



NON-DISCRIMINATION PLAN

July 1, 2025, to June 30, 2026

Submission Date: March 13, 2026

**NON-DISCRIMINATION PLAN
JULY 1, 2025, THROUGH JUNE 30, 2026 ¹**

**THE
UNIVERSITY
OF RHODE ISLAND**

**Green Hall
35 Campus Avenue
Kingston, Rhode Island 02881**

¹ Workforce data reported reflects employment actions that took place between July 1, 2024, and June 30, 2025 (FY2025). When appropriate, goals were established in accordance with the Rhode Island Department of Administration, Division of Equity, Diversity, and Inclusion (DEDI) guidelines issued on 01-16-26, submitted to the University of Rhode Island on 01-16-26, for the reporting period of July 1, 2025, to June 30, 2026 (FY2026). The agency organization and structure section reflect the University's leadership as of February 5, 2025.

**PART D: AGENCY DATA OVERVIEW AND
IDENTIFICATION AND ANALYSIS OF GROWTH AREAS**

INTRODUCTION

This Non-Discrimination Plan supports the University's mission to advance practices that help to foster a people-centered culture. The workforce data reported in the subsequent section represents cross-sectional data, collected at one point in time. Data for fiscal year 2025 represents the workforce of the University of Rhode Island (or "University") as of June 30, 2025. Personally identifiable information has been removed to ensure confidentiality.

When making comparisons, the Office of Equal Opportunity will use the term "labor force" to refer to individuals employed or actively seeking employment. The term "workforce" refers to the University of Rhode Island personnel. The Workforce Representation Analysis section will assess the University's workforce and will make comparisons between the University's workforce and:

- The Rhode Island labor force, as reported in the following census reports:
 - U.S. Census Bureau. "Selected Population Profile in the United States." American Community Survey, ACS 1-Year Estimates Selected Population.
 - U.S. Census Bureau. "Selected Population Profile in the United States." American Community Survey, ACS 1-Year Estimates Selected Population Profiles, Table S0201, 2022.
- The United States labor force, as reported in the following census reports:
 - U.S. Census Bureau, U.S. Department of Commerce. "Selected Population Profile in the United States." American Community Survey, ACS 1-Year Estimates Selected Population Profiles, Table S0201, 2023.
- The Rhode Island population, as reported in the following census reports:
 - U.S. Census Bureau. "Age and Sex." American Community Survey, ACS 1-Year Estimates Subject Tables, Table S0101, 2022.
 - U.S. Census Bureau. "Hispanic or Latino, and Not Hispanic or Latino by Race." *Decennial Census, 118th Congressional District Summary File*, Table P9, 2020.
- The United States population, as reported in the following census reports:
 - U.S. Census Bureau. "Selected Population Profile in the United States." American Community Survey, ACS 1-Year Estimates Selected Population Profiles, Table S0201, 2022.
- The U.S. Census Bureau Occupational Title Chart:
 - U.S. Census Bureau. "EEO 1R. Detailed Census Occupation By Sex and Race/Ethnicity For Residence Geography." *American Community Survey, ACS 5-Year Estimates Equal Employment Opportunity*.

It is important to recognize the differences among the data sources listed above. Per the U.S. Census Bureau: "Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, it is the Census Bureau's Population Estimates Program that produces and disseminates the official estimates of the population for the nation, states, counties, cities, and towns and estimates of housing units for states and counties."

Population percentages produced by ACS and the U.S. Census Bureau include data for all Rhode Island and United States residents, regardless of their status in the labor force. Labor force estimates produced by the QuickFacts division of the U.S. Census Bureau

provide an estimate of representation in the labor force and exclude individuals under the age of 16 and those who are retired.

This Non-Discrimination Plan was developed following guidance from the Rhode Island Department of Administration and meets the reporting requirements established in accordance with Rhode Island General Laws §§ 28-5.1-1 to -17 and other applicable local, state, or federal laws, rules, or regulations. Definitions used are consistent with those used by enforcement agencies.

Non-Discrimination Plans are important for Rhode Island state government because they help ensure equal employment opportunities, diversity, and compliance with federal and state requirements. Well-designed non-discrimination plans also support the long-term goals and values of the agency. The purpose of this Non-Discrimination Plan is to reaffirm our commitment to ensuring equal employment opportunities for all applicants and employees.

I. SELF-EVALUATION AND WORKFORCE REPRESENTATION ANALYSIS

STANDARDS FOR MAINTAINING, COLLECTING, AND PRESENTING RACIAL AND ETHNIC DATA

The Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity have established the following reporting categories for data on race and ethnicity: (1) Black or African American; (2) Hispanic or Latino; (3) American Indian or Alaska Native; (4) Asian; (5) White; (6) Native Hawaiian or Other Pacific Islander; (7) Two or More Races.

The Office of Equal Opportunity recognizes that while it must comply with existing standards, defining race and ethnicity using these limiting categories does not capture the diversity of the University's workforce. Overrepresentation and underrepresentation statistics introduced in this section are not to be considered either a ceiling or a floor for the employment of particular groups. Quotas are expressly forbidden. These statistics are intended to raise awareness regarding the overall labor force and population availability.

-- ***Black or African American***. A person having origins in any of the black racial groups of Africa.

-- ***Hispanic or Latino***. A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

-- ***American Indian or Alaska Native***. A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.

-- ***Asian***. A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

-- ***White***. A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

-- ***Native Hawaiian or Other Pacific Islander***. A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

-- ***Two or More Races***. (Not Hispanic or Latino): All persons who identify with more than one of the above five races.

WORKFORCE COMPOSITION: RACIAL AND ETHNIC DATA

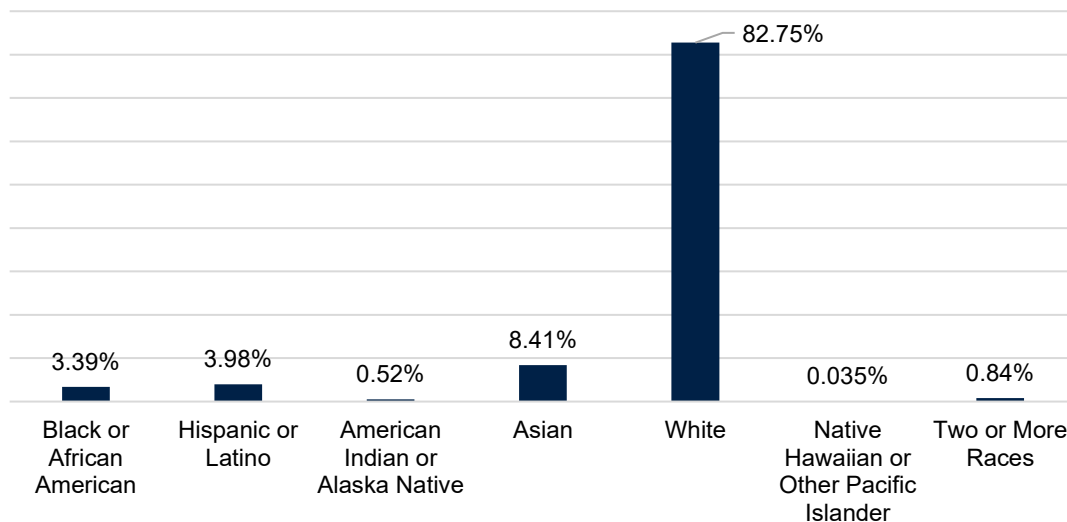
As of June 30, 2025, the University of Rhode Island had a total of 2,885 staff and faculty, of whom 2,864 provided racial or ethnic data (99.27%). A total of 494 employees identified as members of minority groups (17.25%), showing an increase from June 30, 2024, where 15.84% employees identified as members of minority groups.

A total of 23 individuals did not provide racial or ethnic data (0.80%). Of these 23, one (1) individual reported racial or ethnic data but did not identify as male or female. Two (2) individuals did not identify as male or female or provide racial/ethnic data. In alignment with reporting requirements, individuals who did not provide racial or ethnic data or identify as male or female have been excluded from the report unless otherwise indicated.

Of 2,885 members of the workforce, a total of 2,864 (faculty and staff) provided racial and ethnic data and identified as male or female. Those who met the reporting requirements by voluntarily self-reporting their racial and ethnic data, and identifying as male or female, were reported in the Job Group Analysis, and identified as follows:

- A total of 97 employees identified as Black or African American (3.39%).
- A total of 114 employees identified as Hispanic or Latino (3.98%).
- A total of 15 employees identified as American Indian or Alaska Native (0.52%).
- A total of 241 employees identified as Asian (8.41%).
- A total of 2,370 employees identified as White (82.75%).
- A total of 3 employees identified as Native Hawaiian or Other Pacific Islander (0.10%).
- A total of 24 employees identified as Two or More Races (0.84%).

Faculty and Staff by Race and Ethnicity

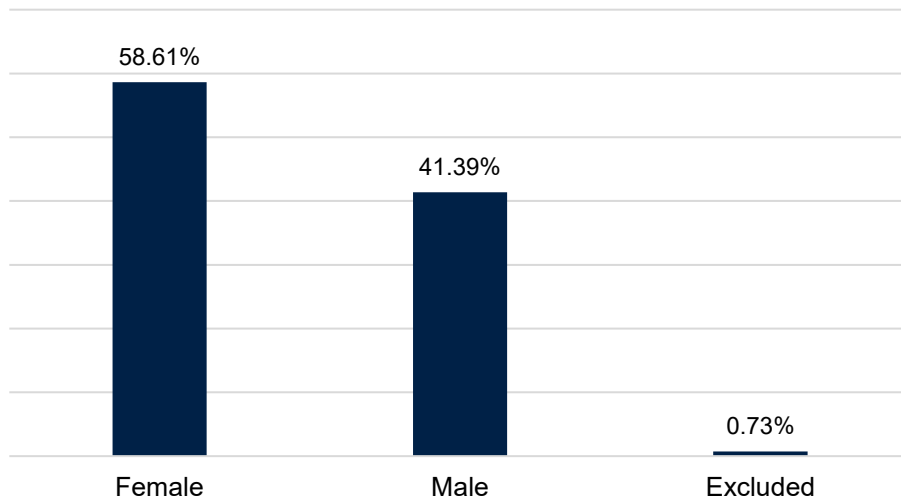


WORKFORCE COMPOSITION: SEX

The standard for sex reporting is male or female. For the purposes of this report, sex was defined as biological sex as required by federal and state enforcement agencies. Sex is reported independently of racial/ethnic data.

Of 2,885 employees, a total of 1,691 employees (faculty and staff) identified as female (58.61%), 1,194 as male (41.39%). Those who did not self-identify as male or female were excluded from the report (n=2).

Faculty and Staff by Sex



The subsequent charts provide insights into representation in the workforce and identify trends that may inform initiatives to improve the representation of individuals of all backgrounds.

WORKFORCE REPRESENTATION ANALYSIS: FACULTY AND STAFF

The next section compares the University's workforce to the R.I. population, the U.S. population, the R.I. workforce, and the U.S. workforce. The Office of Equal Opportunity has limited comparisons to race and ethnicity measures, which is the approach historically followed by the U.S. Census followed in the most recent decennial census, and it is the standard followed in alignment with Statistical Policy No.15.

Per the U.S. Census Bureau:

In the past, the Census Bureau had sometimes used the concepts of "majority" and "minority" for measuring diversity, but this approach has several conceptual and practical challenges that limit its ability to illustrate the complex racial and ethnic diversity of the U.S. population.

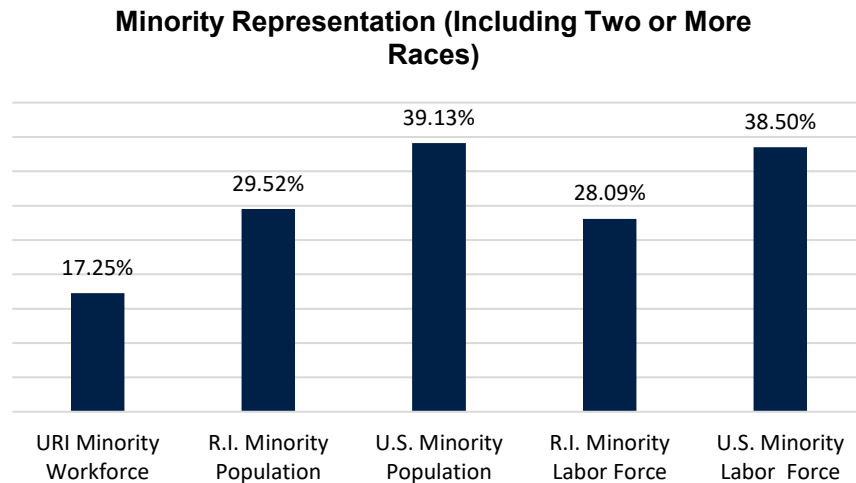
For example, while some people classify individuals who identify with multiple population groups (such as Hispanic and White, White and Black or African American, and White and Asian) as part of the majority population, others classify

them as part of the minority population. The dual identities of these groups highlight the social, political, and economic complexities of race and ethnicity in 21st-century U.S. society.

The inclusion of certain groups as part of the “majority” or “minority” has also become more complex and contested in recent decades, especially as many people may not identify with certain population groups even if that is how they are classified and tabulated per federal standards. The majority-minority approach is ambiguous, and it is further complicated by complex demographic and social realities.

To overcome these limitations, the Office of Equal Opportunity, and the U.S. Census Bureau, focused on race and ethnicity as separate measures. The University’s workforce representation analysis was conducted including and excluding *Two or More Races*.

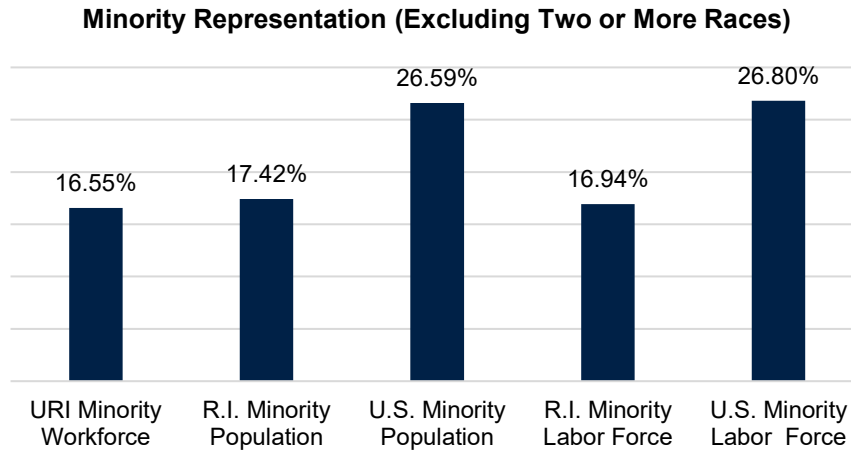
Minority personnel, including Two or More Races, made up 17.25% of the University’s workforce. Individuals identifying as minorities, including Two or More Races, made up 29.52% of the R.I. population; 39.13% of the U.S. population; 28.09% of the R.I. labor force; and 38.50% of the U.S. labor force.



Including Two or More Races, when comparing the University’s workforce (faculty and staff) to the:

- Rhode Island population, minorities are underrepresented by 12.27%.
- United States population, minorities are underrepresented by 21.88%.
- Rhode Island labor force, minorities are underrepresented by 10.84%.
- United States labor force, minorities are underrepresented by 21.25%.

Minority personnel, excluding Two or More Races, made up 16.55% of the University’s workforce. Individuals identifying as minorities, excluding Two or More Races, made up 17.42% of the R.I. minority population; 26.59% of the U.S. minority population; 16.94% of the R.I. minority labor force; and 26.80% of the U.S. minority labor force.



Excluding Two or More Races, when comparing the University’s workforce (faculty and staff) to the:

- Rhode Island population, minorities are underrepresented by 0.87%.
- United States population, minorities are underrepresented by 10.04%.
- Rhode Island labor force, minorities are underrepresented by 0.39%.
- United States labor force; minorities are underrepresented by 10.25%.

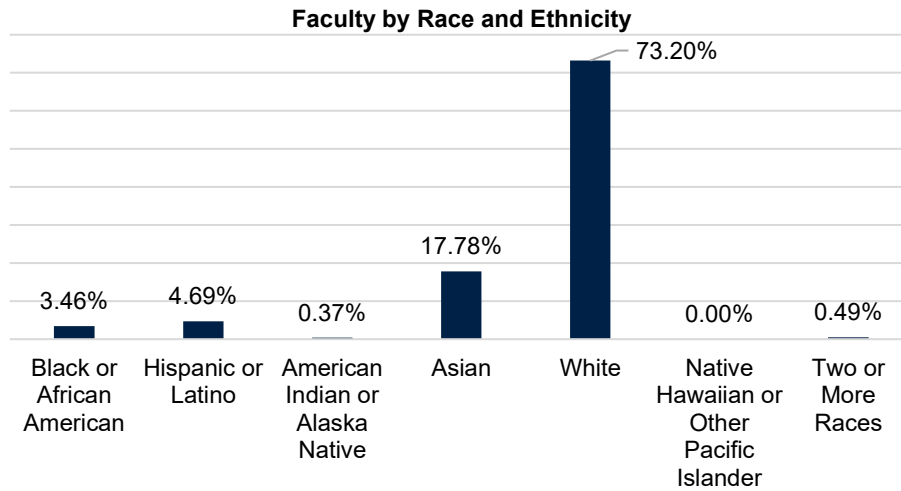
WORKFORCE REPRESENTATION ANALYSIS: FACULTY ONLY

As of June 30, 2025, the University of Rhode Island had a total of 821 faculty members, of whom 217 identified as members of minority groups (26.43%); 594 identified as white (72.35%), and 10 did not disclose their race or ethnicity (1.22%). A total of 400 faculty members identified as male (48.72%) and 419 as female (51.03%). Two (2) faculty members did not identify as male or female (0.24%).

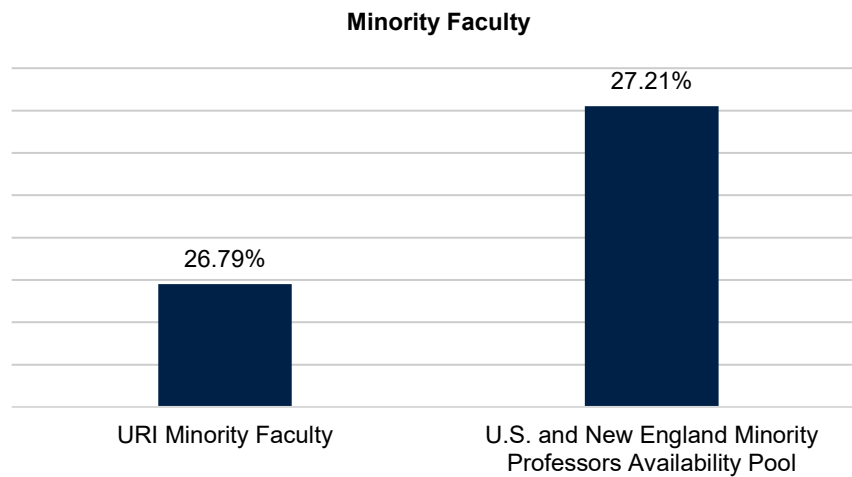
Minority faculty, including Two or More Races and excluding individuals who did not disclose their race or ethnicity, made up 26.79% of the faculty body, and identified as follows:

- A total of 28 faculty identified as Black or African American (3.46%).
- A total of 38 faculty identified as Hispanic or Latino (4.69%).
- A total of 3 faculty identified as American Indian or Alaska Native (0.37%).
- A total of 144 faculty identified as Asian (17.78%).
- A total of 593 faculty identified as White (73.20%).
- A total of 4 faculty identified as Two or More Races (0.49%).

No faculty members identified as Native Hawaiian or Other Pacific Islander. To review a detailed table showing faculty members by title, rank, race, ethnicity, and gender, see Part C, Program statistics, page 32.



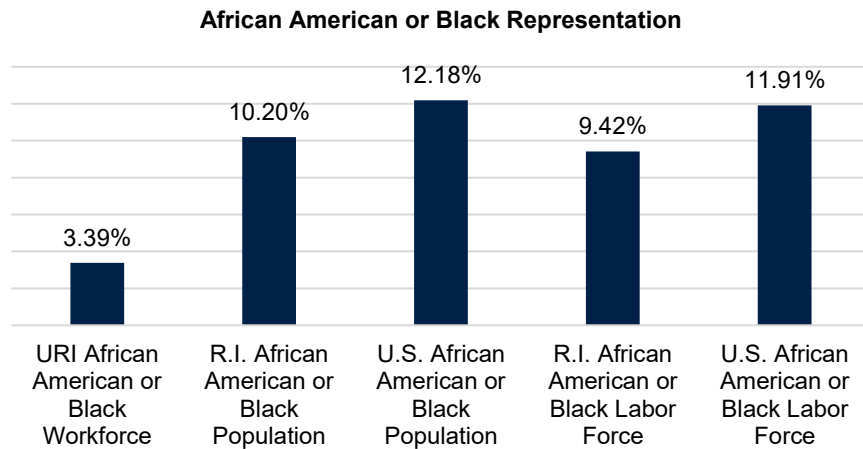
The U.S. Census Bureau notes that minority professors make up 27.21% of the available selection pool in the U.S. and the New England labor area. When comparing the University's faculty body to the available selection pool in the U.S. and New England labor area, minority faculty members are underrepresented by 0.42%.



ASSESSMENT OF WORKFORCE COMPOSITION BY GROUP: FACULTY AND STAFF

African American or Black

In FY2025, a total of 97 members of the University's workforce identified as African American or Black (3.39%). African American or Black individuals made up 10.20% of the R.I. population; 12.18% of the U.S. population; 9.42% of the R.I. labor force; and 11.91% of the U.S. workforce.

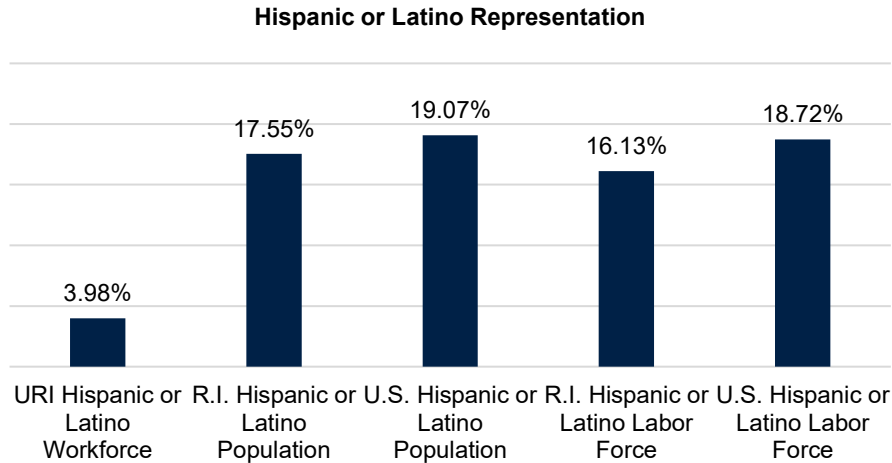


When comparing the University's African American or Black workforce (faculty and staff) to the:

- Rhode Island population, African American or Black personnel are underrepresented by 6.81%.
- United States population, African American or Black personnel are underrepresented by 8.79%.
- Rhode Island labor force, African American or Black personnel are underrepresented by 6.03%.
- United States labor force, African American or Black personnel are underrepresented by 8.52%.

Hispanic or Latino

In FY2025, a total of 114 members of the University’s workforce identified as Hispanic or Latino (3.98%). Hispanics or Latinos made up 17.55% of the R.I. population; 19.07% of the U.S. population; 16.13% of the R.I. labor force; and 18.72% of the U.S. labor force.

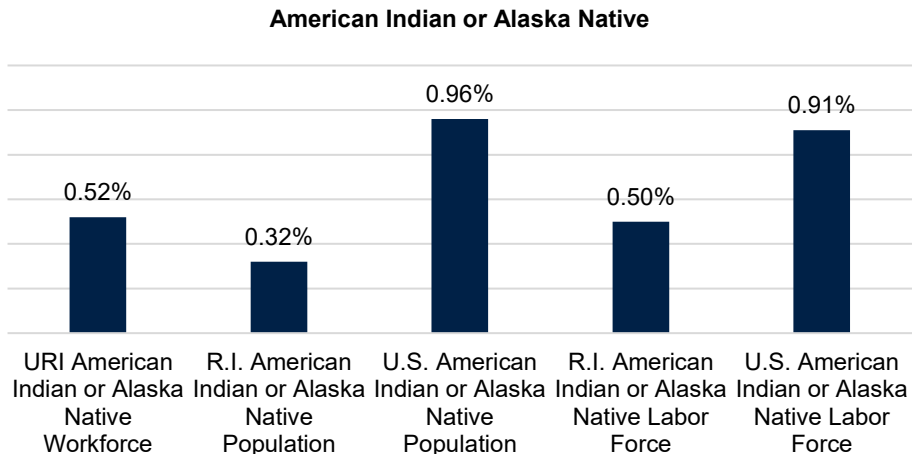


When comparing the University’s Hispanic workforce (faculty and staff) to the:

- Rhode Island population, Hispanics or Latinos are underrepresented by 13.57%.
- United States population, Hispanics or Latinos are underrepresented by 15.09%.
- Rhode Island labor force, Hispanics or Latinos are underrepresented by 12.15%.
- United States labor force, Hispanics or Latinos are underrepresented by 14.74%.

American Indian or Alaska Native

In FY2025, a total of 15 members of the University’s workforce identified as American Indian or Alaska Native (0.52%). American Indian or Alaska Native individuals made up 0.32% of the R.I. population; 0.96% of the U.S. population; 0.50% of the R.I. labor force and 0.91% of the U.S. labor force.

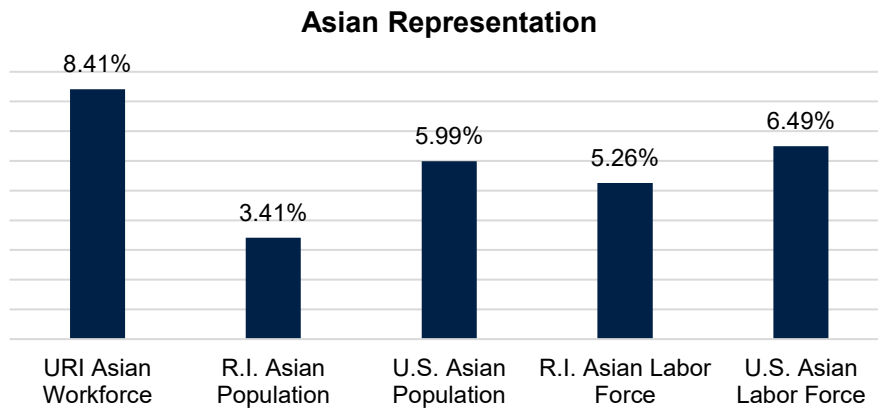


When comparing the University's American Indian or Alaska Native workforce (faculty and staff) to the:

- Rhode Island population, American Indian or Alaska Native personnel are overrepresented by 0.20%.
- United States population, American Indian or Alaska Native personnel are underrepresented by 0.44%.
- Rhode Island labor force, American Indian or Alaska Native personnel are overrepresented by 0.02%.
- United States labor force, American Indian or Alaska Native personnel are underrepresented by 0.39%.

Asian

In FY2025, a total of 241 members of the University's workforce identified as Asian (8.41%). Asian personnel made up 3.41% of the R.I. population; 5.99% of the U.S. population; 5.26% of the R.I. labor force; and 6.49% of the U.S. labor force.

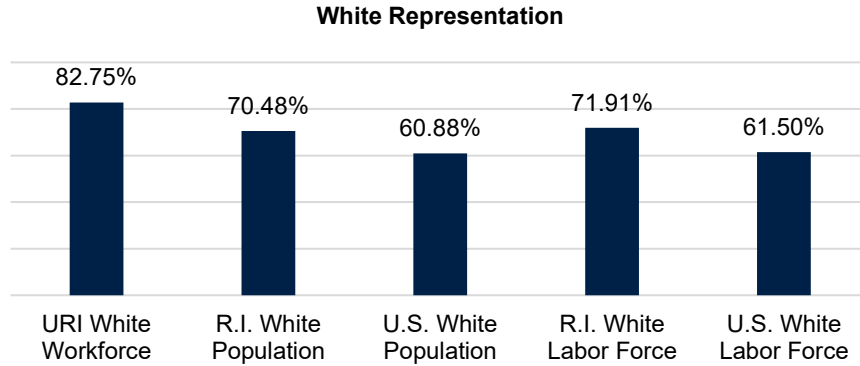


When comparing the University's Asian workforce (faculty and staff) to the:

- Rhode Island population, Asian personnel are overrepresented by 5.00%.
- United States population, Asian personnel are overrepresented by 2.42%.
- Rhode Island labor force, Asian personnel are overrepresented by 3.15%.
- United States labor force; Asian personnel are overrepresented by 1.92%.

White

In FY2025, a total of 2,370 members of the University's workforce identified as White (82.75%). White individuals made up 70.48% of the R.I. population; 60.88% of the U.S. population; 71.91% of the R.I. workforce; and 61.50% of the U.S. workforce.

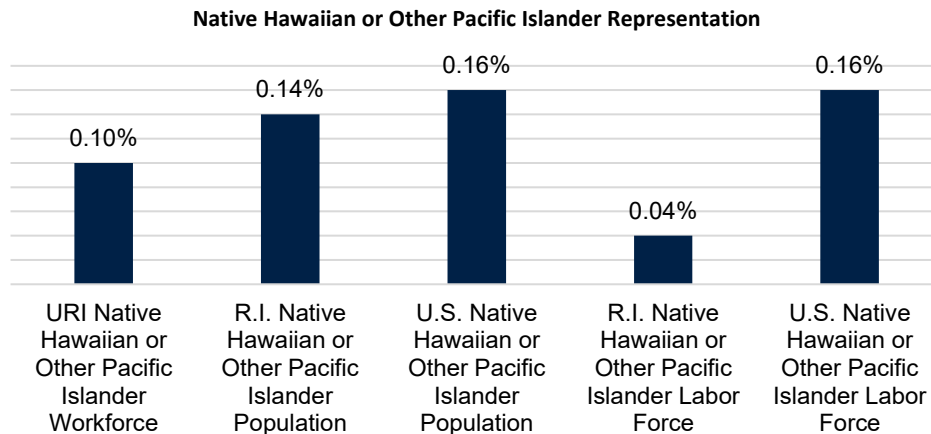


When comparing the University's White workforce (faculty and staff) to the:

- Rhode Island population, White personnel are overrepresented by 12.27%.
- United States population, White personnel are overrepresented by 21.87%.
- Rhode Island labor force, White personnel are overrepresented by 10.84%.
- United States labor force, White personnel are overrepresented by 21.25%.

Native Hawaiian or Other Pacific Islander

In FY2025, 3 members of the University's workforce identified as Native Hawaiian and Other Pacific Islander (0.10%). It is estimated that Native Hawaiian and Other Pacific Islander individuals make up 0.18% of the R.I. population; 0.20% of the U.S. population; 0.08% of the R.I. labor force and 0.20% of the U.S. labor force.

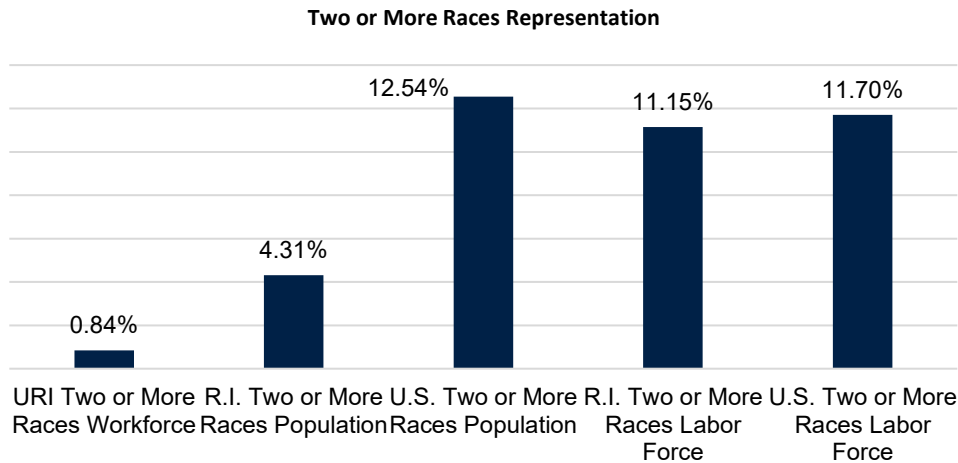


When comparing the University’s Native Hawaiian and Pacific Islander workforce (faculty and staff) to the:

- Rhode Island population, Native Hawaiian and Other Pacific Islander individuals are underrepresented by 0.04%.
- United States population, Native Hawaiian and Other Pacific Islander individuals are underrepresented by 0.06%.
- R.I. workforce, Native Hawaiian and Other Pacific Islander individuals are overrepresented by 0.06%.
- United States workforce, Native Hawaiian and Other Pacific Islander individuals are underrepresented by 0.06%.

Two or More Races

In FY2025, 24 members of the University’s workforce identified as Two or More Races (0.84%). It is estimated that individuals identifying as Two or More Races make up 4.31% of the R.I. population; 12.54% of the U.S. population; 11.15% of the R.I. workforce; and 11.70% of the U.S. workforce.

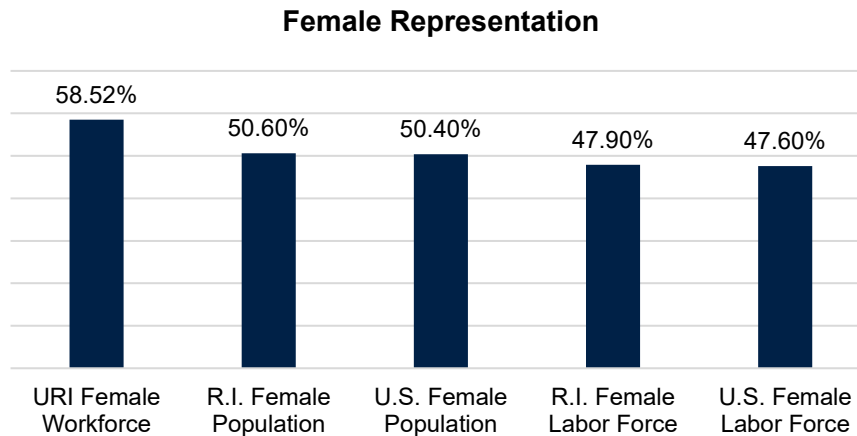


When comparing the University’s Two or More Races workforce (faculty and staff) to the:

- Rhode Island population, personnel who identified as Two or More races are underrepresented by 3.47%.
- United States population, personnel who identified as Two or More races are underrepresented by 11.70%.
- Rhode Island labor force, personnel who identified as Two or More races are underrepresented by 10.31%.
- United States labor force, personnel who identified as Two or More races are underrepresented by 10.86%.

Female

In FY2025, a total of 1,676 members of the University’s workforce provided racial/ethnic data and identified as Female (58.52%). Female persons made up 50.60% of the R.I. population; 50.40% of the U.S. population; 47.90% of the R.I. workforce; and 47.60% of the U.S. workforce.



When comparing the University’s Female workforce (faculty and staff) to the:

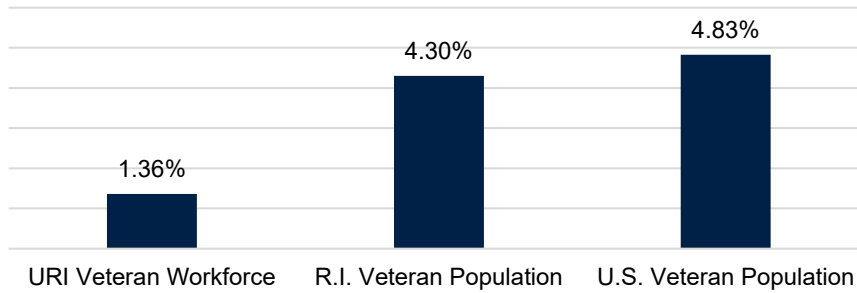
- Rhode Island population, Female personnel are overrepresented by 7.92%.
- United States population, Female personnel are overrepresented by 8.12%.
- Rhode Island labor force, Female personnel are overrepresented by 10.62%.
- United States labor force, Female personnel are overrepresented by 10.92%.

Veterans

In FY2025, a total of 39 members of the University’s workforce reported their Veteran status (1.36%). Per the U.S. Census Bureau, “*veteran status is used to identify people with active-duty military service and service in the military Reserves and the National Guard. Veterans are men and women who have served (even for a short time), but are not currently serving, on active duty in the U.S. Army, Navy, Air Force, Marine Corps, or the Coast Guard, or who served in the U.S. Merchant Marine during World War II. People who served in the National Guard or Reserves are classified as veterans only if they were ever called or ordered to active duty, not counting the initial training or yearly summer camps. All other civilians are classified as nonveterans. While it is possible for 17-year-olds to be veterans of the Armed Forces, ACS data products are restricted to the population 18 years and older.*” Two active Reserve members and two inactive Reserve members were excluded from the report due to not meeting the definition of a veteran.

Veterans made up 4.30% of the R.I. population and 4.83% of the U.S. population. Active-duty military personnel are not considered part of the civilian labor force. For this reason, labor force percentages were excluded.

Veteran Representation



When comparing the University of Rhode Island Veteran workforce (faculty and staff) to the:

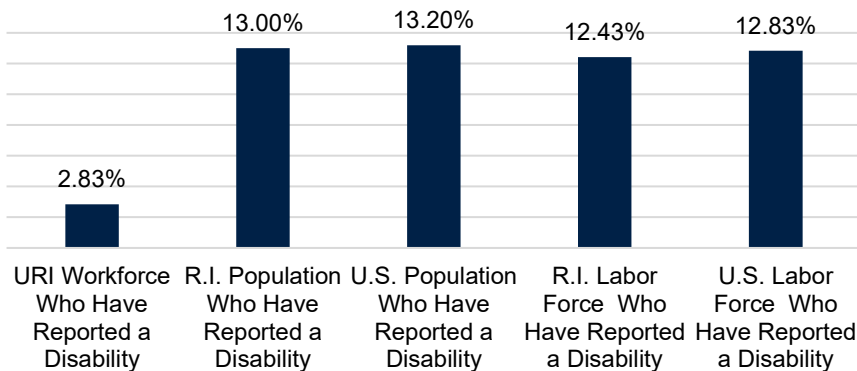
- Rhode Island population, Veteran personnel are underrepresented by 2.94%.
- United States population, Veteran personnel are underrepresented by 3.47%.

Disabled

In FY2025, 81 members of the University’s workforce reported a disability (2.83%). The OFCCP defines disability with respect to an individual as “(1) a physical or mental impairment that substantially limits one or more of an individual’s major life activities; (2) a record of such an impairment; (3) or being regarded as having such an impairment,” per 41 CFE 60-741.2(g) and related definitions.

It is estimated that individuals who have reported a disability make up 13.00% of the R.I. population; 13.20% of the U.S. population; 12.43% of the R.I. labor force; and 12.83% of the U.S. labor force.

Persons Who Have Reported a Disability



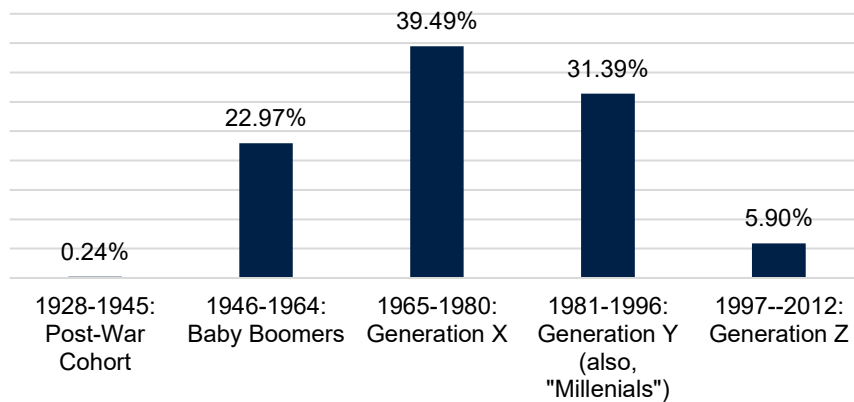
When comparing University of Rhode Island personnel (faculty and staff), who have reported a disability to the:

- Rhode Island population, personnel who have reported a disability are underrepresented by 10.17%.
- United States population, personnel who have reported a disability are underrepresented by 10.37%.
- Rhode Island labor force, personnel who have reported a disability are underrepresented by 9.60%.
- United States labor force, personnel who have reported a disability are underrepresented by 10.00%.

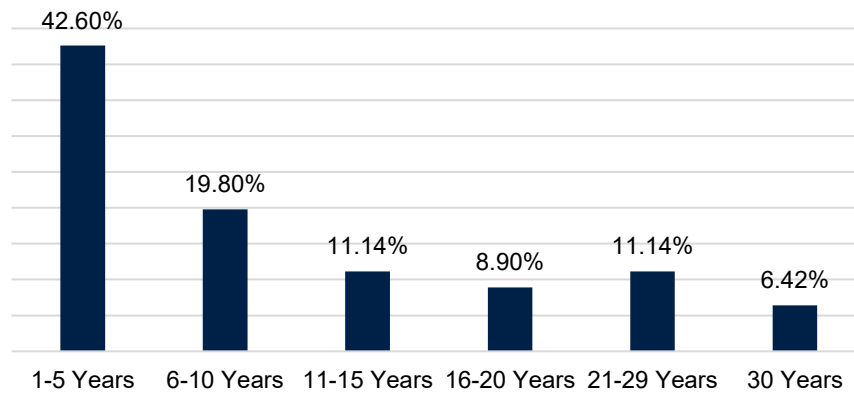
Generations Represented in the Workforce and Retention

Workforce statistics demonstrated there were five generations represented in the University’s workforce as of June 30, 2025, and the average age of employed persons was 48.82 years old, and 72.52% of the University’s workforce was 40 years old or older.

Generations Represented



Years of Service



The average person employed by the University has worked for the University for 10.48 years, and:

- 42.60% of the FY2025 workforce has worked for the University for 1 to 5 years.
- 19.80% of the FY2025 workforce has worked for the University for 6 to 10 years.
- 11.14% of the FY2025 workforce has worked for the University for 11 to 15 years.
- 8.90% of the FY2025 workforce has worked for the University for 16 to 20 years.
- 11.14% of the FY2025 workforce has worked for the University for 21 to 29 years.
- 6.42% of the FY2025 workforce has worked for the University for 30 years or more.

Internal Payroll Employees

The chart below represents the demographic composition of internal payroll employees, part-time faculty, and temporary part-time employees. Due to the nature of temporary part-time positions, which are short-term or emergent in nature with a required specialized skill set, advertising for these positions is not cost-effective, and it is detrimental to efficient University operations. Continuing part-time positions are advertised in accordance with the Collective Bargaining Agreements or University policy.

Title	Total Employees	Male	Female	Not Specified Gender	Minority	Black or African American	Hispanic or Latino	American Indian or Alaska Native	Asian	White	Native Hawaiian or Pacific Islander	Two or More Races	Not Specified Race or Ethnicity
Dir & Ind Studies	47	24	23	0	8	2	2	0	4	39	0	0	0
SS Instrs Term II	163	70	90	3	40	6	8	3	11	123	0	2	10
Summer Sess Combined	39	12	26	1	12	2	3	0	4	27	0	0	3
Summer Research Faculty	149	84	64	1	48	4	2	0	42	101	0	0	0
Nonclassified-Limited-Contract	56	28	23	5	26	2	3	0	3	30	0	1	17
Non-Classified Limited - Hourly	246	71	164	11	89	4	13	1	9	157	0	11	51
PTF - Accelerated Online Prgrms	21	3	18	0	10	0	1	0	0	11	0	0	9
Vehicle Stipends	17	12	5	0	4	4	0	0	0	13	0	0	0
Summer Recontracting	83	40	43	0	24	3	2	0	19	59	0	0	0
Accelerated Faculty OL - Summer	16	7	9	0	4	1	0	0	3	12	0	0	0
Sailing Instructors	15	8	5	2	5	0	0	0	0	10	0	0	5
Police & Security Detail	43	36	7	0	6	1	2	0	1	37	1	1	0
Classified-Limited-Hourly	27	6	21	0	2	0	0	0	2	25	0	0	0
CEPS Spcl Prgrm Summer Sess NU	11	4	6	1	4	0	2	0	0	7	0	0	2
Medical Duties	10	5	5	0	4	2	0	0	0	6	0	0	2
Athletic Coaches	9	6	2	1	2	0	0	0	0	7	0	1	1
Student Contact Support Or	5	1	1	3	5	0	0	0	0	0	0	0	5
Performing Artists-Contract	1	1	0	0	0	0	0	0	0	1	0	0	0
CEPS Spcl Prgrms Non-Or Courses	2	1	1	0	1	0	0	0	0	1	0	0	1
Part Time Faculty	1	0	1	0	0	0	0	0	0	1	0	0	0
Summer Grad TA/Instr of Record	2	1	1	0	0	0	0	0	0	2	0	0	0

CEPS SP Summer Advis&Coord	1	1	0	0	0	0	0	0	0	1	0	0	0
Specialty Instructors	4	0	4	0	0	0	0	0	0	4	0	0	0
CEPS Psych'l Test'g Personnel	1	0	1	0	0	0	0	0	0	1	0	0	0
CEPS Spec Prgrms Seminars	1	0	0	1	1	0	0	0	0	0	0	0	1
Special Prgrms/Acad/Ad visors&Coord	1	0	1	0	0	0	0	0	0	1	0	0	0
Total Employ	971	421	521	29	295	31	38	4	98	676	1	16	107
Percentages		43.36%	53.66%	2.99%	30.38%	3.19%	3.91%	0.41%	10.09%	69.62%	0.10%	1.65%	11.02%

Hiring of part-time faculty is governed by the applicable collective bargaining agreement: Rhode Island Council 94, AFSCME, AFL-CIO, Part-time Faculty, Local 145. Part-time faculty are assigned courses based on the applicable collective bargaining agreement. Each term of employment may be up to one semester in duration.

There was a total of 971 internal payroll employees during FY2025. Of those, 295 identified as minorities (30.38%); 676 as white (69.62%); 421 as male (43.36%); and 521 as female (53.66%).

Including Two or More Races, when comparing internal payroll employees to the:

- Rhode Island population, minorities are overrepresented by 0.86%.
- United States population, minorities are underrepresented by 8.75%.
- Rhode Island labor force, minorities are overrepresented by 2.29%.
- United States labor force, minorities are underrepresented by 8.12%.

Excluding Two or More Races, when comparing internal payroll employees to the:

- Rhode Island population, minorities are overrepresented by 12.96%.
- United States population, minorities are overrepresented by 3.79%.
- Rhode Island labor force, minorities are overrepresented by 13.44%.
- United States labor force, minorities are overrepresented by 3.58%.

II. EMPLOYEE RECRUITMENT, SELECTION, AND HIRING

All employees and applicants have a right to equal opportunity in all terms, conditions, or privileges of employment, including, but not limited to, recruitment, hiring, certification, appointments, working conditions, work assignments, promotions, benefits, and compensation.

The Office of Equal Opportunity provides leadership, strategic direction, technical assistance, and promotes continuous dialogue relating to the administration of civil rights compliance in all aspects of employment, including hiring and recruitment. The team plays a vital role in advancing equal opportunity through:

- Conducting objective investigations and enforcing the Policy on Nondiscrimination.
- Establishing recruitment goals that comply with nondiscrimination laws and promote equal opportunity without regard to protected status.
- Conducting workforce analyses, and reporting workforce representation to the President, the Deans, hiring authorities, University stakeholders, and State and Federal enforcement agencies.
- Working with University stakeholders to remove barriers hindering access to employment opportunities.
- Leading training and education efforts on civil rights compliance topics.

The Office of Equal Opportunity supports the recruitment, selection, and hiring process by enforcing civil rights compliance, providing technical assistance to the Office of Human Resources on civil rights compliance matters, and accepting complaints of discrimination in the recruitment, selection, and hiring process. While the Office of Equal Opportunity led the development of the Employee Recruitment, Selection, and Hiring training, the office is not directly involved with the recruitment, selection, or hiring process as it relates to talent acquisition and the administration of the Policy on Employee Recruitment, Selection, and Hiring. The training was under review, pending updates, during FY2026-FY2027.

While the Office of Human Resources is not directly involved with the enforcement of civil rights compliance during the stages of the recruitment life cycle, it is expected to understand compliance obligations and carry them out throughout the stages of the recruitment life cycle.

RESPONSIBLE OFFICIAL(S)

RESPONSIBILITIES OF HIRING AUTHORITIES

Hiring authorities are responsible for the screening of applicants and selection of successful candidates, in addition to:

- Complying with the Policy on Nondiscrimination.
- Utilizing the resources within the Civil Rights Compliance Toolkit for Employee Recruitment, Selection, and Hiring.
- Complying with the Policy on Employee Recruitment, Selection, and Hiring.
- Selecting search committee members and assigning a chair to lead each search, when applicable.

- Completing the Employee Recruitment, Selection, and Hiring training.
- Monitoring search committee members' completion of the Employee Recruitment, Selection, and Hiring training.
- Evaluating applicants objectively, solely on skills and qualifications.
- Promoting equal opportunity for all through outreach.
- Working with the Office of Human Resources to draft the job description.
- Identifying required and preferred skills and qualifications that are consistent with business necessity and do not hinder the University of Rhode Island's ability to foster a workforce that promotes equal opportunities for all.

Hiring authorities are highly encouraged to remove unnecessary barriers to employment, including degree requirements that are not consistent with business necessity.

The U.S. Census Bureau, 2016-2020 American Community Survey 5-Year Estimates, found that those holding a bachelor's degree or higher in the State of Rhode Island identify as follows:

RACE AND HISPANIC OR LATINO ORIGIN BY EDUCATIONAL ATTAINMENT	Percent
Asian alone	56.4%
White alone, not Hispanic or Latino	43.7%
Two or More Races	27.3%
Black or African American	20.4%
Hispanic or Latino	18.4%
Hawaiian and Other Pacific Islanders Alone	16.1%
Some Other Race alone	15.8%
American Indian or Alaska Native alone	9%

The Office of Equal Opportunity encourages hiring authorities to develop job descriptions with skills and qualification requirements that are consistent and meet State of Rhode Island guidelines enforced by the Office of Human Resources.

RESPONSIBILITIES OF SEARCH COMMITTEE CHAIRS

- Developing an outreach plan and encouraging search committee members to distribute vacancy announcements among their networks without regard to protected status.
- Reporting outreach activity to the Office of Human Resources for tracking purposes.
- Developing interview questions in conformity with Title VII of the Civil Rights Act of 1964, and other applicable civil rights laws and regulations.
- Evaluating applicants objectively, solely on skills and qualifications.

- Completing the applicant evaluation rubric, gathering applicant evaluation rubrics, and submitting an official committee evaluation to the Office of Human Resources.
- Completing the Employee Recruitment, Selection, and Hiring training.

RESPONSIBILITIES OF SEARCH COMMITTEE MEMBERS

- Distributing vacancy announcements among their networks and in referral associations listed in the Outreach section of the University of Rhode Island Civil Rights Compliance Toolkit for Employee Recruitment, Selection, and Hiring.
- Reporting outreach activity to the search committee chair for tracking purposes.
- Working with the search committee chair to develop interview questions in conformity with Title VII of the Civil Rights Act of 1964, and other applicable laws and regulations.
- Completing the applicant evaluation rubric and submitting the rubric to the search committee chair.
- Evaluating applicants objectively, solely on skills and qualifications.
- Completing the Employee Recruitment, Selection, and Hiring training.

APPLICANT FLOW: APPLICANTS

In FY2025, a total of 16,071 job seekers submitted applications for vacancies within the University. The applicants self-identified as follows:

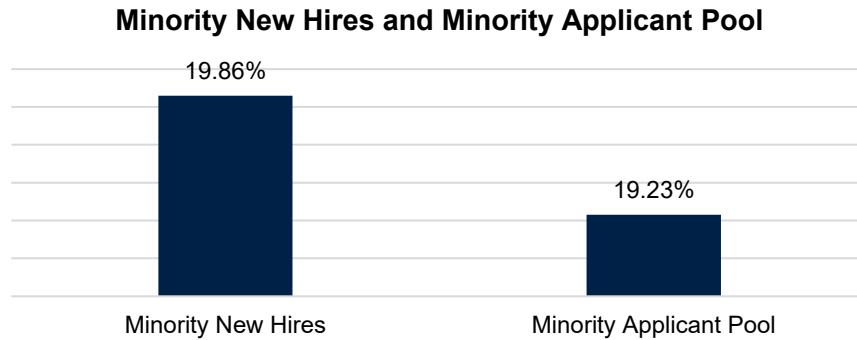
- 3,333 identified as members of minority groups (20.74%).
- 4,927 identified as white (30.66%)
- 7,811 did not disclose their racial or ethnic demographic information (48.60%).

Applicant disclosure is voluntary and has no impact on the employee recruitment, selection, and hiring process. As a result, applicants who did not disclose their demographic information were excluded from the Applicant Flow data chart on page 33.

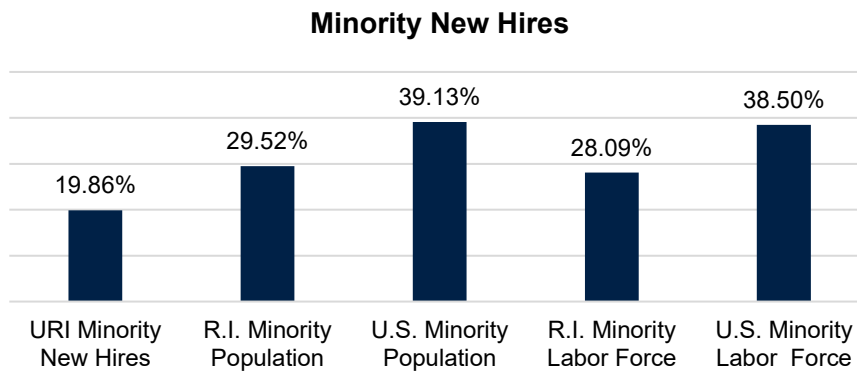
APPLICANT FLOW: NEW HIRES

The University of Rhode Island hired a total of 282 individuals during FY2025. The new hires identified as follows:

- 56 identified as members of minority groups (19.86%).
- 226 identified as white (80.14%).



Minority new hires were overrepresented by 0.63% in comparison to the minority applicant pool.



Including Two or More Races, when comparing the University’s minority new hires to the:

- Rhode Island population, minorities are underrepresented by 9.66%.
- United States population, minorities are underrepresented by 19.27%.
- Rhode Island labor force, minorities are underrepresented by 8.23%.

- United States labor force, minorities are underrepresented by 18.64%.

The University of Rhode Island will continue to work with University stakeholders to promote equal opportunity in all aspects of employment and to evaluate and remove any barriers preventing access to equal opportunity in the hiring and recruitment process.

The work of advancing civil rights compliance does not begin or end with one person, one division, one initiative, or one program. Achieving civil rights compliance and removing barriers in employment requires collaborative efforts and the full participation and cooperation of all University departments, offices, personnel, and stakeholders. Maintaining civil rights compliance and promoting equal opportunity requires continuous evaluation of programs and intentional actions that promote accountability and transparency.

Hiring authorities and search committee members play a vital role working with the Office of Equal Opportunity and the Office of Human Resources to remove barriers to employment. The most effective tool available to promote equal employment opportunity is outreach. As the applicant pool of qualified applicants increases, representation in the workforce will increase. For this reason, hiring authorities and search committee members are responsible for conducting outreach to develop an applicant pool without regard to protected status.

The University of Rhode Island will continue to make efforts to review, monitor, and evaluate hiring and recruitment procedures to ensure that no discriminatory practices exist and to enhance outreach efforts.

RESPONSIBLE OFFICES AND OFFICIALS:

Office of Equal Opportunity
Office of Human Resources
Hiring Authorities
Search Committee Chairs
Search Committee Members

POSTING OF POSITIONS AND PUBLIC AWARENESS

The University posted vacancy announcements on <https://jobs.uri.edu/>, encouraged employee referrals, and advertised vacancies with diversity recruitment sources, the State of Rhode Island Department of Labor and Training -Rhode Island State Jobs website: <https://dlt.ri.gov/individuals/rhode-island-state-jobs>, and associations serving members of protected groups.

The University will continue to evaluate outreach efforts carried out to engage all applicants. Efforts will continue with hiring authorities and search committees regarding ways to identify recruitment sources that can significantly impact the representation of women, veterans, the disabled, and minorities in applicant pools.

Vacancy announcements were advertised on the list of networking, professional, service organizations, associations, and agencies, as shown on the Civil Rights Compliance Toolkit for Employee Recruitment, Selection, and Hiring. Furthermore, the Office of Equal

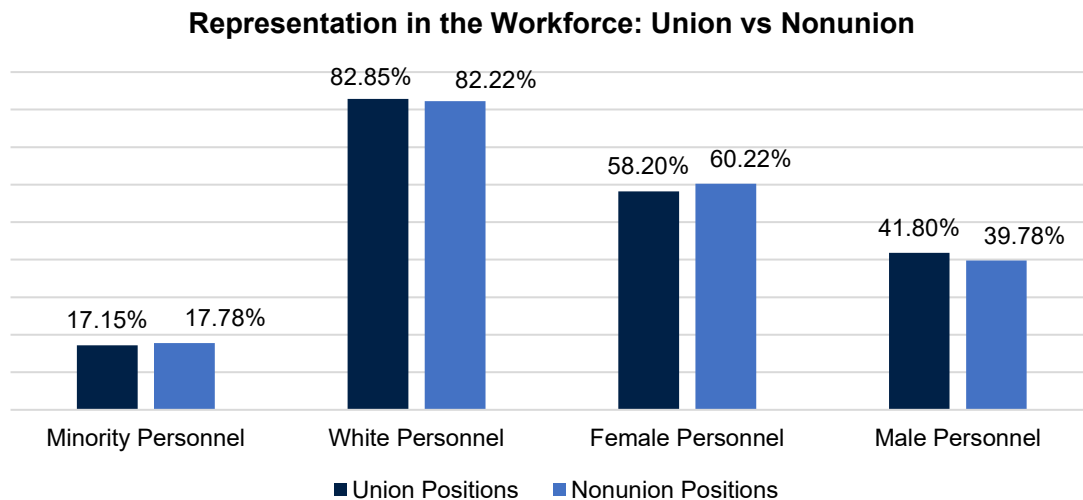
Opportunity introduced a Civil Rights Compliance Toolkit for Employee Recruitment, Selection, and Hiring, which includes sourcing and outreach resources to develop a pool of applicants that is representative of all.

TRANSFER PRACTICES

OFCCP defines promotion as “any personnel action resulting in, for example, the movement to a position affording higher pay, greater rank, change in job title, or increase in job grade; an increase in pay, requiring greater skill or responsibility; or the opportunity to attain such. A promotion may be either competitive or noncompetitive.”

The University is committed to non-discriminatory actions regarding transfers and promotion of persons in all job classifications. Of the positions filled in FY2025, 83.65% were subject to collective bargaining agreements. As a result, a significant number of promotions come from within the ranks of each union.

Existing representation in the collective bargaining unions can influence hiring outcomes since the filling of vacancies generally comes from the existing pool of employees within the University. As of June 30, 2025, minorities, including Two or More Races, comprised 17.25% of the workforce.



When comparing union versus nonunion workforce composition, union positions have a minority representation of 17.15%, while nonunion positions have a minority representation of 17.78%.

PROMOTION PRACTICES

During FY2025, the University of Rhode Island promoted a total of 158 individuals occupying union and nonunion positions, which identified as:

- 34 identified as members of minority groups (21.52%).
- 124 identified as white (78.48%).

The individuals promoted self-identified as follows:

Union Roles

A total of 132 employees occupied union roles and identified as follows:

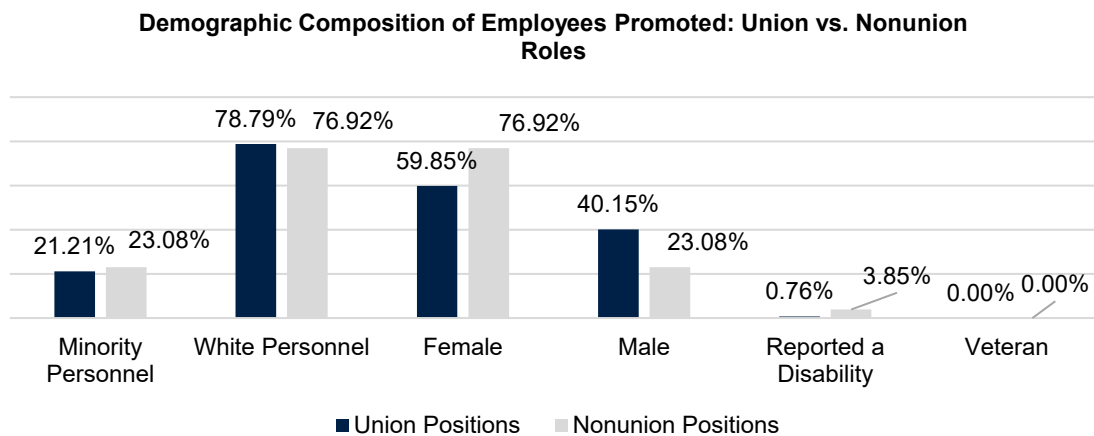
- 28 identified as members of minority groups (21.21%)
- 104 identified as white (78.79%).
- 79 identified as female (59.85%)
- 53 identified as male (40.15%)
- 1 reported a disability (0.76%)
- No individuals reported a veteran status (0.00%)

Nonunion Roles

A total of 26 employees occupied nonunion roles and identified as follows:

- 6 identified as members of minority groups (23.08%)
- 20 identified as white (76.92%).
- 20 identified as female (76.92%)
- 6 identified as male (23.08%)
- 1 reported a disability (3.85%)
- No individuals reported a veteran status (0.00%)

The chart below illustrates the demographic composition of individuals promoted in FY2025 belonging to union versus nonunion roles.



Efforts will be made to maximize the opportunities for employee career advancement for all without regard to protected status. These efforts will include a periodic review of the University's personnel policies and procedures relevant to the University's identification and removal of artificial or discriminatory barriers.

RESPONSIBLE OFFICES AND OFFICIALS:

Office of Equal Opportunity
Office of Human Resources
Hiring Authorities
Search Committee Chairs
Search Committee Members

TERMINATIONS

Terminations can be voluntary or involuntary and are in accordance with the provisions of the ten (10) collective bargaining agreements and the Office of Human Resources personnel policies. Examples of terminations include demotion, resignation, transfer, and job abandonment. Reasons for terminations are evaluated regularly by the Office of Human Resources and the Office of Equal Opportunity.

During FY2025, a total of 248 employees were terminated from employment, of which:

- 36 identified as members of minority groups (14.52%).
- 212 identified as white (85.48%).

Employees who voice concerns about discrimination are afforded the opportunity to file a grievance by completing an internal Civil Rights Complaint Form. Employees may also contact: (1) the Rhode Island Commission for Human Rights, or (2) the U.S. Equal Employment Opportunity Commission, or (3) the U.S. Department of Justice Civil Rights Division, or (4) the Rhode Island Department of Administration Division of Equity, Diversity, and Inclusion (DEDI). Employees interested in filing a complaint are encouraged to contact the Office of Equal Opportunity for a consultation.

EXIT INTERVIEWS

In accordance with Rhode Island General Laws §§ 28-5-1, the University of Rhode Island has established an exit interview program to help ensure that employees who are separating or transferring are not doing so due to discriminatory circumstances.

The exit interview process is administered by the Office of Human Resources and is distributed to all voluntarily departing employees as part of the offboarding communication. Completion of the exit interview is voluntary. Employees may return the form via email or submit it in person at their convenience. All completed exit interviews are reviewed by the Office of Human Resources, and any concerns raised are reviewed or investigated as appropriate.

At the request of the departing employee, a live exit interview may be conducted. In such cases, the process is facilitated in a formal setting with an emphasis on open dialogue and meaningful feedback.

Exit interview forms submitted by classified employees are forwarded to the Rhode Island Department of Administration. For non-classified employees, the completed form is placed in the employee's personnel file upon separation.

Due to the State of Rhode Island's transition to Workday, other Executive Branch agencies are now administering exit interviews through that system. The University of Rhode Island has not yet implemented Workday; therefore, it continues to administer exit interviews through its existing process as described above.

RESPONSIBLE DIVISIONS AND OFFICIALS:

Office of Human Resources
Rhode Island Department of Administration

FLEX TIME

Flex time (modification of start and end times, daily variable, seasonal, one-day-a-week, etc.) is addressed in some of the union contracts and must be approved by the Office of Human Resources. Flex time is considered on a case-by-case basis. Successful flex time arrangements serve the needs of both individual employees and the unit or department where they work and shall not hinder departmental operations.

TECHNICAL COMPLIANCE

The University will continue to comply with applicable state and federal law, including but not limited to; Section 503 of the Rehabilitation Act of 1973, as amended; the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended; Title VI of the Civil Rights Act of 1964; Title VII of the Civil Rights Act of 1964; the Americans with Disabilities Act of 1990; Rhode Island General Laws §§ 28-5-1; and other applicable federal, state, or local civil rights laws and regulations.

In alignment with its function, the Office of Equal Opportunity monitored civil rights compliance and is pleased to report the following compliance efforts carried out between July 1, 2024, and June 30, 2025:

- Administered the policy on Nondiscrimination, hosted consultations, accepted and investigated complaints.
- Provided technical assistance to University administrators on civil rights topics.
- In response to the revocation of Executive Order 11246, recommended changes to the language found in the University's official footer, and updated: (1) the University's Affirmative Action website, now known as the Equal Employment Opportunity website; (2) the FY2024-FY2025 Non-Discrimination Plan; (3) the Civil

Rights Compliance Toolkit for Employee Recruitment, Selection, and Hiring; (4) the Office of Equal Opportunity's letterhead and footer; and (5) the Vendor Agreement.

- The Office of Equal Opportunity, Communications and Marketing, and the Office of the General Counsel completed a draft of the Digital Accessibility Compliance Plan, scheduled to be introduced during FY2026.
- The Office of Equal Opportunity introduced a training guide titled "Best Practices for Racial and Ethnic Data Collection During Onboarding" for Office of Human Resources personnel responsible for onboarding new hires. This training guide introduced a new business process to enhance workforce data collection practices during onboarding.
- The Office of Equal Opportunity introduced Civil Rights Compliance Training titled "Civil Rights Laws and Research Activities: A Guide for Inclusion and Compliance." This self-paced training equipped Principal Investigators and those responsible for sponsored projects with the methodology and framework for effectively:
 1. Reviewing and responding to language access requests in alignment with the University of Rhode Island Language Access Plan and Policy on Language Access.
 2. Reviewing and responding to reasonable accommodation requests from individuals interested in participating in programs and activities funded by sponsored projects.
 3. Transferring civil rights compliance requests made by regulatory and enforcement agencies pre-award and post-award.
 4. Transferring complaints of discrimination and harassment to the appropriate university official or office for review.

TRAINING PROGRAMS

The Office of Equal Opportunity engaged training participants through education and outreach efforts, including, but not limited to the activities described below:

1. 07-09-25 Office of Human Resources Training on the topic of Best Practices for Racial and National Origin Data Collection During Onboarding.
2. 08-27-25 Graduate Teaching Assistant Training, co-facilitated by the Director of the Office of Equal Opportunity and the Title IX Coordinator, on the topic of Title VI, Title IX, and ADA Compliance.
3. 10-06-25 Lunch-and-Learn Event on the topic of Baseline of Compliance with the Americans with Disabilities Act of 1990 and the Rehabilitation Act of 1973 at the University of Rhode Island.
4. 11-17-25 University Diversity Council Updates on the topic of ADA Compliance at the University of Rhode Island, and the Function of the Accessibility Task Force.
5. 11-20-25 Information Technology Services team outreach to discuss compliance efforts underway as a result of the New Title II regulations on Digital Accessibility and Mobile Apps.
6. 12-03-25 Division of Student Affairs Training on the topic of Incivility in the Workplace and Civil Rights Considerations.
7. 12-09-25 Student Success Team outreach to discuss the Role of the ADA Coordinator and ADA Partners on Campus.
8. Conducted a review of the Brightspace training titled, "Building a Safe Workplace: Discrimination, Violence, and Hazing Prevention." Created transition modules and introduced support content in alignment with existing business processes supporting the administration of civil rights compliance and hazing prevention. The training is open to new hires and existing staff.
9. Following the revocation of Executive Order 11246, evaluated and updated Module I of the Brightspace training titled, "Employee Recruitment, Selection, and Hiring."
10. Introduced a self-paced Brightspace training on the topic of Civil Rights Laws and Research Activities: A Guide for Inclusion and Compliance.
11. Created a Brightspace training with a recording of the 10-06-25 lunch-and-learn event on the topic of Baseline of Compliance with the Americans with Disabilities Act of 1990 and the Rehabilitation Act of 1973 at the University of Rhode Island.

Additional training activities carried out by other departments include the following:

- The Talent Acquisition Specialists completed the mandatory Employee Recruitment, Selection, and Hiring Training.
- Faculty Training: Reporting to the Office of the Provost, the Office for the Advancement of Teaching and Learning is responsible for promoting excellence and innovation in teaching and learning at the University and offers faculty development opportunities to faculty. In addition to training offerings introduced by the Office for the Advancement of Teaching and Learning, the University of Rhode Island offered mandatory sexual violence prevention and cybersecurity awareness training to new hires and existing employees.
- Sexual Violence Prevention: The Title IX Coordinator and the Deputy Title IX Coordinator for Education, Outreach, and Training, offered live and self-paced training throughout the fiscal year, including sessions for students and staff on the topic of sexual misconduct and sexual violence prevention. In addition to offering training, efforts spanned key areas such as Teaching, Student Advising and Mentorship, Research & Scholarship, and Service. Through their work, the Title IX Office fosters a proactive and inclusive campus environment, equipping students and staff with the tools to address and prevent sex-based harassment and sexual violence, as defined under the Title IX regulations.