



# Equity Report 2012-2013

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<http://www.pcc.edu/about/affirmative-action/>

April 18, 2013

# PCC Value: Commitment to Diversity

- \* 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.

# Workforce Analysis Report 2012

## AVAILABILITY ANALYSIS

This analysis is based on the race and gender representation in the relevant labor area from which the college hires its employees. Specifically, this process includes the following two availability factors:

1. The availability of people of color and women having the requisite skills in an area in which the contractor can reasonably recruit.
2. Percentage of people of color and women promotable, transferable and trainable within the contractor's organization in the specified labor area.

# Success in Hiring

**Table 1 illustrates the areas where PCC's employment mirrors the workforce of our region.**

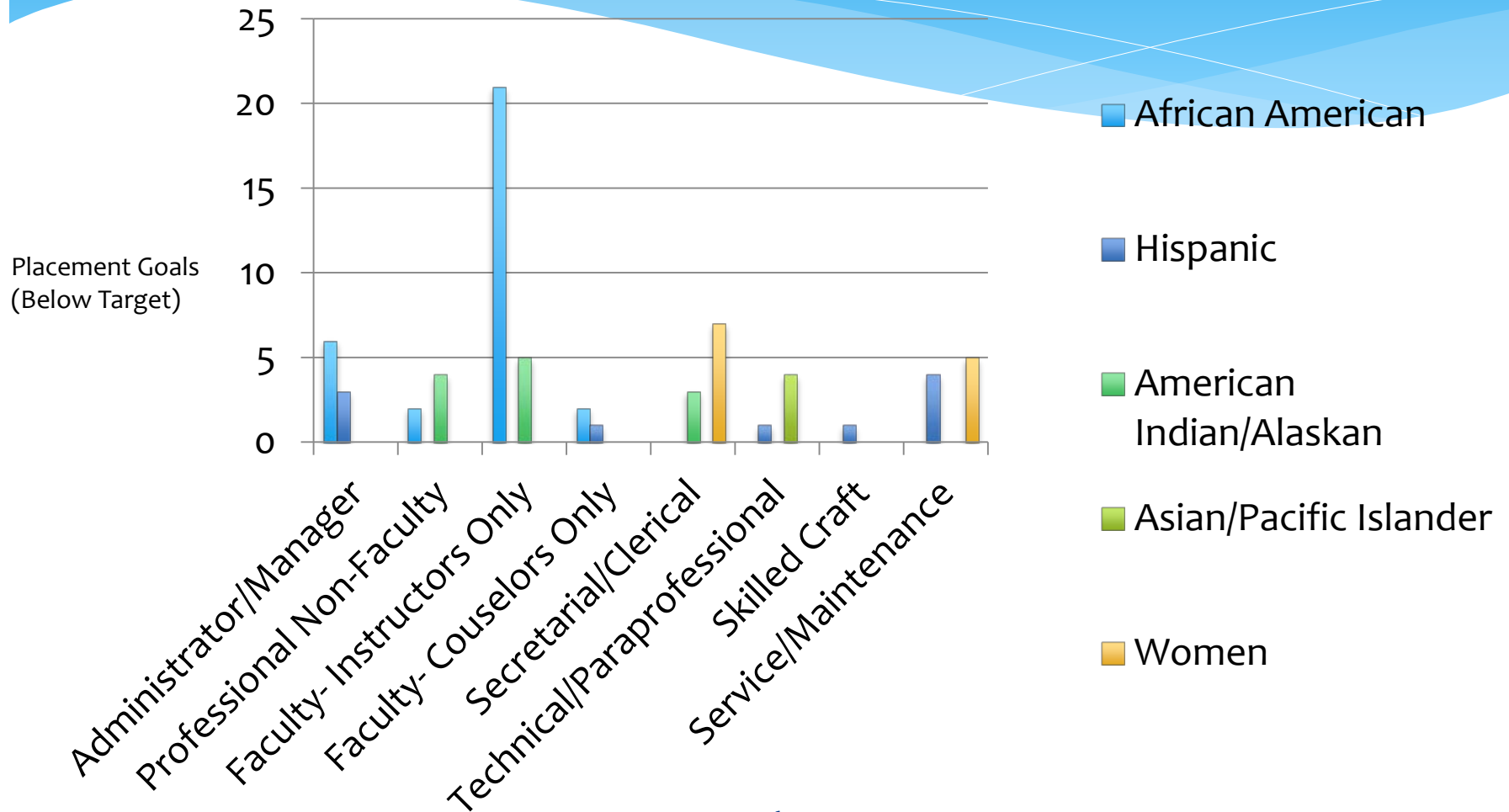
Table 1 represents parity of full-time employees in the general fund based on Job Groups by race and gender in the areas of Administrator/Manager, Professional Non-faculty, Faculty – Instructors, Faculty – Counselors, Faculty – Librarians, Secretarial/Clerical, Technical/Paraprofessional, Skilled Craft,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

# 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	
Faculty – Librarians Only	X	X	X	X	X
Secretarial/Clerical		X	X		X
Technical/Paraprofessional	X	X		X	
Skilled Craft	X	X		X	X
Service/Maintenance		X		X	X

# Workforce Placement Goals by Job Group



# Opportunities for Equity + Inclusion

- \* New 1.0 FTE full-time Equity Investigator position approved.
- \* Faculty Diversity Internship Program
- \* Resource Center's (District Wide)
- \* District Diversity Councils
- \* Multicultural Event Programming
- \* Trainings

# Equity Investment Recommendations

- \* **Accountability**

- \* Compliance ensures the College is following state and federal regulations regarding hiring practices and goals.
  - \* This includes following on:
    - \* Complaints re: Title VII, Title IX (discrimination and sexual harassment)
  - \* Workforce Analysis Report

- \* **Training**

- \* **Recruitment + Retention**

# What Has Been Done?

- \* Changed the name to Office of Equity + Inclusion
- \* Showcased the commitment to diversity and inclusion through investment in public programs (Michelle Alexander, BHM, student support for trainings, etc. )
- \* Developed investments into the office through approval of new 1.0 FTE (investigator)
- \* Developed and restructured Faculty Diversity Internship Program
- \* Organized in conjunction with District Diversity Councils a training at Cascade in June
- \* Arranged for Title IX training to occur next September

# Equity Investment Recommendations

- \* Develop an Equity & Inclusion Plan
- \* Shift to emphasize advocacy and education
- \* Expand recruitment efforts
- \* Revise and revisit hiring approaches
- \* Retitle the position to Associate Vice President of Equity + Inclusion

# Office of Affirmative Action and Equity



# Thank You

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