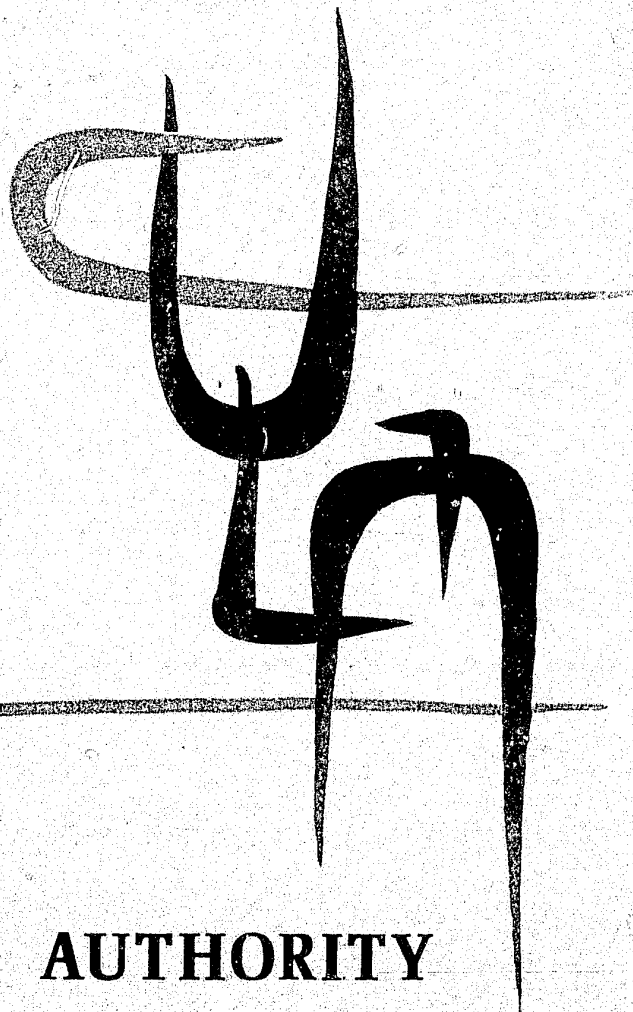


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CALIFORNIA -

Affirmative Action Statistics -

Report No. 3



August, 1975

28757

CALIFORNIA

YOUTH AUTHORITY



State of California

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HIGHLIGHTS

-As of March 1975, 29.5 percent of Youth Authority personnel were from minority groups. This proportion was 1.1 percentage points below the affirmative action goal projected for minority personnel in the Department.
-Among major ethnic groups, Black personnel constituted 15.8 percent and Spanish Surnamed 10.3 percent. Both groups exceeded their departmental goals during the first year of the affirmative action plan but dropped slightly below the goals projected for March 1975.
-As of March 1975, 31.7 percent of the total Youth Authority employees were women. This proportion was 1.1 percentage points under the affirmative action goal projected for female personnel.
-There were about 2½ times more male than female employees among Full-Time Youth Authority personnel, while males and females were about equally represented among Other Than Full-Time personnel as of March 1975.
-Within Youth Authority facilities, the proportion of minority personnel increased 2.4 percentage points to 29.3 percent during the year ending March 1975. The two largest increases occurred at DeWitt Nelson School and at conservation camps (7.6 and 6.4 percentage points, respectively).
-The two largest proportions of minority personnel at Youth Authority facilities as of March 1975 were reported for Youth Training School (41.8 percent) and Nelles School (39.9 percent).

.....For the year ending March 1975, female personnel in Youth Authority facilities increased .8 percentage point to 27.3.percent.

.....As of March 1975, minority personnel constituted 33.0 percent and female personnel 38.0 percent of the parole work force.

.....During the twelve months ending March 1975, appreciable increases were noted in the proportions of minority personnel within the following job categories: Teachers, treatment team supervisors, social workers, senior group supervisors, senior youth counselors, group supervisors, and treatment paraprofessionals.

.....For the same period, the largest proportional increase among female client-serving staff was reported among teachers (6.3 percentage points).

INTRODUCTION

*T*his is the third semi-annual report describing the Youth Authority's Affirmative Action Program, which was formally started in the spring of 1974. Information concerning the employment of ethnic minorities and women by the Department is based on State Personnel Board records of appointments and separations. These statistics are compiled twice annually, March 31 and September 30. The personnel information contained in the current report describes affirmative action trends during the 18-month period ending March 31, 1975.

In addition to the personnel statistics, comparative data are presented which show the ethnic and sex distributions of the Youth Authority ward population for the current reporting period. These data were provided by the Information Systems Section of the Division of Research.

Departmental affirmative action goals for ethnic minorities and female personnel, based on information available as of September 1973, were established in July 1974 and projected through September 1978. The goals are to be reviewed annually and revised if changes in the ward population and women in the labor force are large enough to require goal modifications.

The departmental goals for the employment of ethnic minorities need to reflect the requirements of both the Law Enforcement Assistance Administration (LEAA) of the Department of Justice and the Equal Employment Opportunity Commission (E.E.O.C.). Established in 1973 under Section 42.306(c), the L.E.A.A. guidelines state that a significant disparity may exist if the proportion of

a particular minority in the employment of an agency is not at least 70 percent of the percentage of that minority in the service population. The E.E.O.C. guidelines utilize the California Labor Force Statistics to determine work force parity as it relates to ethnic minorities and women.

The departmental goals for Blacks were based on the L.E.A.A. guidelines, while the goals for Spanish-Surnamed and female personnel were established according to the E.E.O.C. guidelines¹.

The purpose of the current report is to show the extent to which the Youth Authority had met its employment goals for ethnic minorities and women through March 31, 1975, and to reveal pertinent breakdowns of these personnel statistics.

¹The differential use of these guidelines is based on the fact that Black personnel approximate numerical parity as compared to the State's labor force but are still substantially underrepresented by L.E.A.A. standards. Since Spanish-Surnamed personnel are underrepresented by both L.E.A.A. and E.E.O.C. standards, the latter was used because it reflects the greater disparity. As suggested by L.E.A.A. guidelines, the affirmative action goals for women are based on the E.E.O.C. standards as obtained from California Labor Force statistics.

ETHNIC GROUP AND EMPLOYMENT GOALS

Table 1 shows the ethnic distribution of Youth Authority personnel in relation to that of the client ward population as of March 1975. Also shown are the employment goals set for each ethnic group in the total Youth Authority work force.

It can be seen that as of March 1975 the proportion of Combined Minority personnel was 29.5 percent, or 1.1 percentage points below the 1975 goal of 30.6 percent projected for the total work force. Within specific minority groups, the proportion of Black personnel was .4 percentage point under the 1975 goal, while the Spanish Surnamed personnel was .2 percentage point below the departmental goal.

TABLE 1
AFFIRMATIVE ACTION GOALS BY ETHNIC GROUP OF
TOTAL YOUTH AUTHORITY PERSONNEL AND OF YOUTH AUTHORITY WARDS
As of March 1975

ETHNIC GROUP	ETHNIC GOALS FOR	YOUTH AUTHORITY PERSONNEL		YOUTH AUTHORITY WARDS	
	March 1975*	March 1975**		March 1975	
	% of Total Personnel	No.	%	No.	%
Total	100.0	4221	100.0	12,329	100.0
White	69.4	2977	70.5	5532	44.9
Combined Minority	30.6	1244	29.5	6797	55.1
Black	16.2	668	15.8	4054	32.8
Spanish Surnamed	10.5	433	10.3	2424	19.6
Asian		93	2.2	68	0.6
Native American		9	0.2	143	1.2
Filipino		12	0.3	36	0.3
All Others		29	0.7	72	0.6

* Goals obtained from Department's Affirmative Action plan. The 1974 plan did not include goals for the Asian, Native American and Filipino groups. The revised 1975 plan will incorporate their goals.

** Total excludes 33 employees for whom ethnic group was not reported.

It is also apparent that the Combined Minority personnel (29.5 percent) was underrepresented in relation to minority wards in the service population (55.5 percent), with the greatest disparity occurring between Black personnel and wards.

Charts 1 to 3 show the affirmative action goals following the baseline period September 1973, prorated over 6-month intervals to September 1978, with reference to Combined Minority, Black, and Spanish Surnamed personnel, respectively. (Supporting data for the five-year projections are shown in Appendix A.) Set forth in the charts are the employment goals for each ethnic category in relation to the proportions actually employed from September 1973 through March 1975. It should be noted that the employment goals are applicable to the proportion of total personnel (Full-Time Only plus Other Than Full-Time) in each ethnic category. The employment goals for Asian, Native American, and Filipino personnel were not established as of March 1975. The Department's affirmative action goals are presently being reviewed, and those pertaining to Asian, Native American, and Filipino employees will be established and included in the next semi-annual report.

TABLE 2
ETHNIC GROUP TRENDS FOR TOTAL YOUTH AUTHORITY PERSONNEL
September 1973 - March 1975

ETHNIC GROUP	SEPTEMBER 1973		MARCH 1974		SEPTEMBER 1974		MARCH 1975	
	No.	%	No.	%	No.	%	No.	%
Total	3906*	100.0	4003**	100.00	4160***	100.0	4221****	100.0
White	2877	73.7	2885	72.1	2947	70.8	2977	70.5
Combined Minority	1029	25.3	1118	27.9	1213	29.2	1244	29.5
Black	545	13.9	599	15.0	652	15.8	668	15.8
Spanish Surnamed	355	9.1	393	9.8	424	10.2	433	10.3
Asian	90	2.3	89	2.2	88	2.1	93	2.2
Native American	9	0.2	10	0.2	10	0.2	9	0.2
Filipino	-	-	8	0.2	9	0.2	12	0.3
All Others	30	0.8	19	0.5	30	0.7	29	0.7

*Excludes 24 personnel for whom ethnic group was not reported.
 **Excludes 37 personnel for whom ethnic group was not reported.
 ***Excludes 43 personnel for whom ethnic group was not reported.
 ****Excludes 33 personnel for whom ethnic group was not reported.

TABLE 3

ETHNIC GROUP OF YOUTH AUTHORITY PERSONNEL BY
FULL-TIME AND OTHER THAN FULL-TIME STATUS

March 1974 - March 1975

SEX	YOUTH AUTHORITY PERSONNEL											
	FULL-TIME ONLY*					OTHER THAN FULL-TIME**						
	March 1974		September 1974		March 1975		March 1974		September 1974		March 1975	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Total	3412	100.0	3537	100.0	3604	100.0	587	100.0	629	100.0	617	100.0
White	2485	72.8	2528	71.6	2573	71.4	400	67.7	419	66.6	404	65.5
Combined Minority	927	27.2	1003	28.4	1031	28.6	191	32.3	210	33.4	213	34.5
Black	502	14.7	541	15.3	547	15.2	97	16.4	111	17.6	121	19.6
Spanish Surnamed	324	9.5	360	10.2	374	10.4	69	11.7	64	10.2	59	9.6
Asian	72	2.1	68	1.9	72	2.0	17	2.7	20	3.2	21	3.4
Native American	7	0.2	7	0.2	5	0.1	3	0.5	3	0.5	4	0.6
Filipino	8	0.3	9	0.3	12	0.3	0	-	0	-	0	-
All Others	14	0.4	18	0.5	21	0.6	5	0.8	12	1.9	8	1.3

*Excludes 10 employees in March 1974, 24 employees for September 1974, and 13 in March 1975 for whom ethnic group was not reported.

**Excludes 27 employees in March 1974, 19 employees for September 1974, and 20 in March 1975 for whom ethnic group was not reported.

Chart 1 shows that the proportions of Combined Minority personnel according to the affirmative action goals would increase from 26.8 percent in September 1973 to 39.3 percent by September 1978. As shown in Chart 1 and Table 2, the proportions actually employed between September 1973 and September 1974 were slightly under but closely approximated the projected employment goals. However, between September 1974 and March 1975, Combined Minority employment increased only slightly, falling somewhat below the goal projected for March 1975. A similar trend emerges when considering the Combined Minority personnel who were employed full-time only. These trends probably reflect the marked decline in staff turnover which, on the basis of separate personnel statistics, were manifested during this period.

Chart 2 indicates that the proportions of Black personnel employed slightly exceeded the departmental goals during the first year of the five year projection. However, between September 1974 and March 1975, Black employment fell slightly below the projected goal. A parallel trend was found for Black personnel employed full-time only.

Chart 3 shows a similar pattern for all Spanish Surnamed personnel for whom the five-year goal is to increase the proportion employed from 9.0 to 13.9 percent by September 1978. That is, the proportions of Spanish Surnamed actually employed exceeded departmental goals during the first year of the Affirmative Action plan but dropped slightly below the goal for March 1975.

CHART 1

YOUTH AUTHORITY EMPLOYMENT GOALS PROJECTED FOR TOTAL MINORITY PERSONNEL
OVER A FIVE-YEAR PERIOD VERSUS TOTAL MINORITY PERSONNEL EMPLOYED
SEPTEMBER 1973 THROUGH MARCH 1975
(IN PERCENT)

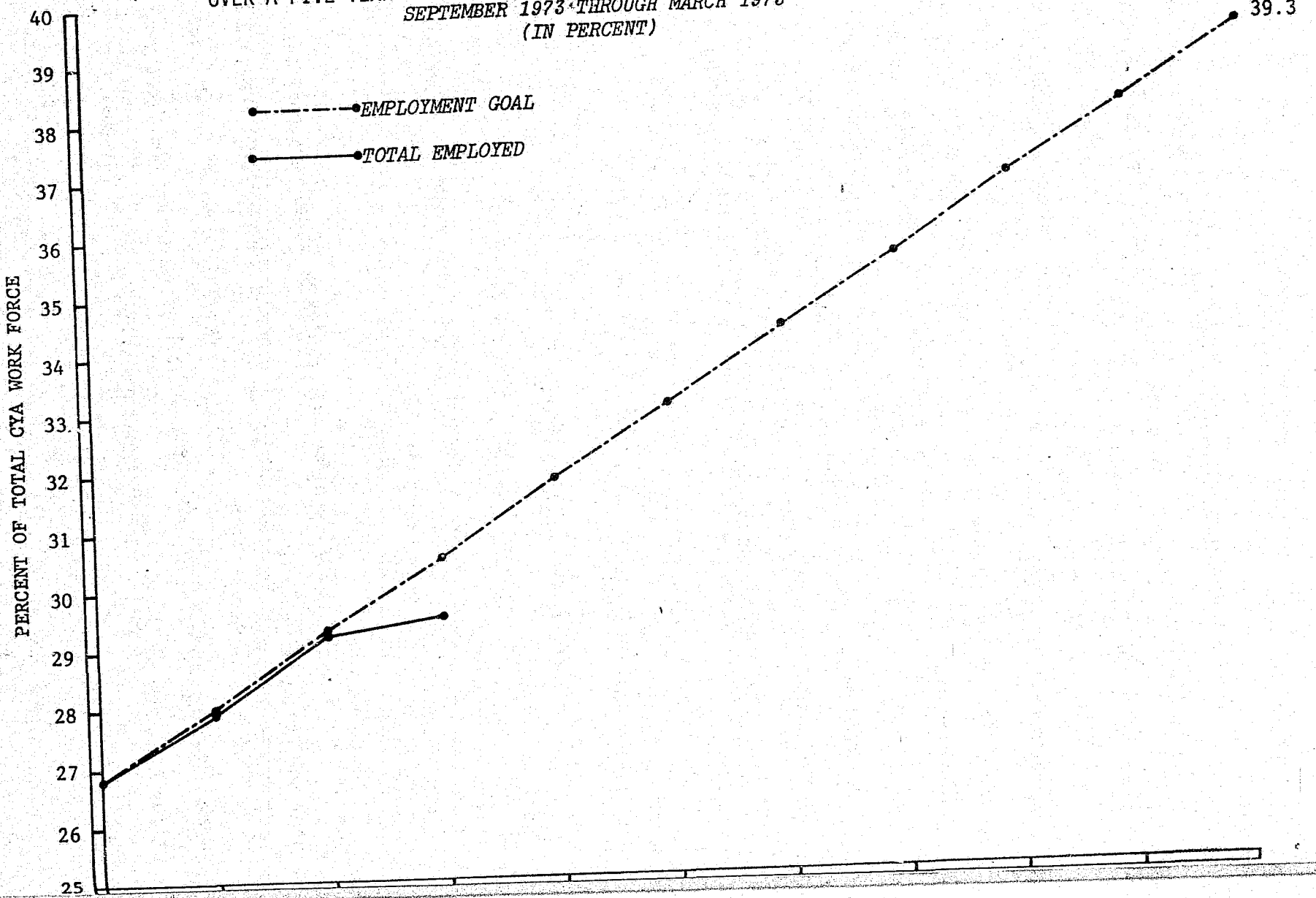


CHART 2

YOUTH AUTHORITY EMPLOYMENT GOALS PROJECTED FOR TOTAL BLACK
PERSONNEL OVER A FIVE-YEAR PERIOD VERSUS TOTAL PERSONNEL EMPLOYED
SEPTEMBER 1973 THROUGH MARCH 1975
(IN PERCENT)

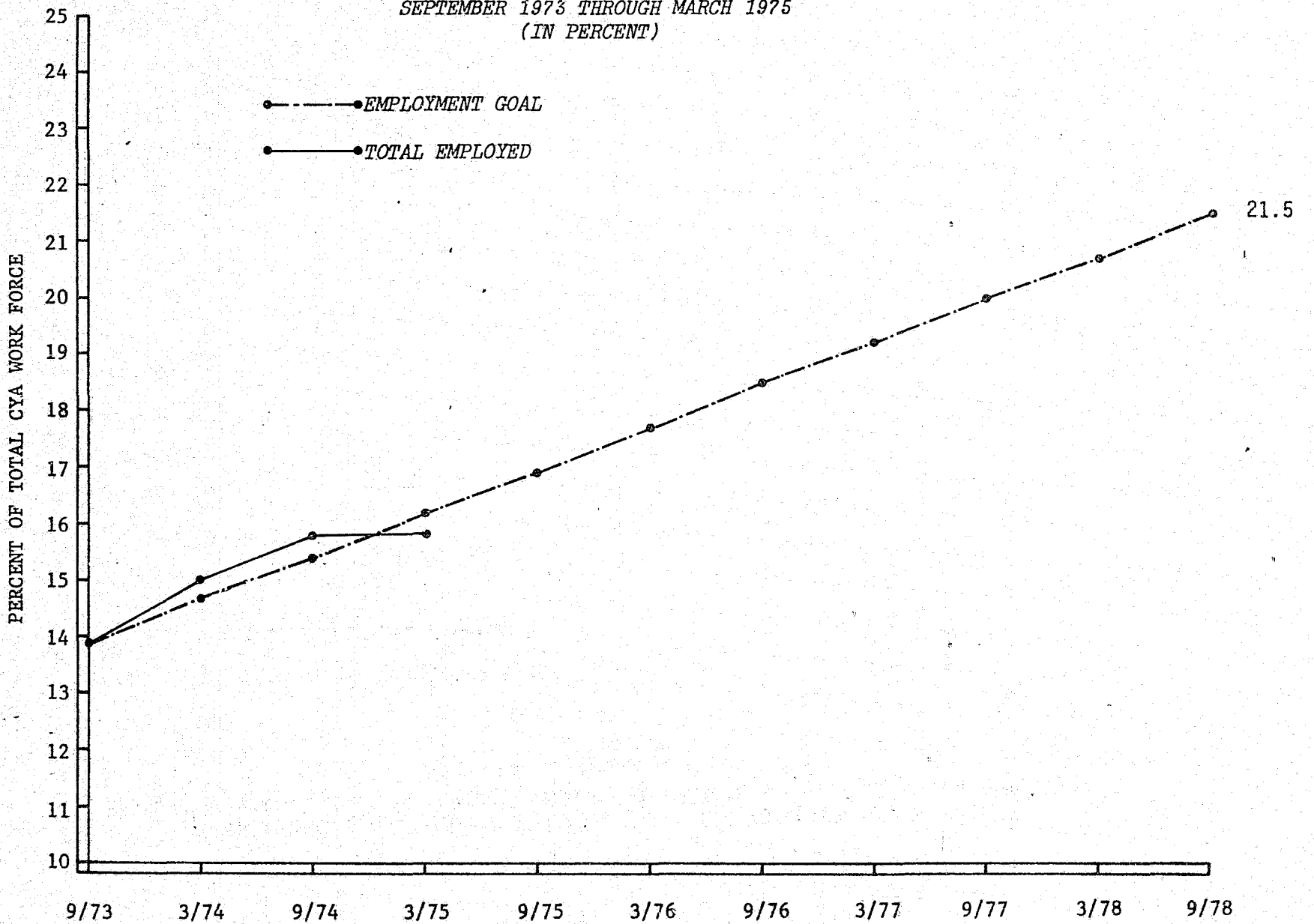
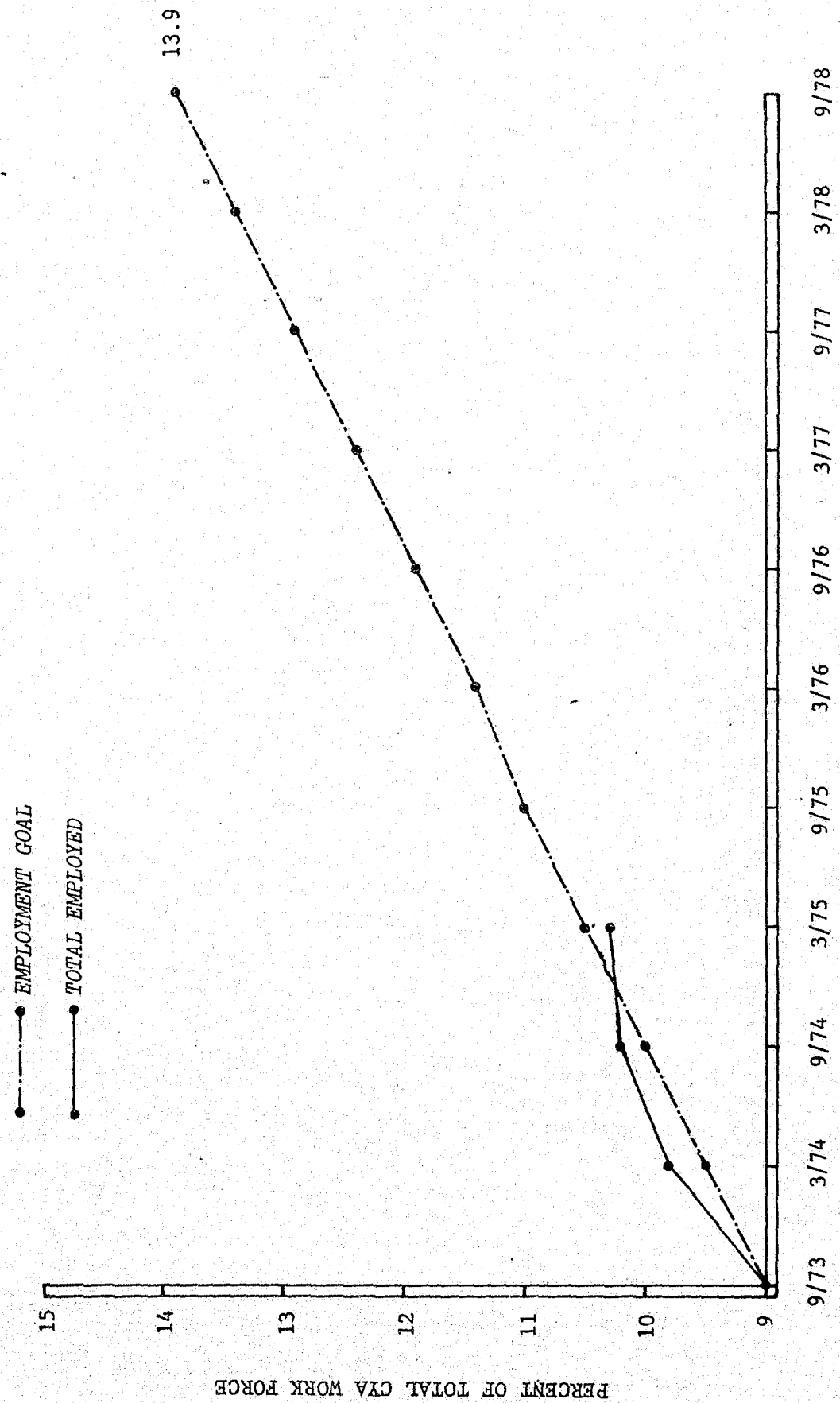


CHART 3

YOUTH AUTHORITY EMPLOYMENT GOALS PROJECTED FOR TOTAL SPANISH SURNAMED PERSONNEL OVER A FIVE-YEAR PERIOD VERSUS TOTAL SPANISH SURNAMED PERSONNEL EMPLOYED SEPTEMBER 1973 THROUGH MARCH 1975 (IN PERCENT)



SEX DISTRIBUTION AND EMPLOYMENT GOALS

As mentioned earlier, LEAA guidelines were not provided for female personnel; hence, the California Labor Force statistics were used to derive affirmative action goals for female employees.

As seen in Table 4, 31.7 percent of Youth Authority's personnel were women as of March 1975. This proportion was 1.1 percentage points under the affirmative action goal established for female personnel.

TABLE 4
AFFIRMATIVE ACTION GOALS BY SEX OF TOTAL YOUTH AUTHORITY PERSONNEL AND OF YOUTH AUTHORITY WARDS
As of March 1975

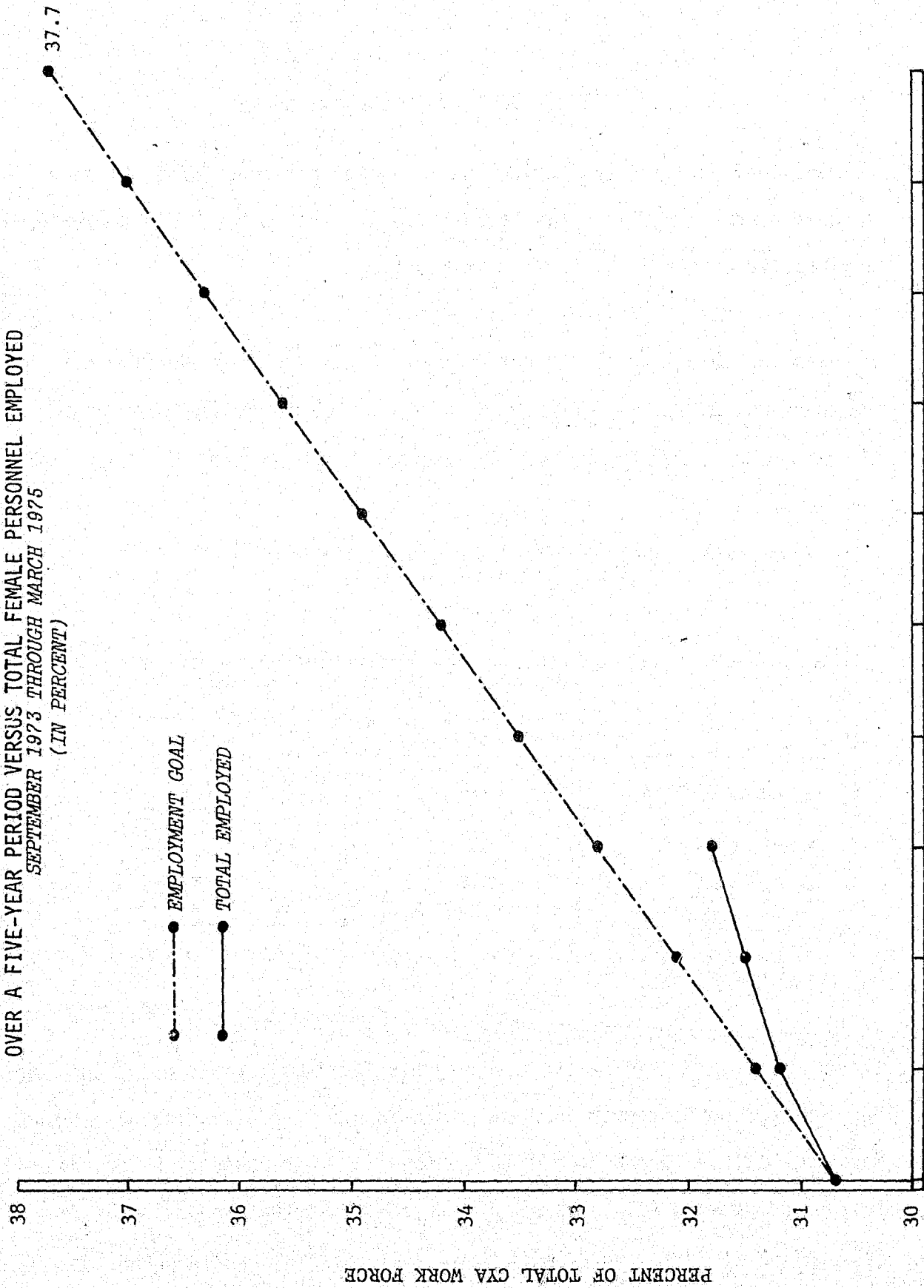
SEX	DEPARTMENTAL GOALS FOR March 1975*	YOUTH AUTHORITY PERSONNEL March 1975	
	% of Total Personnel	Number	Percent
Total	100.0	4254	100.0
Male	67.2	2906	68.3
Female	32.8	1348	31.7

* Goals established by and obtained from Department's Affirmative Action Plan

Chart 4 shows the affirmative action goals for female personnel, using the baseline period September 1973 and prorated over 6-month intervals through September 1978. (Supporting data for the five-year projections are detailed in Appendix A.) According to these goals, the proportion of female employees in the Department would increase from 30.7 percent

CHART 4

YOUTH AUTHORITY EMPLOYMENT GOALS PROJECTED FOR TOTAL FEMALE PERSONNEL
OVER A FIVE-YEAR PERIOD VERSUS TOTAL FEMALE PERSONNEL EMPLOYED
SEPTEMBER 1973 THROUGH MARCH 1975
(IN PERCENT)



in September 1973 to 32.8 percent in March 1975. However, Chart 1 and Table 5 reveal that during the 18-month period the actual proportion of female employees has fallen further below the goals projected over the six-month intervals shown (i.e., .2, .6, and 1.1 percentage point, respectively).

TABLE 5
TRENDS IN SEX DISTRIBUTION OF TOTAL
YOUTH AUTHORITY PERSONNEL
September 1973 - March 1975

SEX	SEPTEMBER 1973		MARCH 1974		SEPTEMBER 1974		MARCH 1975	
	NO.	%	NO.	%	NO.	%	NO.	%
Total	3930	100.0	4040	100.0	4203	100.0	4254	100.0
Male	2724	69.3	2779	68.8	2880	68.5	2906	68.3
Female	1206	30.7	1261	31.2	1323	31.5	1348	31.7

TABLE 6
SEX DISTRIBUTION OF YOUTH AUTHORITY PERSONNEL
BY FULL-TIME AND OTHER THAN FULL-TIME STATUS
March 1974 - March 1975

SEX	FULL-TIME ONLY						OTHER THAN FULL-TIME					
	MARCH 1974		SEPTEMBER 1974		MARCH 1975*		MARCH 1974		SEPTEMBER 1974		MARCH 1975	
	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
Total	3422	100.0	3555	100.0	3617	100.0	618	100.0	648	100.0	636	100.0
Male	2439	71.3	2553	71.8	2586	71.5	340	55.0	327	50.5	319	50.2
Female	983	28.7	1002	28.2	1031	28.5	278	45.0	321	49.5	317	49.8

*Excludes one male in March 1975 for whom employment status was not reported.

It is also apparent in Table 6 that the proportion of full-time female personnel has declined slightly (.2 percentage point) over the three periods shown. On the other hand, female personnel employed other than full-time show a considerable increase (4.8 percentage points) over the 18-month span.

Another point of interest may be noted in Table 6. The proportions of non-full-time personnel were about equally divided between males and females in March 1975. By comparison, the proportion of full-time male personnel was about 2½ times that of full-time female personnel.

PERSONNEL DISTRIBUTION BY FACILITY

Ethnic Group

Tables 7A and 7B include the ethnic distribution of both full-time and other than full-time personnel who were employed in Youth Authority institutions, camps and reception center-clinics in March 1974 and March 1975. Table 7A gives the number, and Table 7B the percent distribution of personnel in each ethnic group.

Examination of the data in these tables reveals that, between March 1974 and March 1975, the proportion of Combined Minority personnel in CYA facilities increased 2.4 percentage points, which represents a net gain of 143 minority personnel. That is, among 245 additional employees during the past year in Youth Authority facilities, 58.4 percent were members of an ethnic minority.

The largest proportional increase in Combined Minority employment in CYA facilities occurred at DeWitt Nelson (+7.6 percentage points), and the only proportional decrease in minority personnel was at Preston (-0.7 percentage point).

Total employment of Black personnel was up 1.6 percentage points in CYA facilities, which represented a net gain of 83 Black employees during the past year. The largest proportional increase in Black personnel occurred at Nelles (+5.8 percentage points), and the only proportional decrease in Black employment was at SRCC (-0.9 percentage point).

Spanish Surnamed personnel in Youth Authority facilities increased 0.5 percentage point (44 employees) during the last 12 months. The largest proportional increase was at DeWitt Nelson (+4.6 percentage points), while the proportions of Spanish Surnamed personnel at SCYC, Preston, Nelles and Karl Holton declined from between 0.4 and 2.3 percentage points during the year.

Between March 1974 and March 1975 there were no changes in the proportions of Asian (1.4 percent) or Native American (0.2 percent) personnel in CYA facilities. Filipino personnel increased one-tenth of one percentage point, and employment of All Other minorities was up two-tenths of one percentage point by March 1975.

Although YTS had the highest proportion of Combined Minority personnel (41.8 percent) and showed a 4.0 percentage point increase in employment of minority personnel between March 1974 and March 1975, Table 7A reveals that there was no change in the actual number of Combined Minority employees (200) during the last 12 months. That is, the proportional increase in minority personnel at YTS was the function of a staff decrease of 50 employees, all of whom were White.

Finally, Table 7B demonstrates that in March 1974 seven facilities had less than 25 percent Combined Minority personnel (NRCC, SCYC, DeWitt Nelson, Karl Holton, Preston, Ventura, and Camps); by comparison, one year later only four facilities fell into this category (Karl Holton, Preston, Ventura, and Camps).

TABLE 7A

ETHNIC GROUP BY FACILITY FOR TOTAL
YOUTH AUTHORITY PERSONNEL
March 1974 and March 1975

FACILITY		TOTAL NUMBER*	WHITE	COMBINED MINORITY	BLACK	SPANISH SURNAMED	ASIAN	NATIVE AMERICAN	FILIPINO	ALL OTHERS
TOTAL	March 1974	2967	2168	799	414	314	43	7	7	14
	March 1975	3212	2270	942	497	358	45	8	11	23
NRCC	March 1974	203	153	50	27	8	10	3	-	2
	March 1975	237	172	65	32	13	9	4	1	6
SRCC	March 1974	246	164	82	44	35	3	-	-	-
	March 1975	252	165	87	43	38	3	-	2	1
SCYC	March 1974	118	90	28	17	9	1	-	-	1
	March 1975	124	91	33	19	9	2	-	-	3
NCYC	March 1974	300	212	88	57	18	8	-	3	2
	March 1975	296	201	95	59	23	7	-	3	3
O.H. CLOSE	March 1974	158	106	52	33	11	3	1	-	4
	March 1975	174	114	60	38	15	4	1	-	2
KARL HOLTON	March 1974	164	130	34	15	15	4	-	-	-
	March 1975	177	135	42	23	12	4	1	-	2
DEWITT NELSON	March 1974	133	107	26	12	10	4	-	-	-
	March 1975	140	102	38	16	17	5	-	-	-
PRESTON	March 1974	309	273	36	16	14	2	2	2	-
	March 1975	310	276	34	17	12	2	-	2	1
PASO ROBLES**	March 1974	-	-	-	-	-	-	-	-	-
	March 1975	197	145	52	20	29	2	-	-	1
NELLES	March 1974	354	227	127	52	69	4	-	1	1
	March 1975	361	217	144	72	67	3	-	2	-
YTS	March 1974	529	329	200	101	95	2	-	-	2
	March 1975	479	279	200	109	87	2	-	-	2
VENTURA	March 1974	323	263	60	34	20	2	1	1	2
	March 1975	349	280	69	41	23	2	1	1	1
CAMPS	March 1974	118	102	16	6	10	-	-	-	-
	March 1975	115	92	23	8	13	-	1	-	1
OTHERS***	March 1974	12	12	-	-	-	-	-	-	-
	March 1975	1	1	-	-	-	-	-	-	-

* Excludes 22 personnel in March 1975 for whom ethnic group was not reported.
 ** PASO ROBLES opened in June 1974; it was included in the "others" category in March 1974.
 *** Includes LOS CUILUCOS maintenance crew.

TABLE 7B

ETHNIC GROUP BY FACILITY FOR TOTAL
YOUTH AUTHORITY PERSONNEL*March 1974 and March 1975
(In Percent)

FACILITY		TOTAL NUMBER	WHITE	COMBINED MINORITY	BLACK	SPANISH SURNAMED	ASIAN	NATIVE AMERICAN	FILIPINO	ALL OTHERS
TOTAL	March 1974	2967	73.1	26.9	14.0	10.6	1.4	0.2	0.2	0.5
	March 1975	3212	70.7	29.3	15.6	11.1	1.4	0.2	0.3	0.7
NRCC	March 1974	203	75.4	24.6	13.3	3.9	4.9	1.5	-	1.0
	March 1975	237	72.6	27.4	13.5	5.5	3.8	1.7	0.4	2.5
SRCC	March 1974	246	66.7	33.3	17.9	14.2	1.2	-	-	-
	March 1975	252	65.5	34.5	17.0	15.1	1.2	-	0.8	0.4
SCYC	March 1974	118	76.3	23.7	14.4	7.7	0.8	-	-	0.8
	March 1975	124	73.4	26.6	15.3	7.3	1.6	-	-	2.4
NCYC	March 1974	300	70.7	29.3	19.0	6.0	2.6	-	1.0	0.7
	March 1975	296	67.9	32.1	19.9	7.8	2.4	-	1.0	1.0
O. H. CLOSE	March 1974	158	67.1	32.9	20.9	7.0	1.9	0.6	-	2.5
	March 1975	174	65.5	34.5	21.8	8.6	2.3	0.6	-	1.2
KARL HOLTON	March 1974	164	79.3	20.7	9.1	9.1	2.5	-	-	-
	March 1975	177	76.3	23.7	13.0	6.8	2.3	0.6	-	1.1
DEWITT NELSON	March 1974	133	80.5	19.5	9.0	7.5	3.0	-	-	-
	March 1975	140	72.9	27.1	11.4	12.1	3.6	-	-	-
PRESTON	March 1974	309	88.3	11.7	5.1	4.5	0.7	0.7	0.7	-
	March 1975	310	89.0	11.0	5.6	3.9	0.6	-	0.6	0.3
PASO ROBLES **	March 1974	-	-	-	-	-	-	-	-	-
	March 1975	197	73.6	26.4	10.2	14.7	1.0	-	-	0.5
NELLES	March 1974	354	64.1	35.9	14.7	19.5	1.1	-	0.3	0.3
	March 1975	361	60.1	39.9	19.9	18.6	0.8	-	0.6	-
YTS	March 1974	529	62.2	37.8	19.1	17.9	0.4	-	-	0.4
	March 1975	479	58.2	41.8	22.8	18.2	0.4	-	-	0.4
VENTURA	March 1974	323	81.4	18.6	10.6	6.2	0.6	0.3	0.3	0.6
	March 1975	349	80.2	19.8	11.7	6.6	0.6	0.3	0.3	0.3
CAMPS	March 1974	118	86.4	13.6	5.1	8.5	-	-	-	-
	March 1975	115	80.0	20.0	7.0	11.2	-	0.9	-	0.9
OTHERS ***	March 1974	12	100.0	-	-	-	-	-	-	-
	March 1975	1	100.0	-	-	-	-	-	-	-

* Percentages shown for each facility are based on the total number as indicated in the first column.

** Paso Robles opened in June 1974; it was included in the "others" category in March 1974.

*** Includes Los Gullucos maintenance crew.

Sex Distribution

As indicated in Table 8, the proportion of total female personnel in CYA facilities increased 0.8 percentage point between March 1974 and March 1975, with a concomitant decline in the proportion of total male personnel. However, in terms of actual numbers of employees, the net increase in female personnel was only 90 compared to 153 new male employees in these facilities. That is, 37.0 percent of the additional employees in Youth Authority facilities during the past year were women and 63.0 percent were men.

The largest proportional increase in female personnel during that time period occurred at O. H. Close (+3.9 percentage points), and the largest percentage decrease in female employees was at SCYC (-6.1 percentage points).

Although there was a slight decrease in the proportion of female personnel at Ventura (-0.5 percentage point), the proportion of women employed in a CYA facility remained highest at Ventura (56.4 percent of the total work force).

Women constituted between 33.3 and 44.3 percent of the total work force at SRCC, NRCC, NCYC and Nelles in March, 1975.

Although the proportion of female personnel at YTS rose 1.5 percentage points during the past year, YTS continued in March 1975 to have the lowest proportion of female employees (8.8 percent) of any CYA facility.

TABLE 8
SEX DISTRIBUTION BY FACILITY FOR TOTAL
YOUTH AUTHORITY PERSONNEL

March 1974 and March 1975

FACILITY		TOTAL	MALE		FEMALE	
			NUMBER	PERCENT	NUMBER	PERCENT
TOTAL	March 1974	2991	2199	73.5	792	26.5
	March 1975	3234	2352	72.7	882	27.3
NRCC	March 1974	203	127	62.6	76	37.4
	March 1975	237	147	62.0	90	38.0
SRCC	March 1974	246	166	67.5	80	32.5
	March 1975	252	168	66.7	84	33.3
SCYC	March 1974	119	87	73.1	32	26.9
	March 1975	125	99	79.2	26	20.8
NCYC	March 1974	301	172	57.1	129	42.9
	March 1975	296	165	55.7	131	44.3
O. H. CLOSE	March 1974	159	136	85.5	23	14.5
	March 1975	174	142	81.6	32	18.4
KARL HOLTON	March 1974	164	136	82.9	28	17.1
	March 1975	177	142	80.2	35	19.8
DeWITT NELSON	March 1974	133	110	82.7	23	17.3
	March 1975	141	125	88.7	16	11.3
PRESTON	March 1974	309	258	83.5	51	16.5
	March 1975	311	259	83.3	52	16.7
PASO ROBLES*	March 1974	-	-	-	-	-
	March 1975	197	159	80.7	38	19.3
NELLES	March 1974	368	256	69.6	112	30.4
	March 1975	368	243	66.0	125	34.0
YTS	March 1974	532	493	92.7	39	7.3
	March 1975	489	446	91.2	43	8.8
VENTURA	March 1974	327	141	43.1	186	56.9
	March 1975	351	153	43.6	198	56.4
CAMPS	March 1974	118	107	90.7	11	9.3
	March 1975	115	104	90.4	11	9.6
OTHERS**	March 1974	12	10	83.3	2	16.7
	March 1975	1	-	-	1	100.0

* PASO ROBLES opened in June 1974; it was included in the "others" category in March 1974.

** Includes LOS GUILUCOS maintenance crew.

PERSONNEL DISTRIBUTION BY PAROLE ZONE

Ethnic Origin

Separate personnel statistics as to ethnic origin of parole employees became available for the first time in March 1975, and these are presented in Table 9. As reflected by the data, there were 466 parole employees in March 1975 of whom two-thirds were White and one-third were members of various ethnic minorities. Zone III had the highest proportion (45.3 percent) as well as the largest number (58) of Combined Minority personnel. Zone IV had the lowest proportion of minority personnel (23.1 percent), while Zone II had the smallest number of Combined Minority employees (21).

Looking at specific ethnic groups, Zone III had about four times as many Black personnel (39) as Zone IV (10), but Zone IV had almost as many Spanish Surnamed employees as Zone III. Zone I had both the lowest proportion and the lowest number of Spanish Surnamed employees of any zone.

It can be further seen in the table that Zone II had the highest proportion of Asian personnel (4.6 percent), but the number of Asian employees in Zones I and II were the same (4). Zone IV had the only Native American employees (3). Zones I and III each had one Filipino employee in March 1975.

Sex Distribution

As seen in Table 10, female personnel constituted 38.2 percent of the total parole work force in March 1975. This was considerably higher than the proportion of total female personnel (31.7 percent) employed department-wide at that time.

Zone I had the highest proportion of female personnel (43.6), but Zone IV had the largest number of women employees (52) in March 1975. The lowest number (29 as well as the lowest proportion (33.3) of women personnel was found in Zone II.

TABLE 9
ETHNIC GROUP BY PAROLE ZONE
FOR TOTAL YOUTH AUTHORITY PERSONNEL
As of March 1975*

ETHNIC GROUP	TOTAL PAROLE		ZONE I		ZONE II		ZONE III		ZONE IV	
	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
TOTAL	466	100.0	117	100.0	87	100.0	128	100.0	134	100.0
White	311	67.0	72	61.5	66	75.9	70	54.7	103	76.9
Combined Minority	155	33.0	45	38.5	21	24.1	58	45.3	31	23.1
Black	95	20.3	35	29.9	11	12.6	39	30.5	10	7.5
Spanish-Surnamed	40	8.5	5	4.3	6	6.9	15	11.7	14	10.4
Asian	13	2.7	4	3.4	4	4.6	3	2.3	2	1.5
Native American	3		0		0		0		3	2.2
Filipino	2	1.5	1	.9	0		1	.8	0	
All Others	2		0		0		0		2	1.5

* Data obtained from parole zone administrators. Prior to March 1975, parole personnel information was not available.

TABLE 10
SEX DISTRIBUTION BY PAROLE ZONE
FOR TOTAL YOUTH AUTHORITY PERSONNEL
As of March 1975*

ETHNIC GROUP	TOTAL PAROLE		ZONE I		ZONE II		ZONE III		ZONE IV	
	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
TOTAL	466	100.0	117	100.0	87	100.0	128	100.0	134	100.0
Male	288	62.0	66	56.4	58	66.7	82	64.1	82	61.2
Female	178	38.0	51	43.6	29	33.3	46	35.9	52	38.8

* Data obtained from parole zone administrators. Prior to March 1975, parole personnel information was not available.

PERSONNEL DISTRIBUTION BY OCCUPATIONAL CATEGORY

Ethnic Group of Client-Serving Staff

Employees considered to be "Client-Serving" are those who provide direct services to wards as a basic part of their job function. Between March 1974 and March 1975, the proportion of Client-Serving staff in the Youth Authority declined slightly from 63.7 to 63.4 percent of the total work force.

Table 11A shows the numbers, and Table 11B the percent distribution, of Client-Serving staff for March 1974 and March 1975, by job category and by ethnic group. These tables include both Full-Time and Other Than Full-Time employees working in CYA facilities and parole zones.

Examination of Table 11A reveals that between March 1974 and March 1975 total Client-Serving staff in the Youth Authority increased by 130 employees. Of the additional employees, 78.5 percent (102 employees) were members of an ethnic minority and 21.5 percent were White. Almost half of the additional Client-Serving staff were Black (49.2 percent) and 26.9 percent were Spanish Surnamed. There were no Asians, Native Americans nor Filipinos among the additional Client-Serving employees, but 0.5 percent were of All Other minorities.

The data in Table 11B indicates that during the past year, Combined Minority Client-Serving staff increased by 2.3 percentage points, a total gain of 102 employees. The largest proportional increase (+7.2 per-

centage points) in Combined Minority personnel was found for Senior Group Supervisor. Appreciable proportional gains in Combined Minority Client-Serving personnel also were found in all the job categories under Teacher, as well as Social Worker, Senior Youth Counselor, Treatment Paraprofessional, Group Supervisor and Treatment Team Supervisor.

Although the proportion of the total White Client-Serving personnel dropped 2.3 percentage points during the past year, it is apparent from Tables 11A and 11B that there were increases in the proportions of White personnel in the occupational categories of Head Group Supervisor (+4.2 percentage points), PA III (+2.7 percentage points), PA II (+2.3 percentage points), and Psychologist (+1.2 percentage points). Conversely, the proportions of Combined Minority personnel declined in these four categories which, except for Psychologist, involve some administrative functions.

Between March 1974 and March 1975, employment of Black Client-Serving personnel increased 1.6 percentage points, representing a net gain of 64 Black employees. According to Tables 11A and 11B, the largest proportional increase in Black Client-Serving staff during the past year was in the category of Social Worker (+5.1 percentage points). Other occupational categories in which the proportions of Black Client-Serving staff increased appreciably during the past year were Teaching Supervisor, Vocational Teacher, Treatment Team Supervisor, Senior Youth Counselor, Treatment Paraprofessional and Group Supervisor.

The proportion of total Spanish Surnamed Client-Serving personnel in the Department increased 0.8 percentage point, a net gain of 35 Spanish Surnamed employees. The largest proportional gain occurred in the category of Senior Group Supervisor (+8.0 percentage points).

Other job classes in which there were substantial proportional gains of Spanish Surnamed Client-Serving personnel during the past year included Teaching Paraprofessional (+5.3 percentage points), Recreation Teacher (+5.2 percentage points), Senior Youth Counselor (+2.1 percentage points), and PA I (+1.6 percentage points).

TABLE 11A

ETHNIC GROUP BY OCCUPATIONAL CATEGORY
FOR ALL YOUTH AUTHORITY CLIENT-SERVING STAFF

March 1974 and March 1975

OCCUPATIONAL CATEGORY	TOTAL*		WHITE		COMBINED MINORITY		BLACK		SPANISH SURNAMED		ASIAN		NATIVE AMERICAN		FILIPINO		ALL OTHERS	
	MAR. 1974	MAR. 1975	MAR. 1974	MAR. 1975	MAR. 1974	MAR. 1975	MAR. 1974	MAR. 1975	MAR. 1974	MAR. 1975	MAR. 1974	MAR. 1975	MAR. 1974	MAR. 1975	MAR. 1974	MAR. 1975	MAR. 1974	MAR. 1975
TOTAL CLIENT-SERVING STAFF	2544	2674	1751	1779	793	895	448	512	287	322	35	33	8	6	4	4	11	18
<u>TEACHER</u>	(495)	(519)	(376)	(382)	(119)	(137)	(82)	(91)	(22)	(28)	(8)	(9)	(2)	(2)	(1)	(1)	(4)	(6)
Supervisors	27	29	22	23	5	6	4	5	1	1	-	-	-	-	-	-	-	-
Academic	297	324	210	225	87	99	59	65	15	19	7	7	2	2	-	-	4	6
Recreation/P.E.	40	39	33	31	7	8	5	4	1	3	7	-	2	-	-	1	4	-
Vocational	117	108	101	90	16	18	10	12	5	4	1	2	-	-	-	-	-	-
Paraprofessional	14	19	10	13	4	6	4	5	-	1	-	-	-	-	-	-	-	-
<u>TREATMENT</u>	(1463)	(1513)	(1014)	(1023)	(449)	(490)	(264)	(290)	(151)	(164)	(24)	(21)	(1)	(2)	(3)	(3)	(6)	(10)
PA III	71	70	61	62	10	8	6	5	4	3	-	-	-	-	-	-	-	-
PA II	112	106	83	81	29	25	16	13	9	7	2	2	-	-	1	1	1	1
PA I	241	230	174	162	67	68	41	39	18	21	7	6	-	-	-	-	1	2
Treatment Team Supervisor	65	66	50	49	15	17	11	13	3	3	1	1	-	-	-	-	-	-
Social Workers	66	70	50	50	16	20	8	12	2	1	3	4	-	-	-	-	3	3
Psychologists	24	28	22	26	2	2	1	1	-	-	1	1	-	-	-	-	-	-
Senior Youth Counselor	110	119	88	87	22	32	16	22	6	9	-	1	-	-	-	-	-	-
Youth Counselor	571	614	387	414	184	200	99	107	72	80	10	10	0	1	2	2	1	4
Paraprofessional	203	210	99	92	104	118	66	77	37	40	-	-	1	1	-	-	-	-
<u>SECURITY</u>	(559)	(615)	(335)	(348)	(224)	(267)	(101)	(130)	(114)	(130)	(3)	(3)	(5)	(2)	-	-	(1)	(2)
Head Group Supervisor and Related	59	62	47	52	12	10	5	5	4	4	-	-	3	1	-	-	-	-
Senior Group Supervisor and Related	34	36	27	25	7	10	4	4	2	5	1	1	-	-	-	-	-	-
Group Supervisor and Related	466	517	261	270	205	247	92	121	108	121	2	2	2	1	-	-	1	2
<u>OTHER CLIENT-SERVING</u>	(27)	(27)	(26)	(26)	(1)	(1)	(1)	(1)	-	-	-	-	-	-	-	-	-	-
Chaplain	27	27	26	26	1	1	1	1	-	-	-	-	-	-	-	-	-	-

* Combined Total for Client-Serving and Support Staff by Ethnic Group (March 1975) excludes 39 personnel for whom ethnic group, job classification or both were unknown.
** Excludes 14 personnel for whom ethnic group was not reported.

TABLE 11B

ETHNIC GROUP BY OCCUPATIONAL CATEGORY
FOR ALL YOUTH AUTHORITY CLIENT-SERVING STAFF

March 1974 and March 1975
(In Percent)*

OCCUPATIONAL CATEGORY	Total Number		WHITE		COMBINED MINORITY		BLACK		SPANISH SURNAMED		ASIAN		NATIVE AMERICAN		FILIPINO		ALL OTHERS	
	MAR. 1974	MAR. 1975	MAR. 1974	MAR. 1975	MAR. 1974	MAR. 1975	MAR. 1974	MAR. 1975	MAR. 1974	MAR. 1975	MAR. 1974	MAR. 1975	MAR. 1974	MAR. 1975	MAR. 1974	MAR. 1975	MAR. 1974	MAR. 1975
TOTAL CLIENT-SERVING STAFF	2544	2674	68.8	66.5	31.2	33.5	17.6	19.2	11.3	12.1	1.4	1.2	0.3	0.2	0.2	0.1	0.4	0.7
<u>TEACHER</u>	(495)	(519)	76.0	73.6	24.0	26.4	16.6	17.5	4.4	5.4	1.6	1.7	0.4	0.4	0.2	0.2	0.2	1.2
Supervisors	27	29	81.5	79.3	18.5	20.7	14.8	17.3	3.7	3.4	-	-	-	-	-	-	-	-
Academic	297	324	70.7	69.4	29.3	30.6	19.9	20.0	5.1	5.9	2.3	2.2	0.7	0.6	-	-	1.3	1.9
Recreation/P.E.	40	39	82.5	79.5	17.5	20.5	12.5	10.2	2.5	7.7	-	-	-	-	-	2.5	2.6	-
Vocational	117	108	86.3	83.3	13.7	16.7	8.5	11.1	4.3	3.7	0.9	1.9	-	-	-	-	-	-
Paraprofessional	14	19	71.4	68.4	28.6	31.6	28.6	26.3	-	5.3	-	-	-	-	-	-	-	-
<u>TREATMENT</u>	(1463)	(1513)	69.3	67.6	30.7	32.4	18.1	19.2	10.3	10.8	1.6	1.4	0.1	0.1	0.2	0.2	0.4	0.7
PA III	71	70	85.9	88.6	14.1	11.4	8.5	7.1	5.6	4.3	-	-	-	-	-	-	-	-
PA II	112	106	74.1	76.4	25.9	23.6	14.3	13.3	8.3	6.6	2.8	1.9	-	-	0.9	0.9	0.9	0.9
PA I	241	230	72.2	70.4	27.8	29.6	17.0	17.0	7.5	9.1	2.9	2.6	-	-	-	-	0.4	0.9
Treatment Team Supervisor	65	66	76.9	74.2	23.1	25.8	16.9	19.8	4.6	4.5	1.6	1.5	1.5	-	-	-	-	-
Social Workers	66	70	75.8	71.4	24.2	28.6	12.1	17.2	3.1	1.4	4.5	5.7	-	-	-	-	4.5	4.3
Psychologists	24	28	91.6	92.8	8.4	7.2	4.2	3.6	-	-	4.2	3.6	-	-	-	-	-	-
Senior Youth Counselor	110	119	80.0	73.1	20.0	26.9	14.5	18.5	5.5	7.6	-	0.8	-	-	-	-	-	-
Youth Counselor	571	614	67.8	67.4	32.2	32.6	17.3	17.4	12.6	13.0	1.7	1.0	-	0.2	0.4	0.3	0.2	0.7
Paraprofessional	203	210	48.8	43.8	51.2	56.2	32.5	36.7	18.2	19.0	-	-	0.5	0.5	-	-	-	-
<u>SECURITY</u>	(559)	(615)	59.9	56.6	40.1	43.4	18.1	22.2	20.4	21.2	0.5	0.4	0.9	0.3	-	-	0.2	0.3
Head Group Supervisor and Related	59	62	79.7	83.9	20.3	16.1	8.4	8.1	6.8	6.4	-	-	5.1	1.6	-	-	-	-
Senior Group Supervisor and Related	34	36	79.4	72.2	20.6	27.8	11.8	11.1	5.9	13.9	2.9	2.8	-	-	-	-	-	-
Group Supervisor and Related	466	517	56.0	52.2	44.0	47.8	19.8	23.4	23.2	23.4	0.4	0.4	0.4	0.2	-	-	0.2	0.4
<u>OTHER CLIENT-SERVING</u>	(27)	(27)	96.3	96.3	3.7	3.7	3.7	3.7	-	-	-	-	-	-	-	-	-	-
Chaplain	27	27	96.3	96.3	3.7	3.7	3.7	3.7	-	-	-	-	-	-	-	-	-	-

*Percentages shown for each occupational category are based on the Total Number as indicated indicated in the first two columns.

Ethnic Group of Support Staff

Tables 12A and 12B show that between March 1974 and March 1975 the proportion of total Support staff increased slightly from 36.3 to 36.6 percent of the total Youth Authority work force. This amounted to a net gain of 93 employees, of whom 68 (73.2 percent) were White and 25 (26.8 percent) were members of ethnic minorities.

Combined Minority Support staff increased only slightly, 0.2 percentage point, during the past year with almost half (11) of the 25 additional minority personnel represented in the Administrative category. Of those in Administrative categories, the highest proportional increase in Combined Minority Support staff occurred in the class of Administrator II - IV which increased 12.9 percentage points (6 new employees) over the previous year.

Combined Minority Support staff in Professional and Trade classes also showed proportional increases during the past year, but the proportion of minority personnel employed as Student Interns and in Supervisory and Intermediate Clerical classes declined. However, 5 of the 12 Clerical Entry personnel in March 1975 were minority employees, which represented a 28.3 percentage point increase over the previous year.

Between March 1974 and March 1975, the proportion of total Black Support staff declined 0.3 percentage point, but this actually represents a gain of five Black personnel. In terms of the actual numbers of employees, it is apparent from Table 12A that Trades and Administrative were the major occupational categories in which the numbers of Black Support personnel

increased appreciably during the past year. There was an increase of 10 Black personnel in Trades and six in Administrative; however, the number of Black Clerical personnel decreased by nine employees between 1974 and 1975.

Further examination of Tables 12A and 12B reveal that although the portion of Spanish Surnamed Support personnel also declined slightly (0.1 percentage point) during the year, there was an actual net gain of six employees between March 1974 and March 1975. The largest numerical increases among the Spanish Surnamed were in Clerical classes (7), Trades (5) and Administrative (4) personnel.

Slight proportional increases were found during the past year for Support staff of Asian, Native American, Filipino and A11 Other ethnic groups. These amounted to numerical increases of six Asian, one Native American, four Filipino and three personnel of A11 Other ethnic minorities. For Asians, the largest numerical gains were in Technical (3) and Clerical (3) classes. For Filipinos and A11 Others, the largest gains were in Professional classes and Trades.

TABLE 12A

ETHNIC GROUP BY OCCUPATIONAL CATEGORY
FOR ALL YOUTH AUTHORITY SUPPORT STAFF

March 1974 and March 1975

OCCUPATIONAL CATEGORY	TOTAL		WHITE		COMBINED MINORITY		BLACK		SPANISH SURNAMED		ASIAN		NATIVE AMERICAN		FILIPINO		ALL OTHERS	
	MAR. 1974	MAR.* 1975	MAR. 1974	MAR. 1975	MAR. 1974	MAR. 1975	MAR. 1974	MAR. 1975	MAR. 1974	MAR. 1975	MAR. 1974	MAR. 1975	MAR. 1974	MAR. 1975	MAR. 1974	MAR. 1975	MAR. 1974	MAR. 1975
TOTAL SUPPORT STAFF	1448	1541	1124	1192	324	349	151	156	105	111	54	60	2	3	4	8	8	11
<u>ADMINISTRATIVE</u>	(107)	(119)	93	(94)	14	26	9	15	3	7	2	2	-	-	-	-	-	1
Adm. II - IV and Related	33	41	30	32	3	9	3	6	-	2	-	1	-	-	-	-	-	-
Adm. I and Related	53	58	46	47	7	11	3	7	2	2	2	1	-	-	-	-	-	1
Adm. Asst. and Related	21	20	17	15	4	5	3	2	1	3	-	-	-	-	-	-	-	-
<u>PROFESSIONAL</u>	(184)	(200)	164	74	20	26	7	8	5	6	6	6	-	-	1	3	1	3
Research	21	25	21	23	-	2	-	1	-	-	-	1	-	-	-	-	-	-
Fis./Acct./Bdg./Mgt.	25	28	22	26	3	2	-	-	2	1	1	1	-	-	-	1	-	-
Business Services	12	14	11	12	1	2	-	-	-	-	1	1	-	-	-	-	-	1
Medical	83	87	75	76	8	11	1	2	1	2	4	3	-	-	1	2	1	2
EDP	7	11	7	11	-	9	-	-	-	-	-	-	-	-	-	-	-	-
Other Prof.	36	35	28	26	8	9	6	5	2	3	-	1	-	-	-	-	-	-
<u>STUDENT INTERNS AND ASST.</u>	(70)	(60)	38	41	31	19	15	12	12	4	3	2	-	1	-	-	1	-
<u>TECHNICAL AND RELATED</u>	(317)	(322)	250	256	67	66	19	19	21	18	22	25	2	1	2	2	1	1
Supervisory	132	132	106	106	26	26	8	9	6	4	9	11	1	-	2	2	-	-
Intermediate	177	186	137	147	40	39	10	9	15	14	13	14	1	1	-	-	1	1
Entry	8	4	7	3	1	1	1	1	-	-	-	-	-	-	-	-	-	-
<u>TRADES</u>	(414)	(459)	311	336	103	123	54	64	38	43	9	10	-	1	1	2	1	3
Journeyman	85	100	69	79	16	21	7	8	8	8	1	2	-	-	-	2	-	1
Maintenance	44	47	32	36	12	11	3	3	6	5	3	3	-	-	-	-	-	-
Food Service	168	187	117	122	51	65	33	40	13	19	3	3	-	1	-	-	1	2
Janitor	33	33	21	19	12	14	7	8	4	5	1	1	-	-	-	-	-	-
Other Trade Classes	84	92	72	80	12	12	4	5	7	6	1	1	-	-	-	-	-	-
<u>CLERICAL</u>	(356)	(381)	287	291	89	90	47	38	28	33	12	15	-	-	-	1	4	3
Supervisory	85	94	67	77	18	17	9	8	3	4	5	5	-	-	-	-	1	3
Intermediate	256	275	187	207	69	68	38	30	22	26	6	8	-	-	-	1	3	-
Entry	15	12	13	7	2	5	-	-	1	3	1	2	-	-	-	-	-	-

* Excludes 18 Support Staff for whom ethnic group was not reported.

TABLE 12B

ETHNIC GROUP BY OCCUPATIONAL CATEGORY
FOR YOUTH AUTHORITY SUPPORT STAFF

March 1974 and March 1975
(In Percent)*

OCCUPATIONAL CATEGORY	Total Number		WHITE		COMBINED MINORITY		BLACK		SPANISH SURNAMED		ASIAN		NATIVE AMERICAN		FILIPINO		ALL OTHERS	
	MAR. 1974	MAR. 1975	MAR. 1974	MAR. 1975	MAR. 1974	MAR. 1975	MAR. 1974	MAR. 1975	MAR. 1974	MAR. 1975	MAR. 1974	MAR. 1975	MAR. 1974	MAR. 1975	MAR. 1974	MAR. 1975	MAR. 1974	MAR. 1975
	TOTAL SUPPORT STAFF	1448	1541	77.6	77.4	22.4	22.6	10.4	10.1	7.3	7.2	3.7	3.9	0.1	0.2	0.3	0.5	0.6
<u>ADMINISTRATIVE</u>	(107)	(119)	86.9	79.0	13.1	21.0	8.4	12.6	2.8	5.9	1.9	1.7	-	-	-	-	-	0.8
Adm. II - IV and Related	33	41	90.9	78.0	9.1	22.0	9.1	14.7	-	4.9	-	2.4	-	-	-	-	-	1.7
Adm. I and Related	53	58	86.8	81.0	13.2	19.0	5.6	12.2	3.8	3.4	3.8	1.7	-	-	-	-	-	-
Adm. Asst. and Related	21	20	81.0	75.0	19.0	25.0	14.3	10.0	4.7	15.0	-	-	-	-	-	-	-	-
<u>PROFESSIONAL</u>	(184)	(200)	89.1	87.0	10.9	13.0	3.8	4.0	2.8	3.0	3.3	3.0	-	-	0.5	1.5	0.5	1.5
Research	21	25	100.0	92.0	-	8.0	-	4.0	-	-	-	4.0	-	-	-	-	-	-
Fis./Acct./Bdg./Mgt.	25	28	88.0	-	12.0	7.2	-	-	8.0	3.6	4.0	-	-	-	-	3.6	-	-
Business Services	12	14	91.7	85.8	8.3	14.2	-	-	-	-	8.3	7.1	-	-	-	-	-	7.1
Medical	83	87	90.4	87.4	9.6	12.6	1.2	2.3	1.2	2.3	4.8	3.4	-	-	1.2	2.3	1.2	2.3
EDP	7	11	100.0	100.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Prof.	36	35	77.8	74.3	22.2	25.7	16.7	14.2	5.5	8.6	-	2.9	-	-	-	-	-	-
<u>STUDENT INTERNS AND ASST.</u>	(70)	(80)	55.7	68.3	44.3	31.7	21.5	20.0	17.1	6.7	4.3	3.3	-	1.7	-	-	1.4	-
<u>TECHNICAL AND RELATED</u>	(317)	(322)	78.9	79.5	21.1	20.5	6.0	5.9	6.6	5.6	7.0	7.8	0.6	0.3	0.6	0.6	0.3	0.3
Supervisory	132	132	80.3	80.3	19.7	19.7	6.1	6.8	4.5	3.0	6.8	8.4	0.8	-	1.5	1.5	-	-
Intermediate	177	186	77.4	79.0	22.6	21.0	5.6	4.8	8.5	7.6	7.3	7.6	0.6	0.5	-	-	0.6	0.5
Entry	8	4	87.5	75.0	12.5	25.0	12.5	25.0	-	-	-	-	-	-	-	-	-	-
<u>TRADES</u>	(414)	(459)	75.1	73.2	24.9	26.8	13.1	13.9	9.2	9.4	2.2	2.2	-	0.2	0.2	0.4	0.2	0.7
Journeyman	85	100	81.2	79.0	18.8	21.0	8.2	8.0	9.4	8.0	1.2	2.0	-	-	-	2.0	-	1.0
Maintenance	44	47	72.7	76.6	27.3	23.4	6.8	6.4	13.7	10.6	6.8	6.4	-	-	-	-	-	-
Food Service	168	187	69.6	65.2	30.4	34.8	19.6	21.4	7.8	10.2	1.8	1.6	-	0.5	0.6	-	0.6	1.1
Janitor	33	33	63.6	57.6	36.4	42.4	21.1	24.2	12.1	15.2	3.1	3.0	-	-	-	-	-	-
Other Trade Classes	84	92	85.7	87.0	14.3	13.0	4.8	5.4	8.3	6.5	1.2	1.1	-	-	-	-	-	-
<u>CERICAL</u>	(366)	(387)	75.0	78.4	25.0	23.8	13.2	9.9	7.3	8.7	3.4	3.9	-	-	-	0.3	1.1	0.8
Supervisory	85	94	78.8	81.9	21.2	18.1	10.6	8.5	3.5	4.3	5.9	5.3	-	-	-	-	1.2	-
Intermediate	256	275	73.0	75.3	27.0	24.7	14.9	10.9	8.6	9.5	2.3	2.9	-	-	-	0.3	1.2	1.1
Entry	15	12	86.6	58.3	13.4	41.7	-	-	6.7	25.0	6.7	16.7	-	-	-	-	-	-

*Percentages shown for each occupational category are based on the Total Number as indicated in the first two columns.

Sex Distribution of Client-Serving Staff

Table 13 indicates that between March 1974 and March 1975 the proportion of female Client-Serving staff increased one percentage point with an accompanying decrease in male Client-Serving staff. However, in March 1975 the proportion of the total male Client-Serving staff (81.0 percent) was more than four times that found for females (19.0 percent). In spite of the percentage decrease in male staff, there was a net gain of 84 male Client-Serving employees compared to an increase of 53 female personnel during the past year.

The largest proportional, as well as numerical, increase in female Client-Serving staff occurred in Teacher categories. Female teaching personnel was 6.3 percentage points higher in March 1975 than in March 1974, an increase of 39 female employees. Nineteen of these were Academic Teachers, and 19 were Teaching Paraprofessionals. All of the Teaching Paraprofessionals employed during the past year were females.

Substantial gains in female Client-Serving personnel also were made during the past 12 months in the Security class of Group Supervisor, in which a proportional increase of 2.7 percentage points resulted in a net gain of 18 female employees.

Sex Distribution of Support Staff

Table 14 reveals that during the past year the proportion of the total female Support staff declined 0.3 percentage point. However, there was a

net gain of 48 female and 49 male Support staff between March 1974 and March 1975.

Proportional gains in female Support staff occurred in all Administrative categories, with a net gain of three female Administrators. The largest proportional gain for female Support staff was in the Student Intern category (+7.1 percentage points), but the largest numerical gains were in Clerical classes (+16 employees) and in Food Service (+13 personnel).

TABLE 13

SEX BY OCCUPATIONAL CATEGORY FOR ALL
CLIENT-SERVING STAFF IN YOUTH AUTHORITY*
March 1974 and March 1975

OCCUPATIONAL CATEGORY	TOTAL		MALE				FEMALE			
	MAR. 1974	MAR. 1975	MAR. 1974		MAR. 1975		MAR. 1974		MAR. 1975	
			NO.	%	NO.	%	NO.	%	NO.	%
TOTAL CLIENT-SERVING STAFF	2551	2688	2093	82.0	2177	81.0	458	18.0	511	19.0
<u>TEACHER</u>	(482)	(524)	413	85.7	416	79.4	69	14.3	108	20.6
Supervisors	27	29	25	92.6	27	93.1	2	7.4	2	6.9
Academic	298	327	240	80.5	250	76.5	58	19.5	77	23.5
Recreation/P.E.	40	39	37	92.5	36	92.3	3	7.5	3	7.7
Vocational	117	110	111	94.9	103	93.6	6	5.1	7	6.4
Paraprofessional	-	19	-	-	-	-	-	-	19	100.0
<u>TREATMENT</u>	(1477)	(1520)	1139	77.1	1184	77.9	338	22.9	336	22.1
PA III	71	70	68	95.8	67	95.7	3	4.2	3	4.3
PA II	112	106	96	85.7	90	84.9	16	14.3	16	15.1
PA I	241	231	190	78.8	185	80.1	51	21.2	46	19.9
Treatment Team Supervisor .	65	66	60	92.3	60	90.9	5	7.7	6	9.1
Social Workers	67	70	32	47.8	36	51.4	35	52.2	34	48.6
Psychologists	24	29	19	79.2	22	75.9	5	20.8	7	24.1
Sr. Youth Counselor	110	119	100	90.9	109	91.6	10	9.1	10	8.4
Youth Counselor	571	616	496	86.9	539	87.5	75	13.1	77	12.5
Com. Ser. Counselor	-	-	-	-	-	-	-	-	-	-
Paraprofessional	216	213	78	36.1	76	35.7	138	63.9	137	64.3
<u>SECURITY</u>	(565)	(617)	514	91.0	550	89.1	51	9.0	67	10.9
Head Group Supervisor and Related	59	62	53	89.8	57	91.9	6	10.2	5	8.1
Senior Group Supervisor and Related	34	36	31	91.2	34	94.4	3	8.8	2	5.6
Group Supervisor and Re- lated	472	519	430	91.1	459	88.4	42	8.9	60	11.6
<u>OTHER CLIENT-SERVING</u>	(27)	(27)	27	100.0	27	100.0	-	-	-	-
Chaplain	27	27	27	100.0	27	100.0	-	-	-	-

*Combined Total for Client-Serving and Support Staff (March 1975) excludes six personnel for whom job classification by sex was unknown.

TABLE 14
SEX BY OCCUPATIONAL CATEGORY FOR ALL
SUPPORT STAFF IN YOUTH AUTHORITY

March 1974 and March 1975
(In Percent)

OCCUPATIONAL CATEGORY	TOTAL NUMBER		MALE				FEMALE			
	MARCH 1974	MARCH 1975	MARCH 1974		MARCH 1975		MARCH 1974		MARCH 1975	
			NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL SUPPORT STAFF	1463	1560	676	46.2	725	46.5	787	53.8	835	53.5
<u>ADMINISTRATIVE</u>	(107)	(119)	94	87.9	103	86.6	13	12.1	16	13.4
Adm. II - IV and Related	33	41	31	93.9	38	92.7	2	6.1	3	7.3
Adm. I and Related	53	58	47	88.7	50	86.2	6	11.3	8	13.8
Adm. Asst. and Related	21	20	16	76.2	15	75.0	5	23.8	5	25.0
<u>PROFESSIONAL</u>	(185)	(201)	111	60.0	124	61.7	74	40.0	77	38.3
Research	21	25	13	61.9	17	68.0	8	38.1	8	32.0
Fis./Acct./Bdg./Mgt.	25	28	20	80.0	22	78.6	5	20.0	6	21.4
Business Services	12	14	11	91.7	13	92.9	1	8.3	1	7.1
Medical	84	87	40	47.6	39	44.8	44	52.4	48	55.2
EDP	7	11	6	85.7	9	81.8	1	14.3	2	18.2
Other Prof.	36	36	21	58.3	24	66.7	15	41.7	12	33.3
<u>STUDENT INTERNS AND ASST.</u>	(73)	68	46	63.0	38	55.9	27	37.0	30	44.1
<u>TECHNICAL AND RELATED</u>	(322)	(322)	82	19.3	60	18.3	260	80.7	267	81.7
Supervisory	133	135	55	41.4	48	35.6	78	58.6	87	64.4
Intermediate	181	188	7	3.9	12	6.4	174	96.1	176	93.6
Entry	8	4	-	-	-	-	8	100.0	4	100.0
<u>TRADES</u>	(415)	(461)	328	79.0	358	77.7	87	21.0	103	22.3
Journeyman	85	100	85	100.0	100	100.0	-	-	-	-
Maintenance	44	48	44	100.0	48	100.0	-	-	-	-
Food Service	169	188	103	60.9	109	58.0	66	39.1	79	42.0
Janitor	33	33	20	60.6	19	57.6	13	39.4	14	42.4
Other Trade Classes	84	92	76	90.5	82	89.1	8	9.5	10	10.9
<u>CLERICAL</u>	(361)	(384)	35	9.7	42	10.9	326	90.3	342	89.1
Supervisory	85	94	26	30.6	25	26.6	59	69.4	69	73.4
Intermediate	261	277	7	2.7	15	5.4	254	97.3	262	94.6
Entry	15	13	2	13.3	2	15.4	13	86.7	11	84.6

*Percentages shown for each occupational category are based on the Total Number as indicated in the first two columns.

END