



2022 AFFIRMATIVE ACTION PLAN EXECUTIVE SUMMARY

February 2022

General AA Plan Snapshot: Gender

2022 Employee Population: 2,225

Male: 1,107

Female: 1,118

2021 Employee Population: 2,286

Male: 1,147

Female: 1,139



2022 AA Plan Snapshot: Race/Ethnicity

2022

Employee Population: 2,286
White: 1,964
African American: 26
Asian: 72
Native American: 18
Hispanic: 114
Pacific Islander: 2
Two or More Races: 29

2021

Employee Population: 2,286
White: 2,026
African American: 23
Asian: 75
Native American: 15
Hispanic: 118
Pacific Islander: 2
Two or More Races: 27



General AA Plan Snapshot: Disability

Last Year

National Benchmark 7%

UI Utilization: 4.95%

This Year

National Benchmark: 7%

UI Utilization: 3.19%



University of Idaho

Employment Equity
and Compliance

General AA Plan Snapshot: Veterans

Last Year

National Benchmark: 5.7%

UI Utilization: 3.61%

This Year

National Benchmark: 5.7%

UI Utilization: 2.50%



General Overview 2022 AA Plan Summary

23 Job Groups at the
University of Idaho

19 placement goals
for women and/or
minorities

18 placement goals
are carryover from
2021 plan

9 job groups have
placement goals for
women and/or
minorities

23 job groups need to
maintain or increase
outreach to individuals
with disabilities

23 job groups need to
maintain or increase
outreach to veterans



University
of Idaho

QUESTIONS?

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