The Diversity Dashboard Series provides centralized access to institutional data on equity, access, and climate indicators for faculty and staff.

**Navigation Tips**

*Filters* are available to refine data presented in the dashboard. Multiple filters can be applied simultaneously to create smaller populations for review. Filters can be reset by clicking the *Reset Button*.

**Key Definitions**

Faculty: IPEDS instructional staff only. Does not include positions that are 100% research or 100% public

Underrepresented Racial/Ethnic Groups (UREG): includes the following IPEDS categories—Black or African American, Hispanic, American Indian or Alaska Native, Native Hawaiian or other Pacific Islander, Asian and Two or more races

**Basic Navigation**

Select the Dashboard to view via the EDI website
Using the Intersectional Analysis Tool (IAT) for Staff Job Role Analytics

The IAT can be used to do cross-tabulation analysis to gather information on specific demographic data. The IAT contains both Filters and Parameter selection options. It is recommended that the user use limiting selections via Filters and Parameters to create their analysis.

Filter and Parameter settings will drive the data presented in the table. The user should be cognizant of the order of selection of Parameters specifically. The Parameter order is dependent on the selection of Filters.

NOTE: the Filter—Year MUST be selected as a limiting factor OR the Parameter Aggregate Row 1 By MUST be set to the value “Year”

Parameter Definitions:

Occupation Classification—Standard Occupational Classification (SOC) as defined by the Bureau of Labor Statistics. SOC code used to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data.

Job Group—High level job grouping based on the Job Category or JCAT code breakout.

Job Category—Based on the six-digit Job Category (JCAT) code. JCAT codes place positions and jobs into an occupational or functional area regardless of the position title, salary, etc. This allows for a narrower and more consistent analysis of roles across the UNC System.

The following example uses a combination of Filters and Parameters to provide Job Category information for a specific Unit. Filters are selected as follows: Year = 2020, Unit Title = Arts & Sciences. Parameters are selected as follows: Aggregate Row 1 By = Occupation Classification, Aggregate Row 2 by = Job Group, Aggregate Row 3 by = Job Category, Aggregate column 1 By = Gender. The resulting output provides a breakout by the three job classification layers of the gender mix for each department under Arts & Sciences.