

MARIN COMMUNITY COLLEGE DISTRICT



ANALYSIS OF DEGREE OF UNDERREPRESENTATION AND SIGNIFICANT UNDERREPRESENTATION 2020 - 2023

Utilization and Availability Analysis

Job group: Faculty
 Census Occupation Codes: Postsecondary Teachers

Race/Ethnicity	Total Job Group Employees	Total Race Job Group Employees	% of Race Job Group Employees	Race		Binomial Exact	Shortfall (#)	Underutilized? (Y/N)
				Availability (composite)	Expected based on Availability			
White	288	161	55.9%	59.2%	171	94.4%	0.14	10 N
Black/African-American	288	10	3.5%	2.6%	8	133.0%	0.86	-2 N
Hispanic/Latino	288	22	7.6%	23.0%	66	33.3%	0.00	44 Y
Asian	288	10	3.5%	9.9%	28	35.2%	0.00	18 Y
American Indian/Alaska Native	288	2	0.7%	0.1%	0	882.8%	1.00	-2 N
Native Hawaiian/Other Pacific Islander	288	0	0.0%	0.1%	0	0.0%	0.78	0 N
Total BIPOC	288	44	15.3%	35.6%	102	42.9%	0.00	58 Y

Gender	Total Job Group Employees	Total Gender Job Group Employees	% of Gender Job Group Employees	Gender		Binomial Exact	Shortfall (#)	Underutilized? (Y/N)
				Availability	Expected based on Availability			
Females	288	166	57.6%	55.9%	168	103.1%	0.74	2 N
Males	288	122	42.4%	43.1%	120	98.3%	0.42	-2 N

Job group: Classified
 Census Occupation Codes: Professionals, Technicians, Sales workers, Administrative supprt, Craft workers, Operatives, Laborers and helpers, Service workers

Race/Ethnicity	Total Job Group Employees	Total Race Job Group Employees	% of Race Job Group Employees	Race		Binomial Exact	Shortfall (#)	Underutilized? (Y/N)
				Availability	Expected based on Availability			
White	182	89	48.9%	47.1%	86	103.8%	0.71	-3 N
Black/African-American	182	3	1.6%	4.9%	9	33.6%	0.02	6 Y
Hispanic/Latino	182	44	24.2%	33.0%	60	73.3%	0.01	16 Y
Asian	182	24	13.2%	9.2%	17	143.9%	0.97	-7 N
American Indian/Alaska Native	182	0	0.0%	0.2%	0	0.0%	0.67	0 N
Native Hawaiian/Other Pacific Islander	182	0	0.0%	0.3%	1	0.0%	0.56	1 N
Total BIPOC	182	71	39.0%	47.6%	87	82.0%	0.01	16 Y

Gender	Total Job Group Employees	Total Gender Job Group Employees	% of Gender Job Group Employees	Gender		Binomial Exact	Shortfall (#)	Underutilized? (Y/N)
				Availability	Expected based on Availability			
Females	182	99	54.4%	51.6%	94	105.5%	0.80	-5 N
Males	182	83	45.6%	47.4%	86	96.1%	0.34	3 N

Job group: Administrators
 Census Occupation Codes Education Administrators

Race/Ethnicity	Total Job Group Employees	Total Race Job Group Employees	% of Race Job Group Employees	Race				Binomial Exact	Shortfall (#)	Underutilized? (Y/N)
				Race Availability	Expected based on Availability	80% Rule	Binomial Exact			
White	31	15	48.4%	57.8%	18	83.8%	0.19	3	N	
Black/African-American	31	2	6.5%	6.1%	2	105.3%	0.70	0	N	
Hispanic/Latino	31	2	6.5%	25.3%	8	25.5%	0.01	6	Y	
Asian	31	2	6.5%	4.9%	2	131.7%	0.81	0	N	
American Indian/Alaska Native	31	1	3.2%	0.1%	0	3457.2%	1.00	-1	N	
Native Hawaiian/Other Pacific Islander	31	1	3.2%	0.6%	0	541.4%	0.99	-1	N	
Total BIPOC	31	8	25.8%	37.0%	11	69.7%	0.13	3	N	

Gender	Total Job Group Employees	Total Gender Job Group Employees	% of Gender Job Group Employees	Gender				Binomial Exact	Shortfall (#)	Underutilized? (Y/N)
				Gender Availability	Expected based on Availability	80% Rule	Binomial Exact			
Females	31	20	64.5%	63.3%	20	102.0%	0.62	0	N	
Males	31	10	32.3%	35.7%	11	90.2%	0.42	1	N	

Job group: All
 Census Occupation Codes Combined

Race/Ethnicity	Total Job Group Employees	Total Race Job Group Employees	% of Race Job Group Employees	Race				Binomial Exact	Shortfall (#)	Underutilized? (Y/N)
				Race Availability	Expected based on Availability	80% Rule	Binomial Exact			
White	501	265	52.9%	47.3%	237	111.9%	0.99	-28	N	
Black/African-American	501	15	3.0%	4.9%	25	61.1%	0.02	10	Y	
Hispanic/Latino	501	68	13.6%	32.9%	165	41.3%	0.00	97	Y	
Asian	501	36	7.2%	9.1%	46	78.6%	0.07	10	N	
American Indian/Alaska Native	501	3	0.6%	0.2%	1	274.8%	0.97	-2	N	
Native Hawaiian/Other Pacific Islander	501	1	0.2%	0.3%	2	62.7%	0.52	1	N	
Total BIPOC	501	123	24.6%	47.5%	238	51.7%	0.00	115	Y	

Gender	Total Job Group Employees	Total Gender Job Group Employees	% of Gender Job Group Employees	Gender				Binomial Exact	Shortfall (#)	Underutilized? (Y/N)
				Gender Availability	Expected based on Availability	80% Rule	Binomial Exact			
Females	501	285	56.9%	51.6%	259	110.1%	0.99	-26	N	
Males	501	215	42.9%	47.3%	237	90.6%	0.02	22	N	