# Incumbency vs Availability - Gender within Race

## Analysis Data as of 12/31/2023

### 010 - DISTRICT WIDE

### EEO Code: 1 - Officials and Administrators

| Factor | Weight | Total Female | | Total Minorities | | | White | | Black | | Asian | | Native American | | Hispanic | | Pacific Islander | | Two or more races | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Avail | Wtd | Avail | Wtd | | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd |
| Requisite Skills in Recruitment Area | 42.28 | 31.83 | 13.46 | 44.89 | 18.98 | *Female* | 16.71 | 7.06 | 1.75 | 0.74 | 6.27 | 2.65 | 0.10 | 0.04 | 5.85 | 2.47 | 0.07 | 0.03 | 1.09 | 0.46 |
| | | | | | | *Male* | 38.40 | 16.23 | 2.70 | 1.14 | 11.99 | 5.07 | 0.16 | 0.07 | 12.90 | 5.45 | 0.23 | 0.10 | 1.79 | 0.76 |
| Internally available | 57.72 | 31.99 | 18.46 | 71.12 | 41.05 | *Female* | 7.29 | 4.21 | 8.51 | 4.91 | 10.38 | 5.99 | 0.09 | 0.05 | 3.31 | 1.91 | 0.69 | 0.40 | 1.73 | 1.00 |
| | | | | | | *Male* | 21.60 | 12.47 | 10.27 | 5.93 | 22.65 | 13.07 | 0.41 | 0.24 | 9.16 | 5.29 | 0.64 | 0.37 | 3.29 | 1.90 |
| Training Institutions | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | *Female* | 0.00 | 0.00 | 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* | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| In-house Training | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | *Female* | 0.00 | 0.00 | 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* | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Factor 5 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | *Female* | 0.00 | 0.00 | 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* | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| **Total Weighted Availability** | | | 31.92 | | 60.03 | *Female* | | 11.27 | | 5.65 | | 8.64 | | 0.10 | | 4.38 | | 0.43 | | 1.46 |
| | | | | | | *Male* | | 28.70 | | 7.07 | | 18.14 | | 0.30 | | 10.74 | | 0.47 | | 2.65 |
| **Current Utilization** | | | 27.47 | | 53.65 | *Female* | | 10.73 | | 4.72 | | 9.44 | | 0.43 | | 0.86 | | 0.00 | | 1.29 |
| | | | | | | *Male* | | 35.62 | | 9.01 | | 18.45 | | 0.86 | | 6.87 | | 0.43 | | 1.29 |
| **Incumbents Total: 233** | | | 64 | | 125 | *Female* | | 25 | | 11 | | 22 | | 1 | | 2 | | 0 | | 3 |
| | | | | | | *Male* | | 83 | | 21 | | 43 | | 2 | | 16 | | 1 | | 3 |
| **Expected Incumbents** | | | 74.38 | | 139.87 | *Female* | | 26.26 | | 13.17 | | 20.13 | | 0.22 | | 10.21 | | 0.99 | | 3.39 |
| | | | | | | *Male* | | 66.87 | | 16.46 | | 42.28 | | 0.71 | | 25.03 | | 1.09 | | 6.18 |
| **Shortfall in Persons** | | | 10.38 | | 14.87 | *Female* | | 1.26 | | 2.17 | | 0.00 | | 0.00 | | 8.21 | | 0.99 | | 0.39 |
| | | | | | | *Male* | | 0.00 | | 0.00 | | 0.00 | | 0.00 | | 9.03 | | 0.09 | | 3.18 |
| **Difference is greater than or equal to 1.00 persons** | | | Yes | | Yes | *Female* | | Yes | | Yes | | No | | No | | Yes | | No | | No |
| | | | | | | *Male* | | No | | No | | No | | No | | Yes | | No | | Yes |

** Small group identified based on a threshold of 30 total incumbents; Selected alternate tests are Shortfall in Persons with a threshold of 1.00, 80% Rule, and Binomial with a threshold of 0.0500*

# Incumbency vs Availability - Gender within Race

## Analysis Data as of 12/31/2023

### 010 - DISTRICT WIDE

### EEO Code: 2 - Professionals

| Factor | Weight | Total Female | | Total Minorities | | | White | | Black | | Asian | | Native American | | Hispanic | | Pacific Islander | | Two or more races | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Avail | Wtd | Avail | Wtd | | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd |
| Requisite Skills in Recruitment Area | 63.44 | 34.50 | 21.88 | 53.06 | 33.66 | *Female* | 15.33 | 9.73 | 2.59 | 1.65 | 10.17 | 6.45 | 0.07 | 0.05 | 5.07 | 3.22 | 0.18 | 0.11 | 1.08 | 0.69 |
| | | | | | | *Male* | 31.61 | 20.05 | 3.41 | 2.16 | 16.55 | 10.50 | 0.06 | 0.04 | 11.51 | 7.30 | 0.29 | 0.18 | 2.09 | 1.32 |
| Internally available | 36.56 | 24.18 | 8.84 | 77.13 | 28.20 | *Female* | 3.43 | 1.26 | 11.33 | 4.14 | 3.04 | 1.11 | 0.08 | 0.03 | 4.12 | 1.51 | 0.49 | 0.18 | 1.69 | 0.62 |
| | | | | | | *Male* | 19.44 | 7.11 | 18.71 | 6.84 | 17.47 | 6.39 | 0.28 | 0.10 | 14.05 | 5.14 | 1.24 | 0.45 | 4.59 | 1.68 |
| Training Institutions | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | *Female* | 0.00 | 0.00 | 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* | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| In-house Training | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | *Female* | 0.00 | 0.00 | 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* | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Factor 5 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | *Female* | 0.00 | 0.00 | 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* | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| **Total Weighted Availability** | | | 30.73 | | 61.86 | *Female* | | 10.98 | | 5.79 | | 7.57 | | 0.08 | | 4.72 | | 0.29 | | 1.30 |
| | | | | | | *Male* | | 27.16 | | 9.00 | | 16.88 | | 0.14 | | 12.44 | | 0.64 | | 3.00 |
| **Current Utilization** | | | 32.86 | | 70.82 | *Female* | | 7.65 | | 8.27 | | 11.02 | | 0.10 | | 3.37 | | 0.71 | | 1.73 |
| | | | | | | *Male* | | 21.53 | | 9.49 | | 23.16 | | 0.41 | | 8.67 | | 0.61 | | 3.27 |
| **Incumbents Total: 980** | | | 322 | | 694 | *Female* | | 75 | | 81 | | 108 | | 1 | | 33 | | 7 | | 17 |
| | | | | | | *Male* | | 211 | | 93 | | 227 | | 4 | | 85 | | 6 | | 32 |
| **Expected Incumbents** | | | 301.11 | | 606.23 | *Female* | | 107.62 | | 56.70 | | 74.14 | | 0.75 | | 46.27 | | 2.84 | | 12.79 |
| | | | | | | *Male* | | 266.15 | | 88.24 | | 165.47 | | 1.36 | | 121.90 | | 6.23 | | 29.42 |
| **Shortfall in Persons** | | | 0.00 | | 0.00 | *Female* | | 32.62 | | 0.00 | | 0.00 | | 0.00 | | 13.27 | | 0.00 | | 0.00 |
| | | | | | | *Male* | | 55.15 | | 0.00 | | 0.00 | | 0.00 | | 36.90 | | 0.23 | | 0.00 |
| **Difference is greater than or equal to 1.00 persons** | | | No | | No | *Female* | | Yes | | No | | No | | No | | Yes | | No | | No |
| | | | | | | *Male* | | Yes | | No | | No | | No | | Yes | | No | | No |

** Small group identified based on a threshold of 30 total incumbents; Selected alternate tests are Shortfall in Persons with a threshold of 1.00, 80% Rule, and Binomial with a threshold of 0.0500*

# Incumbency vs Availability - Gender within Race

## Analysis Data as of 12/31/2023

### 010 - DISTRICT WIDE

### EEO Code: 3 - Technicians

| Factor | Weight | Total Female | | Total Minorities | | | White | | Black | | Asian | | Native American | | Hispanic | | Pacific Islander | | Two or more races | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Avail | Wtd | Avail | Wtd | | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd |
| Requisite Skills in Recruitment Area | 65.71 | 16.60 | 10.91 | 63.24 | 41.56 | *Female* | 5.39 | 3.54 | 0.43 | 0.28 | 7.92 | 5.20 | 0.13 | 0.08 | 2.20 | 1.45 | 0.06 | 0.04 | 0.46 | 0.30 |
| | | | | | | *Male* | 31.37 | 20.61 | 3.13 | 2.06 | 22.95 | 15.08 | 0.15 | 0.10 | 22.57 | 14.83 | 0.46 | 0.30 | 2.78 | 1.83 |
| Internally available | 34.29 | 21.15 | 7.25 | 86.42 | 29.63 | *Female* | 1.64 | 0.56 | 12.34 | 4.23 | 1.51 | 0.52 | 0.00 | 0.00 | 2.98 | 1.02 | 0.37 | 0.13 | 2.31 | 0.79 |
| | | | | | | *Male* | 11.94 | 4.09 | 36.45 | 12.50 | 10.73 | 3.68 | 0.40 | 0.14 | 13.60 | 4.66 | 0.55 | 0.19 | 5.16 | 1.77 |
| Training Institutions | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | *Female* | 0.00 | 0.00 | 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* | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| In-house Training | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | *Female* | 0.00 | 0.00 | 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* | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Factor 5 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | *Female* | 0.00 | 0.00 | 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* | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| **Total Weighted Availability** | | | 18.16 | | 71.19 | *Female* | | 4.11 | | 4.52 | | 5.72 | | 0.08 | | 2.47 | | 0.17 | | 1.10 |
| | | | | | | *Male* | | 24.71 | | 14.56 | | 18.76 | | 0.23 | | 19.49 | | 0.49 | | 3.60 |
| **Current Utilization** | | | 1.78 | | 78.70 | *Female* | | 0.59 | | 0.00 | | 1.18 | | 0.00 | | 0.00 | | 0.00 | | 0.00 |
| | | | | | | *Male* | | 20.71 | | 10.06 | | 52.07 | | 0.00 | | 11.24 | | 2.37 | | 1.78 |
| **Incumbents Total: 169** | | | 3 | | 133 | *Female* | | 1 | | 0 | | 2 | | 0 | | 0 | | 0 | | 0 |
| | | | | | | *Male* | | 35 | | 17 | | 88 | | 0 | | 19 | | 4 | | 3 |
| **Expected Incumbents** | | | 30.69 | | 120.30 | *Female* | | 6.94 | | 7.63 | | 9.67 | | 0.14 | | 4.17 | | 0.29 | | 1.86 |
| | | | | | | *Male* | | 41.76 | | 24.60 | | 31.70 | | 0.40 | | 32.94 | | 0.83 | | 6.08 |
| **Shortfall in Persons** | | | 27.69 | | 0.00 | *Female* | | 5.94 | | 7.63 | | 7.67 | | 0.14 | | 4.17 | | 0.29 | | 1.86 |
| | | | | | | *Male* | | 6.76 | | 7.60 | | 0.00 | | 0.40 | | 13.94 | | 0.00 | | 3.08 |
| **Difference is greater than or equal to 1.00 persons** | | | Yes | | No | *Female* | | Yes | | Yes | | Yes | | No | | Yes | | No | | Yes |
| | | | | | | *Male* | | Yes | | Yes | | No | | No | | Yes | | No | | Yes |

** Small group identified based on a threshold of 30 total incumbents; Selected alternate tests are Shortfall in Persons with a threshold of 1.00, 80% Rule, and Binomial with a threshold of 0.0500*

# Incumbency vs Availability - Gender within Race

## Analysis Data as of 12/31/2023

### 010 - DISTRICT WIDE

### EEO Code: 4 - Protective Service Workers

| Factor | Weight | Total Female | | Total Minorities | | | White | | Black | | Asian | | Native American | | Hispanic | | Pacific Islander | | Two or more races | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Avail | Wtd | Avail | Wtd | | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd |
| Requisite Skills in Recruitment Area | 88.14 | 14.70 | 12.96 | 56.60 | 49.88 | *Female* | 6.43 | 5.67 | 2.06 | 1.81 | 2.03 | 1.79 | 0.01 | 0.01 | 3.40 | 2.99 | 0.04 | 0.04 | 0.73 | 0.64 |
| | | | | | | *Male* | 36.97 | 32.58 | 7.08 | 6.24 | 12.00 | 10.57 | 0.82 | 0.72 | 21.99 | 19.38 | 1.58 | 1.39 | 4.87 | 4.29 |
| Internally available | 11.86 | 47.22 | 5.60 | 86.35 | 10.25 | *Female* | 8.07 | 0.96 | 15.35 | 1.82 | 7.19 | 0.85 | 0.44 | 0.05 | 11.82 | 1.40 | 0.93 | 0.11 | 3.43 | 0.41 |
| | | | | | | *Male* | 5.58 | 0.66 | 15.59 | 1.85 | 16.59 | 1.97 | 0.06 | 0.01 | 7.10 | 0.84 | 0.93 | 0.11 | 6.93 | 0.82 |
| Training Institutions | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | *Female* | 0.00 | 0.00 | 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* | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| In-house Training | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | *Female* | 0.00 | 0.00 | 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* | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Factor 5 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | *Female* | 0.00 | 0.00 | 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* | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| **Total Weighted Availability** | | | 18.56 | | 60.13 | *Female* | | 6.63 | | 3.63 | | 2.65 | | 0.06 | | 4.40 | | 0.15 | | 1.05 |
| | | | | | | *Male* | | 33.24 | | 8.09 | | 12.54 | | 0.73 | | 20.22 | | 1.50 | | 5.12 |
| **Current Utilization** | | | 18.75 | | 74.55 | *Female* | | 2.68 | | 8.48 | | 3.13 | | 0.00 | | 3.13 | | 0.89 | | 0.45 |
| | | | | | | *Male* | | 22.77 | | 17.41 | | 14.29 | | 0.00 | | 17.41 | | 2.23 | | 7.14 |
| **Incumbents Total: 224** | | | 42 | | 167 | *Female* | | 6 | | 19 | | 7 | | 0 | | 7 | | 2 | | 1 |
| | | | | | | *Male* | | 51 | | 39 | | 32 | | 0 | | 39 | | 5 | | 16 |
| **Expected Incumbents** | | | 41.57 | | 134.69 | *Female* | | 14.84 | | 8.14 | | 5.93 | | 0.13 | | 9.85 | | 0.33 | | 2.35 |
| | | | | | | *Male* | | 74.47 | | 18.11 | | 28.09 | | 1.63 | | 45.30 | | 3.37 | | 11.46 |
| **Shortfall in Persons** | | | 0.00 | | 0.00 | *Female* | | 8.84 | | 0.00 | | 0.00 | | 0.13 | | 2.85 | | 0.00 | | 1.35 |
| | | | | | | *Male* | | 23.47 | | 0.00 | | 0.00 | | 1.63 | | 6.30 | | 0.00 | | 0.00 |
| **Difference is greater than or equal to 1.00 persons** | | | No | | No | *Female* | | Yes | | No | | No | | No | | Yes | | No | | Yes |
| | | | | | | *Male* | | Yes | | No | | No | | Yes | | Yes | | No | | No |

** Small group identified based on a threshold of 30 total incumbents; Selected alternate tests are Shortfall in Persons with a threshold of 1.00, 80% Rule, and Binomial with a threshold of 0.0500*

# Incumbency vs Availability - Gender within Race

## Analysis Data as of 12/31/2023

### 010 - DISTRICT WIDE

### EEO Code: 5 - Paraprofessionals

| Factor | Weight | Total Female | | Total Minorities | | | White | | Black | | Asian | | Native American | | Hispanic | | Pacific Islander | | Two or more races | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Avail | Wtd | Avail | Wtd | | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd |
| Requisite Skills in Recruitment Area | 0.00 | 74.30 | 0.00 | 48.98 | 0.00 | *Female* | 36.58 | 0.00 | 5.15 | 0.00 | 18.96 | 0.00 | 0.37 | 0.00 | 9.80 | 0.00 | 0.39 | 0.00 | 3.04 | 0.00 |
| | | | | | | *Male* | 14.44 | 0.00 | 2.41 | 0.00 | 5.06 | 0.00 | 0.05 | 0.00 | 3.06 | 0.00 | 0.05 | 0.00 | 0.63 | 0.00 |
| Internally available | 100.00 | 51.53 | 51.53 | 85.71 | 85.71 | *Female* | 9.18 | 9.18 | 15.82 | 15.82 | 8.16 | 8.16 | 0.51 | 0.51 | 13.27 | 13.27 | 1.02 | 1.02 | 3.57 | 3.57 |
| | | | | | | *Male* | 5.10 | 5.10 | 11.22 | 11.22 | 17.86 | 17.86 | 0.00 | 0.00 | 6.12 | 6.12 | 1.02 | 1.02 | 7.14 | 7.14 |
| Training Institutions | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | *Female* | 0.00 | 0.00 | 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* | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| In-house Training | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | *Female* | 0.00 | 0.00 | 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* | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Factor 5 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | *Female* | 0.00 | 0.00 | 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* | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| **Total Weighted Availability** | | | 51.53 | | 85.71 | *Female* | | 9.18 | | 15.82 | | 8.16 | | 0.51 | | 13.27 | | 1.02 | | 3.57 |
| | | | | | | *Male* | | 5.10 | | 11.22 | | 17.86 | | 0.00 | | 6.12 | | 1.02 | | 7.14 |
| **Current Utilization** | | | 100.00 | | 66.67 | *Female* | | 33.33 | | 50.00 | | 0.00 | | 0.00 | | 0.00 | | 0.00 | | 16.67 |
| | | | | | | *Male* | | 0.00 | | 0.00 | | 0.00 | | 0.00 | | 0.00 | | 0.00 | | 0.00 |
| **Incumbents Total: 6** | | | 6 | | 4 | *Female* | | 2 | | 3 | | 0 | | 0 | | 0 | | 0 | | 1 |
| | | | | | | *Male* | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 |
| **Expected Incumbents** | | | 3.09 | | 5.14 | *Female* | | 0.55 | | 0.95 | | 0.49 | | 0.03 | | 0.80 | | 0.06 | | 0.21 |
| | | | | | | *Male* | | 0.31 | | 0.67 | | 1.07 | | 0.00 | | 0.37 | | 0.06 | | 0.43 |
| **Shortfall in Persons** | | | 0.00 | | 1.14 | *Female* | | 0.00 | | 0.00 | | 0.49 | | 0.03 | | 0.80 | | 0.06 | | 0.00 |
| | | | | | | *Male* | | 0.31 | | 0.67 | | 1.07 | | 0.00 | | 0.37 | | 0.06 | | 0.43 |
| **Difference is greater than or equal to 1.00 persons** | | | No | | Yes | *Female* | | No | | No | | No | | No | | No | | No | | No |
| | | | | | | *Male* | | No | | No | | Yes | | No | | No | | No | | No |

** Small group identified based on a threshold of 30 total incumbents; Selected alternate tests are Shortfall in Persons with a threshold of 1.00, 80% Rule, and Binomial with a threshold of 0.0500*

# Incumbency vs Availability - Gender within Race

## Analysis Data as of 12/31/2023

### 010 - DISTRICT WIDE

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

| Factor | Weight | Total Female | | Total Minorities | | | White | | Black | | Asian | | Native American | | Hispanic | | Pacific Islander | | Two or more races | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Avail | Wtd | Avail | Wtd | | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd |
| Requisite Skills in Recruitment Area | 88.50 | 49.33 | 43.66 | 63.02 | 55.77 | *Female* | 17.50 | 15.48 | 5.05 | 4.47 | 13.18 | 11.67 | 0.10 | 0.09 | 10.63 | 9.41 | 0.48 | 0.42 | 2.41 | 2.13 |
| | | | | | | *Male* | 19.48 | 17.24 | 4.80 | 4.24 | 11.86 | 10.49 | 0.31 | 0.27 | 11.12 | 9.84 | 0.67 | 0.59 | 2.44 | 2.16 |
| Internally available | 11.50 | 20.57 | 2.37 | 83.10 | 9.56 | *Female* | 1.92 | 0.22 | 11.42 | 1.31 | 1.90 | 0.22 | 0.00 | 0.00 | 2.99 | 0.34 | 0.49 | 0.06 | 1.85 | 0.21 |
| | | | | | | *Male* | 14.98 | 1.72 | 31.24 | 3.59 | 11.82 | 1.36 | 0.31 | 0.04 | 14.58 | 1.68 | 0.97 | 0.11 | 5.54 | 0.64 |
| Training Institutions | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | *Female* | 0.00 | 0.00 | 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* | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| In-house Training | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | *Female* | 0.00 | 0.00 | 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* | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Factor 5 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | *Female* | 0.00 | 0.00 | 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* | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| **Total Weighted Availability** | | | 46.02 | | 65.33 | *Female* | | 15.70 | | 5.78 | | 11.89 | | 0.09 | | 9.75 | | 0.48 | | 2.34 |
| | | | | | | *Male* | | 18.96 | | 7.84 | | 11.85 | | 0.31 | | 11.52 | | 0.70 | | 2.80 |
| **Current Utilization** | | | 51.53 | | 85.71 | *Female* | | 9.18 | | 15.82 | | 8.16 | | 0.51 | | 13.27 | | 1.02 | | 3.57 |
| | | | | | | *Male* | | 5.10 | | 11.22 | | 17.86 | | 0.00 | | 6.12 | | 1.02 | | 7.14 |
| **Incumbents Total: 196** | | | 101 | | 168 | *Female* | | 18 | | 31 | | 16 | | 1 | | 26 | | 2 | | 7 |
| | | | | | | *Male* | | 10 | | 22 | | 35 | | 0 | | 12 | | 2 | | 14 |
| **Expected Incumbents** | | | 90.21 | | 128.05 | *Female* | | 30.78 | | 11.33 | | 23.30 | | 0.17 | | 19.11 | | 0.93 | | 4.59 |
| | | | | | | *Male* | | 37.17 | | 15.36 | | 23.23 | | 0.60 | | 22.57 | | 1.37 | | 5.48 |
| **Shortfall in Persons** | | | 0.00 | | 0.00 | *Female* | | 12.78 | | 0.00 | | 7.30 | | 0.00 | | 0.00 | | 0.00 | | 0.00 |
| | | | | | | *Male* | | 27.17 | | 0.00 | | 0.00 | | 0.60 | | 10.57 | | 0.00 | | 0.00 |
| **Difference is greater than or equal to 1.00 persons** | | | No | | No | *Female* | | Yes | | No | | Yes | | No | | No | | No | | No |
| | | | | | | *Male* | | Yes | | No | | No | | No | | Yes | | No | | No |

** Small group identified based on a threshold of 30 total incumbents; Selected alternate tests are Shortfall in Persons with a threshold of 1.00, 80% Rule, and Binomial with a threshold of 0.0500*

# Incumbency vs Availability - Gender within Race

## Analysis Data as of 12/31/2023

### 010 - DISTRICT WIDE

### EEO Code: 7 - Skilled Craft Workers

| Factor | Weight | Total Female | | Total Minorities | | | White | | Black | | Asian | | Native American | | Hispanic | | Pacific Islander | | Two or more races | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Avail | Wtd | Avail | Wtd | | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd |
| Requisite Skills in Recruitment Area | 71.41 | 9.49 | 6.78 | 61.17 | 43.68 | *Female* | 3.31 | 2.36 | 1.93 | 1.38 | 1.29 | 0.92 | 0.04 | 0.03 | 2.27 | 1.62 | 0.07 | 0.05 | 0.58 | 0.42 |
| | | | | | | *Male* | 35.52 | 25.36 | 6.91 | 4.93 | 12.77 | 9.12 | 0.23 | 0.16 | 31.17 | 22.26 | 0.71 | 0.50 | 3.21 | 2.29 |
| Internally available | 28.59 | 23.02 | 6.58 | 88.45 | 25.29 | *Female* | 2.19 | 0.63 | 11.85 | 3.39 | 2.21 | 0.63 | 0.05 | 0.01 | 3.86 | 1.10 | 0.43 | 0.12 | 2.43 | 0.70 |
| | | | | | | *Male* | 9.36 | 2.68 | 35.84 | 10.25 | 13.24 | 3.78 | 0.33 | 0.09 | 12.12 | 3.47 | 0.61 | 0.17 | 5.50 | 1.57 |
| Training Institutions | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | *Female* | 0.00 | 0.00 | 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* | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| In-house Training | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | *Female* | 0.00 | 0.00 | 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* | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Factor 5 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | *Female* | 0.00 | 0.00 | 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* | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| **Total Weighted Availability** | | | 13.36 | | 68.97 | *Female* | | 2.99 | | 4.76 | | 1.56 | | 0.04 | | 2.73 | | 0.17 | | 1.11 |
| | | | | | | *Male* | | 28.04 | | 15.18 | | 12.90 | | 0.26 | | 25.72 | | 0.68 | | 3.87 |
| **Current Utilization** | | | 20.50 | | 75.09 | *Female* | | 2.44 | | 11.73 | | 1.92 | | 0.00 | | 2.49 | | 0.31 | | 1.61 |
| | | | | | | *Male* | | 22.47 | | 20.50 | | 15.88 | | 0.42 | | 15.57 | | 1.04 | | 3.58 |
| **Incumbents Total: 1,927** | | | 395 | | 1,447 | *Female* | | 47 | | 226 | | 37 | | 0 | | 48 | | 6 | | 31 |
| | | | | | | *Male* | | 433 | | 395 | | 306 | | 8 | | 300 | | 20 | | 69 |
| **Expected Incumbents** | | | 257.43 | | 1,329.14 | *Female* | | 57.60 | | 91.80 | | 29.97 | | 0.78 | | 52.54 | | 3.33 | | 21.42 |
| | | | | | | *Male* | | 540.26 | | 292.54 | | 248.60 | | 4.97 | | 495.66 | | 13.04 | | 74.50 |
| **Shortfall in Persons** | | | 0.00 | | 0.00 | *Female* | | 10.60 | | 0.00 | | 0.00 | | 0.78 | | 4.54 | | 0.00 | | 0.00 |
| | | | | | | *Male* | | 107.26 | | 0.00 | | 0.00 | | 0.00 | | 195.66 | | 0.00 | | 5.50 |
| **Difference is greater than or equal to 1.00 persons** | | | No | | No | *Female* | | Yes | | No | | No | | No | | Yes | | No | | No |
| | | | | | | *Male* | | Yes | | No | | No | | No | | Yes | | No | | Yes |

** Small group identified based on a threshold of 30 total incumbents; Selected alternate tests are Shortfall in Persons with a threshold of 1.00, 80% Rule, and Binomial with a threshold of 0.0500*

# Incumbency vs Availability - Gender within Race

## Analysis Data as of 12/31/2023

### 010 - DISTRICT WIDE

### EEO Code: 8 - Service-Maintenance

| Factor | Weight | Total Female | | Total Minorities | | | White | | Black | | Asian | | Native American | | Hispanic | | Pacific Islander | | Two or more races | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Avail | Wtd | Avail | Wtd | | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd | Avail | Wtd |
| Requisite Skills in Recruitment Area | 95.54 | 35.20 | 33.63 | 77.96 | 74.48 | *Female* | 5.38 | 5.14 | 1.93 | 1.84 | 5.81 | 5.55 | 0.06 | 0.06 | 20.99 | 20.05 | 0.26 | 0.25 | 0.77 | 0.74 |
| | | | | | | *Male* | 16.66 | 15.92 | 5.48 | 5.24 | 10.60 | 10.13 | 0.13 | 0.13 | 29.28 | 27.97 | 0.69 | 0.66 | 1.96 | 1.87 |
| Internally available | 4.46 | 22.32 | 1.00 | 75.72 | 3.38 | *Female* | 2.84 | 0.13 | 11.97 | 0.53 | 2.29 | 0.10 | 0.03 | 0.00 | 3.12 | 0.14 | 0.35 | 0.02 | 1.72 | 0.08 |
| | | | | | | *Male* | 21.45 | 0.96 | 19.95 | 0.89 | 16.00 | 0.71 | 0.39 | 0.02 | 15.01 | 0.67 | 1.04 | 0.05 | 3.79 | 0.17 |
| Training Institutions | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | *Female* | 0.00 | 0.00 | 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* | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| In-house Training | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | *Female* | 0.00 | 0.00 | 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* | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Factor 5 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | *Female* | 0.00 | 0.00 | 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* | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| **Total Weighted Availability** | | | 34.62 | | 77.86 | *Female* | | 5.26 | | 2.38 | | 5.66 | | 0.06 | | 20.19 | | 0.27 | | 0.81 |
| | | | | | | *Male* | | 16.87 | | 6.13 | | 10.84 | | 0.15 | | 28.64 | | 0.71 | | 2.04 |
| **Current Utilization** | | | 21.37 | | 90.20 | *Female* | | 1.37 | | 12.55 | | 1.37 | | 0.00 | | 3.14 | | 0.39 | | 2.55 |
| | | | | | | *Male* | | 8.43 | | 41.76 | | 9.02 | | 0.39 | | 12.94 | | 0.39 | | 5.69 |
| **Incumbents Total: 510** | | | 109 | | 460 | *Female* | | 7 | | 64 | | 7 | | 0 | | 16 | | 2 | | 13 |
| | | | | | | *Male* | | 43 | | 213 | | 46 | | 2 | | 66 | | 2 | | 29 |
| **Expected Incumbents** | | | 176.57 | | 397.10 | *Female* | | 26.84 | | 12.11 | | 28.84 | | 0.32 | | 102.96 | | 1.35 | | 4.15 |
| | | | | | | *Male* | | 86.06 | | 31.25 | | 55.29 | | 0.74 | | 146.08 | | 3.60 | | 10.39 |
| **Shortfall in Persons** | | | 67.57 | | 0.00 | *Female* | | 19.84 | | 0.00 | | 21.84 | | 0.32 | | 86.96 | | 0.00 | | 0.00 |
| | | | | | | *Male* | | 43.06 | | 0.00 | | 9.29 | | 0.00 | | 80.08 | | 1.60 | | 0.00 |
| **Difference is greater than or equal to 1.00 persons** | | | Yes | | No | *Female* | | Yes | | No | | Yes | | No | | Yes | | No | | No |
| | | | | | | *Male* | | Yes | | No | | Yes | | No | | Yes | | Yes | | No |

** Small group identified based on a threshold of 30 total incumbents; Selected alternate tests are Shortfall in Persons with a threshold of 1.00, 80% Rule, and Binomial with a threshold of 0.0500*