

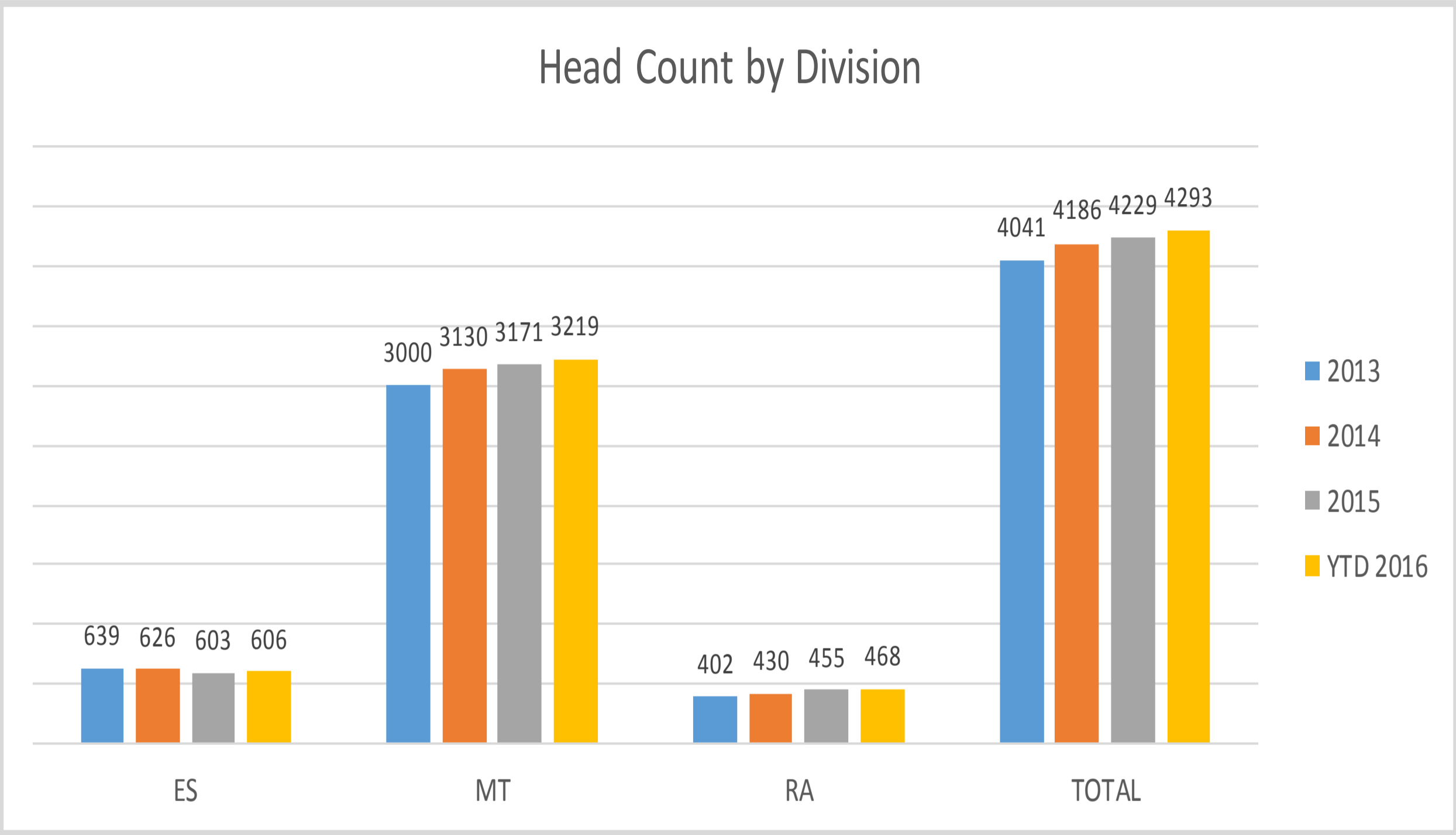
# Annual workforce statistics and building diversity update

Presented by Marcy Syman, Human Resources Director

Management Committee 1-11-2017



# Headcount By Division



# Employee Demographics - Diversity

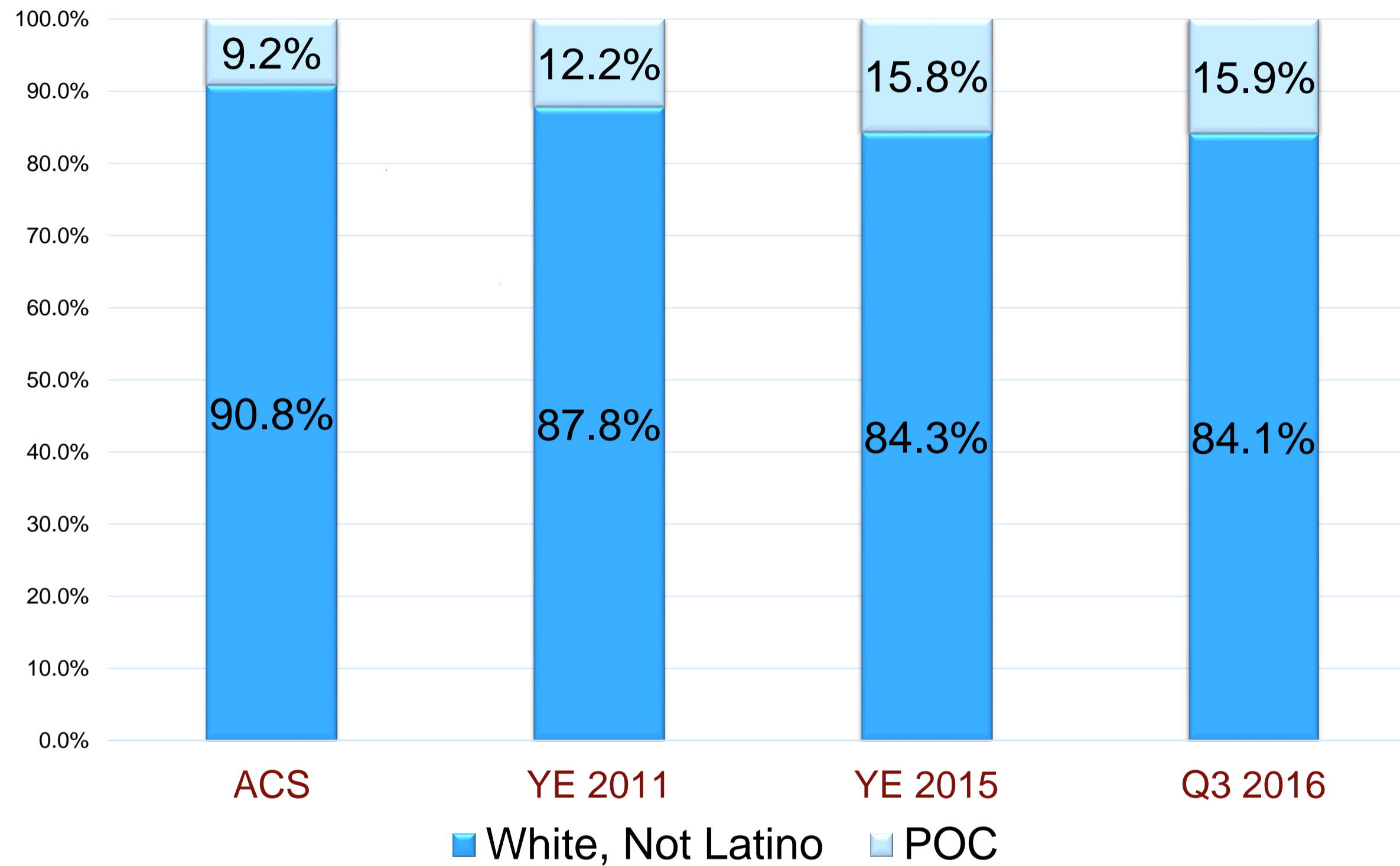
	Head Count	Ethnic POC	Female	Disabled	Veteran	Average Age
MT	75.0%	38%	21.5%	1.1%	10%	48
ES	14.1%	10.7%	25.2%	2.6%	8.3%	49
RA	10.9%	21.4%	53.2%	2.8%	5.1%	47
YTD 2016	4,293	32.3%	25.5%	1.5%	9.2%	48
Total 2015	4,229	30.8%	25.8%	1.5%	10%	48
Total 2014	4,186	30.5%	25.7%	1.6%	9.2%	49
Total 2013	4,041	28.8%	24.9%	1.9%	9.8%	49

# Diverse Hiring: % to total hires

	2013	2014	2015	2016 Q3*
Female:	24%	31%	32%	26%
Pp of Color:	29%	39%	32%	43%
Disabled	2%	0%	2%	0%

\* Overall applicants of color 45.7%

# Council Managerial Diversity



# Opportunity to Diversify

- 2016 managerial new hires and promotions through September:

Total: 13

POC: 3

Female: 5

# Voluntary Separations as % of Headcount

Unit	2013	2014	2015	2016*
ES	1.9%	2.2%	3.3%	3.7%
RA	7.0%	6.3%	8.6%	7.7%
MT	3.9%	4.8%	5.0%	6.6%
CW	3.9%	4.5%	5.2%	6.2%

\*9/30/16

2016: 70% general resignations

# 2016 Building Diversity Initiative Outcomes

- 19 MTT graduates attending classes and interning
- MTT2 program designed for Light Rail Signals and Electro Mechanical positions
- Conducted nine *Building Diversity through Recruitment and Selection* sessions for managers
- Completed recruitment and selection continuous improvement project
- Completed annual survey of employee engagement
- Mentorship program designed
- Expanded outreach: 55 events



# Thrive

- Equity – providing opportunities for advancement and helping the Council workforce be more reflective of the community we serve

# Questions?