

Equal Employment Opportunity Data

2012-2017



GROSSMONT-CUYAMACA
COMMUNITY COLLEGE DISTRICT

*Office of Research, Planning, and Institutional Effectiveness
September 27, 2017*

APPLICANT AND HIRING ANALYSES

Table I below is a five-year comparison of applicant demographics to those of the District Boundary and San Diego County. Only data for applicants who submitted **complete** job applications are included.

Over the five-year period, there is a higher percentage of female applicants than expected based on the population percentage in the District and the County. There are fewer applicants who are over 40 than expected based on the population. The percentage of Asian applicants is higher than that for the District, but lower than the San Diego County Asian population. The percentage of Black/African American applicants is above the percentage of both District and County availability. Latino applicants are underrepresented in terms of both District and County availability, whereas the percentage of White applicants is below the availability for the District, and slightly above that for the County.

Table I: GCCCD Five-Year Applicant Analysis

GCCCD Applicant Pools, 2012-2017								
Totals for All Job Classifications								
	2012-2013 (n = 5,940)	2013-2014 (n = 7,031)	2014-2015 (n = 5,047)	2015-2016 (n = 9,003)	2016-2017 (n = 6,158)	Five-Year Average	GCCCD Boundary	SD County
Female	61.0%	59.3%	57.8%	55.5%	58.9%	58.3%	50.7%	49.7%
Male	33.9%	36.2%	37.2%	39.7%	36.1%	36.9%	49.3%	50.3%
Unknown	5.2%	4.5%	5.0%	4.8%	5.0%	4.9%	0.0%	0.0%
Over 40	33.3%	31.0%	32.9%	33.1%	34.5%	32.9%	47.3%	44.0%
Disabled	1.2%	1.0%	1.2%	1.5%	1.3%	1.3%	Unknown	6.9%
Asian	7.0%	7.7%	7.3%	8.6%	7.5%	7.7%	6.7%	11.5%
Black/African-American	9.1%	9.5%	9.4%	8.9%	10.3%	9.4%	4.9%	4.8%
Hispanic/Latino	19.7%	22.7%	20.9%	18.8%	22.8%	20.8%	26.9%	33.4%
Native American	1.5%	1.4%	0.9%	1.5%	1.4%	1.4%	0.6%	0.4%
Pacific Islander	1.0%	1.1%	0.8%	0.9%	1.4%	1.0%	0.5%	0.4%
White	49.4%	45.4%	48.9%	49.1%	44.2%	47.5%	56.8%	46.3%
Two or More	NA	NA	NA	NA	NA	NA	3.5%	3.0%
Unknown	12.3%	12.2%	11.9%	12.3%	12.3%	12.2%	0.2%	0.2%

Data sources: GCCCD applicant data is from completed job applications in PeopleAdmin (Fiscal year 2012-2013 through 2016-2017); GCCCD Boundary and San Diego County age, ethnicity, and gender data is from SANDAG (2016 estimates based on the 2010 Census); San Diego County disability data is from the American Community Survey 5-year estimates (2010-2014); Please note unknown genders and unknown ethnicities have been included in the percentages.

Table 2 below is a five-year comparison of demographics of applicants who were hired at GCCCD compared to the demographics of the District Boundary and San Diego County. Males are historically underrepresented among applicants hired from 2012-2017. The percentage of Asian hirees is higher than that for the District population, but lower than that for the San Diego County population. The percentage of Black hirees is slightly higher than what is expected based on District and County demographics, whereas Latino applicants are underrepresented among those hired when compared to District and County demographics. Over the five-year period, the percentage of White hirees is slightly lower than expected based on District demographics, but higher than expected compared to County demographics.

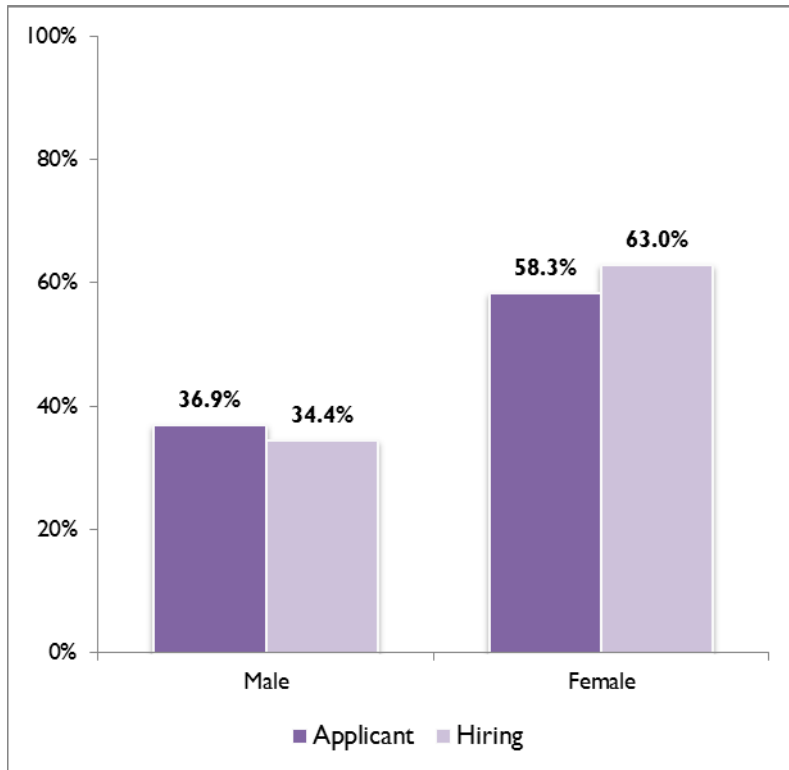
Table 2: GCCCD Five-Year Hiring Analysis

GCCCD Hiring Pools, 2012-2017								
Totals for All Job Classifications								
	2012-2013 (n = 54)	2013-2014 (n = 89)	2014-2015 (n = 77)	2015-2016 (n = 156)	2016-2017 (n = 91)	Five-Year Average	GCCCD Boundary	SD County
Female	68.5%	65.2%	55.0%	64.1%	67.0%	63.0%	50.7%	49.7%
Male	29.6%	34.8%	39.7%	33.3%	30.8%	34.4%	49.3%	50.3%
Unknown	1.9%	0.0%	5.3%	2.6%	2.2%	2.7%	0.0%	0.0%
Over 40	44.4%	53.9%	43.5%	42.3%	38.5%	44.1%	47.3%	44.0%
Disabled	0.0%	1.1%	0.0%	1.3%	1.1%	0.8%	Unknown	6.9%
Asian	1.9%	5.6%	8.4%	14.1%	4.4%	8.3%	6.7%	11.5%
Black/African-American	9.3%	7.9%	3.1%	3.8%	8.8%	5.8%	4.9%	4.8%
Hispanic/Latino	25.9%	15.7%	18.3%	17.9%	27.5%	20.2%	26.9%	33.4%
Native American	1.9%	0.0%	0.0%	0.6%	3.3%	1.0%	0.6%	0.4%
Pacific Islander	0.0%	0.0%	0.0%	1.3%	1.1%	0.6%	0.5%	0.4%
White	50.0%	69.7%	51.1%	53.2%	42.9%	53.4%	56.8%	46.3%
Two or More	NA	NA	NA	NA	NA	NA	3.5%	3.0%
Unknown	11.1%	1.1%	19.1%	9.0%	12.1%	10.9%	0.2%	0.2%

Data sources: GCCCD hiree data is from PeopleAdmin (Fiscal year 2012-2013 through 2016-2017); GCCCD Boundary and San Diego County age, ethnicity, and gender data is from SANDAG (2016 estimates based on the 2010 Census); San Diego County disability data is from the American Community Survey 5-year estimates (2010-2014); Please note unknown genders and unknown ethnicities have been included in the percentages.

Figure I shows the gender composition of applicants compared to those hired averaged over a five-year period. Male applicants were slightly underrepresented in the hiring pools.

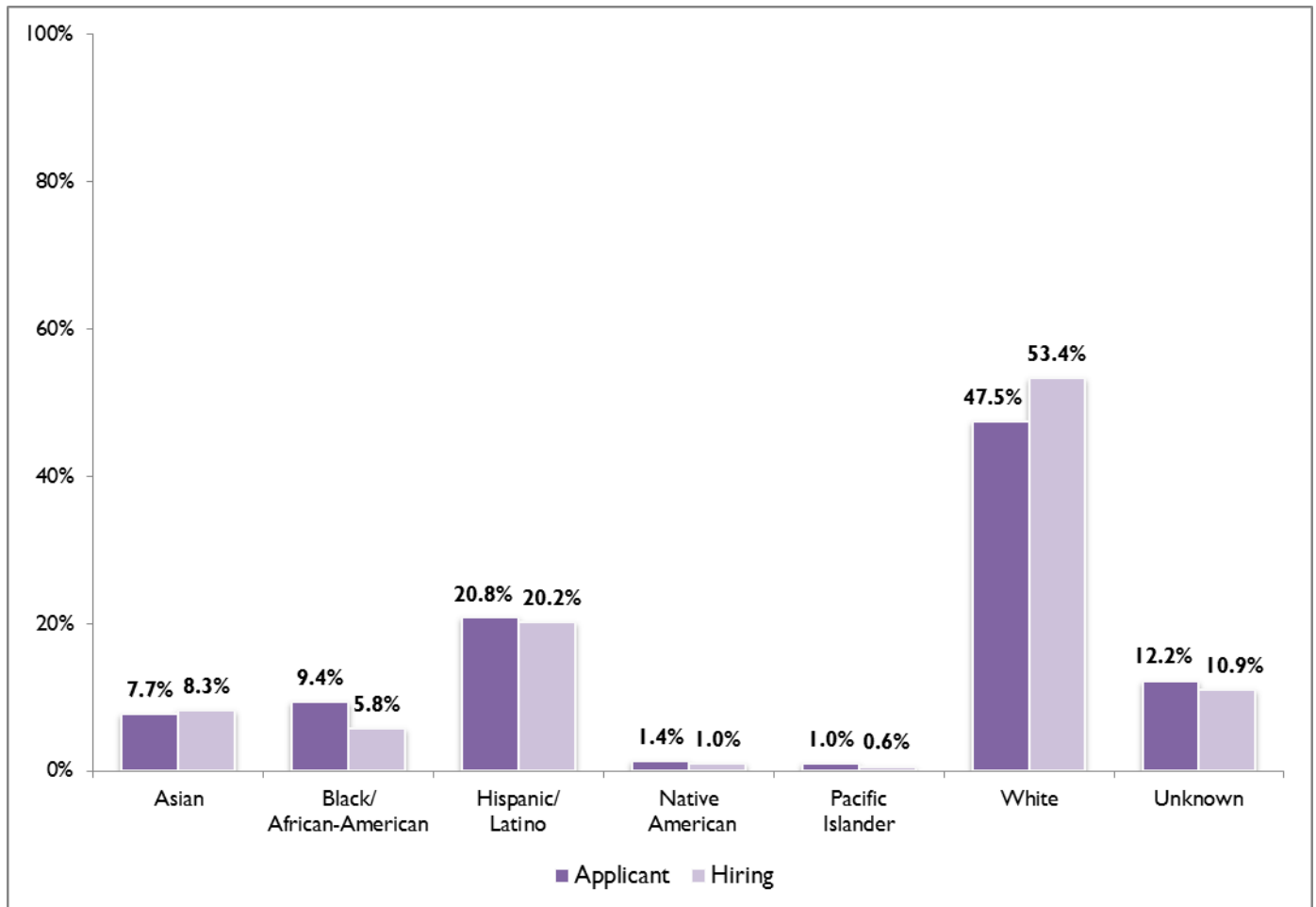
Figure I: Comparison of Applicants and Hires by Gender, Five-Year Average 2012-2017



Data source: GCCCD applicant and hiree data is from PeopleAdmin (Fiscal year 2012-2013 through 2016-2017).

Figure 2 shows the ethnic composition of applicants compared to those hired averaged over a five-year period. White candidates continued to be overrepresented among those hired compared to the percentage of applicants from 2012-2017. Asian hirees have been slightly overrepresented as well, while all other ethnic groups have been slightly underrepresented during the same time period.

Figure 2: Comparison of Applicants and Hires by Ethnicity, Five-Year Average 2012-2017



Data source: GCCCD applicant and hiree data is from PeopleAdmin (Fiscal year 2012-2013 through 2016-2017).

WORKFORCE ANALYSES

The tables below present the GCCCD workforce by race and ethnicity. GCCCD workforce data are derived from PeopleAdmin (Fiscal year 2012-13 through 2016-17). The GCCCD Boundary data was collected from SANDAG (2014 estimates, 18+), whereas the SD County Occupation data is from the U.S. Census Bureau, 2006-2010 American Community Survey (EEO Tabulation Table EEO 6w. EEO-1 State and Local Government Job Groups by Sex, and Race/Ethnicity for Worksite Geography, Total Population Civilians employed at work 16+; faculty job category data also utilized data from EEO Tabulation Table EEO 1w. Detailed Census Occupation by Sex and Race/Ethnicity for Worksite Geography Universe, Civilians employed at work 16+).

Table 3: Five-Year GCCCD Workforce by Ethnicity, All Occupations (with Part-Time Faculty)

GCCCD Ethnicity Data Comparison, 2012-2017								
Totals for All Job Classifications								
Race/Ethnicity	2012-2013 (n = 1,698)	2013-2014 (n = 1,823)	2014-2015 (n = 1,910)	2015-2016 (n = 1,971)	2016-2017 (n = 1,791)	Five-Year Average	SD County Occupations	GCCCD Boundary
Asian	7.7%	8.1%	8.6%	8.7%	9.2%	8.5%	11.4%	4.6%
Black/African-American	4.1%	4.1%	4.7%	5.1%	5.3%	4.7%	4.3%	5.2%
Hispanic/Latino	13.3%	13.8%	14.4%	14.5%	15.2%	14.4%	28.3%	23.8%
Native American	1.1%	1.0%	0.8%	1.0%	0.9%	1.0%	0.3%	0.7%
Pacific Islander	0.3%	0.3%	0.4%	0.5%	0.3%	0.3%	0.5%	0.5%
White	71.5%	70.5%	68.6%	67.9%	66.7%	68.8%	53.1%	62.0%
Unknown/Other	2.1%	2.2%	2.5%	2.3%	2.3%	2.3%	2.1%	3.1%

NOTE: The GCCCD workforce data does NOT include part-time hourly and student workers.

Table 4: Five-Year GCCCD Workforce by Ethnicity, All Occupations (without Part-Time Faculty)

GCCCD Ethnicity Data Comparison, 2012-2017								
Totals for All Job Classifications (Full-Time Only)								
Race/Ethnicity	2012-2013 (n = 707)	2013-2014 (n = 750)	2014-2015 (n = 768)	2015-2016 (n = 801)	2016-2017 (n = 782)	Five-Year Average	SD County Occupations	GCCCD Boundary
Asian	8.2%	8.1%	8.7%	9.1%	9.3%	8.7%	11.4%	4.6%
Black/African-American	5.5%	5.6%	5.9%	5.7%	5.5%	5.6%	4.3%	5.2%
Hispanic/Latino	15.8%	16.4%	15.6%	16.4%	18.2%	16.5%	28.3%	23.8%
Native American	1.7%	1.5%	1.4%	1.4%	1.2%	1.4%	0.3%	0.7%
Pacific Islander	0.6%	0.5%	0.7%	0.6%	0.6%	0.6%	0.5%	0.5%
White	67.0%	66.5%	66.0%	64.5%	63.2%	65.4%	53.1%	62.0%
Unknown/Other	1.1%	1.3%	1.7%	2.2%	2.0%	1.7%	2.1%	3.1%

Table 5: GCCCD Workforce by Ethnicity 2016-2017, All Occupations

GCCCD Ethnicity Data Comparison						
Totals for All Job Classifications						
Race/Ethnicity	Cuyamaca College	Grossmont College	District Services	GCCCD Total	SD County Occupations	GCCCD Boundary
Asian	7.7%	9.9%	9.7%	9.2%	11.4%	4.6%
Black/African-American	4.8%	5.3%	7.8%	5.3%	4.3%	5.2%
Hispanic/Latino	15.8%	14.8%	16.5%	15.2%	28.3%	23.8%
Native American	1.8%	0.4%	1.9%	0.9%	0.3%	0.7%
Pacific Islander	0.2%	0.4%	1.0%	0.3%	0.5%	0.5%
White	66.9%	67.0%	62.1%	66.7%	53.1%	62.0%
Unknown/Other	2.8%	2.2%	1.0%	2.3%	2.1%	3.1%
N	601	1,087	103	1,791	1,332,175	

Table 6: GCCCD Workforce by Ethnicity 2016-2017, Executive/Administrative/Managerial Occupations

GCCCD Ethnicity Data Comparison						
Executive/Administrative/Managerial						
Race/Ethnicity	Cuyamaca College	Grossmont College	District Services	GCCCD Total	SD County Occupations	GCCCD Boundary (18+)
Asian	11.8%	8.3%	5.9%	8.6%	9.2%	4.6%
Black/African-American	5.9%	20.8%	0.0%	10.3%	3.8%	5.2%
Hispanic/Latino	0.0%	16.7%	5.9%	8.6%	15.6%	23.8%
Native American	5.9%	0.0%	0.0%	1.7%	0.4%	0.7%
Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.4%	0.5%
White	76.5%	50.0%	88.2%	69.0%	68.7%	62.0%
Unknown/Other	0.0%	4.2%	0.0%	1.7%	1.9%	3.1%
N	17	24	17	58	191,525	

Table 7: GCCCD Workforce by Ethnicity 2016-2017, Professional Non-Faculty Occupations

GCCCD Ethnicity Data Comparison						
Professional Non-Faculty						
Race/Ethnicity	Cuyamaca College	Grossmont College	District Services	GCCCD Total	SD County Occupations	GCCCD Boundary (18+)
Asian	25.0%	0.0%	5.9%	6.3%	15.4%	4.6%
Black/African-American	25.0%	9.1%	17.6%	15.6%	3.2%	5.2%
Hispanic/Latino	25.0%	27.3%	11.8%	18.8%	13.4%	23.8%
Native American	0.0%	0.0%	0.0%	0.0%	0.3%	0.7%
Pacific Islander	0.0%	9.1%	0.0%	3.1%	0.2%	0.5%
White	25.0%	54.5%	64.7%	56.3%	65.3%	62.0%
Unknown/Other	0.0%	0.0%	0.0%	0.0%	2.1%	3.1%
N	4	11	17	32	290,285	

Table 8: GCCCD Workforce by Ethnicity 2016-2017, Secretarial/Clerical Occupations

GCCCD Ethnicity Data Comparison						
Secretarial/Clerical						
Race/Ethnicity	Cuyamaca College	Grossmont College	District Services	GCCCD Total	SD County Occupations	GCCCD Boundary (18+)
Asian	0.0%	6.7%	20.7%	7.2%	9.9%	4.6%
Black/African-American	2.1%	4.5%	0.0%	3.0%	5.0%	5.2%
Hispanic/Latino	33.3%	18.0%	20.7%	22.9%	27.1%	23.8%
Native American	6.3%	0.0%	3.4%	2.4%	0.3%	0.7%
Pacific Islander	0.0%	1.1%	3.4%	1.2%	0.6%	0.5%
White	52.1%	66.3%	51.7%	59.6%	54.4%	62.0%
Unknown/Other	6.3%	3.4%	0.0%	3.6%	2.7%	3.1%
N	48	89	29	166	362,325	

Table 9: GCCCD Workforce by Ethnicity 2016-2017, Technical & Paraprofessional Occupations

GCCCD Ethnicity Data Comparison						
Technical & Paraprofessional						
Race/Ethnicity	Cuyamaca College	Grossmont College	District Services	GCCCD Total	SD County Occupations	GCCCD Boundary (18+)
Asian	8.5%	17.1%	0.0%	12.1%	22.2%	4.6%
Black/African-American	0.0%	2.6%	11.1%	2.8%	5.1%	5.2%
Hispanic/Latino	14.9%	13.2%	16.7%	14.2%	16.9%	23.8%
Native American	2.1%	0.0%	5.6%	1.4%	0.2%	0.7%
Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.7%	0.5%
White	72.3%	65.8%	66.7%	68.1%	52.0%	62.0%
Unknown/Other	2.1%	1.3%	0.0%	1.4%	2.9%	3.1%
N	47	76	18	141	41,190	

Table 10: GCCCD Workforce by Ethnicity 2016-2017, Skilled Craft Occupations

GCCCD Ethnicity Data Comparison						
Skilled Craft						
Race/Ethnicity	Cuyamaca College	Grossmont College	District Services	GCCCD Total	SD County Occupations	GCCCD Boundary (18+)
Asian	0.0%	16.7%	0.0%	7.1%	8.1%	4.6%
Black/African-American	0.0%	0.0%	0.0%	0.0%	3.9%	5.2%
Hispanic/Latino	25.0%	0.0%	25.0%	14.3%	38.2%	23.8%
Native American	0.0%	0.0%	0.0%	0.0%	0.4%	0.7%
Pacific Islander	25.0%	0.0%	0.0%	7.1%	0.6%	0.5%
White	50.0%	83.3%	50.0%	64.3%	47.1%	62.0%
Unknown/Other	0.0%	0.0%	25.0%	7.1%	1.7%	3.1%
N	4	6	4	14	110,130	

Table 11: GCCCD Workforce by Ethnicity 2016-2017, Service and Maintenance Occupations

GCCCD Ethnicity Data Comparison						
Service and Maintenance						
Race/Ethnicity	Cuyamaca College	Grossmont College	District Services	GCCCD Total	SD County Occupations	GCCCD Boundary (18+)
Asian	15.8%	12.9%	11.1%	13.2%	10.5%	4.6%
Black/African-American	10.5%	16.1%	16.7%	14.7%	4.6%	5.2%
Hispanic/Latino	31.6%	32.3%	22.2%	29.4%	47.9%	23.8%
Native American	0.0%	0.0%	0.0%	0.0%	0.3%	0.7%
Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.6%	0.5%
White	42.1%	38.7%	50.0%	42.6%	34.4%	62.0%
Unknown/Other	0.0%	0.0%	0.0%	0.0%	1.7%	3.1%
N	19	31	18	68	336,720	

Table 12: GCCCD Workforce by Ethnicity 2016-2017, Professional Occupations (Full-Time Faculty)

GCCCD Ethnicity Data Comparison						
Full-Time Faculty						
Race/Ethnicity	Cuyamaca College	Grossmont College	GCCCD Total	SD County Occupations	SD County Faculty Only	GCCCD Boundary (18+)
Asian	7.0%	9.7%	8.9%	15.4%	13.8%	4.6%
Black/African-American	2.3%	5.1%	4.3%	3.2%	1.0%	5.2%
Hispanic/Latino	17.4%	16.6%	16.8%	13.4%	9.1%	23.8%
Native American	1.2%	0.5%	0.7%	0.3%	0.5%	0.7%
Pacific Islander	0.0%	0.5%	0.3%	0.2%	0.3%	0.5%
White	70.9%	65.4%	67.0%	65.3%	73.6%	62.0%
Unknown/Other	1.2%	2.3%	2.0%	2.1%	1.8%	3.1%
N	86	217	303	290,285	13,080	

NOTE: San Diego County Faculty data derived from EEO Tabulation Table EEO 1w. Detailed Census Occupation by Sex and Race/Ethnicity for Worksite Geography Universe, Civilians employed at work 16+ for "Postsecondary Teachers" SOC 25-1000.

Table 13: GCCCD Workforce by Ethnicity 2016-2017, Professional Occupations (Part-Time Faculty)

GCCCD Ethnicity Data Comparison						
Part-Time Faculty						
Race/Ethnicity	Cuyamaca College	Grossmont College	GCCCD Total	SD County Occupations	SD County Faculty Only	GCCCD Boundary (18+)
Asian	8.0%	9.6%	9.0%	15.4%	13.8%	4.6%
Black/African-American	5.9%	4.7%	5.2%	3.2%	1.0%	5.2%
Hispanic/Latino	13.0%	13.0%	13.0%	13.4%	9.1%	23.8%
Native American	1.3%	0.5%	0.8%	0.3%	0.5%	0.7%
Pacific Islander	0.0%	0.2%	0.1%	0.2%	0.3%	0.5%
White	68.6%	69.8%	69.4%	65.3%	73.6%	62.0%
Unknown/Other	3.2%	2.2%	2.6%	2.1%	1.8%	3.1%
N	376	633	1,009	290,285	13,080	

NOTE: San Diego County Faculty data derived from EEO Tabulation Table EEO 1w. Detailed Census Occupation by Sex and Race/Ethnicity for Worksite Geography Universe, Civilians employed at work 16+ for "Postsecondary Teachers" SOC 25-1000.

Figure 3: Percentage of Total GCCCD Workforce and Percentage Non-White by Job Category 2016-17



Table 14: Five-Year GCCCD Workforce by Ethnicity, Cuyamaca College Full-Time Faculty

Cuyamaca College Ethnicity Data Comparison, 2012-2017								
Totals for Full-Time Faculty								
Race/Ethnicity	2012-2013 (n = 75)	2013-2014 (n = 78)	2014-2015 (n = 82)	2015-2016 (n = 86)	2016-2017 (n = 86)	Five-Year Average	SD County Faculty Only	GCCCD Boundary
Asian	4.0%	3.8%	6.1%	7.0%	7.0%	5.7%	13.8%	4.6%
Black/African-American	2.7%	2.6%	2.4%	1.2%	2.3%	2.2%	1.0%	5.2%
Hispanic/Latino	10.7%	12.8%	14.6%	16.3%	17.4%	14.5%	9.1%	23.8%
Native American	1.3%	1.3%	1.2%	1.2%	1.2%	1.2%	0.5%	0.7%
Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.5%
White	81.3%	79.5%	75.6%	73.3%	70.9%	75.9%	73.6%	62.0%
Unknown/Other	0.0%	0.0%	0.0%	1.2%	1.2%	0.5%	1.8%	3.1%

Table 15: Five-Year GCCCD Workforce by Ethnicity, Grossmont College Full-Time Faculty

Grossmont College Ethnicity Data Comparison, 2012-2017								
Totals for Full-Time Faculty								
Race/Ethnicity	2012-2013 (n = 194)	2013-2014 (n = 197)	2014-2015 (n = 200)	2015-2016 (n = 201)	2016-2017 (n = 217)	Five-Year Average	SD County Faculty Only	GCCCD Boundary
Asian	9.3%	9.1%	9.5%	9.5%	9.7%	9.4%	13.8%	4.6%
Black/African-American	3.6%	3.6%	3.5%	3.5%	5.1%	3.9%	1.0%	5.2%
Hispanic/Latino	14.9%	15.2%	14.5%	13.9%	16.6%	15.1%	9.1%	23.8%
Native American	1.0%	1.0%	1.0%	1.0%	0.5%	0.9%	0.5%	0.7%
Pacific Islander	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.3%	0.5%
White	70.6%	70.1%	69.5%	69.7%	65.4%	69.0%	73.6%	62.0%
Unknown/Other	0.0%	0.5%	1.5%	2.0%	2.3%	1.3%	1.8%	3.1%

Table 16: Five-Year GCCCD Workforce by Ethnicity, Cuyamaca College Part-Time Faculty

Cuyamaca College Ethnicity Data Comparison, 2012-2017								
Totals for Part-Time Faculty								
Race/Ethnicity	2012-2013 (n = 358)	2013-2014 (n = 394)	2014-2015 (n = 400)	2015-2016 (n = 427)	2016-2017 (n = 376)	Five-Year Average	SD County Faculty Only	GCCCD Boundary
Asian	6.4%	5.8%	6.3%	7.5%	8.0%	6.8%	13.8%	4.6%
Black/African-American	3.1%	3.8%	4.3%	5.9%	5.9%	4.6%	1.0%	5.2%
Hispanic/Latino	11.7%	12.4%	14.3%	12.6%	13.0%	12.8%	9.1%	23.8%
Native American	0.8%	0.8%	0.5%	0.9%	1.3%	0.9%	0.5%	0.7%
Pacific Islander	0.0%	0.0%	0.0%	0.2%	0.0%	0.1%	0.3%	0.5%
White	74.6%	74.1%	71.3%	70.0%	68.6%	71.7%	73.6%	62.0%
Unknown/Other	3.4%	3.0%	3.5%	2.8%	3.2%	3.2%	1.8%	3.1%

Table 17: Five-Year GCCCD Workforce by Ethnicity, Grossmont College Part-Time Faculty

Grossmont College Ethnicity Data Comparison, 2012-2017								
Totals for Part-Time Faculty								
Race/Ethnicity	2012-2013 (n = 633)	2013-2014 (n = 679)	2014-2015 (n = 744)	2015-2016 (n = 743)	2016-2017 (n = 633)	Five-Year Average	SD County Faculty Only	GCCCD Boundary
Asian	7.9%	9.3%	9.7%	8.9%	9.6%	9.1%	13.8%	4.6%
Black/African-American	3.2%	2.7%	3.6%	3.9%	4.7%	3.6%	1.0%	5.2%
Hispanic/Latino	11.2%	11.6%	13.3%	13.6%	13.0%	12.6%	9.1%	23.8%
Native American	0.5%	0.6%	0.4%	0.5%	0.5%	0.5%	0.5%	0.7%
Pacific Islander	0.2%	0.3%	0.4%	0.4%	0.2%	0.3%	0.3%	0.5%
White	74.7%	72.8%	69.8%	70.4%	69.8%	71.4%	73.6%	62.0%
Unknown/Other	2.4%	2.8%	2.8%	2.3%	2.2%	2.5%	1.8%	3.1%

Table 18: Five-Year GCCCD Workforce by Gender, All Occupations

GCCCD Gender Data Comparison, 2012-2017								
Totals for All Job Classifications								
Gender	2012-2013 (n = 1,698)	2013-2014 (n = 1,823)	2014-2015 (n = 1,910)	2015-2016 (n = 1,971)	2016-2017 (n = 1,791)	Five-Year Average	SD County Occupations	GCCCD Boundary
Female	56.1%	55.1%	55.6%	56.1%	56.1%	55.8%	46.1%	50.7%
Male	43.9%	44.9%	44.4%	43.9%	43.9%	44.2%	53.9%	49.3%

Table 19: GCCCD Workforce by Gender 2016-2017, All Occupations

GCCCD Gender Data Comparison						
Totals for All Job Classifications						
Gender	Cuyamaca College	Grossmont College	District Services	GCCCD Total	SD County Occupations	GCCCD Boundary
Female	55.1%	57.1%	51.5%	56.1%	46.1%	50.7%
Male	44.9%	42.9%	48.5%	43.9%	53.9%	49.3%
N	601	1,087	103	1,791	1,332,175	