

# Workforce Equity Update Report

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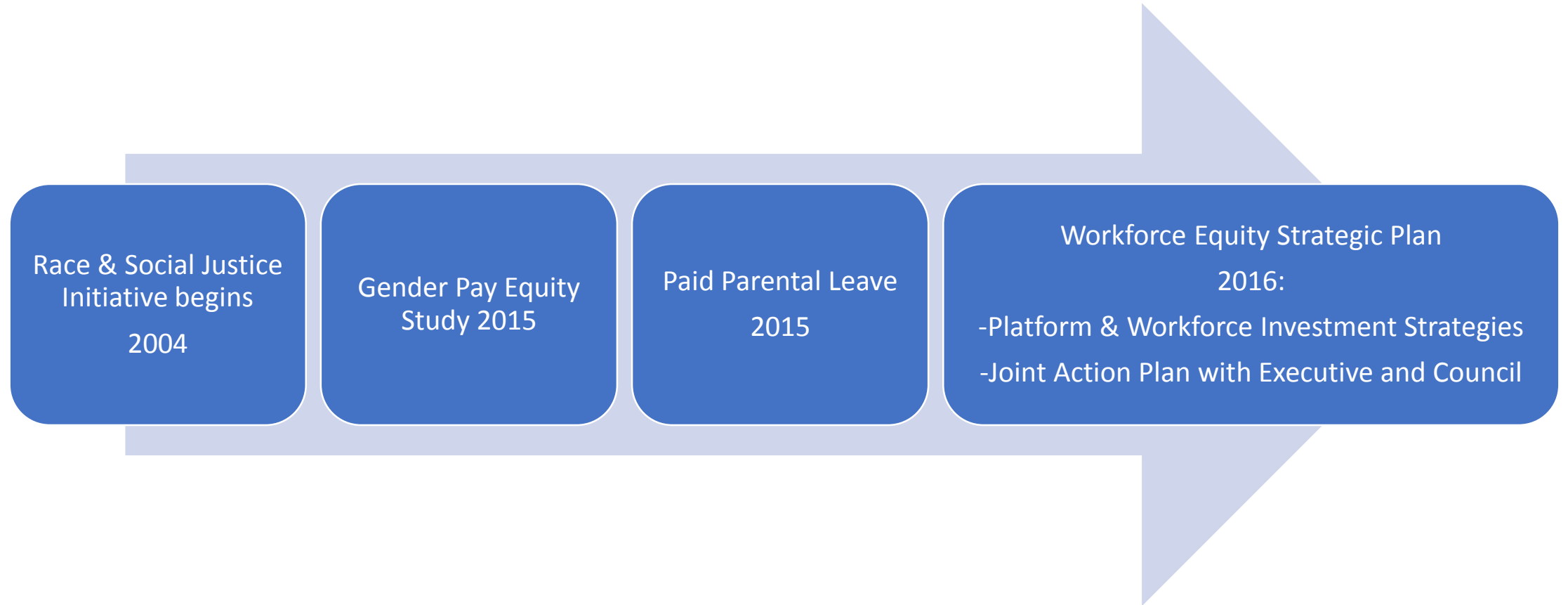


# Overview

1. Background
2. Data analysis results
3. Update on implementation of Workforce Equity Strategies



# Background



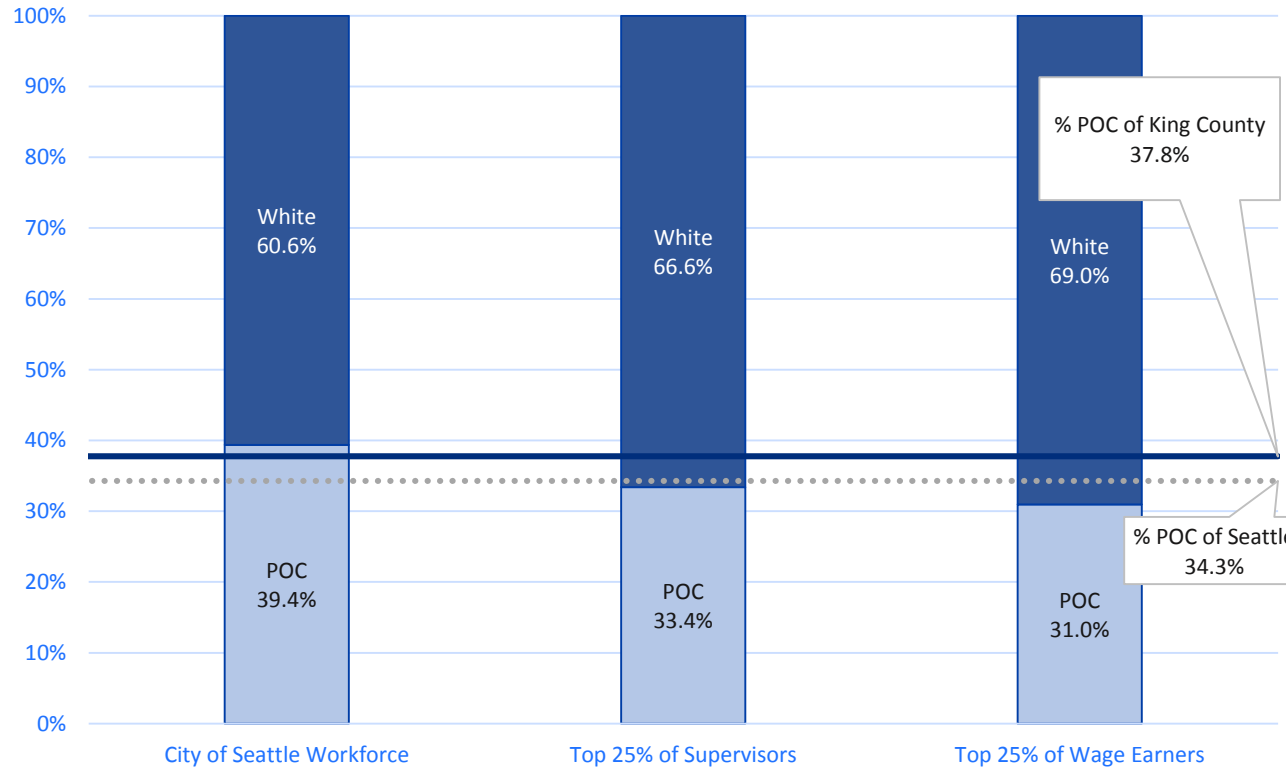
# Defining Workforce Equity

*“Workforce equity is when the workforce is inclusive of people of color and other marginalized or under-represented groups at a rate representative of the greater Seattle area at all levels of City employment; where institutional and structural barriers impacting employee attraction, selection, participation and retention have been eliminated, enabling opportunity for employment success and career growth.”*



# Baseline Results

## High-Level Summary (Slide 1 of 4) Representation at the Top Levels of City Employment People of color (POC) / White



Overall, the City's workforce is representative of people of color. But there is under-representation at the highest levels of the workforce.

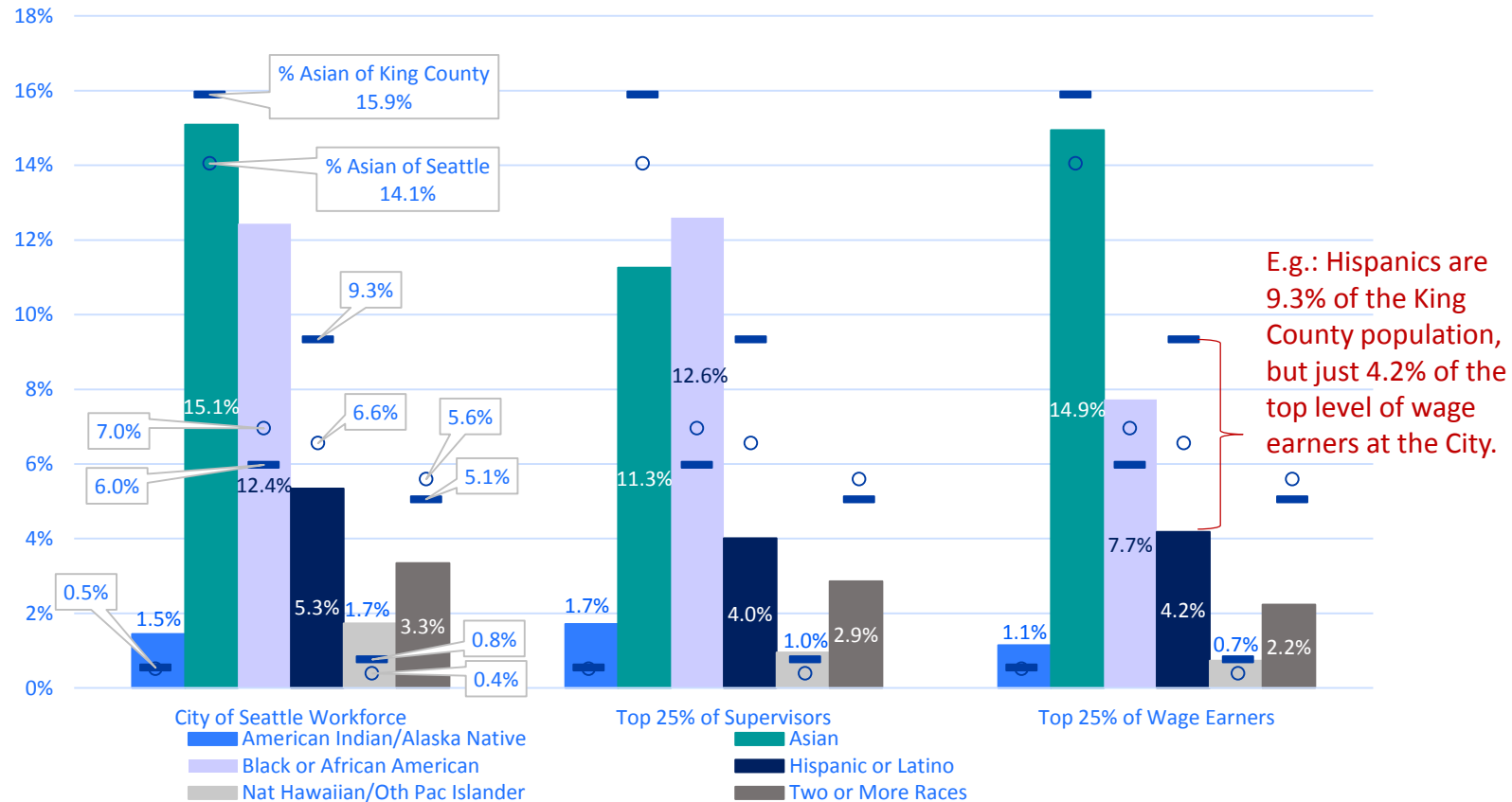
Source: Workforce Equity Accountability Report, July 2018, Figure 1, p.17

# Baseline Results

## High-Level Summary (Slide 2 of 4)

### Representation at Top Levels of City Employment

#### People of Color by Race Groups



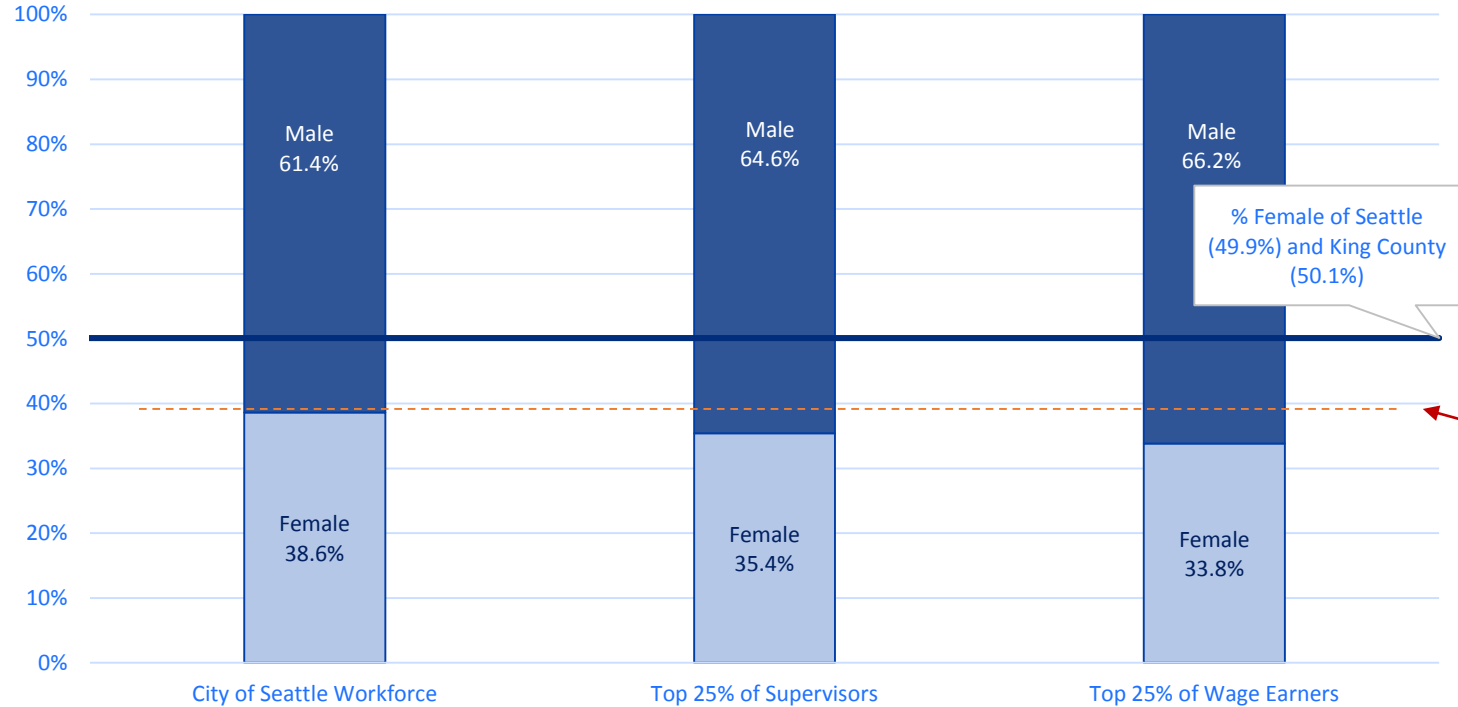
- By race groups, Hispanics are the most underrepresented across the entire workforce (underrepresented at all levels of supervisors and wage earners).
- Asians and those reporting multiple races are also underrepresented at the top level of supervisors.

Source: Workforce Equity Accountability Report, July 2018, Figure 2, p.18

# Baseline Results

## High-Level Summary (Slide 3 of 4)

### Representation at Top Levels of City Employment By Gender



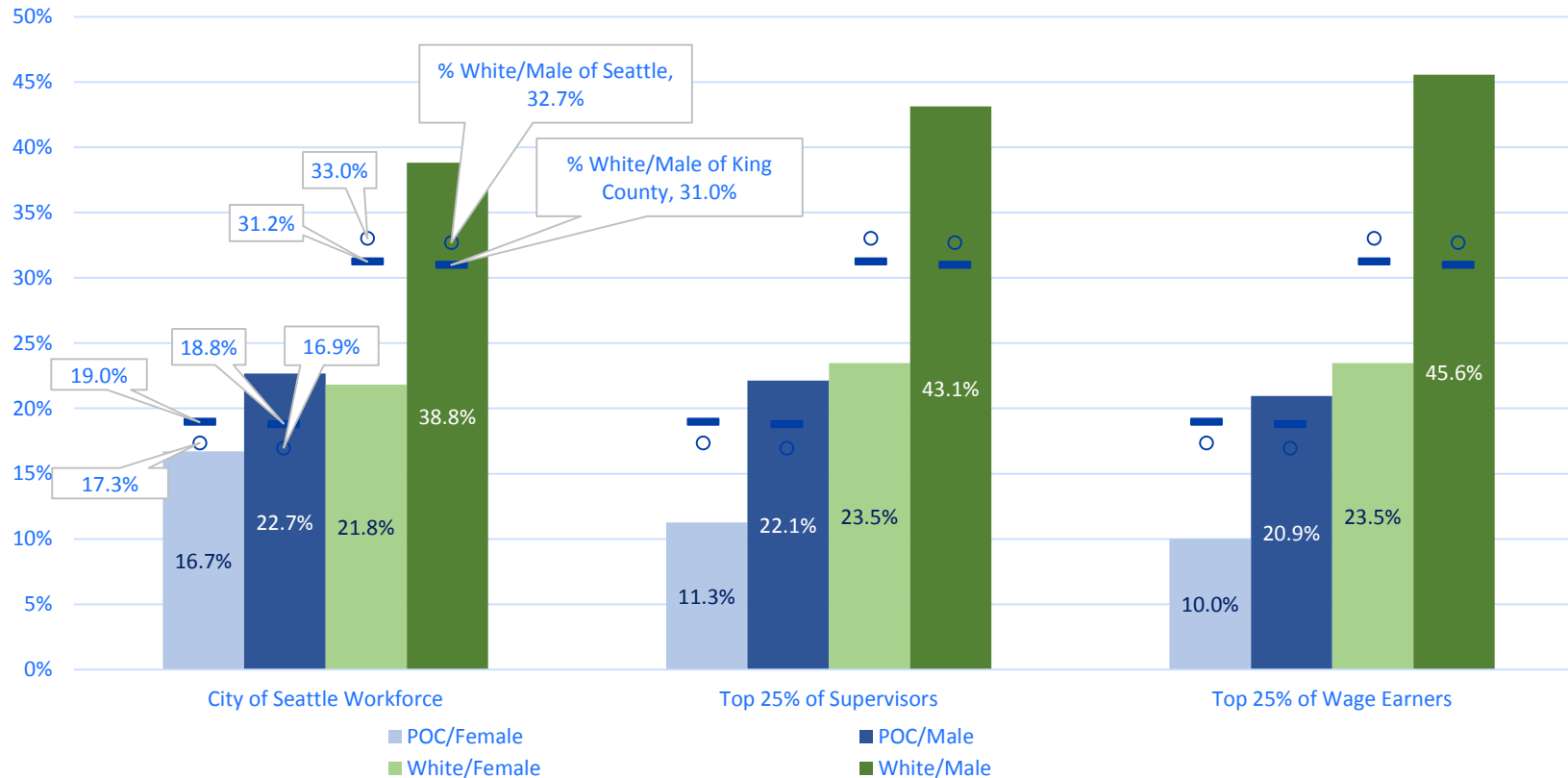
- By gender, the City’s workforce is very imbalanced. This imbalance is driven by the largest departments who, collectively, are just 30.7% female (SPD, SCL, Parks, SPU, SFD).
- Thus, it is not surprising that women are underrepresented at many levels of City employment.
- Yet the graph above shows that women are also somewhat underrepresented at the top levels of employment, even compared to their overall representation in the workforce (for supervisors, this difference is not statistically significant, but for wages it is).

Source: Workforce Equity Accountability Report, July 2018, Figure 3, p.19

# Baseline Results

## High-Level Summary (Slide 4 of 4)

Representation at Top Levels of City Employment  
By Race (People of Color/White) and Gender Cross-Sections



- By race/gender cross-sections, both women of color and White women are underrepresented in the overall workforce and at top levels of employment (not surprising given the City's gender imbalance).
- But women of color are the most underrepresented at the top levels. Whereas White women are most likely to be found at the top levels of employment, women of color are least likely to be found there.

Source: Workforce Equity Accountability Report, July 2018, Figure 4, p.20



# Two Types of Workforce Equity Strategies

- **Platform Strategies:** Foundational strategies that catalyze organizational culture change through communication, leadership and accountability in order to decrease barriers to an inclusive workplace.
- **Workforce Investment Strategies:** Strategies that support career development for all employees while dismantling barriers to full engagement (including access to training, benefits and career growth) for targeted employees.



# Platform Strategies Resourced in 2017

- Training to reduce bias in employment practices
- Employee Performance Management System
- Consolidate Human Resources
- WFE Program Manager
  - Leadership Expectations & Accountability Plan (LEAP)
  - Council Resolution 31588 (slide 13)



# Workforce Investment Strategies Resourced in 2017

- Paid Parental Leave
- Paid Family Care Leave
- Employment Pathways (Green Jobs)



# Additional Strategies Undertaken

- Anti-Harassment IDT
- Workforce Equity Metrics Analysis
- Interactive Employee Web Portal
- Targeted Recruitment
- Increased Access to Training
- Leadership Development Programs



# Council Resolution 31588

- Fire and Police Entry Level-Hiring Assessment
- Gender Justice Project
- Wage Transparency
- Workforce Equity Planning & Advisory Committee
- Employee Exit Survey (piloted)
- Employee Engagement Survey (pilot Fall 2018)



# Work Resourced for Q3 2018-Q4 2019

1. Anti-Harassment Strategy Implementation
2. Citywide Training to Reduce Bias in Employment Practices
3. Employee Performance Management
4. Leadership Development Programs
5. Leadership Expectations and Accountability Plan
6. Creation of data metrics, collection and analytics
7. Employment Pathways
8. Targeted Recruitment
9. Additional Access to Training
10. Police and Fire Hiring Equity
11. Employee Exit & Engagement Survey
12. Gender Justice Project
13. Workforce Equity Planning and Advisory Committee
14. Supported Employment



# Questions?

# Thank you!!

