DIVERSITY SCORECARD

Committee of the Whole

April 13, 2016

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HOW WE ARRIVED HERE

- Diversity & Inclusion Task Force evaluated D&I at Harper College
 - FY '13
 - Recommendations included creation of a Diversity Scorecard "to ensure that efforts around diversity and inclusion are sustained and to create a greater sense of accountability/assurance that diversity initiatives will reach fruition."
- Office of Diversity & Inclusion worked with ERG leadership to develop metrics for scorecard
 - Jan 2015 Sept 2015
- Office of Diversity & Inclusion worked with Office of Institutional Research to develop Operational Definitions and Scorecard DRAFT Mock up
 - May 2015 Dec 2015

PROPOSED METRICS FOR DIVERSITY SCORECARD

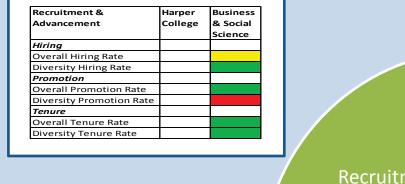
- New Hires
- Separations
- Promotions
- Tenure
- ■S0Is
- Student Satisfaction Data
- Center EvaluationData

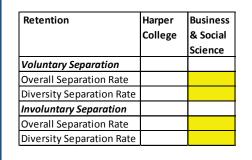
- Search CommitteeComposition
- Shared GovernanceCommitteeComposition
- Participation in D&I training/education program

SCORECARD REPORTING

- Comparison at Division level to overall college progress
- FY '16: static reporting, but more dynamic reporting to come as data becomes more readily available
- Data to be reported/tracked based on race/ethnicity, gender and job classification (where appropriate)

Diversity Scorecard





Recruitment & Advancement

Retention

Service & Professional Development Student
Opinion &
Satisfaction

		Business	
Development	College	& Social	
		Science	
Composition of Search Committees			
Shared Governance Composition			
Diversity & Inclusion Training			

Student Opinion and Satisfaction	Harper College	Business & Social Science
CCSSE		
This college values ethnic and social diversity		
When did you feel a sense of personal "belonging"?		
SOI		
Center Surveys		
The front office staff treated me with respect		
I would feel comfortable returning to this Center for additioanl services		

Diversity Scorecard - Recruitment

Recruitment & Advancement	Harper College	Business & Social Science
Hiring		
Overall Hiring Rate		
Diversity Hiring Rate		
Promotion		
Overall Promotion Rate		
Diversity Promotion Rate		
Tenure		
Overall Tenure Rate		
Diversity Tenure Rate		

NEXT STEPS

- Collect data for Scorecard reporting (Spring 2016)
- Share first evolution of scorecard across 24 divisions and departments (June 30, 2016)

QUESTIONS

