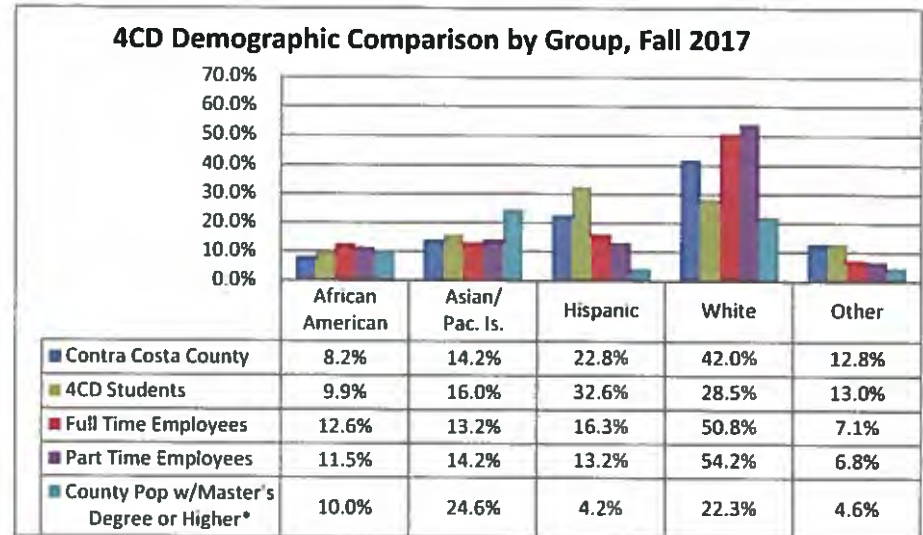
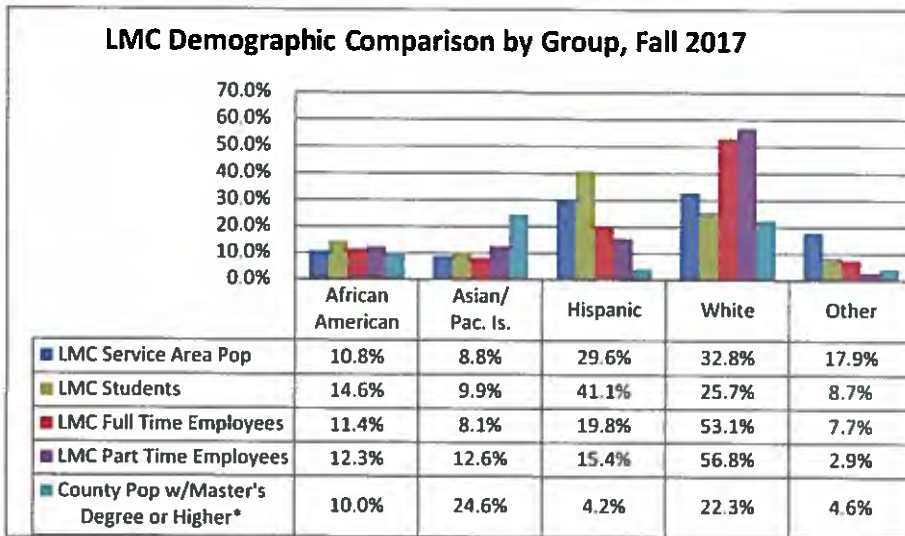
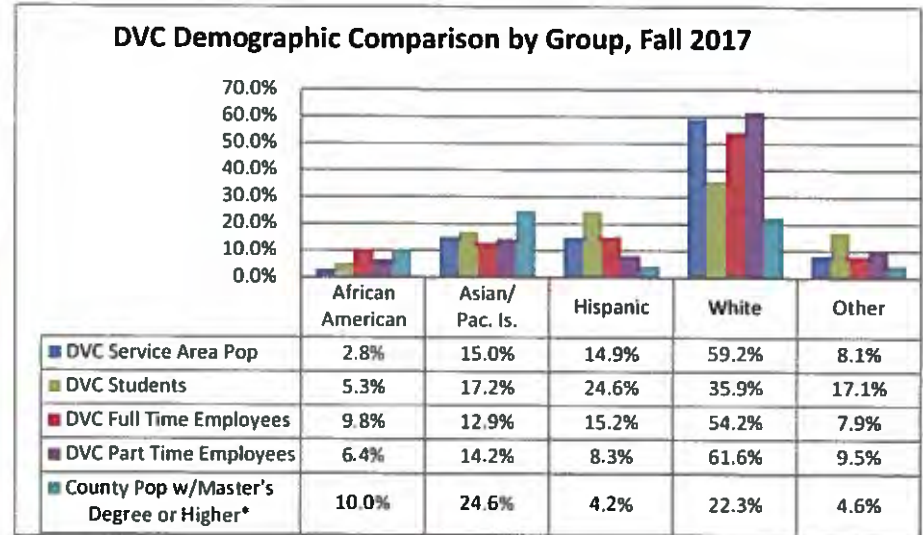
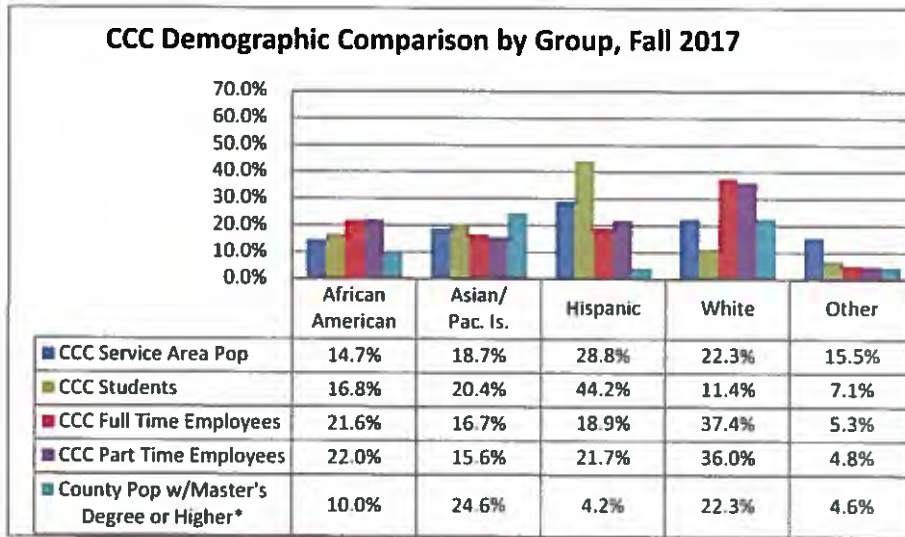


Figure 1: Racial/Ethnic Composition of Students and Employees Compared to County Population



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 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

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