

Analysis of Data – DISTRICTWIDE

Please Note: The District began collecting demographics on persons identifying as Hmong in July 2017 and although we added Hmong to both academic and classified applications, as well as new hire paperwork, we did not survey our current employees to correct current workforce data.

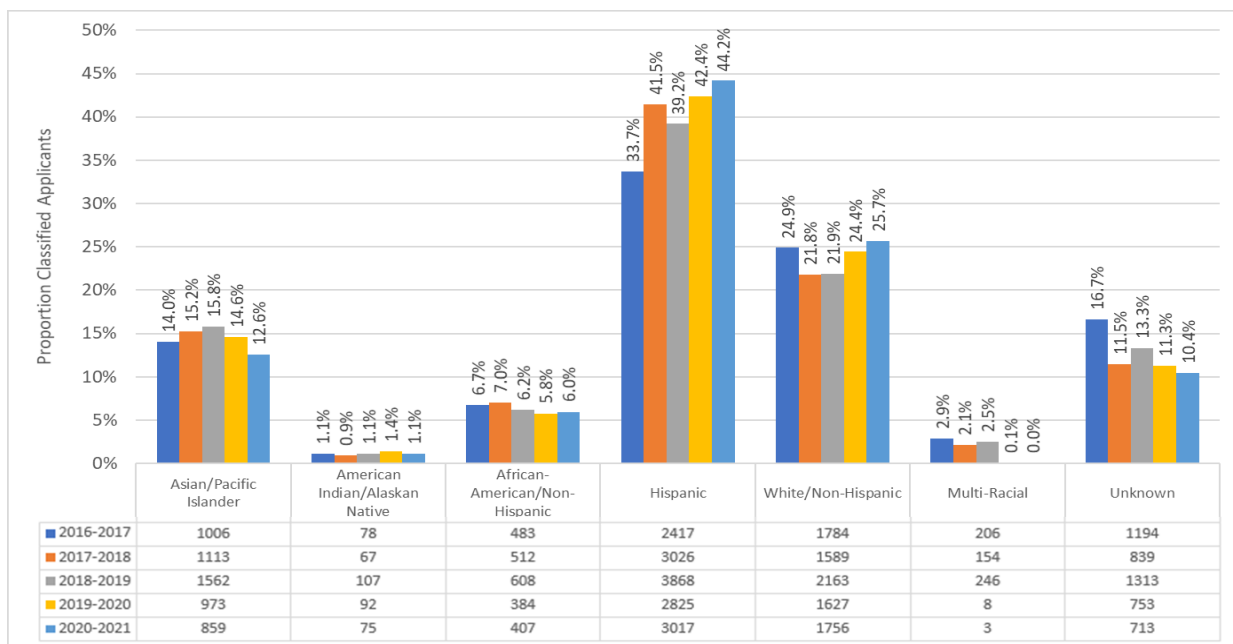
Also, the District began collecting demographics on persons with disabilities in June 2017. Non-binary coding was added to applications in January 2018 and in January 2020 we began to collect data on non-binary for new hires and workforce levels. However, we have not re-surveyed our workforce on non-binary identification, so we are unable to report it in the workforce data.

Additionally, employees may update their demographic data during the year, so changes in workforce data are not only driven by new hires and separations.

Finally, please note that new hire faculty data do NOT include transfers, change of assignments, or those hired into full-time temporary positions.

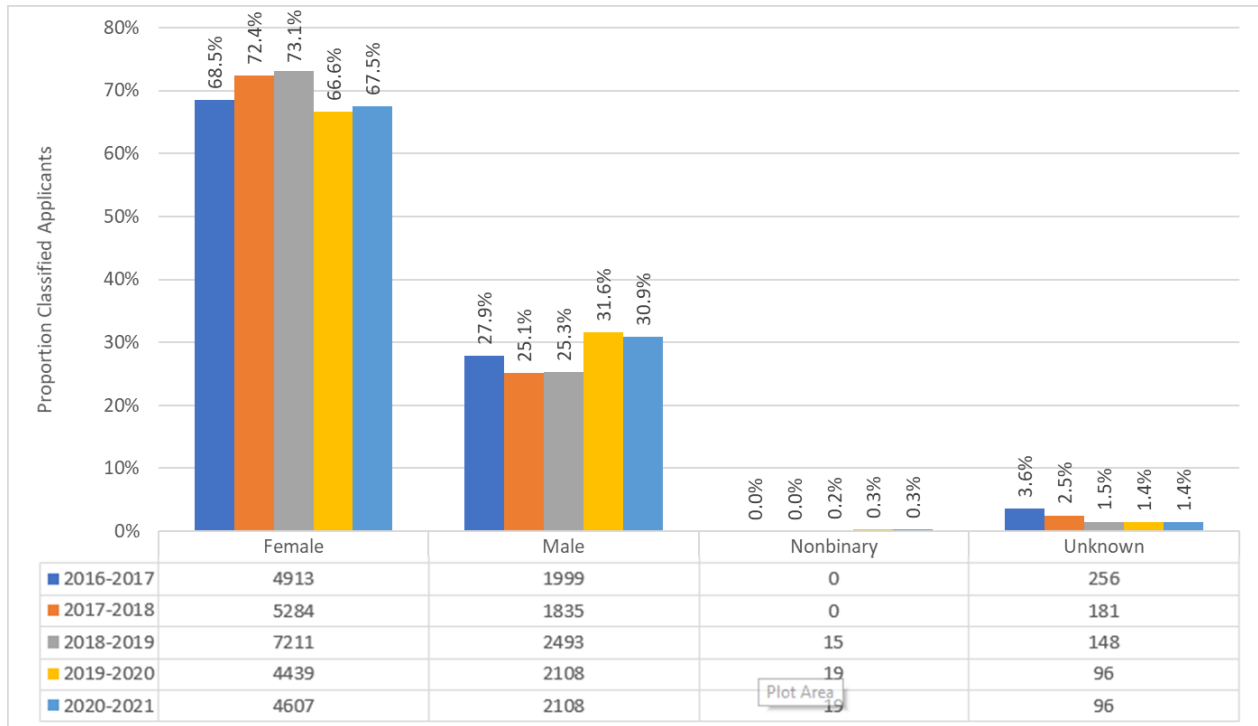
GRAPH 1.1 Analysis of the DISTRICT’S CLASSIFIED STAFF APPLICANT Data

Applicants identifying as Hispanic saw an increase over the five-year period from 33.7% to 44.2%. Applicants identifying as Asian/Pacific Islander have decreased steadily since 2018-19. And after maintaining a drop in classified applicants identifying as White/non-Hispanic from 2016-17 to 2018-19, there was a slight increase over the past two years. African-American/Non-Hispanic applicants also decreased as a percentage of total applicants over the period and there will need to be an increased focus in this area.



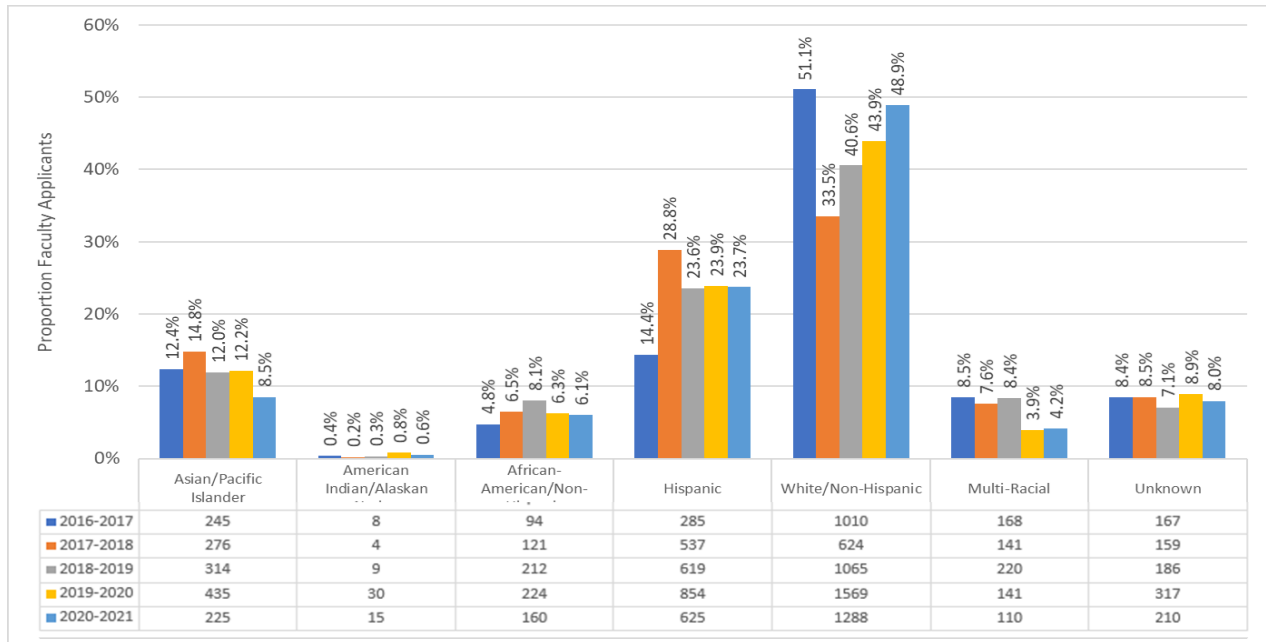
GRAPH 1.2

The District's classified applicant pool was heavily dominated by those identifying as female. In 2020-21, 1.4% identified as non-binary.



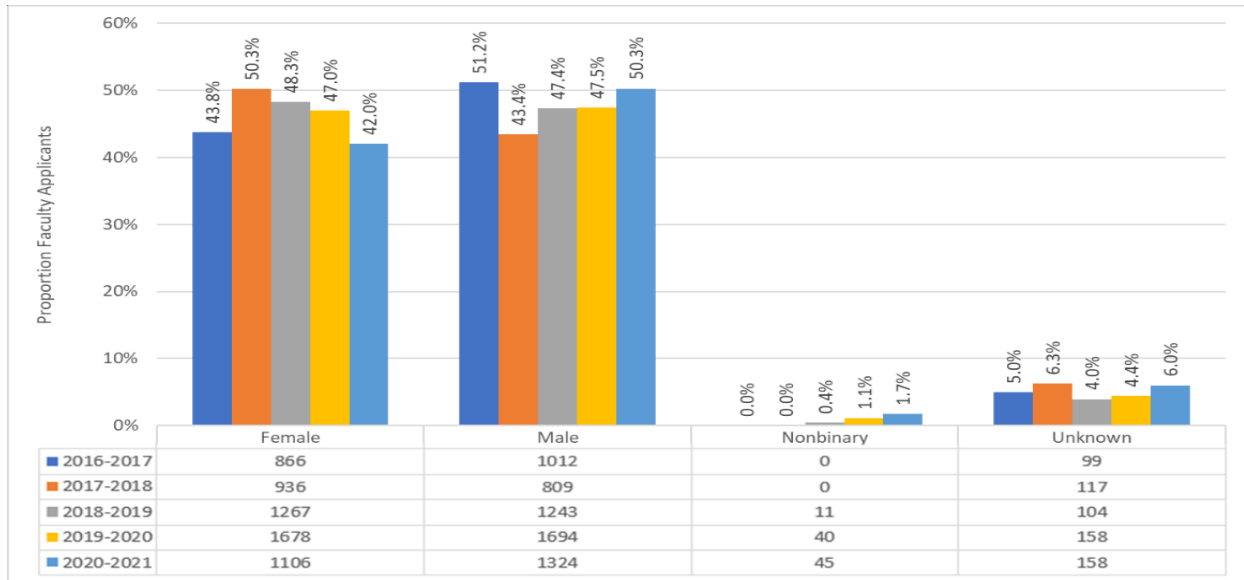
GRAPH 1.3 Analysis of DISTRICT’S FACULTY APPLICANT Data

Total applicants for faculty positions is up over the period. The proportion of faculty applicants identifying as Hispanic dropped after 2017-18, remaining steady the last three years at just under 24%. Applicants identifying as Asian/Pacific Islander have decreased over the period, but the percentage of faculty applicants identifying as African-American/Non-Hispanic is slightly up over the past five-years. Applicants identifying as White/Non-Hispanic saw a large drop in 2017-18, but have increased over the past four years.



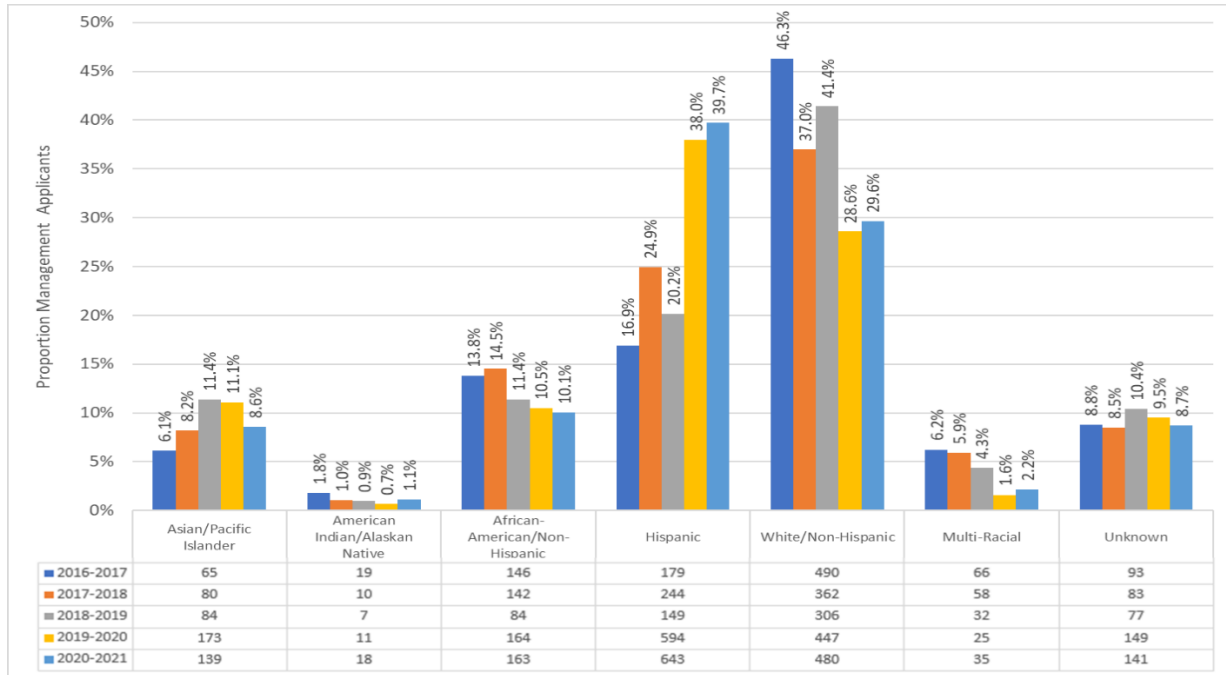
GRAPH 1.4

Faculty applicants identifying as female have seen a drop since 2017-18. In 2020-21, 1.7% identified as non-binary.



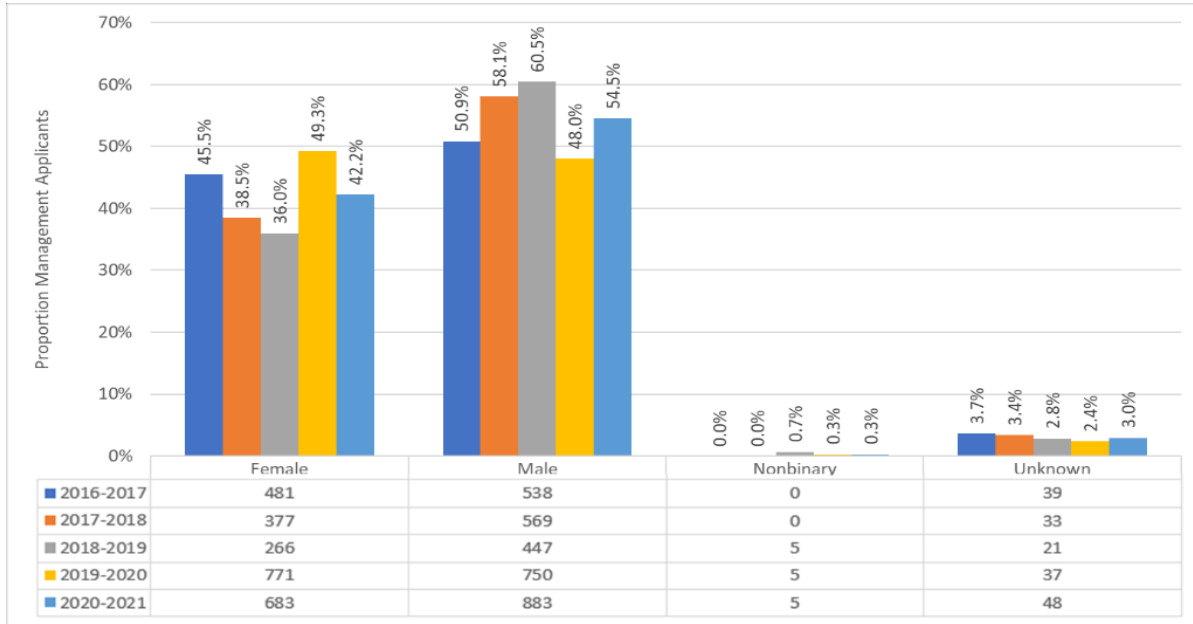
GRAPH 1.5 Analysis of the DISTRICT’S MANAGEMENT APPLICANT (Classified & Academic) Data

There has been a large increase in the percentage of applicants identifying as Hispanic over the period, increasing from 16.9% in 2016-2017 to 39.7% in 2020-21. Applicants identifying as Asian/Pacific Islander is up over the period, but has decreased slightly since a high of 11.4% in 2018-19. African-American/Non-Hispanic applicants have declined over the period.



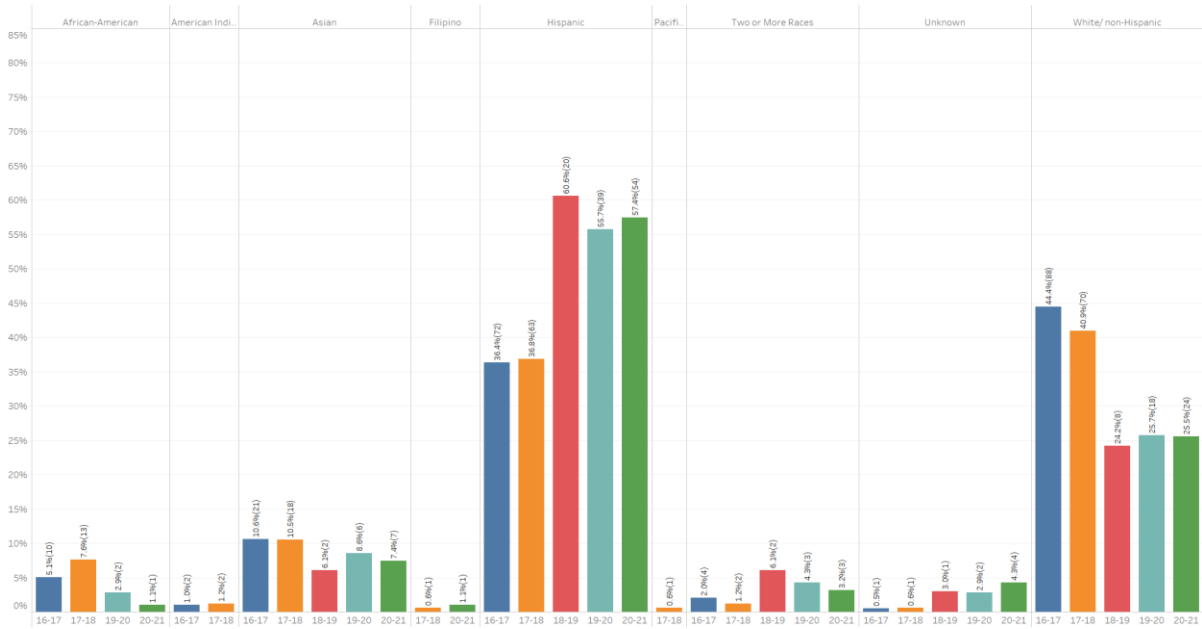
GRAPH 1.6

The percentage of applicants identifying as male has increased slightly over the period. In 2020-21, 0.3% identified as non-binary.



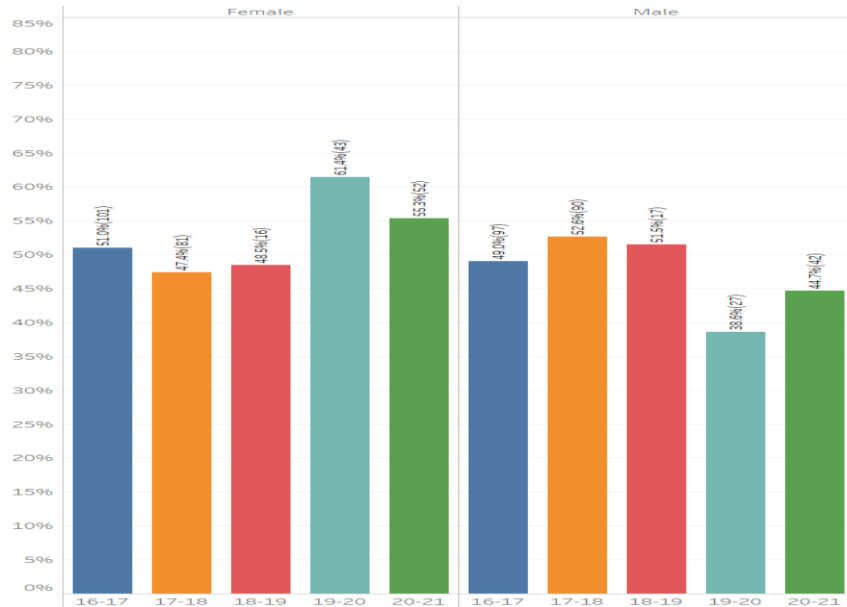
GRAPH 1.7 Analysis of DISTRICT’S CLASSIFIED STAFF NEW HIRE Data

The graph below shows the demographic data for classified staff new hires districtwide. Five-year trends show new hires identifying as African American, Asian, and White all decreasing, with an increase from about 36% to 57% identifying as Hispanic and a steady increase in the proportion of new hires of Unknown race/ethnicity.



GRAPH 1.8

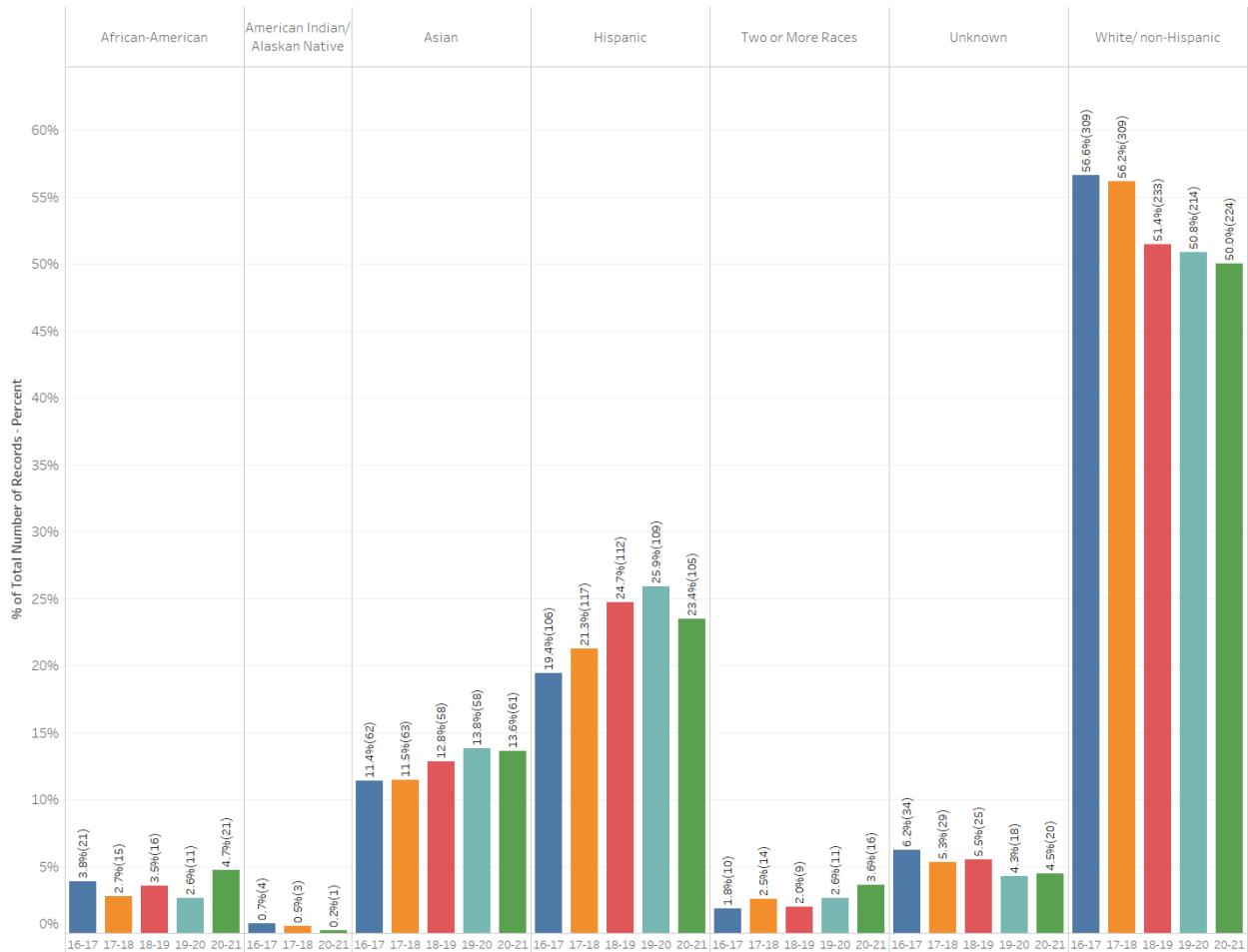
The gender ratio among the District's classified staff new hires has remained fairly consistent over the five-year period, with 2019-20 being an outlier. Currently, the distribution is slightly more female. No new hires were reported as identifying as nonbinary.



GRAPH 1.9 Analysis of DISTRICT’S FACULTY NEW HIRE Data

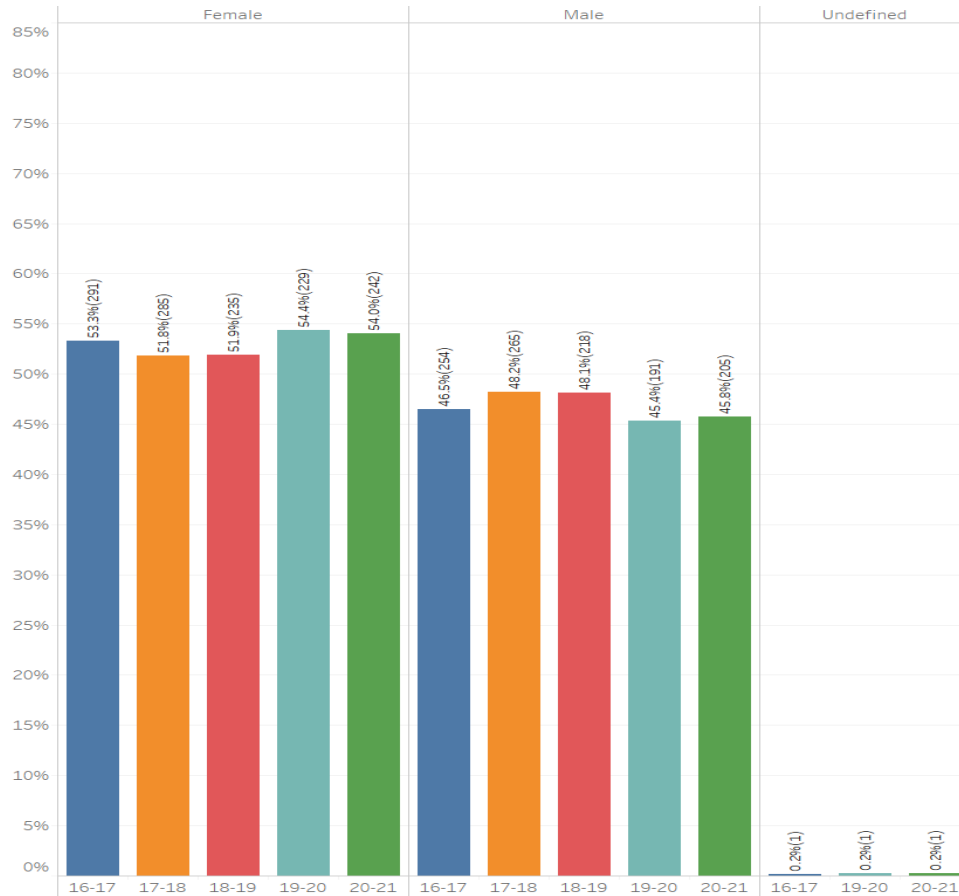
** New hire faculty data does NOT include transfers, change of assignments, or those hired into full-time temporary positions.*

The proportion of faculty new hires identifying as Hispanic increased steadily for four years, until a slight drop in 2020-21 from 25.9% to 23.4%. Faculty new hire identifying as Asian followed this same pattern, with a 2020-21 drop from 11.4% to 10.5%. The proportion of new faculty hires identifying as African American has increased from 3.8% to 4.7% over five years, where multi-racial faculty new hires also see a slightly increasing five-year trend. New hires identifying as White are seeing a consistent decreasing trend over the past five years. While the faculty applicant data is showing more diverse representation overall, it should be noted that there are large pools that are very diverse and produce only one hire, while other pools that are smaller may not be as diverse, and still produce a single hire. Therefore, a comparison of the total faculty applicant pools to total new hire data may be misleading.



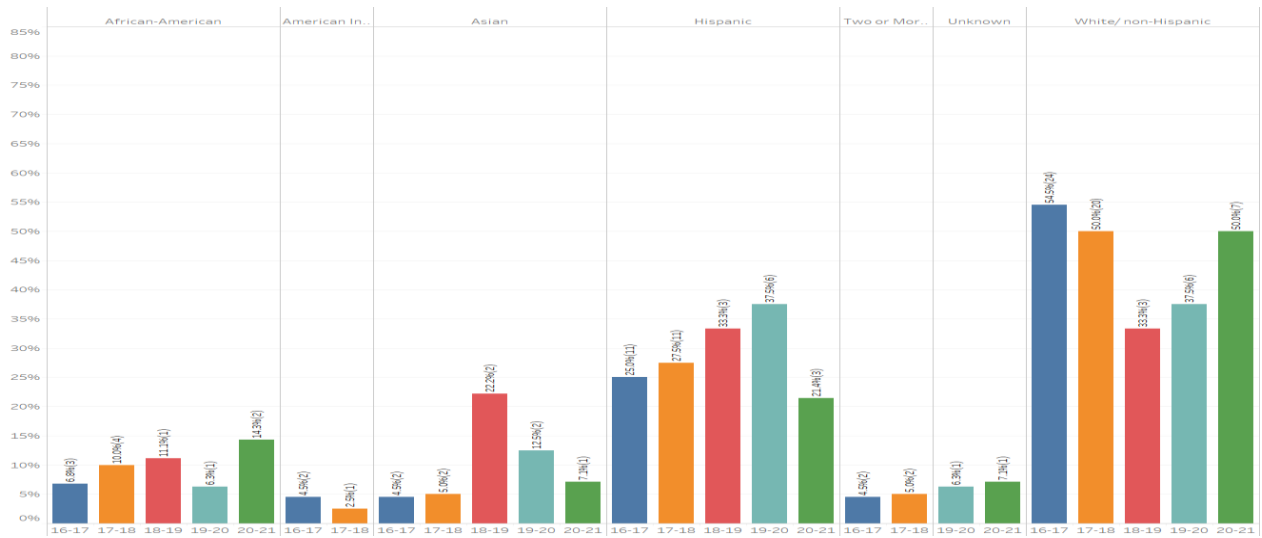
GRAPH 1.10

The overall trend for gender distribution for the District’s academic faculty new hire population is consistent, with around 54% identifying as female and around 45% identifying as male over the past two years. In 2020-21, none of the faculty new hires identified as non-binary.



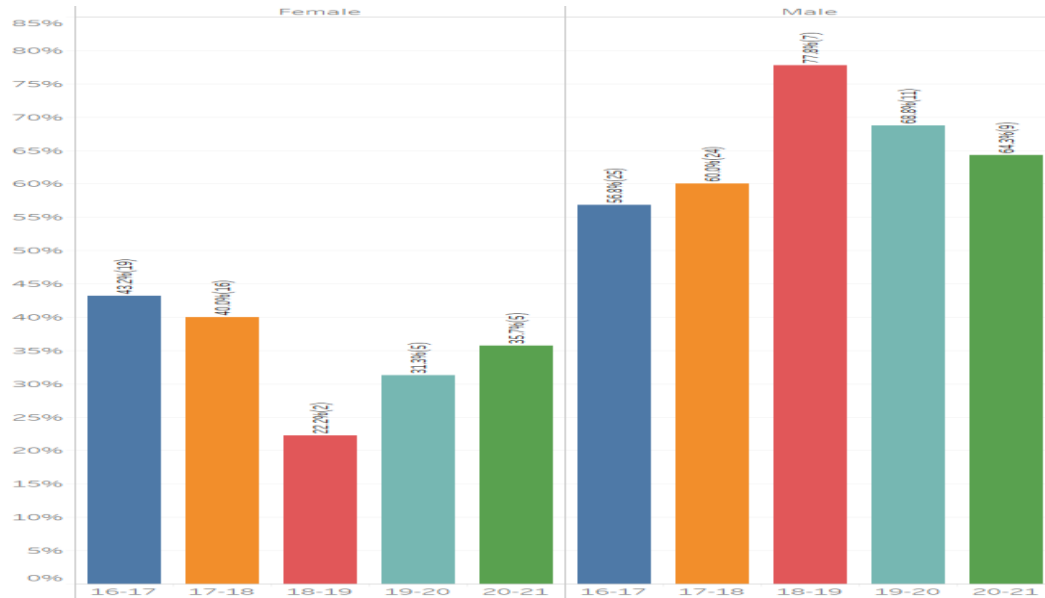
GRAPH 1.11 Analysis of DISTRICT’S MANAGEMENT NEW HIRE Data (Classified and Academic)

The demographics of the District’s management new hires is difficult to analyze utilizing trend graphs because the population is very small and, therefore, the loss or gain of a single employee will change the profile. As shown in the chart below, the numbers have fluctuated over the years. New management hires identifying as Hispanic had been increasing steadily until dropping in 2020-21 and equaled the number and proportion of White new management hires for 2019-20 only. Overall, the proportion of new management hires identifying as African American has trended upward over five years, but numbers of hires for this subgroup are not similarly increasing. The majority of new management hires over the past five years identify as White.



GRAPH 1.12

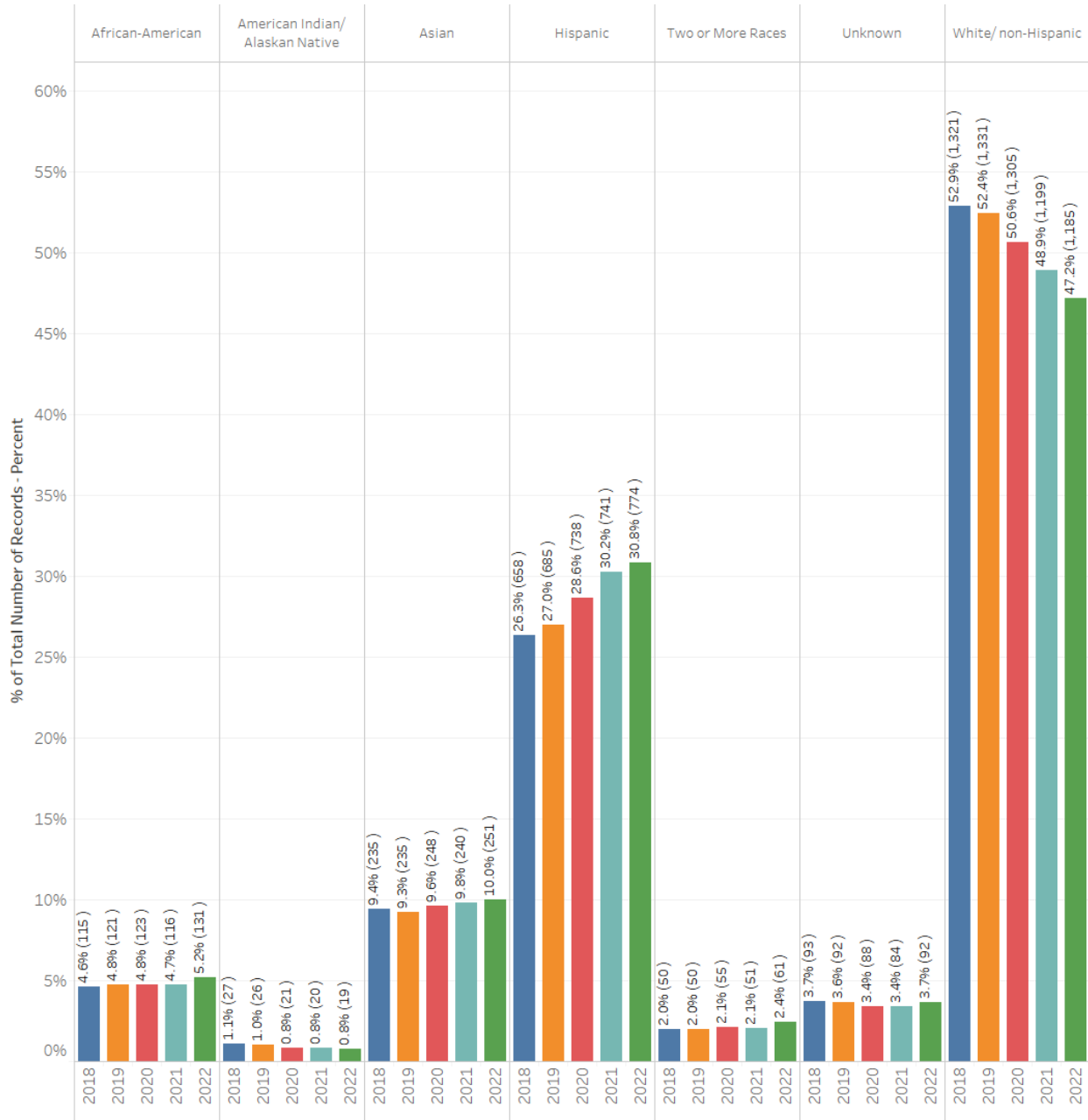
The overall gender distribution for this group has fluctuated over the years, where counts and proportions of new management hires identifying as female are disproportionately lower than new management hires identifying as male. In 2020-21, none of the management new hires identified as non-binary.



GRAPH 1.13 Analysis of DISTRICT'S CLASSIFIED STAFF WORKFORCE Levels

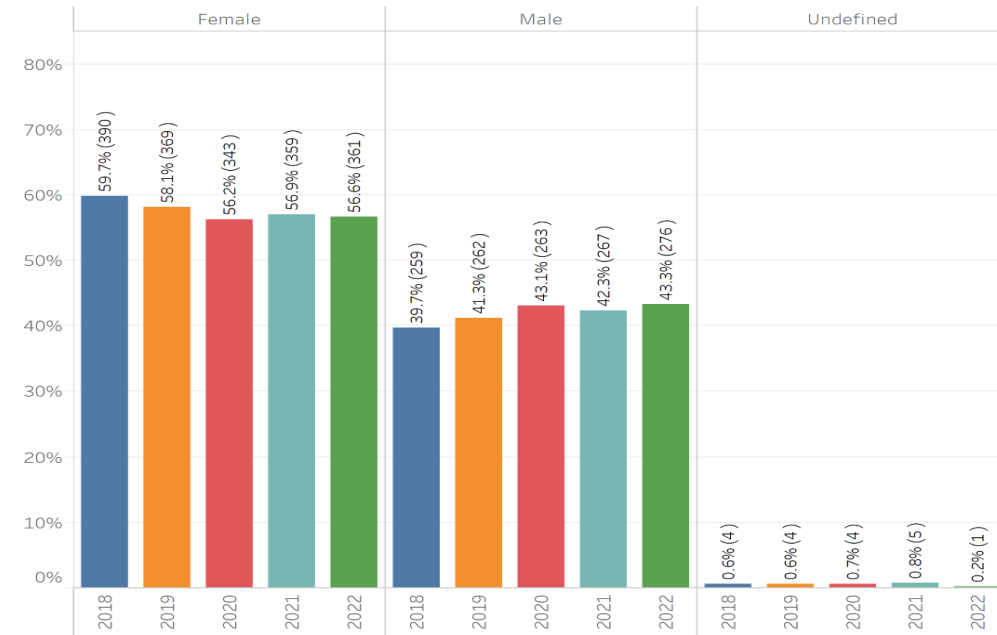
The data collected for all workforce charts used in these analyses were collected at the same point-in-time (February each year).

As illustrated in the table below, the demographics for the District's classified workforce has become more diverse over the years. The White/Non-Hispanic percentages continue to decrease, and the Hispanic group has steadily increased over the past five years. More African American, Asian, and Multi-ethnic staff were added to the classified workforce in 2022 than in prior years during this period



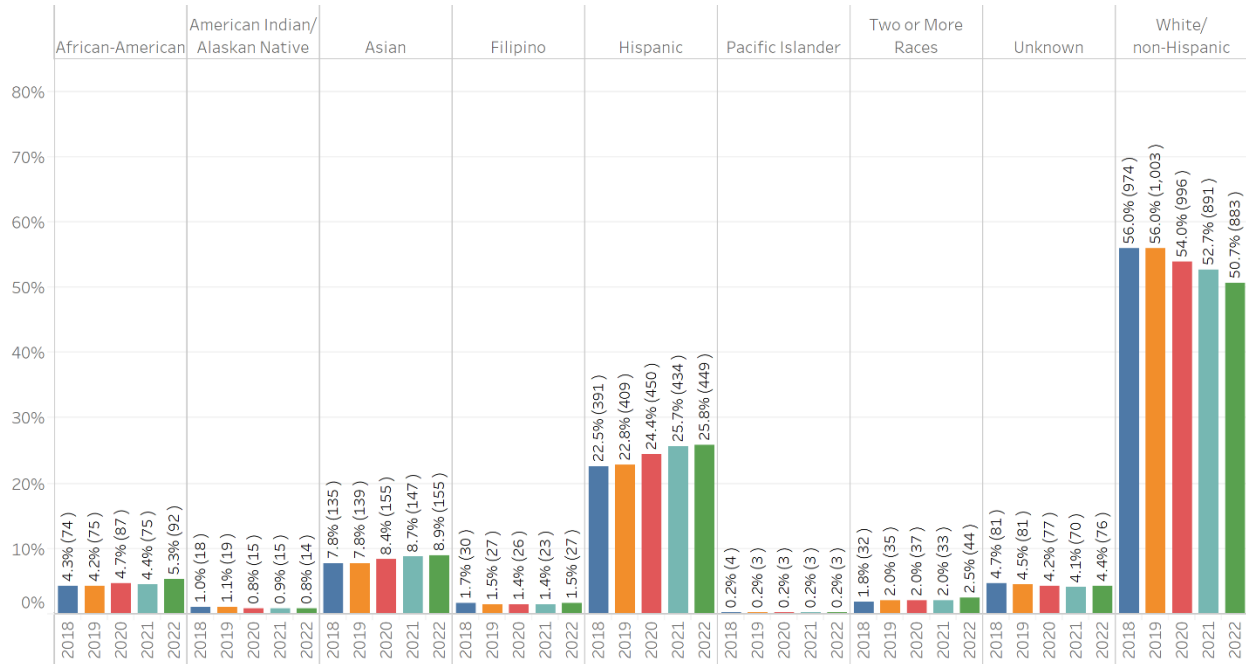
GRAPH 1.14

Gender demographic trends show the District’s classified workforce is disproportionately female overall but trending slightly downward over the past five years, while the male proportion of the classified workforce trending upward between 2018 to 2022. In 2022, none of the classified workforce identified as non-binary (As a reminder, current employees have not be resurveyed since the District began collecting data on non-binary).



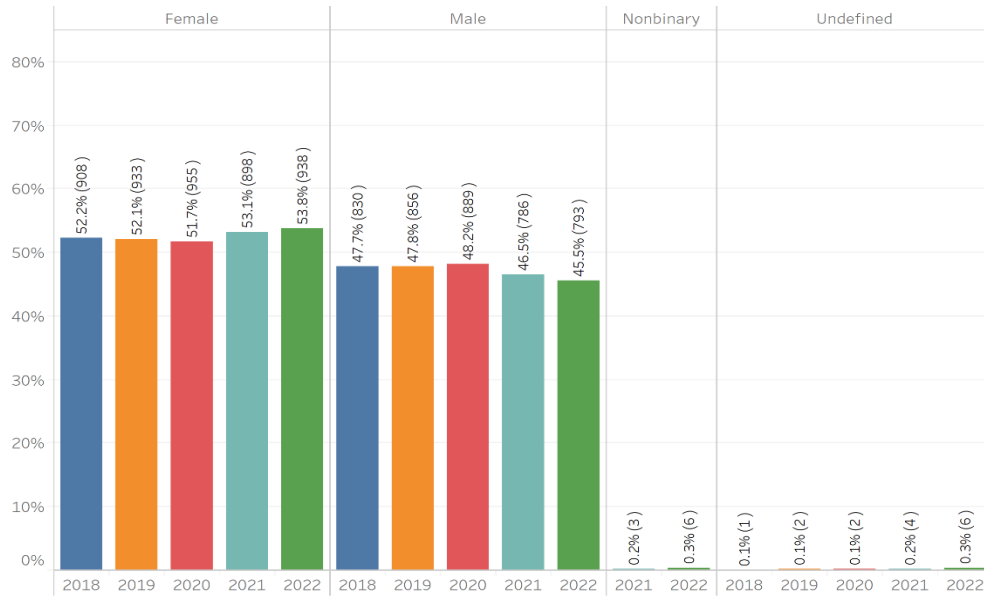
GRAPH 1.15 Analysis of DISTRICT’S FACULTY WORKFORCE Levels

As shown in the table below, trends in the District’s academic workforce have remained consistent from 2018-2022. Faculty identifying as White/Non-Hispanic continues to show a decreasing trend and those identifying as African American, Asian, and Hispanic show an increasing trend. The proportion of faculty districtwide who identify as American Indian/Alaskan Native has remained stable.



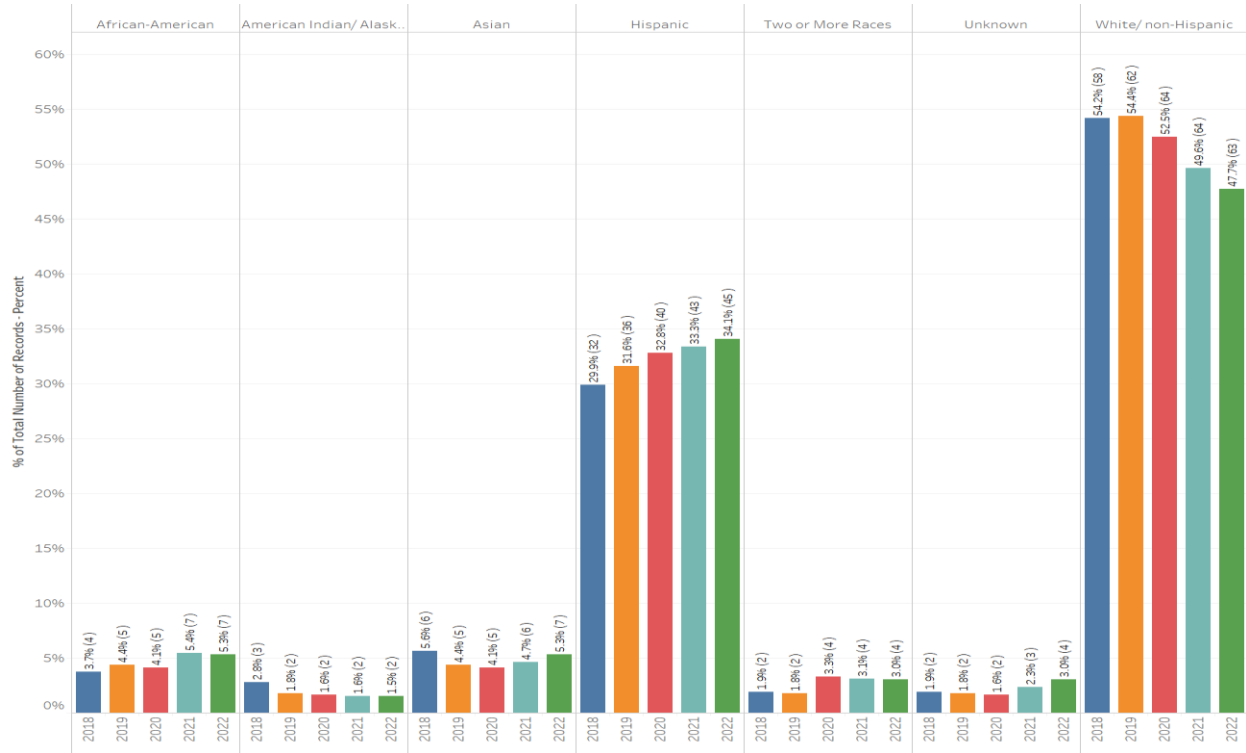
GRAPH 1.16

Faculty gender disaggregation has remained fairly consistent and more balanced than other employee groups throughout the analyzed period. In 2022, 0.3% of the District’s faculty identified as non-binary.



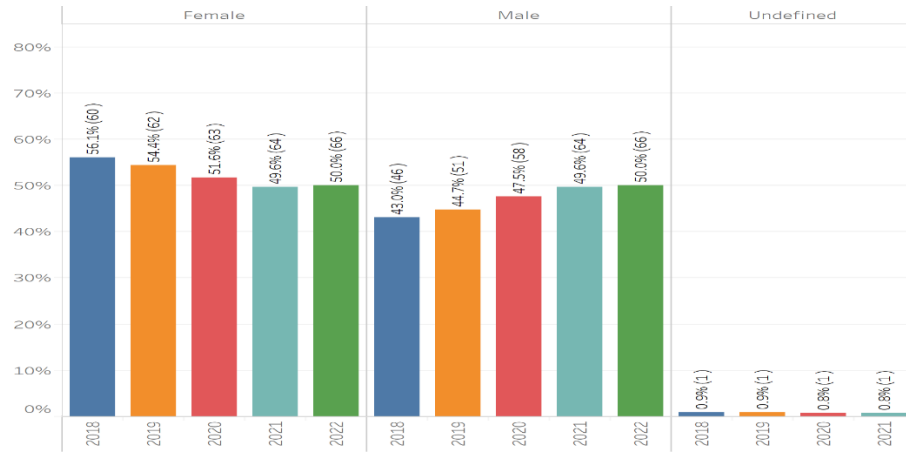
GRAPH 1.17 Analysis of DISTRICT’S MANAGEMENT WORKFORCE Levels

The trend in demographics for the district’s management workforce shows some stability in management identifying as American Indian/Alaskan Native, Asian, and Pacific Islanders. Managers identifying as Hispanic is steadily increasing, from 29% to 34% over five years, where managers identifying as White have decreased from 54% to 47% over the same timeframe.



GRAPH 1.18

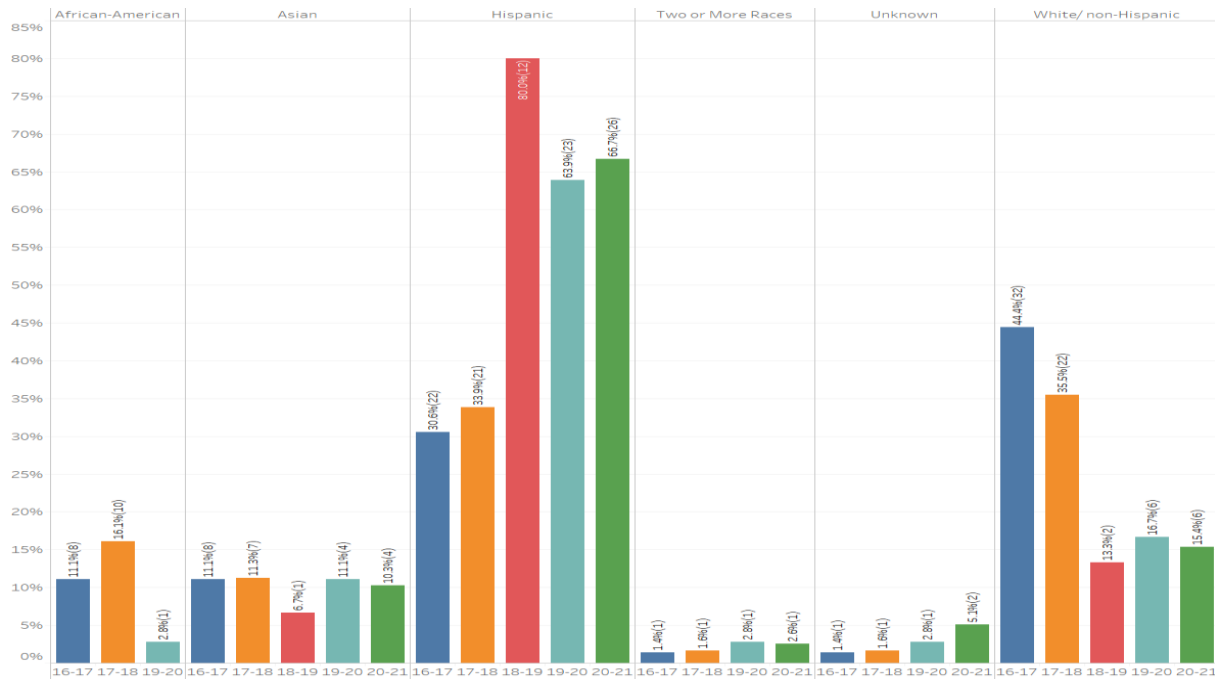
There is a decreasing trend in management employees identifying as female, with a corresponding trend increase for management employees identifying as male. Due in part to the latest hiring trends, the ratio of female to male management employees in our workforce show an equitable 50/50 split. In 2022, none of the district's management identified as non-binary.



Analysis of Data – FRESNO CITY COLLEGE

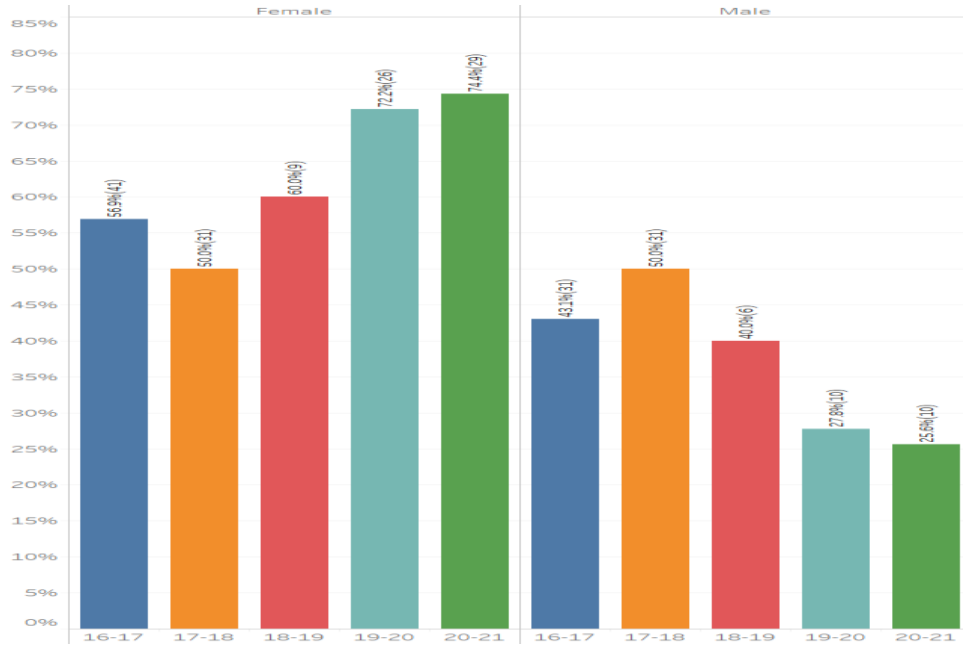
GRAPH 2.1 Analysis of FRESNO CITY COLLEGE’S CLASSIFIED STAFF NEW HIRE Data

As shown in the chart below, there is an increasing trend in the percentage of classified new hires identifying as Hispanic and a decreasing trend in the percentage of new hires identifying as White/non-Hispanic and African-American.



GRAPH 2.2

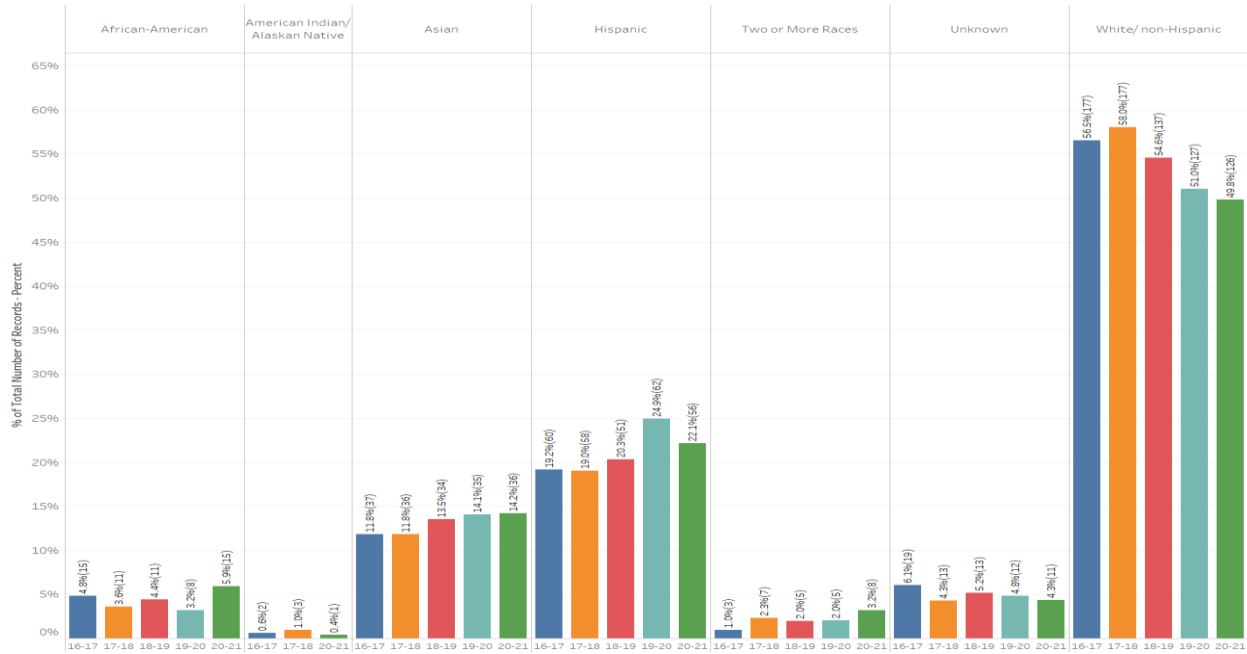
The gender distribution has seen an increasing trend for the percentage of classified new hires identifying as female. In 2020-2021, none of FCC's classified new hires identified as non-binary.



GRAPH 2.3 Analysis of FRESNO CITY COLLEGE'S FACULTY NEW HIRE Data

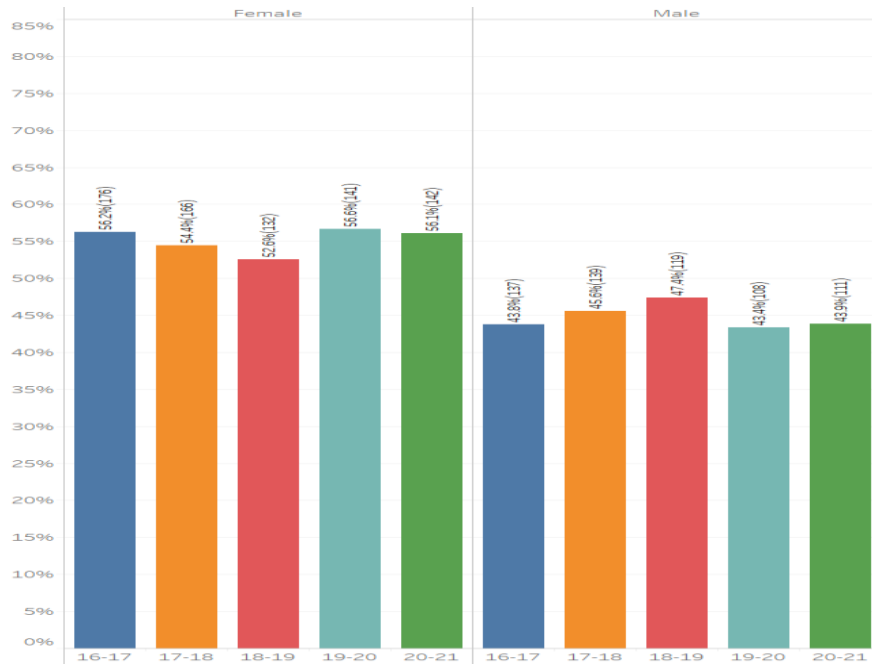
* New hire faculty data does NOT include transfers, change of assignments, or those hired into full-time temporary positions.

There is a declining trend in the percentage of faculty new hires identifying as White/non-Hispanic and an increasing trend in percentages for African American, Asian, Hispanic, and Two or More Races.



GRAPH 2.4

The gender distribution trend has fluctuated over the years, but the percentage of new faculty identifying as female has remained higher than those identifying as male. In 2020-2021, none of FCC's faculty new hires identified as non-binary.

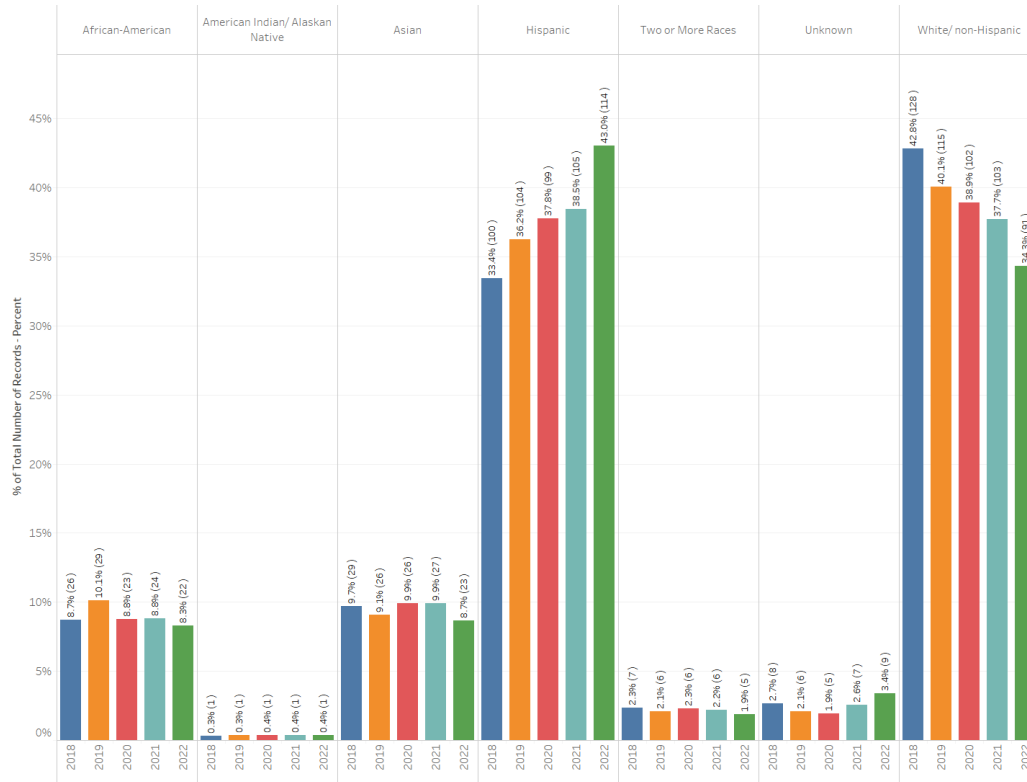


GRAPH 2.5/2.6 Analysis of FRESNO CITY COLLEGE'S MANAGEMENT NEW HIRE DATA

The demographics of Fresno City College's Management New Hire data for the period from 2016-2021 is very small and it is not possible to display the data without revealing the identity of individual persons. With data sets that represent fewer than five (5) individuals, the information will not be displayed.

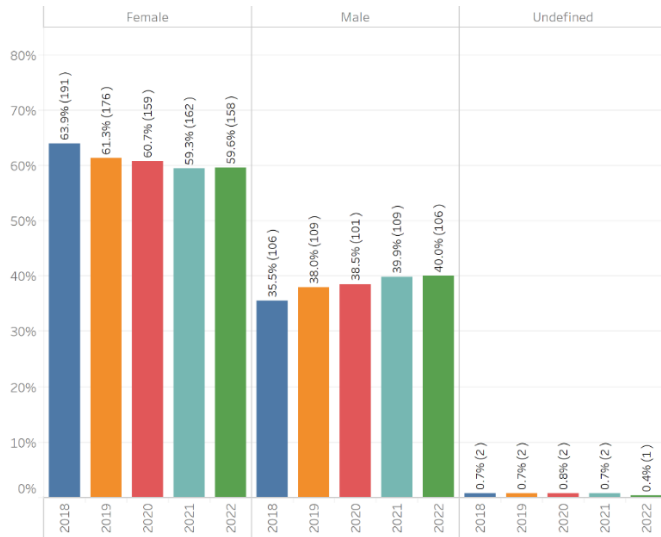
GRAPH 2.7 Analysis of FRESNO CITY COLLEGE'S CLASSIFIED WORKFORCE Levels

Classified employee demographics show a decreasing trend in the percentage identifying as White/Non-Hispanic and an increasing trend in the percentage identifying as Hispanic.



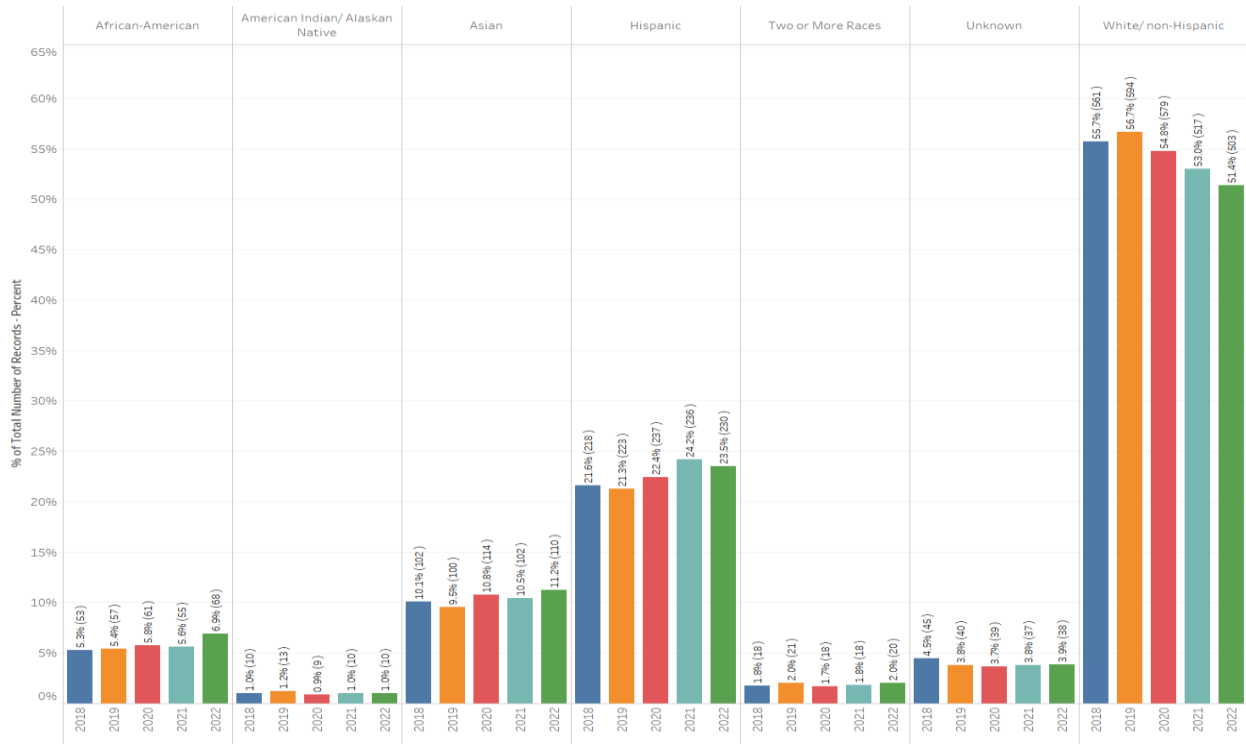
GRAPH 2.8

Although the percentage of classified employees identifying as female has consistently remained higher than those identifying as male, there is a decreasing trend in the percentage of classified employees identifying as female. In 2022, none of the classified employees identified as non-binary.



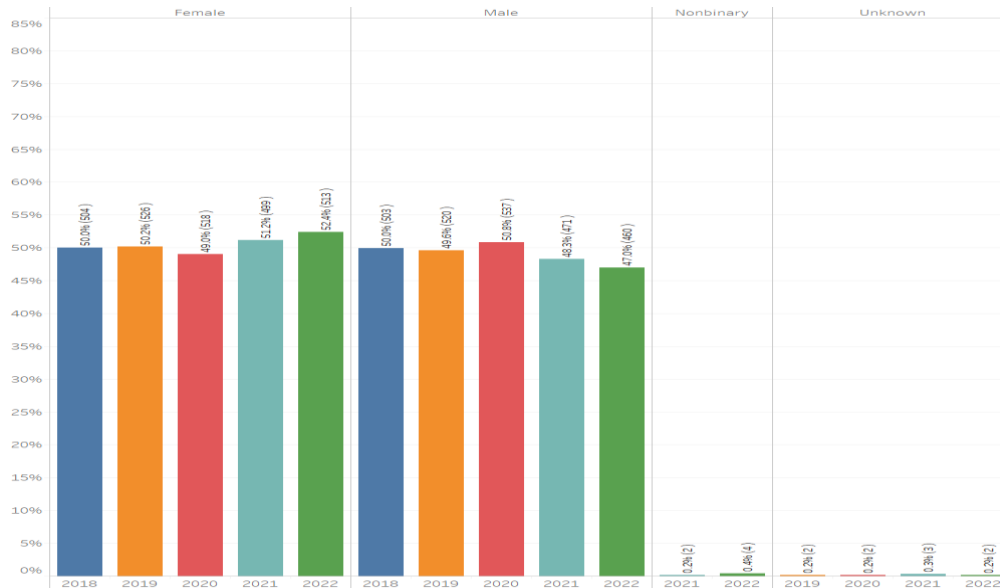
GRAPH 2.9 Analysis of FRESNO CITY COLLEGE’S FACULTY WORKFORCE Levels

Fresno City College has seen a decreasing trend in the percentage of faculty identifying as White/Non-Hispanic. There is an increasing trend for the percentage of faculty identifying as African American, Asian and Hispanic.



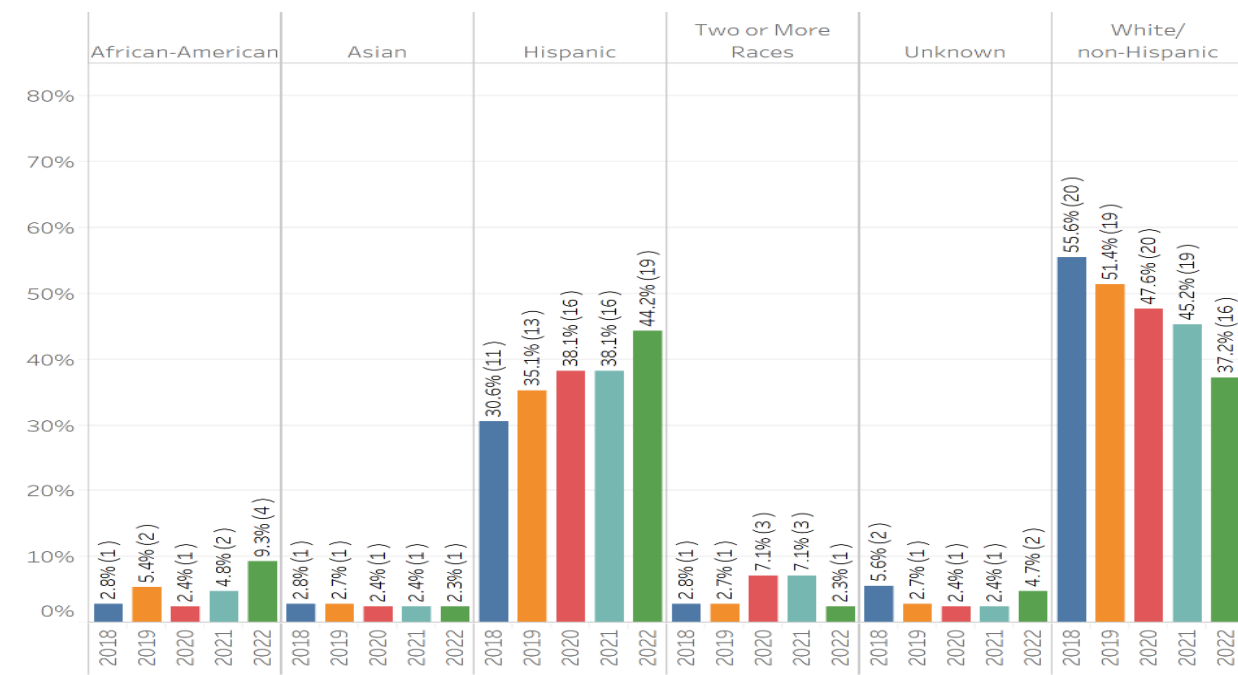
GRAPH 2.10

There have been fluctuations in the gender percentage trends with the last two years showing an increasing trend for faculty identifying as female. In 2022, 0.4% of faculty identified as non-binary.



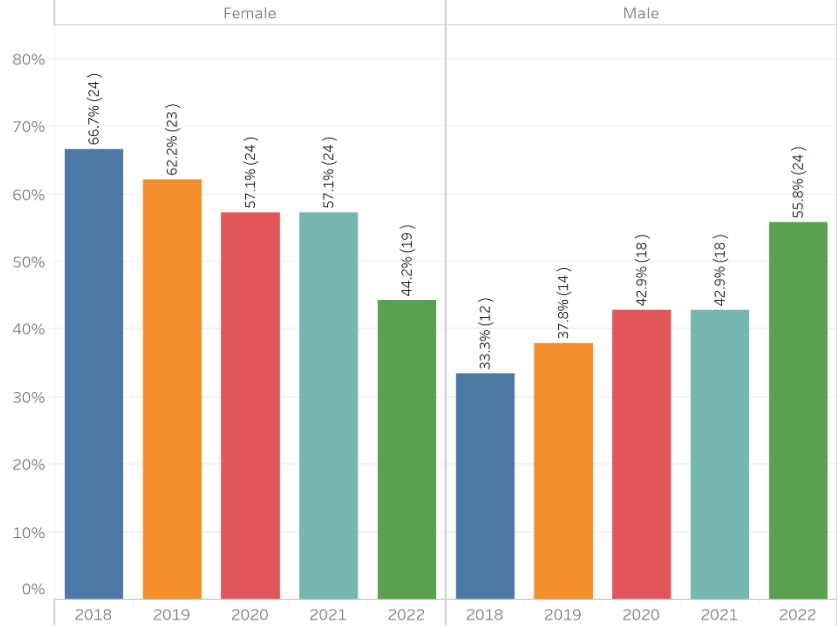
GRAPH 2.11 Analysis of FRESNO CITY COLLEGE’S MANAGEMENT WORKFORCE Levels

Fresno City College management employee demographics show a decreasing trend in the percentage of management identifying as White/ Non-Hispanic. There is an increasing trend in the percentage for management identifying as African-American and Hispanic.



GRAPH 2.12

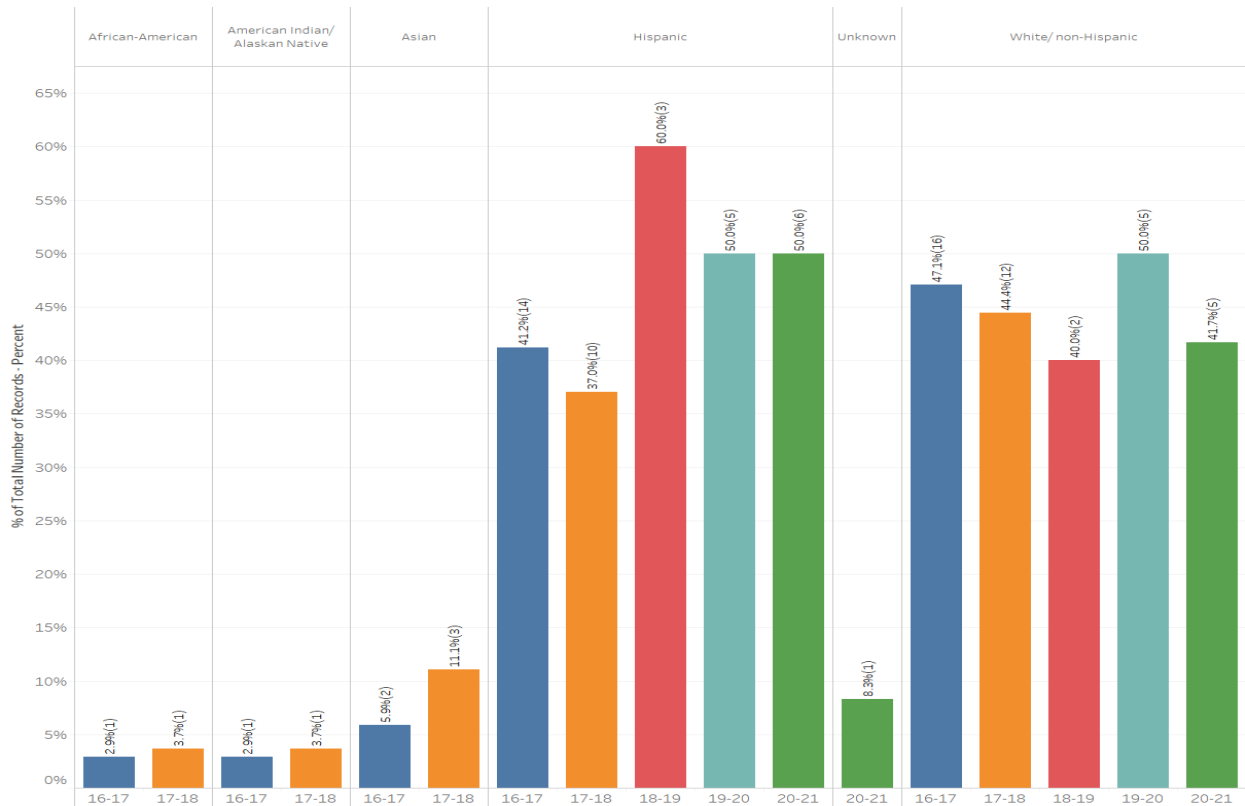
There is a declining trend in the percentage of management identifying as female and in 2022 the percentage of management identifying as male was higher than female. In 2022, were no workforce management that identified as non-binary.



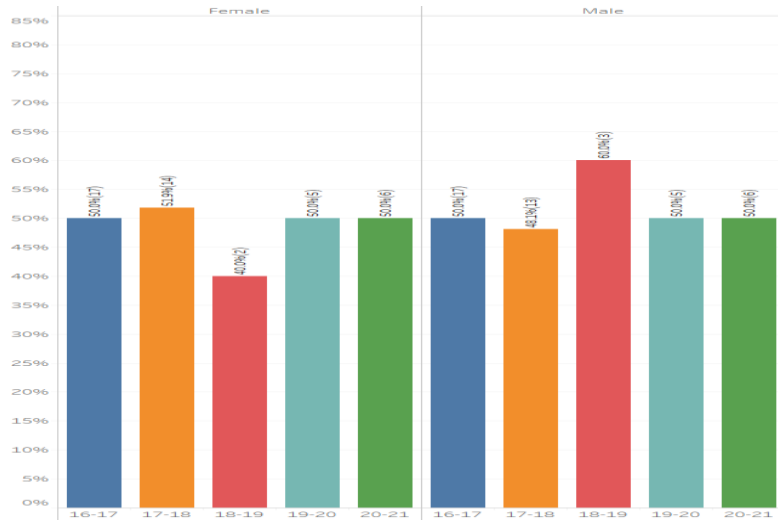
Analysis of Data – REEDLEY COLLEGE

GRAPH 3.1 Analysis of REEDLEY COLLEGE’S CLASSIFIED STAFF NEW HIRE Data

The demographics of Reedley College’s Classified Staff New Hire data fluctuates greatly over the five-year period as the data sets are very small, however the majority of the new hires identify as Hispanic or White/Non-Hispanic.

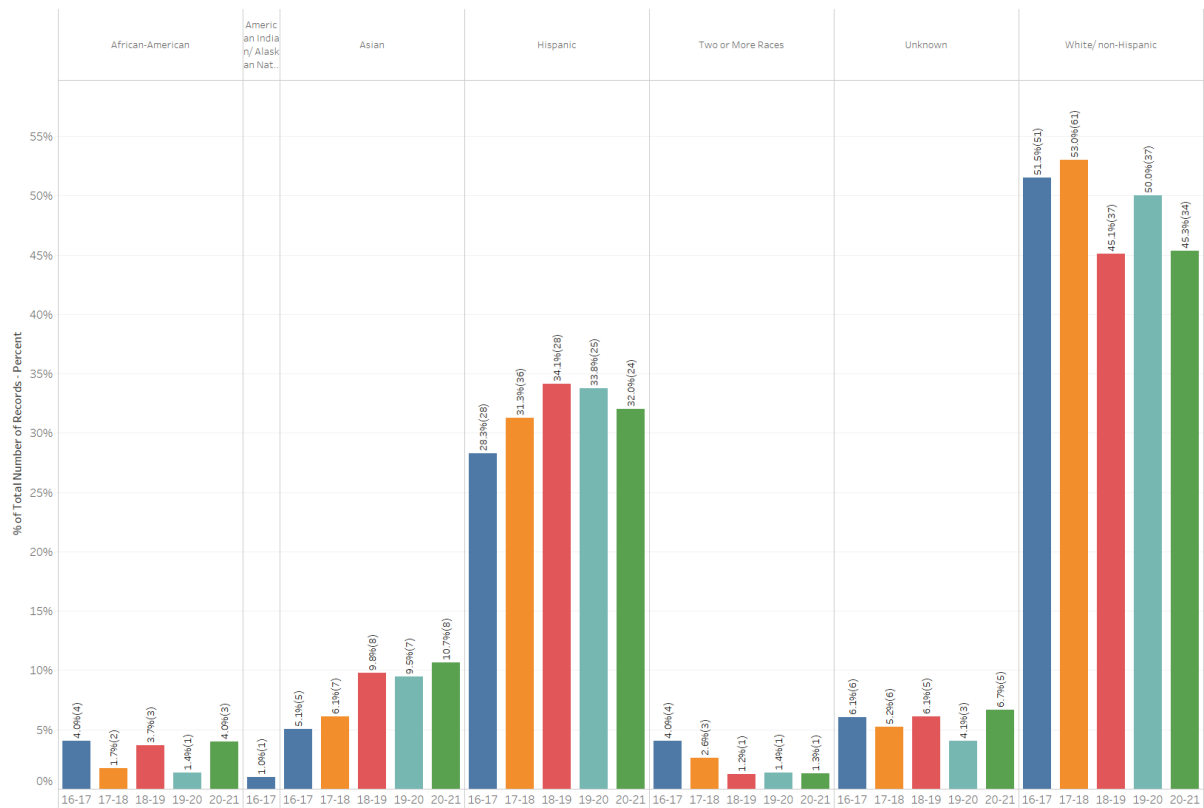


GRAPH 3.2 Classified new hires are balanced between female and male.

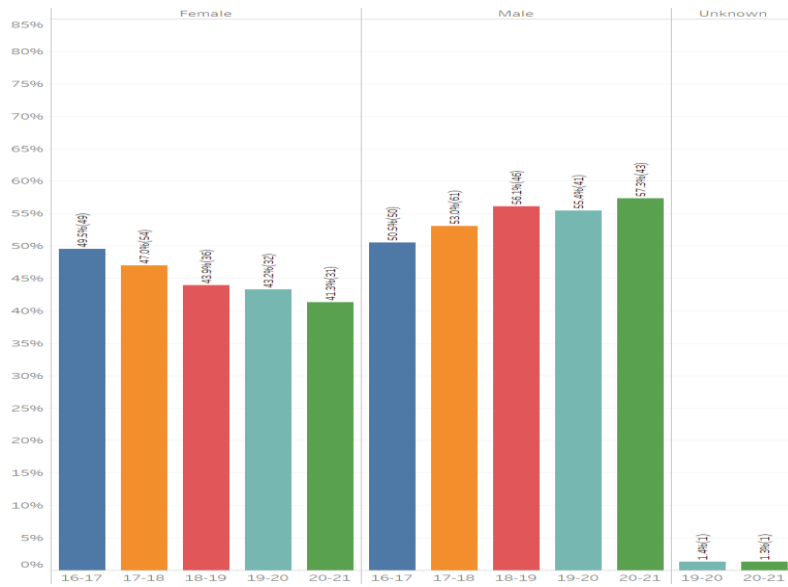


GRAPH 3.3 Analysis of REEDLEY COLLEGE’S FACULTY NEW HIRE Data

After seeing an increasing trend in faculty new hires identifying as Hispanic through 2019-2020, there has been a slight decline. Hispanic and White/Non-Hispanic continue to be majority of the faculty new hires.



GRAPH 3.4 There is a slightly increasing trend in faculty new hires identifying as male and decrease of female.

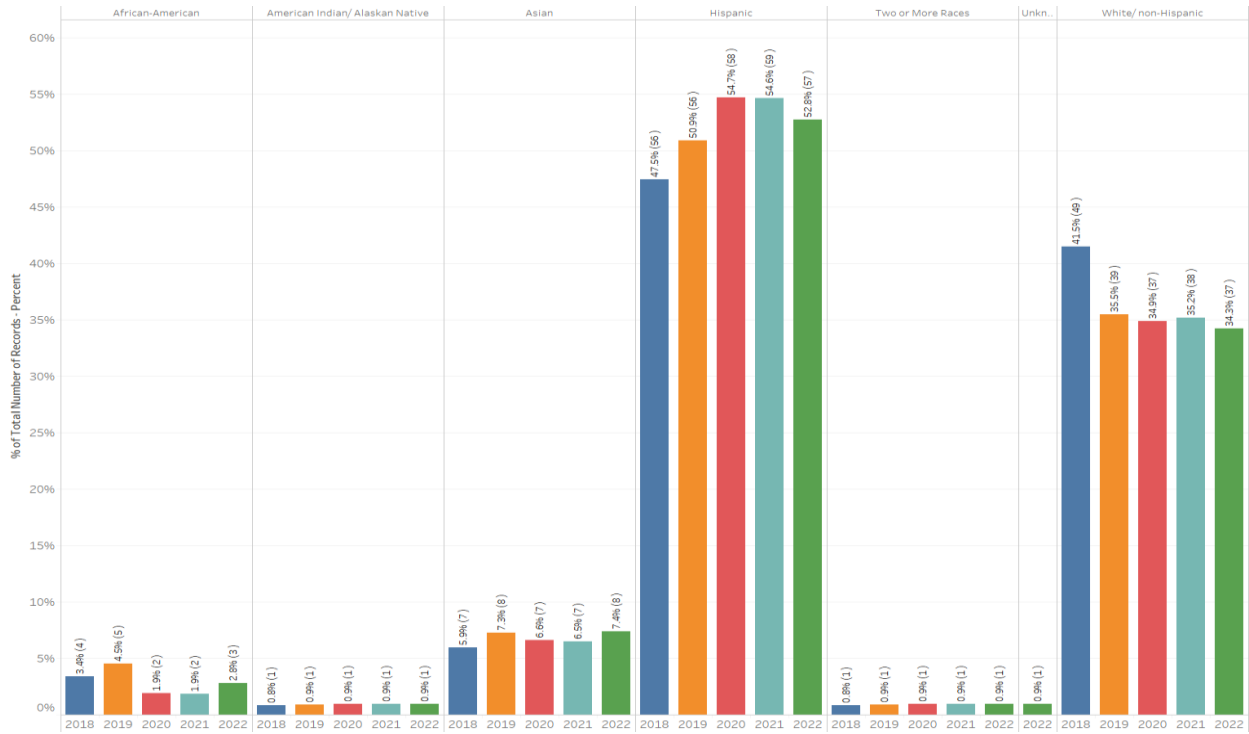


GRAPH 3.5/3.6 Analysis of REEDLEY COLLEGE’S MANAGEMENT NEW HIRE Data

The demographics of Reedley College’s Management New Hire data continues to be so small that it is impossible to display the data without revealing the identity of individual persons. With data sets that represent fewer than five (5) individuals, the information will not be displayed.

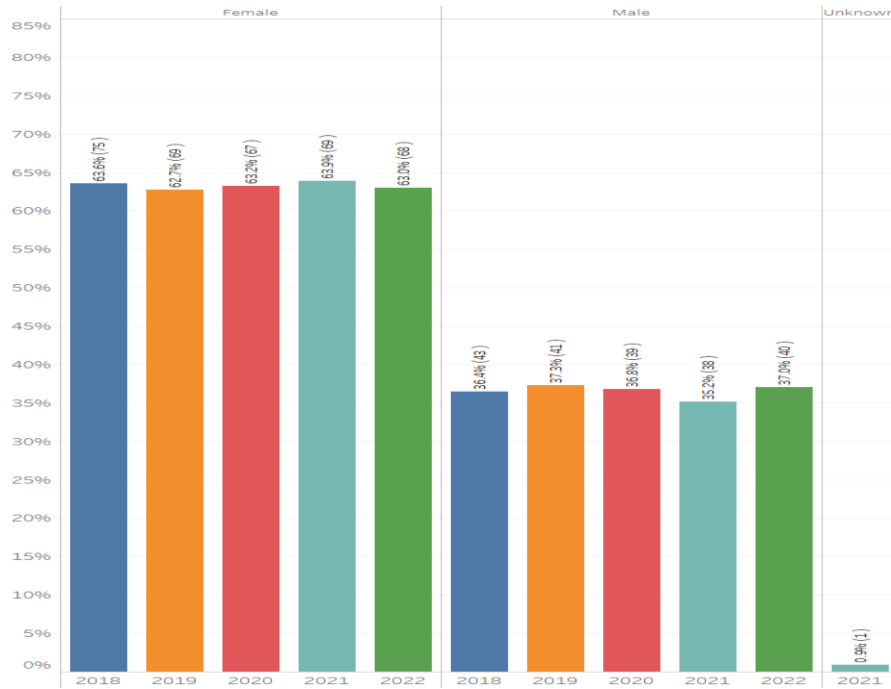
GRAPH 3.7 Analysis of REEDLEY COLLEGE’S CLASSIFIED WORKFORCE Levels

The demographics of Reedley College’s Classified workforce is shown in the chart below. Employees identifying as Asian continues to show an increasing trend over the entire analyzed period. Those identifying as Hispanic have decreased slightly the last two years. Employees identifying as White/Non-Hispanic shows a slight decreasing trend.



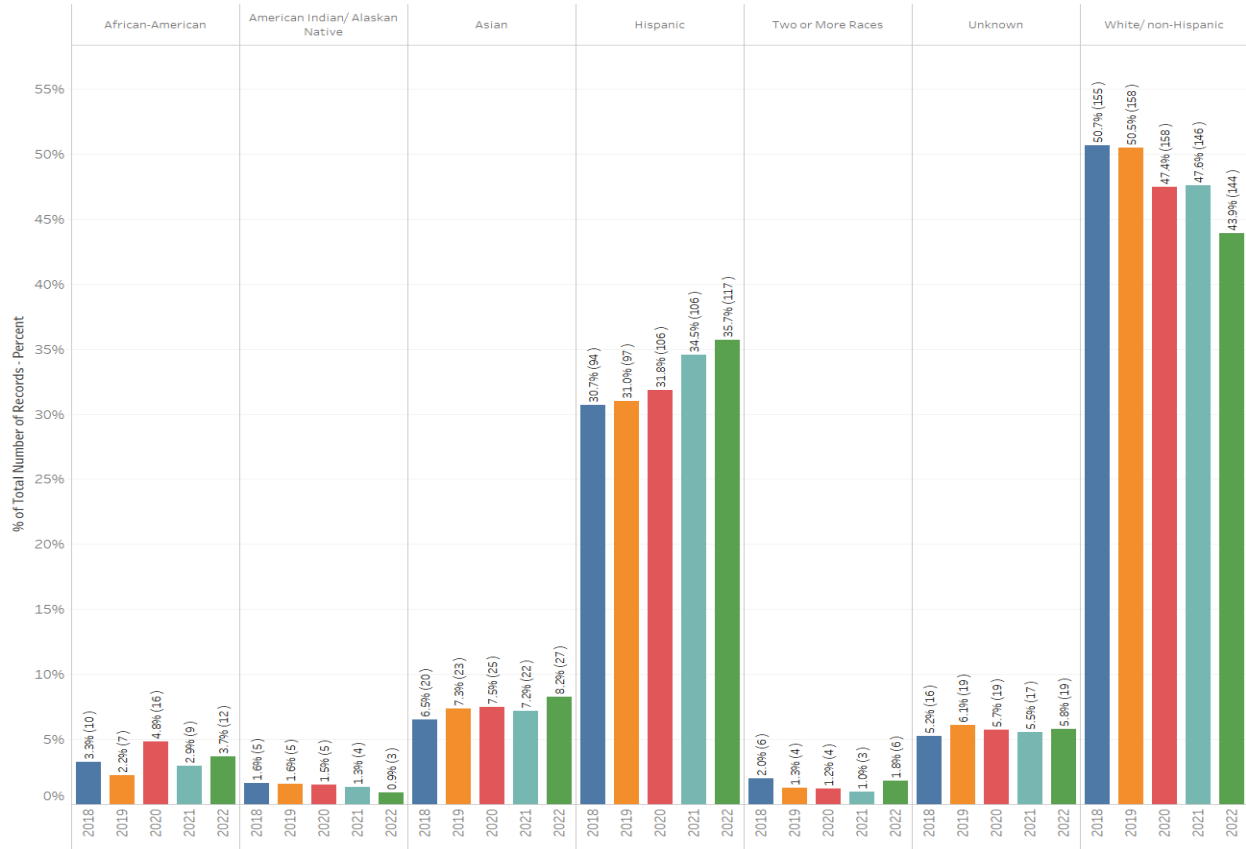
GRAPH 3.8

The gender distribution for this group has remained consistent. Females currently dominate the population at 63% and males at 37%.



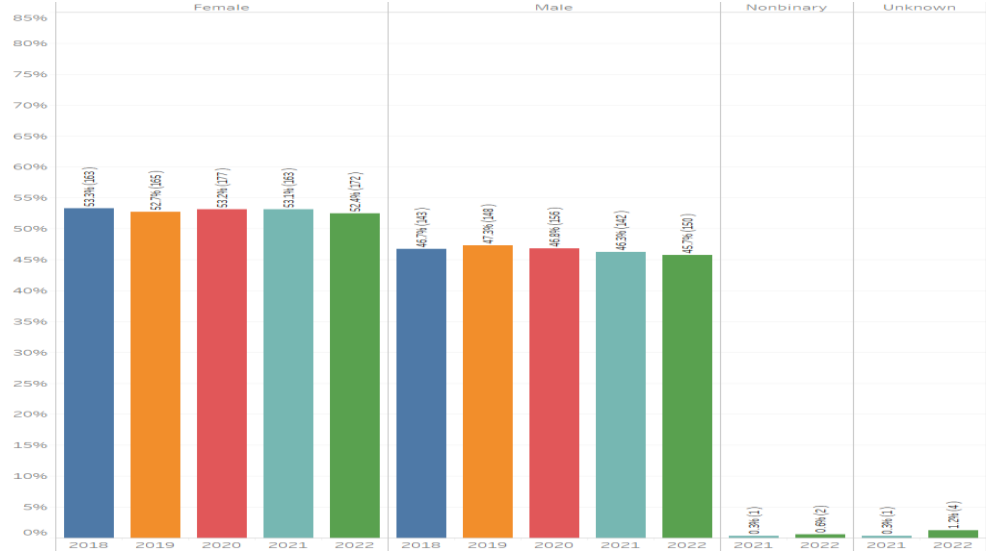
GRAPH 3.9 Analysis of REEDLEY COLLEGE’S FACULTY WORKFORCE Levels

The demographics of Reedley College’s Faculty workforce has seen a decreasing trend in the White/Non-Hispanic group and a notable increasing trend in the Hispanic group.



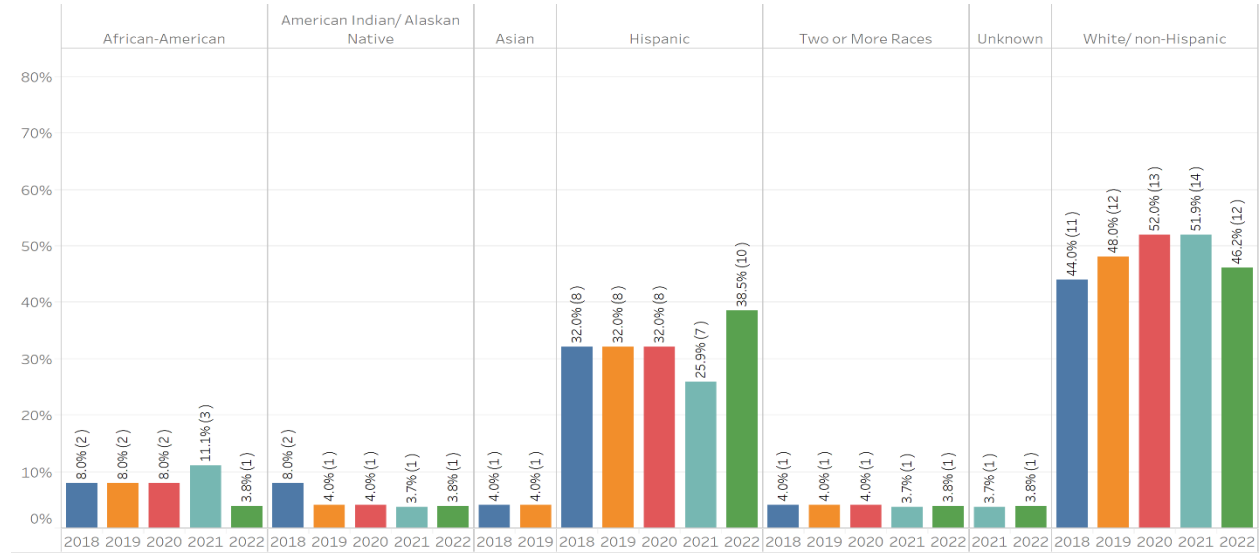
GRAPH 3.10

The gender distribution for Reedley College’s Faculty workforce has remained consistent, female holding at 52%.



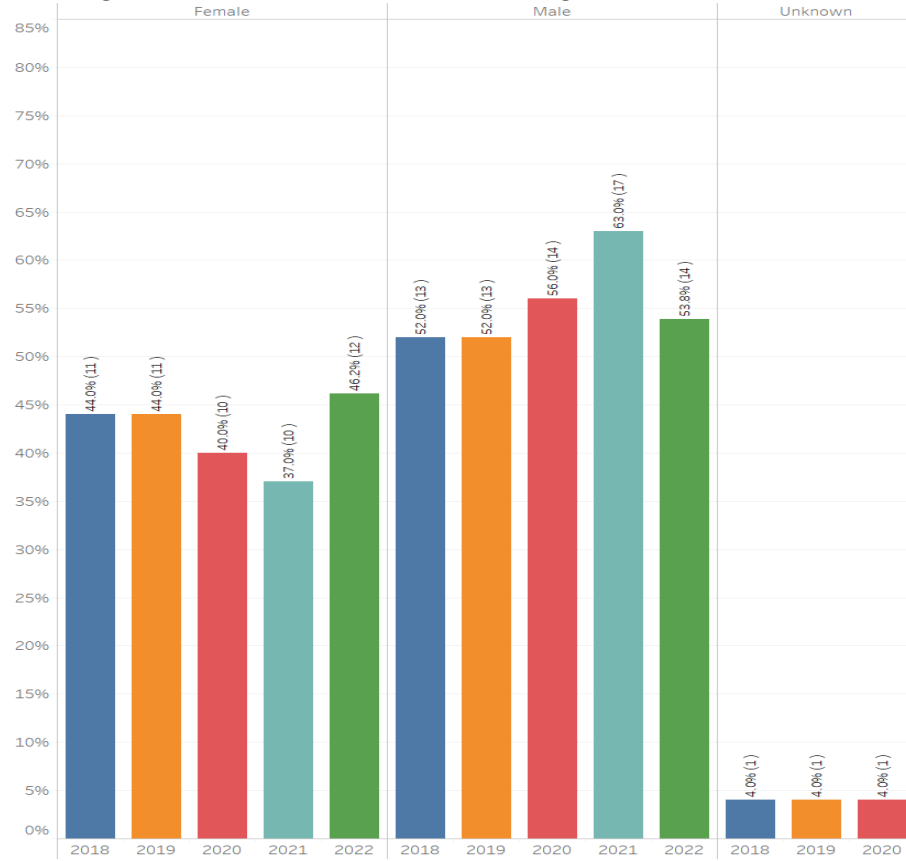
GRAPH 3.11 Analysis of REEDLEY COLLEGE'S MANAGEMENT WORKFORCE Levels

Reedley College's Management workforce has shown a very slightly increasing trend in employees identifying as Hispanic over the analyzed period.



GRAPH 3.12

The gender distribution is trending more male over the last five years.



Analysis of Data – CLOVIS COMMUNITY COLLEGE

GRAPH 4.1/4.2 Analysis of CLOVIS COMMUNITY COLLEGE’S CLASSIFIED STAFF NEW HIRE Data

At times, the demographics of Clovis Community College’s Classified Staff New Hire data has contained a data set of fewer than five (5) individuals. Since it is impossible to display that data without revealing the identity of individual persons, the information will not be displayed.

GRAPH 4.3/4.4 Analysis of CLOVIS COMMUNITY COLLEGE’S FACULTY NEW HIRE Data

** New hire faculty data does NOT include transfers, change of assignments, or those hired into full-time temporary positions.*

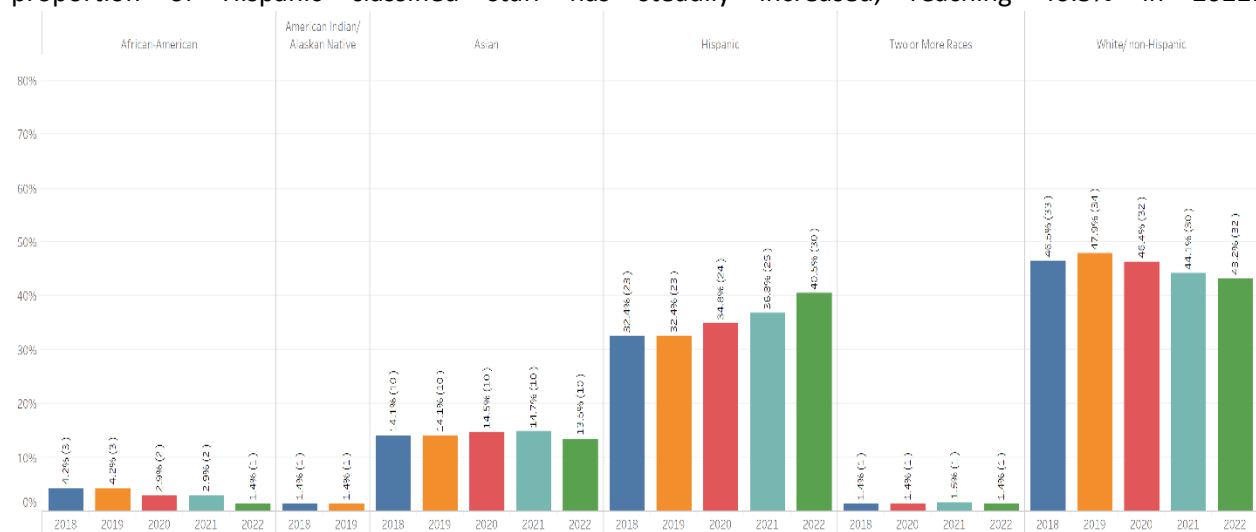
Over the analyzed period, some of the data sets for academic faculty new hires at Clovis Community College has contained fewer than five (5) individuals. Since it is impossible to display that data without revealing the identity of individual persons, the information will not be displayed.

GRAPH 4.5/4.6 Analysis of CLOVIS COMMUNITY COLLEGE’S MANAGEMENT NEW HIRE Data

The demographics of Clovis Community College’s Management New Hire data is so small that it is impossible to display the data without revealing the identity of individual persons. With data sets that represent fewer than five (5) individuals, the information will not be displayed.

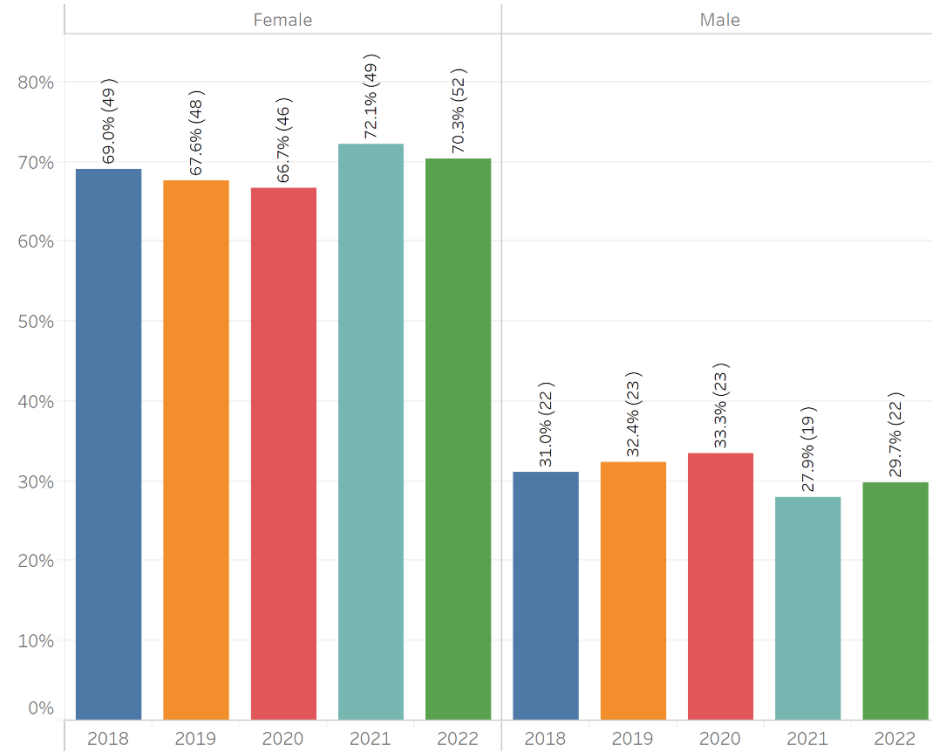
GRAPH 4.7 Analysis of CLOVIS COMMUNITY COLLEGE’S CLASSIFIED WORKFORCE Levels

The data shown below illustrates the demographics of the classified staff workforce at Clovis Community College. The White/Non-Hispanic group continues to show a slowly decreasing trend since 2019, and the proportion of Hispanic classified staff has steadily increased, reaching 40.5% in 2022.



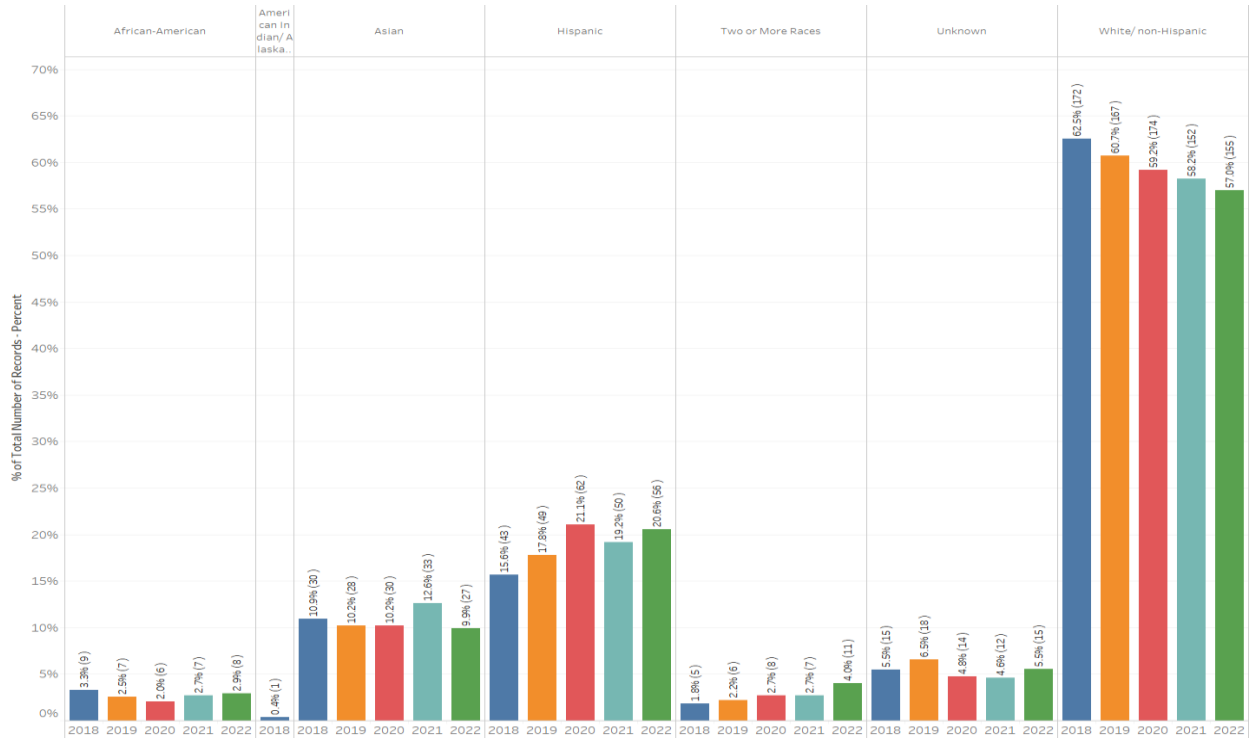
GRAPH 4.8

The chart below shows the gender breakdown of the classified workforce at Clovis Community College, which remains predominantly female.



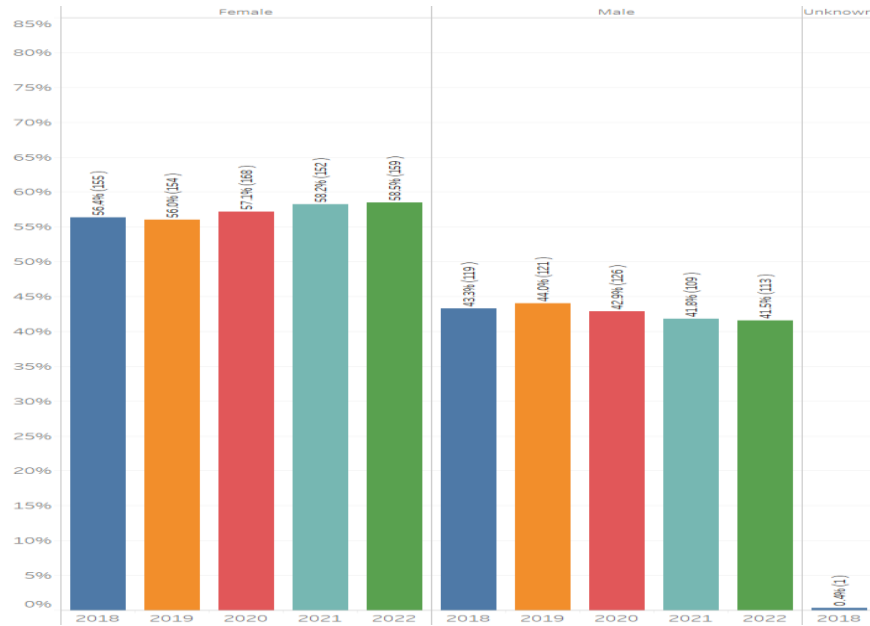
GRAPH 4.9 Analysis of CLOVIS COMMUNITY COLLEGE’S FACULTY WORKFORCE Levels

The faculty workforce at Clovis Community College has seen increases in those who identify as Multi-Racial, and steady decreases in those identify as White/Non-Hispanic during the analyzed period.



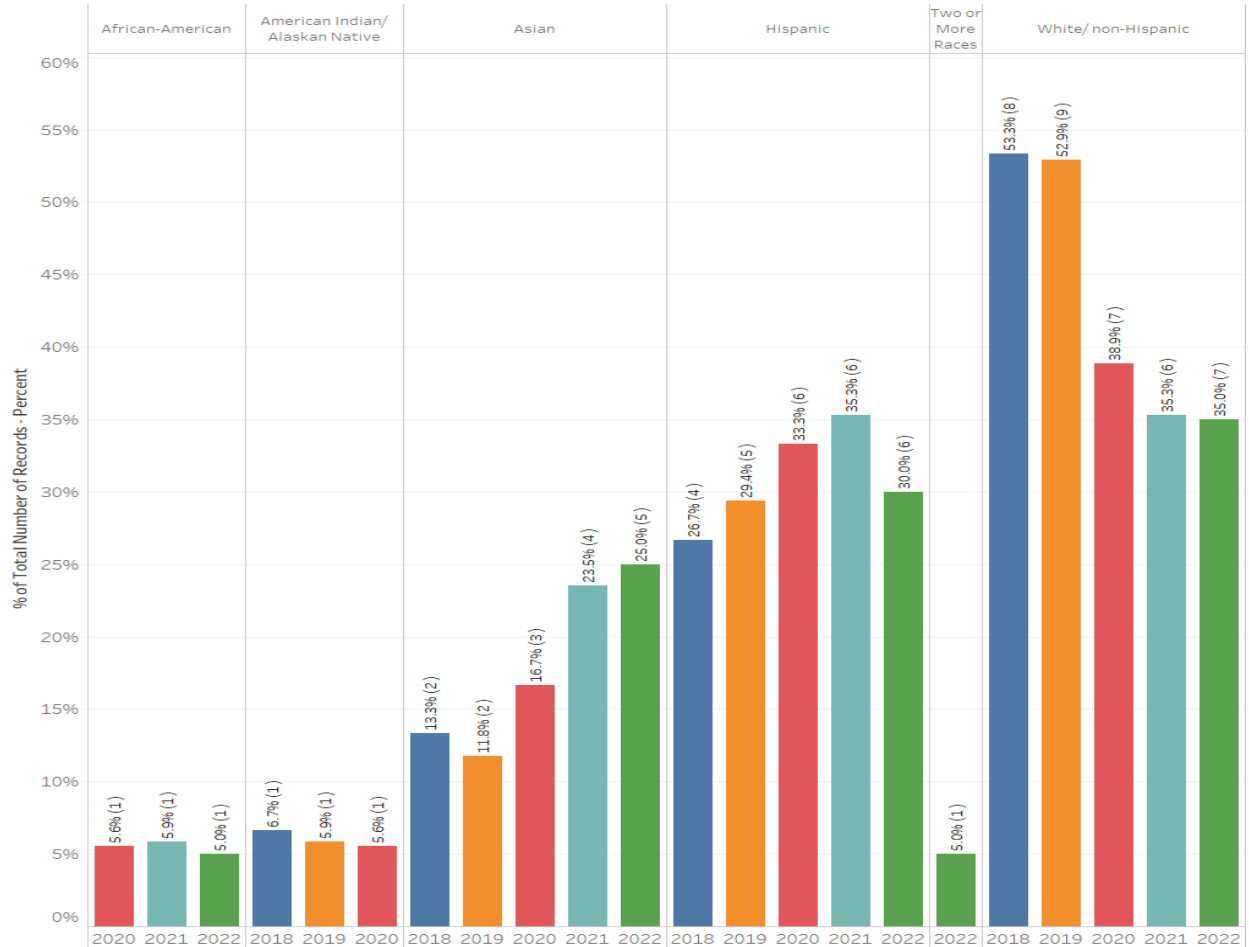
GRAPH 4.10

The gender distribution trend for Clovis Community College academic faculty employees has remained fairly consistent over the analyzed period as the population of faculty remains more female than male by an approximately 3 to 2 margin.



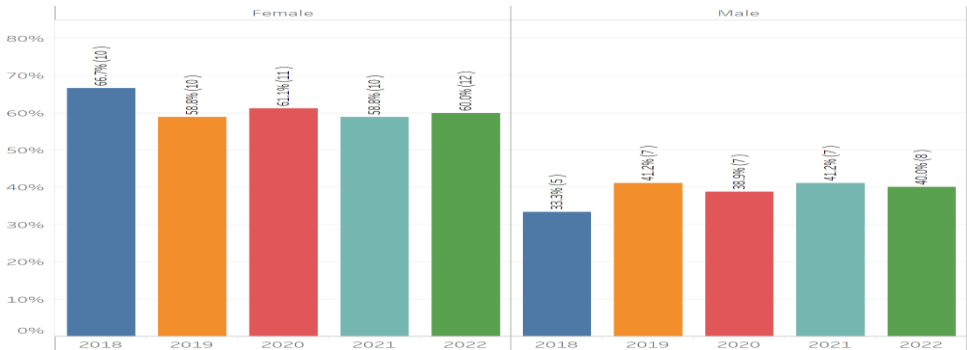
GRAPH 4.11 Analysis of CLOVIS COMMUNITY COLLEGE'S MANAGEMENT WORKFORCE Levels

Each individual in this group represents 5% of the overall total. Therefore, changes made to any one or two individuals will noticeably alter the percentages reported. The management workforce at Clovis Community College has been increasing in overall diversity throughout the five-year period analyzed. The White/Non-Hispanic population is demonstrating a decreasing trend and the Hispanic group had steadily increased before showing a slight decrease in 2022. Additionally, the Asian group has steadily increased in recent years.



GRAPH 4.12

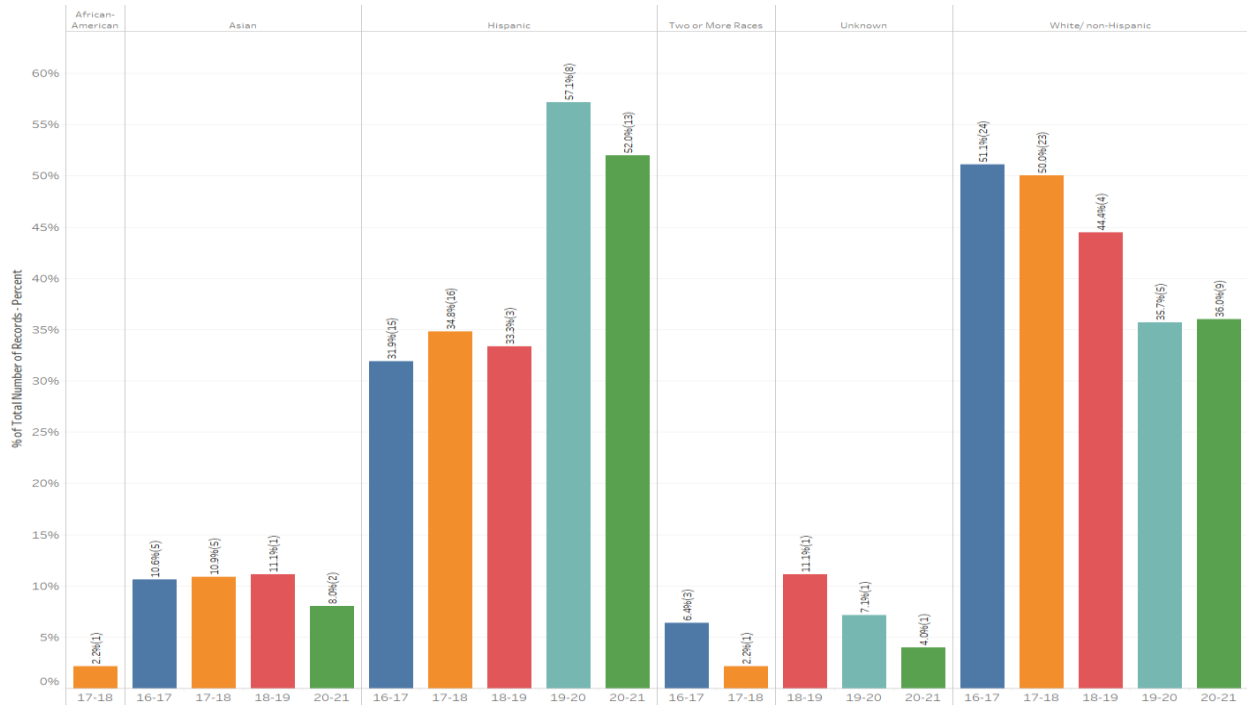
The gender demographic remains slightly more female than male.



Analysis of Data – DISTRICT OFFICE

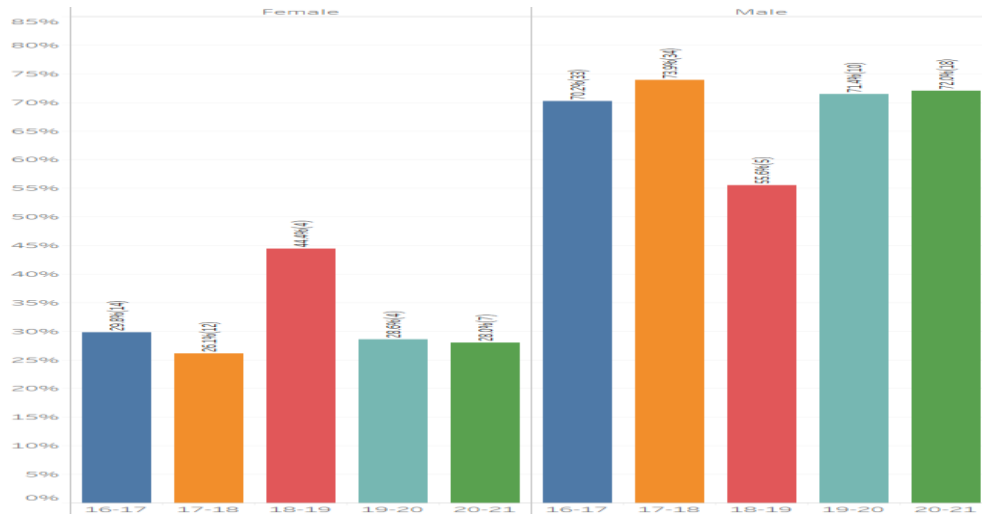
GRAPH 5.1 Analysis of DISTRICT OFFICE’S CLASSIFIED STAFF NEW HIRE Data

The new hire data for classified staff at the District Office is a small number and most populations have fluctuated over the past five years, with growth in the Hispanic group and a decreasing trend in the White/Non-Hispanic group during the period analyzed and a decrease in the Asian group in only the last year.



GRAPH 5.2

Five-year trends show more than twice the new hires identifying as male than female, with females constituting only 28% of new DO hires over the past two years.



Analysis of DISTRICT OFFICE’S ACADEMIC FACULTY New Hire Data

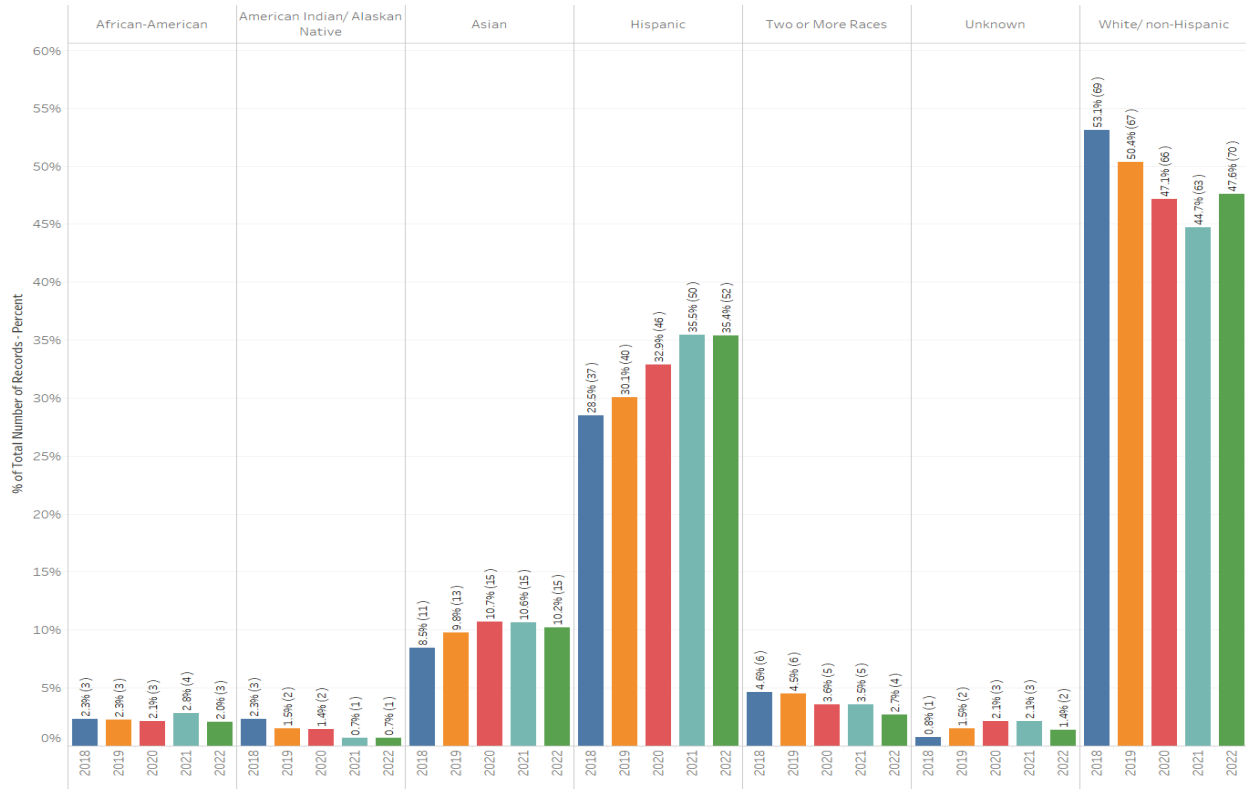
There were no academic faculty new hires recorded for the District Office within the past five-year period.

GRAPH 5.3/5.4 Analysis of DISTRICT OFFICE’S MANAGEMENT NEW HIRE Data

The demographics of District Office’s Management New Hire data are so small when disaggregated that it is impossible to display the data without revealing the identity of individual persons. With data sets that represent fewer than five (5) individuals, the information will not be displayed.

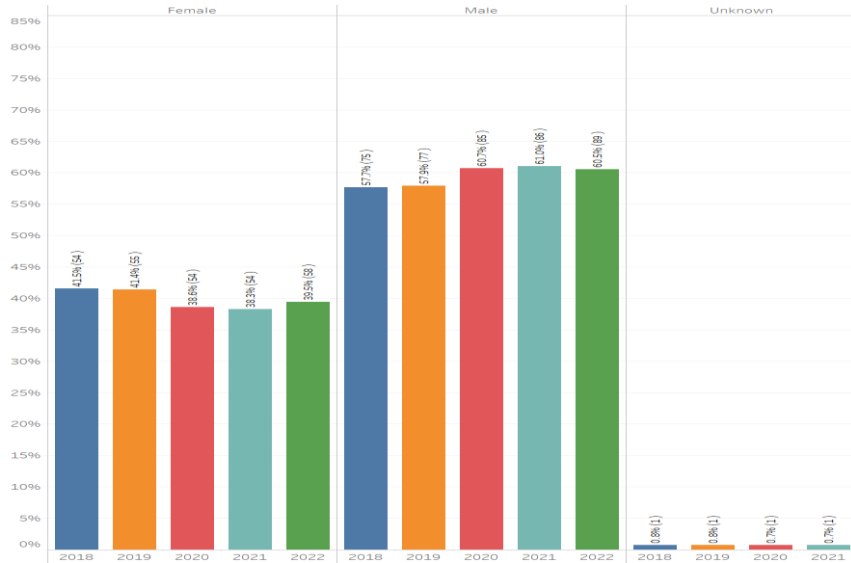
GRAPH 5.5 Analysis of DISTRICT OFFICE’S CLASSIFIED STAFF WORKFORCE Levels

As illustrated in the table below, the District Office’s classified staff workforce shows an overall decreasing trend in the White/Non-Hispanic, American Indian/Alaskan Native, and Multi-ethnic populations, with little change in African American populations Five-year trends are increasing for new hires who identify as Hispanic.



GRAPH 5.6

The gap in gender distribution for the District Office’s classified employees has remained fairly consistent for the past five years. Males continue to hold the majority of the population at 60.5%.

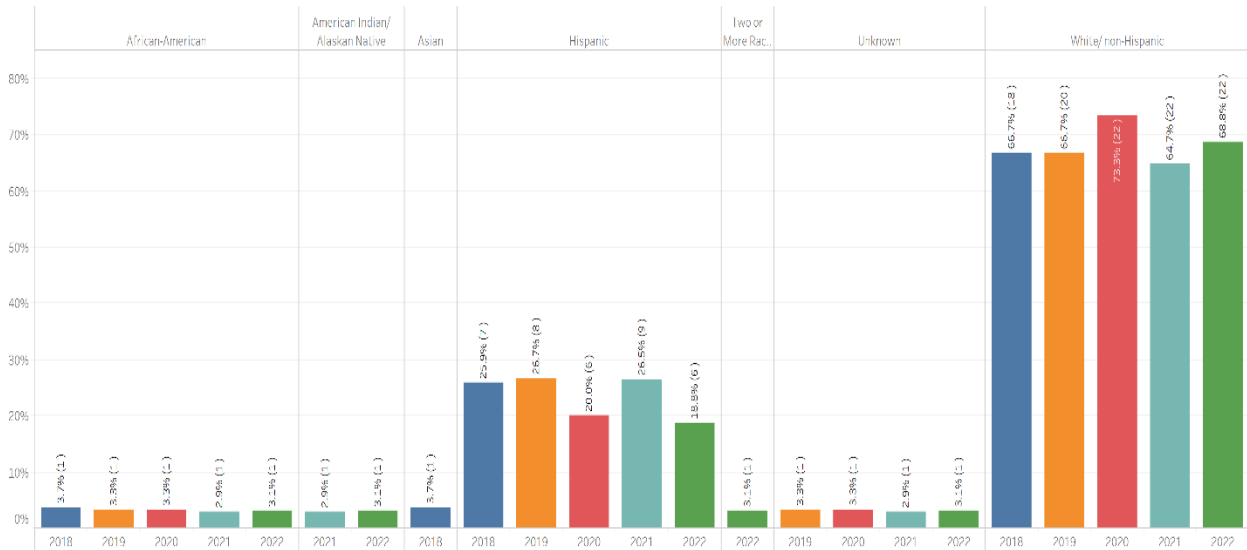


GRAPH 5.7/5.8 Analysis of DISTRICT OFFICE’S FACULTY WORKFORCE Levels

The demographics of District Office’s Academic Workforce data are so small when disaggregated that it is impossible to display the data without revealing the identity of individual persons. With data sets that represent fewer than five (5) individuals, the information will not be displayed.

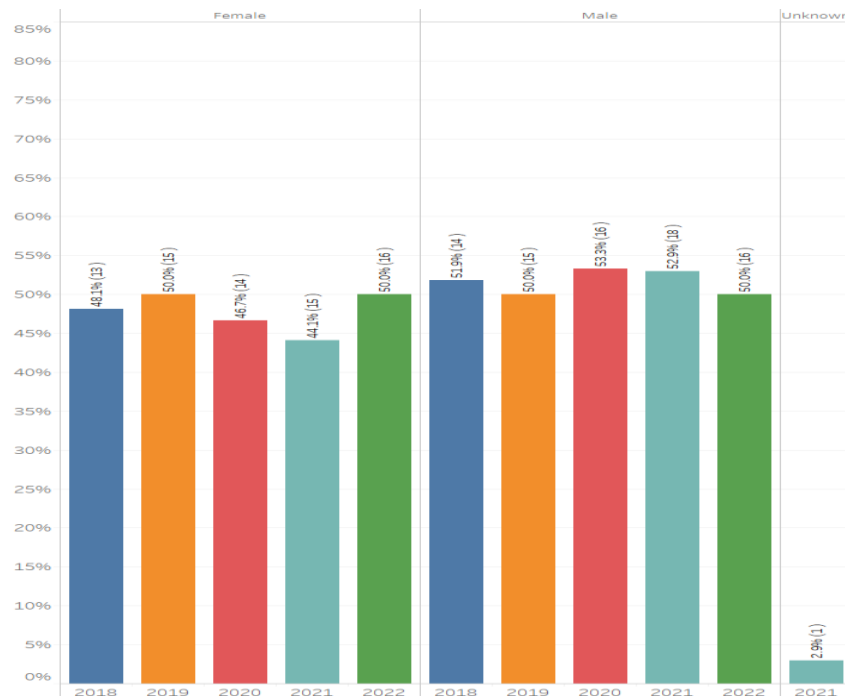
GRAPH 5.9 Analysis of DISTRICT OFFICE’S MANAGEMENT WORKFORCE Levels

The District’s management workforce is predominately White/Non-Hispanic, with the second most represented group in managers who identify as Hispanic. Both groups show fluctuation over the period analyzed, without a clear directional change.



GRAPH 5.10

The gender distribution for this group continues to be fairly consistent, with a 50/50 share of Males and Females in the management population. In 2022, none of the DO staff identified as non-binary.



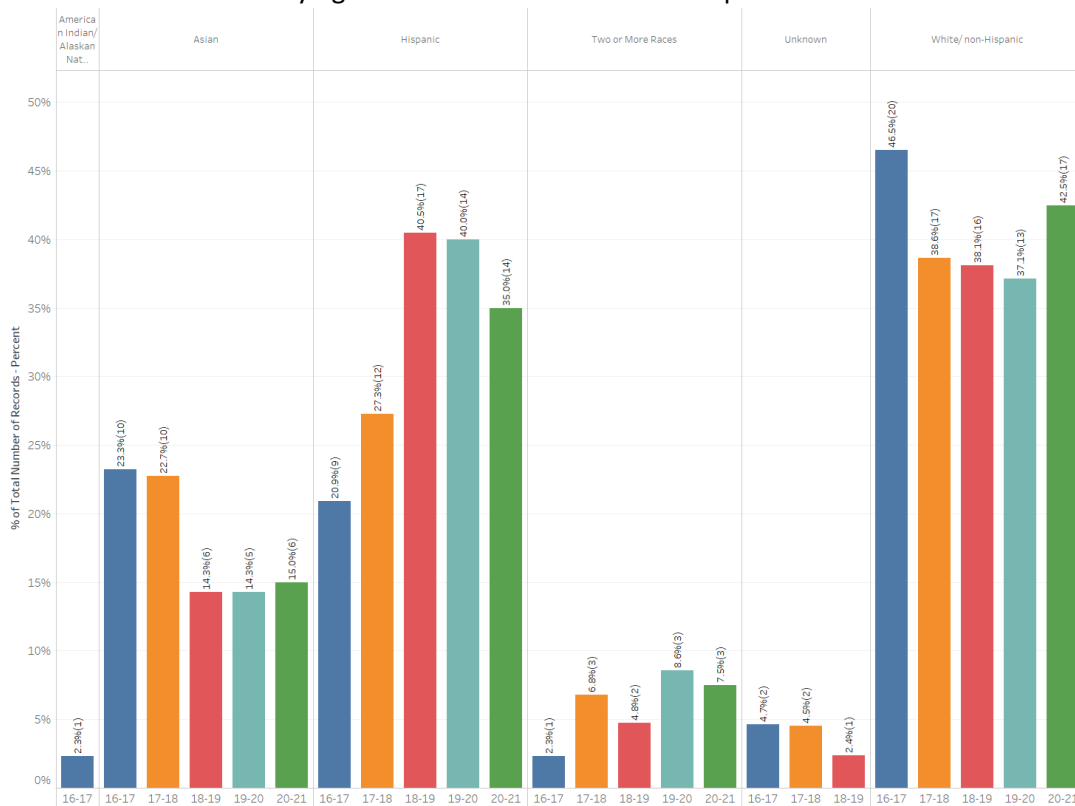
Analysis of Data – MADERA COMMUNITY COLLEGE

GRAPH 6.1/6.2 Analysis of MCC CLASSIFIED STAFF NEW HIRE Data

At times, the demographics of MCC Classified Staff New Hire data has contained a data set of fewer than five (5) individuals. Since it is impossible to display that data without revealing the identity of individual persons, the information will not be displayed.

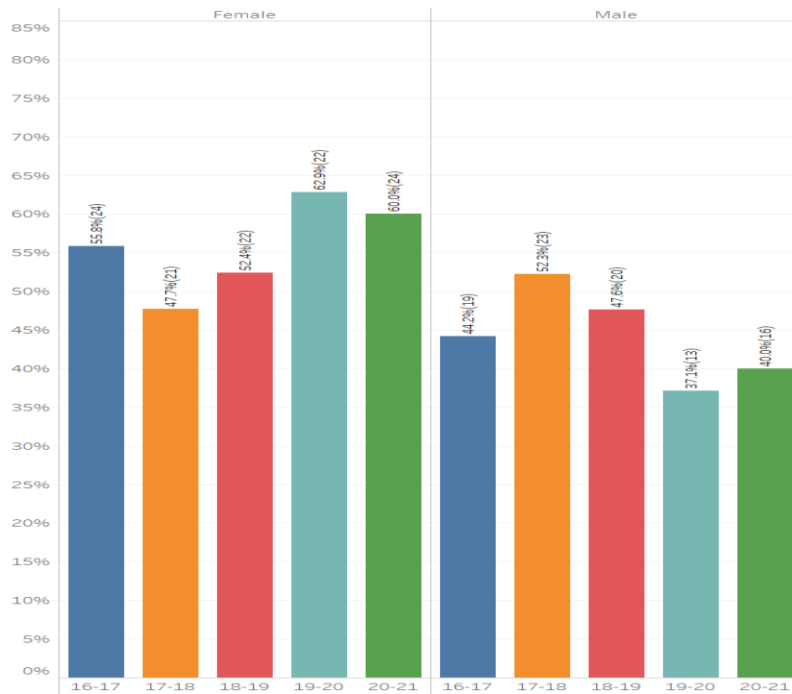
GRAPH 6.3 Analysis of MCC FACULTY NEW HIRE Data

White/non-Hispanic faculty continues to be the largest new hire percentage, but the trend in faculty new hires is increasing.



GRAPH 6.4

The female group is slightly higher than the male group.

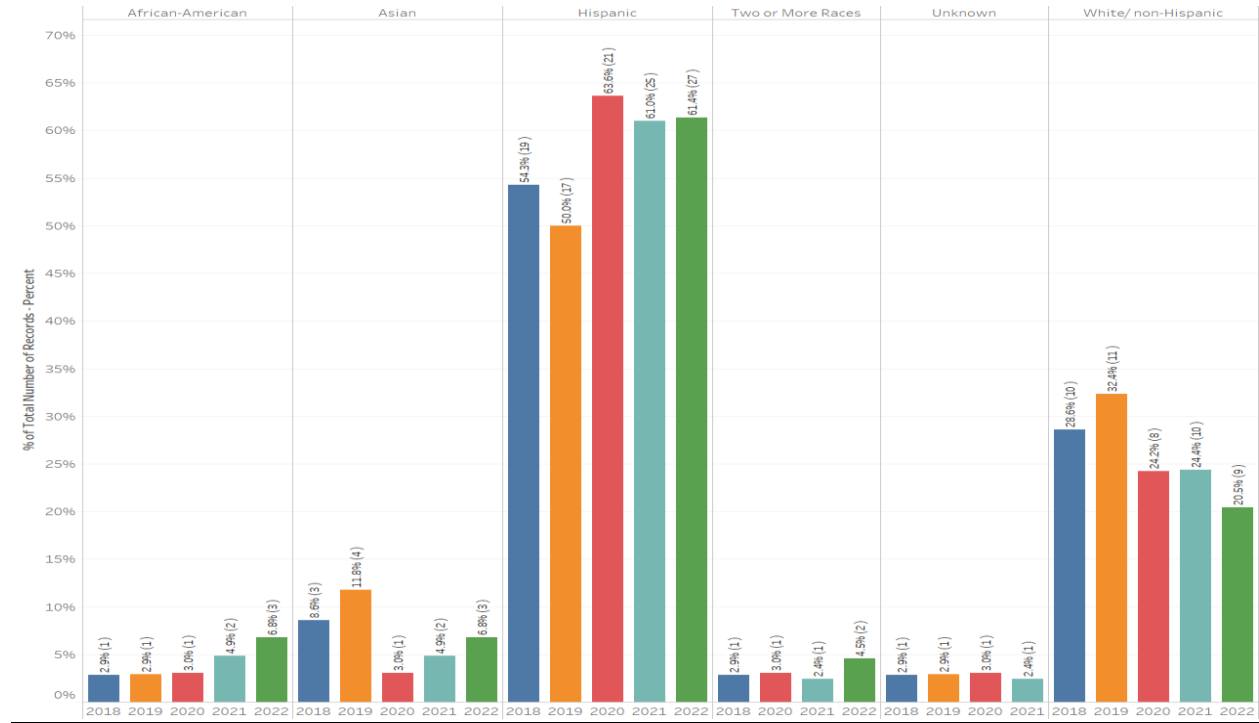


GRAPH 6.5/6.6 Analysis of MCC MANAGEMENT NEW HIRE Data

The demographics of MCCC and OCCC's Management New Hire data is so small that it is impossible to display the data without revealing the identity of individual persons. With data sets that represent fewer than five (5) individuals, the information will not be displayed.

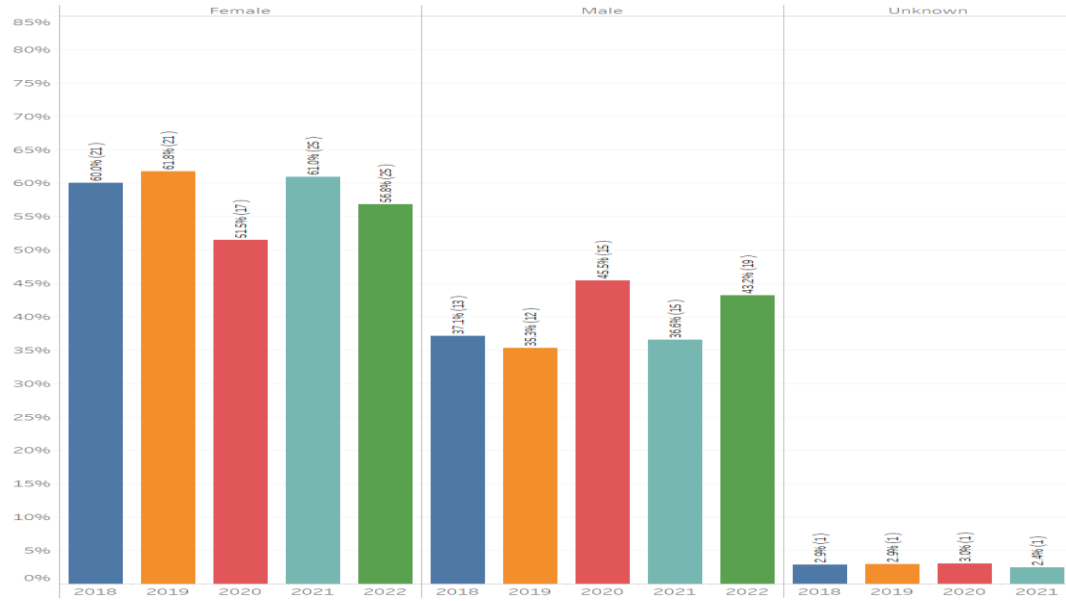
GRAPH 6.7 Analysis of MCC CLASSIFIED WORKFORCE Levels

The classified workforce of MCC is increasingly diversified over the five-year period analyzed. The Hispanic group has demonstrated an increasing trend and the White/Non-Hispanic group is experiencing a consistent decreasing trend.



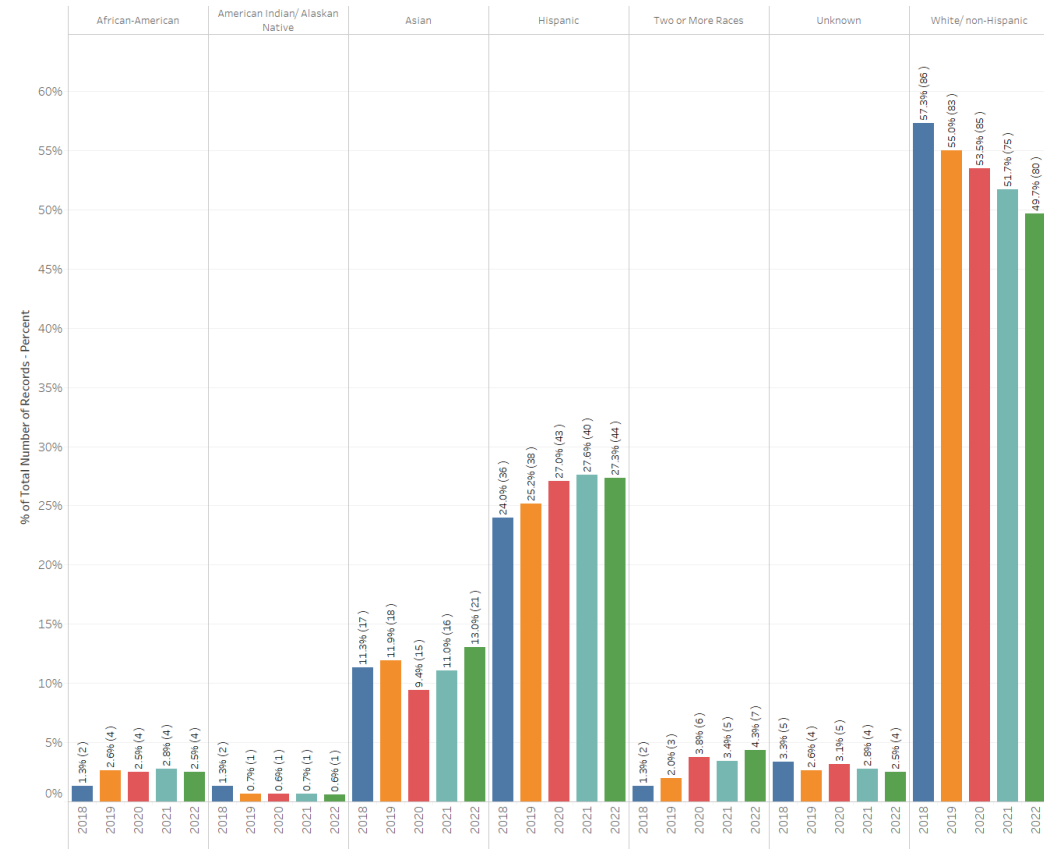
GRAPH 6.8

The gender distribution over the period from 2018- 2022 remains fairly consistent and predominantly female.



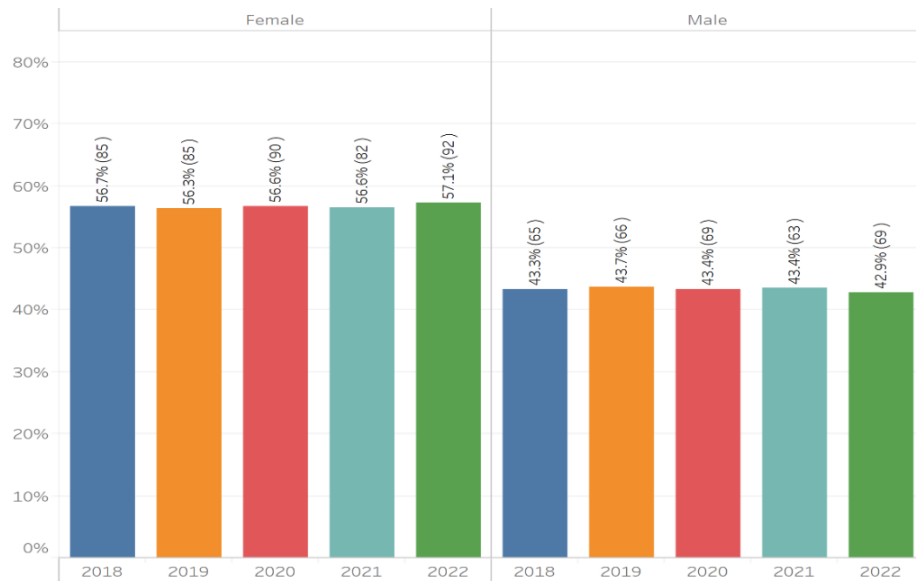
GRAPH 6.9 Analysis of MCC FACULTY WORKFORCE Levels

The demographic trends for the academic faculty workforce at MCC have remained consistent over the period analyzed. The Multi-Racial and Hispanic groups continue to demonstrate an increasing trend and the White/Non-Hispanic group has recognized a consistent decreasing trend since 2018.



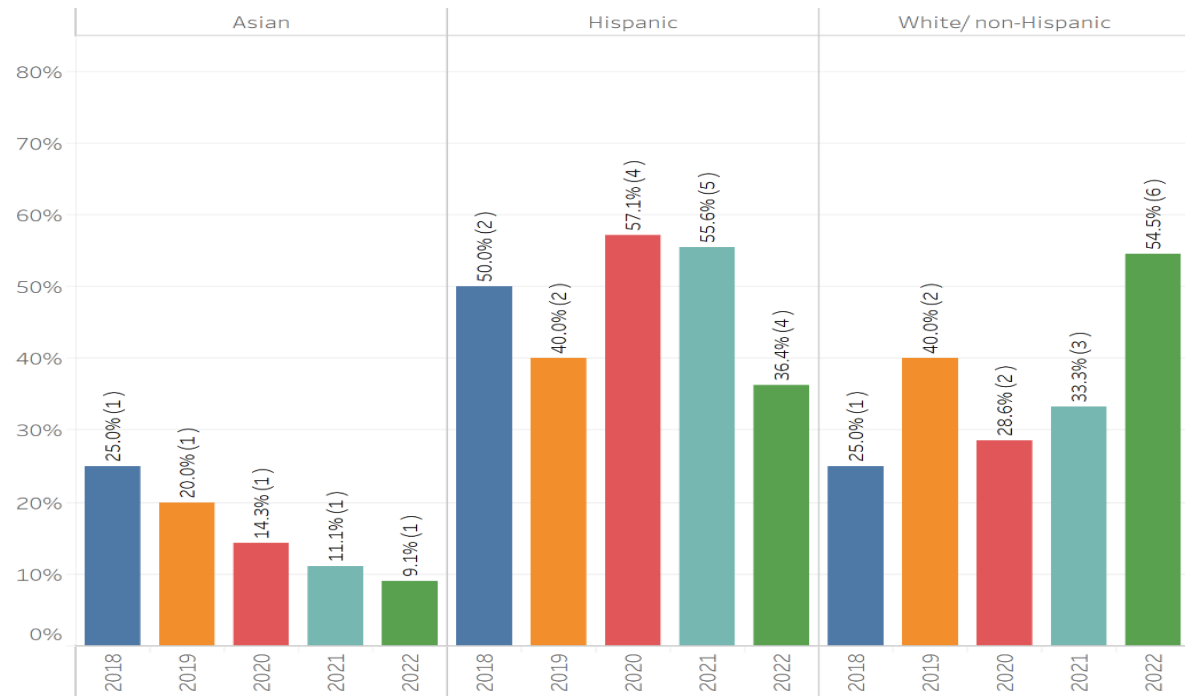
GRAPH 6.10

The gender distribution has been consistent and slightly more female since 2018.



GRAPH 6.11 Analysis of MCC MANAGEMENT WORKFORCE Levels

Each individual in this group represents 9% of the total. Therefore, changes made to any one or two individuals will alter the percentages reported. The management workforce at MCC has fluctuated throughout the five-year period analyzed.



GRAPH 6.12

The gender is more female than male in 2019 through 2022.

