



## EEO Data Analysis Report

### Executive Summary

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The Ventura County Community College District's ("District") 2024-2027 Equal Employment Opportunity ("EEO") Plan assesses workforce demographics over time, provides a strategic evaluation of workforce composition and availability, considers the characteristics of its student body and local communities, and outlines a plan of action designed to improve student success outcomes.

The District conducted an analysis comparing its workforce to a composite estimate of workforce availability, considering factors such as student and community demographics. The findings reveal significant variations in workforce representation across different job categories, with disparities observed among race, ethnicity, and gender groups. Certain groups appear to be underrepresented in specific job categories, while others exceed expected availability based on availability estimates. These gaps may result from factors such as applicant pool composition, industry trends, qualification requirements, or recruitment barriers.

Understanding these patterns allows the District to refine outreach efforts, ensure job descriptions are clear and accessible, and support professional development initiatives that promote equitable access to employment opportunities. To support student success, the District is committed to attracting a workforce that brings a broad range of experiences, perspectives, and expertise reflective of the diverse communities it serves.

A disaggregated review of job categories and hiring process phases is taking place and may suggest that the District can enhance its efforts by clearly communicating minimum qualifications and equivalency procedures to job applicants. Additional strategies include emphasizing candidates' demonstrated ability to support student success, experience working effectively with diverse communities, professional training related to equitable educational outcomes, and recruitment efforts that expand outreach to a wide range of qualified applicants.

While previous EEO Plan initiatives have contributed to gradual progress, the District will implement data-driven strategies to further strengthen efforts that promote equal employment opportunity and support student success.

# Strategic Implementation Plan

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The District will continue to develop, implement, evaluate, and revise its specific pre-hiring, hiring, and post-hiring EEO strategies to increase the likelihood the EEO Plan results in positive progress.

The strategic focus for the 2024-2027 EEO Plan will be working with various stakeholders to:

- Request the EEOAC, in conjunction with appropriate Human Resources staff, review the District's advertising and recruitment procedures and make recommendations on modifications that would address underrepresentation.
  - The District will review, in consultation with appropriate stakeholder groups as required by law or otherwise recommended, 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:
    - any requirements of all applicable federal, state, and local laws; and
    - qualifications which the Board of Governors has found to be job-related throughout the community college system, including the requirement that applicants for academic and administrative positions demonstrate sensitivity to the diversity of community college students.
  - Discontinue, in consultation with appropriate stakeholder groups as required by law or otherwise recommended, the use of any locally established qualifications that are not essential to job performance and do not align with the requirements outlined above.
  - The District will retain qualification standards that meet these requirements and will consider alternatives where a different qualification standard could achieve the same objectives while reducing potential barriers to employment.
- The District will conduct an initial review of the qualified applicant pool before an application deadline closes to assess whether recruitment efforts have effectively reached a broad and inclusive range of candidates. If the review suggests that additional outreach may be beneficial to attract a larger or more representative applicant pool, the EEO Officer will advise the Chancellor. The Chancellor may, but is not required to, extend the search period to enhance recruitment efforts and ensure broad outreach before finalizing the hiring process.
- The District shall periodically review and analyze the composition of qualified applicant pools in comparison to initial applicant pools to assess whether selection processes are job-related and equitable. If the EEO Officer or designee identifies potential factors that may have influenced applicant selection in a manner unrelated to job qualifications, the EEO Officer will advise the District's Chancellor, who shall take appropriate action as necessary. These analyses will align with the requirements set forth in Title 5, section 53006(a).
- Screening committees shall include a diverse membership whenever possible, to ensure a variety of perspectives are included in the assessment of candidates.
- The District will consider the implementation of additional measures designed to promote diversity that are reasonably calculated to address the area of specific need.

## Presentation of Data Analyses

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The District has conducted an analysis of availability and workforce utilization. An analysis of applicant pools, qualified applicant pools, hiring outcomes, and screening process outcomes is in progress. This review examines patterns and trends by race, ethnicity, and gender identity to assess whether there are opportunities to enhance outreach, recruitment strategies, and hiring processes to support equal employment opportunities. The findings will help identify areas where the District can strengthen efforts to attract and retain a workforce that reflects a broad range of perspectives and experiences.

### Underutilization Analyses Findings

The District conducted a comprehensive analysis of workforce composition and availability. This analysis was informed by multiple data sources, including labor market availability, demographic trends within the District's service area, workforce data from local, state, and national levels.

For each job category, the District developed a composite availability estimate to understand workforce supply and potential applicant sources. The methodology considered factors such as regional labor force participation, industry-specific trends, and historical hiring patterns to ensure recruitment efforts align with available talent. The weights assigned to each data source reflect the District's commitment to expanding outreach and broadening recruitment efforts, ensuring all qualified individuals have equitable access to employment opportunities.

## Total Workforce:

|  |            |
|--|------------|
| Student population:                          | 50% weight |
| Ventura County population:                   | 20% weight |
| California Statewide Population:             | 15% weight |
| Workforce: OX-TO-VTA, CA Metro Area:         | 5% weight  |
| Workforce: CA Statewide:                     | 5% weight  |
| IPEDS: US National Advanced Degrees Awarded: | 5% weight  |
|  | 100% total |

| Individual Availability Analysis |   |                           |                                |                               |                   |                                     |                |        |      |               |
|----------------------------------|---|---------------------------|--------------------------------|-------------------------------|-------------------|-------------------------------------|----------------|--------|------|---------------|
| Company                          | Ventura County Community College District |                           |                                |                               |                   |                                     |                |        |      |               |
| Job Group:                       | All Workforce                             |                           |                                |                               |                   |                                     |                |        |      |               |
| Job Title(s):                    | All                                       |                           |                                |                               |                   |                                     |                |        |      |               |
| Race                             | Job Group                                 | Total Job Group Employees | Total Race Job Group Employees | % of Race Job Group Employees | Race Availability | Race Expected based on Availability | Binomial Exact | SD     | SF   |               |
| White                            | All Workforce                             | 1953                      | 978                            | 50.1%                         | 35.1%             | 686                                 | 1.00           | 13.82  | -292 |               |
| Black                            | All Workforce                             | 1953                      | 46                             | 2.4%                          | 3.3%              | 65                                  | 0.01           | -2.40  | 19   | Underutilized |
| Hispanic                         | All Workforce                             | 1953                      | 610                            | 31.2%                         | 46.4%             | 906                                 | 0.00           | -13.42 | 296  | Underutilized |
| Asian                            | All Workforce                             | 1953                      | 123                            | 6.3%                          | 9.1%              | 177                                 | 0.00           | -4.26  | 54   | Underutilized |
| Native American                  | All Workforce                             | 1953                      | 6                              | 0.3%                          | 0.7%              | 13                                  | 0.02           | -2.02  | 7    | Underutilized |
| NH/PI                            | All Workforce                             | 1953                      | 3                              | 0.2%                          | 0.2%              | 3                                   | 0.56           | -0.21  | 0    |               |
| Total Minority                   | All Workforce                             | 1953                      | 788                            | 40.3%                         | 64.9%             | 1267                                | 0.00           | -22.68 | 479  | Underutilized |
| Sex                              | Job Group                                 | Total Job Group Employees | Total Sex Job Group Employees  | % of Sex Job Group Employees  | Sex Availability  | Sex Expected based on Availability  | Binomial Exact | SD     | SF   |               |
| Females                          | All Workforce                             | 1953                      | 1043                           | 53.4%                         | 45.0%             | 879                                 | 1.00           | 7.44   | -164 |               |
| Males                            | All Workforce                             | 1953                      | 863                            | 44.2%                         | 39.0%             | 761                                 | 1.00           | 4.72   | -102 |               |

Rows Outlined in Red [Ethnicity 1, Ethnicity 2 etc.] = **Underutilized**

An analysis of the total workforce, including all permanent employees, indicates a disparity between workforce composition and identified availability. Minority representation within the workforce is 40.3%, compared to an estimated availability of 64.9%, while White representation is 50.1%, exceeding the estimated availability of 35.1%. Overall workforce employment data shows males and females are employed within a reasonable range of the identified availability.

1. Clerical/Secretarial:

|                                      |            |
|--------------------------------------|------------|
| Student population:                  | 50% weight |
| Ventura County Population:           | 30% weight |
| CA Statewide Population              | 10% weight |
| Workforce: OX-TO-VTA, CA Metro Area: | 5% weight  |
| Workforce: CA Statewide:             | 5% weight  |
|                                      | 100% total |

| Individual Availability Analysis |  |                           |                                |                               |                   |                                     |                |       |     |               |
|----------------------------------|--|---------------------------|--------------------------------|-------------------------------|-------------------|-------------------------------------|----------------|-------|-----|---------------|
| Company                          | Ventura County Community College District (VCCCD)  |                           |                                |                               |                   |                                     |                |       |     |               |
| Job Group:                       | Clerical/Secretarial   |                           |                                |                               |                   |                                     |                |       |     |               |
| Job Title(s):                    | Includes employees such as secretaries, typists, clerks, administrative assistants, bookkeepers, office assistants, etc. |                           |                                |                               |                   |                                     |                |       |     |               |
| Race                             | Job Group  | Total Job Group Employees | Total Race Job Group Employees | % of Race Job Group Employees | Race Availability | Race Expected based on Availability | Binomial Exact | SD    | SF  |               |
| White                            | Clerical/Secretarial   | 169                       | 62                             | 36.7%                         | 35.2%             | 59                                  | 0.69           | 0.40  | -3  |               |
| Black                            | Clerical/Secretarial   | 169                       | 5                              | 3.0%                          | 2.9%              | 5                                   | 0.65           | 0.08  | 0   |               |
| Hispanic                         | Clerical/Secretarial   | 169                       | 88                             | 52.1%                         | 48.3%             | 82                                  | 0.85           | 0.98  | -6  |               |
| Asian                            | Clerical/Secretarial   | 169                       | 5                              | 3.0%                          | 8.5%              | 14                                  | 0.00           | -2.59 | 9   | Underutilized |
| Native American                  | Clerical/Secretarial   | 169                       | 1                              | 0.6%                          | 0.8%              | 1                                   | 0.62           | -0.27 | 0   |               |
| NH/PI                            | Clerical/Secretarial   | 169                       | 1                              | 0.6%                          | 0.2%              | 0                                   | 0.96           | 1.26  | -1  |               |
| Total Minority                   | Clerical/Secretarial   | 169                       | 100                            | 59.2%                         | 64.8%             | 110                                 | 0.07           | -1.53 | 10  |               |
| Sex                              | Job Group  | Total Job Group Employees | Total Sex Job Group Employees  | % of Sex Job Group Employees  | Sex Availability  | Sex Expected based on Availability  | Binomial Exact | SD    | SF  |               |
| Females                          | Clerical/Secretarial   | 169                       | 134                            | 79.3%                         | 54.8%             | 93                                  | 1.00           | 6.41  | -41 |               |
| Males                            | Clerical/Secretarial   | 169                       | 27                             | 16.0%                         | 44.2%             | 75                                  | 0.00           | -7.40 | 48  | Underutilized |

Rows Outlined in Red [Ethnicity 1, Ethnicity 2 etc.] = **Underutilized**

An analysis of the Clerical/Secretarial job category indicates some disparity between workforce composition and identified availability for two groups. Asian representation within the workforce is 3%, compared to an estimated availability of 8.5%, while workforce employment data shows all other races are employed within a reasonable range of the identified availability. The data also shows a disparity between males and females with Male representation within the workforce at 16%, compared to an estimated availability of 44.2%, while Female representation is 79.3%, exceeding the estimated availability of 54.8%

2. Executive/Admin/Managerial:

|  |            |
|--|------------|
| Student Population:                          | 50% weight |
| Ventura County Population:                   | 10% weight |
| CA Statewide Population:                     | 15% weight |
| US National Population:                      | 5% weight  |
| Workforce: OX-TO-VTA, CA Metro Area:         | 5% weight  |
| Workforce: CA Statewide:                     | 5% weight  |
| IPEDS: US National Advanced Degrees Awarded: | 10% weight |
|  | 100% total |

| Individual Availability Analysis |  |                           |                                |                               |                   |                                     |                |       |    |
|----------------------------------|--|---------------------------|--------------------------------|-------------------------------|-------------------|-------------------------------------|----------------|-------|----|
| Company                          | Ventura County Community College District  |                           |                                |                               |                   |                                     |                |       |    |
| Job Group:                       | Executive/Admin/Managerial   |                           |                                |                               |                   |                                     |                |       |    |
| Job Title(s):                    | Includes all officers holding titles such as president, vice president, dean, director, or the equivalent, as well as officers subordinate to any of these administrators, such as associate dean, assistant dean, executive officer of academic departments, or the equivalent. |                           |                                |                               |                   |                                     |                |       |    |
| Race                             | Job Group  | Total Job Group Employees | Total Race Job Group Employees | % of Race Job Group Employees | Race Availability | Race Expected based on Availability | Binomial Exact | SD    | SF |
| White                            | Executive/Admin/Managerial   | 73                        | 29                             | 39.7%                         | 38.0%             | 28                                  | 0.67           | 0.31  | -1 |
| Black                            | Executive/Admin/Managerial   | 73                        | 2                              | 2.7%                          | 4.4%              | 3                                   | 0.37           | -0.69 | 1  |
| Hispanic                         | Executive/Admin/Managerial   | 73                        | 27                             | 37.0%                         | 41.7%             | 30                                  | 0.25           | -0.81 | 3  |
| Asian                            | Executive/Admin/Managerial   | 73                        | 4                              | 5.5%                          | 8.8%              | 6                                   | 0.22           | -1.01 | 2  |
| Native American                  | Executive/Admin/Managerial   | 73                        | 0                              | 0.0%                          | 0.6%              | 0                                   | 0.66           | -0.64 | 0  |
| NH/PI                            | Executive/Admin/Managerial   | 73                        | 0                              | 0.0%                          | 0.2%              | 0                                   | 0.89           | -0.33 | 0  |
| Total Minority                   | Executive/Admin/Managerial   | 73                        | 33                             | 45.2%                         | 62.0%             | 45                                  | 0.00           | -2.96 | 12 |
| Sex                              | Job Group  | Total Job Group Employees | Total Sex Job Group Employees  | % of Sex Job Group Employees  | Sex Availability  | Sex Expected based on Availability  | Binomial Exact | SD    | SF |
| Females                          | Executive/Admin/Managerial   | 73                        | 33                             | 45.2%                         | 55.3%             | 40                                  | 0.05           | -1.73 | 7  |
| Males                            | Executive/Admin/Managerial   | 73                        | 34                             | 46.6%                         | 43.7%             | 32                                  | 0.73           | 0.49  | -2 |

Rows Outlined in Red [Ethnicity 1, Ethnicity 2 etc.] = **Underutilized**

An analysis of the Executive/Administrative Managerial job category shows that all race and gender groups are within a reasonable range of the identified availability. However, the data shows underutilization for the Total Minority group with a 45.2% representation within the workforce and a 62% estimated availability.

### 3. Total Faculty:

|   |            |
|---|------------|
| Student Population:                         | 50% weight |
| Ventura County Population:                  | 20% weight |
| CA Statewide Population:                    | 20% weight |
| IPEDS: US National Advance Degrees Awarded: | 10% weight |
|   | 100% total |

| Individual Availability Analysis |   |                           |                                |                               |                   |                                |                |        |      |               |
|----------------------------------|---|---------------------------|--------------------------------|-------------------------------|-------------------|--------------------------------|----------------|--------|------|---------------|
| Company:                         | Ventura County Community College District   |                           |                                |                               |                   |                                |                |        |      |               |
| Job Group:                       | Faculty   |                           |                                |                               |                   |                                |                |        |      |               |
| Job Title(s):                    | All faculty (regular, contract, temporary, adjunct and associate) who hold academic-rank titles such as counselor, librarian, professor, associate professor, assistant professor, instructor, lecturer, healthcare, learning disabilities, DSPS or EOPS professionals, or the equivalent of any of these academic ranks. |                           |                                |                               |                   |                                |                |        |      |               |
| Race                             | Job Group   | Total Job Group Employees | Total Race Job Group Employees | % of Race Job Group Employees | Race Availability | Expected based on Availability | Binomial Exact | SD     | SF   |               |
| White                            | Faculty   | 1265                      | 724                            | 57.2%                         | 35.1%             | 444                            | 1.00           | 16.50  | -280 |               |
| Black                            | Faculty   | 1265                      | 29                             | 2.3%                          | 3.8%              | 48                             | 0.00           | -2.83  | 19   | Underutilized |
| Hispanic                         | Faculty   | 1265                      | 292                            | 23.1%                         | 45.0%             | 569                            | 0.00           | -15.66 | 277  | Underutilized |
| Asian                            | Faculty   | 1265                      | 86                             | 6.8%                          | 9.1%              | 116                            | 0.00           | -2.88  | 30   | Underutilized |
| Native American                  | Faculty   | 1265                      | 4                              | 0.3%                          | 0.8%              | 10                             | 0.04           | -1.81  | 6    |               |
| NH/PI                            | Faculty   | 1265                      | 1                              | 0.1%                          | 0.2%              | 2                              | 0.34           | -0.83  | 1    |               |
| Total Minority                   | Faculty   | 1265                      | 412                            | 32.6%                         | 64.9%             | 821                            | 0.00           | -24.10 | 409  | Underutilized |
| Sex                              | Job Group   | Total Job Group Employees | Total Sex Job Group Employees  | % of Sex Job Group Employees  | Sex Availability  | Expected based on Availability | Binomial Exact | SD     | SF   |               |
| Females                          | Faculty   | 1265                      | 662                            | 52.3%                         | 53.5%             | 677                            | 0.20           | -0.86  | 15   |               |
| Males                            | Faculty   | 1265                      | 594                            | 47.0%                         | 45.5%             | 575                            | 0.86           | 1.07   | -19  |               |

Rows Outlined in Red [Ethnicity 1, Ethnicity 2 etc.] = **Underutilized**

An analysis of the Total Faculty, including all faculty groups, indicates a disparity between workforce composition and identified availability. Minority representation within the workforce is 32.6%, compared to an estimated availability of 64.9%, while White representation is 57.2%, exceeding the estimated availability of 35.1%. Overall workforce employment data shows males and females are employed within a reasonable range of the identified availability.

### 3a. Faculty (Instructional):

|   |            |
|---|------------|
| Student Population:                         | 50% weight |
| Ventura County Population:                  | 20% weight |
| CA Statewide Population:                    | 20% weight |
| IPEDS: US National Advance Degrees Awarded: | 10% weight |
|   | 100% total |

| Individual Availability Analysis |  |                           |                                |                               |                   |                                     |                |        |      |               |
|----------------------------------|--|---------------------------|--------------------------------|-------------------------------|-------------------|-------------------------------------|----------------|--------|------|---------------|
| Company                          | Ventura County Community College District  |                           |                                |                               |                   |                                     |                |        |      |               |
| Job Group:                       | Faculty - Instructional  |                           |                                |                               |                   |                                     |                |        |      |               |
| Job Title(s):                    | Faculty (regular, contract, temporary, adjunct and associate) who hold academic-rank titles such as professor, associate professor, assistant professor, instructor, lecturer, or the equivalent of any of these academic ranks. |                           |                                |                               |                   |                                     |                |        |      |               |
| Race                             | Job Group  | Total Job Group Employees | Total Race Job Group Employees | % of Race Job Group Employees | Race Availability | Race Expected based on Availability | Binomial Exact | SD     | SF   |               |
| White                            | Faculty - Instructional  | 1106                      | 658                            | 59.5%                         | 35.1%             | 388                                 | 1.00           | 17.00  | -270 |               |
| Black                            | Faculty - Instructional  | 1106                      | 26                             | 2.4%                          | 3.8%              | 42                                  | 0.00           | -2.54  | 16   | Underutilized |
| Hispanic                         | Faculty - Instructional  | 1106                      | 225                            | 20.3%                         | 45.0%             | 498                                 | 0.00           | -16.48 | 273  | Underutilized |
| Asian                            | Faculty - Instructional  | 1106                      | 75                             | 6.8%                          | 9.1%              | 101                                 | 0.00           | -2.72  | 26   | Underutilized |
| Native American                  | Faculty - Instructional  | 1106                      | 4                              | 0.4%                          | 0.8%              | 8                                   | 0.08           | -1.52  | 4    |               |
| NH/PI                            | Faculty - Instructional  | 1106                      | 1                              | 0.1%                          | 0.2%              | 2                                   | 0.42           | -0.69  | 1    |               |
| Total Minority                   | Faculty - Instructional  | 1106                      | 331                            | 29.9%                         | 64.9%             | 718                                 | 0.00           | -24.38 | 387  | Underutilized |
| Sex                              | Job Group  | Total Job Group Employees | Total Sex Job Group Employees  | % of Sex Job Group Employees  | Sex Availability  | Sex Expected based on Availability  | Binomial Exact | SD     | SF   |               |
| Females                          | Faculty - Instructional  | 1106                      | 551                            | 49.8%                         | 53.5%             | 592                                 | 0.01           | -2.48  | 41   | Underutilized |
| Males                            | Faculty - Instructional  | 1106                      | 546                            | 49.4%                         | 45.5%             | 503                                 | 1.00           | 2.61   | -43  |               |

Rows Outlined in Red [Ethnicity 1, Ethnicity 2 etc.] = **Underutilized**

An analysis of the Faculty (Instructional) indicates a disparity between workforce composition and identified availability. Minority representation within the workforce is 29.9%, compared to an estimated availability of 64.9%, while White representation is 59.5%, exceeding the estimated availability of 35.1%. The data also shows a disparity between males and females with Male representation within the workforce at 49.4%, compared to an estimated availability of 45.5%, while Female representation is 49.8%, compared to an estimated availability of 53.5%.



### 3b. Faculty (Non-Instructional):

|   |            |
|---|------------|
| Student Population:                         | 50% weight |
| Ventura County Population:                  | 20% weight |
| CA Statewide Population:                    | 20% weight |
| IPEDS: US National Advance Degrees Awarded: | 10% weight |
| <hr/>                                       |            |
| 100% total                                  |            |
| <hr/>                                       |            |

| Individual Availability Analysis |  |                           |                                |                               |                   |                                     |                |       |     |               |
|----------------------------------|--|---------------------------|--------------------------------|-------------------------------|-------------------|-------------------------------------|----------------|-------|-----|---------------|
| Company                          | Ventura County Community College District  |                           |                                |                               |                   |                                     |                |       |     |               |
| Job Group:                       | Faculty - Non-Instructional  |                           |                                |                               |                   |                                     |                |       |     |               |
| Job Title(s):                    | Faculty (regular, contract, temporary, adjunct & associate) who hold academic-rank titles such as counselor, librarian, healthcare, learning disabilities, DSPS or EOPS professionals, or the equivalent of any of these academic ranks. |                           |                                |                               |                   |                                     |                |       |     |               |
| Race                             | Job Group  | Total Job Group Employees | Total Race Job Group Employees | % of Race Job Group Employees | Race Availability | Race Expected based on Availability | Binomial Exact | SD    | SF  |               |
| White                            | Faculty - Non-Instructional  | 158                       | 65                             | 41.1%                         | 35.1%             | 55                                  | 0.95           | 1.59  | -10 |               |
| Black                            | Faculty - Non-Instructional  | 158                       | 3                              | 1.9%                          | 3.8%              | 6                                   | 0.14           | -1.26 | 3   |               |
| Hispanic                         | Faculty - Non-Instructional  | 158                       | 67                             | 42.4%                         | 45.0%             | 71                                  | 0.28           | -0.65 | 4   |               |
| Asian                            | Faculty - Non-Instructional  | 158                       | 11                             | 7.0%                          | 9.1%              | 14                                  | 0.21           | -0.95 | 3   |               |
| Native American                  | Faculty - Non-Instructional  | 158                       | 0                              | 0.0%                          | 0.8%              | 1                                   | 0.30           | -1.10 | 1   |               |
| NH/PI                            | Faculty - Non-Instructional  | 158                       | 0                              | 0.0%                          | 0.2%              | 0                                   | 0.76           | -0.53 | 0   |               |
| Total Minority                   | Faculty - Non-Instructional  | 158                       | 81                             | 51.3%                         | 64.9%             | 103                                 | 0.00           | -3.59 | 22  | Underutilized |
| Sex                              | Job Group  | Total Job Group Employees | Total Sex Job Group Employees  | % of Sex Job Group Employees  | Sex Availability  | Sex Expected based on Availability  | Binomial Exact | SD    | SF  |               |
| Females                          | Faculty - Non-Instructional  | 158                       | 110                            | 69.6%                         | 53.5%             | 85                                  | 1.00           | 4.05  | -25 |               |
| Males                            | Faculty - Non-Instructional  | 158                       | 48                             | 30.4%                         | 45.5%             | 72                                  | 0.00           | -3.81 | 24  | Underutilized |

Rows Outlined in Red [Ethnicity 1, Ethnicity 2 etc.] = Underutilized

An analysis of the Faculty (Non-Instructional) job category indicates some disparity between workforce composition and identified availability for two groups. Total Minority representation within the workforce is 51.3%, compared to an estimated availability of 64.9%, while workforce employment data shows all other races are employed within a reasonable range of the identified availability. The data also shows a disparity between males and females with Male representation within the workforce at 30.4%, compared to an estimated availability of 45.5%, and Female representation at 69.6%, exceeding the estimated availability of 53.5%.

#### 4. Professional (Non-Faculty):

|   |            |
|---|------------|
| Student Population:                         | 50% weight |
| Ventura County Population:                  | 20% weight |
| CA Statewide Population:                    | 15% weight |
| Workforce: OX-TO-VTA, CA Metro Area:        | 5% weight  |
| Workforce: CA Statewide:                    | 5% weight  |
| IPEDS: US National Advance Degrees Awarded: | 5% weight  |
|   | 100% total |

| Individual Availability Analysis |  |                           |                                |                               |                   |                                     |                |       |    |               |
|----------------------------------|--|---------------------------|--------------------------------|-------------------------------|-------------------|-------------------------------------|----------------|-------|----|---------------|
| Company                          | Ventura County Community College District  |                           |                                |                               |                   |                                     |                |       |    |               |
| Job Group:                       | Professional (Non-Faculty)   |                           |                                |                               |                   |                                     |                |       |    |               |
| Job Title(s):                    | Includes employees such as non-faculty librarians, accountants, human resources specialists, lawyers, and pharmacists. |                           |                                |                               |                   |                                     |                |       |    |               |
| Race                             | Job Group  | Total Job Group Employees | Total Race Job Group Employees | % of Race Job Group Employees | Race Availability | Race Expected based on Availability | Binomial Exact | SD    | SF |               |
| White                            | Professional (Non-Faculty)   | 77                        | 35                             | 45.5%                         | 36.6%             | 28                                  | 0.96           | 1.62  | -7 |               |
| Black                            | Professional (Non-Faculty)   | 77                        | 2                              | 2.6%                          | 3.3%              | 3                                   | 0.53           | -0.36 | 1  |               |
| Hispanic                         | Professional (Non-Faculty)   | 77                        | 22                             | 28.6%                         | 44.3%             | 34                                  | 0.00           | -2.77 | 12 | Underutilized |
| Asian                            | Professional (Non-Faculty)   | 77                        | 6                              | 7.8%                          | 9.7%              | 7                                   | 0.37           | -0.57 | 1  |               |
| Native American                  | Professional (Non-Faculty)   | 77                        | 1                              | 1.3%                          | 0.7%              | 1                                   | 0.90           | 0.67  | 0  |               |
| NH/PI                            | Professional (Non-Faculty)   | 77                        | 0                              | 0.0%                          | 0.2%              | 0                                   | 0.88           | -0.36 | 0  |               |
| Total Minority                   | Professional (Non-Faculty)   | 77                        | 31                             | 40.3%                         | 63.4%             | 49                                  | 0.00           | -4.22 | 18 | Underutilized |
| Sex                              | Job Group  | Total Job Group Employees | Total Sex Job Group Employees  | % of Sex Job Group Employees  | Sex Availability  | Sex Expected based on Availability  | Binomial Exact | SD    | SF |               |
| Females                          | Professional (Non-Faculty)   | 77                        | 49                             | 63.6%                         | 53.3%             | 41                                  | 0.97           | 1.81  | -8 |               |
| Males                            | Professional (Non-Faculty)   | 77                        | 23                             | 29.9%                         | 45.7%             | 35                                  | 0.00           | -2.78 | 12 | Underutilized |

Rows Outlined in Red [Ethnicity 1, Ethnicity 2 etc.] = **Underutilized**

An analysis of the professional (Non-Faculty) job category indicates some disparity between workforce composition and identified availability for three groups. Hispanic representation within the workforce is 28.6%, compared to an estimated availability of 44.3%. Total Minority representation within the workforce is 40.3%, compared to an estimated availability of 63.4%. Workforce employment data shows all other races are employed within a reasonable range of the identified availability. The data also shows a disparity between males and females with Male representation within the workforce is 29.9%, compared to an estimated availability of 45.7%, while Female representation is 63.6%, exceeding the estimated availability of 53.3%.

## 5. Service/Maintenance:

|                            |            |
|----------------------------|------------|
| Student Population:        | 40% weight |
| Ventura County Population: | 40% weight |
| CA Statewide Population:   | 20% weight |
| <hr/>                      |            |
|                            | 100% total |

| Individual Availability Analysis |  |                           |                                |                               |                   |                                     |                |       |     |               |
|----------------------------------|--|---------------------------|--------------------------------|-------------------------------|-------------------|-------------------------------------|----------------|-------|-----|---------------|
| Company                          | Ventura County Community College District  |                           |                                |                               |                   |                                     |                |       |     |               |
| Job Group:                       | Service/Maintenance  |                           |                                |                               |                   |                                     |                |       |     |               |
| Job Title(s):                    | Includes chauffeurs, laundry & dry cleaning operators, cafeteria workers, truck drivers, bus drivers, custodial staff, gardeners & groundskeepers, & security staff. |                           |                                |                               |                   |                                     |                |       |     |               |
| Race                             | Job Group  | Total Job Group Employees | Total Race Job Group Employees | % of Race Job Group Employees | Race Availability | Race Expected based on Availability | Binomial Exact | SD    | SF  |               |
| White                            | Service/Maintenance  | 95                        | 26                             | 27.4%                         | 35.7%             | 34                                  | 0.05           | -1.70 | 8   |               |
| Black                            | Service/Maintenance  | 95                        | 4                              | 4.2%                          | 3.1%              | 3                                   | 0.83           | 0.62  | -1  |               |
| Hispanic                         | Service/Maintenance  | 95                        | 61                             | 64.2%                         | 47.5%             | 45                                  | 1.00           | 3.27  | -16 |               |
| Asian                            | Service/Maintenance  | 95                        | 1                              | 1.1%                          | 9.3%              | 9                                   | 0.00           | -2.78 | 8   | Underutilized |
| Native American                  | Service/Maintenance  | 95                        | 0                              | 0.0%                          | 1.1%              | 1                                   | 0.35           | -1.03 | 1   |               |
| NH/PI                            | Service/Maintenance  | 95                        | 1                              | 1.1%                          | 0.2%              | 0                                   | 0.98           | 1.73  | -1  |               |
| Total Minority                   | Service/Maintenance  | 95                        | 67                             | 70.5%                         | 64.3%             | 61                                  | 0.92           | 1.27  | -6  |               |
| Sex                              | Job Group  | Total Job Group Employees | Total Sex Job Group Employees  | % of Sex Job Group Employees  | Sex Availability  | Sex Expected based on Availability  | Binomial Exact | SD    | SF  |               |
| Females                          | Service/Maintenance  | 95                        | 8                              | 8.4%                          | 52.1%             | 49                                  | 0.00           | -8.51 | 41  | Underutilized |
| Males                            | Service/Maintenance  | 95                        | 85                             | 89.5%                         | 47.1%             | 45                                  | 1.00           | 8.27  | -40 |               |

Rows Outlined in Red [Ethnicity 1, Ethnicity 2 etc.] = **Underutilized**

An analysis of the Service/Maintenance job category indicates some disparity between workforce composition and identified availability for two groups. Asian representation within the workforce is 1.1%, compared to an estimated availability of 9.3%, while workforce employment data shows all other races are employed within a reasonable range of the identified availability. The data also shows a disparity between males and females with Female representation within the workforce is 8.4%, compared to an estimated availability of 52.1%, while Male representation is 89.5%, exceeding the estimated availability of 47.1%

6. Skilled Crafts:

|                                      |            |
|--------------------------------------|------------|
| Student Population:                  | 40% weight |
| Ventura County Population:           | 15% weight |
| CA Statewide Population:             | 10% weight |
| Workforce: OX-TO-VTA, CA Metro Area: | 25% weight |
| Workforce: CA Statewide:             | 10% weight |
|                                      | 100% total |

| Individual Availability Analysis |  |                           |                                |                               |                   |                                     |                |       |    |               |
|----------------------------------|--|---------------------------|--------------------------------|-------------------------------|-------------------|-------------------------------------|----------------|-------|----|---------------|
| Company                          | Ventura County Community College District  |                           |                                |                               |                   |                                     |                |       |    |               |
| Job Group:                       | Skilled Crafts   |                           |                                |                               |                   |                                     |                |       |    |               |
| Job Title(s):                    | Includes mechanics and repairers, electricians, stationary engineers, skilled machinists, upholsterers, carpenters, etc. |                           |                                |                               |                   |                                     |                |       |    |               |
| Race                             | Job Group  | Total Job Group Employees | Total Race Job Group Employees | % of Race Job Group Employees | Race Availability | Race Expected based on Availability | Binomial Exact | SD    | SF |               |
| White                            | Skilled Crafts   | 20                        | 10                             | 50.0%                         | 35.8%             | 7                                   | 0.94           | 1.32  | -3 |               |
| Black                            | Skilled Crafts   | 20                        | 0                              | 0.0%                          | 2.4%              | 0                                   | 0.62           | -0.69 | 0  |               |
| Hispanic                         | Skilled Crafts   | 20                        | 8                              | 40.0%                         | 50.4%             | 10                                  | 0.24           | -0.93 | 2  |               |
| Asian                            | Skilled Crafts   | 20                        | 0                              | 0.0%                          | 7.0%              | 1                                   | 0.24           | -1.22 | 1  |               |
| Native American                  | Skilled Crafts   | 20                        | 0                              | 0.0%                          | 0.6%              | 0                                   | 0.89           | -0.34 | 0  |               |
| NH/PI                            | Skilled Crafts   | 20                        | 0                              | 0.0%                          | 0.2%              | 0                                   | 0.96           | -0.21 | 0  |               |
| Total Minority                   | Skilled Crafts   | 20                        | 8                              | 40.0%                         | 64.2%             | 13                                  | 0.02           | -2.26 | 5  | Underutilized |
| Sex                              | Job Group  | Total Job Group Employees | Total Sex Job Group Employees  | % of Sex Job Group Employees  | Sex Availability  | Sex Expected based on Availability  | Binomial Exact | SD    | SF |               |
| Females                          | Skilled Crafts   | 20                        | 0                              | 0.0%                          | 36.9%             | 7                                   | 0.00           | -3.42 | 7  | Underutilized |
| Males                            | Skilled Crafts   | 20                        | 19                             | 95.0%                         | 62.3%             | 12                                  | 1.00           | 3.02  | -7 |               |

Rows Outlined in Red [Ethnicity 1, Ethnicity 2 etc.] = **Underutilized**

An analysis of the Skilled Crafts job category indicates some disparity between workforce composition and identified availability for two groups. Total Minority representation within the workforce is 0%, compared to an estimated availability of 64.2%, while workforce employment data shows all other races are employed within a reasonable range of the identified availability. The data also shows a disparity between males and females with Female representation within the workforce at 0%, compared to an estimated availability of 36.9%, and Male representation at 95%, exceeding the estimated availability of 62.3%.

## 7. Technical/Paraprofessional:

|                                      |            |
|--------------------------------------|------------|
| Student Population:                  | 50% weight |
| Ventura County Population:           | 15% weight |
| CA Statewide Population:             | 5% weight  |
| Workforce: OX-TO-VTA, CA Metro Area: | 20% weight |
| Workforce: CA Statewide:             | 10% weight |
|                                      | 100% total |

| Individual Race Availability Analysis |   |                           |                           |                                |                               |                   |                                     |                |       |     |               |
|---------------------------------------|---|---------------------------|---------------------------|--------------------------------|-------------------------------|-------------------|-------------------------------------|----------------|-------|-----|---------------|
| Company:                              | Ventura County Community College District   |                           |                           |                                |                               |                   |                                     |                |       |     |               |
| Job Group:                            | Technical/Paraprofessional  |                           |                           |                                |                               |                   |                                     |                |       |     |               |
| Job Title(s):                         | Includes photographers, radio operators, scientific assistants, technicians, instructional aides, lab assistants, vocational nurses, children's |                           |                           |                                |                               |                   |                                     |                |       |     |               |
| Census Occupation Code(s):            | Enter the census occupation code(s) used in this analysis   |                           |                           |                                |                               |                   |                                     |                |       |     |               |
| Race                                  | Job Group   | External Recruitment Area | Total Job Group Employees | Total Race Job Group Employees | % of Race Job Group Employees | Race Availability | Race Expected based on Availability | Binomial Exact | SD    | SF  |               |
| White                                 | Technic   | Student Population        | 242                       | 85                             | 35.1%                         | 35.3%             | 85                                  | 0.51           | -0.06 | 0   |               |
| Black                                 | Technic   | Ventura County Pop        | 242                       | 4                              | 1.7%                          | 2.8%              | 7                                   | 0.19           | -1.08 | 3   |               |
| Hispanic                              | Technic   | CA Statewide Popul        | 242                       | 109                            | 45.0%                         | 47.0%             | 114                                 | 0.29           | -0.61 | 5   |               |
| Asian                                 | Technic   | US National Populat       | 242                       | 21                             | 8.7%                          | 9.6%              | 23                                  | 0.36           | -0.49 | 2   |               |
| Native American                       | Technic   | Workforce: OX-TO          | 242                       |                                | 0.0%                          | 0.4%              | 1                                   | 0.36           | -1.01 | 1   |               |
| NH/PI                                 | Technic   | Workforce: CA Stat        | 242                       |                                | 0.0%                          | 0.2%              | 0                                   | 0.62           | -0.70 | 0   |               |
| Total Minority                        | Technic   | Workforce: US Nat         | 242                       | 134                            | 55.4%                         | 64.7%             | 157                                 | 0.00           | -3.04 | 23  | Underutilized |
| Sex                                   | Job Group   | External Recruitment Area | Total Job Group Employees | Total Sex Job Group Employees  | % of Sex Job Group Employees  | Sex Availability  | Sex Expected based on Availability  | Binomial Exact | SD    | SF  |               |
| Females                               | Technic   | Student Population        | 242                       | 148                            | 61.2%                         | 56.1%             | 136                                 | 0.95           | 1.60  | -12 |               |
| Males                                 | Technic   | Ventura County Pop        | 242                       | 78                             | 32.2%                         | 42.9%             | 104                                 | 0.00           | -3.37 | 26  | Underutilized |

Rows Outlined in Red [Ethnicity 1, Ethnicity 2 etc.] = **Underutilized**

An analysis of the Technical/Paraprofessional job category indicates some disparity between workforce composition and identified availability for two groups. Total Minority representation within the workforce is 55.4%, compared to an estimated availability of 64.7%, while workforce employment data shows all other races are employed within a reasonable range of the identified availability. The data also shows a disparity between males and females with Male representation within the workforce at 32.2%, compared to an estimated availability of 42.9%, and Female representation at 61.2%, exceeding the estimated availability of 56.1%.

## Applicant Pool Analyses Findings

The District is in the process of conducting applicant pool and hiring analyses for the prior three fiscal years (2021-2024). The analyses measure the presence of candidates from diverse race, ethnicity, and gender identity groups in the applicant pool with the final hiring decisions. To create meaningful analyses capable of demonstrating significant trends, the District will conduct the analyses for aggregated groups of Administration positions, Faculty positions, and Classified positions. This is expected to be completed in Fall of 2025.

## Qualified Applicant Pool Analyses

The District is in the process of conducting analyses of its initial and qualified applicant pools for all job openings, Administration, Faculty (full-time and part-time), clerical, professional, service/maintenance, skilled craft, and technician/paraprofessional positions by race, ethnicity, and gender identity. This is expected to be completed in Fall of 2025.

## Longitudinal Hiring Process Phase Analyses

The District is in the process of conducting analyses of its hiring process phases for all job openings, Administration, Faculty (full-time and part-time), clerical, professional, service/maintenance, skilled craft, and technician/paraprofessional positions by race, ethnicity, and gender identity. This is expected to be completed in Fall of 2025.

## Overall Data Analyses Conclusions

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The analysis of workforce data indicates notable differences between current employee demographics and estimated availability benchmarks, particularly regarding race and ethnicity. Minority representation is consistently lower than expected across multiple categories, including the total workforce, faculty, and skilled crafts. Gender representation appears generally aligned at the overall level, though disparities persist in specific job categories. For example, females are overrepresented in clerical roles and underrepresented in technical, skilled crafts, and maintenance positions, while males are underrepresented in several professional and paraprofessional categories.

Certain job categories demonstrate alignment with availability benchmarks. Notably, Executive/Administrative Managerial positions reflect representation across most race and gender groups that is consistent with estimated availability, suggesting more equitable outcomes in leadership roles. Additionally, many racial groups are represented within expected ranges across categories such as Clerical/Secretarial, Technical/Paraprofessional, and Service/Maintenance, with disparities concentrated in specific subgroups rather than across the board.

To better understand these patterns and support ongoing workforce planning efforts, the District is conducting detailed analyses of applicant pools and hiring processes by race, ethnicity, and gender identity. These analyses will examine applicant representation at different stages of the recruitment and selection process and are expected to be completed in Fall 2025. The findings will identify trends and inform strategies that promote fairness, inclusiveness, and equal opportunity in employment practices, in alignment with legal frameworks, policy requirements, and institutional goals.