

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/CACCJobs
Disabledinhigher.edu
Disabledperson.com
DisabilityJobs.net
Diversityjobs.com
Edjoin.org
Handshake.com
Hispanic Association of Colleges and Universities Hispanic Outlook
HBCU Connect
Higheredjobs.com
HigheredWomen.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.

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>

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

Historical Annotation:
Adopted 3/5/02
Revised 5/6/03
Second Revision 6/21/05
Third Revision 11/24/09
Fourth Revision 10/23/12
Fifth Revision 11/26/13
Sixth Revision 7/14/15

Related Board Policies:
Board Policy 2001, 2002

Related Procedures:
Management, Supervisory and Confidential Employees Personnel Manual 2.2

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:

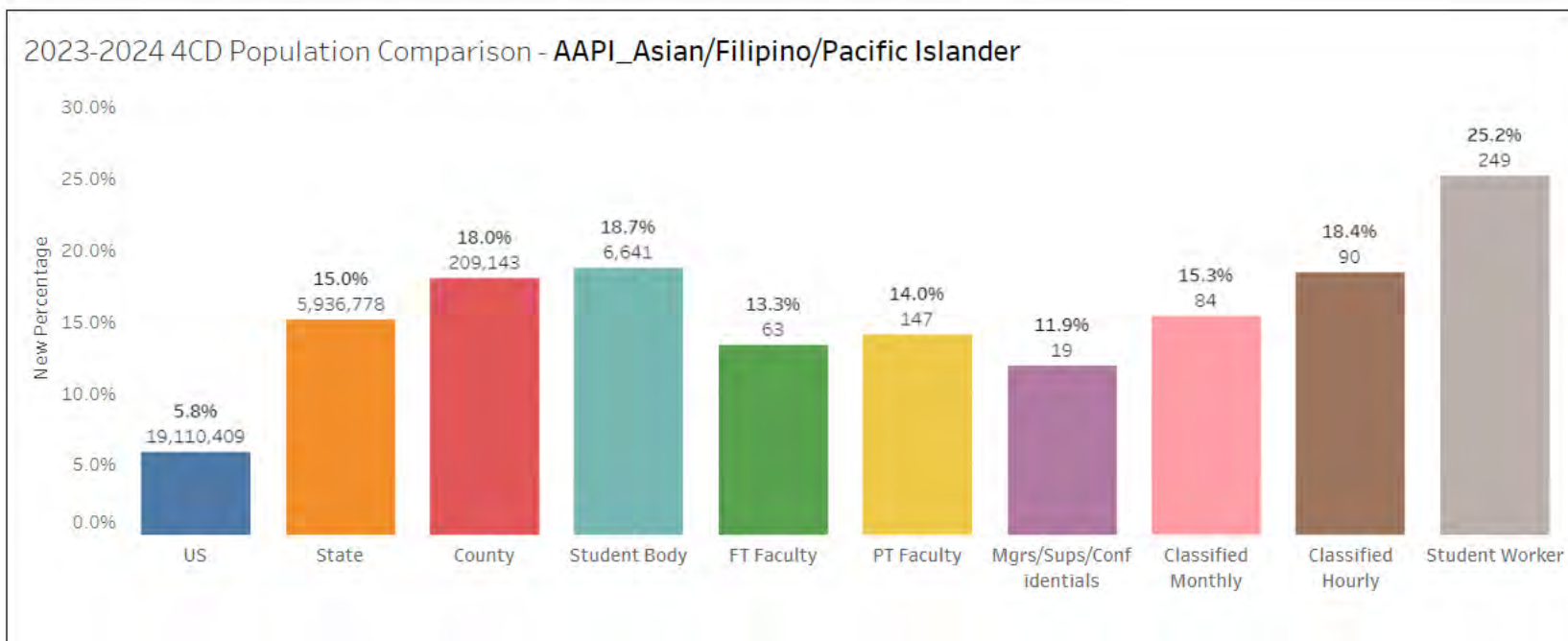
11.13.1 Tuition Reimbursement For CCCCDC Classes: The District will reimburse employees for tuition paid for any credit or non-credit classes offered by the District. In order to be eligible for reimbursement, the employee must complete the course with a grade of at least a "C" (or pass if a pass/fail 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



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

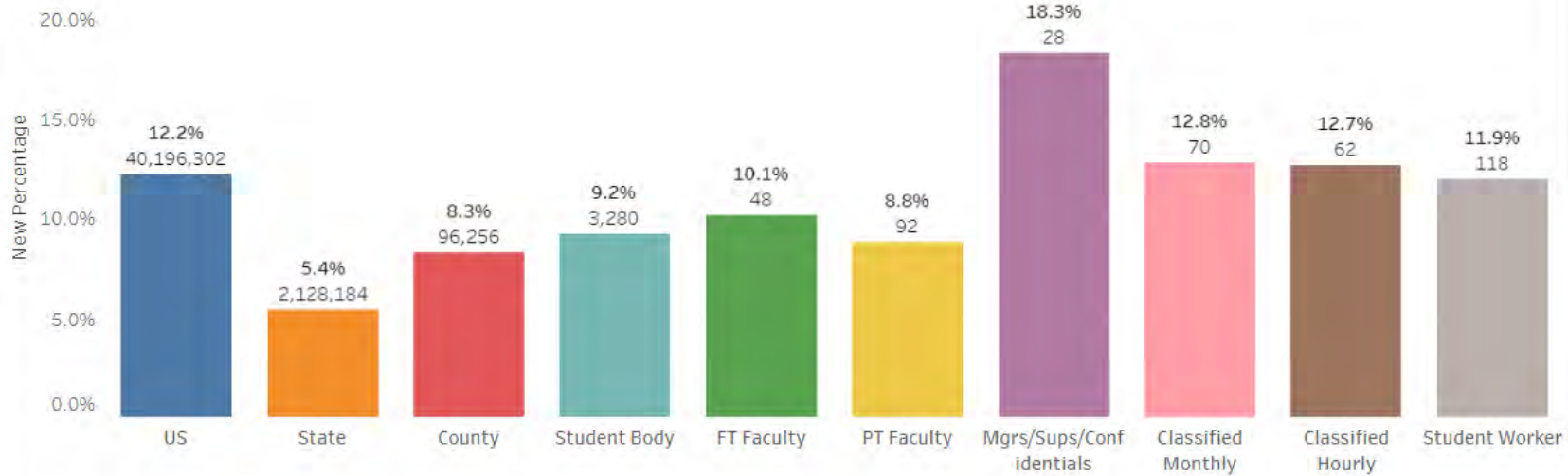
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

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 Collegue.

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	6,641	35,569	18.7%
Student Worker	249	989	25.2%
PT Faculty	147	1,050	14.0%
Classified Hourly	90	489	18.4%
Classified Monthly	84	548	15.3%
FT Faculty	63	474	13.3%
Mgrs/Sups/Confidentials	19	160	11.9%

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

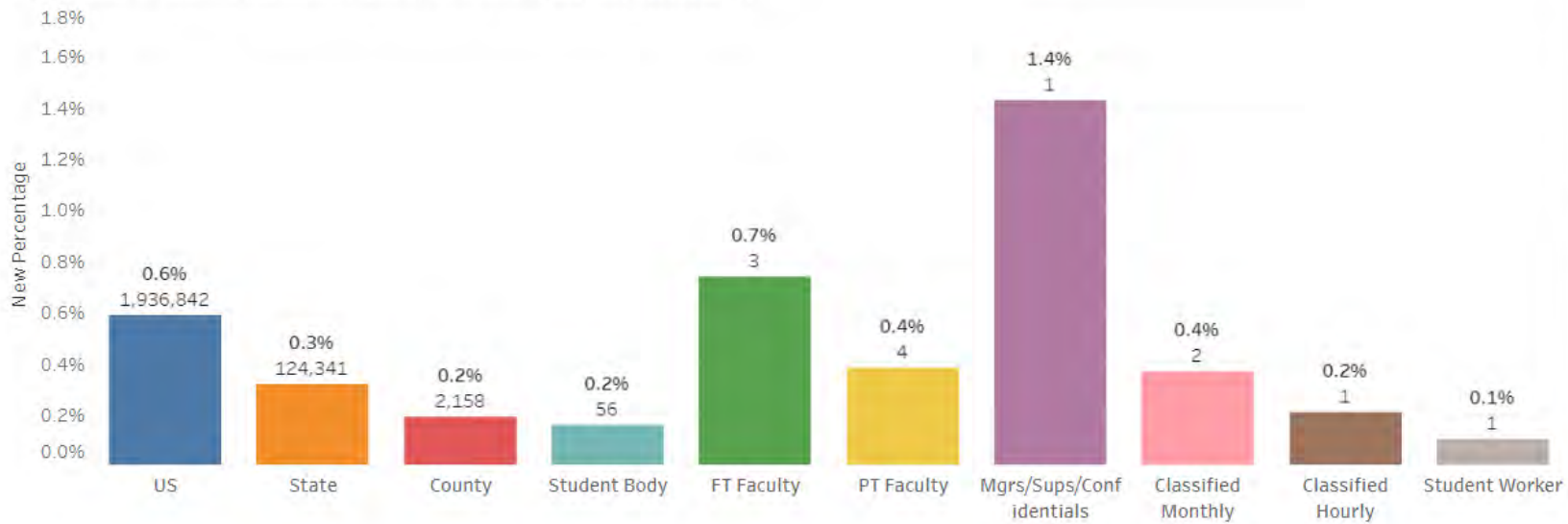
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

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

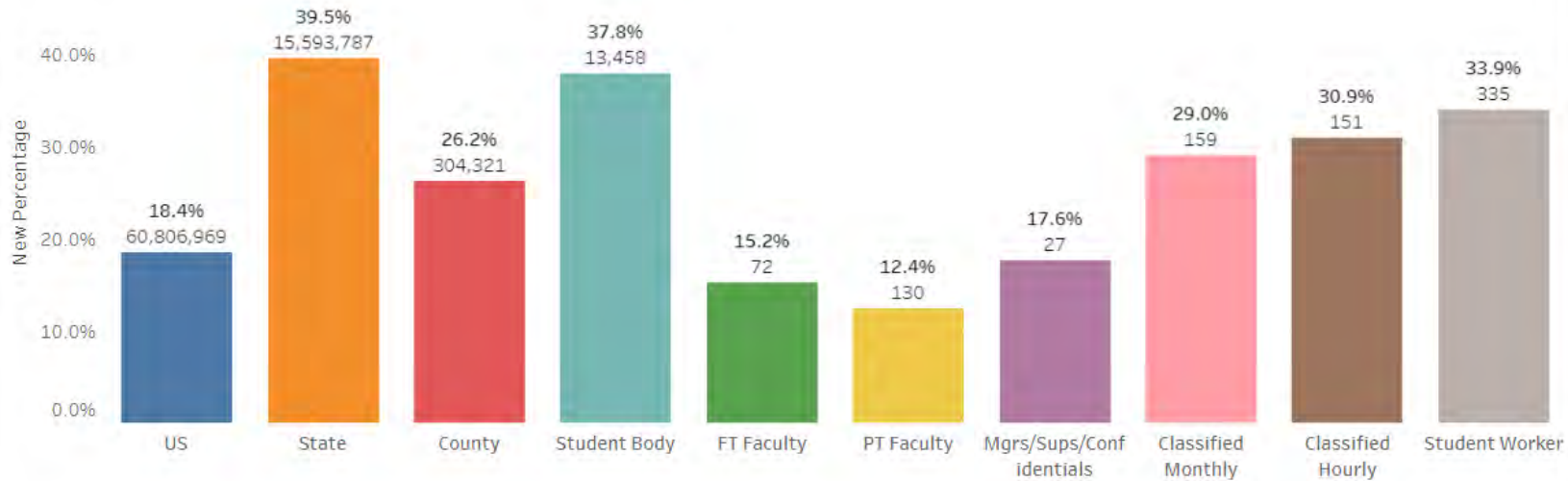
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

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/Sups/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

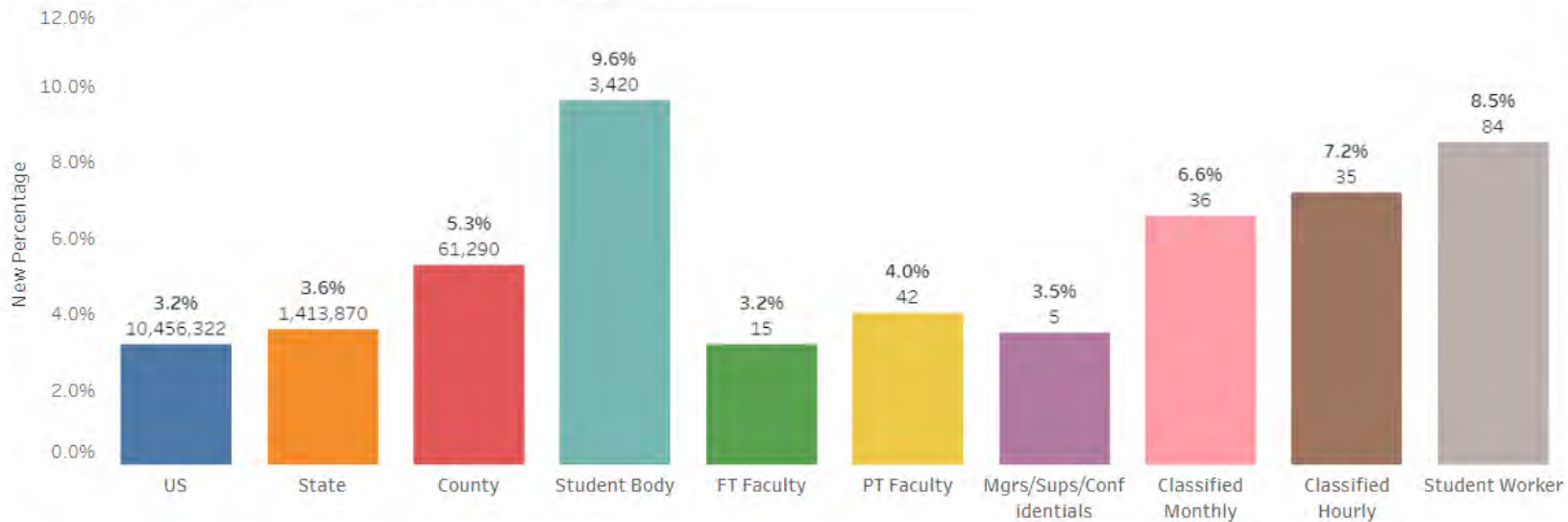
White

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/cuirckf> 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

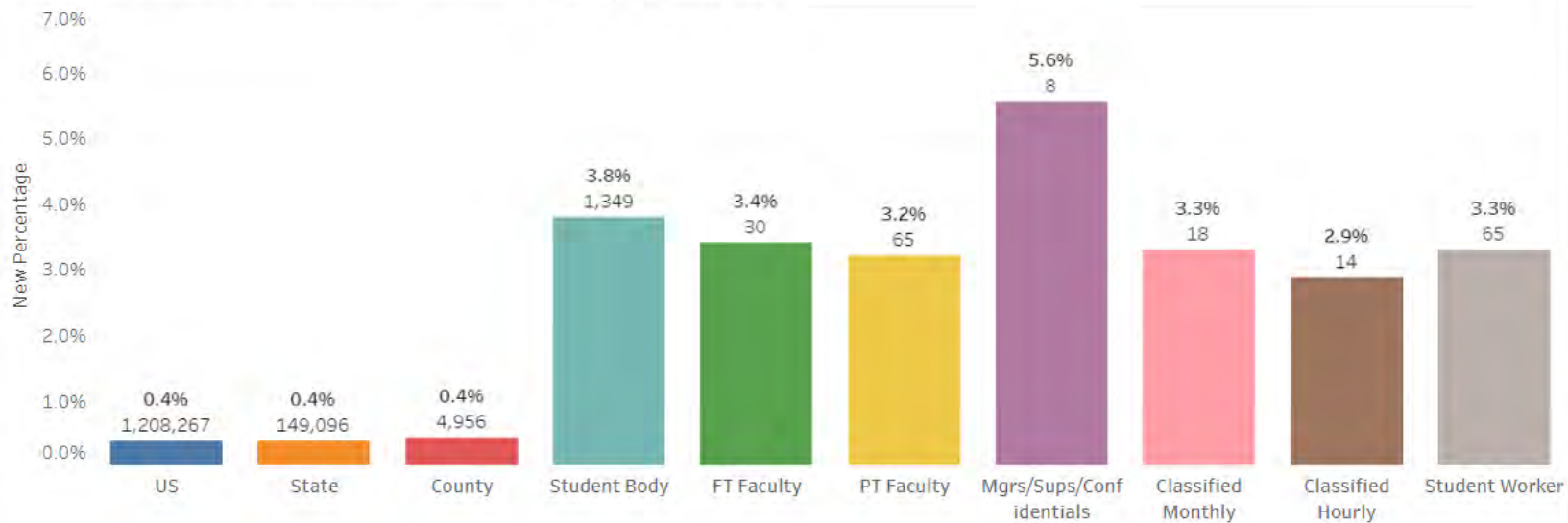
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

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	989	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/Sups/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

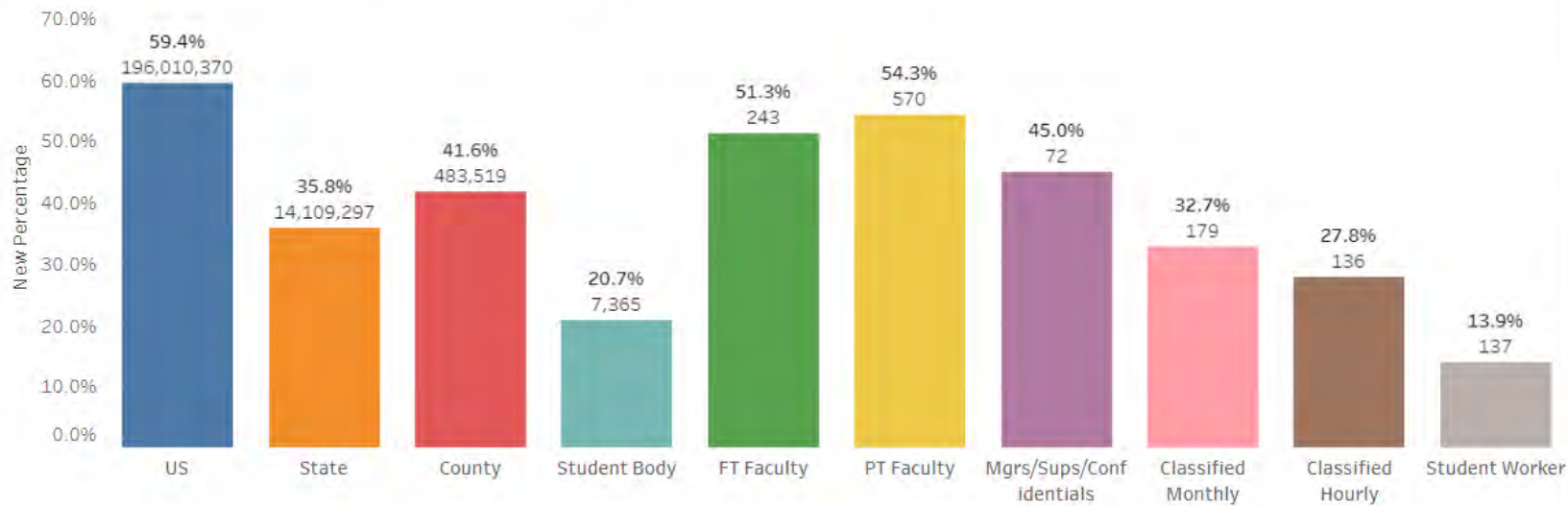
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

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.

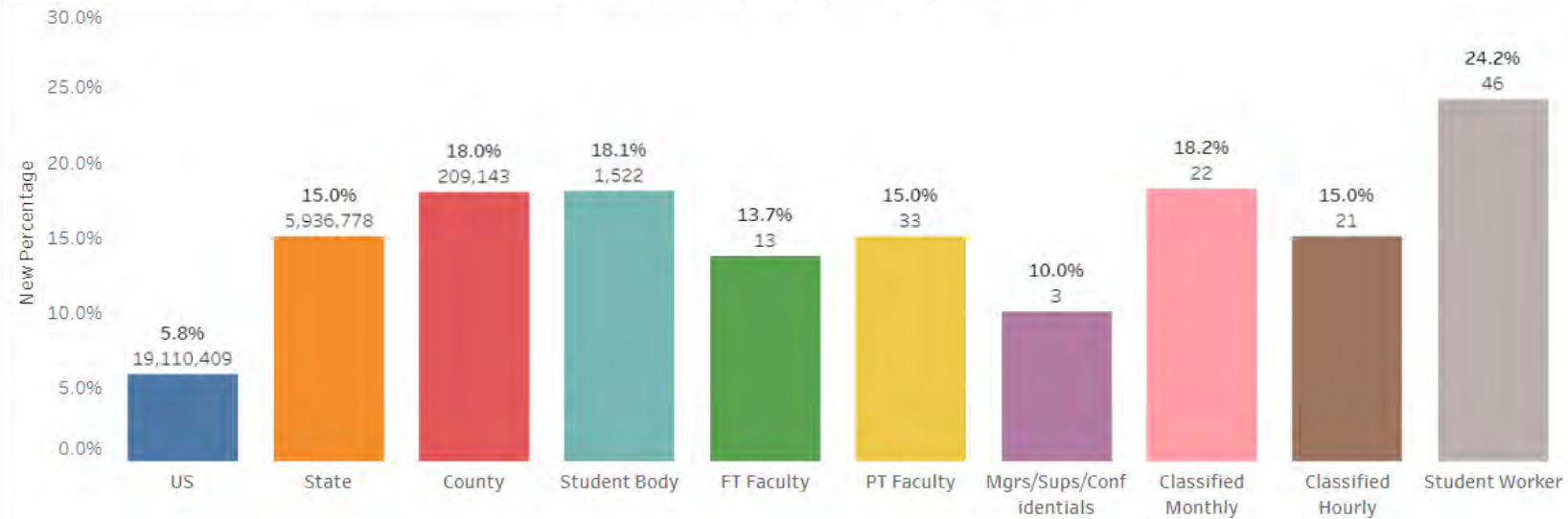
Due to the limitations of the comparison data set, only single-select filter options are available.

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 - AAPI_Asian/Filipino/Pacific Islander



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

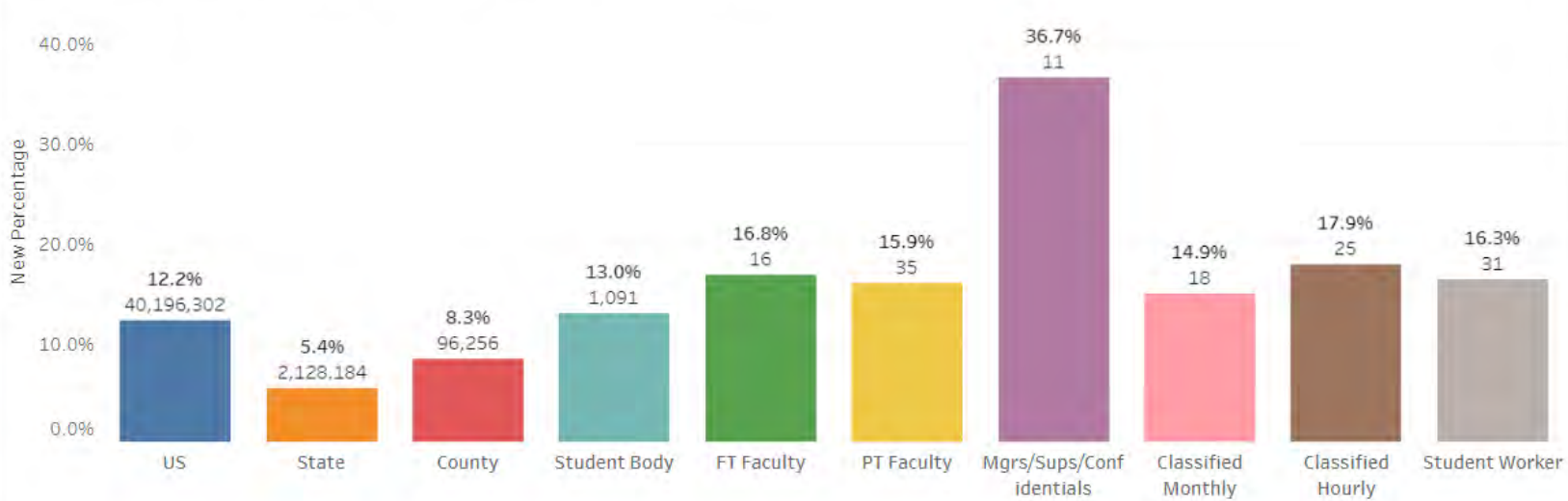
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

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	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	1,522	8,423	18.1%
Student Worker	46	190	24.2%
PT Faculty	33	220	15.0%
Classified Monthly	22	121	18.2%
Classified Hourly	21	140	15.0%
FT Faculty	13	95	13.7%
Mgrs/Sups/Confidentials	3	30	10.0%

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) ⌵

- AAPL_Asian/Filipino/Paci...
- African American
- American Indian
- Hispanic
- Multi-Race
- Other/Undeclared
- White

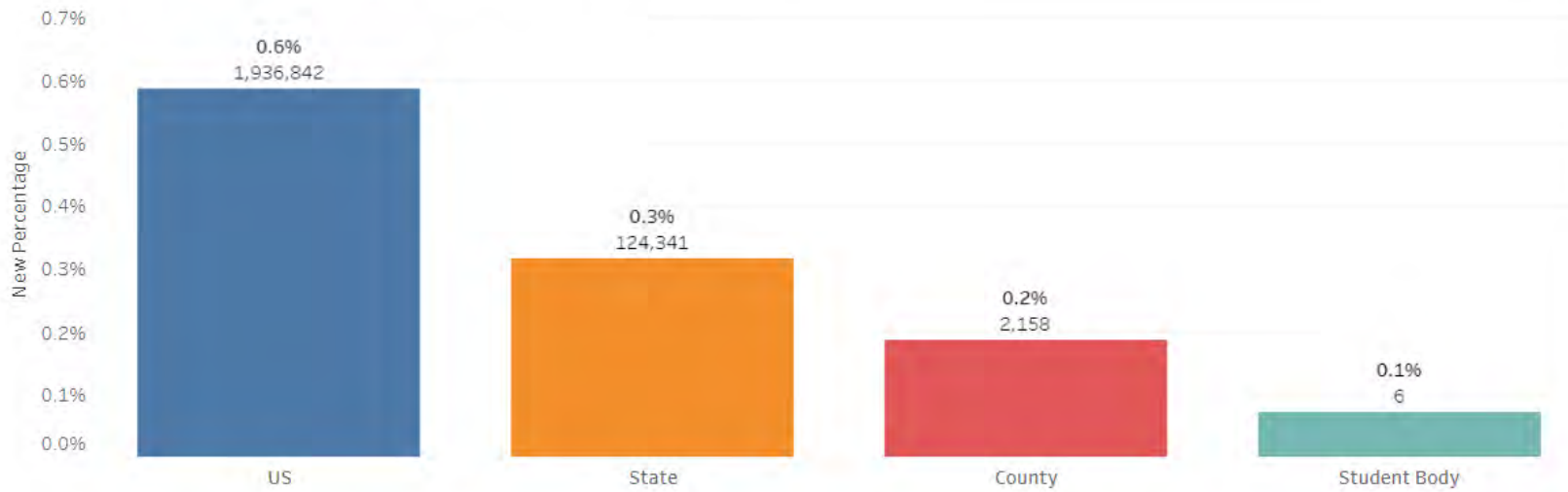
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

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	95	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

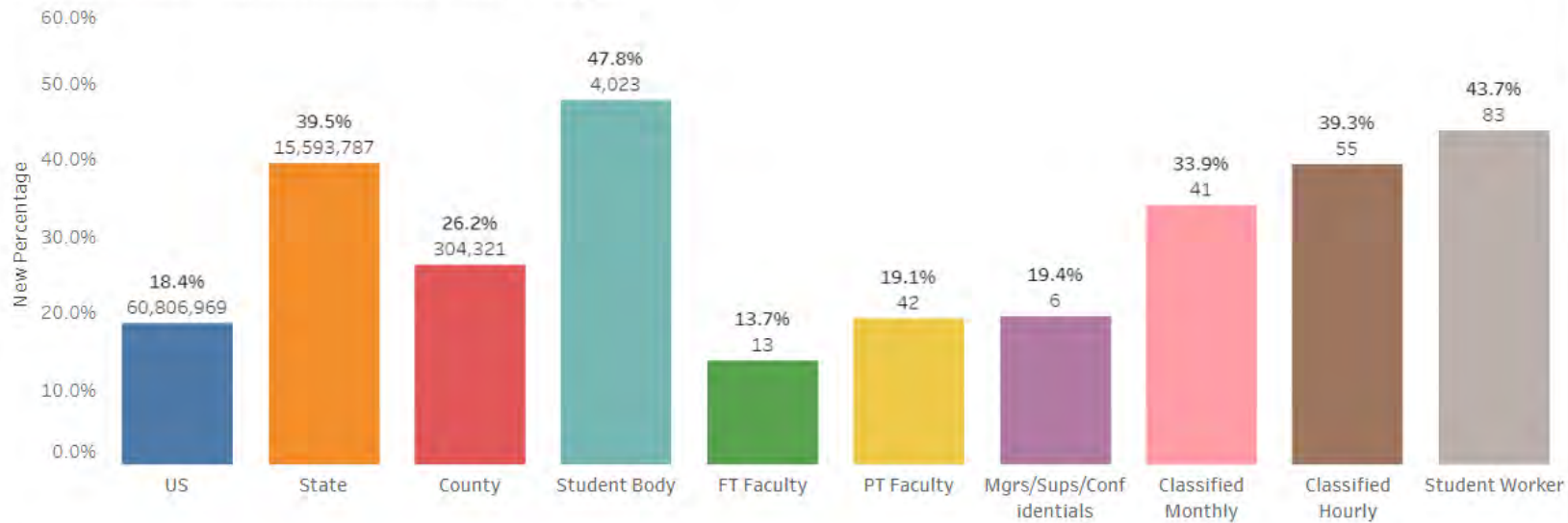
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

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

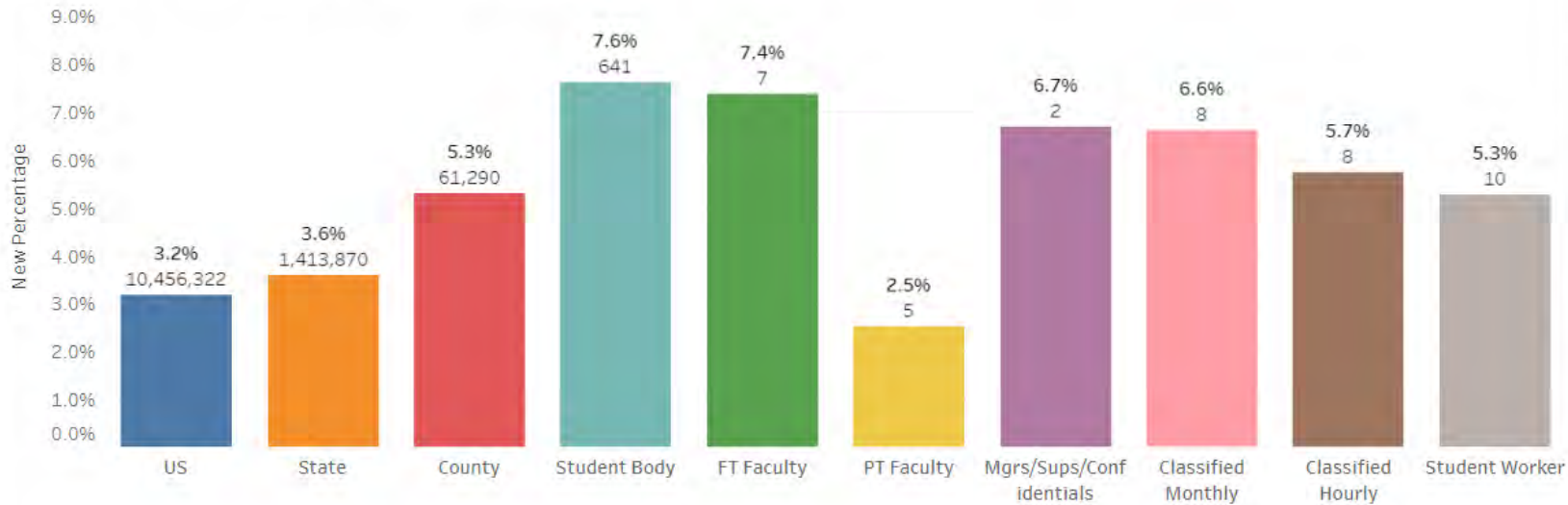
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

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/Sups/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

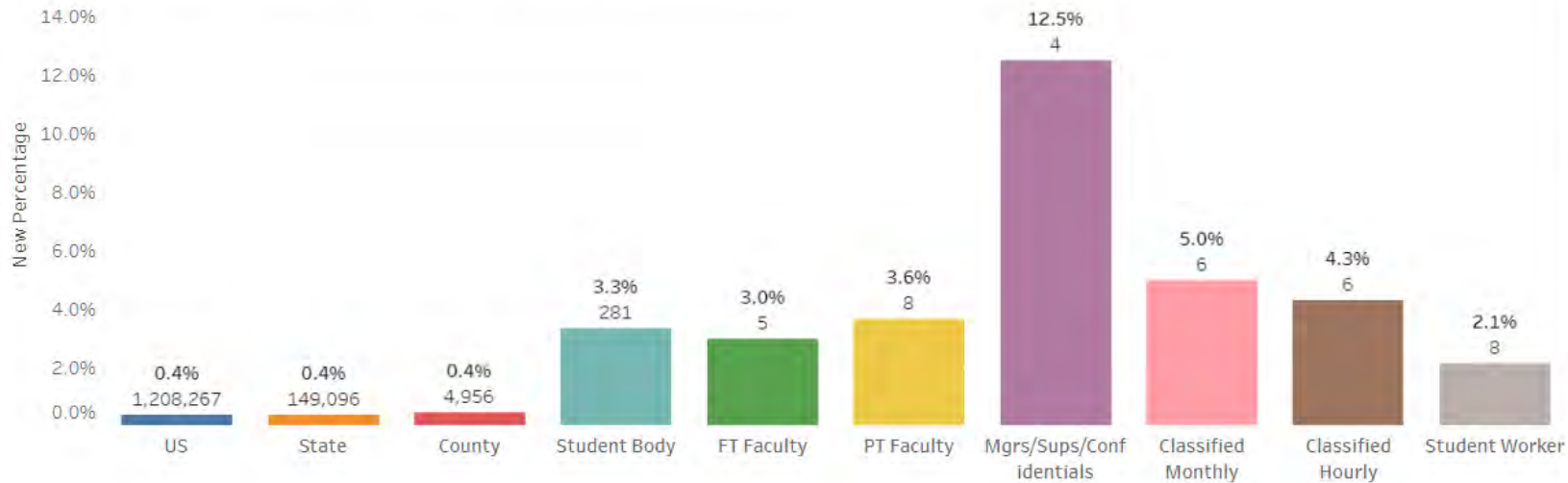
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

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/quicktables/> 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/Sups/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

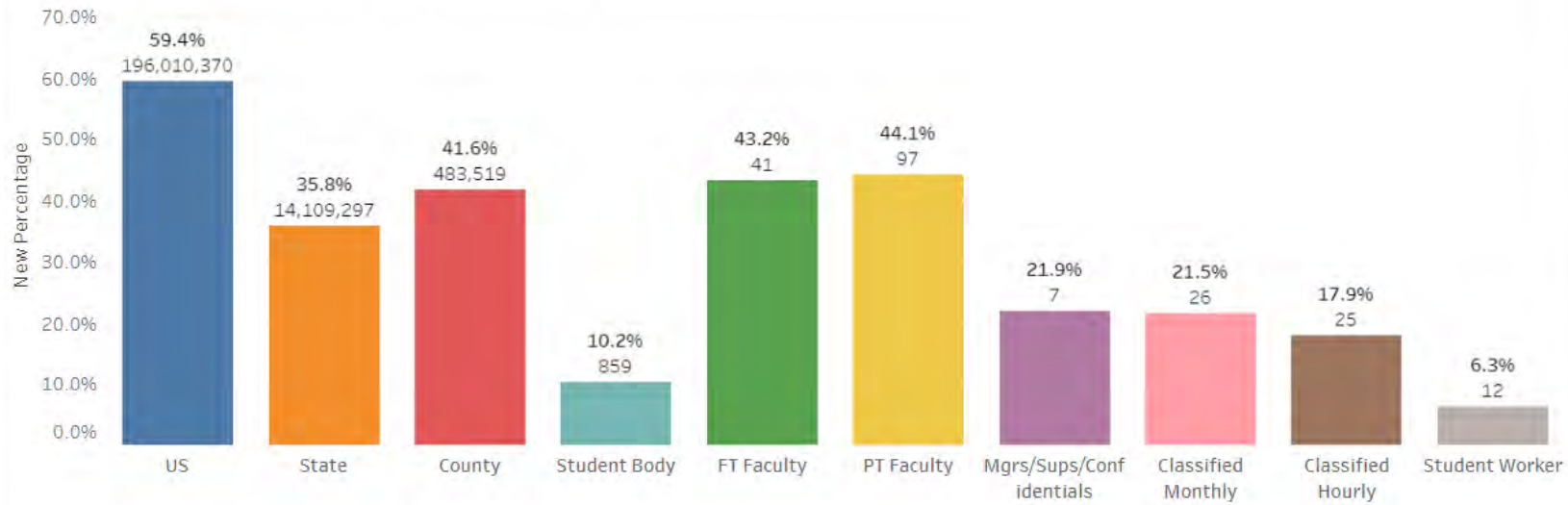
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

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/quick> 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/Sups/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) ▾

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

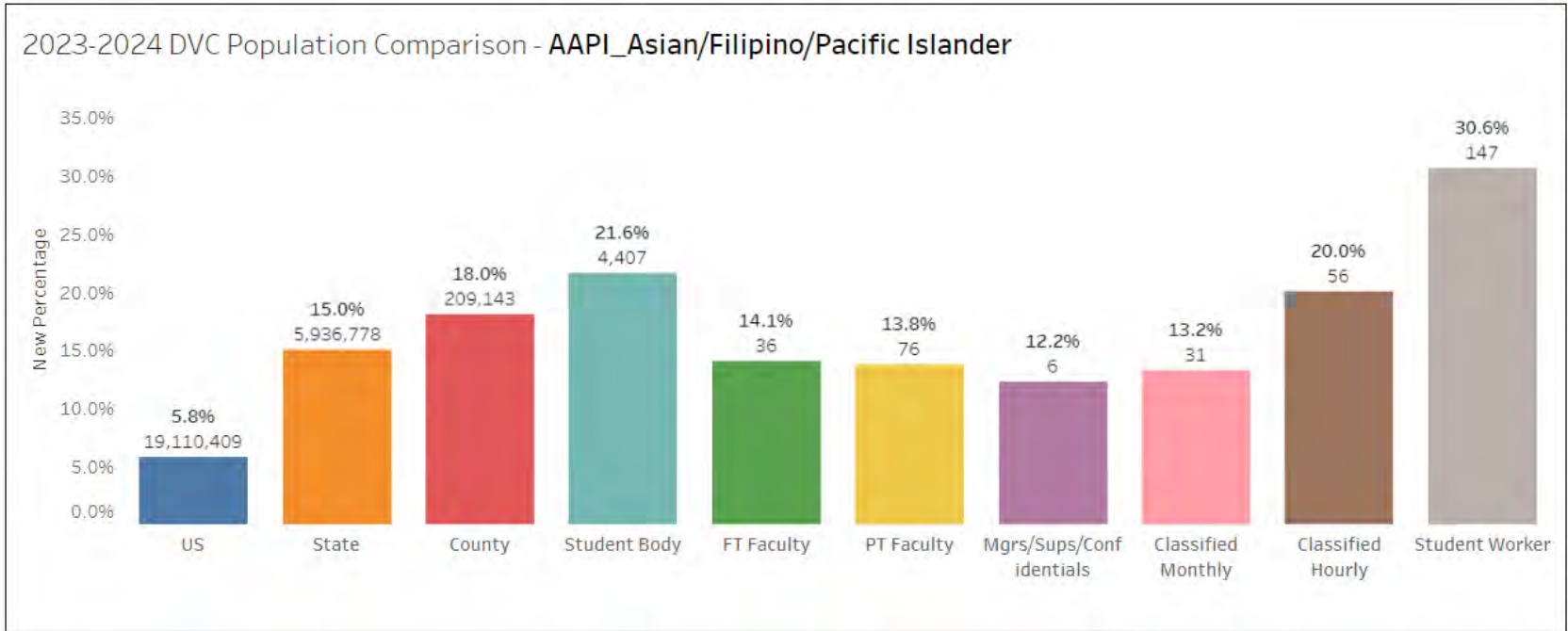
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

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	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



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

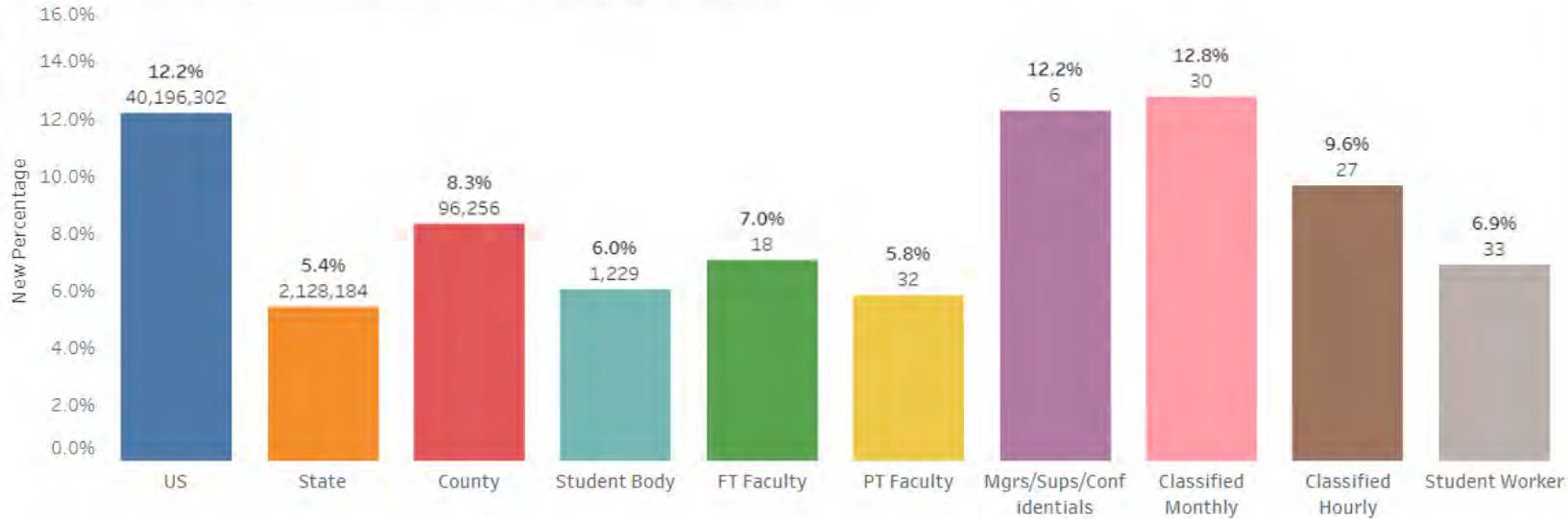
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

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.

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/Sups/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)

- AAPL_Asian/Filipino/Paci...
- African American
- American Indian
- Hispanic
- Multi-Race
- Other/Undeclared
- White

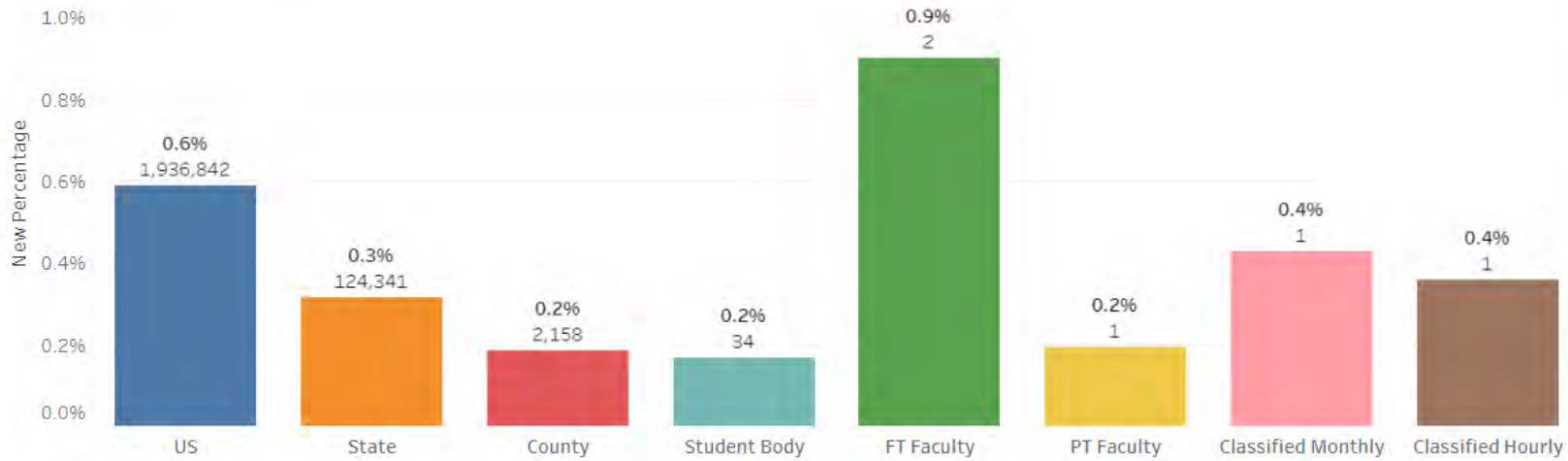
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

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

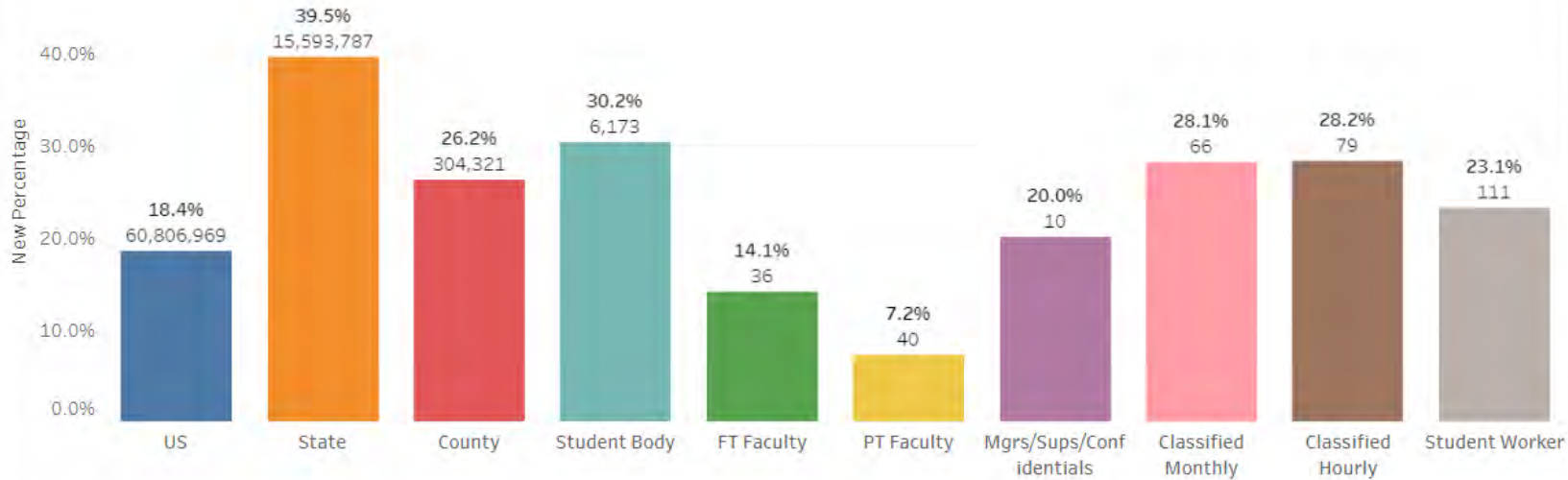
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

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/quickfacts/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

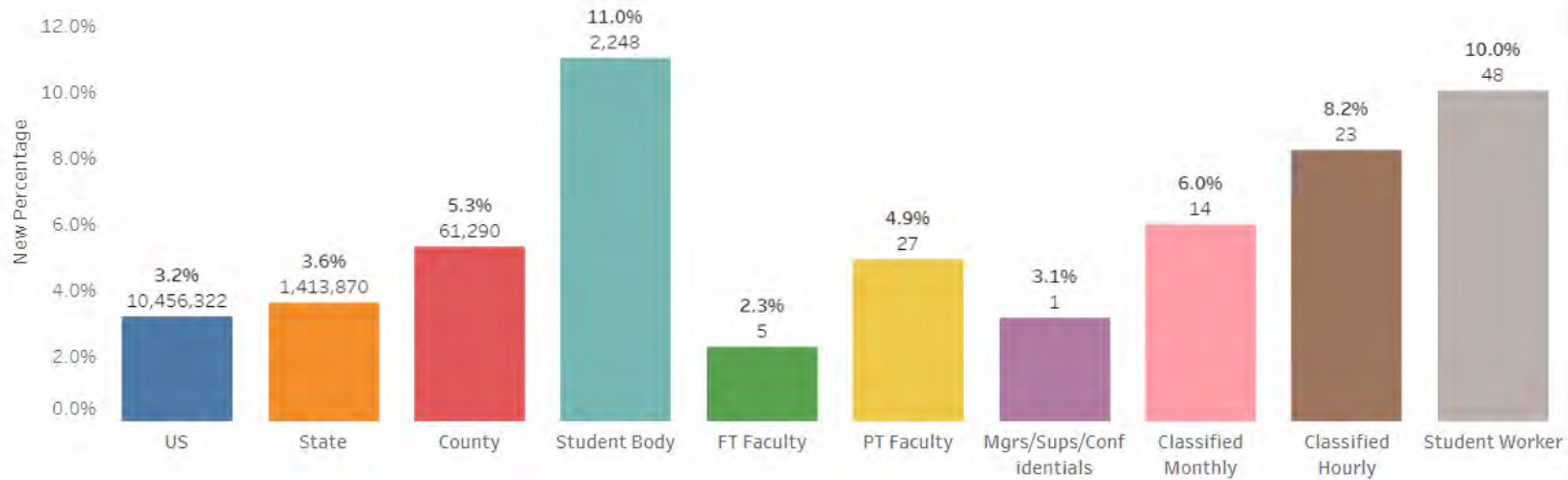
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

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	39,465,353	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/Sups/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)

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

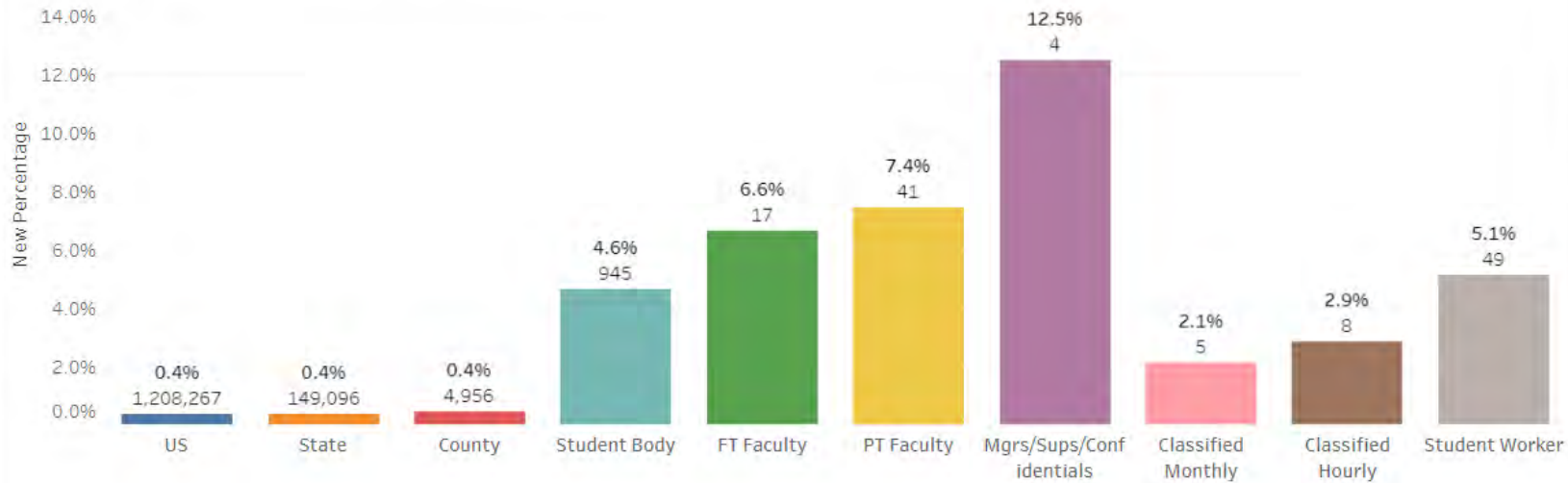
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

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	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/Sups/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)

- AAPL/Asian/Filipino/Paci...
- African American
- American Indian
- Hispanic
- Multi-Race
- Other/Undeclared
- White

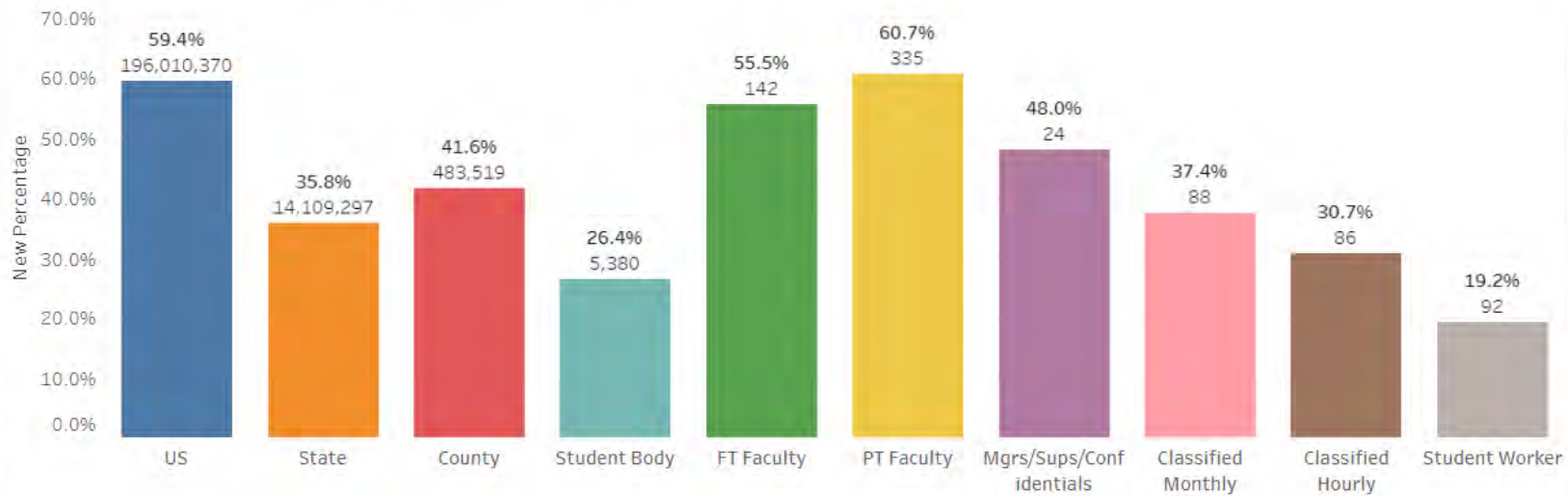
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

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.

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	950	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

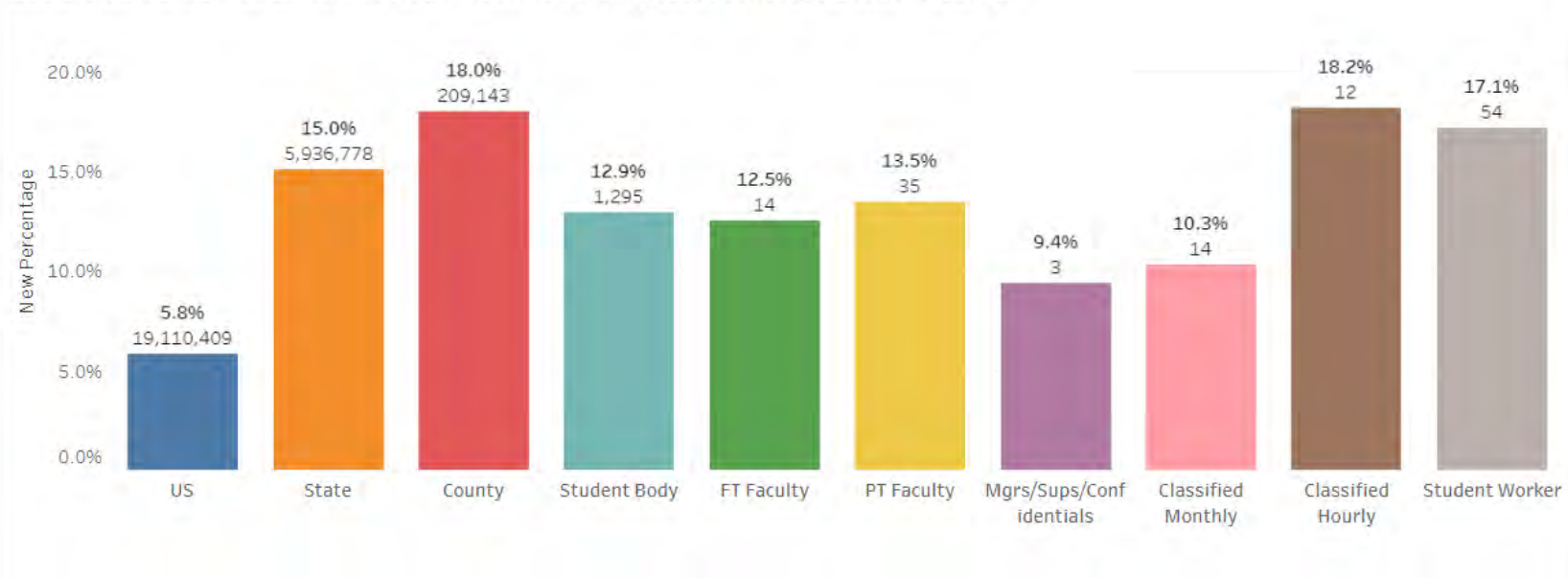
Due to the limitations of the comparison data set, only single-select filter options are available.

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 - AAPI_Asian/Filipino/Pacific Islander



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

- Location
- 4CD
 - CCC
 - DST
 - DVC
 - LMC
- Race-Ethnicity (group)
- AAPI_Asian/Filipino/Pac...
 - African American
 - American Indian
 - Hispanic
 - Multi-Race
 - Other/Undeclared
 - White

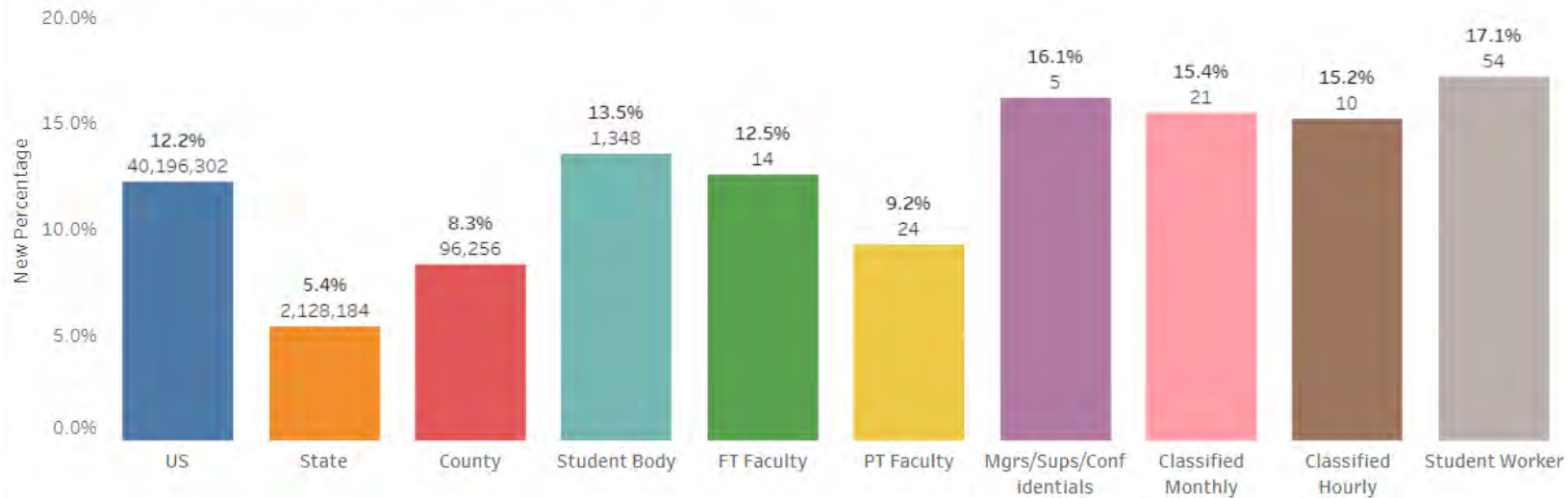
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

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	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	1,295	10,003	12.9%
Student Worker	54	315	17.1%
PT Faculty	35	260	13.5%
FT Faculty	14	112	12.5%
Classified Monthly	14	136	10.3%
Classified Hourly	12	66	18.2%
Mgrs/Sups/Confidentials	3	32	9.4%

2023-2024 LMC Population Comparison - African American



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

Location

- 4CD
- CCC
- DST
- DVC
- UMC

Race-Ethnicity (group) ⌵

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

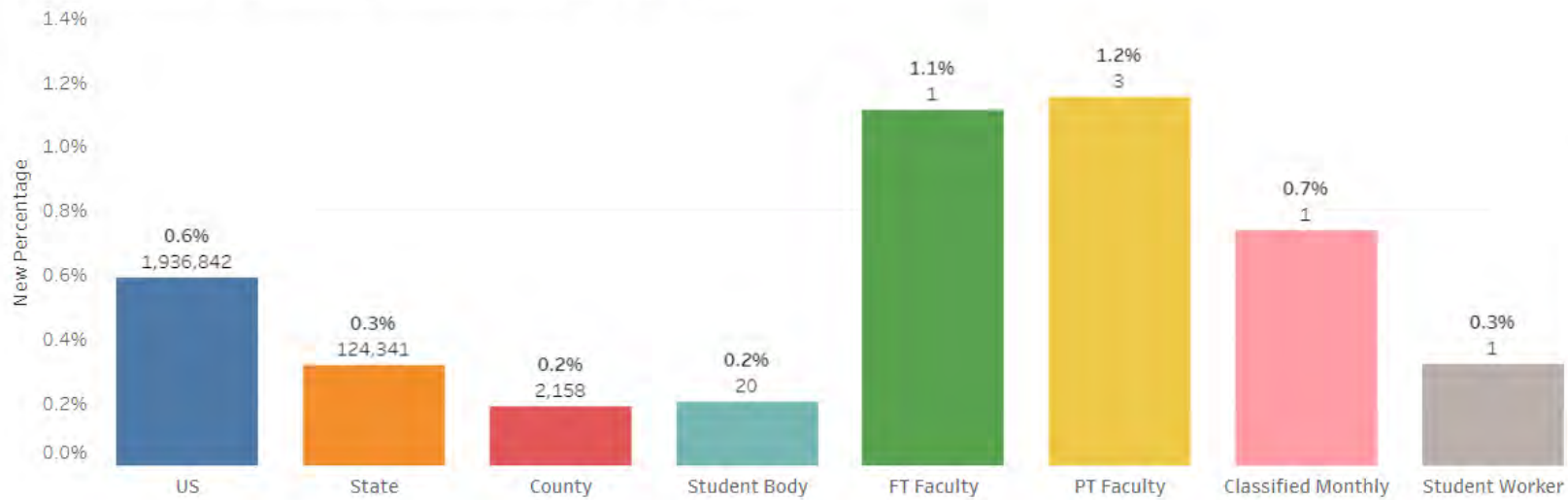
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

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/rurict> 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	1,348	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/Filipino/Paci...
- African American
- American Indian
- Hispanic
- Multi-Race
- Other/Undeclared
- White

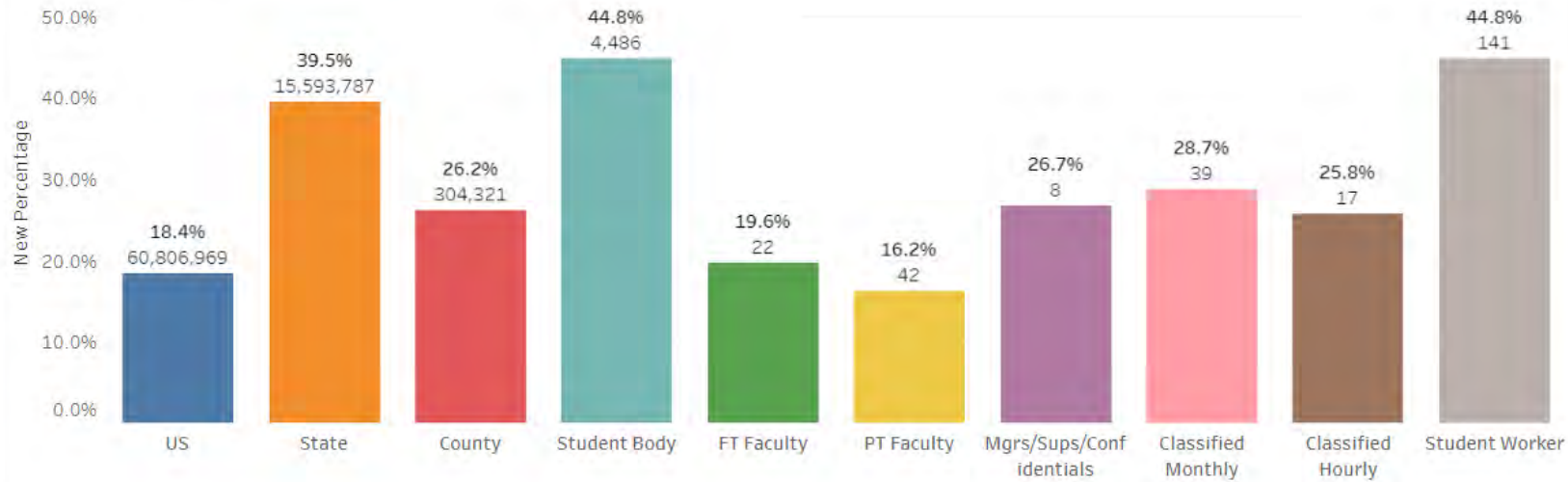
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

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	1,936,842	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

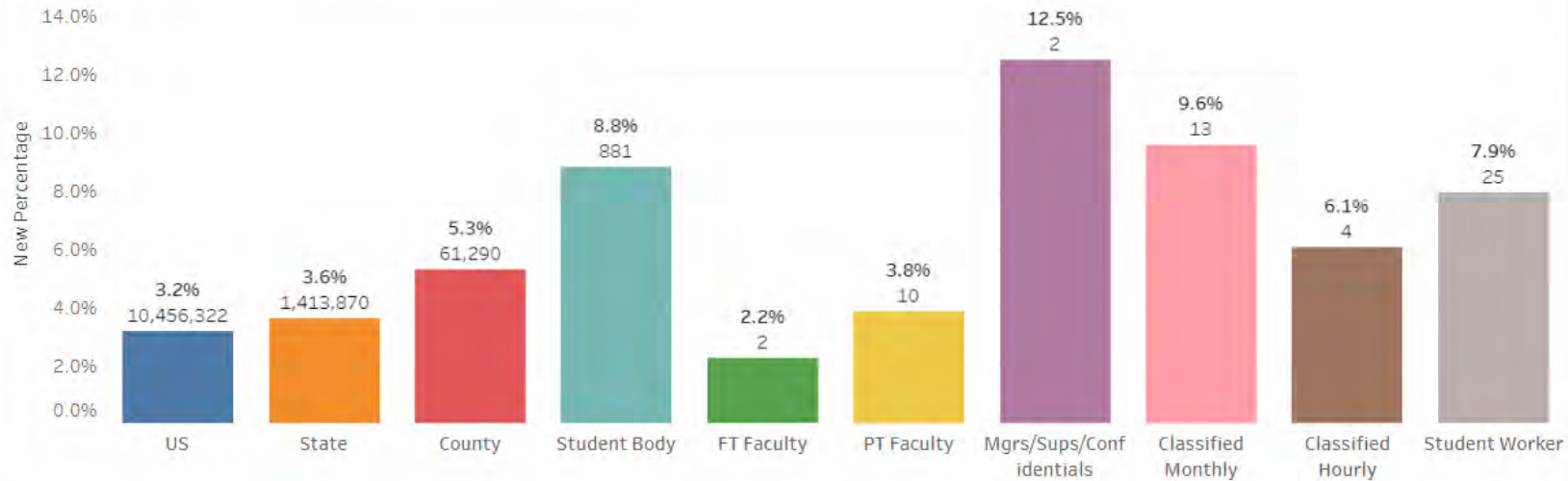
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

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

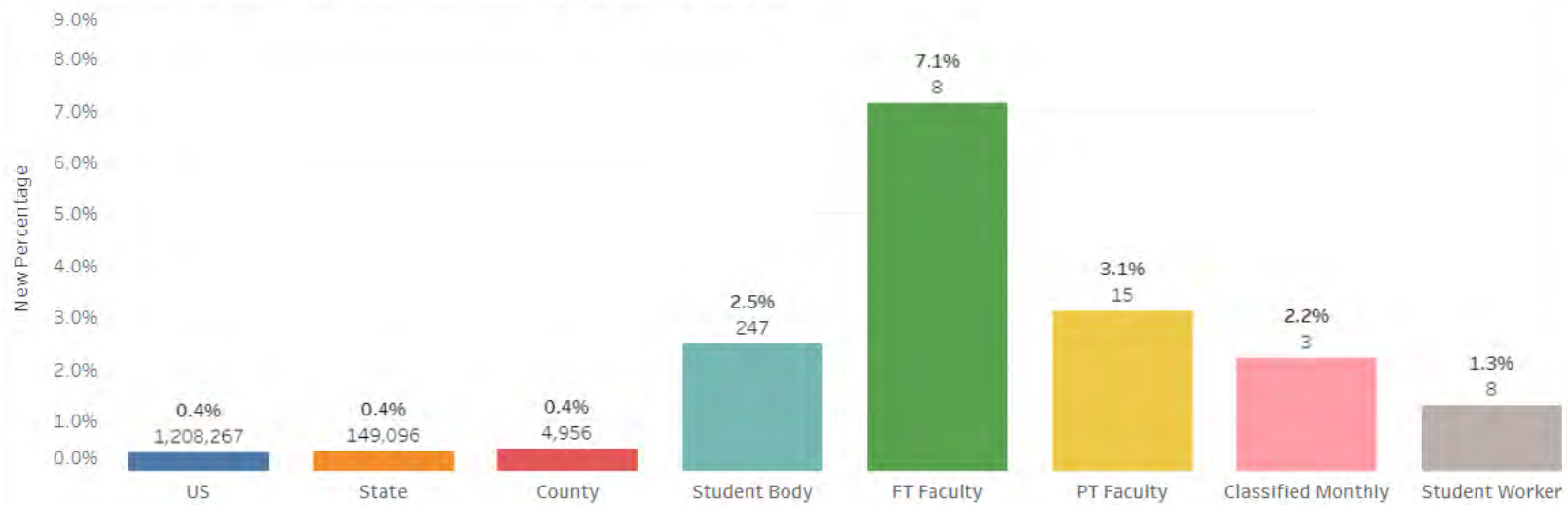
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

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) ^D

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

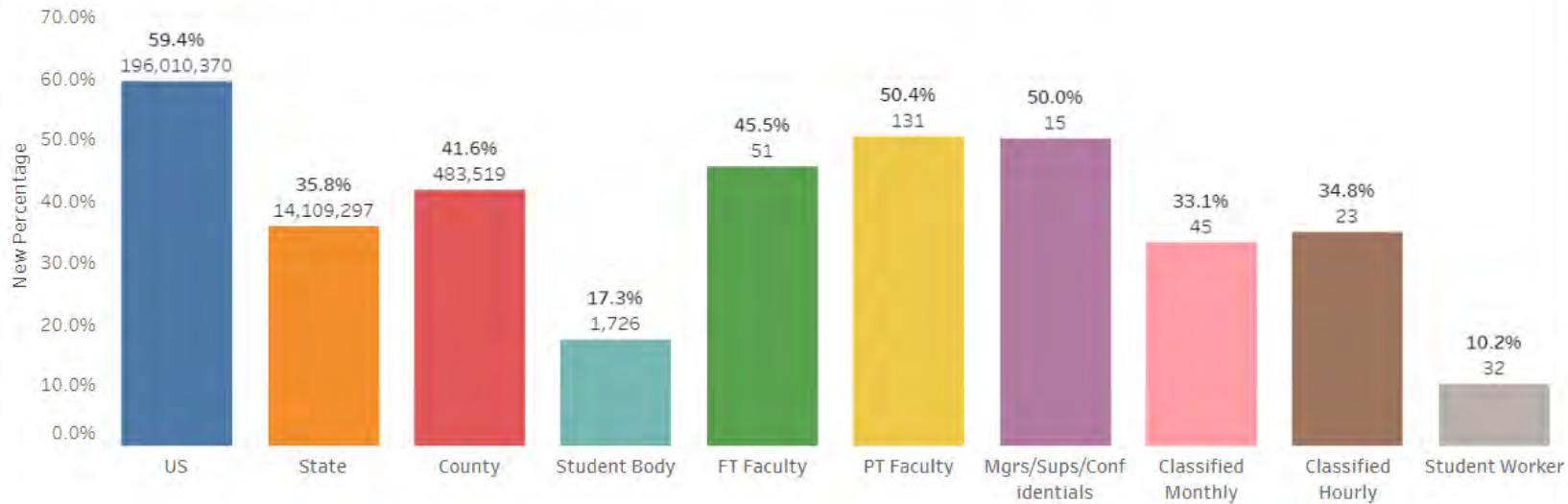
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

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. \neq)	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

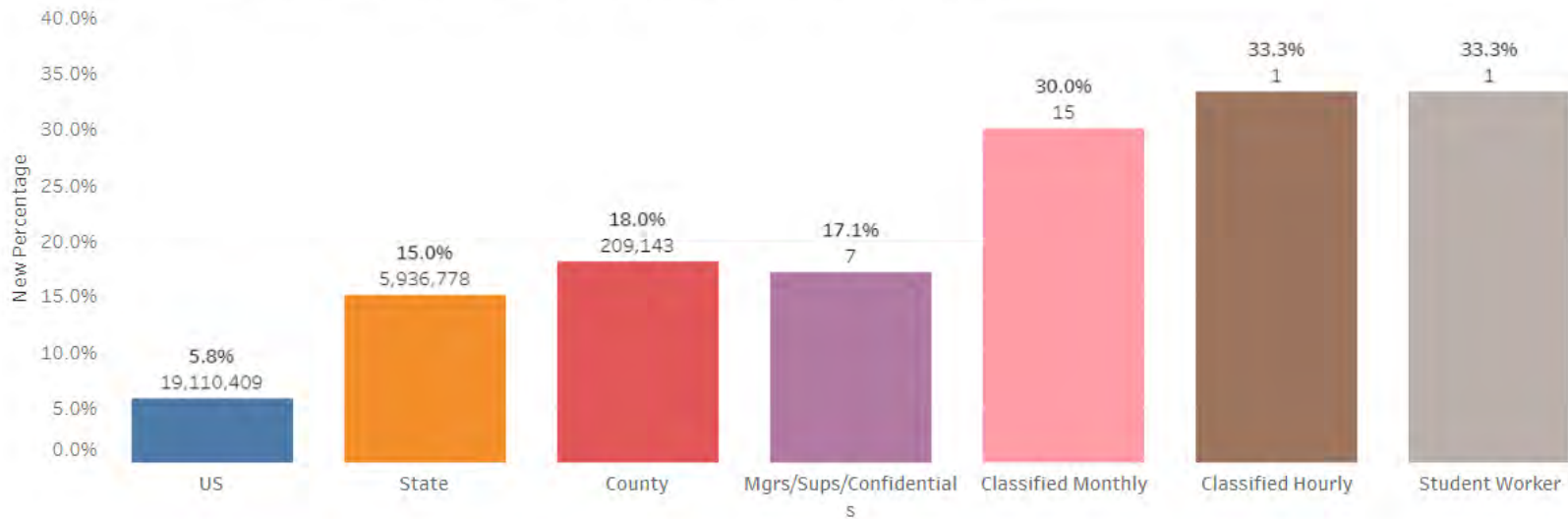
Due to the limitations of the comparison data set, only single-select filter options are available.

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/Sups/Confidentials	15	30	50.0%

District Office Population Comparison

2023-2024 DST Population Comparison - AAPI_Asian/Filipino/Pacific Islander



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

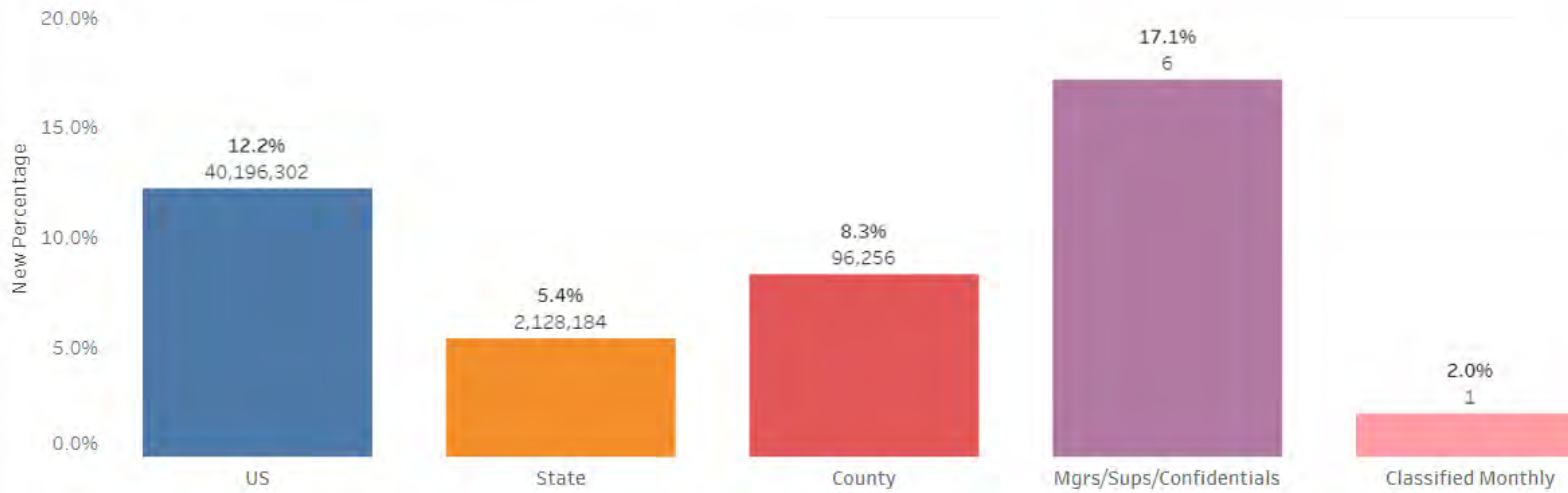
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

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> ACD employee groups from IT Employee Demographics SQL program. Student body from Colleague.

Population (group)	Numerator	Denominator	Percentage
US	19,110,409	329,725,481	5.6%
State	5,936,778	39,455,353	15.0%
County	209,143	1,161,643	18.0%
Classified Monthly	15	50	30.0%
Mgrs/Sups/Confidentials	7	41	17.1%
Student Worker	1	3	33.3%
Classified Hourly	1	3	33.3%

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

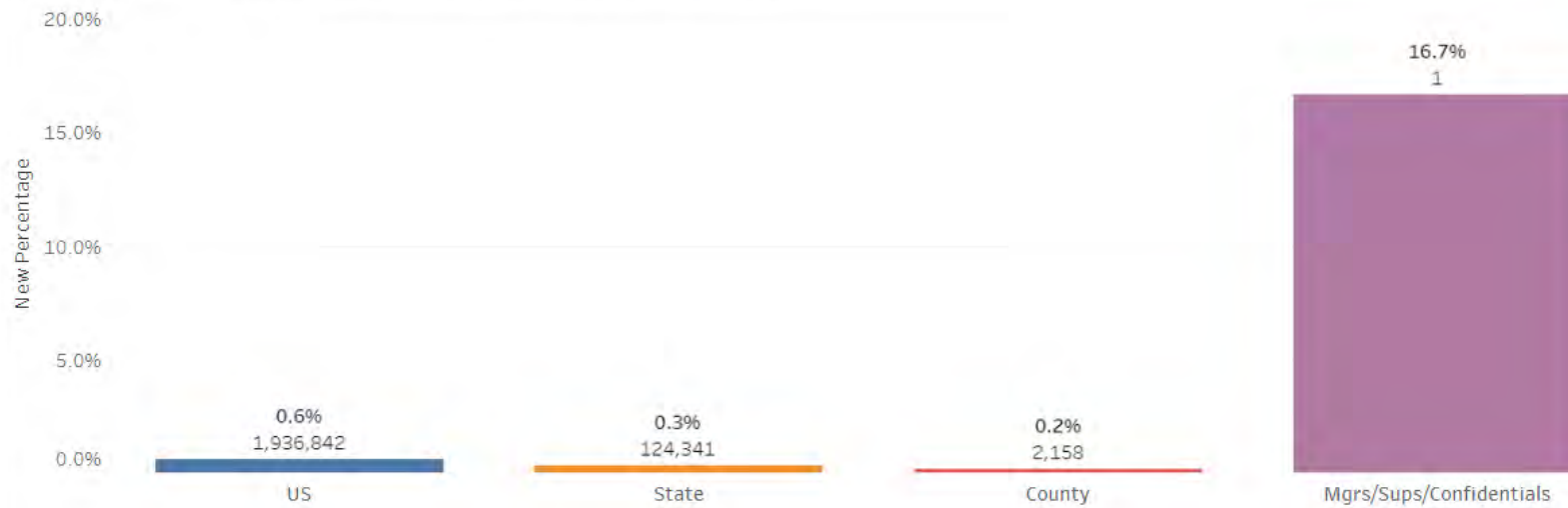
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings.

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/puid/f> 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

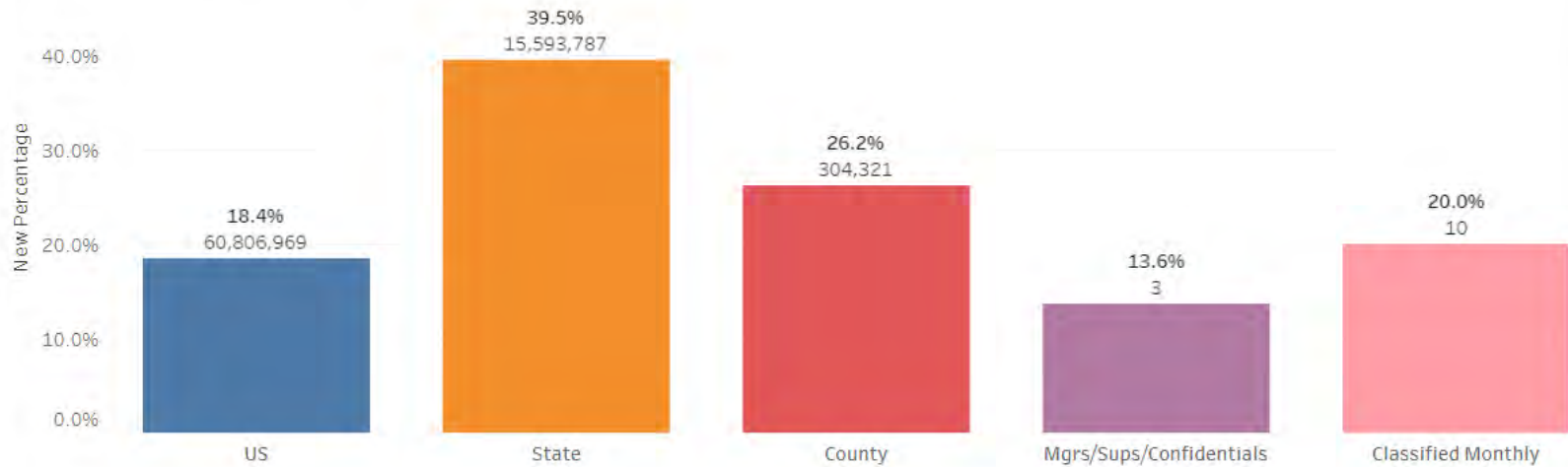
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

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/Sups/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

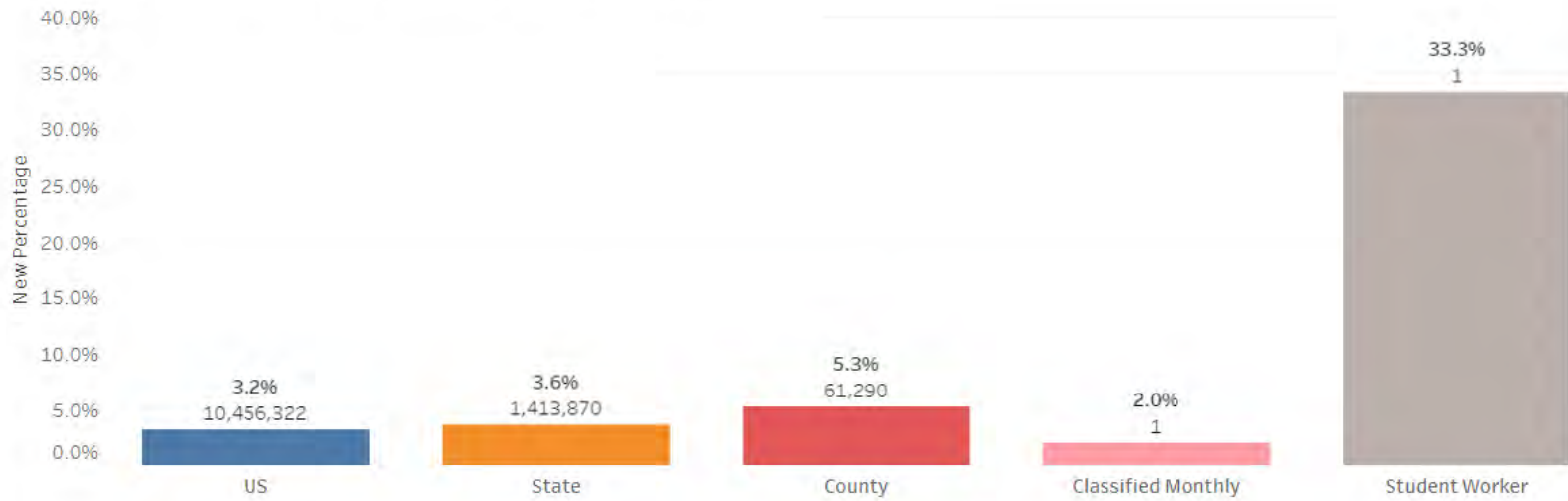
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

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	39,455,353	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

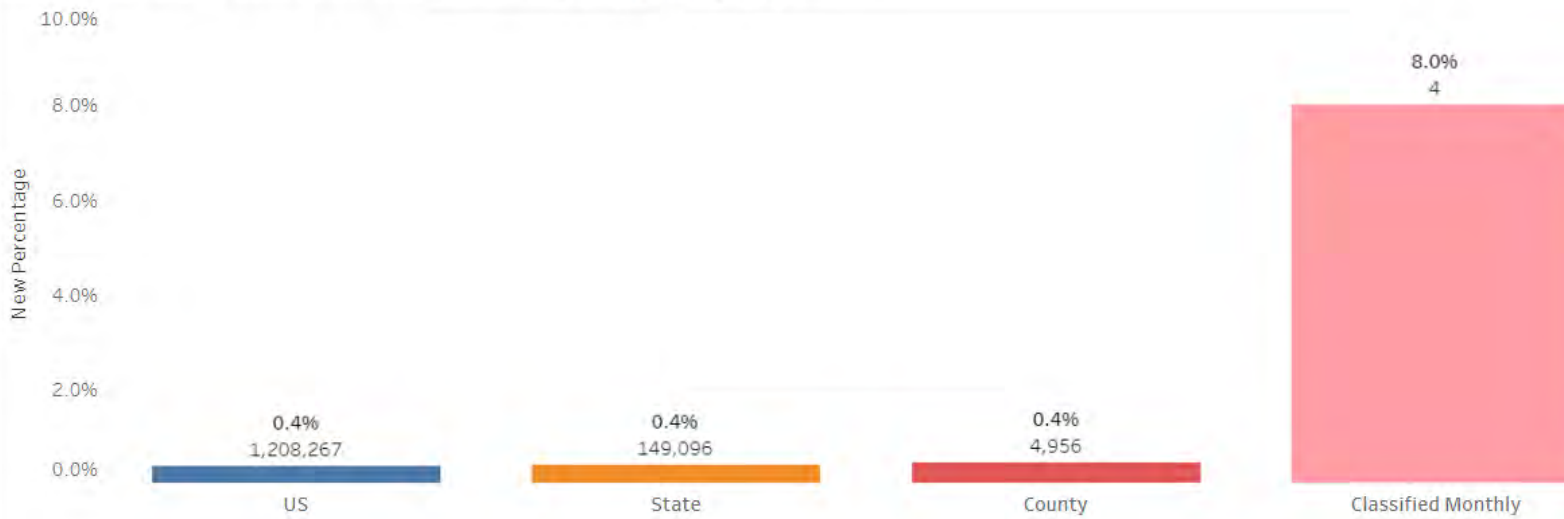
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

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. 7)	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

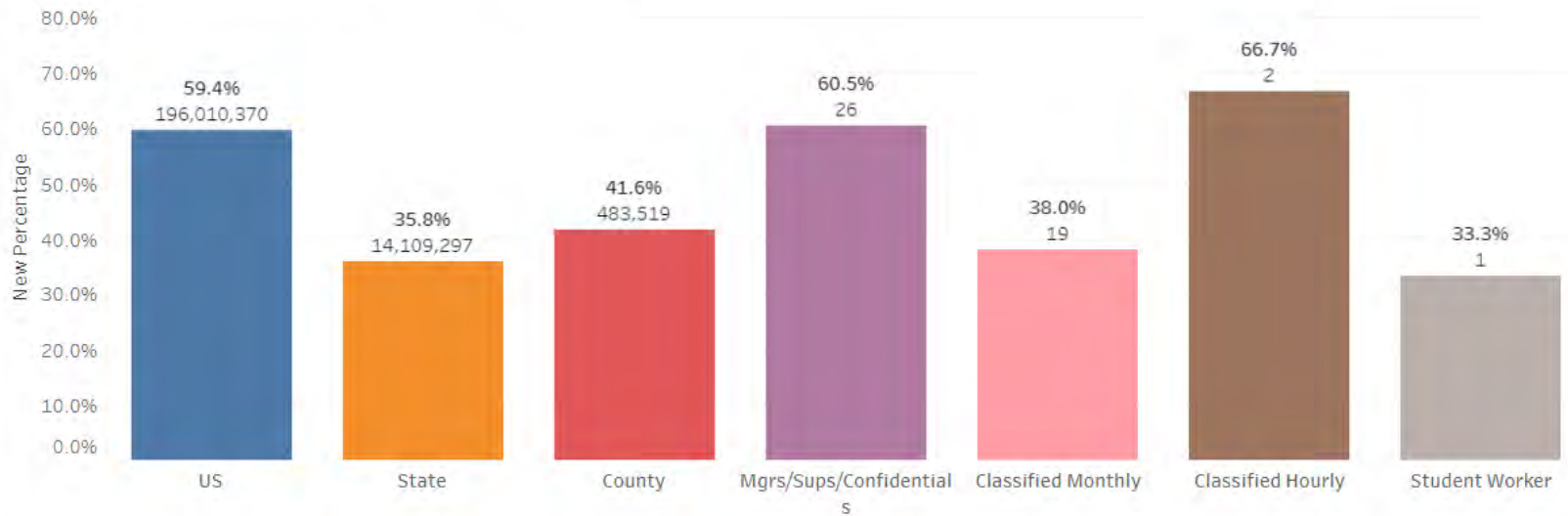
Note: We align our race-ethnicity groups to match the federal data for purposes of creating statistically comparable groupings

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

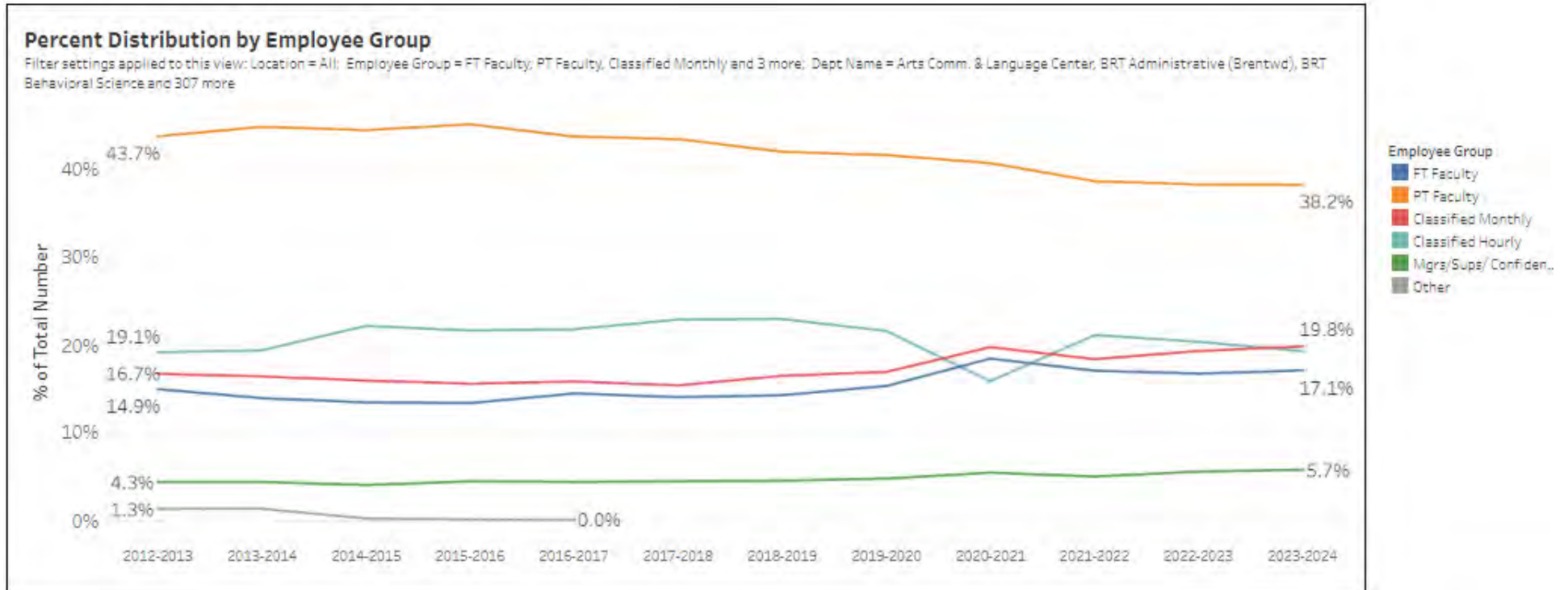
Due to the limitations of the comparison data set, only single-select filter options are available.

Source: US, California and Contra Costa County populations are based on 2020 decennial census: <https://www.census.gov/quickfacts/4CD> employee 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%
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

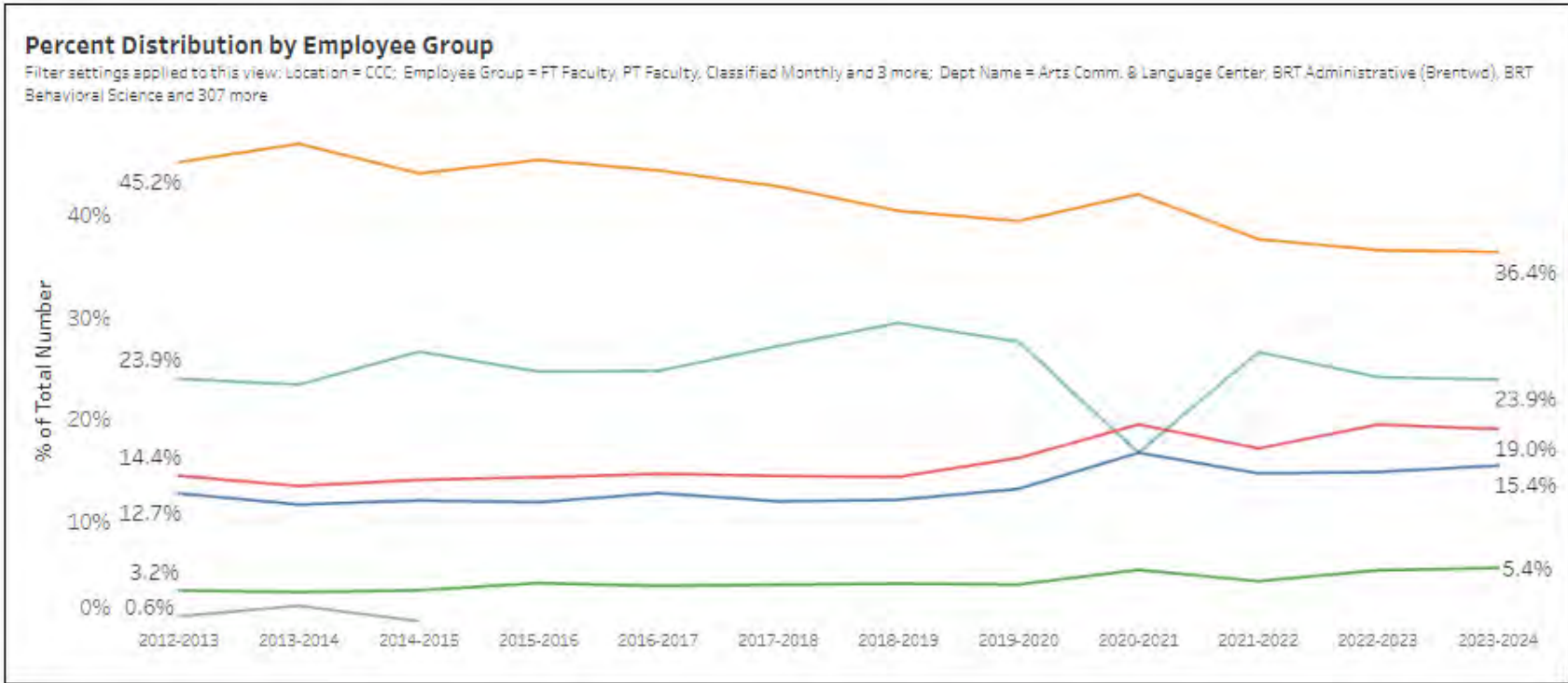
All 4CD Locations



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	475	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	1,376	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

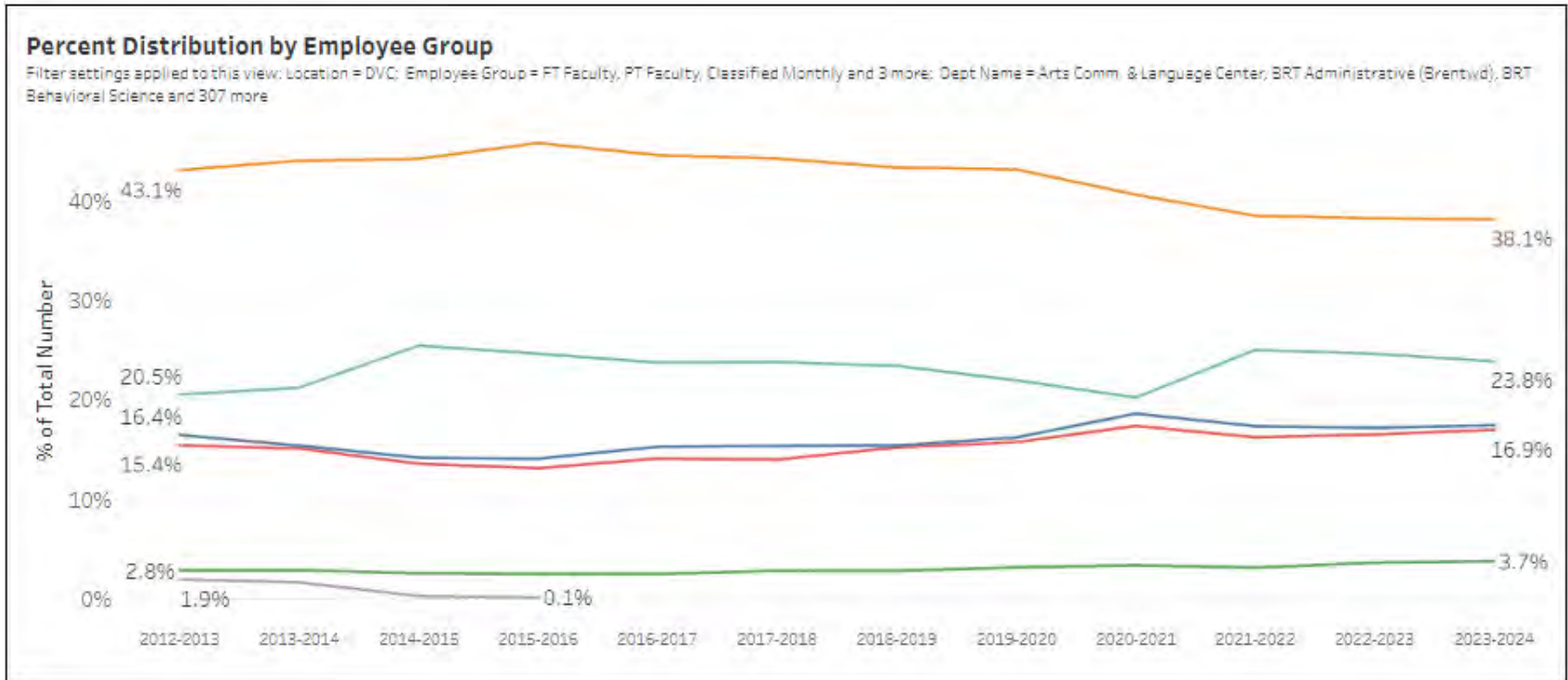


Employees by Group

Location = CCC

Acad Year	FT Faculty	PT Faculty	Classified Monthly	Classified Hourly	Mgrs/Supps/ Confidential	Other	Grand Total
2023-2024	95	224	117	147	33		616
2022-2023	69	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	164	22	1	692
2013-2014	77	312	89	155	20	11	664
2012-2013	60	295	91	151	20	4	631

Diablo Valley College – Pleasant Hill Campus

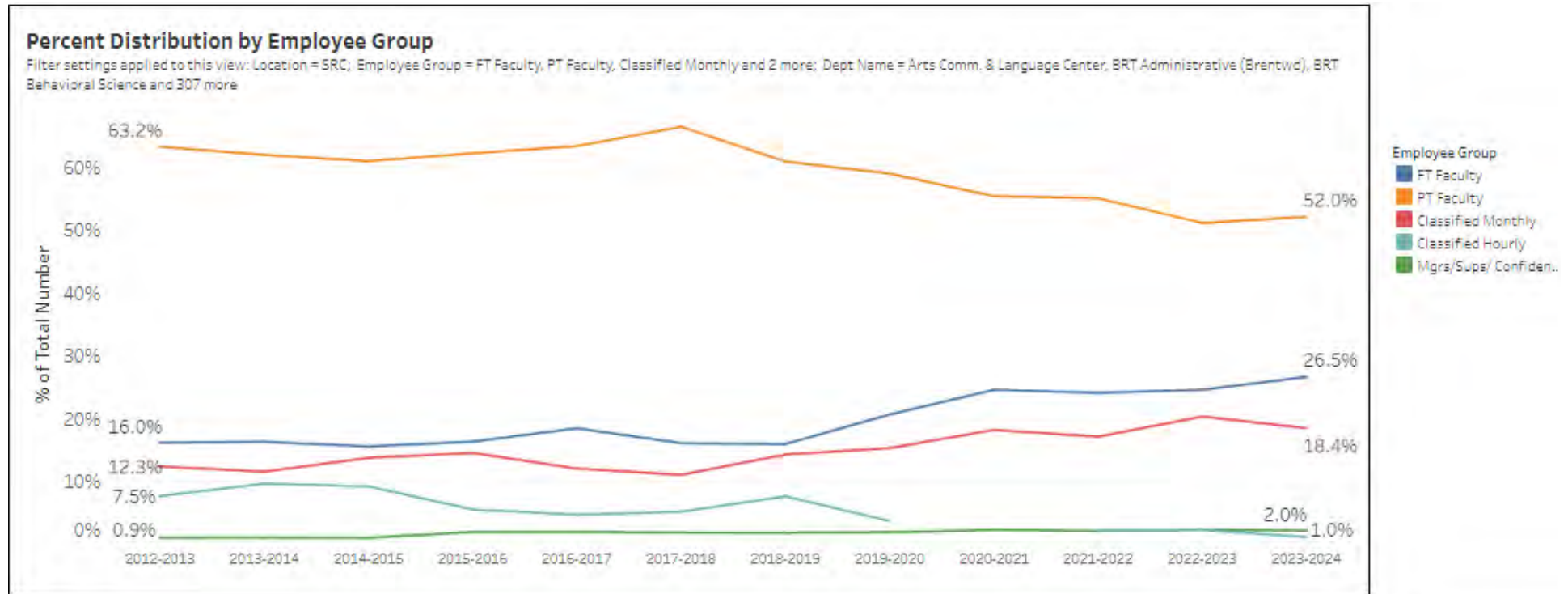


Employees by Group

Location = DVC

Acad Year	FT Faculty	PT Faculty	Classified Monthly	Classified Hourly	Mgrs/Sups/ 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

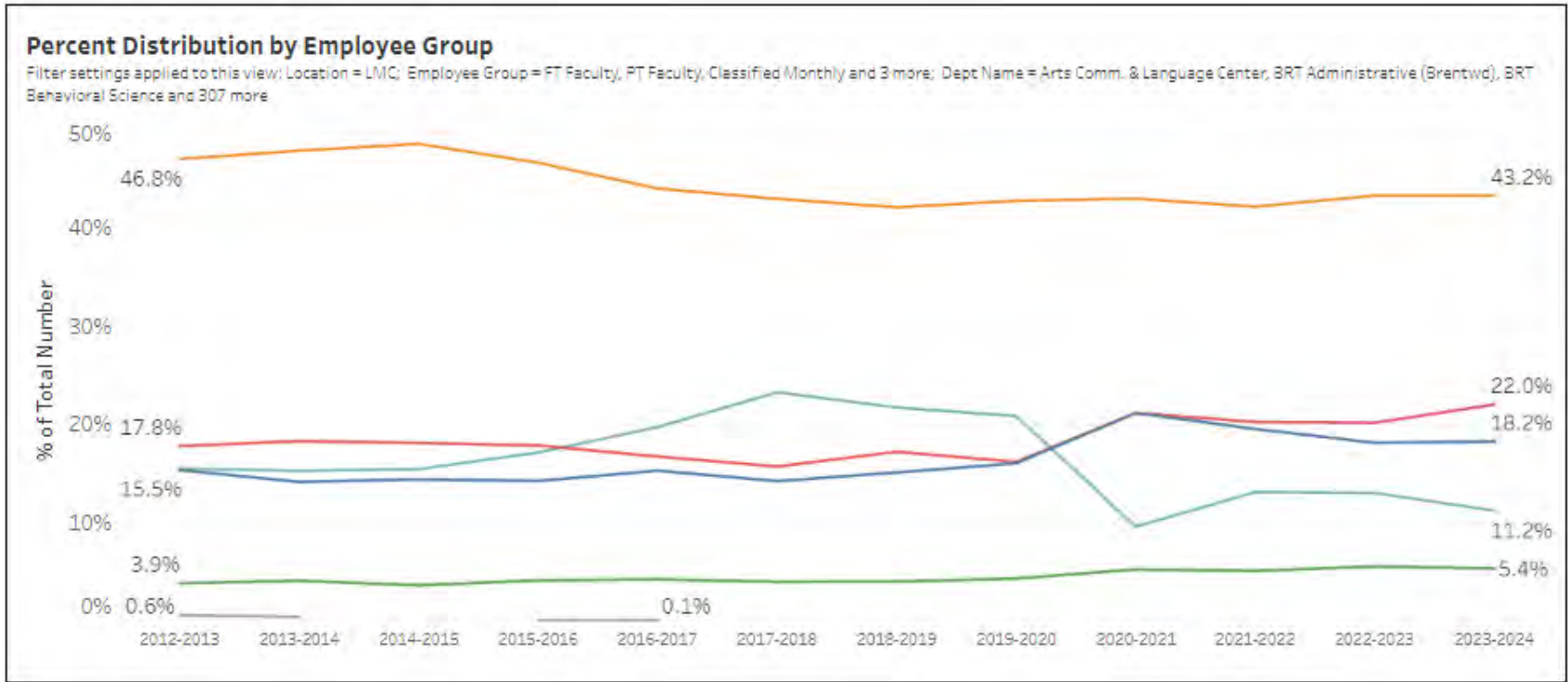


Employees by Group

Location = SRC

Acad Year	FT Faculty	PT Faculty	Classified Monthly	Classified Hourly	Mgrs/Sups/ 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	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

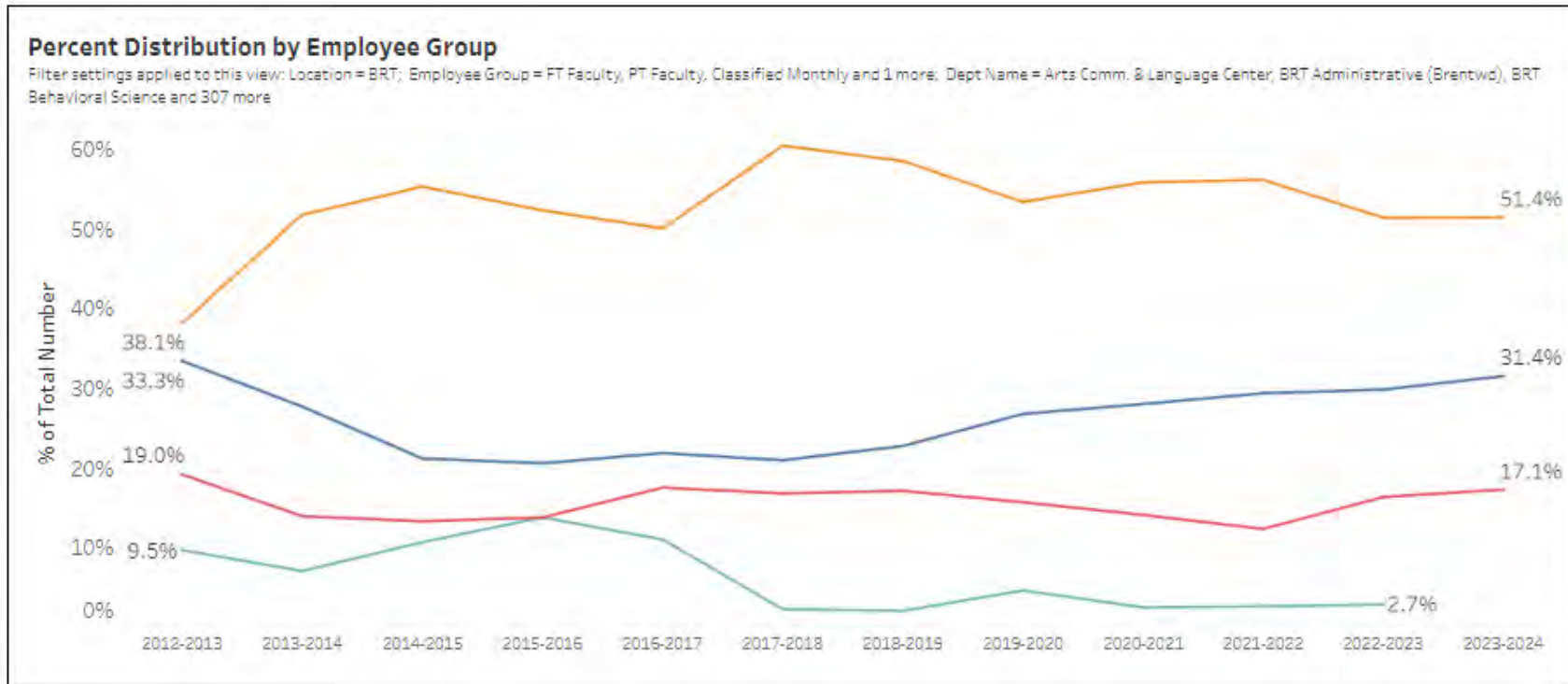


Employees by Group

Location = LMC

Acad Year	FT Faculty	PT Faculty	Classified Monthly	Classified Hourly	Mgrs/Supps/ 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	105	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

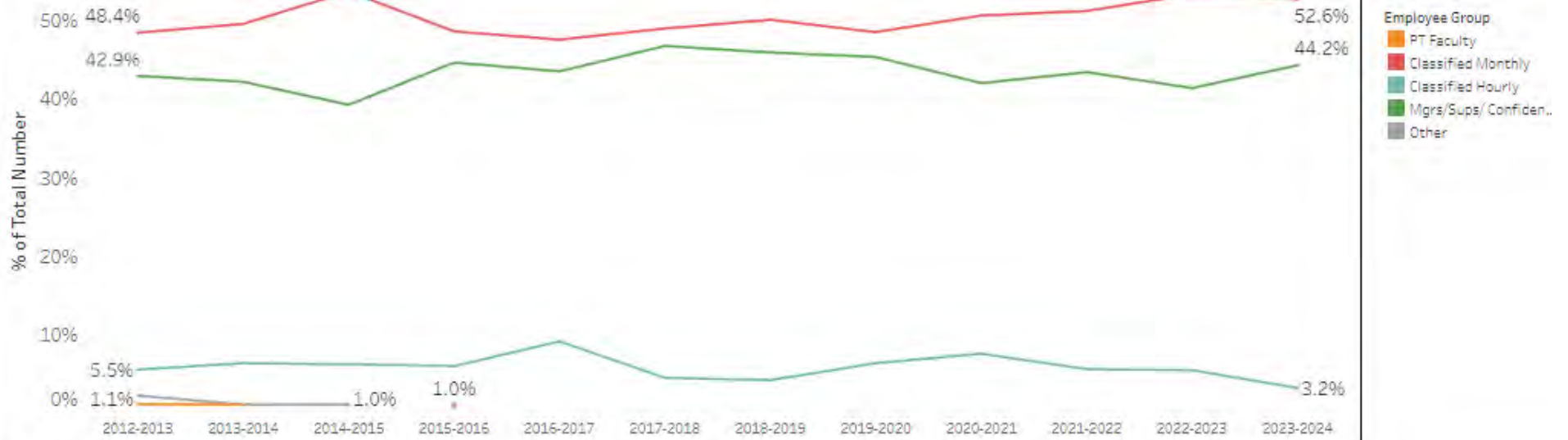
Location = BRT

Acad Year	FT Faculty	PT Faculty	Classified Monthly	Classified Hourly	Grand Total
2023-2024	11	18	6	0	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



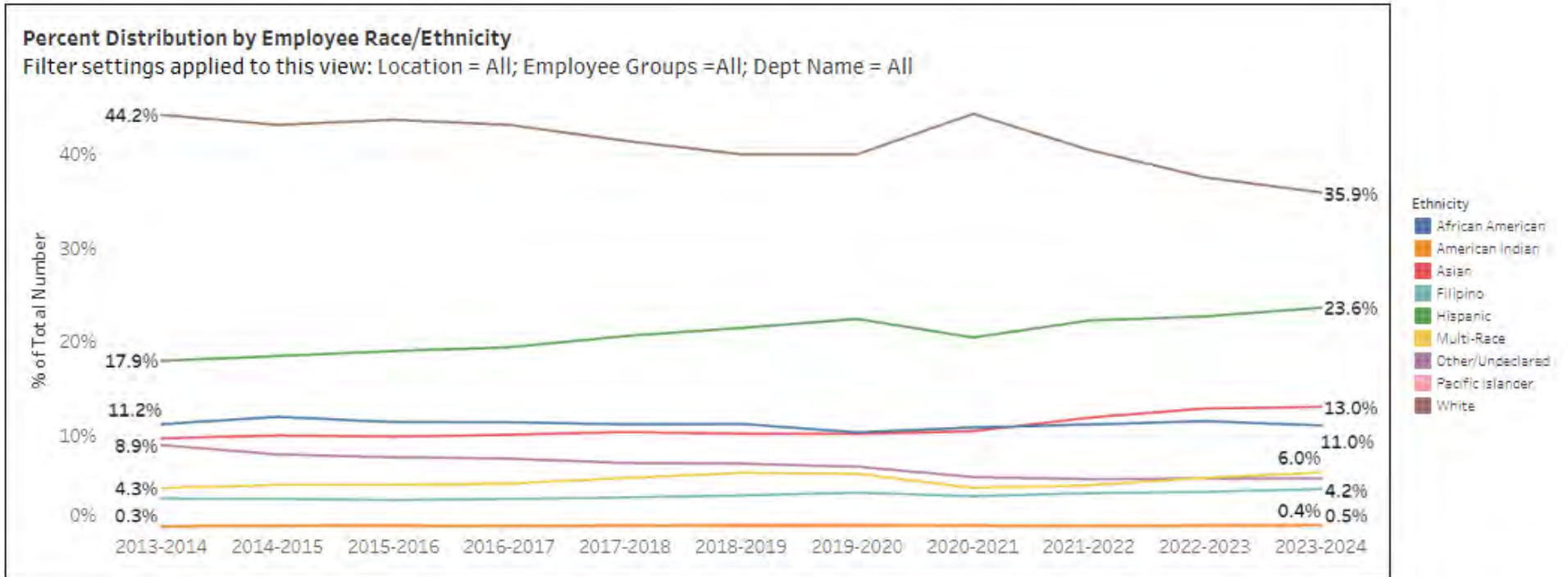
Employees by Group

Location = DST

Acad Year	PT Faculty	Classified Monthly	Classified Hourly	Mgrs/Supps/ 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	5	39	2	91

Percent Distribution by Employee Race/Ethnicity

All 4CD Locations

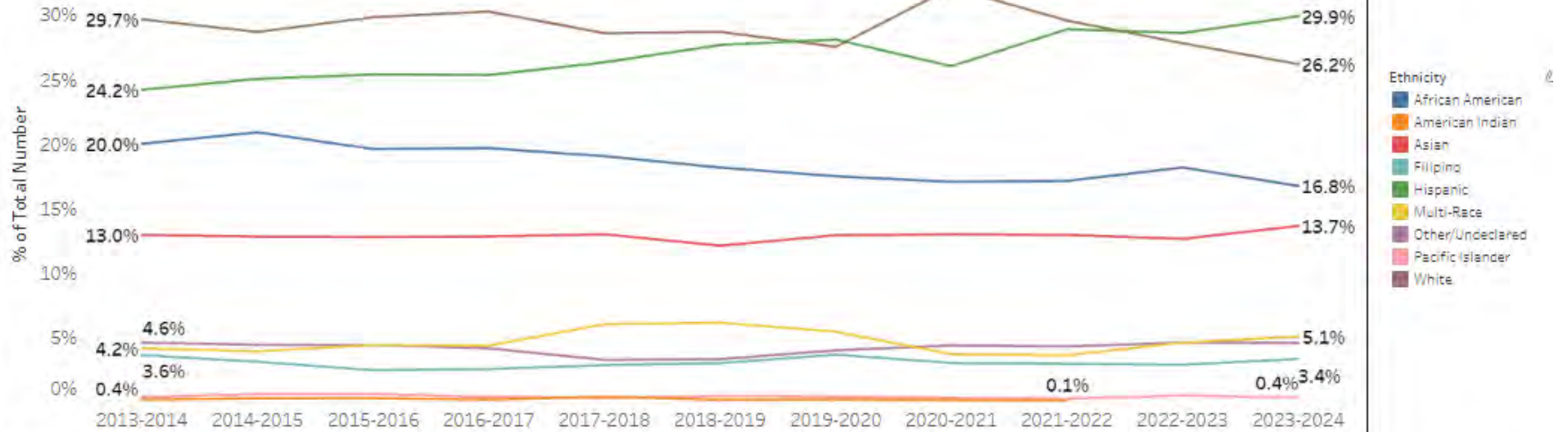


Acad Year	African American	American Indian	Asian	Filipino	Hispanic	Middle Eastern	Multi-Race	Other/Undeclared	Pacific Islander	White	Grand Total
2023-2024	413	14	487	159	884	27	225	174	17	1,345	3,745
2022-2023	414	12	463	142	817	19	196	174	14	1,362	3,603
2021-2022	381	11	406	130	761	12	159	169	9	1,385	3,423
2020-2021	323	11	311	104	610	4	130	161	9	1,323	2,986
2019-2020	447	15	440	167	973	3	255	285	21	1,736	4,342
2018-2019	509	14	461	162	975	2	271	314	20	1,819	4,546
2017-2018	500	17	463	150	922	4	243	311	14	1,856	4,480
2016-2017	530	14	450	143	869	5	216	331	12	1,934	4,484
2015-2016	510	14	441	137	850	6	210	326	18	1,956	4,478
2014-2015	524	15	437	140	808	3	205	345	15	1,890	4,382
2013-2014	458	11	396	133	736	3	178	364	10	1,813	4,102
2012-2013	459	13	365	127	611	3	154	409	16	1,753	3,910
2011-2012	488	15	369	145	602	1	137	463	17	1,815	4,052
2010-2011	502	13	360	144	600	1	117	537	15	1,828	4,117

Contra Costa College

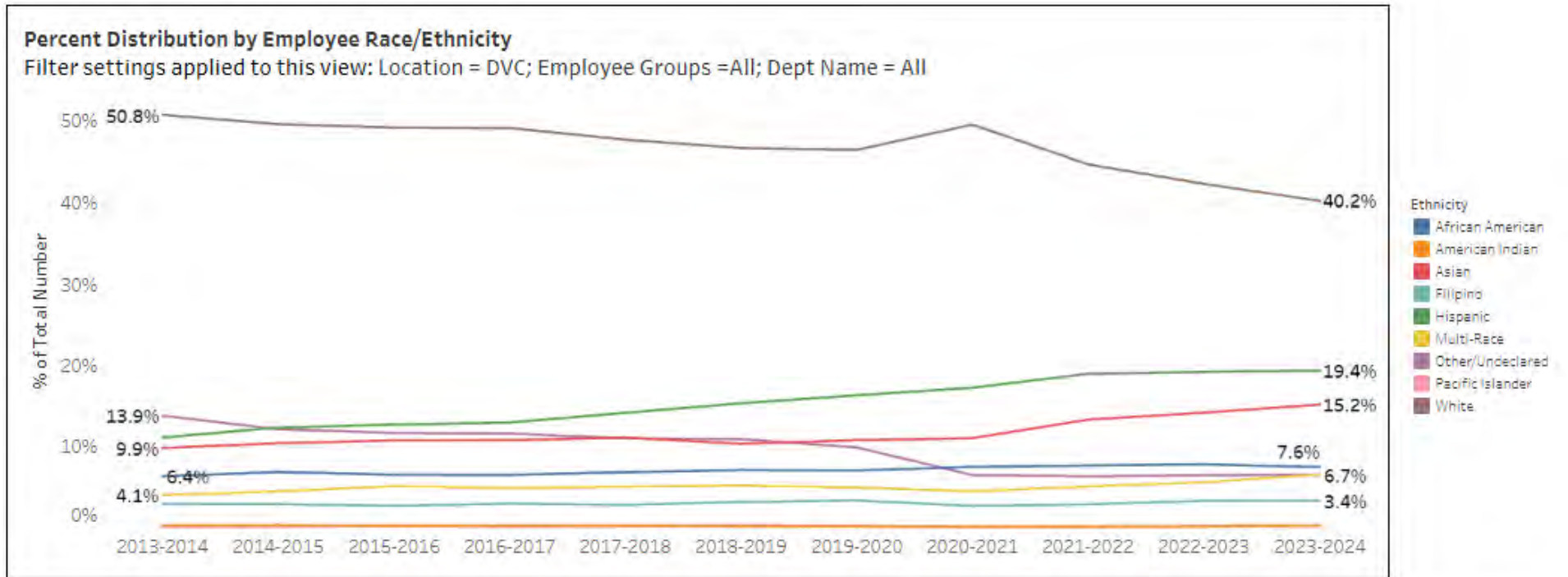
Percent Distribution by Employee Race/Ethnicity

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



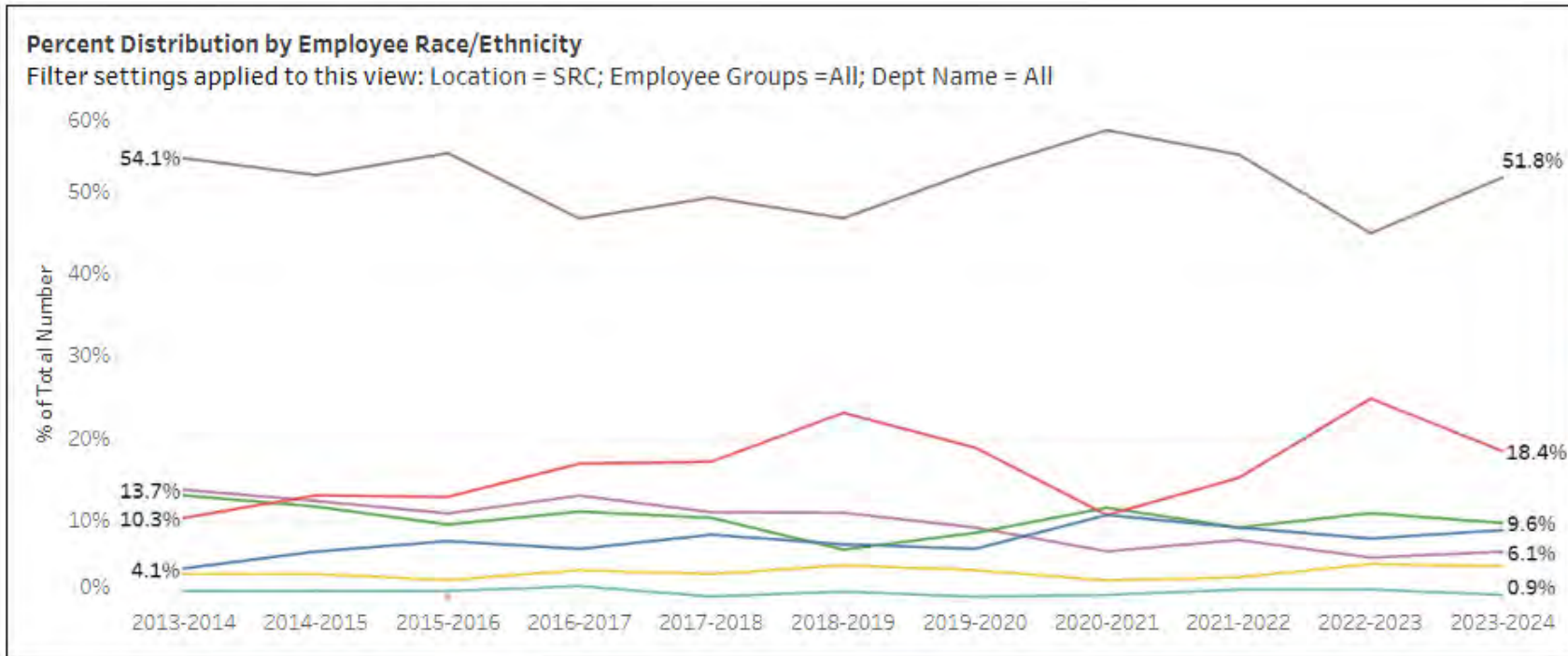
Acad Year	African American	American Indian	Asian	Filipino	Hispanic	Middle Eastern	Multi-Race	Other/Undeclared	Pacific Islander	White	Grand Total
2023-2024	135		110	27	241	5	41	32	3	211	805
2022-2023	138		96	22	217	3	35	32	4	211	758
2021-2022	127	1	96	22	214	1	27	31	2	219	740
2020-2021	101	1	77	18	154		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	25	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



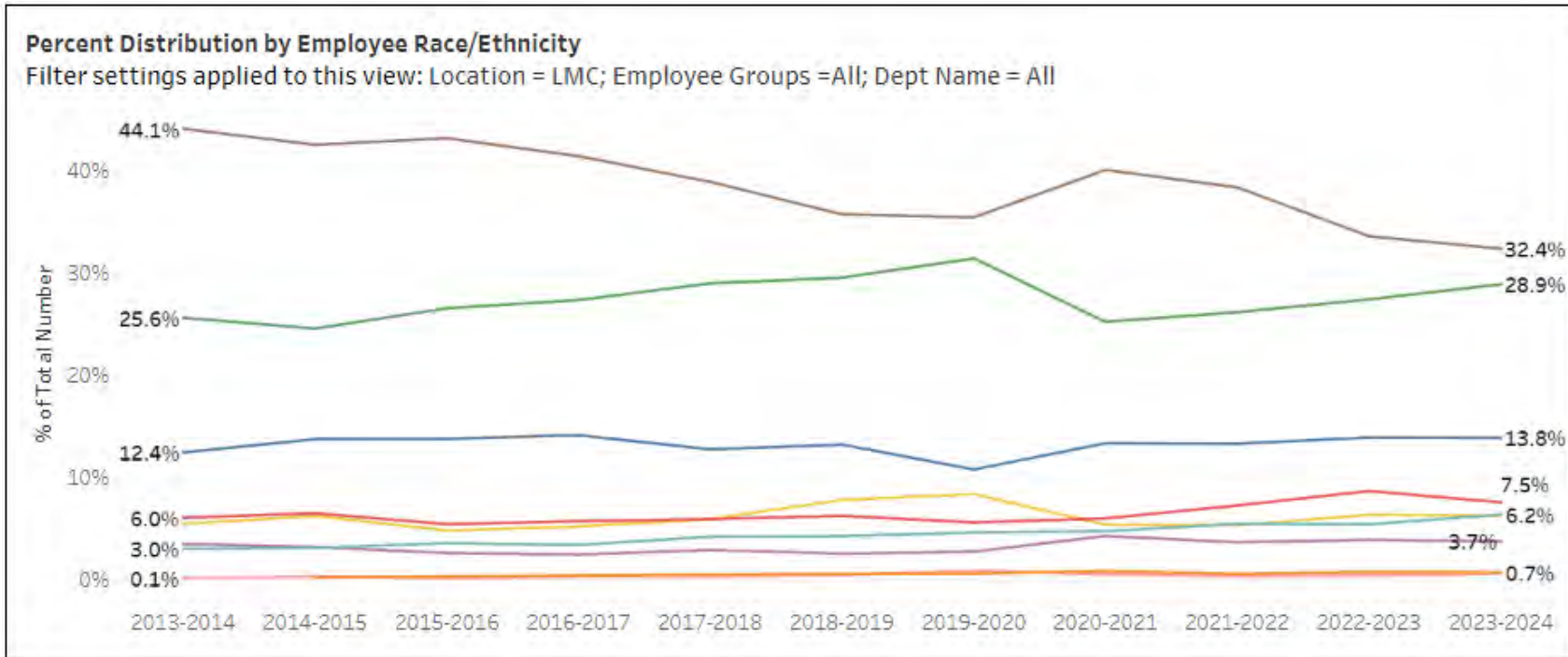
Acad Year	African American	American Indian	Asian	Filipino	Hispanic	Middle Eastern	Multi-Race	Other/Undeclared	Pacific Islander	White	Grand Total
2023-2024	134	7	270	61	344	15	118	103	8	713	1,773
2022-2023	136	5	245	59	331	10	98	103	6	728	1,721
2021-2022	127	5	219	49	311	7	85	98	4	731	1,636
2020-2021	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	295	7	910	1,810
2011-2012	118	6	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



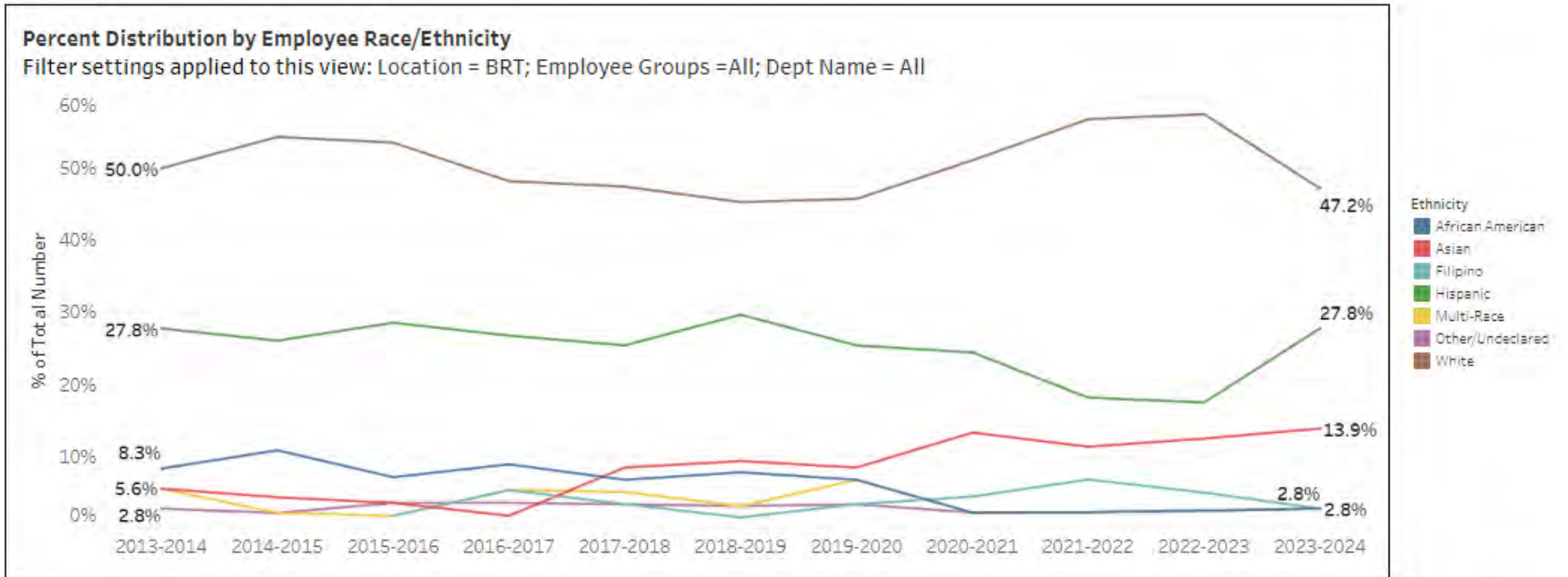
Acad Year	African American	American Indian	Asian	Filipino	Hispanic	Middle Eastern	Multi-Race	Other/Undeclared	Pacific Islander	White	Grand Total
2023-2024	10		21	1	11		5	7		59	114
2022-2023	10		32	2	14		6	7		59	129
2021-2022	12		20	2	12	1	4	9		72	132
2020-2021	12		12	1	13		3	7		65	113
2019-2020	10		29	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	148
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



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	85	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

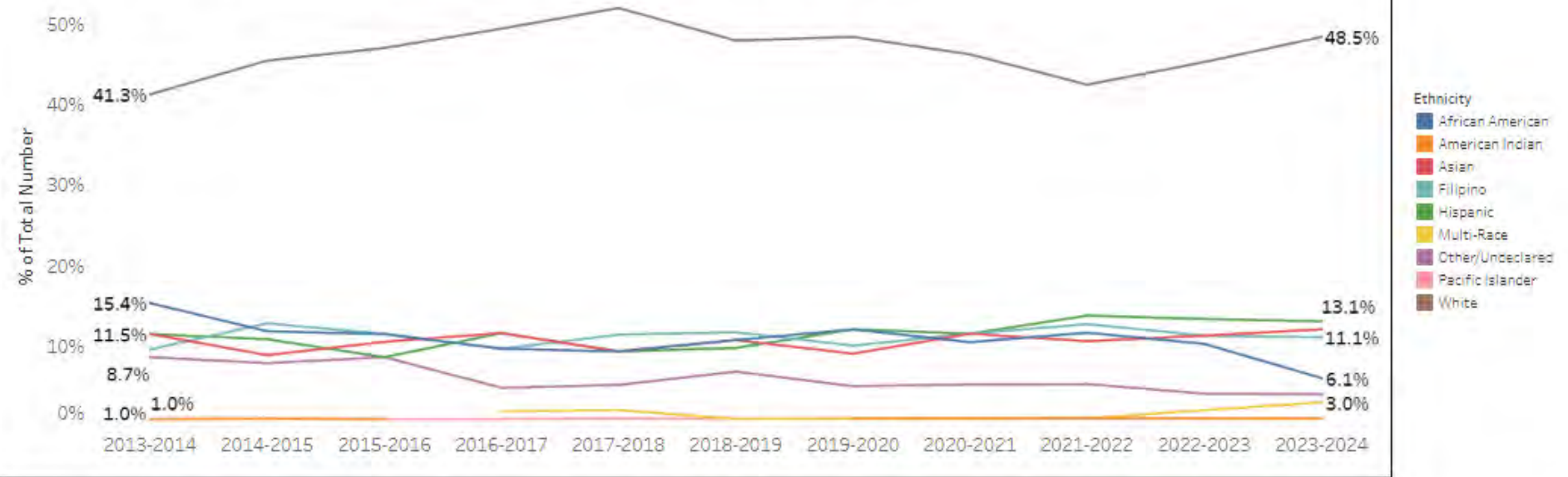


Acad Year	African American	Asian	Filipino	Hispanic	Multi-Race	Other/Undeclared	White	Grand Total
2023-2024	1	5	1	10	1	1	17	36
2022-2023	1	5	2	7	1	1	23	40
2021-2022	1	5	3	8	1	1	25	44
2020-2021	1	6	2	11	1	1	23	45
2019-2020	4	5	2	15	4	2	27	59
2018-2019	5	6	1	19	2	2	29	64
2017-2018	4	5	2	15	3	2	28	59
2016-2017	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	1	13	28
2011-2012	3			3			2	8
2010-2011	2			3			2	7

District Office

Percent Distribution by Employee Race/Ethnicity

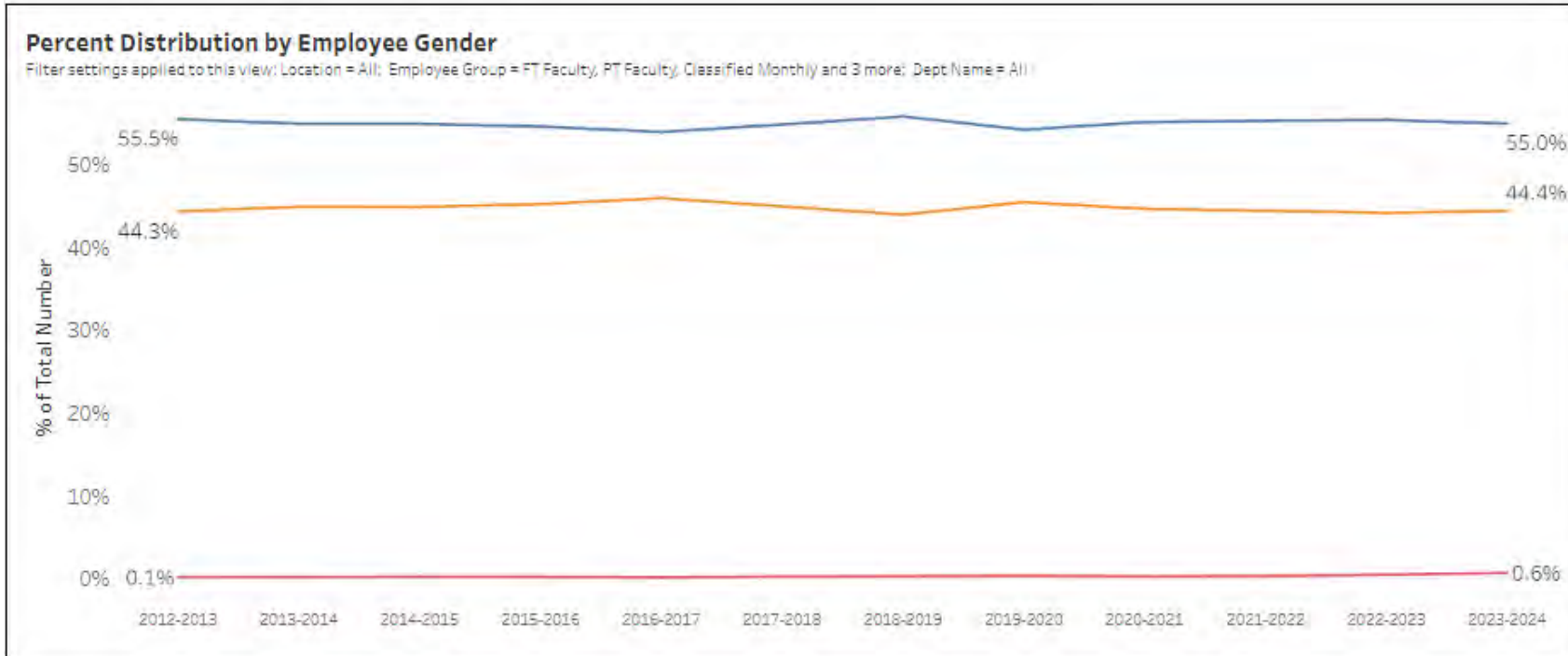
Filter settings applied to this view: Location = DST; Employee Groups = All; Dept Name = All



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	45	101
2011-2012	13	1	10	9	11		8	1	46	99
2010-2011	16	1	8	8	14	1	12	1	49	110

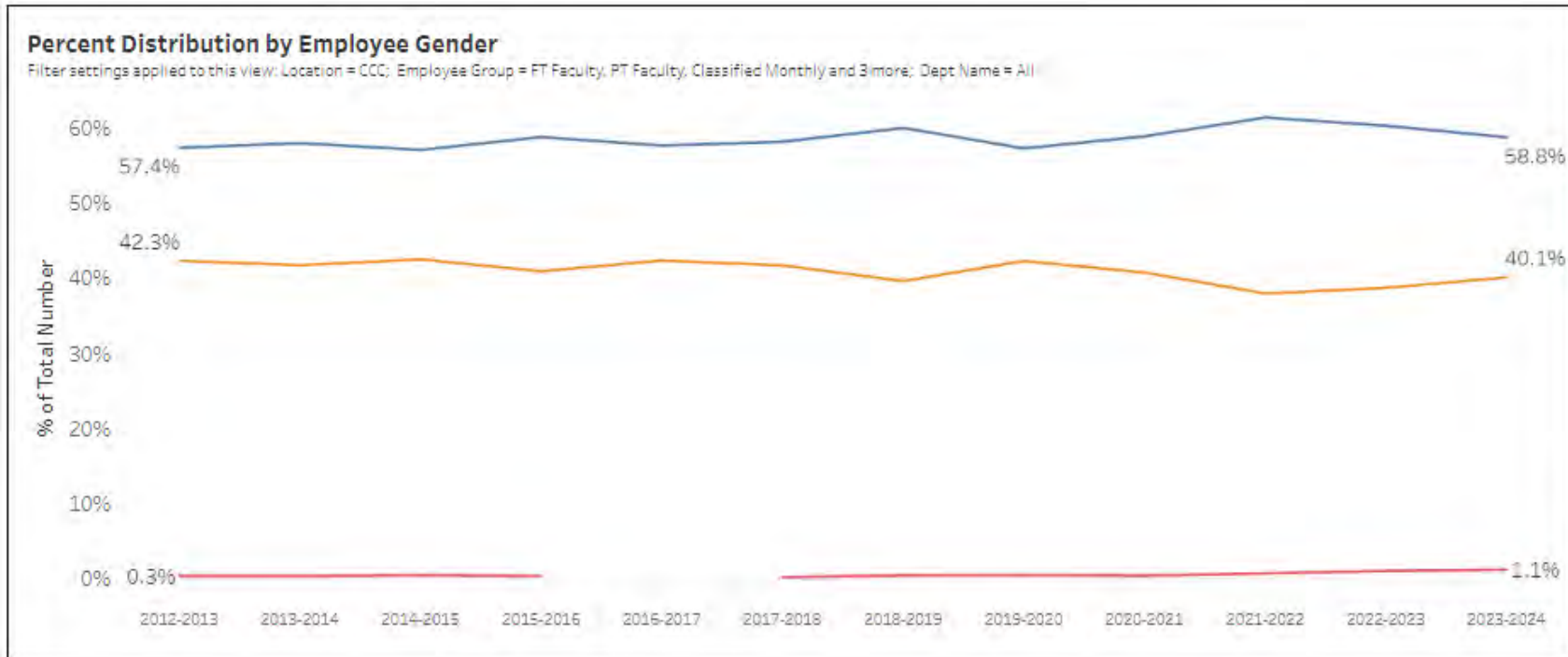
Percent Distribution by Employee Gender

All 4CD Locations



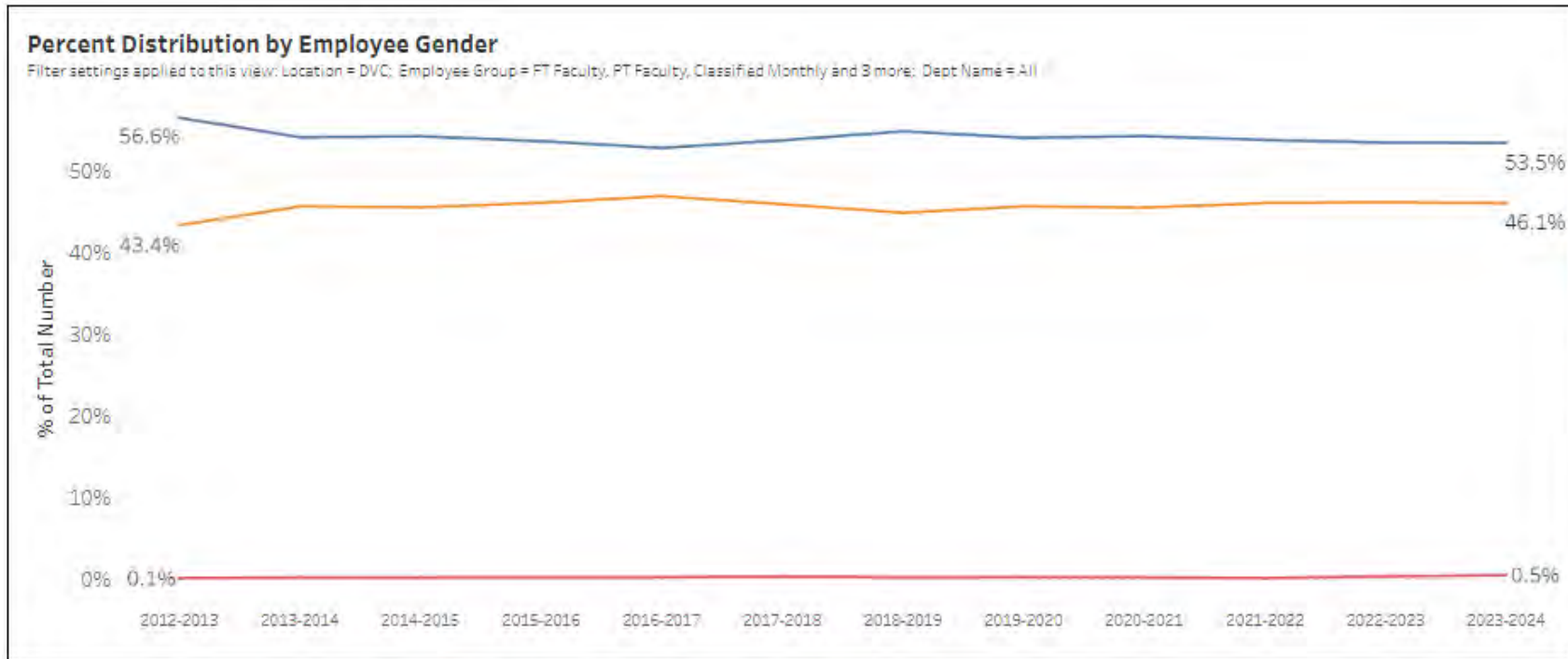
Acad Year	Female	Male	Null	Grand Total
2023-2024	1,526	1,235	17	2,780
2022-2023	1,526	1,218	12	2,758
2021-2022	1,521	1,222	7	2,750
2020-2021	1,433	1,160	5	2,598
2019-2020	1,690	1,417	9	3,116
2018-2019	1,821	1,434	7	3,262
2017-2018	1,784	1,462	6	3,252
2016-2017	1,710	1,456	3	3,169
2015-2016	1,751	1,450	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



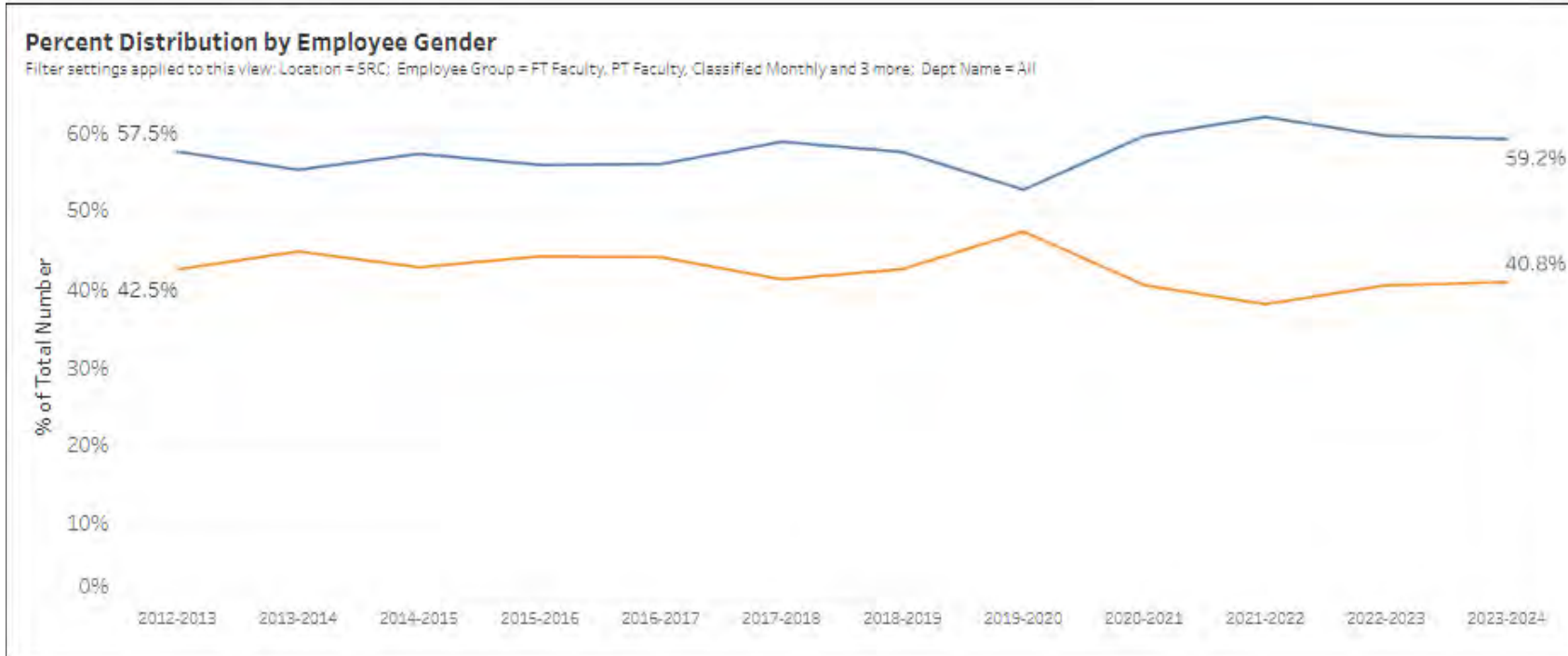
Acad Year	Female	Male	Null	Grand Total
2023-2024	362	247	7	616
2022-2023	363	233	6	602
2021-2022	377	233	4	614
2020-2021	318	220	2	540
2019-2020	397	293	3	693
2018-2019	453	299	3	755
2017-2018	420	301	1	722
2016-2017	399	293		692
2015-2016	408	284	2	694
2014-2015	395	294	3	692
2013-2014	385	277	2	664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

Diablo Valley College – Pleasant Hill Campus



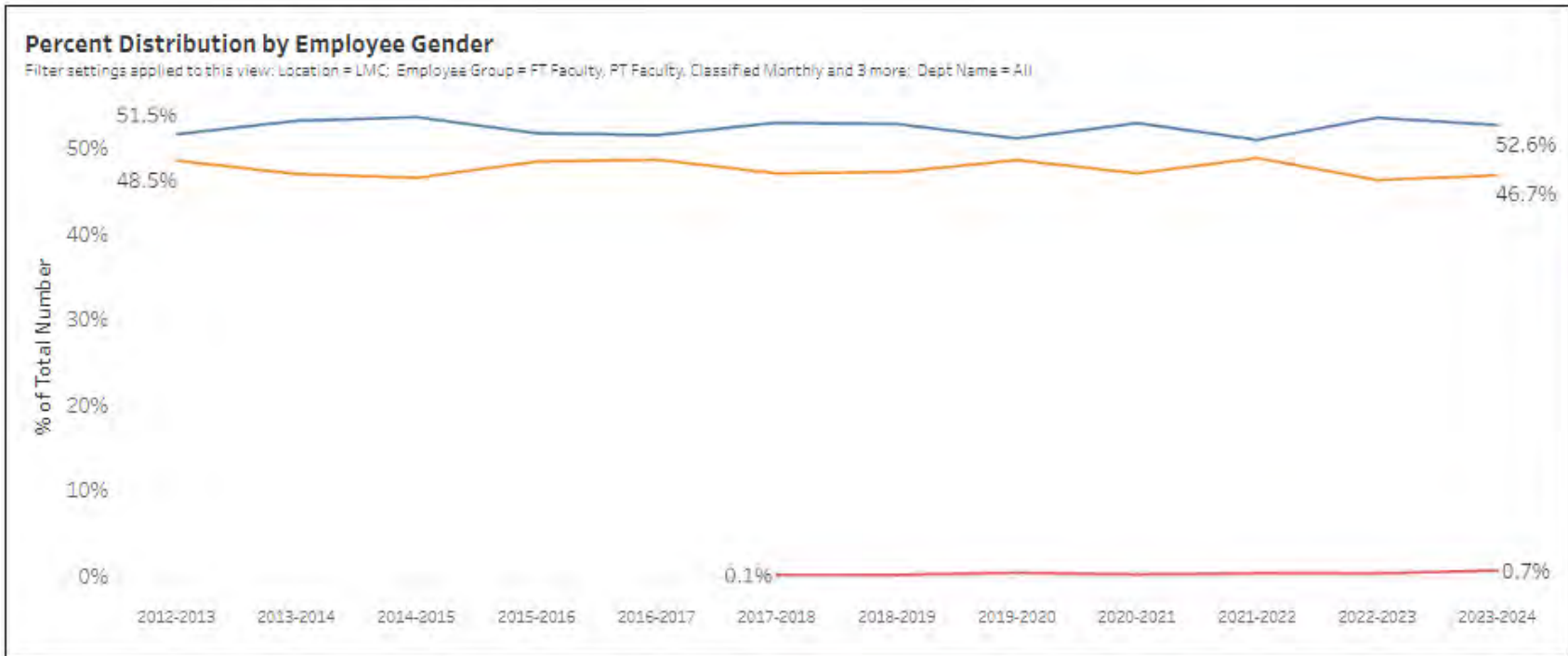
Acad Year	Female	Male	Null	Grand Total
2023-2024	707	609	6	1,322
2022-2023	718	620	4	1,342
2021-2022	722	618	1	1,341
2020-2021	705	591	2	1,298
2019-2020	790	667	3	1,460
2018-2019	836	684	3	1,523
2017-2018	822	702	4	1,528
2016-2017	805	715	3	1,523
2015-2016	838	720	3	1,561
2014-2015	803	674	2	1,479
2013-2014	752	634	2	1,388
2012-2013	751	576	1	1,328

Diablo Valley College – San Ramon Campus



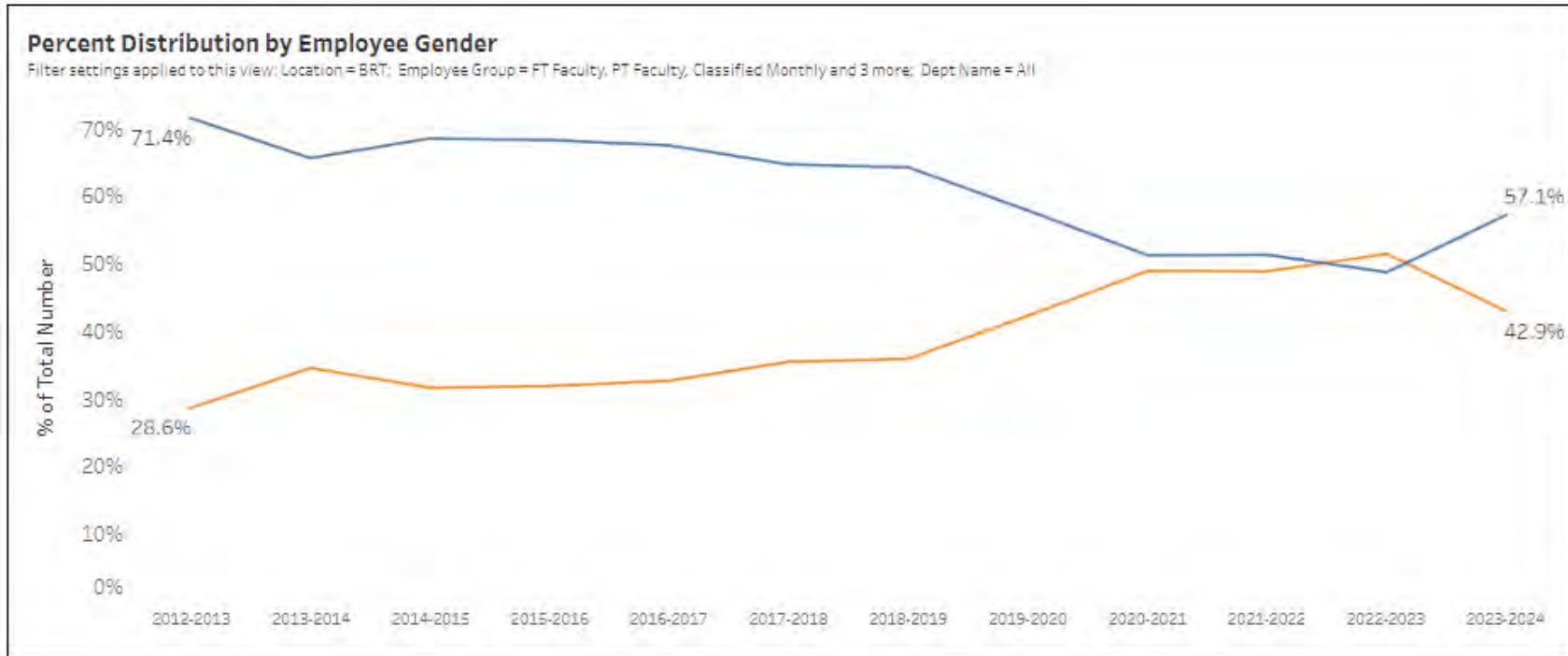
Acad Year	Female	Male	Grand Total
2023-2024	58	40	98
2022-2023	56	38	94
2021-2022	62	38	100
2020-2021	56	38	94
2019-2020	59	53	112
2018-2019	69	51	120
2017-2018	70	49	119
2016-2017	61	48	109
2015-2016	62	49	111
2014-2015	63	47	110
2013-2014	58	47	105
2012-2013	61	45	106

Los Medanos College – Pittsburg Campus



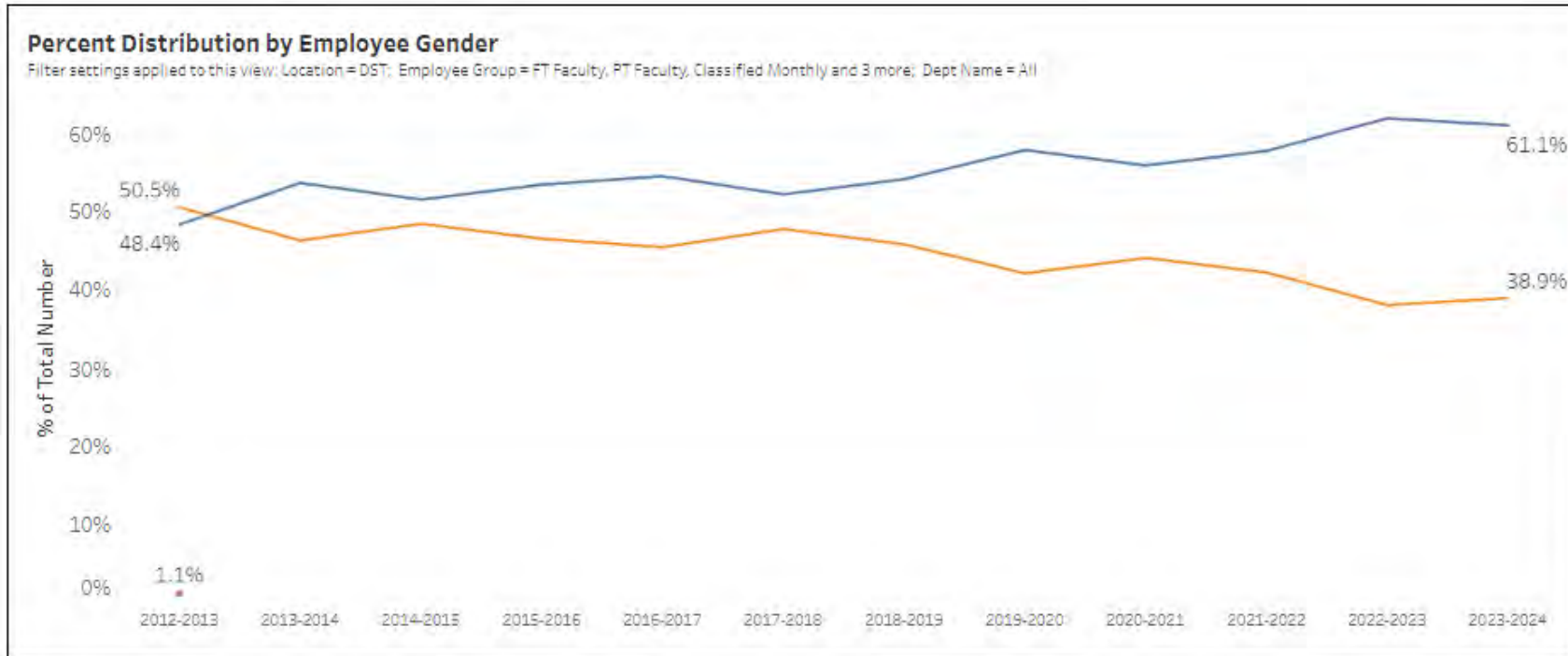
Acad Year	Female	Male	Null	Grand Total
2023-2024	323	287	4	614
2022-2023	316	273	2	591
2021-2022	287	275	2	564
2020-2021	280	249	1	530
2019-2020	363	345	3	711
2018-2019	377	337	1	715
2017-2018	394	350	1	745
2016-2017	360	340		700
2015-2016	359	336		695
2014-2015	364	316		680
2013-2014	334	295		629
2012-2013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

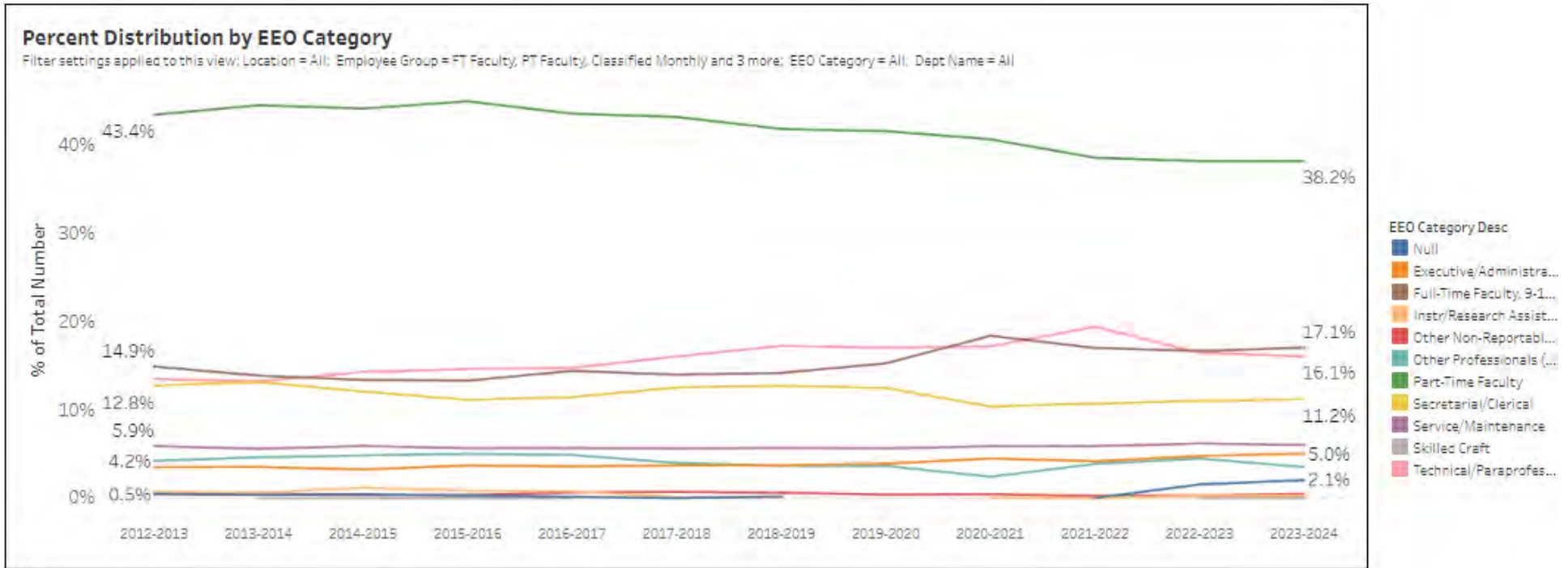
District Office



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

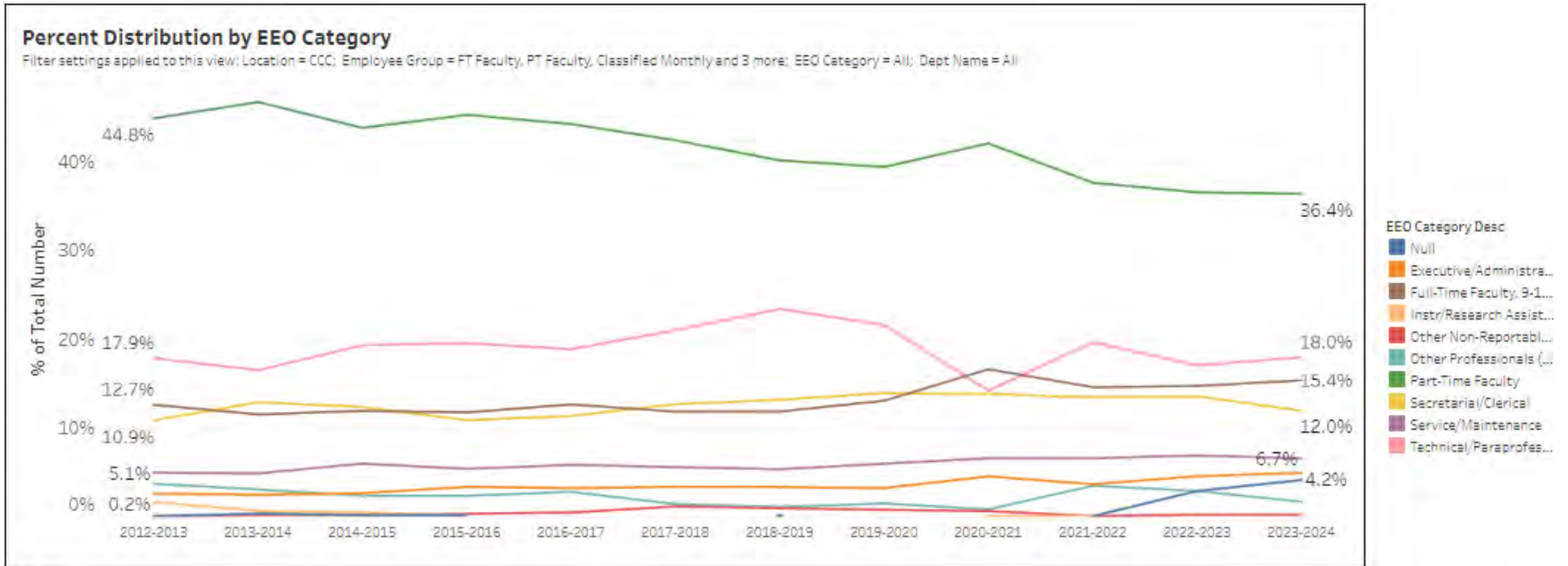
Percent Distribution by Equal Employment Opportunity (EEO) Category

All 4CD Locations



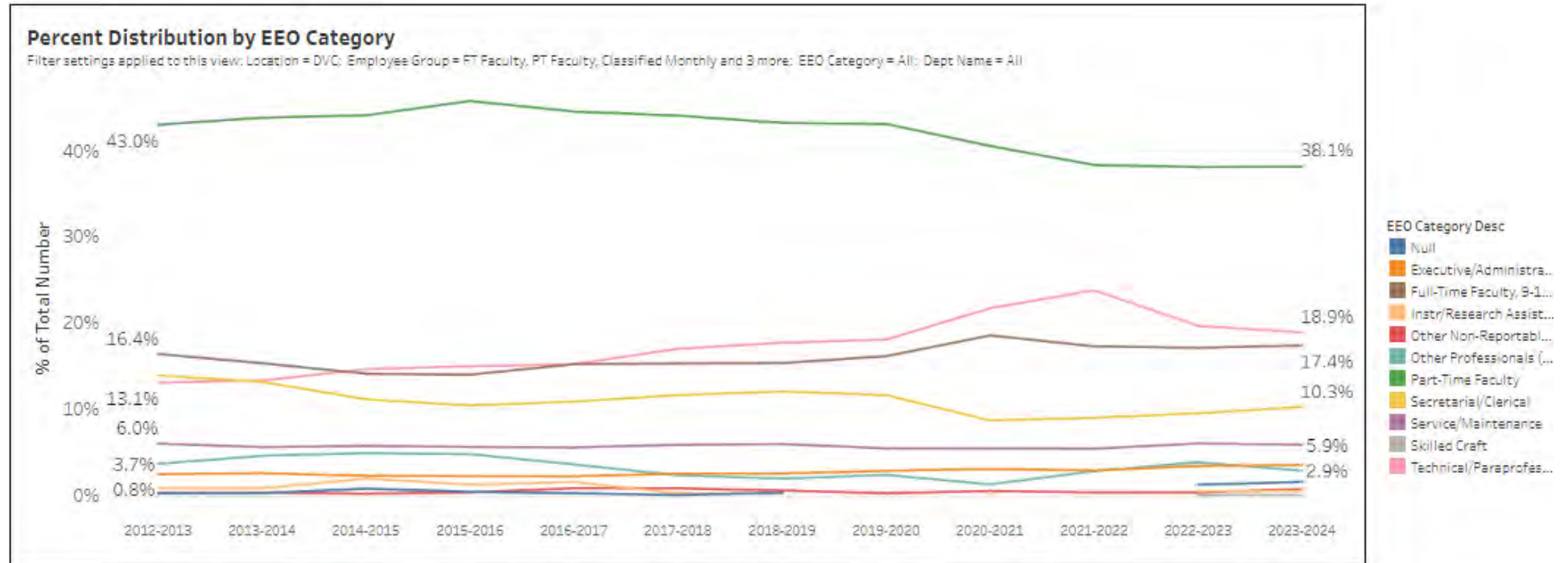
Acad Year	Full-Time Faculty, 9-10 Month Contract	Part-Time Faculty	Executive/Admini..	Secretarial/Cler..	Service/Mainte..	Skilled Craft	Technical/Parap..	Instr/Research Assistants/Med Interns	Other Professionals (Service/Support)	Other Non-Reportable Position	Null	Grand Total
2023-2024	474	1,061	140	312	168	1	447	8	98	14	57	2,780
2022-2023	460	1,053	152	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	15		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



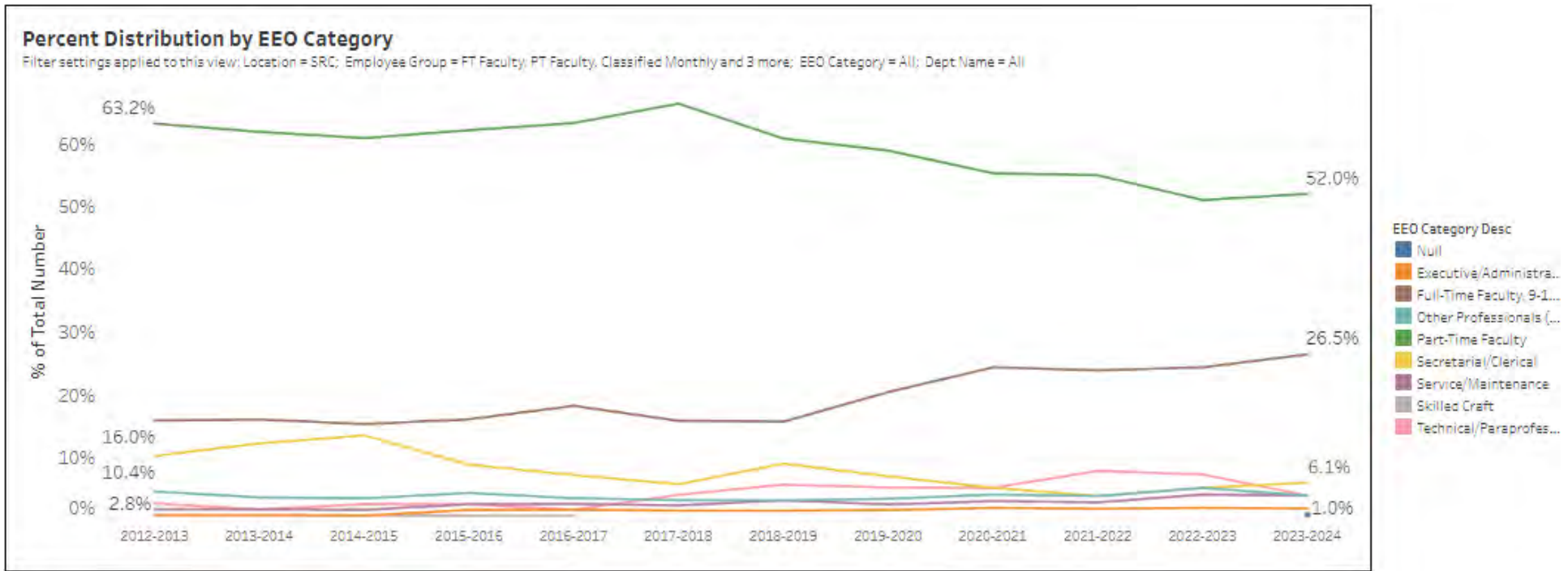
Acad Year	Full-Time Faculty, 9-10 Month Contract	Part-Time Faculty	Executive/Admini..	Secretarial/Cleric..	Service/Maintena..	Technical/Parapr..	Instr/Research Assistants/Med Interns	Other Professionals (Service/Support)	Other Non-Reportable Position	Null	Grand Total
2023-2024	95	224	31	74	41	111	1	11	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	25	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



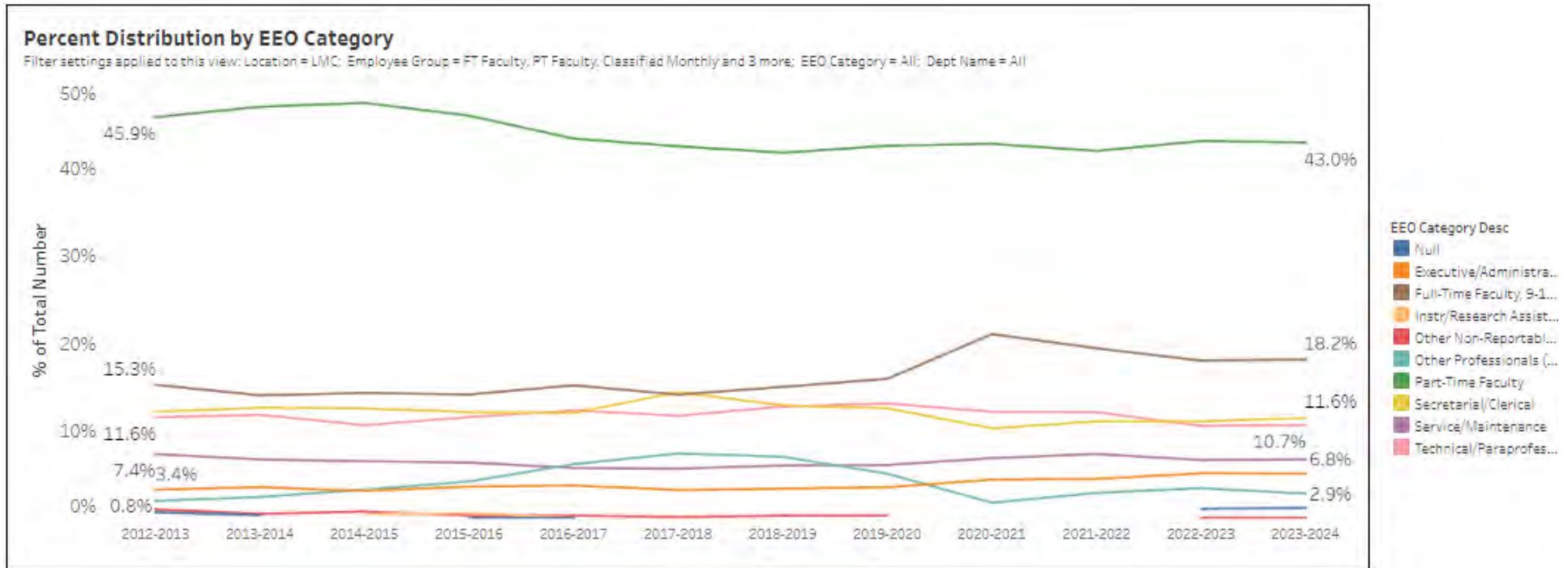
Acad Year	Full-Time Faculty, 9-10 Month Contract	Part-Time Faculty	Executive/Admi..	Secretarial/Cler..	Service/Mainte..	Skilled Craft	Technical/Parap..	Instr/Research Assistants/Med Interns	Other Professionals (Service/Support)	Other Non-Reportable Position	Null	Grand Total
2023-2024	230	504	47	136	78	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	164	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



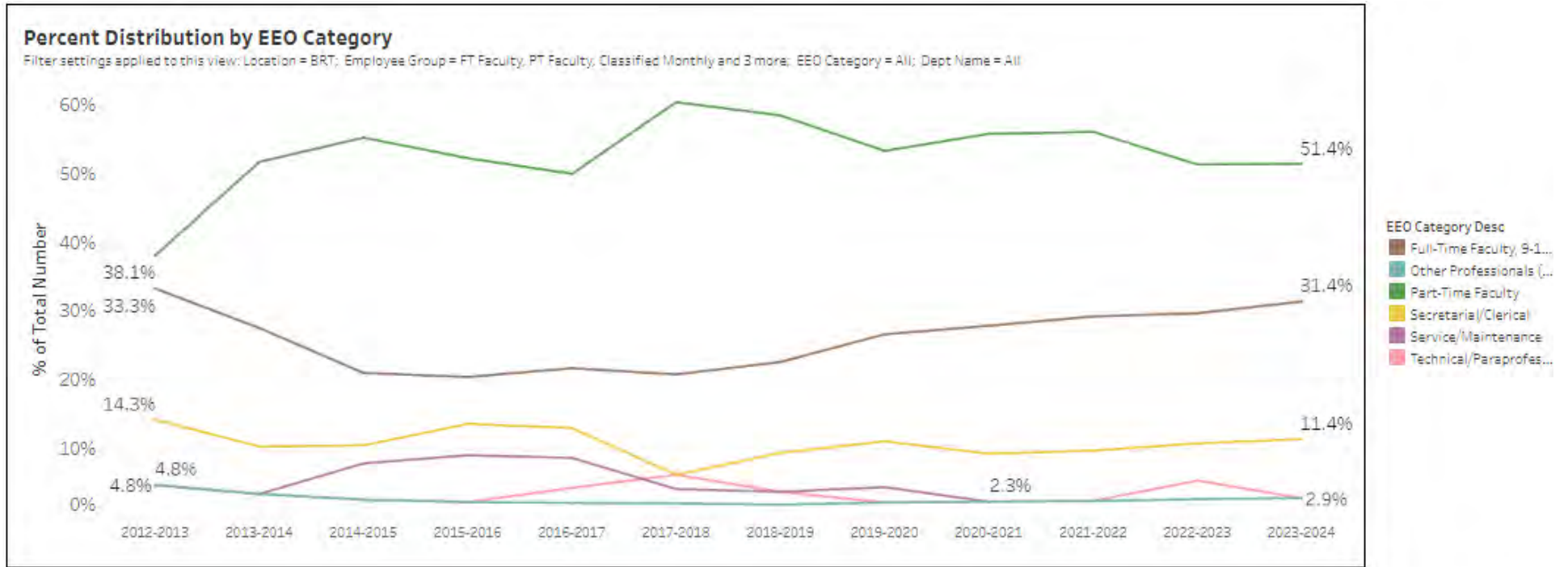
Acad Year	Full-Time Faculty, 9-10 Month Contract	Part-Time Faculty	Executive/Administrative	Secretarial/Clerical	Service/Maintenance	Skilled Craft	Technical/Paraprofessional	Other Professionals (Service/Support)	Null	Grand Total
2023-2024	26	51	2	6	4		4	4	1	98
2022-2023	23	48	3	5	4		7	5		94
2021-2022	24	55	2	4	3		8	4		100
2020-2021	23	52	2	5	3		5	4		94
2019-2020	23	66	3	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	3	8	3	1	2	4		109
2015-2016	18	89	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



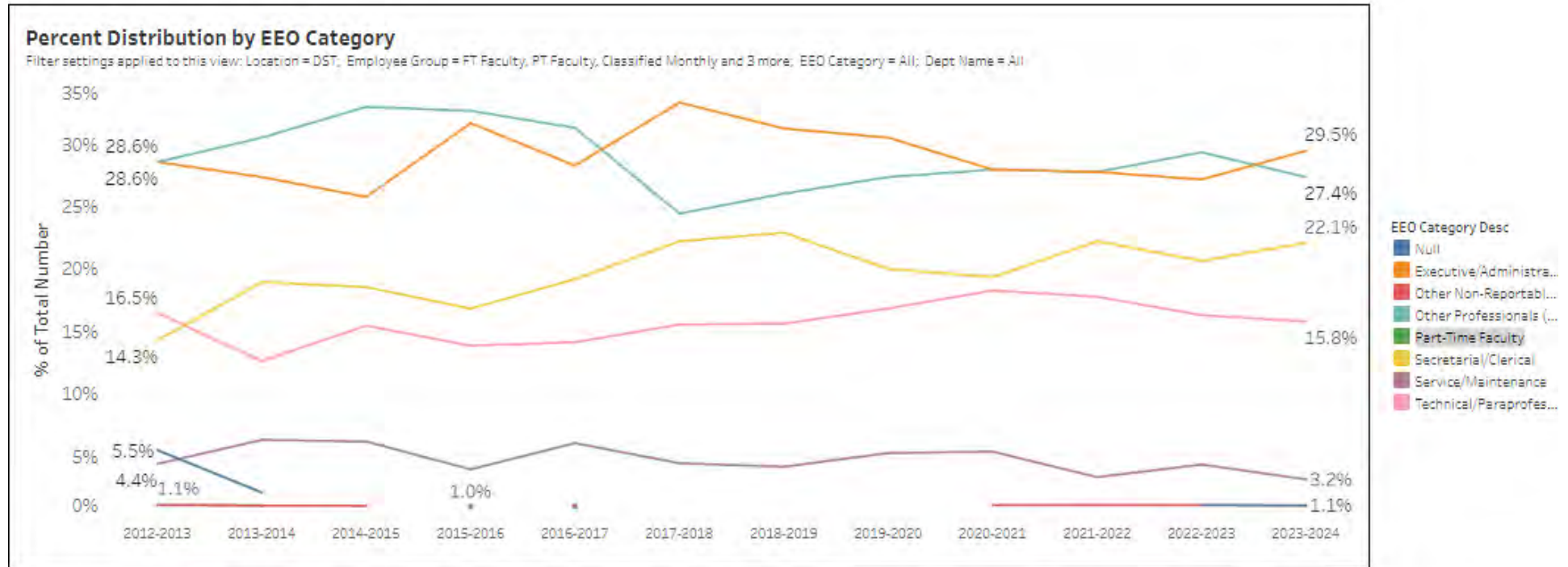
Acad Year	Full-Time Faculty, 9-10 Month Contract	Part-Time Faculty	Executive/Admini..	Secretarial/Cleric..	Service/Maintena..	Technical/Parapr..	Instr/Research Assistants/Med Interns	Other Professionals (Service/Support)	Other Non-Reportable Position	Null	Grand Total
2023-2024	112	264	32	71	42	66		18	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	106	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	61	5	30	3	1	695
2014-2015	98	323	22	86	46	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	3	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	6	3	1	1	1	21

District Office



Acad Year	Part-Time Faculty	Executive/Administrative	Secretarial/Clerical	Service/Maintenance	Technical/Paraprofessional	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		
White	29	22	61	71		28	17		13	8	2	7	8	266		
Los Medanos College Brentwood Center	African American			1											1	35
	Asian			1	2		2								5	
	Hispanic	1		2	4		3								10	
	Multi-Race		1												1	
	Other/Undeclared				1										1	
White	5	4	4	3		1								17		
District Office	African American							1					5		6	95
	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	
White						9	10		2			17	9	47		
	SUBTOTAL	263	211	551	509	2	325	223	2	293	229	13	96	63		
	EMPLOYEE GRP TOTAL	474		1062			550			535		159				