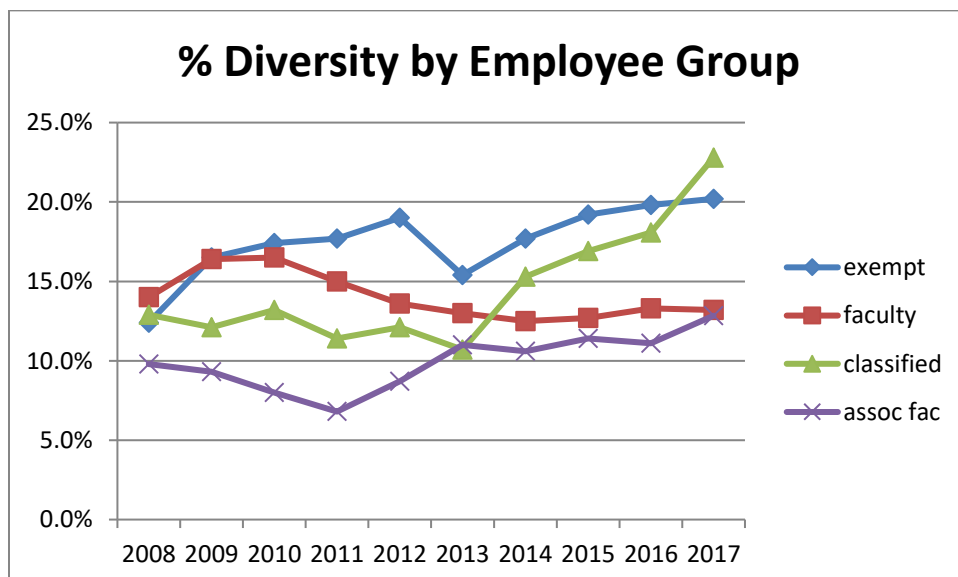
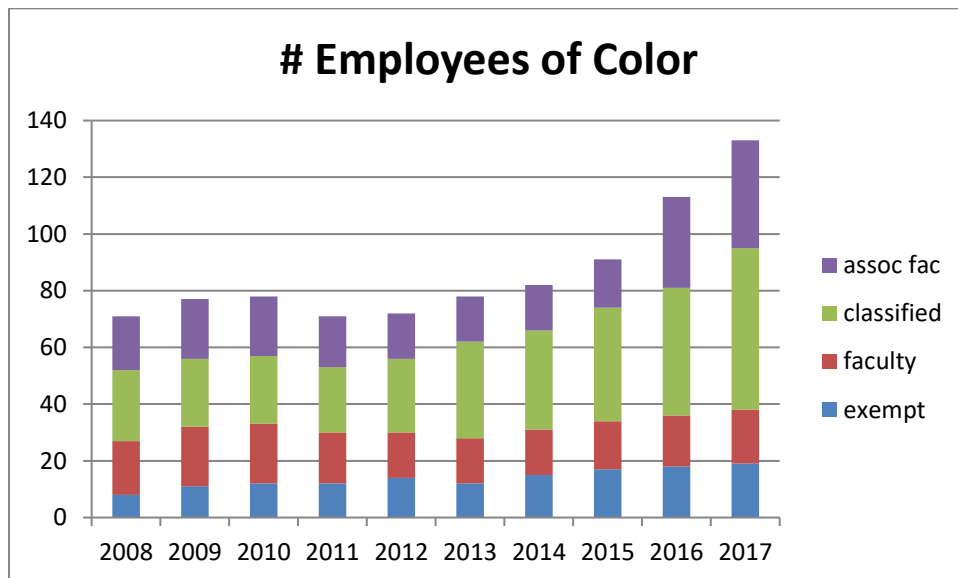
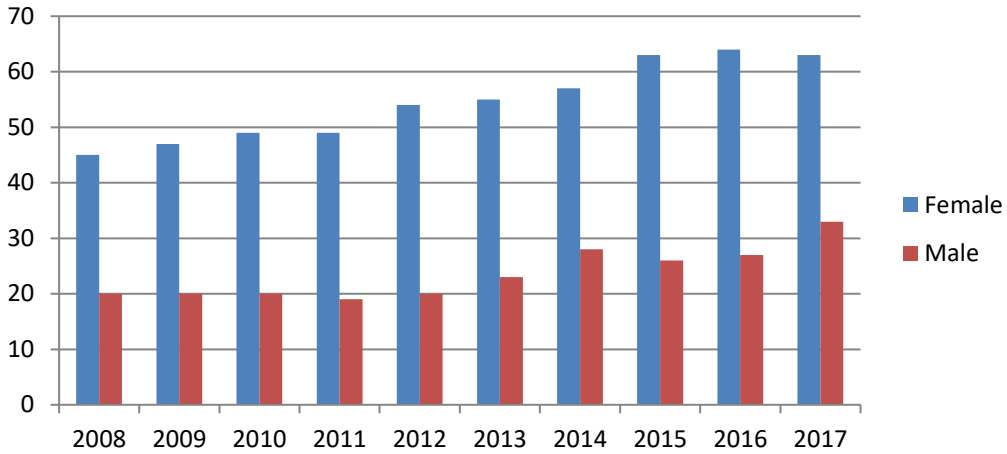


This document represents the EvCC Employee Diversity Report for 2017. Data is gathered each month, and a 'snapshot' of the employees at the College as of November 30th is used to develop this report. The report shows the data for the past 10 years. Please note there is a 'not reported' category in some areas for November 2017. Not all areas have that category. In the past, if EvCC did not receive an EEO disclosure form from an employee, the HP system default was to label that person as 'Caucasian'. This was a SBCTC system decision, not an EvCC decision. EEO disclosure forms are offered as part of the onboarding process for new employees, and each new employee decides whether to complete the form or not. Overall, EvCC is more diverse with respect to ethnicity. Of note, EvCC has grown by 169 employees since 2008.

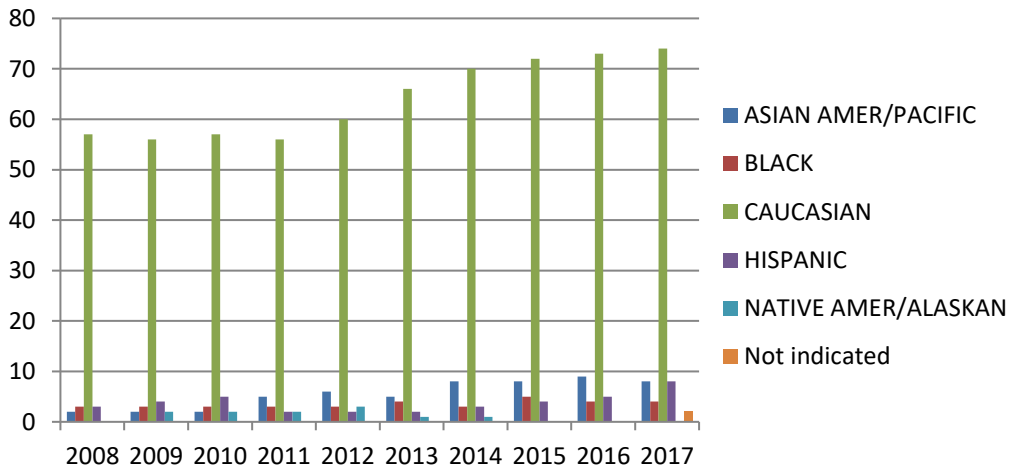


Exempt Employees by Gender

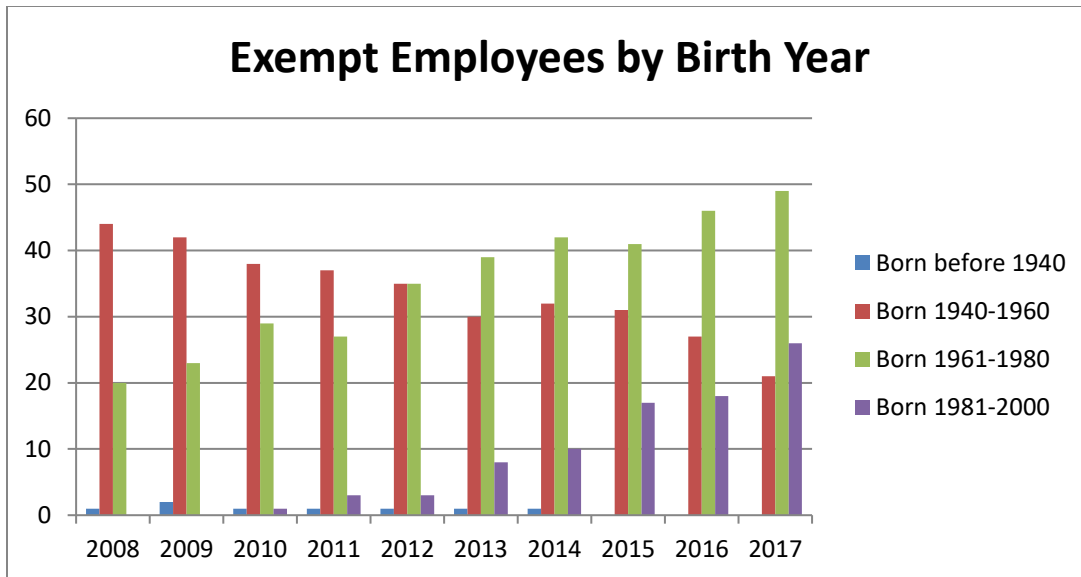


	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Female	45	47	49	49	54	55	57	63	64	63
Male	20	20	20	19	20	23	28	26	27	33
% female	70%	70%	71%	72%	73%	70%	67%	71%	70%	66%
% male	30%	30%	29%	28%	27%	30%	33%	29%	30%	34%

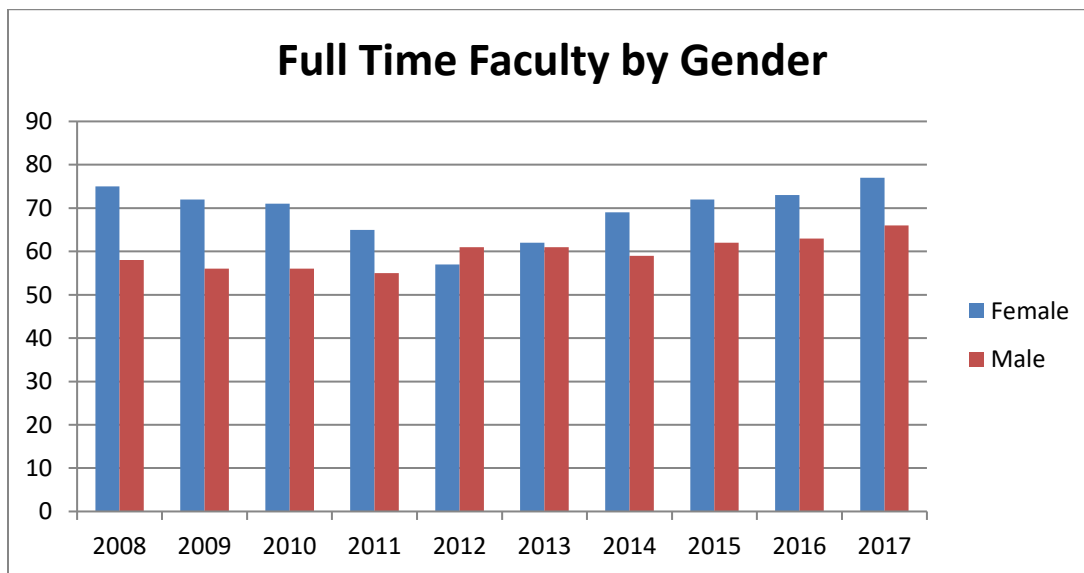
Exempt Employees by Ethnicity



	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Asian/Pac Is	2	2	2	5	6	5	8	8	9	8
Black	3	3	3	3	3	4	3	5	4	4
Caucasian	57	56	57	56	60	66	70	72	73	74
Hispanic	3	4	5	2	2	2	3	4	5	8
Native Am/ AK	0	2	2	2	3	1	1	0	0	0
Not indicated										2
Total #	65	67	69	68	74	78	85	89	91	96
% of color	12.4%	16.5%	17.4%	17.7%	19.0%	15.4%	17.7%	19.2%	19.8%	20.20%

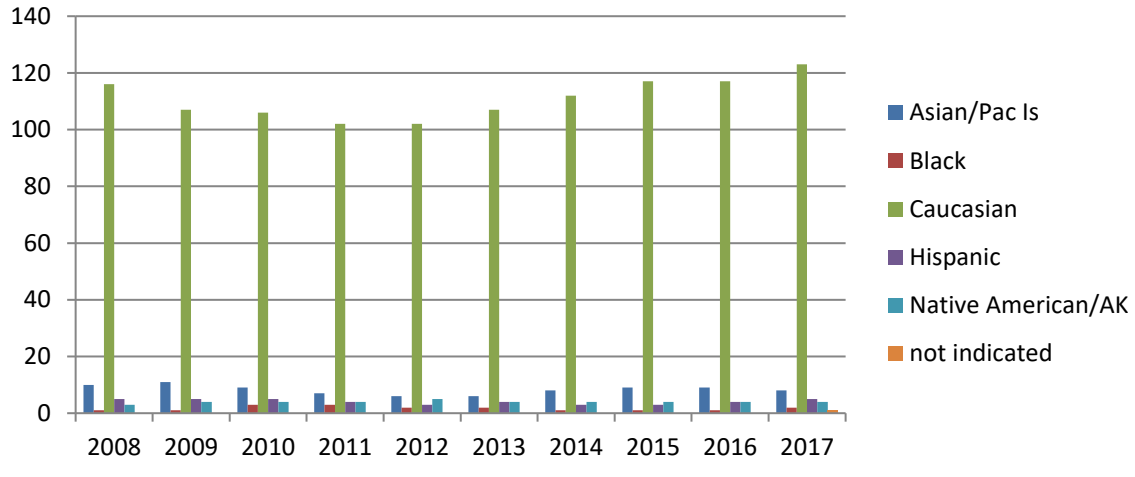


	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Born before 1940	1	2	1	1	1	1	1	0	0	0
Born 1940-1960	44	42	38	37	35	30	32	31	27	21
Born 1961-1980	20	23	29	27	35	39	42	41	46	49
Born after 1980	0	0	1	3	3	8	10	17	18	26



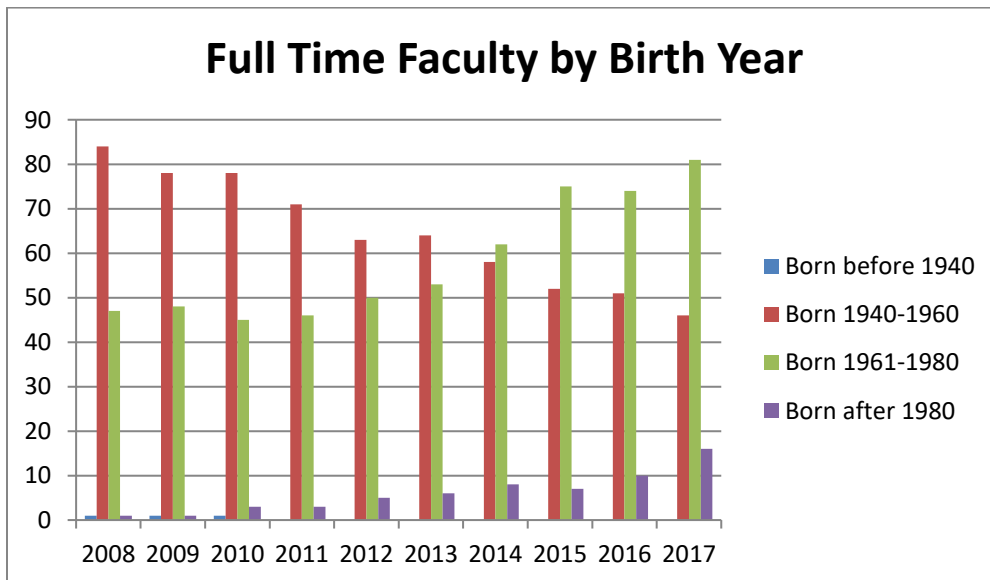
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Female	75	72	71	65	57	62	69	72	73	77
Male	58	56	56	55	61	61	59	62	63	66
% female	56%	56%	56%	54%	48%	50%	54%	53%	54%	54%
% male	44%	44%	44%	46%	52%	50%	46%	47%	46%	46%

Full Time Faculty by Ethnicity



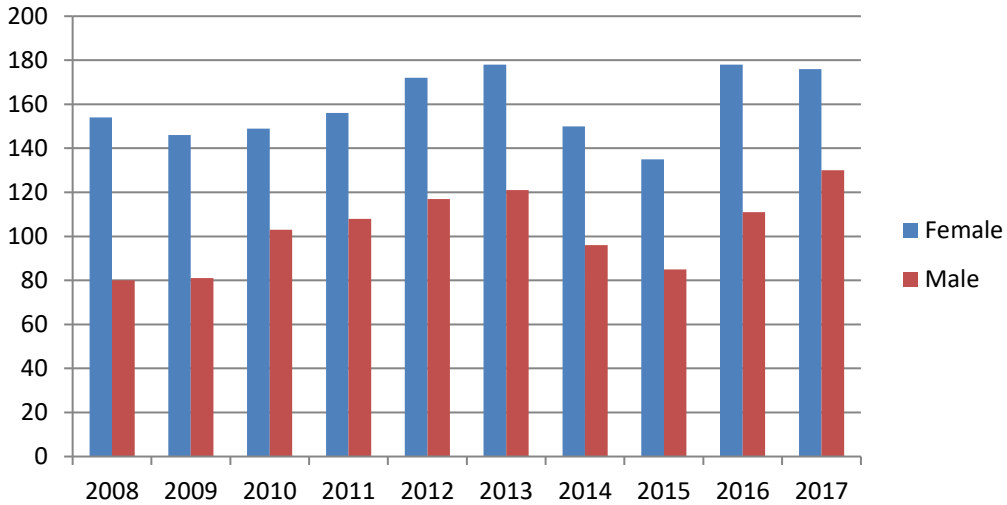
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Asian/Pac Is	10	11	9	7	6	6	8	9	9	8
Black	1	1	3	3	2	2	1	1	1	2
Caucasian	116	107	106	102	102	107	112	117	117	123
Hispanic	5	5	5	4	3	4	3	3	4	5
Native Am/ AK	3	4	4	4	5	4	4	4	4	4
Not indicated										1
TOTAL #	135	128	127	120	118	123	128	134	135	143
Total of color	19	21	21	18	16	16	16	17	18	19
% of color	14.00%	16.40%	16.50%	15%	13.60%	13%	12.50%	12.70%	13.30%	13.20%

Full Time Faculty by Birth Year



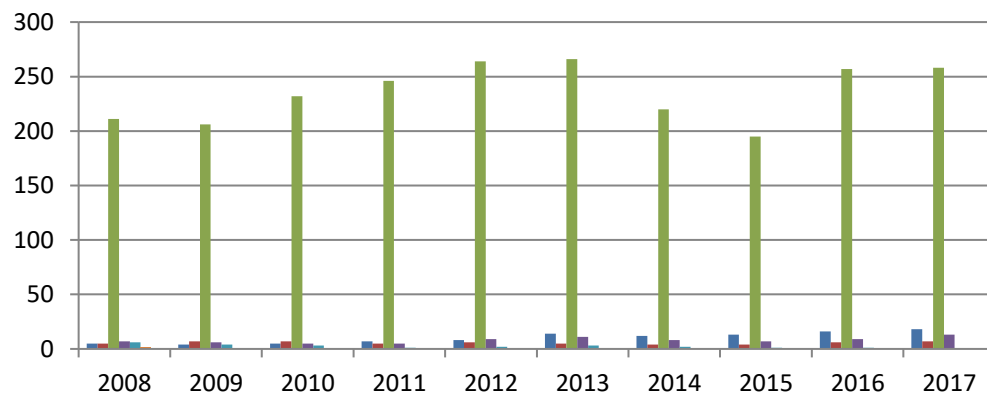
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Born before 1940	1	1	1	0	0	0	0	0	0	0
Born 1940-1960	84	78	78	71	63	64	58	52	51	46
Born 1961-1980	47	48	45	46	50	53	62	75	74	81
Born after 1980	1	1	3	3	5	6	8	7	10	16

Associate Faculty by Gender

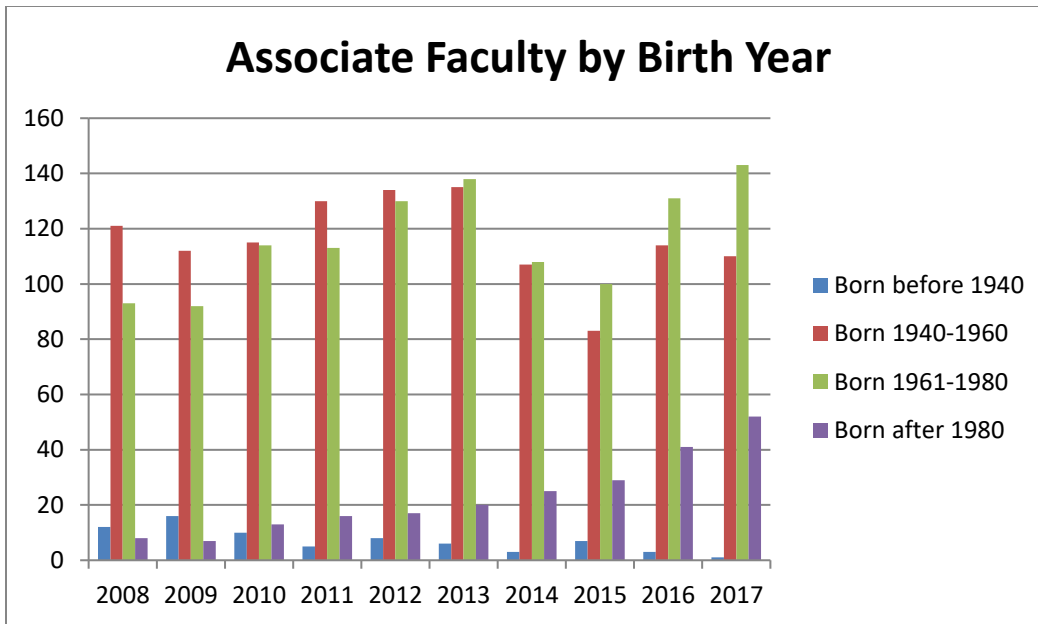


	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Female	154	146	149	156	172	178	150	135	178	176
Male	80	81	103	108	117	121	96	85	111	130
% female	66%	64%	59%	59%	60%	60%	61%	61%	62%	57.5%
% male	34%	36%	41%	41%	40%	40%	39%	39%	38%	42.4%

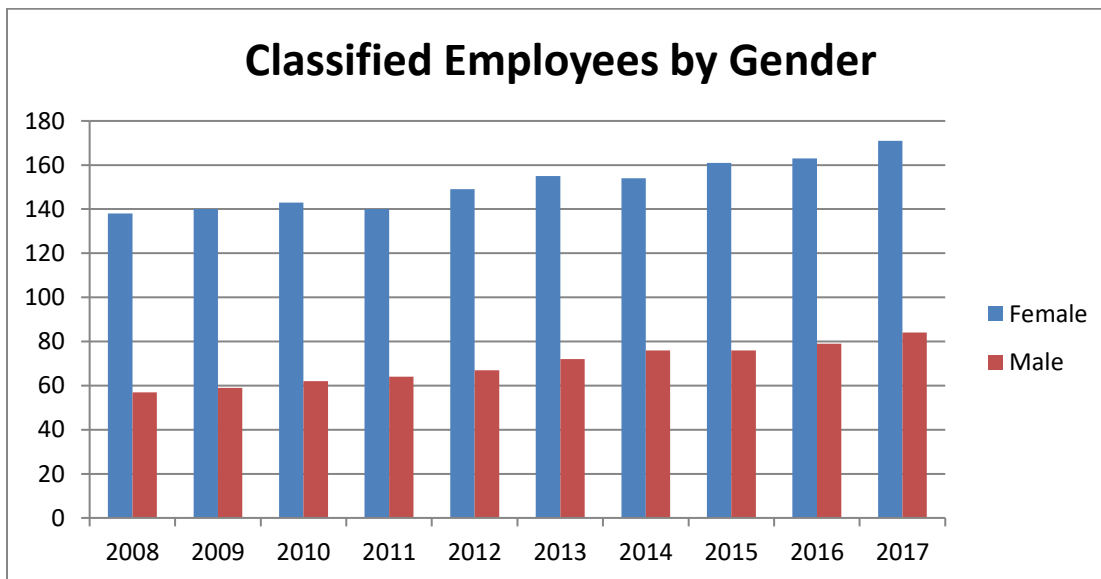
Associate Faculty by Ethnicity



	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Asian/Pac Is	5	4	5	7	8	14	12	13	16	18
Black	5	7	7	5	6	5	4	4	6	7
Caucasian	211	206	232	246	264	266	220	195	257	258
Hispanic	7	6	5	5	9	11	8	7	9	13
Native Am/ AK	6	4	3	1	2	3	2	1	1	0
Not indicated										10
TOTAL	234	227	252	264	289	299	246	220	289	306
% of color	9.8%	9.3%	8.0%	6.8%	8.70%	11%	10.60%	11.40%	11%	12.84%
Total of color	23	21	20	18	25	33	26	25	32	38

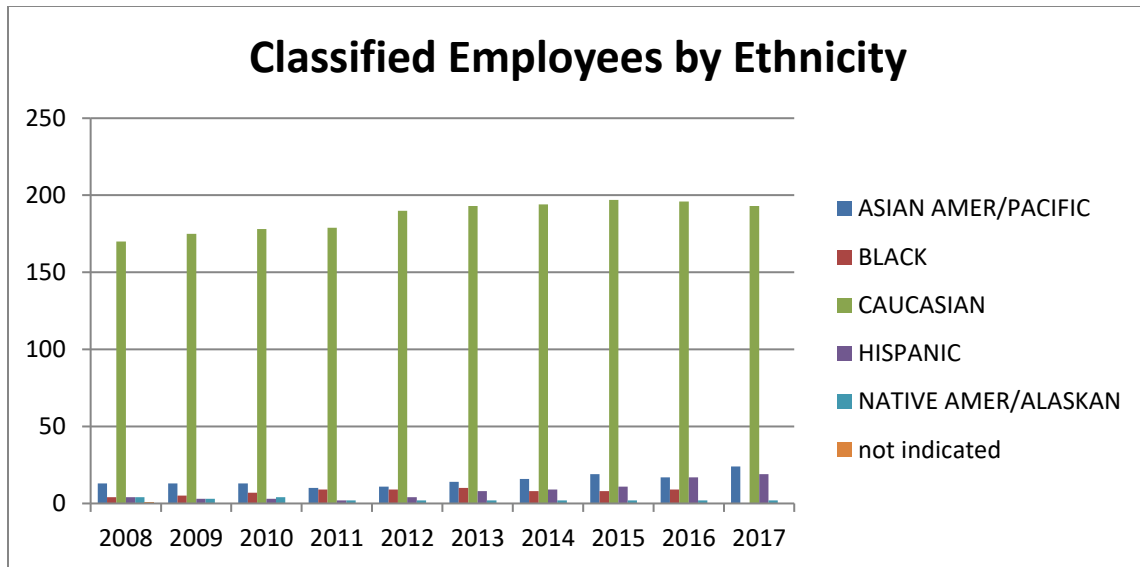


	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Born before 1940	12	16	10	5	8	6	3	7	3	1
Born 1940-1960	121	112	115	130	134	135	107	83	114	110
Born 1961-1980	93	92	114	113	130	138	108	100	131	143
Born after 1980	8	7	13	16	17	20	25	29	41	52



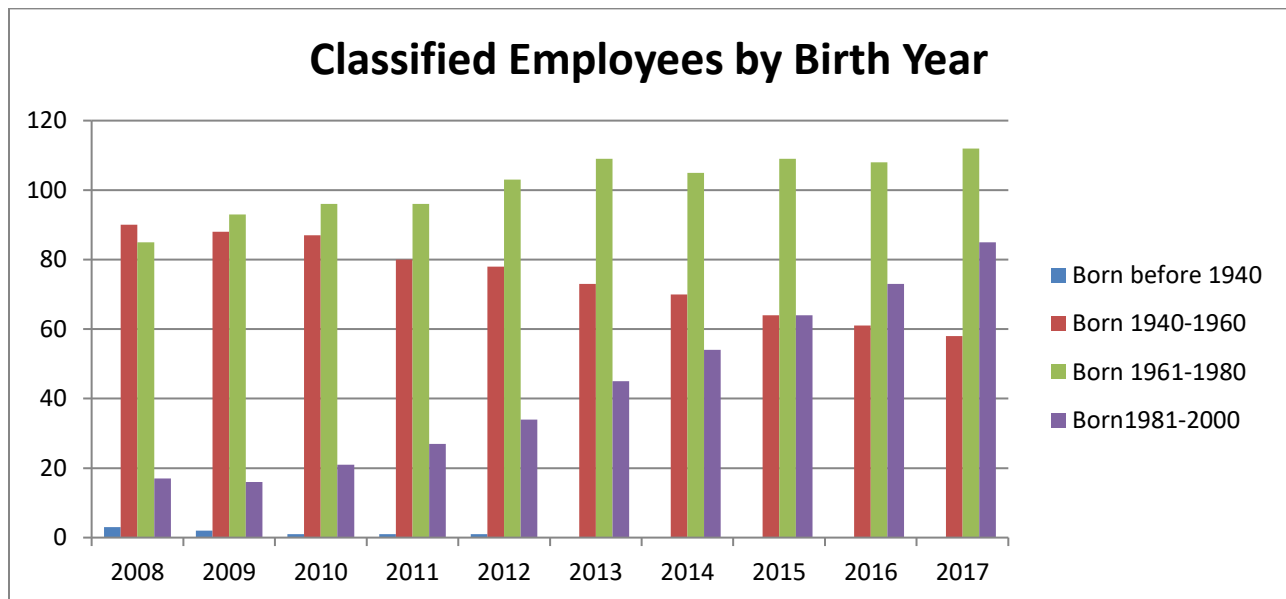
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Female	138	140	143	140	149	155	154	161	163	171
Male	57	59	62	64	67	72	76	76	79	84
% female	71%	70%	70%	69%	69%	68%	67%	68%	67%	67%
% male	29%	30%	30%	31%	31%	32%	33%	32%	33%	33%

Classified Employees by Ethnicity



	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Asian/Pac Is	13	13	13	10	11	14	16	19	17	24
Black	4	5	7	9	9	10	8	8	9	12
Caucasian	170	175	178	179	190	193	194	197	196	193
Hispanic	4	3	3	2	4	8	9	11	17	19
Native Am/ AK	4	3	4	2	2	2	2	2	2	2
Not indicated										5
TOTAL	195	199	205	202	216	227	229	237	241	255
% of color	25	24	24	23	26	34	35	40	45	57
Total of color	12.9%	12.1%	13.2%	11.4%	12.1%	10.7%	15.3%	16.9%	18.70%	24.30%

Classified Employees by Birth Year



	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Born before 1940	3	2	1	1	1	0	0	0	0	0
Born 1940-1960	90	88	87	80	78	73	70	64	61	58
Born 1961-1980	85	93	96	96	103	109	105	109	108	112
Born after 1980	17	16	21	27	34	45	54	64	73	85