

EXHIBIT L

Pima Community College
Institutional Response
July 8, 2022

HIGHER LEARNING COMMISSION
INSTITUTIONAL ACTIONS COUNCIL

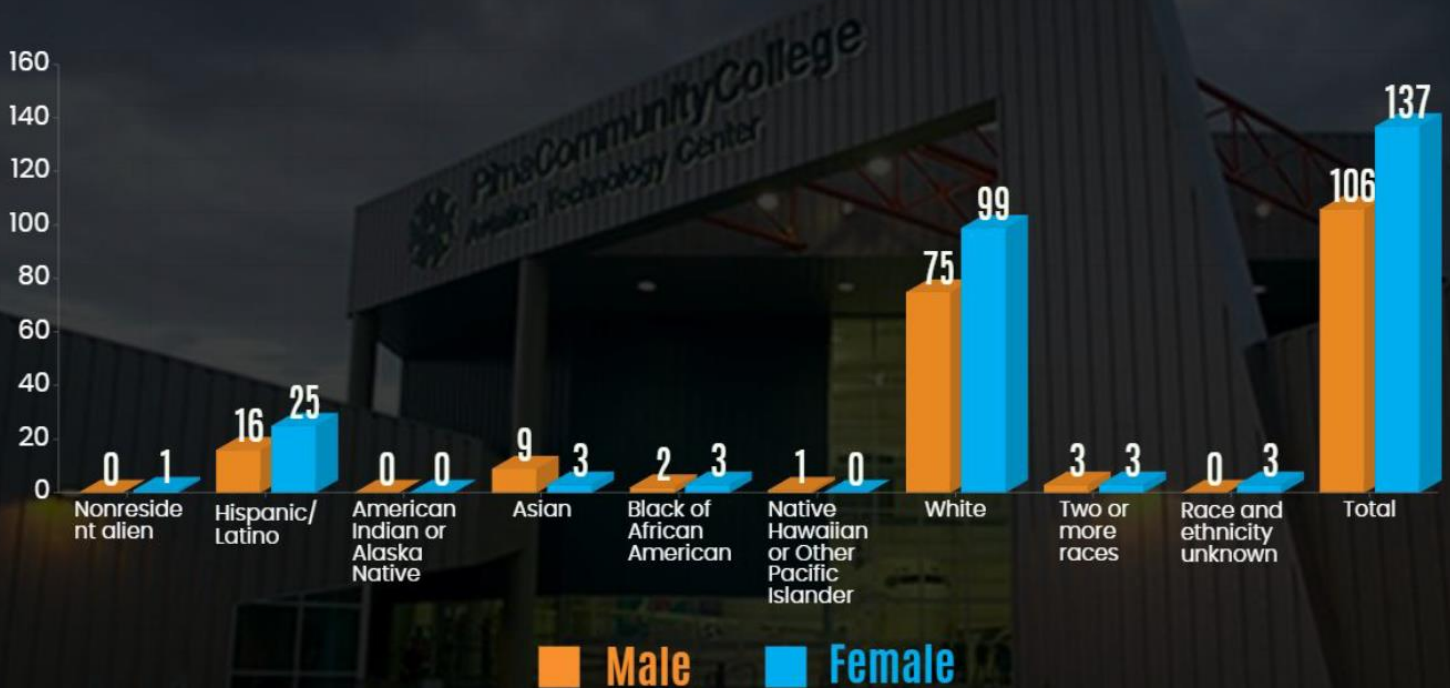
Diversity, Equity & Inclusion: DEI Strategic Planning Update and Overview of Climate Assessment

Governing Board Study Session
February 21, 2022



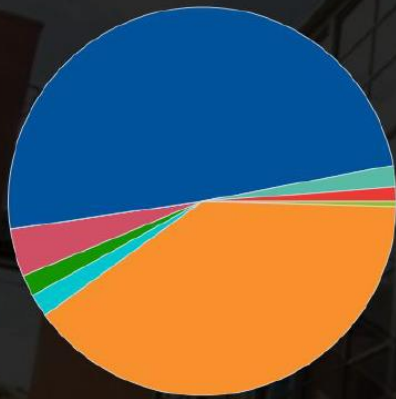
Full Time Instructional Faculty

Gender by Ethnicity

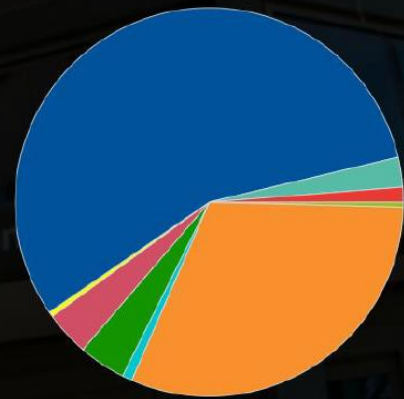


Full Time Non-Instructional Staff

Women - 677 Total



Men - 485 Total



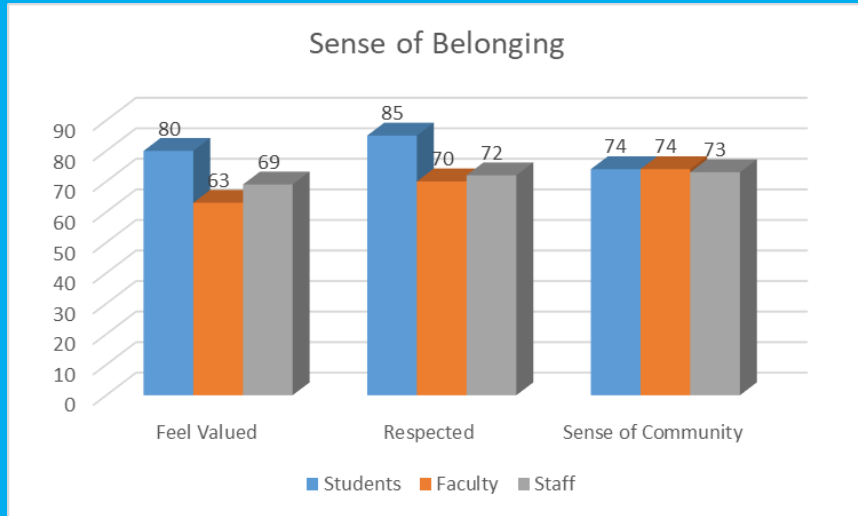
Nonresident alien	3	Hispanic/Latino	268
American Indian or Alaska Native	13	Asian	12
Black of African American	27	Native Hawaiian or Other Pacific Islander	0
White	334	Two or more races	12
Race and ethnicity unknown	8		

Nonresident alien	2	Hispanic/Latino	151
American Indian or Alaska Native	4	Asian	19
Black of African American	18	Native Hawaiian or Other Pacific Islander	2
White	271	Two or more races	12
Race and ethnicity unknown	6		

Key Findings

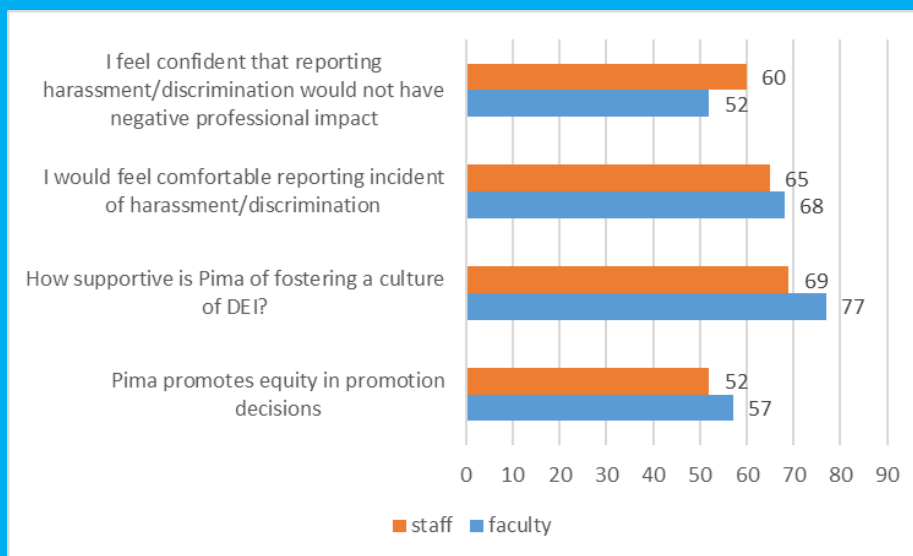
- All audiences agree that **Pima leaders consider diversity, equity, and inclusion important**
 - Staff and administrators (67%)
 - student and faculty counterparts (77%)
- More than three-quarters of respondents somewhat or strongly agree that it is a **priority to narrow success gaps**

Key Findings

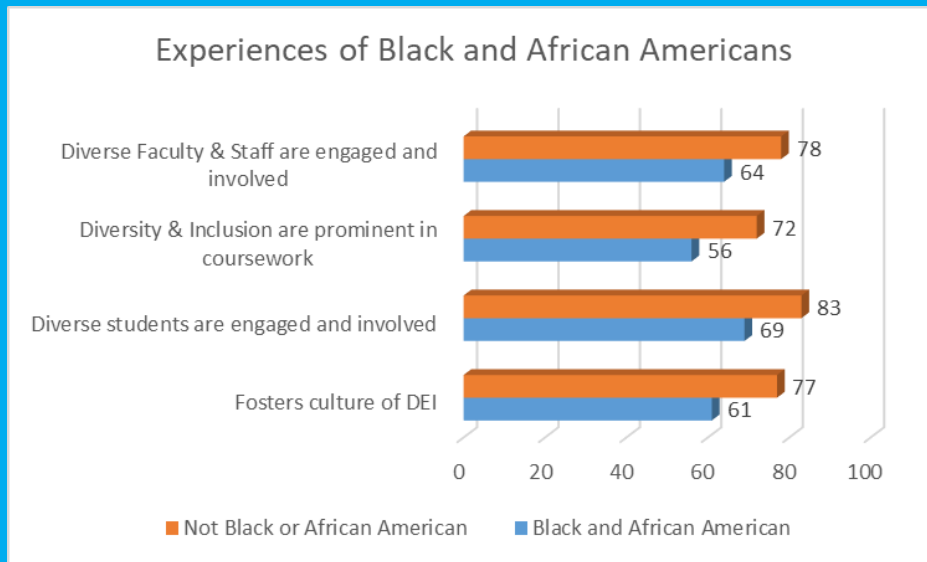


> **60%** of respondents have **not participated in an event or activity aimed at promoting DEI** at the school
 >for **students** that percentage goes up to **80%**

Key Findings Faculty & Staff Perceptions



Experiences of PCC Black and African American Community



Experiences of PCC LGBTQIA2S+ Community

