



**San Francisco Community College District
City College of San Francisco**

Human Resources Department

**HIRING DATA REPORT
FY 23/24**

**EMPLOYEE DATA REPORT
Fall 2023**

OPPORTUNITY

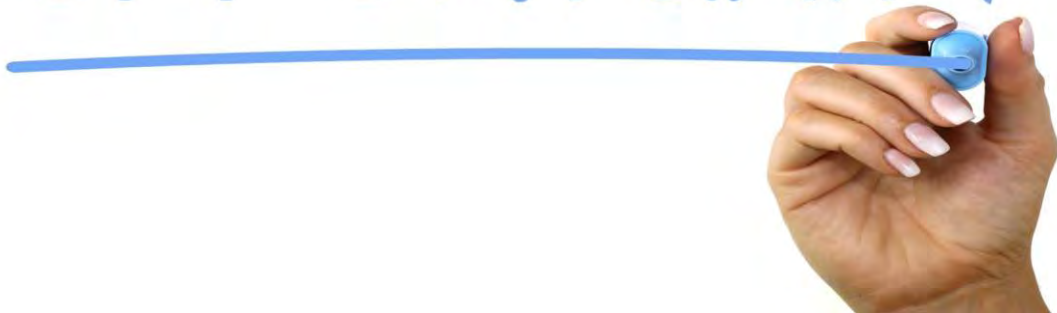


TABLE OF CONTENTS

HIRING REPORT FY23/24	1 - 9
Administrative Hires	1
EEO Data Table & Pie Chart	
Recruitment: Internal –v- External (no prior CCSF)	
Full Time Tenure Track Faculty Hires	2
EEO Data Table & Pie Chart	
Recruitment: Internal –v- External (no prior CCSF)	
Part Time Faculty Hires	3
EEO Data Table & Pie Chart	
PT Pool Hires / Emergency Hires / Retired-Rehired	4
EEO Data Table & Bar Graph	
Classified New Hires (All Hires)	5
EEO Data Table & Pie Chart	
Classified Full Time New Hires	6
EEO Data Table & Pie Chart	
Classified Part Time New Hires	7
EEO Data Table & Pie Chart	
Classified Position Movement (Internal promotions)	8
EEO Data Table & Pie Chart	
Classified New Hires & Position Movement	9
EEO Data Table, Pie Chart, & Bar Graph	
APPLICANT DATA & ADVERSE IMPACT	10 - 14
Administrative & Full Time Faculty Postings Table	10
Part Time Faculty Postings Table	11
Administrative & Full Time Faculty Recruitments Search Committee	
EEO Data Tables	12 - 14

DISTRICT WORKFORCE DEMOGRAPHICS - FALL 2023 **15 - 16**

Workforce Demographics Report (Ethnicity & Gender) 15
Classified Demographics by Job Sub-Categories

District Workforce Measured against Community Demographics 16
District Workforce Measures against Student Demographics

FALL 2023 EEO DATA TABLES & PIE CHARTS **17-20**

Administrators 17
Full-Time Faculty 18
Part-Time Faculty 19
Classified 20

HIRING REPORT

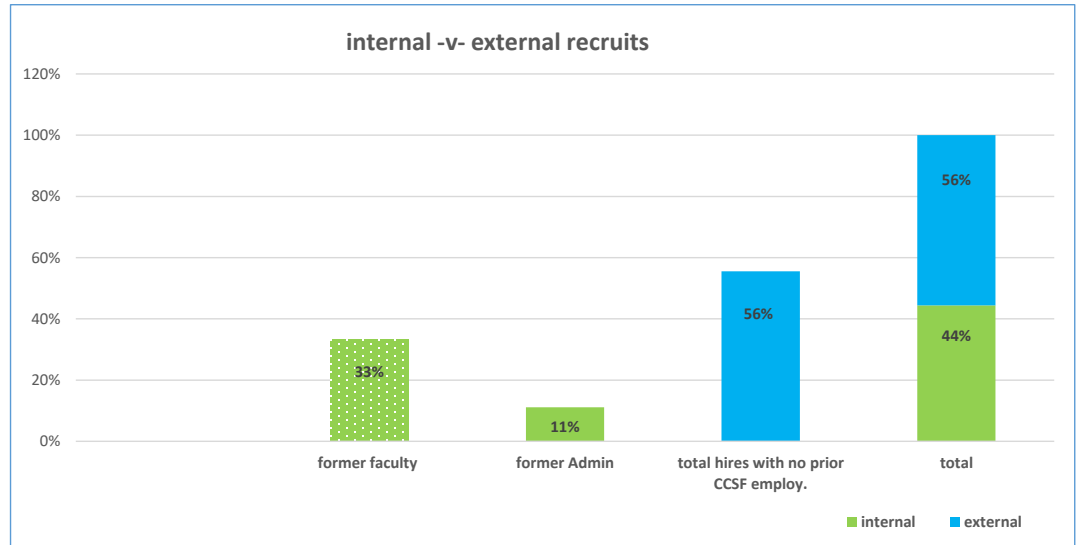
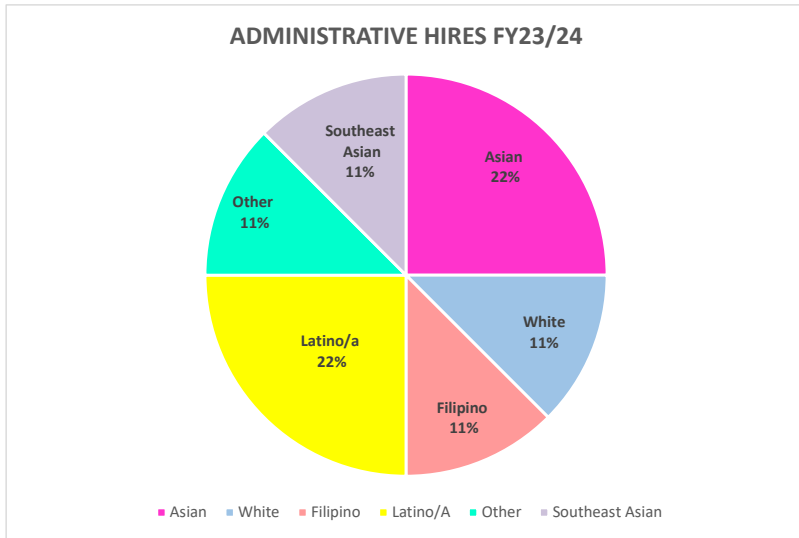
FY23/24

pages 1 - 9

ADMINISTRATIVE HIRES FY23/24

EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		AMERICAN INDIAN ALASKAN NATIVE		OTHER		NOT DISCLOSED		NATIVE HAWAIIAN/ PACIFIC ISLANDER		SOUTHEAST ASIAN		TOTAL HIRES	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	1	11%	1	11%	1	11%	1	11%	2	22%	0	0%	0	0%	0	0%	0	0%	0	0%	6	67%
MALE	0	0%	1	11%	0	0%	0	0%	0	0%	0	0%	1	11%	0	0%	0	0%	1	11%	3	33%
NONBINARY	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	1	11%	2	22%	1	11%	1	11%	2	22%	0	0%	1	11%	0	0%	0	0%	1	11%	9	1
former Classified	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
former faculty	0	0%	0	0%	1	11%	1	11%	0	0%	0	0%	1	11%	0	0%	0	0%	0	0%	3	33%
former Admin	0	0%	1	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	11%
total internal	0	0%	1	11%	1	11%	1	11%	0	0%	0	0%	1	11%	0	0%	0	0%	0	0%	4	44%
external hire	1	11%	1	11%	0	0%	0	0%	2	22%	0	0%	0	0%	0	0%	0	0%	1	11%	5	56%
DISABLED	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
GAY/LESBIAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
VETERAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

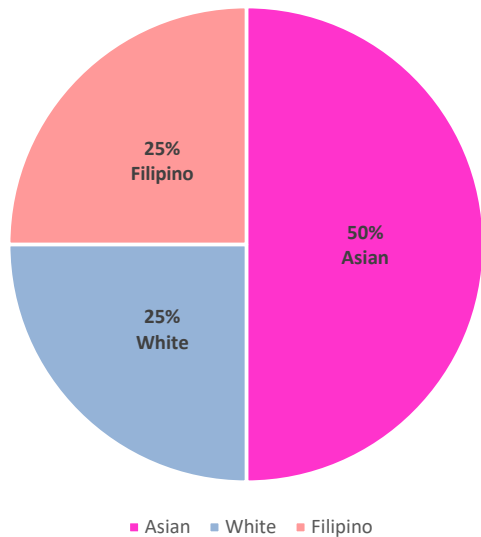


Note: Percentages may not be exact due to rounding.

FULL TIME TENURE TRACK FACULTY HIRES FY23/24

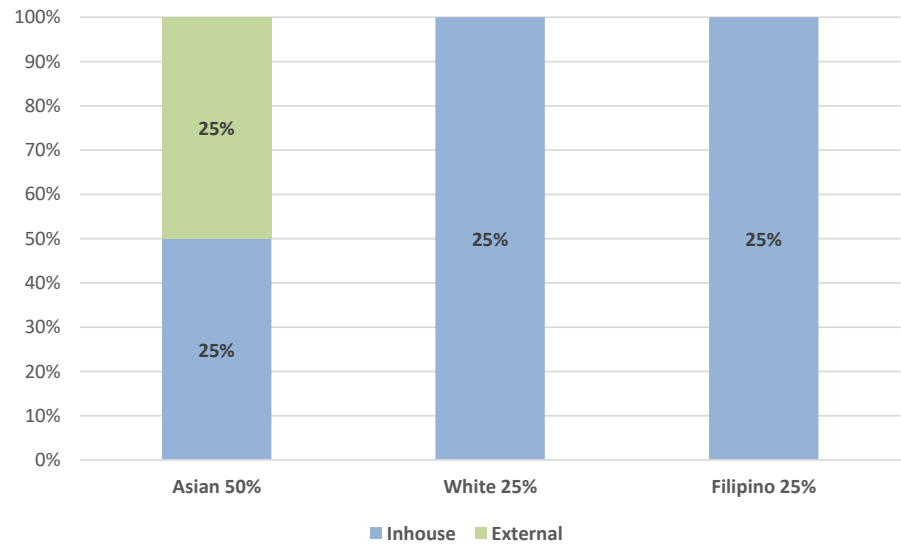
	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		AMERICAN INDIAN / ALASKAN NATIVE		OTHER		NOT DISCLOSED		NATIVE HAWAIIAN/ PACIFIC ISLANDER		SOUTHEAST ASIAN		MULTI-ETHNICITY		TOTAL					
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
FEMALE	0	0%	0	0%	1	25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	25%		
MALE	0	0%	2	50%	0	0%	1	25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	75%		
NONBINARY	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%		
TOTAL	0	0%	2	50%	1	25%	1	25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	100%		
IN-HOUSE	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%TOT *		
FEMALE	0	0%	0	0%	1	25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	25%
MALE	0	0%	1	0%	0	0%	1	25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	50%
TOTAL	0	0%	1	25%	1	25%	1	25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	75%		
EXTERNAL	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%TOT *		
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	0	0%	1	25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	25%
TOTAL	0	0%	1	25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	25%		
DISABLED	0	0%	1	25%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	50%
GAY/LESBIAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
VETERAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

FT FACULTY TENURE-TRACK HIRES FY23/24



Note: Percentages may not be exact due to rounding.

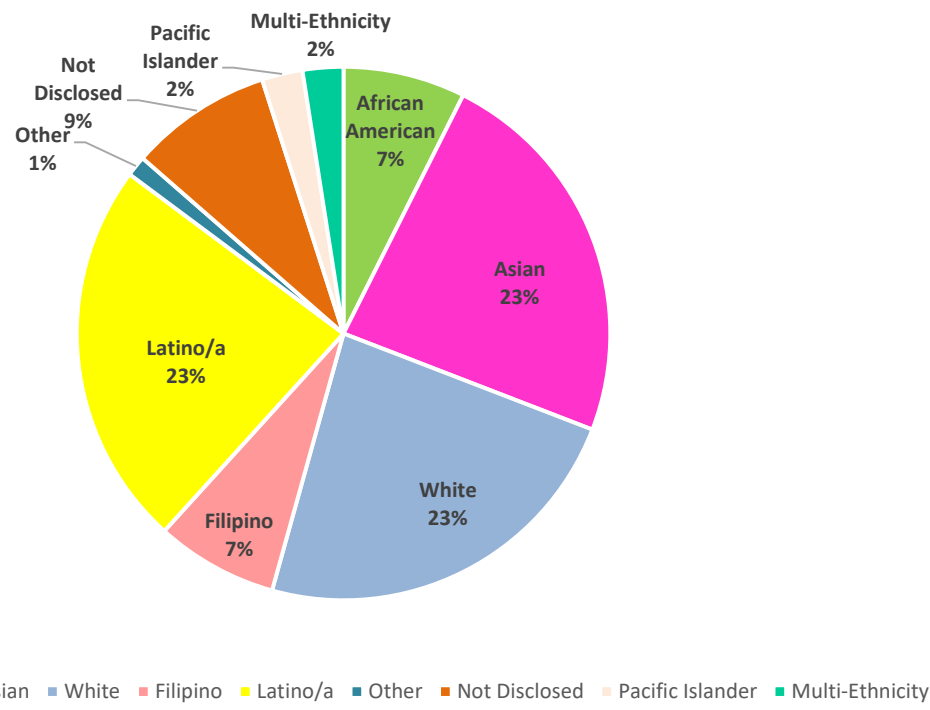
FT FACULTY TENURE-TRACK HIRES FY23/24 - inhouse OR external applicant



**PART TIME FACULTY HIRES
FY23/24**

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		AMERICAN INDIAN / ALASKAN NATIVE		OTHER/		NOT DISCLOSED		NATIVE HAWAIIAN/ PACIFIC ISLANDER		SOUTHEAST ASIAN		MULTI-ETHNICITY		TOTAL			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
TOTAL HIRES	4	5%	14	17%	11	14%	4	5%	9	11%	0	0%	0	0%	2	2%	1	1%	0	0%	0	0%	2	2%	47	58%
FEMALE	2	2%	5	6%	8	10%	2	2%	10	12%	0	0%	1	1%	5	6%	1	1%	0	0%	0	0%	0	0%	34	42%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
NONBINARY	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
NOT DISCLOSED	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	6	7%	19	23%	19	23%	6	7%	19	23%	0	0%	1	1%	7	9%	2	2%	0	0%	2	2%	81	100%		
DISABLED	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
GAY/LESBIAN	0	0%	2	2%	1	0%	2	0%	3	0%	0	0%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	9	11%
VETERAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

PT FACULTY HIRES F23/SP24

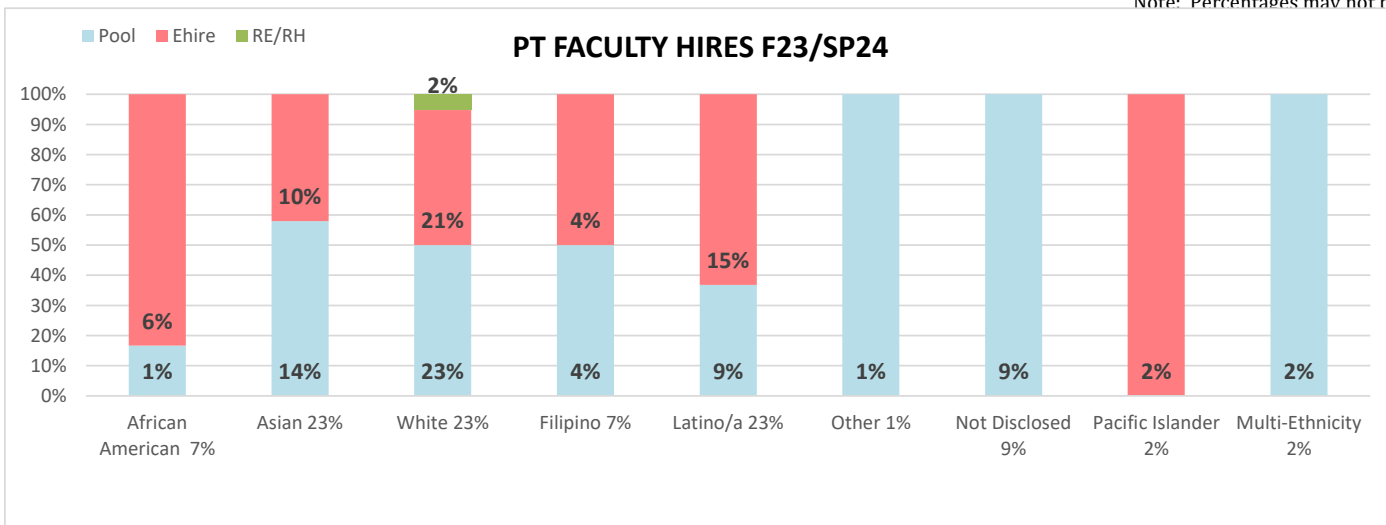


Note: Percentages may not be exact due to rounding.

PART TIME FACULTY HIRES FY23/24

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		AMERICAN INDIAN / ALASKAN NATIVE		OTHER/		NOT DISCLOSED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MULTI-ETHNICITY		TOTAL FILLED POSITIONS							
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
TOTAL HIRES	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
FEMALE	4	5%	14	17%	11	14%	4	5%	9	11%	0	0%	0	0%	2	2%	1	1%	0	0%	2	2%	47	58%						
MALE	2	2%	5	6%	8	10%	2	2%	10	12%	0	0%	1	1%	5	6%	1	1%	0	0%	0	0%	34	42%						
NONBINARY	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%		
NOT DISCLOSED	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%		
TOTAL	6	7%	19	23%	19	23%	6	7%	19	23%	0	0%	1	1%	7	9%	2	2%	0	0%	2	2%	81	100%						
POOL HIRES	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%TOT *		
FEMALE	1	1%	7	0%	0	0%	2	2%	4	5%	0	0%	0	0%	2	2%	0	0%	0	0%	2	2%	18	22%						
MALE	0	0%	4	0%	0	0%	1	1%	3	4%	0	0%	1	1%	5	6%	0	0%	0	0%	0	0%	14	17%						
TOTAL	1	1%	11	14%	0	0%	3	4%	7	9%	0	0%	1	1%	7	9%	0	0%	0	0%	2	2%	32	40%						
EMERG. HIRES	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%TOT *		
FEMALE	3	11%	7	9%	9	11%	2	2%	5	6%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	27	33%						
MALE	2	10%	1	1%	8	10%	1	1%	7	9%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	20	25%						
TOTAL	5	6%	8	10%	17	21%	3	4%	12	15%	0	0%	0	0%	0	0%	2	2%	0	0%	0	0%	47	58%						
RETIRED/REHIRED	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%TOT *		
FEMALE	0	0%	0	0%	2	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	2%				
MALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%		
TOTAL	0	0%	0	0%	2	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	2%				
DISABLED	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
GAY/LESBIAN	0	0%	2	2%	1	0%	2	0%	3	0%	0	0%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	9	11%				
VETERAN	0	0%	2	2%	1	0%	2	0%	3	0%	0	0%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	9	45%				

Note: Percentages may not be exact due to rounding.

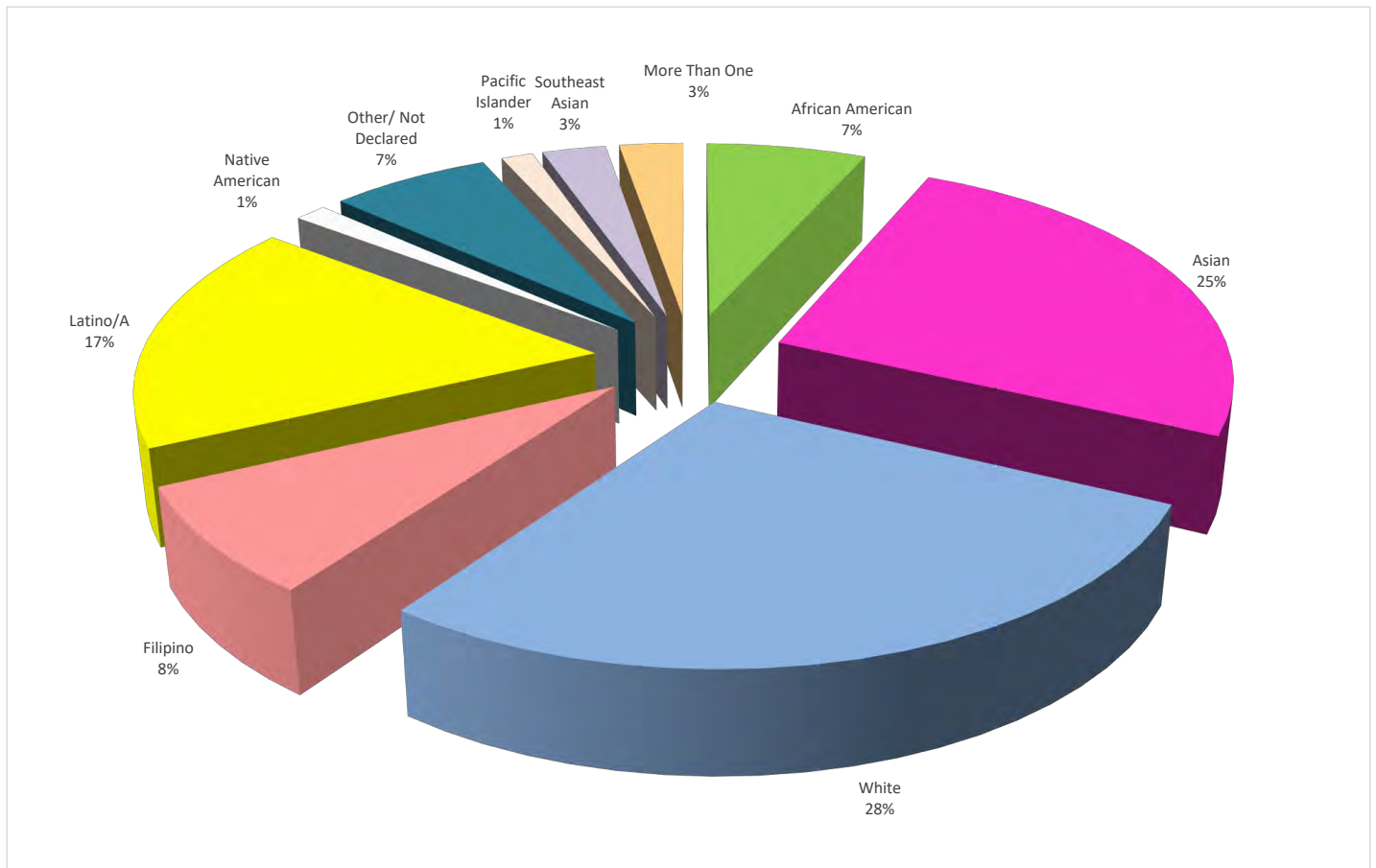


CLASSIFIED
NEW HIRES - FY23-24 (07/01/23 to 06/30/24) As of 10/02/2024

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ NOT DECLARED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	3	4%	10	13%	7	9%	4	5%	7	9%	0	0%	3	4%	1	1%	1	1%	2	3%	38	51%
MALE	2	3%	9	12%	14	19%	2	3%	6	8%	1	1%	2	3%	0	0%	1	1%	0	0%	37	49%
TOTAL	5	7%	19	25%	21	28%	6	8%	13	17%	1	1%	5	7%	1	1%	2	3%	2	3%	75	100%
DISABLED	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
VETERAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
GAY/LESBIA	0	0%	0	0%	1	1%	0	0%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	2	3%

Note: Percentages may not be exact due to rounding.

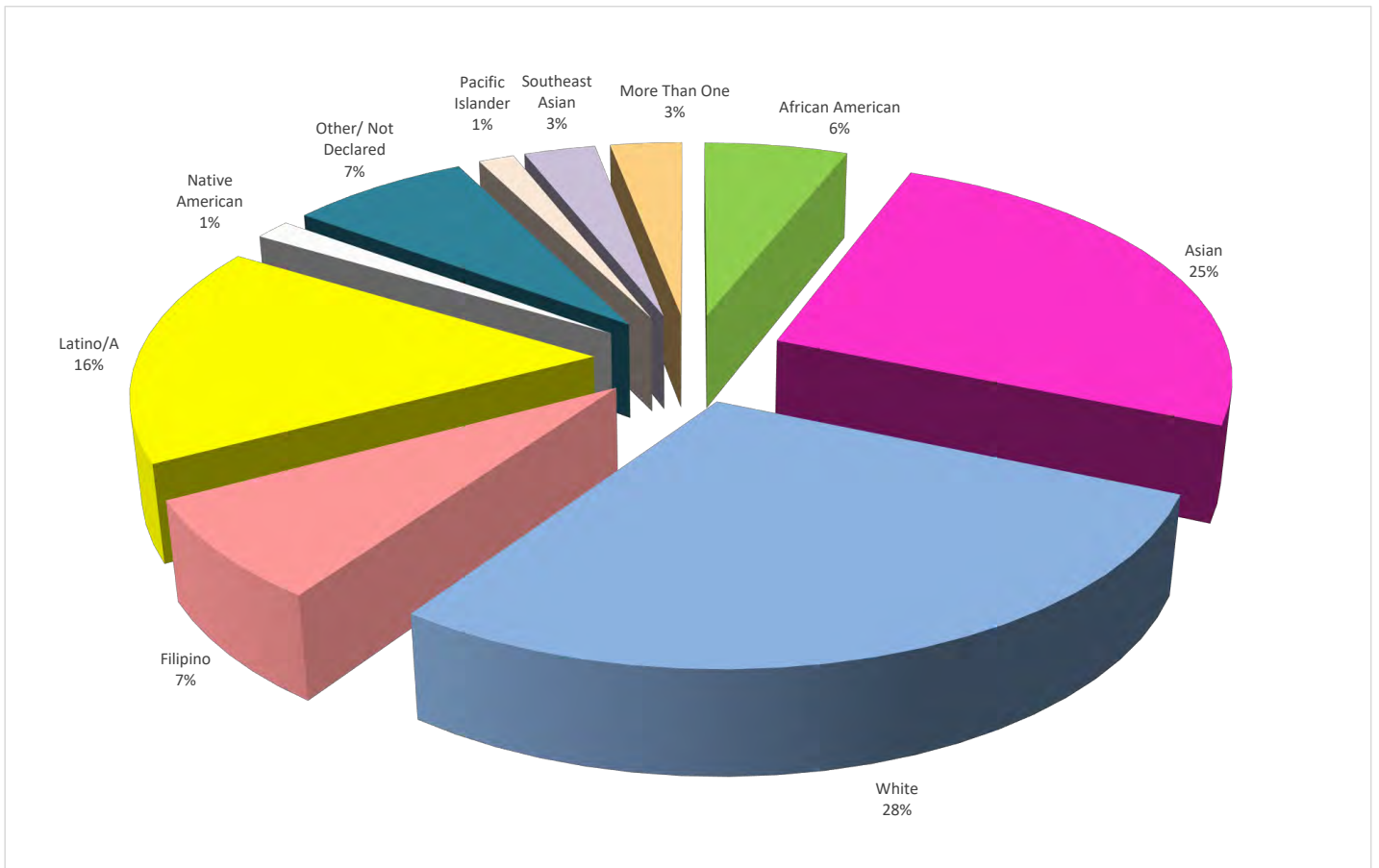


CLASSIFIED
FULL-TIME
NEW HIRES - FY23-24 (07/01/23 to 06/30/24) As of 10/02/2024

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ NOT DECLARED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	3	4%	8	12%	5	7%	3	4%	5	7%	0	0%	3	4%	1	1%	1	1%	2	3%	31	46%
MALE	1	1%	9	13%	14	21%	2	3%	6	9%	1	1%	2	3%	0	0%	1	1%	0	0%	36	54%
TOTAL	4	6%	17	25%	19	28%	5	7%	11	16%	1	1%	5	7%	1	1%	2	3%	2	3%	67	100%
DISABLED	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
VETERAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
GAY/LESBIA	0	0%	0	0%	1	1%	0	0%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	2	3%

Note: Percentages may not be exact due to rounding.

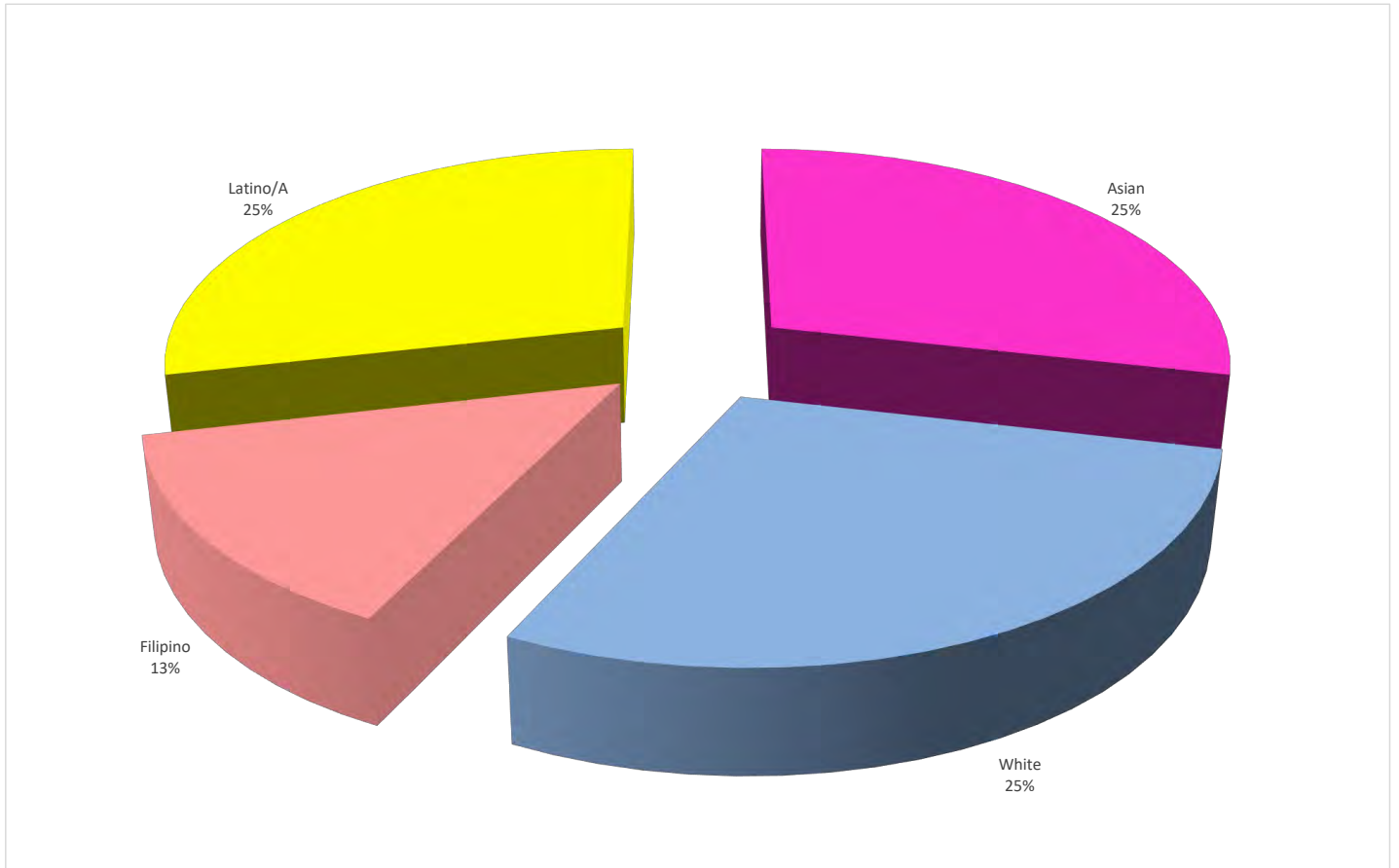


CLASSIFIED
PART-TIME
NEW HIRES - FY23-24 (07/01/23 to 06/30/24) As of 10/02/2024

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		AMERICAN INDIAN/ALASKAN NATIVE		OTHER/NOT DISCLOSED		NATIVE HAWAIIAN/PACIFIC ISLANDER		SOUTHEAST ASIAN		MULTI-ETHNICITY		TOTAL			
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.		
FEMALE	0	0%	2	25%	2	25%	1	13%	2	25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	7	88%
MALE	1	13%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	13%
NONBINARY	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	1	13%	2	25%	2	25%	1	13%	2	25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	8	100%
DISABLED	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
VETERAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
GAY/LESBIAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Note: Percentages may not be exact due to rounding.

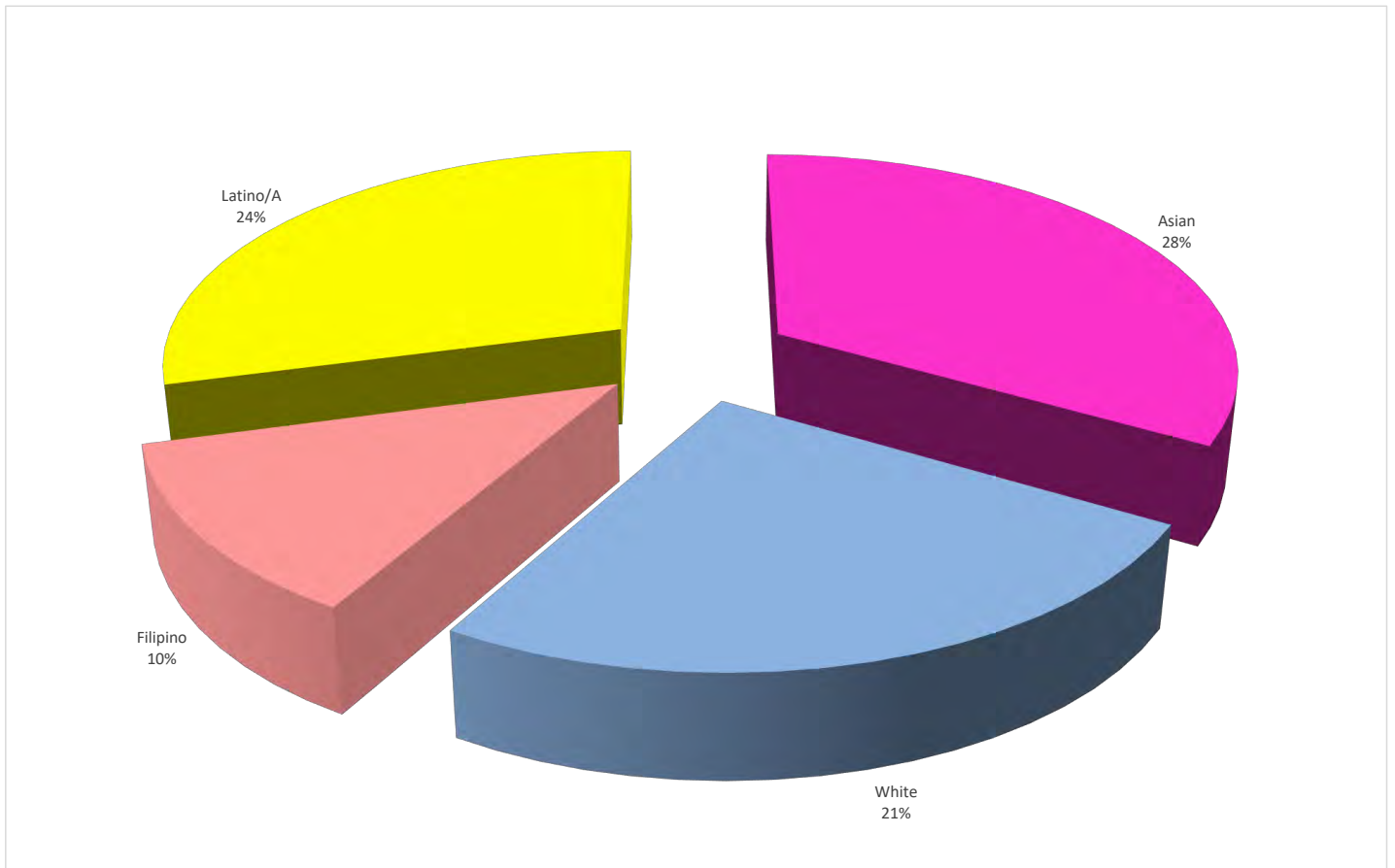


CLASSIFIED
POSITION MOVEMENT
NEW HIRES - FY23-24 (07/01/23 to 06/30/24) As of 10/02/2024

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		AMERICAN INDIAN/ ALASKAN NATIVE		OTHER/ NOT DISCLOSED		NATIVE HAWAIIAN/ PACIFIC ISLANDER		SOUTHEAST ASIAN		MULTI-ETHNICITY		TOTAL	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	2	7%	6	21%	3	10%	3	10%	6	21%	0	0%	0	0%	0	0%	1	3%	0	0%	21	72%
MALE	1	3%	2	7%	3	10%	0	0%	1	3%	0	0%	1	3%	0	0%	0	0%	0	0%	8	28%
NONBINARY	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	3	10%	8	28%	6	21%	3	10%	7	24%	0	0%	1	3%	0	0%	1	3%	0	0%	29	100%
DISABLED	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
VETERAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
GAY/LESBIAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

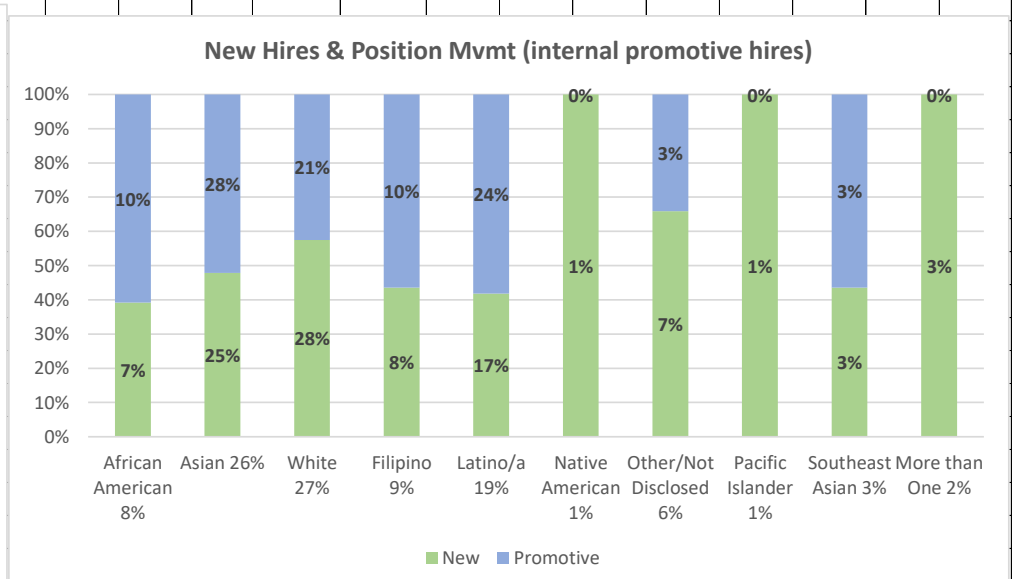
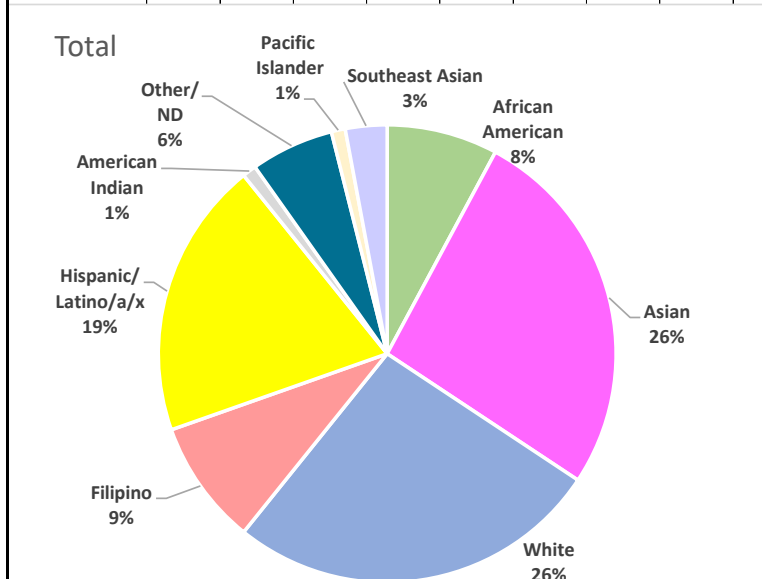
Note: Percentages may not be exact due to rounding.



CLASSIFIED New Hires & Position Movement (Internal Promotive Hires)

FY23-24 (as of 10/02/2024)

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		AMERICAN INDIAN/ALASKAN NATIVE		OTHER/NOT DISCLOSED		NATIVE HAWAIIAN/PACIFIC ISLANDER		SOUTHEAST ASIAN		MULTI-ETHNICITY		TOTAL			
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	5	5%	16	15%	10	10%	7	7%	13	13%	0	0%	3	3%	1	1%	2	2%	2	2%	59	57%		
MALE	3	3%	11	11%	17	16%	2	2%	7	7%	1	1%	3	3%	0	0%	1	1%	0	0%	45	43%		
NONBINARY	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%		
TOTAL	8	8%	27	26%	27	26%	9	9%	20	19%	1	1%	6	6%	1	1%	3	3%	2	2%	104	100%		
"New"	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	3	4%	10	13%	7	9%	4	5%	7	9%	0	0%	3	4%	1	1%	1	1%	2	3%	38	51%		
MALE	2	3%	9	12%	14	19%	2	3%	6	8%	1	1%	2	3%	0	0%	1	1%	0	0%	37	49%		
TOTAL	5	7%	19	25%	21	28%	6	8%	13	17%	1	1%	5	7%	1	1%	2	3%	2	3%	75	100%		
Promotive	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	2	7%	6	21%	3	10%	3	10%	6	21%	0	0%	0	0%	0	0%	1	3%	0	0%	21	72%		
MALE	1	3%	2	7%	3	10%	0	0%	1	3%	0	0%	1	3%	0	0%	0	0%	0	0%	8	28%		
TOTAL	3	10%	8	28%	6	21%	3	10%	7	24%	0	0%	1	3%	0	0%	1	3%	0	0%	29	100%		
DISABLED	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
VETERAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
GAY/LESBIAN	0	0%	0	0%	1	1%	0	0%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	2%



APPLICANT DATA & ADVERSE IMPACT

pages 10 - 14

APPLICANT DATA for TOTAL ADMINISTRATIVE & FT FACULTY POSTINGS (FY23/34 Recruitment)														
Racial/Ethnic Group	HIRING PROCESS STEPS:												Adverse Impact	
	1 Applications Received		2 HR Screens for MQs		3 Search Committee completes applicant		4 First Level Interview		5 Second Level Interviews		6 Recommended for Hire		% Converts	Adverse Impact 80 Percent Rule (Filipino = 25%)
	#	% of total	#	% of total	#	% of total	#	% of total	#	% of total	#	% of total		
African American	28	21%	19	22%	18	23%	4	14%	1	13%	1	10%	3.57%	14%
Asian	20	15%	15	17%	14	18%	7	24%	2	25%	3	30%	15.00%	60%
White	33	24%	19	22%	19	24%	8	28%	2	25%	1	10%	3.03%	12%
Filipino	8	6%	3	3%	2	3%	2	7%	2	25%	2	20%	25.00%	100%
Latino/a	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	#DIV/0!	#DIV/0!
American Indian/ Alaskan Native	7	5%	3	3%	3	4%	1	3%	1	13%	1	10%	14.29%	57%
Native Hawaiian/ Other Pacific Islander	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	#DIV/0!	#DIV/0!
Other	6	4%	2	2%	2	3%	1	3%	0	0%	0	0%	0.00%	0%
Not Disclosed	25	18%	18	21%	14	18%	4	14%	0	0%	1	10%	4.00%	16%
Multi-Ethnicity	9	7%	7	8%	7	9%	2	7%	0	0%	1	10%	11.11%	44%
TOTAL APPLICANTS:	136	100%	86	100%	79	100%	29	100%	8	100%	10	100%		
% Total Applicants by Hiring Process STEP	100%		63%		58.09%		21.32%		5.88%		7.35%			

APPLICANT DATA for TOTAL PART-TIME FACULTY POSTINGS (FY23/34 Recruitment)

Racial/Ethnic Group	HIRING PROCESS STEPS:										Adverse Impact	
	1 Applications Received		2 HR Screens for MQs		3 Search Committee completes applicant		4 Interview w/Committee		5 Recommended for Hire		% Converts	Adverse Impact 80 Percent Rule (Filipino = 60%)
	#	% of total	#	% of total	#	% of total	#	% of total	#	% of total		
African American	40	7%	21	7%	16	7%	9	6%	7	6%	17.50%	29%
Asian	97	18%	49	16%	41	18%	22	15%	18	15%	18.56%	31%
White	203	37%	112	37%	78	34%	47	33%	37	31%	18.23%	30%
Filipino	20	4%	16	5%	14	6%	13	9%	12	10%	60.00%	100%
Latino/a	0	0%	0	0%	0	0%	0	0%	0	0%	#DIV/0!	#DIV/0!
American Indian/ Alaskan Native	8	1%	4	1%	3	1%	1	1%	1	1%	12.50%	21%
Native Hawaiian/ Other Pacific Islander	0	0%	0	0%	0	0%	0	0%	0	0%	#DIV/0!	#DIV/0!
Other	68	12%	39	13%	29	13%	16	11%	13	11%	19.12%	32%
Not Disclosed	64	12%	38	13%	31	13%	17	12%	15	13%	23.44%	39%
Multi-Ethnicity	45	8%	25	8%	20	9%	17	12%	15	13%	33.33%	56%
TOTAL APPLICANTS:	545	100%	304	100%	232	100%	142	100%	118	100%		
% Total Applicants by Hiring Process STEP	100%		56%		43%		26%		22%			
34 Part-time Pool Recruitments												

Administrative & FT Faculty FY23/24 Recruitments - Search Committee EEO DATA

2023-2024 Administrative Hires					
Positions	Job #	Committee Members	Ethnicity	Gender	A-Administrator C-Classified F-Faculty S-Student
Associate Dean of Student Completion	AD00078P	7			
		Member 1	Chinese	F	A
		Member 2	Black/African American	F	A
		Member 3	Central American	M	A
		Member 4	Chinese	F	F
		Member 5	White	F	F
		Member 6	Chinese	F	C
		Member 7	Undisclosed	F	S
Director, High School Partnerships & First Year Experience Prgms	AD00089P	8			
		Member 1	White	F	A
		Member 2	Black/African American	F	A
		Member 3	Filipino	F	A
		Member 4	African American	M	A
		Member 5	White	F	F
		Member 6	Samoan	F	F
		Member 7	White	F	C
		Member 8	Undisclosed	F	S
Manager III Director of Apprenticeship & Instructional Svc Agreements	AD00077P	6			
		Member 1	White	M	A
		Member 2	White	F	A
		Member 3	Chinese	M	A
		Member 4	White	M	F
		Member 5	Black/African American	F	C
		Member 6	Hispanic	F	C

Administrative & FT Faculty FY23/24 Recruitments - Search Committee EEO DATA

Assistant Director, Strong Workforce Program	AD00088P	7			
	Member 1	White	M	A	
	Member 2	Japanese	F	A	
	Member 3	Asian	M	A	
	Member 4	White	F	F	
	Member 5	White	M	C	
	Member 6	Chinese	F	C	
	Member 7	Undisclosed	Undisclosed	S	
Associate Director of Student Activities	AD00079P	8			
	Member 1	White	F	A	
	Member 2	Asian	M	A	
	Member 3	Filipino	F	A	
	Member 4	White	F	F	
	Member 5	Other	F	F	
	Member 6	White	M	C	
	Member 7	Undisclosed	Undisclosed	S	
	Member 8	Undisclosed	Undisclosed	S	
Director, Juvenile Justice Program	AD00091P	7			
	Member 1	Chinese	F	A	
	Member 2	White	NB	A	
	Member 3	White	F	A	
	Member 4	African-American/Black	M	F	
	Member 5	Hispanic	F	F	
	Member 6	White	M	C	
	Member 7	Undisclosed	F	S	
Senior Director of Budget & Accounting	AD00076P	6			
	Member 1	Vietnamese	F	A	
	Member 2	White	F	A	
	Member 3	Black/African American	M	A	
	Member 4	White	F	F	
	Member 5	Asian Indian	F	C	
	Member 6	Chinese	M	C	

Administrative & FT Faculty FY23/24 Recruitments - Search Committee EEO DATA

2023-2024 Faculty Hires					
Nursing (Licensed Vocational Nursing) Instructor, (Full-Time, Tenure Track) AC00123P					
			5		
		Member 1	Filipino	F	F
		Member 2	Central American	M	F
		Member 3	White	F	F
		Member 4	Filipino	F	F
		Member 5	Filipino	F	F
Nursing-Registered (Maternal/Newborn) Instructor, (Full-Time, Tenure Track) AC00042P					
			4		
		Member 1	Hispanic	F	F
		Member 2	Hispanic	F	F
		Member 3	White	F	F
		Member 4	White	M	F
Diagnostic Medical Imaging Instructor, (Full-Time, Tenure Track) AC00122P					
			4		
		Member 1	White	M	F
		Member 2	Chinese	F	F
		Member 3	White	F	F
		Member 4	Black/African American	M	F
Counselor (Disabled Students Programs & Services) Full-Time AC00105P					
			4		
		Member 1	White	F	F
		Member 2	Central American	F	F
		Member 3	Chinese	M	F
		Member 4	Chinese	F	F

**DISTRICT WORKFORCE
DEMOGRAPHICS –
FALL 2023**

pages 15 - 16

District Workforce

FALL 2023 Workforce Demographics Report (Ethnicity & Gender)

Ethnicity	ADMINISTRATION		FACULTY		CLASSIFIED		Total Employees	
	Educational Admin	Classified Admin	FT Faculty	PT Faculty	Classified Professional	Classified Support	Count	% of total
African American	3	4	20	33	7	37	104	7%
Asian (includes Southeast Asian)	8	2	75	103	34	188	410	27%
White	8	8	215	263	16	65	575	38%
Filipino	0	1	15	17	12	40	85	6%
Latino/a	3	2	59	66	18	96	244	16%
American Indian or Alaska Native	0	0	1	1	0	1	3	0%
Other	0	0	0	0	0	0	0	0%
Native Hawaiian or other Pacific Islander	0	0	2	3	1	6	12	1%
Multi-Ethnicity/Two or more races	1	1	8	15	0	7	32	2%
Unknown/Not reported	1	0	12	23	5	13	54	4%
TOTAL	24	18	407	524	93	453	1519	100%
TOTAL EMPLOYEE GROUP:	42		931		546		1519	
Female	16	10	245	283	60	228	842	
Male	7	8	162	235	30	222	664	
nonbinary/unknown	1	0	0	6	3	3	13	
	24	18	407	524	93	453	1519	
	42		931		546		1519	

FALL 2023 Classified Workforce by Job Sub-categories: Demographic Report (Ethnicity & Gender)

Ethnicity	CLASSIFIED EMPLOYEES Job Sub-Categories					TOTALS	
	Skilled Crafts	Technical Professionals	Service Maintenance	Other Professionals	Clerical/Secretarial	Count	% of total
African American	0	4	14	7	19	44	8%
Asian (includes Southeast Asian)	3	37	41	32	110	223	40%
White	3	24	4	16	36	83	15%
Filipino	0	5	11	13	27	56	10%
Latino/a	1	13	16	18	62	110	20%
American Indian or Alaska Native	1	0	0	0	0	1	0%
Native Hawaiian or other Pacific Islander	0	0	0	2	5	7	1%
Multi-Ethnicity/Two or more races	0	1	3	0	12	16	3%
Other/Unknown/Not reported	0	3	3	6	5	17	3%
TOTAL	8	87	92	94	276	557	100%
Female	0	20	44	64	179	307	
Male	8	67	48	30	97	250	
nonbinary/unknown	0	0	0	0	0	0	
	8	87	92	94	276	557	

Source: CA Community Colleges Chancellor's Office (data reported Oct./mid-Nov. 2023) & HR DATA to include employees hired mid-Nov through Dec 2023

FALL 2023 District Total Workforce measured against Community Demographics (2023-24)

<i>Ethnicity</i>	Community Demographics (Projected Representation)	District Workforce (Actual Representation)	80 Percent Rule
African American	7.39%	7%	95%
Asian (includes Southeast Asian & Filipino)	23.51%	33%	140%
White	47.46%	38%	80%
Hispanic/Latino/a/x	16.52%	16%	97%
American Indian or Alaska Native	0.22%	0%	0%
Native Hawaiian or other Pacific Islander	0.70%	1%	1%
Other includes: Unknown/Not Reported & Multi-Ethnicity)	4.19%	6%	143%

Sources: Community Demographics - US Census 2014-2018 EEO tables for SF-Oakland-Hayward, CA Metro Area

Workforce Demographics - CA Community Colleges Chancellor's Office

note: US Census counts Filipino with Asian; counts Unknown/Not Reported as Other; does not include Multi-Ethnicity

Significant Underrepresentation is determined by dividing actual representation by the projected representation for each monitored group. The data in the table above reflects significant underrepresentation of employees identifying as American Indian or Alaska Native and Native Hawaiian or other Pacific Islander when District Workforce is compared to Community Demographics

FALL 2023 District Total Workforce measured against Student Demographics (2023-24)

<i>Ethnicity</i>	Student Demographics (Projected Representation)	District Workforce (Actual Representation)	80 Percent Rule
African American	6%	7%	117%
Asian (includes Southeast Asian)	26%	27%	104%
White	19%	38%	200%
Filipino	4%	6%	150%
Latino/a	29%	16%	55%
American Indian or Alaska Native	< 1%	0%	0%
Native Hawaiian or other Pacific Islander	<1%	1%	1%
Multi-Ethnicity/Two or more races	4%	2%	50%
Unknown not Reported	12%	4%	33%
Middle Eastern	<1%	~	~

Sources: Student Demographics - CCSF Research Department

Workforce Demographics - CA Community Colleges Chancellor's Office

~ at the time of this report, CA CCC does not include Middle Eastern as an Ethnicity category

Significant Underrepresentation is determined by dividing actual representation by the projected representation for each monitored group. The data in the table above reflects significant underrepresentation of employees identifying as Hispanic/Latino/a/x, Multi-Ethnicity/Two or More Races and Unknown/Not Reported when District Workforce is compared to CCSF student demographics.

FALL 2023 EEO DATA TABLES & PIE CHARTS

pages 17 - 20

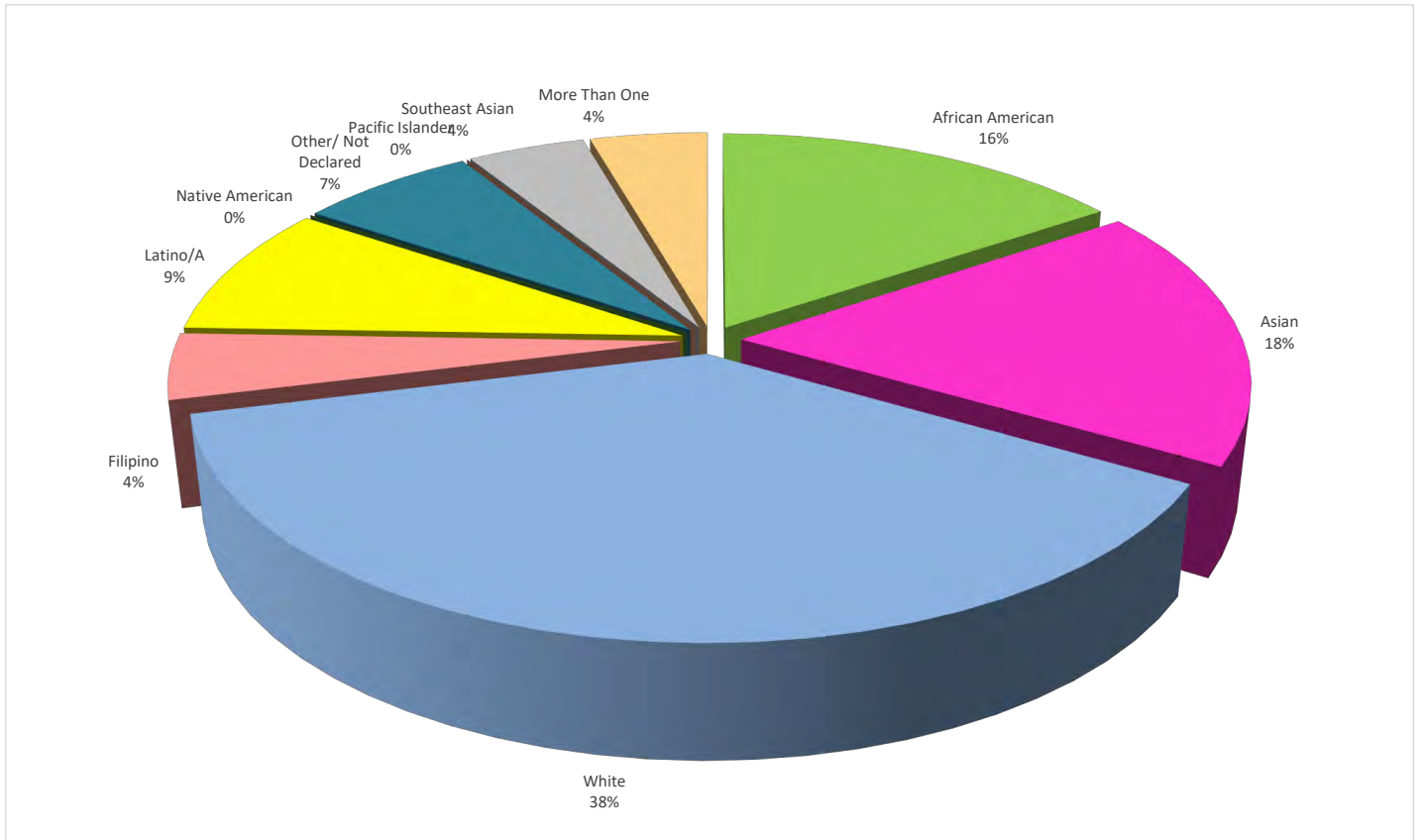
ADMINISTRATOR

Fall 2023

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		AMERICAN INDIAN/ALASKAN NATIVE		OTHER/NOT DISCLOSED		NATIVE HAWAIIAN/PACIFIC ISLANDER		SOUTHEAST ASIAN		MULTI-ETHNICITY		TOTAL	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	4	9%	5	11%	12	27%	2	4%	1	2%	0	0%	2	4%	0	0%	1	2%	1	2%	28	62%
MALE	3	7%	3	7%	4	9%	0	0%	3	7%	0	0%	1	2%	0	0%	1	2%	1	2%	16	36%
NON-BINARY	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%
TOTAL	7	16%	8	18%	17	38%	2	4%	4	9%	0	0%	3	7%	0	0%	2	4%	2	4%	45	100%
DISABLED	0	0%	0	0%	3	7%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	4	9%
VETERAN	1	0%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	4%
GAY/LESBIAN	0	0%	0	0%	2	4%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	3	7%

Note: Percentages may not be exact due to rounding.



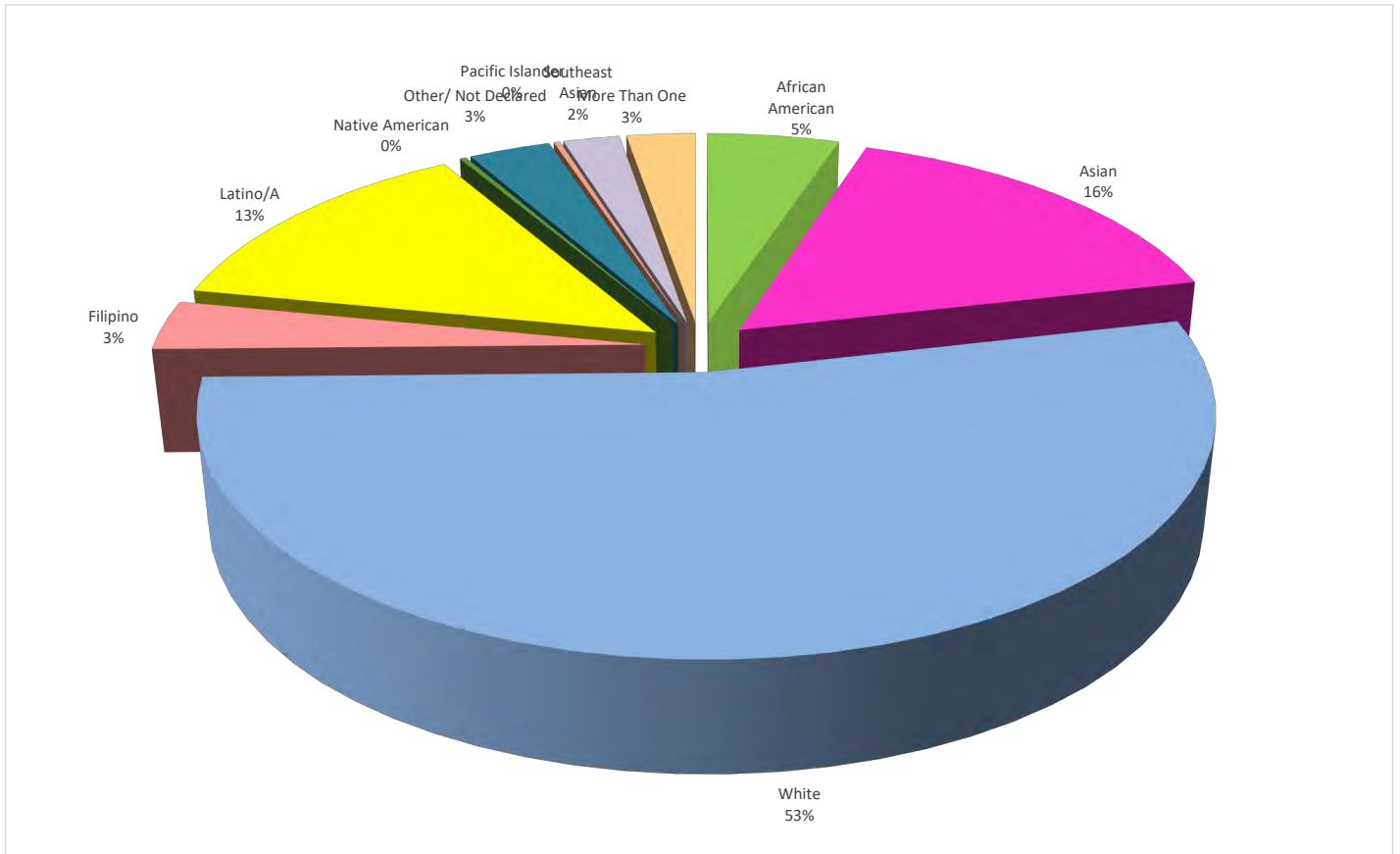
FULL-TIME FACULTY

Fall 2023

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		AMERICAN INDIAN/ ALASKAN NATIVE		OTHER/ NOT DISCLOSED		NATIVE HAWAIIAN/ PACIFIC ISLANDER		SOUTHEAST ASIAN		MULTI-ETHNICITY		TOTAL	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	10	2%	39	9%	134	33%	9	2%	34	8%	0	0%	7	2%	0	0%	6	1%	7	2%	246	60%
MALE	11	3%	28	7%	85	21%	5	1%	21	5%	1	0%	6	1%	1	0%	3	1%	4	1%	165	40%
NON-BINARY	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	21	5%	67	16%	219	53%	14	3%	55	13%	1	0%	13	3%	1	0%	9	2%	11	3%	411	100%
DISABLED	1	0%	2	0%	13	3%	0	0%	1	0%	0	0%	2	0%	0	0%	0	0%	0	0%	19	5%
VETERAN	2	0%	0	0%	4	1%	0	0%	3	1%	0	0%	0	0%	0	0%	0	0%	0	0%	9	2%
GAY/LESBIAN	0	0%	1	0%	27	7%	0	0%	4	1%	0	0%	1	0%	0	0%	1	0%	2	0%	36	9%

Note: Percentages may not be exact due to rounding.



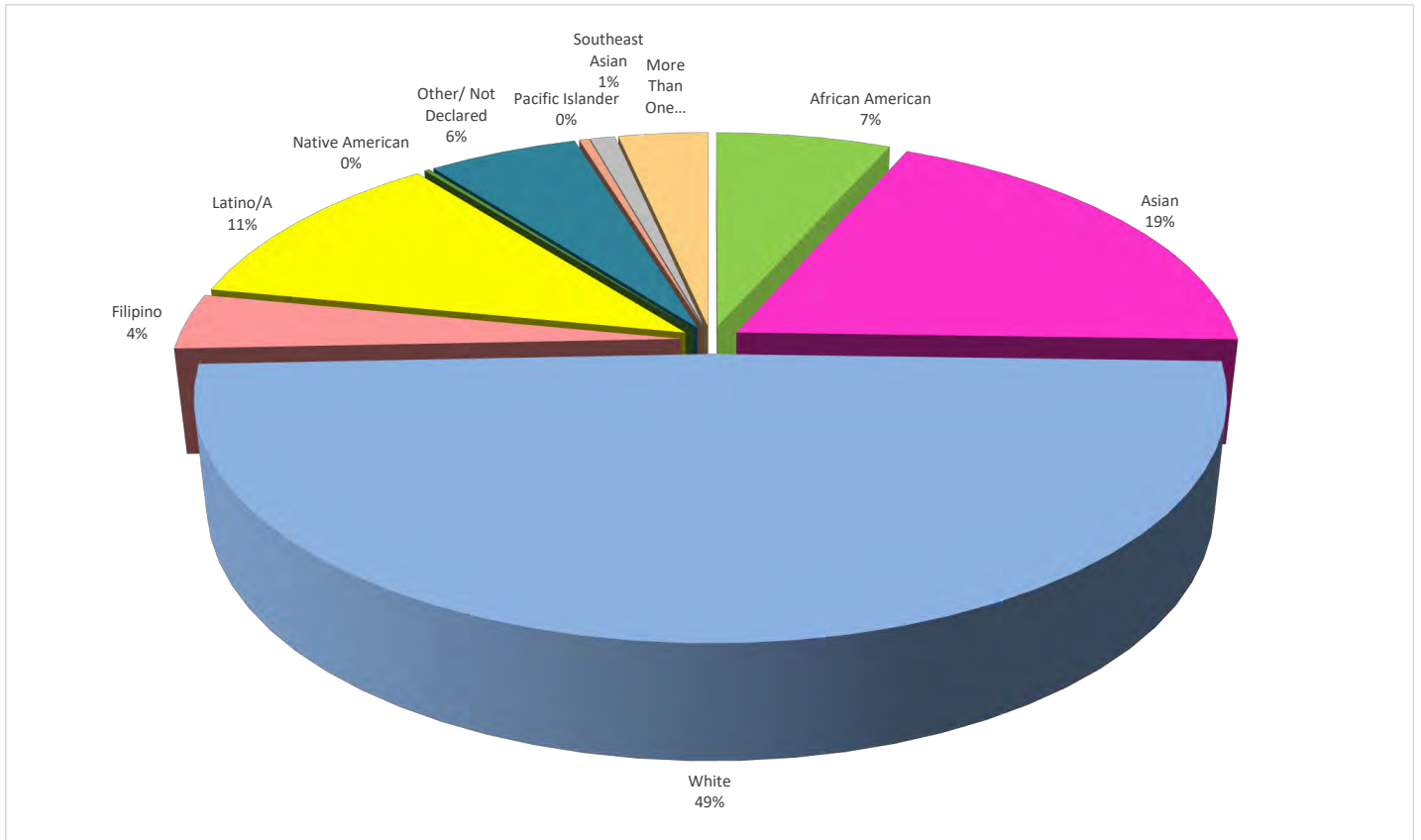
PART-TIME FACULTY

Fall 2023

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		AMERICAN INDIAN/ALASKAN NATIVE		OTHER/NOT DISCLOSED		NATIVE HAWAIIAN/PACIFIC ISLANDER		SOUTHEAST ASIAN		MULTI-ETHNICITY		TOTAL	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	14	3%	60	11%	140	26%	14	3%	29	5%	0	0%	14	3%	1	0%	2	0%	12	2%	286	54%
MALE	20	4%	40	8%	118	22%	6	1%	29	5%	1	0%	15	3%	1	0%	3	1%	5	1%	238	45%
NON-BINARY	1	0%	0	0%	1	0%	0	0%	2	0%	0	0%	1	0%	0	0%	0	0%	1	0%	6	1%
TOTAL	35	7%	100	19%	259	49%	20	4%	60	11%	1	0%	30	6%	2	0%	5	1%	18	3%	530	100%
DISABLED	1	0%	2	0%	12	2%	0	0%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	16	3%
VETERAN	2	0%	1	0%	6	1%	0	0%	3	1%	0	0%	0	0%	1	0%	0	0%	0	0%	13	2%
GAY/LESBIAN	1	0%	4	1%	22	4%	1	0%	5	1%	0	0%	1	0%	0	0%	1	0%	2	0%	37	7%

Note: Percentages may not be exact due to rounding.



CLASSIFIED
Fall 2023

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		AMERICAN INDIAN/ALASKAN NATIVE		OTHER/NOT DISCLOSED		NATIVE HAWAIIAN/PACIFIC ISLANDER		SOUTHEAST ASIAN		MULTI-ETHNICITY		TOTAL	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	23	4%	121	21%	32	6%	25	4%	59	10%	0	0%	14	2%	4	1%	16	3%	6	1%	300	53%
MALE	21	4%	71	13%	54	10%	32	6%	51	9%	1	0%	12	2%	3	1%	16	3%	3	1%	264	47%
NON-BINARY	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	44	8%	192	34%	86	15%	57	10%	110	20%	1	0%	26	5%	7	1%	32	6%	9	2%	564	100%
DISABLED	2	0%	3	1%	2	0%	0	0%	3	1%	0	0%	1	0%	0	0%	1	0%	0	0%	12	2%
VETERAN	1	0%	3	1%	5	1%	0	0%	4	1%	0	0%	1	0%	0	0%	1	0%	0	0%	15	3%
GAY/LESBIAN	0	0%	0	0%	2	0%	2	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	1%

Note: Percentages may not be exact due to rounding.

