

Below, please find information from Carl Sandburg College you may find helpful.

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I thought our HR response to the “Underrepresented Groups” survey might stimulate some thoughts. The answers are below. In summary, we have stated beliefs and focal points in support of diversity, network in order to learn and implement best practices and have expanded employment advertisement in order to reach larger, more diverse populations. Data suggests that we have made progress in percentage of underrepresented groups. Realizing that there is more to diversity than underrepresentation, this may be a start for other ideas.

1. Identify goals or objectives established for the recruitment of minority, female, and/or faculty, staff or

administrators with disabilities.

*Response: The College does not have a specific goal of recruiting minorities, persons with disabilities, or women. In general, the College does not seek to only consider these groups in its recruitment efforts. Beyond specific goals, the College supports recruitment of underrepresented groups through stated beliefs and focal points. As such, one of the stated beliefs of the College is the educational experience is enriched through diversity in its people, curricula, and environment. To that end one of the main focal points of the College is a caring environment. Specific objectives are to 1) Shape an environment that recognizes the need for diversity, (2) Create opportunities for all within the College community to interact with understanding, tolerance, and respect for others and (3) Promote sensitivity to individual needs and aspirations of those throughout the College community.*

2. Since the 2006 report on this topic was submitted, identify areas where demonstrable progress has been made toward meeting the goals or objectives. What are the trends?

*Response: The Carl Sandburg College district is largely a Caucasian population with 92 percent being white. The College continues to grapple with the recruitment of minorities. However, progress has been in percentage of minorities based on total employee numbers since 2006. See chart below.*

<u>Year</u>	<u>Black</u>	<u>Hispanic</u>	<u>Asian Pacific Islander</u>	<u>American Indian</u>	<u>Total Employees</u>	<u>% Minority</u>
<b>2006</b>	9	8	8	1	519	5
<b>2009</b>	<b>9</b>	<b>11</b>	<b>2</b>	<b>1</b>	<b>407</b>	<b>5.65</b>

3. On the basis of the evidence, what methods, strategies, or adjustments have been or will be implemented to make further progress or address challenges and problem areas?

*Response: Human Resource Administration attends an annual seminar sponsored by **Disability Works**, grant funded by the Illinois Department of Commerce and Economic Opportunity. This initiative's mission is to increase employment opportunities for people with disabilities while meeting business workforce needs. Awareness of this resource will be beneficial in improvement of processes designed to recruit underrepresented groups.*

*Human Resource Administration annually attends the **Illinois Action Officers Association** conference to glean insight into strategies for recruitment of underrepresented groups.*

*Additionally, recent enhancements to the employment selection process include advertisement of job opportunities on [www.highereducationjobs.com](http://www.highereducationjobs.com) and [www.hotjobs.com](http://www.hotjobs.com). This change was made in order to connect with a more diverse population of potential candidates. At times, Affirmative Action Emails are used to help recruit a diverse applicant pool for job search.*