



Goal 3 – Diversity

We will enrich the educational experience by committing to the development of diversity in our student body, faculty and staff.

Key Measures

- Extent student demographics reflect service area demographics
- Extent PCC employees reflect the service area demographics and PCC student demographics
- Diversity of recent/new hires by employee group

Summary

Through combined credit and non-credit instruction, PCC students reflect the racial and ethnic diversity of the college service area. PCC full-time employees do not yet reflect the diversity of the community.

Credit Students

The percentage (25%) of PCC credit students who are Black, Hispanic, Asian/Pacific Islander or American Indian/Alaskan Native is similar to the proportion of PCC service area minority residents. Within the individual race/ethnicity groups, PCC enrolls higher percentages of Asian and Black students and a lower percentage of Hispanic students compared to community populations. The proportion of students who are American Indian/Alaskan Native reflects the community distribution.

Non-Credit Students

PCC non-credit students are more diverse than the service area community. Students enrolled in English as a Second Language and Adult Basic Education/GED account for the majority of minority non-credit enrollments.

Full-Time Employees

Fewer new full-time employees began work at PCC in 2009 compared to the prior four years. The proportion (25%) of minorities employed in Secretarial/Clerical, Technical/Paraprofessional, Skilled Craft, Service Maintenance and Professional/Non-Technical positions is similar to the area minority percentage while Administrators and Managers (19%) and Faculty (12%) are less diverse.

Relationship to Legislative Key Performance Measures

The Oregon Legislature's KPM 18 addresses minority student enrollment and sets as a target that

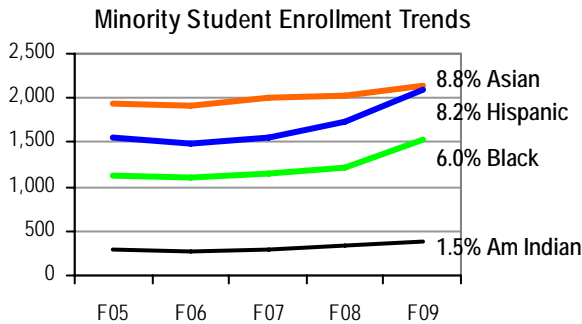
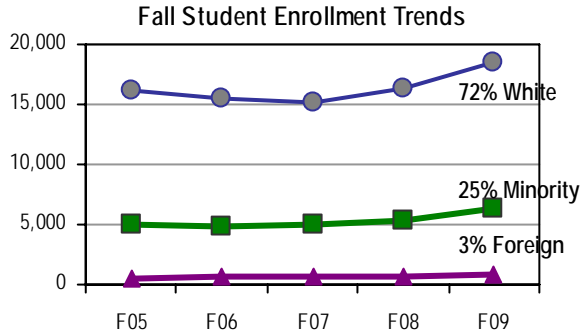
“each minority’s proportion of total community college enrollment as a percentage of each minority’s proportion in the total population” is greater than or equal to 100%.

PCC (combined credit/non-credit students) meets these targets for minority populations.

Supporting Detail

Credit Students

Credit instruction includes Lower Division Transfer, Career & Technical Education, Developmental Education and some English as a Second Language courses.



The 30,161 credit students enrolled Fall 2009 represent a 15% increase over the prior fall term.

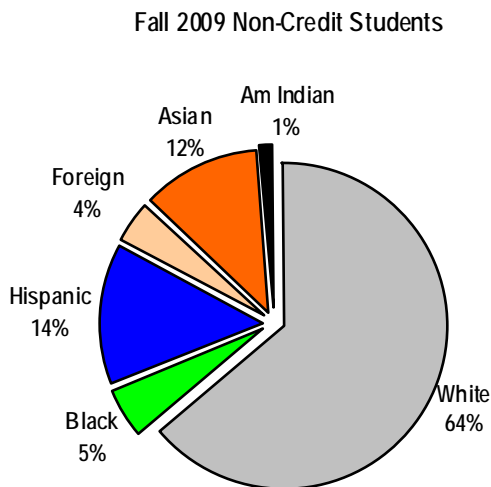
While enrollment increases occurred among all groups, the largest percent gain was among African-American (+26%) followed by Hispanic (+20%) students.

Compared to the service area, all minority groups are enrolled at an equal or greater percentage than found in the community with the exception of the Hispanic population.

Although female students continue to outnumber males (a nationwide trend since the 1980s), the enrollment increase of male students (+18%) in Fall 2009 exceeded that of female students (+13%). Approximately 46% of credit students are male and 54% are female.

Non-Credit Students

Non-credit instruction includes Community Education, English as a Second Language, Adult Basic Ed/GED, Continuing Education or Workforce Development.



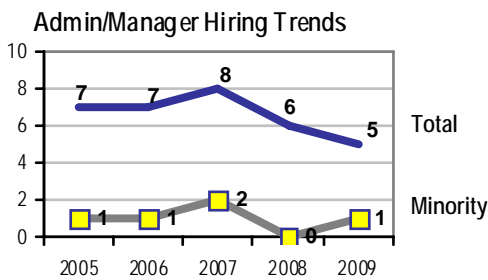
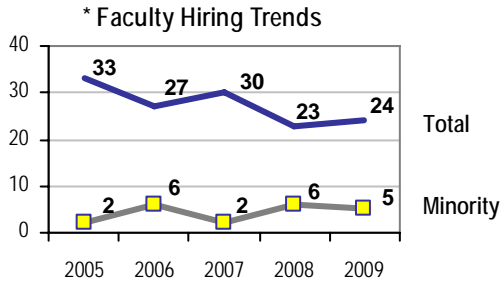
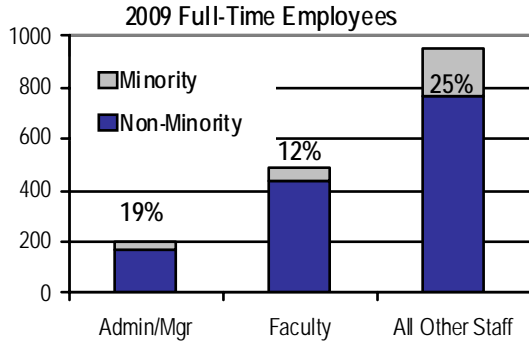
The non-credit student population is more diverse than the College service area.

English as a Second Language enrolls the largest number and percentage of minorities with 47% Hispanic, 27.5% Asian, 10% Non-Resident/Foreign Nationals and 7% Black.

Adult Basic Ed/GED represents the next most diverse student group with 25.5% Hispanic, 11% Asian, 16.5% Black and 3% American Indian.

Community Education is the least diverse with 85.5% White, 6% Asian and all other groups each less than 3%.

Full-Time Employees



Fewer new full-time employees began work at PCC Fall 2009 compared to the prior four years.

Approximately 20% or 278 of 1,385 full-time employees at PCC are Black, Hispanic, Asian, American Indian, or Multi-Racial.

The impact of new hires combined with that of retirements has gradually increased the proportion of full-time employees who are minority. In 1996, 14% of full-time employees were a minority compared to 20% today. However, the total employee group does not yet reflect the diversity of the community or student population.

A comprehensive analysis of full and part-time employees, hiring trends by job group and labor market availability data is available in the annual Workforce Analysis Report produced by the PCC Affirmative Action Office.

* Faculty *includes librarians and counselors*

** All Other Staff *includes Secretarial/Clerical, Skilled Craft, Technical/Paraprofessional, Service Maintenance and Professional/Non-Technical job categories combined.*

Notes and Additional Details

Est. PCC Service Area: White = 73%, Hispanic = 12%, Asian/Pacific Islander = 7.5%, Black = 4%, American Indian/Alaskan Native = 1%, Other/Multi-Race = 3% (estimates are based on Multnomah and Washington Counties)

Source: <http://quickfacts.census.gov/qfd/states/41/41051.html>, <http://quickfacts.census.gov/qfd/states/41/41051.html>

Full-Time Employee Counts by Funding Source and Job Category

Changes due to federal reporting requirements implemented in 2009:

- Asian/Pacific Islander is now two categories – Asian or NHOPI (Native Hawaiian or Pacific Islander).
- Two+ indicates two or more races, where the ethnicity is 'not Hispanic or Latino'.

Administrator/Manager										
Full-Time Employees	General Fund					Non-General Fund				
	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009
African-American	9	8	10	11	11	1	1	1	1	1
Hispanic	2	2	3	4	5	2	2	3	3	3
Asian(+Pacific Is pre 2009)	5	5	5	5	6	0	0	0	0	0
Amer Indian/Alaskn Ntv	2	2	3	3	2	0	0	0	0	0
Two+ (2009+)	--	--	--	--	3	--	--	--	--	0
Total Minority	18	17	21	23	27	3	3	4	4	4
Total Employees	134	132	128	135	143	25	22	24	27	24

Faculty*										
Full-Time Employees	General Fund					Non-General Fund				
	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009
African-American	7	8	7	7	8	0	0	0	0	0
Hispanic	14	16	15	19	19	0	0	0	0	0
Asian(+Pacific Is pre 2009)	20	20	22	24	20	1	1	0	0	0
Amer Indian/Alaskn Ntv	1	3	2	2	3	0	0	0	0	0
Two+ (2009+)	--	--	--	--	2	--	--	--	--	0
Total Minority	42	47	46	52	52	1	1	0	0	0
Total Employees	404	418	420	439	428	1	1	8	9	7

*also includes Counselors and Librarians, ie. 2007: 18 Counselors, 6 Librarians in GF

All Other Groups Combined*										
Full-Time Employees	General Fund					Non-General Fund				
	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009
African-American	33	32	34	38	39	24	24	16	12	15
Hispanic	27	30	34	40	43	19	17	16	15	14
Asian(+Pacific Is pre 2009)	53	55	60	62	59	11	11	11	10	11
Amer Indian/Alaskn Ntv	7	8	7	7	6	3	3	2	1	1
NHOPI (2009+)	--	--	--	--	1	--	--	--	--	0
Two+ (2009+)	--	--	--	--	5	--	--	--	--	1
Total Minority	120	125	135	147	153	57	55	45	38	42
Total Employees	575	598	609	632	658	182	185	148	131	125

*Consists of Secretarial/Clerical, Technical/Paraprofessional, Skilled Craft, Service Maintenance and Professional/Non-Technical job categories. See the *Annual Workforce Analysis Report* produced by the PCC Affirmative Action Office for comprehensive details of each job category.

Full-time Faculty (2009): Total is less than prior year due to 4 positions which remain unfilled, job share reporting, and faculty on leave for less than 1 year and not replaced with a FT faculty.

Source: PCC Human Resource Department