# Factor 2 Internal Availability - Gender within Race

## Analysis Data as of 12/31/2023

### Receiving Plan: 010 - DISTRICT WIDE

### Receiving EEO Code: 1 - Officials and Administrators

| Source EEO Code / Job Title | 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 |
| *Source Plan: 010 - DISTRICT WIDE* | | | | | | | | | | | | | | | | | | | | |
| 2 - Professionals | 92.96 | 33 | 30.54 | 71 | 65.83 | *Female* | 8 | 7.11 | 8 | 7.68 | 11 | 10.24 | 0 | 0.09 | 3 | 3.13 | 1 | 0.66 | 2 | 1.61 |
| | | | | | | *Male* | 22 | 20.01 | 9 | 8.82 | 23 | 21.53 | 0 | 0.38 | 9 | 8.06 | 1 | 0.57 | 3 | 3.04 |
| 7 - Skilled Craft Workers | 7.04 | 20 | 1.44 | 75 | 5.29 | *Female* | 2 | 0.17 | 12 | 0.83 | 2 | 0.14 | 0 | 0.00 | 2 | 0.18 | 0 | 0.02 | 2 | 0.11 |
| | | | | | | *Male* | 22 | 1.58 | 20 | 1.44 | 16 | 1.12 | 0 | 0.03 | 16 | 1.10 | 1 | 0.07 | 4 | 0.25 |
| **Total Internal Availability** | | | **31.99** | | **71.12** | *Female* | | **7.29** | | **8.51** | | **10.38** | | **0.09** | | **3.31** | | **0.69** | | **1.73** |
| | | | | | | *Male* | | **21.60** | | **10.27** | | **22.65** | | **0.41** | | **9.16** | | **0.64** | | **3.29** |

### Receiving EEO Code: 2 - Professionals

| Source EEO Code / Job Title | 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 |
| *Source Plan: 010 - DISTRICT WIDE* | | | | | | | | | | | | | | | | | | | | |
| 1 - Officials and Administrators | 0.59 | 27 | 0.16 | 54 | 0.32 | *Female* | 11 | 0.06 | 5 | 0.03 | 9 | 0.06 | 0 | 0.00 | 1 | 0.01 | 0 | 0.00 | 1 | 0.01 |
| | | | | | | *Male* | 36 | 0.21 | 9 | 0.05 | 18 | 0.11 | 1 | 0.01 | 7 | 0.04 | 0 | 0.00 | 1 | 0.01 |
| 3 - Technicians | 4.71 | 2 | 0.08 | 79 | 3.70 | *Female* | 1 | 0.03 | 0 | 0.00 | 1 | 0.06 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| | | | | | | *Male* | 21 | 0.97 | 10 | 0.47 | 52 | 2.45 | 0 | 0.00 | 11 | 0.53 | 2 | 0.11 | 2 | 0.08 |
| 4 - Protective Service Workers | 14.12 | 19 | 2.65 | 75 | 10.53 | *Female* | 3 | 0.38 | 8 | 1.20 | 3 | 0.44 | 0 | 0.00 | 3 | 0.44 | 1 | 0.13 | 0 | 0.06 |
| | | | | | | *Male* | 23 | 3.21 | 17 | 2.46 | 14 | 2.02 | 0 | 0.00 | 17 | 2.46 | 2 | 0.32 | 7 | 1.01 |
| 6 - Administrative Support (including Clerical and Sales) | 15.29 | 52 | 7.88 | 86 | 13.11 | *Female* | 9 | 1.40 | 16 | 2.42 | 8 | 1.25 | 1 | 0.08 | 13 | 2.03 | 1 | 0.16 | 4 | 0.55 |
| | | | | | | *Male* | 5 | 0.78 | 11 | 1.72 | 18 | 2.73 | 0 | 0.00 | 6 | 0.94 | 1 | 0.16 | 7 | 1.09 |
| 7 - Skilled Craft Workers | 62.35 | 20 | 12.78 | 75 | 46.82 | *Female* | 2 | 1.52 | 12 | 7.31 | 2 | 1.20 | 0 | 0.00 | 2 | 1.55 | 0 | 0.19 | 2 | 1.00 |
| | | | | | | *Male* | 22 | 14.01 | 20 | 12.78 | 16 | 9.90 | 0 | 0.26 | 16 | 9.71 | 1 | 0.65 | 4 | 2.23 |
| 8 - Service-Maintenance | 2.94 | 21 | 0.63 | 90 | 2.65 | *Female* | 1 | 0.04 | 13 | 0.37 | 1 | 0.04 | 0 | 0.00 | 3 | 0.09 | 0 | 0.01 | 3 | 0.07 |
| | | | | | | *Male* | 8 | 0.25 | 42 | 1.23 | 9 | 0.27 | 0 | 0.01 | 13 | 0.38 | 0 | 0.01 | 6 | 0.17 |
| **Total Internal Availability** | | | **24.18** | | **77.13** | *Female* | | **3.43** | | **11.33** | | **3.04** | | **0.08** | | **4.12** | | **0.49** | | **1.69** |
| | | | | | | *Male* | | **19.44** | | **18.71** | | **17.47** | | **0.28** | | **14.05** | | **1.24** | | **4.59** |

# Factor 2 Internal Availability - Gender within Race

## Analysis Data as of 12/31/2023

### Receiving Plan: 010 - DISTRICT WIDE

### Receiving EEO Code: 3 - Technicians

| Source EEO Code / Job Title | 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 |
| *Source Plan: 010 - DISTRICT WIDE* | | | | | | | | | | | | | | | | | | | | |
| 7 - Skilled Craft Workers | 25.00 | 20 | 5.12 | 75 | 18.77 | *Female* | 2 | 0.61 | 12 | 2.93 | 2 | 0.48 | 0 | 0.00 | 2 | 0.62 | 0 | 0.08 | 2 | 0.40 |
| | | | | | | *Male* | 22 | 5.62 | 20 | 5.12 | 16 | 3.97 | 0 | 0.10 | 16 | 3.89 | 1 | 0.26 | 4 | 0.90 |
| 8 - Service-Maintenance | 75.00 | 21 | 16.03 | 90 | 67.65 | *Female* | 1 | 1.03 | 13 | 9.41 | 1 | 1.03 | 0 | 0.00 | 3 | 2.35 | 0 | 0.29 | 3 | 1.91 |
| | | | | | | *Male* | 8 | 6.32 | 42 | 31.32 | 9 | 6.76 | 0 | 0.29 | 13 | 9.71 | 0 | 0.29 | 6 | 4.26 |
| **Total Internal Availability** | | | **21.15** | | **86.42** | *Female* | | **1.64** | | **12.34** | | **1.51** | | **0.00** | | **2.98** | | **0.37** | | **2.31** |
| | | | | | | *Male* | | **11.94** | | **36.45** | | **10.73** | | **0.40** | | **13.60** | | **0.55** | | **5.16** |

### Receiving EEO Code: 4 - Protective Service Workers

| Source EEO Code / Job Title | 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 |
| *Source Plan: 010 - DISTRICT WIDE* | | | | | | | | | | | | | | | | | | | | |
| 6 - Administrative Support (including Clerical and Sales) | 85.71 | 52 | 44.17 | 86 | 73.47 | *Female* | 9 | 7.87 | 16 | 13.56 | 8 | 7.00 | 1 | 0.44 | 13 | 11.37 | 1 | 0.87 | 4 | 3.06 |
| | | | | | | *Male* | 5 | 4.37 | 11 | 9.62 | 18 | 15.31 | 0 | 0.00 | 6 | 5.25 | 1 | 0.87 | 7 | 6.12 |
| 8 - Service-Maintenance | 14.29 | 21 | 3.05 | 90 | 12.89 | *Female* | 1 | 0.20 | 13 | 1.79 | 1 | 0.20 | 0 | 0.00 | 3 | 0.45 | 0 | 0.06 | 3 | 0.36 |
| | | | | | | *Male* | 8 | 1.20 | 42 | 5.97 | 9 | 1.29 | 0 | 0.06 | 13 | 1.85 | 0 | 0.06 | 6 | 0.81 |
| **Total Internal Availability** | | | **47.22** | | **86.35** | *Female* | | **8.07** | | **15.35** | | **7.19** | | **0.44** | | **11.82** | | **0.93** | | **3.43** |
| | | | | | | *Male* | | **5.58** | | **15.59** | | **16.59** | | **0.06** | | **7.10** | | **0.93** | | **6.93** |

### Receiving EEO Code: 5 - Paraprofessionals

| Source EEO Code / Job Title | 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 |
| *Source Plan: 010 - DISTRICT WIDE* | | | | | | | | | | | | | | | | | | | | |
| 6 - Administrative Support (including Clerical and Sales) | 100.00 | 52 | 51.53 | 86 | 85.71 | *Female* | 9 | 9.18 | 16 | 15.82 | 8 | 8.16 | 1 | 0.51 | 13 | 13.27 | 1 | 1.02 | 4 | 3.57 |
| | | | | | | *Male* | 5 | 5.10 | 11 | 11.22 | 18 | 17.86 | 0 | 0.00 | 6 | 6.12 | 1 | 1.02 | 7 | 7.14 |
| **Total Internal 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** |

# Factor 2 Internal Availability - Gender within Race

## Analysis Data as of 12/31/2023

### Receiving Plan: 010 - DISTRICT WIDE

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

| Source EEO Code / Job Title | 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 |
| *Source Plan: 010 - DISTRICT WIDE* | | | | | | | | | | | | | | | | | | | | |
| 4 - Protective Service Workers | 23.08 | 19 | 4.33 | 75 | 17.20 | *Female* | 3 | 0.62 | 8 | 1.96 | 3 | 0.72 | 0 | 0.00 | 3 | 0.72 | 1 | 0.21 | 0 | 0.10 |
| | | | | | | *Male* | 23 | 5.25 | 17 | 4.02 | 14 | 3.30 | 0 | 0.00 | 17 | 4.02 | 2 | 0.52 | 7 | 1.65 |
| 7 - Skilled Craft Workers | 23.08 | 20 | 4.73 | 75 | 17.33 | *Female* | 2 | 0.56 | 12 | 2.71 | 2 | 0.44 | 0 | 0.00 | 2 | 0.57 | 0 | 0.07 | 2 | 0.37 |
| | | | | | | *Male* | 22 | 5.19 | 20 | 4.73 | 16 | 3.66 | 0 | 0.10 | 16 | 3.59 | 1 | 0.24 | 4 | 0.83 |
| 8 - Service-Maintenance | 53.85 | 21 | 11.51 | 90 | 48.57 | *Female* | 1 | 0.74 | 13 | 6.76 | 1 | 0.74 | 0 | 0.00 | 3 | 1.69 | 0 | 0.21 | 3 | 1.37 |
| | | | | | | *Male* | 8 | 4.54 | 42 | 22.49 | 9 | 4.86 | 0 | 0.21 | 13 | 6.97 | 0 | 0.21 | 6 | 3.06 |
| **Total Internal Availability** | | | **20.57** | | **83.10** | *Female* | | **1.92** | | **11.42** | | **1.90** | | **0.00** | | **2.99** | | **0.49** | | **1.85** |
| | | | | | | *Male* | | **14.98** | | **31.24** | | **11.82** | | **0.31** | | **14.58** | | **0.97** | | **5.54** |

### Receiving EEO Code: 7 - Skilled Craft Workers

| Source EEO Code / Job Title | 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 |
| *Source Plan: 010 - DISTRICT WIDE* | | | | | | | | | | | | | | | | | | | | |
| 2 - Professionals | 2.19 | 33 | 0.72 | 71 | 1.55 | *Female* | 8 | 0.17 | 8 | 0.18 | 11 | 0.24 | 0 | 0.00 | 3 | 0.07 | 1 | 0.02 | 2 | 0.04 |
| | | | | | | *Male* | 22 | 0.47 | 9 | 0.21 | 23 | 0.51 | 0 | 0.01 | 9 | 0.19 | 1 | 0.01 | 3 | 0.07 |
| 3 - Technicians | 7.10 | 2 | 0.13 | 79 | 5.59 | *Female* | 1 | 0.04 | 0 | 0.00 | 1 | 0.08 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| | | | | | | *Male* | 21 | 1.47 | 10 | 0.71 | 52 | 3.70 | 0 | 0.00 | 11 | 0.80 | 2 | 0.17 | 2 | 0.13 |
| 4 - Protective Service Workers | 0.55 | 19 | 0.10 | 75 | 0.41 | *Female* | 3 | 0.01 | 8 | 0.05 | 3 | 0.02 | 0 | 0.00 | 3 | 0.02 | 1 | 0.00 | 0 | 0.00 |
| | | | | | | *Male* | 23 | 0.12 | 17 | 0.10 | 14 | 0.08 | 0 | 0.00 | 17 | 0.10 | 2 | 0.01 | 7 | 0.04 |
| 6 - Administrative Support (including Clerical and Sales) | 9.29 | 52 | 4.79 | 86 | 7.96 | *Female* | 9 | 0.85 | 16 | 1.47 | 8 | 0.76 | 1 | 0.05 | 13 | 1.23 | 1 | 0.09 | 4 | 0.33 |
| | | | | | | *Male* | 5 | 0.47 | 11 | 1.04 | 18 | 1.66 | 0 | 0.00 | 6 | 0.57 | 1 | 0.09 | 7 | 0.66 |
| 8 - Service-Maintenance | 80.87 | 21 | 17.28 | 90 | 72.95 | *Female* | 1 | 1.11 | 13 | 10.15 | 1 | 1.11 | 0 | 0.00 | 3 | 2.54 | 0 | 0.32 | 3 | 2.06 |
| | | | | | | *Male* | 8 | 6.82 | 42 | 33.78 | 9 | 7.29 | 0 | 0.32 | 13 | 10.47 | 0 | 0.32 | 6 | 4.60 |
| **Total Internal Availability** | | | **23.02** | | **88.45** | *Female* | | **2.19** | | **11.85** | | **2.21** | | **0.05** | | **3.86** | | **0.43** | | **2.43** |
| | | | | | | *Male* | | **9.36** | | **35.84** | | **13.24** | | **0.33** | | **12.12** | | **0.61** | | **5.50** |

# Factor 2 Internal Availability - Gender within Race

## Analysis Data as of 12/31/2023

### Receiving Plan: 010 - DISTRICT WIDE

### Receiving EEO Code: 8 - Service-Maintenance

| Source EEO Code / Job Title | 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 |
| *Source Plan: 010 - DISTRICT WIDE* | | | | | | | | | | | | | | | | | | | | |
| 6 - Administrative Support (including Clerical and Sales) | 5.88 | 52 | 3.03 | 86 | 5.04 | *Female* | 9 | 0.54 | 16 | 0.93 | 8 | 0.48 | 1 | 0.03 | 13 | 0.78 | 1 | 0.06 | 4 | 0.21 |
| | | | | | | *Male* | 5 | 0.30 | 11 | 0.66 | 18 | 1.05 | 0 | 0.00 | 6 | 0.36 | 1 | 0.06 | 7 | 0.42 |
| 7 - Skilled Craft Workers | 94.12 | 20 | 19.29 | 75 | 70.67 | *Female* | 2 | 2.30 | 12 | 11.04 | 2 | 1.81 | 0 | 0.00 | 2 | 2.34 | 0 | 0.29 | 2 | 1.51 |
| | | | | | | *Male* | 22 | 21.15 | 20 | 19.29 | 16 | 14.95 | 0 | 0.39 | 16 | 14.65 | 1 | 0.98 | 4 | 3.37 |
| **Total Internal Availability** | | | **22.32** | | **75.72** | *Female* | | **2.84** | | **11.97** | | **2.29** | | **0.03** | | **3.12** | | **0.35** | | **1.72** |
| | | | | | | *Male* | | **21.45** | | **19.95** | | **16.00** | | **0.39** | | **15.01** | | **1.04** | | **3.79** |