

City and County of San Francisco Consulting Project

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EEO's Commitments

- Equal opportunities to all employees and applicants
- Employees be selected & promoted based on merit & without discrimination
- Reasonable accommodations for qualified employees & applicants that require them

Background

Functions

- Resolving and mediating complaints
- Training managers on diversity issues
- Recruiting
- Ensuring there are no unnecessary barriers to employment

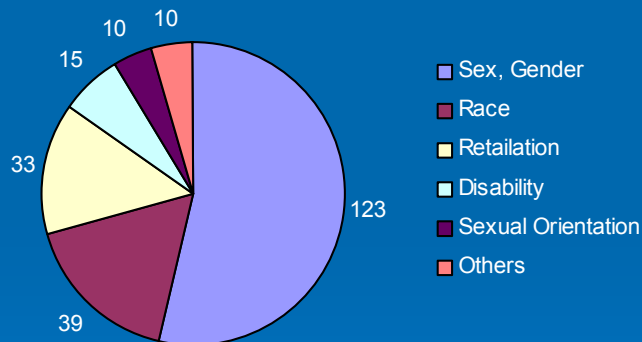
Potential consequences of not performing

- Lack of Representative Bureaucracy
- Disparate Impact

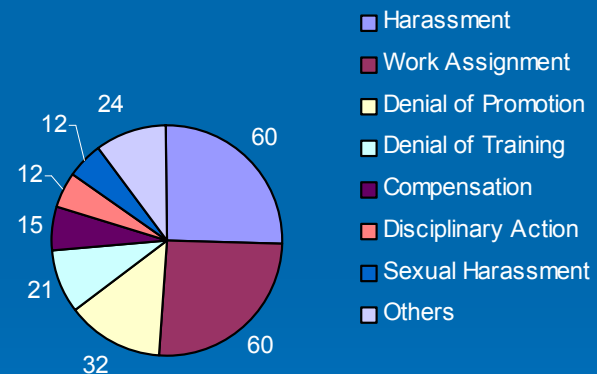
Existing Issues-Stats

➤ Complaints filed in 2007

Bases of Complaint 2007




Harms Alleged 2007



Summary of Issues

- Females are underrepresented in the Trade & Protective Workforce occupations
- Black Males & Asian/Filipino females are underrepresented in Sworn Protective Services
- Hispanics are underutilized in Skilled Craft Workers & Service Maintenance Workers

Additional Information Needed from Presentation

- Recruitment Process
 - Supportive Workplace Programs
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Additional Info Need and Methods to Obtain

Turnover	Training	Circumstance To file Complaint	Job Class & Complaints	Confidentiality
# of Turnovers / Workforce	Frequency of Training Tools & Evaluation	Questionnaire		

Strategy #1

- Reward System
- Reward Criteria:
 - *100% attendance at training
 - *updated mission statement
 - *implementing diversity celebration

Strategy #2

- Communication
- Diversity Czar-rotating, volunteer based
 - Quarterly Newsletter/Articles
 - Open Forum
 - Mediator with Hasting Law Students
 - Rotating forums between grouping of levels of employees and managers
 - Suggestion Box

Strategy #3

➤ Community Outreach

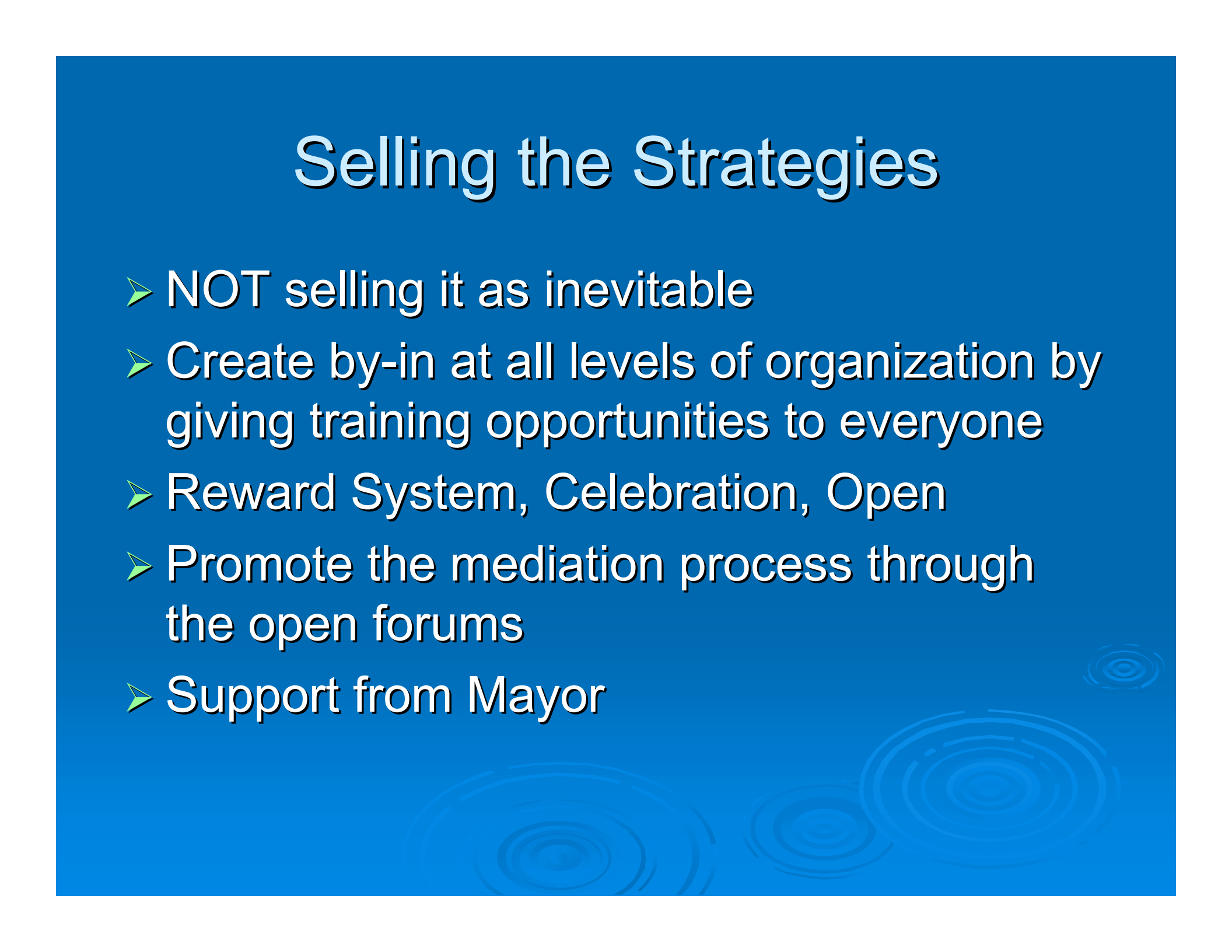
- Partner with SFUSD and local Private Schools
- Reach out at young age
- Workshop / Career Days
- Internships
- Outreach to surrounding cities / organizations
- Building partnerships

*specifically geared towards young girls

Strategy #4

- Promoting the Public Sector as a Career
- Getting people excited about working within the public work force
 - SFUSD
 - Visit ALL colleges during Career Fairs
 - Paid Internship program
 - Foot Patrol
 - Work with Media to market

Selling the Strategies

- NOT selling it as inevitable
 - Create buy-in at all levels of organization by giving training opportunities to everyone
 - Reward System, Celebration, Open
 - Promote the mediation process through the open forums
 - Support from Mayor
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Evaluation

- Pre and Post Survey on Satisfaction on diversity programs
- Evaluate verbally through forum
- **Pros:** More data, multiple sources increases validity
- **Cons:** More time to analyze data and process

Conclusion

Increase diversity and employment opportunities through a rewards system, open communication, community outreach and by promoting the public sector as a career.

Thank You!

Questions?

