



**California State University Dominguez Hills Foundation**

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1000 E. Victoria Street • Carson • CA • 90747 • (310) 243-3306

**AFFIRMATIVE ACTION PROGRAM**

**FOR**

**WOMEN AND MINORITIES**

**Term Dates: July 1, 2022 - June 30, 2023**



## California State University Dominguez Hills Foundation

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1000 E. Victoria Street • Carson • CA • 90747 • (310) 243-3306

### AFFIRMATIVE ACTION PROGRAM

FOR

WOMEN AND MINORITIES

INDIVIDUALS WITH A DISABILITY

DISABLED VETERANS, RECENTLY SEPARATED VETERANS, ACTIVE-  
DUTY WARTIME OR CAMPAIGN BADGE VETERANS AND ARMED  
FORCES SERVICE MEDAL VETERANS

Term Dates: July 1, 2022 - June 30, 2023

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EEO-1 Identification Number:	R517612
Employer Identification Number:	95-2543028
Dun and Bradstreet Identification Number	103895579

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Program Developed By:

*Amanda Dodd*

Amanda Dodd (Dec 14, 2022 13:36 PST)

Amanda Dodd  
Chief Human Resources Officer (CHRO)  
EEO Coordinator/AA Officer

Program Approved By:

*Tranitra Avery*

Tranitra Avery (Dec 14, 2022 13:45 PST)

Tranitra Avery  
Executive Director  
California State University Dominguez Hills Foundation

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## INTRODUCTION

This document represents the California State University Dominguez Hills Foundation's Affirmative Action Plan for the term July 1, 2022 to June 30, 2023. Details of the Foundation's personnel activity actions are included for the previous year, 2021 – 2022, and the results are analyzed to demonstrate the Foundation's good faith efforts in reaching its annual goals.

California State University Dominguez Hills Foundation is required by the provisions of Executive Order Number 11246, as well as statutory laws, to develop and implement a plan to resolve the problem of employment inequities experienced by minorities and women. The Foundation's policy and Executive Order 11246 recognize that the problems of high minority unemployment, high underemployment of women and certain minority groups, and their concentration in the lower skilled and accordingly lower paid jobs, can be eliminated only by affirmative, result-oriented Plans. The Foundation is committed to maintaining an Affirmative Action Plan that is characterized by the same high standards of excellence associated with the performance the Foundation exhibits for its customers.

The Foundation has developed this Affirmative Action Plan as one of several tools to implement the Foundation's affirmative action policies effectively. However, the form, language and analysis of the plan necessarily complies with the requirements of 41 CFR 6-2.1, et seq. (Revised Order No. 4), and other regulations established pursuant to the provisions of Executive Order 11246, the Civil Rights Acts of 1964 & 1991, the Age Discrimination Act of 1975, the Vietnam Era Veterans Readjustment Act of 1974, the Rehabilitation Act of 1973 as amended by the Civil Rights Restoration Act of 1987, the Americans with Disabilities Act of 1990, the Immigration Reform and Control Act of 1986, the Family and Medical Leave Act of 1993, the Uniform Guidelines on Employee Selection Procedures of 1978, the Fair Labor Standards Act of 1936, the Equal Pay Act of 1986, and all other civil rights related laws and regulations that has or may be enacted, as amended. Accordingly, terminology such as "problem areas" and "utilization analysis," appearing in this Affirmative Action Plan is that which our organization is required to use by these regulations. The criteria used in relation to these terms are those specified by the Government. These terms have no independent legal or factual significance whatsoever. Although California State University Dominguez Hills Foundation has used this terminology and methodology in connection with this Affirmative Action Plan and our affirmative action policies, such usage does not necessarily signify that our organization agrees that these terms are properly applied to any particular factual situation.

*Information regarding identifiable individuals is private and confidentially maintained. Everyone who has official access to confidential data will exercise every precaution to protect this information.*

## **HISTORY AND DESCRIPTION OF THE FOUNDATION**

The California State University Dominguez Hills Foundation is a non-profit, public benefit charitable educational corporation organized under the provisions of the United States Internal Revenue Service Code, Section 501(c)(3). It is governed by a Board of Directors in accordance with its Articles of Incorporation and Bylaws. The Directors are diverse and multi-talented individuals representing the University administration, staff, faculty, the student body and the community. They are responsible for establishing corporate policies and guiding the Foundation toward accomplishing its mission.

The California State University Dominguez Hills Foundation was incorporated in 1968 as a partner of the California State University, Dominguez Hills to provide services and enhance programs that are an integral part of the educational mission of the University.

The Foundation's administrative headquarters is located on the California State University, Dominguez Hills campus located at 1000 E. Victoria Street, Carson, CA 90747. These offices provide all central administrative services such as Accounting, Grants and Contracts Accounting and Administration, Payroll, Accounts Receivable and Payable, Purchasing and Human Resources. The number of employees varies during the year and depends upon various education-related functions, special programs and other Foundation and University activities. The number of employees contained in this Affirmative Action Plan totals 523 and includes both full and part-time employees. The Foundation's workforce is based upon the Foundation's payroll dated June 30, 2022.

The Foundation is self-supported and supports the University in the following areas:

### Grants and Contracts Administration

The Foundation provides grants and contracts administration services for the CSUDH faculty's research, educational and other sponsored programs. These services include accounting, personnel, payroll, purchasing and other administrative support for the grant and contract projects conducted by university faculty.

### Campus Programs Administration

Through the administration of campus programs, the Foundation provides a controlled, yet flexible, financial management environment that supports workshops, conferences, community-related projects and other valuable activities that enhance and enrich the University's educational goals and achievements.

### Human Resources

The staff in the California State University, Dominguez Hills Human Resources Department provides recruitment services and other administrative services for the Foundation's events.

### Financial and Business Services

The staff in the Financial and Business Services Department of the Foundation provides accounting, purchasing, financial reporting, auditing, investment, donation and endowment management, risk and insurance management, information technology and other support services to all Foundation operations as well as to the Loker Student Union, the Associated Students, Inc., the Child Development Center, the California Academy of Mathematics and Sciences and the University's Division of University Advancement.

### Commercial Services

The Commercial Services Department of the Foundation manages and operates a variety of campus support activities such as dining services, catering, snack and beverage vending, a convenience store, concessions for special events, the bookstore and the Olympic Velodrome.

### Partnership Building

In collaboration with other individuals, offices and functions of the University, the Foundation acts as a facilitator and broker to foster mutually beneficial partnerships with educational, social, governmental and business constituencies from the public and private sectors interested in enhancing the educational mission of the University.

The Foundation's Affirmative Action Plan includes specific result-oriented procedures to be followed by each individual associated with the Foundation. The commitment outlined below is designed to facilitate applying good faith efforts in carrying out the intent of the Affirmative Action Plan.

1. The Affirmative Action Policy is disseminated throughout the Foundation.
2. Specific and general responsibilities will be designated in the area of Affirmative Action.
3. Internal audits and reporting systems are currently being designed to deal with the problem areas identified in this Affirmative Action Plan.
4. Action-oriented programs, including recruitment, training and community involvement, are being developed and will be implemented to eliminate problem areas.
5. Measurable goals and action plans based upon the problem areas using workforce and utilization analyses, are viewed as equal employment opportunities for all employees, regardless of race, color, religion, sex, national origin, age, disabilities, veteran status or any other characteristic protected by law.

It is the hope of the Foundation that its Affirmative Action Program is designed to go beyond mere technical compliance and represents a real desire to put forth good faith efforts and to achieve the full intent of the law.

## **CONFIDENTIAL TRADE SECRET DISCLAIMER**

This Affirmative Action Plan contains confidential information that is subject to the provision of 18 U.S.C. 1905, *Chrysler Corp. v. Brown*, 441 U.S. 281, 19 FEP 475 (1979). Copies of this Affirmative Action Plan and all related appendices, documents, and support data will be made available on loan to the U.S. Government upon the request of the Government on the condition that the Government hold them totally confidential and not release copies to any persons. This Affirmative Action Plan and its appendices and other supporting documents contain much confidential information that may reveal, directly or indirectly, the Foundation's plans for business or geographical expansion or contraction. The Foundation considers this Affirmative Action Plan to be exempt from disclosure, reproduction and distribution under the Freedom of Information Act upon the grounds, among others, that such material constitutes:

- a. personnel files, the disclosure of which would constitute a clearly unwarranted invasion of personal privacy, which are exempt from disclosure under 5 U.S.C. 552(b) (6);
- b. confidential, commercial or financial information, which is exempt from disclosure under 5 U.S.C. 552(b) (4);
- c. investigatory records compiled for law enforcement purposes, the production of which would constitute an unwarranted invasion of personal privacy, which are exempt from disclosure under 5 U.S.C. 552(b) (7) (C); and as
- d. matters specifically exempted from disclosure by statute, which are exempt from disclosure under 5 U.S.C. 552(b) (3).

Notice is hereby given of a request pursuant to 41 C.F.R. 60-60.4(d) that portion of this Plan be kept confidential.

Thus, the Foundation wishes to make it clear that it does not consent to the release of any information contained in this Affirmative Action Plan under the Freedom of Information Act or otherwise. If the U.S. Government, or any agency or subdivision, is considering breaching the conditions under which this Affirmative Action Plan was loaned to the government, or is considering a request of this Plan under the Freedom of Information Act, request is hereby made that the Government immediately notify the Executive Director of the Foundation and its counsel of any and all Freedom of Information Act requests by the Government or any other contemplated release of this Plan by the Government that relates to information obtained by the Government.

The Foundation further requests that everyone who has any contact with this Affirmative Action Plan, or its supporting appendices, documents, and other data, treat such information as totally confidential and that such information not be released to any person. Retention or disclosure of information relating to identifiable individuals may also violate the Privacy Act of 1974.



## CONFIDENTIALITY AND NON-DISCLOSURE STATEMENT

This Affirmative Action Plan (AAP) and any documents submitted with the AAP or as a part of a compliance review (the “Related Documents”), are the property of California State University Dominguez Hills Foundation and may contain trade secrets, as well as commercial, financial, privileged and confidential information. The AAP and Related Documents are compiled and provided to the United States Department of Labor for the purpose of complying with applicable federal executive orders and regulations regarding affirmative action in private employment. Portions of the AAP and related documents are confidential and exempt from the mandatory disclosure under the Freedom of Information Act (“FOIA”) exemptions relating to trade secrets and commercial, financial, privileged and confidential information [5 USC 552(b)(4)] and may also be exempt under [5USC 552(b)(6)] or other “FOIA” exemptions.

Because these materials are exempt from mandatory disclosure, release to the public is not required. Furthermore, because of the requirements of the Trade Secrets Act, 18 USC 1905, release of the AAP and related documents is specifically prohibited. Any person releasing this information is subject to criminal penalties.

Collection, retention, or disclosure by United States government entities of information relating to individuals or identifiable employees may also violate the Privacy Act of 1974.

This AAP and related documents are not to be copied. If release of or access to any of the information in the AAP or related documents is sought by anyone other than an employee of the Department of Labor who has responsibility for enforcement of executive orders and regulations regarding affirmative action in private employment, the Foundation representative listed below should be contacted immediately.

*Amanda Dodd*

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Amanda Dodd  
Chief Human Resources Officer  
EEO Coordinator  
California State University Dominguez Hills Foundation

## DEFINITIONS

Affirmative Action is defined as all reasonably good faith efforts an employer can be expected to undertake, over and beyond passive non-discrimination, but short of preferential treatment, to ensure equal employment opportunity for women, racial and ethnic minorities, individuals with a disability, disabled veterans, newly separated veterans, other protected veterans and Armed Forces Service Medal veterans.

Equal Employment Opportunity is the practice of recruiting, hiring, training and promoting persons in all job titles without regard to race, color, religion, sex or national origin. Additionally, it is the assurance that all promotion actions such as compensation, benefits, transfers, layoffs, return from layoff, Foundation-sponsored training, education tuition assistance, social and recreation programs will be administered without regard to race, color, religion, sex or national origin.

Immediate Labor Area: In selecting the immediate labor area for the purposes of determining the availability of women and minorities for each job group, the Foundation considers the following factors:

The immediate labor area may be different for different job groups depending on the types of jobs and the level of compensation. Generally, the higher the skill level and compensation for a job, the more willing a worker may be to commute a longer distance for that job.

The immediate labor area is defined in a manner consistent with the obligations pertaining to nondiscrimination and affirmative action. In defining the labor area, nearby areas that have a large number of minorities or women in the labor force are considered and included in the census data statistics.

Extended Recruitment Area is identified as that area outside the immediate labor area in which the facility does recruit, or that area outside the immediate labor area in which the facility can reasonably recruit.

For example, there may be recruiting in colleges outside the immediate labor area for certain entry-level positions. In addition, nationwide recruiting may be appropriate for certain hard-to-find crafts, engineers or technical specialists. In making a determination of the availability of minorities and women for these job groups, their availability in the extended recruiting area is considered.

## DEFINITIONS

Corporate Initiative refers to the proper placement of mid- and high-level officials in affirmative action plans of multi-establishment companies. This is the requirement to place job titles in the AAP where the personnel activity decisions are made, rather than in the AAP for the establishment where the jobs are physically located. For instance, if the hiring decision for the head of the facility lies with the president of a specific division, then that position is not included in the particular site's AAP but instead in the headquarters AAP.

Disparate Treatment refers to treating people differently because of some prohibited reason such as their race, sex, religion or disability. Indication of the potential that this has happened is determined through various forms of adverse impact calculations.

Two-Factor Analysis is a method of performing an “availability analysis” that considers two related factors, appropriately weighed, in determining the “true” availability of minorities/women for variously skilled jobs. An additional third factor may be utilized in those job groups where the first two factors do not adequately describe availability for a job group; i.e., recruiting primarily at schools to recruit certain job groups with entry-level personnel.

Underutilization is defined as having fewer minorities or women in a particular job group than would be reasonably expected by their availability. Utilization analysis is one of the several methods developed to identify potential areas for improving a facility's representation of women and minorities and to assist in attaining overall employment goals.

## **SECTION I**

### **REAFFIRMATION OF EQUAL EMPLOYMENT OPPORTUNITY POLICY**

California State University Dominguez Hills Foundation affirms its commitment and pledges its full support to Equal Employment Opportunity for all persons regardless of race, color, religion, sex, national origin, sexual orientation, pregnancy, age, disability, medical condition, veteran status and other protected groups in compliance with Executive Order 11246.

Recognizing that Equal Employment Opportunity is achieved through leadership and aggressive implementation of a viable Affirmative Action Program, the Foundation has assigned specific affirmative action and equal employment opportunity responsibilities to managers, supervisors and all employees. The Foundation also expects all employees to demonstrate sensitivity to, and respect for, all other employees and to demonstrate commitment to the Foundation's equal employment opportunity and affirmative action objectives.

California State University Dominguez Hills Foundation's Executive Director, Tranitra Avery, has stated the Foundation's commitment to Equal Employment Opportunity in a letter to all employees. Copies of the letter are conspicuously posted so that all employees may be informed of its contents.

In addition, the Foundation, in accordance with the California State University Chancellor's Office Executive Order Number 883, has issued a policy on Non-Discrimination and Affirmative Action in Employment.

### **EQUAL EMPLOYMENT OPPORTUNITY & AFFIRMATIVE ACTION POLICY**

California State University Dominguez Hills Foundation believes that all persons are entitled to equal employment opportunity and does not discriminate against qualified employees or applicants because of race, color, religion, sex, gender identity and sexual orientation, pregnancy, national origin, ancestry, citizenship, age, marital status, physical disability, mental disability, medical condition, sexual orientation or any other characteristic protected by state or federal law. Equal employment opportunity will be extended to all persons in all aspects of the employer-employee relationship, including recruitment, hiring, upgrading, training, promotion, transfer, discipline, layoff, recall and termination.

This policy is communicated at New Hire Orientations and at least once a year to all employees. Also, this policy is posted on bulletin boards in the Foundation as well as appropriate locations throughout the Foundation. This posting will continue to be audited regularly for conditions and coverage.

## **SECTION II DISSEMINATION OF POLICY**

The following steps have been taken in order to ensure that all employees, applicants for employment and others are aware that California State University Dominguez Hills Foundation is an Equal Employment Opportunity employer.

### **INTERNAL DISSEMINATION**

California State University Dominguez Hills Foundation is well aware of the importance of employee participation in the Affirmative Action Plan. The following internal measures are taken in order to facilitate the successful implementation of this Plan.

1. Foundation Notices: The EEO policy statement is posted on Foundation bulletin boards accessible to all employees. This policy states the name of the EEO Coordinator, and to whom questions, comments or complaints are to be directed. All required state and federal EEO notices are also posted on the bulletin boards.
2. Meetings: Special meetings with executive, management and supervisory personnel are conducted at least annually to discuss the intent of the Foundation's affirmative action policies and management's individual responsibilities toward implementation.
3. Advertising/Publications: When employees are featured in advertising or other publications, both minority and non-minority male and female employees will be featured as appropriate.
4. Training Programs: Educational and training programs may be offered to employees to assist in their personal development, as well as to increase skills and ability to perform the job. The Foundation will continue to ensure that all employees have the opportunity to participate in such programs without regard to race, color, national origin, sex, religion, age, disabled or veteran's status and any other protected group.
5. Consumer Advertising: When employees are pictured in consumer or help wanted advertising, minority and non-minority males and females will be pictured whenever appropriate.
6. The Affirmative Action Program is explained in employee orientations and management training programs.
7. When position openings occur, information will be provided to management to inform them on the status of minority and female goal attainment.

## **EXTERNAL DISSEMINATION**

To ensure proper external dissemination of the Foundation's EEO Policy, the following activities are undertaken:

1. **Recruitment Sources:** All appropriate recruitment sources are informed annually in writing and verbally concerning the Foundation's commitment to equal employment opportunity and affirmative action. These sources are requested to recruit and refer minorities and women for all openings. The list of sources is constantly studied and evaluated to determine the effectiveness of the sources. Where the record indicates lack of cooperation, the source is eliminated and new sources are added.
2. **Advertisements:** All advertisements seeking applicants for employment identify the Foundation as an "Equal Employment Opportunity, Veterans and Individuals with a Disability Employer."
3. **Applicants:** The Foundation notifies all applicants of the Equal Employment Opportunity policy. Application forms state the Foundation's commitment to Equal Employment Opportunity. Notices to recruitment sources and all employment advertisements state this EEO policy.
4. **Contractual Instruments:** The Foundation incorporates the Equal Employment Opportunity Clause in its purchase orders, leases and contracts as required by Executive Order 11246 as amended and its implementing regulations. All suppliers and subcontractors will be requested to comply with their affirmative action requirements.
5. **Consumer Advertising:** When employees are pictured in consumer or help wanted advertising, minority and non-minority men and women will be pictured wherever appropriate.

## **SECTION III**

### **RESPONSIBILITY FOR IMPLEMENTATION**

#### **41 C.F.R Section 60-2.17 (a)**

##### **Executive Director**

The Executive Director, Tranitra Avery, for the California State University Dominguez Hills Foundation is responsible for the establishment and implementation of the Equal Employment Opportunity policies and the Affirmative Action Program for the Foundation. He ensures that the goals set for this Program are adequate and realistic. The Executive Director is also responsible for ensuring the Foundation's full support of Equal Employment Opportunity principles and practices for all employees and applicants for employment by assigning responsibilities to the appropriate personnel to carry out the necessary actions to meet the Foundation's equal employment opportunity commitment.

In addition, the Executive Director will ensure that all supervisory personnel are aware that their performance will be evaluated on the basis of equal employment opportunity efforts and results.

##### **Chief Human Resources Officer/EEO Coordinator/AA Officer**

The Chief Human Resources Officer, Amanda Dodd, has been assigned as the EEO Coordinator. The EEO Coordinator has the management responsibility for the Affirmative Action Program, and through staff assignments is responsible for ensuring compliance with Affirmative Action Program requirements. The EEO Coordinator is also responsible for the recruitment and referral of qualified minority and female applicants for positions and for monitoring hiring decisions to ensure that fair consideration has been given to all applicants. Through staff assignments, the EEO Coordinator is responsible for maintaining applicant flow data and furnishing reports on hiring activity. The results of the Affirmative Action Program are reported to the Executive Director on a periodic basis.

The EEO Coordinator's duties also include, but are not limited, to the following:

1. Develop policy statements, Affirmative Action Programs, internal and external communication to meet the Foundation's affirmative action goals and to comply with Federal, State and other applicable laws.
2. Assist in the identification of problem areas and establishment of goals and objectives.
3. Assist managerial and supervisory personnel in arriving at solutions to equal employment opportunity problems, and develop training aids to be used in orientation and training sessions for management and supervisory personnel.

4. Design and implement audit and reporting systems which will:
  - a) Measure the effectiveness of the Foundation's Affirmative Action Programs.
  - b) Indicate areas in which remedial action is needed.
  - c) Determine the degree to which the Foundation's goals and objectives have been attained.
5. Serve as liaison between the Foundation and relevant enforcement agencies on equal employment opportunity and affirmative action matters.
6. Serve as liaison between the Foundation and minority organizations, women's organizations and community action groups concerned with equal employment opportunities of minorities and women.
7. Keep management informed of the latest developments in the entire equal employment opportunity area.
8. Conduct periodic audits to ensure that:
  - a. Appropriate equal employment posters and affirmative action notices are properly displayed.
  - b. All facilities, including showers, lockers and rest rooms, which the Foundation maintains for the use and benefit of its employees are in fact desegregated, both in policy and use, and that such facilities, including but not limited to rest rooms, are comparable for both sexes.
  - c. Minority and female employees are afforded a full opportunity and are encouraged to participate in all Foundation-sponsored training, recreational and social activities.
9. Take actions to ensure acceptance by all employees of those employees placed through affirmative action efforts.
10. Ensure that all interviews, offers of employment and/or wage commitments are consistent with equal employment opportunity and affirmative action principles.

## **Compensation**

The Director of Human Resources and Payroll is responsible for maintaining a compensation system that is free from discriminatory impact or practices. An annual



review of all employees' salaries will include an analysis to ensure equity of pay for minorities and women in the Foundation's workforce. Possible salary inequities for women or minorities will be reviewed and adjustments made as appropriate. Offers of employment will be reviewed individually to further ensure that new minority and women employees are compensated fairly.

### **Line Management Responsibility**

All levels of managers and supervisors shall be responsible for working with the Equal Employment Opportunity Coordinator to ensure the effectiveness of the Affirmative Action Program. In this regard, the responsibilities of such employees shall include the following:

1. Become familiar with the principles of equal employment opportunity and affirmative action and such portions of the Foundation's Affirmative Action Program as it affects their department or area of responsibility.
2. Assist in the identification of equal employment opportunity and affirmative action problem areas and in the establishment of departmental goals and objectives.
3. Assist in the audit of employment patterns to remove impediments to the attainments of the Foundation's goals and objectives.
4. Conduct day-to-day personnel activities in a manner that assures compliance with the Foundation's equal employment opportunity and affirmative action principles.
5. Understand that their work performance is being evaluated on the basis of their equal opportunity and affirmative action efforts and results.
6. Take appropriate disciplinary actions for violations of the EEO policy or affirmative action program and take steps to prevent illegal harassment of employees.
7. Review the qualifications of all employees to ensure that minorities and women are given full opportunities for transfers and promotions.
8. Conducting periodic audits with regard to areas of responsibility to ensure that:
  - a. Appropriate equal employment opportunity posters are properly displayed.
  - b. All facilities which the Foundation maintains for the use and benefit of its employees are in fact desegregated, both in policy and use, and that these facilities, including but not limited to restrooms, are comparable for both sexes.

- c. Minority and female employees are afforded a full opportunity and are encouraged to participate in all Foundation sponsored educational, training, recreational and social activities.
- 9. Provide individual career counseling as appropriate.
- 10. Analyze any specific goals set for the department and implement them to the extent possible.

## **SECTION IV**

### **WORK FORCE UTILIZATION ANALYSIS**

#### **41 CFR 60-2.11(a)**

California State University Dominguez Hills Foundation has chosen to produce a Workforce Analysis report in lieu of an Organizational Profile. The Workforce Analysis is a more meaningful report for the Foundation.

1. The Workforce Analysis is a listing of each job title as it appears in applicable payroll records within each department or other similar organizational unit including departmental or unit supervision. Since the Foundation uses an alpha-numeric salary code, the workforce analysis may not reflect the ranking of the salaries from highest to lowest for all departments.
2. If there are separate work units or lines of progression within a department, a separate Line of Progression report is provided for each such work unit, or line, including unit supervisors. The order of the jobs in the line that a faculty member of an employee could move to the top of the line is indicated on the report.
3. If there are no formal progression lines or usual promotional sequences, job titles are listed by department, job families or disciplines, in order of wage rates or salary ranges.
4. For each job title, the total number of male and female incumbents in each of the following groups is given: Blacks, Hispanics, Asians, Native Hawaiians/Pacific Islanders, American Indians/Alaskan Natives and Two or More Races. The wage rate or salary range for each job title is given. All job titles, including all managerial job titles, are listed.
5. If applicable, a separate Workforce Annotations report will list employees or faculty members included in an affirmative action program for a location other than the one where the faculty and/or employees are located.

**California State University Dominguez Hills Foundation**

**1000 East Victoria Street**

**Carson, CA 90747**

**07/01/2022 - 06/30/2023**

**Department List**

Department Code	Department Name
1101	Foundation Cent
1104	Foundation Exec
1107	Foundation Post
2057	Project Reach
2108	Centinela Valle
2109	RISE
2110	Project SELF
4100	Dining Services
4300	Dining Services
4315	University Cate
4500	Grab N Go I
4540	Toro Take Out
4600	CAMS
4700	Union Grind Cof
4720	DH Sports Loung
4800	Commercial Film
510211	PE of MS Hype
510255	STEM Scholars
510385	LAUSD Upward
510395	Centinela Val
510401	RUI
510425	CSUDH RISE
510435	Jefferson Upw
510475	McNair Schola
510485	Math Sci Upwa
510504	2017 CSUDH GEAR UP
510505	2017 CSUDH GE
510611	Identity Chan
510633	2018 CSUDH GE
510643	CSU LSAMP 202

California State University Dominguez Hills Foundation  
1000 East Victoria Street  
Carson, CA 90747  
07/01/2022 - 06/30/2023

## Department List

Department Code	Department Name
510663	Alliance: CAH
510681	Replication o
510714	CSMP Every Student Succeeds Adt
510761	PrEP-Talk
510791	Leveraging a
510801	High Precisio
510811	AMERICORPS/JU
510831	CNS Core
510842	Transfer to S
510843	TTS
510853	REAL
510871	Creative Cali
510883	Jumpstart
510901	Violence Inte
510971	CHER - Instit
510993	SPAD at CSUDH
511010	Master Teacher
511020	CA Freight Sy
511030	Hybrid Approa
511082	CalSWEC Title
511091	CSUDH Student
511101	CSUDH Veteran
511151	Design Thinki
511162	Apple
511191	Cannabis Indu
511270	CSU Students
511370	Apple Community Education Init (CISE)
511431	CSUDH-Compton
511441	CalFresh Outr
511451	CSUDH-Hawthor

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**07/01/2022 - 06/30/2023**

**Department List**

Department Code	Department Name
511460	Dept of State
511471	CSUDH Talent
511480	A Longitudal
511510	Enviro Impact
511560	CSULB CISE
511610	SLICE
511630	Maternal Stre
511720	CSU Trans Res
511751	Discovery of
5937	CSU Stem Collab
8020	CAREER CENTER
8099	Lab School - Fa
8110	MSA Angell Foun
8235	EFA Faculty Leg
8297	CAH Dean's Fund
8308	Campus Urban Fa
8309	College of Edu
8313	Getty Foundatio
8335	CSU YMOC Consor
8338	CSU YMOC
8340	Athletics
8341	University Art Gallery
8350	Soccer/Athletics
8360	SOFTBALL
8377	Mellon Mays Und
8400	Resilience Inve
8402	Prologis - Basi
8407	Haynes Fdn Gran
8551	Friends Of The
8626	CNBS - Faculty

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**1000 East Victoria Street**

**Carson, CA 90747**

**07/01/2022 - 06/30/2023**

**Department List**

Department Code	Department Name
8820	Osher Lifelong
8831	Pritzker Fos Ca
8942	G&N Payton Endo
9000	SBWIB
9044	Passport Facili
9949	CSI3 Funds
DEP_1	511310 TELE-commutin
DEP_2	511321 NSF RUI Chara
DEP_3	511351 CSUDH Talent
DEP_4	511390 BLM CA PC&M
DEP_5	511401 Computer Scie
DEP_6	511411 Improving Und

**Department Count: 102**

**California State University Dominguez Hills Foundation**  
**1000 East Victoria Street**  
**Carson, CA 90747**  
**07/01/2022 - 06/30/2023**

**Workforce Analysis**  
**41 CFR Section 60-2.11 (c)**

**1101 : Foundation Cent**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
ADMA : Administrative Assistant	5	C01	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
HRAS : Human Resources Assistant	5	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
HRCO : Hr Coordinator	5	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
STAC : Staff Accountant	2	C02	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
AACT : Accountant	2	C04	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
ACCS : Accounts Payable Specialist	2	C04	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
CNTR : Controller	1.1	C04	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
JOB_72MADZ : Director of Procurement	1.1	C04	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
JOB_LN4S2C : Business Systems Manager	1.1	C04	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
JOB_M1FSYJ : Hr Generalist	5	C04	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_QRHTU9 : Chief Financial Officer	1.1	C04	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
JOB_WPGFXC : Exec. Asst. to ED & B Relation	5	C04	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
JOB_YSY2YI : Chief Human Resources Officer	1.1	C04	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
PYAD : Payroll Administrator	5	C04	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0



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## Workforce Analysis

41 CFR Section 60-2.11 (c)

### 1101 : Foundation Cent

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
Department Totals :			14	4	1	1	1	1	0	0	0	10	1	4	4	1	0	0	0
Department % :			100%	28.6%	7.1%	7.1%	7.1%	7.1%	0%	0%	0%	71.4%	7.1%	28.6%	28.6%	7.1%	0%	0%	0%

# : Manages more than one department

### 1104 : Foundation Exec

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
EXDI : Executive Director	1.1	C04	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
Department Totals :			1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
Department % :			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	0%	0%	0%	0%	0%

# : Manages more than one department

### 1107 : Foundation Post

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_KWEBDV : Post Award Analyst	2	C04	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
PAA2 : Post Award Analyst li	2	C04	2	0	0	0	0	0	0	0	0	2	0	1	0	1	0	0	0

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## Workforce Analysis

41 CFR Section 60-2.11 (c)

### 1107 : Foundation Post

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
Department Totals :			3	0	0	0	0	0	0	0	0	3	0	1	0	2	0	0	0
Department % :			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	33.3%	0%	66.7%	0%	0%	0%

# : Manages more than one department

### 2057 : Project Reach

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
PRCH : Project Reach Tutor	2	C01	20	3	0	0	3	0	0	0	0	17	0	1	15	0	0	0	1
RIMT : Rise Math Tutor	2	C01	2	1	0	0	0	1	0	0	0	1	0	0	1	0	0	0	0
Department Totals :			22	4	0	0	3	1	0	0	0	18	0	1	16	0	0	0	1
Department % :			100%	18.2%	0%	0%	13.6%	4.5%	0%	0%	0%	81.8%	0%	4.5%	72.7%	0%	0%	0%	4.5%

# : Manages more than one department

### 2108 : Centinela Valle

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
CVTT : Centinela Valley Toro Tutors	2	C01	24	11	0	2	6	2	0	1	0	13	1	1	9	0	0	0	2

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## Workforce Analysis

41 CFR Section 60-2.11 (c)

### 2108 : Centinela Valle

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
Department Totals :			24	11	0	2	6	2	0	1	0	13	1	1	9	0	0	0	2
Department % :			100%	45.8%	0%	8.3%	25%	8.3%	0%	4.2%	0%	54.2%	4.2%	4.2%	37.5%	0%	0%	0%	8.3%

# : Manages more than one department

### 2109 : RISE

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
PRCH : Project Reach Tutor	2	C01	2	0	0	0	0	0	0	0	0	2	0	0	2	0	0	0	0
RIMT : Rise Math Tutor	2	C01	22	7	0	0	5	2	0	0	0	15	1	3	9	2	0	0	0
Department Totals :			24	7	0	0	5	2	0	0	0	17	1	3	11	2	0	0	0
Department % :			100%	29.2%	0%	0%	20.8%	8.3%	0%	0%	0%	70.8%	4.2%	12.5%	45.8%	8.3%	0%	0%	0%

# : Manages more than one department

### 2110 : Project SELF

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_LZABYO : Project SELF Tutor	2	C01	2	2	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
JOB_WCQBFM : AVID Trainer	2	C03	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0

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## Workforce Analysis

41 CFR Section 60-2.11 (c)

### 2110 : Project SELF

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>Department Totals :</b>			3	2	0	1	1	0	0	0	0	1	0	0	1	0	0	0	0
<b>Department % :</b>			100%	66.7%	0%	33.3%	33.3%	0%	0%	0%	0%	33.3%	0%	0%	33.3%	0%	0%	0%	0%

# : Manages more than one department

### 4100 : Dining Services

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_GH6ADI : Dining Office Administrator	5	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_GZTUZU : Commercial Services Manager	1.2	C04	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department Totals :</b>			2	1	0	0	1	0	0	0	0	1	0	0	1	0	0	0	0
<b>Department % :</b>			100%	50%	0%	0%	50%	0%	0%	0%	0%	50%	0%	0%	50%	0%	0%	0%	0%

# : Manages more than one department

### 4300 : Dining Services

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_B3ARM7 : Campus Dining Server	9	C01	2	0	0	0	0	0	0	0	0	2	0	0	2	0	0	0	0

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**4300 : Dining Services**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_EZCQ2I : Campus Dining Utility	8	C01	4	2	0	0	1	1	0	0	0	2	0	0	2	0	0	0	0
JOB_IH3PPF : Cook II	9	C01	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
JOB_JP80PM : Cook III	9	C01	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_NKST26 : Utility / Prep Lead	8	C01	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
JOB_P0XI4J : Cook 1	9	C01	4	0	0	0	0	0	0	0	0	4	0	0	4	0	0	0	0
JOB_4RZE1O : Banquet Service Supervisor	9	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_SSL4ST : Kitchen Production Manager	1.2	C02	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
JOB_U6JBX9 : Sous Chef	9	C02	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
<b>Department Totals :</b>			16	6	0	0	4	2	0	0	0	10	0	0	10	0	0	0	0
<b>Department % :</b>			100%	37.5%	0%	0%	25%	12.5%	0%	0%	0%	62.5%	0%	0%	62.5%	0%	0%	0%	0%

# : Manages more than one department

**4315 : University Cate**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_IFHM0Q : Catering Server	9	C01	6	5	0	0	0	5	0	0	0	1	0	0	1	0	0	0	0

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**Workforce Analysis**  
**41 CFR Section 60-2.11 (c)**

**4315 : University Cate**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_IHGJQE : CD Retail & Catering Superviso	9	C02	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department Totals :</b>			7	6	0	0	1	5	0	0	0	1	0	0	1	0	0	0	0
<b>Department % :</b>			100%	85.7%	0%	0%	14.3%	71.4%	0%	0%	0%	14.3%	0%	0%	14.3%	0%	0%	0%	0%

# : Manages more than one department

**4500 : Grab N Go I**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_7E2J4Q : Cashier	9	C01	4	2	0	0	2	0	0	0	0	2	0	0	2	0	0	0	0
JOB_IFHM0Q : Catering Server	9	C01	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
JOB_BR7RSM : C-Store Supervisor	9	C02	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
<b>Department Totals :</b>			6	3	0	0	2	1	0	0	0	3	0	0	2	0	0	0	1
<b>Department % :</b>			100%	50%	0%	0%	33.3%	16.7%	0%	0%	0%	50%	0%	0%	33.3%	0%	0%	0%	16.7%

# : Manages more than one department

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## Workforce Analysis

**41 CFR Section 60-2.11 (c)**

### 4540 : Toro Take Out

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_7E2J4Q : Cashier	9	C01	7	3	0	1	1	1	0	0	0	4	0	0	3	1	0	0	0
JOB_SSL4ST : Kitchen Production Manager	1.2	C02	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department Totals :</b>			8	4	0	1	2	1	0	0	0	4	0	0	3	1	0	0	0
<b>Department % :</b>			100%	50%	0%	12.5%	25%	12.5%	0%	0%	0%	50%	0%	0%	37.5%	12.5%	0%	0%	0%

# : Manages more than one department

### 4600 : CAMS

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
COOK : Cook	9	C01	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
JOB_7E2J4Q : Cashier	9	C01	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
JOB_UM6TRS : Barista	2	C01	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
ROSV : Retail Operations Supervisor 2	9	C02	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department Totals :</b>			4	2	0	1	1	0	0	0	0	2	0	0	1	1	0	0	0
<b>Department % :</b>			100%	50%	0%	25%	25%	0%	0%	0%	0%	50%	0%	0%	25%	25%	0%	0%	0%

# : Manages more than one department

**California State University Dominguez Hills Foundation**  
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**Workforce Analysis**  
**41 CFR Section 60-2.11 (c)**

**4700 : Union Grind Cof**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_7E2J4Q : Cashier	9	C01	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_EMXT8S : Campus Dining Lead	9	C01	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_UM6TRS : Barista	2	C01	8	5	0	0	3	2	0	0	0	3	0	0	3	0	0	0	0
JOB_PCYCCK : Coffee Shop Supervisor	9	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
<b>Department Totals :</b>			11	5	0	0	3	2	0	0	0	6	0	0	6	0	0	0	0
<b>Department % :</b>			100%	45.5%	0%	0%	27.3%	18.2%	0%	0%	0%	54.5%	0%	0%	54.5%	0%	0%	0%	0%

# : Manages more than one department

**4720 : DH Sports Loung**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_7E2J4Q : Cashier	9	C01	2	2	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
JOB_U85FMJ : CD Service Staff - PT	9	C01	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
JOB_C09A3A : Senior Retail Operation Super.	9	C02	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
JOB_HWEEWB : PM Retail Operations Sup.	9	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0



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### 4720 : DH Sports Loung

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female									
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO		
Department Totals :			5	3	0	1	1	1	0	0	0	2	1	0	1	0	0	0	0		
Department % :			100%	60%	0%	20%	20%	20%	0%	0%	0%	40%	20%	0%	20%	0%	0%	0%	0%		

# : Manages more than one department

### 4800 : Commercial Film

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_ISDKFQ : Marketing & Production Coord.	2	C02	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Department Totals :			1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Department % :			100%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

# : Manages more than one department

### 510211 : PE of MS Hype

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_YTPPQS : Professor	2	C04	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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### 510211 : PE of MS Hype

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>Department Totals :</b>			1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department % :</b>			100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

# : Manages more than one department

### 510255 : STEM Scholars

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
FLTC : Fab Lab Tech II	2	C01	3	2	0	0	2	0	0	0	0	1	0	0	1	0	0	0	0
FLTT : Fab Lab Tech III	2	C01	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
INTE : Intern	5	C01	23	21	2	2	14	2	1	0	0	2	0	2	0	0	0	0	0
JOB_DTKHNL : Fab Lab Tech I	2	C01	2	0	0	0	0	0	0	0	0	2	0	0	2	0	0	0	0
JOB_VSPYUF : Undergrad Program Assist	5	C01	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
SASS : Student Assistant	5	C01	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0
FACA : Faculty Advisor	2	C04	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MSUP : Manager Stem Undergrad Program	1.1	C06	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0

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## Workforce Analysis

**41 CFR Section 60-2.11 (c)**

### 510255 : STEM Scholars

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>Department Totals :</b>			34	26	2	3	18	2	1	0	0	8	0	3	5	0	0	0	0
<b>Department % :</b>			100%	76.5%	5.9%	8.8%	52.9%	5.9%	2.9%	0%	0%	23.5%	0%	8.8%	14.7%	0%	0%	0%	0%

# : Manages more than one department

### 510385 : LAUSD Upward

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
PGAS : Program Assistant	2	C01	3	1	0	0	1	0	0	0	0	2	0	0	2	0	0	0	0
ISTR : Instructor	2	C02	2	0	0	0	0	0	0	0	0	2	0	0	2	0	0	0	0
PGAS : Program Assistant	2	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
PRGC : Program Coordinator	2	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_K6H849 : Interim Project Director	1.2	C06	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department Totals :</b>			8	2	0	0	2	0	0	0	0	6	0	0	6	0	0	0	0
<b>Department % :</b>			100%	25%	0%	0%	25%	0%	0%	0%	0%	75%	0%	0%	75%	0%	0%	0%	0%

# : Manages more than one department

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**41 CFR Section 60-2.11 (c)**

**510395 : Centinela Val**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
MENT : Mentor	2	C01	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
PGAS : Program Assistant	2	C01	2	1	0	0	1	0	0	0	0	1	0	0	1	0	0	0	0
ENIN : English Instructor	2	C02	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
PGAS : Program Assistant	2	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
PRCI : Program Coordinator li	5	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
DIRC : Director	1.2	C06	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
<b>Department Totals :</b>			7	2	0	0	2	0	0	0	0	5	0	0	5	0	0	0	0
<b>Department % :</b>			100%	28.6%	0%	0%	28.6%	0%	0%	0%	0%	71.4%	0%	0%	71.4%	0%	0%	0%	0%

# : Manages more than one department

**510401 : RUI**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
RSAS : Research Assistant	5	C01	3	2	0	0	2	0	0	0	0	1	0	0	1	0	0	0	0
JOB_RNPDBQ : Content Expert	2	C04	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

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**41 CFR Section 60-2.11 (c)**

### 510401 : RUI

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>Department Totals :</b>			4	2	0	0	2	0	0	0	0	2	1	0	1	0	0	0	0
<b>Department % :</b>			100%	50%	0%	0%	50%	0%	0%	0%	0%	50%	25%	0%	25%	0%	0%	0%	0%

# : Manages more than one department

### 510425 : CSUDH RISE

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
RSAS : Research Assistant	5	C01	5	2	0	0	2	0	0	0	0	3	0	0	3	0	0	0	0
SRAS : Student Research Assistant	5	C01	4	3	0	0	2	0	0	0	1	1	0	1	0	0	0	0	0
ISTR : Instructor	2	C03	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
PGDI : Program Director	1.2	C03	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
PRGC : Program Coordinator	2	C03	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PRMG : Program Manager	1.2	C03	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
JOB_RNPDBQ : Content Expert	2	C04	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department Totals :</b>			14	9	0	1	6	1	0	0	1	5	0	2	3	0	0	0	0
<b>Department % :</b>			100%	64.3%	0%	7.1%	42.9%	7.1%	0%	0%	7.1%	35.7%	0%	14.3%	21.4%	0%	0%	0%	0%

# : Manages more than one department

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**41 CFR Section 60-2.11 (c)**

**510435 : Jefferson Upw**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_8BFNAA : Academic Tutor	2	C01	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
PGAS : Program Assistant	2	C01	3	2	0	0	2	0	0	0	0	1	0	0	1	0	0	0	0
PRGC : Program Coordinator	2	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
<b>Department Totals :</b>			5	2	0	0	2	0	0	0	0	3	0	0	3	0	0	0	0
<b>Department % :</b>			100%	40%	0%	0%	40%	0%	0%	0%	0%	60%	0%	0%	60%	0%	0%	0%	0%

# : Manages more than one department

**510475 : McNair Schola**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_F8CKNR : Peer Mentor	2	C01	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
JOB_U8IGMC : Graduate Mentor	5	C01	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
MENT : Mentor	2	C02	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
PRGC : Program Coordinator	2	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
PJDI : Project Director	1.2	C06	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0

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### 510475 : McNair Schola

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>Department Totals :</b>			5	1	0	0	1	0	0	0	0	4	1	1	2	0	0	0	0
<b>Department % :</b>			100%	20%	0%	0%	20%	0%	0%	0%	0%	80%	20%	20%	40%	0%	0%	0%	0%

# : Manages more than one department

### 510485 : Math Sci Upwa

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
PGAS : Program Assistant	2	C01	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
GRAA : Graduate Assistant	5	C02	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
JOB_TEGXOM : Program Advisor	5	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
TEAC : Teacher	2	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
ISTR : Instructor	2	C03	3	2	0	0	2	0	0	0	0	1	0	1	0	0	0	0	0
PJDI : Project Director	1.2	C06	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
<b>Department Totals :</b>			8	3	0	0	3	0	0	0	0	5	0	2	2	1	0	0	0
<b>Department % :</b>			100%	37.5%	0%	0%	37.5%	0%	0%	0%	0%	62.5%	0%	25%	25%	12.5%	0%	0%	0%

# : Manages more than one department

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**41 CFR Section 60-2.11 (c)**

**510504 : 2017 CSUDH GEAR UP**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
ADVI : Advisor	2	C01	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_MTBKD2 : Student Advisor	2	C01	2	0	0	0	0	0	0	0	0	2	0	0	2	0	0	0	0
<b>Department Totals :</b>			3	0	0	0	0	0	0	0	0	3	0	0	3	0	0	0	0
<b>Department % :</b>			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	100%	0%	0%	0%	0%

# : Manages more than one department

**510505 : 2017 CSUDH GE**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_MTBKD2 : Student Advisor	2	C01	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
PGAS : Program Assistant	2	C01	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
ADMA : Administrative Assistant	5	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
PRGC : Program Coordinator	2	C02	2	1	0	0	1	0	0	0	0	1	0	0	1	0	0	0	0
PJDI : Project Director	1.2	C06	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0



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## Workforce Analysis

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### 510505 : 2017 CSUDH GE

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
Department Totals :			6	1	0	0	1	0	0	0	0	5	0	0	4	1	0	0	0
Department % :			100%	16.7%	0%	0%	16.7%	0%	0%	0%	0%	83.3%	0%	0%	66.7%	16.7%	0%	0%	0%

# : Manages more than one department

### 510611 : Identity Chan

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
RSAS : Research Assistant	5	C02	2	1	0	0	1	0	0	0	0	1	0	1	0	0	0	0	0
PJDI : Project Director	1.2	C04	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department Totals :</b>			3	2	0	0	2	0	0	0	0	1	0	1	0	0	0	0	0
<b>Department % :</b>			100%	66.7%	0%	0%	66.7%	0%	0%	0%	0%	33.3%	0%	33.3%	0%	0%	0%	0%	0%

# : Manages more than one department

### 510633 : 2018 CSUDH GE

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
ADM2 : Academic Coach	2	C01	3	0	0	0	0	0	0	0	0	3	1	0	2	0	0	0	0
JOB_8BFNAA : Academic Tutor	2	C01	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0

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### 510633 : 2018 CSUDH GE

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
ADMA : Administrative Assistant	5	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_S3KNRG : Math Instructor	2	C02	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
PRGC : Program Coordinator	2	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
DIRC : Director	1.2	C06	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department Totals :</b>			8	2	0	0	2	0	0	0	0	6	1	1	4	0	0	0	0
<b>Department % :</b>			100%	25%	0%	0%	25%	0%	0%	0%	0%	75%	12.5%	12.5%	50%	0%	0%	0%	0%

# : Manages more than one department

### 510643 : CSU LSAMP 202

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
ADVI : Advisor	2	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
<b>Department Totals :</b>			1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
<b>Department % :</b>			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	100%	0%	0%	0%	0%

# : Manages more than one department

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**41 CFR Section 60-2.11 (c)**

### 510663 : Alliance: CAH

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_UHGXVL : Program Support Specialis	5	C02	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department Totals :</b>			1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department % :</b>			100%	100%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

# : Manages more than one department

### 510681 : Replication o

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_ONR2RL : Teachers Assistant	5	C01	3	3	0	0	2	1	0	0	0	0	0	0	0	0	0	0	0
SASS : Student Assistant	5	C01	2	2	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PRGC : Program Coordinator	2	C02	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department Totals :</b>			6	6	0	1	4	1	0	0	0	0	0	0	0	0	0	0	0
<b>Department % :</b>			100%	100%	0%	16.7%	66.7%	16.7%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

# : Manages more than one department

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**41 CFR Section 60-2.11 (c)**

**510714 : CSMP Every Student Succeeds Adt**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
FCLT : Facilitator	2	C04	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
<b>Department Totals :</b>			1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
<b>Department % :</b>			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	100%	0%	0%	0%	0%

# : Manages more than one department

**510761 : PrEP-Talk**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
RSAS : Research Assistant	5	C02	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department Totals :</b>			1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department % :</b>			100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

# : Manages more than one department

**510791 : Leveraging a**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
PJDI : Project Director	1.2	C04	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
JOB_XAHZKF : Faculty Expert	2	C05	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0

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### 510791 : Leveraging a

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
Department Totals :			2	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0
Department % :			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	50%	50%	0%	0%	0%	0%	0%

# : Manages more than one department

### 510801 : High Precisio

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
PJDI : Project Director	1.2	C05	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Totals :			1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department % :			100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

# : Manages more than one department

### 510811 : AMERICORPS/JU

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JCRE : Justice Corp Representative	5	C01	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0

# California State University Dominguez Hills Foundation

1000 East Victoria Street

Carson, CA 90747

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## Workforce Analysis

41 CFR Section 60-2.11 (c)

### 510811 : AMERICORPS/JU

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
Department Totals :			1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
Department % :			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	100%	0%	0%	0%	0%

# : Manages more than one department

### 510831 : CNS Core

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
RSAS : Research Assistant	5	C01	3	2	1	0	1	0	0	0	0	1	0	0	0	1	0	0	0
RSAS : Research Assistant	5	C02	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
ADVI : Advisor	2	C05	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Department Totals :			5	4	1	0	2	1	0	0	0	1	0	0	0	1	0	0	0
Department % :			100%	80%	20%	0%	40%	20%	0%	0%	0%	20%	0%	0%	0%	20%	0%	0%	0%

# : Manages more than one department

### 510842 : Transfer to S

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_F8CKNR : Peer Mentor	2	C01	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0

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41 CFR Section 60-2.11 (c)

### 510842 : Transfer to S

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
Department Totals :			1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
Department % :			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	100%	0%	0%	0%	0%

# : Manages more than one department

### 510843 : TTS

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
SASS : Student Assistant	5	C01	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
ADVI : Advisor	2	C02	3	0	0	0	0	0	0	0	0	3	0	0	3	0	0	0	0
JOB_TOWHKV : Spc Stem Undergrad Adm Recr	5	C06	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
Department Totals :			5	0	0	0	0	0	0	0	0	5	0	0	5	0	0	0	0
Department % :			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	100%	0%	0%	0%	0%

# : Manages more than one department

### 510853 : REAL

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_DTKHNL : Fab Lab Tech I	2	C01	15	9	1	1	5	2	0	0	0	6	0	2	3	1	0	0	0

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**510853 : REAL**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
SASS : Student Assistant	5	C01	3	2	0	0	1	1	0	0	0	1	0	0	1	0	0	0	0
JOB_D27FWC : Accounts Specialist	2	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_JR17Y8 : I T Assistant	5	C02	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
LCDD : Lead Creative Designer	2	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
PGAS : Program Assistant	2	C02	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
JOB_UHGXL : Program Support Specialis	5	C03	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
SLSL : Stem Lab School Lead	5	C03	22	7	0	1	5	1	0	0	0	15	6	2	5	1	0	0	1
PJDI : Project Director	1.2	C04	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
PROS : Program Support	5	C04	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
TEAC : Teacher	2	C04	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
JOB_LD2LLT : Science Instruct. Specialist	2	C06	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
PRGM : Program Specialist	5	C06	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
<b>Department Totals :</b>			50	22	1	2	13	6	0	0	0	28	8	4	12	3	0	0	1
<b>Department % :</b>			100%	44%	2%	4%	26%	12%	0%	0%	0%	56%	16%	8%	24%	6%	0%	0%	2%

# : Manages more than one department



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**510871 : Creative Cali**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
PRGC : Program Coordinator	2	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_F1IOE6 : Teaching Artist	2	C03	4	1	0	0	1	0	0	0	0	3	0	0	2	1	0	0	0
<b>Department Totals :</b>			5	1	0	0	1	0	0	0	0	4	0	0	3	1	0	0	0
<b>Department % :</b>			100%	20%	0%	0%	20%	0%	0%	0%	0%	80%	0%	0%	60%	20%	0%	0%	0%

# : Manages more than one department

**510883 : Jumpstart**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
PRMG : Program Manager	1.2	C06	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
<b>Department Totals :</b>			1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
<b>Department % :</b>			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	100%	0%	0%	0%	0%

# : Manages more than one department

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## Workforce Analysis

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### 510901 : Violence Inte

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
PRGC : Program Coordinator	2	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
PRJC : Project Coordinator	5	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
<b>Department Totals :</b>			2	0	0	0	0	0	0	0	0	2	0	0	2	0	0	0	0
<b>Department % :</b>			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	100%	0%	0%	0%	0%

# : Manages more than one department

### 510971 : CHER - Instit

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
FACM : Faculty Mentor	2	C04	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department Totals :</b>			1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department % :</b>			100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

# : Manages more than one department

### 510993 : SPAD at CSUDH

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_KR01QM : Senior Front -End Web Developer	2	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0

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**510993 : SPAD at CSUDH**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
PRMG : Program Manager	1.2	C02	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
DIRC : Director	1.2	C03	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
JOB_NWPWZM : Post Award Analyst III	2	C04	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
<b>Department Totals :</b>			4	1	0	0	0	0	0	0	1	3	1	1	1	0	0	0	0
<b>Department % :</b>			100%	25%	0%	0%	0%	0%	0%	0%	25%	75%	25%	25%	25%	0%	0%	0%	0%

# : Manages more than one department

**511010 : Master Teacher**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
ADMA : Administrative Assistant	5	C01	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
JOB_GNTJP6 : NGSS Training Facilitator	2	C03	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_RNPDBQ : Content Expert	2	C03	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_RNPDBQ : Content Expert	2	C04	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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### 511010 : Master Teacher

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>Department Totals :</b>			5	3	3	0	0	0	0	0	0	2	0	0	2	0	0	0	0
<b>Department % :</b>			100%	60%	60%	0%	0%	0%	0%	0%	0%	40%	0%	0%	40%	0%	0%	0%	0%

# : Manages more than one department

### 511020 : CA Freight Sy

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
ASCP : Associate Professor	2	C03	2	2	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0
JOB_RDDJYY : Assistant Professor	2	C03	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department Totals :</b>			3	3	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0
<b>Department % :</b>			100%	100%	33.3%	0%	33.3%	33.3%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

# : Manages more than one department

### 511030 : Hybrid Approa

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
ACCO : Academic Coordinator	2	C04	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

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### 511030 : Hybrid Apprao

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_XAHZKF : Faculty Expert	2	C04	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
<b>Department Totals :</b>			3	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
<b>Department % :</b>			100%	33.3%	33.3%	0%	0%	0%	0%	0%	0%	66.7%	66.7%	0%	0%	0%	0%	0%	0%

# : Manages more than one department

### 511082 : CalSWEC Title

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_2W6JVA : Admin Assistant	5	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
PRJC : Project Coordinator	5	C04	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
<b>Department Totals :</b>			2	1	0	0	0	1	0	0	0	1	0	0	1	0	0	0	0
<b>Department % :</b>			100%	50%	0%	0%	0%	50%	0%	0%	0%	50%	0%	0%	50%	0%	0%	0%	0%

# : Manages more than one department

### 511091 : CSUDH Student

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_RLRFCW : Coordinator	5	C01	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0

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**511091 : CSUDH Student**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
SASS : Student Assistant	5	C01	2	1	0	0	1	0	0	0	0	1	0	0	1	0	0	0	0
PRGC : Program Coordinator	2	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
PRGM : Program Specialist	5	C02	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
PJDI : Project Director	1.2	C06	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
<b>Department Totals :</b>			6	2	0	0	2	0	0	0	0	4	0	0	4	0	0	0	0
<b>Department % :</b>			100%	33.3%	0%	0%	33.3%	0%	0%	0%	0%	66.7%	0%	0%	66.7%	0%	0%	0%	0%

# : Manages more than one department

**511101 : CSUDH Veteran**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_TEGXOM : Program Advisor	5	C02	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
PRGC : Program Coordinator	2	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
<b>Department Totals :</b>			2	1	0	0	0	1	0	0	0	1	0	0	1	0	0	0	0
<b>Department % :</b>			100%	50%	0%	0%	0%	50%	0%	0%	0%	50%	0%	0%	50%	0%	0%	0%	0%

# : Manages more than one department

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**511151 : Design Thinki**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
RSAS : Research Assistant	5	C01	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department Totals :</b>			1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department % :</b>			100%	100%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

# : Manages more than one department

**511162 : Apple**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
ADMA : Administrative Assistant	5	C01	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
ASDR : Assistant To The Director	5	C01	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_NJACVT : Social Media Assistant	5	C01	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
SASS : Student Assistant	5	C01	2	0	0	0	0	0	0	0	0	2	0	0	2	0	0	0	0
JOB_RNPDBQ : Content Expert	2	C03	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
JOB_UU5JVQ : Lead Teacher	2	C03	2	1	0	0	1	0	0	0	0	1	0	1	0	0	0	0	0
FABC : Fab Lab Coordinator	2	C04	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
DIOO : Director Of Operation Stem	1.1	C06	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0

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**511162 : Apple**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_DTF5B8 : Elementary Edu. Specialist	5	C06	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
JOB_OX3MFP : Administrator LS CTA	5	C06	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
PGDI : Program Director	1.2	C06	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
<b>Department Totals :</b>			13	3	0	0	2	1	0	0	0	10	1	2	7	0	0	0	0
<b>Department % :</b>			100%	23.1%	0%	0%	15.4%	7.7%	0%	0%	0%	76.9%	7.7%	15.4%	53.8%	0%	0%	0%	0%

# : Manages more than one department

**511191 : Cannabis Indu**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
RSAS : Research Assistant	5	C01	2	1	0	1	0	0	0	0	0	1	0	0	1	0	0	0	0
SASS : Student Assistant	5	C01	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
JOB_RDDJYY : Assistant Professor	2	C04	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
PJDI : Project Director	1.2	C04	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
ASCP : Associate Professor	2	C05	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0



# California State University Dominguez Hills Foundation

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Carson, CA 90747

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## Workforce Analysis

41 CFR Section 60-2.11 (c)

### 511191 : Cannabis Indu

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
Department Totals :			6	4	1	2	0	1	0	0	0	2	1	0	1	0	0	0	0
Department % :			100%	66.7%	16.7%	33.3%	0%	16.7%	0%	0%	0%	33.3%	16.7%	0%	16.7%	0%	0%	0%	0%

# : Manages more than one department

### 511270 : CSU Students

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
PRGC : Program Coordinator	2	C02	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Department Totals :			1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Department % :			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%

# : Manages more than one department

### 511370 : Apple Community Education Init (CISE)

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
PRGM : Program Specialist	5	C01	2	1	0	0	1	0	0	0	0	1	0	0	1	0	0	0	0

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**511370 : Apple Community Education Init (CISE)**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>Department Totals :</b>			2	1	0	0	1	0	0	0	0	1	0	0	1	0	0	0	0
<b>Department % :</b>			100%	50%	0%	0%	50%	0%	0%	0%	0%	50%	0%	0%	50%	0%	0%	0%	0%

# : Manages more than one department

**511431 : CSUDH-Compton**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
ADM2 : Academic Coach	2	C01	8	2	0	0	2	0	0	0	0	6	0	0	6	0	0	0	0
JOB_8BFNAA : Academic Tutor	2	C01	2	0	0	0	0	0	0	0	0	2	0	0	2	0	0	0	0
PGAS : Program Assistant	2	C01	3	1	0	0	1	0	0	0	0	2	0	0	2	0	0	0	0
PRGC : Program Coordinator	2	C02	3	0	0	0	0	0	0	0	0	3	0	1	2	0	0	0	0
ISTR : Instructor	2	C03	3	2	0	1	1	0	0	0	0	1	0	1	0	0	0	0	0
TEAC : Teacher	2	C03	8	2	0	0	1	0	0	1	0	6	1	1	2	2	0	0	0
<b>Department Totals :</b>			27	7	0	1	5	0	0	1	0	20	1	3	14	2	0	0	0
<b>Department % :</b>			100%	25.9%	0%	3.7%	18.5%	0%	0%	3.7%	0%	74.1%	3.7%	11.1%	51.9%	7.4%	0%	0%	0%

# : Manages more than one department

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## Workforce Analysis

41 CFR Section 60-2.11 (c)

### 511441 : CalFresh Outr

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_SPUSWH : CalFresh Food Coordinator	5	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
<b>Department Totals :</b>			1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
<b>Department % :</b>			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	100%	0%	0%	0%	0%

# : Manages more than one department

### 511451 : CSUDH-Hawthor

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
MENT : Mentor	2	C01	3	1	0	0	1	0	0	0	0	2	1	0	1	0	0	0	0
PRGC : Program Coordinator	2	C02	2	0	0	0	0	0	0	0	0	2	0	1	1	0	0	0	0
<b>Department Totals :</b>			5	1	0	0	1	0	0	0	0	4	1	1	2	0	0	0	0
<b>Department % :</b>			100%	20%	0%	0%	20%	0%	0%	0%	0%	80%	20%	20%	40%	0%	0%	0%	0%

# : Manages more than one department

### 511460 : Dept of State

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
SASS : Student Assistant	5	C01	3	0	0	0	0	0	0	0	0	3	0	1	2	0	0	0	0

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### 511460 : Dept of State

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
CODI : Co Director	1.1	C04	2	1	0	0	1	0	0	0	0	1	0	0	1	0	0	0	0
<b>Department Totals :</b>			5	1	0	0	1	0	0	0	0	4	0	1	3	0	0	0	0
<b>Department % :</b>			100%	20%	0%	0%	20%	0%	0%	0%	0%	80%	0%	20%	60%	0%	0%	0%	0%

# : Manages more than one department

### 511471 : CSUDH Talent

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
PGAS : Program Assistant	2	C01	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
PRGC : Program Coordinator	2	C02	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department Totals :</b>			2	1	0	0	1	0	0	0	0	1	0	0	1	0	0	0	0
<b>Department % :</b>			100%	50%	0%	0%	50%	0%	0%	0%	0%	50%	0%	0%	50%	0%	0%	0%	0%

# : Manages more than one department

### 511480 : A Longitudal

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_CQS3DX : Principal Investigator	1.2	C04	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

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### 511480 : A Longitudal

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>Department Totals :</b>			1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
<b>Department % :</b>			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%

# : Manages more than one department

### 511510 : Enviro Impact

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
RSAS : Research Assistant	5	C01	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
JOB_VDJ9RO : Grants Student Assistant	5	C02	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department Totals :</b>			2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department % :</b>			100%	100%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

# : Manages more than one department

### 511560 : CSULB CISE

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
RSAS : Research Assistant	5	C01	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
SASS : Student Assistant	5	C01	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0

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**511560 : CSULB CISE**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>Department Totals :</b>			2	1	0	0	0	1	0	0	0	1	0	0	0	1	0	0	0
<b>Department % :</b>			100%	50%	0%	0%	0%	50%	0%	0%	0%	50%	0%	0%	0%	50%	0%	0%	0%

# : Manages more than one department

**511610 : SLICE**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
SASS : Student Assistant	5	C01	2	0	0	0	0	0	0	0	0	2	0	1	1	0	0	0	0
ADMA : Administrative Assistant	5	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_EOYG4V : Co-PI	1.2	C03	2	1	0	0	0	0	1	0	0	1	1	0	0	0	0	0	0
PGAS : Program Assistant	2	C03	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
PJDI : Project Director	1.2	C03	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
PRMG : Program Manager	1.2	C04	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
JOB_EOYG4V : Co-PI	1.2	C05	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
<b>Department Totals :</b>			9	2	0	0	1	0	1	0	0	7	2	2	2	1	0	0	0
<b>Department % :</b>			100%	22.2%	0%	0%	11.1%	0%	11.1%	0%	0%	77.8%	22.2%	22.2%	22.2%	11.1%	0%	0%	0%

# : Manages more than one department

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## Workforce Analysis

41 CFR Section 60-2.11 (c)

### 511630 : Maternal Stre

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
PJDI : Project Director	1.2	C04	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
<b>Department Totals :</b>			1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
<b>Department % :</b>			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	100%	0%	0%	0%

# : Manages more than one department

### 511720 : CSU Trans Res

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
RSAS : Research Assistant	5	C02	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department Totals :</b>			1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department % :</b>			100%	100%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

# : Manages more than one department

### 511751 : Discovery of

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
SRAS : Student Research Assistant	5	C02	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0

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### 511751 : Discovery of

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>Department Totals :</b>			1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department % :</b>			100%	100%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

# : Manages more than one department

### 5937 : CSU Stem Collab

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
PJDI : Project Director	1.2	C04	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
<b>Department Totals :</b>			1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
<b>Department % :</b>			100%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

# : Manages more than one department

### 8020 : CAREER CENTER

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_S69LOE : Graphic Artist	2	C01	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
SASS : Student Assistant	5	C01	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0



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### 8020 : CAREER CENTER

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
Department Totals :			2	0	0	0	0	0	0	0	0	2	0	1	1	0	0	0	0
Department % :			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	50%	50%	0%	0%	0%	0%

# : Manages more than one department

### 8099 : Lab School - Fa

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_DTKHNL : Fab Lab Tech I	2	C01	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Department Totals :			1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Department % :			100%	100%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

# : Manages more than one department

### 8110 : MSA Angell Foun

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
PGAS : Program Assistant	2	C01	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0

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### 8110 : MSA Angell Foun

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>Department Totals :</b>			1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department % :</b>			100%	100%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

# : Manages more than one department

### 8235 : EFA Faculty Leg

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
SRAS : Student Research Assistant	5	C02	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
JOB_RDDJYY : Assistant Professor	2	C03	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
<b>Department Totals :</b>			2	1	0	0	1	0	0	0	0	1	1	0	0	0	0	0	0
<b>Department % :</b>			100%	50%	0%	0%	50%	0%	0%	0%	0%	50%	50%	0%	0%	0%	0%	0%	0%

# : Manages more than one department

### 8297 : CAH Dean's Fund

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_2CEQWB : Consultant	2	C03	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0

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### 8297 : CAH Dean's Fund

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
Department Totals :			1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Department % :			100%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

# : Manages more than one department

### 8308 : Campus Urban Fa

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
SRAS : Student Research Assistant	5	C01	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Department Totals :			1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Department % :			100%	100%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

# : Manages more than one department

### 8309 : College of Edu

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
SASS : Student Assistant	5	C01	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0

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### 8309 : College of Edu

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
Department Totals :			1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Department % :			100%	100%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

# : Manages more than one department

### 8313 : Getty Foundatio

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
INTE : Intern	5	C01	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
Department Totals :			1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
Department % :			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	0%	0%	0%	0%	0%

# : Manages more than one department

### 8335 : CSU YMOC Consor

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
ADMA : Administrative Assistant	5	C02	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
PRJC : Project Coordinator	5	C02	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
CODI : Co Director	1.1	C04	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0

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## Workforce Analysis

41 CFR Section 60-2.11 (c)

### 8335 : CSU YMOC Consor

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
Department Totals :			3	2	0	1	1	0	0	0	0	1	1	0	0	0	0	0	0
Department % :			100%	66.7%	0%	33.3%	33.3%	0%	0%	0%	0%	33.3%	33.3%	0%	0%	0%	0%	0%	0%

# : Manages more than one department

### 8338 : CSU YMOC

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
CODI : Co Director	1.1	C04	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department Totals :</b>			1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department % :</b>			100%	100%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

# : Manages more than one department

### 8340 : Athletics

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
COCH : Coach	2	C03	3	0	0	0	0	0	0	0	0	3	1	0	1	0	0	0	1

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41 CFR Section 60-2.11 (c)

### 8340 : Athletics

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
Department Totals :			3	0	0	0	0	0	0	0	0	3	1	0	1	0	0	0	1
Department % :			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	33.3%	0%	33.3%	0%	0%	0%	33.3%

# : Manages more than one department

### 8341 : University Art Gallery

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
PRJC : Project Coordinator	5	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
<b>Department Totals :</b>			1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
<b>Department % :</b>			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	100%	0%	0%	0%	0%

# : Manages more than one department

### 8350 : Soccer/Athletics

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
COCH : Coach	2	C04	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
PGAS : Program Assistant	2	C04	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0

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**41 CFR Section 60-2.11 (c)**

### 8350 : Soccer/Athletics

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>Department Totals :</b>			2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department % :</b>			100%	100%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

# : Manages more than one department

### 8360 : SOFTBALL

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
COCH : Coach	2	C04	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
<b>Department Totals :</b>			1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
<b>Department % :</b>			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	100%	0%	0%	0%	0%

# : Manages more than one department

### 8377 : Mellon Mays Und

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_5J0CZG : MSA Graduate Coordinator	5	C03	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
JOB_FOW8LG : Guest Speaker	2	C03	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
FACM : Faculty Mentor	2	C04	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0

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41 CFR Section 60-2.11 (c)

### 8377 : Mellon Mays Und

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
Department Totals :			3	2	1	0	1	0	0	0	0	1	0	0	0	1	0	0	0
Department % :			100%	66.7%	33.3%	0%	33.3%	0%	0%	0%	0%	33.3%	0%	0%	0%	33.3%	0%	0%	0%

# : Manages more than one department

### 8400 : Resilience Inve

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
SASS : Student Assistant	5	C01	2	0	0	0	0	0	0	0	0	2	0	0	2	0	0	0	0
Department Totals :			2	0	0	0	0	0	0	0	0	2	0	0	2	0	0	0	0
Department % :			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	100%	0%	0%	0%	0%

# : Manages more than one department

### 8402 : Prologis - Basi

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
SASS : Student Assistant	5	C01	3	0	0	0	0	0	0	0	0	3	0	1	2	0	0	0	0



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### 8402 : Prologis - Basi

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>Department Totals :</b>			3	0	0	0	0	0	0	0	0	3	0	1	2	0	0	0	0
<b>Department % :</b>			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	33.3%	66.7%	0%	0%	0%	0%

# : Manages more than one department

### 8407 : Haynes Fdn Gran

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
ACPA : Archive Processing Assistant	5	C01	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
JOB_DXFUIE : Archives Assistant	5	C01	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department Totals :</b>			2	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0
<b>Department % :</b>			100%	50%	50%	0%	0%	0%	0%	0%	0%	50%	0%	50%	0%	0%	0%	0%	0%

# : Manages more than one department

### 8551 : Friends Of The

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
SASS : Student Assistant	5	C01	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0

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### 8551 : Friends Of The

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>Department Totals :</b>			1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
<b>Department % :</b>			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	100%	0%	0%	0%	0%

# : Manages more than one department

### 8626 : CNBS - Faculty

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
RSAS : Research Assistant	5	C01	2	0	0	0	0	0	0	0	0	2	1	0	1	0	0	0	0
SRAS : Student Research Assistant	5	C01	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
<b>Department Totals :</b>			3	0	0	0	0	0	0	0	0	3	1	0	2	0	0	0	0
<b>Department % :</b>			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	33.3%	0%	66.7%	0%	0%	0%	0%

# : Manages more than one department

### 8820 : Osher Lifelong

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
SASS : Student Assistant	5	C01	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0

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### 8820 : Osher Lifelong

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
Department Totals :			1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
Department % :			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	100%	0%	0%	0%	0%

# : Manages more than one department

### 8831 : Pritzker Fos Ca

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_FDWOPL : Office Assistant	5	C01	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
MENT : Mentor	2	C01	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Totals :			2	1	0	1	0	0	0	0	0	1	0	0	1	0	0	0	0
Department % :			100%	50%	0%	50%	0%	0%	0%	0%	0%	50%	0%	0%	50%	0%	0%	0%	0%

# : Manages more than one department

### 8942 : G&N Payton Endo

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
PRAR : Project Archivist	5	C02	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
JOB_K6H849 : Interim Project Director	1.2	C04	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0

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### 8942 : G&N Payton Endo

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
Department Totals :			2	1	0	1	0	0	0	0	0	1	1	0	0	0	0	0	0
Department % :			100%	50%	0%	50%	0%	0%	0%	0%	0%	50%	50%	0%	0%	0%	0%	0%	0%

# : Manages more than one department

### 9000 : SBWIB

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_XAHZKF : Faculty Expert	2	C03	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Totals :			1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department % :			100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

# : Manages more than one department

### 9044 : Passport Facili

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_KKDKER : Passport Clerk	5	C01	5	1	0	0	0	1	0	0	0	4	0	0	3	1	0	0	0
SASS : Student Assistant	5	C01	2	1	0	0	1	0	0	0	0	1	0	0	1	0	0	0	0

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## Workforce Analysis

**41 CFR Section 60-2.11 (c)**

### 9044 : Passport Facili

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>Department Totals :</b>			7	2	0	0	1	1	0	0	0	5	0	0	4	1	0	0	0
<b>Department % :</b>			100%	28.6%	0%	0%	14.3%	14.3%	0%	0%	0%	71.4%	0%	0%	57.1%	14.3%	0%	0%	0%

# : Manages more than one department

### 9949 : CSI3 Funds

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_8BFNAA : Academic Tutor	2	C01	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
JOB_WJITXV : Computer Scholar	2	C01	3	0	0	0	0	0	0	0	0	3	2	0	1	0	0	0	0
PGAS : Program Assistant	2	C01	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
TUTO : Tutor	2	C01	7	6	0	0	5	1	0	0	0	1	0	0	1	0	0	0	0
PRJC : Project Coordinator	5	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
<b>Department Totals :</b>			13	7	0	0	5	2	0	0	0	6	3	0	3	0	0	0	0
<b>Department % :</b>			100%	53.8%	0%	0%	38.5%	15.4%	0%	0%	0%	46.2%	23.1%	0%	23.1%	0%	0%	0%	0%

# : Manages more than one department

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**41 CFR Section 60-2.11 (c)**

**DEP\_1 : 511310 TELE-commutin**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
RSAS : Research Assistant	5	C02	3	1	0	0	1	0	0	0	0	2	0	0	2	0	0	0	0
<b>Department Totals :</b>			3	1	0	0	1	0	0	0	0	2	0	0	2	0	0	0	0
<b>Department % :</b>			100%	33.3%	0%	0%	33.3%	0%	0%	0%	0%	66.7%	0%	0%	66.7%	0%	0%	0%	0%

# : Manages more than one department

**DEP\_2 : 511321 NSF RUI Chara**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_Z3K0Y2 : Laboratory Technician	3	C01	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
<b>Department Totals :</b>			1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
<b>Department % :</b>			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	100%	0%	0%	0%	0%

# : Manages more than one department

**DEP\_3 : 511351 CSUDH Talent**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
ASSD : Associate Director	1.2	C02	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
PRGC : Program Coordinator	2	C02	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0

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**41 CFR Section 60-2.11 (c)**

**DEP\_3 : 511351 CSUDH Talent**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
PGDI : Program Director	1.2	C06	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department Totals :</b>			3	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department % :</b>			100%	100%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

# : Manages more than one department

**DEP\_4 : 511390 BLM CA PC&M**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
GRAA : Graduate Assistant	5	C02	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
LBAS : Lab Assistant	5	C02	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
<b>Department Totals :</b>			2	0	0	0	0	0	0	0	0	2	0	0	1	1	0	0	0
<b>Department % :</b>			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	50%	50%	0%	0%	0%

# : Manages more than one department

**DEP\_5 : 511401 Computer Scie**

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
SASS : Student Assistant	5	C01	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0

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## Workforce Analysis

41 CFR Section 60-2.11 (c)

### DEP\_5 : 511401 Computer Scie

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_RDDJYY : Assistant Professor	2	C04	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department Totals :</b>			2	2	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
<b>Department % :</b>			100%	100%	50%	0%	0%	50%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

# : Manages more than one department

### DEP\_6 : 511411 Improving Und

Job Code : Job Title	EEO	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
TUTO : Tutor	2	C01	4	2	0	0	2	0	0	0	0	2	1	0	1	0	0	0	0
<b>Department Totals :</b>			4	2	0	0	2	0	0	0	0	2	1	0	1	0	0	0	0
<b>Department % :</b>			100%	50%	0%	0%	50%	0%	0%	0%	0%	50%	25%	0%	25%	0%	0%	0%	0%

# : Manages more than one department

<b>Plan Totals :</b>	523	222	19	22	133	42	2	2	2	301	36	40	197	22	0	0	6
<b>Plan % :</b>	100%	42.4%	3.6%	4.2%	25.4%	8%	0.4%	0.4%	0.4%	57.6%	6.9%	7.6%	37.7%	4.2%	0%	0%	1.1%



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## Organizational Display

**511162 : Apple** (Total Employees: 13; 1WF / 2BF / 2HM / 7HF / 1AM)

| DIOO : Director Of Operation Stem - HF

|

**510505 : 2017 CSUDH GE** (Total Employees: 6; 1HM / 4HF / 1AF)

| PJDI : Project Director - HF

|

**510395 : Centinela Val** (Total Employees: 7; 2HM / 5HF)

| DIRC : Director - HF

|

**510633 : 2018 CSUDH GE** (Total Employees: 8; 1WF / 1BF / 2HM / 4HF)

| DIRC : Director - HM

|

**510475 : McNair Schola** (Total Employees: 5; 1WF / 1BF / 1HM / 2HF)

| PJDI : Project Director - HF

|

**510485 : Math Sci Upwa** (Total Employees: 8; 2BF / 3HM / 2HF / 1AF)

| PJDI : Project Director - AF

|

**511091 : CSUDH Student** (Total Employees: 6; 2HM / 4HF)

| PJDI : Project Director - HF

|

**DEP\_3 : 511351 CSUDH Talent** (Total Employees: 3; 3HM)

| PGDI : Program Director - HM

|

**510255 : STEM Scholars** (Total Employees: 34; 2WM / 3BM / 3BF / 18HM / 5HF / 2AM / 1IM)

| MSUP : Manager Stem Undergrad Program - HF

|

**510385 : LAUSD Upward** (Total Employees: 8; 2HM / 6HF)

| JOB\_K6H849 : Interim Project Director - HM

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## Organizational Display

|

**510883 : Jumpstart** (Total Employees: 1; 1HF)  
| PRMG : Program Manager - HF  
|

**510801 : High Precisio** (Total Employees: 1; 1WM)  
| PJDI : Project Director - WM  
|

**1104 : Foundation Exec** (Total Employees: 1; 1BF)  
| EXDI : Executive Director - BF  
|

**1101 : Foundation Cent** (Total Employees: 14; 1WM / 1WF / 1BM / 4BF / 1HM / 4HF / 1AM / 1AF)  
| JOB\_QRHTU9 : Chief Financial Officer - BF  
|

**8942 : G&N Payton Endo** (Total Employees: 2; 1WF / 1BM)  
| JOB\_K6H849 : Interim Project Director - BM  
|

**510611 : Identity Chan** (Total Employees: 3; 1BF / 2HM)  
| PJDI : Project Director - HM  
|

**4100 : Dining Services** (Total Employees: 2; 1HM / 1HF)  
| JOB\_GZTUZU : Commercial Services Manager - HM  
|

**511630 : Maternal Stre** (Total Employees: 1; 1AF)  
| PJDI : Project Director - AF  
|

**5937 : CSU Stem Collab** (Total Employees: 1; 1AM)  
| PJDI : Project Director - AM  
|

**511460 : Dept of State** (Total Employees: 5; 1BF / 1HM / 3HF)

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| CODI : Co Director - HM  
|  
**511610 : SLICE** (Total Employees: 9; 2WF / 2BF / 1HM / 2HF / 1AF / 1IM)  
| PRMG : Program Manager - HM  
|  
**511480 : A Longitudal** (Total Employees: 1; 1WF)  
| JOB\_CQS3DX : Principal Investigator - WF  
|  
**511191 : Cannabis Indu** (Total Employees: 6; 1WM / 1WF / 2BM / 1HF / 1AM)  
| PJDI : Project Director - BM  
|  
**510853 : REAL** (Total Employees: 50; 1WM / 8WF / 2BM / 4BF / 13HM / 12HF / 6AM / 3AF / 1TF)  
| PJDI : Project Director - AM  
|  
**8335 : CSU YMOC Consor** (Total Employees: 3; 1WF / 1BM / 1HM)  
| CODI : Co Director - BM  
|  
**8338 : CSU YMOC** (Total Employees: 1; 1BM)  
| CODI : Co Director - BM  
|  
**510791 : Leveraging a** (Total Employees: 2; 1WF / 1BF)  
| PJDI : Project Director - WF  
|  
**510425 : CSUDH RISE** (Total Employees: 14; 1BM / 2BF / 6HM / 3HF / 1AM / 1TM)  
| PGDI : Program Director - HM  
|  
**510993 : SPAD at CSUDH** (Total Employees: 4; 1WF / 1BF / 1HF / 1TM)  
| DIRC : Director - WF  
|

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**4300 : Dining Services** (Total Employees: 16; 4HM / 10HF / 2AM)

|    JOB\_SSL4ST : Kitchen Production Manager - HM

|

**4540 : Toro Take Out** (Total Employees: 8; 1BM / 2HM / 3HF / 1AM / 1AF)

|    JOB\_SSL4ST : Kitchen Production Manager - HM

|

**1107 : Foundation Post** (Total Employees: 3; 1BF / 2AF)

**2057 : Project Reach** (Total Employees: 22; 1BF / 3HM / 16HF / 1AM / 1TF)

**2108 : Centinela Valle** (Total Employees: 24; 1WF / 2BM / 1BF / 6HM / 9HF / 2AM / 1PM / 2TF)

**2109 : RISE** (Total Employees: 24; 1WF / 3BF / 5HM / 11HF / 2AM / 2AF)

**2110 : Project SELF** (Total Employees: 3; 1BM / 1HM / 1HF)

**4315 : University Cate** (Total Employees: 7; 1HM / 1HF / 5AM)

**4500 : Grab N Go I** (Total Employees: 6; 2HM / 2HF / 1AM / 1TF)

**4600 : CAMS** (Total Employees: 4; 1BM / 1HM / 1HF / 1AF)

**4700 : Union Grind Cof** (Total Employees: 11; 3HM / 6HF / 2AM)

**4720 : DH Sports Loung** (Total Employees: 5; 1WF / 1BM / 1HM / 1HF / 1AM)

**4800 : Commercial Film** (Total Employees: 1; 1AM)

**510211 : PE of MS Hype** (Total Employees: 1; 1WM)

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**510401 : RUI** (Total Employees: 4; 1WF / 2HM / 1HF)

**510435 : Jefferson Upw** (Total Employees: 5; 2HM / 3HF)

**510504 : 2017 CSUDH GEAR UP** (Total Employees: 3; 3HF)

**510643 : CSU LSAMP 202** (Total Employees: 1; 1HF)

**510663 : Alliance: CAH** (Total Employees: 1; 1HM)

**510681 : Replication o** (Total Employees: 6; 1BM / 4HM / 1AM)

**510714 : CSMP Every Student Succeeds Adt** (Total Employees: 1; 1HF)

**510761 : PrEP-Talk** (Total Employees: 1; 1WM)

**510811 : AMERICORPS/JU** (Total Employees: 1; 1HF)

**510831 : CNS Core** (Total Employees: 5; 1WM / 2HM / 1AM / 1AF)

**510842 : Transfer to S** (Total Employees: 1; 1HF)

**510843 : TTS** (Total Employees: 5; 5HF)

**510871 : Creative Cali** (Total Employees: 5; 1HM / 3HF / 1AF)

**510901 : Violence Inte** (Total Employees: 2; 2HF)

**510971 : CHER - Instit** (Total Employees: 1; 1WM)

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**511010 : Master Teacher** (Total Employees: 5; 3WM / 2HF)

**511020 : CA Freight Sy** (Total Employees: 3; 1WM / 1HM / 1AM)

**511030 : Hybrid Approa** (Total Employees: 3; 1WM / 2WF)

**511082 : CalSWEC Title** (Total Employees: 2; 1HF / 1AM)

**511101 : CSUDH Veteran** (Total Employees: 2; 1HF / 1AM)

**511151 : Design Thinki** (Total Employees: 1; 1HM)

**511270 : CSU Students** (Total Employees: 1; 1WF)

**511370 : Apple Community Education Init (CISE)** (Total Employees: 2; 1HM / 1HF)

**511431 : CSUDH-Compton** (Total Employees: 27; 1WF / 1BM / 3BF / 5HM / 14HF / 2AF / 1PM)

**511441 : CalFresh Outr** (Total Employees: 1; 1HF)

**511451 : CSUDH-Hawthor** (Total Employees: 5; 1WF / 1BF / 1HM / 2HF)

**511471 : CSUDH Talent** (Total Employees: 2; 1HM / 1HF)

**511510 : Enviro Impact** (Total Employees: 2; 2HM)

**511560 : CSULB CISE** (Total Employees: 2; 1AM / 1AF)

**511720 : CSU Trans Res** (Total Employees: 1; 1HM)

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**511751 : Discovery of** (Total Employees: 1; 1BM)

**8020 : CAREER CENTER** (Total Employees: 2; 1BF / 1HF)

**8099 : Lab School - Fa** (Total Employees: 1; 1HM)

**8110 : MSA Angell Foun** (Total Employees: 1; 1HM)

**8235 : EFA Faculty Leg** (Total Employees: 2; 1WF / 1HM)

**8297 : CAH Dean's Fund** (Total Employees: 1; 1AM)

**8308 : Campus Urban Fa** (Total Employees: 1; 1HM)

**8309 : College of Edu** (Total Employees: 1; 1HM)

**8313 : Getty Foundatio** (Total Employees: 1; 1BF)

**8340 : Athletics** (Total Employees: 3; 1WF / 1HF / 1TF)

**8341 : University Art Gallery** (Total Employees: 1; 1HF)

**8350 : Soccer/Athletics** (Total Employees: 2; 2HM)

**8360 : SOFTBALL** (Total Employees: 1; 1HF)

**8377 : Mellon Mays Und** (Total Employees: 3; 1WM / 1HM / 1AF)

**8400 : Resilience Inve** (Total Employees: 2; 2HF)

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**Organizational Display**

**8402 : Prologis - Basi** (Total Employees: 3; 1BF / 2HF)

**8407 : Haynes Fdn Gran** (Total Employees: 2; 1WM / 1BF)

**8551 : Friends Of The** (Total Employees: 1; 1HF)

**8626 : CNBS - Faculty** (Total Employees: 3; 1WF / 2HF)

**8820 : Osher Lifelong** (Total Employees: 1; 1HF)

**8831 : Pritzker Fos Ca** (Total Employees: 2; 1BM / 1HF)

**9000 : SBWIB** (Total Employees: 1; 1WM)

**9044 : Passport Facili** (Total Employees: 7; 1HM / 4HF / 1AM / 1AF)

**9949 : CSI3 Funds** (Total Employees: 13; 3WF / 5HM / 3HF / 2AM)

**DEP\_1 : 511310 TELE-commutin** (Total Employees: 3; 1HM / 2HF)

**DEP\_2 : 511321 NSF RUI Chara** (Total Employees: 1; 1HF)

**DEP\_4 : 511390 BLM CA PC&M** (Total Employees: 2; 1HF / 1AF)

**DEP\_5 : 511401 Computer Scie** (Total Employees: 2; 1WM / 1AM)

**DEP\_6 : 511411 Improving Und** (Total Employees: 4; 1WF / 2HM / 1HF)



## **JOB GROUPS**

### **Job Group Determination**

Three rules will be followed in defining job groups.

1. Job groups will be composed of one or more jobs having similar content, wage rate, and opportunities for advancement.
  - a. Content relates to the duties of the job, skills, expertise and knowledge required to do the job. The job duties performed are similar in nature.
  - b. Wages are examined in conjunction with job content.
  - c. Opportunity is defined as the ability to take advantage of similar training opportunities, transfers, promotions, mobility to desirable wage and/or salary situations and other employment benefits.
2. Jobs with clearly different utilization patterns will not be grouped together.
3. Job groups will relate to data on availability.

## **JOB GROUP ANALYSIS**

The job group analysis shows the job groups, and current job titles within each group that are used by the Company in conjunction with this Affirmative Action Program. Jobs have been grouped into seven (7) EEO job categories.

- 1.1 Executive/Senior Level Officials and Managers
- 1.2 First/Mid Level Officials and Managers
- 2 Professionals
- 3 Technicians
- 5 Administrative Support Workers
- 8 Laborers and Helpers
- 9 Service Workers

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## Job Group Analysis

41 CFR Section 60-2.12-13

### 1.1 : Executive/Senior Level Officials and Managers

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
CNTR : Controller	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
CODI : Co Director	3	0	2	1	0	0	0	0	1	0	0	1	0	0	0	0
DIOO : Director Of Operation Stem	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
EXDI : Executive Director	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
JOB_72MADZ : Director of Procurement	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
JOB_LN4S2C : Business Systems Manager	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
JOB_QRHTU9 : Chief Financial Officer	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
JOB_YSY2YI : Chief Human Resources Officer	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
MSUP : Manager Stem Undergrad Program	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
<b>Job Group Totals :</b>	4	1	2	1	0	0	0	0	8	1	4	3	0	0	0	0
<b>Job Group Percentages :</b>	33.3%	8.3%	16.7%	8.3%	0%	0%	0%	0%	66.7%	8.3%	33.3%	25%	0%	0%	0%	0%

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## Job Group Analysis

41 CFR Section 60-2.12-13

### 1.2 : First/Mid-Level Officials and Managers

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
ASSD : Associate Director	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
DIRC : Director	1	0	0	1	0	0	0	0	2	1	0	1	0	0	0	0
JOB_CQS3DX : Principal Investigator	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
JOB_EOYG4V : Co-PI	1	0	0	0	0	1	0	0	2	1	1	0	0	0	0	0
JOB_GZTUZU : Commercial Services Manager	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
JOB_K6H849 : Interim Project Director	2	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
JOB_SSL4ST : Kitchen Production Manager	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0
PGDI : Program Director	2	0	0	2	0	0	0	0	1	0	0	1	0	0	0	0
PJDI : Project Director	5	1	1	1	2	0	0	0	7	2	0	3	2	0	0	0
PRMG : Program Manager	1	0	0	1	0	0	0	0	3	0	2	1	0	0	0	0
<b>Job Group Totals :</b>	16	1	2	10	2	1	0	0	16	5	3	6	2	0	0	0
<b>Job Group Percentages :</b>	50%	3.1%	6.2%	31.2%	6.2%	3.1%	0%	0%	50%	15.6%	9.4%	18.8%	6.2%	0%	0%	0%

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## Job Group Analysis

**41 CFR Section 60-2.12-13**

### 2 : Professionals

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
AACT : Accountant	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
ACCO : Academic Coordinator	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
ACCS : Accounts Payable Specialist	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
ADM2 : Academic Coach	2	0	0	2	0	0	0	0	9	1	0	8	0	0	0	0
ADVI : Advisor	1	0	0	0	1	0	0	0	5	0	0	5	0	0	0	0
ASCP : Associate Professor	3	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0
COCH : Coach	1	0	0	1	0	0	0	0	4	1	0	2	0	0	0	1
CVTT : Centinela Valley Toro Tutors	11	0	2	6	2	0	1	0	13	1	1	9	0	0	0	2
ENIN : English Instructor	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
FABC : Fab Lab Coordinator	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
FACA : Faculty Advisor	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
FACM : Faculty Mentor	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
FCLT : Facilitator	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
FLTC : Fab Lab Tech II	2	0	0	2	0	0	0	0	1	0	0	1	0	0	0	0
FLTT : Fab Lab Tech III	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
ISTR : Instructor	5	0	1	3	1	0	0	0	4	0	2	2	0	0	0	0
JOB_2CEQWB : Consultant	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
JOB_8BFNAA : Academic Tutor	2	0	0	1	1	0	0	0	3	0	0	3	0	0	0	0
JOB_D27FWC : Accounts Specialist	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_DTKHNL : Fab Lab Tech I	10	1	1	6	2	0	0	0	8	0	2	5	1	0	0	0
JOB_F1IOE6 : Teaching Artist	1	0	0	1	0	0	0	0	3	0	0	2	1	0	0	0
JOB_F8CKNR : Peer Mentor	0	0	0	0	0	0	0	0	2	0	1	1	0	0	0	0
JOB_FOW8LG : Guest Speaker	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
JOB_GNTJP6 : NGSS Training Facilitator	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_ISDKFQ : Marketing & Production Coord.	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0

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## Job Group Analysis

**41 CFR Section 60-2.12-13**

### 2 : Professionals

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_KR01QM : Senior Front-End Web Developer	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_KWEBDV : Post Award Analyst	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
JOB_LD2LLT : Science Instruct. Specialist	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
JOB_LZABYO : Project SELF Tutor	2	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
JOB_MTBKD2 : Student Advisor	0	0	0	0	0	0	0	0	3	0	0	3	0	0	0	0
JOB_NWPWZM : Post Award Analyst III	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
JOB_RDDJYY : Assistant Professor	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0	0
JOB_RNPDBQ : Content Expert	4	2	0	1	1	0	0	0	2	1	0	1	0	0	0	0
JOB_S3KNRG : Math Instructor	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
JOB_S69LOE : Graphic Artist	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_UM6TRS : Barista	5	0	0	3	2	0	0	0	4	0	0	4	0	0	0	0
JOB_UU5JVQ : Lead Teacher	1	0	0	1	0	0	0	0	1	0	1	0	0	0	0	0
JOB_WCQBFM : AVID Trainer	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_WJITXV : Computer Scholar	0	0	0	0	0	0	0	0	3	2	0	1	0	0	0	0
JOB_XAHZKF : Faculty Expert	2	2	0	0	0	0	0	0	2	1	1	0	0	0	0	0
JOB_YTPPQS : Professor	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LCDD : Lead Creative Designer	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
MENT : Mentor	2	0	1	1	0	0	0	0	4	2	0	2	0	0	0	0
PAA2 : Post Award Analyst li	0	0	0	0	0	0	0	0	2	0	1	0	1	0	0	0
PGAS : Program Assistant	9	0	0	9	0	0	0	0	12	1	0	9	2	0	0	0
PRCH : Project Reach Tutor	3	0	0	3	0	0	0	0	19	0	1	17	0	0	0	1
PRGC : Program Coordinator	5	0	1	4	0	0	0	0	15	1	2	12	0	0	0	0
RIMT : Rise Math Tutor	8	0	0	5	3	0	0	0	16	1	3	10	2	0	0	0
STAC : Staff Accountant	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
TEAC : Teacher	2	0	0	1	0	0	1	0	8	2	1	3	2	0	0	0

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Job Group Analysis

41 CFR Section 60-2.12-13

2 : Professionals

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
TUTO : Tutor	8	0	0	7	1	0	0	0	3	1	0	2	0	0	0	0
Job Group Totals :	102	9	8	63	19	0	2	1	162	19	18	109	12	0	0	4
Job Group Percentages :	38.6%	3.4%	3%	23.9%	7.2%	0%	0.8%	0.4%	61.4%	7.2%	6.8%	41.3%	4.5%	0%	0%	1.5%

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Job Group Analysis

41 CFR Section 60-2.12-13

3 : Technicians

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_Z3K0Y2 : Laboratory Technician	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
Job Group Totals :	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
Job Group Percentages :	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	100%	0%	0%	0%	0%



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## Job Group Analysis

**41 CFR Section 60-2.12-13**

### 5 : Administrative Support Workers

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
ACPA : Archive Processing Assistant	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
ADMA : Administrative Assistant	1	1	0	0	0	0	0	0	6	1	2	3	0	0	0	0
ASDR : Assistant To The Director	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
GRAA : Graduate Assistant	0	0	0	0	0	0	0	0	2	0	1	0	1	0	0	0
HRAS : Human Resources Assistant	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
HRCO : Hr Coordinator	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
INTE : Intern	21	2	2	14	2	1	0	0	3	0	3	0	0	0	0	0
JCRE : Justice Corp Representative	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_2W6JVA : Admin Assistant	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_5J0CZG : MSA Graduate Coordinator	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
JOB_DTF5B8 : Elementary Edu. Specialist	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
JOB_DXFUIE : Archives Assistant	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
JOB_FDWOPL : Office Assistant	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_GH6ADI : Dining Office Administrator	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_JR17Y8 : I T Assistant	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
JOB_KKDKER : Passport Clerk	1	0	0	0	1	0	0	0	4	0	0	3	1	0	0	0
JOB_M1FSYJ : Hr Generalist	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_NJACVT : Social Media Assistant	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_ONR2RL : Teachers Assistant	3	0	0	2	1	0	0	0	0	0	0	0	0	0	0	0
JOB_OX3MFP : Administrator LS CTA	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_RLRFCW : Coordinator	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_SPUSWH : CalFresh Food Coordinator	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_TEGXOM : Program Advisor	1	0	0	0	1	0	0	0	1	0	0	1	0	0	0	0
JOB_TOWHKV : Spc Stem Undergrad Adm Recr	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_U8IGMC : Graduate Mentor	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0

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## Job Group Analysis

**41 CFR Section 60-2.12-13**

### 5 : Administrative Support Workers

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_UHGXL : Program Support Specialis	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0
JOB_VDJ9RO : Grants Student Assistant	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
JOB_VSPYUF : Undergrad Program Assist	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_WPGFXC : Exec. Asst. to ED & B Relation	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
LBAS : Lab Assistant	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
PRAR : Project Archivist	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
PRCI : Program Coordinator li	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
PRGM : Program Specialist	2	0	0	2	0	0	0	0	2	0	0	2	0	0	0	0
PRJC : Project Coordinator	2	0	0	1	1	0	0	0	3	0	0	3	0	0	0	0
PROS : Program Support	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
PYAD : Payroll Administrator	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
RSAS : Research Assistant	15	2	1	11	1	0	0	0	11	1	1	8	1	0	0	0
SASS : Student Assistant	11	1	1	7	2	0	0	0	20	0	4	15	1	0	0	0
SLSL : Stem Lab School Lead	7	0	1	5	1	0	0	0	15	6	2	5	1	0	0	1
SRAS : Student Research Assistant	6	0	1	4	0	0	0	1	2	0	1	1	0	0	0	0
<b>Job Group Totals :</b>	<b>78</b>	<b>8</b>	<b>7</b>	<b>50</b>	<b>11</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>90</b>	<b>10</b>	<b>15</b>	<b>58</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Job Group Percentages :</b>	<b>46.4%</b>	<b>4.8%</b>	<b>4.2%</b>	<b>29.8%</b>	<b>6.5%</b>	<b>0.6%</b>	<b>0%</b>	<b>0.6%</b>	<b>53.6%</b>	<b>6%</b>	<b>8.9%</b>	<b>34.5%</b>	<b>3.6%</b>	<b>0%</b>	<b>0%</b>	<b>0.6%</b>

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Job Group Analysis

41 CFR Section 60-2.12-13

8 : Laborers and Helpers

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
JOB_EZCQ21 : Campus Dining Utility	2	0	0	1	1	0	0	0	2	0	0	2	0	0	0	0
JOB_NKST26 : Utility / Prep Lead	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Job Group Totals :	3	0	0	2	1	0	0	0	2	0	0	2	0	0	0	0
Job Group Percentages :	60%	0%	0%	40%	20%	0%	0%	0%	40%	0%	0%	40%	0%	0%	0%	0%

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## Job Group Analysis

**41 CFR Section 60-2.12-13**

### 9 : Service Workers

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
COOK : Cook	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
JOB_4RZE10 : Banquet Service Supervisor	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_7E2J4Q : Cashier	7	0	2	4	1	0	0	0	8	0	0	6	2	0	0	0
JOB_B3ARM7 : Campus Dining Server	0	0	0	0	0	0	0	0	2	0	0	2	0	0	0	0
JOB_BR7RSM : C-Store Supervisor	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
JOB_C09A3A : Senior Retail Operation Super.	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
JOB_EMXT8S : Campus Dining Lead	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_HWEEWB : PM Retail Operations Sup.	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_IFHM0Q : Catering Server	6	0	0	0	6	0	0	0	1	0	0	1	0	0	0	0
JOB_IH3PPF : Cook II	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
JOB_IHGJQE : CD Retail & Catering Superviso	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
JOB_JP80PM : Cook III	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_P0XI4J : Cook 1	0	0	0	0	0	0	0	0	4	0	0	4	0	0	0	0
JOB_PCYCKK : Coffee Shop Supervisor	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
JOB_U6JBX9 : Sous Chef	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
JOB_U85FMJ : CD Service Staff - PT	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
ROSV : Retail Operations Supervisor 2	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
<b>Job Group Totals :</b>	19	0	3	7	9	0	0	0	22	1	0	18	2	0	0	1
<b>Job Group Percentages :</b>	46.3%	0%	7.3%	17.1%	22%	0%	0%	0%	53.7%	2.4%	0%	43.9%	4.9%	0%	0%	2.4%
<b>Plan Totals :</b>	222	19	22	133	42	2	2	2	301	36	40	197	22	0	0	6
<b>Plan Percentages :</b>	42.4%	3.6%	4.2%	25.4%	8%	0.4%	0.4%	0.4%	57.6%	6.9%	7.6%	37.7%	4.2%	0%	0%	1.1%

## **LINES OF PROGRESSION**

The Foundation has established both formal and informal lines of progression within most job categories and some of these are listed on the following pages according to job families.

Normally, it is the policy of the Foundation to ensure that management and non-management employees are provided with ample opportunity for career growth through internal transfers and promotion opportunities.

Since the majority of the positions under the direction of the Foundation are involved with grants from various agencies, lines of progressions are not applicable in most positions. Not all positions are available during the year.

The Foundation has an Educational Fee Reimbursement Program implemented on January 1, 2003, in order to provide educational benefits to Foundation employees that are comparable to California State University employee benefits. All eligible full-time Regular Salaried and Benefited Employees of the Foundation who have at least 6 months of full-time service may enroll in a maximum of two (2) courses or six (6) units, whichever is greater, per term, in any campus of the California State University system. The Foundation will reimburse the employee for certain direct costs associated with the two courses or six units. In addition, eligible employees may transfer their fee reimbursement benefit to a spouse, dependent child or domestic partner.

**SECTION V**  
**AVAILABILITY AND UTILIZATION ANALYSIS**  
**41 CFR Section 60-2.14**

Availability is an estimate of the number of qualified minorities or women available for employment in a given job group, expressed as a percentage of all qualified persons available for employment in the job group. The purpose of the availability determination is to establish a benchmark against which the demographic composition of our incumbent workforce can be compared in order to determine whether barriers to equal employment opportunity may exist within particular job groups.

The Foundation analyzed potential sources of applicants and employees to determine the availability of minorities and females in each job group. Availability is an estimate of the number of minorities or women in the Foundation's internal work force and external recruitment areas who have the skills required for the jobs in a specific job group. This analysis is important because it indicates the level that minorities and females might be expected to be represented in a job group assuming that all qualified individuals are interested and willing to work for the Foundation and all employment decisions are made without regard to race or sex.

California State University Dominguez Hills Foundation has separately determined the availability of minorities and women for each job group. To determine availability, the Foundation has considered the following factors:

1. The percentage of minorities or women with requisite skills in the reasonable recruitment area. The reasonable recruitment area is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question. 41 C.F.R. 60-2.14(c)(1).

The Foundation has chosen to break this factor down into three subcategories to more clearly identify the rationale behind this recruitment factor. 41 C.F.R. Section 60-2.14(e) states that, "For each job group, the reasonable recruitment area must be identified, with a brief explanation of the rationale for selection of that recruitment area."

Factor 1a considers the percent of women and minorities with requisite skills in a local recruitment area. The decennial census data is used in compliance with OFCCP guidelines to satisfy the most current information "available."

Factor 1b considers the percent of women and minorities with requisite skills outside the local recruitment area. The decennial census data is used in compliance with OFCCP guidelines satisfy the most current information "available."

Factor 1c considers the percentage of women and minorities in schools and training institutions where the contractor might reasonably recruit.

2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees within the contractor's organization who could, with appropriate training that the contractor is reasonably able to provide, become promotable or transferable during the AAP year. 41 C.F.R. 60-2.14(c)(2).

We have chosen to break down this second factor into two subcategories to more clearly identify the rationale behind this recruitment factor.

Factor 2a considers the percentage of women and minorities promotable and transferable within the contractor's organization.

Factor 2b considers the percentage of women and minorities trainable within the contractor's organization who could, with appropriate training which the contractor is reasonably able to provide, become promotable or transferable during the AAP year.

3. An additional third factor may be utilized in those job groups where the first two factors do not adequately describe availability for a job group. Often times this will be applicant flow data, but a description of any third factor used is noted on the Availability Analysis report.

The Foundation recognizes that demographic data constantly changes. Currently, the primary source of demographic data is the 2014 – 2018 Worksite American Community Survey (ACS) Tabulation released by the U.S. Census Bureau in November 2021. This source is used by other employers and government agencies, including those agencies responsible for ensuring that employers with affirmative action obligations are complying with those obligations.

### **Availability Computations**

In determining availability, the various factors considered must be given realistic weight. This means that the factors which consider requisite skills, i.e., those skills that make a person eligible for consideration for employment in a job, will be given the most weight. Thus, the weight placed upon each factor will vary from job group to job group.

The Foundation's local labor market area is Los Angeles County, California. In general, the Foundation's recruiting area varies depending upon the job group and, in each case, the recruiting area used in the availability analysis is identified for each job group.

It is also pertinent to note that the availability information provided by the State Department of Labor and the United States Census Bureau does not reflect the availability by job titles or job groups in non-profit education and grant making foundations, but is rather broadly categorized. Furthermore, it is not possible to determine with any precision the skills or abilities possessed by minority and females in the work force so as to determine whether the particular classifications in the statistical data compare with the classifications that the Foundation has placed employees in EE0-1 reporting or in grouping jobs by similar content, wage rates and opportunities. Consequently, the Foundation's analysis of utilization, availability and the establishment of goals may not present the true picture, particularly with consideration to external considerations.

The following availability calculations were based upon the Two Standard Deviations Test.



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Availability Analysis

41 CFR Section 60-2.14

1.1 : Executive/Senior Level Officials and Managers

	Weight %	Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More	
		Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %
Census Area <sup>1</sup>	60%	36.0%	21.6%	46.5%	27.9%	5.5%	3.3%	20.9%	12.5%	17.3%	10.4%	0.2%	0.1%	0.1%	0.1%	2.6%	1.6%
Promotable <sup>2</sup>	40%	54.5%	21.8%	81.8%	32.7%	25.0%	10.0%	45.5%	18.2%	9.1%	3.6%	2.3%	0.9%	0.0%	0.0%	0.0%	0.0%
<b>Results</b>																	
<b>Total Net Availability</b>		<b>43.4%</b>		<b>60.6%</b>		<b>13.3%</b>		<b>30.7%</b>		<b>14.0%</b>		<b>1.0%</b>		<b>0.1%</b>		<b>1.6%</b>	

<sup>1</sup> 2014-2018 American Community Survey (1W-Worksite) --> 05000US06037 : Los Angeles County, California

<sup>2</sup> Internal promotions are from all jobs within job groups 1.1 and 1.2.

The Company has used the term 'Availability' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of the Affirmative Action Program and in no way suggest any wrongdoing by the Company.

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**Availability Analysis**  
**41 CFR Section 60-2.14**

**1.2 : First/Mid-Level Officials and Managers**

	Weight %	Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More	
		Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %
Census Area <sup>1</sup>	60%	34.5%	20.7%	45.9%	27.5%	5.0%	3.0%	20.3%	12.2%	17.8%	10.7%	0.1%	0.1%	0.1%	0.1%	2.6%	1.6%
Promotable <sup>2</sup>	40%	60.1%	24.0%	88.5%	35.4%	10.5%	4.2%	63.5%	25.4%	11.8%	4.7%	0.3%	0.1%	0.7%	0.3%	1.7%	0.7%
<b>Results</b>																	
<b>Total Net Availability</b>			<b>44.7%</b>		<b>62.9%</b>		<b>7.2%</b>		<b>37.6%</b>		<b>15.4%</b>		<b>0.2%</b>		<b>0.4%</b>		<b>2.3%</b>

<sup>1</sup> 2014-2018 American Community Survey (1W-Worksite) --> 05000US06037 : Los Angeles County, California

<sup>2</sup> Internal promotions are from all jobs within job groups 1.2 and 2.

*The Company has used the term 'Availability' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of the Affirmative Action Program and in no way suggest any wrongdoing by the Company.*

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Availability Analysis

41 CFR Section 60-2.14

2 : Professionals

	Weight %	Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More	
		Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %
Census Area <sup>1</sup>	60%	60.1%	36.1%	61.0%	36.6%	8.1%	4.9%	32.7%	19.6%	16.9%	10.1%	0.1%	0.1%	0.1%	0.1%	3.1%	1.9%
Promotable <sup>2</sup>	40%	58.3%	23.3%	89.4%	35.8%	11.1%	4.4%	64.8%	25.9%	11.1%	4.4%	0.2%	0.1%	0.5%	0.2%	1.6%	0.6%
<b>Results</b>																	
<b>Total Net Availability</b>		<b>59.4%</b>		<b>72.4%</b>		<b>9.3%</b>		<b>45.5%</b>		<b>14.5%</b>		<b>0.2%</b>		<b>0.3%</b>		<b>2.5%</b>	

<sup>1</sup> 2014-2018 American Community Survey (1W-Worksite) --> 05000US06037 : Los Angeles County, California

<sup>2</sup> Internal promotions are from all jobs within job groups 2 and 5.

The Company has used the term 'Availability' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of the Affirmative Action Program and in no way suggest any wrongdoing by the Company.

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Availability Analysis

41 CFR Section 60-2.14

3 : Technicians

	Weight %	Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More	
		Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %
Census Area <sup>1</sup>	60%	41.4%	24.8%	68.5%	41.1%	5.2%	3.1%	35.8%	21.5%	22.1%	13.3%	0.3%	0.2%	0.5%	0.3%	4.7%	2.8%
Promotable <sup>2</sup>	40%	53.8%	21.5%	89.3%	35.7%	13.0%	5.2%	64.5%	25.8%	10.1%	4.0%	0.6%	0.2%	0.0%	0.0%	1.2%	0.5%
<b>Results</b>																	
<b>Total Net Availability</b>		<b>46.3%</b>		<b>76.8%</b>		<b>8.3%</b>		<b>47.3%</b>		<b>17.3%</b>		<b>0.4%</b>		<b>0.3%</b>		<b>3.3%</b>	

<sup>1</sup> 2014-2018 American Community Survey (1W-Worksite) --> 05000US06037 : Los Angeles County, California

<sup>2</sup> Internal promotions are from all jobs within job groups 3 and 5.

The Company has used the term 'Availability' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of the Affirmative Action Program and in no way suggest any wrongdoing by the Company.

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**Availability Analysis**  
**41 CFR Section 60-2.14**

**5 : Administrative Support Workers**

		Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More	
	Weight %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %
Census Area <sup>1</sup>	60%	73.0%	43.8%	70.7%	42.4%	9.2%	5.5%	45.7%	27.4%	13.1%	7.9%	0.2%	0.1%	0.2%	0.1%	2.2%	1.3%
Promotable <sup>2</sup>	40%	53.6%	21.4%	89.3%	35.7%	13.1%	5.2%	64.3%	25.7%	10.1%	4.0%	0.6%	0.2%	0.0%	0.0%	1.2%	0.5%
<b>Results</b>																	
<b>Total Net Availability</b>			<b>65.2%</b>		<b>78.1%</b>		<b>10.7%</b>		<b>53.1%</b>		<b>11.9%</b>		<b>0.3%</b>		<b>0.1%</b>		<b>1.8%</b>

<sup>1</sup> 2014-2018 American Community Survey (1W-Worksite) --> 05000US06037 : Los Angeles County, California

<sup>2</sup> Internal promotions are from all jobs within job group 5.

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8 : Laborers and Helpers

	Weight %	Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More	
		Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %
Census Area <sup>1</sup>	60%	26.1%	15.7%	88.0%	52.8%	3.5%	2.1%	73.0%	43.8%	9.5%	5.7%	0.4%	0.2%	0.0%	0.0%	1.6%	1.0%
Promotable <sup>2</sup>	40%	52.2%	20.9%	97.8%	39.1%	6.5%	2.6%	63.0%	25.2%	26.1%	10.4%	0.0%	0.0%	0.0%	0.0%	2.2%	0.9%
<b>Results</b>																	
<b>Total Net Availability</b>		<b>36.6%</b>		<b>91.9%</b>		<b>4.7%</b>		<b>69.0%</b>		<b>16.1%</b>		<b>0.2%</b>		<b>0.0%</b>		<b>1.9%</b>	

<sup>1</sup> 2014-2018 American Community Survey (1W-Worksite) --> 05000US06037 : Los Angeles County, California

<sup>2</sup> Internal promotions are from all jobs within job groups 8 and 9.

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Availability Analysis

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9 : Service Workers

	Weight %	Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More	
		Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %
Census Area <sup>1</sup>	60%	51.7%	31.0%	85.2%	51.1%	5.4%	3.2%	64.6%	38.8%	13.1%	7.9%	0.2%	0.1%	0.1%	0.1%	1.9%	1.1%
Promotable <sup>2</sup>	40%	53.7%	21.5%	97.6%	39.0%	7.3%	2.9%	61.0%	24.4%	26.8%	10.7%	0.0%	0.0%	0.0%	0.0%	2.4%	1.0%
<b>Results</b>																	
<b>Total Net Availability</b>		<b>52.5%</b>		<b>90.1%</b>		<b>6.1%</b>		<b>63.2%</b>		<b>18.6%</b>		<b>0.1%</b>		<b>0.1%</b>		<b>2.1%</b>	

<sup>1</sup> 2014-2018 American Community Survey (1W-Worksite) --> 05000US06037 : Los Angeles County, California

<sup>2</sup> Internal promotions are from all jobs within job group 9.

The Company has used the term 'Availability' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of the Affirmative Action Program and in no way suggest any wrongdoing by the Company.

**SECTION VI**  
**IDENTIFICATION OF PROBLEM AREAS**  
**41 C.F.R. Section 60-2.17(b)**

The California State University Dominguez Hills Foundation conducts an annual in-depth analysis of the following factors, both by organizational unit and by job group.

1. Composition of the work force
2. Composition of applicant flow
3. The total selection processes
4. Promotion and transfer practices
5. Formal and informal training activities
6. Foundation-sponsored activities
7. Seniority practices
8. Technical phases of compliance.

**Composition of the Work Force**

The Foundation's work force fluctuates during the year depending upon various events and programs coordinated with the University. As of July 1, 2022, the Foundation's work force – those employees on the Foundation's payroll - consisted of 523 employees. The composition of the Foundation's current work force, by sex and race for all jobs in each department, is shown in the Work Force Analysis. A summary of this work force is as follows:

<b>Total employees</b>		<b>523</b>
Females:	Total female employees	301
	Percent female employees	58%
Minorities:	Total minority employees	468
	Percent minority employees	89%

The Foundation is proud of its high representation of minorities and females in its workforce. Individual minority groups in the Foundation's workforce show: Blacks: 12%, Hispanics: 63%, Asians: 12%; Native American Indians: .40%; Pacific Islander/Native Hawaiian: .40% and Two or More Races: 2%. The Foundation's work force is constantly being monitored and good faith efforts are used to actively target qualified females and minorities to its work force.

The Foundation is unique in that grants and programs are given/earned by specific individuals who are given the grants or have developed and implemented the special programs under the auspice of the Foundation. Faculty members, especially, are included in this category. This is taken into consideration when evaluating the Foundation's



selection process. Also, the majority of employees in the Professionals and Administrative Support Workers are faculty and students from the University who fill the various positions for events and projects. The Foundation also has Dining Services under its jurisdiction. The Foundation is very proud of its very diverse population.

### **Composition of Applicant Flow**

The primary purpose of keeping a log of applicants is to determine whether the percentage of minorities and females applying for positions with the Foundation is similar to the availability of minorities and females in the population from which the Foundation draws its work force. This information can also assist the Foundation in determining whether any of its recruiting sources is discriminating in their method of making referrals. A summary of the applicant data is shown below:

Total applicants		1,545
Females:	Total female applicants	982
	Percent female applicants	64%
Minorities:	Total minority applicants	1,358
	Percent minority applicants	88%

The percentage of minority and female applicants exceeds the availability of minorities and females in the Los Angeles County's civilian labor force. There were applicants in the Executive/Senior Level Officials and Managers, First/Mid Level Officials and Managers, Professionals, Administrative Support Workers, Laborers and Helpers and Service Workers job groups.

### **Total Selection Process**

The number of hires in each job group, by sex and race, during the previous plan year is shown in the Support Data, in this Section, following this written analysis. A summary of the hiring profile for the year proceeding the current plan year is shown below:

Total hires/rehires		424
Minorities:	Total female hires/rehires	232
	Percent female hires/rehires	55%
Females:	Total minority hires/rehires	389
	Percent minority hires/rehires	92%

Hires took place in all of the Foundation's job groups. The Foundation's selection process has been determined to not result in a problem for minorities and females due to

the high applicant rate for minorities and females. Also, the majority of hires were rehires for various University events, programs and grants. In addition, the majority of grants given are based upon specific individuals performing the functions of the grant. This may have an impact on the selection rate. Also, there were a number of applicants (197) with no designation as to gender and/or race. The Foundation will inquire as to those applicants who choose not to respond to the gender and race statements.

Specific aspects of the selection process are discussed below.

1. Position Descriptions: Currently, position descriptions are being prepared according to CSU procedures to make sure that the titles are nondiscriminatory, and that the desired experience, skills and education appear to be reasonably job-related.
2. Application Form: The Foundation periodically reviews its application form to ensure that it does not contain any discriminatory questions. All applicants are requested to voluntarily provide information regarding their minority and/or sex. This information is used to develop applicant flow data, and is maintained in a confidential manner separate from the individual's personnel file, if the applicant is hired. All applications will be maintained for two (2) years.
3. Advertising: California State University Dominguez Hills Foundation advertises its position openings in local newspapers generally considered to be of widespread circulation, as well as newspapers and professional publications in larger geographical areas, if the position warrants it. All advertising includes an indication that the Foundation is an equal employment opportunity/affirmative action employer. Prior to placement, advertising is reviewed to ensure that it does not contain discriminatory statements.
4. Listing of Positions: The Foundation regularly lists its open positions with the local office of the California Employment Development Department (EDD) and targeted minority and female professional organizations.
5. Internal Posting of Positions: Position openings are listed on California State University Dominguez Hills Foundation and University bulletin boards and the University's website, accessible to all employees and applicants. Employees are advised of the locations of these listings and encouraged to apply for promotion or transfer opportunities, and an open-door policy exists to facilitate career development.
6. Personnel Files: Each employee is encouraged to maintain and regularly update the information regarding their qualifications, education and experience. This information is maintained in each employee's personnel file. When a position opening occurs, these files may be used to determine if any current employees are available to fill the position.
7. Employee Referrals: The Foundation encourages current employees to refer qualified applicants, including females and minorities.

8. Interview Procedures: California State University Dominguez Hills Human Resources Department prescreens applicants to ensure that they meet the minimum requirements contained on the requisition. Applicants who meet these requirements are then interviewed prior to the final hiring decision. Interviewers are trained in how to conduct an interview consistent with equal employment opportunity and affirmative action principles. The Interview Evaluation form documents reasons why applicants are not hired.
9. Testing: California State University Dominguez Hills Foundation does not administer any tests in connection with its hiring procedures, other than job-related tests.

### **Promotion and Transfer Practices**

California State University Dominguez Hills Foundation encourages all employees to increase their education and job-related skills so that they can be proposed for promotion or transfer positions that have a higher classification.

The Foundation defines promotions as a natural progression to an elevated role within the organization based upon the experience and work knowledge of the individual.

California State University Dominguez Hills Foundation maintains the current openings on bulletin boards and the University website and updates these openings as new opportunities occur. These are readily accessible to both applicants and employees. Also, employees are encouraged to check regularly for possible promotion or transfer opportunities. Employees who apply for these positions are given full consideration for advancement and movement.

There were no promotions during the previous year. When opportunities arise, the Foundation will take steps to ensure that females and minorities are given a fair opportunity to take advantage of those opportunities. Transfer records are maintained by the Foundation but are not analyzed in this Affirmative Action Plan.

Total promotions		0
Females:	Total female promotions	0
	Percent female promotions	0%
Minorities:	Total minority promotions	0
	Percent minority promotions	0%

Promotions may occur within and outside a job group, advancing and enhancing the employee's function and responsibilities, along with a change in wage/salary. The Foundation will continue its efforts in identifying and eliminating any barriers to promotion and transfer opportunities for qualified females and minorities.

## **Terminations**

Total terminations		359
Females:	Total female terminations	234
	Percent female terminations	65%
Minorities:	Total minority terminations	312
	Percent minority terminations	87%

The majority of terminations were temporary positions based upon completion of University events. Minority and female representation in the Foundation's work force has remained relatively stable despite the fluctuation in work force due to school activities that warrant an increased or decreased work force. The high rate of female and minority terminations is due to the high number of females and minorities participating in grants, programs and special events.

## **Foundation-Sponsored Programs**

The Foundation sponsors several social activities and recreation activities. When such activities are held, the California State University Dominguez Hills Foundation encourages all employees, including women and minorities, to attend.

## **Seniority Practices**

There are no seniority practices at California State University Dominguez Hills Foundation. Length of service is considered only in terms of providing the employee with sufficient experience to move to the next level in the line of progression for his/her job. Promotions, transfers and terminations are based primarily on merit, i.e. job performance. No unions are represented at the Foundation.

## **Apprenticeship Programs**

The Foundation does not have apprenticeship programs but has placed employees on a "trainee" basis and provided on-the-job instruction, especially in the Service Workers job group that includes Dining Services employees.

## **Work Force Attitude**

Constant monitoring of all employee interactions will be performed to ensure that no bias is practiced in any way. Managers and employees are encouraged to support the intent of

California State University Dominguez Hills Foundation's Affirmative Action policy. Meetings and workshops will be conducted by the Foundation to educate supervisors and to foster a positive attitude toward affirmative action goals. There has not been evidence of pervasive harassment toward women or minority employees.

### **Technical Phases of Compliance**

All required posters, including applicable equal employment opportunity posters, are posted in the area of the Foundation's office used for recruiting, as well as other areas located where employees can regularly observe them. These posters will be monitored to ensure that they remain in good condition and are replaced or updated as necessary.

All facilities within the Foundation's control are non-segregated, as required by 41 CFR 60-1.8(a) and (b).

All subcontractors will be notified of their obligations under Executive Order No. 11246, as amended, as well as Revised Order No. 4.

## **SUPPORT DATA**

The following pages contain tables of Applicants, Hires, Promotions and Termination data. These tables show the applicant and employee activity for the 2021 - 2022 Affirmative Action Plan term.

This information was used in analyzing the work force composition and identifying any problem areas during the previous plan year.

## **EVALUATION OF PERSONNEL ACTIVITY**

### **41 C.F.R. Section 60-2.17(b)(2)**

California State University Dominguez Hills Foundation has completed an Adverse Impact Analysis of personnel activity to determine whether there are selection disparities. The purpose of this analysis is to identify potential areas where impediments to equal employment opportunity may exist. Failure of any particular test does not in and of itself indicate a problem area, but merely identifies those areas requiring further examination.

The Foundation uses two statistical tests to identify potential areas where impediments to equal employment opportunity may exist. They are:

#### **THE FISHER'S EXACT TEST**

This test was developed to more accurately compare the selection ratios of minorities to whites, and females to males in small sized groups. OFCCP in their Federal Contract Compliance Manual, Chapter Three, recommends that this test be used when the selection pool numbers less than thirty (30) persons and the expected number of selections of minorities or females is less than five (5). A number reported greater than .05 passes the Fisher's Exact test. A number of .05 or less may be considered to be a statistically significant indication that the difference in selection rates occurred by something other than chance.

#### **THE TWO STANDARD DEVIATIONS ANALYSIS**

The Two Standard Deviations Analysis is a complex mathematical test based upon a bell curve and is applicable to larger groups. A group passes the Two Standard Deviations analysis if the number reported is between -2 and +2.

The following pages contain the results of the Adverse Impact Analysis using the Favored Group analysis.

**COMPENSATION ANALYSIS**  
**41 C.F.R. Section 60-2.17(b)(3)**

California State University Dominguez Hills Foundation has evaluated their compensation system for Foundation employees to determine whether there are gender, race or ethnicity-based disparities. The purpose of this analysis is to identify potential areas where impediments to equal employment opportunity may exist. Disparities alone do not necessarily indicate a problem area, there may be many non-discriminatory reasons for a disparity. A salary analysis report merely identifies those areas requiring further examination.

As noted earlier, grants are awarded to specific individuals to perform the functions of the grant, the monetary value is generally not determined by the Foundation.



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## Disparity Analysis - Applicants and Hires

### Job Group

#### 1.1 : Executive/Senior Level Officials and Managers

	Applicant	Gender/Race Percentage	Hire	Gender/Race Percentage	% Hire	Fisher's Exact Statistically Significant?
<b>Male</b>	<b>12</b>	<b>42.9%</b>	<b>2</b>	<b>50.0%</b>	<b>16.7%</b>	
Female	16	57.1%	2	50.0%	12.5%	No
Unknown Gender	0	0.0%	0	0.0%	0.0%	
<b>Black</b>	<b>8</b>	<b>28.6%</b>	<b>1</b>	<b>25.0%</b>	<b>12.5%</b>	
Hispanic	17	60.7%	2	50.0%	11.8%	No
White	2	7.1%	1	25.0%	50.0%	N/A
Asian	0	0.0%	0	0.0%	0.0%	N/A
Amer. Ind.	0	0.0%	0	0.0%	0.0%	N/A
Pacific Islander	0	0.0%	0	0.0%	0.0%	N/A
Two or More	1	3.6%	0	0.0%	0.0%	
Unknown Race	0	0.0%	0	0.0%	0.0%	

- The 'Applicant' column is data from 7/1/2021 to 6/30/2022.
- The 'Hire' column is data from 7/1/2021 to 6/30/2022.
- The Fisher's Exact value was calculated using a two-tailed test and a significance level of 5%.
- N/A Results: The analysis was not performed for one or more gender or race categories because the size for 'Applicant' was less than 5.
- N/A Results: The analysis was not performed for one or more gender or race categories because the size for 'Applicant' was less than 2% of the total population for this group.

*The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrongdoing by the Company.*

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## Disparity Analysis - Applicants and Hires

### Job Group

#### 1.2 : First/Mid Level Officials and Managers

	Applicant	Gender/Race Percentage	Hire	Gender/Race Percentage	% Hire	Fisher's Exact Statistically Significant?
<b>Female</b>	<b>1</b>	<b>25.0%</b>	<b>5</b>	<b>55.6%</b>	<b>500.0%</b>	
Male	3	75.0%	4	44.4%	133.3%	N/A
Unknown Gender	0	0.0%	0	0.0%	0.0%	
<b>White</b>	<b>1</b>	<b>25.0%</b>	<b>3</b>	<b>33.3%</b>	<b>300.0%</b>	
Hispanic	2	50.0%	2	22.2%	100.0%	N/A
Amer. Ind.	1	25.0%	1	11.1%	100.0%	N/A
Black	0	0.0%	2	22.2%	0.0%	N/A
Asian	0	0.0%	1	11.1%	0.0%	N/A
Pacific Islander	0	0.0%	0	0.0%	0.0%	N/A
Two or More	0	0.0%	0	0.0%	0.0%	
Unknown Race	0	0.0%	0	0.0%	0.0%	

- The 'Applicant' column is data from 7/1/2021 to 6/30/2022.
- The 'Hire' column is data from 7/1/2021 to 6/30/2022.
- The Fisher's Exact value was calculated using a two-tailed test and a significance level of 5%.
- N/A Results: The analysis was not performed for one or more gender or race categories because the size for 'Applicant' was less than 5.
- N/A Results: The analysis was not performed for one or more gender or race categories because the size for 'Applicant' was less than 2% of the total population for this group.

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## Disparity Analysis - Applicants and Hires

### Job Group

#### 2 : Professionals

	Applicant	Gender/Race Percentage	Hire	Gender/Race Percentage	% Hire	Std. Deviation Statistically Significant?
<b>Male</b>	<b>173</b>	<b>32.9%</b>	<b>73</b>	<b>40.3%</b>	<b>42.2%</b>	
Female	353	67.1%	108	59.7%	30.6%	Yes
Unknown Gender	0	0.0%	0	0.0%	0.0%	
<b>White</b>	<b>55</b>	<b>10.5%</b>	<b>22</b>	<b>12.2%</b>	<b>40.0%</b>	
Hispanic	293	55.7%	112	61.9%	38.2%	No
Black	79	15.0%	21	11.6%	26.6%	No
Asian	70	13.3%	20	11.0%	28.6%	No
Pacific Islander	4	0.8%	2	1.1%	50.0%	N/A
Amer. Ind.	2	0.4%	1	0.6%	50.0%	N/A
Two or More	23	4.4%	3	1.7%	13.0%	
Unknown Race	0	0.0%	0	0.0%	0.0%	

- The 'Applicant' column is data from 7/1/2021 to 6/30/2022.
- The 'Hire' column is data from 7/1/2021 to 6/30/2022.
- The Standard Deviations value is set to 2 for this analysis.
- N/A Results: The analysis was not performed for one or more gender or race categories because the size for 'Applicant' was less than 5.
- N/A Results: The analysis was not performed for one or more gender or race categories because the size for 'Applicant' was less than 2% of the total population for this group.

*The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrongdoing by the Company.*

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## Disparity Analysis - Applicants and Hires

### Job Group

#### 3 : Technicians

	Applicant	Gender/Race Percentage	Hire	Gender/Race Percentage	% Hire	Fisher's Exact Statistically Significant?
<b>Female</b>	<b>8</b>	<b>34.8%</b>	<b>1</b>	<b>100.0%</b>	<b>12.5%</b>	
Male	15	65.2%	0	0.0%	0.0%	No
Unknown Gender	0	0.0%	0	0.0%	0.0%	
<b>Hispanic</b>	<b>8</b>	<b>34.8%</b>	<b>1</b>	<b>100.0%</b>	<b>12.5%</b>	
White	5	21.7%	0	0.0%	0.0%	No
Asian	5	21.7%	0	0.0%	0.0%	No
Black	4	17.4%	0	0.0%	0.0%	N/A
Amer. Ind.	0	0.0%	0	0.0%	0.0%	N/A
Pacific Islander	0	0.0%	0	0.0%	0.0%	N/A
Two or More	1	4.3%	0	0.0%	0.0%	
Unknown Race	0	0.0%	0	0.0%	0.0%	

- The 'Applicant' column is data from 7/1/2021 to 6/30/2022.
- The 'Hire' column is data from 7/1/2021 to 6/30/2022.
- The Fisher's Exact value was calculated using a two-tailed test and a significance level of 5%.
- N/A Results: The analysis was not performed for one or more gender or race categories because the size for 'Applicant' was less than 5.
- N/A Results: The analysis was not performed for one or more gender or race categories because the size for 'Applicant' was less than 2% of the total population for this group.

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## Disparity Analysis - Applicants and Hires

### Job Group

#### 5 : Administrative Support Workers

	Applicant	Gender/Race Percentage	Hire	Gender/Race Percentage	% Hire	Std. Deviation Statistically Significant?
<b>Male</b>	<b>224</b>	<b>35.1%</b>	<b>68</b>	<b>49.6%</b>	<b>30.4%</b>	
Female	415	64.9%	69	50.4%	16.6%	Yes
Unknown Gender	0	0.0%	0	0.0%	0.0%	
<b>Hispanic</b>	<b>348</b>	<b>54.5%</b>	<b>92</b>	<b>67.2%</b>	<b>26.4%</b>	
White	96	15.0%	8	5.8%	8.3%	Yes
Black	93	14.6%	18	13.1%	19.4%	No
Asian	70	11.0%	16	11.7%	22.9%	No
Pacific Islander	2	0.3%	0	0.0%	0.0%	N/A
Amer. Ind.	1	0.2%	1	0.7%	100.0%	N/A
Two or More	29	4.5%	2	1.5%	6.9%	
Unknown Race	0	0.0%	0	0.0%	0.0%	

- The 'Applicant' column is data from 7/1/2021 to 6/30/2022.
- The 'Hire' column is data from 7/1/2021 to 6/30/2022.
- The Standard Deviations value is set to 2 for this analysis.
- N/A Results: The analysis was not performed for one or more gender or race categories because the size for 'Applicant' was less than 5.
- N/A Results: The analysis was not performed for one or more gender or race categories because the size for 'Applicant' was less than 2% of the total population for this group.

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## Disparity Analysis - Applicants and Hires

### Job Group

#### 8 : Laborers and Helpers

	Applicant	Gender/Race Percentage	Hire	Gender/Race Percentage	% Hire	Fisher's Exact Statistically Significant?
<b>Male</b>	<b>7</b>	<b>58.3%</b>	<b>7</b>	<b>58.3%</b>	<b>100.0%</b>	
Female	5	41.7%	5	41.7%	100.0%	No
Unknown Gender	0	0.0%	0	0.0%	0.0%	
<b>Hispanic</b>	<b>7</b>	<b>58.3%</b>	<b>7</b>	<b>58.3%</b>	<b>100.0%</b>	
Asian	4	33.3%	4	33.3%	100.0%	N/A
Black	1	8.3%	1	8.3%	100.0%	N/A
White	0	0.0%	0	0.0%	0.0%	N/A
Amer. Ind.	0	0.0%	0	0.0%	0.0%	N/A
Pacific Islander	0	0.0%	0	0.0%	0.0%	N/A
Two or More	0	0.0%	0	0.0%	0.0%	
Unknown Race	0	0.0%	0	0.0%	0.0%	

- The 'Applicant' column is data from 7/1/2021 to 6/30/2022.
- The 'Hire' column is data from 7/1/2021 to 6/30/2022.
- The Fisher's Exact value was calculated using a two-tailed test and a significance level of 5%.
- N/A Results: The analysis was not performed for one or more gender or race categories because the size for 'Applicant' was less than 5.
- N/A Results: The analysis was not performed for one or more gender or race categories because the size for 'Applicant' was less than 2% of the total population for this group.

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## Disparity Analysis - Applicants and Hires

### Job Group

#### 9 : Service Workers

	Applicant	Gender/Race Percentage	Hire	Gender/Race Percentage	% Hire	Std. Deviation Statistically Significant?
<b>Male</b>	<b>87</b>	<b>46.5%</b>	<b>38</b>	<b>47.5%</b>	<b>43.7%</b>	
Female	100	53.5%	42	52.5%	42.0%	No
Unknown Gender	0	0.0%	0	0.0%	0.0%	
<b>Black</b>	<b>31</b>	<b>16.6%</b>	<b>19</b>	<b>23.8%</b>	<b>61.3%</b>	
Hispanic	92	49.2%	34	42.5%	37.0%	Yes
Asian	44	23.5%	25	31.3%	56.8%	No
White	7	3.7%	1	1.3%	14.3%	Yes
Amer. Ind.	3	1.6%	0	0.0%	0.0%	N/A
Pacific Islander	1	0.5%	0	0.0%	0.0%	N/A
Two or More	9	4.8%	1	1.3%	11.1%	
Unknown Race	0	0.0%	0	0.0%	0.0%	

- The 'Applicant' column is data from 7/1/2021 to 6/30/2022.
- The 'Hire' column is data from 7/1/2021 to 6/30/2022.
- The Standard Deviations value is set to 2 for this analysis.
- N/A Results: The analysis was not performed for one or more gender or race categories because the size for 'Applicant' was less than 5.
- N/A Results: The analysis was not performed for one or more gender or race categories because the size for 'Applicant' was less than 2% of the total population for this group.

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## Disparity Analysis - Terminations

### Job Group

#### 1.1 : Executive/Senior Level Officials and Managers

	Workforce	Gender/Race Percentage	Terminations	Gender/Race Percentage	% Terminations	Fisher's Exact Statistically Significant?
<b>Male</b>	<b>8</b>	<b>42.1%</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	
Female	11	57.9%	1	100.0%	9.1%	No
<b>Black</b>	<b>6</b>	<b>31.6%</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	
Hispanic	6	31.6%	1	100.0%	16.7%	No
White	5	26.3%	0	0.0%	0.0%	N/A
Pacific Islander	1	5.3%	0	0.0%	0.0%	N/A
Asian	0	0.0%	0	0.0%	0.0%	N/A
Amer. Ind.	0	0.0%	0	0.0%	0.0%	N/A
Two or More	1	5.3%	0	0.0%	0.0%	

- The 'Workforce' column is data from 7/1/2021.
- The 'Terminations' column is data from 7/1/2021 to 6/30/2022.
- The Fisher's Exact value was calculated using a two-tailed test and a significance level of 5%.
- N/A Results: The analysis was not performed for one or more gender or race categories because the size for 'Workforce' was less than 5.
- N/A Results: The analysis was not performed for one or more gender or race categories because the size for 'Workforce' was less than 2% of the total population for this group.

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## Disparity Analysis - Terminations

### Job Group

#### 1.2 : First/Mid-Level Officials and Managers

	Workforce	Gender/Race Percentage	Terminations	Gender/Race Percentage	% Terminations	Fisher's Exact Statistically Significant?
<b>Female</b>	<b>5</b>	<b>62.5%</b>	<b>2</b>	<b>66.7%</b>	<b>40.0%</b>	
Male	3	37.5%	1	33.3%	33.3%	N/A
<b>Hispanic</b>	<b>5</b>	<b>62.5%</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	
White	1	12.5%	2	66.7%	200.0%	N/A
Black	1	12.5%	1	33.3%	100.0%	N/A
Asian	0	0.0%	0	0.0%	0.0%	N/A
Amer. Ind.	0	0.0%	0	0.0%	0.0%	N/A
Pacific Islander	0	0.0%	0	0.0%	0.0%	N/A
Two or More	1	12.5%	0	0.0%	0.0%	

- The 'Workforce' column is data from 7/1/2021.
- The 'Terminations' column is data from 7/1/2021 to 6/30/2022.
- The Fisher's Exact value was calculated using a two-tailed test and a significance level of 5%.
- N/A Results: The analysis was not performed for one or more gender or race categories because the size for 'Workforce' was less than 5.
- N/A Results: The analysis was not performed for one or more gender or race categories because the size for 'Workforce' was less than 2% of the total population for this group.

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## Disparity Analysis - Terminations

### Job Group

#### 2 : Professionals

	Workforce	Gender/Race Percentage	Terminations	Gender/Race Percentage	% Terminations	Std. Deviation Statistically Significant?
<b>Female</b>	<b>149</b>	<b>68.3%</b>	<b>118</b>	<b>67.0%</b>	<b>79.2%</b>	
Male	69	31.7%	58	33.0%	84.1%	No
<b>Asian</b>	<b>29</b>	<b>13.3%</b>	<b>19</b>	<b>10.8%</b>	<b>65.5%</b>	
Hispanic	134	61.5%	109	61.9%	81.3%	No
White	34	15.6%	25	14.2%	73.5%	No
Black	14	6.4%	18	10.2%	128.6%	Yes
Amer. Ind.	1	0.5%	1	0.6%	100.0%	N/A
Pacific Islander	1	0.5%	0	0.0%	0.0%	N/A
Two or More	5	2.3%	4	2.3%	80.0%	

- The 'Workforce' column is data from 7/1/2021.
- The 'Terminations' column is data from 7/1/2021 to 6/30/2022.
- The Standard Deviations value is set to 2 for this analysis.
- N/A Results: The analysis was not performed for one or more gender or race categories because the size for 'Workforce' was less than 5.
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## Disparity Analysis - Terminations

### Job Group

#### 5 : Administrative Support Workers

	Workforce	Gender/Race Percentage	Terminations	Gender/Race Percentage	% Terminations	Std. Deviation Statistically Significant?
<b>Female</b>	<b>63</b>	<b>71.6%</b>	<b>64</b>	<b>67.4%</b>	<b>101.6%</b>	
Male	25	28.4%	31	32.6%	124.0%	Yes
<b>Hispanic</b>	<b>60</b>	<b>68.2%</b>	<b>56</b>	<b>58.9%</b>	<b>93.3%</b>	
White	10	11.4%	18	18.9%	180.0%	Yes
Asian	9	10.2%	11	11.6%	122.2%	Yes
Black	8	9.1%	9	9.5%	112.5%	Yes
Amer. Ind.	0	0.0%	0	0.0%	0.0%	N/A
Pacific Islander	0	0.0%	0	0.0%	0.0%	N/A
Two or More	1	1.1%	1	1.1%	100.0%	

- The 'Workforce' column is data from 7/1/2021.
- The 'Terminations' column is data from 7/1/2021 to 6/30/2022.
- The Standard Deviations value is set to 2 for this analysis.
- N/A Results: The analysis was not performed for one or more gender or race categories because the size for 'Workforce' was less than 5.
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## Disparity Analysis - Terminations

### Job Group

#### 9 : Service Workers

	Workforce	Gender/Race Percentage	Terminations	Gender/Race Percentage	% Terminations	Fisher's Exact Statistically Significant?
<b>Male</b>	<b>1</b>	<b>20.0%</b>	<b>32</b>	<b>43.8%</b>	<b>3200.0%</b>	
Female	4	80.0%	41	56.2%	1025.0%	N/A
<b>White</b>	<b>1</b>	<b>20.0%</b>	<b>1</b>	<b>1.4%</b>	<b>100.0%</b>	
Hispanic	2	40.0%	34	46.6%	1700.0%	N/A
Asian	1	20.0%	18	24.7%	1800.0%	N/A
Black	0	0.0%	19	26.0%	0.0%	N/A
Amer. Ind.	0	0.0%	0	0.0%	0.0%	N/A
Pacific Islander	0	0.0%	0	0.0%	0.0%	N/A
Two or More	1	20.0%	1	1.4%	100.0%	

- The 'Workforce' column is data from 7/1/2021.
- The 'Terminations' column is data from 7/1/2021 to 6/30/2022.
- The Fisher's Exact value was calculated using a two-tailed test and a significance level of 5%.
- N/A Results: The analysis was not performed for one or more gender or race categories because the size for 'Workforce' was less than 5.
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**Annual Goals Report**  
41 CFR Section 60-2.16

**1.1 : Executive/Senior Level Officials and Managers**

Total Employees : 12

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Employee Count	8	10	6	4	0	0	0	0
Current Utilization	66.7%	83.3%	50.0%	33.3%	0.0%	0.0%	0.0%	0.0%
Total Availability	43.4%	60.6%	13.3%	30.7%	14.0%	1.0%	0.1%	1.6%
Number of Persons Underutilized	0	0	0	0	0	0	0	0
Two Standard Deviations								
Placement Goal?	No	No	No	No	No	No	No	No
Current Placement Goal	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

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**Annual Goals Report**  
41 CFR Section 60-2.16

**1.2 : First/Mid-Level Officials and Managers**

Total Employees : 32

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Employee Count	16	26	5	16	4	1	0	0
Current Utilization	50.0%	81.3%	15.6%	50.0%	12.5%	3.1%	0.0%	0.0%
Total Availability	44.7%	62.9%	7.2%	37.6%	15.4%	0.2%	0.4%	2.3%
Number of Persons Underutilized	0	0	0	0	0	0	0	0
<b>Two Standard Deviations</b>								
Placement Goal?	No	No	No	No	No	No	No	No
Current Placement Goal	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

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**Annual Goals Report**  
41 CFR Section 60-2.16

**2 : Professionals**

Total Employees : 264

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Employee Count	162	236	26	172	31	0	2	5
Current Utilization	61.4%	89.4%	9.8%	65.2%	11.7%	0.0%	0.8%	1.9%
Total Availability	59.4%	72.4%	9.3%	45.5%	14.5%	0.2%	0.3%	2.5%
Number of Persons Underutilized	0	0	0	0	0	0	0	0
<b>Two Standard Deviations</b>								
Placement Goal?	No	No	No	No	No	No	No	No
Current Placement Goal	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

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Annual Goals Report

41 CFR Section 60-2.16

3 : Technicians

Total Employees : 1

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Employee Count	1	1	0	1	0	0	0	0
Current Utilization	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Total Availability	46.3%	76.8%	8.3%	47.3%	17.3%	0.4%	0.3%	3.3%
Number of Persons Underutilized	0	0	0	0	0	0	0	0
Two Standard Deviations								
Placement Goal?	No	No	No	No	No	No	No	No
Current Placement Goal	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

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**Annual Goals Report**  
41 CFR Section 60-2.16

**5 : Administrative Support Workers**

Total Employees : 168

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Employee Count	90	150	22	108	17	1	0	2
Current Utilization	53.6%	89.3%	13.1%	64.3%	10.1%	0.6%	0.0%	1.2%
Total Availability	65.2%	78.1%	10.7%	53.1%	11.9%	0.3%	0.1%	1.8%
Number of Persons Underutilized	7	0	0	0	0	0	0	0
<b>Two Standard Deviations</b>								
Placement Goal?	Yes	No	No	No	No	No	No	No
Current Placement Goal	65.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

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**Annual Goals Report**  
41 CFR Section 60-2.16

**8 : Laborers and Helpers**  
Total Employees : 5

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Employee Count	2	5	0	4	1	0	0	0
Current Utilization	40.0%	100.0%	0.0%	80.0%	20.0%	0.0%	0.0%	0.0%
Total Availability	36.6%	91.9%	4.7%	69.0%	16.1%	0.2%	0.0%	1.9%
Number of Persons Underutilized	0	0	0	0	0	0	0	0
<b>Two Standard Deviations</b>								
Placement Goal?	No	No	No	No	No	No	No	No
Current Placement Goal	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

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Annual Goals Report

41 CFR Section 60-2.16

9 : Service Workers

Total Employees : 41

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Employee Count	22	40	3	25	11	0	0	1
Current Utilization	53.7%	97.6%	7.3%	61.0%	26.8%	0.0%	0.0%	2.4%
Total Availability	52.5%	90.1%	6.1%	63.2%	18.6%	0.1%	0.1%	2.1%
Number of Persons Underutilized	0	0	0	0	0	0	0	0
Two Standard Deviations								
Placement Goal?	No	No	No	No	No	No	No	No
Current Placement Goal	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

The Company has used the terms 'availability' and 'utilization' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrongdoing by the Company.

**SECTION VII**  
**PLACEMENT GOALS**  
**41 C.F.R. Section 60-2.16**

Placement goals serve as objectives or targets reasonably attainable by means of applying every good faith effort to make all aspects of the entire affirmative action program work. Placement goals also are used to measure progress toward achieving equal employment opportunity.

A determination under Sec. 60-2.15 that a placement goal is required constitutes neither a finding nor an admission of discrimination.

Where, pursuant to Sec. 60-2.15, a placement goal for a particular job group was established, the percentage annual placement goal was established equal to the availability figure derived for women or minorities, as appropriate, for that job group.

In establishing placement goals, the following principles from Sec 60-2.16(e) also apply:

1. Placement goals may not be rigid and inflexible quotas, which must be met, nor are they to be considered as either a ceiling or a floor for the employment of particular groups. Quotas are expressly forbidden.
2. In all employment decisions, the contractor must make selections in a nondiscriminatory manner. Placement goals do not provide the contractor with a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, on the basis of that person's race, color, religion, sex, or national origin.
3. Placement goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.
4. Placement goals may not be used to supersede merit selection principles. Affirmative action programs prescribed by the regulations in this part do not require a contractor to hire a person who lacks qualifications to perform the job successfully, or hire a less qualified person in preference to a more qualified one.

Underutilization has been identified in the Foundation's Administrative Support Workers job group for females. The Foundation will seek to maintain those ratios where minorities and women are adequately utilized. When employment opportunities change at a rate greater or lesser than presently anticipated, the Foundation will see that positions are filled with minorities or females at the availability rate. A summary of the annual goals follows. These goals are calculated using the Two Standard Deviations Test.

## **SUMMARY OF AFFIRMATIVE ACTION PROGRAM ACHIEVEMENTS FOR THE PRIOR YEAR**

### **2021 - 2022 Achievements**

The Foundation continues to maintain a high percentage of women and minorities in its workforce. The Foundation's workforce, both full-time and part-time, fluctuates during the year based primarily on University events. This current Affirmative Action Plan contains 523 employees based upon the July payroll with 301 females and 468 minorities.

No underutilization has been identified in the Foundation's job groups for the previous year.

During the previous year, the personnel activity for each job group follows.

#### **1.1 : Executive/Senior Level Officials and Managers**

This group consists of 12 employees, 10 minorities and 8 females. Job titles Director of Human Resources and Payroll, Controller and other Directors. There are no placement goals for females or minorities at this time. Internal promotions are from the following job groups: Executive/Senior Officials and Managers and First/Mid Level Officials and Managers. Two (2) females and 2 minorities were hired. No statistical adverse impact is indicated in the female and overall minority hire rate. There were no promotions for this job group during the year. There is no statistically significant adverse impact indicated by the female termination rate. No statistical adverse impact is indicated in the overall minority termination rate.

#### **1.2 : First/Mid Level Officials and Managers**

This group consists of 32 employees, 26 minorities and 16 females. Job titles include Managers for the various University activities and faculty members who receive grants. There are no placement goals for females or minorities at this time. Internal promotions are from the following job groups: First/Mid Level Officials and Managers and Professionals. Five (5) females and 6 minorities were hired. There is no statistically significant adverse impact indicated by the female hire rate. No statistical adverse impact is indicated in the overall minority hire rate. There were no promotions. There is no statistically significant adverse impact indicated by the female termination rate. No statistical adverse impact is indicated in the overall minority termination rate.

### **2 : Professionals**

This group consists of 264 employees, 236 minorities and 162 females with the job titles of University Faculty, Lecturers, Tutors, Counselors, Teachers, Accountants, Payroll and Human Resources Administrator and other professionals. There are no placement goals

for females or overall minorities at this time. Internal promotions are from the following job groups: Professionals and Administrative Support Workers. One hundred and eight (108) females and 159 minorities were hired during the year for various University events and programs. There is no statistically significant adverse impact indicated by the female hire rate. No statistical adverse impact is indicated in the overall minority hire rate. There were no promotions. There is no statistically significant adverse impact indicated by the female termination rate. No statistical adverse impact is indicated in the overall minority termination rate.

**3 : Technicians** – This group consists of only 1 employee, 1 female minority. There are no placement goals for females or minorities at this time. Internal promotions from Technicians and Administrative Support Workers. One (1) female minority was hired. There is no statistically significant adverse impact indicated by the female hire rate. No statistical adverse impact is indicated in the overall minority hire rate. There were no promotions. And, there were no terminations for this job group during the year.

**5 : Administrative Support Workers** - This group consists of 168 employees, 150 minorities and 90 females. Job titles include Accounting Clerks, Administrative Assistants, Coordinators, Research Assistants, Laboratory Assistants, Computer Specialists, Student Assistants and Interns. There are placement goals for females at 65.2% or 7 females. There are no placement goals for minorities at this time. Internal promotions are from the Administrative Support Workers job group. Sixty-nine (69) females and 68 minorities were hired. There is statistically significant adverse impact indicated by the female hire rate. No statistical adverse impact is indicated in the overall minority hire rate. There were no promotions. There is no statistically significant adverse impact indicated by the female termination rate. No statistical adverse impact is indicated in the overall minority termination rate.

**8 : Laborers and Helpers** – This group consists of 5 employees, 2 females and 5 minorities. There are no placement goals for females or minorities at this time. Promotions are from the Laborers and Helpers and Service Workers job groups. Five (5) females and 12 minorities were hired. There is no statistically significant adverse impact indicated by the female hire rate. No statistical adverse impact is indicated in the overall minority hire rate. There were no promotions. There were no terminations.

**9 : Service Workers** - This job group deals primarily with Dining Services and currently consists of 41 employees, 22 females and 40 minorities. Job titles include Cashiers, Catering Assistants, Servers, Kitchen Workers, Waiters and Waitresses. There are no placement goals for total minorities and females at this time. With regard to external hiring, 100% of hires generally come from Los Angeles County, CA. Forty-two (42) females and 79 minorities were hired during the year. There is no statistically significant adverse impact indicated by the female hire rate. No statistical adverse impact is indicated in the overall minority hire rate. There were no promotions during the year for this job group. There is no statistically significant adverse impact indicated by the overall minority termination rate

Employees will be informed of and encouraged to pursue promotion opportunities and training to prepare for new jobs and maintain and improve performance. California State University Dominguez Hills Foundation will use alternate recruitment sources when necessary to attract more qualified external applicants.

## SUMMARY OF GOALS FOR THE CURRENT PLAN YEAR

Total work force composition for California State University Dominguez Hills Foundation reflects the following as of July 1, 2022, with 523 total employees, 301 females and 468 minorities.

Females	58%
Total minorities	89%
Blacks	12%
Hispanics	63%
Asians	12%
American Indians	.40%
Native Hawaiians/Pacific Islanders	.40%
Two or More Races	2%

Underutilization was indicated in the Administrative Support Workers job group for females, as indicated below. The Foundation will seek to maintain those ratios where minorities and women are adequately utilized. When employment opportunities change at a rate greater or lesser than presently anticipated, the Foundation will see that positions are filled with minorities, females and individual minority groups at the availability rate.

### **5 Administrative Support Workers – Females: 65.2% or 7 persons**

The Foundation will perform the following:

Focus efforts to attract and retain females and minorities and develop a linkage with key professional organizations and educational institutions to generate additional qualified applicants, especially for Veterans and Individuals with a Disability.

Perform self-audits on compensation practices to determine if discrimination exists for females and minorities.



**SECTION VIII**  
**ACTION-ORIENTED PROGRAMS**  
**41 C.F.R. Section 60-2.13(f)**

Results-oriented programs will be developed and implemented at Foundation as a means of eliminating potential problem areas and to help ensure that goals are met. Specifically, these affirmative action efforts will include the following.

**SELECTION PROCESS**

Job position descriptions will be developed and analyzed periodically to ensure that they accurately reflect job duties and are consistent from one job to another.

1. Job requirements will be validated by division, department, location or other appropriate organizational units. Special attention is given to academic, experience, physical, and skill requirements to ensure that the requirements themselves do not constitute inadvertent discrimination. Job specifications are made consistent for the same job type in all locations and free from bias with regard to race, color, religion, sex, national origin, age, disabled or veteran status. Where requirements screen out a disproportionate number of minorities or women as determined by impact ratio studies or other appropriate methods, professional validation of such job requirements are sought.
2. Approved position descriptions and essential qualifications will be available to all management and Human Resources personnel involved in the recruiting, screening, selection and promotion processes.
3. The Foundation's selection processes will be evaluated at least annually to ensure that they are nondiscriminatory.
4. All personnel having any role in the selection process will be chosen with special care given to their qualifications for such roles, and are provided any necessary ongoing training to ensure that the selection processes remain nondiscriminatory.

**RECRUITMENT**

The Foundation continues to seek and investigate new sources for qualified minority and female candidates. Those responsible for recruitment and selection will continue to be advised of the Foundation's affirmative action goals and obligations and will be particularly alert to assure recruitment of minorities and females in areas and groups where deficiencies exist.

In addition, the following methods may be used to improve recruitment and increase minority and female applicant flow.

1. The following organizations and others will be contacted to increase female and/or minority applicant flow.

Employment Development Department (EDD)  
Goodwill Industries  
NAACP  
Local Veterans Employment Representative  
California State University, Dominguez Hills

2. Potential recruiting sources will be contacted and supported in various ways including briefing sessions, facility tours, and presentations by minority and female employees.
3. The Foundation will actively campaign among its minority and female employees to have them encourage their friends and associates who possess the requisite skills to apply for positions at the Foundation. The Foundation has an active employee referral program that is and has been very successful.
4. Inclusion of minorities and women on the recruiting staff.
5. Minority and female participation in career days, youth motivation programs and other similar programs in the community.
6. Minority and female participation in “job fairs.”
7. Ensuring that advertising of open positions is extended to include the minority news media and women’s interest media.

## **PROMOTIONS**

All employees are encouraged to continue their education in order that they may qualify for higher paying and more responsible positions. In addition to the above, the following methods are used to improve promotional opportunities for minority and female employees:

1. Posting or general announcement of all appropriate job openings on the Foundation’s bulletin boards and the University website.
2. Assessment of current female and minority employees’ academic, skill and experience levels
3. Formal performance appraisals.

4. Validation of job specifications.
5. Written justification by supervisors/managers when apparently qualified minority or female employees are passed over for promotions.
6. Review of all Foundation-sponsored recreational and social activities to ensure they are desegregated.
7. Assistance with childcare or transportation, if necessary.

CSUDH Foundation is strongly committed to supporting local and national community action programs and community service programs designed to improve the employment opportunities of minorities and women. In addition, all employees, and managers in particular, are encouraged by the Foundation to take the following community-oriented actions, among others, to enhance employment opportunities of minorities and women:

1. Serve on community-relations boards, merit employment councils, and similar organizations.
2. Support vocational guidance institutes, training programs and similar activities.
3. Assist secondary schools and colleges, upon request and as feasible, in programs designed to enable minority and female graduates to compete in the open employment market on an equitable basis.
4. Support programs developed by organizations concerned with employment opportunities for minorities and women.
5. Help publicize achievements of minority and female employees in local and minority news media.
6. Support childcare, equal housing and public transportation programs that might improve employment opportunities for minorities and women.

The Foundation will also continue to consider those minorities and females not currently in the work force and who have the requisite skills and can be recruited through affirmative action efforts. Close liaison will continue with service organizations such as:

State of California Employment Development Department (EDD)  
Universities and Colleges, both nationwide and local through JOBTRAK  
California State University Dominguez Hills

California State University Dominguez Hills Human Resources Department advertises on monster.com and uses the L.A. Times and other local publications for specialized and/or hard to fill positions. Trade schools or professional organizations generally are not used.

In an attempt to create an inclusive and diverse workforce, we have partnered with Social Vocational Services of Long Beach to assist with attracting and placing Veterans, and individuals with disabilities with jobs at our Campus Dining facilities on campus at CSUDH Foundation. We placed one individual from Social Vocational Services into the role of Campus Dining Attendant.

Additional recruiting sources include:

- LinkedIn
- Indeed
- CSUDH Foundation Job Board
- Glassdoor
- Public Job Boards
- Caljobs
- Google for Jobs

**SECTION IX**  
**INTERNAL AUDIT AND REPORTING SYSTEMS**  
**41 C.F.R. Section 60-2.13(g)**

To help ensure the effective implementation of the Foundation's Affirmative Action Program, emphasis will continue to be placed on improving the monitoring and reporting systems. The Foundation has recently purchased a Human Resources Information System to help the Foundation maintain personnel information on computer for the accurate record keeping required to monitor the Affirmative Action Program.

**Applicant Flow**

California State University, Dominguez Hills Foundation's definition of an applicant is as follows: Any person who submits a resume or completed job application for an existing open position and meets the necessary qualifications in terms of level of education, job knowledge, skills and experience required for the position is considered an applicant. This definition includes current employees who express an interest in being considered for promotion or other employment opportunities. Any applicant needing assistance will be accommodated in that regard. All applications and resumes will be maintained in a computer file for two (2) years.

The applicant's name, position applied for, referral source, race and sex will be recorded in the applicant log. Also, if the applicant was interviewed for a position by Human Resources and a Foundation representative, the date of the interview will be recorded. The final disposition of the applicant will also be noted on the applicant flow log. Any comments or reasons why the applicant was not selected for the position applied for will be noted on a separate form. If the race and sex of the applicant is unknown, the applicant log will indicate "Unknown" or a guess will be made with regard to sex and/or race. For purposes of adverse impact analysis and other record keeping, the "Unknowns" will not be considered in any statistical analyses. However, the applicant log will contain the "Unknowns" for audit purposes.

**Hires**

A record of hires will be kept, showing name, sex, race, veteran status and disability, job title, department and date of hire.

**Promotions and Transfers**

A record will be kept on all promotions and transfers, showing name, sex, race, position title, the position promoted or transferred from and to and the department.

## **Training**

A record of all participants in training programs, both formal and informal, will be maintained. There are no formal management or supervisory training programs. However, training of executives, managers and supervisors with regard to EEO/Affirmative Action and other management issues will be conducted periodically.

## **Terminations**

A record will be kept of all terminations, showing name, sex, race, and reason for termination. Individuals who leave the Foundation will receive an Exit Interview. These interviews help to determine whether remedies are necessary to curtail any significant termination rate among minority or female employees.

## **Adverse Impact Ratio Analysis**

An adverse impact ratio analysis will be performed at least annually on placements, promotions, transfers and terminations using the Four-Fifths Rule or 80% rule to ensure compliance with the Uniform Employment Selection Guidelines.

## **Testing**

Any test administered to applicants and employees will be routinely analyzed to uncover potential discrimination in grading scores or test results. All tests are job related and conducted by trained personnel.

## **Wages and Salaries**

The wage and salary plan will be reviewed at least annually for wage discrepancies, especially for minorities and females.

## **Subcontractors**

Subcontractors will be required to certify their compliance with mandates of Executive Order 11246, as amended, as well as Revised Order No. 4.

## **Utilization Analysis**

The utilization analysis for females and minorities will be studied and goals established for all job groups showing underutilization/underrepresentation. Progress toward

established goals will be analyzed at least annually and necessary adjustments made to correct potential deficiencies.

### **Reports to Management**

The Board of Directors and management will be informed on a regular basis of the effectiveness of EEO policies and systems along with progress the Foundation is making toward reaching the goals established for the different job group and departments.

### **I-9 Forms, EEO-1 and VETS-4212 Reports**

Pursuant to the requirements of the Immigration Reform and Control Act of 1986 (IRCA), the Foundation has established procedures for employment eligibility verification using the prescribed Form I-9 for all new hires.

1. The completed I-9 forms are maintained in a central file, separate from the personnel file, and will be kept for three years from the date of hire and one year after the date of termination, whichever is later.
2. I-9 forms are available for inspection upon request by federal government representatives for the U.S. Immigration and Naturalization Service (INS) or the U.S. Department of Labor (DOL).

EEO-1 reports and VETS-4212 reports are filed annually, as required.

**SECTION X**  
**SEX DISCRIMINATION GUIDELINES**  
**41 C.F.R. Section 60-20**

It is the policy of California State University Dominguez Hills Foundation not to discriminate unlawfully against any employee or applicant on the basis of sex. The Foundation maintains a policy of ensuring equal employment opportunity for all employees without regard to sex. Recruitment, advertising, selection, promotion, transfer and training are done on the basis of occupational qualifications. To implement the policy against sex discrimination, the following practices have been established.

**Recruitment and Advertising**

Recruiting and advertising for all open positions do not show sex preference as a job qualification unless sex has been proved to be a bonafide occupational qualification (BFOQ). Currently, no BFOQs exist at this Foundation. All advertisements include a statement that the Foundation is an “Equal Employment Opportunity Employer.”

Referral sources are informed that the Foundation has no sex preference and seeks qualified applicants, without regard to race, color, sex, gender identity and sexual orientation, religion, national origin, disabled, or veteran status.

**Personnel Policies and Practices**

1. Written personnel policies and practices apply to every employee regardless of sex.
2. Employees and applicants of both sexes are equally considered for all positions for which they are qualified to perform.
3. No distinction is made between sexes regarding opportunity, wages, hours of work, benefits or other conditions of employment.
4. Married and single men and women are treated equally in all conditions of employment. The Foundation does not deny employment to women or men with young children.
5. Appropriate and comparable physical facilities are provided for employees and applicants of both sexes.
6. Federal guidelines concerning employment are followed. The Foundation does not recognize or apply state “protective” laws that discriminate against a particular class or classes of individuals.



7. Leaves of absences are treated the same for all employees regardless of sex and marital status.
8. Women and men are eligible for all training programs and other benefits offered by the Foundation.

### **Pregnancy and Medical Conditions**

Employees with disabilities related to pregnancy are treated in the same manner and are eligible for the same benefits under the Foundation's insurance plan, as any other employee with a disability caused by other medical conditions.

The same terms and conditions are applied to leaves due to disabilities arising out of pregnancy as are applied to leaves related to other medical conditions. An employee returning from a medical leave may return to his/her original position or one of like status and pay without loss of seniority.

### **Seniority System**

The seniority system does not exist at California State University Dominguez Hills Foundation. Length of service is considered only in terms of providing the employee with sufficient experience to move to the next level in the line of progression for his/her job.

### **Discriminatory Wages**

The Foundation's wage and compensation schedules are not related to or based upon the sex of the employees. The Foundation does not discriminatorily restrict one sex to certain job classifications and, when necessary, takes steps to make jobs available to all qualified employees in all classifications without regard to sex.

### **Affirmative Action**

California State University Dominguez Hills Foundation takes affirmative action to recruit women to apply for those jobs where they have been previously excluded. This includes recruiting at women's schools and professional organizations and designing advertisement that indicate women will be considered equally with men for positions. The Foundation is committed to including qualified women candidates in all management trainee and leadership programs that may exist. In addition, the Foundation takes appropriate measures to monitor and ensure that both sexes have equal access to formal and informal training programs.

## **SEXUAL HARASSMENT**

California State University Dominguez Hills Foundation is committed to providing its employees with a working environment free of all forms of discrimination, including sexual harassment. Sexual harassment is a form of misconduct that undermines the integrity of the employment relationship. No employee, either male or female, needs to be subjected to unsolicited and unwelcome sexual overtures or conduct, either verbal or physical. This also includes harassment by anyone on Foundation property.

### **Definition**

Sexual harassment is defined by federal law as unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature, where:

1. Submission to the conduct is either an explicit or implicit term or condition of employment (in other words, where one person directly tells another or indirectly suggests to another that his/her employment will be affected).
2. Submission to or rejection of the conduct by an individual is used as the basis for employment decisions affecting such individual.
3. The conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

### **Complaints**

Any employee who believes she or he has been harassed by a co-worker, supervisor or representative of the Foundation should promptly report the facts of the incident or incidents and the names of the individuals involved to her or his supervisor and/or to the Human Resources Department.

### **Responsibilities**

The Human Resources function of the Foundation is responsible for enforcing and disseminating this policy to all levels of supervision. The sexual harassment policy is posted on employee-accessible bulletin boards.

## **RELIGION AND NATIONAL ORIGIN DISCRIMINATION GUIDELINES**

### **41 C.F.R. Section 60-50**

California State University Dominguez Hills Foundation is committed to providing a working environment free of all forms of discrimination including discrimination on the basis of religion and national origin. Neither religion nor national origin is a factor in recruitment, selection, promotion, transfer, termination or participation in training. The following activities are undertaken to ensure religion and national origin are not used as a basis for employment decisions.

1. Employment practices are reviewed to ensure that members of particular religious and/or ethnic groups are given equal employment opportunities.
2. All employees, including supervisors, managers and executives, are informed of the Foundation's duty to provide equal employment opportunities without regard to religion or national origin.
3. Recruitment sources are informed of the Foundation's commitment to provide equal employment opportunity without regard to religion or national origin.
4. Internal procedures exist to implement equal employment opportunity without regard to religion or national origin.

### **Accommodation for Religious Observance and Practice**

The Foundation endeavors to accommodate the religious observances and practices of employees unless the accommodations create undue hardship on the conduct of the business. In determining whether undue hardship exists or the extent of any obligation, the following factors will be considered:

1. Business necessity
2. Financial costs and expenses
3. Resulting personnel problems

### **Responsibilities**

The Human Resources function is responsible for enforcing and disseminating this policy to all levels of management.



California State University  
**Dominguez Hills**

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**Foundation**

1000 E. Victoria Street • Carson • CA • 90747 • (310) 243-3306

**AFFIRMATIVE ACTION PROGRAM**

**FOR**

**INDIVIDUALS WITH A DISABILITY**

**Term Dates: July 1, 2022 - June 30, 2023**

## **PREFACE**

Pursuant to Section 503 of the Rehabilitation Act of 1973, as amended, and the related Department of Labor regulations, California State University Dominguez Hills Foundation has established an Affirmative Action Program to employ and advance in employment qualified individuals with mental or physical disabilities.

California State University Dominguez Hills Foundation's Affirmative Action Program is comprised of specific steps that will be taken by the Foundation's management and supporting staff to provide equal employment opportunity for qualified individuals with a disability. This Program applies to the following employment activities:

1. Recruitment, advertising and job application procedures;
2. Hiring, upgrading, promotion, award of tenure, demotion, transfer, layoff, termination, right of return from layoff, and rehiring;
3. Rates of pay or any other form of compensation and changes in compensation;
4. Job assignments, job classifications, organizational structure, position descriptions, lines of progression, and seniority lists;
5. Leaves of absence, sick leave or any other leave;
6. Fringe benefits available by virtue of employment;
7. Selection and financial support for training, including apprenticeships, professional meetings, conferences and other related activities, and selection for leaves of absence to pursue training;
8. Activities sponsored by California State University Dominguez Hills Foundation including social and recreational programs; and
9. Any other terms condition or privilege of employment.

All employment decisions are based solely on valid job requirements.

California State University Dominguez Hills Foundation's Affirmative Action Program is available to any employee or applicant for employment for inspection upon request. The Program is available in the Director of Human Resources and Payroll/AA Officer's office for view during regular business hours.

The term "handicapped" is used in the Rehabilitation Act of 1973, but pursuant to the Americans with Disabilities Act, the term "disabled" will be used instead. Throughout the Affirmative Action Program, the term "handicapped" will only be used when citing regulations.

## AMERICANS WITH DISABILITIES ACT GENERAL INFORMATION

The Americans with Disabilities Act was signed into law on July 26, 1990 and its provisions as they relate to California State University Dominguez Hills Foundation became effective in 1992. The Act prohibits discrimination against people with disabilities in employment, transportation, public accommodation, communications, and activities of state and local government. The employment requirements became effective for employers with 25 or more workers on July 26, 1992. Under the Act, employers must:

Have non-discriminatory application procedures, qualification standards and selection criteria and provide equal employment opportunities with respect to all other terms and conditions of employment.

Make reasonable accommodation to the known limitations of a qualified applicant or employee unless to do so would cause undue hardship. The term “reasonable accommodation” may include, but is not limited to:

1. Making existing facilities used by employees accessible to and usable by individuals with disabilities;
2. Job restructuring, part-time or modified work schedules;
3. Acquisition or modification of equipment or devices;
4. Appropriate adjustment or modifications of examinations, training materials or policies;
5. The provision of qualified readers or interpreters.

The public accommodation requirements became effective on January 26, 1992. While the focus of this section of the Act (Title III) is on such facilities as hotels, theaters, and restaurants, the Act also concerns places of employment, and sets the following requirements:

**Existing facilities:** Barriers in areas of the business open to the general public must be removed when removal can be accomplished without much difficulty or expense. If not, alternative methods of making services available must be in place.

**Altered facilities:** Altered areas must be accessible to the maximum extent feasible. In major structural alterations, a path of travel to the altered area and restrooms serving the altered area must be accessible.

**New facilities:** New facilities must be accessible unless structurally impracticable. Elevators do not need to be provided in buildings under three floors or with less than 3,000 square feet per floor.

The Act provides for administrative remedies and the right to sue in Federal Court, and attorney’s fees for prevailing parties. Also, the U.S. Attorney General can file suits and seek penalties.

## **DEFINITION OF “QUALIFIED INDIVIDUAL WITH A DISABILITY”**

### **41 C.F.R Section 60-741.2**

Pursuant to Department of Labor regulations for Affirmative Action obligations, an “individual with a disability” is defined as: “. . . any person who (1) has a physical or mental impairment which substantially limits one or more of such person’s major life activities, (2) has a record of such impairment, or (3) is regarded as having such an impairment.” An individual with a disability is “substantially limited” if he or she is likely to experience difficulty in securing, retaining or advancing in employment. This definition does not include individuals who are active alcohol or drug abusers.

“Major Life activities” may be considered to include functions such as caring for oneself, performing manual tasks, seeing, hearing, speaking, breathing, eating, sleeping, walking, standing, sitting, reaching, lifting, bending, reading, concentrating, thinking, communicating, interacting with others, learning and working.

The phrase “substantially limits” means unable to perform a major life activity that the average person in the general population can perform, or significantly restricted as to the condition, manner, or duration under which an individual can perform a particular major life activity also as compared to the average person.

“Has a record of such an impairment” means that an individual may be completely recovered from a previous physical or mental impairment. It is included because the attitude of employers, supervisors, and co-workers toward that previous impairment may result in an individual’s experiencing difficulty in securing, retaining, or advancing in employment. The mentally restored and those who have had heart attacks or cancer often experience such difficulty. Also, this part of the definition would include individuals who may have been erroneously classified and may experience discrimination based on this misclassification. This group may include persons such as those who have been misclassified as mentally retarded or mentally restored.

“Is regarded as having such an impairment” refers to those individuals who are perceived as having a disability, whether an impairment exists or not, but who, because of attitudes or for any other reason, are regarded as disabled by employers or supervisors who have an effect on the individual’s securing, retaining, or advancing in employment.

Affirmative Action obligations apply to qualified individuals with a disability. A “qualified individual with a disability is defined as an “. . . individual with a disability who is capable of performing a particular job, with reasonable accommodation to his or her disability.”

## **EQUAL EMPLOYMENT OPPORTUNITY POLICY**

### **41 C.F.R. Section 60-741.44(a)**

It is the policy at California State University Dominguez Hills Foundation to provide equal employment and advancement opportunities to all qualified individuals. To achieve this goal, California State University Dominguez Hills Foundation is dedicated to taking affirmative action to employ and advance in employment individuals with disabilities. All personnel actions, including compensation, benefits, recruitment, hiring, training, and promotion of persons in all job titles, will be administered without regard to disability status and all employment decisions are based solely on valid job requirements. In addition, employees and applicants are protected from harassment, threats, coercion, intimidation, or discrimination for:

1. Filing a complaint;
2. Assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of Federal, State, or local law requiring equal opportunity for individuals with disabilities;
3. Opposing any act or practice made unlawful by Federal, State or local law requiring equal opportunity for individuals with disabilities; or
4. Exercising any other right protected by the Rehabilitation Act, original American with Disabilities Act (ADA) or its implementing regulations.

This EEO policy has the full support of California State University Dominguez Hills Foundation's Executive Director who has assigned responsibility for its implementation to the AA Officer. The Foundation has designed and implemented an audit and reporting system to monitor and maintain its compliance with the various Acts and regulations.

A copy of the Equal Employment Opportunity statement regarding the Foundation's commitment to individuals with disabilities is posted in a form that is accessible and understandable to an individual with a disability.



## **ASSIGNMENT OF RESPONSIBILITY**

### **41 C.F.R Section 60-741.44(i)**

#### **Foundation Executive Director**

The Executive Director of California State University Dominguez Hills Foundation, Tranitra Avery, is responsible for corporate-wide direction of the Affirmative Action Program for Individuals with a Disability, as well as compliance with the Americans with Disabilities Act. He has issued a policy statement indicating his support of the California State University Dominguez Hills Foundation Affirmative Action Program and EEO policy and has shown his commitment toward the employment of qualified individuals with physical or mental disabilities. This EEO policy is posted on California State University Dominguez Hills Foundation bulletin boards accessible to all employees. Individuals with disabilities are informed of the contents of the EEO policy. (41 CFR 741.44 (a)).

#### **Chief Human Resources Officer/AA Officer**

The Chief Human Resources Officer, Amanda Dodd, has been designated as the AA Officer and is responsible for developing guidelines for the Affirmative Action Program for the Foundation. It is also the responsibility of this individual to act in a liaison capacity between the California State University Dominguez Hills Foundation and the Federal Government, and between the Foundation and private and public agencies concerned with employment of individuals with a disability.

The AA Officer has been given the necessary authority, top management support and the necessary staffing to implement the Individuals with a Disability Affirmative Action Program. This individual's responsibilities include, but are not necessarily limited to, the following:

1. Developing policy statements, affirmative action programs, and internal and external communication to include discussions with managers, supervisors and employees to ensure the policies are followed;
2. Advising managers and supervisors that their work performance is evaluated, in part, on the basis of their affirmative action efforts;
3. Identifying and discussing with management any problem areas;
4. Developing with managers management solutions for any identified problem areas;
5. Serving as a liaison between California State University Dominguez Hills Foundation and community groups, governmental agencies and vocational rehabilitation organizations;

6. Maintaining an audit and reporting system to monitor the progress of the affirmative action program;
7. Informing management of the latest developments in the affirmative action and equal employment opportunity area;
8. Serving as a liaison between the Foundation and organizations for individuals with disabilities;
9. Assisting in career counseling for employees with disabilities;
10. Ensuring that the policy statement and required posters are posted on bulletin boards and/or electronic postings; and
11. Ensuring that employees placed through these policies are not harassed.

### **Line Management Responsibility**

All levels of managers and supervisors shall be responsible for working with the Equal Employment Opportunity Coordinator to ensure the effectiveness of the Affirmative Action Program for Individuals with a Disability. In this regard, the responsibilities of such employees shall include the following:

1. Become familiar with the principles of equal employment opportunity and affirmative action and such portions of California State University Dominguez Hills Foundation's Affirmative Action Program as it affects their department or area of responsibility.
2. Assist in the identification of equal employment opportunity and affirmative action problem areas and in the establishment of departmental goals and objectives.
3. Assist in the audit of employment patterns to remove impediments to the attainments of the Foundation's goals and objectives.
4. Conduct day-to-day personnel activities in a manner that assures compliance with California State University Dominguez Hills Foundation's equal employment opportunity and affirmative action principles.
5. Understand that their work performance is being evaluated on the basis of their equal opportunity and affirmative action efforts and results.
6. Take appropriate disciplinary actions for violations of the EEO policy or affirmative action program and take steps to prevent illegal harassment of employees.
7. Review the qualifications of all employees to ensure that individuals with disabilities are given full opportunities for transfers and promotions.

8. Conduct periodic audits with regard to areas of responsibility to ensure that:
  - a. Appropriate equal employment opportunity posters are properly displayed.
  - b. All facilities which the Foundation maintains for the use and benefit of its employees are in fact desegregated, both in policy and use, and that these facilities, including but not limited to restrooms, are comparable for both sexes.
  - c. Individuals with disabilities are afforded a full opportunity and are encouraged to participate in all Foundation sponsored educational, training, recreational and social activities.
9. Provide individual career counseling to individuals with a disability as appropriate.
10. Analyze any specific goals set for the department and implement them to the fullest extent possible.

## **AFFIRMATIVE ACTION REQUIREMENTS**

### **Affirmative Action Clause – 41 C.F.R Section 60-741.5(a)(1)**

The affirmative action clause set forth in the regulations will either be included in its entirety or be incorporated by reference in all government contracts and subcontracts in excess of \$10,000 (including modifications, renewals, or extensions of such contracts or subcontracts if not included in the original). The following language is used to incorporate the affirmative action clause by reference: “The affirmative action clause for workers with disabilities, as set forth in 41 CFR 60-741.5(a)(1), is hereby incorporated by reference.”

### **Review of Affirmative Action Program – 41 C.F.R Section 60-741.40(c)**

California State University Dominguez Hills Foundation’s Affirmative Action Program is reviewed and updated annually. If there are any significant changes in procedures, rights or benefits as a result of annual updating, those changes are communicated to employees and applicants for employment.

The Foundation recognizes that failure to annually update the Affirmative Action Program, as required by the regulations, constitutes noncompliance with the contractor’s or subcontractor’s obligations under the affirmative action clause and is a ground for the imposition of appropriate sanctions.

## **Invitation to Individuals with a Disability to Identify Themselves – 41 C.F.R Section 60-741.42(a)**

All employees and applicants will be invited to identify themselves as disabled after a job offer has been made but before the employee or applicant begins work, in order to participate in California State University Dominguez Hills Foundation's Affirmative Action Program. The employee or applicant may be asked to self-identify prior to a job offer if:

1. The invitation is made to actually undertake affirmative action for individuals with a disability at the pre-offer stage, or
2. The invitation is made pursuant to federal, state, or local law requiring affirmative action for individuals with a disability.

### **Availability of Affirmative Action Program**

The Affirmative Action Program is available for inspection by any employee or applicant for employment upon request. The location and hours during which the program may be inspected is posted on the Foundation's bulletin boards, accessible to all employees.

### **Proper Consideration of Qualifications - 41 C.F.R Section 60-741.44(b)**

California State University Dominguez Hills Foundation reviews its employment procedures to ensure careful, thorough and systematic consideration of the job qualifications of applicants with disabilities for vacancies filled either by hiring or promotion, and for all training opportunities offered or available. This review ensures that personnel procedures do not stereotype individuals with disabilities in a manner that limits their access to all jobs for which they are qualified. Applicants and employees with disabilities have equal access to personnel processes, including those implemented through information and communication technologies. The Foundation periodically reviews its processes and makes any necessary modifications to ensure its affirmative action obligations are carried out.

The following are some procedures that may be used to facilitate the review and evaluative process:

1. The application or personnel form of applicant with a disability is annotated to identify each vacancy for which the applicant was considered and is retrievable for review for use in investigations and internal compliance activities;
2. The application or personnel form of each applicant with a disability includes the identification of each promotion and training program for which that employee was considered;

3. When an applicant is rejected for employment, promotion, or training, a statement of the reason is appended to the personnel file.
4. When an employee or applicant with a disability is rejected for employment, promotion, or training, a statement of the reason is appended to the personnel file along with a description of any reasonable accommodation considered.
5. When an employee or applicant is selected for hire, promotion, or training, and reasonable accommodation has been undertaken to enable the selection of an employee or applicant with a disability, the applicant form or personnel record contains a description of the reasonable accommodation

### **Review of Physical and Mental Job Qualification Requirements - 41 C.F.R Section 60-741.44(c)**

California State University Dominguez Hills Foundation will periodically review all physical and mental job qualification requirements with line management and supervisors to ensure that, to the extent qualification requirements tend to screen out qualified individuals with a disability, they are job-related and consistent with business necessity and the safe performance of the job.

### **Review of Personnel Processes – 41 CFR 60-741.44(b)**

California State University Dominguez Hills Foundation Corporation reviews its personnel processes annually to determine whether its present procedures assure careful thorough and systematic consideration of the qualifications of known individuals with a disability. The review covers all procedures related to the filling of job vacancies either by hire or by promotion, as well as all training opportunities offered or made available to employees.

To the extent that physical or mental job qualification requirements tend to screen out qualified individuals with a disability in the selection of employees or applicants for employment or other changes in employment status such as promotion or training, the Foundation assures that the requirements are related to the specific job(s) for which the individual is being considered and are consistent with business necessity and the safe performance of the job. All physical or mental job qualifications will be reviewed and updated annually.

### **Confidentiality of Medical Records – 41 C.F.R Section 60-741.6(c)**

Whenever the Foundation inquires into an applicant or employee's physical or mental condition, or conducts a medical examination prior to employment or change in employment status, information obtained in response to such inquiries or examination

will be kept confidential and maintained on separate forms and in separate files, except that:

1. Supervisors and managers may be informed regarding restrictions on the work or duties of individuals with a disability and regarding accommodations;
2. First aid and safety personnel may be informed, to the extent appropriate, if the condition might require emergency treatment;
3. Government officials investigating compliance with the Act shall be informed, upon their request, provided they first provide a valid release signed by the employee(s) for whom they are requesting medical data or records.

### **Accessibility to the Employment Office**

California State University Dominguez Hills Foundation will determine the physical accessibility of the employment office to individuals with a disability and make such changes as may be necessary to ensure accessibility for employment opportunities.

### **Reasonable Accommodation to Physical and Mental Limitations of Employees - 41 C.F.R Section 60-741.44(d)**

California State University Dominguez Hills Foundation ensures a reasonable accommodation to the physical and mental limitations of employees or applicants unless it can be demonstrated that such an accommodation would impose an undue hardship on the conduct of the Foundation's business. The accommodations may include special equipment, changes in the physical layout of the job, or revision of certain duties relating to the job. However, in determining the extent of such an accommodation, the following factors will be considered: 1) business necessity, and 2) financial cost. The Foundation's building plan includes reasonable accommodation to the special needs of individuals with a disability including access to the building, utilization of rest room facilities, and mobility requirements within the building and parking locations.

The Foundation makes reasonable accommodations to the physical and mental limitations of employees or applicants to the extent that such accommodations do not impose an undue hardship on the conduct of its business. When an employee with a known disability has significant difficulty performing his or her job and it is reasonable to conclude that the performance problem may be related to the known disability, the employee is confidentially notified of the performance problem and asked if the problem is related to the disability. If the employee indicates that the performance problems are related to his or her disability, the employee is asked if reasonable accommodation is needed.

## **Compensation to Employees with a Disability – 41 C.F.R Section 60-741.21(a)(7)**

In offering employment or promotions to individuals with a disability, California State University Dominguez Hills Foundation will not reduce the amount of compensation offered because of any disability income, pension or other benefit the applicant or employee receives from another source.

## **Outreach, Positive Recruitment and External Dissemination of Policy - 41 C.F.R Section 60- 41.44(f)**

California State University Dominguez Hills Foundation undertakes appropriate outreach and positive recruitment activities that are reasonably designed to effectively recruit individuals with disabilities, such as the following:

1. The Foundation incorporates the Equal Opportunity Clause regarding individuals with disabilities in its purchase orders, leases and contracts as required by law, executive order and regulation. Written notification of the Equal Opportunity Policy is sent to all subcontractors, vendors, and suppliers requesting appropriate action on their part.
2. The Foundation notifies all applicants of the EEO policy and invites them to self-identify. Application forms state California State University Dominguez Hills Foundation's commitment to equal employment opportunity. All employment advertisements and notices to recruitment sources state this EEO policy.
3. Outreach and recruitment activities that may be undertaken as needed by the Foundation include enlisting the assistance and support of the following persons and organizations in recruiting, and developing on-the-job training opportunities for individuals with disabilities, in order to fulfill its commitment to provide equal employment opportunity for such individuals:
  - The State Vocational Rehabilitation Service Agency (SVRA), State mental health agency, or State developmental disability agency in the area of the contractor's establishment;
  - The Employment One-Stop Career Center (One-Stop) or American Job Center nearest the contractor's establishment;
  - Entities funded by the Department of Labor that provide recruitment or training services for individuals with disabilities, such as the services currently provided through the Employer Assistance and Resource Network (EARN) ([www.earnworks.com](http://www.earnworks.com));
  - Local Employment Network (EN) organizations (other than the contractor, if the contractor is an EN) listed in the Social Security Administration's Ticket to Work Employment Network Directory ([www.yourtickettowork.com/endir](http://www.yourtickettowork.com/endir));

- Local disability groups, organizations, or Centers for Independent Living (CIL) near the contractor's establishment;
  - Placement or career offices of educational institutions that specialize in the placement of individuals with disabilities; and
  - Private recruitment sources, such as professional organizations or employment placement services that specialize in the placement of individuals with disabilities.
4. All employment openings (except executive and top management, positions that are filled from within, and positions lasting three days or less) are listed at the appropriate state employment services office. Formal briefing sessions and facility tours may be conducted with representatives from recruiting sources to explain current and future job openings, position descriptions, worker specifications, and the selection process. Follow-up with these resources and feedback on disposition of applicants are conducted when appropriate.
  5. The Foundation develops internal communication of these outreach efforts in a manner that fosters understanding, acceptance, and support among executive management, supervisors, and all other employees.
  6. Meaningful contacts are established with veteran's service organizations and organizations for individuals with disabilities for such purposes as advice, technical assistance and referral of potential employees. Such assistance may consist of advice concerning proper placement, recruitment, training and reasonable accommodation.
  7. Good faith efforts are made to consider applicants with known disabilities for all available positions for which they may be qualified, to the extent practicable.
  8. Recruitment at educational institutions will include efforts to reach students who have a disability.
  9. Recruitment programs established with schools incorporate efforts to reach students with disabilities. Efforts may be made to participate in work-study programs with rehabilitation facilities and schools specializing in training or educating individuals with disabilities.
  10. Efforts are made to include individuals with disabilities when employees are pictured in consumer, promotional or help wanted advertisements.

**Assessment of External Outreach and Recruitment Efforts – 41 C.F.R Section 60-741.44(f)(3)**

Each year California State University Dominguez Hills Foundation reviews the outreach and recruitment efforts it has taken over the previous twelve months to evaluate their



effectiveness in identifying and recruiting qualified individuals with disabilities. Each evaluation is documented, including at a minimum the criteria used to evaluate the effectiveness of each effort and the conclusion as to whether each effort and the totality of the efforts are effective. Among these criteria are the Data Collection Analyses for the current year and the two most recent previous years. If the Foundation concludes the totality of its efforts are not effective in identifying and recruiting qualified individuals with disabilities, alternative outreach and recruitment efforts are identified and implemented.

### **Internal Dissemination of Policy – 41 C.F.R Section 60-741.44(g)**

California State University Dominguez Hills Foundation has developed the following internal procedures to communicate its obligation to engage in affirmative action efforts to employ and advance in employment qualified individuals with disabilities. These procedures are designed to foster understanding, acceptance, and support among executive, management, supervisory and other employees and to encourage such persons to take the necessary actions to meet this obligation.

1. Foundation Notices. The EEO policy statement is posted on the employee bulletin board and/or electronically in a manner and place that ensures individuals with disabilities are informed of its contents. This notice states the name of the EEO Coordinator, the support of top-level management toward this policy, and to whom questions, comments, or complaints should be directed. A statement is included that employees are protected from coercion, intimidation, interference or discrimination for filing a complaint or assisting in an investigation under the Acts. All required state and federal EEO notices are also posted on bulletin boards.
2. Union Contracts. A non-discrimination clause is included in any union contracts and any such contracts are reviewed to ensure that they are non-discriminatory. California State University Dominguez Hills Foundation will notify union officials and/or employee representatives of the contractor's policy and request their cooperation.
3. Other procedures that may be implemented as needed:
  - a. California State University Dominguez Hills Foundation's overall commitment, top-level management support, and implementation of the plan may be discussed with management personnel making clear the chief executive officer's support for the affirmative action policy.
  - b. Inform all employees and prospective employees of Foundation's commitment to engage in affirmative action to increase employment opportunities for individuals with disabilities;
  - c. Publicize it in the California State University Dominguez Hills Foundation newspaper, magazine, annual report and other media;

- d. Discuss the policy thoroughly in both employee orientation and management training programs;

#### **Development and Execution of Affirmative Action Programs – 41 C.F.R Section 60-741.44**

The following are special affirmative action programs undertaken by the Foundation, as appropriate for the recruitment, selection, promotions, and training of individuals with disabilities.

1. Evaluate employment practices to ensure freedom from stereotyping persons with a disability in a manner that limits their access to jobs for which they are qualified.
2. Carefully select and train personnel involved in the recruitment, screening, selection, promotion, disciplinary and related processes to ensure that the commitments in the affirmative action program are implemented.
3. Conduct formal briefing sessions with representatives from recruiting sources. Plant tours, explanations of current and future job openings, position descriptions, worker specifications, explanation of the Foundation's selection process, and recruiting literature may be part of the briefings.
4. Include qualified persons with a disability on the personnel staff.
5. Include employees with a disability in career days, youth motivation programs and related activities in their communities.
6. Exercise special efforts to reach individuals with a disability when recruiting at all schools.
7. Participate in work-study programs with rehabilitation facilities and schools that specialize in training or educating individuals with a disability.
8. Continue or establish on-the-job training programs for individuals with a disability.
9. When designing new facilities or remodeling old, special consideration will be given to the removal of architectural barriers to persons with a disability, whenever economically and physically practicable.

#### **Audit and Reporting System - 41 C.F.R Section 60-741.44(h)**

California State University Dominguez Hills Foundation conducts an annual audit of personnel activities to ensure such activities are free from discrimination against or stereotyping individuals with a disability in any manner. During the self-audit, the following activities are reviewed:

- Recruitment, advertising and job application procedures;
- Implementation of hiring, promotion, upgrading and layoff practices;
- Rates of pay and any other forms of compensation including fringe benefits;
- Job assignments, job classification, job descriptions and seniority lists;
- Sick leaves, leaves or absence or implementation of any other leave policies;
- Reasonable accommodation policies and procedures;
- Participation in training, mentoring, apprenticeship programs;
- Attendance at professional meetings/conferences;
- Participation in Foundation-sponsored educational, recreational and social events.

California State University Dominguez Hills Foundation has designed, implemented and documented an audit and reporting system that:

1. Measures the effectiveness of the affirmative action program.
2. Indicates any need for remedial action.
3. Determines the degree to which the objectives have been attained.
4. Determines whether individuals with known disabilities have the opportunity to participate in all California State University Dominguez Hills Foundation sponsored educational, training, recreational and social activities.
5. Measures compliance with the affirmative action program's specific obligations.

Where the affirmative action program is found to be deficient, corrective action is taken to bring the program into compliance.

#### **EEO and Affirmative Action Training 41 C.F.R Section 60-741.44(j)**

Managers, Supervisors and Human Resources staff involved in recruiting, screening, selection, promotion, disciplinary and other related employment processes receive annual training regarding the Foundation's AAP and their role in its implementation. Training sessions are conducted on an ongoing basis. The Foundation's objective is to ensure that Individuals with a Disability are put into the interview process and have complied with the obligations as outlined below.

During the annual training, Managers and Supervisors are advised of their responsibilities under the Foundation's AAP for individuals with disabilities and of their obligations to:

1. Assist in the identification of problem areas, formulate solutions and establish departmental goals and objectives when necessary.
2. Ensure qualified applicants and employees with disabilities are treated in a nondiscriminatory manner in all employment practices, including when making selection decisions, such as for hire, promotion, training or to receive awards or bonuses.

3. Provide reasonable accommodation to the known physical or mental limitations of qualified individuals with disabilities unless such accommodation would impose an undue hardship on the conduct of its business.
4. Maintain confidentiality of any disability-related information obtained regarding any applicant or employee.
5. Ensure that nondiscrimination is adhered to in all personnel activities.

#### **Data Collection Analysis - 41 C.F.R Section 60-741.44(k)**

California State University Dominguez Hills Foundation has documented the following computations or comparisons pertaining to applicants and hires on an annual basis and maintain them for a period of three (3) years:

1. The number of applicants who self-identified as individuals with disabilities or who are otherwise known to be individuals with disabilities;
2. The total number of job openings;
3. The total number of jobs filled;
4. The total number of applicants for all jobs;
5. The total number of individuals with a disability hired;
6. The total number of applicants hired.

#### **Anti-Harassment Procedures 41 C.F.R Section 60-741.44(e)**

Employees and applicants of the Foundation will not be subject to harassment because of disability. Any employee or applicant who believes that they have been subject to harassment because of their disability should promptly contact their Manager, or promptly contact the Human Resources Department for assistance. Employees or applicants may also file a written complaint with the Director of Human Resources at this Foundation.

Retaliation, including intimidation, threat, coercion or discrimination against an employee or applicant because they have objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation or hearing or have otherwise sought to obtain their legal rights under any Federal, State or local EEO law regarding individuals with disabilities is prohibited. Any employee or applicant who believes that he or she has been subject to retaliation should contact the Director, Human Resources for assistance.

This anti-harassment policy is communicated to all employees and Managers annually via email and during New Hire Orientation. California State University Dominguez Hills Foundation provides anti-harassment training for all New Hire employees annually. All New Hires throughout the Foundation are required to attend New Hire Orientation.

Managers are trained every two years in anti-harassment training as defined. Also, a notice is posted in the personnel office and in the Foundation's Handbook.

Additionally, training is provided annually on the identification and prevention of harassment based on disability to the Foundation's employees. Furthermore, the Foundation monitors its environment for the presence of any forms of harassment, intimidation, or coercion and, where warranted, takes corrective action.

## **COMPLAINT PROCEDURE**

California State University Dominguez Hills Foundation is aware that an aggrieved individual with a disability is entitled under the regulations to file a complaint with the Department of Labor within 300 days from the date of the alleged violation. (41 C.F.R Section 60-741.61(b)) If the Foundation has an applicable internal complaint procedure, the Department of Labor must refer the complaint to the Foundation to be processed through the internal procedure. If there has not been a resolution of the complaint satisfactory to the complainant within 60 days of the referral, the Department of Labor will resume jurisdiction.

## **RECORDS AND REPORTS**

Records and reporting systems will be established and maintained to provide a means for monitoring the Affirmative Action Program. (41 C.F.R Section 60-741.6(b) Appendix C)

### **Record of Employees with a Disability**

A readily retrievable record will be kept of all the self-identified and known employees with a disability, to include name, job title, date of employment and history of job changes. This record will be maintained as a separate file, and will be retained for two (2) years.

### **Record of Personnel Activities**

A record will be kept for the following personnel activities:

- Applicant Flow
- Hires
- Promotions
- Transfers
- Training
- Terminations
- Layoffs

## **Record of Job Accommodations**

California State University Dominguez Hills Foundation will keep a record of all job accommodations made for employees with a disability. This record will include employee name and job title, date of accommodation, and a brief description of the accommodation. The accommodations may include such things as special equipment, changes in the physical layout of the job, revision of certain duties relating to the job, telecommuting, or flexible working hours.

## **Record of Complaints – 41 C.F.R Section 60-741.52**

The Foundation will maintain for a period of not less than two years' records regarding complaints and actions taken, and such employment or other records as required by the regulations or the Director of OFCCP.

Failure to maintain complete and accurate records, as required by the regulations, constitutes noncompliance with the contractor or sub-contractor's obligations under the affirmative action clause and is a ground for the imposition of appropriate sanction.

## **MATERIALS TO BE PROVIDED FOR ON-SITE REVIEW**

The following information will normally be requested by the Department of Labor Compliance Officer in the written notification of a compliance review:

1. Copy of the facility's Affirmative Action Program for Individuals with a Disability.
2. General medical guidelines.
3. Blank medical forms, if any, used to record employee or applicant medical information.
4. Physical and mental job qualification requirements for specific jobs.
5. Types of accommodations made for individuals with a disability.
6. Process by which applicants and employees who believe themselves to be covered by Section 503 of the Rehabilitation Act of 1973, as amended, are invited to identify themselves.
7. Procedure to review personnel processes to enable employees with a disability to receive proper consideration for employment, and a schedule of these reviews.
8. Pertinent personnel and employment data as provided for in the implementing regulations, 41 C.F.R Section 60-741.44(b), for the last twelve months.

California State University Dominguez Hills Foundation  
1000 East Victoria Street  
Carson, CA 90747  
07/01/2022 - 06/30/2023

**Utilization Summary of Individuals with Disabilities**  
**(By Job Group using the Any Difference Rule)**  
**41 CFR Section 60-741.45**

Job Group	Employees	Disabled	Utilization Goal %	Utilization %	Met Goal
1.1 : Executive/Senior Level Officials and Managers	12	0	7.0%	0.0%	No
1.2 : First/Mid-Level Officials and Managers	32	0	7.0%	0.0%	No
2 : Professionals	264	0	7.0%	0.0%	No
3 : Technicians	1	0	7.0%	0.0%	No
5 : Administrative Support Workers	168	0	7.0%	0.0%	No
8 : Laborers and Helpers	5	0	7.0%	0.0%	No
9 : Service Workers	41	0	7.0%	0.0%	No

*The Company has used the terms 'Availability' and 'Utilization' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of the Affirmative Action Program and in no way suggest any wrongdoing by the Company.*





California State University  
**Dominguez Hills**

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**Foundation**

1000 E. Victoria Street • Carson • CA • 90747 • (310) 243-3306

**AFFIRMATIVE ACTION PROGRAM**

**FOR**

**DISABLED VETERANS, NEWLY SEPARATED  
VETERANS, ACTIVE-DUTY WARTIME OR CAMPAIGN  
BADGE VETERANS AND ARMED FORCES SERVICE  
MEDAL VETERANS**

**Term Dates: July 1, 2022 - June 30, 2023**

## **PREFACE**

Pursuant to the Vietnam Era Veteran's Readjustment Assistance Act of 1972, as amended, the Vietnam Era Veterans Readjustment Assistance Act of 1974 (VEVRAA) and the Veterans Employment Opportunities Act of 1998 (VEOA) and the Jobs for Veterans Act (JVA), California State University Dominguez Hills Foundation has established an Affirmative Action Program to employ and advance in employment Disabled Veterans, Recently Separated Veterans, Active Duty Wartime or Campaign Badge Veterans and Armed Forces Service Medal Veterans.

This Affirmative Action Program is comprised of specific steps that will be taken by California State University Dominguez Hills Foundation's management and supporting staff to provide equal employment opportunity for Protected Veterans covered by the regulations. The Program applies to all personnel activity including, but not limited to, the following: recruiting, hiring, promotion, transfer, demotion, layoff, termination, compensation and training.

## **POLICY GOVERNING EMPLOYMENT OF PROTECTED VETERANS**

California State University Dominguez Hills Foundation's Executive Director, Tranitra Avery, has issued a policy statement indicating his support of the Affirmative Action Program and EEO policy. He has shown his commitment toward the employment of Disabled Veterans, Recently Separated Veterans, Active-Duty Wartime or Campaign Badge Veterans and Armed Forces Service Medal Veterans.

### **EQUAL EMPLOYMENT OPPORTUNITY POLICY 41 CFR 60-300.44(a)**

It is the policy at California State University Dominguez Hills Foundation to provide equal employment and advancement opportunities to all qualified individuals. To achieve this goal, California State University Dominguez Hills Foundation is dedicated to taking affirmative action to employ and advance in employment Protected Veterans. All personnel actions, including compensation, benefits, recruitment, hiring, training, and promotion of persons in all job titles, will be administered without regard to disability or veteran status and all employment decisions are based solely on valid job requirements. In addition, employees and applicants are protected from harassment, threats, coercion, intimidation, or discrimination for:

1. Filing a complaint;
2. Assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of VEVRRRA or any other Federal, State, or local law requiring equal opportunity for Protected Veterans;
3. Opposing any act or practice made unlawful by VEVRRRA or its implementing regulations in this part, or any other Federal, State or local law requiring equal opportunity for protected veterans; or
4. Exercising any other right protected by VEVRRRA or its implementing regulations.

This EEO policy has the full support of the Executive Director who has assigned responsibility for its implementation to the Director of Human Resources and Payroll/AA Officer. California State University Dominguez Hills Foundation has designed and implemented an audit and reporting system to monitor and maintain its compliance with VEVRRRA and other regulations.

A copy of the Equal Employment Opportunity statement that California State University Dominguez Hills Foundation's commitment to protected veterans is posted in a form that is accessible and understandable.

## **ASSIGNMENT OF RESPONSIBILITY**

### **California State University Dominguez Hills Foundation 41 CFR 60-300.44(i)**

The Executive Director, Tranitra Avery, is responsible for the Foundation-wide direction of the Affirmative Action Program for Protected Veterans.

#### **Chief Human Resources Officer/AA Officer**

The Chief Human Resources Officer, Amanda Dodd, has been designated as the AA Officer and is responsible for developing guidelines for the Affirmative Action Program for the Foundation. It is also the responsibility of this individual to act in a liaison capacity between the California State University Dominguez Hills Foundation and the Federal Government, and between the Foundation and private and public agencies concerned with employment of individuals with a disability.

The EEO Coordinator has been given the necessary authority, top management support and the necessary staffing to implement the Affirmative Action Program for Protected Veterans. This individual's responsibilities include, but are not necessarily limited to, the following:

1. Developing policy statements and the Foundation's Affirmative Action Program.
2. Developing internal and external communication techniques. These techniques include meetings with managers, supervisors and employees to ensure the Foundation's policies are being followed. In addition, supervisors and managers are advised that harassment of employees placed through affirmative action efforts will not be tolerated, and that their performance will be evaluated on the basis of affirmative action efforts and results, as well as other criteria.
3. Identifying problem areas and developing solutions in conjunction with line management and known Protected Veterans.
4. Designing and implementing internal audit and reporting systems that will:
  - a. Measure the effectiveness of the Foundation's programs.
  - b. Indicate need for remedial action.
  - c. Determine the degree to which objectives have been obtained.
  - d. Determine whether known Protected Veterans have had the opportunity to participate in all Foundation-sponsored educational, training, recreational and social activities.

- e. Ensure that the facility is in compliance with regulations regarding Protected Veterans.
5. Serving as liaison between California State University Dominguez Hills Foundation and enforcement agencies.
6. Serving as liaison between the Foundation and organizations representing Protected Veterans, and promoting the active involvement by Foundation representatives in the community service programs of local organizations representing Protected Veterans.
7. Keeping management informed of the latest developments in the area of affirmative action.
8. Arranging career counseling for known Protected Veterans.

### **Line Management Responsibility**

All levels of managers and supervisors shall be responsible for working with the Equal Employment Opportunity Coordinator to ensure the effectiveness of the Affirmative Action Program for Protected Veterans. In this regard, the responsibilities of such employees shall include the following:

1. Become familiar with the principles of equal employment opportunity and affirmative action and such portions of California State University Dominguez Hills Foundation's Affirmative Action Program as it affects their department or area of responsibility.
2. Assist in the identification of equal employment opportunity and affirmative action problem areas and in the establishment of departmental goals and objectives.
3. Assist in the audit of employment patterns to remove impediments to the attainments of the Foundation's goals and objectives.
4. Conduct day-to-day personnel activities in a manner that assures compliance with California State University Dominguez Hills Foundation's equal employment opportunity and affirmative action principles.
5. Understand that their work performance is being evaluated on the basis of their equal opportunity and affirmative action efforts and results.
6. Take appropriate disciplinary actions for violations of the EEO policy or affirmative action program and take steps to prevent illegal harassment of employees.
7. Review the qualifications of all employees to ensure that individuals with disabilities are given full opportunities for transfers and promotions.

8. Conduct periodic audits with regard to areas of responsibility to ensure that:
  - a. Appropriate equal employment opportunity posters are properly displayed.
  - b. All facilities which the Foundation maintains for the use and benefit of its employees are in fact desegregated, both in policy and use, and that these facilities, including but not limited to restrooms, are comparable for both sexes.
  - c. Individuals with disabilities are afforded a full opportunity and are encouraged to participate in all Foundation sponsored educational, training, recreational and social activities.
9. Provide individual career counseling to individuals with a disability as appropriate.
10. Analyze any specific goals set for the department and implement them to the fullest extent possible.

## **AFFIRMATIVE ACTION REQUIREMENTS**

### **Affirmative Action Clause - 41 CFR 60-300.5(a)**

The affirmative action clause set forth in the regulations is either included in its entirety or incorporated by reference in all government contracts and subcontracts in excess of \$100,000 (including modifications, renewals, or extensions of such contracts or subcontracts if not included in the original contract) after December 1, 2003. The following language is used to incorporate the affirmative action clause by reference: “The affirmative action clause for Disabled Veterans, Recently Separated Veterans, Active-Duty Wartime or Campaign Badge Veterans and Armed Forces Service Medal Veterans, as set forth in 41 C.F.R. 60-300.5, is hereby incorporated by reference.”

### **Listing of Employment Openings with State Employment Service - 41 CFR 60-300.5(a)(d)(e)**

California State University Dominguez Hills Foundation lists all suitable employment openings with the appropriate local office of the state employment service system where the opening occurs. Definitions relevant to this section include the following:

1. “All suitable employment openings” includes, but is not limited to, openings which occur in the following job categories: production and nonproduction; plant and office; laborers and mechanics; supervisory and nonsupervisory; technical; and executive, administrative and professional openings. This term includes full-time employment, temporary employment of more than three days duration, and part-time employment.

It does not include openings which the corporation proposes to fill from recall lists or from within, including affiliates and subsidiaries.

2. “Appropriate office of the state employment service system” means the local office of the federal-state national system of public employment offices with assigned responsibility for serving the area where the employment opening is to be filled.

A record of all openings listed with the state employment service will be maintained. This record will include at least the job title, number of openings per job title and date of listing.

#### **Review of Affirmative Action Program – 41 CFR 60-300.44(b)**

The Affirmative Action Program is reviewed and updated annually. If there are any significant changes in procedures, rights or benefits as a result of the annual updating, those changes will be communicated to employees and applicants for employment.

Failure to update the Affirmative Action Program annually, as required by the regulations, constitutes noncompliance with the contractor or subcontractor’s obligations under the affirmative action clause and is a ground for the imposition of appropriate sanctions.

#### **Availability of Affirmative Action Program - 41 CFR 60-300.41.**

The affirmative action program for veterans is available for inspection by any employee or applicant for employment upon request. The location and hours during which the program may be inspected is posted on the Foundation’s bulletin boards. The full Affirmative Action Program is available from the EEO Coordinator during regular business hours.

#### **Invitation to Disabled Veterans, Recently Separated Veterans, Active-Duty Wartime or Campaign Badge Veterans and Armed Forces Service Medal Veterans to Identify Themselves - 41 CFR 60-300.42**

All employees and applicants will be invited to identify themselves as Protected Veterans, after a job offer has been made but before the employee or applicant begins work, in order to participate in the Foundation’s Affirmative Action Program. The employee or applicant may be asked to self-identify prior to a job offer if:

1. The invitation is made to actually undertake affirmative action for Protected Veterans at the pre-offer stage, or

2. The invitation is made pursuant to federal, state or local laws requiring affirmative action for Protected Veterans.

### **Proper Consideration of Qualifications - 41 CFR 60-300.44(c)**

California State University Dominguez Hills Foundation reviews its personnel processes periodically to determine whether the present procedures assure careful, thorough and systematic consideration of the qualifications of known veteran applicants and employees or job vacancies filled either by hiring or promotion, and for all training opportunities offered or available.

In determining the qualifications of a protected veteran, the Foundation will consider only that portion of the individual's military record, including discharge papers, relevant to the specific job qualifications for which the veteran is being considered.

A readily retrievable record will be kept of all the self-identified and known veteran employees, to include name, job title and date of employment.

### **Review of Personnel Processes – 41 CFR 60-300.44(b)**

California State University Dominguez Hills Foundation reviews its personnel processes annually to determine whether its present procedures assure careful thorough and systematic consideration of the qualifications of known protected veterans. The review covers all procedures related to the filling of job vacancies either by hire or by promotion, as well as all training opportunities offered or made available to employees.

To the extent that it is necessary to modify personnel procedures to assure proper consideration of qualified veteran applicants and employees, the Foundation will develop new procedures for this purpose in the Affirmative Action Program. The Foundation will develop procedures that are designed to facilitate a review of the implementation of this requirement by the Foundation or the government. The Foundation will make modifications in the procedures as appropriate to its circumstances.

### **Review of Physical and Mental Job Qualification Requirements - 41 CFR 60-300.44(c)**

California State University Dominguez Hills Foundation reviews all jobs to determine physical or mental job qualification requirements. Any such qualification requirements will be reviewed to ensure that they are consistent with business necessity and the safe performance of the job.

Whenever the Foundation applies physical or mental job qualification requirements in the selection of applicants or employees for employment or toward a change in employment



status, such as promotion, demotion, or training, the requirements shall be related to the job(s) for which the individual is being considered and will be consistent with business necessity and safe performance of the job.

#### **Confidentiality of Medical Records – 41 CFR Section 60-300.44**

Whenever the Foundation inquires into an applicant or employee's physical or mental condition, or conducts a medical examination prior to employment or change in employment status, information obtained in response to such inquiries or examination will be kept confidential except that:

1. Supervisors and managers may be informed regarding restrictions on the work or duties of special disabled veterans regarding accommodations; and
2. First aid and safety personnel may be informed, to the extent appropriate, if the condition might require emergency treatment; and
3. Government officials investigating compliance with the Act shall be informed, upon their request, provided they first provide a valid release signed by the employee(s) for whom they are requesting medical data or records.

#### **Accessibility to the Human Resources Department – 41 CFR 60-300.44(d)**

California State University Dominguez Hills Foundation will determine the physical accessibility of the Human Resources Department to special disabled Veterans and make such changes as may be necessary to ensure accessibility.

#### **Accommodation to Physical and Mental Limitations of Employees - 41 CFR 60-300.44(d)**

California State University Dominguez Hills Foundation ensures a reasonable accommodation to the physical and mental limitations of employees or applicants unless it can be demonstrated that such an accommodation would impose an undue hardship on the conduct of the Foundation's business. The accommodations may include special equipment, changes in the physical layout of the job, or revision of certain duties relating to the job. However, in determining the extent of such an accommodation, the following factors will be considered: 1) business necessity, and 2) financial cost.

California State University Dominguez Hills Foundation will keep a record of all job accommodations made for disabled veteran employees. This record will include employee name and job title, date of accommodation, and a brief description of the accommodation.

## **Compensation to Disabled Veterans and Active-Duty Wartime or Campaign Badge Veterans**

In offering employment or promotions to disabled veterans, California State University Dominguez Hills Foundation will not reduce the amount of compensation offered because of any disability income, pension or other benefit the applicant or employee receives from another source.

## **Outreach, Positive Recruitment and External Dissemination of Policy - 41 C.F.R Section 60-300.44(f)**

California State University Dominguez Hills Foundation undertakes appropriate outreach and positive recruitment activities that are reasonably designed to effectively recruit Protected Veterans, such as the following:

1. California State University Dominguez Hills Foundation incorporates the Equal Opportunity Clause regarding Protected Veterans in its purchase orders, leases and contracts as required by law, executive order and regulation. Written notification of the Equal Opportunity Policy is sent to all subcontractors, vendors, and suppliers requesting appropriate action on their part.
2. California State University Dominguez Hills Foundation notifies all applicants of the EEO policy and invites them to self-identify. Application forms state the Foundation's commitment to equal employment opportunity. All employment advertisements and notices to recruitment sources state this EEO policy.
3. Outreach and recruitment activities that may be undertaken as needed by California State University Dominguez Hills Foundation include enlisting the assistance and support of the following persons and organizations in recruiting, and developing on-the-job training opportunities for Protected Veterans, in order to fulfill its commitment to provide equal employment opportunity for such individuals:
  - The Local Veterans' Employment Representative in the local employment service office (One-Stop) nearest the contractor's establishment;
  - The Department of Veterans Affairs Regional Office nearest the contractor's establishment;
  - The Veterans' counselors and coordinators ("Vet-Reps") on college campuses;
  - The service officers of the national Veterans' groups active in the area of the contractor's establishment;
  - Local Veterans' groups and Veterans' service centers near the contractor's establishment;

- Listing job openings with the National Resource Directory's Veterans Job Bank, or any future service that replaces or complements it;
  - The Department of Defense Transition Assistance Program (TAP), or any subsequent program that, in whole or in part, might replace TAP;
  - Any organization listed in the Employer Resources section of the National Resource Directory (<http://www.nationalresourcedirectory.gov/>), or any future service that replaces or complements it.
  - The State Vocational Rehabilitation Service Agency (SVRA), State mental health agency, or State developmental disability agency in the area of the contractor's establishment;
  - The Employment One-Stop Career Center (One-Stop) or American Job Center nearest the contractor's establishment;
  - The Department of Veterans Affairs Regional Office nearest the contractor's establishment ([www.va.gov](http://www.va.gov));
  - Entities funded by the Department of Labor that provide recruitment or training services for veterans, such as the services currently provided through the Employer Assistance and Resource Network (EARN) ([www.earnworks.com](http://www.earnworks.com));
  - Local Employment Network (EN) organizations (other than the contractor, if the contractor is an EN) listed in the Social Security Administration's Ticket to Work Employment Network Directory ([www.yourtickettowork.com/endir](http://www.yourtickettowork.com/endir));
  - Local disability groups, organizations, or Centers for Independent Living (CIL) near the contractor's establishment;
  - Placement or career offices of educational institutions that specialize in the placement of veterans; and private recruitment sources, such as professional organizations or employment placement services that specialize in the placement of veterans.
4. All employment openings (except executive and top management, positions that are filled from within, and positions lasting three days or less) are listed at the appropriate state employment services office. Formal briefing sessions and facility tours may be conducted with representatives from recruiting sources to explain current and future job openings, position descriptions, worker specifications, and the selection process. Follow-up with these resources and feedback on disposition of applicants are conducted when appropriate.
  5. California State University Dominguez Hills Foundation develops internal communication of these outreach efforts in a manner that fosters understanding,

acceptance, and support among executive management, supervisors, and all other employees.

6. Meaningful contacts are established with veteran's service organizations and organizations for veterans for such purposes as advice, technical assistance and referral of potential employees. Such assistance may consist of advice concerning proper placement, recruitment, training and reasonable accommodation.
7. Good faith efforts are made to consider Protected Veterans and applicants with known disabilities for all available positions for which they may be qualified, to the extent practicable.
8. Recruitment at educational institutions will include efforts to reach students who are Protected Veterans.
9. Recruitment programs established with schools incorporate efforts to reach veteran students. Efforts may be made to participate in work-study programs with rehabilitation facilities and schools specializing in training or educating individuals with veteran status.
10. When appropriate, efforts may be made to participate in work-study programs with Department of Veterans Affairs rehabilitation facilities which specialize in training or educating disabled Veterans.
11. Efforts are made to include veterans when employees are pictured in consumer, promotional or help wanted advertisements.

#### **Internal Dissemination of Policy – 41 CFR 60-300.44(g)**

California State University Dominguez Hills Foundation has developed the following internal procedures to communicate its obligation to engage in affirmative action efforts to employ and advance in employment Protected Veterans. These procedures are designed to foster understanding, acceptance, and support among executive, management, supervisory and other employees and to encourage such persons to take the necessary actions to meet this obligation.

1. Foundation Notices. The EEO policy statement is posted on the employee bulletin board and/or electronically in a manner and place that ensures that Protected Veterans are informed of its contents. This notice states the name of the EEO Coordinator, the support of top-level management toward this policy, and to whom questions, comments, or complaints should be directed. A statement is included that employees are protected from coercion, intimidation, interference or discrimination for filing a complaint or assisting in an investigation under the Acts. All required state and federal EEO notices are also posted on bulletin boards.

2. Union Contracts. A non-discrimination clause is included in any union contracts and any such contracts are reviewed to ensure that they are non-discriminatory. California State University Dominguez Hills Foundation will notify union officials and/or employee representatives of the contractor's policy and request their cooperation, if applicable.
3. Other procedures that may be implemented as needed:
  - a. California State University Dominguez Hills Foundation's overall commitment, top-level management support, and implementation of the plan may be discussed with management personnel making clear the chief executive officer's support for the affirmative action policy.
  - b. Inform all employees and prospective employees of California State University Dominguez Hills Foundation's commitment to engage in affirmative action to increase employment opportunities for Protected Veterans;
  - c. Publicize it in the California State University Dominguez Hills Foundation newspaper, magazine, annual report and other media;
  - d. Discuss the policy thoroughly in both employee orientation and management training programs;
  - e. When employees are featured in employee handbooks or similar publications for employees, include Protected Veterans.

#### **Development and Execution of Affirmative Action Programs – 41 CFR 60-300.44(h)**

The following are special affirmative action programs undertaken by California State University Dominguez Hills Foundation, as appropriate:

1. Evaluate employment practices to ensure freedom from stereotyping Protected Veterans in a manner that limits their access to jobs for which they are qualified.
2. Carefully select and train personnel involved in the recruitment, screening, selection, promotion, disciplinary and related processes to ensure that the commitments in the affirmative action program are implemented.
3. Conduct formal briefing sessions with representatives from recruiting sources. Plant tours, explanations of current and future job openings, position descriptions, worker specifications, explanation of California State University Dominguez Hills Foundation's selection process, and recruiting literature may be part of the briefings.
4. Include qualified disabled Veterans and Active Duty Wartime or Campaign Badge Veterans on the personnel staff.

5. Exercise special efforts to reach Veterans when recruiting at all schools.
6. Participate in work-study programs with Veterans Administration rehabilitation facilities and schools that specialize in training or educating special disabled Veterans.
7. Continue or establish on-the-job training programs for veterans.
8. Review employment records to determine the availability of promotable and transferable qualified known veterans presently employed, and to determine whether their present and potential skills are being fully utilized or developed.

#### **Anti-Harassment Procedures 41 CFR 60-300.44(e)**

Employees and applicants of the Foundation will not be subject to harassment because of Protected Veteran status. Any employee or applicant who believes that they have been subject to harassment because of their status as a Protected Veteran should promptly contact their Manager, or promptly contact the Human Resources Department for assistance. Employees or applicants may also file a written complaint with the Chief Human Resources Officer.

Retaliation, including intimidation, threat, coercion or discrimination against an employee or applicant because they have objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation or hearing or have otherwise sought to obtain their legal rights under any Federal, State or local EEO law regarding Protected Veterans is prohibited. Any employee or applicant who believes that he or she has been subject to retaliation should contact the Human Resources Department for assistance.

This anti-harassment policy is communicated to all employees and Managers annually via email and during New Hire Orientation. California State University Dominguez Hills Foundation provides anti-harassment training for all New Hire employees annually. All New Hires throughout the Foundation are required to attend New Hire Orientation. Managers are trained every two years in anti-harassment training. Also, a policy notice is posted in the Human Resources office and in the Foundation Handbook.

Additionally, training is provided annually on the identification and prevention of harassment based on protected veteran status to the Foundation's employees. Furthermore, the Foundation monitors its environment for the presence of any forms of harassment, intimidation, or coercion and, where warranted, takes corrective action.

### **Future Assessment of External Outreach and Recruitment Efforts – 41 CFR 60-300.44(f)(3)**

California State University Dominguez Hills Foundation reviews annually the outreach and recruitment efforts it has taken over the previous twelve months to evaluate their effectiveness in identifying and recruiting qualified veterans. Each evaluation is documented, including at a minimum the criteria used to evaluate the effectiveness of each effort and the conclusion as to whether each effort and the totality of the efforts are effective. Among these criteria are the Data Collection Analysis for the current year and the two most recent previous years. If the Foundation concludes the totality of its efforts are not effective in identifying and recruiting qualified veterans, alternative outreach and recruitment efforts are identified and implemented.

### **Audit and Reporting System 41 CFR 60-300.44 (h)**

California State University Dominguez Hills Foundation conducts an annual audit of personnel activities to ensure such activities are free from discrimination against or stereotyping Protected Veterans in any manner. During the self-audit, the following activities are reviewed:

- Recruitment, advertising and job application procedures;
- Implementation of hiring, promotion, upgrading and layoff practices;
- Rates of pay and any other forms of compensation including fringe benefits;
- Job assignments, job classification, job descriptions and seniority lists;
- Sick leaves, leaves or absence or implementation of any other leave policies;
- Reasonable accommodation policies and procedures;
- Participation in training, mentoring, apprenticeship programs;
- Attendance at professional meetings/conferences;
- Participation in Foundation-sponsored educational, recreational and social events.

### **EEO and Affirmative Action Training 41 CFR 60-300.44(j)**

Managers, Supervisors and Human Resources staff involved in recruiting, screening, selection, promotion, disciplinary and other related employment processes receive annual training regarding the Foundation's AAP and their role in its implementation. Training sessions are conducted on an ongoing basis. One of the Foundation's objectives is to ensure that Protected Veterans are put into the interview process and have complied with the obligations as outlined below.

During the annual training, Managers and Supervisors are advised of their responsibilities under the Foundation's AAP for Protected Veterans and of their obligations to:

1. Assist in the identification of problem areas, formulate solutions and establish departmental goals and objectives when necessary.
2. Ensure qualified applicants and employees who are protected veterans are treated in a nondiscriminatory manner in all employment practices, including when making selection decisions, such as for hire, promotion, training or to receive awards or bonuses.
3. Provide reasonable accommodation to the known physical or mental limitations of qualified disabled Veterans unless such accommodation would impose an undue hardship on the conduct of its business.
4. Maintain confidentiality of any information regarding self-identification of protected veteran status.
5. Ensure that nondiscrimination is adhered to in all personnel activities.

#### **Data Collection Analysis - 41 C.F.R. Section 60-300.44(k)**

California State University Dominguez Hills Foundation will document the following computations or comparisons pertaining to applicants and hires on an annual basis and maintain them for a period of three (3) years:

1. The number of applicants who self-identified as Protected Veterans pursuant to Section 60-300.42(a), or who are otherwise known as Protected Veterans;
2. The total number of job openings;
3. The total number of jobs filled;
4. The total number of applicants for all jobs;
5. The total number of Protected Veterans hired;
6. The total number of applicants hired.

#### **COMPLAINT PROCEDURE**

California State University Dominguez Hills Foundation is aware that an aggrieved veteran is entitled under the regulations to file a complaint with the Department of Labor within 300 days from the date of the alleged violation. If the Foundation has an applicable internal complaint procedure, the Department of Labor must refer the complaint to the Foundation to be processed through the internal procedure. If there has not been a resolution of the complaint satisfactory to the complainant within 60 days of the referral, the Department of Labor will resume jurisdiction.



## **RECORDS AND REPORTS**

Records and reporting systems will be established and maintained to provide a means for monitoring the Affirmative Action Program.

### **Record of Disabled Veterans, Recently Separated Veterans, Active-Duty Wartime or Campaign Badge Veterans and Armed Forces Service Medal Veterans**

A readily retrievable record will be kept of all the self-identified and known veteran employees, to include name, job title, date of employment and history of job changes.

### **Record of Personnel Activities**

A periodic record of personnel activities will be kept for the following personnel activities:

- Applicant Flow
- Hires
- Promotions
- Transfers
- Training
- Terminations
- Layoffs

### **Record of Listing Employment Openings with State Employment Service**

California State University Dominguez Hills Foundation maintains a record of employment openings listed with the state employment service.

### **Record of Referrals by the State Employment Service**

California State University Dominguez Hills Foundation maintains a record of state employment service referrals of Protected Veterans who report to the Foundation's employment office.

This record will indicate whether the referred applicant is hired or rejected. If the referred applicant is hired, the record reflects job title and date of hire. If the referred applicant is rejected, the record reflects the job(s) for which he or she was considered and the reason for rejection.

## **MATERIAL TO BE PROVIDED FOR ON-SITE REVIEW**

The following information is normally requested by the Equal Opportunity Specialist (EOS) in the written notification of an on-site review. The Foundation will provide this information.

- A. Copy of the Foundation's Affirmative Action Program for Disabled Veterans, Recently Separated Veterans, Active-Duty Wartime or Campaign Badge Veterans and Armed Forces Service Medal Veterans.
- B. Collective bargaining agreements, if applicable.
- C. Management organizational chart.
- D. Blank employment application form.
- E. Applicant flow data on known or self-identified applicants. The Foundation will maintain this information based on voluntary self-disclosure before an offer of employment. Otherwise, self-identification for Protected Veterans will be noted after hire.
- F. General medical guidelines.
- G. Blank medical forms, if any, used to record employee or applicant medical information.
- H. Physical and mental job qualification requirements for specific jobs.
- I. Types of accommodations made for special disabled Veterans.
- J. Process by which applicants and employees who believe themselves to be covered by Section 402 of the Vietnam Era Veterans Readjustment Act of 1974, as amended, are invited to identify themselves.
- K. Procedure used to review personnel process to enable veteran employees to receive proper consideration for employment, and a schedule of these reviews.
- L. Pertinent personnel and employment data, other than employee medical records, as provided for in the implementing regulations, for the last twelve months or the last 100 personnel actions.

**Definitions and Confidentiality of Information  
under the  
Rehabilitation Act of 1973, As Amended,  
the Vietnam Era Veterans Readjustment Assistance Act of 1974, As Amended,  
and the Veterans Employment Opportunities Act**

**Definition of Handicapped** - A “handicapped individual” means any person who (1) has a physical or mental impairment that substantially limits one or more of such person’s major life activities, (2) has a record of such impairment, or (3) is regarded as having such an impairment. A handicapped individual is “substantially limited” if he or she is likely to experience difficulty in securing, retaining or advancing in employment because of a handicap. This definition does not include those who are active alcoholics or drug addicts.

**Disabled Veteran** – A disabled veteran is a veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veteran Affairs, or a person who was discharged or released from active duty because of a service-connected disability.

**Active-Duty Wartime or Campaign Badge Veteran** – Active-Duty Wartime or Campaign Badge veteran refers to a veteran who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized, under the laws administered by the Department of Defense.

**Recently Separated Veteran** – Recently separated veteran is any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval or air service.

**Armed Forces Service Medal Veteran** - Any veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (61 FR 1209).

**Confidentiality of Information Furnished by the Handicapped and by the Veteran** - Information from handicapped applicants and employees and from veterans will be furnished on a voluntary basis only and will be kept confidential. Refusal to provide such information will not subject the handicapped applicant or employee or the veteran to any adverse treatment and will be used only in accordance with applicable laws and regulations. Medical records are confidential except that: (1) Supervisors and managers may be informed regarding restrictions on work or duties; (2) first aid and safety personnel may be informed, where and to the extent appropriate, if the condition might require emergency treatment; and (3) government officials investigating compliance with applicable laws and regulations shall be informed provided the employees concerned have signed a valid release authorizing disclosure.

California State University Dominguez Hills Foundation  
1000 East Victoria Street  
Carson, CA 90747  
07/01/2022 - 06/30/2023

**Utilization Summary of Protected Veterans**  
**(By Job Group using the Any Difference Rule)**  
**41 CFR Section 60-741.45**

Job Group	Employees	Veterans	Utilization Goal %	Utilization %	Met Goal
1.1 : Executive/Senior Level Officials and Managers	12	0	5.5%	0.0%	No
1.2 : First/Mid-Level Officials and Managers	32	0	5.5%	0.0%	No
2 : Professionals	264	0	5.5%	0.0%	No
3 : Technicians	1	0	5.5%	0.0%	No
5 : Administrative Support Workers	168	0	5.5%	0.0%	No
8 : Laborers and Helpers	5	0	5.5%	0.0%	No
9 : Service Workers	41	0	5.5%	0.0%	No

*The Company has used the terms 'Availability' and 'Utilization' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of the Affirmative Action Program and in no way suggest any wrongdoing by the Company.*

California State University Dominguez Hills Foundation

1000 East Victoria Street

Carson, CA 90747

07/01/2022 - 06/30/2023

Data Collection Analysis of Individuals with Disabilities

41 C.F.R. 60-741.44(k)

07/01/2021 - 06/30/2022

		Applicants	Applicant Ratio	Hires & Promotions	Hire & Prom Ratio	Total Openings	Total Jobs Filled	Jobs Filled Ratio
Total Workforce	Disabled	52	3.7%	0	0.0%			
	Total	1419		424		424	424	100.0%

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrongdoing by the Company.

California State University Dominguez Hills Foundation

1000 East Victoria Street

Carson, CA 90747

07/01/2022 - 06/30/2023

Data Collection Analysis of Protected Veterans

41 C.F.R. 60-300.44(k)

07/01/2021 - 06/30/2022

		Applicants	Applicant Ratio	Hires & Promotions	Hire & Prom Ratio	Total Openings	Total Jobs Filled	Jobs Filled Ratio
Total Workforce	Veterans	5	0.4%	0	0.0%			
	Total	1419		424		424	424	100.0%

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrongdoing by the Company.

# California State University Dominguez Hills Foundation

1000 East Victoria Street

Carson, CA 90747

07/01/2022 - 06/30/2023

## Job List

Job Code	Job Title	Job Group Code	EEO Code	Census Code(s)
CNTR	Controller	1.1	1.1	0120 : Financial managers
CODI	Co Director	1.1	1.1	0010 : Top executives
DIOO	Director Of Operation Stem	1.1	1.1	0010 : Top executives
EXDI	Executive Director	1.1	1.1	0010 : Top executives
JOB_72MADZ	Director of Procurement	1.1	1.1	0150 : Purchasing managers
JOB_LN4S2C	Business Systems Manager	1.1	1.1	0101 : Administrative services and facilities managers
JOB_QRHTU9	Chief Financial Officer	1.1	1.1	0010 : Top executives
JOB_YSY2YI	Chief Human Resources Officer	1.1	1.1	0136 : Human resources managers
MSUP	Manager Stem Undergrad Program	1.1	1.1	0010 : Top executives
ASSD	Associate Director	1.2	1.2	0010 : Top executives
DIRC	Director	1.2	1.2	0010 : Top executives
JOB_CQS3DX	Principal Investigator	1.2	1.2	2350 : Other teachers and instructors, education, training, and library workers
JOB_EOYG4V	Co-PI	1.2	1.2	0230 : Education and childcare administrators
JOB_GZTUZU	Commercial Services Manager	1.2	1.2	0101 : Administrative services and facilities managers
JOB_K6H849	Interim Project Director	1.2	1.2	0110 : Computer and information systems managers
JOB_SSL4ST	Kitchen Production Manager	1.2	1.2	0310 : Food service managers
PGDI	Program Director	1.2	1.2	0010 : Top executives
PJDI	Project Director	1.2	1.2	0010 : Top executives
PRMG	Program Manager	1.2	1.2	0010 : Top executives
AACT	Accountant	2	2	0800 : Accountants and auditors
ACCO	Academic Coordinator	2	2	2350 : Other teachers and instructors, education, training, and library workers
ACCS	Accounts Payable Specialist	2	2	0800 : Accountants and auditors
ADM2	Academic Coach	2	2	5710 : Secretaries and administrative assistants
ADVI	Advisor	2	2	2350 : Other teachers and instructors, education, training, and library workers
ASCP	Associate Professor	2	2	2205 : Postsecondary teachers
COCH	Coach	2	2	2721 : Athletes, coaches, umpires, and related workers
CVTT	Centinela Valley Toro Tutors	2	2	2350 : Other teachers and instructors, education, training, and library workers
ENIN	English Instructor	2	2	2205 : Postsecondary teachers
FABC	Fab Lab Coordinator	2	2	0230 : Education and childcare administrators
FACA	Faculty Advisor	2	2	2350 : Other teachers and instructors, education, training, and library workers
FACM	Faculty Mentor	2	2	0230 : Education and childcare administrators
FCLT	Facilitator	2	2	0230 : Education and childcare administrators
FLTC	Fab Lab Tech II	2	2	1900 : Life, physical, and social science technicians
FLTT	Fab Lab Tech III	2	2	1900 : Life, physical, and social science technicians
ISTR	Instructor	2	2	2205 : Postsecondary teachers

# California State University Dominguez Hills Foundation

1000 East Victoria Street

Carson, CA 90747

07/01/2022 - 06/30/2023

## Job List

Job Code	Job Title	Job Group Code	EEO Code	Census Code(s)
JOB_2CEQWB	Consultant	2	2	0710 : Management analysts
JOB_8BFNAA	Academic Tutor	2	2	2350 : Other teachers and instructors, education, training, and library workers
JOB_D27FWC	Accounts Specialist	2	2	0800 : Accountants and auditors
JOB_DTKHNL	Fab Lab Tech I	2	2	3300 : Other health technologists and technicians
JOB_F1IOE6	Teaching Artist	2	2	2350 : Other teachers and instructors, education, training, and library workers
JOB_F8CKNR	Peer Mentor	2	2	2350 : Other teachers and instructors, education, training, and library workers
JOB_FOW8LG	Guest Speaker	2	2	2205 : Postsecondary teachers
JOB_GNTJP6	NGSS Training Facilitator	2	2	0650 : Training and development specialists
JOB_ISDKFQ	Marketing & Production Coord.	2	2	0735 : Market research analysts and marketing specialists
JOB_KR01QM	Senior Front-End Web Developer	2	2	1010 : Software and web developers, programmers, and testers
JOB_KWEBDV	Post Award Analyst	2	2	0710 : Management analysts
JOB_LD2LLT	Science Instruct. Specialist	2	2	2350 : Other teachers and instructors, education, training, and library workers
JOB_LZABYO	Project SELF Tutor	2	2	2350 : Other teachers and instructors, education, training, and library workers
JOB_MTBKD2	Student Advisor	2	2	2001 : Counselors, social workers, and other community and social service specialists
JOB_NWPWZM	Post Award Analyst III	2	2	0710 : Management analysts
JOB_RDDJYY	Assistant Professor	2	2	2205 : Postsecondary teachers
JOB_RNPDBQ	Content Expert	2	2	1010 : Software and web developers, programmers, and testers
JOB_S3KNRG	Math Instructor	2	2	2350 : Other teachers and instructors, education, training, and library workers
JOB_S69LOE	Graphic Artist	2	2	2600 : Art and design workers
JOB_UM6TRS	Barista	2	2	4055 : Fast food and counter workers, and food servers, nonrestaurant
JOB_UU5JVQ	Lead Teacher	2	2	2205 : Postsecondary teachers
JOB_WCQBFM	AVID Trainer	2	2	0650 : Training and development specialists
JOB_WJITXV	Computer Scholar	2	2	1050 : Other computer occupations
JOB_XAHZKF	Faculty Expert	2	2	0710 : Management analysts
JOB_YTPPQS	Professor	2	2	2205 : Postsecondary teachers
LCDD	Lead Creative Designer	2	2	5810 : Other office and administrative support workers
MENT	Mentor	2	2	0230 : Education and childcare administrators
PAA2	Post Award Analyst li	2	2	0230 : Education and childcare administrators
PGAS	Program Assistant	2	2	2545 : Teaching assistants
PRCH	Project Reach Tutor	2	2	2350 : Other teachers and instructors, education, training, and library workers
PRGC	Program Coordinator	2	2	2545 : Teaching assistants
RIMT	Rise Math Tutor	2	2	2350 : Other teachers and instructors, education, training, and library workers
STAC	Staff Accountant	2	2	0800 : Accountants and auditors
TEAC	Teacher	2	2	2205 : Postsecondary teachers



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TUTO	Tutor	2	2	2350 : Other teachers and instructors, education, training, and library workers
JOB_Z3K0Y2	Laboratory Technician	3	3	1900 : Life, physical, and social science technicians
ACPA	Archive Processing Assistant	5	5	2400 : Librarians, curators, and archivists
ADMA	Administrative Assistant	5	5	5710 : Secretaries and administrative assistants
ASDR	Assistant To The Director	5	5	5810 : Other office and administrative support workers
GRAA	Graduate Assistant	5	5	2205 : Postsecondary teachers
HRAS	Human Resources Assistant	5	5	5200 : Information and record clerks, except customer service representatives
HRCO	Hr Coordinator	5	5	0630 : Human resources workers
INTE	Intern	5	5	5810 : Other office and administrative support workers
JCRE	Justice Corp Representative	5	5	0230 : Education and childcare administrators
JOB_2W6JVA	Admin Assistant	5	5	5710 : Secretaries and administrative assistants
JOB_5J0CZG	MSA Graduate Coordinator	5	5	5810 : Other office and administrative support workers
JOB_DTF5B8	Elementary Edu. Specialist	5	5	2310 : Elementary and middle school teachers
JOB_DXFUIE	Archives Assistant	5	5	5200 : Information and record clerks, except customer service representatives
JOB_FDWOPL	Office Assistant	5	5	5810 : Other office and administrative support workers
JOB_GH6ADI	Dining Office Administrator	5	5	5810 : Other office and administrative support workers
JOB_JR17Y8	I T Assistant	5	5	5200 : Information and record clerks, except customer service representatives
JOB_KKDKER	Passport Clerk	5	5	5810 : Other office and administrative support workers
JOB_M1FSYJ	Hr Generalist	5	5	5200 : Information and record clerks, except customer service representatives
JOB_NJACVT	Social Media Assistant	5	5	5810 : Other office and administrative support workers
JOB_ONR2RL	Teachers Assistant	5	5	2545 : Teaching assistants
JOB_OX3MFP	Administrator LS CTA	5	5	5810 : Other office and administrative support workers
JOB_RLRFCW	Coordinator	5	5	5810 : Other office and administrative support workers
JOB_SPUSWH	CalFresh Food Coordinator	5	5	4130 : Other food preparation and serving related workers
JOB_TEGXOM	Program Advisor	5	5	5810 : Other office and administrative support workers
JOB_TOWHKV	Spc Stem Undergrad Adm Recr	5	5	5810 : Other office and administrative support workers
JOB_U8IGMC	Graduate Mentor	5	5	5810 : Other office and administrative support workers
JOB_UHGXVL	Program Support Specialis	5	5	5810 : Other office and administrative support workers
JOB_VDJ9RO	Grants Student Assistant	5	5	5810 : Other office and administrative support workers
JOB_VSPYUF	Undergrad Program Assist	5	5	5810 : Other office and administrative support workers
JOB_WPGFXC	Exec. Asst. to ED & B Relation	5	5	5810 : Other office and administrative support workers
LBAS	Lab Assistant	5	5	2545 : Teaching assistants
PRAR	Project Archivist	5	5	2400 : Librarians, curators, and archivists
PRCI	Program Coordinator li	5	5	2545 : Teaching assistants
PRGM	Program Specialist	5	5	2545 : Teaching assistants

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PRJC	Project Coordinator	5	5	2545 : Teaching assistants
PROS	Program Support	5	5	2545 : Teaching assistants
PYAD	Payroll Administrator	5	5	5100 : Financial clerks, except bookkeeping, accounting, and auditing clerks
RSAS	Research Assistant	5	5	2545 : Teaching assistants
SASS	Student Assistant	5	5	2545 : Teaching assistants
SLSL	Stem Lab School Lead	5	5	2205 : Postsecondary teachers
SRAS	Student Research Assistant	5	5	2545 : Teaching assistants
JOB_EZCQ2I	Campus Dining Utility	8	8	4130 : Other food preparation and serving related workers
JOB_NKST26	Utility / Prep Lead	8	8	4000 : Supervisors of food preparation and serving workers
COOK	Cook	9	9	4020 : Cooks and food preparation workers
JOB_4RZE1O	Banquet Service Supervisor	9	9	4000 : Supervisors of food preparation and serving workers
JOB_7E2J4Q	Cashier	9	9	4720 : Cashiers
JOB_B3ARM7	Campus Dining Server	9	9	4055 : Fast food and counter workers, and food servers, nonrestaurant
JOB_BR7RSM	C-Store Supervisor	9	9	4000 : Supervisors of food preparation and serving workers
JOB_C09A3A	Senior Retail Operation Super.	9	9	4000 : Supervisors of food preparation and serving workers
JOB_EMXT8S	Campus Dining Lead	9	9	4130 : Other food preparation and serving related workers
JOB_HWEEWB	PM Retail Operations Sup.	9	9	4020 : Cooks and food preparation workers
JOB_IFHM0Q	Catering Server	9	9	4055 : Fast food and counter workers, and food servers, nonrestaurant
JOB_IH3PPF	Cook II	9	9	4020 : Cooks and food preparation workers
JOB_IHGJQE	CD Retail & Catering Superviso	9	9	4000 : Supervisors of food preparation and serving workers
JOB_JP80PM	Cook III	9	9	4020 : Cooks and food preparation workers
JOB_P0XI4J	Cook 1	9	9	4020 : Cooks and food preparation workers
JOB_PCYCCK	Coffee Shop Supervisor	9	9	4000 : Supervisors of food preparation and serving workers
JOB_U6JBX9	Sous Chef	9	9	4000 : Supervisors of food preparation and serving workers
JOB_U85FMJ	CD Service Staff - PT	9	9	4000 : Supervisors of food preparation and serving workers
ROSV	Retail Operations Supervisor 2	9	9	4000 : Supervisors of food preparation and serving workers

**Job Count: 130**

**SPOUSES OF PROTECTED VETERANS**  
**41 CFR Section 60-300.21(e)**

It is the policy of California State University Dominguez Hills Foundation not to exclude or deny equal jobs or benefits to, or otherwise discriminate against, a qualified individual because of the individual's relationship or association with a protected veteran. This includes spouses and other family members.


# Affirmative Action Program Final


Final Audit Report

2022-12-14


Created:	2022-12-14
By:	Martha Rafael Sepulveda (mrafaelsepulveda@csudh.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAfPsuRzrpWromzUT_5D9e3jhmmVaerKD-

## "Affirmative Action Program Final" History

 Document created by Martha Rafael Sepulveda (mrafaelsepulveda@csudh.edu)  
2022-12-14 - 9:26:15 PM GMT- IP address: 155.135.55.229


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