2017
EEO/AA Plan
2017 EEO/AA Plan

• Federal regulations require annual evaluation of the representation of women and racial/ethnic minorities

• Reaffirms UNCW’s commitment to equal employment opportunity and documents efforts towards achieving labor market parity among women and racial/ethnic minorities

• As of 1/1/2017, UNCW had 1,922 employees
  • 58% women
  • 19% racial/ethnic minorities
Seven Year Trend

<table>
<thead>
<tr>
<th>Year</th>
<th>Total</th>
<th>Women</th>
<th>Minorities</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>1874</td>
<td>1013</td>
<td>368 (19.6%)</td>
</tr>
<tr>
<td>2011</td>
<td>1858</td>
<td>1002</td>
<td>325 (17.5%)</td>
</tr>
<tr>
<td>2012</td>
<td>1853</td>
<td>999</td>
<td>319 (17.2%)</td>
</tr>
<tr>
<td>2013</td>
<td>1840</td>
<td>999</td>
<td>316 (17.2%)</td>
</tr>
<tr>
<td>2014</td>
<td>1833</td>
<td>1010</td>
<td>331 (18.1%)</td>
</tr>
<tr>
<td>2015</td>
<td>1882</td>
<td>1063</td>
<td>378 (20.1%)</td>
</tr>
<tr>
<td>2016</td>
<td>1922</td>
<td>1106</td>
<td>370 (19.3%)</td>
</tr>
</tbody>
</table>
Current Initiatives & Strategies

• Engage services of [www.northcarolinadiversity.com](http://www.northcarolinadiversity.com) and outreach efforts to diverse and military affiliated organizations

• Share EEO market availability data with Deans and hiring officials

• Promote leadership development programs - BRIDGES

• Monitor progress associated with Non-Faculty EHRA Evaluation competency focus on diversity and inclusion
Moving Forward

- Chancellor’s Campus Climate Workgroup
- Create accountability for diversity & inclusion measures
- Ensure diversity of search committees
- Address awareness in cultural biases
- Provide mentoring to increase retention
Employment of Related Persons
Employment of Related Persons

- University becomes aware through:
  - Job application
  - Independent contractor form
  - Post-hire self reports

- Addressed through written management plan