

2023-24

4CD Workforce Diversity Report

Governing Board Regular Meeting
September 11, 2024

2023-24 4CD Workforce Diversity Report

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2023-24 4CD Diversity Workforce Report

Background

California Education Code Section 87100 states, “a work force that is continually responsive to the needs of a diverse student population [which] may be achieved by ensuring that all people receive an equal opportunity to compete for employment and promotion within the community college districts and by eliminating barriers to equal employment opportunity” is imperative for overall student success. This system regulation aligns to the Contra Costa Community College District’s (4CD) mission to constantly strive to increase diversity, equity, inclusion, and belonging across our entire 4CD workforce.

In 2013, 4CD initiated discussions on workforce diversity with key employee constituency group participation. From 2013-2015, we established a Governing Board Subcommittee, Hiring Policy Review Task Force, Professional Development Committee, and Equal Employment Opportunity Committee to respectfully explore best practices and areas for improvement. Ultimately, the discussions among 4CD teams led to significant hiring policy modifications, including a formal Equal Employment Opportunity Plan (EEO Plan). In 2016, we reconstituted a District Equal Employment Opportunity Advisory Committee (DEEOAC) to further advance the EEO Plan. The DEEOAC reviewed the EEO Plan this past year and the plan was revised based on guidance from the State Chancellor’s Office. On June 12, 2024, the 4CD Governing Board approved an updated EEO Plan to be effective July 1, 2024-June 30, 2027.

This report describes some of 4CD’s activities, which involve our organization’s development of a diverse workforce, to help achieve equitable student success outcomes and empower students to transform their lives through advantages of higher education.

4CD Workforce Diversity Efforts

The efforts below highlight several endeavors that support the goals of the Governing Board and 4CD in developing and sustaining a diverse workforce while promoting inclusive hiring activities for classified professional, management, and faculty positions.

Best Practices for Diversity Hiring Implemented

The District Office Human Resources Department (DO HR) has continually improved the hiring process and implemented additional steps to advance its diversity efforts:

- DO HR includes diversity and social justice statements in all job postings to clearly communicate our organizational commitment to diversity, inclusion and belonging.
- All applicants are asked to address diversity, inclusion and/or equity in their supplemental questions, first interview and second interview phase. DO HR

ensures at each phase that all applicants demonstrate a sensitivity to and understanding of diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students and staff specific to the position for which they are applying.

- An EEO Officer attends and oversees full-time faculty, contract administrator, and all District Office job interviews. EEO Representatives (who have received special training for that role) also serve on part-time faculty hiring committees.
- DO HR thoroughly investigates all complaints of discrimination and harassment in accordance with Human Resources Procedure 1040.07. DO HR also investigates all complaints regarding accusations of unfairness in the recruitment and selection processes.
- DO HR continues to expand our ability to collect longitudinal data and monitor demographic categories to include LGBTQIA+, veterans, and differently abled job applicants.
- DO HR continues to make the application process more user-friendly for potential applicants by abbreviating the application submission process, reducing required documentation, and by simplifying application forms and format.

Classification and Compensation Review

DO HR regularly audits, analyzes, and updates job descriptions and compensation to maintain a sound classification system and to ensure that each job description does not possess any type of artificial barrier to employment. DO HR has contracted with McKnight & Associates to complete job classification studies which have resulted in recommendations to reclassify several classified professional positions. DO HR has also analyzed existing and new management classifications this past year.

District Equal Employment Opportunity Advisory Committee (DEEOAC)

Established in 2016, the DEEOAC encompasses college and District Office representatives, which include classified professionals, confidential, management, faculty, and student groups. Local community members are appointed by the Governing Board. The DEEOAC acts as an advisory body to the Chief Human Resources Officer and 4CD. The DEEOAC assists in the implementation of the EEO Plan in conformance with state and federal regulations and guidelines. The DEEOAC meets regularly during the academic year to promote understanding and support of the equal employment opportunity policies and procedures for 4CD.

Employee Development Opportunities

4CD won a \$300,000 grant to create new opportunities for qualified individuals in science, technology, engineering and math, with minimal or no teaching experience, to prepare for a teaching career through its faculty internship program. 12 qualified interns were recruited and in fall 2024, the interns have begun working with two faculty leads and a team of mentors in this one-year program. Departments continue to offer out-of-classification assignments for promotional classifications throughout 4CD and provide additional assignments for professional growth. Employees that meet minimum qualifications also have an opportunity to apply for interim management opportunities to develop their knowledge, skills, and abilities in a temporary assignment. The Classified Senate's JobLinks Committee held a great event for classified professionals on May 23, 2024, which included a variety of workshops and interactive activities.

Flex Week Training for Faculty Hiring

A faculty hiring workshop on diversity is offered during Flex Week at each college for staff participating in the faculty hiring process. The workshop instructs faculty members on recruitment plans, job announcements, supplemental questions, and the roles of the paper screening and interviewing committee. These sessions are conducted by the Academic Senate and faculty union representatives.

Equal Employment Opportunity Representatives

4CD trained deans and faculty to serve on the interview panels as Equal Employment Opportunity Representatives. This three-hour interactive online training was designed and presented by DO HR, working with lawyers from Liebert, Cassidy and Whitmore. Beginning fall 2023, badged EEO Representatives began participating on all part-time and tenure-track faculty hiring committees. These representatives serve as a liaison between DO HR and every hiring committee, and help to ensure an equitable process for every hire.

Discrimination Complaints

DO HR investigates all discrimination and harassment complaints, including accusations of unfairness in the recruitment and selection process.

Longitudinal Data Analysis

DO HR and the Research Department continue to work on a process for collecting and analyzing workforce data. The goal is to deepen our evaluation knowledge by analyzing hiring phases and adverse impact

Job Alerts

DO HR uses PeopleAdmin's applicant tracking system technology to alert applicants when there are new job opportunities that are related to their interests. Applicants

can sign up for this capability when they log into the career opportunities website. This technology helps to drive traffic to the 4CD website to consider job openings as they “go-live” on the internet. Internal and external applicants receive automated e-mails with detailed information for these newly posted positions. The timely delivery of these communications alerts and allows applicants ample time to apply for these positions, as job openings become available. CEOCCC

Selection Committee Diversity Training

DO HR ensures all selection committee members participate in diversity training before they serve in any phase of the selection process for administrative, classified professional, confidential, supervisory, management or faculty recruitments. Employees gain an understanding of the spirit of the laws, history, and educational benefits of workforce diversity. Federal and State anti-discrimination laws, such as Title 5, Title VII, Fair Employment and Housing Act (FEHA), Title IX, Americans with Disabilities Act, Age Discrimination in Employment Act, and Proposition 209 are legal requirements covered in some detail. Employees learn about best hiring practices used throughout the State of California. The role, responsibilities, and formation of the selection committee, and development of interview questions are discussed to protect the integrity and credibility of the process. Bias awareness is also addressed at the professional, personal, and unconscious level. 4CD must provide comprehensive diversity training based on Title 5 requirements.

Attorney Amy Brandt from Liebert, Cassidy and Whitmore provided diversity hiring workshops via *Zoom* in 2023-24, entitled, “Hiring the Best While Developing Diversity in the Workplace: Legal Requirements and Best Practices for Screening Committees” (Title 5 Training).

Expanding Advertising and Marketing

DO HR utilizes social media advertising to attract diverse job seekers for career opportunities within 4CD. DO HR advertises openings on Facebook, Instagram, LinkedIn, and Twitter platforms.

Recruitment Advertising Sources (examples listed below)

a2mendjobs.com
AfricanAmericanHires.com
AllBilingualjobs.com
AllHispanicHires.com
AllLGBTQ.org
AsianHires.com
Asiansinhighered.com
Association of Black Psychologists
Association of California Community College Administrators Association
of Higher Education and Disability
Association of Latin Professionals in America BAjobs.com
Blackcareers.org

Blacksinhighered.com
Caljobs.gov
CollegeCentral.com/CACCCJobs
Disabledinhigher.edu
Disabledperson.com
DisabilityJobs.net
Diversityjobs.com
Edjoin.org
Handshake.com
 Hispanic Association of Colleges and Universities Hispanic Outlook
 HBCU Connect
Higherjobs.com
HigherWomen.com
Indeed.com
 Indian Country Today
Insidehighered.com
InsighttoDiversity.com
 Journal of Blacks in Higher Education
LatinJobs.org
LGBTQinhighered.com
LinkedIn.com
LocalNetworkJobs.com
MinorityPostDoc.org
 National Conference on Race and Ethnicity
NativeAmericansinHigherEd.com
NativeJobs
NativeHire
OutandEqual.com
 Society for Advancement of Chicanos/ Hispanics and Native Americans in Science
 State Chancellor's Registry
 TESOL International
 Tribal College Journal
VeteranJobs.net
VeteranJobListings.com
Ziprecruiter.com.

Workforce Diversity Policies and Procedures

As evidence of 4CD's commitment to diversity, equity, inclusion and belonging, several attached policies, procedures, and other documents express 4CD's institutional organizational values and fair treatment, and ensure legal compliance. They are listed below.

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|--------------|---|
| Attachment 1 | Board Policy 1023: <u>Equity in Student Achievement</u> |
| Attachment 2 | Board Policy 2001: <u>Non-Discrimination Policy</u> |
| Attachment 3 | Board Policy 2004: <u>Selection, Retention, and Termination of District Employees</u> |
| Attachment 4 | Board Policy 2052: <u>Equal Employment Opportunity</u> |

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| Attachment 5 | Board Policy 2059: <u>Diversity</u> |
| Attachment 6 | Human Resources Procedure 1010.01: <u>Equal Employment Opportunity Plan</u> |
| Attachment 7 | Human Resources Procedure 1010.02: <u>Uniform Employment Selection Guide</u> |
| Attachment 8 | Human Resources Procedure 1040.07: <u>Unlawful Discrimination and Unlawful Harassment</u> |
| Attachment 9 | Management, Supervisory, and Confidential Employees Personnel Manual 2.0: <u>Equal Opportunity</u> |
| Attachment 10 | United Faculty Collective Bargaining Agreement Article 6.4.3: <u>Hiring</u> |
| Attachment 11 | Local One Collective Bargaining Agreement Article 11: <u>Job Openings</u> |

Workforce Diversity Policies and Procedures

EQUITY IN STUDENT ACHIEVEMENT

The Contra Costa Community College District is strongly committed to eliminating persistent disparities in achievement and performance among students and maintaining high expectations for all.

Policies and practices should reflect the goal of equitable outcomes and proficiency, explicitly and emphatically. By purpose and design, the District will advance these goals by:

- providing training for employees in interacting effectively with students from different cultures and socio-economic backgrounds;
- ensuring uniformly high expectations;
- promoting rigorous curricula;
- providing equitable services; and
- maximizing access and success for all students.

The District is committed to developing a diverse cadre of educators, administrators and staff, ensuring proper emphasis on culturally responsive service delivery, and rigorously examining and monitoring policies, programs, and practices to ensure that this goal is implemented.

Employees should understand and contribute to this goal, develop the knowledge and skills needed in their areas of influence to serve diverse students, and be accountable for implementing practices that will create equitable outcomes. It is expected that District and the colleges will engage students, staff, and the community to work in concert to support all students in achieving academic proficiency.

A report shall be provided annually to the Governing Board on the progress made by each college in closing the achievement gap.

NONDISCRIMINATION POLICY

Under the District's policy no student, vendor, or person employed or seeking employment with the District shall be unlawfully subjected to harassment, discrimination or denied full and equal access to, or the benefits of District programs or activities on the basis of ethnic group identification, race, color, ancestry, religion, marital status, sex, national origin, gender, gender identification, gender expression, or within the limits imposed by law or District regulations, because of age, sexual orientation, physical or mental disability, medical condition, genetic information, military or veteran status, parental status, citizenship, or because he or she is perceived to have one or more of these characteristics or based on association with a person or group with one or more of these actual or perceived characteristics. District programs and activities include, but are not limited to any that are administered or funded directly by or that receive any financial assistance from the Chancellor or Board of Governors of the California Community Colleges. This policy applies to all employment practices, including recruitment, selection, promotion, transfer, and employee training and development. The District also does not permit any person or entity using its facilities for commercial purposes to engage in unlawful discrimination. This policy is intended to be consistent with the provisions of applicable state and federal laws and District policies.

The Chief Human Resources Officer shall establish procedures that ensure all members of the District can present complaints regarding alleged violations of this policy and have their complaints heard in accordance with the Title 5 regulations and those of other agencies that administer state and federal laws regarding nondiscrimination.

The District is committed to nondiscrimination in compliance with the Civil Rights Act; Title IX of the Education Amendments of 1972; the Rehabilitation Act of 1973 (Section 503 and 504); the Americans with Disabilities Act of 1990; the Executive Orders 11246 and 11375; the Vietnam Era Veterans Readjustment Act of 1974; the Age Discrimination in Employment Act of 1967; the nondiscrimination laws of the State of California; and equal employment opportunity guidelines of the California Community College Chancellor's Office (which incorporates compliance with Connerly v. State Personnel Board).

Education Code 66250, 72010, 87100
California Code of Regulations, Title 5, 53000, 59300
Government Code 11135, 12926.1, 12940
Penal Code 422.55

Historical Annotation:
Revised 6/27/90
Second Revision 8/31/94
Third Revision 10/25/00
Fourth Revision 5/29/02
Fifth Revision 6/25/03
Sixth Revision 1/27/10
Seventh Revision 1/22/14
Eighth Revision 10/7/15

Related Board Policy:
Board Policy 2059

Related Procedures:
Human Resources Procedure 1010.01, 1040.07
Management, Supervisory, and Confidential Employees Personnel Manual 2.0

SELECTION, RETENTION AND TERMINATION OF DISTRICT EMPLOYEES

The Governing Board adopts the following policy in the formulation of the Chancellor's recommendations regarding selection, retention and termination of District employees:

1. Subject to the discretion of the President and/or the Chief Human Resources Officer, representatives from the appropriate segment of the college community may be consulted in specific cases in the selection, retention or termination process on an advisory basis.
2. All placement papers, applications, evaluations and other confidential information shall be made available only to the Chancellor, Presidents, Chief Human Resources Officer, and their designees.
3. Pursuant to California Education Code Sections 87730 and 88201, the Governing Board or its designee may accept the resignation of any District employee and affix the effective date, which shall not be later than the close of the school year during which the statement of resignation was submitted. The Governing Board hereby designates the Chancellor or his/her designee for this purpose.

Education Code 87730, 88201

EQUAL EMPLOYMENT OPPORTUNITY

The District supports the intent set forth by the California Legislature to assure that effort is made to build a community in which opportunity is equalized, and community colleges foster a climate of acceptance, with the inclusion of faculty and staff from a wide variety of backgrounds. It agrees that diversity in the academic environment fosters cultural awareness, mutual understanding, harmony and respect, and suitable role models for all students. The Board therefore commits itself to promote the total realization of equal employment through a continuing equal employment opportunity program.

The Chief Human Resources Officer shall develop, after discussion with appropriate constituent groups, for review and adoption by the Board, a plan for equal employment opportunity that complies with the Education Code and Title 5 requirements as from time to time modified or clarified by judicial interpretation.

All such policies will provide employees and students due process opportunities and protections.

Education Code Section 87100
Title 5, Section 53000

DIVERSITY

The Contra Costa Community College District (District) recognizes that diversity in the academic environment:

- promotes academic excellence;
- fosters cultural, racial and human understanding;
- provides positive role models for all students; and
- creates an inclusive and supportive educational and work environment for its students, employees, and the community it serves.

Diversity includes, but is not limited to ethnic group identification, race, color, ancestry, religion, marital status, sex, national origin, gender, gender identification, gender expression, age, sexual orientation, physical or mental disability, medical condition, genetic information, veteran status, parental status, citizenship, or because an individual is perceived to have one or more of these characteristics or based on association with a person or group with one or more of these actual or perceived characteristics.

The District is committed to the integration of diversity into its recruitment, hiring, curriculum development, course offerings, teaching methods, employee/student retention, contracting, supervision, programs, services, evaluations, policies and procedures, staff development activities, workforce and student population. It is the District's belief that an educational experience grounded in this approach will better prepare our students to work and live in an increasingly global society.

The chancellor, college presidents, and the District chief human resources officer shall ensure the following:

- modification of current and inclusion of new policies and procedures that ensure implementation of this policy;
- systematic training for all employees on the value of diversity, educational equity, equal opportunity, and how to infuse the principles of diversity in their daily work in accordance with state law and collective bargaining agreements; and
- annual reporting to the Board on 1) training programs offered for employees; 2) student, employee, and service area ethnic demographics; and 3) modifications of and updates to policies and procedures on diversity.

It is the goal of the District that all employees promote and support diversity in our academic environment.

EQUAL EMPLOYMENT OPPORTUNITY PLAN

The Contra Costa Community College District Equal Employment Opportunity Plan reflects the District's commitment to equal employment opportunity. The current Plan is incorporated by reference into this procedure. The Plan is available on the District Human Resources website.

Education Code Sections 87100 and following
Title 5 Sections 53000 and following

Historical Annotation:
11/6/90; Rev. 5/25/99, 7/6/99, 9/5/00
Revised 3/5/02
5/6/03, 2/26/14, 10/7/15, 5/25/16, 7/8/24

Related Board Policies:
Board Policy 2001, 2052, 2059

Related Procedures:
Management, Supervisory, and Confidential Employees Personnel Manual 2.0

UNIFORM EMPLOYMENT SELECTION GUIDE

The current Uniform Employment Selection Guide is incorporated by reference into this procedure. The guide is available on the District Human Resources website.

Education Code Sections 87100, 87400, 88003
Accreditation Standard III.A.1.a

Historical Annotation:
Adopted 1/1/82, Reprinted 1/1/87, Revised 9/89

Personnel 1002.00: 11/6/90; Rev. 12/19/90, 2/91, 6/26/91, 1/26/94, 7/27/94, 9/29/99
Human Resources 1010.02: Revised 2/5/02, 1/31/07, 4/25/12, 1/22/14

Related Board Policies:
Board Policy 2059

Related Procedures:
Human Resources Procedure 3030.02

UNLAWFUL DISCRIMINATION AND UNLAWFUL HARASSMENT

1. General

This is the written procedure for filing and processing complaints of unlawful discrimination and unlawful harassment at Contra Costa Community College District. The procedure incorporates the legal principles contained in unlawful discrimination provisions of the California Code of Regulations, Title 5, sections 59300 et seq. as well as other state and federal substantive and procedural requirements.

A copy of the written policy and procedure on unlawful discrimination and unlawful harassment will be displayed in a prominent location in the main administrative building or other area where notices regarding the institution's rules, regulations, procedures, and standards of conduct are posted.

California Code of Regulations, Title 5, 59326
Education Code, 66281.5; 20 U.S.C. 1681
California Code of Regulations, Title 5, 59300; 34 C.F.R. 106.8(b)

Workforce Investment Act- Title I – Financially Assisted Program/Activity

If you think that you have been subjected to discrimination under a WIA Title I-financially assisted program or activity, you may file a complaint within 180 days from the date of the alleged violation with either the Chief Human Resources Officer for the District, or the Director, Civil Rights Center (CRC), U.S. Department of Labor, 200 Constitution Avenue NW, Room N-4123, Washington, DC 20210. If you file your complaint with the District, you must wait either until the District issues a written Notice of Final Action, or until 90 days have passed (whichever is sooner), before filing with the Civil Rights Center (see address above).

If the District does not give you a written Notice of Final Action within 90 days of the day on which you filed your complaint, you do not have to wait for the District to issue that Notice before filing a complaint with CRC. However, you must file your CRC complaint within 30 days of the 90-day deadline (in other words, within 120 days after the day on which you filed your complaint with the District).

If the District does give you a written Notice of Final action on your complaint, but you are dissatisfied with the decision or resolution, you may file a complaint with CRC. You must file your CRC complaint within 30 days of the date on which you received the Notice of Final Action.

29 C.F.R. 37.30 Workforce Investment Act 1998

2. Notice, Training, and Education

The Contra Costa Community College District's Chief Human Resources Officer (or designee) is responsible for providing training to employees, and students on the District's unlawful discrimination and unlawful harassment policy and procedure.

Designated District employees will receive training and a copy of the unlawful discrimination and harassment policies and procedures during the first year of their employment. Because of their special responsibilities under the law, supervisors will undergo mandatory training every two years. Thereafter, in years in which a substantive policy or procedural change has occurred all District employees will attend a training update and receive a copy of the revised policy and procedure.

Training for academic staff will emphasize potential unlawful harassment in the classroom environment.

An online training program will be made available to all students. Any student training should include an explanation of the policy in existence, how it works, and how to file a complaint. In addition, a copy of the District's written policy and procedure on unlawful discrimination and unlawful harassment, as it pertains to students, will be available on the District's website and in the College catalogs.

Education Code, 66281.5;
California Code of Regulations, Title 5, 59300, 59326, 59324
34 C.F.R. 106.8(b)

3. Definitions

Definitions applicable to nondiscrimination policy and procedure are as follows:

- a. "Appeal" means a request by a complainant made in writing to a community college district governing board pursuant to section 59338 and/or to the Chancellor's Office pursuant to section 59339 to review the administrative determination of a community college district regarding a complaint of discrimination or harassment.
- b. "Complaint" means a written and signed statement meeting the requirements of section 59328 which alleges unlawful discrimination in violation of this subchapter.
- c. "Days" means calendar days unless otherwise specified.
- d. "Designated District Officer" means the district officer identified by the District to the Chancellor's Office as the person responsible for receiving complaints filed pursuant to Section 59328 and coordinating their investigation.
- e. "Discrimination on the basis of sex" means sexual harassment or discrimination on the basis of gender.
- f. "Unlawful Harassment" means harassment based on gender, race, color, religion, ancestry, medical condition, genetic information, marital status, sex, gender identity, gender expression, military or veteran status, national origin, disability, sexual orientation, age, or the perception that a person has one or more of these characteristics. Such harassment is illegal and violates District policy. Gender-based harassment does not necessarily involve conduct that is sexual. Any hostile or offensive conduct based on gender can constitute prohibited harassment. For example, repeated derisive comments about a person's competency to do the job, when based on that person's gender, could constitute gender-based harassment. Harassment comes in many forms, including but not limited to the following conduct:

Verbal: Inappropriate or offensive remarks, slurs, jokes or innuendoes based on any person's race, gender, sexual orientation or other protected status. This may include, but is not limited to, inappropriate comments regarding an individual's body, physical appearance, attire, sexual prowess, marital status or sexual orientation; unwelcome flirting or propositions; demands for sexual favors; verbal abuse, threats or intimidation; whistling, or sexual gestures or sexist, patronizing or ridiculing statements that convey derogatory attitudes based on gender, race, nationality, sexual orientation or other protected status.

Physical: Inappropriate or offensive touching, assault, or physical interference with free movement. This may include, but is not limited to, kissing, patting, lingering or intimate touches, grabbing, pinching, or unnecessarily brushing against or blocking another person. It also includes any physical assault or intimidation directed at an individual due to that person's gender, race, national origin, sexual orientation or other protected status.

Visual or Written; Leering or Staring: The display or circulation of visual or written material that degrades an individual or group based on gender, race, nationality, sexual orientation or other protected status. This may include, but is not limited to, posters, cartoons, drawings, graffiti, reading materials, computer graphics or electronic media transmissions. Examples of leering or staring include looking at a person's body up and down, suggestive glances/winks, prolonged/inappropriate eye contact, and/or inappropriate focus on a particular area of the body.

Environmental: A hostile academic or work environment exists where it is permeated by sexual innuendo, insults or abusive comments directed at an individual or group based on gender, race, nationality, sexual orientation or other protected status; or gratuitous comments regarding gender, race, sexual orientation, or other protected status that are not relevant to the subject matter of the class or activities on the job. A hostile environment can arise from an unwarranted focus on sexual topics or sexually suggestive statements in the classroom or work environment. It can also be created by an unwarranted focus on, or stereotyping of, particular racial or ethnic groups, sexual orientations, genders or other protected statuses. An environment may also be hostile toward anyone who merely witnesses unlawful harassment in his or her immediate surrounding, although the conduct is directed at others. The determination of whether an environment is hostile is based on the totality of the circumstances, including such factors as the frequency of the conduct, the severity of the conduct, whether the conduct unreasonably interferes with an individual's learning or work.

- g. "Sexual Harassment" in addition to the above, means unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature, made by someone from or in the workplace or in the educational setting, and includes but is not limited to:
- 1) Making unsolicited written, verbal, physical, and/or visual contacts with sexual overtones. (Examples of sexual harassment which appear in a written form include, but are not limited to: suggestive or obscene letters, notes, and invitations. Examples of verbal and visual sexual harassment include, but are not limited to: leering, gestures, display of sexually aggressive objects or pictures, cartoons, or posters.)
 - 2) Continuing to express sexual interest after being informed that the interest is unwelcome.
 - 3) Making reprisals, threats of reprisal, or implied threats of reprisal following a rebuff of harassing behavior. The following are examples of this type of sexual harassment within the work place or educational setting: implying or actually withholding grades earned or deserved; suggesting a poor performance evaluation will be prepared; or suggesting a scholarship recommendation or college application will be denied.
 - 4) Engaging in explicit or implicit coercive sexual behavior within the work environment which is used to control, influence, or affect the employee's career, salary, and/or work environment.
 - 5) Engaging in explicit or implicit coercive sexual behavior within the educational environment that is used to control, influence, or affect the educational opportunities, grades, and/or learning environment of a student.
 - 6) Offering favors or educational or employment benefits, such as grades or promotions, favorable performance evaluations, favorable assignments, favorable duties or shifts, recommendations, reclassifications, etc., in exchange for sexual favors.

Sexually harassing conduct can occur between people of the same or different genders. The standard for determining whether conduct constitutes sexual harassment is whether a reasonable

person of the same gender as the victim would perceive the conduct as sufficiently offensive to negatively impact the academic or work environment.

Education Code Sections 212.5, 66281.5
California Code of Regulations, Title 5, 59311, 59320
Revised Sexual Harassment Guidance: Harassment of Students by School Employees,
Other Students, or Third Parties Title IX, Office of Civil Rights
Title VII, Civil Rights Act of 1964, 42 U.S.C.A. Section 2000e

4. **Responsible District Officer**

The Contra Costa Community College District has identified the Chief Human Resources Officer as the single District officer responsible for receiving unlawful discrimination complaints filed pursuant to section 59328 and coordinating their investigation. The actual investigation of complaints may be assigned to other staff or to outside persons or organizations under contract with the District. Such delegation procedures will be used whenever the officer designated to receive complaints is named in the complaint or is implicated by the allegations in the complaint.

California Code of Regulations, Title 5, 59324; 34 C.F.R. 106.8

5. **Filing a Complaint**

An individual who believes he/she has been unlawfully discriminated against or unlawfully harassed in violation of this procedure in any program or activity that is funded directly by, or that receives any financial assistance from, the Chancellor or Board of Governors of the California Community Colleges may, in those complaints not involving employment, initiate a complaint as soon as possible, but at least within one year of the date of the alleged harassment or the date on which the complainant knew or should have known of the facts underlying the complaint. In complaints involving employment, the complainant must initiate a complaint as soon as possible, but at least within 180 days of the date of the alleged unlawful discrimination or unlawful harassment, or 90 days after expiration of the 180 days if the complainant first obtained knowledge of the facts of the alleged violation after the 180 days expired.

If a complainant decides to file a formal written complaint, he or she should file the complaint on the approved form available from District Human Resources Website or the Student Services Office at the colleges. The completed form must be filed in the District Human Resources Office, Employee Relations Unit. For complaints filed under federal civil rights laws, the complainant does not have to allege that he or she personally suffered unlawful discrimination.

The individual or individuals that allegedly engaged in the prohibited conduct should be advised on the charges against them at the earliest possible time.

California Code of Regulations, Title 5, 59328

6. **Importance of Filing a Timely Complaint**

Since failure to report harassment and discrimination impedes the District's ability to stop the behavior, the District strongly encourages employees and students who believe they are being unlawfully harassed to file a complaint promptly. The District also strongly encourages the filing of such complaints within 30 days of the alleged incident. While all complaints are taken seriously and will be investigated promptly, delay in filing impedes the District's ability to investigate and remediate.

All supervisors and managers have a mandatory duty to report incidents of unlawful harassment, the existence of a hostile, offensive or intimidating work environment, and acts of retaliation and/or discrimination.

7. Importance of Communicating that the Conduct is Unwelcome

The District further encourages students and staff, where appropriate, to let the offending person know immediately and firmly that the conduct or behavior is unwelcome, offensive, in poor taste and/or inappropriate.

8. Informal/Formal Complaint Procedure¹

When a person brings charges of unlawful discrimination or unlawful harassment to the attention of the District's responsible officer or designee, that officer will:

- a. Undertake efforts to informally resolve the charges;
- b. Provide the complainant with a copy of this procedure.
- c. Advise the complainant that he or she need not participate in informal resolution;
- d. Notify the person bringing the charges of his or her right to file a formal complaint and explain the procedure for filing a formal complaint; and
- e. Advise the complainant that he or she may file a complaint with the Office of Civil Rights of the U.S. Department of Education (OCR).
- f. If the complaint is employment-related, the complainant should also be advised that he or she may file a complaint with the Department of Fair Employment and Housing (DFEH).

Efforts at informal resolution need not include any investigation unless the responsible District officer determines that an investigation is warranted by the seriousness of the charges. Efforts at informal resolution may continue after the filing of a formal written complaint, but after a complaint is filed an investigation is required to be conducted pursuant to Section 59334 and will be completed unless the matter is informally resolved and the complainant dismisses the complaint. Any efforts at informal resolution after the filing of a written complaint will not exceed the 90-day period for rendering the administrative determination pursuant to Section 59336.

Both parties should be advised that they may be accompanied by a representative throughout the unlawful discrimination/sexual harassment complaint process.

California Code of Regulations, Title 5, 59327, 59334, 59336
California Code of Regulations, Title 5, 59328

¹ The purpose of the informal resolution process is to allow an individual who believes she/he has been unlawfully discriminated against or sexually harassed to resolve the issue through a mediation process rather than the formal complaint process. Typically, the informal process will be invoked when there is a simple misunderstanding or the complainant does not wish to file a formal complaint. Resolution of an informal complaint may require nothing more than a clarification of the misunderstanding or an apology from the respondent and an assurance that the offending behavior will cease. The district officer should advise the complainant of his or her rights and responsibilities under both the formal and informal processes. If the complainant declares his or her preference for the informal process, the responsible district officer should present the complainant with a document that describes the informal/formal process that contains the basics of complainant's allegations of unlawful discrimination. This document should clearly indicate that the complainant opted for the informal resolution process and should be signed and dated by the complainant. The informal resolution process will not be made a predicate to the process and investigation of a formal complaint. If a complaint is filed, an investigation must be completed within the time required unless it is voluntarily rescinded by a complainant as a result of a successful informal resolution.

10. Investigation upon Filing of a Formal Written Complaint

When a formal written complaint is filed an investigation will be initiated if the complaint meets the following requirements:

- a. The complaint must allege unlawful discrimination or unlawful harassment prohibited under Section 59300.
- b. The complaint must be filed by one who alleges that he or she has personally suffered unlawful discrimination/harassment or by one who has learned of such unlawful discrimination/harassment.
- c. The complaint must be filed within one year of the date of the alleged unlawful discrimination or within one year of the date on which the complainant knew or should have known of the facts underlying the allegation of unlawful discrimination or harassment.
- d. In complaints involving employment, the complaint must be filed within 180 days of the date of the alleged unlawful discrimination or unlawful harassment, or 90 days after expiration of the 180 days if the complainant first obtained knowledge of the facts of the alleged violation after the 180 days expired.

Defective complaints will be immediately returned to the complainant with a complete explanation of why an investigation could not be initiated under Title 5, California Code of Regulations, Section 59300 et seq.

The District shall promptly investigate every complaint of unlawful discrimination or unlawful harassment. No claim of workplace or academic discrimination or harassment shall remain unexamined. The District will fairly and objectively investigate unlawful discrimination/harassment complaints utilizing the following steps: interviewing the complainant(s), interviewing the alleged harasser(s); identifying and interviewing witnesses, if any; reminding all individuals interviewed of the District's no-retaliation policy; considering whether any involved person should be removed from the location pending completion of the investigation; reviewing personnel/academic files of the involved parties and other relevant documentation; reaching a conclusion as to the allegations and any appropriate disciplinary and remedial action; and ensuring that all recommended action is carried out in a timely fashion.

All employees are expected to cooperate with a District investigation into allegations of unlawful discrimination or unlawful harassment. Lack of cooperation impedes the ability of the District to investigate thoroughly and respond effectively. However, lack of cooperation by a complainant or witnesses does not relieve the District of its obligation to investigate. The District will conduct an investigation if it is discovered that unlawful discrimination or unlawful harassment is, or may be occurring, with or without the cooperation of the alleged victim(s) and regardless of whether a complaint is filed.

California Code of Regulations, Title 5, 59328

11. Investigation Guidelines

A student or employee who complains of sexual harassment will not be required to work out the problem directly with the alleged harasser, and certainly not without appropriate involvement of the Chief Human Resources Officer.

Revised Sexual Harassment Guidance: Harassment of Students by School Employees,
Other Students, or Third Parties, Title IX, Office of Civil Rights

12. Notice to Chancellor or District

Immediately upon receiving a complaint filed in accordance with the regulations, the District will forward a copy of the formal complaint to the State Chancellor's Office. Similarly, when the State Chancellor's Office receives a complaint filed in accordance with the regulations a copy will be forwarded to the District.

California Code of Regulations, Title 5, 59330

13. Complainant's Right to Confidentiality

The District should inform the complainant that if he or she requests that their name not be revealed it may limit the District's ability to respond. The District should inform the complainant that the law protects them against retaliation for filing an unlawful discrimination or unlawful harassment complaint. If the complainant insists that his or her name should not be revealed, the District should take all reasonable steps to investigate and respond to the complaint consistent with the complainant's request as long as doing so does not jeopardize the rights of other students and employees. The District will keep the investigation confidential to the extent possible, but cannot guarantee absolute confidentiality because release of some information on a "need-to-know-basis" is essential to a thorough investigation.

Revised Sexual Harassment Guidance: Harassment of Students by School Employees,
Other Students, or Third Parties, Title IX, Office of Civil Rights

14. Right to Privacy

If an employee or student is disciplined or dismissed as a result of an unlawful discrimination or unlawful harassment charge, Education Code Section 87740 requires that confidentiality be maintained as to the discipline or dismissal and the reasons therefore. In a disciplinary action for a sexual assault/physical abuse charge, Education Code Section 76234 provides that the victim shall be informed of the results of the disciplinary action within three days, but further states that the victim shall keep that information confidential. In addition, an individual's right to privacy is not only protected by the laws of the state, but is deemed an inalienable right under Article I, Section 1 of the California Constitution. Therefore, it is the policy of the Contra Costa Community College District that persons provided with protected information in conjunction with an unlawful discrimination or unlawful harassment complaint may be required to sign a confidentiality agreement.²

California Const. Art. I;
Education Code 76234, 87740

² In cases of severe discipline, such as suspension or termination, the complainant would in all likelihood be required to testify at a hearing on the subject, and would therefore be aware of the proposed discipline. In the less severe cases, however, it is incumbent on the district to advise the complainant of the seriousness of the privacy issue. In cases of severe discipline, such as suspension or termination, the complainant would in all likelihood be required to testify at a hearing on the subject, and would therefore be aware of the proposed discipline. In the less severe the complainant should be able to trust the district to take appropriate action and understand that the district is not at liberty to discuss personnel matters. If a disclosure is made to the accuser, a district should require that the accuser keep the information confidential, otherwise the district exposes itself to possible litigation.

15. Administrative Determination

Within ninety (90) days of receiving an unlawful discrimination or unlawful harassment complaint filed under Title 5, sections 59300 et seq., the District will complete its investigation and forward a copy of the investigative report to the State Chancellor, a copy or summary of the report to the complainant, and written notice setting forth all the following to both the complainant and the Chancellor:

- a. The determination of the chief executive officer or his/her designee as to whether discrimination or harassment did or did not occur with respect to each allegation in the complaint;
- b. A description of actions taken, if any, to prevent similar problems from occurring in the future;³
- c. The proposed resolution of the complaint; and
- d. The complainant's right to appeal to the District Governing Board and the State Chancellor.

For complaints filed under federal civil rights laws, the administrative determination will be made based on a preponderance of the evidence standard.

California Code of Regulations, Title 5, 59336

16. Complainant's Appeal Rights

Complainants have appeal rights that they may exercise if they are not satisfied with the results of the District's administrative determination. At the time the administrative determination and summary is mailed to the complainant the District will notify the complainant of his or her appeal rights as follows:

- a. First level of appeal: The complainant has the right to file an appeal to the District's Governing Board within 15 days from the date of the administrative determination. The District's Governing Board will review the original complaint, the investigative report, the administrative determination, and the appeal.
- b. The District's Governing Board will issue a final District decision in the matter within 45 days after receiving the appeal. Or, the District's Governing Board may elect to take no action within 45 days, in which case the original decision in the administrative determination will be deemed to be affirmed and shall become the final District decision in the matter. A copy of the final decision rendered by the District's Governing Board will be forwarded to the complainant, the respondent and to the State Chancellor's Office.
- c. Second level of appeal: The complainant has the right to file an appeal with the California Community College Chancellor's Office in any case not involving employment related discrimination within 30 days from the date that the Governing Board issues the final District decision or permits the administrative determination to become final by taking no action within 45 days.⁴

³ If it is determined that discrimination did occur, possible remedies to prevent similar problems from occurring in the future include all the standard district disciplinary actions for students and employees, ranging from undocumented reprimand to termination or expulsion. If formal disciplinary action is inappropriate, other possible remedies include, training in the pertinent area(s) of unlawful discrimination, apology, and restricting or forbidding contact between the perpetrator and victim.

⁴ The Department of Fair Employment and Housing (DFEH) has final jurisdiction over employment-related cases. Therefore, the State Chancellor's Office has agreed to accept DFEH decisions and generally will not accept appeals in employment discrimination cases. However, in limited circumstances the State Chancellor's Office will intervene, such as when intervention might bring about a resolution at the informal level or when some unique aspect of community college governance is at issue and the expertise of the State Chancellor's Office is needed.

- d. In any case involving employment discrimination the complainant may at any time before or after the final District decision is rendered file a complaint with the Department of Fair Employment and Housing (DFEH). In addition, the complainant may file a petition for review with the Chancellor within thirty (30) days of the Board's final disposition of the complaint. The Chancellor shall have discretion to accept or reject any such petition for review.

Complainants must submit all appeals in writing.

California Code of Regulations, Title 5, 59338, 59339

17. **Forward to Chancellor**

Within 150 days of receiving a complaint, the District will forward the following to the Chancellor:

- a. A copy of the original complaint, the investigative report, a copy of the written notice to the complainant setting forth the results of the investigation and the final District decision rendered by the District's Governing Board or a statement indicating the date on which the administrative determination became final as a result of taking no action on the appeal within 45 days.
- b. A copy of the notice of appeal rights the District sent the complainant.
- c. Any other information the Chancellor may require.

California Code of Regulations, Title 5, 59338, 59340

18. **Extensions**

If for reasons beyond its control, the District is unable to comply with the 90-day or 150-day deadlines specified above for submission of materials to the complainant and the State Chancellor's Office, the District will file a written request that the Chancellor grant an extension of the deadline. The request will be submitted no later than 10 days prior to the expiration of the deadlines established by Title 5 in sections 59336 and/or 59340 and will set forth the reasons for the request and the date by which the District expects to be able to submit the required materials.

A copy of the request for an extension will be sent to the complainant who may file written objections with the Chancellor within five (5) days of receipt.

The Chancellor may grant the request unless delay would be prejudicial to the complainant. If the Chancellor grants an extension of the 90-day deadline the 150-day deadline is automatically extended by an equal amount.

California Code of Regulations, Title 5, 59342

19. **Record Retention**

Unlawful discrimination records that are part of an employee's employment records may be classified as Class-1 permanent records and retained indefinitely or microfilmed in accordance with Title 5, California Code of Regulations, Section 59022. Unlawful discrimination records of a student that are deemed worthy of preservation but not classified as Class-1 permanent may be classified as Class-2 optional records or as Class-3 disposable records, to be retained for a period of three years.

California Code of Regulations, Title 5, 59020

EQUAL OPPORTUNITY

- 2.1 Equal Employment Opportunity.** The Governing Board and the District's management, supervisory, and confidential employees are committed to the concept of equal employment opportunity in recruitment, selection, promotion, transfer, evaluation, reclassification, and employee training and development. The commitment applies also to the administration of all personnel actions as compensation, benefits, transfer, layoffs, and return from layoffs.
- 2.2 Discrimination and Harassment.** No person employed or seeking employment shall be unlawfully subjected to harassment, discrimination or denied full and equal access to, or the benefits of, District programs or activities on the basis of ethnic group identification, race, color, ancestry, religion, marital status, sex, national origin, gender or within the limits imposed by law or District regulations because of age, sexual orientation, physical or mental disability, medical condition, veteran status, parental status, citizenship or because s/he is perceived to have one or more of these characteristics.
- 2.2.1** The District will investigate and take appropriate measures, in accordance with the law, to ensure that unlawful discrimination and harassment does not occur.

Historical Annotation:
Adopted 1/28/04

Related Board Policies:
MSC 2.0 - Board Policy 2001, 2052
MSC 2.2 - Board Policy 2002, 2052

Related Procedures:
MSC 2.0 - Human Resources Procedure 1010.01
MSC 2.2 - Human Resources Procedure 1040.07

- 6.4.3 Hiring: Refer to Uniform Selection Guide to See Entire Hiring Policy. District Human Resources shall provide support for all full-time faculty recruitments. Support will include, but will not be limited to:
1. Conducting initial paper-screening of all applicants for minimum qualifications. Applications will be sorted into three groups: those that meet minimum qualifications; those that do not meet minimum qualifications; and those that might meet minimum qualifications (or might meet equivalency standards). All three groups of applications will be forwarded to the paper-screening committee.
 2. Handling and investigating all complaints related to recruitment initiated by an applicant, committee member, or anyone involved in the recruitment process.
- 6.4.3.1 The paper screening committee for faculty shall be selected according to department regulations and shall consist of no less than two (2) regular faculty members, or, if necessary, one regular and one contract III faculty member. One hourly rate (part-time) instructor shall be guaranteed a screening interview for a full-time faculty position for which he/she meets the minimum qualifications. The applicant to be interviewed shall be determined through the established paper screening process.
- 6.4.3.2 Faculty shall participate in the screening of applications and in the screening interview of such classified employees as serve in a direct relationship to the instruction or student service program or fall under a department where such screening is not in conflict with contract provisions of the classified units.
- 6.4.3.3 An interviewing team shall be selected according to department regulations and shall consist of no less than two (2) and no more than five (5) regular faculty members and a voting manager proposed from a panel of two to three academic administrators from that college. The panel shall be chosen and submitted by the department and agreed to by the college president. If a department is three or less full-time tenured faculty, the faculty in the division shall select the panel of administrators. The same team shall interview all of the candidates who are invited to come to the college.
- 6.4.3.3.1 Where a department has one (1) position authorized to it, the interviewing committee used in filling such position shall be chosen by the Faculty Senate President in consultation with the division chairperson and Dean. Such committee shall consist of no less than two (2) and no more than five (5) regular faculty members plus the division chairperson who serves as a voting member.
- 6.4.3.3.2 Where a department has two (2) positions authorized to it and one (1) of those positions is to be filled, the interviewing committee used in filling it shall be jointly chosen by the remaining faculty member and the Faculty Senate President in consultation with the division chairperson and Dean. The committee shall consist of no less than two (2) and no more than five (5) regular faculty members plus the division chairperson who serves as a voting member.

1. Each department shall develop instruments for the rating of the candidates. Such instruments shall be the property of the District.
2. Such instruments and/or questions shall be reviewed and approved by the District. If the District does not approve the department's rating instruments, the District shall consult with the department to resolve the differences. Personal notes and/or information placed on the official rating sheets shall remain the property of the District.
3. Any and all personal notes and/or information developed by individual team members shall remain the property of the team member.
4. The interviewing team shall recommend at least two (2), preferably three-five (3-5), of the best qualified applicants, without indicating any preferences, for consideration by management. After management interviews the referred applicants, management shall meet with the interviewing faculty team to discuss the ranking of the candidates and the president's proposed recommendation to the Chancellor and the Governing Board.
5. Management shall make the final selection based upon the recommendations of the interviewing team, and its own evaluation. If the college president and the interview team do not reach agreement regarding the candidate interviewed under this procedure, both recommendations shall be forwarded to the Chancellor for a final recommendation to the Governing Board.
6. With the concurrence of the appropriate department these hiring procedures may be waived for part-time temporary faculty employees.
7. Faculty may be invited to participate in the selection of management personnel at the discretion of the Chancellor, or his designee.

6.4.4 Staffing: Faculty in departments can make recommendations through the division chairperson on such matters as staffing needs, enrollment trends, use of part-time staff, and affirmative action programs.

6.4.5 Curriculum: Following department procedures, faculty can make recommendations for new courses or curriculum changes to the appropriate

ARTICLE 11

JOB OPENINGS

- 11.1 **PROBATIONARY EMPLOYEES' RIGHTS UNDER THIS ARTICLE:** Employees newly hired in the District in probationary positions will not be eligible for promotion until they have gained permanency in the classification, unless approved by the Chief Human Resources Officer or designee.
- 11.1.1 Probationary employees shall not be eligible to exercise their seniority rights under Article 11 unless they have a current satisfactory evaluation and/or an absence of negative documentation in their personnel file, as defined in Article 15 – Personnel Files, they have been in the position at least three months, and the Chief Human Resources Officer or designee has agreed. In this circumstance, an employee shall have an additional three (3) months of probation added to his/her probationary period, so long as the total length of probation does not exceed one (1) year.
- 11.2 **DEFINITION OF TRANSFER:** A movement of the employee within the same campus or from one campus or the District Office to another within the same classification.
- 11.3 **INVOLUNTARY TRANSFERS:** When a transfer is required because of lack of work, lack of funds, abolishment of position, or District efficiency, the District shall:
- 11.3.1 Request and consider volunteers within the classification for such transfer first.
- 11.3.2 Where there are no volunteers, the transfer shall be based on the least seniority within the classification.
- 11.3.3 Where any such transfer would cause a reduction in the number of hours worked per week or months per year, the provisions of Article 13 – Layoff and Reemployment shall apply.
- 11.4 **VOLUNTARY TRANSFERS:** The following provisions shall apply to all voluntary transfers.
- 11.4.1 **Submission of Transfer Request:** Notices of vacant positions shall be posted via email at least five working days prior to recruitment. Employees in the vacant position classification shall have five working days from the time of posting to submit a request to transfer to District Human Resources. Employees submitting a transfer request will be considered for eligibility in seniority order. Where two or more eligible employees have the same seniority within the classification, the seniority preference shall be determined by lot in the presence of a Union representative, if requested.
- 11.4.2 **Transfer by Seniority:** The most senior willing, available and able transfer candidate on the eligibility list shall, if requested by the hiring supervisor or the employee, meet with the supervisor to tour the facility, review the desirable qualifications, discuss the vacant position, and the supervisor's expectations for the employee. After the interview, assuming one is held, the transfer candidate shall notify District Human Resources as to whether or not he/she is accepting the position. If the transfer candidate accepts the position, the transfer candidate's current immediate supervisor and the receiving supervisor shall work out the effective date of the transfer not to

exceed fifteen (15) working days after the transfer is accepted, unless mutually agreed to by all parties. If the senior willing, available and able transfer candidate does not accept the position, the next senior willing, available and able transfer candidate on the eligibility list shall be contacted and the process noted in this section shall be repeated until the position is filled or no transfer candidates are left on the eligibility list.

11.4.3 Transfer Candidate Return Rights: A transfer candidate who accepts a transfer and subsequently begins employment in the new position shall have the right to return to the position that the employee held immediately before moving into the new position for a maximum period of fifteen (15) work days.

11.4.4 Transfer Candidate Evaluation Period: A transfer candidate who accepts a transfer and subsequently begins employment in the new position shall be subject to review by his/her immediate supervisor once prior to the 15th working day, and again prior to the 30th working day by the employee in the new position. If the supervisor rejects the employee during this thirty (30) work day period, the employee shall have the right to return to the position that the employee held immediately before moving into the new position. During this thirty (30) working day period, the employee and supervisor will meet to discuss the performance of the employee and to provide advice and assistance if needed.

11.5 **JOB OPENINGS – NON-TRANSFER OPPORTUNITIES:** The following provisions shall apply to all unit openings that are not filled through voluntary transfer pursuant to Section 11.4.

11.5.1 Determination of Recruitment Type: The District is committed to providing promotional opportunities where appropriate for all qualified District employees. District Human Resources shall determine if a vacancy shall be filled from an existing eligibility list, a new promotional eligibility list (internal candidates only), or an open eligibility list (internal and external candidates). After considering existing eligibility lists, the first priority shall be filling a vacancy through an internal recruitment (if applicable state laws and regulations permit it). If District Human Resources decides to conduct an open recruitment, and three internal ranks of willing, available and able employees are successful in making the eligibility list, the employees shall be placed on a separate internal list and this list shall have priority over the open list until it falls below three ranks of willing, available and able employees. At that point, any remaining employees shall be merged with the open list and given appropriate seniority points.

11.5.2 Internal Recruitment: If it is determined that an internal recruitment is appropriate and that applicable state laws and regulations permit it, the District shall post the recruitment for a minimum of ten (10) working days. During this time, internal applicants who are not on probation may apply.

11.5.2.1 District Human Resources shall review all completed applications submitted by the deadline. Those candidates meeting the minimum qualifications shall proceed to the various employment test segments of the recruitment.

11.5.2.2 Successful candidates shall be ranked by District Human Resources based on performance on the various test segments. Final scores shall be based on a 100-point scale, with final scores rounded to the nearest whole number.

11.5.2.3 The top three ranks of candidates willing, available and able shall be forwarded to the hiring authority for a final interview. Ranks shall be

determined in two percentage point bandwidths. The hiring authority shall interview the eligible candidates certified by District Human Resources and make a recommendation as to which candidate(s) to hire.

- 11.5.2.4 After District Human Resources approves the recommendation, the approved candidate shall be offered the position. If the approved candidate declines the offer, the hiring authority can recommend another candidate already interviewed by him/her. In the alternative, if the pool of interviewed candidates has now fallen below three ranks of willing, available and able candidates due to the candidate declining, the hiring authority can interview the next rank of eligible candidates willing and able to take the position. As a final alternative, if candidate's declining results in the total eligibility list falling below three ranks of willing, available and able candidates, the hiring authority can request a new recruitment from District Human Resources.
 - 11.5.2.5 If an eligibility list falls below three ranks of eligibles who are willing, available and able, the hiring authority may choose to interview or choose not to interview. If the hiring authority interviews, he/she is not required to accept any of the candidates and can request that District Human Resources initiate a new recruitment. If the hiring authority chooses not to interview, he/she can request that District Human Resources initiate a new recruitment.
 - 11.5.2.6 Any eligibility list resulting from an internal recruitment shall be valid for a minimum of three (3) months and a maximum of one (1) year from the date approved by District Human Resources. An internal eligibility list may be extended by up to an additional twelve (12) months with the approval of the Chief Human Resources Officer or designee. Internal eligibility lists may be used to fill vacancies within that classification. In the alternative, District Human Resources can determine to not use an existing list and can begin a new recruitment process.
- 11.5.3 Open Recruitment: If it is determined that an open recruitment is appropriate, the District shall post the recruitment for a minimum of ten (10) working days and may include "or until filled." During this time, internal applicants who are not on probation may apply as well as outside applicants.
- 11.5.3.1 District Human Resources shall review all completed applications submitted by the deadline. Those candidates meeting the minimum qualifications shall proceed to the various employment test segments of the recruitment.
 - 11.5.3.2 The Screening interview Committee will rate applicants on a 100-point scale, with scores rounded to the nearest whole number. The committee will forward the top candidates to the final interview. If less than three candidates are forwarded to the final interview, the screening committee will provide written documentation as to why at least three candidates were not forwarded. In addition, internal candidates shall have added to their screening interview scores one point for every two full years of regular service with the District, up to a maximum of seven (7) points. With the addition of seniority points, internal candidates who have screening interview scores at least as high as the lowest score among candidates forwarded by the screening committee will be added to the list of final interview candidates. Final interviews with less than three candidates may

be allowed upon review and approval of the Chief Human Resources Officer or designee.

- 11.5.3.3 The hiring authority shall interview the eligible candidates certified by District Human Resources and make a recommendation as to which candidate(s) to hire.
- 11.5.3.4 After District Human Resources approves the recommendation, the approved candidate shall be offered the position. If the approved candidate declines the offer, the hiring authority can recommend another candidate already interviewed by him/her. In the alternative, if the pool of interviewed candidates has now fallen below three candidates, the hiring authority can request a new recruitment from District Human Resources.
- 11.5.3.5 If an eligibility list falls below three candidates the hiring authority may choose to interview or choose not to interview. If the hiring authority interviews, he/she is not required to accept any of the candidates and can request that District Human Resources initiate a new recruitment. If the hiring authority chooses not to interview, he/she can request that District Human Resources initiate a new recruitment.
- 11.5.3.6 Any eligibility list resulting from an open recruitment shall be valid for a minimum of three (3) months and a maximum of one (1) year from the date approved by District Human Resources. An open eligibility list may be extended by up to an additional twelve (12) months with the approval of the Chief Human Resources Officer or designee. Open eligibility lists may be used to fill vacancies within that classification. In the alternative, District Human Resources can determine to not use an existing list and can begin a new recruitment process.

- 11.6 **INTERNAL CANDIDATE WHO MOVES TO ANOTHER CLASSIFICATION:** A permanent employee who acquires probationary status as the result of a job opening/promotion, shall retain permanent status in his/her former position classification until completion of the probationary period in the new classification. If not successful, the employee shall revert to his/her former classification with all rights and privileges.
- 11.7 **RECRUITMENT POSTINGS:** Notices of internal and open recruitments shall be published and distributed to Local 1, all sites, all divisions and departments and posted on appropriate bulletin boards. Notices shall contain at least a statement of minimum qualifications, desirable qualifications (if any), general job description, salary and deadline date for applying.
- 11.8 **SCREENING MEASURES:** The various screening measures used by the District to determine qualifications of candidates and the relative rankings of candidates who successfully make it onto an eligibility list shall be job related.
- 11.9 **POLICE SERVICES OFFICERS EXCEPTIONS:** Police Services Officers are not covered by Sections 11.2 and 11.4, but rather are covered by the provisions of Section 17.6.
- 11.10 **CAREER PLANNING AND UPWARD MOBILITY PROGRAM:** The District and the Union are committed to encouraging employees to seek their career paths within the District. The parties agree that it is important for employees to have opportunities to develop and enhance their skills. The following resources are available for employees to access in their resolve to enhance their skills, provide opportunity for promotion, and to keep abreast of the techniques, technology

and equipment that are essential to maintain the best qualified workforce: career development programs, upward mobility programs and in-service training opportunities. A copy of the Classified Career Planning and Upward Mobility program is attached for information as Appendix C. Eligibility for the program shall be as follows:

- 11.10.1 All permanent classified employees represented by the Union are eligible to enter the Career Development Program.
- 11.10.2 Employees must have a Development Plan facilitated by the District Human Resources Office.
- 11.10.3 Some sources of funding to facilitate education: Staff Development, C.E.E.P., Local One Educational Incentive Program, District Tuition Reimbursement. Employees must refer to each source for funding guidelines.

11.11 **TRAINING:** It is the responsibility of management to provide employment orientation to employees newly hired in a position, to provide direction to the workforce concerning the methods and means of operations, and to provide ad hoc indoctrination/training when a technological change directly affects the skills or duties of a position, classification or classifications. The District shall endeavor to insure that equal opportunities for training shall be provided.

11.12 **FLEX CLASSIFICATIONS AND ADVANCEMENT:** The Flex Advancement process is designed specifically for advancement from a trainee to a level I to a level II position within the same job title, provided that the primary difference between the respective job qualifications is years of work experience (e.g. custodian I to custodian II, technician trainee to technician). The classes of Assistant Book Buyer and Secretary meet the definition as level I or trainee and are eligible for flex advancement. Other flex classifications not specifically outlined above may be mutually agreed to by the District and Local 1.

Advancement to higher level positions in which the most significant difference between the respective positions is level of skill or responsibility should be done through the reclassification process (e.g. "Assistant II" to "Senior Assistant").

11.12.1 **Flexing to a Higher Classification:** Employees in the classification series noted above may request advancement to the next higher classification level during the month in which they become eligible by submitting a written request to their department supervisor. If the employee meets the criteria for advancement, the request shall be forwarded to District Human Resources.

11.12.1.1 Employees must meet the minimum qualifications for the higher classification as described in the classification description, must have occupied the lower level of a flex classification series as a regular employee, for a minimum of two (2) years immediately preceding the requested promotion and must have at least an overall satisfactory rating on their last performance evaluation.

11.12.1.2 Departments recommending an eligible employee for promotion under the flex classification procedures, shall submit a written request for advancement to District Human Resources.

11.12.1.3 The effective date for the employee's advancement to the higher classification is the first day of the month following the date on which the

eligible employee requested to be flexed up. District shall provide a response to request for flex advancement within 60 days.

11.13 **EDUCATIONAL INCENTIVES:** As part of the District's commitment to enhance the knowledge, skills, abilities and opportunities for promotion of its classified employees, the District offers the following programs:

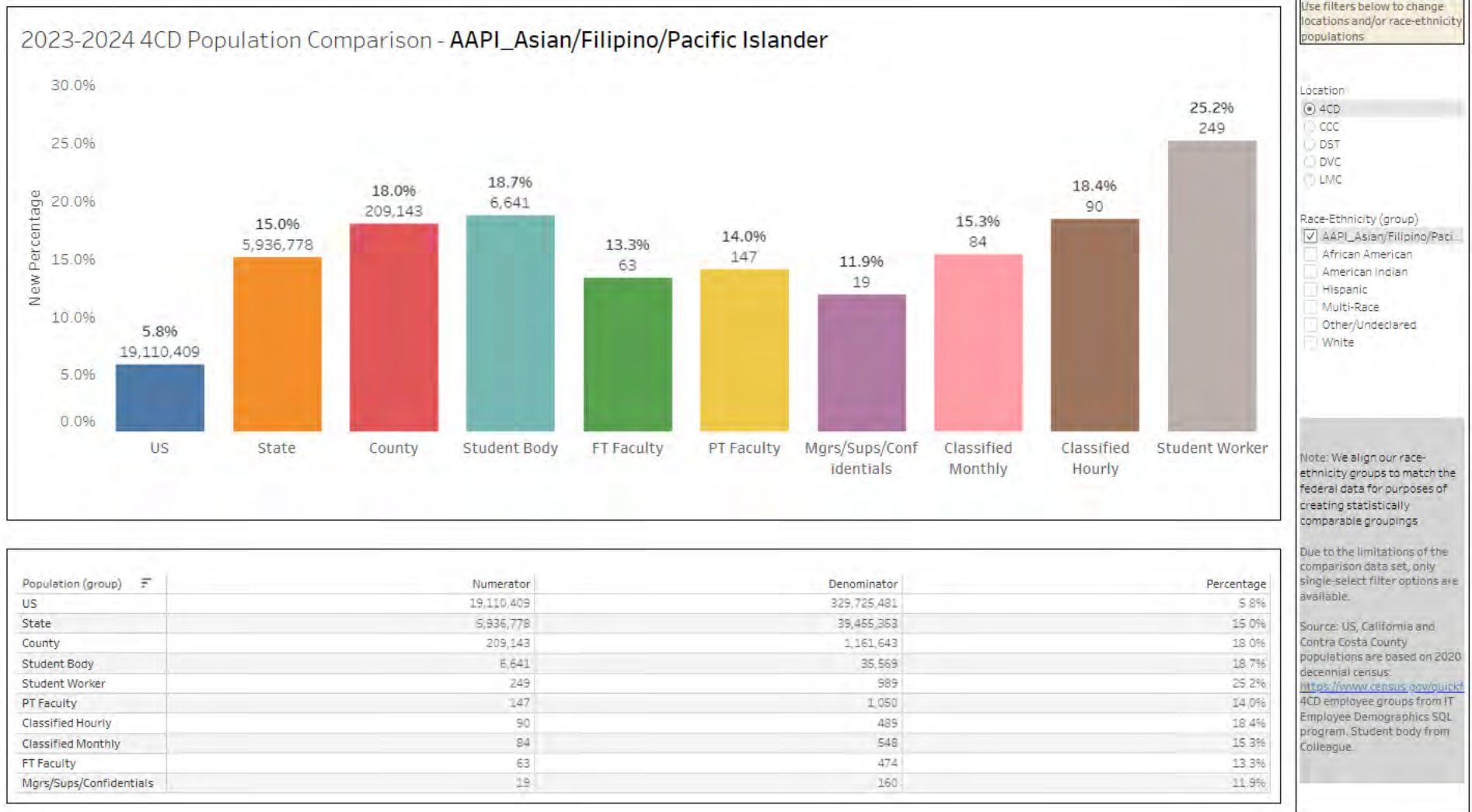
11.13.1 **Tuition Reimbursement For CCCCDC Classes:** The District will reimburse employees for tuition paid for any credit or non-credit classes offered by the District. In order to be eligible for reimbursement, the employee must complete the course with a grade of at least a "C" (or pass if a pass/fail score). Any release time necessary to take any classes during work time must require the approval of the immediate supervisor. The employee must make up any release time.

11.13.2 **Educational Stipend:** Effective July 1, 2001, the District will provide an educational stipend for those employees who possess an earned college degree in excess of the educational level required in the minimum requirements in the adopted classification specification for their regularly assigned classification. In order to be eligible for this stipend, the employee must possess at least an earned BA/BS from an accredited college or university. The stipend for 2001-2002 is \$1125 per year.

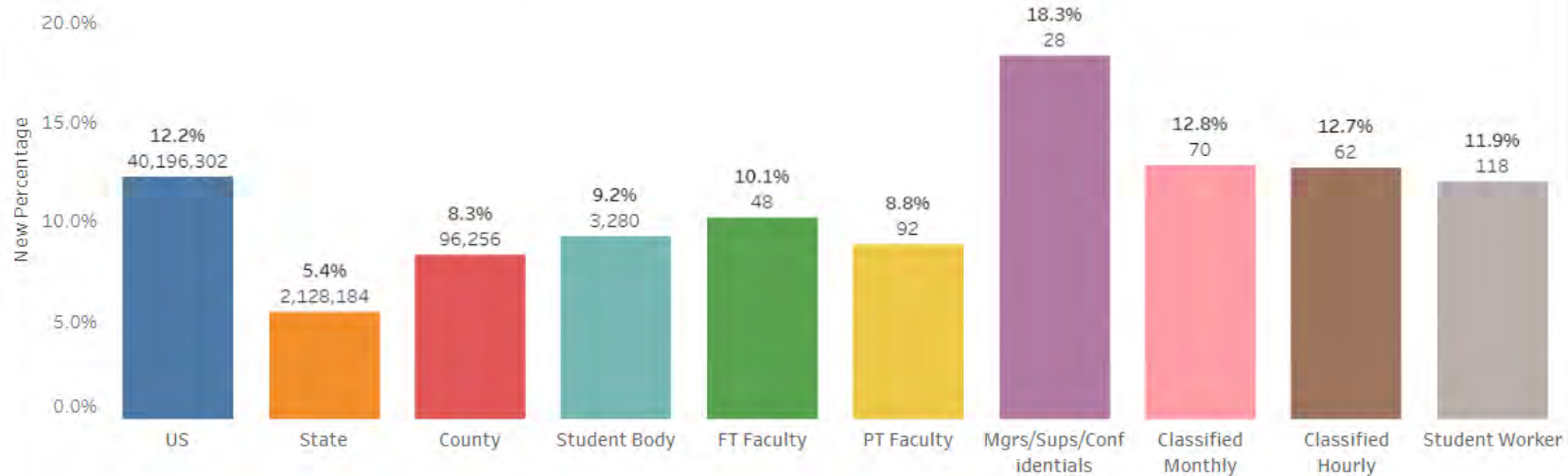
4CD Employee Diversity Study 2023-2024

Populations Comparisons

4CD Population Comparison



2023-2024 4CD Population Comparison - African American



Use filters below to change locations and/or race-ethnicity populations

Location

- ☒ 4CD
- ☐ CCC
- ☐ DST
- ☐ DVC
- ☐ LMC

Race-Ethnicity (group)

- ☐ AAPI/Asian/Filipino/Paci...
- ☒ African American
- ☐ American Indian
- ☐ Hispanic
- ☐ Multi-Race
- ☐ Other/Undeclared
- ☐ White

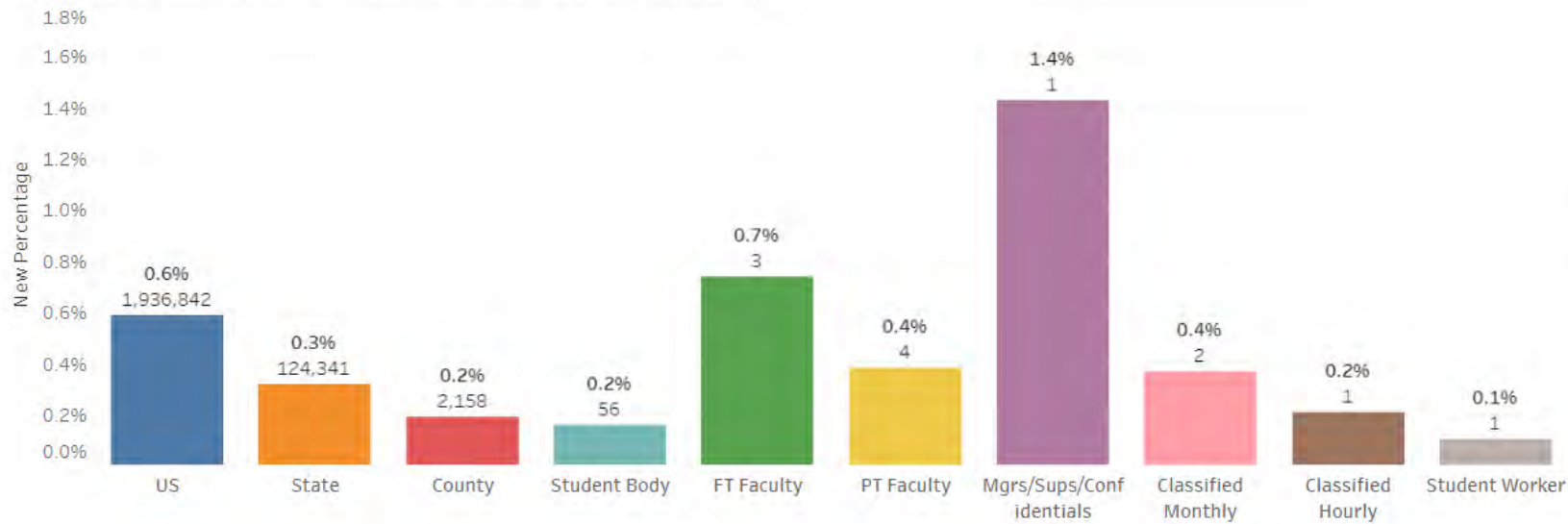
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

Due to the limitations of the comparison data set, only single-select filter options are available.

Source: US, California and Contra Costa County populations are based on 2020 decennial census: <https://www.census.gov/quickfacts/4CD-employee-groups-from-IT-Employee-Demographics-SQL-program-Student-body-from-Colleague>

| Population (group) | Numerator | Denominator | Percentage |
|-------------------------|------------|-------------|------------|
| US | 40,196,302 | 329,725,481 | 12.2% |
| State | 2,128,184 | 39,455,353 | 5.4% |
| County | 96,256 | 1,161,643 | 8.3% |
| Student Body | 3,280 | 35,569 | 9.2% |
| Student Worker | 118 | 989 | 11.9% |
| PT Faculty | 92 | 1,050 | 8.8% |
| Classified Monthly | 70 | 548 | 12.8% |
| Classified Hourly | 62 | 489 | 12.7% |
| FT Faculty | 48 | 474 | 10.1% |
| Mgrs/Sups/Confidentials | 28 | 153 | 18.3% |

2023-2024 4CD Population Comparison - American Indian



Use filters below to change locations and/or race-ethnicity populations

Location

- ☒ 4CD
- ☐ CCC
- ☐ DST
- ☐ DVC
- ☐ LMC

Race-Ethnicity (group)

- ☐ AAPI_Asian/Filipino/Paci...
- ☐ African American
- ☒ American Indian
- ☐ Hispanic
- ☐ Multi-Race
- ☐ Other/Undeclared
- ☐ White

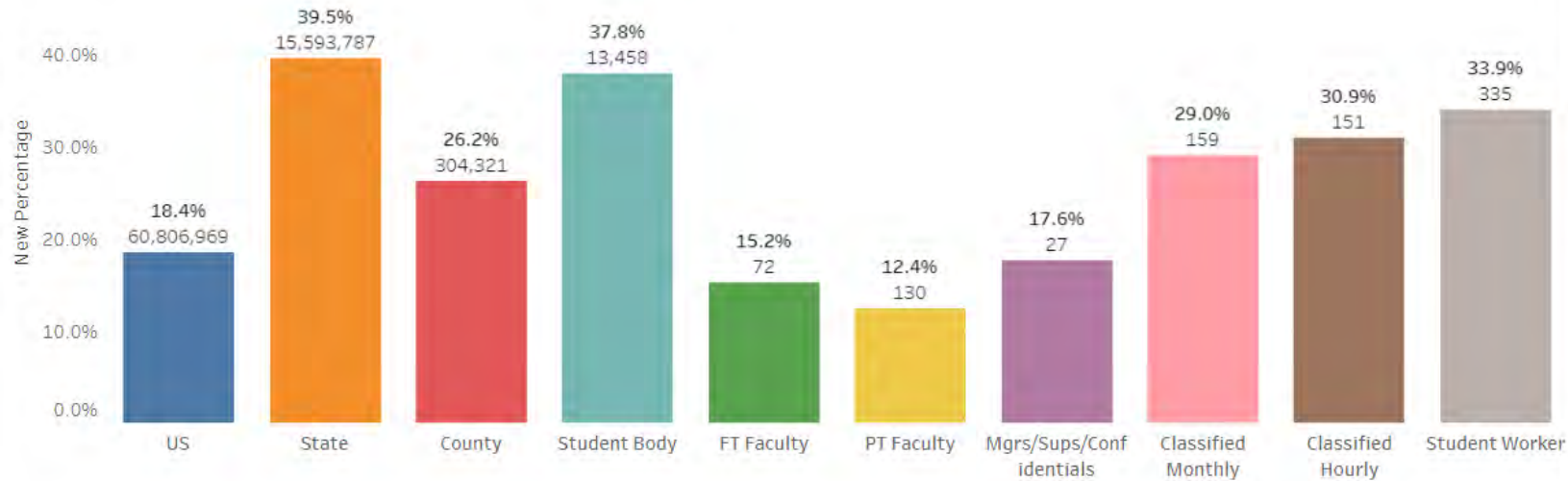
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

Due to the limitations of the comparison data set, only single-select filter options are available.

Source: US, California and Contra Costa County populations are based on 2020 decennial census: <https://www.census.gov/quickfacts/4CD> employee groups from IT Employee Demographics SQL program. Student body from Colleague.

| Population (group) | Numerator | Denominator | Percentage |
|-------------------------|-----------|-------------|------------|
| US | 1,936,842 | 329,725,481 | 0.6% |
| State | 124,341 | 39,455,353 | 0.3% |
| County | 2,158 | 1,161,643 | 0.2% |
| Student Body | 56 | 35,569 | 0.2% |
| PT Faculty | 4 | 1,050 | 0.4% |
| FT Faculty | 3 | 407 | 0.7% |
| Classified Monthly | 2 | 548 | 0.4% |
| Student Worker | 1 | 989 | 0.1% |
| Mgrs/Sups/Confidentials | 1 | 70 | 1.4% |
| Classified Hourly | 1 | 485 | 0.2% |

2023-2024 4CD Population Comparison - Hispanic



| Population (group) | Numerator | Denominator | Percentage |
|--------------------------|------------|-------------|------------|
| US | 60,806,969 | 329,725,481 | 18.4% |
| State | 15,593,787 | 39,455,353 | 39.5% |
| County | 304,321 | 1,161,643 | 26.2% |
| Student Body | 13,458 | 35,569 | 37.8% |
| Student Worker | 335 | 989 | 33.9% |
| Classified Monthly | 159 | 548 | 29.0% |
| Classified Hourly | 151 | 489 | 30.9% |
| PT Faculty | 130 | 1,050 | 12.4% |
| FT Faculty | 72 | 474 | 15.2% |
| Mgrs/Supps/Confidentials | 27 | 153 | 17.6% |

Use filters below to change locations and/or race-ethnicity populations

Location ▼

☒ 4CD

☐ CCC

☐ DST

☐ DVC

☐ LMC

Race-Ethnicity (group) ▼

☐ AAPI_Asian/Filipino/Paci...

☐ African American

☐ American Indian

☒ Hispanic

☐ Multi-Race

☐ Other/Undeclared

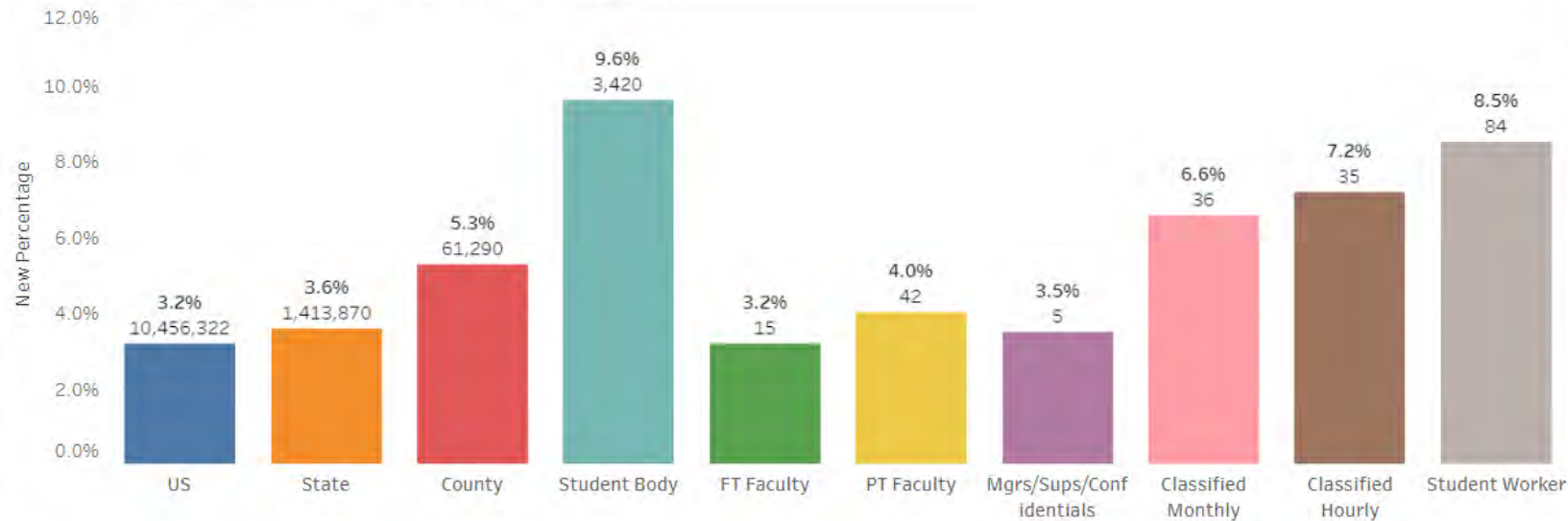
☐ White

Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

Due to the limitations of the comparison data set, only single-select filter options are available.

Source: US, California and Contra Costa County populations are based on 2020 decennial census: <https://www.census.gov/quickf> 4CD employee groups from IT Employee Demographics SQL program. Student body from Colleague.

2023-2024 4CD Population Comparison - Multi-Race



Use filters below to change locations and/or race-ethnicity populations

Location ⌵

- ☒ 4CD
- ☐ CCC
- ☐ DST
- ☐ DVC
- ☐ LMC

Race-Ethnicity (group) ⌵

- ☐ AAPI_Asian/Filipino/Paci...
- ☐ African American
- ☐ American Indian
- ☐ Hispanic
- ☒ Multi-Race
- ☐ Other/Undeclared
- ☐ White

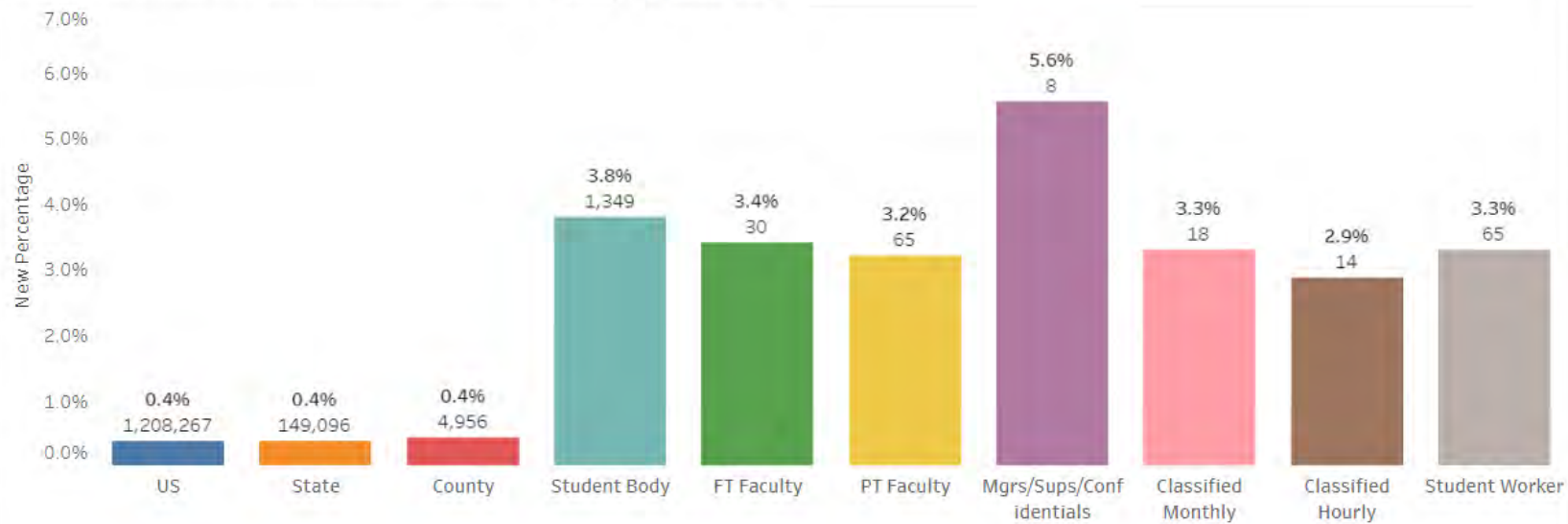
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

Due to the limitations of the comparison data set, only single-select filter options are available.

Source: US, California and Contra Costa County populations are based on 2020 decennial census: <https://www.census.gov/quickfacts/4CD-employee-groups-from-IT-Employee-Demographics-SQL-program-Student-body-from-Colleague>.

| Population (group) | Numerator | Denominator | Percentage |
|--------------------------|------------|-------------|------------|
| US | 10,456,322 | 329,725,481 | 3.2% |
| State | 1,413,870 | 39,455,353 | 3.6% |
| County | 61,290 | 1,161,643 | 5.3% |
| Student Body | 3,420 | 35,569 | 9.6% |
| Student Worker | 84 | 969 | 8.5% |
| PT Faculty | 42 | 1,050 | 4.0% |
| Classified Monthly | 36 | 548 | 6.6% |
| Classified Hourly | 35 | 489 | 7.2% |
| FT Faculty | 15 | 474 | 3.2% |
| Mgrs/Supps/Confidentials | 5 | 144 | 3.5% |

2023-2024 4CD Population Comparison - Other/Undeclared



Use filters below to change locations and/or race-ethnicity populations

Location

- ☒ 4CD
- ☐ CCC
- ☐ DST
- ☐ DVC
- ☐ LMC

Race-Ethnicity (group)

- ☐ AAPI_Asian/Filipino/Paci...
- ☐ African American
- ☐ American Indian
- ☐ Hispanic
- ☐ Multi-Race
- ☒ Other/Undeclared
- ☐ White

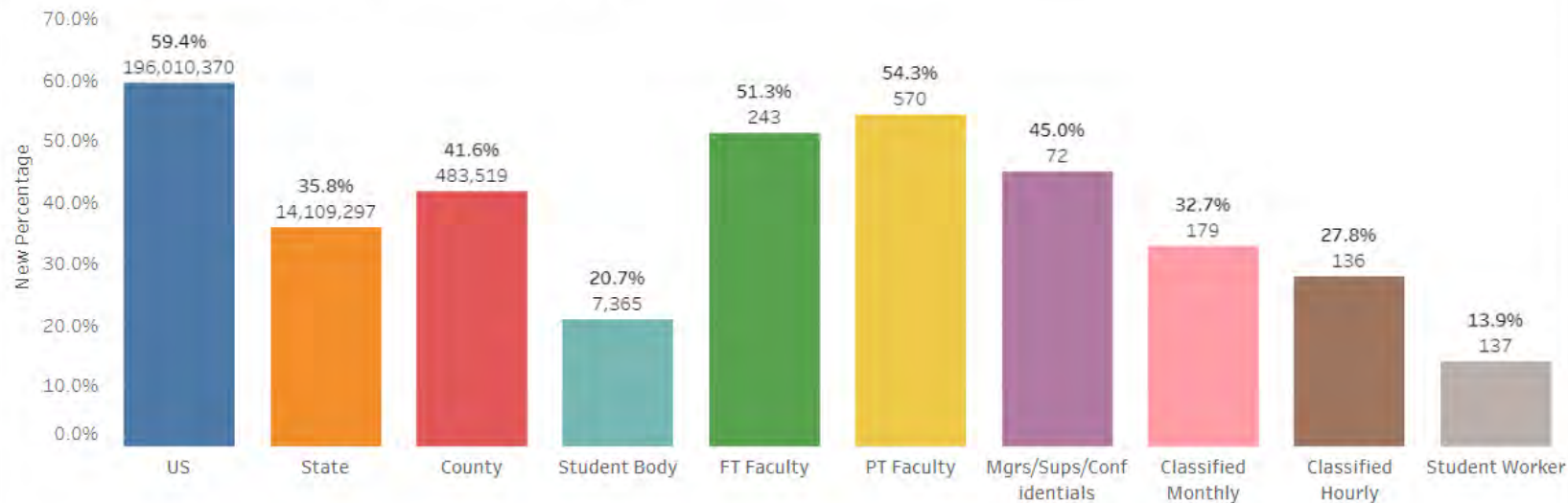
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

Due to the limitations of the comparison data set, only single-select filter options are available.

Source: US, California and Contra Costa County populations are based on 2020 decennial census: <https://www.census.gov/quickfacts/> 4CD employee groups from IT Employee Demographics SQL program. Student body from Colleague.

| Population (group) | Numerator | Denominator | Percentage |
|-------------------------|-----------|-------------|------------|
| US | 1,208,267 | 329,725,481 | 0.4% |
| State | 149,096 | 39,455,353 | 0.4% |
| County | 4,956 | 1,161,643 | 0.4% |
| Student Body | 1,349 | 35,569 | 3.8% |
| Student Worker | 65 | 1,978 | 3.3% |
| PT Faculty | 65 | 2,027 | 3.2% |
| FT Faculty | 30 | 881 | 3.4% |
| Classified Monthly | 18 | 548 | 3.3% |
| Classified Hourly | 14 | 489 | 2.9% |
| Mgrs/Sups/Confidentials | 8 | 144 | 5.6% |

2023-2024 4CD Population Comparison - White



Use filters below to change locations and/or race-ethnicity populations

Location

- ☒ 4CD
- ☐ CCC
- ☐ DST
- ☐ DVC
- ☐ LMC

Race-Ethnicity (group) ⌵

- ☐ AAPI/Asian/Filipino/Paci...
- ☐ African American
- ☐ American Indian
- ☐ Hispanic
- ☐ Multi-Race
- ☐ Other/Undeclared
- ☒ White

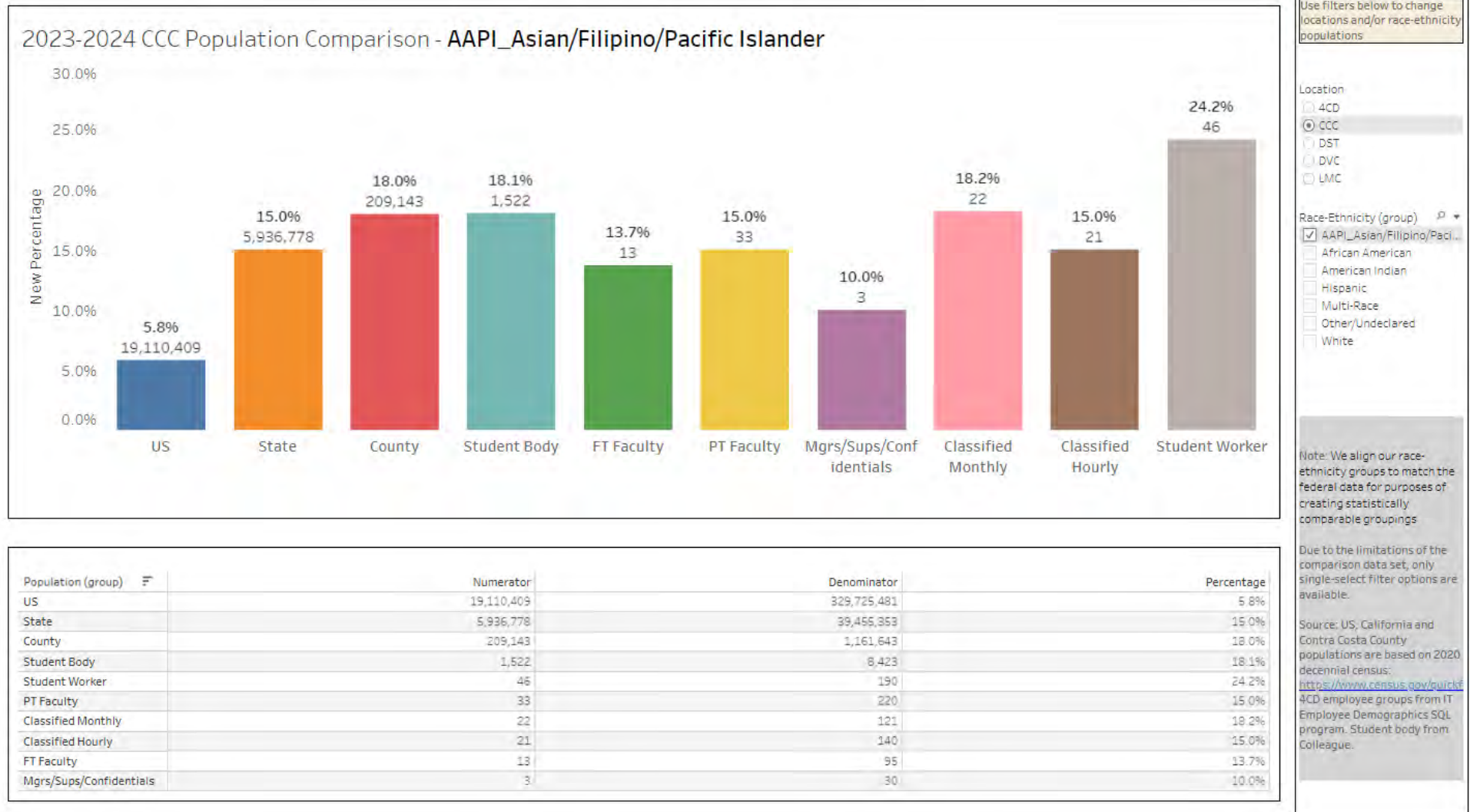
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

Due to the limitations of the comparison data set, only single-select filter options are available.

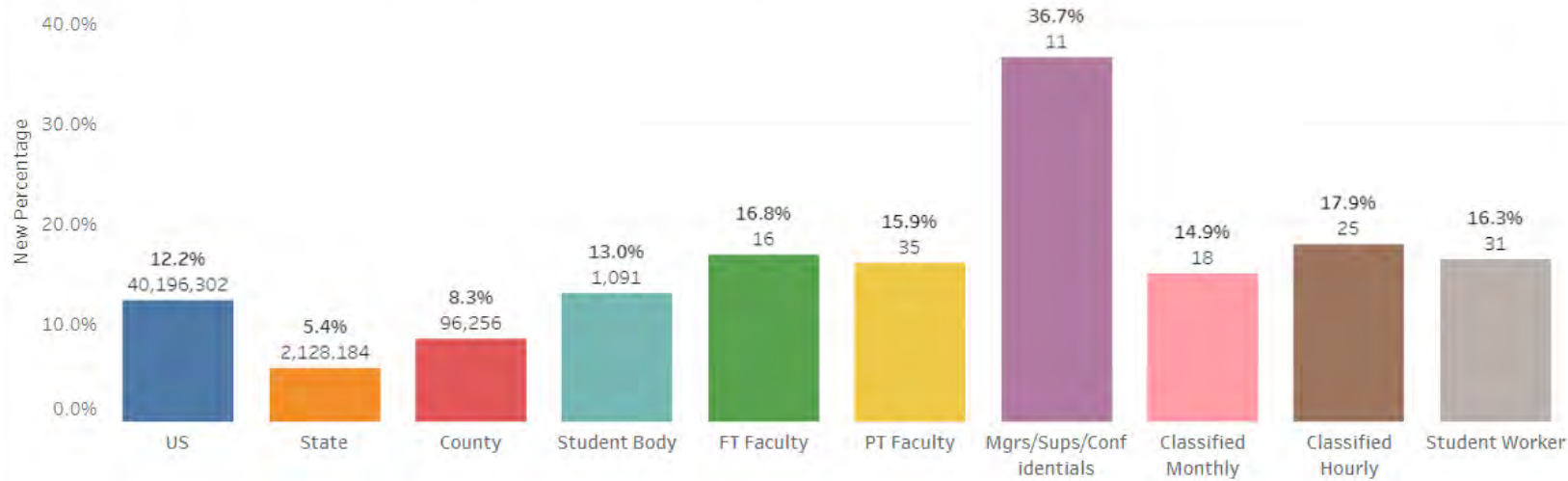
Source: US, California and Contra Costa County populations are based on 2020 decennial census: <https://www.census.gov/quicktabs/> 4CD employee groups from IT Employee Demographics SQL program. Student body from Colleague.

| Population (group) | Numerator | Denominator | Percentage |
|-------------------------|-------------|-------------|------------|
| US | 196,010,370 | 329,725,481 | 59.4% |
| State | 14,109,297 | 39,455,353 | 35.8% |
| County | 483,519 | 1,161,643 | 41.6% |
| Student Body | 7,365 | 35,569 | 20.7% |
| PT Faculty | 570 | 1,050 | 54.3% |
| FT Faculty | 243 | 474 | 51.3% |
| Classified Monthly | 179 | 548 | 32.7% |
| Student Worker | 137 | 989 | 13.9% |
| Classified Hourly | 136 | 489 | 27.8% |
| Mgrs/Sups/Confidentials | 72 | 160 | 45.0% |

Contra Costa College Population Comparison



2023-2024 CCC Population Comparison - African American



Use filters below to change locations and/or race-ethnicity populations

Location

- ☐ 4CD
- ☒ CCC
- ☐ DST
- ☐ DVC
- ☐ LMC

Race-Ethnicity (group) ⌵

- ☐ AAPI/Asian/Filipino/Paci...
- ☒ African American
- ☐ American Indian
- ☐ Hispanic
- ☐ Multi-Race
- ☐ Other/Undeclared
- ☐ White

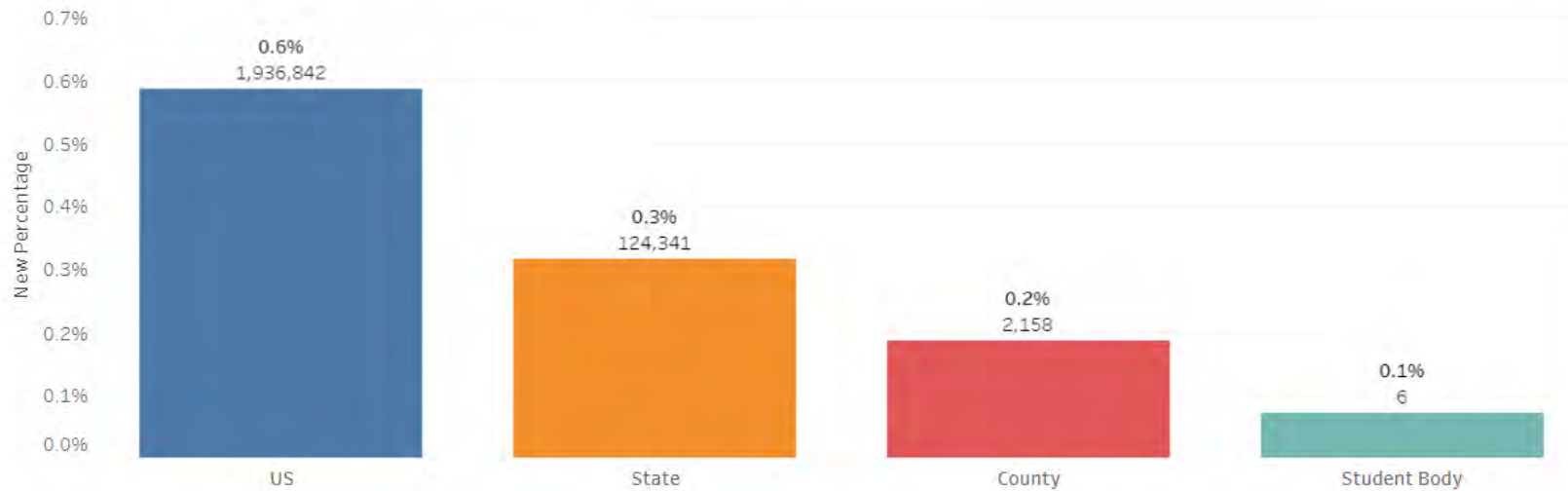
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

Due to the limitations of the comparison data set, only single-select filter options are available.

Source: US, California and Contra Costa County populations are based on 2020 decennial census: <https://www.census.gov/quickfacts/4CD-employee-groups-from-IT-Employee-Demographics-SQL-program-Student-body-from-Colleague>

| Population (group) | Numerator | Denominator | Percentage |
|-------------------------|------------|-------------|------------|
| US | 40,196,302 | 329,725,481 | 12.2% |
| State | 2,128,184 | 39,455,353 | 5.4% |
| County | 96,256 | 1,161,643 | 8.3% |
| Student Body | 1,091 | 8,423 | 13.0% |
| PT Faculty | 35 | 220 | 15.9% |
| Student Worker | 31 | 190 | 16.3% |
| Classified Hourly | 25 | 140 | 17.9% |
| Classified Monthly | 18 | 121 | 14.9% |
| FT Faculty | 16 | 96 | 16.8% |
| Mgrs/Sups/Confidentials | 11 | 30 | 36.7% |

2023-2024 CCC Population Comparison - American Indian



Use filters below to change locations and/or race-ethnicity populations

Location

- ☐ 4CD
- ☒ CCC
- ☐ DST
- ☐ DVC
- ☐ LMC

Race-Ethnicity (group)

- ☐ AAPI_Asian/Filipino/Paci...
- ☐ African American
- ☒ American Indian
- ☐ Hispanic
- ☐ Multi-Race
- ☐ Other/Undeclared
- ☐ White

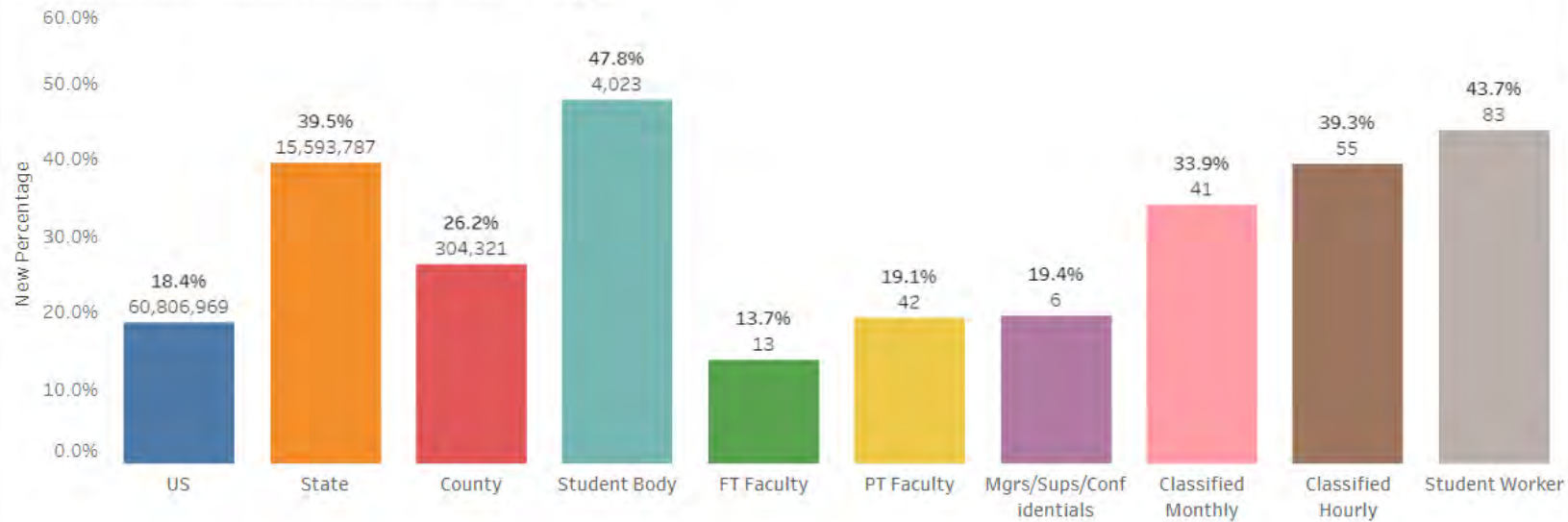
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

Due to the limitations of the comparison data set, only single-select filter options are available.

Source: US, California and Contra Costa County populations are based on 2020 decennial census: <https://www.census.gov/quickfacts/> 4CD employee groups from IT Employee Demographics SQL program. Student body from Colleague.

| Population | Numerator | Denominator | Percentage |
|--------------|-----------|-------------|------------|
| US | 1,936,842 | 329,725,481 | 0.6% |
| State | 124,341 | 39,455,353 | 0.3% |
| County | 2,158 | 1,161,643 | 0.2% |
| Student Body | 6 | 8,423 | 0.1% |

2023-2024 CCC Population Comparison - Hispanic



Use filters below to change locations and/or race-ethnicity populations.

Location

- ☐ 4CD
- ☒ CCC
- ☐ DST
- ☐ DVC
- ☐ LMC

Race-Ethnicity (group) ⌵

- ☐ AAPI_Asian/Filipino/Paci...
- ☐ African American
- ☐ American Indian
- ☒ Hispanic
- ☐ Multi-Race
- ☐ Other/Undeclared
- ☐ White

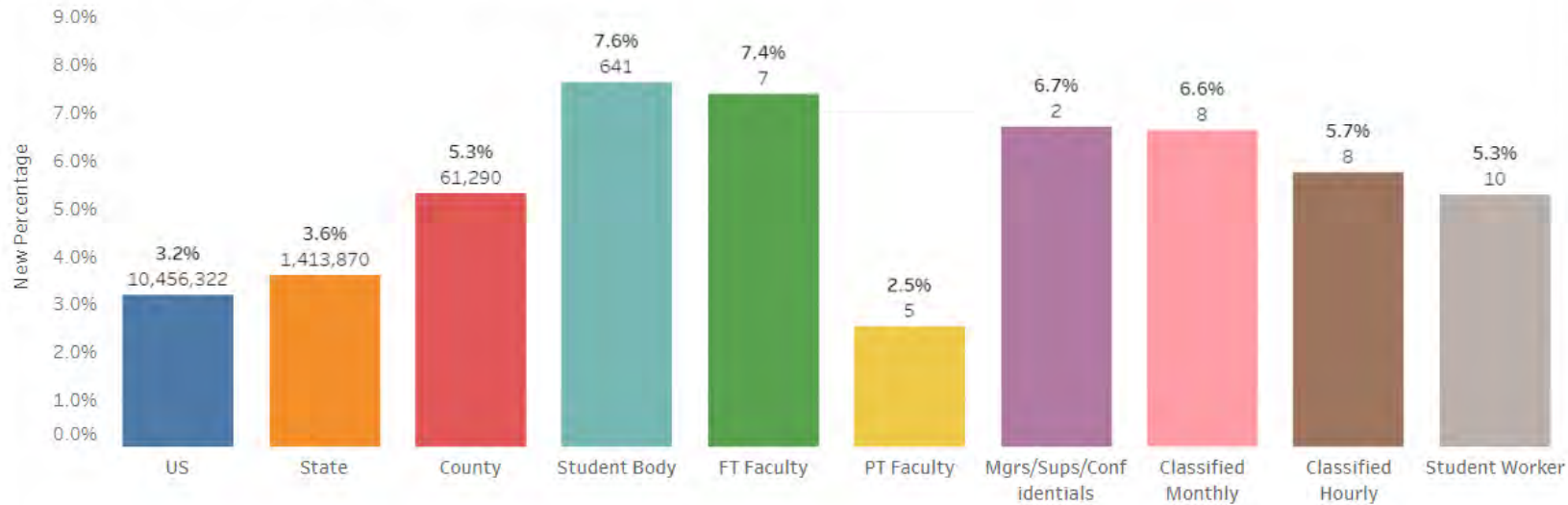
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

Due to the limitations of the comparison data set, only single-select filter options are available.

Source: US, California and Contra Costa County populations are based on 2020 decennial census: <https://www.census.gov/quickfacts/4CD-employee-groups-from-IT-Employee-Demographics-SQL-program-Student-body-from-Colleague>.

| Population (group) | Numerator | Denominator | Percentage |
|--------------------------|------------|-------------|------------|
| US | 60,806,969 | 329,725,481 | 18.4% |
| State | 15,593,787 | 39,455,353 | 39.5% |
| County | 304,321 | 1,161,643 | 26.2% |
| Student Body | 4,023 | 8,423 | 47.8% |
| Student Worker | 83 | 190 | 43.7% |
| Classified Hourly | 55 | 140 | 39.3% |
| PT Faculty | 42 | 220 | 19.1% |
| Classified Monthly | 41 | 121 | 33.9% |
| FT Faculty | 13 | 95 | 13.7% |
| Mgrs/Supps/Confidentials | 6 | 31 | 19.4% |

2023-2024 CCC Population Comparison - Multi-Race



Use filters below to change locations and/or race-ethnicity populations.

Location:

- ☐ 4CD
- ☒ CCC
- ☐ DST
- ☐ DVC
- ☐ LMC

Race-Ethnicity (group)

- ☐ AAPI_Asian/Filipino/Paci...
- ☐ African American
- ☐ American Indian
- ☐ Hispanic
- ☒ Multi-Race
- ☐ Other/Undeclared
- ☐ White

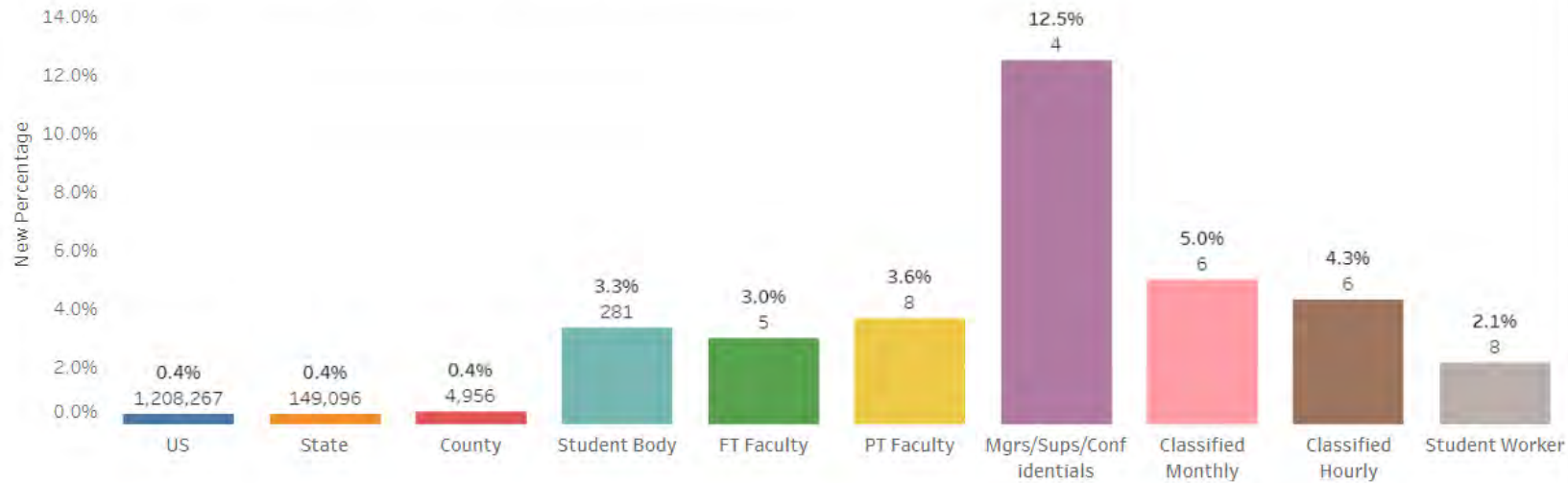
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings.

Due to the limitations of the comparison data set, only single-select filter options are available.

Source: US, California and Contra Costa County populations are based on 2020 decennial census: <https://www.census.gov/quickfacts/> 4CD employee groups from IT Employee Demographics SQL program, Student body from Colleague.

| Population (group) | Numerator | Denominator | Percentage |
|--------------------------|------------|-------------|------------|
| US | 10,456,322 | 329,725,481 | 3.2% |
| State | 1,413,870 | 39,455,363 | 3.6% |
| County | 61,290 | 1,161,643 | 5.3% |
| Student Body | 641 | 8,423 | 7.6% |
| Student Worker | 10 | 190 | 5.3% |
| Classified Monthly | 8 | 121 | 6.6% |
| Classified Hourly | 8 | 140 | 5.7% |
| FT Faculty | 7 | 95 | 7.4% |
| PT Faculty | 5 | 200 | 2.5% |
| Mgrs/Supps/Confidentials | 2 | 30 | 6.7% |

2023-2024 CCC Population Comparison - Other/Undeclared



Use filters below to change locations and/or race-ethnicity populations

Location

- ☐ 4CD
- ☒ CCC
- ☐ DST
- ☐ DVC
- ☐ LMC

Race-Ethnicity (group)

- ☐ AAPI/Asian/Filipino/Paci...
- ☐ African American
- ☐ American Indian
- ☐ Hispanic
- ☐ Multi-Race
- ☒ Other/Undeclared
- ☐ White

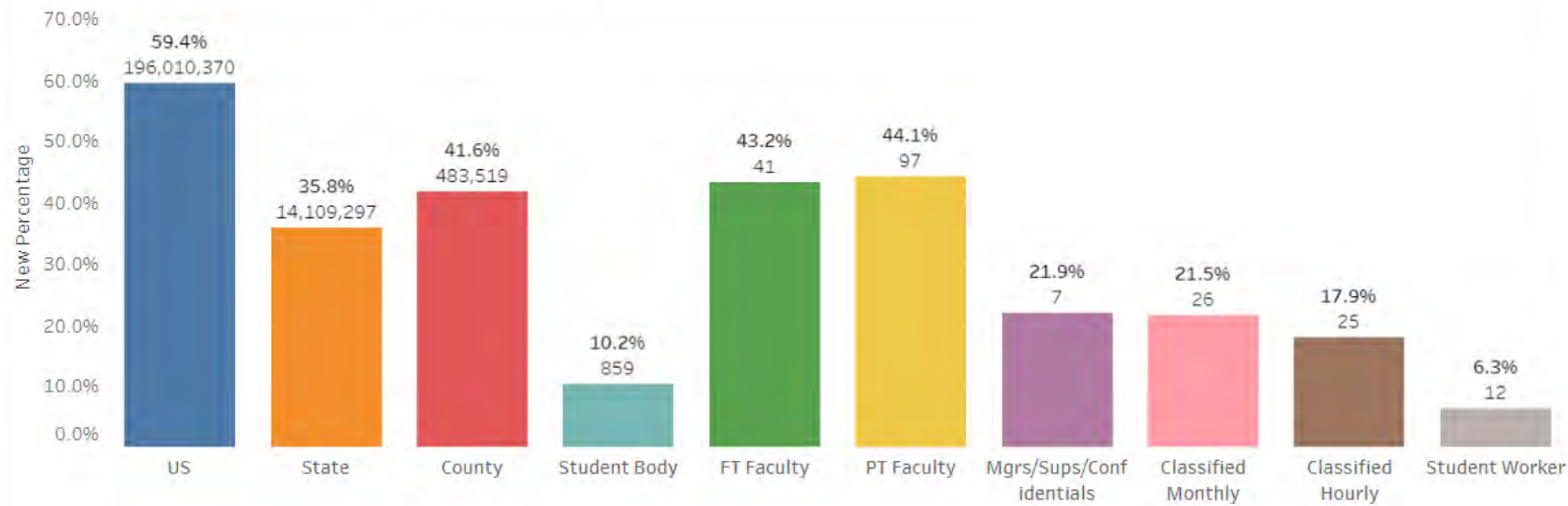
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

Due to the limitations of the comparison data set, only single-select filter options are available.

Source: US, California and Contra Costa County populations are based on 2020 decennial census: <https://www.census.gov/quickfacts/> 4CD employee groups from IT Employee Demographics SQL program. Student body from Colleague.

| Population (group) | Numerator | Denominator | Percentage |
|--------------------------|-----------|-------------|------------|
| US | 1,208,267 | 329,725,481 | 0.4% |
| State | 149,096 | 39,455,353 | 0.4% |
| County | 4,956 | 1,161,643 | 0.4% |
| Student Body | 281 | 8,423 | 3.3% |
| Student Worker | 8 | 380 | 2.1% |
| PT Faculty | 8 | 220 | 3.6% |
| Classified Monthly | 6 | 121 | 5.0% |
| Classified Hourly | 6 | 140 | 4.3% |
| FT Faculty | 5 | 168 | 3.0% |
| Mgrs/Supps/Confidentials | 4 | 32 | 12.5% |

2023-2024 CCC Population Comparison - White



Use filters below to change locations and/or race-ethnicity populations

Location

- ☐ 4CD
- ☒ CCC
- ☐ DST
- ☐ DVC
- ☐ LMC

Race-Ethnicity (group) ⌵

- ☐ AAPL Asian/Pacific...
- ☐ African American
- ☐ American Indian
- ☐ Hispanic
- ☐ Multi-Race
- ☐ Other/Undeclared
- ☒ White

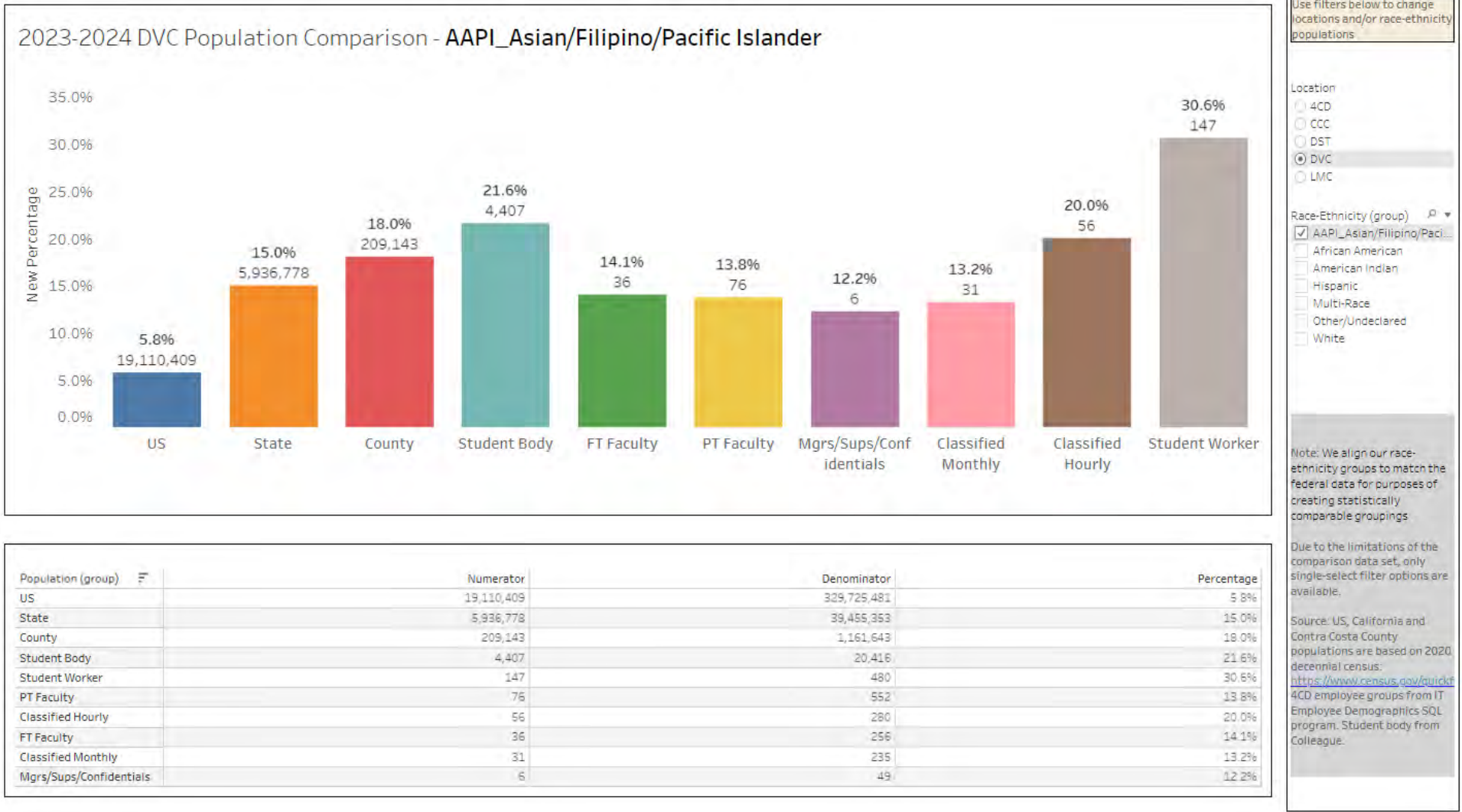
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

Due to the limitations of the comparison data set, only single-select filter options are available.

Source: US, California and Contra Costa County populations are based on 2020 decennial census: <https://www.census.gov/quickfacts/4CD-employee-groups-from-IT-Employee-Demographics-SQL-program-Student-body-from-Colleague>

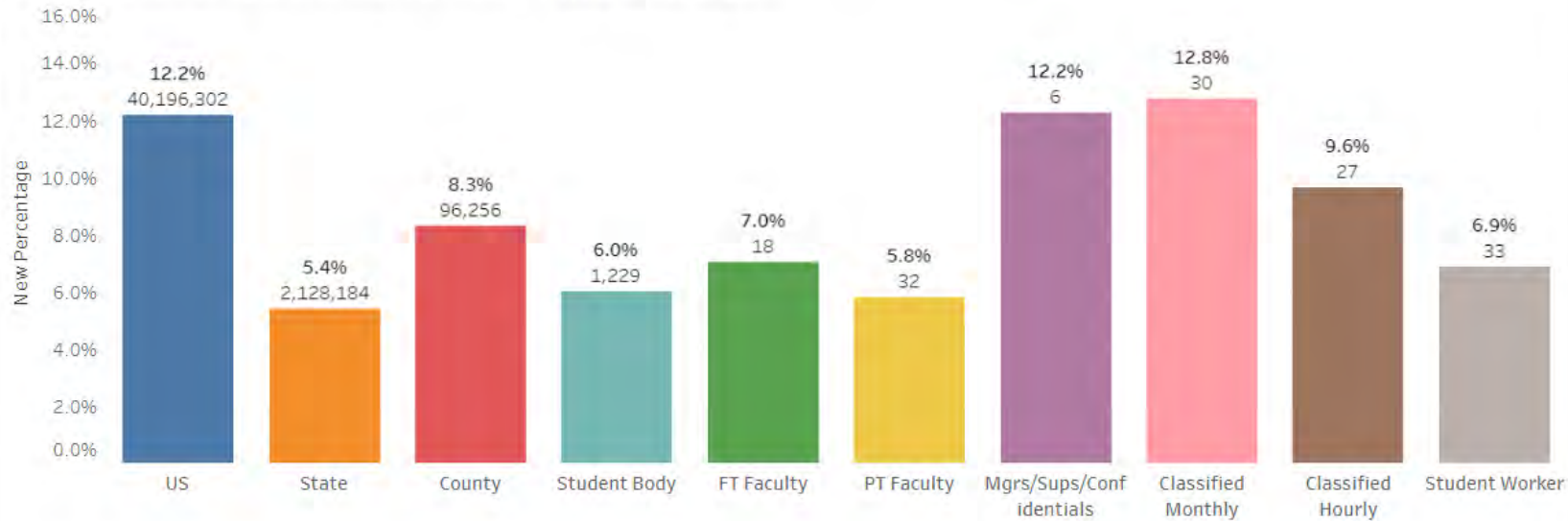
| Population (group) | Numerator | Denominator | Percentage |
|-------------------------|-------------|-------------|------------|
| US | 196,010,370 | 329,725,481 | 59.4% |
| State | 14,109,297 | 39,455,353 | 35.8% |
| County | 483,519 | 1,161,643 | 41.6% |
| Student Body | 859 | 8,423 | 10.2% |
| PT Faculty | 97 | 220 | 44.1% |
| FT Faculty | 41 | 95 | 43.2% |
| Classified Monthly | 26 | 121 | 21.5% |
| Classified Hourly | 25 | 140 | 17.9% |
| Student Worker | 12 | 190 | 6.3% |
| Mgrs/Sups/Confidentials | 7 | 32 | 21.9% |

Diablo Valley College Population Comparison



| Population (group) | Numerator | Denominator | Percentage |
|--------------------------|------------|-------------|------------|
| US | 19,110,409 | 329,725,481 | 5.8% |
| State | 5,936,778 | 39,455,353 | 15.0% |
| County | 209,143 | 1,161,643 | 18.0% |
| Student Body | 4,407 | 20,416 | 21.6% |
| Student Worker | 147 | 480 | 30.6% |
| PT Faculty | 76 | 552 | 13.8% |
| Classified Hourly | 56 | 280 | 20.0% |
| FT Faculty | 36 | 256 | 14.1% |
| Classified Monthly | 31 | 235 | 13.2% |
| Mgrs/Supps/Confidentials | 6 | 49 | 12.2% |

2023-2024 DVC Population Comparison - African American



Use filters below to change locations and/or race-ethnicity populations.

Location

- ☐ 4CD
- ☐ CCC
- ☐ DST
- ☒ DVC
- ☐ LMC

Race-Ethnicity (group)

- ☐ AA/PL Asian/Filipino/Paci...
- ☒ African American
- ☐ American Indian
- ☐ Hispanic
- ☐ Multi-Race
- ☐ Other/Undeclared
- ☐ White

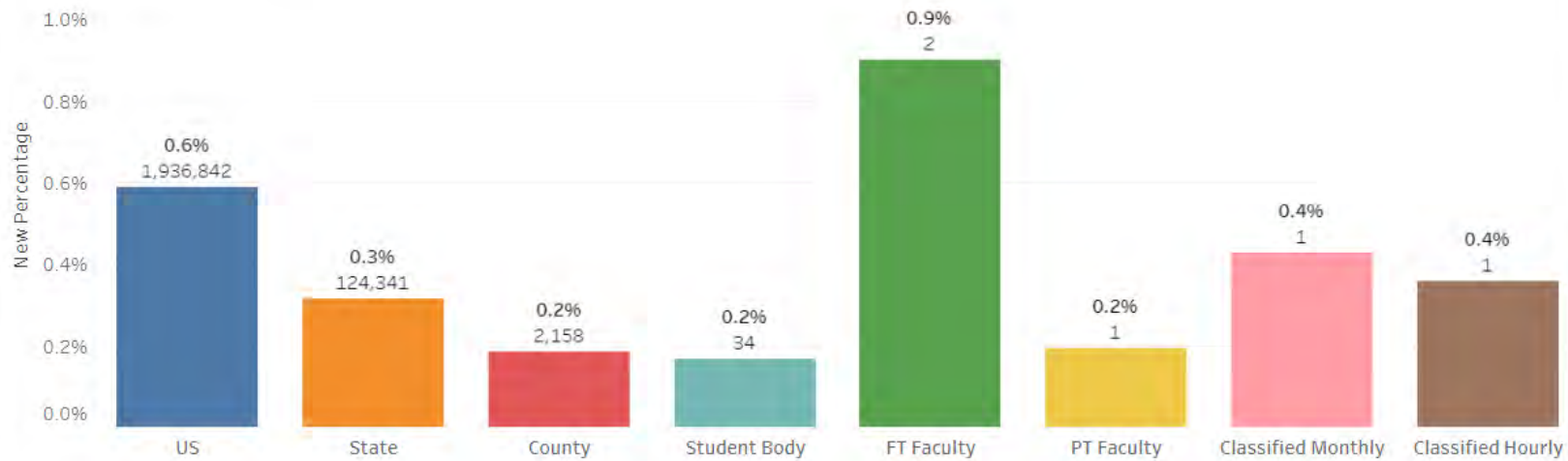
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings.

Due to the limitations of the comparison data set, only single-select filter options are available.

Source: US, California and Contra Costa County populations are based on 2020 decennial census. <https://www.census.gov/puict/> 4CD employee groups from IT Employee Demographics SQL program. Student body from Colleague.

| Population (group) | Numerator | Denominator | Percentage |
|-------------------------|------------|-------------|------------|
| US | 40,196,302 | 329,725,481 | 12.2% |
| State | 2,128,184 | 39,455,353 | 5.4% |
| County | 96,256 | 1,161,643 | 8.3% |
| Student Body | 1,229 | 20,416 | 6.0% |
| Student Worker | 33 | 480 | 6.9% |
| PT Faculty | 32 | 552 | 5.8% |
| Classified Monthly | 30 | 235 | 12.8% |
| Classified Hourly | 27 | 280 | 9.6% |
| FT Faculty | 18 | 256 | 7.0% |
| Mgrs/Sups/Confidentials | 6 | 49 | 12.2% |

2023-2024 DVC Population Comparison - American Indian



Use filters below to change locations and/or race-ethnicity populations

Location

- ☐ 4CD
☐ CCC
☐ DST
☒ DVC
☐ LMC

Race-Ethnicity (group) ▾

- ☐ AAPI_Asian/Filipino/Paci...
☐ African American
☒ American Indian
☐ Hispanic
☐ Multi-Race
☐ Other/Undeclared
☐ White

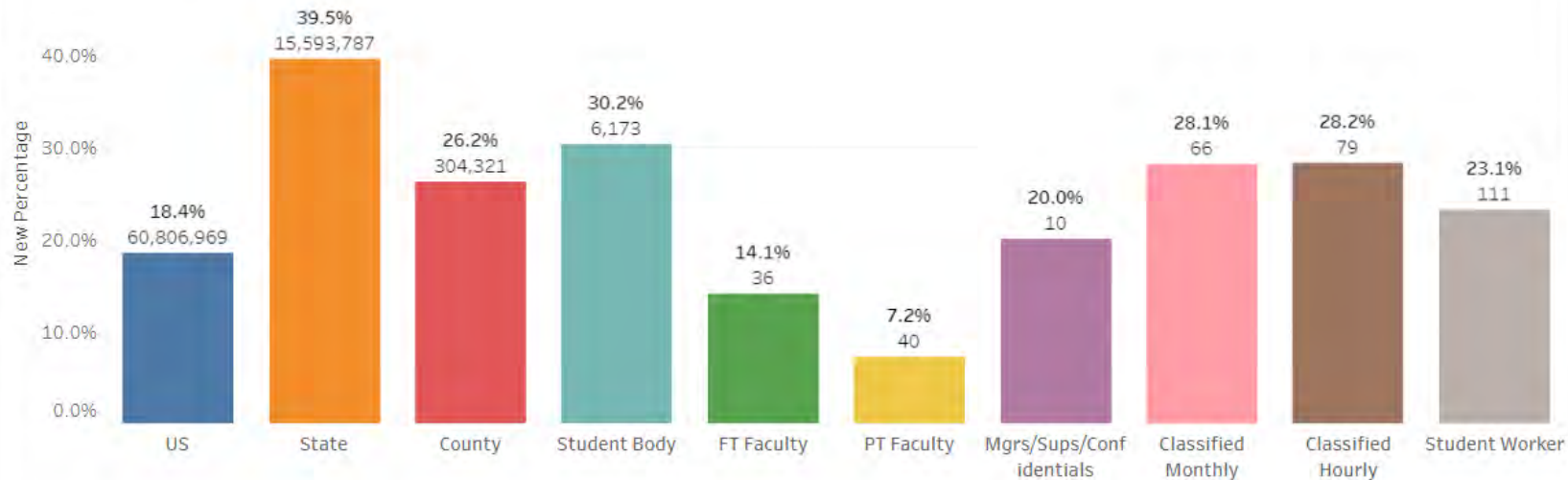
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

Due to the limitations of the comparison data set, only single-select filter options are available

Source: US, California and Contra Costa County populations are based on 2020 decennial census: <https://www.census.gov/quicktabs/people/00001.html>
4CD employee groups from IT Employee Demographics SQL program. Student body from Colleague.

| Population (g.) | Numerator | Denominator | Percentage |
|--------------------|-----------|-------------|------------|
| US | 1,936,842 | 329,725,481 | 0.6% |
| State | 124,341 | 39,455,353 | 0.3% |
| County | 2,158 | 1,161,643 | 0.2% |
| Student Body | 34 | 20,416 | 0.2% |
| FT Faculty | 2 | 222 | 0.9% |
| PT Faculty | 1 | 517 | 0.2% |
| Classified Monthly | 1 | 235 | 0.4% |
| Classified Hourly | 1 | 280 | 0.4% |

2023-2024 DVC Population Comparison - Hispanic



Use filters below to change locations and/or race-ethnicity populations.

Location

- ☐ 4CD
- ☐ CCC
- ☐ DST
- ☒ DVC
- ☐ LMC

Race-Ethnicity (group) ⌵

- ☐ AAPI/Asian/Filipino/Paci...
- ☐ African American
- ☐ American Indian
- ☒ Hispanic
- ☐ Multi-Race
- ☐ Other/Undeclared
- ☐ White

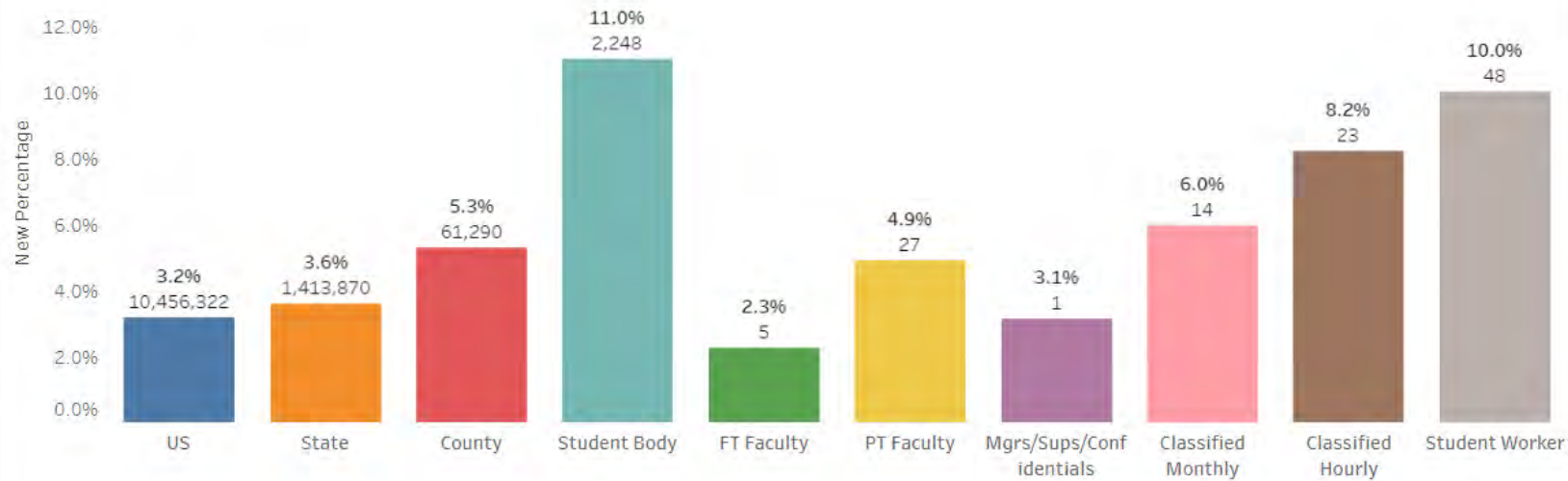
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings.

Due to the limitations of the comparison data set, only single-select filter options are available.

Source: US, California and Contra Costa County populations are based on 2020 decennial census: <https://www.census.gov/quickfacts>
4CD employee groups from IT Employee Demographics SQL program. Student body from Colleague.

| Population (group) | Numerator | Denominator | Percentage |
|--------------------------|------------|-------------|------------|
| US | 60,806,969 | 329,725,481 | 18.4% |
| State | 15,593,787 | 39,455,353 | 39.5% |
| County | 304,321 | 1,161,643 | 26.2% |
| Student Body | 6,173 | 20,416 | 30.2% |
| Student Worker | 111 | 480 | 23.1% |
| Classified Hourly | 79 | 280 | 28.2% |
| Classified Monthly | 66 | 235 | 28.1% |
| PT Faculty | 40 | 552 | 7.2% |
| FT Faculty | 36 | 256 | 14.1% |
| Mgrs/Supps/Confidentials | 10 | 50 | 20.0% |

2023-2024 DVC Population Comparison - Multi-Race



Use filters below to change locations and/or race-ethnicity populations

Location

- ☐ 4CD
☐ CCC
☐ DST
☒ DVC
☐ LMC

Race-Ethnicity (group)

- ☐ AAPLAsian/Filipino/Paci...
☐ African American
☐ American Indian
☐ Hispanic
☒ Multi-Race
☐ Other/Undeclared
☐ White

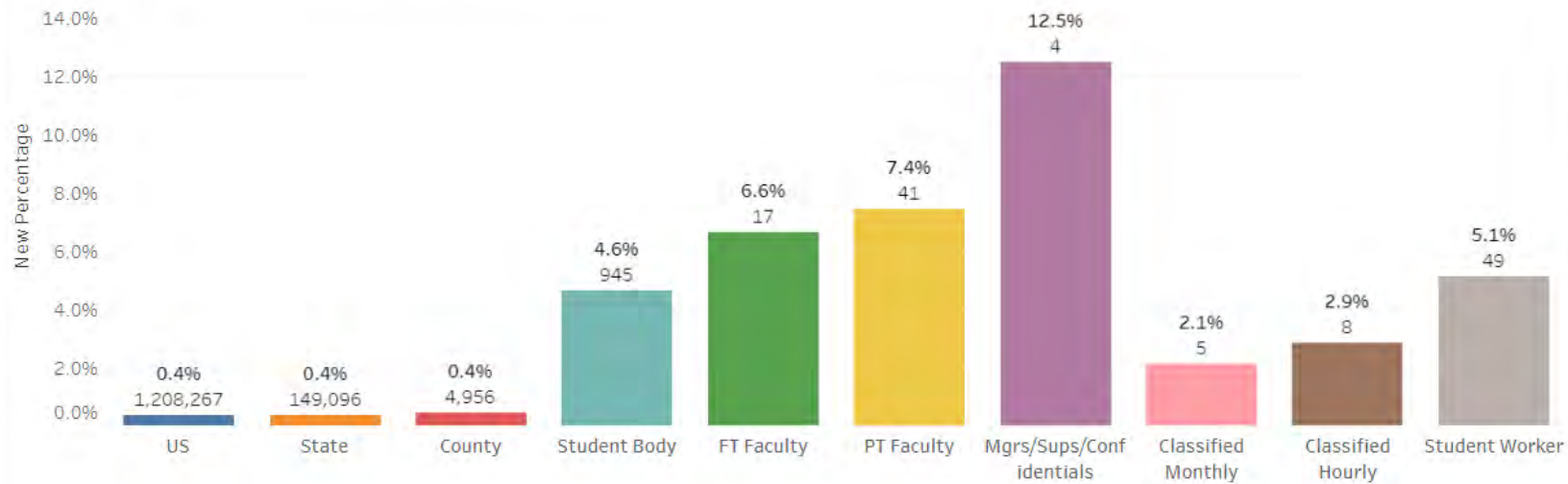
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

Due to the limitations of the comparison data set, only single-select filter options are available.

Source: US, California and Contra Costa County populations are based on 2020 decennial census: <https://www.census.gov/pulch> 4CD employee groups from IT Employee Demographics SQL program. Student body from Colleague.

| Population (group) | Numerator | Denominator | Percentage |
|--------------------------|------------|-------------|------------|
| US | 10,456,322 | 329,725,481 | 3.2% |
| State | 1,413,870 | 39,455,353 | 3.6% |
| County | 61,290 | 1,161,643 | 5.3% |
| Student Body | 2,248 | 20,416 | 11.0% |
| Student Worker | 48 | 480 | 10.0% |
| PT Faculty | 27 | 552 | 4.9% |
| Classified Hourly | 23 | 280 | 8.2% |
| Classified Monthly | 14 | 235 | 6.0% |
| FT Faculty | 5 | 222 | 2.3% |
| Mgrs/Supps/Confidentials | 1 | 32 | 3.1% |

2023-2024 DVC Population Comparison - Other/Undeclared



Use filters below to change locations and/or race-ethnicity populations

Location

- ☐ 4CD
- ☐ CCC
- ☐ DST
- ☒ DVC
- ☐ LMC

Race-Ethnicity (group)

- ☐ AA/PL Asian/Filipino/Paci...
- ☐ African American
- ☐ American Indian
- ☐ Hispanic
- ☐ Multi-Race
- ☒ Other/Undeclared
- ☐ White

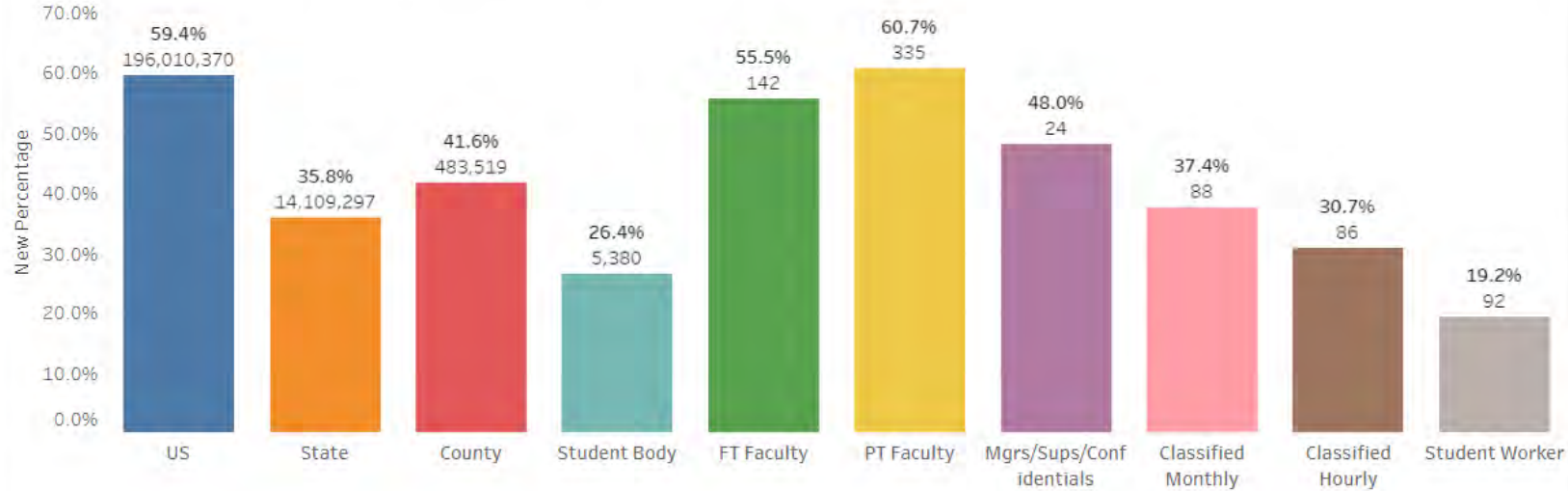
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

Due to the limitations of the comparison data set, only single-select filter options are available.

Source: US, California and Contra Costa County populations are based on 2020 decennial census: <https://www.census.gov/quickfacts/4CD-employee-groups-from-IT-Employee-Demographics-SQL-program-Student-body-from-Colleague>

| Population (group) | Numerator | Denominator | Percentage |
|-------------------------|-----------|-------------|------------|
| US | 1,208,267 | 329,725,481 | 0.4% |
| State | 149,096 | 39,455,353 | 0.4% |
| County | 4,956 | 1,161,643 | 0.4% |
| Student Body | 945 | 20,416 | 4.6% |
| Student Worker | 49 | 960 | 5.1% |
| PT Faculty | 41 | 552 | 7.4% |
| FT Faculty | 17 | 256 | 6.6% |
| Classified Hourly | 8 | 280 | 2.9% |
| Classified Monthly | 5 | 235 | 2.1% |
| Mgrs/Sups/Confidentials | 4 | 32 | 12.5% |

2023-2024 DVC Population Comparison - White



Use filters below to change locations and/or race-ethnicity populations

Location

- ☐ 4CD
- ☐ CCC
- ☐ DST
- ☒ DVC
- ☐ LMC

Race-Ethnicity (group) ⌵

- ☐ AAPI_Asian/Filipino/Paci...
- ☐ African American
- ☐ American Indian
- ☐ Hispanic
- ☐ Multi-Race
- ☐ Other/Undeclared
- ☒ White

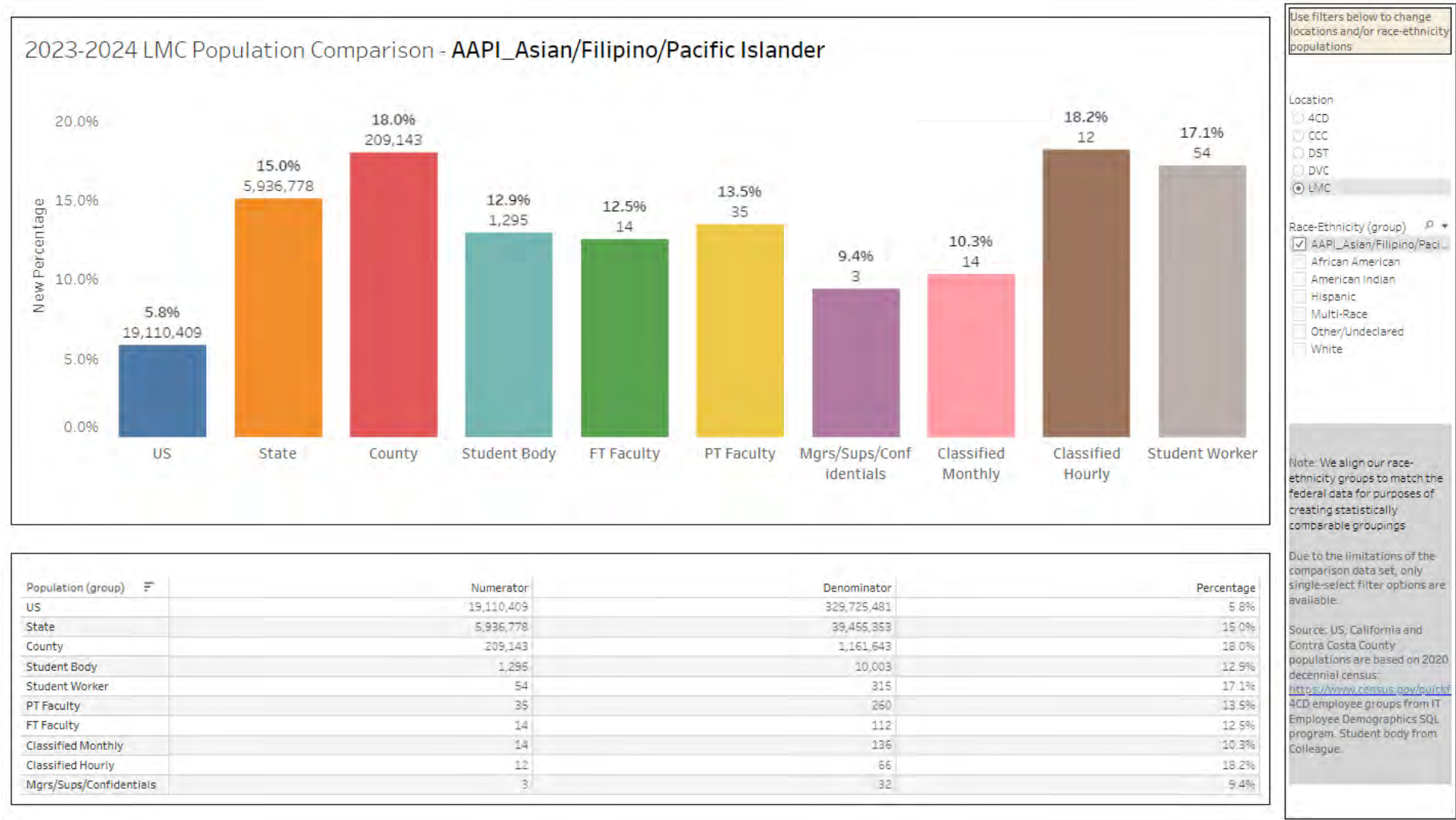
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

Due to the limitations of the comparison data set, only single-select filter options are available.

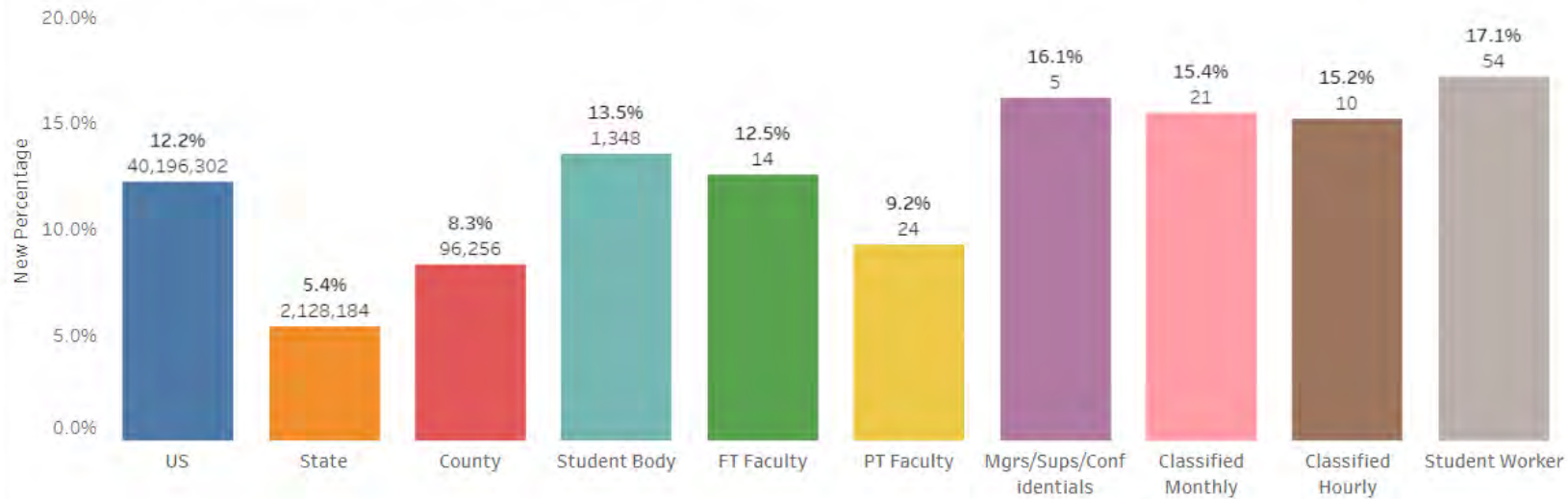
Source: US, California and Contra Costa County populations are based on 2020 decennial census: <https://www.census.gov/quickfacts/4CD-employee-groups-from-IT-Employee-Demographics-SQL-program-Student-body-from-Colleague>

| Population (group) | Numerator | Denominator | Percentage |
|-------------------------|-------------|-------------|------------|
| US | 196,010,370 | 329,725,481 | 59.4% |
| State | 14,109,297 | 39,455,353 | 35.8% |
| County | 483,519 | 1,161,643 | 41.6% |
| Student Body | 5,380 | 20,416 | 26.4% |
| PT Faculty | 335 | 552 | 60.7% |
| FT Faculty | 142 | 256 | 55.5% |
| Student Worker | 92 | 480 | 19.2% |
| Classified Monthly | 88 | 235 | 37.4% |
| Classified Hourly | 86 | 280 | 30.7% |
| Mgrs/Sups/Confidentials | 24 | 50 | 48.0% |

Los Medanos College Population Comparison



2023-2024 LMC Population Comparison - African American



Use filters below to change locations and/or race-ethnicity populations

Location

- ☐ 4CD
- ☐ CCC
- ☐ DST
- ☐ DVC
- ☒ LMC

Race-Ethnicity (group) ⌵

- ☐ AAPI/Asian/Filipino/Paci...
- ☒ African American
- ☐ American Indian
- ☐ Hispanic
- ☐ Multi-Race
- ☐ Other/Undeclared
- ☐ White

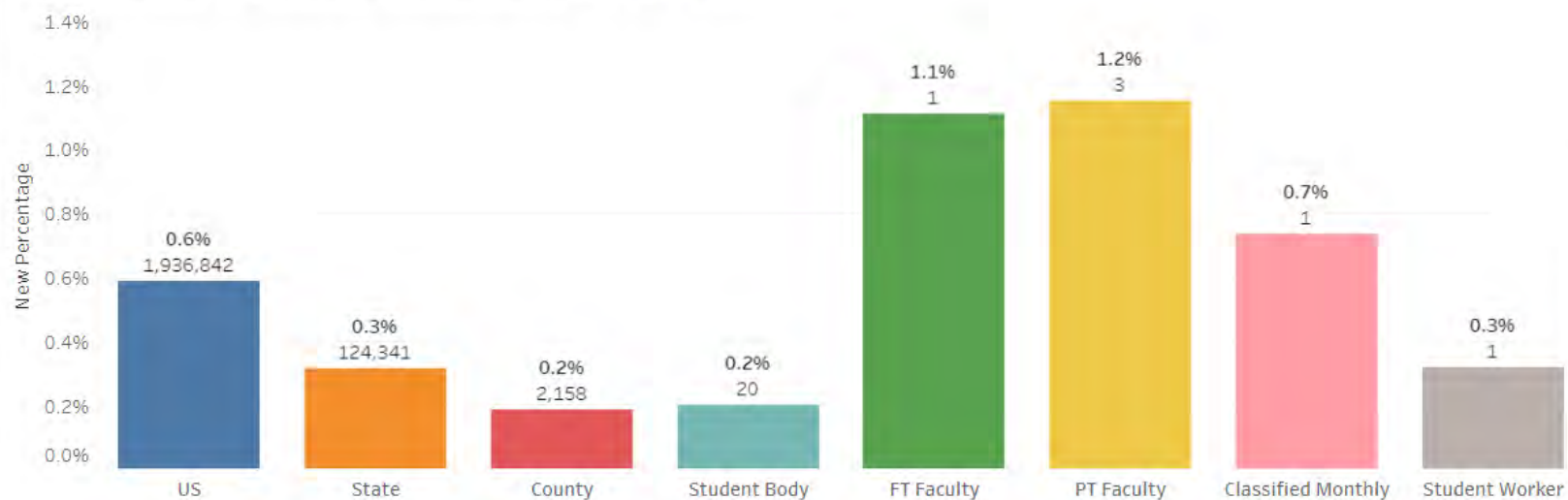
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

Due to the limitations of the comparison data set, only single-select filter options are available.

Source: US, California and Contra Costa County populations are based on 2020 decennial census; <https://www.census.gov/purks/4CD/employee-demographics-sql-program>. Student body from Colleague.

| Population (group) | Numerator | Denominator | Percentage |
|-------------------------|------------|-------------|------------|
| US | 40,196,302 | 329,725,481 | 12.2% |
| State | 2,128,184 | 39,455,353 | 5.4% |
| County | 96,256 | 1,161,643 | 8.3% |
| Student Body | 1,348 | 10,003 | 13.5% |
| Student Worker | 54 | 315 | 17.1% |
| PT Faculty | 24 | 260 | 9.2% |
| Classified Monthly | 21 | 136 | 15.4% |
| FT Faculty | 14 | 112 | 12.5% |
| Classified Hourly | 10 | 66 | 15.2% |
| Mgrs/Sups/Confidentials | 5 | 31 | 16.1% |

2023-2024 LMC Population Comparison - American Indian



Use filters below to change locations and/or race-ethnicity populations

Location

- ☐ 4CD
- ☐ CCC
- ☐ DST
- ☐ DVC
- ☒ LMC

Race-Ethnicity (group) ⌵

- ☐ AAPI, Asian/Pacific...
- ☐ African American
- ☒ American Indian
- ☐ Hispanic
- ☐ Multi-Race
- ☐ Other/Undeclared
- ☐ White

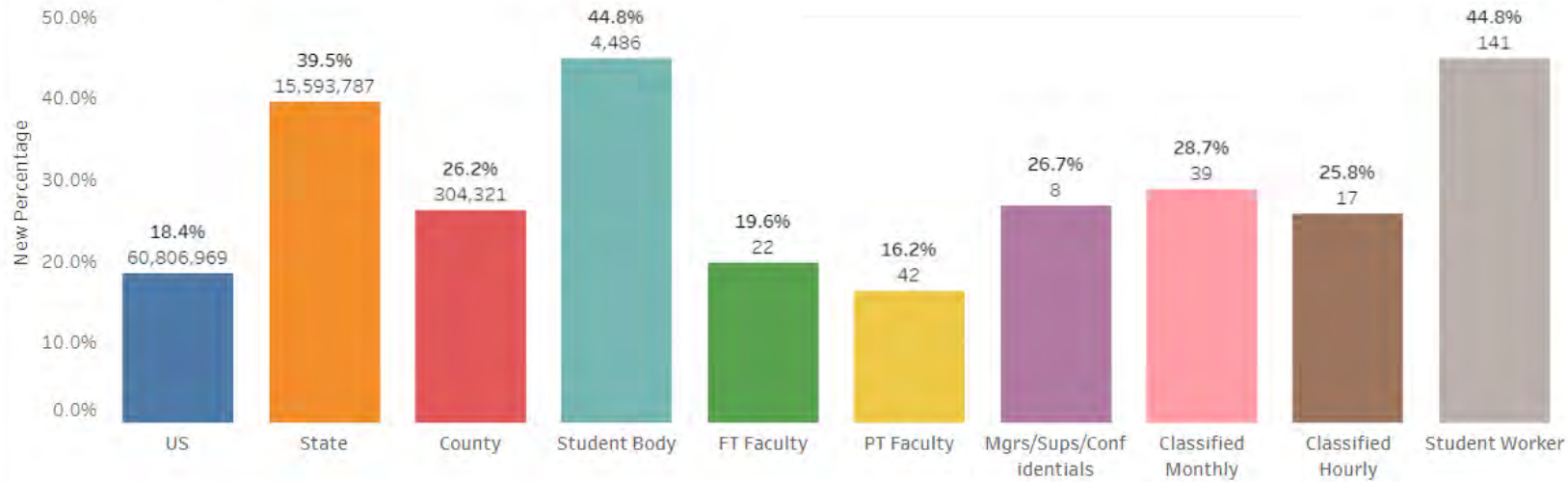
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

Due to the limitations of the comparison data set, only single-select filter options are available.

Source: US, California and Contra Costa County populations are based on 2020 decennial census: <https://www.census.gov/quickfacts/4CD-employee-groups-from-IT-Employee-Demographics-SQL-program>. Student body from Colleague.

| Population (group) | Numerator | Denominator | Percentage |
|--------------------|-----------|-------------|------------|
| US | 1,936,842 | 329,725,481 | 0.6% |
| State | 124,341 | 39,455,353 | 0.3% |
| County | 2,158 | 1,161,643 | 0.2% |
| Student Body | 20 | 10,003 | 0.2% |
| PT Faculty | 3 | 260 | 1.2% |
| Student Worker | 1 | 315 | 0.3% |
| FT Faculty | 1 | 90 | 1.1% |
| Classified Monthly | 1 | 136 | 0.7% |

2023-2024 LMC Population Comparison - Hispanic



Use filters below to change locations and/or race-ethnicity populations

Location

- ☐ 4CD
- ☐ CCC
- ☐ DST
- ☐ DVC
- ☒ LMC

Race-Ethnicity (group) ⌵

- ☐ AAPI_Asian/Filipino/Paci...
- ☐ African American
- ☐ American Indian
- ☒ Hispanic
- ☐ Multi-Race
- ☐ Other/Undeclared
- ☐ White

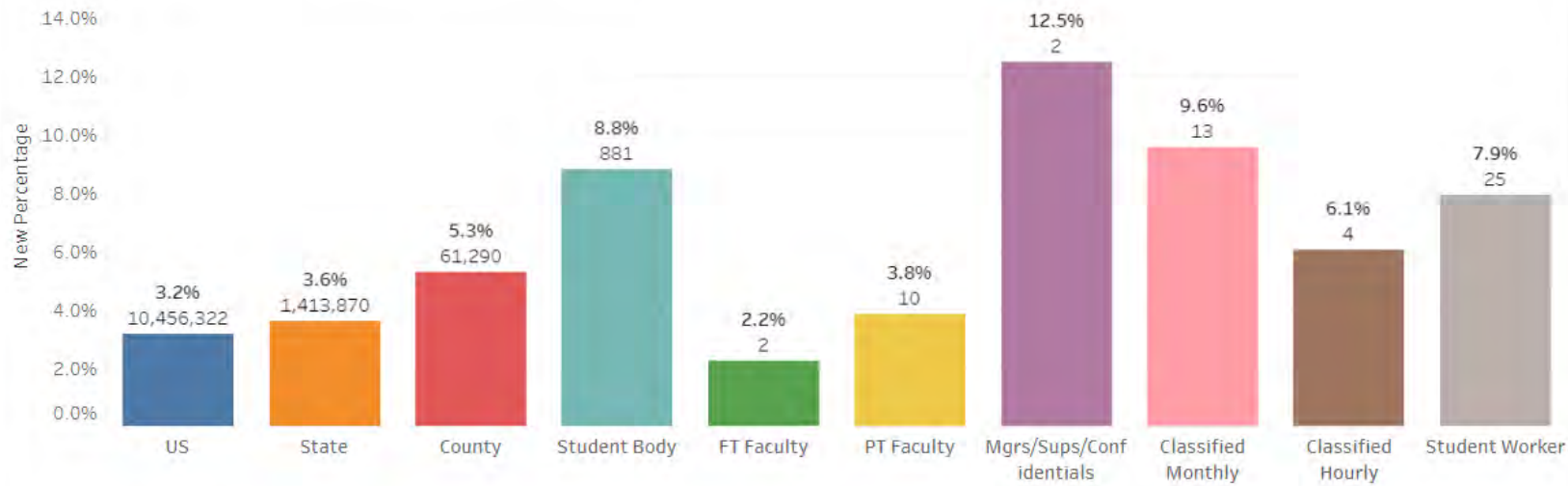
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

Due to the limitations of the comparison data set, only single-select filter options are available.

Source: US, California and Contra Costa County populations are based on 2020 decennial census: <https://www.census.gov/quickfacts/4CD-employee-groups-from-IT-Employee-Demographics-SQL-program-Student-body-from-Colleague>

| Population (group) | Numerator | Denominator | Percentage |
|-------------------------|------------|-------------|------------|
| US | 60,806,969 | 329,725,481 | 18.4% |
| State | 15,593,787 | 39,455,353 | 39.5% |
| County | 304,321 | 1,161,643 | 26.2% |
| Student Body | 4,486 | 10,003 | 44.8% |
| Student Worker | 141 | 315 | 44.8% |
| PT Faculty | 42 | 260 | 16.2% |
| Classified Monthly | 39 | 136 | 28.7% |
| FT Faculty | 22 | 112 | 19.6% |
| Classified Hourly | 17 | 66 | 25.8% |
| Mgrs/Sups/Confidentials | 8 | 30 | 26.7% |

2023-2024 LMC Population Comparison - Multi-Race



Use filters below to change locations and/or race-ethnicity populations

Location

- ☐ 4CD
- ☐ CCC
- ☐ DST
- ☐ DVC
- ☒ LMC

Race-Ethnicity (group) ⌵

- ☐ AAPI_Asian/Filipino/Paci...
- ☐ African American
- ☐ American Indian
- ☐ Hispanic
- ☒ Multi-Race
- ☐ Other/Undeclared
- ☐ White

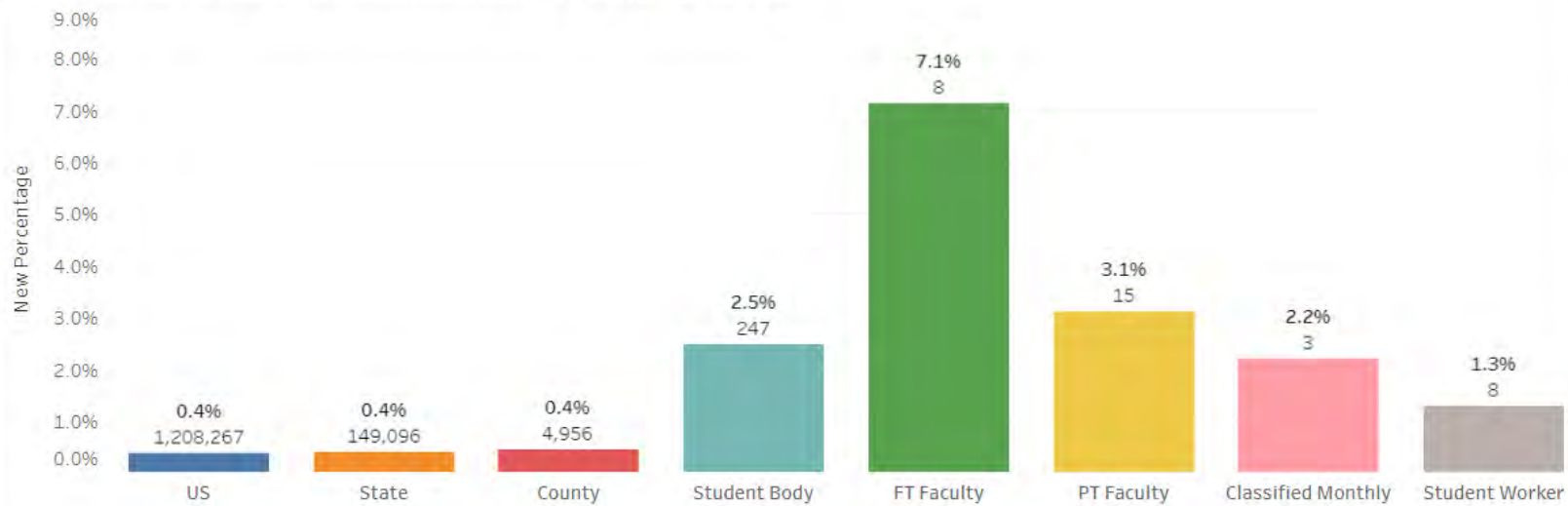
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

Due to the limitations of the comparison data set, only single-select filter options are available.

Source: US, California and Contra Costa County populations are based on 2020 decennial census: <https://www.census.gov/quickfacts/4CD> employee groups from IT Employee Demographics SQL program, Student body from Colleague.

| Population (group) | Numerator | Denominator | Percentage |
|-------------------------|------------|-------------|------------|
| US | 10,456,322 | 329,725,481 | 3.2% |
| State | 1,413,870 | 39,455,353 | 3.6% |
| County | 61,290 | 1,161,643 | 5.3% |
| Student Body | 881 | 10,003 | 8.8% |
| Student Worker | 25 | 315 | 7.9% |
| Classified Monthly | 13 | 136 | 9.6% |
| PT Faculty | 10 | 260 | 3.8% |
| Classified Hourly | 4 | 66 | 6.1% |
| Mgrs/Sups/Confidentials | 2 | 16 | 12.5% |
| FT Faculty | 2 | 90 | 2.2% |

2023-2024 LMC Population Comparison - Other/Undeclared



Use filters below to change locations and/or race-ethnicity populations

Location

- ☐ 4CD
- ☐ CCC
- ☐ DST
- ☐ DVC
- ☒ LMC

Race-Ethnicity (group) ⌵

- ☐ AAPI_Asian/Filipino/Paci...
- ☐ African American
- ☐ American Indian
- ☐ Hispanic
- ☐ Multi-Race
- ☒ Other/Undeclared
- ☐ White

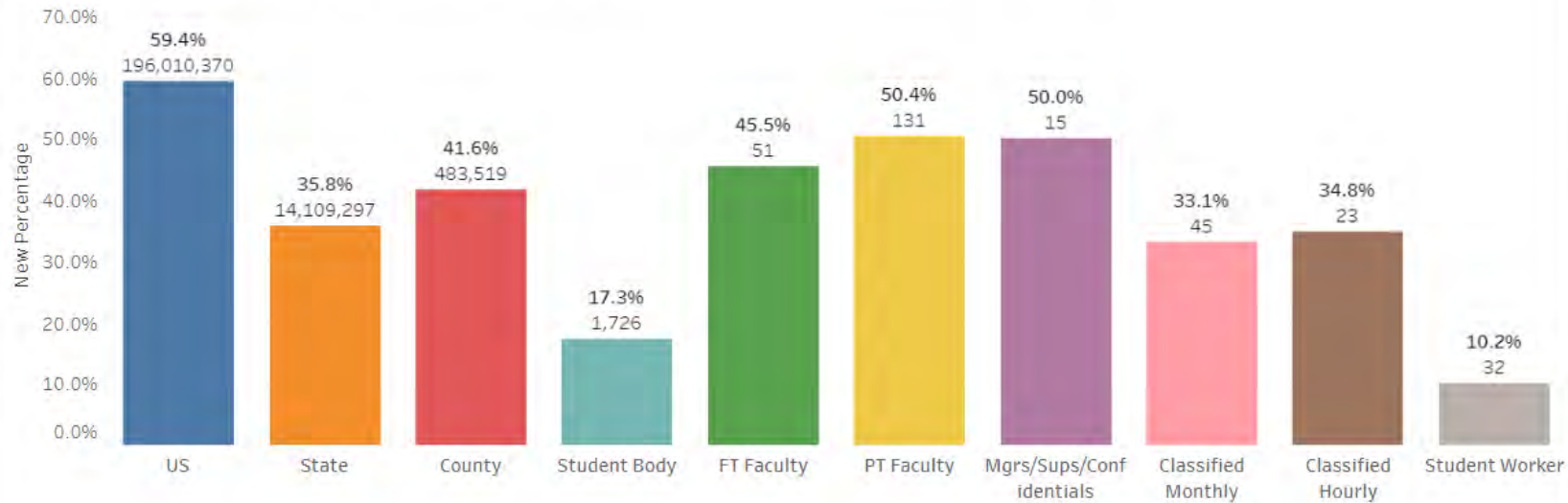
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

Due to the limitations of the comparison data set, only single-select filter options are available.

Source: US, California and Contra Costa County populations are based on 2020 decennial census: <https://www.census.gov/quickfacts>
4CD employee groups from IT Employee Demographics SQL program. Student body from Colleague.

| Population (g...) | Numerator | Denominator | Percentage |
|--------------------|-----------|-------------|------------|
| US | 1,208,267 | 329,725,481 | 0.4% |
| State | 149,096 | 39,455,353 | 0.4% |
| County | 4,956 | 1,161,643 | 0.4% |
| Student Body | 247 | 10,003 | 2.5% |
| PT Faculty | 15 | 484 | 3.1% |
| Student Worker | 8 | 630 | 1.3% |
| FT Faculty | 8 | 112 | 7.1% |
| Classified Monthly | 3 | 136 | 2.2% |

2023-2024 LMC Population Comparison - White



Use filters below to change locations and/or race-ethnicity populations

Location

- ☐ 4CD
- ☐ CCC
- ☐ DST
- ☐ DVC
- ☒ LMC

Race-Ethnicity (group) ⌵

- ☐ AAPI/Asian/Filipino/Paci...
- ☐ African American
- ☐ American Indian
- ☐ Hispanic
- ☐ Multi-Race
- ☐ Other/Undeclared
- ☒ White

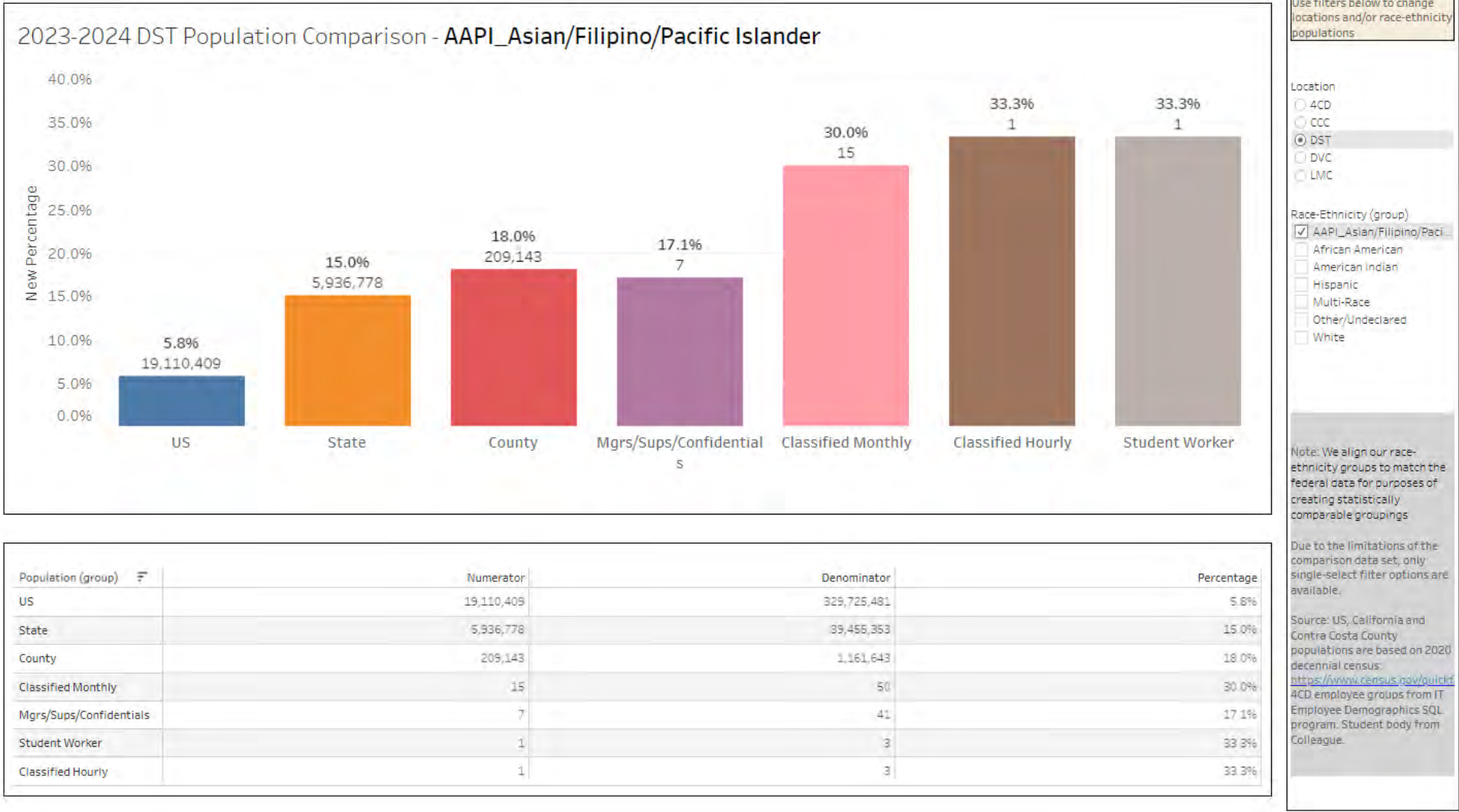
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

Due to the limitations of the comparison data set, only single-select filter options are available.

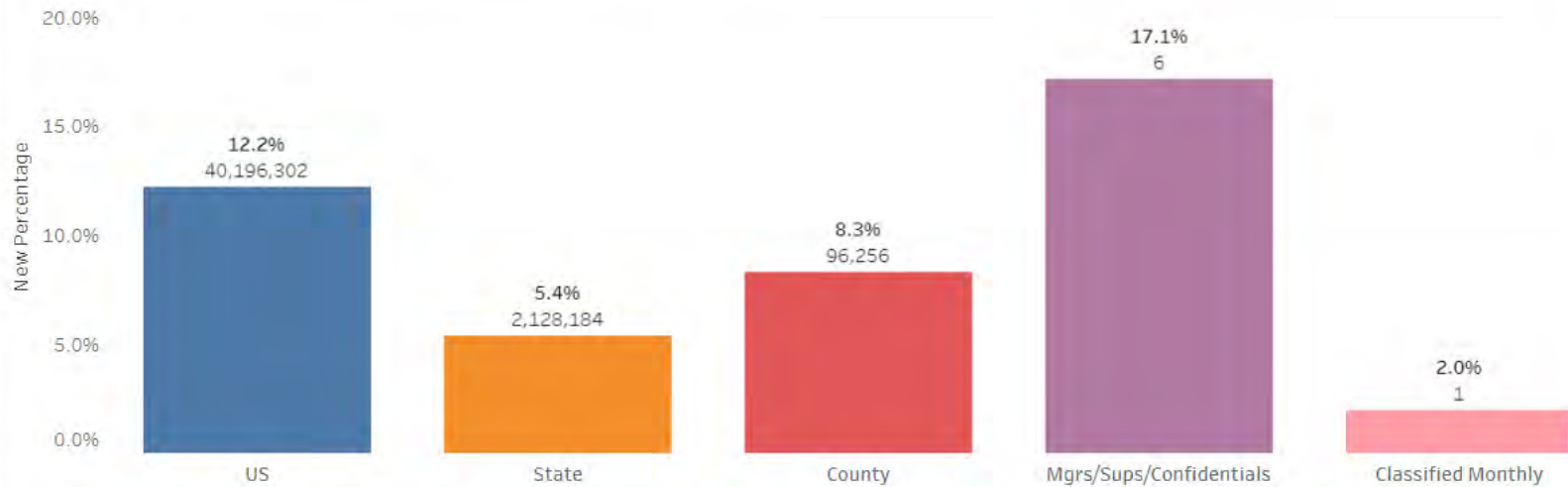
Source: US, California and Contra Costa County populations are based on 2020 decennial census: <https://www.census.gov/quickfacts/4CD> employee groups from IT Employee Demographics SQL program. Student body from Colleague.

| Population (group) | Numerator | Denominator | Percentage |
|--------------------------|-------------|-------------|------------|
| US | 196,010,370 | 329,725,481 | 59.4% |
| State | 14,109,297 | 39,455,353 | 35.8% |
| County | 483,519 | 1,161,643 | 41.6% |
| Student Body | 1,726 | 10,003 | 17.3% |
| PT Faculty | 131 | 260 | 50.4% |
| FT Faculty | 51 | 112 | 45.5% |
| Classified Monthly | 45 | 136 | 33.1% |
| Student Worker | 32 | 315 | 10.2% |
| Classified Hourly | 23 | 66 | 34.8% |
| Mgrs/Supps/Confidentials | 15 | 30 | 50.0% |

District Office Population Comparison



2023-2024 DST Population Comparison - African American



Use filters below to change locations and/or race-ethnicity populations.

Location

- ☐ 4CD
- ☐ CCC
- ☒ DST
- ☐ DVC
- ☐ LMC

Race-Ethnicity (group) ⌵

- ☐ AAPI/Asian/Pacific...
- ☒ African American
- ☐ American Indian
- ☐ Hispanic
- ☐ Multi-Race
- ☐ Other/Undeclared
- ☐ White

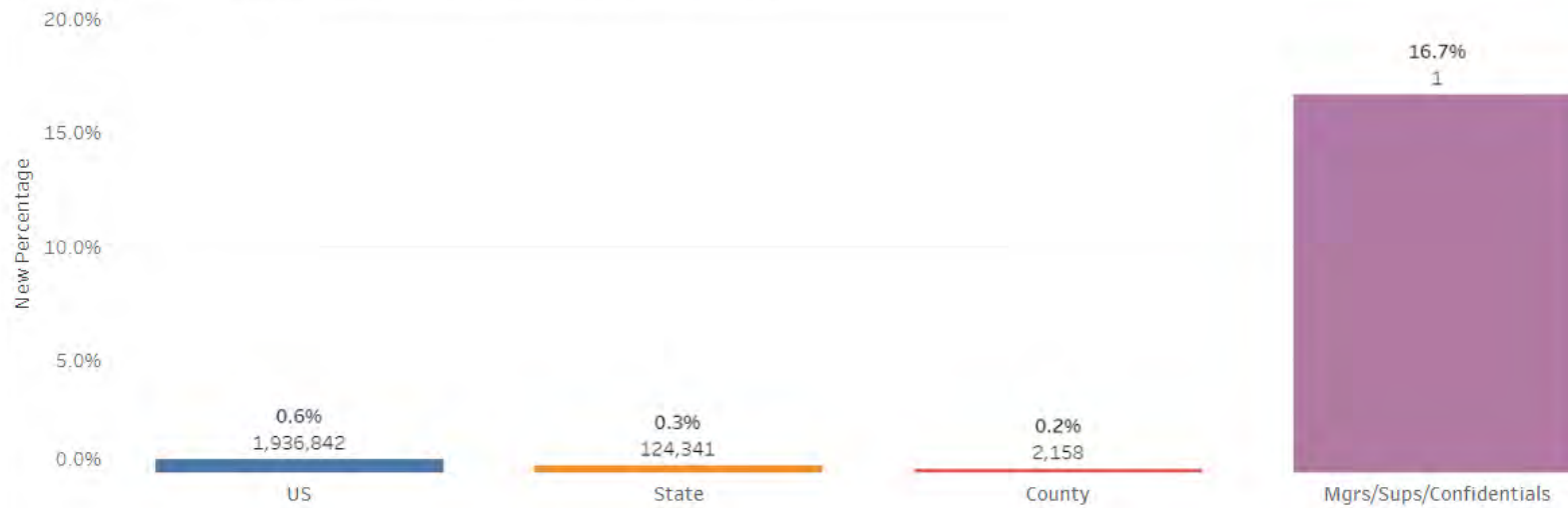
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings.

Due to the limitations of the comparison data set, only single-select filter options are available.

Source: US, California and Contra Costa County populations are based on 2020 decennial census: <https://www.census.gov/puidat/> 4CD employee groups from IT Employee Demographics SQL program. Student body from Colleague.

| Population (group) | Numerator | Denominator | Percentage |
|-------------------------|------------|-------------|------------|
| US | 40,196,302 | 329,725,481 | 12.2% |
| State | 2,128,184 | 39,455,353 | 5.4% |
| County | 96,256 | 1,161,643 | 8.3% |
| Mgrs/Sups/Confidentials | 6 | 35 | 17.1% |
| Classified Monthly | 1 | 50 | 2.0% |

2023-2024 DST Population Comparison - American Indian



Use filters below to change locations and/or race-ethnicity populations

Location

- ☐ 4CD
- ☐ CCC
- ☒ DST
- ☐ DVC
- ☐ LMC

Race-Ethnicity (group)

- ☐ AAPI_Asian/Filipino/Paci...
- ☐ African American
- ☒ American Indian
- ☐ Hispanic
- ☐ Multi-Race
- ☐ Other/Undeclared
- ☐ White

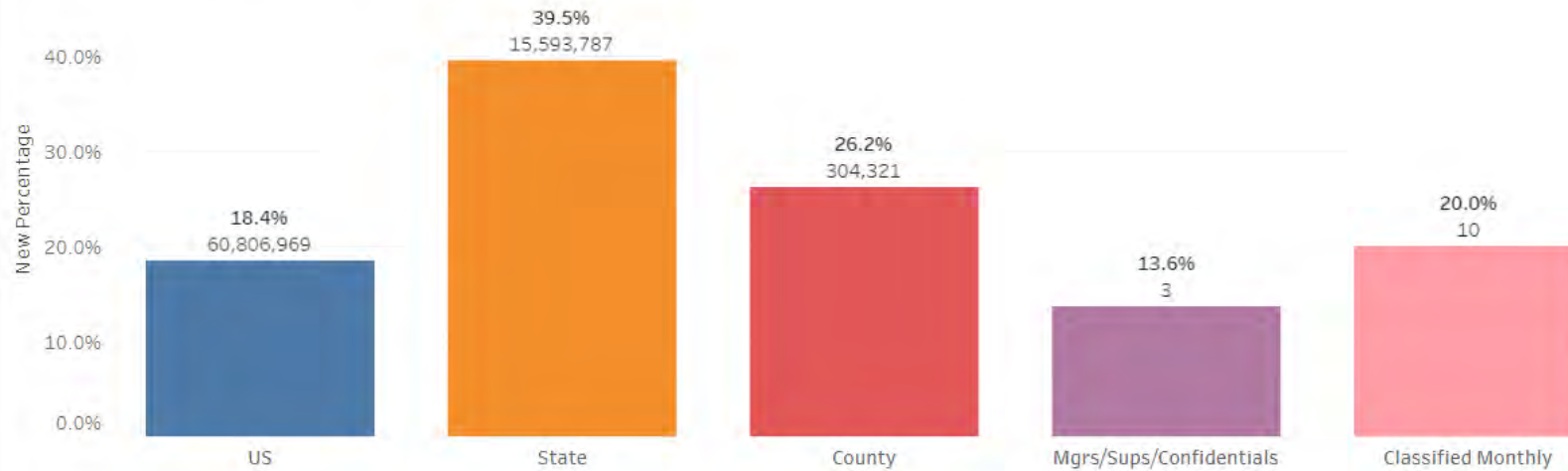
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

Due to the limitations of the comparison data set, only single-select filter options are available.

Source: US, California and Contra Costa County populations are based on 2020 decennial census: <https://www.census.gov/quickfacts/4CD-employee-groups-from-IT-Employee-Demographics-SQL-program-Student-body-from-Colleague>

| Population (group) | Numerator | Denominator | Percentage |
|--------------------------|-----------|-------------|------------|
| US | 1,936,842 | 329,725,481 | 0.6% |
| State | 124,341 | 39,455,353 | 0.3% |
| County | 2,158 | 1,161,643 | 0.2% |
| Mgrs/Supps/Confidentials | 1 | 6 | 16.7% |

2023-2024 DST Population Comparison - Hispanic



Use filters below to change locations and/or race-ethnicity populations.

Location

- ☐ 4CD
- ☐ CCC
- ☒ DST
- ☐ DVC
- ☐ LMC

Race-Ethnicity (group) ⌵

- ☐ AAPI_Asian/Filipino/Paci...
- ☐ African American
- ☐ American Indian
- ☒ Hispanic
- ☐ Multi-Race
- ☐ Other/Undeclared
- ☐ White

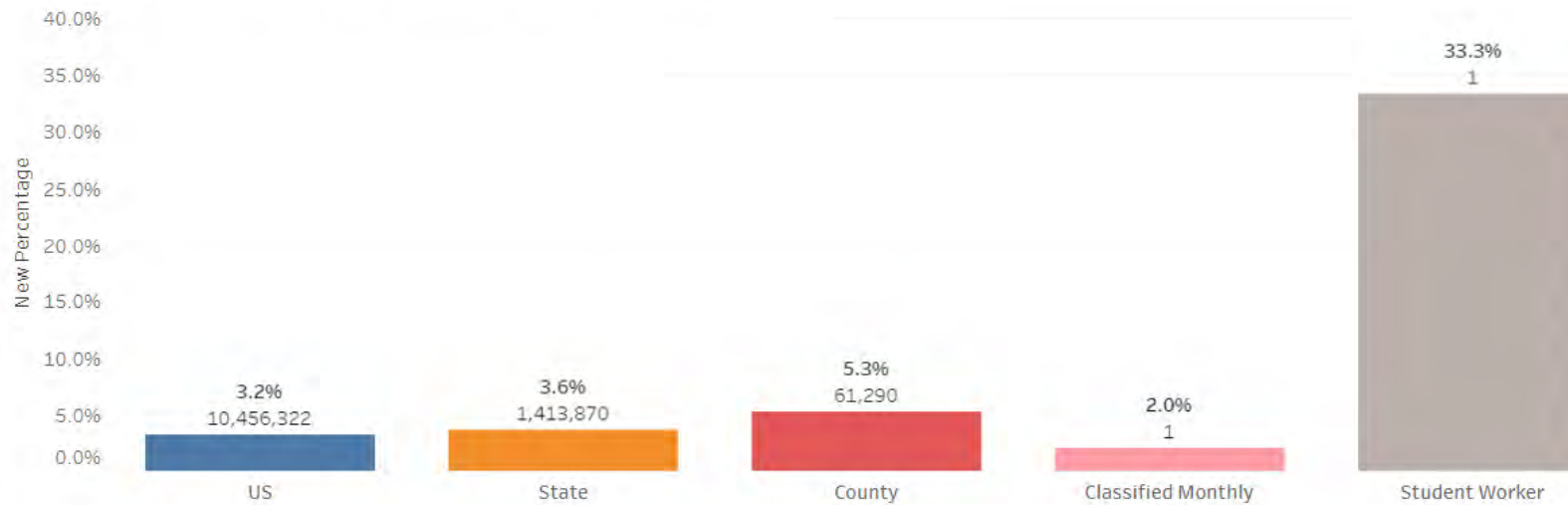
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

Due to the limitations of the comparison data set, only single-select filter options are available.

Source: US, California and Contra Costa County populations are based on 2020 decennial census: <https://www.census.gov/quickfacts/4CD-employee-groups-from-IT-Employee-Demographics-SQL-program-Student-body-from-Colleague>.

| Population (group) | Numerator | Denominator | Percentage |
|-------------------------|------------|-------------|------------|
| US | 60,806,969 | 329,725,481 | 18.4% |
| State | 15,593,787 | 39,465,353 | 39.5% |
| County | 304,321 | 1,161,643 | 26.2% |
| Classified Monthly | 10 | 50 | 20.0% |
| Mgrs/Sups/Confidentials | 3 | 22 | 13.6% |

2023-2024 DST Population Comparison - Multi-Race



Use filters below to change locations and/or race-ethnicity populations.

Location

- ☐ 4CD
☐ CCC
☒ DST
☐ DVC
☐ LMC


Race-Ethnicity (group) ⌵

- ☐ AAPI_Asian/Filipino/Paci...
☐ African American
☐ American Indian
☐ Hispanic
☒ Multi-Race
☐ Other/Undeclared
☐ White

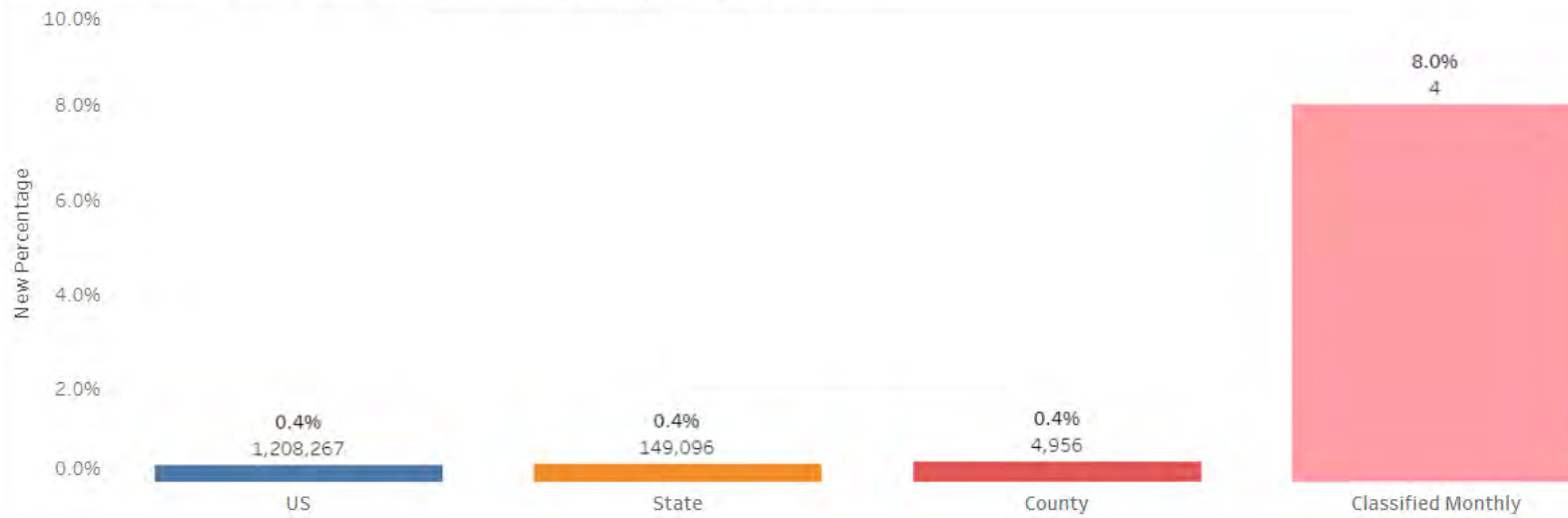
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

Due to the limitations of the comparison data set, only single-select filter options are available.

Source: US, California and Contra Costa County populations are based on 2020 decennial census: <https://www.census.gov/quickfacts/4CD/employee-groups-from-IT-Employee-Demographics-SQL-program>. Student body from Colleague.

| Population (g. ) | Numerator | Denominator | Percentage |
|--|------------|-------------|------------|
| US | 10,456,322 | 329,725,481 | 3.2% |
| State | 1,413,870 | 39,455,353 | 3.6% |
| County | 61,290 | 1,161,643 | 5.3% |
| Student Worker | 1 | 3 | 33.3% |
| Classified Monthly | 1 | 50 | 2.0% |

2023-2024 DST Population Comparison - Other/Undeclared



Use filters below to change locations and/or race-ethnicity populations

Location

- ☐ 4CD
- ☐ CCC
- ☒ DST
- ☐ DVC
- ☐ LMC

Race-Ethnicity (group) ⌵

- ☐ AAPI_Asian/Filipino/Paci...
- ☐ African American
- ☐ American Indian
- ☐ Hispanic
- ☐ Multi-Race
- ☒ Other/Undeclared
- ☐ White

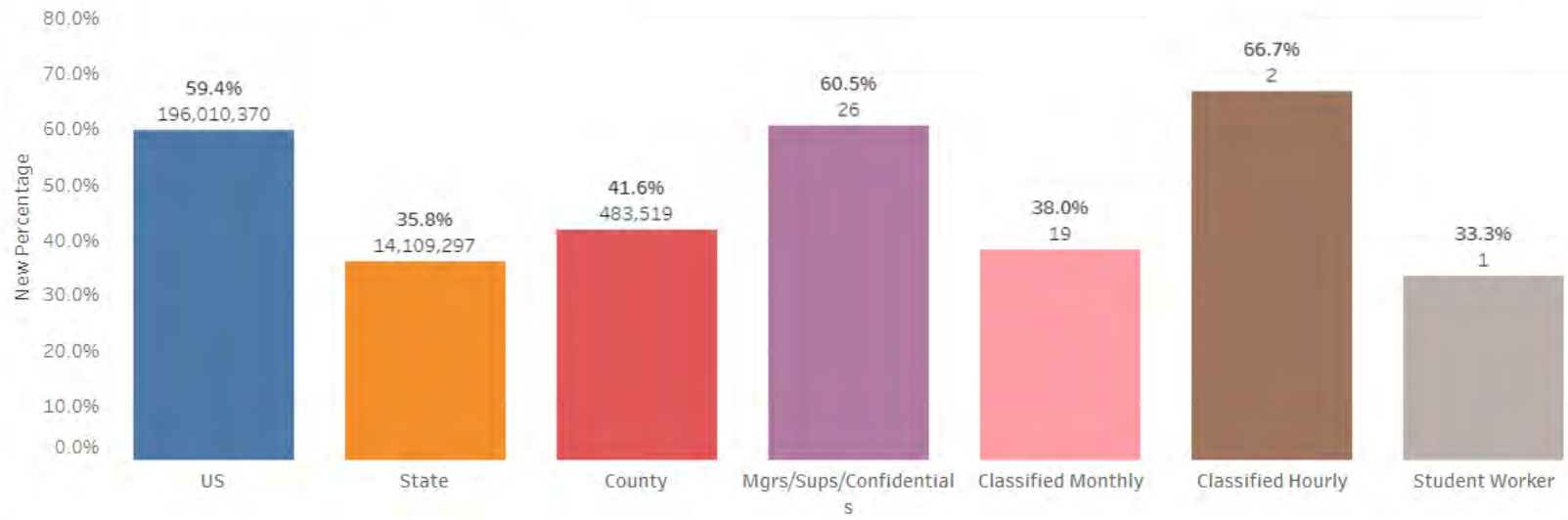
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

Due to the limitations of the comparison data set, only single-select filter options are available.

Source: US, California and Contra Costa County populations are based on 2020 decennial census: <https://www.census.gov/quickfacts/4CD> employee groups from IT Employee Demographics SQL program. Student body from Colleague.

| Population (g... ⌵ | Numerator | Denominator | Percentage |
|---------------------------------|-----------|-------------|------------|
| US | 1,208,267 | 329,725,481 | 0.4% |
| State | 149,096 | 39,455,353 | 0.4% |
| County | 4,956 | 1,161,643 | 0.4% |
| Classified Monthly | 4 | 50 | 8.0% |

2023-2024 DST Population Comparison - White



Use filters below to change locations and/or race-ethnicity populations

Location

- ☐ 4CD
- ☐ CCC
- ☒ DST
- ☐ DVC
- ☐ LMC

Race-Ethnicity (group) ⌵

- ☐ AAPI/Asian/Filipino/Paci...
- ☐ African American
- ☐ American Indian
- ☐ Hispanic
- ☐ Multi-Race
- ☐ Other/Undeclared
- ☒ White

Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

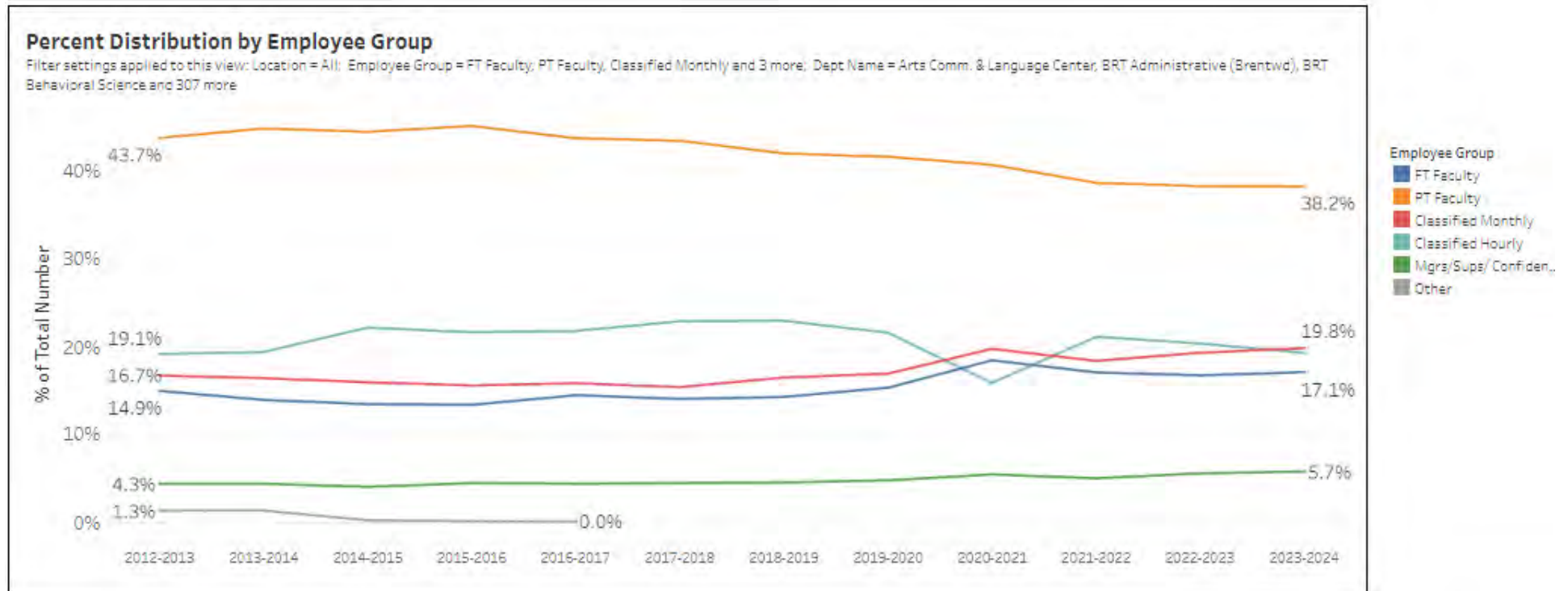
Due to the limitations of the comparison data set, only single-select filter options are available.

Source: US, California and Contra Costa County populations are based on 2020 decennial census: <https://www.census.gov/quickfacts/4CD/employee-demographics-sql-program-student-body-from-colleague>

| Population (group) | Numerator | Denominator | Percentage |
|-------------------------|-------------|-------------|------------|
| US | 196,010,370 | 329,725,481 | 59.4% |
| State | 14,109,297 | 39,455,353 | 35.8% |
| County | 483,519 | 1,161,643 | 41.6% |
| Mgrs/Sups/Confidentials | 26 | 43 | 60.5% |
| Classified Monthly | 19 | 50 | 38.0% |
| Classified Hourly | 2 | 3 | 66.7% |
| Student Worker | 1 | 3 | 33.3% |

Percent Distribution by Employee Group

All 4CD Locations

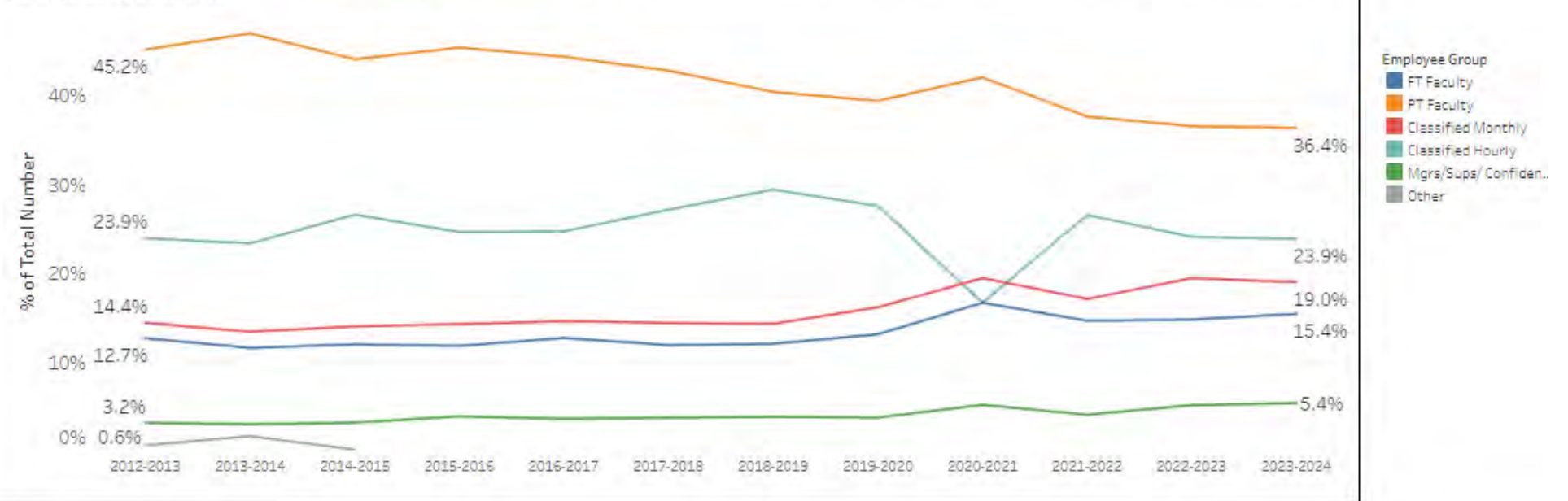


| Employees by Group | | | | | | | |
|--------------------|------------|------------|--------------------|-------------------|-------------------------|-------|-------------|
| Location = All | | | | | | | |
| Acad Year | FT Faculty | PT Faculty | Classified Monthly | Classified Hourly | Mgrs/Supv/ Confidential | Other | Grand Total |
| 2023-2024 | 474 | 1,062 | 550 | 535 | 159 | | 2,780 |
| 2022-2023 | 460 | 1,055 | 531 | 560 | 152 | | 2,758 |
| 2021-2022 | 468 | 1,062 | 504 | 580 | 136 | | 2,750 |
| 2020-2021 | 478 | 1,057 | 512 | 411 | 140 | | 2,598 |
| 2019-2020 | 476 | 1,296 | 526 | 671 | 147 | | 3,116 |
| 2018-2019 | 464 | 1,369 | 536 | 747 | 146 | | 3,262 |
| 2017-2018 | 455 | 1,412 | 499 | 743 | 143 | | 3,252 |
| 2016-2017 | 457 | 1,385 | 500 | 689 | 137 | 1 | 3,169 |
| 2015-2016 | 427 | 1,446 | 498 | 692 | 141 | 2 | 3,206 |
| 2014-2015 | 415 | 1,576 | 492 | 685 | 123 | 5 | 3,096 |
| 2013-2014 | 404 | 1,304 | 476 | 563 | 126 | 37 | 2,910 |
| 2012-2013 | 417 | 1,223 | 466 | 534 | 121 | 35 | 2,796 |

Contra Costa College

Percent Distribution by Employee Group

Filter settings applied to this view: Location = CCC; Employee Group = FT Faculty, PT Faculty, Classified Monthly and 3 more; Dept Name = Arts Comm. & Language Center, BRT Administrative (Brentwd), BRT Behavioral Science and 307 more

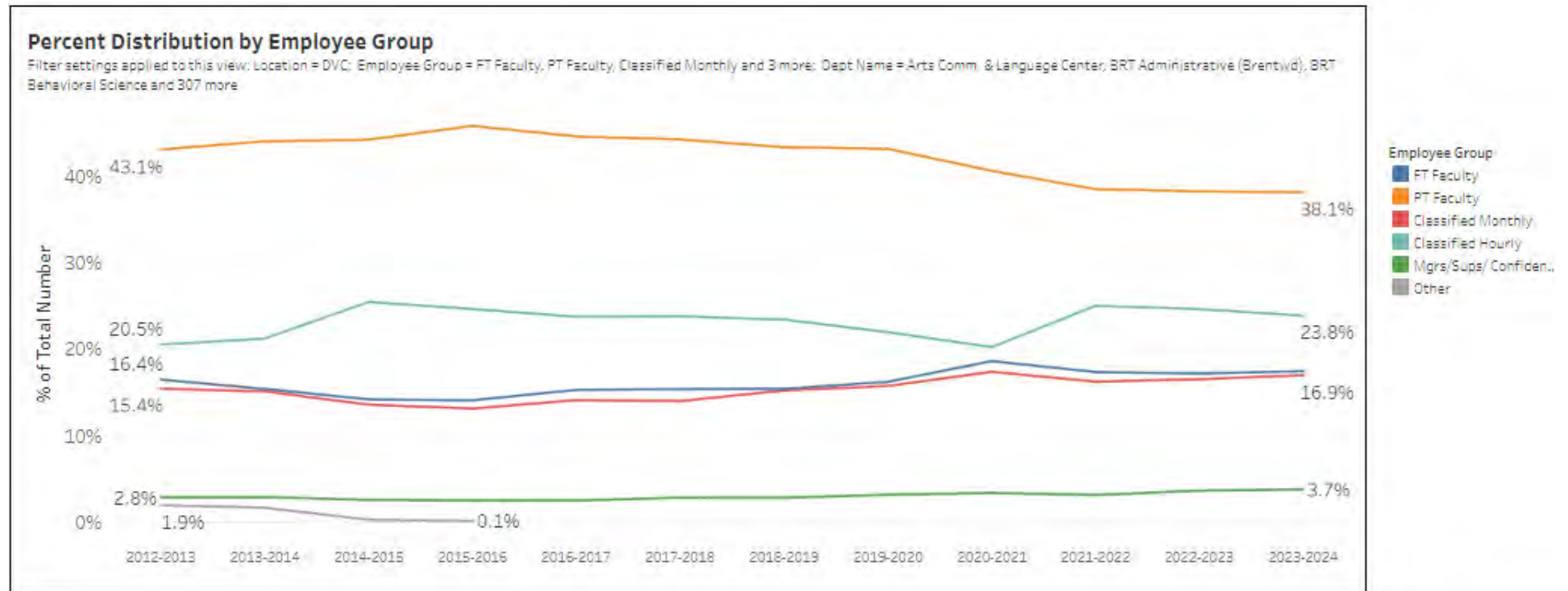


Employees by Group

Location = CCC

| Acad Year | FT Faculty | PT Faculty | Classified Monthly | Classified Hourly | Mgrs/Supv/ Confidential | Other | Grand Total |
|-----------|------------|------------|--------------------|-------------------|-------------------------|-------|-------------|
| 2023-2024 | 95 | 224 | 117 | 147 | 33 | | 616 |
| 2022-2023 | 89 | 220 | 117 | 145 | 31 | | 602 |
| 2021-2022 | 90 | 231 | 105 | 163 | 25 | | 614 |
| 2020-2021 | 90 | 227 | 105 | 90 | 28 | | 540 |
| 2019-2020 | 91 | 273 | 112 | 191 | 26 | | 693 |
| 2018-2019 | 91 | 305 | 108 | 222 | 29 | | 755 |
| 2017-2018 | 86 | 309 | 104 | 196 | 27 | | 722 |
| 2016-2017 | 88 | 307 | 101 | 171 | 25 | | 692 |
| 2015-2016 | 62 | 315 | 99 | 171 | 27 | | 694 |
| 2014-2015 | 83 | 305 | 97 | 184 | 22 | 1 | 692 |
| 2013-2014 | 77 | 312 | 89 | 155 | 20 | 11 | 664 |
| 2012-2013 | 80 | 285 | 91 | 151 | 20 | 4 | 631 |

Diablo Valley College – Pleasant Hill Campus

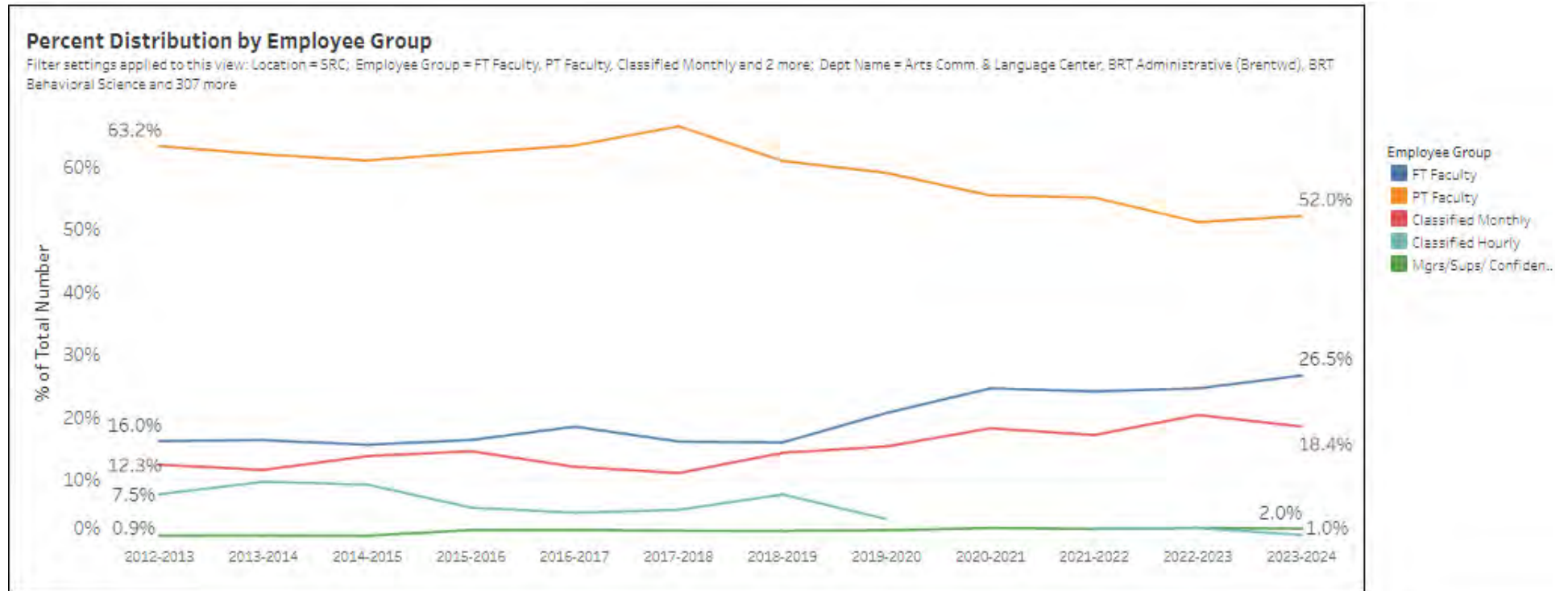


Employees by Group

Location = DVC

| Acad Year | FT Faculty | PT Faculty | Classified Monthly | Classified Hourly | Mgrs/Supv/ Confidential | Other | Grand Total |
|-----------|------------|------------|--------------------|-------------------|-------------------------|-------|-------------|
| 2023-2024 | 230 | 504 | 224 | 315 | 49 | | 1,322 |
| 2022-2023 | 230 | 513 | 221 | 330 | 48 | | 1,342 |
| 2021-2022 | 232 | 516 | 217 | 335 | 41 | | 1,341 |
| 2020-2021 | 241 | 527 | 225 | 262 | 43 | | 1,298 |
| 2019-2020 | 236 | 630 | 229 | 320 | 45 | | 1,460 |
| 2018-2019 | 234 | 660 | 231 | 356 | 42 | | 1,523 |
| 2017-2018 | 234 | 676 | 213 | 363 | 42 | | 1,528 |
| 2016-2017 | 232 | 679 | 214 | 361 | 37 | | 1,523 |
| 2015-2016 | 219 | 715 | 204 | 384 | 38 | 1 | 1,561 |
| 2014-2015 | 209 | 654 | 200 | 376 | 37 | 3 | 1,479 |
| 2013-2014 | 213 | 611 | 209 | 294 | 39 | 22 | 1,388 |
| 2012-2013 | 218 | 572 | 204 | 272 | 37 | 25 | 1,328 |

Diablo Valley College – San Ramon Campus

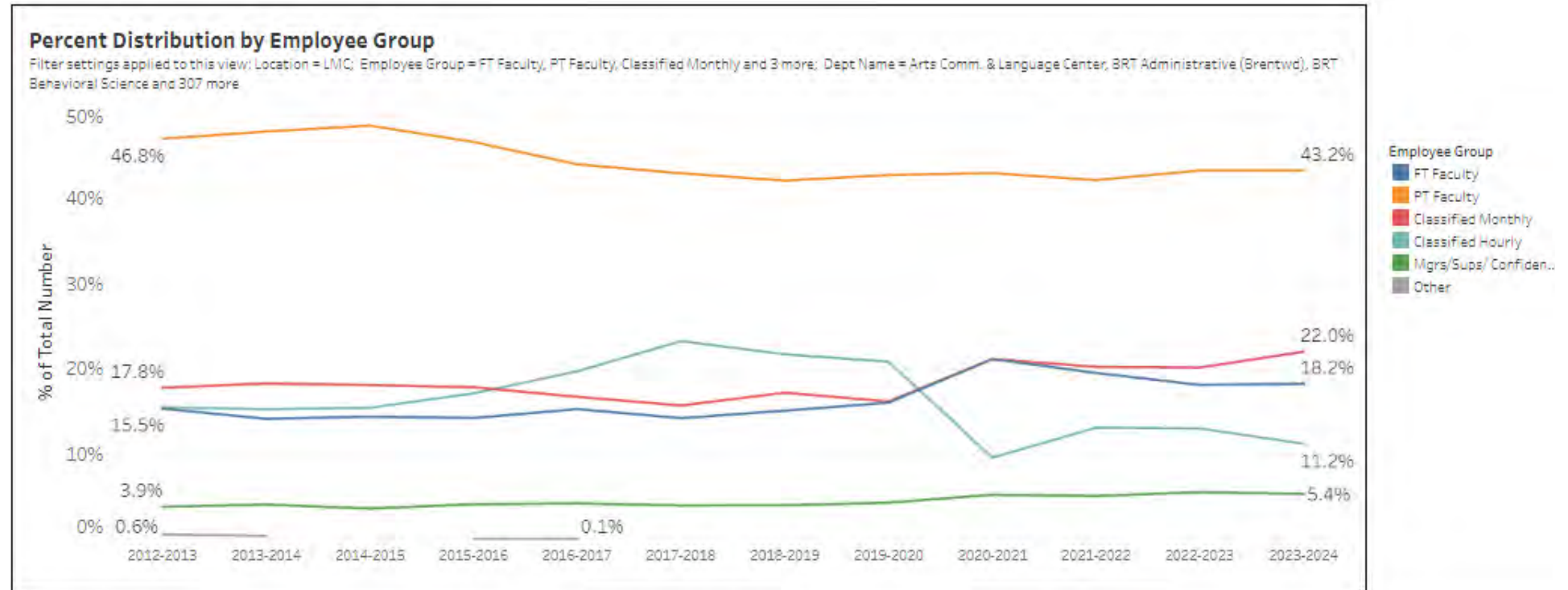


Employees by Group

Location = SRC

| Acad Year | FT Faculty | PT Faculty | Classified Monthly | Classified Hourly | Mgrs/Supv/ Confidential | Grand Total |
|-----------|------------|------------|--------------------|-------------------|-------------------------|-------------|
| 2023-2024 | 26 | 51 | 18 | 1 | 2 | 98 |
| 2022-2023 | 23 | 46 | 19 | 2 | 2 | 94 |
| 2021-2022 | 24 | 55 | 17 | 2 | 2 | 100 |
| 2020-2021 | 23 | 52 | 17 | | 2 | 94 |
| 2019-2020 | 23 | 66 | 17 | 4 | 2 | 112 |
| 2018-2019 | 19 | 73 | 17 | 9 | 2 | 120 |
| 2017-2018 | 19 | 79 | 13 | 6 | 2 | 119 |
| 2016-2017 | 20 | 69 | 13 | 5 | 2 | 109 |
| 2015-2016 | 18 | 69 | 16 | 6 | 2 | 111 |
| 2014-2015 | 17 | 67 | 15 | 10 | 1 | 110 |
| 2013-2014 | 17 | 65 | 12 | 10 | 1 | 105 |
| 2012-2013 | 17 | 67 | 13 | 8 | 1 | 106 |

Los Medanos College – Pittsburg Campus

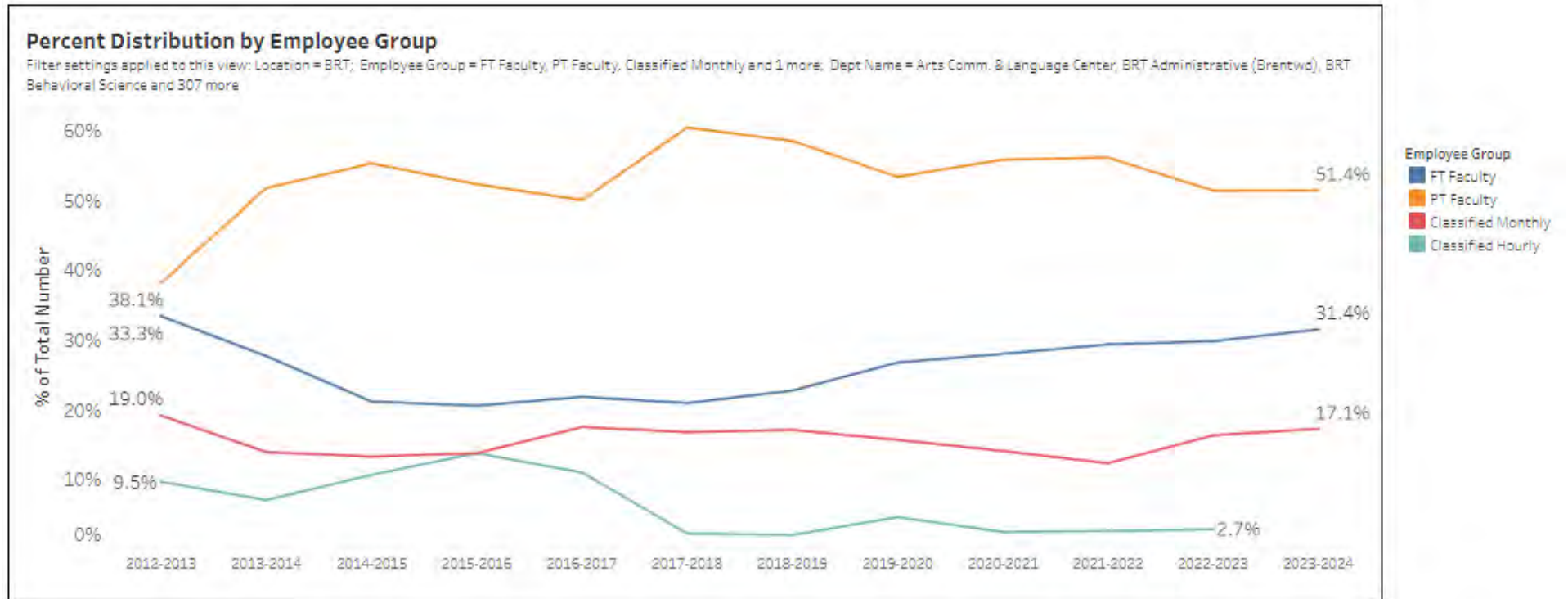


Employees by Group

Location = LMC

| Acad Year | FT Faculty | PT Faculty | Classified Monthly | Classified Hourly | Mgrs/Supv/ Confidential | Other | Grand Total |
|-----------|------------|------------|--------------------|-------------------|-------------------------|-------|-------------|
| 2023-2024 | 112 | 265 | 135 | 69 | 33 | | 614 |
| 2022-2023 | 107 | 255 | 119 | 77 | 33 | | 591 |
| 2021-2022 | 110 | 237 | 114 | 74 | 29 | | 564 |
| 2020-2021 | 112 | 227 | 112 | 51 | 28 | | 530 |
| 2019-2020 | 114 | 303 | 115 | 148 | 31 | | 711 |
| 2018-2019 | 108 | 300 | 123 | 155 | 29 | | 715 |
| 2017-2018 | 106 | 319 | 117 | 173 | 30 | | 745 |
| 2016-2017 | 107 | 307 | 117 | 138 | 30 | 1 | 700 |
| 2015-2016 | 99 | 323 | 124 | 119 | 29 | 1 | 695 |
| 2014-2015 | 98 | 329 | 123 | 105 | 25 | | 680 |
| 2013-2014 | 89 | 300 | 115 | 96 | 26 | 3 | 629 |
| 2012-2013 | 95 | 290 | 110 | 96 | 24 | 4 | 619 |

Los Medanos College – Brentwood Center



Employees by Group

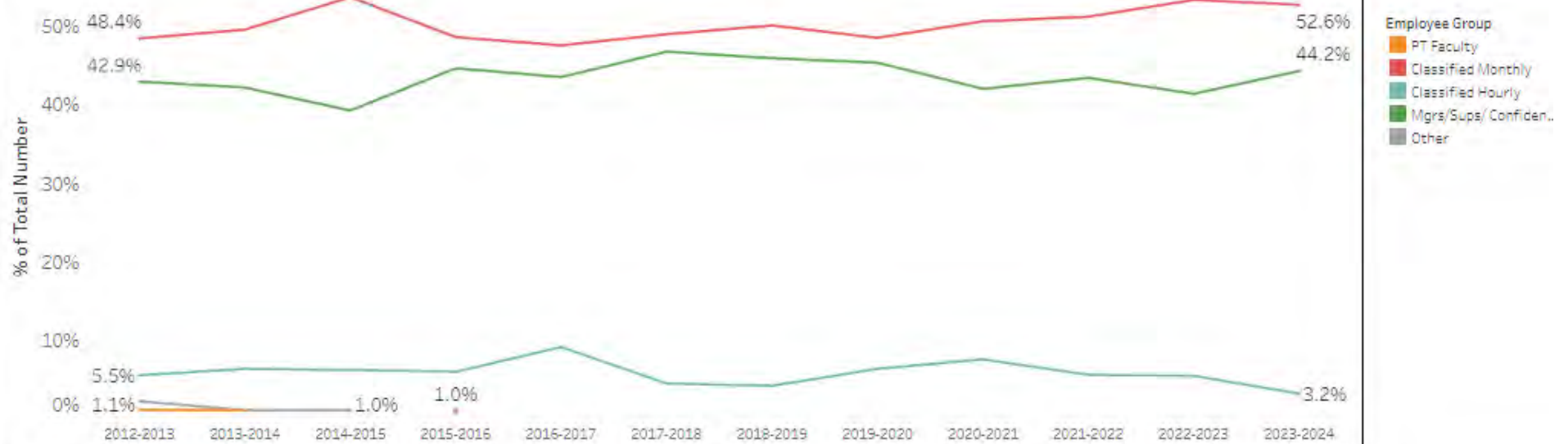
Location = BRT

| Acad Year | FT Faculty | PT Faculty | Classified Monthly | Classified Hourly | Grand Total |
|-----------|------------|------------|--------------------|-------------------|-------------|
| 2023-2024 | 11 | 18 | 6 | | 35 |
| 2022-2023 | 11 | 19 | 6 | 1 | 37 |
| 2021-2022 | 12 | 23 | 5 | 1 | 41 |
| 2020-2021 | 12 | 24 | 6 | 1 | 43 |
| 2019-2020 | 12 | 24 | 7 | 2 | 45 |
| 2018-2019 | 12 | 31 | 9 | 1 | 53 |
| 2017-2018 | 10 | 29 | 8 | 1 | 48 |
| 2016-2017 | 10 | 23 | 8 | 5 | 46 |
| 2015-2016 | 9 | 23 | 6 | 6 | 44 |
| 2014-2015 | 8 | 21 | 5 | 4 | 38 |
| 2013-2014 | 8 | 15 | 4 | 2 | 29 |
| 2012-2013 | 7 | 8 | 4 | 2 | 21 |

District Office

Percent Distribution by Employee Group

Filter settings applied to this view: Location = DST; Employee Group = PT Faculty, Classified Monthly, Classified Hourly and 2 more; Dept Name = Arts Comm. & Language Center, BRT Administrative (Brentwd), BRT Behavioral Science and 307 more



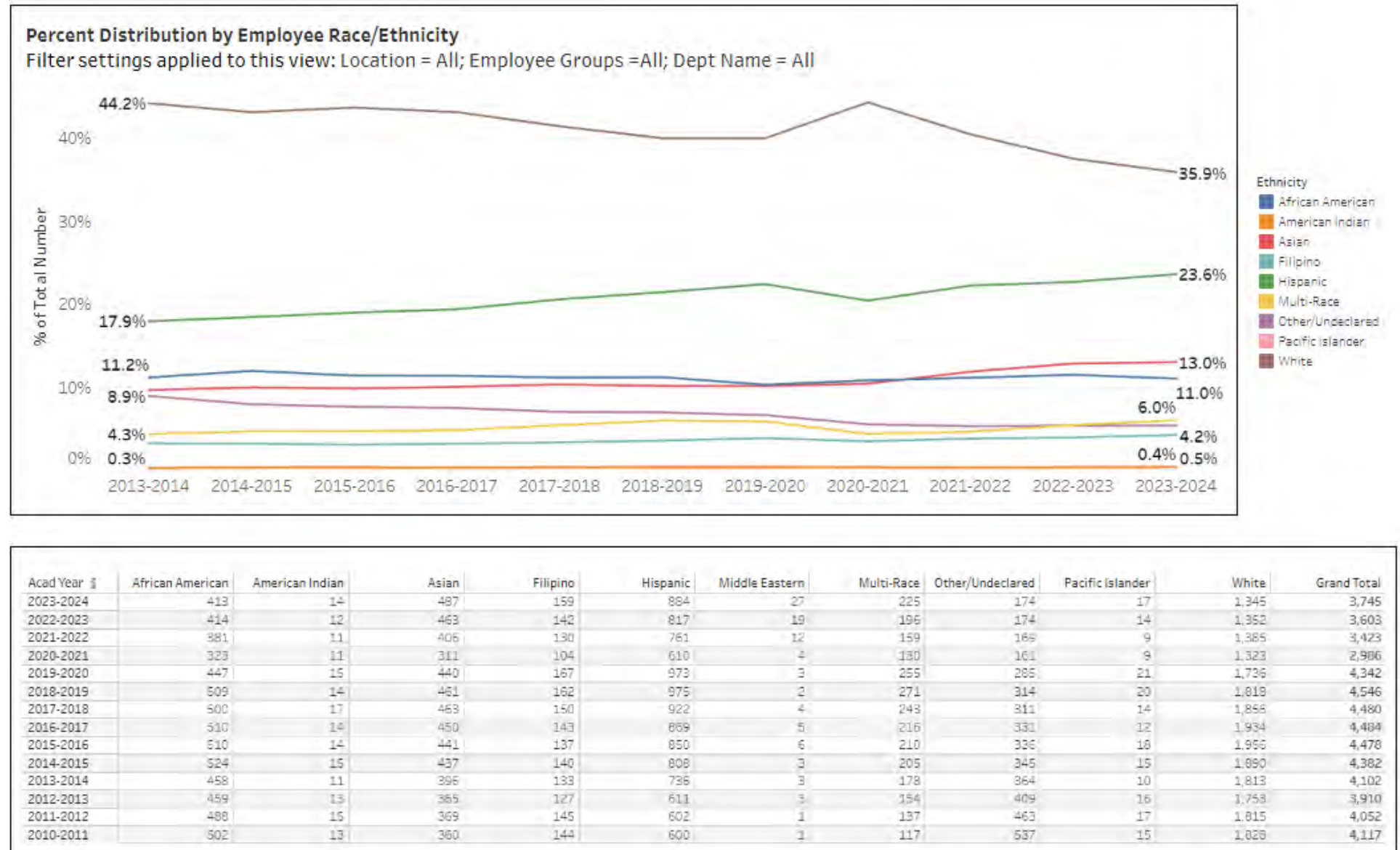
Employees by Group

Location = DST

| Acad Year | PT Faculty | Classified Monthly | Classified Hourly | Mgrs/Supv/ Confidential | Other | Grand Total |
|-----------|------------|--------------------|-------------------|-------------------------|-------|-------------|
| 2023-2024 | | 50 | 3 | 42 | | 95 |
| 2022-2023 | | 49 | 5 | 38 | | 92 |
| 2021-2022 | | 46 | 5 | 39 | | 90 |
| 2020-2021 | | 47 | 7 | 39 | | 93 |
| 2019-2020 | | 46 | 6 | 43 | | 95 |
| 2018-2019 | | 48 | 4 | 44 | | 96 |
| 2017-2018 | | 44 | 4 | 42 | | 90 |
| 2016-2017 | | 47 | 9 | 43 | | 99 |
| 2015-2016 | 1 | 49 | 6 | 45 | | 101 |
| 2014-2015 | | 52 | 6 | 38 | 1 | 97 |
| 2013-2014 | 1 | 47 | 6 | 40 | 1 | 95 |
| 2012-2013 | 1 | 44 | 3 | 39 | 2 | 91 |

Percent Distribution by Employee Race/Ethnicity

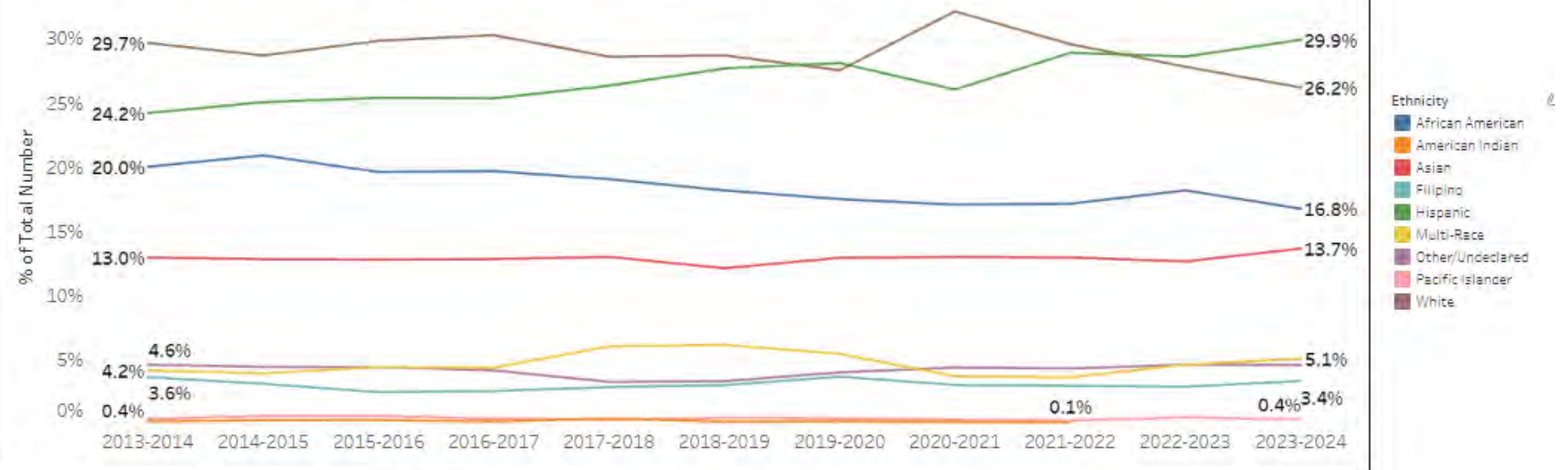
All 4CD Locations



Contra Costa College

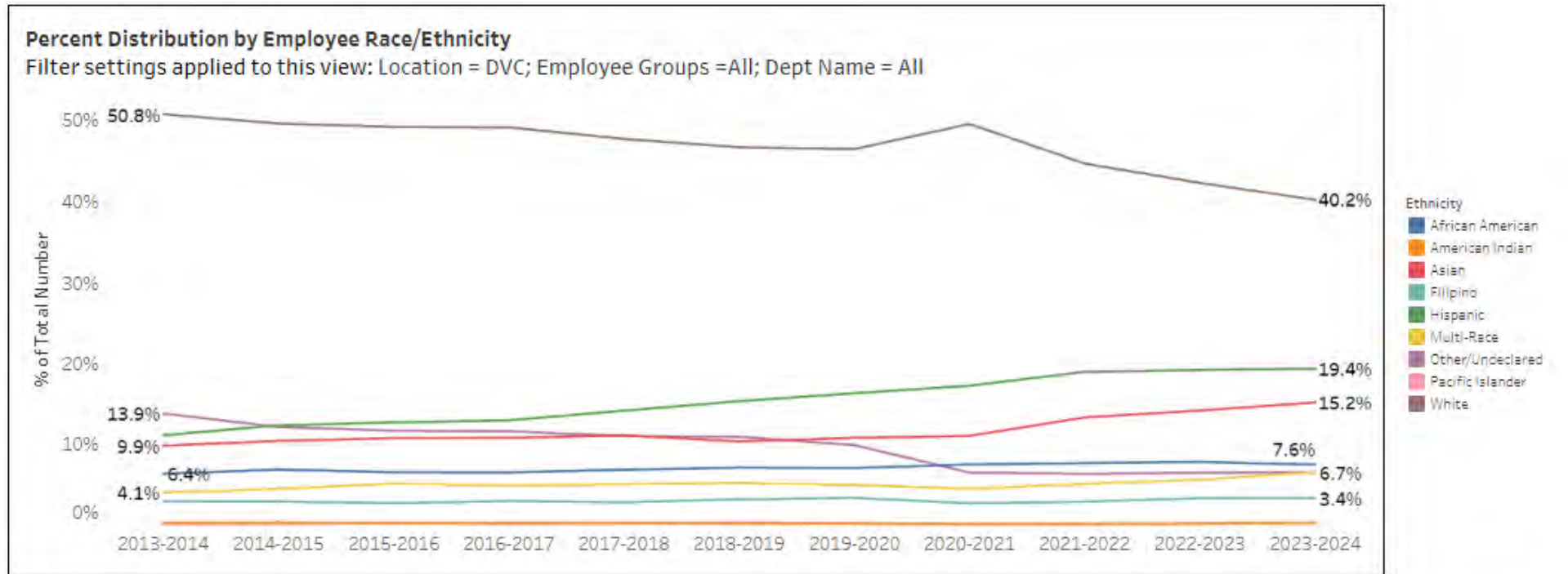
Percent Distribution by Employee Race/Ethnicity

Filter settings applied to this view: Location = CCC; Employee Groups = All; Dept Name = All



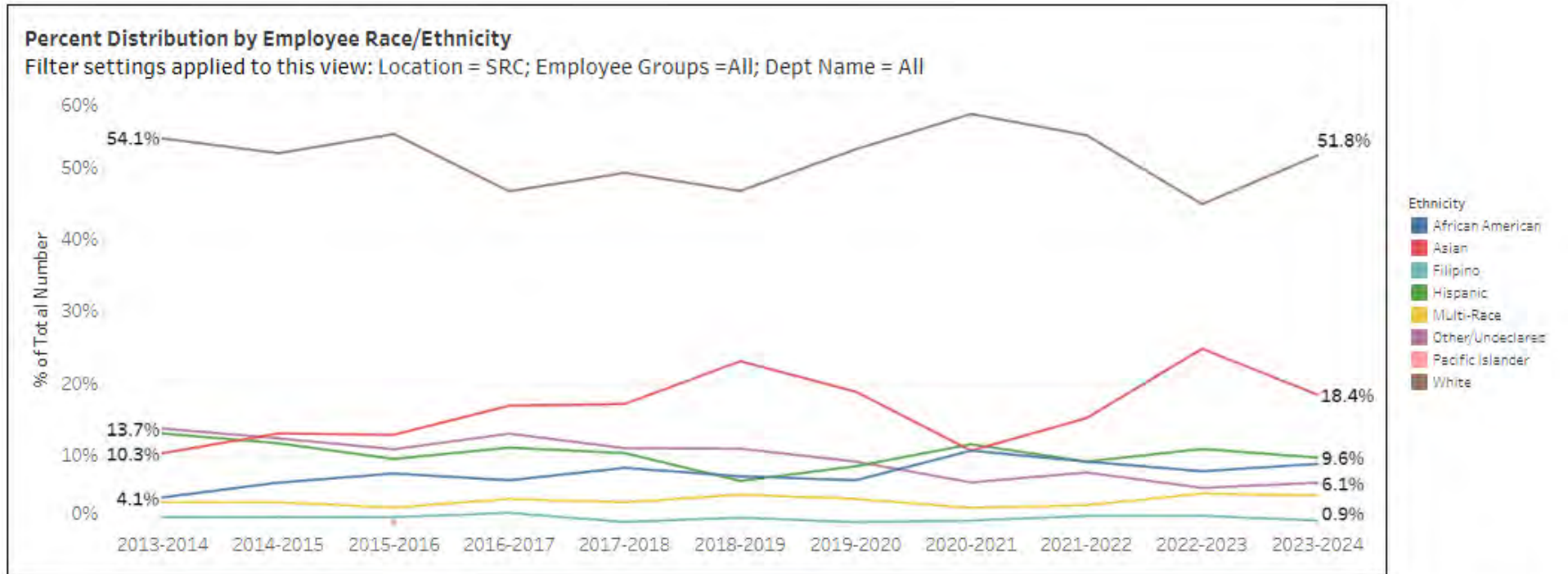
| Acad Year | African American | American Indian | Asian | Filipino | Hispanic | Middle Eastern | Multi-Race | Other/Undeclared | Pacific Islander | White | Grand Total |
|-----------|------------------|-----------------|-------|----------|----------|----------------|------------|------------------|------------------|-------|-------------|
| 2023-2024 | 135 | | 110 | 27 | 241 | 5 | 41 | 32 | 3 | 211 | 805 |
| 2022-2023 | 138 | | 96 | 22 | 217 | 3 | 35 | 32 | 4 | 211 | 758 |
| 2021-2022 | 127 | 1 | 96 | 22 | 214 | 1 | 27 | 31 | 2 | 219 | 740 |
| 2020-2021 | 101 | 1 | 77 | 18 | 154 | | 22 | 26 | 2 | 190 | 591 |
| 2019-2020 | 157 | 2 | 116 | 33 | 252 | | 49 | 36 | 4 | 247 | 896 |
| 2018-2019 | 180 | 2 | 120 | 30 | 274 | | 51 | 33 | 5 | 264 | 989 |
| 2017-2018 | 186 | 4 | 127 | 28 | 257 | 1 | 59 | 31 | 3 | 279 | 975 |
| 2016-2017 | 164 | 2 | 120 | 24 | 257 | 2 | 41 | 37 | 4 | 263 | 934 |
| 2015-2016 | 190 | 3 | 124 | 24 | 246 | 3 | 43 | 40 | 6 | 269 | 968 |
| 2014-2015 | 207 | 3 | 127 | 31 | 248 | 2 | 39 | 42 | 6 | 264 | 989 |
| 2013-2014 | 187 | 2 | 121 | 34 | 226 | 1 | 39 | 42 | 4 | 277 | 933 |
| 2012-2013 | 190 | 1 | 114 | 23 | 176 | 1 | 36 | 46 | 5 | 260 | 872 |
| 2011-2012 | 222 | 3 | 116 | 36 | 157 | | 32 | 54 | 6 | 268 | 914 |
| 2010-2011 | 245 | 3 | 108 | 35 | 153 | | 27 | 64 | 6 | 264 | 925 |

Diablo Valley College – Pleasant Hill Campus



| Acad Year | African American | American Indian | Asian | Filipino | Hispanic | Middle Eastern | Multi-Race | Other/Undeclared | Pacific Islander | White | Grand Total |
|-----------|------------------|-----------------|-------|----------|----------|----------------|------------|------------------|------------------|-------|-------------|
| 2023-2024 | 134 | 7 | 270 | 61 | 344 | 15 | 118 | 103 | 8 | 713 | 1,773 |
| 2022-2023 | 136 | 5 | 245 | 59 | 331 | 10 | 98 | 103 | 5 | 728 | 1,721 |
| 2021-2022 | 127 | 5 | 219 | 49 | 311 | 7 | 85 | 98 | 4 | 731 | 1,636 |
| 2020-2021 | 114 | 4 | 167 | 42 | 250 | 1 | 69 | 98 | 3 | 745 | 1,503 |
| 2019-2020 | 144 | 6 | 219 | 70 | 330 | 2 | 102 | 199 | 7 | 937 | 2,016 |
| 2018-2019 | 149 | 6 | 216 | 68 | 319 | 2 | 110 | 226 | 9 | 968 | 2,073 |
| 2017-2018 | 142 | 8 | 229 | 60 | 291 | 2 | 106 | 225 | 7 | 977 | 2,047 |
| 2016-2017 | 137 | 6 | 225 | 64 | 270 | 2 | 104 | 240 | 4 | 1,019 | 2,073 |
| 2015-2016 | 137 | 7 | 224 | 58 | 264 | 2 | 108 | 241 | 9 | 1,017 | 2,067 |
| 2014-2015 | 138 | 9 | 208 | 60 | 246 | | 91 | 242 | 5 | 984 | 1,983 |
| 2013-2014 | 120 | 8 | 185 | 57 | 209 | 1 | 77 | 253 | 4 | 948 | 1,867 |
| 2012-2013 | 117 | 7 | 171 | 52 | 186 | | 67 | 293 | 7 | 910 | 1,810 |
| 2011-2012 | 118 | 8 | 174 | 50 | 166 | | 59 | 326 | 5 | 931 | 1,857 |
| 2010-2011 | 100 | 9 | 176 | 51 | 184 | | 51 | 379 | 4 | 941 | 1,895 |

Diablo Valley College – San Ramon Center

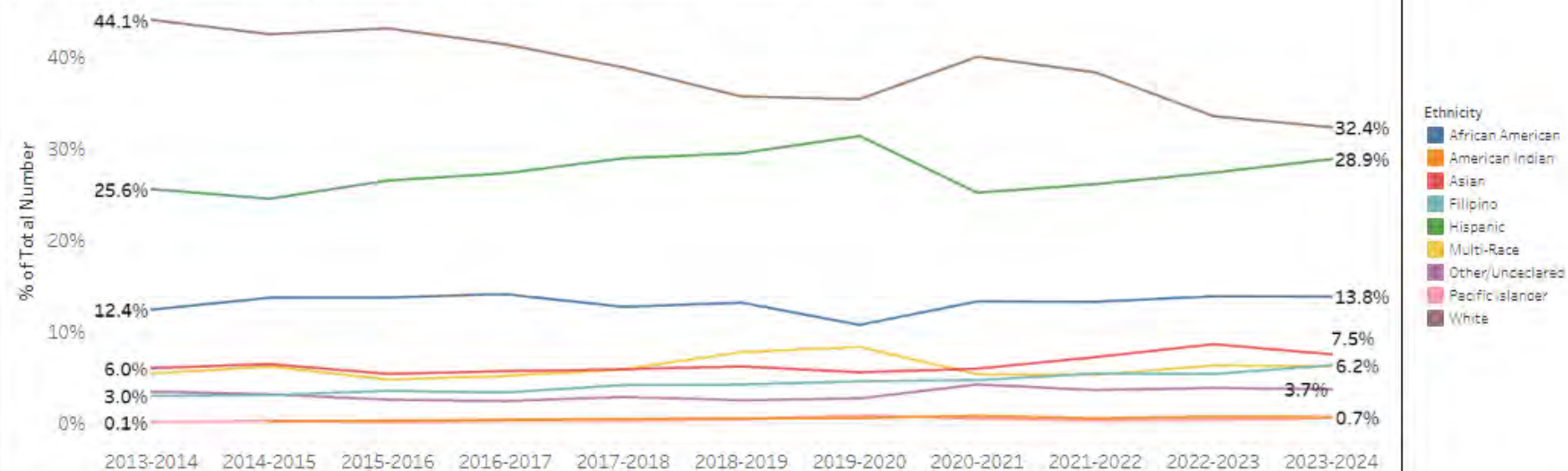


| Acad Year | African American | American Indian | Asian | Filipino | Hispanic | Middle Eastern | Multi-Race | Other/Undeclared | Pacific Islander | White | Grand Total |
|-----------|------------------|-----------------|-------|----------|----------|----------------|------------|------------------|------------------|-------|-------------|
| 2023-2024 | 10 | | 21 | 1 | 11 | | 5 | 7 | | 59 | 114 |
| 2022-2023 | 10 | | 32 | 2 | 14 | | 6 | 7 | | 59 | 129 |
| 2021-2022 | 12 | | 20 | 2 | 12 | 1 | 4 | 9 | | 72 | 132 |
| 2020-2021 | 12 | | 12 | 1 | 13 | | 3 | 7 | | 65 | 113 |
| 2019-2020 | 10 | | 29 | 1 | 13 | 1 | 6 | 13 | | 61 | 154 |
| 2018-2019 | 11 | | 36 | 2 | 10 | | 7 | 17 | | 73 | 156 |
| 2017-2018 | 12 | | 25 | 1 | 15 | | 5 | 16 | | 72 | 146 |
| 2016-2017 | 10 | | 26 | 3 | 17 | | 6 | 20 | | 72 | 154 |
| 2015-2016 | 11 | | 19 | 2 | 14 | | 4 | 16 | 1 | 61 | 140 |
| 2014-2015 | 9 | | 19 | 2 | 17 | | 5 | 18 | | 75 | 146 |
| 2013-2014 | 6 | | 15 | 2 | 19 | | 5 | 20 | | 79 | 146 |
| 2012-2013 | 5 | 1 | 9 | 4 | 20 | 1 | 5 | 22 | | 73 | 140 |
| 2011-2012 | 5 | 1 | 8 | 4 | 19 | | 2 | 24 | | 65 | 129 |
| 2010-2011 | 5 | | 4 | 3 | 17 | 1 | 1 | 28 | | 59 | 118 |

Los Medanos College – Pittsburg Campus

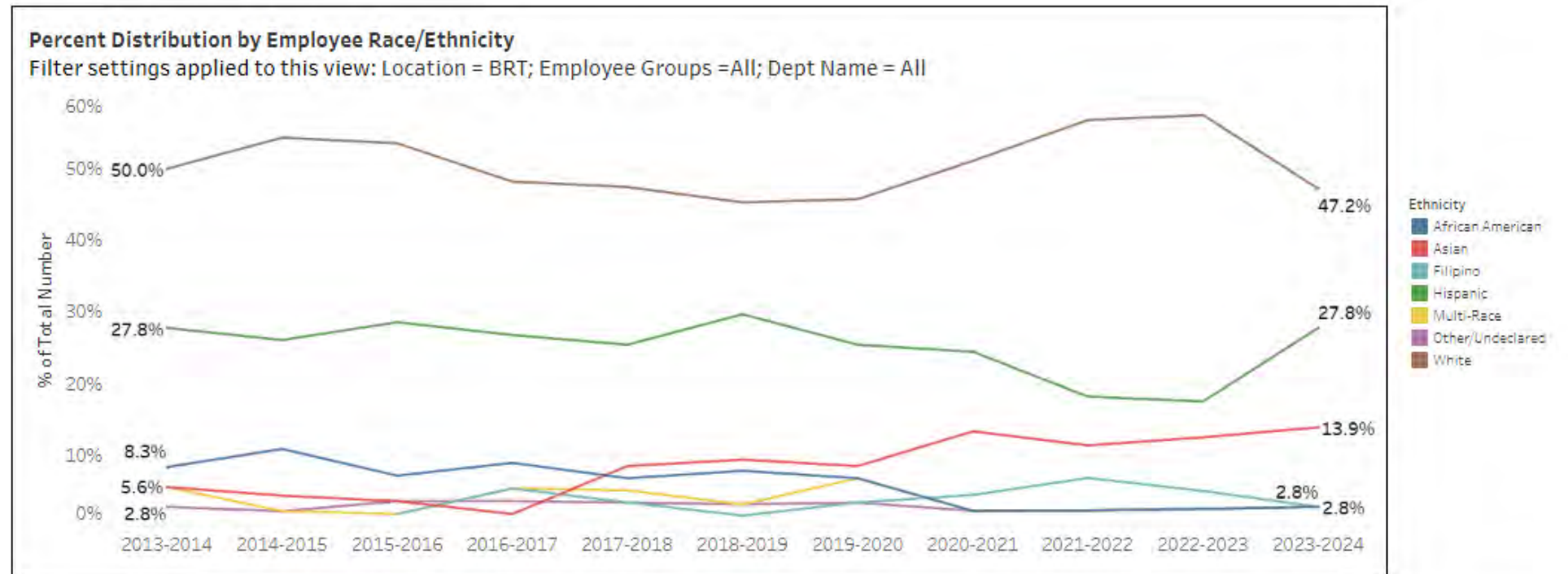
Percent Distribution by Employee Race/Ethnicity

Filter settings applied to this view: Location = LMC; Employee Groups = All; Dept Name = All



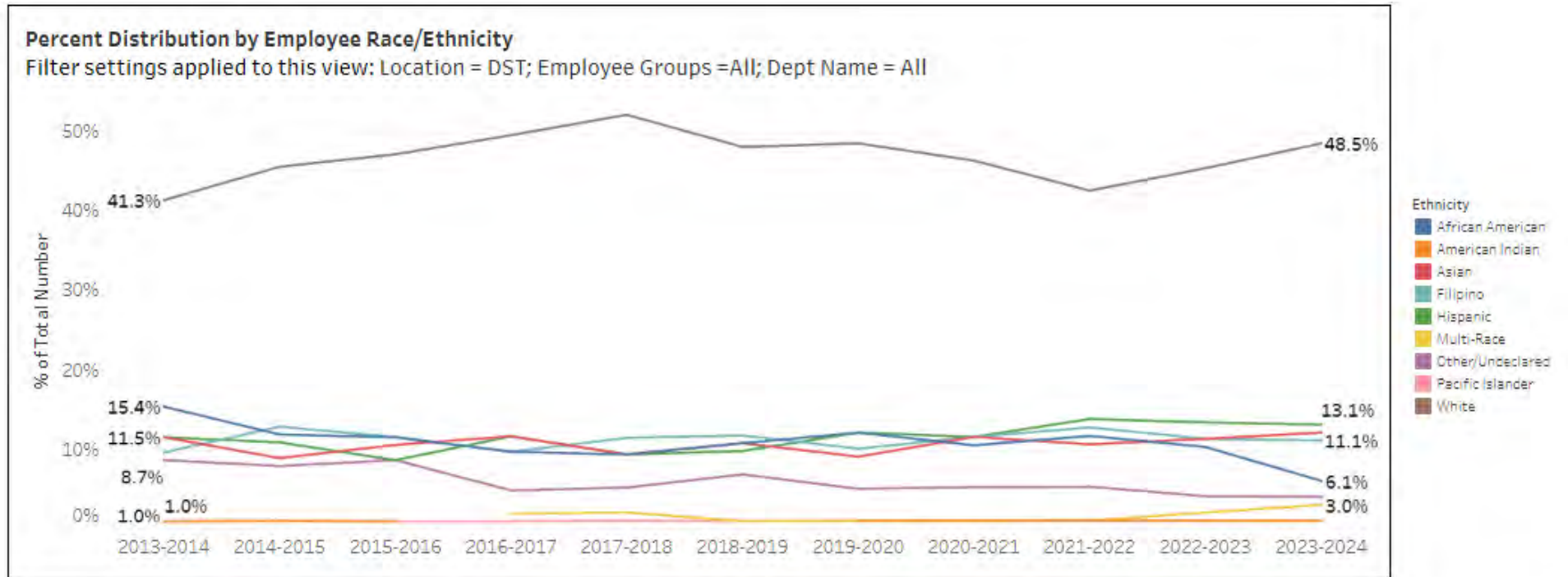
| Acad Year | African American | American Indian | Asian | Filipino | Hispanic | Middle Eastern | Multi-Race | Other/Undeclared | Pacific Islander | White | Grand Total |
|-----------|------------------|-----------------|-------|----------|----------|----------------|------------|------------------|------------------|-------|-------------|
| 2023-2024 | 127 | 6 | 69 | 58 | 265 | 7 | 57 | 27 | 5 | 297 | 918 |
| 2022-2023 | 119 | 6 | 74 | 46 | 235 | 6 | 54 | 27 | 3 | 288 | 858 |
| 2021-2022 | 103 | 4 | 56 | 42 | 203 | 3 | 41 | 25 | 2 | 298 | 777 |
| 2020-2021 | 65 | 5 | 38 | 30 | 161 | 3 | 34 | 24 | 3 | 256 | 639 |
| 2019-2020 | 120 | 6 | 62 | 51 | 351 | | 93 | 30 | 9 | 396 | 1,118 |
| 2018-2019 | 153 | 6 | 72 | 49 | 343 | | 80 | 29 | 5 | 415 | 1,162 |
| 2017-2018 | 147 | 5 | 68 | 48 | 335 | 1 | 68 | 32 | 3 | 450 | 1,157 |
| 2016-2017 | 164 | 4 | 66 | 39 | 318 | 1 | 60 | 27 | 3 | 462 | 1,164 |
| 2015-2016 | 156 | 3 | 61 | 40 | 301 | 1 | 54 | 28 | 1 | 490 | 1,135 |
| 2014-2015 | 153 | 2 | 72 | 34 | 274 | 1 | 99 | 34 | 3 | 475 | 1,117 |
| 2013-2014 | 126 | | 61 | 30 | 260 | 1 | 55 | 34 | 1 | 448 | 1,016 |
| 2012-2013 | 122 | 3 | 60 | 39 | 215 | 1 | 45 | 39 | 3 | 432 | 959 |
| 2011-2012 | 127 | 2 | 61 | 46 | 226 | 1 | 44 | 51 | 5 | 462 | 1,045 |
| 2010-2011 | 134 | | 64 | 47 | 229 | | 37 | 54 | 4 | 493 | 1,062 |

Los Medanos College – Brentwood Center



| Acad Year | African American | Asian | Filipino | Hispanic | Multi-Race | Other/Undeclared | White | Grand Total |
|-----------|------------------|-------|----------|----------|------------|------------------|-------|-------------|
| 2023-2024 | 1 | 5 | 1 | 10 | 1 | 1 | 17 | 36 |
| 2022-2023 | 1 | 5 | 2 | 7 | 1 | 1 | 23 | 40 |
| 2021-2022 | 1 | 5 | 3 | 8 | 1 | 1 | 25 | 44 |
| 2020-2021 | 1 | 5 | 2 | 11 | 1 | 1 | 23 | 45 |
| 2019-2020 | 4 | 5 | 2 | 15 | 4 | 2 | 27 | 59 |
| 2018-2019 | 5 | 6 | 1 | 19 | 2 | 2 | 29 | 64 |
| 2017-2018 | 4 | 5 | 2 | 15 | 3 | 2 | 28 | 59 |
| 2016-2017 | 5 | 1 | 3 | 15 | 3 | 2 | 27 | 56 |
| 2015-2016 | 4 | 2 | 1 | 16 | 1 | 2 | 30 | 56 |
| 2014-2015 | 5 | 2 | | 12 | 1 | 1 | 25 | 46 |
| 2013-2014 | 3 | 2 | | 10 | 2 | 1 | 18 | 36 |
| 2012-2013 | 4 | 1 | | 6 | 1 | 3 | 15 | 28 |
| 2011-2012 | 3 | | | 3 | | | 2 | 8 |
| 2010-2011 | 2 | | | 3 | | | 2 | 7 |

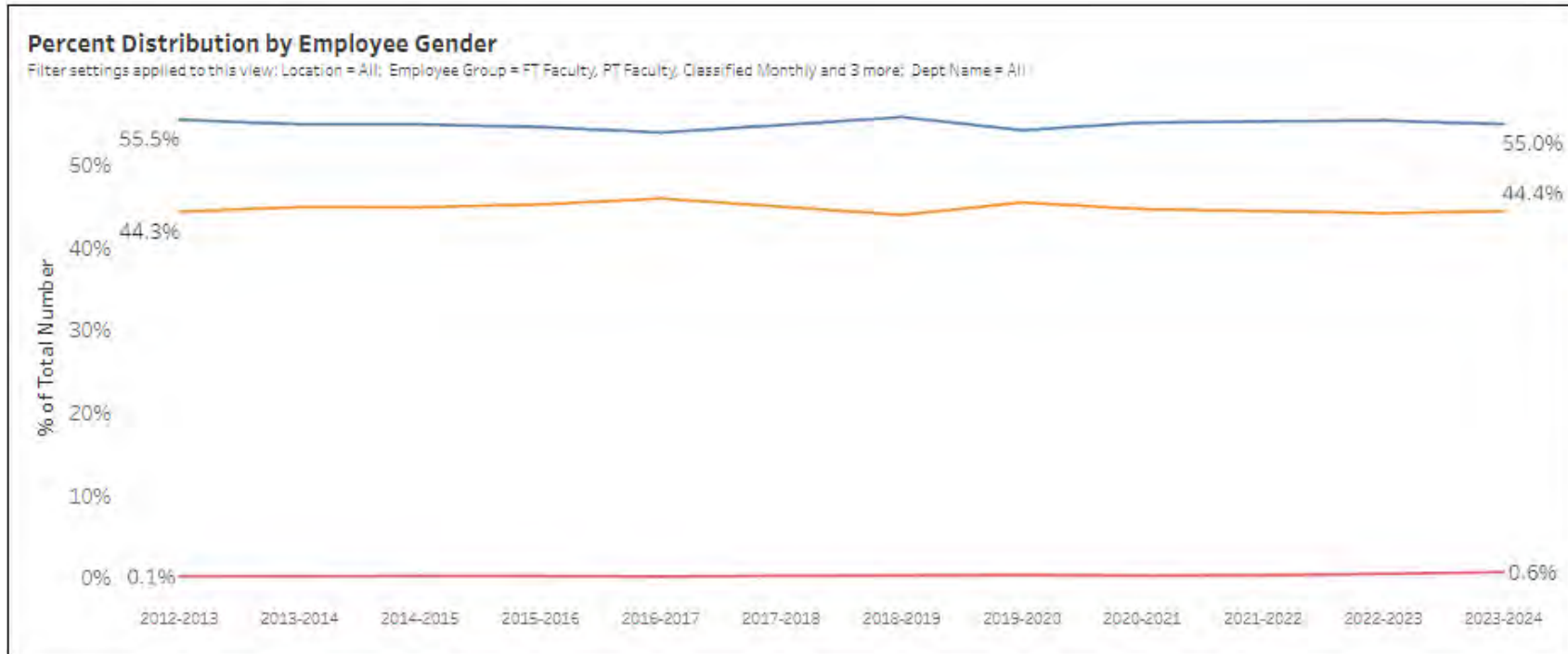
District Office



| Acad Year | African American | American Indian | Asian | Filipino | Hispanic | Multi-Race | Other/Undeclared | Pacific Islander | White | Grand Total |
|-----------|------------------|-----------------|-------|----------|----------|------------|------------------|------------------|-------|-------------|
| 2023-2024 | 6 | 1 | 12 | 11 | 13 | 3 | 4 | 1 | 48 | 99 |
| 2022-2023 | 10 | 1 | 11 | 11 | 13 | 2 | 4 | 1 | 44 | 97 |
| 2021-2022 | 11 | 1 | 10 | 12 | 13 | 1 | 5 | 1 | 40 | 94 |
| 2020-2021 | 10 | 1 | 11 | 11 | 11 | 1 | 5 | 1 | 44 | 95 |
| 2019-2020 | 12 | 1 | 9 | 10 | 12 | 1 | 5 | 1 | 48 | 99 |
| 2018-2019 | 11 | | 11 | 12 | 10 | 1 | 7 | 1 | 49 | 102 |
| 2017-2018 | 9 | | 9 | 11 | 9 | 2 | 5 | 1 | 50 | 96 |
| 2016-2017 | 10 | | 12 | 10 | 12 | 2 | 5 | 1 | 51 | 103 |
| 2015-2016 | 12 | 1 | 11 | 12 | 9 | | 9 | 1 | 49 | 104 |
| 2014-2015 | 12 | 1 | 9 | 13 | 11 | | 8 | 1 | 46 | 101 |
| 2013-2014 | 16 | 1 | 12 | 10 | 12 | | 9 | 1 | 43 | 104 |
| 2012-2013 | 21 | 1 | 10 | 9 | 8 | | 6 | 1 | 46 | 101 |
| 2011-2012 | 13 | 1 | 10 | 9 | 11 | | 6 | 1 | 46 | 99 |
| 2010-2011 | 16 | 1 | 6 | 8 | 14 | 1 | 12 | 1 | 49 | 110 |

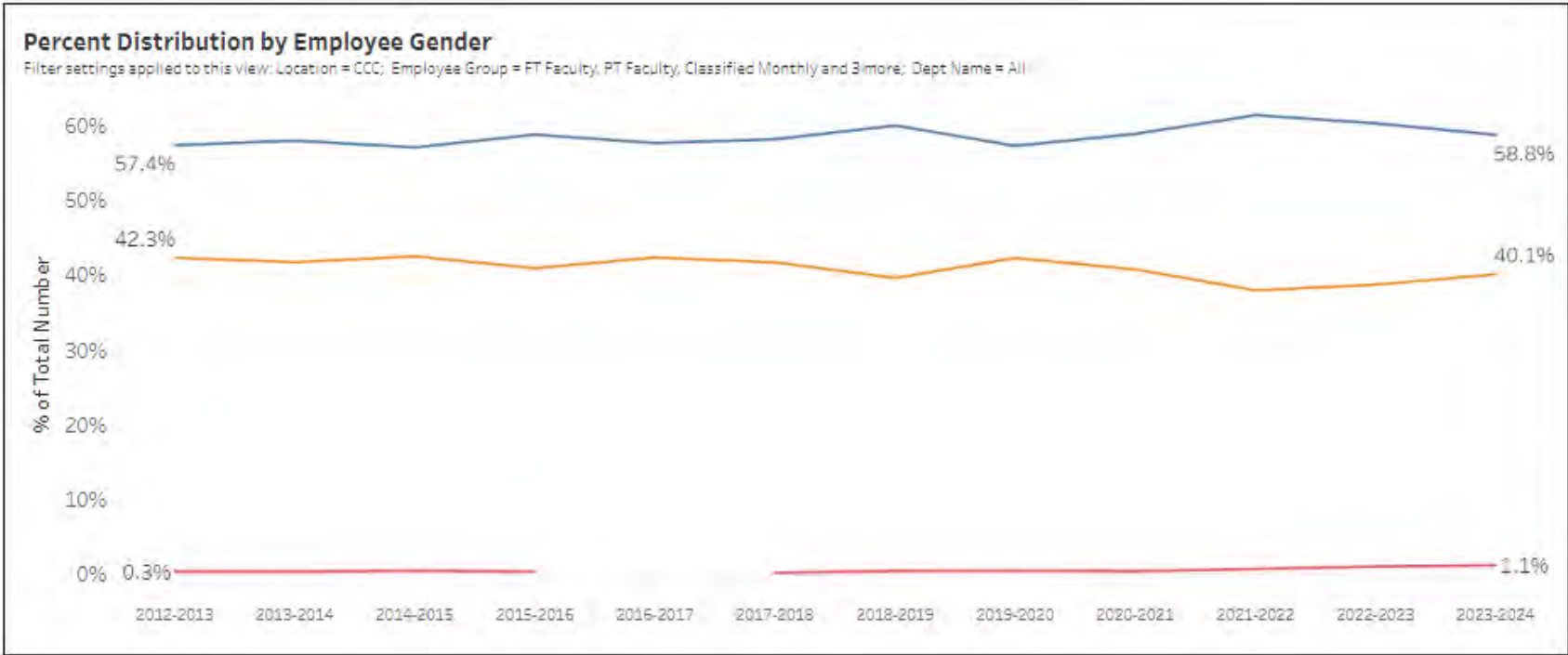
Percent Distribution by Employee Gender

All 4CD Locations



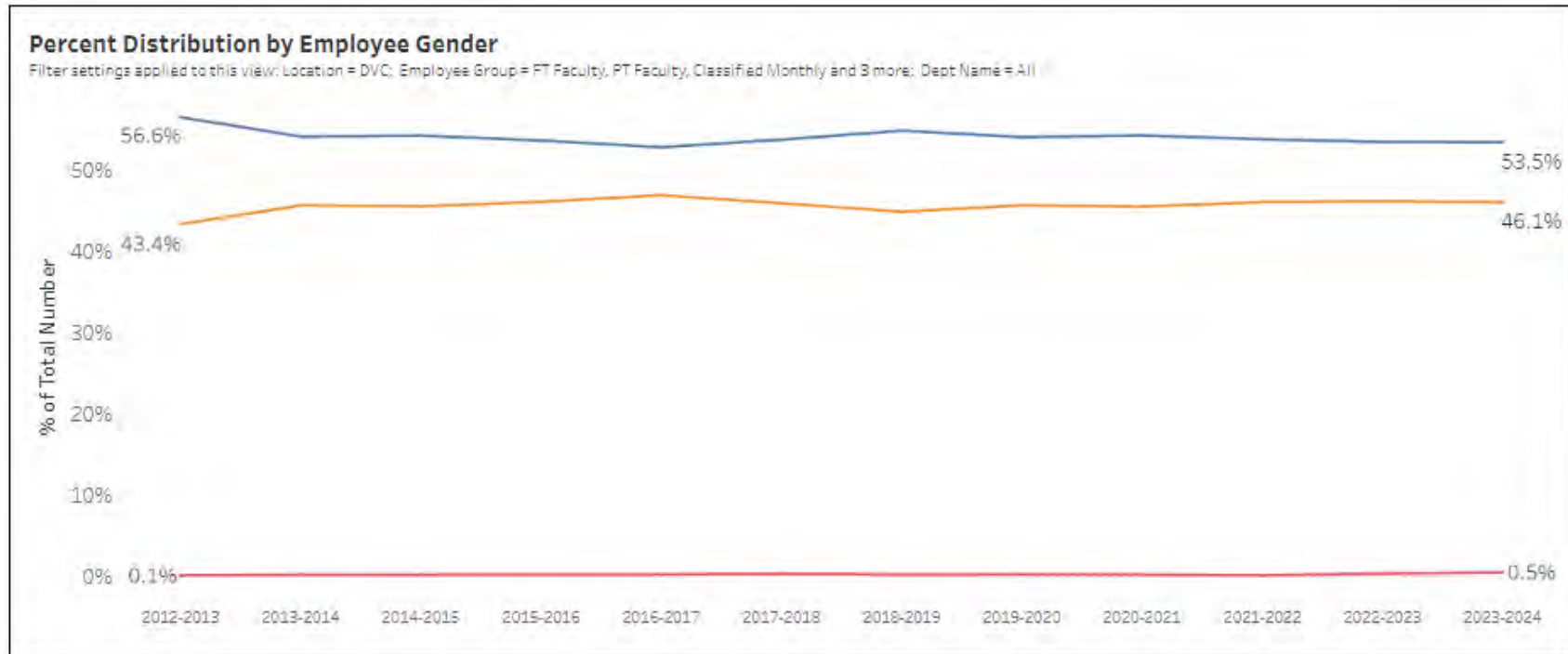
| Acad Year | Female | Male | Null | Grand Total |
|-----------|--------|-------|------|-------------|
| 2023-2024 | 1,526 | 1,235 | 17 | 2,780 |
| 2022-2023 | 1,526 | 1,218 | 12 | 2,758 |
| 2021-2022 | 1,521 | 1,222 | 7 | 2,750 |
| 2020-2021 | 1,433 | 1,160 | 5 | 2,598 |
| 2019-2020 | 1,690 | 1,417 | 9 | 3,116 |
| 2018-2019 | 1,821 | 1,434 | 7 | 3,262 |
| 2017-2018 | 1,784 | 1,462 | 6 | 3,252 |
| 2016-2017 | 1,710 | 1,456 | 3 | 3,169 |
| 2015-2016 | 1,751 | 1,450 | 5 | 3,206 |
| 2014-2015 | 1,701 | 1,390 | 5 | 3,096 |
| 2013-2014 | 1,599 | 1,307 | 4 | 2,910 |
| 2012-2013 | 1,552 | 1,240 | 4 | 2,796 |

Contra Costa College



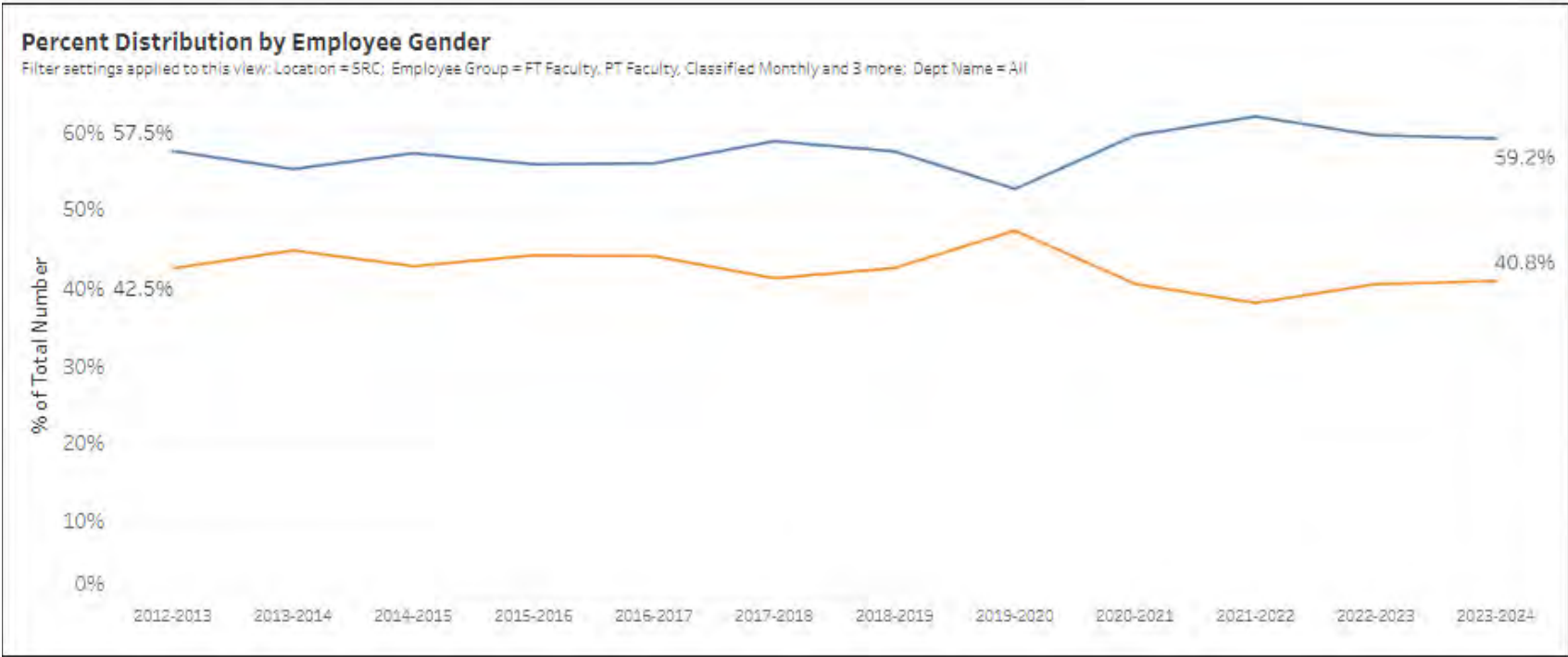
| Acad Year | Female | Male | Null | Grand Total |
|-----------|--------|------|------|-------------|
| 2023-2024 | 362 | 247 | 7 | 616 |
| 2022-2023 | 363 | 233 | 6 | 602 |
| 2021-2022 | 377 | 233 | 4 | 614 |
| 2020-2021 | 318 | 220 | 2 | 540 |
| 2019-2020 | 397 | 293 | 3 | 693 |
| 2018-2019 | 453 | 299 | 3 | 755 |
| 2017-2018 | 420 | 301 | 1 | 722 |
| 2016-2017 | 399 | 293 | | 692 |
| 2015-2016 | 408 | 284 | 2 | 694 |
| 2014-2015 | 395 | 294 | 3 | 692 |
| 2013-2014 | 385 | 277 | 2 | 664 |
| 2012-2013 | 362 | 267 | 2 | 631 |

Diablo Valley College – Pleasant Hill Campus



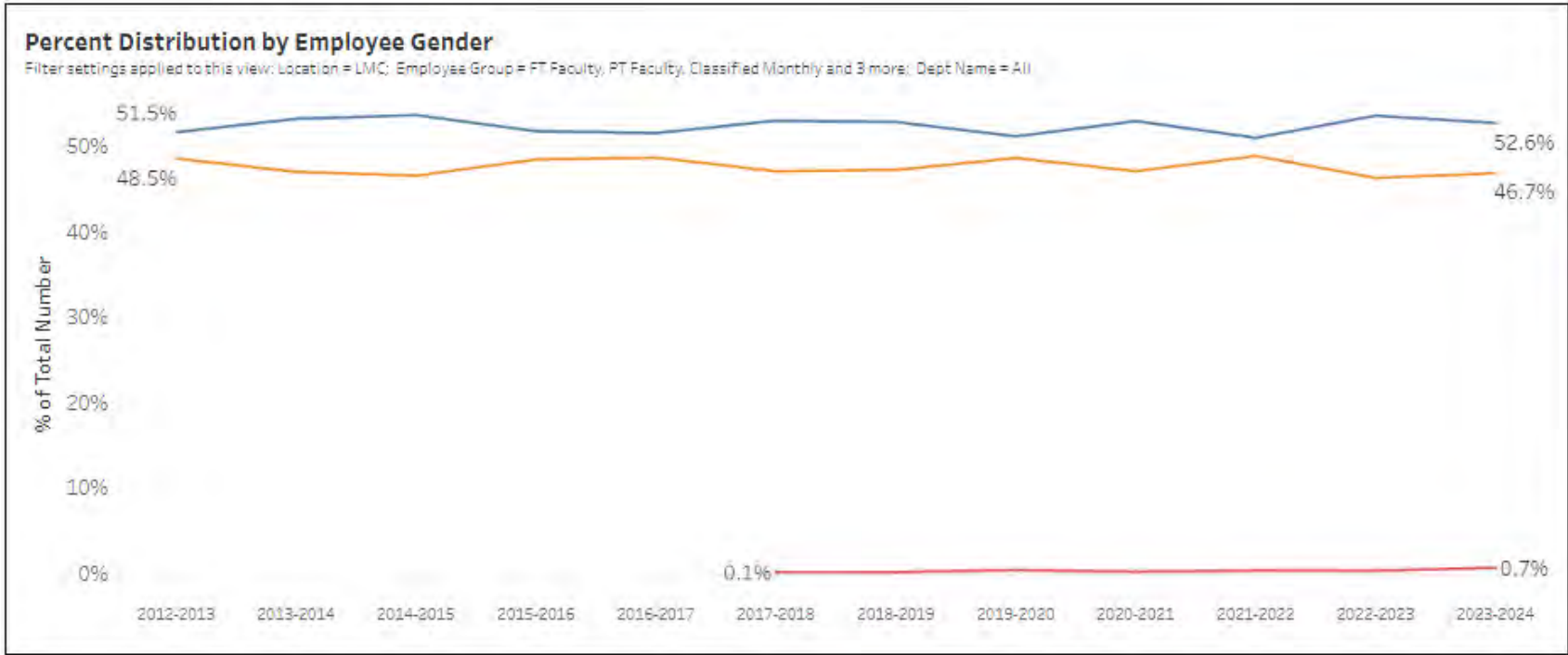
| Acad Year | Female | Male | Null | Grand Total |
|-----------|--------|------|------|-------------|
| 2023-2024 | 707 | 609 | 6 | 1,322 |
| 2022-2023 | 718 | 620 | 4 | 1,342 |
| 2021-2022 | 722 | 618 | 1 | 1,341 |
| 2020-2021 | 705 | 591 | 2 | 1,298 |
| 2019-2020 | 790 | 667 | 3 | 1,460 |
| 2018-2019 | 836 | 684 | 3 | 1,523 |
| 2017-2018 | 822 | 702 | 4 | 1,528 |
| 2016-2017 | 805 | 715 | 3 | 1,523 |
| 2015-2016 | 838 | 720 | 3 | 1,561 |
| 2014-2015 | 803 | 674 | 2 | 1,479 |
| 2013-2014 | 752 | 634 | 2 | 1,388 |
| 2012-2013 | 753 | 576 | 1 | 1,328 |

Diablo Valley College – San Ramon Campus



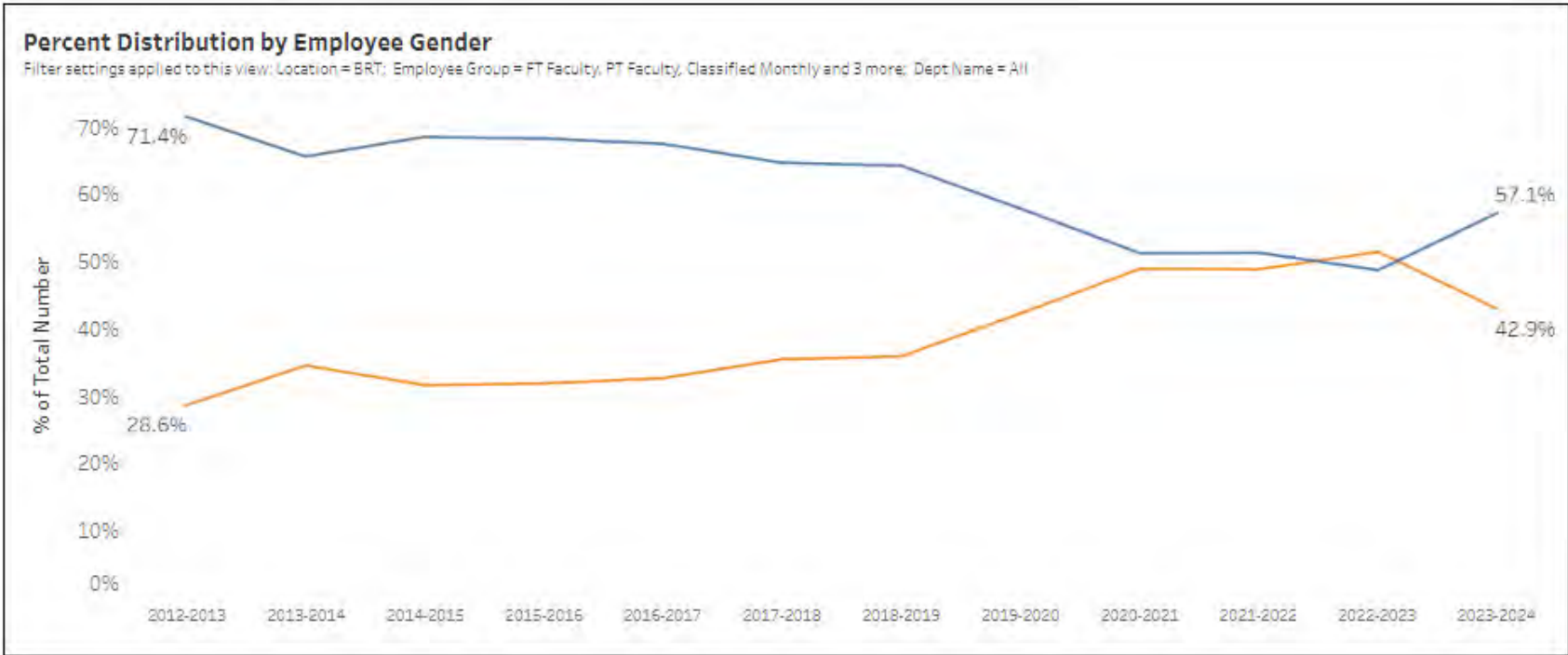
| Acad Year | # | Female | Male | Grand Total |
|-----------|---|--------|------|-------------|
| 2023-2024 | | 58 | 40 | 98 |
| 2022-2023 | | 56 | 38 | 94 |
| 2021-2022 | | 62 | 38 | 100 |
| 2020-2021 | | 56 | 38 | 94 |
| 2019-2020 | | 59 | 53 | 112 |
| 2018-2019 | | 69 | 51 | 120 |
| 2017-2018 | | 70 | 49 | 119 |
| 2016-2017 | | 61 | 48 | 109 |
| 2015-2016 | | 62 | 49 | 111 |
| 2014-2015 | | 63 | 47 | 110 |
| 2013-2014 | | 58 | 47 | 105 |
| 2012-2013 | | 61 | 45 | 106 |

Los Medanos College – Pittsburg Campus



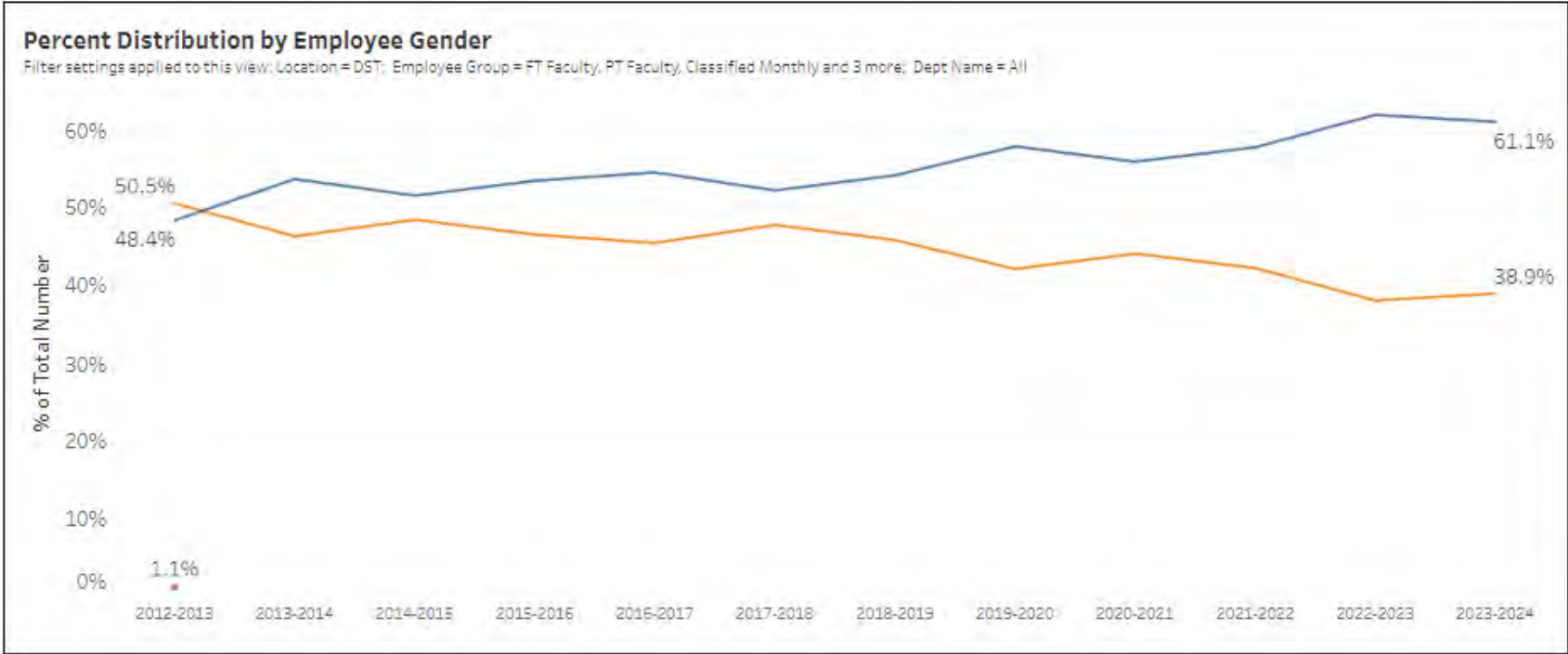
| Acad Year | Female | Male | Null | Grand Total |
|-----------|--------|------|------|-------------|
| 2023-2024 | 323 | 287 | 4 | 614 |
| 2022-2023 | 316 | 273 | 2 | 591 |
| 2021-2022 | 287 | 275 | 2 | 564 |
| 2020-2021 | 280 | 249 | 1 | 530 |
| 2019-2020 | 363 | 345 | 3 | 711 |
| 2018-2019 | 377 | 337 | 1 | 715 |
| 2017-2018 | 394 | 350 | 1 | 745 |
| 2016-2017 | 360 | 340 | | 700 |
| 2015-2016 | 359 | 336 | | 695 |
| 2014-2015 | 364 | 316 | | 680 |
| 2013-2014 | 334 | 295 | | 629 |
| 2012-2013 | 319 | 300 | | 619 |

Los Medanos College – Brentwood Center



| Acad Year | Female | Male | Grand Total |
|-----------|--------|------|-------------|
| 2023-2024 | 20 | 15 | 35 |
| 2022-2023 | 18 | 19 | 37 |
| 2021-2022 | 21 | 20 | 41 |
| 2020-2021 | 22 | 21 | 43 |
| 2019-2020 | 26 | 19 | 45 |
| 2018-2019 | 34 | 19 | 53 |
| 2017-2018 | 31 | 17 | 48 |
| 2016-2017 | 31 | 15 | 46 |
| 2015-2016 | 30 | 14 | 44 |
| 2014-2015 | 26 | 12 | 38 |
| 2013-2014 | 19 | 10 | 29 |
| 2012-2013 | 15 | 6 | 21 |

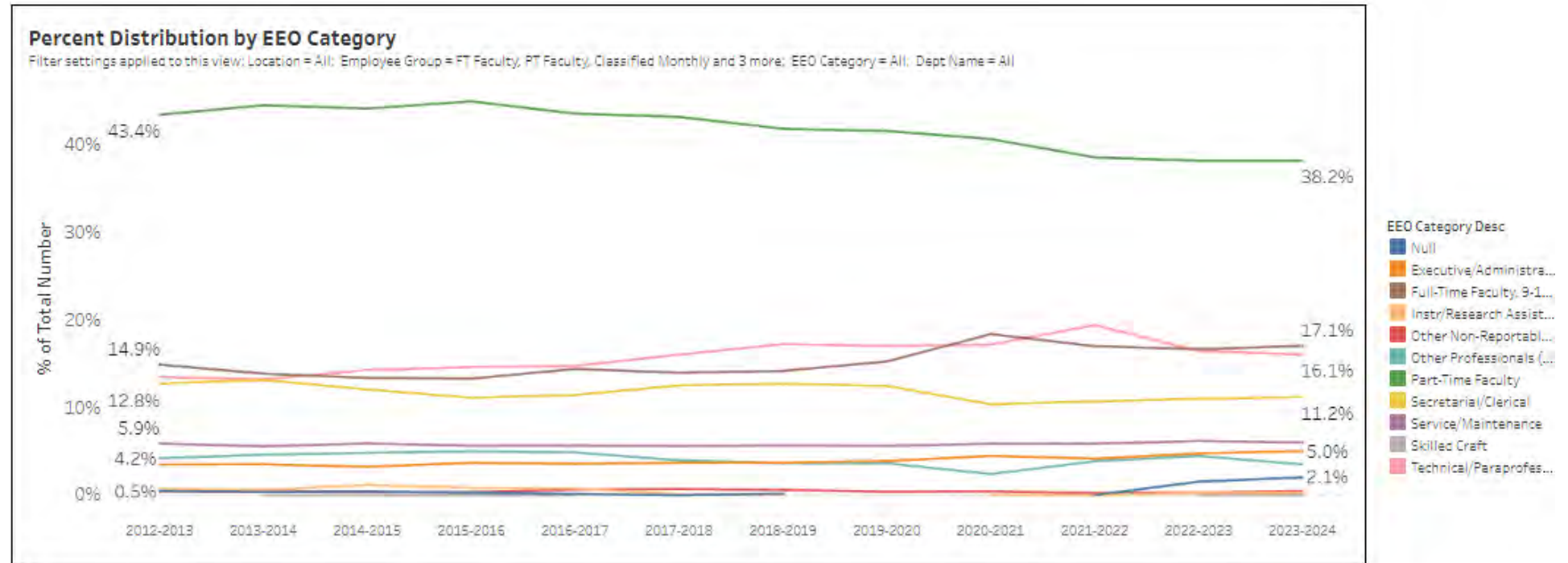
District Office



| Acad Year | Female | Male | Null | Grand Total |
|-----------|--------|------|------|-------------|
| 2023-2024 | 58 | 37 | | 95 |
| 2022-2023 | 57 | 35 | | 92 |
| 2021-2022 | 52 | 38 | | 90 |
| 2020-2021 | 52 | 41 | | 93 |
| 2019-2020 | 55 | 40 | | 95 |
| 2018-2019 | 52 | 44 | | 96 |
| 2017-2018 | 47 | 43 | | 90 |
| 2016-2017 | 54 | 45 | | 99 |
| 2015-2016 | 54 | 47 | | 101 |
| 2014-2015 | 50 | 47 | | 97 |
| 2013-2014 | 51 | 44 | | 95 |
| 2012-2013 | 44 | 46 | 1 | 91 |

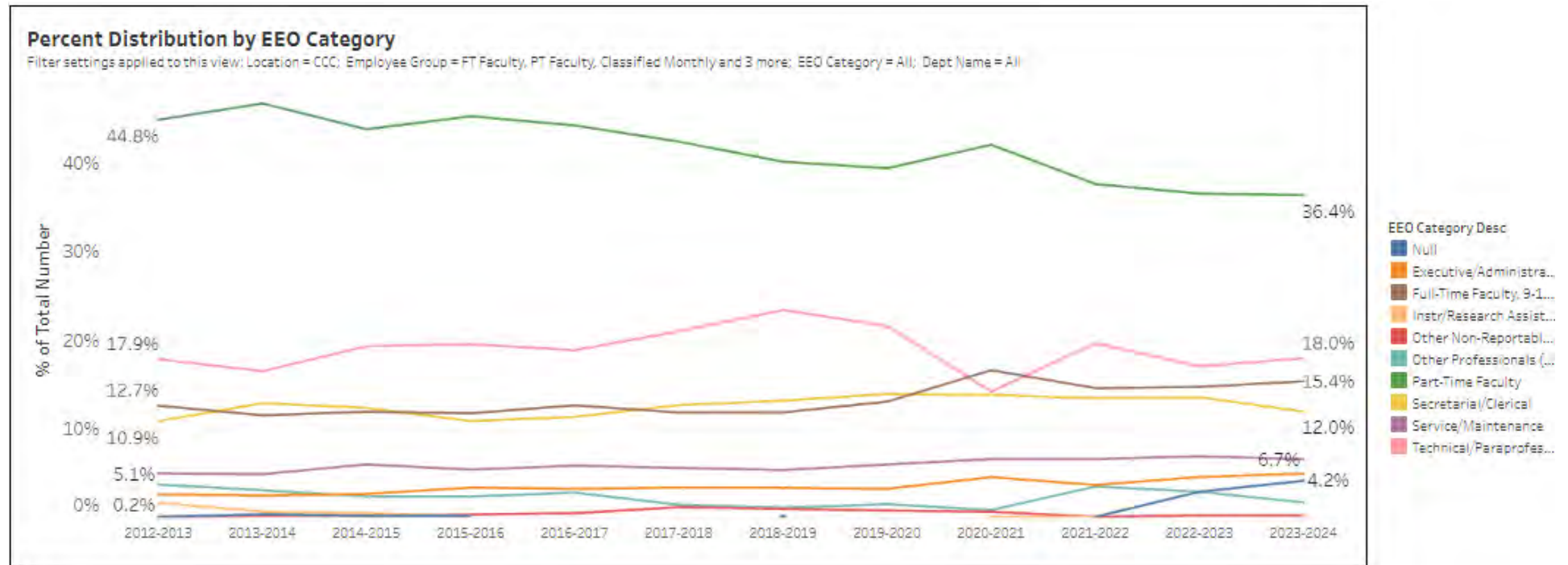
Percent Distribution by Equal Employment Opportunity (EEO) Category

All 4CD Locations



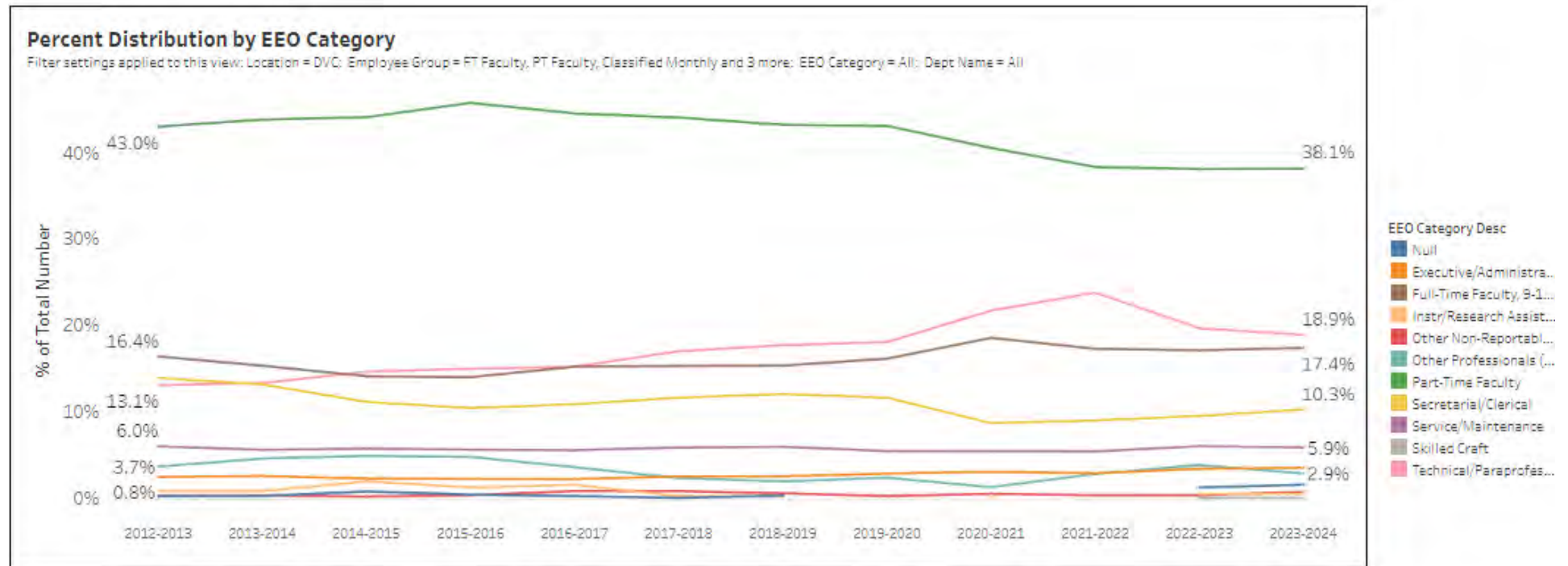
| Acad Year | Full-Time Faculty, 9-10 Month Contract | Part-Time Faculty | Executive/Admini.. | Secretarial/Cler.. | Service/Mainte.. | Skilled Craft | Technical/Parap.. | Instr/Research Assistants/Med Interns | Other Professionals (Service/Support) | Other Non-Reportable Position | Null | Grand Total |
|-----------|--|-------------------|--------------------|--------------------|------------------|---------------|-------------------|---------------------------------------|---------------------------------------|-------------------------------|------|-------------|
| 2023-2024 | 474 | 1,061 | 140 | 312 | 168 | 1 | 447 | 8 | 98 | 14 | 57 | 2,780 |
| 2022-2023 | 460 | 1,053 | 132 | 304 | 171 | 1 | 454 | 7 | 124 | 9 | 43 | 2,758 |
| 2021-2022 | 468 | 1,060 | 115 | 295 | 162 | | 534 | 1 | 107 | 7 | 1 | 2,750 |
| 2020-2021 | 478 | 1,056 | 117 | 270 | 153 | | 447 | 2 | 63 | 12 | | 2,598 |
| 2019-2020 | 476 | 1,295 | 122 | 389 | 176 | | 531 | | 114 | 13 | | 3,116 |
| 2018-2019 | 463 | 1,364 | 122 | 415 | 186 | | 563 | 3 | 120 | 20 | 6 | 3,262 |
| 2017-2018 | 455 | 1,404 | 121 | 408 | 183 | | 522 | 4 | 130 | 24 | 1 | 3,252 |
| 2016-2017 | 457 | 1,380 | 114 | 363 | 180 | 1 | 466 | 25 | 155 | 21 | 5 | 3,169 |
| 2015-2016 | 427 | 1,441 | 119 | 357 | 182 | 1 | 469 | 27 | 161 | 12 | 10 | 3,206 |
| 2014-2015 | 415 | 1,366 | 101 | 374 | 183 | 1 | 443 | 37 | 150 | 12 | 14 | 3,096 |
| 2013-2014 | 404 | 1,295 | 103 | 383 | 163 | 1 | 385 | 17 | 135 | 12 | 12 | 2,910 |
| 2012-2013 | 417 | 1,214 | 98 | 357 | 165 | | 378 | 22 | 118 | 13 | 14 | 2,796 |

Contra Costa College



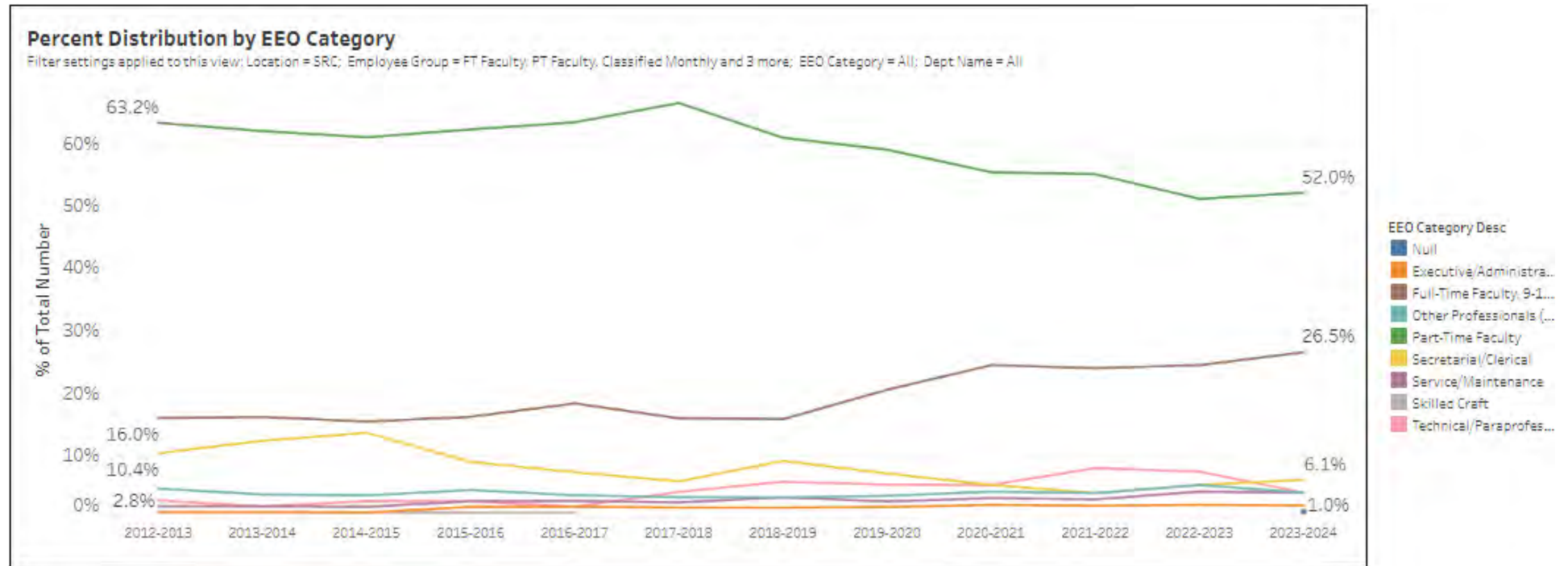
| Acad Year | Full-Time Faculty, 9-10 Month Contract | Part-Time Faculty | Executive/Administrative | Secretarial/Clerical | Service/Maintenance | Technical/Paraprofessionals | Instr/Research Assistants/Med Interns | Other Professionals (Service/Support) | Other Non-Reportable Position | Null | Grand Total |
|-----------|--|-------------------|--------------------------|----------------------|---------------------|-----------------------------|---------------------------------------|---------------------------------------|-------------------------------|------|-------------|
| 2023-2024 | 95 | 224 | 31 | 74 | 41 | 111 | 1 | 11 | 2 | 26 | 616 |
| 2022-2023 | 89 | 220 | 28 | 82 | 42 | 103 | | 18 | 2 | 18 | 602 |
| 2021-2022 | 90 | 231 | 23 | 83 | 41 | 121 | 1 | 22 | 1 | 1 | 614 |
| 2020-2021 | 90 | 227 | 25 | 75 | 36 | 77 | 1 | 5 | 4 | | 540 |
| 2019-2020 | 91 | 273 | 23 | 97 | 42 | 150 | | 11 | 6 | | 693 |
| 2018-2019 | 90 | 303 | 26 | 100 | 41 | 177 | | 9 | 8 | 1 | 755 |
| 2017-2018 | 86 | 306 | 25 | 92 | 41 | 152 | | 11 | 9 | | 722 |
| 2016-2017 | 88 | 306 | 23 | 79 | 41 | 131 | | 20 | 4 | | 692 |
| 2015-2016 | 82 | 314 | 24 | 76 | 38 | 136 | 2 | 17 | 3 | 2 | 694 |
| 2014-2015 | 83 | 303 | 19 | 86 | 42 | 134 | 4 | 17 | 2 | 2 | 692 |
| 2013-2014 | 77 | 310 | 17 | 86 | 33 | 110 | 5 | 21 | 2 | 3 | 664 |
| 2012-2013 | 80 | 283 | 17 | 69 | 32 | 113 | 11 | 24 | 1 | 1 | 631 |

Diablo Valley College – Pleasant Hill Campus



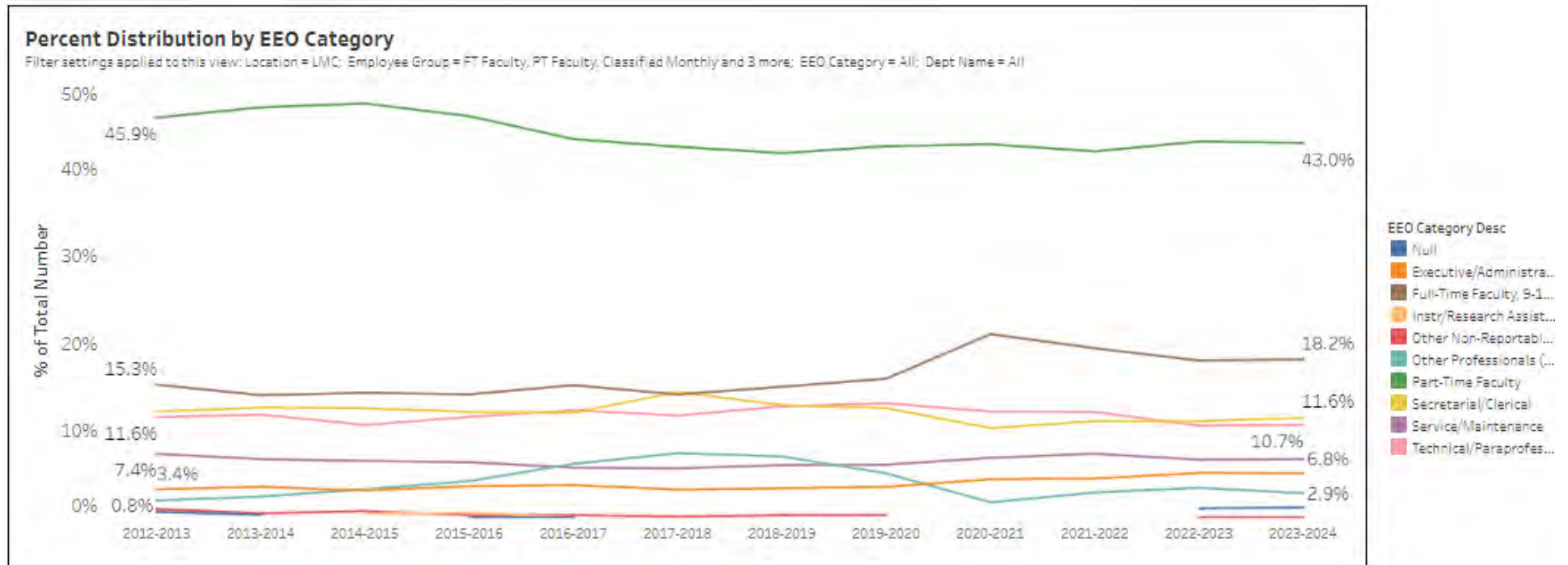
| Acad Year | Full-Time Faculty, 9-10 Month Contract | Part-Time Faculty | Executive/Admini.. | Secretarial/Cler.. | Service/Mainte.. | Skilled Craft | Technical/Parap.. | Instr/Research Assistants/Med Interns | Other Professionals (Service/Support) | Other Non-Reportable Position | Null | Grand Total |
|-----------|--|-------------------|--------------------|--------------------|------------------|---------------|-------------------|---------------------------------------|---------------------------------------|-------------------------------|------|-------------|
| 2023-2024 | 230 | 504 | 47 | 136 | 78 | 1 | 250 | 7 | 38 | 10 | 21 | 1,322 |
| 2022-2023 | 230 | 511 | 46 | 128 | 81 | 1 | 264 | 7 | 52 | 5 | 17 | 1,342 |
| 2021-2022 | 232 | 514 | 39 | 121 | 73 | | 319 | | 30 | 5 | | 1,341 |
| 2020-2021 | 241 | 526 | 40 | 115 | 71 | | 282 | 1 | 17 | 7 | | 1,298 |
| 2019-2020 | 236 | 629 | 42 | 170 | 80 | | 264 | | 35 | 4 | | 1,460 |
| 2018-2019 | 234 | 658 | 39 | 184 | 91 | | 270 | 3 | 30 | 9 | 5 | 1,523 |
| 2017-2018 | 234 | 673 | 39 | 178 | 90 | | 260 | 4 | 36 | 13 | 1 | 1,528 |
| 2016-2017 | 232 | 678 | 34 | 166 | 85 | | 232 | 24 | 55 | 13 | 4 | 1,523 |
| 2015-2016 | 219 | 714 | 35 | 163 | 88 | | 234 | 20 | 75 | 6 | 7 | 1,561 |
| 2014-2015 | 209 | 652 | 34 | 165 | 85 | | 217 | 29 | 73 | 3 | 12 | 1,479 |
| 2013-2014 | 213 | 608 | 36 | 183 | 78 | | 185 | 12 | 64 | 5 | 4 | 1,388 |
| 2012-2013 | 218 | 571 | 33 | 185 | 80 | | 174 | 11 | 49 | 4 | 3 | 1,328 |

Diablo Valley College – San Ramon Campus



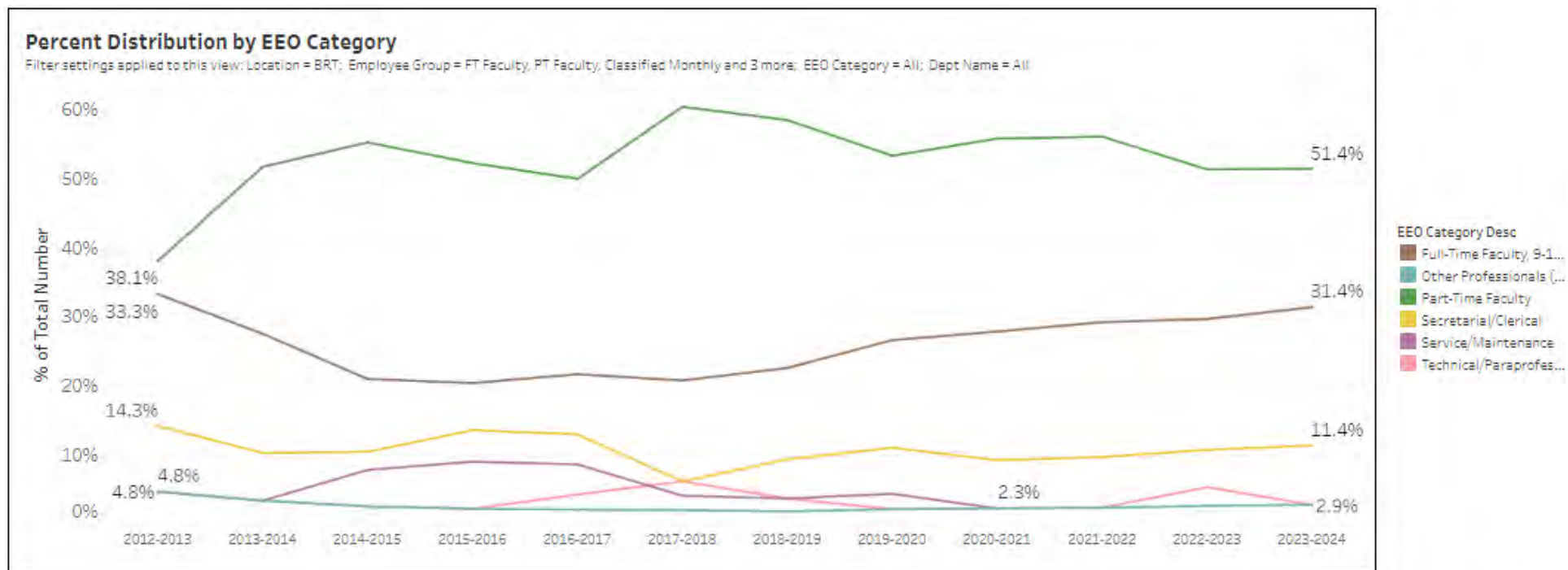
| Acad Year | Full-Time Faculty, 9-10 Month Contract | Part-Time Faculty | Executive/Administrative | Secretarial/Clerical | Service/Maintenance | Skilled Craft | Technical/Paraprofessional | Other Professionals (Service/Support) | Null | Grand Total |
|-----------|--|-------------------|--------------------------|----------------------|---------------------|---------------|----------------------------|---------------------------------------|------|-------------|
| 2023-2024 | 26 | 51 | 2 | 6 | 4 | | 4 | 4 | 1 | 98 |
| 2022-2023 | 23 | 48 | 2 | 5 | 4 | | 7 | 5 | | 94 |
| 2021-2022 | 24 | 55 | 2 | 4 | 3 | | 8 | 4 | | 100 |
| 2020-2021 | 23 | 52 | 2 | 5 | 3 | | 5 | 4 | | 94 |
| 2019-2020 | 23 | 66 | 2 | 8 | 3 | | 6 | 4 | | 112 |
| 2018-2019 | 19 | 73 | 2 | 11 | 4 | | 7 | 4 | | 120 |
| 2017-2018 | 19 | 79 | 2 | 7 | 3 | | 5 | 4 | | 119 |
| 2016-2017 | 20 | 69 | 2 | 8 | 3 | 1 | 2 | 4 | | 109 |
| 2015-2016 | 18 | 69 | 2 | 10 | 3 | 1 | 3 | 5 | | 111 |
| 2014-2015 | 17 | 67 | 1 | 15 | 2 | 1 | 3 | 4 | | 110 |
| 2013-2014 | 17 | 65 | 1 | 13 | 2 | 1 | 2 | 4 | | 105 |
| 2012-2013 | 17 | 67 | 1 | 11 | 2 | | 3 | 5 | | 106 |

Los Medanos College – Pittsburg Campus



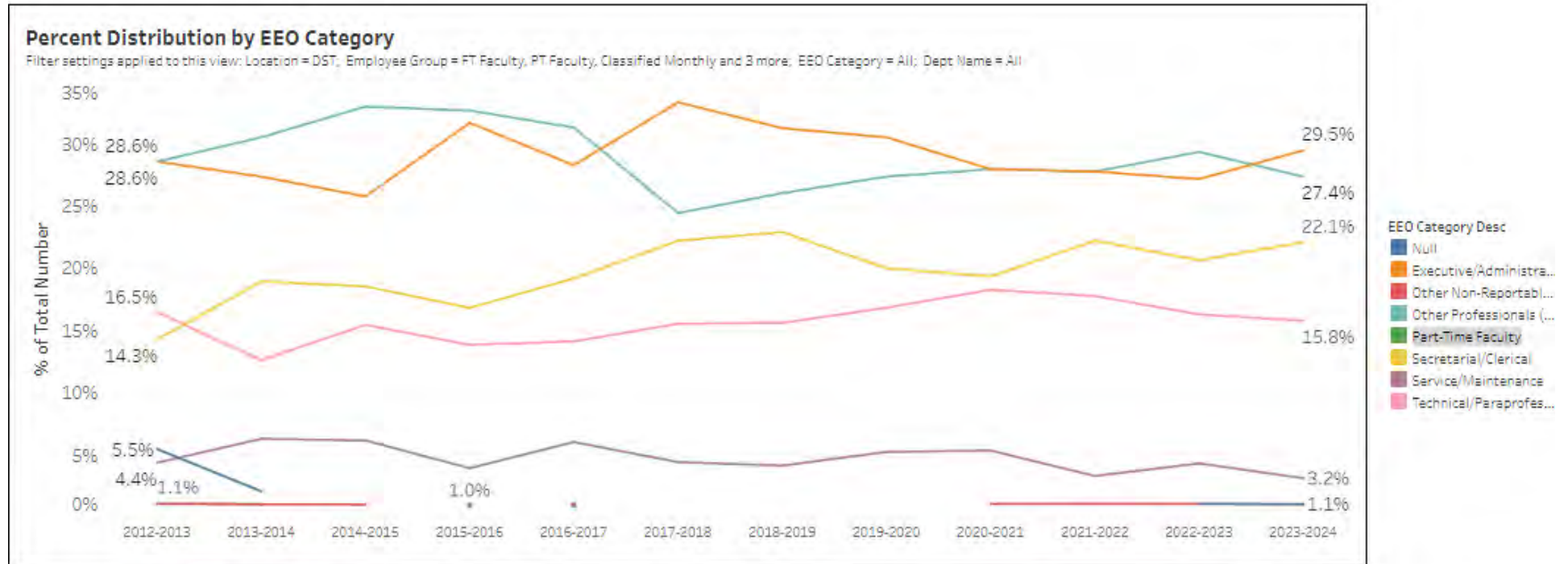
| Acad Year | Full-Time Faculty, 9-10 Month Contract | Part-Time Faculty | Executive/Admini.. | Secretarial/Cleric.. | Service/Maintena.. | Technical/Parapr.. | Instr/Research Assistants/Med Interns | Other Professionals (Service/Support) | Other Non-Reportable Position | Null | Grand Total |
|-----------|--|-------------------|--------------------|----------------------|--------------------|--------------------|---------------------------------------|---------------------------------------|-------------------------------|------|-------------|
| 2023-2024 | 112 | 264 | 32 | 71 | 42 | 66 | | 18 | 1 | 8 | 614 |
| 2022-2023 | 107 | 255 | 31 | 66 | 40 | 63 | | 21 | 1 | 7 | 591 |
| 2021-2022 | 110 | 237 | 26 | 63 | 42 | 69 | | 17 | | | 564 |
| 2020-2021 | 112 | 227 | 24 | 55 | 37 | 65 | | 10 | | | 530 |
| 2019-2020 | 114 | 303 | 26 | 90 | 44 | 94 | | 37 | 3 | | 711 |
| 2018-2019 | 108 | 299 | 25 | 93 | 44 | 92 | | 51 | 3 | | 715 |
| 2017-2018 | 106 | 317 | 25 | 108 | 43 | 88 | | 56 | 2 | | 745 |
| 2016-2017 | 107 | 304 | 27 | 85 | 41 | 87 | 1 | 44 | 3 | 1 | 700 |
| 2015-2016 | 99 | 320 | 26 | 85 | 45 | 81 | 5 | 30 | 3 | 1 | 695 |
| 2014-2015 | 98 | 323 | 22 | 86 | 48 | 73 | 4 | 23 | 6 | | 680 |
| 2013-2014 | 89 | 296 | 23 | 80 | 43 | 75 | | 16 | 4 | 3 | 629 |
| 2012-2013 | 95 | 264 | 21 | 76 | 46 | 72 | | 13 | 7 | 3 | 619 |

Los Medanos College – Brentwood Center



| Acad Year | Full-Time Faculty, 9-10 Month Contract | Part-Time Faculty | Secretarial/Clerical | Service/Maintenance | Technical/Paraprofessional | Other Professionals (Service/Support) | Grand Total |
|-----------|--|-------------------|----------------------|---------------------|----------------------------|---------------------------------------|-------------|
| 2023-2024 | 11 | 18 | 4 | | 1 | 1 | 35 |
| 2022-2023 | 11 | 19 | 4 | | 2 | 1 | 37 |
| 2021-2022 | 12 | 23 | 4 | | 1 | 1 | 41 |
| 2020-2021 | 12 | 24 | 4 | 1 | 1 | 1 | 43 |
| 2019-2020 | 12 | 24 | 5 | 2 | 1 | 1 | 45 |
| 2018-2019 | 12 | 31 | 5 | 2 | 2 | 1 | 53 |
| 2017-2018 | 10 | 29 | 3 | 2 | 3 | 1 | 48 |
| 2016-2017 | 10 | 23 | 6 | 4 | 2 | 1 | 46 |
| 2015-2016 | 9 | 23 | 6 | 4 | 1 | 1 | 44 |
| 2014-2015 | 8 | 21 | 4 | 3 | 1 | 1 | 38 |
| 2013-2014 | 8 | 15 | 3 | 1 | 1 | 1 | 29 |
| 2012-2013 | 7 | 8 | 3 | 1 | 1 | 1 | 21 |

District Office



| Acad Year | Part-Time Faculty | Executive/Administrat.. | Secretarial/Clerical | Service/Maintenance | Technical/Paraprofess.. | Other Professionals (Service/Support) | Other Non-Reportable Position | Null | Grand Total |
|-----------|-------------------|-------------------------|----------------------|---------------------|-------------------------|---------------------------------------|-------------------------------|------|-------------|
| 2023-2024 | | 28 | 21 | 3 | 15 | 26 | 1 | 1 | 95 |
| 2022-2023 | | 25 | 19 | 4 | 15 | 27 | 1 | 1 | 92 |
| 2021-2022 | | 25 | 20 | 3 | 16 | 25 | 1 | | 90 |
| 2020-2021 | | 26 | 18 | 5 | 17 | 26 | 1 | | 93 |
| 2019-2020 | | 29 | 19 | 5 | 16 | 26 | | | 95 |
| 2018-2019 | | 30 | 22 | 4 | 15 | 25 | | | 96 |
| 2017-2018 | | 30 | 20 | 4 | 14 | 22 | | | 90 |
| 2016-2017 | | 28 | 19 | 6 | 14 | 31 | 1 | | 99 |
| 2015-2016 | 1 | 32 | 17 | 4 | 14 | 33 | | | 101 |
| 2014-2015 | | 25 | 18 | 6 | 15 | 32 | 1 | | 97 |
| 2013-2014 | 1 | 26 | 18 | 6 | 12 | 29 | 1 | 2 | 95 |
| 2012-2013 | 1 | 26 | 13 | 4 | 15 | 26 | 1 | 5 | 91 |

4CD Employee Summary Table
Location, Race/Ethnicity, Employee Group, Gender

| Location | Race and Ethnicity | Full-Time Faculty | | Part-Time Faculty | | | Classified Monthly | | | Classified Hourly | | | Managers/Sups/ Confidentials | | Subtotal | Grand Total by Location |
|---|--------------------|-------------------|------|-------------------|------|------|--------------------|------|------|-------------------|------|------|---------------------------------|------|----------|----------------------------|
| | | Female | Male | Female | Male | Null | Female | Male | Null | Female | Male | Null | Female | Male | | |
| Contra Costa College | African American | 9 | 7 | 18 | 18 | | 11 | 6 | | 13 | 11 | 1 | 7 | 4 | 105 | 616 |
| | Asian | 2 | 10 | 26 | 8 | | 13 | 7 | | 11 | 10 | 1 | 2 | 1 | 91 | |
| | Hispanic | 10 | 3 | 22 | 19 | | 30 | 8 | 1 | 39 | 16 | 2 | 4 | 2 | 156 | |
| | Middle Eastern | | 1 | | | | | | | | | | | | 1 | |
| | Multi-Race | 4 | 3 | 2 | 3 | | 6 | 2 | | 7 | 3 | | 1 | 1 | 32 | |
| | Other/Undeclared | 3 | 1 | 3 | 5 | | 1 | 5 | | 1 | 5 | | 2 | 2 | 28 | |
| | Pacific Islander | | 1 | | 1 | | | | | | | | | | 2 | |
| | White | 29 | 12 | 60 | 39 | | 15 | 12 | | 9 | 16 | 2 | 2 | 5 | 201 | |
| Diablo Valley College Pleasant Hill Campus | African American | 12 | 4 | 19 | 8 | | 13 | 14 | | 8 | 19 | | 1 | 4 | 102 | 1322 |
| | American Indian | 1 | 1 | | 1 | | | 1 | | 3 | | | | | 7 | |
| | Asian | 17 | 11 | 37 | 30 | | 13 | 18 | | 41 | 21 | | 2 | 4 | 194 | |
| | Hispanic | 12 | 21 | 18 | 20 | | 43 | 22 | 1 | 61 | 29 | 1 | 8 | 3 | 239 | |
| | Multi-Race | 1 | 4 | 16 | 11 | | 9 | 3 | | 12 | 13 | | 1 | | 70 | |
| | Other/Undeclared | 9 | 5 | 17 | 21 | | 2 | 3 | | 3 | 7 | | 1 | 3 | 71 | |
| | Pacific Islander | | 1 | | 3 | | | 1 | | | 1 | | | | 6 | |
| | White | 73 | 58 | 143 | 158 | 2 | 49 | 32 | | 48 | 46 | 2 | 14 | 8 | 633 | |
| Diablo Valley College San Ramon Campus | African American | 2 | | 2 | 2 | | 1 | 2 | | | | | | | 9 | 98 |
| | Asian | 3 | 4 | 4 | 3 | | 1 | 1 | | | 1 | | | | 17 | |
| | Hispanic | | 3 | 2 | | | 3 | 1 | | | | | | | 9 | |
| | Multi-Race | | | | 1 | | 1 | 1 | | | | | | | 3 | |
| | Other/Undeclared | 1 | 2 | 2 | 1 | | | | | | | | | | 6 | |
| | White | 5 | 6 | 23 | 11 | | 6 | 1 | | | | | 2 | | 54 | |
| Los Medanos College Pittsburg Campus | African American | 8 | 6 | 13 | 11 | | 9 | 12 | | 5 | 6 | | 4 | 1 | 75 | 614 |
| | American Indian | 1 | | 1 | 2 | | 1 | | | | | | | | 5 | |
| | Asian | 9 | 5 | 19 | 17 | | 8 | 6 | | 3 | 7 | | 2 | 1 | 77 | |
| | Hispanic | 10 | 12 | 21 | 23 | | 23 | 15 | | 10 | 7 | 2 | 6 | 2 | 131 | |
| | Middle Eastern | | | | 1 | | | | | | | | | | 1 | |
| | Multi-Race | 2 | | 6 | 4 | | 4 | 9 | | 4 | 1 | | 1 | 1 | 32 | |
| | Other/Undeclared | 5 | 3 | 8 | 6 | | 2 | 1 | | | | | | | 25 | |
| | Pacific Islander | | | | 1 | | | | | | 1 | | | | 2 | |
| Los Medanos College Brentwood Center | White | 29 | 22 | 61 | 71 | | 28 | 17 | | 13 | 8 | 2 | 7 | 8 | 266 | 35 |
| | African American | | | 1 | | | | | | | | | | | 1 | |
| | Asian | | | 1 | 2 | | 2 | | | | | | | | 5 | |
| | Hispanic | 1 | | 2 | 4 | | 3 | | | | | | | | 10 | |
| | Multi-Race | | 1 | | | | | | | | | | | | 1 | |
| | Other/Undeclared | | | | 1 | | | | | | | | | | 1 | |
| District Office | White | 5 | 4 | 4 | 3 | | 1 | | | | | | | | 17 | 95 |
| | African American | | | | | | | 1 | | | | | 5 | | 6 | |
| | American Indian | | | | | | | | | | | | 1 | | 1 | |
| | Asian | | | | | | 7 | 7 | | | 1 | | 4 | 3 | 22 | |
| | Hispanic | | | | | | 9 | 1 | | | | | 2 | 1 | 13 | |
| | Multi-Race | | | | | | 1 | | | | | | | | 1 | |
| | Other/Undeclared | | | | | | 1 | 3 | | | | | | | 4 | |
| | Pacific Islander | | | | | | | 1 | | | | | | | 1 | |
| SUBTOTAL | | 263 | 211 | 551 | 509 | 2 | 325 | 223 | 2 | 293 | 229 | 13 | 96 | 63 | | |
| EMPLOYEE GRP TOTAL | | 474 | | 1062 | | | 550 | | | 535 | | | 159 | | | |