

Portland Community College

Diversity in Hiring

July 16, 2020

Human Resources

Alisa Hampton, HR Recruitment Manager

Diversity in Hiring

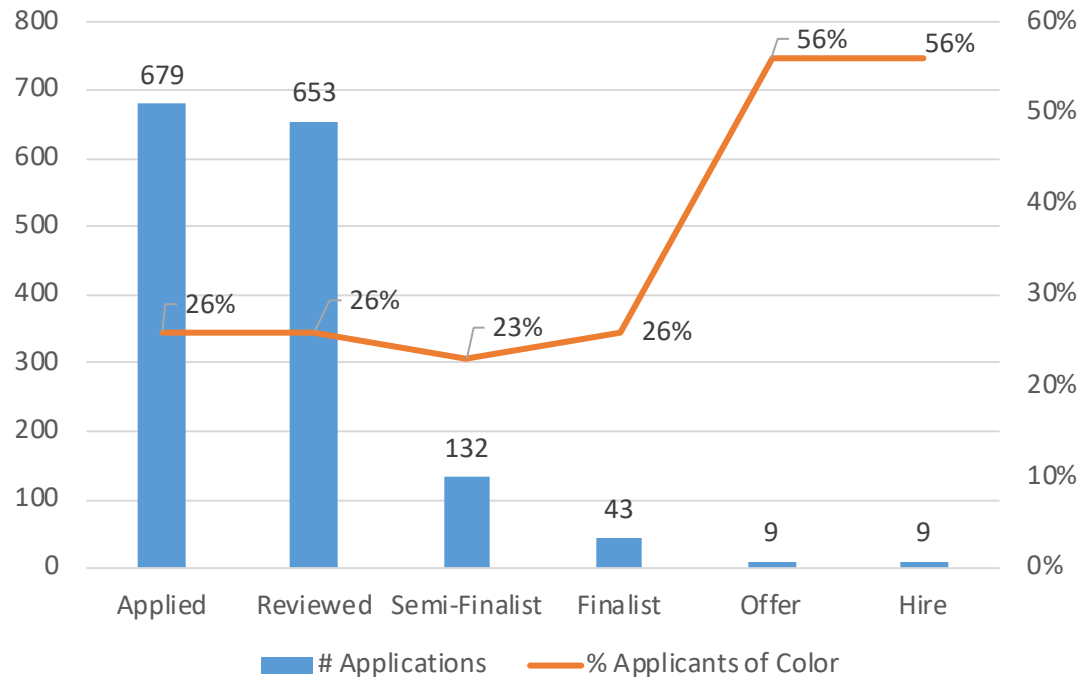
Focus on strategies to increase diversity in PCC's hiring include:

- Diversity, Equity and Inclusion (implicit bias) training/consulting in screening
- Diversity Recruiter for increasing visibility and candidate outreach
- Inclusive language in postings and targeted job advertisements
- Assessment of Cultural Competency among candidates
- Inclusion Advocates for Faculty and Management screening committees

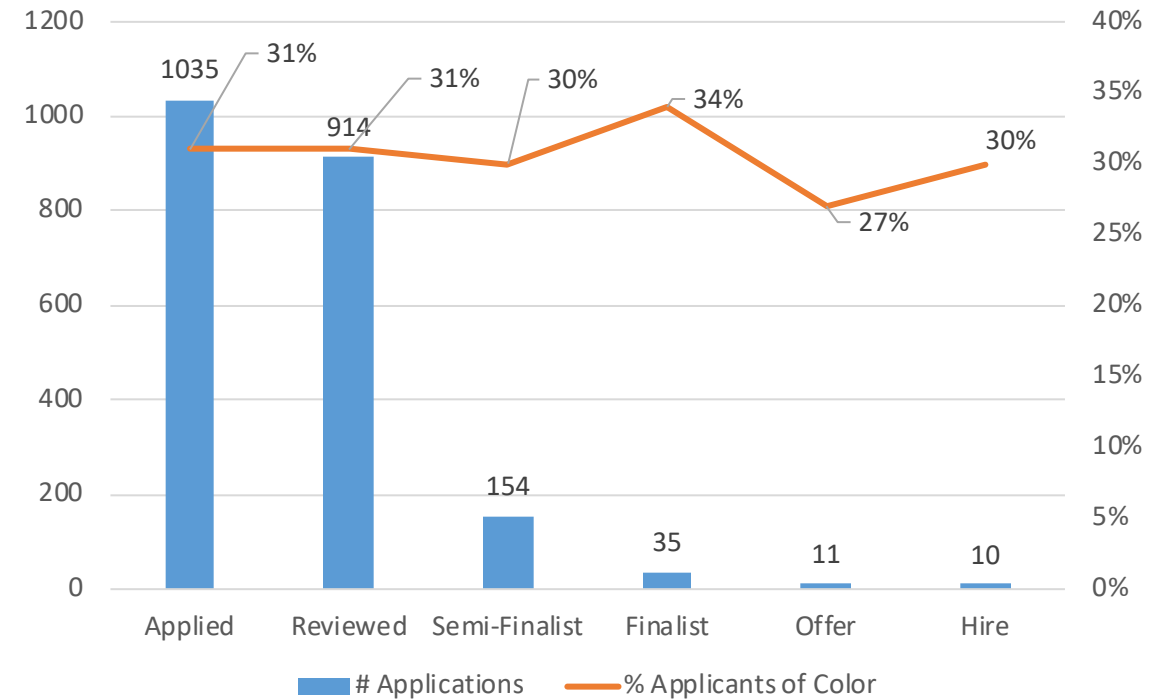
The result is an increase in the overall diversity (race and ethnicity) all applicant pools, and an increase in hiring for Full-time Faculty and Management positions, especially.

2019-20 Applicant Pool Diversity

Diversity by Screening Stage - **Full-Time Faculty**
2019-20 (YTD)

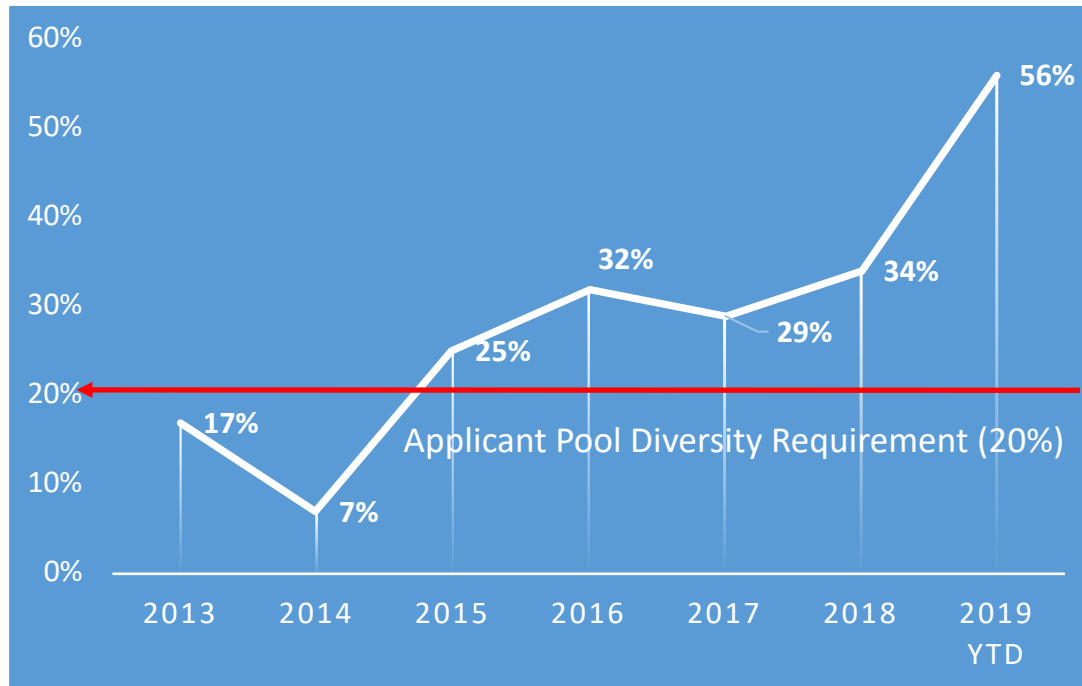


Diversity by Screening Stage - **Management**
2019-20 (YTD)

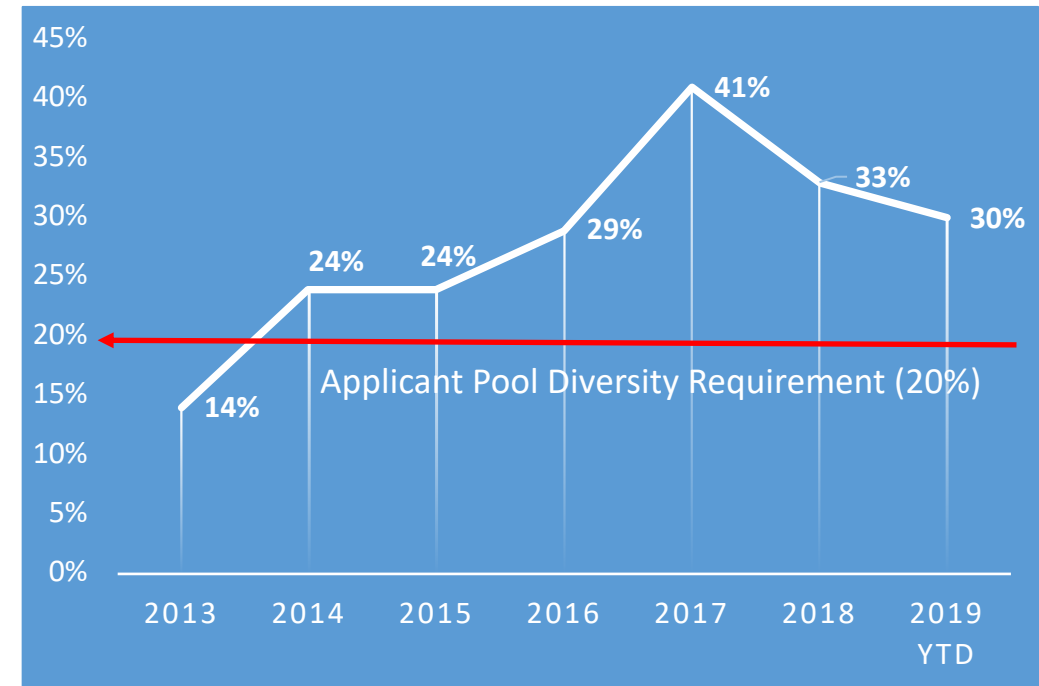


Offer Trend Data

Full-Time Faculty Offers – % Overall Diversity

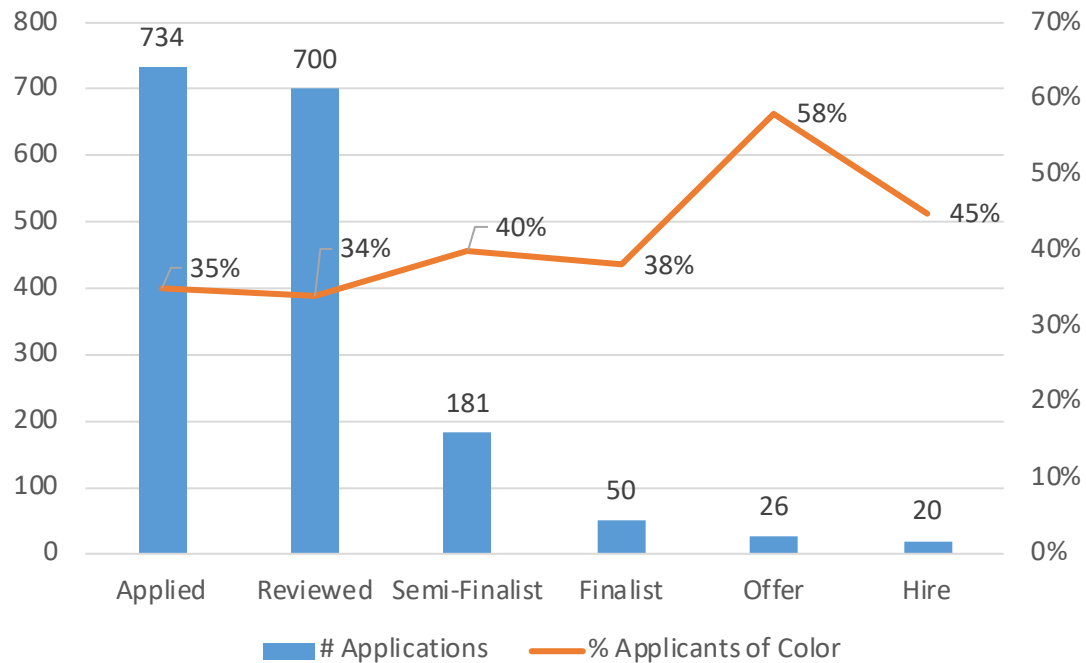


Management Offers – % Overall Diversity

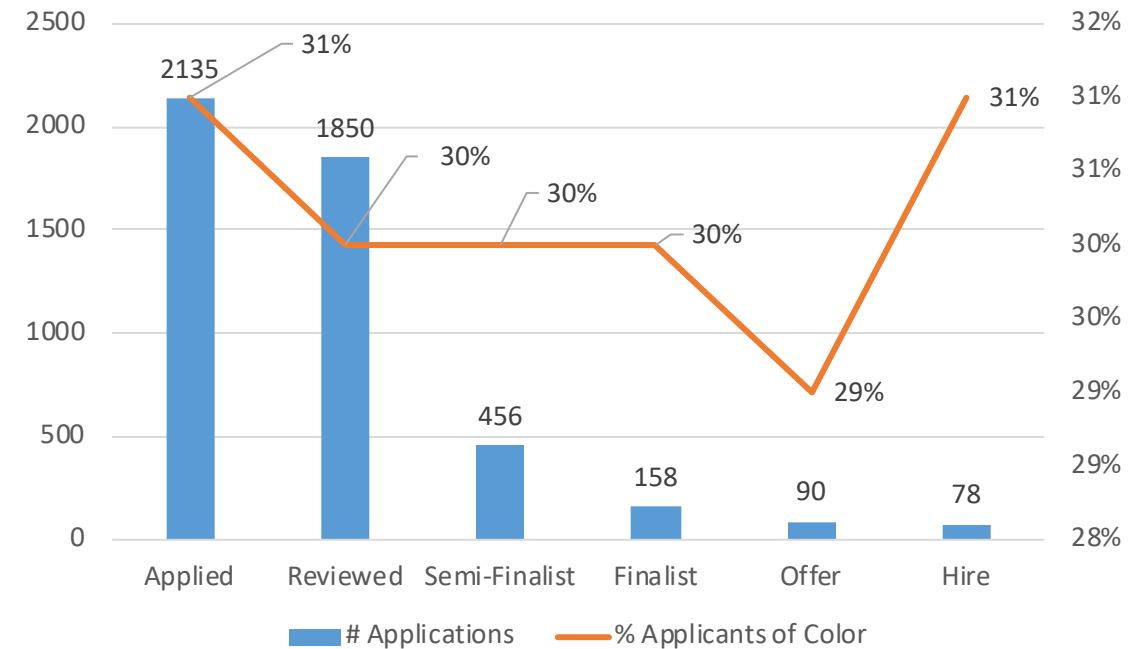


2019-20 Applicant Pool Diversity

Diversity by Screening Stage – Academic Professional
2019-20 (YTD)

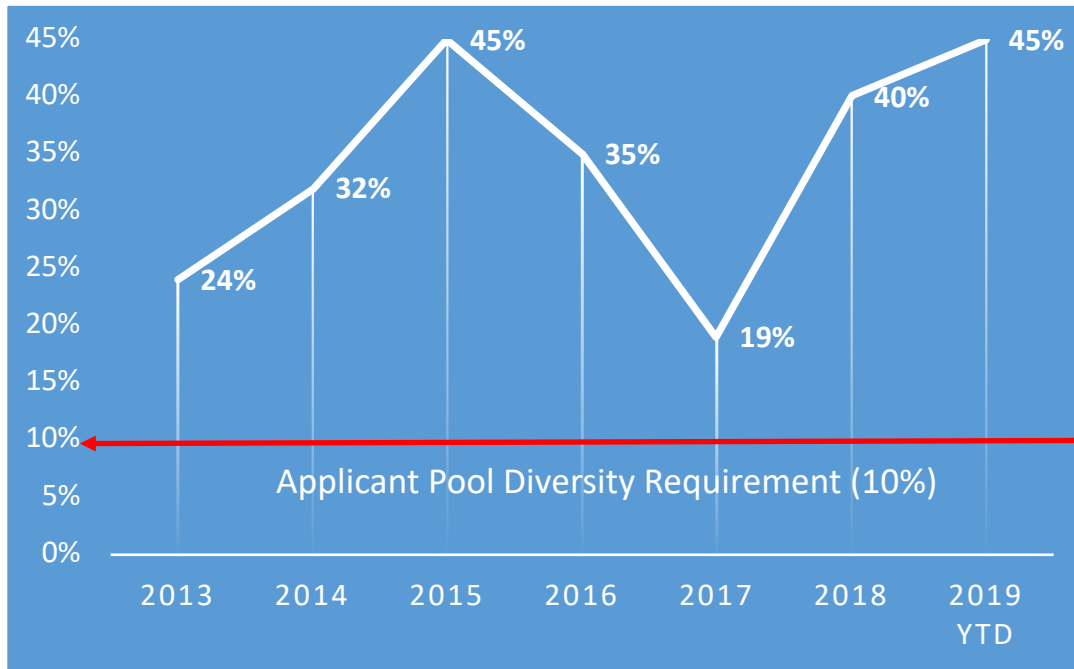


Diversity by Screening Stage - Classified
2019-20 (YTD)

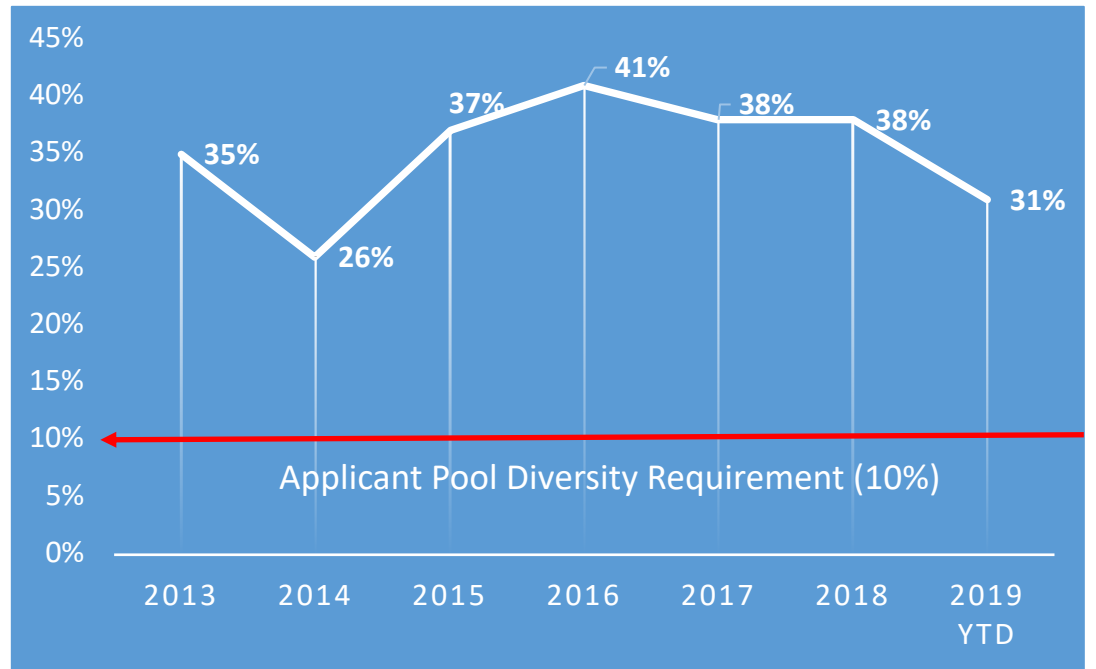


Offer Trend Data

Academic Professional Offers – % Overall Diversity



Classified – % Overall Diversity

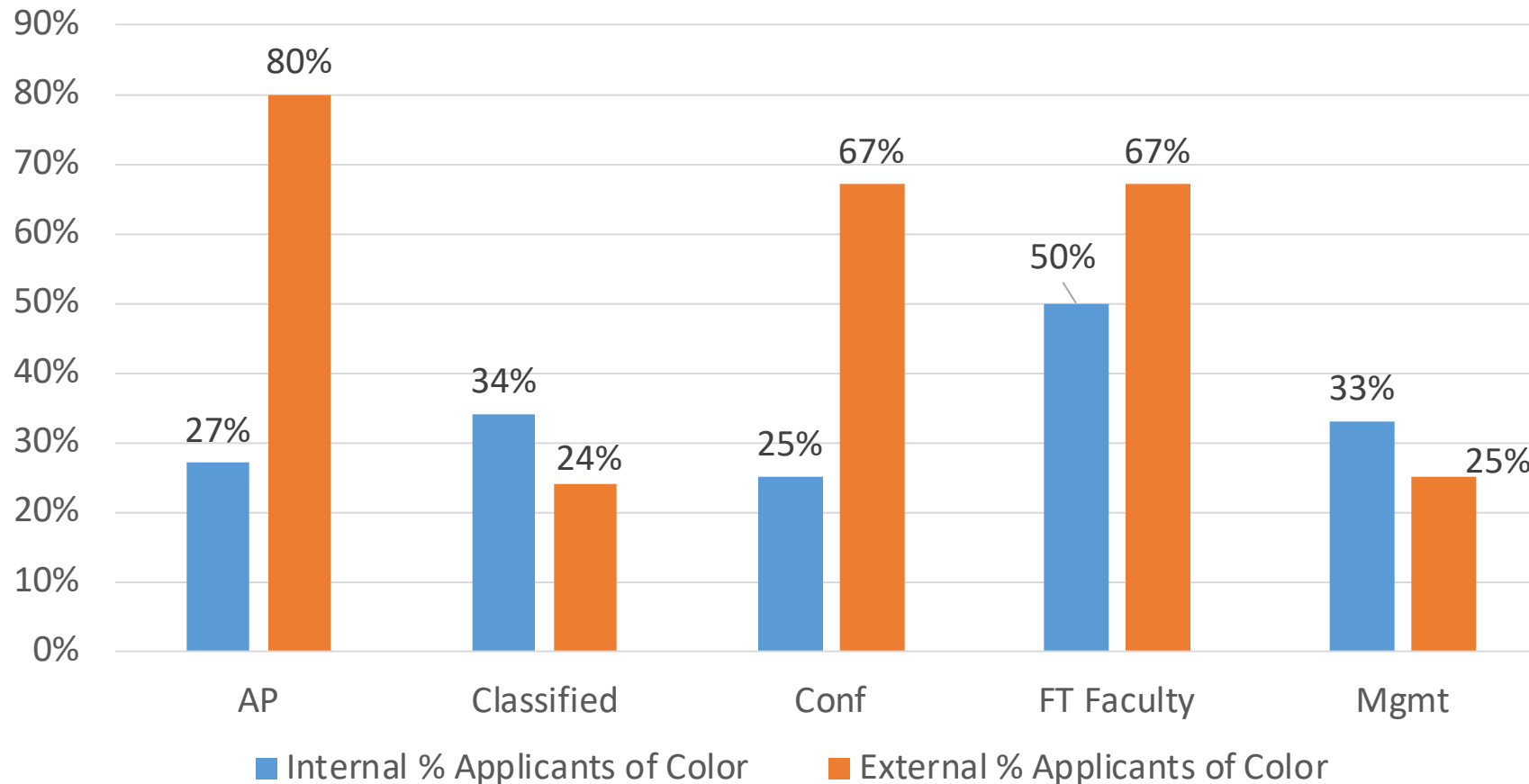


Summary of Hiring Analysis Findings (2013-2020)

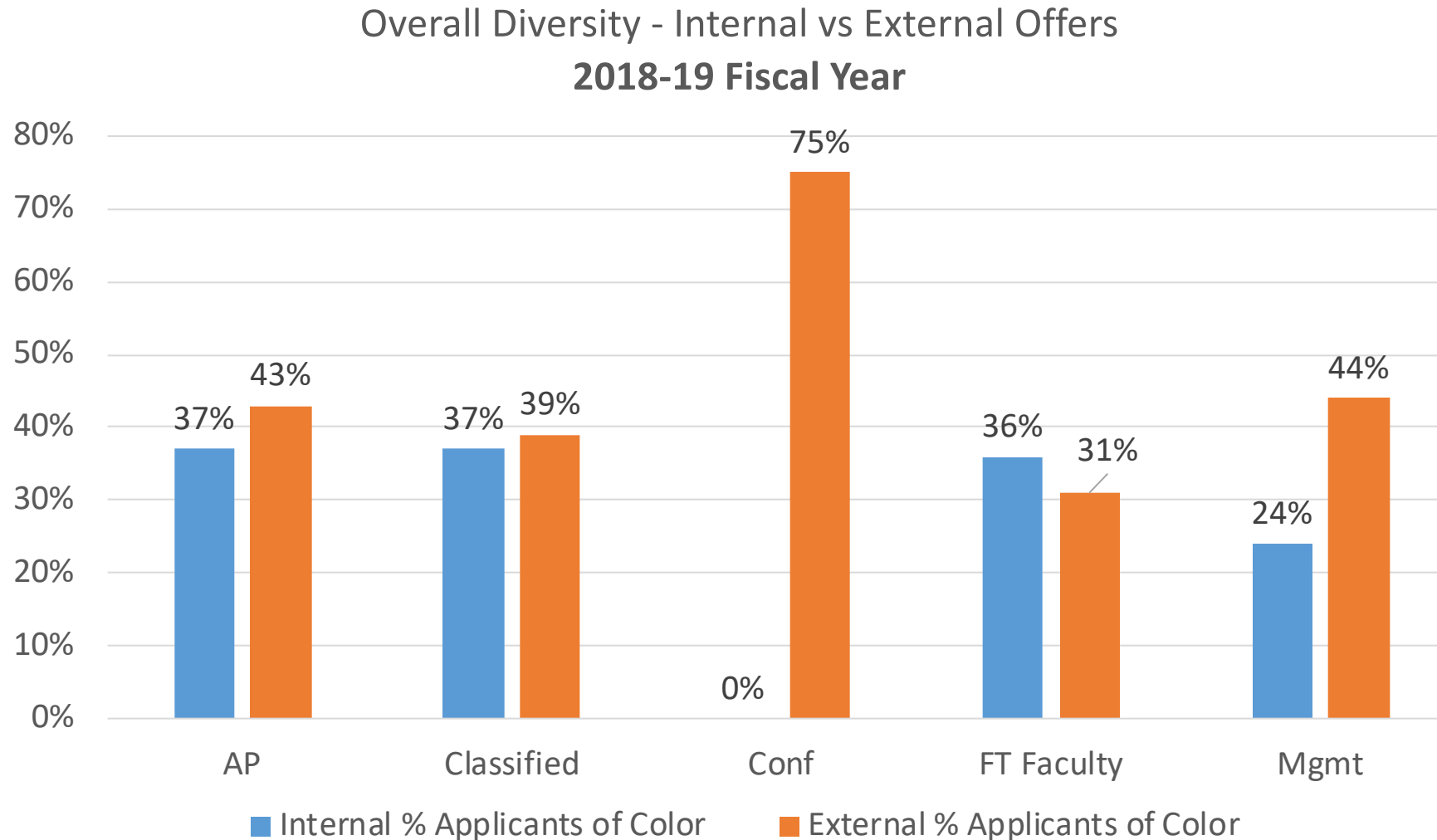
1. Overall diversity of applicant pools is primarily from external applicants

Diversity of Internal vs External Recruited Offers

Overall Diversity - Internal vs External Offers
2019-20 Fiscal Year



Diversity of Internal vs External Recruited Offers

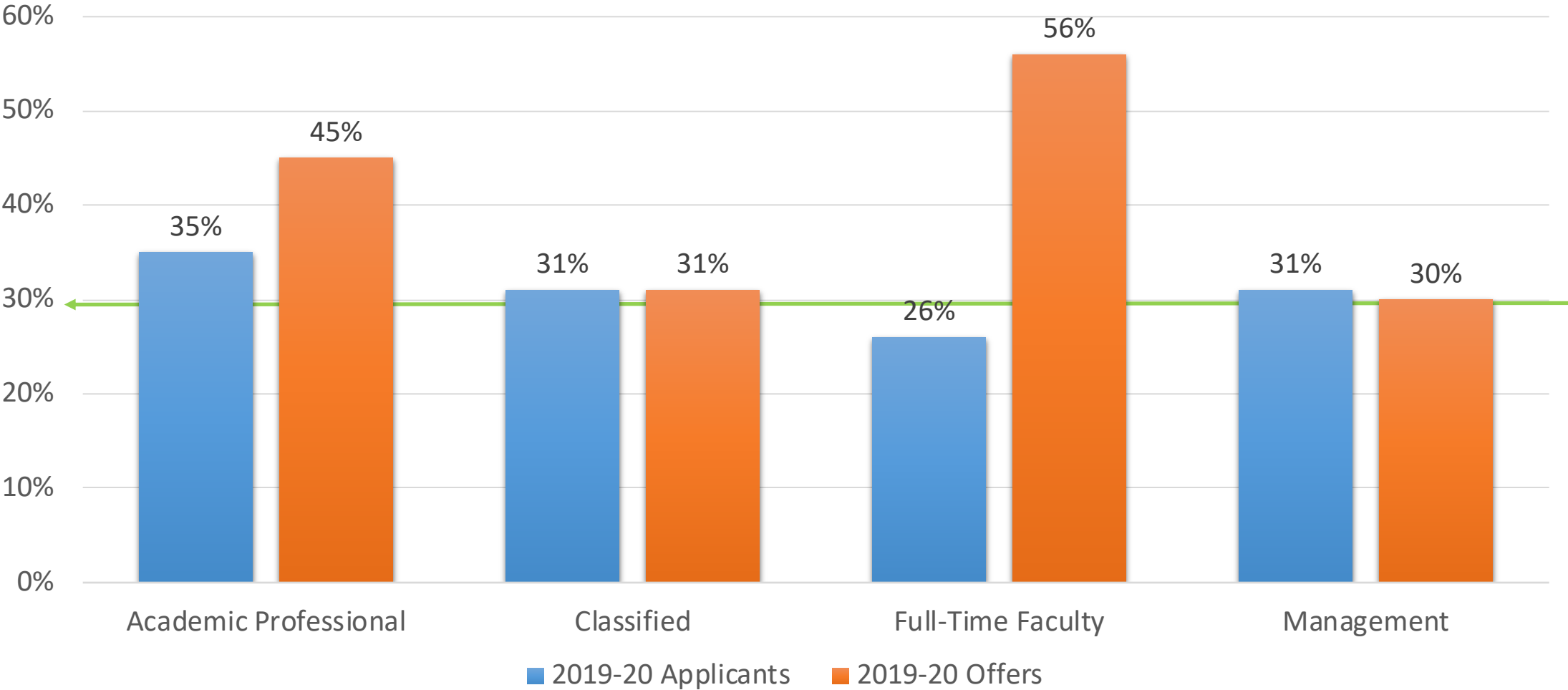


Summary of Hiring Analysis Findings (2013-2020)

1. Overall diversity of applicant pools is primarily from external applicants
2. Overall % of Applicants of Color is ~30%+
 - Most significant increases in Full-time Faculty and Management recruitments

Overall Diversity

2019-20 YTD Applications/Offers



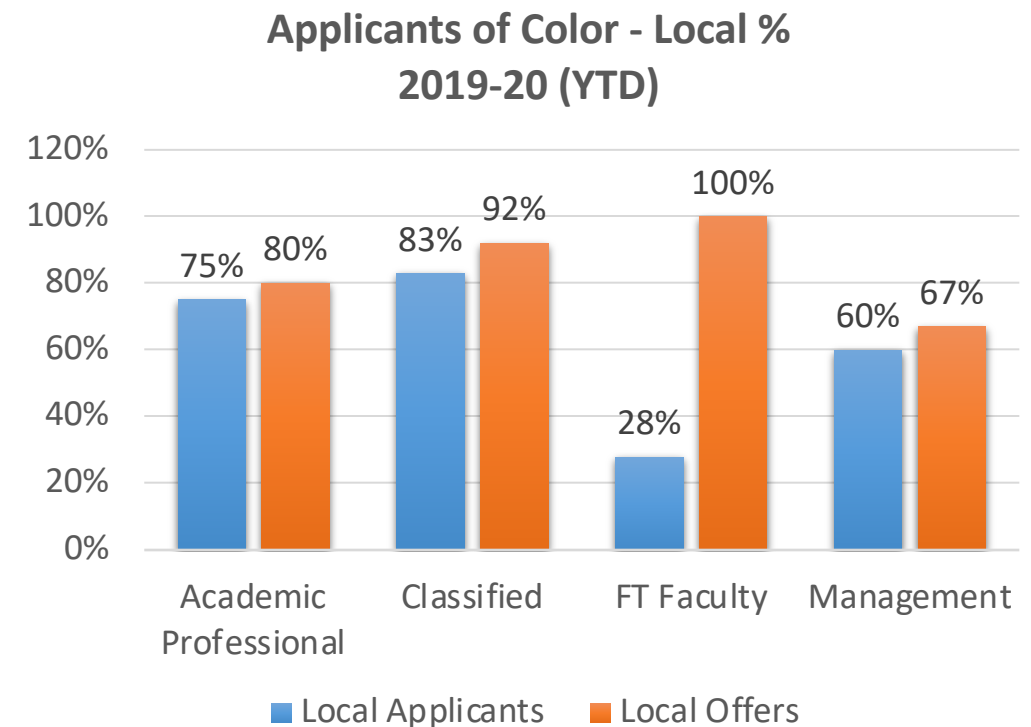
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1. Overall diversity of applicant pools is primarily from external applicants
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3. Applicants of Color are primarily from the local Portland area
 - Non-local applicants are primarily from California, Oregon and Washington

Where we attract Applicants of Color from

2019-20 Applicants of Color

- 72% of Applicants of Color are local
- 89% of Offers to Applicants of Color are local
- We attract higher percentages of non-Local Applicants of Color for Full-Time Faculty and Management recruitments

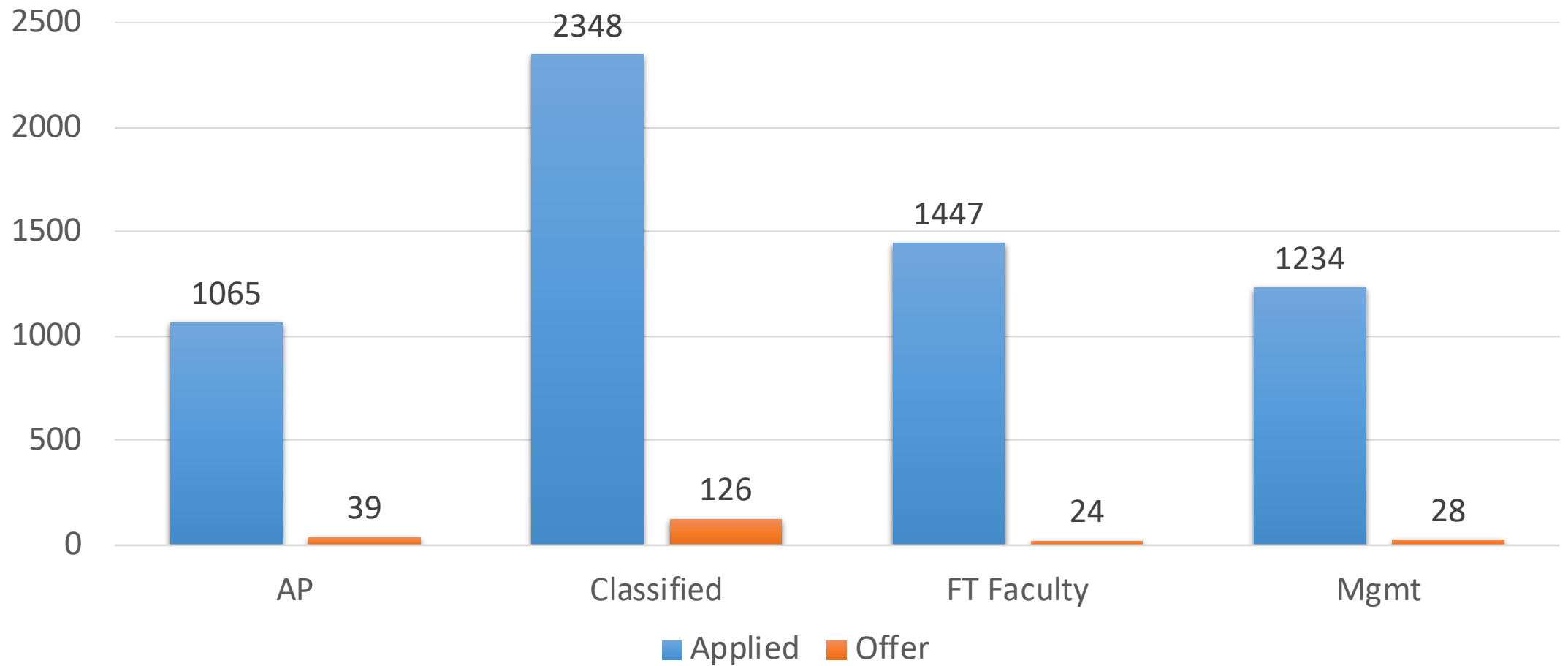


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 - Most significant increases in Full-time Faculty and Management recruitments
3. Applicants of Color are primarily from the local Portland area
 - Non-local applicants are primarily from California, Oregon and Washington
4. Disaggregated applicant and hiring data show primary gaps for
 - Black / African American in Full-Time Faculty, Management and Academic Professional positions
 - American Native / Native Alaskan in Full-Time Faculty and Academic Professional positions

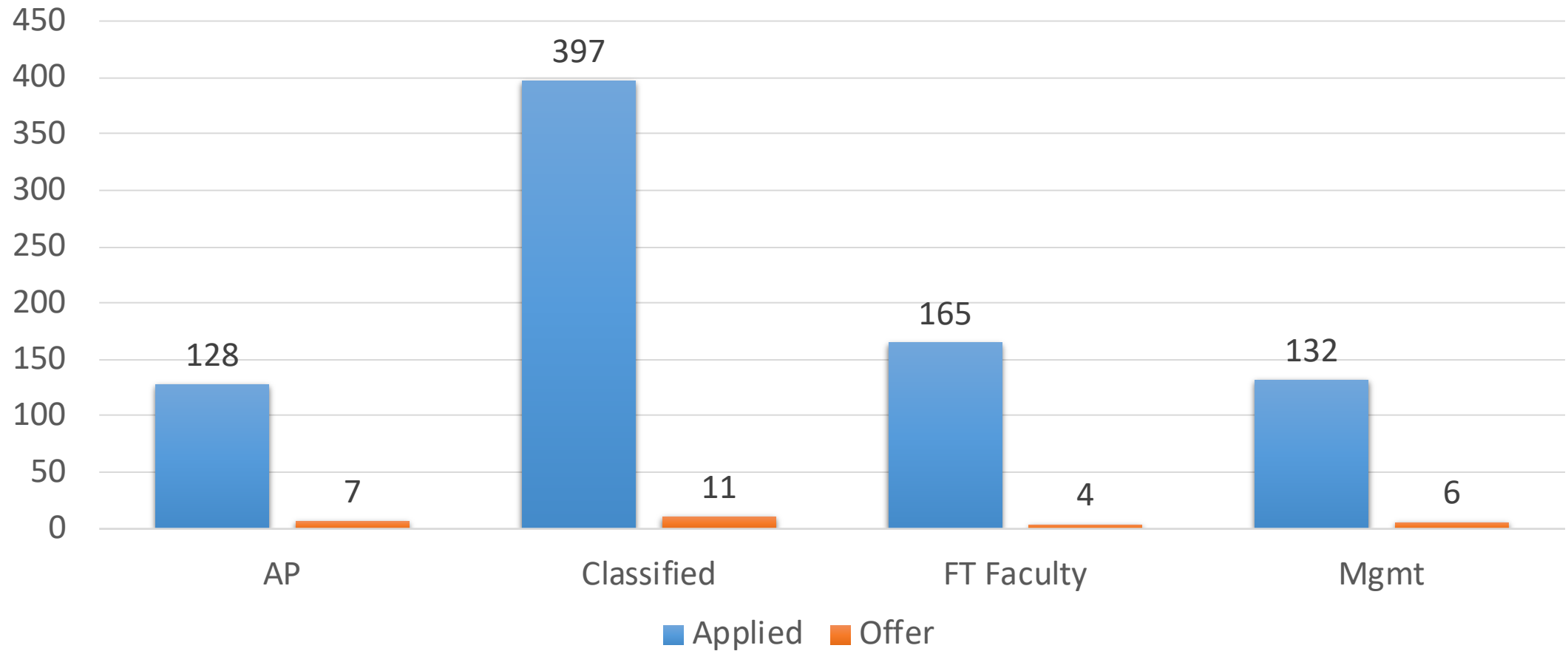
White

2018-2020 Applications / Offers



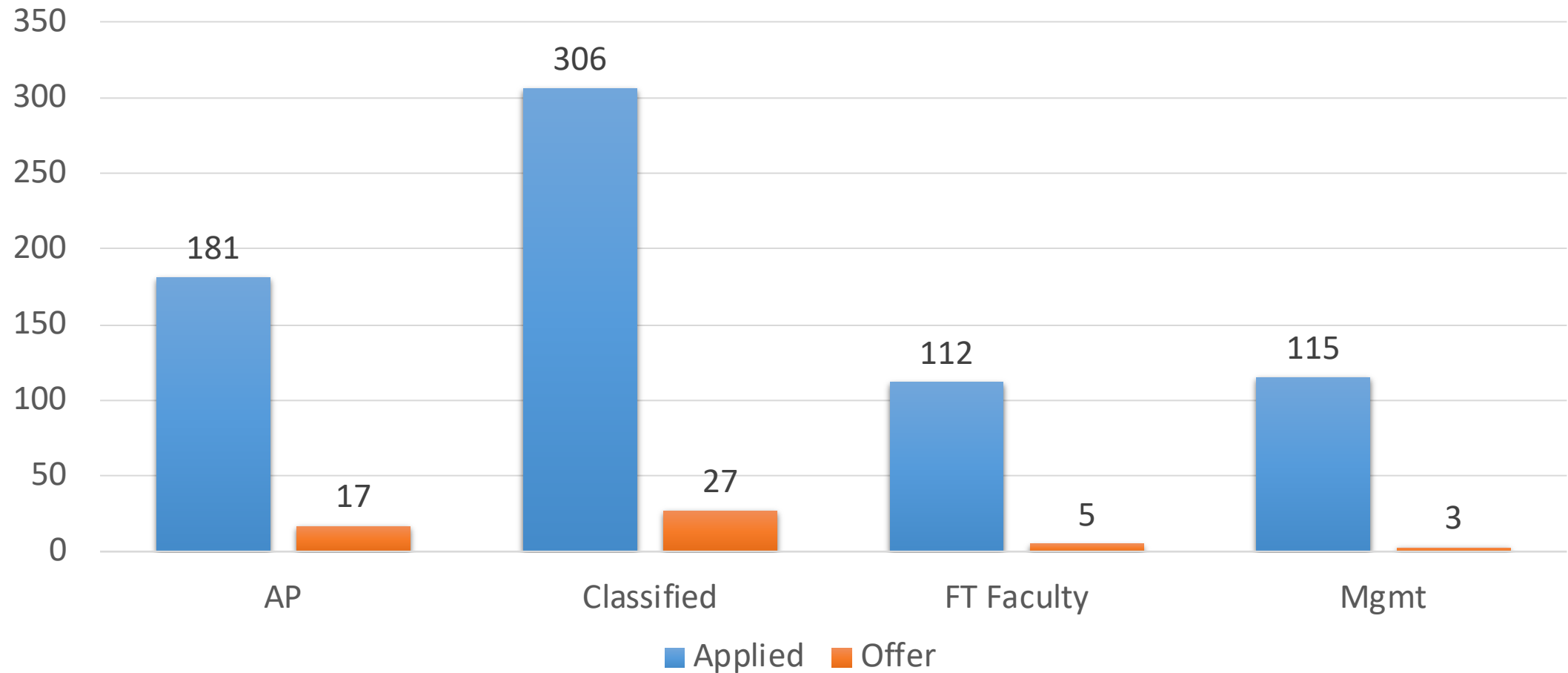
Asian

2018-2020 Applications / Offers



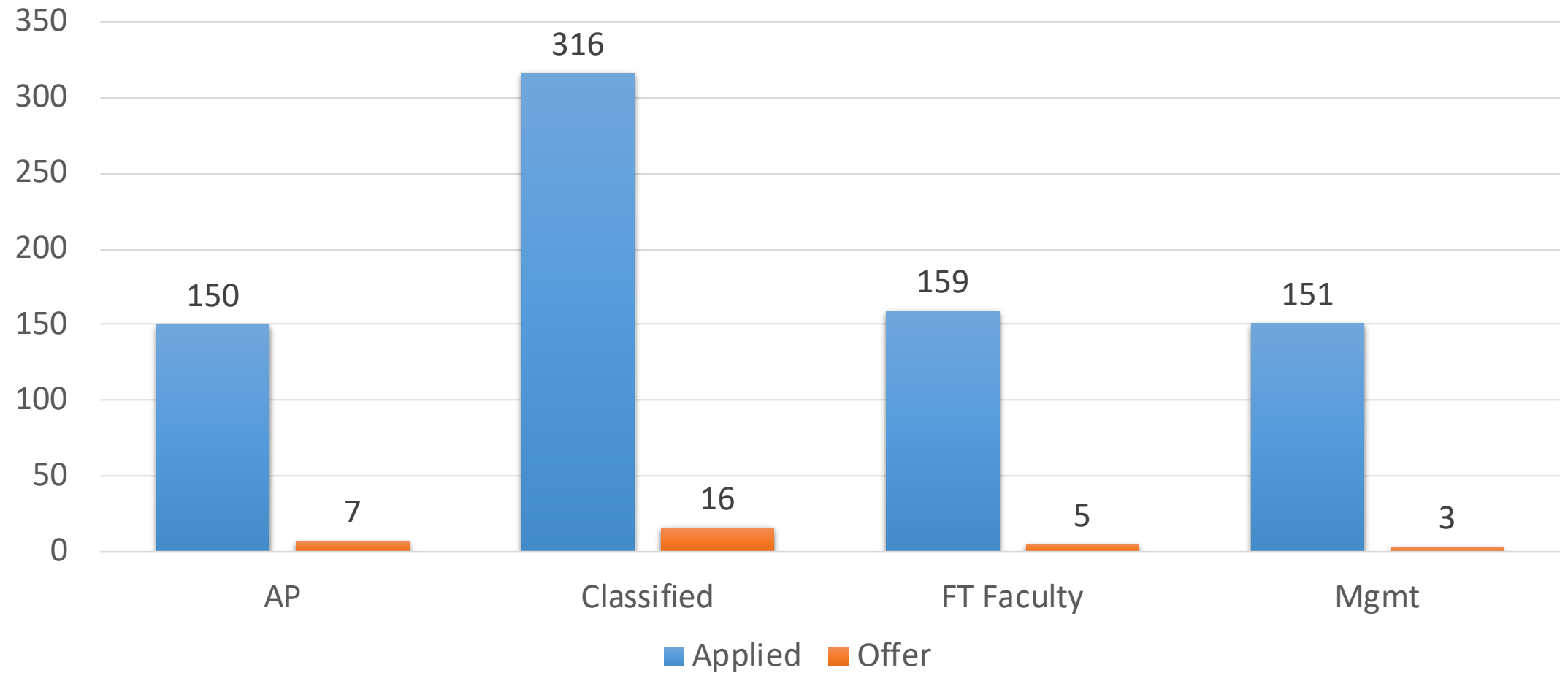
Latino or Hispanic

2018-2020 Applications / Offers



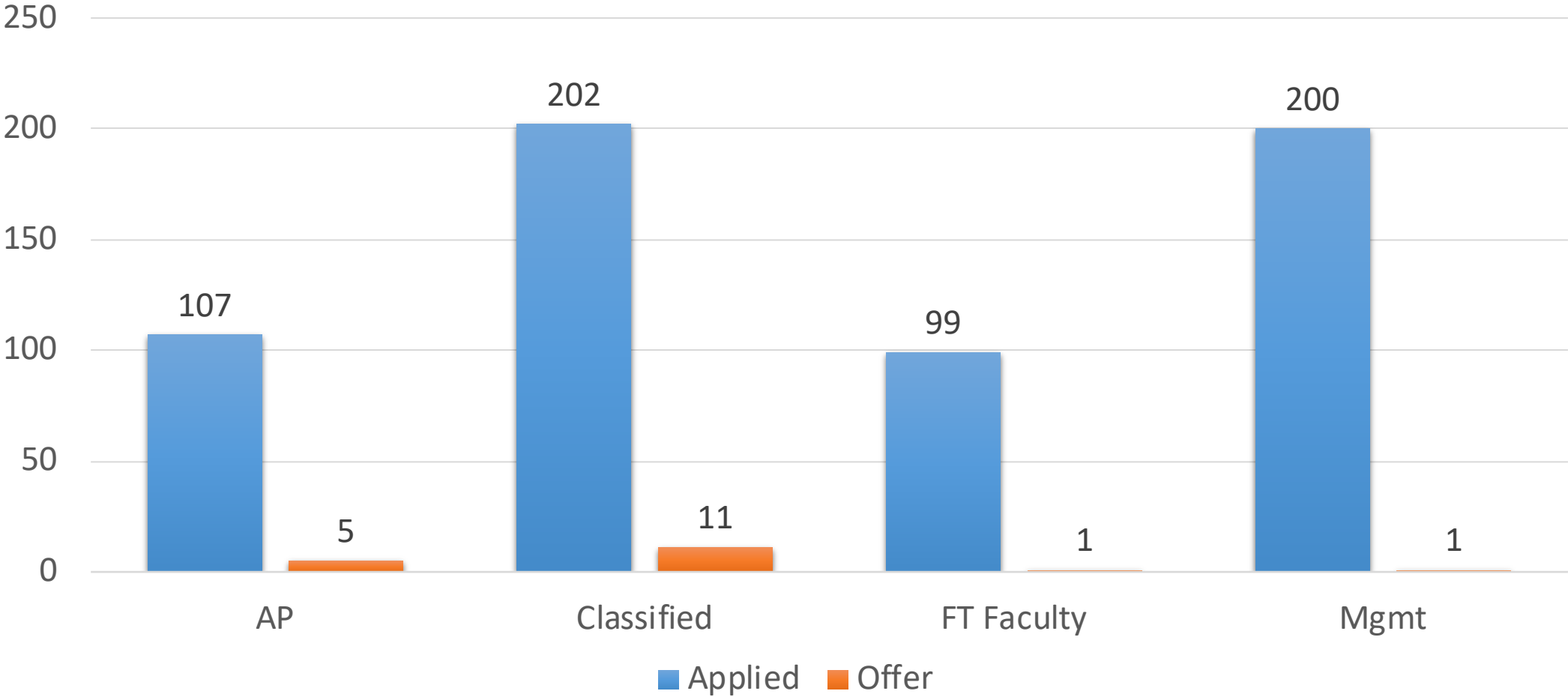
Multi-Racial

2018-2020 Applications / Offers



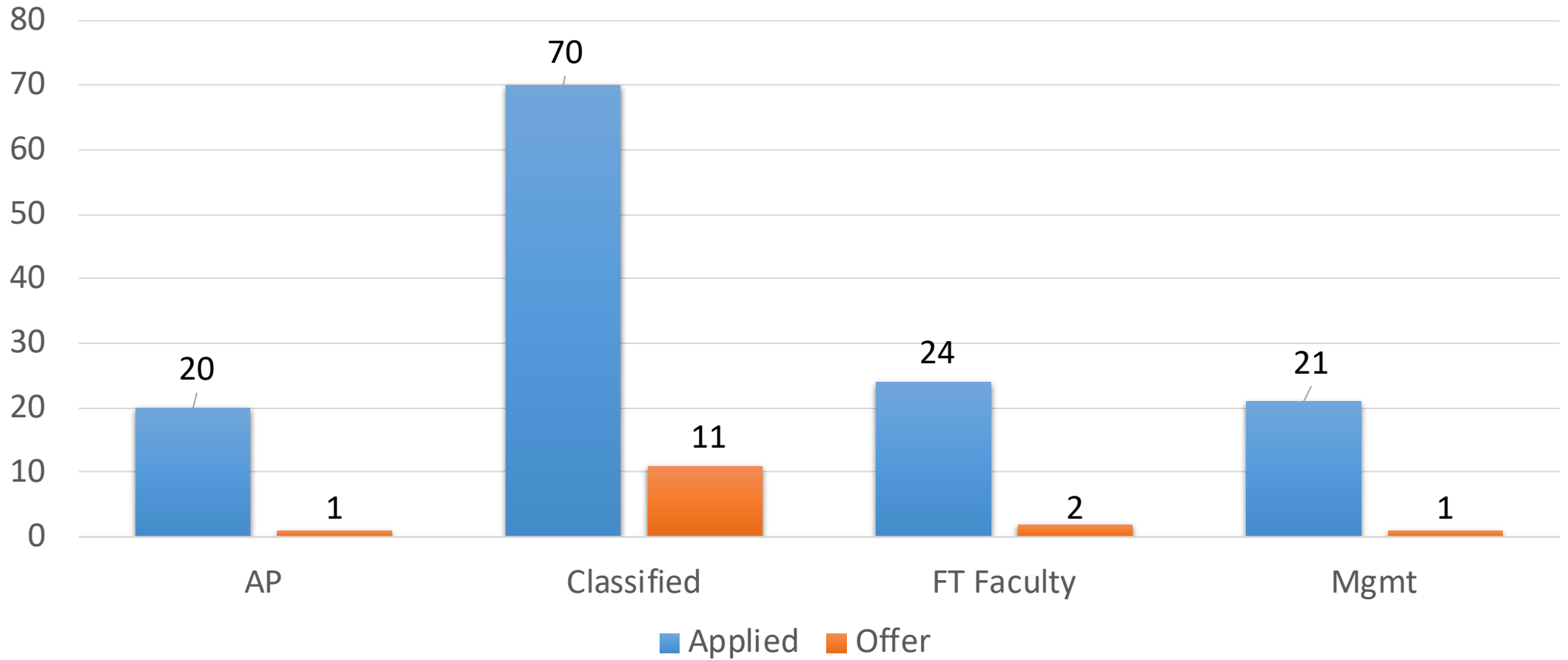
Black or African American

2018-2020 Applications / Offers



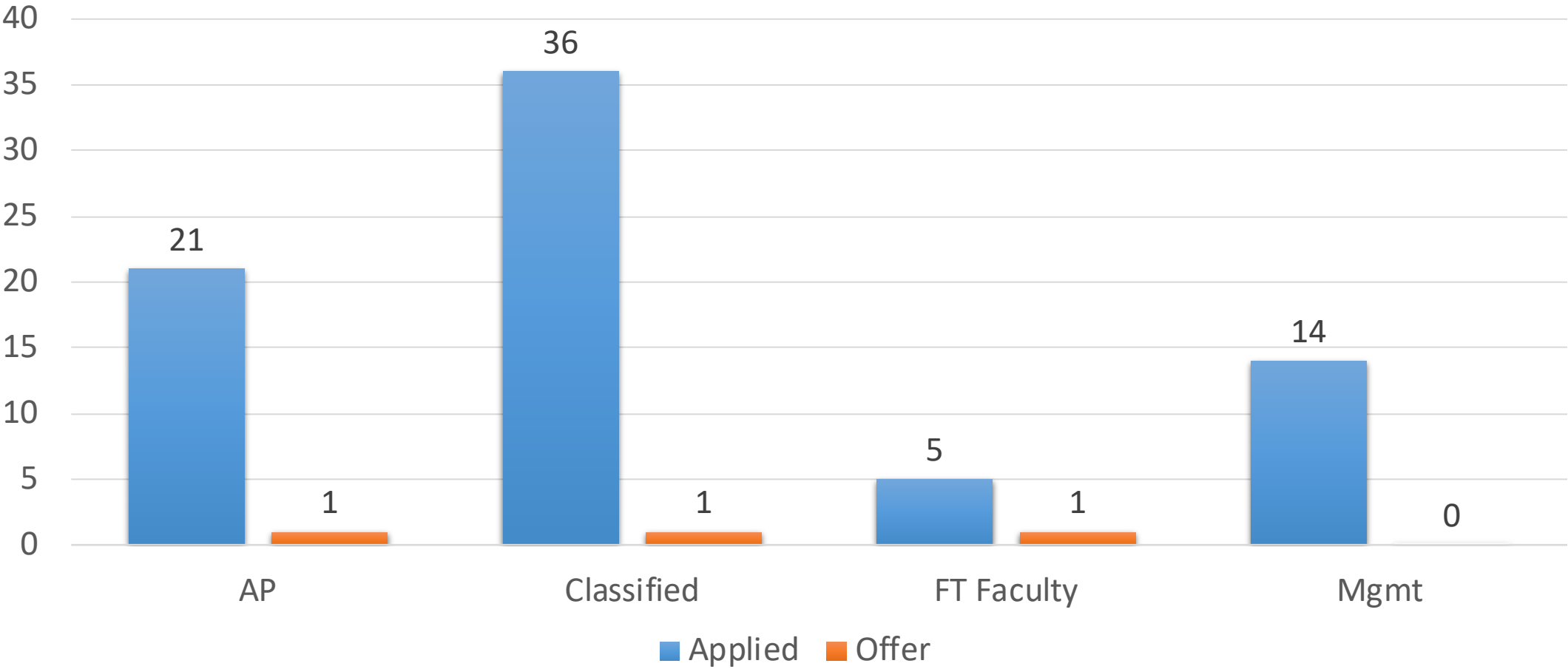
American Native or Alaska Native

2018-2020 Applications / Offers



Native Hawaiian or Pacific Islander

2018-2020 Applications / Offers



Questions and Comments