

Walla Walla Community College

Workforce Diversity Profile

	October 31, 2009		October 31, 2010	
	Count	Pct	Count	Pct
Total Headcount	327		330	
Female	182	55.7%	187	56.7%
Persons with Disabilities	2	0.6%	3	0.9%
Vietnam Era Veteran	15	4.6%	11	3.3%
Disabled Veterans	1	0.3%	0	0.0%
Persons Age 40 and Older	248	75.8%	246	74.5%
People of Color	39	11.9%	42	12.7%
Black/African American	2	0.6%	2	0.6%
Hispanic/Latino	25	7.6%	28	8.5%
Nat Amer/Alaskan Native	5	1.5%	5	1.5%
Asian/Pacific Islander	8	2.4%	7	2.1%

Impact of Prior Strategies

- In WWCC's 2006-2010 AA Plan, the College prioritized recruitment, communication and data accuracy as strategies to address underutilization.
- The College posted our Commitment to Diversity statement and our Affirmative Action plan to the College web site, and updated our Sexual Harassment and Reasonable Accommodation policies.
- All faculty and staff were surveyed to ensure accurate personal diversity information is recorded.
- The College Diversity Committee was re-energized, recognizing the importance of diversity in instruction and implementing a diversity component to graduation requirements.

Key Current Issues

- People of color continue to be under-represented in many job categories.
- WWCC has few persons with disabilities in the workplace.
- Training opportunities in the area of harassment and diversity have been limited.

Future Strategies

- WWCC does not anticipate filling many positions in the near future. However, to build momentum in filling future vacancies, the College will begin developing targeted recruitment plans for each job posting in which Affirmative Action goals have been identified and ensure Diversity Committee representation on all screening committees.
- The College will demonstrate commitment to a harassment-free workplace by requiring full-time employees and encouraging part-time employees to complete Sexual Harassment training during the upcoming year.
- WWCC will incorporate a performance element into the Administrative/Exempt employee evaluation which evaluates an individual's commitment to the college's value of Diversity and goal of promoting Diversity and Multiculturalism.