

FY 2015-2016 --2017-2018

Equal Employment Opportunity Update: Workforce and Applicant Data



Riverside Community College District
Office of Human Resources and Employee Relations
FY 2015-2016 --2017-2018

RCCD DIVERSITY SNAPSHOT AT A GLANCE

OVERALL WORKFORCE

OVERALL WORKFORCE AT-A-GLANCE						
	2015-2016		2016-2017		2017-2018	
TOTAL	2,118	100%	2063	100%	2261	100%
Classified	557	26%	559	27%	620	27%
Executive	129	6%	127	6%	138	6%
Full-Time Faculty	374	18%	388	19%	424	19%
Part-Time Faculty	1058	50%	989	48%	1079	48%
Women	1103	52%	1095	53%	1175	52%
Men	1015	48%	968	47%	1086	48%
American Indian/Alaska Native	19	1%	10	0%	12	1%
Asian	163	8%	159	8%	174	8%
Black/African American	155	7%	183	9%	193	9%
Hispanic/Latino	503	24%	537	26%	629	28%
Native Hawaiian/Pacific Islander	7	<1%	6	<1%	9	<1%
White	1215	57%	1118	54%	1195	53%
Two or More	56	3%	50	2%	49	2%

- The number of districtwide employees increased by approximately 6.75%
- In 2017/18, 52% of our employees were women, 48% were men. This percentage breakdown has been consistent.
- Districtwide, we continue to make slow progress towards a more diverse workforce, with slight increases in Black/African American and Hispanic/Latino. American Indian/Alaska Native, Asian, and Native Hawaiian/Pacific Islander remained relatively unchanged.

OVERALL CLASSIFIED WORKFORCE AT-A-GLANCE						
	2015-2016		2016-2017		2017-2018	
TOTAL	557	100%	559	100%	620	100%
Women	331	59%	334	60%	371	60%
Men	226	41%	225	40%	249	40%
American Indian/Alaska Native	4	1%	3	1%	3	0%
Asian	26	5%	21	4%	28	5%
Black/African American	62	11%	71	13%	76	12%
Hispanic/Latino	219	39%	238	43%	266	43%
Native Hawaiian/Pacific Islander	5	1%	5	1%	8	1%
White	229	41%	208	37%	224	36%
Two or More	12	2%	13	2%	15	2%

- The overall number of classified employees increased by approximately 11%
- The gender breakdown remained relatively constant at 60% women and 40% male
- Hispanic/Latino represent 43% of the classified workforce

OVERALL EXECUTIVE WORKFORCE AT-A-GLANCE

	2015-2016		2016-2017		2017-2018	
TOTAL	129	100%	127	100%	138	100%
Women	64	50%	59	46%	63	46%
Men	65	50%	68	54%	75	54%
American Indian/Alaska Native	0	0%	0	0%	0	0%
Asian	10	8%	9	7%	9	7%
Black/African American	16	12%	20	16%	23	17%
Hispanic/Latino	36	28%	33	26%	37	27%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	65	50%	62	49%	67	49%
Two or More	2	2%	3	2%	2	1%

- There was a slight increase in the number of executive level staff, districtwide
- In terms of gender, the breakdown was 54% male to 46% female
- There were small increases in the number of Black/African American and Hispanic/Latino employees amongst the executive ranks, districtwide

OVERALL FULL-TIME FACULTY WORKFORCE AT-A-GLANCE

	2015-2016		2016-2017		2017-2018	
TOTAL	374	100%	388	100%	424	100%
Women	201	54%	202	52%	227	54%
Men	173	46%	186	48%	197	46%
American Indian/Alaska Native	4	1%	2	1%	2	<1%
Asian	28	7%	32	8%	34	8%
Black/African American	20	5%	22	6%	24	6%
Hispanic/Latino	68	18%	78	20%	85	20%
Native Hawaiian/Pacific Islander	1	<1%	0	0%	0	0%
White	243	65%	246	63%	271	64%
Two or More	10	3%	8	2%	8	2%

- The number of faculty, districtwide, increased by approximately 9.3%
- Female faculty outnumbered male faculty; the breakdown is 54% to 46%
- American Indian/Alaska Native, Asian, Black/African American and Native Hawaiian/Pacific Islander continue to be under represented within our faculty ranks

OVERALL PART-TIME FACULTY WORKFORCE AT-A-GLANCE

	2015-2016		2016-2017		2017-2018	
TOTAL	1,058	100%	989	100%	1079	100%
Women	507	48%	500	51%	514	48%
Men	551	52%	489	49%	565	52%
American Indian/Alaska Native	11	1%	5	1%	7	1%
Asian	99	9%	97	10%	103	10%
Black/African American	57	5%	70	7%	70	6%
Hispanic/Latino	180	17%	188	19%	241	22%
Native Hawaiian/Pacific Islander	1	<1%	1	<1%	1	<1%
White	678	64%	602	61%	633	59%
Two or More	32	3%	26	3%	24	2%

- Women represent 48% of part-time faculty, while men make up the remaining 52%
- While there has been a small increase in the number of Hispanic/Latino employees within the part-time faculty ranks, other traditionally underrepresented groups have either remained unchanged or decreased in overall numbers

DISTRICT OFFICE

DISTRICT OFFICE WORKFORCE AT-A-GLANCE						
	2015-2016		2016-2017		2017-2018	
TOTAL	130	100%	121	100%	135	100%
Classified	93	72%	86	71%	100	74%
Executive	37	28%	35	29%	35	26%
Women	75	58%	71	59%	79	59%
Men	55	42%	50	41%	56	41%
American Indian/Alaska Native	1	1%	1	1%	1	1%
Asian	10	8%	5	4%	10	7%
Black/African American	5	4%	7	6%	12	9%
Hispanic/Latino	40	31%	43	36%	45	33%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	72	55%	63	52%	65	48%
Two or More	2	2%	2	2%	2	1%

DISTRICT OFFICE CLASSIFIED WORKFORCE AT-A-GLANCE						
	2015-2016		2016-2017		2017-2018	
TOTAL	93	100%	86	100%	100	100%
Women	61	66%	59	69%	68	68%
Men	32	34%	27	31%	32	32%
American Indian/Alaska Native	1	1%	1	1%	1	1%
Asian	7	8%	2	2%	6	6%
Black/African American	3	3%	3	3%	8	8%
Hispanic/Latino	31	33%	37	43%	39	39%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	49	53%	41	48%	44	44%
Two or More	2	2%	2	2%	2	2%

- The district office workforce is 74% classified employees and 26% administrators
- The gender breakdown is 59% female and 41% male
- The number of Asian and Black/African American employees has slightly increased
- The number of Hispanic/Latino employees has decreased by 4%
- The total number of classified employees at the district office has increased by about 16.3%

DISTRICT OFFICE EXECUTIVE WORKFORCE AT-A-GLANCE

	2015-2016		2016-2017		2017-2018	
TOTAL	37	100%	35	100%	35	100%
Women	14	38%	12	34%	11	31%
Men	23	62%	23	66%	24	69%
American Indian/Alaska Native	0	0%	0	0%	0	0%
Asian	3	8%	3	9%	4	11%
Black/African American	2	5%	4	11%	4	11%
Hispanic/Latino	9	24%	6	17%	6	17%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	23	62%	22	63%	21	60%
Two or More	0	0%	0	0%	0	0%

- Men consistently makeup the majority of the District Office Executive Workforce
- While the number of Black/African American and Hispanic/Latino employees have remained relatively stable, there was a slight increase in the number of Asians representing executive level staff
- We continued to struggle in successfully recruiting American Indian/Alaska Native and Native Hawaiian/Pacific Islander candidates

MORENO VALLEY COLLEGE

MORENO VALLEY COLLEGE WORKFORCE AT-A-GLANCE

	2015-2016		2016-2017		2017-2018	
TOTAL	571	100%	508	100%	618	100%
Classified	100	18%	101	20%	109	18%
Executive	26	5%	26	5%	31	5%
Full-Time Faculty	82	14%	84	17%	93	15%
Part-Time Faculty	363	64%	297	58%	385	62%
Women	265	46%	261	51%	295	48%
Men	306	54%	247	49%	323	52%
American Indian/Alaska Native	8	1%	3	1%	4	1%
Asian	40	7%	41	8%	45	7%
Black/African American	44	8%	52	10%	57	9%
Hispanic/Latino	133	23%	124	24%	173	28%
Native Hawaiian/Pacific Islander	2	<1%	0	0%	1	<1%
White	320	56%	271	53%	321	52%
Two or More	24	4%	17	3%	17	3%

- The workforce grew by approximately 21.6% between 2016/17 and 2017/18
- There was a small decrease in the number of Asian and Black/African American employees
- The overall gender breakdown at MVC was 52% male and 48% female
- There was a four percent increase in the number of Hispanic employees

MORENO VALLEY COLLEGE CLASSIFIED WORKFORCE AT-A-GLANCE

	2015-2016		2016-2017		2017-2018	
TOTAL	100	100%	101	100%	109	100%
Women	61	61%	67	66%	74	68%
Men	39	39%	34	34%	35	32%
American Indian/Alaska Native	1	1%	0	0%	0	0%
Asian	2	2%	2	2%	4	4%
Black/African American	21	21%	26	26%	26	24%
Hispanic/Latino	40	40%	39	39%	41	38%
Native Hawaiian/Pacific Islander	1	1%	0	0%	1	1%
White	31	31%	32	32%	34	31%
Two or More	4	4%	2	2%	3	3%

- There was a slight increase in the number of Asian classified employees
- There was a slight decrease in the number of Black/African American and Hispanic/Latino employees

MORENO VALLEY COLLEGE EXECUTIVE WORKFORCE AT-A-GLANCE

TOTAL	2015-2016		2016-2017		2017-2018	
	26	100%	26	100%	31	100%
Women	15	58%	13	50%	16	52%
Men	11	42%	13	50%	15	48%
American Indian/Alaska Native	0	0%	0	0%	0	0%
Asian	2	8%	1	4%	2	6%
Black/African American	4	15%	5	19%	6	19%
Hispanic/Latino	5	19%	7	27%	9	29%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	13	50%	11	42%	12	39%
Two or More	2	8%	2	8%	2	6%

- Five executive level positions were filled between 2016/17 and 2017/18
- There was a slight increase in the number of Asian and Hispanic/Latino employee group, other traditionally underrepresented groups remained virtually unchanged

MORENO VALLEY COLLEGE FULL-TIME FACULTY WORKFORCE AT-A-GLANCE

TOTAL	2015-2016		2016-2017		2017-2018	
	82	100%	84	100%	93	100%
Women	50	61%	51	61%	57	61%
Men	32	39%	33	39%	36	39%
American Indian/Alaska Native	3	4%	1	1%	1	1%
Asian	7	9%	9	11%	10	11%
Black/African American	7	9%	8	10%	8	9%
Hispanic/Latino	17	21%	17	20%	22	24%
Native Hawaiian/Pacific Islander	1	1%	0	0%	0	0%
White	44	54%	46	55%	50	54%
Two or More	3	4%	3	4%	2	2%

- The overall number of faculty increased by approximately 10.7%
- Women make up 61% of the FT Faculty employee group
- While the number of FT Faculty within the Hispanic/Latino employee group increased by 4%, other traditionally underrepresented groups remained relatively unchanged

MORENO VALLEY COLLEGE PART-TIME FACULTY WORKFORCE AT-A-GLANCE

TOTAL	2015-2016		2016-2017		2017-2018	
	363	100%	297	100%	385	100%
Women	139	38%	130	44%	148	38%
Men	224	62%	167	56%	237	62%
American Indian/Alaska Native	4	1%	2	1%	3	1%
Asian	29	8%	29	10%	29	8%
Black/African American	12	3%	13	4%	17	4%
Hispanic/Latino	71	20%	61	21%	101	26%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	232	64%	182	61%	225	58%
Two or More	15	4%	10	3%	10	3%

- The number of PT Faculty increased by approximately 29.6%
- Unlike FT Faculty, the PT Faculty group is dominated by men at a rate of 62%
- There was a 5% increase in the number of Hispanic/Latino employees at MVC within the PT Faculty ranks
- All other traditionally underrepresented groups remained relatively unchanged

NORCO COLLEGE

NORCO COLLEGE WORKFORCE AT-A-GLANCE

TOTAL	2015-2016		2016-2017		2017-2018	
	427	100%	449	100%	472	100%
Classified	103	24%	111	25%	127	27%
Executive	28	7%	29	6%	30	6%
Full-Time Faculty	69	16%	76	17%	88	19%
Part-Time Faculty	227	53%	233	52%	227	48%
Women	225	53%	237	53%	248	53%
Men	202	47%	212	47%	224	47%
American Indian/Alaska Native	4	1%	2	<1%	2	<1%
Asian	44	10%	49	11%	45	10%
Black/African American	31	7%	36	8%	39	8%
Hispanic/Latino	107	25%	121	27%	134	28%
Native Hawaiian/Pacific Islander	3	1%	3	1%	3	1%
White	229	54%	230	51%	239	51%
Two or More	9	2%	8	2%	10	2%

- NC had an overall increase of 5% in the total number of employees between 2016/17 and 2017/18
- The gender breakdown is 53% female and 47% male
- While the number of Hispanic/Latino employees increased slightly, all other traditionally underrepresented groups remained relatively unchanged

NORCO COLLEGE CLASSIFIED WORKFORCE AT-A-GLANCE

TOTAL	2015-2016		2016-2017		2017-2018	
	103	100%	111	100%	127	100%
Women	63	61%	68	61%	76	60%
Men	40	39%	43	39%	51	40%
American Indian/Alaska Native	1	1%	1	1%	1	1%
Asian	8	8%	9	8%	10	8%
Black/African American	8	8%	10	9%	11	9%
Hispanic/Latino	51	50%	58	52%	70	55%
Native Hawaiian/Pacific Islander	3	3%	3	3%	3	2%
White	31	30%	29	26%	30	24%
Two or More	1	1%	1	1%	2	2%

- There was a modest increase in the overall number of classified employees
- The gender breakdown between classified employees is 60% female and 40% male
- While there was an increase in the number of Hispanic/Latino employees, other traditionally underrepresented groups remained relatively unchanged

NORCO COLLEGE EXECUTIVE WORKFORCE AT-A-GLANCE

TOTAL	2015-2016		2016-2017		2017-2018	
	28	100%	29	100%	30	100%
Women	15	54%	16	55%	14	47%
Men	13	46%	13	45%	16	53%
American Indian/Alaska Native	0	0%	0	0%	0	0%
Asian	2	7%	2	7%	1	3%
Black/African American	6	21%	5	17%	6	20%
Hispanic/Latino	10	36%	10	34%	9	30%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	10	36%	11	38%	14	47%
Two or More	0	0%	1	3%	0	0%

- The gender breakdown of executive level staff at NC was 53% male and 47% female
- While there was a 3% increase in the number of Black/African American employees within the executive group, there was a decrease in Asian and Hispanic/Latino groups
- Other traditionally underrepresented groups remained unchanged

NORCO COLLEGE FULL-TIME FACULTY WORKFORCE AT-A-GLANCE

TOTAL	2015-2016		2016-2017		2017-2018	
	69	100%	76	100%	88	100%
Women	35	51%	37	49%	48	55%
Men	34	49%	39	51%	40	45%
American Indian/Alaska Native	0	0%	0	0%	0	0%
Asian	5	7%	7	9%	6	7%
Black/African American	4	6%	4	5%	6	7%
Hispanic/Latino	10	14%	14	18%	16	18%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	48	70%	51	67%	58	66%
Two or More	2	3%	0	0%	2	2%

- There was an overall increase of approximately 15.7% in the overall number of FT Faculty at NC
- FT-Faculty is dominated by women, who make up 55% of the employee group
- While there was a small increase in the number of Black/African American FT Faculty, traditionally underrepresented groups either decreased or remained relatively unchanged

NORCO COLLEGE PART-TIME FACULTY WORKFORCE AT-A-GLANCE

TOTAL	2015-2016		2016-2017		2017-2018	
	227	100%	233	100%	227	100%
Women	112	49%	116	50%	110	48%
Men	115	51%	117	50%	117	52%
American Indian/Alaska Native	3	1%	1	0%	1	<1%
Asian	29	13%	31	13%	28	12%
Black/African American	13	6%	17	7%	16	7%
Hispanic/Latino	36	16%	39	17%	39	17%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	140	62%	139	60%	137	60%
Two or More	6	3%	6	3%	6	3%

- There was a slight decrease in the overall number of PT Faculty
- This group was comprised of 48% females and 52% males
- Traditionally underrepresented groups remained relatively unchanged

RIVERSIDE CITY COLLEGE

RIVERSIDE CITY COLLEGE WORKFORCE AT-A-GLANCE						
	2015-2016		2016-2017		2017-2018	
TOTAL	990	100%	985	100%	1036	100%
Classified	261	26%	261	26%	284	27%
Executive	38	4%	37	4%	42	4%
Full-Time Faculty	223	23%	228	23%	243	23%
Part-Time Faculty	468	47%	459	47%	467	45%
Women	538	54%	526	53%	553	53%
Men	452	46%	459	47%	483	47%
American Indian/Alaska Native	6	1%	4	<1%	5	<1%
Asian	69	7%	64	6%	74	7%
Black/African American	75	8%	88	9%	85	8%
Hispanic/Latino	223	23%	249	25%	277	27%
Native Hawaiian/Pacific Islander	2	<1%	3	<1%	5	<1%
White	594	60%	554	56%	570	55%
Two or More	21	2%	23	2%	20	2%

- The overall number of employees increased by approximately 5.2%
- Women accounted for 53% of the RCC workforce and men accounted for 47%
- While the number of Asian and Hispanic/Latino employees increased slightly, underrepresented groups made little forward progression

RIVERSIDE CITY COLLEGE CLASSIFIED WORKFORCE AT-A-GLANCE						
	2015-2016		2016-2017		2017-2018	
TOTAL	261	100%	261	100%	284	100%
Women	146	56%	140	54%	153	54%
Men	115	44%	121	46%	131	46%
American Indian/Alaska Native	1	<1%	1	<1%	1	<1%
Asian	9	3%	8	3%	8	3%
Black/African American	30	11%	32	12%	31	11%
Hispanic/Latino	97	37%	104	40%	116	41%
Native Hawaiian/Pacific Islander	1	<1%	2	1%	4	1%
White	118	45%	106	41%	116	41%
Two or More	0	0%	8	3%	8	3%

- There was an overall increase of about 9% in the total number of classified employees at RCC
- Females account for 54% of the employees at RCC, while males account for 46%
- While there was a small increase in the overall number of Hispanic/Latino employees in this group, traditionally underrepresented groups remained unchanged

RIVERSIDE CITY COLLEGE EXECUTIVE WORKFORCE AT-A-GLANCE

	2015-2016		2016-2017		2017-2018	
TOTAL	38	100%	37	100%	42	100%
Women	20	53%	18	49%	22	52%
Men	18	47%	19	51%	20	48%
American Indian/Alaska Native	0	0%	0	0%	0	0%
Asian	3	8%	3	8%	2	5%
Black/African American	4	11%	6	16%	7	17%
Hispanic/Latino	12	32%	10	27%	13	31%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	19	50%	18	49%	20	48%
Two or More	0	0%	0	0%	0	0%

- There was a modest increase in the overall number of executive level staff at RCC
- RCC executive level staff was comprised of 52% females and 48% males
- There was a modest increase in the number of Hispanic/Latino employees within this group, but other traditionally underrepresented groups remained unchanged

RIVERSIDE CITY COLLEGE FULL-TIME FACULTY WORKFORCE AT-A-GLANCE

	2015-2016		2016-2017		2017-2018	
TOTAL	223	100%	228	100%	243	100%
Women	116	52%	114	50%	122	50%
Men	107	48%	114	50%	121	50%
American Indian/Alaska Native	1	<1%	1	<1%	1	<1%
Asian	16	7%	16	7%	18	7%
Black/African American	9	4%	10	4%	10	4%
Hispanic/Latino	41	18%	47	21%	47	19%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	151	68%	149	65%	163	67%
Two or More	5	2%	5	2%	4	2%

- The makeup of FT Faculty was evenly split between males and females with 50% in each
- There was a slight decrease in the number of Hispanic/Latino employees in this category, but all other traditionally underrepresented groups remained relatively unchanged

RIVERSIDE CITY COLLEGE PART-TIME FACULTY WORKFORCE AT-A-GLANCE

TOTAL	2015-2016		2016-2017		2017-2018	
	468	100%	459	100%	467	100%
Women	256	55%	254	55%	256	55%
Men	212	45%	205	45%	211	45%
American Indian/Alaska Native	4	1%	2	<1%	3	1%
Asian	41	9%	37	8%	46	10%
Black/African American	32	7%	40	9%	37	8%
Hispanic/Latino	73	16%	88	19%	101	22%
Native Hawaiian/Pacific Islander	1	<1%	1	<1%	1	<1%
White	306	65%	281	61%	271	58%
Two or More	11	2%	10	2%	8	2%

- The gender breakdown for PT Faculty is 55% female and 45% male
- While there were slight increases in the number of Asian and Hispanic/Latino PT Faculty, other traditionally underrepresented groups remained unchanged

METHODS FOR RECRUITING AND SELECTING DIVERSE AND HIGHLY QUALIFIED EMPLOYEES

Riverside Community College District is wholeheartedly committed to creating work and learning environments that are diverse, equitable and inclusive.

While the data shows that incremental progress has been made towards increasing the diversity of the District's workforce, significant gaps persist for individuals from historically underrepresented racial and ethnic groups as well as women.

The list that follows includes Human Resources Best Practices that are designed to attract, select and retain a diverse and highly qualified workforce:

- Feeder Programs in association with Historically Black Colleges and Universities (HBCUs), Hispanic Serving Institutions (HSIs), Asian Pacific Islander American Association of Colleges and Universities (APIACU), Asian American and Native American Pacific Islander – Serving Institutions (AANAPISIs) and Tribal Colleges
- Provide Incentives for hard-to-fill positions
- Provide reimbursement to first-level interviews
- Use web-based technology to conduct first-level interviews
- Create employee referral programs
- Integrate diversity and inclusion into professional development
- Incorporate rubrics in the screening and selection process designed to eliminate implicit bias and increase fairness and consistency in the assessment of applicants and interview candidates

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SECTION 1: INTRODUCTION

Purpose and Objective of the Equal Employment Opportunity Plan

The Riverside Community College District's Equal Employment Opportunity (EEO) Plan (*Plan*) addresses the requirements of California Education Code section 87106(b) for compliance with the Board of Governors regulations on equal employment opportunity hiring.

The objectives of the District's Equal Opportunity Plan are to:

- Address the legal requirements for the District's Equal Employment Opportunity Plan, pursuant to section 53003 or Title 5.
- Provide guidance that will assist in the goal of achieving a diverse workforce.
- Assist in the development of materials to train faculty and staff on the components of the Equal Employment Opportunity Plan requirements.
- Assist in the development of activities and programs that demonstrate the District's ongoing institutional commitment to diversity.

Key Terms

DIVERSITY: means a condition of broad inclusion in an employment environment that offers equal employment opportunity for all persons. It requires both the presence, and the respectful treatment, of individuals from a wide range of ethnic, racial, age, national origin, religious, gender, sexual orientation, disability and socioeconomic backgrounds.

EQUAL EMPLOYMENT OPPORTUNITY: means that all qualified individuals have a full and fair opportunity to compete for hiring and promotion and to enjoy the benefits of employment with the district. Equal employment opportunity should exist at all levels in the seven job categories which include executive/administrative/managerial, faculty and other instructional staff, professional nonfaculty, secretarial/clerical, technical and paraprofessional, skilled crafts, and service and maintenance.

ETHNIC GROUP IDENTIFICATION: means an individual's identification in one or more of the ethnic groups reported to the Chancellor pursuant to section 53004. These groups shall be more specifically defined by the Chancellor consistent with state and federal law.

ETHNIC/RACIAL GROUPS: Racial and ethnic groups as defined by the Equal Employment Opportunity Commission. Group assignments are obtained through voluntary self-identification by employees and applicants for employment.

AMERICAN INDIAN OR ALASKA NATIVE (AI/AN) — a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.

ASIAN (A) — a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

BLACK OR AFRICAN AMERICAN (B/AA) — a person having origins in any of the original peoples the Black racial groups of Africa.

HISPANIC OR LATINO (H/L) — a person having origins in any of the original peoples of Cuba, Mexico, Puerto Rico, South or Central America, or other Spanish cultures or origins regardless of race.

NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (NH/PI) — a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

WHITE (W) — a person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

BIRACIAL OR MULTI-RACIAL (2+) — all persons who identify with two or more of the above racial groups.

JOB CATEGORIES: the job categories utilized for the purpose of this Plan and reported to the Chancellor pursuant to Title 5, section 53004(a) are: (1) Executive/Administrative/Managerial, (2) Faculty and other Instructional Staff, (3) Professional Non- Faculty, (4) Secretarial/Clerical, (5) Technical and Paraprofessional, (6) Skilled Crafts, and (7) Service and Maintenance.

PERSON WITH A DISABILITY: any person who (1) has a physical or mental impairment as defined in Government Code, section 12926 and section 12926.1, which limits one or more of such person's major life activities, (2) has a record of such an impairment, or (3) is regarded as having such an impairment. A person with a disability is “limited” if the condition makes the achievement of the major life activity difficult.

SCREENING OR SELECTION PROCEDURES: any measure, combination of measures, or procedures used as a basis for any employment decision. Selection procedures include the full range of assessment techniques, including but not limited to traditional paper and pencil tests, performance tests, physicals, education and work experience requirements, interviews, and review of applications.

SIGNIFICANTLY UNDERREPRESENTED GROUP: any monitored group for which the percentage of persons from that group employed by the District in any job category listed in section 53004(a) is below eighty percent (80%) of the projected representation for that group in the job category in question.

Districtwide EEO Achievements

University of Southern California Rossier Center for Urban Education (CUE) Diversity in Faculty Hiring Institute (September 28-29, 2017-Los Angeles, CA)

Teams of faculty, staff and administrators representing Moreno Valley College, Norco College, Riverside City College and the District Office of Human Resources and Employee Relations attended the two-day institute designed for California Community Colleges. The institute featured researched backed strategies and practices that lead to increased diversity and equity-mindedness of the faculty workforce.

Norco College Updated Faculty Job Announcements

The Basic Function section of faculty job postings previously included the information listed in the following to the Associate Professor, Health Science/Kinesiology job announcement:

The successful candidate will be responsible for lecture and/or laboratory instruction in Kinesiology and in Health Science courses. The position may also include teaching in activity courses. This teaching assignment may also include some afternoon/evening and weekend instruction.

Norco College implemented a process to include student centered language in all faculty job announcements that are tailored to the discipline. For example, a job announcement for an Associate Professor, Biology Anatomy & Physiology announcement now includes the following changes to the basic function section of the announcement:

The ideal candidate will share Norco College's commitment to educating its racially and socioeconomically diverse student population. We currently serve approximately 13,000 students annually, the majority of whom are from historically underserved populations, 56% Latinx, 9% Asian American, 6% African American, and 24% white. Norco College is designated as a Hispanic-Serving Institution, reflecting the great responsibility that the college has to the educational attainment and economic well-being of the surrounding community. The successful candidate will join the Science & Kinesiology Department, dedicated to the use of curriculum through a lens of equity. These efforts include participation of department faculty in campus-wide programs, such as the Completion Initiative, Teaching Men of Color at the Community College, and training on Microaggressions. This department values the use of equity-minded andragogical techniques, while maintaining academic rigor in the biological sciences.

The successful candidate will join a campus that exhibits its equity minded values through intentional practice. We are a Hispanic and Minority serving institution with established programs for Punte, Umoja, Allies, Veterans, and Foster Youth. Norco College is a leader in pathways for student completion, dual enrollment with our local high schools and strong workforce preparation. We are proud of our dedication to all our students and their families, and through a variety of means provide robust offerings of culturally responsive events, speakers and opportunities for professional training in equity practices.

Norco College Faculty Job Announcement Mandatory Supplemental Questions

Norco College requires applicants for faculty positions to address the following supplemental questions:

- a) What do you feel are the best strategies for supporting students who have been historically marginalized by Biology/Anatomy & Physiology?*
- b) What role should faculty play in student success?*
- c) Think of the most successful class you have taught. What were the key factors in creating that success, particularly for historically underserved students?*

Norco College Applicant Screening Rubric and Candidate Interview Rubric Pilot Program

A multidisciplinary team of Norco College faculty (in both instructional and Academic Senate roles), administrators, and Susan Boling, Human Resources Analyst developed rubrics designed to ensure fairness and consistency in the assessment of applicants in the paper screening stage and candidates invited to participate in interviews during the first level interview stage of the recruitment process.

Norco College “Hire Me Workshop”

Norco College offered workshops to potential applicants for full-time faculty positions. The target audience for the workshops included existing adjunct faculty, members of the classified service, and members of the community. The workshop was presented on four different occasions during the college flex day activities in 2016, 2017 & 2018. It was designed to demystify the faculty hiring process and address such topics as the logistics of using the District’s applicant tracking system to apply for vacant positions, the importance of the teaching demonstration in the interview process, what to expect during the interview and general dos and don’ts for the application and interview process. The 2018 workshop was updated to incorporate a discussion of the importance of having equity-minded skills. The workshop included the following message from College President, Dr. Bryan Reece:

“There is a persistent academic equity gap in the United States. With this in mind, Norco College is committed to recruiting and hiring a diverse team of employees with equity-minded skills.”

The workshop also included how to apply for a faculty position, the importance of the teaching demonstration and what to expect in the interview. Also included were general dos and don’ts of the interview process.

California Community College Registry Job Fairs (January 2015, 2016 and 2018)

The Riverside Community College District participated in the California Community College Job Registry’s annual Job Fairs based in Los Angeles. The Job Fair annually attracts an average of 950 job seekers specifically aspiring to work in a California Community College.

Expanded Advertising

In addition to the California Community College Job Registry, HigherEd Jobs and the Chronicle of Higher Education, job postings in all categories are automatically published in the DiversityTrio Network of websites which include the following eight job boards

- AsiansInHigherEd.com
- BlacksInHigherEd.com
- DisabledInHigherEd.com
- HispanicsInHigherEd.com
- LGBTinHigherEd.com
- NativeAmericansinHigherEd.com
- WomenAndHigherEd.com
- VeteransInHigherEd.com

SECTION 2: DATA ELEMENTS

In accordance with California Code of Regulations Title 5 section 53004(a) and the District's current EEO Plan, the District collects employee demographic data and monitors applicants for employment on an ongoing basis to evaluate the District's progress in implementing the Plan, to provide data needed for the reports required by the Plan, and to determine whether any monitored group is significantly underrepresented within the District workforce. Monitored groups are those groups in Title 5 section 53004(a) identified by ethnicity, gender, and disability status for whom monitoring, and reporting is required. Monitored groups are:

- American Indian/Alaskan Native (AI/AN)
- Asian (A)
- Biracial/Multiracial (2+)
- Black/African American (B/AA)
- Hispanic/Latino (H/L)
- White (W)
- Native Hawaiian/Pacific Islander (NH/PI)
- Men
- Women
- Persons with disabilities

For the purposes of data collection and reporting, all applicants and employees are afforded the opportunity to voluntarily identify their gender, ethnic group identification and, if applicable, their disability status. The District analyzes the collected data based on gender, race, ethnicity and reported disability for the following job categories:

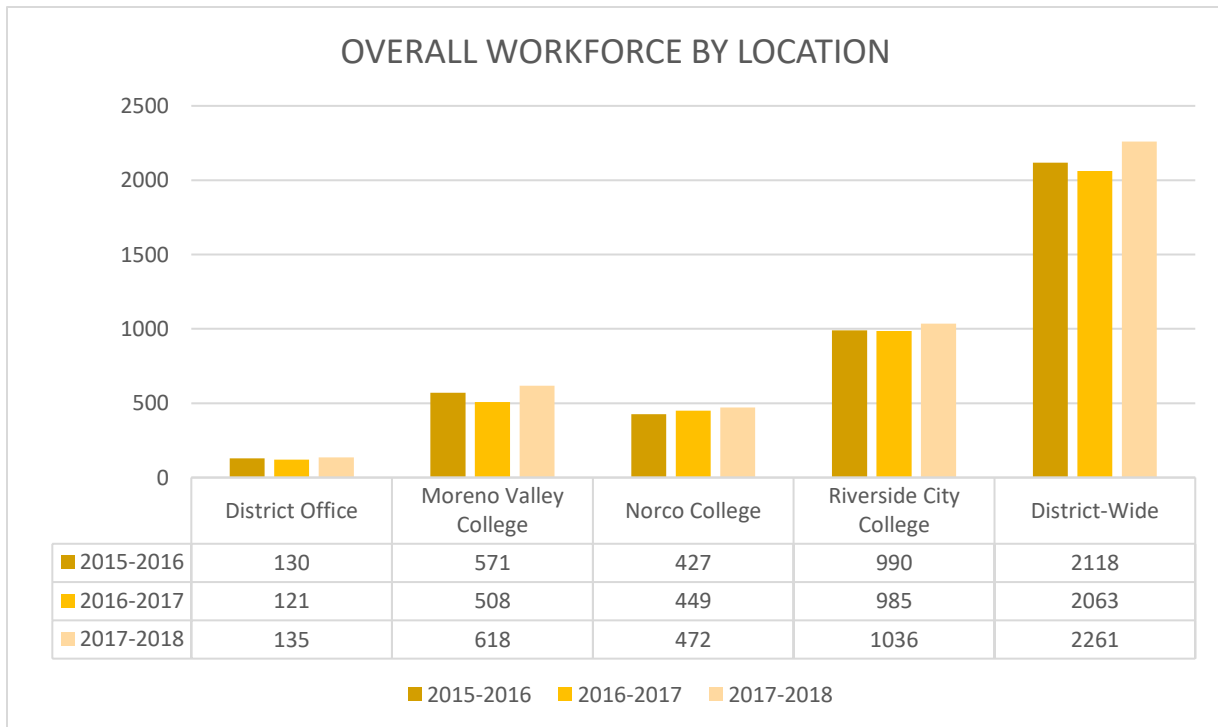
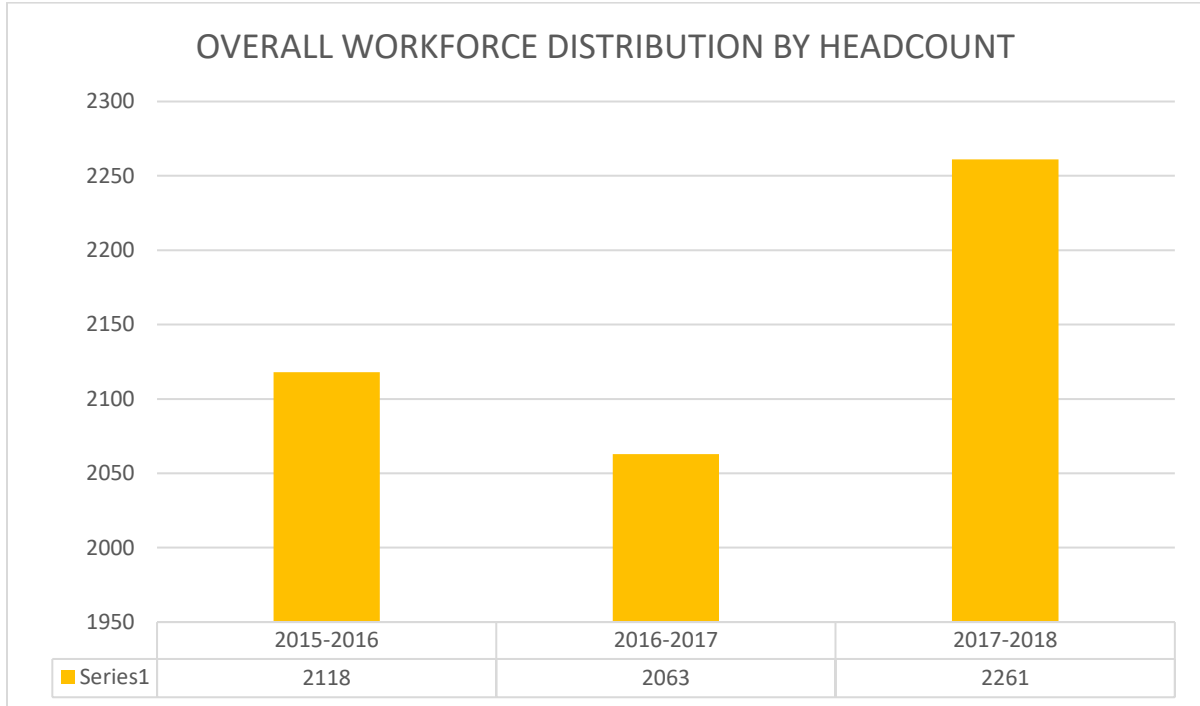
1. Executive/Administrative/Managerial
2. Faculty and other Instructional Staff
3. Professional (Non-Faculty)
4. Secretarial/Clerical
5. Technical/Paraprofessional
6. Skilled Crafts
7. Service/Maintenance.

The tables and charts on the following pages are based upon available information for academic years 2015-2016, 2016-2017 and 2017-2018, which identify the District's workforce by job category separated by gender, ethnicity and disability designation where applicable.

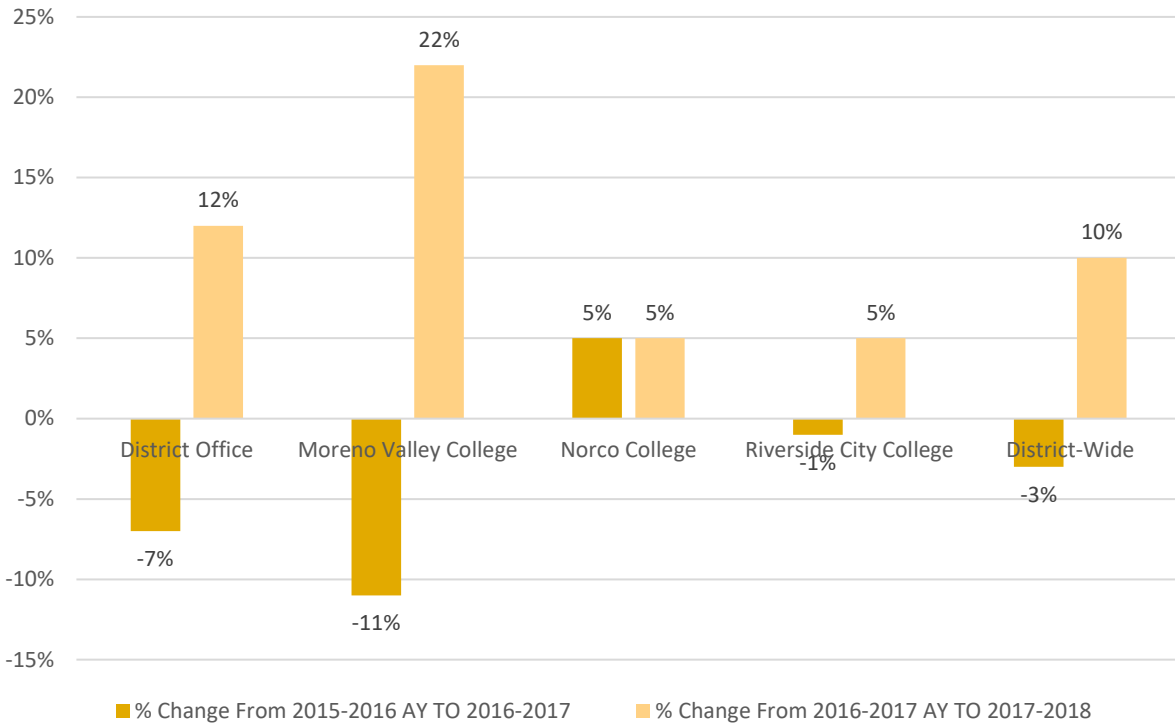
Tips for reviewing the data:

- Detailed data regarding the gender and racial/ethnic composition of the workforce by gender, race, ethnicity and job category is provided.
- Due to limitations of the District's applicant tracking system, applicant data in the current EEO Plan covers the period beginning January 1, 2015, through August 31, 2016. This report incorporates applicant data based on full academic years and brings the assessment of applicant data up to date. As such applicant data for the 2016-2017 and 2017-2018 academic years is provided for each employment location.
- Applicant data for part-time faculty are not currently tracked using the District's applicant's tracking system. Consequently, the applicant data charts do not contain a "PT Faculty" category.
- As an added measure of security and to protect the privacy of the District's workforce, data regarding reported disabilities is reported exclusively at the location level.
- In the absence of workforce availability data from the State Chancellor's Office, the District is unable to accurately assess underrepresentation and significant underrepresentation in our workforce. However, this lack of data does not detract from the value in evaluating perceived underrepresentation for traditionally underrepresented groups. In so doing, the District can utilize the data to aid in identifying patterns and evaluating how its policies and practices may inadvertently lead to the creation of artificial barriers to employment and retention of traditionally underrepresented groups. Data on underrepresentation is provided by location and job category.

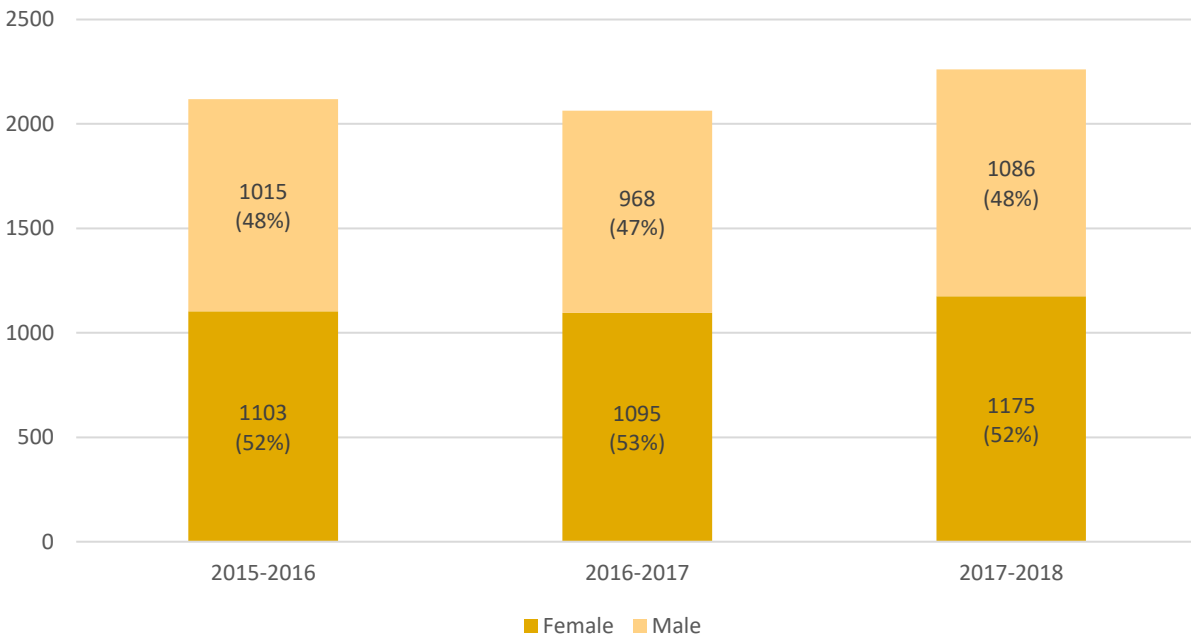
DISTRICTWIDE WORKFORCE DATA



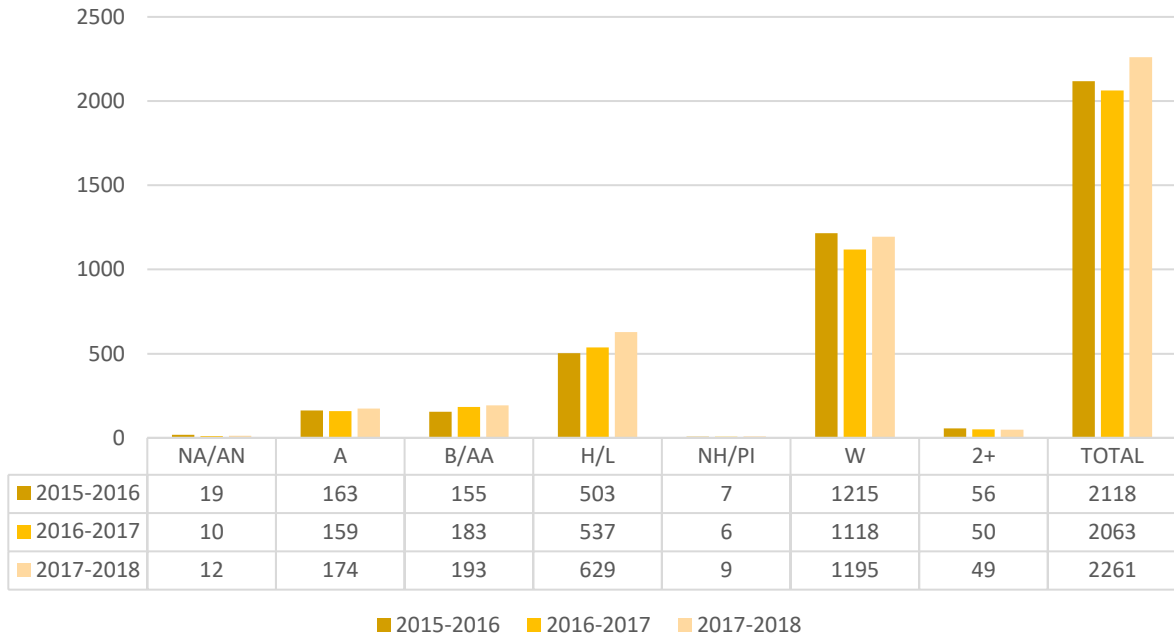
% CHANGE IN OVERALL WORKFORCE BY LOCATION



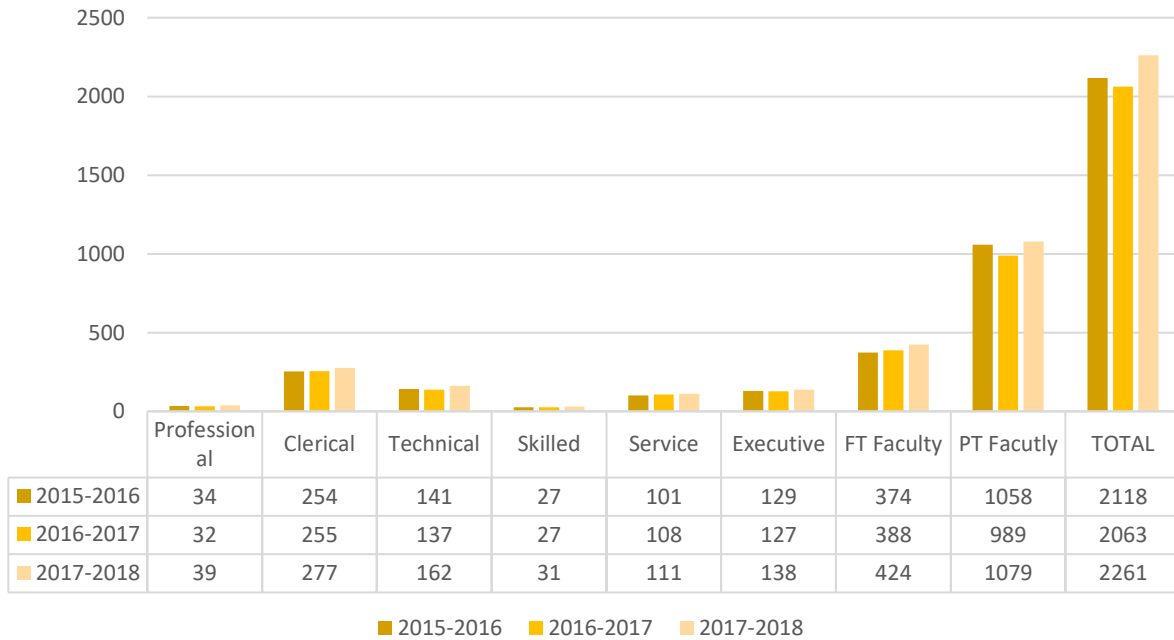
OVERALL WORKFORCE BY GENDER

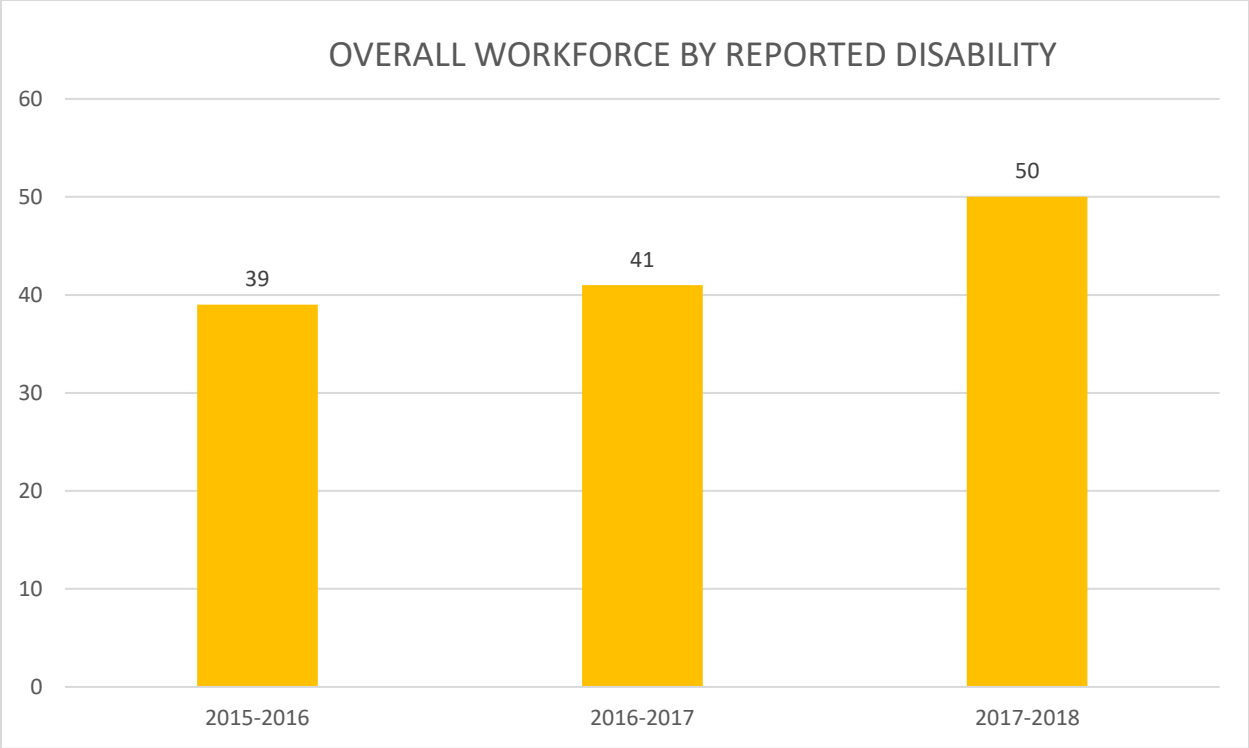


OVERALL WORKFORCE BY RACE AND ETHNICITY



OVERALL WORKFORCE BY JOB CATEGORY



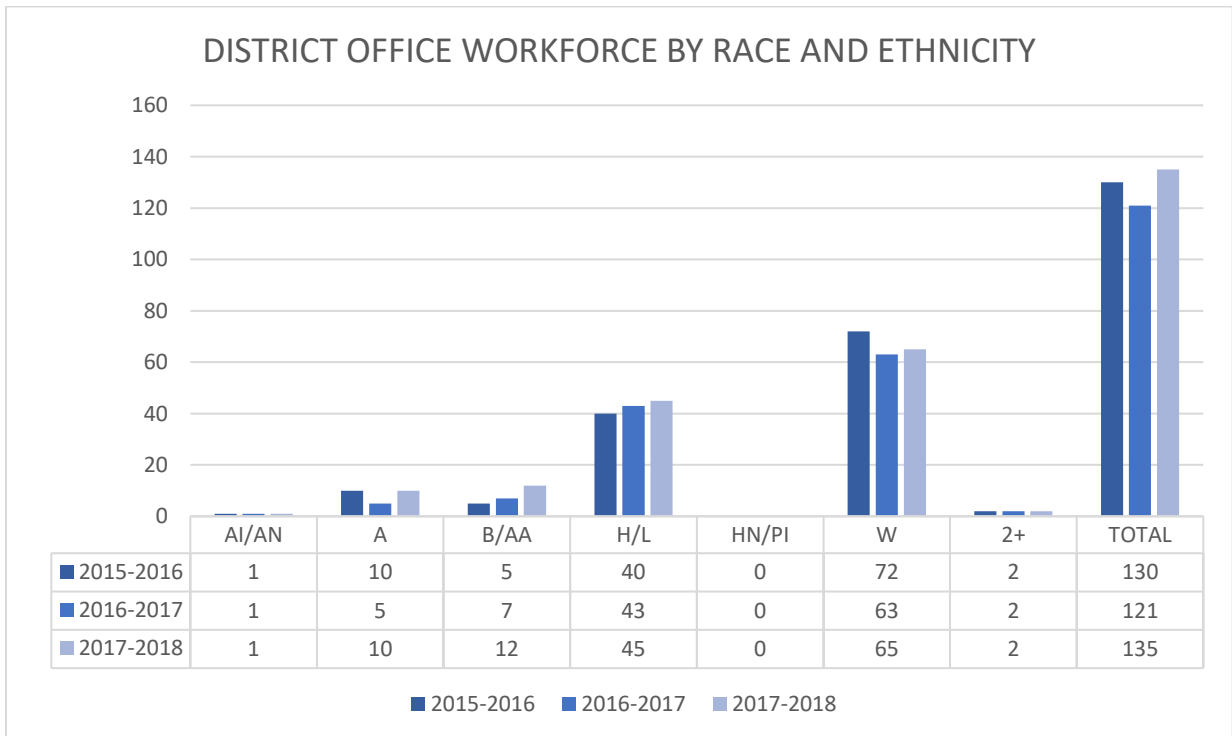
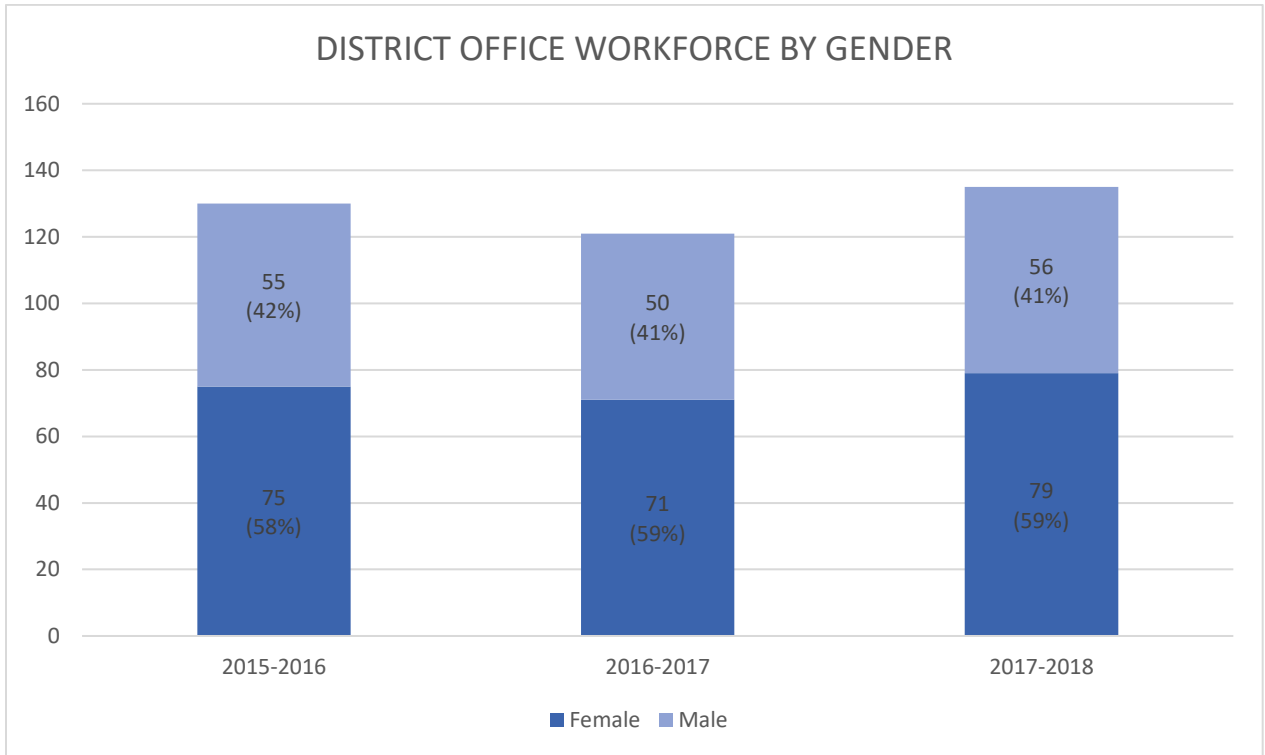


DISTRICT WORKFORCE BY LOCATION

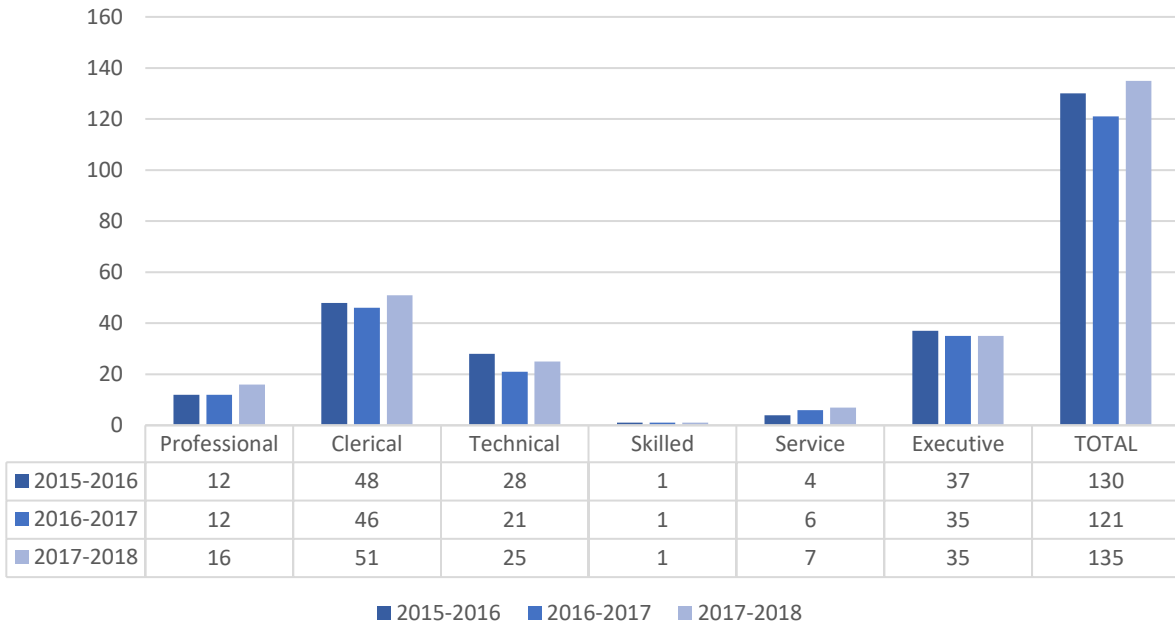
The following charts and tables provide location specific data regarding the makeup of the workforce as well as applicant data for the review period. The data is presented in alphabetical order as follows:

- District Office
- Moreno Valley College
- Norco College
- Riverside City College

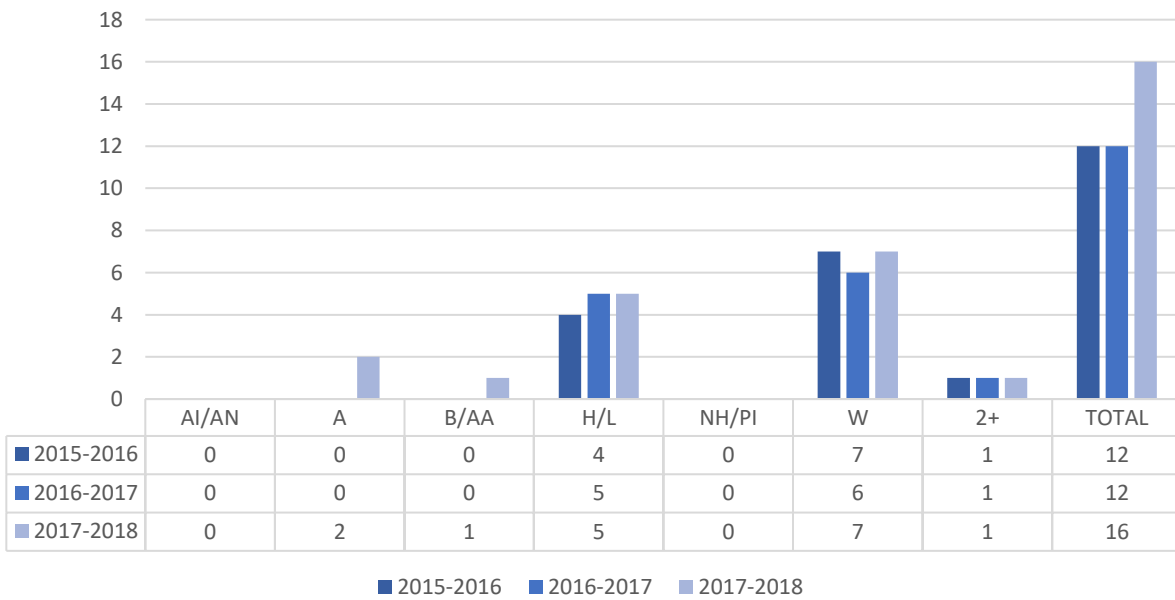
DISTRICT OFFICE



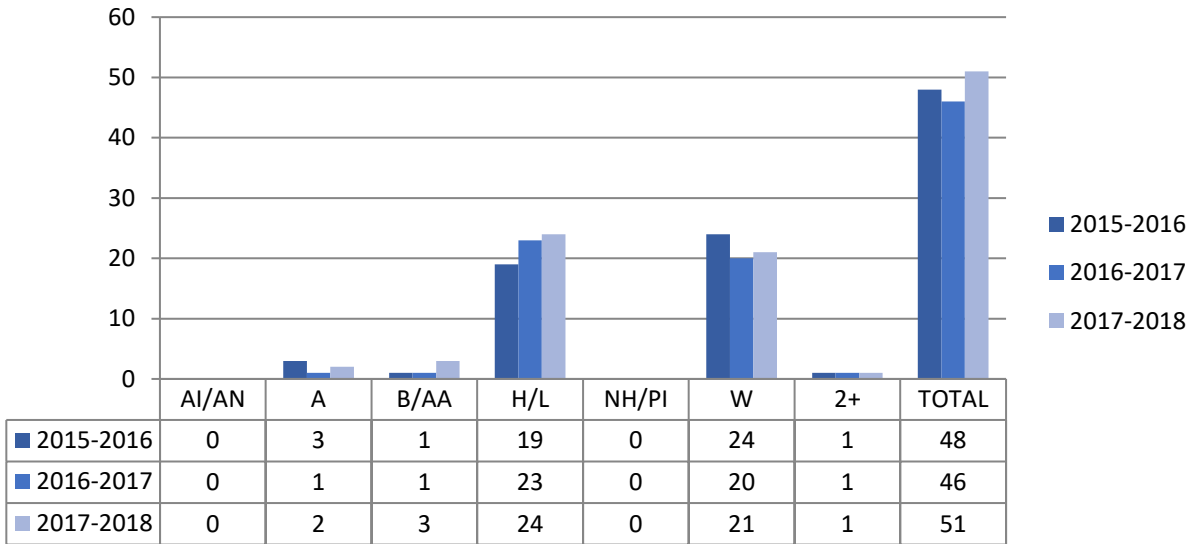
DISTRICT OFFICE WORKFORCE BY JOB CATEGORY



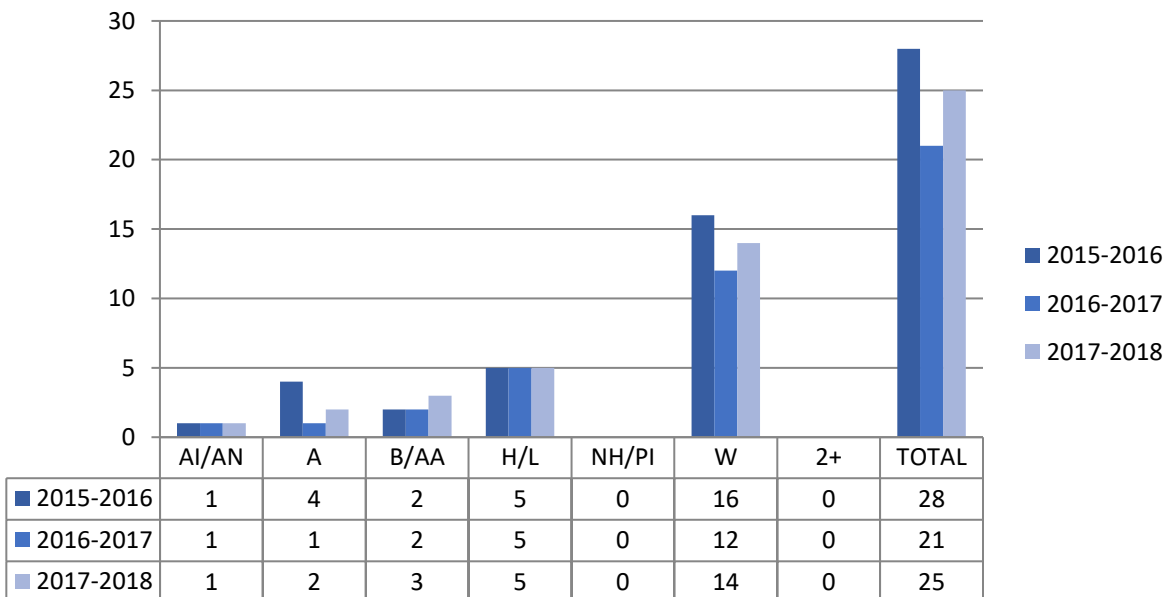
DISTRICT OFFICE PROFESSIONAL WORKFORCE BY RACE AND ETHNICITY



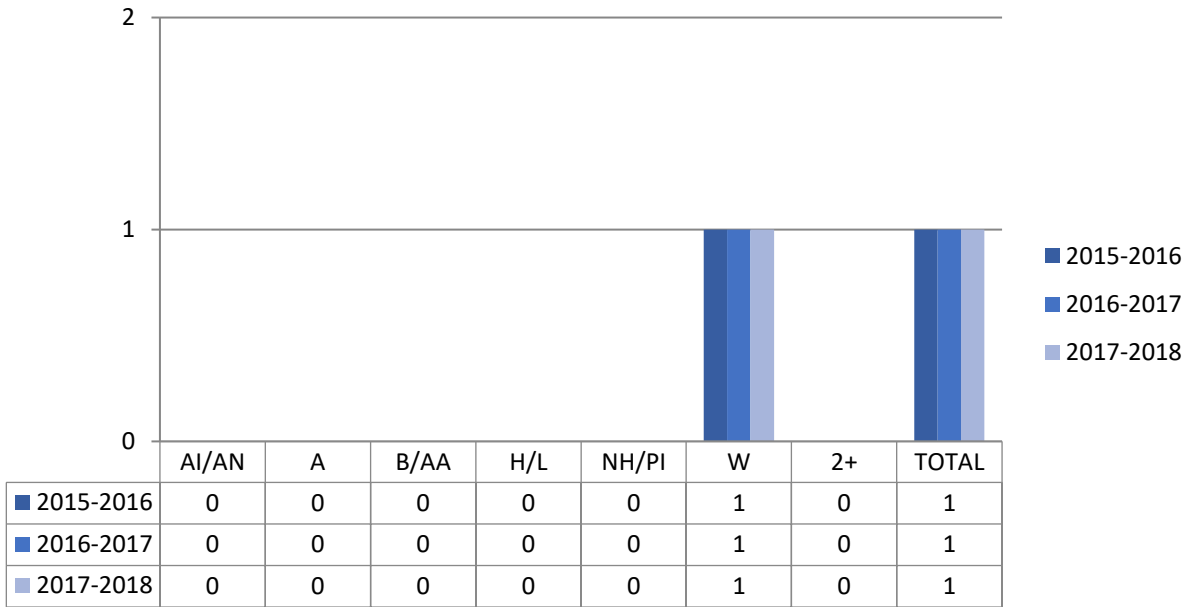
DISTRICT OFFICE SECRETARIAL/CLERICAL WORKFORCE BY RACE AND ETHNICITY



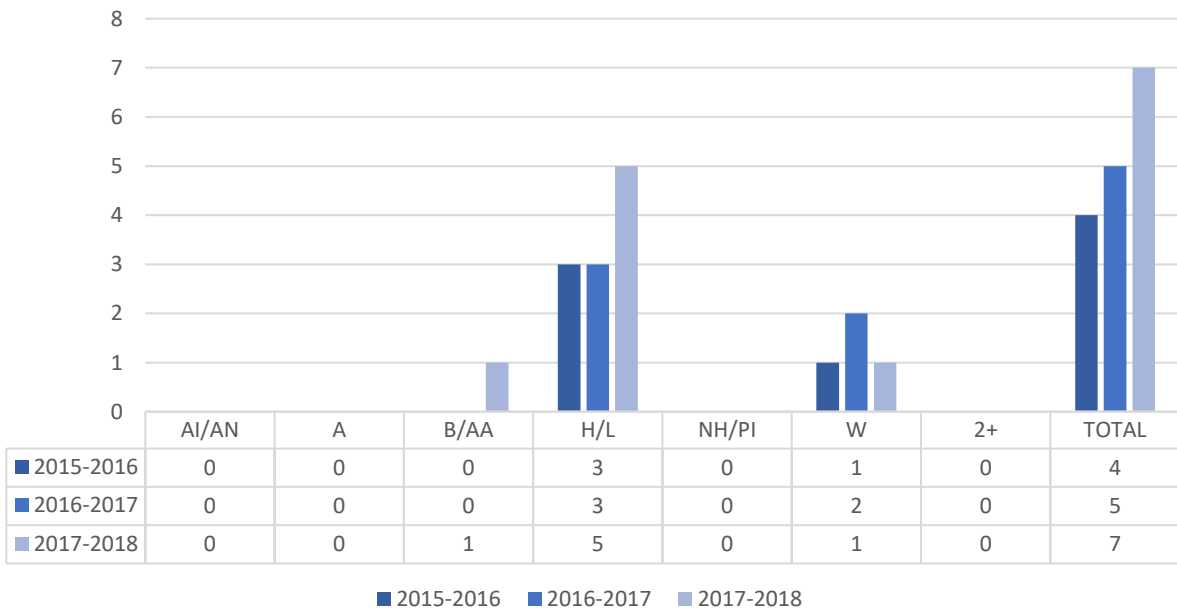
DISTRICT OFFICE TECHNICAL WORKFORCE BY RACE AND ETHNICITY



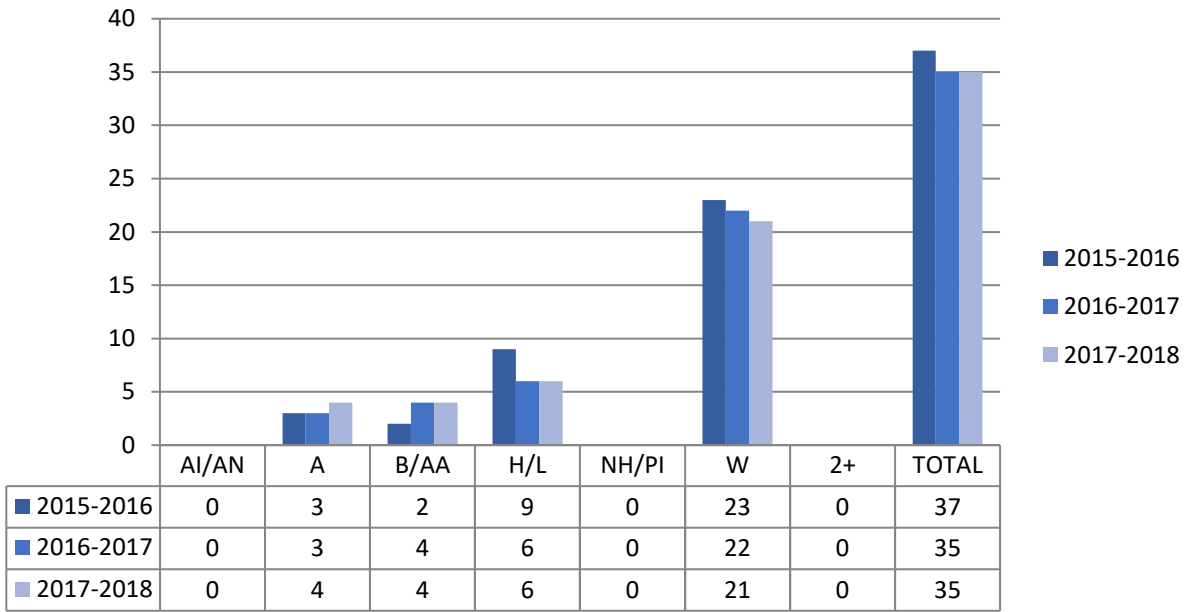
DISTRICT OFFICE SKILLED CRAFT WORKFORCE BY RACE AND ETHNICITY



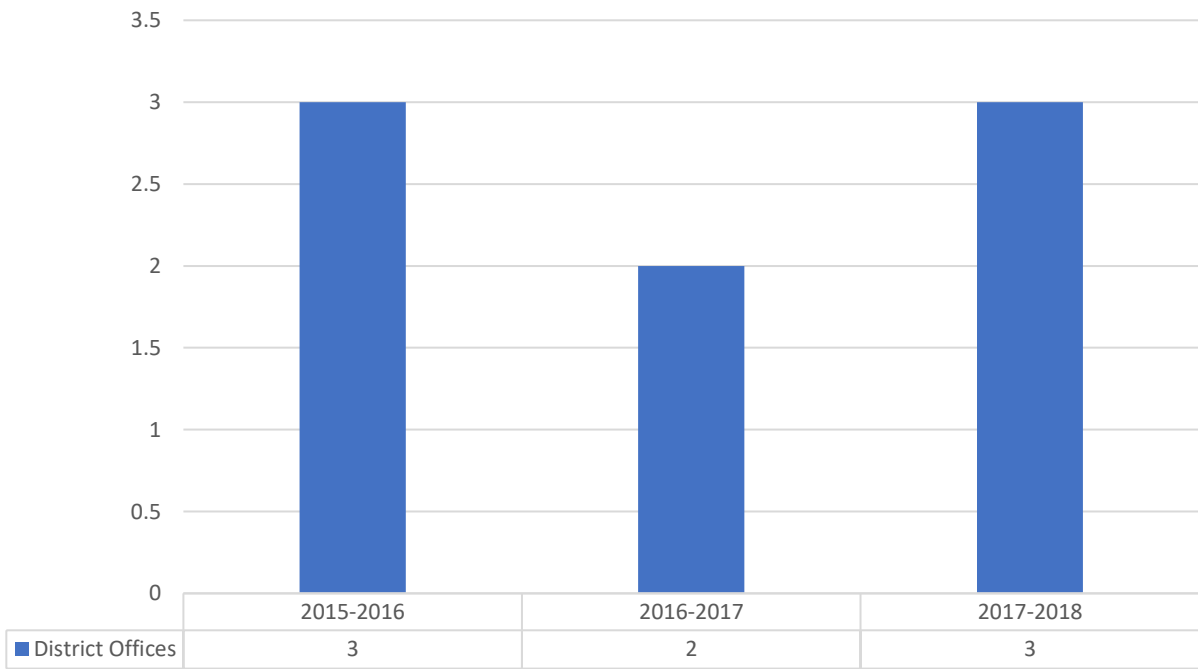
DISTRICT OFFICE SERVICE AND MAINTENANCE WORKFORCE BY RACE AND ETHNICITY



DISTRICT OFFICE EXECUTIVE WORKFORCE BY RACE AND ETHNICITY



DISTRICT OFFICE WORKFORCE BY REPORTED DISABILITIES



DISTRICT OFFICE UNDERREPRESENTATION (< 15%) BY JOB CATEGORY

AI/AN	Professional	Clerical	Technical	Skilled	Service	Executive
2015-2016	0%	0%	4%	0%	0%	0%
2016-2017	0%	0%	5%	0%	0%	0%
2017-2018	0%	0%	4%	0%	0%	0%

A	Professional	Clerical	Technical	Skilled	Service	Executive
2015-2016	0%	6%	14%	0%	0%	8%
2016-2017	0%	2%	5%	0%	0%	9%
2017-2018	13%	4%	8%	0%	0%	11%

B/AA	Professional	Clerical	Technical	Skilled	Service	Executive
2015-2016	0%	2%	7%	0%	0%	5%
2016-2017	0%	2%	10%	0%	0%	11%
2017-2018	6%	6%	12%	0%	14%	11%

H/L	Professional	Clerical	Technical	Skilled	Service	Executive
2015-2016	33%	40%	18%	0%	75%	24%
2016-2017	42%	50%	24%	0%	67%	17%
2017-2018	31%	47%	20%	0%	71%	17%

NH/PI	Professional	Clerical	Technical	Skilled	Service	Executive
2015-2016	0%	0%	0%	0%	0%	0%
2016-2017	0%	0%	0%	0%	0%	0%
2017-2018	0%	0%	0%	0%	0%	0%

W	Professional	Clerical	Technical	Skilled	Service	Executive
2015-2016	58%	50%	57%	100%	25%	62%
2016-2017	50%	43%	57%	100%	33%	52%
2017-2018	44%	41%	56%	100%	14%	60%

2+	Professional	Clerical	Technical	Skilled	Service	Executive
2015-2016	8%	2%	0%	0%	0%	0%
2016-2017	8%	2%	0%	0%	0%	2%
2017-2018	6%	2%	0%	0%	0%	0%

District Office Applicant Data

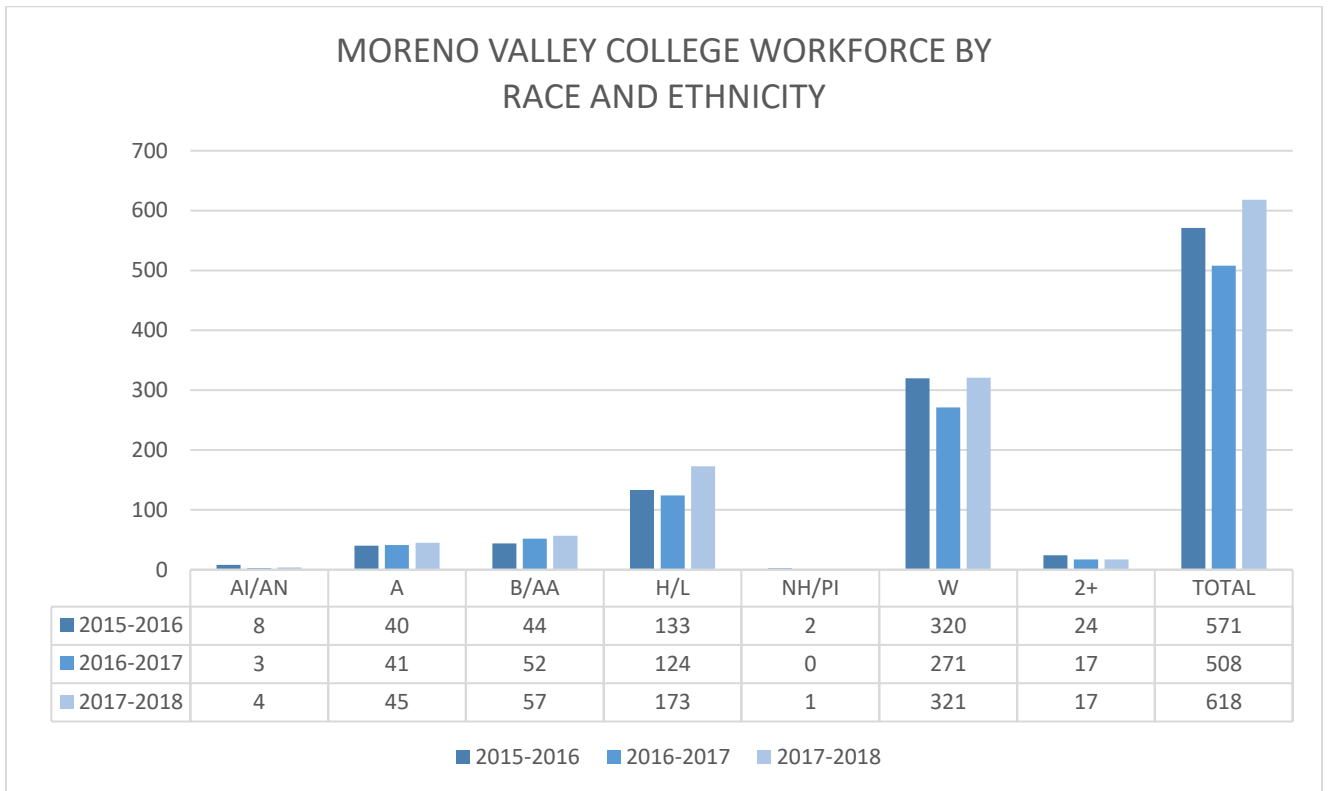
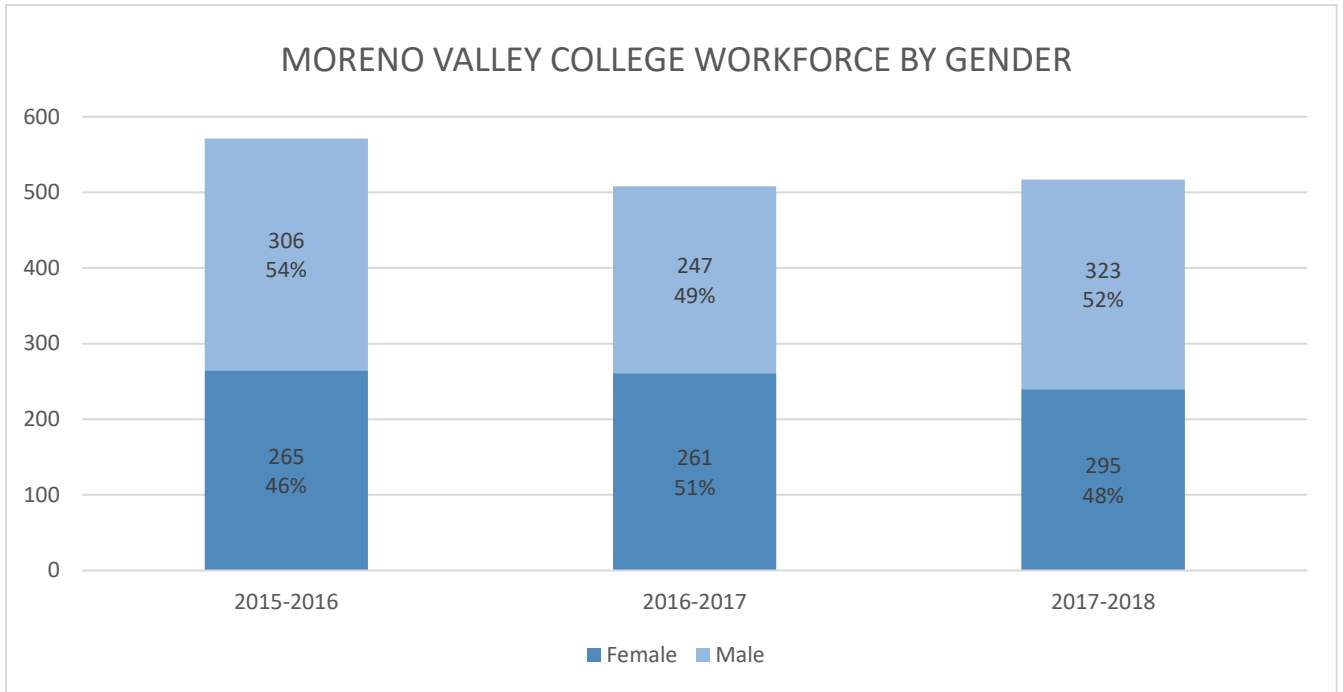
District Office Applicant Data
Academic Year 2016-2017

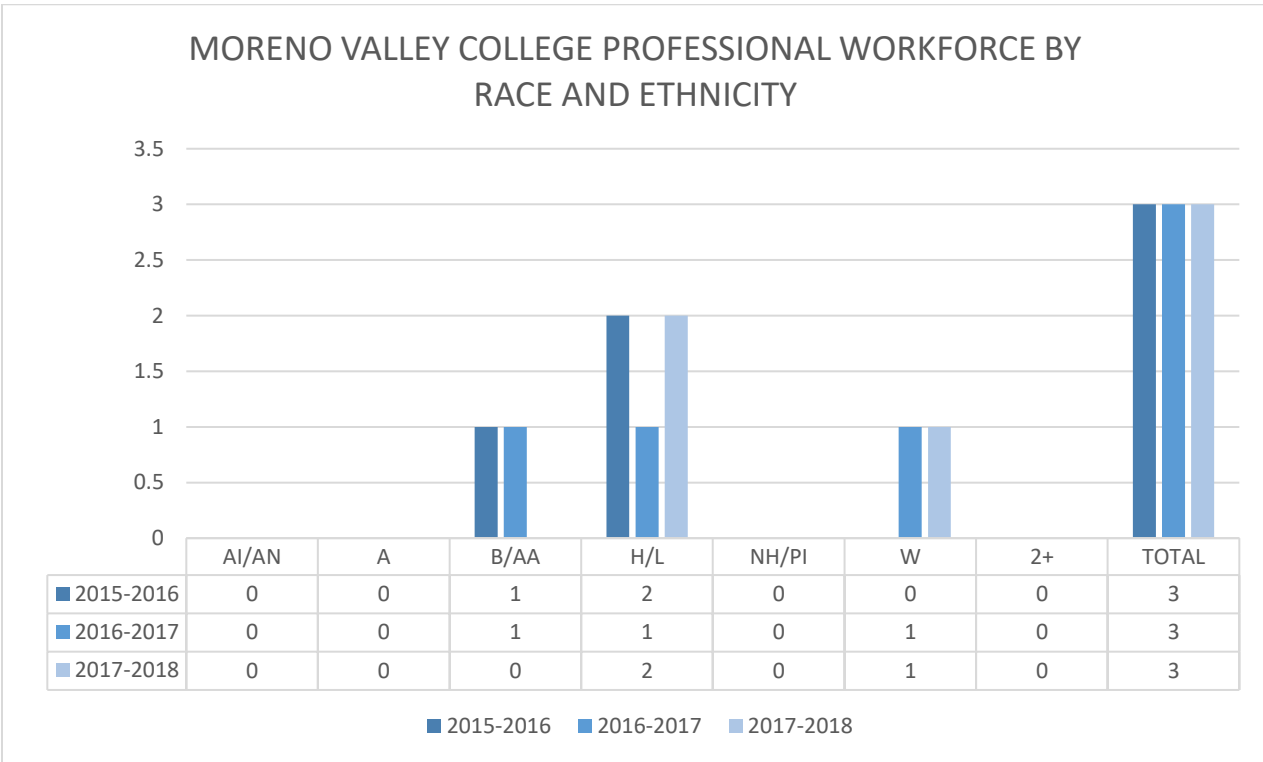
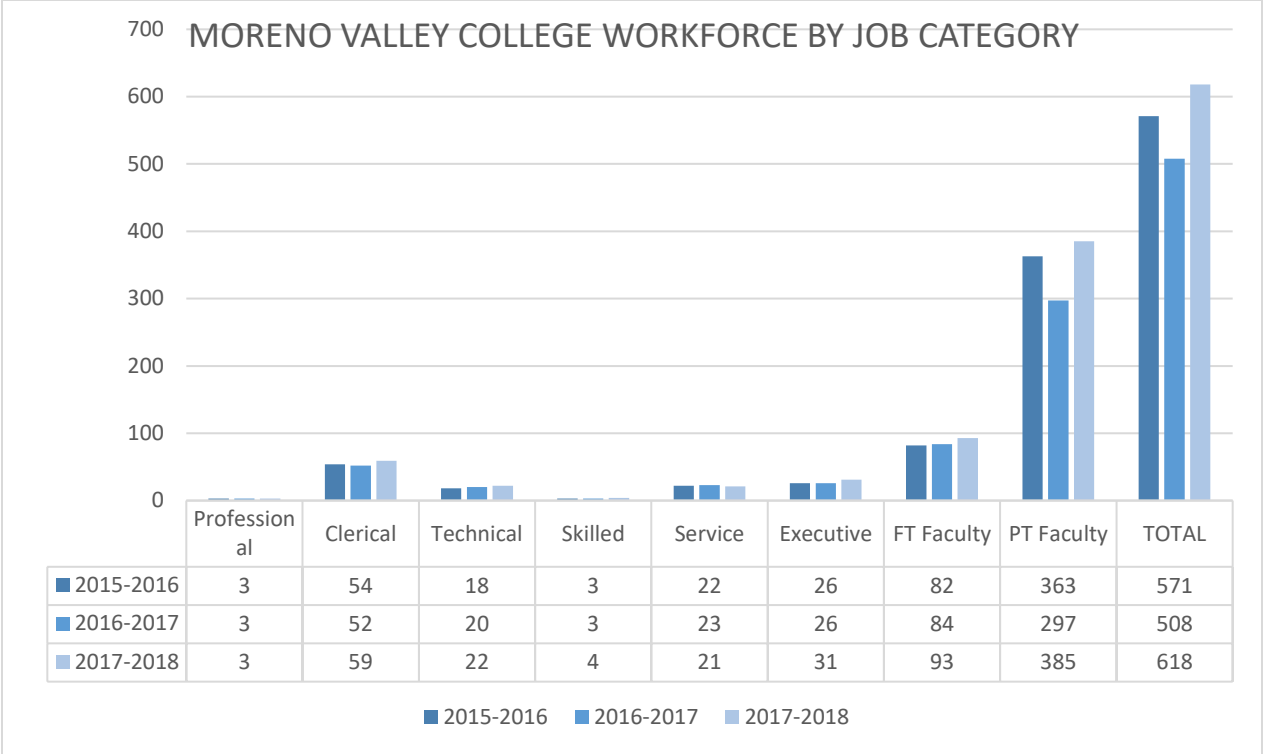
	# Apps	TOTAL GENDER			Hispanic/Latino			Asian			Black/African American			American Indian/Alaskan Native			Native Hawaiian/Pacific Islander			White			Two or More			Undisclosed		
		F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Applications	1156																											
PT Classified	94	67	27	0	36	14	0	1	1	0	13	3	0	0	0	0	0	0	0	17	8	0	0	1	0	0	0	0
FT Classified	867	654	213	0	245	71	0	45	25	0	102	25	0	1	1	0	8	0	0	206	57	0	27	10	0	20	24	0
Classified Managers	166	68	97	1	12	21	0	3	9	0	14	10	0	0	0	0	0	0	0	30	46	0	4	8	0	5	3	1
Academic Managers	29	14	14	1	2	0	0	0	3	0	5	3	0	1	0	0	0	0	0	2	7	0	2	1	0	2	0	1
Qualified Applicant Pool	822																											
PT Classified	82	60	22	0	33	13	0	1	0	0	11	2	0	0	0	0	0	0	0	15	6	0	0	1	0	0	0	0
FT Classified	585	436	132	17	153	45	0	33	16	0	68	19	0	1	1	0	6	0	0	138	42	2	15	8	0	16	1	15
Classified Managers	135	55	78	2	9	17	0	3	8	0	12	8	0	0	0	0	0	0	0	23	37	0	3	7	0	5	1	2
Academic Managers	20	9	10	1	1	0	0	0	3	0	4	2	0	1	0	0	0	0	0	1	5	0	1	0	0	1	0	1
Interviewed	186																											
PT Classified	26	11	15	0	7	9	0	0	0	0	0	2	0	0	0	0	0	0	0	4	3	0	0	1	0	0	0	0
FT Classified	125	85	38	2	22	10	0	8	8	0	9	5	0	1	0	0	1	1	0	28	10	0	8	4	0	8	0	2
Classified Managers	32	14	16	0	2	5	0	0	3	0	1	2	0	0	0	0	0	0	0	10	7	0	1	1	0	0	0	0
Academic Managers	3	1	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Hired	48																											
PT Classified	13	5	8	0	2	6	0	0	0	0	1	1	0	0	0	0	0	0	0	2	1	0	0	0	0	0	0	0
FT Classified	27	18	9	0	6	2	0	2	1	0	2	2	0	0	0	0	0	0	0	6	3	0	1	1	0	1	0	0
Classified Managers	7	5	2	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	4	2	0	0	0	0	0	0	0
Academic Managers	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

District Office Applicant Data
Academic Year 2017-2018

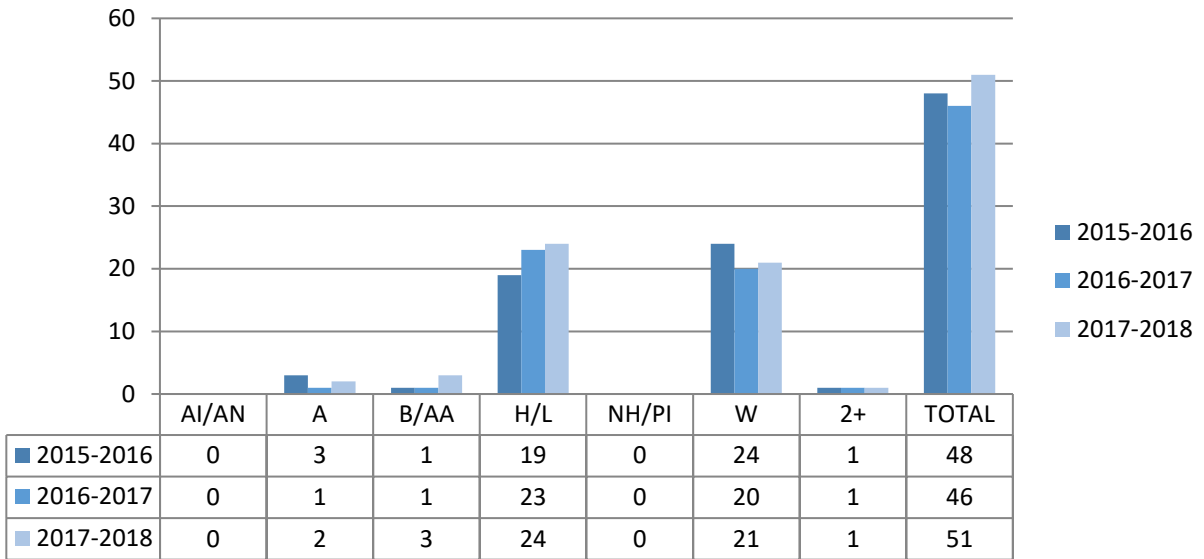
	# Apps	TOTAL GENDER			Hispanic/Latino			Asian			Black/African American			American Indian/Alaskan Native			Native Hawaiian/Pacific Islander			White			Two or More			Undisclosed		
		F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Applications	467																											
PT Classified	33	28	4	1	15	2	0	1	0	0	6	0	0	0	0	0	0	0	3	1	0	2	0	0	1	1	1	
FT Classified	300	201	94	5	85	46	0	13	5	0	33	12	0	0	0	0	0	0	56	29	0	6	2	0	8	0	5	
Classified Managers	115	48	65	2	16	17	0	2	3	0	12	19	0	0	0	0	0	0	11	21	0	2	2	0	5	3	2	
Academic Managers	19	4	14	1	0	1	0	0	3	0	0	3	0	0	0	0	0	0	3	6	0	0	1	0	1	0	1	
Qualified Applicant Pool	381																											
PT Classified	25	21	3	1	11	1	0	1	0	0	5	0	0	0	0	0	0	0	2	1	0	1	0	0	1	1	1	
FT Classified	247	173	71	3	76	34	0	9	2	0	28	9	0	0	0	0	0	0	49	24	0	4	2	0	7	0	3	
Classified Managers	90	43	46	1	15	11	0	2	3	0	12	11	0	0	0	0	0	0	8	16	0	1	2	0	5	3	1	
Academic Managers	19	4	14	1	0	1	0	0	3	0	0	3	0	0	0	0	0	0	3	6	0	0	1	0	1	0	1	
Interviewed	85																											
PT Classified	4	3	0	1	2	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
FT Classified	62	34	25	3	14	9	0	4	0	0	3	3	0	0	0	1	0	0	9	12	0	1	1	1	3	0	1	
Classified Managers	15	8	7	0	3	2	0	2	1	0	1	2	0	0	0	0	0	0	1	2	0	0	0	0	1	0	0	
Academic Managers	4	2	2	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0	1	0	0	0	0	
Hired	20																											
PT Classified	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
FT Classified	14	7	7	0	5	1	0	1	0	0	1	0	0	0	0	0	0	0	6	0	0	0	0	0	0	0	0	
Classified Managers	4	2	2	0	2	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	
Academic Managers	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	

MORENO VALLEY COLLEGE

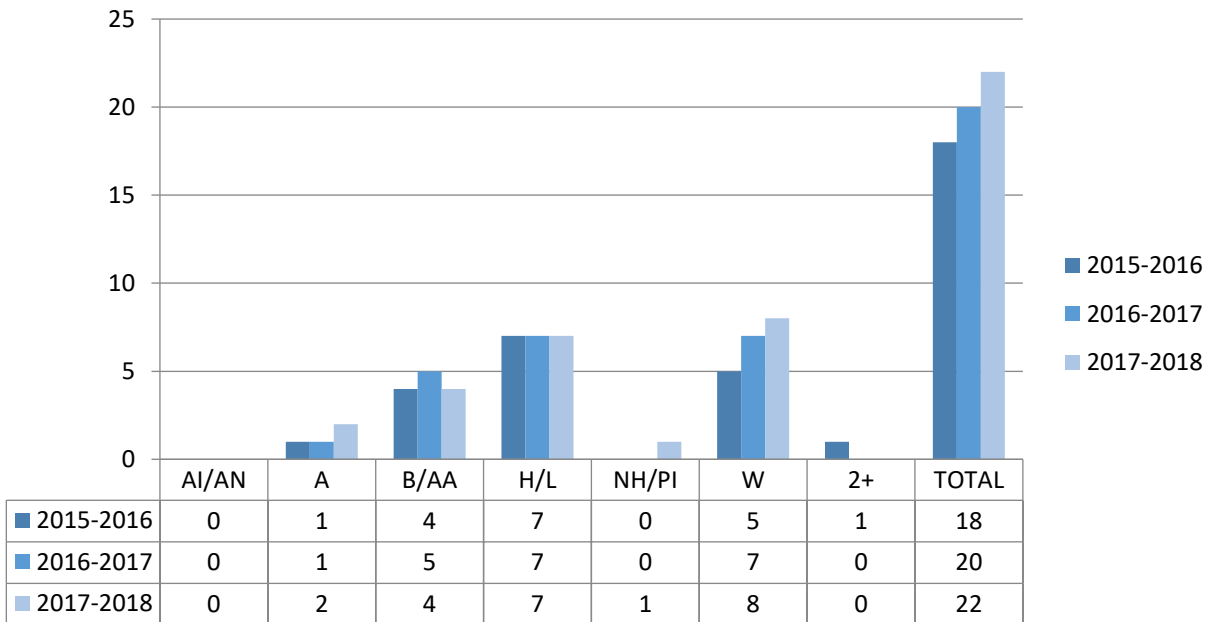




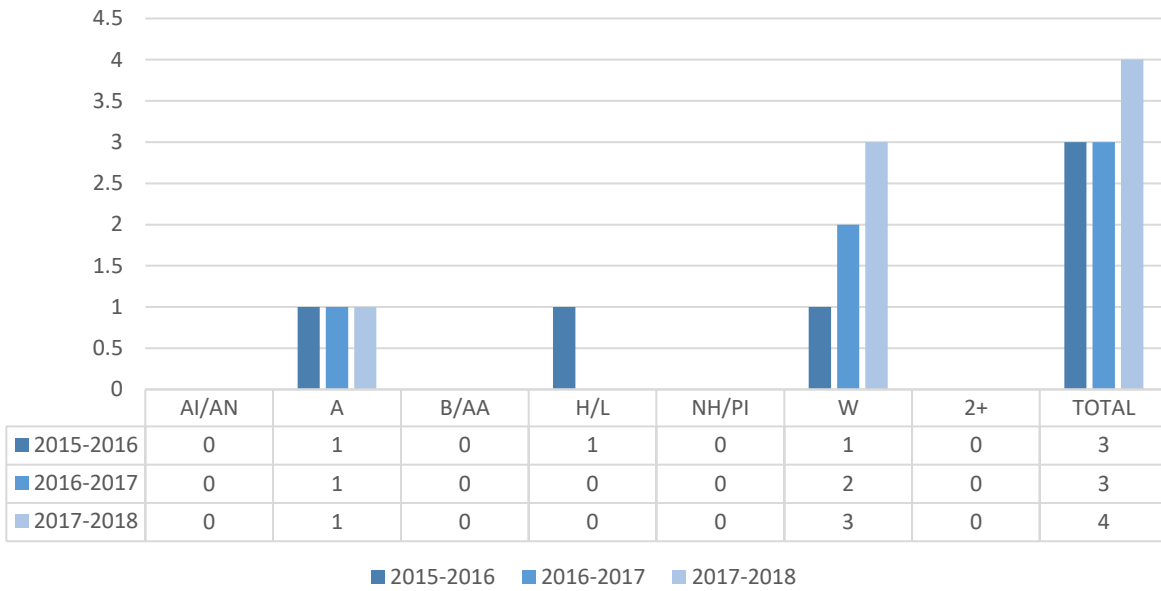
DISTRICT OFFICES SECRETARIAL/CLERICAL WORKFORCE BY RACE AND ETHNICITY



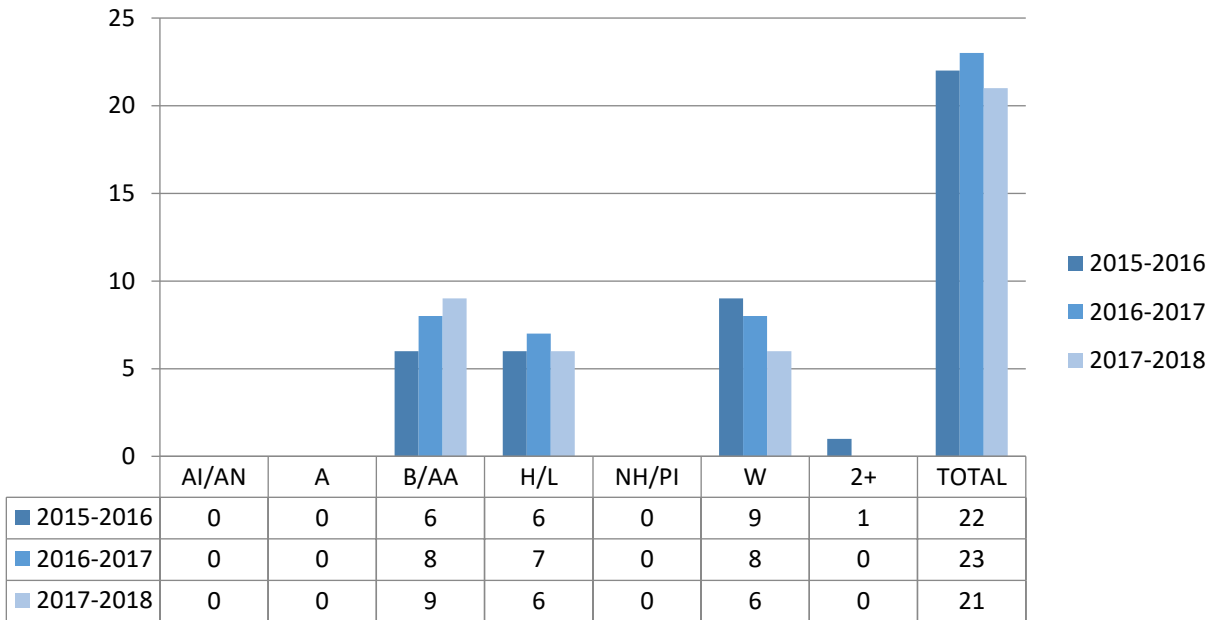
MORENO VALLEY COLLEGE TECHNICAL WORKFORCE BY RACE AND ETHNICITY



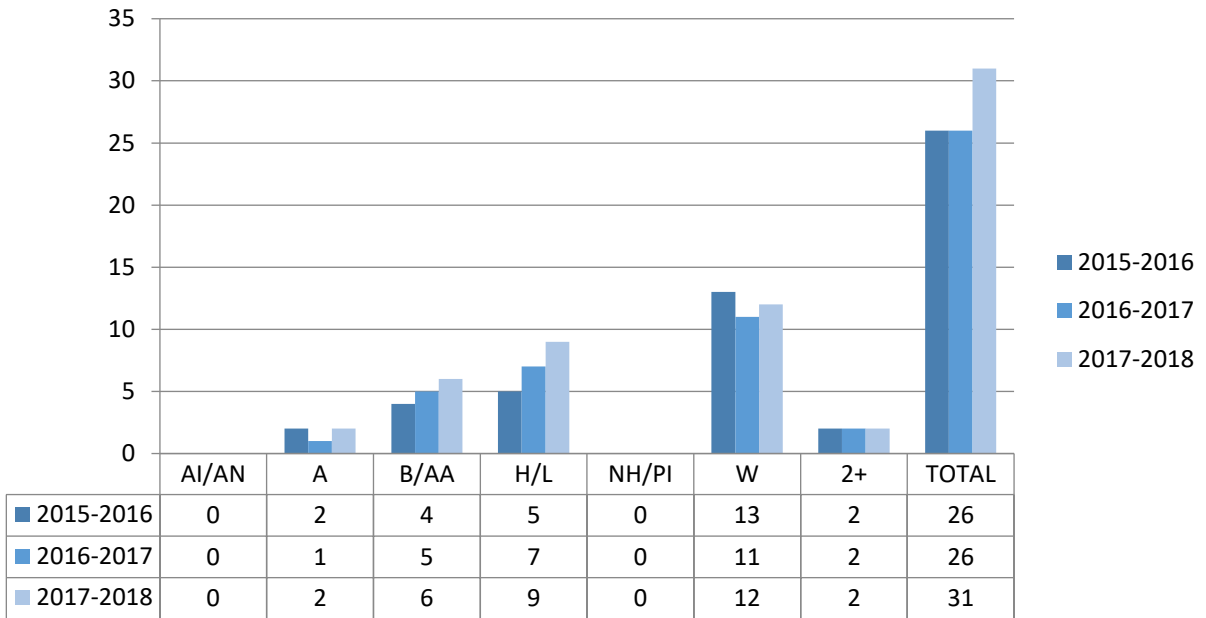
MORENO VALLEY COLLEGE SKILLED CRAFT WORKFORCE BY RACE AND ETHNICITY



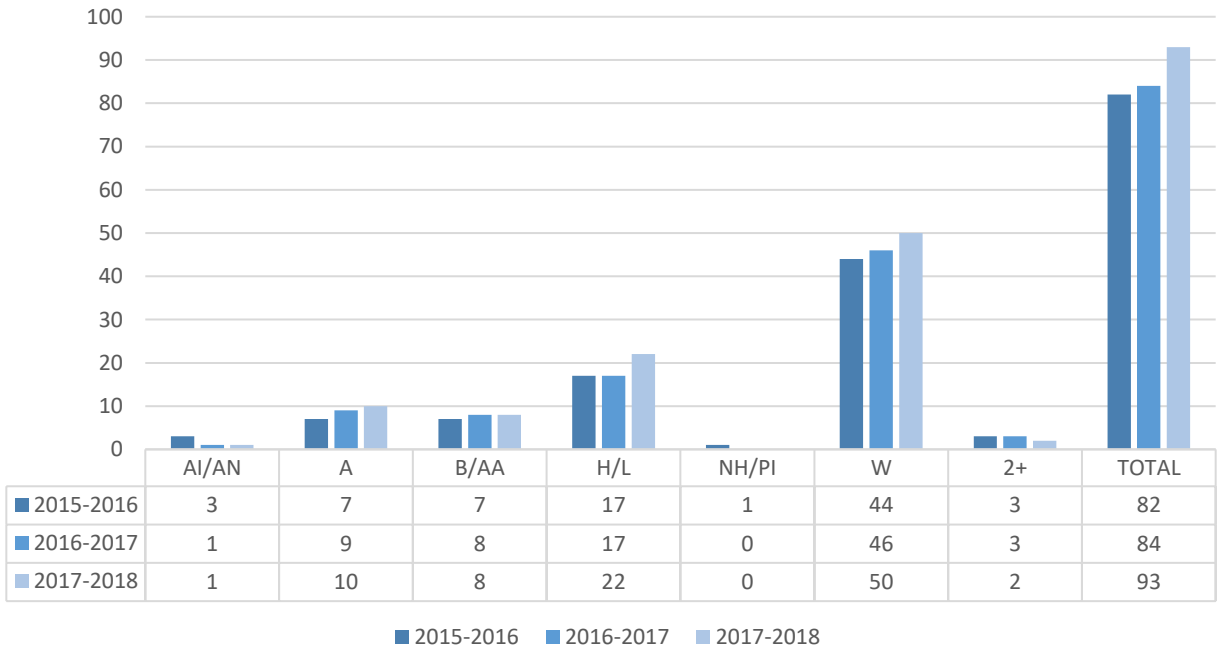
MORENO VALLEY COLLEGE SERVICE AND MAINTENANCE WORKFORCE BY RACE AND ETHNICITY



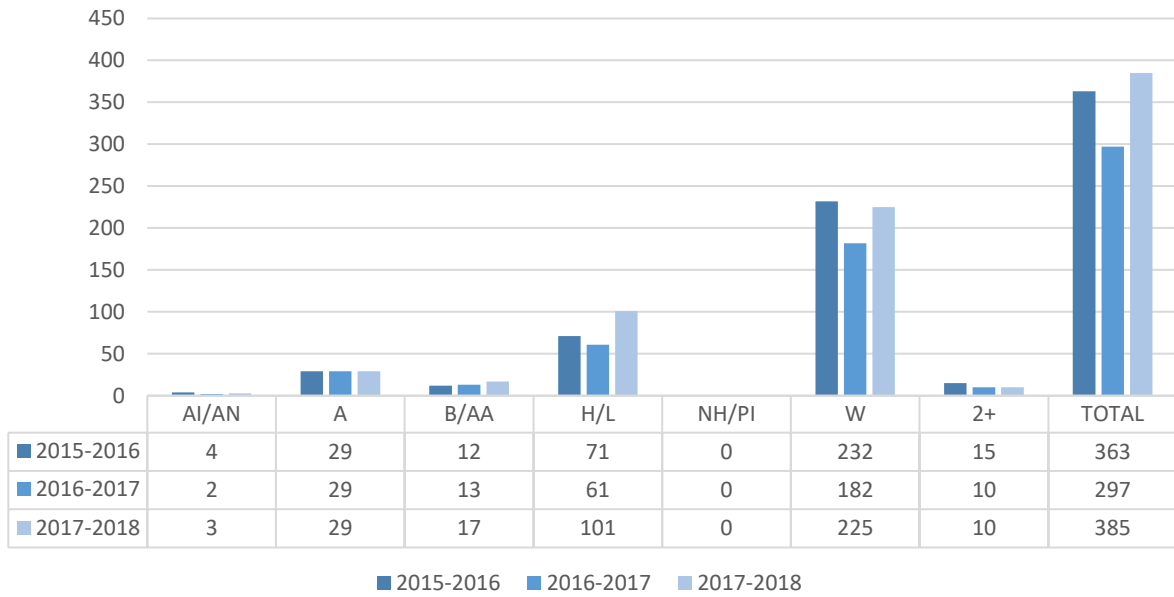
MORENO VALLEY COLLEGE EXECUTIVE WORKFORCE BY RACE AND ETHNICITY



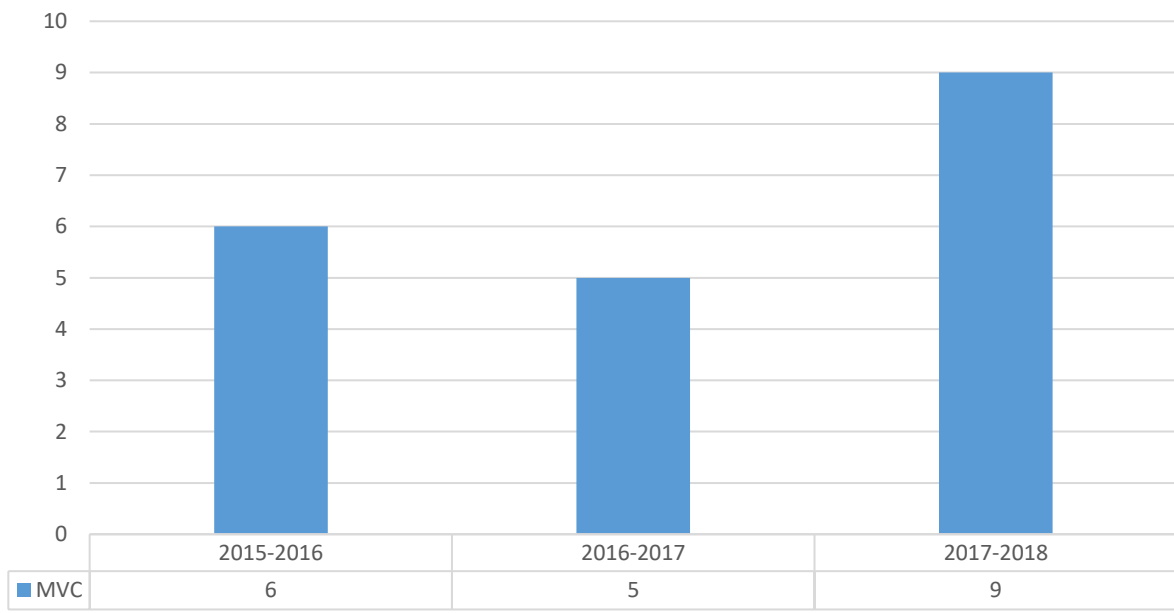
MORENO VALLEY COLLEGE FULL-TIME FACULTY WORKFORCE BY RACE AND ETHNICITY



MORENO VALLEY COLLEGE PART-TIME FACULTY WORKFORCE BY RACE AND ETHNICITY



MORENO VALLEY COLLEGE WORKFORCE BY REPORTED DISABILITIES



MORENO VALLEY COLLEGE UNDERREPRESENTATION (<15%) BY JOB CATEGORY

AI/AN	<u>Professional</u>	<u>Clerical</u>	<u>Technical</u>	<u>Skilled</u>	<u>Service</u>	<u>Executive</u>	<u>FT Faculty</u>	<u>PT Faculty</u>
2015-2016	0%	2%	0%	0%	0%	0%	0%	1%
2016-2017	0%	0%	0%	0%	0%	0%	1%	1%
2017-2018	0%	0%	0%	0%	0%	0%	1%	1%

A	<u>Professional</u>	<u>Clerical</u>	<u>Technical</u>	<u>Skilled</u>	<u>Service</u>	<u>Executive</u>	<u>FT Faculty</u>	<u>PT Faculty</u>
2015-2016	0%	0%	6%	33%	0%	8%	7%	9%
2016-2017	0%	0%	5%	33%	0%	4%	11%	11%
2017-2018	0%	2%	9%	25%	0%	6%	11%	8%

B/AA	<u>Professional</u>	<u>Clerical</u>	<u>Technical</u>	<u>Skilled</u>	<u>Service</u>	<u>Executive</u>	<u>FT Faculty</u>	<u>PT Faculty</u>
2015-2016	33%	19%	22%	0%	27%	15%	4%	7%
2016-2017	33%	23%	25%	0%	35%	19%	10%	10%
2017-2018	0%	22%	18%	0%	43%	19%	9%	4%

H/L	<u>Professional</u>	<u>Clerical</u>	<u>Technical</u>	<u>Skilled</u>	<u>Service</u>	<u>Executive</u>	<u>FT Faculty</u>	<u>PT Faculty</u>
2015-2016	67%	44%	39%	33%	27%	19%	18%	16%
2016-2017	33%	46%	35%	0%	30%	27%	20%	20%
2017-2018	67%	44%	32%	0%	29%	29%	24%	26%

NH/PI	<u>Professional</u>	<u>Clerical</u>	<u>Technical</u>	<u>Skilled</u>	<u>Service</u>	<u>Executive</u>	<u>FT Faculty</u>	<u>PT Faculty</u>
2015-2016	0%	2%	0%	0%	0%	0%	0%	0%
2016-2017	0%	0%	0%	0%	0%	0%	0%	0%
2017-2018	0%	0%	5%	0%	0%	0%	0%	0%

W	<u>Professional</u>	<u>Clerical</u>	<u>Technical</u>	<u>Skilled</u>	<u>Service</u>	<u>Executive</u>	<u>FT Faculty</u>	<u>PT Faculty</u>
2015-2016	0%	30%	28%	33%	41%	50%	68%	65%
2016-2017	33%	27%	35%	67%	35%	42%	55%	61%
2017-2018	33%	27%	36%	75%	29%	39%	54%	58%

2+	<u>Professional</u>	<u>Clerical</u>	<u>Technical</u>	<u>Skilled</u>	<u>Service</u>	<u>Executive</u>	<u>FT Faculty</u>	<u>PT Faculty</u>
2015-2016	0%	4%	6%	0%	5%	8%	2%	2%
2016-2017	0%	4%	0%	0%	0%	8%	4%	3%
2017-2018	0%	5%	0%	0%	0%	6%	2%	3%

Moreno Valley College Applicant Data

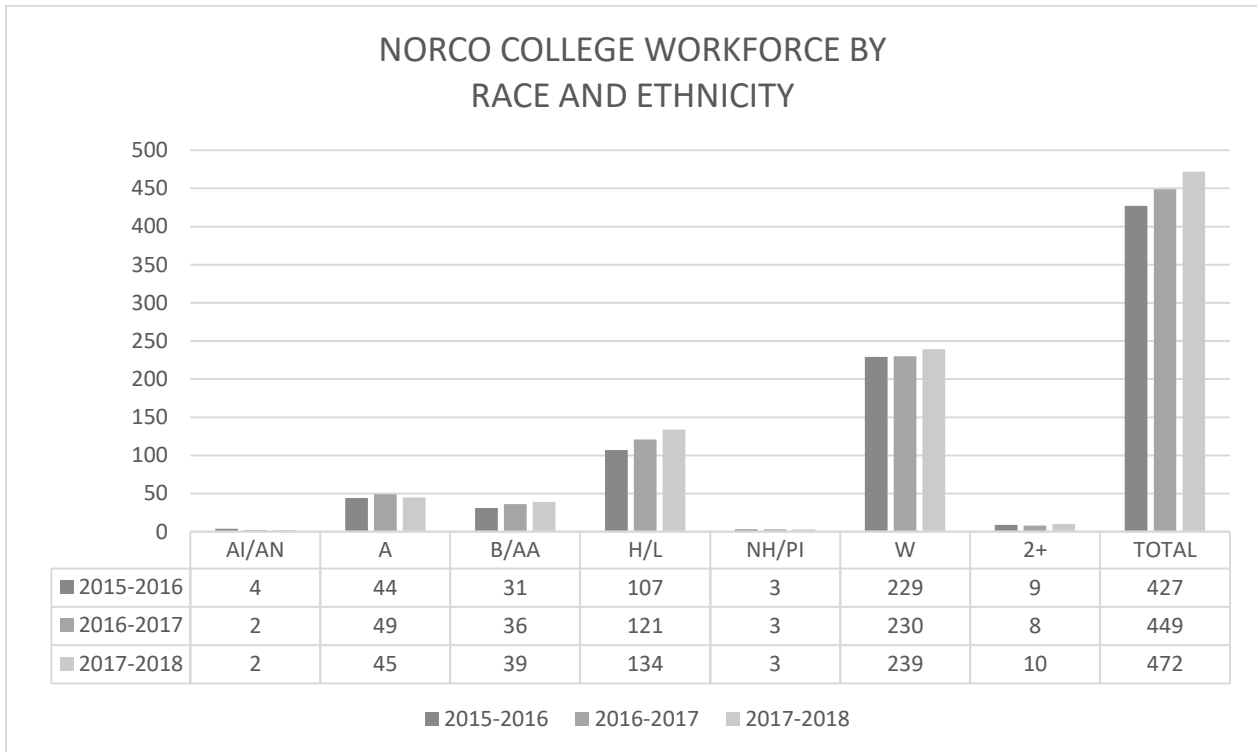
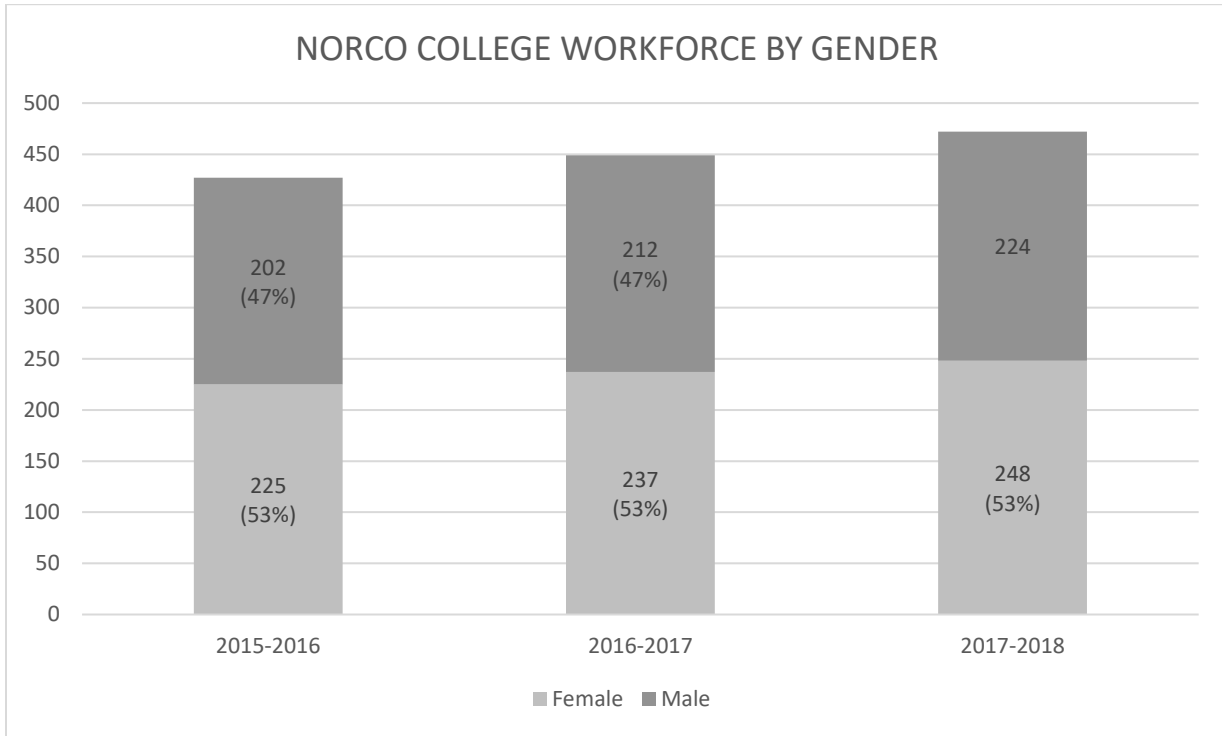
Moreno Valley College Applicant Data
Academic Year 2016-2017

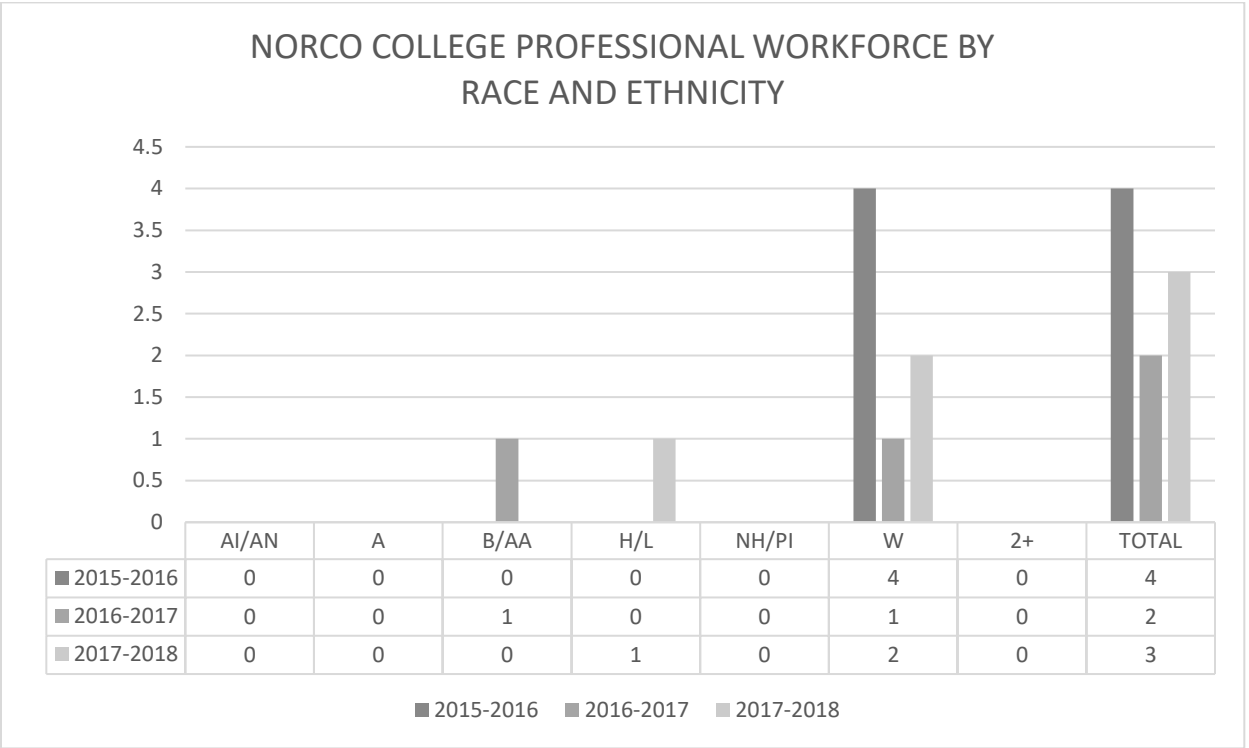
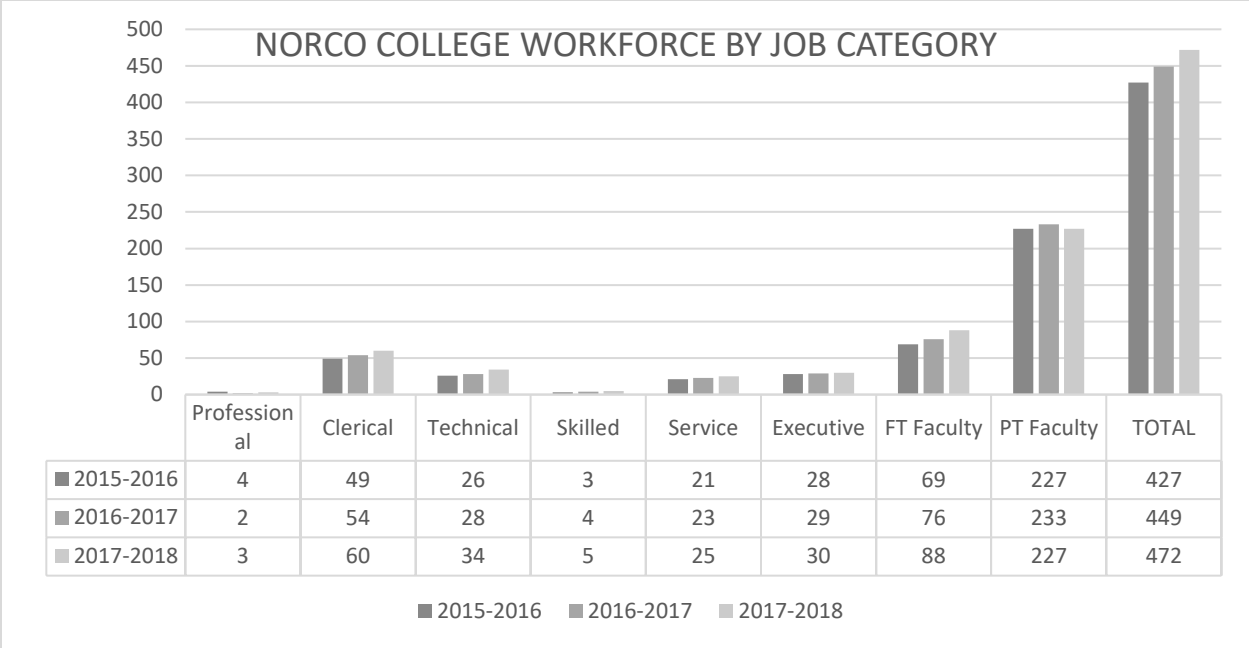
	# Apps	TOTAL GENDER			Hispanic/Latino			Asian			Black/African American			American Indian/Alaskan Native			Native Hawaiian/Pacific Islander			White			Two or More			Undisclosed		
		F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Applications	1886																											
PT Classified	299	257	37	5	123	20	0	7	1	0	39	1	0	0	0	0	1	0	0	56	13	0	18	0	0	13	2	5
FT Classified	893	638	236	19	280	120	0	27	12	0	144	38	2	0	1	0	7	0	0	126	49	2	29	11	0	25	5	15
Classified Managers	39	20	18	1	6	4	0	3	3	0	4	2	0	0	0	0	0	0	0	6	9	0	0	0	0	1	0	1
Academic Managers	177	91	78	8	13	17	0	5	3	0	26	28	0	0	2	0	0	0	0	29	22	0	6	4	1	12	2	7
FT Faculty	478	253	201	24	57	39	0	22	23	1	46	24	1	7	0	0	0	0	0	82	98	3	19	6	0	20	11	19
Qualified Applicant Pool	1588																											
PT Classified	235	211	20	4	101	9	0	7	1	0	29	1	0	0	0	0	1	0	0	48	8	0	13	0	0	12	1	4
FT Classified	724	523	183	18	224	93	0	22	7	0	117	31	2	0	0	0	7	0	0	111	39	2	22	8	0	20	5	14
Classified Managers	39	20	18	1	6	4	0	3	3	0	4	2	0	0	0	0	0	0	0	6	9	0	0	0	0	1	0	1
Academic Managers	169	87	74	8	12	14	0	5	3	0	24	28	0	0	2	0	0	0	0	29	21	0	5	4	1	12	2	7
FT Faculty	421	213	185	23	42	34	0	19	21	1	40	23	1	3	0	0	0	0	0	72	93	3	17	5	0	20	9	18
Interviewed	240																											
PT Classified	21	19	2	0	6	0	0	1	0	0	6	1	0	0	0	0	0	0	0	3	0	0	2	0	0	1	1	0
FT Classified	109	70	38	1	29	21	0	2	1	0	18	9	0	0	0	0	2	0	0	11	6	0	4	1	0	4	0	1
Classified Managers	11	5	6	0	2	1	0	0	2	0	1	1	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
Academic Managers	29	15	14	0	2	4	0	0	0	0	6	6	0	0	1	0	0	0	0	4	3	0	1	0	0	2	0	0
FT Faculty	70	40	28	2	4	7	0	1	1	0	6	4	0	1	0	0	0	0	0	19	10	0	3	5	0	6	1	2
Hired	49																											
PT Classified	4	4	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	1	0	0	1	0	0			
FT Classified	22	13	9	0	8	1	0	0	1	0	3	3	0	0	0	0	0	0	0	0	1	0	0	3	0	2	0	0
Classified Managers	2	1	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Academic Managers	4	2	2	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
FT Faculty	17	10	5	2	2	3	0	0	0	0	3	0	0	0	0	0	0	0	0	5	1	0	0	1	0	0	0	2

Moreno Valley College Applicant Data
Academic Year 2017-2018

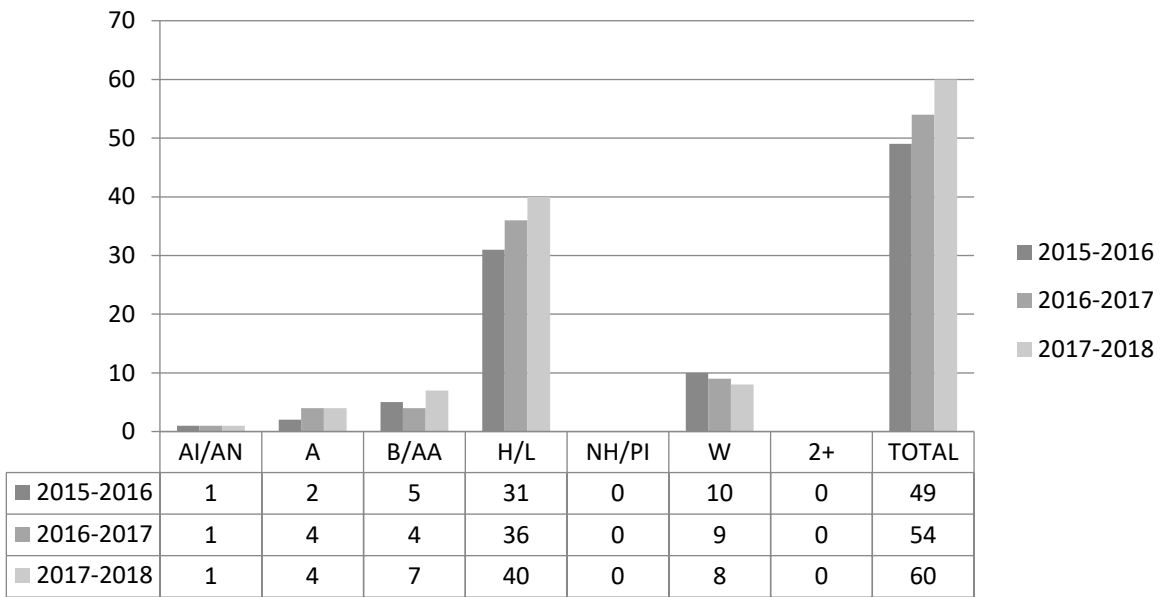
	# Apps	TOTAL GENDER			Hispanic/Latino			Asian			Black/African American			American Indian/Alaskan Native			Native Hawaiian/Pacific Islander			White			Two or More			Undisclosed		
		F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Applications	3019																											
PT Classified	477	379	88	10	199	47	2	20	7	0	83	8	0	0	0	0	1	0	0	46	19	0	19	6	0	11	1	8
FT Classified	893	638	236	19	280	120	0	27	12	0	144	38	2	0	1	0	7	0	0	126	49	2	29	11	0	25	5	15
Classified Managers	154	88	62	4	40	29	1	3	4	0	21	8	0	0	0	0	0	0	0	22	18	0	1	3	0	1	0	3
Academic Managers	125	34	85	6	2	13	1	6	8	1	11	20	0	0	0	0	0	1	0	12	31	0	2	0	0	1	12	4
FT Faculty	1370	642	655	73	228	185	3	56	79	1	70	61	2	3	0	0	0	0	0	226	270	3	25	29	0	34	31	64
Qualified Applicant Pool	2779																											
PT Classified	466	370	86	10	195	47	2	19	7	0	82	7	0	0	0	0	1	0	0	45	18	0	18	6	0	10	1	8
FT Classified	724	523	183	18	224	93	0	22	7	0	117	31	2	0	0	0	7	0	0	111	39	2	22	8	0	20	5	14
Classified Managers	124	65	56	3	27	26	1	2	4	0	17	6	0	0	0	0	0	0	0	17	18	0	1	2	0	1	0	2
Academic Managers	124	33	85	6	2	13	1	5	8	1	11	20	0	0	0	0	0	1	0	12	31	0	2	0	0	1	12	4
FT Faculty	1341	623	647	71	222	181	3	55	78	1	65	58	2	3	0	0	0	0	0	223	270	3	24	29	0	31	31	62
Interviewed	328																											
PT Classified	42	32	10	0	20	8	0	4	0	0	5	1	0	0	0	0	0	0	0	1	0	0	2	1	0	0	0	0
FT Classified	89	59	28	2	29	9	0	2	2	0	9	3	0	0	0	0	1	0	0	11	12	0	6	2	0	1	0	2
Classified Managers	28	17	11	0	7	6	0	1	1	0	2	0	0	0	0	0	0	0	0	6	4	0	1	0	0	0	0	0
Academic Managers	14	6	8	0	0	2	0	0	1	0	1	2	0	0	0	0	0	0	0	2	2	0	2	0	0	1	1	0
FT Faculty	155	89	64	2	34	24	0	6	3	0	4	2	0	0	0	0	0	1	0	27	23	0	12	5	0	6	6	2
Hired	63																											
PT Classified	5	3	1	1	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
FT Classified	22	13	9	0	8	1	0	0	1	0	3	3	0	0	0	0	0	0	0	0	1	0	0	3	0	2	0	0
Classified Managers	6	4	2	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	3	1	0	0	0	0	0	0	0
Academic Managers	4	1	3	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
FT Faculty	26	15	9	2	6	4	0	2	0	0	0	0	0	0	0	0	0	0	0	6	3	0	1	2	0	0	0	2

NORCO COLLEGE

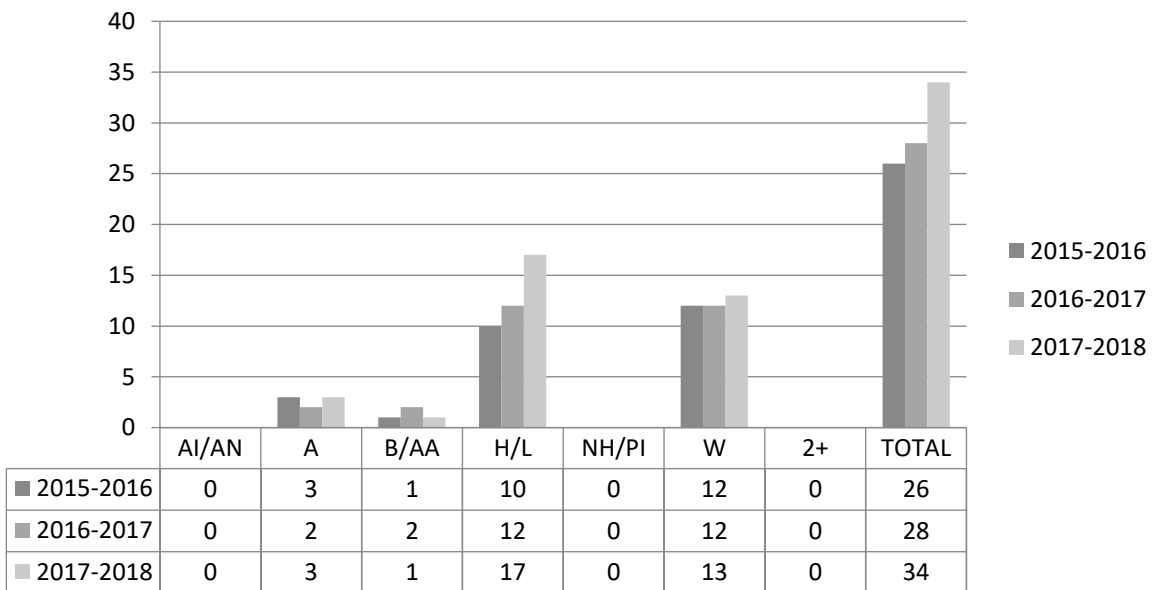




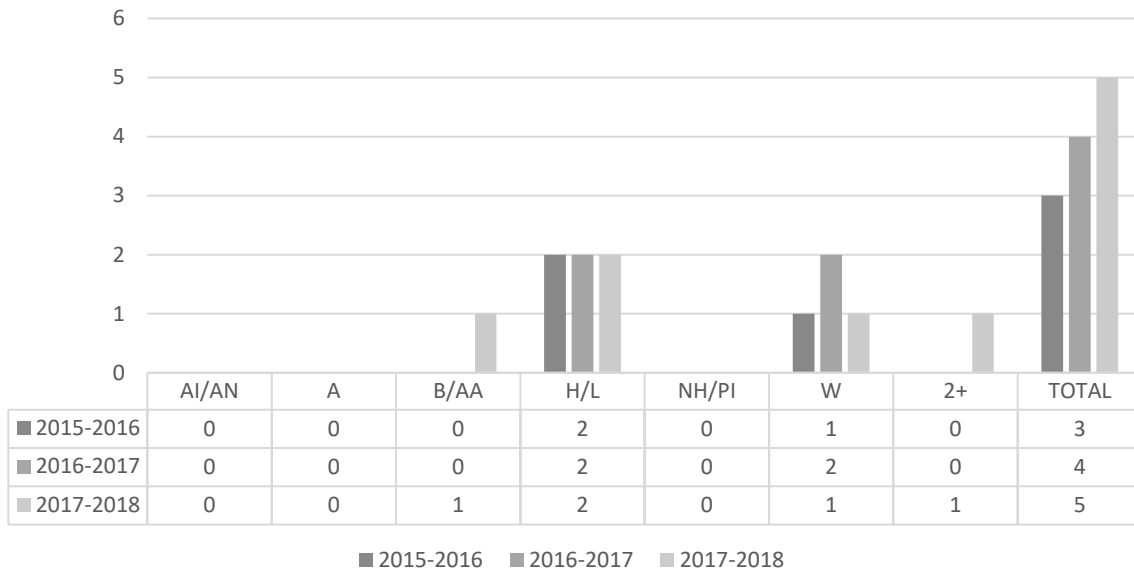
NORCO COLLEGE SECRETARIAL/CLERICAL WORKFORCE BY RACE AND ETHNICITY



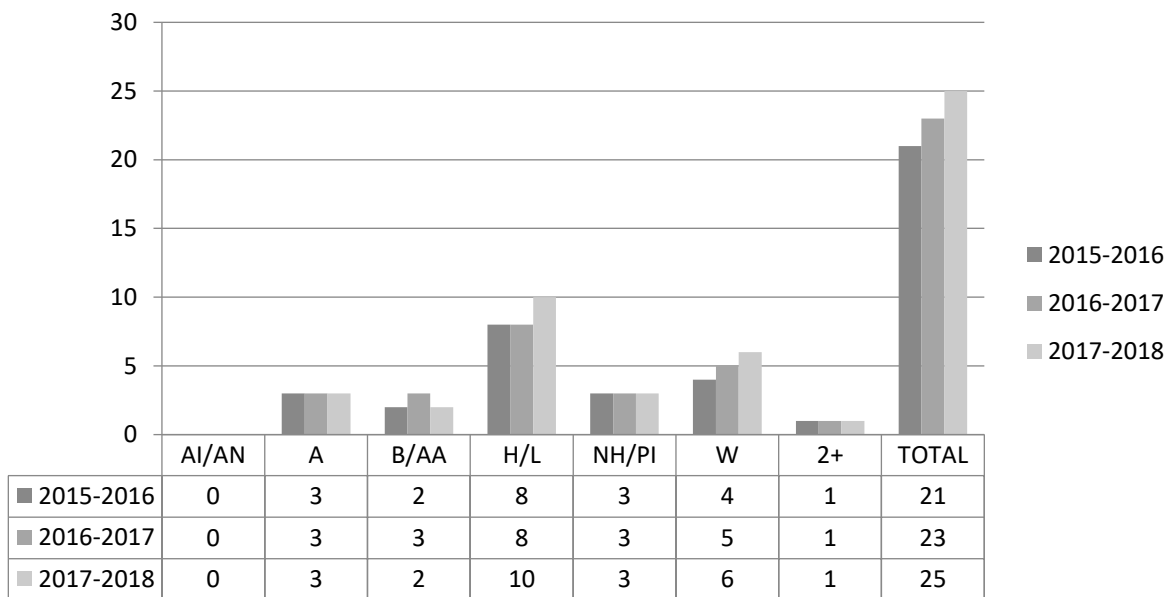
NORCO COLLEGE TECHNICAL WORKFORCE BY RACE AND ETHNICITY



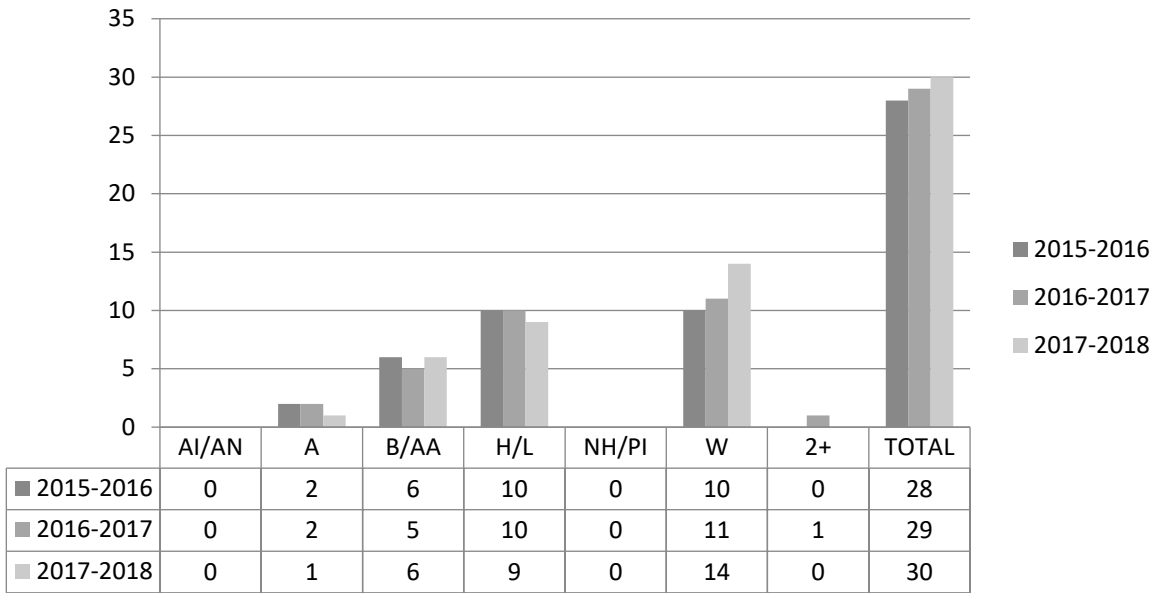
NORCO COLLEGE SKILLED CRAFT WORKFORCE BY RACE AND ETHNICITY



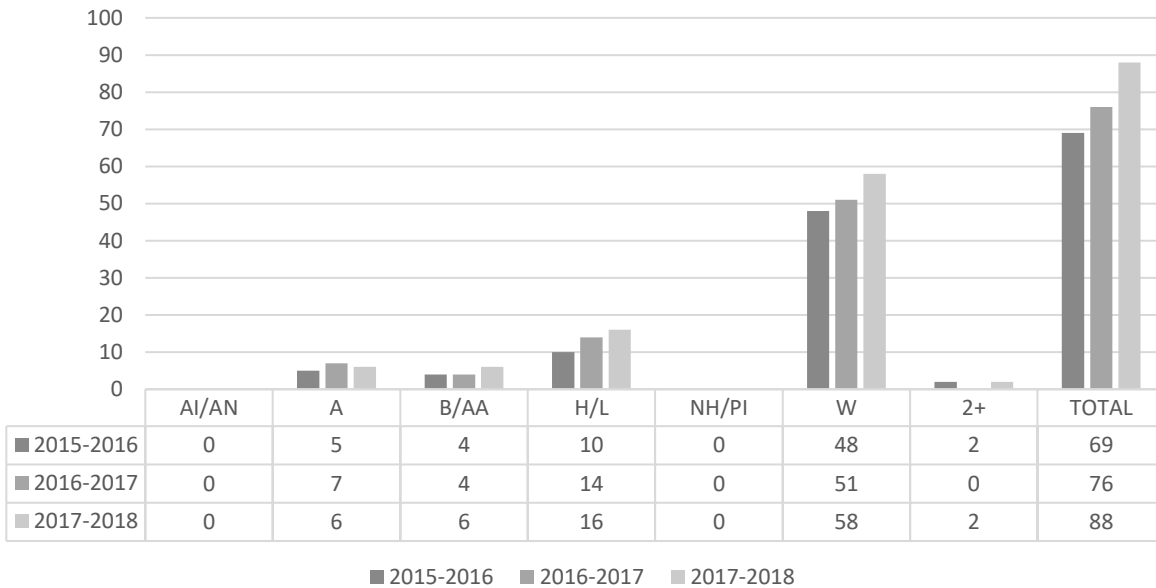
NORCO COLLEGE SERVICE AND MAINTENANCE WORKFORCE BY RACE AND ETHNICITY



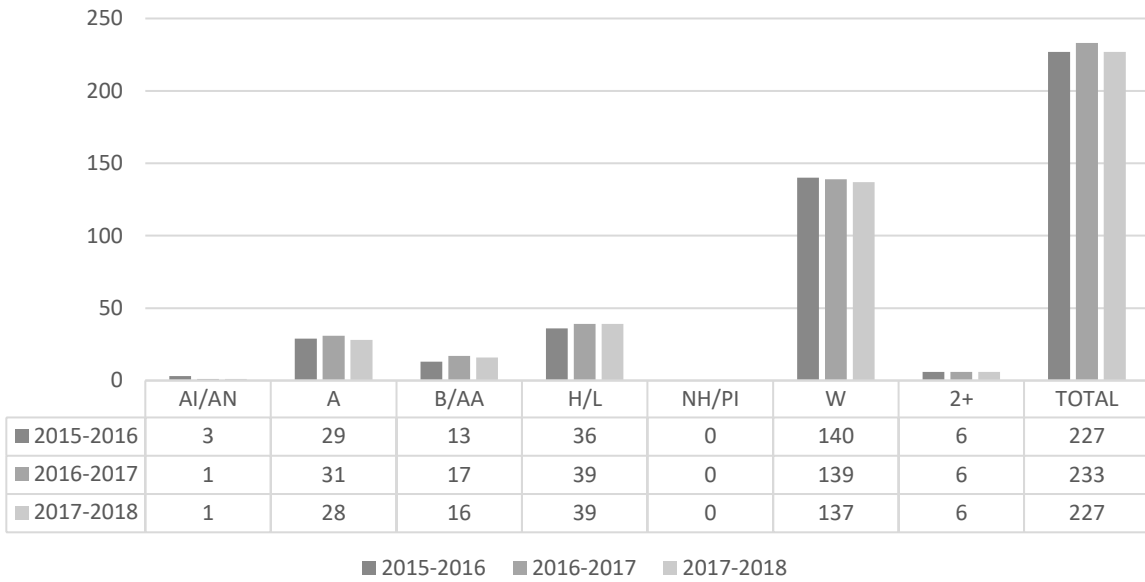
NORCO COLLEGE EXECUTIVE WORKFORCE BY RACE AND ETHNICITY



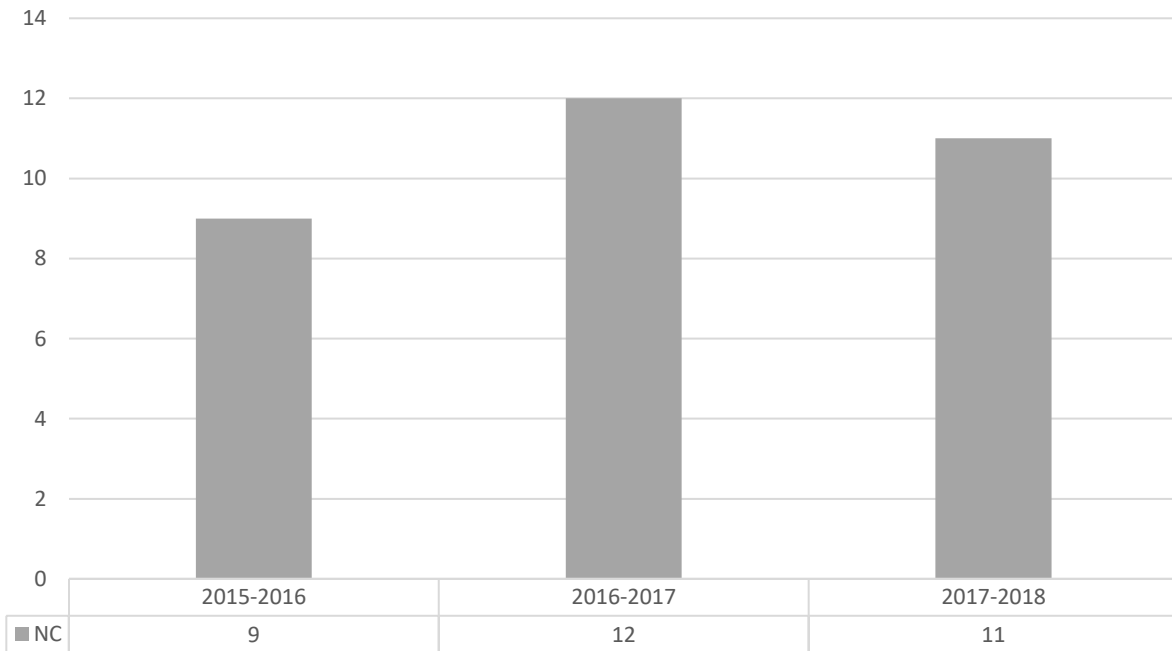
NORCO COLLEGE FULL-TIME FACULTY WORKFORCE BY RACE AND ETHNICITY



NORCO COLLEGE PART-TIME FACULTY WORKFORCE BY RACE AND ETHNICITY



NORCO COLLEGE WORKFORCE BY REPORTED DISABILITY



NORCO COLLEGE UNDERREPRESENTATION (<15%) BY JOB CATEGORY

AI/AN	Professional	Clerical	Technical	Skilled	Service	Executive	FT Faculty	PT Faculty
2015-2016	0%	2%	0%	0%	0%	0%	0%	1%
2016-2017	0%	2%	0%	0%	0%	0%	0%	0%
2017-2018	0%	2%	0%	0%	0%	0%	0%	0%

A	Professional	Clerical	Technical	Skilled	Service	Executive	FT Faculty	PT Faculty
2015-2016	0%	4%	12%	0%	14%	7%	7%	13%
2016-2017	0%	7%	7%	0%	13%	7%	9%	12%
2017-2018	0%	7%	9%	0%	12%	3%	7%	12%

B/AA	Professional	Clerical	Technical	Skilled	Service	Executive	FT Faculty	PT Faculty
2015-2016	0%	10%	4%	0%	10%	21%	6%	6%
2016-2017	50%	7%	7%	0%	13%	17%	5%	7%
2017-2018	0%	12%	3%	20%	8%	20%	7%	7%

H/L	Professional	Clerical	Technical	Skilled	Service	Executive	FT Faculty	PT Faculty
2015-2016	0%	63%	38%	67%	38%	36%	14%	16%
2016-2017	0%	67%	43%	50%	35%	34%	18%	17%
2017-2018	33%	67%	50%	40%	40%	30%	18%	17%

NH/PI	Professional	Clerical	Technical	Skilled	Service	Executive	FT Faculty	PT Faculty
2015-2016	0%	0%	0%	0%	14%	0%	0%	0%
2016-2017	0%	0%	0%	0%	13%	0%	0%	0%
2017-2018	0%	0%	0%	0%	12%	0%	0%	0%

W	Professional	Clerical	Technical	Skilled	Service	Executive	FT Faculty	PT Faculty
2015-2016	100%	20%	46%	33%	19%	36%	70%	62%
2016-2017	50%	17%	43%	50%	22%	38%	67%	60%
2017-2018	67%	13%	38%	20%	24%	47%	66%	60%

2+	Professional	Clerical	Technical	Skilled	Service	Executive	FT Faculty	PT Faculty
2015-2016	0%	0%	0%	0%	5%	0%	0%	3%
2016-2017	0%	0%	0%	0%	4%	3%	0%	2%
2017-2018	0%	0%	0%	20%	4%	0%	2%	3%

Norco College Applicant Data

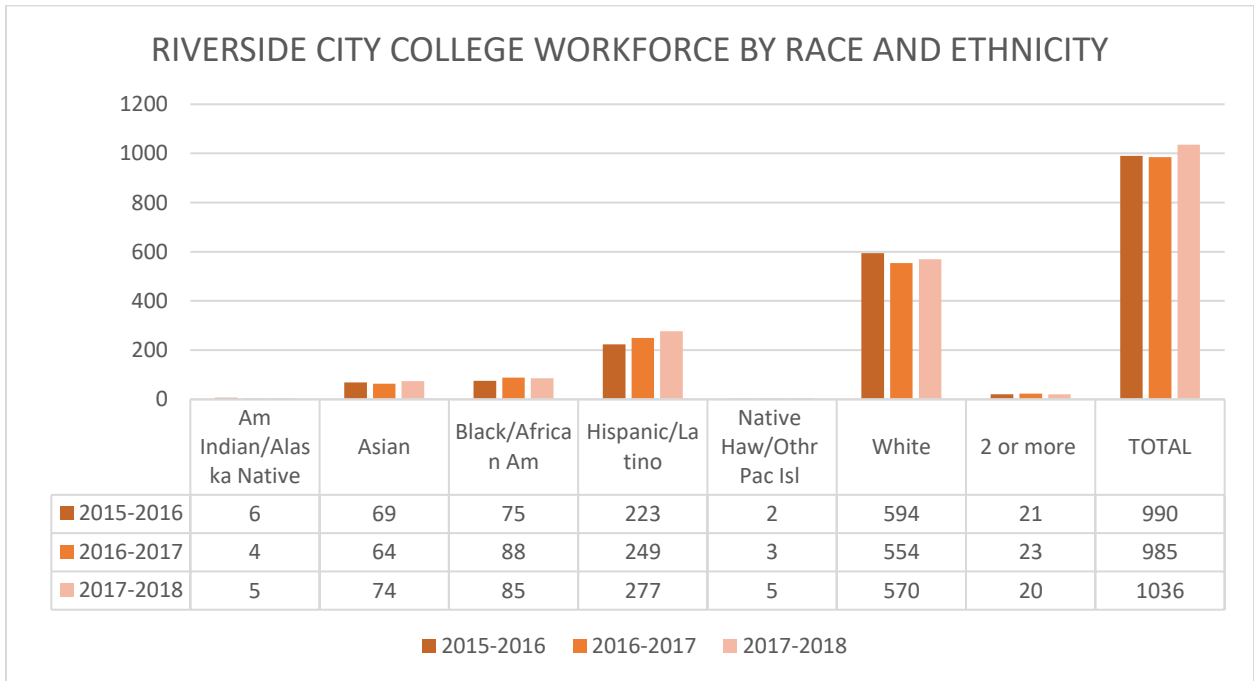
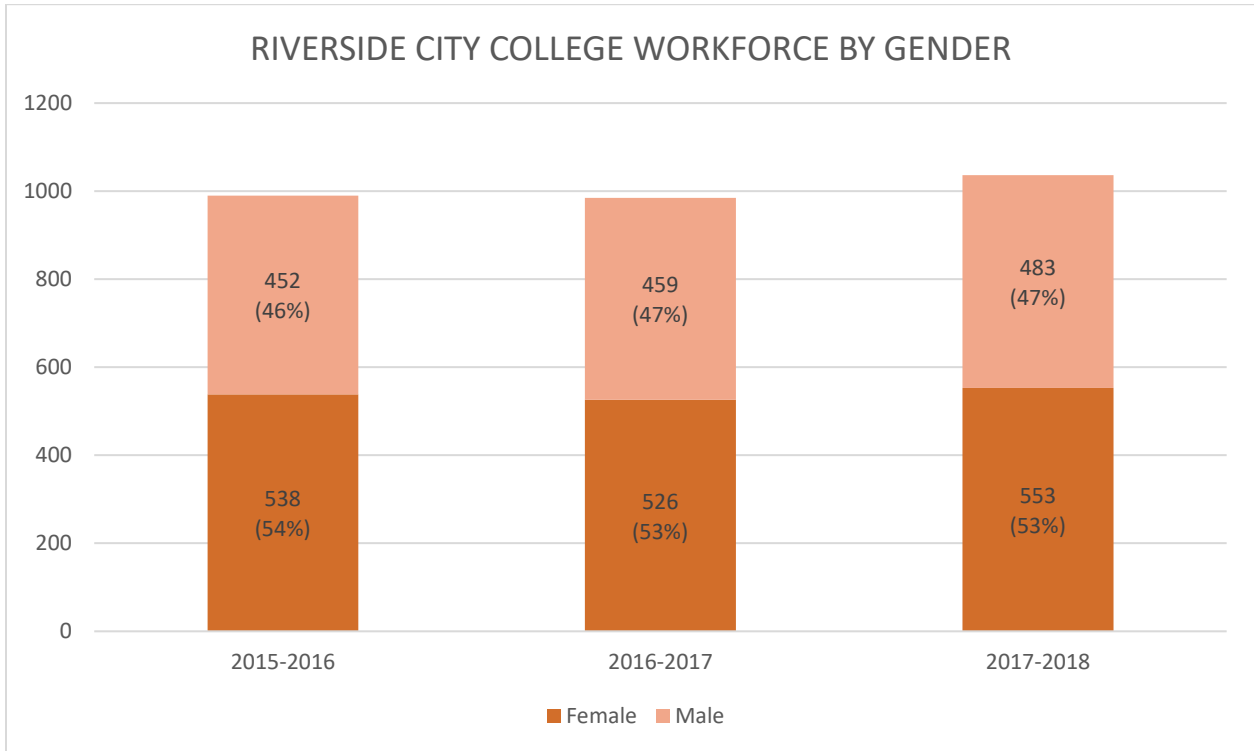
Norco College Applicant Data
Academic Year 2016-2017

	# Apps	TOTAL GENDER			Hispanic/Latino			Asian			Black/African American			American Indian/Alaskan Native			Native Hawaiian/Pacific Islander			White			Two or More			Undisclosed		
		F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Applications	2230																											
PT Classified	311	218	84	9	120	41	1	9	4	0	34	14	0	0	0	0	1	0	0	41	21	1	7	1	0	6	3	7
FT Classified	1056	676	365	15	294	162	0	39	28	0	91	48	1	0	1	0	7	2	0	188	105	2	34	9	0	23	10	12
Academic Managers	127	62	59	6	11	10	0	4	6	1	24	10	0	0	1	0	0	0	0	16	24	0	3	4	0	4	4	5
FT Faculty	736	288	412	36	51	59	0	41	47	1	31	40	0	1	1	0	1	0	0	136	212	5	12	25	0	15	28	30
Qualified Applicant Pool	1985																											
PT Classified	255	178	68	9	98	35	1	7	3	0	30	12	0	0	0	0	1	0	0	31	17	1	6	1	0	5	0	7
FT Classified	917	591	315	11	252	135	0	35	23	0	83	45	1	0	1	0	5	2	0	162	90	0	32	9	0	22	10	10
Academic Managers	121	59	56	6	9	9	0	4	6	1	24	9	0	0	0	0	0	0	0	15	24	0	3	4	0	4	4	5
FT Faculty	692	273	384	35	49	54	0	37	44	1	29	36	0	1	1	0	1	0	0	130	199	5	11	24	0	15	26	29
Interviewed	405																											
PT Classified	56	39	16	1	21	11	0	1	0	0	7	1	0	0	0	0	0	0	0	1	3	0	8	1	0	1	0	1
FT Classified	219	119	96	4	43	40	0	9	3	0	17	17	0	0	0	0	4	2	0	28	25	0	10	7	0	8	2	4
Academic Managers	16	7	9	0	1	1	0	1	0	0	3	0	0	0	0	0	0	0	0	1	8	0	1	0	0	0	0	0
FT Faculty	114	53	59	2	16	12	0	4	8	0	4	6	0	0	0	0	1	0	0	24	26	1	2	5	0	2	2	1
Hired	70																											
PT Classified	8	5	3	0	4	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
FT Classified	41	24	15	2	12	7	0	1	1	0	4	2	0	0	0	0	0	0	0	5	5	0	1	0	0	1	0	2
Academic Managers	4	1	3	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0
FT Faculty	17	11	6	0	2	2	0	0	0	0	0	1	0	0	0	0	0	0	0	8	3	0	1	0	0	0	0	0

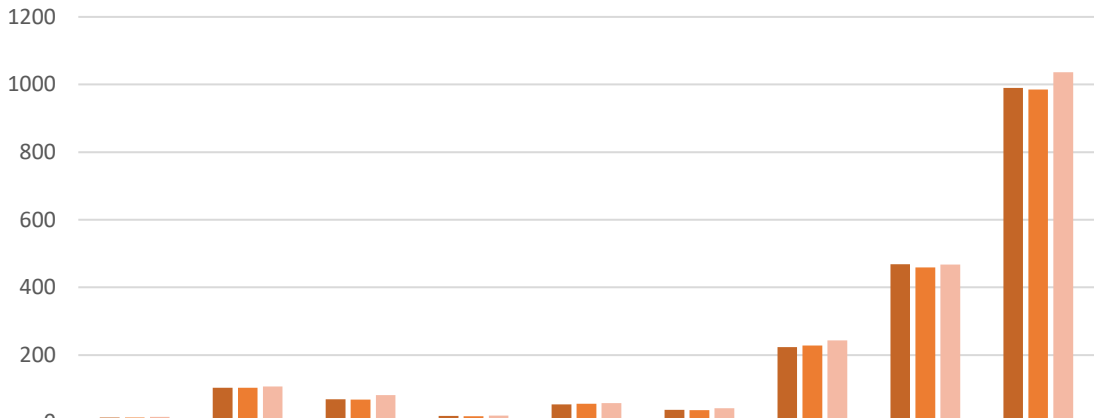
Norco College Applicant Data
Academic Year 2017-2018

	# Apps	TOTAL GENDER			Hispanic/Latino			Asian			Black/African American			American Indian/Alaskan Native			Native Hawaiian/Pacific Islander			White			Two or More			Undisclosed		
		F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND
		Total Applications	2292																									
PT Classified	231	184	42	5	95	20	1	9	4	0	23	4	0	0	0	0	0	0	0	39	7	0	7	4	0	11	3	4
FT Classified	676	569	295	12	276	132	2	35	22	0	105	44	0	0	0	0	1	3	0	111	70	0	25	18	0	16	6	10
Classified Managers	111	33	75	3	13	16	0	2	7	1	7	16	0	0	0	0	0	1	0	2	20	0	5	11	0	4	4	2
Academic Managers	258	102	151	5	22	27	2	12	16	0	24	30	0	0	1	0	0	0	0	27	63	0	5	6	0	12	8	3
FT Faculty	816	347	421	48	88	67	0	47	57	2	41	50	0	0	0	0	1	0	0	135	218	3	13	12	0	22	17	43
Qualified Applicant Pool	2054																											
PT Classified	222	175	42	5	91	20	1	9	4	0	21	4	0	0	0	0	0	0	0	39	7	0	6	4	0	9	3	4
FT Classified	690	453	229	8	212	101	0	29	22	0	87	32	0	0	0	0	2	2	0	88	57	0	17	11	0	18	4	8
Classified Managers	111	33	75	3	13	16	0	2	7	1	7	16	0	0	0	0	0	1	0	2	20	0	5	11	0	4	4	2
Academic Managers	257	102	151	4	22	27	1	12	16	0	24	30	0	0	1	0	0	0	0	27	63	0	5	6	0	12	8	3
FT Faculty	774	320	407	47	77	64	0	46	56	2	36	45	0	0	0	0	1	0	0	128	213	3	12	12	0	20	17	42
Interviewed	412																											
PT Classified	55	44	9	2	25	4	0	1	1	0	2	1	0	0	0	0	0	0	0	8	2	0	6	0	0	2	1	2
FT Classified	170	121	47	2	48	27	0	4	3	0	26	3	0	0	0	0	0	0	0	29	10	0	13	4	0	1	0	2
Classified Managers	18	3	14	1	0	1	0	0	0	0	1	3	0	0	0	0	0	1	0	2	7	0	0	0	0	0	2	1
Academic Managers	43	16	27	0	1	5	0	0	3	0	7	5	0	0	2	0	0	0	0	7	10	0	1	2	0	0	0	0
FT Faculty	126	61	59	6	19	12	0	5	6	0	8	7	0	0	0	0	0	0	0	23	30	0	3	2	0	3	2	6
Hired	58																											
PT Classified	9	7	2	0	4	1	0	0	1	0	1	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0
FT Classified	23	13	10	0	5	3	0	0	2	0	2	0	0	0	0	0	0	0	0	6	4	0	0	1	0	0	0	0
Classified Managers	4	0	4	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0
Academic Managers	6	2	4	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	2	2	0	0	1	0	0	0	0
FT Faculty	16	12	4	0	3	0	0	0	0	0	3	2	0	0	0	0	0	0	0	4	2	0	1	0	0	1	0	0

RIVERSIDE CITY COLLEGE



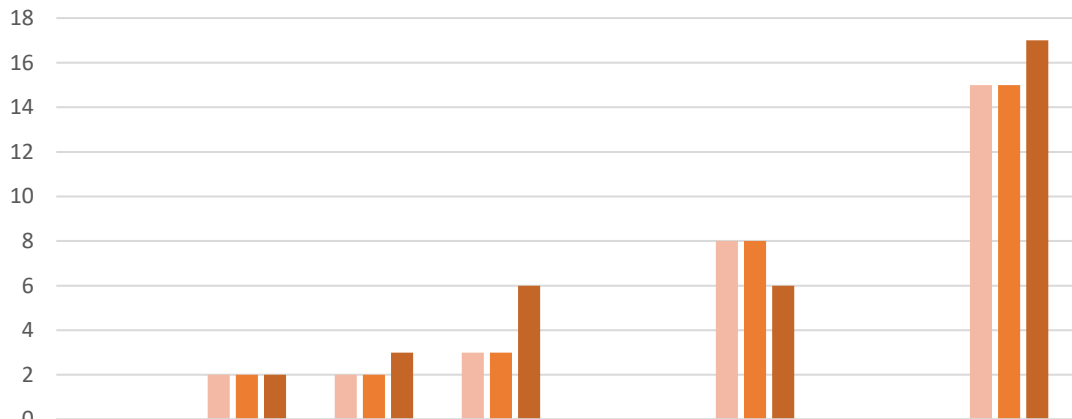
RIVERSIDE CITY COLLEGE WORKFORCE BY JOB CATEGORY



	Professional	Clerical	Technical	Skilled	Service	Executive	FT Faculty	PT Faculty	TOTAL
2015-2016	15	103	69	20	54	38	223	468	990
2016-2017	15	103	68	19	56	37	228	459	985
2017-2018	17	107	81	21	58	42	243	467	1036

2015-2016 2016-2017 2017-2018

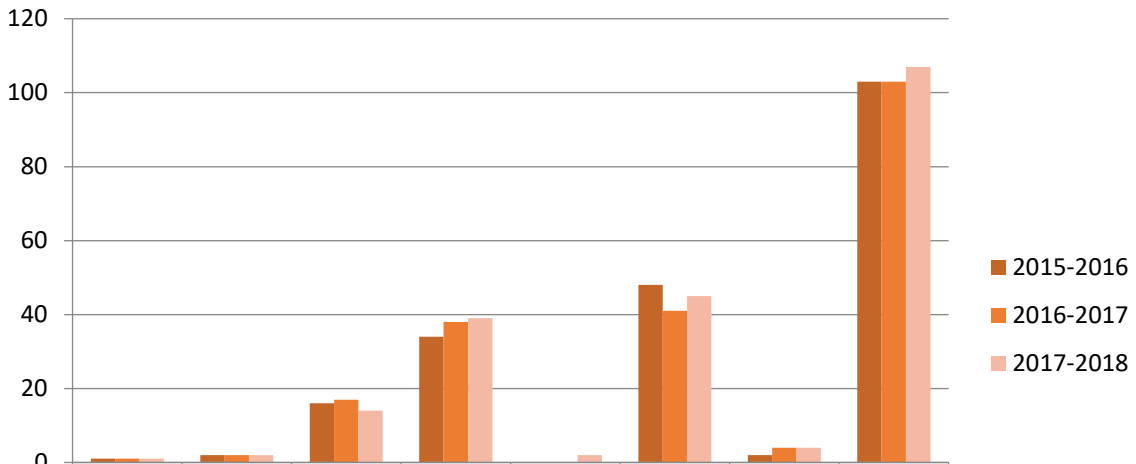
RIVERSIDE CITY COLLEGE PROFESSIONAL WORKFORCE BY RACE AND ETHNICITY



	AI/AN	A	B/AA	H/L	NH/PI	W	2+	TOTAL
2015-2016	0	2	2	3	0	8	0	15
2016-2017	0	2	2	3	0	8	0	15
2017-2018	0	2	3	6	0	6	0	17

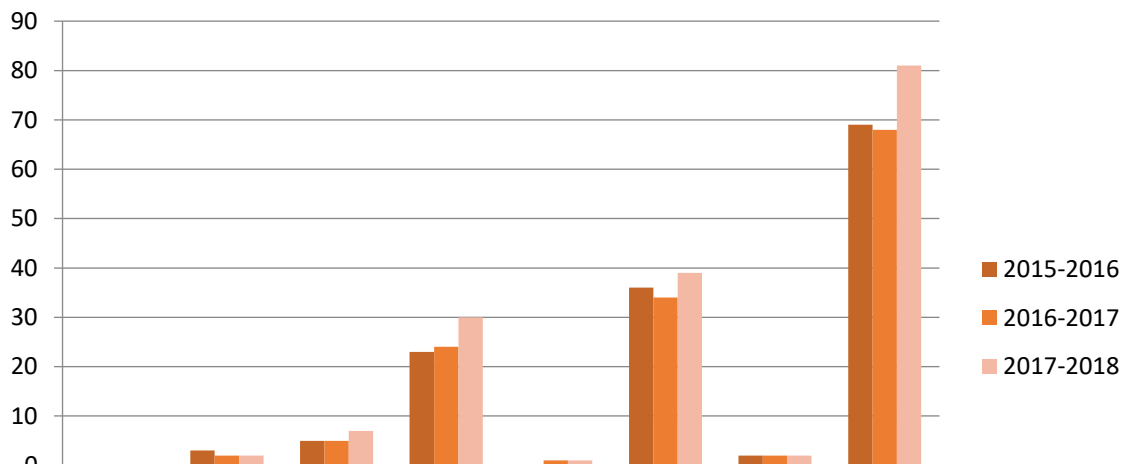
2015-2016 2016-2017 2017-2018

RIVERSIDE CITY COLLEGE SECRETERIAL/CLERICAL WORKFORCE BY RACE AND ETHNICITY



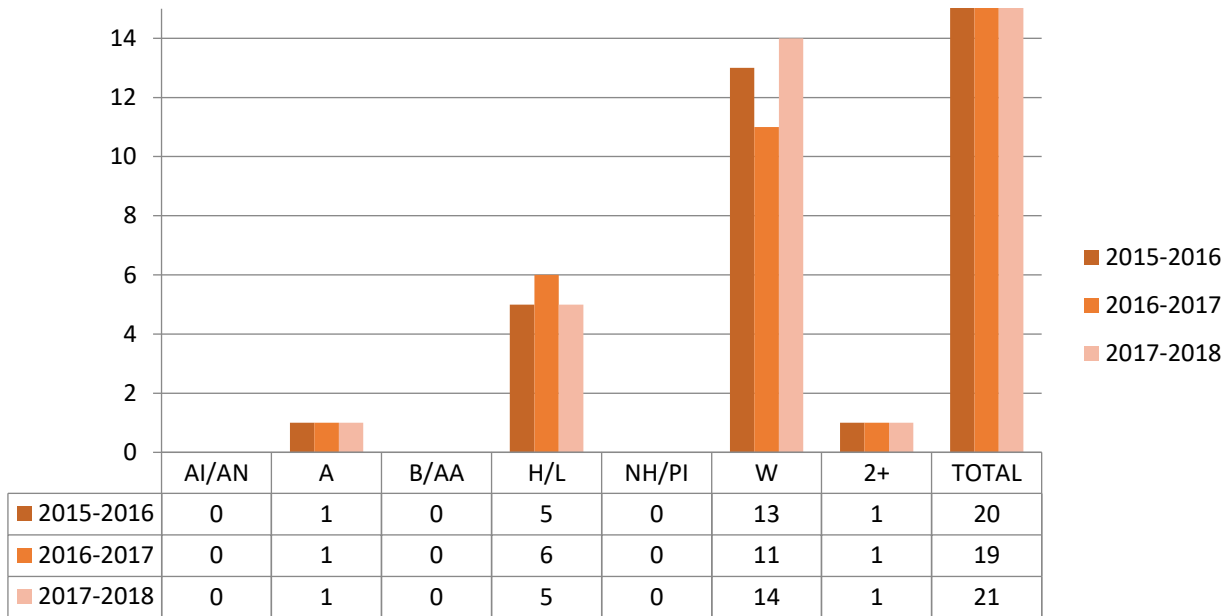
	AI/AN	A	B/AA	H/L	NH/PI	W	2+	TOTAL
2015-2016	1	2	16	34	0	48	2	103
2016-2017	1	2	17	38	0	41	4	103
2017-2018	1	2	14	39	2	45	4	107

RIVERSIDE CITY COLLEGE TECHNICAL WORKFORCE BY RACE AND ETHNICITY

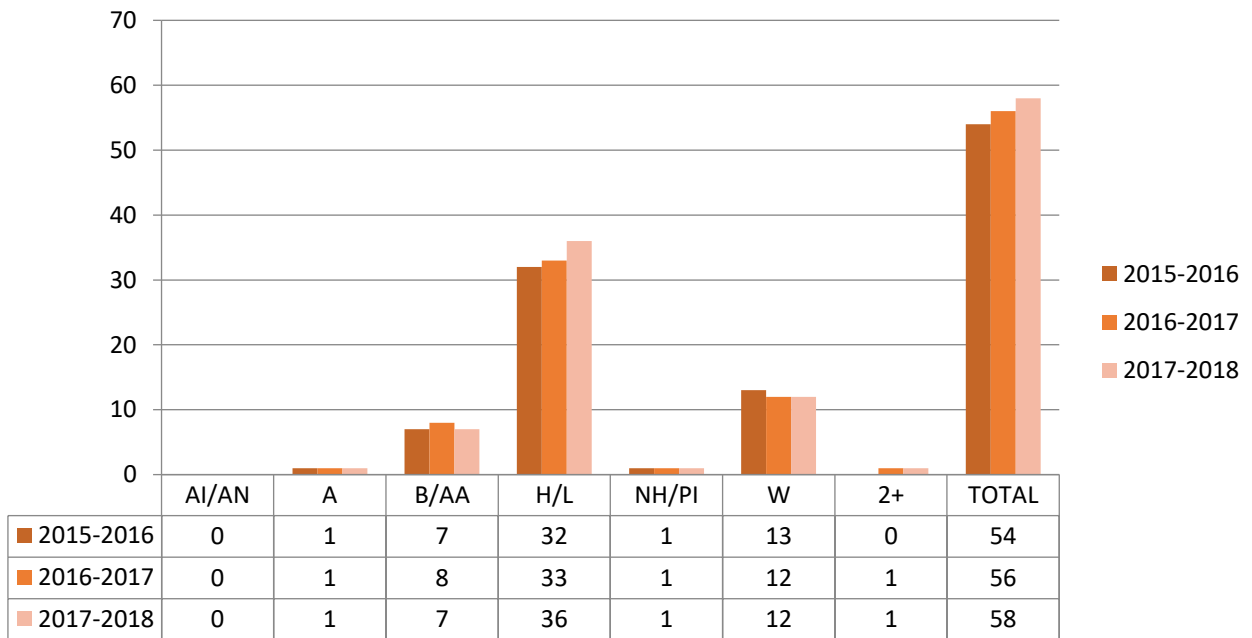


	AI/AN	A	B/AA	H/L	NH/PI	W	2+	TOTAL
2015-2016	0	3	5	23	0	36	2	69
2016-2017	0	2	5	24	1	34	2	68
2017-2018	0	2	7	30	1	39	2	81

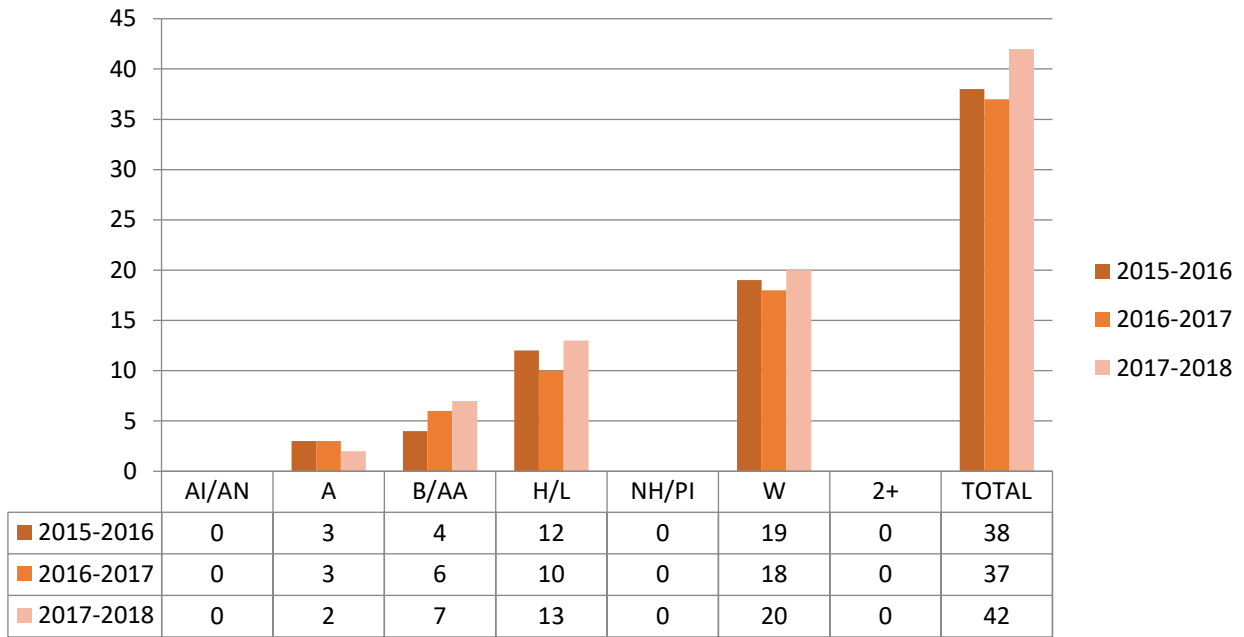
RIVERSIDE CITY COLLEGE SKILLED CRAFT WORKFORCE BY RACE AND ETHNICITY



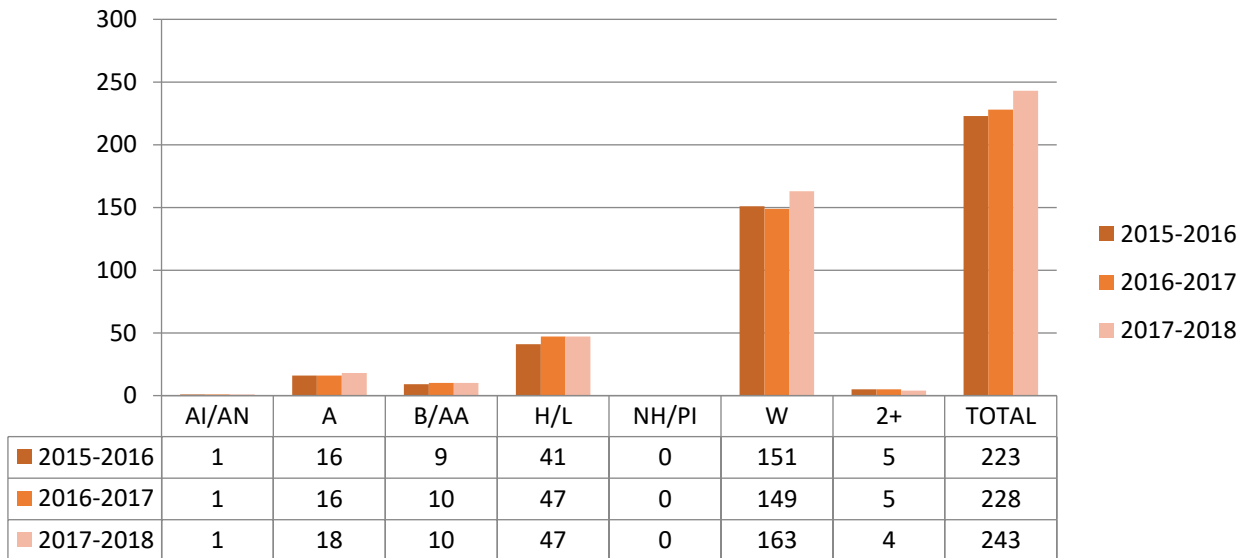
RIVERSIDE CITY COLLEGE SERVICE AND MAINTENANCE WORKFORCE BY RACE AND ETHNICITY



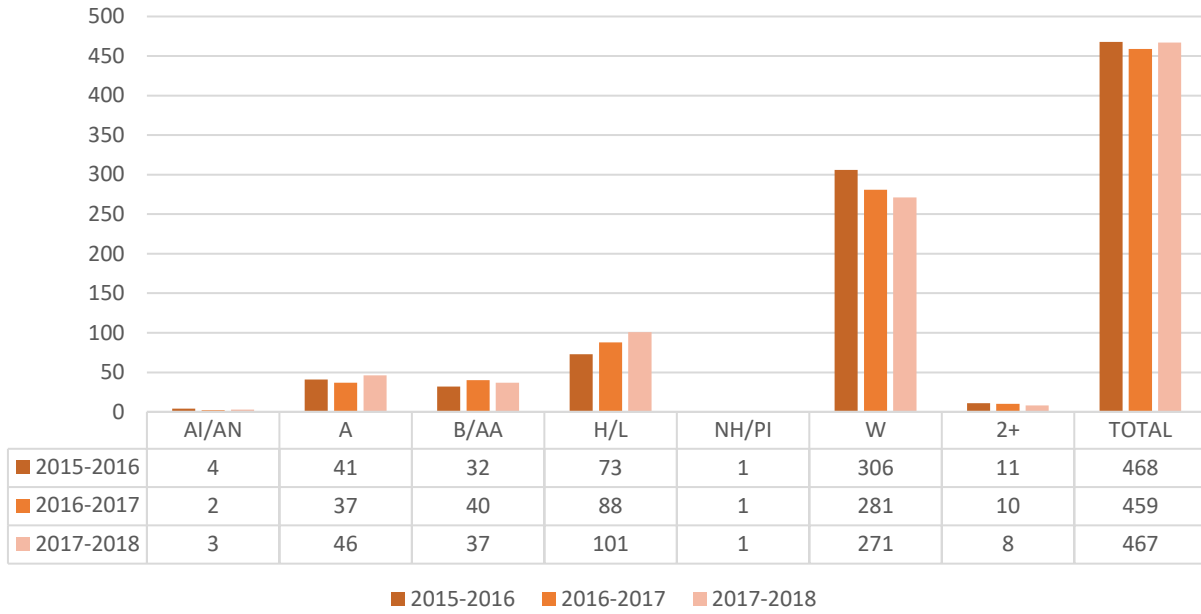
RIVERSIDE CITY COLLEGE EXECUTIVE WORKFORCE BY RACE AND ETHNICITY



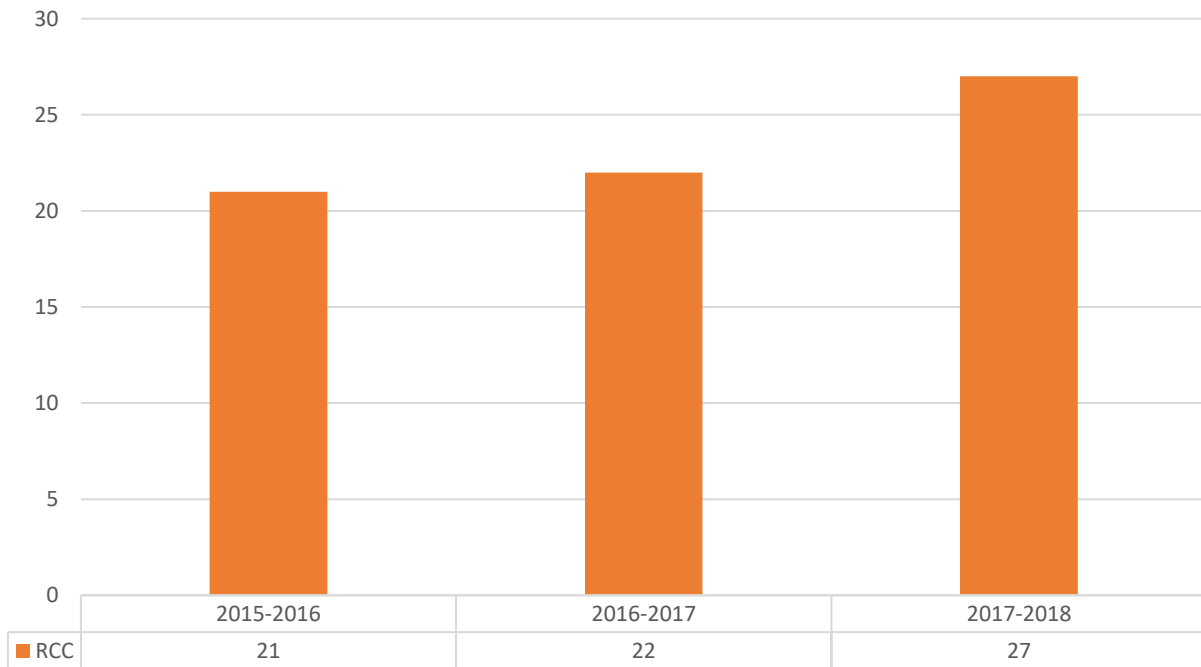
RIVERSIDE CITY COLLEGE FULL-TIME FACULTY WORKFORCE BY RACE AND ETHNICITY



RIVERSIDE CITY COLLEGE PART-TIME FACULTY WORKFORCE BY RACE AND ETHNICITY



RIVERSIDE CITY COLLEGE WORKFORCE BY REPORTED DISABILITY



RIVERSIDE CITY COLLEGE UNDERREPRESENTATION BY JOB CATEGORY

AI/AN	Professional	Clerical	Technical	Skilled	Service	Executive	FT Faculty	PT Faculty
2015-2016	0%	1%	0%	0%	0%	0%	0%	1%
2016-2017	0%	1%	0%	0%	0%	0%	0%	0%
2017-2018	0%	1%	0%	0%	0%	0%	0%	1%

A	Professional	Clerical	Technical	Skilled	Service	Executive	FT Faculty	PT Faculty
2015-2016	13%	2%	4%	5%	2%	8%	7%	9%
2016-2017	13%	2%	3%	5%	2%	8%	7%	8%
2017-2018	12%	2%	2%	5%	2%	17%	7%	10%

B/AA	Professional	Clerical	Technical	Skilled	Service	Executive	FT Faculty	PT Faculty
2015-2016	13%	16%	7%	0%	13%	11%	4%	7%
2016-2017	13%	17%	7%	0%	14%	16%	4%	9%
2017-2018	18%	13%	9%	0%	12%	17%	4%	8%

H/L	Professional	Clerical	Technical	Skilled	Service	Executive	FT Faculty	PT Faculty
2015-2016	20%	33%	33%	25%	59%	32%	18%	16%
2016-2017	20%	37%	35%	32%	59%	27%	21%	19%
2017-2018	35%	36%	37%	24%	62%	31%	19%	22%

NH/PI	Professional	Clerical	Technical	Skilled	Service	Executive	FT Faculty	PT Faculty
2015-2016	0%	0%	0%	0%	2%	0%	0%	0%
2016-2017	0%	0%	1%	0%	2%	0%	0%	0%
2017-2018	0%	2%	1%	0%	2%	0%	0%	0%

W	Professional	Clerical	Technical	Skilled	Service	Executive	FT Faculty	PT Faculty
2015-2016	53%	47%	52%	65%	24%	50%	68%	65%
2016-2017	53%	40%	50%	58%	21%	49%	65%	61%
2017-2018	35%	42%	48%	67%	21%	48%	67%	58%

2+	Professional	Clerical	Technical	Skilled	Service	Executive	FT Faculty	PT Faculty
2015-2016	0%	2%	3%	5%	0%	0%	2%	2%
2016-2017	0%	4%	3%	5%	2%	0%	2%	2%
2017-2018	0%	4%	2%	5%	2%	0%	2%	2%

Riverside City College Applicant Data

Riverside City College Applicant Data
Academic Year 2016-2017

	# Apps	TOTAL GENDER			Hispanic/Latino			Asian			Black/African American			American Indian/Alaskan Native			Native Hawaiian/Pacific Islander			White			Two or More			Undisclosed		
		F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Applications	3696																											
PT Classified	545	409	129	7	178	72	1	25	4	0	67	11	0	2	1	0	1	1	0	113	33	0	18	4	0	5	3	6
FT Classified	1634	1040	557	37	433	264	4	53	32	0	192	83	0	6	1	0	7	2	2	268	137	0	51	24	0	30	14	31
Classified Managers	261	68	185	8	24	65	0	4	7	0	19	20	0	0	0	0	0	1	0	18	83	0	1	5	0	2	4	8
Academic Managers	101	29	66	6	4	5	0	3	12	0	8	10	0	0	0	0	0	0	0	13	32	0	0	4	0	1	3	6
FT Faculty	1155	466	633	56	74	88	1	85	123	1	42	52	2	1	1	0	0	1	0	211	311	2	22	21	1	31	36	49
Qualified Applicant Pool	2928																											
PT Classified	409	314	89	6	135	48	1	23	3	0	48	6	0	1	1	0	1	0	0	89	26	0	15	3	0	2	2	5
FT Classified	1080	681	376	23	282	183	3	27	20	0	142	56	0	4	0	0	4	0	1	169	93	0	32	12	0	21	12	19
Classified Managers	238	61	172	5	22	59	0	4	7	0	16	18	0	0	0	0	0	1	0	16	78	0	1	5	0	2	4	5
Academic Managers	91	27	58	6	4	5	0	3	11	0	6	9	0	0	0	0	0	0	0	13	27	0	0	4	0	1	2	6
FT Faculty	1110	440	615	55	67	85	1	84	121	1	37	47	2	1	1	0	0	1	0	201	305	2	21	20	1	29	35	48
Interviewed	548																											
PT Classified	59	42	17	0	16	10	0	2	1	0	10	1	0	0	0	0	1	0	0	10	5	0	2	0	0	1	0	0
FT Classified	219	130	87	2	60	45	0	1	1	0	30	11	0	1	0	0	0	0	0	28	23	0	4	4	0	6	3	2
Classified Managers	45	15	29	1	9	13	0	0	0	0	3	3	0	0	0	0	0	0	0	3	11	0	0	1	0	0	1	1
Academic Managers	22	8	11	3	0	2	0	0	2	0	5	2	0	0	0	0	0	0	0	2	4	0	1	0	0	0	1	3
FT Faculty	203	96	100	7	13	24	0	11	12	2	5	5	0	0	0	0	0	0	0	53	52	0	9	3	0	5	4	5
Hired	100																											
PT Classified	10	7	3	0	3	2	0	0	0	0	2	0	0	0	0	0	1	0	0	1	1	0	0	0	0	0	0	0
FT Classified	48	27	19	2	14	11	0	0	0	0	5	3	0	0	0	0	0	1	0	7	2	0	1	2	0	0	0	2
Classified Managers	7	2	5	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3	0	0	0	0	0	0	0
Academic Managers	5	4	0	1	0	0	0	0	0	1	2	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0
FT Faculty	30	17	12	1	2	1	0	2	0	0	1	1	0	0	0	0	0	0	0	8	10	1	2	0	0	2	0	0

Riverside City College Applicant Data
Academic Year 2017-2018

	# App s	TOTAL GENDER			Hispanic/Latino			Asian			Black/African American			American Indian/Alaskan Native			Native Hawaiian/Pacific Islander			White			Two or More			Undisclosed		
		F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Applications	3721																											
PT Classified	203	139	61	3	64	25	0	13	9	0	21	4	0	0	0	0	1	0	0	30	14	0	6	8	0	4	1	3
FT Classified	1864	1339	486	39	603	231	3	71	36	0	199	46	2	1	0	0	11	2	0	336	128	1	58	27	0	60	16	33
Classified Managers	150	69	77	4	21	18	0	4	7	0	23	19	0	0	1	0	0	0	0	17	27	0	3	1	0	1	4	4
Academic Managers	271	138	124	9	16	28	0	20	12	0	41	32	0	0	2	0	0	0	0	41	37	0	5	9	0	15	4	9
FT Faculty	1233	517	644	72	98	114	1	53	74	1	53	59	0	1	1	0	2	0	0	246	340	4	28	31	0	36	25	66
Qualified Applicant Pool	3488																											
PT Classified	193	133	57	3	62	23	0	13	9	0	19	4	0	0	0	0	1	0	0	29	12	0	4	8	0	5	1	3
FT Classified	1663	1196	432	35	536	199	2	64	32	0	178	42	2	1	0	0	11	1	0	296	120	1	53	24	0	57	14	30
Classified Managers	142	64	75	3	20	17	0	4	7	0	20	18	0	0	1	0	0	0	0	16	27	0	3	1	0	1	4	3
Academic Managers	265	134	122	9	16	28	0	20	12	0	39	32	0	0	2	0	0	0	0	39	36	0	5	8	0	15	4	9
FT Faculty	1225	513	640	72	98	113	1	52	72	1	53	59	0	0	1	0	2	0	0	245	339	4	27	31	0	36	25	66
Interviewed	594																											
PT Classified	48	25	22	1	13	10	0	1	1	0	1	2	0	0	0	0	0	0	0	7	8	0	2	1	0	1	0	1
FT Classified	301	223	72	6	102	34	0	5	1	0	33	2	0	0	0	0	2	0	0	74	30	0	3	3	0	4	2	6
Classified Managers	35	18	16	1	5	3	0	2	1	0	2	2	0	0	0	0	0	0	0	8	10	1	1	0	0	0	0	0
Academic Managers	44	30	14	0	2	2	0	1	2	0	11	5	0	0	0	0	0	0	0	10	5	0	1	0	0	5	0	0
FT Faculty	166	83	80	3	18	21	0	3	7	0	10	4	0	0	0	0	1	0	0	42	40	0	5	4	0	4	4	3
Hired	114																											
PT Classified	16	7	9	0	2	4	0	0	0	0	0	0	0	0	0	0	0	0	0	2	4	0	1	1	0	2	0	0
FT Classified	48	34	12	2	11	4	0	3	1	0	7	0	0	0	0	0	1	0	0	11	6	0	1	0	0	0	1	2
Classified Managers	9	4	5	0	1	2	0	1	0	0	1	1	0	0	0	0	0	0	0	1	2	0	0	0	0	0	0	0
Academic Managers	8	6	2	0	0	1	0	1	1	0	4	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
FT Faculty	33	21	12	0	5	1	0	1	0	0	2	2	0	0	0	0	0	0	0	13	9	0	0	0	0	0	0	0