

What staff diversity data is available?

Torrey S. Tiburzi, SPHR
EOAA Consultant
Academic Human Resources

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




Job Title**Job Code**

 Census Code: 0110 Description: Computer and information systems managers

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Seattle-	21.73	33.24	14.85	1.89	3.06	0.28	0.12	1.53

Job Title**Job Code**


 TECHNOLOGY PROJECT MANAGER 1679

 Census Code: 0120 Description: Financial managers

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Seattle-	20.28	52.34	10.71	1.87	3.78	0.59	0.02	3.28

Job Title**Job Code**

 PROGRAM FINANCIAL MANAGER 1172

 Census Code: 0150 Description: Purchasing managers

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Seattle-	16.84	53.44	8.78	1.32	2.93	2.93	0.00	0.88

Job Title**Job Code**

 GRANTS AND CONTRACTS MANAGER/SPECIALIST 1776

Diversity targets and affirmative action placement goals

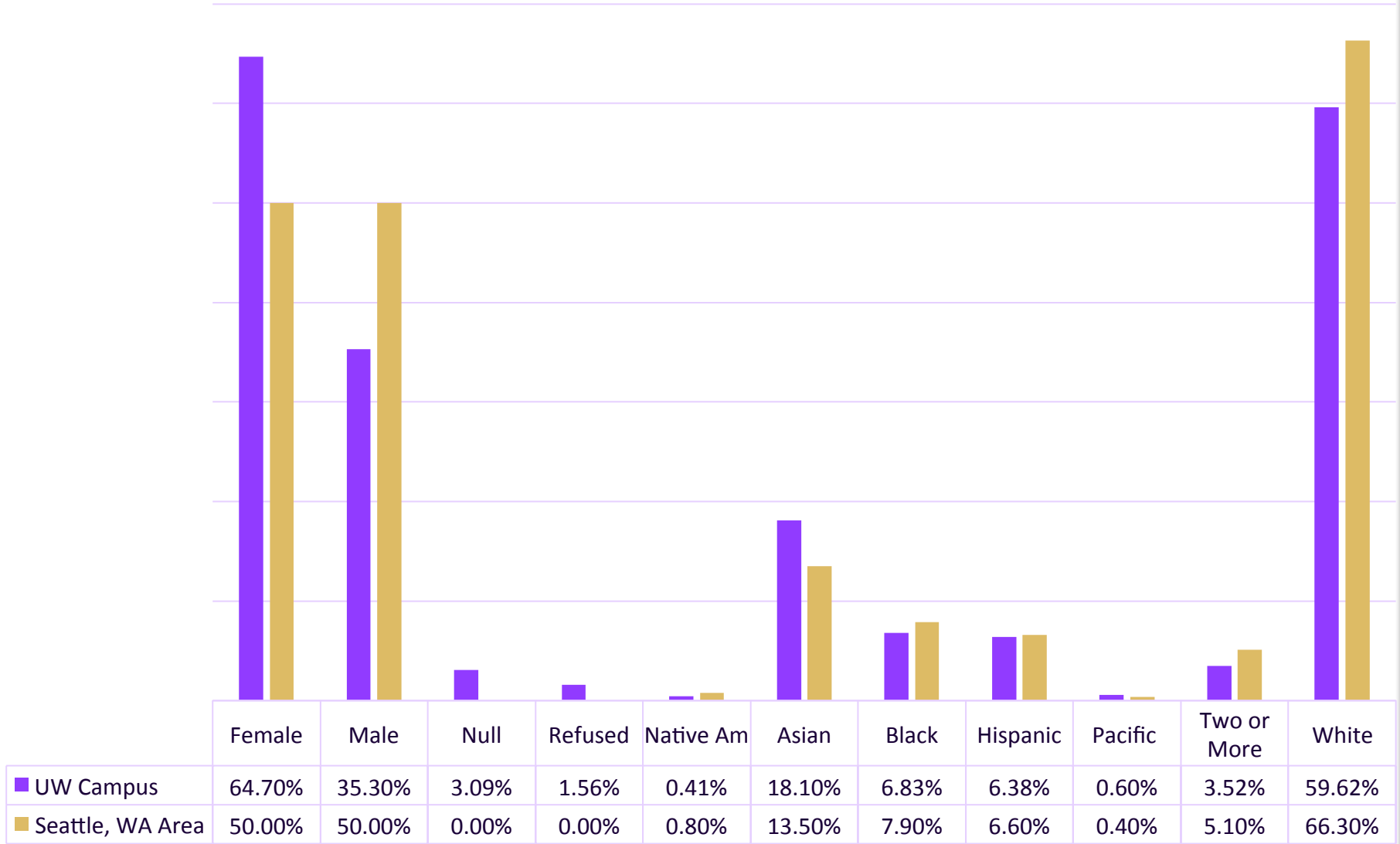
- > Diversity Targets – set by reasonable expectations and can follow specific logic to department or school
- > “Goals” used in connection to Affirmative Action
 - Not quotas or set asides
 - Based on statistical analysis comparing workforce against availability
- > Data on AA goals can be obtained 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



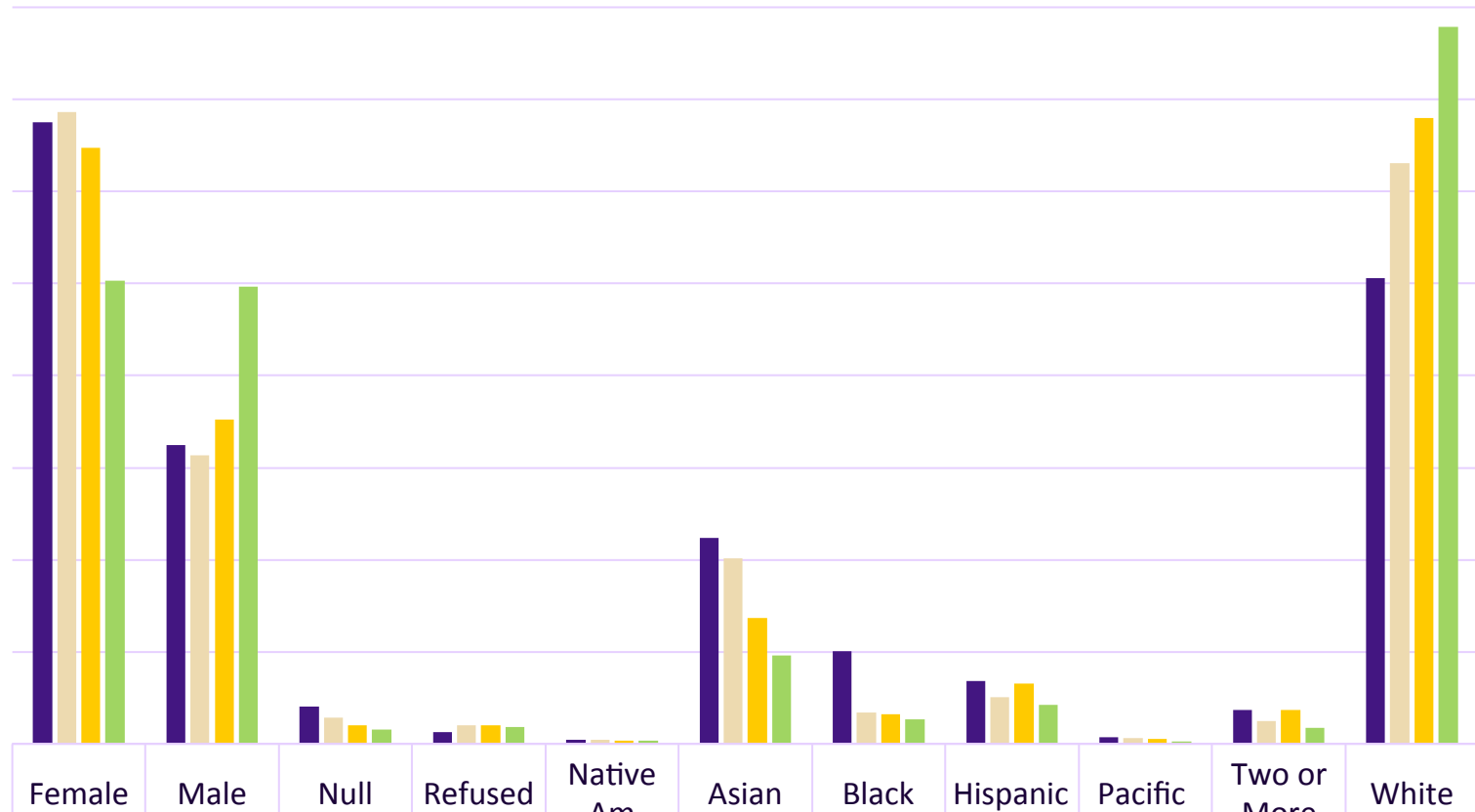
Current Staff Representation Comparisons



2016 Staff Employees (All) UW – 2010 Census Data



2016 Staff Demographics by Employee Type



■ BU Classified	67.55%	32.45%	4.05%	1.23%	0.46%	22.34%	10.05%	6.87%	0.73%	3.70%	50.59%
■ Classified	68.66%	31.34%	2.83%	2.02%	0.40%	20.12%	3.44%	5.06%	0.61%	2.43%	63.09%
■ Pro Staff	64.75%	35.25%	2.01%	1.98%	0.33%	13.64%	3.26%	6.55%	0.53%	3.70%	67.99%
■ Administrators	50.29%	49.71%	1.56%	1.82%	0.36%	9.56%	2.62%	4.22%	0.22%	1.78%	77.85%

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

Contact information:

Torrey Tiburzi

206-221-4661

eoaa@uw.edu

