Hiring Rates by Employee Class
2020-21 through 2022-23

FT Faculty	Total Applicants	Total Group Applicants	Total Group Hired	Group App %	Group Hire Rate	Best Group Hire %	Group Hires Expected Based on App Rate	80% Rule	Binomal Exact	Short-fall	Adverse impact
Hispanic/Latino	773	72	4	9.3%	5.6%	5.6%	4	1.00	0.63	0	N
White/Caucasian	773	398	17	51.5%	4.3%	5.6%	22	0.77	0.16	5	N
Black/African American	773	49	1	6.3%	2.0%	5.6%	3	0.37	0.24	2	N
Asian or Pacific Islander	**773**	**118**	**1**	**15.3%**	**0.8%**	**5.6%**	**7**	**0.15**	**0.01**	**6**	**Y**
American Indian/Alaskan Native	**773**	**5**	**0**	**0.6%**	**0.0%**	**5.6%**	**0**	**0.00**	**0.75**	**0**	**Y**
Two or More	773	43	2	5.6%	4.7%	5.6%	2	0.84	0.57	0	N
Declined to State	**773**	**88**	**1**	**11.4%**	**1.1%**	**5.6%**	**5**	**0.20**	**0.04**	**4**	**Y**
Persons w/Disabilities	773	53	2	6.9%	3.8%	3.8%	2	1.00	0.68	0	N
Non-disabled	773	720	24	93.1%	3.3%	3.8%	27	0.88	0.31	3	N
Female	773	313	15	40.5%	4.8%	4.8%	15	1.00	0.57	0	N
Male	**773**	**419**	**10**	**54.2%**	**2.4%**	**4.8%**	**20**	**0.50**	**0.01**	**10**	**Y**
Non-binary	773	3	0	0.4%	0.0%	4.8%	0	0.00	0.86	0	N
Declined to State	773	38	1	4.9%	2.6%	4.8%	2	0.55	0.45	1	N

PT Faculty	Total Applicants	Total Group Applicants	Total Group Hired	Group App %	Group Hire Rate	Best Group Hire %	Group Hires Expected Based on App Rate	80% Rule	Binomal Exact	Short-fall	Adverse impact
Hispanic/Latino	247	34	15	13.8%	44.1%	44.1%	15	1.00	0.57	0	N
White/Caucasian	**247**	**135**	**41**	**54.7%**	**30.4%**	**44.1%**	**60**	**0.69**	**0.00**	**19**	**Y**
Black/African American	**247**	**17**	**3**	**6.9%**	**17.6%**	**44.1%**	**8**	**0.40**	**0.02**	**5**	**Y**
Asian or Pacific Islander	247	22	7	8.9%	31.8%	44.1%	10	0.72	0.17	3	N
American Indian/Alaskan Native	247	1	0	0.4%	0.0%	44.1%	0	0.00	0.56	0	N
Two or More	**247**	**23**	**4**	**9.3%**	**17.4%**	**44.1%**	**10**	**0.39**	**0.01**	**6**	**Y**
Declined to State	**247**	**15**	**3**	**6.1%**	**20.0%**	**44.1%**	**7**	**0.45**	**0.05**	**4**	**Y**
Persons w/Disabilities	247	22	6	8.9%	27.3%	29.8%	7	0.92	0.50	1	N
Non-disabled	247	225	67	91.1%	29.8%	29.8%	67	1.00	0.53	0	N
Female	247	154	44	62.3%	28.6%	32.2%	50	0.89	0.19	6	N
Male	247	87	28	35.2%	32.2%	32.2%	28	1.00	0.55	0	N
Non-binary	247	1	1	0.4%	#####	32.2%	0	3.11	1.00	-1	N
Declined to State	247	5	0	2.0%	0.0%	32.2%	2	0.00	0.14	2	N

Classified Staff	Total Applicants	Total Group Applicants	Total Group Hired	Group App %	Group Hire Rate	Best Group Hire %	Group Hires Expected Based on App Rate	80% Rule	Binomal Exact	Short-fall	Adverse impact
Hispanic/Latino	949	197	22	20.8%	11.2%	11.2%	22	1.00	0.56	0	N
White/Caucasian	**949**	**366**	**23**	**38.6%**	**6.3%**	**11.2%**	**41**	**0.56**	**0.00**	**18**	**Y**
Black/African American	949	89	6	9.4%	6.7%	11.2%	10	0.60	0.12	4	N
Asian or Pacific Islander	**949**	**136**	**4**	**14.3%**	**2.9%**	**11.2%**	**15**	**0.26**	**0.00**	**11**	**Y**
American Indian/Alaskan Native	949	10	1	1.1%	10.0%	11.2%	1	0.90	0.69	0	N
Two or More	**949**	**85**	**3**	**9.0%**	**3.5%**	**11.2%**	**9**	**0.32**	**0.01**	**6**	**Y**
Declined to State	**949**	**66**	**2**	**7.0%**	**3.0%**	**11.2%**	**7**	**0.27**	**0.02**	**5**	**Y**
Persons w/Disabilities	949	70	5	7.4%	7.1%	7.1%	5	1.00	0.62	0	N
Non-disabled	949	879	56	92.6%	6.4%	7.1%	63	0.89	0.21	7	N
Female	949	471	36	49.6%	7.6%	7.6%	36	1.00	0.55	0	N
Male	**949**	**433**	**24**	**45.6%**	**5.5%**	**7.6%**	**33**	**0.73**	**0.06**	**9**	**Y**
Non-binary	**949**	**13**	**0**	**1.4%**	**0.0%**	**7.6%**	**1**	**0.00**	**0.36**	**1**	**Y**
Declined to State	949	32	1	3.4%	3.1%	7.6%	2	0.41	0.29	1	N

Administrators	Total Applicants	Total Group Applicants	Total Group Hired	Group App %	Group Hire Rate	Best Group Hire %	Group Hires Expected Based on App Rate	80% Rule	Binomal Exact	Short-fall	Adverse impact
Hispanic/Latino	290	25	1	8.6%	4.0%	5.0%	1	0.80	0.64	0	N
White/Caucasian	**290**	**155**	**4**	**53.4%**	**2.6%**	**5.0%**	**8**	**0.52**	**0.11**	**4**	**N**
Black/African American	290	24	0	8.3%	0.0%	5.0%	1	0.00	0.29	1	N
Asian or Pacific Islander	290	40	2	13.8%	5.0%	5.0%	2	1.00	0.68	0	N
American Indian/Alaskan Native	290	4	0	1.4%	0.0%	5.0%	0	0.00	0.81	0	N
Two or More	290	21	1	7.2%	4.8%	5.0%	1	0.95	0.72	0	N
Declined to State	290	21	1	7.2%	4.8%	5.0%	1	0.95	0.72	0	N
Persons w/Disabilities	290	12	0	4.1%	0.0%	3.2%	0	0.00	0.67	0	N
Non-disabled	290	278	9	95.9%	3.2%	3.2%	9	1.00	0.59	0	N
Female	290	116	7	40.0%	6.0%	6.0%	7	1.00	0.60	0	N
Male	**290**	**166**	**2**	**57.2%**	**1.2%**	**6.0%**	**10**	**0.20**	**0.00**	**8**	**Y**
Non-binary	290	0	0	-	-	6.0%	0	-	-	0	-
Declined to State	290	8	0	2.8%	0.0%	6.0%	0	0.00	0.61	0	N

Combined

	Total Applicants	Total Group Applicants	Total Group Hired	Group App %	Group Hire Rate	Best Group Hire %	Group Hires Expected Based on App Rate	80% Rule	Binomal Exact	Shortfall	Adverse impact?
Hispanic/Latino	2256	327	42	14.5%	12.8%	12.8%	42	1.00	0.55	0	N
White/Caucasian	**2256**	**1053**	**85**	**46.7%**	**8.1%**	**12.8%**	**135**	**0.63**	**0.00**	**50**	**Y**
Black/African American	**2256**	**179**	**10**	**7.9%**	**5.6%**	**12.8%**	**23**	**0.44**	**0.00**	**13**	**Y**
Asian or Pacific Islander	**2256**	**316**	**14**	**14.0%**	**4.4%**	**12.8%**	**40**	**0.35**	**0.00**	**26**	**Y**
American Indian/Alaskan Native	2256	20	1	0.9%	5.0%	12.8%	3	0.39	0.25	2	N
Two or More	**2256**	**172**	**10**	**7.6%**	**5.8%**	**12.8%**	**22**	**0.45**	**0.00**	**12**	**Y**
Declined to State	**2256**	**189**	**7**	**8.4%**	**3.7%**	**12.8%**	**24**	**0.29**	**0.00**	**17**	**Y**
Persons w/Disabilities	2256	154	13	6.8%	8.4%	8.4%	13	1.00	0.58	0	N
Non-disabled	2256	2102	156	93.2%	7.4%	8.4%	177	0.88	0.06	21	N
Female	2256	1051	102	46.6%	9.7%	9.7%	102	1.00	0.53	0	N
Male	**2256**	**1105**	**64**	**49.0%**	**5.8%**	**9.7%**	**107**	**0.60**	**0.00**	**43**	**Y**
Non-binary	2256	17	1	0.8%	5.9%	9.7%	2	0.61	0.50	1	N
Declined to State	**2256**	**83**	**2**	**3.7%**	**2.4%**	**9.7%**	**8**	**0.25**	**0.01**	**6**	**Y**

Hiring Phase Analysis
Administrators
2020-21 through 2022-23

	Highest group	Impacted Group	Impacted group #	Highest group pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
MIN Q/EQUIV	Hispanic/Latino	White/Caucasian	151	86.2%	80.8%	122	130	8	93.7%	0.04	N
	Hispanic/Latino	**Black/African American**	**24**	**86.2%**	**58.3%**	**14**	**21**	**7**	**67.7%**	**0.00**	**Y**
	Hispanic/Latino	Asian or Pacific Islander	40	86.2%	85.0%	34	34	0	98.6%	0.48	N
	Hispanic/Latino	**American Indian/Alaskan**	**4**	**86.2%**	**50.0%**	**2**	**3**	**1**	**58.0%**	**0.09**	**Y**
	Hispanic/Latino	Two or More	21	86.2%	85.7%	18	18	0	99.4%	0.57	N
	Female	Male	166	81.0%	80.1%	133	135	2	98.9%	0.41	N

	Highest group	Impacted Group	Impacted group #	Highest group pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
SELECTED FOR INTERVIEW	**Hispanic/Latino**	**White/Caucasian**	**122**	**64.0%**	**40.2%**	**49**	**78**	**29**	**62.8%**	**0.00**	**Y**
	Hispanic/Latino	**Black/African American**	**14**	**64.0%**	**35.7%**	**5**	**9**	**4**	**55.8%**	**0.03**	**Y**
	Hispanic/Latino	**Asian or Pacific Islander**	**34**	**64.0%**	**47.1%**	**16**	**22**	**6**	**73.5%**	**0.03**	**Y**
	Hispanic/Latino	**American Indian/Alaskan**	**2**	**64.0%**	**50.0%**	**1**	**1**	**0**	**78.1%**	**0.59**	**Y**
	Hispanic/Latino	**Two or More**	**18**	**64.0%**	**22.2%**	**4**	**12**	**8**	**34.7%**	**0.00**	**Y**
	Male	**Female**	**133**	**51.1%**	**36.1%**	**48**	**68**	**20**	**70.7%**	**0.02**	**Y**

	Highest group	Impacted Group	Impacted group #	Highest group pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
INTERVIEWED	All others	Hispanic/Latino	16	100.0%	93.8%	15	16	1	93.8%	0.00	N
	Two or More	White/Caucasian	49	100.0%	91.8%	45	49	4	91.8%	0.00	N
	Male	Female	48	97.9%	91.7%	44	47	3	93.6%	0.02	N

	Highest group	Impacted Group	Impacted group #	Highest group pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
SELECTED FOR 2ND INTERVIEW	**Two or More**	**Hispanic/Latino**	**15**	**50.0%**	**33.3%**	**5**	**8**	**3**	**66.7%**	**0.15**	**Y**
	Two or More	**White/Caucasian**	**45**	**50.0%**	**31.1%**	**14**	**23**	**9**	**62.2%**	**0.01**	**Y**
	Two or More	Black/African American	5	50.0%	40.0%	2	3	1	80.0%	0.50	N
	Two or More	**Asian or Pacific Islander**	**16**	**50.0%**	**25.0%**	**4**	**8**	**4**	**50.0%**	**0.04**	**Y**
	Two or More	American Indian/Alaskan	1	50.0%	0.0%	0	1	1	0.0%	0.50	N
	Female	**Male**	**47**	**40.9%**	**23.4%**	**11**	**19**	**8**	**0.572**	**0.01**	**Y**

	Highest group	Impacted Group	Impacted group #	Highest group pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
RECOMMENDED FOR HIRE/POOL-2ND INTERVIEW	**Asian or Pacific Isl**	**Hispanic/Latino**	**5**	**75.0%**	**40.0%**	**2**	**4**	**2**	**53.3%**	**0.10**	**Y**
	Asian or Pacific Isl	**White/Caucasian**	**14**	**75.0%**	**28.6%**	**4**	**11**	**7**	**38.1%**	**0.00**	**Y**
	Asian or Pacific Isl	**Black/African American**	**2**	**75.0%**	**0.0%**	**0**	**2**	**2**	**0.0%**	**0.06**	**Y**
	Asian or Pacific Isl	Two or More	2	75.0%	50.0%	1	2	1	66.7%	0.44	N
	Female	Male	11	44.4%	27.3%	3	5	2	61.4%	0.20	N

Hiring Phase Analysis
Full Time Faculty
2020-21 through 2022-23

	Highest group	Impacted Group	Impacted group #	Highest group pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
MIN Q/EQUIV	Two or More	Hispanic/Latino	71	95.3%	78.9%	56	68	12	82.7%	0.00	N
	Two or More	White/Caucasian	397	95.3%	83.6%	332	379	47	87.7%	0.00	N
	Two or More	**Black/African American**	**49**	**95.3%**	**73.5%**	**36**	**47**	**11**	**77.1%**	**0.00**	**Y**
	Two or More	Asian or Pacific Islander	118	95.3%	76.3%	90	113	23	80.0%	0.00	N
	Two or More	American Indian/Alaskan	5	95.3%	80.0%	4	5	1	83.9%	0.21	N
	Male	Female	310	82.8%	78.4%	243	257	14	94.7%	0.03	N

	Highest group	Impacted Group	Impacted group #	Highest group pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
SELECTED FOR INTERVIEW	**Hispanic/Latino**	**White/Caucasian**	**332**	**55.4%**	**30.1%**	**100**	**184**	**84**	**54.4%**	**0.00**	**Y**
	Hispanic/Latino	**Black/African American**	**36**	**55.4%**	**36.1%**	**13**	**20**	**7**	**65.2%**	**0.02**	**Y**
	Hispanic/Latino	**Asian or Pacific Islander**	**90**	**55.4%**	**20.0%**	**18**	**50**	**32**	**36.1%**	**0.00**	**Y**
	Hispanic/Latino	American Indian/Alaskan	4	55.4%	75.0%	3	2	-1	135.5%	0.91	N
	Hispanic/Latino	**Two or More**	**41**	**55.4%**	**22.0%**	**9**	**23**	**14**	**39.7%**	**0.00**	**Y**
	Female	**Male**	**347**	**35.4%**	**27.7%**	**96**	**123**	**27**	**78.2%**	**0.00**	**Y**

	Highest group	Impacted Group	Impacted group #	Highest group pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
INTERVIEWED	**Asian or Pacific Isl**	**Hispanic/Latino**	**31**	**100.0%**	**67.7%**	**21**	**31**	**10**	**67.7%**	**0.00**	**Y**
	Asian or Pacific Isl	White/Caucasian	100	100.0%	95.0%	95	100	5	95.0%	0.00	N
	Asian or Pacific Isl	**Black/African American**	**13**	**100.0%**	**76.9%**	**10**	**13**	**3**	**76.9%**	**0.00**	**Y**
	Asian or Pacific Isl	**American Indian/Alaskan**	**3**	**100.0%**	**66.7%**	**2**	**3**	**1**	**66.7%**	**0.00**	**Y**
	Asian or Pacific Isl	Two or More	9	100.0%	88.9%	8	9	1	88.9%	0.00	N
	Female	Male	96	91.9%	87.5%	84	88	4	95.3%	0.09	N

	Highest group	Impacted Group	Impacted group #	Highest group pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
SELECTED FOR 2ND INTERVIEW	All others	Hispanic/Latino	21	50.0%	33.3%	7	11	4	66.7%	0.09	N
	All others	White/Caucasian	95	50.0%	46.3%	44	48	4	92.6%	0.27	N
	All others	Black/African American	10	50.0%	40.0%	4	5	1	80.0%	0.38	N
	Female	Male	84	48.1%	39.3%	33	40	7	81.7%	0.07	N

	Highest group	Impacted Group	Impacted group #	Highest group pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
RECOMMENDED FOR HIRE/POOL-2ND INTERVIEW	Hispanic/Latino	White/Caucasian	44	57.1%	47.7%	21	25	4	83.5%	0.13	N
	Hispanic/Latino	Black/African American	4	57.1%	25.0%	1	2	1	43.8%	0.21	N
	Hispanic/Latino	**Asian or Pacific Islander**	**9**	**57.1%**	**22.2%**	**2**	**5**	**3**	**38.9%**	**0.04**	**Y**
	Hispanic/Latino	American Indian/Alaskan	1	57.1%	0.0%	0	1	1	0.0%	0.43	N
	Hispanic/Latino	Two or More	4	57.1%	50.0%	2	2	0	87.5%	0.57	N
	Female	Male	33	44.7%	36.4%	12	15	3	81.3%	0.22	N

Hiring Phase Analysis
Part Time Faculty
2020-21 through 2022-23

MIN Q/EQUIV	Highest group	Impacted Group	Impacted group #	Highest group pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
	Hispanic/Latino	White/Caucasian	135	73.5%	63.7%	86	99	13	86.6%	0.01	N
	Hispanic/Latino	**Black/African American**	**17**	**73.5%**	**35.3%**	**6**	**13**	**7**	**48.0%**	**0.00**	**Y**
	Hispanic/Latino	Asian or Pacific Islander	22	73.5%	68.2%	15	16	1	92.7%	0.36	N
	Hispanic/Latino	American Indian/Alaskan	1	73.5%	0.0%	0	1	1	0.0%	0.26	N
	Hispanic/Latino	**Two or More**	**23**	**73.5%**	**47.8%**	**11**	**17**	**6**	**65.0%**	**0.01**	**Y**
	Male	Female	154	69.0%	57.1%	88	106	18	82.9%	0.00	N

SELECTED FOR INTERVIEW	Highest group	Impacted Group	Impacted group #	Highest group pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
	Hispanic/Latino	White/Caucasian	86	76.0%	75.6%	65	65	0	99.4%	0.51	N
	Hispanic/Latino	Black/African American	6	76.0%	83.3%	5	5	0	109.6%	0.81	N
	Hispanic/Latino	Asian or Pacific Islander	15	76.0%	60.0%	9	11	2	78.9%	0.13	N
	Hispanic/Latino	American Indian/Alaskan	0	76.0%							
	Hispanic/Latino	Two or More	11	76.0%	72.7%	8	8	0	95.7%	0.51	N
	Female	Male	60	76.1%	71.7%	43	46	3	94.1%	0.25	N

INTERVIEWED	Highest group	Impacted Group	Impacted group #	Highest group pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
	White/Caucasian	Hispanic/Latino	19	84.6%	84.2%	16	16	0	99.5%	0.58	N
	White/Caucasian	Black/African American	5	84.6%	60.0%	3	4	1	70.9%	0.17	N
	White/Caucasian	Asian or Pacific Islander	9	84.6%	100.0%	9	8	-1	118.2%	1.00	N
	White/Caucasian	Two or More	8	84.6%	75.0%	6	7	1	88.6%	0.35	N
	Male	Female	67	83.7%	83.6%	56	56	0	99.8%	0.54	N

RECOMMENDED FOR HIRE/POOL-1st INTERVIEW	Highest group	Impacted Group	Impacted group #	Highest group pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
	Hispanic/Latino	**White/Caucasian**	**55**	**93.8%**	**74.5%**	**41**	**52**	**11**	**79.5%**	**0.00**	**Y**
	Hispanic/Latino	Black/African American	3	93.8%	100.0%	3	3	0	106.7%	1.00	N
	Hispanic/Latino	Asian or Pacific Islander	9	93.8%	77.8%	7	8	1	83.0%	0.10	N
	Hispanic/Latino	**Two or More**	**6**	**93.8%**	**66.7%**	**4**	**6**	**2**	**71.1%**	**0.05**	**Y**
	Male	Female	56	77.8%	73.2%	41	44	3	94.1%	0.25	N

Hiring Phase Analysis
Classified Staff
2020-21 through 2022-23

	Highest group	Impacted Group	Impacted group #	Highest group pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
MIN Q/EQUIV	Hispanic/Latino	White/Caucasian	366	78.2%	68.6%	251	286	35	87.7%	0.00	N
	Hispanic/Latino	Black/African American	89	78.2%	75.3%	67	70	3	96.3%	0.29	N
	Hispanic/Latino	Asian or Pacific Islander	136	78.2%	67.6%	92	106	14	86.5%	0.00	N
	Hispanic/Latino	**American Indian/Alaskan**	**10**	**78.2%**	**30.0%**	**3**	**8**	**5**	**38.4%**	**0.00**	**Y**
	Hispanic/Latino	Two or More	85	78.2%	65.9%	56	66	10	84.3%	0.01	N
	Female	Male	433	73.7%	67.7%	293	319	26	91.8%	0.00	N

	Highest group	Impacted Group	Impacted group #	Highest group pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
SELECTED FOR INTERVIEW	Hispanic/Latino	White/Caucasian	251	70.1%	61.8%	155	176	21	88.1%	0.00	N
	Hispanic/Latino	Black/African American	67	70.1%	59.7%	40	47	7	85.1%	0.04	N
	Hispanic/Latino	Asian or Pacific Islander	92	70.1%	59.8%	55	65	10	85.2%	0.02	N
	Hispanic/Latino	American Indian/Alaskan	3	70.1%	66.7%	2	2	0	95.1%	0.66	N
	Hispanic/Latino	**Two or More**	**56**	**70.1%**	**53.6%**	**30**	**39**	**9**	**76.4%**	**0.01**	**Y**
	Female	Male	293	67.1%	56.3%	165	197	32	83.9%	0.00	N

	Highest group	Impacted Group	Impacted group #	Highest group pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
INTERVIEWED	Asian or Pacific Isl	Hispanic/Latino	108	80.0%	78.7%	85	86	1	98.4%	0.41	N
	Asian or Pacific Isl	White/Caucasian	155	80.0%	73.5%	114	124	10	91.9%	0.03	N
	Asian or Pacific Isl	Black/African American	40	80.0%	72.5%	29	32	3	90.6%	0.16	N
	Asian or Pacific Isl	American Indian/Alaskan	2	80.0%	100.0%	2	2	0	######	1.00	N
	Asian or Pacific Isl	**Two or More**	**30**	**80.0%**	**60.0%**	**18**	**24**	**6**	**75.0%**	**0.01**	**Y**
	Male	Female	233	75.8%	74.7%	174	177	3	98.6%	0.37	N

	Highest group	Impacted Group	Impacted group #	Highest group pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
RECOMMENDED FOR HIRE	Hispanic/Latino	White/Caucasian	114	25.9%	24.6%	28	30	2	94.9%	0.42	N
	Hispanic/Latino	Black/African American	29	25.9%	24.1%	7	8	1	93.3%	0.51	N
	Hispanic/Latino	Asian or Pacific Islander	44	25.9%	11.4%	5	11	6	43.9%	0.02	N
	Hispanic/Latino	American Indian/Alaskan	2	25.9%	50.0%	1	1	0	######	0.93	N
	Hispanic/Latino	Two or More	18	25.9%	33.3%	6	5	-1	######	0.84	N
	Male	Female	174	0.248	0.224138	39	43.152	4.152	0.904	0.26	N