

Rhode Island College Affirmative Action Plan 2021 – Statistical Summary

AGENCY: Rhode Island College

Date: July 1, 2019 to June 30, 2020

EEO-4 Job Categories	CURRENT											LAST YEAR'S WORKFORCE											DIFFERENCE +/-											HIRING GOALS				GOALS MET						
	TOTAL EMPLOYEES	WHITE MALE	MINORITY	FEMALE	DISABLED	VETERANS	BLACK OR AFRICAN AMERICAN (NHL*)	HISPANIC OR LATINO	ASIAN (NHL*)	AMERICAN INDIAN/ALASKAN NATIVE	NATIVE HAWAIIAN/ OTHER PACIFIC ISLANDER	TWO OR MORE RACES (NHL*)	TOTAL EMPLOYEES	WHITE MALE	MINORITY	FEMALE	DISABLED	VETERANS	BLACK OR AFRICAN AMERICAN (NHL*)	HISPANIC OR LATINO	ASIAN (NHL*)	AMERICAN INDIAN/ALASKAN NATIVE	NATIVE HAWAIIAN/ OTHER PACIFIC ISLANDER	TWO OR MORE RACES (NHL*)	TOTAL EMPLOYEES	WHITE MALE	MINORITY	FEMALE	DISABLED	VETERANS	BLACK OR AFRICAN AMERICAN (NHL*)	HISPANIC OR LATINO	AMERICAN INDIAN/ALASKAN NATIVE	ASIAN (NHL*)	NATIVE HAWAIIAN/ OTHER PACIFIC ISLANDER	TWO OR MORE RACES (NHL*)	MINORITY	FEMALE	DISABLED	VETERANS	MINORITY	FEMALE	DISABLED	VETERANS
Officials/Managers/Administrators	56	17	14	35	4	1	6	4	4	0	0	0	35	13	5	20	1	0	1	3	1	0	0	0	21	4	9	15	3	1	5	1	0	3	0	0	3	-6	0	2	A+	A+	A+	P
Professionals	184	57	35	117	13	8	12	13	7	0	0	3	102	38	16	58	5	5	6	5	4	0	1	0	82	19	19	59	8	3	6	8	0	3	-1	3	23	-22	0	3	P	A+	A	A
Faculty	364	97	63	239	26	7	8	14	31	2	3	5	332	95	52	215	7	6	5	10	28	2	2	5	32	2	11	24	19	1	3	4	0	3	1	0	51	-52	-1	14	P	A+	A+	N
Technicians/Para-Professionals	31	14	4	15	4	1	1	2	0	0	0	1	32	15	3	16	2	1	1	2	0	0	0	0	-1	-1	1	-1	2	0	0	0	0	0	0	1	6	1	-2	1	P	N	A+	N
Administrative Support	78	3	11	74	2	1	6	3	1	1	0	0	80	2	12	77	0	1	5	3	2	1	0	1	-2	1	-1	-3	2	0	1	0	0	-1	0	-1	13	-34	3	4	A+	A+	P	N
Skilled Craft	16	15	1	0	0	1	0	1	0	0	0	0	16	16	0	0	0	0	0	0	0	0	0	0	0	-1	1	0	0	1	0	1	0	0	0	0	4	8	1	0	P	N	A+	A+
Service Maintenance	172	92	47	56	12	14	9	27	7	2	2	0	143	74	40	48	2	12	9	23	5	1	2	0	29	18	7	8	10	2	0	4	1	2	0	0	7	32	0	-4	A	P	A+	N
Special Monthly/Other	965	270	145	614	28	6	41	81	13	0	2	8	1036	298	169	643	20	7	55	82	11	0	4	17	-71	-28	-24	-29	8	-1	-14	-1	0	2	-2	-9	158	-118	40	51	A+	A+	A+	N
Total Employees	1866	565	321	1150	89	39	83	145	63	5	7	17	1776	551	298	1077	37	32	82	128	51	4	9	23	90	14	23	73	52	7	1	17	1	12	-2	-6	265	-191	42	71				

Current Workforce: As of June 30, 2020

Last Year's Workforce: As of July 1, 2019

Difference: Increases or Decreases

Goals: Numerical projections, July 1st, 2019 to June 30th, 2020 for employment of minorities and women.

Percent

28.77% Minority Applicants 68.11% Female Applicants
 23.14% Minority Hiring 69.43% Female Hiring

Termination Percent

Minority
 White Female
 White Male

Total Current Workforce Percent

30.28% White Male
 17.22% Minority
 61.63% Female
 4.77% Disabled
 2.09% Veterans
 4.45% Black or African American (*Not Hispanic or Latino)
 7.77% Hispanic or Latino
 0.27% American Indian or Alaska Native (*Not Hispanic or Latino)
 3.38% Asian (*Not Hispanic or Latino)
 0.38% Native Hawaiian or Other Pacific Islander (*Not Hispanic or Latino)
 0.91% Two or More Races (*Not Hispanic or Latino)

Goals Met

A =Achieved
 A+ =Achieved Plus
 N =Did Not Achieve
 P =Partially Achieved