# Factor 1 External Availability - Gender within Race

## Analysis Data as of 12/31/2023

### 010 - DISTRICT WIDE

### EEO Code: 1 - Officials and Administrators

| Location | Census Code | Employees | | Total Female | | Total Minority | | | White | | Black | | Asian | | Native American | | Hispanic | | Pacific Islander | | Two or more races | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | # | Weight | Avail | Wtd | Avail | Wtd | | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd |
| 0010 | 0010 - Top executives | 23 | 9.87 | 29.31 | 2.89 | 34.28 | 3.38 | *Female* | 18.17 | 1.79 | 1.12 | 0.11 | 4.50 | 0.44 | 0.07 | 0.01 | 4.38 | 0.43 | 0.07 | 0.01 | 1.00 | 0.10 |
| | | | | | | | | *Male* | 47.55 | 4.69 | 1.78 | 0.18 | 10.07 | 0.99 | 0.21 | 0.02 | 9.19 | 0.91 | 0.08 | 0.01 | 1.81 | 0.18 |
| 0010 | 0040 - Advertising, marketing, promotions, public relations, and sales managers | 4 | 1.72 | 48.29 | 0.83 | 38.17 | 0.66 | *Female* | 29.25 | 0.50 | 2.03 | 0.03 | 8.54 | 0.15 | 0.07 | 0.00 | 6.40 | 0.11 | 0.07 | 0.00 | 1.94 | 0.03 |
| | | | | | | | | *Male* | 32.58 | 0.56 | 2.07 | 0.04 | 7.66 | 0.13 | 0.06 | 0.00 | 7.77 | 0.13 | 0.06 | 0.00 | 1.51 | 0.03 |
| 0010 | 0101 - Administrative services and facilities managers | 6 | 2.58 | 43.25 | 1.11 | 43.74 | 1.13 | *Female* | 23.71 | 0.61 | 4.29 | 0.11 | 6.00 | 0.15 | 0.09 | 0.00 | 8.23 | 0.21 | 0.02 | 0.00 | 0.92 | 0.02 |
| | | | | | | | | *Male* | 32.55 | 0.84 | 3.35 | 0.09 | 4.08 | 0.11 | 0.33 | 0.01 | 13.96 | 0.36 | 0.07 | 0.00 | 2.41 | 0.06 |
| 0010 | 0110 - Computer and information systems managers | 9 | 3.86 | 27.83 | 1.08 | 46.07 | 1.78 | *Female* | 14.27 | 0.55 | 1.17 | 0.05 | 8.11 | 0.31 | 0.07 | 0.00 | 2.79 | 0.11 | 0.08 | 0.00 | 1.34 | 0.05 |
| | | | | | | | | *Male* | 39.66 | 1.53 | 2.45 | 0.09 | 20.97 | 0.81 | 0.09 | 0.00 | 6.81 | 0.26 | 0.18 | 0.01 | 2.00 | 0.08 |
| 0010 | 0120 - Financial managers | 13 | 5.58 | 50.61 | 2.82 | 48.98 | 2.73 | *Female* | 23.53 | 1.31 | 2.25 | 0.13 | 12.35 | 0.69 | 0.11 | 0.01 | 10.83 | 0.60 | 0.19 | 0.01 | 1.35 | 0.08 |
| | | | | | | | | *Male* | 27.48 | 1.53 | 2.11 | 0.12 | 9.19 | 0.51 | 0.03 | 0.00 | 9.05 | 0.50 | 0.19 | 0.01 | 1.33 | 0.07 |
| 0010 | 0136 - Human resources managers | 3 | 1.29 | 59.15 | 0.76 | 50.68 | 0.65 | *Female* | 29.08 | 0.37 | 4.94 | 0.06 | 9.09 | 0.12 | 0.12 | 0.00 | 13.93 | 0.18 | 0.13 | 0.00 | 1.86 | 0.02 |
| | | | | | | | | *Male* | 20.24 | 0.26 | 2.37 | 0.03 | 5.93 | 0.08 | 0.10 | 0.00 | 10.97 | 0.14 | 0.17 | 0.00 | 1.08 | 0.01 |
| 0010 | 0137 - Training and development managers | 2 | 0.86 | 49.17 | 0.42 | 37.71 | 0.32 | *Female* | 32.16 | 0.28 | 1.75 | 0.02 | 5.60 | 0.05 | 0.06 | 0.00 | 8.00 | 0.07 | 0.00 | 0.00 | 1.59 | 0.01 |
| | | | | | | | | *Male* | 30.13 | 0.26 | 4.32 | 0.04 | 3.65 | 0.03 | 0.09 | 0.00 | 9.40 | 0.08 | 0.14 | 0.00 | 3.10 | 0.03 |
| 0010 | 0150 - Purchasing managers | 5 | 2.15 | 51.03 | 1.10 | 44.46 | 0.95 | *Female* | 28.27 | 0.61 | 4.02 | 0.09 | 9.67 | 0.21 | 0.19 | 0.00 | 7.95 | 0.17 | 0.05 | 0.00 | 0.88 | 0.02 |
| | | | | | | | | *Male* | 27.27 | 0.59 | 2.76 | 0.06 | 8.02 | 0.17 | 0.04 | 0.00 | 8.36 | 0.18 | 0.15 | 0.00 | 2.36 | 0.05 |
| 0010 | 0160 - Transportation, storage, and distribution managers | 26 | 11.16 | 19.50 | 2.18 | 57.47 | 6.41 | *Female* | 8.72 | 0.97 | 0.93 | 0.10 | 3.07 | 0.34 | 0.15 | 0.02 | 6.30 | 0.70 | 0.07 | 0.01 | 0.25 | 0.03 |
| | | | | | | | | *Male* | 33.81 | 3.77 | 5.30 | 0.59 | 9.96 | 1.11 | 0.24 | 0.03 | 29.22 | 3.26 | 0.58 | 0.06 | 1.40 | 0.16 |
| 0010 | 0300 - Architectural and engineering managers | 30 | 12.88 | 9.99 | 1.29 | 41.21 | 5.31 | *Female* | 4.56 | 0.59 | 0.37 | 0.05 | 3.83 | 0.49 | 0.00 | 0.00 | 0.71 | 0.09 | 0.00 | 0.00 | 0.53 | 0.07 |
| | | | | | | | | *Male* | 54.23 | 6.98 | 1.87 | 0.24 | 23.23 | 2.99 | 0.15 | 0.02 | 7.73 | 1.00 | 0.27 | 0.03 | 2.53 | 0.33 |
| 0010 | 0440 - Other managers | 112 | 48.07 | 36.10 | 17.36 | 44.86 | 21.57 | *Female* | 18.97 | 9.12 | 2.10 | 1.01 | 6.89 | 3.31 | 0.12 | 0.06 | 6.59 | 3.17 | 0.08 | 0.04 | 1.35 | 0.65 |
| | | | | | | | | *Male* | 36.16 | 17.38 | 2.56 | 1.23 | 10.52 | 5.06 | 0.16 | 0.08 | 12.64 | 6.08 | 0.19 | 0.09 | 1.66 | 0.80 |
| **Total Reasonable Recruitment Area Availability** | | **233** | | | **31.83** | | **44.89** | *Female* | | **16.71** | | **1.75** | | **6.27** | | **0.10** | | **5.85** | | **0.07** | | **1.09** |
| | | | | | | | | *Male* | | **38.40** | | **2.70** | | **11.99** | | **0.16** | | **12.90** | | **0.23** | | **1.79** |

# Factor 1 External Availability - Gender within Race

## Analysis Data as of 12/31/2023

### 010 - DISTRICT WIDE

### EEO Code: 2 - Professionals

| Location | Census Code | Employees | | Total Female | | Total Minority | | | White | | Black | | Asian | | Native American | | Hispanic | | Pacific Islander | | Two or more races | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | # | Weight | Avail | Wtd | Avail | Wtd | | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd |
| 0010 | 0040 - Advertising, marketing, promotions, public relations, and sales managers | 1 | 0.10 | 51.11 | 0.05 | 38.86 | 0.04 | *Female* | 30.36 | 0.03 | 1.90 | 0.00 | 11.26 | 0.01 | 0.05 | 0.00 | 5.00 | 0.01 | 0.06 | 0.00 | 2.48 | 0.00 |
| | | | | | | | | *Male* | 30.77 | 0.03 | 1.77 | 0.00 | 9.01 | 0.01 | 0.02 | 0.00 | 5.83 | 0.01 | 0.04 | 0.00 | 1.45 | 0.00 |
| 0010 | 0101 - Administrative services and facilities managers | 12 | 1.22 | 46.50 | 0.57 | 42.72 | 0.52 | *Female* | 25.88 | 0.32 | 3.63 | 0.04 | 8.89 | 0.11 | 0.02 | 0.00 | 6.75 | 0.08 | 0.03 | 0.00 | 1.30 | 0.02 |
| | | | | | | | | *Male* | 31.40 | 0.38 | 3.24 | 0.04 | 5.10 | 0.06 | 0.16 | 0.00 | 10.44 | 0.13 | 0.21 | 0.00 | 2.96 | 0.04 |
| 0010 | 0110 - Computer and information systems managers | 3 | 0.31 | 28.98 | 0.09 | 48.49 | 0.15 | *Female* | 13.22 | 0.04 | 1.19 | 0.00 | 10.23 | 0.03 | 0.03 | 0.00 | 2.80 | 0.01 | 0.02 | 0.00 | 1.48 | 0.00 |
| | | | | | | | | *Male* | 38.28 | 0.12 | 2.21 | 0.01 | 23.69 | 0.07 | 0.10 | 0.00 | 5.11 | 0.02 | 0.16 | 0.00 | 1.46 | 0.00 |
| 0010 | 0120 - Financial managers | 10 | 1.02 | 48.05 | 0.49 | 50.21 | 0.51 | *Female* | 20.65 | 0.21 | 1.83 | 0.02 | 16.70 | 0.17 | 0.03 | 0.00 | 7.31 | 0.07 | 0.23 | 0.00 | 1.31 | 0.01 |
| | | | | | | | | *Male* | 29.14 | 0.30 | 2.26 | 0.02 | 12.40 | 0.13 | 0.01 | 0.00 | 6.06 | 0.06 | 0.41 | 0.00 | 1.69 | 0.02 |
| 0010 | 0136 - Human resources managers | 8 | 0.82 | 59.18 | 0.48 | 50.03 | 0.41 | *Female* | 28.40 | 0.23 | 4.13 | 0.03 | 13.61 | 0.11 | 0.04 | 0.00 | 10.39 | 0.08 | 0.11 | 0.00 | 2.50 | 0.02 |
| | | | | | | | | *Male* | 21.57 | 0.18 | 2.83 | 0.02 | 6.95 | 0.06 | 0.04 | 0.00 | 8.19 | 0.07 | 0.32 | 0.00 | 0.93 | 0.01 |
| 0010 | 0150 - Purchasing managers | 3 | 0.31 | 52.08 | 0.16 | 46.57 | 0.14 | *Female* | 26.38 | 0.08 | 4.06 | 0.01 | 13.45 | 0.04 | 0.07 | 0.00 | 7.46 | 0.02 | 0.01 | 0.00 | 0.65 | 0.00 |
| | | | | | | | | *Male* | 27.06 | 0.08 | 2.06 | 0.01 | 10.21 | 0.03 | 0.01 | 0.00 | 5.50 | 0.02 | 0.21 | 0.00 | 2.87 | 0.01 |
| 0010 | 0300 - Architectural and engineering managers | 2 | 0.20 | 9.48 | 0.02 | 43.06 | 0.09 | *Female* | 3.73 | 0.01 | 0.32 | 0.00 | 4.31 | 0.01 | 0.00 | 0.00 | 0.62 | 0.00 | 0.00 | 0.00 | 0.49 | 0.00 |
| | | | | | | | | *Male* | 53.21 | 0.11 | 1.77 | 0.00 | 25.97 | 0.05 | 0.08 | 0.00 | 6.23 | 0.01 | 0.39 | 0.00 | 2.88 | 0.01 |
| 0010 | 0410 - Property, real estate, and community association managers | 1 | 0.10 | 49.95 | 0.05 | 42.15 | 0.04 | *Female* | 27.38 | 0.03 | 3.59 | 0.00 | 7.23 | 0.01 | 0.35 | 0.00 | 10.04 | 0.01 | 0.28 | 0.00 | 1.07 | 0.00 |
| | | | | | | | | *Male* | 30.47 | 0.03 | 2.43 | 0.00 | 7.28 | 0.01 | 0.18 | 0.00 | 7.56 | 0.01 | 0.16 | 0.00 | 1.97 | 0.00 |
| 0010 | 0440 - Other managers | 19 | 1.94 | 37.66 | 0.73 | 45.67 | 0.89 | *Female* | 19.52 | 0.38 | 1.92 | 0.04 | 9.65 | 0.19 | 0.08 | 0.00 | 4.91 | 0.10 | 0.10 | 0.00 | 1.47 | 0.03 |
| | | | | | | | | *Male* | 34.81 | 0.67 | 2.23 | 0.04 | 13.96 | 0.27 | 0.10 | 0.00 | 9.14 | 0.18 | 0.23 | 0.00 | 1.88 | 0.04 |
| 0010 | 0530 - Purchasing agents, except wholesale, retail, and farm products | 27 | 2.76 | 48.47 | 1.34 | 52.66 | 1.45 | *Female* | 20.70 | 0.57 | 1.84 | 0.05 | 15.83 | 0.44 | 0.03 | 0.00 | 7.63 | 0.21 | 0.42 | 0.01 | 2.02 | 0.06 |
| | | | | | | | | *Male* | 26.65 | 0.73 | 2.08 | 0.06 | 13.58 | 0.37 | 0.06 | 0.00 | 8.44 | 0.23 | 0.10 | 0.00 | 0.63 | 0.02 |
| 0010 | 0565 - Compliance officers | 13 | 1.33 | 54.93 | 0.73 | 53.21 | 0.71 | *Female* | 25.10 | 0.33 | 4.18 | 0.06 | 16.53 | 0.22 | 0.24 | 0.00 | 7.13 | 0.09 | 0.53 | 0.01 | 1.22 | 0.02 |
| | | | | | | | | *Male* | 21.69 | 0.29 | 3.58 | 0.05 | 11.09 | 0.15 | 0.06 | 0.00 | 6.57 | 0.09 | 0.91 | 0.01 | 1.16 | 0.02 |
| 0010 | 0630 - Human resources workers | 25 | 2.55 | 74.02 | 1.89 | 52.30 | 1.33 | *Female* | 34.27 | 0.87 | 5.22 | 0.13 | 17.35 | 0.44 | 0.27 | 0.01 | 13.62 | 0.35 | 0.32 | 0.01 | 2.97 | 0.08 |
| | | | | | | | | *Male* | 13.43 | 0.34 | 2.61 | 0.07 | 4.78 | 0.12 | 0.05 | 0.00 | 4.32 | 0.11 | 0.04 | 0.00 | 0.75 | 0.02 |
| 0010 | 0640 - Compensation, benefits, and job analysis specialists | 7 | 0.71 | 76.67 | 0.55 | 68.63 | 0.49 | *Female* | 22.82 | 0.16 | 17.24 | 0.12 | 20.03 | 0.14 | 0.02 | 0.00 | 12.72 | 0.09 | 0.10 | 0.00 | 3.74 | 0.03 |
| | | | | | | | | *Male* | 8.55 | 0.06 | 1.95 | 0.01 | 8.95 | 0.06 | 0.00 | 0.00 | 3.43 | 0.02 | 0.00 | 0.00 | 0.44 | 0.00 |
| 0010 | 0650 - Training and development specialists | 57 | 5.82 | 57.08 | 3.32 | 43.71 | 2.54 | *Female* | 31.25 | 1.82 | 4.17 | 0.24 | 8.74 | 0.51 | 0.05 | 0.00 | 9.33 | 0.54 | 1.14 | 0.07 | 2.40 | 0.14 |
| | | | | | | | | *Male* | 25.04 | 1.46 | 1.55 | 0.09 | 7.68 | 0.45 | 0.02 | 0.00 | 6.74 | 0.39 | 0.00 | 0.00 | 1.89 | 0.11 |

# Factor 1 External Availability - Gender within Race

## Analysis Data as of 12/31/2023

### 010 - DISTRICT WIDE

### EEO Code: 2 - Professionals

| Location | Census Code | Employees | | Total Female | | Total Minority | | | White | | Black | | Asian | | Native American | | Hispanic | | Pacific Islander | | Two or more races | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | # | Weight | Avail | Wtd | Avail | Wtd | | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd |
| 0010 | 0710 - Management analysts | 150 | 15.31 | 44.02 | 6.74 | 42.97 | 6.58 | *Female* | 23.00 | 3.52 | 2.43 | 0.37 | 13.61 | 2.08 | 0.03 | 0.00 | 3.47 | 0.53 | 0.08 | 0.01 | 1.41 | 0.22 |
| | | | | | | | | *Male* | 34.04 | 5.21 | 1.99 | 0.31 | 13.36 | 2.04 | 0.04 | 0.01 | 4.23 | 0.65 | 0.03 | 0.00 | 2.30 | 0.35 |
| 0010 | 0735 - Market research analysts and marketing specialists | 12 | 1.22 | 54.71 | 0.67 | 43.24 | 0.53 | *Female* | 31.53 | 0.39 | 1.94 | 0.02 | 13.46 | 0.16 | 0.01 | 0.00 | 5.06 | 0.06 | 0.28 | 0.00 | 2.43 | 0.03 |
| | | | | | | | | *Male* | 25.23 | 0.31 | 0.93 | 0.01 | 13.17 | 0.16 | 0.00 | 0.00 | 5.01 | 0.06 | 0.03 | 0.00 | 0.92 | 0.01 |
| 0010 | 0750 - Business operations specialists, all other | 1 | 0.10 | 46.40 | 0.05 | 53.52 | 0.05 | *Female* | 20.31 | 0.02 | 2.65 | 0.00 | 15.90 | 0.02 | 0.02 | 0.00 | 5.90 | 0.01 | 0.06 | 0.00 | 1.57 | 0.00 |
| | | | | | | | | *Male* | 26.17 | 0.03 | 3.16 | 0.00 | 17.39 | 0.02 | 0.03 | 0.00 | 5.20 | 0.01 | 0.14 | 0.00 | 1.51 | 0.00 |
| 0010 | 0800 - Accountants and auditors | 30 | 3.06 | 62.58 | 1.92 | 59.44 | 1.82 | *Female* | 21.81 | 0.67 | 2.36 | 0.07 | 29.39 | 0.90 | 0.07 | 0.00 | 7.01 | 0.21 | 0.20 | 0.01 | 1.74 | 0.05 |
| | | | | | | | | *Male* | 18.75 | 0.57 | 1.43 | 0.04 | 12.49 | 0.38 | 0.02 | 0.00 | 3.50 | 0.11 | 0.12 | 0.00 | 1.12 | 0.03 |
| 0010 | 0820 - Budget analysts | 2 | 0.20 | 55.30 | 0.11 | 61.87 | 0.13 | *Female* | 15.86 | 0.03 | 1.15 | 0.00 | 27.78 | 0.06 | 0.00 | 0.00 | 7.88 | 0.02 | 0.12 | 0.00 | 2.50 | 0.01 |
| | | | | | | | | *Male* | 22.27 | 0.05 | 1.39 | 0.00 | 10.54 | 0.02 | 0.00 | 0.00 | 8.09 | 0.02 | 0.06 | 0.00 | 2.35 | 0.00 |
| 0010 | 0845 - Financial and investment analysts | 59 | 6.02 | 39.75 | 2.39 | 50.24 | 3.02 | *Female* | 15.35 | 0.92 | 2.13 | 0.13 | 17.96 | 1.08 | 0.03 | 0.00 | 3.54 | 0.21 | 0.17 | 0.01 | 0.57 | 0.03 |
| | | | | | | | | *Male* | 34.41 | 2.07 | 2.73 | 0.16 | 17.84 | 1.07 | 0.00 | 0.00 | 3.56 | 0.21 | 0.04 | 0.00 | 1.67 | 0.10 |
| 0010 | 1005 - Computer and information research scientists and analysts | 36 | 3.67 | 35.83 | 1.32 | 59.20 | 2.17 | *Female* | 12.65 | 0.46 | 1.63 | 0.06 | 16.99 | 0.62 | 0.01 | 0.00 | 3.05 | 0.11 | 0.05 | 0.00 | 1.45 | 0.05 |
| | | | | | | | | *Male* | 28.16 | 1.03 | 1.94 | 0.07 | 25.46 | 0.94 | 0.06 | 0.00 | 5.92 | 0.22 | 0.50 | 0.02 | 2.14 | 0.08 |
| 0010 | 1010 - Software and web developers, programmers, and testers | 4 | 0.41 | 21.31 | 0.09 | 60.89 | 0.25 | *Female* | 6.06 | 0.02 | 0.39 | 0.00 | 12.98 | 0.05 | 0.03 | 0.00 | 1.20 | 0.00 | 0.02 | 0.00 | 0.64 | 0.00 |
| | | | | | | | | *Male* | 33.05 | 0.13 | 1.40 | 0.01 | 36.69 | 0.15 | 0.04 | 0.00 | 4.70 | 0.02 | 0.08 | 0.00 | 2.73 | 0.01 |
| 0010 | 1050 - Other computer occupations | 13 | 1.33 | 22.28 | 0.30 | 59.52 | 0.79 | *Female* | 8.46 | 0.11 | 1.73 | 0.02 | 8.37 | 0.11 | 0.11 | 0.00 | 2.78 | 0.04 | 0.08 | 0.00 | 0.75 | 0.01 |
| | | | | | | | | *Male* | 32.02 | 0.42 | 4.11 | 0.05 | 27.96 | 0.37 | 0.18 | 0.00 | 10.35 | 0.14 | 0.29 | 0.00 | 2.81 | 0.04 |
| 0010 | 1065 - Database and network administrators and architects | 18 | 1.84 | 20.99 | 0.39 | 57.60 | 1.06 | *Female* | 8.13 | 0.15 | 0.74 | 0.01 | 10.00 | 0.18 | 0.09 | 0.00 | 1.24 | 0.02 | 0.01 | 0.00 | 0.78 | 0.01 |
| | | | | | | | | *Male* | 34.27 | 0.63 | 2.98 | 0.05 | 30.65 | 0.56 | 0.06 | 0.00 | 8.66 | 0.16 | 0.26 | 0.00 | 2.13 | 0.04 |
| 0010 | 1305 - Architects, surveyors, and cartographers | 4 | 0.41 | 31.57 | 0.13 | 39.58 | 0.16 | *Female* | 17.74 | 0.07 | 0.27 | 0.00 | 9.42 | 0.04 | 0.00 | 0.00 | 2.80 | 0.01 | 0.00 | 0.00 | 1.33 | 0.01 |
| | | | | | | | | *Male* | 42.68 | 0.17 | 1.21 | 0.00 | 16.64 | 0.07 | 0.12 | 0.00 | 6.42 | 0.03 | 0.03 | 0.00 | 1.35 | 0.01 |
| 0010 | 1360 - Civil engineers | 11 | 1.12 | 17.23 | 0.19 | 46.18 | 0.52 | *Female* | 8.80 | 0.10 | 0.20 | 0.00 | 5.63 | 0.06 | 0.16 | 0.00 | 1.85 | 0.02 | 0.00 | 0.00 | 0.60 | 0.01 |
| | | | | | | | | *Male* | 45.03 | 0.51 | 2.03 | 0.02 | 24.97 | 0.28 | 0.02 | 0.00 | 7.42 | 0.08 | 0.15 | 0.00 | 3.15 | 0.04 |
| 0010 | 1410 - Electrical and electronics engineers | 26 | 2.65 | 11.73 | 0.31 | 61.58 | 1.63 | *Female* | 2.22 | 0.06 | 0.45 | 0.01 | 7.45 | 0.20 | 0.00 | 0.00 | 1.23 | 0.03 | 0.00 | 0.00 | 0.37 | 0.01 |
| | | | | | | | | *Male* | 36.20 | 0.96 | 1.94 | 0.05 | 41.62 | 1.10 | 0.01 | 0.00 | 6.16 | 0.16 | 0.04 | 0.00 | 2.29 | 0.06 |
| 0010 | 1430 - Industrial engineers, including health and safety | 10 | 1.02 | 27.69 | 0.28 | 58.21 | 0.59 | *Female* | 9.44 | 0.10 | 0.60 | 0.01 | 14.67 | 0.15 | 0.08 | 0.00 | 1.82 | 0.02 | 0.05 | 0.00 | 1.02 | 0.01 |
| | | | | | | | | *Male* | 32.35 | 0.33 | 1.09 | 0.01 | 28.38 | 0.29 | 0.07 | 0.00 | 7.86 | 0.08 | 0.43 | 0.00 | 2.13 | 0.02 |

# Factor 1 External Availability - Gender within Race

## Analysis Data as of 12/31/2023

### 010 - DISTRICT WIDE

### EEO Code: 2 - Professionals

| Location | Census Code | Employees | | Total Female | | Total Minority | | | White | | Black | | Asian | | Native American | | Hispanic | | Pacific Islander | | Two or more races | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | # | Weight | Avail | Wtd | Avail | Wtd | | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd |
| 0010 | 1460 - Mechanical engineers | 24 | 2.45 | 9.85 | 0.24 | 49.94 | 1.22 | *Female* | 5.18 | 0.13 | 0.18 | 0.00 | 2.41 | 0.06 | 0.00 | 0.00 | 1.73 | 0.04 | 0.00 | 0.00 | 0.35 | 0.01 |
| | | | | | | | | *Male* | 44.88 | 1.10 | 1.61 | 0.04 | 30.00 | 0.73 | 0.00 | 0.00 | 10.91 | 0.27 | 0.08 | 0.00 | 2.67 | 0.07 |
| 0010 | 1530 - Other engineers | 96 | 9.80 | 15.16 | 1.49 | 58.22 | 5.70 | *Female* | 4.88 | 0.48 | 0.18 | 0.02 | 8.44 | 0.83 | 0.00 | 0.00 | 1.23 | 0.12 | 0.09 | 0.01 | 0.34 | 0.03 |
| | | | | | | | | *Male* | 36.90 | 3.61 | 1.96 | 0.19 | 37.06 | 3.63 | 0.08 | 0.01 | 6.16 | 0.60 | 0.12 | 0.01 | 2.55 | 0.25 |
| 0010 | 1541 - Drafters, engineering technicians, and mapping technicians | 7 | 0.71 | 22.39 | 0.16 | 61.61 | 0.44 | *Female* | 8.11 | 0.06 | 0.38 | 0.00 | 9.96 | 0.07 | 0.29 | 0.00 | 2.70 | 0.02 | 0.07 | 0.00 | 0.87 | 0.01 |
| | | | | | | | | *Male* | 30.28 | 0.22 | 3.52 | 0.03 | 25.18 | 0.18 | 0.06 | 0.00 | 15.79 | 0.11 | 0.25 | 0.00 | 2.53 | 0.02 |
| 0010 | 2100 - Lawyers, judges, and related workers | 12 | 1.22 | 42.71 | 0.52 | 29.85 | 0.37 | *Female* | 26.47 | 0.32 | 1.74 | 0.02 | 8.99 | 0.11 | 0.00 | 0.00 | 4.02 | 0.05 | 0.01 | 0.00 | 1.48 | 0.02 |
| | | | | | | | | *Male* | 43.68 | 0.53 | 1.79 | 0.02 | 6.25 | 0.08 | 0.05 | 0.00 | 3.69 | 0.05 | 0.04 | 0.00 | 1.80 | 0.02 |
| 0010 | 2600 - Art and design workers | 1 | 0.10 | 48.29 | 0.05 | 43.89 | 0.04 | *Female* | 26.88 | 0.03 | 0.97 | 0.00 | 11.89 | 0.01 | 0.06 | 0.00 | 6.17 | 0.01 | 0.10 | 0.00 | 2.21 | 0.00 |
| | | | | | | | | *Male* | 29.22 | 0.03 | 1.64 | 0.00 | 11.96 | 0.01 | 0.09 | 0.00 | 7.22 | 0.01 | 0.03 | 0.00 | 1.56 | 0.00 |
| 0010 | 2805 - Other media and communication workers | 10 | 1.02 | 64.87 | 0.66 | 48.27 | 0.49 | *Female* | 33.63 | 0.34 | 2.14 | 0.02 | 13.62 | 0.14 | 0.01 | 0.00 | 12.73 | 0.13 | 0.00 | 0.00 | 2.74 | 0.03 |
| | | | | | | | | *Male* | 18.10 | 0.18 | 2.38 | 0.02 | 4.44 | 0.05 | 0.20 | 0.00 | 8.71 | 0.09 | 0.06 | 0.00 | 1.25 | 0.01 |
| 0010 | 2840 - Technical writers | 2 | 0.20 | 53.47 | 0.11 | 31.80 | 0.06 | *Female* | 37.13 | 0.08 | 0.93 | 0.00 | 11.32 | 0.02 | 0.00 | 0.00 | 3.44 | 0.01 | 0.00 | 0.00 | 0.64 | 0.00 |
| | | | | | | | | *Male* | 31.07 | 0.06 | 1.24 | 0.00 | 5.99 | 0.01 | 0.00 | 0.00 | 6.16 | 0.01 | 0.00 | 0.00 | 2.08 | 0.00 |
| 0010 | 3700 - First-line supervisors of law enforcement workers | 55 | 5.61 | 24.08 | 1.35 | 43.31 | 2.43 | *Female* | 11.26 | 0.63 | 5.38 | 0.30 | 2.74 | 0.15 | 0.01 | 0.00 | 4.60 | 0.26 | 0.01 | 0.00 | 0.08 | 0.00 |
| | | | | | | | | *Male* | 45.43 | 2.55 | 8.10 | 0.45 | 6.34 | 0.36 | 0.02 | 0.00 | 14.62 | 0.82 | 0.05 | 0.00 | 1.37 | 0.08 |
| 0010 | 3910 - Private detectives, investigators, security guards and gaming surveillance officers | 3 | 0.31 | 22.19 | 0.07 | 73.69 | 0.23 | *Female* | 5.49 | 0.02 | 7.58 | 0.02 | 2.54 | 0.01 | 0.07 | 0.00 | 5.11 | 0.02 | 0.36 | 0.00 | 1.03 | 0.00 |
| | | | | | | | | *Male* | 20.82 | 0.06 | 17.55 | 0.05 | 12.29 | 0.04 | 0.23 | 0.00 | 22.66 | 0.07 | 1.45 | 0.00 | 2.81 | 0.01 |
| 0010 | 5000 - First-line supervisors of office and administrative support workers | 3 | 0.31 | 61.03 | 0.19 | 57.66 | 0.18 | *Female* | 27.38 | 0.08 | 4.82 | 0.01 | 11.69 | 0.04 | 0.26 | 0.00 | 14.19 | 0.04 | 0.40 | 0.00 | 2.29 | 0.01 |
| | | | | | | | | *Male* | 14.96 | 0.05 | 2.12 | 0.01 | 9.53 | 0.03 | 0.23 | 0.00 | 9.63 | 0.03 | 0.49 | 0.00 | 2.00 | 0.01 |
| 0010 | 5100 - Financial clerks, except bookkeeping, accounting, and auditing clerks | 4 | 0.41 | 73.67 | 0.30 | 66.20 | 0.27 | *Female* | 24.13 | 0.10 | 5.75 | 0.02 | 19.80 | 0.08 | 0.21 | 0.00 | 21.23 | 0.09 | 0.55 | 0.00 | 2.00 | 0.01 |
| | | | | | | | | *Male* | 9.67 | 0.04 | 1.38 | 0.01 | 8.12 | 0.03 | 0.03 | 0.00 | 6.39 | 0.03 | 0.01 | 0.00 | 0.73 | 0.00 |
| 0010 | 5500 - Material recording, scheduling, dispatching, and distributing workers | 16 | 1.63 | 38.17 | 0.62 | 67.64 | 1.10 | *Female* | 13.61 | 0.22 | 3.90 | 0.06 | 6.61 | 0.11 | 0.06 | 0.00 | 11.34 | 0.19 | 0.62 | 0.01 | 2.03 | 0.03 |
| | | | | | | | | *Male* | 18.75 | 0.31 | 6.14 | 0.10 | 12.56 | 0.21 | 0.14 | 0.00 | 21.98 | 0.36 | 0.48 | 0.01 | 1.78 | 0.03 |

# Factor 1 External Availability - Gender within Race

## Analysis Data as of 12/31/2023

### 010 - DISTRICT WIDE

### EEO Code: 2 - Professionals

| Location | Census Code | Employees | | Total Female | | Total Minority | | | White | | Black | | Asian | | Native American | | Hispanic | | Pacific Islander | | Two or more races | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | # | Weight | Avail | Wtd | Avail | Wtd | | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd |
| 0010 | 5810 - Other office and administrative support workers | 1 | 0.10 | 73.87 | 0.08 | 66.25 | 0.07 | *Female* | 25.20 | 0.03 | 6.28 | 0.01 | 19.18 | 0.02 | 0.15 | 0.00 | 19.47 | 0.02 | 0.60 | 0.00 | 3.00 | 0.00 |
| | | | | | | | | *Male* | 8.55 | 0.01 | 1.98 | 0.00 | 8.07 | 0.01 | 0.05 | 0.00 | 6.15 | 0.01 | 0.40 | 0.00 | 0.93 | 0.00 |
| 0010 | 6200 - First-line supervisors of construction trades and extraction workers | 8 | 0.82 | 4.98 | 0.04 | 49.58 | 0.40 | *Female* | 2.38 | 0.02 | 0.35 | 0.00 | 0.88 | 0.01 | 0.01 | 0.00 | 0.77 | 0.01 | 0.46 | 0.00 | 0.14 | 0.00 |
| | | | | | | | | *Male* | 48.04 | 0.39 | 1.81 | 0.01 | 4.52 | 0.04 | 0.47 | 0.00 | 37.48 | 0.31 | 0.61 | 0.00 | 2.08 | 0.02 |
| 0010 | 7000 - First-line supervisors of mechanics, installers, and repairers | 43 | 4.39 | 7.66 | 0.34 | 52.69 | 2.31 | *Female* | 3.89 | 0.17 | 1.19 | 0.05 | 0.10 | 0.00 | 0.08 | 0.00 | 2.40 | 0.11 | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | | | | | | *Male* | 43.42 | 1.91 | 2.58 | 0.11 | 13.12 | 0.58 | 0.08 | 0.00 | 27.22 | 1.19 | 0.99 | 0.04 | 4.93 | 0.22 |
| 0010 | 7010 - Other installation, maintenance, and repair workers | 3 | 0.31 | 5.46 | 0.02 | 62.88 | 0.19 | *Female* | 1.82 | 0.01 | 0.38 | 0.00 | 1.50 | 0.00 | 0.09 | 0.00 | 1.41 | 0.00 | 0.15 | 0.00 | 0.13 | 0.00 |
| | | | | | | | | *Male* | 35.31 | 0.11 | 5.26 | 0.02 | 14.79 | 0.05 | 0.24 | 0.00 | 34.46 | 0.11 | 0.76 | 0.00 | 3.72 | 0.01 |
| 0010 | 8640 - Other production workers | 2 | 0.20 | 32.97 | 0.07 | 74.38 | 0.15 | *Female* | 6.24 | 0.01 | 1.36 | 0.00 | 10.31 | 0.02 | 0.03 | 0.00 | 13.82 | 0.03 | 0.31 | 0.00 | 0.89 | 0.00 |
| | | | | | | | | *Male* | 19.37 | 0.04 | 3.07 | 0.01 | 15.61 | 0.03 | 0.20 | 0.00 | 26.39 | 0.05 | 0.55 | 0.00 | 1.85 | 0.00 |
| 0010 | 9005 - Supervisors of transportation and material moving workers | 126 | 12.86 | 22.24 | 2.86 | 68.20 | 8.77 | *Female* | 6.99 | 0.90 | 4.26 | 0.55 | 2.64 | 0.34 | 0.25 | 0.03 | 7.52 | 0.97 | 0.08 | 0.01 | 0.51 | 0.06 |
| | | | | | | | | *Male* | 24.81 | 3.19 | 8.54 | 1.10 | 9.26 | 1.19 | 0.08 | 0.01 | 32.08 | 4.12 | 0.96 | 0.12 | 2.03 | 0.26 |
| **Total Reasonable Recruitment Area Availability** | | **980** | | | **34.50** | | **53.06** | *Female* | | **15.33** | | **2.59** | | **10.17** | | **0.07** | | **5.07** | | **0.18** | | **1.08** |
| | | | | | | | | *Male* | | **31.61** | | **3.41** | | **16.55** | | **0.06** | | **11.51** | | **0.29** | | **2.09** |

### EEO Code: 3 - Technicians

| Location | Census Code | Employees | | Total Female | | Total Minority | | | White | | Black | | Asian | | Native American | | Hispanic | | Pacific Islander | | Two or more races | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | # | Weight | Avail | Wtd | Avail | Wtd | | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd |
| 0010 | 1541 - Drafters, engineering technicians, and mapping technicians | 107 | 63.31 | 22.94 | 14.52 | 63.35 | 40.11 | *Female* | 7.66 | 4.85 | 0.51 | 0.33 | 11.33 | 7.18 | 0.17 | 0.11 | 2.54 | 1.61 | 0.05 | 0.03 | 0.67 | 0.42 |
| | | | | | | | | *Male* | 28.99 | 18.35 | 2.67 | 1.69 | 27.44 | 17.38 | 0.12 | 0.07 | 15.15 | 9.59 | 0.21 | 0.14 | 2.48 | 1.57 |
| 0010 | 7010 - Other installation, maintenance, and repair workers | 62 | 36.69 | 5.65 | 2.07 | 63.05 | 23.13 | *Female* | 1.47 | 0.54 | 0.29 | 0.11 | 2.02 | 0.74 | 0.06 | 0.02 | 1.62 | 0.59 | 0.09 | 0.03 | 0.11 | 0.04 |
| | | | | | | | | *Male* | 35.48 | 13.02 | 3.93 | 1.44 | 15.19 | 5.57 | 0.21 | 0.08 | 35.37 | 12.98 | 0.88 | 0.32 | 3.30 | 1.21 |
| **Total Reasonable Recruitment Area Availability** | | **169** | | | **16.60** | | **63.24** | *Female* | | **5.39** | | **0.43** | | **7.92** | | **0.13** | | **2.20** | | **0.06** | | **0.46** |
| | | | | | | | | *Male* | | **31.37** | | **3.13** | | **22.95** | | **0.15** | | **22.57** | | **0.46** | | **2.78** |

# Factor 1 External Availability - Gender within Race

## Analysis Data as of 12/31/2023

### 010 - DISTRICT WIDE

### EEO Code: 4 - Protective Service Workers

| Location | Census Code | Employees | | Total Female | | Total Minority | | | White | | Black | | Asian | | Native American | | Hispanic | | Pacific Islander | | Two or more races | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | # | Weight | Avail | Wtd | Avail | Wtd | | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd |
| 0010 | 3870 - Police officers | 210 | 93.75 | 14.20 | 13.31 | 55.51 | 52.04 | *Female* | 6.48 | 6.08 | 1.70 | 1.59 | 1.99 | 1.86 | 0.01 | 0.01 | 3.30 | 3.09 | 0.02 | 0.02 | 0.71 | 0.66 |
| | | | | | | | | *Male* | 38.01 | 35.63 | 6.42 | 6.02 | 11.88 | 11.14 | 0.86 | 0.81 | 22.04 | 20.67 | 1.59 | 1.49 | 5.00 | 4.69 |
| 0010 | 3910 - Private detectives, investigators, security guards and gaming surveillance officers | 14 | 6.25 | 22.17 | 1.39 | 72.96 | 4.56 | *Female* | 5.65 | 0.35 | 7.41 | 0.46 | 2.70 | 0.17 | 0.05 | 0.00 | 4.88 | 0.31 | 0.37 | 0.02 | 1.11 | 0.07 |
| | | | | | | | | *Male* | 21.39 | 1.34 | 16.95 | 1.06 | 13.72 | 0.86 | 0.20 | 0.01 | 21.17 | 1.32 | 1.50 | 0.09 | 2.90 | 0.18 |
| **Total Reasonable Recruitment Area Availability** | | **224** | | | **14.70** | | **56.60** | *Female* | | **6.43** | | **2.06** | | **2.03** | | **0.01** | | **3.40** | | **0.04** | | **0.73** |
| | | | | | | | | *Male* | | **36.97** | | **7.08** | | **12.00** | | **0.82** | | **21.99** | | **1.58** | | **4.87** |

### EEO Code: 5 - Paraprofessionals

| Location | Census Code | Employees | | Total Female | | Total Minority | | | White | | Black | | Asian | | Native American | | Hispanic | | Pacific Islander | | Two or more races | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | # | Weight | Avail | Wtd | Avail | Wtd | | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd |
| 0010 | 0630 - Human resources workers | 6 | 100.00 | 74.30 | 74.30 | 48.98 | 48.98 | *Female* | 36.58 | 36.58 | 5.15 | 5.15 | 18.96 | 18.96 | 0.37 | 0.37 | 9.80 | 9.80 | 0.39 | 0.39 | 3.04 | 3.04 |
| | | | | | | | | *Male* | 14.44 | 14.44 | 2.41 | 2.41 | 5.06 | 5.06 | 0.05 | 0.05 | 3.06 | 3.06 | 0.05 | 0.05 | 0.63 | 0.63 |
| **Total Reasonable Recruitment Area Availability** | | **6** | | | **74.30** | | **48.98** | *Female* | | **36.58** | | **5.15** | | **18.96** | | **0.37** | | **9.80** | | **0.39** | | **3.04** |
| | | | | | | | | *Male* | | **14.44** | | **2.41** | | **5.06** | | **0.05** | | **3.06** | | **0.05** | | **0.63** |

### EEO Code: 6 - Administrative Support (including Clerical and Sales)

| Location | Census Code | Employees | | Total Female | | Total Minority | | | White | | Black | | Asian | | Native American | | Hispanic | | Pacific Islander | | Two or more races | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | # | Weight | Avail | Wtd | Avail | Wtd | | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd |
| 0010 | 1900 - Life, physical, and social science technicians | 5 | 2.55 | 49.90 | 1.27 | 58.69 | 1.50 | *Female* | 18.83 | 0.48 | 2.74 | 0.07 | 22.61 | 0.58 | 0.20 | 0.00 | 2.93 | 0.07 | 0.05 | 0.00 | 2.54 | 0.06 |
| | | | | | | | | *Male* | 22.48 | 0.57 | 1.76 | 0.04 | 16.81 | 0.43 | 0.00 | 0.00 | 7.10 | 0.18 | 0.46 | 0.01 | 1.50 | 0.04 |
| 0010 | 2145 - Legal support workers | 3 | 1.53 | 68.35 | 1.05 | 47.83 | 0.73 | *Female* | 36.00 | 0.55 | 5.28 | 0.08 | 10.19 | 0.16 | 0.14 | 0.00 | 13.32 | 0.20 | 0.23 | 0.00 | 3.18 | 0.05 |
| | | | | | | | | *Male* | 16.18 | 0.25 | 3.09 | 0.05 | 5.00 | 0.08 | 0.00 | 0.00 | 5.66 | 0.09 | 0.00 | 0.00 | 1.73 | 0.03 |
| 0010 | 3870 - Police officers | 48 | 24.49 | 13.98 | 3.42 | 57.56 | 14.10 | *Female* | 6.20 | 1.52 | 1.96 | 0.48 | 2.66 | 0.65 | 0.00 | 0.00 | 2.53 | 0.62 | 0.00 | 0.00 | 0.63 | 0.15 |
| | | | | | | | | *Male* | 36.24 | 8.88 | 7.59 | 1.86 | 14.42 | 3.53 | 1.14 | 0.28 | 19.04 | 4.66 | 1.64 | 0.40 | 5.95 | 1.46 |
| 0010 | 4800 - Sales representatives, services | 2 | 1.02 | 38.07 | 0.39 | 38.21 | 0.39 | *Female* | 21.50 | 0.22 | 2.24 | 0.02 | 8.06 | 0.08 | 0.04 | 0.00 | 4.43 | 0.05 | 0.33 | 0.00 | 1.47 | 0.02 |
| | | | | | | | | *Male* | 40.30 | 0.41 | 2.26 | 0.02 | 10.80 | 0.11 | 0.01 | 0.00 | 6.26 | 0.06 | 0.30 | 0.00 | 1.99 | 0.02 |

# Factor 1 External Availability - Gender within Race

## Analysis Data as of 12/31/2023

### 010 - DISTRICT WIDE

### EEO Code: 6 - Administrative Support (including Clerical and Sales)

| Location | Census Code | Employees | | Total Female | | Total Minority | | | White | | Black | | Asian | | Native American | | Hispanic | | Pacific Islander | | Two or more races | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | # | Weight | Avail | Wtd | Avail | Wtd | | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd |
| 0010 | 5100 - Financial clerks, except bookkeeping, accounting, and auditing clerks | 31 | 15.82 | 72.23 | 11.42 | 65.40 | 10.34 | *Female* | 23.97 | 3.79 | 6.08 | 0.96 | 24.10 | 3.81 | 0.22 | 0.03 | 14.99 | 2.37 | 0.75 | 0.12 | 2.12 | 0.34 |
| | | | | | | | | *Male* | 10.63 | 1.68 | 1.59 | 0.25 | 9.20 | 1.45 | 0.02 | 0.00 | 5.61 | 0.89 | 0.00 | 0.00 | 0.72 | 0.11 |
| 0010 | 5200 - Information and record clerks, except customer service representatives | 34 | 17.35 | 75.09 | 13.03 | 67.61 | 11.73 | *Female* | 23.48 | 4.07 | 7.79 | 1.35 | 18.23 | 3.16 | 0.18 | 0.03 | 20.22 | 3.51 | 1.09 | 0.19 | 4.10 | 0.71 |
| | | | | | | | | *Male* | 8.91 | 1.55 | 2.33 | 0.40 | 8.08 | 1.40 | 0.01 | 0.00 | 4.45 | 0.77 | 0.26 | 0.04 | 0.87 | 0.15 |
| 0010 | 5240 - Customer service representatives | 1 | 0.51 | 57.40 | 0.29 | 62.82 | 0.32 | *Female* | 21.16 | 0.11 | 6.31 | 0.03 | 12.51 | 0.06 | 0.03 | 0.00 | 13.09 | 0.07 | 1.34 | 0.01 | 2.97 | 0.02 |
| | | | | | | | | *Male* | 16.02 | 0.08 | 4.22 | 0.02 | 10.97 | 0.06 | 0.27 | 0.00 | 8.39 | 0.04 | 0.70 | 0.00 | 2.03 | 0.01 |
| 0010 | 5500 - Material recording, scheduling, dispatching, and distributing workers | 48 | 24.49 | 38.78 | 9.50 | 64.81 | 15.87 | *Female* | 14.95 | 3.66 | 4.93 | 1.21 | 7.58 | 1.86 | 0.05 | 0.01 | 8.45 | 2.07 | 0.25 | 0.06 | 2.58 | 0.63 |
| | | | | | | | | *Male* | 20.24 | 4.96 | 7.62 | 1.87 | 14.97 | 3.67 | 0.09 | 0.02 | 15.75 | 3.86 | 0.53 | 0.13 | 2.00 | 0.49 |
| 0010 | 5810 - Other office and administrative support workers | 24 | 12.24 | 73.18 | 8.96 | 65.69 | 8.04 | *Female* | 25.27 | 3.09 | 6.86 | 0.84 | 23.07 | 2.82 | 0.10 | 0.01 | 13.63 | 1.67 | 0.74 | 0.09 | 3.50 | 0.43 |
| | | | | | | | | *Male* | 9.04 | 1.11 | 2.27 | 0.28 | 9.24 | 1.13 | 0.00 | 0.00 | 4.61 | 0.56 | 0.57 | 0.07 | 1.09 | 0.13 |
| **Total Reasonable Recruitment Area Availability** | | **196** | | | **49.33** | | **63.02** | *Female* | | **17.50** | | **5.05** | | **13.18** | | **0.10** | | **10.63** | | **0.48** | | **2.41** |
| | | | | | | | | *Male* | | **19.48** | | **4.80** | | **11.86** | | **0.31** | | **11.12** | | **0.67** | | **2.44** |

### EEO Code: 7 - Skilled Craft Workers

| Location | Census Code | Employees | | Total Female | | Total Minority | | | White | | Black | | Asian | | Native American | | Hispanic | | Pacific Islander | | Two or more races | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | # | Weight | Avail | Wtd | Avail | Wtd | | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd |
| 0010 | 3740 - Firefighting and prevention workers | 11 | 0.57 | 8.17 | 0.05 | 33.79 | 0.19 | *Female* | 5.92 | 0.03 | 0.21 | 0.00 | 0.24 | 0.00 | 0.02 | 0.00 | 1.76 | 0.01 | 0.00 | 0.00 | 0.02 | 0.00 |
| | | | | | | | | *Male* | 60.29 | 0.34 | 2.02 | 0.01 | 7.05 | 0.04 | 0.11 | 0.00 | 16.78 | 0.10 | 0.68 | 0.00 | 4.90 | 0.03 |
| 0010 | 4200 - First-line supervisors of housekeeping and janitorial workers | 3 | 0.16 | 30.58 | 0.05 | 77.98 | 0.12 | *Female* | 5.33 | 0.01 | 2.32 | 0.00 | 3.10 | 0.00 | 0.01 | 0.00 | 19.49 | 0.03 | 0.00 | 0.00 | 0.33 | 0.00 |
| | | | | | | | | *Male* | 16.70 | 0.03 | 4.70 | 0.01 | 9.82 | 0.02 | 0.01 | 0.00 | 33.88 | 0.05 | 0.72 | 0.00 | 3.58 | 0.01 |
| 0010 | 4251 - Grounds maintenance workers | 24 | 1.25 | 6.08 | 0.08 | 83.59 | 1.04 | *Female* | 3.42 | 0.04 | 0.30 | 0.00 | 0.36 | 0.00 | 0.04 | 0.00 | 1.77 | 0.02 | 0.01 | 0.00 | 0.18 | 0.00 |
| | | | | | | | | *Male* | 12.99 | 0.16 | 2.19 | 0.03 | 4.14 | 0.05 | 0.16 | 0.00 | 73.11 | 0.91 | 0.24 | 0.00 | 1.11 | 0.01 |
| 0010 | 6200 - First-line supervisors of construction trades and extraction workers | 78 | 4.05 | 4.89 | 0.20 | 48.69 | 1.97 | *Female* | 2.40 | 0.10 | 0.32 | 0.01 | 0.93 | 0.04 | 0.01 | 0.00 | 0.60 | 0.02 | 0.49 | 0.02 | 0.13 | 0.01 |
| | | | | | | | | *Male* | 48.90 | 1.98 | 1.47 | 0.06 | 4.76 | 0.19 | 0.46 | 0.02 | 36.79 | 1.49 | 0.64 | 0.03 | 2.09 | 0.08 |

# Factor 1 External Availability - Gender within Race

## Analysis Data as of 12/31/2023

### 010 - DISTRICT WIDE

### EEO Code: 7 - Skilled Craft Workers

| Location | Census Code | Employees | | Total Female | | Total Minority | | | White | | Black | | Asian | | Native American | | Hispanic | | Pacific Islander | | Two or more races | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | # | Weight | Avail | Wtd | Avail | Wtd | | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd |
| 0010 | 6355 - Electricians | 81 | 4.20 | 3.42 | 0.14 | 56.06 | 2.36 | *Female* | 2.20 | 0.09 | 0.41 | 0.02 | 0.14 | 0.01 | 0.00 | 0.00 | 0.58 | 0.02 | 0.00 | 0.00 | 0.09 | 0.00 |
| | | | | | | | | *Male* | 41.75 | 1.75 | 4.31 | 0.18 | 8.81 | 0.37 | 0.25 | 0.01 | 36.46 | 1.53 | 0.39 | 0.02 | 4.62 | 0.19 |
| 0010 | 6410 - Painters and paperhangers | 36 | 1.87 | 3.50 | 0.07 | 83.02 | 1.55 | *Female* | 0.83 | 0.02 | 0.01 | 0.00 | 0.40 | 0.01 | 0.00 | 0.00 | 2.14 | 0.04 | 0.00 | 0.00 | 0.11 | 0.00 |
| | | | | | | | | *Male* | 16.15 | 0.30 | 2.38 | 0.04 | 6.80 | 0.13 | 0.02 | 0.00 | 70.36 | 1.31 | 0.04 | 0.00 | 0.76 | 0.01 |
| 0010 | 6530 - Structural iron and steel workers | 3 | 0.16 | 1.29 | 0.00 | 54.40 | 0.08 | *Female* | 0.86 | 0.00 | 0.04 | 0.00 | 0.03 | 0.00 | 0.00 | 0.00 | 0.35 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | | | | | | *Male* | 44.75 | 0.07 | 5.77 | 0.01 | 10.45 | 0.02 | 0.12 | 0.00 | 34.43 | 0.05 | 2.93 | 0.00 | 0.26 | 0.00 |
| 0010 | 6660 - Construction and building inspectors | 3 | 0.16 | 21.37 | 0.03 | 42.97 | 0.07 | *Female* | 8.79 | 0.01 | 2.12 | 0.00 | 5.54 | 0.01 | 0.01 | 0.00 | 2.05 | 0.00 | 0.03 | 0.00 | 2.82 | 0.00 |
| | | | | | | | | *Male* | 48.24 | 0.08 | 0.33 | 0.00 | 9.77 | 0.02 | 0.27 | 0.00 | 14.15 | 0.02 | 1.09 | 0.00 | 4.77 | 0.01 |
| 0010 | 6700 - Elevator and escalator installers and repairers | 34 | 1.76 | 2.42 | 0.04 | 45.13 | 0.80 | *Female* | 2.42 | 0.04 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | | | | | | *Male* | 52.46 | 0.93 | 0.00 | 0.00 | 9.32 | 0.16 | 0.07 | 0.00 | 35.01 | 0.62 | 0.48 | 0.01 | 0.24 | 0.00 |
| 0010 | 6740 - Rail-track laying and maintenance equipment operators | 99 | 5.14 | 1.74 | 0.09 | 78.46 | 4.03 | *Female* | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1.74 | 0.09 | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | | | | | | *Male* | 21.54 | 1.11 | 5.09 | 0.26 | 0.00 | 0.00 | 0.00 | 0.00 | 70.97 | 3.65 | 0.00 | 0.00 | 0.65 | 0.03 |
| 0010 | 7000 - First-line supervisors of mechanics, installers, and repairers | 35 | 1.82 | 7.56 | 0.14 | 51.88 | 0.94 | *Female* | 4.11 | 0.07 | 1.22 | 0.02 | 0.03 | 0.00 | 0.03 | 0.00 | 2.16 | 0.04 | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | | | | | | *Male* | 44.01 | 0.80 | 2.53 | 0.05 | 13.59 | 0.25 | 0.06 | 0.00 | 25.90 | 0.47 | 1.02 | 0.02 | 5.33 | 0.10 |
| 0010 | 7010 - Other installation, maintenance, and repair workers | 432 | 22.42 | 5.68 | 1.27 | 62.62 | 14.04 | *Female* | 1.76 | 0.40 | 0.32 | 0.07 | 1.80 | 0.40 | 0.09 | 0.02 | 1.41 | 0.32 | 0.16 | 0.04 | 0.13 | 0.03 |
| | | | | | | | | *Male* | 35.62 | 7.98 | 5.16 | 1.16 | 16.12 | 3.61 | 0.23 | 0.05 | 32.31 | 7.24 | 0.88 | 0.20 | 4.00 | 0.90 |
| 0010 | 7140 - Vehicle and mobile equipment mechanics, installers, and repairers | 18 | 0.93 | 2.49 | 0.02 | 68.05 | 0.64 | *Female* | 0.88 | 0.01 | 0.16 | 0.00 | 0.53 | 0.00 | 0.00 | 0.00 | 0.89 | 0.01 | 0.00 | 0.00 | 0.03 | 0.00 |
| | | | | | | | | *Male* | 31.07 | 0.29 | 3.72 | 0.03 | 19.90 | 0.19 | 0.22 | 0.00 | 39.12 | 0.37 | 0.85 | 0.01 | 2.61 | 0.02 |
| 0010 | 7925 - Metal workers and plastic workers | 7 | 0.36 | 9.84 | 0.04 | 77.36 | 0.28 | *Female* | 2.13 | 0.01 | 0.03 | 0.00 | 4.31 | 0.02 | 0.00 | 0.00 | 3.30 | 0.01 | 0.00 | 0.00 | 0.08 | 0.00 |
| | | | | | | | | *Male* | 20.51 | 0.07 | 3.22 | 0.01 | 21.05 | 0.08 | 0.18 | 0.00 | 43.17 | 0.16 | 0.32 | 0.00 | 1.72 | 0.01 |
| 0010 | 8640 - Other production workers | 2 | 0.10 | 33.03 | 0.03 | 73.83 | 0.08 | *Female* | 6.41 | 0.01 | 1.30 | 0.00 | 11.93 | 0.01 | 0.04 | 0.00 | 12.04 | 0.01 | 0.37 | 0.00 | 0.95 | 0.00 |
| | | | | | | | | *Male* | 19.77 | 0.02 | 3.02 | 0.00 | 17.68 | 0.02 | 0.19 | 0.00 | 23.76 | 0.02 | 0.58 | 0.00 | 1.97 | 0.00 |
| 0010 | 9005 - Supervisors of transportation and material moving workers | 91 | 4.72 | 21.82 | 1.03 | 67.25 | 3.18 | *Female* | 7.00 | 0.33 | 4.14 | 0.20 | 2.68 | 0.13 | 0.24 | 0.01 | 7.07 | 0.33 | 0.08 | 0.00 | 0.61 | 0.03 |
| | | | | | | | | *Male* | 25.75 | 1.22 | 8.19 | 0.39 | 10.06 | 0.48 | 0.05 | 0.00 | 30.63 | 1.45 | 1.39 | 0.07 | 2.11 | 0.10 |
| 0010 | 9210 - Rail and water transportation workers | 529 | 27.45 | 11.58 | 3.18 | 43.76 | 12.01 | *Female* | 4.83 | 1.33 | 4.33 | 1.19 | 0.20 | 0.05 | 0.00 | 0.00 | 0.75 | 0.21 | 0.00 | 0.00 | 1.46 | 0.40 |
| | | | | | | | | *Male* | 51.41 | 14.11 | 8.59 | 2.36 | 6.53 | 1.79 | 0.26 | 0.07 | 18.68 | 5.13 | 0.15 | 0.04 | 2.81 | 0.77 |
| 0010 | 9350 - Other transportation workers | 435 | 22.57 | 13.35 | 3.01 | 77.69 | 17.54 | *Female* | 3.59 | 0.81 | 1.76 | 0.40 | 2.66 | 0.60 | 0.01 | 0.00 | 4.84 | 1.09 | 0.04 | 0.01 | 0.46 | 0.10 |
| | | | | | | | | *Male* | 18.73 | 4.23 | 10.09 | 2.28 | 23.62 | 5.33 | 0.29 | 0.07 | 28.50 | 6.43 | 1.35 | 0.30 | 4.08 | 0.92 |

# Factor 1 External Availability - Gender within Race

## Analysis Data as of 12/31/2023

### 010 - DISTRICT WIDE

### EEO Code: 7 - Skilled Craft Workers

| Location | Census Code | Employees | | Total Female | | Total Minority | | | White | | Black | | Asian | | Native American | | Hispanic | | Pacific Islander | | Two or more races | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | # | Weight | Avail | Wtd | Avail | Wtd | | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd |
| 0010 | 9510 - Other material moving workers | 6 | 0.31 | 6.41 | 0.02 | 84.26 | 0.26 | *Female* | 0.85 | 0.00 | 2.14 | 0.01 | 1.02 | 0.00 | 0.01 | 0.00 | 2.15 | 0.01 | 0.18 | 0.00 | 0.06 | 0.00 |
| | | | | | | | | *Male* | 14.89 | 0.05 | 10.06 | 0.03 | 10.09 | 0.03 | 0.27 | 0.00 | 53.58 | 0.17 | 1.38 | 0.00 | 3.32 | 0.01 |
| **Total Reasonable Recruitment Area Availability** | | **1,927** | | | **9.49** | | **61.17** | *Female* | | **3.31** | | **1.93** | | **1.29** | | **0.04** | | **2.27** | | **0.07** | | **0.58** |
| | | | | | | | | *Male* | | **35.52** | | **6.91** | | **12.77** | | **0.23** | | **31.17** | | **0.71** | | **3.21** |

### EEO Code: 8 - Service-Maintenance

| Location | Census Code | Employees | | Total Female | | Total Minority | | | White | | Black | | Asian | | Native American | | Hispanic | | Pacific Islander | | Two or more races | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | # | Weight | Avail | Wtd | Avail | Wtd | | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd |
| 0010 | 4220 - Building cleaning workers | 163 | 31.96 | 57.04 | 18.23 | 88.34 | 28.24 | *Female* | 4.21 | 1.34 | 1.79 | 0.57 | 7.64 | 2.44 | 0.05 | 0.02 | 42.56 | 13.60 | 0.11 | 0.03 | 0.69 | 0.22 |
| | | | | | | | | *Male* | 7.45 | 2.38 | 3.37 | 1.08 | 7.49 | 2.39 | 0.10 | 0.03 | 22.97 | 7.34 | 0.33 | 0.10 | 1.26 | 0.40 |
| 0010 | 4251 - Grounds maintenance workers | 4 | 0.78 | 5.91 | 0.05 | 84.00 | 0.66 | *Female* | 3.23 | 0.03 | 0.25 | 0.00 | 0.38 | 0.00 | 0.03 | 0.00 | 1.83 | 0.01 | 0.01 | 0.00 | 0.17 | 0.00 |
| | | | | | | | | *Male* | 12.77 | 0.10 | 1.94 | 0.02 | 4.05 | 0.03 | 0.16 | 0.00 | 73.90 | 0.58 | 0.21 | 0.00 | 1.07 | 0.01 |
| 0010 | 5500 - Material recording, scheduling, dispatching, and distributing workers | 59 | 11.57 | 38.76 | 4.48 | 67.83 | 7.85 | *Female* | 13.54 | 1.57 | 3.53 | 0.41 | 7.10 | 0.82 | 0.05 | 0.01 | 11.37 | 1.31 | 1.08 | 0.13 | 2.08 | 0.24 |
| | | | | | | | | *Male* | 18.63 | 2.16 | 5.58 | 0.65 | 13.29 | 1.54 | 0.19 | 0.02 | 21.12 | 2.44 | 0.56 | 0.06 | 1.87 | 0.22 |
| 0010 | 6200 - First-line supervisors of construction trades and extraction workers | 16 | 3.14 | 4.39 | 0.14 | 49.71 | 1.56 | *Female* | 2.14 | 0.07 | 0.28 | 0.01 | 0.79 | 0.02 | 0.01 | 0.00 | 0.64 | 0.02 | 0.41 | 0.01 | 0.11 | 0.00 |
| | | | | | | | | *Male* | 48.15 | 1.51 | 1.43 | 0.04 | 4.41 | 0.14 | 0.41 | 0.01 | 38.69 | 1.21 | 0.56 | 0.02 | 1.95 | 0.06 |
| 0010 | 6260 - Construction laborers | 8 | 1.57 | 1.97 | 0.03 | 78.85 | 1.24 | *Female* | 0.64 | 0.01 | 0.15 | 0.00 | 0.16 | 0.00 | 0.00 | 0.00 | 0.96 | 0.02 | 0.00 | 0.00 | 0.05 | 0.00 |
| | | | | | | | | *Male* | 20.51 | 0.32 | 2.40 | 0.04 | 7.69 | 0.12 | 0.25 | 0.00 | 65.07 | 1.02 | 0.51 | 0.01 | 1.60 | 0.03 |
| 0010 | 6530 - Structural iron and steel workers | 24 | 4.71 | 1.37 | 0.06 | 53.45 | 2.52 | *Female* | 0.79 | 0.04 | 0.06 | 0.00 | 0.05 | 0.00 | 0.00 | 0.00 | 0.47 | 0.02 | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | | | | | | *Male* | 45.75 | 2.15 | 5.03 | 0.24 | 9.52 | 0.45 | 0.17 | 0.01 | 35.31 | 1.66 | 2.49 | 0.12 | 0.35 | 0.02 |
| 0010 | 6700 - Elevator and escalator installers and repairers | 4 | 0.78 | 2.05 | 0.02 | 48.31 | 0.38 | *Female* | 2.05 | 0.02 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | | | | | | *Male* | 49.63 | 0.39 | 0.00 | 0.00 | 9.87 | 0.08 | 0.09 | 0.00 | 37.61 | 0.29 | 0.41 | 0.00 | 0.33 | 0.00 |
| 0010 | 7010 - Other installation, maintenance, and repair workers | 16 | 3.14 | 5.67 | 0.18 | 62.79 | 1.97 | *Female* | 1.65 | 0.05 | 0.31 | 0.01 | 1.88 | 0.06 | 0.08 | 0.00 | 1.49 | 0.05 | 0.13 | 0.00 | 0.12 | 0.00 |
| | | | | | | | | *Male* | 35.55 | 1.12 | 4.71 | 0.15 | 15.80 | 0.50 | 0.22 | 0.01 | 33.41 | 1.05 | 0.88 | 0.03 | 3.75 | 0.12 |

# Factor 1 External Availability - Gender within Race

## Analysis Data as of 12/31/2023

### 010 - DISTRICT WIDE

### EEO Code: 8 - Service-Maintenance

| Location | Census Code | Employees | | Total Female | | Total Minority | | | White | | Black | | Asian | | Native American | | Hispanic | | Pacific Islander | | Two or more races | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | # | Weight | Avail | Wtd | Avail | Wtd | | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd |
| 0010 | 9610 - Laborers and Material Movers | 216 | 42.35 | 28.36 | 12.01 | 79.24 | 33.56 | *Female* | 5.33 | 2.26 | 2.18 | 0.92 | 5.80 | 2.46 | 0.09 | 0.04 | 14.05 | 5.95 | 0.20 | 0.09 | 0.71 | 0.30 |
| | | | | | | | | *Male* | 15.43 | 6.54 | 7.74 | 3.28 | 12.65 | 5.36 | 0.11 | 0.05 | 32.30 | 13.68 | 0.82 | 0.35 | 2.61 | 1.10 |
| **Total Reasonable Recruitment Area Availability** | | **510** | | | **35.20** | | **77.96** | *Female* | | **5.38** | | **1.93** | | **5.81** | | **0.06** | | **20.99** | | **0.26** | | **0.77** |
| | | | | | | | | *Male* | | **16.66** | | **5.48** | | **10.60** | | **0.13** | | **29.28** | | **0.69** | | **1.96** |