

Milestone: Systems are in place to recruit, support, and retain highly qualified and diverse professional and support personnel.

DATA ★ POINT

Diversity in Workforce

The Board of Education is committed to workforce diversity in employment. The Board believes that there are significant educational benefits for student exposure to a diverse workforce, promoting an understanding of diversity and enriching the exchange of ideas. As an equal opportunity employer and in order to reflect our community, it is critical to monitor and make efforts to provide for diversity when there is evidence of significant underrepresentation of a particular group in the workforce (Board of Education Policy GBA, *Workforce Diversity*).

This data point provides information about the diversity of the MCPS workforce. It reports the gender and racial make-up of administrators, teachers, and supporting services employees during fiscal years 2008, 2009, and 2010. The data point also provides longitudinal information including racial and gender data for the 2000 baseline year and similar data for fiscal years 2008, 2009, and 2010.

During FY 2010, there were 22,229 employees, of whom 65.4 percent (14,535) were White, 18.5 percent (4,111) were African American, 8.9 percent (1,977) were Hispanic, and 6.9 percent (1,537) were Asian American. Female employees represented 74.0 percent (16,450) of all employees and 26.0 percent (5,779) were male (Table PP-1).

White and African American employees comprised a greater percentage of all positions in MCPS in 2010. Approximately 61.6 percent (502) of administrators were White and 31.2 percent (254) of administrators were African American. The majority of teacher positions, 78.2 percent (9,132), were held by White employees. Approximately 24.7 percent (2,314) of supporting services employees were African American. A total

of 15.0 percent (1,402) of supporting services employees were Hispanic and 10.3 percent (968) were Asian American.

During 2010, more females were employed in positions within each of the three employee work groups (i.e., administrators, teachers, and supporting services). Females comprised 80.1 percent (9,352) of teachers, 67.0 percent (6,265) of supporting services, and 63.4 percent (517) of administrators. Males comprised 19.9 percent (2,321) of teachers, 33.0 percent (3,090) of supporting services employees, and 36.6 percent (298) of administrators.

The percentage of African American administrators increased by 5.5 percent between the 2000 baseline year and 2010, the percentage of Asian American administrators increased by 1.9 percent, and the percentage of Hispanic administrators decreased by 1.7 percent during this time period (Table PP-2).

Between 2000 and 2010, the percentage of African American teachers increased by 1.1 percentage points, the percentage of Hispanic teachers increased by 1.2 percentage points, and the percentage of Asian American teachers increased by 1.7 percentage points (Table PP-3).

The percentage of Asian American employees holding supporting services positions has increased 5.7 percentage points from 4.6 percent during the 2000 baseline year to 10.3 percent during 2010. The percentage of Hispanic employees holding supporting services positions has increased by 6.9 percentage points from 8.1 percent during 2000 to 15.0 percent during 2010. The percentage of White employees holding supporting services positions decreased by 11.6 percentage points from 61.1 percent in 2000 to 49.5 percent in 2010. The percentage of African American employees in supporting services positions decreased by 1.2 percentage points from 25.9 percent in 2000 to 24.7 percent in 2010 (Table PP-4).

Table PP-1

Workforce Diversity—Percentage Gender and Racial Composition, 2009–2010						
	Asian American	African American	White	Hispanic	Male	Female
Administrators	3.9	31.2	61.6	2.9	36.6	63.4
Other Professionals	3.4	19.7	69.4	7.3	18.1	81.9
Supporting Services	10.3	24.7	49.5	15.0	33.0	67.0
Teachers	4.5	12.6	78.2	4.5	19.9	80.1
Total Workforce	6.9	18.5	65.4	8.9	26.0	74.0

Table PP-2

Administrator Diversity—Percentage Gender and Racial Composition, 2000, 2008–2010						
Year	Asian American	African American	White	Hispanic	Male	Female
2000	2.0	25.7	67.3	4.6	40.9	59.1
2008	3.1	31.9	61.6	3.0	36.5	63.5
2009	3.2	32.6	60.6	3.2	36.7	63.3
2010	3.9	31.2	61.6	2.9	36.6	63.4

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Table PP-3

Teacher Diversity—Percentage Gender and Racial Composition 2000, 2008–2010						
	Asian American	African American	White	Hispanic	Male	Female
2000	2.8	11.5	81.9	3.3	20.3	79.7
2008	4.2	12.6	79.0	4.0	20.1	79.9
2009	4.3	12.8	78.4	4.2	20.0	80.0
2010	4.5	12.6	78.2	4.5	19.9	80.1

Table PP-4

Supporting Services—Diversity Percentage Gender and Racial Composition 2000, 2008–2010						
	Asian American	African American	White	Hispanic	Male	Female
2000	4.6	25.9	61.1	8.1	32.0	68.0
2008	9.8	25.1	50.4	14.3	32.8	67.2
2009	10.1	24.6	49.9	14.9	32.8	67.2
2010	10.3	24.7	49.5	15.0	33.0	67.0