2023 – 2024 AFFIRMATIVE ACTION PLANS

Borough of Manhattan Community College
City University of New York

Covering Italian Americans, as per the designation of Italian Americans as a protected group at CUNY

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PART ONE: INTRODUCTION AND BACKGROUND

This report is an annual update of CUNY's employment and advancement of Italian Americans. CUNY's Chancellor designated Italian Americans as a protected group in 1976. CUNY began tracking the experience of Italian American employees in nearly thirty years ago as a result of a number of legal settlements.

Borough of Manhattan Community College (BMCC) is one of the multiple affirmative action establishments at the City University of New York (CUNY). CUNY's business rules for reporting data on Italian Americans mirror those developed for compliance with Affirmative Action regulations of the federal government. To encourage clarity, this report will not repeat content in the federal Affirmative Action Plan and serves as a supplement.

The employee census date is June 1, 2023. The previous reporting year was June 1, 2022 – May 31, 2023. The program year for this plan is September 1, 2023 – August 31, 2024.

This plan is available for public review as described on the title page.

The employee census date is June 1, 2023. The previous reporting year was June 1, 2022 – May 31, 2023. The program year for this plan is September 1, 2023 – August 31, 2024.

This plan is available for public review as described on the title page.

Overview of the College

Refer to the federal Affirmative Action Plan for an overview of the college.

Policies

CUNY posts its policies on non-discrimination, sexual misconduct, and affirmative action on its website. **Appendix C** of the federal Affirmative Action Plan provides the text of these policies.

https://www.cuny.edu/about/administration/offices/legal-affairs/policies-resources/

CUNY periodically reaffirms its commitment to Equal Employment Opportunity, through publishing its policy in several locations and including the policy on job postings. As noted in the federal Affirmative Action Plan, the college issues

Responsibilities

The entire community participates in promoting diversity and inclusion. We have assigned certain specific responsibilities, as detailed in the federal Affirmative Action Plan. The following additional information is relevant to this Plan:

University Management

In 2022-2023, CUNY participated in an Expert Panel Review process to evaluate the methods by which CUNY collects and reports information related to Italian American employees, including the methods by which we conduct self-identification and calculate Labor Market Availability. CUNY's University Office of Recruitment and Diversity (ORD) interacts with members of CUNY's Calandra Institute for Italian-American studies to identify ways to promote the inclusion of Italian Americans. As of the Census Date, this project had not been completed.

PART TWO: DATA AND ANALYSIS

Collecting Employee Data

In early July 2023, we extracted data on full-time employees active as of June 1, 2023, from CUNY's system of record, CUNYfirst. BMCC's data includes personnel on most paid leaves, including medical leave and fellowship/ sabbatical leave. We do not include personnel on terminal leaves such as retirement leave, student workers (including Graduate Assistants), or people employed separately by CUNY's Research Foundation.

BMCC invites employees to self-identify gender, race/ethnicity, veteran status, and disability status. Employees may update selections at any time on an Employee Self-Service portal. On April 30, 2018, BMCC emailed employees to voluntarily self-identify. We also invite job applicants to self-identify on the job application portal.

Self-Identification Categories

We use the following categories to evaluate representation by race/ethnicity for the Italian American affirmative action plan:

- Total Minorities (all groups other than White), reported as a single category
- Asian (consolidates Asian, Hawaiian, and Other Pacific Islander)
- Black/African American
- Hispanic/Latino
- Italian American
- White (not a protected group).

We record a person identifying as both Hispanic/Latino and some another group as Hispanic/Latino, and not as Two or More Races. American Indian/Alaska Native and Two or More Races are included under Total Minorities but not separately reported.

Consistent with long-standing agreements, we ask employees to self-identify Italian American status. Additionally, we invite employees to optionally provide data on their ancestries from a list of approximately sixty categories.

If an employee identifies as Italian American in additional to a federally-protected race/ethnicity, the employee is counted as both Italian American and in the federally-protected group. Since the groups are not exclusive, the end result is that some employees are counted twice in the underutilization reports.

The federal government is preparing new standards for self-identification which are likely to impact future Affirmative Action plans.

Analyzing Data

We analyze workforce data as mandated to promote a complete assessment, covering:

- Workforce Analysis (Evaluating employment within organizational units/departments)
- Job Group Analysis (Analysis of job groups and academic disciplines)
- Utilization Analysis (Comparisons with labor market availability measures)
- Transaction Analysis (Reviews of Personnel Actions, Recruitment and Hiring, and Compensation).

We rely on methods provided by the US Department of Labor's Office of Contract Compliance Programs (OFCCP), particularly the *Educational Institutions Technical Assistance Guide (2019)*. Further details are provided throughout this report.

Employees who indicate Italian American ancestry are counted in this Plan regardless of other racial or ethnic identification, similarly to counting gender separately from race and ethnicity.

Workforce Analysis

The Workforce Analysis is a review of employees' organizational placement (i.e., by their assigned division and department). We review the data organized by job title in order of rank or salary grade.

Due to length, the Workforce Analysis charts are not included here.

Table 1: Workforce by Job Group

Workforce by Job Group and Category (excludes Chief Executive) **June 1, 2023**

Borough of Manhattan CC **Total Appointments: 2,936**

Executive/Administrative/Managerial

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %	Ital Amer #	Ital Amer %
Admin 1: Executive	21	10	47.6%	12	57.1%	3	14.3%
Admin 2: Managerial	117	79	67.5%	75	64.1%	6	5.1%
Admin 2: Managerial Adjunct	106	63	59.4%	66	62.3%	1	0.9%
Managerial: Facilities	5	1	20.0%	3	60.0%	0	0.0%
Managerial: Info Tech	1	0	0.0%	1	100.0%	0	0.0%
Managerial: Security	6	0	0.0%	5	83.3%	0	0.0%

Professional Faculty

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %	Ital Amer #	Ital Amer %
Faculty: Professoriate	426	232	54.5%	191	44.8%	21	4.9%
Faculty: Librarian	14	10	71.4%	7	50.0%	2	14.3%
Faculty: Instructor	22	13	59.1%	13	59.1%	2	9.1%
Faculty: Lecturer	99	51	51.5%	54	54.5%	4	4.0%
Faculty: Lecturer Adjunct	638	290	45.5%	334	52.4%	14	2.2%
Faculty: Professoriate Adjunct	293	153	52.2%	144	49.1%	5	1.7%
Faculty: Developmental	31	18	58.1%	15	48.4%	0	0.0%
Faculty: Continuing Education	37	25	67.6%	17	45.9%	2	5.4%

Professional Non-Faculty

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %	Ital Amer #	Ital Amer %
Accountant: Professional	6	6	100.0%	5	83.3%	0	0.0%
Admin 3: Professional	220	155	70.5%	185	84.1%	5	2.3%
Disability Accommodation Specl Adjunct	4	2	50.0%	2	50.0%	1	25.0%
Info Tech: Professional	38	15	39.5%	34	89.5%	0	0.0%
Nurse Adjunct	1	1	100.0%	0	0.0%	0	0.0%

Administrative Support Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %	Ital Amer #	Ital Amer %
Accountant: Assistant	7	7	100.0%	6	85.7%	0	0.0%
Administrative Assistant	9	9	100.0%	8	88.9%	1	11.1%
Office Assistant	73	65	89.0%	65	89.0%	3	4.1%
Office Assistant Adjunct	383	240	62.7%	325	84.9%	3	0.8%
Mail Services Worker	1	0	0.0%	1	100.0%	0	0.0%

Technicians

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %	Ital Amer #	Ital Amer %
Admin 4: College Lab Technician	35	12	34.3%	28	80.0%	1	2.9%
Admin 4: College Lab Technician Adjunct	97	39	40.2%	69	71.1%	1	1.0%
Broadcast-Media	2	1	50.0%	2	100.0%	0	0.0%
Broadcast-Media Adjunct	3	0	0.0%	3	100.0%	0	0.0%
Engineering Technician	1	1	100.0%	1	100.0%	0	0.0%
Info Tech: Technician	8	5	62.5%	7	87.5%	0	0.0%
Info Tech: Technician Adjunct	8	2	25.0%	7	87.5%	0	0.0%
Print Media Technician	8	3	37.5%	7	87.5%	0	0.0%

Craft Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %	Ital Amer #	Ital Amer %
Skilled Trades: Supervisory	2	0	0.0%	1	50.0%	0	0.0%
Skilled Trades: Not Supervisory	44	0	0.0%	19	43.2%	2	4.5%
Laborers and Helpers	9	0	0.0%	8	88.9%	1	11.1%
Basic Crafts-Buildings and Grounds	2	0	0.0%	1	50.0%	0	0.0%

Service Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %	Ital Amer #	Ital Amer %
Campus Public Safety Sergeant	9	6	66.7%	8	88.9%	0	0.0%
Campus Peace Officer	15	3	20.0%	15	100.0%	0	0.0%
Campus Security Assistant	32	13	40.6%	31	96.9%	0	0.0%
Campus Security Assistant Adjunct	6	4	66.7%	6	100.0%	0	0.0%
Custodial: Supervisory	14	5	35.7%	14	100.0%	0	0.0%
Custodial: Assistant	53	19	35.8%	51	96.2%	2	3.8%
Custodial: Assistant Adjunct	30	8	26.7%	30	100.0%	0	0.0%

Table 2: Tenure Status

Full-Time Faculty by TItle and Tenure Status **June 1, 2023**

Borough of Manhattan CC

Total Faculty: 592

Status categories are: Tenure, Track Tenure, Substitute, and "Instructors or Others PSC" (not eligible for tenure). This report refers to tenure as of the 2022-2023 academic year (effective 9/1/2022)

Title	Ttl Empls	Female #	Female %	Minority #	Minority %	Ital Amer #	Ital Amer %
Faculty: Developmental							
CLIP Instructor	10	7	70.0%	2	20.0%	0	0.0%
Instructors and others PSC	9	6	66.7%	2	22.2%	0	0.0%
Substitute >=6 Mo Or Prior Ben	1	1	100.0%	0	0.0%	0	0.0%
CUNY Start Instructor	16	11	68.8%	8	50.0%	0	0.0%
Instructors and others PSC	15	10	66.7%	7	46.7%	0	0.0%
Substitute >=6 Mo Or Prior Ben	1	1	100.0%	1	100.0%	0	0.0%
EOC Lecturer	3	0	0.0%	3	100.0%	0	0.0%
CCE Certificate Continuous Emp	2	0	0.0%	2	100.0%	0	0.0%
Lecturer track CCE	1	0	0.0%	1	100.0%	0	0.0%
EOC Lecturer Doc Sch	2	0	0.0%	2	100.0%	0	0.0%
CCE Certificate Continuous Emp	2	0	0.0%	2	100.0%	0	0.0%
Faculty: Instructor							
Instructor	22	13	59.1%	13	59.1%	2	9.1%
Instructors and others PSC	5	1	20.0%	3	60.0%	1	20.0%
Substitute >=6 Mo Or Prior Ben	17	12	70.6%	10	58.8%	1	5.9%
Faculty: Lecturer							
Lecturer	96	50	52.1%	54	56.3%	4	4.2%
CCE Certificate Continuous Emp	58	29	50.0%	31	53.4%	3	5.2%
Lecturer track CCE	37	20	54.1%	22	59.5%	1	2.7%
Substitute >=6 Mo Or Prior Ben	1	1	100.0%	1	100.0%	0	0.0%
Lecturer Doc Sch	3	1	33.3%	0	0.0%	0	0.0%
CCE Certificate Continuous Emp	3	1	33.3%	0	0.0%	0	0.0%
Faculty: Librarian							
Lecturer-Librarian	1	0	0.0%	1	100.0%	0	0.0%
Lecturer track CCE	1	0	0.0%	1	100.0%	0	0.0%
Instructor-Librarian	1	0	0.0%	1	100.0%	0	0.0%
Instructors and others PSC	1	0	0.0%	1	100.0%	0	0.0%
Asst Professor-Librarian	4	2	50.0%	2	50.0%	0	0.0%
Tenured	1	1	100.0%	0	0.0%	0	0.0%
Track Tenure	3	1	33.3%	2	66.7%	0	0.0%
Assc Professor-Librarian	5	5	100.0%	1	20.0%	2	40.0%
Tenured	4	4	100.0%	0	0.0%	2	50.0%
Track Tenure	1	1	100.0%	1	100.0%	0	0.0%

Full-Time Faculty by TItle and Tenure Status **June 1, 2023**

Borough of Manhattan CC

Total Faculty: 592

Status categories are: Tenure, Track Tenure, Substitute, and "Instructors or Others PSC" (not eligible for tenure). This report refers to tenure as of the 2022-2023 academic year (effective 9/1/2022)

Title	Ttl Empls	Female #	Female %	Minority #	Minority %	Ital Amer #	Ital Amer %
Faculty: Librarian							
Professor-Librarian	3	3	100.0%	2	66.7%	0	0.0%
Tenured	3	3	100.0%	2	66.7%	0	0.0%
Faculty: Professoriate							
Asst Professor	116	64	55.2%	64	55.2%	2	1.7%
Substitute >=6 Mo Or Prior Ben	11	5	45.5%	8	72.7%	0	0.0%
Tenured	42	25	59.5%	23	54.8%	1	2.4%
Track Tenure	63	34	54.0%	33	52.4%	1	1.6%
Assc Professor	174	100	57.5%	74	42.5%	10	5.7%
Tenured	149	88	59.1%	60	40.3%	10	6.7%
Track Tenure	25	12	48.0%	14	56.0%	0	0.0%
Professor	136	68	50.0%	53	39.0%	9	6.6%
Substitute >=6 Mo Or Prior Ben	1	1	100.0%	0	0.0%	0	0.0%
Tenured	135	67	49.6%	53	39.3%	9	6.7%

Job Group Analysis

At present, data on Italian American faculty is analyzed at the job-group level, and there is no information collected related to academic discipline as there is with faculty analyzed for the federal plan.

The Utilization Analysis (see next section) provides details about job groups.

Utilization Analysis

We compare CUNY's workforce with estimated Labor Market Availability by job group. We evaluate utilization for females, major federal ethnicity categories (Asian, Black/African American, and Hispanic/Latino and Total Minorities), and Italian Americans.

Labor Market Source Data

Labor Market Availability is an estimate used to benchmark staffing of persons in protected groups, by job group. It represents the proportion of each group available for employment in the labor market from which CUNY recruits. This information is based upon an external labor market in a reasonable geographic area, and an internal labor market of CUNY personnel eligible to be hired or advanced into certain jobs.

- For external candidates, we utilized the US Census American Community Survey (ACS), 5-year estimate, 2017-2021 (final), extracted from University of Minnesota's Integrated Public User Microdata Sample (iPUMS). Data is extracted based on a combination of geography, labor force participation, occupation, and educational attainment, depending on job group.

- For internal candidates, we utilized lists of CUNY-wide appointments over the 2017-2022 time period and consulted with CUNY's Director of Civil Service Operations. Internal demographics are based on the last plan's census date (June 1, 2022).

To identify Italian American ancestry, we utilize the "Ancestry 1" and "Ancestry 2" fields from the American Community Survey. Prior to 2023, CUNY utilized a formula in which it counted the first ancestry identified at 100% and the second ancestry identified at 50%. As of 2023, we are counting any identification of Italian American ancestry at 100%.

Appendix D details utilization/underutilization in each category (job group and/or academic discipline). We consider job groups and disciplines for which there is underutilization as priorities for placement goals and enhanced outreach when there are advancement or hiring opportunities.

The following pages summarize staffing and underutilization for each job group.

Table 1: Summary of Underutilization and Goals

Exhibit: Summary of Historical Changes in Underutilization -Staff/College Lab Tech (Italian American Plan) 2023-2024
Borough of Manhattan CC

This is a summary of underutilization of protected groups for staff Job Group and EEO Category. We report Job Groups only in the years each has five or more incumbents.

This summary reports underutilization as follows:

2020 - 2021 Plan (as of 6/1/2020)
2021 - 2022 Plan (as of 6/1/2021)
2022 - 2023 Plan (as of 6/1/2022)
2023 - 2024 Plan (this plan, as of 6/1/2023)

In 2023, we updated Labor Market Availability estimates for the 2023 Plan Year, which could impact results. See the Narrative for details.

When underutilization does not change year-to-year, the most common reason is that there has not been an opportunity to hire or promote into that particular group.

CUNY has started calculating hourly staff underutilization on a preliminary basis, and there is not yet any history to report.

Executive/Administrative/Managerial

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
Admin 1: Executive							
2023	21						
2022	19						
2021	18						
2020	19						
Admin 2: Managerial							
2023	117						7
2022	117						6
2021	113						5
2020	113						5
Managerial: Facilities							
2023	5						1
2022	5			1			1
2021	5			1			1
2020	5			1			1
Managerial: Security							
2023	6	1			1		1
2022	5	1			1		1
2021	6	1			1		1
2020	6	1			1		1

Professional Non-Faculty

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
Accountant: Professional							
2023	6			2			
2021	5						
2020	5						

Exhibit: Summary of Historical Changes in Underutilization -Staff/College Lab Tech (Italian American Plan) 2023-2024
Borough of Manhattan CC

Professional Non-Faculty

		Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
Admin 3: Professional								
	2023	220						25
	2022	219						22
	2021	234						25
	2020	244						27
Info Tech: Professional								
	2023	38						3
	2022	40						3
	2021	32	8					3
	2020	32	8					3

Administrative Support Workers

		Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
Accountant: Assistant								
	2023	7						1
	2022	12						2
	2021	13						2
	2020	15						2
Administrative Assistant								
	2023	9					1	
	2022	11					1	
	2021	11					1	
	2020	11					1	
Mail Services Worker								
	2020	5	2					1
Office Assistant								
	2023	73						5
	2022	80						12
	2021	87						13
	2020	89						13

Technicians

		Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
Admin 4: College Lab Technician	*College Lab Tech: Other*							
	2023	15	9		1			3
	2022	15			3			2
	2021	17			4			2
	2020	17			4			2
Admin 4: College Lab Technician	*College Lab Tech: Science, Tech, Eng.*							
	2023	20						1

Exhibit: Summary of Historical Changes in Underutilization -Staff/College Lab Tech (Italian American Plan) 2023-2024
Borough of Manhattan CC

Technicians

		Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
Admin 4: College Lab Technician	*College Lab Tech: Science, Tech, Eng.*							
	2022	19						1
	2021	18						1
	2020	18						1
Info Tech: Technician								
	2023	8			1			1
Print Media Technician								
	2023	8						1
	2022	8						1
	2021	8						1
	2020	8						1

Craft Workers

		Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
Laborers and Helpers								
	2023	9	2		1		2	
	2022	9	2		1		2	
	2021	10	2				2	
	2020	10	2				2	
Skilled Trades: Not Supervisory								
	2023	44	1					4
	2022	45	1					4
	2021	47	1					5
	2020	47	1					4

Service Workers

		Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
Campus Peace Officer								
	2023	15	2					1
	2022	23						4
	2021	30						5
	2020	34						5
Campus Public Safety Sergeant								
	2023	9					2	
	2022	10					1	
	2021	10					1	
	2020	10						
Campus Security Assistant								
	2023	32					3	3
	2022	37					2	3

Exhibit: Summary of Historical Changes in Underutilization -Staff/College Lab Tech (Italian American Plan) 2023-2024
Borough of Manhattan CC

Service Workers		Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
Campus Security Assistant								
	2021	33					3	3
	2020	34					3	3
Custodial: Assistant								
	2023	53			2			
	2022	57			2			3
	2021	54			2			3
	2020	55			2			3
Custodial: Supervisory								
	2023	14			1		3	
	2022	16			1		2	1
	2021	16			1			1
	2020	16			1			1

Exhibit: Summary of Historical Changes in Underutilization - Faculty (Italian American Plan) **2023-2024**
Borough of Manhattan CC

This is a summary of underutilization of protected groups by Job Group and Discipline in faculty ranks. We report combinations of Job Group and Discipline only in the years each has five or more incumbents.

This summary reports underutilization as follows:

2020 - 2021 Plan (as of 6/1/2020)
2021 - 2022 Plan (as of 6/1/2021)
2022 - 2023 Plan (as of 6/1/2022)
2023 - 2024 Plan (this plan, as of 6/1/2023)

In 2023, we updated Labor Market Availability estimates for the 2023 Plan Year, which could impact results. See the Narrative for details.

When underutilization does not change year-to-year, the most common reason is that there has not been an opportunity to hire or promote into that particular group.

CUNY has started calculating adjunct underutilization on a preliminary basis, and there is not yet any history to report.

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm.	Hispanic/ Latino	Italian American
Faculty: Professoriate							
2023	426						7
2022	438						
2021	453						
2020	464						
Faculty: Librarian							
2023	14						
2022	12						
2021	12						
2020	13						
Faculty: Lecturer							
2023	99						8
2022	68			3			4
2021	69			3			5
2020	76			4			5
Faculty: Instructor							
2023	22						
2022	22						1
2021	21	5					
2020	19	3					
Faculty: Developmental							
2023	31			1			4
2022	32			1			4
2021	34			2			4
2020	37			2			5

Utilization, Underutilization, and Placement Goals

Faculty

In this segment of the Plan, we identify faculty job groups: (1) with underutilization that was reduced or eliminated, (2) job groups without underutilization, (3) job groups with unchanged underutilization, and (4) job groups with new or increased underutilization.

Job Groups with Reduced Underutilization: Here, we identify job groups that made positive progress, in that underutilization of various underrepresented groups either was eliminated or decreased. In the Education - Developmental discipline, the underutilization of females in the Professoriate job group was **eliminated** from six to zero. In the Education - Developmental discipline, in the Professoriate job group, the underutilization of Black faculty members was **eliminated** from three to zero. These changes were due, in part, to the hiring of two faculty members during the Plan year, including one Black faculty member and one Hispanic faculty member. In the Family and Consumer/Human Sciences discipline, in the Professoriate job group, the underutilization of Asian faculty members was **eliminated** from one to zero. In the Mathematics and Statistics discipline, in the Lecturer job group, the underutilization of female faculty members was **eliminated** from three to zero. In the same discipline, Mathematics and Statistics, in the Lecturer job group, the underutilization of Hispanic faculty members was **eliminated** from one to zero. These changes were due, in part, to the hiring of five faculty members during the Plan year, including three female faculty members, three Asian faculty members, one Black faculty member, and one Hispanic faculty member. In the Business, Management, Marketing, and Support discipline, in the Lecturer job group, the underutilization of Asian faculty members was **eliminated** from one to zero, due, in part, to the hiring of four faculty members during the Plan year. The four hired faculty members included three female faculty members and one Asian faculty member. For this year's Plan, a utilization report was generated for the Lecturer job group in the Social Sciences discipline because the job group increased to nine Lecturers.[1] Prior to this Plan year, the last utilization report for the Lecturer job group in the Social Sciences discipline was issued in 2020, when there were five Lecturers. Compared to the 2020 utilization report, the underutilization of female faculty members and underutilization of Asian faculty members in the Social Sciences discipline, Lecturer job group, were **eliminated**. This change was due, in part, to the hiring of eight faculty members during the past three years, including four female faculty members, two Hispanic faculty members, and two Asian faculty members.

Job Groups without Underutilization: As in the 2022-2023 plan year, there was no underutilization of female or minority employees in the Professoriate job group in the following faculty disciplines: Area, Ethnic, Cultural, Gender, and Group Studies; Computer and Information Sciences and Support; English Language and Literature/Letters; Foreign Languages, Literatures, and Linguistics; Mathematics and Statistics; Social Sciences; and Library (Librarians/Non-Teaching).

Job Groups with Unchanged Underutilization: In the Biological and Biomedical Sciences AND Physical Sciences discipline, the underutilization of Black faculty members in the Professoriate job group

[1] Appendix D-3 provides a utilization analysis for combination of faculty job group and academic discipline with five or more employees.

remained the same (at one), due to a lack of hiring opportunities. In the Communications, Journalism, and Related discipline, the underutilization of female faculty members and Asian faculty members remained the same in the Professoriate job group (at three and one, respectively), due to a lack of hiring opportunities. In the Communications, Journalism, AND Visual/Perf Arts discipline, the underutilization of Asian faculty members remained the same in the Professoriate job group (at one), due to a lack of hiring opportunities. In the Education discipline, the underutilization of Black faculty members in the Professoriate job group remained the same (at one), due to a lack of hiring opportunities. In the Education - Developmental discipline, the underutilization of Hispanic faculty members in the Professoriate job group remained the same (at two.) Hiring opportunities in the Education - Developmental discipline led to a reduction in the underutilization of female and Black faculty members but did not change the underutilization of Hispanic faculty members. The Education – Developmental discipline hired two faculty members during the Plan year, including one Black faculty member and one Hispanic faculty member. In the Visual and Performing Arts discipline, the underutilization of Black faculty members in the Professoriate job group remained the same (at 1), due to a lack of hiring opportunities. In the Education - Developmental discipline, the underutilization of Asian faculty members in the Lecturer job group remained the same (at 1), due to a lack of hiring opportunities. In the Education - Developmental discipline, the underutilization of Asian faculty members in the Instructor job group remained the same (at 1), due to a lack of hiring opportunities. In The Communication, Journalism, AND Visual/Performing Arts discipline, the underutilization of Asian faculty members in the Lecturer job group remained the same (at 1). The Communication, Journalism, AND Visual/Performing Arts discipline hired new faculty members, but these hires did not change the underutilization of Asian faculty members. The newly hired faculty members included three female faculty members and two Black faculty members.

Job Groups with New or Increased Underutilization: Underutilization of female faculty members (underutilization of three) **developed** in Business, Management, Marketing, and Support discipline, in the Professoriate job group. There were no personnel changes in this discipline during the plan year. Rather, the application of updated labor market source data[2] appears to have impacted the

[2] In last year's plan, for internal candidates, we utilized lists of CUNY-wide appointments over the 2017-2018 and 2018-2019 periods for weighting and lists of feeder jobs, using the demographics of the candidate groups as of the June 1, 2018 employee census. In this year's plan, for internal candidates, we utilized lists of CUNY-wide appointments over the 2017-2022 time period and consulted with CUNY's Director of Civil Service Operations. Internal demographics are based on the last plan census date (June 1, 2022).

In last year's plan, for external candidates, we utilized the US Census American Community Survey (ACS), 5-year estimate, 2013-2017 (final), extracted from the University of Minnesota's Integrated Public User Microdata Sample (iPUMS). In this year's plan, for external candidates except for some faculty, we utilized the US Census American Community Survey (ACS), 5-year estimate, 2017-2021 (final), extracted from the University of Minnesota's Integrated Public User Microdata Sample (iPUMS). Data is extracted based on a combination of geography, labor force participation, occupation, and educational attainment, depending on the job group.

In last year's plan, for faculty discipline-based estimates, we utilized the US Department of Education's National Center for Education Statistics Integrated Postsecondary Education Data System (IPEDS) completion data,
2015-2016 (final). In this year's plan, for faculty discipline-based estimates, we utilized the US Department of Education's National Center for Education Statistics' Integrated Postsecondary Education Data System

utilization calculation. Underutilization of Hispanic faculty members **increased** (from one to two) in the Health Professions and Related Programs discipline, in the Professoriate job group. Five faculty members terminating their employment during the plan year contributed to the development of underutilization. The five faculty members who terminated their employment, included three female faculty members, three Black faculty members, and one Hispanic faculty member.

In the Communication, Journalism, AND Visual/Performing Arts discipline, in the Lecturer job group, we have **increased** underutilization of females (from two to three) and Hispanic (from one to two) faculty members, due to the hiring of five faculty members. The newly hired faculty members included three female faculty members and two Black faculty members.

In the Education - Developmental discipline, in the Lecturer job group, we newly **developed** the underutilization of female (at two) and Black (at one) faculty members. This development may be due, in part, to the termination of employment of six faculty members, including five female faculty members and five Black faculty members.

In the English Language and Literature/Letters discipline, in the Lecturer job group, the underutilization of Hispanic faculty members **increased** (from one to two), due to the hiring of four faculty members. The newly hired faculty members included three female faculty members, one Black faculty member, and one Asian faculty member.

In the Social Sciences discipline, in the Lecturer job group, the underutilization of Black faculty members **increased** (at one). Prior to this plan year, the last utilization report for the Lecturer job group in the Social Sciences discipline was issued in 2020, when there were five Lecturers. Compared to the 2020 utilization report, the underutilization of female faculty members and underutilization of Asian faculty members was eliminated, in the Lecturer job group in the Social Sciences discipline. This change was due, in part, to the hiring of eight faculty members during the past three years, including four female faculty members, two Hispanic faculty members, and two Asian faculty members.

In the Communications, Journalism, AND Visual/Performing Arts discipline, in the Instructor job group, underutilization of Hispanic faculty members (underutilization of one) **developed**. This change was due, in part, to the hiring of two faculty members during the plan year - one Black female faculty member and one Asian female faculty member.

The College will continue to make good-faith efforts to improve these new and continuing areas of underutilization in the following plan year.

Executive/Administrative/Managerial

In this segment of the Plan, we identify Executive/Administrative/Managerial job groups: (1) with underutilization that was reduced or eliminated, (2) job groups without underutilization, (3) job

(IPEDS) completion data, 2020-2021 (final).

groups with unchanged underutilization, and (4) job groups with new or increased underutilization.

Job Groups with Reduced Underutilization: In the Managerial (Facilities) job group underutilization of Asian employees was eliminated from one to zero.

Job Groups without Underutilization: In the Administration 1 (Executive) and Administration 2 (Managerial) job groups, the underutilization of female and minority employees remained at zero.

Job Groups with Unchanged Underutilization: The Managerial (Security) job group continued to have an underutilization of female and Black employees. This job group increased its staff from five to six employees. However, this did not affect the underutilization figures. The newly hired employee in this job group was a Hispanic male. The College will continue to make good-faith efforts to improve these areas of underutilization in the following plan year.

Professional Non-Faculty

In this segment of the Plan, we identify Professional Non-Faculty job groups: (1) with underutilization that was reduced or eliminated, (2) job groups without underutilization, (3) job groups with unchanged underutilization, and (4) job groups with new or increased underutilization.

Job Groups without Underutilization: In the Administration 3: Professional job group, the underutilization of female and minority employees remained at zero. In the Information Technology: Professional job group, the underutilization of female and minority employees remained at zero.

Job Groups with New Underutilization: In the Accountant: Professional job group, the underutilization of Asian employees increased from zero to two. The hiring of four new employees, including three female employees, two Hispanic employees, and one Black employee, as well as the utilization of updated labor market source data (as referenced in footnote 3) may be factors that led to the development of underutilization. The College will continue to make good-faith efforts to improve these areas of underutilization in the following plan year.

Administrative Support Workers

In this segment of the Plan, we identify Administrative Support Workers job groups: (1) with underutilization that was reduced or eliminated, (2) job groups without underutilization, (3) job groups with unchanged underutilization, and (4) job groups with new or increased underutilization.

Job Groups without Underutilization: As in the 2022-2023 plan year, there was no underutilization of female or minority employees in the Accountant (Assistant) and Office Assistant job groups.

Job Groups with Unchanged Underutilization: In the Administrative Assistant job group, the underutilization of Hispanic employees remained the same, due to a lack of hiring opportunities and no civil service examination offered.

Technician

In this segment of the Plan, we identify Technician job groups: (1) with underutilization that was reduced or eliminated, (2) job groups without underutilization, (3) job groups with unchanged underutilization, and (4) job groups with new or increased underutilization.

Job Groups with Reduced Underutilization: In Admin 4: College Lab Technician: Other job group, the underutilization of Asian employees decreased from three to one. There were no personnel changes in this job group during the Plan year. Rather, the application of updated labor market source data appears to have affected the utilization calculation.

Job Groups without Underutilization: In Admin 4: College Lab Technician: Science, Technology, Engineering job group, there was no underutilization of female or minority employees. For the 2023-2024 plan year, a new job group was created called Info-Tech: Technician, with underutilization of one Asian employee. As in the 2022-2023 plan year, there was no underutilization of female or minority employees in the Print Media Technician job group.

Job Groups with New or Increased Underutilization: In Admin 4: College Lab Technician: Other job group, the underutilization of female employees increased from zero to nine. There were no personnel changes in this job group during the Plan year. Rather, the application of updated labor market source data appears to have affected the utilization calculation. The College will continue to make good-faith efforts to improve these areas of underutilization in the following plan year.

Craft Workers

In this segment of the Plan, we identify Craft Workers job groups: (1) with underutilization that was reduced or eliminated, (2) job groups without underutilization, (3) job groups with unchanged underutilization, and (4) job groups with new or increased underutilization.

Job Groups with Unchanged Underutilization: Underutilization of female employees (underutilization of two), Asian employees (underutilization of one), and Hispanic employees (underutilization of two) remained the same in the Laborers and Helpers job group, due to a lack of hiring opportunities.

In the Skilled Trades (Not Supervisory) job group, the underutilization of female employees (underutilization of one) remained the same, due to a lack of hiring opportunities.

The College will continue to make good faith efforts to improve these areas of underutilization in the following plan year.

Service Workers

In this segment of the Plan, we identify Service Workers job groups: (1) with underutilization that was reduced or eliminated, (2) job groups without underutilization, (3) job groups with unchanged

underutilization, and (4) job groups with new or increased underutilization.

Job Groups with Unchanged Underutilization: In the Custodial (Assistant) job group, the underutilization of Asian employees remained the same, due to a lack of hiring opportunities. In the Custodial (Supervisory) job group, the underutilization of Asian employees remained the same, due to a lack of hiring opportunities.

Job Groups with New or Increased Underutilization: In the Campus Peace Officer job group, new underutilization of female employees developed from zero to two employees, due to a decrease of staff by eight employees. The eight employees whose employment was terminated included three female employees and five black employees. The application of updated labor market source data (as referenced in footnote 3) may also be a factor that led to the development of underutilization.

In the Campus Public Safety Sergeant job group, the underutilization of Hispanic employees increased from one to two employees, due to the decrease of staff by one Hispanic employee. The utilization of updated labor market source data (as referenced in footnote 3) may also be a factor that led to the development of underutilization.

In the Campus Security Assistant job group, the underutilization of Hispanic employees increased from two to three employees, due to the decrease of staff by five employees. The five employees whose employment was terminated included two female employees, one Asian employee, two Black employees, and one Hispanic employee. The application of updated labor market source data (as referenced in footnote 3) may also be a factor that led to the development of underutilization.

In the Custodial (Supervisory) job group, underutilization of Hispanic employees increased from two to three employees, due to a decrease of staff by two employees, including one female employee, one Black employee, and one Hispanic employee. The application of updated labor market source data (as referenced in footnote 3) may also be a factor that led to the development of underutilization.

The College will continue to make good-faith efforts to improve these areas of underutilization in the following plan year.

Transaction-Based Analyses

Personnel Activity

We review personnel actions for adverse impact. This means that we compare rates of hiring, promotion, and termination of employees by gender and ethnicity and note material differences. We review activity for all job groups and report the results here for groups with a material number of actions and/or applicants. **Appendix E** summarizes job actions, including tenure, by Gender and Ethnicity.

Tenure is a permanent status granted to professorial faculty and College Laboratory Technicians. Lecturers are eligible for a similar status, Certificate of Continuous Employment (CCE). Lecturers and

College Laboratory Technicians are eligible after meeting service requirements. For professorial faculty, there are extensive reviews resulting in tenure recommendations to the President.

Table 4: Overall Tenure Summary

Faculty Group	Total Tenure Awards	Tenure Awards to Females	Tenure Awards to Protected Ethnicities	Tenure Awards Denied
Professors	138	70	55	0
Associate Professors	153	92	60	0
Assistant Professors	43	26	23	0
Lecturers	65	30	35	0

During the Plan Year, 28 employees gained tenure. Out of the 28 employees who gained tenure, 16 employees were minorities, and 14 employees were female. 20 Distinguished Professors identify as Italian American.

Recruiting Activity

Appendix F summarizes recruiting and selection by job group for searches concluded with a job offer between June 1, 2022, and May 31, 2023.

During the Plan year, the college made **one** exception to the search process, known as a search waiver. The waiver process involves a review by the Chief Diversity Officer and a second review at CUNY's System Office. A waiver may be granted in situations where it is highly unlikely we could fill the position competitively (such as unique qualification requirements). We also grant waivers for positions representing a transfer of funding sources.

Of one total waiver, zero were awarded to females, and one was awarded to members of protected ethnicities. One waiver represented initial hires. No waivers represented advancements of current personnel. No waivers represented transfers of funding and other reasons.

Table 5: Search Waivers/Exceptions

Employee Group	Total Waivers	Waivers to Females	Waivers to Protected Ethnicities
Executives (Admin 1 Job Group)	1	0	1
Higher Education Officer Series (Admin 2 and Admin 3 Job Groups)	0	0	0
Faculty (Professorial and Lecturer Group Groups)	0	0	0
Other (Describe)	0	0	0

Civil Service Hiring

We participated in **13** university-wide hiring pools for Classified Civil Service vacancies. Applicants

who are pre-qualified based on an examination score indicate their interest in working at one or more units, and each establishment interviews and hires according to Civil Service regulations. We report applicants expressing an interest in our unit at the hiring pools. CUNY's Office of Human Resources Management administers and validates Civil Service examinations and maintains records of applicants and exam scores.

Hiring Pool	Date	Number of Hires
Campus Security Assistant	August 16, 2022 May 25, 2023	1 (Male/Black) 1 (Female/Black)
BDRA	September 14, 2022	0
CUNY Office Assistant	September 28, 2022 September 29, 2022 May 22, 2023	4 (Female/Two or more races; Male/Asian; Female/White; Female/Asian) 1 (Male/Black)
IT Support Assistant	November 2, 2022	16 (4 Female/Hispanic; 3 Male/Hispanic; 3 Male/Black; 1 Female/Asian; 2 Male/Asian)
Custodial Supervisor	January 4, 2023	10 (5 Male/Black; 1 Female/Hispanic; 1 Male/Hispanic; 3 Female/Black)

Stationary Engineer	April 21, 2023	1 (Male/Black)
Electrician	May 17, 2023	1 (Male/Asian)
Carpenter	May 11,2023	5 (2 Male/Black)
Graphic Designer	February 17, 2023	2 (1 Male/Asian; Female/Asian)
Stock Worker	April 3, 2023	1 Male/Black

PART THREE: ACTION-ORIENTED PROGRAMS

This section provides a qualitative assessment of prior-year goal attainment and details efforts aimed at achieving next year's goals.

2022-2023 Prior Year Programs

Last year, we undertook the following to support affirmative action and create a climate of inclusion:

Table 6: Summary of Campus Programs, 2022-2023

Program	Impact/Job Group
Designing for Success: Taking What Works to Scale	**BMCC Strategic Plan 2020-2025** With an understanding that BMCC seeks to improve student learning and educational outcomes not incrementally, but *dramatically*, four goals were developed to drive the Designing for Success Strategic Planning process. As a result of the comprehensive two-year process, these goals were transitioned into overarching strategic priorities for the 2020-2025 strategic plan. A fifth priority was added both in recognition of the increasingly important role of the community college in leading societal change and as a result of the COVID-19 health crisis, corresponding economic downturn, and justice protests across the city, state, country, and world. The resulting strategic priorities for Designing for Success are: ● Improve retention to double degree completion rates, and increase successful transfer and baccalaureate attainment; ● Improve learning through culturally responsive and sustaining pedagogy

Program	Impact/Job Group
	and support; ● Expand career development leading to meaningful work with family-sustaining wages; ● Achieve equity in student outcomes in a college community in which all members can thrive; and ● Strengthen BMCC's role in creating an equitably thriving NYC. In addition to implementing strategies designed to improve student learning and educational outcomes, the BMCC Strategic Plan 2020-2025 includes as a strategic goal (Strategic Goal 5) a commitment to strengthening a culture of care for faculty and staff. Planned strategic actions include: ● Scale in-person and virtual programming and interventions to bolster a sense of belonging within the College community ● Implement professional development activities and hiring practices for faculty and staff that prioritize strengthening the College's culture of care in and outside the classroom ● Partner with community-based organizations, business and industry, and governmental agencies to advocate for addressing and alleviating student, faculty, and staff basic needs Additionally, the strategic plan aims to strengthen BMCC's role in a thriving New York City as a leading community college nationally (Strategic Goal 6). Planned strategic actions include: ● Raise the profile of the college

Program	Impact/Job Group
	throughout New York City and beyond by celebrating alumni, faculty and staff research, and nationally recognized student success initiatives and programming ● Utilize, support, and publicize faculty and staff research on student success to improve learning, retention, graduation, transfer, and other educational outcomes ● Demonstrate leadership and a commitment to increase equity, foster inclusion, and dismantle systematic racism.
Race, Equity, and Inclusion (REI) Steering Committee	In October 2020, BMCC created the Race, Equity, and Inclusion (REI) Steering Committee. Race, Equity, and Inclusion at BMCC are centered on the College's work necessary to understand and address systemic racism to create a more equitable system for individuals and families from historically marginalized groups. The REI Steering Committee actively works to dismantle systemic racism and structural inequality across the BMCC community. As part of its mission, the REI Steering Committee is committed to embracing and amplifying the voices of all members of the BMCC community to design and implement mechanisms that hold BMCC, our leadership, our community, and ourselves accountable. The primary role of REI is to serve in an advisory capacity to the President and the leadership of the College. The changes we seek in regard to equity, inclusion and justice will require our collective work. We commit to reach out to, embrace and amplify the voices of

Program	Impact/Job Group
	all members of the BMCC community. Working as the conscience of the College, REI provides recommendations for BMCC's leadership to prioritize, build upon and institutionalize. REI Goals: ● To "move the needle" in a measurable, equitable, and sustainable manner; ● Address systemic inequality and inequities; and ● Work to support all members of our campus community. The REI Steering Committee consists of five (6) subcommittees: ● Subcommittee 1: Curating Resources/Synthesize and Summarize Data ● Subcommittee 2: Strengthen Curriculum and Pedagogy ● Subcommittee 3: Design Opportunities/Provide a Safe Space for College-wide Discussion ● Subcommittee 4: Inventory and Assess BMCC Programs ● Subcommittee 5: Review Institutional Practices ● Subcommittee 6: Male Scholars of Color Each subcommittee will identify strategies for recommendation and implementation to cultivate a more diverse, equitable, and inclusive teaching and learning college community and directly address systematic, systemic, structured inequities. Informed by and building on the critical work of the Equity and Inclusion Task Force, this Steering Committee has been

Program	Impact/Job Group
	charged with developing recommendations to strengthen institutional practices, processes, and policies. In the past year, REI presented recommendations relating to many facets of the college, including those that reflect their work with BMCC Public Safety and the SGA to improve a sense of belonging on campus, and introducing a campus climate survey. ● With the support of BMCC's President, REI applied for and was awarded a campus climate grant from CUNY in FY23. The grant was used to fund Social Justice Week and to launch a College-wide Climate Survey. The National Assessment of Collegiate Campus Climate (NACCC) student survey was launched on April 18, 2023, and received more than 1,300 responses. The NACCC survey is a web-based, quantitative national survey that assesses six key areas of the racial climate on campus: institutional commitment appraisal, the impact of external environments, racial learning and literacy, experiences of racial stress, mattering and affirmation, and cross-racial engagement. REI will utilize the results to advise leadership equity and inclusion best practices. REI also organizes campus-wide initiatives designed to improve diversity, equity and inclusion. REI hosts an annual week-long series of events during Social Justice Week (SJW) 2023. These events celebrated the diverse backgrounds, identities, and

Program	Impact/Job Group
	perspectives that enrich the BMCC college community. **Social Justice Week 2023 - "Belonging Together, Learning Together, and Growing Together" (April 24-28, 2023).** The REI committee presented the College's second annual Social Justice Week, with feature panels, workshops and other events that explored the theme, "Belonging Together, Learning Together and Growing Together." Notable events included a luncheon honoring and recognizing REI members' dedication to this challenging work, the Opening Ceremony held in-person and live-streamed, which featured the BMCC Choir, student poets, student activists, our local councilmember, and an interactive keynote by Dr. Yolanda-Sealy Ruiz from Teachers College, Columbia University. Additionally, the committee hosted a panel discussion with DEI leaders from various CUNY colleges, a movie screening of the documentary – The Takeover – which centers on the community organizing efforts of the South Bronx Young Lords fight for improved healthcare and civil rights, visit to the African Burial Ground, and supported a student town hall organized by Student Government Association. The 2023 Social Justice Week opened with conversations about how to reinforce a sense of belonging in all our students, faculty and staff. The events provided platforms for the respectful exchange of information and sharing of experiences. A common thread was BMCC's commitment to provide an inclusive space where all members of our community feel valued and multiple perspectives are encouraged. Below are some of the topics and events the REI committee facilitated as part of

Program	Impact/Job Group
	Social Justice Week. ● Keynote Address: "Self-Community Connections: Using Racial Literacy to Create a Culture of Belonging," by Yolanda Sealey-Ruiz, Ph.D., Professor of English Education, Teachers College, Columbia University ● **"**Leading Transformational Change in Diversity, Equity and Inclusion," presented by Dr. Sequetta Sweet, Richard Stockton University ● "CUNY Diversity, Equity and Inclusion (DEI) Leaders in Conversation," presented by CUNY DEI leaders in conversation facilitated by REI Co-Chairs ● "Women Trailblazers in Nontraditional Professions Leading the Charge for the Next Generation," featuring a panel of BMCC faculty and staff. On December 2, 2022, REI and the Social Justice and Equity Centers hosted an event "Learning About Antisemitism: Awareness, Allyship, & Action." The discussion, led by Rabbi Jonah Geffen from Hunter Hillel, reviewed the history of antisemitism, anti-Jewish violence, Anti-Semitic tropes, and how to be an up-stander and stand up to ANY hate.
Center for Excellence in Teaching, Learning, and Scholarship (CETLS - BMCC)	CETLS-BMCC is a faculty-driven center that serves the BMCC community by providing a forum for faculty to develop as teachers and scholars and to serve as pedagogical leaders. CETLS fosters cross-disciplinary dialogue about pedagogy and scholarship and provides opportunities for faculty professional development. Culturally

Program	Impact/Job Group
	sustaining pedagogy and other asset-based pedagogies are woven throughout all CETLS programming focused on teaching and learning. CETLS provided the following workshops and seminars throughout the academic year. ● How We Start Matters: Creating an Anti-racist Learning Environment from Day One, August 31, 2022. ● Laying the Foundation for Anti-racist Pedagogical Practice: Discussing Race, Racism and other Essential Terms (Part 1), September 15, 2022. ● Laying the Foundation for Anti-racist Pedagogical Practice: Reflecting on Our Identities and Positionality (Part 2), September 29, 2022. ● Queer Communities FIG Meeting, September 29, 2022. ● Recognizing and Interrupting Racial and Intersectional Microaggressions in Education, October 13, 2022. ● Empowering Our Students Through Critical Race Theory, November 16, 2022. ● Identity and Purpose in the Classroom: Reflections on the Asian American and Native American Pacific Islander-Serving Institutions Program Bridge Initiative (ABI) Faculty Seminar, November 10, 2022. ● Utilizing Blackboard Ally to Improve Accessibility and Student Engagement, April 24, 2023. ● Women's Studies Project FIG: Can We Talk?, April 25, 2023.
New Faculty Orientation: EEO and Sexual Harassment Training for New Faculty	On September 8, 2023, as part of the annual New Faculty Orientation, the Office

Program	Impact/Job Group
	of Compliance and Diversity conducted a virtual EEO and Sexual Harassment training session for newly hired faculty members. The training focused on CUNY's policies on equal opportunity, non-discrimination, sexual harassment, and reasonable accommodations. During the New Faculty Orientation, new faculty members also received information about tenure and promotion procedures.
EEO Training – Office of Compliance and Diversity	During the plan year, members of the Office of Compliance and Diversity attended various EEO training, including the following: ● NACUA Webinar: The U.S. Department of Educations NPRM on Title IX and Sexual Misconduct (2022), July 18, 2022 ● The Council for Higher Education Accreditation (CHEA) Webinar: Higher Education Accreditation and Diversity, Equity and Inclusion, July 18, 2022 ● EEOC Webinar: Building an Inclusive Organization, July 20, 2022 ● NACUA Disability Law and Accommodations in the New Hybrid World of 2022, September 13, 2022 ● CUNY Central Office DEI Lunch-and-Learn, September 14, 2022 ● Proven Base Webinar: Impact Sourcing & Key DEI Analytics for an Economic Downturn, September 14, 2022 ● CUNY's Policy on Student-Athlete Attestation for Serious Misconduct (Part 1), September 16, 2022 ● What's Next After Dobbs v. Jackson Women's Health Organization?, September 19, 2022

Program	Impact/Job Group
	● CUNY's Policy on Student-Athlete Attestation for Serious Misconduct (Part 2), September 21, 2022 ● NYC Department of Citywide Administrative Services (DCAS): Fall 2022 Fireside Chat: "Fostering Leadership Buy-In to Enhance DEI and EEO Compliance in the Workplace," September 22, 2022 ● Seyfarth Shaw LLP| HR Forum: Wage Range Disclosure Laws and NLRA/NLRB Updates, September 29, 2022 ● Seyfarth Shaw LLP|Government Policy Summit 2022, September 30, 2022 ● Practicing Law Institute CLE |Employment Law Institute, October 11 & 12, 2022 ● 2022 Policy on Sexual Misconduct (PSM) Training Curriculum: General Session, October 12, 2022 ● 2022 PSM Training Curriculum: Title IX Coordinators, October 14, 2022 ● 2022 PSM Training Curriculum: General Session, October 17, 2022 ● 2022 PSM Training Curriculum: CUNY-wide Sexual Misconduct Panel, October 21, 2022 ● 2022 PSM Training Curriculum: CUNY-Appointed Advisors, October 24, 2022 ● 2022 PSM Training Curriculum: Presenters, October 26, 2022 ● 2022 PSM Training Curriculum: Informal Resolution Facilitators, October 28, 2022 ● 2022 PSM Training Curriculum: Student Affairs/Human Resources, November 1, 2022 ● 2022 PSM Training Curriculum: Student Affairs/Human Resources,

Program	Impact/Job Group
	November 3, 2022 ● Saul Ewing Arnstein & Lehr|Annual Executive Series in Labor & Employment Law, October 19, 2022 ● New York City Alliance Against Sexual Assault: Reproductive Justice Series, Reproductive Violence is Sexual Violence: Campus Edition ● Seyfarth Shaw LLP|Midterm Reaction to Dobbs, November 15, 2022 ● New York State Office for the Prevention of Domestic Violence|Domestic Violence Agency Llaison (DVAL) Training, New York, NY, December 12, 2022 ● The Psychology of a Title IX Dispute and the Importance of Empathy in the Path to a Successful Resolution, January 10, 2023 ● Seyfarth Shaw LLP|2022 Trade Secrets & Non-Compete Year in Review, January 24, 2023 ● NACUA Seminar, February 6, 2023 ● Sanctuary for Families: Forced Marriage, February 8, 2023 ● Sanctuary for Families: Technology Facilitated Gender Violence-Global Perspectives on Challenges, Prevention, and Survivors' Empowerment, March 9, 2023 ● Seyfarth Shaw LLP|, Equal Pay Day 2023: A Look Ahead into Trends in the Equal Pay Landscape, March 14, 2023 ● New York State Office for the Prevention of Domestic Violence, GBV Workplace Lunch & Learn, March 15, 2023 ● Seyfarth Shaw LLP|ADA Title III Disability Access Updates: Hot

Program	Impact/Job Group
	Issues and Litigation Trends, March 22, 2023 ● HR Forum: Specific Employment Law Updates and Trends in New York and New Jersey, April 18, 2023 ● New York State Office for the Prevention of Domestic Violence (DVAL) Quarterly Meeting, April 19, 2023 ● CUNY 14th Annual CUNY Accessibility Conference: The Future of Accessibility, April 27, 2023 ● Seyfarth Shaw LLP|Navigating the DEI and ESG Landscapes: Balancing Opportunity and Risks, May 2, 2023 ● CUNY Diversity Dialogues- Third Session, June 8, 2023
Employee Sexual Misconduct Prevention and Response Course (E-SPARC)	Fostering employee growth and development is a critical component of the College's mission. All College employees are required to complete the Employee Sexual and Interpersonal Violence Prevention and Response Course (E-SPARC), an annual online training program to learn about CUNY's Sexual Misconduct Policy, the complaint process, and available resources.
EEO and Sexual Harassment Training for BMCC Community	The Office of Compliance and Diversity provided EEO and Sexual Harassment training to the following groups during the Plan year: new students, new faculty members, Athletics staff, Student Government Association (SGA), Library employees, Study Abroad faculty and new tutors. During the course of the plan year, the Office of Compliance and Diversity

Program	Impact/Job Group
	provided training to approximately **714** students and **54** employees.
ADA Accommodations & Best Practices Training	The College's Chief Diversity Officer continued to work closely with staff and Department Chairs to discuss strategies for promoting diversity and inclusion and implementing best practices, specifically tailored to meet the needs of their individual departments. In the fall of 2022 and spring 2023, the Chief Diversity Officer presented training on Disability Accommodations and Best Practices to Information Resources and Technology, the Nursing Department and the Human Resources Department.
Search Committee Best Practices for Departmental Personnel and Budget Committees	In fall 2022, the Chief Diversity Officer, in partnership with the Director of Faculty Appointments, presented a training titled, "BMCC Search Committee Best Practices," to departmental personnel and budget committees. The training, which was mandatory for all departmental personnel and budget committees, highlighted how implicit bias can negatively impact the hiring process and equal opportunity in recruitment. Attendees were provided strategies to minimize implicit bias in the hiring process in order to strengthen the recruitment and retention of diverse faculty.
Women's Resource Center	BMCC's Women's Resource Center (WRC) supports and educates all BMCC students, staff, and faculty with a focus on issues faced by women-identified students. Using intersectional feminism and social justice, WRC provides educational programs, resources, and advocacy for and about

Program	Impact/Job Group
	women's experiences, gender equity, and gender-based violence to empower all students in their academic, personal, and professional growth. Additionally, WRC encourages students to explore their identities, question societal norms, and dismantle oppressive structures to create a more just and inclusive campus community and society. Throughout the plan year, WRC provided a robust program of events and learning opportunities for both employees and students. WRC hosted information sessions and workshops for Breast Cancer Awareness month in fall 2022, including a self-breast exam workshop with the Maurer Foundation and a breast cancer awareness display, entitled "My Body is My Temple." In fall 2022, WRC hosted a workshop on Reproductive Justice, including a workshop titled "The Fall of Roe: The Enduring Legacy of Reproductive Violence and Demystifying Abortion." In spring 2023, for Women's Herstory Month, WRC hosted workshops and events, including "Reproductive Justice Tabling," "Black Women in Media," "Cinnamon Rolls Not Gender Roles," and an interactive discussion titled, "A Black Women's Herstory: From Africa to the Atlantic World!" by Professor Remi Alapo. Other Herstory Celebrations included the following events: "Resiliency on Her Terms," "The Real Impact of a Post-Roe World," "Women in Poetry and Jazz Take the Duke's 'A' Train," and "Capturing Her Story: Highlighting the Identities of

Program	Impact/Job Group
	Underrepresented AAPI Women." WRC also continued its work with the BMCC Safe Zone, a program geared towards providing support to members of the BMCC Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQIA+) community and helping to create a more inclusive environment. The Safe Zone program is composed of faculty and staff volunteers who are committed to being allies and a source of support and information to individuals, regardless of their sexual orientation or gender identity. It is a mode of outreach to LGBTQIA+ students to make them feel welcome in all areas of the college. BMCC provides training for faculty and staff participants to learn how to become better allies and create safe and inclusive spaces for the Queer community at BMCC. Participants explore LGBTQIA+ identities, gender, sexuality, and intersectionality while examining prejudice, societal expectations, and privilege. WRC also held events for Pride Month & LGBTQIA+ in fall 2022 and spring 2023.
LGBTQIA+	At BMCC, we foster a supportive environment for all students, faculty, and staff who identify as members of the LGBTQIA+) community. We offer events, programs, and services focused on supporting and celebrating the LGBTQIA+ community, as well as educating the BMCC community on inclusion, allyship, and intersectionality. On October 25, 2022, and April 27, 2023, the College presented SafeZone training to the College community. SafeZone Training explores how to be better allies and create

Program	Impact/Job Group
	a safe and inclusive space for the Queer Community at BMCC and beyond. The training explores LGBTQIA+ identities, gender, sexuality, intersectionality and also examining prejudice, societal expectations, and privilege. The training also covers how to become a better ally and construct a safe and inclusive space for the Queer Community at BMCC and beyond. Participants who complete the two-hour training receive a SafeZone certificate along with a SafeZone email signature logo to verify that they are SafeZone Trained. The training is open to BMCC students, faculty, and staff and is offered twice annually. Pride Month: Although Pride Month is celebrated nationally in June, BMCC celebrated Pride Month in October since many campus members are away for summer break in June. The Pride Month Committee planned a robust and diverse month-long celebration of Pride Month events. Listed below are some of the events BMCC held throughout the month of October 2022. ● "Exploring LGBTQIA+ Historic Sites in Queens," October 20: A workshop that explored the multilayered LGBTQIA+ histories embedded in New York City's built environment focusing on the borough of Queens. ● "If it's not clear I am Queer?" October 26: A discussion about labels and being Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Asexual, Allies, Pansexual, and more. ● "A Conversation About Aging as a Gay Man," October 27: A conversation about aging as a gay man, sharing experiences with

Program	Impact/Job Group
	youth, aging, CUNY and queerness. On November 17, 2022, the College held a "Trans Day of Remembrance Vigil" to provide the BMCC community with an opportunity to come together and remember transgender people, gender-variant individuals, and those perceived to be transgender, who have been murdered because of hate.
Anti-Racist Resources	Anti-Racist Resources: Created and maintained by BMCC's Counseling Center, the **Anti-Racist Resources** webpage offers the BMCC community extensive educational materials on anti-racism. Racial Trauma Resources: Created and maintained by BMCC's Counseling Center, the **Racial Trauma Resources** web page provides information on resources for racial trauma, including resources specifically for Black-identified and Asian-identified individuals and communities. The BMCC Counseling Center also offers a series of online **groups and workshops** to address anti-racist needs. Some of the online groups include: ● Our Black Voices: This group is designed for Black people across the diaspora (Africa, the Caribbean, United States, Latin America, and around the world). The group offers a space to breathe with some ease in knowing you are not alone, collectively grieve injustice and celebrate Black Excellence. Group leaders assist members in the development of daily practices to encourage self-care and self-love even in the midst

Program	Impact/Job Group
	of chaos. ● LGBTQ+ Students: Connecting and Supporting Each Other. This is a safe and confidential group for BMCC LGBTQ+ identified individuals. ● Women of Courage: This group is designed to nourish the individual and collective experiences of women. ● Relaciones-Relationships: This group explores how relationships can impact us, whether it is romantic, family or friendship and even work and how to manage them better.
Social Justice & Equity Centers	Social Justice & Equity Centers (SJEC) was an umbrella department housing the already established WRC. SJEC's mission was to provide engaging programs, events, workshops, and training that serve and empower all students, faculty, and staff across all intersectional identities while educating and serving the entire campus community to foster a sense of belonging, advocacy, and allyship. The Centers have provided space for Black, indigenous, and students of color (BIPOC), women, queer, undocumented, and marginalized students, while also educating the BMCC community on allyship and diversity. Activities included affinity/dialogue series, cultural celebrations, undocu-ally training, speaker series, and an institutionalized SafeZone Training.
Mental Health and Wellness	The College provided faculty and staff resources to promote mental health and wellness in the midst of a uniquely challenging year. ● Resilience, Health, and Wellness: A Comprehensive Website to Support the BMCC Community - BMCC

Program	Impact/Job Group
	offers its community a variety of resources and services to address physical well-being, mental health, food insecurity, nutrition, financial support, and other needs. With a focus on health and wellness, the College continues to build a diverse and connected community that supports its members every day. BMCC's Resilience, Health, and Wellness website offers faculty, students, and staff resources for promoting wellness and finding support in a time of crisis.
Ethnic and Race Studies Conference	In spring 2023, BMCC held their second annual Ethnic and Race Studies Conference. This two- day event, called "The Legacy and Future of Ethnic Studies at CUNY," included keynote speakers Rachel Stephanson, CUNY's inaugural Chief Transformation Officer, and Frank Wu, President of Queens College Frank Wu. Nearly two hundred students, staff and faculty from across CUNY attended the conference. One of the highlights of the event was the screening of the documentary "In Search of Bengali Harlem." Over 300 people attended the film screening and a post screening discussion with leaders and activists from the Bangladeshi community of New York, including Alaudin Ullah, S. Nadia Hussain, Nahar Alam (NYU Langone Section for Community Health; Andolan) Nadia Ahmad (Bangladesh Institute of Performing Arts) Nesar Bhuyan (from DRUM, Desis Rising Up and Moving) and Shahana Hanif (NYC Councilwomen District 39).
Working Group to Review Recruitment	In fall 2022, a working group composed of

Program	Impact/Job Group
and Hiring Practices	members of the Office of Human Resources, Office of Academic Affairs, and Office of Compliance and Diversity examined recruitment and hiring practices and made recommendations for reform. Reform efforts specifically focused on strengthening best practices in the recruitment process. The working group meetings are ongoing.

2023-2024 Planned Programs

In this section, we affirm placement goals and key initiatives.

Table 7: 2023-2024 Planned Programs

Program	Expected Impact/Job Group
Designing for Success: Taking What Works to Scale	**BMCC Strategic Plan 2020-2025** With an understanding that BMCC seeks to improve student learning and educational outcomes not incrementally, but *dramatically*, four goals were developed to drive the Designing for Success Strategic Planning process. As a result of the comprehensive two-year process, these goals were transitioned into overarching strategic priorities for the 2020-2025 strategic plan. A fifth priority was added both in recognition of the increasingly important role of the community college in leading societal change and as a result of the COVID-19 health crisis, corresponding economic downturn, and justice protests across the city, state, country, and world. The resulting strategic priorities for Designing for Success are: ● Improve retention to double degree

Program	Expected Impact/Job Group
	completion rates, and increase successful transfer and baccalaureate attainment; ● Improve learning through culturally responsive and sustaining pedagogy and support; ● Expand career development leading to meaningful work with family-sustaining wages; ● Achieve equity in student outcomes in a college community in which all members can thrive; and ● Strengthen BMCC's role in creating an equitably thriving NYC. In addition to implementing strategies designed to improve student learning and educational outcomes, the BMCC Strategic Plan 2020-2025 includes as a strategic goal (Strategic Goal 5) a commitment to strengthening a culture of care for faculty and staff. Planned strategic actions include: ● Scale in-person and virtual programming and interventions to bolster a sense of belonging within the College community ● Implement professional development activities and hiring practices for faculty and staff that prioritize strengthening the College's culture of care in and outside the classroom ● Partner with community-based organizations, business and industry, and governmental agencies to advocate for addressing and alleviating student, faculty, and staff basic needs Additionally, the strategic plan aims to strengthen BMCC's role in a thriving New York City as a leading community college

Program	Expected Impact/Job Group
	nationally (Strategic Goal 6). Planned strategic actions include: ● Raise the profile of the college throughout New York City and beyond by celebrating alumni, faculty and staff research, and nationally recognized student success initiatives and programming ● Utilize, support, and publicize faculty and staff research on student success to improve learning, retention, graduation, transfer, and other educational outcomes ● Demonstrate leadership and a commitment to increase equity, foster inclusion, and dismantle systematic racism
Race, Equity and Inclusion (REI) Steering Committee	In the 2023-2024 plan year, the Race, Equity and Inclusion (REI) Steering Committee, described above, will continue pursuing its mission to dismantle systemic racism and structural inequality across the BMCC community in the following plan year. As part of its mission, the REI Steering Committee will continue its commitment to embracing and amplifying the voices of all members of the BMCC community to design and implement mechanisms that hold BMCC, our leadership, our community, and ourselves accountable. The REI Subcommittees will continue their work identifying strategies for recommendation and implementation to cultivate a more diverse, equitable, and inclusive teaching and learning college community and directly address systematic, systemic, and structured inequities. Additionally, the REI Steering Committee will continue developing

Program	Expected Impact/Job Group
	recommendations to strengthen institutional practices, processes, and policies and aiding the college in the implementation and monitoring of these recommendations.
Implicit Bias Training for Departmental Personnel and Budget Committees: Recruiting and Retaining a Diverse Faculty	During the following plan year, the Office of Academic Affairs and the Office of Compliance and Diversity will continue its partnership to provide training sessions, as needed, to all Departmental Personnel and Budget Committees on best practices to achieve equity in the recruitment process. The training will highlight how implicit bias can negatively impact the hiring process and equal opportunity in recruitment. Attendees will be provided strategies to minimize implicit bias in the hiring process in order to strengthen the recruitment of diverse faculty.

Ongoing Activities

CUNY's University Human Resources office lists job vacancies with State Workforce Agencies and veterans' centers and maintains consolidated advertising programs, including job boards serving veterans, individuals with disabilities, women, and protected minorities. The office maintains accounts for university-wide job postings and outreach, including the Higher Education Recruitment Consortium. It also provides training to Chief Diversity Officers and campus Human Resources personnel.

CUNY utilizes an online training program for faculty and staff on sexual harassment prevention and workplace violence prevention; we regularly review training records and follow up with individuals who have not participated.

In 2022-2023, the University continues to implement a University-wide online training program for faculty and staff on sexual harassment prevention.

Recruitment policies support developing diverse applicant pools through:

- Required posting of open positions and of Civil Service Notices of Exam; typical faculty

vacancies are posted for 30-60 days and administrative vacancies are posted for 14-30 days

- Collection of all applications into a single automated system where pre-established screening practices relevant to the specific function may be applied

- A job application process where candidates are automatically invited to self-identify race/ethnicity, gender, veteran status, and disability status; data is kept confidential and used to analyze the composition of applicant pools

- For many positions, a committee recruiting process by which a diverse team evaluates candidates according to consistent criteria and job-related interview questions

- An annual survey of newly appointed employees to identify potential areas of concern in how the College communicates with its candidates.

BMCC continues to broaden the College's diversity recruitment and outreach efforts to hire and retain faculty members. The Chief Diversity Officer and Digital Recruiter coordinate resources to ensure that diversity outreach efforts to recruit faculty and staff members are effective and strategic. This collaboration allows the Digital Recruiter to engage in targeted outreach and address underutilization in an impactful manner. The Digital Recruiter utilizes online tools, including social media recruitment opportunities on LinkedIn and Twitter to establish BMCC as an employer of choice and to distribute BMCC faculty and staff opportunities to a broad range of diverse recruitment sources. For example, when utilizing LinkedIn and Twitter for faculty applicant sourcing, the job opportunities are sent to diversity groups, including, but not limited to, Hispanic Professionals, Latino Professionals, Latino Leadership Institute, National Black MBA Association, National Association of Asian American Professionals (NAAAP)**,** Woman in technology, Professionals with Disabilities**,** National Italian American Foundation, Recruit Military, Hire Heroes USA, Black Career Women's Network, Black Enterprise Networked**,** Black Professionals Network, Hispanic Women Nursing Association, Twitter Diversity Nursing, Minority Nurses and Women in Higher Education. This ensures that faculty and staff openings are widely distributed to a diverse applicant pool.

Furthermore, the College posts faculty and staff positions on the following diversity recruitment websites: Black Caucus, Diverse Higher Ed, Hispanic Outlook, Chronicle of Higher Education, Diverse Issues, Women For Hire, AcademicCareers.com, HigherEdJobs, The National Coalition of Ethnic Minority Nurse Association, The National Association of Hispanic Nurses, and Howard University. BMCC also posted employment opportunities on the following job sites: Workforce Recruitment Program, Association of University Centers on Disabilities, NYC: ATWORK, Vetjobs, and Hire Heroes USA.

In addition to the foregoing, the Chief Diversity Officer makes the Affirmative Action Plan available for public inspection and posts and distributes notices of non-discrimination policies, changes in regulations, and compliance information. Additionally, the Chief Diversity Officer integrates compliance information into training programs for faculty, students, and staff.

The Office of Compliance and Diversity reviews job postings to ensure that they are consistent with CUNY's policies on equal employment opportunity. Before positions are posted, the Office of Compliance and Diversity works with the hiring managers to develop a tailored strategic diversity recruitment plan.

Additionally, the Office of Compliance and Diversity reviews applicant pools to ensure that each pool includes a diverse range of applicants from various races/ethnicities and genders. The Office of Compliance and Diversity also meets with all search committees for a charge to review CUNY's equal opportunity, non-discrimination, and affirmative action policies, as well as best practices for minimizing implicit bias and promoting equal opportunity in the hiring process.

The transfer of the Digital Recruiter from the Office of Human Resources to the Office of Compliance and Diversity in August 2019 has enhanced the Digital Recruiter's ability to work closely with the Chief Diversity Officer to create and improve strategies to promote strategic and tailored diversity recruitment plans for departments that show underutilization. For example, the Chief Diversity Officer developed a process that focuses on providing faculty and staff with outreach opportunities and on best practices for strategic diversity recruitment. The Digital Recruiter works closely with hiring managers to engage in targeted recruitment for individual job opportunities before a position is posted, with the goal of ensuring strategic diversity recruitment outreach and improving areas of underutilization for each department.

The Office of Compliance and Diversity provided EEO and Sexual Harassment training to the following groups during the last plan year: new students, new faculty, Athletics staff, Student Government Association (SGA), new tutors, Library employees, and Study Abroad faculty. During the course of the plan year, the Office of Compliance and Diversity provided in-person training to approximately **714** students and **54** employees.

In fall 2022 and spring 2023, the Office of Compliance and Diversity provided training on disability accommodations and best practices to employees in the Office of Human Resources, Information Resources and Technology, and the Nursing Department. The training focused on the process for requesting reasonable accommodations in the era of the COVID-19 pandemic. The Office of Compliance and Diversity also provided guidance on reopening plans for members of vulnerable populations.

During the last plan year, the College's Chief Diversity Officer continued to work closely with Department Chairs to discuss strategies for promoting diversity and inclusion and implementing best practices, specifically tailored to meet the needs of their individual departments.

During the course of the last plan year, BMCC sponsored multiple events to celebrate the diversity on our campus. This included celebrating heritage months, which included a wide range of exhibits, discussions, films, and speakers:

- **Hispanic Heritage Month 2022**: To celebrate Hispanic heritage, the College held a series of events throughout the months of October and November. Dia De Los Muerto Display (Day of

the Dead). Three days of activities and gathering.

- Dia De Los Muerto (October 31 - November 2): Three days of activities to celebrate and learn about the origins and modern traditions of Dia De Los Muerto.
- Hispanic Heritage Month Book Display (October 4 - November 30): The BMCC Library celebrated National Hispanic American Heritage Month with a book display in the library and online.
- Queens Boulevard - Hispanic and Multicultural Heritage of Queens: This online exhibit highlighted the rich cultural heritage in Queens, particularly apparent along Queens Boulevard.
- Film Screening - "In the Time of the Butterflies" (November 9): this film explored gender and politics during the dictatorship of Rafael Trujillo in the Dominican Republic.
- Decolonizing Mental Health – Understanding Wellness Through an Anti-Oppressive Framework (November 16): This presentation and discussion focused on themes of racial trauma and understanding how traumatic experiences can manifest as psychological symptoms of depression and anxiety.
- Making Afro-Indigenous Identity Visible: An Evening with Garifuna Activists (November 17): This event included conversation with Garifuna activists, Afro-Indigenous peoples of Central America. Attendees learned about the history and culture of the Garifuna people as well as the challenges they face in the present-day.
- Let's Talk about Bad Bunny, Anti-Colonialism and Gender Norms (November 22): This presentation and discussion facilitated by two BMCC faculty members focused on the work of the popular rapper and singer Bad Bunny, specifically in the context of anti-colonialism and gender norms.
- From Undergrad to Professionals - Latina social workers share their journeys (March 7): At this presentation, attendees heard from Latina social workers, who shared their educational and career experiences.

- **Italian Heritage Month 2022:** On October 19, 2022, BMCC celebrated Italian Heritage Month, with speakers, music, and poetry.

- **Afrikan Heritage Month 2023:** To celebrate Afrikan Heritage Month, BMCC held a series of events throughout the month of February. The theme for the year's celebration was "Black Futurity, Mining the Past, Cultivating the Present, and Shaping Tomorrow."
    - "The Artistry of Dr. Edward Bostick" - A Historical Overview (February 1): Opening ceremony highlighting Professor Bostick's pictorial quilts, featuring vibrant portraits of Jackie Robinson, Martin Luther King Jr., Ma Rainey and other famous African Americans.
    - Our Story Ain't Easy to Tell…Memoirs of the Pentatonic Scale (February 14): At this event, speakers Gail Houston and Elnora "Bonnie" Harrison of the Sankofa Institute for Training and Integrative Services, Inc., used film, music and storytelling to chronicle one of the many ways enslaved Afrikans handled their captivity by expressing their feelings through vocalizations and instrumentations of the pentatonic scale.
    - Grow Strong - Facing Environmental Trauma and Justice (February 15): A panel of experts spoke on the impacts of environmental racism and trauma on communities of color in New York, as well as ways to enact environmental justice through activism and

community work.

- Afrikan Heritage Month Student Concert (February 15). BMCC students performed musical works from Black composers spanning multiple genres.
- Where Black and Queer Intersect (February 22): Hosted by the BMCC Pride Center, this discussion focused on intersectionality, specifically with queer identities and black identities, and how both communities can better support each other.
- Guest Speaker Professor James Small, Activist and Historian (February 22): At this event, Professor Small, an activist and historian, shared thoughts and strategies that address this year's theme – "Black Futurity, Mining the Past, Cultivating the Present, and Shaping Tomorrow."
- Afrikan Burial Grounds Visit and Discussion (February 24): Joined by members of the Baruch College Diversity, Equity & Inclusion, participants visited the African Burial Grounds and learned its history.
- HIV/AIDS Awareness - Its Impact on the Afrikan American and Latino Community (February 27): At this event, guest speakers discussed HIV/AIDS and its impact within communities of color. The event also included information and resources from non-profit organizations specializing in HIV/AIDS and the LGBTQIA+ community.

- **Asian Heritage Month 2023 –** To celebrate BMCC's 34th Annual Asian Heritage Month, BMCC held the events throughout the month of April, including the following:
  - Annual Haiku and Image Contest
  - Film Screenings and Discussions - *Fordson, Faith, Fasting, Football* and *American Eid* (April 3); *Scary Holiday (A.K.A Rak Kan Ja Tai)* (April 14); *Happy Cleaners* (April 19); *Din Tao: Leader of the Parade* (April 23), *Lost on Journey* (April 26); *In Search of Bengali Harlem* (April 27)
  - *Our Laundry, Our Town: My Chinese American Life from Flushing to the Downtown Stage and Beyond* (April 20): Discussion with BMCC Professor and author Alvin Eng about his book *Our Laundry, Our Town*.
  - The Legacy and Future of Ethnic Studies at CUNY (April 27-28): In celebration of the formation of Ethnic Studies at BMCC, this event, featuring speakers, presentations, and roundtable discussions, provided scholars affiliated with CUNY a space to discuss contemporary scholarship in the field of ethnic studies.

In addition, BMCC held multiple events to celebrate veterans, including:

- Veterans Resource Center held "Welcome Back" events for student veterans in fall 2022 and spring 2023.

- Veterans Resource Center celebrated student veterans by celebrating the following U.S. military holidays: U.S. Coast Guard's 233rd birthday celebration, U.S. Air Force's 76th birthday celebration, U.S. Navy's 248th birthday celebration, U.S. Marine Corps' 248th birthday celebration; U.S. Army's 248th birthday celebration.

On a weekly basis, the Organization for Student Veterans meets to discuss matters of mutual interest and to plan club activities and events. BMCC also recognized student veterans by hosting events during Hispanic Heritage Month, Black History Month and Herstory Month.

CUNY Central's Office Human of Resources Management:

- Lists job vacancies with State Workforce Agencies and Veterans' centers
- Maintains consolidated advertising programs, including job boards serving Veterans, Individuals with Disabilities, women, and protected minorities
- Maintains social media accounts for recruitment and employment branding
- Advertises and administers Civil Service examinations
- Distributes training materials on effective recruiting and selection
- Provides training and updates to Chief Diversity Officers

CUNY implemented an online training program for faculty and staff on sexual harassment prevention; we regularly review training records and follow-up with individuals who have not participated.

- Recruitment policies support diverse applicant pools through:
- Required posting of open positions and of Civil Service Notices of Exam; typical faculty vacancies are posted for 30-60 days and administrative vacancies are posted for 14-30 days
- Collecting applications in a single system where pre-established screening practices may be applied
- Inviting candidates to self-identify race/ethnicity, gender, veteran status, and disability status when applying; data is kept confidential and used to analyze applicant pools
- For many positions, a diverse Search Committee evaluates candidates according to consistent, job-related criteria.

Internal Audit and Reporting

As mentioned in the federal Affirmative Action Plan, the Chief Diversity Officer posts and distributes notices of policies, new/revised regulations, and similar compliance information, and makes this plan available for public inspection. The CDO integrates compliance information into faculty, student and staff training programs.

The Chief Diversity Officer's responsibilities for audits and reviews include:

- Monitoring personnel actions, including new hires, transfers, promotions, and terminations
- Monitoring employee self-identification programs
- Reviewing recruiting outreach and advertising
- Monitoring complaints/incident reports for underlying trends

- Reviewing personnel practices and the affirmative action programs with management
- Advising management of program effectiveness and providing recommendations for improvement
- Working with Human Resources staff to assure employment records are complete, accurate, and current
- Completing the annual Affirmative Action certification in the US Department of Labor Contractor Portal

Chief Diversity Officers have responsibility for communicating elements of the Plan and reviewing progress.

CUNY recently implemented an on-line discrimination complaint tracking and reporting system.

CUNY regularly reports results externally and/or responds to audit requests from:

- New York State Department of Labor
- New York City Department of Education
- New York City Equal Employment Practices Commission.

CUNY also answers to the CUNY Board of Trustees, particularly its Subcommittee on Diversity, Inclusion and MWBE.

APPENDICES

D. Utilization Analysis
E. Summary of Personnel Activities (Italian American Plan)
F. Summary of Recruitment Activities (Italian American Plan)

Appendix D-1 Utilization Analysis - Staff Job Groups

This Appendix provides a utilization analysis for each staff job group that has five or more employees.

Underutilization occurs where the utilization of a protected group is less than 80% of Labor Market Availability. We calculate a number approximating the number of full-time employees that would be needed to make utilization equal to the labor market.

Details of internal and external factors in estimating the labor market are provided.

Underutilization numbers for females and total minorities represent placement goals when there are opportunities for hiring/advancement.

Total Minority is comprised of Asian/Hawaiian/Other Pacific Islander, Black/African American, Hispanic/Latino, American Indian/Alaska Native and Two or More Races.

APPENDIX D-1 - Utilization of Staff Job Groups (Italian American Plan) **2023-2024**

Borough of Manhattan CC

Category: Executive/Administrative/Managerial

Job Group: **Admin 1: Executive**

Description: Executive Compensation Plan (Other Than Chief Executive)

Appointments: 21

Weight	Availability Factors
50.00%	ACS 2017-2021 National workforce with a minimum of Bachelor's degree plus eight years of experience (proxy age of 29 and higher) in selected occupations (0010, 0020, 0060, 0101, 0102, 0110, 0120, 0136, 0230, 0565, 2100) and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).
50.00%	Employees in titles Professor or Higher Education Officer as of 6/1/22; tenure or permanency not required.

Titles held by employees in this group

04315	Administrator
04321	Assc Administrator
04320	Assc Dean
04723	Asst Administrator
04722	Asst Dean
04316	Asst Vice President
04314	Dean
04701	Sr Vice President
04702	Vice President

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	10	12	3	6	3	3
Underutilized (Y = Yes)						
Number Underutilized						
Actual Utilization	47.6%	57.1%	14.3%	28.6%	14.3%	14.3%
Labor Market Availability	45.6%	29.6%	10.0%	8.9%	8.8%	7.6%

APPENDIX D-1 - Utilization of Staff Job Groups (Italian American Plan) **2023-2024**

Borough of Manhattan CC

Category: Executive/Administrative/Managerial

Job Group: **Admin 2: Managerial**

Description: HE Officer series administrators-senior level

Appointments: 117

Weight	Availability Factors
55.00%	ACS 2017-2021 NY/NJ MSA workforce with a minimum of Bachelor's degree plus six years or experience (proxy age of 27 or higher) in selected occupations (0020, 0060, 0101, 0102, 0110, 0120, 0136, 0230, 0565, 9800) and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian)
45.00%	Employees in title Higher Education Assistant of of 6/1/22; tenure or permanency not required.

Titles held by employees in this group

04073	EOC HE Associate
04074	EOC HE Officer
04075	HE Associate
04097	HE Officer

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	79	75	16	40	17	6
Underutilized (Y = Yes)						Y
Number Underutilized						7
Actual Utilization	67.5%	64.1%	13.7%	34.2%	14.5%	5.1%
Labor Market Availability	57.7%	51.7%	14.2%	17.4%	17.8%	11.2%

APPENDIX D-1 - Utilization of Staff Job Groups (Italian American Plan) **2023-2024**

Borough of Manhattan CC

Category: Executive/Administrative/Managerial

Job Group: **Admin 2: Managerial Adjunct**

Description: Adjunct HE Officer series administrators (all levels)

Appointments: 106

Weight	Availability Factors
55.00%	Identical to Administration 2 Group (Full Time).
45.00%	Identical to Administration 2 Group (Full Time).

Titles held by employees in this group

04689	Non-Teaching Adjunct 1
04688	Non-Teaching Adjunct 2
04687	Non-Teaching Adjunct 3
04686	Non-Teaching Adjunct 4
04685	Non-Teaching Adjunct 5

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	63	66	9	36	20	1
Underutilized (Y = Yes)			Y			Y
Number Underutilized			6			11
Actual Utilization	59.4%	62.3%	8.5%	34.0%	18.9%	0.9%
Labor Market Availability	57.7%	51.7%	14.2%	17.4%	17.8%	11.2%

APPENDIX D-1 - Utilization of Staff Job Groups (Italian American Plan) **2023-2024**

Borough of Manhattan CC

Category: Executive/Administrative/Managerial

Job Group: **Managerial: Facilities**

Description: Facility Superintendents and Managers

Appointments: 5

Weight	Availability Factors
55.00%	ACS 2017-2021 NY/NJ MSA, minimum of High School Diploma plus six years experience (proxy age of 23 or higher) in selected occupations (0102, 0410) and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).
45.00%	Employees in titles Custodial Supervisor (all levels), Laborer, Supervisor (Laborer and Maintenance) and Principal Park Supervisor, permanency not required, as of 6/1/22.

Titles held by employees in this group

04975	Admin Supt Builds Grds
04984	Chief Admin Supt - Competitive

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	1	3	0	1	2	0
Underutilized (Y = Yes)						Y
Number Underutilized						1
Actual Utilization	20.0%	60.0%	0.0%	20.0%	40.0%	0.0%
Labor Market Availability	26.3%	57.8%	4.9%	26.6%	24.3%	10.2%

APPENDIX D-1 - Utilization of Staff Job Groups (Italian American Plan) **2023-2024**

Borough of Manhattan CC

Category: Executive/Administrative/Managerial

Job Group: **Managerial: Security**

Description: Campus Security-Managers

Appointments: 6

Weight	Availability Factors
30.00%	ACS 2017-2021 NY/NJ MSA with minimum of one year of college, New York State residency and minimum of eight years of experience (proxy age of 25 or higher) in selected occupations (0425, 3700, 3710) and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).
70.00%	Employees with Civil Service permanency in titles Campus Public Safety Sergeant or Campus Security Specialist as of 6/1/2022.

Titles held by employees in this group

04980	Campus Security Asst Dir
04979	Campus Security Dir

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	0	5	0	1	4	0
Underutilized (Y = Yes)	Y			Y		Y
Number Underutilized	1			1		1
Actual Utilization	0.0%	83.3%	0.0%	16.7%	66.7%	0.0%
Labor Market Availability	20.6%	68.9%	6.6%	33.2%	27.8%	9.2%

APPENDIX D-1 - Utilization of Staff Job Groups (Italian American Plan) **2023-2024**

Borough of Manhattan CC

Category: Professional Non-Faculty

Job Group: **Accountant: Professional**

Description: Accounting-Professionals

Appointments: 6

Weight	Availability Factors
50.00%	ACS 2017-2021 NY/NJ MSA workforce with Bachelor's degree of higher in selected occupations (0530, 0800, 0820, 0830) and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).
50.00%	Employees with Civil Service permanency in titles of Accounting Assistant, Purchasing Agent Assistant or EOC Accounting Assistant, who have earned a BA degree or higher, as of 6/1/2022.

Titles held by employees in this group

04801	Finance Accountant
12121	Purchasing Agent

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	6	5	0	3	2	0
Underutilized (Y = Yes)			Y			
Number Underutilized			2			
Actual Utilization	100.0%	83.3%	0.0%	50.0%	33.3%	0.0%
Labor Market Availability	61.9%	51.7%	29.4%	9.6%	11.5%	8.1%

APPENDIX D-1 - Utilization of Staff Job Groups (Italian American Plan) **2023-2024**

Borough of Manhattan CC

Category: Professional Non-Faculty

Job Group: **Admin 3: Professional**

Description: HE Officer Series: Entry and mid-level administrators

Appointments: 220

Weight	Availability Factors
90.00%	ACS 2017-2021 NY/NJ MSA workforce with minimum of Bachelor's degree in selected occupations (0520-0750, 1006, 1031, 1032, 2002, 2145, 2825, 2830, 2840, 2850, 2865, 5710, 5920, 9810) and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).
10.00%	Employees in titles CUNY Office Assistant, CUNY Admin Assistant, EOC Office Assistant and EOC Administrative Assistant holding a minimum of a Bachelor's degree as of 6/1/22; permanency not required.

Titles held by employees in this group

04017	Asst to HEO
04071	EOC Assistant to HEO
04072	EOC HE Assistant
04099	HE Assistant
04132	Research Asst

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	155	185	31	96	52	5
Underutilized (Y = Yes)						Y
Number Underutilized						25
Actual Utilization	70.5%	84.1%	14.1%	43.6%	23.6%	2.3%
Labor Market Availability	59.3%	39.5%	16.5%	9.6%	10.4%	13.5%

APPENDIX D-1 - Utilization of Staff Job Groups (Italian American Plan) **2023-2024**

Borough of Manhattan CC

Category: Professional Non-Faculty

Job Group: **Info Tech: Professional**

Description: Information Technology-Professionals

Appointments: 38

Weight	Availability Factors
75.00%	ACS 2017-2021 NY/NJ MSA with minimum of a High School Diploma and four years of experience (proxy age of 21 or higher) in selected occupations (1006, 1007, 1010, 1021, 1022, 1065, 1105, 1106, 1108) and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).
25.00%	Employees in titles IT Support Assistant and CUNY Office Assistant, permanency not required, as of 6/1/2022.

Titles held by employees in this group

04877	IT Associate
04875	IT Asst
04029	IT Bus Data Rep Analyst
04880	IT Sr Associate

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	15	34	11	10	12	0
Underutilized (Y = Yes)						Y
Number Underutilized						3
Actual Utilization	39.5%	89.5%	28.9%	26.3%	31.6%	0.0%
Labor Market Availability	38.1%	59.4%	30.2%	13.0%	13.9%	8.2%

APPENDIX D-1 - Utilization of Staff Job Groups (Italian American Plan) **2023-2024**

Borough of Manhattan CC

Category: Administrative Support Workers

Job Group: **Accountant: Assistant**

Description: Accounting-Support staff

Appointments: 7

Weight	Availability Factors
70.00%	ACS 2017-2021 NY/NJ MSA workforce with minimum of High School Diploma in selected occupations (5110 - 5160) and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).
30.00%	Employees in titles CUNY Office Assistant or EOC Office Assistant, Civil Service permanency not required; as of 6/1/2022.

Titles held by employees in this group

12120	Asst Purchasing Agent
04800	Finance Accountant Asst

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	7	6	2	2	2	0
Underutilized (Y = Yes)						Y
Number Underutilized						1
Actual Utilization	100.0%	85.7%	28.6%	28.6%	28.6%	0.0%
Labor Market Availability	79.6%	53.3%	12.2%	18.1%	20.2%	12.8%

APPENDIX D-1 - Utilization of Staff Job Groups (Italian American Plan) **2023-2024**

Borough of Manhattan CC

Category: Administrative Support Workers

Job Group: **Administrative Assistant**

Description: Administrative Assistants-Senior level

Appointments: 9

Weight	Availability Factors
0.00%	Internal Only
100.00%	Employees in the CUNY Office Assistant title with Civil Service permanency and having achieved levels 3, 3A, or 4 as of 6/1/2022.

Titles held by employees in this group

04804 CUNY Admin Asst

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	9	8	2	3	2	1
Underutilized (Y = Yes)					Y	
Number Underutilized					1	
Actual Utilization	100.0%	88.9%	22.2%	33.3%	22.2%	11.1%
Labor Market Availability	89.4%	77.7%	10.0%	36.6%	29.3%	4.9%

APPENDIX D-1 - Utilization of Staff Job Groups (Italian American Plan) **2023-2024**

Borough of Manhattan CC

Category: Administrative Support Workers

Job Group: **Office Assistant**

Description: Administrative Office Assistants-Entry level

Appointments: 73

Weight	Availability Factors
65.00%	ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma in selected occupations (4720, 4740, 5220, 5230, 5240, 5740, 5810, 5820, 5860) and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).
35.00%	Employees in the title of College Assistant (hourly) as of 6/1/2022.

Titles held by employees in this group

04802	CUNY Office Assistant
04870	EOC Office Assistant

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	65	65	10	24	25	3
Underutilized (Y = Yes)						Y
Number Underutilized						5
Actual Utilization	89.0%	89.0%	13.7%	32.9%	34.2%	4.1%
Labor Market Availability	71.8%	58.9%	15.0%	17.6%	23.5%	10.6%

APPENDIX D-1 - Utilization of Staff Job Groups (Italian American Plan) **2023-2024**

Borough of Manhattan CC

Category: Administrative Support Workers

Job Group: **Office Assistant Adjunct**

Description: Hourly Administrative Office Assistants-Entry level

Appointments: 383

Weight	Availability Factors
100.00%	Identical to CUNY Office Assistant Group (Full Time) except that availability is 100% external.
0.00%	NA

Titles held by employees in this group

10102	College Assistant
04882	EOC Assistant

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	240	325	79	96	134	3
Underutilized (Y = Yes)						Y
Number Underutilized						56
Actual Utilization	62.7%	84.9%	20.6%	25.1%	35.0%	0.8%
Labor Market Availability	76.3%	49.8%	11.5%	15.0%	20.5%	15.5%

APPENDIX D-1 - Utilization of Staff Job Groups (Italian American Plan) **2023-2024**

Borough of Manhattan CC

Category: Technicians

Job Group: **Info Tech: Technician**

Description: Information Technology-Tech Support

Appointments: 8

Weight	Availability Factors
85.00%	ACS 2017-2021 NY/NJ MSA with minimum of a High School Diploma in occupation 1050 and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).
15.00%	CUNY employees in the hourly IT Support Assistant title as of 6/1/2022.

Titles held by employees in this group

04865 IT Support Asst

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	5	7	1	1	5	0
Underutilized (Y = Yes)			Y			Y
Number Underutilized			1			1
Actual Utilization	62.5%	87.5%	12.5%	12.5%	62.5%	0.0%
Labor Market Availability	23.3%	57.7%	25.3%	12.4%	17.6%	10.5%

APPENDIX D-1 - Utilization of Staff Job Groups (Italian American Plan) **2023-2024**

Borough of Manhattan CC

Category: Technicians

Job Group: **Info Tech: Technician Adjunct**

Description: Hourly Information Technology-Tech Support

Appointments: 8

Weight	Availability Factors
100.00%	Identical to IT Technician Group (Full Time) except that availability is 100% external.
0.00%	NA

Titles held by employees in this group

04865 IT Support Asst

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	2	7	1	2	3	0
Underutilized (Y = Yes)			Y			Y
Number Underutilized			1			1
Actual Utilization	25.0%	87.5%	12.5%	25.0%	37.5%	0.0%
Labor Market Availability	21.9%	52.9%	24.8%	10.9%	14.6%	12.2%

APPENDIX D-1 - Utilization of Staff Job Groups (Italian American Plan) **2023-2024**

Borough of Manhattan CC

Category: Technicians

Job Group: **Print Media Technician**

Description: Print Shop Technicians and related titles

Appointments: 8

Weight	Availability Factors
100.00%	ACS 2017-2021 NY/NJ MSA in selected occupations (5900, 8250, 8255, 8256, 8830) and eithre First or Second Ancestry of 051 (Italian) or 068 (Sicilian).
0.00%	NA

Titles held by employees in this group

04808	Graphics Designer
04805	Print Shop Assistant
04806	Print Shop Associate
04807	Print Shop Coordinator

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	3	7	2	1	4	0
Underutilized (Y = Yes)						Y
Number Underutilized						1
Actual Utilization	37.5%	87.5%	25.0%	12.5%	50.0%	0.0%
Labor Market Availability	31.1%	50.7%	13.2%	10.1%	25.1%	13.0%

APPENDIX D-1 - Utilization of Staff Job Groups (Italian American Plan) **2023-2024**

Borough of Manhattan CC

Category: Craft Workers

Job Group: **Skilled Trades: Not Supervisory**

Description: Skilled Trades-Not supervisory

Appointments: 44

Weight **Availability Factors**

90.00% ACS 2017-2021 NY/NJ MSA in selected occupations (6230, 6250, 6355, 6410, 6440, 6460, 6515, 6700, 7300, 7350, 7540, 8030, 8500, 8600, 8610, 8630) and either First of Second Ancestry of 051 (Italian) or 068 (Sicilian).

10.00% Employees in titles Maintenance Worker or any of the Skilled Trade Helper titles, permanency not required, as of 6/1/2022.

Titles held by employees in this group

04899	Carpenter
91717	Electrician
04905	Locksmith
04891	Oiler
91830	Painter
91915	Plumber
04915	Stationary Engineer
91940	Thermostat Repairer

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	0	19	3	5	11	2
Underutilized (Y = Yes)	Y					Y
Number Underutilized	1					4
Actual Utilization	0.0%	43.2%	6.8%	11.4%	25.0%	4.5%
Labor Market Availability	2.6%	46.2%	4.7%	10.6%	27.9%	14.0%

APPENDIX D-1 - Utilization of Staff Job Groups (Italian American Plan) **2023-2024**

Borough of Manhattan CC

Category: Craft Workers

Job Group: **Laborers and Helpers**

Description: Entry-Level Craft Workers

Appointments: 9

Weight	Availability Factors
55.00%	ACS 2017-2021 NY/NJ MSA in selected occupations (6260, 6600, 6730, 7610, 8810, 8950, 9620, 9760, 9760) and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).
45.00%	CUNY employees in the Custodial Assistant and Custodial Supervisor titles, permanency not required, as of 6/1/2022.

Titles held by employees in this group

90702	Laborer
12200	Stock Worker
12202	Stock Worker Supervisor

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	0	8	0	6	2	1
Underutilized (Y = Yes)	Y		Y		Y	
Number Underutilized	2		1		2	
Actual Utilization	0.0%	88.9%	0.0%	66.7%	22.2%	11.1%
Labor Market Availability	19.9%	73.8%	6.8%	24.3%	40.5%	6.5%

APPENDIX D-1 - Utilization of Staff Job Groups (Italian American Plan) **2023-2024**

Borough of Manhattan CC

Category: Service Workers

Job Group: **Campus Public Safety Sergeant**

Description: Campus Security-Supervisors and Specialists

Appointments: 9

Weight	Availability Factors
0.00%	Internal Only-Promotional Title
100.00%	CUNY employees in the title of Campus Peace Officer with Civil Service permanency and two years of permanent service as of 6/1/2022.

Titles held by employees in this group

04846 Campus Pub Safety Sergeant

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	6	8	0	7	1	0
Underutilized (Y = Yes)					Y	
Number Underutilized					2	
Actual Utilization	66.7%	88.9%	0.0%	77.8%	11.1%	0.0%
Labor Market Availability	24.0%	86.3%	4.5%	49.2%	30.7%	1.0%

APPENDIX D-1 - Utilization of Staff Job Groups (Italian American Plan) **2023-2024**

Borough of Manhattan CC

Category: Service Workers

Job Group: **Campus Peace Officer**

Description: Campus Security-Mid level staff

Appointments: 15

Weight	Availability Factors
60.00%	ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma, New York State residency, and minimum age of 21 in selected occupations (3802, 3930, 3940, 3945, 3946, 3960) and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).
40.00%	Employees in the title of Campus Security Assistant, Civil Service permanency not required, as of 6/1/2022.

Titles held by employees in this group

04844 Campus Peace Officer

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	3	15	3	6	6	0
Underutilized (Y = Yes)	Y					Y
Number Underutilized	2					1
Actual Utilization	20.0%	100.0%	20.0%	40.0%	40.0%	0.0%
Labor Market Availability	30.1%	77.9%	13.7%	42.4%	19.7%	6.9%

APPENDIX D-1 - Utilization of Staff Job Groups (Italian American Plan) **2023-2024**

Borough of Manhattan CC

Category: Service Workers

Job Group: **Campus Security Assistant**

Description: Campus Security-Entry level staff

Appointments: 32

Weight	Availability Factors
90.00%	ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma, New York State residency and minimum age of 18 in selected occupations (3930, 3940, 3945, 3946, 3960) and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).
10.00%	Employees in title Campus Security Assistant (Hourly), permanency not required, as of 6/1/2022.

Titles held by employees in this group

04841 Campus Security Asst

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	13	31	4	22	5	0
Underutilized (Y = Yes)					Y	Y
Number Underutilized					3	3
Actual Utilization	40.6%	96.9%	12.5%	68.8%	15.6%	0.0%
Labor Market Availability	30.6%	71.1%	8.2%	36.4%	23.6%	9.4%

APPENDIX D-1 - Utilization of Staff Job Groups (Italian American Plan) **2023-2024**

Borough of Manhattan CC

Category: Service Workers

Job Group: **Campus Security Assistant Adjunct**

Description: Hourly Campus Security-Entry level staff

Appointments: 6

Weight	Availability Factors
100.00%	Identical to Campus Security Assistant Group (Full Time) except that availability is 100% external.
0.00%	NA

Titles held by employees in this group

04841 Campus Security Asst

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	4	6	0	2	4	0
Underutilized (Y = Yes)						Y
Number Underutilized						1
Actual Utilization	66.7%	100.0%	0.0%	33.3%	66.7%	0.0%
Labor Market Availability	30.7%	68.5%	7.0%	35.6%	22.7%	10.5%

APPENDIX D-1 - Utilization of Staff Job Groups (Italian American Plan) **2023-2024**

Borough of Manhattan CC

Category: Service Workers

Job Group: **Custodial: Supervisory**

Description: Custodial-Supervisors (all titles)

Appointments: 14

Weight	Availability Factors
0.00%	Internal Only-Promotional Title
100.00%	Employees in title Custodial Assistant and are not temporary as of 6/1/2022.

Titles held by employees in this group

80560	Custodial Asst Principal Supv
80561	Custodial Principal Supv
80535	Custodial Sr Supervisor
04862	Custodial Supervisor

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	5	14	0	11	3	0
Underutilized (Y = Yes)			Y		Y	
Number Underutilized			1		3	
Actual Utilization	35.7%	100.0%	0.0%	78.6%	21.4%	0.0%
Labor Market Availability	36.5%	90.8%	6.5%	42.8%	41.3%	0.9%

APPENDIX D-1 - Utilization of Staff Job Groups (Italian American Plan) **2023-2024**

Borough of Manhattan CC

Category: Service Workers

Job Group: **Custodial: Assistant**

Description: Custodial-Entry level

Appointments: 53

Weight **Availability Factors**

65.00% ACS 2017-2021 NY/NJ MSA in occupation 4220 and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).

35.00% CUNY employees in title Custodial Assistant (Hourly) as of 6/1/2022.

Titles held by employees in this group

04861 Custodial Assistant

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	19	51	1	25	25	2
Underutilized (Y = Yes)			Y			
Number Underutilized			2			
Actual Utilization	35.8%	96.2%	1.9%	47.2%	47.2%	3.8%
Labor Market Availability	33.4%	77.6%	5.0%	29.2%	41.2%	4.6%

APPENDIX D-1 - Utilization of Staff Job Groups (Italian American Plan) **2023-2024**

Borough of Manhattan CC

Category: Service Workers

Job Group: **Custodial: Assistant Adjunct**

Description: Hourly Custodial-Entry level

Appointments: 30

Weight **Availability Factors**

100.00% Identical to Custodial Assistant Group (Full Time) except that availability is 100% external.

0.00% NA

Titles held by employees in this group

04861 Custodial Assistant

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	8	30	0	21	9	0
Underutilized (Y = Yes)			Y		Y	Y
Number Underutilized			2		4	2
Actual Utilization	26.7%	100.0%	0.0%	70.0%	30.0%	0.0%
Labor Market Availability	29.3%	71.6%	5.8%	18.6%	44.6%	7.0%

Appendix D-2 Utilization Analysis - College Laboratory Technicians

This Appendix provides a utilization analysis for College Laboratory Technicians in groups with five or more employees.

Underutilization occurs where utilization of a given group is less than 80% of Labor Market Availability. We calculate a number approximating the number of full-time employees that would be needed to make utilization equal to the labor market.

Underutilization numbers for females and total minorities represent specific placement goals when there are opportunities for hiring/advancement.

Details of internal and external factors in estimating the labor market are provided.

Total Minority is comprised of Asian/Hawaiian/Other Pacific Islander, Black/African American, Hispanic/Latino, American Indian/Alaska Native, and Two or More Races.

Admin 4: College Lab Technician

Weight	Availability Factors
100.00%	ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma. Selected occupations for the Scientific/Technical/IT specialty (1050, 1910, 1920, 1970). Selected occupations for others (2440, 2555) and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).

Grouping: College Lab Tech: Science, Tech, Eng.

Appointments: 20

Employees in this category work in the following department(s):

10064	Computer Applications
10195	Mathematics
10416	Media Arts and Technology
10199	Medical Technology
10211	Nursing
10165	Science

	Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Oth Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	8	16	6	7	3	1
Underutilized (Y = Yes)						Y
Number Underutilized						1
Actual Utilization	40.0%	80.0%	30.0%	35.0%	15.0%	5.0%
Labor Market Availability	47.1%	31.3%	17.5%	4.9%	6.0%	11.2%

Admin 4: College Lab Technician

Weight	Availability Factors
100.00%	ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma. Selected occupations for the Scientific/Technical/IT specialty (1050, 1910, 1920, 1970). Selected occupations for others (2440, 2555) and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).

Grouping: College Lab Tech: Other

Appointments: 15

Employees in this category work in the following department(s):

10260	Academic Literacy & Linguistic
10022	Art & Music
75012	Athletics & Recreation
10042	Business Administration
10396	Continuing Education
80130	CUNYstart Program
80334	Edu. Opportunity & Diversity P
10115	Fine And Performing Arts
75125	Freshman Year Program (Academ)
65068	Language Immersion Program
10204	Modern Languages & Literatures
10289	Speech/Communication/Theatre A

	Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Oth Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	4	12	0	5	7	0
Underutilized (Y = Yes)	Y		Y			Y
Number Underutilized	9		1			3
Actual Utilization	26.7%	80.0%	0.0%	33.3%	46.7%	0.0%
Labor Market Availability	83.8%	42.8%	8.7%	13.3%	18.3%	17.4%

Admin 4: College Lab Technician Adjunct

Weight	Availability Factors
100.00%	Identical to Administration 4 Group (Full Time).

Grouping: College Lab Tech: Science, Tech, Eng.

Appointments: 68

Employees in this category work in the following department(s):

10064	Computer Applications
10195	Mathematics
10416	Media Arts and Technology
10199	Medical Technology
10211	Nursing
10165	Science

	Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Oth Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	21	47	11	15	21	1
Underutilized (Y = Yes)	Y					Y
Number Underutilized	11					7
Actual Utilization	30.9%	69.1%	16.2%	22.1%	30.9%	1.5%
Labor Market Availability	47.1%	31.3%	17.5%	4.9%	6.0%	11.2%

APPENDIX D-2 COLLEGE LAB TECHNICIAN UTILIZATION BY CATEGORY (Italian American Plan) 2023-2024
Borough of Manhattan CC

Admin 4: College Lab Technician Adjunct

Weight **Availability Factors**

100.00% Identical to Administration 4 Group (Full Time).

Grouping: College Lab Tech: Other

Appointments: 29

Employees in this category work in the following department(s):

10260	Academic Literacy & Linguistic
10022	Art & Music
75012	Athletics & Recreation
10042	Business Administration
10396	Continuing Education
80130	CUNYstart Program
80334	Edu. Opportunity & Diversity P
10115	Fine And Performing Arts
75125	Freshman Year Program (Academ)
65068	Language Immersion Program
10204	Modern Languages & Literatures
10289	Speech/Communication/Theatre A

	Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Oth Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	18	22	1	8	13	0
Underutilized (Y = Yes)	Y		Y			Y
Number Underutilized	6		2			5
Actual Utilization	62.1%	75.9%	3.4%	27.6%	44.8%	0.0%
Labor Market Availability	83.8%	42.8%	8.7%	13.3%	18.3%	17.4%

Appendix D-3 Utilization Analysis - Faculty by Job Group

The Appendix provides a utilization analysis for each faculty job group where there are five or more employees.

Underutilization occurs where the utilization of a protected group is less than 80% of Labor Market Availability. We calculate a number approximating the number of full-time employees that would be needed to make utilization equal to the labor market.

Underutilization numbers for females and total minorities represent specific placement goals when there are opportunities for hiring/advancement.

Total Minority is comprised of Asian/Hawaiian/Other Pacific Islander, Black/African American, Hispanic/Latino, American Indian/Alaska Native and Two or More Races. Italian American is a reported category but not included in the federal Total Minority grouping.

APPENDIX D-3 - Utilization Analysis - Faculty by Job Group (Italian American Plan) **2023-2024**
Borough of Manhattan CC

Job Group **Faculty: Continuing Education**

Total Appointments: 37

Weight	Availability Factors
100.00%	ACS 2017-2021 Nationwide workforce with a minimum of a Bachelor's degree and occupation 2205 (Post-Secondary Teachers). Italian American Status determined by either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).

	Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Faculty	25	17	6	6	5	2
Underutilized (Y = Yes)						Y
Number Underutilized						4
Actual Utilization	67.6%	45.9%	16.2%	16.2%	13.5%	5.4%
Labor Market Availability	54.9%	43.4%	13.9%	11.5%	15.2%	15.0%

APPENDIX D-3 - Utilization Analysis - Faculty by Job Group (Italian American Plan) **2023-2024**
Borough of Manhattan CC

Job Group **Faculty: Developmental**

Total Appointments: 31

Weight	Availability Factors
100.00%	ACS 2017-2021 NY/NJ MSA with minimum of a Bachelor's degree in occupation 2360 (Other Teachers and Instructors). Italian American Status determined by either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).

	Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Faculty	18	15	2	6	7	0
Underutilized (Y = Yes)			Y			Y
Number Underutilized			1			4
Actual Utilization	58.1%	48.4%	6.5%	19.4%	22.6%	0.0%
Labor Market Availability	61.5%	33.9%	11.1%	8.9%	10.7%	14.5%

APPENDIX D-3 - Utilization Analysis - Faculty by Job Group (Italian American Plan) **2023-2024**
Borough of Manhattan CC

Job Group **Faculty: Instructor**

Total Appointments: 22

Weight	Availability Factors
100.00%	ACS 2017-2021 Nationwide workforce with a Master's degree and occupation 2205 (Post-Secondary Teachers). Italian American Status determined by either First or Second Ancestry of 051 (Italian) or 068 (Sicilian)

	Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Faculty	13	13	4	7	2	2
Underutilized (Y = Yes)						
Number Underutilized						
Actual Utilization	59.1%	59.1%	18.2%	31.8%	9.1%	9.1%
Labor Market Availability	57.5%	24.8%	10.3%	4.7%	6.5%	7.3%

APPENDIX D-3 - Utilization Analysis - Faculty by Job Group (Italian American Plan) **2023-2024**
Borough of Manhattan CC

Job Group **Faculty: Lecturer**

Total Appointments: 99

Weight	Availability Factors
100.00%	ACS 2017-2021 Nationwide workforce with a minimum of a Bachelor's degree and occupation 2205 (Post-Secondary Teachers). Italian American Status determined by either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).

	Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Faculty	51	54	15	25	13	4
Underutilized (Y = Yes)						Y
Number Underutilized						8
Actual Utilization	51.5%	54.5%	15.2%	25.3%	13.1%	4.0%
Labor Market Availability	50.5%	33.4%	16.0%	6.5%	7.9%	12.1%

APPENDIX D-3 - Utilization Analysis - Faculty by Job Group (Italian American Plan) **2023-2024**
Borough of Manhattan CC

Job Group **Faculty: Lecturer Adjunct**

Total Appointments: 638

Weight	Availability Factors
100.00%	Identical to Faculty Lecturer Group (Full Time).

	Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Faculty	290	334	73	165	90	14
Underutilized (Y = Yes)			Y			Y
Number Underutilized			29			63
Actual Utilization	45.5%	52.4%	11.4%	25.9%	14.1%	2.2%
Labor Market Availability	50.5%	33.4%	16.0%	6.5%	7.9%	12.1%

APPENDIX D-3 - Utilization Analysis - Faculty by Job Group (Italian American Plan) **2023-2024**
Borough of Manhattan CC

Job Group **Faculty: Librarian**

Total Appointments: 14

Weight	Availability Factors
100.00%	ACS 2017-2021 Nationwide workforce with a minimum of a Master's degree in occupation 2435 (Librarians and Media Collections Specialists). Italian American Status determined by either First or Second Ancestry of 051 (Italian) or 068 (Sicilian). One availability is calculated for all faculty in the Library group.

	Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Faculty	10	7	2	3	2	2
Underutilized (Y = Yes)						
Number Underutilized						
Actual Utilization	71.4%	50.0%	14.3%	21.4%	14.3%	14.3%
Labor Market Availability	81.3%	15.5%	3.6%	4.5%	4.8%	7.6%

APPENDIX D-3 - Utilization Analysis - Faculty by Job Group (Italian American Plan) **2023-2024**
Borough of Manhattan CC

Job Group **Faculty: Professoriate**

Total Appointments: 426

Weight	Availability Factors
100.00%	ACS 2017-2021 Nationwide workforce with a Doctorate degree and occupation 2205 (Post-Secondary Teachers). Italian American Status determined by either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).

	Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Faculty	232	191	66	59	59	21
Underutilized (Y = Yes)						Y
Number Underutilized						7
Actual Utilization	54.5%	44.8%	15.5%	13.8%	13.8%	4.9%
Labor Market Availability	43.3%	26.2%	14.3%	4.0%	5.1%	6.5%

APPENDIX D-3 - Utilization Analysis - Faculty by Job Group (Italian American Plan) **2023-2024**
Borough of Manhattan CC

Job Group **Faculty: Professoriate Adjunct**

Total Appointments: 293

Weight	Availability Factors
100.00%	Identical to Faculty Professoriate Group (Full Time).

	Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Faculty	153	144	48	72	23	5
Underutilized (Y = Yes)						Y
Number Underutilized						28
Actual Utilization	52.2%	49.1%	16.4%	24.6%	7.8%	1.7%
Labor Market Availability	47.1%	31.3%	17.5%	4.9%	6.0%	11.2%

Appendix E Personnel Activity

This Appendix details personnel activities.

The spreadsheets provide detail on personnel activity by job group and by EEO Category.

The charts represent only those job groups and EEO Categories with a material level of activity.

Job Group Summary

Net Personnel Activity, 6/1/22 - 6/1/23

Accountant

(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	2	2		-	2	-	-	-	2	-	-	-		-	-	-	-	-	-	-	-	-
Male	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Female	2	2	100%	-	2	-	-	-	2	-	-	-	0%	-	-	-	-	-	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	1	1	50%	-	1	-	-	-	1	-	-	-	0%	-	-	-	-	-	-	-	-	-
Asian	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Black	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Hispanic	1	1	50%	-	1	-	-	-	1	-	-	-	0%	-	-	-	-	-	-	-	-	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	1	1	50%	-	1	-	-	-	1	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

Job Group Summary

Net Personnel Activity, 6/1/22 - 6/1/23

Accountant Assistant

(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	(5)	-		-	-	-	-	-	-	-	-	(5)		-	(5)	(1)	-	(4)	-	-	-	-
Male	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	20%	-	(1)	(1)	-	-	-	-	-	-
Female	(4)	-	0%	-	-	-	-	-	-	-	-	(4)	80%	-	(4)	-	-	(4)	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	(4)	-	0%	-	-	-	-	-	-	-	-	(4)	80%	-	(4)	(1)	-	(3)	-	-	-	-
Asian	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	20%	-	(1)	(1)	-	-	-	-	-	-
Black	(2)	-	0%	-	-	-	-	-	-	-	-	(2)	40%	-	(2)	-	-	(2)	-	-	-	-
Hispanic	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	20%	-	(1)	-	-	(1)	-	-	-	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	20%	-	(1)	-	-	(1)	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Administration 1 (Executive)
(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	2	6		4	2	-	2	-	-	-	-	(4)		(3)	(1)	(1)	-	-	-	-	-	1
Male	-	3	50%	3	-	-	-	-	-	-	-	(3)	75%	(2)	(1)	(1)	-	-	-	-	-	1
Female	2	3	50%	1	2	-	2	-	-	-	-	(1)	25%	(1)	-	-	-	-	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	-	3	50%	3	-	-	-	-	-	-	-	(3)	75%	(2)	(1)	(1)	-	-	-	-	-	1
Asian	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	25%	(1)	-	-	-	-	-	-	-	-
Black	1	1	17%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	1
Hispanic	-	2	33%	2	-	-	-	-	-	-	-	(2)	50%	(1)	(1)	(1)	-	-	-	-	-	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	2	3	50%	1	2	-	2	-	-	-	-	(1)	25%	(1)	-	-	-	-	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	1	1	17%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Administration 2 (Managers)
(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	-	15		7	8	2	3	-	3	-	-	(15)		(12)	(3)	(3)	-	-	-	-	2	-
Male	(4)	2	13%	-	2	1	-	-	1	-	-	(6)	40%	(4)	(2)	(2)	-	-	-	-	1	-
Female	3	12	80%	6	6	1	3	-	2	-	-	(9)	60%	(8)	(1)	(1)	-	-	-	-	1	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	1	1	7%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	(1)	9	60%	4	5	1	3	-	1	-	-	(10)	67%	(7)	(3)	(3)	-	-	-	-	1	-
Asian	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	7%	(1)	-	-	-	-	-	-	-	-
Black	2	5	33%	2	3	1	2	-	-	-	-	(3)	20%	(3)	-	-	-	-	-	-	1	-
Hispanic	(1)	4	27%	2	2	-	1	-	1	-	-	(5)	33%	(3)	(2)	(2)	-	-	-	-	-	-
Other Protected Grp	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	7%	-	(1)	(1)	-	-	-	-	-	-
Italian-American	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	1	6	40%	3	3	1	-	-	2	-	-	(5)	33%	(5)	-	-	-	-	-	-	1	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	(2)	-	0%	-	-	-	-	-	-	-	-	(2)	13%	-	(2)	(2)	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Administration 3 (Professional)
(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	1	36		22	14	7	3	-	4	-	-	(35)		(20)	(15)	(12)	-	(3)	-	-	3	-
Male	(2)	8	22%	4	4	2	1	-	1	-	-	(10)	29%	(5)	(5)	(4)	-	(1)	-	-	2	-
Female	3	28	78%	18	10	5	2	-	3	-	-	(25)	71%	(15)	(10)	(8)	-	(2)	-	-	1	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	4	31	86%	20	11	4	3	-	4	-	-	(27)	77%	(15)	(12)	(11)	-	(1)	-	-	2	-
Asian	-	4	11%	2	2	1	1	-	-	-	-	(4)	11%	(2)	(2)	(2)	-	-	-	-	1	-
Black	8	16	44%	12	4	1	-	-	3	-	-	(8)	23%	(4)	(4)	(4)	-	-	-	-	-	-
Hispanic	(2)	11	31%	6	5	2	2	-	1	-	-	(13)	37%	(9)	(4)	(3)	-	(1)	-	-	1	-
Other Protected Grp	(2)	-	0%	-	-	-	-	-	-	-	-	(2)	6%	-	(2)	(2)	-	-	-	-	-	-
Italian-American	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	3%	-	(1)	(1)	-	-	-	-	-	-
White	(2)	5	14%	2	3	3	-	-	-	-	-	(7)	20%	(5)	(2)	-	-	(2)	-	-	1	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	(2)	1	3%	-	1	-	1	-	-	-	-	(3)	9%	-	(3)	(3)	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
Administration 4 (College Lab Tech)
(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	1	3		1	2	2	-	-	-	-	-	(2)		(2)	-	-	-	-	-	-	-	-
Male	2	2	67%	-	2	2	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Female	(1)	1	33%	1	-	-	-	-	-	-	-	(2)	100%	(2)	-	-	-	-	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	1	3	100%	1	2	2	-	-	-	-	-	(2)	100%	(2)	-	-	-	-	-	-	-	-
Asian	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Black	1	1	33%	-	1	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Hispanic	-	2	67%	1	1	1	-	-	-	-	-	(2)	100%	(2)	-	-	-	-	-	-	-	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

Job Group Summary

Net Personnel Activity, 6/1/22 - 6/1/23

Campus Peace Officer

(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	(8)	-		-	-	-	-	-	-	-	-	(8)		(6)	(2)	(1)	-	(1)	-	-	-	-
Male	(5)	-	0%	-	-	-	-	-	-	-	-	(5)	63%	(5)	-	-	-	-	-	-	-	-
Female	(3)	-	0%	-	-	-	-	-	-	-	-	(3)	38%	(1)	(2)	(1)	-	(1)	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	(6)	-	0%	-	-	-	-	-	-	-	-	(6)	75%	(5)	(1)	(1)	-	-	-	-	-	-
Asian	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	13%	-	(1)	(1)	-	-	-	-	-	-
Black	(5)	-	0%	-	-	-	-	-	-	-	-	(5)	63%	(5)	-	-	-	-	-	-	-	-
Hispanic	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	(2)	-	0%	-	-	-	-	-	-	-	-	(2)	25%	(1)	(1)	-	-	(1)	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

Job Group Summary

Net Personnel Activity, 6/1/22 - 6/1/23

Campus Peace Officer-Sergeant

(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	(1)	1		-	1	-	-	-	1	-	-	(2)		-	(2)	(1)	-	(1)	-	-	-	-
Male	(2)	-	0%	-	-	-	-	-	-	-	-	(2)	100%	-	(2)	(1)	-	(1)	-	-	-	-
Female	1	1	100%	-	1	-	-	-	1	-	-	-	0%	-	-	-	-	-	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	(2)	-	0%	-	-	-	-	-	-	-	-	(2)	100%	-	(2)	(1)	-	(1)	-	-	-	-
Asian	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Black	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	50%	-	(1)	(1)	-	-	-	-	-	-
Hispanic	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	50%	-	(1)	-	-	(1)	-	-	-	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	1	1	100%	-	1	-	-	-	1	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	50%	-	(1)	-	-	(1)	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

Job Group Summary

Net Personnel Activity, 6/1/22 - 6/1/23

Campus Security Assistant

(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	(5)	2		1	1	1	-	-	-	-	-	(7)		(5)	(2)	(2)	-	-	-	-	-	-
Male	(1)	1	50%	-	1	1	-	-	-	-	-	(2)	29%	(2)	-	-	-	-	-	-	-	-
Female	(4)	1	50%	1	-	-	-	-	-	-	-	(5)	71%	(3)	(2)	(2)	-	-	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	(5)	2	100%	1	1	1	-	-	-	-	-	(7)	100%	(5)	(2)	(2)	-	-	-	-	-	-
Asian	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	14%	(1)	-	-	-	-	-	-	-	-
Black	(3)	2	100%	1	1	1	-	-	-	-	-	(5)	71%	(4)	(1)	(1)	-	-	-	-	-	-
Hispanic	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	14%	-	(1)	(1)	-	-	-	-	-	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

Job Group Summary
Net Personnel Activity, 6/1/22 - 6/1/23
CUNY Admin Assistant
(Select Group from Drop-Down List Above)

		NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WIT JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	(2)	-		-	-	-	-	-	-	-	-	(2)		(1)	(1)	(1)	-	-	-	-	-	-
Male	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Female	(2)	-	0%	-	-	-	-	-	-	-	-	(2)	100%	(1)	(1)	(1)	-	-	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	(2)	-	0%	-	-	-	-	-	-	-	-	(2)	100%	(1)	(1)	(1)	-	-	-	-	-	-
Asian	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	50%	-	(1)	(1)	-	-	-	-	-	-
Black	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	50%	(1)	-	-	-	-	-	-	-	-
Hispanic	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Italian-American	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).