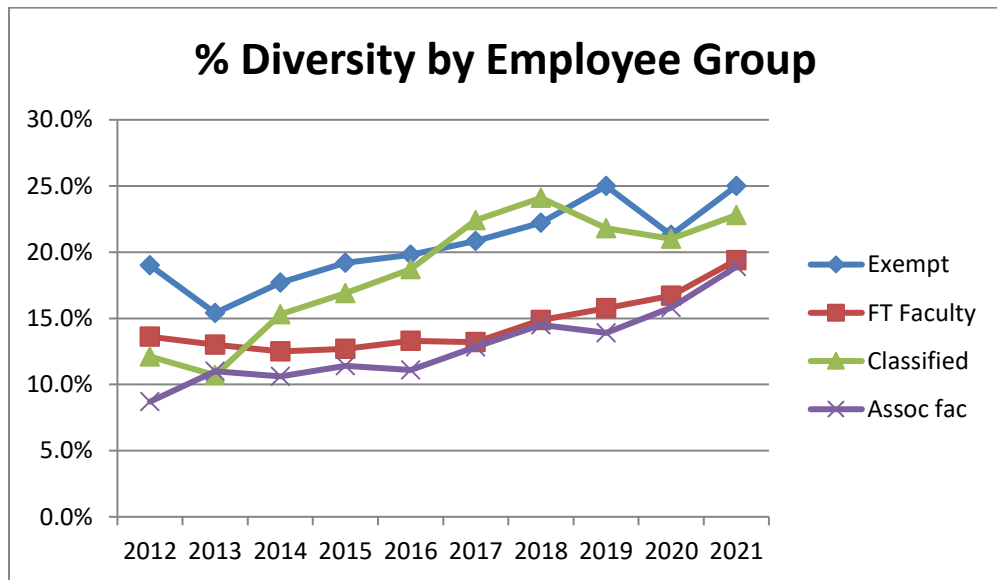
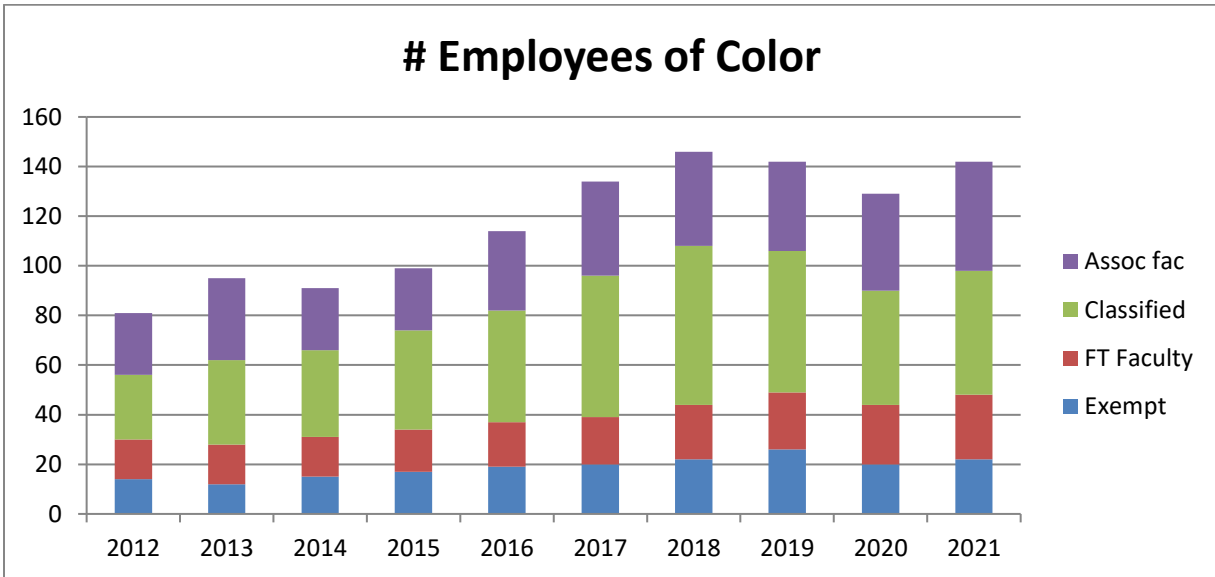
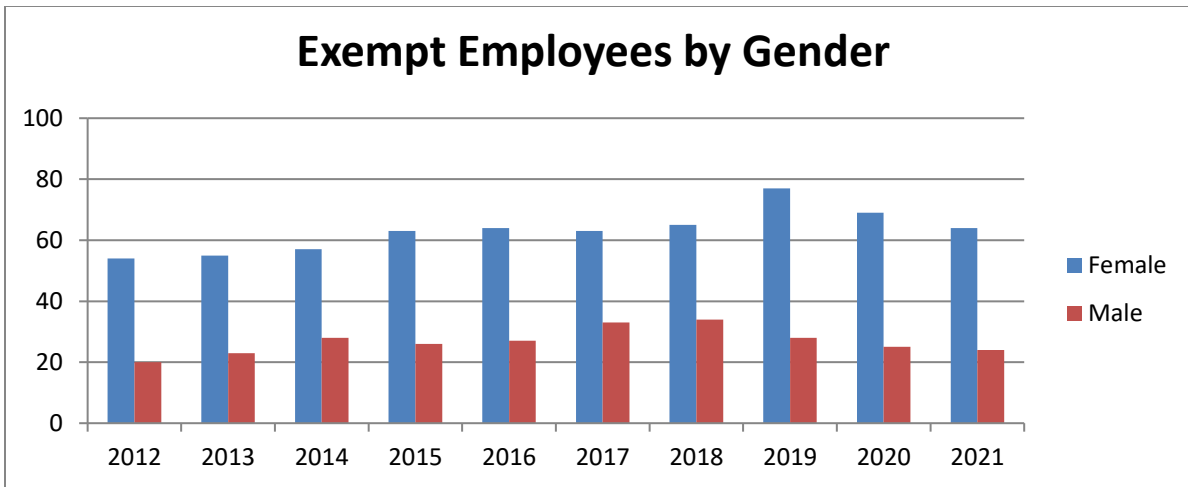


This document represents the EvCC Employee Diversity Report for 2021. Data is gathered each month, and a 'snapshot' of the employees at the College as of November 30th is used to develop this report. The report shows the data for the past 10 years. Prior to 2018 if EvCC did not receive an EEO disclosure form from an employee, the system defaulted to '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.

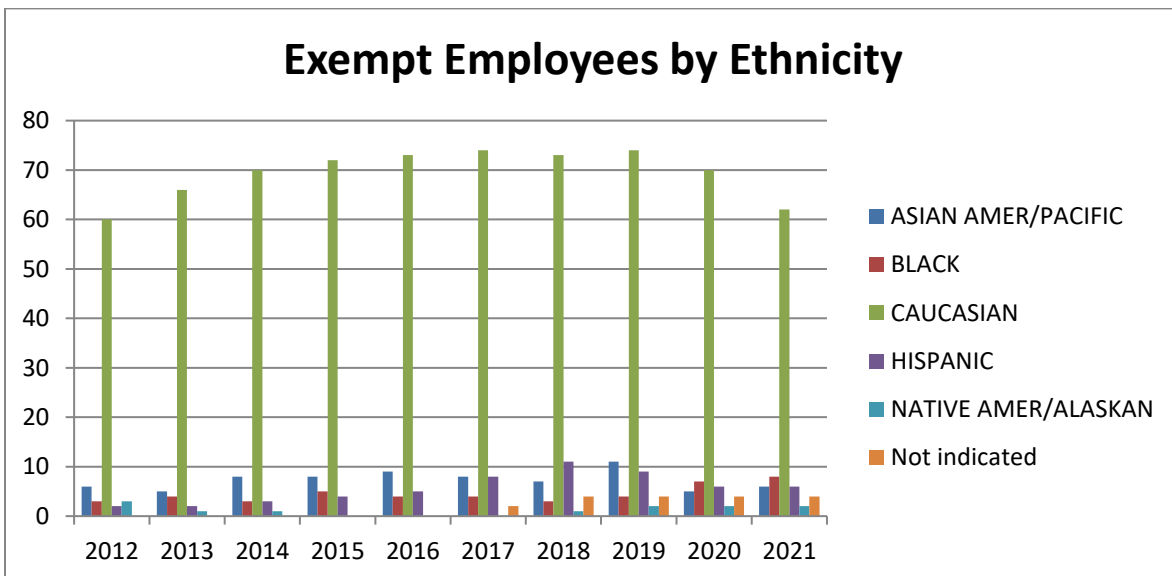


Exempt Employees by Gender

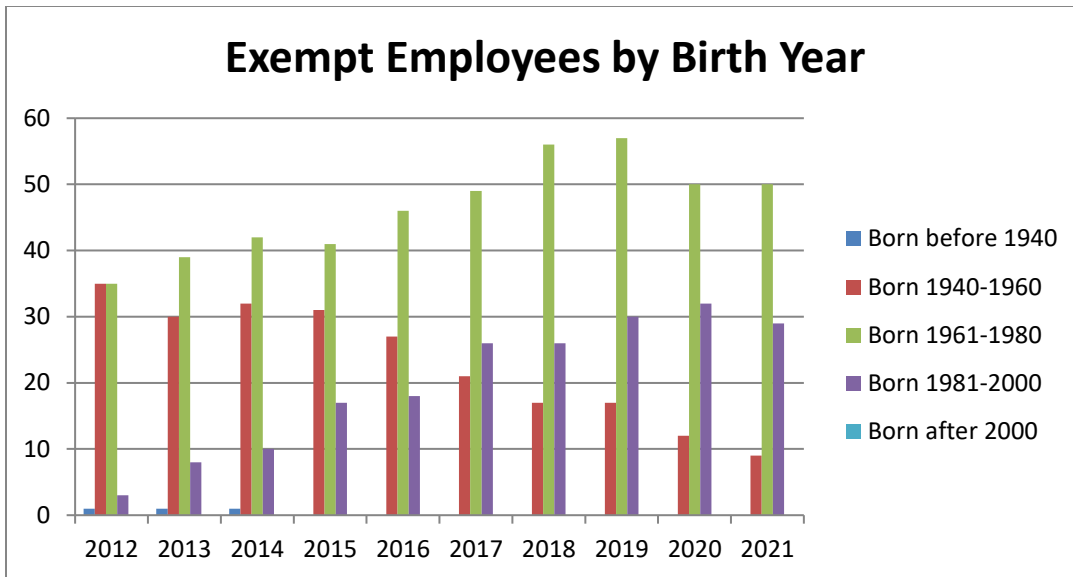


	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Female	54	55	57	63	64	63	65	77	69	64
Male	20	23	28	26	27	33	34	28	25	24
% female	73%	70%	67%	71%	70%	66%	65%	73%	73%	73%
% male	27%	30%	33%	29%	30%	34%	35%	27%	27%	27%

Exempt Employees by Ethnicity

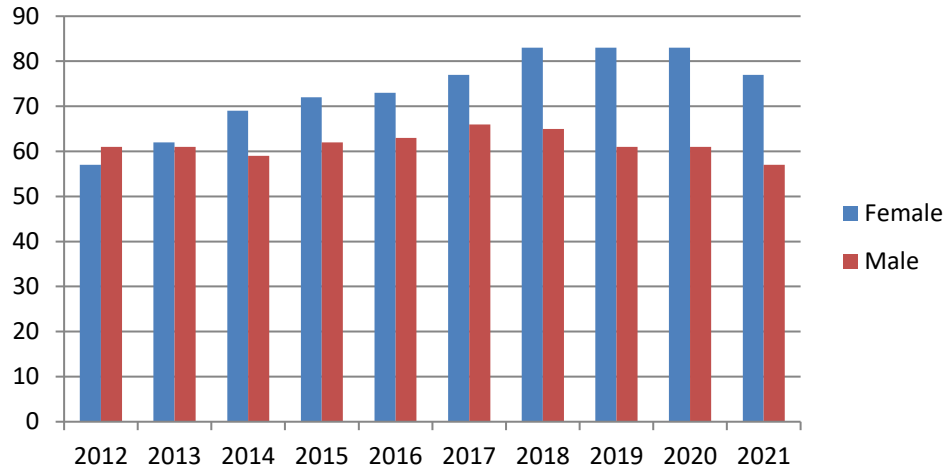


	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
ASIAN AMER/PACIFIC	6	5	8	8	9	8	7	11	5	6
BLACK	3	4	3	5	4	4	3	4	7	8
CAUCASIAN	60	66	70	72	73	74	73	74	70	62
HISPANIC	2	2	3	4	5	8	11	9	6	6
NATIVE AMER/ALASKAN	3	1	1	0	0	0	1	2	2	2
Not indicated						2	4	4	4	4
Total #	74	78	85	89	91	96	99	104	94	88
	14	12	15	17	19	20	22	26	20	22
% of color	19.0%	15.4%	17.7%	19.2%	19.8%	20.8%	22.2%	25.0%	21.3%	25.0%



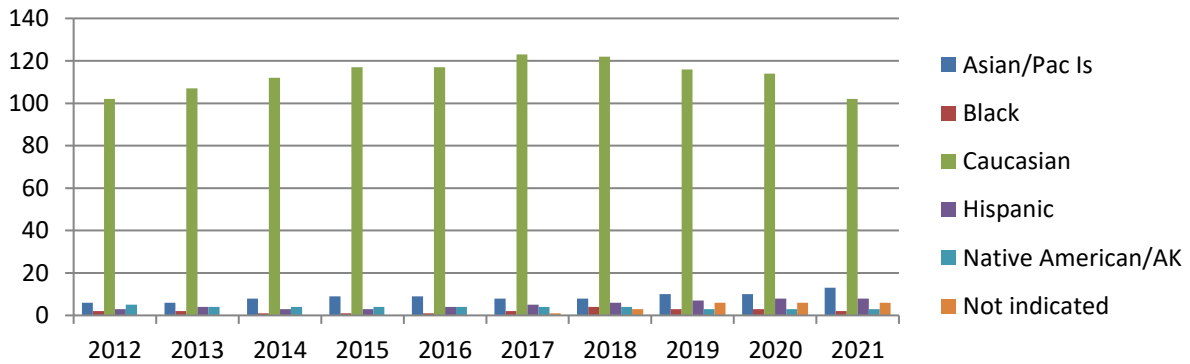
	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Born before 1940	1	1	1	0	0	0	0	0	0	0
Born 1940-1960	35	30	32	31	27	21	17	17	12	9
Born 1961-1980	35	39	42	41	46	49	56	57	50	50
Born 1981-2000	3	8	10	17	18	26	26	30	32	29
Born after 2000					0	0	0	0	0	0

Full Time Faculty by Gender

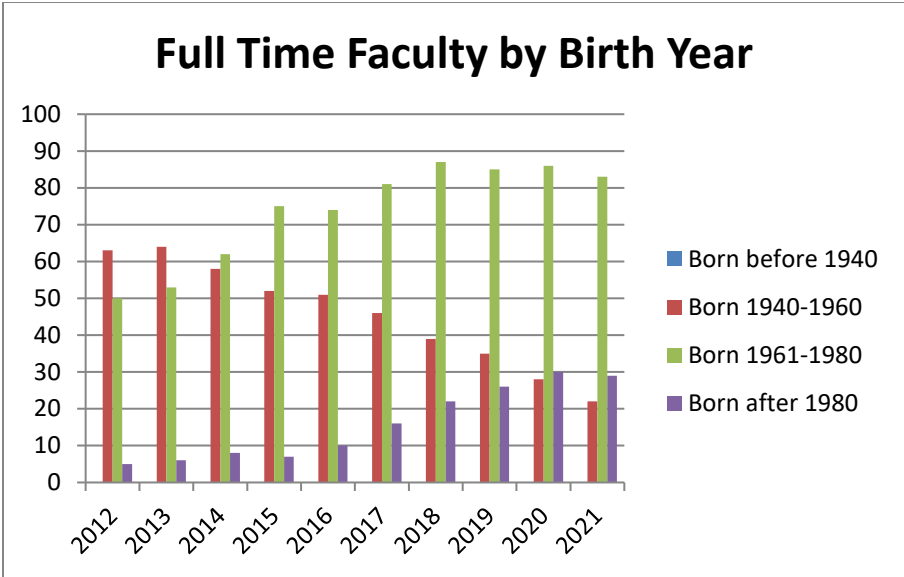


	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Female	57	62	69	72	73	77	83	83	83	77
Male	61	61	59	62	63	66	65	61	61	57
	118	123	128	134	136	143	148	146	144	134
% female	48%	50%	54%	53%	54%	54%	56%	58%	58%	57%
% male	52%	50%	46%	47%	46%	46%	44%	42%	42%	43%

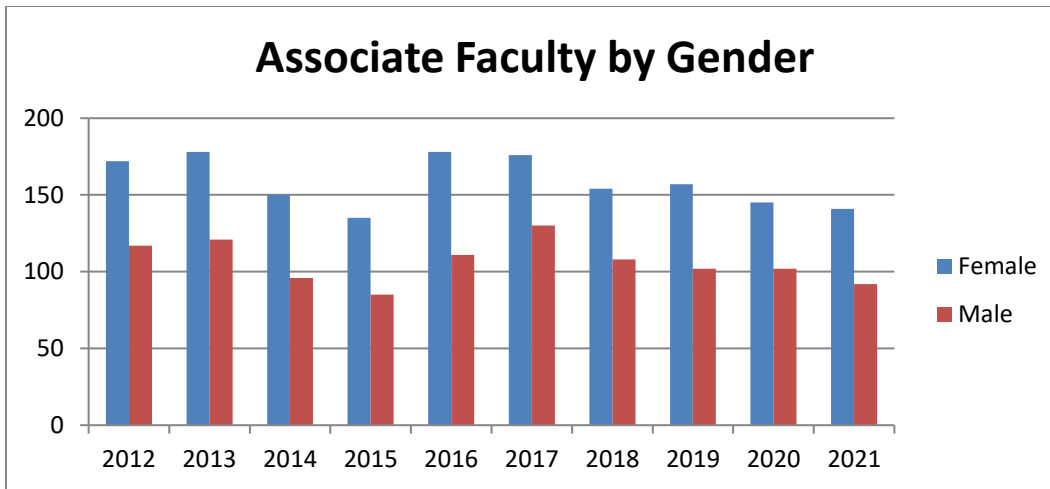
Full Time Faculty by Ethnicity



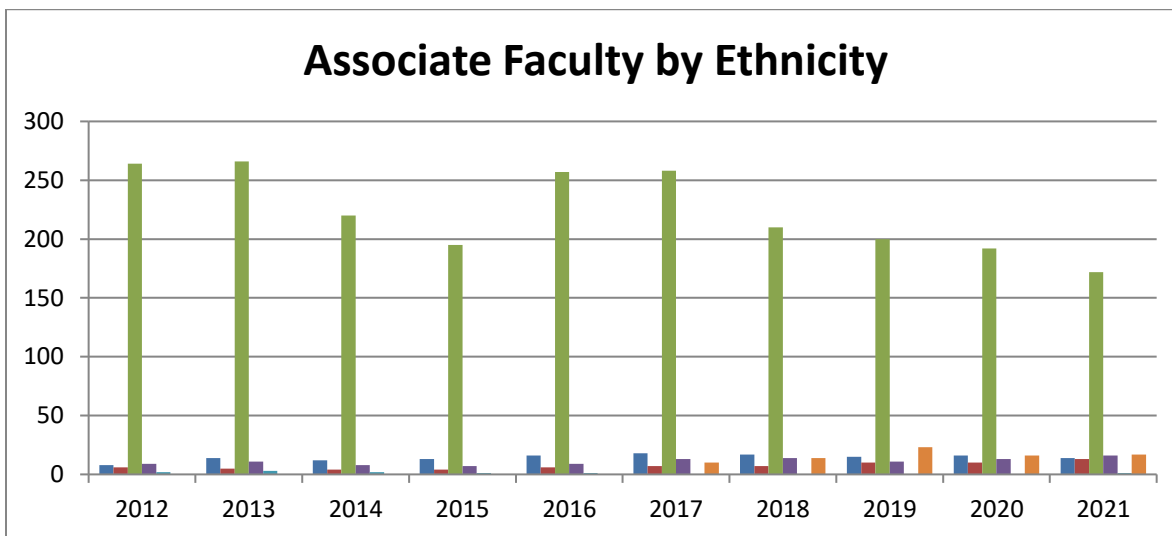
	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian/Pacific Island	6	6	8	9	9	8	8	10	10	13
Black	2	2	1	1	1	2	4	3	3	2
Caucasian	102	107	112	117	117	123	122	116	114	102
Hispanic	3	4	3	3	4	5	6	7	8	8
Native American/AK	5	4	4	4	4	4	4	3	3	3
Not indicated						1	3	6	6	6
TOTAL #	118	123	128	134	135	143	148	146	144	134
Total of color	16	16	16	17	18	19	22	23	24	26
% of color	13.6%	13.0%	12.5%	12.7%	13.3%	13.2%	14.9%	15.8%	16.7%	19.4%



	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Born before 1940	0	0	0	0	0	0	0	0	0	0
Born 1940-1960	63	64	58	52	51	46	39	35	28	22
Born 1961-1980	50	53	62	75	74	81	87	85	86	83
Born after 1980	5	6	8	7	10	16	22	26	30	29

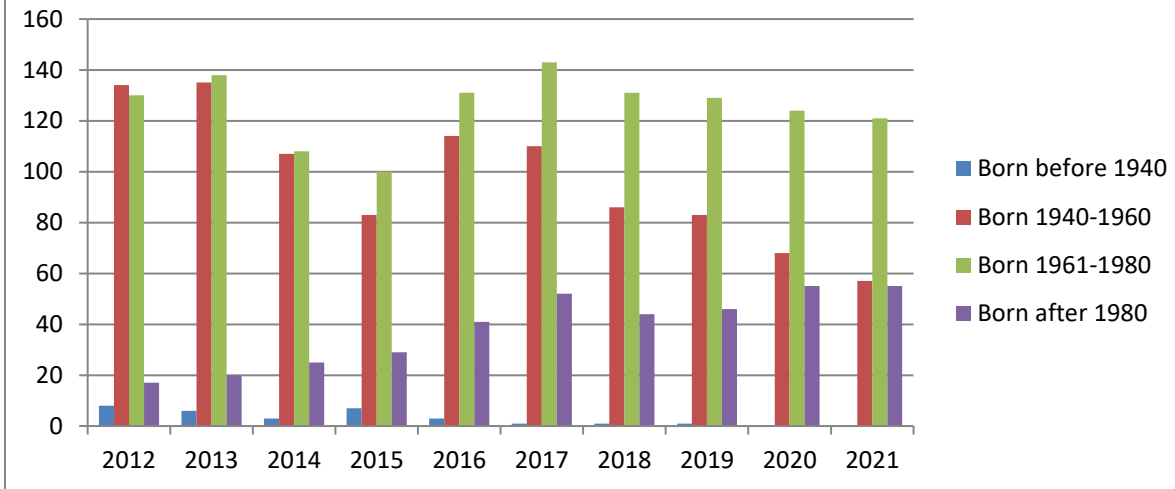


	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Female	172	178	150	135	178	176	154	157	145	141
Male	117	121	96	85	111	130	108	102	102	92
Total	289	299	246	220	289	306	262	259	247	233
% female	60%	60%	61%	61%	62%	58%	59%	61%	59%	61%
% male	40%	40%	39%	39%	38%	42%	41%	39%	41%	39%

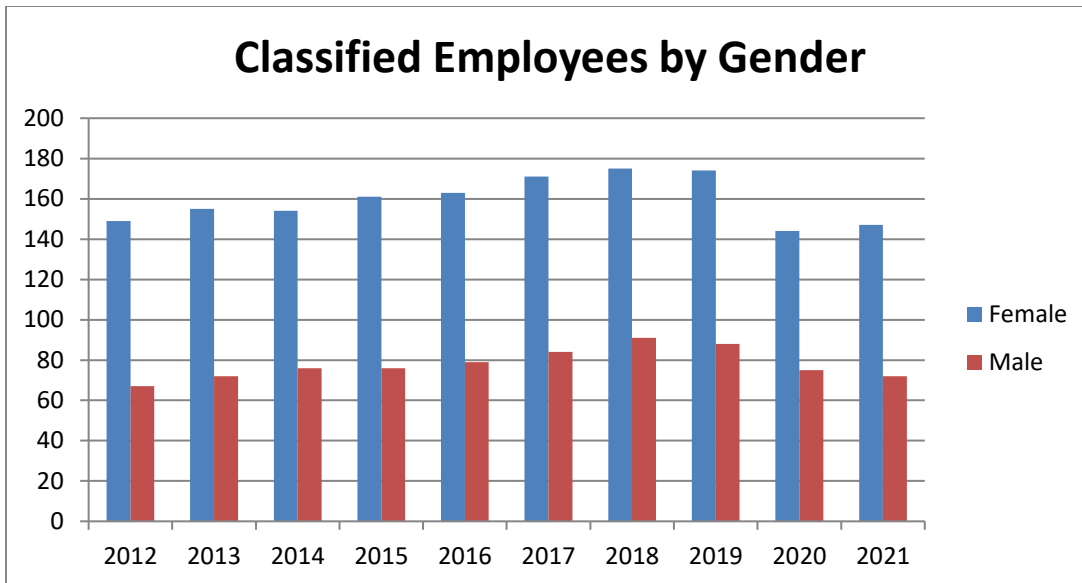


	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian Amer/Pacific	8	14	12	13	16	18	17	15	16	14
Black	6	5	4	4	6	7	7	10	10	13
Caucasian	264	266	220	195	257	258	210	200	192	172
Hispanic	9	11	8	7	9	13	14	11	13	16
Native Amer/Alaskan	2	3	2	1	1	0	0	0	0	1
Did not indicate						10	14	23	16	17
Total	289	299	246	220	289	306	262	259	247	233
% of color	8.7%	11.0%	10.6%	11.4%	11.1%	12.8%	14.5%	13.9%	15.8%	18.9%
Total of color	25	33	26	25	32	38	38	36	39	44

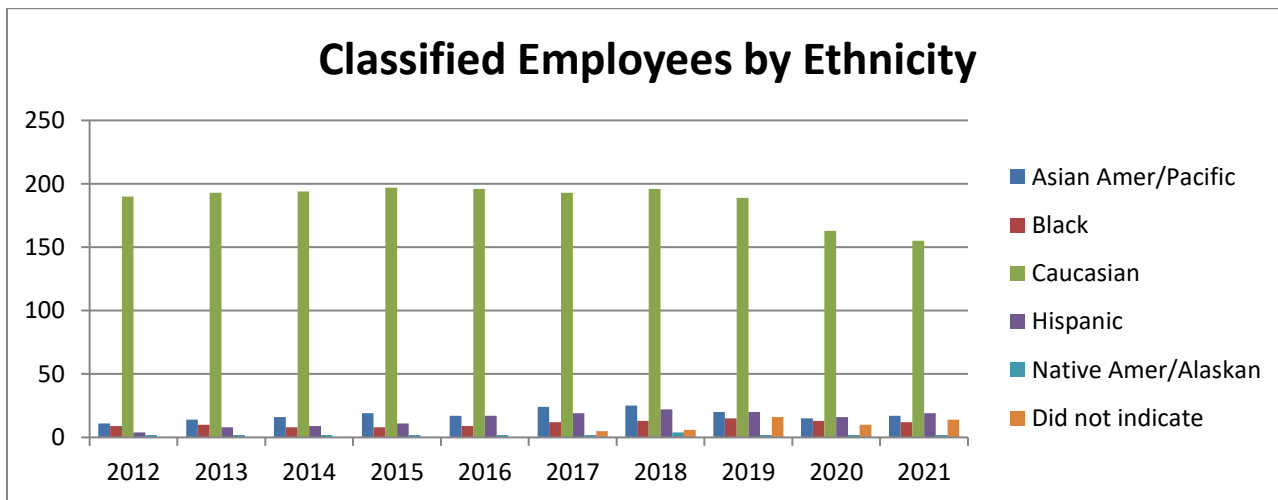
Associate Faculty by Birth Year



	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Born before 1940	8	6	3	7	3	1	1	1	0	0
Born 1940-1960	134	135	107	83	114	110	86	83	68	57
Born 1961-1980	130	138	108	100	131	143	131	129	124	121
Born after 1980	17	20	25	29	41	52	44	46	55	55

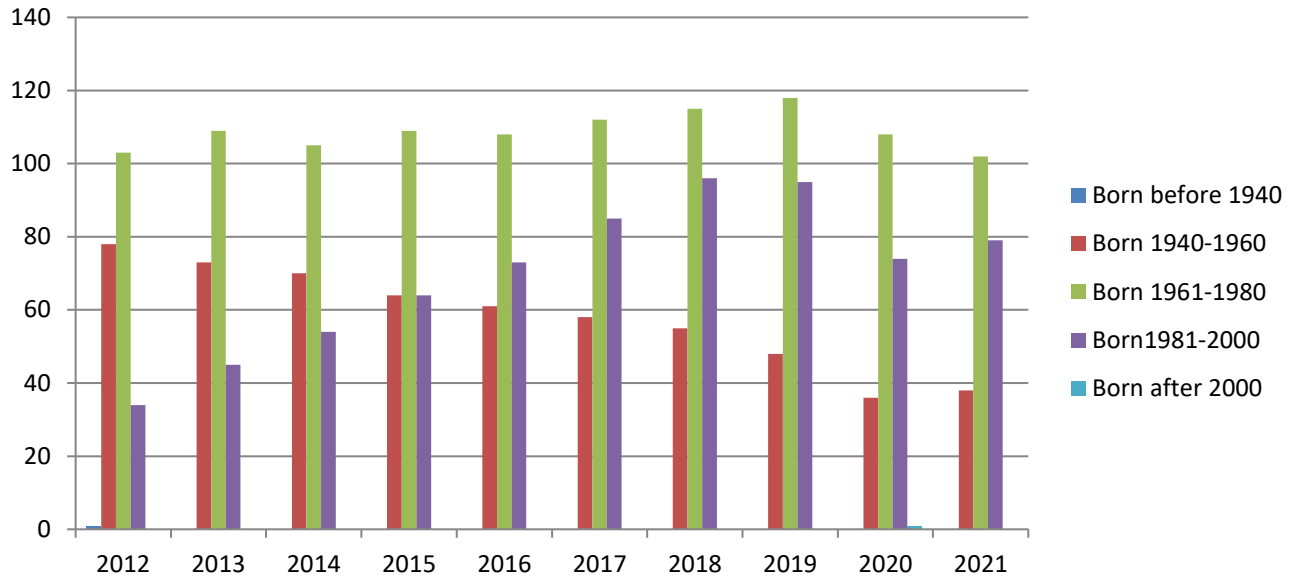


	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Female	149	155	154	161	163	171	175	174	144	147
Male	67	72	76	76	79	84	91	88	75	72
Total	216	227	230	237	242	255	266	262	219	219
% female	69%	68%	67%	68%	67%	67%	66%	66%	66%	67%
% male	31%	32%	33%	32%	33%	33%	34%	34%	34%	33%



	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian Amer/Pacific	11	14	16	19	17	24	25	20	15	17
Black	9	10	8	8	9	12	13	15	13	12
Caucasian	190	193	194	197	196	193	196	189	163	155
Hispanic	4	8	9	11	17	19	22	20	16	19
Native Amer/Alaskan	2	2	2	2	2	2	4	2	2	2
Did not indicate						5	6	16	10	14
Total #	216	227	229	237	241	255	266	262	219	219
% of color	12.1%	10.7%	15.3%	16.9%	18.7%	22.4%	24.1%	21.8%	21.0%	22.8%
# of color	26	34	35	40	45	57	64	57	46	50

Classified Employees by Birth Year



	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Born before 1940	1	0	0	0	0	0	0	0	0	0
Born 1940-1960	78	73	70	64	61	58	55	48	36	38
Born 1961-1980	103	109	105	109	108	112	115	118	108	102
Born 1981-2000	34	45	54	64	73	85	96	95	74	79
Born after 2000						0	0	0	1	0