



# EQUAL EMPLOYMENT OPPORTUNITY PLAN



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## PLAN COMPONENT 1: INTRODUCTION

The Los Angeles Community College District (LACCD or the District) is the largest community college district in California and among the largest in the nation. Currently, the Los Angeles Community College District enrolls around 205,000 full and part-time students at its nine college campuses throughout Los Angeles County. The Los Angeles Community College District is a leading educator in California for Latinx and African American students, including DACA (Deferred Action for Childhood Arrivals) students. The District's nine college campuses combined educate more Latinx and African American students than the University of California system and all nine college campuses are designated as Hispanic Serving Institutions.

The Los Angeles Community College District is passionately committed to achieving excellence through teaching, scholarship, active learning, and diversity. Our values include a respect for all people, and we strive to build alliances with the community and to encourage innovation, experimentation, and creativity.

LACCD's policies and programs seek to affirm the worth and personal dignity of every community member to contribute to a campus climate of civility, collegiality, tolerance, and reasoned debate. This Plan is intended to continue our important conversation of broadening our focus on inclusion and equity and on building campus community. We welcome all thoughts, comments, and participation in achieving these goals.



Francisco C. Rodriguez, Ph.D.  
Chancellor  
Los Angeles Community College District

## DISTRICT PLAN REQUIREMENTS

### THE FOLLOWING SECTION OUTLINES THE EQUAL EMPLOYMENT OPPORTUNITY PLAN REQUIREMENTS PER TITLE V SECTION 53003.0:

**A.** The governing board of each community college district shall adopt a district-wide, written EEO plan to implement its equal employment opportunity program. Such plans shall:

1. be developed in collaboration with the district's Equal Employment Opportunity Advisory Committee established pursuant to section 53005;
2. be reviewed and adopted at a regular meeting of the governing board where it is included as a separate action item, and not part of the consent agenda;
3. cover a period of 3 years, after which a new or revised plan shall be adopted; and
4. be submitted to the Chancellor at least 90 days (about 3 months) prior to its adoption. Comments received from the Chancellor's Office on the proposed plan must be presented to the governing board prior to adoption.

**B.** Districts shall annually review their EEO plans and assess progress toward meeting EEO program goals. This annual review shall occur during regular meetings of District governing boards. In the event a District has not met the program goals described in the EEO plan, the District shall adopt a revised EEO plan that specifies the efforts it will employ to meet those goals.

**C.** EEO plans shall include the following elements:

1. specific pre-hiring, hiring, and post-hiring EEO strategies the District intends to implement each year over the life of the plan. A District's strategies may include options listed in section 53024.1, and other practices informed by the District's workforce and applicant analyses.
2. a schedule identifying the timetables for implementation of the identified EEO strategies.
3. identification of the District EEO officer, with delegated responsibility and authority for implementing the EEO plan and assuring compliance with the requirements of this subchapter pursuant to section 53020;
4. the procedure for filing complaints pursuant to section 53026;
5. a process for notifying all District employees of the provisions of the EEO plan and the policy statement required under section 53002;
6. a process for ensuring that all individuals directly participating in the screening and selection process receive training prior to their participation. Training shall include, but need not be limited to:
  - a. the requirements of this subchapter and of state and federal nondiscrimination laws;
  - b. the educational benefits of workforce diversity;
  - c. the elimination of bias in hiring decisions; and
  - d. best practices in serving on a selection or screening committee;





7. a process for providing annual written notice to appropriate community-based and professional organizations concerning the District's plan and the need for assistance from the community and such organizations in identifying a qualified, diverse pools of applicants. "Written" notice may include mailings and electronic communications;
8. a process for gathering information and periodic, longitudinal analysis of the District's employees and applicants, broken down by 8 number of persons from monitored groups, in each job category to determine whether additional diversification measures are required and to implement and evaluate the effectiveness of those measures. Each District, shall conduct a data review as part of its plan renewal, and may conduct periodic data reviews more frequently based on District size, demographics, and other unique factors; and
9. community college districts shall utilize data available from reliable public and private sources to determine whether monitored groups are underrepresented within District job categories.
10. strategies for addressing any underrepresentation identified pursuant to paragraph (9) of this subdivision.

**D.** Community college districts shall post a copy of their EEO plan on the District's website.

**E.** Community college districts shall make continuous, good-faith efforts to implement their plans, achieve employee diversity, and avoid disparate impacts, consistent with state and federal law.

## PLAN COMPONENT 2: DEFINITIONS

1. **Adverse Impact:** means a disproportionate negative impact to a group protected from discrimination pursuant to Government Code section 12940, arising from the effects of an employment practice as determined according to a valid statistical measure (such as those outlined in the Equal Employment Opportunity Commission's "Uniform Guidelines on Employee Selection Procedures").
2. **Vice Chancellor, Human Resources:** The CHRO (Chief Human Resources Officer) for the Los Angeles Community College District is the Vice Chancellor for Human Resources.
3. **Equal Employment Opportunity Officer (EEOO):** This individual is responsible for administering the District's EEO Plan as well as ensuring the investigation of EEO complaints. The EEOO for the Los Angeles Community College District is the Director of the Office of Diversity, Equity, Inclusion & Accessibility (ODEIA).
4. **Diversity:** means a condition of broad inclusion in an employment environment that offers equal employment opportunity for all persons. The achievement of diversity within a workforce requires the presence, respectful treatment, and inclusion of individuals from a wide range of ethnic, racial, age, national origin, religious, gender, gender identity, sexual orientation, disability, and socio-economic backgrounds, in all aspects of the workplace.
5. **Equal Employment Opportunity (EEO):** 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 all job categories. Equal employment opportunity also involves:
  - identifying and eliminating barriers to employment that are not job related, such as reliance on preferred job qualifications that do not reasonably predict job performance;
  - updating job descriptions and/or job announcements to reflect accurately the knowledge, skills and abilities of the position; and
  - creating an environment which fosters cooperation, acceptance, democracy, and free expression of ideas, and is welcoming to all persons free from discrimination related to the categories protected by Government Code section 12940.
6. **Equal Employment Opportunity Plan:** means a written document that describes a District's EEO program. A District's EEO plan shall include: 1) analysis of the District's workforce; and 2) descriptions of the District's program and strategies, informed by the District's work force analysis, that it is implementing or will implement, to promote equal employment opportunity.
7. **Equal Employment Opportunity Programs:** refers to the combination of District strategies implemented to promote equal employment opportunity. Such programs should be informed by a District's longitudinal workforce and applicant analyses.
8. **Equity:** the "state, quality or ideal of being just, impartial and fair." Equity is both a process and an outcome. Equity centers on providing individuals with the tools they need to be successful. Because individuals face disparate barriers based on their identities and experiences, these tools are personalized and can differ from one member of the community to the next.

9. Inclusion: the deliberate act and active process of welcoming diversity, valuing all individuals, and exerting a conscious effort to create a warm and accepting environment that involves all in the fabric and mission of the District.
10. In-house or Promotional Only Hiring: means that only existing District employees are eligible for a position.
11. Job categories: means executive/administrative/managerial, faculty and other instructional staff, professional non-faculty, secretarial/ clerical, technical and paraprofessional, skilled crafts, and service and maintenance.
12. Monitored Group means the groups for which Districts must provide demographic data pursuant to section 53004.
13. Person with a Disability means any person who (1) has a physical or mental impairment as defined in California Government Code, section 12926 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.
14. Reasonable Accommodation: means the efforts made by the District in compliance with Government Code section 12926.
15. Screening or Selection Procedures: means 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 performance tests, physical, educational, and work experience requirements, interviews, application reviews, reference checks, and similar techniques. Screening and selection procedures shall also include consideration of equivalencies pursuant to section 53430.
16. Underrepresented Group: means any monitored group for which the percentage of persons from that group employed by the District in any job category listed in Section 53004(a) is below eighty percent (80%) of the projected representation for that group in the job category in question.



## PLAN COMPONENT 3: POLICY STATEMENT

The Los Angeles Community College District (LACCD) is committed to the principles of equal employment opportunity. District Board Policies 3410 (Nondiscrimination), 3420 (Equal Employment Opportunity), 3435 (Discrimination and Harassment Complaints & Investigations), and the [LACCD Framework for Racial Equity and Social Justice](#), illustrate this commitment and provide guidance for ensuring that these principals are put into practice.

LACCD is committed to providing a workplace that is welcoming to all individuals and to working to ensure that all can work in an environment that is respectful and promotes cooperation, mutual understanding and embraces a diverse, inclusive, and equitable mindset.

It is the policy of The Los Angeles Community College District, pursuant to federal and state laws, to prohibit harassment and discrimination against any employee or person seeking employment on the basis of race, color, national origin, religion, religious preference, sex, gender identity, gender expression, physical or mental disability, marital status, age, sexual orientation, genetic information, pregnancy (including pregnancy, childbirth, and medical conditions related to pregnancy or childbirth), and military or veteran status. This policy applies to all employment practices, including recruitment, screening, evaluation, selection, promotion, transfer, merit pay increase in salary, training, demotion or separation, and all other conditions and privileges of employment.



## PLAN COMPONENT 4: DELEGATION OF RESPONSIBILITY, AUTHORITY AND COMPLIANCE

As part of its efforts to ensure equal employment opportunity to all individuals, LACCD has designated specific responsibilities to various staff to ensure the EEO Plan focuses on all components of the employment system. To that end, the Chancellor, Vice Chancellor for Human Resources, Presidents, Director for the Office of Diversity, Equity, Inclusion & Accessibility, have undertaken the responsibilities described below.

### Board of Trustees

The Governing Board is responsible for the proper implementation of the District's EEO Plan at all levels of District and College operation, ensuring equal employment opportunity as described in the Plan, and for making measurable progress toward equal employment opportunity by the strategies described in the District's EEO Plan. The Governing Board is responsible for adopting a plan that complies with the California Code of Regulations. Further the Board of Trustees will oversee the Chancellor's responsibility to ensure that the EEO Plan shall:

1. Be developed in collaboration with the District's Equal Employment Advisory Committee;
2. Be reviewed and adopted at a regular meeting of the Board of Trustees where it is agendaized as a separate action item and not part of the consent agenda;
3. Cover a period of 3 years, after which a new or revised plan shall be adopted; and
4. Be submitted to the State Chancellor's Office at least 90 days (about 3 months) prior to its adoption. Comments received from the Chancellor's Office on the proposed plan must be presented to the governing board prior to adoption.

### Chancellor (CEO)

Pursuant to Board Policy 2430, the Board of Trustees delegates to the Chancellor the responsibility for ongoing implementation of the plan and for providing leadership in supporting the District's equal employment opportunity policies and procedures. The Chancellor shall advise the Governing Board concerning statewide policy emanating from the Board of Governors of the California Community Colleges and direct the publication of an annual report on Plan implementation and effectiveness. The Chancellor shall evaluate the performance of all administrative direct reports on their ability to effectively follow and implement the Plan. The role of the Chancellor also includes, but is not limited to, the following duties:

1. Designate appropriate personnel with the responsibility for overseeing, administering, implementing, and monitoring LACCD's EEO Plan. Ensure that these personnel are identified in writing by name and job title.
2. Ensure that those designated personnel responsible for all EEO Plan components are given the necessary authority and top management support and staffing to successfully implement their assigned responsibilities.

### **Vice Chancellor for Human Resources (CHRO)**

Pursuant to Board Policy and Administrative Procedure 7110, The Chancellor has delegated authority to the Vice Chancellor for Human Resources, for overall supervision of the EEO Plan. The Vice Chancellor for Human Resources, in conjunction with the Director of the Office for Diversity, Equity, Inclusion & Accessibility, College Presidents and other administrators, ensures that all relevant policies and procedures are adhered to.

1. Impart the personal direction that insures total involvement and commitment to equal employment opportunity programs through LACCD's EEO Plan.
2. Presenting needed recommendations and procedural changes to the CEO and/or Board of Trustees concerning equal employment opportunity and affirmative action and ensuring the administration is kept informed of its compliance status.
3. Informing LACCD administration of the latest developments in the equal employment opportunity environment.

### **Director of the Office for Diversity, Equity, Inclusion & Accessibility (EEOO)**

The Equal Employment Opportunity Officer is responsible for administering, implementing, and monitoring the Plan and for ensuring compliance with Title 5, section 53000 requirements are met and include the following:

1. Assisting in the modification and development of LACCD's policies as necessary to ensure the enhancement of equal employment opportunity for all employees and potential employees within current equal employment opportunity guidelines.
2. Reviewing results of audit and reporting systems to assess the effectiveness of the LACCD's EEO programs and recommend corrective actions where necessary.
3. Ensuring the EEO Plan is updated as required by law.
4. Providing guidance, such as individual and group consultation and training, in taking proper action to prevent employees from being discriminated against and harassed based on a protected status.
5. Providing District-wide guidance, as necessary, to conduct all actions required to meet LACCD's equal employment opportunity commitments.
6. Identifying problem areas and developing procedures, goals, and objectives to resolve such problems.
7. Consulting with the Office of Human Resources and Personnel Commission on advertising strategies, media, and electronic venues through which to best attract qualified applicants including women and minorities, individuals with disabilities and military veterans.

### **Agents of the District**

Any organization or individual who acts on behalf of the District regarding the recruitment and screening of personnel is an agent of the District and is subject to all the requirements of this Plan and will be given a copy of it.

The District shall make continuous good-faith efforts to comply with this Plan's requirements.

### Equal Employment Opportunity Advisory Committee

The Los Angeles Community College District has established an Equal Employment Opportunity Advisory Committee (EEOAC) to act as an advisory body to the Equal Employment Opportunity Officer and the District to promote understanding and support equal employment opportunity policies and procedures. The EEOAC assists in the development and implementation of the EEO Plan in conformance with state and federal regulations and guidelines. The EEOAC also monitors equal employment opportunity progress and provides suggestions for the EEO Plan as appropriate.

## **PLAN COMPONENT 5: EEO ADVISORY COMMITTEE**

The District Equal Employment Opportunity Advisory Committee (EEOAC) is established as an advisory body to the Equal Employment Opportunity Officer and the District to promote awareness and understanding of and support for equal employment policies and procedures. The Committee shall assist the EEO Officer in development, revising and implementing the Plan and its compliance with state and federal statutes, regulations, and guidelines. The Committee will also be responsible for monitoring equal employment opportunity outcomes and providing suggestions to the Plan as needed and appropriate. The EEO Officer shall ensure that the EEOAC receives annual training in the following topics:

1. applicable Title 5 regulations and state and federal nondiscrimination laws
2. the educational benefits of workforce diversity
3. the identification and elimination of bias in hiring
4. the role of the Committee in drafting and implementing the District's Plan

The EEOAC shall include a diverse membership and include members from District stakeholder groups. A substantial good-faith effort to maintain a diverse membership is expected. If the District has been unable to meet this requirement, it will document efforts made to recruit EEOAC members of monitored groups. The EEOAC shall be composed of:

1. Four faculty members
2. One to two adjunct faculty members
3. Four classified members
4. Four administrators
5. Two students, if available
6. Ex officio members may include Administrators and other employees involved in EEO processes

The EEOAC shall:

1. Be chaired by the Equal Employment Opportunity Officer
2. Hold a minimum of two (2) meetings per fiscal year
3. Hold additional meetings if needed to review EEO and diversity efforts, programs, policies, and progress
4. Make recommendations, when appropriate, to the Equal Employment Opportunity Officer, the CEO, and the Board of Trustees, regarding Plan provisions
5. Review and advise on recruitment efforts, job announcement templates, interview protocols, retention efforts, and other aspects of the hiring, retention, and promotion processes that impact the District's ability to attract and retain a diverse faculty and staff
6. Advise on implementing the District's obligation to hire faculty, staff, and administrators with a demonstrated sensitivity to, and understanding of, the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college students
7. Develop communication protocols and practices across departments to foster understanding of the Plan
8. Review the Plan and monitor its progress
9. Recommend changes to the Plan



## PLAN COMPONENT 6: COMPLAINTS

The District established the following process permitting any person to file a complaint alleging that the requirements of the equal employment opportunity regulations, including hiring, discrimination, or harassment, have been violated. Anyone who believes the equal employment opportunity regulations have been violated may file a complaint describing the alleged violation.

The Plan complaint procedure is outlined below and detailed in Administrative Procedure (AP) 3420.

All complaints shall contain, to the best of the complainant's ability, the names of individuals involved, the date(s) of the event(s) at issue, and a detailed description of the actions constituting the alleged violation pursuant to AP 3420.

The complaint shall be filed with the Equal Employment Opportunity Officer. If the complaint involves the Equal Employment Opportunity Officer, the complaint may be filed with the Chief Executive Officer. At the discretion of the CEO, an outside investigator will be used when the responsible EEO Officer is named in the complaint or implicated by the allegations in the complaint.

Complaints involving current hiring processes must be filed within 180 days (about 6 months) of the date of the alleged discriminatory, harassing, or retaliatory conduct, except that this period shall be extended by no more than 90 days (about 3 months) following the expiration of the 180 days (about 6 months) if the Complainant first obtained knowledge of the facts of the alleged violation after the expiration of the 180 days (about 6 months).

A complainant may appeal to the District's determination pursuant to Title 5, section 53026 to the State Chancellor's Office and AP 3420.

The District may return without action any complaints that are inadequate because they do not state clear violation of the EEO regulations. All returned complaints must include a District statement of the reason for returning the complaint without action.



## PLAN COMPONENT 7: DISTRICT NOTIFICATION

The commitment of the Board of Trustees and the CEO to equal employment opportunity is emphasized through the broad dissemination of its Equal Employment Opportunity policy statement and Plan. The policy statement is printed in the college catalogs and class schedules.

The Plan and complaint procedures will be available on LACCD's public Website, and printed copies can be requested by contacting the Office of Diversity, Equity, Inclusion and Accessibility.

## PLAN COMPONENT 8: TRAINING

Any organization or individual, whether an employee of the District, who is involved in the recruitment and search/selection process of candidates for employment shall receive appropriate training on:

1. The requirements of the Title 5 regulations on equal employment opportunity (section 53003(c)(6) et seq.), which includes the new requirements of Section 53602 for Advancing Diversity, Equity, Inclusion and Accessibility in Evaluation and Tenure Review Processes.
2. The requirements of federal and state nondiscrimination laws,
3. The requirements of the District's Equal Employment Opportunity Plan,
4. The District's policies on nondiscrimination, recruitment, and hiring,
5. The educational benefits of workforce diversity,
6. The recognizing and eliminating bias in hiring decisions; and
7. Best practices for serving on a selection or screening committee.

Additional EEO training will be provided to Selection Committee Representatives (SCR). SCRs are non-voting members seated on selection committees who ensure compliance with District EEO policies and procedures.

The training is mandatory to serve on any Hiring Committee and must be completed before beginning service. Training is valid for 12 months post completion. ODEIA and HR (Human Resources) Operations are responsible for developing and conducting the required training. Any individual, whether an employee of the District, who is acting on behalf of the District regarding recruitment and screening of employees, is subject to the Equal Employment Opportunity requirements of Title 5 and the District's Equal Employment Opportunity Plan.

Per Title 5 Section 53602, screening committees shall include a diverse membership whenever possible, to ensure a variety of perspectives are included in the assessment of applicants. Further information on the District's commitment to diverse hiring committees is evidenced in Administrative Procedure 7120 (Recruitment and Selection)

The DEIA (Diversity, Equity, Inclusion, Accessibility) competencies and criteria identified by the State Chancellor shall be used as a reference for locally developed minimum standards in the training and the development of performance evaluations of all employees in the LACCD.



## PLAN COMPONENT 9: ANNUAL WRITTEN NOTICE

Per Title 5, Section 53003(c)(7), the Equal Employment Opportunity Officer will provide annual written notice to appropriate, diverse, community-based, and professional organizations concerning the EEO Plan:

- The notice will inform these organizations that they may obtain a copy of the Plan by contacting the Office of Diversity, Equity, Inclusion and Accessibility.
- The Plan shall solicit their assistance in identifying diverse qualified candidates.
- The notice will include a summary of the Plan.
- The notice will also include the website where LACCD advertises its job openings and the Personnel Commission and Human Resources Division phone numbers to call to obtain employment information. “Written” notice may include mailings and/or electronic communications.
- LACCD will actively seek to reach those institutions, organizations, and agencies that may be recruitment sources, especially for underrepresented populations

The list of organizations that will receive this notice is included in this Plan as Appendix A. This list may be revised as necessary to remain current.

## PLAN COMPONENT 10: A PROCESS FOR GATHERING INFORMATION AND PERIODIC LONGITUDINAL ANALYSIS OF THE DISTRICT'S EMPLOYEES AND APPLICANTS

The Office of Human Resources will annually collect the District's workforce composition and shall monitor applicants for employment on an ongoing basis to evaluate the District's progress in implementing its Equal Employment Opportunity Plan, to provide data needed for the reports required by the Plan, and to determine whether any monitored group is underrepresented. Monitored groups are men, women, American Indians/Alaskan Natives, Asians/Pacific Islanders, Blacks/African Americans, Hispanics/Latinos, Caucasians, and persons with disabilities.

For purposes of the data collection and reporting, each applicant and employee will be afforded the opportunity to voluntarily identify their gender, ethnic group identification and any applicable disability. Persons may designate multiple ethnic groups with which they identify but will only be counted in one ethnic group for reporting purposes. This information will be kept confidential and separated from the applications forwarded to the screening/selection committee and hiring administrators. This information shall be used only in research, monitoring, evaluating the effectiveness of the District's equal employment opportunity program or other similar purpose authorized by law. The District compiles data from the applicant tracking system to look at the progression of applicants by demographics to identify where there is adverse impact for monitored groups. This data is utilized to make informed revisions to the hiring process to close equity gaps.

The District will annually report to the State Chancellor, in a manner prescribed by the appropriate office, this data for employees at each college in the District. At least every three years the plan will be reviewed and revised, if necessary, based on an analysis of the ethnic group identification, gender, and disability composition of existing staff and of those who have applied for employment in each of the following job categories:

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



## PLAN COMPONENT 11: A PROCESS FOR UTILIZING DATA TO DETERMINE WHETHER MONITORED GROUPS ARE UNDERREPRESENTED WITHIN DISTRICT JOB CATEGORIES

Inherent in the EEO Plan is the need for periodic self-assessment of problems encountered, corrective action taken, and progress made. Self-evaluation requires complex record keeping systems on applicants, employees, and components of the EEO Plan itself. Periodic reports from supervisors, department managers, Human Resources, the Personnel Commission, ODEIA, and other relevant people are required.

The objective of all record keeping systems to be implemented is to assess the results of past actions, trends, the appropriateness of goals and objectives, the appropriateness and relevancy of identified solutions to problems, and the adequacy of the Plan as a whole. In addition, a further objective is to identify the proper corrective actions to be made to all components.

To fully achieve the objectives of such a record keeping system, the results of it must lead to follow-up through feedback to managers, supervisors, and staff, through reallocation of resources, through modifications to plans and the record keeping system itself, through appropriate recognition of personal achievements as well as punitive actions for discriminatory acts. For any identified deficiencies, appropriate corrective action will be identified and implemented.

The maintained records are the basis for updating the affirmative action plan, including revising the availability data and establishing annual numerical goals. The internal audit and reporting system is used as the basis for evaluating systemic, results-oriented programs and affirmative action efforts.

The District will:

1. Monitor records of all personnel activity, including referrals, placements, transfers, promotions, terminations, and compensation, at all levels to ensure the nondiscriminatory policy is carried out;
2. Require internal reporting on an annual basis as to the degree to which equal employment opportunity and organizational objectives are attained;
3. Review report results with all levels of management; and
4. Advise top management of program effectiveness and submit recommendations to improve unsatisfactory performance.

## PLAN COMPONENT 12: METHODS FOR ADDRESSING UNDERREPRESENTATION

LACCD is a merit system district for the recruitment and selection of classified employees as defined by California Education Code 88060, et seq., LACCD Board Policy and Administrative Procedures (AP) 7230, Board Policy 7260, and Administrative Procedure (AP) 7235.

The merit system is a system of principles that guide the personnel management programs of many public sector agencies in the United States. The purpose and goals of the merit system are to:

- Recruit qualified individuals from all segments of the community
- Select and advance employees based on merit after fair and open competition
- Treat employees and applicants fairly and equitably, without regard to political affiliation, race, color, religion, ethnicity, gender, marital status, age, or disability
- Provide equal pay for equal work
- Maintain the highest standards of integrity, conduct, and concern for the public interest
- Educate and train employees to promote better organizational or individual performance
- Protect employees from improper political influence

The recruitment and selection of academic employees is handled by the LACCD Human Resources Division and is governed by Board Policy 7120, and Administrative Procedures 7120 and 7210. The processes and procedures for academic recruitment and selection, including the composition and process for assembling hiring committees, are guided by Hiring Guidelines R-000, R-100, R-110, R-112, R-114, R-120, R-121, R-122, R-124, R-125, R-126, R-130, and R-140. These guidelines are regularly reviewed and updated by the LACCD Human Resources Council in accordance with AP 7110, Delegation of Authority Human Resources.

Efforts are taken regularly to develop and identify new recruitment sources that ensure that diverse pools of candidates, especially those in underrepresented groups, are identified.

LACCD's Human Resources Division, Personnel Commission, and the Office of Diversity, Equity, Inclusivity, and Accessibility will meet regularly, collaborate, and review the District's Recruitment plans and hiring practices and improve them as needed. For any job category where continuing underrepresentation exists, LACCD will apply the recruitment procedures outlined in Title 5 §53021 to conduct full and open recruitment for all new openings.

Recruitment for all open positions may include, but is not limited to, placement of job announcements in the following media:

- General circulation newspapers, general circulation periodicals, including electronic media.
- Local and community publications.
- Newspaper and other publications that provide information in languages other than English and to low-income communities.
- LACCD website and other district social media.
- Recruitment booths and job fairs or conferences oriented to both the general market and economically disadvantaged groups, as well as those events drawing significant participation by groups found to be underrepresented in the District's workforce.
- Social media platforms

For academic positions, initial applicant pools are reviewed for projected representation of monitored groups by Human Resources and an assigned EEO Representative. Once the initial pool is approved, the pool will be screened for minimum qualifications, resulting in a qualified applicant pool. Once Human Resources approves the qualified applicant pool, the pool is forwarded to the screening/selection committee.

## PLAN COMPONENT 13: SELECTION OF SPECIFIC PRE-HIRING, HIRING, AND POST- HIRING EEO STRATEGIES AND SCHEDULE IDENTIFYING TIMETABLES FOR THEIR IMPLEMENTATION (MULTIPLE METHODS INTEGRATION)

### PRE-HIRING

LACCD will revamp current offerings and develop additional training for employees that includes additional information beyond mandatory training for hiring committees. This training will discuss bias and the roles of the committee chair and members.

Year 1 – Provide the newly developed additional training to the existing list of EEO Representatives. Gather information from the campus community about what EEO workshops they would like to see and/or attend

Year 2 – Provide a variety of EEO-related workshops throughout the year based on the campus community survey/response

Year 3 – Continue to receive feedback from the EEOAC and the campus community and provide ongoing training. Metrics and Review: Once every semester, the EEO Officer will provide data and information to the EEO Advisory Committee on the number of employees who have completed the training/modules. The EEO Advisory Committee will help promote and encourage employees within the constituency groups to complete the training.

### HIRING:

Goal: Maintain updated job descriptions and job announcements.

The Personnel Commission and Human Resources Division will review all job descriptions and job announcements to ensure that the minimum qualifications include the following:

1. requiring a commitment to community college goals/objectives of being an equity-based and antiracist institution, by providing quality programs and services for culturally, socio-economically, ethnically, and academically diverse students and students with disabilities;
2. possesses personal qualities to work effectively and with sensitivity in a multicultural environment; and
3. awareness of and commitment to the needs of non-traditional and/or re-entry students with diverse abilities and interests.

### POST HIRING

The Human Resources Department and ODEIA will develop and maintain continuous offerings of professional development, mentoring, support, and leadership opportunities for new employees Who:

Year 1: Release training developed by ODEIA through its contract with Empathable <https://empathable.com>. Work with respective constituent groups, using surveys, to identify professional development needs for classified staff, management, and faculty groups.

Year 2 – Share results of the surveys with Classified and Academic Professional Development Coordinators and provide support for implementation of new trainings

Year 3 - Continue to receive feedback and pivot as needed. Incorporate any relevant findings from the District's Strategic Plan (<https://www.laccd.edu/offices/epie/strategic-plan>)



## PLAN COMPONENT 14: IMPLEMENTATION OF ADDITIONAL MEASURES NECESSARY TO FURTHER EQUAL EMPLOYMENT OPPORTUNITY

A. Districts shall review the information gathered pursuant to Title 5, section 53003, subdivision(c)(6) to identify and determine the cause of any underrepresentation of monitored groups across all phases of the employment process, including recruitment to applicant pools, hiring, retention, and promotion. Where a District determines that underrepresentation or adverse impact of one or more monitored groups in recruitment may be the result of non-job-related factors, it shall implement additional strategies in its EEO Plan designed to mitigate promptly the underrepresentation or adverse impact. The information to be reviewed shall include, but need not be limited to:

- a. Longitudinal analysis of data regarding job applicants, to identify whether over multiple job searches, a monitored group is disproportionately failing to move from the initial applicant pool to the qualified applicant pool;
- b. Analysis of data regarding potential job applicants, to the extent provided by the State Chancellor, which may indicate underrepresentation of a monitored group; and
- c. Analysis to determine whether the group is underrepresented.

B. Where the review described in subdivision (A) identifies that underrepresentation of a monitored group may be the result of non-job-related factors in the employment process, Districts shall implement additional measures designed to address the specific area of concern. These additional measures shall include the following:

- a. The District will request that the EEOAC, in conjunction with appropriate Human Resources staff, review the District's recruitment procedures and identify and make recommendations on modifications that would address the underrepresentation;
- b. The District will require that the responsible administrator for the division or department where the underrepresentation occurs, develop, in conjunction with the Equal Employment Opportunity Officer, a recruitment and hiring program to assist in addressing the underrepresentation. The program should include additional locations or resources to advertise positions that would likely attract candidates from the underrepresented groups; whatever changes in staffing, curricular offerings or department structure would assist in attracting candidates from underrepresented groups; additional training for current administrators, faculty and staff on the value of a diverse workforce; and recommended changes to the job descriptions and job announcements, that may reasonably be expected to attract candidates from the underrepresented group;

- c. The District will actively monitor the representation rate of each group, which was identified in Section XII as being underrepresented in one or more categories; and
  - i. Review each locally established “required,” “desired” or “preferred” qualification being used to screen applicants for positions in the job category to determine if it is job-related and consistent with:
    - 1. Any requirements of federal law; and
- d. Qualifications which the District has found to be job-related, including the requirement that applicants for academic and administrative positions demonstrate sensitivity to community college students.
  - i. Discontinue the use of any locally established qualification that is not found to satisfy the requirements set forth in the previous paragraph and continue using qualification standards meeting the requirements in the previous paragraph only where no alternative qualification standard is reasonably available which would select for the same characteristics, meet the requirements of the previous paragraph, and be expected to have a less exclusionary effect.
  - ii. Consider implementing additional measures designed to promote diversity calculated to address specific needs.
  - iii. Meet with the administrator for the division or department where the underrepresentation persists, a subcommittee of the EEOAC chosen by its members, and the Human Resources Director over recruitment to review the effectiveness of the recruitment and hiring program described above. This group will provide recommendations to modify the recruitment and hiring program to better address the underrepresentation.
  - iv. Engage external stakeholders and organizations representing monitored groups to provide input to addressing cultural barriers to hiring and retaining individuals from underrepresented groups.
  - v. Attend job fairs and develop other localized recruitment events which include invitations to individuals from monitored groups and organizations serving monitored groups.
  - vi. Utilize information and resources from participation in groups that support underrepresented and/or diverse group of students or professionals in higher education to revise and create better business practices at the District as well as promote the Colleges employment opportunities to those groups. Review information received annually and plan strategically to attend key meetings and conferences based on subjects covered.

Implementation	Who	What/When	Effectiveness Metrics & Review
Class and Comp Study for Executive Management and Counselor Classifications	VCHR Office	During FY 2023-24 the District plans to engage in a comp and class study for Executive Management and Counselor classifications	Should the District engage in a class and comp study, the District will then review the analysis of the study to determine appropriate next steps. It may require a plan to address any market or equity gaps.
Consistent and ongoing training for hiring committees. (53024.1(c))	VCHR Office ODEIA	Better Infusion of DEIA Principles, reducing bias in decision making, and more clearly defining the roles of committee members in choosing candidates	Revamp and update current selection committee and EEO Representative trainings and survey committee members at the end of each search to acquire feedback  on how the training influenced their decision-making processes throughout the recruitment.
Attendance at association conferences that support underrepresented groups in our adverse impact areas	VCHR Office ODEIA	Maintain memberships within diverse associations and organizations to further participation in Statewide initiatives and conferences	Utilize information and resources from participation in associations and organizations supported underrepresented and/or diverse group of students or professionals in higher education to revise and create better business practices at the District as well as promote the College employment opportunities for those groups. Review information received annually and plan strategically to attend key meetings and conferences based on subjects covered.
Including DEIA in the evaluation process and tenure process for Administrators, Faculty, and Staff.	VCHR ELR	In FY24-25 revise the evaluation process for Administrators, Faculty and Staff to reflect the LACCD Equity and Justice Framework and CCCCCO (Community Colleges Chancellor's Office) directives.	Review changes annually to ensure that revisions are effective in developing staff, faculty and administrators that are ODEIA focused.

## PLAN COMPONENT 15: STRATEGIES FOR SUPPORTING PERSONS WITH DISABILITIES

Applicants and employees with disabilities shall receive reasonable accommodations consistent with the requirements of Government Code Sections 11135 et seq. And 12940(m), Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act (ADA). Such accommodations may include but are not limited to assistance for faculty with the development of accessible course materials for students, job site modifications, job restructuring, part-time work schedules, flexible scheduling, reassignment to an equivalent vacant position, adaptive equipment, and auxiliary aides such as readers, interpreters, and note-takers.

The District's ADA Coordinator is responsible for handling requests for disability accommodation from current employees. The Personnel Commission works with applicants for classified positions seeking such accommodations during the application process, and the Academic Recruitment Unit works with applications for academic positions seeking accommodations during the academic application process. Requests can be made directly to the Human Resources office. The Human Resources web page provides more information about the confidential process to request accommodations: Notice of Reasonable Accommodation

The California Community Colleges Accessibility Center has completed its assessment of LACCD using the Accessibility Capability Maturity Model (ACMM), which takes the broad concept of accessibility and breaks it down into achievable goals and milestones so colleges and districts can drive accessibility forward. The ACMM mitigates risk through iterative improvement and proactively addresses Office of Civil Rights (OCR) settlement requirements in a manageable timeline based on campus resources. The ACMM also aligns with Diversity, Equity, Inclusion and Accessibility efforts outlined in the CCC (California Community College) Vision 2030. LACCD is fully committed to the implementation of the ACMM's recommendations.



## APPENDIX A – ANNUAL WRITTEN NOTICE TO COMMUNITY BASED AND PROFESSIONAL ORGANIZATIONS- LIST OF RECIPIENTS

<b>Los Angeles Area Chamber of Commerce</b> 350 S. Bixel Street Los Angeles, CA 90017 213.580.7500	<b>Los Angeles Latino Chamber of Commerce of Greater Los Angeles</b> 8531 Wellsford Pl Suite E Santa Fe Springs, CA 90670 <a href="mailto:info@lalcc.org">info@lalcc.org</a> (213) 422-9019
<b>The Los Angeles LGBTQ Chamber of Commerce</b> 8605 Santa Monica Blvd, Suite 49009 West Hollywood, CA 90069	<b>NAACP Southwest Area</b> Naacpsantamonicavenice@mn.com
<b>Coalition for Responsible Community Development</b> 3101 S. Grand Ave. Los Angeles, CA 90007 <a href="mailto:info@coalitionrccd.org">info@coalitionrccd.org</a>	<b>AAPI Equity Alliance</b> 905 E 8th St Los Angeles, CA 90021 <a href="mailto:Info@AAPIEquityAlliance.org">Info@AAPIEquityAlliance.org</a> 213.239.0300
<b>The Greater Los Angeles African American Chamber of Commerce</b> 5120 Goldleaf Cir Suite 230 Los Angeles, CA 90056	<b>Latino Equality Alliance</b> 553 S. Clarence Street, Los Angeles, CA 90033 (323) 286-7224 <a href="mailto:info@somoslea.org">info@somoslea.org</a>
<b>Community Coalition</b> 8101 S. Vermont Avenue Los Angeles, CA 90044 Phone: 323-750-9087	<b>United Way of Greater Los Angeles</b> 1150 S. Olive Street Los Angeles, CA 90015 <a href="mailto:Infor@unitedwayla.org">Infor@unitedwayla.org</a> (213) 808-6220
<b>Association of Regional Center Agencies (ARCA)</b> 980 9th St., Suite 1450. Sacramento, CA 95814	<b>Disability Rights California, Los Angeles Office</b> 350 South Bixel Street, Suite 290 Los Angeles CA 90017

## APPENDIX B - WORKFORCE ANALYSIS

### Los Angeles Community College District

LACCD

Snapshot Date: 07/01/2023

#### Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
A & D - Accounting	21	11	10	16	1	1	2	7	0	0	0	4	0	3	3	0	0	0
A & D - Accounts Payable	8	3	5	2	1	0	0	2	0	0	0	5	0	0	0	0	0	0
A & D - Payroll	3	0	3	1	0	0	0	0	0	0	0	2	0	0	1	0	0	0
A & D-Central Financial Aid Unit	14	7	7	10	2	0	2	3	0	0	0	2	0	4	1	0	0	0
Academic Accomodations Center	3	0	3	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0
Academic Affairs	68	29	39	34	15	2	9	3	0	0	0	19	2	12	6	0	0	0
Academic Affairs - Academics 1	2	1	1	2	0	0	1	0	0	0	0	0	1	0	0	0	0	0
Academic Affairs - Academics 2	4	1	3	3	0	0	0	1	0	0	0	1	0	2	0	0	0	0
Academic Affairs - Programs 1	3	0	3	1	0	0	0	0	0	0	0	2	1	0	0	0	0	0
Academic Affairs - Programs 2	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Academic Affairs A	2	1	1	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0
Academic Affairs B	3	1	2	3	0	0	0	1	0	0	0	0	0	2	0	0	0	0
Academic Affairs Dean 3	4	3	1	4	0	1	2	0	0	0	0	0	0	0	1	0	0	0
Academic Affairs Dean 4	2	1	1	1	0	0	0	1	0	0	0	1	0	0	0	0	0	0
Academic Affairs Dean 5	2	0	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
Academic Affairs Division 1	2	1	1	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0
Academic Affairs Division 2	2	1	1	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0
Academic Affairs Office	24	8	16	16	4	3	1	0	0	0	0	4	6	3	2	0	0	1
Academic Affairs, Vice President	4	1	3	3	1	0	0	0	0	0	0	0	1	1	1	0	0	0
Academic Affairs-Business and Sciences	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Academic Affairs-General Education	3	2	1	1	1	0	1	0	0	0	0	1	0	0	0	0	0	0



# Los Angeles Community College District

LACCD

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Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Academic Affairs-Nursing/Allied Health	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Academic Affairs-Performing/Visual Arts	3	1	2	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0
Academic Affairs-Workforce/Econ Dev	6	4	2	6	0	0	3	0	0	0	1	0	0	2	0	0	0	0
Academic Affairs_C	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Academic Computing	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Academic Connections	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Academic Senate	6	2	4	4	0	1	1	0	0	0	0	2	1	1	0	0	0	0
Accounting & Disbursements(A & D)	2	1	1	2	0	1	0	0	0	0	0	0	1	0	0	0	0	0
Accounts Payable & Purchasing	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
Adelante First Year Experience	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Administration	6	1	5	4	0	1	0	0	0	0	0	2	1	2	0	0	0	0
Administration of Justice	10	7	3	6	4	2	1	0	0	0	0	0	1	2	0	0	0	0
Administration, Vice President	2	1	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0
Administrative Services	18	7	11	14	2	1	3	1	0	0	0	2	2	4	3	0	0	0
Administrative Services - Assoc. V.P. 2	1	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Administrative Services - Facilities	3	1	2	2	0	1	0	0	0	0	0	1	1	0	0	0	0	0
Administrative Services - HR & Payroll	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Services	5	2	3	4	1	1	0	0	0	0	0	0	3	0	0	0	0	0
Admissions	32	12	20	27	4	0	7	1	0	0	0	1	1	16	1	0	0	1
Admissions and Records	75	17	58	48	4	1	10	1	1	0	0	23	7	20	7	0	0	1
Adult & Continuing Education	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0

# Los Angeles Community College District

LACCD

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Adult Education	4	0	4	4	0	0	0	0	0	0	0	0	1	3	0	0	0	0
Adult Education Consortium	3	1	2	3	0	0	1	0	0	0	0	0	0	2	0	0	0	0
Adult, Continuing, & Community Education	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Advanced Transp & Manufacturing Pathway	17	17	0	13	4	2	7	3	0	0	1	0	0	0	0	0	0	0
Agric. Science	5	2	3	2	1	0	0	1	0	0	0	2	1	0	0	0	0	0
All-College Computer Lab	3	3	0	3	0	0	2	1	0	0	0	0	0	0	0	0	0	0
Allied Health	7	4	3	6	1	0	1	2	0	0	0	0	2	0	1	0	0	0
Allied Health Center	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Anthropology	3	1	2	1	0	0	0	0	1	0	0	2	0	0	0	0	0	0
Anthropology, Geography, and Geology	8	3	5	1	3	0	0	0	0	0	0	4	0	0	1	0	0	0
Anthropology/Geographical Sci.	6	3	3	0	3	0	0	0	0	0	0	3	0	0	0	0	0	0
Applied Sciences	6	4	2	4	0	1	3	0	0	0	0	2	0	0	0	0	0	0
Applied Technology	4	4	0	4	0	0	3	0	1	0	0	0	0	0	0	0	0	0
Aquatics/Pool	7	4	3	2	2	1	1	0	0	0	0	3	0	0	0	0	0	0
ARC - Academic Resource Center	6	5	1	2	3	0	1	1	0	0	0	1	0	0	0	0	0	0
ARCC Institute	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Architecture	6	5	1	3	2	0	2	1	0	0	0	1	0	0	0	0	0	0
Art	26	13	13	5	10	0	2	1	0	0	0	11	0	1	1	0	0	0
Art Gallery Dept	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Arts & Performance	8	5	3	0	5	0	0	0	0	0	0	3	0	0	0	0	0	0
Arts And Humanities	5	3	2	1	3	0	0	0	0	0	0	1	1	0	0	0	0	0

# Los Angeles Community College District

LACCD

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	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Arts, Media And Humanities Department	2	2	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Arts, Media And Performance Department	6	5	1	0	5	0	0	0	0	0	0	1	0	0	0	0	0	0
ArtTrades/Cosmetology/Fashion, Departmen	3	0	3	2	0	0	0	0	0	0	0	1	1	0	1	0	0	0
ArtTrades/Fashion	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Assessment	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Assessment Center	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Athletics	33	18	15	28	3	2	10	3	0	0	0	2	3	5	5	0	0	0
Athletics Department	2	2	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Athletics, Health and PE Department	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Auto Technologies, Department Chair	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Automobile Technology	3	3	0	2	1	0	2	0	0	0	0	0	0	0	0	0	0	0
BA - CAOT	2	0	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
BA - CIS - CAOT	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Behavioral And Social Sciences	12	6	6	10	2	3	1	0	0	0	0	0	5	1	0	0	0	0
Behavioral/Social Science	9	2	7	3	2	0	0	0	0	0	0	4	1	2	0	0	0	0
Biological Science	15	4	11	7	2	0	1	1	0	0	0	6	0	3	2	0	0	0
Bookstore	19	13	6	13	4	1	4	3	0	0	1	2	2	1	1	0	0	0
Bookstore Cashier Unit	4	1	3	2	1	0	0	0	0	0	0	1	1	0	1	0	0	0
Bookstore Unit 1	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Bookstore Unit 2	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Bookstore, Manager	6	4	2	5	1	1	1	1	0	0	0	0	0	2	0	0	0	0

# Los Angeles Community College District

LACCD

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	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Bridges to Success Center	12	6	6	11	0	2	3	1	0	0	0	1	1	4	0	0	0	0
Budget & Management Analysis	5	1	4	4	0	0	1	0	0	0	0	1	1	0	2	0	0	0
Budget Office	3	0	3	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0
BUS - Contracts/Purchasing	3	2	1	2	1	0	1	0	0	0	0	0	1	0	0	0	0	0
BUS - Contracts/Purchasing A	4	2	2	1	2	0	0	0	0	0	0	1	0	0	1	0	0	0
BUS - Support Services	5	5	0	5	0	1	3	1	0	0	0	0	0	0	0	0	0	0
BUS - Van de Kamp Innovation Center	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Business	12	6	6	5	4	0	1	1	0	0	0	3	2	1	0	0	0	0
Business Administration	37	24	13	18	15	0	4	5	0	0	0	4	1	6	2	0	0	0
Business and Civic Engagement	2	1	1	2	0	1	0	0	0	0	0	0	1	0	0	0	0	0
Business and Law Department	7	4	3	4	3	0	1	0	0	0	0	0	0	3	0	0	0	0
Business Office	44	14	30	27	2	2	4	6	0	0	0	15	0	11	4	0	0	0
Business Reporting	2	1	1	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0
Cal / Works	3	0	3	1	0	0	0	0	0	0	0	2	0	1	0	0	0	0
CalWORKs	5	1	4	5	0	0	1	0	0	0	0	0	0	4	0	0	0	0
CalWorks Dept	3	0	3	1	0	0	0	0	0	0	0	2	0	0	1	0	0	0
CalWORKS Program	2	1	1	2	0	0	1	0	0	0	0	0	0	1	0	0	0	0
CalWorks Programs	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
CalWorks, Director	6	1	5	6	0	1	0	0	0	0	0	0	3	2	0	0	0	0
CalWorks/GAIN	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
Campus Life, Leadership & Engagement	4	2	2	3	0	1	1	0	0	0	0	1	0	0	1	0	0	0

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Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
CAOT	6	2	4	3	1	1	0	0	0	0	0	2	0	2	0	0	0	0
Career and Job Services	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Career and Technical Education	1	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Career Center	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Career Studies	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
CASAS	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
CD BEATS (Business and Civic Engagement)	2	0	2	2	0	0	0	0	0	0	0	0	0	2	0	0	0	0
CDC - CA Preschool CSPP (SFP)	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Center for Academic Success	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Center for Global Education & Engagement	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
CFO - Director of Internal Audit	6	1	5	4	0	1	0	0	0	0	0	2	2	1	0	0	0	0
Chemistry	19	12	7	5	7	0	2	3	0	0	0	7	0	0	0	0	0	0
Chemistry and Earth Sciences	7	4	3	2	4	0	0	0	0	0	0	1	0	0	2	0	0	0
Chemistry/Physics	9	8	1	3	6	0	2	0	0	0	0	0	0	0	1	0	0	0
Chicano Studies	12	5	7	12	0	0	5	0	0	0	0	0	0	7	0	0	0	0
Chicano Studies Department	4	3	1	4	0	0	3	0	0	0	0	0	0	1	0	0	0	0
Chief Financial Officer/Treasurer	4	1	3	4	0	0	0	1	0	0	0	0	1	1	1	0	0	0
Child & Family Studies/Dietetics	5	0	5	1	0	0	0	0	0	0	0	4	0	1	0	0	0	0
Child and Family Studies	5	1	4	2	0	1	0	0	0	0	0	3	0	1	0	0	0	0
Child Dev Center	2	0	2	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0
Child Dev Center_B	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0

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	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Child Development	8	0	8	4	0	0	0	0	0	0	0	4	2	2	0	0	0	0
Child Development Center	77	4	73	57	0	0	4	0	0	0	0	20	5	47	1	0	0	0
Child Development Center, Director	10	1	9	10	0	0	1	0	0	0	0	0	3	5	1	0	0	0
Child Development Department	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
Child Development Dept	4	0	4	1	0	0	0	0	0	0	0	3	0	1	0	0	0	0
Child, Family, and Education Studies	12	0	12	9	0	0	0	0	0	0	0	3	1	7	1	0	0	0
Cinema/TV	8	7	1	4	3	0	3	1	0	0	0	1	0	0	0	0	0	0
City Office of the President	4	0	4	2	0	0	0	0	0	0	0	2	2	0	0	0	0	0
Clerical Services	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Collective Bargaining	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Collective Bargaining Unit	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
College & Career Preparation	2	1	1	2	0	1	0	0	0	0	0	0	1	0	0	0	0	0
College Event and Venue	3	3	0	2	1	0	2	0	0	0	0	0	0	0	0	0	0	0
College Fiscal Administration	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
College Sheriff	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
College Store	2	1	1	2	0	0	1	0	0	0	0	0	0	0	1	0	0	0
College Store 1	5	2	3	4	0	0	2	0	0	0	0	1	0	2	0	0	0	0
College Studies Dept	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
College Swimming Pool	3	3	0	1	2	1	0	0	0	0	0	0	0	0	0	0	0	0
Communication Entertainment Media Arts	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Communication Studies	15	6	9	4	6	0	0	0	0	0	0	5	0	2	2	0	0	0



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Communications	13	4	9	6	3	0	0	0	0	0	1	4	1	3	1	0	0	0
Communications & External Relations	2	1	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0
Communications Studies	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Community Extension	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
Community Services	7	2	5	5	1	0	1	0	0	0	0	1	2	2	0	0	0	0
Community Services Dept.	2	0	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
Comp. Sci. Info. Tech.	5	3	2	3	0	0	2	1	0	0	0	2	0	0	0	0	0	0
Computer Applications and Office Technol	5	2	3	4	0	0	1	1	0	0	0	1	0	2	0	0	0	0
Computer Operators	2	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
Computer Science	2	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
Computer Science and Applications	3	1	2	2	0	1	0	0	0	0	0	1	0	0	1	0	0	0
Computer Science and Information Systems	4	3	1	0	3	0	0	0	0	0	0	1	0	0	0	0	0	0
Construction Design & Mfg.	7	7	0	2	5	0	2	0	0	0	0	0	0	0	0	0	0	0
Construction Technologies, Department Ch	5	4	1	3	2	1	1	0	0	0	0	0	1	0	0	0	0	0
Construction, Maint. & Utilities Pathway	15	10	5	9	5	1	4	0	0	0	0	1	0	4	0	0	0	0
Construction, Maintenance & Utilities	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Continuing Ed and Workforce Development	4	0	4	4	0	0	0	0	0	0	0	0	0	3	1	0	0	0
Continuing Education (Non-Credit ESL)	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Continuing Education Noncredit Dept	3	1	2	1	0	0	0	0	1	0	0	2	0	0	0	0	0	0
Contracts	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Cooperative Agencies FosterYouth EduServ	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0

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Cooperative Education	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Copy Center	3	3	0	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0
COSCI/CT/CAOT	6	3	3	2	2	0	0	1	0	0	0	2	0	1	0	0	0	0
Cosmetology	7	2	5	3	2	0	0	0	0	0	0	2	1	2	0	0	0	0
Counseling	70	18	52	56	2	4	9	3	0	0	0	12	8	22	10	0	0	0
Counseling - SEA	9	4	5	8	0	0	3	1	0	0	0	1	0	3	1	0	0	0
Counseling Department	11	2	9	9	1	1	0	0	0	0	0	1	2	4	1	1	0	0
Counseling Services	7	3	4	4	1	2	0	0	0	0	0	2	0	2	0	0	0	0
Counseling, Department Chair	12	5	7	10	1	3	1	0	0	0	0	1	2	3	1	0	0	0
Counseling, Retention & Financial Aid	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
CSUN - Cell	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
CTE Grants	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Culinary Arts	16	9	7	10	5	0	4	0	0	0	0	1	0	2	4	0	0	0
Culinary Arts Department	6	5	1	6	0	0	4	1	0	0	0	0	0	1	0	0	0	0
Culinary Arts/Professional Baking	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Custodial A	12	7	5	8	3	4	0	0	0	0	0	1	3	1	0	0	0	0
Custodial B	7	6	1	6	1	5	0	0	0	0	0	0	1	0	0	0	0	0
Custodial Services	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Custodial Supervision	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Custodial Supervisor A3	10	10	0	9	1	8	1	0	0	0	0	0	0	0	0	0	0	0
Custodial Supervisor B Shift I	2	2	0	2	0	1	1	0	0	0	0	0	0	0	0	0	0	0

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Custodial Unit A	13	7	6	11	0	4	2	1	0	0	0	2	2	2	0	0	0	0
Custodial Unit A1	7	4	3	7	0	3	1	0	0	0	0	0	2	1	0	0	0	0
Custodial Unit A2	14	12	2	13	1	6	5	0	0	0	0	0	0	1	1	0	0	0
Custodial Unit B	7	5	2	6	1	3	1	0	0	0	0	0	1	1	0	0	0	0
Custodian Supervisor A1	15	14	1	13	2	12	0	0	0	0	0	0	1	0	0	0	0	0
Custodian Supervisor A2	13	7	6	12	1	5	1	0	0	0	0	0	5	1	0	0	0	0
Custodian Supervisor B shift III	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
CWE	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
CyberCafe	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Dance	2	0	2	1	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Dean of Cal Works	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Dental Technology	3	0	3	1	0	0	0	0	0	0	0	2	0	0	1	0	0	0
Deputy CIO College Technology Services	1	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Design and Media Arts	5	3	2	3	1	1	1	0	0	0	0	1	0	1	0	0	0	0
Design and Media Arts Pathway	9	7	2	4	3	0	3	1	0	0	0	2	0	0	0	0	0	0
Distance Education	6	2	4	4	0	0	1	1	0	0	0	2	0	0	2	0	0	0
Distance Learning	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
District Info Tech Network	9	9	0	6	3	0	2	4	0	0	0	0	0	0	0	0	0	0
District Institutional Advancement	3	0	3	2	0	0	0	0	0	0	0	1	1	0	1	0	0	0
District Operations	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
District Payroll Deductions	6	0	6	3	0	0	0	0	0	0	0	3	1	2	0	0	0	0

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	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+		
District Payroll Quotas	5	0	5	4	0	0	0	0	0	0	0	1	0	3	1	0	0	0		
District Payroll Retirement	5	0	5	4	0	0	0	0	0	0	0	1	0	3	1	0	0	0		
DREAMER	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
DSPS	39	12	27	28	4	1	6	1	0	0	0	7	3	16	1	0	0	0		
Dual Enrollment	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0		
Earth Science	2	0	2	2	0	0	0	0	0	0	0	0	1	0	0	0	0	1		
Earth Science / Anthropology	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0		
East Office of the President	6	2	4	4	0	0	2	0	0	0	0	2	0	2	0	0	0	0		
Economic and Workforce Development	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0		
Economic Dev/Workforce/Sciences	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0		
Economic Social Mobility & Innovation	9	2	7	4	1	0	1	0	0	0	0	4	0	2	0	0	0	1		
Educ. Prog. & Inst. Effect. (EPIE)	2	0	2	2	0	0	0	0	0	0	0	0	1	1	0	0	0	0		
Education	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0		
Educational Opportunity Centers Program	2	0	2	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0		
ELAC Support	11	10	1	8	3	0	2	5	0	0	0	0	0	0	1	0	0	0		
Electronics	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0		
Emergency Services	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
Encore	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0		
Engineering	2	2	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0		
Engineering and Technologies	3	3	0	2	1	0	2	0	0	0	0	0	0	0	0	0	0	0		
English	79	26	53	35	14	2	9	0	0	0	1	30	2	15	6	0	0	0		

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English And Foreign Languages	5	1	4	3	1	0	0	0	0	0	0	1	3	0	0	0	0	0		
English as a Second Language	3	3	0	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0		
English Literacy - Citizenship	5	0	5	2	0	0	0	0	0	0	0	3	0	2	0	0	0	0		
English Writing Center	1	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0		
English, Journalism & Speech Department	7	2	5	3	1	0	1	0	0	0	0	3	0	0	2	0	0	0		
English/ESL	18	6	12	8	4	0	1	1	0	0	0	6	2	2	2	0	0	0		
EOPS	57	11	46	46	3	0	7	1	0	0	0	8	9	23	6	0	0	0		
EOPS & SPS	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0		
EOPS - CAFYES	3	0	3	3	0	0	0	0	0	0	0	0	0	3	0	0	0	0		
EPIE - Academic Senate	4	1	3	1	1	0	0	0	0	0	0	2	0	1	0	0	0	0		
EPIE - Attendance Accounting	2	0	2	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0		
EPIE - Delores Huerta Labor Institute	2	0	2	2	0	0	0	0	0	0	0	0	0	1	1	0	0	0		
EPIE - Institutional Effectiveness	4	2	2	2	2	0	0	0	0	0	0	0	1	1	0	0	0	0		
EPIE - Instructional Support and Tech	6	4	2	4	2	0	2	0	0	0	0	0	0	1	0	0	0	1		
EPIE - Student Success	7	1	6	3	1	0	0	0	0	0	0	3	0	3	0	0	0	0		
EPIE - Student Support	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0		
Escalante Program	3	2	1	3	0	0	2	0	0	0	0	0	0	1	0	0	0	0		
ESL	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
ESL and Dev. Comm. Department	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0		
Facilities Management	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0		
Facilities Planning & Dev., Director	10	4	6	6	2	0	2	0	0	0	0	2	2	2	0	0	0	0		

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Facilities Planning & Dev., Exec. Dir.	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Facilities, Maintenance & Operations	37	32	5	30	7	12	11	1	0	0	1	0	3	2	0	0	0	0
Family and Consumer Studies/Child Develo	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Farm Operations	6	2	4	4	0	0	2	0	0	0	0	2	0	1	0	0	0	1
FCCHN	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Fiscal Operations Business Office	6	1	5	2	1	0	0	0	0	0	0	3	0	1	1	0	0	0
Financial Accounting	1	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Financial Aid	101	31	70	72	10	2	14	5	0	0	0	19	11	34	6	0	0	0
Financial Aid A	6	3	3	6	0	0	2	1	0	0	0	0	1	2	0	0	0	0
Financial Aid Supervisor	13	7	6	11	1	2	4	0	0	0	0	1	0	4	1	0	0	0
Financial Aid, Manager	2	0	2	2	0	0	0	0	0	0	0	0	0	1	1	0	0	0
Financial Aid_B	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Financial Aide	5	0	5	5	0	0	0	0	0	0	0	0	1	3	1	0	0	0
Fiscal Operations	7	3	4	6	0	0	2	1	0	0	0	1	1	1	1	0	0	0
Fiscal Operations & Enterprise	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Fiscal Operations & Human Resources	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Fiscal Operations - Supervisor 1	8	1	7	8	0	0	0	1	0	0	0	0	0	1	6	0	0	0
Fiscal Operations - Supervisor 2	5	1	4	5	0	0	0	1	0	0	0	0	0	2	2	0	0	0
Fiscal Operations Unit	4	0	4	1	0	0	0	0	0	0	0	3	1	0	0	0	0	0
Foreign Language	5	2	3	4	0	0	0	2	0	0	0	1	0	1	1	0	0	0
Foster & Kinship Care Education	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0



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Foster Care	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Foster Care and Kinship Program	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Foster Care Program	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Foster Kinship Care Education CSCE Prgrm	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Foundation	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Gardening	7	7	0	7	0	3	4	0	0	0	0	0	0	0	0	0	0	0
Gardening Unit	17	17	0	15	2	1	7	7	0	0	0	0	0	0	0	0	0	0
General Administrative Services	4	2	2	2	2	0	0	0	0	0	0	0	0	1	1	0	0	0
General Counsel	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
General Counsel - Unit One	3	1	2	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0
General Counsel - Unit Two	5	2	3	4	0	1	0	1	0	0	0	1	1	1	0	0	0	0
Global Languages and Society	4	1	3	3	0	0	1	0	0	0	0	1	0	1	1	0	0	0
GO East LA	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Grants	3	2	1	1	1	1	0	0	0	0	0	1	0	0	0	0	0	0
Guardian Scholar	2	1	1	2	0	0	1	0	0	0	0	0	0	1	0	0	0	0
Guided Pathways	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Harbor Office of the President	3	2	1	3	0	0	1	1	0	0	0	0	0	1	0	0	0	0
Health and Exercise Sciences Pathway	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Health and Human Performance Department	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Health and Human Services	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Health and PE Department	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0

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Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Health and Physical Education	3	2	1	2	1	1	0	0	0	0	0	0	0	1	0	0	0	0
Health and Related Sciences Pathway	6	2	4	6	0	1	1	0	0	0	0	0	1	1	2	0	0	0
Health Center	3	0	3	1	0	0	0	0	0	0	0	2	0	0	0	0	0	1
Health Science	13	3	10	8	0	0	1	2	0	0	0	5	0	2	3	0	0	0
Health Sciences	11	2	9	8	0	0	2	0	0	0	0	3	0	4	1	0	1	0
Health Sciences/Nursing	11	3	8	8	1	0	1	1	0	0	0	2	1	2	3	0	0	0
HHLPS	4	4	0	1	3	0	1	0	0	0	0	0	0	0	0	0	0	0
High School & Academic Outreach	3	1	2	2	0	0	1	0	0	0	0	1	0	1	0	0	0	0
History	8	6	2	3	4	1	1	0	0	0	0	1	0	1	0	0	0	0
Honors Program	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
HR & Payroll	3	3	0	1	2	0	0	1	0	0	0	0	0	0	0	0	0	0
HR - Academic Recruitment Unit	2	1	1	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0
HR - Assignment & Admin Services	7	2	5	5	1	1	0	0	0	0	0	1	1	0	3	0	0	0
HR - Assistant Director HR Operations	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
HR - EAP/Wellness	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
HR - Employer-Employee Relations	3	1	2	2	1	0	0	0	0	0	0	0	0	2	0	0	0	0
HR - Entry Services Unit	3	0	3	2	0	0	0	0	0	0	0	1	0	2	0	0	0	0
HR - Health Benefits	3	2	1	3	0	0	2	0	0	0	0	0	1	0	0	0	0	0
HR - Proj., Policies, Proced. & Reports	3	1	2	1	1	0	0	0	0	0	0	1	0	0	1	0	0	0
HR - Recruitment & Services Unit	2	0	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
HR, Payroll & Procurement	2	1	1	2	0	0	0	1	0	0	0	0	0	1	0	0	0	0

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	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Human Development and Family Studies	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Human Resources	6	2	4	3	0	1	0	1	0	0	0	3	0	0	1	0	0	0
Human Resources (HR)	3	0	3	3	0	0	0	0	0	0	0	0	1	2	0	0	0	0
Humanities and Fine Arts	14	8	6	10	3	1	2	2	0	0	0	1	1	1	3	0	0	0
Industrial Technology	13	9	4	7	4	0	3	2	0	0	0	2	1	1	0	0	0	0
Information Technology	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Information Technology & Media Services	4	4	0	2	2	0	1	1	0	0	0	0	0	0	0	0	0	0
Information Technology (IT)	3	1	2	2	0	0	1	0	0	0	0	1	1	0	0	0	0	0
Innovation and Instit. Eff. Dean 1 (SFP)	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Innovation and Instit. Eff. Dean 3 (SFP)	2	2	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Innovation and Instit. Eff. Dean 4	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Innovation and Instit. Eff. Dean 5 (SFP)	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Institutional Effectiveness	3	1	2	1	0	0	0	1	0	0	0	2	0	0	0	0	0	0
Institutional Effectiveness & Advancement	7	4	3	5	1	1	1	1	0	0	0	1	0	2	0	0	0	0
Institutional Effectiveness and Research	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Institutional Research	3	1	2	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0
International	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
International Student Center	2	0	2	1	0	0	0	0	0	0	0	1	0	0	1	0	0	0
International Student Services	3	0	3	1	0	0	0	0	0	0	0	2	0	0	1	0	0	0
International Students	2	0	2	2	0	0	0	0	0	0	0	0	0	2	0	0	0	0
International Students Office	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0

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IT - Computer & Network Operations	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0		
IT - Information Security Office	3	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0		
IT - SAP/ERP	16	11	5	13	3	0	1	7	0	0	0	0	0	0	5	0	0	0		
IT - Software Systems Engineering	16	16	0	11	5	0	4	7	0	0	0	0	0	0	0	0	0	0		
IT - Systems and Programming	28	22	6	16	11	1	2	8	0	0	0	1	0	3	2	0	0	0		
IT Regional Manager A	1	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0		
IT Regional Manager B	2	1	1	2	0	1	0	0	0	0	0	0	0	0	1	0	0	0		
Journalism	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0		
JTPA	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0		
Kinesiology	33	13	20	17	4	2	7	0	0	0	0	12	3	4	1	0	0	0		
Kinesiology Dept	9	3	6	5	1	2	0	0	0	0	0	3	0	2	1	0	0	0		
Kinesiology, Health and Wellness	3	2	1	2	1	0	1	0	0	0	0	0	1	0	0	0	0	0		
Labor Center	2	0	2	2	0	0	0	0	0	0	0	0	0	1	1	0	0	0		
LACC Support 1	2	2	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0		
LACC Support 2	7	4	3	5	0	1	1	2	0	0	0	2	0	0	1	0	0	0		
LAHC Support	5	4	1	4	1	0	0	3	0	0	0	0	0	0	1	0	0	0		
LAMC Support	7	7	0	4	3	1	2	1	0	0	0	0	0	0	0	0	0	0		
Language and Arts	3	1	2	2	0	0	1	0	0	0	0	1	0	0	1	0	0	0		
Language Arts	17	4	13	8	2	0	2	0	0	0	0	7	1	5	0	0	0	0		
Language Arts/Humanities	5	3	2	2	2	1	0	0	0	0	0	1	0	1	0	0	0	0		
Language Arts/Humanities, Department Cha	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0		

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	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+	
LAPC Support	11	11	0	8	3	1	1	6	0	0	0	0	0	0	0	0	0	0	
LASC Support	5	5	0	4	1	0	2	2	0	0	0	0	0	0	0	0	0	0	
LATTC Support	7	5	2	6	1	1	1	1	0	0	1	0	1	1	0	0	0	0	
LAVC Foundation	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	
LAVC Support	5	5	0	4	1	0	3	1	0	0	0	0	0	0	0	0	0	0	
Law/Administration of Justice	4	3	1	2	1	0	2	0	0	0	0	1	0	0	0	0	0	0	
Learning Assistance Center	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0	
Learning Center	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	
Learning Resource Center	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	
Learning Skills	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	
Learning Support Services	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	
Library	76	32	44	46	11	1	16	3	0	0	1	19	4	13	6	0	1	1	
Library and Learning Resources	3	2	1	3	0	1	1	0	0	0	0	0	0	0	1	0	0	0	
Library, Department Chair	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	
Life Science	15	6	9	9	2	0	1	3	0	0	0	4	0	1	2	0	0	2	
Life Sciences	25	14	11	19	3	1	4	5	0	0	1	3	1	4	3	0	0	0	
Life Sciences Department	10	4	6	5	3	0	0	1	0	0	0	2	0	2	2	0	0	0	
Maintenance and Operations Support	5	5	0	3	2	1	1	1	0	0	0	0	0	0	0	0	0	0	
Maintenance and Operations, Director	4	3	1	3	1	0	2	0	0	0	0	0	0	1	0	0	0	0	
Math	27	10	17	13	5	0	3	1	0	0	1	9	2	1	5	0	0	0	
Math and Sciences	2	1	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	

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Math, Comp. Sci. and Engin. Department	7	3	4	3	2	0	1	0	0	0	0	2	0	0	2	0	0	0
Math/Physical Science	4	2	2	0	2	0	0	0	0	0	0	2	0	0	0	0	0	0
Math/Technology	4	2	2	1	2	0	0	0	0	0	0	1	0	0	1	0	0	0
Mathematics	74	44	30	40	21	7	8	8	0	0	0	13	0	8	9	0	0	0
Mathematics Lab	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Mathematics/CSIT/CT/EL	15	9	6	8	6	1	2	0	0	0	0	1	1	1	3	0	0	0
Matriculation	6	2	4	6	0	0	2	0	0	0	0	0	0	3	1	0	0	0
Matriculation - Credit	6	2	4	1	2	0	0	0	0	0	0	3	0	1	0	0	0	0
Mechanical	12	12	0	8	4	1	6	1	0	0	0	0	0	0	0	0	0	0
Media Arts	10	8	2	1	7	0	1	0	0	0	0	2	0	0	0	0	0	0
Media Arts and Technologies	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Media Services	2	2	0	2	0	0	1	1	0	0	0	0	0	0	0	0	0	0
Men Athletics, Director	4	2	2	2	1	0	1	0	0	0	0	1	1	0	0	0	0	0
Mission Office of the President	4	1	3	3	1	0	0	0	0	0	0	0	0	3	0	0	0	0
Modern Languages	21	8	13	13	2	0	6	0	0	0	0	6	0	3	4	0	0	0
Modern Languages and Civilizations	3	1	2	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0
Mosaic Center	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Museums and Galleries	4	4	0	3	1	0	2	1	0	0	0	0	0	0	0	0	0	0
Music	28	16	12	7	15	0	1	0	0	0	0	6	0	1	4	0	0	1
Natural Sciences, Health and Kinesiology	11	8	3	9	2	1	4	1	0	0	0	0	2	0	1	0	0	0
Natural Sciences, Health and Physical Ed	2	2	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0



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	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Non-Credit	7	5	2	7	0	0	5	0	0	0	0	0	1	1	0	0	0	0
Non-Credit Program	3	1	2	2	0	0	0	1	0	0	0	1	0	1	0	0	0	0
Non-Credit Workforce	3	0	3	3	0	0	0	0	0	0	0	0	0	2	1	0	0	0
NSF - HSI	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Nursing	39	9	30	22	4	2	2	1	0	0	0	13	5	5	6	1	0	0
Nursing and Allied Health	7	0	7	7	0	0	0	0	0	0	0	0	4	1	2	0	0	0
Office of Academic Affairs	10	4	6	4	2	1	1	0	0	0	0	4	0	1	1	0	0	0
Office of Assoc Dean - Student Equity	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Office of Dean - Economic and Workforce	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Office of Dean - Fine, Performing, and M	3	2	1	3	0	0	1	1	0	0	0	0	0	1	0	0	0	0
Office of Dean - STEM & Curriculum	3	1	2	2	0	0	1	0	0	0	0	1	0	0	1	0	0	0
Office of Dean - Vocational Education	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Office of Dean of Student Engagement	3	1	2	2	0	0	1	0	0	0	0	1	1	0	0	0	0	0
Office of Dean of Student Services	3	1	2	2	0	0	1	0	0	0	0	1	0	0	1	0	0	0
Office of Dean of Student Success	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
Office of Dean Student Services 2	3	1	2	1	1	0	0	0	0	0	0	1	0	0	1	0	0	0
Office of Dean, Adult Ed & Wkforce Devel	3	1	2	2	0	1	0	0	0	0	0	1	0	1	0	0	0	0
Office of Dean, Special Programs	2	0	2	2	0	0	0	0	0	0	0	0	1	1	0	0	0	0
Office of Dean, Student Activities	2	0	2	2	0	0	0	0	0	0	0	0	0	2	0	0	0	0
Office of Dean, Student Life	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Office of Diversity Programs	7	1	6	4	1	0	0	0	0	0	0	2	3	0	0	0	0	1

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Office of Institutional Effectiveness	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
Office of Special Services	12	4	8	5	2	0	1	1	0	0	0	5	1	1	1	0	0	0
Office Of The Chancellor	3	2	1	2	1	0	1	0	0	0	0	0	0	0	1	0	0	0
Office of the Chancellor's Admin Officer	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Office of the Deputy Chancellor	4	0	4	3	0	0	0	0	0	0	0	1	0	3	0	0	0	0
Office of VP Student Services	4	2	2	3	1	0	0	1	0	0	0	0	0	0	2	0	0	0
One Zone	2	1	1	2	0	0	1	0	0	0	0	0	0	1	0	0	0	0
Operations	45	40	5	39	6	23	11	0	0	0	0	0	3	2	0	0	0	0
Operations - Accounts Payable	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Operations - Custodial Supervisor A1	12	10	2	10	2	4	3	1	0	0	0	0	1	1	0	0	0	0
Operations - Custodial Supervisor A2	13	10	3	9	4	2	4	0	0	0	0	0	3	0	0	0	0	0
Operations - Custodial Supervisor B1	14	12	2	13	0	1	11	0	0	0	0	1	0	1	0	0	0	0
Operations - Custodial Supervisor B2	10	9	1	9	1	2	6	0	0	0	0	0	1	0	0	0	0	0
Operations - Sr. Custodial Supervisor 2	13	9	4	9	3	1	5	0	0	0	0	1	2	1	0	0	0	0
Operations Manager	3	3	0	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Outreach	3	0	3	2	0	0	0	0	0	0	0	1	1	0	0	0	0	1
Outreach & Recruitment	12	4	8	8	0	1	3	0	0	0	0	4	0	4	0	0	0	0
Outreach and Recruitment	8	4	4	6	0	0	4	0	0	0	0	2	0	2	0	0	0	0
PACE	3	0	3	1	0	0	0	0	0	0	0	2	0	0	0	1	0	0
Parking Program	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Pathway Innovation & Instit .Effect.	2	1	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0

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Payroll	5	2	3	5	0	0	1	1	0	0	0	0	0	1	2	0	0	0		
Payroll/Personnel, Supervisor	3	0	3	3	0	0	0	0	0	0	0	0	1	2	0	0	0	0		
PE-Men	2	2	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0		
Performing Arts	4	2	2	1	2	0	0	0	0	0	0	1	0	0	1	0	0	0		
Performing Arts and Design	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0		
Personnel	3	0	3	3	0	0	0	0	0	0	0	0	0	3	0	0	0	0		
Personnel and Payroll	2	0	2	2	0	0	0	0	0	0	0	0	0	2	0	0	0	0		
Personnel Commission	13	5	8	7	3	1	1	0	0	0	0	3	1	3	1	0	0	0		
Personnel Payroll SPOC	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0		
Personnel/Payroll	7	1	6	1	1	0	0	0	0	0	0	5	0	1	0	0	0	0		
Philosophy	6	6	0	4	2	0	3	1	0	0	0	0	0	0	0	0	0	0		
Philosophy & Sociology	3	2	1	0	2	0	0	0	0	0	0	1	0	0	0	0	0	0		
Philosophy / Economics	4	4	0	2	2	0	1	0	0	0	1	0	0	0	0	0	0	0		
Philosophy/Sociology	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0		
Photography	3	2	1	1	1	0	0	1	0	0	0	1	0	0	0	0	0	0		
Physical Plant	21	21	0	12	9	1	10	1	0	0	0	0	0	0	0	0	0	0		
Physical Sciences Department	7	4	3	3	2	0	2	0	0	0	0	2	0	0	1	0	0	0		
Physics	4	2	2	0	2	0	0	0	0	0	0	2	0	0	0	0	0	0		
Physics/Engineering	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0		
Physics/Engineering/Astronomy	3	2	1	1	1	0	0	1	0	0	0	1	0	0	0	0	0	0		
Physics/Planetary Sciences	10	6	4	2	5	0	0	1	0	0	0	3	0	1	0	0	0	0		

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Pierce Office of the President	3	0	3	2	0	0	0	0	0	0	0	1	0	1	0	0	1	0
Plant Facilities	109	85	24	82	21	18	39	5	1	1	0	6	10	8	0	0	0	0
Plant Facilities - Carpentry	2	2	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Plant Facilities - Custodial	15	8	7	15	0	3	5	0	0	0	0	0	2	4	0	0	0	1
Plant Facilities - Custodial Services	15	10	5	13	1	3	6	0	0	0	0	1	0	4	0	0	0	0
Plant Facilities - Gardening	2	2	0	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0
Plant Facilities - Gardening Services	6	6	0	5	1	0	4	1	0	0	0	0	0	0	0	0	0	0
Plant Facilities - General Foreman 1	11	11	0	9	2	1	8	0	0	0	0	0	0	0	0	0	0	0
Plant Facilities - General Foreman 2	16	16	0	11	5	0	9	2	0	0	0	0	0	0	0	0	0	0
Plant Facilities - General Foreman 3	10	10	0	9	1	1	8	0	0	0	0	0	0	0	0	0	0	0
Plant Facilities - Maintenance	11	11	0	8	3	3	5	0	0	0	0	0	0	0	0	0	0	0
Plant Facilities - Maintenance Services	8	8	0	5	3	1	2	2	0	0	0	0	0	0	0	0	0	0
Plant Facilities - Receiving	4	4	0	4	0	1	3	0	0	0	0	0	0	0	0	0	0	0
Poli Sci, Econ, AJ, & Chicana/o St	7	2	5	3	1	0	0	0	0	0	1	3	0	2	0	0	0	0
Political Science/Economics	2	1	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0
Procurement	2	2	0	2	0	0	1	1	0	0	0	0	0	0	0	0	0	0
Professional and Interdisciplinary Studi	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Psychology	31	13	18	8	8	0	1	3	0	0	1	15	0	1	2	0	0	0
Public Relations	4	0	4	2	0	0	0	0	0	0	0	2	1	0	1	0	0	0
Public Safety and Paralegal Studies	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Public Service Academy	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0

# Los Angeles Community College District

LACCD

Snapshot Date: 07/01/2023

## Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Puente Program	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Radiologic Technology	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Receiving	2	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
Receiving Department	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Reprographics	6	4	2	5	1	0	2	1	0	0	0	0	0	2	0	0	0	0
Research	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Research Office	4	1	3	3	0	1	0	0	0	0	0	1	0	0	2	0	0	0
Respiratory Therapy	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Retention	2	1	1	2	0	1	0	0	0	0	0	0	0	0	1	0	0	0
Safety and Emergency Services	4	3	1	3	1	1	0	0	0	0	1	0	0	0	1	0	0	0
Scheduling	2	0	2	2	0	0	0	0	0	0	0	0	1	0	1	0	0	0
Scholars Program	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
School of Math, Science & Nursing	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Science	2	2	0	2	0	0	1	1	0	0	0	0	0	0	0	0	0	0
Science/Family And Consumer Studies	10	6	4	6	1	1	3	1	0	0	0	3	0	1	0	0	0	0
Sciences	20	13	7	9	7	3	2	1	0	0	0	4	2	1	0	0	0	0
SFP - Caminos Dual Enrollment Grant	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
SFP - CTE Grants Dept.	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
SFP - MESA Grant	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
SFP - Pathways and Career Grant	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
SFP - Strong Workforce	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0

# Los Angeles Community College District

LACCD

Snapshot Date: 07/01/2023

## Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
SFP - Strong Workforce Regional	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
SFP - Title V - Proyecto Adelante	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Sheriff Office	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Social Science	8	6	2	5	2	2	1	1	0	0	0	1	0	1	0	0	0	0
Social Sciences	36	19	17	24	9	1	7	2	0	0	0	3	3	10	1	0	0	0
Social Sciences and Community	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Social Sciences and Wellness	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Social Sciences Department	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Sociology / Ethnic Studies	5	2	3	3	0	0	2	0	0	0	0	2	0	1	0	0	0	0
South Gate Educational Center	5	2	3	2	1	0	0	1	0	0	0	2	0	1	0	0	0	0
Southwest Office of the President	3	0	3	1	0	0	0	0	0	0	0	2	0	1	0	0	0	0
Special Programs And Services	4	1	3	3	1	0	0	0	0	0	0	0	1	2	0	0	0	0
Special Services	8	3	5	4	1	0	1	1	0	0	0	3	1	0	1	0	0	0
Speech	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Speech Communications	2	1	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0
SSSP	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Staff Development	3	1	2	1	0	0	1	0	0	0	0	2	0	0	0	0	0	0
Staff Services	7	4	3	6	0	0	2	2	0	0	0	1	0	2	0	0	0	0
STEM	2	1	1	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0
STEM - Associate Dean	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Strong Workforce	2	1	1	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0

# Los Angeles Community College District

LACCD

Snapshot Date: 07/01/2023

## Workforce Analysis Summary

Organizational Unit	Total				Male								Female							
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+		
Strong Workforce Program	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0		
Student Access	2	0	2	2	0	0	0	0	0	0	0	0	1	1	0	0	0	0		
Student Activities	3	1	2	3	0	0	1	0	0	0	0	0	0	2	0	0	0	0		
Student Activities/ASO	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0		
Student Activities/ASO/PUEENTE	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0		
Student Equity	4	1	3	2	0	0	0	1	0	0	0	2	0	1	0	0	0	0		
Student Equity & Achievement	7	1	6	6	0	0	1	0	0	0	0	1	1	3	1	0	0	0		
Student Equity Fund	4	1	3	4	0	0	1	0	0	0	0	0	0	2	0	0	0	1		
Student Equity Programs Dept.	2	2	0	2	0	1	1	0	0	0	0	0	0	0	0	0	0	0		
Student Health Center	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0		
Student Health Services	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0		
Student Life	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0		
Student Recruitment Dept	4	2	2	3	0	0	1	1	0	0	0	1	0	1	0	0	0	0		
Student Services	18	7	11	11	2	0	5	0	0	0	0	5	0	5	1	0	0	0		
Student Services - Case Management Unit	4	0	4	4	0	0	0	0	0	0	0	0	0	4	0	0	0	0		
Student Services - Dean 1	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0		
Student Services - Dean 2	5	2	3	4	0	2	0	0	0	0	0	1	0	2	0	0	0	0		
Student Services - Dean 3	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0		
Student Services - Dean 4	2	0	2	2	0	0	0	0	0	0	0	0	0	2	0	0	0	0		
Student Services - Dean 6	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0		
Student Services Administration	3	1	2	3	0	0	1	0	0	0	0	0	0	2	0	0	0	0		



# Los Angeles Community College District

LACCD

Snapshot Date: 07/01/2023

## Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Student Services Associate Dean 5	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Student Services Associate Dean 6	2	1	1	2	0	0	0	1	0	0	0	0	0	1	0	0	0	0
Student Services Dean 1	2	0	2	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0
Student Services Office	8	3	5	5	1	2	0	0	0	0	0	2	3	0	0	0	0	0
Student Services, Vice President	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Student Services_C	2	0	2	2	0	0	0	0	0	0	0	0	0	1	1	0	0	0
Student Success	2	1	1	2	0	0	1	0	0	0	0	0	0	1	0	0	0	0
Student Success & Support Plan (SSSP)	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Student Success & Support Program	5	1	4	4	0	0	1	0	0	0	0	1	0	3	0	0	0	0
Swap Meet	7	6	1	6	1	1	4	0	0	0	0	0	0	1	0	0	0	0
Talent Search Program	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
The Learning Center	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Theater and Dance	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Theater Arts	13	5	8	6	3	0	2	0	0	0	0	4	0	2	2	0	0	0
Theater Arts/Dance	3	2	1	1	1	0	1	0	0	0	0	1	0	0	0	0	0	0
Theatre Arts	7	5	2	1	4	0	0	1	0	0	0	2	0	0	0	0	0	0
Title III - STEM METAS	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Title V-HSI	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Trade Tech Office of the President	2	1	1	2	0	1	0	0	0	0	0	0	0	1	0	0	0	0
Trades	17	17	0	13	4	3	9	1	0	0	0	0	0	0	0	0	0	0
Transfer Center	8	3	5	7	0	1	2	0	0	0	0	1	2	1	1	0	0	0

# Los Angeles Community College District

LACCD

Snapshot Date: 07/01/2023

## Workforce Analysis Summary

Organizational Unit	Total				Male								Female							
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+		
Transportation	6	6	0	4	2	0	4	0	0	0	0	0	0	0	0	0	0	0		
TRIO	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
TRIO Program	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
TWI	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0		
Umoja	3	1	2	3	0	1	0	0	0	0	0	0	1	1	0	0	0	0		
Umoja - Black Scholars	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0		
University Center	4	1	3	4	0	0	1	0	0	0	0	0	0	2	1	0	0	0		
Upward Bound	3	1	2	3	0	1	0	0	0	0	0	0	1	1	0	0	0	0		
Upward Bound (SFP) Dept	4	2	2	4	0	0	2	0	0	0	0	0	0	2	0	0	0	0		
Upward Bound Program	4	1	3	4	0	0	1	0	0	0	0	0	0	2	1	0	0	0		
Valley Office of the President	4	2	2	1	2	0	0	0	0	0	0	1	0	0	0	0	0	1		
Van de Kamp Innovation Center	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0		
Veteran's Student Center	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0		
Veterans Affairs	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0		
Veterans Resource Center	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0		
Virtual Valley Dept	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0		
Visual & Media Arts	6	3	3	2	1	0	1	0	0	0	1	3	0	0	0	0	0	0		
Visual & Performing Arts	3	0	3	2	0	0	0	0	0	0	0	1	1	0	1	0	0	0		
Visual Arts, Dance, and Kinesiology	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0		
VTEA	3	0	3	2	0	0	0	0	0	0	0	1	0	2	0	0	0	0		
Welcome Center	8	3	5	8	0	1	2	0	0	0	0	0	0	5	0	0	0	0		

# Los Angeles Community College District

LACCD

Snapshot Date: 07/01/2023

## Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
West Office of the President	5	2	3	4	1	1	0	0	0	0	0	0	0	2	1	0	0	0
WLAC Support	5	5	0	1	4	1	0	0	0	0	0	0	0	0	0	0	0	0
Work Force Development	3	2	1	3	0	0	2	0	0	0	0	0	1	0	0	0	0	0
Workforce and Career Innovation	6	0	6	6	0	0	0	0	0	0	0	0	1	4	1	0	0	0
Workforce and Resource Development	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Workforce Connections	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Workforce Development	3	1	2	3	0	0	1	0	0	0	0	0	1	1	0	0	0	0
Workforce Development Ctr	2	1	1	2	0	1	0	0	0	0	0	0	1	0	0	0	0	0
Total (#)	3,804	1,843	1,961	2,448	655	278	651	237	5	1	16	701	273	699	264	3	3	18
Total (%)		48.4	51.6	64.4	17.2	7.3	17.1	6.2	0.1	0.0	0.4	18.4	7.2	18.4	6.9	0.1	0.1	0.5

# APPENDIX C - WORKFORCE ANALYSIS SUMMARY BY BARGAINING UNIT



## Los Angeles Community College District (LACCD) Workforce Analysis for March 2024 \*

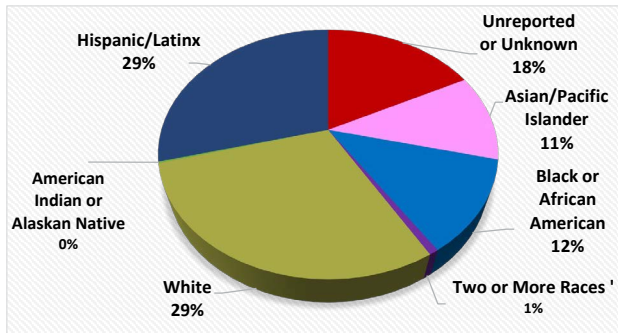
### Using State EEO-6 Categories

Based on an Unduplicated Count of Employees

(As of April 16, 2024)

#### LACCD ETHNICITY SUMMARY BY EEO6 CATEGORY

EEO-6 Category	American Indian or Alaskan Native		Asian/Pacific Islander		Black or African American		Hispanic/Latinx		White		Two or More Races <sup>1</sup>		Unreported or Unknown		Total	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Executive, Administrative			20	10.47%	26	13.61%	60	30.91%	34	18.07%		0.00%	46	26.94%	186	100.00%
Faculty - Full-Time <sup>^</sup>	6	0.33%	211	12.66%	174	10.21%	440	26.23%	597	35.01%	15	0.95%	226	14.61%	1669	100.00%
Faculty - Part-Time <sup>^^</sup>	4	0.16%	258	10.67%	249	10.11%	547	23.43%	897	36.06%	15	0.68%	423	18.88%	2393	100.00%
Professional (Non-Faculty)		0.00%	77	25.67%	26	8.59%	53	17.64%	53	17.99%	3	1.03%	78	29.08%	290	100.00%
Technical/Paraprofessional		0.00%	92	10.13%	95	10.50%	326	36.76%	187	20.91%	11	1.36%	167	20.34%	878	100.00%
Clerical/Secretarial	3	0.42%	85	10.11%	74	8.68%	331	41.90%	165	20.92%	7	0.90%	124	17.08%	789	100.00%
Service/Maintenance	1	0.22%	18	3.48%	162	33.35%	164	33.63%	29	5.98%	1	0.22%	106	23.12%	481	100.00%
Skilled Crafts		0.00%	5	5.04%	8	7.16%	51	49.25%	20	19.64%		0.00%	18	18.91%	102	100.00%
<b>Grand Total</b>	<b>14</b>	<b>0.20%</b>	<b>766</b>	<b>11.05%</b>	<b>814</b>	<b>11.69%</b>	<b>1972</b>	<b>29.08%</b>	<b>1982</b>	<b>28.38%</b>	<b>52</b>	<b>0.81%</b>	<b>1188</b>	<b>18.79%</b>	<b>6788</b>	<b>100.00%</b>



#### NOTES:

\* Percentages reflect the amount each value is of the total for each row. Data based on BW Y53 and E92 runs on April 10, 2024 for total active employees that were paid for the month of March 2024

If employee had multiple assignments and locations, the employee was allocated to a particular location, job and full-time or part-time status based on the assignment with the highest pay for March 2024.

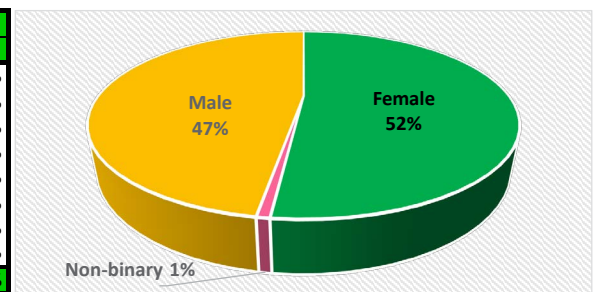
<sup>^</sup> Full-time Faculty include those faculty with limited, probationary and tenured full-time assignments.

<sup>^^</sup> Part-time faculty are primarily adjunct instructors, counselors and librarians.

<sup>1</sup> Two or More Races based on State EBD1 allocations.

#### LACCD GENDER SUMMARY BY EEO6 CATEGORY

EEO-6 Category	Female		Male		Non-Binary		Total	
	#	%	#	%	#	%	#	%
Executive, Administrative	100	52.26%	84	46.54%	2	1.20%	186	100.00%
Faculty - Full-Time <sup>^</sup>	928	55.74%	732	43.65%	9	0.61%	1669	100.00%
Faculty - Part-Time <sup>^^</sup>	1218	51.32%	1158	47.89%	17	0.79%	2393	100.00%
Professional (Non-Faculty)	142	49.03%	144	49.44%	4	1.53%	290	100.00%
Technical/Paraprofessional	482	55.19%	390	44.06%	6	0.75%	878	100.00%
Clerical/Secretarial	548	68.77%	232	29.95%	9	1.28%	789	100.00%
Service/Maintenance	98	20.57%	381	78.98%	2	0.45%	481	100.00%
Skilled Crafts		0.00%	100	97.82%	2	2.18%	102	100.00%
<b>Grand Total</b>	<b>3516</b>	<b>51.84%</b>	<b>3221</b>	<b>47.32%</b>	<b>51</b>	<b>0.84%</b>	<b>6788</b>	<b>100.00%</b>





## Los Angeles Community College District (LACCD) Workforce Analysis for March 2024 \*

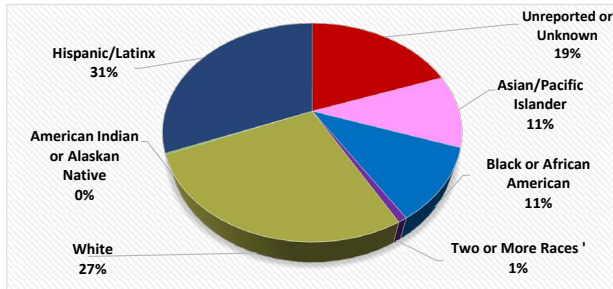
### Using LACCD "BARGAINING" Units

### Based on an Unduplicated Count of Employees

(As of April 16, 2024)

#### LACCD ETHNICITY SUMMARY BY "BARGAINING" UNIT

"Bargaining" Units	American Indian or Alaskan Native		Asian/Pacific Islander		Black or African American		Hispanic/Latinx		White		Two or More Races <sup>1</sup>		Unreported or Unknown		Total	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Academic - Managers		0.00%	3	8.28%	5	13.48%	15	40.32%	7	19.78%		0.00%	6	18.14%	36	100.00%
Academic - Deans etc.. (Teamsters)		0.00%	10	10.36%	11	11.17%	37	37.51%	17	17.75%		0.00%	20	23.20%	95	100.00%
Faculty (AFT 1521) - Full-Time ^	6	0.33%	211	12.66%	174	10.21%	440	26.23%	597	35.01%	15	0.95%	226	14.61%	1669	100.00%
Faculty (AFT 1521) - Part-Time ^^	4	0.16%	258	10.67%	249	10.11%	547	23.43%	897	36.06%	15	0.68%	423	18.88%	2393	100.00%
Classified - Managers		0.00%	33	19.56%	21	12.35%	24	14.46%	35	20.65%	1	0.64%	50	32.34%	164	100.00%
Classified - Supervisors (Local 721)		0.00%	32	15.45%	40	19.34%	57	27.72%	37	18.48%	2	0.84%	33	18.17%	201	100.00%
Classified - Confidential		0.00%	4	9.55%	2	5.56%	15	34.90%	4	10.46%	1	2.86%	13	36.68%	39	100.00%
Classified - Clerical/Technical (Staff Guild 1521A)	3	0.23%	175	11.44%	143	9.33%	575	39.21%	301	20.49%	13	0.95%	247	18.36%	1457	100.00%
Classified - Operations (Local 99)	1	0.26%	15	3.44%	135	32.50%	146	34.99%	20	4.83%		0.00%	95	23.98%	412	100.00%
Classified - Crafts (Buildings & Trades)		0.00%	8	6.86%	10	7.99%	52	42.70%	20	16.97%		0.00%	28	25.48%	118	100.00%
Student Employees	1	0.11%	80	8.68%	47	5.10%	379	41.10%	135	14.64%	10	1.09%	270	29.29%	922	100.00%
Unclassified	1	0.16%	46	7.41%	38	5.85%	235	38.52%	111	17.78%	11	1.82%	173	28.45%	615	100.00%
<b>Grand Total</b>	<b>16</b>	<b>0.19%</b>	<b>875</b>	<b>10.54%</b>	<b>875</b>	<b>10.41%</b>	<b>2522</b>	<b>31.26%</b>	<b>2181</b>	<b>25.96%</b>	<b>68</b>	<b>0.88%</b>	<b>1584</b>	<b>20.75%</b>	<b>8121</b>	<b>100.00%</b>



#### NOTES:

\* Percentages reflect the amount each value is of the total for each row.

Data based on BW Y53 and E92 runs on April 10, 2024 for total active employees that were paid for the month of March 2024. If employee had multiple assignments and locations, the employee was allocated to a particular location, job and full-time or part-time status based on the assignment with the highest pay for March 2024.

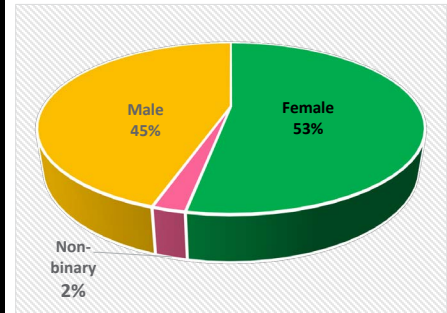
^ Full-time Faculty include those faculty with limited, probationary and tenured full-time assignments.

^^ Part-time faculty are primarily adjunct instructors, counselors and librarians.

<sup>1</sup> Two or More Races based on State EBD1 allocations.

#### LACCD GENDER SUMMARY BY "BARGAINING" UNIT

"Bargaining" Units	Female		Male		Non-Binary		Total	
	#	%	#	%	#	%	#	%
Academic - Managers	13	34.33%	22	62.57%	1	3.10%	36	100.00%
Academic - Deans etc.. (Teamsters)	66	68.48%	29	31.52%		0.00%	95	100.00%
Faculty (AFT 1521) - Full-Time ^	928	55.74%	732	43.65%	9	0.61%	1669	100.00%
Faculty (AFT 1521) - Part-Time ^^	1218	51.32%	1158	47.89%	17	0.79%	2393	100.00%
Classified - Managers	78	46.73%	84	51.94%	2	1.33%	164	100.00%
Classified - Supervisors (Local 721)	75	36.87%	126	63.13%		0.00%	201	100.00%
Classified - Confidential	35	89.30%	3	7.83%	1	2.87%	39	100.00%
Classified - Clerical/Technical (Staff Guild 1521A)	891	61.12%	552	37.81%	14	1.07%	1457	100.00%
Classified - Operations (Local 99)	89	21.66%	321	77.82%	2	0.52%	412	100.00%
Classified - Crafts (Buildings & Trades)	4	3.46%	112	94.66%	2	1.88%	118	100.00%
Student Employees	537	58.23%	294	31.89%	91	9.88%	922	100.00%
Unclassified	362	58.65%	210	34.23%	43	7.12%	615	100.00%
<b>Grand Total</b>	<b>4296</b>	<b>53.04%</b>	<b>3643</b>	<b>44.51%</b>	<b>182</b>	<b>2.45%</b>	<b>8121</b>	<b>100.00%</b>



## APPENDIX D - RECRUITMENT AND APPLICANT DATA

For the present reporting period, there were 1644 applicants in 110 searches for classified staff positions. 238 hires were made during the reporting period in classified job titles and 128 promotions in classified job titles. In addition, there were 45 transfers completed during this reporting period.

## APPENDIX E - ADVERSE IMPACT ANALYSIS

When applying the 80% rule, adverse impact in hires exists in the following job groups:

AC-OASO – Accounting in Asian ethnicity

BFO-Business and Financial Operations Occupations in the Total Minority group, in Hispanic and two or more ethnicities

CDSO – Child Development in the Total Minority group

CESO – Computer, Engineering and Science Occupations in the Total Minority group and in Hispanic ethnicity

CSNS – Computer and Network Specialists in the Total Minority group and in the Hispanic and Asian ethnicities

FAA – Financial Aid in the Total Minority group and in the African American ethnicity

LCA – Librarians, Curators and Archivists in the Total Minority Group

MO – Management Occupations in Hispanic ethnicity

NRCMO – Natural Resources, Construction and Maintenance Occupations in the Total Minority group

SAAOESO – Student and Academic Affairs and Other Education Services Occupations in Males

SO – Service Occupations in the Total Minority group and in African American ethnicity

When applying the 80% rule, adverse impact in competitive promotions exists in the following job groups:

ADSAAOES – Admissions in the White category

MO – Management Occupations in the Total Minority group and in the African American ethnicity

SAAOESO – Student and Academic Affairs and Other Education Services Occupations in the Hispanic ethnicity

When applying the 80% rule, adverse impact in all promotions exists in the following job groups:

Admin – Administrative Assistants in the Total Minority group  
ADSAAOES – Admissions in the White category  
CSO – Custodians in the White category  
IA – Instructional Assistants in the White category and in the Hispanic ethnicity  
SFP – SFP Program Specialists in the Female category  
SRO – Sales and Related Occupations in the Male category

When applying the 80% rule, adverse impact exists in involuntary terminations in the following job groups:

AC-OASO – Accounting OASO in the African American ethnicity  
IA – Instructional Assistants in the Two or More category  
SRO – Sales and Related Occupations in the Male category  
SSA – Student Services in the Female category  
IA – Instructional Assistants in the Two or More category

When applying the 80% rule, adverse impact exists in voluntary terminations in the following job groups;

IA – Instructional Assistants in the Two or More category

When applying the 80% rule, adverse impact exists in all terminations in the following job groups:

AC-OASO – Accounting OASO in the African American ethnicity  
BFO – Business and Financial Operations Occupations in the Male category  
IA – Instructional Assistants in the Two or More category  
SO – Service Occupations in the Female category



# APPENDIX F - HISTORICAL DATA

1 of 4

## Los Angeles Community College District (LACCD) WorkForce Analysis for June 2020 \*

### Based on an Unduplicated Count of Employees

(As of September 20, 2020)

#### LACCD SUMMARY

	Female		Male		Non-binary		Total		American Indian or Alaskan Native	Asian/Pacific Islander	Black or African American	Hispanic/Latinx		White		Two or More Races†		Unreported or Unknown	Total	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EEO-6 Category																				
Executive, Administrative	102	52.04%	94	47.96%		0.00%	196	100.00%		0.00%	21	10.71%	24	12.24%	61	31.12%	37	18.88%		
Faculty & Other Instructional Staff - Full-Time^	895	55.66%	713	44.34%		0.00%	1608	100.00%	7	0.44%	161	10.01%	167	10.39%	370	23.01%	661	41.11%	11	0.68%
Faculty & Other Instructional Staff - Part-Time^^	1506	51.29%	1426	48.57%	4	0.14%	2936	100.00%	6	0.20%	274	9.33%	324	11.04%	515	17.54%	1206	41.08%	10	0.34%
Professional (Non-Faculty)	135	49.82%	136	50.18%		0.00%	271	100.00%		0.00%	62	22.88%	29	10.70%	46	16.97%	60	22.14%		0.00%
Technical/Paraprofessional	460	56.03%	360	43.85%	1	0.12%	821	100.00%	1	0.12%	85	10.35%	86	10.48%	299	36.42%	190	23.14%	6	0.73%
Clerical/Secretarial	543	72.98%	201	27.02%		0.00%	744	100.00%	2	0.27%	94	12.63%	93	12.50%	290	38.98%	165	22.18%	6	0.81%
Service/Maintenance	100	20.53%	387	79.47%		0.00%	487	100.00%		0.00%	21	4.31%	173	35.52%	148	30.39%	35	7.19%	1	0.21%
Skilled Crafts		0.00%	103	100.00%		0.00%	103	100.00%		0.00%	5	4.85%	7	6.80%	41	39.81%	33	32.04%		0.00%
Grand Total	3741	52.20%	3420	47.73%	5	0.07%	7166	100.00%	16	0.22%	723	10.09%	903	12.60%	1770	24.70%	2387	33.31%	34	0.47%

#### LOS ANGELES CITY COLLEGE

	Female		Male		Non-binary		Total		American Indian or Alaskan Native	Asian/Pacific Islander	Black or African American	Hispanic/Latinx	White	Two or More Races†	Unreported or Unknown	Total		
EEO-6 Category	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Executive, Administrative	10	50.00%	10	50.00%		0.00%	20	100.00%		0.00%	3	15.00%	3	15.00%	4	20.00%	5	25.00%
Faculty & Other Instructional Staff - Full-Time^	104	54.45%	87	45.55%		0.00%	191	100.00%		0.00%	21	10.99%	11	5.76%	35	18.32%	88	46.07%
Faculty & Other Instructional Staff - Part-Time^^	193	52.16%	177	47.84%		0.00%	370	100.00%		0.00%	32	8.65%	33	8.92%	67	18.11%	145	39.19%
Professional (Non-Faculty)	10	55.56%	8	44.44%		0.00%	18	100.00%		0.00%	3	16.67%	2	11.11%	4	22.22%	3	16.67%
Technical/Paraprofessional	60	52.17%	54	46.96%	1	0.87%	115	100.00%		0.00%	16	13.91%	7	6.09%	30	26.09%	22	19.13%
Clerical/Secretarial	59	78.67%	16	21.33%		0.00%	75	100.00%		0.00%	7	9.33%	12	16.00%	21	28.00%	25	33.33%
Service/Maintenance	11	18.03%	50	81.97%		0.00%	61	100.00%		0.00%	3	4.92%	29	47.54%	15	24.59%	1	1.64%
Skilled Crafts		0.00%	16	100.00%		0.00%	16	100.00%		0.00%	1	6.25%	4	25.00%	5	31.25%		0.00%
Grand Total	447	51.62%	418	48.27%	1	0.12%	866	100.00%		0.00%	85	9.82%	98	11.32%	180	20.79%	294	33.95%

#### DISTRICT OFFICE

	Female		Male		Non-binary		Total		American Indian or Alaskan Native	Asian/Pacific Islander	Black or African American	Hispanic/Latinx	White	Two or More Races†	Unreported or Unknown	Total		
EEO-6 Category	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	%	
Executive, Administrative	14	42.42%	19	57.58%		0.00%	33	100.00%		0.00%	3	15.00%	3	15.00%	4	20.00%	5	25.00%
Faculty & Other Instructional Staff - Full-Time^	4	80.00%	1	20.00%		0.00%	5	100.00%		0.00%	21	10.99%	11	5.76%	35	18.32%	88	46.07%
Faculty & Other Instructional Staff - Part-Time^^	3	50.00%	3	50.00%		0.00%	6	100.00%		0.00%	32	8.65%	33	8.92%	67	18.11%	145	39.19%
Professional (Non-Faculty)	60	42.55%	81	57.45%		0.00%	141	100.00%		0.00%	3	16.67%	2	11.11%	4	22.22%	3	16.67%
Technical/Paraprofessional	16	47.06%	18	52.94%		0.00%	34	100.00%		0.00%	16	13.91%	7	6.09%	30	26.09%	22	19.13%
Clerical/Secretarial	59	81.94%	13	18.06%		0.00%	72	100.00%		0.00%	7	9.33%	12	16.00%	21	28.00%	25	33.33%
Service/Maintenance	1	11.11%	8	88.89%		0.00%	9	100.00%		0.00%	3	4.92%	29	47.54%	15	24.59%	1	1.64%
Skilled Crafts		0.00%		0.00%		0.00%		0.00%		0.00%	1	6.25%	4	25.00%	5	31.25%		0.00%
Grand Total	157	52.33%	143	47.67%		0.00%	300	100.00%		0.00%	85	9.82%	98	11.32%	180	20.79%	294	33.95%

#### EAST LOS ANGELES COLLEGE

## Los Angeles Community College District (LACCD) WorkForce Analysis for June 2020 \*

### Based on an Unduplicated Count of Employees

(As of September 20, 2020)

EEO-6 Category	Female		Male		Non-binary		Total		American Indian or Alaskan Native		Asian/Pacific Islander		Black or African American		Hispanic/Latinx		White		Two or More Races†		Unreported or Unknown		Total	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Executive, Administrative	16	55.17%	13	44.83%		0.00%	29	100.00%		0.00%	3	10.34%		0.00%	15	51.72%	2	6.90%		0.00%	9	31.03%	29	100.00%
Faculty & Other Instructional Staff - Full-Time^	185	54.25%	156	45.75%		0.00%	341	100.00%		0.00%	44	12.90%	18	5.28%	112	32.84%	99	29.03%	1	0.29%	67	19.65%	341	100.00%
Faculty & Other Instructional Staff - Part-Time^^	292	50.78%	283	49.22%		0.00%	575	100.00%	3	0.52%	76	13.22%	32	5.57%	133	23.13%	148	25.74%	1	0.17%	182	31.65%	575	100.00%
Professional (Non-Faculty)	12	63.16%	7	36.84%		0.00%	19	100.00%		0.00%	3	15.79%		0.00%	6	31.58%	3	15.79%		0.00%	7	36.84%	19	100.00%
Technical/Paraprofessional	91	59.87%	61	40.13%		0.00%	152	100.00%	1	0.66%	16	10.53%	3	1.97%	86	56.58%	18	11.84%		0.00%	28	18.42%	152	100.00%
Clerical/Secretarial	88	64.23%	49	35.77%		0.00%	137	100.00%		0.00%	17	12.41%	5	3.65%	85	62.04%	4	2.92%		0.00%	26	18.98%	137	100.00%
Service/Maintenance	19	20.43%	74	79.57%		0.00%	93	100.00%		0.00%	3	3.23%	19	20.43%	33	35.48%	5	5.38%		0.00%	33	35.48%	93	100.00%
Skilled Crafts		0.00%	20	100.00%		0.00%	20	100.00%		0.00%	1	5.00%	1	5.00%	12	60.00%	2	10.00%		0.00%	4	20.00%	20	100.00%
<b>Grand Total</b>	<b>703</b>	<b>51.46%</b>	<b>663</b>	<b>48.54%</b>		<b>0.00%</b>	<b>1366</b>	<b>100.00%</b>	<b>4</b>	<b>0.29%</b>	<b>163</b>	<b>11.93%</b>	<b>78</b>	<b>5.71%</b>	<b>482</b>	<b>35.29%</b>	<b>281</b>	<b>20.57%</b>	<b>2</b>	<b>0.15%</b>	<b>356</b>	<b>26.06%</b>	<b>1366</b>	<b>100.00%</b>

#### LOS ANGELES HARBOR COLLEGE

EEO-6 Category	Female		Male		Non-binary		Total		American Indian or Alaskan Native		Asian/Pacific Islander		Black or African American		Hispanic/Latinx		White		Two or More Races†		Unreported or Unknown		Total	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Executive, Administrative	11	68.75%	5	31.25%		0.00%	16	100.00%		0.00%	3	18.75%	1	6.25%	7	43.75%	2	12.50%		0.00%	3	18.75%	16	100.00%
Faculty & Other Instructional Staff - Full-Time^	60	57.14%	45	42.86%		0.00%	105	100.00%	1	0.95%	14	13.33%	10	9.52%	31	29.52%	35	33.33%		0.00%	14	13.33%	105	100.00%
Faculty & Other Instructional Staff - Part-Time^^	122	52.81%	108	46.75%	1	0.43%	231	100.00%		0.00%	25	10.82%	20	8.66%	44	19.05%	93	40.26%		0.00%	49	21.21%	231	100.00%
Professional (Non-Faculty)	6	54.55%	5	45.45%		0.00%	11	100.00%		0.00%	4	36.36%	2	18.18%		0.00%	3	27.27%		0.00%	2	18.18%	11	100.00%
Technical/Paraprofessional	29	58.00%	21	42.00%		0.00%	50	100.00%		0.00%	6	12.00%	7	14.00%	14	28.00%	8	16.00%		0.00%	15	30.00%	50	100.00%
Clerical/Secretarial	38	77.55%	11	22.45%		0.00%	49	100.00%		0.00%	9	18.37%	5	10.20%	21	42.86%	6	12.24%	2	4.08%	6	12.24%	49	100.00%
Service/Maintenance	6	18.18%	27	81.82%		0.00%	33	100.00%		0.00%		0.00%	12	36.36%	9	27.27%	5	15.15%		0.00%	7	21.21%	33	100.00%
Skilled Crafts		0.00%	3	100.00%		0.00%	3	100.00%		0.00%		0.00%		0.00%	1	33.33%		0.00%		0.00%	2	66.67%	3	100.00%
<b>Grand Total</b>	<b>272</b>	<b>54.62%</b>	<b>225</b>	<b>45.18%</b>	<b>1</b>	<b>0.20%</b>	<b>498</b>	<b>100.00%</b>	<b>1</b>	<b>0.20%</b>	<b>61</b>	<b>12.25%</b>	<b>57</b>	<b>11.45%</b>	<b>127</b>	<b>25.50%</b>	<b>152</b>	<b>30.52%</b>	<b>2</b>	<b>0.40%</b>	<b>98</b>	<b>19.68%</b>	<b>498</b>	<b>100.00%</b>

#### LOS ANGELES MISSION COLLEGE

EEO-6 Category	Female		Male		Non-binary		Total		American Indian or Alaskan Native		Asian/Pacific Islander		Black or African American		Hispanic/Latinx		White		Two or More Races†		Unreported or Unknown		Total	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Executive, Administrative	6	46.15%	7	53.85%		0.00%	13	100.00%		0.00%		0.00%		0.00%	8	61.54%	5	38.46%		0.00%		0.00%	13	100.00%
Faculty & Other Instructional Staff - Full-Time^	61	57.55%	45	42.45%		0.00%	106	100.00%	1	0.94%	11	10.38%	5	4.72%	31	29.25%	53	50.00%		0.00%	5	4.72%	106	100.00%
Faculty & Other Instructional Staff - Part-Time^^	128	52.67%	115	47.33%		0.00%	243	100.00%	2	0.82%	27	11.11%	13	5.35%	61	25.10%	125	51.44%		0.00%	15	6.17%	243	100.00%
Professional (Non-Faculty)	6	50.00%	6	50.00%		0.00%	12	100.00%		0.00%	4	33.33%		0.00%	3	25.00%	4	33.33%		0.00%	1	8.33%	12	100.00%
Technical/Paraprofessional	46	63.01%	27	36.99%		0.00%	73	100.00%		0.00%	7	9.59%	5	6.85%	43	58.90%	13	17.81%		0.00%	5	6.85%	73	100.00%
Clerical/Secretarial	41	82.00%	9	18.00%		0.00%	50	100.00%		0.00%	6	12.00%	6	12.00%	19	38.00%	17	34.00%		0.00%	2	4.00%	50	100.00%
Service/Maintenance	10	28.57%	25	71.43%		0.00%	35	100.00%		0.00%	1	2.86%	9	25.71%	19	54.29%	3	8.57%		0.00%	3	8.57%	35	100.00%
Skilled Crafts		0.00%	8	100.00%		0.00%	8	100.00%		0.00%	1	12.50%	1	12.50%	3	37.50%	3	37.50%		0.00%		0.00%	8	100.00%
<b>Grand Total</b>	<b>298</b>	<b>55.19%</b>	<b>242</b>	<b>44.81%</b>		<b>0.00%</b>	<b>540</b>	<b>100.00%</b>	<b>3</b>	<b>0.56%</b>	<b>57</b>	<b>10.56%</b>	<b>39</b>	<b>7.22%</b>	<b>187</b>	<b>34.63%</b>	<b>223</b>	<b>41.30%</b>		<b>0.00%</b>	<b>31</b>	<b>5.74%</b>	<b>540</b>	<b>100.00%</b>

#### LOS ANGELES PIERCE COLLEGE

## Los Angeles Community College District (LACCD) WorkForce Analysis for June 2020 \*

### Based on an Unduplicated Count of Employees

(As of September 20, 2020)

(As of September 30, 2020)																										
	Female			Male			Non-binary		Total		American Indian or Alaskan Native		Asian/Pacific Islander		Black or African American		Hispanic/Latinx		White		Two or More Races†		Unreported or Unknown		Total	
EEO-6 Category	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Executive, Administrative	8	47.06%	9	52.94%		0.00%	17	100.00%		0.00%	3	17.65%	2	11.76%	5	29.41%	3	17.65%		0.00%	4		23.53%	17	100.00%	
Faculty & Other Instructional Staff - Full-Time^	156	60.70%	101	39.30%		0.00%	257	100.00%		0.00%	21	8.17%	16	6.23%	29	11.28%	159	61.87%	4	1.56%	28	10.89%	257	100.00%		
Faculty & Other Instructional Staff - Part-Time^^	204	54.26%	170	45.21%	2	0.53%	376	100.00%		0.00%	26	6.91%	13	3.46%	44	11.70%	245	65.16%	1	0.27%	47	12.50%	376	100.00%		
Professional (Non-Faculty)	10	66.67%	5	33.33%		0.00%	15	100.00%		0.00%	5	33.33%	1	6.67%	3	20.00%	4	26.67%		0.00%	2	13.33%	15	100.00%		
Technical/Paraprofessional	45	47.37%	50	52.63%		0.00%	95	100.00%		0.00%	14	14.74%	4	4.21%	21	22.11%	51	53.68%	1	1.05%	4	4.21%	95	100.00%		
Clerical/Secretarial	70	72.92%	26	27.08%		0.00%	96	100.00%		0.00%	14	14.58%	7	7.29%	28	29.17%	42	43.75%	1	1.04%	4	4.17%	96	100.00%		
Service/Maintenance	17	23.29%	56	76.71%		0.00%	73	100.00%		0.00%	11	15.07%	20	27.40%	20	27.40%	11	15.07%	1	1.37%	10	13.70%	73	100.00%		
Skilled Crafts		0.00%	13	100.00%		0.00%	13	100.00%		0.00%	2	15.38%	1	7.69%	3	23.08%	6	46.15%		0.00%	1	7.69%	13	100.00%		
Grand Total	510	54.14%	430	45.65%	2	0.21%	942	100.00%		0.00%	96	10.19%	64	6.79%	153	16.24%	521	55.31%	8	0.85%	100	10.62%	942	100.00%		

#### LOS ANGELES SOUTHWEST COLLEGE

LOS ANGELES SOUTHWEST COLLEGE																										
EEO-6 Category	Female		Male		Non-binary		Total		American Indian or Alaskan Native	Asian/Pacific Islander	Black or African American	Hispanic/Latinx	White	Two or More Races†	Unreported or Unknown	Total										
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%								
Executive, Administrative	7	46.67%	8	53.33%		0.00%	15	100.00%		0.00%	1	6.67%	5	33.33%	2	13.33%	2	13.33%		0.00%	5	33.33%	15	100.00%		
Faculty & Other Instructional Staff - Full-Time^A	57	64.77%	31	35.23%		0.00%	88	100.00%		0.00%	5	5.68%	42	47.73%	13	14.77%	18	20.45%		0.00%	10	11.36%	88	100.00%		
Faculty & Other Instructional Staff - Part-Time^A^	95	52.20%	86	47.25%	1	0.55%	182	100.00%		0.00%	8	4.40%	58	31.87%	32	17.58%	35	19.23%	1	0.55%	48	26.37%	182	100.00%		
Professional (Non-Faculty)	4	50.00%	4	50.00%		0.00%	8	100.00%		0.00%	2	25.00%	2	25.00%	2	25.00%	2	25.00%		0.00%	2	25.00%	8	100.00%		
Technical/Paraprofessional	22	50.00%	22	50.00%		0.00%	44	100.00%		0.00%	2	4.55%	14	31.82%	9	20.45%	2	4.55%		0.00%	17	38.64%	44	100.00%		
Clerical/Secretarial	26	65.00%	14	35.00%		0.00%	40	100.00%	1	2.50%		0.00%	13	32.50%	17	42.50%	2	5.00%	1	2.50%	6	15.00%	40	100.00%		
Service/Maintenance	9	27.27%	24	72.73%		0.00%	33	100.00%		0.00%		0.00%	19	57.58%	2	6.06%	1	3.03%		0.00%	11	33.33%	33	100.00%		
Skilled Crafts		0.00%	6	100.00%		0.00%	6	100.00%		0.00%		0.00%	4	66.67%	1	16.67%		0.00%	1	16.67%	6	100.00%		0.00%		
Grand Total	220	52.88%	195	46.88%	1	0.24%	416	100.00%	1	0.24%	16	3.85%	153	36.78%	81	19.47%	63	15.14%	2	0.48%	100	24.04%	416	100.00%		

#### LOS ANGELES TRADE TECHNICAL COLLEGE

EEO-6 Category	Female		Male		Non-binary		Total		American Indian or Alaskan Native	Asian/Pacific Islander		Black or African American		Hispanic/Latinx		White		Two or More Races†		Unreported or Unknown		Total		
	#	%	#	%	#	%	#	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Executive, Administrative	9	52.94%	8	47.06%		0.00%	17	100.00%		0.00%	1	5.88%	5	29.41%	2	11.76%	3	17.65%		0.00%	6	35.29%	17	100.00%
Faculty & Other Instructional Staff - Full-Time^	93	48.95%	97	51.05%		0.00%	190	100.00%	2	1.05%	18	9.47%	37	19.47%	52	27.37%	47	24.74%	1	0.53%	33	17.37%	190	100.00%
Faculty & Other Instructional Staff - Part-Time^^	126	40.91%	182	59.09%		0.00%	308	100.00%	1	0.32%	28	9.09%	75	24.35%	56	18.18%	92	29.87%	1	0.32%	55	17.86%	308	100.00%
Professional (Non-Faculty)	6	37.50%	10	62.50%		0.00%	16	100.00%		0.00%	4	25.00%	3	18.75%	4	25.00%	3	18.75%		0.00%	2	12.50%	16	100.00%
Technical/Paraprofessional	42	55.26%	34	44.74%		0.00%	76	100.00%		0.00%	7	9.21%	18	23.68%	33	43.42%	6	7.89%		0.00%	12	15.79%	76	100.00%
Clerical/Secretarial	48	67.61%	23	32.39%		0.00%	71	100.00%		0.00%	8	11.27%	22	30.99%	27	38.03%	5	7.04%		0.00%	9	12.68%	71	100.00%
Service/Maintenance	9	14.06%	55	85.94%		0.00%	64	100.00%		0.00%		0.00%	34	53.13%	16	25.00%	3	4.69%		0.00%	11	17.19%	64	100.00%
Skilled Crafts		0.00%	15	100.00%		0.00%	15	100.00%		0.00%	1	6.67%		0.00%	5	33.33%	8	53.33%		0.00%	1	6.67%	15	100.00%
Grand Total	333	43.99%	424	56.01%		0.00%	757	100.00%	3	0.40%	67	8.85%	194	25.63%	195	25.76%	167	22.06%	2	0.26%	129	17.04%	757	100.00%

#### LOS ANGELES VALLEY COLLEGE

## Los Angeles Community College District (LACCD) WorkForce Analysis for June 2020 \*

### Based on an Unduplicated Count of Employees

(As of September 20, 2020)

	Female		Male		Non-binary		Total		American Indian or Alaskan Native	Asian/Pacific Islander	Black or African American	Hispanic/Latinx	White	Two or More Races†	Unreported or Unknown	Total		
EEO-6 Category	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Executive, Administrative	11	57.89%	8	42.11%		0.00%	19	100.00%		0.00%	2	10.53%	4	21.05%	5	26.32%	5	26.32%
Faculty & Other Instructional Staff - Full-Time^	112	54.11%	95	45.89%		0.00%	207	100.00%	3	1.45%	15	7.25%	14	6.76%	40	19.32%	116	56.04%
Faculty & Other Instructional Staff - Part-Time^^	181	51.57%	170	48.43%		0.00%	351	100.00%		0.00%	30	8.55%	19	5.41%	49	13.96%	218	62.11%
Professional (Non-Faculty)	12	60.00%	8	40.00%		0.00%	20	100.00%		0.00%	1	5.00%	3	15.00%	2	10.00%	4	20.00%
Technical/Paraprofessional	59	56.73%	45	43.27%		0.00%	104	100.00%		0.00%	7	6.73%	5	4.81%	34	32.69%	52	50.00%
Clerical/Secretarial	71	75.53%	23	24.47%		0.00%	94	100.00%	1	1.06%	8	8.51%	3	3.19%	31	32.98%	43	45.74%
Service/Maintenance	10	21.74%	36	78.26%		0.00%	46	100.00%		0.00%	1	2.17%	13	28.26%	26	56.52%	2	4.35%
Skilled Crafts		0.00%	14	100.00%		0.00%	14	100.00%		0.00%		0.00%	2	14.29%	5	35.71%	6	42.86%
Grand Total	456	53.33%	399	46.67%		0.00%	855	100.00%	4	0.47%	64	7.49%	63	7.37%	192	22.46%	446	52.16%

#### WEST LOS ANGELES COLLEGE

EEO-6 Category	Female		Male		Non-binary		Total		American Indian or Alaskan Native	Asian/Pacific Islander	Black or African American	Hispanic/Latinx	White	Two or More Races†	Unreported or Unknown	Total		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	%	
Executive, Administrative	10	58.82%	7	41.18%		0.00%	17	100.00%		0.00%	3	17.65%	1	5.88%	6	35.29%	3	17.65%
Faculty & Other Instructional Staff - Full-Time^	63	53.39%	55	46.61%		0.00%	118	100.00%		0.00%	11	9.32%	14	11.86%	25	21.19%	44	37.29%
Faculty & Other Instructional Staff - Part-Time^A^	162	55.10%	132	44.90%		0.00%	294	100.00%		0.00%	22	7.48%	59	20.07%	29	9.86%	103	35.03%
Professional (Non-Faculty)	9	81.82%	2	18.18%		0.00%	11	100.00%		0.00%	5	45.45%	3	27.27%	1	9.09%	2	18.18%
Technical/Paraprofessional	50	64.10%	28	35.90%		0.00%	78	100.00%		0.00%	3	3.85%	19	24.36%	19	24.36%	15	19.23%
Clerical/Secretarial	43	71.67%	17	28.33%		0.00%	60	100.00%		0.00%	6	10.00%	10	16.67%	22	36.67%	8	13.33%
Service/Maintenance	8	20.00%	32	80.00%		0.00%	40	100.00%		0.00%	2	5.00%	16	40.00%	5	12.50%	3	7.50%
Skilled Crafts		0.00%	8	100.00%		0.00%	8	100.00%		0.00%		0.00%	1	12.50%	4	50.00%	2	25.00%
Grand Total	345	55.11%	281	44.89%		0.00%	626	100.00%		0.00%	52	8.31%	123	19.65%	111	17.73%	180	28.75%

#### NOTES:

\* Percentages reflect the amount each value is of the total for each row.

Data based on BW Y53 and E92 runs in July 2020, for total unique count of employees that were paid for the month of June 2020.

If employee had multiple assignments either at one or various locations, the employee was allocated to a one particular job and full-time or part-time status based on the assignment with the highest pay for June 2020.

Ethnicity categories based on Department of Education mandated categories except merged Asian and Pacific Islander groupings.

† Two or races definition based on States EBD1 data element definition.

^ Full-time Faculty & Other Instructional Staff include those faculty with limited, probationary and tenured full-time assignments.

^^ Part-time faculty are primarily adjunct instructors, counselors and librarians.

## APPENDIX G - EEO PLAN AUDIT CHECKLIST

The following compliance checklist is designed to assist the District in reviewing the EEO Plan. The checklist ensures that each district's Plan includes provisions and components required under state law. California Code of Regulations, Title 5, section 53003, and Education Code, sections 87102 and 87106 list the specific components that must be included in the District's Plan. All references to "sections" refer to Title 5, California Code of Regulations, unless otherwise indicated.

1. Does the Plan indicate when the District's governing board adopted this Plan?
2. Does the District describe the governing board's responsibility for the proper implementation of the Plan and for making measurable progress?
3. Does the District designate an Equal Employment Opportunity Officer to oversee the daily implementation of Title 5's equal employment opportunity requirements?
4. Does the District describe the administrative structure created by any delegation of authority to the Equal Employment Opportunity Officer or others, and is it designed to ensure prompt and effective implementation of the EEO Title 5 requirements?
5. Does the District designate a single officer who will have the authority to receive complaints under section 53026 and who will monitor selection procedures and applicant pools?
6. Does the Plan clearly state that anyone who is an agent of the district, is also subject to all the Title 5 equal employment opportunity recruitment and screening requirements?
7. Does the District provide the procedures for filing complaints that allege a violation of the equal employment opportunity requirements of Title 5 and designate the person with whom such complaints are to be filed?
8. Does the District include or reference the procedures for filing complaints that allege unlawful discrimination and/or harassment and designate the person with whom such complaints are to be filed?
9. Does the District describe the District's process for notifying all district employees of the provisions of this Plan and the policy statement required by section 53002.
10. Does the District's process ensure that District employees participating in screening or selection committees receive appropriate training on Title 5 requirements relating to equal employment opportunity and state and federal nondiscrimination laws?
11. Does the District describe the District's process for providing annual written notice to appropriate community-based and professional organizations regarding the district's Plan and the need for assistance from the community and such organizations in identifying qualified applicants?
12. Does the District provide an analysis of the number of persons from monitored groups who are currently employed in the District's workforce for each of the job categories listed in section 53004(a)?

13. Does the District analyze those who have applied for employment in each job category listed in section 53004(a)?
14. Does the Plan state that the survey required by section 53004(a) will be done every year?
15. Does the District provide an analysis of the degree to which monitored groups are underrepresented for each job category in comparison to the numbers of people from such groups whom the Chancellor's Office determines to be available and qualified to work?
16. Does the District indicate whether the underrepresentation for each group is "significant"?
17. Does the District describe the methods it will use to address any underrepresentation?
18. Does the District describe additional steps consistent with section 53006 to remedy any significant underrepresentation?
19. Does the District describe the steps to be taken, consistent with section 53006, if significant underrepresentation persists after a reasonable period has passed?
20. Does the District consider anything else you might do, that is permissible, to remedy any significant underrepresentation?
21. Does the District describe any other measures that the District undertakes to further equal employment opportunity?
22. Does the District describe the available accommodations for applicants and employees and identifies the ADA coordinator?