

Equal Employment Opportunity Data

2015-2020



GROSSMONT-CUYAMACA
COMMUNITY COLLEGE DISTRICT

*Office of Research, Planning, and Institutional Effectiveness
March 16, 2021*

APPLICANT AND HIRING ANALYSES

Table I below is a five-year comparison of applicant demographics to those of the District Boundary and San Diego County. Only data for applicants who submitted **complete** job applications are included.

From 2015-16 to 2019-20, there is a higher percentage of female applicants than expected based on the population percentage in the District and the County. The percentage of Asian applicants is higher compared to the District Boundary, but lower than the San Diego County Asian population. The percentage of Black/African American applicants is above the percentage of both District and County availability. Latino applicants are underrepresented in terms of both District and County availability. Similarly, the percentage of White applicants is below the availability for both the District, and the County. Starting in 2018-19 applicants had the option to select Middle Eastern and multiple ethnicities.

Table I: GCCCD Five-Year Applicant Analysis

GCCCD Applicant Pools, 2015-2020 Totals for All Job Classifications								
	2015-2016 (n = 9,003)	2016-2017 (n = 6,158)	2017-2018 (n = 9,778)	2018-2019 (n = 5,701)	2019-2020 (n = 7,037)	Five-Year Average	SD County	GCCCD Boundary
Female	55.5%	58.9%	58.7%	51.7%	55.8%	56.3%	49.8%	51.1%
Male	39.7%	36.1%	36.7%	42.7%	39.1%	38.8%	50.2%	48.9%
Unknown	4.8%	5.0%	4.7%	5.6%	5.1%	5.0%	0.0%	0.0%
Asian	8.6%	7.5%	8.3%	9.4%	9.2%	8.6%	13.4%	6.7%
Black/African-American	8.9%	10.3%	9.7%	9.2%	8.8%	9.4%	5.1%	5.9%
Hispanic/Latino	18.8%	22.8%	21.1%	23.3%	18.2%	20.7%	29.8%	26.5%
Middle Eastern	NA	NA	NA	1.1%	7.7%	1.6%	Unknown	Unknown
Native American	1.5%	1.4%	1.3%	1.3%	0.9%	1.3%	0.7%	0.8%
Pacific Islander	0.9%	1.4%	0.8%	0.7%	0.7%	0.9%	0.4%	0.5%
White	49.1%	44.2%	46.3%	44.4%	40.7%	45.3%	47.6%	56.3%
Two or More Races	NA	NA	NA	0.3%	3.0%	0.6%	2.7%	3.1%
Unknown	12.3%	12.3%	12.3%	10.4%	10.8%	11.7%	0.2%	0.2%

Data sources: GCCCD applicant data is from completed job applications in PeopleAdmin and Workday (Fiscal year 2015-2016 through 2019-2020); GCCCD Boundary and San Diego County ethnicity and gender data is from SANDAG (2019 estimates based on the 2010 Census); Please note unknown genders and unknown ethnicities have been included in the percentages.

Table 2 is a five-year comparison of demographics of applicants who were hired at GCCCD compared to the demographics of the District Boundary and San Diego County. Males are historically underrepresented among applicants hired from 2015-2019. The five-year average of Black hires is very similar to what is expected based on District demographics but slightly higher than expected compared to County demographics, whereas Latino applicants are underrepresented among those hired when compared to District and County demographics. The percentage of Asian hires is higher than that for the District population, but lower than that for the San Diego County population. Over the five-year period, the percentage of White hires is lower than expected based on District demographics, but higher than expected compared to County demographics. Starting in 2018-19 applicants had the option to select Middle Eastern and multiple ethnicities.

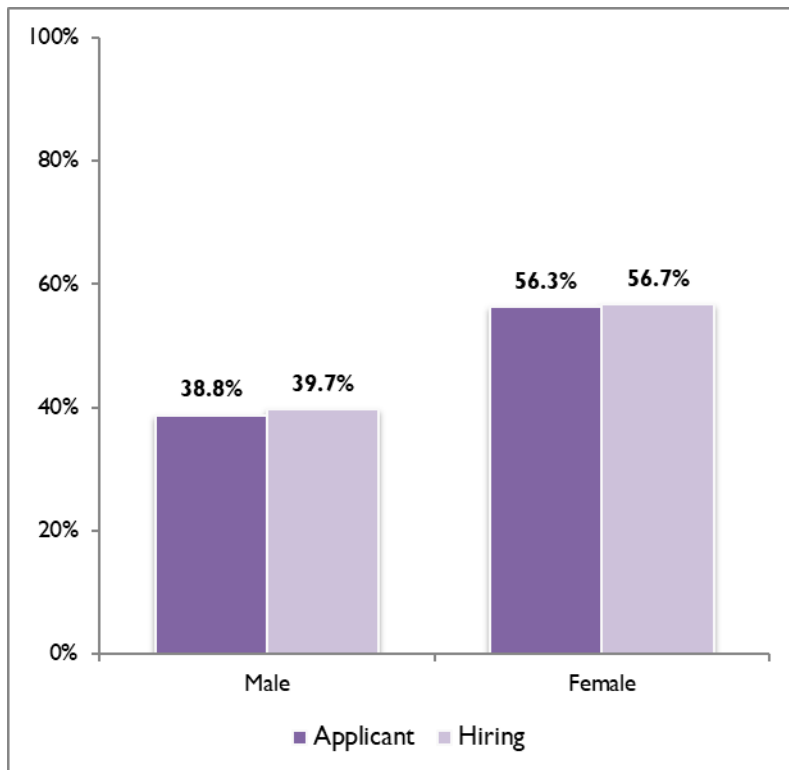
Table 2: GCCCD Five-Year Hiring Analysis

GCCCD Hiring Pools, 2015-2020 Totals for All Job Classifications								
	2015-2016 (n = 156)	2016-2017 (n = 91)	2017-2018 (n = 375)	2018-2019 (n = 233)	2019-2020 (n = 158)	Five-Year Average	SD County	GCCCD Boundary
Female	64.1%	67.0%	60.0%	50.3%	48.1%	56.7%	49.8%	51.1%
Male	33.3%	30.8%	37.3%	45.7%	45.6%	39.7%	50.2%	48.9%
Unknown	2.6%	2.2%	2.7%	4.0%	6.3%	3.5%	0.0%	0.0%
Asian	14.1%	4.4%	10.1%	10.3%	6.3%	9.7%	13.4%	6.7%
Black/African-American	3.8%	8.8%	4.5%	6.0%	7.6%	5.6%	5.1%	5.9%
Hispanic/Latino	17.9%	27.5%	24.3%	18.2%	20.9%	21.4%	29.8%	26.5%
Middle Eastern	NA	NA	NA	1.0%	4.4%	0.9%	Unknown	Unknown
Native American	0.6%	3.3%	1.3%	1.7%	0.6%	1.4%	0.7%	0.8%
Pacific Islander	1.3%	1.1%	0.8%	0.7%	1.9%	1.0%	0.4%	0.5%
White	53.2%	42.9%	49.1%	51.0%	42.4%	48.7%	47.6%	56.3%
Two or More Races	NA	NA	NA	0.0%	5.1%	0.7%	2.7%	3.1%
Unknown	9.0%	12.1%	9.9%	11.3%	10.8%	10.4%	0.2%	0.2%

Data sources: GCCCD hiree data is from PeopleAdmin and Workday (Fiscal year 2015-2016 through 2019-2020); GCCCD Boundary and San Diego County ethnicity and gender data is from SANDAG (2019 estimates based on the 2010 Census); Please note unknown genders and unknown ethnicities have been included in the percentages.

Figure I shows the gender composition of applicants compared to those hired averaged over a five-year period. Male applicants were slightly underrepresented in the applicant pools.

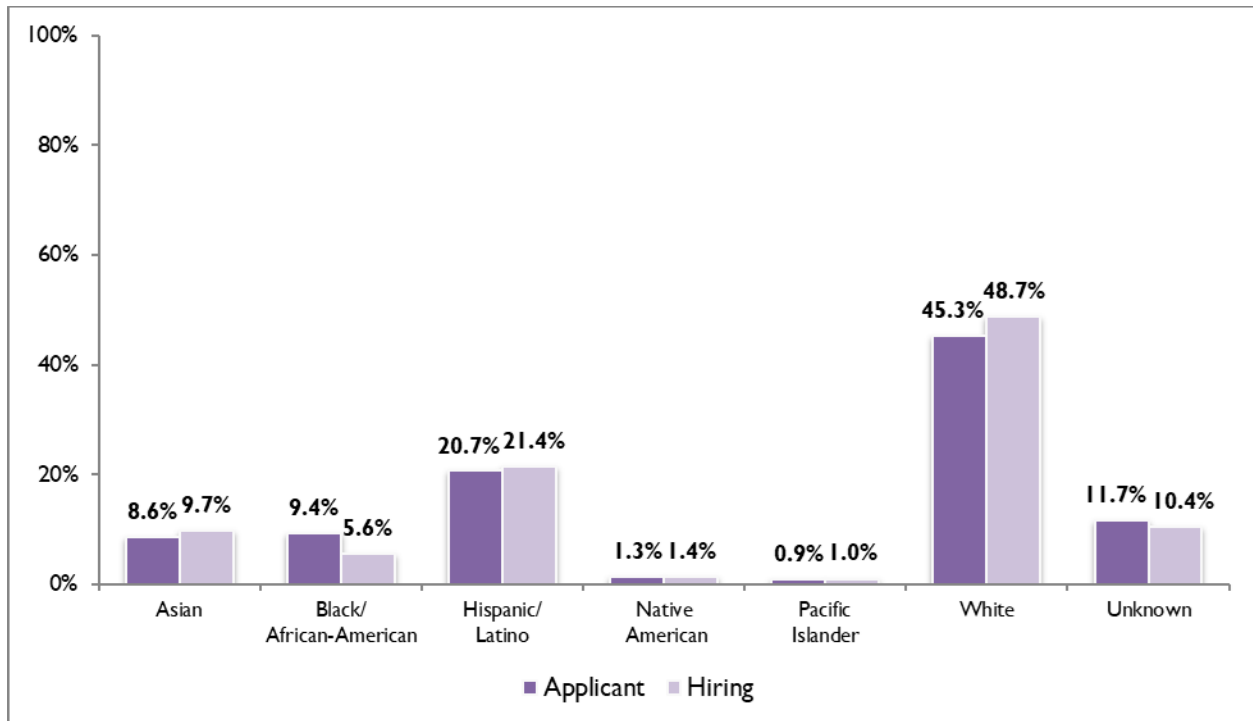
Figure I: Comparison of Applicants and Hires by Gender, Five-Year Average 2015-2019



Data source: GCCCD applicant and hiree data is from PeopleAdmin and Workday (Fiscal year 2015-2016 through 2019-2020).

Figure 2 shows the ethnic composition of applicants compared to those hired averaged over a five-year period. White and Asian candidates continued to be overrepresented among those hired compared to the percentage of applicants from 2015-2019. The percentage of Latino hirees is slightly higher relative the percentage of Latino applicants, while the percentage of black hirees are underrepresented compared to applicants during the same time period.

Figure 2: Comparison of Applicants and Hires by Ethnicity, Five-Year Average 2015-2019



Data source: GCCCD applicant and hiree data is from PeopleAdmin and Workday (Fiscal year 2015-2016 through 2019-2020).

WORKFORCE ANALYSES

The tables below present the GCCCD workforce by race and ethnicity. GCCCD workforce data are derived from IFAS (2015-2017) and WorkDay (2017-2020). The GCCCD Boundary data was collected from SANDAG (2019 estimates, 18+), whereas the SD County Occupation data is from the U.S. Census Bureau, 2014-2018 American Community Survey (EEO Tabulation Table EEO 6w. EEO-1 State and Local Government Job Groups by Sex, and Race/Ethnicity for Worksite Geography, Total Population Civilians employed at work 16+; faculty job category data also utilized data from EEO Tabulation Table EEO 1w. Detailed Census Occupation by Sex and Race/Ethnicity for Worksite Geography Universe, Civilians employed at work 16+).

Table 3: Five-Year GCCCD Workforce by Ethnicity, All Occupations (with Part-Time Faculty)

GCCCD Ethnicity Data Comparison, 2015-2020								
Totals for All Job Classifications								
Race/Ethnicity	2015-2016 (n = 1,971)	2016-2017 (n = 1,791)	2017-2018 (n = 2,083)	2018-2019 (n = 2,104)	2019-2020 (n = 2,191)	Five-Year Average	SD County Occupations	GCCCD Boundary
Asian	8.7%	9.2%	8.9%	9.5%	9.3%	9.1%	12.5%	6.7%
Black/African-American	5.1%	5.3%	5.0%	4.8%	4.9%	5.0%	4.2%	5.9%
Hispanic/Latino	14.5%	15.2%	15.1%	17.1%	17.6%	15.9%	32.0%	26.5%
Middle Eastern	NA	NA	NA	0.1%	0.6%	0.2%	Unknown	Unknown
Native American	1.0%	0.9%	1.1%	1.2%	1.3%	1.1%	0.3%	0.8%
Pacific Islander	0.5%	0.3%	0.4%	0.6%	0.4%	0.4%	0.5%	0.5%
White	67.9%	66.7%	66.8%	63.4%	62.0%	65.3%	47.7%	56.3%
Two or More Races	NA	NA	0.2%	0.3%	0.7%	0.3%	2.9%	3.1%
Unknown/Other	2.3%	2.3%	2.5%	3.1%	3.3%	2.7%	Unknown	0.2%

NOTE: The GCCCD workforce data does NOT include part-time hourly and student workers.

Table 4: Five-Year GCCCD Workforce by Ethnicity, All Occupations (without Part-Time Faculty)

GCCCD Ethnicity Data Comparison, 2015-2020								
Totals for All Job Classifications (Full-Time Only)								
Race/Ethnicity	2015-2016 (n = 801)	2016-2017 (n = 782)	2017-2018 (n = 822)	2018-2019 (n = 868)	2019-2020 (n = 863)	Five-Year Average	SD County Occupations	GCCCD Boundary
Asian	9.1%	9.3%	9.1%	10.0%	9.4%	9.4%	12.5%	6.7%
Black/African-American	5.7%	5.5%	5.7%	6.0%	6.1%	5.8%	4.2%	5.9%
Hispanic/Latino	16.4%	18.2%	17.6%	19.5%	21.1%	18.6%	32.0%	26.5%
Middle Eastern	NA	NA	NA	0.2%	0.5%	0.1%	Unknown	Unknown
Native American	1.4%	1.2%	1.1%	1.3%	1.5%	1.3%	0.3%	0.8%
Pacific Islander	0.6%	0.6%	0.6%	0.7%	0.2%	0.6%	0.5%	0.5%
White	64.5%	63.2%	63.0%	59.6%	57.7%	61.5%	47.7%	56.3%
Two or More Races	NA	NA	0.5%	0.7%	0.8%	0.4%	2.9%	3.1%
Unknown/Other	2.2%	2.0%	2.3%	2.1%	2.7%	2.3%	Unknown	0.2%

Table 5: GCCCD Workforce by Ethnicity 2019-2020, All Occupations

GCCCD Ethnicity Data Comparison						
Totals for All Job Classifications						
Race/Ethnicity	Cuyamaca College	Grossmont College	District Services	GCCCD Total	SD County Occupations	GCCCD Boundary
Asian	7.1%	10.2%	11.2%	9.3%	12.5%	6.7%
Black/African-American	5.1%	4.7%	5.6%	4.9%	4.2%	5.9%
Hispanic/Latino	18.1%	17.1%	20.0%	17.6%	32.0%	26.5%
Middle Eastern	1.2%	0.4%	0.0%	0.6%	Unknown	Unknown
Native American	1.8%	0.8%	3.2%	1.3%	0.3%	0.8%
Pacific Islander	0.3%	0.4%	0.0%	0.4%	0.5%	0.5%
White	62.0%	62.7%	55.2%	62.0%	47.7%	56.3%
Two or More Races	1.2%	0.3%	1.6%	0.7%	2.9%	3.1%
Unknown/Other	3.2%	3.4%	3.2%	3.3%	Unknown	0.2%
N	729	1,337	125	2,191	1,525,795	380,007

Table 6: GCCCD Workforce by Ethnicity 2019-2020, Executive/Administrative/Managerial Occupations

GCCCD Ethnicity Data Comparison						
Executive/Administrative/Managerial						
Race/Ethnicity	Cuyamaca College	Grossmont College	District Services	GCCCD Total	SD County Occupations	GCCCD Boundary (18+)
Asian	5.3%	3.6%	10.7%	6.7%	10.5%	6.7%
Black/African-American	10.5%	17.9%	3.6%	10.7%	4.1%	5.9%
Hispanic/Latino	47.4%	17.9%	0.0%	18.7%	19.1%	26.5%
Middle Eastern	0.0%	0.0%	0.0%	0.0%	Unknown	Unknown
Native American	5.3%	0.0%	0.0%	1.3%	0.3%	0.8%
Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.3%	0.5%
White	31.6%	57.1%	85.7%	61.3%	62.6%	56.3%
Two or More Races	0.0%	0.0%	0.0%	0.0%	3.1%	3.1%
Unknown/Other	0.0%	3.6%	0.0%	1.3%	Unknown	0.2%
N	19	28	28	75	235,655	380,007

Table 7: GCCCD Workforce by Ethnicity 2019-2020, Professional Non-Faculty Occupations

GCCCD Ethnicity Data Comparison						
Professional Non-Faculty						
Race/Ethnicity	Cuyamaca College	Grossmont College	District Services	GCCCD Total	SD County Occupations	GCCCD Boundary (18+)
Asian	18.2%	0.0%	9.5%	8.5%	18.7%	6.7%
Black/African-American	18.2%	0.0%	9.5%	8.5%	3.4%	5.9%
Hispanic/Latino	36.4%	40.0%	23.8%	31.9%	15.5%	26.5%
Middle Eastern	0.0%	0.0%	0.0%	0.0%	Unknown	Unknown
Native American	0.0%	0.0%	9.5%	4.3%	0.2%	0.8%
Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.4%	0.5%
White	27.3%	60.0%	47.6%	46.8%	58.7%	56.3%
Two or More Races	0.0%	0.0%	0.0%	0.0%	3.2%	3.1%
Unknown/Other	0.0%	0.0%	0.0%	0.0%	Unknown	0.2%
N	11	15	21	47	356,920	380,007

Table 8: GCCCD Workforce by Ethnicity 2019-2020, Secretarial/Clerical Occupations

GCCCD Ethnicity Data Comparison						
Secretarial/Clerical						
Race/Ethnicity	Cuyamaca College	Grossmont College	District Services	GCCCD Total	SD County Occupations	GCCCD Boundary (18+)
Asian	0.0%	3.8%	22.2%	5.7%	9.9%	6.7%
Black/African-American	7.4%	7.7%	0.0%	6.3%	4.9%	5.9%
Hispanic/Latino	24.1%	20.5%	22.2%	22.0%	32.9%	26.5%
Middle Eastern	3.7%	1.3%	0.0%	1.9%	Unknown	Unknown
Native American	3.7%	0.0%	0.0%	1.3%	0.3%	0.8%
Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.6%	0.5%
White	55.6%	64.1%	48.1%	58.5%	48.3%	56.3%
Two or More Races	0.0%	0.0%	0.0%	0.0%	3.0%	3.1%
Unknown/Other	5.6%	2.6%	7.4%	4.4%	Unknown	0.2%
N	54	78	27	159	348,045	380,007

Table 9: GCCCD Workforce by Ethnicity 2019-2020, Technical & Paraprofessional Occupations

GCCCD Ethnicity Data Comparison						
Technical & Paraprofessional						
Race/Ethnicity	Cuyamaca College	Grossmont College	District Services	GCCCD Total	SD County Occupations	GCCCD Boundary (18+)
Asian	1.9%	20.2%	11.1%	12.9%	18.7%	6.7%
Black/African-American	1.9%	2.2%	7.4%	2.9%	4.5%	5.9%
Hispanic/Latino	22.2%	18.0%	22.2%	20.0%	36.2%	26.5%
Middle Eastern	1.9%	0.0%	0.0%	0.6%	Unknown	Unknown
Native American	1.9%	1.1%	7.4%	2.4%	0.3%	0.8%
Pacific Islander	0.0%	1.1%	0.0%	0.6%	0.6%	0.5%
White	64.8%	51.7%	44.4%	54.7%	36.8%	56.3%
Two or More Races	3.7%	1.1%	7.4%	2.9%	2.9%	3.1%
Unknown/Other	1.9%	4.5%	0.0%	2.9%	Unknown	0.2%
N	54	89	27	170	102,885	380,007

Table 10: GCCCD Workforce by Ethnicity 2019-2020, Skilled Craft Occupations

GCCCD Ethnicity Data Comparison						
Skilled Craft						
Race/Ethnicity	Cuyamaca College	Grossmont College	District Services	GCCCD Total	SD County Occupations	GCCCD Boundary (18+)
Asian	25.0%	16.7%	0.0%	14.3%	7.9%	6.7%
Black/African-American	0.0%	0.0%	0.0%	0.0%	2.9%	5.9%
Hispanic/Latino	50.0%	0.0%	25.0%	21.4%	45.5%	26.5%
Middle Eastern	0.0%	0.0%	0.0%	0.0%	Unknown	Unknown
Native American	0.0%	0.0%	0.0%	0.0%	0.5%	0.8%
Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.3%	0.5%
White	25.0%	83.3%	50.0%	57.1%	41.6%	56.3%
Two or More Races	0.0%	0.0%	0.0%	0.0%	1.5%	3.1%
Unknown/Other	0.0%	0.0%	25.0%	7.1%	Unknown	0.2%
N	4	6	4	14	104,805	380,007

Table 11: GCCCD Workforce by Ethnicity 2019-2020, Service and Maintenance Occupations

GCCCD Ethnicity Data Comparison						
Service and Maintenance						
Race/Ethnicity	Cuyamaca College	Grossmont College	District Services	GCCCD Total	SD County Occupations	GCCCD Boundary (18+)
Asian	13.0%	12.1%	0.0%	9.5%	9.8%	6.7%
Black/African-American	8.7%	21.2%	11.1%	14.9%	4.7%	5.9%
Hispanic/Latino	39.1%	30.3%	38.9%	35.1%	50.1%	26.5%
Middle Eastern	0.0%	0.0%	0.0%	0.0%	Unknown	Unknown
Native American	0.0%	0.0%	0.0%	0.0%	0.3%	0.8%
Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.5%	0.5%
White	34.8%	36.4%	44.4%	37.8%	32.0%	56.3%
Two or More Races	0.0%	0.0%	0.0%	0.0%	2.7%	3.1%
Unknown/Other	4.3%	0.0%	5.6%	2.7%	Unknown	0.2%
N	23	33	18	74	377,485	380,007

Table 12: GCCCD Workforce by Ethnicity 2019-2020, Professional Occupations (Full-Time Faculty)

GCCCD Ethnicity Data Comparison						
Full-Time Faculty						
Race/Ethnicity	Cuyamaca College	Grossmont College	GCCCD Total	SD County Occupations	SD County Faculty Only	GCCCD Boundary (18+)
Asian	6.5%	11.2%	9.9%	18.7%	15.5%	6.7%
Black/African-American	3.3%	5.2%	4.6%	3.4%	2.3%	5.9%
Hispanic/Latino	17.4%	16.8%	17.0%	15.5%	15.4%	26.5%
Middle Eastern	0.0%	0.0%	0.0%	Unknown	Unknown	Unknown
Native American	2.2%	0.9%	1.2%	0.2%	0.3%	0.8%
Pacific Islander	0.0%	0.4%	0.3%	0.4%	0.0%	0.5%
White	66.3%	63.4%	64.2%	58.7%	63.3%	56.3%
Two or More Races	1.1%	0.4%	0.6%	3.2%	3.2%	3.1%
Unknown/Other	3.3%	1.7%	2.2%	Unknown	Unknown	0.2%
N	92	232	324	356,920	14,185	380,007

NOTE: San Diego County Faculty data derived from EEO Tabulation Table EEO 1w. Detailed Census Occupation by Sex and Race/Ethnicity for Worksite Geography Universe, Civilians employed at work 16+ for "Postsecondary Teachers" SOC 25-1000.

Table 13: GCCCD Workforce by Ethnicity 2019-2020, Professional Occupations (Part-Time Faculty)

GCCCD Ethnicity Data Comparison						
Part-Time Faculty						
Race/Ethnicity	Cuyamaca College	Grossmont College	GCCCD Total	SD County Occupations	SD County Faculty Only	GCCCD Boundary (18+)
Asian	8.1%	9.8%	9.2%	18.7%	15.5%	6.7%
Black/African-American	4.9%	3.6%	4.1%	3.4%	2.3%	5.9%
Hispanic/Latino	14.2%	15.9%	15.3%	15.5%	15.4%	26.5%
Middle Eastern	1.3%	0.5%	0.8%	Unknown	Unknown	Unknown
Native American	1.5%	0.9%	1.1%	0.2%	0.3%	0.8%
Pacific Islander	0.4%	0.5%	0.5%	0.4%	0.0%	0.5%
White	65.3%	64.6%	64.8%	58.7%	63.3%	56.3%
Two or More Races	1.3%	0.2%	0.6%	3.2%	3.2%	3.1%
Unknown/Other	3.2%	4.0%	3.7%	Unknown	Unknown	0.2%
N	472	856	1,328	356,920	14,185	380,007

NOTE: San Diego County Faculty data derived from EEO Tabulation Table EEO 1w. Detailed Census Occupation by Sex and Race/Ethnicity for Worksite Geography Universe, Civilians employed at work 16+ for "Postsecondary Teachers" SOC 25-1000.

Figure 3: Percentage of Total GCCCD Workforce and Percentage Non-White by Job Category 2019-2020

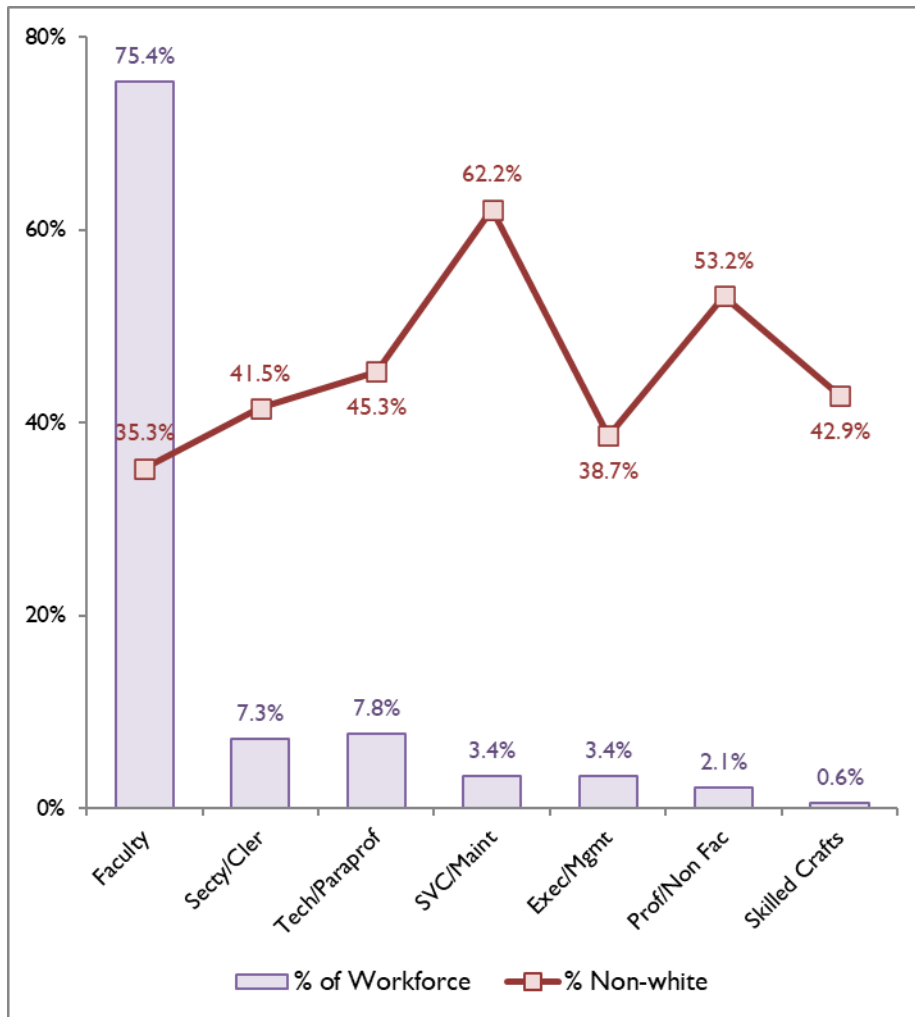


Table 14: Five-Year GCCCD Workforce by Ethnicity, Cuyamaca College Full-Time Faculty

Cuyamaca College Ethnicity Data Comparison, 2015-2020 Totals for Full-Time Faculty								
Race/Ethnicity	2015-2016 (n = 86)	2016-2017 (n = 86)	2017-2018 (n = 87)	2018-2019 (n = 94)	2019-2020 (n = 92)	Five-Year Average	SD County Faculty Only	GCCCD Boundary
Asian	7.0%	7.0%	6.9%	7.4%	6.5%	7.0%	15.5%	6.7%
Black/African-American	1.2%	2.3%	2.3%	3.2%	3.3%	2.5%	2.3%	5.9%
Hispanic/Latino	16.3%	17.4%	16.1%	16.0%	17.4%	16.6%	15.4%	26.5%
Middle Eastern	NA	NA	NA	0.0%	0.0%	0.0%	Unknown	Unknown
Native American	1.2%	1.2%	1.1%	1.1%	2.2%	1.3%	0.3%	0.8%
Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%
White	73.3%	70.9%	72.4%	71.3%	66.3%	70.8%	63.3%	56.3%
Two or More Races	NA	NA	0.0%	0.0%	1.1%	0.2%	3.2%	3.1%
Unknown/Other	1.2%	1.2%	1.1%	1.1%	3.3%	1.6%	Unknown	0.2%

Table 15: Five-Year GCCCD Workforce by Ethnicity, Grossmont College Full-Time Faculty

Grossmont College Ethnicity Data Comparison, 2015-2020 Totals for Full-Time Faculty								
Race/Ethnicity	2015-2016 (n = 201)	2016-2017 (n = 217)	2017-2018 (n = 219)	2018-2019 (n = 231)	2019-2020 (n = 232)	Five-Year Average	SD County Faculty Only	GCCCD Boundary
Asian	9.5%	9.7%	10.0%	10.8%	11.2%	10.3%	15.5%	6.7%
Black/African-American	3.5%	5.1%	5.0%	5.2%	5.2%	4.8%	2.3%	5.9%
Hispanic/Latino	13.9%	16.6%	16.4%	16.9%	16.8%	16.2%	15.4%	26.5%
Middle Eastern	NA	NA	NA	0.0%	0.0%	0.0%	Unknown	Unknown
Native American	1.0%	0.5%	0.5%	0.9%	0.9%	0.7%	0.3%	0.8%
Pacific Islander	0.5%	0.5%	0.5%	0.4%	0.4%	0.5%	0.0%	0.5%
White	69.7%	65.4%	65.3%	63.6%	63.4%	65.4%	63.3%	56.3%
Two or More Races	NA	NA	0.0%	0.4%	0.4%	0.2%	3.2%	3.1%
Unknown/Other	2.0%	2.3%	2.3%	1.7%	1.7%	2.0%	Unknown	0.2%

Table 16: Five-Year GCCCD Workforce by Ethnicity, Cuyamaca College Part-Time Faculty

Cuyamaca College Ethnicity Data Comparison, 2015-2020								
Totals for Part-Time Faculty								
Race/Ethnicity	2015-2016 (n = 427)	2016-2017 (n = 376)	2017-2018 (n = 445)	2018-2019 (n = 433)	2019-2020 (n = 472)	Five-Year Average	SD County Faculty Only	GCCCD Boundary
Asian	7.5%	8.0%	6.5%	7.9%	8.1%	7.6%	15.5%	6.7%
Black/African-American	5.9%	5.9%	5.6%	4.4%	4.9%	5.3%	2.3%	5.9%
Hispanic/Latino	12.6%	13.0%	13.5%	15.5%	14.2%	13.8%	15.4%	26.5%
Middle Eastern	NA	NA	NA	0.0%	1.3%	0.3%	Unknown	Unknown
Native American	0.9%	1.3%	1.6%	1.8%	1.5%	1.4%	0.3%	0.8%
Pacific Islander	0.2%	0.0%	0.4%	0.2%	0.4%	0.3%	0.0%	0.5%
White	70.0%	68.6%	69.7%	66.5%	65.3%	68.0%	63.3%	56.3%
Two or More Races	NA	NA	NA	0.0%	1.3%	0.3%	3.2%	3.1%
Unknown/Other	2.8%	3.2%	2.7%	3.7%	3.2%	3.1%	Unknown	0.2%

Table 17: Five-Year GCCCD Workforce by Ethnicity, Grossmont College Part-Time Faculty

Grossmont College Ethnicity Data Comparison, 2015-2020								
Totals for Part-Time Faculty								
Race/Ethnicity	2015-2016 (n = 743)	2016-2017 (n = 633)	2017-2018 (n = 816)	2018-2019 (n = 803)	2019-2020 (n = 856)	Five-Year Average	SD County Faculty Only	GCCCD Boundary
Asian	8.9%	9.6%	9.9%	9.7%	9.8%	9.6%	15.5%	6.7%
Black/African-American	3.9%	4.7%	4.0%	3.6%	3.6%	3.9%	2.3%	5.9%
Hispanic/Latino	13.6%	13.0%	13.4%	15.3%	15.9%	14.3%	15.4%	26.5%
Middle Eastern	NA	NA	NA	0.1%	0.5%	0.1%	Unknown	Unknown
Native American	0.5%	0.5%	0.7%	0.9%	0.9%	0.7%	0.3%	0.8%
Pacific Islander	0.4%	0.2%	0.2%	0.6%	0.5%	0.4%	0.0%	0.5%
White	70.4%	69.8%	69.1%	65.8%	64.6%	67.8%	63.3%	56.3%
Two or More Races	NA	NA	NA	0.1%	0.2%	0.1%	3.2%	3.1%
Unknown/Other	2.3%	2.2%	2.6%	3.9%	4.0%	3.0%	Unknown	0.2%

Table 18: Five-Year GCCCD Workforce by Gender, All Occupations

GCCCD Gender Data Comparison, 2015-2020								
Totals for All Job Classifications								
Gender	2015-2016 (n = 1,971)	2016-2017 (n = 1,791)	2017-2018 (n = 2,083)	2018-2019 (n = 2,104)	2019-2020 (n = 2,191)	Five-Year Average	SD County Occupations	GCCCD Boundary
Female	56.1%	56.1%	56.4%	56.4%	55.6%	56.1%	46.1%	51.1%
Male	43.9%	43.9%	43.6%	43.6%	44.4%	43.9%	53.9%	48.9%

Table 19: GCCCD Workforce by Gender 2019-2020, All Occupations

GCCCD Gender Data Comparison						
Totals for All Job Classifications						
Gender	Cuyamaca College	Grossmont College	District Services	GCCCD Total	SD County Occupations	GCCCD Boundary (18+)
Female	52.0%	58.0%	52.0%	55.6%	46.1%	51.1%
Male	48.0%	42.0%	48.0%	44.4%	53.9%	48.9%
N	729	1,337	125	2,191	1,525,785	380,007