

## Diversity at Community Colleges



Recent protests about racism and lack of inclusion of minorities at the four-year institutions around the country have not spread to community colleges. Community colleges are open-access and have strong programs to encourage acceptance and inclusion. So although they may not be susceptible to these protests, it still might be a good time to examine diversity at community colleges.

Each community college has a specific service area it supports. Census data is used to determine the percentage of minority population in a community college's service area. This includes all population that is not "white, non-Hispanic."

Data from the National Community College Benchmark Project reports the percentage of minority credit students at the college which can then be compared to the percentage of minority population of the community college service area and reported as a ratio. This same benchmark is presented for minority employees.

### Call for Proposals for the National Benchmarking Conference

NHEBI is seeking proposals for breakout sessions for the 2016 National Benchmarking Conference to be held May 3 to 5.

Sessions are 45 minutes long. Topics of particular interest include benchmarking in colleges, using data for decision-making, student success and outcomes, and IR strategies.

Proposals are due March 1, 2016. Send them to [michelletaylor@jccc.edu](mailto:michelletaylor@jccc.edu).

Presentations from the past conferences are available.

If you would like to submit an article or a calendar entry to the The Benchmarking Institute's Newsletter please submit items to

National medians from 2005 to 2013 shows that community colleges are successfully recruiting minority students to attend, and experiencing higher minority student participation rates than the service area minority population.

However, community colleges have not been successful in recruiting minority employees. The trend is down and the gap between minority student rates and minority employee rates is growing.

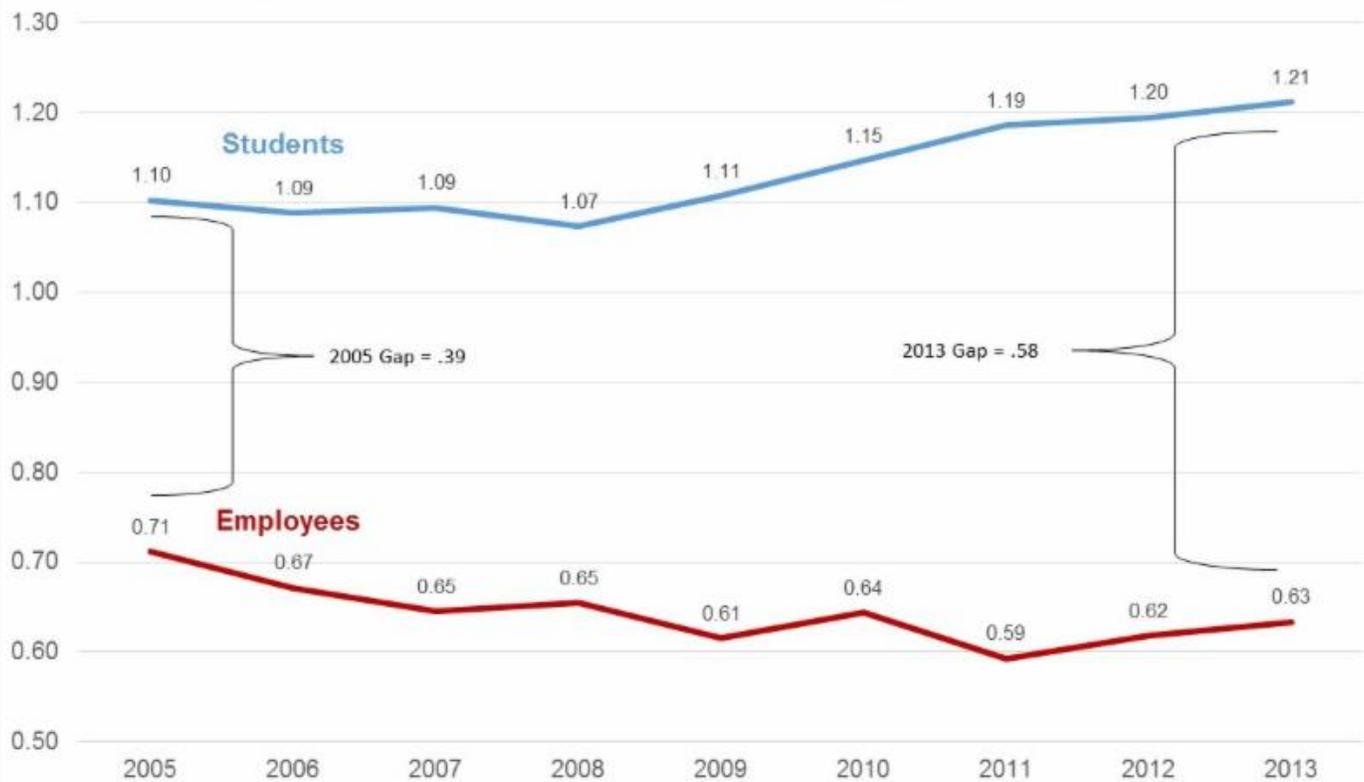
It is time for community colleges to act before they too are faced with protests, disruptions and racial tension. Prepare your own diversity report using NCCBP data to present to your administration.

To explore this further log into [NCCBP.org](http://NCCBP.org), go to Reports, and select Custom Reports.

Keep up with the latest from the Benchmarking Institute at...



**Minority Participation Rates at Community Colleges: National Medians**



— Ratio of Minority Students taking Credit Class(es) of the Minority Population of the Service Area: Fall 2013 National Median  
 — Ratio of Minority Employees of the Minority Population of the Service Area: Fall 2013 National Median

Data from National Community College Benchmark Project. N=224

© National Higher Education Benchmarking Institute

