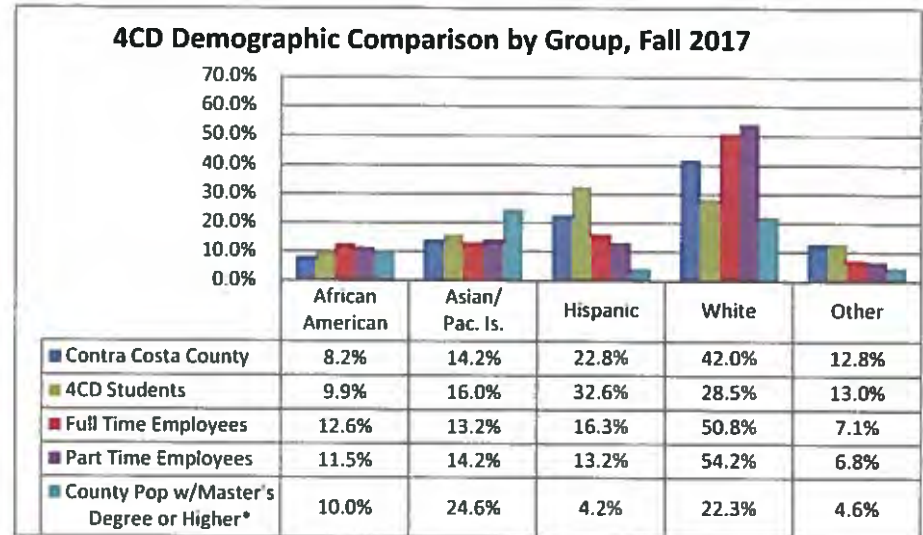
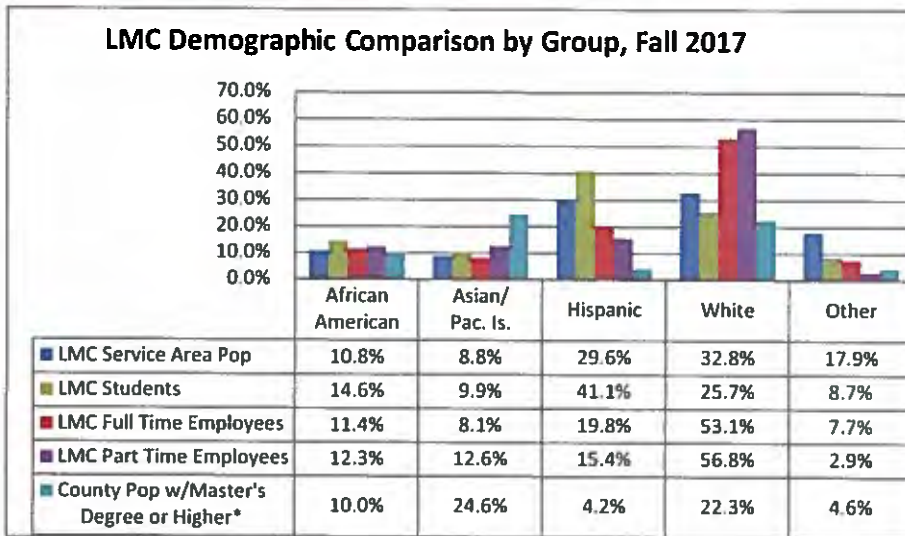
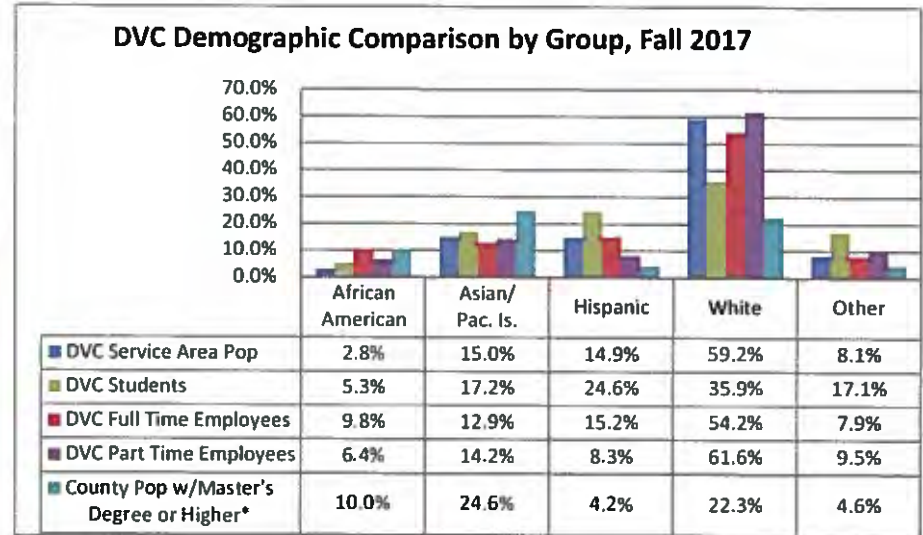
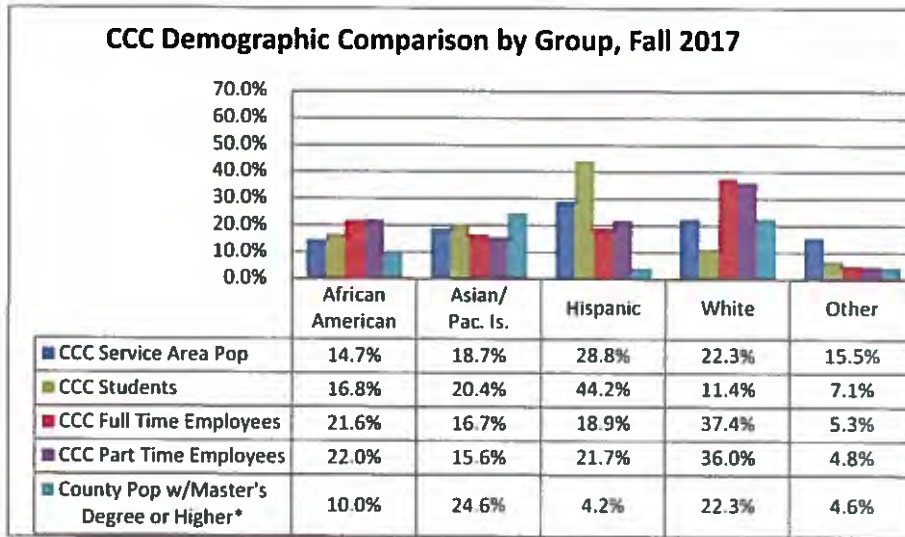


Figure 1: Racial/Ethnic Composition of Students and Employees Compared to County Population



Note: This analysis exclude student employees.

Totals may not add to 100 percent due to rounding error.

Full time employee groups include: Academic Managers, Classified Managers, Full time Faculty, Classified Monthly, and Confidential.

Part time employee groups include: Part time Faculty and Classified Hourly

Table 1: Employees by Location, Term, and Racial/Ethnic Group - (Percent)

Location/ Term	African American	Asian	Filipino	Hispanic	Native American	Pacific Islander	White	Unknown
CCC								
Fall 2011	23%	12%	4%	15%	0%	1%	35%	11%
Fall 2012	25%	12%	3%	16%	0%	1%	34%	8%
Fall 2013	22%	13%	4%	20%	0%	1%	32%	7%
Fall 2014	22%	14%	4%	20%	1%	1%	31%	7%
Fall 2015	22%	13%	3%	22%	0%	1%	32%	6%
Fall 2016	22%	14%	3%	22%	0%	1%	32%	5%
Fall 2017	22%	15%	4%	23%	0%	1%	30%	4%
Change from 2011 to 2017	-1%	3%	0%	8%	0%	0%	-5%	-7%
DVC								
Fall 2011	6%	9%	3%	8%	1%	0%	51%	23%
Fall 2012	6%	9%	3%	9%	1%	1%	53%	18%
Fall 2013	6%	10%	3%	10%	1%	0%	53%	16%
Fall 2014	7%	11%	3%	11%	1%	0%	54%	13%
Fall 2015	7%	11%	3%	11%	1%	0%	53%	13%
Fall 2016	7%	12%	4%	12%	1%	0%	52%	12%
Fall 2017	8%	11%	4%	13%	1%	0%	51%	12%
Change from 2011 to 2017	2%	2%	1%	5%	0%	0%	0%	-11%
LMC								
Fall 2011	12%	6%	4%	18%	1%	0%	49%	10%
Fall 2012	13%	7%	5%	19%	1%	0%	47%	7%
Fall 2013	13%	8%	3%	22%	1%	1%	47%	5%
Fall 2014	15%	8%	4%	21%	1%	1%	46%	4%
Fall 2015	15%	6%	4%	22%	1%	0%	50%	3%
Fall 2016	15%	6%	4%	24%	1%	0%	47%	3%
Fall 2017	13%	7%	5%	26%	1%	1%	45%	3%
Change from 2011 to 2017	1%	1%	1%	8%	0%	0%	-4%	-7%
DST								
Fall 2011	12%	10%	11%	6%	2%	0%	51%	7%
Fall 2012	16%	9%	10%	7%	2%	0%	49%	6%
Fall 2013	15%	10%	12%	10%	2%	0%	46%	5%
Fall 2014	10%	11%	15%	9%	2%	0%	47%	5%
Fall 2015	11%	10%	12%	8%	2%	0%	49%	6%
Fall 2016	12%	9%	13%	9%	1%	0%	49%	8%
Fall 2017	9%	10%	13%	6%	1%	0%	55%	6%
Change from 2011 to 2017	-3%	0%	2%	0%	-1%	0%	4%	-1%

All employee groups (Classified Staff, FT Faculty, PT Faculty, Mgrs/Sups/Conf and Student Employee
Source: District Research, 4CD. Employee information from Fall IT Demographics files. 4/19/2018 JD

Table 2: Employees by Location, Term, and Racial/Ethnic Group - (Number)

Location/ Term	African American	Asian	Filipino	Hispanic	Native American	Pacific Islander	White	Unknown	Grand Total
CCC									
Fall 2011	158	79	26	99	3	7	235	74	681
Fall 2012	174	83	22	113	1	6	240	59	698
Fall 2013	167	98	27	153	2	8	243	54	752
Fall 2014	179	113	30	161	4	8	249	52	796
Fall 2015	178	107	27	172	3	11	251	47	796
Fall 2016	171	104	23	172	2	6	246	41	765
Fall 2017	171	119	30	183	1	7	239	35	785
DVC									
Fall 2011	97	136	40	128	9	3	804	358	1,575
Fall 2012	92	129	46	138	15	8	807	279	1,514
Fall 2013	99	157	50	155	16	4	841	259	1,581
Fall 2014	112	182	58	187	15	4	900	221	1,679
Fall 2015	125	197	57	189	15	6	933	233	1,755
Fall 2016	122	204	70	217	15	4	916	216	1,764
Fall 2017	137	197	62	220	12	6	884	206	1,724
LMC									
Fall 2011	93	45	29	143	5	2	391	82	790
Fall 2012	105	58	40	156	8	3	382	54	806
Fall 2013	109	63	26	184	6	5	393	43	829
Fall 2014	136	72	33	194	6	7	421	37	906
Fall 2015	143	55	34	207	7	3	479	33	961
Fall 2016	145	60	40	230	11	3	458	26	973
Fall 2017	127	66	46	252	8	5	427	26	957
DST									
Fall 2011	10	8	9	5	2	-	42	6	82
Fall 2012	14	8	9	6	2	-	43	5	87
Fall 2013	13	8	10	8	2	-	39	4	84
Fall 2014	9	10	14	8	2	-	43	5	91
Fall 2015	11	10	12	8	2	-	48	6	97
Fall 2016	12	9	13	9	1	-	49	8	101
Fall 2017	8	9	12	6	1	-	51	6	93

All employee groups (Classified Staff, FT Faculty, PT Faculty, Mgrs/Sups/Conf and Student Employees).

Table 3: Employees by Classification, Racial/Ethnic Group, and Term - (Number)

Location/Employee Group	Alcan American							Asian							Hispanic							White							Other						
	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017
CCC																																			
Classified	48	57	55	57	55	58	60	28	29	36	35	33	36	40	35	40	46	52	63	62	72	52	51	51	54	52	54	53	18	13	13	12	12	10	11
Full Time Faculty	17	17	15	14	15	17	16	8	8	8	9	10	11	16	12	11	11	13	15	16	17	43	42	41	39	42	40	41	11	10	9	7	6	5	4
Part Time Faculty	51	49	53	58	63	49	50	23	26	27	36	34	34	37	16	13	27	24	24	28	32	120	123	129	135	138	125	114	24	24	22	21	19	18	14
Mgrs/Supv/Conf.	8	8	7	7	10	8	6	3	3	5	4	5	5	4	2	3	4	4	2	2	4	4	2	4	6	6	9	13	2	2	1	2	2	1	1
Student Employees	34	43	37	43	35	39	39	50	45	57	67	63	47	59	34	48	65	68	68	64	58	16	19	18	15	13	18	18	22	11	11	14	11	9	6
Total	158	174	167	179	178	171	171	112	111	133	151	145	133	156	99	113	153	161	172	172	183	235	240	243	249	251	246	239	77	60	56	56	50	43	36
DVC																																			
Classified	32	36	36	44	47	48	52	56	59	63	63	63	68	81	47	51	53	67	67	75	80	210	208	191	210	221	202	203	54	32	27	23	26	23	27
Full Time Faculty	10	10	11	13	15	17	17	16	17	17	18	22	22	25	22	23	21	22	23	27	30	143	148	154	152	155	165	155	46	45	39	33	32	34	29
Part Time Faculty	21	22	19	25	29	27	32	42	35	56	72	79	77	74	16	20	22	30	35	37	33	345	331	375	404	432	417	402	134	110	100	89	60	64	59
Mgrs/Supv/Conf.	4	4	5	5	4	3	3	3	2	3	4	4	4	4	4	5	5	4	5	3	4	23	20	21	23	25	30	28	4	4	4	4	4	3	4
Student Employees	30	20	28	25	30	27	33	62	70	72	87	82	107	81	39	39	54	64	59	75	73	83	100	100	111	100	102	96	128	103	105	87	106	107	99
Total	97	92	99	112	125	122	137	179	183	211	244	260	278	265	128	138	155	187	189	217	220	604	607	641	900	933	916	884	366	294	275	238	248	231	218
LMC																																			
Classified	28	23	26	32	37	34	37	14	17	16	19	20	23	23	47	52	54	52	51	59	58	89	87	91	93	112	110	104	14	10	9	9	9	10	7
Full Time Faculty	11	8	8	10	10	12	13	8	7	7	7	8	10	11	15	16	15	18	17	18	19	64	62	58	63	64	65	65	12	12	12	12	12	11	12
Part Time Faculty	21	21	22	29	31	28	25	17	19	21	29	30	28	32	31	31	28	28	35	34	31	157	163	179	194	210	180	174	19	20	14	13	11	12	11
Mgrs/Supv/Conf.	1	4	5	4	4	5	3	3	3	2	3	2	2	4	3	3	3	3	5	4	5	12	13	15	14	15	16	19	2	2	1	1	1	2	2
Student Employees	32	49	48	61	61	68	49	34	55	48	54	32	40	47	47	54	84	93	99	115	139	69	57	50	78	77	65	40	18	13	8	7	2	2	2
Total	93	105	109	136	143	145	127	76	101	94	112	92	103	117	143	156	164	194	207	230	252	391	382	393	421	479	458	427	87	62	49	43	40	37	34
D&T																																			
Classified	4	6	6	5	5	6	4	9	9	11	16	14	15	15	3	4	7	7	7	8	4	23	25	21	22	21	18	21	5	5	3	3	4	5	3
Mgrs/Supv/Conf.	5	8	7	4	6	5	4	8	8	7	8	8	7	5	2	2	1	1	1	1	1	19	18	18	21	26	31	29	3	2	3	4	4	4	3
Student Employees	1					1							1								1				1									1	
Total	10	14	13	9	11	12	8	17	17	18	24	22	22	21	5	6	8	8	8	9	6	42	43	39	43	48	49	51	8	7	6	7	8	9	7
CCD																																			
Classified	111	122	123	138	144	146	153	107	114	126	133	130	142	159	132	147	160	178	188	204	214	374	371	354	379	406	384	381	91	60	52	47	51	48	48
Full Time Faculty	38	35	34	37	40	46	46	32	32	32	34	40	43	52	49	50	47	53	55	61	68	250	252	253	254	261	270	261	69	67	60	52	50	50	45
Part Time Faculty	93	92	94	112	123	104	107	82	80	104	137	143	139	143	63	64	77	82	94	99	96	622	617	683	733	780	732	690	177	154	136	123	110	94	84
Mgrs/Supv/Conf.	18	24	24	29	24	21	18	17	16	17	19	19	18	17	11	13	13	12	13	10	14	58	53	58	64	72	86	89	11	10	9	11	11	10	10
Student Employees	97	112	113	129	126	133	121	148	170	177	208	187	194	188	120	139	203	225	226	254	271	168	176	168	183	182	197	180	180	132	129	109	124	118	108
Total	358	385	388	436	457	450	443	384	412	456	531	519	536	559	375	413	500	550	576	628	681	1,472	1,469	1,516	1,613	1,711	1,669	1,601	538	423	386	342	346	320	295

Table 5: Demographic Comparison by Group - Fall 2017 (Number)

Location	African American	Asian/ Pac. Is.	Hispanic	White	Other	Total
CCC						
CCC Service Area	27,414	34,868	53,696	41,523	28,856	186,357
Students	1,161	1,411	3,054	790	490	6,906
CCC Full Time Employees	49	38	43	85	12	227
CCC Part Time Employees	83	59	82	136	18	378
DVC						
DVC Service Area	9,101	48,249	48,141	190,885	26,022	322,398
Students	1,013	3,283	4,711	6,868	3,265	19,140
DVC Full Time Employees	51	67	79	282	41	520
DVC Part Time Employees	53	117	68	506	78	822
LMC						
LMC Service Area	22,405	18,327	61,493	68,078	37,147	207,450
Students	1,268	862	3,569	2,234	755	8,688
LMC Full Time Employees	31	22	54	145	21	273
LMC Part Time Employees	47	48	59	217	11	382
CCCCD						
Contra Costa County	58,920	101,444	163,330	300,486	92,025	716,205
Students	3,442	5,556	11,334	9,892	4,510	34,734
Full Time Employees	139	146	180	561	79	1,105
Part Time Employees	183	225	210	860	108	1,586
County Population with Master's Degree or Higher	5,917	24,948	6,882	67,148	4,197	109,092

Table 6: Demographic Comparison by Group - Fall 2017 (Percent)

Location	African American	Asian/ Pac. Is.	Hispanic	White	Other	Total
CCC						
CCC Service Area	14.7%	18.7%	28.8%	22.3%	15.5%	100.0%
Students	16.8%	20.4%	44.2%	11.4%	7.1%	100.0%
CCC Full Time Employees	21.6%	16.7%	18.9%	37.4%	5.3%	100.0%
CCC Part Time Employees	22.0%	15.6%	21.7%	36.0%	4.8%	100.0%
DVC						
DVC Service Area	2.8%	15.0%	14.9%	59.2%	8.1%	100.0%
Students	5.3%	17.2%	24.6%	35.9%	17.1%	100.0%
DVC Full Time Employees	9.8%	12.9%	15.2%	54.2%	7.9%	100.0%
DVC Part Time Employees	6.4%	14.2%	8.3%	61.6%	9.5%	100.0%
LMC						
LMC Service Area	10.8%	8.8%	29.6%	32.8%	17.9%	100.0%
Students	14.6%	9.9%	41.1%	25.7%	8.7%	100.0%
LMC Full Time Employees	11.4%	8.1%	19.8%	53.1%	7.7%	100.0%
LMC Part Time Employees	12.3%	12.6%	15.4%	56.8%	2.9%	100.0%
CCCCD						
Contra Costa County	8.2%	14.2%	22.8%	42.0%	12.8%	100.0%
Students	9.9%	16.0%	32.6%	28.5%	13.0%	100.0%
Full Time Employees	12.6%	13.2%	16.3%	50.8%	7.1%	100.0%
Part Time Employees	11.5%	14.2%	13.2%	54.2%	6.8%	100.0%
County Population with Master's Degree or Higher	10.0%	24.6%	4.2%	22.3%	4.6%	15.2%

Note. This analysis excludes student employees.

Full time employee groups include: Academic Managers, Classified Managers, Full time Faculty, Classified Monthly, and Confidential

Part time employee groups include: Part time Faculty and Classified Hourly.

Table 7: Difference in Racial/Ethnic Distribution from 2000 to 2017 for Students, Employees, and County Populations

Area/Site	Students			Employees			Population		
	Fall 2000 Students	Fall 2017 Students	Difference 2000 to 2017	Fall 2000 Employees	Fall 2017 Employees	Difference 2000 to 2017	2000 Population	2015 Population	Difference 2000 to 2015
CCCCD / Contra Costa County	100.0%	100.0%	0.0%	100.0%	100.0%	0.0%	100.0%	100.0%	0.0%
African American	10.9%	9.6%	-1.3%	10.2%	12.0%	1.7%	9.0%	8.2%	-0.8%
Asian/Pacific Islander	16.9%	16.7%	-0.2%	9.3%	13.8%	4.5%	12.7%	14.2%	1.5%
Hispanic	14.1%	33.0%	18.9%	9.8%	14.5%	4.7%	18.0%	22.8%	4.8%
White	48.6%	28.5%	-20.1%	60.6%	52.8%	-7.8%	57.7%	42.0%	-15.7%
Other*	9.5%	12.1%	2.6%	10.0%	6.9%	-3.1%	2.6%	12.8%	10.3%
CCC / West County	100.0%	100.0%	0.0%	100.0%	100.0%	0.0%	100.0%	100.0%	0.0%
African American	26.6%	16.8%	-9.8%	24.6%	21.8%	-2.8%	19.9%	14.7%	-5.2%
Asian/Pacific Islander	20.4%	20.4%	0.0%	9.7%	16.0%	6.4%	18.5%	18.7%	0.2%
Hispanic	18.9%	44.2%	25.3%	12.3%	20.7%	8.4%	26.6%	28.8%	2.3%
White	25.4%	11.4%	-14.0%	46.6%	36.5%	-10.1%	32.3%	22.3%	-10.0%
Other	8.7%	7.1%	-1.6%	6.8%	5.0%	-1.9%	2.7%	15.5%	12.8%
DVC / Central County	100.0%	100.0%	0.0%	100.0%	100.0%	0.0%	100.0%	100.0%	0.0%
African American	4.8%	5.2%	0.4%	5.9%	7.7%	1.9%	2.1%	2.8%	0.8%
Asian/Pacific Islander	18.2%	18.1%	-0.1%	9.3%	13.7%	4.5%	11.6%	15.0%	3.3%
Hispanic	10.8%	24.8%	14.0%	7.9%	11.0%	3.0%	10.2%	14.9%	4.7%
White	55.9%	36.3%	-19.6%	64.2%	58.7%	-5.5%	73.8%	59.2%	-14.6%
Other	10.3%	15.5%	5.2%	12.7%	8.9%	-3.8%	2.3%	8.1%	5.8%
LMC / East County	100.0%	100.0%	0.0%	100.0%	100.0%	0.0%	100.0%	100.0%	0.0%
African American	11.7%	13.7%	2.0%	9.9%	11.9%	2.0%	13.1%	10.8%	-2.3%
Asian/Pacific Islander	10.8%	10.9%	0.0%	8.3%	10.7%	2.4%	9.7%	8.8%	-0.9%
Hispanic	17.6%	42.0%	24.5%	14.8%	17.3%	2.5%	25.9%	29.6%	3.7%
White	51.5%	24.7%	-26.9%	61.9%	55.3%	-6.6%	48.3%	32.8%	-15.5%
Other	8.3%	8.7%	0.3%	5.2%	4.9%	-0.3%	2.9%	17.9%	15.0%

*Other includes all other groups: Native American, Multi-ethnicity, Unknown and Decline to State.

County Adult Population (18-64 yrs.) from American FactFinder 2011-2015 tables C21001 A-I

Fall term student information from California Community Colleges Chancellor's Office (CCCCO) Data Mart.

Employee information from IT Staff Demographics reports. Excludes student employees.

Table 8: Racial/Ethnic Distribution of CCCC Students and Employees Compared to County Population, 2000-2010-2017

Area/Site	2000						2010						2017					
	Fall 2000 Students		Fall 2000 Employees		2000 Adult Population		Fall 2010 Students		Fall 2010 Employees		2010 Adult Population		Fall 2017 Students		Fall 2017 Employees		2015 Adult Population	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
CCCCD / Contra Costa County	38,521	100.0%	2,459	100.0%	647,868	100.0%	39,068	100.0%	2,535	100.0%	707,480	100.0%	35,303	100.0%	2,691	100.0%	716,205	100.0%
African American	4,210	10.9%	252	10.2%	58,438	9.0%	5,074	13.0%	280	11.0%	65,690	9.3%	3,402	9.6%	322	12.0%	58,920	8.2%
Asian/Pacific Islander	6,504	16.9%	229	9.3%	82,318	12.7%	6,225	15.9%	247	9.7%	111,912	15.8%	5,903	16.7%	371	13.8%	101,444	14.2%
Hispanic	5,430	14.1%	241	9.8%	116,819	18.0%	8,898	22.3%	282	11.1%	169,088	23.9%	11,650	33.0%	390	14.5%	163,330	22.8%
White	18,715	48.6%	1,491	60.6%	373,708	57.7%	13,090	33.5%	1,372	54.1%	337,872	47.8%	10,062	28.5%	1,421	52.8%	300,486	42.0%
Other*	3,662	9.5%	246	10.0%	16,585	2.6%	5,981	15.3%	354	14.0%	22,918	3.2%	4,286	12.1%	187	6.9%	92,025	12.8%
CCC / West County	7,921	100.0%	455	100.0%	148,800	100.0%	8,413	100.0%	567	100.0%	165,927	100.0%	6,906	100.0%	605	100.0%	186,357	100.0%
African American	2,106	26.6%	112	24.6%	29,677	19.9%	2,232	26.5%	136	24.0%	31,897	19.2%	1,161	16.8%	132	21.8%	27,414	14.7%
Asian/Pacific Islander	1,615	20.4%	44	9.7%	27,549	18.5%	1,776	21.1%	70	12.3%	35,596	21.5%	1,411	20.4%	97	16.0%	34,868	18.7%
Hispanic	1,496	18.9%	56	12.3%	39,520	26.6%	2,418	28.7%	72	12.7%	52,682	31.8%	3,054	44.2%	125	20.7%	53,696	28.8%
White	2,013	25.4%	212	46.6%	48,038	32.3%	1,170	13.9%	233	41.1%	40,627	24.5%	790	11.4%	221	36.5%	41,523	22.3%
Other	691	8.7%	31	6.8%	4,016	2.7%	817	9.7%	56	9.9%	5,125	3.1%	490	7.1%	30	5.0%	28,856	15.5%
DVC / Central County	21,365	100.0%	1,447	100.0%	332,132	100.0%	20,765	100.0%	1,262	100.0%	341,746	100.0%	19,435	100.0%	1,342	100.0%	322,398	100.0%
African American	1,023	4.8%	85	5.9%	6,837	2.1%	1,176	5.7%	69	5.5%	7,874	2.3%	1,009	5.2%	104	7.7%	9,101	2.8%
Asian/Pacific Islander	3,888	18.2%	134	9.3%	38,591	11.6%	3,344	16.1%	116	9.2%	54,030	15.8%	3,519	18.1%	184	13.7%	48,249	15.0%
Hispanic	2,311	10.8%	115	7.9%	33,983	10.2%	3,348	16.1%	94	7.4%	49,256	14.4%	4,829	24.8%	147	11.0%	48,141	14.9%
White	11,943	55.9%	929	64.2%	245,015	73.8%	8,847	42.6%	739	58.6%	219,856	64.3%	7,060	36.3%	788	58.7%	190,885	59.2%
Other	2,200	10.3%	184	12.7%	7,706	2.3%	4,050	19.5%	244	19.3%	10,730	3.1%	3,018	15.5%	119	8.9%	26,022	8.1%
LMC / East County	9,235	100.0%	446	100.0%	166,936	100.0%	9,890	100.0%	619	100.0%	199,807	100.0%	8,962	100.0%	655	100.0%	207,450	100.0%
African American	1,081	11.7%	44	9.9%	21,924	13.1%	1,666	16.8%	63	10.2%	25,919	13.0%	1,232	13.7%	78	11.9%	22,405	10.8%
Asian/Pacific Islander	1,001	10.8%	37	8.3%	16,178	9.7%	1,105	11.2%	50	8.1%	22,286	11.2%	973	10.9%	70	10.7%	18,327	8.8%
Hispanic	1,623	17.6%	66	14.8%	43,316	25.9%	2,932	29.6%	107	17.3%	67,150	33.6%	3,767	42.0%	113	17.3%	61,493	29.6%
White	4,759	51.5%	276	61.9%	80,655	48.3%	3,073	31.1%	353	57.0%	77,389	38.7%	2,212	24.7%	362	55.3%	68,078	32.8%
Other	771	8.3%	23	5.2%	4,863	2.9%	1,114	11.3%	46	7.4%	7,063	3.5%	778	8.7%	32	4.9%	37,147	17.9%

*Other includes all other groups: Native American, Multi-ethnicity, Unknown and Decline to State.

County Adult Population (18-64 yrs.) from American FactFinder 2011-2015 tables C21001 A-I

Fall term student information from California Community Colleges Chancellor's Office (CCCCO) Data Mart.

Employee information from IT Staff Demographics reports. Excludes student employees.