

Context for Executive Summary: Employees

What is the demographic make-up of employees: managers, faculty (tenure and adjunct), classified (permanent and temporary), and student employees?

Why does this matter in the context of the Student Success Council's work?

Institutional Equity Plan

Nurture the essential conditions to hire and retain people of color

- Hiring and retaining people of color is reflective of the policies and processes of an institution, as well as its cultural climate.
- Diversity alone does not create conditions where people of color have positive experiences or will remain.
- Need equitable guidelines and procedures that focus on the hiring, inclusion, retention, and success of employees.

DI Report Recommendations with Focus on Employees

African American DI Report

- Provide early outreach and financial aid information to prospective and continuing student
- Provide intrusive, systemic support; create opportunities to increase connections between faculty, staff

Latinx DI Report

- Increase and Support Latinx Employees

Native American DI Report

- ARC should systematically and in broad strokes employ a sovereignty frame that may inform and enrich instruction, operations, construction, planning, and hiring.

Asian American and Pacific Islander DI Report

- Form an API-focused group to support the recruitment and retention of employees

Retaining and Supporting Employees of Color Resource Panel

Eight recommendations for action

- Support affinity groups
- Mentorship and leadership development
- Recognize employees doing equity work
- Improve onboarding
- Have one or more cluster hires for employees with experience supporting Black and African American communities

Comparison of Employees of Color and White Employees on the 2019 ARC Campus Climate Survey

This reanalysis revealed a large number of differences between these two groups.

From employees of color reporting being less satisfied with their jobs than White employees to more likely to experiencing mistreatment due to their racial and cultural identities, among other differences.

Results indicated a need to improve the working environment for employees of color for the college to fully realize its commitment to social justice and equity.