

# Equal Employment Opportunity Data

2010-2015

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GROSSMONT-CUYAMACA  
COMMUNITY COLLEGE DISTRICT

*Office of Research, Planning, and Institutional Effectiveness  
November 2, 2015*

## 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 slightly lower than the San Diego County Asian population. Latino applicants are underrepresented in terms of both the District and County availability, whereas the percentage of White applicants is below the availability for the District and the County.

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

GCCCD Applicant Pools, 2010-2015								
Totals for All Job Classifications								
	2010-2011 (n = 2,800)	2011-2012 (n = 2,866)	2012-2013 (n = 5,940)	2013-2014 (n = 7,031)	2014-2015 (n = 5,047)	Five-Year Average	GCCCD Boundary	SD County
Female	54.6%	54.7%	61.0%	59.3%	57.8%	58.3%	50.8%	50.0%
Male	40.2%	40.3%	33.9%	36.2%	37.2%	36.8%	49.2%	50.0%
Unknown	5.2%	5.0%	5.2%	4.5%	5.0%	4.9%	0.0%	0.0%
Over 40	37.5%	35.4%	33.3%	31.0%	32.9%	33.3%	46.5%	43.2%
Disabled	0.9%	0.4%	1.2%	1.0%	1.2%	1.0%	Unknown	2.2%
Asian	7.2%	8.6%	7.0%	7.7%	7.3%	7.5%	4.3%	11.0%
Black/African-American	10.4%	7.9%	9.1%	9.5%	9.4%	9.3%	5.4%	4.3%
Hispanic/Latino	18.8%	16.6%	19.7%	22.7%	20.9%	20.4%	27.0%	33.4%
Native American	1.8%	1.9%	1.5%	1.4%	0.9%	1.4%	0.7%	0.5%
Pacific Islander	0.7%	0.9%	1.0%	1.1%	0.8%	0.9%	0.5%	0.5%
White	48.2%	51.0%	49.4%	45.4%	48.9%	48.2%	58.1%	46.9%
Two or More	NA	NA	NA	NA	NA	NA	3.8%	3.2%
Unknown	12.9%	13.0%	12.3%	12.2%	11.9%	12.3%	0.2%	0.2%

Data sources: GCCCD applicant data is from completed job applications in PeopleAdmin (Fiscal year 2010-2011 through 2014-2015); GCCCD Boundary and San Diego County age, ethnicity, and gender data is from SANDAG (2014 estimates based on the 2010 Census); San Diego County disability data is from the American Community Survey 3-year estimates (2009-2011); 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 2010-2015. Applicants who are over 40 years of age are overrepresented among those hired as well. The percentage of Black hirees is higher than expected based on the District and County demographics, whereas Latino applicants are underrepresented among those hired when compared to the District and County demographics. The percentage of White hirees is slightly lower than expected based on District demographics, and higher than expected compared to the County demographics.

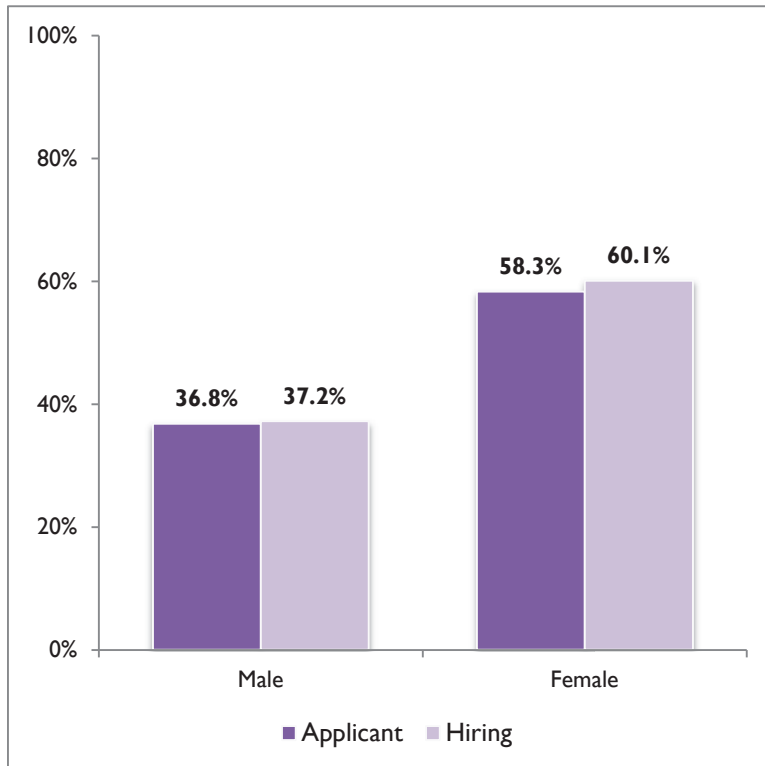
**Table 2: GCCCD Five-Year Hiring Analysis**

<b>GCCCD Hiring Pools, 2010-2015</b>								
<b>Totals for All Job Classifications</b>								
	<b>2010-2011</b> (n = 28)	<b>2011-2012</b> (n = 26)	<b>2012-2013</b> (n = 54)	<b>2013-2014</b> (n = 89)	<b>2014-2015</b> (n = 77)	<b>Five-Year Average</b>	<b>GCCCD Boundary</b>	<b>SD County</b>
<b>Female</b>	46.4%	65.4%	68.5%	65.2%	55.0%	60.1%	<b>50.8%</b>	<b>50.0%</b>
<b>Male</b>	50.0%	34.6%	29.6%	34.8%	39.7%	37.2%	<b>49.2%</b>	<b>50.0%</b>
<b>Unknown</b>	3.6%	0.0%	1.9%	0.0%	5.3%	2.7%	<b>0.0%</b>	<b>0.0%</b>
<b>Over 40</b>	50.0%	57.7%	44.4%	53.9%	43.5%	48.2%	<b>46.8%</b>	<b>44.0%</b>
<b>Disabled</b>	3.6%	0.0%	0.0%	1.1%	0.0%	0.6%	<b>Unknown</b>	<b>2.2%</b>
<b>Asian</b>	3.6%	15.4%	1.9%	5.6%	8.4%	6.7%	<b>4.3%</b>	<b>11.0%</b>
<b>Black/African-American</b>	21.4%	0.0%	9.3%	7.9%	3.1%	6.7%	<b>5.4%</b>	<b>4.3%</b>
<b>Hispanic/Latino</b>	14.3%	7.7%	25.9%	15.7%	18.3%	17.7%	<b>27.0%</b>	<b>33.4%</b>
<b>Native American</b>	3.6%	3.8%	1.9%	0.0%	0.0%	0.9%	<b>0.7%</b>	<b>0.5%</b>
<b>Pacific Islander</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	<b>0.5%</b>	<b>0.5%</b>
<b>White</b>	50.0%	65.4%	50.0%	69.7%	51.1%	57.0%	<b>58.1%</b>	<b>46.9%</b>
<b>Two or More</b>	NA	NA	NA	NA	NA	NA	<b>3.8%</b>	<b>3.2%</b>
<b>Unknown</b>	7.1%	7.7%	11.1%	1.1%	19.1%	11.0%	<b>0.2%</b>	<b>0.2%</b>

Data sources: GCCCD hiree data is from Insight (Fiscal year 2010-2011 through 2014-2015); GCCCD Boundary and San Diego County age, ethnicity, and gender data is from SANDAG (2014 estimates based on the 2010 Census); San Diego County disability data is from the American Community Survey 3-year estimates (2009-2011); Please note unknown genders and unknown ethnicities have been included in the percentages.

Figure I shows a gender comparison of applicants compared to those hired. Generally, male applicants were underrepresented slightly in the hiring pools, but not significantly.

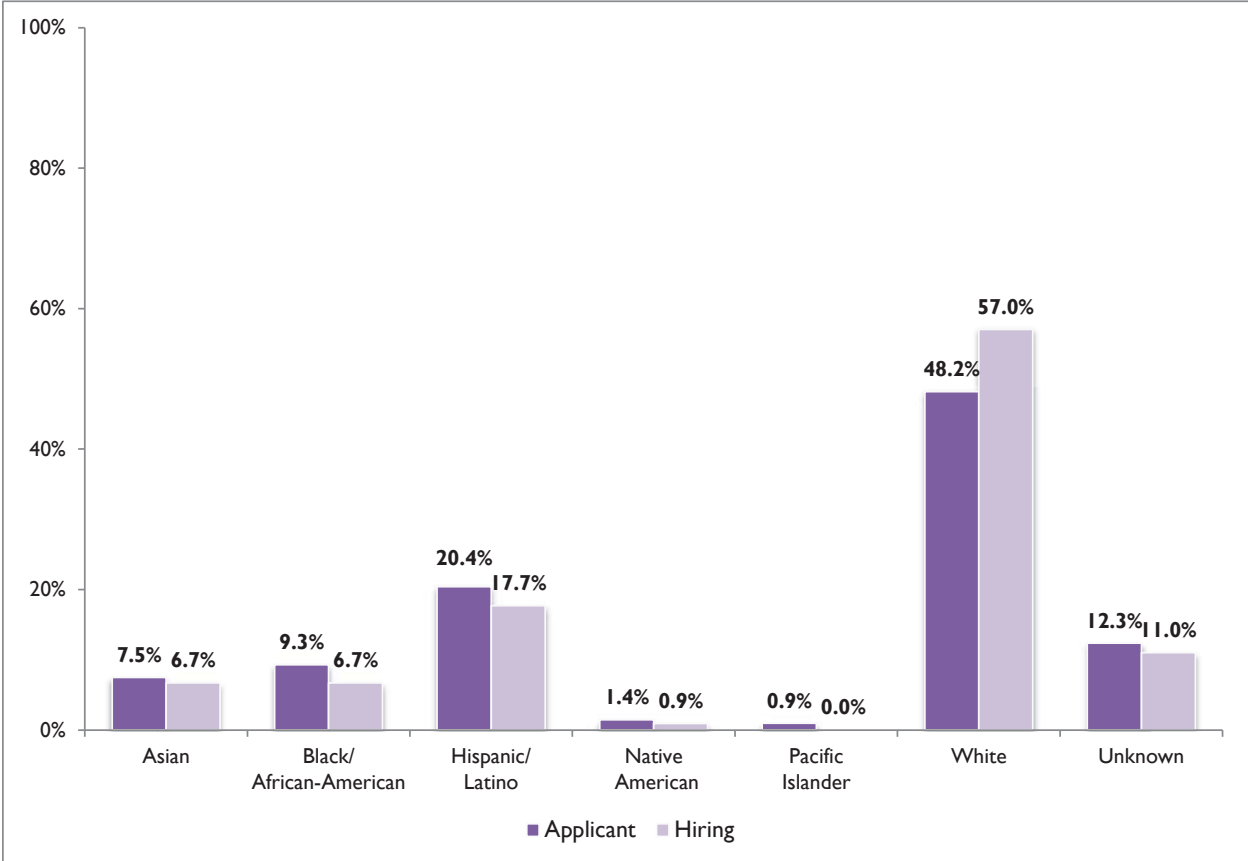
**Figure I: Comparison of Applicants and Hires by Gender, Five-Year Average 2010-2015**



Data sources: GCCCD applicant data is from completed job applications in PeopleAdmin (Fiscal year 2010-2011 through 2014-2015); GCCCD hiree data is from Insight (Fiscal year 2010-2011 through 2014-2015).

Figure 2 shows an ethnicity comparison of applicants compared to those hired averaged over a five-year period. White candidates have been consistently overrepresented among those hired compared to the percentage of white applicants from 2010-2015, 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 2010-2015**



Data sources: GCCCD applicant data is from completed job applications in PeopleAdmin (Fiscal year 2010-2011 through 2014-2015); GCCCD hiree data is from Insight (Fiscal year 2010-2011 through 2014-2015).

## WORKFORCE ANALYSES

The tables below present the GCCCD workforce by race and ethnicity. GCCCD workforce data are derived from PeopleAdmin (Fiscal year 2010-11 through 2014-15). 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)**

<b>GCCCD Ethnicity Data Comparison, 2010-2015</b>								
<b>Totals for All Job Classifications</b>								
<b>Race/Ethnicity</b>	<b>2010-2011 (n = 1,785)</b>	<b>2011-2012 (n = 1,711)</b>	<b>2012-2013 (n = 1,698)</b>	<b>2013-2014 (n = 1,823)</b>	<b>2014-2015 (n = 1,910)</b>	<b>Five-Year Average</b>	<b>SD County Occupations</b>	<b>GCCCD Boundary</b>
<b>Asian</b>	7.4%	8.2%	7.7%	8.1%	8.6%	7.6%	11.4%	4.6%
<b>Black/African-American</b>	4.2%	4.0%	4.1%	4.1%	4.7%	4.1%	4.3%	5.2%
<b>Hispanic/Latino</b>	13.5%	12.9%	13.3%	13.8%	14.4%	13.5%	28.3%	23.8%
<b>Native American</b>	1.2%	1.1%	1.1%	1.0%	0.8%	1.1%	0.3%	0.7%
<b>Pacific Islander</b>	0.3%	0.3%	0.3%	0.3%	0.4%	0.3%	0.5%	0.5%
<b>White</b>	72.2%	72.3%	71.5%	70.5%	68.6%	71.8%	53.1%	62.0%
<b>Unknown/Other</b>	1.2%	1.2%	2.1%	2.2%	2.5%	1.5%	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)

<b>GCCCD Ethnicity Data Comparison, 2010-2015</b>								
<b>Totals for All Job Classifications (Full-Time Only)</b>								
<b>Race/Ethnicity</b>	<b>2010-2011 (n = 757)</b>	<b>2011-2012 (n = 751)</b>	<b>2012-2013 (n = 707)</b>	<b>2013-2014 (n = 750)</b>	<b>2014-2015 (n = 768)</b>	<b>Five-Year Average</b>	<b>SD County Occupations</b>	<b>GCCCD Boundary</b>
<b>Asian</b>	8.2%	8.1%	8.2%	8.1%	8.7%	8.3%	11.4%	4.6%
<b>Black/African-American</b>	5.5%	5.5%	5.5%	5.6%	5.9%	5.6%	4.3%	5.2%
<b>Hispanic/Latino</b>	15.9%	15.6%	15.8%	16.4%	15.6%	15.9%	28.3%	23.8%
<b>Native American</b>	1.8%	1.6%	1.7%	1.5%	1.4%	1.6%	0.3%	0.7%
<b>Pacific Islander</b>	0.5%	0.5%	0.6%	0.5%	0.7%	0.6%	0.5%	0.5%
<b>White</b>	67.6%	68.2%	67.0%	66.5%	66.0%	67.1%	53.1%	62.0%
<b>Unknown/Other</b>	0.4%	0.5%	1.1%	1.3%	1.7%	1.0%	2.1%	3.1%

Table 5: GCCCD Workforce by Ethnicity 2014-2015, 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>	6.5%	9.8%	7.6%	8.6%	11.4%	4.6%
<b>Black/African-American</b>	4.7%	4.3%	7.6%	4.7%	4.3%	5.2%
<b>Hispanic/Latino</b>	15.2%	14.0%	14.3%	14.4%	28.3%	23.8%
<b>Native American</b>	1.3%	0.4%	2.9%	0.8%	0.3%	0.7%
<b>Pacific Islander</b>	0.2%	0.5%	1.0%	0.4%	0.5%	0.5%
<b>White</b>	69.5%	68.4%	64.8%	68.6%	53.1%	62.0%
<b>Unknown/Other</b>	2.7%	2.5%	1.9%	2.5%	2.1%	3.1%
<b>N</b>	<b>632</b>	<b>1,175</b>	<b>105</b>	<b>1,912</b>	<b>1,332,175</b>	

Table 6: GCCCD Workforce by Ethnicity 2014-2015, 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>
Asian	17.6%	7.1%	0.0%	8.1%	9.2%	4.6%
Black/African-American	17.6%	17.9%	0.0%	12.9%	3.8%	5.2%
Hispanic/Latino	0.0%	14.3%	5.9%	8.1%	15.6%	23.8%
Native American	0.0%	0.0%	0.0%	0.0%	0.4%	0.7%
Pacific Islander	0.0%	0.0%	5.9%	1.6%	0.4%	0.5%
White	64.7%	60.7%	82.4%	67.7%	68.7%	62.0%
Unknown/Other	0.0%	0.0%	5.9%	1.6%	1.9%	3.1%
<b>N</b>	<b>17</b>	<b>28</b>	<b>17</b>	<b>62</b>	<b>191,525</b>	

Table 7: GCCCD Workforce by Ethnicity 2014-2015, 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>
Asian	14.3%	0.0%	12.5%	9.1%	15.4%	4.6%
Black/African-American	28.6%	10.0%	18.8%	18.2%	3.2%	5.2%
Hispanic/Latino	14.3%	30.0%	6.3%	15.2%	13.4%	23.8%
Native American	0.0%	0.0%	0.0%	0.0%	0.3%	0.7%
Pacific Islander	0.0%	10.0%	0.0%	3.0%	0.2%	0.5%
White	42.9%	50.0%	62.5%	54.5%	65.3%	62.0%
Unknown/Other	0.0%	0.0%	0.0%	0.0%	2.1%	3.1%
<b>N</b>	<b>7</b>	<b>10</b>	<b>16</b>	<b>33</b>	<b>290,285</b>	



Table 8: GCCCD Workforce by Ethnicity 2014-2015, 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>	2.0%	8.4%	16.1%	7.9%	<b>9.9%</b>	<b>4.6%</b>
<b>Black/African-American</b>	2.0%	6.0%	0.0%	3.7%	<b>5.0%</b>	<b>5.2%</b>
<b>Hispanic/Latino</b>	30.0%	15.7%	19.4%	20.7%	<b>27.1%</b>	<b>23.8%</b>
<b>Native American</b>	6.0%	0.0%	3.2%	2.4%	<b>0.3%</b>	<b>0.7%</b>
<b>Pacific Islander</b>	0.0%	1.2%	0.0%	0.6%	<b>0.6%</b>	<b>0.5%</b>
<b>White</b>	56.0%	65.1%	61.3%	61.6%	<b>54.4%</b>	<b>62.0%</b>
<b>Unknown/Other</b>	4.0%	3.6%	0.0%	3.0%	<b>2.7%</b>	<b>3.1%</b>
<b>N</b>	<b>50</b>	<b>83</b>	<b>31</b>	<b>164</b>	<b>362,325</b>	

Table 9: GCCCD Workforce by Ethnicity 2014-2015, Technical &amp; 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>	4.1%	13.9%	0.0%	8.7%	<b>22.2%</b>	<b>4.6%</b>
<b>Black/African-American</b>	4.1%	2.8%	5.9%	3.6%	<b>5.1%</b>	<b>5.2%</b>
<b>Hispanic/Latino</b>	10.2%	11.1%	11.8%	10.9%	<b>16.9%</b>	<b>23.8%</b>
<b>Native American</b>	2.0%	0.0%	11.8%	2.2%	<b>0.2%</b>	<b>0.7%</b>
<b>Pacific Islander</b>	0.0%	0.0%	0.0%	0.0%	<b>0.7%</b>	<b>0.5%</b>
<b>White</b>	77.6%	69.4%	70.6%	72.5%	<b>52.0%</b>	<b>62.0%</b>
<b>Unknown/Other</b>	2.0%	2.8%	0.0%	2.2%	<b>2.9%</b>	<b>3.1%</b>
<b>N</b>	<b>49</b>	<b>72</b>	<b>17</b>	<b>138</b>	<b>41,190</b>	

Table 10: GCCCD Workforce by Ethnicity 2014-2015, 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>	0.0%	0.0%	0.0%	0.0%	<b>8.1%</b>	<b>4.6%</b>
<b>Black/African-American</b>	0.0%	0.0%	0.0%	0.0%	<b>3.9%</b>	<b>5.2%</b>
<b>Hispanic/Latino</b>	25.0%	0.0%	16.7%	12.5%	<b>38.2%</b>	<b>23.8%</b>
<b>Native American</b>	0.0%	0.0%	0.0%	0.0%	<b>0.4%</b>	<b>0.7%</b>
<b>Pacific Islander</b>	25.0%	0.0%	0.0%	6.3%	<b>0.6%</b>	<b>0.5%</b>
<b>White</b>	50.0%	100.0%	66.7%	75.0%	<b>47.1%</b>	<b>62.0%</b>
<b>Unknown/Other</b>	0.0%	0.0%	16.7%	6.3%	<b>1.7%</b>	<b>3.1%</b>
<b>N</b>	<b>4</b>	<b>6</b>	<b>6</b>	<b>16</b>	<b>110,130</b>	

Table 11: GCCCD Workforce by Ethnicity 2014-2015, 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>	17.4%	15.6%	5.6%	13.7%	<b>10.5%</b>	<b>4.6%</b>
<b>Black/African-American</b>	13.0%	12.5%	22.2%	15.1%	<b>4.6%</b>	<b>5.2%</b>
<b>Hispanic/Latino</b>	21.7%	28.1%	22.2%	24.7%	<b>47.9%</b>	<b>23.8%</b>
<b>Native American</b>	4.3%	0.0%	0.0%	1.4%	<b>0.3%</b>	<b>0.7%</b>
<b>Pacific Islander</b>	0.0%	0.0%	0.0%	0.0%	<b>0.6%</b>	<b>0.5%</b>
<b>White</b>	43.5%	43.8%	50.0%	45.2%	<b>34.4%</b>	<b>62.0%</b>
<b>Unknown/Other</b>	0.0%	0.0%	0.0%	0.0%	<b>1.7%</b>	<b>3.1%</b>
<b>N</b>	<b>23</b>	<b>32</b>	<b>18</b>	<b>73</b>	<b>336,720</b>	

Table 12: GCCCD Workforce by Ethnicity 2014-2015, 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	6.1%	9.5%	8.5%	15.4%	13.8%	4.6%
Black/African-American	2.4%	3.5%	3.2%	3.2%	1.0%	5.2%
Hispanic/Latino	14.6%	14.5%	14.5%	13.4%	9.1%	23.8%
Native American	1.2%	1.0%	1.1%	0.3%	0.5%	0.7%
Pacific Islander	0.0%	0.5%	0.4%	0.2%	0.3%	0.5%
White	75.6%	69.5%	71.3%	65.3%	73.6%	62.0%
Unknown/Other	0.0%	1.5%	1.1%	2.1%	1.8%	3.1%
<b>N</b>	<b>82</b>	<b>200</b>	<b>282</b>	<b>290,285</b>	<b>13,080</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 2014-2015, 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	6.3%	9.7%	8.5%	15.4%	13.8%	4.6%
Black/African-American	4.3%	3.6%	3.8%	3.2%	1.0%	5.2%
Hispanic/Latino	14.3%	13.3%	13.6%	13.4%	9.1%	23.8%
Native American	0.5%	0.4%	0.4%	0.3%	0.5%	0.7%
Pacific Islander	0.0%	0.4%	0.3%	0.2%	0.3%	0.5%
White	71.3%	69.8%	70.3%	65.3%	73.6%	62.0%
Unknown/Other	3.5%	2.8%	3.1%	2.1%	1.8%	3.1%
<b>N</b>	<b>400</b>	<b>744</b>	<b>1,144</b>	<b>290,285</b>	<b>13,080</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 2014-15**

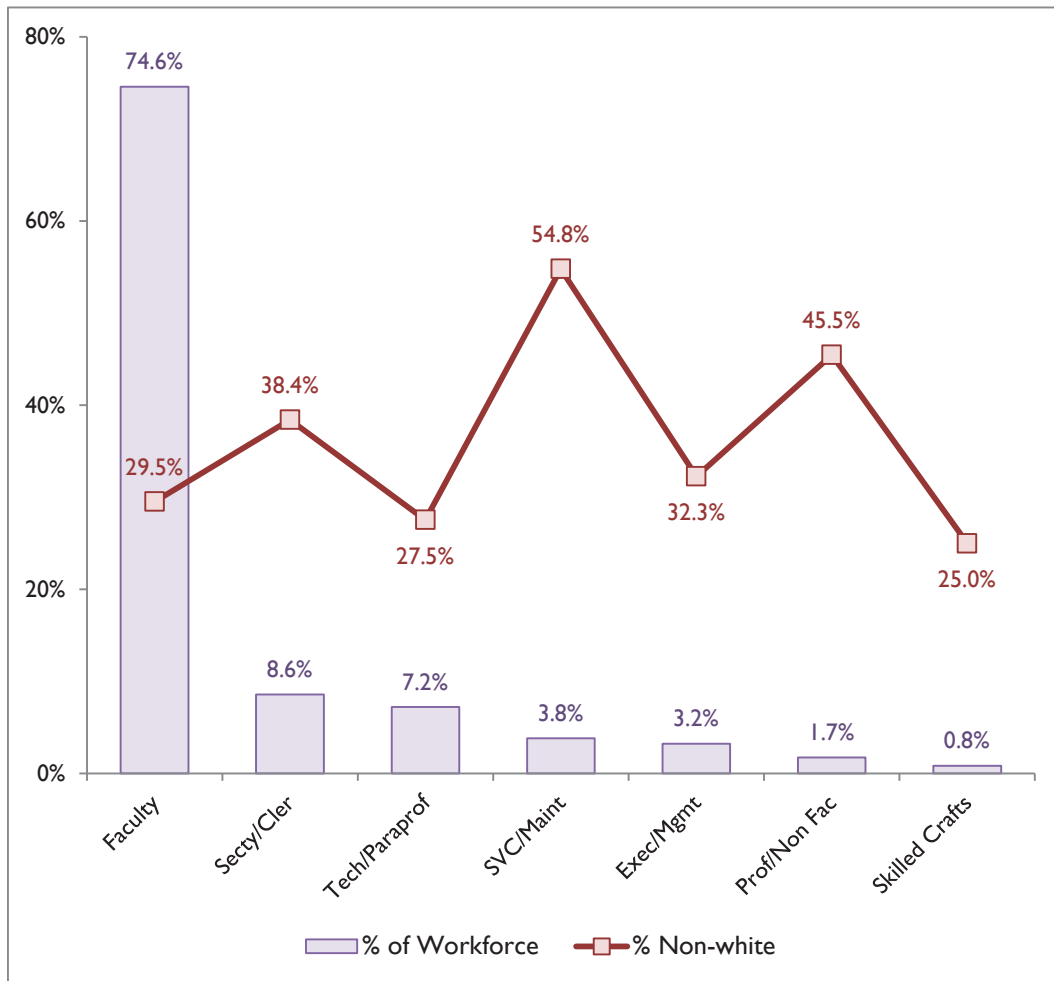


Table 14: Five-Year GCCCD Workforce by Ethnicity, Cuyamaca College Full-Time Faculty

<b>Cuyamaca College Ethnicity Data Comparison, 2010-2015</b>								
<b>Totals for Full-Time Faculty</b>								
<b>Race/Ethnicity</b>	<b>2010-2011 (n = 81)</b>	<b>2011-2012 (n = 80)</b>	<b>2012-2013 (n = 75)</b>	<b>2013-2014 (n = 78)</b>	<b>2014-2015 (n = 82)</b>	<b>Five-Year Average</b>	<b>SD County Faculty Only</b>	<b>GCCCD Boundary</b>
<b>Asian</b>	4.9%	3.8%	4.0%	3.8%	6.1%	4.5%	<b>13.8%</b>	<b>4.6%</b>
<b>Black/African-American</b>	1.2%	1.3%	2.7%	2.6%	2.4%	2.0%	<b>1.0%</b>	<b>5.2%</b>
<b>Hispanic/Latino</b>	11.1%	11.3%	10.7%	12.8%	14.6%	12.1%	<b>9.1%</b>	<b>23.8%</b>
<b>Native American</b>	1.2%	1.3%	1.3%	1.3%	1.2%	1.3%	<b>0.5%</b>	<b>0.7%</b>
<b>Pacific Islander</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	<b>0.3%</b>	<b>0.5%</b>
<b>White</b>	81.5%	82.5%	81.3%	79.5%	75.6%	80.1%	<b>73.6%</b>	<b>62.0%</b>
<b>Unknown/Other</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	<b>1.8%</b>	<b>3.1%</b>

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

<b>Grossmont College Ethnicity Data Comparison, 2010-2015</b>								
<b>Totals for Full-Time Faculty</b>								
<b>Race/Ethnicity</b>	<b>2010-2011 (n = 219)</b>	<b>2011-2012 (n = 215)</b>	<b>2012-2013 (n = 194)</b>	<b>2013-2014 (n = 197)</b>	<b>2014-2015 (n = 200)</b>	<b>Five-Year Average</b>	<b>SD County Faculty Only</b>	<b>GCCCD Boundary</b>
<b>Asian</b>	8.2%	8.2%	8.4%	9.3%	9.5%	8.9%	<b>13.8%</b>	<b>4.6%</b>
<b>Black/African-American</b>	4.1%	4.1%	4.2%	3.6%	3.5%	3.8%	<b>1.0%</b>	<b>5.2%</b>
<b>Hispanic/Latino</b>	14.5%	14.6%	14.9%	14.9%	14.5%	14.8%	<b>9.1%</b>	<b>23.8%</b>
<b>Native American</b>	0.5%	0.5%	0.5%	1.0%	1.0%	0.8%	<b>0.5%</b>	<b>0.7%</b>
<b>Pacific Islander</b>	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	<b>0.3%</b>	<b>0.5%</b>
<b>White</b>	72.3%	72.1%	71.6%	70.6%	69.5%	70.8%	<b>73.6%</b>	<b>62.0%</b>
<b>Unknown/Other</b>	0.0%	0.0%	0.0%	0.0%	1.5%	0.4%	<b>1.8%</b>	<b>3.1%</b>

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

<b>Cuyamaca College Ethnicity Data Comparison, 2010-2015</b>								
<b>Totals for Part-Time Faculty</b>								
<b>Race/Ethnicity</b>	<b>2010-2011 (n = 361)</b>	<b>2011-2012 (n = 336)</b>	<b>2012-2013 (n = 358)</b>	<b>2013-2014 (n = 394)</b>	<b>2014-2015 (n = 400)</b>	<b>Five-Year Average</b>	<b>SD County Faculty Only</b>	<b>GCCCD Boundary</b>
<b>Asian</b>	6.6%	8.0%	6.4%	5.8%	6.3%	6.6%	<b>13.8%</b>	<b>4.6%</b>
<b>Black/African-American</b>	3.9%	2.7%	3.1%	3.8%	4.3%	3.6%	<b>1.0%</b>	<b>5.2%</b>
<b>Hispanic/Latino</b>	11.4%	10.7%	11.7%	12.4%	14.3%	12.2%	<b>9.1%</b>	<b>23.8%</b>
<b>Native American</b>	0.6%	0.9%	0.8%	0.8%	0.5%	0.7%	<b>0.5%</b>	<b>0.7%</b>
<b>Pacific Islander</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	<b>0.3%</b>	<b>0.5%</b>
<b>White</b>	75.9%	75.9%	74.6%	74.1%	71.3%	74.3%	<b>73.6%</b>	<b>62.0%</b>
<b>Unknown/Other</b>	1.7%	1.8%	3.4%	3.0%	3.5%	2.7%	<b>1.8%</b>	<b>3.1%</b>

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

<b>Grossmont College Ethnicity Data Comparison, 2010-2015</b>								
<b>Totals for Part-Time Faculty</b>								
<b>Race/Ethnicity</b>	<b>2010-2011 (n = 667)</b>	<b>2011-2012 (n = 624)</b>	<b>2012-2013 (n = 633)</b>	<b>2013-2014 (n = 679)</b>	<b>2014-2015 (n = 744)</b>	<b>Five-Year Average</b>	<b>SD County Faculty Only</b>	<b>GCCCD Boundary</b>
<b>Asian</b>	6.4%	6.9%	8.3%	7.9%	9.7%	8.5%	<b>13.8%</b>	<b>4.6%</b>
<b>Black/African-American</b>	2.5%	2.8%	2.9%	3.2%	3.6%	3.0%	<b>1.0%</b>	<b>5.2%</b>
<b>Hispanic/Latino</b>	13.0%	12.0%	10.9%	11.2%	13.3%	11.9%	<b>9.1%</b>	<b>23.8%</b>
<b>Native American</b>	1.4%	0.9%	0.6%	0.5%	0.4%	0.6%	<b>0.5%</b>	<b>0.7%</b>
<b>Pacific Islander</b>	0.1%	0.1%	0.2%	0.2%	0.4%	0.2%	<b>0.3%</b>	<b>0.5%</b>
<b>White</b>	75.5%	75.4%	75.3%	74.7%	69.8%	73.5%	<b>73.6%</b>	<b>62.0%</b>
<b>Unknown/Other</b>	1.1%	1.8%	1.8%	2.4%	2.8%	2.3%	<b>1.8%</b>	<b>3.1%</b>

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

<b>GCCCD Gender Data Comparison, 2010-2015</b>								
Totals for All Job Classifications								
Gender	2010-2011 (n = 1,785)	2011-2012 (n = 1,711)	2012-2013 (n = 1,698)	2013-2014 (n = 1,823)	2014-2015 (n = 1,910)	Five-Year Average	SD County Occupations	GCCCD Boundary
Female	55.5%	54.6%	56.1%	55.1%	55.6%	55.2%	46.1%	50.9%
Male	44.5%	45.4%	43.9%	44.9%	44.4%	44.8%	53.9%	49.1%

Table 19: GCCCD Workforce by Gender 2014-2015, All Occupations

<b>GCCCD Gender Data Comparison</b>						
Totals for All Job Classifications						
Gender	Cuyamaca College	Grossmont College	District Services	GCCCD Total	SD County Occupations	GCCCD Boundary
Female	54.7%	56.3%	53.3%	55.6%	46.1%	50.9%
Male	45.3%	43.7%	46.7%	44.4%	53.9%	49.1%
<b>N</b>	<b>632</b>	<b>1,175</b>	<b>105</b>	<b>1,912</b>	<b>1,332,175</b>	