

**ADMINISTRATIVE DEPARTMENT REVIEW
DIVERSITY AND INCLUSION
REPORT OVERVIEW 2019**

Section 6a: Measurement Tool and Timeline

Outcome 1: Annually, statistics gathered from IE and HR about COCC’s students and employees will be used to assess the current demographics of College faculty, staff, and students. The data is found in the COCC enrollment reports and through IE data gathering resources.

Outcome 2: Training evaluations after each workshop will be used to measure the effectiveness of the workshop and the level of cultural competence that has been gained by the participants who attend the workshops. The evaluations will be distributed at the end of each training.

Outcome 3: The Campus Climate Survey for students is administered every three years. A Campus Climate Survey for employees will be developed in 2019-2020 and administered every three years after that. The 2020 Campus Climate Survey will be administered in the winter. Data will be reviewed by the Diversity Committee and then presented to the Faculty Senate, Student Services, the President’s Advisory Team, and the Student Affairs Committee. As for the employee survey, in lieu of a creating two separate surveys the Institutional Efficiency Goal Workgroup will be administering and distributing results of the Great Colleges to Work for survey in the spring.

Section 7: Data

Outcome 1:

	% COCC Employees 2017-18	% COCC Employees 2018-2019	* % COCC Employees 2019-2020	% Credit Students 2017-2018	% Credit Students 2018-2019
Latinx	3.5%	2.3%	3.1%	11.6%	12.4%
American Indian or Alaska Native	0.7%	1.2%	0.8%	4.1%	4.0%
Asian	2.3%	2.3%	1.9%	2.9%	3.3%
Black or African American	0.2%	0.7%	0.8%	1.6%	1.5%
Native Hawaiian/ Other Pacific Islander	0.2%	0.5%	0.4%	1.1%	1.2%

Two or More Races	1.0%	1.0%	1.0%	--	--
Total Employees/ Students of Color:	6.9%	8%	8%	19.6%	21.3%
White	88%	92%	92%	70.6%	68.93%

2018 US Census				
	Deschutes County	Jefferson County	Crook County	Average
White	94.2%	74.1%	94.8%	87.7%
Black or African American	0.6%	1.0%	0.4%	0.7%
American Indian and Alaska Native	1.1%	18.8%	1.7%	7.2%
Asian	1.3%	0.8%	0.7%	0.9%
Native Hawaiian and Pacific Islander	0.2%	0.3%	0.1%	0.2%
Hispanic	8.1%	20.2%	7.8%	12%
Multiple Races	2.7%	3.4%	2.2%	8.3%

Outcome 2: Due to transitions in the Office of Diversity and Inclusion, we were unable to gather evaluation data for the 2018-2019 school year. We have gathered evaluations from our first Safe Zone Training for the 2019-2020 academic year and will continue to do so throughout the year.

Outcome 3: The Campus Climate Survey will be administered during winter term 2020. We plan to use the data collected to identify what the overall impression is for students at the college in regards to equity and inclusion, where we are lacking, and what steps we need to take for improvement.

Section 8: Summary and Analysis

Outcome 1: What this data tells us is that while the demographics of the students continues to change, employee demographics do not mirror the student population, specifically for Latinx and Native American students. For Native Hawaiian and Pacific Islander, Asian, and Black or African American populations, our employee data is almost equal to the number of students.

With the several transitions in the Office of Diversity and Inclusion as well as in the Human Resources department, there has been a lag in focusing on these representation issues. With the new leadership in place, we will be able to focus on equitable hiring practices that help to mirror our student and population demographics.

Outcome 2: In general, feedback from the Safe Zone Training was very positive. Participants appreciated the many resources provided including the manual and access to local organizations. The overall theme when asked how to improve the training was to continue offering more trainings and opportunities. It is important to note that the training filled within one hour of posting.

The College maintains a robust offering of regular and ad hoc employee trainings in support of this outcome. These include a Culturally Respectful Hiring Practices, Safe Zone Training for both staff and students, and the Allies for Equity training series. All trainings will be offered several times throughout the school year. Once the ODI team and other volunteer trainers are trained to facilitate, we will be able to continuously offer multiple opportunities. Our biggest area of need is identifying appropriate times to offer the trainings and making sure we have enough facilitators.

Outcome 3: The Diversity Committee is working to evaluate and edit the current Campus Climate Survey. One team member has been identified as our point person for Qualtrics, COCC's survey tool, and will begin inputting the questions into survey format once training is completed. We are working with IE to help us develop the survey, distribute it, and determine the data we want to collect. We anticipate implementing the survey in late January 2020. We expect to have the data analyzed for Spring 2020 and plan to share our findings with relevant groups from the college.