

Portland Community College
Office of Affirmative Action and Equity
Diversity and Equity Report 2010-2011

Diversity Statement

PCC achieves educational excellence by being accountable and committed to achieving diversity. Through leadership, staff, student body, educational programs and business opportunities that serve the community, it acts as a model for others to follow. In addition to adhering to its [Nondiscrimination policy B 206](#), PCC supports the following practices:

- Recruit, hire and retain a diverse and qualified faculty and staff.
- Recruit and retain a diverse student population.
- Build a critical mass of culturally competent employees.
- Expand economic opportunities to include the utilization of under-represented businesses.
- Create partnerships and relationships that are inclusive of all segments of the community.
- Design, maintain and review all programs to ensure their relevancy to the diversity objectives.
- Measure outcomes and publicize results.

District Diversity Councils

The recent establishment of the **District Diversity Council Steering Committee** exists to align and guide diversity initiatives in hiring practices and campus climate across PCC's Campus Diversity Councils. There are **four** Diversity Councils, which aim to advance cultural competence and increase campus inclusion of diversity in the areas of **hiring, curriculum, training, and programs**. The charge of the campus Diversity Councils are to: establish annual and long-term diversity goals for the campus; promote diversity through campus programs and events; improve the campus climate; and participate in the policies and practices toward diversity in hiring of college personnel.

Key Goals to Increase Faculty Diversity in Hiring

The Workforce Analysis Report 2010 identified job groups with Placement Goals to increase women and minorities in employment at PCC. We are focusing our efforts to increase the number of faculty of color in full-time faculty instruction vacancies. We are moving forward with the following strategies to take affirmative steps to increase the number of faculty of color as full-time instructors at PCC.

1. Expand national search efforts with Consulting firm to outreach to faculty of color for full-time teaching positions during the 2011 Faculty Block Hire Phase; and continue PCC's participation and attendance at National Job Fairs out of state.
2. Increase the number of faculty diversity interns up to 15 within the Faculty Diversity Internship Program for 2011-2012; and expand the College's commitment to create pathways for full-time faculty teaching positions upon completion of the program in 2012.
3. Modify the utilization of the part time faculty pools. Require department chairs and deans to judiciously review applicants, and demonstrate fairness in consideration and hiring.
4. Human Resources to share diversity statistics, names, and applicant information for all candidates of color in faculty pools, with deans, deans of instruction and campus presidents; and require Affirmative Action and Equity to ensure there has been no improper discrimination through each stage.
5. Incorporate diversity hiring goals into assessment for all management.

Workforce Analysis Report 2010

This table illustrates the areas where PCC's employment mirrors the workforce of our region.

- Table 1 represents **parity** of full-time employees in the general fund based on Job Groups by race and gender in the areas of Administrator/Manager, Professional Non-faculty, Faculty – Counselors, Faculty – Librarians, Secretarial/Clerical, Technical/Paraprofessional, Skilled Craft, and Service Maintenance.

Table 1

Parity by Job Group (X=Parity)

Full-time Employees/General Fund

Job Group	Women	African American	Hispanic	American Indian/Alaskan Native	Asian/Pacific Islander
Administrator/Manager	X			X	X
Professional Non-Faculty	X		X		X
Faculty – Instructors Only	X				X
Faculty – Counselors Only	X		X	X	X
Faculty – Librarians Only		X	X	X	X
Secretarial/Clerical		X	X		X
Technical/Paraprofessional	X	X			
Skilled Craft		X		X	X
Service/Maintenance		X		X	X

This table illustrates where PCC’s employment does not reflect the workforce availability in our region.

Table 2

Workforce Placement Goals by Job Group

- The following table identifies **placement goals** in Job Groups by race and gender.
- The placement goals point to the greatest need to hire in the faculty ranks specifically African American Faculty Instructors and Counselors; and Hispanic and American Indian/Alaskan Native Faculty Instructors.
- Placement goals have been identified for increased hires of Women and Hispanic employees in Service/Maintenance, and Asian/Pacific Islander employees in the Technical/Paraprofessional job groups.

