

# WHO NEEDS A COLLIN COLLEGE DOES DEI OFFICER?

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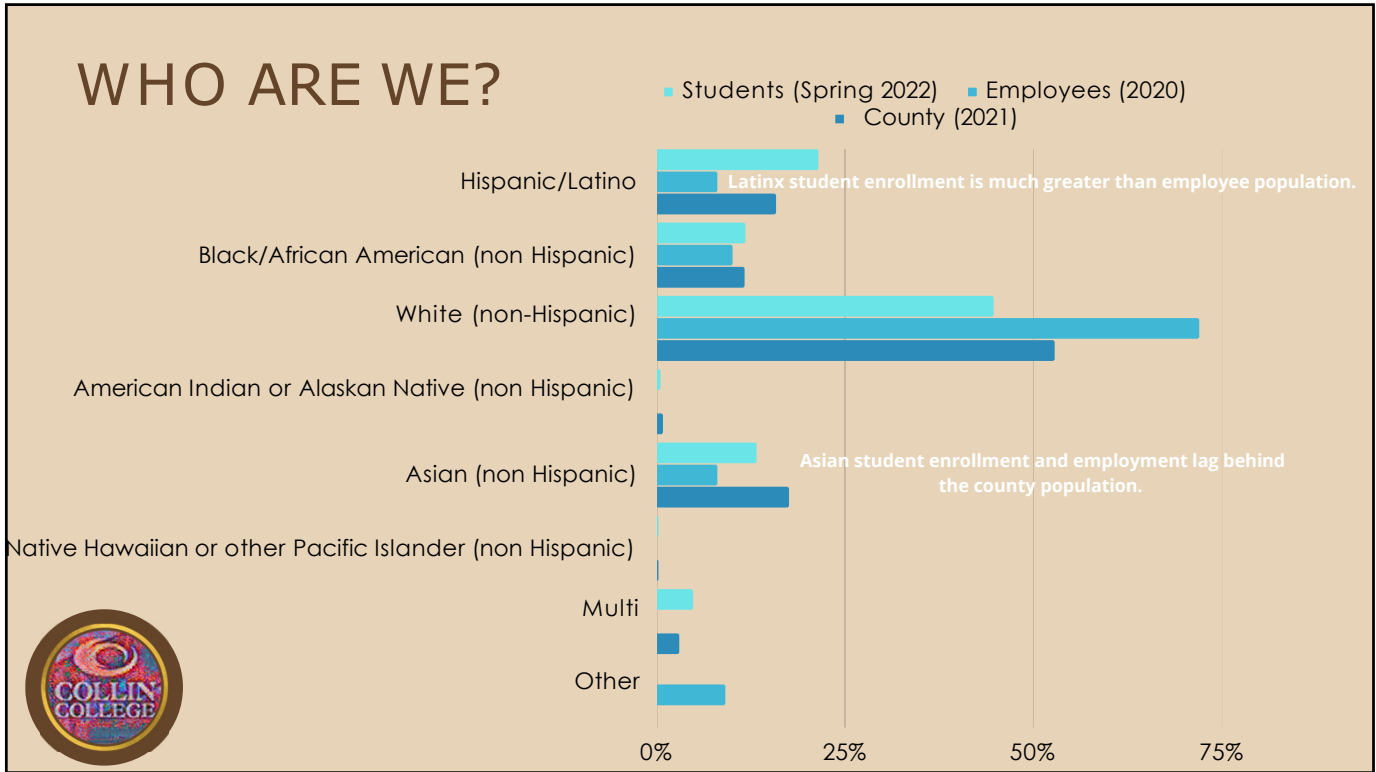
## WHAT DOES A DEI OFFICE/OFFICER DO?

- Develops college-wide DEI programs
- Works with HR and hiring committees to develop diverse talent streams
- Collects, analyzes, and reports on DEI metrics, investments, and ROI
- Plays a prominent role in planning for a Hispanic serving institution (HSI) prior to Collin College achieving that designation.
- Oversees training and development programs
- Houses and centralizes the DEI programs and initiatives Collin College already offers
- Works with other departments to market and advertise DEI opportunities and innovations

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## PERCEPTIONS OF DEI



American Undergrad Students	Collin College Employees	University and College Trustees
<p>"Black students feel that the resources available to under-resourced groups are inadequate" (p. 6).</p> <p>"Students at two-year universities are less likely to agree that diverse students have equal access to academic opportunities (p. 8).</p> <p>"Nearly 1/3 of students do not believe their coursework or instruction adequately incorporates diverse perspectives" (page 17).</p>	<p>From staff: 4/7 listed opportunities for the college were related to diversity training, a diversity officer/DEI office, DEI programming, and communication of DEI and culture initiatives.</p> <p>From faculty: 7/9 listed opportunities for the college were related to diversity training, disability accommodations, LGBTQIA support, BIPOC support, leadership commitment and vision to DEI, and diversity hiring.</p>	<p>The majority of trustees responding to the survey indicated that their institution is welcoming for students of diverse racial and ethnic backgrounds (89%) and for LGBTQIA+ students (70%).</p> <p>Additionally, only 5% of trustees who responded indicated that "equal access to higher education among different demographic groups," placing that as the last of nine top concerns facing higher ed.</p>

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# PEER INSTITUTIONS AND DEI

Top 10 (by size) CC systems in Texas and presence of a DEI office:

- 1. Dallas-Y
- 2. Lone Star-Y
- 3. El Paso-Y
- 4. Collin-N
- 5. Tarrant-Y
- 6. San Jacinto-Y
- 7. Houston-Y
- 8. Austin-Y
- 9. Alamos-Y
- 10. South Texas-N

\*Trustees have a handout with a full list of community college systems in Texas as well as other colleges and universities in the DFW area that do/do not have DE&I offices. Institutions that do also have a URL listed to that office. If you would like a copy of the handout, please email [sdonald@collin.edu](mailto:sdonald@collin.edu).

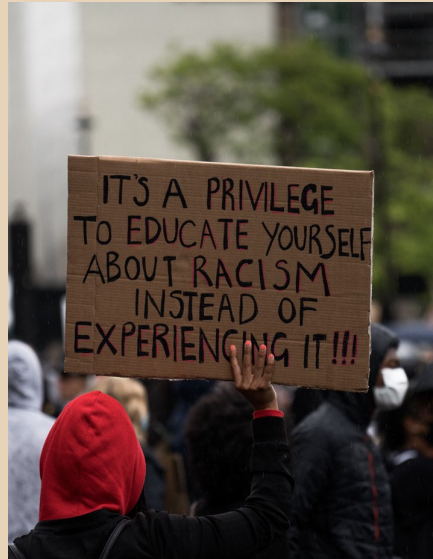


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...because a more diverse faculty and staff are demonstrated to improve everyone's

- emotional intelligence
- critical thinking
- collaboration and communication skills
- understanding of workplace and community norms
- conflict resolution
- ability to be introspective and examine one's own internal biases

WE DO IT BECAUSE IT'S THE RIGHT THING TO DO.

LET'S DO THIS!

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## RECOMMENDATION

Establish a position of Chief Diversity Officer as a part of the Executive Team.

## ACTION ITEM

A report back by the December board meeting on next steps, decisions, preliminary plans.

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## WORKS CITED

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