

**Rancho Santiago Community College District  
An Analysis of Disproportionate Impact by Employment Job Category  
2021-23  
RSCCD Research Department**

**April 2024**

Equal Employment Opportunity practices and processes are necessary for the advancement of equity in the workforce. In working towards equity, the California Community Colleges Chancellor's Office (CCCCO) recommends two sets of analyses for districts to perform to help identify disproportionately impacted demographic groups and investigate areas for improvement in the hiring processes. The first set of analyses, known as the significantly underrepresented group analysis, involves comparing a demographic group's representation in the applicant pool, interviewee pool, and those selected for hire in a job category with the demographic group's representation in a reference sample that is locally decided upon, e.g., student demographics at the district, community demographics in the district's service area, or labor market availability for the job categories being monitored. For the present analyses, credit student demographics at the district was chosen as the reference sample due to the readily available data and greater ability to disaggregate the ethnic groups according to the same categories identified in the district's employee data as provided by the RSCCD Human Resources Department. If the proportion of representation in the pool relative to the representation in the reference sample is less than 80%, the group may be considered significantly underrepresented.

The second set of analyses, known as the adverse impact test, compares a demographic group's selection rate for interviews and/or hires with the demographic group with the highest selection rate for the respective job category. If the demographic group's selection rate for interviews or hires is less than 80% of the demographic group with the highest selection rate, adverse impact may have occurred in these stages of the hiring process.

The CCCCCO recommends conducting both sets of analyses for each of seven job categories, i.e., executive/administrative/managerial, faculty and other instructional staff, professional non-faculty, secretarial/clerical, technical and paraprofessional, skilled crafts, and service and maintenance. In the accompanying file, both sets of analyses were performed for each job category and detailed results are provided. Key findings by job category are provided below.

**Key findings by job category:**

Executive/administrative/managerial (Category 1)

- The Hispanic or Latino group was significantly underrepresented at all stages of the hiring process relative to their representation in the district's credit student demographics.

- The Hispanic or Latino group was adversely impacted in their hiring selection rate relative to Asians.
- Females and other/unknown genders, which includes individuals who identify as non-binary, were adversely impacted in the hiring selection stage.

#### Faculty and other instructional staff (Category 2)

- All ethnic groups except for Hispanic or Latino were adversely impacted in the interviewee selection stage.
- Males were significantly underrepresented at all stages of the hiring process.

#### Professional non-faculty (Category 3)

- Black or African American, Hispanic or Latino, and individuals with two or more non-Hispanic or Latino races were adversely impacted in the interviewee selection stage, while Black or African American and White individuals were adversely impacted in the hiring selection stage.
- Males were significantly underrepresented at all stages of the hiring process.

#### Secretarial/clerical (Category 4)

- Black or African American individuals were significantly underrepresented and adversely impacted in both the interviewee selection and hiring selection stages.
- Males were significantly underrepresented in all stages of the hiring process and adversely impacted in both the interviewee selection and hiring selection stages.
- Females were adversely impacted in the interviewee selection stage but not the hiring selection stage.
- Other/unknown, which includes individuals who identify as non-binary, were significantly underrepresented and adversely impacted in the hiring selection stage.

#### Technical and paraprofessional (Category 5)

- Asian, Black or African American, two or more non-Hispanic or Latino races, and White applicants were adversely impacted in the interviewee selection stage.
- Males were significantly underrepresented in all stages of the hiring process
- Both females and males were adversely impacted in the hiring selection stage.

#### Skilled crafts (Category 6)

- Individuals with two or more non-Hispanic or Latino races were significantly underrepresented in the applicant pool for this job category.
- Females were significantly underrepresented in all stages of the hiring process.

#### Service and maintenance (Category 7)

- Asian and individuals with two or more non-Hispanic or Latino races were significantly underrepresented in all stages of the hiring process for this job category.
- Females were significantly underrepresented in all stages of the hiring process, as well as adversely impacted in the interviewee selection and hiring selection stages.
- Males were adversely impacted in the hiring selection stage.

In the tables provided on the following pages, two sets of analyses were performed to help identify demographic groups that may be disproportionately underrepresented or adversely impacted in the hiring process at RSCCD. The two analyses are:

1. Significantly Underrepresented Group Analysis
2. Adverse Impact Test

According to the "Significantly Underrepresented Group Analysis," the potential employees demographic group's representation in the pool (applicants, interviewees, or hires) is compared to the same demographic group's representation in a reference sample (in this case, RSCCD credit student demographics from 2021-23). If the proportion of representation in the pool relative to the representation in the reference sample is less than 80%, the group may be considered significantly underrepresented and the cells are highlighted in red.

According to the "Adverse Impact Test," adverse impact occurs when the potential employees demographic group's selection rate for interviews or hires is less than 80% of the demographic group with the highest selection rate. Cells highlighted in red indicate groups that may be experiencing adverse impact.

Caution should be taken in interpreting results from analyses with demographic group counts less than 30.

Employee data provided by RSCCD Human Resources.

**Disproportionate Impact Analyses for Executive / Administrative / Managerial (EEO Category 1) from 2021-23**

	Applicants			Interviewees						Hires					
	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)
<b>Ethnicity</b>	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)
American Indian or Alaskan Native	18	0.6%	298.4%	3	0.6%	303.9%	16.7%	22.8%	73.2%	0	0.0%	0.0%	0.0%	4.6%	0.0%
Asian	325	11.4%	129.9%	74	15.9%	180.8%	22.8%	22.8%	100.0%	15	23.8%	271.1%	4.6%	4.6%	100.0%
Black or African-American	406	14.3%	715.0%	61	13.1%	656.5%	15.0%	22.8%	66.0%	7	11.1%	557.3%	1.7%	4.6%	37.4%
Hispanic or Latino	770	27.0%	52.4%	147	31.5%	61.1%	19.1%	22.8%	83.8%	20	31.7%	61.5%	2.6%	4.6%	56.3%
Native Hawaiian or other Pacific Islander	23	0.8%	272.3%	5	1.1%	361.8%	21.7%	22.8%	95.5%	0	0.0%	0.0%	0.0%	4.6%	0.0%
Two or More Races (not Hispanic or Latino)	128	4.5%	171.7%	17	3.6%	139.4%	13.3%	22.8%	58.3%	1	1.6%	60.6%	0.8%	4.6%	16.9%
White	976	34.3%	173.5%	128	27.5%	139.1%	13.1%	22.8%	57.6%	19	30.2%	152.7%	1.9%	4.6%	42.2%
Other/Unknown	202	7.1%	48.2%	31	6.7%	45.2%	15.3%	22.8%	67.4%	1	1.6%	10.8%	0.5%	4.6%	10.7%
<b>Total</b>	<b>2,848</b>	<b>100.0%</b>		<b>466</b>	<b>100.0%</b>					<b>63</b>	<b>100.0%</b>				

  

	Applicants			Interviewees						Hires					
	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)
<b>Gender</b>	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)
Female	1,261	44.3%	107.5%	218	46.8%	113.5%	17.3%	17.3%	100.0%	25	39.7%	96.3%	2.0%	2.5%	79.2%
Male	1,479	51.9%	90.6%	238	51.1%	89.1%	16.1%	17.3%	93.1%	37	58.7%	102.4%	2.5%	2.5%	100.0%
Other/Unknown	108	3.8%	260.4%	10	2.1%	147.4%	9.3%	17.3%	53.6%	1	1.6%	109.0%	0.9%	2.5%	37.0%
<b>Total</b>	<b>2,848</b>	<b>100.0%</b>		<b>466</b>	<b>100.0%</b>					<b>63</b>	<b>100.0%</b>				

**Disproportionate Impact Analyses for Faculty and Other Instructional Staff (EEO Category 2) from 2021-23**

	Applicants			Interviewees						Hires					
			Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)			Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)			Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)
<b>Ethnicity</b>	Count	% of Total		Count	% of Total					Count	% of Total				
American Indian or Alaskan Native	23	0.5%	244.4%	1	0.3%	151.3%	4.3%	9.4%	46.1%	0	0.0%	0.0%	0.0%	4.2%	0.0%
Asian	736	16.6%	188.6%	35	11.2%	127.7%	4.8%	9.4%	50.4%	5	8.8%	99.9%	0.7%	4.2%	16.3%
Black or African-American	292	6.6%	329.6%	14	4.5%	225.0%	4.8%	9.4%	50.8%	2	3.5%	176.0%	0.7%	4.2%	16.4%
Hispanic or Latino	1,368	30.8%	59.6%	129	41.3%	80.1%	9.4%	9.4%	100.0%	24	42.1%	81.5%	1.8%	4.2%	42.1%
Native Hawaiian or other Pacific Islander	24	0.5%	182.2%	1	0.3%	108.1%	4.2%	9.4%	44.2%	1	1.8%	591.6%	4.2%	4.2%	100.0%
Two or More Races (not Hispanic or Latino)	174	3.9%	149.6%	10	3.2%	122.4%	5.7%	9.4%	60.9%	2	3.5%	134.1%	1.1%	4.2%	27.6%
White	1,497	33.7%	170.6%	101	32.4%	163.9%	6.7%	9.4%	71.5%	19	33.3%	168.8%	1.3%	4.2%	30.5%
Other/Unknown	329	7.4%	50.3%	21	6.7%	45.7%	6.4%	9.4%	67.7%	4	7.0%	47.7%	1.2%	4.2%	29.2%
<b>Total</b>	<b>4,443</b>	<b>100.0%</b>		<b>312</b>	<b>100.0%</b>					<b>57</b>	<b>100.0%</b>				

  

	Applicants			Interviewees						Hires					
			Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)			Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)			Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)
<b>Gender</b>	Count	% of Total		Count	% of Total					Count	% of Total				
Female	2,364	53.2%	129.1%	189	60.6%	147.0%	8.0%	8.0%	100.0%	33	57.9%	140.5%	1.4%	1.8%	78.6%
Male	1,910	43.0%	75.0%	111	35.6%	62.0%	5.8%	8.0%	72.7%	21	36.8%	64.2%	1.1%	1.8%	61.9%
Other/Unknown	169	3.8%	261.2%	12	3.8%	264.2%	7.1%	8.0%	88.8%	3	5.3%	361.5%	1.8%	1.8%	100.0%
<b>Total</b>	<b>4,443</b>	<b>100.0%</b>		<b>312</b>	<b>100.0%</b>					<b>57</b>	<b>100.0%</b>				

**Disproportionate Impact Analyses for Professional Non-Faculty (EEO Category 3) from 2021-23**

	Applicants			Interviewees						Hires					
	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)
<b>Ethnicity</b>															
American Indian or Alaskan Native	15	0.4%	210.9%	2	0.5%	227.0%	13.3%	16.0%	83.3%	0	0.0%	0.0%	0.0%	2.3%	0.0%
Asian	603	18.0%	204.4%	96	23.1%	262.7%	15.9%	16.0%	99.5%	11	17.2%	195.7%	1.8%	2.3%	80.5%
Black or African-American	161	4.8%	240.5%	15	3.6%	180.8%	9.3%	16.0%	58.2%	0	0.0%	0.0%	0.0%	2.3%	0.0%
Hispanic or Latino	1,633	48.6%	94.2%	176	42.3%	81.9%	10.8%	16.0%	67.4%	37	57.8%	112.0%	2.3%	2.3%	100.0%
Native Hawaiian or other Pacific Islander	25	0.7%	251.1%	4	1.0%	324.3%	16.0%	16.0%	100.0%	0	0.0%	0.0%	0.0%	2.3%	0.0%
Two or More Races (not Hispanic or Latino)	138	4.1%	157.0%	14	3.4%	128.6%	10.1%	16.0%	63.4%	3	4.7%	179.1%	2.2%	2.3%	95.9%
White	602	17.9%	90.8%	84	20.2%	102.3%	14.0%	16.0%	87.2%	9	14.1%	71.2%	1.5%	2.3%	66.0%
Other/Unknown	181	5.4%	36.6%	25	6.0%	40.8%	13.8%	16.0%	86.3%	4	6.3%	42.5%	2.2%	2.3%	97.5%
<b>Total</b>	<b>3,358</b>	<b>100.0%</b>		<b>416</b>	<b>100.0%</b>					<b>64</b>	<b>100.0%</b>				

	Applicants			Interviewees						Hires					
	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)
<b>Gender</b>															
Female	1,947	58.0%	140.7%	235	56.5%	137.1%	12.1%	14.7%	81.9%	41	64.1%	155.5%	2.1%	3.2%	66.7%
Male	1,316	39.2%	68.3%	167	40.1%	70.0%	12.7%	14.7%	86.1%	20	31.3%	54.5%	1.5%	3.2%	48.1%
Other/Unknown	95	2.8%	194.3%	14	3.4%	231.1%	14.7%	14.7%	100.0%	3	4.7%	321.9%	3.2%	3.2%	100.0%
<b>Total</b>	<b>3,358</b>	<b>100.0%</b>		<b>416</b>	<b>100.0%</b>					<b>64</b>	<b>100.0%</b>				

**Disproportionate Impact Analyses for Secretarial / Clerical (EEO Category 4) from 2021-23**

	Applicants			Interviewees						Hires					
	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)
<b>Ethnicity</b>															
American Indian or Alaskan Native	13	0.4%	175.4%	1	0.3%	150.4%	7.7%	16.7%	46.2%	0	0.0%	0.0%	0.0%	5.6%	0.0%
Asian	451	12.9%	146.7%	28	8.9%	101.5%	6.2%	16.7%	37.3%	0	0.0%	0.0%	0.0%	5.6%	0.0%
Black or African-American	127	3.6%	182.0%	4	1.3%	63.9%	3.1%	16.7%	18.9%	0	0.0%	0.0%	0.0%	5.6%	0.0%
Hispanic or Latino	1,955	55.9%	108.2%	206	65.6%	127.1%	10.5%	16.7%	63.2%	40	87.0%	168.4%	2.0%	5.6%	36.8%
Native Hawaiian or other Pacific Islander	18	0.5%	173.5%	3	1.0%	322.2%	16.7%	16.7%	100.0%	1	2.2%	733.1%	5.6%	5.6%	100.0%
Two or More Races (not Hispanic or Latino)	132	3.8%	144.1%	10	3.2%	121.7%	7.6%	16.7%	45.5%	0	0.0%	0.0%	0.0%	5.6%	0.0%
White	630	18.0%	91.2%	38	12.1%	61.3%	6.0%	16.7%	36.2%	4	8.7%	44.0%	0.6%	5.6%	11.4%
Other/Unknown	173	4.9%	33.6%	24	7.6%	51.9%	13.9%	16.7%	83.2%	1	2.2%	14.8%	0.6%	5.6%	10.4%
<b>Total</b>	<b>3,499</b>	<b>100.0%</b>		<b>314</b>	<b>100.0%</b>					<b>46</b>	<b>100.0%</b>				

	Applicants			Interviewees						Hires					
	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)
<b>Gender</b>															
Female	2,702	77.2%	187.4%	264	84.1%	204.1%	9.8%	13.8%	70.6%	43	93.5%	226.9%	1.6%	1.6%	100.0%
Male	732	20.9%	36.5%	41	13.1%	22.8%	5.6%	13.8%	40.5%	3	6.5%	11.4%	0.4%	1.6%	25.8%
Other/Unknown	65	1.9%	127.6%	9	2.9%	196.9%	13.8%	13.8%	100.0%	0	0.0%	0.0%	0.0%	1.6%	0.0%
<b>Total</b>	<b>3,499</b>	<b>100.0%</b>		<b>314</b>	<b>100.0%</b>					<b>46</b>	<b>100.0%</b>				

**Disproportionate Impact Analyses for Technical and Paraprofessional (EEO Category 5) from 2021-23**

	Applicants			Interviewees						Hires					
	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)
<b>Ethnicity</b>	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)
American Indian or Alaskan Native	14	0.3%	136.8%	2	0.3%	147.3%	14.3%	15.3%	93.2%	1	1.0%	454.0%	7.1%	7.1%	100.0%
Asian	656	13.6%	154.6%	79	12.3%	140.3%	12.0%	15.3%	78.6%	11	10.6%	120.4%	1.7%	7.1%	23.5%
Black or African-American	276	5.7%	286.5%	30	4.7%	234.7%	10.9%	15.3%	70.9%	3	2.9%	144.7%	1.1%	7.1%	15.2%
Hispanic or Latino	2,564	53.1%	102.8%	393	61.3%	118.7%	15.3%	15.3%	100.0%	59	56.7%	109.9%	2.3%	7.1%	32.2%
Native Hawaiian or other Pacific Islander	35	0.7%	244.3%	5	0.8%	263.1%	14.3%	15.3%	93.2%	0	0.0%	0.0%	0.0%	7.1%	0.0%
Two or More Races (not Hispanic or Latino)	186	3.9%	147.1%	16	2.5%	95.4%	8.6%	15.3%	56.1%	2	1.9%	73.5%	1.1%	7.1%	15.1%
White	832	17.2%	87.2%	79	12.3%	62.4%	9.5%	15.3%	61.9%	15	14.4%	73.0%	1.8%	7.1%	25.2%
Other/Unknown	268	5.5%	37.7%	37	5.8%	39.2%	13.8%	15.3%	90.1%	13	12.5%	85.0%	4.9%	7.1%	67.9%
<b>Total</b>	<b>4,831</b>	<b>100.0%</b>		<b>641</b>	<b>100.0%</b>					<b>104</b>	<b>100.0%</b>				
	Applicants			Interviewees						Hires					
	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)
<b>Gender</b>	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)
Female	3,059	63.3%	153.7%	397	61.9%	150.3%	13.0%	14.8%	87.5%	64	61.5%	149.4%	2.1%	5.2%	40.5%
Male	1,617	33.5%	58.4%	221	34.5%	60.1%	13.7%	14.8%	92.1%	32	30.8%	53.7%	2.0%	5.2%	38.3%
Other/Unknown	155	3.2%	220.4%	23	3.6%	246.4%	14.8%	14.8%	100.0%	8	7.7%	528.3%	5.2%	5.2%	100.0%
<b>Total</b>	<b>4,831</b>	<b>100.0%</b>		<b>641</b>	<b>100.0%</b>					<b>104</b>	<b>100.0%</b>				



Disproportionate Impact Analyses for Skilled Crafts (EEO Category 6) from 2021-23

Ethnicity	Applicants			Interviewees						Hires					
	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)
American Indian or Alaskan Native	3	2.2%	1019.0%	0	0.0%	0.0%	0.0%	28.6%	0.0%	0	0.0%	0.0%	0.0%	1.3%	0.0%
Asian	15	10.8%	122.9%	2	10.0%	113.9%	13.3%	28.6%	46.7%	0	0.0%	0.0%	0.0%	1.3%	0.0%
Black or African-American	7	5.0%	252.6%	2	10.0%	501.5%	28.6%	28.6%	100.0%	0	0.0%	0.0%	0.0%	1.3%	0.0%
Hispanic or Latino	75	54.0%	104.5%	10	50.0%	96.8%	13.3%	28.6%	46.7%	1	100.0%	193.7%	1.3%	1.3%	100.0%
Native Hawaiian or other Pacific Islander	1	0.7%	242.6%	0	0.0%	0.0%	0.0%	28.6%	0.0%	0	0.0%	0.0%	0.0%	1.3%	0.0%
Two or More Races (not Hispanic or Latino)	2	1.4%	55.0%	0	0.0%	0.0%	0.0%	28.6%	0.0%	0	0.0%	0.0%	0.0%	1.3%	0.0%
White	32	23.0%	116.6%	5	25.0%	126.6%	15.6%	28.6%	54.7%	0	0.0%	0.0%	0.0%	1.3%	0.0%
Other/Unknown	4	2.9%	19.6%	1	5.0%	34.0%	25.0%	28.6%	87.5%	0	0.0%	0.0%	0.0%	1.3%	0.0%
<b>Total</b>	<b>139</b>	<b>100.0%</b>		<b>20</b>	<b>100.0%</b>					<b>1</b>	<b>100.0%</b>				

Gender	Applicants			Interviewees						Hires					
	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)
Female	19	13.7%	33.2%	4	20.0%	48.5%	21.1%	21.1%	100.0%	0	0.0%	0.0%	0.0%	0.8%	0.0%
Male	118	84.9%	148.0%	16	80.0%	139.5%	13.6%	21.1%	64.4%	1	100.0%	174.4%	0.8%	0.8%	100.0%
Other/Unknown	2	1.4%	98.8%	0	0.0%	0.0%	0.0%	21.1%	0.0%	0	0.0%	0.0%	0.0%	0.8%	0.0%
<b>Total</b>	<b>139</b>	<b>100.0%</b>		<b>20</b>	<b>100.0%</b>					<b>1</b>	<b>100.0%</b>				

**Disproportionate Impact Analyses for Service and Maintenance (EEO Category 7) from 2021-23**

Ethnicity	Applicants			Interviewees						Hires					
	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)
American Indian or Alaskan Native	8	0.9%	403.5%	2	1.3%	613.2%	25.0%	25.0%	100.0%	0	0.0%	0.0%	0.0%	11.1%	0.0%
Asian	49	5.2%	59.6%	7	4.5%	51.8%	14.3%	25.0%	57.1%	2	6.3%	71.2%	4.1%	11.1%	36.7%
Black or African-American	92	9.8%	493.0%	15	9.7%	488.5%	16.3%	25.0%	65.2%	3	9.4%	470.2%	3.3%	11.1%	29.3%
Hispanic or Latino	628	67.1%	129.9%	107	69.5%	134.6%	17.0%	25.0%	68.2%	18	56.3%	108.9%	2.9%	11.1%	25.8%
Native Hawaiian or other Pacific Islander	7	0.7%	252.2%	1	0.6%	219.0%	14.3%	25.0%	57.1%	0	0.0%	0.0%	0.0%	11.1%	0.0%
Two or More Races (not Hispanic or Latino)	18	1.9%	73.5%	2	1.3%	49.6%	11.1%	25.0%	44.4%	0	0.0%	0.0%	0.0%	11.1%	0.0%
White	107	11.4%	57.9%	16	10.4%	52.6%	15.0%	25.0%	59.8%	6	18.8%	95.0%	5.6%	11.1%	50.5%
Other/Unknown	27	2.9%	19.6%	4	2.6%	17.7%	14.8%	25.0%	59.3%	3	9.4%	63.7%	11.1%	11.1%	100.0%
<b>Total</b>	<b>936</b>	<b>100.0%</b>		<b>154</b>	<b>100.0%</b>					<b>32</b>	<b>100.0%</b>				

Gender	Applicants			Interviewees						Hires					
	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)	Count	% of Total	Sig. Underrep. Grp. Analysis (% Rep. / % Ref. Grp.)	Selec. Rate	Max Selec. Rate	Adverse Imp. Test (Selec. Rate / Max Selec. Rate)
Female	142	15.2%	36.8%	16	10.4%	25.2%	11.3%	17.6%	63.9%	5	15.6%	37.9%	3.5%	5.9%	59.9%
Male	777	83.0%	144.8%	137	89.0%	155.1%	17.6%	17.6%	100.0%	26	81.3%	141.7%	3.3%	5.9%	56.9%
Other/Unknown	17	1.8%	124.7%	1	0.6%	44.6%	5.9%	17.6%	33.4%	1	3.1%	214.6%	5.9%	5.9%	100.0%
<b>Total</b>	<b>936</b>	<b>100.0%</b>		<b>154</b>	<b>100.0%</b>					<b>32</b>	<b>100.0%</b>				

Reference Group - RSCCD Credit Students from 2021-23\*

Ethnicity	Unduplicated Headcount	% of Total
American Indian or Alaskan Native	215	0.2%
Asian	8,916	8.8%
Black or African-American	2,024	2.0%
Hispanic or Latino	52,415	51.6%
Native Hawaiian or other Pacific Islander	301	0.3%
Two or More Races (not Hispanic or Latino)	2,657	2.6%
White	20,045	19.7%
Other/Unknown	14,936	14.7%
<b>Total</b>	<b>101,509</b>	<b>100.0%</b>

Gender	Unduplicated Headcount	% of Total
Female	41,821	41.2%
Male	58,210	57.3%
Other/Unknown	1,478	1.5%
<b>Total</b>	<b>101,509</b>	<b>100.0%</b>

Source: RSCCD Research Data Warehouse (RDW)

\*Note: In order to match the timeframe of the employee data provided by RSCCD Human Resources, i.e., January 2021 through December 2023, end of term snapshots from spring intersession 2021 through fall 2023 were used.