

The Professional Staff Recruitment and Retention subcommittee, which represents a cross-section of staff, has engaged in deep discussions about how the culture at Drexel needs to be addressed from the perspective of human capital and talent and we recognize that there are great parallels with the strategic plan, and an opportunity to envision a new, inclusive and nimble Drexel.

The road to becoming an anti-racist and inclusive community is an ongoing process. As a committee, we have carefully developed a list of strategies, programs, and initiatives that will help change the culture for staff at Drexel. Some are quick wins and inexpensive, while others will take longer and require greater investment. They are listed in our preliminary recommendations document based on three different themes: recruitment, retention and education.

Not only do we need to create and revise recruitment policies that reflects our core DEI values, we should also ensure that we have genuine outreach to our West Philadelphia community members by putting open positions more directly in front of the community by having hiring managers come to virtual or in person workshop sessions. We should also create equitable job descriptions that encourage life skills, position-appropriate qualification consideration, and that illustrate that Drexel is an open and welcoming environment.

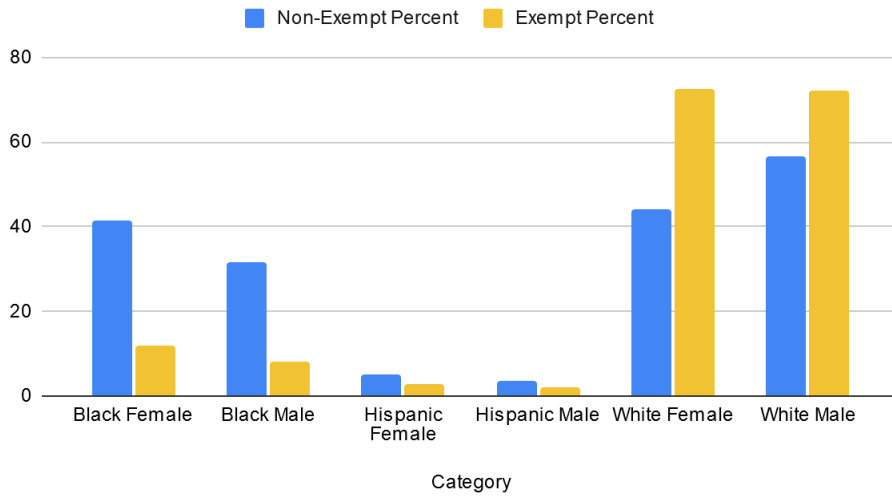
We need to create a promotion policy for professional staff that includes ensuring Diversity Equity and Inclusion in all promotions and professional development. We also need to enhance the culture of the working experience at Drexel, such as highlighting inclusive cultures within our community. By creating and establishing a more inclusive culture we would attract and retain a more diverse pool of talent.

With a population of 4345, the category of professional staff represents the largest proportion of the Drexel workforce. The proportion of people of color are 29% of the staff workforce. Staff who identify as people of color are disproportionately underrepresented in Exempt, managerial and higher EEO grade roles. Professional staff who identify as people of color are overrepresented in non-exempt roles.

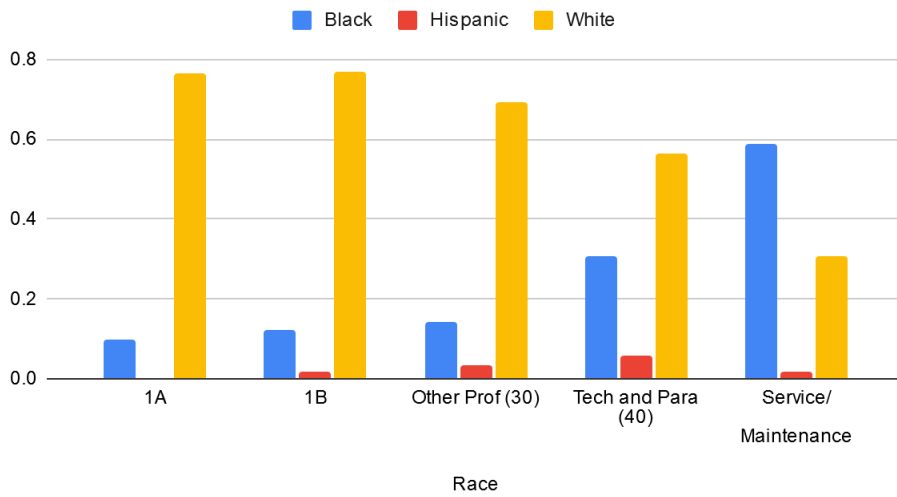
Current Statistical Data on Employee Demographics:

When examining the data on 10-year hires and average salary increase over that 10-year period the disparities are evident. Black employees on average had a salary increase of 4%, salaries of Hispanic staff increased 5%, while salaries of white staff increased 7% on average.

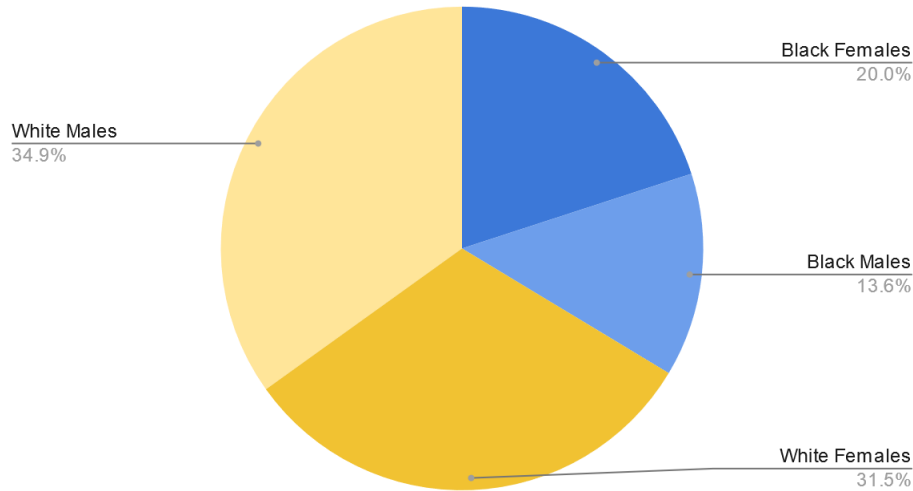
Non-Exempt Percent vs. Exempt Percent



EEO Category by Race



Five Year Retention Rates



The Professional Staff Recruitment and Retention subcommittee identified solutions like creating opportunities for professionals to advance to the next level, ensuring that programs eliminate affinity bias. Leadership at every level will need consistent and annual training on developing and establishing a culture that maintains employee morale, engages in effective communication and promotes professional growth—connected to the performance review. We also recognize that procedures will need to be in place to address the challenges that will arise with new, creative, and innovative policies and practices.

Hiring goals may boost diversity numbers, but this won't automatically create a culture of anti-racism. It's critical to take an honest look at the entire employee experience, with an eye toward creating conditions that promote anti-racism daily and designing ways to measure the impact. The university must adapt systems and processes to scale these new, anti-racist and inclusive behaviors.

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