

2021 CDCR/CCHCS Race and Gender Equity Survey Results



6,398 Employees Responded (11% of Workforce) Between March 29, 2021 and June 04, 2021

Composition of Respondents

- 77% From CDCR
- 23% From CCHCS

- 76% at Institution
- 24% at Non-Institution

- 52% Female
- 47% Male
- 1% Transgender/Non-Binary/Intersex

Composition of CDCR/CCHCS Workforce

- 77% From CDCR
- 23% From CCHCS

- 86% at Institution
- 14% at Non-Institution

- 38% Female
- 62% Male
- NA Transgender/Non-Binary/Intersex

Comparison (Continued)

Composition of Respondents

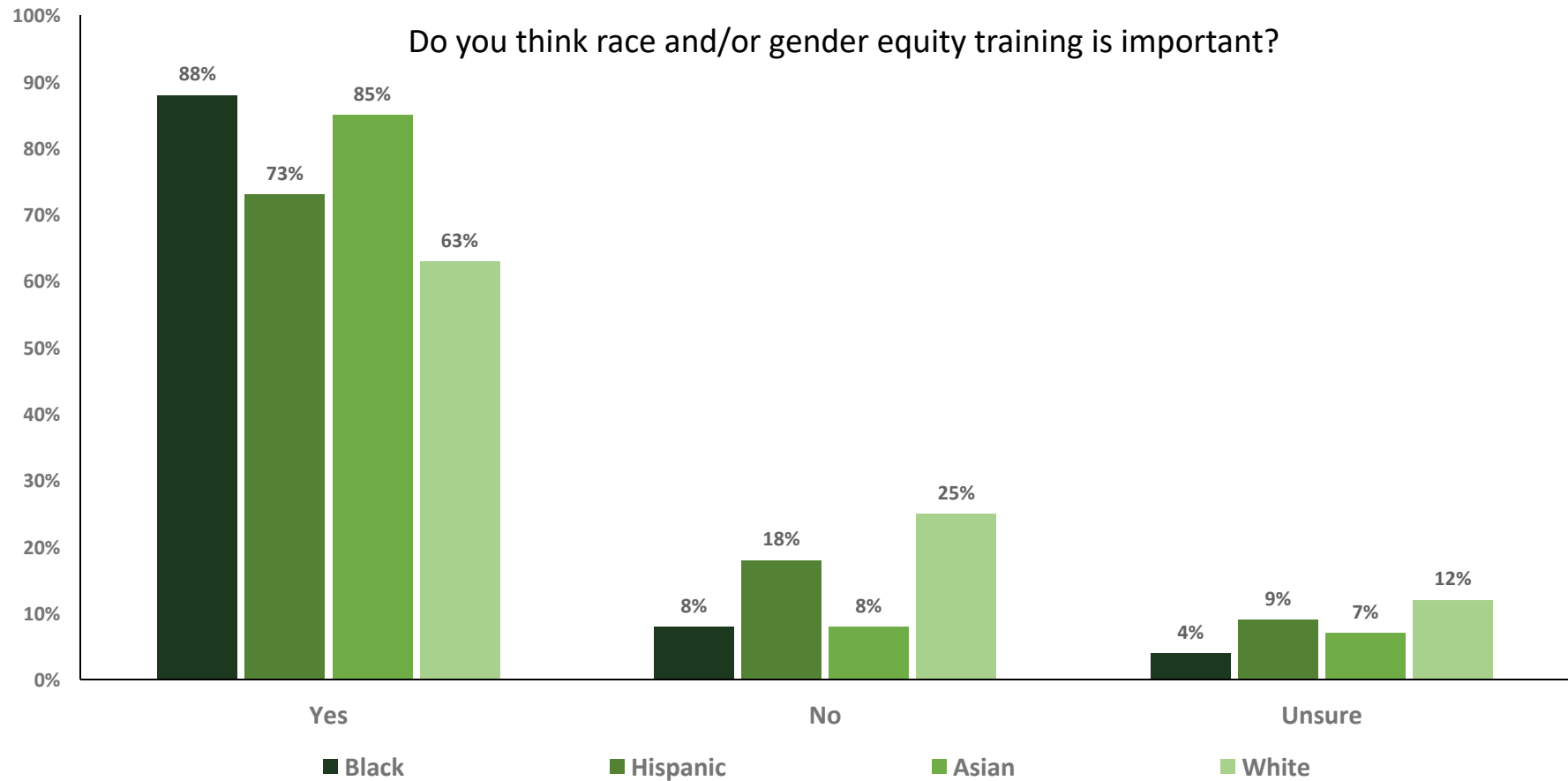
- 69% Rank and File
- 20% Supervisor
- 6% Manager
- 3% Executive

- 45% White
- 26% Hispanic/Latino
- 14% Black
- 12% Asian
- 12% Other/Unknown
- 5% Multiple Races

Composition of CDCR/CCHCS Workforce

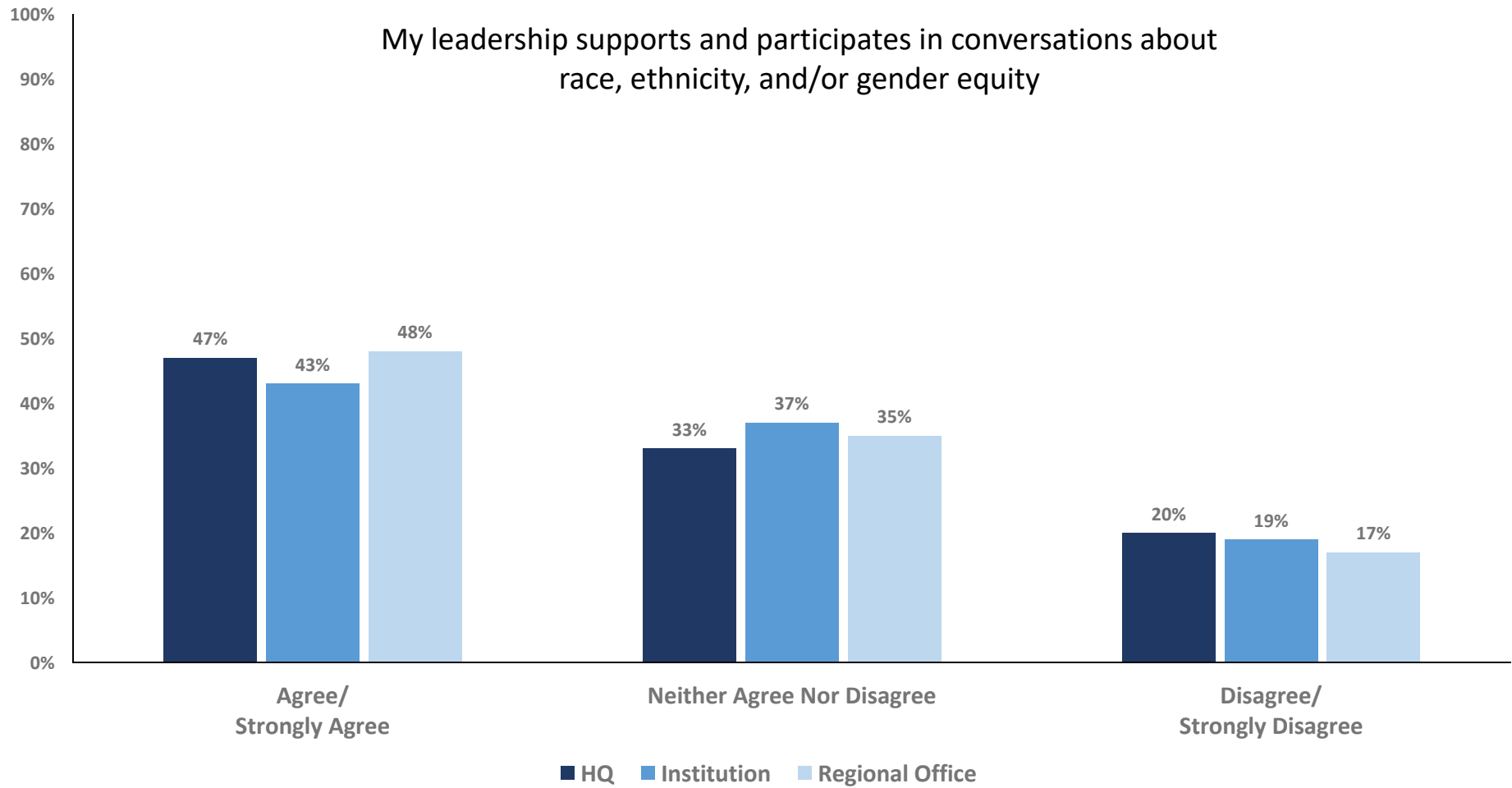
- 84% Rank and File
- 14% Supervisor
- 3% Manager
- 1% Executive

- 37% White
- 37% Hispanic/Latino
- 10% Black
- 12% Asian
- 4% Other/Unknown
- NA Multiple Races

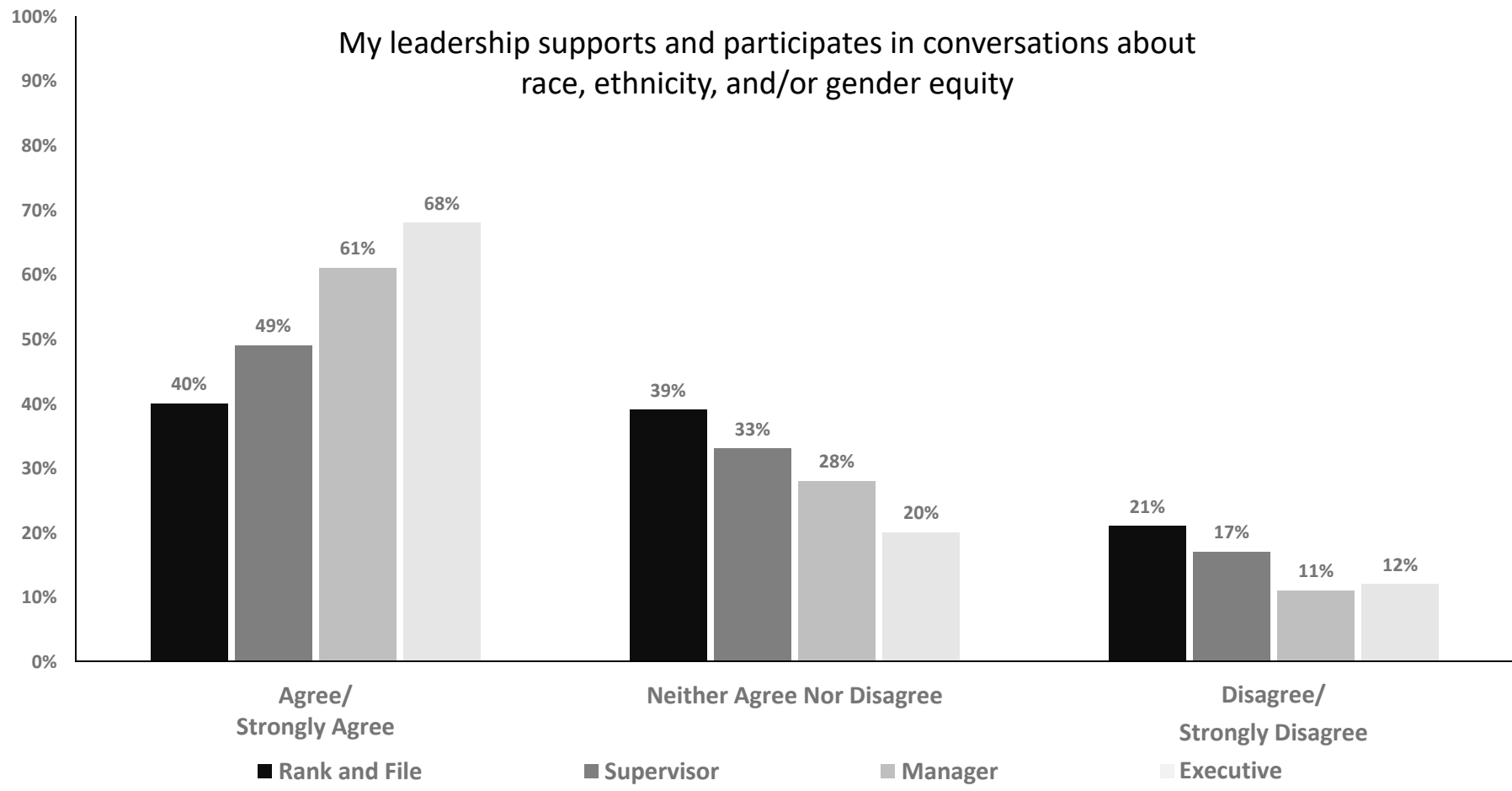


[Data Table providing details from chart.](#)

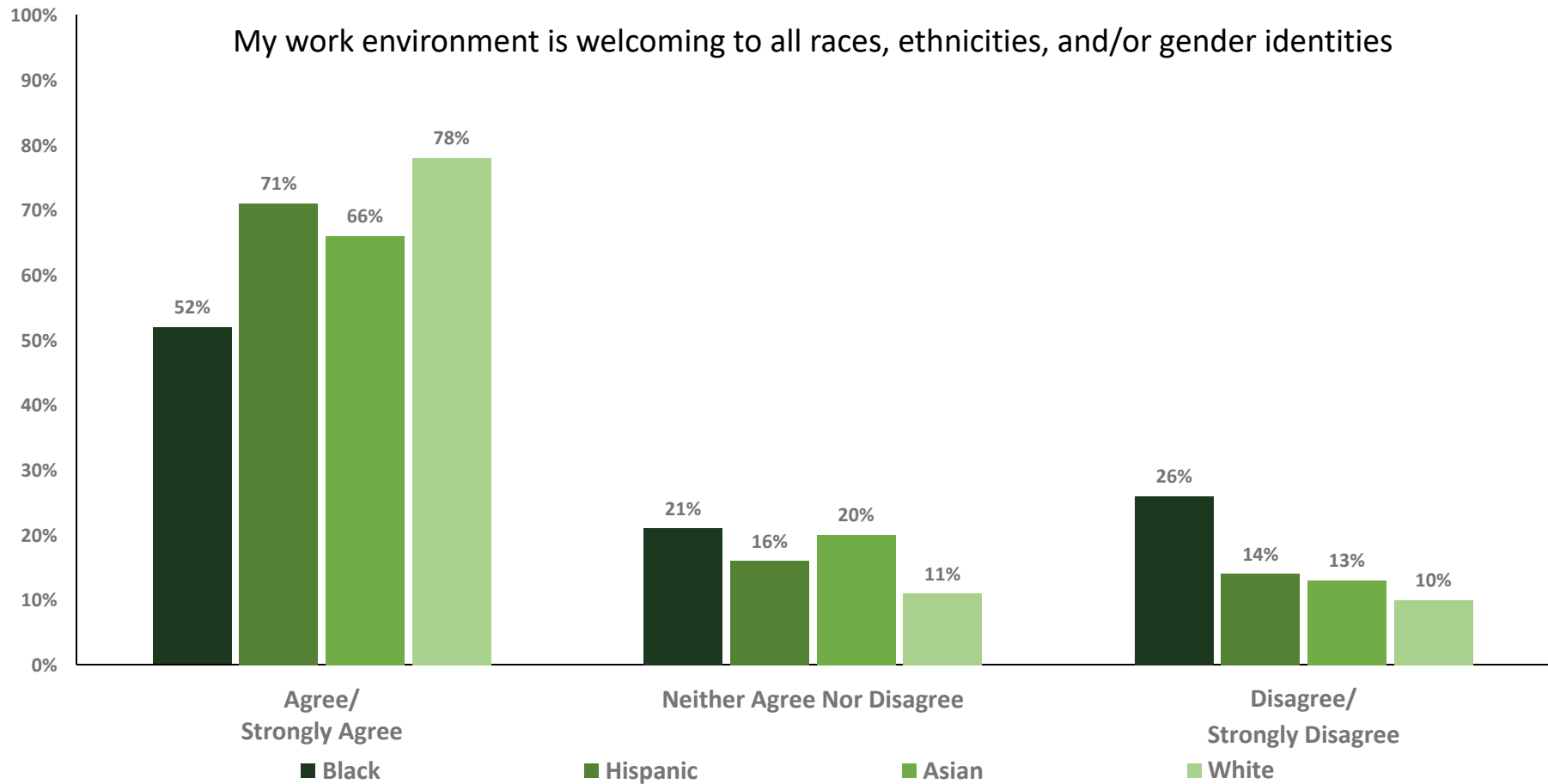
My leadership supports and participates in conversations about race, ethnicity, and/or gender equity



[Data Table providing details from chart.](#)

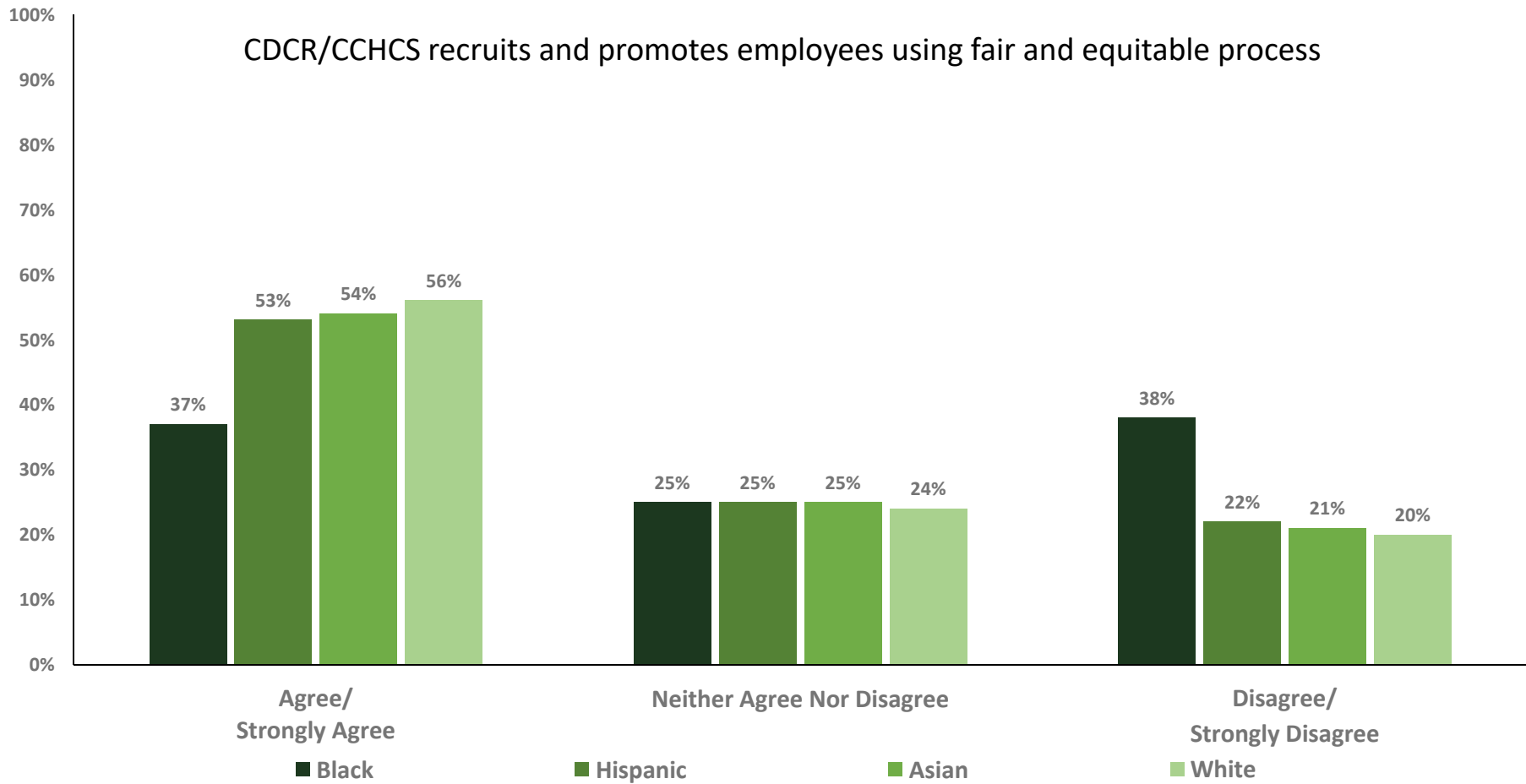


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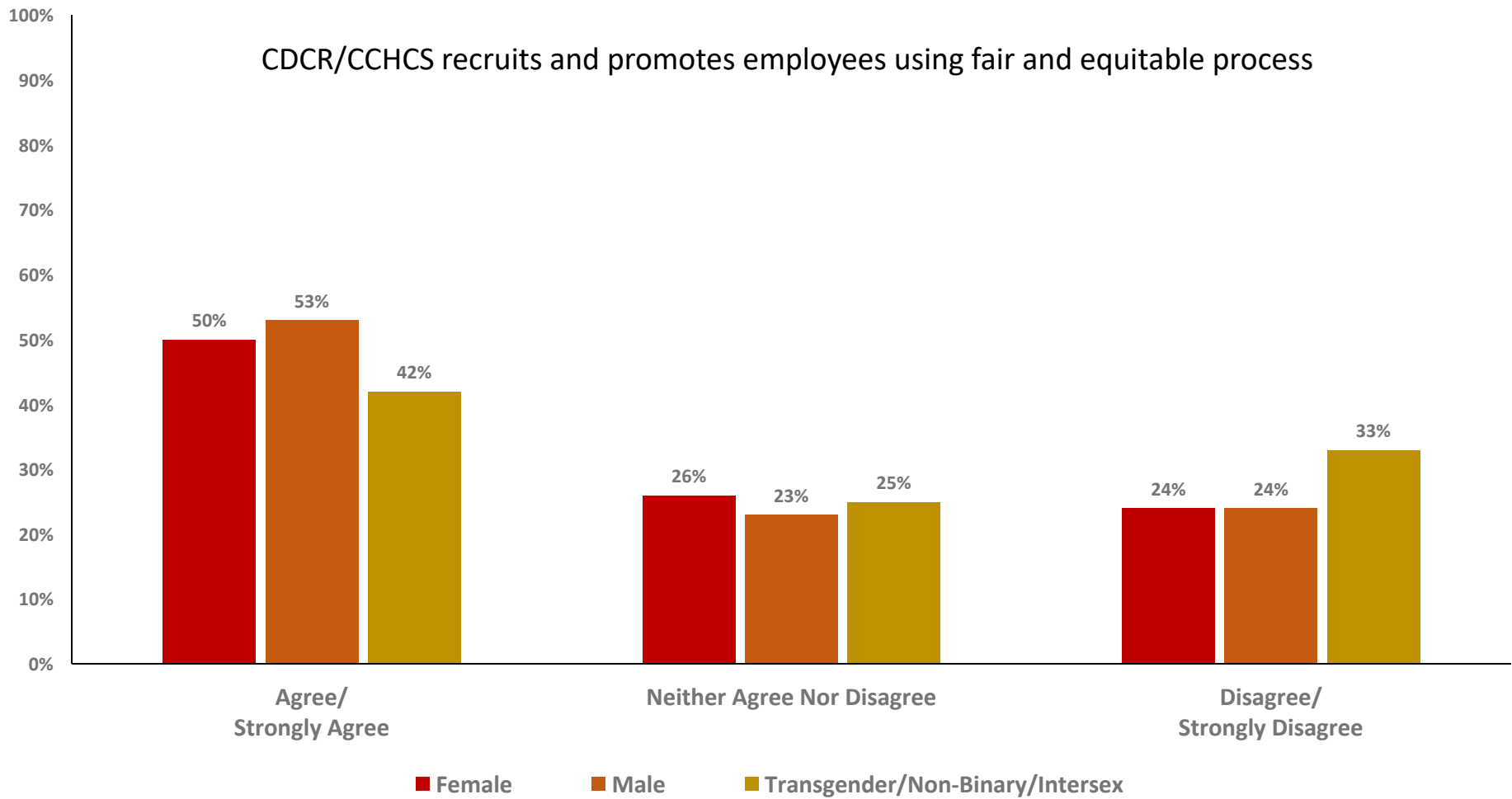


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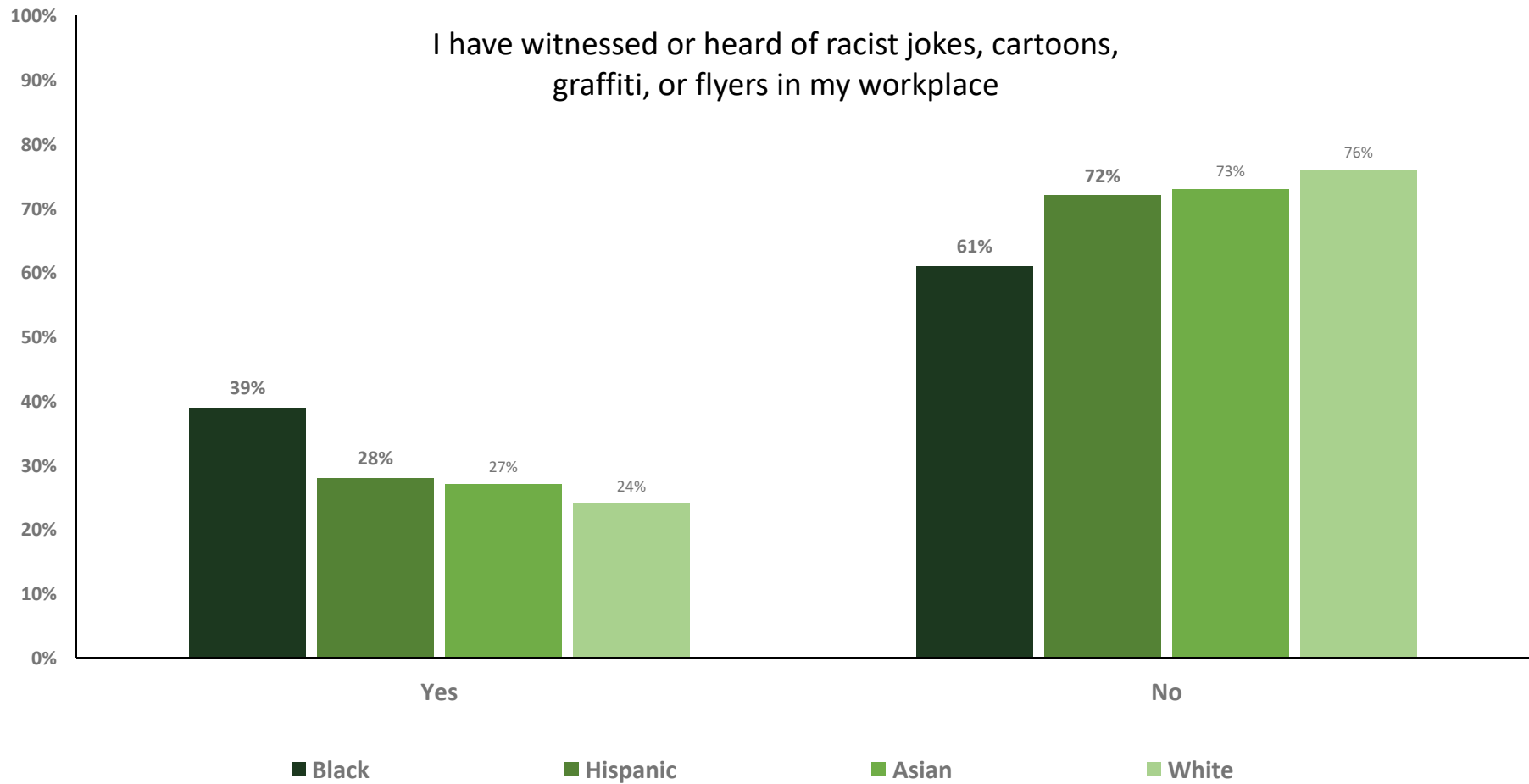
CDCR/CCHCS recruits and promotes employees using fair and equitable process



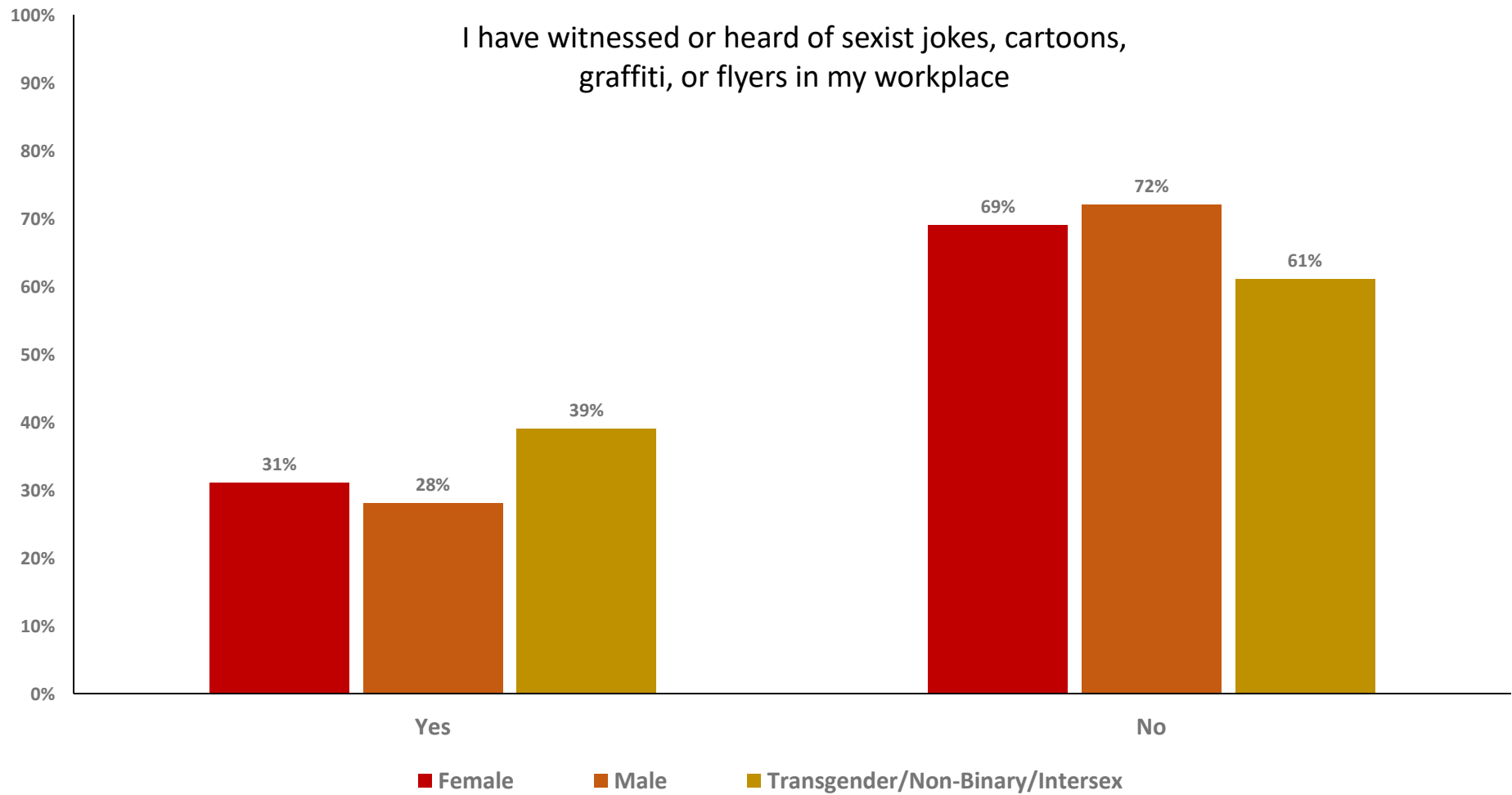
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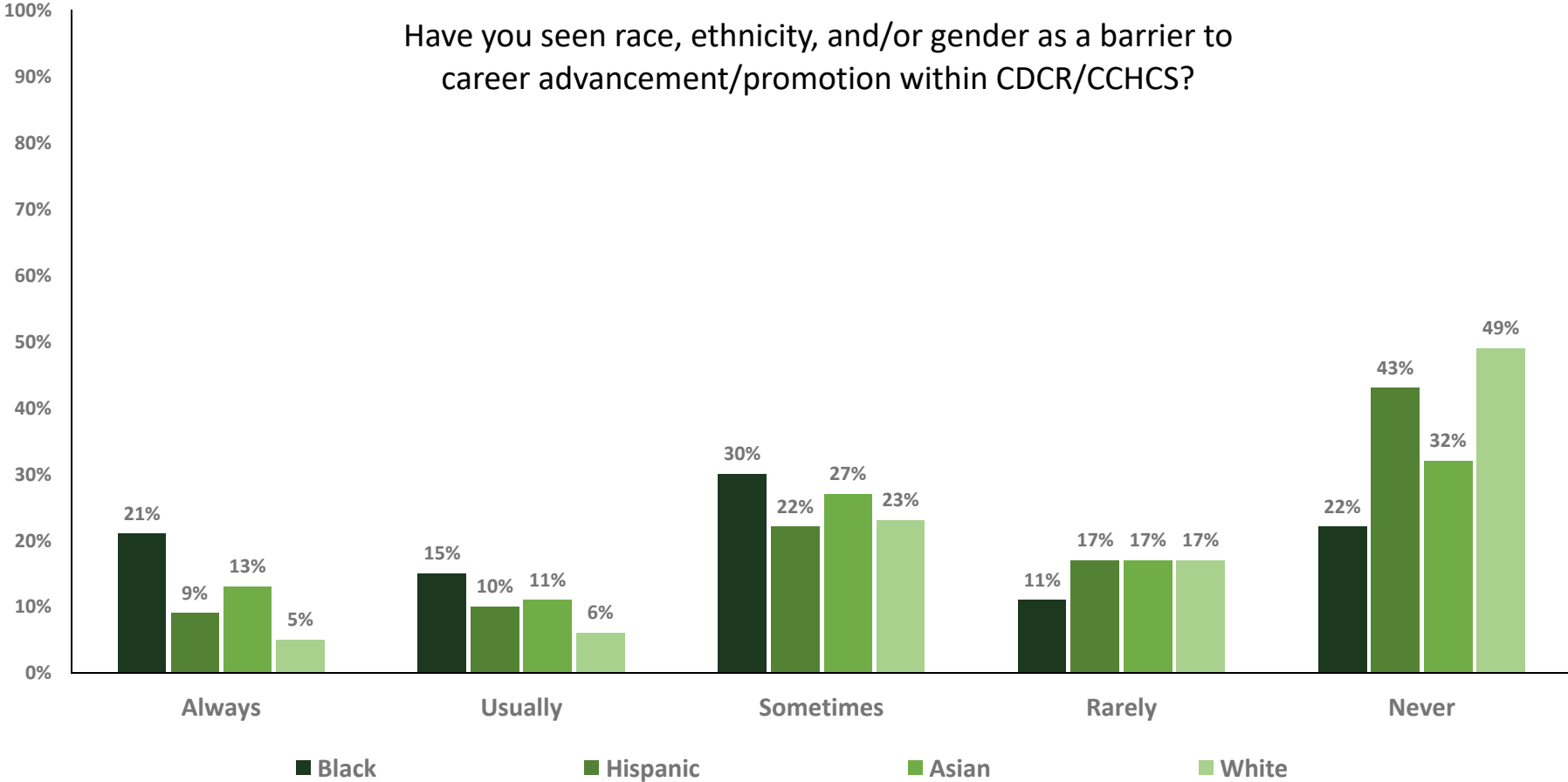


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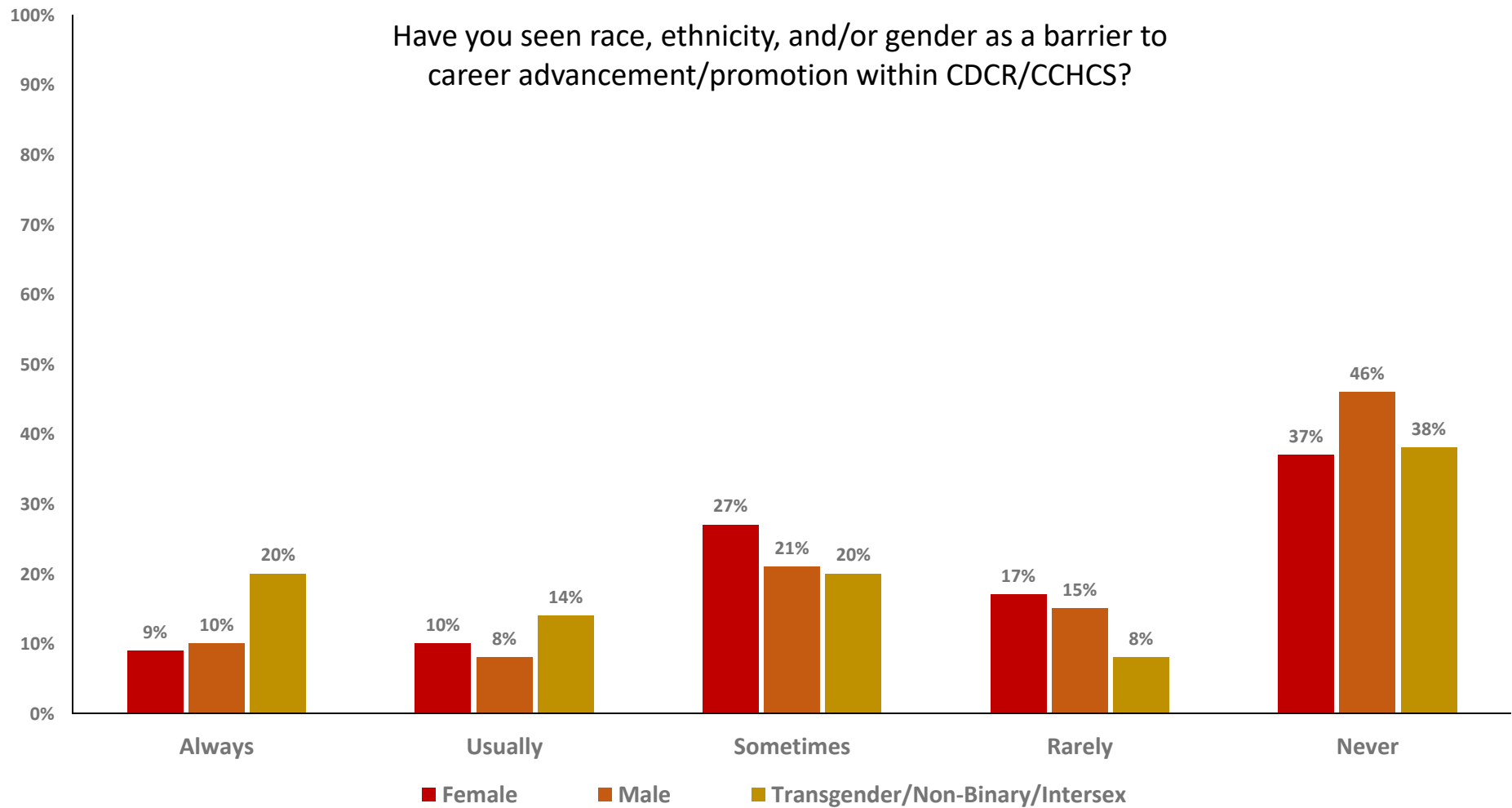
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Have you seen race, ethnicity, and/or gender as a barrier to career advancement/promotion within CDCR/CCHCS?

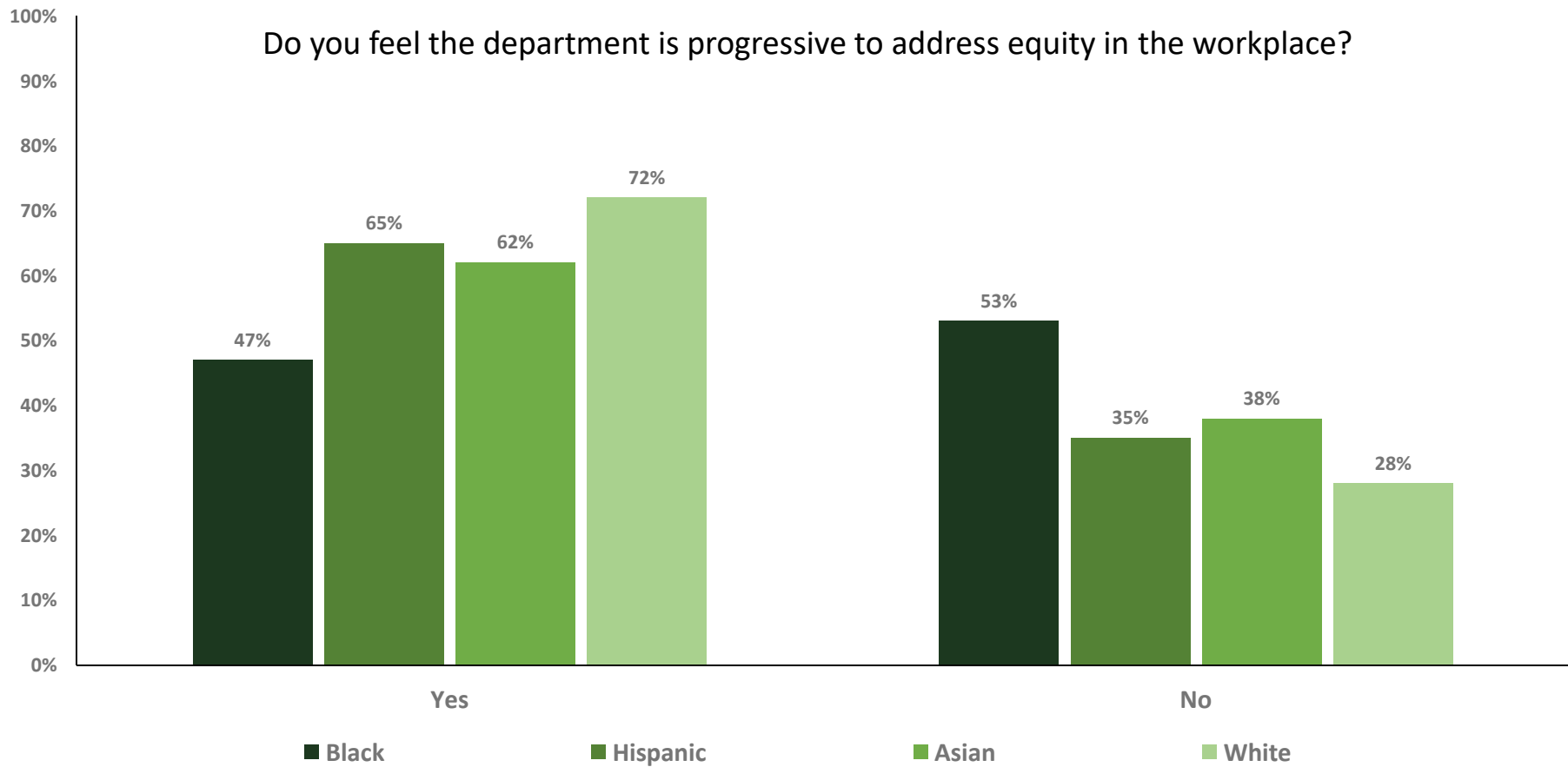


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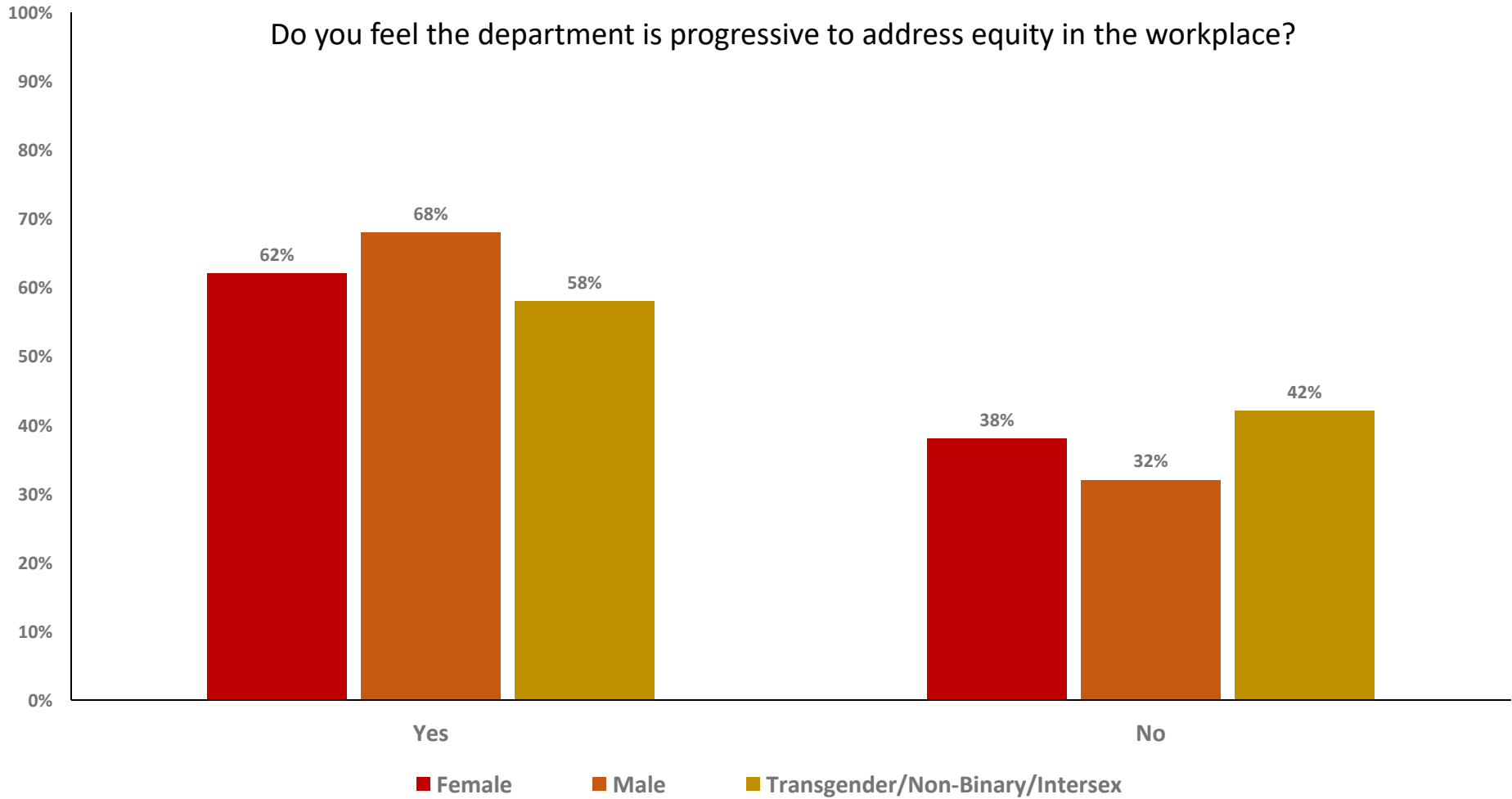
Have you seen race, ethnicity, and/or gender as a barrier to career advancement/promotion within CDCR/CCHCS?



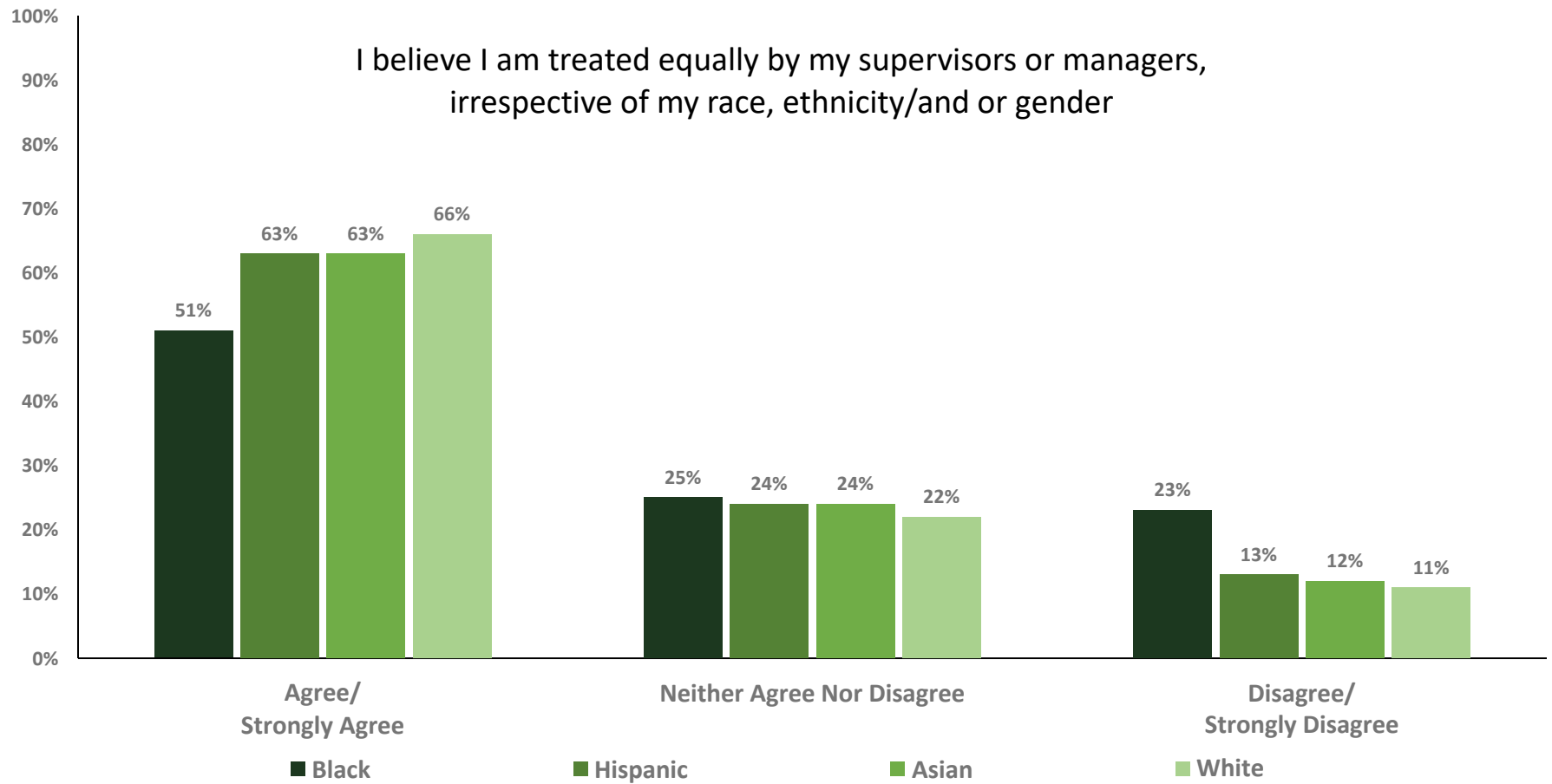
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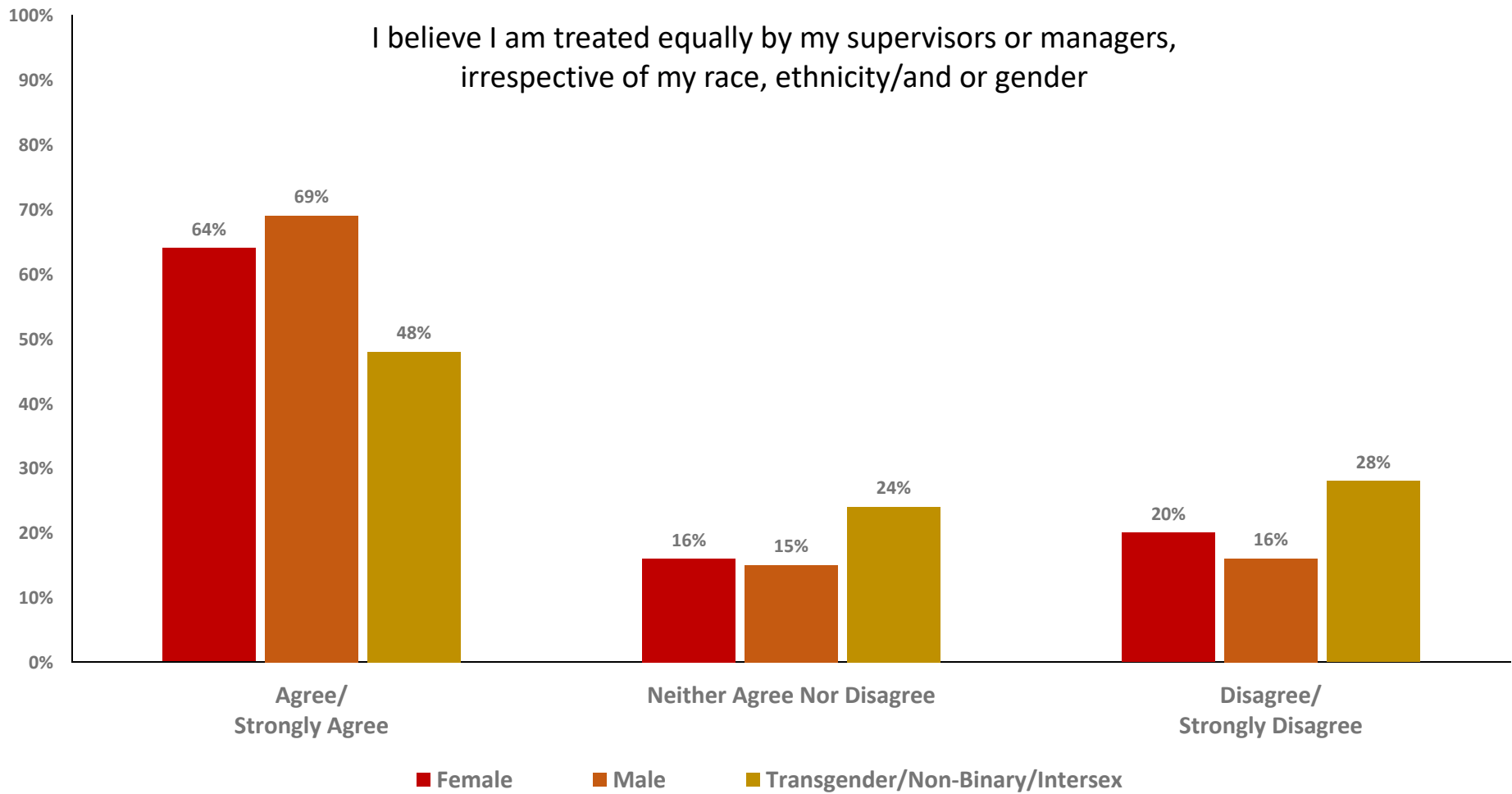
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Do you think race and/or gender equity training is important? - Data Table

Respondents	Yes	No	Unsure
All Respondents	70%	20%	10%
Black	88%	8%	4%
Hispanic	73%	18%	9%
Asian	85%	8%	7%
White	63%	25%	12%

[Return to Chart](#)



My leadership supports and participates in conversations about race, ethnicity, and/or gender equity - Data Table

Respondents	Agree/ Strongly Agree	Neither Agree Nor Disagree	Disagree/ Strongly Disagree
All Respondents	44%	37%	19%
HQ	47%	33%	20%
Institution	43%	37%	19%
Regional Office	48%	35%	17%

[Return to Chart](#)



My leadership supports and participates in conversations about race, ethnicity, and/or gender equity - Data Table

Respondents	Agree/ Strongly Agree	Neither Agree Nor Disagree	Disagree/ Strongly Disagree
All Respondents	44%	37%	19%
Rank and File	40%	39%	21%
Supervisor	49%	33%	17%
Manager	61%	28%	11%
Executive	68%	20%	12%

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My work environment is welcoming to all races, ethnicities, and/or gender identities - Data Table

Respondents	Agree/ Strongly Agree	Neither Agree Nor Disagree	Disagree/ Strongly Disagree
Black	52%	21%	26%
Hispanic	71%	16%	14%
Asian	66%	20%	13%
White	78%	11%	10%

[Return to Chart](#)



CDCR/CCHCS recruits and promotes employees using fair and equitable process – Data Table

Respondents	Agree/ Strongly Agree	Neither Agree Nor Disagree	Disagree/ Strongly Disagree
Black	37%	25%	38%
Hispanic	53%	25%	22%
Asian	54%	25%	21%
White	56%	24%	20%

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CDCR/CCHCS recruits and promotes employees using fair and equitable process

- Data Table

Respondents	Agree/ Strongly Agree	Neither Agree Nor Disagree	Disagree/ Strongly Disagree
Female	50%	26%	24%
Male	53%	23%	24%
Transgender/Non-Binary/Intersex	42%	25%	33%

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I have witnessed or heard of racist jokes, cartoons, graffiti, or flyers in my workplace – Data Table

Respondents	Yes	No
Black	39%	61%
Hispanic	28%	72%
Asian	27%	73%
White	24%	76%

[Return to Chart](#)



I have witnessed or heard of sexist jokes, cartoons, graffiti, or flyers in my workplace

- Data Table

Respondents	Yes	No
Female	31%	69%
Male	28%	72%
Transgender/Non-Binary/Intersex	39%	61%

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Have you seen race, ethnicity, and/or gender as a barrier to career advancement/promotion within CDCR/CCHCS? - Data Table

Respondents	Always	Usually	Sometimes	Rarely	Never
Black	21%	15%	30%	11%	22%
Hispanic	9%	10%	22%	17%	43%
Asian	13%	11%	27%	17%	32%
White	5%	6%	23%	17%	49%

[Return to Chart](#)



Have you seen race, ethnicity, and/or gender as a barrier to career advancement/promotion within CDCR/CCHCS? - Data Table

Respondents	Always	Usually	Sometimes	Rarely	Never
Female	9%	10%	27%	17%	37%
Male	10%	8%	21%	15%	46%
Transgender/Non-Binary/Intersex	20%	14%	20%	8%	38%

[Return to Chart](#)



Do you feel the department is progressive to address equity in the workplace? - Data Table

Respondents	Yes	No
Black	47%	53%
Hispanic	65%	35%
Asian	62%	38%
White	72%	28%

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Do you feel the department is progressive to address equity in the workplace? - Data Table

Respondents	Yes	No
Female	62%	38%
Male	68%	32%
Transgender/Non-Binary/Intersex	58%	42%

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I believe I am treated equally by my supervisors or managers, irrespective of my race, ethnicity/ and or gender – Data Table

Respondents	Agree/ Strongly Agree	Neither Agree Nor Disagree	Disagree/ Strongly Disagree
Black	51%	25%	23%
Hispanic	63%	24%	13%
Asian	63%	24%	12%
White	66%	22%	11%

[Return to Chart](#)



I believe I am treated equally by my supervisors or managers, irrespective of my race, ethnicity/ and or gender - Data Table

Respondents	Agree/ Strongly Agree	Neither Agree Nor Disagree	Disagree/ Strongly Disagree
Female	64%	16%	20%
Male	69%	15%	16%
Transgender/Non-Binary/Intersex	48%	24%	28%

[Return to Chart](#)

