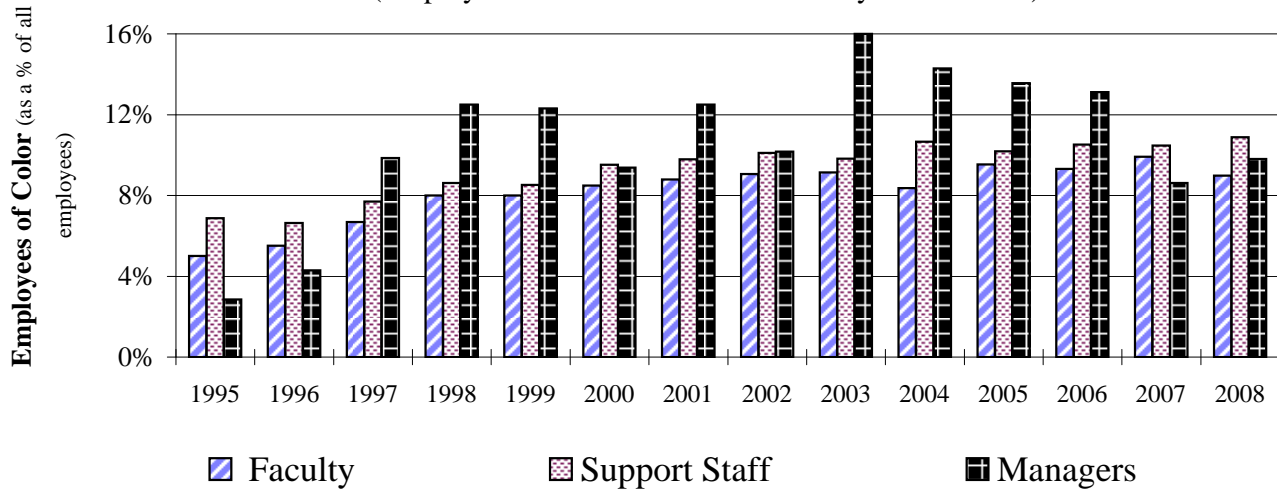


Key Benchmarks -- LANE Community College

Employees of Color as a Percent of All Employees

(Employees with unknown race/ethnicity not included)



<i>Number and percent of employees of color* by group:</i>	Fall 1995		Fall 2008	
	#	%	#	%
Faculty:	25	5.0%	46	9.0%
Support staff:	29	6.9%	42	10.9%
Managers:	2	2.9%	5	9.8%
total	56	5.7%	93	9.8%

Analysis and Action: In fall 2008, 9.8% (N = 93) of all contracted Lane employees who reported their race/ethnicity were members of communities of color. In fall 2007, 10.1% (N = 96) of Lane employees were members of communities of color. Based on the 2006 American Community Survey, the Eugene-Springfield Metropolitan Statistical Area, 89% of residents reported their race/ethnicity as "white." **Lane's Core Values** address diversity among staff -- "welcome, value and promote diversity among staff, students and the community." **Strategic Directions** also address diversity -- "Create a diverse and inclusive learning college: develop institutional capacity to respond effectively and respectfully to students, staff, and community members of all cultures, languages, classes, races, genders, ethnic backgrounds, religions, sexual orientations, and abilities." The charter for **Lane's Diversity Council** states, the Diversity Council will: develop the campus plan and policies related to diversity; set response priorities for diversity issues on campus; advocate for the resolution of diversity issues on campus.

* Race/ethnicity is self-reported. Only employees who reported race are included in percent distributions reported in this Benchmark. For fall '08, 5.2% of employees had not specified their race/ethnicity (N = 52); for fall '07, 2.9% (N = 28) had not specified; for fall '06, 5.2% (N = 54) had not specified; for fall '05, 4.6% (N=51) had not specified; for fall '04, 4.3% (N = 48) had not specified; for fall '03, 2.5% (N = 25) had not specified). Lane began using "multi-racial" as a reporting category fall 2003 and employees using this category for self-reporting are included in counts above.

Notes: **Faculty** includes contracted faculty and part-time credit faculty; **support staff** includes bargaining unit classified employees (except hourly) and management support employees. Staff with unknown race are not included in percent calculations.

Data Source: Human Resources. Lane Council of Governments.

Institutional Research, Assessment, and Planning (March 30, 2009)

c:\irap\benchmark\2008-09\staff\minorepp.xls