

RUN DATE: 04/04/23
 RUN TIME: 12:02:49
 FY2023 Q3

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: EBPPP961
 EXTRACT DATE: 03/31/23

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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 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 16
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/23

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	16	26	.5133	13.35	-3.35	-1.31	0.095	U-80%RUL
ETH	BLACK	2	24	26	.1889	4.91	-2.91	-1.46	0.072	U-80%RUL
ETH	HISPANIC	3	23	26	.1297	3.37	-0.37	-0.22	0.414	
ETH	ASIAN / PAC ISL	10	16	26	.1017	2.64	7.36	4.77	<.01	O
ETH	NATIVE AMERICAN	0	26	26	.0018	0.05	-0.05	-0.22	0.414	N-05%RUL
ETH	ETH UNKNOWN	1	25	26	.0402	1.05	-0.05	-0.05	0.482	
GEN	MALE	18	8	26	.5345	13.90	4.10	1.61	0.053	
GEN	FEMALE	8	18	26	.4206	10.94	-2.94	-1.17	0.122	U-80%RUL
GEN	GENDER UNKNOWN	0	26	26	.0197	0.51	-0.51	-0.72	0.235	N-05%RUL

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PAGE: 17
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/23

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	57	89	.4094	36.44	-4.44	-0.96	0.169	
ETH	BLACK	17	72	89	.2958	26.33	-9.33	-2.17	0.015	U
ETH	HISPANIC	18	71	89	.1295	11.53	6.47	2.04	0.020	O
ETH	ASIAN / PAC ISL	14	75	89	.1301	11.58	2.42	0.76	0.223	
ETH	NATIVE AMERICAN	0	89	89	.0022	0.20	-0.20	-0.44	0.329	N-05%RUL
ETH	ETH UNKNOWN	8	81	89	.0207	1.84	6.16	4.58	<.01	O
GEN	MALE	27	62	89	.5718	50.89	-23.9	-5.12	<.01	U
GEN	FEMALE	59	30	89	.4032	35.88	23.12	4.99	<.01	O
GEN	GENDER UNKNOWN	3	86	89	.0126	1.12	1.88	1.79	0.037	

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PAGE: 18
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/23

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: 03/31/23

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	9	10	.3243	3.24	-2.24	-1.52	0.065	U-80%RUL
ETH	BLACK	4	6	10	.2673	2.67	1.33	0.95	0.172	
ETH	HISPANIC	3	7	10	.2449	2.45	0.55	0.41	0.343	
ETH	ASIAN / PAC ISL	0	10	10	.0964	0.96	-0.96	-1.03	0.151	U-80%RUL
ETH	NATIVE AMERICAN	0	10	10	.0025	0.03	-0.03	-0.16	0.437	N-05%RUL
ETH	ETH UNKNOWN	2	8	10	.0269	0.27	1.73	3.38	<.01	O
GEN	MALE	5	5	10	.3798	3.80	1.20	0.78	0.217	
GEN	FEMALE	5	5	10	.5812	5.81	-0.81	-0.52	0.301	
GEN	GENDER UNKNOWN	0	10	10	.0011	0.01	-0.01	-0.10	0.458	N-05%RUL

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PAGE: 5
 PROGRAM: EBP961
 EXTRACT DATE: 03/31/23

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	26	10	13	U	2	5	U	3	3		10	3	O	0	0	N	1	1	
003 MNGMNT SPECS	89	32	36		17	26	U	18	12	O	14	12		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	10	1	3	U	4	3		3	2		0	1	U	0	0	N	2	0	O

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PAGE: 6
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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	26	18	14		8	11	U	0	1	N
003 MNGMNT SPECS	89	27	51	U	59	36	O	3	1	
008 LAWYERS	8	5	4	N	3	4	N	0	0	N
031 PARA PROFESSION	10	5	4		5	6		0	0	N