

## Introduction

The purpose of this research is to inform COM's Equal Employment Opportunity Plan, student equity, and related efforts to diversify staff and faculty. We compare COM to the 20 community colleges at the other 9 districts in the Bay Area (Bay-10) and Santa Rosa Junior College (SRJC), examining the extent to which faculty and staff diversity reflect the student populations at their respective colleges. The employee and student demographic data are from the California Community College Chancellor's Office (CCCCO) DataMart. This report updates PRIE's [previous report](#) that presented data from Fall 2015.

We followed the same methodology as the previous report by considering differences of less than 2 percentage points between the student population and employees as equivalent. Percentage point differences between student and employee proportions are termed gaps throughout this report.

Those identifying as Pacific Islander and American Indian/Alaska Native comprised less than 2% of the overall employee or student populations at almost all of the colleges, including COM. With such small numbers, quantitative data is not very useful for making comparisons and determining change for these groups. Therefore, while the proportions for these groups are shown in the tables at the end of the report, the findings presented focus primarily on the largest four racial/ethnic categories: African-American, Asian, Hispanic, and White.

## Findings

### Changes at COM from Fall 2015 to Fall 2017

For all racial/ethnic groups, we compared the gap between COM students and each employee group (faculty, staff, and administrators) in Fall 2015 and Fall 2017. Gaps that changed by 2 percentage points or more during that time period are described below. The tables at the end of the report show data for Fall 2017 only.

- Among this comparison group, COM has the highest proportion of overall employees with an Unknown racial/ethnic identity, at 10.4%. The proportion of faculty is even higher, at 13.3%. This percentage of Unknown has risen sharply, from 5.6% overall in Fall 2015 and from 6.1% of faculty. These rates were even lower in Fall 2014. This change is notable because the inability to identify employees' race/ethnicity means the data become less able to accurately describe the racial/ethnic composition of COM's employee groups and make determining whether the EEO goals have been achieved uncertain.
- COM's overall workforce proportionally reflects the College's African-American and Asian student populations. There is a far higher percentage of White employees than students (20.9% gap). There is a far lower percentage of Hispanic employees than students (26.5% gap) even though 9 more Hispanic employees joined COM's workforce since 2015.
- COM has a far larger proportion of White faculty than White students and a lower percentage of Hispanic faculty than Hispanic students (Table 2). The large gap between White students and

faculty seen in Fall 2015 narrowed by 5.1 percentage points. The large gap between Hispanic students and faculty widened by 3.9 percentage points. This is explained by a decrease in the proportion of White faculty, an increase in the proportion of faculty whose race/ethnicity is Unknown, and no notable change in the proportion of Hispanic faculty.

- Among administrators, there has been an increase in the proportion of Unknown, Multi-Ethnicity, American-Indian, and Asian administrators and a decrease in the proportion of Hispanic, African-American, and White administrators (Table 3). Therefore, gaps between White, African-American, and Asian administrators and students narrowed while the gap between Hispanic administrators and students increased.

### Overall Employee Diversity Fall 2017

COM's overall workforce proportionally reflects the College's African-American and Asian student populations (Table 1). There is a far higher percentage of White employees than students (20.9% gap). There is a far lower percentage of Hispanic employees than students (26.5% gap).

All colleges in the comparison group have a greater proportion of Hispanic students than employees. COM's percentage gap is the second highest at 26.5%. Of all the colleges, COM has the lowest proportion of Hispanic employees in its overall workforce at 8.9%. Hispanic students make up 35.4% of COM's credit and noncredit student body.

All colleges have a greater proportion of White employees than students. COM's percentage gap is the second lowest at 20.9%.

Almost all colleges have a higher proportion of Asian students than employees. COM's proportion is equivalent. COM has the lowest proportion of Asian students than all other colleges besides SRJC.

There is no clear pattern of African-American student and employee proportions across all colleges. Some show a higher percentage of students than employees or vice versa and some are approximately equivalent.

Specific districts/colleges compare as follows:

#### **African-American**

- Greater % of AA employees than students: College of Alameda, College of San Mateo, Las Positas, Laney, Merritt, Evergreen Valley, Cañada, and Skyline colleges
- Greater % of AA students than employees: Los Medanos, Chabot, and Berkeley City colleges
- Equivalent % of AA students and employees: COM and the other 10 colleges

#### **Asian**

- Equivalent % of Asian students and employees: COM, Los Medanos, Cañada, and Santa Rosa Junior colleges
- Greater % of Asian students than employees: All other 18 colleges

#### **Hispanic**

- Greater % of Hispanic students than employees: COM and all other 21 colleges

### **White Non-Hispanic**

- Greater % of White employees than students: COM and all other 21 colleges

Table 1 shows the proportion of students and employees at each college by race/ethnic group.

### **Faculty Diversity Fall 2017**

COM's faculty reflects its African-American and Asian students (Table 2). COM has proportionally less Hispanic faculty than students and more White faculty members than students.

All colleges have proportionally more Hispanic students than faculty. The average gap is 21.4%; at COM it's 29.2%. COM has the lowest proportion of Hispanic faculty of all the colleges at 6.1%.

All colleges have proportionally more White faculty members than students. The average gap is 33.1%; at COM it's 25.5%.

Almost all colleges have a higher proportion of Asian students than faculty. COM's proportion is equivalent. As noted earlier, COM has the lowest proportion of Asian students than all other colleges besides SRJC.

As with overall employees, there is no clear pattern of African-American student and faculty proportions across all colleges. COM's is equivalent.

### **African-American**

- Greater % of AA faculty than students: College of Alameda, Merritt, Evergreen, Cañada, and Skyline colleges
- Greater % of AA students than faculty: Los Medanos, Chabot, and Berkeley City colleges
- Equivalent % of AA students and faculty: COM and all other 13 colleges

### **Asian**

- Equivalent % of Asian students and faculty: COM, Los Medanos, San Jose City, Cañada, and Santa Rosa Junior colleges
- Greater % of Asian students than faculty: All other 17 colleges

### **Hispanic**

- Greater % of Hispanic students than faculty: COM and all other 21 colleges

### **White Non-Hispanic**

- Greater % of White faculty than students: COM and all other 21 colleges

Table 2 shows the proportion of students and faculty at each college by race/ethnic group.

### **Administrator Diversity Fall 2017**

COM has a higher percentage of African-American and White administrators than students, which is the case at most of the other colleges (Table 3). COM also has a higher percentage of Asian administrators than students while most other colleges have more Asian students than administrators. With the exception of Evergreen Valley College, all colleges have a greater proportion of Hispanic students than

administrators. The average gap between Hispanic administrators and students is 20%. At COM it is 31.9%.

#### **African-American**

- Equivalent % of AA students and administrators: Foothill College
- Greater % of AA students than administrators: Los Medanos, Ohlone, San Jose City, Santa Rosa Junior, Mission, and West Valley colleges
- Greater % of AA administrators than students: COM and all other 14 colleges

#### **Asian**

- Equivalent % of Asian students and administrators: Contra Costa College
- Greater % of Asian administrators than students: COM, Merritt, and Santa Rosa Junior colleges
- Greater % of Asian students than administrators: All other 18 colleges

#### **Hispanic**

- Greater % of Hispanic administrators than students: Evergreen Valley College
- Greater % of Hispanic students than administrators: COM and all other 20 colleges

#### **White**

- Greater % of White students than administrators: Berkeley City and Merritt colleges
- Greater % of White administrators than students: COM and all other 19 colleges

Table 3 shows the proportion of students and administrators at each college by race/ethnic group.

### [Classified Staff Diversity Fall 2017](#)

COM's classified staff reflects its African-American students (Table 4). There are proportionally more Asian and White staff than students. Like most other colleges, COM has proportionally more Hispanic students than staff.

#### **African-American**

- Equivalent % of AA students and staff: COM, College of San Mateo, Los Medanos, Chabot, De Anza, San Jose City, Mission, and West Valley colleges
- Greater % of AA staff than students: All other 14 colleges

#### **Asian**

- Equivalent % of Asian students and staff: College of Alameda, Merritt, and Santa Rosa Junior colleges
- Greater % of Asian staff than students: COM, Berkeley City College, and City College of San Francisco
- Greater % of Asian students than staff: All other 16 colleges

#### **Hispanic**

- Equivalent % of Hispanic students and staff: San Jose City and Cañada colleges
- Greater % of Hispanic students than staff: COM and all other 19 colleges

#### **White**

- Equivalent % of White students and staff: College of Alameda and Foothill College

- Greater % of White students than staff: City College of San Francisco, Berkeley City, and Laney colleges
- Greater % of White staff than students: COM and all other 16 colleges

Table 4 shows the proportion of students and classified staff at each college by race/ethnic group.

### Conclusion and Recommendations

Overall, COM's workforce continues to reflect its Asian and African-American student populations. The proportion of Hispanic employees is smaller than that of students, and the proportion of White employees is larger. This is the case at all other colleges as well.

The gap between White employees and students at COM narrowed more than at most other colleges. Conversely, the gap between Hispanic employees and students widened more than at most other colleges, even though 9 more Hispanic employees joined COM's workforce since 2015.

Because faculty are the employee group that interacts the most with students, proportional racial/ethnic representation between faculty and students is particularly important to students seeing themselves reflected at and belonging at the college. At COM, Asian and African-American faculty reflect the student body. However, there are far more Hispanic students than faculty, and far less White students than faculty. COM has the lowest proportion of Hispanic faculty of all the colleges, and the highest proportion of those with an Unknown race/ethnic identity.

The higher the percentage of employees whose race/ethnicity is unidentified, the more difficult it becomes to accurately gauge proportional representation. Given that the proportion of employees with an Unknown race/ethnicity is higher at COM than at other colleges and that proportion is increasing, we recommend that the College examine how this information is gathered and recorded for employees. This is especially the case for faculty and administrators.

Additionally, to meet the goals of the EEO plan, continued efforts need to be made to recruit Hispanic employees to match the growth in Hispanic students at COM.

Table 1. Fall 2017 Student and Employee Headcounts and Percentages by Ethnicity, Bay10 Colleges and SRJC

	Headcount		African-American		American Indian/ Alaska Native		Asian		Hispanic		Multi-Ethnicity		Pacific Islander		White Non-Hispanic		Unknown	
	Student	Emp.	Student	Emp.	Student	Emp.	Student	Emp.	Student	Emp.	Student	Emp.	Student	Emp.	Student	Emp.	Student	Emp.
	N	N	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
<b>Marin CCD</b>																		
<b>College of Marin</b>	<b>6,896</b>	<b>530</b>	<b>3.3</b>	<b>4.3</b>	<b>0.2</b>	<b>0.9</b>	<b>7.1</b>	<b>9.1</b>	<b>35.4</b>	<b>8.9</b>	<b>4.6</b>	<b>2.3</b>	<b>0.2</b>	<b>0.2</b>	<b>43.1</b>	<b>64.0</b>	<b>6.2</b>	<b>10.4</b>
<b>Contra Costa CCD</b>																		
Contra Costa College	6,906	422	16.8	17.8	0.2	0.0	20.0	15.2	44.2	15.6	5.3	3.1	0.4	0.9	11.4	42.2	1.7	5.2
Diablo Valley College	19,435	1,004	5.2	5.6	0.2	0.3	17.7	11.4	24.8	9.8	8.6	1.7	0.4	0.4	36.3	62.5	6.7	8.4
Los Medanos College	8,962	504	13.7	9.9	0.1	0.6	10.3	8.9	42.0	16.3	8.1	1.2	0.6	0.2	24.7	58.7	0.5	4.2
<b>Chabot-Las Positas CCD</b>																		
Chabot College	13,875	680	10.7	8.4	0.3	0.1	23.9	16.5	40.0	15.4	6.5	2.4	1.5	0.3	15.5	50.6	1.6	6.3
Las Positas College	8,754	488	3.8	6.1	0.2	0.4	20.4	11.9	30.8	9.4	6.8	1.2	0.5	0.4	36.7	62.1	0.8	8.4
<b>Foothill-De Anza CCD</b>																		
De Anza College	20,192	1,126	3.0	4.8	0.2	0.5	44.1	22.8	27.4	12.8	4.5	2.4	0.4	0.4	19.1	51.0	1.3	5.2
Foothill College	15,982	836	2.9	3.9	0.1	0.7	28.8	19.6	26.1	10.6	4.8	2.5	0.6	0.4	32.1	59.1	4.5	3.1
<b>Ohlone CCD</b>																		
Ohlone College	9,056	694	3.7	4.8	0.1	0.7	47.5	25.6	24.2	12.7	5.6	1.3	0.7	0.4	16.5	47.6	1.7	6.9
<b>Peralta CCD</b>																		
Berkeley City College	6,287	319	14.9	12.5	0.2	0.3	24.3	19.1	25.1	11.6	7.1	1.9	0.4	0.0	24.2	47.3	3.9	7.2
College of Alameda	5,465	252	16.9	23.0	0.2	0.0	34.2	23.8	25.2	11.5	4.9	1.6	0.7	0.4	14.0	32.1	3.9	7.5
Laney College	10,850	530	20.2	25.7	0.3	0.8	31.0	17.0	23.1	11.9	4.8	0.9	0.7	0.2	14.3	38.3	5.6	5.3
Merritt College	6,671	360	23.7	31.9	0.4	0.3	17.4	11.4	31.9	11.4	5.2	2.2	0.6	0.0	15.6	37.2	5.2	5.6
<b>San Francisco CCD</b>																		
City College of San Francisco	26,321	2,138	7.2	7.6	0.2	0.2	36.7	30.1	25.8	13.4	4.7	1.8	0.8	0.8	22.7	43.7	1.8	2.3
<b>San Jose-Evergreen CCD</b>																		
Evergreen Valley College	9,461	476	2.2	7.8	0.5	0.4	39.9	28.2	43.3	25.4	2.9	1.3	0.3	0.8	6.3	32.1	4.6	4.0
San Jose City College	9,388	521	6.0	5.8	0.4	0.6	24.2	21.9	44.8	24.2	4.3	1.0	0.5	0.2	14.9	42.8	5.0	3.6
<b>San Mateo CCD</b>																		
Canada College	5,825	324	3.0	8.0	0.1	0.0	15.6	14.5	46.3	23.5	4.3	0.3	1.4	0.0	24.5	47.8	4.9	5.9
College of San Mateo	9,153	451	2.7	4.9	0.1	0.4	30.2	16.4	29.5	11.8	5.7	1.6	2.3	1.1	27.6	58.5	1.9	5.3
Skyline College	9,155	505	2.6	8.7	0.1	0.2	38.6	22.2	31.5	16.4	5.7	0.6	1.3	0.8	18.3	45.3	1.8	5.7
<b>Sonoma County CCD</b>																		
Santa Rosa Junior College	25,521	1,797	2.0	3.0	0.6	0.9	4.7	4.8	34.0	10.5	4.3	1.5	0.3	0.2	45.5	76.4	8.7	2.6
<b>West Valley-Mission CCD</b>																		
Mission College	7,144	411	3.7	4.1	0.1	0.5	47.0	29.4	27.5	11.9	3.9	1.9	0.4	0.0	16.4	51.3	0.9	0.7
West Valley College	7,522	446	2.3	2.7	0.2	1.1	21.1	13.9	28.7	12.3	6.1	1.6	0.3	0.2	39.9	67.5	1.5	0.7

Source: California Community Colleges Chancellor's Office Data Mart; Faculty and Staff Demographics Report for Employees, Annual/Term Student Count Report for Students. Retrieved April 2018.

Table 2. Fall 2017 Student and Faculty Headcounts and Percentages by Ethnicity, Bay10 Colleges and SRJC

	Headcount		African-American		American Indian/ Alaska Native		Asian		Hispanic		Multi-Ethnicity		Pacific Islander		White Non-Hispanic		Unknown	
	Student	Faculty	Student	Faculty	Student	Faculty	Student	Faculty	Student	Faculty	Student	Faculty	Student	Faculty	Student	Faculty	Student	Faculty
	N	N	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
<b>Marin CCD</b>																		
College of Marin	6,896	309	3.3	3.6	0.2	1.3	7.1	6.1	35.4	6.1	4.6	1.0	0.2	0.0	43.1	68.6	6.2	13.3
<b>Contra Costa CCD</b>																		
Contra Costa College	6,906	304	16.8	16.1	0.2	0.0	20.0	14.5	44.2	14.5	5.3	3.6	0.4	1.3	11.4	45.1	1.7	4.9
Diablo Valley College	19,435	781	5.2	4.4	0.2	0.4	17.7	10.9	24.8	7.6	8.6	1.3	0.4	0.3	36.3	65.6	6.7	9.7
Los Medanos College	8,962	369	13.7	9.5	0.1	0.5	10.3	9.8	42.0	13.6	8.1	0.8	0.6	0.3	24.7	61.0	0.5	4.6
<b>Chabot-Las Positas CCD</b>																		
Chabot College	13,875	507	10.7	6.9	0.3	0.2	23.9	15.6	40.0	13.4	6.5	1.0	1.5	0.2	15.5	55.6	1.6	7.1
Las Positas College	8,754	373	3.8	4.6	0.2	0.5	20.4	10.7	30.8	8.3	6.8	0.8	0.5	0.5	36.7	66.2	0.8	8.3
<b>Foothill-De Anza CCD</b>																		
De Anza College	20,192	821	3.0	4.4	0.2	0.7	44.1	21.8	27.4	9.0	4.5	2.3	0.4	0.1	19.1	55.8	1.3	5.8
Foothill College	15,982	676	2.9	3.4	0.1	0.7	28.8	18.2	26.1	8.4	4.8	2.1	0.6	0.0	32.1	63.8	4.5	3.4
<b>Ohlone CCD</b>																		
Ohlone College	9,056	487	3.7	3.7	0.1	0.8	47.5	24.4	24.2	10.1	5.6	1.0	0.7	0.2	16.5	53.8	1.7	6.0
<b>Peralta CCD</b>																		
Berkeley City College	6,287	250	14.9	9.2	0.2	0.4	24.3	14.4	25.1	10.4	7.1	2.0	0.4	0.0	24.2	56.8	3.9	6.8
College of Alameda	5,465	177	16.9	20.3	0.2	0.0	34.2	20.9	25.2	10.7	4.9	1.7	0.7	0.6	14.0	38.4	3.9	7.3
Laney College	10,850	403	20.2	19.9	0.3	0.5	31.0	14.9	23.1	10.4	4.8	1.0	0.7	0.0	14.3	47.4	5.6	6.0
Merritt College	6,671	283	23.7	29.7	0.4	0.4	17.4	9.5	31.9	10.6	5.2	2.5	0.6	0.0	15.6	41.7	5.2	5.7
<b>San Francisco CCD</b>																		
City College of San Francisco	26,321	1384	7.2	6.4	0.2	0.1	36.7	20.7	25.8	11.1	4.7	1.9	0.8	0.7	22.7	56.9	1.8	2.3
<b>San Jose-Evergreen CCD</b>																		
Evergreen Valley College	9,461	323	2.2	8.4	0.5	0.6	39.9	27.2	43.3	19.2	2.9	1.2	0.3	0.3	6.3	38.7	4.6	4.3
San Jose City College	9,388	380	6.0	5.3	0.4	0.5	24.2	23.2	44.8	16.8	4.3	1.1	0.5	0.3	14.9	49.7	5.0	3.2
<b>San Mateo CCD</b>																		
Canada College	5,825	216	3.0	7.4	0.1	0.0	15.6	15.7	46.3	14.4	4.3	0.0	1.4	0.0	24.5	56.9	4.9	5.6
College of San Mateo	9,153	302	2.7	4.6	0.1	0.7	30.2	15.2	29.5	7.3	5.7	1.0	2.3	0.7	27.6	65.2	1.9	5.3
Skyline College	9,155	357	2.6	9.8	0.1	0.3	38.6	19.0	31.5	12.9	5.7	0.3	1.3	0.6	18.3	51.3	1.8	5.9
<b>Sonoma County CCD</b>																		
Santa Rosa Junior College	25,521	1232	2.0	1.2	0.6	1.1	4.7	5.3	34.0	6.9	4.3	1.1	0.3	0.2	45.5	82.3	8.7	1.9
<b>West Valley-Mission CCD</b>																		
Mission College	7,144	305	3.7	3.9	0.1	0.3	47.0	25.6	27.5	9.8	3.9	1.6	0.4	0.0	16.4	57.7	0.9	1.0
West Valley College	7,522	356	2.3	2.8	0.2	1.1	21.1	14.3	28.7	9.8	6.1	0.6	0.3	0.3	39.9	70.2	1.5	0.8

Source: California Community Colleges Chancellor's Office Data Mart; Faculty and Staff Demographics Report for Employees, Annual/Term Student Count Report for Students. Retrieved April 2018.

Table 3. Fall 2017 Student and Administrator Headcounts and Percentages by Ethnicity, Bay10 Colleges and SRJC

	Headcount		African-American		American Indian/ Alaska Native		Asian		Hispanic		Multi-Ethnicity		Pacific Islander		White Non-Hispanic		Unknown	
	Student	Admin	Student	Admin	Student	Admin	Student	Admin	Student	Admin	Student	Admin	Student	Admin	Student	Admin	Student	Admin
	N	N	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
<b>Marin CCD</b>																		
<b>College of Marin</b>	<b>6,896</b>	<b>29</b>	<b>3.3</b>	<b>10.3</b>	<b>0.2</b>	<b>3.4</b>	<b>7.1</b>	<b>10.3</b>	<b>35.4</b>	<b>3.4</b>	<b>4.6</b>	<b>3.4</b>	<b>0.2</b>	<b>3.4</b>	<b>43.1</b>	<b>51.7</b>	<b>6.2</b>	<b>13.8</b>
<b>Contra Costa CCD</b>																		
Contra Costa College	6,906	16	16.8	25.0	0.2	0.0	20.0	18.8	44.2	12.5	5.3	0.0	0.4	0.0	11.4	43.8	1.7	0.0
Diablo Valley College	19,435	21	5.2	9.5	0.2	0.0	17.7	4.8	24.8	14.3	8.6	0.0	0.4	0.0	36.3	57.1	6.7	14.3
Los Medanos College	8,962	17	13.7	5.9	0.1	0.0	10.3	5.9	42.0	11.8	8.1	0.0	0.6	0.0	24.7	70.6	0.5	5.9
<b>Chabot-Las Positas CCD</b>																		
Chabot College	13,875	9	10.7	22.2	0.3	0.0	23.9	11.1	40.0	0.0	6.5	0.0	1.5	0.0	15.5	66.7	1.6	0.0
Las Positas College	8,754	7	3.8	14.3	0.2	0.0	20.4	14.3	30.8	14.3	6.8	0.0	0.5	0.0	36.7	57.1	0.8	0.0
<b>Foothill-De Anza CCD</b>																		
De Anza College	20,192	24	3.0	29.2	0.2	0.0	44.1	12.5	27.4	16.7	4.5	4.2	0.4	0.0	19.1	33.3	1.3	4.2
Foothill College	15,982	29	2.9	3.4	0.1	0.0	28.8	20.7	26.1	6.9	4.8	3.4	0.6	0.0	32.1	65.5	4.5	0.0
<b>Ohlone CCD</b>																		
Ohlone College	9,056	17	3.7	0.0	0.1	0.0	47.5	29.4	24.2	5.9	5.6	0.0	0.7	0.0	16.5	41.2	1.7	23.5
<b>Peralta CCD</b>																		
Berkeley City College	6,287	9	14.9	33.3	0.2	0.0	24.3	22.2	25.1	22.2	7.1	0.0	0.4	0.0	24.2	11.1	3.9	11.1
College of Alameda	5,465	12	16.9	33.3	0.2	0.0	34.2	8.3	25.2	16.7	4.9	0.0	0.7	0.0	14.0	41.7	3.9	0.0
Laney College	10,850	14	20.2	42.9	0.3	0.0	31.0	28.6	23.1	7.1	4.8	0.0	0.7	0.0	14.3	21.4	5.6	0.0
Merritt College	6,671	9	23.7	55.6	0.4	0.0	17.4	22.2	31.9	11.1	5.2	0.0	0.6	0.0	15.6	11.1	5.2	0.0
<b>San Francisco CCD</b>																		
City College of San Francisco	26,321	47	7.2	14.9	0.2	0.0	36.7	14.9	25.8	14.9	4.7	6.4	0.8	0.0	22.7	48.9	1.8	0.0
<b>San Jose-Evergreen CCD</b>																		
Evergreen Valley College	9,461	12	2.2	16.7	0.5	0.0	39.9	8.3	43.3	50.0	2.9	0.0	0.3	0.0	6.3	16.7	4.6	8.3
San Jose City College	9,388	14	6.0	0.0	0.4	0.0	24.2	14.3	44.8	21.4	4.3	0.0	0.5	0.0	14.9	21.4	5.0	42.9
<b>San Mateo CCD</b>																		
Canada College	5,825	8	3.0	37.5	0.1	0.0	15.6	12.5	46.3	0.0	4.3	0.0	1.4	0.0	24.5	50.0	4.9	0.0
College of San Mateo	9,153	12	2.7	16.7	0.1	0.0	30.2	0.0	29.5	16.7	5.7	0.0	2.3	0.0	27.6	66.7	1.9	0.0
Skyline College	9,155	14	2.6	7.1	0.1	0.0	38.6	14.3	31.5	14.3	5.7	7.1	1.3	0.0	18.3	42.9	1.8	14.3
<b>Sonoma County CCD</b>																		
Santa Rosa Junior College	25,521	40	2.0	0.0	0.6	0.0	4.7	10.0	34.0	12.5	4.3	0.0	0.3	0.0	45.5	75.0	8.7	2.5
<b>West Valley-Mission CCD</b>																		
Mission College	7,144	1	3.7	0.0	0.1	0.0	47.0	0.0	27.5	0.0	3.9	0.0	0.4	0.0	16.4	100.0	0.9	0.0
West Valley College	7,522	1	2.3	0.0	0.2	0.0	21.1	0.0	28.7	0.0	6.1	0.0	0.3	0.0	39.9	100.0	1.5	0.0

Source: California Community Colleges Chancellor's Office Data Mart; Faculty and Staff Demographics Report for Employees, Annual/Term Student Count Report for Students. Retrieved April 2018.



Table 4. Fall 2017 Student and Classified Staff Headcounts and Percentages by Ethnicity, Bay10 Colleges and SRJC

	Headcount		African-American		American Indian/ Alaska Native		Asian		Hispanic		Multi-Ethnicity		Pacific Islander		White Non-Hispanic		Unknown	
	Student	Staff	Student	Staff	Student	Staff	Student	Staff	Student	Staff	Student	Staff	Student	Staff	Student	Staff	Student	Staff
	N	N	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
<b>Marin CCD</b>																		
<b>College of Marin</b>	<b>6,896</b>	192	<b>3.3</b>	4.7	<b>0.2</b>	0.0	<b>7.1</b>	<b>13.5</b>	<b>35.4</b>	<b>14.1</b>	<b>4.6</b>	<b>4.2</b>	<b>0.2</b>	<b>0.0</b>	<b>43.1</b>	<b>58.3</b>	<b>6.2</b>	<b>5.2</b>
<b>Contra Costa CCD</b>																		
Contra Costa College	6,906	102	16.8	21.6	0.2	0.0	20.0	16.7	44.2	19.6	5.3	2.0	0.4	0.0	11.4	33.3	1.7	6.9
Diablo Valley College	19,435	202	5.2	9.9	0.2	0.0	17.7	13.9	24.8	17.8	8.6	3.5	0.4	1.0	36.3	51.5	6.7	2.5
Los Medanos College	8,962	118	13.7	11.9	0.1	0.8	10.3	6.8	42.0	25.4	8.1	2.5	0.6	0.0	24.7	50.0	0.5	2.5
<b>Chabot-Las Positas CCD</b>																		
Chabot College	13,875	164	10.7	12.2	0.3	0.0	23.9	19.5	40.0	22.6	6.5	6.7	1.5	0.6	15.5	34.1	1.6	4.3
Las Positas College	8,754	108	3.8	11.1	0.2	0.0	20.4	15.7	30.8	13.0	6.8	2.8	0.5	0.0	36.7	48.1	0.8	9.3
<b>Foothill-De Anza CCD</b>																		
De Anza College	20,192	281	3.0	3.9	0.2	0.0	44.1	26.7	27.4	23.5	4.5	2.5	0.4	1.4	19.1	38.4	1.3	3.6
Foothill College	15,982	131	2.9	6.9	0.1	0.8	28.8	26.7	26.1	22.9	4.8	4.6	0.6	2.3	32.1	33.6	4.5	2.3
<b>Ohlone CCD</b>																		
Ohlone College	9,056	190	3.7	7.9	0.1	0.5	47.5	28.4	24.2	20.0	5.6	2.1	0.7	1.1	16.5	32.1	1.7	7.9
<b>Peralta CCD</b>																		
Berkeley City College	6,287	60	14.9	23.3	0.2	0.0	24.3	38.3	25.1	15.0	7.1	1.7	0.4	0.0	24.2	13.3	3.9	8.3
College of Alameda	5,465	63	16.9	28.6	0.2	0.0	34.2	34.9	25.2	12.7	4.9	1.6	0.7	0.0	14.0	12.7	3.9	9.5
Laney College	10,850	113	20.2	44.2	0.3	1.8	31.0	23.0	23.1	17.7	4.8	0.9	0.7	0.9	14.3	8.0	5.6	3.5
Merritt College	6,671	68	23.7	38.2	0.4	0.0	17.4	17.6	31.9	14.7	5.2	1.5	0.6	0.0	15.6	22.1	5.2	5.9
<b>San Francisco CCD</b>																		
City College of San Francisco	26,321	707	7.2	9.6	0.2	0.4	36.7	49.6	25.8	17.8	4.7	1.3	0.8	1.3	22.7	17.5	1.8	2.4
<b>San Jose-Evergreen CCD</b>																		
Evergreen Valley College	9,461	141	2.2	5.7	0.5	0.0	39.9	31.9	43.3	37.6	2.9	1.4	0.3	2.1	6.3	18.4	4.6	2.8
San Jose City College	9,388	127	6.0	7.9	0.4	0.8	24.2	18.9	44.8	46.5	4.3	0.8	0.5	0.0	14.9	24.4	5.0	0.8
<b>San Mateo CCD</b>																		
Canada College	5,825	100	3.0	7.0	0.1	0.0	15.6	12.0	46.3	45.0	4.3	1.0	1.4	0.0	24.5	28.0	4.9	7.0
College of San Mateo	9,153	137	2.7	4.4	0.1	0.0	30.2	20.4	29.5	21.2	5.7	2.9	2.3	2.2	27.6	43.1	1.9	5.8
Skyline College	9,155	134	2.6	6.0	0.1	0.0	38.6	31.3	31.5	26.1	5.7	0.7	1.3	1.5	18.3	29.9	1.8	4.5
<b>Sonoma County CCD</b>																		
Santa Rosa Junior College	25,521	525	2.0	7.4	0.6	0.6	4.7	3.4	34.0	18.7	4.3	2.5	0.3	0.4	45.5	62.7	8.7	4.4
<b>West Valley-Mission CCD</b>																		
Mission College	7,144	105	3.7	4.8	0.1	1.0	47.0	41.0	27.5	18.1	3.9	2.9	0.4	0.0	16.4	32.4	0.9	0.0
West Valley College	7,522	89	2.3	2.2	0.2	1.1	21.1	12.4	28.7	22.5	6.1	5.6	0.3	0.0	39.9	56.2	1.5	0.0

Source: California Community Colleges Chancellor's Office Data Mart; Faculty and Staff Demographics Report for Employees, Annual/Term Student Count Report for Students. Retrieved April 2018.