

RUN DATE: 01/04/23  
 RUN TIME: 12:56:48  
 FY2023 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL  
 C E E D S S Y S T E M  
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS  
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 15  
 PROGRAM: EBP961  
 EXTRACT DATE: 12/31/22

AGENCY: 004 CAMPAIGN FINANCE BOARD  
 JOB GROUP: 001 ADMINISTRATORS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS  
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	1	0	1	.5092	0.51	0.49	0.98	0.163	N - N<=8
ETH	BLACK	0	1	1	.1745	0.17	-0.17	-0.46	0.323	N - N<=8
ETH	HISPANIC	0	1	1	.1543	0.15	-0.15	-0.43	0.335	N - N<=8
ETH	ASIAN / PAC ISL	0	1	1	.1123	0.11	-0.11	-0.36	0.361	N - N<=8
ETH	NATIVE AMERICAN	0	1	1	.0068	0.01	-0.01	-0.08	0.467	N - N<=8
ETH	ETH UNKNOWN	0	1	1	.0247	0.02	-0.02	-0.16	0.437	N - N<=8
GEN	MALE	0	1	1	.5906	0.59	-0.59	-1.20	0.115	N - N<=8
GEN	FEMALE	1	0	1	.3841	0.38	0.62	1.27	0.103	N - N<=8
GEN	GENDER UNKNOWN	0	1	1	.0046	0.00	-0.00	-0.07	0.473	N - N<=8

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 C E E D S S Y S T E M  
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 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 16  
 PROGRAM: EBPPP961  
 EXTRACT DATE: 12/31/22

AGENCY: 004 CAMPAIGN FINANCE BOARD  
 JOB GROUP: 002 MANAGERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS  
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	10	13	23	.5133	11.81	-1.81	-0.75	0.226	
ETH	BLACK	2	21	23	.1889	4.34	-2.34	-1.25	0.106	U-80%RUL
ETH	HISPANIC	3	20	23	.1297	2.98	0.02	0.01	0.496	
ETH	ASIAN / PAC ISL	7	16	23	.1017	2.34	4.66	3.22	<.01	O
ETH	NATIVE AMERICAN	0	23	23	.0018	0.04	-0.04	-0.20	0.419	N-05%RUL
ETH	ETH UNKNOWN	1	22	23	.0402	0.92	0.08	0.08	0.468	
GEN	MALE	17	6	23	.5345	12.29	4.71	1.97	0.025	O
GEN	FEMALE	6	17	23	.4206	9.67	-3.67	-1.55	0.060	U-80%RUL
GEN	GENDER UNKNOWN	0	23	23	.0197	0.45	-0.45	-0.68	0.248	N-05%RUL

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PAGE: 17  
 PROGRAM: EBPPP961  
 EXTRACT DATE: 12/31/22

AGENCY: 004 CAMPAIGN FINANCE BOARD  
 JOB GROUP: 003 MNGMNT SPECS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS  
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	32	55	87	.4094	35.62	-3.62	-0.79	0.215	
ETH	BLACK	17	70	87	.2958	25.73	-8.73	-2.05	0.020	U
ETH	HISPANIC	17	70	87	.1295	11.27	5.73	1.83	0.034	
ETH	ASIAN / PAC ISL	13	74	87	.1301	11.32	1.68	0.54	0.296	
ETH	NATIVE AMERICAN	0	87	87	.0022	0.19	-0.19	-0.44	0.331	N-05%RUL
ETH	ETH UNKNOWN	8	79	87	.0207	1.80	6.20	4.67	<.01	O
GEN	MALE	27	60	87	.5718	49.75	-22.7	-4.93	<.01	U
GEN	FEMALE	57	30	87	.4032	35.08	21.92	4.79	<.01	O
GEN	GENDER UNKNOWN	3	84	87	.0126	1.10	1.90	1.83	0.034	

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 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 18  
 PROGRAM: EBPPP961  
 EXTRACT DATE: 12/31/22

AGENCY: 004 CAMPAIGN FINANCE BOARD  
 JOB GROUP: 008 LAWYERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS  
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	6	2	8	.5889	4.71	1.29	0.93	0.177	N - N<=8
ETH	BLACK	0	8	8	.1310	1.05	-1.05	-1.10	0.136	N - N<=8
ETH	HISPANIC	0	8	8	.1020	0.82	-0.82	-0.95	0.170	N - N<=8
ETH	ASIAN / PAC ISL	1	7	8	.0721	0.58	0.42	0.58	0.281	N - N<=8
ETH	NATIVE AMERICAN	0	8	8	.0011	0.01	-0.01	-0.09	0.463	N - N<=8
ETH	ETH UNKNOWN	1	7	8	.0200	0.16	0.84	2.12	0.017	N - N<=8
GEN	MALE	5	3	8	.4396	3.52	1.48	1.06	0.145	N - N<=8
GEN	FEMALE	3	5	8	.4738	3.79	-0.79	-0.56	0.288	N - N<=8
GEN	GENDER UNKNOWN	0	8	8	.0010	0.01	-0.01	-0.09	0.464	N - N<=8

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PAGE: 19  
 PROGRAM: EBPPP961  
 EXTRACT DATE: 12/31/22

AGENCY: 004 CAMPAIGN FINANCE BOARD  
 JOB GROUP: 031 PARA PROFESSION

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS  
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	1	10	11	.3243	3.57	-2.57	-1.65	0.049	U-80%RUL
ETH	BLACK	4	7	11	.2673	2.94	1.06	0.72	0.235	
ETH	HISPANIC	3	8	11	.2449	2.69	0.31	0.21	0.415	
ETH	ASIAN / PAC ISL	1	10	11	.0964	1.06	-0.06	-0.06	0.475	
ETH	NATIVE AMERICAN	0	11	11	.0025	0.03	-0.03	-0.17	0.434	N-05%RUL
ETH	ETH UNKNOWN	2	9	11	.0269	0.30	1.70	3.18	<.01	O
GEN	MALE	6	5	11	.3798	4.18	1.82	1.13	0.129	
GEN	FEMALE	5	6	11	.5812	6.39	-1.39	-0.85	0.197	U-80%RUL
GEN	GENDER UNKNOWN	0	11	11	.0011	0.01	-0.01	-0.11	0.456	N-05%RUL

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PAGE: 5  
 PROGRAM: EBP961  
 EXTRACT DATE: 12/31/22

AGENCY: 004 CAMPAIGN FINANCE BOARD  
 EEO VARIABLE: ETH ETHNICITY

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS  
 PROBABILITY CUT-OFF FOR IMBALANCE: .050

JOB GROUP	INCMB TOTAL	WHITE		BLACK		HISPANIC		ASIAN /		NATIVE A		ETH UNKN	
		OBSRV	EXPCT I	OBSRV	EXPCT I	OBSRV	EXPCT I	OBSRV	EXPCT I	OBSRV	EXPCT I	OBSRV	EXPCT I
001 ADMINISTRATORS	1	1	1 N	0	0 N	0	0 N	0	0 N	0	0 N	0	0 N
002 MANAGERS	23	10	12	2	4 U	3	3	7	2 O	0	0 N	1	1
003 MNGMNT SPECS	87	32	36	17	26 U	17	11	13	11	0	0 N	8	2 O
008 LAWYERS	8	6	5 N	0	1 N	0	1 N	1	1 N	0	0 N	1	0 N
031 PARA PROFESSION	11	1	4 U	4	3	3	3	1	1	0	0 N	2	0 O

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 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 6  
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 EXTRACT DATE: 12/31/22

AGENCY: 004 CAMPAIGN FINANCE BOARD  
 EEO VARIABLE: GEN GENDER

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS  
 PROBABILITY CUT-OFF FOR IMBALANCE: .050

JOB GROUP	INCMB TOTAL	MALE			FEMALE			GENDER U		
		OBSRV	EXPCT	I	OBSRV	EXPCT	I	OBSRV	EXPCT	I
001 ADMINISTRATORS	1	0	1	N	1	0	N	0	0	N
002 MANAGERS	23	17	12	O	6	10	U	0	0	N
003 MNGMNT SPECS	87	27	50	U	57	35	O	3	1	N
008 LAWYERS	8	5	4	N	3	4	N	0	0	N
031 PARA PROFESSION	11	6	4		5	6	U	0	0	N