Faculty and Staff Diversity at College of Marin, the Bay Area 10, and Santa Rosa Junior College

September 2015

Introduction

This research compares College of Marin (COM) to the 20 community colleges at the other 9 districts in the Bay Area (Bay-10) and Santa Rosa Junior College (SRJC). Using the Fall 2014 data from the California Community College Chancellor's Office (CCCCO) DataMart, we looked at each college's employee diversity and the extent to which it reflects the student population. The purpose of this research is to help inform the process of student equity planning.

Recent research found improved academic performance and long-term outcomes for minority students who are taught by minority faculty. Based on this research, the Community College League of California (CCLC) has recommended that faculty members reflecting the diversity of the student population participate in the formulation and implementation of the schools' student equity plans.[1] Therefore this report is particularly concerned with noting disparities between minority student populations and faculty, though we include comparisons by college for all employees, and disaggregated by faculty, classified staff, and administration.

For each major race/ethnic category, we considered differences of less than 2 percentage points between the student population and employees as equivalent. In some cases, the percentage gap is much larger than 2%. While there is no research standard for gauging the equivalence of race/ethnicity, we are setting a conservative standard of equivalence to assure that statistical differences are highlighted. In practice, in terms of whether students are likely to see themselves represented among campus employees, this may be a narrow band, but the purpose of this report is to show the differences in the data so that colleges can use it for their own planning.

With the exception of Chabot College and the three colleges in San Mateo District (Cañada, College of San Mateo, and Skyline), less than 1% of employees and students are Pacific Islanders. These colleges have between 1.5% and 2.1% students who are Pacific Islanders, and less than 1% of employees in any category who are Pacific Islanders. No school has more than 1% Native American students or employees in any category. Therefore the findings focus on the largest four race/ethnic categories: Asian, African-American/Black (AA/Black), Hispanic, and White.

Findings

Overall Employee Diversity

In terms of overall employee diversity, COM reflects its AA/Black and Asian student populations. However, there are proportionally more White employees and fewer Hispanic employees than students. See Table 1.

Specific districts/colleges compare as follows:

---

[1] It Begins With Us: The Case for Student Equity. Community College League of California, June 2015. http://www.ccleague.org/files/public/Publications/EquityReport2015.pdf

- Asian
  - Equivalent % of Asian students & employees: COM, SRJC, Cañada, Los Medanos, and Berkeley City colleges
  - Greater % of Asian students: All other 17 colleges
- AA/Black:
  - Greater % of AA/Black employees than students: Evergreen Valley and Skyline colleges
  - Lower % of AA/Black students: Los Medanos, Chabot and Berkeley City colleges
  - Equivalent %: COM and all other 16 colleges
- Hispanic
  - Lower % of Hispanic employees than students: COM and all other 21 colleges
- White
  - Greater % of White employees than students: COM and all other 21 colleges

Faculty Diversity

Compared to its student population, COM's faculty is proportionally more White and less Hispanic, but reflective of its Asian and AA/Black students (Table 2). Most other colleges have a higher percentage of Asian students compared to faculty; for those colleges the average gap is 11.5%. The gap between Hispanic faculty and students is even larger, at 20%. For White students, the gap is reversed, with a larger percentage of White faculty than students, and the average gap is 33%.

Specific districts/colleges compare as follows:

- Asian
  - Equivalent % of Asian faculty & students: COM, SRJC, Cañada and Los Medanos colleges
  - Greater % of Asian students than faculty: All other 18 colleges
- AA/Black
  - Lower % of AA/Black faculty than students: Contra Costa and Los Medanos colleges (Contra Costa District), Berkeley City and Laney Colleges (Peralta District), and Chabot College
  - Greater % of AA/Black faculty than students: Cañada and Skyline colleges (San Mateo District) and Evergreen Valley College
  - Equivalent % of AA/Black faculty & students: COM and all other 13 colleges
- Hispanic
  - Lower % of Hispanic faculty than students: COM and all other 21 colleges
- White
  - Greater % of White faculty than students: COM and all other 21 colleges

Administrator Diversity

COM has a higher percentage of White, Asian, and AA/Black administrators compared to students. The proportion of Hispanic students is greater than administrators by 20 percentage points (Table 3).

Specific districts/colleges compare as follows:[2]

---

[2] Most colleges, including COM, have fewer than 20 administrators, resulting in some very large percentage differences that should be interpreted cautiously.

- Asian
  - Equivalent % of Asian students & administrators: Los Medanos College, College of Alameda
  - Higher % of Asian administrators: COM, SRJC, Contra Costa, Berkeley City, Cañada, and West Valley colleges
  - Greater % of Asian students: All other 14 colleges
- African-American/Black
  - Equivalent % of AA/Black students & administrators: SRJC and San Jose City College
  - Lower % of AA/Black administrators: West Valley, and Mission colleges (West Valley Mission District); Los Medanos, Foothill, and Cañada colleges
  - Higher % of AA/Black administrators: COM and all other 14 colleges
- Hispanic
  - Greater % of Hispanic administrators: Laney and Merritt colleges (Peralta District)
  - Greater % of Hispanic students: COM and all other 19 colleges
- White
  - Lower % of White administrators than students: Berkeley City, Laney and Merritt colleges (Peralta District) and West Valley College
  - Greater % of White administrators than students: COM and all other 17 colleges

Classified Staff Diversity

COM's classified staff reflects the student AA/Black population. Compared to students, there are proportionally more White and Asian staff, and far fewer Hispanic staff (Table 4).

Specific districts/colleges compare as follows:

- Asian
  - Equivalent % of Asian students & staff: Contra Costa, Foothill, SRJC, Cañada, and West Valley colleges
  - Higher % of Asian staff: COM, all colleges in the Peralta district, and City College of San Francisco
  - Higher % of Asian students: All other 11 colleges
- AA/Black
  - Equivalent % of AA/Black staff and students: COM; Contra Costa and Los Medanos colleges (Contra Costa District); Chabot College; DeAnza College; San Jose City and Evergreen Valley colleges (San Jose Evergreen district); all colleges in the San Mateo District; both colleges in the West Valley Mission District
  - Larger % of AA/Black staff than students: Diablo Valley, Las Positas, Foothill, and Ohlone colleges; all colleges in Peralta District; SRJC; City College of San Francisco
- Hispanic
  - Equivalent % of Hispanic staff and students: Evergreen Valley College
  - Lower % of Hispanic staff: COM and all other 20 colleges
- White
  - Higher % of White students than staff: Berkeley City and Laney colleges (Peralta District) and at City College of San Francisco
  - Equivalent %: Merritt College

o   <u>Higher % of White staff</u>: COM and all other 17 colleges

Conclusion

With few exceptions, the employees at the colleges and districts in our peer comparison group have proportionally larger Hispanic student populations, and to a lesser extent, Asian student populations, than that of employees. Their employees are, however, mostly reflective of their AA/Black student populations. In almost all employee categories at almost all schools, there is a greater percentage of White employees than students.

COM mostly follows the same pattern: a much larger percentage of Hispanic students than employees, a much lower percentage of White students than employees, and equivalent percentages of AA/Black students and employees. However, COM's Asian employees do reflect our Asian student population.

The major concern in terms of student equity is providing students with opportunities to be taught by instructional staff who represent their race/ethnicity. The good news is that the percentage of AA/Black faculty at a majority of the colleges is similar to that of students. However, there are typically fewer Asian faculty than students—an average of 11.5% fewer. Hispanic students at many of the colleges, including COM, may be even less likely to be taught by a Hispanic instructor; the average percentage gap between Hispanic students and faculty is 20%. Given the research and recommendations of the CCLC, efforts to reduce the gap between Hispanic and Asian student populations and faculty would be warranted, and involving the existing minority faculty in student equity planning would help serve the student populations in all of the districts.

Table 1. Fall 2014 Student and Employee Headcounts by Ethnicity, Bay10 Colleges and SRJC

Marin CCD	Headcount		Asian		Black		Hispanic		Native American		Pacific Islander		White		Two or More Races	
	Student	Emp.	Student	Emp.	Student	Emp.	Student	Emp.	Student	Emp.	Student	Emp.	Student	Emp.	Student	Emp.
College of Marin	**6,418**	**528**	**7.6%**	**9.5%**	**5.6%**	**5.7%**	**30.9%**	**7.2%**	**0.2%**	**0.6%**	**0.2%**	**0.4%**	**44.3%**	**72.0%**	**4.4%**	**1.1%**
Contra Costa Dist.																
Contra Costa College	6,892	428	19.4%	12.9%	21.6%	19.9%	39.1%	13.1%	0.2%	0.2%	0.6%	1.2%	10.9%	44.6%	4.8%	1.2%
Diablo Valley College	19,812	1,027	16.0%	10.8%	5.5%	5.6%	23.0%	7.8%	0.2%	0.4%	0.4%	0.1%	38.6%	63.2%	7.7%	0.4%
Los Medanos College	8,689	504	9.4%	7.7%	15.7%	11.1%	37.3%	14.9%	0.1%	0.4%	0.6%	0.4%	28.0%	59.5%	7.4%	0.8%
Chabot-Las Positas Dist.																
Chabot College	13,450	636	23.1%	14.0%	12.1%	8.0%	37.2%	14.3%	0.2%	0.2%	1.7%	0.3%	18.3%	54.1%	5.7%	1.9%
Las Positas College	8,622	482	16.2%	9.8%	4.1%	4.6%	28.9%	6.8%	0.2%	0.8%	0.5%	0.0%	42.1%	68.0%	6.6%	0.4%
Foothill DeAnza Dist.																
Foothill College	15,442	714	25.5%	16.4%	3.5%	3.9%	23.8%	9.8%	0.2%	0.8%	0.7%	0.3%	33.5%	64.4%	4.8%	1.1%
De Anza College	22,718	1,058	42.4%	21.0%	3.3%	4.3%	26.2%	11.2%	0.2%	0.7%	0.4%	0.5%	21.1%	54.7%	4.8%	0.9%
Ohlone Dist.																
Ohlone College	11,065	692	35.1%	23.4%	4.3%	5.3%	22.6%	11.8%	0.3%	0.6%	0.9%	0.3%	27.2%	53.8%	4.6%	0.7%
Peralta Dist.																
Berkeley City	6,311	277	16.4%	16.6%	17.9%	11.9%	24.6%	11.6%	0.3%	0.4%	0.4%	0.0%	27.7%	48.7%	7.1%	1.8%
College of Alameda	5,480	244	31.4%	23.4%	20.9%	21.3%	21.7%	9.8%	0.3%	0.0%	0.4%	0.4%	15.0%	38.1%	4.6%	0.4%
Laney College	10,757	529	26.4%	16.4%	24.9%	23.3%	19.0%	9.3%	0.3%	0.8%	0.5%	0.0%	16.7%	43.3%	5.1%	1.1%
Merritt College	6,080	306	14.8%	11.1%	29.7%	31.4%	23.8%	8.2%	0.4%	0.0%	0.5%	0.0%	19.0%	40.2%	4.6%	1.6%
Santa Rosa Dist.																
Santa Rosa Junior College	26,288	1,760	4.7%	4.4%	2.5%	2.6%	32.6%	7.8%	0.7%	1.0%	0.3%	0.2%	51.7%	80.1%	4.3%	1.0%
SF Community College Dist.																
City College of San Francisco	23,575	2,250	36.4%	29.3%	8.2%	8.4%	23.9%	11.9%	0.2%	0.2%	0.7%	0.5%	23.4%	46.0%	4.6%	0.8%
San Jose Evergreen Dist.																
San Jose City College	8,910	508	24.1%	20.7%	6.8%	7.1%	41.5%	18.7%	0.5%	1.0%	0.5%	0.0%	17.1%	48.6%	4.1%	1.0%
Evergreen Valley College	8,953	466	39.1%	26.0%	2.8%	7.1%	40.2%	24.2%	0.6%	0.6%	0.5%	0.6%	7.3%	38.4%	2.5%	0.2%
San Mateo Dist.																
Canada College	6,315	331	11.6%	13.3%	3.3%	4.8%	51.4%	19.0%	0.2%	0.3%	1.6%	0.9%	25.5%	49.5%	3.2%	0.3%
College of San Mateo	8,922	479	25.8%	12.7%	3.3%	4.2%	30.4%	8.6%	0.2%	0.6%	2.1%	1.0%	29.9%	64.1%	5.1%	0.8%
Skyline College	9,690	481	38.9%	21.8%	3.2%	5.4%	29.3%	10.4%	0.2%	0.0%	1.3%	0.6%	19.6%	51.1%	5.3%	0.0%
West Valley Mission Dist.																
West Valley College	10,174	466	15.2%	11.8%	2.3%	2.4%	22.2%	9.9%	0.2%	0.9%	0.3%	0.4%	43.2%	70.8%	4.2%	0.4%
Mission College	8,793	447	43.5%	24.4%	3.5%	4.9%	23.9%	11.2%	0.1%	0.9%	0.5%	0.0%	18.8%	56.4%	3.8%	0.9%

Table 2. Fall 2014 Student and Faculty Headcounts by Ethnicity, Bay10 Colleges and SRJC

Marin CCD	Headcount		Asian		Black		Hispanic		Native American		Pacific Islander		White		Two or More Races	
	Student	Faculty	Student	Faculty	Student	Faculty	Student	Faculty	Student	Faculty	Student	Faculty	Student	Faculty	Student	Faculty
College of Marin	**6,418**	**325**	**7.6%**	**6.5%**	**5.6%**	**4.6%**	**30.9%**	**6.5%**	**0.2%**	**0.9%**	**0.2%**	**0.0%**	**44.3%**	**77.5%**	**4.4%**	**0.3%**
Contra Costa Dist.																
Contra Costa College	6,892	328	19.4%	10.7%	21.6%	18.9%	39.1%	12.2%	0.2%	0.3%	0.6%	1.2%	10.9%	48.8%	4.8%	1.2%
Diablo Valley College	19,812	813	16.0%	10.2%	5.5%	4.1%	23.0%	6.4%	0.2%	0.5%	0.4%	0.1%	38.6%	64.5%	7.7%	0.4%
Los Medanos College	8,689	373	9.4%	8.3%	15.7%	9.4%	37.3%	11.8%	0.1%	0.5%	0.6%	0.5%	28.0%	62.7%	7.4%	0.5%
Chabot-Las Positas Dist.																
Chabot College	13,450	489	23.1%	14.3%	12.1%	5.9%	37.2%	12.1%	0.2%	0.2%	1.7%	0.2%	18.3%	58.7%	5.7%	1.2%
Las Positas College	8,622	381	16.2%	10.0%	4.1%	2.6%	28.9%	6.8%	0.2%	1.0%	0.5%	0.0%	42.1%	70.9%	6.6%	0.5%
Foothill DeAnza Dist.																
Foothill College	15,442	574	25.5%	15.2%	3.5%	3.3%	23.8%	8.9%	0.2%	0.9%	0.7%	0.0%	33.5%	67.6%	4.8%	0.7%
De Anza College	22,718	772	42.4%	19.2%	3.3%	4.1%	26.2%	8.5%	0.2%	0.9%	0.4%	0.1%	21.1%	59.7%	4.8%	0.5%
Ohlone Dist.																
Ohlone College	11,065	488	35.1%	22.7%	4.3%	4.1%	22.6%	10.0%	0.3%	0.8%	0.9%	0.2%	27.2%	59.8%	4.6%	0.4%
Peralta Dist.																
Berkeley City	6,311	223	16.4%	12.1%	17.9%	9.0%	24.6%	10.3%	0.3%	0.4%	0.4%	0.0%	27.7%	56.5%	7.1%	2.2%
College of Alameda	5,480	185	31.4%	18.9%	20.9%	19.5%	21.7%	10.8%	0.3%	0.0%	0.4%	0.5%	15.0%	43.8%	4.6%	0.5%
Laney College	10,757	425	26.4%	13.4%	24.9%	19.1%	19.0%	8.5%	0.3%	0.5%	0.5%	0.0%	16.7%	51.3%	5.1%	1.2%
Merritt College	6,080	239	14.8%	9.2%	29.7%	28.9%	23.8%	7.1%	0.4%	0.0%	0.5%	0.0%	19.0%	46.4%	4.6%	2.1%
Santa Rosa Dist.																
Santa Rosa Junior College	26,288	1,238	4.7%	4.4%	2.5%	0.8%	32.6%	5.7%	0.7%	1.1%	0.3%	0.2%	51.7%	84.9%	4.3%	0.7%
SF Community College Dist.																
City College of San Francisco	23,575	1,522	36.4%	20.2%	8.2%	7.0%	23.9%	10.2%	0.2%	0.2%	0.7%	0.5%	23.4%	58.1%	4.6%	0.8%
San Jose Evergreen Dist.																
San Jose City College	8,910	381	24.1%	20.5%	6.8%	6.8%	41.5%	13.1%	0.5%	1.0%	0.5%	0.0%	17.1%	55.9%	4.1%	1.0%
Evergreen Valley College	8,953	331	39.1%	24.8%	2.8%	7.9%	40.2%	17.2%	0.6%	0.9%	0.5%	0.3%	7.3%	45.0%	2.5%	0.3%
San Mateo Dist.																
Canada College	6,315	241	11.6%	13.3%	3.3%	5.4%	51.4%	11.6%	0.2%	0.4%	1.6%	1.2%	25.5%	55.2%	3.2%	0.0%
College of San Mateo	8,922	348	25.8%	10.3%	3.3%	4.9%	30.4%	5.7%	0.2%	0.9%	2.1%	0.3%	29.9%	69.3%	5.1%	0.3%
Skyline College	9,690	364	38.9%	20.1%	3.2%	5.2%	29.3%	8.0%	0.2%	0.0%	1.3%	0.0%	19.6%	55.8%	5.3%	0.0%
West Valley Mission Dist.																
West Valley College	10,174	366	15.2%	10.7%	2.3%	2.5%	22.2%	8.7%	0.2%	0.8%	0.3%	0.5%	43.2%	72.4%	4.2%	0.0%
Mission College	8,793	336	43.5%	20.8%	3.5%	5.4%	23.9%	10.7%	0.1%	0.3%	0.5%	0.0%	18.8%	59.8%	3.8%	1.2%

Table 3. Fall 2014 Student and Administrator Headcounts by Ethnicity, Bay10 Colleges and SRJC

Marin CCD	Headcount		Asian		Black		Hispanic		Native American		Pacific Islander		White		Two or More Races	
	Student	Admin	Student	Admin	Student	Admin	Student	Admin	Student	Admin	Student	Admin	Student	Admin	Student	Admin
College of Marin	**6,418**	**19**	**7.6%**	**10.5%**	**5.6%**	**15.8%**	**30.9%**	**10.5%**	**0.2%**	**0.0%**	**0.2%**	**0.0%**	**44.3%**	**63.2%**	**4.4%**	**0.0%**
Contra Costa Dist.																
Contra Costa College	6,892	13	19.4%	23.1%	21.6%	30.8%	39.1%	23.1%	0.2%	0.0%	0.6%	0.0%	10.9%	15.4%	4.8%	0.0%
Diablo Valley College	19,812	19	16.0%	5.3%	5.5%	10.5%	23.0%	15.8%	0.2%	0.0%	0.4%	0.0%	38.6%	57.9%	7.7%	0.0%
Los Medanos College	8,689	12	9.4%	8.3%	15.7%	8.3%	37.3%	16.7%	0.1%	0.0%	0.6%	0.0%	28.0%	58.3%	7.4%	0.0%
Chabot-Las Positas Dist.																
Chabot College	13,450	10	23.1%	0.0%	12.1%	40.0%	37.2%	0.0%	0.2%	0.0%	1.7%	0.0%	18.3%	50.0%	5.7%	0.0%
Las Positas College	8,622	8	16.2%	0.0%	4.1%	12.5%	28.9%	0.0%	0.2%	0.0%	0.5%	0.0%	42.1%	62.5%	6.6%	0.0%
Foothill DeAnza Dist.																
Foothill College	15,442	25	25.5%	8.0%	3.5%	0.0%	23.8%	8.0%	0.2%	0.0%	0.7%	0.0%	33.5%	80.0%	4.8%	4.0%
De Anza College	22,718	21	42.4%	19.0%	3.3%	14.3%	26.2%	9.5%	0.2%	0.0%	0.4%	0.0%	21.1%	47.6%	4.8%	4.8%
Ohlone Dist.																
Ohlone College	11,065	14	35.1%	7.1%	4.3%	7.1%	22.6%	0.0%	0.3%	0.0%	0.9%	0.0%	27.2%	71.4%	4.6%	0.0%
Peralta Dist.																
Berkeley City	6,311	9	16.4%	33.3%	17.9%	22.2%	24.6%	22.2%	0.3%	0.0%	0.4%	0.0%	27.7%	22.2%	7.1%	0.0%
College of Alameda	5,480	9	31.4%	33.3%	20.9%	33.3%	21.7%	11.1%	0.3%	0.0%	0.4%	0.0%	15.0%	22.2%	4.6%	0.0%
Laney College	10,757	14	26.4%	21.4%	24.9%	42.9%	19.0%	21.4%	0.3%	0.0%	0.5%	0.0%	16.7%	14.3%	5.1%	0.0%
Merritt College	6,080	8	14.8%	12.5%	29.7%	50.0%	23.8%	37.5%	0.4%	0.0%	0.5%	0.0%	19.0%	0.0%	4.6%	0.0%
Santa Rosa Dist.																
Santa Rosa Junior College	26,288	37	4.7%	10.8%	2.5%	2.7%	32.6%	13.5%	0.7%	0.0%	0.3%	0.0%	51.7%	70.3%	4.3%	0.0%
SF Community College Dist.																
City College of San Francisco	23,575	44	36.4%	18.2%	8.2%	15.9%	23.9%	15.9%	0.2%	0.0%	0.7%	0.0%	23.4%	47.7%	4.6%	2.3%
San Jose Evergreen Dist.																
San Jose City College	8,910	12	24.1%	16.7%	6.8%	8.3%	41.5%	8.3%	0.5%	0.0%	0.5%	0.0%	17.1%	25.0%	4.1%	0.0%
Evergreen Valley College	8,953	11	39.1%	27.3%	2.8%	18.2%	40.2%	36.4%	0.6%	0.0%	0.5%	0.0%	7.3%	18.2%	2.5%	0.0%
San Mateo Dist.																
Canada College	6,315	9	11.6%	22.2%	3.3%	0.0%	51.4%	11.1%	0.2%	0.0%	1.6%	0.0%	25.5%	44.4%	3.2%	0.0%
College of San Mateo	8,922	13	25.8%	0.0%	3.3%	7.7%	30.4%	23.1%	0.2%	0.0%	2.1%	0.0%	29.9%	61.5%	5.1%	0.0%
Skyline College	9,690	13	38.9%	7.7%	3.2%	23.1%	29.3%	7.7%	0.2%	0.0%	1.3%	0.0%	19.6%	38.5%	5.3%	0.0%
West Valley Mission Dist.																
West Valley College	10,174	4	15.2%	50.0%	2.3%	0.0%	22.2%	0.0%	0.2%	0.0%	0.3%	0.0%	43.2%	25.0%	4.2%	25.0%
Mission College	8,793	11	43.5%	27.3%	3.5%	0.0%	23.9%	9.1%	0.1%	0.0%	0.5%	0.0%	18.8%	63.6%	3.8%	0.0%

Table 4. Fall 2014 Student and Classified Staff Headcounts by Ethnicity, Bay10 Colleges and SRJC

Marin CCD	Headcount		Asian		Black		Hispanic		Native American		Pacific Islander		White		Two or More Races	
	Student	Staff	Student	Staff	Student	Staff	Student	Staff	Student	Staff	Student	Staff	Student	Staff	Student	Staff
College of Marin	**6,418**	**184**	**7.6%**	**14.7%**	**5.6%**	**6.5%**	**30.9%**	**8.2%**	**0.2%**	**0.0%**	**0.2%**	**1.1%**	**44.3%**	**63.0%**	**4.4%**	**2.7%**
Contra Costa Dist.																
Contra Costa College	6,892	87	19.4%	19.5%	21.6%	21.8%	39.1%	14.9%	0.2%	0.0%	0.6%	1.1%	10.9%	33.3%	4.8%	1.1%
Diablo Valley College	19,812	195	16.0%	13.8%	5.5%	11.3%	23.0%	12.8%	0.2%	0.0%	0.4%	0.0%	38.6%	58.5%	7.7%	0.5%
Los Medanos College	8,689	119	9.4%	5.9%	15.7%	16.8%	37.3%	24.4%	0.1%	0.0%	0.6%	0.0%	28.0%	49.6%	7.4%	1.7%
Chabot-Las Positas Dist.																
Chabot College	13,450	137	23.1%	13.9%	12.1%	13.1%	37.2%	23.4%	0.2%	0.0%	1.7%	0.7%	18.3%	38.0%	5.7%	4.4%
Las Positas College	8,622	93	16.2%	9.7%	4.1%	11.8%	28.9%	7.5%	0.2%	0.0%	0.5%	0.0%	42.1%	57.0%	6.6%	0.0%
Foothill DeAnza Dist.																
Foothill College	15,442	115	25.5%	24.3%	3.5%	7.8%	23.8%	14.8%	0.2%	0.9%	0.7%	1.7%	33.5%	45.2%	4.8%	2.6%
De Anza College	22,718	265	42.4%	26.4%	3.3%	4.2%	26.2%	18.9%	0.2%	0.0%	0.4%	1.5%	21.1%	40.8%	4.8%	1.9%
Ohlone Dist.																
Ohlone College	11,065	190	35.1%	26.3%	4.3%	8.4%	22.6%	17.4%	0.3%	0.0%	0.9%	0.5%	27.2%	36.8%	4.6%	1.6%
Peralta Dist.																
Berkeley City	6,311	45	16.4%	35.6%	17.9%	24.4%	24.6%	15.6%	0.3%	0.0%	0.4%	0.0%	27.7%	15.6%	7.1%	0.0%
College of Alameda	5,480	50	31.4%	38.0%	20.9%	26.0%	21.7%	6.0%	0.3%	0.0%	0.4%	0.0%	15.0%	20.0%	4.6%	0.0%
Laney College	10,757	90	26.4%	30.0%	24.9%	40.0%	19.0%	11.1%	0.3%	2.2%	0.5%	0.0%	16.7%	10.0%	5.1%	1.1%
Merritt College	6,080	59	14.8%	18.6%	29.7%	39.0%	23.8%	8.5%	0.4%	0.0%	0.5%	0.0%	19.0%	20.3%	4.6%	0.0%
Santa Rosa Dist.																
Santa Rosa Junior College	26,288	485	4.7%	3.9%	2.5%	7.2%	32.6%	12.8%	0.7%	1.0%	0.3%	0.2%	51.7%	68.7%	4.3%	1.6%
SF Community College Dist.																
City College of San Francisco	23,575	684	36.4%	50.3%	8.2%	11.0%	23.9%	15.4%	0.2%	0.1%	0.7%	0.7%	23.4%	19.2%	4.6%	0.9%
San Jose Evergreen Dist.																
San Jose City College	8,910	115	24.1%	21.7%	6.8%	7.8%	41.5%	38.3%	0.5%	0.9%	0.5%	0.0%	17.1%	27.0%	4.1%	0.9%
Evergreen Valley College	8,953	124	39.1%	29.0%	2.8%	4.0%	40.2%	41.9%	0.6%	0.0%	0.5%	1.6%	7.3%	22.6%	2.5%	0.0%
San Mateo Dist.																
Canada College	6,315	81	11.6%	12.3%	3.3%	3.7%	51.4%	42.0%	0.2%	0.0%	1.6%	0.0%	25.5%	33.3%	3.2%	1.2%
College of San Mateo	8,922	118	25.8%	21.2%	3.3%	1.7%	30.4%	15.3%	0.2%	0.0%	2.1%	3.4%	29.9%	49.2%	5.1%	2.5%
Skyline College	9,690	104	38.9%	29.8%	3.2%	3.8%	29.3%	19.2%	0.2%	0.0%	1.3%	2.9%	19.6%	36.5%	5.3%	0.0%
West Valley Mission Dist.																
West Valley College	10,174	96	15.2%	14.6%	2.3%	2.1%	22.2%	14.6%	0.2%	1.0%	0.3%	0.0%	43.2%	66.7%	4.2%	1.0%
Mission College	8,793	100	43.5%	36.0%	3.5%	4.0%	23.9%	13.0%	0.1%	3.0%	0.5%	0.0%	18.8%	44.0%	3.8%	0.0%