



Office of Disability Services and Diversity

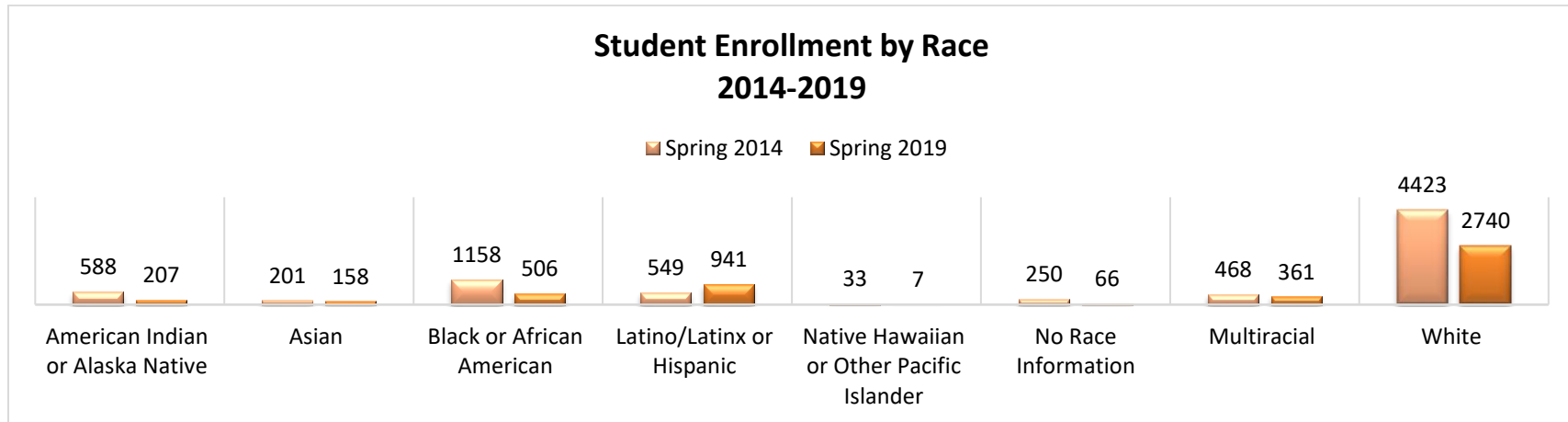
# **Spring 2019 Diversity Data Report**

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Oklahoma State University-Oklahoma City (OSU-OKC)

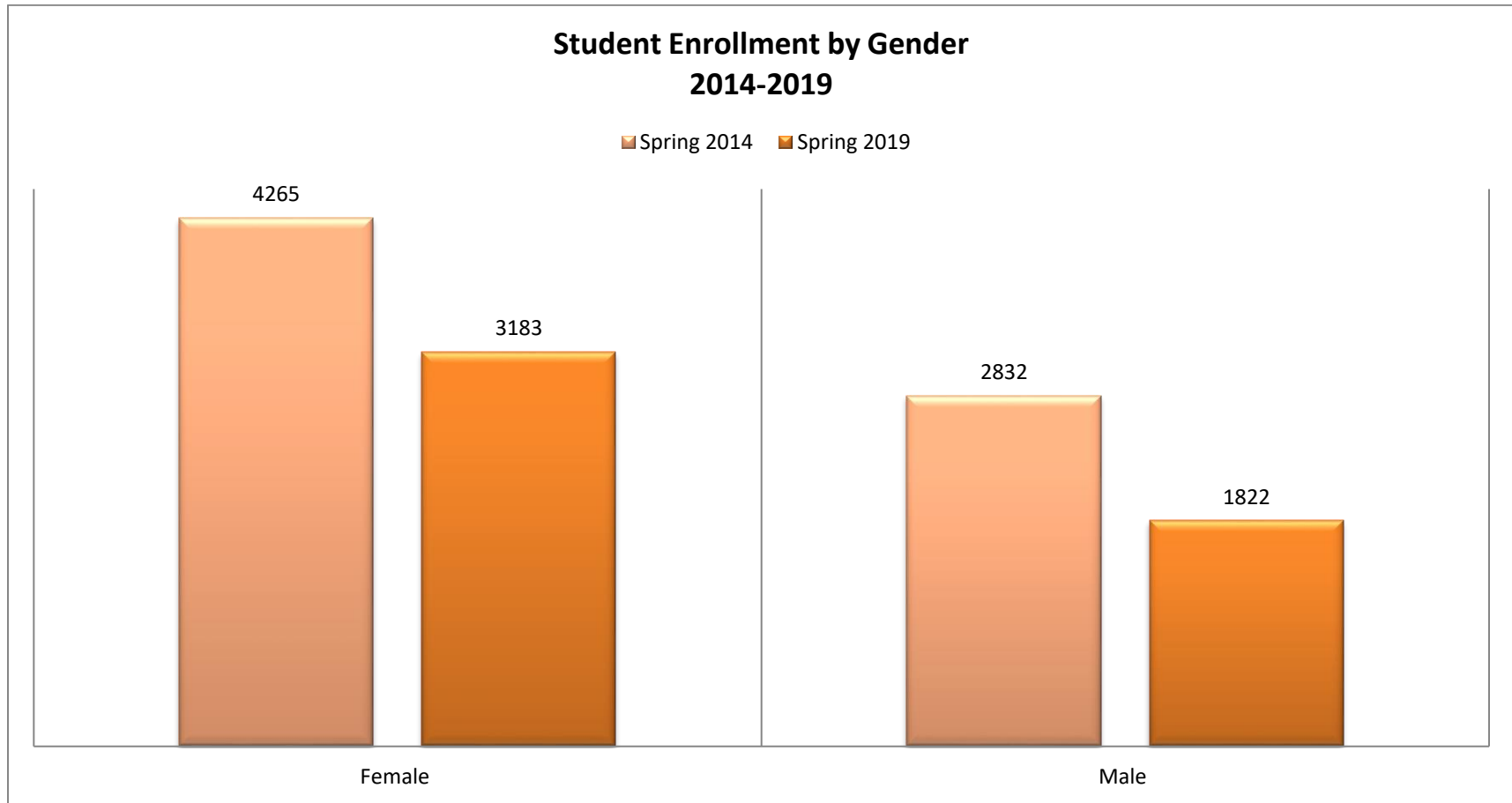
**June 7, 2019**

Emily T. Cheng, Director of Disability Services and Diversity



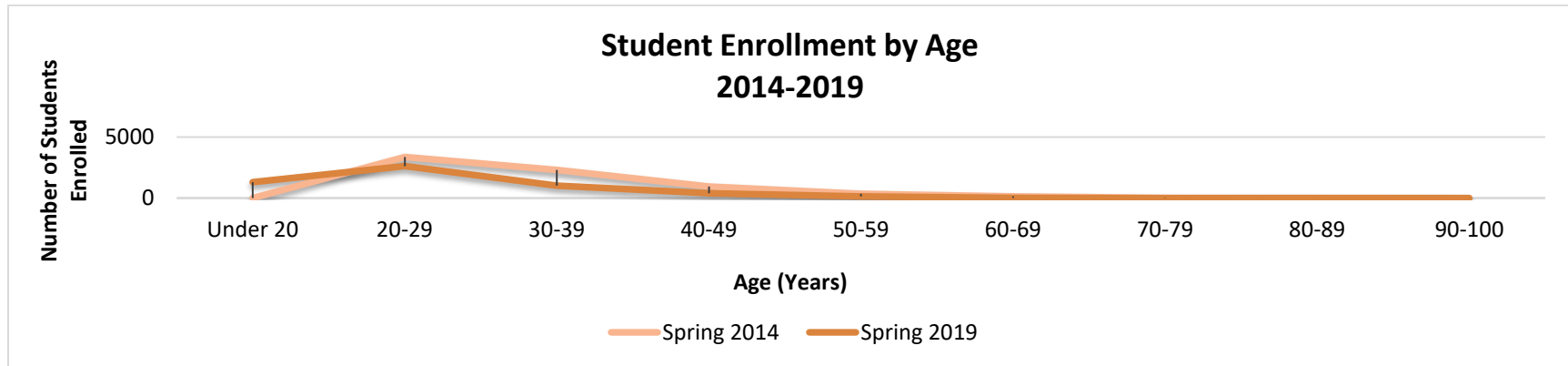
Race	Spring 2014	Spring 2019	Change	%Change
American Indian or Alaska Native	588 (7.7%)	207 (4.2%)	-381	-65%
Asian	201 (2.6%)	158 (3.2%)	-43	-21%
Black or African-American	1158 (15.1%)	506 (10.2%)	-652	-56%
Latino/Latinx or Hispanic	549 (7.2%)	941 (18.9%)	+392	+71%
Native Hawaiian or Other Pacific Islander	33 (0.4%)	7 (0.1%)	-26	-79%
No Race Information	250 (3.3%)	66 (1.3%)	-184	-74%
Multiracial	468 (6.1%)	361 (7.2%)	-107	-23%
White	4423 (57.7%)	2740 (55.0%)	-1683	-38%
Total	7670 (100%)	4986 (100%)	-2684	-35%

Source: Compiled from census data provided by OSU-OKC Enterprise Systems & Business Intelligence.



Gender	Spring 2014	Spring 2019	Change	%Change
Female	4265 (59.9%)	3183 (63.6%)	<b>-1082</b>	<b>-25%</b>
Male	2832 (39.8%)	1822 (36.4%)	<b>-1010</b>	<b>-36%</b>

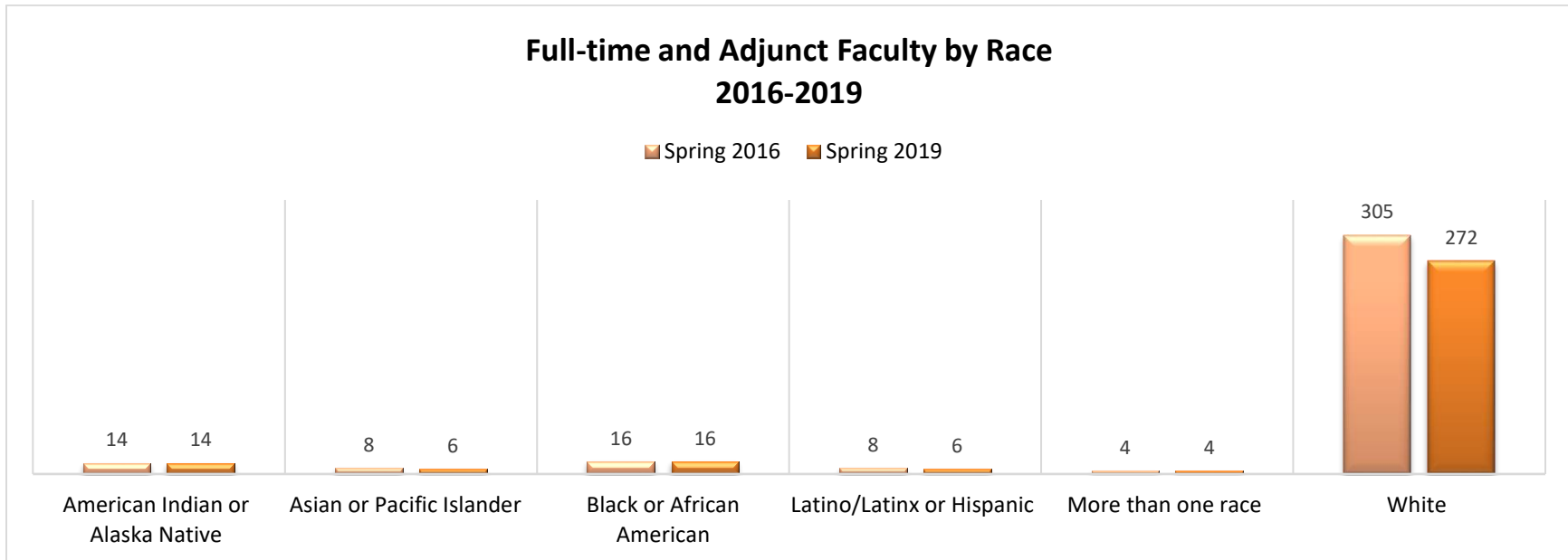
Source: Compiled from census data provided by OSU-OKC Enterprise Systems & Business Intelligence.



Age (Years)	Spring 2014	Spring 2019	Change	%Change
Under 20	0 (0.0%)	1305 (26.1%)	<b>+1305</b>	<b>+∞*</b>
20-29	3369 (47.3%)	2625 (52.5%)	<b>-744</b>	<b>-22%</b>
30-39	2301 (32.3%)	1021 (20.4%)	<b>-1280</b>	<b>-56%</b>
40-49	945 (13.3%)	408 (8.2%)	<b>-537</b>	<b>-57%</b>
50-59	354 (5.0%)	127 (2.5%)	<b>-227</b>	<b>-64%</b>
60-69	136 (1.9%)	24 (0.5%)	<b>-112</b>	<b>-82%</b>
70-79	12 (0.2%)	3 (0.06%)	<b>-9</b>	<b>-75%</b>
80-89	0 (0.0%)	0 (0.0%)	<b>0</b>	<b>N/A</b>
90-100	1 (0.01%)	0 (0.0%)	<b>-1</b>	<b>-100%</b>

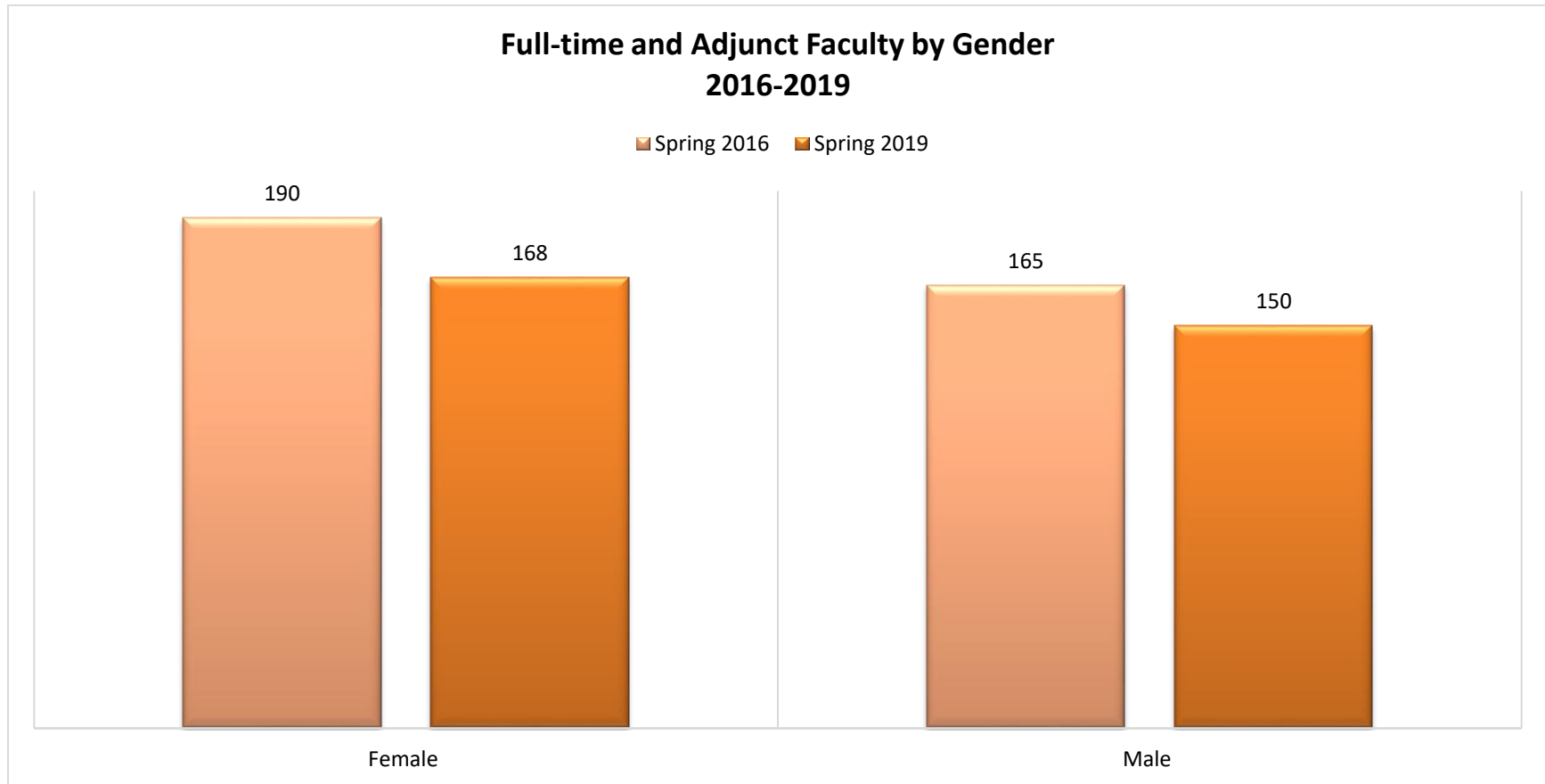
Source: Compiled from census data provided by OSU-OKC Enterprise Systems & Business Intelligence.

\*Indicates original number was 0.



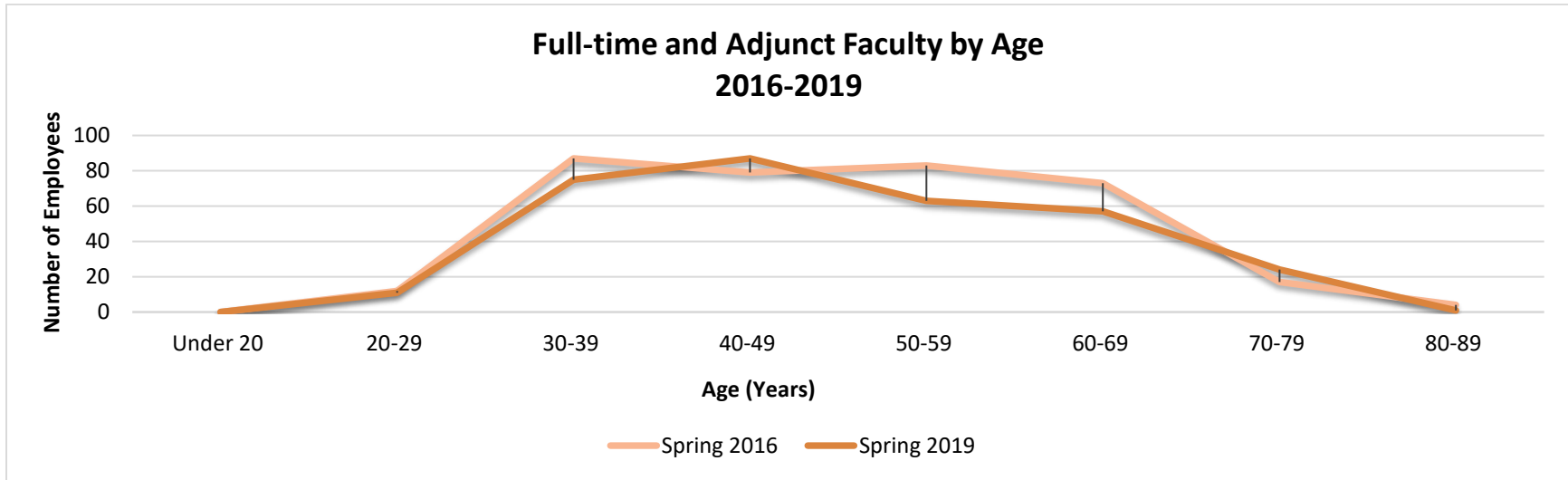
Race	Spring 2016	Spring 2019	Change	%Change
American Indian or Alaska Native	14 (3.9%)	14 (4.4%)	0	N/A
Asian or Pacific Islander	8 (2.3%)	6 (1.9%)	-2	-25%
Black or African-American	16 (4.5%)	16 (5.0%)	0	N/A
Latino/Latinx or Hispanic	8 (2.3%)	6 (1.9%)	-2	-25%
More than one race	4 (1.1%)	4 (1.3%)	0	N/A
White	305 (85.9%)	272 (85.5%)	-33	-11%

Source: Compiled from data provided by OSU-OKC Human Resources.



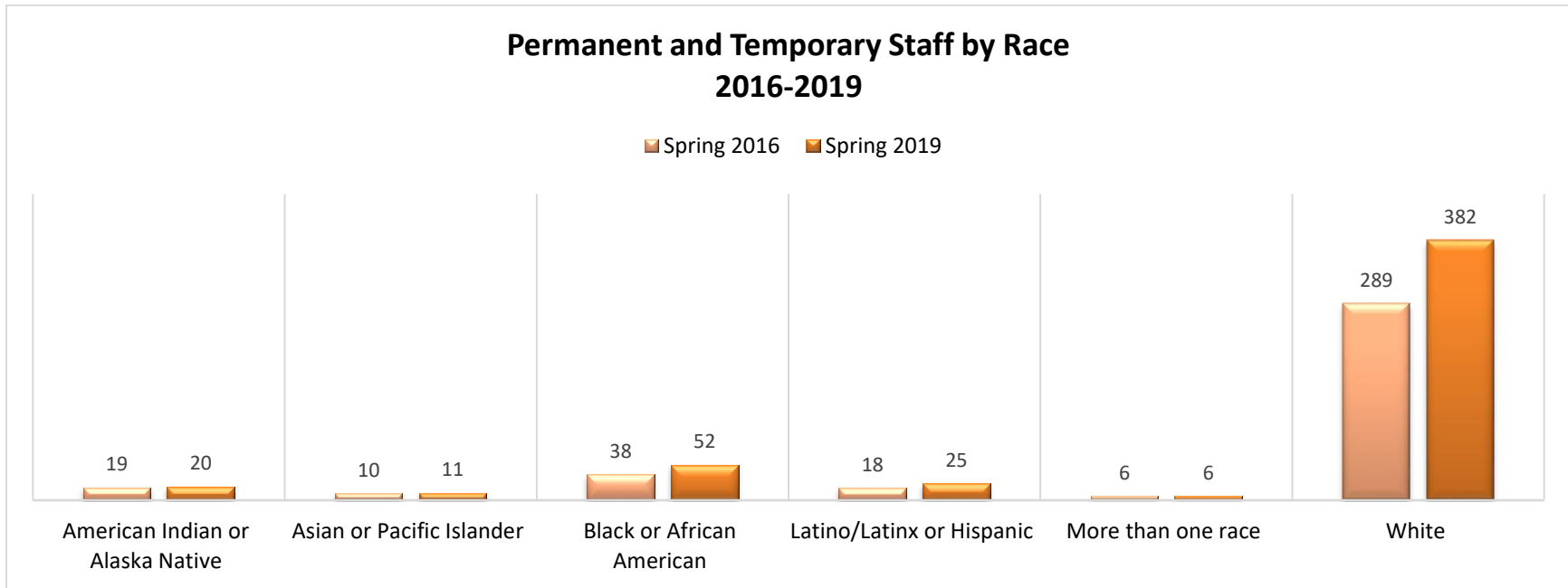
Gender	Spring 2016	Spring 2019	Change	%Change
Female	190 (53.5%)	168 (52.8%)	-25	-12%
Male	165 (46.5%)	150 (47.2%)	-15	-9%

Source: Compiled from data provided by OSU-OKC Human Resources.



Age (Years)	Spring 2016	Spring 2019	Change	%Change
Under 20	0 (0.0%)	0 (0.0%)	<b>0</b>	<b>N/A</b>
20-29	12 (3.4%)	11 (3.5%)	<b>-1</b>	<b>-8%</b>
30-39	87 (24.5%)	75 (23.6%)	<b>-12</b>	<b>-14%</b>
40-49	79 (22.3%)	87 (27.4%)	<b>+8</b>	<b>+10%</b>
50-59	83 (23.4%)	63 (19.8%)	<b>-20</b>	<b>-24%</b>
60-69	73 (20.6%)	57 (17.9%)	<b>-16</b>	<b>-22%</b>
70-79	17 (4.8%)	24 (7.6%)	<b>+7</b>	<b>+41%</b>
80-89	4 (1.1%)	1 (0.3%)	<b>-3</b>	<b>-75%</b>

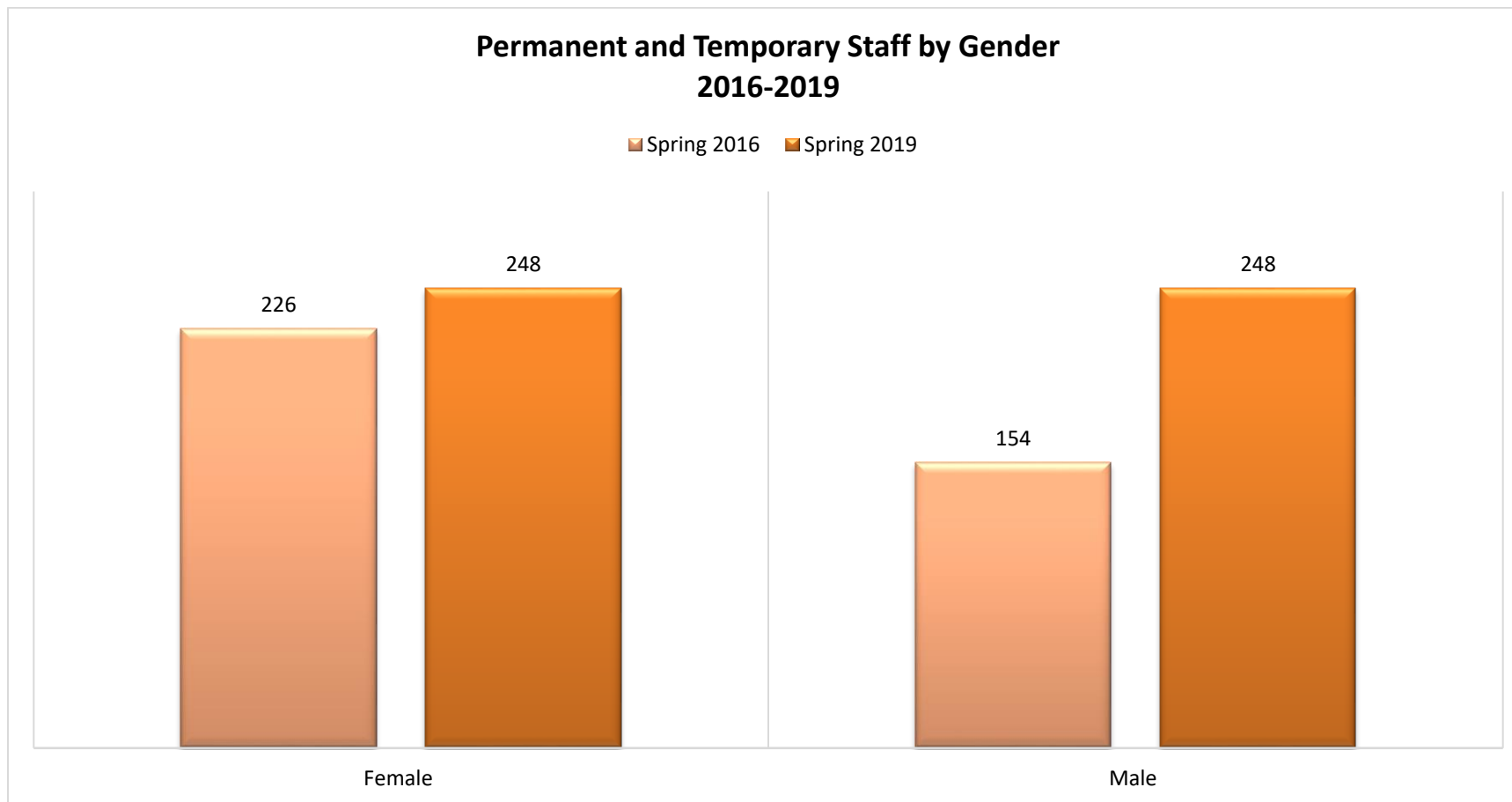
Source: Compiled from data provided by OSU-OKC Human Resources.



Race	Spring 2016	Spring 2019	Change	%Change
American Indian or Alaska Native	19 (5.0%)	20 (4.0%)	<b>+1</b>	<b>+5%</b>
Asian or Pacific Islander	10 (2.6%)	11 (2.2%)	<b>+1</b>	<b>+10%</b>
Black or African-American	38 (10.0)%	52 (10.5%)	<b>+14</b>	<b>+37%</b>
Latino/Latinx or Hispanic	18 (4.7%)	25 (5.0%)	<b>+7</b>	<b>+39%</b>
More than one race	6 (1.6%)	6 (1.2%)	<b>0</b>	<b>N/A</b>
White	289 (76.1%)	382 (77.0%)	<b>+93</b>	<b>+32%</b>

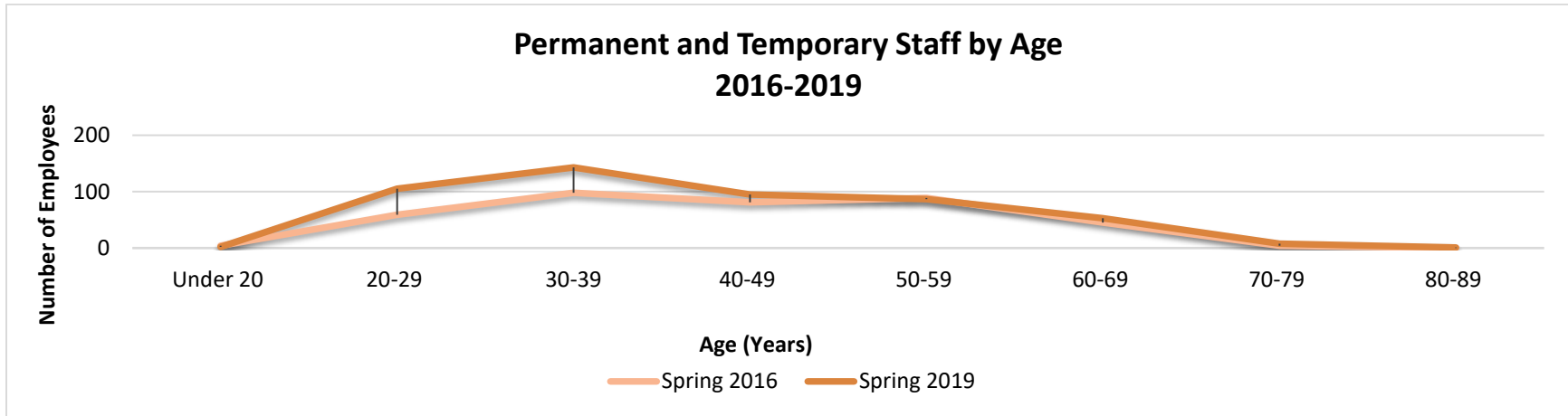
Source: Compiled from data provided by OSU-OKC Human Resources.





Gender	Spring 2016	Spring 2019	Change	%Change
Female	226 (59.5%)	248 (50.0%)	<b>+22</b>	<b>+10%</b>
Male	154 (40.5%)	248 (50.0%)	<b>+94</b>	<b>+61%</b>

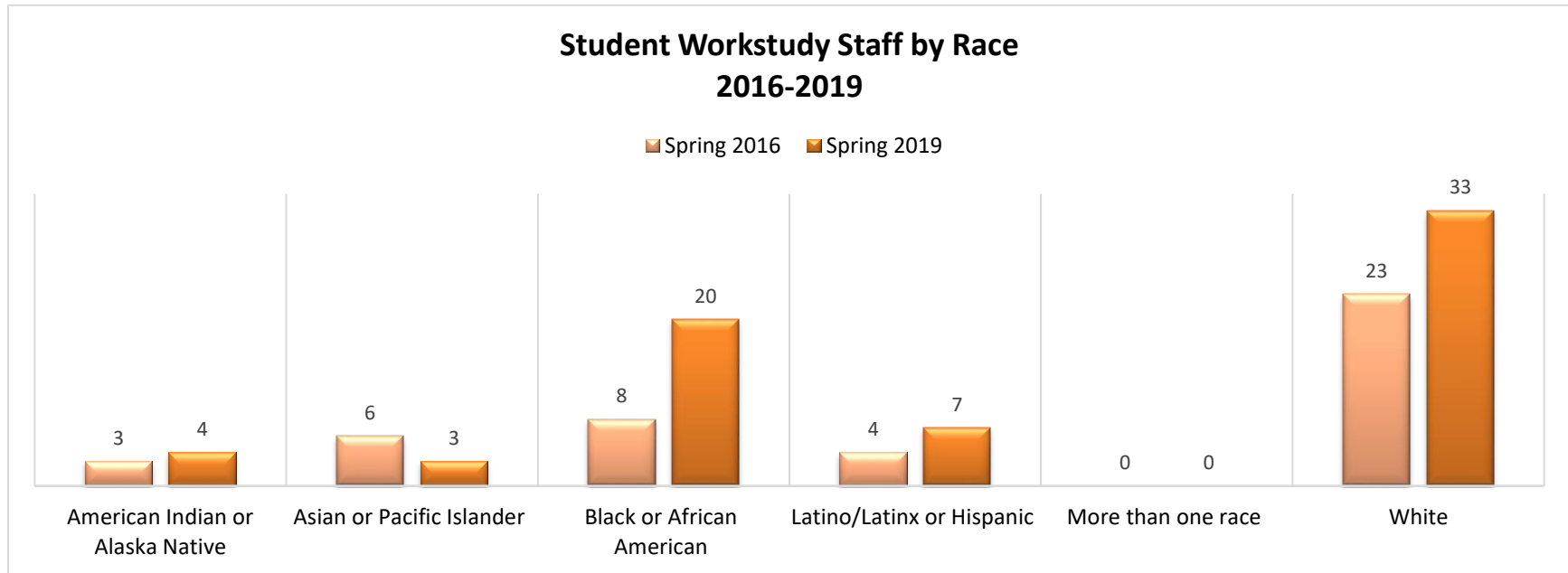
Source: Compiled from data provided by OSU-OKC Human Resources.



Age (Years)	Spring 2016	Spring 2019	Change	%Change
Under 20	4 (1.1%)	2 (0.4%)	-2	-50%
20-29	59 (15.5%)	105 (21.2%)	+46	+78%
30-39	98 (25.8%)	143 (28.8%)	+45	+46%
40-49	81 (21.3%)	95 (19.2%)	+14	+17%
50-59	89 (23.4%)	87 (17.5%)	-2	-2%
60-69	45 (11.8%)	53 (10.7%)	+8	17%
70-79	4 (1.1%)	8 (1.6%)	+4	+100%
80-89	0 (0.0%)	1 (0.2%)	+1	+∞*

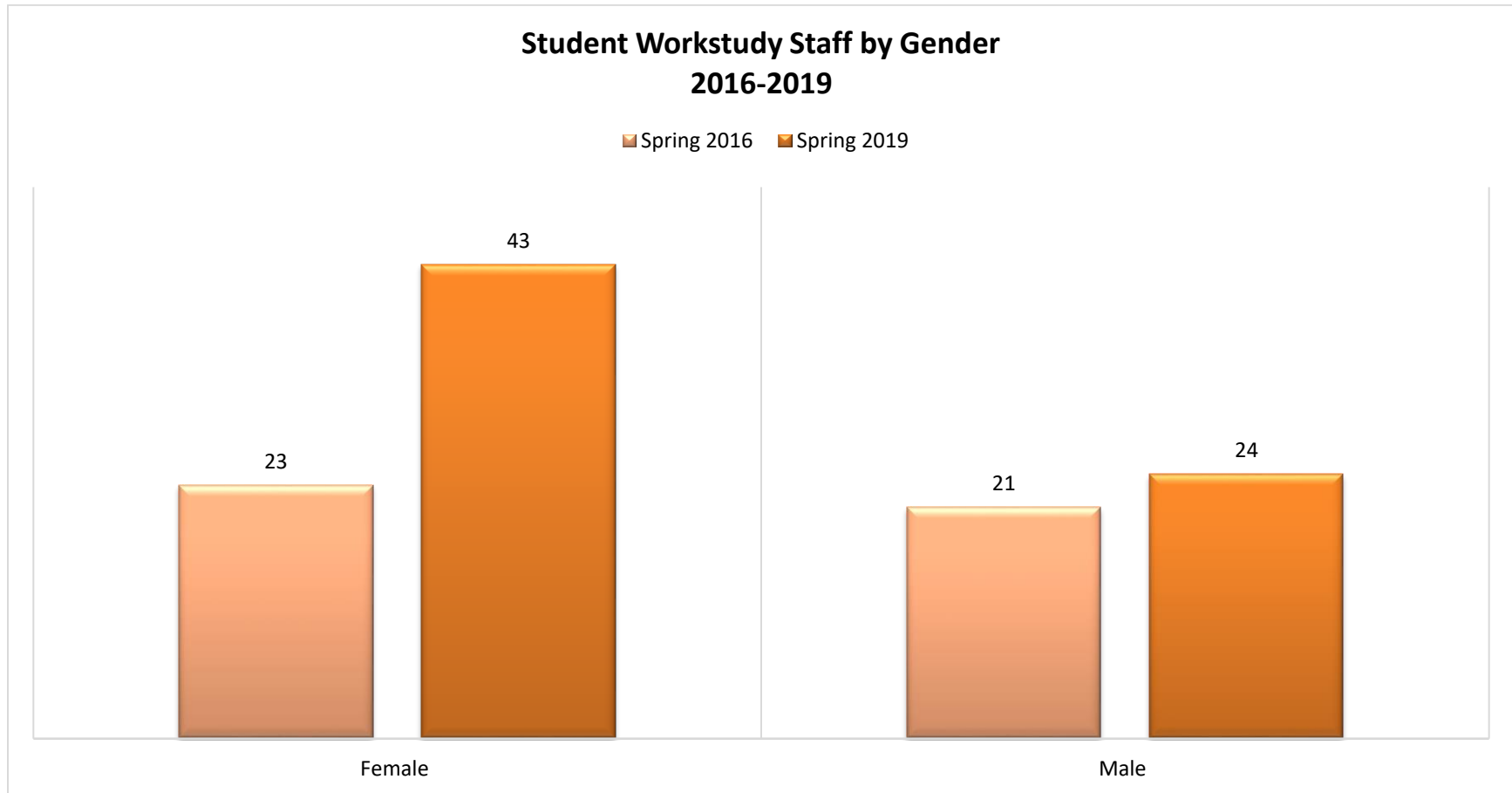
Source: Compiled from data provided by OSU-OKC Human Resources.

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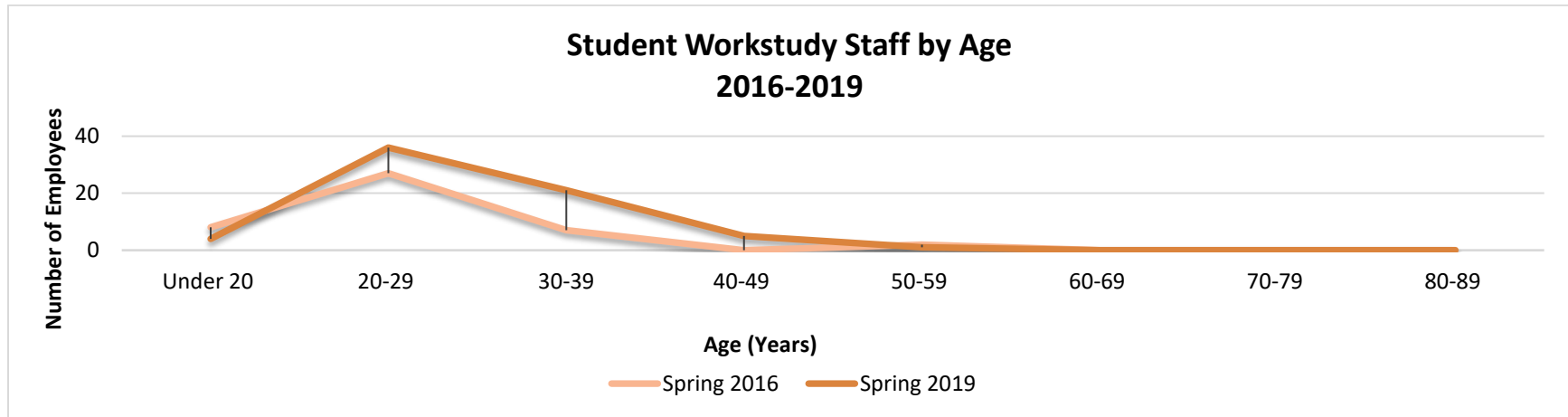
Race	Spring 2016	Spring 2019	Change	%Change
American Indian or Alaska Native	3 (6.8%)	4 (6.0%)	<b>+1</b>	<b>+33%</b>
Asian or Pacific Islander	6 (13.6%)	3 (4.5%)	<b>-3</b>	<b>-50%</b>
Black or African-American	8 (18.2%)	20 (29.9%)	<b>+12</b>	<b>+150%</b>
Latino/Latinx or Hispanic	4 (9.1%)	7 (10.5%)	<b>+3</b>	<b>+75%</b>
More than one race	0 (0.0%)	0 (0.0%)	<b>0</b>	<b>N/A</b>
White	23 (52.3%)	33 (49.3%)	<b>+10</b>	<b>+43%</b>

Source: Compiled from data provided by OSU-OKC Human Resources.



Gender	Spring 2016	Spring 2019	Change	%Change
Female	23 (52.3%)	43 (64.2%)	<b>+20</b>	<b>+87%</b>
Male	21 (47.7%)	24 (35.8%)	<b>+3</b>	<b>+14%</b>

Source: Compiled from data provided by OSU-OKC Human Resources.



Age (Years)	Spring 2016	Spring 2019	Change	%Change
Under 20	8 (18.1%)	4 (6.0%)	-4	-50%
20-29	27 (61.4%)	36 (53.7%)	+9	+33%
30-39	7 (15.9%)	21 (31.3%)	+14	+200%
40-49	0 (0.0%)	5 (7.5%)	+5	+∞*
50-59	2 (4.6%)	1 (1.5%)	-1	-50%
60-69	0 (0.0%)	0 (0.0%)	0	N/A
70-79	0 (0.0%)	0 (0.0%)	0	N/A
80-89	0 (0.0%)	0 (0.0%)	0	N/A

Source: Compiled from data provided by OSU-OKC Human Resources.

\*Indicates original number was 0.



## Diversity and Inclusion Highlights

### Students

- Increased number of enrolled Latino/Latinx or Hispanic students by 71% since spring 2014
- Greater percentage of students in spring 2019 who identified as the following groups compared with spring 2014:
  - Asian
  - Latino/Latinx or Hispanic (percentage of enrolled students increased by over 100%)
  - Multiracial
  - Female

### Faculty

- Greater percentage of Faculty in spring 2019 who identified as the following groups compared with spring 2016:
  - American Indian or Alaska Native
  - Black or African-American
  - More than one race

### Staff

- Equal numbers of Permanent and Temporary Staff who identified as male and female in spring 2019 compared with spring 2016
- Increased numbers of Permanent and Temporary Staff in spring 2019 who identified as the following groups compared with spring 2016:
  - American Indian or Alaska Native
  - Asian or Pacific Islander
  - Black or African-American
  - Latino/Latinx or Hispanic (increased by 39%)



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- Female
  - Age 20-29 (increased by 78%)
- Greater percentage of Permanent and Temporary Staff in spring 2019 who identified as the following groups compared with spring 2016:
  - Black or African-American
  - Latino/Latinx or Hispanic
- Increased numbers of Student Workstudy Staff in spring 2019 who identified as the following groups compared with spring 2016:
  - American Indian or Alaska Native
  - Black or African-American (increased by 150%)
  - Latino/Latinx or Hispanic
  - Female (increased by 87%)
  - Age 30-39 (increased by 200%)
  - Age 40-49
- Greater percentage of Student Workstudy Staff in spring 2019 who identified as the following groups compared with spring 2016:
  - Black or African-American
  - Latino/Latinx or Hispanic
  - Female
  - Age 30-39



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### Spring 2019 Events

- January 17<sup>th</sup>: Electronic Accessibility and Equal Access for Students with Disabilities Workshop (spring faculty in-service)
- February 1<sup>st</sup> – 28<sup>th</sup>: Black History Month - Art Gallery Installations and Historical Figure Profiles across campus
- February 28<sup>th</sup>: Nancy Randolph Davis Day Gathering and Staff Diversity Panel in SOC 1113: Intro Sociology
- March 26<sup>th</sup>: [Considerations for a Gender-Free Classroom Workshop](#)
- April 4<sup>th</sup>: Urban League Diversity and Career Expo – Recruitment Event
- April 26<sup>th</sup>: Departmental Training on Accessibility and Equal Access for Students with Disabilities
- April 30<sup>th</sup>: [Having Challenging Conversations Workshop](#)
- May 6<sup>th</sup>: Connections Transition Fair for Students with Disabilities – Recruitment Event
- May 7<sup>th</sup>: New Disability Services and Diversity Office Open House
- May 31<sup>st</sup>: Departmental Training on Accessibility and Equal Access for Students with Disabilities