



MORENO VALLEY COLLEGE | NORCO COLLEGE | RIVERSIDE CITY COLLEGE

2022 ANNUAL WORKFORCE REPORT

Academic Years 2019-2020 through 2021-2022

Prepared by:

Human Resources and Employee Relations

December 2, 2022



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2022 ANNUAL WORKFORCE REPORT

*An Analysis of the Racial, Ethnic and Gender Diversity of the Riverside Community College District
Workforce and Applicant Pools*

Academic Years 2019-20 through 2021-22

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I. INTRODUCTION

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 or More)
- Black/African American (B/AA)
- Hispanic/Latino (H/L)
- White (W)
- Native Hawaiian/Pacific Islander (NH/PI)
- Men
- Women
- Persons with disabilities

The District collects data on staff demographics via a survey required under various federal and state mandates via a confidential process that allows employees to self-identify their race, gender, and disability status. Applicants are asked to share this information on a voluntary basis.

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.

For simplification of presenting a large amount of data for the remainder of the report, Classified and Confidential Professionals include employees in professional, clerical, technical, paraprofessional, skilled and service positions. Employees in the Executive/Administrator/Managerial group include those

individuals who fulfill all supervisory, middle management, senior management and executive roles in either a classified or academic capacity.

Beginning in the Fall 2021, the District implemented use of the Simpson’s Diversity Index (SDI) to support more meaningful assessments of workforce and applicant numbers. The SDI originated in biology and economics but has been increasingly used as a method of determining workforce diversity.

The metric was designed to capture two critical elements of diversity: richness and evenness. Richness refers to the number of distinct groups represented (for our purposes how many races are present in the group), evenness refers to the spread across the groups (for our purposes whether employees who identify as members of the distinct groups are spread evenly).

The metric ranges in score from zero to one, where zero represents a complete lack of diversity, and one represents maximum diversity. The higher the score, the more diverse the group is.

Figure 1.

Guidelines for Interpreting Simpson’s Diversity Index Scores

Index Score	Interpretation
0.00	Absence of diversity (homogeneity)
0.01-0.40	A low degree of diversity/heterogeneity
0.41-0.60	A moderate degree of diversity/heterogeneity
0.61-0.80	A moderately high degree of diversity/heterogeneity
0.81-0.99	A high degree of diversity/heterogeneity
1.00	Absolute (perfect) diversity/heterogeneity

Note. From Measuring Diversity in Police Agencies, by S. Guarjardo, 2015, *Journal of Ethnicity in Criminal Justice*, 13(1), p 4. Copyright Taylor & Francis Group, LLC.

II. DATA AND ANALYSIS

The workforce data provided in this section of the report is disaggregated by self-reported race, ethnicity, gender, and disability.

A. District-Wide Overall Workforce by Race, Ethnicity and Gender

Exhibit 1: RCCD Employees by Race, Ethnicity and Gender 2019-20 through 2021-22

OVERALL WORKFORCE AT-A-GLANCE						
	2019-2020		2020-2021		2021-2022	
TOTAL	2,474	100%	2,276	100%	2,270	100%
Classified	675	27%	647	28%	648	29%
Management	155	6%	154	7%	161	7%
Full-Time Faculty	448	18%	464	20%	461	20%
Part-Time Faculty	1196	48%	1011	44%	1000	44%
Women	1314	52%	1235	54%	1233	54%
Men	1160	48%	1041	46%	1037	46%
American Indian/Alaska Native	13	1%	12	1%	9	<1%
Asian	189	8%	174	8%	181	8%
Black/African American	222	9%	208	9%	219	10%
Hispanic/Latino	709	29%	688	30%	700	31%
Native Hawaiian/Pacific Islander	9	<1%	10	<1%	9	<1%
White	1266	51%	1121	49%	1094	48%
Two or More	66	3%	63	3%	58	3%

The District's overall workforce decreased by 8% (N=204) between the 2019-20 and 2021-22 academic years. During the review period, the District experienced a slight increase in the overall racial and ethnic diversity of our workforce. Of note is the slight decrease in the rate of diversity for the overall Classified Professional employee group (.67 to .66) during the reporting period.

Exhibit 2: RCCD Employees by Race and Ethnicity Across Job Categories

Job Category	AI/AN	A	B/AA	H/L	NH/PI	White	2 or More
Faculty (Regular)	2	30	37	108	0	272	12
Faculty (Associate)	4	101	76	239	3	551	26
Classified Professionals	3	39	76	309	6	198	17
Management	0	11	30	44	0	73	3

Exhibit 3: RCCD Diversity Index Score 2022 v 2019

Year	Simpson's Diversity Index
2019	0.64
2022	0.66
Difference	0.02

B. District Office Workforce by Race, Ethnicity and Gender

Exhibit 4: District Office Workforce by Race, Ethnicity and Gender 2019-20 through 2021-22

	DISTRICT OFFICE WORKFORCE AT-A-GLANCE					
	2019-2020		2020-2021		2021-2022	
TOTAL	146	100%	145	100%	139	100%
Classified	109	75%	106	73%	99	71%
Management	37	25%	39	27%	40	29%
Women	93	64%	94	65%	91	65%
Men	53	36%	51	35%	48	35%
American Indian/Alaska Native	2	1%	3	2%	2	1%
Asian	12	8%	16	11%	17	12%
Black/African American	14	10%	16	11%	17	12%
Hispanic/Latino	51	35%	54	37%	51	37%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	63	43%	54	37%	50	36%
Two or More	4	3%	2	1%	2	1%

During the review period, the District Office's overall workforce decreased by 5% (N=7) and experienced an increase in overall racial and ethnic diversity of its workforce.

Exhibit 5: District Office Employees by Race and Ethnicity Across Job Categories 2021-22

Job Category	AI/AN	A	B/AA	H/L	NH/PI	White	2 or More
Classified Professionals	2	11	9	43	0	33	1
Management	0	6	8	8	0	17	1

Exhibit 6: District Office Diversity Index Score 2022 v 2019

Year	Simpson's Diversity Index
2019	0.67
2022	0.71
Difference	0.04

C. Moreno Valley College Workforce by Race, Ethnicity and Gender

Exhibit 7: Moreno Valley College Employees by Race, Ethnicity and Gender 2019-20 through 2021-22

MORENO VALLEY COLLEGE WORKFORCE AT-A-GLANCE						
	2019-2020		2020-2021		2021-2022	
TOTAL	668	100%	596	100%	560	100%
Classified	135	20%	133	22%	139	25%
Management	31	5%	34	6%	36	6%
Full-Time Faculty	95	14%	103	17%	100	18%
Part-Time Faculty	407	61%	326	55%	285	51%
Women	317	47%	293	49%	275	49%
Men	351	53%	303	51%	285	51%
American Indian/Alaska Native	5	<1%	2	<1%	1	<1%
Asian	45	7%	41	7%	43	8%
Black/African American	75	11%	65	11%	62	11%
Hispanic/Latino	186	28%	175	29%	166	30%
Native Hawaiian/Pacific Islander	1	<1%	3	1%	3	1%
White	330	49%	286	48%	265	47%
Two or More	26	4%	24	4%	20	4%

During the review period, the Moreno Valley College’s overall workforce decreased by 18% (N=108) and experienced a slight increase in overall racial and ethnic diversity of its workforce. Of note is the decreased rates of racial and ethnic diversity for the Associate Faculty group (.60 to .57), the Classified Professionals group (.71 to .69) and the Management group (.72 to .71). The rate of diversity for the Regular Faculty group remained stagnant during the review period.

Exhibit 8: Moreno Valley College Employees by Race and Ethnicity Across Job Categories 2021-22

Job Category	AI/AN	A	B/AA	H/L	NH/PI	White	2 or More
Faculty (Regular)	1	10	12	24	0	50	3
Faculty (Associate)	0	23	13	65	1	172	11
Classified Professionals	8	29	0	64	2	31	5
Management	0	2	8	13	0	12	1

Exhibit 9: Moreno Valley College Diversity Index Score 2022 v 2019

Year	Simpson's Diversity Index
2019	0.66
2022	0.67
Difference	0.01

D. Norco College Workforce by Race, Ethnicity and Gender

Exhibit 10: Norco College Employees by Race, Ethnicity and Gender 2019-20 through 2021-22

NORCO COLLEGE WORKFORCE AT-A-GLANCE						
	2019-2020		2020-2021		2021-2022	
TOTAL	550	100%	497	100%	495	100%
Classified	137	25%	128	26%	129	26%
Management	34	6%	30	6%	31	6%
Full-Time Faculty	95	17%	99	20%	96	19%
Part-Time Faculty	284	52%	240	48%	239	48%
Women	298	54%	279	56%	280	57%
Men	252	46%	218	44%	215	43%
American Indian/Alaska Native	1	0%	2	0%	2	<1%
Asian	55	10%	50	10%	50	10%
Black/African American	43	8%	41	8%	44	9%
Hispanic/Latino	165	30%	165	33%	167	34%
Native Hawaiian/Pacific Islander	3	1%	3	1%	1	<1%
White	275	50%	229	46%	224	45%
Two or More	8	1%	7	1%	7	1%

During the review period, Norco College’s overall workforce decreased by 11% (N=55) and experienced a slight increase in overall racial and ethnic diversity of its workforce. Of note is the increased rates of diversity during the review period for Regular Faculty (.54 to .58) and Associate Faculty (.61 to .65) which represent the greatest increases District-wide. Conversely, the Classified Professionals group had a slight decrease in the overall rate of racial and ethnic diversity (.62 to .60) during the reporting period.

Exhibit 11: Norco College Employees by Race and Ethnicity Across Job Categories 2021-22

Job Category	AI/AN	A	B/AA	H/L	NH/PI	White	2 or More
Faculty (Regular)	1	4	7	26	0	56	2
Faculty (Associate)	1	35	19	58	0	122	4
Classified Professionals	0	8	13	73	1	33	1
Management	0	3	5	10	0	13	0

Exhibit 12: Norco College Index Score 2022 v 2019

Year	Simpson's Diversity Index
2019	0.64
2022	0.66
Difference	0.02

E. Riverside City College Workforce by Race, Ethnicity and Gender

Exhibit 13: Riverside City College Employees by Race, Ethnicity and Gender 2019-20 through 2021-22

RIVERSIDE CITY COLLEGE WORKFORCE AT-A-GLANCE						
	2019-2020		2020-2021		2021-2022	
TOTAL	1,110	100%	1,038	100%	1,076	100%
Classified	294	26%	280	27%	281	26%
Management	53	5%	51	5%	54	5%
Full-Time Faculty	258	23%	262	25%	265	25%
Part-Time Faculty	505	45%	445	43%	476	44%
Women	606	55%	569	55%	587	55%
Men	504	45%	469	45%	489	45%
American Indian/Alaska Native	5	<1%	5	<1%	4	<1%
Asian	77	7%	67	6%	71	7%
Black/African American	90	8%	86	8%	96	9%
Hispanic/Latino	307	28%	294	28%	316	29%
Native Hawaiian/Pacific Islander	5	<1%	4	<1%	5	<1%
White	598	54%	552	53%	555	52%
Two or More	28	3%	30	3%	29	3%

During the review period Riverside City College’s overall workforce decreased by 3% (N=34) and realized a slight increase in overall racial and ethnic diversity of its workforce. Of note is the slight decreased rate of racial and ethnic diversity during the review period for the Management employee group (.60 to .58).

Exhibit 14: Riverside City College Employees by Race and Ethnicity Across Job Categories 2021-22

Job Category	AI/AN	A	B/AA	H/L	NH/PI	White	2 or More
Faculty (Regular)	0	16	18	58	0	166	7
Faculty (Associate)	3	43	44	116	2	257	11
Classified Professionals	1	12	25	129	3	101	10
Management	0	0	9	13	0	31	1

Exhibit 15: Riverside City College Index Score 2022 v 2019

Year	Simpson's Diversity Index
2019	0.62
2022	0.63
Difference	0.01

F. Applicant Pools by Race, Ethnicity and Gender

The charts and tables below illustrate the District’s applicant pools during the 2021-22 academic year.

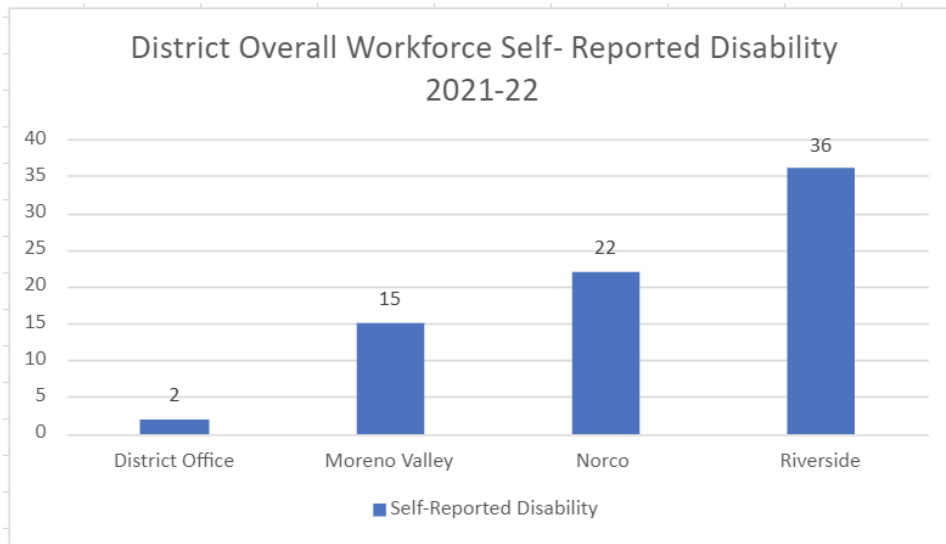
Exhibit 16: District Office Applicant Pools by Race, Ethnicity 2021-22

	Total	Qualified	Interviewed	Hired
AI/AN	6	4	1	0
A	294	276	54	8
B/AA	256	356	95	22
H/L	1352	1162	338	68
NH/PI	9	8	2	0
White	711	648	150	33
2 or More	138	125	35	11
ND	139	135	28	2

G. District-Wide Employees with a Disability

To assure individual privacy, data on members of the District workforce who self-identified as a person with a disability is reported broadly by location.

Exhibit 20 District Workforce Self-Reported Disability 2021-22



III. Strategies and Recommendations

To increase the overall diversity of the District's workforce, Human Resources and Employee Relations has continued to engage in evaluation, planning and implementation of strategies incorporating recruitment, retention and professional growth and development opportunities. The above data illustrates that the District continues to make progress towards an increased rate of diversity within its workforce with the greatest increase occurring within the regular faculty employee group at Norco College.

A. Recruitment

1. Hiring Modernization Project

Human Resources and Employee Relations is implementing a significant upgrade to our existing applicant tracking system (ATS) that will provide modernized functionality that includes a more user-friendly, accessible interface for broader engagement of a diverse pool of applicants and collection of better data about where our applicants are coming from and what types of recruitment strategies and advertisements are most successful.

The upgraded ATS will provide a mobile-friendly interface for applicants also provide the District with the ability to pilot and analyze the effectiveness of screening techniques that are demonstrated to reduce bias in hiring such as removing all information from resumes and applications that could unintentionally result in conscious or unconscious bias.

2. Minimum and Preferred Qualifications

Human Resources and Employee Relations remains engaged in a comprehensive job classification analysis project that includes a review of the minimum and preferred qualifications of the District's Classified Professional job descriptions. The District will conduct a similar study to analyze this same data for Confidential and Management job descriptions. As faculty are the experts in determining qualifications for faculty positions, Human Resources and Employee Relations will rely on the expertise of the Academic Senate to determine if adjustments are needed for faculty qualification beyond those set by the California Community College Chancellor's Office. The intent of these reviews is to assure that the District eliminates any minimum or preferred qualification that may present artificial barriers to employment and result in unfairly screening out qualified candidates who could become successful employees. As job postings are rooted in information from existing job descriptions, the reviews will also help to assure that screening and selection committee assessments of applicants are based solely on job related factors that are demonstrated to predict success in the position.

3. Screening and Selection Committee Training Revision

The District Council on Diversity, Equity and Inclusion is working on a project to update the District's current Title 5 Training for Screening and Selection Committee Members. Planned changes include incorporating interactive prompts throughout the training and testing for participant comprehension. Additionally, the revised training will be offered virtually and in-person monthly.

4. Advertising, Community Outreach and Social Media Efforts

Human Resources and Employee Relations will actively participate in community outreach events, including job fairs as well as hold meetings with community organizations to share information about employment opportunities. Additionally, HRER will conduct quarterly educational workshops for prospective applicants to provide education on navigating the District's application process. Lastly, HRER is collaborating with the District's External Relations & Strategic Communications department and Graystone Consulting to modernize and coordinate a communication strategy using different social media platforms including LinkedIn as well as modernizing the District's institutional profiles on job recruitment sites such as Higher Ed Jobs and producing short-form videos designed to attract highly qualified applicants from a wide variety of backgrounds.

B. Professional Development and Employee Retention

1. Creating a Culture of Respect

During the Fall 2022 semester, HRER partnered with Liebert, Cassidy, Whitmore, to design and deliver a series of workshops designed to help the District with organizational culture change and promote respect. Workshops were offered throughout the District in person and virtually and will continue through Spring 2023.

2. Resilience at Work: Stress and Burnout Prevention for Faculty, Classified Professionals and Managers to Foster Inclusive and Accessible Environments

Human Resources and Employee Relations has collaborated with the Self-Care Institute to deliver multiple 3-hour live virtual workshops that includes:

One Hour of Educational Material

- Research-based information on burnout, stress, and self-care
- Overview of occupational burnout – What burnout is, how to recognize it, risk factors, symptoms, what to do about burnout
- Overview of self-care – What self-care actually is and means, obstacles to self-care, making self-care sustainable

One Hour of Experiential Self-Care Practices

- Mind-body practices for stress management and burnout prevention
- Includes mindfulness and self-compassion practices, self-reflective exercises, and creative exercises to support effective stress management
- These experiential practices will be self-care tools that attendees can keep using after the workshop

One Hour for Discussion and Questions

- Q and A for attendees to bring up questions and concerns related to burnout and self-care
- Self-care needs and concerns specific to your team can also be addressed
- Team building exercises and discussion may also be included

3. Listen, Learn and Create Change: Riverside Community College District’s Diversity, Equity, Inclusion and Accessibility Speaker Series

The District Council on Diversity, Equity, and Inclusion is building a speaker series with the goal to engage the Riverside Community College District stakeholders and the communities we serve in discussion leading to opportunities for leaning, growth, healing and change around a range of topics focused on advancing diversity, equity, inclusion, and accessibility via cultural engagement, critical thought, and civil discourse.

4. Diversity, Equity, Inclusion and Accessibility Curriculum

Human Resources and Employee Relations began offering in person workshops focused on improving cultural humility among employees and creating inclusive and accessible spaces.

Topics include:

- Defeating Unconscious Bias: 5 Strategies
- Ouch! That Stereotype Hurts: How to Speak Up Against Stereotypes
- Ouch! Your Silence Hurts: Communicating Respectfully in a Diverse World
- Inclusion in Action: 9 Skills for Communicating & Collaborating Across Differences
- Gateways to Inclusion: Turning Tense Moments into Productive Conversations

5. Call to Action Taskforce

Human Resources and Employee Relations in partnership with the District Council on Diversity Equity and Inclusion are working towards implementing the recommendations of the District’s Call to Action Task Force on Professional Development.

6. Equity Audit

The District contracted the services of Hotep Consultants to conduct an equity audit to help the District identify where we are on the continuum of equity and anti-oppression practices through assessment of policies, procedures, communications, and practices.

IV. Appendix A – District Office Employees by Race, Ethnicity and Gender 2019-20 through 2021-22

DISTRICT OFFICE CLASSIFIED PROFESSIONALS WORKFORCE AT-A-GLANCE						
	2019-2020		2020-2021		2021-2022	
TOTAL	109	100%	106	100%	99	100%
Women	75	69%	73	69%	68	69%
Men	34	31%	33	31%	31	31%
American Indian/Alaska Native	2	2%	3	3%	2	2%
Asian	7	6%	10	9%	11	11%
Black/African American	7	6%	9	8%	9	9%
Hispanic/Latino	43	39%	46	43%	43	43%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	46	42%	36	34%	33	33%
Two or More	4	4%	2	2%	1	1%

DISTRICT OFFICE MANAGEMENT WORKFORCE AT-A-GLANCE						
	2019-2020		2020-2021		2021-2022	
TOTAL	37	100%	39	100%	40	100%
Women	18	49%	21	54%	23	58%
Men	19	51%	18	46%	17	43%
American Indian/Alaska Native	0	0%	0	0%	0	0%
Asian	5	14%	6	15%	6	15%
Black/African American	7	19%	7	18%	8	20%
Hispanic/Latino	8	22%	8	21%	8	20%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	17	46%	18	46%	17	43%
Two or More	0	0%	0	0%	1	3%

V. Appendix B – Moreno Valley College Employees by Race, Ethnicity and Gender 2019-20 through 2021-22

MORENO VALLEY COLLEGE CLASSIFIED PROFESSIONALS WORKFORCE AT-A-GLANCE						
	2019-2020		2020-2021		2021-2022	
TOTAL	135	100%	133	100%	139	100%
Women	88	65%	90	68%	89	64%
Men	47	35%	43	32%	50	36%
American Indian/Alaska Native	0	0%	0	0%	0	0%
Asian	8	6%	8	6%	8	6%
Black/African American	31	23%	29	22%	29	21%
Hispanic/Latino	53	39%	57	43%	64	46%
Native Hawaiian/Pacific Islander	1	1%	2	2%	2	1%
White	38	28%	32	24%	31	22%
Two or More	4	3%	5	4%	5	4%

MORENO VALLEY COLLEGE MANAGEMENT WORKFORCE AT-A-GLANCE						
	2019-2020		2020-2021		2021-2022	
TOTAL	31	100%	34	100%	36	100%
Women	15	48%	15	44%	17	47%
Men	16	52%	19	56%	19	53%
American Indian/Alaska Native	0	0%	0	0%	0	0%
Asian	1	3%	1	3%	2	6%
Black/African American	8	26%	8	24%	8	22%
Hispanic/Latino	10	32%	11	32%	13	36%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	10	32%	12	35%	12	33%
Two or More	2	6%	2	6%	1	3%

MORENO VALLEY COLLEGE REGULAR FACULTY WORKFORCE AT-A-GLANCE						
	2019-2020		2020-2021		2021-2022	
TOTAL	95	100%	103	100%	100	100%
Women	55	58%	62	60%	60	60%
Men	40	42%	41	40%	40	40%
American Indian/Alaska Native	1	1%	1	1%	1	1%
Asian	9	9%	10	10%	10	10%
Black/African American	9	9%	13	13%	12	12%
Hispanic/Latino	26	27%	26	25%	24	24%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	46	48%	49	48%	50	50%
Two or More	4	4%	4	4%	3	3%

MORENO VALLEY COLLEGE ASSOCIATE FACULTY WORKFORCE AT-A-GLANCE

	2019-2020		2020-2021		2021-2022	
TOTAL	407	100%	326	100%	285	100%
Women	159	39%	126	39%	109	38%
Men	248	61%	200	61%	176	62%
American Indian/Alaska Native	4	<1%	1	<1%	0	0%
Asian	27	7%	22	7%	23	8%
Black/African American	27	7%	15	5%	13	5%
Hispanic/Latino	97	24%	81	25%	65	23%
Native Hawaiian/Pacific Islander	0	0%	1	0%	1	0%
White	236	58%	193	59%	172	60%
Two or More	16	4%	13	4%	11	4%

VI. Appendix C – Norco College by Race, Ethnicity and Gender 2019-20 through 2021-22

NORCO COLLEGE CLASSIFIED PROFESSIONALS WORKFORCE AT-A-GLANCE						
	2019-2020		2020-2021		2021-2022	
TOTAL	137	100%	128	100%	129	100%
Women	84	61%	79	62%	82	64%
Men	53	39%	49	38%	47	36%
American Indian/Alaska Native	0	0%	0	0%	0	0%
Asian	9	7%	8	6%	8	6%
Black/African American	12	9%	11	9%	13	10%
Hispanic/Latino	73	53%	73	57%	73	57%
Native Hawaiian/Pacific Islander	3	2%	3	2%	1	1%
White	39	28%	32	25%	33	26%
Two or More	1	1%	1	1%	1	1%

NORCO COLLEGE MANAGEMENT WORKFORCE AT-A-GLANCE						
	2019-2020		2020-2021		2021-2022	
TOTAL	34	100%	30	100%	31	100%
Women	14	41%	14	47%	13	42%
Men	20	59%	16	53%	18	58%
American Indian/Alaska Native	0	0%	0	0%	0	0%
Asian	3	9%	3	10%	3	10%
Black/African American	6	18%	4	13%	5	16%
Hispanic/Latino	9	26%	9	30%	10	32%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	16	47%	14	47%	13	42%
Two or More	0	0%	0	0%	0	0%

NORCO COLLEGE REGULAR FACULTY WORKFORCE AT-A-GLANCE						
	2019-2020		2020-2021		2021-2022	
TOTAL	95	100%	99	100%	96	100%
Women	53	56%	52	53%	52	54%
Men	42	44%	47	47%	44	46%
American Indian/Alaska Native	0	0%	0	0%	1	1%
Asian	5	5%	4	4%	4	4%
Black/African American	6	6%	7	7%	7	7%
Hispanic/Latino	22	23%	28	28%	26	27%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	60	63%	58	59%	56	58%
Two or More	2	2%	2	2%	2	2%

NORCO COLLEGE ASSOCIATE FACULTY WORKFORCE AT-A-GLANCE						
	2019-2020		2020-2021		2021-2022	
TOTAL	284	100%	240	100%	239	100%
Women	147	52%	134	56%	133	56%
Men	137	48%	106	44%	106	44%
American Indian/Alaska Native	1	0%	2	1%	1	<1%
Asian	38	13%	35	15%	35	15%
Black/African American	19	7%	19	8%	19	8%
Hispanic/Latino	61	21%	55	23%	58	24%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	160	56%	125	52%	122	51%
Two or More	5	2%	4	2%	4	2%

VII. Appendix D – Riverside City College by Race, Ethnicity and Gender
2019-20 through 2021-22

RIVERSIDE CITY COLLEGE CLASSIFIED PROFESSIONALS WORKFORCE AT-A-GLANCE						
	2019-2020		2020-2021		2021-2022	
TOTAL	294	100%	280	100%	281	100%
Women	157	53%	154	55%	149	53%
Men	137	47%	126	45%	132	47%
American Indian/Alaska Native	1	<1%	1	<1%	1	<1%
Asian	12	4%	13	5%	12	4%
Black/African American	28	10%	26	9%	25	9%
Hispanic/Latino	129	44%	125	45%	129	46%
Native Hawaiian/Pacific Islander	4	1%	2	1%	3	1%
White	111	38%	103	37%	101	36%
Two or More	9	3%	10	4%	10	4%

RIVERSIDE CITY COLLEGE MANAGEMENT WORKFORCE AT-A-GLANCE						
	2019-2020		2020-2021		2021-2022	
TOTAL	53	100%	51	100%	54	100%
Women	28	53%	28	55%	30	56%
Men	25	47%	23	45%	24	44%
American Indian/Alaska Native	0	0%	0	0%	0	0%
Asian	0	0%	0	0%	0	0%
Black/African American	9	17%	7	14%	9	17%
Hispanic/Latino	14	26%	12	24%	13	24%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	29	55%	31	61%	31	57%
Two or More	1	2%	1	2%	1	2%

RIVERSIDE CITY COLLEGE REGULAR FACULTY WORKFORCE AT-A-GLANCE						
	2019-2020		2020-2021		2021-2022	
TOTAL	258	100%	262	100%	265	100%
Women	135	52%	137	52%	142	54%
Men	123	48%	125	48%	123	46%
American Indian/Alaska Native	0	0%	0	0%	0	0%
Asian	19	7%	15	6%	16	6%
Black/African American	14	5%	18	7%	18	7%
Hispanic/Latino	51	20%	56	21%	58	22%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%
White	168	65%	165	63%	166	63%
Two or More	6	2%	8	3%	7	3%

RIVERSIDE CITY COLLEGE ASSOCIATE FACULTY WORKFORCE AT-A-GLANCE

	2019-2020		2020-2021		2021-2022	
TOTAL	505	100%	445	100%	476	100%
Women	286	57%	250	56%	266	56%
Men	219	43%	195	44%	210	44%
American Indian/Alaska Native	4	1%	4	1%	3	1%
Asian	46	9%	39	9%	43	9%
Black/African American	39	8%	35	8%	44	9%
Hispanic/Latino	113	22%	101	23%	116	24%
Native Hawaiian/Pacific Islander	1	<1%	2	<1%	2	<1%
White	290	57%	253	57%	257	54%
Two or More	12	2%	11	2%	11	2%

Academic Year 2021-2022												
District Offices - Part-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	35			23			5			3		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	21	13	1	18	5	0	4	1	0	2	1	0
Hispanic	15	8	0	13	3	0	3	1	0	2	1	0
Asian	1	0	1	1	0	0	0	0	0	0	0	0
Black/African American	0	3	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
White	4	1	0	4	1	0	1	0	0	0	0	0
Two or More	1	1	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 2021-2022												
District Offices - Full-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	429			376			127			23		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	272	145	12	241	124	11	77	46	4	16	7	0
Hispanic	151	80	1	134	70	1	43	26	0	12	3	0
Asian	12	9	2	11	7	2	2	3	0	0	1	0
Black/African American	30	14	0	28	12	0	8	3	0	2	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	2	0	0	1	0	0	0	0	0
White	58	32	1	50	26	1	15	8	0	1	1	0
Two or More	14	7	0	11	6	0	4	3	0	1	1	0
Undisclosed	5	3	8	5	3	7	4	3	4	0	0	0

Academic Year 2021-2022												
District Offices - Classified Managers												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	101			82			23			9		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	40	59	2	33	44	5	7	16	0	4	5	0
Hispanic	15	16	1	13	11	1	4	3	0	2	0	0
Asian	3	4	1	3	4	1	0	2	0	0	1	0
Black/African American	6	17	0	5	12	0	1	4	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	11	22	0	10	17	0	2	7	0	2	4	0
Two or More	1	0	0	0	0	0	0	0	0	0	0	0
Undisclosed	4	0	0	2	0	3	0	0	0	0	0	0

Academic Year 2021-2022												
District Offices - Academic 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

Exhibit 17: Moreno Valley College Applicant Pools by Race, Ethnicity and Gender Across Job Categories 2021-22

Academic Year 2021-2022												
Moreno Valley College - Part-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	34			34			6			1		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	26	8	0	26	8	0	6	0	0	1	0	0
Hispanic	17	5	0	17	5	0	5	0	0	1	0	0
Asian	2	1	0	2	1	0	1	0	0	0	0	0
Black/African American	2	0	0	2	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	1	0	0	1	0	0	0	0	0	0	0
White	4	0	0	4	0	0	0	0	0	0	0	0
Two or More	0	1	0	0	1	0	0	0	0	0	0	0
Undisclosed	1	0	0	1	0	0	0	0	0	0	0	0

Academic Year 2021-2022												
Moreno Valley College - Full-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	256			200			69			11		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	174	79	3	141	56	3	47	22	0	8	3	0
Hispanic	111	54	1	94	39	1	28	18	0	4	3	0
Asian	6	3	0	3	1	0	2	0	0	0	0	0
Black/African American	26	8	0	21	6	0	9	2	0	3	0	0
American Indian/Alaskan Native	2	0	0	1	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	16	8	0	10	6	0	4	1	0	1	0	0
Two or More	7	5	0	6	4	0	3	1	0	0	0	0
Undisclosed	5	1	2	5	0	2	1	0	0	0	0	0

Academic Year 2021-2022												
Moreno Valley College - Classified Managers												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	47			41			15			2		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	12	34	1	10	29	2	3	12	0	1	1	0
Hispanic	5	16	1	4	12	1	0	4	0	0	0	0
Asian	1	5	0	1	5	0	1	1	0	0	0	0
Black/African American	2	3	0	2	3	0	1	2	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	1	7	0	1	6	0	0	3	0	0	0	0
Two or More	2	3	0	1	3	0	1	2	0	0	1	0
Undisclosed	1	0	0	1	0	1	0	0	0	0	0	0

Academic Year 2021-2022												
Moreno Valley College - Academic Managers												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	167			166			21			4		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	88	67	12	88	67	11	10	9	2	2	2	0
Hispanic	26	17	1	26	17	1	3	0	0	1	0	0
Asian	4	9	0	4	9	0	0	1	0	0	0	0
Black/African American	30	14	0	30	14	0	6	5	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	18	22	2	18	22	2	1	1	0	0	1	0
Two or More	5	1	1	5	1	1	0	1	1	0	1	0
Undisclosed	5	4	8	5	4	7	0	1	1	0	0	0

Academic Year 2021-2022												
Moreno Valley College - Regular Faculty												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	94			92			20			4		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	42	48	4	42	46	4	7	12	1	2	2	0
Hispanic	13	12	0	13	12	0	3	7	0	1	1	0
Asian	4	6	0	4	6	0	2	2	0	0	0	0
Black/African American	6	3	0	6	3	0	0	0	0	0	0	0
American Indian/Alaskan Native	0	1	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	11	22	0	11	21	0	1	3	0	1	1	0
Two or More	4	4	0	4	4	0	0	0	0	0	0	0
Undisclosed	4	0	4	4	0	4	1	0	1	0	0	0

Exhibit 18: Norco College Applicant Pools by Race, Ethnicity and Gender Across Job Categories 2021-22

Academic Year 2021-2022												
Norco College - Part-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	203			189			52			8		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	148	54	1	137	51	1	40	12	0	5	3	0
Hispanic	90	30	0	82	29	0	27	8	0	4	2	0
Asian	9	6	0	9	6	0	4	0	0	0	0	0
Black/African American	14	5	0	12	5	0	3	3	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	2	0	0	2	0	0	0	0	0	0	0
White	28	9	0	27	7	0	6	1	0	1	0	0
Two or More	3	2	0	3	2	0	0	0	0	0	0	0
Undisclosed	3	0	1	3	0	1	0	0	0	0	0	0

Academic Year 2021-2022												
Norco College - Full-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	241			196			66			15		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	144	94	3	128	65	3	49	17	0	13	2	0
Hispanic	84	75	1	76	48	1	25	13	0	6	1	0
Asian	4	5	0	4	5	0	2	0	0	0	0	0
Black/African American	18	5	0	15	5	0	4	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	1	0	0	1	0	0	1	0	0	0	0	0
White	33	7	2	28	5	2	17	0	0	6	0	0
Two or More	3	2	0	3	2	0	0	1	0	0	0	0
Undisclosed	1	0	0	1	0	0	0	0	0	0	0	0

Academic Year 2021-2022												
Norco College - Classified Managers												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	85			81			32			5		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	44	37	4	43	35	3	14	18	0	2	3	0
Hispanic	16	19	1	16	19	1	4	9	0	0	1	0
Asian	2	1	0	2	1	0	0	0	0	0	0	0
Black/African American	15	8	1	15	8	0	4	5	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	5	8	0	4	6	0	3	4	0	0	1	0
Two or More	5	0	0	5	0	0	3	0	0	1	0	0
Undisclosed	1	1	2	1	1	2	0	0	0	0	0	0

Academic Year 2021-2022												
Norco College - Academic Managers												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	31			31			8			2		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	17	14	0	17	14	0	6	2	0	1	1	0
Hispanic	4	5	0	4	5	0	1	0	0	0	0	0
Asian	1	2	0	1	2	0	1	0	0	0	0	0
Black/African American	3	1	0	3	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	0	0	0	0	0	0	0	0	0	0	0	0
White	9	5	0	9	5	0	4	2	0	1	1	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0
Undisclosed	0	1	0	0	1	0	0	0	0	0	0	0

Academic Year 2021-2022												
Norco College - Regular Faculty												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	258			253			48			9		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	105	140	13	101	139	13	21	23	4	5	3	1
Hispanic	38	42	1	36	41	1	8	6	0	1	2	0
Asian	15	25	2	14	25	2	3	2	0	2	0	0
Black/African American	10	12	1	10	12	1	0	2	1	0	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	30	48	2	29	48	2	7	11	0	1	1	0
Two or More	5	9	0	5	9	0	0	2	0	0	0	0
Undisclosed	7	3	7	7	3	7	3	0	3	1	0	1

Exhibit 19: Riverside City College Applicant Pools by Race, Ethnicity and Gender Across Job Categories 2021-22

Academic Year 2021-2022												
Riverside City College - Part-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	107			90			28			7		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	24	80	3	20	68	2	4	23	1	1	6	0
Hispanic	11	47	1	9	40	0	2	15	0	1	4	0
Asian	1	1	0	1	1	0	0	1	0	0	0	0
Black/African American	5	12	0	3	10	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	0	2	0	0	1	0	0	0	0	0	0	0
White	5	15	1	5	13	1	2	3	1	0	1	0
Two or More	2	0	0	2	0	0	0	0	0	0	0	0
Undisclosed	0	3	1	0	3	1	0	2	0	0	0	0

Academic Year 2021-2022												
Riverside City College - Full-Time Classified												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	378			276			100			24		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	199	166	13	154	113	9	60	40	0	12	12	0
Hispanic	94	76	3	70	48	1	28	20	0	3	7	0
Asian	28	13	1	26	9	1	9	1	0	3	0	0
Black/African American	23	26	0	15	15	0	7	4	0	2	1	0
American Indian/Alaskan Native	0	1	0	0	1	0	0	1	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	36	42	0	28	33	0	11	10	0	3	2	0
Two or More	12	7	0	10	6	0	3	4	0	1	2	0
Undisclosed	6	1	9	5	1	7	2	0	0	0	0	0

Academic Year 2021-2022												
Riverside City College - Classified Managers												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	86			85			18			6		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	37	46	3	36	46	3	12	6	0	1	5	0
Hispanic	13	16	1	13	16	1	4	4	0	1	2	0
Asian	2	1	0	1	1	0	1	0	0	0	0	0
Black/African American	8	12	0	8	12	0	2	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	11	14	0	11	14	0	4	1	0	0	1	0
Two or More	1	2	0	1	2	0	1	1	0	0	2	0
Undisclosed	2	1	2	2	1	2	0	0	0	0	0	0

Academic Year 2021-2022												
Riverside City College - Academic Managers												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	61			61			9			2		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	31	28	2	31	28	2	6	2	1	2	0	0
Hispanic	13	9	1	13	9	1	0	1	1	0	0	0
Asian	4	2	0	4	2	0	1	0	0	0	0	0
Black/African American	9	15	0	9	15	0	4	1	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	3	0	0	3	0	0	1	0	0	1	0	0
Two or More	2	1	0	2	1	0	0	0	0	0	0	0
Undisclosed	0	1	1	0	1	1	0	0	0	0	0	0

Academic Year 2021-2022												
Riverside City College - Regular Faculty												
	Total Applications			Qualified Applicants			Interviewed			Hired		
	391			388			49			9		
	F	M	ND	F	M	ND	F	M	ND	F	M	ND
Total Gender	162	211	18	161	209	18	20	27	2	5	4	0
Hispanic	34	60	1	34	59	1	5	9	0	1	1	0
Asian	26	18	0	26	18	0	2	3	0	0	1	0
Black/African American	23	15	1	22	14	1	4	4	1	3	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	61	97	0	61	97	0	7	8	0	1	0	0
Two or More	11	14	0	11	14	0	2	2	0	0	1	0
Undisclosed	7	7	16	7	7	16	0	1	1	0	0	0