

Diversity, Equity, and Inclusion Strategic Plan Update

Legislative/Human Resources Committee
June 14, 2022

DEI Strategic Pillar 1: Leadership Commitment



Actions:

- Building Leadership Competency Model
 - Adopting the Korn Ferry Leadership Architect Competency Model (38 Leadership Competencies)
 - 6-8 Core Competencies
 - Core Competencies will provide consistency in building and measuring inclusive leadership practices in:
 - Recruitment
 - Leadership Development
 - Performance Management

Actions for Existing Employees:

- **Current Projects**
 - Code Switching Workshop (pilot)
 - Peralta Cohort (3rd iteration)
 - Career Development Workshops
 - Career Conversations (June 2022)
 - Diversity Committee Quarterly Meetings (Ongoing)
 - FY22 Equal Employment Opportunity Program/Affirmative Action Program (EEOP/AAP)

Actions for Existing Employees:

- **Future Projects**
 - Expanded Career Support
 - Interview Skills Workshop (July 2022)
 - Administrative Career Rotation (Fall 2022)
 - District Leadership Academies
 - Management Leadership Academy (FY23)
 - Pathways Academy (FY23)
 - LEAD Academy (FY24)
 - New Supervisors Program (August 2022)
 - Women's Employee Resource Group (Fall 2022)

Actions for Prospective Employees:

- Recruitment Information Sessions (Summer 2022)
- Targeted Recruitments (Ongoing)
- Internships:
 - Rangers
 - IT/Help Desk (Fall 2022)
 - Engineering Aide
 - Web Design (Fall 2022)
 - Technical Trades (Fall 2022)

Strategic Pillar 3: Inclusive Culture



Actions:

- EEO Care Services Pilot Process (Current)
 - Facilitated Dialogues
 - Mediation
- Employee Feedback
 - Exit Interviews (Current)
 - Employee Pulse Survey (Fall 2022)
 - Employee Work Climate Survey (Spring 2023)
- Inclusive Language Guide (July 2022)

Next Steps



- Continue implementation of the DEISP
- Regular updates to the Legislative/Human Resource Committee
- Pending approval of the FY2023 Mid-Cycle Position Resolution, begin recruitment for positions to support the Diversity, Equity, Inclusion Strategic Plan

Equal Employment Opportunity Program/Affirmative Action Program

Fiscal Year 2022 Report

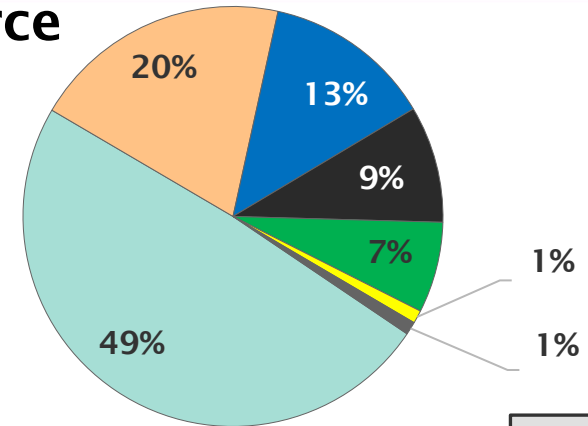
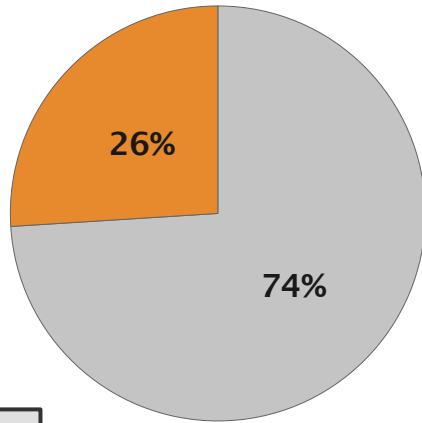
Legislative/Human Resources Committee
June 14, 2022

1. Equal Employment Opportunity Program (EEOP)/Affirmative Action Program (AAP) Report Overview (for FY2021)
2. FY2022 Action Items/Action Oriented Programs (AOPs)
3. Recommendation/Next Steps

District Workforce Overview (FY2021)



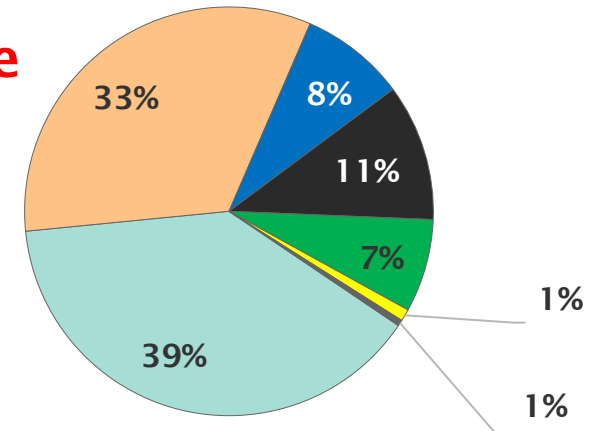
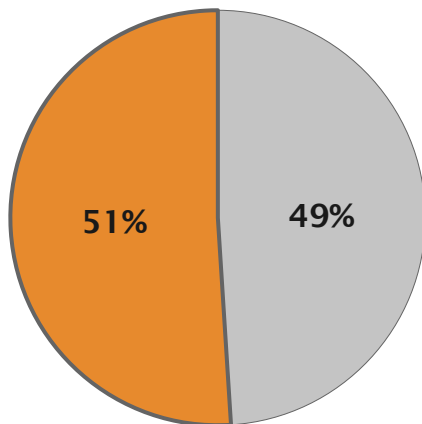
Overall District Workforce



Gender

Race

District Workforce Excluding Maintenance and Field Operations



Male Female

White

Hispanic/Latino

Two or More Races

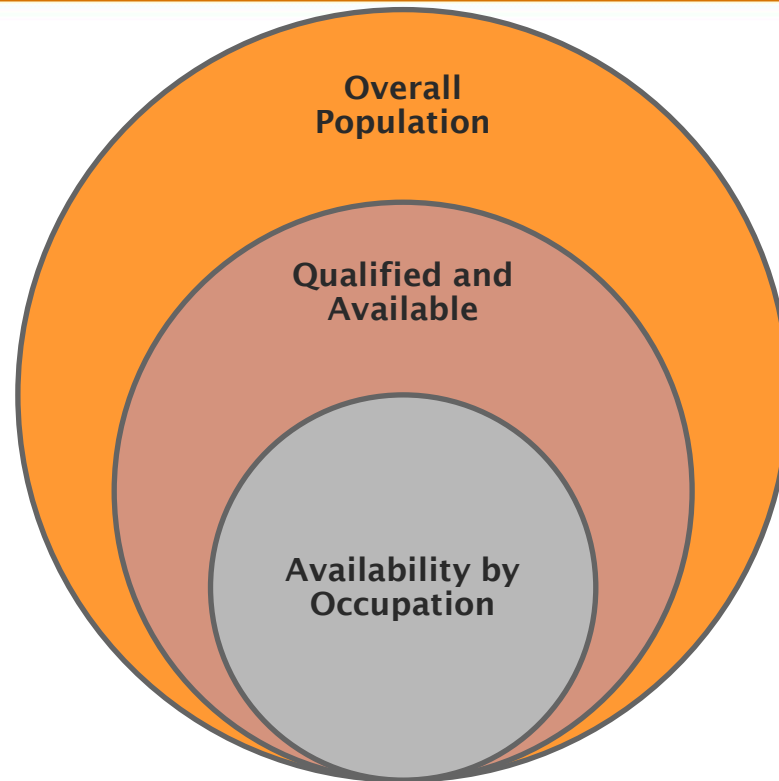
American Indian/Alaskan Native

Asian

Black/African American

Native Hawaiian/Pacific Islander

Determining Workforce Availability



“Availability” is an estimate of the proportion of each gender and racial group available and qualified for employment at the District for a given job group in the relevant labor market during the life of the EEOP/AAP. It Indicates the approximate level at which each racial and gender group could reasonably be expected to be represented in a job group if the District's employment decisions are being made without regard to gender, race, or ethnic origin.

FY2021 Workforce Progress



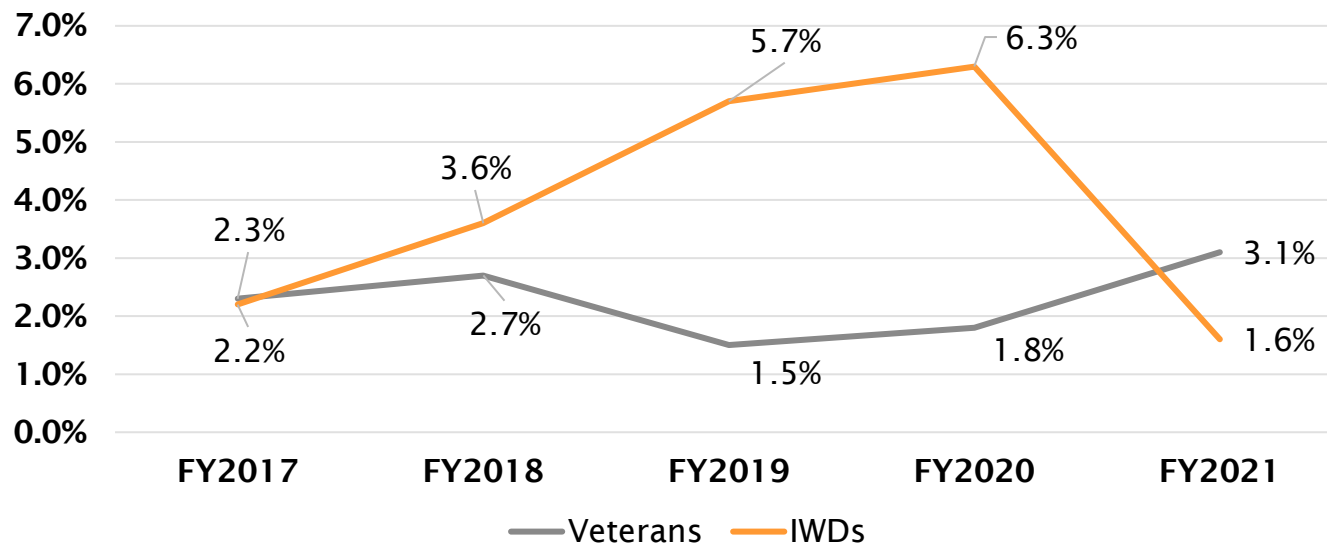
	Minorities	Women	Placement Goal	Incumbency Rate	Actual Placement Rate
Supervising Engineering	X		56.3%	29.5%	40.0%
Electrical/Structural Maintenance	X	X	M: 52.7	M: 29.9%	M: 33.3%
			W: 8.6%	W: 3.0%	W: 0.0%
Pipeline Maintenance	X		61.2%	47.3%	33.3%
Mechanical Maintenance	X	X	M: 53.4%	M: 36.5%	M: 33.3%
			W: 4.5%	W: 1.3%	W: 0.0%
Rangers	X		55.6%	16.1%	N/A
Heavy Equipment/ Truck Operators	X		54.3%	42.9%	45%
Service Maintenance	X		71.8%	51.1%	42.9%
Technicians		X	34.5%	17.2%	40.0%

- Did not meet goals but made progress: Actual placement rate was less than placement goal but greater than incumbency rate
- Did not meet goals: Actual placement rate was less than placement goal and less than incumbency rate
- Met goals: Actual placement rate was greater than placement goal and greater than incumbency rate
- No vacancies in FY2021

FY2021 Placement Rates for Protected Veterans and IWDs



Five-Year Trend of Placement Rates for Protected Veterans and IWDs



Groups	Placement Goal	Actual Placement Rate
Protected Veterans	2.5%	3.1%
Individuals with Disabilities (IWDs)	7.0%	1.6%

FY2022 Workforce Strategies



	Affinity Group/ Diversity Committee	Internship/ Trainee Programs	External Agencies	Targeted Outreach/ Community Partnership	DEISP Pillar 2 Workforce Development Action Items/AOPs
Supervising Engineering	X				X
Electrical/Structural Maintenance*	X	X	X	X	X
Pipeline Maintenance	X	X	X	X	X
Mechanical Maintenance*	X	X	X	X	X
Rangers	X	X	X	X	X
Heavy Equipment/Truck Operators	X				X
Service Maintenance	X	X	X	X	X
All Job Groups	X	X	X	X	X

**These job groups have FY2022 placement goals for both minorities and women*

Recommendation to Board and Next Steps



- Adopt the FY2022 EEOP/AAP Report at the June 28, Board Meeting
- Staff continue implementation of DEISP

Questions?