

# Equal Employment Opportunity Data

2017-2022

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GROSSMONT-CUYAMACA  
COMMUNITY COLLEGE DISTRICT

*Office of Research, Planning, and Institutional Effectiveness  
February 22, 2023*

## 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.

From 2017-18 to 2021-22, there is a higher percentage of female applicants than expected based on the population percentage in the District and the County. 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. Similarly, the percentage of White applicants is below the availability for both the District, and the County. Starting in 2018-19 applicants had the option to select Middle Eastern and multiple ethnicities.

**Table I: GCCCD Five-Year Applicant Analysis**

GCCCD Applicant Pools, 2017-2022 Totals for All Job Classifications								
	2017-2018 (n = 9,778)	2018-2019 (n = 5,701)	2019-2020 (n = 7,037)	2020-2021 (n = 4,882)	2021-2022 (n = 1,313)	Five-Year Average	SD County	GCCCD Boundary
<b>Female</b>	58.7%	51.7%	55.8%	54.1%	56.3%	55.6%	<b>49.9%</b>	<b>51.2%</b>
<b>Male</b>	36.7%	42.7%	39.1%	40.6%	39.5%	39.4%	<b>50.1%</b>	<b>48.8%</b>
<b>Unknown</b>	4.7%	5.6%	5.1%	5.3%	4.2%	5.0%	<b>0.0%</b>	<b>0.0%</b>
<b>Asian</b>	8.3%	9.4%	9.2%	9.7%	10.7%	9.1%	<b>11.1%</b>	<b>5.6%</b>
<b>Black/African-American</b>	9.7%	9.2%	8.8%	8.9%	8.4%	9.2%	<b>4.8%</b>	<b>5.8%</b>
<b>Hispanic/Latino</b>	21.1%	23.3%	18.2%	16.2%	24.8%	20.3%	<b>31.5%</b>	<b>26.5%</b>
<b>Middle Eastern</b>	NA	1.1%	7.7%	6.5%	7.7%	3.5%	<b>Unknown</b>	<b>Unknown</b>
<b>Native American</b>	1.3%	1.3%	0.9%	0.9%	0.8%	1.1%	<b>0.5%</b>	<b>0.5%</b>
<b>Pacific Islander</b>	0.8%	0.7%	0.7%	0.6%	0.7%	0.7%	<b>0.5%</b>	<b>0.5%</b>
<b>White</b>	46.3%	44.4%	40.7%	43.7%	34.1%	43.6%	<b>48.7%</b>	<b>57.7%</b>
<b>Two or More Races</b>	NA	0.3%	3.0%	2.9%	4.6%	1.5%	<b>2.8%</b>	<b>3.2%</b>
<b>Unknown</b>	12.3%	10.4%	10.8%	10.6%	8.2%	11.0%	<b>0.2%</b>	<b>0.2%</b>

Data sources: GCCCD applicant data is from completed job applications in PeopleAdmin and Workday (Fiscal year 2017-2018 through 2021-2022); GCCCD Boundary and San Diego County ethnicity and gender data is from SANDAG (2021 estimates based on the 2010 Census); 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 2017-2022. The five-year average of Black hires is higher than that for the District and County population, whereas Latino applicants are underrepresented among those hired when compared to District and County demographics. The percentage of Asian hires is higher than that for the District population, but lower than that for the San Diego County population. Over the five-year period, the percentage of White hires is lower than expected based on District and County demographics. Starting in 2018-19 applicants had the option to select Middle Eastern and multiple ethnicities.

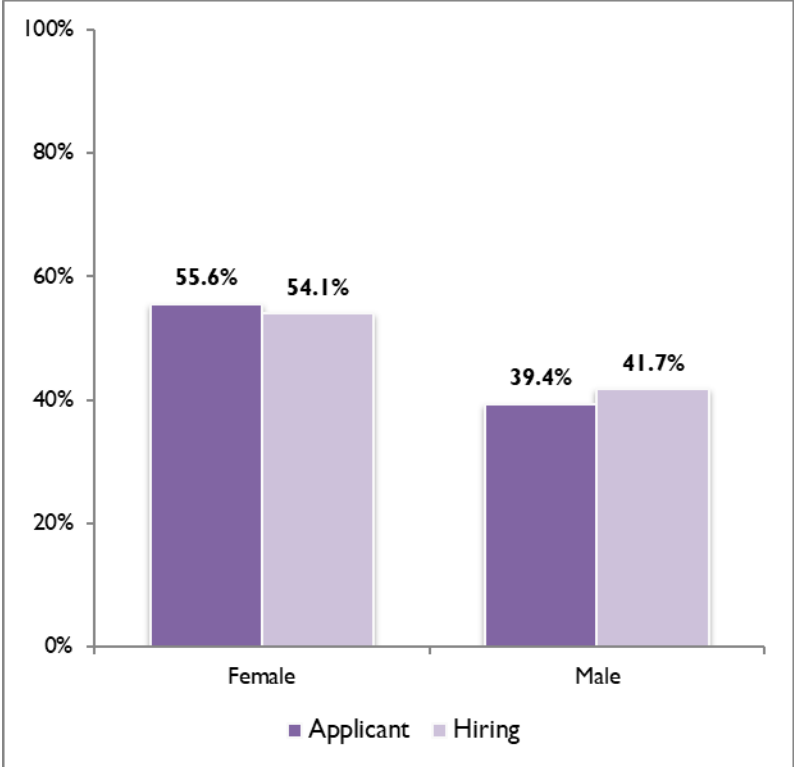
**Table 2: GCCCD Five-Year Hiring Analysis**

<b>GCCCD Hiring Pools, 2017-2022</b>								
<b>Totals for All Job Classifications</b>								
	<b>2017-2018</b> <b>(n = 375)</b>	<b>2018-2019</b> <b>(n = 233)</b>	<b>2019-2020</b> <b>(n = 158)</b>	<b>2020-2021</b> <b>(n = 117)</b>	<b>2021-2022</b> <b>(n = 233)</b>	<b>Five-Year</b> <b>Average</b>	<b>SD</b> <b>County</b>	<b>GCCCD</b> <b>Boundary</b>
<b>Female</b>	60.0%	50.3%	48.1%	54.7%	53.2%	54.1%	<b>49.9%</b>	<b>51.2%</b>
<b>Male</b>	37.3%	45.7%	45.6%	40.2%	41.6%	41.7%	<b>50.1%</b>	<b>48.8%</b>
<b>Unknown</b>	2.7%	4.0%	6.3%	5.1%	5.2%	4.2%	<b>0.0%</b>	<b>0.0%</b>
<b>Asian</b>	10.1%	10.3%	6.3%	7.7%	9.9%	9.4%	<b>11.1%</b>	<b>5.6%</b>
<b>Black/African-American</b>	4.5%	6.0%	7.6%	8.5%	7.3%	6.2%	<b>4.8%</b>	<b>5.8%</b>
<b>Hispanic/Latino</b>	24.3%	18.2%	20.9%	20.5%	22.3%	21.5%	<b>31.5%</b>	<b>26.5%</b>
<b>Middle Eastern</b>	NA	1.0%	4.4%	9.4%	5.2%	2.8%	<b>Unknown</b>	<b>Unknown</b>
<b>Native American</b>	1.3%	1.7%	0.6%	0.0%	1.7%	1.3%	<b>0.5%</b>	<b>0.5%</b>
<b>Pacific Islander</b>	0.8%	0.7%	1.9%	2.6%	1.7%	1.3%	<b>0.5%</b>	<b>0.5%</b>
<b>White</b>	49.1%	51.0%	42.4%	41.9%	39.1%	46.0%	<b>48.7%</b>	<b>57.7%</b>
<b>Two or More Races</b>	NA	0.0%	5.1%	0.0%	3.9%	1.4%	<b>2.8%</b>	<b>3.2%</b>
<b>Unknown</b>	9.9%	11.3%	10.8%	9.4%	9.0%	10.1%	<b>0.2%</b>	<b>0.2%</b>

Data sources: GCCCD hiree data is from PeopleAdmin and Workday (Fiscal year 2017-2018 through 2021-2022); GCCCD Boundary and San Diego County ethnicity and gender data is from SANDAG (2021 estimates based on the 2010 Census); 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. Female candidates were slightly underrepresented in the hiring pools, while male candidates were underrepresented in the applicant pools

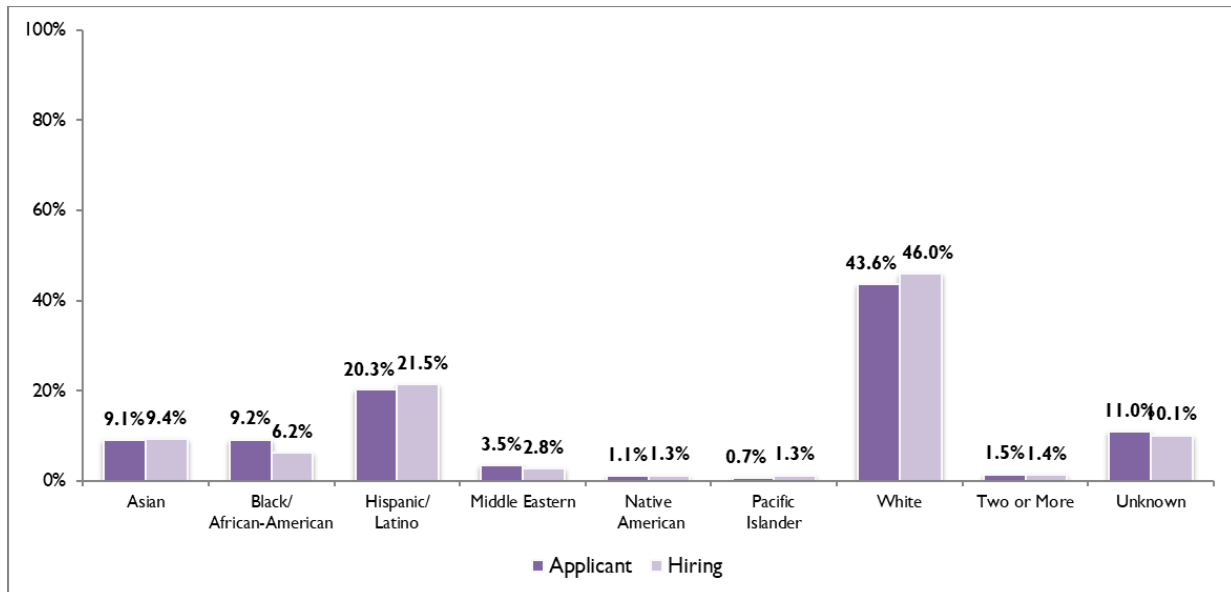
**Figure I: Comparison of Applicants and Hires by Gender, Five-Year Average 2017-2022**



Data source: GCCCD applicant and hiree data is from PeopleAdmin and Workday (Fiscal year 2017-2018 through 2021-2022).

Figure 2 shows the ethnic composition of applicants compared to those hired averaged over a five-year period. Asian candidates are comparably represented among the applicant and hiring pools. White candidates continued to be overrepresented among those hired compared to the percentage of applicants from 2017-2022. The percentage of Latino hires is slightly higher relative the percentage of Latino applicants, while the percentage of black hires are underrepresented compared to applicants during the same time period.

**Figure 2: Comparison of Applicants and Hires by Ethnicity, Five-Year Average 2017-2022**



Data source: GCCCD applicant and hiree data is from PeopleAdmin and Workday (Fiscal year 2017-2018 through 2021-2022).

## WORKFORCE ANALYSES

The tables below present the GCCCD workforce by race and ethnicity. GCCCD workforce data are derived from WorkDay (2017-2022). The GCCCD Boundary data was collected from SANDAG (2021 estimates, 18+), whereas the SD County Occupation data is from the U.S. Census Bureau, 2014-2018 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)**

<b>GCCCD Ethnicity Data Comparison, 2017-2022</b>								
<b>Totals for All Job Classifications</b>								
<b>Race/Ethnicity</b>	<b>2017-2018 (n = 2,083)</b>	<b>2018-2019 (n = 2,104)</b>	<b>2019-2020 (n = 2,191)</b>	<b>2020-2021 (n = 2,107)</b>	<b>2021-2022 (n = 2,046)</b>	<b>Five-Year Average</b>	<b>SD County Occupations</b>	<b>GCCCD Boundary</b>
<b>Asian</b>	8.9%	9.5%	9.3%	9.2%	8.8%	9.1%	<b>12.5%</b>	<b>5.6%</b>
<b>Black/African-American</b>	5.0%	4.8%	4.9%	4.9%	5.3%	5.0%	<b>4.2%</b>	<b>5.8%</b>
<b>Hispanic/Latino</b>	15.1%	17.1%	17.6%	17.5%	18.5%	17.1%	<b>32.0%</b>	<b>26.5%</b>
<b>Middle Eastern</b>	NA	0.1%	0.6%	1.1%	1.9%	0.8%	<b>Unknown</b>	<b>Unknown</b>
<b>Native American</b>	1.1%	1.2%	1.3%	1.2%	1.3%	1.2%	<b>0.3%</b>	<b>0.5%</b>
<b>Pacific Islander</b>	0.4%	0.6%	0.4%	0.7%	0.9%	0.6%	<b>0.5%</b>	<b>0.5%</b>
<b>White</b>	66.8%	63.4%	62.0%	61.4%	58.9%	62.5%	<b>47.7%</b>	<b>57.7%</b>
<b>Two or More Races</b>	0.2%	0.3%	0.7%	3.6%	1.2%	1.2%	<b>2.9%</b>	<b>3.2%</b>
<b>Unknown/Other</b>	2.5%	3.1%	3.3%	0.5%	3.2%	2.5%	<b>Unknown</b>	<b>0.2%</b>

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)**

<b>GCCCD Ethnicity Data Comparison, 2017-2022</b>								
<b>Totals for All Job Classifications (Full-Time Only)</b>								
<b>Race/Ethnicity</b>	<b>2017-2018 (n = 822)</b>	<b>2018-2019 (n = 868)</b>	<b>2019-2020 (n = 863)</b>	<b>2020-2021 (n = 809)</b>	<b>2021-2022 (n = 778)</b>	<b>Five-Year Average</b>	<b>SD County Occupations</b>	<b>GCCCD Boundary</b>
<b>Asian</b>	9.1%	10.0%	9.4%	9.3%	8.6%	9.3%	<b>12.5%</b>	<b>5.6%</b>
<b>Black/African-American</b>	5.7%	6.0%	6.1%	5.4%	5.5%	5.8%	<b>4.2%</b>	<b>5.8%</b>
<b>Hispanic/Latino</b>	17.6%	19.5%	21.1%	21.0%	21.7%	20.2%	<b>32.0%</b>	<b>26.5%</b>
<b>Middle Eastern</b>	NA	0.2%	0.5%	0.9%	1.2%	0.5%	<b>Unknown</b>	<b>Unknown</b>
<b>Native American</b>	1.1%	1.3%	1.5%	1.5%	1.4%	1.4%	<b>0.3%</b>	<b>0.5%</b>
<b>Pacific Islander</b>	0.6%	0.7%	0.2%	0.7%	0.9%	0.6%	<b>0.5%</b>	<b>0.5%</b>
<b>White</b>	63.0%	59.6%	57.7%	57.5%	56.6%	58.9%	<b>47.7%</b>	<b>57.7%</b>
<b>Two or More Races</b>	0.5%	0.7%	0.8%	3.1%	1.2%	1.2%	<b>2.9%</b>	<b>3.2%</b>
<b>Unknown/Other</b>	2.3%	2.1%	2.7%	0.6%	3.0%	2.1%	<b>Unknown</b>	<b>0.2%</b>

Table 5: GCCCD Workforce by Ethnicity 2021-2022, All Occupations

<b>GCCCD Ethnicity Data Comparison</b>						
<b>Totals for All Job Classifications</b>						
<b>Race/Ethnicity</b>	<b>Cuyamaca College</b>	<b>Grossmont College</b>	<b>District Services</b>	<b>GCCCD Total</b>	<b>SD County Occupations</b>	<b>GCCCD Boundary</b>
<b>Asian</b>	6.7%	9.9%	8.3%	8.8%	<b>12.5%</b>	<b>5.6%</b>
<b>Black/African-American</b>	5.7%	5.3%	3.7%	5.3%	<b>4.2%</b>	<b>5.8%</b>
<b>Hispanic/Latino</b>	19.8%	17.6%	22.0%	18.5%	<b>32.0%</b>	<b>26.5%</b>
<b>Middle Eastern</b>	2.8%	1.4%	0.9%	1.9%	<b>Unknown</b>	<b>Unknown</b>
<b>Native American</b>	1.8%	0.9%	2.8%	1.3%	<b>0.3%</b>	<b>0.5%</b>
<b>Pacific Islander</b>	0.7%	0.9%	0.9%	0.9%	<b>0.5%</b>	<b>0.5%</b>
<b>White</b>	57.1%	60.1%	56.0%	58.9%	<b>47.7%</b>	<b>57.7%</b>
<b>Two or More Races</b>	1.8%	0.9%	1.8%	1.2%	<b>2.9%</b>	<b>3.2%</b>
<b>Unknown/Other</b>	3.4%	3.1%	3.7%	3.2%	<b>Unknown</b>	<b>0.2%</b>
<b>N</b>	<b>667</b>	<b>1,270</b>	<b>109</b>	<b>2,046</b>	<b>1,525,795</b>	<b>364,360</b>



**Table 6: GCCCD Workforce by Ethnicity 2021-2022, Executive/Administrative/Managerial Occupations**

<b>GCCCD Ethnicity Data Comparison</b>						
<b>Executive/Administrative/Managerial</b>						
<b>Race/Ethnicity</b>	<b>Cuyamaca College</b>	<b>Grossmont College</b>	<b>District Services</b>	<b>GCCCD Total</b>	<b>SD County Occupations</b>	<b>GCCCD Boundary (18+)</b>
<b>Asian</b>	5.0%	0.0%	3.7%	2.8%	<b>10.5%</b>	<b>5.6%</b>
<b>Black/African-American</b>	10.0%	32.0%	3.7%	15.3%	<b>4.1%</b>	<b>5.8%</b>
<b>Hispanic/Latino</b>	50.0%	24.0%	7.4%	25.0%	<b>19.1%</b>	<b>26.5%</b>
<b>Middle Eastern</b>	0.0%	0.0%	0.0%	0.0%	<b>Unknown</b>	<b>Unknown</b>
<b>Native American</b>	5.0%	0.0%	0.0%	1.4%	<b>0.3%</b>	<b>0.5%</b>
<b>Pacific Islander</b>	0.0%	0.0%	0.0%	0.0%	<b>0.3%</b>	<b>0.5%</b>
<b>White</b>	30.0%	44.0%	77.8%	52.8%	<b>62.6%</b>	<b>57.7%</b>
<b>Two or More Races</b>	0.0%	0.0%	0.0%	0.0%	<b>3.1%</b>	<b>3.2%</b>
<b>Unknown/Other</b>	0.0%	0.0%	7.4%	2.8%	<b>Unknown</b>	<b>0.2%</b>
<b>N</b>	<b>20</b>	<b>25</b>	<b>27</b>	<b>72</b>	<b>235,655</b>	<b>364,360</b>

Table 7: GCCCD Workforce by Ethnicity 2021-2022, Professional Non-Faculty Occupations

<b>GCCCD Ethnicity Data Comparison</b>						
<b>Professional Non-Faculty</b>						
<b>Race/Ethnicity</b>	<b>Cuyamaca College</b>	<b>Grossmont College</b>	<b>District Services</b>	<b>GCCCD Total</b>	<b>SD County Occupations</b>	<b>GCCCD Boundary (18+)</b>
<b>Asian</b>	8.3%	6.3%	5.6%	6.5%	<b>18.7%</b>	<b>5.6%</b>
<b>Black/African-American</b>	16.7%	6.3%	5.6%	8.7%	<b>3.4%</b>	<b>5.8%</b>
<b>Hispanic/Latino</b>	41.7%	18.8%	22.2%	26.1%	<b>15.5%</b>	<b>26.5%</b>
<b>Middle Eastern</b>	8.3%	0.0%	5.6%	4.3%	<b>Unknown</b>	<b>Unknown</b>
<b>Native American</b>	0.0%	0.0%	11.1%	4.3%	<b>0.2%</b>	<b>0.5%</b>
<b>Pacific Islander</b>	0.0%	6.3%	0.0%	2.2%	<b>0.4%</b>	<b>0.5%</b>
<b>White</b>	25.0%	50.0%	44.4%	41.3%	<b>58.7%</b>	<b>57.7%</b>
<b>Two or More Races</b>	0.0%	6.3%	5.6%	4.3%	<b>3.2%</b>	<b>3.2%</b>
<b>Unknown/Other</b>	0.0%	6.3%	0.0%	2.2%	<b>Unknown</b>	<b>0.2%</b>
<b>N</b>	<b>12</b>	<b>16</b>	<b>18</b>	<b>46</b>	<b>356,920</b>	<b>364,360</b>

Table 8: GCCCD Workforce by Ethnicity 2021-2022, Secretarial/Clerical Occupations

<b>GCCCD Ethnicity Data Comparison</b>						
<b>Secretarial/Clerical</b>						
<b>Race/Ethnicity</b>	<b>Cuyamaca College</b>	<b>Grossmont College</b>	<b>District Services</b>	<b>GCCCD Total</b>	<b>SD County Occupations</b>	<b>GCCCD Boundary (18+)</b>
<b>Asian</b>	2.4%	4.0%	19.0%	5.8%	<b>9.9%</b>	<b>5.6%</b>
<b>Black/African-American</b>	7.3%	6.7%	0.0%	5.8%	<b>4.9%</b>	<b>5.8%</b>
<b>Hispanic/Latino</b>	24.4%	20.0%	19.0%	21.2%	<b>32.9%</b>	<b>26.5%</b>
<b>Middle Eastern</b>	4.9%	4.0%	0.0%	3.6%	<b>Unknown</b>	<b>Unknown</b>
<b>Native American</b>	4.9%	0.0%	0.0%	1.5%	<b>0.3%</b>	<b>0.5%</b>
<b>Pacific Islander</b>	0.0%	1.3%	0.0%	0.7%	<b>0.6%</b>	<b>0.5%</b>
<b>White</b>	48.8%	62.7%	57.1%	57.7%	<b>48.3%</b>	<b>57.7%</b>
<b>Two or More Races</b>	0.0%	0.0%	0.0%	0.0%	<b>3.0%</b>	<b>3.2%</b>
<b>Unknown/Other</b>	7.3%	1.3%	4.8%	3.6%	<b>Unknown</b>	<b>0.2%</b>
<b>N</b>	<b>41</b>	<b>75</b>	<b>21</b>	<b>137</b>	<b>348,045</b>	<b>364,360</b>

**Table 9: GCCCD Workforce by Ethnicity 2021-2022, Technical & Paraprofessional Occupations**

<b>GCCCD Ethnicity Data Comparison</b>						
<b>Technical &amp; Paraprofessional</b>						
<b>Race/Ethnicity</b>	<b>Cuyamaca College</b>	<b>Grossmont College</b>	<b>District Services</b>	<b>GCCCD Total</b>	<b>SD County Occupations</b>	<b>GCCCD Boundary (18+)</b>
<b>Asian</b>	0.0%	16.5%	12.0%	10.7%	<b>18.7%</b>	<b>5.6%</b>
<b>Black/African-American</b>	2.0%	2.4%	8.0%	3.1%	<b>4.5%</b>	<b>5.8%</b>
<b>Hispanic/Latino</b>	22.4%	17.6%	24.0%	20.1%	<b>36.2%</b>	<b>26.5%</b>
<b>Middle Eastern</b>	2.0%	0.0%	0.0%	0.6%	<b>Unknown</b>	<b>Unknown</b>
<b>Native American</b>	2.0%	0.0%	4.0%	1.3%	<b>0.3%</b>	<b>0.5%</b>
<b>Pacific Islander</b>	2.0%	2.4%	0.0%	1.9%	<b>0.6%</b>	<b>0.5%</b>
<b>White</b>	63.3%	55.3%	48.0%	56.6%	<b>36.8%</b>	<b>57.7%</b>
<b>Two or More Races</b>	4.1%	1.2%	4.0%	2.5%	<b>2.9%</b>	<b>3.2%</b>
<b>Unknown/Other</b>	2.0%	4.7%	0.0%	3.1%	<b>Unknown</b>	<b>0.2%</b>
<b>N</b>	<b>49</b>	<b>85</b>	<b>25</b>	<b>159</b>	<b>102,885</b>	<b>364,360</b>

Table 10: GCCCD Workforce by Ethnicity 2021-2022, Skilled Craft Occupations

<b>GCCCD Ethnicity Data Comparison</b>						
<b>Skilled Craft</b>						
<b>Race/Ethnicity</b>	<b>Cuyamaca College</b>	<b>Grossmont College</b>	<b>District Services</b>	<b>GCCCD Total</b>	<b>SD County Occupations</b>	<b>GCCCD Boundary (18+)</b>
<b>Asian</b>	20.0%	16.7%	0.0%	14.3%	<b>7.9%</b>	<b>5.6%</b>
<b>Black/African-American</b>	0.0%	0.0%	0.0%	0.0%	<b>2.9%</b>	<b>5.8%</b>
<b>Hispanic/Latino</b>	40.0%	0.0%	33.3%	21.4%	<b>45.5%</b>	<b>26.5%</b>
<b>Middle Eastern</b>	0.0%	0.0%	0.0%	0.0%	<b>Unknown</b>	<b>Unknown</b>
<b>Native American</b>	0.0%	0.0%	0.0%	0.0%	<b>0.5%</b>	<b>0.5%</b>
<b>Pacific Islander</b>	0.0%	0.0%	0.0%	0.0%	<b>0.3%</b>	<b>0.5%</b>
<b>White</b>	40.0%	83.3%	66.7%	64.3%	<b>41.6%</b>	<b>57.7%</b>
<b>Two or More Races</b>	0.0%	0.0%	0.0%	0.0%	<b>1.5%</b>	<b>3.2%</b>
<b>Unknown/Other</b>	0.0%	0.0%	0.0%	0.0%	<b>Unknown</b>	<b>0.2%</b>
<b>N</b>	<b>5</b>	<b>6</b>	<b>3</b>	<b>14</b>	<b>104,805</b>	<b>364,360</b>

Table 11: GCCCD Workforce by Ethnicity 2021-2022, Service and Maintenance Occupations

<b>GCCCD Ethnicity Data Comparison</b>						
<b>Service and Maintenance</b>						
<b>Race/Ethnicity</b>	<b>Cuyamaca College</b>	<b>Grossmont College</b>	<b>District Services</b>	<b>GCCCD Total</b>	<b>SD County Occupations</b>	<b>GCCCD Boundary (18+)</b>
<b>Asian</b>	13.3%	13.8%	0.0%	10.2%	<b>9.8%</b>	<b>5.6%</b>
<b>Black/African-American</b>	13.3%	10.3%	0.0%	8.5%	<b>4.7%</b>	<b>5.8%</b>
<b>Hispanic/Latino</b>	33.3%	41.4%	46.7%	40.7%	<b>50.1%</b>	<b>26.5%</b>
<b>Middle Eastern</b>	0.0%	0.0%	0.0%	0.0%	<b>Unknown</b>	<b>Unknown</b>
<b>Native American</b>	0.0%	3.4%	0.0%	1.7%	<b>0.3%</b>	<b>0.5%</b>
<b>Pacific Islander</b>	0.0%	0.0%	6.7%	1.7%	<b>0.5%</b>	<b>0.5%</b>
<b>White</b>	33.3%	31.0%	40.0%	33.9%	<b>32.0%</b>	<b>57.7%</b>
<b>Two or More Races</b>	0.0%	0.0%	0.0%	0.0%	<b>2.7%</b>	<b>3.2%</b>
<b>Unknown/Other</b>	6.7%	0.0%	6.7%	3.4%	<b>Unknown</b>	<b>0.2%</b>
<b>N</b>	<b>15</b>	<b>29</b>	<b>15</b>	<b>59</b>	<b>377,485</b>	<b>364,360</b>

Table 12: GCCCD Workforce by Ethnicity 2021-2022, Professional Occupations (Full-Time Faculty)

<b>GCCCD Ethnicity Data Comparison</b>						
<b>Full-Time Faculty</b>						
<b>Race/Ethnicity</b>	<b>Cuyamaca College</b>	<b>Grossmont College</b>	<b>GCCCD Total</b>	<b>SD County Occupations</b>	<b>SD County Faculty Only</b>	<b>GCCCD Boundary (18+)</b>
<b>Asian</b>	4.9%	12.0%	10.0%	<b>18.7%</b>	<b>15.5%</b>	<b>5.6%</b>
<b>Black/African-American</b>	1.2%	4.3%	3.4%	<b>3.4%</b>	<b>2.3%</b>	<b>5.8%</b>
<b>Hispanic/Latino</b>	18.3%	17.2%	17.5%	<b>15.5%</b>	<b>15.4%</b>	<b>26.5%</b>
<b>Middle Eastern</b>	1.2%	0.0%	0.3%	<b>Unknown</b>	<b>Unknown</b>	<b>Unknown</b>
<b>Native American</b>	2.4%	0.5%	1.0%	<b>0.2%</b>	<b>0.3%</b>	<b>0.5%</b>
<b>Pacific Islander</b>	0.0%	0.5%	0.3%	<b>0.4%</b>	<b>0.0%</b>	<b>0.5%</b>
<b>White</b>	65.9%	62.7%	63.6%	<b>58.7%</b>	<b>63.3%</b>	<b>57.7%</b>
<b>Two or More Races</b>	2.4%	0.5%	1.0%	<b>3.2%</b>	<b>3.2%</b>	<b>3.2%</b>
<b>Unknown/Other</b>	3.7%	2.4%	2.7%	<b>Unknown</b>	<b>Unknown</b>	<b>0.2%</b>
<b>N</b>	<b>82</b>	<b>209</b>	<b>291</b>	<b>356,920</b>	<b>14,185</b>	<b>364,360</b>

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 2021-2022, Professional Occupations (Part-Time Faculty)

<b>GCCCD Ethnicity Data Comparison</b>						
<b>Part-Time Faculty</b>						
<b>Race/Ethnicity</b>	<b>Cuyamaca College</b>	<b>Grossmont College</b>	<b>GCCCD Total</b>	<b>SD County Occupations</b>	<b>SD County Faculty Only</b>	<b>GCCCD Boundary (18+)</b>
<b>Asian</b>	7.9%	9.5%	8.9%	18.7%	15.5%	5.6%
<b>Black/African-American</b>	6.1%	4.7%	5.2%	3.4%	2.3%	5.8%
<b>Hispanic/Latino</b>	16.7%	16.5%	16.6%	15.5%	15.4%	26.5%
<b>Middle Eastern</b>	3.2%	1.8%	2.3%	Unknown	Unknown	Unknown
<b>Native American</b>	1.4%	1.1%	1.2%	0.2%	0.3%	0.5%
<b>Pacific Islander</b>	0.9%	0.8%	0.9%	0.4%	0.0%	0.5%
<b>White</b>	58.7%	61.2%	60.3%	58.7%	63.3%	57.7%
<b>Two or More Races</b>	1.8%	1.0%	1.3%	3.2%	3.2%	3.2%
<b>Unknown/Other</b>	3.4%	3.4%	3.4%	Unknown	Unknown	0.2%
<b>N</b>	<b>443</b>	<b>825</b>	<b>1,268</b>	<b>356,920</b>	<b>14,185</b>	<b>364,360</b>

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 2021-2022**

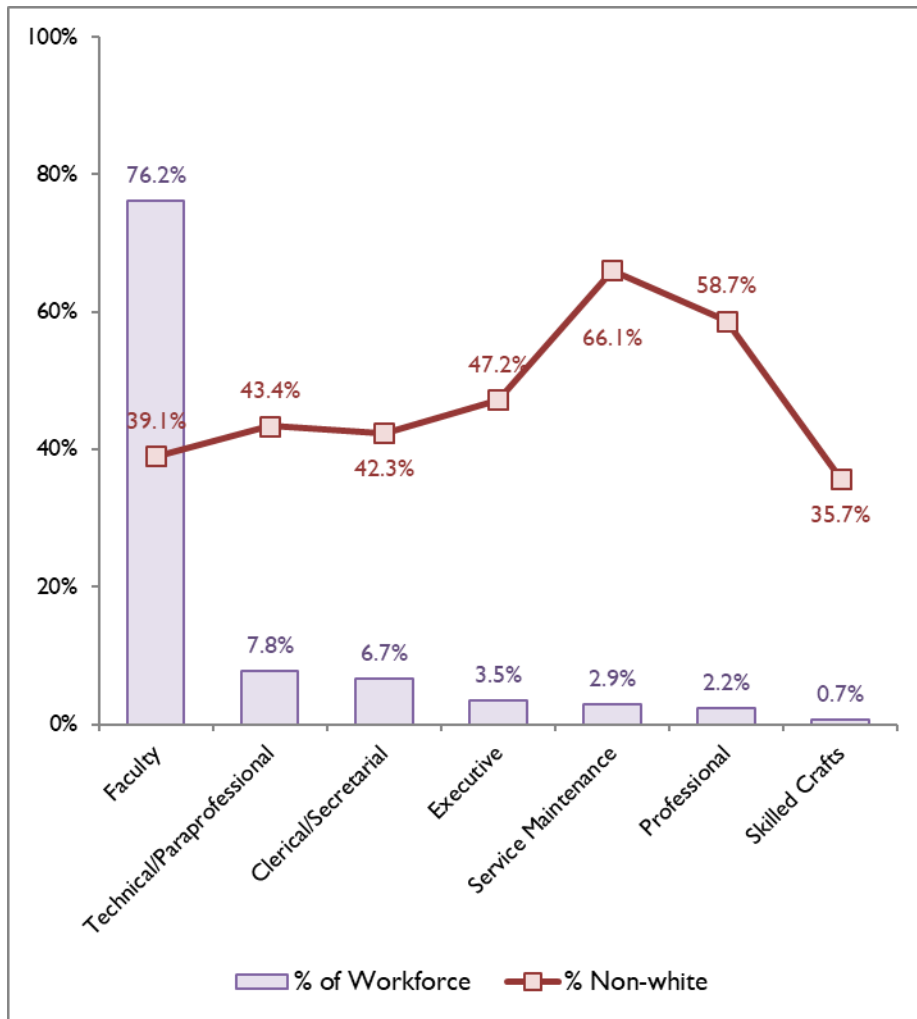


Table 14: Five-Year GCCCD Workforce by Ethnicity, Cuyamaca College Full-Time Faculty

Cuyamaca College Ethnicity Data Comparison, 2017-2022								
Totals for Full-Time Faculty								
Race/Ethnicity	2017-2018 (n = 87)	2018-2019 (n = 94)	2019-2020 (n = 92)	2020-2021 (n = 86)	2021-2022 (n = 82)	Five-Year Average	SD County Faculty Only	GCCCD Boundary
Asian	6.9%	7.4%	6.5%	4.7%	4.9%	6.1%	15.5%	5.6%
Black/African-American	2.3%	3.2%	3.3%	2.3%	1.2%	2.5%	2.3%	5.8%
Hispanic/Latino	16.1%	16.0%	17.4%	17.4%	18.3%	17.0%	15.4%	26.5%
Middle Eastern	NA	0.0%	0.0%	0.0%	1.2%	0.2%	Unknown	Unknown
Native American	1.1%	1.1%	2.2%	2.3%	2.4%	1.8%	0.3%	0.5%
Pacific Islander	0.0%	0.0%	0.0%	1.2%	0.0%	0.2%	0.0%	0.5%
White	72.4%	71.3%	66.3%	66.3%	65.9%	68.5%	63.3%	57.7%
Two or More Races	0.0%	0.0%	1.1%	5.8%	2.4%	1.8%	3.2%	3.2%
Unknown/Other	1.1%	1.1%	3.3%	0.0%	3.7%	1.8%	Unknown	0.2%

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

Grossmont College Ethnicity Data Comparison, 2017-2022								
Totals for Full-Time Faculty								
Race/Ethnicity	2017-2018 (n = 219)	2018-2019 (n = 231)	2019-2020 (n = 232)	2020-2021 (n = 218)	2021-2022 (n = 209)	Five-Year Average	SD County Faculty Only	GCCCD Boundary
Asian	10.0%	10.8%	11.2%	11.9%	12.0%	11.2%	15.5%	5.6%
Black/African-American	5.0%	5.2%	5.2%	4.6%	4.3%	4.9%	2.3%	5.8%
Hispanic/Latino	16.4%	16.9%	16.8%	17.4%	17.2%	17.0%	15.4%	26.5%
Middle Eastern	NA	0.0%	0.0%	0.0%	0.0%	0.0%	Unknown	Unknown
Native American	0.5%	0.9%	0.9%	0.5%	0.5%	0.6%	0.3%	0.5%
Pacific Islander	0.5%	0.4%	0.4%	0.5%	0.5%	0.5%	0.0%	0.5%
White	65.3%	63.6%	63.4%	62.8%	62.7%	63.6%	63.3%	57.7%
Two or More Races	0.0%	0.4%	0.4%	2.3%	0.5%	0.7%	3.2%	3.2%
Unknown/Other	2.3%	1.7%	1.7%	0.0%	2.4%	1.6%	Unknown	0.2%

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

Cuyamaca College Ethnicity Data Comparison, 2017-2022								
Totals for Part-Time Faculty								
Race/Ethnicity	2017-2018 (n = 445)	2018-2019 (n = 433)	2019-2020 (n = 472)	2020-2021 (n = 448)	2021-2022 (n = 443)	Five-Year Average	SD County Faculty Only	GCCCD Boundary
Asian	6.5%	7.9%	8.1%	7.8%	7.9%	7.6%	15.5%	5.6%
Black/African-American	5.6%	4.4%	4.9%	5.1%	6.1%	5.2%	2.3%	5.8%
Hispanic/Latino	13.5%	15.5%	14.2%	14.5%	16.7%	14.9%	15.4%	26.5%
Middle Eastern	NA	0.0%	1.3%	1.8%	3.2%	1.2%	Unknown	Unknown
Native American	1.6%	1.8%	1.5%	1.3%	1.4%	1.5%	0.3%	0.5%
Pacific Islander	0.4%	0.2%	0.4%	0.4%	0.9%	0.5%	0.0%	0.5%
White	69.7%	66.5%	65.3%	63.6%	58.7%	64.7%	63.3%	57.7%
Two or More Races	NA	0.0%	1.3%	4.7%	1.8%	1.6%	3.2%	3.2%
Unknown/Other	2.7%	3.7%	3.2%	0.7%	3.4%	2.7%	Unknown	0.2%

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

Grossmont College Ethnicity Data Comparison, 2017-2022								
Totals for Part-Time Faculty								
Race/Ethnicity	2017-2018 (n = 816)	2018-2019 (n = 803)	2019-2020 (n = 856)	2020-2021 (n = 850)	2021-2022 (n = 825)	Five-Year Average	SD County Faculty Only	GCCCD Boundary
Asian	9.9%	9.7%	9.8%	9.8%	9.5%	9.7%	15.5%	5.6%
Black/African-American	4.0%	3.6%	3.6%	4.2%	4.7%	4.0%	2.3%	5.8%
Hispanic/Latino	13.4%	15.3%	15.9%	15.6%	16.5%	15.3%	15.4%	26.5%
Middle Eastern	NA	0.1%	0.5%	1.1%	1.8%	0.7%	Unknown	Unknown
Native American	0.7%	0.9%	0.9%	0.9%	1.1%	0.9%	0.3%	0.5%
Pacific Islander	0.2%	0.6%	0.5%	0.7%	0.8%	0.6%	0.0%	0.5%
White	69.1%	65.8%	64.6%	64.0%	61.2%	64.9%	63.3%	57.7%
Two or More Races	NA	0.1%	0.2%	3.4%	1.0%	1.0%	3.2%	3.2%
Unknown/Other	2.6%	3.9%	4.0%	0.2%	3.4%	2.8%	Unknown	0.2%

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

<b>GCCCD Gender Data Comparison, 2017-2022</b>								
<b>Totals for All Job Classifications</b>								
<b>Gender</b>	<b>2017-2018 (n = 2,083)</b>	<b>2018-2019 (n = 2,104)</b>	<b>2019-2020 (n = 2,191)</b>	<b>2020-2021 (n = 2,107)</b>	<b>2021-2022 (n = 2,046)</b>	<b>Five-Year Average</b>	<b>SD County Occupations</b>	<b>GCCCD Boundary</b>
<b>Female</b>	56.4%	56.4%	55.6%	56.1%	55.9%	56.1%	<b>46.1%</b>	<b>51.2%</b>
<b>Male</b>	43.6%	43.6%	44.4%	43.9%	44.1%	43.9%	<b>53.9%</b>	<b>48.8%</b>

Table 19: GCCCD Workforce by Gender 2021-2022, All Occupations

<b>GCCCD Gender Data Comparison</b>						
<b>Totals for All Job Classifications</b>						
<b>Gender</b>	<b>Cuyamaca College</b>	<b>Grossmont College</b>	<b>District Services</b>	<b>GCCCD Total</b>	<b>SD County Occupations</b>	<b>GCCCD Boundary (18+)</b>
<b>Female</b>	52.5%	57.9%	53.2%	55.9%	<b>46.1%</b>	<b>51.2%</b>
<b>Male</b>	47.5%	42.1%	46.8%	44.1%	<b>53.9%</b>	<b>48.8%</b>
<b>N</b>	<b>667</b>	<b>1,270</b>	<b>109</b>	<b>2,046</b>	<b>1,525,785</b>	<b>364,360</b>