2021 Affirmative Action Programs – Summary Information
Prepared by the Office of Civil Rights and Title IX Compliance, August 2021

Introduction

The following is a brief summary from Western Washington University’s 2021 Affirmative Action Program (AAP) for Women and Racial/Ethnic Minorities and AAP for Protected Veterans and People with Disabilities. The Office of Civil Rights and Title IX Compliance meets annually with Vice Presidents and Deans to review the results of the AAPs, including representation in the workforce for women, racial/ethnic minorities, protected veterans and people with disabilities; applicable underutilization and placement goals; and hiring trends, as well as the annual hiring benchmark for protected veterans; so that Vice Presidents and Deans can communicate this information to hiring authorities in their administrative organizations, or College, as appropriate.

WWU Workforce Representation and Current Hiring Trends for Women and Racial/Ethnic Minorities

Women: The University’s representation of women has remained steady over the years, as demonstrated in the below chart. Women have consistently represented approximately 57-59% of classified and professional staff; between 44-47% of tenured or tenure track faculty; and approximately 57-59% of non-tenure track faculty\(^1\) (see footnote below). According to Western’s 2021 AAP, the University currently has placement goals for women in 18 of its 34 job groups (53%). The majority of job groups that are underutilized for women are faculty job groups, with the exception of Western’s staff job group for Senior Administrative Officers also being underutilized for women. A job group is considered underutilized for women when incumbency fails to reach 80% of estimated availability for women in that job group.

NOTE: Data Source: 2017-2021 WWU Affirmative Action Programs. Percentage calculations exclude from the total individuals whose demographic information is not available, as providing this information is entirely voluntary. Charts reflect WWU Workforce as of October 31st of each year. For example, for 2021 AAP, data as of October 31, 2020. Includes employees of any FTE; Classified/Professional Staff data includes temporary employees.
In the 2021 AAP year (November 1, 2019 through October 31, 2020), women represented 61.2% of the hires and/or promotions occurring in permanent or project classified and professional staff positions (hiring data does not include temporary staff). For tenure-track faculty positions, women represented 58.3% of the hires occurring in the 2021 AAP year (data does not include faculty promotions). For non-tenure track faculty positions, women represented 56.7% of the hires occurring in the 2021 AAP year (includes only new hires or re-hires made after a period of 18 months or longer).

**Racial/Ethnic Minorities:** As demonstrated in the below chart, the University’s representation of racial/ethnic minorities has remained steady in classified and professional staff positions, as well as non-tenure track faculty positions, with tenured and tenure track faculty positions seeing a steady increase. Racial/ethnic minorities have consistently represented approximately 16-17% of classified and professional staff; between 20-26% of tenured and tenure track faculty; and approximately 12-14% of non-tenure track faculty (see footnote on page 1). According to Western’s 2021 AAP, the University currently has placement goals for racial/ethnic minorities in 8 of its 34 job groups (24%). More than half of the job groups that are underutilized for racial/ethnic minorities are staff job groups, with the remaining underutilized job groups being evenly split between both tenured/tenure track and non-tenure track faculty job groups. A placement goal is set for a job group when incumbency fails to reach 80% of estimated availability for racial/ethnic minorities in that job group.

![WWU Representation of Racial/Ethnic Minorities](image)

In the 2021 AAP year (November 1, 2019 through October 31, 2020), racial/ethnic minorities represented 16.6% of the hires and/or promotions occurring in permanent or project classified and professional staff positions (hiring data does not include temporary staff). For tenure track faculty positions, racial/ethnic minorities represented 39.1% of the hires occurring in the 2021 AAP year (data does not include faculty promotions). For non-tenure track faculty positions, racial/ethnic minorities represented 19.8% of the hires occurring in the 2021 AAP year (includes only new hires or re-hires made after a period of 18 months or longer).
WWU Workforce Representation and Current Hiring Trends for Protected Veterans and Individuals with Disabilities

**Protected Veterans:** Western conducted a workforce analysis to measure protected veteran representation (utilization) in the workforce. As of October 31, 2020, 2% of all Western employees identified as protected veterans.

The annual national benchmark for hiring of protected veterans, effective March 31, 2019 through March 30, 2020, was set at 5.9%, based on the annual national percentage of veterans in the civilian labor force.

Overall, 2 protected veterans (0.6%) were hired and/or promoted from the total 324 positions available, including professional and classified staff, as well as tenured or tenure track and non-tenure track faculty, well below the 5.9% hiring benchmark target2 (see footnote below). The low percentage of protected veteran hires points to Western’s need to increase its efforts with respect to effectively recruiting, retaining, and providing outreach related to veteran populations.

**Individuals with Disabilities:** Section 503 of the Rehabilitation Act of 1973 (41 CFR Part 60-741.45), as amended establishes a nationwide 7% utilization goal for all qualified individuals with disabilities. Western conducted a workforce analysis to measure representation of individuals in the workforce who identified as having (or having had) a disability. The utilization analysis indicates the representation of employees who identified as having (or previously having) a disability, in each job group within Western’s workforce.

As of October 31, 2020, 5.3% of all Western employees identified as having a disability or having had a disability. When looking at utilization by job group, employees with disabilities are underrepresented in all of Western’s 34 job groups, except Job Groups 33 (Student Support Professionals), 41 (Clerical Staff I), 42 (Clerical Staff II), 43 (Administrative Support Staff), and 850 (Huxley College Non-Tenure Track Faculty).

Overall, 11 people who self-identified as having (or previously having) a disability (3.4%) were hired and/or promoted from the total 324 hires and/or promotions that occurred, including for professional and classified staff, as well as tenured or tenure track and non-tenure track faculty (see footnote below). Western will continue to refine its efforts with respect to effective recruitment, retention and outreach related to people with disabilities.

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**NOTE:** Hires and promotions data includes only permanent or project staff (does not include temporary staff); data does not include faculty promotions; and for non-tenure track faculty, only includes new hires or re-hires made after a period of 18 months or longer. The data time period for the 2021 AAP is from November 1, 2019 through October 31, 2020.