

DIVERSITY & INCLUSION

Board of Trustees Meeting

December 2013

Michele` Robinson: Special Assistant to the President for Diversity & Inclusion



Institutional Concerns

Campus Climate (Inclusive & Equitable Environment)

Educational & Professional Development

Institutional Leadership & Transformation

Institutional Practice

Recruitment

Retention

Diversity & Inclusion Initiatives

1st

Six
Months
of
2014

- Developing *support for our affinity employee groups*
- Developing a *Diversity Score Card*
- Serving as the College ombudsman for *Bias incident reporting*
- Providing leadership for the development of a “*Diverse Teaching Fellow*” role on our campus
- Collaborating with HR on implementation of **360 evaluations** and *Exit interviews*
- Collaborating with Accountability team to *shepherd the proposed IEMs*
- Developing *college-wide communications* plan that *promotes diversity and inclusion*

Overall Employee Separation Rate



From 2002-2012 the employee separation rate for Diverse Employees was 10.95% on average as compared to 8.12 % for non diverse employees

Diversity IEM Target

Current Measurement Process

- Fall headcount of ethnically & racially diverse Harper employees divided by total number of employees as a ratio compared to the diverse population of the district over the total population of the district.
- Ratio-over-ratio Measurement

Proposed Measurement Process

- % of diverse new hires will be equal to or greater than the % of diverse district residents
- % of voluntary resignations of underrepresented employees will not be greater than the % of overall employees that separate from the College

“A Way Forward” – Next Steps

- *D&I Office to work with Accountability Team to share the proposed goals with key stakeholders*
- *Census snapshot data from 2013 will be used to determine the % of diverse district residents*
- *Data will be disaggregated by employee group with special emphasis on **Faculty & Administration** numbers*
- *Report to the Board of Trustees will indicate Harper’s progress in the area of Diversity as measured against itself year over year*

“Meaningful & Transformative” Change

It is important to remember that there is no national benchmark for this target and therefore the college will be seeking continuous improvement in this area year over year. The intent here is to realize a workforce that more closely resembles our district’s ethnic make-up. Until our workforce more closely mirrors our community, we must continue to focus inward on this target vs. outward. This will require that every member of our Leadership Team and the entire campus community become invested and committed to the work of Diversity & Inclusion.



Questions