

Longitudinal Applicant Pool Analysis : 2018 -2019

Racial/Ethnic Group	HIRING PROCESS STEP ONE: Applications received		HIRING PROCESS STEP TWO: HR screens for MQ.		HIRING PROCESS STEP THREE: Committee completes application review		HIRING PROCESS STEP FOUR: First-level interviews		HIRING PROCESS STEP FIVE: Second-level interviews		HIRING PROCESS STEP SIX: Recommended for Hire		% Converts	Adverse Impact
	#	%	#	%	#	%	#	%	#	%	#	%		
African American	159		159	100.0%	113	71.1%	30	26.5%	10	33.3%	2	20.0%	1.3%	11.88%
Asian	364		364	100.0%	227	62.4%	101	44.5%	35	34.7%	20	57.1%	5.5%	51.89%
Hispanic/Latino	360		360	100.0%	242	67.2%	109	45.0%	45	41.3%	15	33.3%	4.2%	39.35%
Native Hawaiian/Pacific Islander	8		8	100.0%	4	0.0%	1	0.0%	0	0.0%	0	0.0%	0.0%	0.00%
American Indian/Alaska Native	11		11	100.0%	5	0.0%	3	0.0%	0	0.0%	0	0.0%	0.0%	0.00%
White	676		676	100.0%	467	69.1%	191	40.9%	78	40.8%	27	34.6%	4.0%	37.72%
More than one race	85		85	100.0%	58	68.2%	26	44.8%	11	42.3%	9	81.8%	10.6%	100.00%
Some other race	0		0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.00%
Unknown	107		107	100.0%	75	70.1%	25	33.3%	11	44.0%	3	27.3%	2.8%	26.48%
TOTAL	1770		1770	100.0%	1191	67.3%	486	40.8%	190	39.1%	76	40.0%	4.3%	

Table 1. All District - Hiring Process steps and candidate progression by race / ethnicity

Data Definitions:

of [Disaggregated Racial/Ethnic Group] among HIRING PROCESS STEP [#]: The total number of candidates who successfully met the requirements of the named hiring process step for the racial/ethnic group for which you are interested in determining equity gaps.

% of [Disaggregated Racial/Ethnic Group] among HIRING PROCESS STEP [#]: The proportion of candidates who successfully met the requirements of a named hiring process step and the candidates who successfully met the requirements of the immediately preceding hiring process step for the racial/ethnic group for which you are interested in determining equity gaps. This equals the ratio of the total number of candidates who successfully met the requirements of a hiring process step and the total number of candidates who successfully met the requirements of the immediately preceding hiring process step for the racial/ethnic group for which you are interested in determining equity gaps.

Racial/Ethnic Group	HIRING PROCESS STEP ONE: Applications received		HIRING PROCESS STEP TWO: HR screens for MQ		HIRING PROCESS STEP THREE: Committee completes application review		HIRING PROCESS STEP FOUR: First-level interviews		HIRING PROCESS STEP FIVE: Second-level interviews		HIRING PROCESS STEP SIX: Recommended for Hire		% converts	Adverse Impact
	#	%	#	%	#	%	#	%	#	%	#	%		
African American	15	100.0%	15	100.0%	11	73.3%	3	27.3%	1	33.3%	2	200.0%	13.3%	100.0%
Asian	41	100.0%	41	100.0%	27	65.9%	7	25.9%	3	42.9%	2	66.7%	4.9%	36.6%
Hispanic/Latino	32	100.0%	32	100.0%	21	65.6%	10	47.6%	2	20.0%	1	50.0%	3.1%	23.4%
Native Hawaiian/Pacific Islander	2	100.0%	2	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%
American Indian/Alaska Native	2	100.0%	2	100.0%	0	0.0%	1	50.0%	0	0.0%	0	0.0%	0.0%	0.0%
White	78	100.0%	78	100.0%	52	66.7%	28	53.8%	11	39.3%	4	36.4%	5.1%	38.5%
More than one race	9	100.0%	9	100.0%	6	66.7%	1	16.7%	0	0.0%	0	0.0%	0.0%	0.0%
Some other race	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%
Unknown	15	100.0%	15	100.0%	8	53.3%	4	50.0%	1	25.0%	0	0.0%	0.0%	0.0%
TOTAL	194	100.0%	194	100.0%	125	64.4%	54	43.2%	18	33.3%	9	50.0%	4.6%	

Table 5. Mission Faculty - Hiring Process steps and candidate progression by race / ethnicity

Data Definitions:

of [Disaggregated Racial/Ethnic Group] among HIRING PROCESS STEP [#]: The total number of candidates who successfully met the requirements of the named hiring process step for the racial/ethnic group for which you are interested in determining equity gaps.

% of [Disaggregated Racial/Ethnic Group] among HIRING PROCESS STEP [#]: The proportion of candidates who successfully met the requirements of a named hiring process step and the candidates who successfully met the requirements of the immediately preceding hiring process step for the racial/ethnic group for which you are interested in determining equity gaps. This equals the ratio of the total number of candidates who successfully met the requirements of a hiring process step and the total number of candidates who successfully met the requirements of the immediately preceding hiring process step for the racial/ethnic group for which you are interested in determining equity gaps.

Racial/Ethnic Group	HIRING PROCESS STEP ONE: Applications received		HIRING PROCESS STEP TWO: HR screens for MQ		HIRING PROCESS STEP THREE: Committee completes application review		HIRING PROCESS STEP FOUR: First-level interviews		HIRING PROCESS STEP FIVE: Second-level interviews		HIRING PROCESS STEP SIX: Recommended for Hire		% converts	Adverse Impact
	#	%	#	%	#	%	#	%	#	%	#	%		
African American	12	100.0%	12	100.0%	7	58.3%	3	42.9%	1	33.3%	0	0.0%	0.0%	0.0%
Asian	32	100.0%	32	100.0%	14	43.8%	9	64.3%	3	33.3%	2	66.7%	6.3%	75.0%
Hispanic/Latino	24	100.0%	24	100.0%	15	62.5%	9	60.0%	7	77.8%	2	28.6%	8.3%	100.0%
Native Hawaiian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%
American Indian/Alaska Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%
White	50	100.0%	50	100.0%	32	64.0%	16	50.0%	7	43.8%	1	14.3%	2.0%	24.0%
More than one race	4	100.0%	4	100.0%	1	25.0%	2	200.0%	0	0.0%	0	0.0%	0.0%	0.0%
Some other race	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%
Unknown	4	100.0%	4	100.0%	4	100.0%	1	25.0%	1	100.0%	0	0.0%	0.0%	0.0%
TOTAL	126	100.0%	126	100.0%	73	57.9%	40	54.8%	19	47.5%	5	26.3%	4.0%	

Table 3. Mission Administrators - Hiring Process steps and candidate progression by race / ethnicity

Data Definitions:

of [Disaggregated Racial/Ethnic Group] among HIRING PROCESS STEP [#]: The total number of candidates who successfully met the requirements of the named hiring process step for the racial/ethnic group for which you are interested in determining equity gaps.

% of [Disaggregated Racial/Ethnic Group] among HIRING PROCESS STEP [#]: The proportion of candidates who successfully met the requirements of a named hiring process step and the candidates who successfully met the requirements of the immediately preceding hiring process step for the racial/ethnic group for which you are interested in determining equity gaps. This equals the ratio of the total number of candidates who successfully met the requirements of a hiring process step and the total number of candidates who successfully met the requirements of the immediately preceding hiring process step for the racial/ethnic group for which you are interested in determining equity gaps.

Racial/Ethnic Group	HIRING PROCESS STEP ONE: Applications received			HIRING PROCESS STEP TWO: HR screens for MQ		HIRING PROCESS STEP THREE: Committee completes application review		HIRING PROCESS STEP FOUR: First-level interviews		HIRING PROCESS STEP FIVE: Second-level interviews		HIRING PROCESS STEP SIX: Recommended for Hire		% converts	Adverse Impact
	#	#	%	#	%	#	%	#	%	#	%	#	%		
African American	9	9	100.0%	5	55.6%	1	20.0%	1	100.0%	0	0.0%	0.0%	0.0%		
Asian	54	54	100.0%	31	57.4%	22	71.0%	9	40.9%	5	55.6%	9.3%	100.0%		
Hispanic/Latino	61	61	100.0%	36	59.0%	19	52.8%	7	36.8%	1	14.3%	1.6%	17.7%		
Native Hawaiian/Pacific Islander	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%		
American Indian/Alaska Native	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%		
White	45	45	100.0%	26	57.8%	11	42.3%	5	45.5%	3	60.0%	6.7%	72.0%		
More than one race	10	10	100.0%	6	60.0%	2	33.3%	1	50.0%	0	0.0%	0.0%	0.0%		
Some other race	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%		
Unknown	8	8	100.0%	4	50.0%	1	25.0%	1	100.0%	0	0.0%	0.0%	0.0%		
TOTAL	188	188	100.0%	108	57.4%	56	51.9%	24	42.9%	9	37.5%	4.8%			

Table 4. Mission Staff - Hiring Process steps and candidate progression by race / ethnicity

Data Definitions:

of [Disaggregated Racial/Ethnic Group] among HIRING PROCESS STEP [#]: The total number of candidates who successfully met the requirements of the named hiring process step for the racial/ethnic group for which you are interested in determining equity gaps.

% of [Disaggregated Racial/Ethnic Group] among HIRING PROCESS STEP [#]: The proportion of candidates who successfully met the requirements of a named hiring process step and the candidates who successfully met the requirements of the immediately preceding hiring process step for the racial/ethnic group for which you are interested in determining equity gaps. This equals the ratio of the total number of candidates who successfully met the requirements of a hiring process step and the total number of candidates who successfully met the requirements of the immediately preceding hiring process step for the racial/ethnic group for which you are interested in determining equity gaps.

Racial/Ethnic Group	HIRING PROCESS STEP ONE: Applications received		HIRING PROCESS STEP TWO: HR screens for MQ		HIRING PROCESS STEP THREE: Committee completes application review		HIRING PROCESS STEP FOUR: First-level interviews		HIRING PROCESS STEP FIVE: Second-level interviews		HIRING PROCESS STEP SIX: Recommended for Hire		% converts	Adverse Impact
	#	%	#	%	#	%	#	%	#	%	#	%		
African American	47	100.0%	47	100.0%	33	70.2%	7	21.2%	0	0.0%	0	0.0%	0.0%	0.0%
Asian	65	100.0%	65	100.0%	54	83.1%	10	18.5%	2	20.0%	0	0.0%	0.0%	0.0%
Hispanic/Latino	68	100.0%	68	100.0%	58	85.3%	19	32.8%	6	31.6%	2	33.3%	2.9%	16.2%
Native Hawaiian/Pacific Islander	1	100.0%	1	100.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%
American Indian/Alaska Native	1	100.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%
White	214	100.0%	214	100.0%	165	77.1%	37	22.4%	15	40.5%	5	33.3%	2.3%	12.9%
More than one race	22	100.0%	22	100.0%	18	81.8%	8	44.4%	4	50.0%	4	100.0%	18.2%	100.0%
Some other race	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%
Unknown	26	100.0%	26	100.0%	20	76.9%	4	20.0%	2	50.0%	1	50.0%	3.8%	21.2%
TOTAL	444	100.0%	444	100.0%	349	78.6%	85	24.4%	29	34.1%	12	41.4%	2.7%	

Table 2. West Valley Faculty - Hiring Process steps and candidate progression by race / ethnicity

Data Definitions:

of [Disaggregated Racial/Ethnic Group] among HIRING PROCESS STEP [#]: The total number of candidates who successfully met the requirements of the named hiring process step for the racial/ethnic group for which you are interested in determining equity gaps.

% of [Disaggregated Racial/Ethnic Group] among HIRING PROCESS STEP [#]: The proportion of candidates who successfully met the requirements of a named hiring process step and the candidates who successfully met the requirements of the immediately preceding hiring process step for the racial/ethnic group for which you are interested in determining equity gaps. This equals the ratio of the total number of candidates who successfully met the requirements of a hiring process step and the total number of candidates who successfully met the requirements of the immediately preceding hiring process step for the racial/ethnic group for which you are interested in determining equity gaps.

Racial/Ethnic Group	HIRING PROCESS STEP ONE: Applications received		HIRING PROCESS STEP TWO: HR screens for MQ		HIRING PROCESS STEP THREE: Committee completes application review		HIRING PROCESS STEP FOUR: First-level interviews		HIRING PROCESS STEP FIVE: Second-level interviews		HIRING PROCESS STEP SIX: Recommended for Hire		% converts	Adverse Impact
	#	%	#	%	#	%	#	%	#	%	#	%		
African American	42	100.0%	42	100.0%	32	76.2%	7	21.9%	4	57.1%	0	0.0%	0.0%	0.0%
Asian	33	100.0%	33	100.0%	17	51.5%	6	35.3%	1	16.7%	0	0.0%	0.0%	0.0%
Hispanic/Latino	49	100.0%	49	100.0%	39	79.6%	7	17.9%	2	28.6%	1	50.0%	2.0%	28.6%
Native Hawaiian/Pacific Islander	3	100.0%	3	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%
American Indian/Alaska Native	3	100.0%	3	100.0%	3	100.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%
White	87	100.0%	87	100.0%	69	79.3%	20	29.0%	9	45.0%	3	33.3%	3.4%	48.3%
More than one race	14	100.0%	14	100.0%	10	71.4%	2	20.0%	1	50.0%	1	100.0%	7.1%	100.0%
Some other race	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%
Unknown	18	100.0%	18	100.0%	13	72.2%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%
TOTAL	249	100.0%	249	100.0%	183	73.5%	42	23.0%	17	40.5%	5	29.4%	2.0%	

Table 6. West Valley Administrators - Hiring Process steps and candidate progression by race / ethnicity

Data Definitions:

of [Disaggregated Racial/Ethnic Group] among HIRING PROCESS STEP [#]: The total number of candidates who successfully met the requirements of the named hiring process step for the racial/ethnic group for which you are interested in determining equity gaps.

% of [Disaggregated Racial/Ethnic Group] among HIRING PROCESS STEP [#]: The proportion of candidates who successfully met the requirements of a named hiring process step and the candidates who successfully met the requirements of the immediately preceding hiring process step for the racial/ethnic group for which you are interested in determining equity gaps. This equals the ratio of the total number of candidates who successfully met the requirements of a hiring process step and the total number of candidates who successfully met the requirements of the immediately preceding hiring process step for the racial/ethnic group for which you are interested in determining equity gaps.

Racial/Ethnic Group	HIRING PROCESS STEP ONE: Applications received		HIRING PROCESS STEP TWO: HR screens for MQ		HIRING PROCESS STEP THREE: Committee completes application review		HIRING PROCESS STEP FOUR: First-level interviews		HIRING PROCESS STEP FIVE: Second-level interviews		HIRING PROCESS STEP SIX: Recommended for Hire		% converts	Adverse Impact
	#	%	#	%	#	%	#	%	#	%	#	%		
African American	14	100.0%	14	100.0%	10	71.4%	4	40.0%	1	25.0%	0	0.0%	0.0%	0.0%
Asian	60	100.0%	60	100.0%	33	55.0%	15	45.5%	3	20.0%	0	0.0%	0.0%	0.0%
Hispanic/Latino	67	100.0%	67	100.0%	30	44.8%	13	43.3%	7	53.8%	1	14.3%	1.5%	11.9%
Native Hawaiian/Pacific Islander	2	100.0%	2	100.0%	1	50.0%	1	100.0%	0	0.0%	0	0.0%	0.0%	0.0%
American Indian/Alaska Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%
White	122	100.0%	122	100.0%	76	62.3%	43	56.6%	17	39.5%	5	29.4%	4.1%	32.8%
More than one race	16	100.0%	16	100.0%	10	62.5%	6	60.0%	3	50.0%	2	66.7%	12.5%	100.0%
Some other race	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%
Unknown	21	100.0%	21	100.0%	16	76.2%	8	50.0%	3	37.5%	1	33.3%	4.8%	38.1%
TOTAL	302	100.0%	302	100.0%	176	58.3%	90	51.1%	34	37.8%	9	26.5%	3.0%	

Table 7. West Valley Staff - Hiring Process steps and candidate progression by race / ethnicity

Data Definitions:

of [Disaggregated Racial/Ethnic Group] among HIRING PROCESS STEP [#]: The total number of candidates who successfully met the requirements of the named hiring process step for the racial/ethnic group for which you are interested in determining equity gaps.

% of [Disaggregated Racial/Ethnic Group] among HIRING PROCESS STEP [#]: The proportion of candidates who successfully met the requirements of a named hiring process step and the candidates who successfully met the requirements of the immediately preceding hiring process step for the racial/ethnic group for which you are interested in determining equity gaps. This equals the ratio of the total number of candidates who successfully met the requirements of a hiring process step and the total number of candidates who successfully met the requirements of the immediately preceding hiring process step for the racial/ethnic group for which you are interested in determining equity gaps.

Racial/Ethnic Group	HIRING PROCESS STEP ONE: Applications received		HIRING PROCESS STEP SIX: Recommended for Hire		% Convert	Adverse Impact
	#	#	%			
Female	963	38	3.9%	3.9%		
Male	733	37	5.0%	5.0%		
Unknown	74	1	1.4%	1.4%		
TOTAL	1770	76				

Table 1. All District - Hiring Process steps and candidate progression by gender

Data Definitions:

of [Disaggregated Racial/Ethnic Group] among HIRING PROCESS STEP [#]: *The total number of candidates who successfully met the requirements of the named hiring process step for the racial/ethnic group for which you are interested in determining equity gaps.*

% of [Disaggregated Racial/Ethnic Group] among HIRING PROCESS STEP [#]: *The proportion of candidates who successfully met the requirements of a named hiring process step and the candidates who successfully met the requirements of the immediately preceding hiring process step for the racial/ethnic group for which you are interested in determining equity gaps. This equals the ratio of the total number of candidates who successfully met the requirements of a hiring process step and the total number of candidates who successfully met the requirements of the immediately preceding hiring process step for the racial/ethnic group for which you are interested in determining equity gaps.*

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Racial/Ethnic Group	HIRING PROCESS STEP ONE: Applications received	HIRING PROCESS STEP SIX: Recommended for Hire		% convert:	Adverse Impact
		#	%		
Female	92	5	5.4%	5.4%	
Male	92	4	4.3%	4.3%	
Unknown	10	0			
TOTAL	194	9	4.6%		

Table 5. Mission Faculty - Hiring Process steps and candidate progression by gender

Data Definitions:

of [Disaggregated Racial/Ethnic Group] among HIRING PROCESS STEP [#]: *The total number of candidates who successfully met the requirements of the named hiring process step for the racial/ethnic group for which you are interested in determining equity gaps.*

% of [Disaggregated Racial/Ethnic Group] among HIRING PROCESS STEP [#]: *The proportion of candidates who successfully met the requirements of a named hiring process step and the candidates who successfully met the requirements of the immediately preceding hiring process step for the racial/ethnic group for which you are interested in determining equity gaps. This equals the ratio of the total number of candidates who successfully met the requirements of a hiring process step and the total number of candidates who successfully met the requirements of the immediately preceding hiring process step for the racial/ethnic group for which you are interested in determining equity gaps.*

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Racial/Ethnic Group	HIRING PROCESS STEP ONE: Applications received	HIRING PROCESS STEP SIX: Recommended for Hire		% convert:	Adverse Impact
		#	%		
Female	53	2	3.8%	3.8%	
Male	71	3	4.2%	4.2%	
Unknown	2	0	0.0%	0.0%	
TOTAL	126	5			

Table 5. Mission Faculty - Hiring Process steps and candidate progression by gender

Data Definitions:

of [Disaggregated Racial/Ethnic Group] among HIRING PROCESS STEP [#]: *The total number of candidates who successfully met the requirements of the named hiring process step for the racial/ethnic group for which you are interested in determining equity gaps.*

% of [Disaggregated Racial/Ethnic Group] among HIRING PROCESS STEP [#]: *The proportion of candidates who successfully met the requirements of a named hiring process step and the candidates who successfully met the requirements of the immediately preceding hiring process step for the racial/ethnic group for which you are interested in determining equity gaps. This equals the ratio of the total number of candidates who successfully met the requirements of a hiring process step and the total number of candidates who successfully met the requirements of the immediately preceding hiring process step for the racial/ethnic group for which you are interested in determining equity gaps.*

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Racial/Ethnic Group	HIRING PROCESS STEP ONE: Applications received		HIRING PROCESS STEP SIX: Recommended for Hire		% convert:	Adverse Impact
	#	#	%			
Female	117	5	4.3%	4.3%		
Male	65	4	6.2%	6.2%		
Unknown	6	0	0.0%			
TOTAL	188	9				

Table 5. Mission Faculty - Hiring Process steps and candidate progression by gender

Data Definitions:

of [Disaggregated Racial/Ethnic Group] among HIRING PROCESS STEP [#]: *The total number of candidates who successfully met the requirements of the named hiring process step for the racial/ethnic group for which you are interested in determining equity gaps.*

% of [Disaggregated Racial/Ethnic Group] among HIRING PROCESS STEP [#]: *The proportion of candidates who successfully met the requirements of a named hiring process step and the candidates who successfully met the requirements of the immediately preceding hiring process step for the racial/ethnic group for which you are interested in determining equity gaps. This equals the ratio of the total number of candidates who successfully met the requirements of a hiring process step and the total number of candidates who successfully met the requirements of the immediately preceding hiring process step for the racial/ethnic group for which you are interested in determining equity gaps.*

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Racial/Ethnic Group	HIRING PROCESS STEP ONE: Applications received	HIRING PROCESS STEP SIX: Recommended for Hire		% converts	Adverse Impact
		#	%		
Female	221	5	2.3%	2.3%	
Male	203	7	3.4%	3.4%	
Unknown	20	1			
TOTAL	444	12			

Table 2. West Valley Faculty - Hiring Process steps and candidate progression by gender

Data Definitions:
of [Disaggregated Racial/Ethnic Group] among HIRING PROCECESS STEP [#]: *The total number of candidates who successfully met the requirements of the named hiring processs step for the racial/ethnic group for which you are interested in determining equity gaps.*
% of [Disaggregated Racial/Ethnic Group] among HIRING PROCECESS STEP [#]: *The proportion of candidates who successfully met the requirements of a named hiring process step and the candidates who successfully met the requirements of the immediately preceeding hiring process step for the racial/ethnic group for which you are interested in determining equity gaps. This*

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Racial/Ethnic Group	HIRING PROCESS STEP ONE: Applications received	HIRING PROCESS STEP SIX: Recommended for Hire		% convert:	Adverse Impact
		#	%		
Female	119	2	-1.7%	1.7%	
Male	120	3	2.5%	2.5%	
Unknown	10	0			
TOTAL	249	5			

Table 6. West Valley Administrators - Hiring Process steps and candidate progression by gender

Data Definitions:

of [Disaggregated Racial/Ethnic Group] among HIRING PROCESS STEP [#]: *The total number of candidates who successfully met the requirements of the named hiring process step for the racial/ethnic group for which you are interested in determining equity gaps.*

% of [Disaggregated Racial/Ethnic Group] among HIRING PROCESS STEP [#]: *The proportion of candidates who successfully met the requirements of a named hiring process step and the candidates who successfully met the requirements of the immediately preceding hiring process step for the racial/ethnic group for which you are interested in determining equity gaps. This equals the ratio of the total number of candidates who successfully met the requirements of a hiring process step and the total number of candidates who successfully met the requirements of the immediately preceding hiring process step for the racial/ethnic group for which you are interested in determining equity gaps.*

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Racial/Ethnic Group	HIRING PROCESS STEP ONE: Applications received	HIRING PROCESS STEP SIX: Recommended for Hire		% convert:	Adverse Impact
		#	%		
Female	243	7	2.9%	2.9%	
Male	44	2	4.5%	4.5%	
Unknown	15	0			
TOTAL	302	9			

Table 7. West Valley Staff - Hiring Process steps and candidate progression by gender

Data Definitions:

of [Disaggregated Racial/Ethnic Group] among HIRING PROCESS STEP [#]: *The total number of candidates who successfully met the requirements of the named hiring process step for the racial/ethnic group for which you are interested in determining equity gaps.*

% of [Disaggregated Racial/Ethnic Group] among HIRING PROCESS STEP [#]: *The proportion of candidates who successfully met the requirements of a named hiring process step and the candidates who successfully met the requirements of the immediately preceding hiring process step for the racial/ethnic group for which you are interested in determining equity gaps. This equals the ratio of the total number of candidates who successfully met the requirements of a hiring process step and the total number of candidates who successfully met the requirements of the immediately preceding hiring process step for the racial/ethnic group for which you are interested in determining equity gaps.*

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