

College of Marin EEO Plan: Applicant Pool Analysis 2017-18 through 2020-21

Total Applicant Persistence Data – Ethnicity Fiscal Year 2017-18

	STEP 1 RECRUITED		STEP 2 MIN Q/EQUIV		STEP 3 SELECTED FOR INTERVIEW		STEP 4 INTERVIEWED		STEP 5 SELECTED FOR 2ND INTERVIEW*		STEP 6 RECOMMENDED FOR HIRE/POOL	
	#	#	%	#	%	#	%	#	%	#	% converts	
Hispanic/Latino	170	140	82.4%	44	31.4%	29	65.9%	9	31.0%	6	3.5%	
White/Caucasian	887	698	78.7%	194	27.8%	142	73.2%	30	21.1%	59	6.7%	
Black/African American	139	98	70.5%	27	27.6%	19	70.4%	6	31.6%	6	4.3%	
Asian or Pacific Islander	230	151	65.7%	37	24.5%	24	64.9%	5	20.8%	8	3.5%	
American Indian or Alaska Native	12	8	66.7%	1	0.0%	1	0.0%	0	0.0%	1	8.3%	
Two or More Races	149	121	81.2%	34	28.1%	26	76.5%	6	23.1%	12	8.1%	
Declined to State	209	162	77.5%	62	38.3%	47	75.8%	7	14.9%	21	10.0%	
Total	1796	1378	76.7%	399	29.0%	288	72.2%	63	21.9%	113	6.3%	

Total Applicant Persistence Data – Gender Fiscal Year 2017-18

	STEP 1 RECRUITED		STEP 2 MIN Q/EQUIV		STEP 3 SELECTED FOR INTERVIEW		STEP 4 INTERVIEWED		STEP 5 SELECTED FOR 2ND INTERVIEW*		STEP 6 RECOMMENDED FOR HIRE/POOL	
	#	#	%	#	%	#	%	#	%	#	% converts	
Male	832	626	75.2%	158	25.2%	112	70.9%	18	16.1%	47	5.6%	
Female	886	692	78.1%	217	31.4%	156	71.9%	41	26.3%	56	6.3%	
Declined to State	78	60	76.9%	24	40.0%	20	83.3%	4	20.0%	10	12.8%	
Total	1796	1378	76.7%	399	29.0%	288	72.2%	63	21.9%	113	6.3%	

Note: Excludes recruitments that were suspended or cancelled.

*Some recruitments do not include Step 5.

of [Disaggregated Race/Ethnicity or Gender] among STEP [#]: The total number of candidates who successfully met the requirements of the named hiring process step for that racial/ethnic or gender group. % of [Disaggregated Race/Ethnicity or Gender] among STEP [#]: The proportion of candidates who successfully met the requirements of a named hiring process step and the candidates who successfully met the requirements of the immediately preceding hiring process step for that group. % converts is the proportion of initial applicants within that group who were ultimately recommended for hire or adjunct pool.

Total Applicant Persistence Data – Ethnicity
Fiscal Year 2018-19

	STEP 1 RECRUITED		STEP 2 MIN Q/EQUIV		STEP 3 SELECTED FOR INTERVIEW		STEP 4 INTERVIEWED		STEP 5 SELECTED FOR 2ND INTERVIEW*		STEP 6 RECOMMENDED FOR HIRE/POOL	
	#	#	%	#	%	#	%	#	%	#	% converts	
Hispanic/Latino	99	79	79.8%	41	51.9%	33	80.5%	7	21.2%	10	10.1%	
White/Caucasian	289	244	84.4%	90	36.9%	64	71.1%	14	21.9%	24	8.3%	
Black/African American	47	43	91.5%	14	32.6%	13	92.9%	3	23.1%	4	8.5%	
Asian or Pacific Islander	89	72	80.9%	23	31.9%	14	60.9%	2	14.3%	7	7.9%	
American Indian or Alaska Native	5	5	100.0%	3	0.0%	2	0.0%	0	0.0%	2	40.0%	
Two or More Races	54	42	77.8%	19	45.2%	15	78.9%	4	26.7%	4	7.4%	
Declined to State	74	61	82.4%	31	50.8%	23	74.2%	2	8.7%	7	9.5%	
Total	657	546	83.1%	221	40.5%	164	74.2%	32	19.5%	58	8.8%	

Total Applicant Persistence Data – Gender
Fiscal Year 2018-19

	STEP 1 RECRUITED		STEP 2 MIN Q/EQUIV		STEP 3 SELECTED FOR INTERVIEW		STEP 4 INTERVIEWED		STEP 5 SELECTED FOR 2ND INTERVIEW*		STEP 6 RECOMMENDED FOR HIRE/POOL	
	#	#	%	#	%	#	%	#	%	#	% converts	
Male	319	267	83.7%	105	39.3%	70	66.7%	9	12.9%	30	9.4%	
Female	314	261	83.1%	106	40.6%	86	81.1%	22	25.6%	25	8.0%	
Declined to State	24	18	75.0%	10	55.6%	8	80.0%	1	12.5%	3	12.5%	
Total	657	546	83.1%	221	40.5%	164	74.2%	32	19.5%	58	8.8%	

Total Applicant Persistence Data – Ethnicity
Fiscal Year 2019-20

	STEP 1 RECRUITED		STEP 2 MIN Q/EQUIV		STEP 3 SELECTED FOR INTERVIEW		STEP 4 INTERVIEWED		STEP 5 SELECTED FOR 2ND INTERVIEW*		STEP 6 RECOMMENDED FOR HIRE/POOL	
	#	#	%	#	%	#	%	#	%	#	% converts	
Hispanic/Latino	74	55	74.3%	22	40.0%	18	81.8%	2	11.1%	10	13.5%	
White/Caucasian	325	228	70.2%	92	40.4%	76	82.6%	20	26.3%	18	5.5%	
Black/African American	42	30	71.4%	14	46.7%	7	50.0%	2	28.6%	1	2.4%	
Asian or Pacific Islander	94	65	69.1%	23	35.4%	21	91.3%	3	14.3%	3	3.2%	
American Indian or Alaska Native	3	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Two or More Races	65	44	67.7%	17	38.6%	15	88.2%	4	26.7%	4	6.2%	
Declined to State	74	52	70.3%	21	40.4%	19	90.5%	2	10.5%	7	9.5%	
Total	677	474	70.0%	189	39.9%	156	82.5%	33	21.2%	43	6.4%	

Total Applicant Persistence Data – Gender
Fiscal Year 2019-20

	STEP 1 RECRUITED		STEP 2 MIN Q/EQUIV		STEP 3 SELECTED FOR INTERVIEW		STEP 4 INTERVIEWED		STEP 5 SELECTED FOR 2ND INTERVIEW*		STEP 6 RECOMMENDED FOR HIRE/POOL	
	#	#	%	#	%	#	%	#	%	#	% converts	
Male	266	185	69.5%	72	38.9%	55	76.4%	12	21.8%	16	6.0%	
Female	385	269	69.9%	111	41.3%	95	85.6%	21	22.1%	27	7.0%	
Declined to State	26	20	76.9%	6	30.0%	6	100.0%	0	0.0%	0	0.0%	
Total	677	474	70.0%	189	39.9%	156	82.5%	33	21.2%	43	6.4%	

Total Applicant Persistence Data – Ethnicity
Fiscal Year 2020-21

	STEP 1 RECRUITED		STEP 2 MIN Q/EQUIV		STEP 3 SELECTED FOR INTERVIEW		STEP 4 INTERVIEWED		STEP 5 SELECTED FOR 2ND INTERVIEW*		STEP 6 RECOMMENDED FOR HIRE/POOL	
	#	#	%	#	%	#	%	#	%	#	% converts	
Hispanic/Latino	99	76	76.8%	42	55.3%	28	66.7%	4	14.3%	9	9.1%	
White/Caucasian	364	294	80.8%	90	30.6%	68	75.6%	21	30.9%	24	6.6%	
Black/African American	49	32	65.3%	16	50.0%	12	75.0%	1	8.3%	1	2.0%	
Asian or Pacific Islander	102	73	71.6%	23	31.5%	22	95.7%	6	27.3%	4	3.9%	
American Indian or Alaska Native	4	3	75.0%	2	66.7%	2	100.0%	1	50.0%	0	0.0%	
Two or More Races	62	50	80.6%	14	28.0%	11	78.6%	3	27.3%	5	8.1%	
Declined to State	62	46	74.2%	14	30.4%	11	78.6%	2	18.2%	2	3.2%	
Total	742	574	77.4%	201	35.0%	154	76.6%	38	24.7%	45	6.1%	

Total Applicant Persistence Data – Gender
Fiscal Year 2020-21

	STEP 1 RECRUITED		STEP 2 MIN Q/EQUIV		STEP 3 SELECTED FOR INTERVIEW		STEP 4 INTERVIEWED		STEP 5 SELECTED FOR 2ND INTERVIEW*		STEP 6 RECOMMENDED FOR HIRE/POOL	
	#	#	%	#	%	#	%	#	%	#	% converts	
Male	417	334	80.1%	116	34.7%	90	77.6%	17	18.9%	22	5.3%	
Female	303	223	73.6%	80	35.9%	61	76.3%	20	32.8%	23	7.6%	
Declined to State	22	17	77.3%	5	29.4%	3	60.0%	1	33.3%	0	0.0%	
Total	742	574	77.4%	201	35.0%	154	76.6%	38	24.7%	45	6.1%	