

## Percentage of Protected Class Members at the University of Delaware, By EEO Category, Compared with State of Delaware and Nation

EEO CATEGORY	U OF D	STATE OF DE	NATION
<b>Executive/Administrative/Managerial</b>			
Women	45.8	41.7	38.8
Blacks	5.9*	9.3	6.4
Hispanics	0.8	1.4	6.1
Asians/Pacific Islanders	1.0	1.9	3.9
Native Americans	0.8	0.7	0.8
<b>Faculty</b>			
Women	39.1	49.8	47.9
Blacks	4.5	9.1	5.6
Hispanics	2.3	1.8	4.4
Asians/Pacific Islanders	8.4	9.8	8.0
Native Americans	0.3	0.6	0.8
<b>Professionals</b>			
Women	55.6	55.9	54.0
Blacks	8.8	12.6	5.2
Hispanics	1.6	2.3	6.1
Asians/Pacific Islanders	5.9	4.8	0.8
Native Americans	0.4	0.4	0.8
<b>Secretarial/Clerical</b>			
Women	94.5	71.2	68.2
Blacks	8.9	17.6	11.5
Hispanics	1.0	2.7	9.5
Asians/Pacific Islanders	0.9	1.3	3.5
Native Americans	0.6	0.7	1.0
<b>Technical/Paraprofessional</b>			
Women	28.3	56.0	57.8
Blacks	13.0	12.4	11.1
Hispanics	1.4	2.7	6.6
Asians/Pacific Islanders	4.3	0.9	4.9
Native Americans	2.2	1.3	0.8
<b>Skilled Craft</b>			
Women	3.4	5.5	6.9
Blacks	9.0	10.2	7.2
Hispanics	3.4	3.0	12.6
Asians/Pacific Islanders	0.7	0.4	2.3
Native Americans	1.4	0.9	1.4
<b>Service/Maintenance</b>			
Women	49.0	42.9	42.2
Blacks	30.3	25.9	14.3
Hispanics	6.3	7.7	17.2
Asians/Pacific Islanders	3.4	1.8	3.6
Native Americans	1.3	1.0	1.3

\*Numbers shown in orange indicate an increase since 2007-2008

Data Sources: University Of Delaware:October 2007 Workforce Analysis; State and Nation: 2000 census data by occupation

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### PROTECTED CLASSES

Protected class members are individuals identified under Title VII of the Civil Rights Act, as amended, and Executive Order 11246. The University of Delaware collects data on the following protected classes:

**AGE** All persons who are 40 years of age and older

**BLACK** A person not of Hispanic origin, i.e., with origins in any of the Black racial groups of Africa

**PERSONS WITH DISABILITIES** Any person who

- has a physical or mental impairment that substantially limits one or more of his or her major life activities;
- has a record of such impairment; or
- is regarded as having such impairment

A disability is substantially limiting if it is likely to cause difficulty in securing, retaining or advancing in employment.

**HISPANIC** A person of Mexican, Puerto Rican, Cuban, South American, or other Spanish culture or origin

**OTHER** Includes persons not classified as Black or Hispanic (includes American Indians, Alaskan Natives, and Asian/Pacific Islanders)

**WOMEN**