

UK Female Staff

Availability Factor Analysis				
Job Group		I	II	Availability
E/A/M				
Executive				48.4%
	Data	48.4%	29.0%	
	Weight	1	0	
	Population	48.4%	0.0%	
Administrative				49.1%
	Data	50.0%	46.3%	
	Weight	0.75	0.25	
	Population	37.5%	11.6%	
Managerial				50.0%
	Data	50.0%	50.0%	
	Weight	0.75	0.25	
	Population	37.5%	12.5%	
Professional				
Health				58.7%
	Data	50.0%	84.8%	
	Weight	0.75	0.25	
	Population	37.5%	21.2%	
Administrative				58.1%
	Data	50.0%	66.1%	
	Weight	0.5	0.5	
	Population	25.0%	33.1%	
Student				56.8%
	Data	50.0%	63.6%	
	Weight	0.5	0.5	
	Population	25.0%	31.8%	
Technical				43.5%
	Data	46.5%	34.6%	
	Weight	0.75	0.25	
	Population	34.9%	8.7%	
Office & Clerical				
Level I				67.5%
	Data	50.0%	84.9%	
	Weight	0.5	0.5	
	Population	25.0%	42.5%	
Level II				68.6%
	Data	50.0%	87.1%	
	Weight	0.5	0.5	
	Population	25.0%	43.6%	
Technical & Scientific				54.1%
	Data	50.0%	63.8%	
	Weight	0.7	0.3	
	Population	35.0%	19.1%	
Skilled Crafts				2.4%
	Data	4.0%	0.7%	
	Weight	0.5	0.5	
	Population	2.0%	0.4%	
Service & Maintenance				52.0%
	Data	50.0%	54.0%	
	Weight	0.5	0.5	
	Population	25.0%	27.0%	

UK African-American Staff

Availability Factor Analysis				
Job Group		I	II	Availability
E/A/M				
Executive				10.2%
	Data	10.2%	8.1%	
	Weight	1	0	
	Population	10.2%	0.0%	
Administrative				7.4%
	Data	8.0%	5.4%	
	Weight	0.75	0.25	
	Population	6.0%	1.4%	
Managerial				5.7%
	Data	7.1%	1.5%	
	Weight	0.75	0.25	
	Population	5.3%	0.4%	
Professional				
Health				4.5%
	Data	4.9%	3.4%	
	Weight	0.75	0.25	
	Population	3.7%	0.9%	
Administrative				4.9%
	Data	5.0%	4.7%	
	Weight	0.5	0.5	
	Population	2.5%	2.4%	
Student				9.7%
	Data	7.0%	12.3%	
	Weight	0.5	0.5	
	Population	3.5%	6.2%	
Technical				4.5%
	Data	5.0%	2.9%	
	Weight	0.75	0.25	
	Population	3.8%	0.7%	
Office & Clerical				
Level I				14.2%
	Data	12.2%	16.2%	
	Weight	0.5	0.5	
	Population	6.1%	8.1%	
Level II				10.4%
	Data	11.1%	9.7%	
	Weight	0.5	0.5	
	Population	5.6%	4.9%	
Technical & Scientific				8.2%
	Data	8.3%	7.8%	
	Weight	0.7	0.3	
	Population	5.8%	2.3%	
Skilled Crafts				9.7%
	Data	7.7%	11.7%	
	Weight	0.5	0.5	
	Population	3.9%	5.9%	
Service & Maintenance				20.1%
	Data	20.0%	20.1%	
	Weight	0.5	0.5	
	Population	10.0%	10.1%	

UK Hispanic Staff

Availability Factor Analysis				
Job Group		I	II	Availability
E/A/M				
Executive				6.5%
	Data	6.5%	0.0%	
	Weight	1	0	
	Population	6.5%	0.0%	
Administrative				3.3%
	Data	4.2%	0.5%	
	Weight	0.75	0.25	
	Population	3.2%	0.1%	
Managerial				3.5%
	Data	4.3%	1.0%	
	Weight	0.75	0.25	
	Population	3.2%	0.3%	
Professional				
Health				1.1%
	Data	1.1%	1.1%	
	Weight	0.75	0.25	
	Population	0.8%	0.3%	
Administrative				1.5%
	Data	1.6%	1.3%	
	Weight	0.5	0.5	
	Population	0.8%	0.7%	
Student				1.7%
	Data	1.6%	1.7%	
	Weight	0.5	0.5	
	Population	0.8%	0.9%	
Technical				1.9%
	Data	2.0%	1.4%	
	Weight	0.75	0.25	
	Population	1.5%	0.4%	
Office & Clerical				
Level I				1.6%
	Data	1.3%	1.8%	
	Weight	0.5	0.5	
	Population	0.7%	0.9%	
Level II				1.6%
	Data	1.6%	1.6%	
	Weight	0.5	0.5	
	Population	0.8%	0.8%	
Technical & Scientific				2.0%
	Data	1.7%	2.8%	
	Weight	0.7	0.3	
	Population	1.2%	0.8%	
Skilled Crafts				3.3%
	Data	5.1%	1.5%	
	Weight	0.5	0.5	
	Population	2.6%	0.8%	
Service & Maintenance				3.0%
	Data	3.8%	2.2%	
	Weight	0.5	0.5	
	Population	1.9%	1.1%	

UK Asian Staff

Availability Factor Analysis				
Job Group		I	II	Availability
E/A/M				
Executive				0.0%
	Data	0.0%	0.0%	
	Weight	1	0	
	Population	0.0%	0.0%	
Administrative				0.5%
	Data	0.0%	2.0%	
	Weight	0.75	0.25	
	Population	0.0%	0.5%	
Managerial				0.6%
	Data	0.0%	2.5%	
	Weight	0.75	0.25	
	Population	0.0%	0.6%	
Professional				
Health				0.6%
	Data	0.0%	2.3%	
	Weight	0.75	0.25	
	Population	0.0%	0.6%	
Administrative				0.9%
	Data	0.0%	1.7%	
	Weight	0.5	0.5	
	Population	0.0%	0.9%	
Student				0.9%
	Data	0.0%	1.7%	
	Weight	0.5	0.5	
	Population	0.0%	0.9%	
Technical				3.1%
	Data	0.0%	12.4%	
	Weight	0.75	0.25	
	Population	0.0%	3.1%	
Office & Clerical				
Level I				1.0%
	Data	0.0%	1.9%	
	Weight	0.5	0.5	
	Population	0.0%	1.0%	
Level II				0.4%
	Data	0.0%	0.8%	
	Weight	0.5	0.5	
	Population	0.0%	0.4%	
Technical & Scientific				3.1%
	Data	2.6%	4.1%	
	Weight	0.7	0.3	
	Population	1.8%	1.2%	
Skilled Crafts				0.8%
	Data	1.5%	0.0%	
	Weight	0.5	0.5	
	Population	0.8%	0.0%	
Service & Maintenance				2.1%
	Data	1.8%	2.4%	
	Weight	0.5	0.5	
	Population	0.9%	1.2%	