

Vision

CU System Administration aspires to be a desirable place to work, with a diverse, talented workforce that is included, empowered and valued. System Administration actively works to develop and maintain an inclusive culture where employees feel a sense of belonging, can find and build community, and are able to meaningfully contribute to CU's mission and purpose.

GOAL: SYSTEM ADMINISTRATION NEW STAFF

Strategy: Use inclusive language and broad qualifications in all job descriptions and postings for a greater reach to more diverse populations.

- Year-for-year substitution of experience in lieu of education to broaden applicant pool
- Bias mitigating tool for job descriptions, postings
- Required qualifications include demonstrated ability to work within/cultivate diverse teams, actively seek out opportunities to promote, cultivate diversity across organization
- Expand, embed search advocacy training into all aspects of hiring, HR processes

Strategy: Include Diversity and Equity statement in all postings.

Strategy: Broaden recruitment efforts to include more URM employment sites and professional organizations.

Strategy: Provide search committees guidance, materials and training to ensure a non-biased and inclusive hiring process.

- Skillsoft search committee training
- HR guidance, materials for all search committee meetings
- Diverse search committee members
- Continue to grow Search Advocates program
- Monitor, provide status of applicant, screened, interviewed demographics

GOAL: SYSTEM ADMINISTRATION STAFF RETENTION

Strategy: Strengthen employees' sense of connection to and community within System Administration.

- Develop, educate, implement System Administration organizational values
- Create onboarding framework
- Facilitate in-person, virtual engagement opportunities
- President, DEI, HR leaders to join Colorado Inclusive Economy to learn new strategies

Strategy: Increase employees' awareness and understanding of identity and culture, and strengthen their skills and abilities to engage in culturally responsive ways.

- Curate self-paced asynchronous DEI resources available to all employees
- Host quarterly lunch and learn sessions
- Determine needs of URM staff, affinity groups/employee resource groups

Strategy: Address barriers to employee participation in relevant professional development opportunities to support their growth, learning and acquisition of new skills.

- Develop, provide training opportunities to employees using tools, resources readily available in FY 2023; launch additional offerings in FY 2024

Colorado Demography

System Administration compared to the state population. CU data from CU Diversity Report and CO population from U.S. Census.

	System Admin (%)	System Admin (#)	CO CENSUS (18+)	CO CENSUS (Total Pop)	CO CENSUS (Under 18)	Denver County (Total Pop)	Boulder County (Total Pop)
	2022	2022	2020	2020	2020	2021	2021
<i>American Indian/Alaska Native</i>	0.2%	1	0.6%	0.5%	0.5%	0.5%	0.4%
<i>Asian, Asian American</i>	10.5%	56	3.6%	3.1%	3.3%	3.9%	4.8%
<i>Black/African American</i>	2.6%	14	3.7%	3.9%	4.2%	9.0%	1.0%
<i>Hispanic/Latino</i>	10.5%	56	19.2%	21.7%	31.6%	29.5%	14.1%
<i>Native Hawaiian/Pacific Islander</i>						0.2%	0.1%
<i>More than one race</i>	1.3%	7	4.3%	3.1%	7.8%	2.5%	2.4%
<i>White</i>	69.6%	371	68.6%	67.5%	52.6%	54.6%	77.4%
<i>Unknown</i>	5.3%	28					
<i>% People of Color</i>	25.1%	134	31.4%	32.4%	47.4%	45.4%	22.7%
<i>% URM (System Admin Definition)</i>	13.3%	71	23.5%	26.1%	36.3%	39.1%	15.5%

CU Diversity Report

System Administration Only, data as of Nov 1 of each year, regular faculty & staff, IPEDS methodology.

	Nov 2018	Nov 2019	Nov 2020	Nov 2021	Nov 2022
Sex	449	468	537	530	533
<i>Female</i>	263	280	329	322	326
<i>Male</i>	186	188	208	208	207
<i>% Female</i>	58.6%	59.8%	61.3%	60.8%	61.2%
<i>% Male</i>	41.4%	40.2%	38.7%	39.2%	38.8%
Race/Ethnicity	449	468	537	530	533
<i>American Indian/Alaska Native</i>	1	1	1	1	1
<i>Asian, Asian American</i>	41	44	50	54	56
<i>Black/African American</i>	19	14	17	17	14
<i>Hispanic/Latino</i>	26	28	51	50	56
<i>More than one race</i>	26	26	8	8	7
<i>White</i>	296	317	368	370	371
<i>Unknown</i>	40	38	42	30	28
<i>People of Color</i>	113	113	127	130	134
<i>URM (System Admin Definition)</i>	46	43	69	68	71
<i>American Indian/Alaska Native</i>	0.2%	0.2%	0.2%	0.2%	0.2%
<i>Asian</i>	9.1%	9.4%	9.3%	10.2%	10.5%
<i>Black/African American</i>	4.2%	3.0%	3.2%	3.2%	2.6%
<i>Hispanic/Latino</i>	5.8%	6.0%	9.5%	9.4%	10.5%
<i>More than one race</i>	5.8%	5.6%	1.5%	1.5%	1.3%
<i>White</i>	65.9%	67.7%	68.5%	69.8%	69.6%
<i>Unknown</i>	8.9%	8.1%	7.8%	5.7%	5.3%
<i>People of Color</i>	25.2%	24.1%	23.6%	24.5%	25.1%
<i>URM (System Admin Definition)</i>	10.2%	9.2%	12.8%	12.8%	13.3%