



SAN DIEGO COMMUNITY COLLEGE DISTRICT

CITY COLLEGE • MESA COLLEGE • MIRAMAR COLLEGE • CONTINUING EDUCATION

Employee and Student Diversity

February 14, 2019



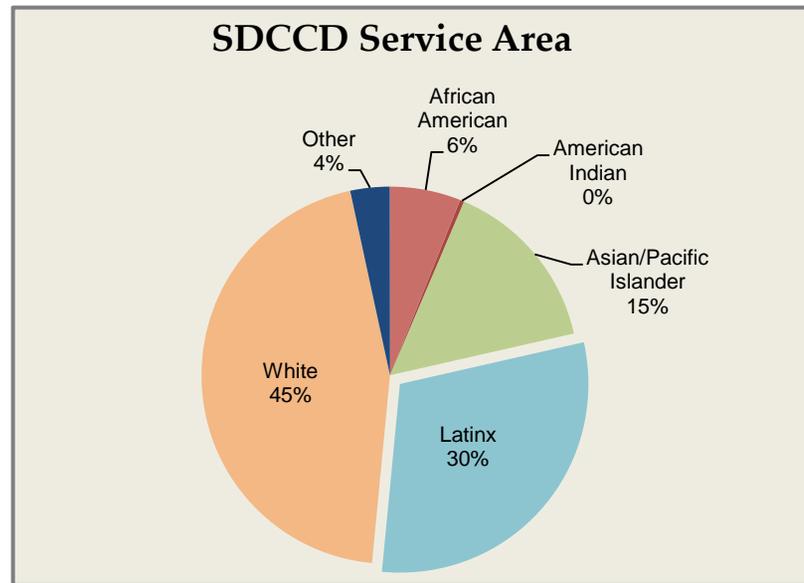
Comparison of Districtwide Student Demographics Fall 2018



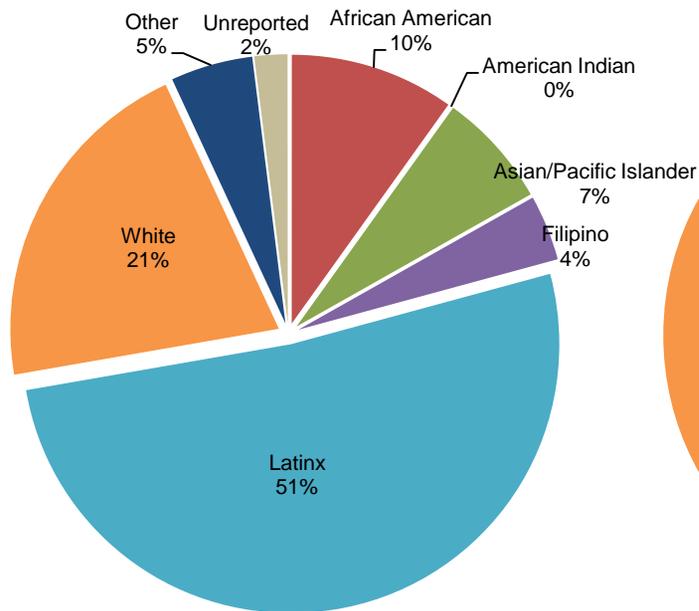
Student Demographics Highlights

- **Ethnicity**
 - Latinx students comprised the largest ethnic group across the colleges in Fall 2018 (39%). The proportion of Latinx students at the colleges was higher than at Continuing Education (30%) and the local service area (30%).
- **Gender**
 - The proportion of females and males at the colleges in Fall 2018 (52% and 48%, respectively) remained similar to the previous year, and inversely proportioned compared to the local service area.
 - Female students comprised a larger proportion of the population at Continuing Education in Fall 2018 (69%) than in Fall 2017 (67%), and remained proportionally higher than the female student population at the colleges (52%) and the local service area (49%).
- **Age**
 - The percentage of students between the ages 18 and 24 at the colleges decreased from 55% in Fall 2017 to 53% in Fall 2018.
 - The percentage of students aged 50 and older at Continuing Education increased slightly from 46% to 47%, and remained proportionally higher than the local service area (29%).

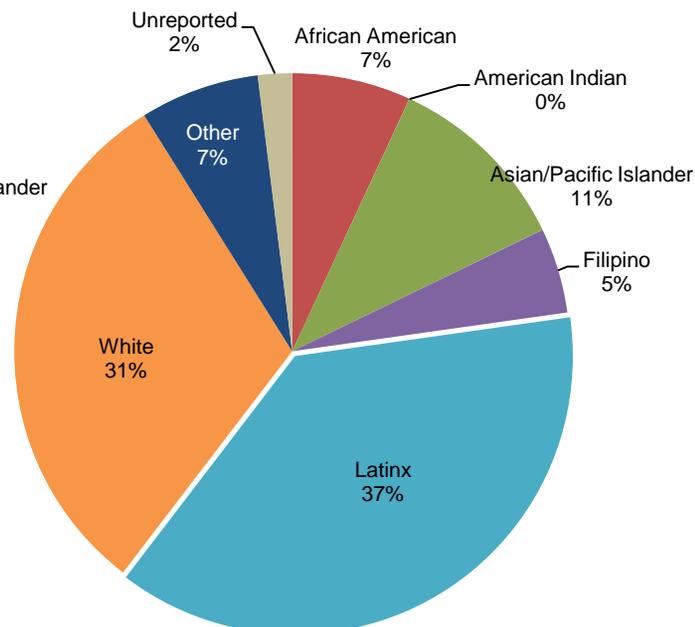
Ethnicity – Students



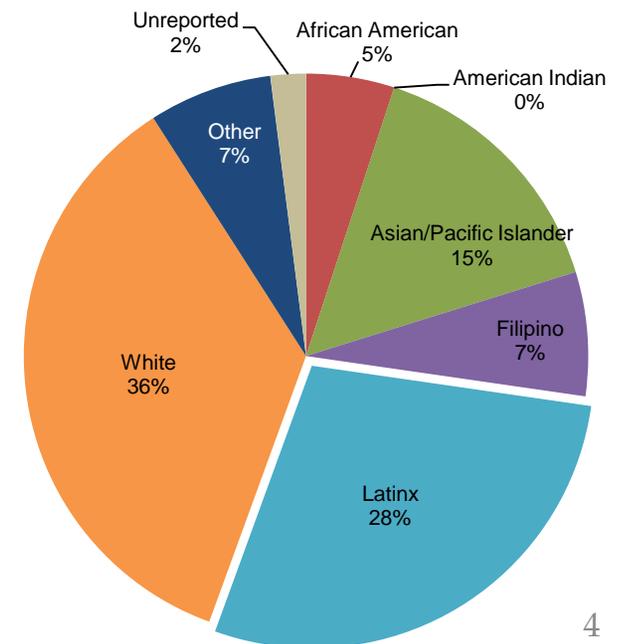
City College/ECC



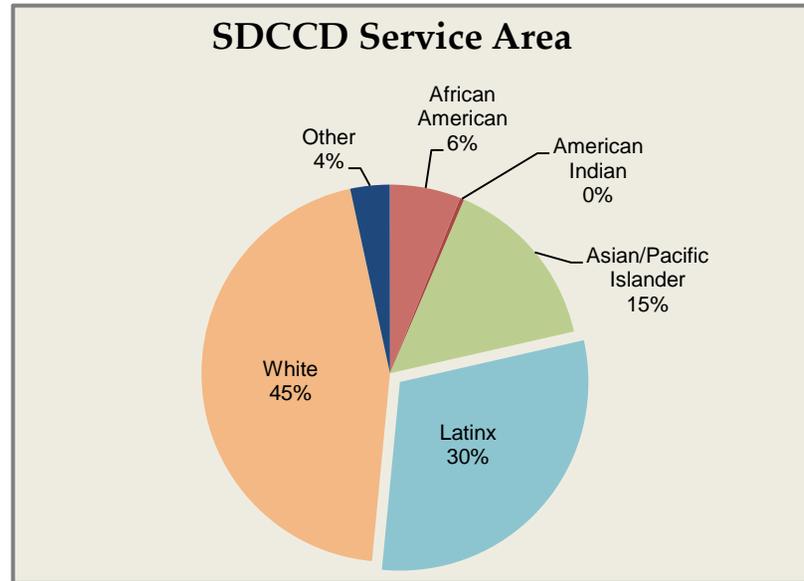
Mesa College



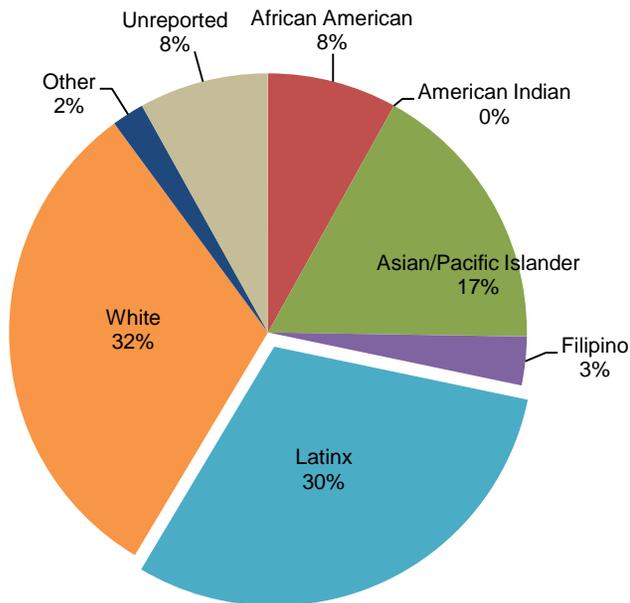
Miramar College



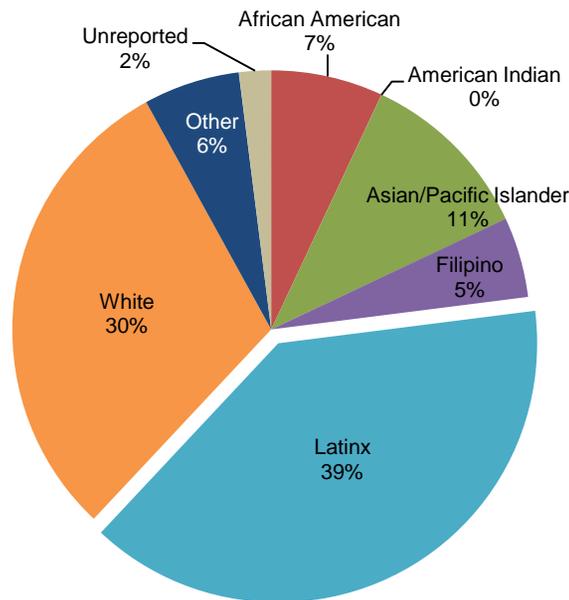
Ethnicity – Students



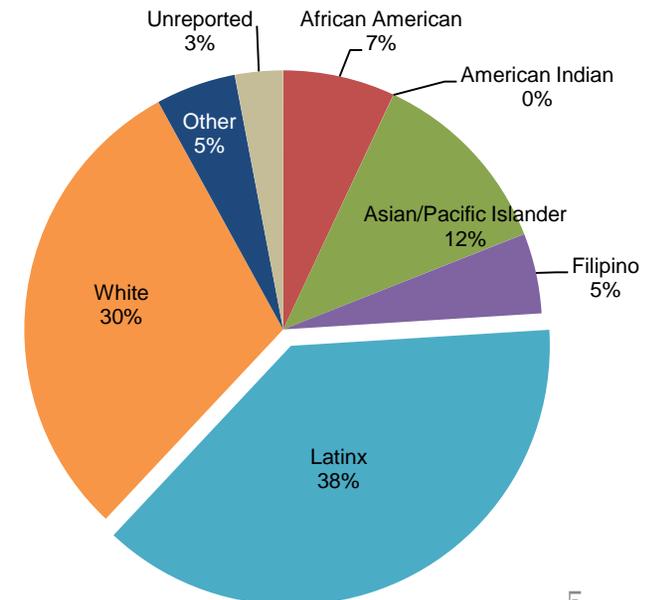
Continuing Education



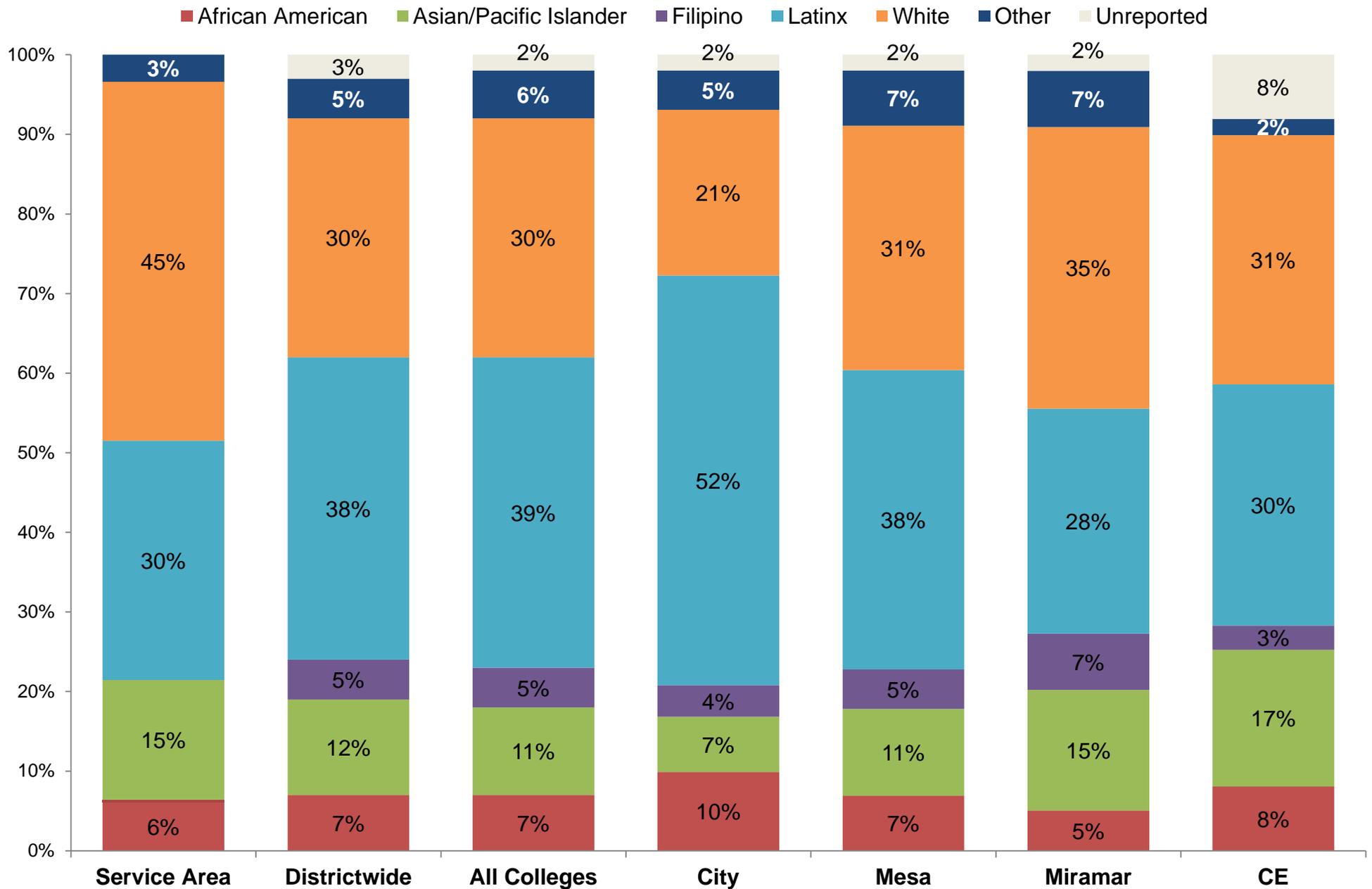
All Colleges



Districtwide



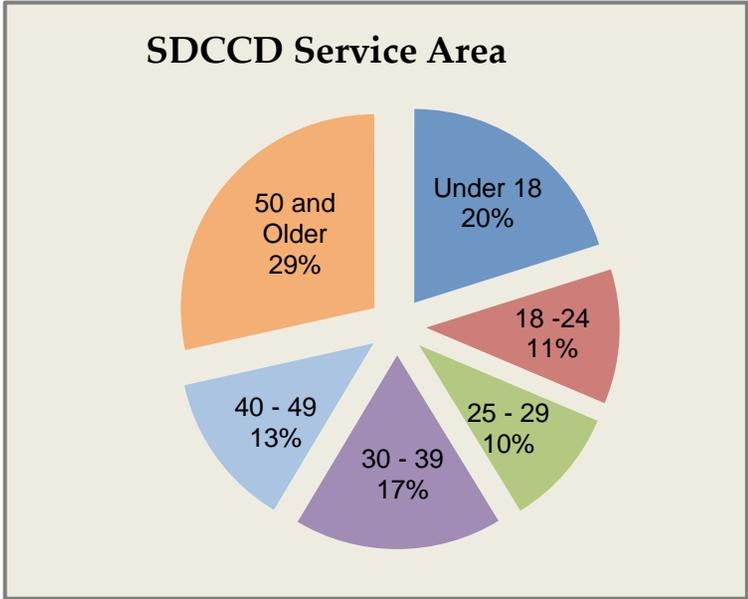
Ethnicity – Students: Summary



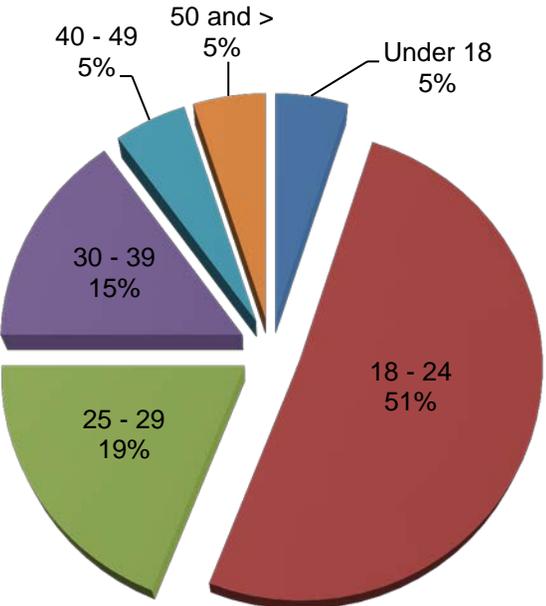
Gender – Students



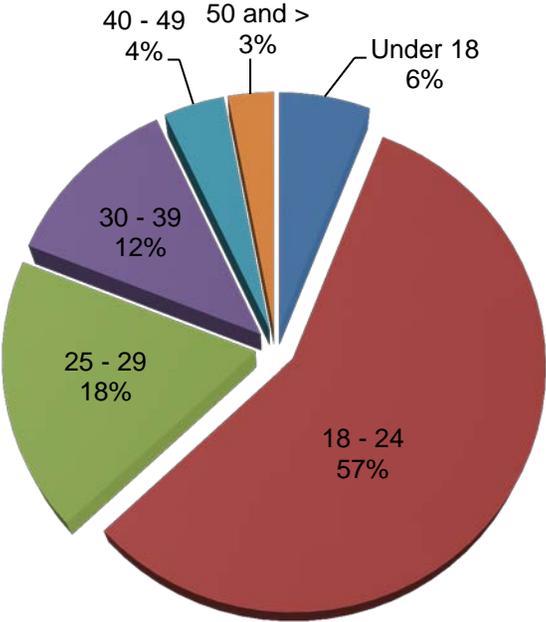
Age – Students



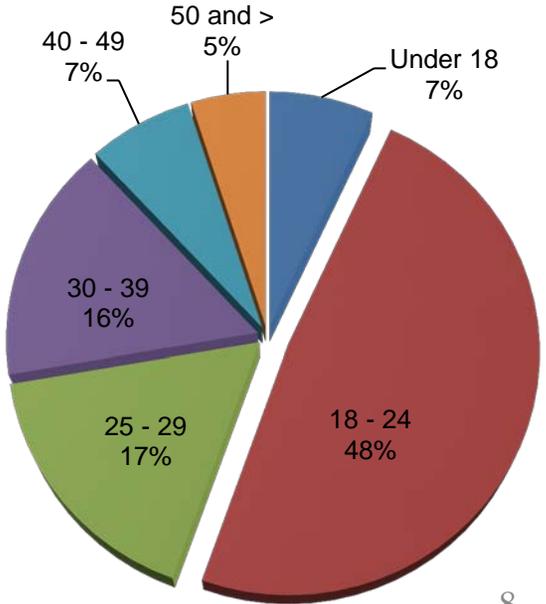
City College/ECC



Mesa College

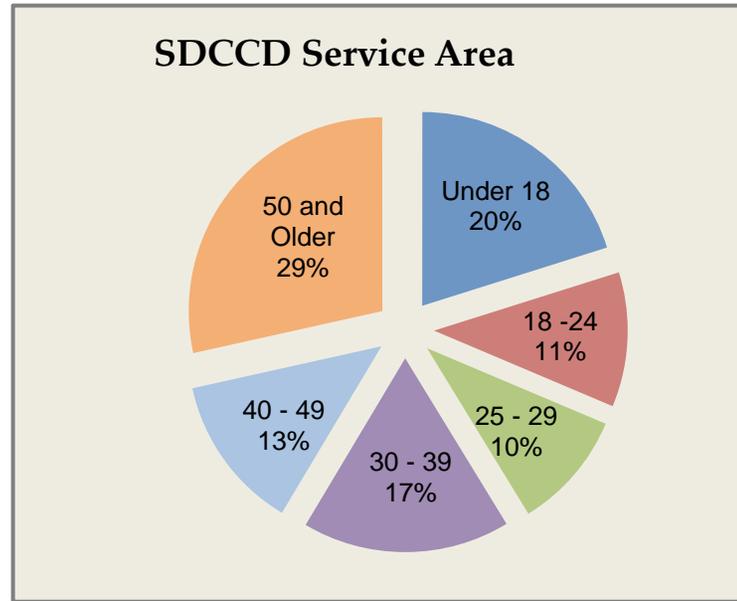


Miramar College

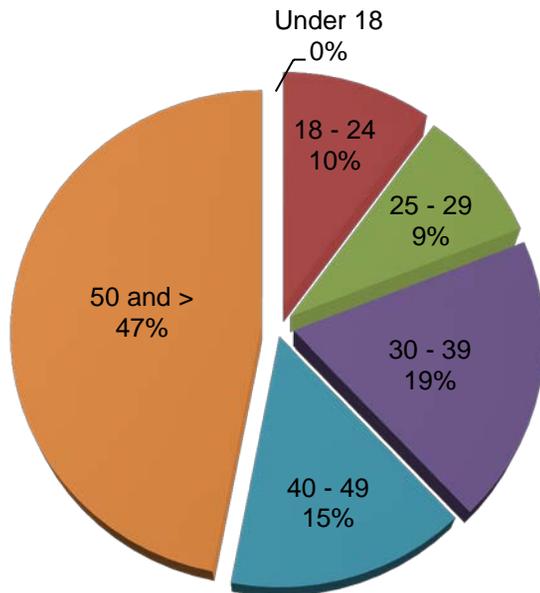


Source: SANDAG 2016 Population Estimates and SDCCD Information System

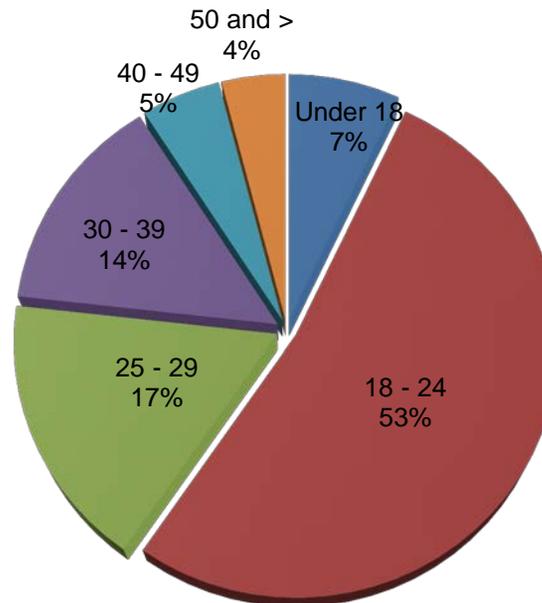
Age – Students



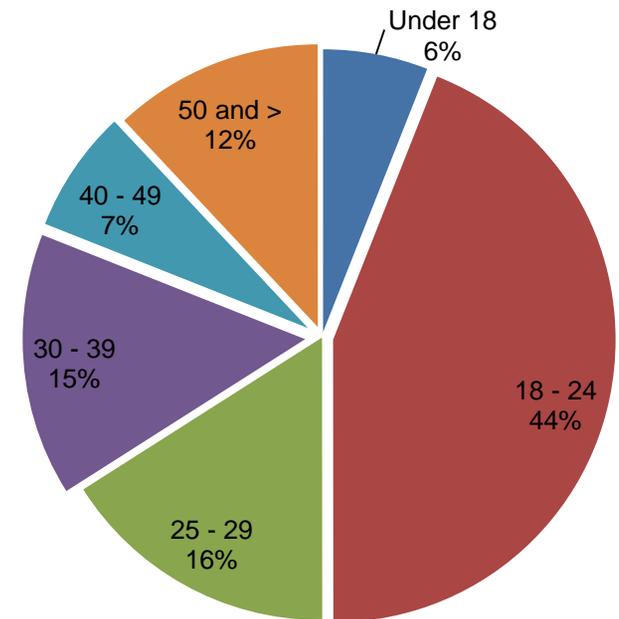
Continuing Education



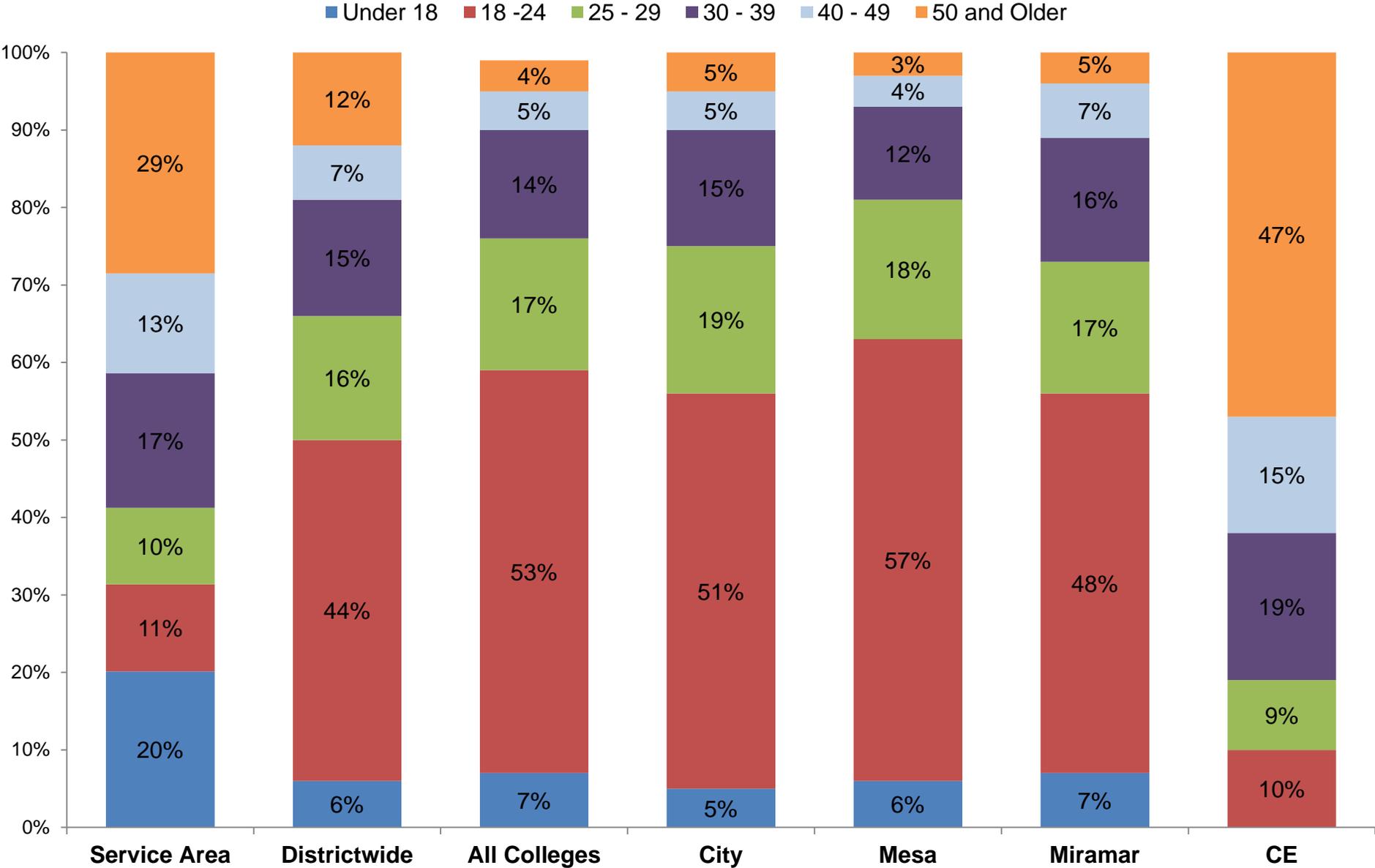
All Colleges



Districtwide



Age – Students: Summary



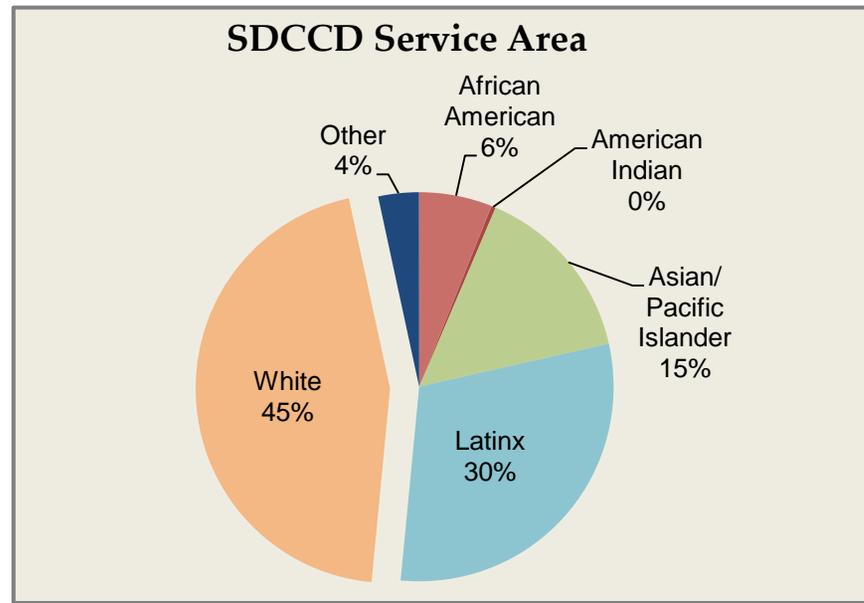
Comparison of Districtwide Workforce October – December 2018



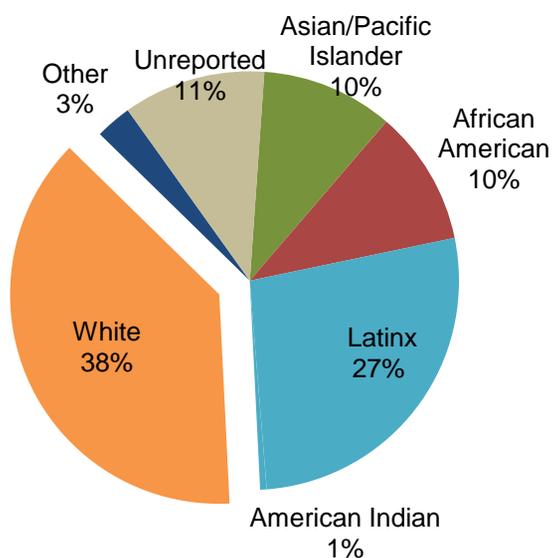
District Workforce Highlights

- The districtwide workforce remains predominantly female (56%) and slightly disproportionate for some ethnic distributions. There are fewer Latinx employees (22%) compared to the local service area (30%) and student population (38%). However, the District is committed to a more inclusive and diverse workforce, as evidenced by the demographic profile of the 47 **new contract employees hired** this past quarter:
 - The proportion of Latinx employees hired (33%) is greater than the existing districtwide workforce (22%), and greater than the local service area (30%).
 - The proportion of Asian/Pacific Islander employees hired (17%) is greater than the existing districtwide workforce (14%), and greater than the local service area (15%).
 - The proportion of female employees hired (68%) is greater than the existing districtwide workforce (56%), and greater than the local service area (49%).

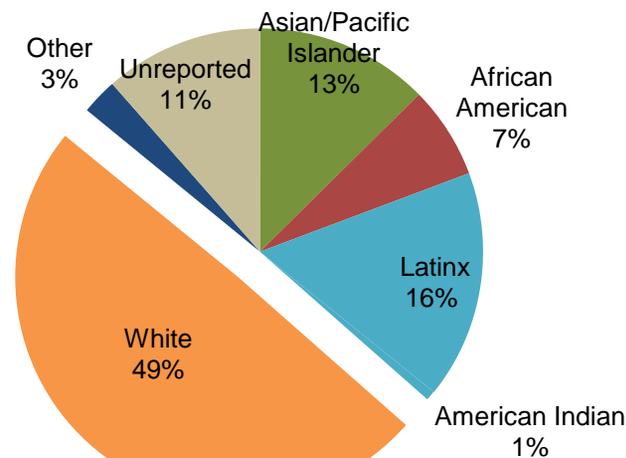
Ethnicity – District Workforce



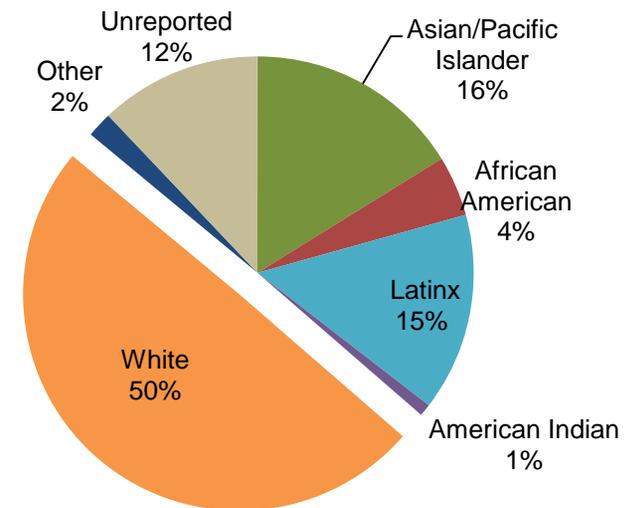
City College/ECC



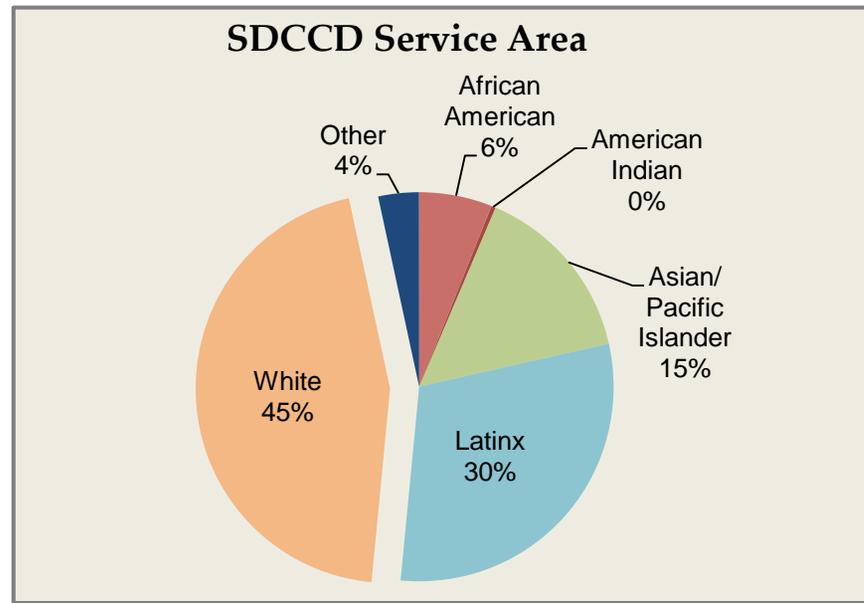
Mesa College



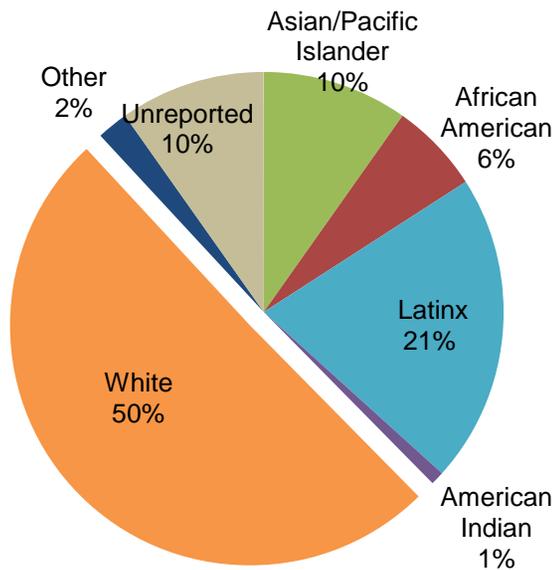
Miramar College



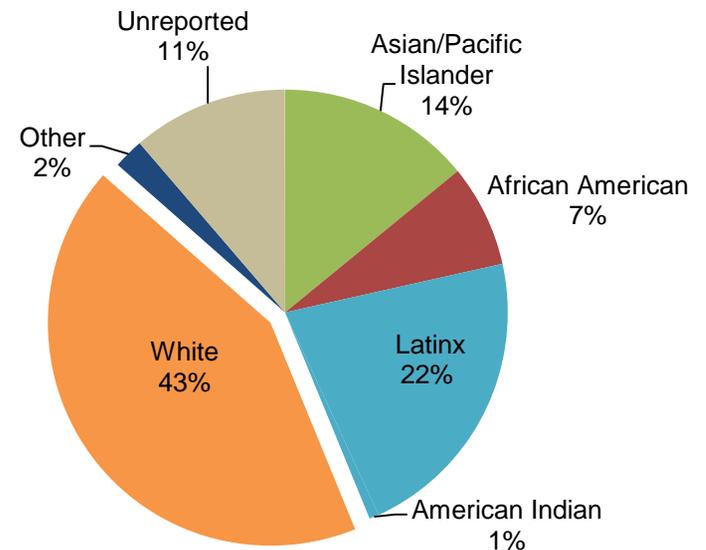
Ethnicity – District Workforce



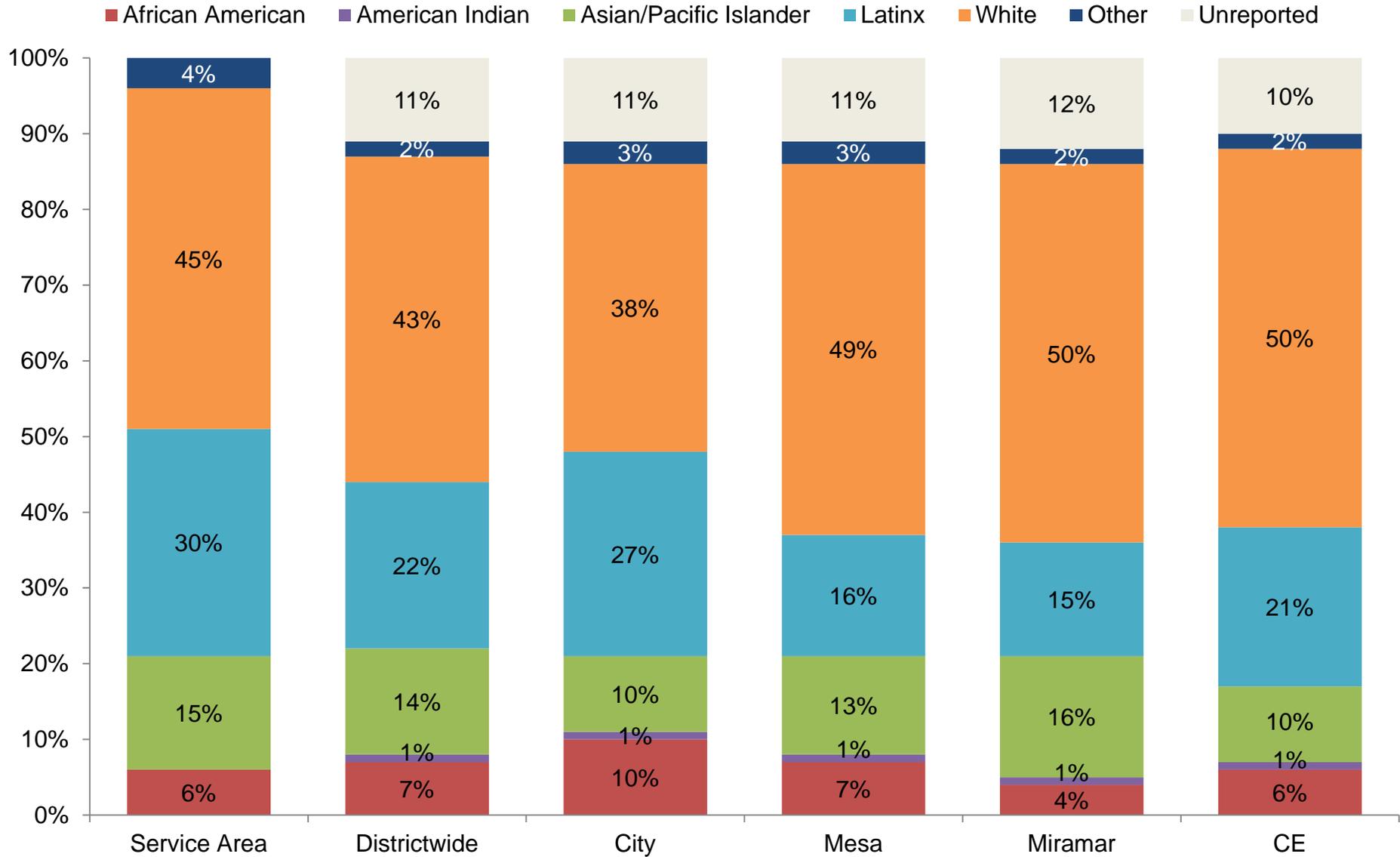
Continuing Education



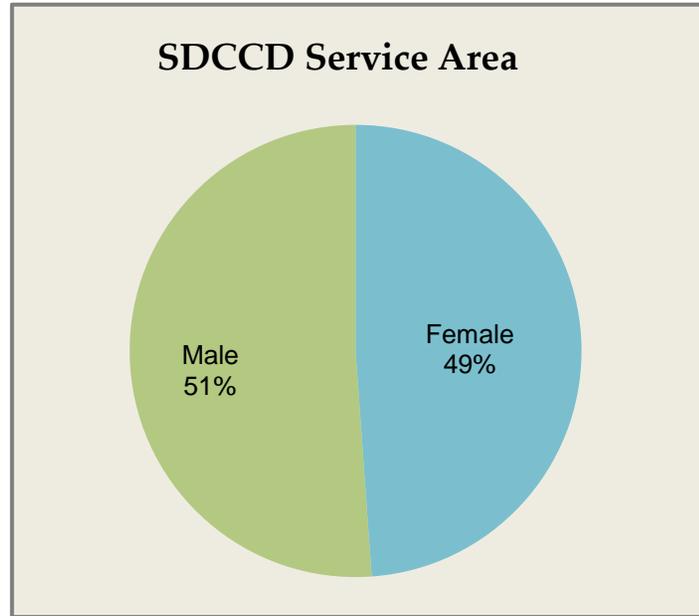
Districtwide



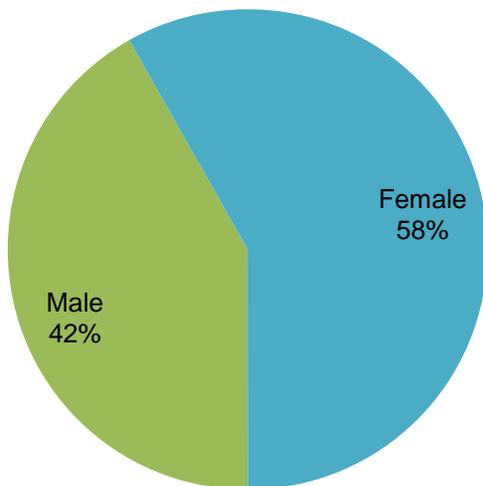
Ethnicity – District Workforce Summary



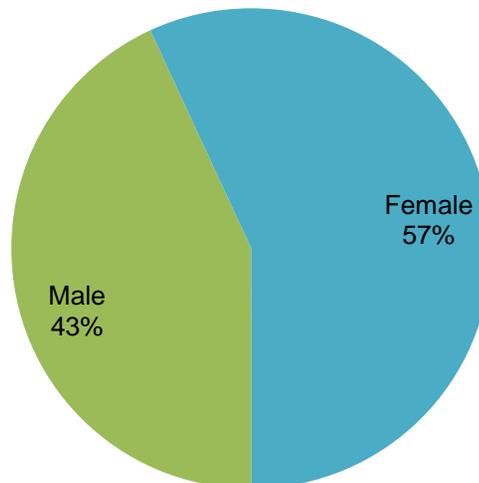
Gender – District Workforce



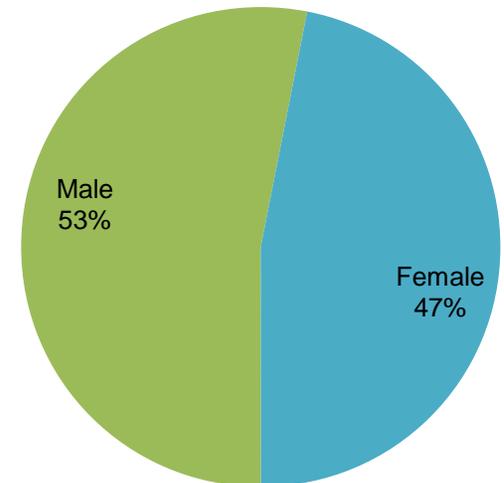
City College/ECC



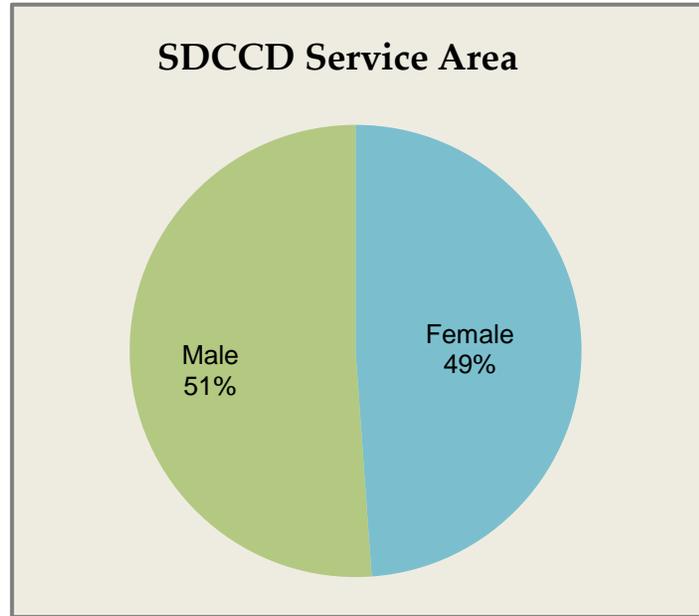
Mesa College



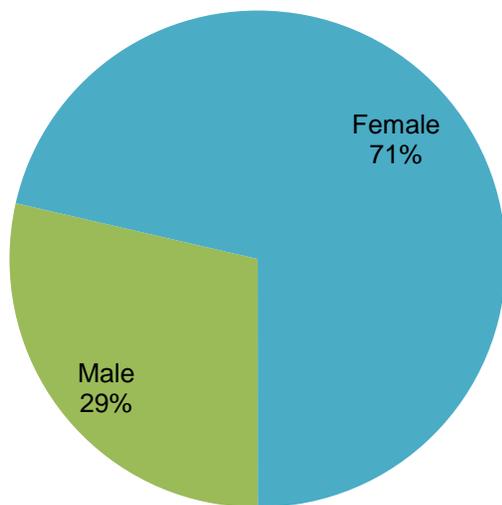
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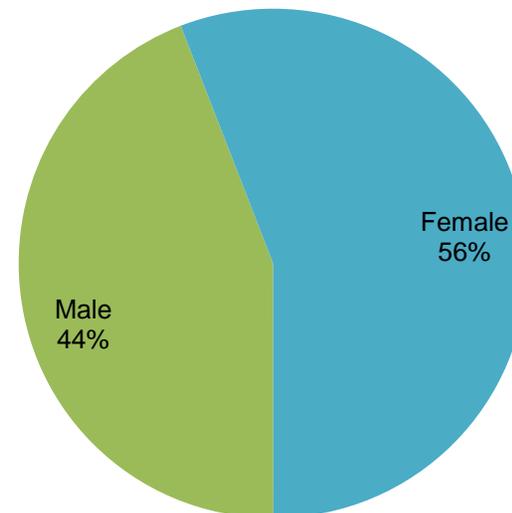
Gender – District Workforce



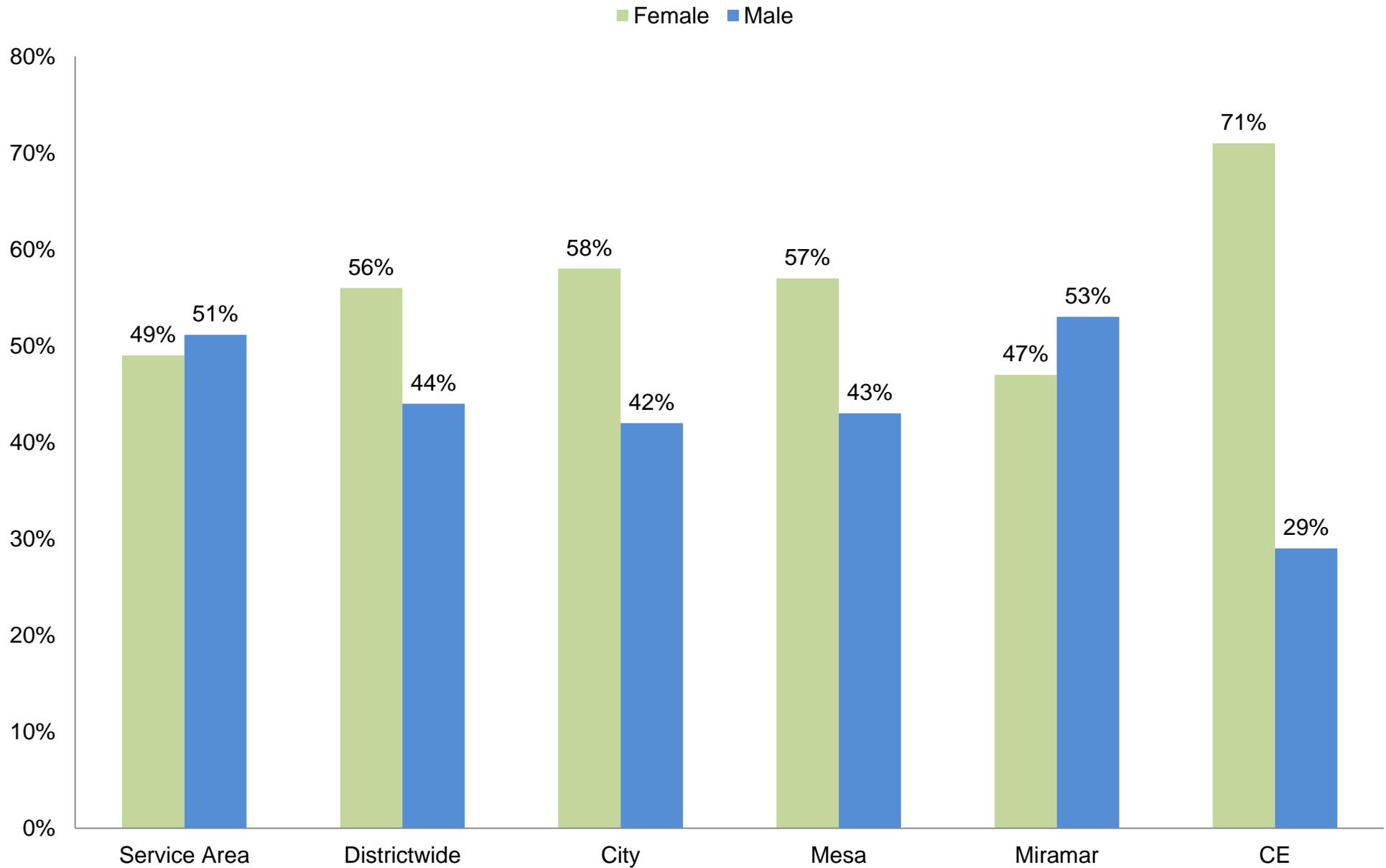
Continuing Education



Districtwide



Gender – District Workforce Summary





New Contract Employees October 2018 – January 2019

Total New Hires : 47

Management: 5

Faculty: 11

Supervisory : 4

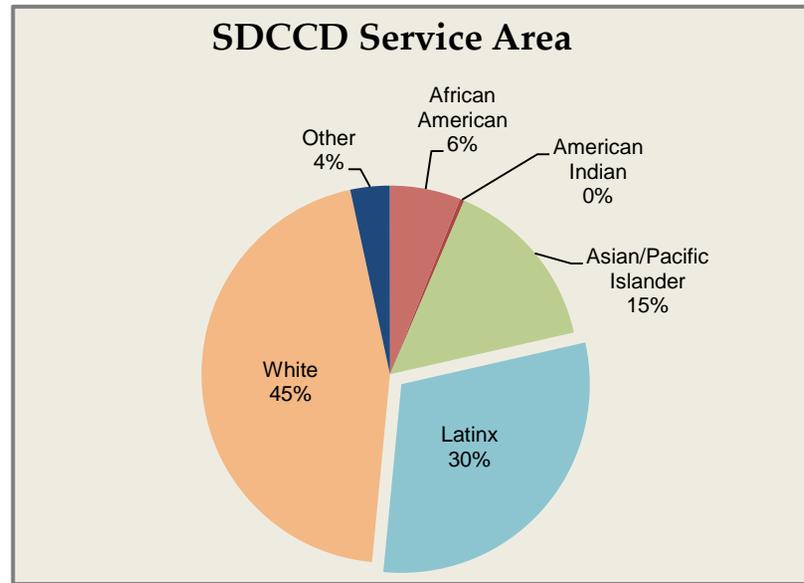
Classified: 27

Location	Male	Female	Total
City	2	5	7
Mesa	3	17	20
Miramar	2	3	5
CE	2	2	4
District Office	6	5	11
Total	15	32	47

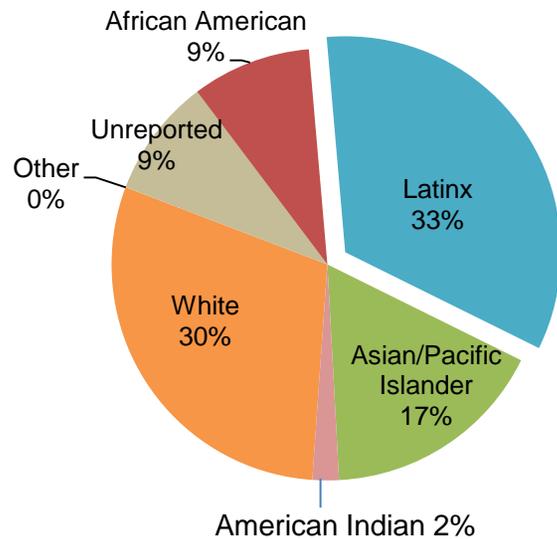
Ethnicity – New Hires by Location

Location	African American	Asian/ Pacific Islander	American Indian	Latinx	White	Unreported	Total
City	1	0	0	3	3	0	7
Mesa	2	4	0	6	6	2	20
Miramar	0	2	0	1	2	0	5
CE	0	0	0	3	0	1	4
District Office	1	1	1	4	3	1	11
Total	4	7	1	17	14	4	47

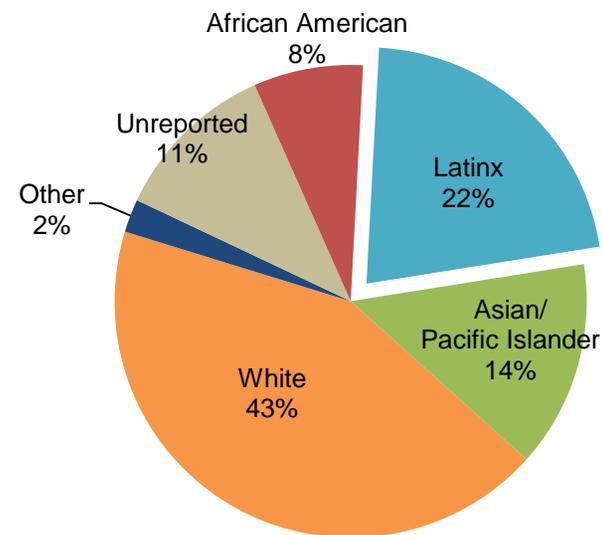
Ethnicity – New Hires



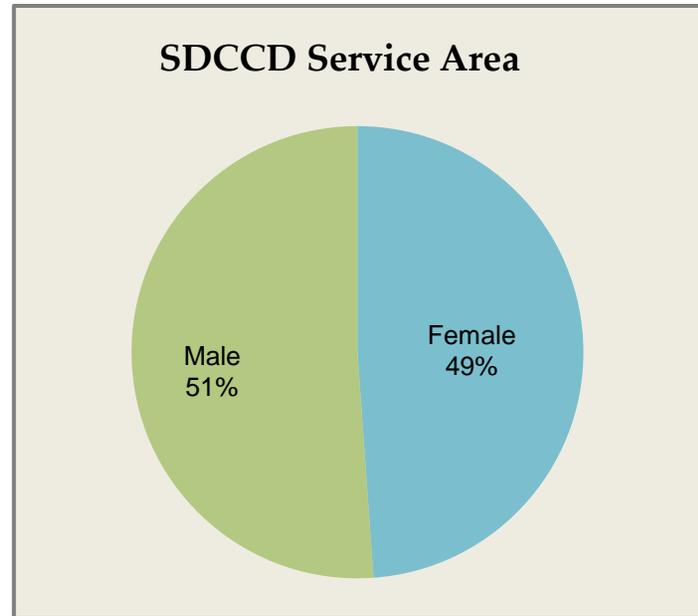
New Hires



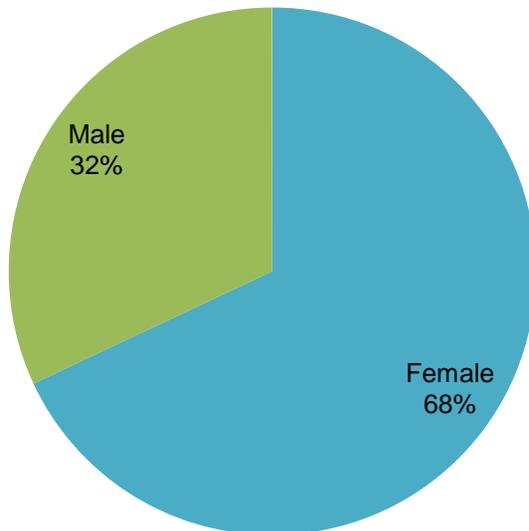
All Other Employees



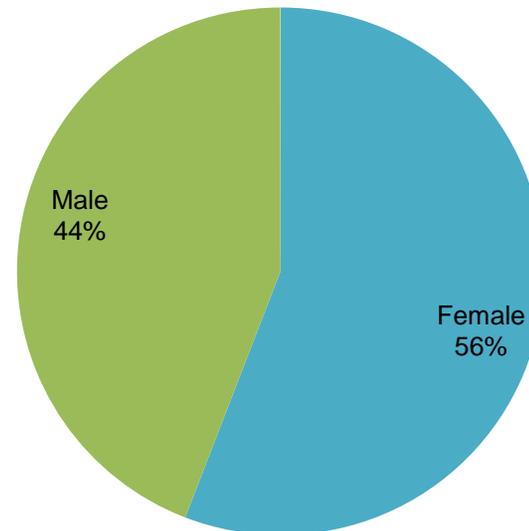
Gender – New Hires



New Hires



All Other Employees



Districtwide Workforce by Employee Type

Workforce Highlights

- **Classified Professionals**

- The proportion of African American classified professional employees is greater than the local service area (11% compared to 6%) and student population (7%).
- The proportion of Asian/Pacific Islander classified professional employees is also greater than the service area (18% compared to 15%).
- The proportion of female classified professional employees is also greater than the local service area (54% compared to 49%), and similar to the student population (55%).

- **Non-Academic Hourly**

- The proportion of African American non-academic hourly employees is greater than the local service area (8% compared to 6%) and similar to the student population (7%).
- The proportion of Asian/Pacific Islander non-academic hourly employees is also greater than the service area (19% compared to 15%).
- Latinx non-academic hourly employees comprise roughly the same proportion as the local service area (29% compared to 30%), and less than the proportion of students (38%).
- The proportion of female non-academic hourly employees is also greater than the local service area (60% compared to 49%).

Workforce Highlights

- **Contract Faculty**

- The proportion of White contract employees is greater than the local service area (51% compared to 45%) and student population (30%).
- The proportion of female contract faculty is greater than the local service area (58% compared to 49%) and similar to the student population (55%).

- **Adjunct Faculty**

- The proportion of White adjunct faculty is greater than the local service area (57% compared to 45%), as well as the student population (30%).
- The proportion of female adjunct faculty is slightly greater than the service area (53% compared to 49%).
- Latinx adjunct faculty are underrepresented compared to the local service area (14% compared to 30%) and student population (38%).

Workforce Highlights

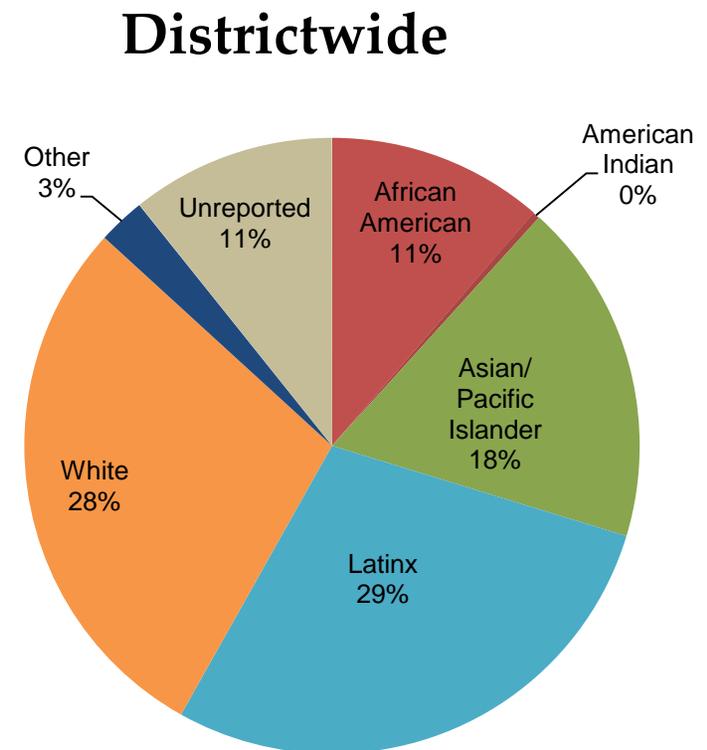
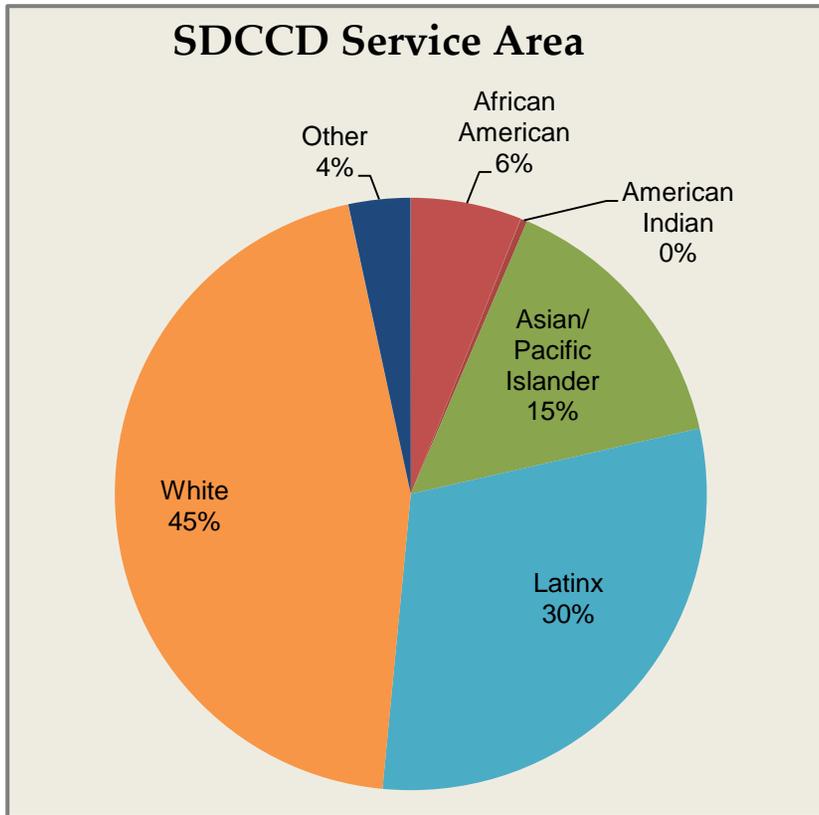
- **Supervisory**

- The proportion of supervisory employees remains predominantly male (52%) with an ethnic distribution that is fairly representative of the service area for most ethnic groups.
- While Latinx employees are somewhat proportional in other employee types, Latinx supervisory employees are underrepresented compared to the local service area (16% compared to 30%), as well as the student population (38%).

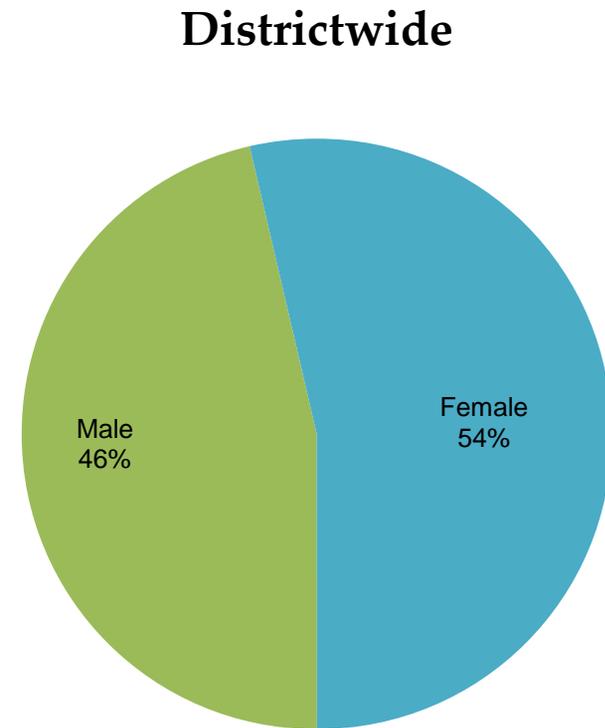
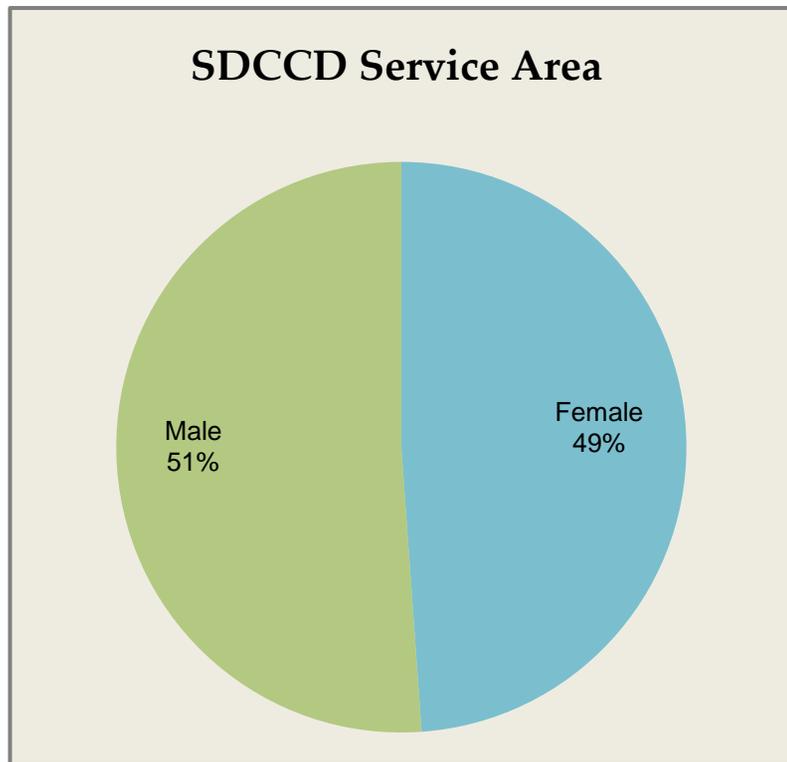
- **Management**

- The proportion of African American management employees is greater than the local service area (9% compared to 6%), as well as the student population (7%). It is important to note that 19% of management employees did not report their ethnicity, which is impacting the comparison.
- The proportion of female management employees is greater than the service area (61% compared to 49%).

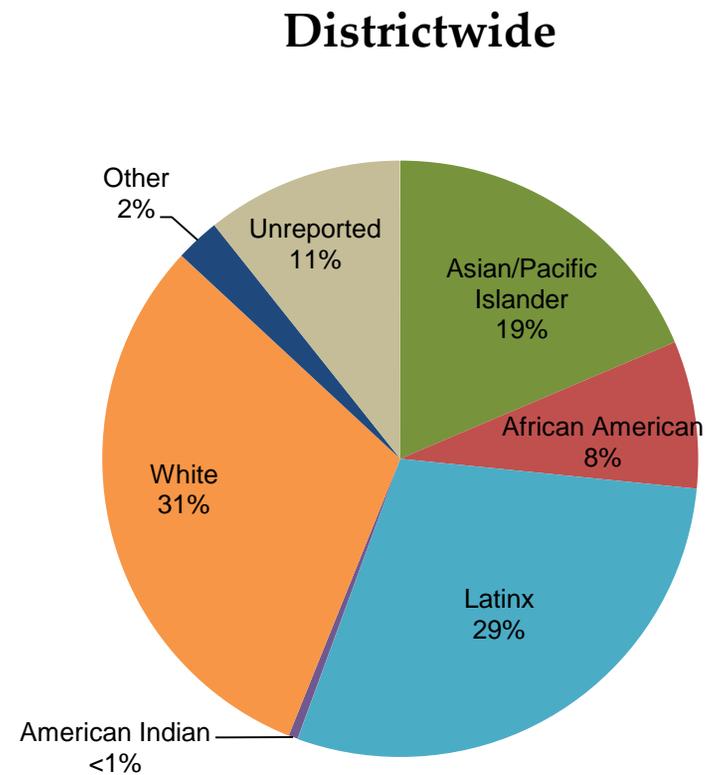
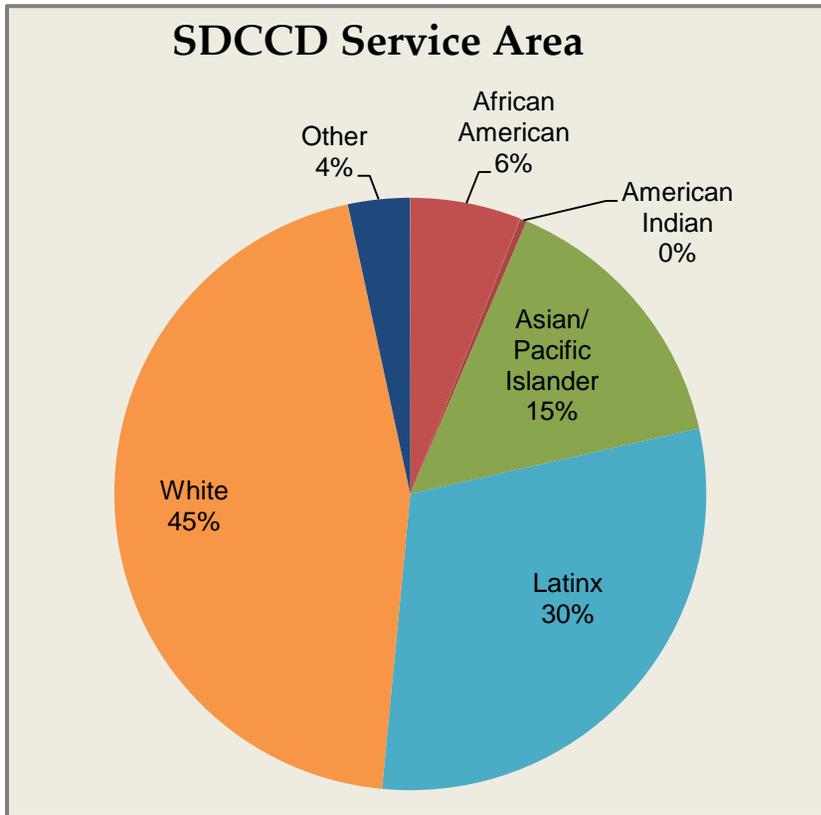
Ethnicity – Classified



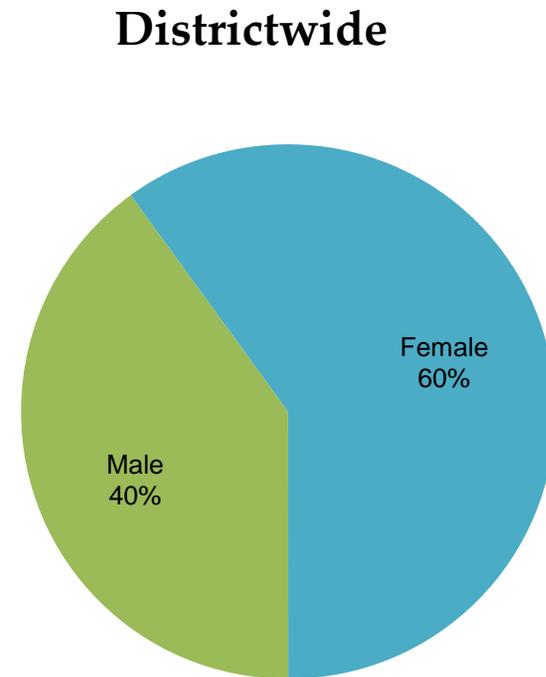
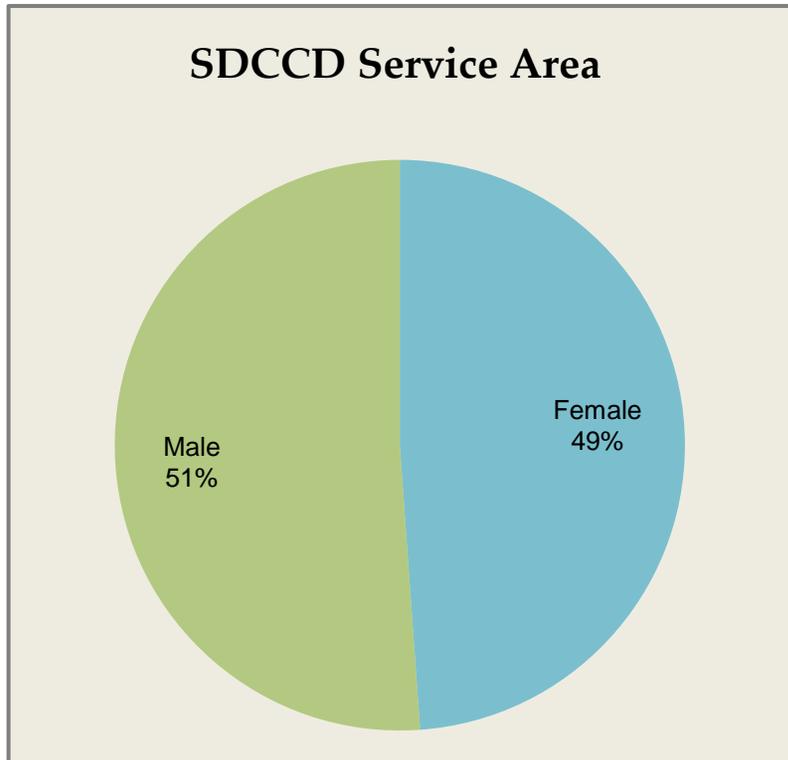
Gender – Classified



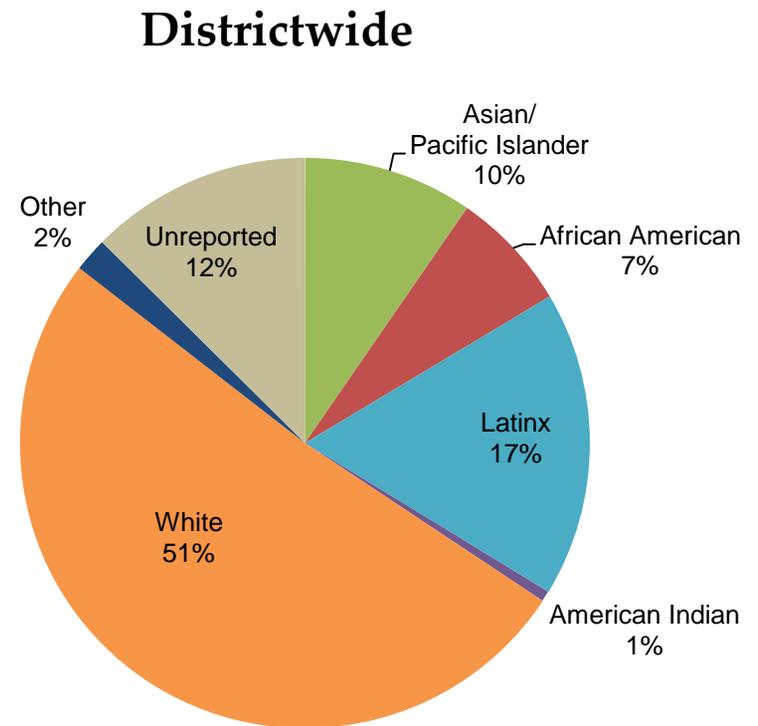
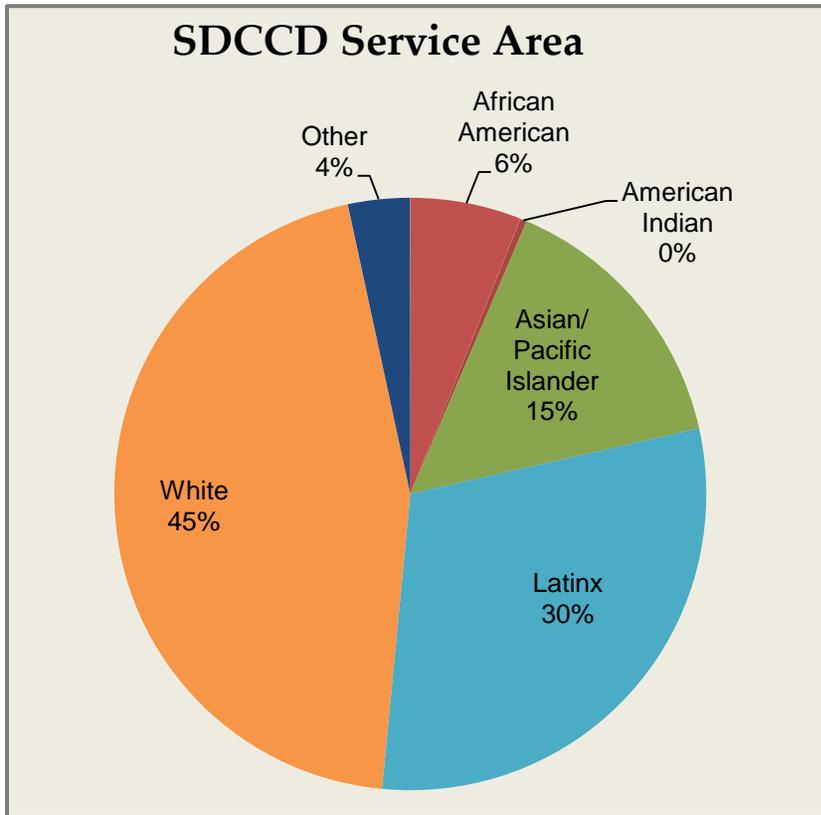
Ethnicity – Non-Academic Hourly



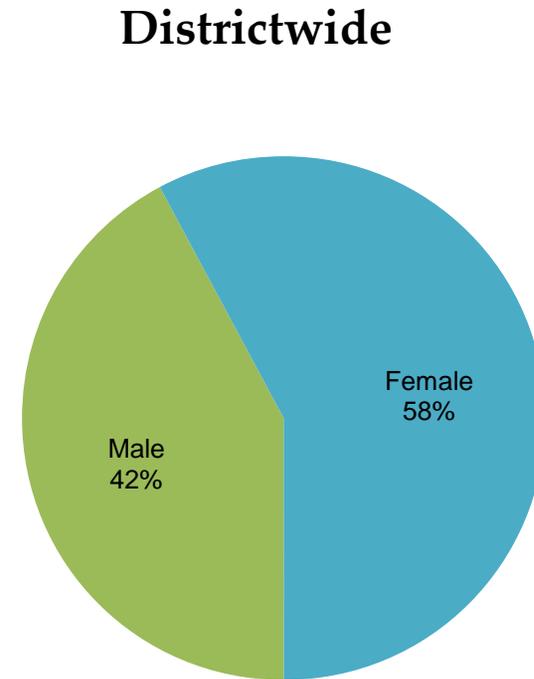
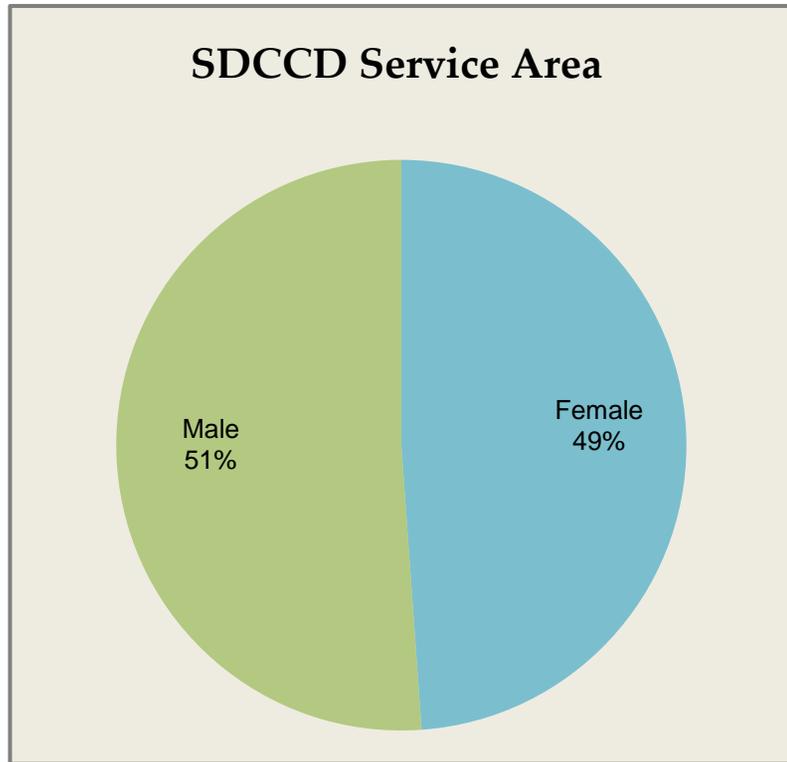
Gender – Non-Academic Hourly



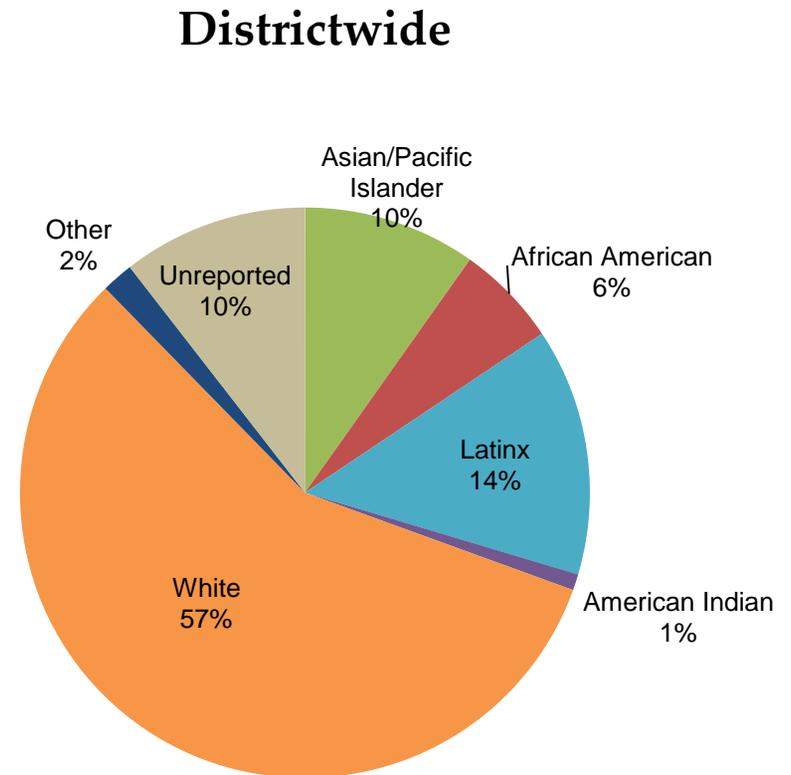
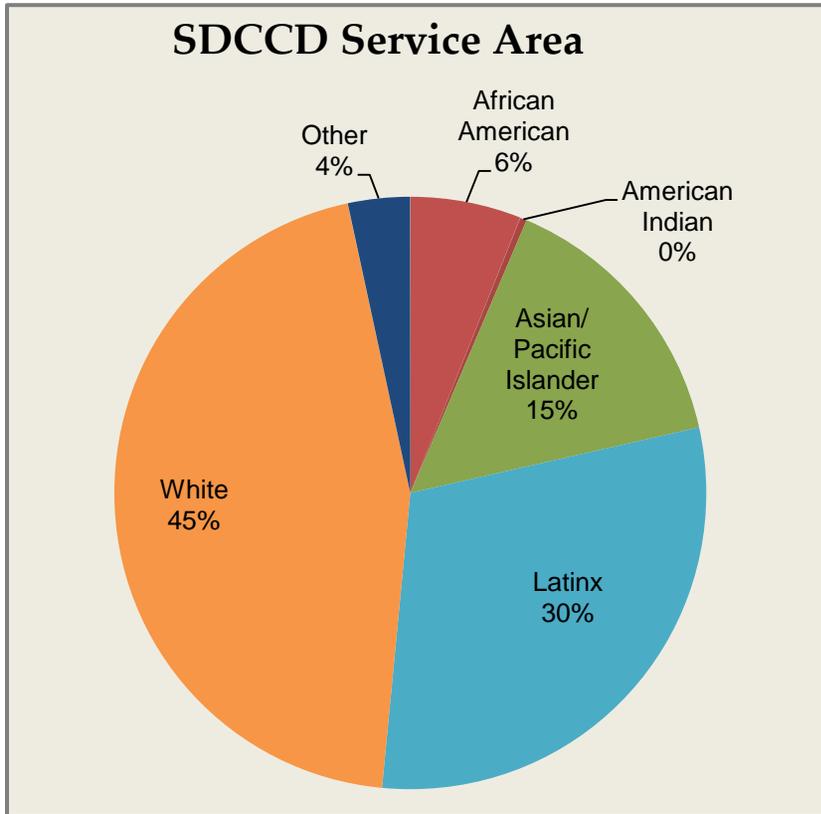
Ethnicity – Contract Faculty



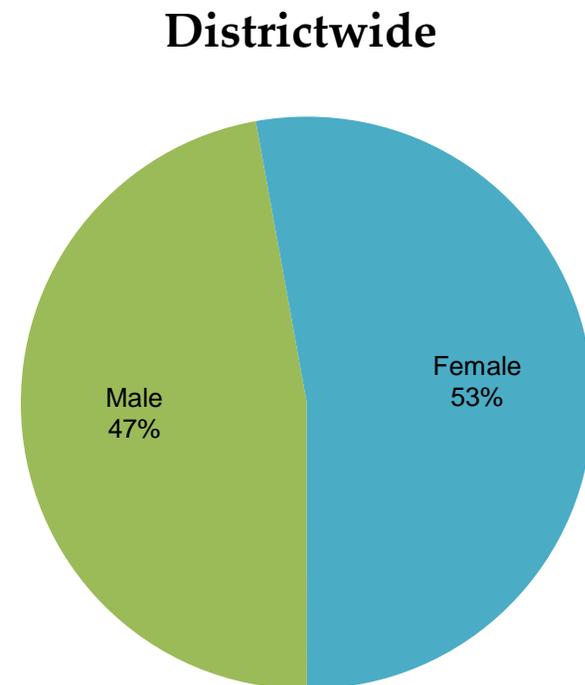
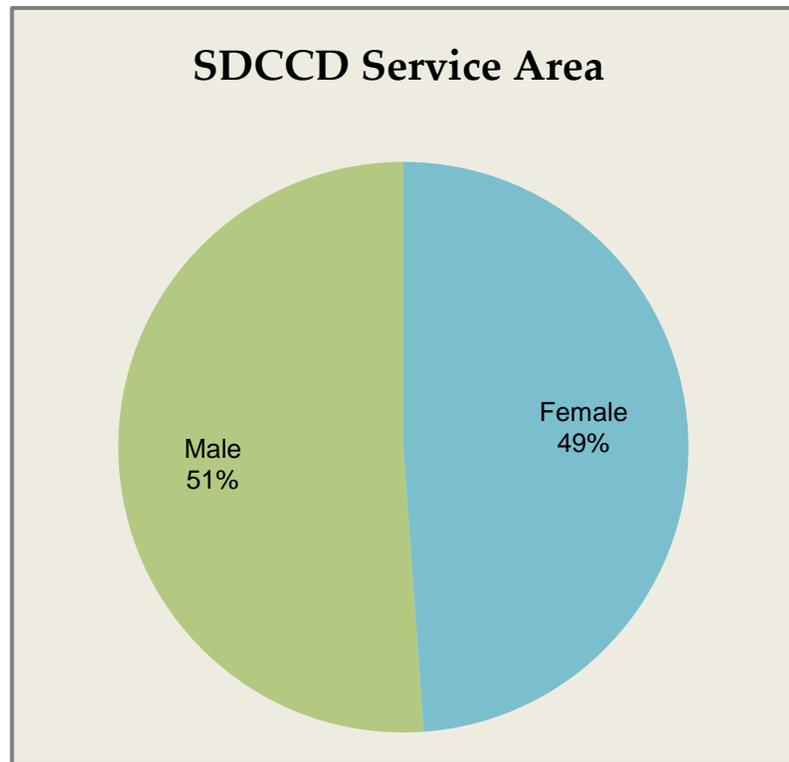
Gender – Contract Faculty



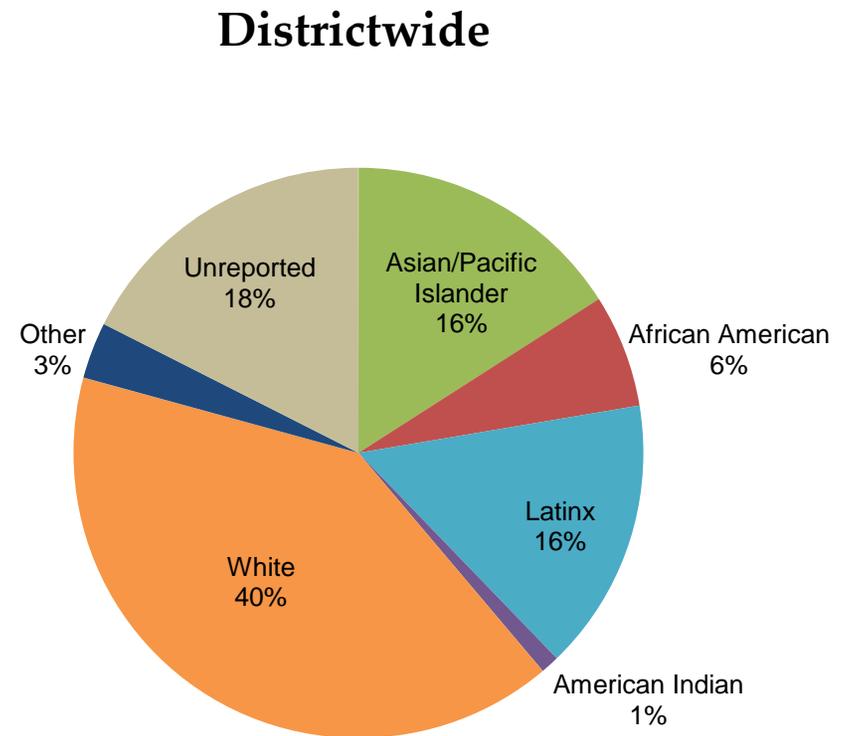
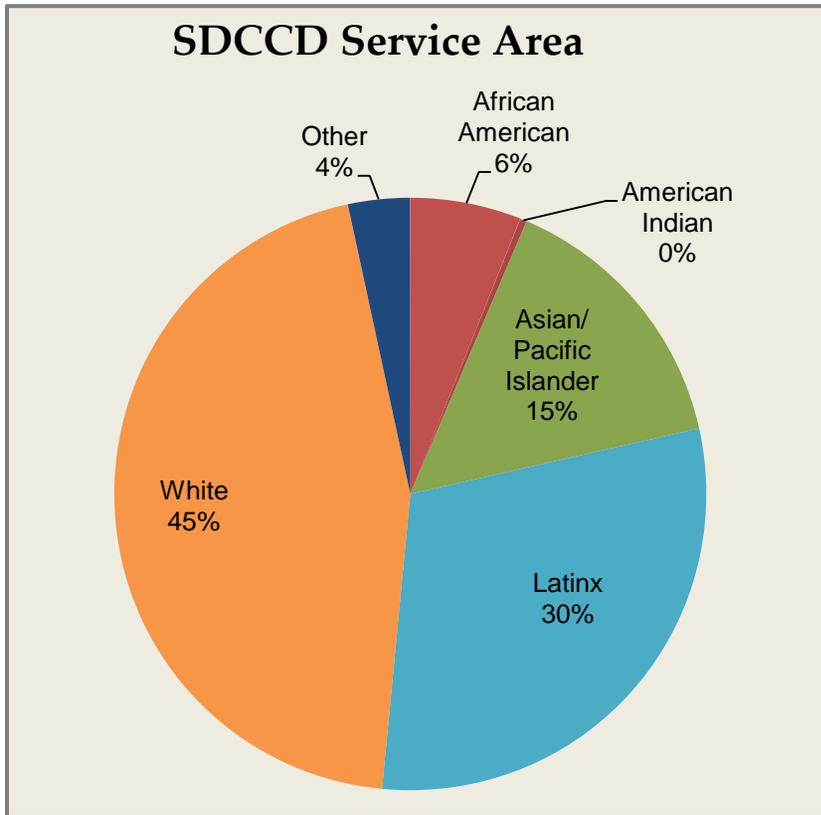
Ethnicity – Adjunct Faculty



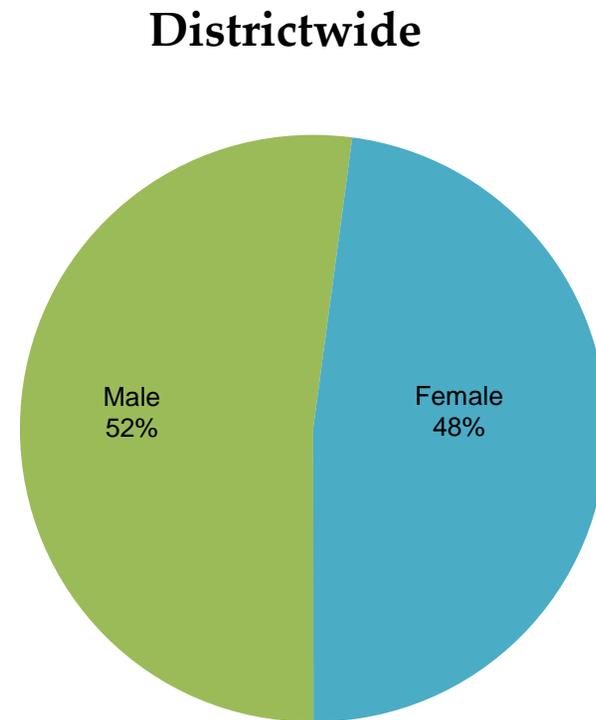
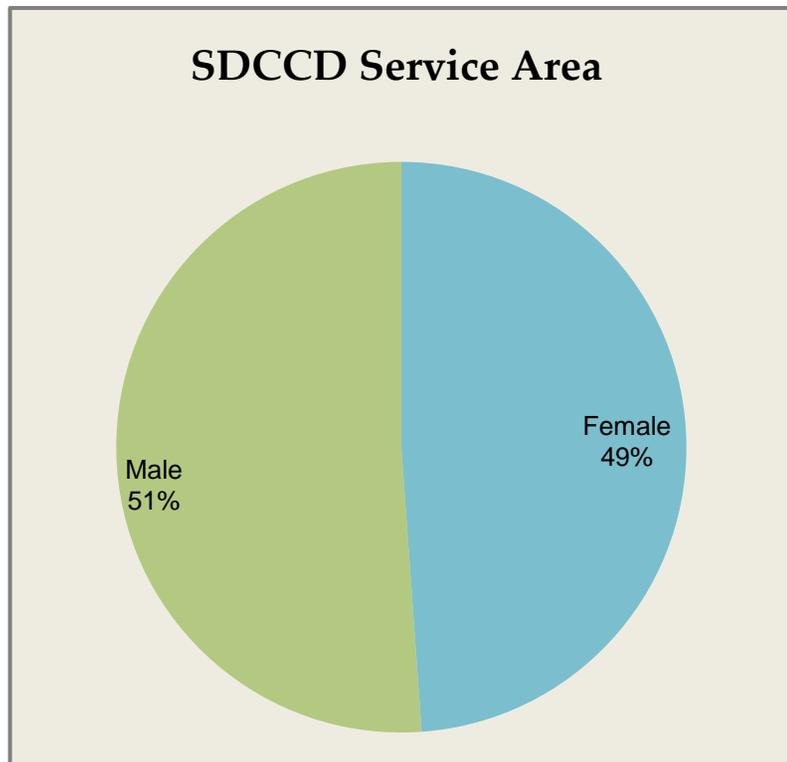
Gender – Adjunct Faculty



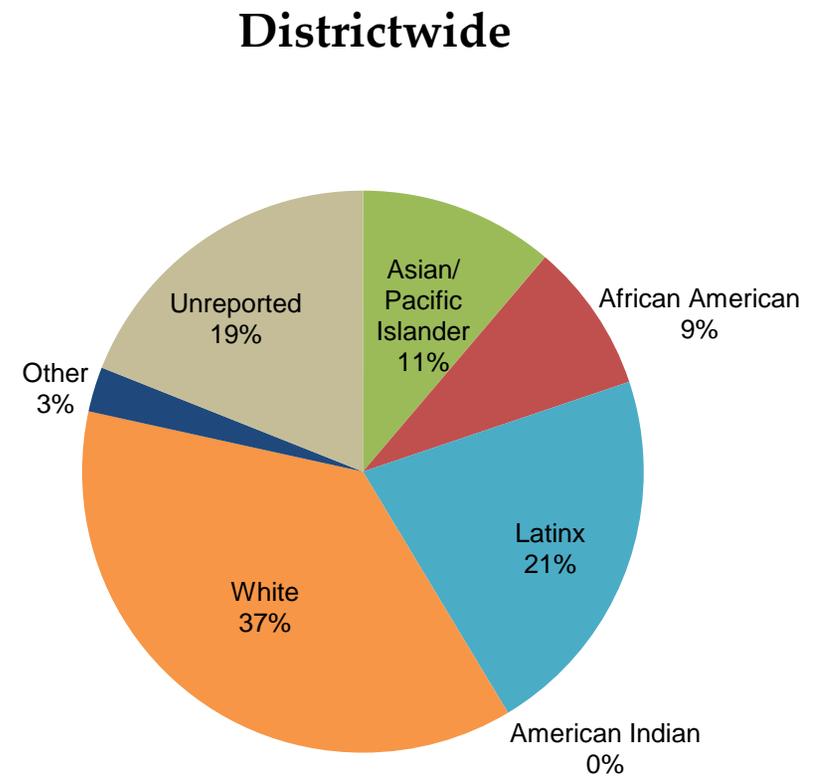
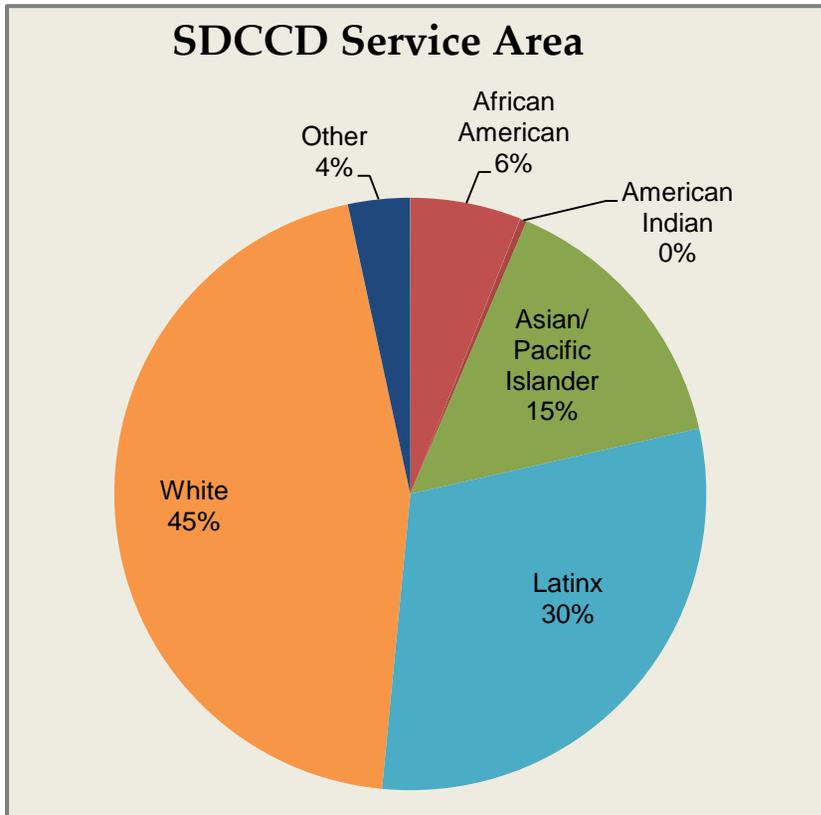
Ethnicity – Supervisory Staff



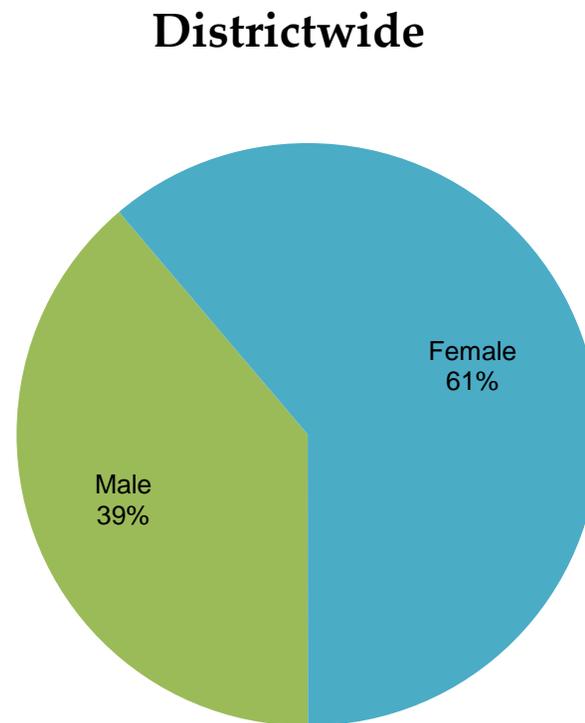
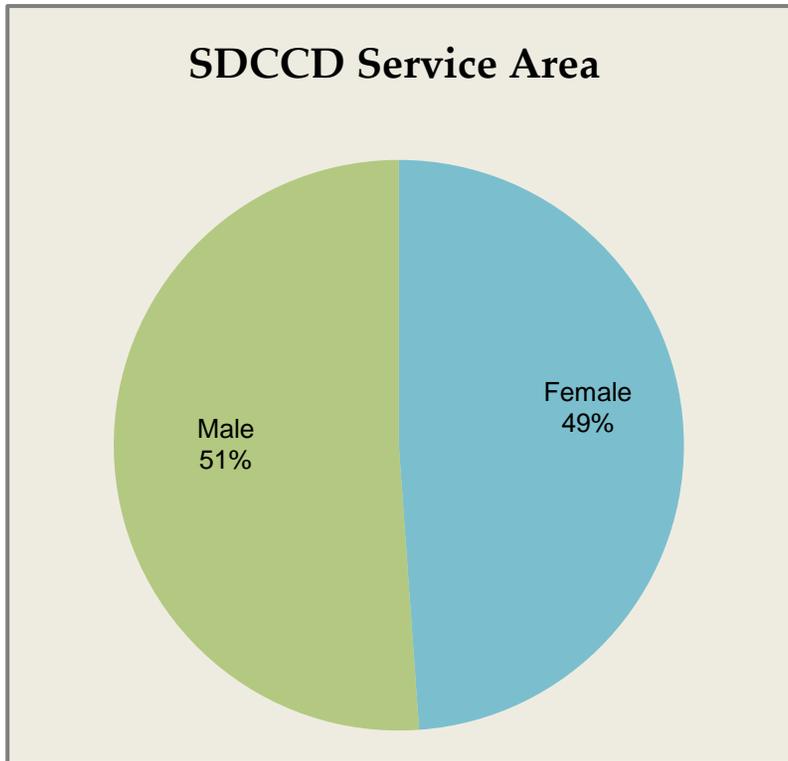
Gender – Supervisory Staff



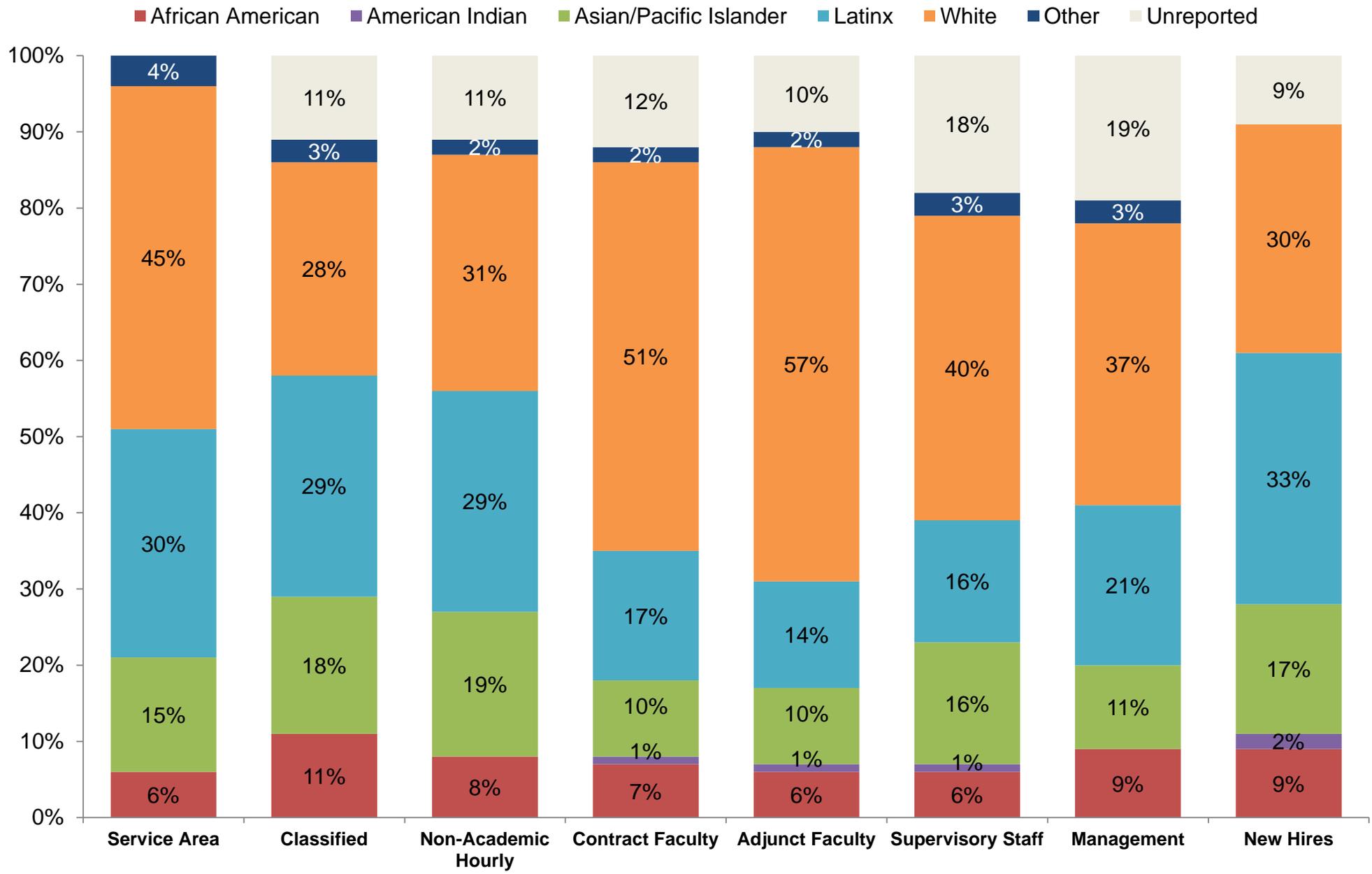
Ethnicity – Management



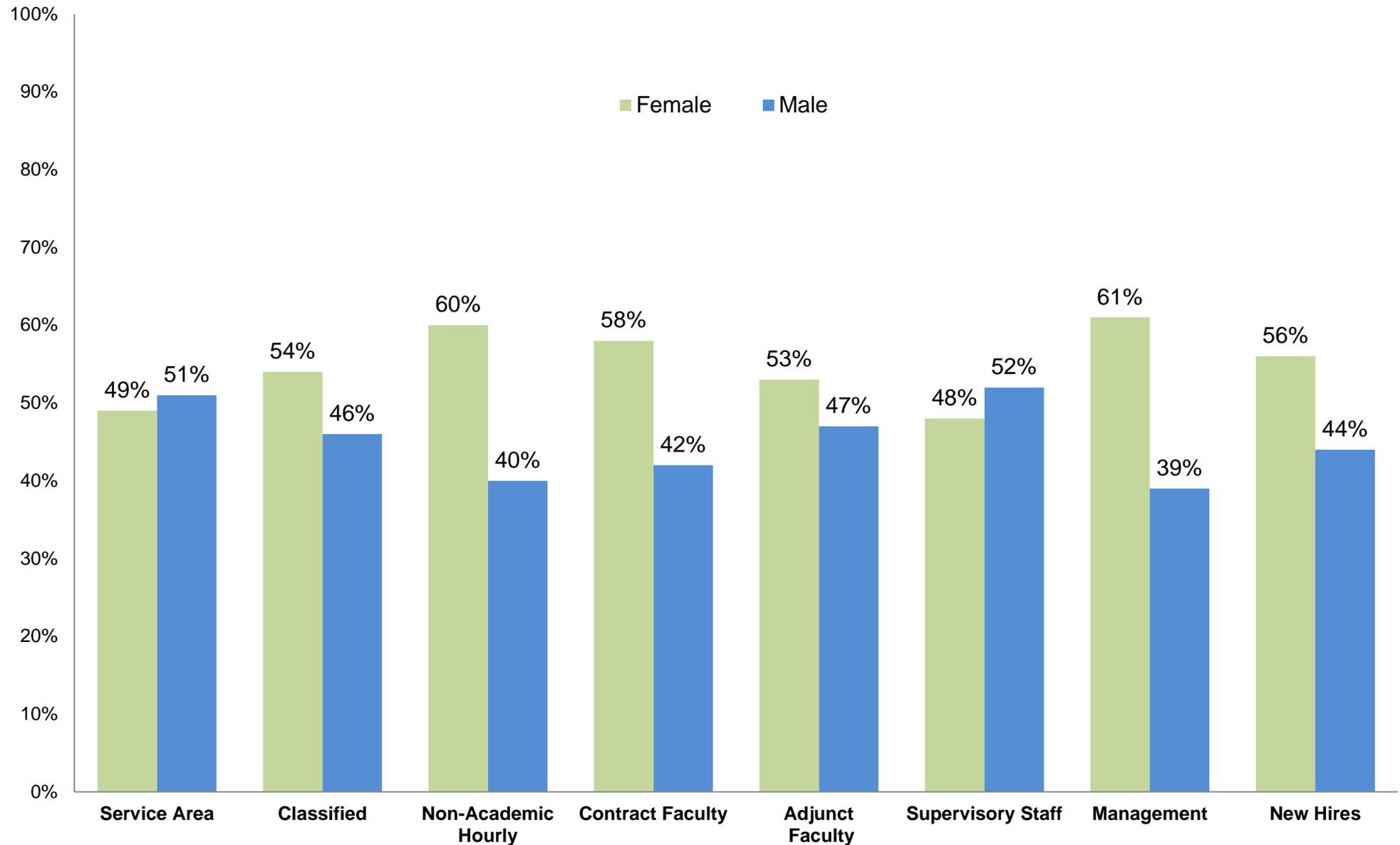
Gender – Management



Ethnicity by Type – Summary

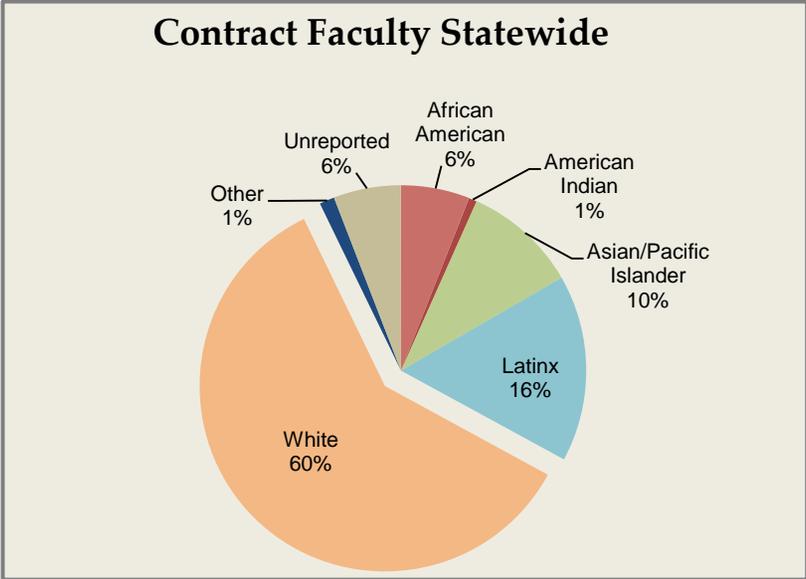


Gender by Type – Summary

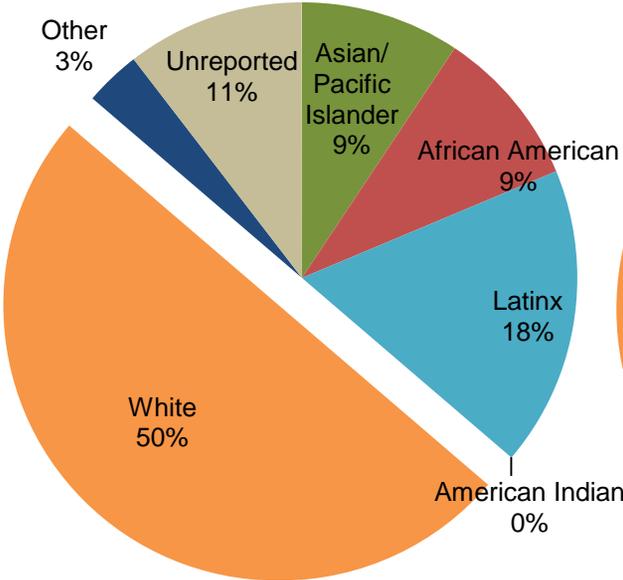


Contract Faculty Statewide Comparison

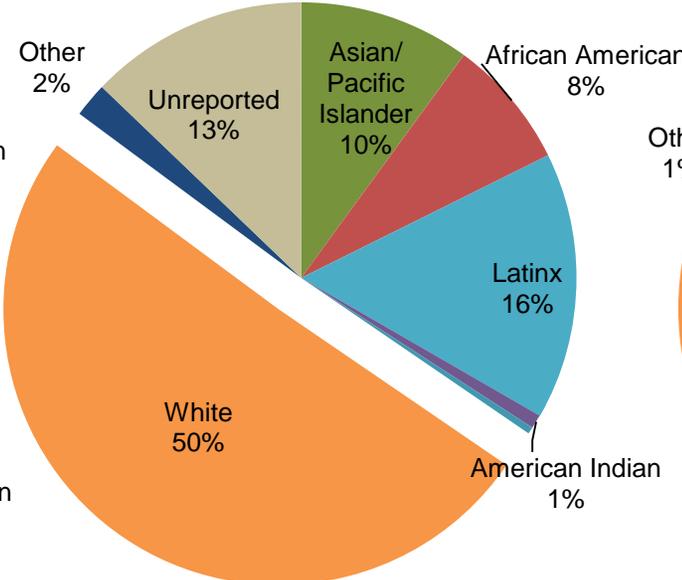
Ethnicity



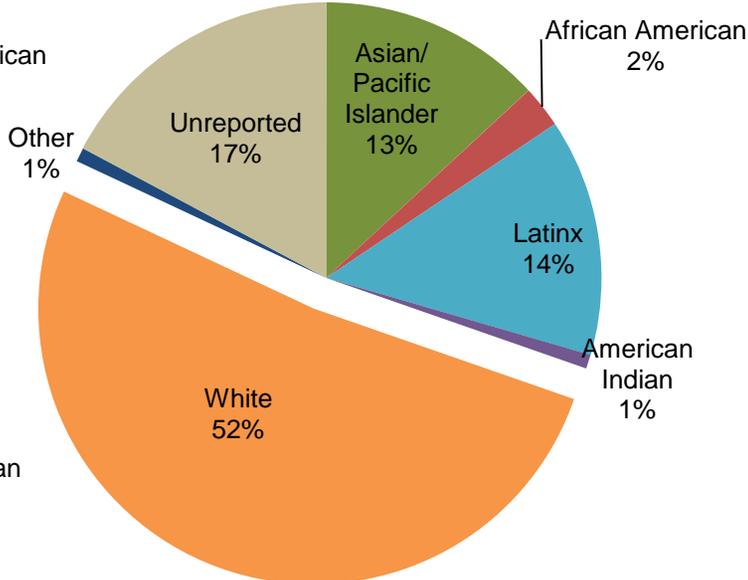
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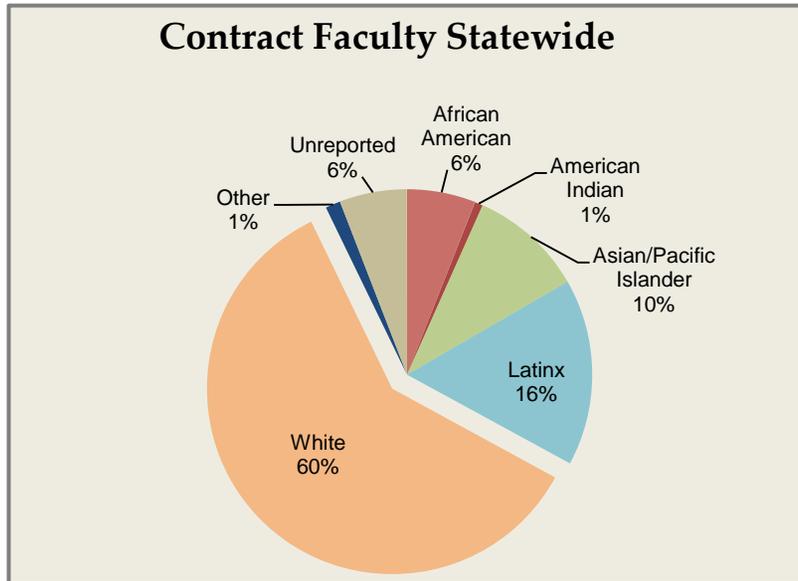


Miramar College

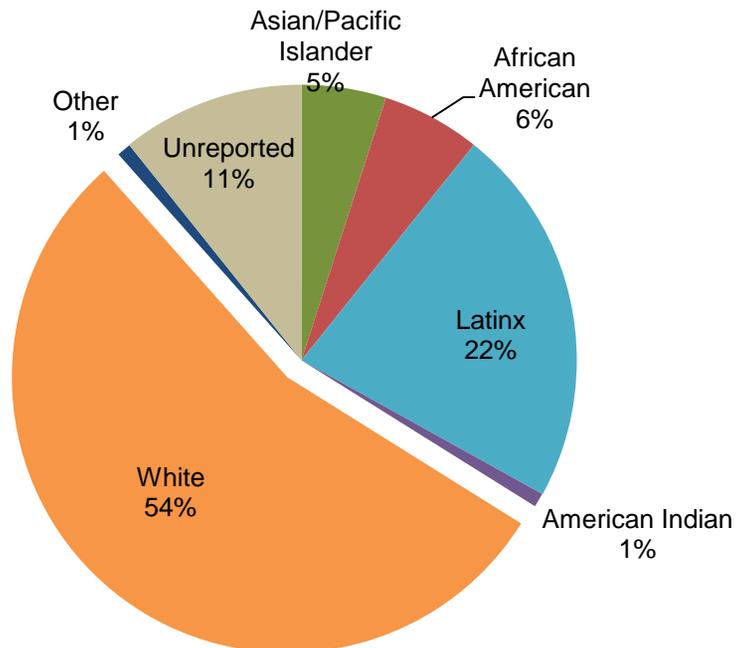


Source: CCCC Datamart and SDCCD Human Resources (Data as of 12/31/18)

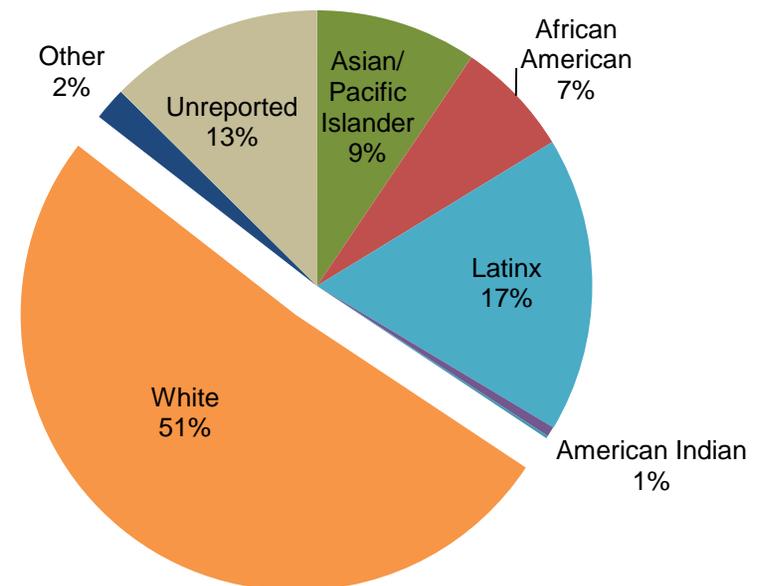
Ethnicity



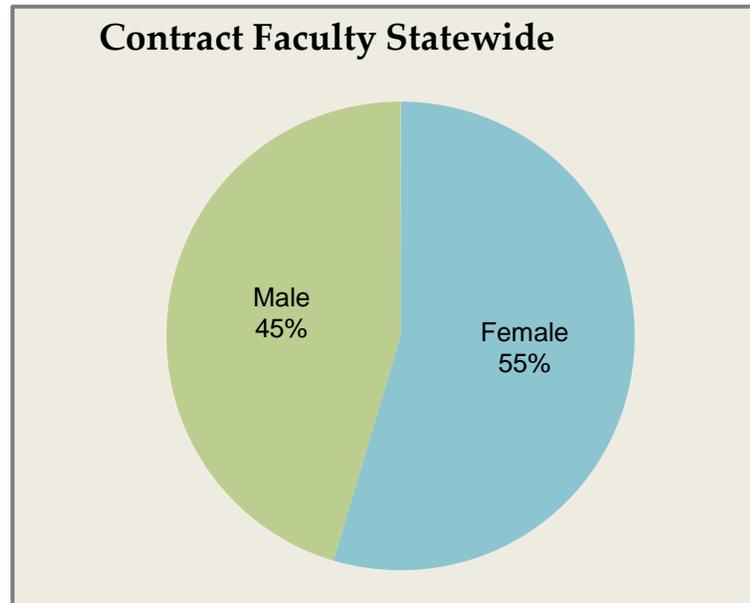
Continuing Education



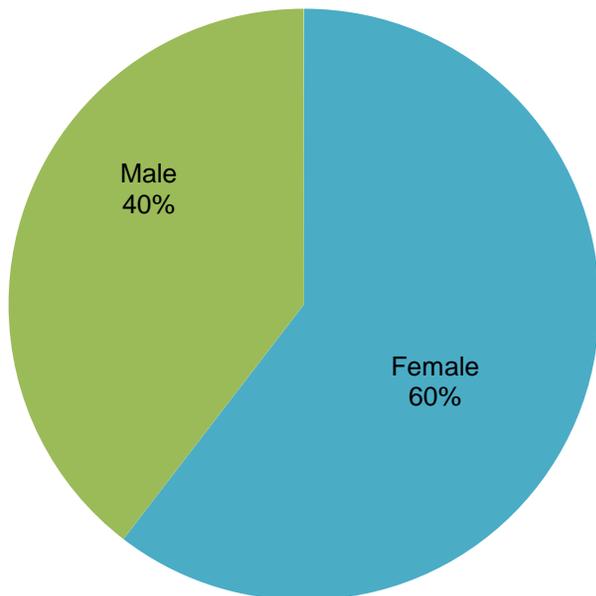
Districtwide



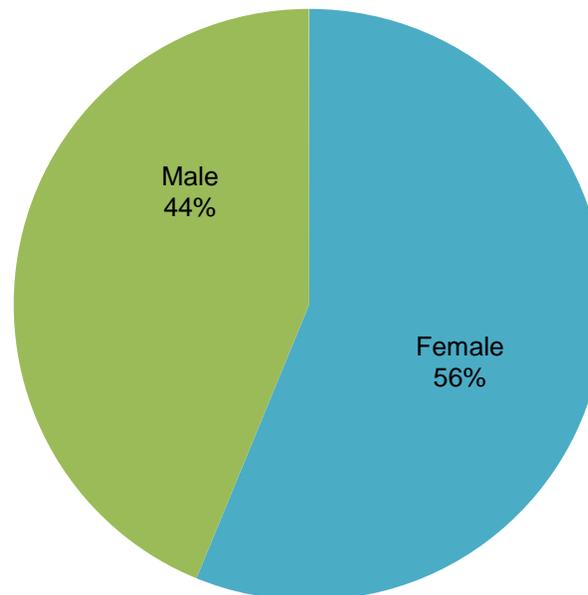
Gender



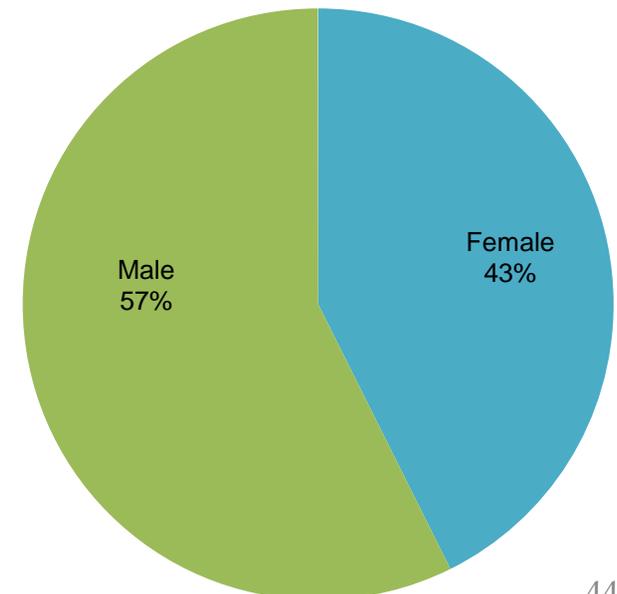
City College/ECC



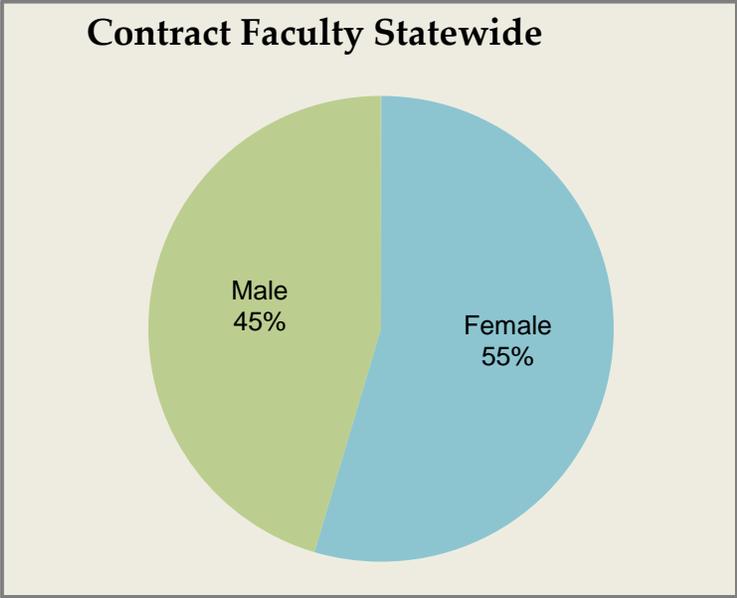
Mesa College



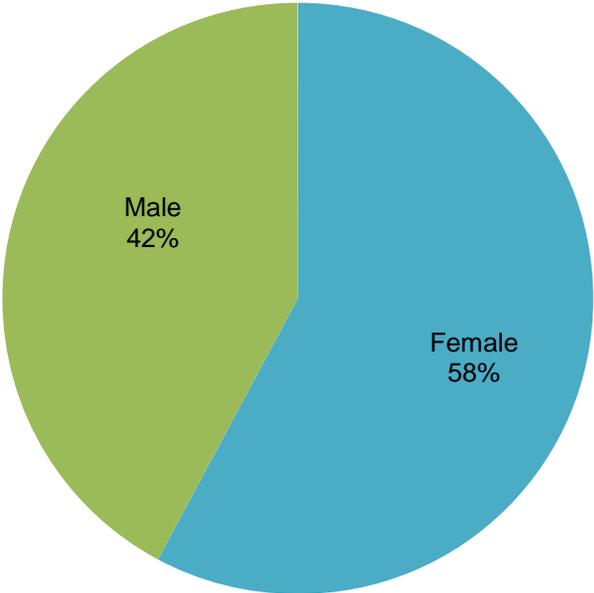
Miramar College



Gender



Districtwide



Continuing Education

