

**EMPLOYEE DEMOGRAPHICS: 4CD**

The percentage of each employee group compared to that group's representation in the adult population within the community served and among student population

<1.0-0.9 midly disproportionate

<0.9-0.8 moderately disproportionate

<0.8 highly disproportionate

Fall 2014 Population Employee Groups	Number in Employee Population	Number in County Population 18-64 Yrs Old	% Distribution of Employee Population	% Distribution of County Population	Difference Between Population Groups	Proportionality Index	Number in Student Population	% Distribution of Employee Population	% Distribution of Student Population	Difference Between Population Groups	Proportionality Index
<b>Classified (Monthly)</b>											
Total	480	673,922	100%	100%			35,393	100%	100%		
African American	73	61,523	15%	9%	6%	1.666	3,937	15%	11%	4%	1.367
Asian/Pacific Is.	73	115,586	15%	17%	-2%	0.887	5,507	15%	16%	0%	0.977
Hispanic	84	168,022	18%	25%	-7%	0.702	10,490	18%	30%	-12%	0.590
White	224	306,776	47%	46%	1%	1.025	10,827	47%	31%	16%	1.526
Other	26	22,015	5%	3%	2%	1.658	4,632	5%	13%	-8%	0.414
<b>Classified (Hourly)</b>											
Total	395	673,922	100%	100%			35,393	100%	100%		
African American	65	61,523	16%	9%	7%	1.803	3,937	16%	11%	5%	1.479
Asian/Pacific Is.	60	115,586	15%	17%	-2%	0.886	5,507	15%	16%	0%	0.976
Hispanic	94	168,022	24%	25%	-1%	0.954	10,490	24%	30%	-6%	0.803
White	155	306,776	39%	46%	-6%	0.862	10,827	39%	31%	9%	1.283
Other	21	22,015	5%	3%	2%	1.627	4,632	5%	13%	-8%	0.406
<b>Full-Time Faculty</b>											
Total	446	673,922	100%	100%			35,393	100%	100%		
African American	40	61,523	9%	9%	0%	0.982	3,937	9%	11%	-2%	0.806
Asian/Pacific Is.	36	115,586	8%	17%	-9%	0.471	5,507	8%	16%	-7%	0.519
Hispanic	53	168,022	12%	25%	-13%	0.477	10,490	12%	30%	-18%	0.401
White	264	306,776	59%	46%	14%	1.300	10,827	59%	31%	29%	1.935
Other	53	22,015	12%	3%	9%	3.638	4,632	12%	13%	-1%	0.908
<b>Part-Time Faculty</b>											
Total	1,187	673,922	100%	100%			35,393	100%	100%		
African American	112	61,523	9%	9%	0%	1.034	3,937	9%	11%	-2%	0.848
Asian/Pacific Is.	137	115,586	12%	17%	-6%	0.673	5,507	12%	16%	-4%	0.742
Hispanic	82	168,022	7%	25%	-18%	0.277	10,490	7%	30%	-23%	0.233
White	733	306,776	62%	46%	16%	1.357	10,827	62%	31%	31%	2.019
Other	123	22,015	10%	3%	7%	3.172	4,632	10%	13%	-3%	0.792
<b>Managers/Sups/Conf</b>											
Total	110	673,922	100%	100%			35,393	100%	100%		
African American	17	61,523	15%	9%	6%	1.693	3,937	15%	11%	4%	1.389
Asian/Pacific Is.	17	115,586	15%	17%	-2%	0.901	5,507	15%	16%	0%	0.993
Hispanic	12	168,022	11%	25%	-14%	0.438	10,490	11%	30%	-19%	0.368
White	54	306,776	49%	46%	4%	1.078	10,827	49%	31%	19%	1.605
Other	10	22,015	9%	3%	6%	2.783	4,632	9%	13%	-4%	0.695
<b>Students</b>											
Total	854	673,922	100%	100%			35,393	100%	100%		
African American	129	61,523	15%	9%	6%	1.655	3,937	15%	11%	4%	1.358
Asian/Pacific Is.	208	115,586	24%	17%	7%	1.420	5,507	24%	16%	9%	1.565
Hispanic	225	168,022	26%	25%	1%	1.057	10,490	26%	30%	-3%	0.889
White	183	306,776	21%	46%	-24%	0.471	10,827	21%	31%	-9%	0.700
Other	109	22,015	13%	3%	9%	3.907	4,632	13%	13%	0%	0.975

Applicants by Race/Ethnicity - 2012/13 through 2014/15 (by percentage)

Location	EEO Job Category	Year	American Indian or Alaska Native	Asian	Black or African American	Hispanic	Multi-Race	Native Hawaiian or Other Pacific Islander	White	Undeclared	Total
4CD	Clerical/Secretarial	2012-13	0%	12%	19%	20%	5%	1%	35%	7%	100%
		2013-14	1%	14%	21%	21%	4%	1%	33%	6%	100%
		2014-15	0%	14%	19%	23%	5%	1%	31%	8%	100%
	Executive/Administrative/Managerial	2012-13	0%	11%	17%	13%	2%	1%	46%	10%	100%
		2013-14	1%	11%	20%	12%	3%	1%	43%	10%	100%
		2014-15	0%	11%	21%	9%	4%	0%	45%	9%	100%
	Faculty & Other Instructional Staff	2013-14	0%	12%	8%	11%	3%	0%	55%	11%	100%
		2014-15	0%	15%	7%	9%	3%	0%	53%	12%	100%
	Professional (Non-Faculty)	2012-13	0%	33%	7%	11%	2%	0%	43%	4%	100%
		2013-14	0%	18%	16%	18%	4%	2%	34%	9%	100%
		2014-15	0%	17%	15%	15%	2%	1%	39%	10%	100%
	Service/Maintenance	2012-13	0%	10%	19%	26%	3%	4%	36%	3%	100%
		2013-14	0%	9%	27%	23%	1%	1%	32%	5%	100%
		2014-15	0%	13%	19%	30%	3%	1%	28%	6%	100%
	Technical/Paraprofessional	2012-13	0%	18%	23%	17%	3%	2%	30%	6%	100%
2013-14		0%	14%	19%	18%	4%	1%	35%	9%	100%	
2014-15		0%	17%	17%	18%	4%	1%	33%	11%	100%	
Contra Costa College	Clerical/Secretarial	2012-13	1%	9%	20%	23%	3%	2%	38%	5%	100%
		2013-14	1%	16%	20%	21%	3%	1%	31%	7%	100%
		2014-15	0%	15%	22%	25%	4%	1%	26%	7%	100%
	Executive/Administrative/Managerial	2012-13	0%	15%	16%	15%	4%	0%	40%	12%	100%
		2013-14	2%	8%	26%	13%	2%	1%	36%	13%	100%
		2014-15	1%	11%	27%	11%	5%	0%	37%	9%	100%
	Faculty & Other Instructional Staff	2013-14	0%	10%	10%	13%	2%	0%	52%	12%	100%
		2014-15	1%	8%	5%	8%	3%	1%	59%	15%	100%
	Service/Maintenance	2012-13	0%	0%	50%	50%	0%	0%	0%	0%	100%
	Technical/Paraprofessional	2012-13	1%	14%	28%	19%	3%	2%	27%	7%	100%
		2013-14	0%	14%	19%	17%	5%	1%	33%	11%	100%
		2014-15	0%	13%	25%	22%	3%	0%	28%	9%	100%
Diablo Valley College	Clerical/Secretarial	2012-13	0%	13%	18%	20%	4%	2%	35%	8%	100%
		2013-14	1%	16%	22%	21%	3%	1%	30%	6%	100%
		2014-15	0%	14%	19%	21%	6%	1%	30%	7%	100%
	Executive/Administrative/Managerial	2012-13	1%	12%	15%	15%	1%	0%	48%	7%	100%
		2013-14	2%	12%	18%	13%	3%	1%	40%	12%	100%
		2014-15	0%	6%	28%	6%	0%	0%	59%	0%	100%
	Faculty & Other Instructional Staff	2013-14	0%	12%	8%	12%	3%	0%	55%	11%	100%
		2014-15	0%	18%	7%	7%	3%	0%	53%	12%	100%
	Professional (Non-Faculty)	2012-13	0%	50%	50%	0%	0%	0%	0%	0%	100%
		2014-15	0%	10%	21%	12%	4%	2%	38%	13%	100%
	Service/Maintenance	2012-13	0%	11%	16%	24%	3%	4%	39%	3%	100%
		2013-14	0%	5%	15%	31%	3%	3%	41%	3%	100%
		2014-15	0%	15%	21%	31%	3%	1%	24%	4%	100%
	Technical/Paraprofessional	2012-13	0%	21%	15%	21%	3%	1%	34%	5%	100%
		2013-14	0%	11%	24%	22%	4%	0%	30%	8%	100%
2014-15		0%	16%	8%	14%	6%	1%	39%	15%	100%	

**Applicants by Race/Ethnicity - 2012/13 through 2014/15 (by percentage)**

Location	EEO Job Category	Year	American Indian or Alaska Native	Asian	Black or African American	Hispanic	Multi-Race	Native Hawaiian or Other Pacific Islander	White	Undeclared	Total
San Ramon Campus	Clerical/Secretarial	2013-14	0%	15%	30%	15%	0%	0%	40%	0%	100%
		2014-15	0%	12%	11%	24%	4%	2%	40%	7%	100%
	Executive/Administrative/Managerial	2014-15	0%	11%	11%	22%	0%	0%	56%	0%	100%
	Faculty & Other Instructional Staff	2013-14	1%	4%	3%	7%	3%	1%	70%	12%	100%
		2014-15	0%	15%	11%	8%	1%	1%	53%	10%	100%
	Professional (Non-Faculty)	2012-13	0%	27%	9%	9%	9%	0%	27%	18%	100%
	Technical/Paraprofessional	2013-14	0%	15%	15%	20%	0%	5%	40%	5%	100%
		2014-15	0%	11%	22%	22%	0%	0%	22%	22%	100%
Los Medanos College	Clerical/Secretarial	2012-13	0%	10%	20%	23%	7%	1%	33%	7%	100%
		2013-14	2%	13%	25%	21%	4%	1%	29%	4%	100%
		2014-15	0%	11%	17%	23%	5%	1%	32%	10%	100%
	Executive/Administrative/Managerial	2012-13	0%	9%	20%	10%	3%	1%	46%	11%	100%
		2013-14	1%	8%	28%	17%	4%	0%	35%	7%	100%
		2014-15	2%	14%	22%	18%	5%	2%	25%	14%	100%
	Faculty & Other Instructional Staff	2013-14	0%	17%	7%	9%	3%	0%	54%	10%	100%
		2014-15	0%	14%	9%	11%	3%	0%	53%	10%	100%
	Professional (Non-Faculty)	2012-13	0%	26%	4%	11%	4%	0%	52%	4%	100%
		2013-14	0%	11%	21%	22%	4%	1%	30%	11%	100%
		2014-15	0%	15%	15%	20%	3%	2%	38%	7%	100%
	Service/Maintenance	2013-14	0%	50%	50%	0%	0%	0%	0%	0%	100%
		2014-15	0%	0%	6%	25%	0%	0%	56%	13%	100%
	Technical/Paraprofessional	2012-13	0%	0%	17%	13%	9%	0%	48%	13%	100%
		2013-14	0%	20%	5%	16%	2%	2%	50%	5%	100%
2014-15		0%	21%	17%	14%	4%	2%	37%	6%	100%	
Brentwood Campus	Clerical/Secretarial	2012-13	0%	0%	0%	0%	0%	0%	100%	0%	100%
		2013-14	0%	6%	13%	30%	4%	0%	37%	10%	100%
		2014-15	0%	7%	7%	27%	13%	0%	47%	0%	100%
	Faculty & Other Instructional Staff	2014-15	0%	28%	7%	10%	3%	0%	40%	12%	100%
	Professional (Non-Faculty)	2013-14	0%	43%	5%	14%	0%	0%	38%	0%	100%
		2014-15	0%	50%	0%	0%	0%	0%	25%	25%	100%
District Office	Clerical/Secretarial	2012-13	0%	14%	20%	11%	3%	3%	45%	5%	100%
		2013-14	0%	14%	14%	22%	2%	2%	40%	6%	100%
		2014-15	0%	10%	18%	23%	3%	3%	38%	8%	100%
	Executive/Administrative/Managerial	2012-13	0%	10%	26%	8%	2%	0%	45%	10%	100%
		2013-14	0%	14%	17%	9%	2%	1%	49%	7%	100%
		2014-15	0%	12%	16%	6%	2%	1%	53%	10%	100%
	Professional (Non-Faculty)	2012-13	0%	57%	0%	0%	0%	0%	43%	0%	100%
		2013-14	0%	19%	8%	8%	8%	4%	42%	12%	100%
		2014-15	0%	25%	13%	11%	0%	0%	41%	10%	100%
	Service/Maintenance	2013-14	0%	10%	31%	21%	1%	1%	29%	6%	100%
	Technical/Paraprofessional	2012-13	0%	40%	18%	7%	2%	4%	27%	2%	100%
		2013-14	0%	26%	6%	13%	3%	0%	42%	10%	100%
2014-15		0%	29%	0%	29%	0%	0%	29%	14%	100%	

Notes: Individual site totals do not equal districtwide totals as applicants are counted at each site they apply. The districtwide applicant total is unduplicated. Faculty information has only been collected for the past two academic years.

Applicants by Race/Ethnicity - 2012/13 through 2014/15 (by number)

Location	EEO Job Category	Year	American Indian or Alaska Native	Asian	Black or African American	Hispanic	Multi-Race	Native Hawaiian or Other Pacific Islander	White	Undeclared	Total
4CD	Clerical/Secretarial	2012-13	4	139	218	234	53	16	410	82	1156
		2013-14	9	161	234	234	40	10	367	72	1127
		2014-15	2	123	174	205	45	11	277	69	906
	Executive/Administrative/Managerial	2012-13	2	58	92	67	11	3	242	51	526
		2013-14	6	53	101	59	16	3	213	48	499
		2014-15	2	47	90	40	15	2	193	38	427
	Faculty & Other Instructional Staff	2013-14	6	227	150	216	53	7	1056	216	1931
		2014-15	6	346	164	203	60	11	1219	280	2289
	Professional (Non-Faculty)	2012-13	0	15	3	5	1	0	20	2	46
		2013-14	0	22	19	22	5	2	41	11	122
		2014-15	0	43	38	38	6	3	96	24	248
	Service/Maintenance	2012-13	0	8	15	21	2	3	29	2	80
		2013-14	0	13	37	32	2	2	44	7	137
		2014-15	0	14	21	33	3	1	31	6	109
	Technical/Paraprofessional	2012-13	2	73	92	69	13	7	123	25	404
2013-14		1	66	88	87	19	4	165	41	471	
2014-15		0	78	81	83	20	4	154	51	471	
Contra Costa College	Clerical/Secretarial	2012-13	1	15	36	40	5	3	67	9	176
		2013-14	4	53	67	73	9	3	106	25	340
		2014-15	1	44	67	75	13	3	77	20	300
	Executive/Administrative/Managerial	2012-13		15	16	15	4		41	12	103
		2013-14	2	10	33	17	3	1	46	16	128
		2014-15	1	18	46	19	8		64	15	171
	Faculty & Other Instructional Staff	2013-14	3	71	72	99	16	2	382	91	736
		2014-15	3	44	25	45	14	4	313	82	530
	Service/Maintenance	2012-13			3	3					6
	Technical/Paraprofessional	2012-13	2	31	63	43	7	4	61	15	226
		2013-14	1	37	48	43	13	2	85	28	257
		2014-15		27	52	46	6	1	60	20	212
Diablo Valley College	Clerical/Secretarial	2012-13	2	96	129	142	27	11	251	55	713
		2013-14	3	89	123	118	19	3	169	33	557
		2014-15	1	58	77	87	25	6	123	28	405
	Executive/Administrative/Managerial	2012-13	2	25	32	33	3	1	104	16	216
		2013-14	4	22	35	24	6	1	76	22	190
		2014-15		2	9	2			19		32
	Faculty & Other Instructional Staff	2013-14	0	96	62	95	26	4	448	88	819
		2014-15	1	211	84	87	31	4	620	140	1178
	Professional (Non-Faculty)	2012-13		1	1	0					2
		2014-15		5	11	6	2	1	20	7	52
	Service/Maintenance	2012-13		8	12	18	2	3	29	2	74
		2013-14		2	6	12	1	1	16	1	39
		2014-15		14	20	29	3	1	23	4	94
	Technical/Paraprofessional	2012-13		23	17	23	3	1	38	6	111
		2013-14		16	35	32	6		43	11	143
		2014-15		26	13	23	10	1	63	24	160

Applicants by Race/Ethnicity - 2012/13 through 2014/15 (by number)

Location	EEO Job Category	Year	American Indian or Alaska Native	Asian	Black or African American	Hispanic	Multi-Race	Native Hawaiian or Other Pacific Islander	White	Undeclared	Total	
San Ramon Campus	Clerical/Secretarial	2013-14		3	6	3			8		20	
		2014-15		10	9	20	3	2	33	6	83	
	Executive/Administrative/Managerial	2014-15		1	1	2			5		9	
	Faculty & Other Instructional Staff	2013-14	2	7	5	13	6	1	128	22	184	
		2014-15	0	21	16	11	2	2	75	14	141	
	Professional (Non-Faculty)	2012-13		3	1	1	1		3	2	11	
	Technical/Paraprofessional	2013-14		3	3	4			1	8	1	20
2014-15			1	2	2				2	2	9	
Los Medanos College	Clerical/Secretarial	2012-13	1	31	63	72	22	3	104	22	318	
		2013-14	5	37	72	61	12	3	83	12	285	
		2014-15		27	42	56	12	3	78	24	242	
	Executive/Administrative/Managerial	2012-13		20	43	21	6	2	101	25	218	
		2013-14	1	9	30	18	4		37	8	107	
		2014-15	1	9	14	12	3	1	16	9	65	
	Faculty & Other Instructional Staff	2013-14	1	91	40	47	16	1	288	54	538	
		2014-15	2	99	61	80	21	3	378	71	715	
	Professional (Non-Faculty)	2012-13		7	1	3	1		14	1	27	
		2013-14		8	16	17	3	1	23	8	76	
		2014-15		19	18	25	4	2	47	9	124	
	Service/Maintenance	2013-14		1	1	0						2
		2014-15				1	4			9	2	16
Technical/Paraprofessional	2012-13				4	3	2		11	3	23	
	2013-14			9	2	7	1	1	22	2	44	
	2014-15			21	17	14	4	2	37	6	101	
Brentwood Campus	Clerical/Secretarial	2012-13				0			1		1	
		2013-14		6	12	28	4		34	9	93	
		2014-15		1	1	4	2		7		15	
	Faculty & Other Instructional Staff	2014-15	0	37	9	14	4	0	54	16	134	
	Professional (Non-Faculty)	2013-14		9	1	3			8		21	
2014-15			2		0			1	1	4		
District Office	Clerical/Secretarial	2012-13		11	16	9	2	2	36	4	80	
		2013-14		18	18	28	3	2	51	7	127	
		2014-15		4	7	9	1	1	15	3	40	
	Executive/Administrative/Managerial	2012-13		6	16	5	1		28	6	62	
		2013-14		19	24	13	3	2	67	10	138	
		2014-15		22	28	11	4	1	94	18	178	
	Professional (Non-Faculty)	2012-13		4		0			3		7	
		2013-14		5	2	2	2	1	11	3	26	
		2014-15		18	9	8			29	7	71	
Service/Maintenance	2013-14		10	30	20	1	1	28	6	96		
Technical/Paraprofessional	2012-13		22	10	4	1	2	15	1	55		
	2013-14		8	2	4	1		13	3	31		
	2014-15		4			4			4	2	14	

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**Applicants by Gender - 2012/13 through 2014/15 (by percentage)**

Location	EEO Job Category	Year	Female	Male	Undeclared	Total
4CD	Clerical/Secretarial	2012-13	81%	16%	3%	100%
		2013-14	77%	20%	2%	100%
		2014-15	72%	26%	3%	100%
	Executive/Administrative/Managerial	2012-13	51%	45%	4%	100%
		2013-14	52%	43%	4%	100%
		2014-15	44%	51%	5%	100%
	Faculty & Other Instructional Staff	2013-14	47%	49%	4%	100%
		2014-15	43%	51%	5%	100%
	Professional (Non-Faculty)	2012-13	57%	41%	2%	100%
		2013-14	65%	32%	3%	100%
		2014-15	51%	43%	6%	100%
	Service/Maintenance	2012-13	4%	95%	1%	100%
		2013-14	24%	73%	3%	100%
		2014-15	6%	90%	4%	100%
	Technical/Paraprofessional	2012-13	58%	40%	2%	100%
2013-14		42%	55%	3%	100%	
2014-15		47%	47%	5%	100%	
Contra Costa College	Clerical/Secretarial	2012-13	88%	10%	2%	100%
		2013-14	85%	13%	1%	100%
		2014-15	73%	24%	3%	100%
	Executive/Administrative/Managerial	2012-13	55%	44%	1%	100%
		2013-14	52%	45%	3%	100%
		2014-15	54%	42%	4%	100%
	Faculty & Other Instructional Staff	2013-14	47%	49%	4%	100%
		2014-15	46%	48%	6%	100%
	Service/Maintenance	2012-13	0%	100%	0%	100%
	Technical/Paraprofessional	2012-13	58%	39%	2%	100%
		2013-14	31%	66%	3%	100%
		2014-15	51%	46%	3%	100%
Diablo Valley College	Clerical/Secretarial	2012-13	80%	17%	3%	100%
		2013-14	76%	22%	2%	100%
		2014-15	71%	27%	2%	100%
	Executive/Administrative/Managerial	2012-13	58%	38%	3%	100%
		2013-14	53%	42%	4%	100%
		2014-15	59%	41%	0%	100%
	Faculty & Other Instructional Staff	2013-14	47%	49%	4%	100%
		2014-15	43%	52%	5%	100%
	Professional (Non-Faculty)	2012-13	50%	50%	0%	100%
		2014-15	65%	27%	8%	100%
	Service/Maintenance	2012-13	4%	95%	1%	100%
		2013-14	15%	85%	0%	100%
		2014-15	7%	89%	3%	100%
	Technical/Paraprofessional	2012-13	65%	33%	2%	100%
		2013-14	69%	31%	1%	100%
2014-15		52%	40%	8%	100%	

**Applicants by Gender - 2012/13 through 2014/15 (by percentage)**

Location	EEO Job Category	Year	Female	Male	Undeclared	Total
San Ramon Campus	Clerical/Secretarial	2013-14	85%	15%	0%	100%
		2014-15	71%	27%	2%	100%
	Executive/Administrative/Managerial	2014-15	89%	11%	0%	100%
	Faculty & Other Instructional Staff	2013-14	36%	61%	3%	100%
		2014-15	51%	45%	4%	100%
	Professional (Non-Faculty)	2012-13	73%	27%	0%	100%
	Technical/Paraprofessional	2013-14	60%	35%	5%	100%
		2014-15	0%	100%	0%	100%
Los Medanos College	Clerical/Secretarial	2012-13	78%	19%	3%	100%
		2013-14	74%	24%	2%	100%
		2014-15	70%	29%	1%	100%
	Executive/Administrative/Managerial	2012-13	42%	53%	5%	100%
		2013-14	60%	36%	4%	100%
		2014-15	55%	38%	6%	100%
	Faculty & Other Instructional Staff	2013-14	45%	52%	3%	100%
		2014-15	44%	52%	5%	100%
	Professional (Non-Faculty)	2012-13	56%	41%	4%	100%
		2013-14	67%	30%	3%	100%
		2014-15	51%	44%	6%	100%
	Service/Maintenance	2013-14	0%	100%	0%	100%
		2014-15	0%	94%	6%	100%
	Technical/Paraprofessional	2012-13	39%	52%	9%	100%
		2013-14	41%	57%	2%	100%
2014-15		44%	53%	3%	100%	
Brentwood Campus	Clerical/Secretarial	2012-13	100%	0%	0%	100%
		2013-14	83%	14%	3%	100%
		2014-15	93%	7%	0%	100%
	Faculty & Other Instructional Staff	2014-15	35%	58%	7%	100%
	Professional (Non-Faculty)	2013-14	57%	43%	0%	100%
		2014-15	25%	50%	25%	100%
District Office	Clerical/Secretarial	2012-13	94%	5%	1%	100%
		2013-14	69%	28%	3%	100%
		2014-15	78%	20%	3%	100%
	Executive/Administrative/Managerial	2012-13	45%	50%	5%	100%
		2013-14	45%	50%	5%	100%
		2014-15	25%	67%	7%	100%
	Professional (Non-Faculty)	2012-13	50%	50%	0%	100%
		2013-14	62%	31%	8%	100%
		2014-15	44%	52%	4%	100%
	Service/Maintenance	2013-14	28%	68%	4%	100%
	Technical/Paraprofessional	2012-13	53%	45%	2%	100%
		2013-14	6%	84%	10%	100%
2014-15		14%	71%	14%	100%	

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**Applicants by Gender - 2012/13 through 2014/15 (by number)**

Location	EEO Job Category	Year	Female	Male	Undeclared	Total
4CD	Clerical/Secretarial	2012-13	938	189	31	1158
		2013-14	871	228	28	1127
		2014-15	648	231	24	903
	Executive/Administrative/Managerial	2012-13	267	238	20	525
		2013-14	260	216	22	498
		2014-15	188	217	22	427
	Faculty & Other Instructional Staff	2013-14	903	947	79	1929
		2014-15	991	1175	121	2287
	Professional (Non-Faculty)	2012-13	26	19	1	46
		2013-14	79	39	4	122
		2014-15	126	106	15	247
	Service/Maintenance	2012-13	3	76	1	80
		2013-14	33	100	4	137
		2014-15	7	98	4	109
	Technical/Paraprofessional	2012-13	234	160	10	404
2013-14		199	257	14	470	
2014-15		223	223	25	471	
Contra Costa College	Clerical/Secretarial	2012-13	155	18	3	176
		2013-14	290	45	5	340
		2014-15	218	71	10	299
	Executive/Administrative/Managerial	2012-13	56	45	1	102
		2013-14	67	57	4	128
		2014-15	93	71	7	171
	Faculty & Other Instructional Staff	2013-14	346	357	33	736
		2014-15	243	257	30	530
	Service/Maintenance	2012-13	0	6	0	6
	Technical/Paraprofessional	2012-13	132	89	5	226
		2013-14	79	169	8	256
		2014-15	107	97	7	211
Diablo Valley College	Clerical/Secretarial	2012-13	571	120	22	713
		2013-14	424	120	12	556
		2014-15	287	108	10	405
	Executive/Administrative/Managerial	2012-13	126	83	7	216
		2013-14	101	80	8	189
		2014-15	19	13	0	32
	Faculty & Other Instructional Staff	2013-14	385	400	34	819
		2014-15	506	610	60	1176
	Professional (Non-Faculty)	2012-13	1	1	0	2
		2014-15	34	14	4	52
	Service/Maintenance	2012-13	3	70	1	74
		2013-14	6	33	0	39
		2014-15	7	84	3	94
	Technical/Paraprofessional	2012-13	72	37	2	111
		2013-14	98	44	1	143
2014-15		83	64	13	160	



**Applicants by Gender - 2012/13 through 2014/15 (by number)**

Location	EEO Job Category	Year	Female	Male	Undeclared	Total
San Ramon Campus	Clerical/Secretarial	2013-14	17	3	0	20
		2014-15	58	22	2	82
	Executive/Administrative/Managerial	2014-15	8	1	0	9
	Faculty & Other Instructional Staff	2013-14	67	112	5	184
		2014-15	72	64	5	141
	Professional (Non-Faculty)	2012-13	8	3	0	11
	Technical/Paraprofessional	2013-14	12	7	1	20
		2014-15	0	9	0	9
Los Medanos College	Clerical/Secretarial	2012-13	249	61	8	318
		2013-14	209	69	6	284
		2014-15	169	69	3	241
	Executive/Administrative/Managerial	2012-13	92	115	11	218
		2013-14	64	39	4	107
		2014-15	36	25	4	65
	Faculty & Other Instructional Staff	2013-14	243	278	17	538
		2014-15	312	369	34	715
	Professional (Non-Faculty)	2012-13	15	11	1	27
		2013-14	51	23	2	76
		2014-15	63	54	7	124
	Service/Maintenance	2013-14	0	2	0	2
		2014-15	0	15	1	16
	Technical/Paraprofessional	2012-13	9	12	2	23
		2013-14	18	25	1	44
2014-15		44	54	3	101	
Brentwood Campus	Clerical/Secretarial	2012-13	1	0	0	1
		2013-14	77	13	3	93
		2014-15	14	1	0	15
	Faculty & Other Instructional Staff	2014-15	47	78	9	134
	Professional (Non-Faculty)	2013-14	12	9	0	21
		2014-15	1	2	1	4
District Office	Clerical/Secretarial	2012-13	75	4	1	80
		2013-14	87	36	4	127
		2014-15	31	8	1	40
	Executive/Administrative/Managerial	2012-13	28	31	3	62
		2013-14	62	70	7	139
		2014-15	45	120	13	178
	Professional (Non-Faculty)	2012-13	4	4	0	8
		2013-14	16	8	2	26
		2014-15	31	37	3	71
	Service/Maintenance	2013-14	27	65	4	96
	Technical/Paraprofessional	2012-13	29	25	1	55
		2013-14	2	26	3	31
2014-15		2	10	2	14	

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**Applicants by Disability Status - 2012/13 through 2014/15 (by percentage)**

Location	EEO Job Category	Year	Disabled	Not Disabled	Undeclared	Total
4CD	Clerical/Secretarial	2012-13	2%	93%	5%	100%
		2013-14	2%	94%	4%	100%
		2014-15	2%	92%	6%	100%
	Executive/Administrative/Managerial	2012-13	1%	92%	6%	100%
		2013-14	3%	89%	8%	100%
		2014-15	1%	93%	5%	100%
	Faculty & Other Instructional Staff	2013-14	2%	92%	6%	100%
		2014-15	3%	90%	8%	100%
	Professional (Non-Faculty)	2012-13	2%	96%	2%	100%
		2013-14	2%	92%	6%	100%
		2014-15	1%	91%	8%	100%
	Service/Maintenance	2012-13	3%	93%	5%	100%
		2013-14	1%	96%	3%	100%
		2014-15	1%	89%	10%	100%
	Technical/Paraprofessional	2012-13	1%	94%	6%	100%
2013-14		3%	93%	5%	100%	
2014-15		2%	90%	8%	100%	
Contra Costa College	Clerical/Secretarial	2012-13	1%	96%	3%	100%
		2013-14	1%	94%	5%	100%
		2014-15	3%	90%	7%	100%
	Executive/Administrative/Managerial	2012-13	3%	92%	5%	100%
		2013-14	2%	90%	9%	100%
		2014-15	2%	95%	4%	100%
	Faculty & Other Instructional Staff	2013-14	3%	90%	7%	100%
		2014-15	3%	88%	9%	100%
	Service/Maintenance	2012-13	0%	83%	17%	100%
	Technical/Paraprofessional	2012-13	1%	94%	5%	100%
		2013-14	2%	91%	7%	100%
		2014-15	1%	90%	9%	100%
Diablo Valley College	Clerical/Secretarial	2012-13	2%	92%	6%	100%
		2013-14	2%	95%	3%	100%
		2014-15	2%	92%	6%	100%
	Executive/Administrative/Managerial	2012-13	2%	94%	4%	100%
		2013-14	2%	89%	8%	100%
		2014-15	6%	91%	3%	100%
	Faculty & Other Instructional Staff	2013-14	1%	93%	5%	100%
		2014-15	2%	90%	8%	100%
	Professional (Non-Faculty)	2012-13	0%	100%	0%	100%
		2014-15	2%	88%	10%	100%
	Service/Maintenance	2012-13	3%	93%	4%	100%
		2013-14	0%	97%	3%	100%
		2014-15	1%	91%	7%	100%
	Technical/Paraprofessional	2012-13	0%	95%	5%	100%
		2013-14	3%	94%	3%	100%
2014-15		3%	87%	11%	100%	

**Applicants by Disability Status - 2012/13 through 2014/15 (by percentage)**

Location	EEO Job Category	Year	Disabled	Not Disabled	Undeclared	Total
San Ramon Campus	Clerical/Secretarial	2013-14	5%	90%	5%	100%
		2014-15	0%	100%	0%	100%
	Executive/Administrative/Managerial	2014-15	0%	100%	0%	100%
	Faculty & Other Instructional Staff	2013-14	1%	92%	7%	100%
		2014-15	4%	87%	9%	100%
	Professional (Non-Faculty)	2012-13	0%	100%	0%	100%
	Technical/Paraprofessional	2013-14	0%	100%	0%	100%
		2014-15	0%	89%	11%	100%
Los Medanos College	Clerical/Secretarial	2012-13	3%	92%	5%	100%
		2013-14	3%	94%	3%	100%
		2014-15	1%	95%	4%	100%
	Executive/Administrative/Managerial	2012-13	1%	89%	10%	100%
		2013-14	5%	91%	5%	100%
		2014-15	0%	97%	3%	100%
	Faculty & Other Instructional Staff	2013-14	2%	93%	5%	100%
		2014-15	3%	91%	6%	100%
	Professional (Non-Faculty)	2012-13	4%	96%	0%	100%
		2013-14	4%	91%	5%	100%
		2014-15	1%	93%	6%	100%
	Service/Maintenance	2013-14	0%	100%	0%	100%
		2014-15	0%	75%	25%	100%
	Technical/Paraprofessional	2012-13	0%	91%	9%	100%
		2013-14	2%	95%	2%	100%
2014-15		0%	95%	5%	100%	
Brentwood Campus	Clerical/Secretarial	2012-13	0%	100%	0%	100%
		2013-14	1%	94%	5%	100%
		2014-15	0%	93%	7%	100%
	Faculty & Other Instructional Staff	2014-15	6%	88%	6%	100%
	Professional (Non-Faculty)	2013-14	0%	100%	0%	100%
		2014-15	0%	75%	25%	100%
District Office	Clerical/Secretarial	2012-13	3%	95%	3%	100%
		2013-14	1%	95%	4%	100%
		2014-15	0%	98%	3%	100%
	Executive/Administrative/Managerial	2012-13	2%	92%	6%	100%
		2013-14	2%	88%	9%	100%
		2014-15	1%	91%	8%	100%
	Professional (Non-Faculty)	2012-13	0%	88%	13%	100%
		2013-14	0%	88%	12%	100%
		2014-15	0%	90%	10%	100%
	Service/Maintenance	2013-14	1%	96%	3%	100%
	Technical/Paraprofessional	2012-13	0%	91%	9%	100%
		2013-14	3%	90%	6%	100%
2014-15		7%	93%	0%	100%	

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**Applicants by Disability Status - 2012/13 through 2014/15 (by number)**

Location	EEO Job Category	Year	Disabled	Not Disabled	Undeclared	Total
4CD	Clerical/Secretarial	2012-13	24	1073	59	1156
		2013-14	17	1062	50	1129
		2014-15	18	833	53	904
	Executive/Administrative/Managerial	2012-13	7	485	34	526
		2013-14	13	446	40	499
		2014-15	6	398	23	427
	Faculty & Other Instructional Staff	2013-14	40	1775	116	1931
		2014-15	58	2050	178	2286
	Professional (Non-Faculty)	2012-13	1	44	1	46
		2013-14	3	112	7	122
		2014-15	2	225	21	248
	Service/Maintenance	2012-13	2	74	4	80
		2013-14	1	132	4	137
		2014-15	1	97	11	109
	Technical/Paraprofessional	2012-13	3	378	23	404
2013-14		12	436	23	471	
2014-15		8	423	40	471	
Contra Costa College	Clerical/Secretarial	2012-13	2	169	5	176
		2013-14	4	319	17	340
		2014-15	8	270	21	299
	Executive/Administrative/Managerial	2012-13	3	94	5	102
		2013-14	2	115	11	128
		2014-15	3	162	6	171
	Faculty & Other Instructional Staff	2013-14	25	661	51	737
		2014-15	17	466	47	530
	Service/Maintenance	2012-13		5	1	6
	Technical/Paraprofessional	2012-13	3	212	11	226
		2013-14	6	234	17	257
		2014-15	3	190	19	212
Diablo Valley College	Clerical/Secretarial	2012-13	15	657	41	713
		2013-14	10	528	19	557
		2014-15	10	372	23	405
	Executive/Administrative/Managerial	2012-13	4	203	9	216
		2013-14	4	169	16	189
		2014-15	2	29	1	32
	Faculty & Other Instructional Staff	2013-14	11	764	44	819
		2014-15	28	1053	95	1176
	Professional (Non-Faculty)	2012-13		2		2
		2014-15	1	46	5	52
	Service/Maintenance	2012-13	2	69	3	74
		2013-14		38	1	39
		2014-15	1	86	7	94
	Technical/Paraprofessional	2012-13		105	6	111
		2013-14	4	134	5	143
2014-15		4	139	17	160	

**Applicants by Disability Status - 2012/13 through 2014/15 (by number)**

Location	EEO Job Category	Year	Disabled	Not Disabled	Undeclared	Total
San Ramon Campus	Clerical/Secretarial	2013-14	1	18	1	20
		2014-15		82		82
	Executive/Administrative/Managerial	2014-15		9		9
	Faculty & Other Instructional Staff	2013-14	2	170	12	184
		2014-15	5	123	13	141
	Professional (Non-Faculty)	2012-13		11		11
	Technical/Paraprofessional	2013-14		20		20
2014-15			8	1	9	
Los Medanos College	Clerical/Secretarial	2012-13	10	292	16	318
		2013-14	8	268	8	284
		2014-15	2	229	10	241
	Executive/Administrative/Managerial	2012-13	2	195	21	218
		2013-14	5	97	5	107
		2014-15		63	2	65
	Faculty & Other Instructional Staff	2013-14	11	503	25	539
		2014-15	19	653	43	715
	Professional (Non-Faculty)	2012-13	1	26		27
		2013-14	3	69	4	76
		2014-15	1	115	8	124
	Service/Maintenance	2013-14		2		2
		2014-15		12	4	16
	Technical/Paraprofessional	2012-13			21	2
2013-14		1	42	1	44	
2014-15			96	5	101	
Brentwood Campus	Clerical/Secretarial	2012-13		1		1
		2013-14	1	87	5	93
		2014-15		14	1	15
	Faculty & Other Instructional Staff	2014-15	8	118	8	134
	Professional (Non-Faculty)	2013-14		21		21
2014-15			3	1	4	
District Office	Clerical/Secretarial	2012-13	2	76	2	80
		2013-14	1	121	5	127
		2014-15		39	1	40
	Executive/Administrative/Managerial	2012-13	1	57	4	62
		2013-14	3	122	13	138
		2014-15	1	162	15	178
	Professional (Non-Faculty)	2012-13		7	1	8
		2013-14		23	3	26
		2014-15		64	7	71
	Service/Maintenance	2013-14	1	92	3	96
Technical/Paraprofessional	2012-13		50	5	55	
	2013-14	1	28	2	31	
	2014-15	1	13		14	

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