El Camino College
District Workforce Analysis
EEO Plan

The Institutional Research and Planning Office, in conjunction with the Office of Human Resources, seeks to annually survey the District's workforce composition and monitor applicants for employment on an ongoing basis to evaluate the District's progress in implementing the Plan, to provide data needed for the reports required by this Plan and to determine whether any monitored group is underrepresented. Monitored[1] groups are:

- American Indians/Alaskan Natives
- Asians
- Biracial/Multiracial
- Blacks/African-Americans
- Hispanics/Latina/o/e
- Pacific Islanders
- Caucasians
- Men
- Women

To protect employee privacy, employees identified as American Indians/Alaskan Natives, Biracial/Multiracial, and Pacific Islanders were aggregated into the "Other" group.

For purposes of the survey and report, each applicant or employee will be afforded the opportunity to voluntarily identify their gender and ethnic group identification. Persons may designate as many ethnicities as they identify with, but shall be counted in only one ethnic group for reporting purposes. This information will be kept confidential and will be separated from the applications that are forwarded to the screening/interview committee and hiring administrator(s). The district will annually report to the Chancellor the results of its annual survey.

At least every three years the Plan will be reviewed and, if necessary, revised based on an analysis of the ethnic group identification and gender composition of existing staff and of those who have applied for employment in each of the following identified job categories:

1) Executive/Administrative/Managerial
2) Full-Time Faculty and Other Instructional Staff (or Academic, Tenure Track)
3) Part-Time/Temporary Faculty and Other Instructional Staff (or Academic, Temporary)
4) Professional Non-Faculty[2]
5) Secretarial/Clerical
6) Technical & Paraprofessional[3]

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[1] Employees and applicants identified as 'White' are non-Hispanic White.
[2] Examples of Professional Non-Faculty positions would be Research Analysts in Institutional Research & Planning, Student Services Specialist, and Financial Aid Assistant.
[3] Examples of Technical & Paraprofessional positions include Human Resources Service Partner, Information Technology Support Technician, and Admissions & Records Technician.

7) Skilled Crafts[4]
8) Service and Maintenance

Fall 2022 District Workforce by Job Category

Of the 1,447 total employees working at El Camino College in Fall 2022, 42% of all employees were temporary academic, and 25% were tenured/tenure track (See Figure 1 below). Ten percent (10%) of all employees were clerical/secretarial employees. Professional, non-faculty and service/maintenance employees each made up 6% of the workforce, while 5% of the workforce were technical/paraprofessional. Executive, administrative, and managerial employees (hereinafter "the EA&M group") made up 4% of the District workforce. Skilled crafts people constituted the smallest group (2%).

Figure 1. Fall 2022 District Workforce by Job Category
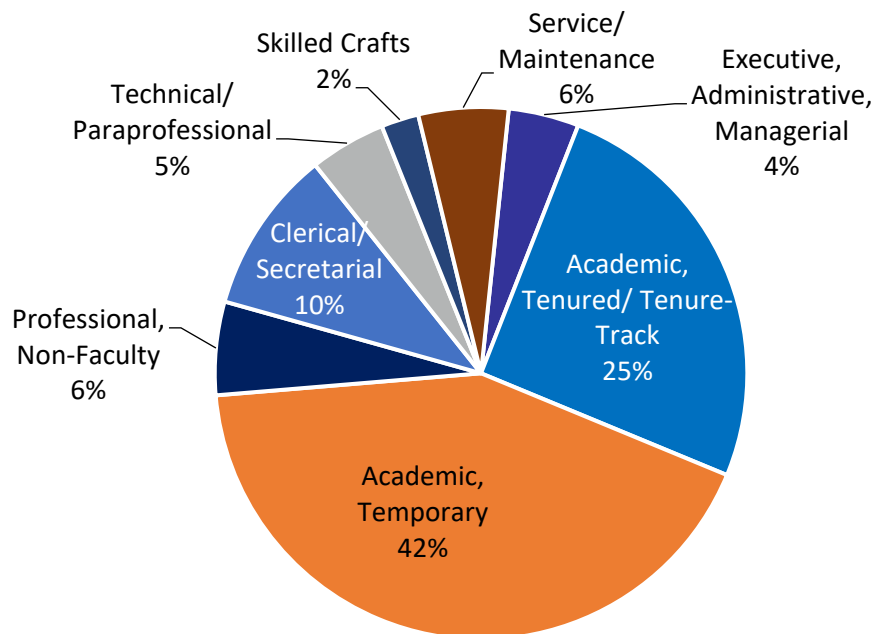
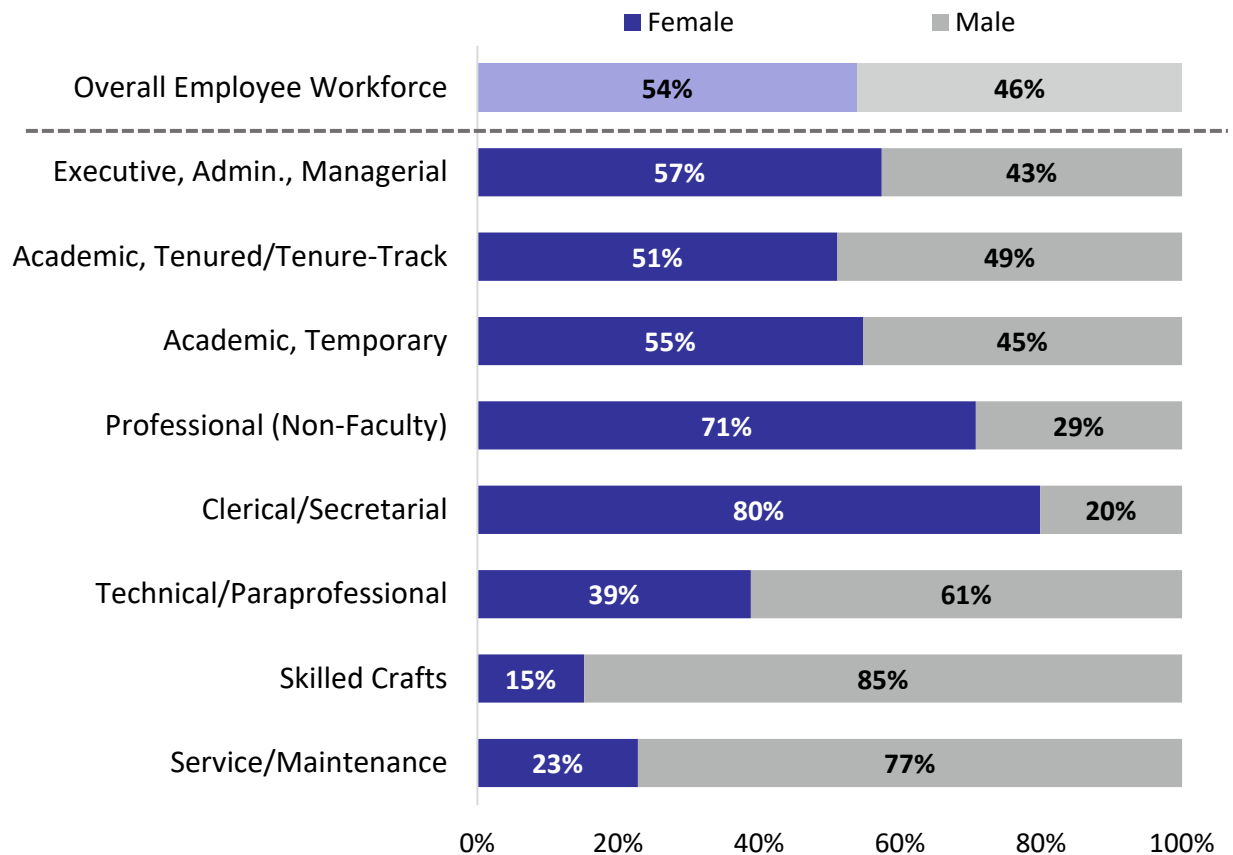## Gender Distribution by Job Category

Figure 2 below shows a slightly larger percentage of female (54%) than male (46%) employees overall. The gender distributions of the EA&M group, Tenured/Tenure-Track Academic group and Temporary Academic group roughly represent that of the overall workforce.

On the other hand, there was a considerably greater percentage of female employees within the Non-Faculty Professional group (71% female, 29% male) and Clerical/Secretarial group (80% female, 20% male).

A greater percentage of male employees made up the Technical/Paraprofessional group (39% female, 61% male), Skilled Crafts group (15% female, 85% female), and Service/Maintenance group (23% female, 77% male).

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[4] Skilled Crafts positions include Facilities & Planning Skilled Trades Workers and Plumbers.

Figure 2. Gender Distribution by Job Category, Fall 2022

	Female	Male
Overall Employee Workforce	54%	46%
Executive, Admin., Managerial	57%	43%
Academic, Tenured/Tenure-Track	51%	49%
Academic, Temporary	55%	45%
Professional (Non-Faculty)	71%	29%
Clerical/Secretarial	80%	20%
Technical/Paraprofessional	39%	61%
Skilled Crafts	15%	85%
Service/Maintenance	23%	77%

Ethnic Distribution by Job Category

As shown in Figure 3 below, the monitored ethnic group (non-white employees) constituted more than half (58%) of the District's employee population in Fall 2022.

A comparison of employees in the monitored ethnic groups to their White colleagues by job category shows that with the exception of EA&M group and both the Tenured/Tenure-Track and Temporary Academic groups, monitored ethnic groups comprise more than 60% of all other job categories.

Figure 3. Workforce Diversity by Job Category, Fall 2022

Legend: ■ White ■ Monitored Group

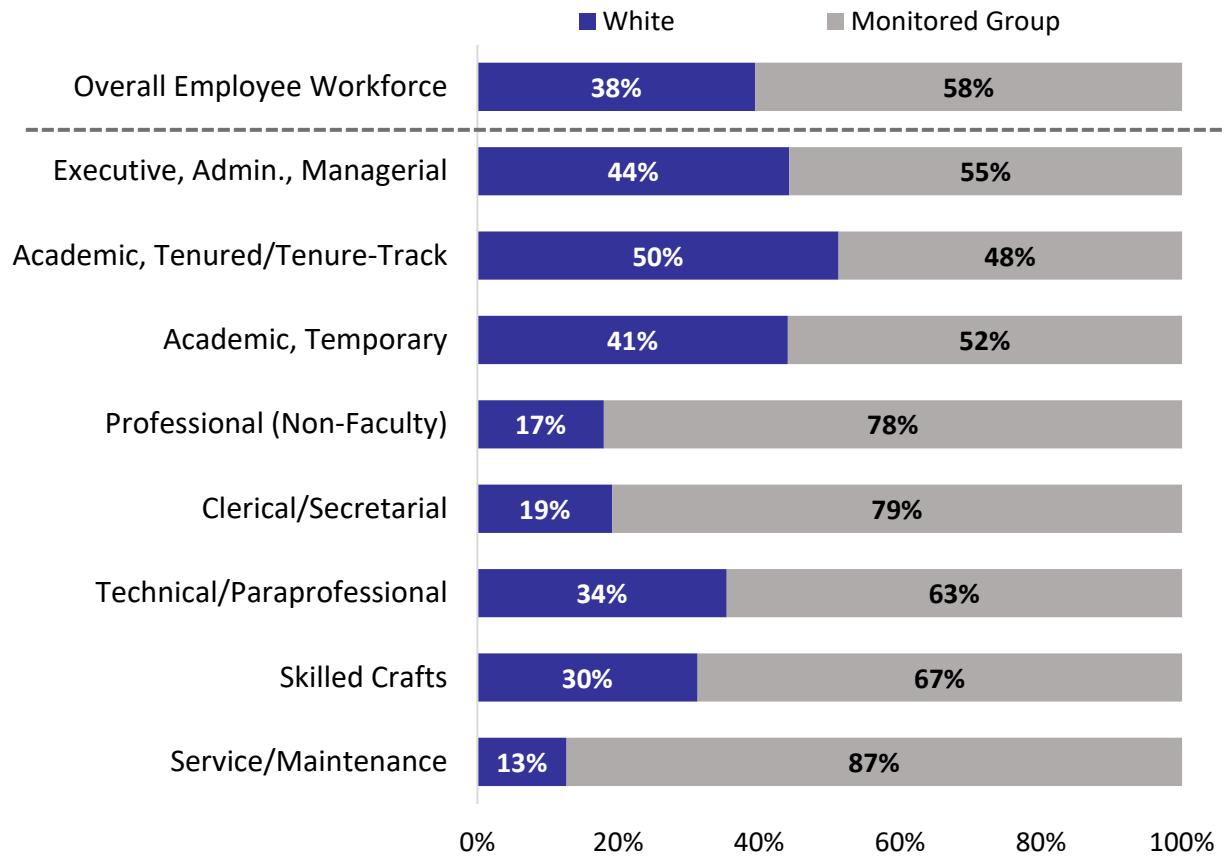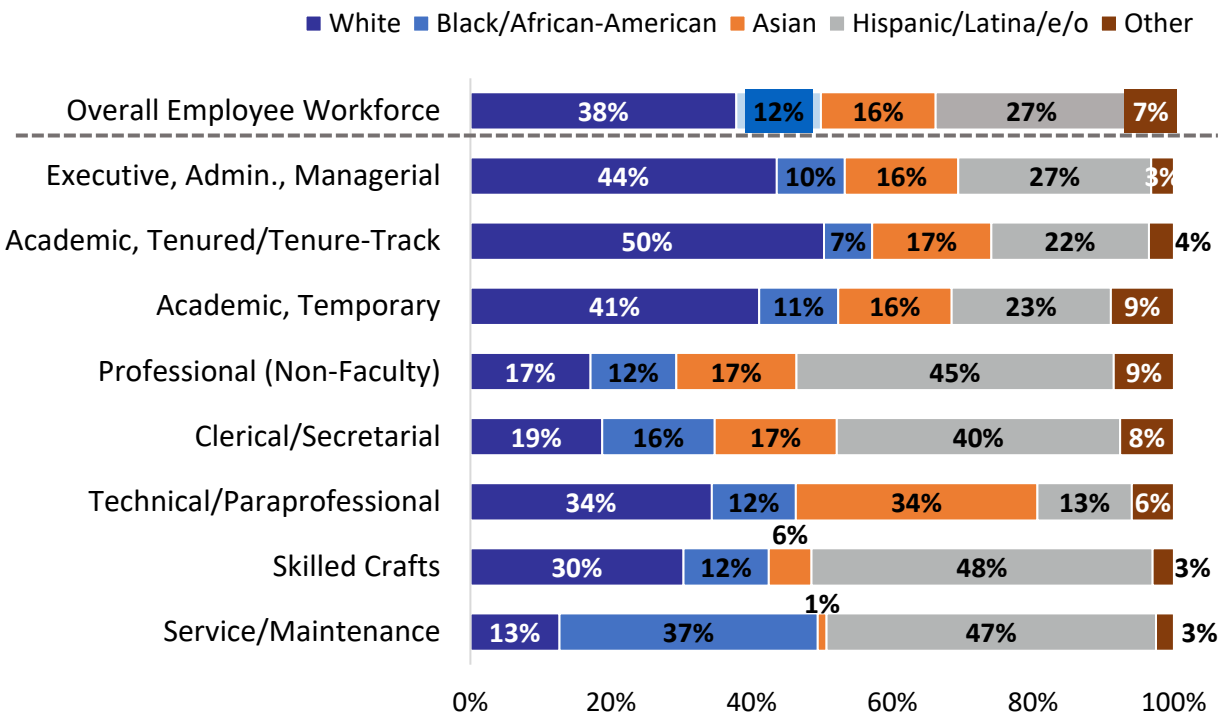| Job Category	White	Monitored Group
Overall Employee Workforce	38%	58%
Executive, Admin., Managerial	44%	55%
Academic, Tenured/Tenure-Track	50%	48%
Academic, Temporary	41%	52%
Professional (Non-Faculty)	17%	78%
Clerical/Secretarial	19%	79%
Technical/Paraprofessional	34%	63%
Skilled Crafts	30%	67%
Service/Maintenance	13%	87%

Figure 4 below further disaggregates the ethnic distribution by specific race/ethnicity and job categories. Hispanics comprised the greatest percentage within the monitored races/ethnicities for the Skilled Crafts group (48%), Non-Faculty Professional group (45%), Clerical/Secretarial group (40%), and Executive/Administrative/Managerial group (27%). Within the Service/Maintenance group, African-Americans and Hispanics represented at 37% and 38%, respectively. Asians constituted the greatest percentage for Technical/Paraprofessional group (34%).

Figure 4. Ethnic Distribution by Job Category

■ White ■ Black/African-American ■ Asian ■ Hispanic/Latina/e/o ■ Other

Category	White	Black/African-American	Asian	Hispanic/Latina/e/o	Other
Overall Employee Workforce	38%	12%	16%	27%	7%
Executive, Admin., Managerial	44%	10%	16%	27%	3%
Academic, Tenured/Tenure-Track	50%	7%	17%	22%	4%
Academic, Temporary	41%	11%	16%	23%	9%
Professional (Non-Faculty)	17%	12%	17%	45%	9%
Clerical/Secretarial	19%	16%	17%	40%	8%
Technical/Paraprofessional	34%	12%	34%	13%	6%
Skilled Crafts	30%	12%	6%	48%	3%
Service/Maintenance	13%	37%	1%	47%	3%

Workforce Trend: Fall 2020 to Fall 2022

This section examines the trends in the workforce between Fall 2020 and Fall 2022. Overall, the District's workforce has increased over the past three years. Most recently, the District's workforce increased in Fall 2022 by 5% (1,447 employees) from Fall 2021 (1,377) (see Figure 5).

Figure 5. Trend in Workforce Distribution by Headcount

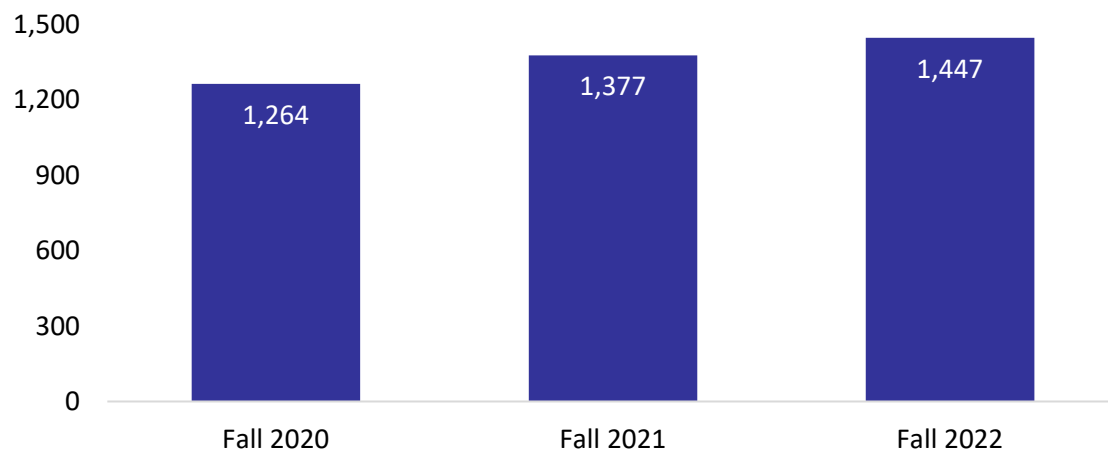|	Fall 2020	Fall 2021	Fall 2022
Headcount	1,264	1,377	1,447

Figure 6 below shows an increase in the workforce from Fall 2020 to Fall 2022 was due to an increase in the number of Temporary Academic employees. In Fall 2020, the number of Temporary Academic employees was 457 and that number increased in Fall 2021 and Fall 2022 to 590 and 614, respectively.

Figure 6. Trend in Workforce by Job Category, Fall 2020-Fall 2022
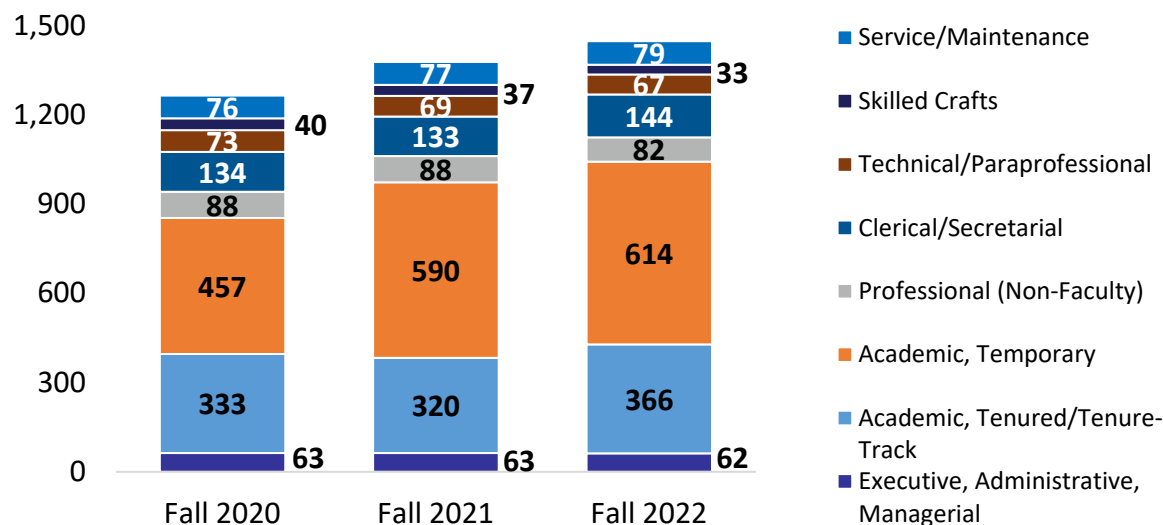
Exploration of Underrepresentation: Weighted Availability Data

Regarding Availability Data Analysis, the 2022 EEO/Diversity Best Practices Handbook states, in part:[5]

> Availability analyses are a critical component of a robust EEO Plan. While a workforce representation analysis can show us the current rates of diverse participation in our workforce, the availability analysis provides the context through which we can define diversity within our local context. **A well-designed availability analysis allows us to identify where current workforce diversity falls short of our student demographics, community demographics, and potential pool of qualified applicants.** With this information, we can better allocate our limited resources to conduct employment marketing and recruiting where it is most necessary to improve diversity and student outcomes.

> Traditional availability analyses focus on identifying the race and gender demographics of individuals that meet the minimum qualifications for a group of similar jobs within a defined geographic region. In the community college context, availability analyses can be enhanced by incorporating measures of our student population, local community demographics, and a variety of geographic areas where we are likely to draw applicants for our positions. **Combining estimates of potential qualified applicants with student**

and community demographics creates a definition for diversity within our local context and with an emphasis on the success of all our student communities.

(emphasis added.)

The District's "Weighted Availability Data" represents the degree of underrepresentation in the current workforce measured by creating a composite availability analysis for race/ethnicity and gender combining the College's student population, local census area, state of California, United States, and graduate degrees awarded nationwide using the following ratios to equal 100%:

Student Population	50% weight
Local Area	20% weight
Advanced Degrees Awarded	20% weight
California Population	5% weight
United States Population	5% weight
Total	100%

The weights assigned to each of the five data sources above incorporates student and local community demographics with the qualified labor market pool estimates to demonstrate the District's commitment to providing students a representative workforce that is understanding of the perspectives, experiences, and cultures of students. The weights also reflect a need for broad recruitment efforts in order to achieve a more diverse workforce.

Table 1 below shows the number of total employees and total employees by race/ethnicity and gender. For example, looking at the second row, Black/African-American employees comprise 12 percent of El Camino College's workforce, in comparison to 11.8% using comparable "Weighted Availability Data." The implication is that the number of Black/African-American employees is nominally higher than and roughly the same as the percentage of people who identify as Black/African-American when looking at the combined percentages of Black/African-American in El Camino College's student population, community, advanced degree earners, as well as the state and federal populations.

Table 1 also shows that Hispanic and Latina/o/e employees comprise 27.3% of El Camino College's workforce as compared to 37.3% of people who identify as Hispanic /Latina/o/e when looking at the weighted and combined percentages of Hispanic/Latina/o/e in El Camino College's student population, community, advanced degree earners, as well as the state and federal populations. This shows that the current employment at El Camino College of employees who identify as Hispanic/Latina/o/e is below the estimated availability. Also, the current employment of employees who are female is slightly below the estimated availability.

Table 1. Summary of Weighted Availability Analysis of Fall 2022 ECC Workforce

Subgroup	Total Employees	Total Employees in Subgroup	% Subgroup in Existing Workforce	% of Expected Subgroup Based on Weighted Availability Data*
White	1447	547	37.8%	30.9%
Black or African American	1447	174	12.0%	11.8%
Hispanic or Latina/o/e	1447	395	27.3%	37.3%
Asian	1447	236	16.3%	11.2%
Native American	1447	6	0.4%	0.3%
Native Hawaiian/Pacific Islander	1447	14	0.0%	0.3%
Females	1447	780	53.9%	56.4%
Males	1447	667	46.1%	43.1%

*Based on calculations using the Availability Analysis Tool worksheet (see Appendix 1)

Figure 7 below shows the current gender distribution of El Camino College workforce in the last three years as compared to the Weighted Availability estimate of 56%. The employment of female employees has been slightly below the estimated availability for the last three years.
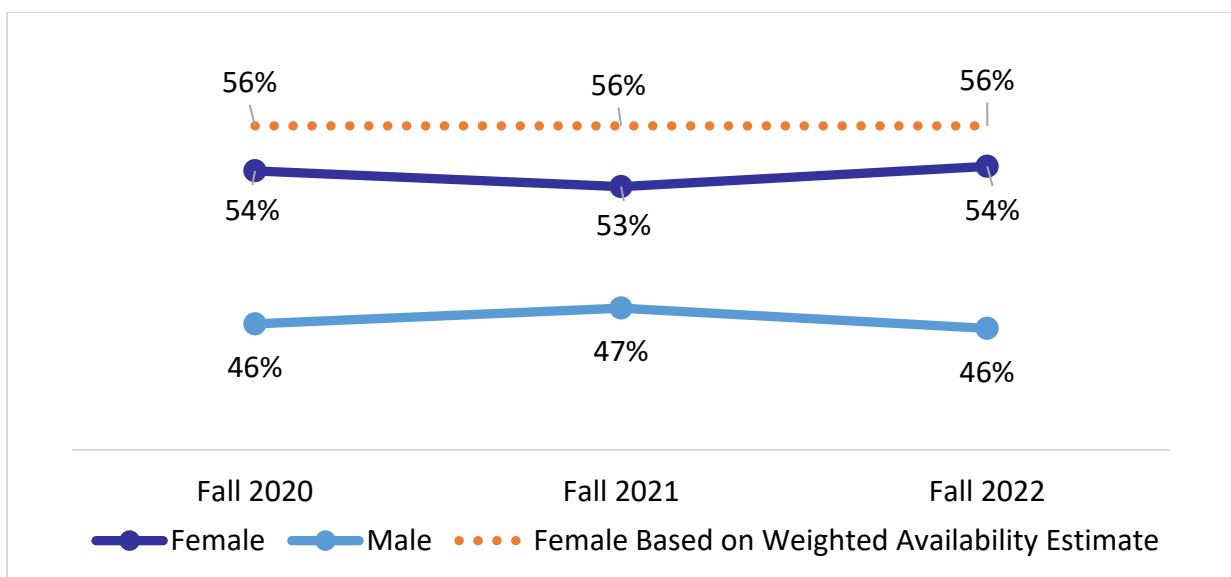
Figure 7.

Figure 8 below shows how the ethnic distribution of El Camino College's workforce compares to the weighted availability data in the last three years. The percentage of employment of Hispanic/Latina/e/o employees has been below the percentage of weighted availability data over the past three years, whereas the percentage of White and Asian employees employed over the past three years has been higher than Weighted Availability data.

Figure 8.
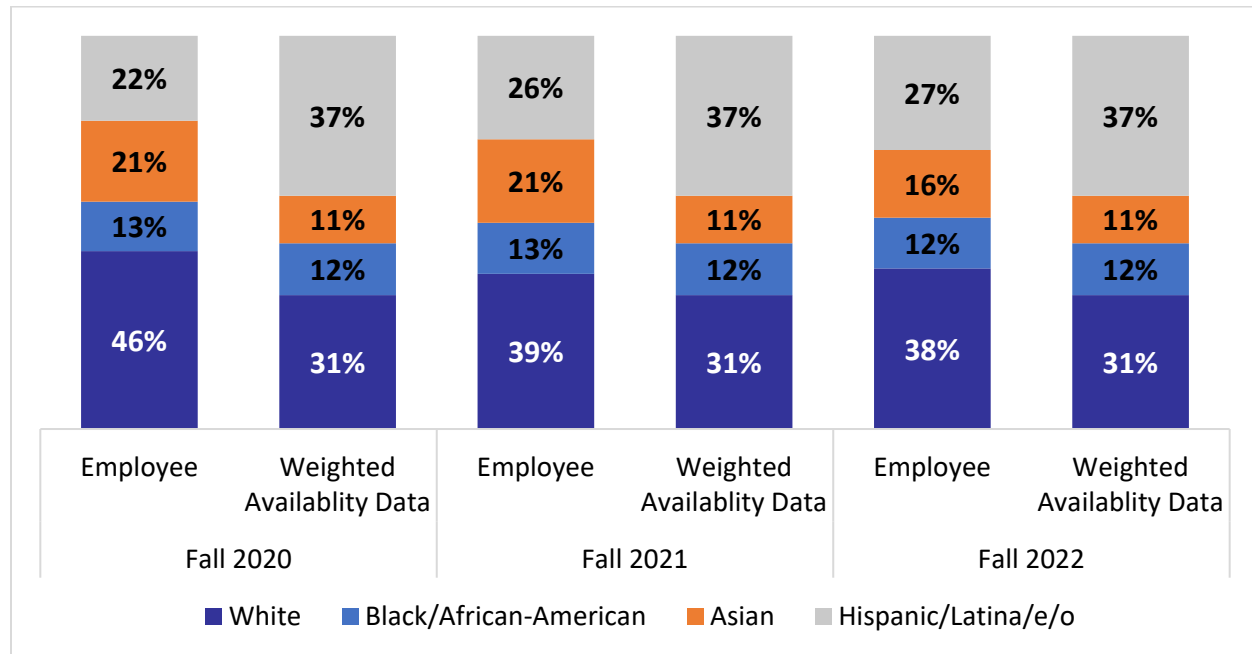
District Applicant Pool Analysis: 2019-20 to 2021-22

District Human Resources collects Applicant data on an ongoing basis for all recruitments. This Plan focuses on the applicant data collected for the period between 2019-20 to 2021-22. This section provides a broad overview of the trend in the applicant pools.

Table 2 below shows the total number of applications that were submitted for positions that were eventually filled between 2019-20 to 2021-22. The numbers of positions filled and applications submitted decreased in 2020-21 primarily due to the ongoing Covid-19 pandemic. In 2021-22, the number of positions filled and applications were back to pre-pandemic levels.

Table 1. Total Applications Submitted for Filled Positions, By Year

Year	# of Positions Filled	# of Applications Submitted
2019-2020	111	4,918
2020-2021	71	2,479
2021-2022	160	4,677

Trend in Applicant Pools: 2019-20 to 2021-22

Figure 9 shows trends in the percentage of job categories that were filled between 2019-20 and 2021-22. In 2020-21 and 2021-22, the College experienced a considerable increase in open Clerical/Secretarial positions that were filled. In contrast, administrator, temporary academic, and technical/paraprofessional positions experienced a decrease in fill rate by 2021-22.

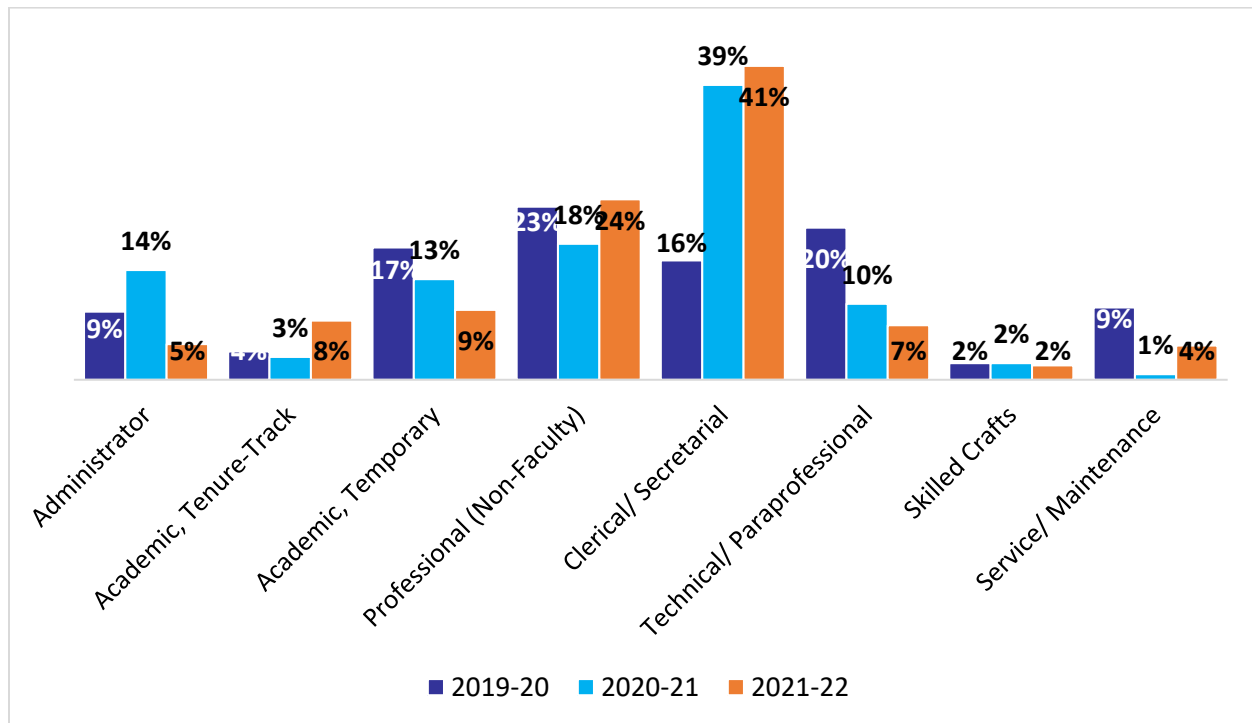*Figure 9. Trend in Percentage of Positions Filled, by Job Category: 2019-20 to 2021-22*

Figure 10 below shows that the gender distribution of applicants over the past three years has been stable. The percentage of applicants reporting as "Unknown" or declining to state their gender has remained consistent at 6% of the overall applicant pool for the last three years.

Figure 10. Trend in Applicant Pool, by Gender: 2019-20 to 2021-22
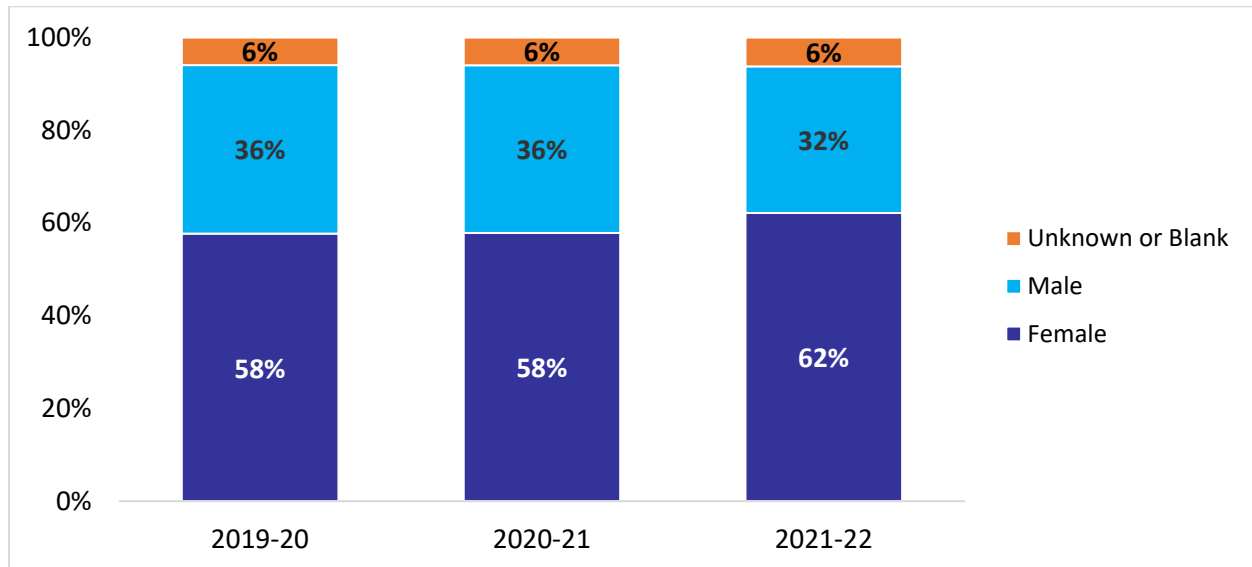
Figure 11 below provides a detailed overview of the gender distribution of applicants by the job category for which they applied for in 2021-22. There was a greater percentage of female applicants for Technical/Paraprofessional (61% female, 35% male, 5% unknown), Non-Faculty Professional (65% female, 29% male, 16% unknown), and Clerical/Secretarial (75% female, 19% male, 6% unknown) positions.

There was a greater percentage of male than female applicants who applied for Administrators positions (47% male, 45% female, 9% unknown), Service/Maintenance positions (78% male, 19% female, 4% unknown), and Skilled Crafts positions (85% male, 10% female, 5% unknown).

Figure 11. Gender Distribution of Applicant Pools, by Job Category: 2021-22
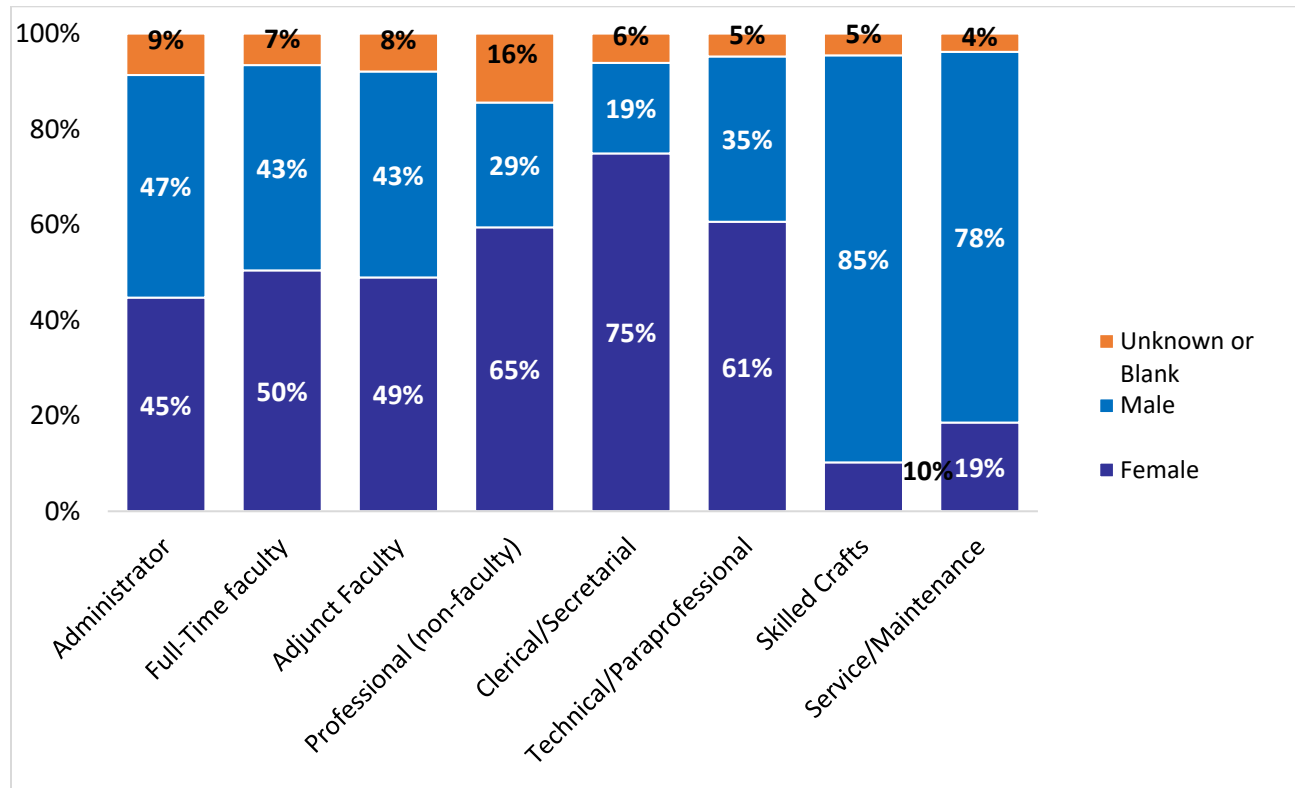
Figure 12 shows how the ethnic distribution of applicants has changed over the past three years.[6] Overall, percentages have remained relatively stable with some slight variations. The percentage of Hispanic/Latina/e/o applicants has steadily increased from 21% in 2019-20 to 26% in 2021-22. The percentage of African-American applicants has slightly decreased from 21% to 19% over the last three years. The percent of applicants who identified as "Unknown" or did not reply ("Blank") has remained consistent for the last three years at 28%.

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[6] Applicants who submitted more than one application were only counted once.

Figure 12. Trend in Applicant Pool, by Ethnicity: 2019-20 to 2021-22

Figure 12. Trend in Applicant Pool, by Ethnicity: 2019-20 to 2021-22

Figure 13 below offers a detailed overview of the ethnic distribution of the 2021-22 applicant pools by job category. White applicants comprised the greatest percentage of applicants applying for Administrators (36%) and Temporary Academic (29%) positions.
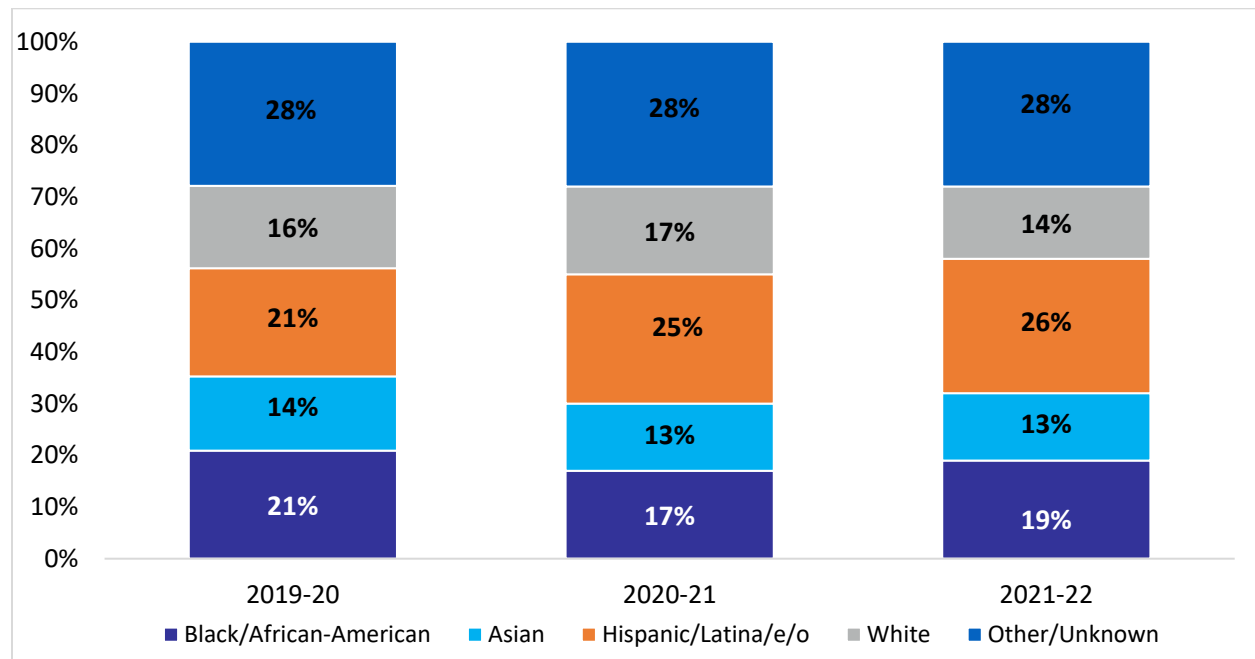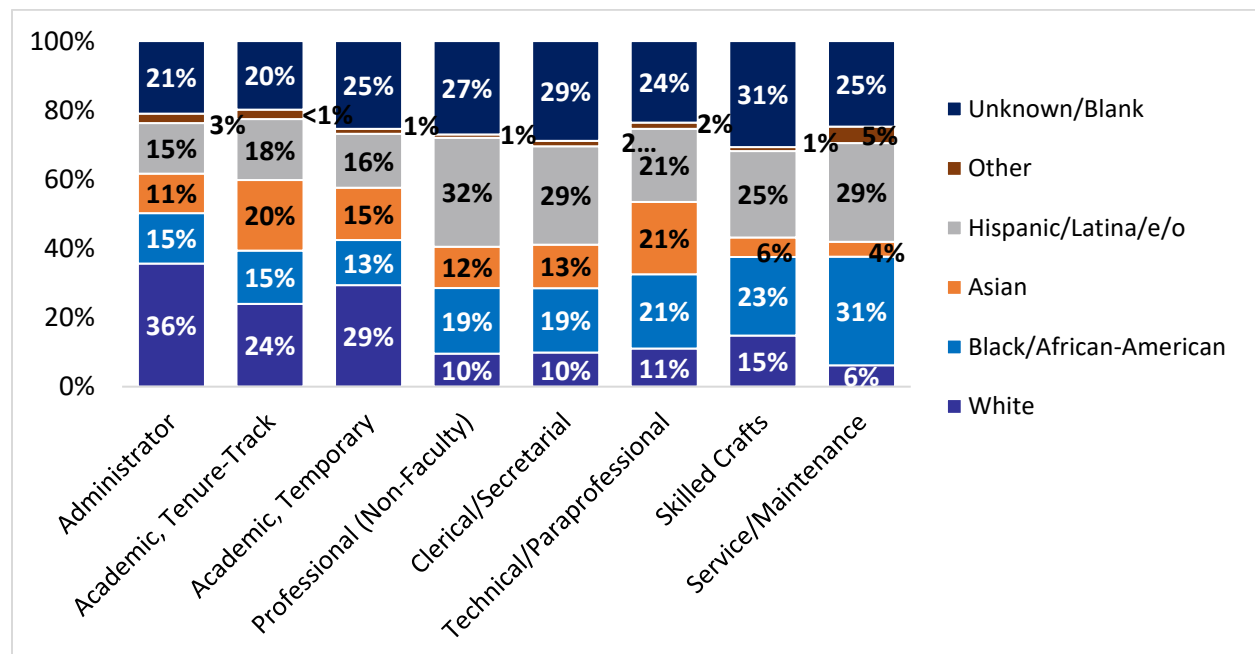
Figure 13. Ethnic Distribution of Applicant Pool, by Job Category, 2021-22

Figure 13. Ethnic Distribution of Applicant Pool, by Job Category, 2021-22

Spotlight on 2021-22 Applicant Pool Data

This section provides an in-depth overview of the 2021-22 applicant pool by job categories at each step of the hiring process. It is also important to note that the number of applicant pool is a representation of number of *applications* submitted, as one applicant may have submitted applications for multiple positions throughout the given recruitment year.

Gender Distribution of 2021-22 Applicant Pool by Job Category

Tables 3 through 7 provide the percentage of applicants by gender at each stage of the recruitment process, both overall and by job category. Across the stages of the recruitment process, there was a greater percentage of female than male applicants.

Table 3 shows the percentage of applicants by gender at each stage of the recruitment process. For example, female applicants comprised 62% of all applicants applying for jobs at El Camino College. The percentage of applicants who were screened through as being "qualified' and meeting minimum qualifications who identify as female was 63%. Of the applicants who were selected for interview, 62% identify as female. Lastly, of the 160 job applicants ultimately hired, 54% identify as female.

Table 2. All Applicants (All job categories)

	All Applicants		Qualified		Selected for Interview		Hired	
Total Applicant Pool	**4,667**		**2,472**		**989**		**160**	
Female	2907	62%	1555	63%	618	62%	86	54%
Male	1479	32%	781	32%	317	32%	66	41%
Non-Binary	38	1%	14	1%	6	1%	0	0%
Blank/Unknown	253	5%	122	5%	48	5%	8	5%

Table 4 looks at percentage of applicants by gender for the job category of Executive, Administrative, and Managerial positions. According to Table 4, although there was a higher percentage of females (54%) who were selected for an interview, a considerably higher percentage of male applicants (71%) were hired compared to female applicants (29%).

Table 3. Executive/Administrative/Managerial

	All Applicants		Qualified		Selected for Interview		Hired	
Total Applicant Pool	**219**		**138**		**52**		**7**	
Female	98	45%	61	44%	28	54%	2	29%
Male	102	47%	64	46%	21	40%	5	71%
Non-Binary	3	1%	1	1%	1	2%	0	0%
Blank/Unknown	16	7%	12	9%	2	4%	0	0%

Table 5 looks at percentage of applicants by gender through the various stages of recruitment for the job category of Tenured and Tenure-Track Faculty. Specifically, Table 5 shows a greater percentage of female applicants applied for a tenure-track faculty position (50% female applicants vs 43% male applicants). Of the applicants who were hired, 58% identified as female.

Table 4. Tenured/Tenure-Track Faculty

	All Applicants		Qualified		Selected for Interview		Hired	
Total Applicant Pool	**363**		**293**		**104**		**19**	
Female	183	50%	150	51%	47	45%	11	58%
Male	156	43%	125	43%	49	47%	6	32%
Non-Binary	4	1%	3	1%	0	0%	0	0%
Blank/Unknown	20	6%	15	5%	8	8%	2	11%

Table 6 shows the percentage of applicants by gender through the various stages of recruitment for the job category of adjunct faculty. Specifically, Table 6 shows that a greater percentage of female applicants having applied for an adjunct faculty position (49% female applicants vs 43% male applicants), but a slightly lower percentage of female applicants being hired (47% female vs. 48% male).

Table 5. Adjunct Faculty

	All Applicants		Qualified		Selected for Interview		Hired	
Total Applicant Pool	**429**		**303**		**159**		**73**	
Female	210	49%	154	51%	72	45%	34	47%
Male	185	43%	129	43%	75	47%	35	48%
Non-Binary	3	1%	0	0%	0	0%	0	0%
Blank/Unknown	31	7%	20	7%	12	8%	4	5%

Table 7 the percentage of applicants by gender through the various stages of recruitment for all remaining job categories, labeled as "Classified Staff." Because of the relatively small sizes of positions filled and applications in the certain job classifications, the Professional (Non-Faculty), Clerical/Secretarial, Technical/Paraprofessional, Skilled Crafts, and Service/Maintenance positions are combined into a 'Classified Staff' group. In this combined group, females comprised a greater percentage (66%) of all the applicants than males (28%) who applied for classified positions. Sixty-four percent (64%) of those hired for classified positions were female.

Table 6. Classified Staff[7]

	All Applicants		Qualified		Selected for Interview		Hired	
Total Applicant Pool	**3,666**		**1,738**		**674**		**61**	
Female	2416	66%	1190	68%	471	70%	39	64%
Male	1036	28%	463	27%	172	26%	20	33%
Non-Binary	28	1%	10	1%	5	1%	0	0%
Blank/Unknown	186	5%	75	4%	26	4%	2	3%

2021-22 Applicant Pool Selection Rate Analysis by Job Category

Table 8 shows the percentage of applicants by race/ethnicity at each stage of the recruitment process overall, regardless of job category. Across the stages of the recruitment process generally, the percentage of Black/African American and Hispanic/Latina/e/o applicants decreased from those qualified to those hired.

It is worth noting that twenty-seven (27%) percent of applicants chose not to disclose their ethnicity and are not included in the discussion of applicant pools. Across all positions, Hispanic/Latina/e/o (26%) and Black/African-American (19%) applicants made up the largest groups to apply for employment at the District. Out of the 160 applicants that were hired, the greatest percentage of applicants hired were categorized as Blank/Unknown (26%), followed by Hispanic/Latina/e/o (21%), Asian applicants (20%) and White applicants (17%).

Table 7. All Applicants (All job categories)

	All Applicants		Qualified		Selected for Interview		Hired	
Total Applicant Pool	**4,677**		**2,472**		**989**		**160**	
Black/African-American	871	19%	441	18%	163	16%	22	14%
Asian	622	13%	356	14%	166	17%	32	20%
Hispanic/Latina/e/o	1214	26%	602	24%	248	25%	33	21%
White	650	14%	404	16%	161	16%	27	17%
Other	80	2%	40	2%	18	2%	5	3%
Blank/Unknown	1240	27%	629	25%	233	24%	41	26%

Tables 9 through 12 are presented in trios. The first table shows the percentage of applicants by race/ethnicity at each stage of the recruitment process, overall and then by job category. The second and third tables in each trio utilizes the "80% rule" to calculate adverse impact, if any, for monitored groups as compared to the group with the highest level of representation.

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[7] Classified Staff includes Professional (Non-Faculty), Clerical/Secretarial, Technical/Paraprofessional, Skilled Crafts, and Service/Maintenance positions.

The second table compares those qualified for the position to those ultimately hired. The third table compares those selected for interview to those ultimately hired. The 80% rule is calculated by dividing the selection rate of a monitored group by selection rate for the subgroup with the highest level of representation. If the result is less than 80%, that identifies adverse impact.

Table 9a below shows the percentage of applicants by race/ethnicity through the various stages of recruitment for the job category of Administrator/Executive/Manager positions. However, the extremely limited sample size of Table 9 should be read with a grain of caution. Appropriate samples sizes are critical for ensuring reliable and relevant results. A sample size under 10 may prevent findings from being extrapolated. Of the 160 positions filled in 2021-22, only 7 were for Administrator/Executive/Manager positions. As a result, the percentages yielded from this specific job category are inherently less indicative of overt patterns of employment trends and more susceptible to possible misinterpretation.

Thirty-six percent (36%) of applicants for an Administrator/Executive/Manager position identified as White and 15% identified as Hispanic/Latina/e/o. Of the applicants that were hired for an administrative position, 43% were Hispanic. Again, it is worth noting that the number of positions hired for this job category is under 10, which can be characterized as statistically unreliable for the purposes of showing trends.

Table 8a. Administrator/Executive/Manager

	All Applicants		Qualified		Selected for Interview		Hired	
Total Applicant Pool	**219**		**138**		**52**		**7**	
Black/African-American	32	15%	21	15%	6	12%	1	14%
Asian	25	11%	17	12%	7	13%	1	14%
Hispanic/Latina/o/e	32	15%	12	9%	8	15%	3	43%
White	78	36%	56	41%	18	35%	1	14%
Other	6	3%	3	2%	3	6%	0	0%
Blank/Unknown	46	21%	29	21%	10	19%	1	14%

Table 9b below shows the "80% rule" calculation for each monitored group the rates of applicants who are qualified versus those who are ultimately hired. The 80% rule is calculated by dividing the selection rate of a monitored group by the selection rate of the highest represented group, which in this case are Hispanic/Latina/e/o applicants at 25%. Table 9b shows there is evidence of adverse impact for qualified Black/African-American and Asian applicants applying for Managerial positions.

Table 9b: 2021-22 Managers Selection Rate: Qualified to Hired

	Qualified	Hired	Selection Rate	80% Rule
Black/African-American	21	1	4.76%	19.0%
Asian	17	1	5.88%	23.5%
Hispanic/Latina/e/o	12	3	**25.00%**	-
White	56	1	1.79%	7.1%
Other	3	0	0.00%	0.0%
Blank/Unknown	29	1	3.45%	13.8%
Total	**138**	**7**	**5.07%**	

Table 9c below shows the "80% rule" calculation for each monitored group the rates of applicants who are chosen to be interviewed versus those who are ultimately hired. The comparison standard for Table 9c are Hispanic/Latina/e/o applicants whose selection rate is highest at 37.5%. Using the 80% rule calculation, Table 9c shows there is evidence of adverse impact for Black/African-American and Asian applicants chosen for interview for Managerial positions versus those hired.

Table 9c: 2021-22 Managers Selection Rate: Selected for Interview to Hired

	Selected for Interview	Hired	Selection Rate	80% Rule
Black/African American	6	1	16.67%	44.44%
Asian	7	1	14.29%	38.10%
Hispanic/Latina/e/o	8	3	**37.50%**	
White	18	1	5.56%	14.81%
Other	3	0	0.00%	0.00%
Blank/Unknown	10	1	10.00%	26.67%
Total	**52**	**7**	**13.46%**	

Table 10a shows the percentage of applicants by race/ethnicity through the various stages of recruitment for the job category of full-time faculty positions. White applicants made up the largest group to apply for a full-time faculty position (24%), followed by Asian (20%) and Hispanic/Latina/e/o (18%) applicants. Six percent (6%) of applicants selected for an interview were African-American but no African-Americans were hired for a full-time faculty position.

Table 10a. Full-Time Faculty

	All Applicants		Qualified		Selected for Interview		Hired	
Total Applicant Pool	363		293		104		19	
Black/African-American	56	15%	41	14%	6	6%	0	0%
Asian	74	20%	61	21%	30	29%	7	37%
Hispanic /Latina/e/o	64	18%	52	18%	13	13%	2	11%
White	87	24%	70	24%	27	26%	2	11%
Other	10	3%	9	3%	4	4%	2	11%
Blank/Unknown	72	20%	60	20%	24	23%	6	32%

Table 10b shows the "80% rule" calculation for each monitored group the rates of applicants who are qualified versus those who are ultimately hired. The 80% rule is calculated by dividing the selection rate of a monitored group by the selection rate of the highest represented group, which in this case are applicants who identify as "Other" at 22.22%. Table 10b shows there is evidence of adverse impact for qualified Black/African-American, Asian, and Hispanic/Latina/e/o applicants applying for full-time faculty positions. However, it is worth noting that the degree of adverse impact varies widely. The degree of adverse impact is greatest for qualified Black/African American applicants.

Table 10b: 2021-22 Full Time Faculty Selection Rate: Qualified to Hired

	Qualified	Hired	Selection Rate	80% Rule
Black/African-American	41	0	0.00%	0.00%
Asian	61	7	11.48%	51.64%
Hispanic/Latina/e/o	52	2	3.85%	17.31%
White	70	2	2.86%	12.86%
Other	9	2	**22.22%**	
Blank/Unknown	60	6	10.00%	45.00%
Total	**293**	**19**	**6.48%**	

Table 10c shows the "80% rule" calculation for each monitored group the rates of applicants who are chosen to be interviewed versus those who are ultimately hired for full-time faculty positions. The comparison standard for Table 10c are Asian applicants whose selection rate is highest at 23.3%. Using the 80% rule calculation, Table 10c shows there is evidence of adverse impact for Black/African-American and Hispanic/Latina/e/o applicants chosen for interview for full-time faculty positions versus those hired. However, the degree of adverse impact was the greatest for Black/African American applicants.

Table 10c: 2021-22 Full Time Faculty Selection Rate: Selected for Interview to Hired

	Selected for Interview	Hired	Selection Rate	80% Rule
Black/African-American	6	0	0.00%	0.00%
Asian	30	7	**23.33%**	
Hispanic/Latina/e/o	13	2	15.38%	65.93%
White	27	2	7.41%	31.75%
Other	4	2	0.00%	0.00%
Blank/Unknown	24	6	25.00%	107.14%
Total	**104**	**19**	**18.27%**	

Table 11a shows the percentage of applicants by race/ethnicity through the various stages of recruitment for the job category of adjunct faculty positions. The largest group to apply for an adjunct faculty position was White (29%), followed by Hispanic/Latina/e/o (16%) and Asian (15%) applicants. While the greatest percentage of adjunct faculty who were hired comprised of White applicants (27%), Asian (19%) and African-American (15%) of applicants made up the second and third largest group, respectively.

Table11a. Adjunct Faculty

	All Applicants		Qualified		Selected for Interview		Hired	
Total Applicant Pool	**429**		**303**		**159**		**73**	
Black/African-American	56	13%	33	11%	20	13%	11	15%
Asian	65	15%	49	16%	32	20%	14	19%
Hispanic /Latina/e/o	67	16%	51	17%	20	13%	10	14%
White	126	29%	90	30%	48	30%	20	27%
Other	6	1%	4	1%	3	2%	0	0%
Blank/Unknown	109	25%	76	30%	36	23%	18	25%

Table 11b shows the "80% rule" calculation for each monitored group the rates of applicants who are qualified versus those who are ultimately hired. The 80% rule is calculated by dividing the selection rate of a monitored group by the selection rate of the highest represented group, which in this case are Black/African American applicants at 33.33%. Table 11b shows there is evidence of adverse impact for qualified Hispanic/Latina/e/o applicants applying for adjunct faculty positions.

Table 11b: 2021-22 Adjunct Faculty Selection Rate: Qualified to Hired

	Qualified	Hired	Selection Rate	80% Rule
Black/African-American	33	11	**33.33%**	
Asian	49	14	28.57%	85.71%
Hispanic/Latina/e/o	51	10	19.61%	58.82%
White	90	20	22.22%	66.67%
Other	4	0	0.00%	0.00%
Blank/Unknown	76	18	23.68%	71.05%
Total	**303**	**73**	**24.09%**	

Table 11c shows the "80% rule" calculation for each monitored group the rates of applicants who are chosen to be interviewed versus those who are ultimately hired for adjunct faculty positions. The comparison standard for Table 11c are Black/African-American applicants whose selection rate is highest at 55%. Using the 80% rule calculation, Table 11c shows there is no evidence of adverse impact for adjunct faculty who are selected for interview.

Table 11c: 2021-22 Adjunct Faculty Selection Rate: Selected for Interview to Hired

	Selected for Interview	Hired	Selection Rate	80% Rule
Black/African-American	20	11	**55.00%**	
Asian	32	14	43.75%	79.55%
Hispanic/Latina/e/o	20	10	50.00%	90.91%
White	48	20	41.67%	75.76%
Other	3	0	0.00%	0.00%
Blank/Unknown	36	18	50.00%	90.91%
Total	**159**	**73**	**45.91%**	

Table 12a shows the percentage of applicants by race/ethnicity through the various stages of recruitment for the job category of classified positions. African-American and Hispanic/Latina/e/o applicants made up the largest groups who applied (29% African-American, 23% Hispanic) who applied for a classified staff position. Of the applicants who were hired for a classified position, 30% were White.

Table 12a. Classified Staff

	All Applicants		Qualified		Selected for Interview		Hired	
Black/African-American	727	20%	346	20%	131	19%	10	16%
Asian	458	12%	229	13%	97	14%	10	16%
Hispanic/Latina/e/o	1051	29%	487	28%	207	31%	18	30%
White	359	10%	188	11%	68	10%	4	7%
Other	58	2%	24	1%	8	1%	3	5%
Blank/Unknown	1013	28%	464	27%	163	24%	16	26%
Total	**3,666**		**1,738**		**674**		**61**	

Table 12b shows the "80% rule" calculation for each monitored group the rates of applicants who are qualified versus those who are ultimately hired. The 80% rule is calculated by dividing the selection rate of a monitored group by the selection rate of the highest represented group, which in this case are applicants who identify as "Other" at 12.5%. Table 12b shows there is evidence of adverse impact for qualified Black/African-American, Asian applicants and Hispanic/Latina/e/o applicants applying for classified positions.

Table 12b: 2021-22 Classified Selection Rate: Qualified to Hired

	Qualified	Hired	Selection Rate	80% Rule
Black/African-American	346	10	2.89%	23.12%
Asian	229	10	4.37%	34.93%
Hispanic/Latina/e/o	487	18	3.70%	29.57%
White	188	4	2.13%	17.02%
Other	24	3	**12.50%**	100.00%
Blank/Unknown	464	16	3.45%	27.59%
Total	**1,738**	**61**	**3.51%**	

Table 12c shows the "80% rule" calculation for each monitored group the rates of applicants who are chosen to be interviewed versus those who are ultimately hired. The comparison standard for Table 12c are Asian applicants whose selection rate is highest at 10.31%. Using the 80% rule calculation, Table 12c shows there is evidence of adverse impact for Black/African-American applicants chosen for interview for classified positions versus those hired.

Table 12c: 2021-22 Classified Selection Rate: Selected for Interview to Hired

	Selected for Interview	Hired	Selection Rate	80% Rule
Black/African-American	131	10	7.63%	74.05%
Asian	97	10	**10.31%**	
Hispanic/Latina/e/o	207	18	8.70%	84.35%
White	68	4	5.88%	57.06%
Other	8	3	0.00%	0.00%
Blank/Unknown	163	16	9.82%	95.21%
Total	**674**	**61**	**9.05%**	

Appendix: Availability Data Analysis

Figure 1 below looks at the El Camino College Fall 2022 workforce categorized by ethnicity. The column titled "Total Job Group Employees" is the total number of employees in Fall 2022. The column titled "Total Job Race Group Employees" is the number of ECC employees in each of the race category. The "% of Race Job Group Employees" is the percentage of ECC employees for each race category. For example, in Fall 2022, 12% of all ECC employees identified as Black/African-American.

"Race Availability" is automatically calculated by the worksheet and refers to the percentage of employees in a particular race/ethnic group that has been calculated using the specific ratio of 6 data sources (demographics of the ECC student population, community, and advanced degree earners, as well as state and federal census data) as outlined in the EEO Plan, Exploration of Underrepresentation Section. Using the second row as an example, 12% of El Camino College employees are Black/African-American, as compared to our comparison metric of 11.8%. In whole numbers, "Race Expected based on Availability," that would translate to 170 employees.

This chart shows that the percentage of Black/African-American employees is slightly higher than the ratio of people who identify as Black/African-American when combining the sources of El Camino College's student population, community, advanced degree earners, as well as the state and federal populations.

The binomial exact statistic will be between 0 and 1 and can be read as our degree of confidence in the difference between the workforce representation and availability estimate. Values less than 0.05 and greater than 0.95 indicate a confidence level of 95% or greater the difference is not due to random distribution. Binomial Exact can be used for small datasets.

SD refers to standard deviation. The standard deviation statistic is a measure of probability. The degree of confidence increases as the standard deviation statistic gets larger. The threshold typically used to conclude a finding is significant is 2.0 standard deviations or greater. Best used with data sets of 30 or more employees. If the standard deviation is less than -2.0 standard deviations, the term "Underutilized" will be indicated in the worksheet.

In this case, the percentage of Hispanic/Latina/e/o employees at El Camino College significantly underrepresented when compare to the "Race Availability" percentage.

SF refers to short fall. Short Fall is calculated by taking "Race Expected based on Availability" and subtracting "Total Race Job Group Employees". When the number in the SF column is negative, it shows that El Camino College's population in that category exceeds the percentage of the Availability Data.

Appendix Figure 1: Availability Analysis Worksheet for El Camino College 2022 Workforce by Race/Ethnicity

Race	Job Group	External Recruitment Area	Total Job Group Employees	Total Race Job Group Employees	% of Race Job Group Employees	Race Availability	Race Expected based on Availability	Binomial Exact	SD	SF	
White	Fall 202	Student Population (	1447	547	37.8%	30.9%	447	1.00	5.68	###	
Black	Fall 202	Local Area - Los An	1447	174	12.0%	11.8%	170	0.65	0.32	-4	
Hispanic	Fall 202	CA Statewide	1447	395	27.3%	37.3%	539	0.00	-7.83	144	Underutilized
Asian	Fall 202	US National	1447	236	16.3%	11.2%	162	1.00	6.16	-74	
Native American	Fall 202	Advanced Degree (2	1447	6	0.4%	0.3%	4	0.93	1.25	-2	
NH/PI	Fall 202		1447	14	1.0%	0.3%	4	1.00	4.95	-10	

Figure 2 below looks at the El Camino College Fall 2022 workforce categorized by gender. The column titled "Total Job Group Employees" is the total number of employees in Fall 2022. The column titled "Total Job Sex Group Employees" is the number of ECC employees in each of the gender category. The "% of Sex Job Group Employees" is the percentage of ECC employees for each gender category. For example, in Fall 2022, 53.9% of all ECC employees identified as Female. "Sex Availability", "Sex Expected Based on Availability", "Binomial Exact", "SD", and "SF" are automatically calculated by the worksheet.

In this case, 53.9% of El Camino College employees in 2022 identified as female as compared to 56.4% in comparable "Availability Data." This table shows the number of female employees is lower than the ratio of females one would find when looking at the combined percentages of females in El Camino College's student population, community, advanced degree earners, as well as the state and federal populations.

Appendix Figure 2: Availability Analysis Worksheet for El Camino College 2022 Workforce by Gender

Sex	Job Group	External Recruitment Area	Total Job Group Employees	Total Sex Job Group Employees	% of Sex Job Group Employees	Sex Availability	Sex Expected based on Availability	Binomial Exact	SD	SF
Females	Fall 202	Student Population (	1447	780	53.9%	56.4%	816	0.03	-1.91	36
Males	Fall 202	Local Area - Los An	1447	667	46.1%	43.1%	624	0.99	2.30	-43