

AFFIRMATIVE ACTION

ANNUAL PROGRESS REPORT

The Evergreen State College
Rebecca Wright, Affirmative Action Officer
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I. Revision of Affirmative Action Plan

The entire Affirmative Action Plan and Policy for Evergreen has been revised in 1982. Attached is a copy of the draft of this revision, which is presently being circulated for campus input before presentation to the Board of Trustees. New features of this Plan are:

A. Corrective Employment Policy

This Policy has already been approved by the Board of Trustees, and allows the College to undertake aggressive Affirmative Action hiring when data indicates that such is necessary.

B. Definition of Sexual Harassment

Previous Policies have not dealt with this issue.

C. Additional provisions concerning handicapped workers and students.

There are several of these, in the areas of testing and evaluation of students and employees, definition of handicap, job accommodation, and accessibility.

II. Workforce Display for 1982

A. Data. A data sheet for each job group, and one for handicapped and Vietnam Era Veteran employees, is included.

B. Summary. Study of the summary sheet reveals that considerable progress has been achieved in Affirmative Action in employment at Evergreen during 1982. For example, in the Professional job group, minority participation has risen from 14% to 19%, while in the same area, the statistics for women show an increase from 48% to 60%.

Similarly, in the Technical area, Evergreen employed 4% minorities in 1981, and now employs 12% minority technicians; in the Service field, minority participation rose from 18 to 30%.

In the Faculty area, a slight improvement, of 1%, is registered. This figure at least indicates that the decade long decline of minority ratios in the faculty area has been halted. The present percentage, 13%, is based on the same number of minority individuals as were at Evergreen last year, but total numbers of faculty presently employed at Evergreen have diminished. Evergreen at least is not experiencing the minority attrition that it has over the last few years.

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In general, these figures show a positive picture for Affirmative Action in employment at Evergreen. While goals in many areas have not yet been reached, momentum is picking up. The result reflects the Affirmative Action efforts and commitment of a number of individuals at Evergreen.

- C. Underutilizations. Comparison of these figures with the availability data for 1980 in previous reports indicates no present underutilizations. A past area of underutilization was that of Crafts for Women; this discrepancy has been corrected, as the data shows.