

Affirmative Action Plan
2021 Affirmative Action Plan
ZIP Code Analysis

Snapshot Date: 10/31/2020

Plan Date: 01/01/2021

Data Used: Employee

Included Areas:

County/County Set	Count	Weight	Cut-Off Weight
San Francisco, California	1,332	41.05	47.81
San Mateo, California	645	19.88	23.15
Alameda, California	563	17.35	20.21
Contra Costa, California	246	7.58	8.83
Total:	2,786	85.86	100.00

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Santa Clara, California	106	3.27	0.00
Marin, California	102	3.14	0.00
Sonoma, California	51	1.57	0.00
Solano, California	31	0.96	0.00
Sacramento, California	22	0.68	0.00
Los Angeles, California	21	0.65	0.00
San Joaquin, California	14	0.43	0.00
Santa Cruz, California	13	0.40	0.00
Orange, California	8	0.25	0.00
Napa, California	8	0.25	0.00
Yolo, California	6	0.18	0.00
San Diego, California	5	0.15	0.00
Fresno, California	4	0.12	0.00
Riverside, California	4	0.12	0.00
Monterey, California	4	0.12	0.00
Arapahoe, Colorado	3	0.09	0.00
Maricopa, Arizona	3	0.09	0.00

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Stanislaus, California	3	0.09	0.00
Multnomah, Oregon	2	0.06	0.00
El Dorado, California	2	0.06	0.00
Bexar+Wilson, Texas	2	0.06	0.00
Boulder, Colorado	2	0.06	0.00
Middlesex, Massachusetts	2	0.06	0.00
Shasta, California	2	0.06	0.00
Philadelphia, Pennsylvania	2	0.06	0.00
Fairfax (county)+Fairfax (city)+Falls Church (city), Virginia	2	0.06	0.00
Ventura, California	2	0.06	0.00
New Castle, Delaware	1	0.03	0.00
Washoe, Nevada	1	0.03	0.00
Dane, Wisconsin	1	0.03	0.00
San Luis Obispo, California	1	0.03	0.00
Collin, Texas	1	0.03	0.00
Puerto Rico	1	0.03	0.00
Pima+Santa Cruz, Arizona	1	0.03	0.00
DuPage, Illinois	1	0.03	0.00
Cobb, Georgia	1	0.03	0.00
Rockingham, New Hampshire	1	0.03	0.00
Chatham, North Carolina	1	0.03	0.00
New Hanover, North Carolina	1	0.03	0.00
Montgomery, Pennsylvania	1	0.03	0.00
Travis, Texas	1	0.03	0.00
Lake, Indiana	1	0.03	0.00

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Mendocino, California	1	0.03	0.00
Tompkins, New York	1	0.03	0.00
Monroe, New York	1	0.03	0.00
King, Washington	1	0.03	0.00
Placer, California	1	0.03	0.00
McLeod+Meeker+Sibley, Minnesota	1	0.03	0.00
Guilford, North Carolina	1	0.03	0.00
Mariposa+Tuolumne, California	1	0.03	0.00
Kings, New York	1	0.03	0.00
Suffolk, Massachusetts	1	0.03	0.00
Middlesex, New Jersey	1	0.03	0.00
Lubbock, Texas	1	0.03	0.00
Cook, Illinois	1	0.03	0.00
Richmond (city), Virginia	1	0.03	0.00
Flathead, Montana	1	0.03	0.00
Deschutes, Oregon	1	0.03	0.00
Colusa+Lake, California	1	0.03	0.00
Merced, California	1	0.03	0.00
Total:	459	14.14	0.00
Included and Excluded Total:		3,245	100.00