

Equal Employment Opportunity Plan Update: Analysis of Workforce and Applicant Data



FY 2018-2019 – FY 2020-2021

RCCD

**RIVERSIDE COMMUNITY
COLLEGE DISTRICT**

HUMAN RESOURCES & EMPLOYEE RELATIONS

MORENO VALLEY COLLEGE | NORCO COLLEGE | RIVERSIDE CITY COLLEGE

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RCCD DIVERSITY SNAPSHOT AT A GLANCE

OVERALL WORKFORCE

OVERALL WORKFORCE AT-A-GLANCE						
	2018-2019		2019-2020		2020-2021	
TOTAL	2,345	100%	2474	100%	2276	100%
Classified	666	28%	675	27%	647	28%
Executive	142	6%	155	6%	154	7%
Full-Time Faculty	439	19%	448	18%	464	20%
Part-Time Faculty	1098	47%	1196	48%	1011	44%
Women	1248	53%	1314	52%	1235	54%
Men	1097	47%	1160	48%	1041	46%
American Indian/Alaska Native	11	<1%	13	1%	12	1%
Asian	180	8%	189	8%	174	8%
Black/African American	198	8%	222	9%	208	9%
Hispanic/Latino	660	28%	709	29%	688	30%
Native Hawaiian/Pacific Islander	8	<1%	9	<1%	10	<1%
White	1217	52%	1266	51%	1121	49%
Two or More	71	3%	66	3%	63	3%

OVERALL CLASSIFIED WORKFORCE AT-A-GLANCE						
	2018-2019		2019-2020		2020-2021	
TOTAL	666	100%	675	100%	647	100%
Women	398	60%	404	60%	396	61%
Men	268	40%	271	40%	251	39%
American Indian/Alaska Native	2	<1%	3	<1%	4	<1%
Asian	35	5%	36	5%	39	6%
Black/African American	75	11%	78	12%	75	12%
Hispanic/Latino	293	44%	298	44%	301	47%
Native Hawaiian/Pacific Islander	7	1%	8	1%	7	1%
White	236	35%	234	35%	203	31%
Two or More	18	3%	18	3%	18	3%

OVERALL EXECUTIVE WORKFORCE AT-A-GLANCE

	2018-2019		2019-2020		2020-2021	
TOTAL	142	100%	155	100%	154	100%
Women	64	45%	75	48%	78	51%
Men	78	55%	80	52%	76	49%
American Indian/Alaska Native	0	0%	0	0%	0	0%
Asian	8	6%	9	6%	10	6%
Black/African American	26	18%	30	19%	26	17%
Hispanic/Latino	38	27%	41	26%	40	26%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	68	48%	72	46%	75	49%
Two or More	2	1%	3	2%	3	2%

OVERALL FULL-TIME FACULTY WORKFORCE AT-A-GLANCE

	2018-2019		2019-2020		2020-2021	
TOTAL	439	100%	448	100%	464	100%
Women	242	55%	243	54%	251	54%
Men	197	45%	205	46%	213	46%
American Indian/Alaska Native	1	<1%	1	<1%	1	<1%
Asian	29	7%	33	7%	29	6%
Black/African American	27	6%	29	6%	38	8%
Hispanic/Latino	89	20%	99	22%	110	24%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	280	64%	274	61%	272	59%
Two or More	13	3%	12	3%	14	3%

OVERALL PART-TIME FACULTY WORKFORCE AT-A-GLANCE

TOTAL	2018-2019		2019-2020		2019-2020	
	1,098	100%	1,196	100%	1,011	100%
Women	544	50%	592	49%	510	50%
Men	554	50%	604	51%	501	50%
American Indian/Alaska Native	8	1%	9	1%	7	1%
Asian	108	10%	111	9%	96	9%
Black/African American	70	6%	85	7%	69	7%
Hispanic/Latino	240	22%	271	23%	237	23%
Native Hawaiian/Pacific Islander	1	<1%	1	<1%	3	<1%
White	633	58%	686	57%	571	56%
Two or More	38	3%	33	3%	28	3%

DISTRICT OFFICE

DISTRICT OFFICE WORKFORCE AT-A-GLANCE						
	2018-2019		2019-2020		2020-2021	
TOTAL	136	100%	146	100%	145	100%
Classified	102	75%	109	75%	106	73%
Executive	34	25%	37	25%	39	27%
Women	83	61%	93	64%	94	65%
Men	53	39%	53	36%	51	35%
American Indian/Alaska Native	1	1%	2	1%	3	2%
Asian	11	8%	12	8%	16	11%
Black/African American	14	10%	14	10%	16	11%
Hispanic/Latino	45	33%	51	35%	54	37%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	63	46%	63	43%	54	37%
Two or More	2	1%	4	3%	2	1%

DISTRICT OFFICE CLASSIFIED WORKFORCE AT-A-GLANCE						
	2018-2019		2019-2020		2020-2021	
TOTAL	102	100%	109	100%	106	100%
Women	70	69%	75	69%	73	69%
Men	32	31%	34	31%	33	31%
American Indian/Alaska Native	1	1%	2	2%	3	3%
Asian	9	9%	7	6%	10	9%
Black/African American	8	8%	7	6%	9	8%
Hispanic/Latino	39	38%	43	39%	46	43%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	43	42%	46	42%	36	34%
Two or More	2	2%	4	4%	2	2%

DISTRICT OFFICE MANAGEMENT WORKFORCE AT-A-GLANCE

	2018-2019		2019-2020		2020-2021	
TOTAL	34	100%	37	100%	39	100%
Women	13	38%	18	49%	21	54%
Men	21	62%	19	51%	18	46%
American Indian/Alaska Native	0	0%	0	0%	0	0%
Asian	2	6%	5	14%	6	15%
Black/African American	6	18%	7	19%	7	18%
Hispanic/Latino	6	18%	8	22%	8	21%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	20	59%	17	46%	18	46%
Two or More	0	0%	0	0%	0	0%

MORENO VALLEY COLLEGE

MORENO VALLEY COLLEGE WORKFORCE AT-A-GLANCE						
	2018-2019		2019-2020		2020-2021	
TOTAL	618	100%	668	100%	596	100%
Classified	126	20%	135	20%	133	22%
Executive	29	5%	31	5%	34	6%
Full-Time Faculty	98	16%	95	14%	103	17%
Part-Time Faculty	365	59%	407	61%	326	55%
Women	309	50%	317	47%	293	49%
Men	309	50%	351	53%	303	51%
American Indian/Alaska Native	2	<1%	5	<1%	2	<1%
Asian	44	7%	45	7%	41	7%
Black/African American	60	10%	75	11%	65	11%
Hispanic/Latino	174	28%	186	28%	175	29%
Native Hawaiian/Pacific Islander	0	0%	1	0%	3	1%
White	311	50%	330	49%	286	48%
Two or More	27	4%	26	4%	24	4%

MORENO VALLEY COLLEGE CLASSIFIED WORKFORCE AT-A-GLANCE						
	2018-2019		2019-2020		2020-2021	
TOTAL	126	100%	135	100%	133	100%
Women	84	67%	88	65%	90	68%
Men	42	33%	47	35%	43	32%
American Indian/Alaska Native	0	0%	0	0%	0	0%
Asian	5	4%	8	6%	8	6%
Black/African American	27	21%	31	23%	29	22%
Hispanic/Latino	50	40%	53	39%	57	43%
Native Hawaiian/Pacific Islander	0	0%	1	1%	2	2%
White	37	29%	38	28%	32	24%
Two or More	7	6%	4	3%	5	4%

MORENO VALLEY COLLEGE MANAGEMENT WORKFORCE AT-A-GLANCE

TOTAL	2018-2019		2019-2020		2020-2021	
	29	100%	31	100%	34	100%
Women	13	45%	15	48%	15	44%
Men	16	55%	16	52%	19	56%
American Indian/Alaska Native	0	0%	0	0%	0	0%
Asian	2	7%	1	3%	1	3%
Black/African American	6	21%	8	26%	8	24%
Hispanic/Latino	9	31%	10	32%	11	32%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	11	38%	10	32%	12	35%
Two or More	1	3%	2	6%	2	6%

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

TOTAL	2018-2019		2019-2020		2020-2021	
	98	100%	95	100%	103	100%
Women	59	60%	55	58%	62	60%
Men	39	40%	40	42%	41	40%
American Indian/Alaska Native	1	1%	1	1%	1	1%
Asian	9	9%	9	9%	10	10%
Black/African American	8	8%	9	9%	13	13%
Hispanic/Latino	23	23%	26	27%	26	25%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	53	54%	46	48%	49	48%
Two or More	4	4%	4	4%	4	4%

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

	2018-2019		2019-2020		2020-2021	
TOTAL	365	100%	407	100%	326	100%
Women	153	42%	159	39%	126	39%
Men	212	58%	248	61%	200	61%
American Indian/Alaska Native	1	<1%	4	<1%	1	<1%
Asian	28	8%	27	7%	22	7%
Black/African American	19	5%	27	7%	15	5%
Hispanic/Latino	92	25%	97	24%	81	25%
Native Hawaiian/Pacific Islander	0	0%	0	0%	1	0%
White	210	58%	236	58%	193	59%
Two or More	15	4%	16	4%	13	4%

NORCO COLLEGE

NORCO COLLEGE WORKFORCE AT-A-GLANCE						
	2018-2019		2019-2020		2020-2021	
TOTAL	517	100%	550	100%	497	100%
Classified	138	27%	137	25%	128	26%
Executive	33	6%	34	6%	30	6%
Full-Time Faculty	89	17%	95	17%	99	20%
Part-Time Faculty	257	50%	284	52%	240	48%
Women	278	54%	298	54%	279	56%
Men	239	46%	252	46%	218	44%
American Indian/Alaska Native	3	1%	1	0%	2	0%
Asian	53	10%	55	10%	50	10%
Black/African American	43	8%	43	8%	41	8%
Hispanic/Latino	141	27%	165	30%	165	33%
Native Hawaiian/Pacific Islander	3	1%	3	1%	3	1%
White	261	50%	275	50%	229	46%
Two or More	13	3%	8	1%	7	1%

NORCO COLLEGE CLASSIFIED WORKFORCE AT-A-GLANCE						
	2018-2019		2019-2020		2020-2021	
TOTAL	138	100%	137	100%	128	100%
Women	83	60%	84	61%	79	62%
Men	55	40%	53	39%	49	38%
American Indian/Alaska Native	0	0%	0	0%	0	0%
Asian	11	8%	9	7%	8	6%
Black/African American	11	8%	12	9%	11	9%
Hispanic/Latino	72	52%	73	53%	73	57%
Native Hawaiian/Pacific Islander	3	2%	3	2%	3	2%
White	40	29%	39	28%	32	25%
Two or More	1	1%	1	1%	1	1%

NORCO COLLEGE MANAGEMENT WORKFORCE AT-A-GLANCE

	2018-2019		2019-2020		2020-2021	
TOTAL	33	100%	34	100%	30	100%
Women	12	36%	14	41%	14	47%
Men	21	64%	20	59%	16	53%
American Indian/Alaska Native	0	0%	0	0%	0	0%
Asian	2	6%	3	9%	3	10%
Black/African American	6	18%	6	18%	4	13%
Hispanic/Latino	8	24%	9	26%	9	30%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	16	48%	16	47%	14	47%
Two or More	1	3%	0	0%	0	0%

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

	2018-2019		2019-2020		2020-2021	
TOTAL	89	100%	95	100%	99	100%
Women	52	58%	53	56%	52	53%
Men	37	42%	42	44%	47	47%
American Indian/Alaska Native	0	0%	0	0%	0	0%
Asian	4	4%	5	5%	4	4%
Black/African American	8	9%	6	6%	7	7%
Hispanic/Latino	16	18%	22	23%	28	28%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	59	66%	60	63%	58	59%
Two or More	2	2%	2	2%	2	2%

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

	2018-2019		2019-2020		2020-2021	
TOTAL	257	100%	284	100%	240	100%
Women	131	51%	147	52%	134	56%
Men	126	49%	137	48%	106	44%
American Indian/Alaska Native	3	1%	1	0%	2	1%
Asian	36	14%	38	13%	35	15%
Black/African American	18	7%	19	7%	19	8%
Hispanic/Latino	45	18%	61	21%	55	23%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	146	57%	160	56%	125	52%
Two or More	9	4%	5	2%	4	2%

RIVERSIDE CITY COLLEGE

RIVERSIDE CITY COLLEGE WORKFORCE AT-A-GLANCE						
	2018-2019		2019-2020		2020-2021	
TOTAL	1,074	100%	1,110	100%	1,038	100%
Classified	300	28%	294	26%	280	27%
Executive	46	4%	53	5%	51	5%
Full-Time Faculty	252	23%	258	23%	262	25%
Part-Time Faculty	476	44%	505	45%	445	43%
Women	578	54%	606	55%	569	55%
Men	496	46%	504	45%	469	45%
American Indian/Alaska Native	5	<1%	5	<1%	5	<1%
Asian	72	7%	77	7%	67	6%
Black/African American	81	8%	90	8%	86	8%
Hispanic/Latino	300	28%	307	28%	294	28%
Native Hawaiian/Pacific Islander	5	<1%	5	<1%	4	<1%
White	582	54%	598	54%	552	53%
Two or More	29	3%	28	3%	30	3%

RIVERSIDE CITY COLLEGE CLASSIFIED WORKFORCE AT-A-GLANCE						
	2018-2019		2019-2020		2020-2021	
TOTAL	300	100%	294	100%	280	100%
Women	161	54%	157	53%	154	55%
Men	139	46%	137	47%	126	45%
American Indian/Alaska Native	1	<1%	1	<1%	1	<1%
Asian	10	3%	12	4%	13	5%
Black/African American	29	10%	28	10%	26	9%
Hispanic/Latino	132	44%	129	44%	125	45%
Native Hawaiian/Pacific Islander	4	1%	4	1%	2	1%
White	116	39%	111	38%	103	37%
Two or More	8	3%	9	3%	10	4%

RIVERSIDE CITY COLLEGE MANAGEMENT WORKFORCE AT-A-GLANCE

	2018-2019		2019-2020		2020-2021	
TOTAL	46	100%	53	100%	51	100%
Women	26	57%	28	53%	28	55%
Men	20	43%	25	47%	23	45%
American Indian/Alaska Native	0	0%	0	0%	0	0%
Asian	2	4%	0	0%	0	0%
Black/African American	8	17%	9	17%	7	14%
Hispanic/Latino	15	33%	14	26%	12	24%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	21	46%	29	55%	31	61%
Two or More	0	0%	1	2%	1	2%

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

	2018-2019		2019-2020		2020-2021	
TOTAL	252	100%	258	100%	262	100%
Women	131	52%	135	52%	137	52%
Men	121	48%	123	48%	125	48%
American Indian/Alaska Native	0	0%	0	0%	0	0%
Asian	16	6%	19	7%	15	6%
Black/African American	11	4%	14	5%	18	7%
Hispanic/Latino	50	20%	51	20%	56	21%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	168	67%	168	65%	165	63%
Two or More	7	3%	6	2%	8	3%

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

	2018-2019		2019-2020		2020-2021	
TOTAL	476	100%	505	100%	445	100%
Women	260	55%	286	57%	250	56%
Men	216	45%	219	43%	195	44%
American Indian/Alaska Native	4	1%	4	1%	4	1%
Asian	44	9%	46	9%	39	9%
Black/African American	33	7%	39	8%	35	8%
Hispanic/Latino	103	22%	113	22%	101	23%
Native Hawaiian/Pacific Islander	1	<1%	1	<1%	2	<1%
White	277	58%	290	57%	253	57%
Two or More	14	3%	12	2%	11	2%

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

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.

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:

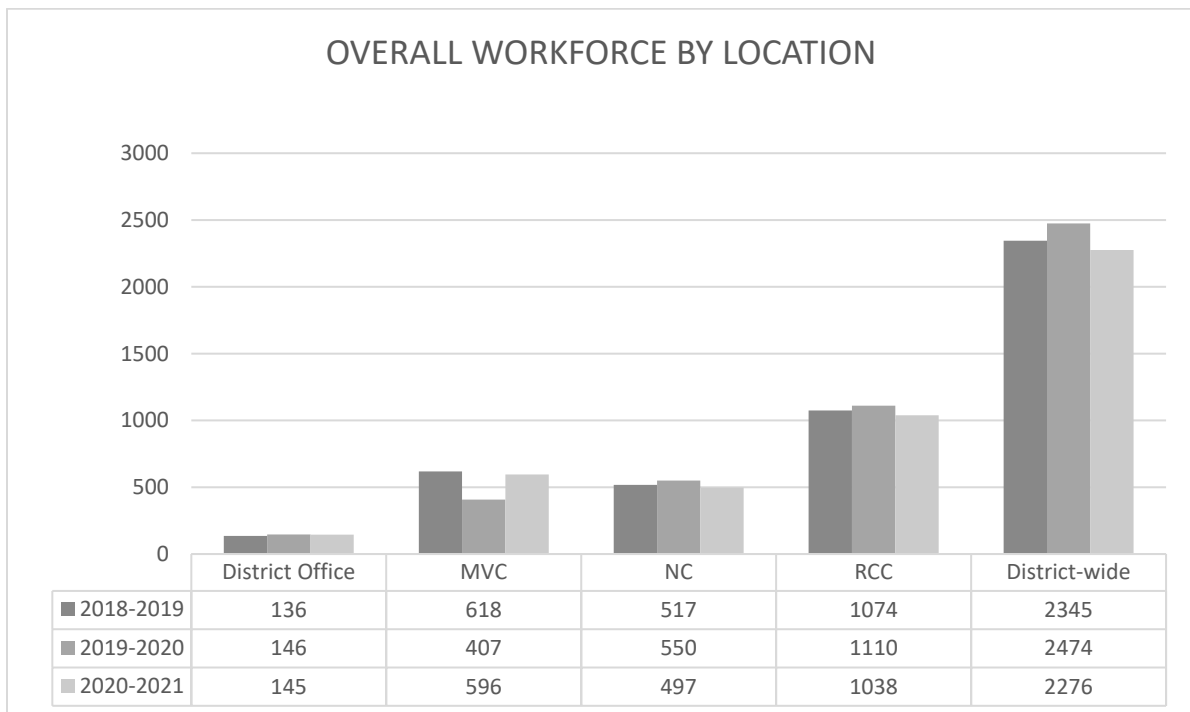
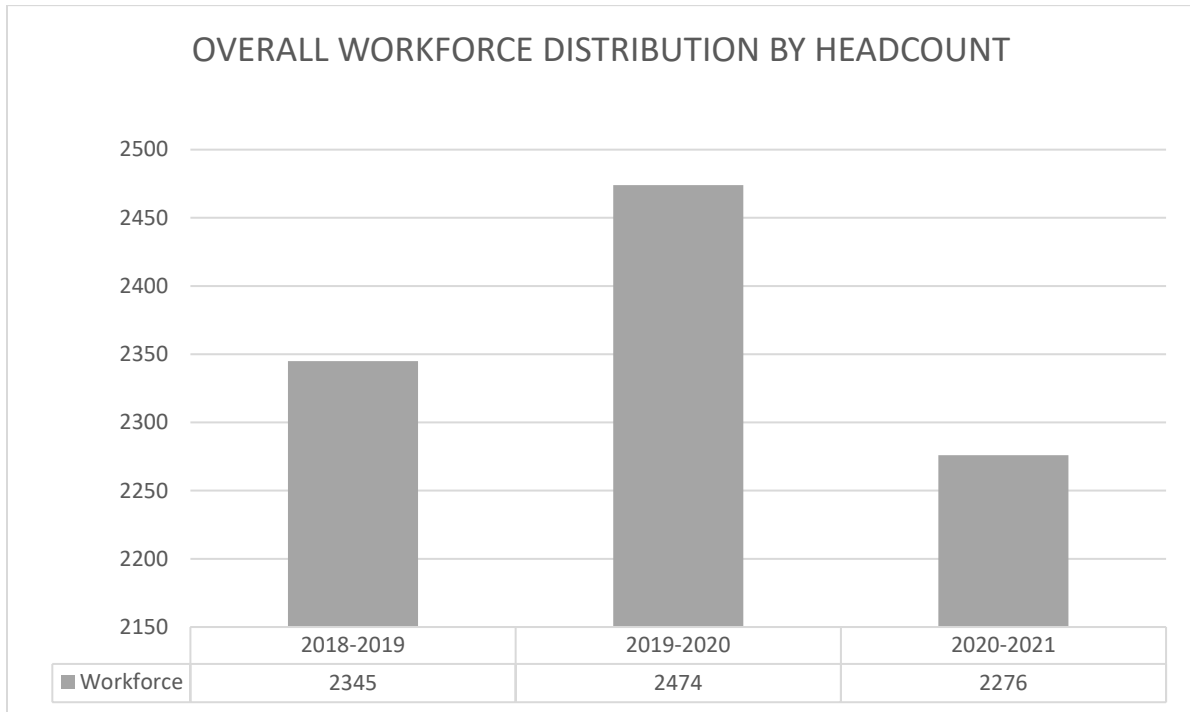
1. Executive/Administrative/Managerial
2. Faculty and other Instructional Staff
3. Professional (Non-Faculty)
4. Secretarial/Clerical
5. Technical/Paraprofessional
6. Skilled Crafts
7. Service/Maintenance.

The tables and charts on the following pages are based upon available information for academic years 2018-2019, 2019-2020 and 2020-2021 which identify the District's workforce by job category separated by gender, ethnicity, and disability designation where applicable.

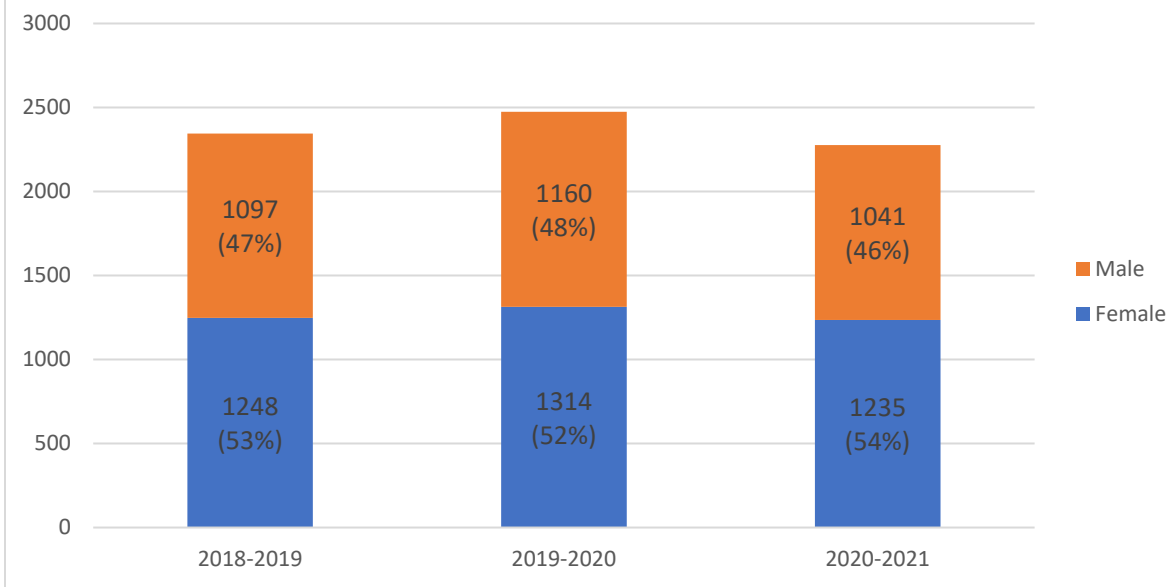
Tips for reviewing the data:

- Detailed data regarding the gender and racial/ethnic composition of the workforce by primary work location and job category is provided. This is extracted from the District's Enterprise Resource Planning (ERP) system Elucian Colleague (Datatel Colleague).
- 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 2018-2019, 2019-2020, and 2020-2021 academic years is provided for each employment location. Applicant data is extracted from the District's applicant tracking system, PeopleAdmin. Applicant data for part-time faculty is not currently tracked in PeopleAdmin. Consequently, the applicant data charts do not contain a "Part-Time 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.

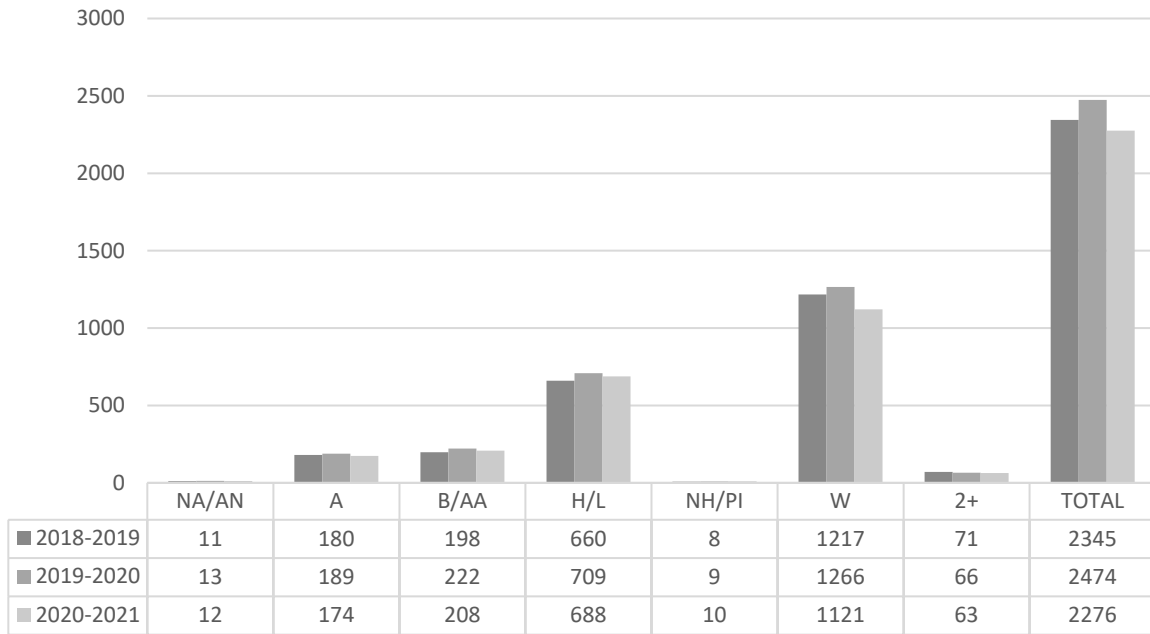
SECTION 3: DISTRICTWIDE WORKFORCE DATA



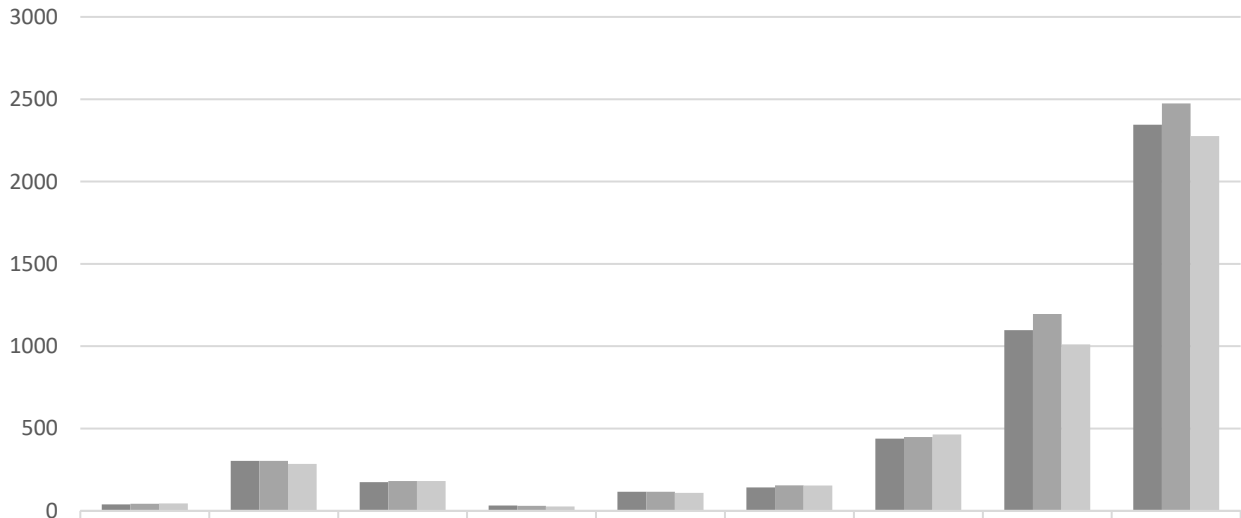
OVERALL WORKFORCE BY GENDER



OVERALL WORKFORCE BY RACE AND ETHNICITY

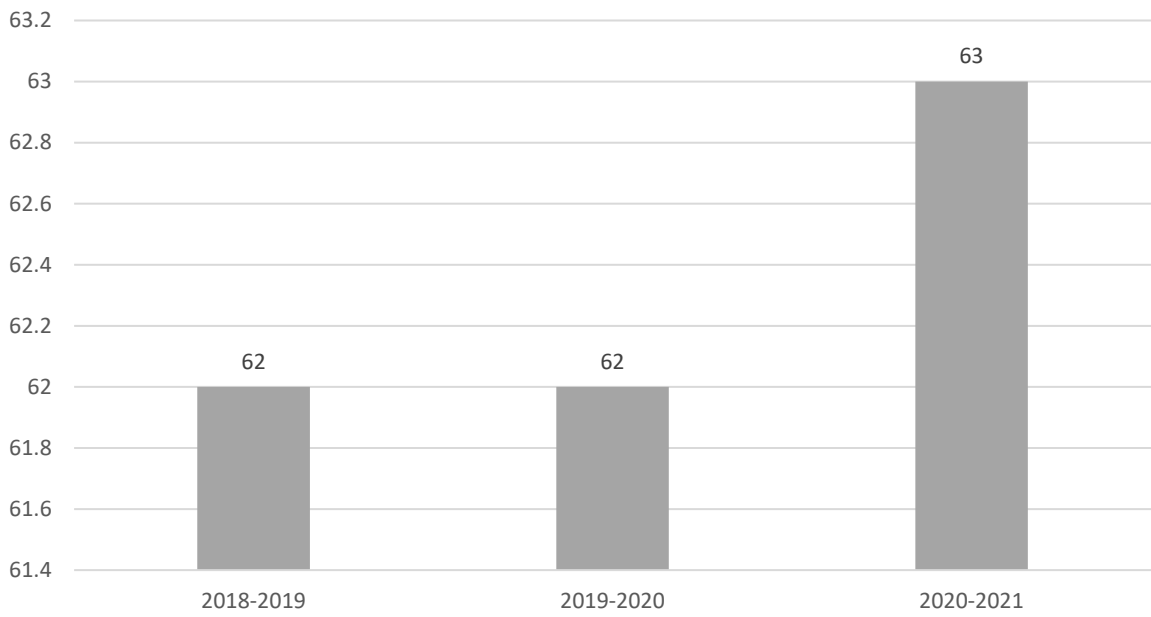


OVERALL WORKFORCE BY JOB CATEGORY



	Professional	Clerical	Technical	Skilled	Service	Executive	FT Faculty	PT Faculty	TOTAL
■ 2018-2019	39	304	174	33	116	142	439	1098	2345
■ 2019-2020	43	304	181	31	116	155	448	1196	2474
■ 2020-2021	45	285	181	27	109	154	464	1011	2276

OVERALL WORKFORCE BY REPORTED DISABILITY



District-wide Applicant Data

2018-2019

Academic Year 2018-2019												
Riverside Community College District - Part-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	694			580			104			22		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	485	184	25	409	153	18	67	34	3	13	9	0
Hispanic	276	95	3	231	79	3	45	19	1	7	5	0
Asian	29	10	1	26	9	1	4	1	0	0	2	0
Black/African American	57	21	0	42	15	0	1	2	0	0	0	0
American Indian/Alaskan Native	2	0	0	2	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	3	0	0	3	0	0	0	0	0	0	0	0
White	86	40	0	78	34	0	14	11	0	6	2	0
Two or More	14	14	0	13	12	0	3	1	0	0	0	0
Undisclosed	18	4	21	14	4	14	0	0	2	0	0	0

Academic Year 2018-2019												
Riverside Community College District - Full-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	2118			1752			319			58		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	1501	574	43	1234	482	36	234	80	5	42	16	0
Hispanic	709	274	3	571	226	2	110	47	0	18	7	0
Asian	95	41	1	76	34	1	9	6	0	2	1	0
Black/African American	221	68	0	181	57	0	27	1	0	4	1	0
American Indian/Alaskan Native	4	1	0	4	1	0	1	0	0	0	0	0
Native Hawaiian/Pacific Islander	17	0	0	15	0	0	8	0	0	1	0	0
White	304	142	2	260	123	1	54	16	1	13	6	0
Two or More	103	27	1	89	21	0	13	1	0	4	0	0
Undisclosed	48	21	36	38	20	32	12	9	4	0	1	0

Academic Year 2018-2019												
Riverside Community College District - Classified Managers												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	347			294			82			23		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	117	216	14	103	183	8	29	52	1	11	12	0
Hispanic	48	70	1	42	62	1	16	18	0	7	2	0
Asian	6	20	0	6	15	0	2	5	0	1	1	0
Black/African American	22	32	0	22	24	0	6	9	0	1	3	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	29	80	1	24	67	1	5	17	0	2	6	0
Two or More	5	8	0	2	9	0	0	2	0	0	0	0
Undisclosed	7	6	12	7	6	6	0	1	1	0	0	0

Academic Year 2018-2019												
Riverside Community College District - Academic Managers												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	308			305			52			13		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	135	160	13	134	159	12	24	28	0	6	7	0
Hispanic	28	41	0	28	41	0	4	4	0	1	1	0
Asian	28	14	3	27	13	3	5	2	0	2	0	0
Black/African American	21	24	1	21	24	1	5	1	0	1	1	0
American Indian/Alaskan Native	2	0	0	2	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	1	0	0	0	0	0
White	48	65	1	48	65	1	9	15	0	2	4	0
Two or More	6	9	0	6	9	0	0	3	0	0	0	0
Undisclosed	2	7	8	2	7	7	0	3	0	0	1	0

Academic Year 2018-2019												
Riverside Community College District - Full-Time Faculty												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	1642			1616			187			34		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	732	843	67	723	830	63	98	84	5	20	13	1
Hispanic	193	183	2	190	179	2	40	26	0	9	3	0
Asian	74	116	0	75	119	0	4	9	0	0	1	0
Black/African American	85	73	3	84	69	3	9	11	0	2	1	0
American Indian/Alaskan Native	1	7	0	2	7	0	1	0	0	1	0	0
Native Hawaiian/Pacific Islander	1	1	0	0	0	0	0	0	0	0	0	0
White	280	414	2	277	407	2	28	33	0	4	7	0
Two or More	39	27	0	37	27	0	8	3	0	1	1	0
Undisclosed	59	22	60	58	22	56	8	2	5	3	0	1

2019-2020

Academic Year 2019-2020												
Riverside Community College District - Part-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	1050			940			67			22		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	761	271	18	692	236	12	35	32	0	13	9	0
Hispanic	462	164	3	424	143	2	21	24	0	9	7	0
Asian	50	24	0	48	19	0	3	2	0	1	1	0
Black/African American	67	23	0	59	21	0	2	2	0	1	1	0
American Indian/Alaskan Native	1	0	0	1	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	7	1	0	6	1	0	0	1	0	0	0	0
White	108	46	0	104	43	0	6	3	0	2	0	0
Two or More	43	10	0	33	8	0	1	0	0	0	0	0
Undisclosed	23	3	15	17	1	10	2	0	0	0	0	0

Academic Year 2019-2020												
Riverside Community College District - Full-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	2647			2337			332			91		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	1799	813	35	1571	733	33	216	114	2	60	31	0
Hispanic	831	423	5	724	372	5	97	44	1	30	14	0
Asian	123	50	0	113	46	0	21	8	0	6	3	0
Black/African American	228	82	1	193	79	1	25	16	0	5	3	0
American Indian/Alaskan Native	3	0	0	3	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	3	6	0	3	4	0	1	1	0	0	0	0
White	446	189	0	386	180	0	50	36	0	11	9	0
Two or More	111	48	0	100	39	0	15	6	0	4	1	0
Undisclosed	54	15	29	49	13	27	7	3	1	4	1	0

Academic Year 2019-2020												
Riverside Community College District - Classified Managers												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	728			686			109			31		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	261	444	23	245	419	22	36	71	2	9	22	0
Hispanic	99	150	2	94	139	2	15	21	0	2	3	0
Asian	11	27	0	8	26	0	1	4	0	0	1	0
Black/African American	43	63	0	41	61	0	3	7	0	1	4	0
American Indian/Alaskan Native	2	0	0	2	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	3	1	0	1	1	0	1	0	0	0	0	0
White	74	168	2	72	158	2	15	33	0	5	12	0
Two or More	19	17	0	17	16	0	1	2	0	1	1	0
Undisclosed	10	18	19	10	18	18	0	4	2	0	1	0

Academic Year 2019-2020												
Riverside Community College District - Academic Managers												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	253			216			35			10		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	113	132	8	94	117	5	18	17	0	6	4	0
Hispanic	28	34	0	22	29	0	3	2	0	0	0	0
Asian	10	11	1	9	10	1	2	2	0	1	0	0
Black/African American	26	34	0	22	31	0	3	7	0	1	3	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	36	45	0	32	40	0	8	6	0	4	1	0
Two or More	8	2	0	6	2	0	2	0	0	0	0	0
Undisclosed	5	6	7	3	5	4	0	0	0	0	0	0

Academic Year 2019-2020												
Riverside Community College District - Full-Time Faculty												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	2975			2901			321			66		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	1321	1537	117	1307	1523	71	145	167	9	29	34	3
Hispanic	313	339	5	311	338	5	30	51	1	10	11	1
Asian	179	263	2	177	260	2	18	22	0	3	1	0
Black/African American	127	144	1	125	141	1	12	18	0	4	6	0
American Indian/Alaskan Native	2	6	1	2	6	1	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	3	0	0	3	0	0	0	0	0	0	0
White	555	656	8	552	646	8	66	70	1	10	15	0
Two or More	67	61	0	67	61	0	9	3	0	1	1	0
Undisclosed	78	65	100	73	68	54	10	3	7	1	0	2

2020-2021

Academic Year 2020-2021												
Riverside Community College District - Part-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	288			251			12			6		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	227	53	8	200	45	6	10	2	0	4	2	0
Hispanic	136	31	1	121	28	0	6	1	0	2	1	0
Asian	7	4	0	6	3	0	0	0	0	0	0	0
Black/African American	15	5	0	13	5	0	0	0	0	0	0	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	1	0	0	1	0	0	0	0	0	0	0	0
White	50	6	0	44	3	0	3	0	0	2	0	0
Two or More	13	5	0	11	4	0	1	0	0	0	0	0
Undisclosed	5	2	7	4	2	6	0	1	0	0	1	0

Academic Year 2020-2021												
Riverside Community College District - Full-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	1525			1297			214			69		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	1019	462	44	862	400	35	129	79	6	45	22	2
Hispanic	495	215	4	420	192	3	66	38	0	24	9	0
Asian	67	42	1	58	37	1	9	5	0	6	1	0
Black/African American	124	43	0	103	33	0	14	6	0	3	1	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	4	9	0	4	2	0	1	0	0	0	0	0
White	257	115	2	212	100	2	33	22	1	10	8	1
Two or More	42	28	0	38	26	0	4	7	0	2	2	0
Undisclosed	30	10	37	27	10	29	2	1	5	0	1	1

Academic Year 2020-2021												
Riverside Community College District - Classified Managers												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	301			243			44			13		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	149	144	8	132	108	3	27	17	0	8	5	0
Hispanic	62	47	0	53	40	0	15	6	0	1	1	0
Asian	8	9	0	7	8	0	2	2	0	2	0	0
Black/African American	29	19	0	25	13	0	3	0	0	2	0	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	1	0	0	0	0	0	0	0
White	33	59	0	32	42	0	5	9	0	2	4	0
Two or More	13	5	0	9	2	0	1	0	0	0	0	0
Undisclosed	4	5	8	6	2	3	1	0	0	1	0	0

Academic Year 2020-2021												
Riverside Community College District - Academic Managers												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	650			624			111			22		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	307	315	28	299	303	22	52	55	4	14	8	0
Hispanic	68	64	1	67	61	1	12	13	0	0	2	0
Asian	27	50	2	27	49	2	5	9	0	1	1	0
Black/African American	58	51	0	56	46	0	6	6	0	4	1	0
American Indian/Alaskan Native	0	3	0	0	3	0	1	1	0	1	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	122	119	2	117	117	0	24	22	0	7	4	0
Two or More	16	7	0	16	7	0	2	2	0	1	0	0
Undisclosed	16	21	23	16	20	19	2	2	4	0	0	0

Academic Year 2020-2021												
Riverside Community College District - Full-Time Faculty												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	449			444			50			15		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	196	237	16	194	236	14	28	21	1	8	6	1
Hispanic	48	49	2	48	49	2	9	6	0	0	2	0
Asian	19	43	2	18	43	2	2	3	0	0	1	0
Black/African American	37	29	0	37	29	0	2	3	0	1	0	0
American Indian/Alaskan Native	0	2	0	0	2	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	1	0	0	1	0	0	0	0	0	0	0	0
White	69	89	0	68	89	0	15	6	0	7	2	0
Two or More	12	6	0	12	6	0	0	2	0	0	1	0
Undisclosed	10	19	12	10	18	10	0	1	1	0	0	1

DISTRICT WORKFORCE BY LOCATION

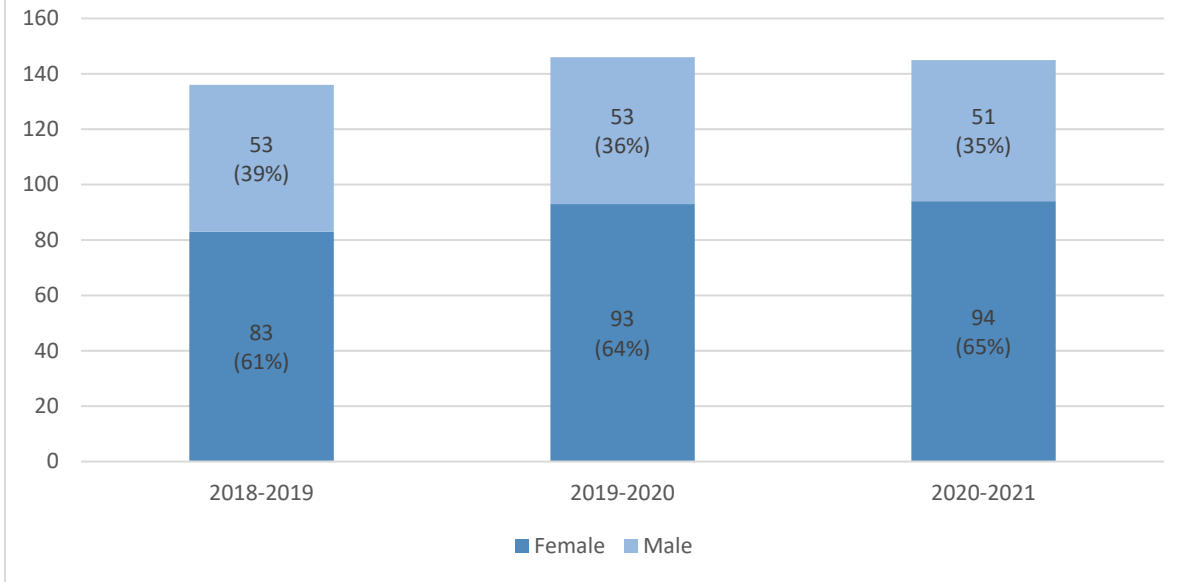
The following charts and tables provide location specific data regarding the makeup of the workforce as well as applicant data for the review period. The data is presented in alphabetical order as follows:

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

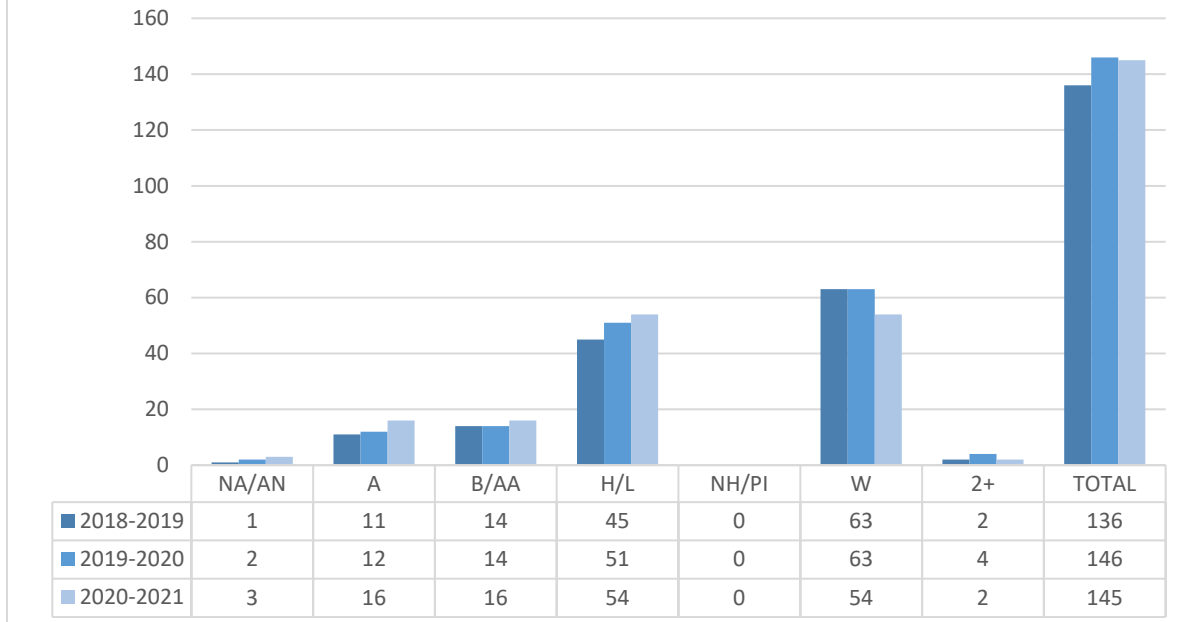
DISTRICT OFFICE



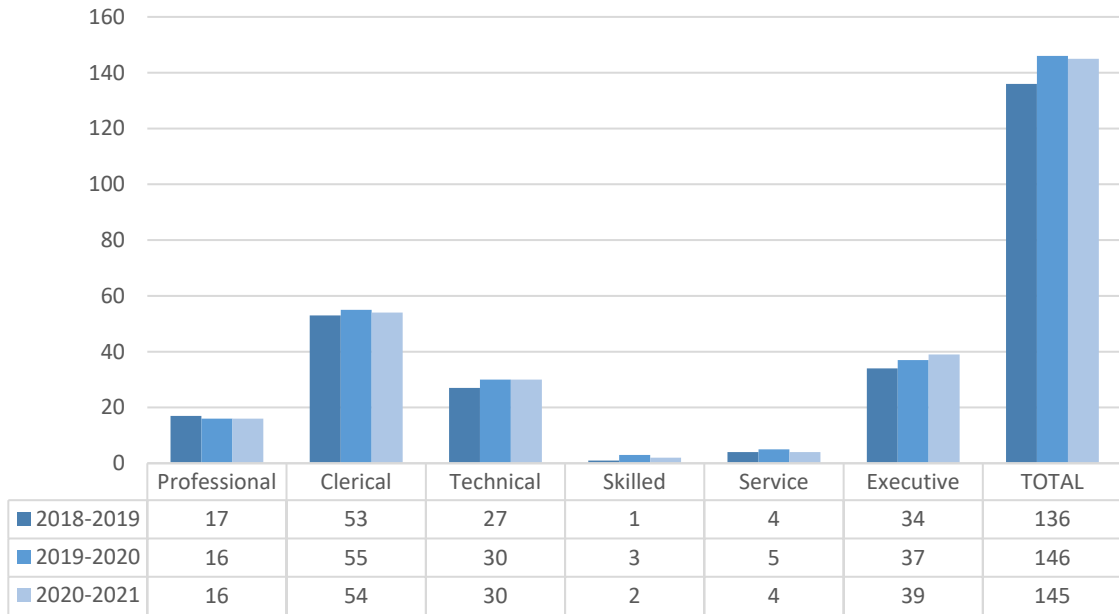
DISTRICT OFFICE WORKFORCE BY GENDER



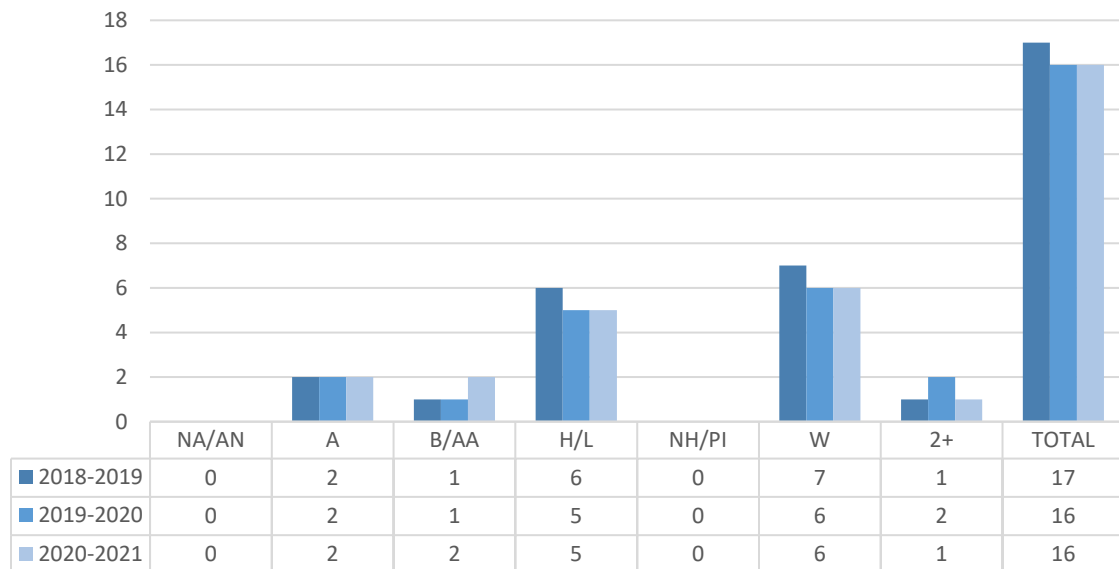
DISTRICT OFFICE WORKFORCE BY RACE AND ETHNICITY



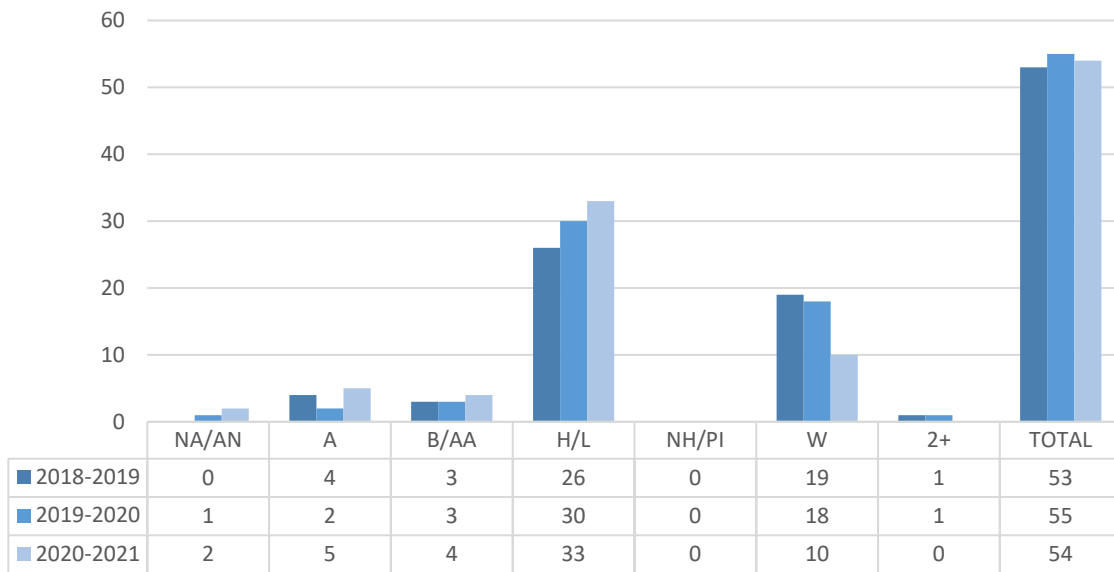
DISTRICT OFFICE WORKFORCE BY JOB CATEGORY



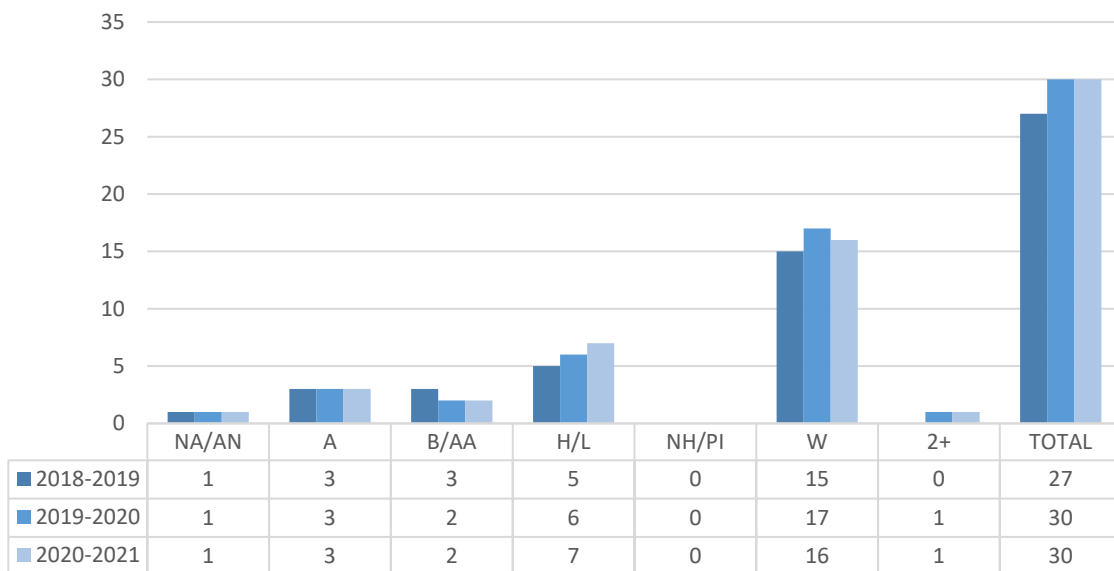
DISTRICT OFFICE PROFESSIONAL WORKFORCE BY RACE AND ETHNICITY



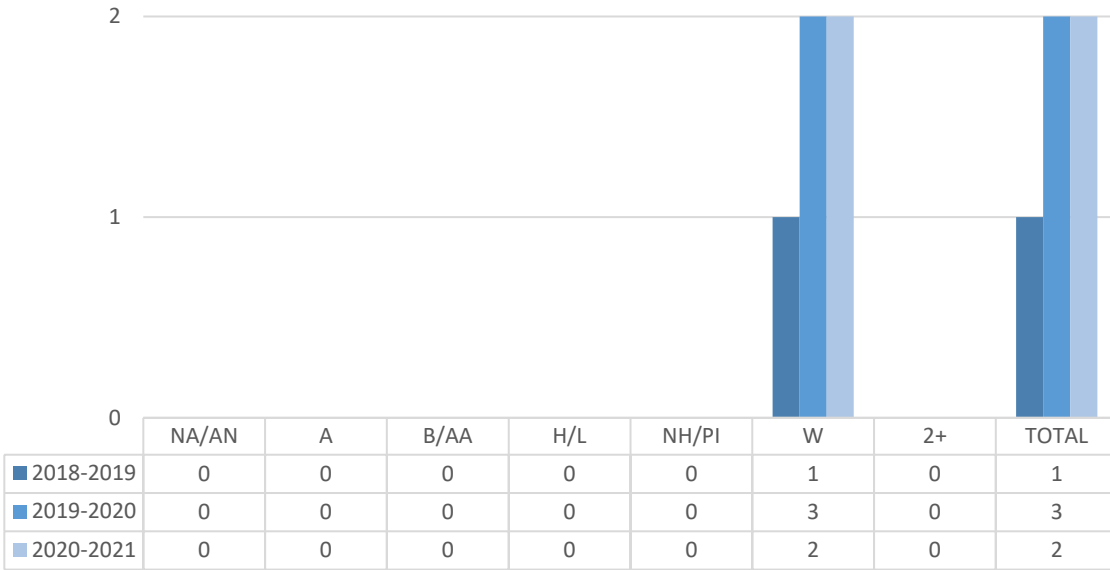
DISTRICT OFFICE SECRETERIAL/CLERICAL WORKFORCE BY RACE AND ETHNICITY



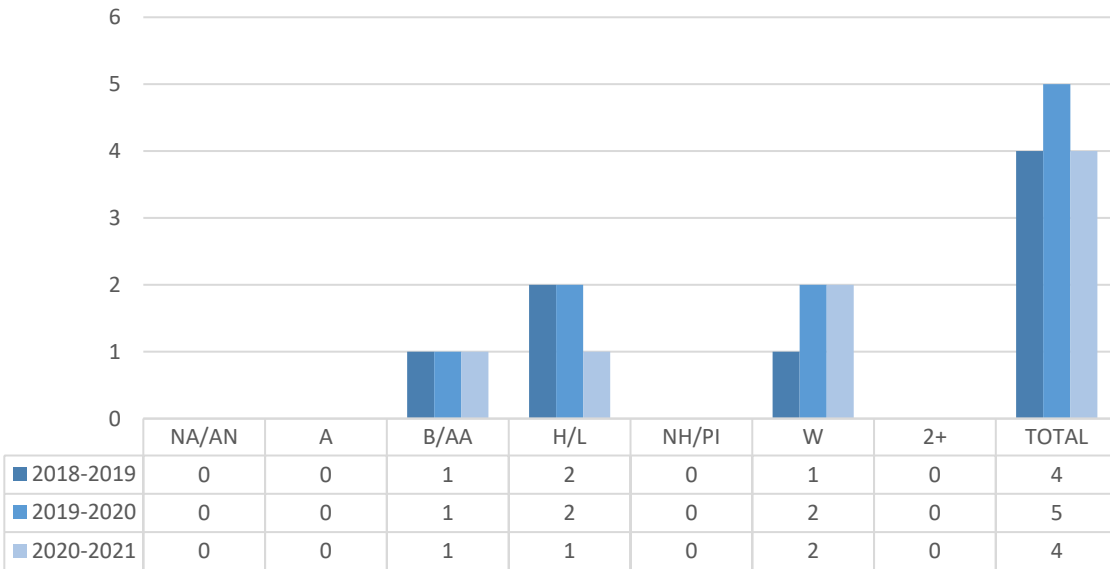
DISTRICT OFFICE TECHNICAL WORKFORCE BY RACE AND ETHNICITY



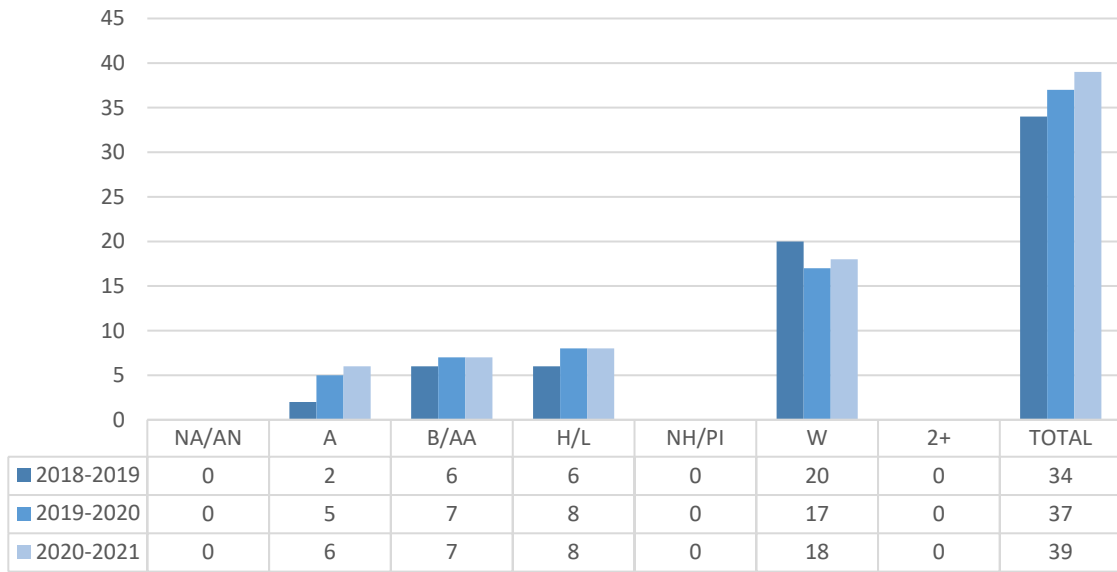
DISTRICT OFFICE SKILLED CRAFT WORKFORCE BY RACE AND ETHNICITY



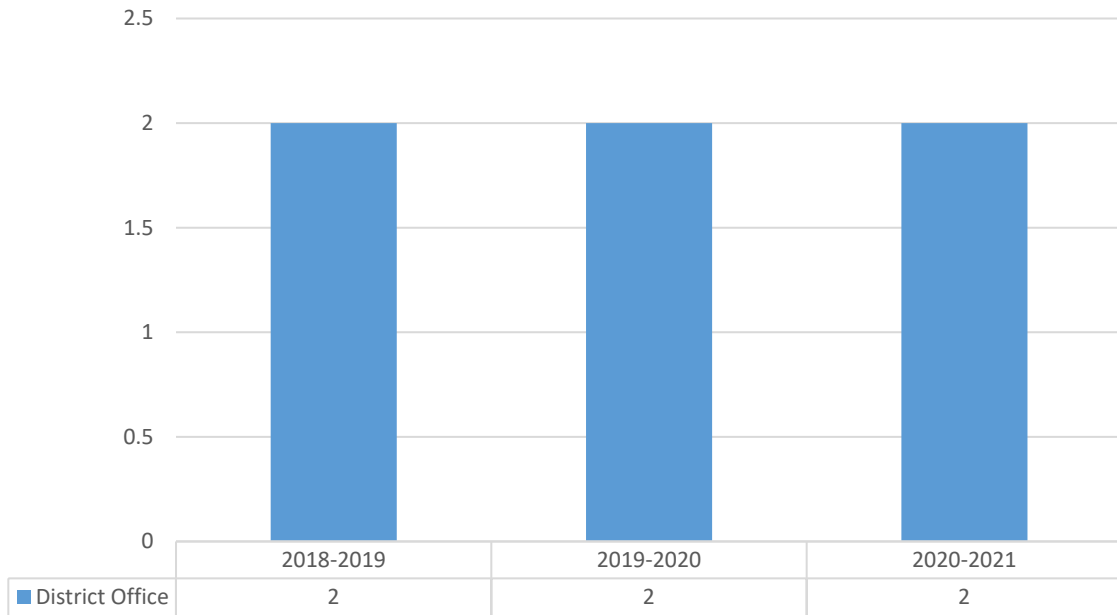
DISTRICT OFFICE SERVICE AND MAINTENANCE WORKFORCE BY RACE AND ETHNICITY



DISTRICT OFFICE EXECUTIVE WORKFORCE BY RACE AND ETHNICITY



DISTRICT OFFICE WORKFORCE BY REPORTED DISABILITY



District Office Applicant Data

2018-2019

Academic Year 2018-2019												
District Offices - Part-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	23			20			13			2		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	8	13	2	7	12	1	3	10	0	1	1	0
Hispanic	4	6	0	3	6	0	0	5	0	0	1	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0
Black/African American	0	0	0	0	0	0	0	0	0	0	0	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	4	7	0	4	6	0	2	5	0	1	0	0
Two or More	0	0	0	0	0	0	1	0	0	0	0	0
Undisclosed	0	0	2	0	0	1	0	0	0	0	0	0

Academic Year 2018-2019												
District Offices - Full-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	540			468			108			18		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	406	118	16	349	105	14	77	28	3	12	6	0
Hispanic	181	49	1	153	42	0	36	17	0	6	3	0
Asian	24	12	0	22	12	0	0	4	0	0	1	0
Black/African American	56	11	0	44	10	0	7	0	0	0	0	0
American Indian/Alaskan Native	1	1	0	1	1	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	2	0	0	2	0	0	0	0	0	0	0	0
White	103	32	0	91	30	0	31	4	0	5	1	0
Two or More	27	7	0	25	5	0	2	0	0	1	0	0
Undisclosed	12	6	15	11	5	14	1	3	3	0	1	0

Academic Year 2018-2019												
District Offices - Classified Managers												
	Applications			Applicants			Interviewed			Hired		
	111			98			23			7		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	25	78	8	20	71	7	9	14	0	5	2	0
Hispanic	10	19	1	9	19	1	6	4	0	3	0	0
Asian	2	9	0	2	7	0	2	1	0	1	0	0
Black/African American	4	11	0	4	9	0	1	3	0	1	1	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	6	33	0	3	28	0	0	5	0	0	1	0
Two or More	1	4	0	0	6	0	0	1	0	0	0	0
Undisclosed	2	2	7	2	2	6	0	0	0	0	0	0

Academic Year 2018-2019												
District Offices - Academic Managers												
	Applications			Applicants			Interviewed			Hired		
	47			46			11			3		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	17	26	4	17	26	3	7	4	0	3	0	0
Hispanic	2	8	0	2	8	0	1	0	0	0	0	0
Asian	5	0	1	5	0	1	3	0	0	2	0	0
Black/African American	1	4	0	1	4	0	0	0	0	0	0	0
American Indian/Alaskan Native	1	0	0	1	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	6	12	1	6	12	1	3	3	0	1	0	0
Two or More	1	2	0	1	2	0	0	1	0	0	0	0
Undisclosed	1	0	2	1	0	1	0	0	0	0	0	0

2019-2020

Academic Year 2019-2020												
District Offices - Part-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	60			60			9			4		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	21	39	0	21	39	0	3	6	0	2	2	0
Hispanic	15	24	0	15	24	0	1	6	0	1	2	0
Asian	1	2	0	1	2	0	0	0	0	0	0	0
Black/African American	0	4	0	0	4	0	0	0	0	0	0	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	3	9	0	3	9	0	1	0	0	1	0	0
Two or More	2	0	0	2	0	0	1	0	0	0	0	0
Undisclosed	0	0	0	0	0	0	0	0	0	0	0	0

Academic Year 2019-2020												
District Offices - Full-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	525			461			78			19		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	385	128	12	337	112	12	49	28	1	14	5	0
Hispanic	166	53	1	146	46	1	21	6	0	7	0	0
Asian	35	12	0	32	11	0	9	0	0	3	0	0
Black/African American	40	12	0	31	10	0	3	3	0	0	1	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	109	36	0	96	33	0	13	16	0	3	3	0
Two or More	24	9	0	21	7	0	3	1	0	1	1	0
Undisclosed	11	6	11	11	5	11	0	2	1	0	0	0

Academic Year 2019-2020												
District Offices - Classified Managers												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	170			165			25			10		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	87	76	7	83	75	7	12	13	0	3	7	0
Hispanic	30	23	0	30	23	0	4	4	0	0	0	0
Asian	4	6	0	2	6	0	0	0	0	0	0	0
Black/African American	10	10	0	10	10	0	0	1	0	0	1	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	2	0	0	0	0	0	0	0	0	0	0	0
White	30	26	1	30	26	1	8	6	0	3	5	0
Two or More	7	5	0	7	4	0	0	0	0	0	0	0
Undisclosed	4	6	6	4	6	6	0	2	0	0	1	0

Academic Year 2019-2020												
District Offices - Academic Managers												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	45			12			4			1		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	20	19	6	4	4	4	3	1	0	1	0	0
Hispanic	5	5	0	0	0	0	0	0	0	0	0	0
Asian	0	2	0	0	1	0	0	0	0	0	0	0
Black/African American	5	4	0	1	1	0	1	0	0	1	0	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	5	7	0	2	2	0	1	1	0	0	0	0
Two or More	3	0	0	1	0	0	1	0	0	0	0	0
Undisclosed	2	1	6	0	0	4	0	0	0	0	0	0

2020-2021

Academic Year 2020-2021												
District Offices - Part-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	0			0			0			0		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0
Black/African American	0	0	0	0	0	0	0	0	0	0	0	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0
Undisclosed	0	0	0	0	0	0	0	0	0	0	0	0

Academic Year 2020-2021												
District Offices - Full-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	441			350			61			19		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	331	97	13	270	70	10	45	14	2	15	4	0
Hispanic	144	44	1	121	33	1	23	3	0	8	0	0
Asian	25	13	1	21	10	1	3	3	0	3	1	0
Black/African American	50	13	0	37	7	0	7	2	0	2	0	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	2	0	0	2	0	0	1	0	0	0	0	0
White	90	22	1	72	15	1	8	3	0	1	2	0
Two or More	8	4	0	6	4	0	2	3	0	1	1	0
Undisclosed	12	1	10	11	1	7	1	0	2	0	0	0

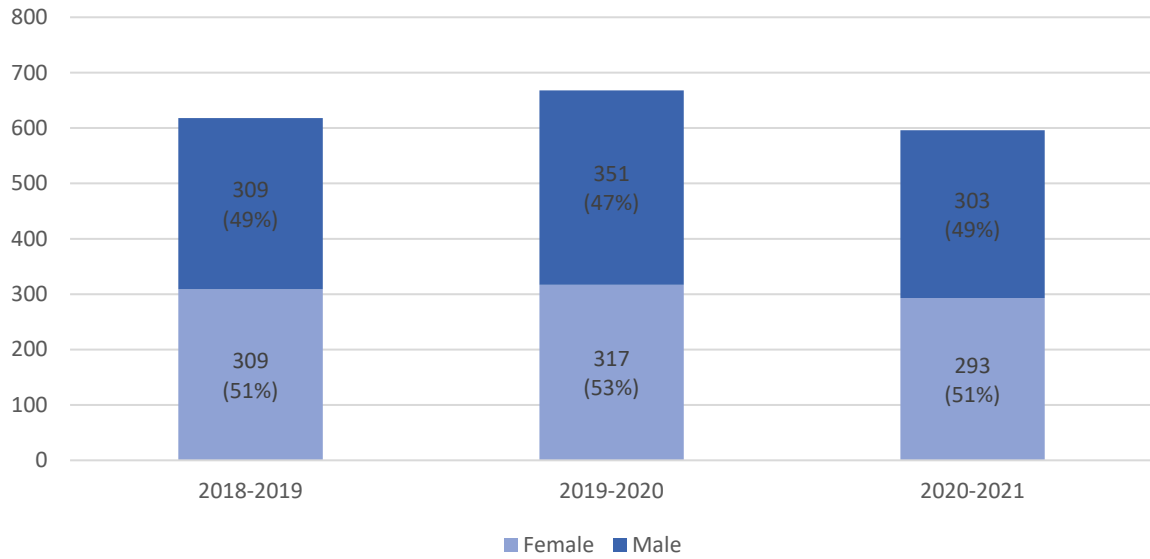
Academic Year 2020-2021												
District Offices - Classified Managers												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	146			114			18			6		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	78	63	5	59	52	3	14	4	0	5	1	0
Hispanic	31	22	0	22	19	0	8	1	0	1	0	0
Asian	4	5	0	3	4	0	2	1	0	2	0	0
Black/African American	19	10	0	14	8	0	2	0	0	1	0	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	16	19	0	13	17	0	2	2	0	1	1	0
Two or More	5	5	0	4	2	0	0	0	0	0	0	0
Undisclosed	3	2	5	3	2	3	0	0	0	0	0	0

Academic Year 2020-2021												
District Offices - Academic Managers												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	123			121			9			5		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	69	47	7	68	47	6	5	4	0	5	0	0
Hispanic	17	6	0	16	6	0	0	0	0			
Asian	5	5	0	5	5	0	0	1	0	1	0	0
Black/African American	11	6	0	11	6	0	1	0	0	1	0	0
American Indian/Alaskan Native	0	0	0	0	0	0	1	0	0	1	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	29	23	0	29	23	0	2	1	0	1	0	0
Two or More	6	4	0	6	4	0	1	1	0	1	0	0
Undisclosed	1	3	7	1	3	6	0	1	0	0	0	0

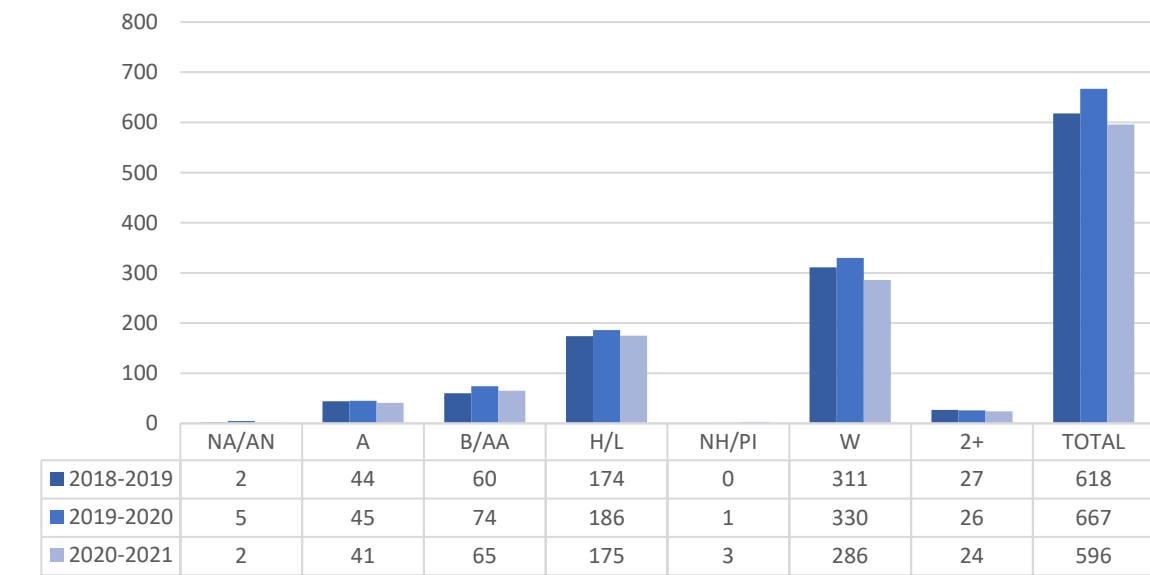
MORENO VALLEY COLLEGE



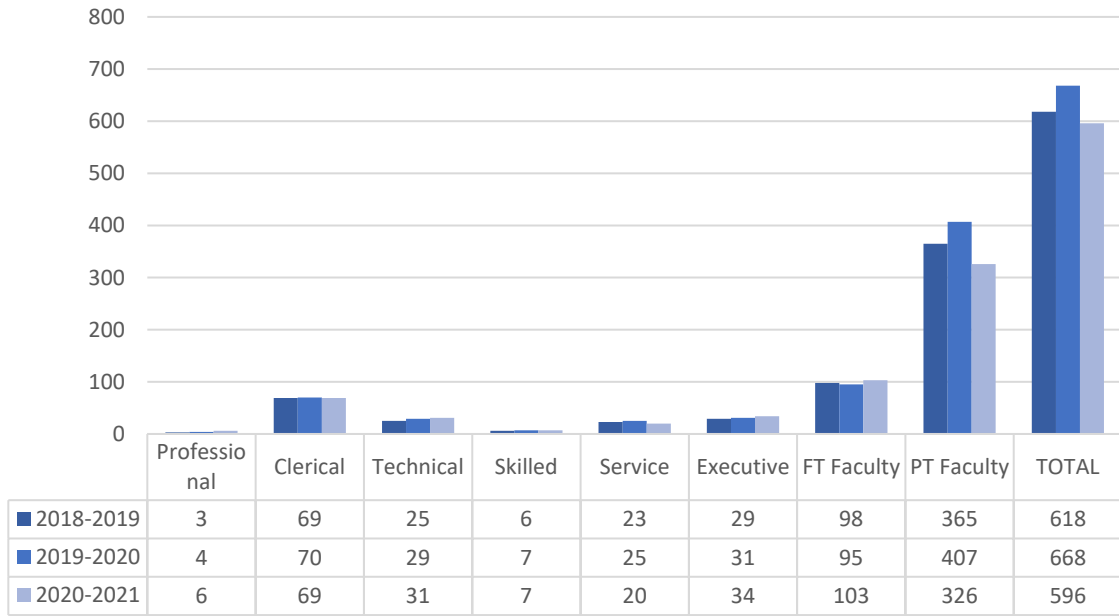
MORENO VALLEY COLLEGE WORKFORCE BY GENDER



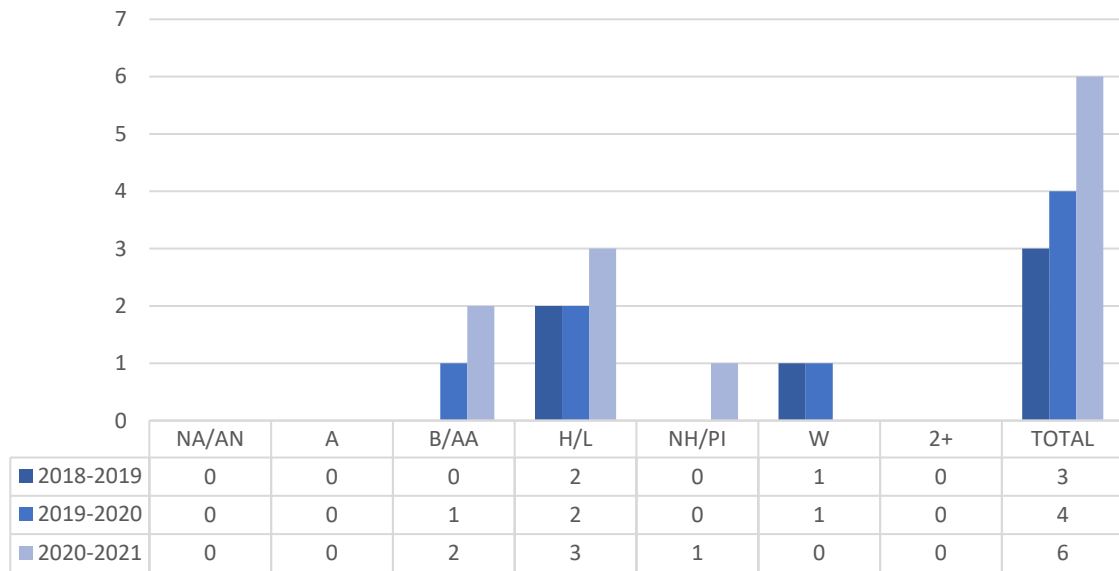
MORENO VALLEY COLLEGE WORKFORCE BY RACE AND ETHNICITY



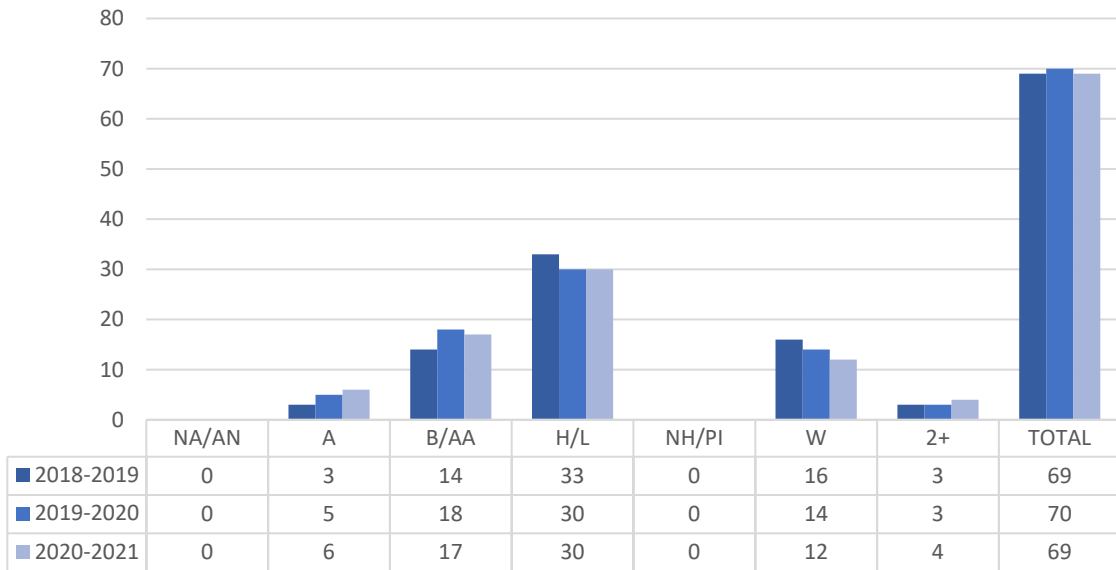
MORENO VALLEY COLLEGE WORKFORCE BY JOB CATEGORY



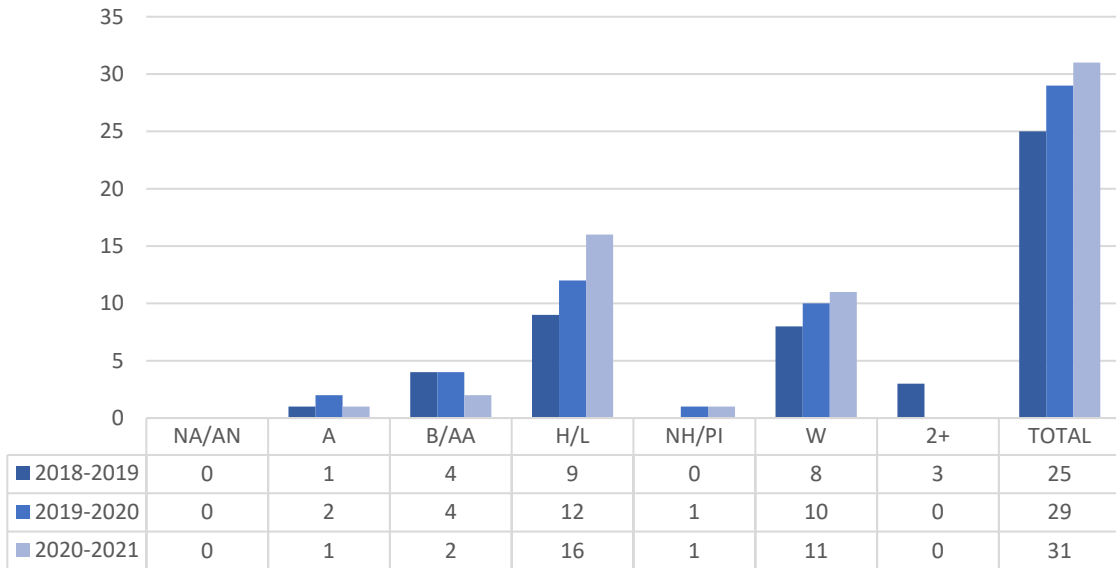
MORENO VALLEY COLLEGE PROFESSIONAL WORKFORCE BY RACE AND ETHNICITY



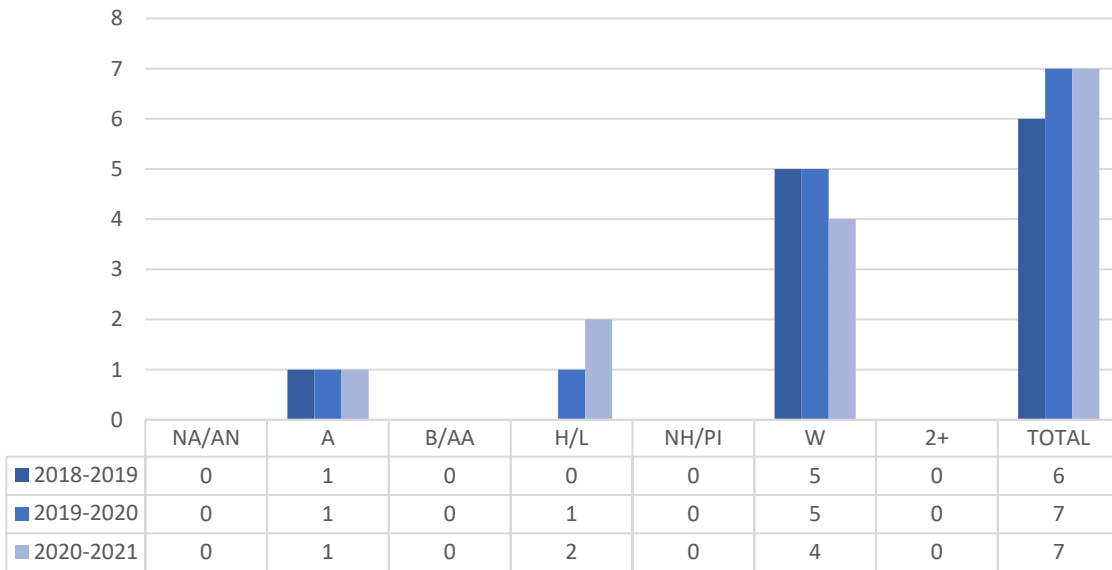
MORENO VALLEY COLLEGE SECRETERIAL/CLERICAL WORKFORCE BY RACE AND ETHNICITY



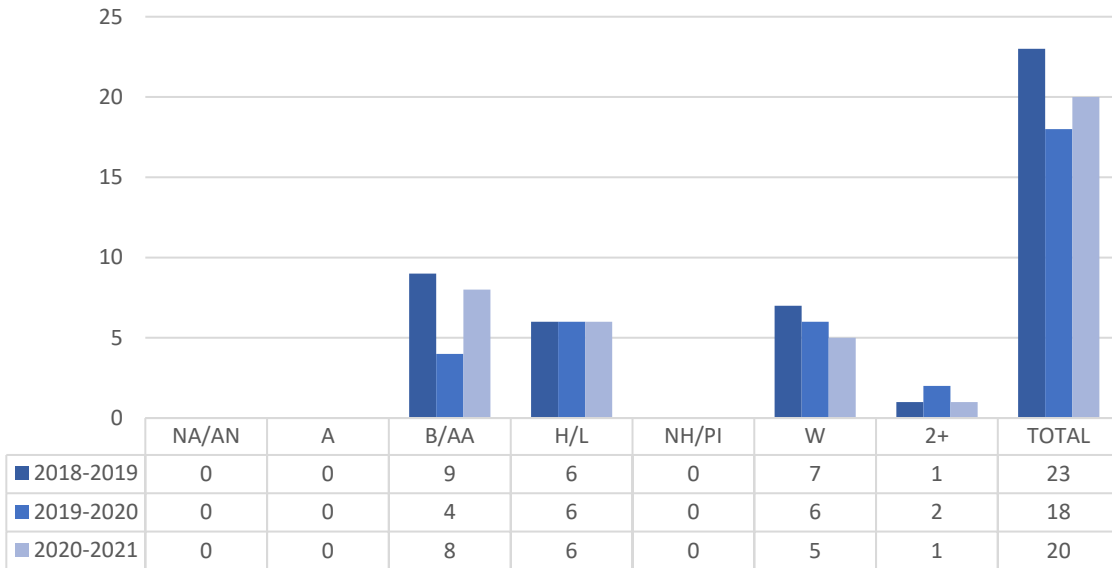
MORENO VALLEY COLLEGE TECHNICAL WORKFORCE BY RACE AND ETHNICITY



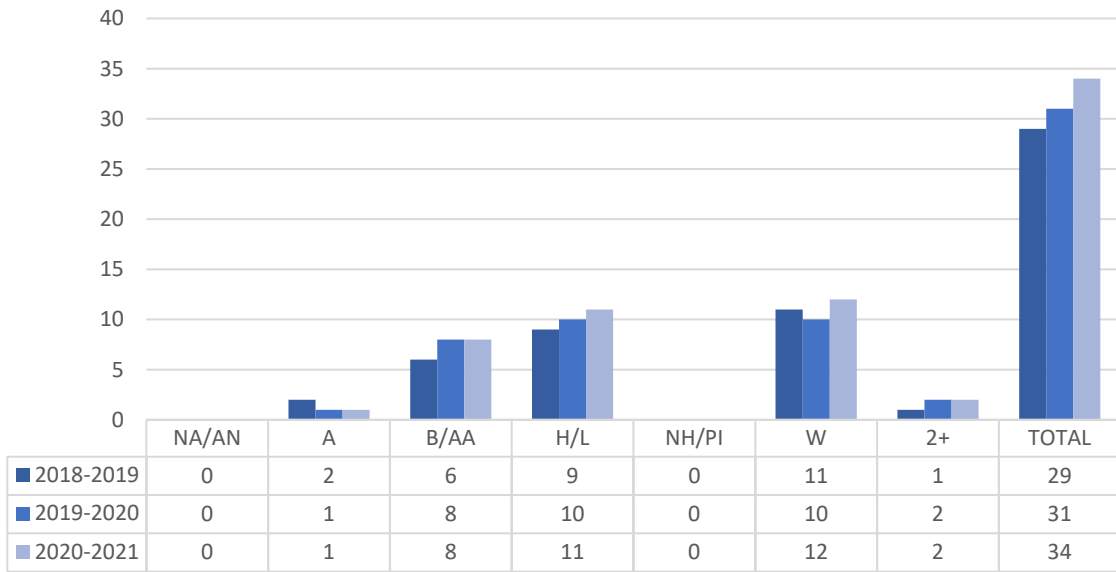
MORENO VALLEY COLLEGE SKILLED CRAFT WORKFORCE BY RACE AND ETHNICITY



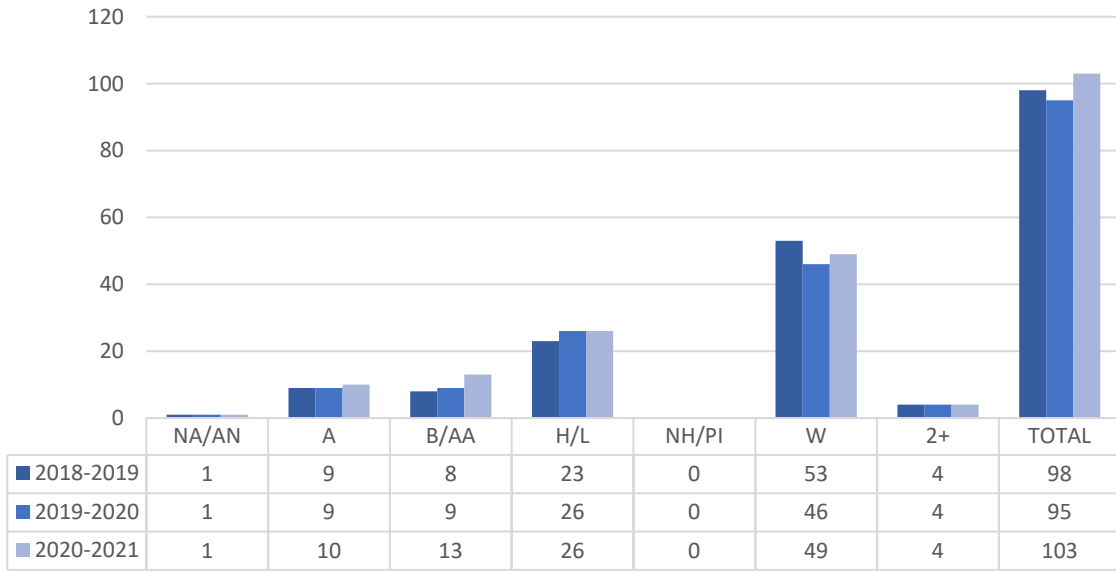
MORENO VALLEY COLLEGE SERVICE AND MAINTENANCE WORKFORCE BY RACE AND ETHNICITY



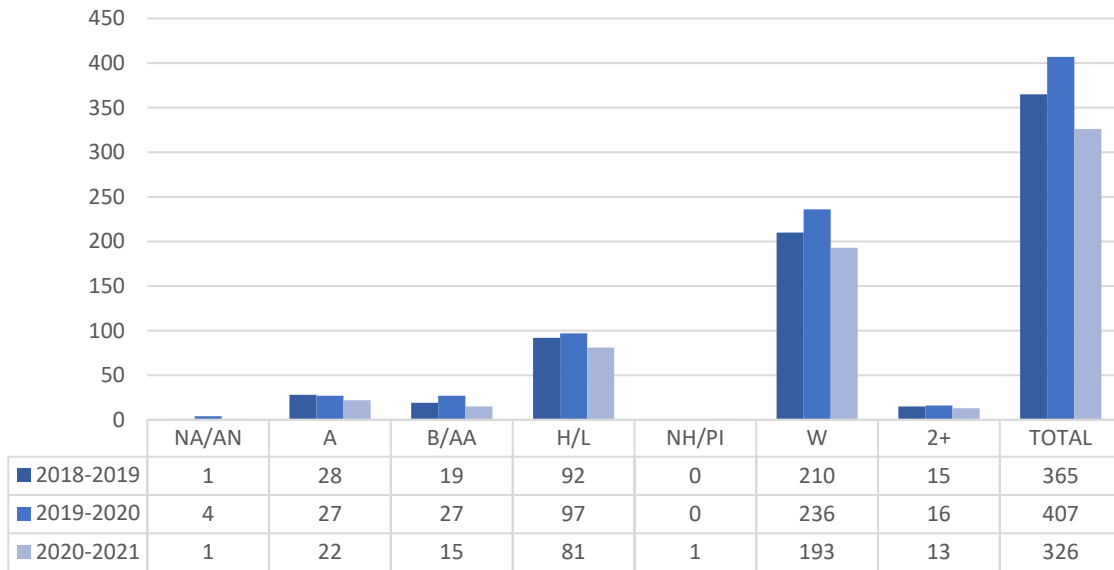
**MORENO VALLEY COLLEGE EXECUTIVE WORKFORCE
BY RACE AND ETHNICITY**



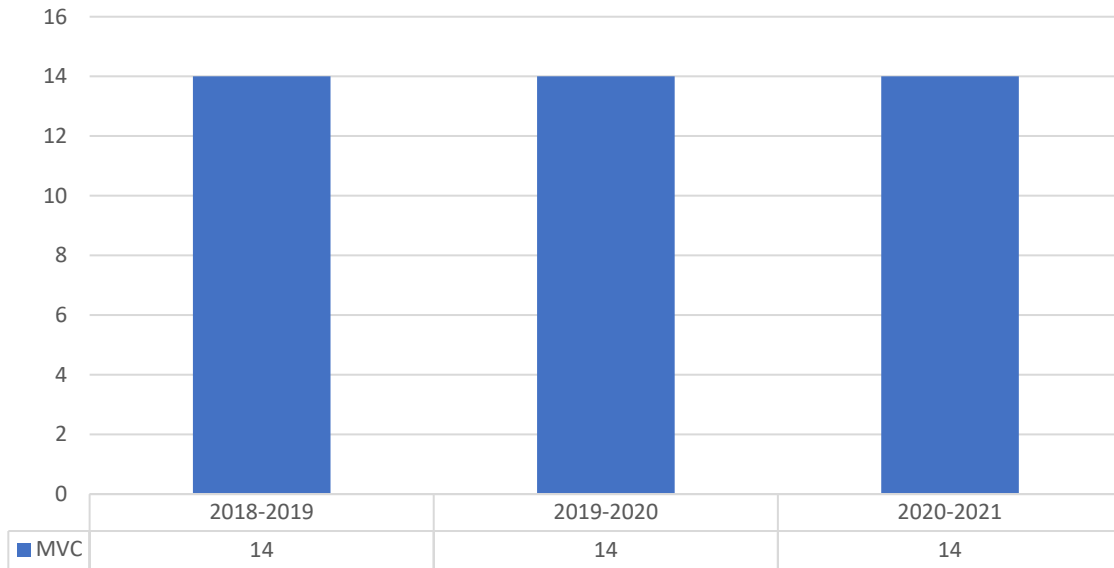
**MORENO VALLEY COLLEGE FULL-TIME FACULTY WORKFORCE
BY RACE AND ETHNICITY**



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



MORENO VALLEY COLLEGE WORKFORCE BY REPORTED DISABILITY



2018-2019

Academic Year 2018-2019												
Moreno Valley College - Part-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	227			171			18			5		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	160	59	8	123	44	4	11	7	0	3	2	0
Hispanic	83	28	0	65	20	0	9	1	0	2	0	0
Asian	9	1	0	7	0	0	0	0	0	0	0	0
Black/African American	33	9	0	25	6	0	0	1	0	0	0	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	2	0	0	2	0	0	0	0	0	0	0	0
White	21	16	0	16	13	0	2	5	0	1	2	0
Two or More	6	3	0	5	3	0	0	0	0	0	0	0
Undisclosed	6	2	8	3	2	4	0	0	0	0	0	0

Academic Year 2018-2019												
Moreno Valley College - Full-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	617			541			67			9		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	424	176	17	374	152	15	45	20	2	7	2	0
Hispanic	202	95	1	172	79	1	21	14	0	2	1	0
Asian	21	10	1	18	7	1	2	0	0	1	0	0
Black/African American	71	17	0	68	15	0	6	0	0	2	0	0
American Indian/Alaskan Native	1	0	0	1	0	0	1	0	0	0	0	0
Native Hawaiian/Pacific Islander	8	0	0	6	0	0	3	0	0	0	0	0
White	72	41	1	66	39	1	4	5	1	1	1	0
Two or More	35	6	1	31	5	0	5	0	0	1	0	0
Undisclosed	14	7	13	12	7	12	3	1	1	0	0	0

Academic Year 2018-2019												
Moreno Valley College - Classified Managers												
	Applications			Applicants			Interviewed			Hired		
	29			26			14			2		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	19	9	1	17	9	0	8	6	0	1	1	0
Hispanic	8	3	0	7	3	0	4	3	0	1	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0
Black/African American	4	0	0	4	0	0	3	0	0	0	0	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	6	6	0	6	6	0	1	3	0	0	1	0
Two or More	1	0	0	0	0	0	0	0	0	0	0	0
Undisclosed	0	0	1	0	0	0	0	0	0	0	0	0

Academic Year 2018-2019												
Moreno Valley College - Academic Managers												
	Applications			Applicants			Interviewed			Hired		
	48			47			11			2		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	23	23	2	23	23	1	6	5	0	1	1	0
Hispanic	6	5	0	6	5	0	1	1	0	0	0	0
Asian	2	4	0	2	4	0	1	1	0	0	0	0
Black/African American	6	7	0	6	7	0	3	0	0	1	0	0
American Indian/Alaskan Native	1	0	0	1	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	1	0	0	0	0	0
White	8	5	0	8	5	0	0	2	0	0	0	0
Two or More	0	1	0	0	1	0	0	0	0	0	0	0
Undisclosed	0	1	2	0	1	1	0	1	0	0	1	0

Academic Year 2018-2019												
Moreno Valley College - Full-Time Faculty												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	483			463			43			8		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	204	261	18	199	249	15	20	23	0	5	3	0
Hispanic	57	68	1	56	64	1	10	9	0	4	0	0
Asian	31	38	0	31	38	0	1	4	0	0	0	0
Black/African American	23	19	0	22	16	0	0	3	0	0	1	0
American Indian/Alaskan Native	0	3	0	1	3	0	1	0	0	0	0	0
Native Hawaiian/Pacific Islander	1	0	0	0	0	0	0	0	0	0	0	0
White	77	122	0	74	117	0	6	4	0	1	1	0
Two or More	11	6	0	11	6	0	2	1	0	0	1	0
Undisclosed	4	5	17	4	5	14	0	2	0	0	0	0

2019-2020

Academic Year 2019-2020												
Moreno Valley College - Part-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	211			167			12			5		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	144	65	2	119	47	1	9	3	0	3	2	0
Hispanic	83	40	1	71	26	1	7	3	0	2	2	0
Asian	11	6	0	11	4	0	2	0	0	1	0	0
Black/African American	17	4	0	11	4	0	0	0	0	0	0	0
American Indian/Alaskan Native	1	0	0	1	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	1	0	0	0	0	0	0	0	0	0	0	0
White	13	13	0	13	11	0	0	0	0	0	0	0
Two or More	12	2	0	7	2	0	0	0	0	0	0	0
Undisclosed	6	0	1	5	0	0	0	0	0	0	0	0

Academic Year 2019-2020												
Moreno Valley College - Full-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	659			566			60			19		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	443	206	10	377	180	9	42	18	0	12	7	0
Hispanic	216	113	0	176	97	0	20	10	0	4	4	0
Asian	27	11	0	24	10	0	3	2	0	1	2	0
Black/African American	73	29	0	61	28	0	5	2	0	2	0	0
American Indian/Alaskan Native	1	0	0	1	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	2	0	0	2	0	0	1	0	0	0	0	0
White	89	39	0	81	34	0	7	4	0	1	1	0
Two or More	26	13	0	23	10	0	5	0	0	3	0	0
Undisclosed	9	1	10	9	1	9	1	0	0	1	0	0

Academic Year 2019-2020												
Moreno Valley College - Classified Managers												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	144			123			24			6		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	63	78	3	54	66	3	9	14	1	4	2	0
Hispanic	26	26	0	22	21	0	3	5	0	2	0	0
Asian	3	5	0	3	4	0	0	2	0	0	1	0
Black/African American	10	9	0	8	7	0	2	0	0	1	0	0
American Indian/Alaskan Native	1	0	0	1	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	1	1	0	1	1	0	1	0	0	0	0	0
White	13	30	0	12	26	0	3	6	0	1	1	0
Two or More	8	4	0	6	4	0	0	0	0	0	0	0
Undisclosed	1	3	3	1	3	3	0	1	1	0	0	0

Academic Year 2019-2020												
Moreno Valley College - Academic Managers												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	105			104			21			3		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	36	68	1	35	68	1	6	15	0	0	3	0
Hispanic	10	17	0	10	17	0	2	2	0	0	0	0
Asian	4	6	1	4	6	1	1	2	0	0	0	0
Black/African American	12	22	0	12	22	0	2	7	0	0	2	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	7	17	0	6	17	0	0	4	0	0	1	0
Two or More	2	2	0	2	2	0	1	0	0	0	0	0
Undisclosed	1	4	0	1	4	0	0	0	0	0	0	0

Academic Year 2019-2020												
Moreno Valley College - Full-Time Faculty												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	831			827			78			15		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	367	432	32	366	429	32	39	39	0	7	8	0
Hispanic	75	91	1	74	90	1	7	17	0	2	1	0
Asian	45	66	1	45	66	1	2	2	0	2	0	0
Black/African American	42	47	0	42	47	0	5	6	0	1	3	0
American Indian/Alaskan Native	1	2	0	1	2	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	2	0	0	2	0	0	0	0	0	0	0
White	162	190	3	162	188	3	17	14	0	1	4	0
Two or More	23	13	0	23	13	0	5	0	0	0	0	0
Undisclosed	19	21	27	19	21	27	3	0	0	1	0	0

2020-2021

Academic Year 2020-2021												
Moreno Valley College - Part-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	101			75			2			1		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	80	19	2	63	12	0	2	0	0	1	0	0
Hispanic	44	12	1	35	9	0	1	0	0	1	0	0
Asian	1	1	0	0	0	0	0	0	0	0	0	0
Black/African American	9	1	0	9	1	0	0	0	0	0	0	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	1	0	0	1	0	0	0	0	0	0	0	0
White	17	4	0	12	1	0	1	0	0	0	0	0
Two or More	5	1	0	4	1	0	0	0	0	0	0	0
Undisclosed	3	0	1	2	0	0	0	0	0	0	0	0

Academic Year 2020-2021												
Moreno Valley College - Full-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	294			247			26			10		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	203	81	10	174	65	8	17	8	1	6	4	0
Hispanic	93	34	3	77	29	2	8	6	0	5	3	0
Asian	12	8	0	11	7	0	1	0	0	0	0	0
Black/African American	29	8	0	28	4	0	0	0	0	0	0	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	1	1	0	1	1	0	0	0	0	0	0	0
White	50	27	0	41	21	0	6	1	0	0	0	0
Two or More	11	3	0	10	3	0	1	1	0	1	1	0
Undisclosed	7	0	7	6	0	6	1	0	1	0	0	0

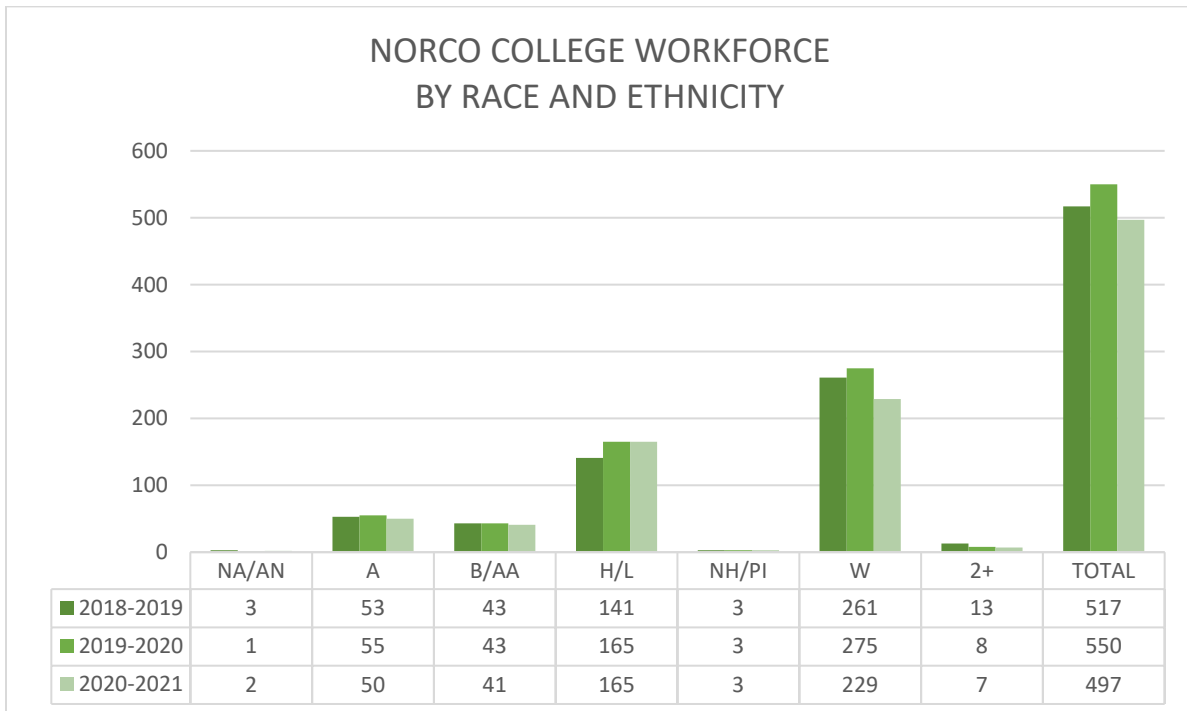
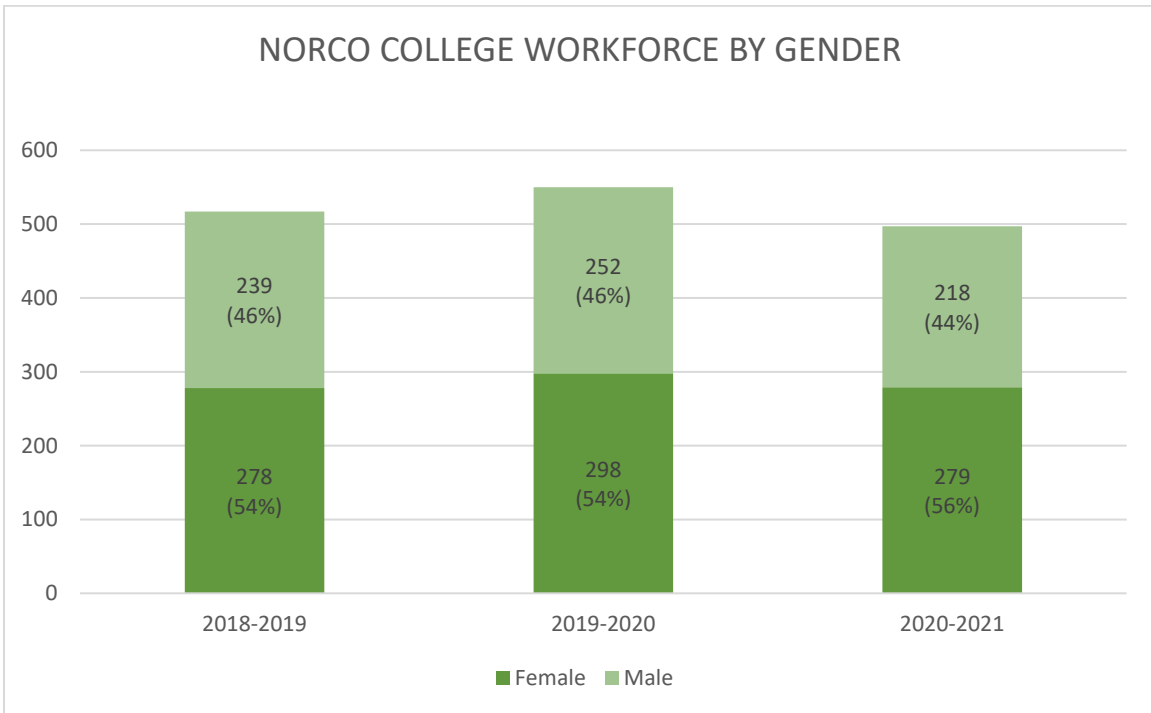
Academic Year 2020-2021												
Moreno Valley College - Classified Managers												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	95			69			13			4		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	32	60	3	34	35	0	5	8	0	1	3	0
Hispanic	13	14	0	13	10	0	2	2	0	0	1	0
Asian	2	4	0	2	4	0	0	1	0	0	0	0
Black/African American	7	6	0	8	2	0	0	0	0	0	0	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	1	0	0	0	0	0	0	0
White	5	33	0	7	18	0	1	5	0	0	2	0
Two or More	5	0	0	2	0	0	1	0	0	0	0	0
Undisclosed	0	3	3	2	0	0	1	0	0	1	0	0

Academic Year 2020-2021												
Moreno Valley College - Academic Managers												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	119			111			22			5		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	46	67	6	43	66	2	7	15	0	1	4	0
Hispanic	9	10	0	9	10	0	2	3	0	0	1	0
Asian	3	11	0	3	10	0	1	2	0	0	0	0
Black/African American	9	12	0	8	12	0	1	2	0	1	0	0
American Indian/Alaskan Native	0	2	0	0	2	0	0	1	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	19	28	2	17	28	0	3	7	0	0	3	0
Two or More	2	0	0	2	0	0	0	0	0	0	0	0
Undisclosed	4	4	4	4	4	2	0	0	0	0	0	0

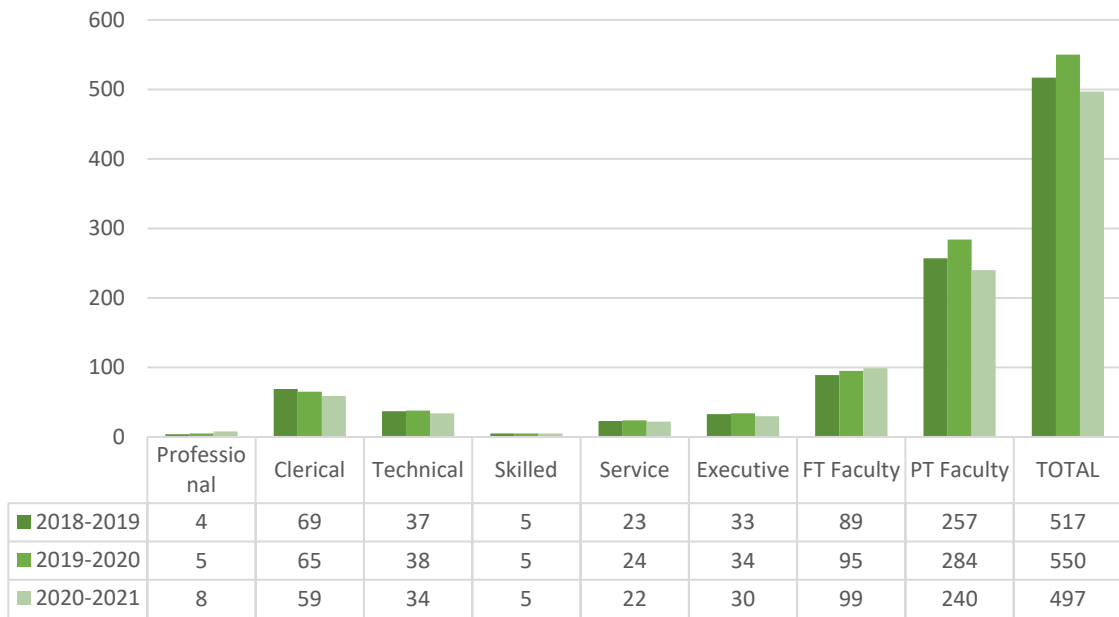
Academic Year 2020-2021												
Moreno Valley College - Full-Time Faculty												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	88			86			11			3		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	55	31	2	54	31	1	7	3	1	1	1	1
Hispanic	17	8	0	17	8	0	2	1	0	0	1	0
Asian	2	4	0	1	4	0	0	0	0	0	0	0
Black/African American	8	0	0	8	0	0	0	0	0	0	0	0
American Indian/Alaskan Native	0	1	0	0	1	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	1	0	0	1	0	0	0	0	0	0	0	0
White	21	12	0	21	12	0	5	1	0	1	0	0
Two or More	4	3	0	4	3	0	0	1	0	0	0	0
Undisclosed	2	3	2	2	3	1	0	0	1	0	0	1

NORCO COLLEGE

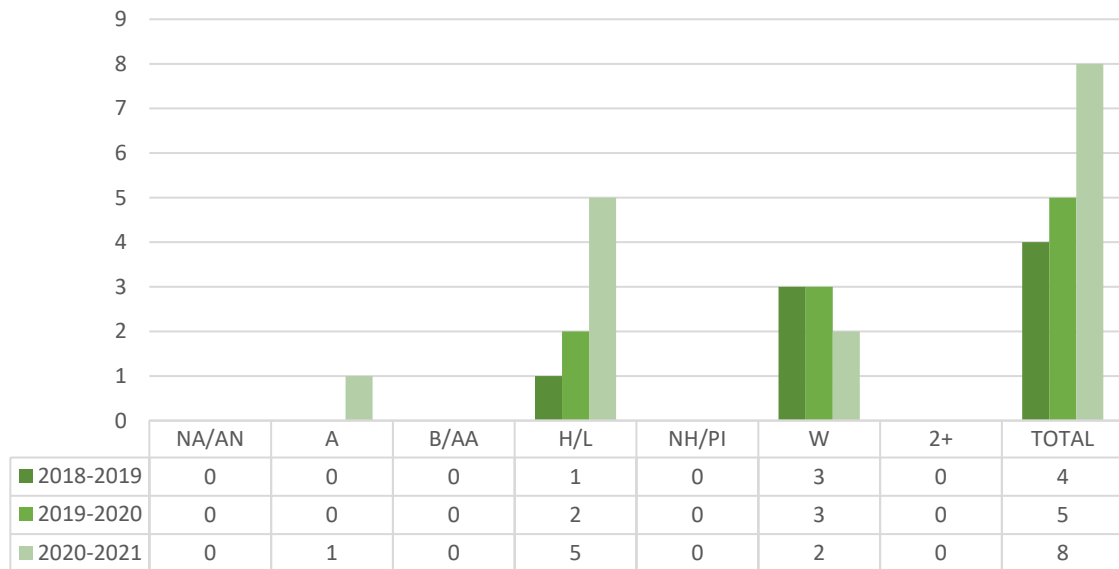




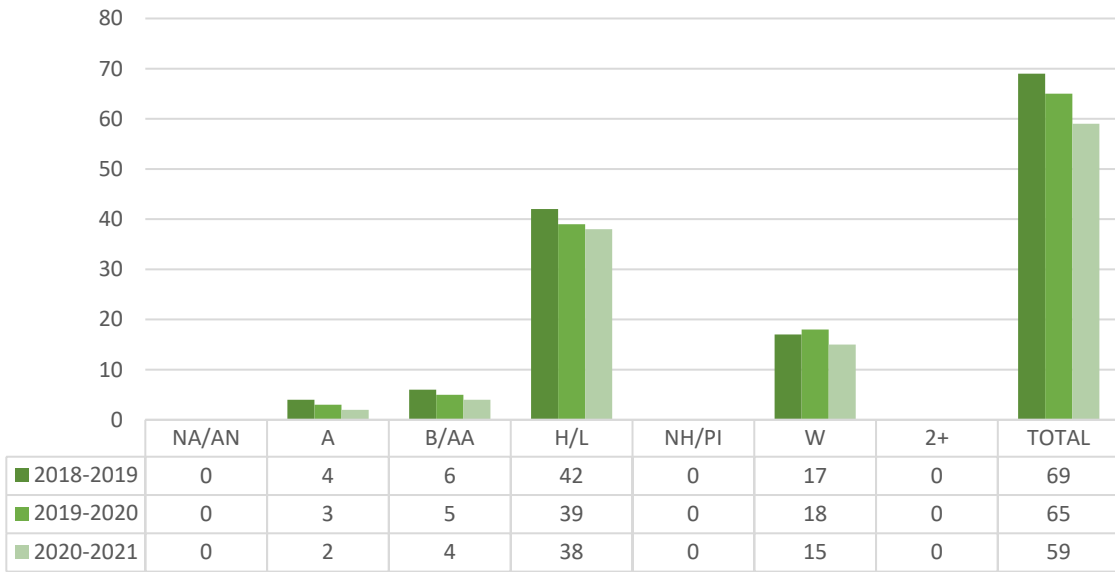
NORCO COLLEGE WORKFORCE BY JOB CATEGORY



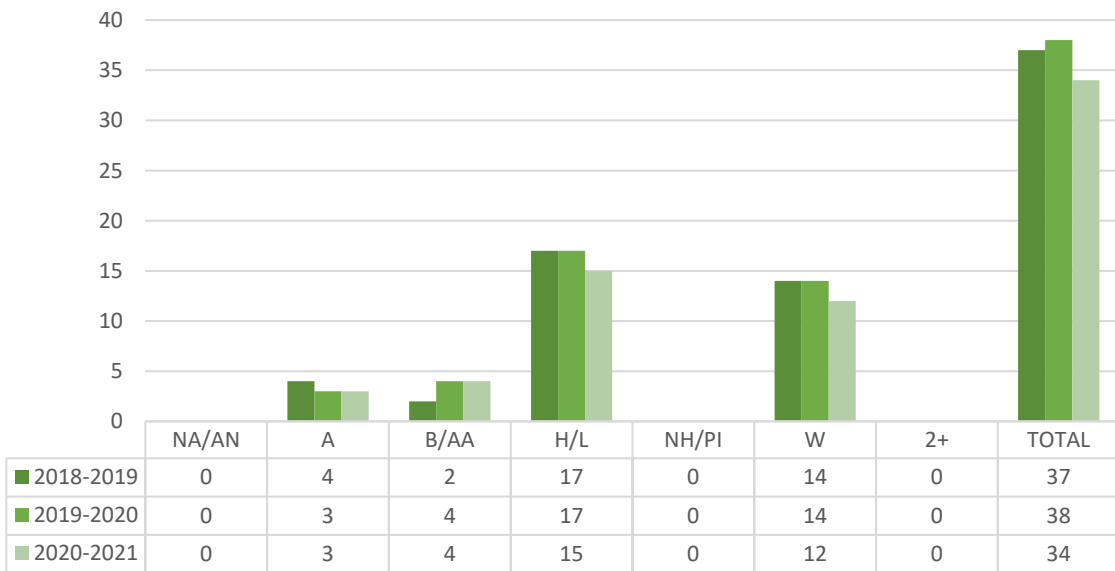
NORCO COLLEGE PROFESSIONAL WORKFORCE BY RACE AND ETHNICITY



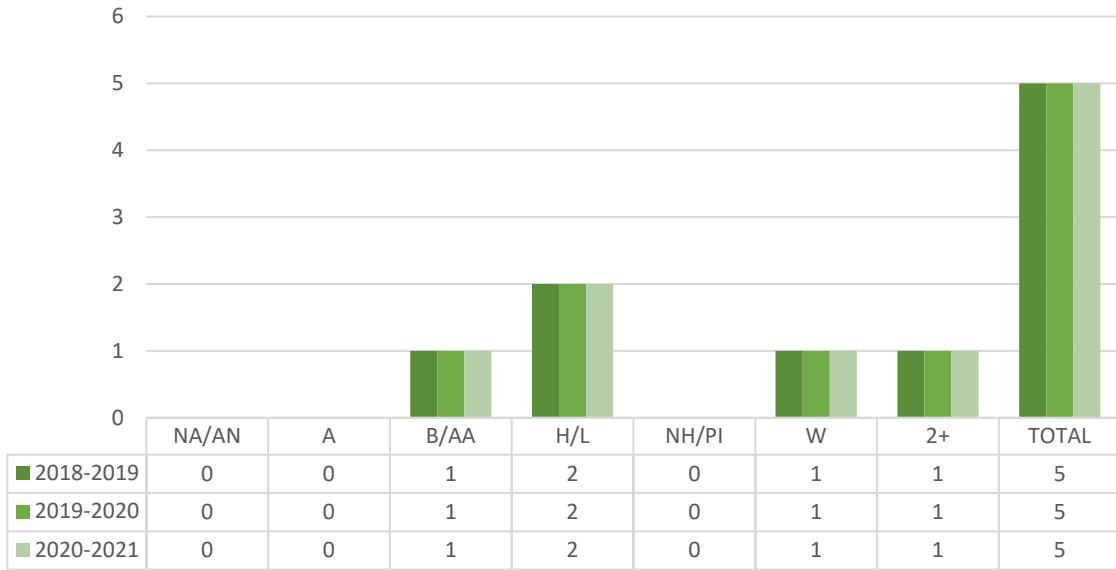
NORCO COLLEGE SECRETERIAL/CLERICAL WORKFORCE BY RACE AND ETHNICITY



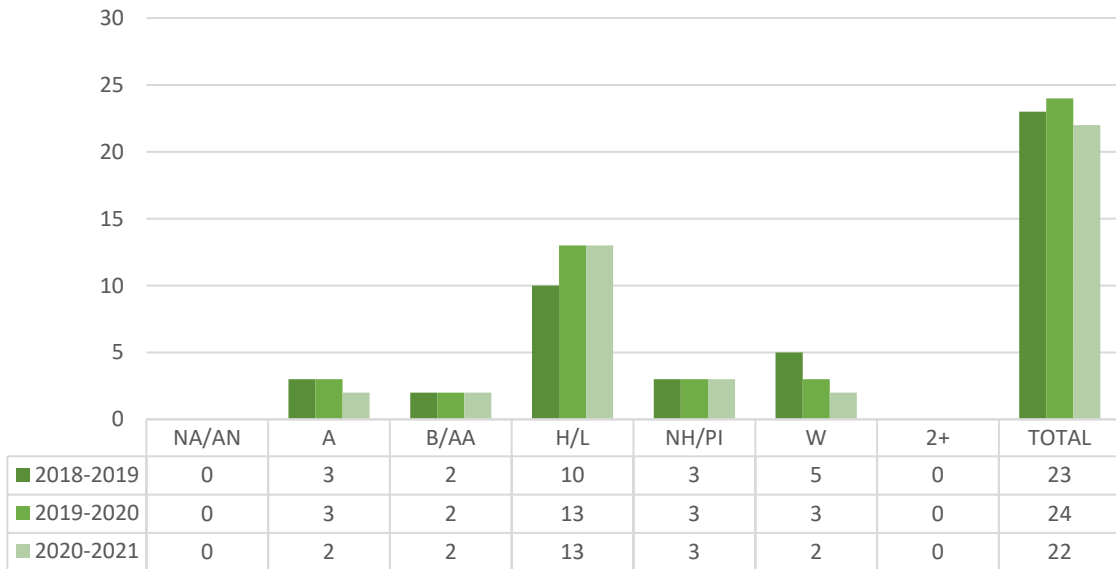
NORCO COLLEGE TECHNICAL WORKFORCE BY RACE AND ETHNICITY



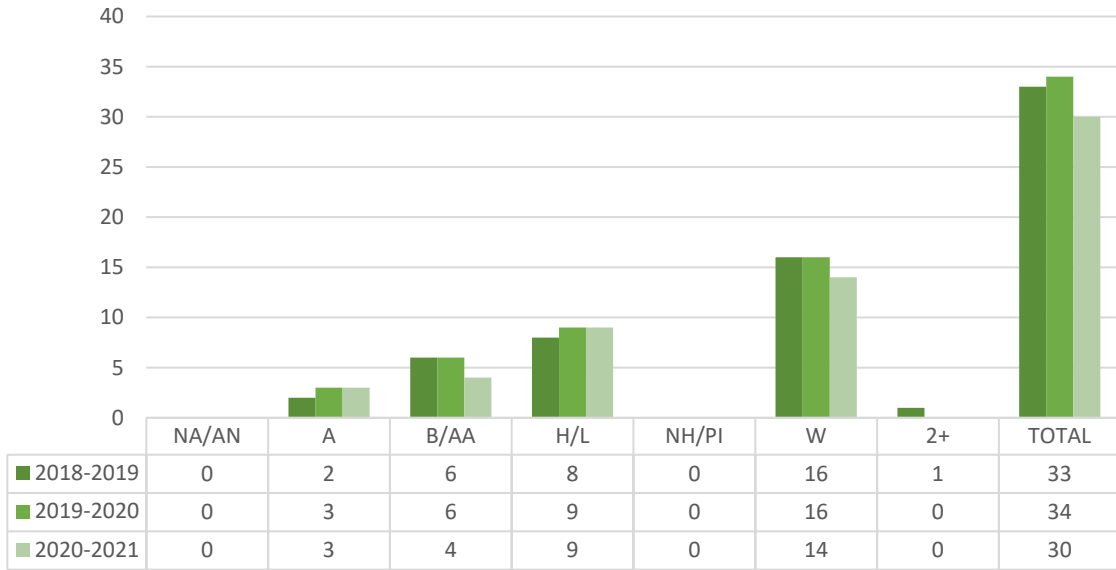
NORCO COLLEGE SKILLED CRAFT WORKFORCE BY RACE AND ETHNICITY



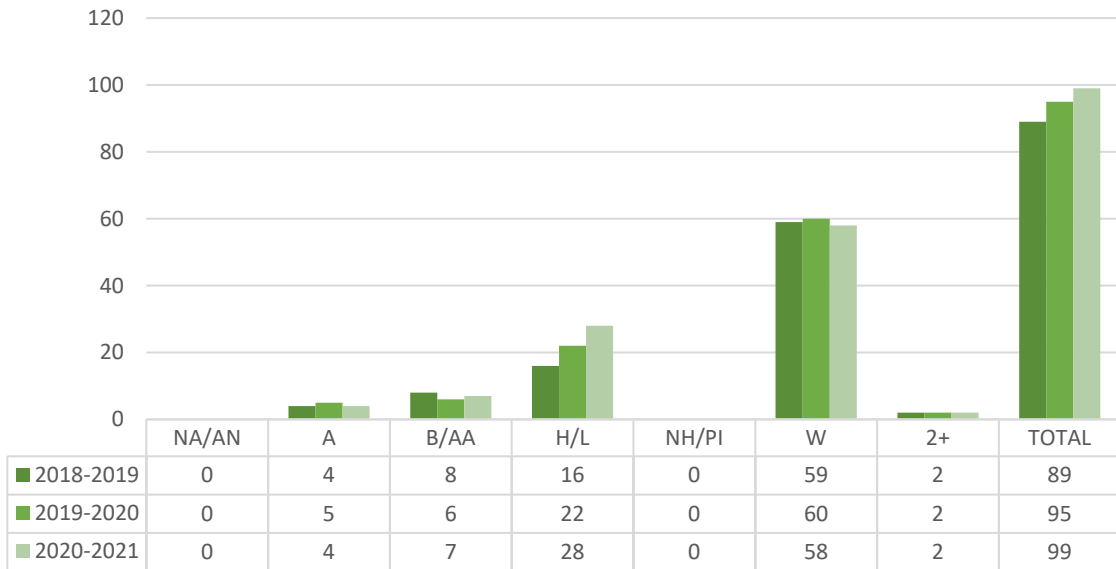
NORCO COLLEGE SERVICE AND MAINTENANCE WORKFORCE BY RACE AND ETHNICITY



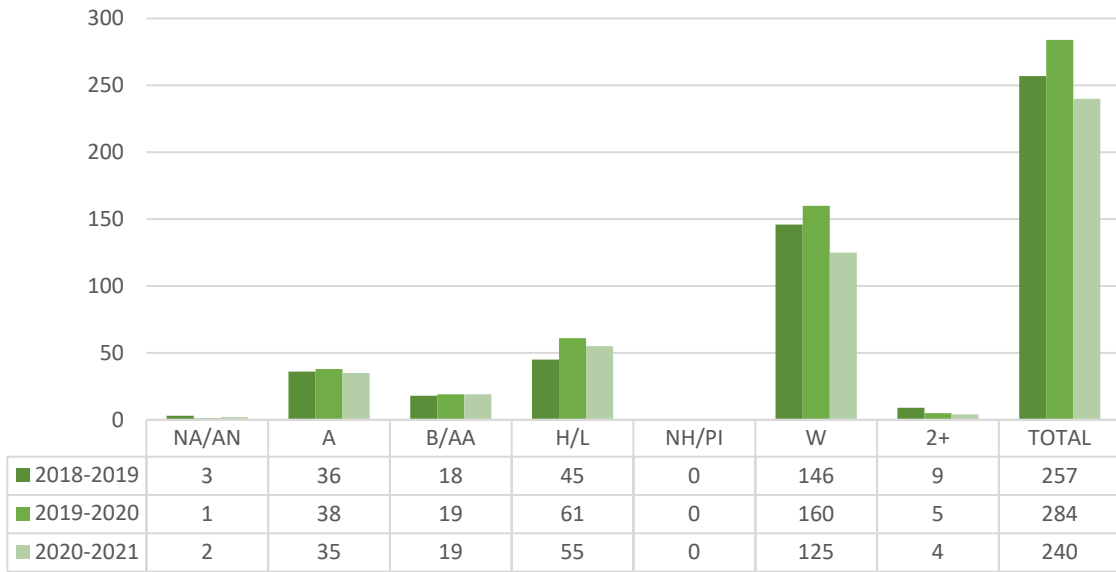
NORCO COLLEGE EXECUTIVE WORKFORCE BY RACE AND ETHNICITY



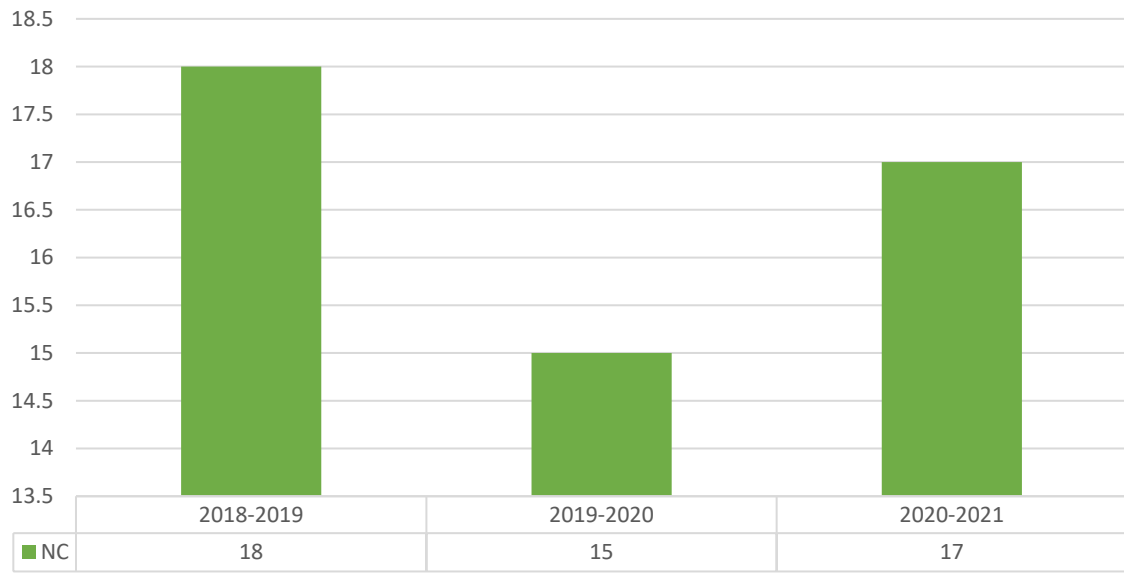
NORCO COLLEGE FULL-TIME FACULTY WORKFORCE BY RACE AND ETHNICITY



NORCO COLLEGE PART-TIME FACULTY WORKFORCE BY RACE AND ETHNICITY



NORCO COLLEGE WORKFORCE BY REPORTED DISABILITY



2018-2019

Academic Year 2018-2019												
Norco College - Part-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	233			195			32			6		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	168	54	11	141	44	10	19	11	2	3	3	0
Hispanic	103	31	2	83	26	2	16	11	1	3	3	0
Asian	7	5	1	6	5	1	0	0	0	0	0	0
Black/African American	10	5	0	6	3	0	0	0	0	0	0	0
American Indian/Alaskan Native	2	0	0	2	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	1	0	0	1	0	0	0	0	0	0	0	0
White	31	8	0	30	7	0	3	0	0	0	0	0
Two or More	4	5	0	4	3	0	0	0	0	0	0	0
Undisclosed	10	0	8	9	0	7	0	0	1	0	0	0

Academic Year 2018-2019												
Norco College - Full-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	180			48			12			8		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	128	48	4	26	21	1	8	4	0	5	3	0
Hispanic	63	24	0	15	11	0	0	0	0	2	2	0
Asian	13	5	0	2	2	0	0	1	0	0	0	0
Black/African American	18	5	0	1	2	0	0	0	0	0	1	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	2	0	0	0	0	0
White	23	10	1	7	3	0	1	0	0	2	0	0
Two or More	4	4	0	0	3	0	0	0	0	1	0	0
Undisclosed	7	0	3	1	0	1	5	3	0	0	0	0

Academic Year 2018-2019												
Norco College - Classified Managers												
	Applications			Applicants			Interviewed			Hired		
	66			48			18			6		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	14	50	2	9	39	0	3	15	0	1	5	0
Hispanic	8	22	0	5	16	0	2	5	0	1	1	0
Asian	0	2	0	0	1	0	0	0	0	0	0	0
Black/African American	1	8	0	1	5	0	0	3	0	0	1	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	3	17	0	2	16	0	1	6	0	0	3	0
Two or More	1	1	0	0	1	0	0	1	0	0	0	0
Undisclosed	1	0	2	1	0	0	0	0	0	0	0	0

Academic Year 2018-2019												
Norco College - Academic Managers												
	Applications			Applicants			Interviewed			Hired		
	20			20			4			1		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	7	13	0	7	13	0	0	4	0	0	1	0
Hispanic	2	4	0	2	4	0	0	1	0	0	1	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0
Black/African American	1	3	0	1	3	0	0	1	0	0	0	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	4	4	0	4	4	0	0	1	0	0	0	0
Two or More	0	1	0	0	1	0	0	0	0	0	0	0
Undisclosed	0	1	0	0	1	0	0	1	0	0	0	0

Academic Year 2018-2019												
Norco College - Full-Time Faculty												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	320			319			51			7		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	151	157	12	150	157	12	29	21	1	4	3	0
Hispanic	58	38	0	58	38	0	14	8	0	3	1	0
Asian	7	14	0	7	14	0	0	1	0	0	0	0
Black/African American	14	15	2	14	15	2	4	2	0	0	0	0
American Indian/Alaskan Native	0	1	0	0	1	0	0	0	0	1	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	52	78	0	52	78	0	6	10	0	0	2	0
Two or More	7	8	0	6	8	0	2	0	0	0	0	0
Undisclosed	13	3	10	13	3	10	3	0	1	0	0	0

2019-2020

Academic Year 2019-2020												
Norco College - Part-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	262			220			21			5		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	186	72	4	161	56	3	10	11	0	3	2	0
Hispanic	102	38	1	89	31	1	7	4	0	3	1	0
Asian	18	9	0	16	6	0	0	1	0	0	0	0
Black/African American	12	10	0	11	8	0	0	2	0	0	1	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	2	1	0	2	1	0	0	1	0	0	0	0
White	31	9	0	29	8	0	1	3	0	0	0	0
Two or More	13	3	0	10	2	0	0	0	0	0	0	0
Undisclosed	8	2	3	4	0	2	2	0	0	0	0	0

Academic Year 2019-2020												
Norco College - Full-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	352			298			45			15		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	162	188	2	129	167	2	22	23	0	9	6	0
Hispanic	64	107	0	56	88	0	10	12	0	6	5	0
Asian	15	11	0	13	10	0	3	3	0	0	1	0
Black/African American	17	16	0	14	16	0	3	4	0	2	0	0
American Indian/Alaskan Native	1	0	0	1	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	2	0	0	2	0	0	0	0	0	0	0
White	50	43	0	32	43	0	4	4	0	0	0	0
Two or More	9	7	0	8	6	0	1	0	0	0	0	0
Undisclosed	6	2	2	5	2	2	1	0	0	1	0	0

Academic Year 2019-2020												
Norco College - Classified Managers												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	165			158			22			5		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	66	97	2	64	92	2	9	13	0	1	4	0
Hispanic	30	52	0	29	49	0	7	6	0	0	2	0
Asian	3	6	0	3	6	0	1	1	0	0	0	0
Black/African American	12	7	0	12	7	0	0	1	0	0	1	0
American Indian/Alaskan Native	1	0	0	1	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	15	27	1	14	25	1	1	3	0	1	0	0
Two or More	1	4	0	1	4	0	0	2	0	0	1	0
Undisclosed	4	1	1	4	1	1	0	0	0	0	0	0

Academic Year 2019-2020												
Norco College - Academic Managers												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	39			38			2			2		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	16	23	0	15	23	0	2	0	0	2	0	0
Hispanic	4	4	0	4	4	0	0	0	0	0	0	0
Asian	4	2	0	3	2	0	1	0	0	1	0	0
Black/African American	1	3	0	1	3	0	0	0	0	0	0	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	6	14	0	6	14	0	1	0	0	1	0	0
Two or More	1	0	0	1	0	0	0	0	0	0	0	0
Undisclosed	0	0	0	0	0	0	0	0	0	0	0	0

Academic Year 2019-2020												
Norco College - Full-Time Faculty												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	771			768			105			16		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	268	470	33	267	468	33	38	61	6	4	10	2
Hispanic	36	87	1	36	87	1	5	12	0	1	5	0
Asian	62	108	0	62	108	0	7	11	0	0	1	0
Black/African American	20	40	1	20	40	1	3	3	0	2	0	0
American Indian/Alaskan Native	0	2	1	0	2	1	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	118	194	3	117	192	3	17	32	1	1	4	0
Two or More	11	20	0	11	20	0	3	2	0	0	0	0
Undisclosed	21	19	27	21	19	27	3	1	5	0	0	2

2020-2021

Academic Year 2020-2021												
Norco College - Part-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	43			42			2			2		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	36	6	1	35	6	1	2	0	0	2	0	0
Hispanic	23	6	0	22	6	0	1	0	0	1	0	0
Asian	2	0	0	2	0	0	0	0	0	0	0	0
Black/African American	1	0	0	1	0	0	0	0	0	0	0	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	8	0	0	8	0	0	1	0	0	1	0	0
Two or More	2	0	0	2	0	0	0	0	0	0	0	0
Undisclosed	0	0	1	0	0	1	0	0	0	0	0	0

Academic Year 2020-2021												
Norco College - Full-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	209			149			23			9		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	171	33	5	121	27	1	20	3	0	9	0	0
Hispanic	93	21	0	64	18	0	11	2	0	5	0	0
Asian	8	0	0	6	0	0	2	0	0	1	0	0
Black/African American	17	0	0	13	0	0	3	0	0	1	0	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	1	0	0	1	0	0	0	0	0	0	0
White	44	7	0	29	5	0	4	0	0	2	0	0
Two or More	6	2	0	6	1	0	0	1	0	0	0	0
Undisclosed	3	2	5	3	2	1	0	0	0	0	0	0

Academic Year 2020-2021												
Norco College - Classified Managers												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	0			0			0			0		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0
Black/African American	0	0	0	0	0	0	0	0	0	0	0	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0
Undisclosed	0	0	0	0	0	0	0	0	0	0	0	0

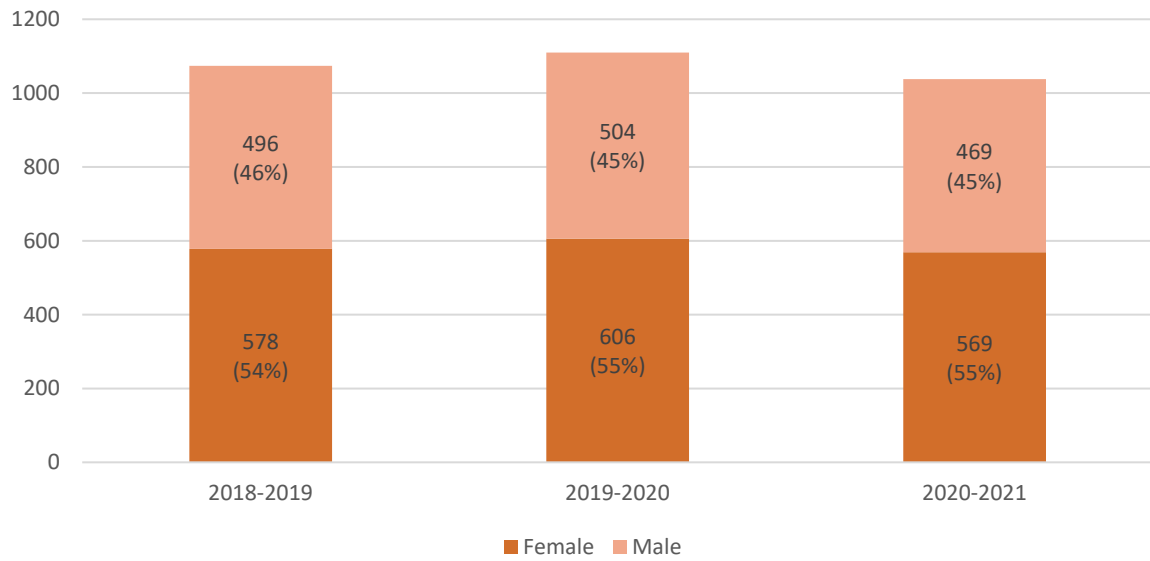
Academic Year 2020-2021												
Norco College - Academic Managers												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	133			119			51			5		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	67	61	5	64	51	4	21	26	4	2	3	0
Hispanic	15	19	0	15	16	0	3	8	0	0	1	0
Asian	4	6	0	4	6	0	2	4	0	0	0	0
Black/African American	12	10	0	11	5	0	2	1	0	1	1	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	32	22	0	30	20	0	11	11	0	1	1	0
Two or More	1	2	0	1	2	0	1	1	0	0	0	0
Undisclosed	3	2	5	3	2	4	2	1	4	0	0	0

Academic Year 2020-2021												
Norco College - Full-Time Faculty												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	86			85			10			5		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	16	66	4	16	66	3	2	8	0	1	4	0
Hispanic	4	12	1	4	12	1	0	3	0	0	1	0
Asian	2	11	0	2	11	0	0	1	0	0	0	0
Black/African American	3	6	0	3	6	0	0	0	0	0	0	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	6	31	0	6	31	0	2	2	0	1	2	0
Two or More	1	2	0	1	2	0	0	1	0	0	1	0
Undisclosed	0	4	3	0	4	2	0	1	0	0	0	0

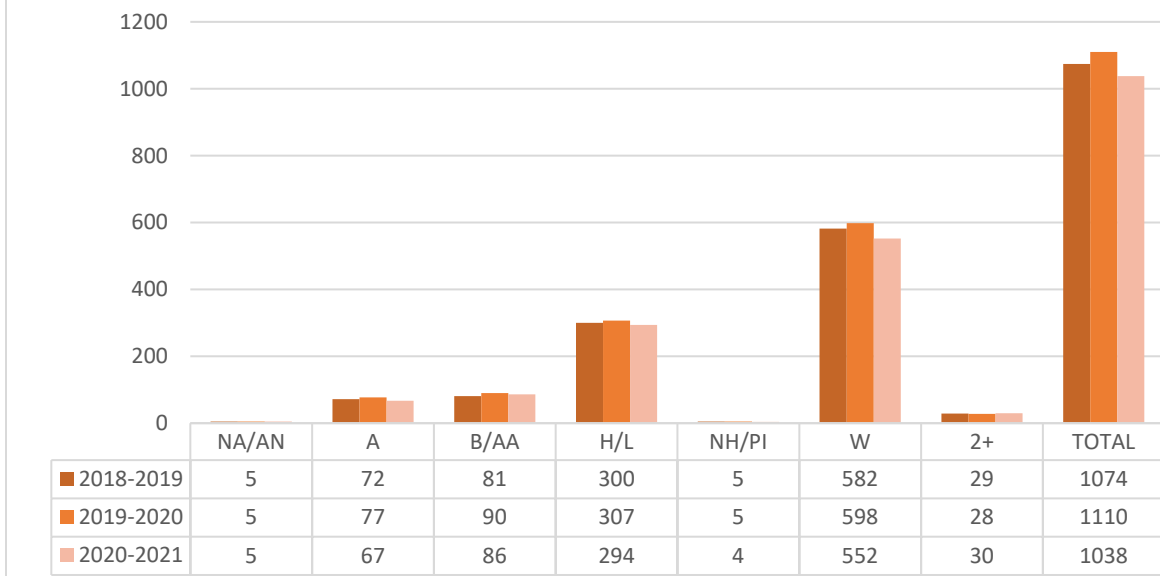
RIVERSIDE CITY COLLEGE



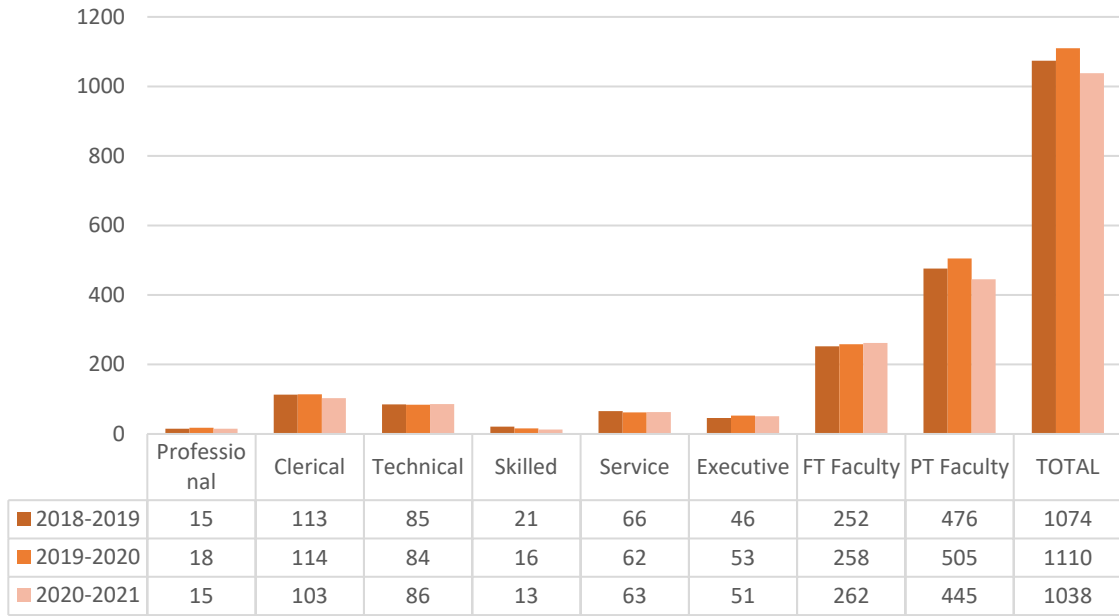
RIVERSIDE CITY COLLEGE WORKFORCE BY GENDER



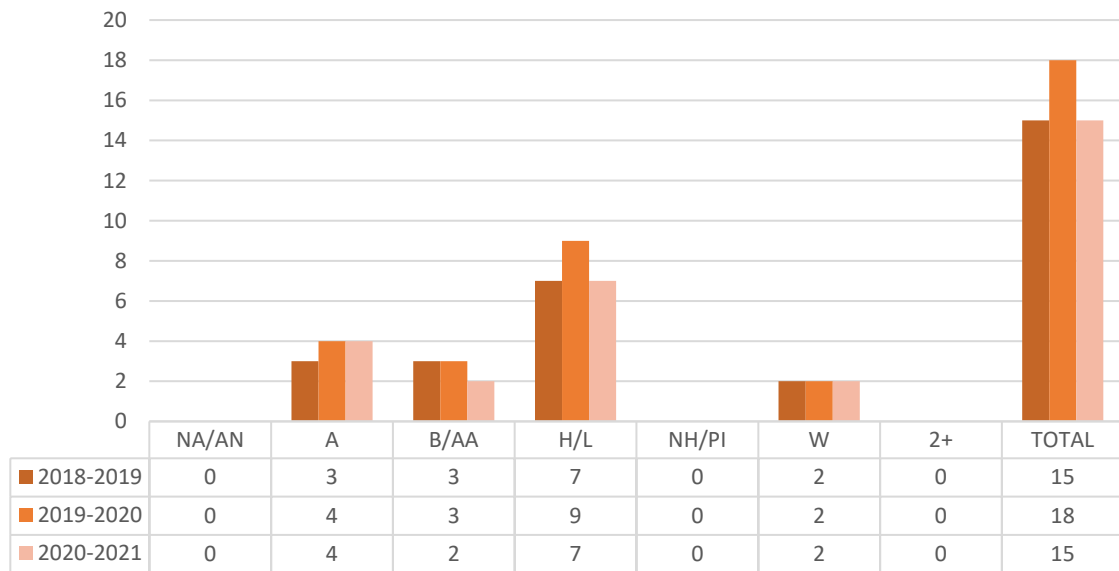
RIVERSIDE CITY COLLEGE WORKFORCE BY RACE AND ETHNICITY



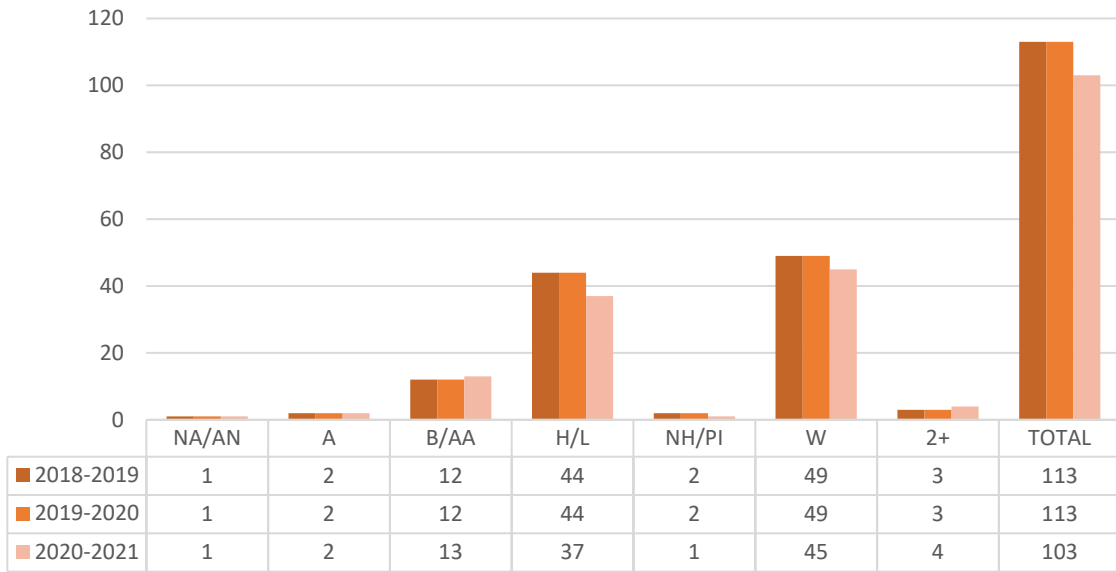
RIVERSIDE CITY COLLEGE WORKFORCE BY JOB CATEGORY



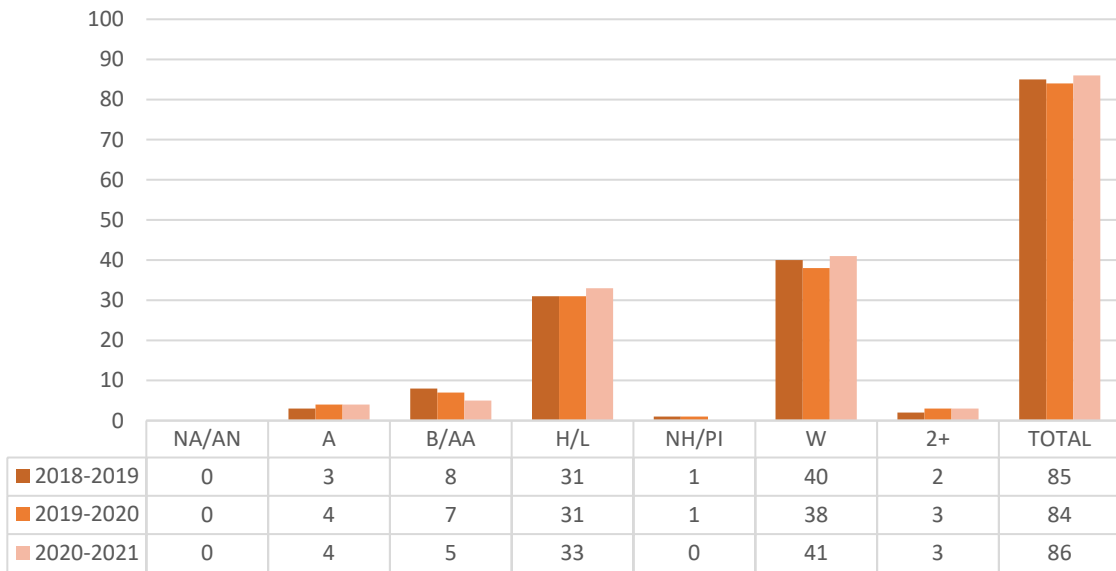
RIVERSIDE CITY COLLEGE PROFESSIONAL WORKFORCE BY RACE AND ETHNICITY



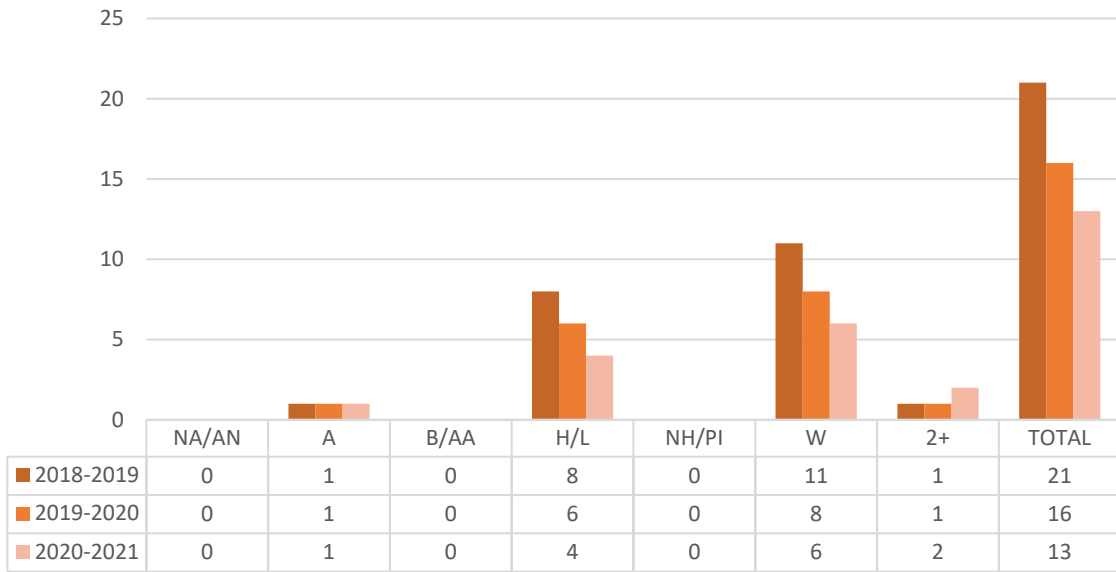
RIVERSIDE CITY COLLEGE SECRETERIAL/CLERICAL WORKFORCE BY RACE AND ETHNICITY



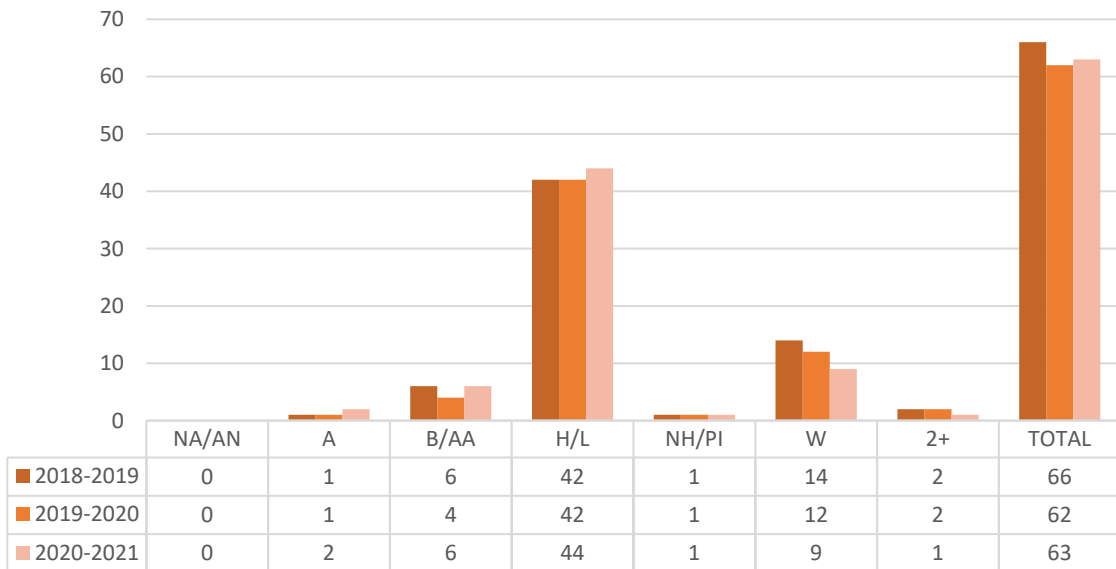
RIVERSIDE CITY COLLEGE TECHNICAL WORKFORCE BY RACE AND ETHNICITY



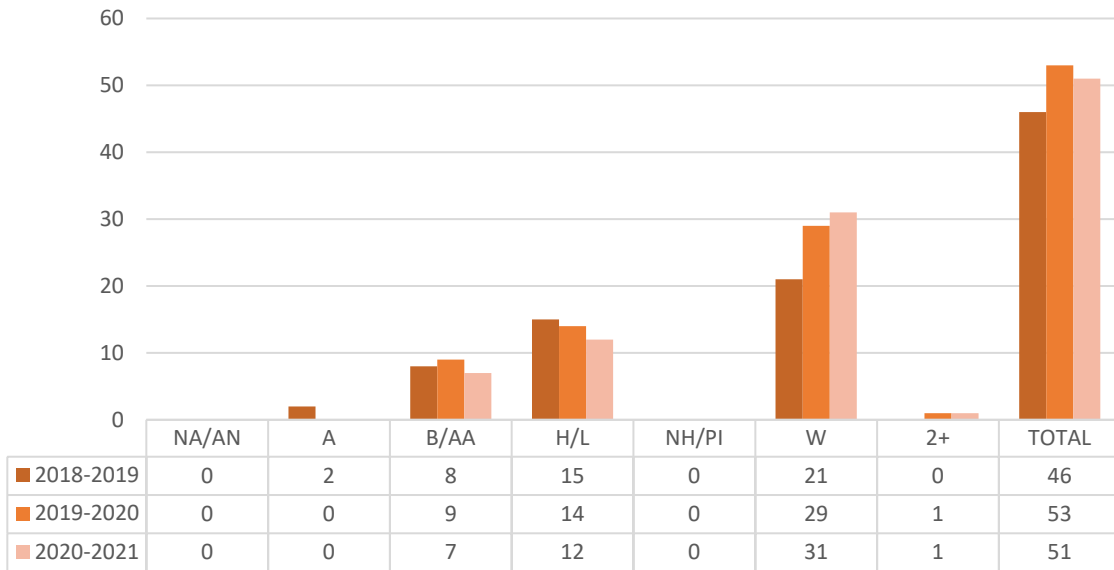
RIVERSIDE CITY COLLEGE SKILLED CRAFT WORKFORCE BY RACE AND ETHNICITY



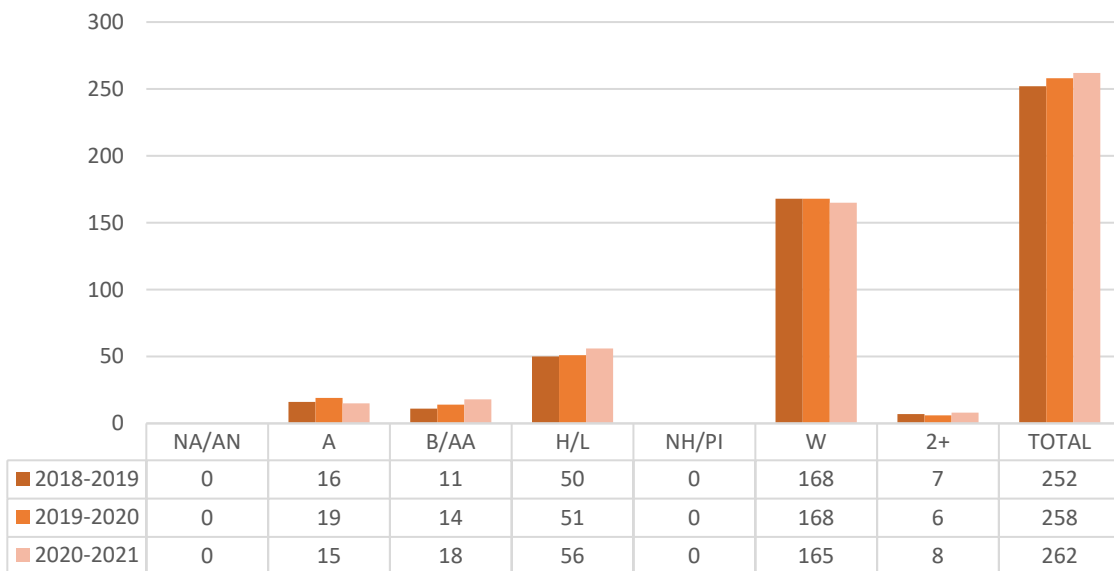
RIVERSIDE CITY COLLEGE SERVICE AND MAINTENANCE WORKFORCE BY RACE AND ETHNICITY



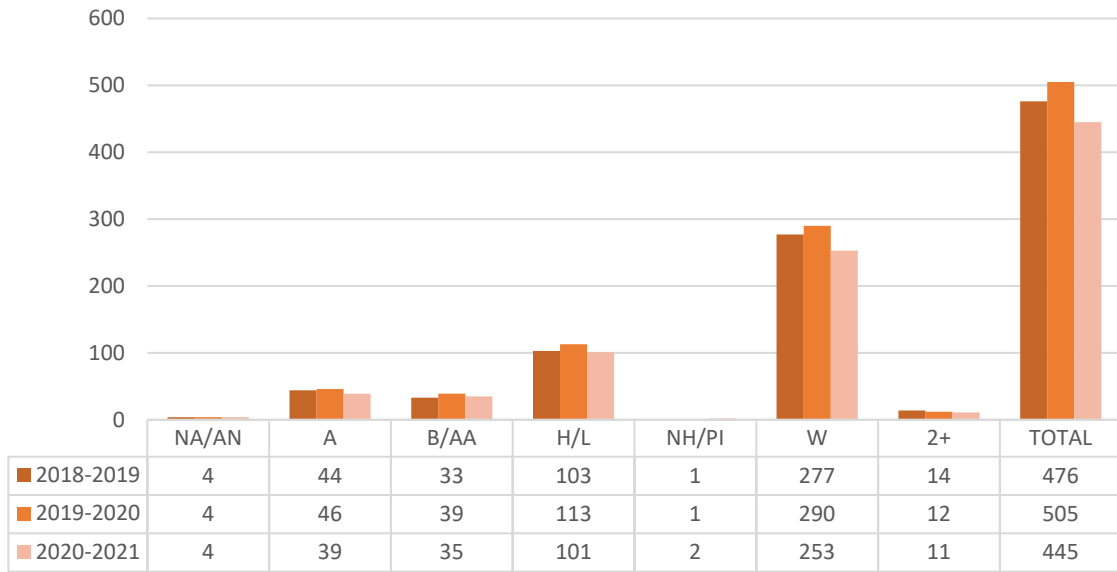
RIVERSIDE CITY COLLEGE EXECUTIVE WORKFORCE BY RACE AND ETHNICITY



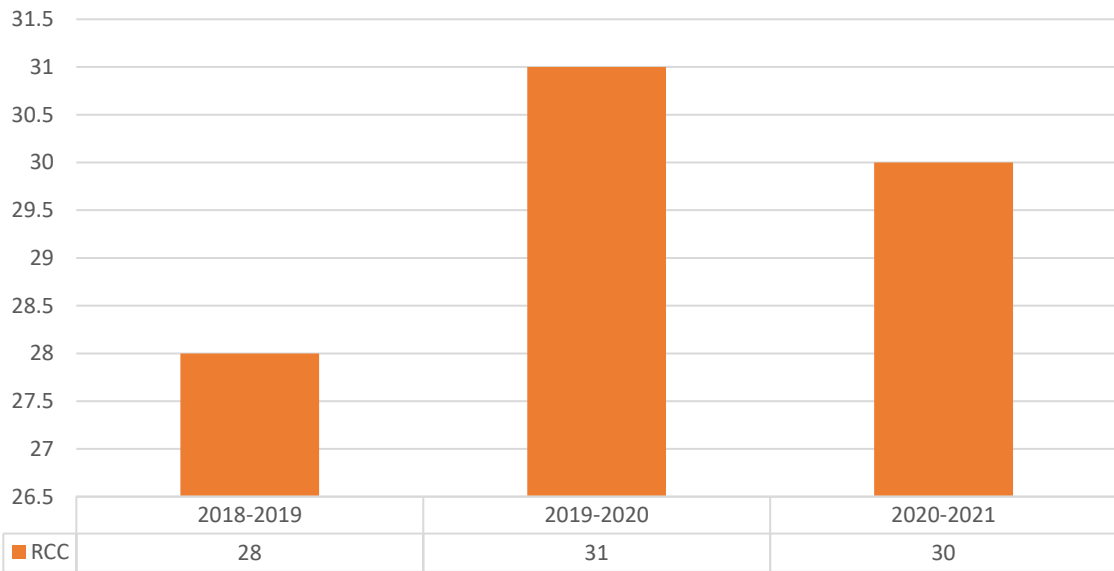
RIVERSIDE CITY COLLEGE FULL-TIME FACULTY WORKFORCE BY RACE AND ETHNICITY



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



RIVERSIDE CITY COLLEGE WORKFORCE BY REPORTED DISABILITY



2018-2019

Academic Year 2018-2019												
Riverside City College - Part-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	211			194			41			9		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	149	58	4	138	53	3	34	6	1	6	3	0
Hispanic	86	30	1	80	27	1	20	2	0	2	1	0
Asian	13	4	0	13	4	0	4	1	0	0	2	0
Black/African American	14	7	0	11	6	0	1	1	0	0	0	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	30	9	0	28	8	0	7	1	0	4	0	0
Two or More	4	6	0	4	6	0	2	1	0	0	0	0
Undisclosed	2	2	3	2	2	2	0	0	1	0	0	0

Academic Year 2018-2019												
Riverside City College - Full-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	781			695			132			23		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	543	232	6	485	204	6	104	28	0	18	5	0
Hispanic	263	106	1	231	94	1	53	16	0	8	1	0
Asian	37	14	0	34	13	0	7	1	0	1	0	0
Black/African American	76	35	0	68	30	0	14	1	0	2	0	0
American Indian/Alaskan Native	2	0	0	2	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	7	0	0	7	0	0	3	0	0	1	0	0
White	106	59	0	96	51	0	18	7	0	5	4	0
Two or More	37	10	0	33	8	0	6	1	0	1	0	0
Undisclosed	15	8	5	14	8	5	3	2	0	0	0	0

Academic Year 2018-2019												
Riverside City College - Classified Managers												
	Applications			Applicants			Interviewed			Hired		
	141			122			27			8		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	59	79	3	57	64	1	9	17	1	4	4	0
Hispanic	22	26	0	21	24	0	4	6	0	2	1	0
Asian	4	9	0	4	7	0	0	4	0	0	1	0
Black/African American	13	13	0	13	10	0	2	3	0	0	1	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	14	24	1	13	17	1	3	3	0	2	1	0
Two or More	2	3	0	2	2	0	0	0	0	0	0	0
Undisclosed	4	4	2	4	4	0	0	1	1	0	0	0

Academic Year 2018-2019												
Riverside City College - Academic Managers												
	Applications			Applicants			Interviewed			Hired		
	193			192			26			7		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	88	98	7	87	97	8	11	15	0	2	5	0
Hispanic	18	24	0	18	24	0	2	2	0	1	0	0
Asian	21	10	2	20	9	2	1	1	0	0	0	0
Black/African American	13	10	1	13	10	1	2	0	0	0	1	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	30	44	0	30	44	0	6	9	0	1	4	0
Two or More	5	5	0	5	5	0	0	2	0	0	0	0
Undisclosed	1	5	4	1	5	5	0	1	0	0	0	0

Academic Year 2018-2019												
Riverside City College - Full-Time Faculty												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	839			834			93			19		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	377	425	37	374	424	36	49	40	4	11	7	1
Hispanic	78	77	1	76	77	1	16	9	0	2	2	0
Asian	36	64	0	37	67	0	3	4	0	0	1	0
Black/African American	48	39	1	48	38	1	5	6	0	2	0	0
American Indian/Alaskan Native	1	3	0	1	3	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	1	0	0	0	0	0	0	0	0	0	0
White	151	214	2	151	212	2	16	19	0	3	4	0
Two or More	21	13	0	20	13	0	4	2	0	1	0	0
Undisclosed	42	14	33	41	14	32	5	0	4	3	0	1

2019-2020

Academic Year 2019-2020												
Riverside City College - Part-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	517			493			25			8		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	410	95	12	391	94	8	13	12	0	5	3	0
Hispanic	262	62	1	249	62	0	6	11	0	3	2	0
Asian	20	7	0	20	7	0	1	1	0	0	1	0
Black/African American	38	5	0	37	5	0	2	0	0	1	0	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	4	0	0	4	0	0	0	0	0	0	0	0
White	61	15	0	59	15	0	4	0	0	1	0	0
Two or More	16	5	0	14	4	0	0	0	0	0	0	0
Undisclosed	9	1	11	8	1	8	0	0	0	0	0	0

Academic Year 2019-2020												
Riverside City College - Full-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	1111			1012			149			38		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	809	291	11	728	274	10	103	45	1	25	13	0
Hispanic	385	150	4	346	141	4	46	16	1	13	5	0
Asian	46	16	0	44	15	0	6	3	0	2	0	0
Black/African American	98	25	1	87	25	1	14	7	0	1	2	0
American Indian/Alaskan Native	1	0	0	1	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	1	4	0	1	2	0	0	1	0	0	0	0
White	198	71	0	177	70	0	26	12	0	7	5	0
Two or More	52	19	0	48	16	0	6	5	0	0	0	0
Undisclosed	28	6	6	24	5	5	5	1	0	2	1	0

Academic Year 2019-2020												
Riverside City College - Classified Managers												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	249			240			38			10		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	45	193	11	44	186	10	6	31	1	1	9	0
Hispanic	13	49	2	13	46	2	1	6	0	0	1	0
Asian	1	10	0	0	10	0	0	1	0	0	0	0
Black/African American	11	37	0	11	37	0	1	5	0	0	2	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	16	85	0	16	81	0	3	18	0	0	6	0
Two or More	3	4	0	3	4	0	1	0	0	1	0	0
Undisclosed	1	8	9	1	8	8	0	1	1	0	0	0

Academic Year 2019-2020												
Riverside City College - Academic Managers												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	64			62			8			4		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	41	22	1	40	22	0	7	1	0	3	1	0
Hispanic	9	8	0	8	8	0	1	0	0	0	0	0
Asian	2	1	0	2	1	0	0	0	0	0	0	0
Black/African American	8	5	0	8	5	0	0	0	0	0	1	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	18	7	0	18	7	0	6	1	0	3	0	0
Two or More	2	0	0	2	0	0	0	0	0	0	0	0
Undisclosed	2	1	1	2	1	0	0	0	0	0	0	0

Academic Year 2019-2020												
Riverside City College - Full-Time Faculty												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	1373			1306			138			35		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	686	635	52	674	626	6	68	67	3	18	16	1
Hispanic	202	161	3	201	161	3	18	22	1	7	5	1
Asian	72	89	1	70	86	1	9	9	0	1	0	0
Black/African American	65	57	0	63	54	0	4	9	0	1	3	0
American Indian/Alaskan Native	1	2	0	1	2	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	1	0	0	1	0	0	0	0	0	0	0
White	275	272	2	273	266	2	32	24	0	8	7	0
Two or More	33	28	0	33	28	0	1	1	0	1	1	0
Undisclosed	38	25	46	33	28	0	4	2	2	0	0	0

2020-2021

Academic Year 2020-2021												
Riverside City College - Part-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	144			134			8			3		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	111	28	5	102	27	5	6	2	0	1	2	0
Hispanic	69	13	0	64	13	0	4	1	0	0	1	0
Asian	4	3	0	4	3	0	0	0	0	0	0	0
Black/African American	5	4	0	3	4	0	0	0	0	0	0	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	25	2	0	24	2	0	1	0	0	1	0	0
Two or More	6	4	0	5	3	0	1	0	0	0	0	0
Undisclosed	2	2	5	2	2	5	0	1	0	0	1	0

Academic Year 2020-2021												
Riverside City College - Full-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	581			551			104			31		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	314	251	16	297	238	16	47	54	3	15	14	2
Hispanic	165	116	0	158	112	0	24	27	0	6	6	0
Asian	22	21	0	20	20	0	3	2	0	2	0	0
Black/African American	28	22	0	25	22	0	4	4	0	0	1	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	1	7	0	1	0	0	0	0	0	0	0	0
White	73	59	1	70	59	1	15	18	1	7	6	1
Two or More	17	19	0	16	18	0	1	2	0	0	0	0
Undisclosed	8	7	15	7	7	15	0	1	2	0	1	1

Academic Year 2020-2021												
Riverside City College - Classified Managers												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	60			60			13			3		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	39	21	0	39	21	0	8	5	0	2	1	0
Hispanic	18	11	0	18	11	0	5	3	0	0	0	0
Asian	2	0	0	2	0	0	0	0	0	0	0	0
Black/African American	3	3	0	3	3	0	1	0	0	1	0	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	12	7	0	12	7	0	2	2	0	1	1	0
Two or More	3	0	0	3	0	0	0	0	0	0	0	0
Undisclosed	1	0	0	1	0	0	0	0	0	0	0	0

Academic Year 2020-2021												
Riverside City College - Academic Managers												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	275			273			29			7		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	125	140	10	124	139	10	19	10	0	6	1	0
Hispanic	27	29	1	27	29	1	7	2	0	0	0	0
Asian	15	28	2	15	28	2	2	2	0	0	1	0
Black/African American	26	23	0	26	23	0	2	3	0	1	0	0
American Indian/Alaskan Native	0	1	0	0	1	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	42	46	0	41	46	0	8	3	0	5	0	0
Two or More	7	1	0	7	1	0	0	0	0	0	0	0
Undisclosed	8	12	7	8	11	7	0	0	0	0	0	0

Academic Year 2020-2021												
Riverside City College - Full-Time Faculty												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	640			634			62			13		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	252	352	36	250	348	36	38	24	0	8	5	0
Hispanic	67	91	2	67	90	2	10	8	0	3	3	0
Asian	38	63	1	36	61	1	5	1	0	1	0	0
Black/African American	18	19	0	18	19	0	2	0	0	1	0	0
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	102	145	4	102	144	4	16	12	0	3	2	0
Two or More	15	19	0	15	19	0	3	2	0	0	0	0
Undisclosed	12	15	29	12	15	29	2	1	0	0	0	0