

## Longitudinal Analysis of District Workforce and Applicant Pool 2016 - 2019

### Marin Community College District Student Representation - Ethnicity Fall 2016 – Fall 2019

Race/Ethnicity	Fall 2016		Fall 2017		Fall 2018		Fall 2019	
	#	%	#	%	#	%	#	%
Hispanic/Latino	2,304	34.4%	2,438	35.4%	2,301	35.4%	2,399	37.5%
White Non-Hispanic	2,968	44.4%	2,972	43.1%	2,790	43.0%	2,639	41.3%
African-American	229	3.4%	226	3.3%	198	3.0%	179	2.8%
Asian or Pacific Islander	473	7.1%	504	7.3%	516	7.9%	493	7.7%
American Indian/Alaskan Native	13	0.2%	12	0.2%	74	1.1%	22	0.3%
Multi-Ethnicity	307	4.6%	314	4.6%	288	4.4%	261	4.1%
Unknown/Declined to State	398	5.9%	430	6.2%	326	5.0%	397	6.2%
<b>Total</b>	<b>6,692</b>	<b>100.0%</b>	<b>6,896</b>	<b>100.0%</b>	<b>6,493</b>	<b>100.0%</b>	<b>6,390</b>	<b>100.0%</b>

### Marin Community College District Student Representation - Gender Fall 2016 – Fall 2019

Gender	Fall 2016		Fall 2017		Fall 2018		Fall 2019	
	#	%	#	%	#	%	#	%
Male	2,740	40.9%	2,862	41.5%	2,614	40.3%	2,697	42.2%
Female	3,840	57.4%	3,811	55.3%	3,478	53.6%	3,577	56.0%
Unknown/Declined to State	112	1.7%	223	3.2%	401	6.2%	116	1.8%
<b>Total</b>	<b>6,692</b>	<b>100.0%</b>	<b>6,896</b>	<b>100.0%</b>	<b>6,493</b>	<b>100.0%</b>	<b>6,390</b>	<b>100.0%</b>

Source: California Community Colleges Chancellor's Office DataMart, December 2020.

**Marin Community College District Workforce Composition - Ethnicity Fall 2016 – Fall 2019**

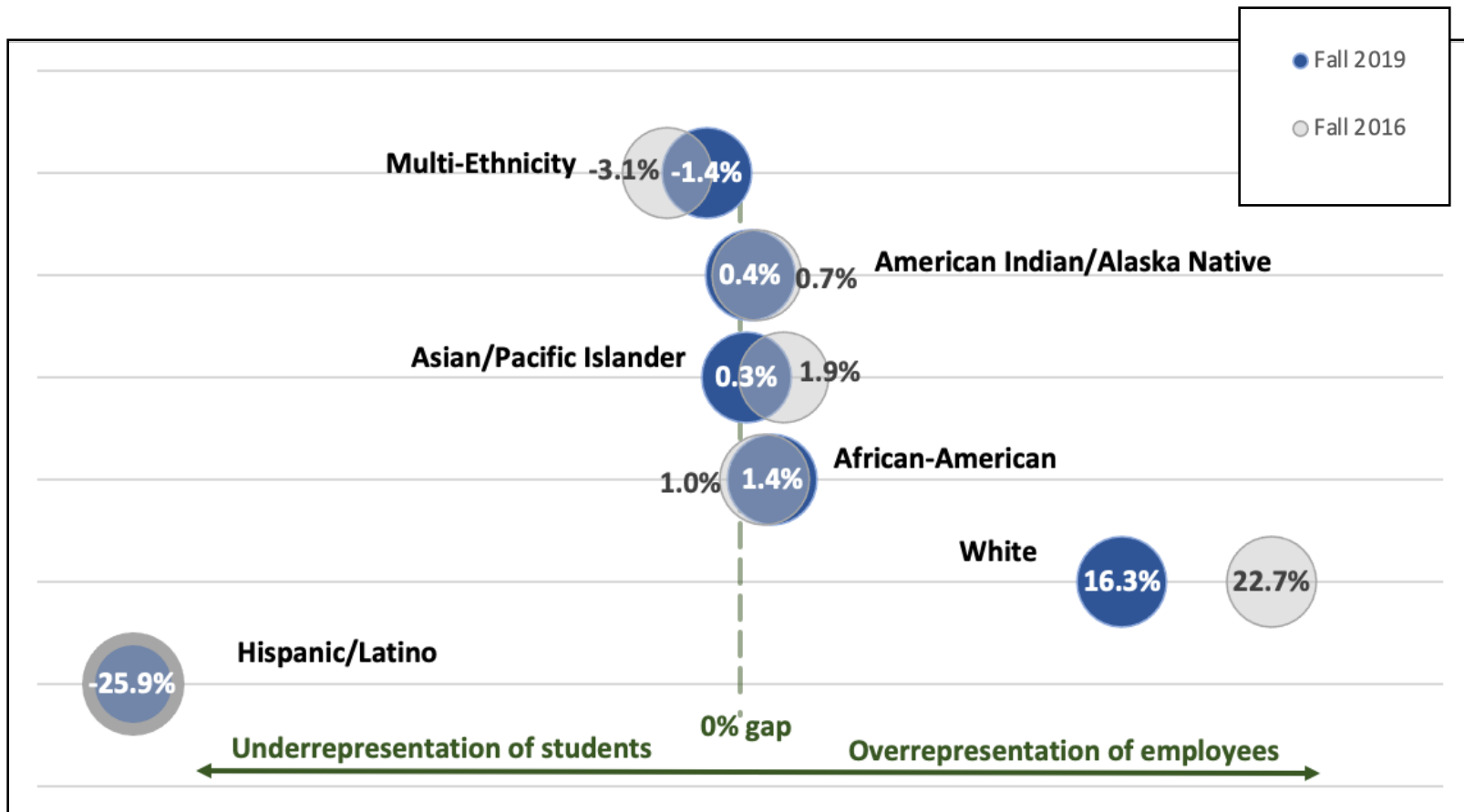
Race/Ethnicity	Fall 2016		Fall 2017		Fall 2018		Fall 2019	
	#	%	#	%	#	%	#	%
Hispanic/Latino	46	8.6%	47	8.9%	57	10.5%	61	11.6%
White Non-Hispanic	360	67.0%	339	64.0%	327	60.4%	303	57.6%
African-American	24	4.5%	23	4.3%	21	3.9%	22	4.2%
Asian or Pacific Islander	48	8.9%	49	9.2%	41	7.6%	42	8.0%
American Indian/Alaskan Native	5	0.9%	5	0.9%	5	0.9%	4	0.8%
Multi-Ethnicity	8	1.5%	12	2.3%	14	2.6%	14	2.7%
Unknown/Declined to State	46	8.6%	55	10.4%	76	14.0%	80	15.2%
<b>Total</b>	<b>537</b>	<b>100.0%</b>	<b>530</b>	<b>100.0%</b>	<b>541</b>	<b>100.0%</b>	<b>526</b>	<b>100.0%</b>

**Marin Community College District Workforce Composition - Gender Fall 2016 – Fall 2019**

Gender	Fall 2016		Fall 2017		Fall 2018		Fall 2019	
	#	%	#	%	#	%	#	%
Male	229	42.6%	231	43.6%	240	44.4%	229	43.5%
Female	308	57.4%	299	56.4%	301	55.6%	296	56.3%
Unknown/Declined to State	0	0.0%	0	0.0%	0	0.0%	1	0.2%
<b>Total</b>	<b>537</b>	<b>100.0%</b>	<b>530</b>	<b>100.0%</b>	<b>541</b>	<b>100.0%</b>	<b>526</b>	<b>100.0%</b>

*# of [Disaggregated Racial/Ethnic Group] includes Administrators, Faculty, and Staff. Source: California Community Colleges Chancellor's Office DataMart, December 2020.*

**Marin Community College District Percentage Gap in Workforce and Student Composition by Ethnicity Fall 2016 and Fall 2019**



**Marin Community College District Capture Rates from Marin Public High Schools by Race/Ethnicity Fall 2018-Fall 2020**

	2018			2019			2020		
	# Marin Grads	# at COM in fall	% at COM in fall	# Marin Grads	# at COM in fall	% at COM in fall	# Marin Grads	# at COM in fall	% at COM in fall
<b>American Indian or Alaska Native</b>	11	0	0.0%	11	0	0.0%	11	0	0.0%
<b>Asian or Pacific Islander</b>	145	14	9.7%	158	19	12.0%	179	21	11.7%
<b>Black or African American</b>	50	7	14.0%	50	12	24.0%	34	7	20.6%
<b>Hispanic</b>	609	150	24.6%	667	172	25.8%	700	175	25.0%
<b>Multi-Racial</b>	46	16	34.8%	59	13	22.0%	57	19	33.3%
<b>White</b>	1351	111	8.2%	1396	115	8.2%	1436	148	10.3%
<b>None/Unknown</b>	56	2	3.6%	69	22	31.9%	48	2	4.2%

Source: One-Year Graduate Counts 2018-2020: California Department of Education

COM First Census data

Note: A CCCApply error resulted in an unknown number of fall 2019 applicants being reported as “Unknown” who had actually reported a specific race/ethnicity category in their application. This error impacts data for all race groups in that term.