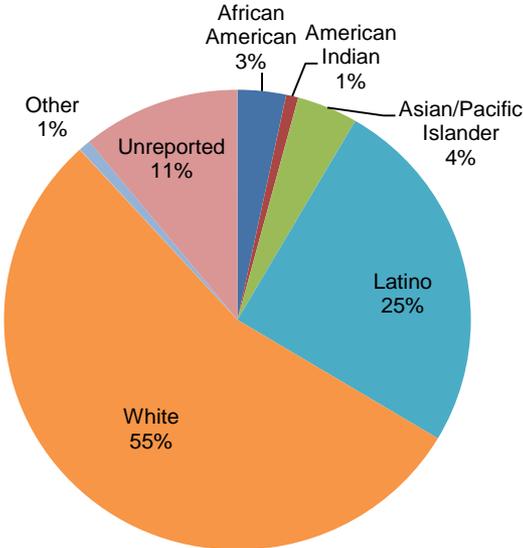


Source: CCCC Datamart and SDCCD Human Resources (Data as of 12/31/17)

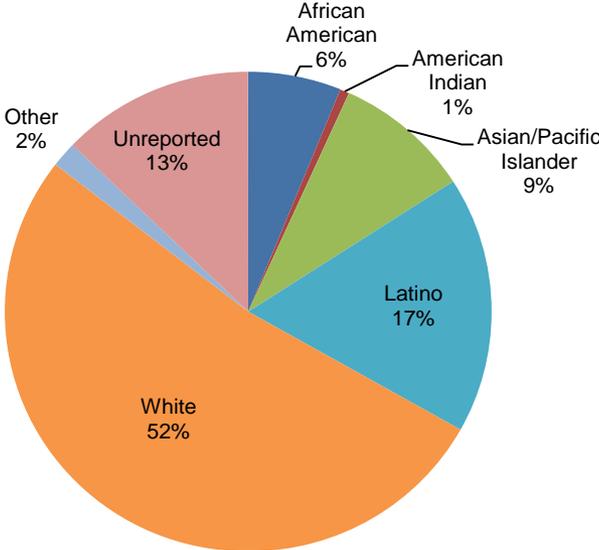
Ethnicity



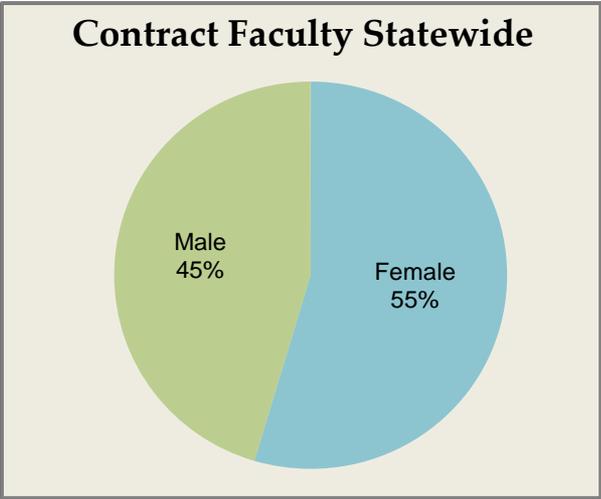
Continuing Education



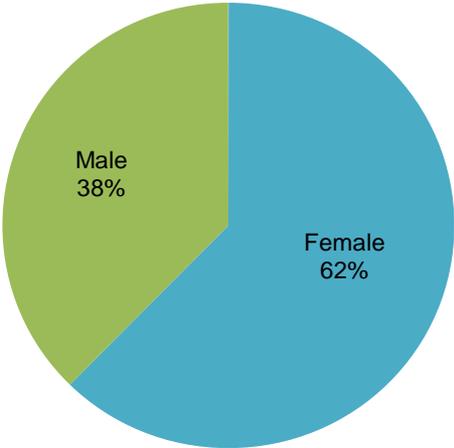
Districtwide



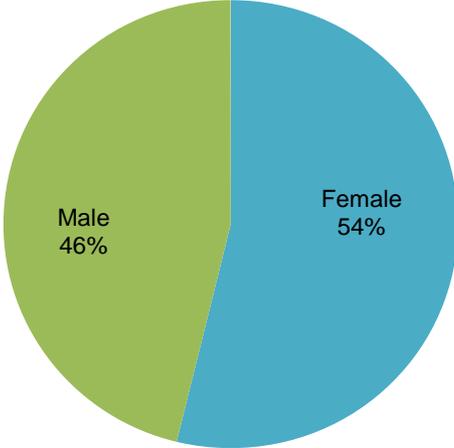
Gender



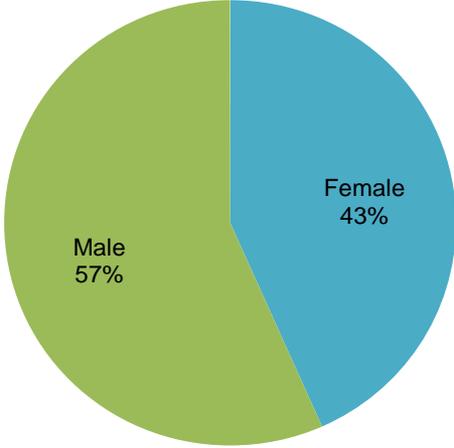
City College/ECC



Mesa College



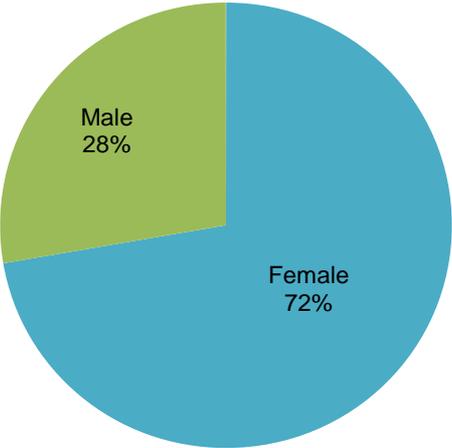
Miramar College



Gender



Continuing Education



Districtwide

