

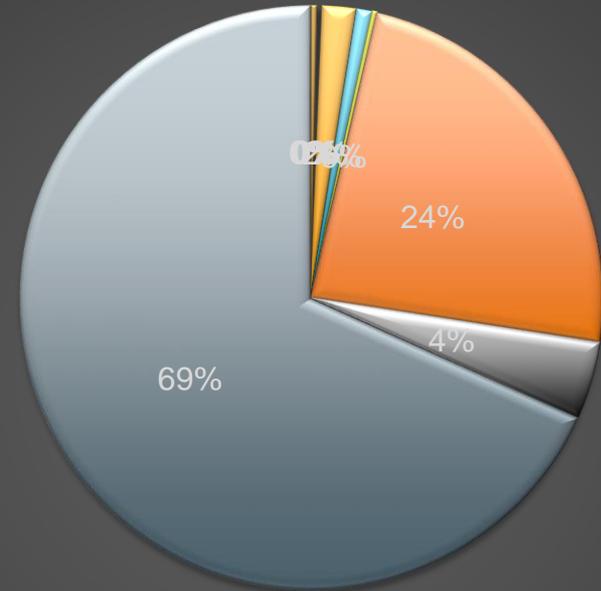
# Workforce Equity

Office of Equity and Inclusion



# Organization Demographics

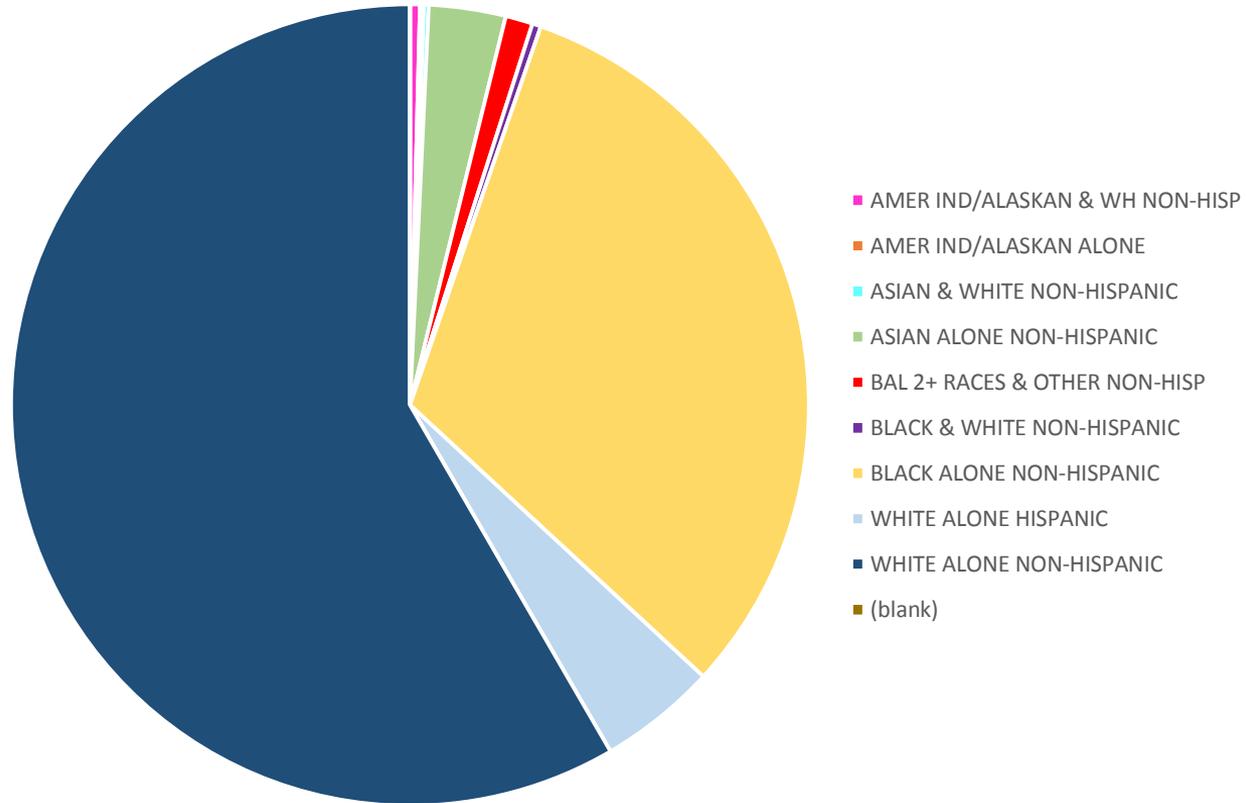
## Citywide



- AMER IND/ALASKAN & WH NON-HISPANIC
- ASIAN & WHITE NON-HISPANIC
- BAL 2+ RACES & OTHER NON-HISPANIC
- BLACK & WHITE NON-HISPANIC
- BLACK ALONE NON-HISPANIC
- WHITE ALONE NON-HISPANIC
- AMER IND/ALASKAN ALONE
- ASIAN ALONE NON-HISPANIC
- WHITE ALONE HISPANIC
- (blank)

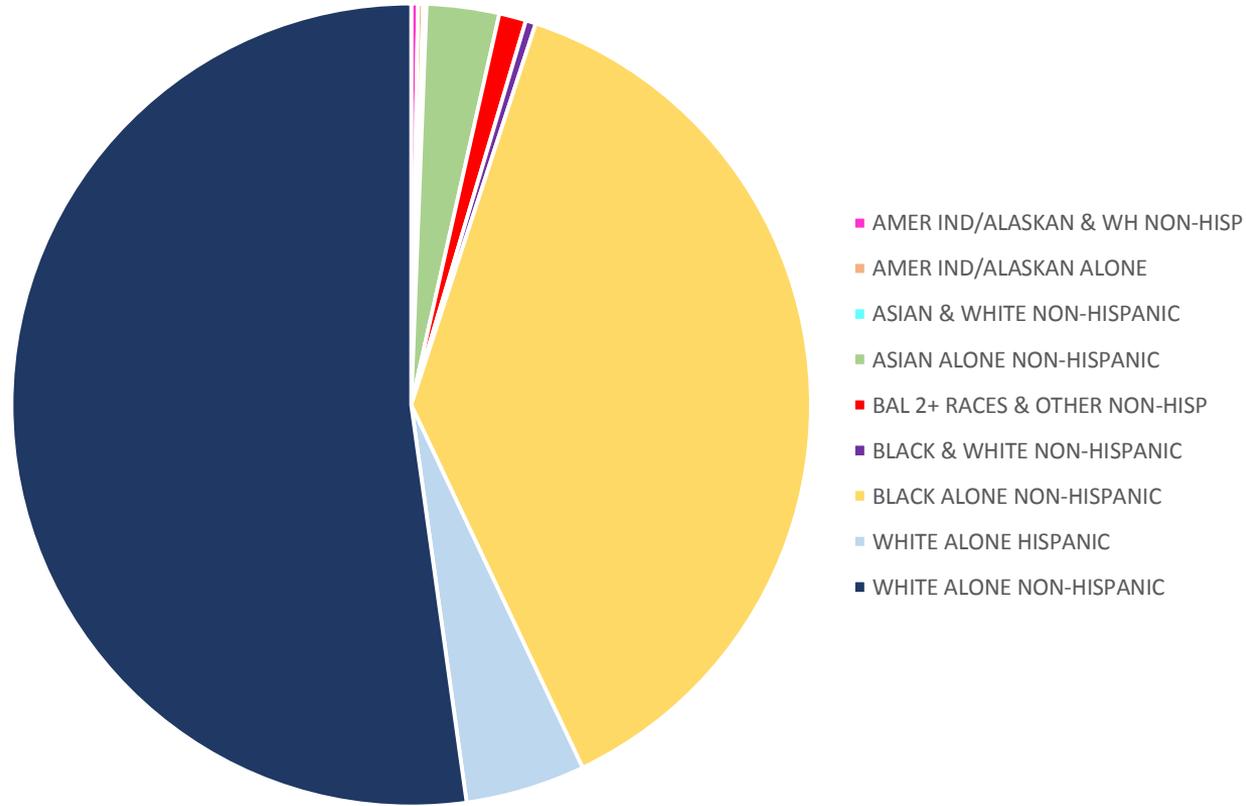
# City Wide Hires from 2015-2020

City Wide Total New Hires 2015-2020



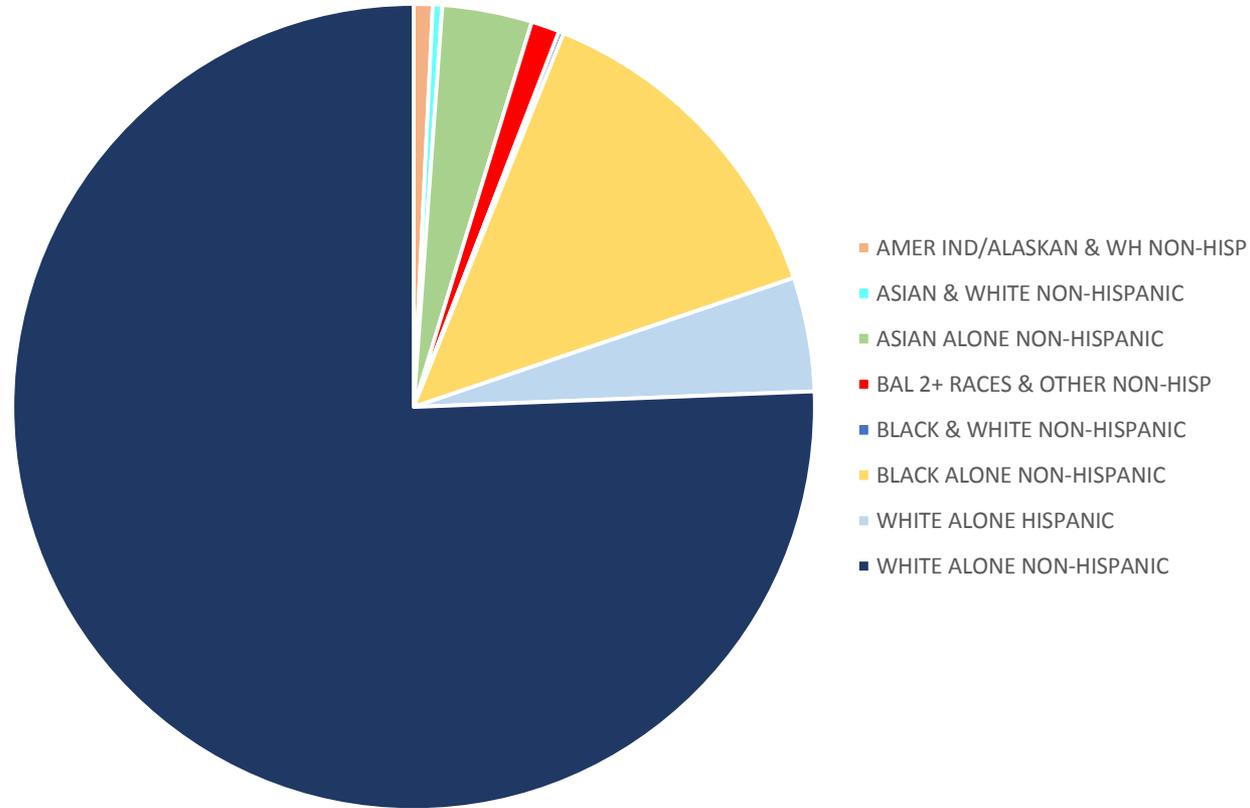
# General Government Hires from 2015-2020

GG Total New Hires 2015-2020



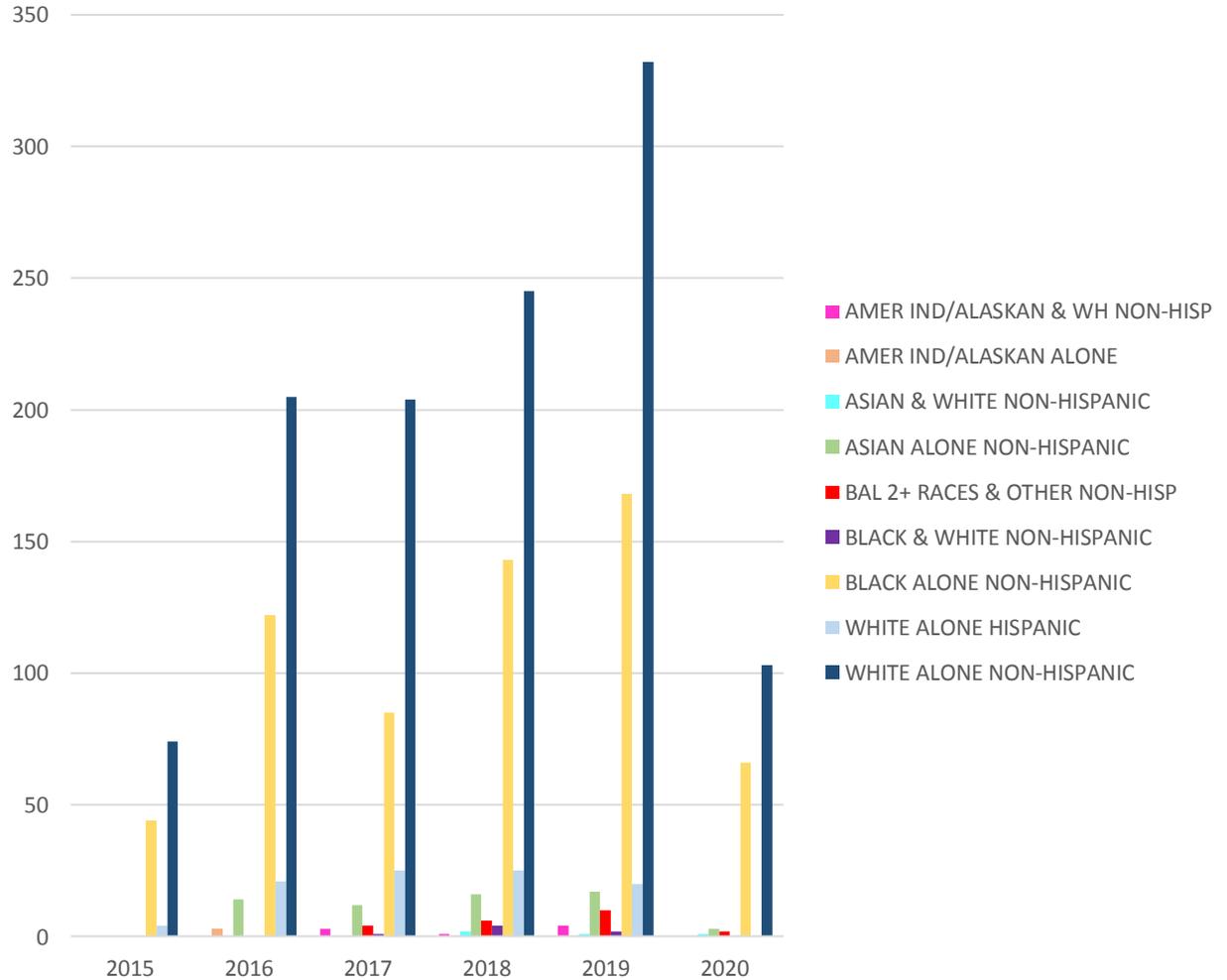
# GRU Hires from 2015- 2020

GRU Total New Hires 2015-2020



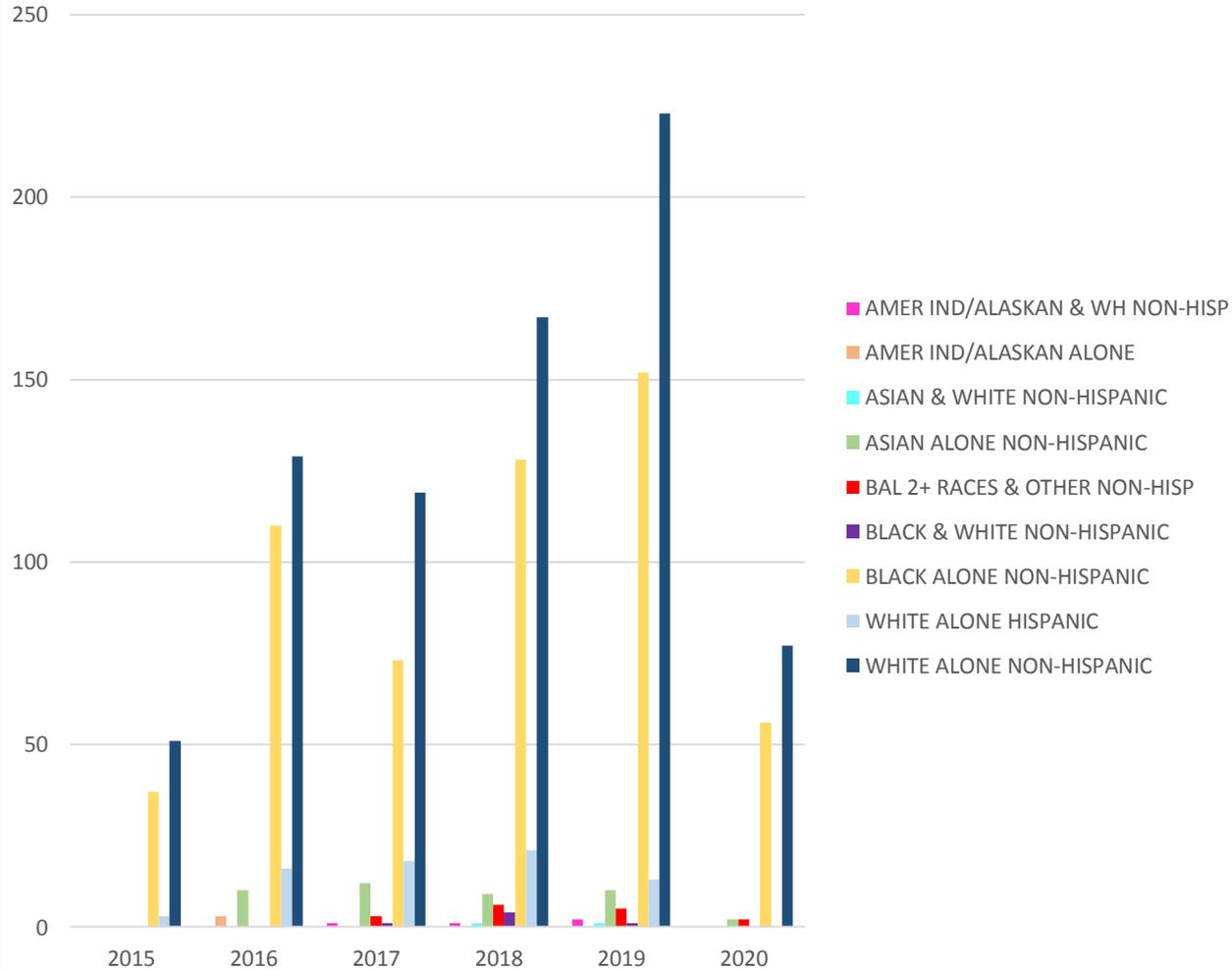
# City Wide Hiring Comparison 2015-2020

GNV City Wide New Hires Yearly Comparison (2015-2020)



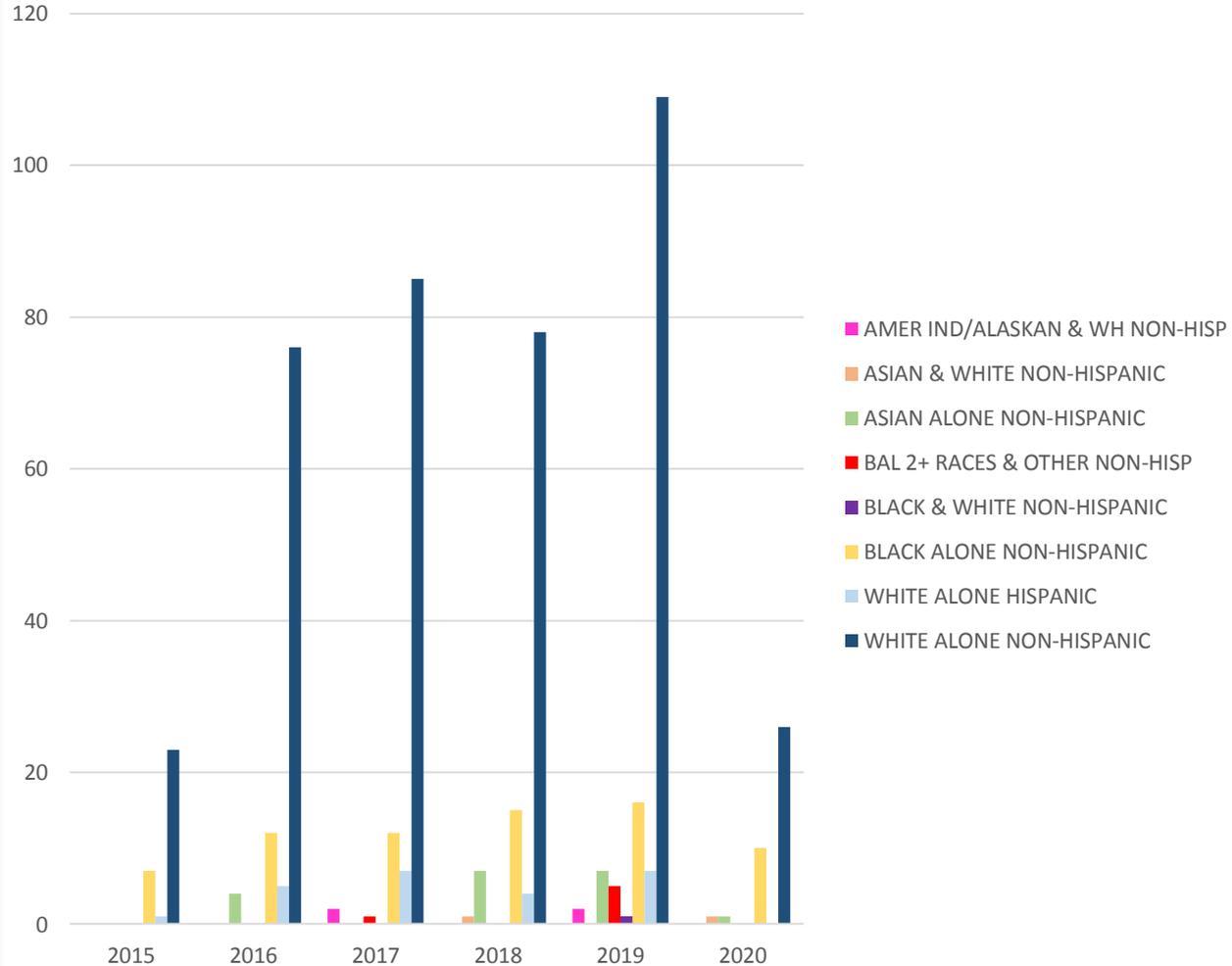
# General Government Hiring Comparison 2015-2020

GG New Hires Yearly Comparison (2015-2020)



# GRU Hiring Comparison 2015-2020

GRU New Hires Yearly Comparison (2015-2020)



# Recruitment Efforts

## GRU

- Utility Academy-2004-2009
- Diversity Workplans-2009 to present

## General Government

- Various recruitment sources
  - Professional Diversity Network
  - Blacks in Government
  - League of Women in Government
  - National Association of Black Professional Firefighters
  - National Association of Hispanic Firefighters

# Recruitment Efforts

- Women in Fire
- Women in Technology
- IT Diversity Careers
- Minority IT Professionals
- Diversity First Jobs

# Recruitment Events

- UF Career Resume Reviews
- UF College of Health and Human Performances
- UF Careers in Government
- UF Summer Expo Fair
- Santa Fe Career Fair
- RTS Recruitment Event
- Waldo City Hall-Career Day and Job Fair
- Grounds and Events Worker Recruitment Event

# Veteran's Preference

## Extended to the following:

- Disabled Veterans w/service connected disabilities.
- Spouses of Veterans
  - With total and permanent disability
  - MIA, POW
  - Un-remarried widow or widower
  - Parent of veteran who died in service

# Veteran's Preference

## Extended to the following:

- Current member of any reserve component

# How Preference Works

If there is a preference eligible applicant in the group, the decision maker **MUST** select the Veteran's Preference eligible candidate.

The decision maker is not able to skip over the VP candidate and select an equally qualified non-VP candidate.

# **Does veteran's preference create a conflict?**

**In order to determine if a discriminatory conflict exists:**

- **Look at demographic breakdown of veterans to see if there is a hiring pattern that disproportionately impacts diverse veteran applicants, and**
- **The demographic breakdown of all applicants, regardless of veteran status, to see if there is a hiring pattern that disproportionately impacts diverse applicants in general.**

# Where do we start?

## Recruiting

- Recruiting begins when a position becomes vacant.
  - This is the opportunity to review the job description.
  - Review job ads.
  - Targeted recruiting plan
  - Hiring Manager Training
  - Diverse Interview Panels

# Where do we go next?

## Retention

- Review who is leaving the organization
- Understand why people are leaving the organization