

Rhode Island College Affirmative Action Plan 2021 -- Determining Underrepresentation and Goal Setting

DATE: July 1, 2019 to June 30, 2020

EEO-4 Job Categories	WORKFORCE												UNDERREPRESENTATION												AAP HIRING GOALS											
	TOTAL EMPLOYEES	MINORITY	FEMALE	VETERANS	DISABLED	BLACK OR AFRICAN AMERICAN (NHL*)	HISPANIC OR LATINO	AMERICAN INDIAN OR ALASKA NATIVE (NHL*)	ASIAN (NHL*)	WHITE (NHL*)	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (NHL*)	TWO OR MORE RACES (NHL*)	MINORITY	FEMALE	VETERANS	DISABLED	BLACK OR AFRICAN AMERICAN (NHL*)	HISPANIC OR LATINO	AMERICAN INDIAN OR ALASKA NATIVE (NHL*)	ASIAN (NHL*)	WHITE (NHL*)	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (NHL*)	TWO OR MORE RACES (NHL*)	MINORITY	FEMALE	VETERANS	DISABLED	BLACK OR AFRICAN AMERICAN (NHL*)	HISPANIC OR LATINO	AMERICAN INDIAN OR ALASKA NATIVE (NHL*)	ASIAN (NHL*)	WHITE (NHL*)	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (NHL*)	TWO OR MORE RACES (NHL*)		
Officials/Managers Administrators	56	14	35	1	4	6	4	0	4	42	0	0	1	-6	3	0	-1	5	1	-2	-1	1	2	1	0	3	0	0	5	1	0	0	1	2		
Professionals	184	35	117	8	13	12	13	0	7	148	0	3	16	-22	7	0	3	16	2	0	-15	4	2	16	0	7	0	3	16	2	0	0	4	2		
Faculty	364	63	239	7	26	8	14	2	31	301	3	5	37	-52	22	-1	22	42	2	-18	-37	4	5	37	0	22	0	22	42	2	0	0	4	5		
Technicians/Para professionals	31	4	15	1	4	1	2	0	0	27	0	1	5	1	1	-2	2	3	0	1	-5	1	0	5	1	1	0	2	3	0	1	0	1	0		
Administrative Support	78	11	74	1	2	6	3	1	1	78	0	0	10	-34	5	3	0	9	0	2	-21	2	2	10	0	5	3	0	9	0	2	0	2	2		
Skilled Craft	16	1	0	1	0	0	1	0	0	15	0	0	3	8	0	1	1	1	0	1	-3	0	0	3	8	0	1	1	1	0	1	0	0	0		
Service Maintenance	172	47	56	14	12	9	27	2	7	125	2	0	0	32	0	0	5	0	0	-1	0	1	5	0	32	0	0	5	0	0	0	0	1	5		
Total	901	175	536	33	61	42	64	5	50	736	5	9	73	-73	39	2	32	76	4	-17	-83	13	16	72	41	38	4	33	76	5	4	0	13	16		

* Not Hispanic or Latino