

VALENCIA COLLEGE

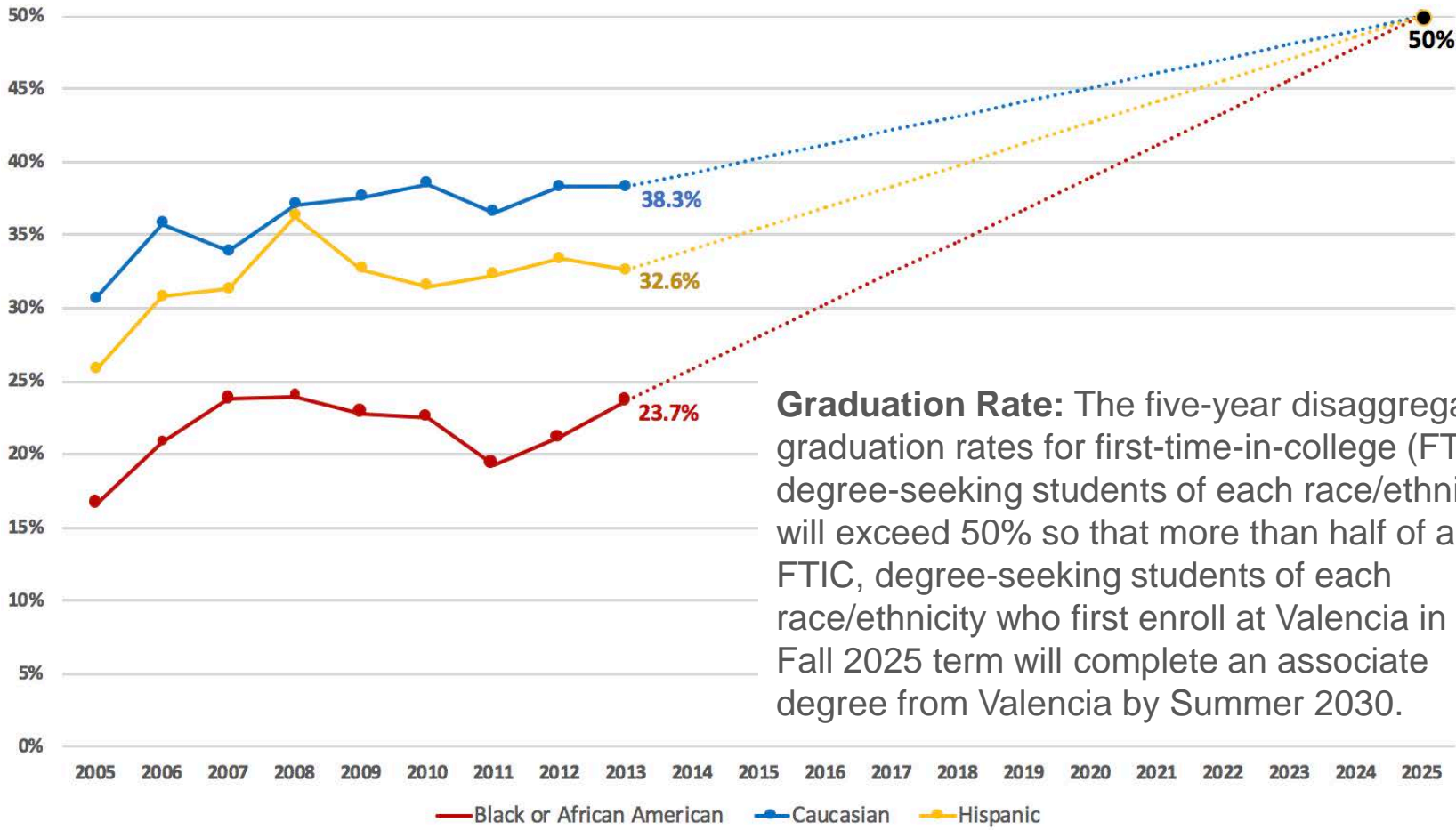
ODHR Equity Updates for District Board of Trustees

Amy Bosley, Vice President, Organizational
Development & Human Resources

Ryan Kane, Assistant Vice President, Equity & Access

October 16, 2019

Five-Year Graduation Rate Goal



Graduation Rate: The five-year disaggregated graduation rates for first-time-in-college (FTIC), degree-seeking students of each race/ethnicity will exceed 50% so that more than half of all FTIC, degree-seeking students of each race/ethnicity who first enroll at Valencia in the Fall 2025 term will complete an associate degree from Valencia by Summer 2030.

What are our impact plan goals?

Opportunity & Equity

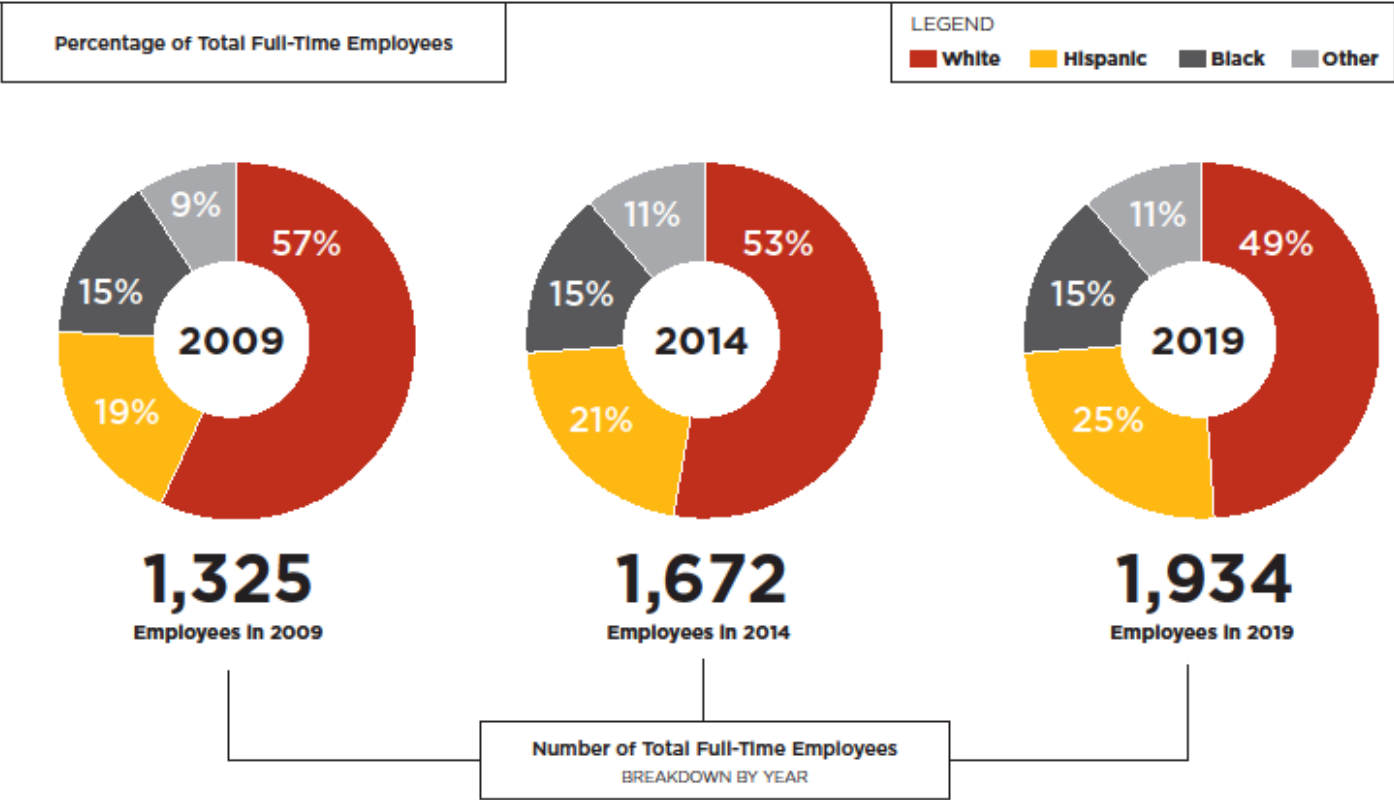
- Increase the diversity of the faculty, staff, and leadership of the college.

Objectives:

- Create and implement a strategic recruitment plan to maximize exposure for Valencia job vacancies to individuals from diverse backgrounds.
- Review and revise training programs for employees serving in the employment search and selection process.

How has the racial/ethnic
diversity of our
employees changed over
time?

VALENCIA COLLEGE EMPLOYEE DEMOGRAPHICS FULL-TIME EMPLOYEES

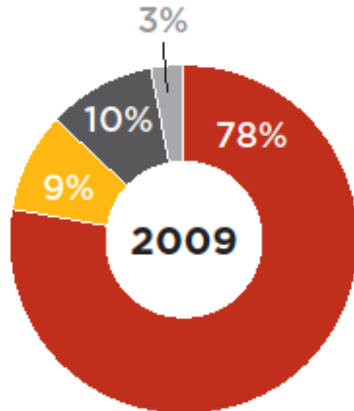


VALENCIA COLLEGE EMPLOYEE DEMOGRAPHICS EXECUTIVE AND ADMINISTRATION

Percentage of Total Executives and Administrators

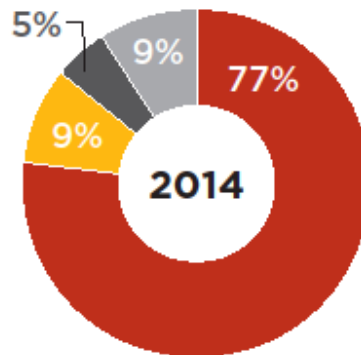
LEGEND

White Hispanic Black Other



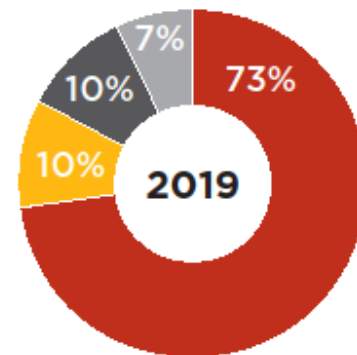
69

Executives/Administrators
In 2009



75

Executives/Administrators
In 2014

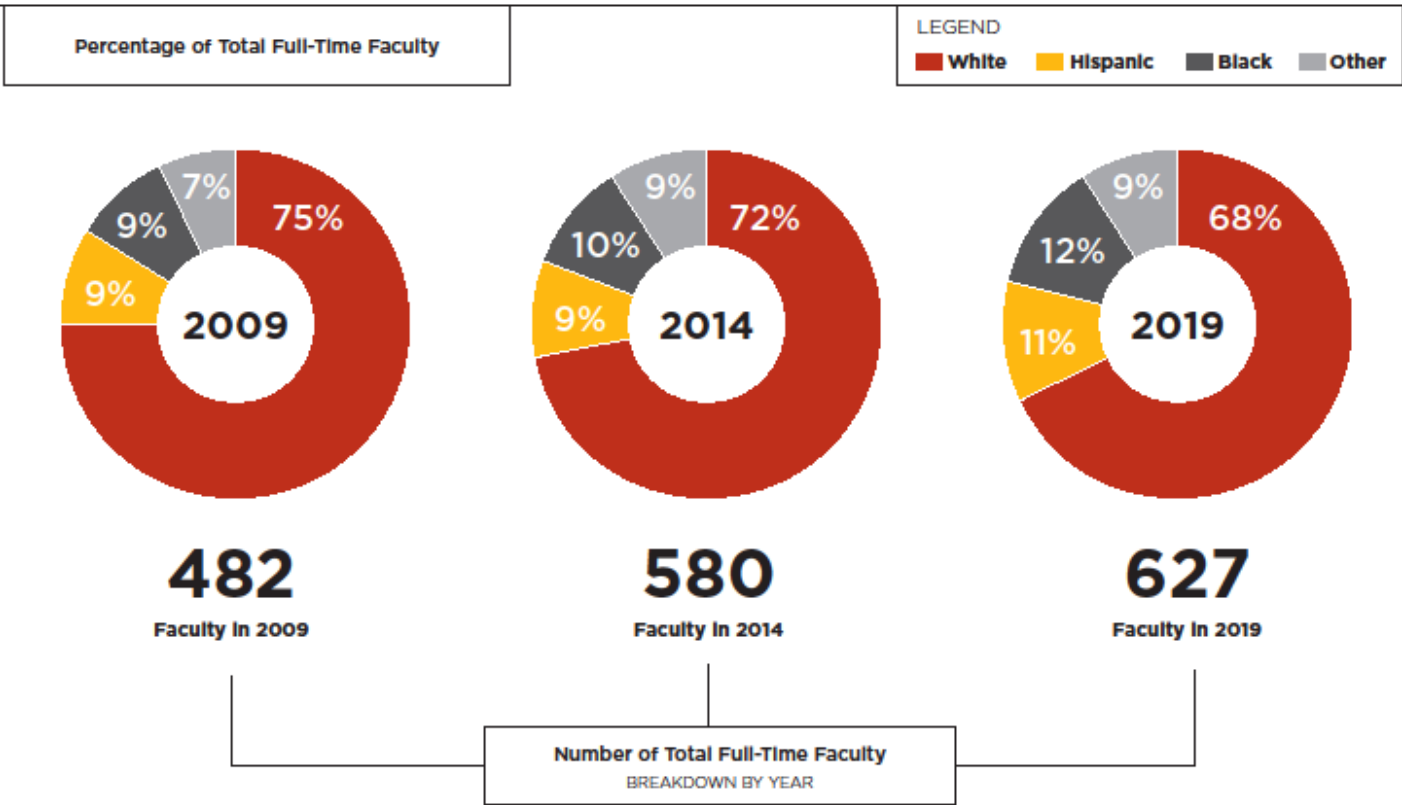


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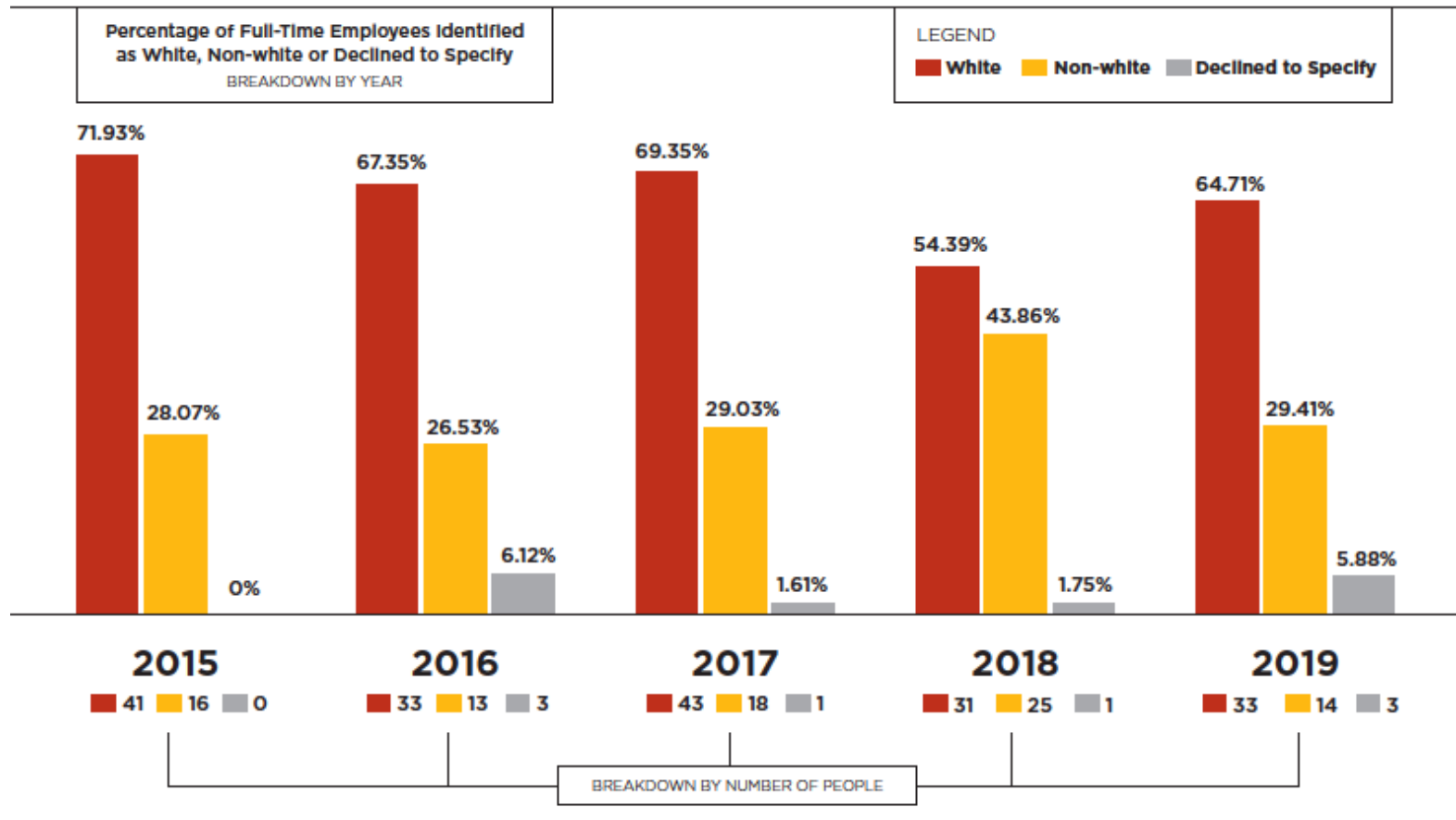
Executives/Administrators
In 2019

Number of Total Executives and Administrators
BREAKDOWN BY YEAR

VALENCIA COLLEGE EMPLOYEE DEMOGRAPHICS FULL-TIME FACULTY



VALENCIA COLLEGE EMPLOYEE DEMOGRAPHICS FULL-TIME FACULTY HIRED PER YEAR



What are our strategies for 2020 faculty recruitment?

- December 2019: Equity-minded hiring practices training for Deans
- January 2020: Equity-minded hiring practices trainings for all involved in faculty hiring committees
- Creation of a toolkit and resources for all hiring committee members
- Deliberate position postings to attract diverse candidates