

2015 CONTRA COSTA COUNTY UNDER-REPRESENTATION DATA

	MALES	FEMALES	WHITE	BLACK	HISPANIC	ASIAN ¹	TOTAL
COUNTYWIDE DATA²							
2006-2010 Census Data Available Labor Pool	53%	47%	51%	9%	22%	16%	98% ³
COUNTY WORKFORCE TOTAL	34%	66%	46%	17%	19%	18%	100%
UNDER- REPRESENTATION	19%⁴		5%⁵		3%		

1The Asian category includes the following ethnicities- Native Hawaiian, Pacific Islander, Filipino, American Indian and Alaskan Native.

2 Countywide Data is based on the number of employees (as of December 31, 2015. This figure does not include temporary employees, employees who are on leave during the relevant timeframe, elected officials and department heads.

3 The 2006-2010 Census Bureau includes the categories of 2 or more races in their final calculations which equates to 100%. However, Contra Costa County does not track this data at this time and therefore cannot compare any relevant data. As a result, the total for the 2006-2010 Census Data Available Labor Pool is 98% because the 2 or more races categories are not factored into the final total.

4 Percentages in **red** indicate gender and/or racial under-representation by 11% or more within the department.

5 Percentages in **blue** indicate gender and/or racial under-representation by 10% or less within the department.

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	MALES	FEMALES	WHITE	BLACK	HISPANIC	ASIAN	TOTAL
AGRICULTURE							
2006-2010 Census Data	53%	47%	51%	9%	22%	16%	98%
Department Workforce	68%	32%	59%	9%	17%	15%	100%
UNDER- REPRESENTATION		15%			5%	1%	
ANIMAL SERVICES							
2006-2010 Census Data	53%	47%	51%	9%	22%	16%	98%
Department Workforce	42%	58%	70%	7%	17%	6%	100%
UNDER- REPRESENTATION	11%			2%	5%	10%	
ASSESSOR							
2006-2010 Census Data	53%	47%	51%	9%	22%	16%	98%
Department Workforce	45%	55%	65%	6%	7%	22%	100%
UNDER- REPRESENTATION	8%			3%	15%		

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AUDITOR/ CONTROLLER							
2006-2010 Census Data	53%	47%	51%	9%	22%	16%	98%
Department Workforce	24%	76%	38%	12%	10%	40%	100%
UNDER- REPRESENTATION	29%		13%		12%		
CHILD SUPPORT SERVICES							
2006-2010 Census Data	53%	47%	51%	9%	22%	16%	98%
Department Workforce	21%	79%	50%	19%	16%	15%	100%
UNDER- REPRESENTATION	32%		1%		6%	1%	
CLERK-RECORDER							
2006-2010 Census Data	53%	47%	51%	9%	22%	16%	98%
Department Workforce	31%	69%	53%	11%	24%	12%	100%
UNDER- REPRESENTATION	22%					4%	

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CONSERVATION & DEVELOPMENT							
2006-2010 Census Data	53%	47%	51%	9%	22%	16%	98%
Department Workforce	56%	44%	56%	11%	13%	20%	100%
UNDER-REPRESENTATION		3%			9%		
COUNTY ADMINISTRATOR'S OFFICE							
2006-2010 Census Data	53%	47%	51%	9%	22%	16%	98%
Department Workforce	41%	59%	55%	13%	10%	22%	100%
UNDER-REPRESENTATION	12%				12%		
COUNTY COUNSEL							
2006-2010 Census Data	53%	47%	51%	9%	22%	16%	98%
Department Workforce	33%	67%	70%	15%	2%	13%	100%
UNDER-REPRESENTATION	20%				20%	3%	

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	MALES	FEMALES	WHITE	BLACK	HISPANIC	ASIAN	TOTAL
DISTRICT ATTORNEY							
2006-2010 Census Data	53%	47%	51%	9%	22%	16%	98%
Department Workforce	49%	51%	65%	10%	10%	15%	100%
UNDER- REPRESENTATION	4%				12%	1%	
EHSD							
2006-2010 Census Data	53%	47%	51%	9%	22%	16%	98%
Department Workforce	15%	85%	33%	29%	23%	15%	100%
UNDER- REPRESENTATION	38%		18%			1%	
FIRE PROTECTION DISTRICT							
2006-2010 Census Data	53%	47%	51%	9%	22%	16 %	98%
Department Workforce	86%	14%	69%	8%	12%	11%	100%
UNDER- REPRESENTATION		33%		1%	10%	5%	

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HEALTH SERVICES							
2006-2010 Census Data	53%	47%	51%	9%	22%	16%	98%
Department Workforce	23%	77%	38%	17%	19%	26%	100%
UNDER- REPRESENTATION	30%		13%		3%		
HUMAN RESOURCES							
2006-2010 Census Data	53%	47%	51%	9%	22%	16%	98%
Department Workforce	26%	74%	34%	26%	19%	21%	100%
UNDER- REPRESENTATION	27%		17%		3%		
LIBRARY							
2006-2010 Census Data	53%	47%	51%	9%	22%	16%	98%
Department Workforce	18%	82%	71%	5%	13%	11%	100 %
UNDER- REPRESENTATION	35%			4%	9%	5%	

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	MALES	FEMALES	WHITE	BLACK	HISPANIC	ASIAN	TOTAL
PROBATION							
2006-2010 Census Data	53%	47%	51%	9%	22%	16%	98%
Department Workforce	49%	51%	43%	31%	18%	8%	100%
UNDER- REPRESENTATION	4%		8%		4%	8%	
PUBLIC DEFENDER							
2006-2010 Census Data	53%	47%	51%	9%	22%	16%	98%
Department Workforce	33%	67%	57%	15%	19%	9%	100%
UNDER- REPRESENTATION	20%				3%	7%	
PUBLIC WORKS							
2006-2010 Census Data	53%	47%	51%	9%	22%	16%	98%
Department Workforce	73%	27%	56%	9%	20%	15%	100%
UNDER- REPRESENTATION		20%			2%	1%	

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	MALES	FEMALES	WHITE	BLACK	HISPANIC	ASIAN	TOTAL
SHERIFF- CORONERS							
2006-2010 Census Data	53%	47%	51%	9%	22%	16%	98%
Department Workforce	68%	32%	65%	9%	15%	11%	100%
UNDER- REPRESENTATION		15%			7%	5%	
TREASURER-TAX COLLECTOR							
2006-2010 Census Data	53%	47%	51%	9%	22%	16%	98%
Department Workforce	30%	70%	30%	26%	15%	29%	100%
UNDER- REPRESENTATION	23%		21%		7%		
VETERAN'S SERVICES							
2006-2010 Census Data	53%	47%	51%	9%	22%	16%	98%
Department Workforce	62%	38%	75%	12%	13%	0%	100%
UNDER- REPRESENTATION		9%			9%	16%	