

DIVERSITY SCORECARD

**Committee
of the
Whole**

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**Michèle Smith
Ta-Tanisha Young**

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
- SOIs
- Student Satisfaction Data
- Center Evaluation Data
- Search Committee Composition
- Shared Governance Committee Composition
- Participation in D&I training/education program

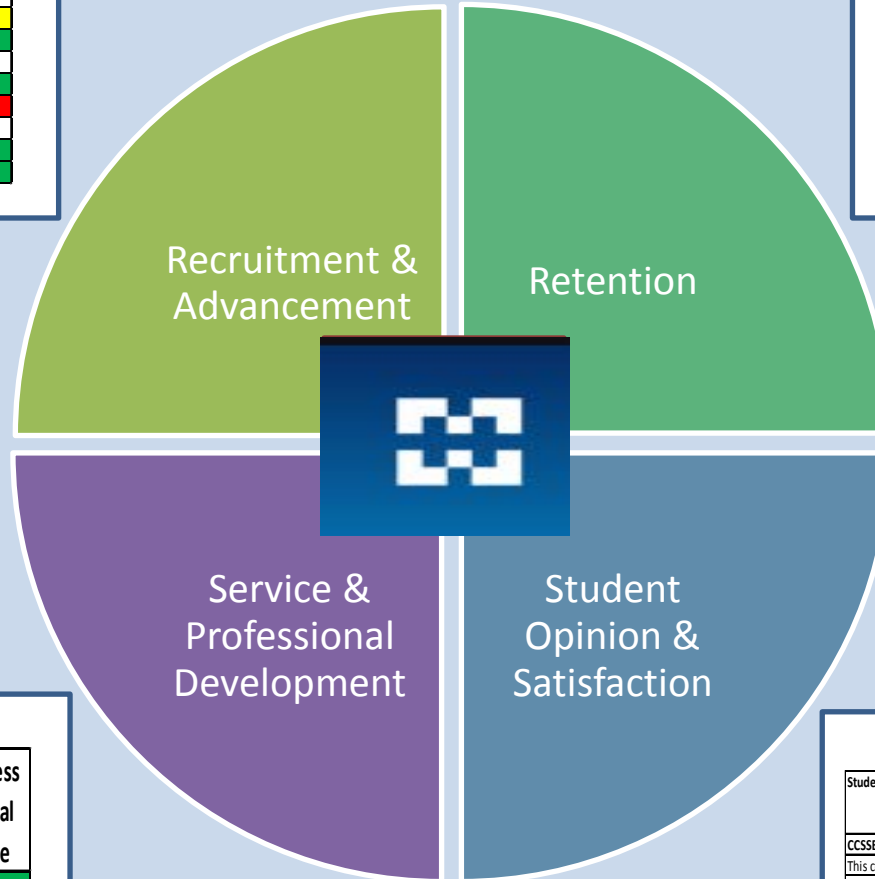
SCORECARD REPORTING

- **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	Harper College	Business & Social Science
Hiring		
Overall Hiring Rate		Yellow
Diversity Hiring Rate		Green
Promotion		
Overall Promotion Rate		Green
Diversity Promotion Rate		Red
Tenure		
Overall Tenure Rate		Green
Diversity Tenure Rate		Green

Retention	Harper College	Business & Social Science
Voluntary Separation		
Overall Separation Rate		Yellow
Diversity Separation Rate		Yellow
Involuntary Separation		
Overall Separation Rate		Yellow
Diversity Separation Rate		Yellow



Service and Professional Development	Harper College	Business & Social Science
Composition of Search Committees		Green
Shared Governance Composition		Green
Diversity & Inclusion Training		Green

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

Diversity Scorecard - Recruitment

Recruitment & Advancement	Harper College	Business & Social Science
<i>Hiring</i>		
Overall Hiring Rate		Yellow
Diversity Hiring Rate		Green
<i>Promotion</i>		
Overall Promotion Rate		Green
Diversity Promotion Rate		Red
<i>Tenure</i>		
Overall Tenure Rate		Green
Diversity Tenure Rate		Green

NEXT STEPS

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

QUESTIONS