

### Diversity Goal

Lifelong learning opportunities will be accessible to all and enriched by the diversity of our students, faculty and staff.

#### Key Measures:

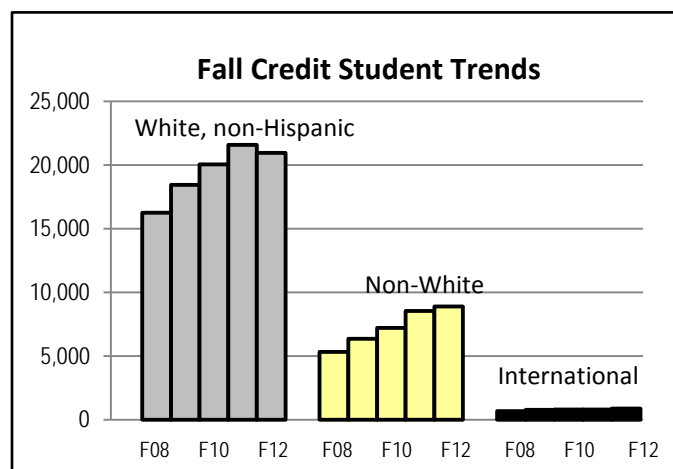
- Credit and non-credit student racial/ethnic distribution
- PCC employee racial/ethnic distribution
- Recent/new hires racial/ethnic distribution by employee group

*Beginning this year, the Student Success Goal Report will further detail graduates and student transfers by race/ethnicity. These measures are also disaggregated for underrepresented populations in the college Achievement Compact.*

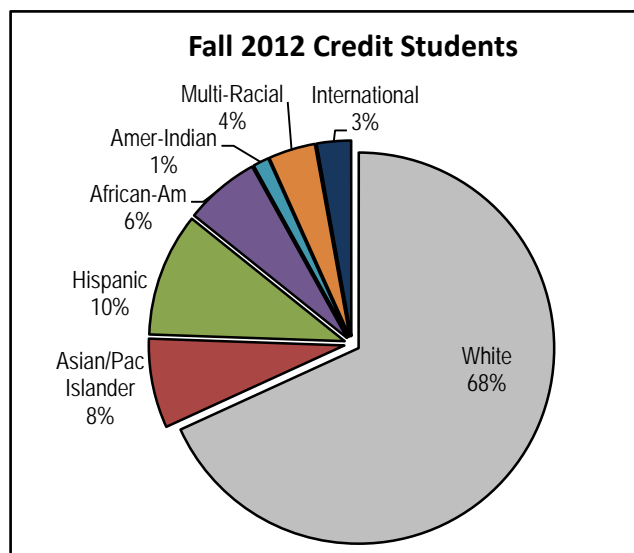
### Students in Credit Instruction

The almost **34,000 credit students enrolled Fall 2012 is 2.5% fewer** than last fall. A decrease of 642 White, non-Hispanic students accounted for the majority of the enrollment decline.

In contrast, an additional 262 students (+28%) self-identified as “Multi-Racial.” This group has increased each year since the data collection category was added in Fall 2009. Hispanic students also increased in number (+184, +6%) as did International students (+51, +7.5%).



The small declines which occurred among Asian/Pacific Islanders, Native Americans, and African-Americans likely contributed to the Multi-Racial group increase.

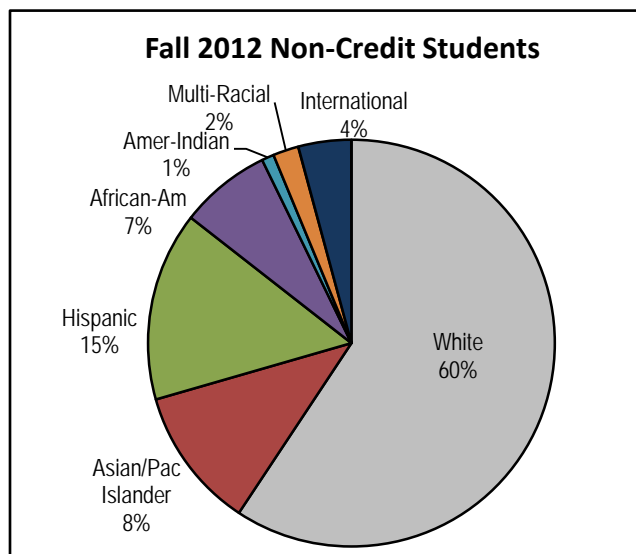


The **largest enrolled student minority group differs by campus**. For example, Hispanic students are the largest minority at Rock Creek (13%) and Sylvania (9%) while African-Americans (10%) are the largest minority at Cascade. Southeast Center enrolls the most diverse students with 11% Asian/Pacific Islander, 11% African-American and 9% Hispanic.

**The race/ethnicity distribution of credit students is similar ( $\pm 3\%$ ) to the community population.**

## Students in Non-Credit Instruction

Non-credit instruction includes English as a Second Language, Adult Basic Education, Continuing Education, Workforce Development, and Community Education. The **almost 15,000 Fall 2012 non-credit students is 10% more than enrolled Fall 2011.**



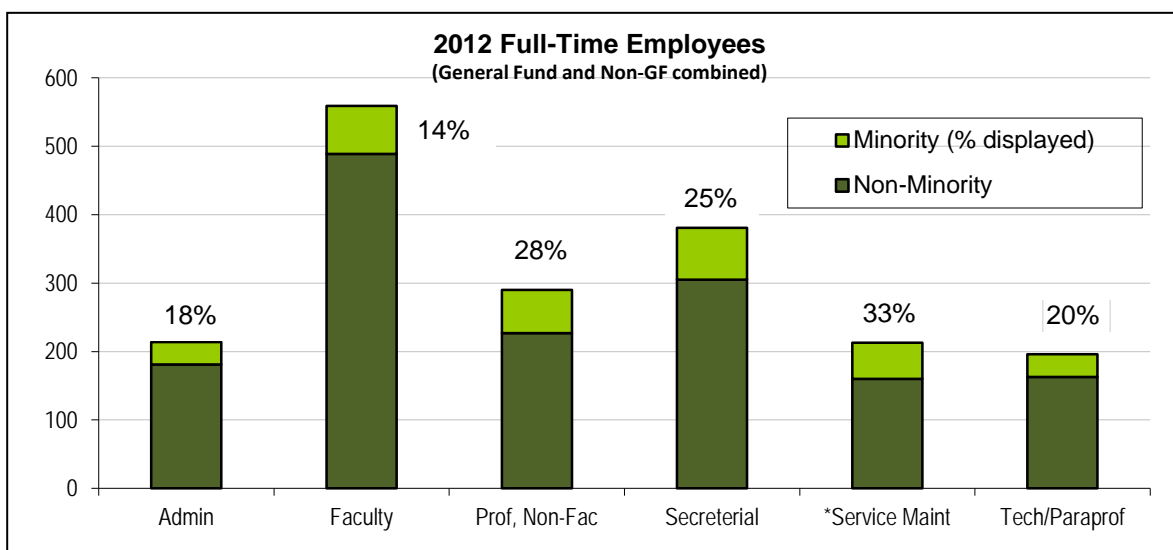
**Overall, non-credit students represent the greatest diversity in the College.** The distribution varies considerably however, depending on the instructional subject area.

English as a Second Language and Adult Basic Education enroll the highest percentage of minority students. For example, in English as a Second Language courses 40.5% of students are Hispanic and 32% are Asian/Pacific Islander. More than one-third of Adult Basic Education students are Hispanic and 15% are African-American.

In contrast, 82% of students in community education non-workforce courses are White, followed by 8% Asian/Pacific Islander, 4% Hispanic and 2% African-American.

## Full-Time Employed Faculty, Staff and Administrators

**Of PCC's 1,525 full-time employees, 328 (21.5%) are minority.** The diversity of employees by job category ranges from 33% (Service Maintenance and Skilled Craft) to 14% (Faculty).



## Employees (cont.)

A total of 175 new employees began working at PCC in 2012 or 24% fewer than the prior year.

**Twenty-one percent of these new employees are minority.**

2012 Full-Time New Hires by Job Category	Total Hired	Minority
Administrators	14	1
Faculty (includes 2 counselors)	39	9
Professional, Non-Faculty	25	6
Secretarial/Clerical	51	10
Service Maintenance/Skilled Craft	27	7
Technical/Paraprofessional	19	4

In keeping with prior year reports, the following table provides a 5-year perspective of full-time employee counts by funding source and general job category.

Administrator/Manager	General Fund					Non-General Fund				
	2008	2009	2010	2011	2012	2008	2009	2010	2011	2012
African-American	11	11	12	11	11	1	1	0	0	0
Hispanic	4	5	6	6	8	3	3	2	3	2
Asian/Pac Islander combined	5	6	8	7	6	0	0	0	1	1
Amer Indian/Alaskan Native	3	2	0	1	1	0	0	0	0	0
Two or more races (2009+)	--	3	4	4	4	--	0	0	0	0
Total Employees	135	143	154	158	161	27	24	23	24	20
<b>Faculty</b> (includes Counselors & Librarians)										
African-American	7	8	9	10	12	0	0	0	0	0
Hispanic	19	19	23	25	28	0	0	0	0	0
Asian/Pac Islander combined	24	20	22	21	20	0	0	0	0	0
Amer Indian/Alaskan Native	2	3	0	2	3	0	0	0	0	0
Two or more races (2009+)	--	2	7	7	7	--	0	0	0	0
Total Employees	439	428	469	487	481	9	7	7	10	8
<b>All Other Groups*</b>										
African-American	38	39	40	42	43	12	15	14	6	10
Hispanic	40	43	46	58	54	15	14	22	14	17
Asian/Pac Islander combined	62	60	62	64	66	10	11	13	6	10
Amer Indian/Alaskan Native	7	6	2	8	9	1	1	0	1	1
Two or more races (2009+)	--	5	8	11	13	--	1	3	3	2
Total Employees	632	658	683	732	741	131	125	145	89	114

\*Includes Secretarial/Clerical, Technical/Paraprofessional, Skilled Craft, Service Maintenance and Prof/Non-Technical categories

### Notes:

Est. PCC Service Area: White = 71%, Hispanic = 13%, Asian/Pacific Islander = 7.5%, Black = 4%, American Indian/Alaskan Native = 1%, Other/Multi-Race = 4% (based on Multnomah and Washington Counties) <http://quickfacts.census.gov/qfd/states/41/41051.html>, <http://quickfacts.census.gov/qfd/states/41/41067.html>

Employee data provided by PCC Office of Human Resources

Office of Institutional Effectiveness, Diversity2012Report.docx, March 2013