Equal Employment Opportunity Data

2013-2018

GROSSMONT-CUYAMACA
COMMUNITY COLLEGE DISTRICT

Office of Research, Planning, and Institutional Effectiveness
May 1, 2019

APPLICANT AND HIRING ANALYSES

Table 1 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 compared to the District Boundary, 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 1: GCCCD Five-Year Applicant Analysis

GCCCD Applicant Pools, 2013-2018								
Totals for All Job Classifications								
	2013-2014 (n = 7,031)	2014-2015 (n = 5,047)	2015-2016 (n = 9,003)	2016-2017 (n = 6,158)	2017-2018 (n = 9,778)	Five-Year Average	GCCCD Boundary	SD County
Female	59.3%	57.8%	55.5%	58.9%	58.7%	57.9%	**50.7%**	**49.7%**
Male	36.2%	37.2%	39.7%	36.1%	36.7%	37.3%	**49.3%**	**50.3%**
Unknown	4.5%	5.0%	4.8%	5.0%	4.7%	4.8%	**0.0%**	**0.0%**
Over 40	31.0%	32.9%	33.1%	34.5%	34.3%	33.2%	**47.3%**	**44.0%**
Disabled	1.0%	1.2%	1.5%	1.3%	1.7%	1.4%	**Unknown**	**6.9%**
Asian	7.7%	7.3%	8.6%	7.5%	8.3%	8.0%	**6.7%**	**11.5%**
Black/African-American	9.5%	9.4%	8.9%	10.3%	9.7%	9.5%	**4.9%**	**4.8%**
Hispanic/Latino	22.7%	20.9%	18.8%	22.8%	21.1%	21.1%	**26.9%**	**33.4%**
Native American	1.4%	0.9%	1.5%	1.4%	1.3%	1.3%	**0.6%**	**0.4%**
Pacific Islander	1.1%	0.8%	0.9%	1.4%	0.8%	1.0%	**0.5%**	**0.4%**
White	45.4%	48.9%	49.1%	44.2%	46.3%	46.8%	**56.8%**	**46.3%**
Two or More	NA	NA	NA	NA	NA	NA	**3.5%**	**3.0%**
Unknown	12.2%	11.9%	12.3%	12.3%	12.3%	12.2%	**0.2%**	**0.2%**

Data sources: GCCCD applicant data is from completed job applications in PeopleAdmin (Fiscal year 2013-2014 through 2017-2018); 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 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 2013-2018. 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 lower than expected based on District demographics, but higher than expected compared to County demographics.
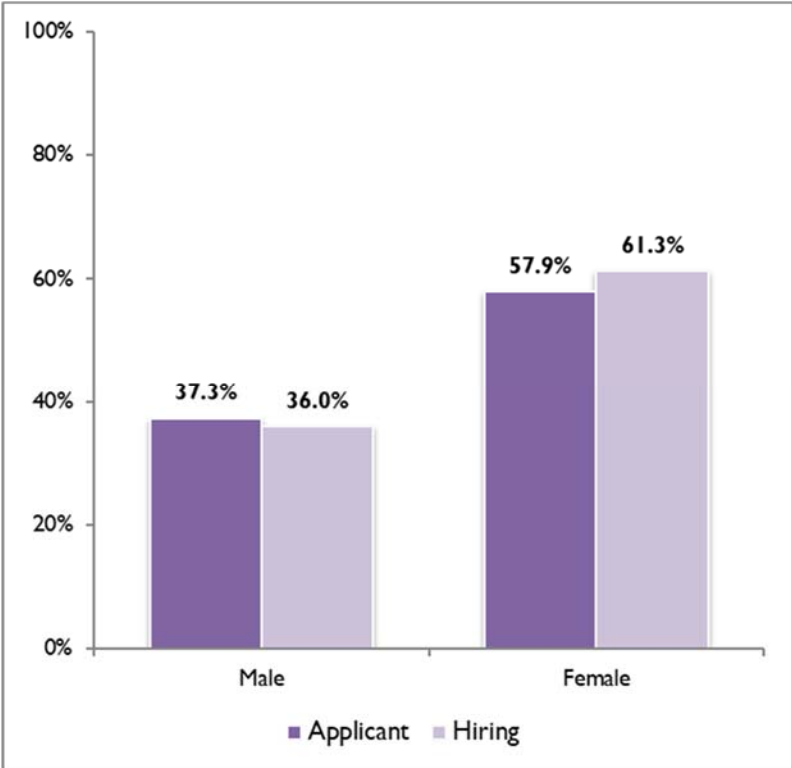
Table 2: GCCCD Five-Year Hiring Analysis

GCCCD Hiring Pools, 2013-2018								
Totals for All Job Classifications								
	2013-2014 (n = 89)	2014-2015 (n = 77)	2015-2016 (n =156)	2016-2017 (n =91)	2017-2018 (n = 375)	Five-Year Average	GCCCD Boundary	SD County
Female	65.2%	55.0%	64.1%	67.0%	60.0%	61.3%	50.7%	49.7%
Male	34.8%	39.7%	33.3%	30.8%	37.3%	36.0%	49.3%	50.3%
Unknown	0.0%	5.3%	2.6%	2.2%	2.7%	2.7%	0.0%	0.0%
Over 40	53.9%	43.5%	42.3%	38.5%	35.5%	40.3%	47.3%	44.0%
Disabled	1.1%	0.0%	1.3%	1.1%	0.5%	0.7%	Unknown	6.9%
Asian	5.6%	8.4%	14.1%	4.4%	10.1%	9.5%	6.7%	11.5%
Black/African-American	7.9%	3.1%	3.8%	8.8%	4.5%	5.0%	4.9%	4.8%
Hispanic/Latino	15.7%	18.3%	17.9%	27.5%	24.3%	21.6%	26.9%	33.4%
Native American	0.0%	0.0%	0.6%	3.3%	1.3%	1.1%	0.6%	0.4%
Pacific Islander	0.0%	0.0%	1.3%	1.1%	0.8%	0.7%	0.5%	0.4%
White	69.7%	51.1%	53.2%	42.9%	49.1%	51.7%	56.8%	46.3%
Two or More	NA	NA	NA	NA	NA	NA	3.5%	3.0%
Unknown	1.1%	19.1%	9.0%	12.1%	9.9%	10.5%	0.2%	0.2%

Data sources: GCCCD hiree data is from PeopeAdmin (Fiscal year 2012-2013 through 2017-2018); 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 1 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.
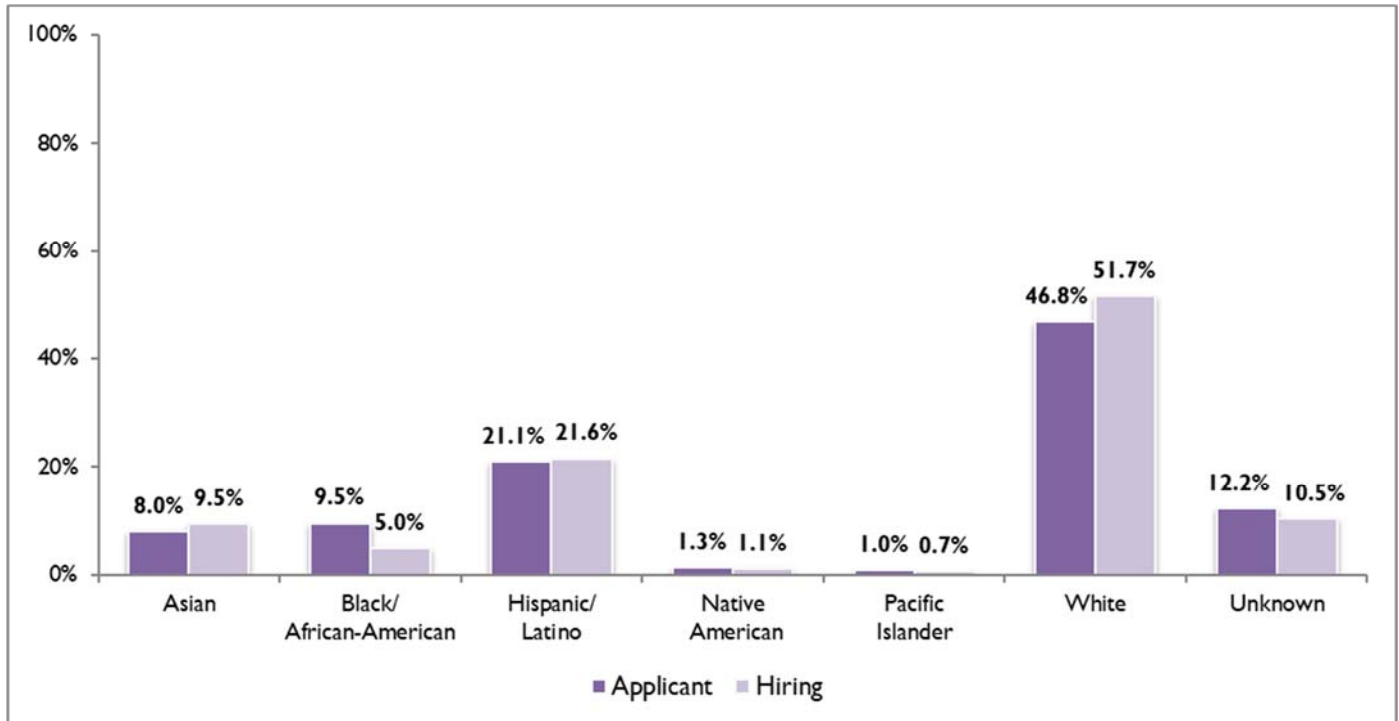
Figure 1: Comparison of Applicants and Hires by Gender, Five-Year Average 2013-2018

Data source: GCCCD applicant and hiree data is from PeopleAdmin (Fiscal year 2013-2014 through 2017-2018).

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 2013-2018. Asian and Hispanic 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 2013-2018

Data source: GCCCD applicant and hiree data is from PeopleAdmin (Fiscal year 2013-2014 through 2017-2018).

WORKFORCE ANALYSES

The tables below present the GCCCD workforce by race and ethnicity. GCCCD workforce data are derived from PeopleAdmin (Fiscal year 2013-14 through 2017-18). 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, 2013-2018								
Totals for All Job Classifications								
Race/Ethnicity	2013-2014 (n = 1,823)	2014-2015 (n = 1,910)	2015-2016 (n = 1,971)	2016-2017 (n = 1,791)	2017-2018 (n = 2,083)	Five-Year Average	SD County Occupations	GCCCD Boundary
Asian	8.1%	8.6%	8.7%	9.2%	8.9%	8.7%	11.4%	4.6%
Black/African-American	4.1%	4.7%	5.1%	5.3%	5.0%	4.8%	4.3%	5.2%
Hispanic/Latino	13.8%	14.4%	14.5%	15.2%	15.1%	14.6%	28.3%	23.8%
Native American	1.0%	0.8%	1.0%	0.9%	1.1%	1.0%	0.3%	0.7%
Pacific Islander	0.3%	0.4%	0.5%	0.3%	0.4%	0.4%	0.5%	0.5%
White	70.5%	68.6%	67.9%	66.7%	66.8%	68.1%	53.1%	62.0%
Unknown/Other	2.2%	2.5%	2.3%	2.3%	2.7%	2.4%	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, 2013-2018								
Totals for All Job Classifications (Full-Time Only)								
Race/Ethnicity	**2013-2014 (n = 750)**	**2014-2015 (n = 768)**	**2015-2016 (n = 801)**	**2016-2017 (n = 782)**	**2017-2018 (n = 822)**	**Five-Year Average**	**SD County Occupations**	**GCCCD Boundary**
Asian	8.1%	8.7%	9.1%	9.3%	9.1%	8.9%	11.4%	4.6%
Black/African-American	5.6%	5.9%	5.7%	5.5%	5.7%	5.7%	4.3%	5.2%
Hispanic/Latino	16.4%	15.6%	16.4%	18.2%	17.6%	16.8%	28.3%	23.8%
Native American	1.5%	1.4%	1.4%	1.2%	1.1%	1.3%	0.3%	0.7%
Pacific Islander	0.5%	0.7%	0.6%	0.6%	0.6%	0.6%	0.5%	0.5%
White	66.5%	66.0%	64.5%	63.2%	63.0%	64.6%	53.1%	62.0%
Unknown/Other	1.3%	1.7%	2.2%	2.0%	2.8%	2.0%	2.1%	3.1%

Table 5: GCCCD Workforce by Ethnicity 2017-2018, 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	6.7%	10.1%	8.5%	8.9%	11.4%	4.6%
Black/African-American	5.3%	4.6%	7.8%	5.0%	4.3%	5.2%
Hispanic/Latino	15.7%	14.9%	14.0%	15.1%	28.3%	23.8%
Native American	1.9%	0.6%	1.6%	1.1%	0.3%	0.7%
Pacific Islander	0.4%	0.4%	0.8%	0.4%	0.5%	0.5%
White	67.2%	66.9%	64.3%	66.8%	53.1%	62.0%
Unknown/Other	2.8%	2.6%	3.1%	2.7%	2.1%	3.1%
N	683	1,271	129	2,083	1,332,175	

Table 6: GCCCD Workforce by Ethnicity 2017-2018, 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	5.6%	9.1%	6.9%	7.2%	9.2%	4.6%
Black/African-American	16.7%	18.2%	0.0%	10.1%	3.8%	5.2%
Hispanic/Latino	16.7%	18.2%	6.9%	13.0%	15.6%	23.8%
Native American	5.6%	0.0%	0.0%	1.4%	0.4%	0.7%
Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.4%	0.5%
White	55.6%	50.0%	82.8%	65.2%	68.7%	62.0%
Unknown/Other	0.0%	4.5%	3.4%	2.9%	1.9%	3.1%
N	18	22	29	69	191,525	

Table 7: GCCCD Workforce by Ethnicity 2017-2018, 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	16.7%	0.0%	10.5%	8.1%	15.4%	4.6%
Black/African-American	33.3%	8.3%	21.1%	18.9%	3.2%	5.2%
Hispanic/Latino	16.7%	25.0%	5.3%	13.5%	13.4%	23.8%
Native American	0.0%	0.0%	5.3%	2.7%	0.3%	0.7%
Pacific Islander	0.0%	8.3%	0.0%	2.7%	0.2%	0.5%
White	33.3%	58.3%	57.9%	54.1%	65.3%	62.0%
Unknown/Other	0.0%	0.0%	0.0%	0.0%	2.1%	3.1%
N	6	12	19	37	290,285	

Table 8: GCCCD Workforce by Ethnicity 2017-2018, 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%	3.5%	19.4%	5.6%	9.9%	4.6%
Black/African-American	4.3%	4.7%	3.2%	4.3%	5.0%	5.2%
Hispanic/Latino	28.3%	20.0%	16.1%	21.6%	27.1%	23.8%
Native American	6.5%	0.0%	0.0%	1.9%	0.3%	0.7%
Pacific Islander	0.0%	1.2%	3.2%	1.2%	0.6%	0.5%
White	54.3%	68.2%	58.1%	62.3%	54.4%	62.0%
Unknown/Other	6.5%	2.4%	0.0%	2.5%	2.7%	3.1%
N	46	85	31	162	362,325	

Table 9: GCCCD Workforce by Ethnicity 2017-2018, 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	7.3%	18.1%	0.0%	11.7%	22.2%	4.6%
Black/African-American	0.0%	2.4%	8.3%	2.5%	5.1%	5.2%
Hispanic/Latino	16.4%	12.0%	16.7%	14.2%	16.9%	23.8%
Native American	1.8%	0.0%	4.2%	1.2%	0.2%	0.7%
Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.7%	0.5%
White	69.1%	62.7%	62.5%	64.8%	52.0%	62.0%
Unknown/Other	5.5%	4.8%	8.3%	5.6%	2.9%	3.1%
N	55	83	24	162	41,190	

Table 10: GCCCD Workforce by Ethnicity 2017-2018, 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 2017-2018, 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	22.7%	14.3%	4.8%	14.1%	10.5%	4.6%
Black/African-American	9.1%	14.3%	14.3%	12.7%	4.6%	5.2%
Hispanic/Latino	27.3%	35.7%	23.8%	29.6%	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	40.9%	35.7%	57.1%	43.7%	34.4%	62.0%
Unknown/Other	0.0%	0.0%	0.0%	0.0%	1.7%	3.1%
N	22	28	21	71	336,720	

Table 12: GCCCD Workforce by Ethnicity 2017-2018, 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	6.9%	10.0%	9.2%	15.4%	13.8%	4.6%
Black/African-American	2.3%	5.0%	4.2%	3.2%	1.0%	5.2%
Hispanic/Latino	16.1%	16.4%	16.3%	13.4%	9.1%	23.8%
Native American	1.1%	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	72.4%	65.3%	67.3%	65.3%	73.6%	62.0%
Unknown/Other	1.1%	2.3%	2.0%	2.1%	1.8%	3.1%
N	87	219	306	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 2017-2018, 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	6.5%	9.9%	8.7%	15.4%	13.8%	4.6%
Black/African-American	5.6%	4.0%	4.6%	3.2%	1.0%	5.2%
Hispanic/Latino	13.5%	13.4%	13.4%	13.4%	9.1%	23.8%
Native American	1.6%	0.7%	1.0%	0.3%	0.5%	0.7%
Pacific Islander	0.4%	0.2%	0.3%	0.2%	0.3%	0.5%
White	69.7%	69.1%	69.3%	65.3%	73.6%	62.0%
Unknown/Other	2.7%	2.6%	2.6%	2.1%	1.8%	3.1%
N	445	816	1,261	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 2017-2018
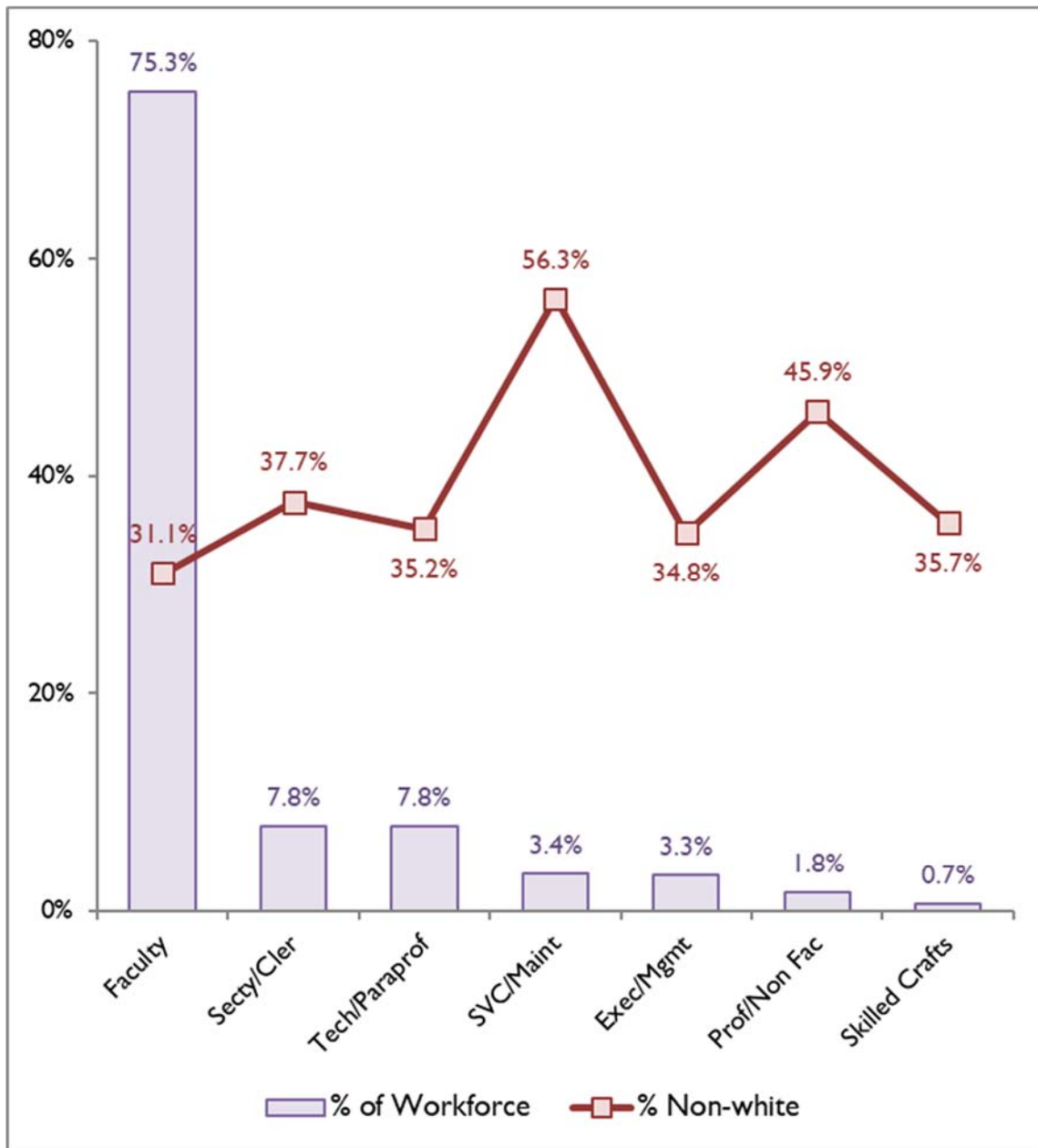
Table 14: Five-Year GCCCD Workforce by Ethnicity, Cuyamaca College Full-Time Faculty

Cuyamaca College Ethnicity Data Comparison, 2013-2018							
Totals for Full-Time Faculty							
Race/Ethnicity	2013-2014 (n = 78)	2014-2015 (n = 82)	2015-2016 (n = 86)	2016-2017 (n = 86)	2017-2018 (n = 87)	Five-Year Average	SD County Faculty Only	GCCCD Boundary
Asian	3.8%	6.1%	7.0%	7.0%	6.9%	6.2%	13.8%	4.6%
Black/African-American	2.6%	2.4%	1.2%	2.3%	2.3%	2.1%	1.0%	5.2%
Hispanic/Latino	12.8%	14.6%	16.3%	17.4%	16.1%	15.5%	9.1%	23.8%
Native American	1.3%	1.2%	1.2%	1.2%	1.1%	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	79.5%	75.6%	73.3%	70.9%	72.4%	74.2%	73.6%	62.0%
Unknown/Other	0.0%	0.0%	1.2%	1.2%	1.1%	0.7%	1.8%	3.1%

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

Grossmont College Ethnicity Data Comparison, 2013-2018							
Totals for Full-Time Faculty							
Race/Ethnicity	2013-2014 (n = 197)	2014-2015 (n = 200)	2015-2016 (n = 201)	2016-2017 (n = 217)	2017-2018 (n = 219)	Five-Year Average	SD County Faculty Only	GCCCD Boundary
Asian	9.1%	9.5%	9.5%	9.7%	10.0%	9.6%	13.8%	4.6%
Black/African-American	3.6%	3.5%	3.5%	5.1%	5.0%	4.2%	1.0%	5.2%
Hispanic/Latino	15.2%	14.5%	13.9%	16.6%	16.4%	15.4%	9.1%	23.8%
Native American	1.0%	1.0%	1.0%	0.5%	0.5%	0.8%	0.5%	0.7%
Pacific Islander	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.3%	0.5%
White	70.1%	69.5%	69.7%	65.4%	65.3%	67.9%	73.6%	62.0%
Unknown/Other	0.5%	1.5%	2.0%	2.3%	2.3%	1.7%	1.8%	3.1%

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

	| Cuyamaca College Ethnicity Data Comparison, 2013-2018							
	Totals for Part-Time Faculty							
Race/Ethnicity	**2013-2014 (n = 394)**	**2014-2015 (n = 400)**	**2015-2016 (n = 427)**	**2016-2017 (n = 376)**	**2017-2018 (n = 445)**	**Five-Year Average**	**SD County Faculty Only**	**GCCCD Boundary**
Asian	5.8%	6.3%	7.5%	8.0%	6.5%	6.8%	**13.8%**	**4.6%**
Black/African-American	3.8%	4.3%	5.9%	5.9%	5.6%	5.1%	**1.0%**	**5.2%**
Hispanic/Latino	12.4%	14.3%	12.6%	13.0%	13.5%	13.2%	**9.1%**	**23.8%**
Native American	0.8%	0.5%	0.9%	1.3%	1.6%	1.0%	**0.5%**	**0.7%**
Pacific Islander	0.0%	0.0%	0.2%	0.0%	0.4%	0.1%	**0.3%**	**0.5%**
White	74.1%	71.3%	70.0%	68.6%	69.7%	70.7%	**73.6%**	**62.0%**
Unknown/Other	3.0%	3.5%	2.8%	3.2%	2.7%	3.0%	**1.8%**	**3.1%**

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

	| Grossmont College Ethnicity Data Comparison, 2013-2018							
	Totals for Part-Time Faculty							
Race/Ethnicity	**2013-2014 (n = 679)**	**2014-2015 (n = 744)**	**2015-2016 (n = 743)**	**2016-2017 (n = 633)**	**2017-2018 (n = 816)**	**Five-Year Average**	**SD County Faculty Only**	**GCCCD Boundary**
Asian	9.3%	9.7%	8.9%	9.6%	9.9%	9.5%	**13.8%**	**4.6%**
Black/African-American	2.7%	3.6%	3.9%	4.7%	4.0%	3.8%	**1.0%**	**5.2%**
Hispanic/Latino	11.6%	13.3%	13.6%	13.0%	13.4%	13.0%	**9.1%**	**23.8%**
Native American	0.6%	0.4%	0.5%	0.5%	0.7%	0.6%	**0.5%**	**0.7%**
Pacific Islander	0.3%	0.4%	0.4%	0.2%	0.2%	0.3%	**0.3%**	**0.5%**
White	72.8%	69.8%	70.4%	69.8%	69.1%	70.3%	**73.6%**	**62.0%**
Unknown/Other	2.8%	2.8%	2.3%	2.2%	2.6%	2.5%	**1.8%**	**3.1%**

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

	GCCCD Gender Data Comparison, 2013-2018							
	Totals for All Job Classifications							
Gender	**2013-2014 (n = 1,823)**	**2014-2015 (n = 1,910)**	**2015-2016 (n = 1,971)**	**2016-2017 (n = 1,791)**	**2017-2018 (n = 2,083)**	**Five-Year Average**	**SD County Occupations**	**GCCCD Boundary**
Female	55.1%	55.6%	56.1%	56.1%	56.4%	55.9%	46.1%	50.9%
Male	44.9%	44.4%	43.9%	43.9%	43.6%	44.1%	53.9%	49.1%

Table 19: GCCCD Workforce by Gender 2017-2018, 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 (18+)**
Female	54.8%	57.7%	51.2%	56.4%	46.1%	50.9%
Male	45.2%	42.3%	48.8%	43.6%	53.9%	49.1%
N	683	1,271	129	2,083	1,332,175	