

# Why do an Audit?



# Diversity Office Prior to 2015

- Budget = Diversity Officer Salary, \$30K in Grants
- No Administrative Assistant
- Position unfilled for 2 years
- Diversity Audit in 2009
- Strategic Plan in 2010
- No web presence

# 2015 Requests

- \$250,000 Budget
- Full-Time Admin.
- Diversity Audit
- New Strategic Plan Developed
- Direct Access to the President
- Annual Presentation to Board of Trustees
- TV Monitors on campus strictly for CDO
- Dedicated webpage
- **Multicultural Center (AAMI Center)**

# Diversity Office Outreach

- Regular meetings with campus affinity groups
- Regular meetings with individual faculty, staff and students
- Faculty and staff have opportunity to submit diversity grant proposals
- Coordination of inclusion events with other divisions, departments and clubs

# Diversity and Inclusion Audit

Diversity and inclusion audits are evaluations, based on qualitative and quantitative information about the status of diversity and inclusion within an organization.



# Conducting Diversity and Inclusion Audits

**Audits** are conducted for various reasons:

- Determining the effectiveness of diversity recruiting and retention efforts
- Measuring compliance with administration of policies and practices
- Measuring the value of diversity training
- Surveying to determine the success of initiatives
- Determining whether a gap exists between what *IS* being done and what *SHOULD* be done.



# Audit Components

- Led and Supported from the Top
- Dedicated Resource to Guide the Effort
- Documented Strategic Plan
- Human Resources Policies, Practices, Procedures
- Orientation Process for Everyone
- School and Work Environment
- Training Initiatives
- Recruitment
- Talent Management
- Website
- Talent Management
- Data Collection and Analysis
- Disaggregation of Data
- Student and Employee Support Systems/Initiatives
- Accountability Measures
- Recognition and Celebration
- Scorecard
- Charitable Giving and Sponsorships
- Vendor Selection
- Community Relations/Involvement

# What does the Audit look like?



**128**

Questions



**24**

Different  
Contributors  
or their  
Designees



**17**

Different  
Areas/Items



**19**

Interviews  
(February –  
April)



# Diversity Audit SWOT Sessions

## September 2018



# Diversity Office Implementation Phases

- Phase 1 - events, activities and creating an inclusive climate
- Phase 2 - Diversity Audit
- Phase 3 - implementing audit recommendations and developing a strategic plan
- Phase 4 – implementing equity training, leadership development and hiring best practices



# Internal and External Support

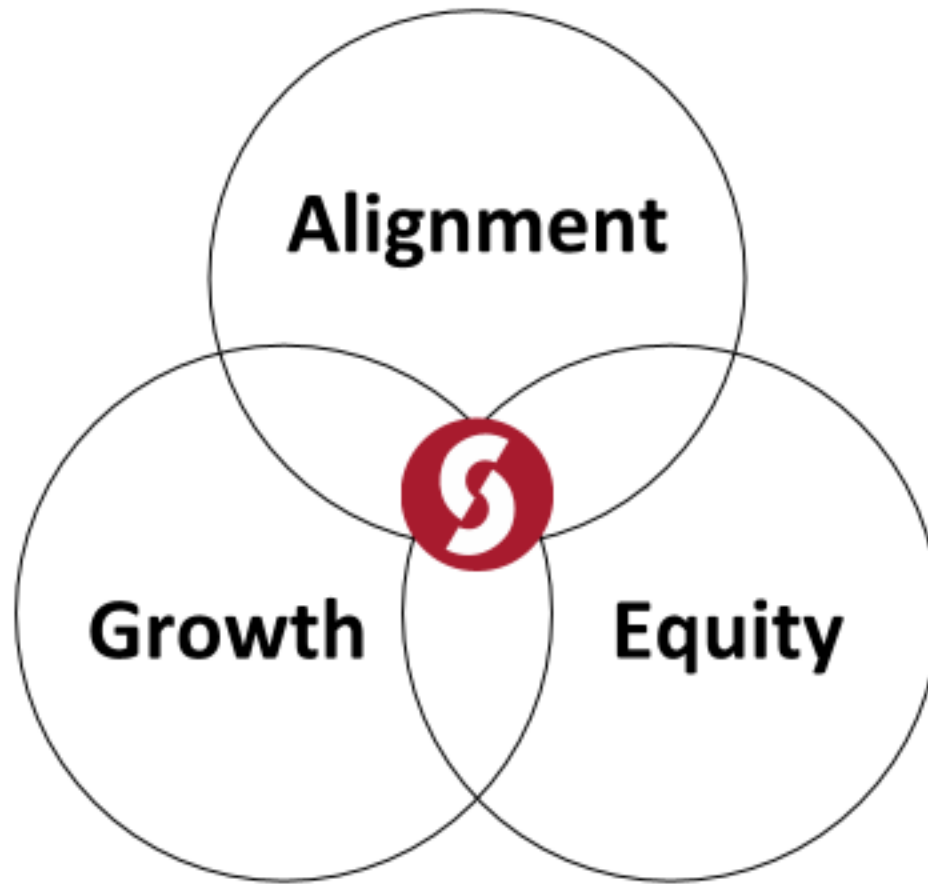
- College President and Provost
- Vice Presidents, Deans, and Directors
- “Go To” groups and individuals on campus
- Student leaders and groups
- Large community orgs doing “the work”
- Grass root orgs doing “the work”
- Community and state-wide diversity and inclusion organizations
- Your personal “Sphere of Influence”

# A Few Suggestions

- Take the emotion out of the issue of equity and inclusion
- Don't fight the "fools" marginalize them
- Ask the right questions
- Identify and collaborate with campus and community "champions"

# Lessons Learned

- Cabinet Level Position
- Budget = Commitment
- Campus Wide Execution
- Assess and Advance
- Be a Resource On and Off Campus



# **Sinclair College on the Move**

## **Diversity, Equity, and Inclusion (DEI) Highlights**

# Minority Student Enrollment at Sinclair

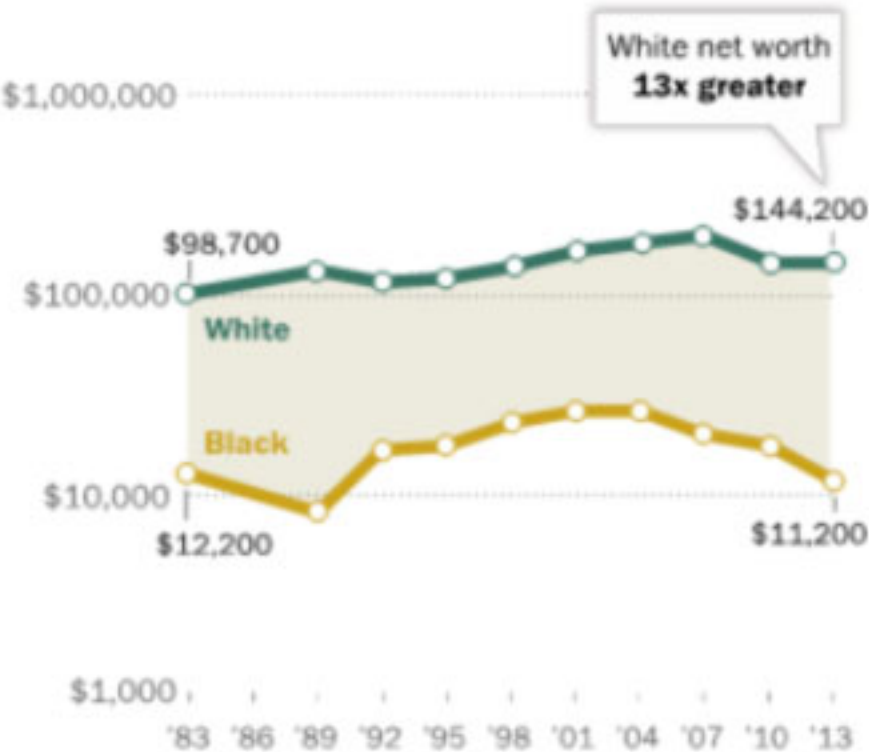
With **6,285 minority students**, and **4,685 Black students**, Sinclair is a MAJOR player in improving lives through education.

Sinclair likely enrolls more undergraduate black students than the combined Black student enrollment of Wright State, UD, and Central State.



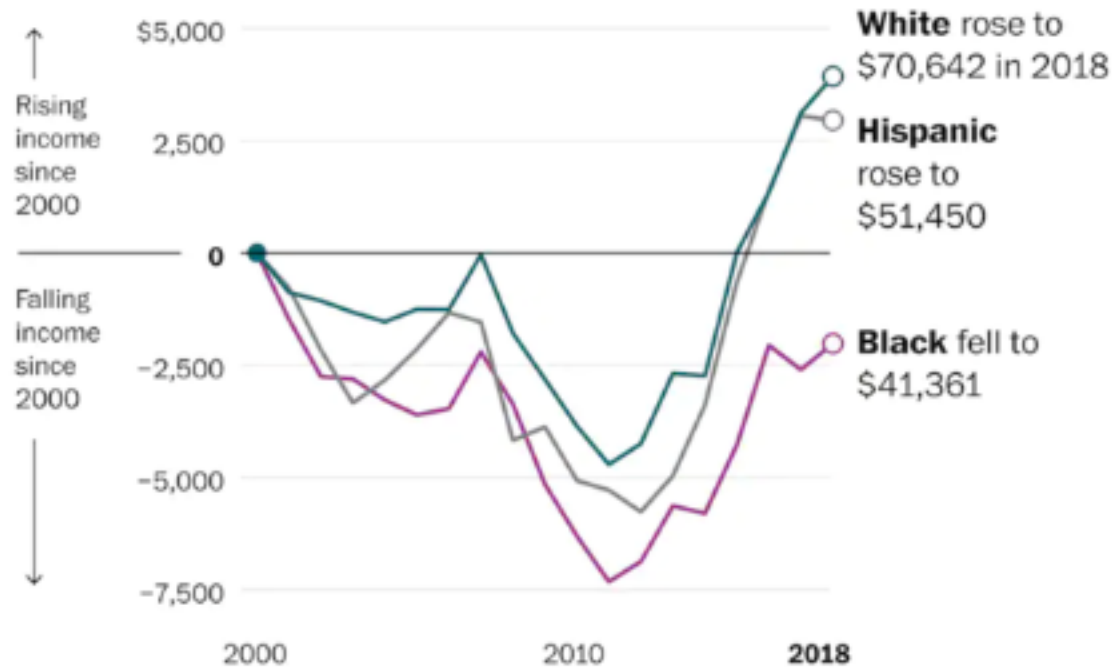
# Whites have significantly higher levels of wealth than blacks

Median net worth of U.S. households in 2014 dollars



## Black Americans still earn less than they did in 2000

Change in median income since the year 2000, adjusted for inflation



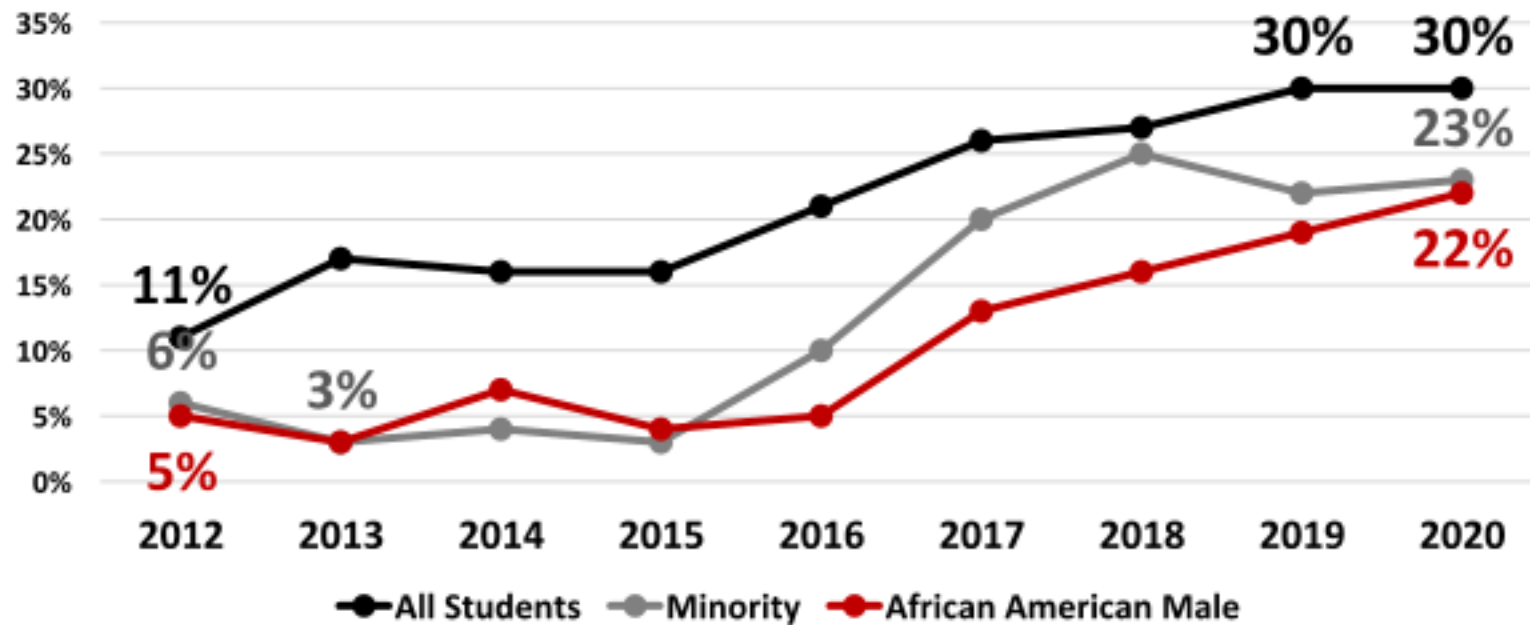
Note: Shown in constant 2018 dollars; methodology changed in 2013 and multiple values have been averaged within each year when available; the white category doesn't include those of Hispanic origin.

Source: Census Bureau

THE WASHINGTON POST

# Sinclair IPEDs\* Graduation Rate

## Goal: Close Gap by 2022



\* First-time in college, full-time students who complete an associate's degree in approximately 3 years.

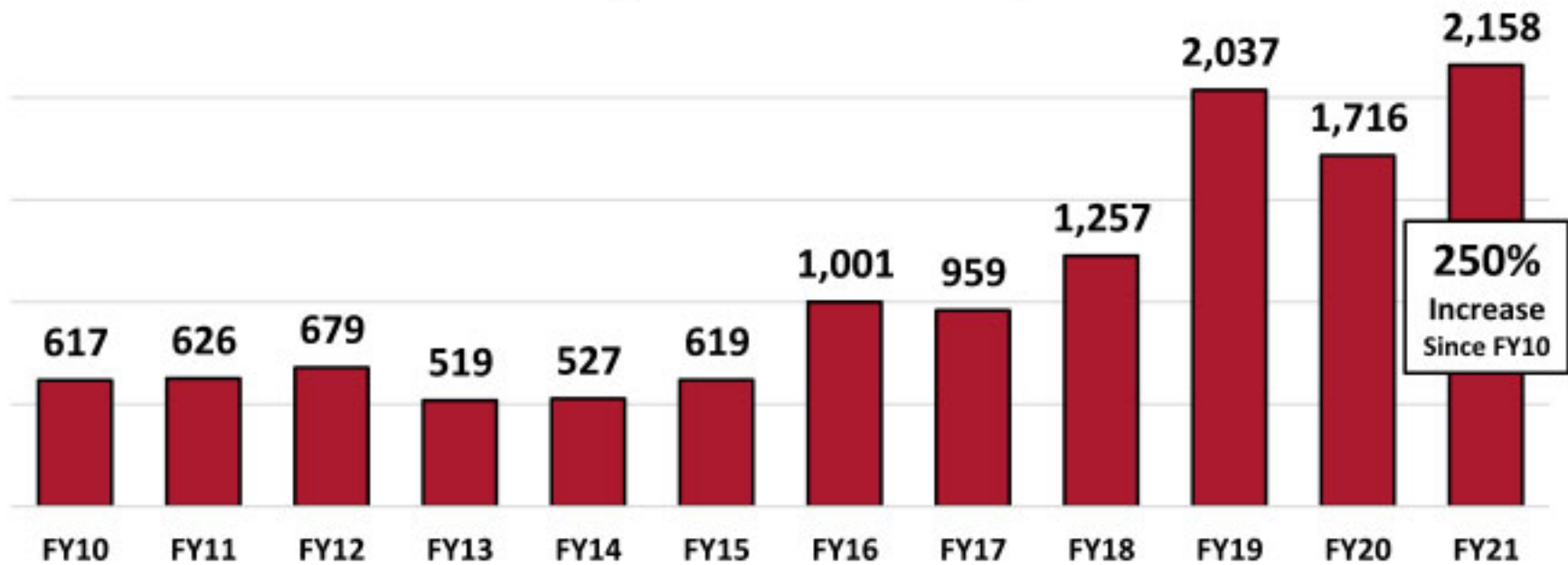


# Sinclair College Diversity, Equity, and Inclusion

## Michael Carter

Senior Advisor to the President and  
Chief Diversity Officer

## Sinclair Credentials Earned by Minority Students by Year



# Sinclair's DEI Initiatives



- 200+ Professional Development Workshops and Discussions
- Over 7,500 (duplicated) participants

## Diversity Training and Consulting Provided to Area Organizations Outside of Sinclair

1. Northmont School District
2. Marion Technical College
3. Dayton Public Schools
4. Clark State
5. DECA
6. Columbus State
7. Kings Local
8. Cuyahoga Community College
9. Piqua School District
10. Ivy Tech Community College
11. Miami County ESC
12. John Logan College, IL
13. Covington School District
14. American Association of Community Colleges (AACC)
15. Vandalia Butler School District
16. Accreditation Council for Business Schools and Programs
17. Dayton Development Coalition
18. Fairborn City Council
19. Oakwood Inclusion Committee
20. Peregrine Global Services
21. Sugarcreek Cares
22. Dayton Area Chamber of Commerce
23. Oakwood Rotary

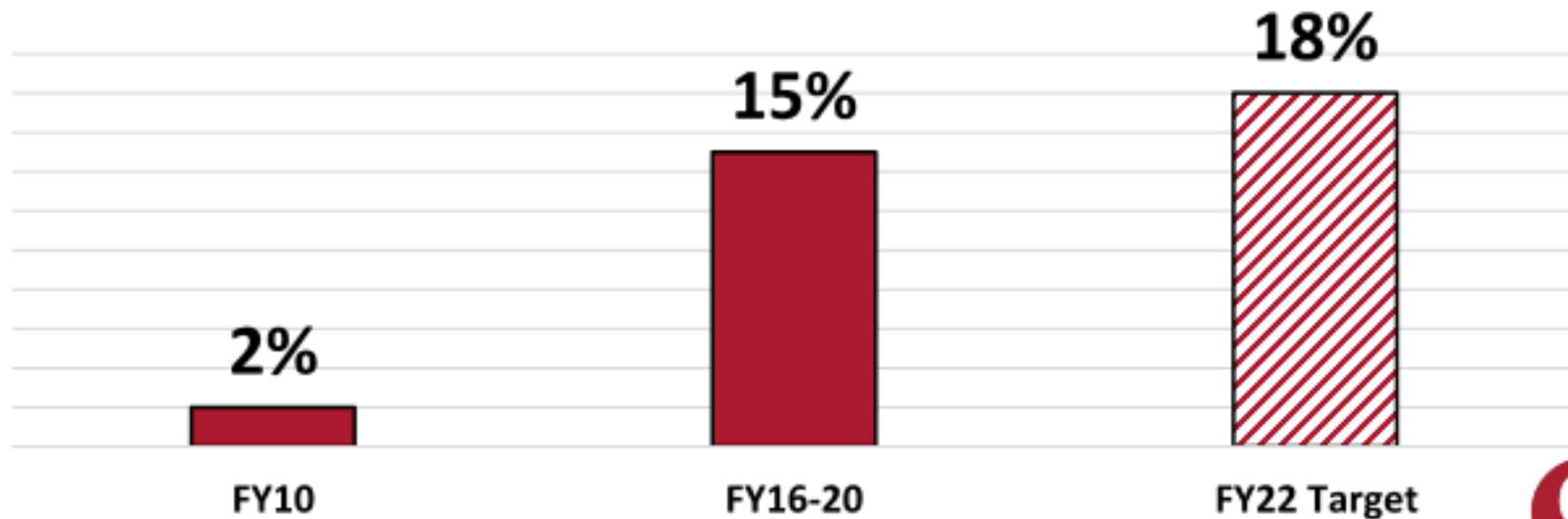
# Law Enforcement Racial Diversity & Compliance Communications Training

- A 2-Day training program focused on effective communication to improve cooperation and respect
- Attendees:
  - Sinclair College Police Department
  - Sinclair Police Academy leadership
  - Several external police departments



# Sinclair Purchasing from Minority Vendors and Contractors

**Supplier Diversity Spend**  
**(from \$½ million annually to \$5 million annually)**  
Percentage of Diverse Supplier Spend



# Strategic DEI Initiatives

## Diversity Task Force on Hiring

### Accomplishments

- Established 3-year Annual Contracted Faculty positions
- Established Visiting Faculty role
- Created the Equity Liaison positions
- Added a Recruiter for Human Resources to assist with outreach

### Projects for 2021-2022

- Launch the Search Committee Academy
- Develop Diversity, Equity and Inclusion training for all employees

# Strategic DEI Initiatives

## Hiring Recruiter in Human Resources

**The addition of a Recruiter position within the HR department will:**

- Expand our diversity recruitment efforts.
- Allow for timely and aggressive recruiting.
- Will serve as the primary point of contact for potential candidates from position posting all the way through onboarding process.

# Strategic DEI Initiatives

## Minority Teacher Pipeline



Collaboration with local universities to develop an education pathway to recruit minority teachers in the local region.

# Strategic DEI Initiatives

## Digital Equity Team

This initiative is dedicated to closing gaps in success rates for online courses.

To date, 150 courses have been modified with the digital equity rubric and Sinclair has won a \$316k grant to support this work.

# Strategic DEI Initiatives

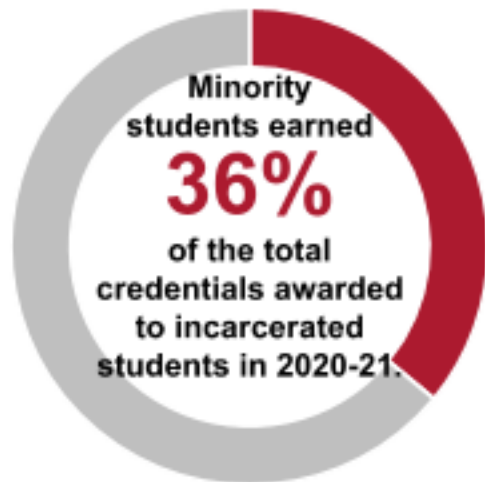
## Sinclair College Equity Summit

Sinclair holds an annual Equity Summit to review data, direction, and best practices in serving under-served and at-risk populations.



# Strategic DEI Initiatives

## Minority Students in Sinclair's College Credit Prison Program



With an 88% course completion rate, minority students in the Sinclair prison program are just as successful as White students (no achievement gap).

# Strategic DEI Initiatives

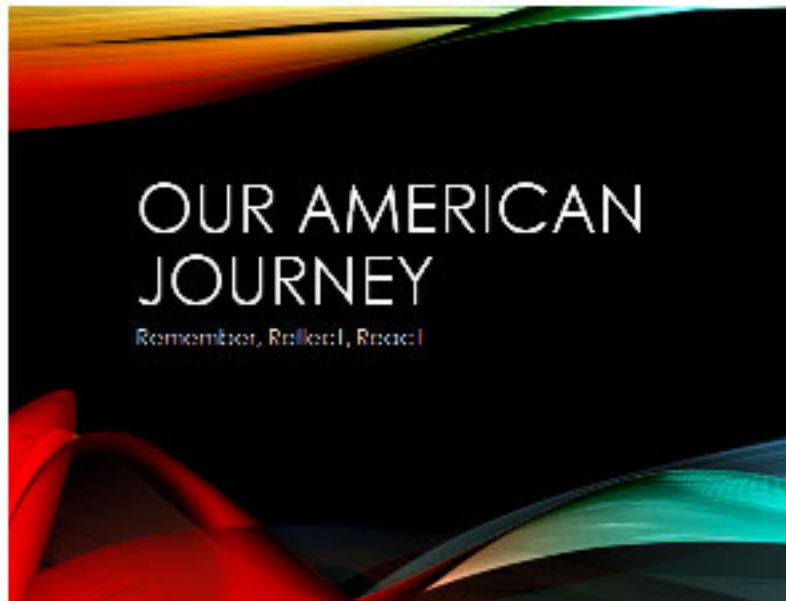
## Hope Center for Families



Located in West Dayton, this Center is intended to provide holistic services to catalyze more education for more students.



# Upcoming Sinclair Diversity Events



**Experiential Exhibit:**

## **Our American Journey— the Black Experience in America**

**September 27 –  
October 1, 2021**

# Upcoming Sinclair Diversity Events



Two Remarkable Interactive Exhibits in Building 20:  
**Undesign, the Redline Exhibit**  
and  
**Atlas of Dayton**  
November 2021

# Upcoming Sinclair Diversity Events



## Fall Campus Book Read: **The Sum of Us** by Heather McGhee

Heather McGhee will be the keynote speaker at the annual Black Unity Conference, February 4, 2022.

For More Information and  
Diversity Resources:  
**[www.Sinclair.edu/diversity](http://www.Sinclair.edu/diversity)**



# Thank You!!