

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

Section 6a: Measurement Tool and Timeline

1. We used statistics gathered from IE and HR about COCC’s students and employees to assess the current demographics of College faculty, staff, and students.
2. Training evaluations after each workshop measured the effectiveness of the workshop and the level of cultural competence gained by the participants who attend the workshops.
3. All credit-seeking students in January 2020 received the College Climate Survey.

Section 7: Data

Outcome 1:

	% COCC Employees 2018-19	# Credit Students 2018-19	Central Oregon Comparison 2017-18
Latinx	2.3%	12.4%	11.6%
American Indian or AK Native	1.2%	4.0%	7.1%
Asian	2.3%	3.3%	.9%
Black or African American	0.7%	1.5%	.7%
Native Hawaiian/ Other Pacific Islander	0.5%	1.2%	.2%
Two or More Races	1.0%	--	2.7%
Total:	8%	21.3%	23.2%
White	92%	68.9%	76.8%
Race/Ethnicity Unknown	Not available	10.8%	Not available

Outcome 2:

This year we conducted five Safe Zone Trainings, one Culturally Respectful Hiring Practices training, and are currently conducting the Allies for Equity Series. All training participants received evaluation forms.

Outcome 3:

Most students reported feeling safe and comfortable at COCC in terms of the campus climate and with staff and faculty. With this, 93% gave positive feedback about the classroom climate and 83% of respondents felt comfortable or very comfortable with the overall climate at COCC.

Section 8: Summary and Analysis

Outcome 1:

This data tells us that the demographics of our student population does not match the demographics of our staff and faculty. This year, with the reimplementation of Culturally Respectful Hiring Practices, we were able to continue the effort to make COCC’s hiring practices more equitable. With continued work, we will be able to see greater differences in these numbers. There were also plans to create an HR specific training but due to change in leadership and covid-19, we have had to delay this process. This data also shows the need for greater support for underrepresented students. The hiring of an Afro-Centric Student Program Coordinator will help to bridge that gap. The office of Diversity and Inclusion also plans to research effective methods of support for our LGBTQ+ students as well as support for Asian students.

Outcome 2:

Of the completed trainings, we received positive feedback from all participants. The common theme from most respondents was the desire to continue learning and gaining resources. COCC community members have actively reached out to ask for more trainings and opportunities. Students are also asking for access to these trainings. As a department, we are committed to make trainings more available throughout the year. We will also continue with community conversation forums remotely and in person once we are able to do so. The evaluations affirm the need to continue this work and continue to add to our training resources.

Outcome 3:

The Diversity Committee worked with IE to develop and distribute the College Climate Survey in January 2020 with 304 students (5.8%) responding.

Comfort Levels		
Difference based on:	With Faculty/Staff	With Peers
Ethnicity	90%	89%
Sexual Orientation	88%	86%
Religion/Spiritual Views	81%	81%

While the overall results of the survey were positive, the Diversity Committee made the following recommendations:

Student Training: While the Office of Diversity and Inclusion (ODI) offers regular trainings for staff, the next step is to develop parallel trainings for students. 69% of respondents indicated interest to these types of trainings.

Faculty Training: It is not surprising that students report most incidents taking place in the classroom given the commuter nature of community college students. As such, staff will work with Instruction to consider future trainings focused on preventing and managing classroom incidents.

Reporting Process: Given the small volume of students reporting incidents, staff will work with appropriate parties on campus to increase awareness of the reporting process, as well as modify communication to those reporting incidents to create greater awareness of process and report conclusions.

LGBTQ+ Student Support: Nearly 40% of students who provided demographic information indicated they were part of the LGBTQ+ community. The Diversity Committee and ODI staff will begin exploring best practices in supporting LGBTQ+ students beyond current College supports.