

2022 Annual DEI Report Data Collection Form

Completed form Due back to AVC Ross (ryan.ross@cccs.edu) by **August 15th, 2022**

College Info

College/Org Name Arapahoe Community College

Submitter Name Quill Phillips

Submitter Email Quill.phillips@arapahoe.edu

Approver email Stephanie.fujii@arapahoe.edu

President's Quote

Name/Title of
Person Quoted

Stephanie Fujii, ACC President

As a college, our mission is teaching and learning. As an open access institution, it is incumbent upon us to embed diversity, equity, and inclusion into all that we do to fulfil our promise as America's social justice higher education provider. At ACC, we are committed to student success as fostered through the facilitation of a sense of belonging for our students, our faculty, and our staff. The diversity of experiences, identities, and ideas of our many communities requires us to be courageous in recognizing and respecting our differences, but also provides us an opportunity to truly exhibit and embrace our values of inclusion, life-long learning, integrity, and partnership.

This work is arduous, ever-constant, and challenging. It requires us to become more self-aware of our implicit biases, examining our own past experiences and histories, and seeking to be more informed, educated, and mindful of the experiences and challenges of others who are different and for whom higher education has historically excluded. It is demanding work and one can often be consumed by the politics, policies, and personalities of the many who participate in the responsibility of educating and supporting our students. All are realities within an institution. However, our most valuable resource and strength is people and ACC believes strongly in the capacity of our community to care. If we are to entrench equity into our work, we need ALL to have a shared understanding and commitment to our individual and collective roles and responsibilities to truly actualize and improve outcomes for our students.

2022 DEI Quote

DEI Committee

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System E&I
Representative

Quill Phillips

DEI Committee
Name

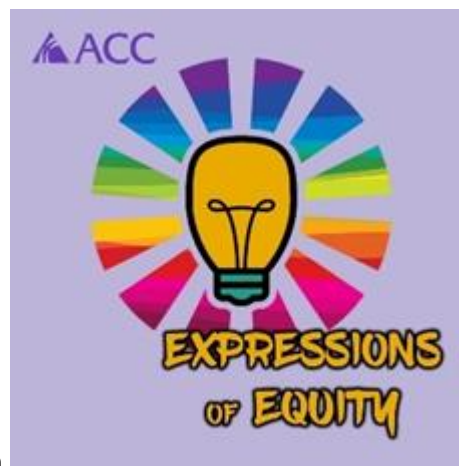
Inclusive Excellence Council

DEI Committee
Members

[Inclusive Excellence Council Members](#)

2021 DEI Accomplishments

Equity Symposium: The Inclusive Excellence Council at ACC hosted a virtual symposium bringing together the ACC community across estates to showcase ongoing work to advance diversity, equity and inclusion outcomes and experiences on campus.



Expressions of Equity Competition

This is a new competition the IEC introduced to engage students to learn about DEI common terminology and submit a creative expression that demonstrated their understanding. One student was awarded a 3-credit scholarship as a first-place prize.

Events/Activities

Racial Equity Institute Ground Water Workshop: In this virtual webinar, REI organizers used stories and data to present a perspective that racism is fundamentally structural in nature. By examining characteristics of modern-day racial inequity, the presentation introduces participants to an analysis that most find immediately helpful and relevant. The Groundwater metaphor is designed to help practitioners at all levels internalize the reality that we live in a racially structured society, and that *that* is what causes racial inequity.

Programs/
Workshops

Implicit Bias in Hiring Training: This training targeted search committee members who were asked to serve on full-time faculty searches.

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Participants learned about the different types of bias that can negatively impact the search process and strategies to address and mitigate bias.

Equity Training Series: This training program supports an increase in knowledge, awareness, and skills regarding equity, diversity, and inclusion concepts and practices that support and affirm the success and identities of students and employees.

Outcomes of Inclusive Excellence (IE) Training Program:

- Provide employees with knowledge, skills, awareness, and resources to create and maintain an inclusive, welcoming, and equitable environment.
- Develop leaders across multiple divisions and departments at ACC who advocate for equitable practices, policies, and environments.
- Implement practices in the roles of ACC employees to equip them with using equity in decision making, in professional development, and in service.

Equity-Minded Teaching Academy: The academy supports faculty and instructors in learning about equity-minded and culturally responsive pedagogy. The purpose of engaging in this type of professional development is to increase academic success and retention of all students and close equity gaps in student course pass rates and grade distribution between students of color and white students.

Embodying Equity Workshop: This workshop was for students interested in growth from a social justice perspective that is rarely offered in a higher-ed environment. It was free for ACC students, and was facilitated by a team from Creative Strategies for Change (CSC). Their mission is to mobilize arts and education for social justice from a intersectional anti-oppression framework. This workshop specifically addressed what it means to bring our true authentic selves to work and school. Through a combination of large and small group activities, facilitated dialogue, and individualized opportunities for self reflection, participants built relationships, shared language and experiences for equity.

IEC PD Workshops Offered:

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- September 2021: Inclusive Language in Professional Relationships
 - October 2021: Employees with Disabilities Affinity Group Presentation
 - November 2021: Transgender Day of Remembrance
 - January 2022: Self-Care at ACC
 - February 2022: Environmental Scanning at ACC
 - March/April 2022: Equity Symposium
-

1. An inaugural Equity Symposium was held in SP22 that garnered 67 attendees. Evaluation respondents found the workshops insightful and useful for their role at ACC. To access the recording use this [link](#). Here is a notable quote “This symposium introduced me to several programs I have no idea about. I know there are people in my community who will raise their estimation of ACC as a school when I share with them the work that is being done. Our communities are very hungry to see more done in schools to promote inclusion and success for everyone. Today I learned that ACC isn't just all talk.”
2. Twenty-one (21) students participated in a half-day workshop learning about DEI foundations from a local social justice non-profit organization.
3. The College Equity Strategic Plan was developed and informed by student and employee quantitative data and campus climate data.
4. Forty-five (45) staff participated in the Equity Training Series. There was an average growth in DEI competencies of 49% in the staff track and 28% in the leadership track.
5. The employee affinity groups had 93.7% overall retention rate of employees who participate in these groups in FA21.
6. Sixty-eight (68) participants engaged in the REI Groundwater workshop
7. The Office of Inclusive Excellence started a monthly newsletter to provide education on common terminology, cultural celebrations, and updates on events. Here is a [link](#) to access them.
8. Accessibility efforts included providing 31 classroom accommodations, 233 documents were remediated or created for accessibility, and 33 videos were captioned. New Employee Orientation continues to require accessibility training and yielded 149 completions this year.

Accomplishments

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9. A college equity statement was drafted and adopted and is now included in job announcements, the catalogue, and syllabus template. The statement can be found at [link](#). It is as follows, "We welcome and value the identities and experiences of our students, staff, faculty, and surrounding communities. We seek to engage and support historically marginalized groups whom higher education has traditionally failed to serve. We work to foster an equitable and inclusive learning and work environment that supports our students and employees through professional development, programming, reflection, and transformational change of ACC practices, procedures, services, and teaching. We collectively commit to holding ourselves accountable to our equity goals through assessing these efforts with multiple strategies that include voices of those impacted by this work."

There was some movement in diversifying full-time employees where 21% of new hires were POC demonstrating a 3.2% growth in this demographic from 2021. The goal in the College Equity plan is to increase the hiring of people from historically marginalized populations by 5% each year.

HR hired a consultant to review current hiring processes that will make recommendations on revisions to create more inclusive practices and increase the diversity in applicant pools.

- ACC's Nursing program has taken a more holistic approach to admissions to increase diversity from historically marginalized populations which yielded a 30% increase in BIPOC students that now make up 51% of the SP22 cohort. First generation students increased by 16% and now make up 57% of the SP22 cohort.
- Twenty-one (21) Full time faculty and 11 part-time instructors completed the Equity-Minded Teaching Academy. SP22 participants reported a 13% average growth in their equity-

Most Notable
Accomplishment

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minded classroom skills with 48% increase in the ability to create equitable tasks for students being the highest.

2021 DEI Challenges

Diversifying employees at ACC continues to be a challenge and has been exacerbated by the current labor shortage. We will need to develop more inclusive strategies for recruitment and retention of employees.

There were organizational cultural challenges as ACC has experienced significant senior leadership change. The organization was challenged by its internal employees with a desire for action in balancing the value of DEI in a polarizing political environment at an institution which also values free speech and academic freedom. This created conflict and divisiveness within the institution. It was a challenge to get 50 part-time instructors through the Equity-Minded Teaching Academy for Spring 22 and Summer 22 cohorts. Many ended up not having time due to full-time job responsibilities or opportunities or had their course cancelled. We also experienced gaps in personnel to support recruitment and coordination. We will be working to do more heavy recruitment for the Spring 23 cohort.

Challenges

A significant challenge for the college continues to be accessing disaggregated data in a clear and practical manner. The college wishes faculty to access and use data to inform practice in their courses and staff to do in their work supporting students. Access and use of data to inform goals and next steps in closing gaps and creating more welcoming and inclusive environments.

Most significant challenge

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2022 DEI Goals

AY2022 Student DEI Goals – Reference CCCS AY21 Data Book

- Increase African American Student Retention by 3% each year and close equity gap by 4% each year.
- Increase completion rates by 2% each year and close completion equity gap by 1% each year.
- Increase transfer rates, course pass rates, and close equity gaps by 1% each year.
- Increase American Indian or Alaska Native student retention by 5% each year and close equity gap by 5% each year.
- Increase completion and transfer rates by 1% each year and. Close transfer equity gap by 2% each year.
- Increase course pass rate by 2% each year and close course pass rate equity gap by 2% each year.
- Increase Hispanic/Latinx student retention by 3% each year and close equity gap by 2% each year.
- Increase course pass rate, completion, and transfer by 1% and close equity gaps by 1%.
- Increase retention for Multiracial students by 2% each year and close equity gap 1% each year.
- Increase completion rate by 1% each year and close equity gap by 1% each year.
- Increase transfer rate and close equity gap by 2% each year.
- Increase course pass rate and close equity gap by 1% each year.
- Increase retention rate for Native Hawaiian or Pacific Islander students by 5% year, and close equity gap by 1% each year.
- Increase transfer rate and close equity gap by 2% each year.
- Increase retention rate of first-generation students by 1% each year and close equity gap by 2% each year.
- Increase transfer rate and close equity gap by 2% each year. Increase course pass rates by 1% each year.
- Increase retention rate for Pell eligible students by 1% each year and close equity gap by 3% each year.

We will Focus On: _____

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Percentage of Headcount by IPEDS Race/Ethnicity by College: AY 2021-2022

College	American Indian or Alaska Native	Asian	Black or African American	Hispanic	Multiple Races	Native Hawaiian or Pacific Islander	Non-Resident Alien	Unknown	White	Total % Students of Color ¹
ACC	0.4%	4.8%	2.7%	14.2%	4.6%	0.2%	1.2%	7.3%	64.5%	27.0%

Enrollment by Student Demographics (see p.3)

- Increase Indigenous, Black, and Hispanic graduation rates to 29.3% (ACC Average).
- Increase Black and Hispanic Fall to Fall retention to a consistent rate of 43%.
- Increase transfer of Indigenous, Black and Hispanic students to 24%.

Other Student Goals, see CCCS Data Book

Goals not from Data Book

Conduct research on best practices to create and maintain a cultural center that ACC will refer to as the Center for Inclusion and Belonging.

AY 2022 Faculty DEI Goals – Reference Chronicle.com

We will Focus On:

As stated in the College Equity Plan, we will diversify the faculty demographics by 2% each year from BIPOC populations. Faculty will also begin having easier access to their student success data to inform their annual goals of closing equity gaps.

The Chronicle of Higher Education faculty demographic table is below.

▶ 2020▶ U.S.▶ All types

arapahoe community colle

SEARCHCLEAR

DISPLAYING

percent of totalnumber of faculty

Showing 1-1 of 1 Organizations

INSTITUTION	FULL-TIME FACULTY	WOMEN	AMERICAN INDIAN / ALASKA NATIVE	ASIAN	BLACK	HISPANIC	NATIVE HAWAIIAN / PACIFIC ISLANDER	WHITE	TWO OR MORE RACES	UNKNOWN	NON-RESIDENT FOREIGN	TOTAL MINORITY
Arapahoe Community College Colorado Associate	109	60.6%	0.0%	3.1%	1.0%	6.1%	0.0%	89.8%	0.0%	10.1%	0.0%	10.2%

Showing 1-1 of 1 Organizations

Chronicle Faculty Data (see pp 4-6)

The data demonstrated in the chronicle is two years old and the most recent data we have access to is as follows:

Race / Ethnicity	2021
American Indian or Alaskan Native	0.0%
Asian	2.7%
Black or African American	0.0%
Hispanic	5.3%
Race or Ethnicity Unknown	4.4%
Two or More	0.9%

Other Faculty Goals:

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White	86.7%
Total	100.0%

Expand opportunities for faculty and full-time instructors to participate in professional development that increases their competencies in equity-minded pedagogical practices that will inform closing equity gaps for students.

AY 2022 Staff DEI Goals – Reference Chronicle.com

We will Focus On:

Supporting staff at examining and revising departmental policy using the Equity-Minded Assessment tool and questionnaire that would yield more equitable outcomes for students. We will also focus on providing tiered training opportunities for staff to access from their various levels of understanding DEI.

The table from the Chronicle does not give the option to look at staff data but here is our current data for staff.

Race / Ethnicity	2021
American Indian or Alaskan Native	0.8%
Asian	5.4%
Black or African American	6.6%
Hispanic	18.2%
Race or Ethnicity Unknown	3.3%
Two or More	1.2%
White	64.5%
Total	100.0%

Gender	2021
Female	66.5%
Male	33.5%
Total	100.0%

Chronicle Staff Data
(see p 7)

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Here is the most current data for all employees.

Primary Ethnicity	All Employees	%	New Hires 7/1/21 - 6/30/22	%
American Indian/Alaskan Native	3	0.8%	1	1.9%
Asian or Pacific Islander	14	3.8%		0.0%
Black Non-Hispanic	16	4.3%	5	9.6%
Hispanic - Other	47	12.7%	5	9.6%
Other	5	1.4%	1	1.9%
Unknown/Not Reported	7	1.9%	1	1.9%
White Non-Hispanic	278	75.1%	39	75.0%
Grand Total	370		52	
Female	243	65.7%	36	69.2%
Male	127	34.3%	16	30.8%
Grand Total	370		52	

As stated in the College Equity Plan

- Employee demographics will reflect larger community populations: Hispanic/Latino (10.3% community, 15.3% student, 8.7% employee – increase by 2% per year); Black (1.5% community, 2.4% student, 2.8% employee – increase by 1% per year); Asian/Pacific Islander (1.4% community, 4.1% student, 3.7% employee – increase by 1% per year); Native American (.5% community, .4% student, .9% employee – increase by .5% per year); 2 or more races (1.8% community, 4.4% student, 0.8% employee - increase by 1% per year)
- Provide Equity-Minded professional development for all ACC employees

Other Staff Goals:

AY 2022 College-wide Goals

ACC will intentionally focus on revising hiring process and practices that will yield more diverse pools that reflect the demographics of ACC students and service area.

The college will systematically collect and analyze disaggregated data to identify and address equity gaps for programs and courses with high enrollment and programs that yield living wage jobs.

We will Focus On:

Other AY 2022 Goals

We will Focus On:

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Data from AY 2021 CCCS Data Book

<https://www.cccs.edu/resources/institutional-research/data-book>

Enrollment by Student Demographics:

<https://drive.google.com/file/d/1vtQsSP1goG4lCeLhgrk4p3myKD5rrnfz/view>

CCCS Enrollment by Student Demographics

Percentage of Headcount by IPEDS Race/Ethnicity by College: AY 2020-2021

College	American Indian or Alaska Native	Asian	Black or African American	Hispanic	Multiple Races	Native Hawaiian or Pacific Islander	Non-Resident Alien	Unknown	White	Total % Students of Color ¹
ACC	0.4%	3.8%	2.5%	14.6%	4.0%	0.2%	1.0%	14.5%	59.0%	25.5%
CCA	0.4%	6.0%	18.2%	31.0%	5.5%	0.4%	3.9%	3.6%	31.1%	61.4%
CCD	0.8%	5.3%	11.2%	34.7%	4.4%	0.2%	5.0%	2.6%	35.6%	56.7%
CNCC	1.1%	0.8%	2.4%	16.3%	3.2%	0.1%	1.2%	8.1%	66.8%	24.0%
FRCC	0.6%	4.0%	1.7%	22.7%	3.7%	0.2%	1.4%	3.2%	62.6%	32.9%
LCC	2.0%	0.3%	3.2%	33.7%	3.2%	0.1%	2.2%	1.3%	54.0%	42.5%
MCC	0.5%	0.4%	6.9%	31.3%	2.1%	0.1%	1.9%	1.9%	55.0%	41.2%
NJC	0.3%	0.7%	2.1%	15.6%	2.8%	0.1%	1.9%	2.7%	73.9%	21.5%
OC	1.0%	1.5%	5.2%	39.5%	3.0%	0.1%	3.0%	3.6%	43.0%	50.3%
PCC	2.5%	1.1%	4.8%	33.0%	3.3%	0.2%	0.5%	3.6%	51.1%	44.8%
PPCC	0.6%	2.9%	7.4%	21.4%	6.3%	0.5%	0.7%	2.9%	57.4%	39.1%
RRCC	0.8%	3.2%	1.6%	18.8%	3.6%	0.3%	1.2%	4.1%	66.5%	28.2%
TSC	1.3%	0.9%	4.0%	41.3%	1.9%	0.4%	2.6%	7.4%	40.2%	49.8%
CCCS Total	0.7%	3.5%	5.6%	24.1%	4.3%	0.3%	1.8%	5.2%	54.6%	38.4%

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Race, Ethnicity, and Gender of Full-Time Faculty Members at More Than 3,300 Institutions (Click title for link)

CHRONICLE.COM - APRIL 27, 2022

The sortable table shows the percentages of full-time faculty members who were members of specific racial and ethnic groups at degree-granting colleges and universities in November 2020.

ACC:

► 2020

► U.S.

► All types

arapahoe community colle

SEARCH

CLEAR

percent of total

number of faculty

Showing 1–1 of 1 Organizations

INSTITUTION	FULL-TIME FACULTY	WOMEN	AMERICAN INDIAN / ALASKA NATIVE	ASIAN	BLACK	HISPANIC	NATIVE HAWAIIAN / PACIFIC ISLANDER	WHITE	TWO OR MORE RACES	UNKNOWN	NON-RESIDENT FOREIGN	TOTAL MINORITY
Arapahoe Community College Colorado Associate	109	60.6%	0.0%	3.1%	1.0%	6.1%	0.0%	89.8%	0.0%	10.1%	0.0%	10.2%

CCA:

► 2020

► U.S.

► All types

mmunity college of aurora

SEARCH

CLEAR

percent of total

number of faculty

Showing 1–1 of 1 Organizations

INSTITUTION	FULL-TIME FACULTY	WOMEN	AMERICAN INDIAN / ALASKA NATIVE	ASIAN	BLACK	HISPANIC	NATIVE HAWAIIAN / PACIFIC ISLANDER	WHITE	TWO OR MORE RACES	UNKNOWN	NON-RESIDENT FOREIGN	TOTAL MINORITY
Community College of Aurora Colorado Associate	58	60.3%	0.0%	3.5%	6.9%	3.5%	0.0%	82.8%	3.5%	0.0%	0.0%	17.2%

CCD:

► 2020

► U.S.

► All types

mmunity college of denver

SEARCH

CLEAR

percent of total

number of faculty

Showing 1–1 of 1 Organizations

INSTITUTION	FULL-TIME FACULTY	WOMEN	AMERICAN INDIAN / ALASKA NATIVE	ASIAN	BLACK	HISPANIC	NATIVE HAWAIIAN / PACIFIC ISLANDER	WHITE	TWO OR MORE RACES	UNKNOWN	NON-RESIDENT FOREIGN	TOTAL MINORITY
Community College of Denver Colorado Associate	110	52.7%	0.0%	8.3%	5.5%	4.6%	0.0%	81.7%	0.0%	0.9%	0.0%	18.4%

CNCC:

► 2020

► U.S.

► All types

colorado northwestern

SEARCH

CLEAR

percent of total

number of faculty

Showing 1–1 of 1 Organizations

INSTITUTION	FULL-TIME FACULTY	WOMEN	AMERICAN INDIAN / ALASKA NATIVE	ASIAN	BLACK	HISPANIC	NATIVE HAWAIIAN / PACIFIC ISLANDER	WHITE	TWO OR MORE RACES	UNKNOWN	NON-RESIDENT FOREIGN	TOTAL MINORITY
Colorado Northwestern Community College Colorado Associate	36	47.2%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%

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FRCC:

2020 U.S. All types front SEARCH CLEAR percent of total number of faculty

Showing 1-3 of 3 Organizations

INSTITUTION	FULL-TIME FACULTY	WOMEN	AMERICAN INDIAN / ALASKA NATIVE	ASIAN	BLACK	HISPANIC	NATIVE HAWAIIAN / PACIFIC ISLANDER	WHITE	TWO OR MORE RACES	UNKNOWN	NON-RESIDENT FOREIGN	TOTAL MINORITY
Front Range Community College Colorado Associate	240	57.9%	0.0%	3.8%	1.3%	7.2%	0.0%	87.8%	0.0%	1.3%	0.0%	12.2%

LCC:

2020 U.S. All types lamar community SEARCH CLEAR percent of total number of faculty

Showing 1-1 of 1 Organizations

INSTITUTION	FULL-TIME FACULTY	WOMEN	AMERICAN INDIAN / ALASKA NATIVE	ASIAN	BLACK	HISPANIC	NATIVE HAWAIIAN / PACIFIC ISLANDER	WHITE	TWO OR MORE RACES	UNKNOWN	NON-RESIDENT FOREIGN	TOTAL MINORITY
Lamar Community College Colorado Associate	19	52.6%	0.0%	0.0%	0.0%	10.5%	5.3%	84.2%	0.0%	0.0%	0.0%	15.8%

MCC:

2020 U.S. All types morgan community SEARCH CLEAR percent of total number of faculty

Showing 1-1 of 1 Organizations

INSTITUTION	FULL-TIME FACULTY	WOMEN	AMERICAN INDIAN / ALASKA NATIVE	ASIAN	BLACK	HISPANIC	NATIVE HAWAIIAN / PACIFIC ISLANDER	WHITE	TWO OR MORE RACES	UNKNOWN	NON-RESIDENT FOREIGN	TOTAL MINORITY
Morgan Community College Colorado Associate	43	46.5%	0.0%	0.0%	2.3%	6.8%	0.0%	84.1%	2.3%	0.0%	2.3%	11.9%

NJC:

2020 U.S. All types northeastern junior SEARCH CLEAR percent of total number of faculty

Showing 1-1 of 1 Organizations

INSTITUTION	FULL-TIME FACULTY	WOMEN	AMERICAN INDIAN / ALASKA NATIVE	ASIAN	BLACK	HISPANIC	NATIVE HAWAIIAN / PACIFIC ISLANDER	WHITE	TWO OR MORE RACES	UNKNOWN	NON-RESIDENT FOREIGN	TOTAL MINORITY
Northeastern Junior College Colorado Associate	49	49.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%

OC:

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2020
U.S.
All types

SEARCH

CLEAR

percent of total

number of faculty

Showing 1–1 of 1 Organizations

INSTITUTION	FULL-TIME FACULTY	WOMEN	AMERICAN INDIAN / ALASKA NATIVE	ASIAN	BLACK	HISPANIC	NATIVE HAWAIIAN / PACIFIC ISLANDER	WHITE	TWO OR MORE RACES	UNKNOWN	NON-RESIDENT FOREIGN	TOTAL MINORITY
Otero Junior College Colorado Associate	31	58.1%	3.2%	3.2%	0.0%	6.5%	0.0%	87.1%	0.0%	0.0%	0.0%	12.9%

PPSC:

2020
U.S.
All types

SEARCH

CLEAR

percent of total

number of faculty

Showing 1–1 of 1 Organizations

INSTITUTION	FULL-TIME FACULTY	WOMEN	AMERICAN INDIAN / ALASKA NATIVE	ASIAN	BLACK	HISPANIC	NATIVE HAWAIIAN / PACIFIC ISLANDER	WHITE	TWO OR MORE RACES	UNKNOWN	NON-RESIDENT FOREIGN	TOTAL MINORITY
Colorado Northwestern Community College Colorado Associate	36	47.2%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%

PCC

2020
U.S.
All types

SEARCH

CLEAR

percent of total

number of faculty

Showing 1–1 of 1 Organizations

INSTITUTION	FULL-TIME FACULTY	WOMEN	AMERICAN INDIAN / ALASKA NATIVE	ASIAN	BLACK	HISPANIC	NATIVE HAWAIIAN / PACIFIC ISLANDER	WHITE	TWO OR MORE RACES	UNKNOWN	NON-RESIDENT FOREIGN	TOTAL MINORITY
Pueblo Community College Colorado Associate	81	56.8%	0.0%	1.3%	0.0%	11.3%	0.0%	86.3%	1.3%	1.2%	0.0%	13.8%

RRCC:

2020
U.S.
All types

SEARCH

CLEAR

percent of total

number of faculty

Showing 1–1 of 1 Organizations

INSTITUTION	FULL-TIME FACULTY	WOMEN	AMERICAN INDIAN / ALASKA NATIVE	ASIAN	BLACK	HISPANIC	NATIVE HAWAIIAN / PACIFIC ISLANDER	WHITE	TWO OR MORE RACES	UNKNOWN	NON-RESIDENT FOREIGN	TOTAL MINORITY
Red Rocks Community College Colorado Associate	98	61.2%	1.0%	4.1%	0.0%	5.1%	0.0%	88.7%	1.0%	1.0%	0.0%	11.3%

TSC:

2020
U.S.
All types

SEARCH

CLEAR

percent of total

number of faculty

Showing 1–1 of 1 Organizations

INSTITUTION	FULL-TIME FACULTY	WOMEN	AMERICAN INDIAN / ALASKA NATIVE	ASIAN	BLACK	HISPANIC	NATIVE HAWAIIAN / PACIFIC ISLANDER	WHITE	TWO OR MORE RACES	UNKNOWN	NON-RESIDENT FOREIGN	TOTAL MINORITY
Trinidad State Junior College Colorado Associate	47	44.7%	0.0%	0.0%	0.0%	8.7%	0.0%	91.3%	0.0%	2.1%	0.0%	8.7%

2022 Annual DEI Report Data Collection Form

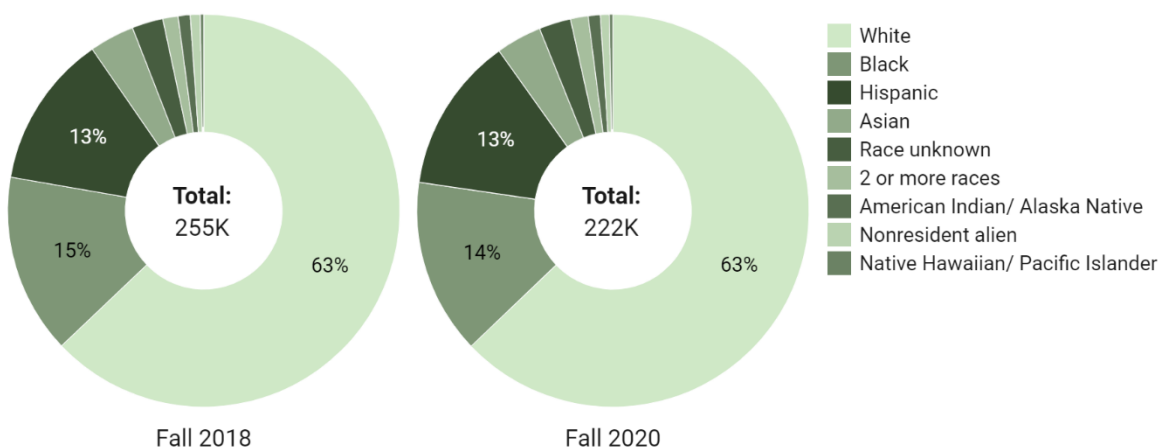
Completed form Due back to AVC Ross (ryan.ross@cccs.edu) by **August 15th, 2022**

What Are the Demographics of Noninstructional Staff at Colleges? (click title for link)

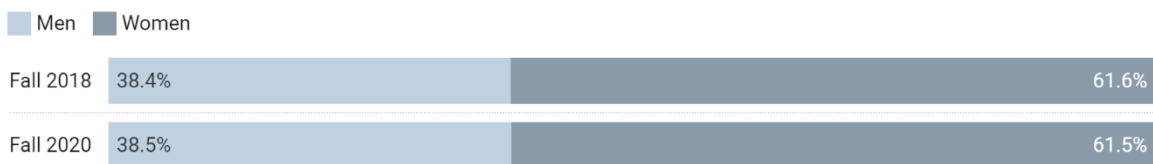
CHRONICLE.COM - APRIL 13, 2022

Statistical snapshots of the gender, race, and ethnicity of all noninstructional college staff, including office and administrative support, business and financial operations, maintenance, and other positions in key sectors in 2018 and 2020.

2-year public colleges



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