

Diversity in the City & County of San Francisco's Workforce

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Issues We Are Facing:

- **A growing population that is more diverse than in past years**
- **The need for a representative democracy**
- **Active vs. Passive Representation**
- **Equal opportunity for jobs, professional development, responsiveness of EEO process**

What We Know:

- **CCSF Workforce is diverse (with minor exceptions)**
- **Women of all backgrounds are underrepresented in the trades**
- **White Males and Females are the most underutilized as a whole**
- **Females and Black and Asian Males are underrepresented in the Sworn Protective Service**
- **Overall, CCSF seems to be doing an excellent job at striving to achieve parity in the work force**

Consequences:

- **A lack of active representation in the workforce**
- **Under utilization of diverse talents and perspectives**
- **Missed opportunities to serve all segments of society**
- **Vulnerability to expensive litigation and law suits**
- **The psychological degradation of the workforce**

What We Need to Know:

- **Should understand that EEO issues go beyond numbers (Passive vs Active Representation)**
- **Citizen opinions of city services would be helpful**
- **Would be good to know possible explanations for under representation of certain populations**

Proposed Strategies:

- **Affirmative Action Outreach**
- **Building a Culture of Inclusiveness**

Affirmative Action Outreach (Proposal):

- **Identifying the Problems**
 - **Survey the Community**

- **Reaching the Community**
 - **Promote Working for the City**
 - **Group Specific Advertising**
 - **Highlight Specific Jobs/Departments**
 - **Continued Partnership with Community Groups/Non-Profits**

Affirmative Action Outreach:

- **Strong Recruitment Programs to Youth at Different Levels**
- **Internship Programs/Coordination with Local Universities**
- **Shorten Hiring Process?**
- **Participate in Job Fairs**
- **Increased Advertising of Available Jobs**

Culture of Inclusiveness (Proposal):

- **Letter of the Law Only?**
- **Explicit Mission Statement, Vision and Values**
- **Training**
- **Central Diversity Coordinator**
- **Celebrate/Promote Diversity**

Culture of Inclusiveness:

- **Mostly Inexpensive**
- **Incentives**
- **Resistance**

Evaluation:

- **EEO Strategic Plan**
 - **Using existing documents:**
 - 2007 Workforce and Succession Planning Report
 - Survey results
 - **Set Measurable Goals/Bench marks**
 - Additional surveys to assess goals
 - **Adjust Goals as Necessary**

Questions?