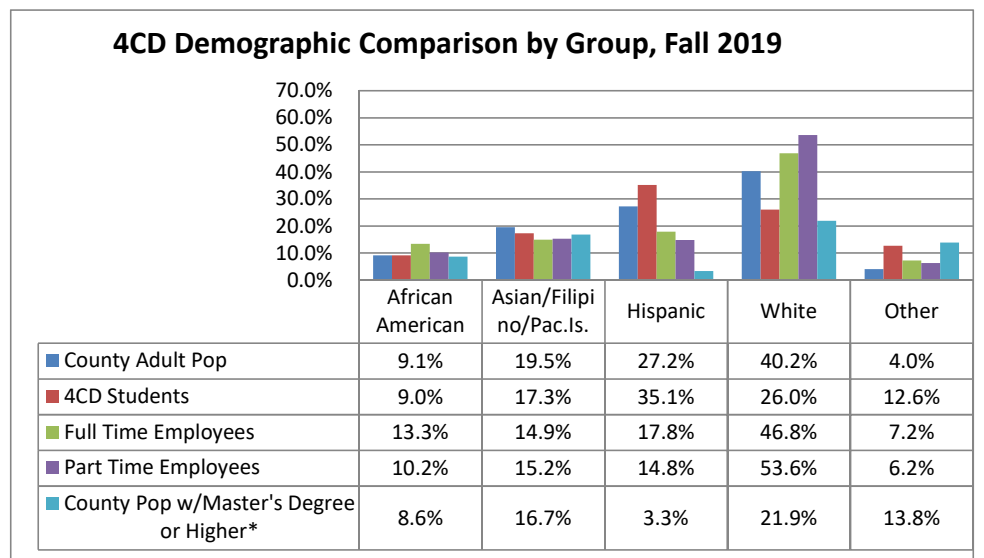
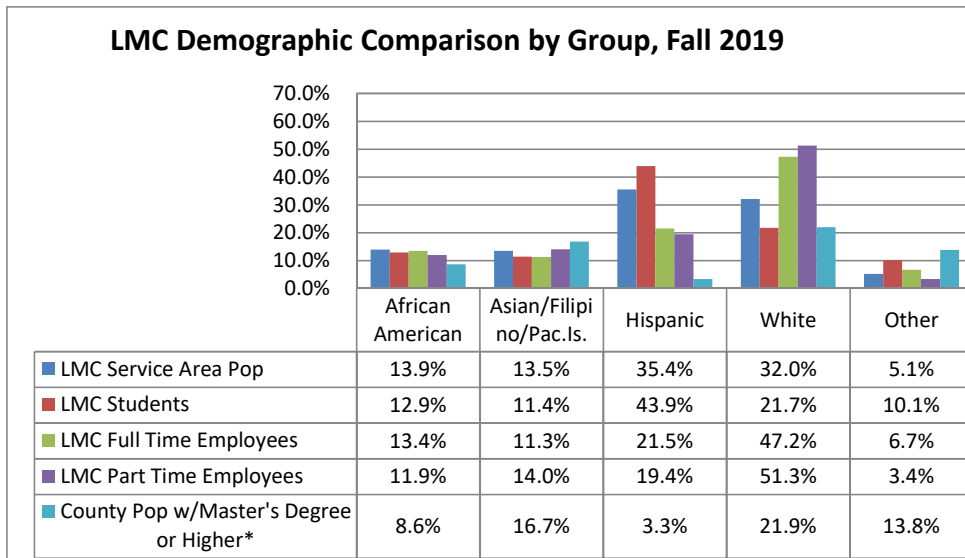
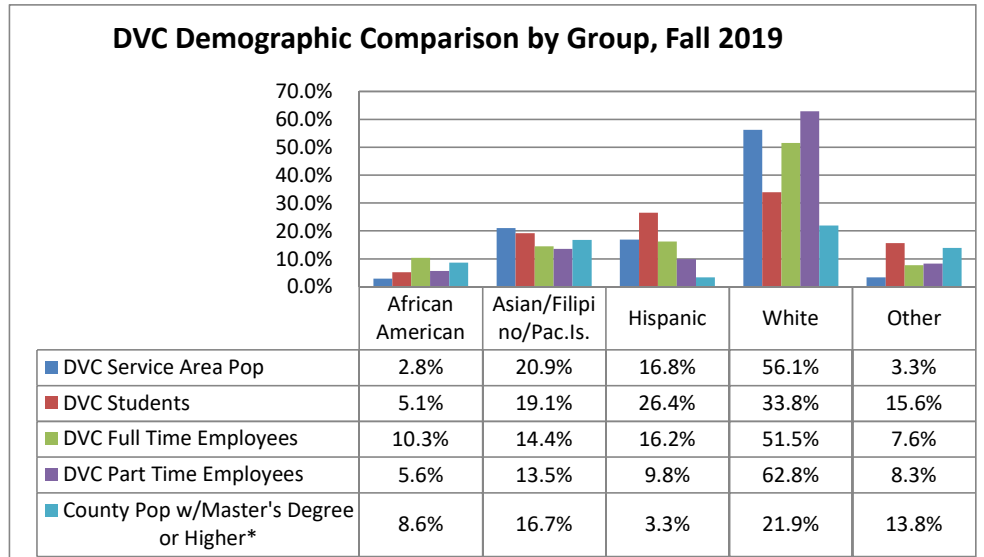
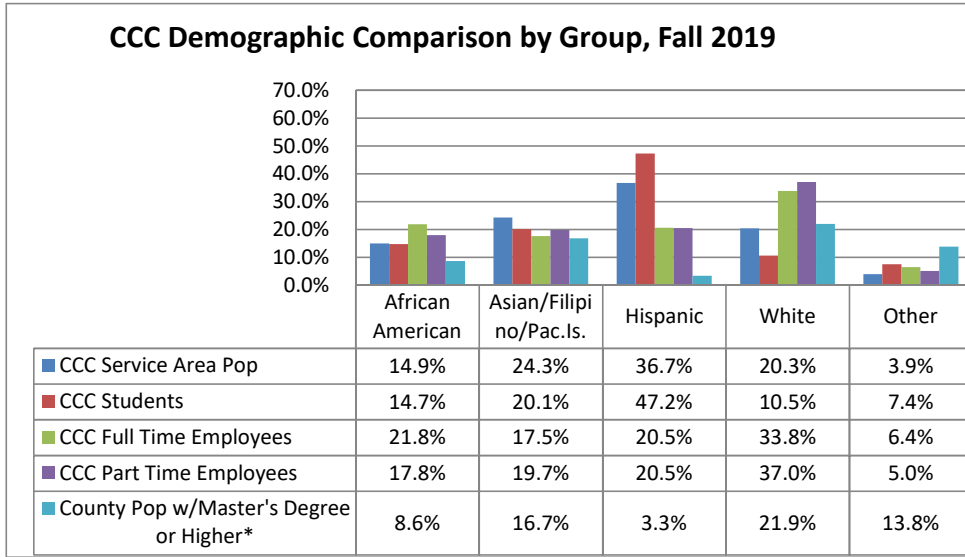


**Figure 1: Racial/Ethnic Composition of Students and Employees Compared to County Population**



Note: This analysis exclude student employees. Totals may not add to 100 percent due to rounding error.

Other includes all other groups: Native American, Multi-ethnicity, Unknown and Decline to State.

**Table 1a: Employees by Location, Term, and Racial/Ethnic Group - (Percent)**

Location/ Term	African American	Asian/ Filipino/Pac.Is.	Hispanic	White	Other*
<b>CCC</b>					
Fall 2012	25%	16%	16%	34%	9%
Fall 2013	22%	18%	20%	32%	7%
Fall 2014	22%	19%	20%	31%	7%
Fall 2015	22%	18%	22%	32%	6%
Fall 2016	22%	17%	22%	32%	6%
Fall 2017	22%	20%	23%	30%	5%
Fall 2018	20%	20%	25%	32%	4%
Fall 2019	20%	21%	24%	31%	5%
<b>Change from 2012 to 2019</b>	<b>-5%</b>	<b>5%</b>	<b>7%</b>	<b>-3%</b>	<b>-4%</b>
<b>DVC</b>					
Fall 2012	6%	12%	9%	53%	19%
Fall 2013	6%	13%	10%	53%	17%
Fall 2014	7%	15%	11%	54%	14%
Fall 2015	7%	15%	11%	53%	14%
Fall 2016	7%	16%	12%	52%	13%
Fall 2017	8%	15%	13%	51%	13%
Fall 2018	8%	16%	13%	50%	13%
Fall 2019	7%	16%	14%	51%	12%
<b>Change from 2012 to 2019</b>	<b>1%</b>	<b>4%</b>	<b>5%</b>	<b>-2%</b>	<b>-7%</b>
<b>LMC</b>					
Fall 2012	13%	13%	19%	47%	8%
Fall 2013	13%	11%	22%	47%	6%
Fall 2014	15%	12%	21%	46%	5%
Fall 2015	15%	10%	22%	50%	4%
Fall 2016	15%	11%	24%	47%	4%
Fall 2017	13%	12%	26%	45%	4%
Fall 2018	14%	14%	26%	42%	4%
Fall 2019	12%	16%	29%	40%	3%
<b>Change from 2012 to 2019</b>	<b>-1%</b>	<b>3%</b>	<b>9%</b>	<b>-6%</b>	<b>-5%</b>
<b>DST</b>					
Fall 2012	16%	20%	7%	49%	8%
Fall 2013	15%	21%	10%	46%	7%
Fall 2014	10%	26%	9%	47%	8%
Fall 2015	11%	23%	8%	49%	8%
Fall 2016	12%	22%	9%	49%	9%
Fall 2017	9%	23%	6%	55%	8%
Fall 2018	8%	24%	5%	53%	9%
Fall 2019	11%	23%	10%	49%	8%
<b>Change from 2012 to 2019</b>	<b>-5%</b>	<b>3%</b>	<b>3%</b>	<b>0%</b>	<b>0%</b>

All groups (Classified Staff, FT Faculty, PT Faculty, Mgrs/Sups/Conf and Student Employees).

\*Other includes all other groups: Native American, Multi-ethnicity, Unknown and Decline to State.

**Table 1b: Employees by Location, Term, and Racial/Ethnic Group - (Number)**

Location/ Term	African American	Asian/ Filipino/Pac.Is.	Hispanic	White	*Other	Grand Total
<b>CCC</b>						
Fall 2012	174	111	113	240	60	698
Fall 2013	167	133	153	243	56	752
Fall 2014	179	151	161	249	56	796
Fall 2015	178	145	172	251	50	796
Fall 2016	171	133	172	246	43	765
Fall 2017	171	156	183	239	36	785
Fall 2018	151	150	188	243	34	766
'Fall 2019	148	156	179	236	37	756
<b>DVC</b>						
Fall 2012	92	183	138	807	294	1,514
Fall 2013	99	211	155	841	275	1,581
Fall 2014	112	244	187	900	236	1,679
Fall 2015	125	260	189	933	248	1,755
Fall 2016	122	278	217	916	231	1,764
Fall 2017	137	264	220	884	219	1,724
Fall 2018	139	274	232	868	225	1,738
'Fall 2019	132	280	257	906	205	1,780
<b>LMC</b>						
Fall 2012	105	101	156	382	62	806
Fall 2013	109	94	184	393	49	829
Fall 2014	136	112	194	421	43	906
Fall 2015	143	92	207	479	40	961
Fall 2016	145	103	230	458	37	973
Fall 2017	127	117	252	427	34	957
Fall 2018	136	135	244	398	40	953
'Fall 2019	122	152	280	390	34	978
<b>DST</b>						
Fall 2012	14	17	6	43	7	87
Fall 2013	13	18	8	39	6	84
Fall 2014	9	24	8	43	7	91
Fall 2015	11	22	8	48	8	97
Fall 2016	12	22	9	49	9	101
Fall 2017	8	21	6	51	7	93
Fall 2018	8	23	5	51	9	96
'Fall 2019	10	21	9	45	7	92

All employee groups (Classified Staff, FT Faculty, PT Faculty, Mgrs/Sups/Conf and Student Employees).

**Table 2: Employees by Classification, Racial/Ethnic Group, and Term - (Number)**

Location/Employee Group	African American					Asian/Filipino/Pac.Is.					Hispanic					White					Other*					
	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	
<b>CCC</b>																										
Classified	55	58	60	55	55	33	36	40	42	52	63	62	72	80	82	52	54	53	52	53	12	10	11	10	12	
Full Time Faculty	15	17	16	15	15	10	11	16	16	17	15	16	17	15	15	42	40	41	38	43	6	5	4	6	6	
Part Time Faculty	63	49	50	42	41	34	34	37	42	43	24	28	32	27	27	138	125	114	121	114	19	18	14	12	13	
Mgrs/Sups/Conf.	10	8	6	5	8	5	5	4	2	4	2	2	4	5	2	6	9	13	12	10	2	1	1	2	6	
Student Employees	35	39	39	34	29	63	47	59	48	40	68	64	58	61	53	13	18	18	20	16	11	9	6	4	6	
Total	178	171	171	151	148	145	133	156	150	156	172	172	183	188	179	251	246	239	243	236	50	43	36	34	43	
<b>DVC</b>																										
Classified	47	48	52	51	51	63	68	81	81	77	67	75	80	83	95	221	202	203	193	195	26	23	27	32	25	
Full Time Faculty	15	17	17	19	21	22	22	25	30	33	23	27	30	32	34	155	165	155	154	154	32	34	29	30	29	
Part Time Faculty	29	27	32	34	26	79	77	74	72	73	35	37	33	37	34	432	417	402	417	408	80	64	59	58	50	
Mgrs/Sups/Conf.	4	3	3	5	4	4	4	4	3	4	5	3	4	3	5	25	30	28	29	27	4	3	4	5	4	
Student Employees	30	27	33	30	30	92	107	81	88	93	59	75	73	77	89	100	102	96	75	122	106	107	99	100	97	
Total	125	122	137	139	132	260	278	265	274	280	189	217	220	232	257	933	916	884	868	906	248	231	218	225	205	
<b>LMC</b>																										
Classified	37	34	37	34	35	20	23	23	25	31	51	59	58	62	65	112	110	104	101	94	9	10	7	9	8	
Full Time Faculty	10	12	13	14	14	8	10	11	11	12	17	18	19	17	24	64	65	65	68	69	12	11	12	11	11	
Part Time Faculty	31	28	25	33	32	30	28	32	39	36	35	34	31	39	41	210	190	174	151	157	11	12	11	15	11	
Mgrs/Sups/Conf.	4	5	3	2	3	2	2	4	7	7	5	4	5	5	6	15	16	19	17	12	1	2	2	1	2	
Student Employees	61	66	49	53	38	32	40	47	53	66	99	115	139	121	144	78	77	65	61	58	7	2	2	4	2	
Total	143	145	127	136	122	92	103	117	135	152	207	230	252	244	280	479	458	427	398	390	40	37	34	40	34	
<b>DST</b>																										
Classified	5	6	4	4	4	14	15	15	15	15	7	8	4	4	5	21	18	21	19	19	4	5	3	5	5	
Mgrs/Sups/Conf.	6	5	4	4	5	8	7	5	7	6	1	1	1	1	5	26	31	29	30	26	4	4	3	3	2	
Student Employees		1			1			1	1				1		1	1		1	2				1	1		
Total	11	12	8	8	10	22	22	21	23	21	8	9	6	5	11	48	49	51	51	45	8	9	7	9	7	
<b>4CD</b>																										
Classified	144	146	153	144	145	130	142	159	163	175	188	204	214	229	247	406	384	381	365	361	51	48	48	56	50	
Full Time Faculty	40	46	46	48	50	40	43	52	57	62	55	61	66	64	73	261	270	261	260	266	50	50	45	47	46	
Part Time Faculty	123	104	107	109	99	143	139	143	153	152	94	99	96	103	102	780	732	690	689	679	110	94	84	85	74	
Mgrs/Sups/Conf.	24	21	16	16	20	19	18	17	19	21	13	10	14	14	18	72	86	89	88	75	11	10	10	11	14	
Student Employees	126	133	121	117	98	187	194	188	190	199	226	254	271	259	287	192	197	180	158	196	124	118	108	109	105	
Total	457	450	443	434	412	519	536	559	582	609	576	628	661	669	727	1,711	1,669	1,601	1,560	1,577	346	320	295	308	289	

**Table 3a: Demographic Comparison by Group - Fall 2019 (Percent)**

Location	African American	Asian/Filipino/Pac.Is.	Hispanic	White	Other	Total
<b>CCC</b>						
CCC Service Area	14.9%	24.3%	36.7%	20.3%	3.9%	100.0%
Students	14.7%	20.1%	47.2%	10.5%	7.5%	100.0%
CCC Full Time Employees	21.8%	17.5%	20.5%	33.8%	6.4%	100.0%
CCC Part Time Employees	17.8%	19.7%	20.5%	37.0%	5.0%	100.0%
<b>DVC</b>						
DVC Service Area	2.8%	20.9%	16.8%	56.1%	3.3%	100.0%
Students	5.1%	19.1%	26.4%	33.8%	15.6%	100.0%
DVC Full Time Employees	10.3%	14.4%	16.2%	51.5%	7.6%	100.0%
DVC Part Time Employees	5.6%	13.5%	9.8%	62.8%	8.3%	100.0%
<b>LMC</b>						
LMC Service Area	13.9%	13.5%	35.4%	32.0%	5.1%	100.0%
Students	12.9%	11.4%	43.9%	21.7%	10.1%	100.0%
LMC Full Time Employees	13.4%	11.3%	21.5%	47.2%	6.7%	100.0%
LMC Part Time Employees	11.9%	14.0%	19.4%	51.3%	3.4%	100.0%
<b>CCCCD</b>						
Contra Costa County	9.1%	19.5%	27.2%	40.2%	4.0%	100.0%
Students	9.0%	17.3%	35.1%	26.0%	12.6%	100.0%
Full Time Employees	13.3%	14.9%	17.8%	46.8%	7.2%	100.0%
Part Time Employees	10.2%	15.2%	14.8%	53.6%	6.2%	100.0%
County Population with Master's Degree or Higher	8.6%	16.7%	3.3%	21.9%	13.8%	14.3%

**Table 3b: Demographic Comparison by Group - Fall 2019 (Number)**

Location	African American	Asian/Filipino/Pac. Is.	Hispanic	White	Other	Total
<b>CCC</b>						
CCC Service Area	27,666	45,117	68,110	37,687	7,250	185,830
Students	1,034	1,411	3,312	739	527	7,023
CCC Full Time Employees	51	41	48	79	15	234
CCC Part Time Employees	68	75	78	141	19	381
<b>DVC</b>						
DVC Service Area	9,807	73,203	58,780	196,227	11,489	349,506
Students	986	3,677	5,093	6,507	3,005	19,268
DVC Full Time Employees	58	81	91	290	43	563
DVC Part Time Employees	44	106	77	494	65	786
<b>LMC</b>						
LMC Service Area	31,622	30,656	80,565	72,791	11,686	227,320
Students	1,196	1,060	4,078	2,020	937	9,291
LMC Full Time Employees	38	32	61	134	19	284
LMC Part Time Employees	46	54	75	198	13	386
<b>CCCCD</b>						
Contra Costa County	69,095	148,976	207,455	306,705	30,425	762,656
Students	3,216	6,148	12,483	9,266	4,469	35,582
Full Time Employees	156	174	208	547	84	1,169
Part Time Employees	158	236	230	834	97	1,555
County Population with Master's Degree or Higher	5,917	24,948	6,882	67,148	4,197	109,092

Note: This analysis excludes student employees.

Full time employee groups include: Academic Managers, Classified Managers, Full time Faculty, Classified Monthly, and Confiden

Part time employee groups include: Part time Faculty and Classified Hourly.

Master's degree information from American FactFinder 2011-2015 table S1501.

County Adult Population (18-64 yrs.) from EMSI, 2020 Estimates.

\*Other includes all other groups: Native American, Multi-ethnicity, Unknown and Decline to State.

**Table 4a: Difference in Racial/Ethnic Distribution from 2000 to 2019 for Students, Employees, and County Populations**

Area/Site	Students			Employees			Population		
	Fall 2010 Students	Fall 2019 Students	Difference 2010 to 2019	Fall 2010 Employees	Fall 2019 Employees	Difference 2010 to 2019	2010 Population	2019 Population	Difference 2000 to 2019
<b>CCCCD / Contra Costa County</b>	<b>100.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>0.0%</b>
African American	13.0%	9.0%	-3.9%	11.0%	11.5%	0.5%	9.3%	9.1%	-0.2%
Asian/Filipino/Pac. Is.	15.9%	17.3%	1.3%	9.7%	15.1%	5.3%	15.8%	19.5%	3.7%
Hispanic	22.3%	35.1%	12.8%	11.1%	16.1%	5.0%	23.9%	27.2%	3.3%
White	33.5%	26.0%	-7.5%	54.1%	50.7%	-3.4%	47.8%	40.2%	-7.5%
Other*	15.3%	12.6%	-2.7%	14.0%	6.6%	-7.3%	3.2%	4.0%	0.7%
<b>CCC / West County</b>	<b>100.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>0.0%</b>
African American	26.5%	14.7%	-11.8%	24.0%	19.3%	-4.6%	19.2%	14.9%	-4.3%
Asian/Filipino/Pac. Is.	21.1%	20.1%	-1.0%	12.3%	18.9%	6.5%	21.5%	24.3%	2.8%
Hispanic	28.7%	47.2%	18.4%	12.7%	20.5%	7.8%	31.8%	36.7%	4.9%
White	13.9%	10.5%	-3.4%	41.1%	35.8%	-5.3%	24.5%	20.3%	-4.2%
Other	9.7%	7.5%	-2.2%	9.9%	5.5%	-4.3%	3.1%	3.9%	0.8%
<b>DVC / Central County</b>	<b>100.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>0.0%</b>
African American	5.7%	5.1%	-0.5%	5.5%	7.6%	2.1%	2.3%	2.8%	0.5%
Asian/Filipino/Pac. Is.	16.1%	19.1%	3.0%	9.2%	13.9%	4.7%	15.8%	20.9%	5.1%
Hispanic	16.1%	26.4%	10.3%	7.4%	12.5%	5.0%	14.4%	16.8%	2.4%
White	42.6%	33.8%	-8.8%	58.6%	58.1%	-0.4%	64.3%	56.1%	-8.2%
Other	19.5%	15.6%	-3.9%	19.3%	8.0%	-11.3%	3.1%	3.3%	0.1%
<b>LMC / East County</b>	<b>100.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>0.0%</b>
African American	16.8%	12.9%	-4.0%	10.2%	12.5%	2.4%	13.0%	13.9%	0.9%
Asian/Filipino/Pac. Is.	11.2%	11.4%	0.2%	8.1%	12.8%	4.8%	11.2%	13.5%	2.3%
Hispanic	29.6%	43.9%	14.2%	17.3%	20.3%	3.0%	33.6%	35.4%	1.8%
White	31.1%	21.7%	-9.3%	57.0%	49.6%	-7.5%	38.7%	32.0%	-6.7%
Other	11.3%	10.1%	-1.2%	7.4%	4.8%	-2.7%	3.5%	5.1%	1.6%

\*Other includes all other groups: Native American, Multi-ethnicity, Unknown and Decline to State.

County Adult Population (18-64 yrs.) from EMSI.

Fall term student information from California Community Colleges Chancellor's Office (CCCCO) Data Mart.

Employee information from IT Staff Demographics reports. Excludes student employees.

**Table 4b: Racial/Ethnic Distribution of CCCC Students and Employees Compared to County Population, 2000-2010-2019**

Area/Site	2000						2010						2019					
	Fall 2000 Students		Fall 2000 Employees		2000 Adult Population		Fall 2010 Students		Fall 2010 Employees		2010 Adult Population		Fall 2019 Students		Fall 2019 Employees		2019 Adult Population	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
<b>CCCCD / Contra Costa County</b>	<b>38,521</b>	100.0%	<b>2,459</b>	100.0%	<b>647,868</b>	100.0%	<b>39,068</b>	100.0%	<b>2,535</b>	100.0%	<b>707,480</b>	100.0%	<b>35,582</b>	100.0%	<b>2,724</b>	100.0%	<b>762,656</b>	100.0%
African American	4,210	10.9%	252	10.2%	58,438	9.0%	5,074	13.0%	280	11.0%	65,690	9.3%	3,216	9.0%	314	11.5%	69,095	9.1%
Asian/Filipino/Pac. Is.	6,504	16.9%	229	9.3%	82,318	12.7%	6,225	15.9%	247	9.7%	111,912	15.8%	6,148	17.3%	410	15.1%	148,976	19.5%
Hispanic	5,430	14.1%	241	9.8%	116,819	18.0%	8,698	22.3%	282	11.1%	169,088	23.9%	12,483	35.1%	438	16.1%	207,455	27.2%
White	18,715	48.6%	1,491	60.6%	373,708	57.7%	13,090	33.5%	1,372	54.1%	337,872	47.8%	9,266	26.0%	1,381	50.7%	306,705	40.2%
Other*	3,662	9.5%	246	10.0%	16,585	2.6%	5,981	15.3%	354	14.0%	22,918	3.2%	4,469	12.6%	181	6.6%	30,425	4.0%
<b>CCC / West County</b>	<b>7,921</b>	100.0%	<b>455</b>	100.0%	<b>148,800</b>	100.0%	<b>8,413</b>	100.0%	<b>567</b>	100.0%	<b>165,927</b>	100.0%	<b>7,023</b>	100.0%	<b>615</b>	100.0%	<b>185,830</b>	100.0%
African American	2,106	26.6%	112	24.6%	29,677	19.9%	2,232	26.5%	136	24.0%	31,897	19.2%	1,034	14.7%	119	19.3%	27,666	14.9%
Asian/Filipino/Pac. Is.	1,615	20.4%	44	9.7%	27,549	18.5%	1,776	21.1%	70	12.3%	35,596	21.5%	1,411	20.1%	116	18.9%	45,117	24.3%
Hispanic	1,496	18.9%	56	12.3%	39,520	26.6%	2,418	28.7%	72	12.7%	52,682	31.8%	3,312	47.2%	126	20.5%	68,110	36.7%
White	2,013	25.4%	212	46.6%	48,038	32.3%	1,170	13.9%	233	41.1%	40,627	24.5%	739	10.5%	220	35.8%	37,687	20.3%
Other	691	8.7%	31	6.8%	4,016	2.7%	817	9.7%	56	9.9%	5,125	3.1%	527	7.5%	34	5.5%	7,250	3.9%
<b>DVC / Central County</b>	<b>21,365</b>	100.0%	<b>1,447</b>	100.0%	<b>332,132</b>	100.0%	<b>20,765</b>	100.0%	<b>1,262</b>	100.0%	<b>341,746</b>	100.0%	<b>19,268</b>	100.0%	<b>1,349</b>	100.0%	<b>349,506</b>	100.0%
African American	1,023	4.8%	85	5.9%	6,837	2.1%	1,176	5.7%	69	5.5%	7,874	2.3%	986	5.1%	102	7.6%	9,807	2.8%
Asian/Filipino/Pac. Is.	3,888	18.2%	134	9.3%	38,591	11.6%	3,344	16.1%	116	9.2%	54,030	15.8%	3,677	19.1%	187	13.9%	73,203	20.9%
Hispanic	2,311	10.8%	115	7.9%	33,983	10.2%	3,348	16.1%	94	7.4%	49,256	14.4%	5,093	26.4%	168	12.5%	58,780	16.8%
White	11,943	55.9%	929	64.2%	245,015	73.8%	8,847	42.6%	739	58.6%	219,856	64.3%	6,507	33.8%	784	58.1%	196,227	56.1%
Other	2,200	10.3%	184	12.7%	7,706	2.3%	4,050	19.5%	244	19.3%	10,730	3.1%	3,005	15.6%	108	8.0%	11,489	3.3%
<b>LMC / East County</b>	<b>9,235</b>	100.0%	<b>446</b>	100.0%	<b>166,936</b>	100.0%	<b>9,890</b>	100.0%	<b>619</b>	100.0%	<b>199,807</b>	100.0%	<b>9,291</b>	100.0%	<b>670</b>	100.0%	<b>227,320</b>	100.0%
African American	1,081	11.7%	44	9.9%	21,924	13.1%	1,666	16.8%	63	10.2%	25,919	13.0%	1,196	12.9%	84	12.5%	31,622	13.9%
Asian/Filipino/Pac. Is.	1,001	10.8%	37	8.3%	16,178	9.7%	1,105	11.2%	50	8.1%	22,286	11.2%	1,060	11.4%	86	12.8%	30,656	13.5%
Hispanic	1,623	17.6%	66	14.8%	43,316	25.9%	2,932	29.6%	107	17.3%	67,150	33.6%	4,078	43.9%	136	20.3%	80,565	35.4%
White	4,759	51.5%	276	61.9%	80,655	48.3%	3,073	31.1%	353	57.0%	77,389	38.7%	2,020	21.7%	332	49.6%	72,791	32.0%
Other	771	8.3%	23	5.2%	4,863	2.9%	1,114	11.3%	46	7.4%	7,063	3.5%	937	10.1%	32	4.8%	11,686	5.1%

\*Other includes all other groups: Native American, Multi-ethnicity, Unknown and Decline to State.

County Adult Population (18-64 yrs.) from EMSI.

Fall term student information from California Community Colleges Chancellor's Office (CCCCO) Data Mart.

Employee information from IT Staff Demographics reports. Excludes student employees.