

# Goal 1: Establish a sustainable Diversity, Equity and Inclusion infrastructure.

## ***Aligns with:***

### ***Core Theme and Objective of Diversity, Inclusion and Global Education:***

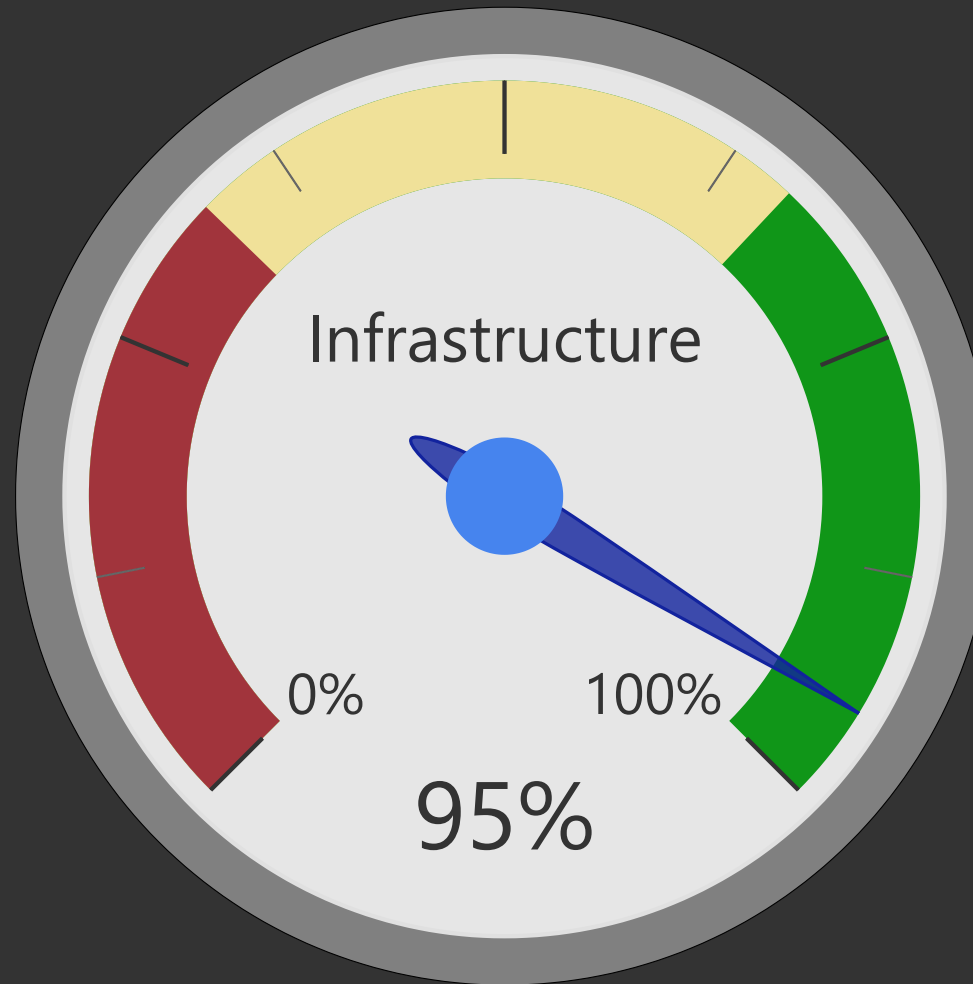
- Expand and support the diversity of the College's student population
- Expand and support the diversity of the College's workforce

### ***2014-2017 Strategic Plan:***

- 2.3. Increase college enrollment, especially first-generation college students, students over 25, Hispanic students, and other underrepresented populations .
- 5.3. Diversify the workforce of Pima Community College

### ***Draft 2017-2021 Strategic Plan:***

- Strategic direction 3: Cultivate institutional excellence through continuous improvement



## ***Actions***

☒ Hire a Diversity, Equity and Inclusion Officer.

☒ Regular Diversity, Equity and Inclusion Officer participation in meetings with College leadership groups; regular meetings with external constituents.

☒ Transform Standing Committee on Diversity into Diversity, Equity and Inclusion Advisory Council

☒ Create an Office of Diversity, Equity and Inclusion.

# Goal 2: Improve recruitment and retention of employees from underrepresented populations.

## ***Aligns with:***

### ***Core Theme and Objective of Diversity, Inclusion and Global Education:***

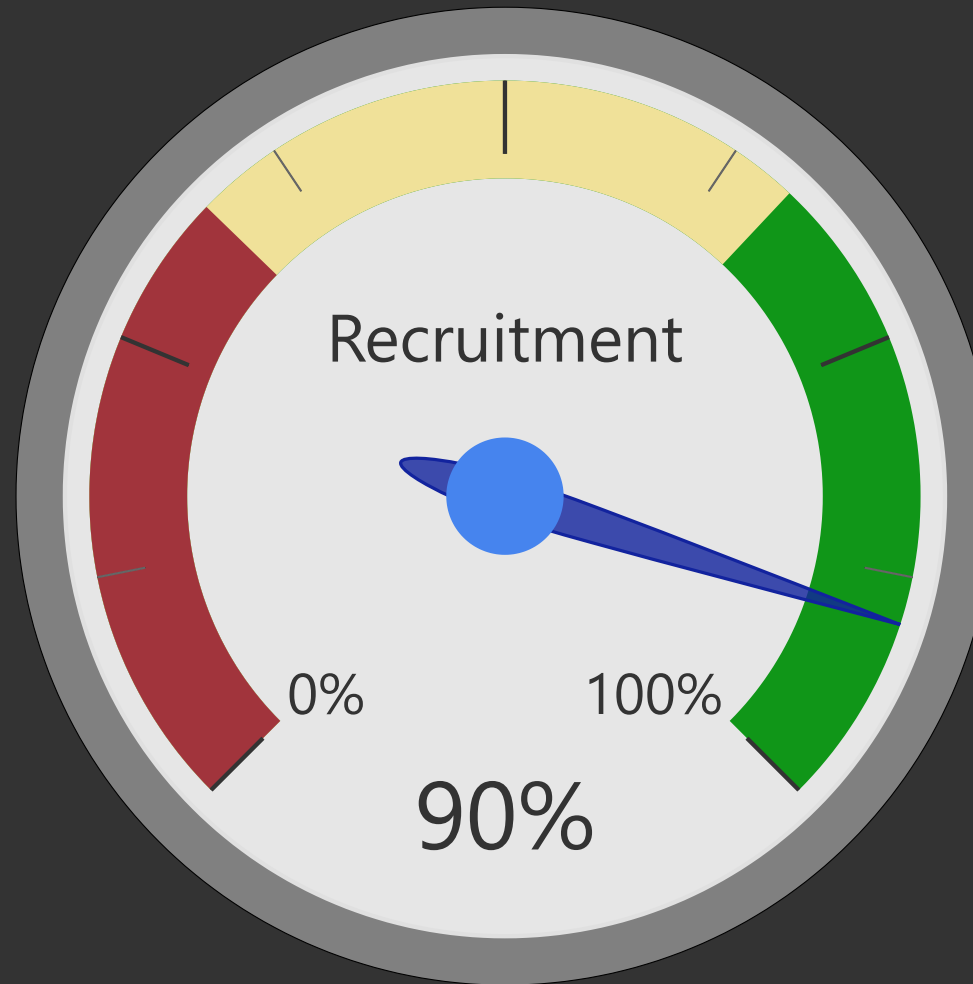
- *Expand and support the diversity of the College's workforce*

### ***2014-2017 Strategic Plan:***

- *5.3. Diversify the workforce of Pima Community College*

### ***Draft 2017-2021 Strategic Plan:***

- *Strategic direction 3: Cultivate institutional excellence through continuous improvement*



## ***Actions***



*Regular monitoring of applicant pools.*



*Regular monitoring of search committee membership.*



*Advertise open positions on websites and other outlets focusing on underrepresented populations.*



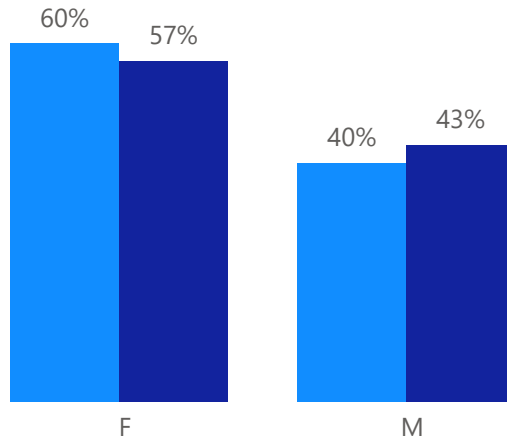
*Monitoring the hiring process for employee demographics for possible barriers to diversity.*

***See page 2***

## Quantitative metrics of GOAL 2: Improve recruitment and retention of employees from underrepresented populations.

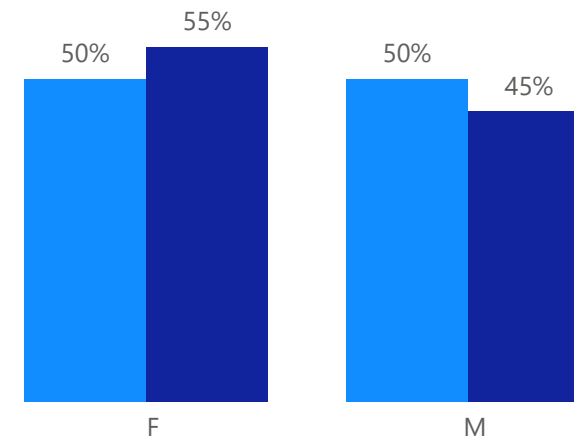
Full-time Faculty Gender

● 2016-2017 ● 2020-2021



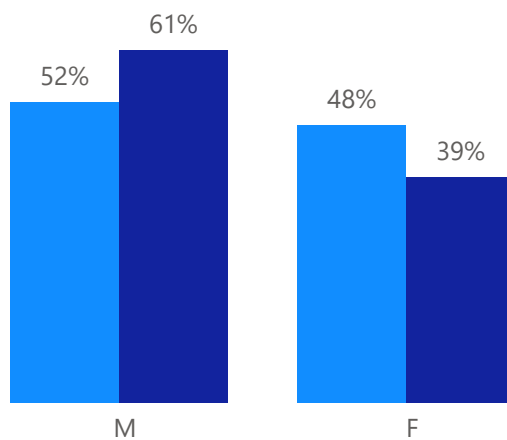
Part-time Faculty Gender

● 2016-2017 ● 2020-2021



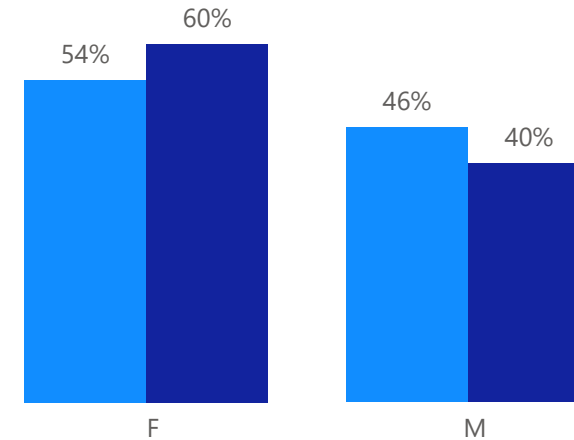
Administrators Gender

● 2016-2017 ● 2020-2021



Other FT Staff Gender

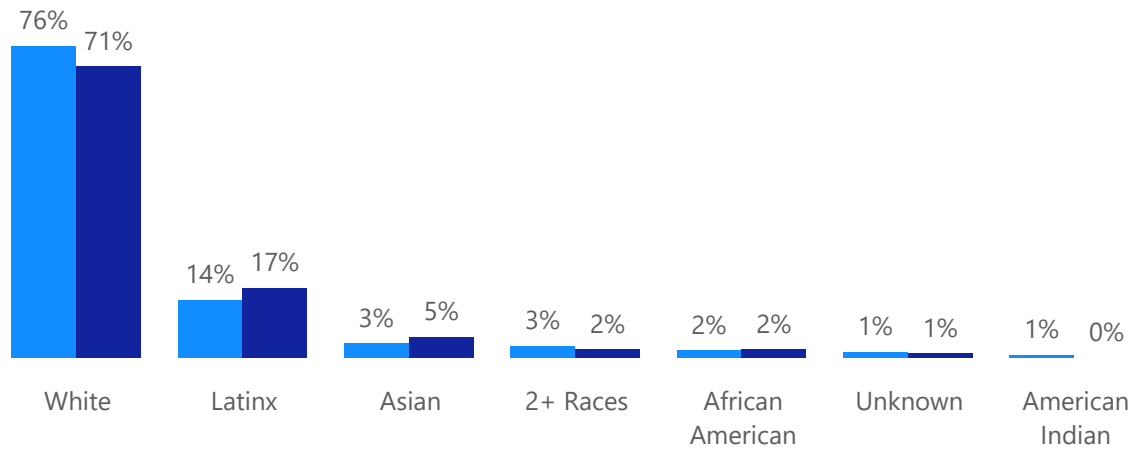
● 2016-2017 ● 2020-2021



## Quantitative metrics of GOAL 2: Improve recruitment and retention of employees from underrepresented populations.

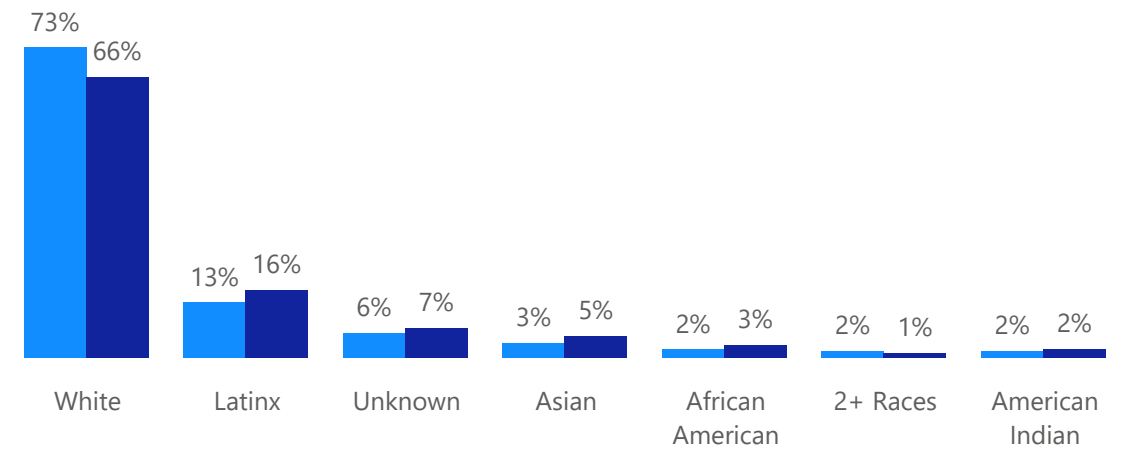
FT Faculty Race/Ethnicity

● 2016-2017 ● 2020-2021



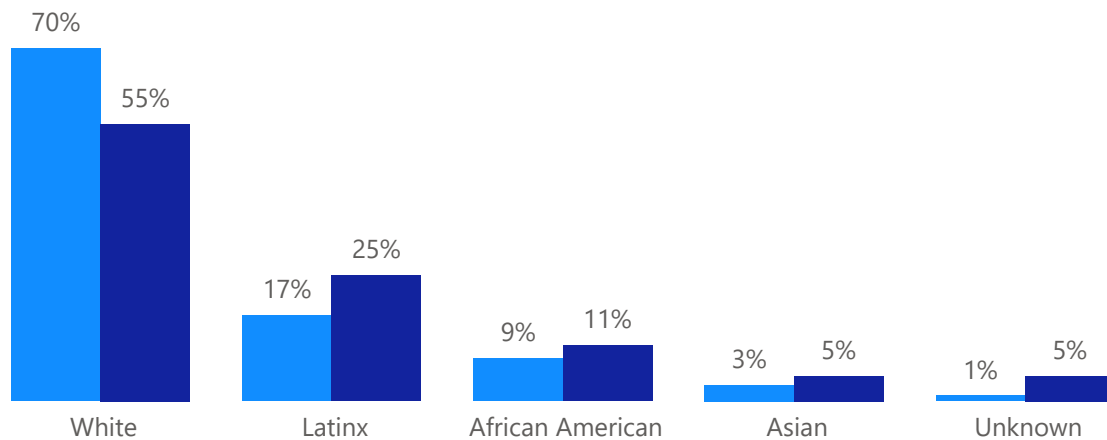
PT Faculty Race/Ethnicity

● 2016-2017 ● 2020-2021



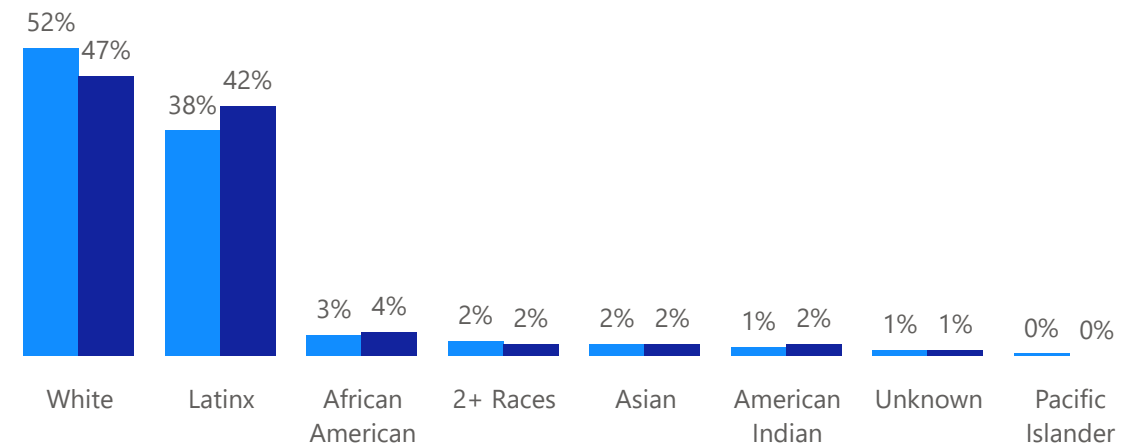
Administrators Race/Ethnicity

● 2016-2017 ● 2020-2021



Other FT Staff Race/Ethnicity

● 2016-2017 ● 2020-2021

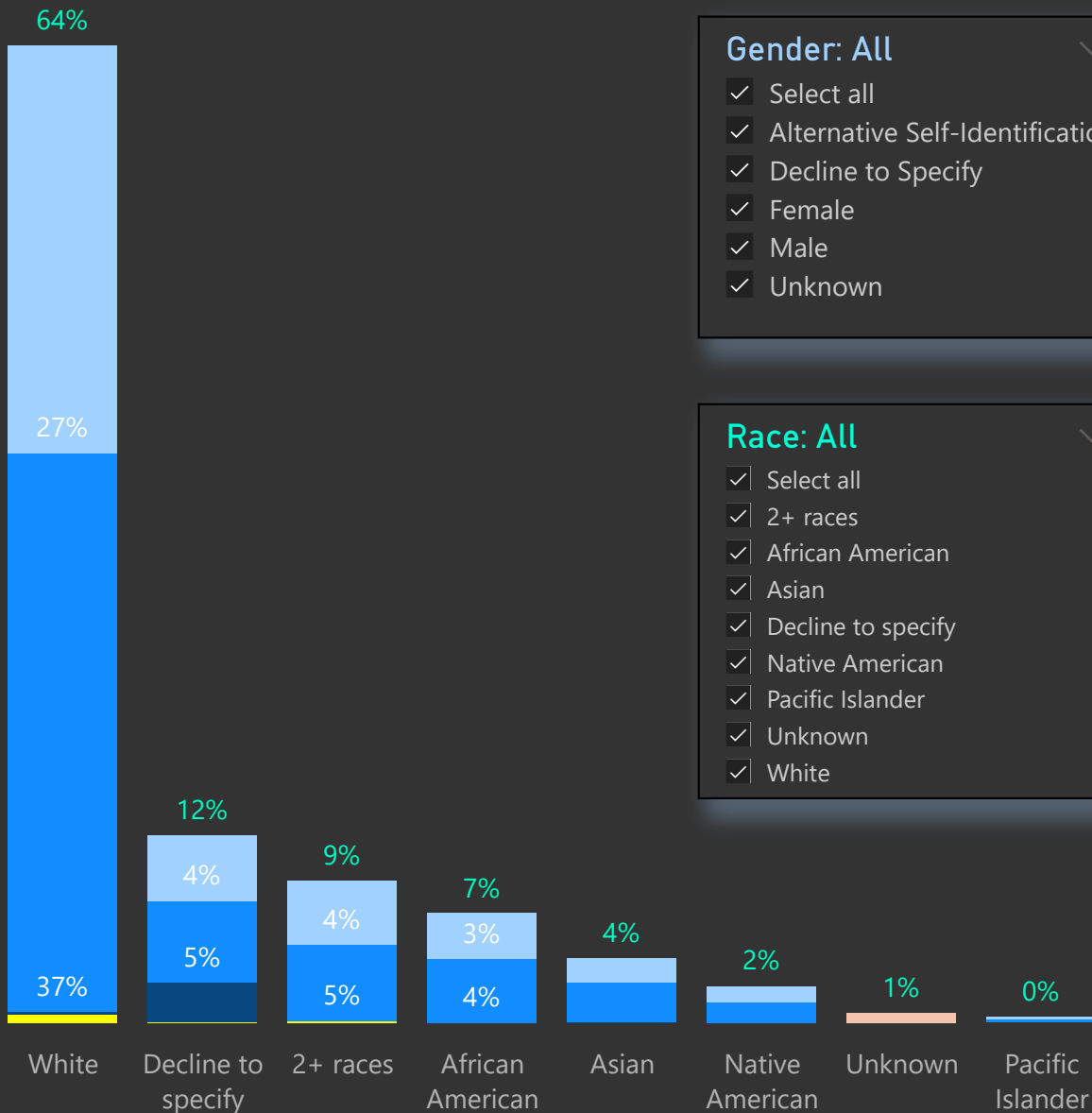
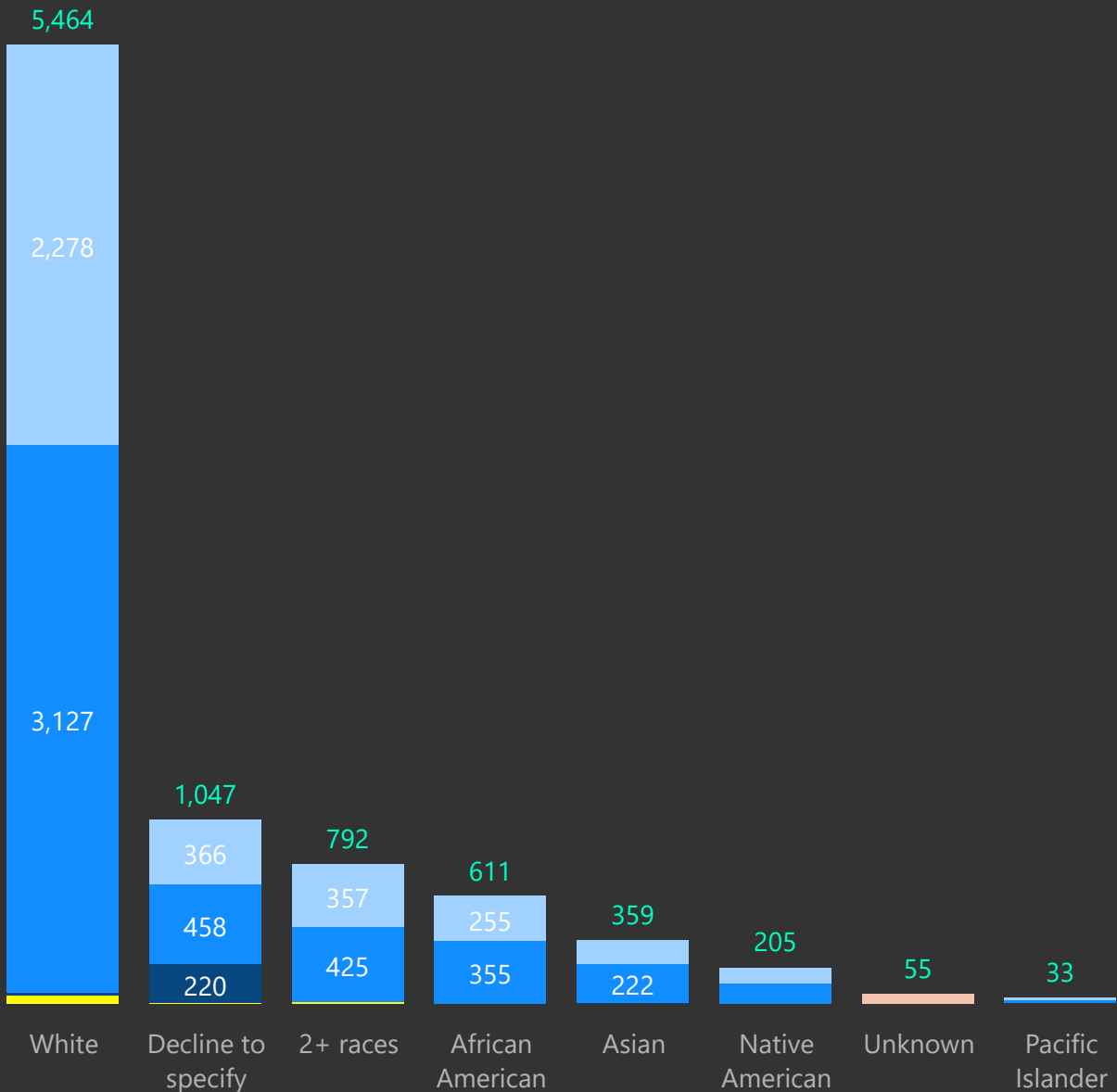


# January to September 2020 job applicant pool

*Note: every race category can include both Hispanic and non-Hispanic ethnicity*

**Gender** ● Alternative Self-Identification ● Decline to Specify ● Female ● Male ● Unknown

**Gender** ● Alternative Self-Identification ● Decline to Specify ● Female ● Male ● Unknown



- Gender: All**
- ☒ Select all
  - ☒ Alternative Self-Identification
  - ☒ Decline to Specify
  - ☒ Female
  - ☒ Male
  - ☒ Unknown

- Race: All**
- ☒ Select all
  - ☒ 2+ races
  - ☒ African American
  - ☒ Asian
  - ☒ Decline to specify
  - ☒ Native American
  - ☒ Pacific Islander
  - ☒ Unknown
  - ☒ White

# Goal 3: Build Diversity and Inclusion competences for employees.

## Aligns with:

### Core Theme and Objective of Diversity, Inclusion and Global Education:

- Expand and support the diversity of the College's workforce

### 2014-2017 Strategic Plan:

- 5.3. Diversify the workforce of Pima Community College

### Draft 2017-2021 Strategic Plan:

- Strategic direction 3: Cultivate institutional excellence through continuous improvement



## Actions



- Provide mandatory training to employees deemed necessary on Diversity, Equity and Inclusion topics:
- Compliance training
  - Supervisory training
  - Microaggressions, implicit bias, stereotyping.

Include achievement of diversity goals in performance evaluations.



- Augment mandatory training with additional opportunities.
- Social justice training
  - Retreats
  - Mentoring and faculty exchanges
  - LGBT Cultural Responsiveness
  - Immigrant and Refugee Student Resource Center

# Employees Training on Diversity, Equity, and Inclusion (DEI), 2020.

*DEI module added in  
Supervision 101 training  
**297** employees trained*

*LGBTQ+ Cultural  
Responsiveness Training  
**48** employees completed*

*Teaching Learning Center -  
Diversity and Inclusion in  
Teaching and Learning  
**27** employees completed*

*New Employee Orientation,  
PCC Culture and Inclusion  
module  
**122** new employees completed*

## *College-Directed Training.*

*Diversity Awareness  
**2,488** employees completed*

*Unconscious Bias  
**2,536** employees completed*

*Coping with Aggressive Behavior  
**2,546** employees completed*

*Harassment Prevention & Pathways to Civility  
**2,673** employees completed*

*Sexual Harassment  
**2,670** employees completed*

# Goal 4: Establish and/or strengthen partnerships with community organizations that provide services to underrepresented populations in Pima County.

## Aligns with:

### Core Theme and Objective of Diversity, Inclusion and Global Education:

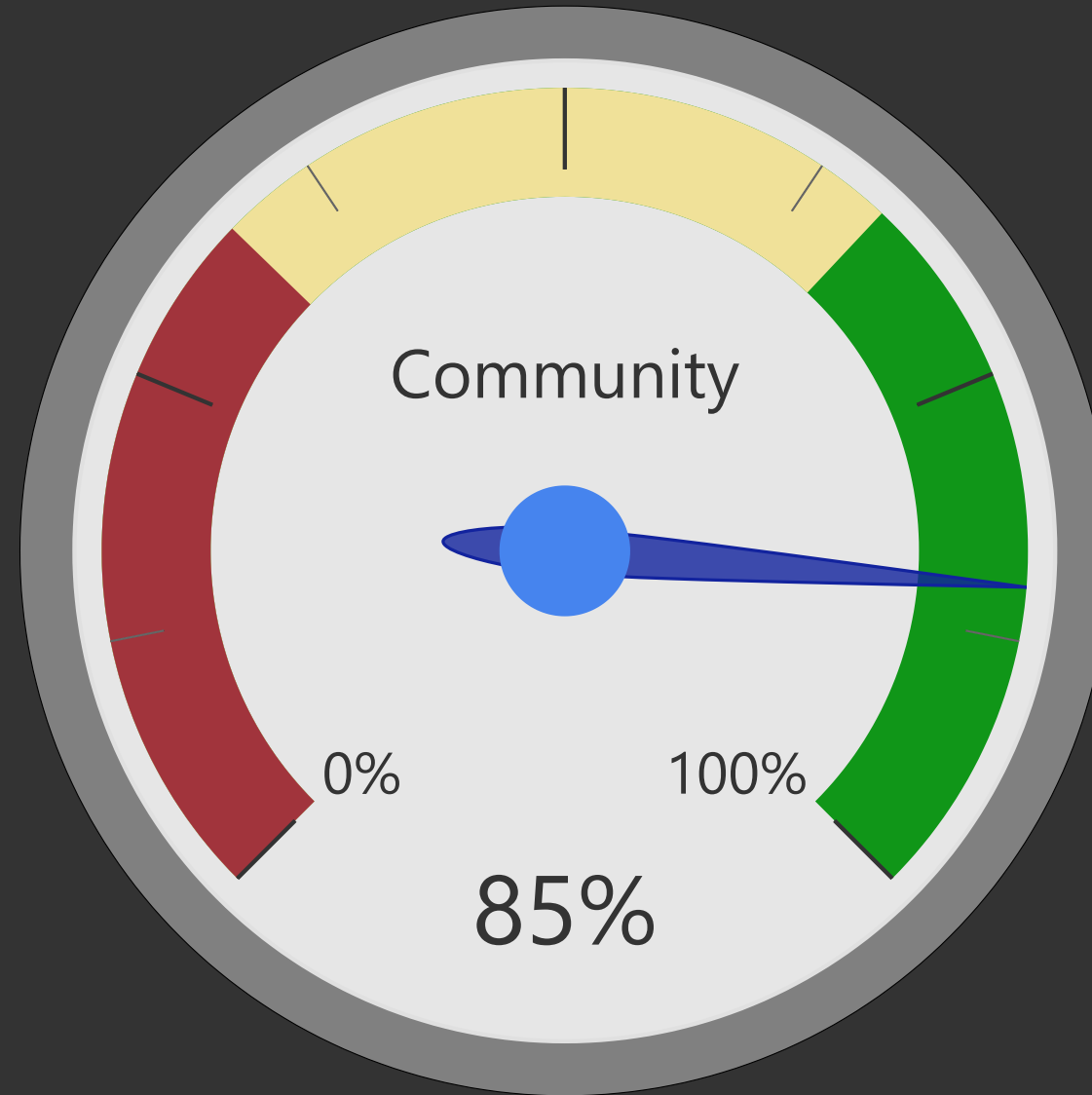
- Expand and support the diversity of the College's student population
- Close the achievement gap

### 2014-2017 Strategic Plan

- 2.3. Increase college enrollment, especially among first generation college students, students over 25, Hispanic students, and underrepresented populations
- 3.3. Expand community partnerships to more fully engage all demographic segments associated with traditionally marginalized populations
- 3.5. Development community-based partnerships to encourage enrollment in college

### Draft 2017-2021 Strategic Plan:

- Strategic direction 1: Improve student success
- Strategic direction 2: Enrich the community through engagement



## Actions

- ☒ Promote new and existing grant programs and enrichment initiatives that support the academic success of underrepresented student populations.
- ☒ Collaborate with community agencies to organize application and program information sessions in the community.
- ☒ Collaborate with community groups to identify and address barriers to enrollment, retention, and completion.



## Aligns with:

### Core Theme and Objective of Diversity, Inclusion and Global Education:

- Expand and support the diversity of the College's student population
- Close the achievement gap

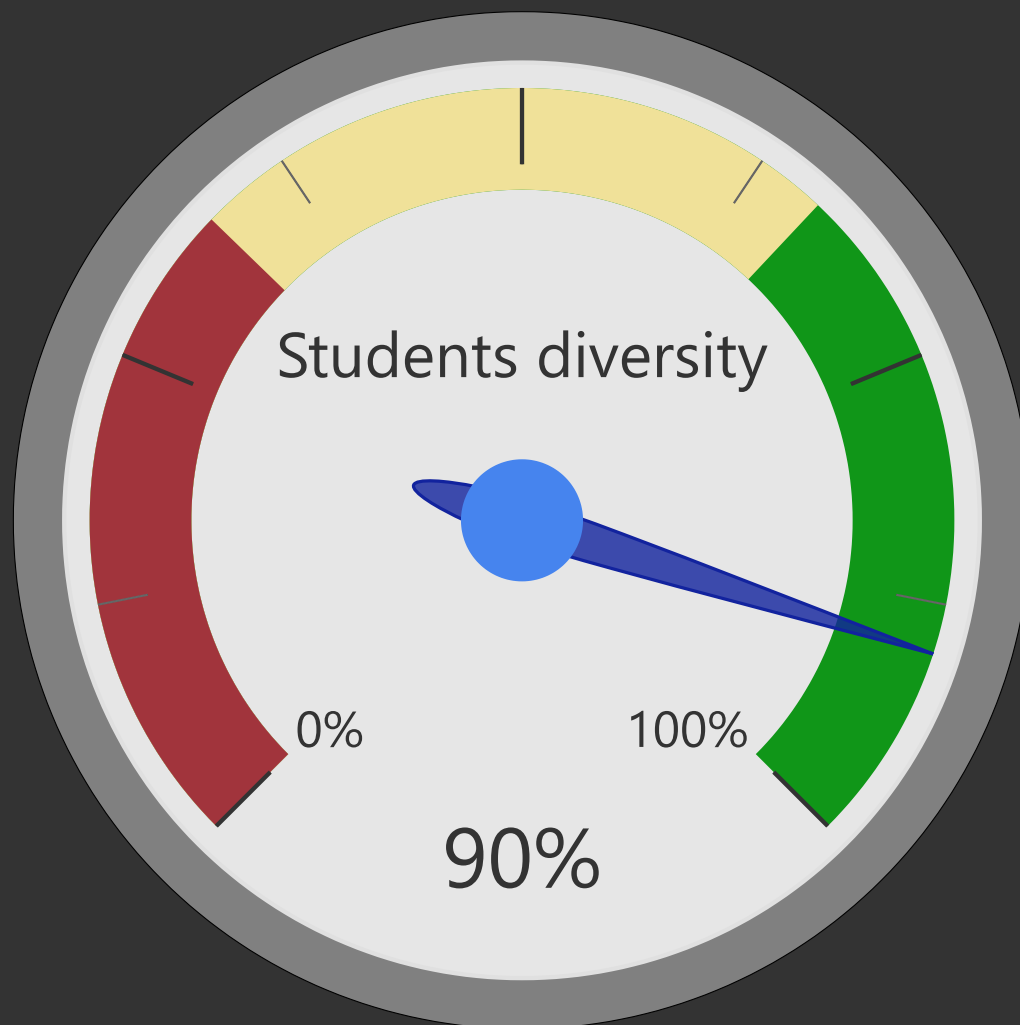
### 2014-2017 Strategic Plan

- 2.3. Increase college enrollment, especially among first generation college students, students over 25, Hispanic students, and underrepresented populations

### Draft 2017-2021 Strategic Plan:

- Strategic direction 1: Improve student success
- Strategic direction 3: Cultivate institutional excellence through continuous improvement

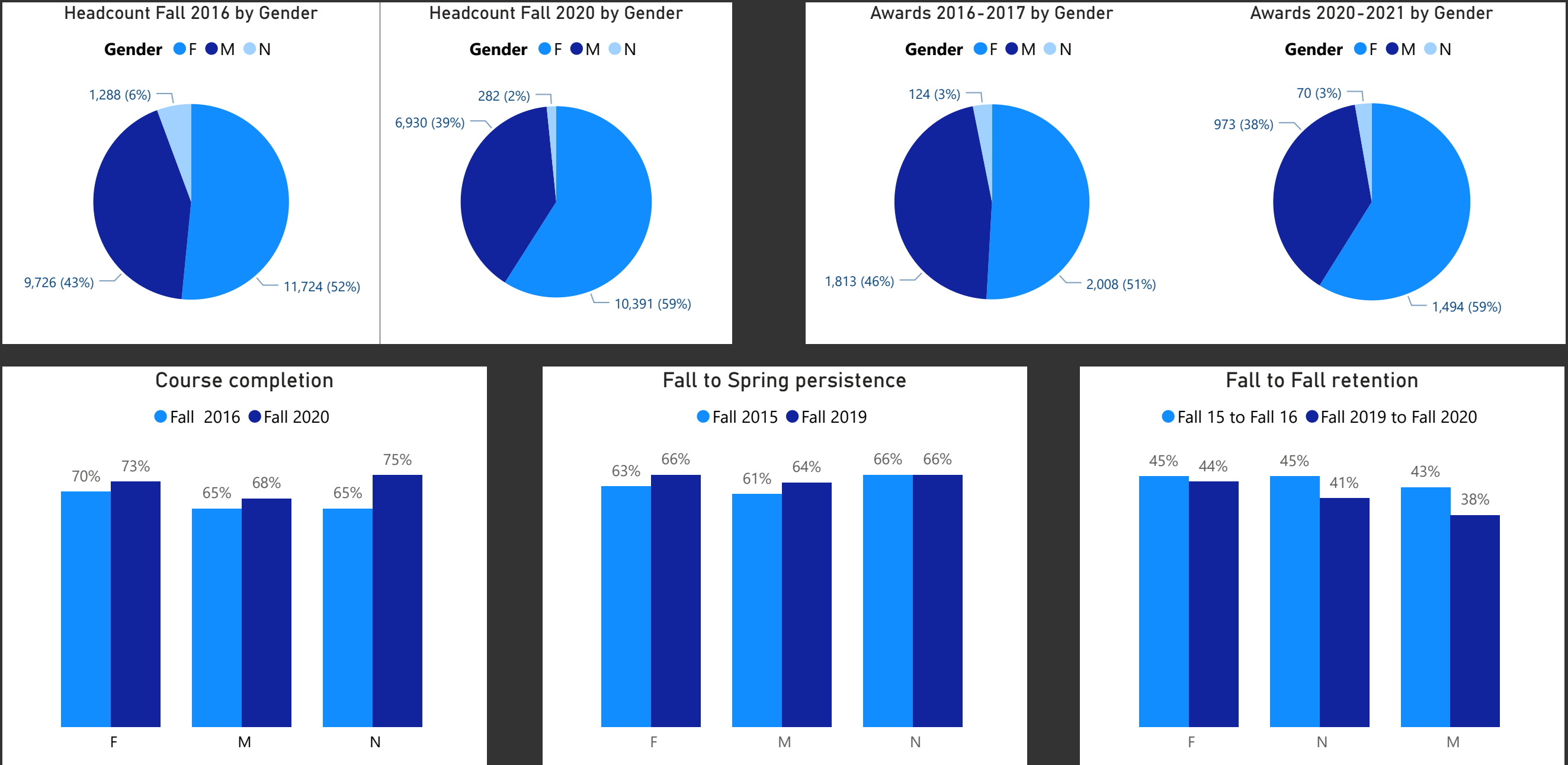
# Goal 5: Increase and enhance students' Diversity and Inclusion



## Actions

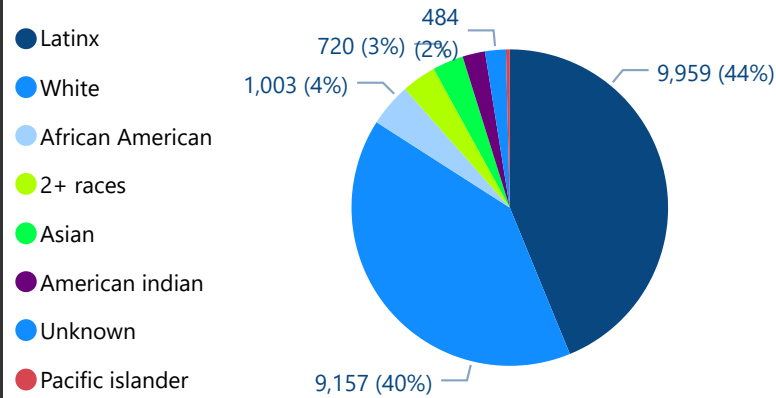
- ☒ Increase co-curricular opportunities that focus on Diversity and Inclusion topics
    - Student Life
    - Participatory action research
  - ☒ Inform students about Diversity and Inclusion resources that exist outside the College
  - ☒ Increase number of recruitment, retention , and completion initiatives focusing on under-represented student populations.
  - ☒ Increase number of first-year recruitment, retention, and completion initiatives focusing on underrepresented student populations.
  - ☒ Review and assess diversity competences in ethnic, gender, and trans-border studies curricula.
- Include DEI topics into unit planning process.*
- Include DEI topics into program review process.*
- Engage faculty, staff, administrators, and students to determine the best ways to facilitate students' inter-racial and inter-ethnic conversations.*
- Engage faculty, staff, administrators, and students to determine the best way to facilitate students' cross-cultural conversations.*

# Goals 4 and 5 quantitative metrics, by gender.

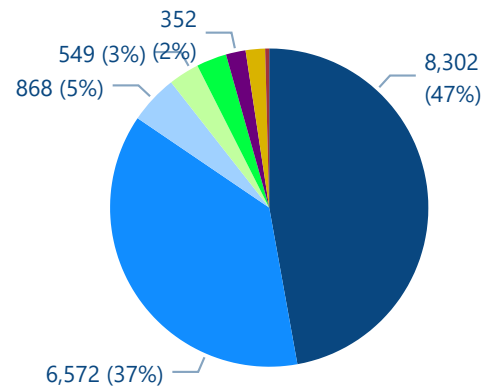


# Goals 4 and 5 quantitative metrics, by race and ethnicity.

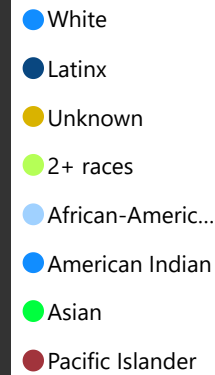
## Headcount Fall 2016



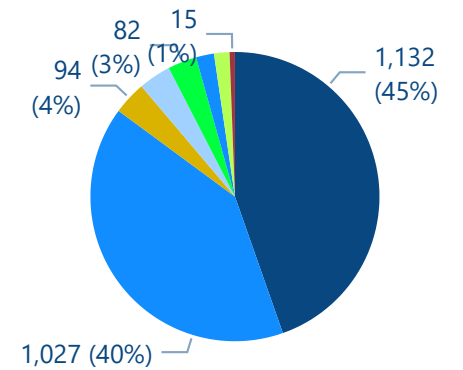
## Headcount Fall 2020



## Awards 2016-2017

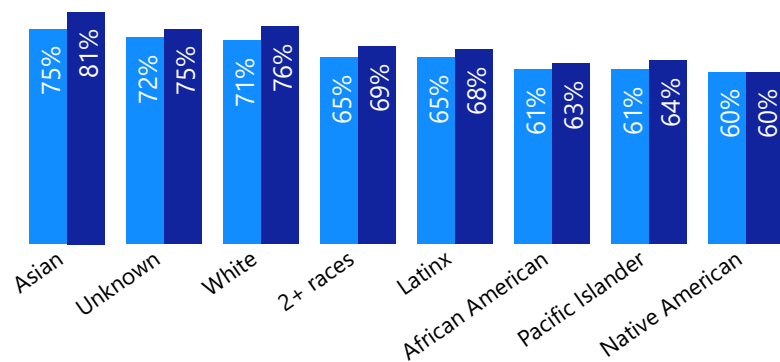


## Awards 2020-2021



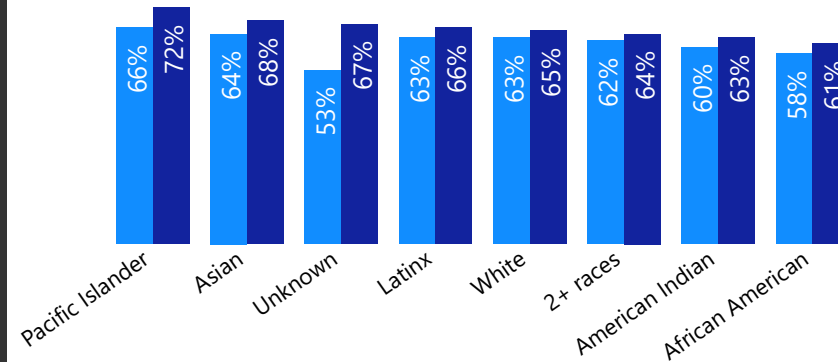
## Course completion

● Fall 2016 ● Fall 2020



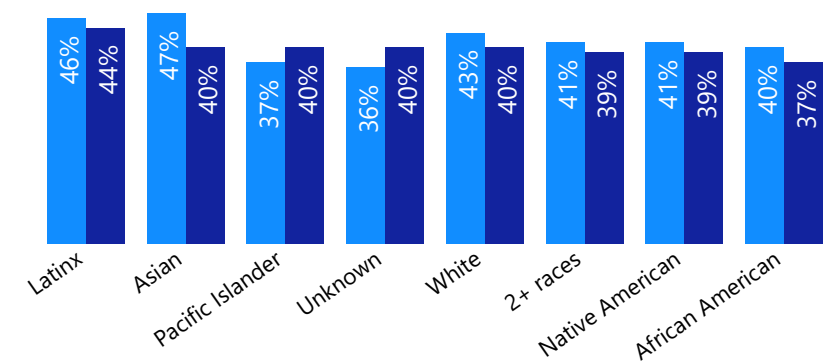
## Fall to Spring persistence

● Fall 2015 ● Fall 2019



## Fall to Fall retention

● Fall 15 to Fall 16 ● Fall 19 to Fall 20



# Goal 6: Prepare students, faculty and staff to adapt and succeed in a diverse, global, multicultural, multi-ethnic society.

## ***Aligns with:***

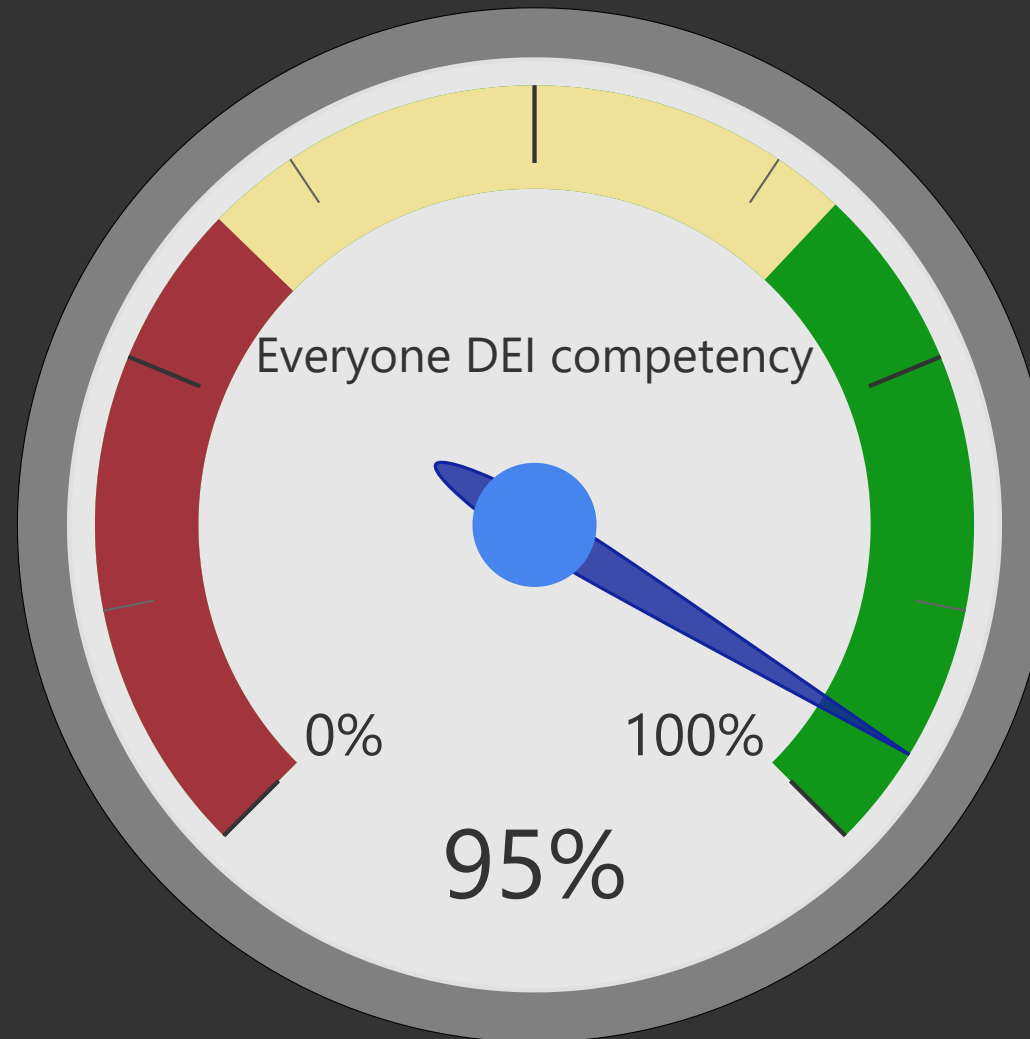
### ***Core Theme and Objective of Diversity, Inclusion and Global Education:***

- Expand and support the diversity of the College's student population
- Expand and support the diversity of the College's workforce
- Develop and increase the student population through global education

### ***Draft 2017-2021 Strategic Plan:***

- Strategic direction 1: Improve student success
- Strategic direction 2: Enrich the community through engagement

### ***PCC Strategic Plan for Internationalization***



## ***Actions***

- ☒ Increase PCC Study Abroad Program and international learning opportunities locally and abroad
- ☒ Increase International Students engagement in cross-cultural learning activities
- ☒ Increase connections between PCC and appropriate community partners