November 5, 2014

TO: Santa Clara County Board of Education

FROM: Philip J. Gordillo, Chief Human Resources Officer

VIA: Jon R. Gundry, County Superintendent of Schools

SUBJECT: Staff Ethnicity Report

**SCCOE ASSOCIATED GOAL**

GOAL 3: SCCOE will be a premier employer.

**BACKGROUND**

The Human Resources Branch prepares an annual staff ethnicity report for the County Board of Education. During the last report on November 13, 2013, the Board requested expanded staff ethnicity information for employee groups and by gender. The Board also requested a sampling of applicant ethnicity information for position openings.

The attached report and presentation illustrates our current ethnicity breakdown for all SCCOE staff, employee groups and gender as well as applicant ethnicity for certain position openings.

Attachment: Staff Ethnicity Report
All SCCOE Staff Ethnicity Report

2012 2013 2014

35% 35% 36%
32% 25% 26%
36% 25% 26%
1% 1% 1%

- White
- Hispanic
- Asian
- Black/African Am
- Am Indian

Santa Clara County Office of Education Staff Ethnicity Report
Ridder Park Ethnicity

Staff Ethnicity Report
Leadership Team Ethnicity

- **2012**:
  - White: 54%
  - Hispanic: 29%
  - Asian: 14%
  - Black/African Am: 3%
  - Am Indian: 0%

- **2013**:
  - White: 47%
  - Hispanic: 32%
  - Asian: 18%
  - Black/African Am: 3%
  - Am Indian: 0%

- **2014**:
  - White: 43%
  - Hispanic: 33%
  - Asian: 18%
  - Black/African Am: 5%
  - Am Indian: 1%
Certificated Ethnicity

![Bar chart showing the percentage of certificated ethnicity for White, Hispanic, Asian, Black/African American, and Am Indian from 2012 to 2014. The percentages are as follows:

- **2012**: 54% White, 13% Hispanic, 29% Asian, 4% Black/African American, 0% Am Indian
- **2013**: 52% White, 14% Hispanic, 29% Asian, 4% Black/African American, 1% Am Indian
- **2014**: 51.5% White, 14% Hispanic, 30% Asian, 4% Black/African American, 0.5% Am Indian]
Gender Ethnicity – Male Employees

- **2012**
  - White: 40%
  - Hispanic: 30%
  - Asian: 8%
  - Black/African Am: 1%
  - Am Indian: 1%

- **2013**
  - White: 39%
  - Hispanic: 31%
  - Asian: 22%
  - Black/African Am: 7%
  - Am Indian: 1%

- **2014**
  - White: 40%
  - Hispanic: 30%
  - Asian: 21%
  - Black/African Am: 9%
  - Am Indian: 0%
Gender Ethnicity – Female Employees

<table>
<thead>
<tr>
<th>Year</th>
<th>White</th>
<th>Hispanic</th>
<th>Asian</th>
<th>Black/African Am</th>
<th>Am Indian</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>33%</td>
<td>36%</td>
<td>26%</td>
<td>4%</td>
<td>1%</td>
</tr>
<tr>
<td>2013</td>
<td>32%</td>
<td>37%</td>
<td>26%</td>
<td>4%</td>
<td>1%</td>
</tr>
<tr>
<td>2014</td>
<td>31%</td>
<td>37%</td>
<td>27%</td>
<td>4%</td>
<td>1%</td>
</tr>
</tbody>
</table>
Applicant Ethnicity – Position Openings

- Paraeducator-Special Education: 30% White, 35% Hispanic, 20% Asian, 8% Black/African Am, 7% Am Indian
- Administrative Assistant I/II: 36% White, 44% Hispanic, 11% Asian, 11% Black/African Am, 4% Am Indian
- Teacher-Head Start: 43% White, 29% Hispanic, 26% Asian, 0% Black/African Am, 2% Am Indian
- Academic Technology Specialist: 69% White, 6% Hispanic, 25% Asian, 0% Black/African Am, 0% Am Indian
- Director-State & Federal Programs: 60% White, 33% Hispanic, 7% Asian, 0% Black/African Am, 7% Am Indian