What staff diversity data is available?

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Workforce Demographic Data Collection

> **What does UW collect? (Employees and Applicants)**
  - Gender
  - Ethnicity (Hispanic/Latino)
  - Race (5 Categories)
  - Veteran and Disability Status

> **Why do we collect it?**
  - Solely for compliance with federal and state regulations

> **How do we obtain information?**
  - Employees – self-service employee portal (voluntary, but necessary)
  - Applicants – UWHires (Voluntary)
Workforce Representation

Demographic information can be provided to departments via:

- Annual Affirmative Action Plan (Workforce Analysis)
  - Snapshot taken 10/31 annually
- Specified requests made to EOAA
  - Removes personally identifiable information
  - May take at least two weeks for delivery

For yearly trends, request data from EOAA as AAP may be inconsistent year after year.

In the future, Workday will allow for aggregate reports by date or range (faster and easier).
Staff Availability

> U.S. Census data (External)
  Percentage of minorities and women per recruitment area, such as United States, State, or Seattle-Tacoma metropolitan area.

  Based on estimate of requisite skills through matching closest job with those jobs listed within the census

Example:

> Internal movements
  – Transfers and promotions
<table>
<thead>
<tr>
<th>Job Title</th>
<th>Job Code</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Census Code: 0110</strong> Description: Computer and information systems managers</td>
<td></td>
</tr>
<tr>
<td>Seattle- Min 21.73 Fem 33.24 Asi 14.85 Blk 1.89 His 3.08 Ind 0.28 Pac 0.12 Two 1.53</td>
<td></td>
</tr>
<tr>
<td><strong>TECHNOLOGY PROJECT MANAGER</strong></td>
<td>1679</td>
</tr>
<tr>
<td><strong>Census Code: 0120</strong> Description: Financial managers</td>
<td></td>
</tr>
<tr>
<td>Seattle- Min 20.28 Fem 52.34 Asi 10.71 Blk 1.87 His 3.76 Ind 0.59 Pac 0.02 Two 3.28</td>
<td></td>
</tr>
<tr>
<td><strong>PROGRAM FINANCIAL MANAGER</strong></td>
<td>1172</td>
</tr>
<tr>
<td><strong>Census Code: 0150</strong> Description: Purchasing managers</td>
<td></td>
</tr>
<tr>
<td>Seattle- Min 16.84 Fem 53.44 Asi 8.78 Blk 1.32 His 2.93 Ind 2.93 Pac 0.00 Two 0.88</td>
<td></td>
</tr>
<tr>
<td><strong>GRANTS AND CONTRACTS MANAGER/SPECIALIST</strong></td>
<td>1776</td>
</tr>
</tbody>
</table>
Diversity targets and affirmative action placement goals

> Diversity Targets – set by reasonable expectations and can follow specific logic to department or school

> “Goals” used in connection to Affirmative Action
  – Not quotas or set aside
  – Based on statistical analysis comparing workforce against availability

> Data on AA goals can be obtained from EOAA
  – Percentages equal availability for women and minorities
  – 7% utilization goal for individuals with disabilities
  – 6.7% hiring targets for protected veterans each year
Current Staff Representation Comparisons
2016 Staff Employees (All) UW – 2010 Census Data

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
<th>Null</th>
<th>Refused</th>
<th>Native Am</th>
<th>Asian</th>
<th>Black</th>
<th>Hispanic</th>
<th>Pacific</th>
<th>Two or More</th>
<th>White</th>
</tr>
</thead>
<tbody>
<tr>
<td>UW Campus</td>
<td>64.70%</td>
<td>35.30%</td>
<td>3.09%</td>
<td>1.56%</td>
<td>0.41%</td>
<td>18.10%</td>
<td>6.83%</td>
<td>6.38%</td>
<td>0.60%</td>
<td>3.52%</td>
<td>59.62%</td>
</tr>
<tr>
<td>Seattle, WA Area</td>
<td>50.00%</td>
<td>50.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.80%</td>
<td>13.50%</td>
<td>7.90%</td>
<td>6.60%</td>
<td>0.40%</td>
<td>5.10%</td>
<td>66.30%</td>
</tr>
</tbody>
</table>
### 2016 Staff Demographics by Employee Type

<table>
<thead>
<tr>
<th>Category</th>
<th>Female</th>
<th>Male</th>
<th>Null</th>
<th>Refused</th>
<th>Native Am</th>
<th>Asian</th>
<th>Black</th>
<th>Hispanic</th>
<th>Pacific</th>
<th>Two or More</th>
<th>White</th>
</tr>
</thead>
<tbody>
<tr>
<td>BU Classified</td>
<td>67.55%</td>
<td>32.45%</td>
<td>4.05%</td>
<td>1.23%</td>
<td>0.46%</td>
<td>22.34%</td>
<td>10.05%</td>
<td>6.87%</td>
<td>0.73%</td>
<td>3.70%</td>
<td>50.59%</td>
</tr>
<tr>
<td>Classified</td>
<td>68.66%</td>
<td>31.34%</td>
<td>2.83%</td>
<td>2.02%</td>
<td>0.40%</td>
<td>20.12%</td>
<td>3.44%</td>
<td>5.06%</td>
<td>0.61%</td>
<td>2.43%</td>
<td>63.09%</td>
</tr>
<tr>
<td>Pro Staff</td>
<td>64.75%</td>
<td>35.25%</td>
<td>2.01%</td>
<td>1.98%</td>
<td>0.33%</td>
<td>13.64%</td>
<td>3.26%</td>
<td>6.55%</td>
<td>0.53%</td>
<td>3.70%</td>
<td>67.99%</td>
</tr>
<tr>
<td>Administrators</td>
<td>50.29%</td>
<td>49.71%</td>
<td>1.56%</td>
<td>1.82%</td>
<td>0.36%</td>
<td>9.56%</td>
<td>2.62%</td>
<td>4.22%</td>
<td>0.22%</td>
<td>1.78%</td>
<td>77.85%</td>
</tr>
</tbody>
</table>
Evaluation of Progress

> Applicant data from UWHires
  - Active reqs show how diverse pool is shaping up
  - Past reqs show how effective efforts were, and if there was a point in the selection process diverse groups were not moving beyond

> Progress to Goals report
  - Bi-annual report showing placements into job via external hires and internal mobility
  - Measure percentage of minorities and women selected against the AA goals. These only exist by "job group", not specific job.
Summary

> Data available for staff demographics
  – Employee representation through EOAA request or Affirmative Action Plan.
  – Potential for reports in Workday to be accessed by certain levels within school or college
  – Information on affirmative action goals, and availability from U.S. census data
  – Applicant data from UWHires by requisition
Thank you

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