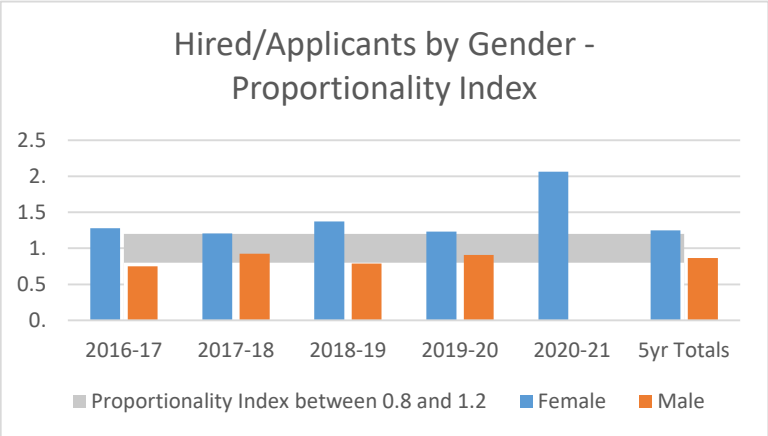


Bakersfield College Full-Time Tenure Track Applicant/Hires by Gender Proportionality Index

Bakersfield College Full-Time Tenure Track Hires by Gender											
	2016-17		2017-18		2018-19		2019-20		2020-21		5yr Totals
<b>Total</b>	36		54		28		37		5		
<b>Gender</b>											
Female	24	66.67%	24	44.44%	16	57.14%	16	43.24%	5	100.00%	53.13%
Male	12	33.33%	30	55.56%	12	42.86%	21	56.76%	0	0.00%	46.88%

Bakersfield College Full-Time Tenure Track Applicants by Gender											
	2015-16		2016-17		2017-18		2018-19		2019-20		5yr Totals
<b>Total</b>	1,659		1,604		672		926		167		
<b>Gender</b>											
Female	866	52.20%	590	36.78%	280	41.67%	325	35.10%	81	48.50%	42.60%
Male	737	44.42%	962	59.98%	366	54.46%	579	62.53%	81	48.50%	54.20%
Not Disclosed	39	2.35%	41	2.56%	22	3.27%	15	1.62%	4	2.40%	2.41%
N/A	17	1.02%	11	0.69%	4	0.60%	7	0.76%	1	0.60%	0.80%

Gender Proportionality Index = % Hired/% of Applicants (with Not Disclosed and N/A)						
	2016-17	2017-18	2018-19	2019-20	2020-21	5yr Totals
Female	1.28	1.21	1.37	1.23	2.06	1.25
Male	0.75	0.93	0.79	0.91	0.00	0.86

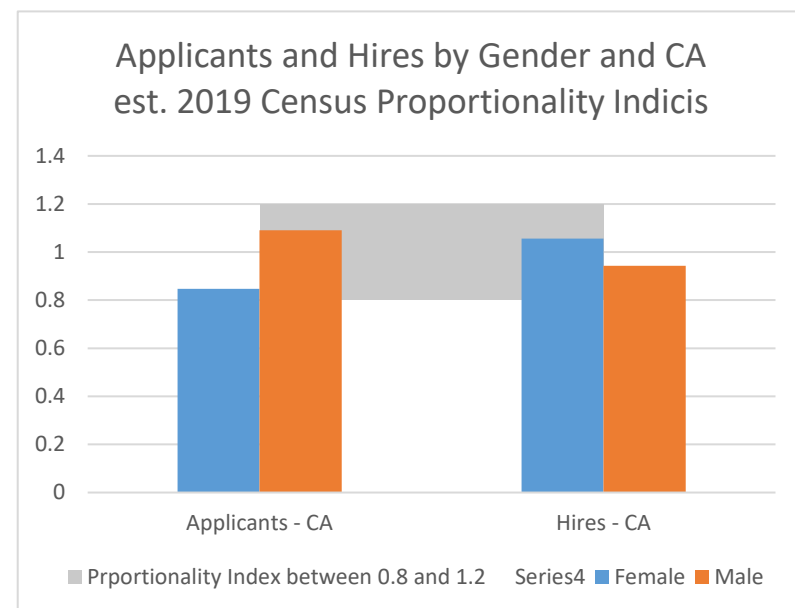
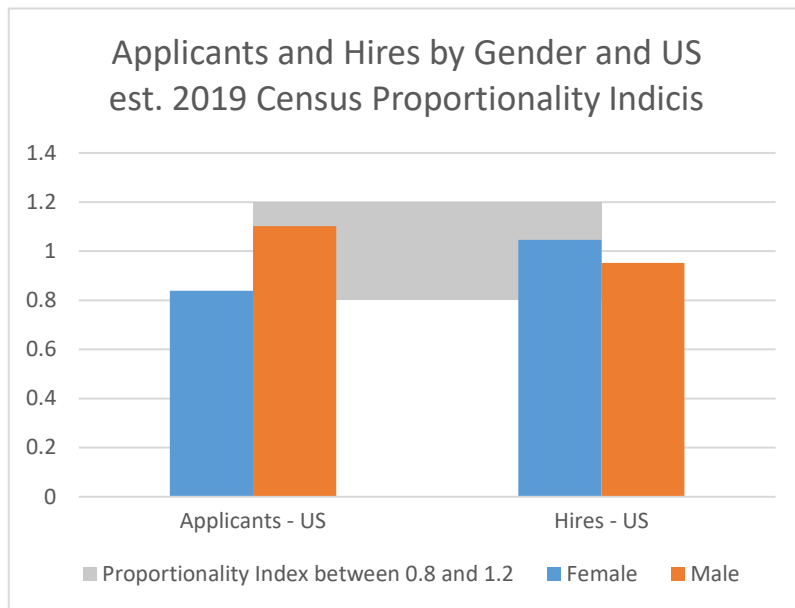


Bakersfield College Full-Time Tenure Track Applicant/Hires by Gender and estimated Census Proportionality Indics

Gender and estimates Census Proportionality Indics				
Gender	Applicants - US	Hires - US	Applicants - CA	Hires - CA
Female	0.84	1.05	0.85	1.06
Male	1.10	0.95	1.09	0.94

Population 2019 est.	
United States	California
50.80%	50.30%
49.20%	49.70%

Proportionality Index = % 5 year total Applicants or Hires/ % Census 2019 est. Population

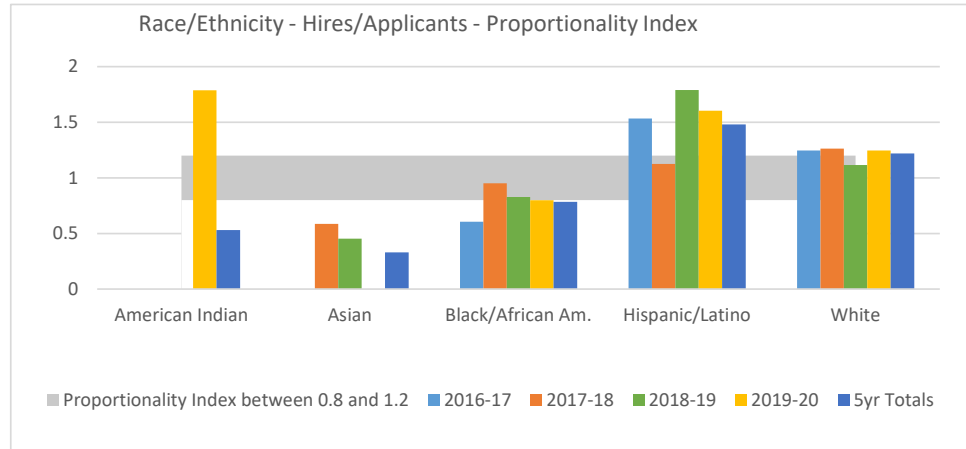


Bakersfield College Full-Time Tenure Track Applicant/Hires by Race/Ethnicity Proportionality Index

Bakersfield College Full-Time Tenure Track Hires by Race/Ethnicity												
	2016-17		2017-18		2018-19		2019-20		2020-21		5yr Total	Percentage
<b>Total</b>	36		54		28		37		5		160	100%
<b>Ethnicity</b>												
American Indian	0	0.00%	0	0.00%	0	0.00%	1	2.70%	0	0.00%	1	0.63%
Asian	0	0.00%	3	5.56%	1	3.57%	0	0.00%	1	20.00%	5	3.13%
Black/African Am.	2	5.56%	4	7.41%	2	7.14%	3	8.11%	0	0.00%	11	6.88%
Hispanic/Latino	14	38.89%	10	18.52%	10	35.71%	10	27.03%	3	60.00%	47	29.38%
White	20	55.56%	37	68.52%	15	53.57%	23	62.16%	1	20.00%	96	60.00%

Bakersfield College Full-Time Tenure Track Applicants by Race/Ethnicity												
	2015-16		2016-17		2017-18		2018-19		2019-20		5yr Total	Percentage
<b>Total</b>	1,659		1,604		672		926		167		5,028	
<b>Ethnicity</b>												
American Indian	18	1.08%	17	1.06%	10	1.49%	14	1.51%	1	0.60%	60	1.19%
Asian	136	8.20%	152	9.48%	53	7.89%	102	11.02%	33	19.76%	476	9.47%
Black/African Am.	152	9.16%	125	7.79%	58	8.63%	94	10.15%	12	7.19%	441	8.77%
Hispanic/Latino	421	25.38%	264	16.46%	134	19.94%	156	16.85%	23	13.77%	998	19.85%
White	739	44.54%	870	54.24%	323	48.07%	462	49.89%	79	47.31%	2,473	49.18%
Not Disclosed	166	10.01%	156	9.73%	84	12.50%	92	9.94%	18	10.78%	516	10.26%
N/A	27	1.63%	20	1.25%	10	1.49%	6	0.65%	1	0.60%	64	1.27%

Race / Ethnicity Proportionality Index = % Hired/% of Applicants						
<b>Ethnicity</b>	2016-17	2017-18	2018-19	2019-20	2020-21	5yr Totals
American Indian	0.00	0.00	0.00	1.79	0.00	0.53
Asian	0.00	0.59	0.45	0.00	1.01	0.33
Black/African Am.	0.61	0.95	0.83	0.80	0.00	0.78
Hispanic/Latino	1.53	1.13	1.79	1.60	4.36	1.48
White	1.25	1.26	1.11	1.25	0.42	1.22



Bakersfield College Full-Time Tenure Track Applicant/Hires by Race/Ethnicity and estimated Census Proportionality Indics

**Race/Ethnicity and estimates Census Proportionality Indics**

<b>Ethnicity</b>	<b>Applicants - US</b>	<b>Hires - US</b>	<b>Applicants - CA</b>	<b>Hires - CA</b>
American Indian	0.92	0.48	0.74	0.39
Asian	1.61	0.53	0.61	0.20
Black/African Am.	0.65	0.51	1.35	1.06
Hispanic/Latino	1.07	1.59	0.50	0.75
White	0.82	1.00	1.35	1.64

<b>Population 2019 est.</b>	
<b>United States</b>	<b>California</b>
1.30%	1.60%
5.90%	15.50%
13.40%	6.50%
18.50%	39.40%
60.10%	36.50%

Proportionality Index = % 5 year total Applicants or Hires/ % Census 2019 est. Population

