

Inclusivity & Diversity Committee

February 5, 2019

11:00 AM – 12:00 PM

Present: Jonathon Henderson, Sharon O’Hare, Tishra Beeson, Jeffrey Dippmann, Sarah Scott, Nicki Kukar, Anne Cubilie, Jennifer Dechaine-Berkas, David Peña-Alfaro, Grace Ke (on the phone); Marna Carroll, Amy Claridge

I. Employee Data – Presented by David Peña-Alfaro

Inclusivity and diversity hiring initiatives / process data presented. Data only collected beginning January 1, 2016 at implementation of Peoplesoft system. Preliminary data is a work in progress. Criteria: Hiring people from different backgrounds. Hiring process has five stages: Application; screening; phone interview; campus interview; offer.

Three of five stages are included in data presented, but still adding filters. Not finding any disturbing trends at the moment. David will work with Jonathan Henderson in IE, and expect to have more complete data in two or three weeks, which will be presented to HR.

Different circumstances related to education level and salary expectations.

Sharon O’Hare queried whether data shows success related to diversity in the hiring process and offers and whether data shows if initiatives are effective.

Looking for more diversity in hiring committees; how are search committees looking? People tend to hire people who look like them.

Sharon said that in the aggregate, is around traditionally underrepresented groups are at 30 – 32 percent. Use as benchmark.

The hunch is that salary ranges will provide interesting information, that higher salaries are more prevalent among white people.

HR will ask for a diversity coordinator in their upcoming budget. Looking to see how IDC can collaborate later.

Bear in mind, that this data is only about the hiring process, mainly focused at this moment on hiring practices and trends.

II. College Level Initiatives

COTS meeting on Thursday upcoming. Honors college ongoing. CEPS is revitalizing the committee; new charge and function. CAH rep isn’t here. OISP ongoing. COB diversity committee was established last spring, met on Dec. 3rd and will meet again on March 11th again. This group has elected a chair, discussed charge, function, and diversity report on Dec. 3rd.

III. Relevant University Policies

Looked for possible relevance related to the content; reviewed to see about any concerns. *CWUP 2-35-050 Sexual Harassment* isn’t altogether clear about whether it is FOR students, or if the section one refers everyone, all employees too. Peer to peer harassment is referred to other policy.

IV. Diversity Awards Nomination Process

Push forth the nominations? Might miss with quick turnaround. Celebrate awardees after via publicity, rather than on event collateral.

V. For the Good of the Order

City/IDC Dialogue

Members asked me about the specific focus of the conversation, but I couldn't speak to this.

Linda Schactler may want to participate. Diversity relations can be very sensitive with the city.

Sharon referred to strategic enrollment plan to be adopted by BOT next month including three goals. Goal # 2 is diversity and inclusion.

David Pena Lafaro working with Sharon at Hispanic Chamber of Commerce Cinco de Mayo celebration in d/t Yakima, engaging Hispanic influencers in the community. Will use this model to reach out to additional Hispanic communities. Will try to include Game On! In representation.