

# GCCCD Diversity & Demographics

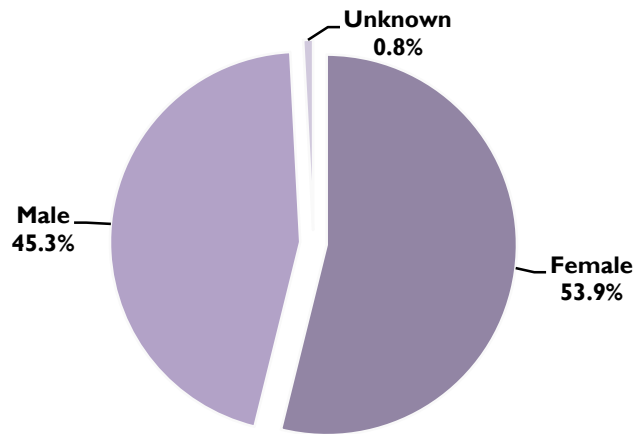
Presentation to the Board of Trustees

Grossmont-Cuyamaca Community College District

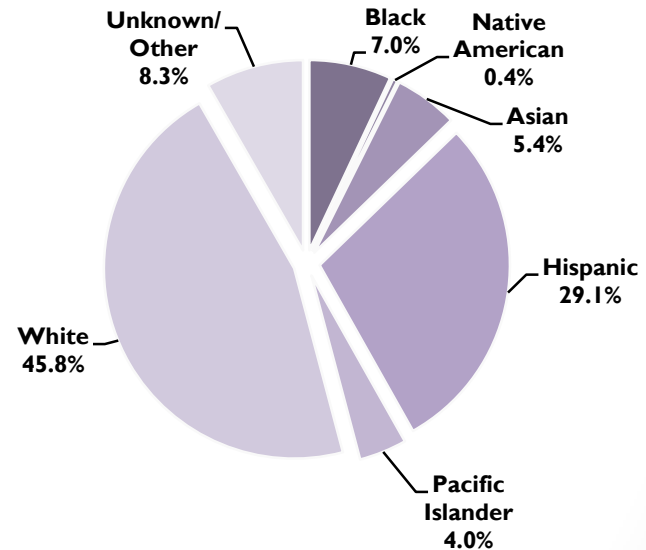
July 23, 2013

# GCCCD Student Profile, 2012-13

## Student Profile by Gender



## Student Profile by Ethnicity



# GCCCD Student Profile, 2012-13

<b>Race and Ethnicity Comparison, 2012-13</b>				
<b>Race/Ethnicity</b>	<b>Cuyamaca Students</b>	<b>Grossmont Students</b>	<b>GCCCD Boundary (18+)</b>	<b>San Diego County (18+)</b>
<b>Asian</b>	4.3%	6.0%	<b>4.6%</b>	<b>11.4%</b>
<b>Black</b>	6.6%	7.2%	<b>5.3%</b>	<b>4.4%</b>
<b>Hispanic</b>	28.5%	29.4%	<b>23.0%</b>	<b>29.0%</b>
<b>Native American</b>	0.4%	0.4%	<b>0.7%</b>	<b>0.5%</b>
<b>Pacific Islander</b>	3.2%	4.5%	<b>0.5%</b>	<b>0.5%</b>
<b>White</b>	48.5%	44.4%	<b>62.8%</b>	<b>51.7%</b>
<b>Unknown/ Other</b>	8.5%	8.2%	<b>3.0%</b>	<b>2.5%</b>
<b>N</b>	12,631	23,138		

# GCCCD Student Profile, 2012-13

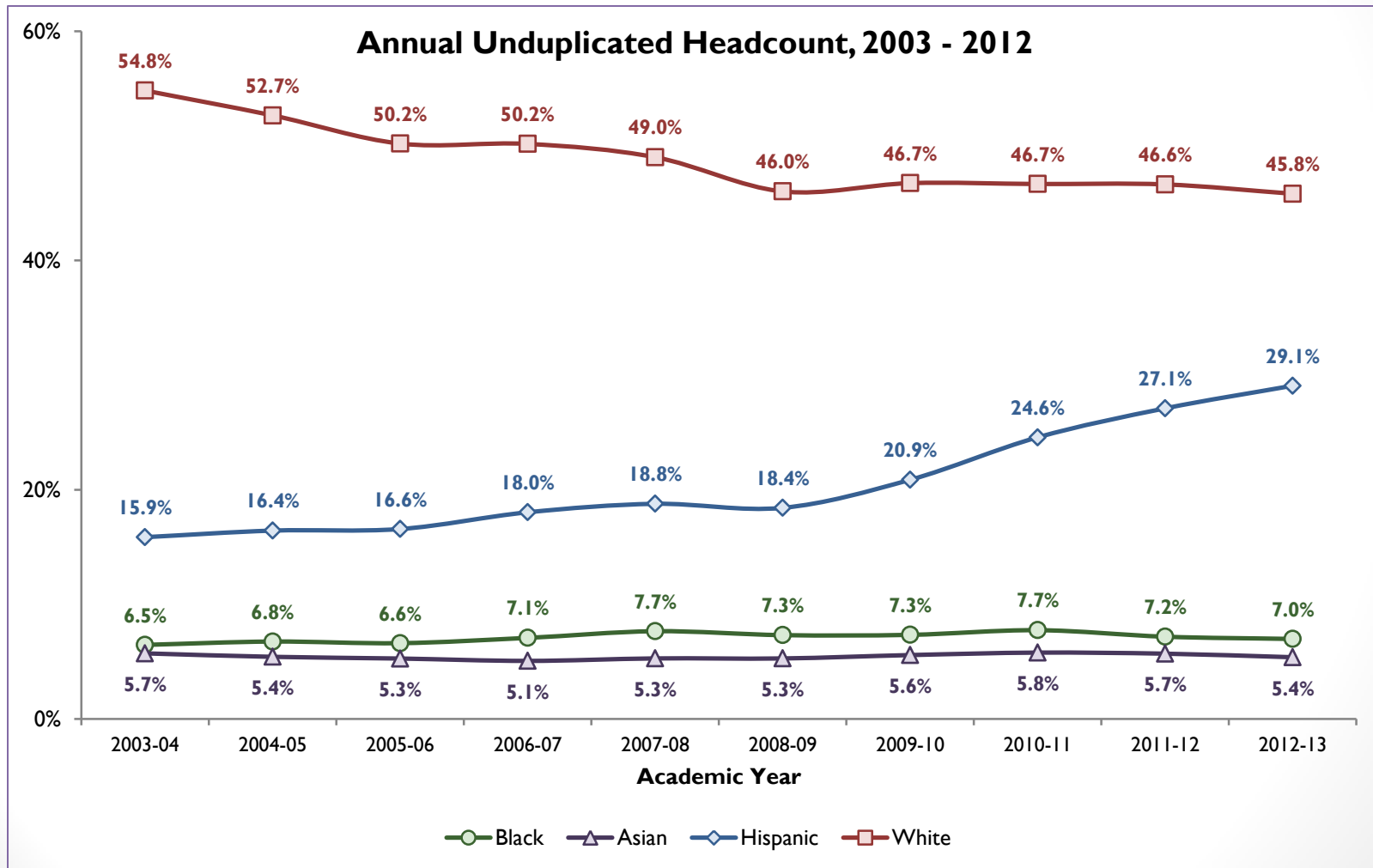
## Cuyamaca College

Race and Ethnicity Comparison, 2012-13			
Race/Ethnicity	Cuyamaca Students	Cuyamaca Employees	GCCCD Boundary (18+)
Asian	4.3%	3.8%	4.6%
Black	6.6%	3.1%	5.3%
Hispanic	28.5%	12.1%	23.0%
Native American	0.4%	1.6%	0.7%
Pacific Islander	3.2%	4.0%	0.5%
White	48.5%	74.2%	62.8%
Unknown/ Other	8.5%	1.3%	3.0%
N	12,631	554	

## Grossmont College

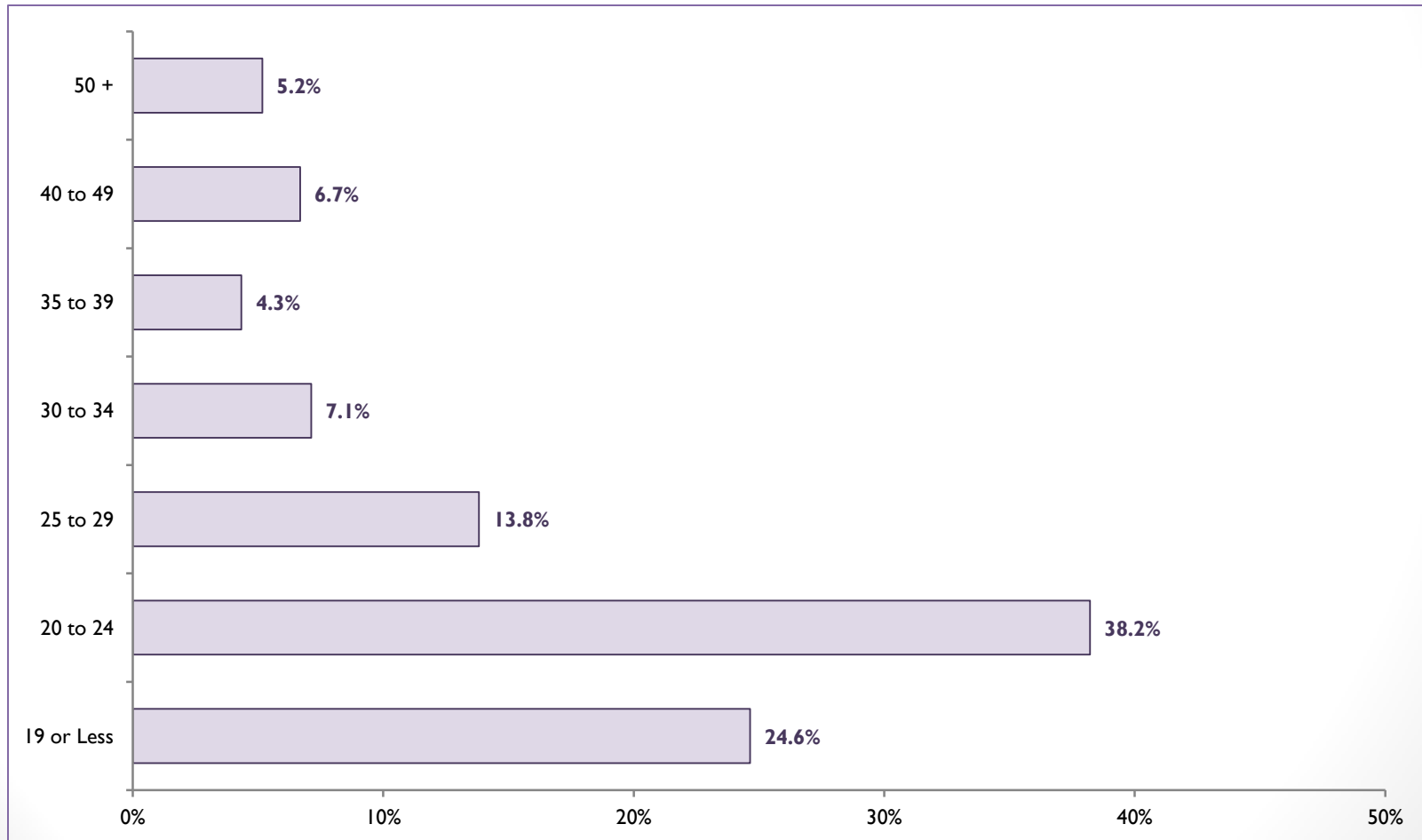
Race and Ethnicity Comparison, 2012-13			
Race/Ethnicity	Grossmont Students	Grossmont Employees	GCCCD Boundary (18+)
Asian	6.0%	5.7%	4.6%
Black	7.2%	3.9%	5.3%
Hispanic	29.4%	13.2%	23.0%
Native American	0.4%	0.7%	0.7%
Pacific Islander	4.5%	3.0%	0.5%
White	44.4%	72.3%	62.8%
Unknown/ Other	8.2%	1.1%	3.0%
N	23,138	1,065	

# GCCCD Enrollment Trends, Ethnicity



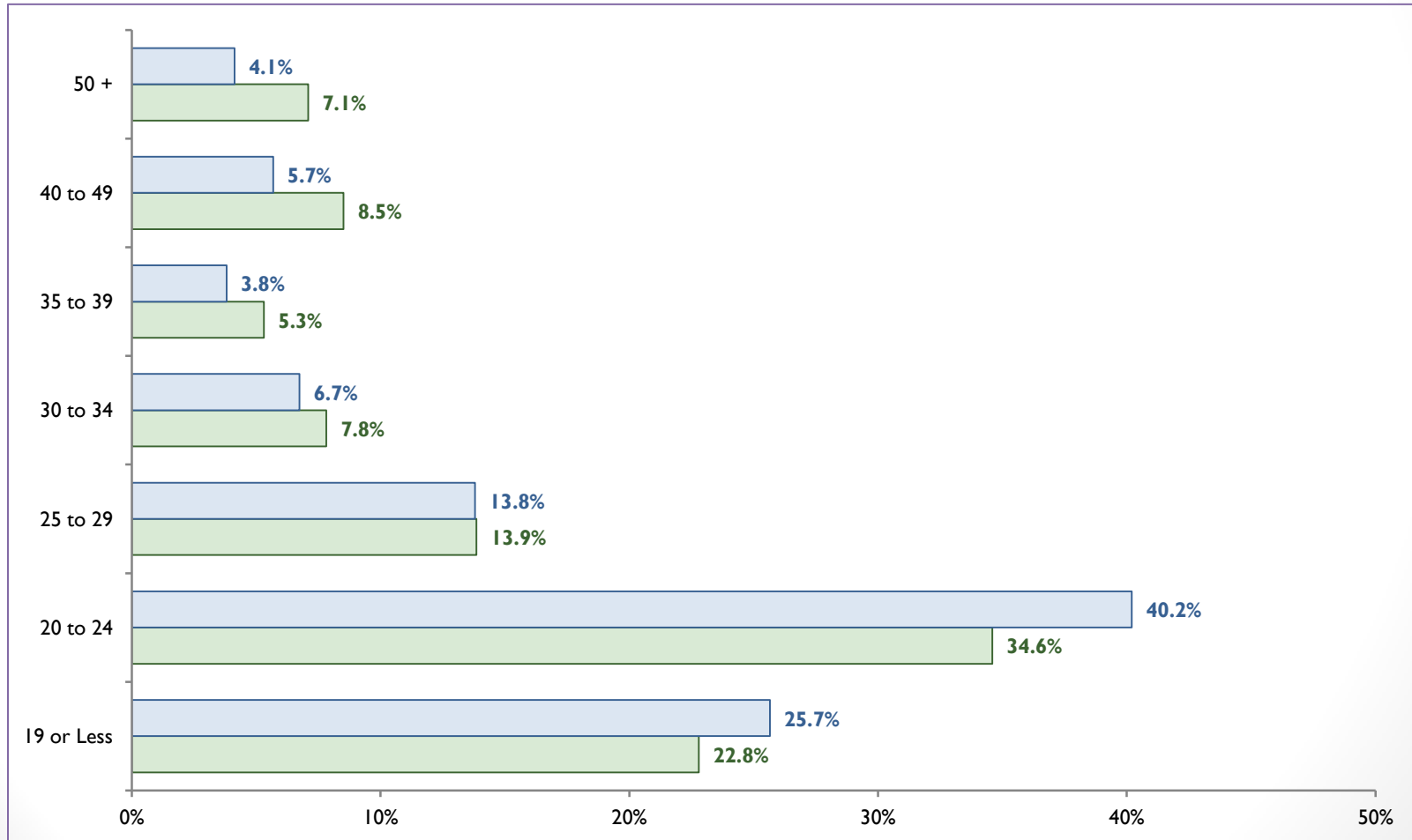
# GCCCD Student Profile, 2012-13

## Student Profile by Age

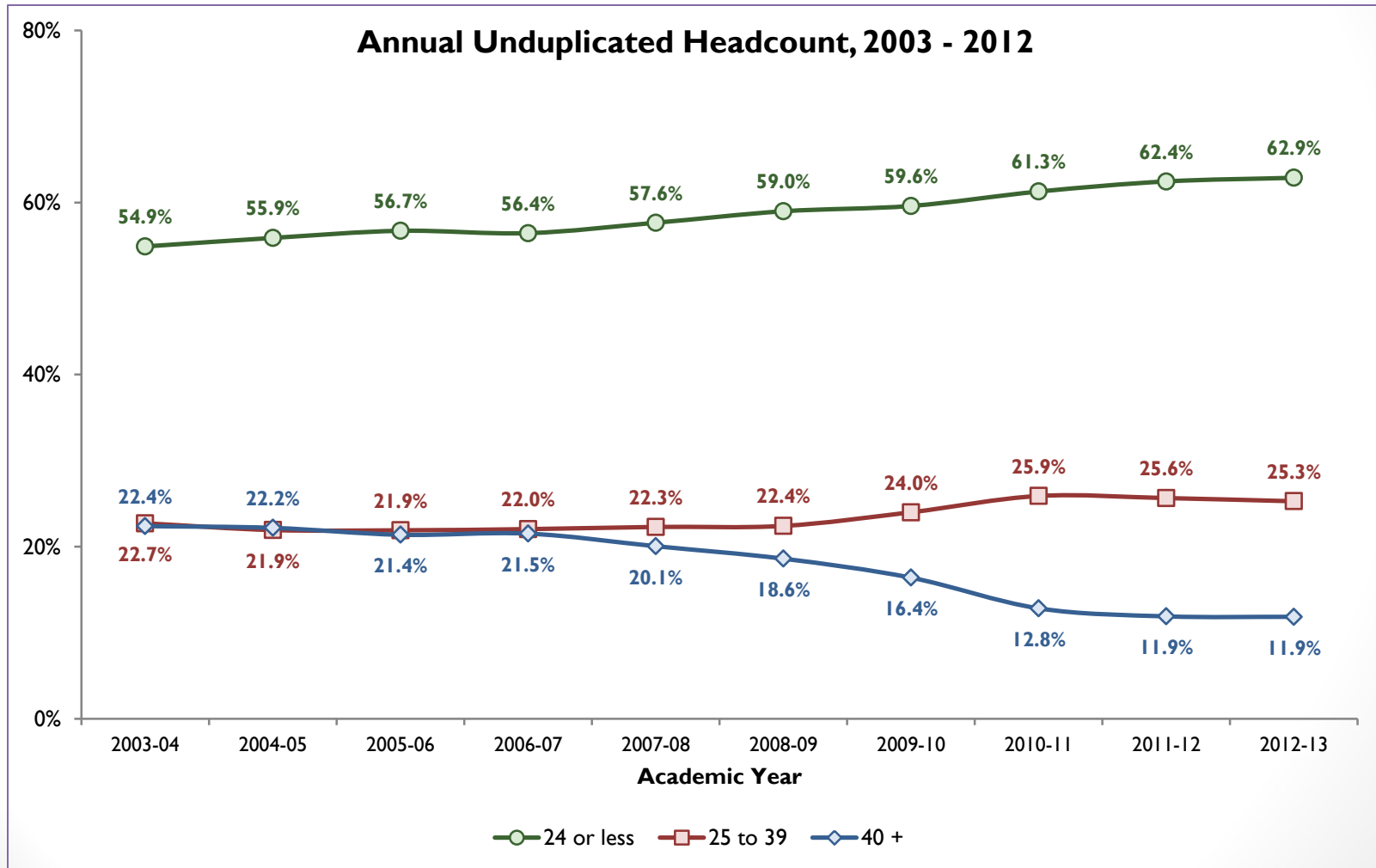


# GCCCD Student Profile, 2012-13

## Student Profile by Age and College

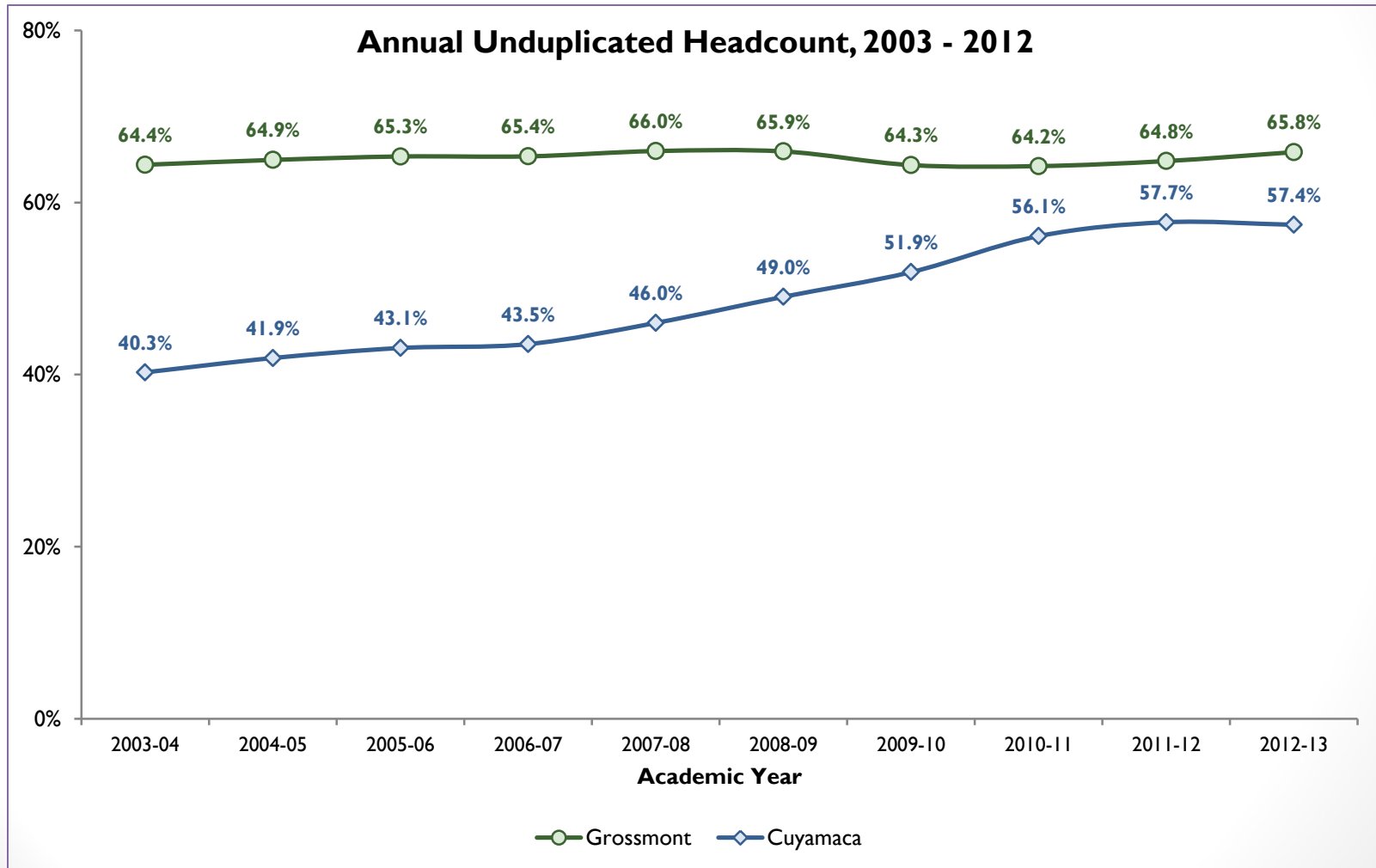


# GCCCD Enrollment Trends, Age



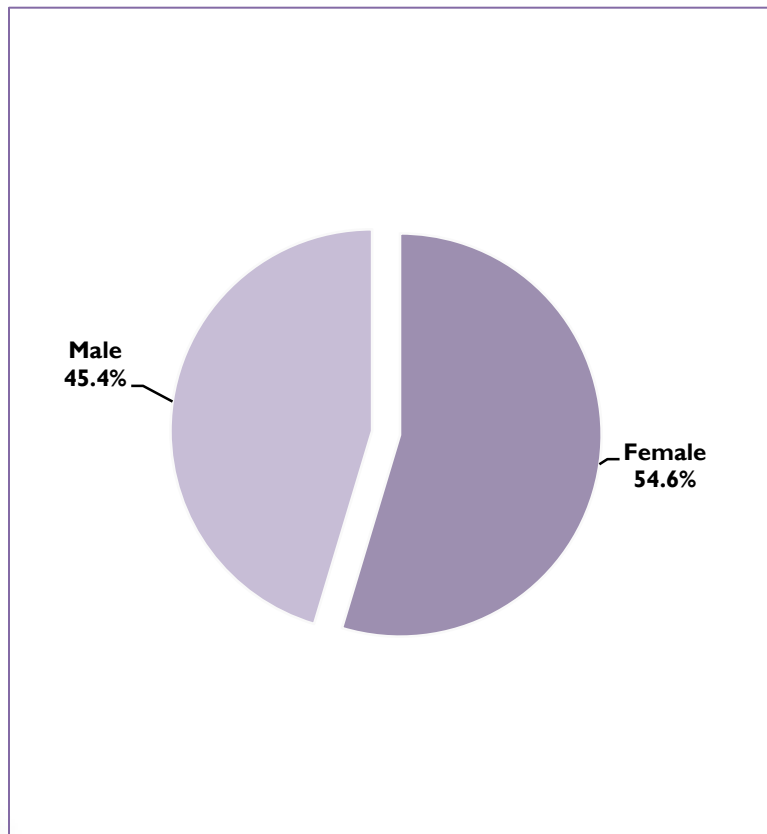


# GCCCD Enrollment Trends, Age

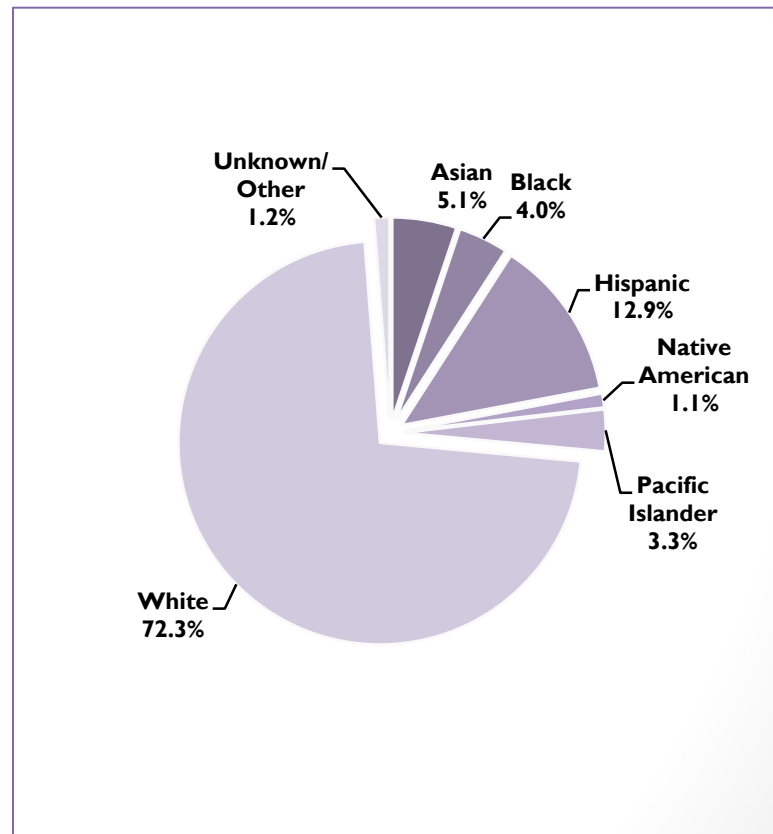


# GCCCD Workforce Profile, 2011-12

## GCCCD Workforce by Gender



## GCCCD Workforce by Ethnicity



# GCCCD Workforce Profile: Ethnicity

<b>GCCCD Ethnicity Data Comparison</b>						
<b>Totals for All Job Classifications</b>						
<b>Race/Ethnicity</b>	<b>Cuyamaca College</b>	<b>Grossmont College</b>	<b>District Services</b>	<b>GCCCD Total</b>	<b>SD County Occupations</b>	<b>GCCCD Boundary (18+)</b>
<b>Asian</b>	3.8%	5.7%	6.5%	5.1%	<b>11.3%</b>	<b>4.6%</b>
<b>Black</b>	3.1%	3.9%	9.8%	4.0%	<b>4.3%</b>	<b>5.3%</b>
<b>Hispanic</b>	12.1%	13.2%	14.1%	12.9%	<b>28.3%</b>	<b>23.0%</b>
<b>Native American</b>	1.6%	0.7%	3.3%	1.1%	<b>0.3%</b>	<b>0.7%</b>
<b>Pacific Islander</b>	4.0%	3.0%	3.3%	3.3%	<b>0.5%</b>	<b>0.5%</b>
<b>White</b>	74.2%	72.3%	60.9%	72.3%	<b>53.2%</b>	<b>62.8%</b>
<b>Unknown/Other</b>	1.3%	1.1%	2.2%	1.2%	<b>2.1%</b>	<b>3.0%</b>
<b>N</b>	554	1,065	92	1,711	1,296,265	

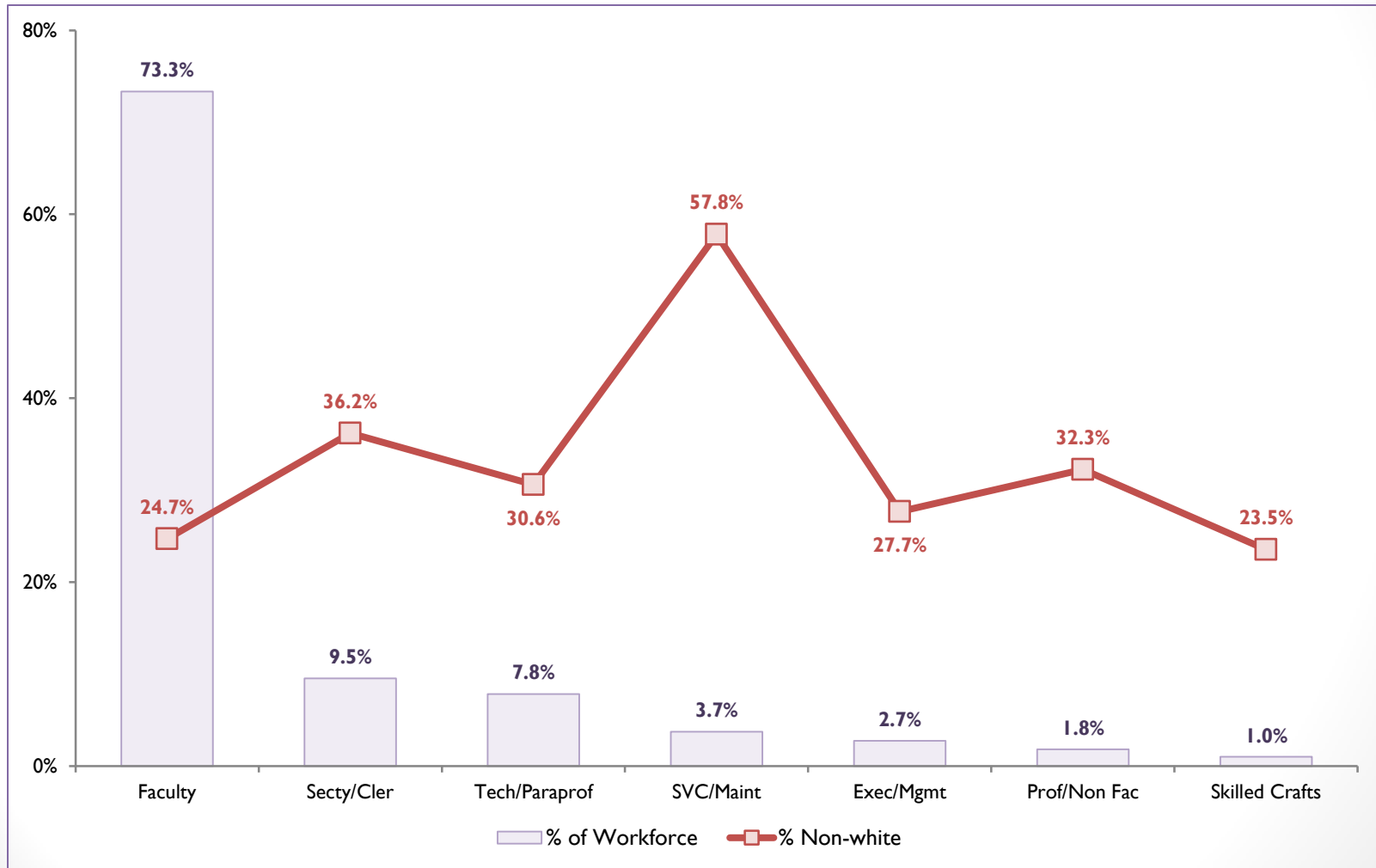
# GCCCD Workforce by Ethnicity, 2007-12

## GCCCD Ethnicity Data Comparison, 2007-2012

Totals for All Job Classifications

Race/Ethnicity	2007-2008 (n = 2,026)	2008-2009 (n = 1,979)	2009-2010 (n = 1,842)	2010-2011 (n = 1,785)	2011-2012 (n = 1,711)	Five-Year Average	SD County Occupations	GCCCD Boundary
Asian	5.0%	4.9%	4.7%	4.7%	5.1%	4.9%	11.3%	4.6%
Black	4.2%	4.1%	3.9%	4.2%	4.0%	4.1%	4.3%	5.3%
Hispanic	13.3%	13.6%	14.0%	13.5%	12.9%	13.5%	28.3%	23.0%
Native American	1.3%	1.2%	1.3%	1.2%	1.1%	1.2%	0.3%	0.7%
Pacific Islander	2.7%	2.6%	2.5%	3.0%	3.3%	2.8%	0.5%	0.5%
White	72.4%	72.5%	72.6%	72.2%	72.3%	72.4%	53.2%	62.8%
Unknown/Other	1.1%	1.2%	1.0%	1.2%	1.2%	1.1%	2.1%	2.1%

# GCCCD Workforce by Job Categories



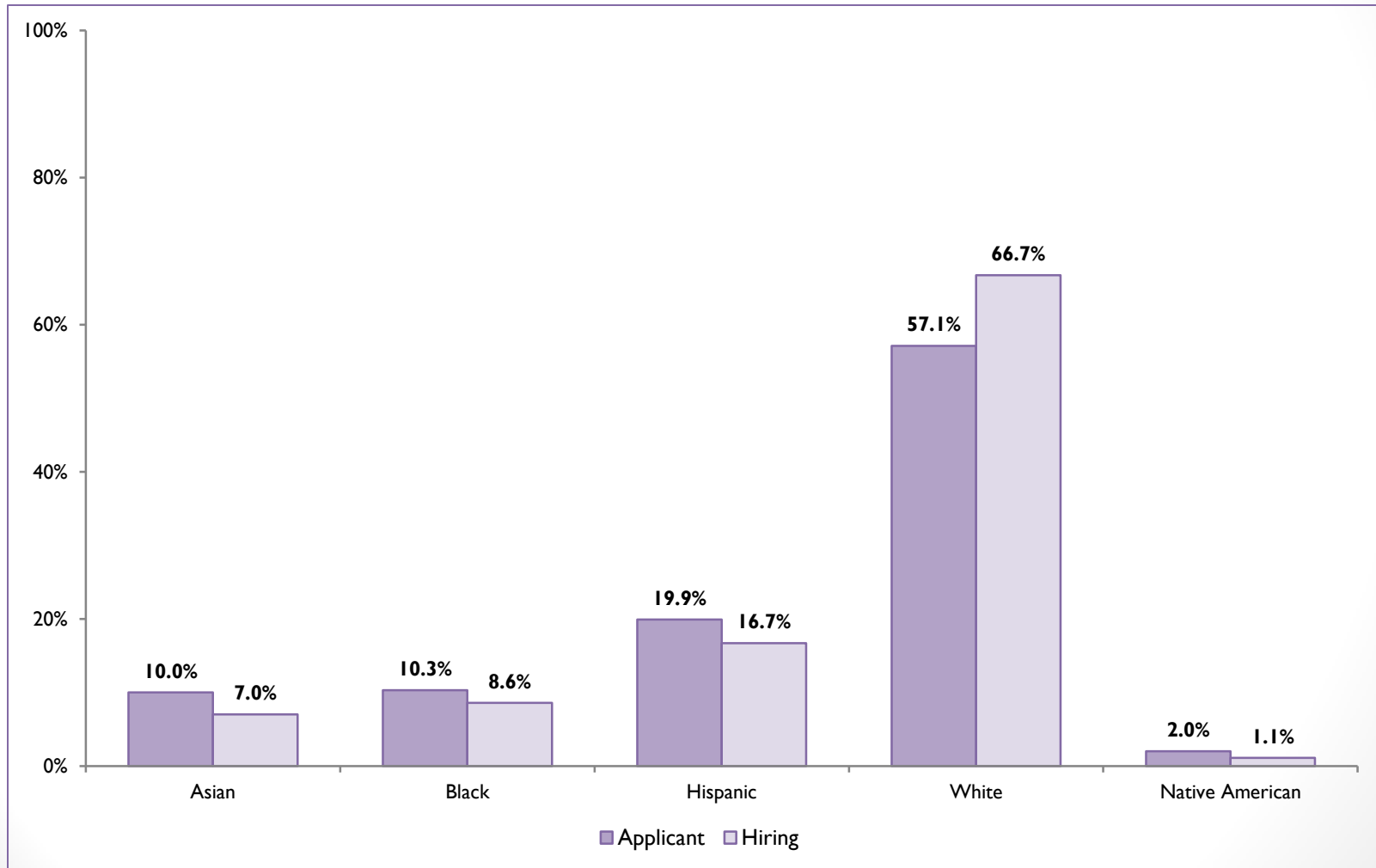
# GCCCD Applicant Pools

	2007-2008 (n = 1,664)	2008-2009 (n = 1,525)	2009-2010 (n = 1,116)	2010-2011 (n = 2,800)	2011-2012 (n = 2,866)	Five-Year Average	GCCCD Boundary	SD County
<b>Female</b>	55.5%	52.7%	46.4%	57.6%	57.6%	55.2%	<b>50.9%</b>	<b>49.9%</b>
<b>Male</b>	44.5%	47.3%	53.6%	42.4%	42.4%	44.8%	<b>49.1%</b>	<b>50.1%</b>
<b>Over 40</b>	43.9%	40.1%	48.5%	37.5%	35.4%	39.6%	<b>46.5%</b>	<b>43.2%</b>
<b>Disabled</b>	1.8%	1.0%	1.4%	0.9%	0.4%	1.0%	<b>Unknown</b>	<b>2.2%</b>
<b>Asian/Pac. Islander</b>	10.9%	8.5%	9.6%	9.1%	11.0%	10.0%	<b>4.0%</b>	<b>11.3%</b>
<b>Black Non-Hispanic</b>	10.1%	7.9%	12.0%	12.0%	9.1%	10.3%	<b>6.0%</b>	<b>4.4%</b>
<b>Hispanic</b>	18.2%	18.4%	20.7%	21.5%	19.1%	19.9%	<b>25.0%</b>	<b>33.0%</b>
<b>Native American</b>	1.4%	1.8%	2.2%	2.1%	2.2%	2.0%	<b>1.0%</b>	<b>0.5%</b>
<b>White</b>	59.3%	51.9%	55.5%	55.4%	58.7%	57.1%	<b>60.0%</b>	<b>47.6%</b>
<b>Two or More</b>	NA	NA	NA	NA	NA	NA	<b>4.0%</b>	<b>3.2%</b>

# GCCCD Hiring Pools

	2007-2008 (n = 77)	2008-2009 (n = 55)	2009-2010 (n = 11)	2010-2011 (n = 22)	2011-2012 (n = 24)	Five-Year Average	GCCCD Boundary	SD County
<b>Female</b>	61.0%	58.2%	36.4%	40.9%	41.7%	54.0%	<b>50.9%</b>	<b>49.9%</b>
<b>Male</b>	39.0%	41.8%	63.6%	59.1%	58.3%	46.0%	<b>49.1%</b>	<b>50.1%</b>
<b>Over 40</b>	50.6%	45.5%	45.5%	54.5%	62.5%	50.8%	<b>46.5%</b>	<b>43.2%</b>
<b>Disabled</b>	1.3%	3.6%	9.1%	0.0%	4.2%	2.6%	<b>Unknown</b>	<b>2.2%</b>
<b>Asian/Pac. Islander</b>	7.9%	7.5%	11.0%	4.5%	4.3%	7.0%	<b>4.0%</b>	<b>11.3%</b>
<b>Black Non-Hispanic</b>	10.5%	3.7%	9.1%	22.7%	0.0%	8.6%	<b>6.0%</b>	<b>4.4%</b>
<b>Hispanic</b>	19.7%	18.5%	9.1%	9.1%	13.0%	16.7%	<b>25.0%</b>	<b>33.0%</b>
<b>Native American</b>	0.0%	3.7%	0.0%	0.0%	0.0%	1.1%	<b>1.0%</b>	<b>0.5%</b>
<b>White</b>	61.8%	66.7%	72.7%	63.6%	82.6%	66.7%	<b>60.0%</b>	<b>47.6%</b>
<b>Two or More</b>	NA	NA	NA	NA	NA	NA	<b>4.0%</b>	<b>3.2%</b>

# Comparison of Applicant & Hiring Pools





# Summary

## Students

- Race and Ethnicity:
  - GCCCD students are more diverse than the adult population within District boundaries and San Diego County.
  - GCCCD students are becoming more diverse, particularly among Latinos.
  - GCCCD students are more diverse than GCCCD employees.
- Age
  - Recent enrollment trends reveal a younger student base.
  - The bulk of this trend can be attributed to changes in student enrollments at Cuyamaca College

# Summary

## Employees

- Race and Ethnicity:
  - GCCCD employees are less diverse than the adult population within District boundaries and San Diego County as well as adult employees working in San Diego County.
  - District Services employees are more diverse than employees at the colleges; however, this is primarily due to the ethnic composition of faculty members.
  - Applicant pools are typically more diverse than the hiring pools, which can be partially explained by the confounding of job categories and applicant pool size.
- Gender
  - Steady pattern where female employees are overrepresented.