



Adverse Impact Analysis:

The District looked at the composition of recruitment pools and compared the rate of hires in each demographic group based on EEO job categories. The analysis was used to determine if there was an adversely impacted group. An adverse impact occurs when the selection rate for any group is less than 4/5ths of the selection rate for the highest group. In the analysis this group is labeled as “Best Group Hire” and is used as the standard of comparison for other groups.

Methodology: Data for recruitment pools was gathered with self-identifications survey as specified in Plan Component 11 of the EEO Plan.

Measure of Data: The analysis looked at 3 areas: binomial exact, standard deviation (SD), and Shortfall (SF).

Binomial Exact: Calculates the probability of the demographic group meeting its expected availability by looking at total hires and the total demographic applicants compared to Best Group Hire. In this analysis, groups that fall below 0.05 are designated as having significant difference and labeled as yes in "Binomial Exact Disparity".

(SD) Standard Deviation: "Disparities" is defined as a deviation of –2 or lower in our analysis. Groups that fall –2 and below are labeled as yes in the "SD Disparity".

(SF) Short Fall: Shows the difference between expectancy and current totals.

The veteran status question was disabled during this time. This is reflected in the tables below through a system error.

Adverse Impact - Hiring Analysis - KernCCD Total July 2021 – June 2023*

Demographic Group	Total Applicants	Total Demographic Group Applicants	Total Demo Group Hires	Demo App %	Demo Group % of Hires	Demo Hiring Rate	Best Group Hire %	Demo Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Females	15550	9814	192	63.11%	63.58%	1.96%	1.96%	192	0.52	0.00	0		
Males	15550	5736	110	36.89%	36.42%	1.92%	1.96%	112	0.44	-0.21	2		
White	14623	4333	100	29.63%	34.72%	2.31%	2.84%	123	0.02	-2.10	23	YES	YES
Black	14623	1241	10	8.49%	3.47%	0.81%	2.84%	35	0.00	-4.31	25	YES	YES
Hispanic	14623	7808	151	53.40%	52.43%	1.93%	2.84%	222	0.00	-4.81	71	YES	YES
Asian	14623	959	19	6.56%	6.60%	1.98%	2.84%	27	0.06	-1.60	8		
AI/NA	14623	282	8	1.93%	2.78%	2.84%	2.84%	8	0.59	0.00	0		
Non-Disability	15653	14776	287	94.40%	94.72%	1.94%	1.94%	287	0.52	0.00	0		
Disability	15653	877	16	5.60%	5.28%	1.82%	1.94%	17	0.46	-0.25	1		
Non-Veteran	0	0	0	#DIV/0!	0.00%	0.00%	0.00%	0	1.00	0.00	0		
Veteran	0	0	0	#DIV/0!	0.00%	0.00%	0.00%	0	1.00	0.00	0		
Total Minority	14623	10290	188	70.37%	65.28%	1.83%	2.31%	237	0.00	-3.25	49	YES	YES

An analysis of total applicant pools shows that females and males are hired within an acceptable range. Therefore, they will not be prioritized.

The analysis of applicant pool by race and ethnicity shows a disparity in hiring rates of demographic groups Black/African American (0.81%) in comparison to White/Caucasian (2.31%). White/Caucasian demographic groups make up a total of 34.72% of all hires, whereas Black/African American (3.47%) demographics makeup a much smaller percentage. The highest rate of hire fell in the American Indian/Alaskan Native (AI/AN) at a 2.84% rate of hire. The rate of hire for applicants identifying as Hispanic also fell below expected hiring rates at 1.93%.

The District will look to identify potential barriers in the hiring process to decrease disparities in monitored groups.

Adverse Impact - Hiring Analysis - Executive/Administration Positions July 2021 – June 2023*

Demographic Group	Total Applicants	Total Demographic Group Applicants	Total Demographic Group Hires	Demo App %	Demo Group % of Hires	Demo Hiring Rate	Best Group Hire %	Demo Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Females	1865	1040	29	55.76%	72.50%	2.79%	2.79%	29	0.55	0.00	0		
Males	1865	825	11	44.24%	27.50%	1.33%	2.79%	23	0.00	-2.54	12	YES	YES
White	1698	529	15	31.15%	38.46%	2.84%	4.76%	25	0.02	-2.08	10	YES	YES
Black	1698	206	3	12.13%	7.69%	1.46%	4.76%	10	0.01	-2.23	7	YES	YES
Hispanic	1698	812	15	47.82%	38.46%	1.85%	4.76%	39	0.00	-3.90	24	YES	YES
Asian	1698	105	5	6.18%	12.82%	4.76%	4.76%	5	0.62	0.00	0		
AI/NA	1698	46	1	2.71%	2.56%	2.17%	4.76%	2	0.35	-0.82	1		
Non-Disability	1879	1747	40	92.97%	100.00%	2.29%	2.29%	40	0.54	0.00	0		
Disability	1879	132	0	7.03%	0.00%	0.00%	2.29%	3	0.05	-1.76	3		
Non-Veteran	0	0	0	#DIV/0!	0.00%	0.00%	0.00%	0	1.00	0.00	0		
Veteran	0	0	0	#DIV/0!	0.00%	0.00%	0.00%	0	1.00	0.00	0		
Total Minority	1698	1169	24	68.85%	61.54%	2.05%	2.84%	33	0.06	-1.61	9		

An analysis of Executive/Administrative pools shows that females and males are hired within an acceptable range. Therefore, they will not be prioritized.

The analysis of applicant pool by race and ethnicity shows a disparity in hiring rates of the Hispanic demographic group (1.85%) and Black demographic group (1.46%) in comparison to Asian (4.76%), which is the highest demographic hiring rate. The District will look to identify barriers in the hiring process for applicants identifying as Hispanic.

Adverse Impact - Hiring Analysis - Faculty Positions July 2021 – June 2023*

Demographic Group	Total Applicants	Total Demographic Group Applicants	Total Demographic Group Hires	Demo App %	Demo Group % of Hires	Demo Hiring Rate	Best Group Hire %	Demo Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Females	2222	941	22	42.35%	38.60%	2.34%	2.73%	26	0.27	-0.74	4		
Males	2222	1281	35	57.65%	61.40%	2.73%	2.73%	35	0.54	0.00	0		
White	2044	981	27	47.99%	51.92%	2.75%	2.87%	28	0.46	-0.22	1		
Black	2044	173	1	8.46%	1.92%	0.58%	2.87%	5	0.04	-1.80	4		
Hispanic	2044	558	16	27.30%	30.77%	2.87%	2.87%	16	0.57	0.00	0		
Asian	2044	295	8	14.43%	15.38%	2.71%	2.87%	8	0.53	-0.16	0		
AI/NA	2044	37	0	1.81%	0.00%	0.00%	2.87%	1	0.34	-1.05	1		
Non-Disability	2252	2041	53	90.63%	92.98%	2.60%	2.60%	53	0.54	0.00	0		
Disability	2252	211	4	9.37%	7.02%	1.90%	2.60%	5	0.36	-0.64	1		
Non-Veteran	0	0	0	#DIV/0!	0.00%	0.00%	0.00%	0	1.00	0.00	0		
Veteran	0	0	0	#DIV/0!	0.00%	0.00%	0.00%	0	1.00	0.00	0		
Total Minority	2044	1063	25	52.01%	48.08%	2.35%	2.75%	29	0.25	-0.80	4		

An analysis of faculty applicant pools shows that females and males are hired within an acceptable range. Therefore, they will not be prioritized.

The analysis of applicant pool by race and ethnicity shows no disparities in hiring rates pointing to adverse impact.

Adverse Impact - Hiring Analysis - Clerical/Secretarial Positions July 2021 – June 2023*

Demographic Group	Total Applicants	Total Demographic Group Applicants	Total Demo Group Hires	Demo App %	Demo Group % of Hires	Demo Hiring Rate	Best Group Hire %	Demo Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Females	2512	2039	30	81.17%	73.17%	1.47%	2.33%	47	0.00	-2.56	17	YES	YES
Males	2512	473	11	18.83%	26.83%	2.33%	2.33%	11	0.58	0.00	0		
White	2397	614	12	25.62%	31.58%	1.95%	1.95%	12	0.58	0.00	0		
Black	2397	172	1	7.18%	2.63%	0.58%	1.95%	3	0.15	-1.30	2		
Hispanic	2397	1492	24	62.24%	63.16%	1.61%	1.95%	29	0.19	-0.96	5		
Asian	2397	83	1	3.46%	2.63%	1.20%	1.95%	2	0.52	-0.49	1		
AI/NA	2397	36	0	1.50%	0.00%	0.00%	1.95%	1	0.49	-0.85	1		
Non-Disability	2523	2409	40	95.48%	97.56%	1.66%	1.66%	40	0.54	0.00	0		
Disability	2523	114	1	4.52%	2.44%	0.88%	1.66%	2	0.43	-0.65	1		
Non-Veteran	0	0	0	#DIV/0!	0.00%	0.00%	0.00%	0	1.00	0.00	0		
Veteran	0	0	0	#DIV/0!	0.00%	0.00%	0.00%	0	1.00	0.00	0		
Total Minority	2397	1783	26	74.38%	68.42%	1.46%	1.95%	35	0.07	-1.51	9		

An analysis of Clerical/Secretarial position applicant pools shows that there was an adverse impact on female hiring with a hiring rate of 1.47%, compared to males at a 2.33% hiring rate. Therefore, the District will be prioritizing strategies to increase the rate of hire for female applicants.

The analysis of applicant pool by race and ethnicity shows no disparities in hiring rates pointing to adverse impact.

Adverse Impact - Hiring Analysis - Professional Positions July 2021 – June 2023*

Demographic Group	Total Applicants	Total Demographic Group Applicants	Total Demo Group Hires	Demo App %	Demo Group % of Hires	Demo Hiring Rate	Best Group Hire %	Demo Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Females	23	5	0	21.74%	0.00%	0.00%	0.00%	0	1.00	0.00	0		
Males	23	18	0	78.26%	0.00%	0.00%	0.00%	0	1.00	0.00	0		
White	21	5	0	23.81%	0.00%	0.00%	0.00%	0	1.00	0.00	0		
Black	21	1	0	4.76%	0.00%	0.00%	0.00%	0	1.00	0.00	0		
Hispanic	21	11	0	52.38%	0.00%	0.00%	0.00%	0	1.00	0.00	0		
Asian	21	3	0	14.29%	0.00%	0.00%	0.00%	0	1.00	0.00	0		
AI/NA	21	1	0	4.76%	0.00%	0.00%	0.00%	0	1.00	0.00	0		
Non-Disability	23	22	0	95.65%	0.00%	0.00%	0.00%	0	1.00	0.00	0		
Disability	23	1	0	4.35%	0.00%	0.00%	0.00%	0	1.00	0.00	0		
Non-Veteran	0	0	0	#DIV/0!	0.00%	0.00%	0.00%	0	1.00	0.00	0		
Veteran	0	0	0	#DIV/0!	0.00%	0.00%	0.00%	0	1.00	0.00	0		
Total Minority	21	16	0	76.19%	0.00%	0.00%	0.00%	0	1.00	0.00	0		

An analysis of Professional position applicant pools shows that females and males are hired within an acceptable range. Therefore, they will not be prioritized.

The analysis of applicant pool by race and ethnicity shows no disparities in hiring rates pointing to adverse impact.

Adverse Impact - Hiring Analysis - Service/Maintenance Positions July 2021 – June 2023*

Demographic Group	Total Applicants	Total Demographic Group Applicants	Total Demographic Group Hires	Demo App %	Demo Group % of Hires	Demo Hiring Rate	Best Group Hire %	Demo Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Females	247	65	0	26.32%	0.00%	0.00%	0.55%	0	0.70	-0.60	0		
Males	247	182	1	73.68%	100.00%	0.55%	0.55%	1	0.74	0.00	0		
White	239	78	0	32.64%	0.00%	0.00%	0.76%	1	0.55	-0.77	1		
Black	239	16	0	6.69%	0.00%	0.00%	0.76%	0	0.89	-0.35	0		
Hispanic	239	132	1	55.23%	100.00%	0.76%	0.76%	1	0.74	0.00	0		
Asian	239	8	0	3.35%	0.00%	0.00%	0.76%	0	0.94	-0.25	0		
AI/NA	239	5	0	2.09%	0.00%	0.00%	0.76%	0	0.96	-0.20	0		
Non-Disability	249	246	1	98.80%	100.00%	0.41%	0.41%	1	0.74	0.00	0		
Disability	249	3	0	1.20%	0.00%	0.00%	0.41%	0	0.99	-0.11	0		
Non-Veteran	0	0	0	#DIV/0!	0.00%	0.00%	0.00%	0	1.00	0.00	0		
Veteran	0	0	0	#DIV/0!	0.00%	0.00%	0.00%	0	1.00	0.00	0		
Total Minority	239	161	1	67.36%	100.00%	0.62%	0.62%	1	0.74	0.00	0		

An analysis of Service/Maintenance position applicant pools shows that females and males are hired within an acceptable range. Therefore, they will not be prioritized.

The analysis of applicant pool by race and ethnicity shows no disparities in hiring rates pointing to adverse impact.

Adverse Impact - Hiring Analysis - Technical/Paraprofessional Positions July 2021 – June 2023*

Demographic Group	Total Applicants	Total Demographic Group Applicants	Total Demographic Group Hires	Demo App %	Demo Group % of Hires	Demo Hiring Rate	Best Group Hire %	Demo Hire Expected based on App Rate	Binomial Exact	SD	SF	SD Disparity?	Binomial Exact Disparity?
Females	2888	1993	44	69.01%	78.57%	2.21%	2.21%	44	0.54	0.00	0		
Males	2888	895	12	30.99%	21.43%	1.34%	2.21%	20	0.04	-1.77	8		
White	2738	749	13	27.36%	23.64%	1.74%	4.08%	31	0.00	-3.24	18	YES	YES
Black	2738	201	1	7.34%	1.82%	0.50%	4.08%	8	0.00	-2.57	7	YES	YES
Hispanic	2738	1565	34	57.16%	61.82%	2.17%	4.08%	64	0.00	-3.82	30	YES	YES
Asian	2738	174	5	6.36%	9.09%	2.87%	4.08%	7	0.28	-0.81	2		
AI/NA	2738	49	2	1.79%	3.64%	4.08%	4.08%	2	0.68	0.00	0		
Non-Disability	2905	2774	53	95.49%	92.98%	1.91%	3.05%	85	0.00	-3.50	32	YES	YES
Disability	2905	131	4	4.51%	7.02%	3.05%	3.05%	4	0.63	0.00	0		
Non-Veteran	0	0	0	#DIV/0!	0.00%	0.00%	0.00%	0	1.00	0.00	0		
Veteran	0	0	0	#DIV/0!	0.00%	0.00%	0.00%	0	1.00	0.00	0		
Total Minority	2738	1989	42	72.64%	76.36%	2.11%	2.11%	42	0.54	0.00	0		

An analysis of Technical/Paraprofessional applicant pools shows that females and males are hired within an acceptable range. Therefore, they will not be prioritized.

The analysis of applicant pool by race and ethnicity shows a disparity in hiring rates of demographic groups Black/African American (0.5%) and Hispanic (2.17%) in comparison to American Indian/Alaskan Native (AI/AN) (7.5%), which is the highest demographic hiring rate. The District will look to identify barriers in the hiring process for applicants identifying as Black/African American and Hispanic.

*Longitudinal data from years prior to July 2021 is no longer available.