

Meeting of the  
OKLAHOMA CITY COMMUNITY COLLEGE BOARD OF REGENTS  
May 16, 2011

AGENDA ITEM 11:

Incidental Report: Update of the OCCC Strategic Diversity Plan

**Oklahoma City Community College  
Strategic Diversity Plan  
Executive Summary**

The Strategic Diversity Plan is guided by our vision statement and our statement on the diverse operating culture. “Oklahoma City Community College (OCCC) aspires to be one of the most significant community colleges in the nation. OCCC strives to achieve its mission and ENDS and fulfill its vision by operating in a culture that is committed to Diversity by embracing and appreciating the value of differences.” It is recognized by the data that OCCC has a diverse student population and a diverse faculty and staff.

The focus of the OCCC Strategic Diversity Initiative is to attract and increase the representation of minorities and females in underrepresented employee job groups. This is preferably achieved by expanding our recruitment efforts to increase the number of minorities and females in our candidate pools for faculty and staff openings.

**Current Workforce Analysis**

The current workforce analysis reflects the composition of the College’s 566 employees as of October 1, 2010. The minority workforce is underrepresented by 2.9 FTE in total based on affirmative action availability data. The overall female workforce exceeds expected availability by 24.74 FTE.

The college assessed the diversity of curriculum, programs, and activities through the ACT Student Opinion Survey in 2010. Students rated the college above the national norm in Racial Harmony. Fifty-two percent of students completing the instrument indicated that their experiences at OCCC had contributed to their knowledge, skills, and personal development in understanding people of other racial and ethnic backgrounds.

With a variety of activities implemented at the college regarding diversity, there have been changes in some of the opinions of employees. For example, the Personal Assessment of the College Environment survey was administered in both 2008 and 2010. Two questions refer to diversity. The first question is “the institution effectively promotes diversity in the workplace.” The second question is “student ethnic and cultural diversity are important at this institution.” The results for 2010 indicate that both of them were statistically significantly above the survey norm as well as above the previous survey as seen below. In

addition, the question on student ethnic and cultural diversity importance was rated the fourth highest item among all 46 items in the survey.

#### 2010 PACE Survey Results

	OCCC 2008	OCCC 2010	Norm 2010
The institution effectively promotes diversity in the workplace	3.73	*3.89*	3.70
Student ethnic and cultural diversity are important at this institution	4.02	*4.17*	3.89

\*Statistically significant of OCCC 2010 over OCCC 2008 and OCCC 2010 over the norm ( $\alpha=0.05$ )

Source: Office of Institutional Effectiveness

### Initiatives 2005 to Present

The College has implemented numerous diversity initiatives in recent years. A summary of those initiatives, 2005 to present, follows:

- 2005 Added a new position of Equal Opportunity/Affirmative Action Compliance Officer, now Director of Equal Opportunity/Affirmative Action.
- 2006 Reviewed and updated all Human Resources Policies.
- 2007 Added the following statement to the College's Equal Opportunity policy, "OCCC is also committed to a diverse and inclusive educational and working environment, respecting diversity in religious belief, political affiliation, citizenship or alien status, sexual orientation, and marital status."
- 2007 Developed and distributed the OCCC Employee Handbook.
- 2007 Developed the first voluntary Affirmative Action Plan.
- 2007-2008 Implemented mandatory harassment prevention training for all employees to ensure awareness of rights and responsibilities, as well as the College's expectations.
- 2008 Formed the Institutional Policy Committee, chaired by the Equal Opportunity/Affirmative Action Compliance Officer, to ensure the College Policies are consistent with the College's commitment to a diverse culture.
- 2008 Diversity Task Force was formed and created a plan of action that:
  - Expanded advertising efforts
  - Expanded online recruitment
  - Consulted with hiring managers to identify additional recruitment sources
  - Provided website information to highlight the benefits and advantages of living in Oklahoma City and working at OCCC
  - Increased Human Resources participation in job fairs
  - Updated job descriptions by hiring managers before announcing positions
  - Increased emphasis on having diverse search committee membership
  - Ensured the diversity of our campus is reflected in Marketing and Public Relations materials

## 2011 Plan of Action

In an effort to further enhance OCCC's Strategic Diversity Plan, the College is implementing the following plan of action:

- Expand search committee training.
  - Require all search committee members to complete an online search committee training session that emphasizes their role and responsibility related to diversity.
  - Require all supervisors to complete search committee training.
- Develop active recruitment plans for each position opening in areas of workforce underutilization.
  - Design an active recruitment strategy for each position opening. The President's Cabinet Member and Hiring Manager for the open position will collaborate with Human Resources on the strategy.
  - Continue to hire and promote the most qualified candidates regardless of race, ethnicity or gender. When two candidates are equally qualified, the College's diversity goals will be considered.
  - Identify and develop specific recruiting strategies for the area experiencing underutilization. Such activities will include specialized recruiting with Technology Centers and/or appropriate Training Programs, Associations and Organizations aligned with that profession or discipline.
  - Identify and develop networks of individuals and organizations that can assist in the recruitment of qualified candidates for positions in areas of underutilization.
  - Expand the College's Human Resources webpage to further highlight the benefits and advantages of living in Oklahoma City and working at Oklahoma City Community College.
- Implement a requirement for supervisory training that will address effective diversity awareness and management skills for a diverse workforce.