

2022/2023

Workforce Diversity Plan
Update

What current demographic data, including applicant flow data was collected as an integral part of the barrier identification process data, which was kept separate from an application, as an applicant proceeds through the hiring process?

***The following information is the most recent student demographic for the Xenia Community Schools, followed by a three year comparison of our Certificated personnel based on gender and ethnicity as well as our Classified/Unclassified personnel.

Current Demographic Data:

Total Students in XCS (4,021)

American Indian	4	(.001%)
Asian	12	(.003%)
African American	413	(10%)
Caucasian	2920	(73%)
Multiracial	554	(14%)
Hispanic	118	(2.9%)

(3 year Comparison)

**CERTIFICATED LICENSED XENIA EMPLOYEES
2022-2023**

	Asian	African American	Multiracial	Caucasian
Male		2 (<1%)		93 (27%)
Female		25 (7%)		219 (65%)

**CERTIFICATED LICENSED XENIA EMPLOYEES
2021-2022**

	Asian	African American	Multiracial	Caucasian
Male		2 (<1%)		90 (26%)
Female		22 (6%)		219 (67%)

**CERTIFICATED LICENSED XENIA EMPLOYEES
2020-2021**

	Asian	African American	Multi-racial	Caucasian
Male		2 (>1%)		87 (27%)
Female		20 (6%)		220 (67%)

(3 year Comparison)

**Classified/Unclassified/Outsourced Xenia Employees
2022-2023**

	Asian	African Amer.	Multiracial	Caucasian
Male		3 (1%)		36 (15%)
Female	1 (<1)	19 (8%)	1 (<1)	188 (76%)

**Classified/Unclassified/Outsourced Xenia Employees
2021-2022**

	Asian	African American	Multi-racial	Caucasian
Male		7 (2%)		36 (14%)
Female		18 (7%)		189 (76%)

**Classified\Unclassified Xenia Employees
2020-2021**

	Asian	African Amer.	Multiracial	Caucasian
Male				12 (7%)
Female		9 (5%)		148 (88%)

**Substitute Teachers/Assistants
2022-2023**

	Asian	African Amer.	Multiracial	Caucasian
Male		5 (4%)		20 (15%)
Female	1(<1)	10 (7%)		99 (73%)

**Interview Flow Log Data for Certificated Positions
2022-2023**

NUMBER OF POSITIONS: 26

NUMBER OF INTERVIEWS: 97

	Caucasian	African American	Caucasians employed	African Americans employed
Male	24 (25%)	2 (2%)	6 (6%)	1 (1%)
Female	64 (66%)	7 (7%)	15 (15%)	4 (4%)

**Interview Flow Log Data for Certificated Positions
2021-2022**

NUMBER OF POSITIONS: 25

NUMBER OF INTERVIEWS: 103

	Caucasian	African American	Caucasians employed	African Americans employed
Male	16 (16%)	2 (2%)	5 (20%)	0 (0%)
Female	78 (76%)	7 (7%)	17 (68%)	3 (12%)

**Interview Flow Log Data for Certificated Positions
2020-2021**

NUMBER OF POSITIONS: 5

NUMBER OF INTERVIEWS: 30

	Caucasian	African American	Caucasians employed	African Americans employed
Male	10 (33%)	2 (7%)	1 (20%)	0 (0%)
Female	17 (57%)	1 (3%)	3 (60%)	1 (20%)

