

Council Workforce Data and Affirmative Action

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Metropolitan Council 4-28-21



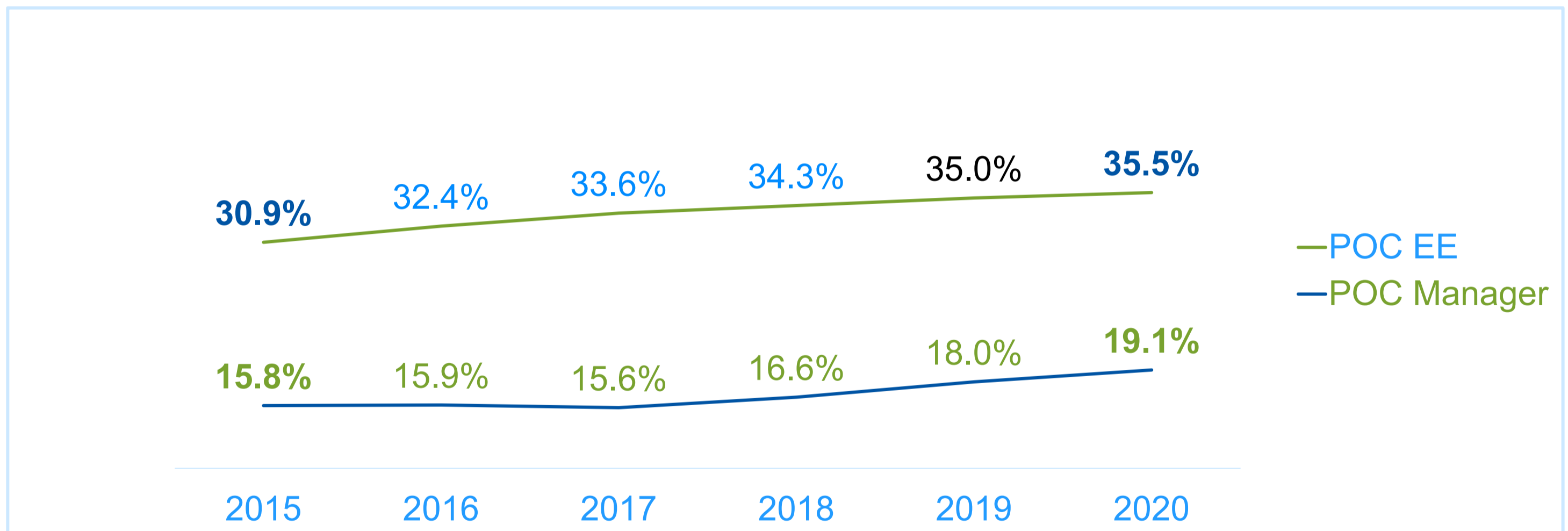
Workforce demographics

as of 12-31-20



Workforce composition: People of color

Metro Workforce:
23.4% People of Color
12.3% Mgr of Color



Total EEs: 4,152 4,225 4,238 4,279 4,294 4269

Race/ethnicity by division

Metro Workforce:
 23.4% People of Color
 12.3% Mgr of Color

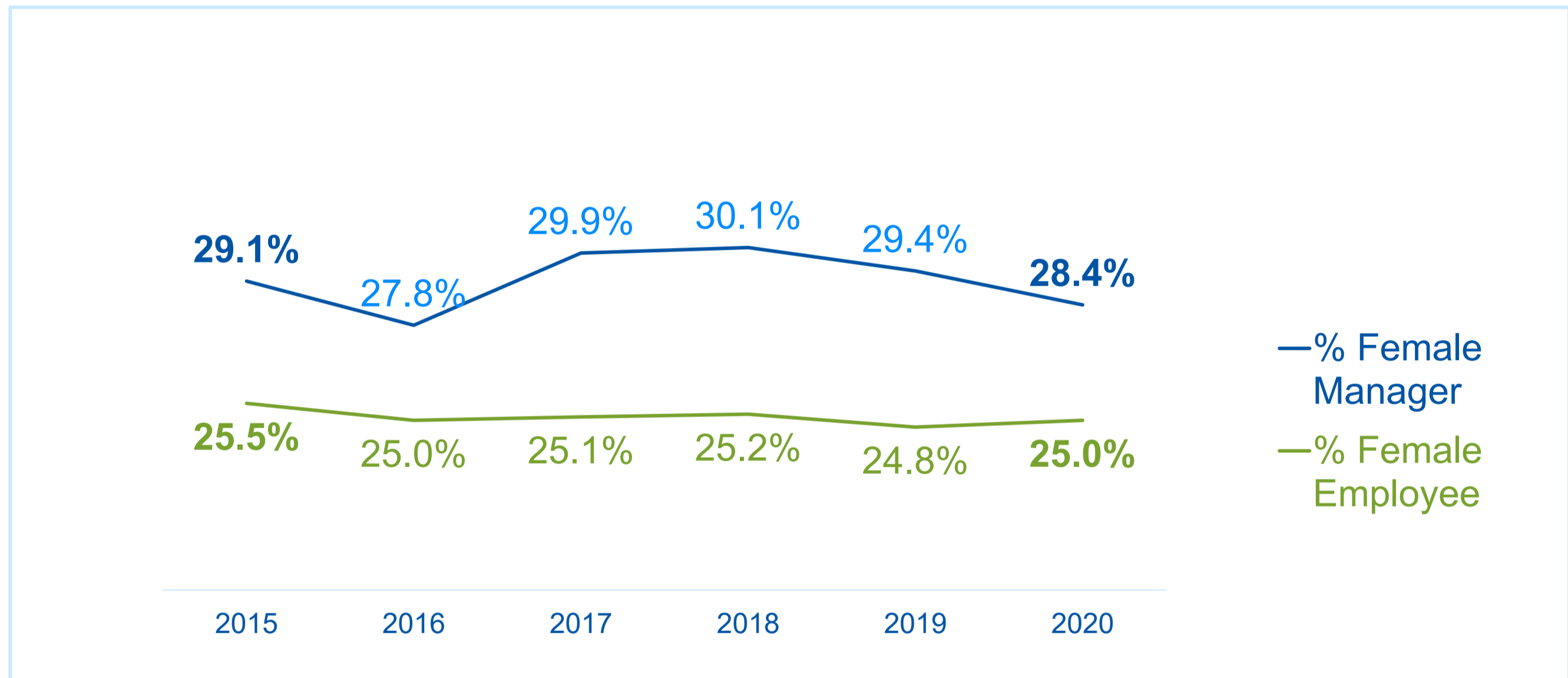
	EE POC %		MGR POC %	
	2014	2020	2014	2020
ES	10.2%	14.0%	6.7%	10.7%
RA	19.9%	24.5%	6.5%	16.7%
Transit Bus Operators	48.5%	57.3%		
Transit Non-Bus Operators	24.4%	29.9%	17.7%	21.5%

Workforce composition: Race/ethnicity/disability

	2015	2020	2015/2020 Change	Metro Workforce
American Indian	0.9%	1.0%	.1%	0.4%
Asian	5.0%	6.4%	1.4%	7.0%
Black	21.8%	24.7%	2.9%	8.1%
Hispanic	2.9%	3.2%	.3%	5.6%
Pacific Islander	0.2%	0.1%	-.1%	.01%
White	69.1%	64.6%	-4.5%	76.6%
Disabled	1.5%	2.4%	.9%	5.2%

Workforce composition: Gender

Metro Workforce:
48.2% Female
41.0% Mgr Female



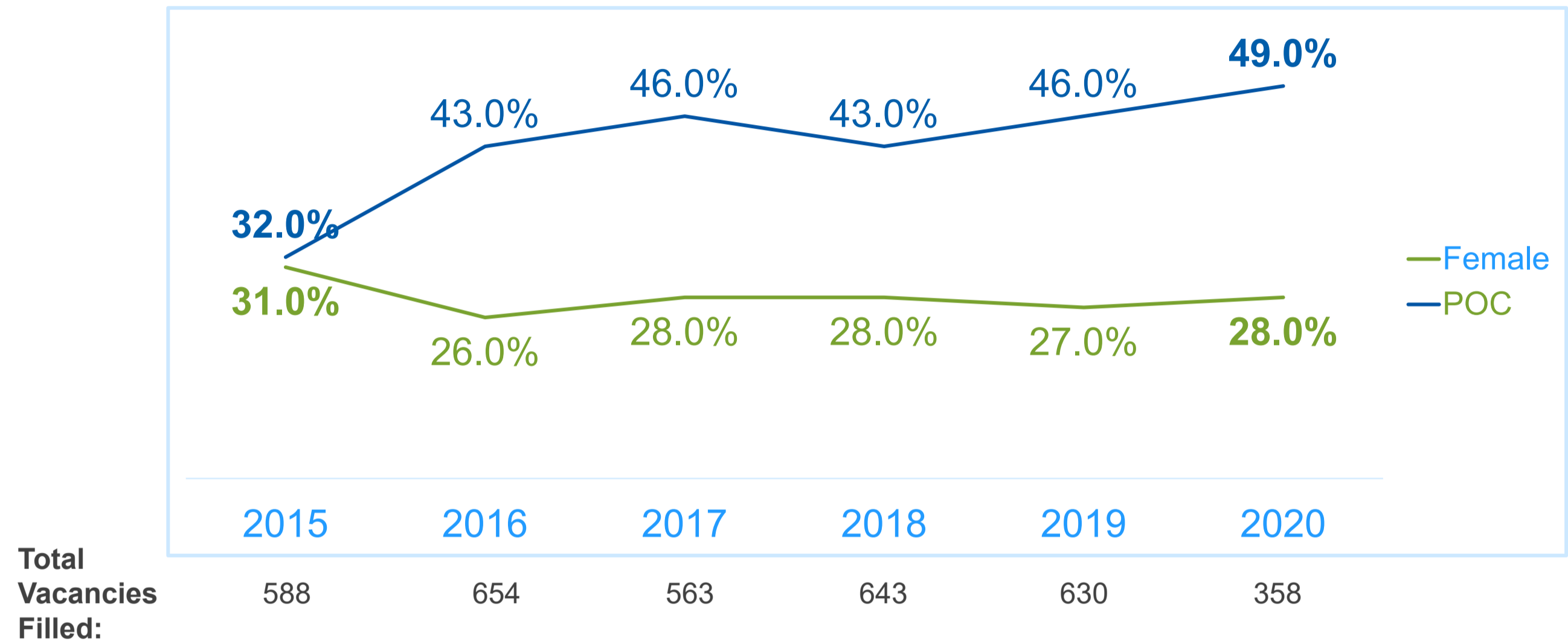
Total EEs: 4,152 4,225 4,238 4,279 4294 4269

Gender by division

Metro Workforce:
48.2% Female
41.0% Mgr Female

DIVISION	EE FEMALE %		MGR FEMALE %	
	2014	2020	2014	2020
ES	24.8%	24.5%	30.7%	29.8%
RA	55.9%	51.0%	53.2%	52.2%
Transit Bus Operators	22.8%	21.6%		
Transit Non-Bus Operators	19.7%	20.4%	21.0%	22.6%

2020 Vacancies filled

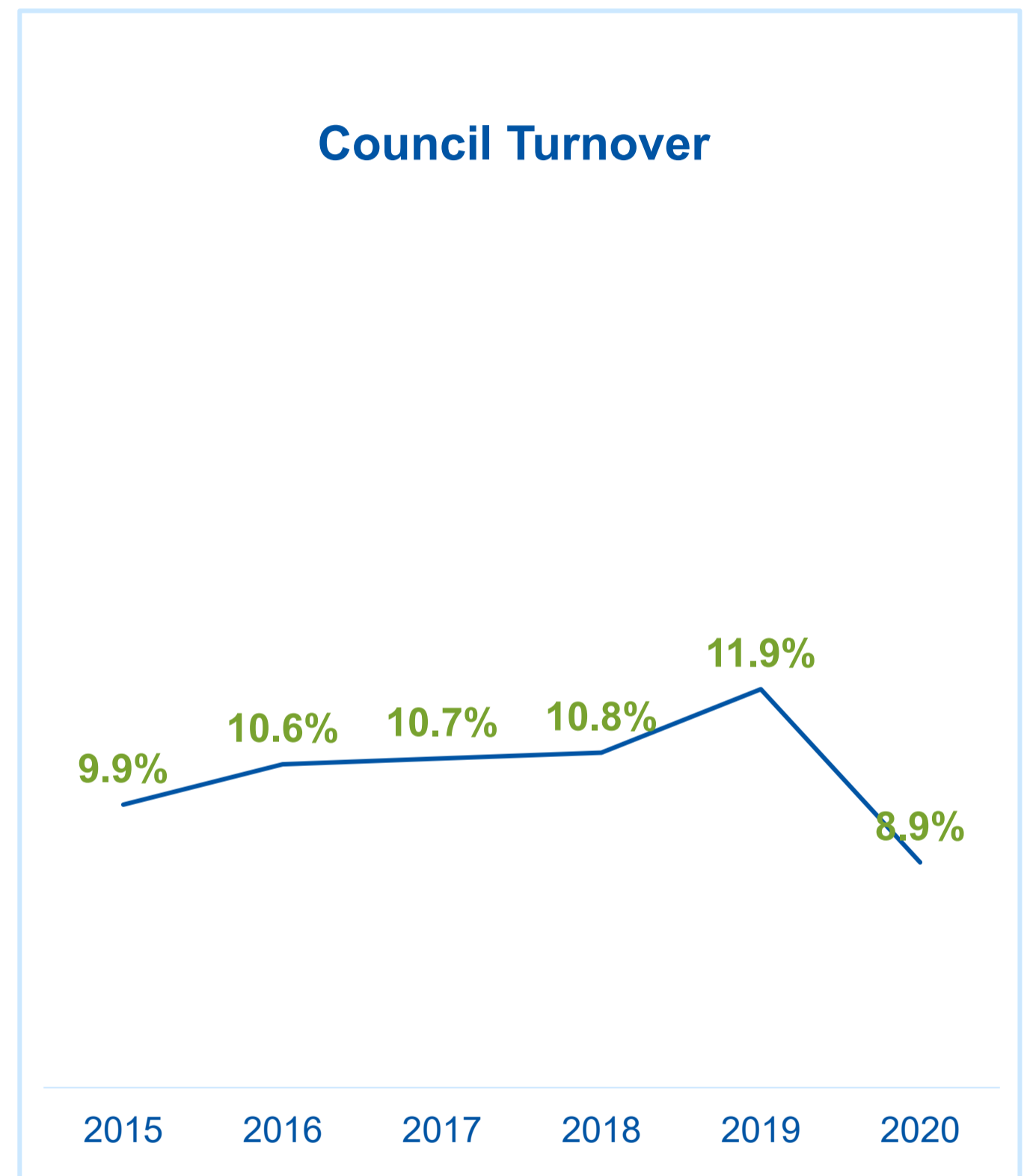
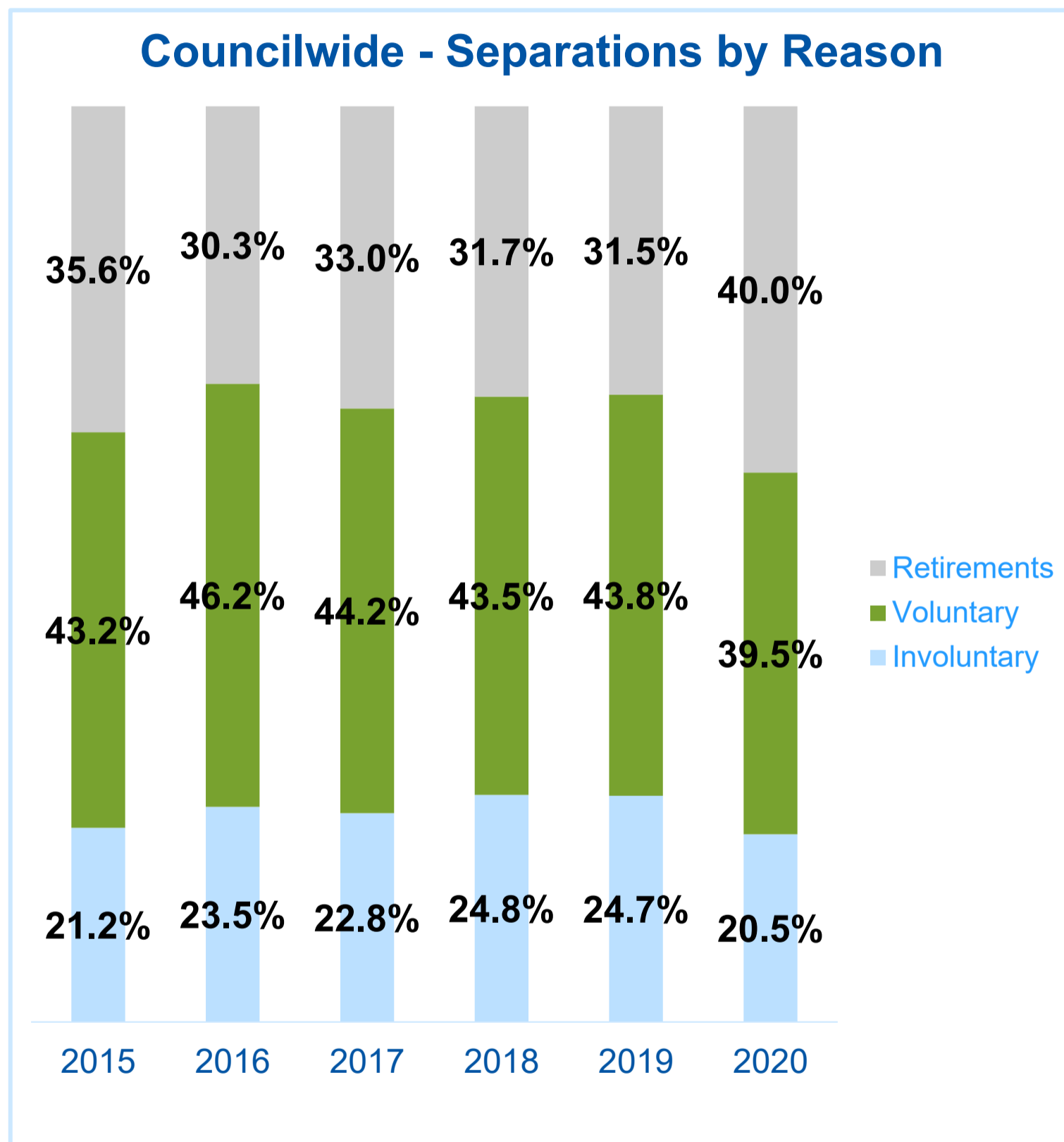


- Of the 538 vacancies filled, 135 were filled internally - 37.8%

Management Vacancies Filled

	2020 Management Vacancies*	2019 Management Vacancies	2020 % Female (25% of workforce)	2019 % Female (24.8% of workforce)	2020 % POC (35.5% of workforce)	2019 % POC (35% of workforce)
RA	12	13	41.7%	69.2%	33.3%	23.1%
ES	4	7	50.0%	42.9%	0	28.6%
MT	26	49	30.8%	18.4%	34.6%	22.4%
Total	42	69	35.7%	30.4%	31.0%	23.2%

2020 Separations



Voluntary/Involuntary Separations

	# Female Sep	% Female Sep	% Female Wkfc	# POC Sep	% POC Sep	% POC Wkfc
ES	4	40.0%	24.5%	2	20.0%	14.0%
RA	17	77.3%	51.0%	9	40.9%	24.5%
MT - Bus	36	25.4%	21.6%	102	71.8%	57.3%
MT- Non-Bus	12	21.1%	20.4%	16	28.1%	29.9%
Council-Wide	69	29.9%	25.0%	129	55.8%	35.5%

Affirmative Action Data

July 1, 2018 – June 30, 2020



State AAP Data Components:

- **Snapshot Data** - All active classified and unclassified, including temporary unclassified employees by EEO job category
- **Hires/Rehires** - All classified and unclassified, including temporary unclassified, hires/rehires by EEO job category
- **Promotions** - All classified and unclassified, including temporary unclassified promotions by EEO job category
- **Separations** - All classified and unclassified, including temp unclassified, separations by voluntary and involuntary separation, including separation by death, and by EEO job category

*EEO job category: A job classification of a group of one or more positions with similar duties and responsibilities

*Data Range: July 1, 2018 – June 30, 2020

State AAP Key Components:

- Executive Summary
- **Communication of the Plan**
- Utilization/Availability Analysis, Establishment of Goals & Timetables
- Progress & Personnel Activity Reports
- **Corrective Actions & Action-Oriented Programs**
- **Method of Auditing, Evaluating & Reporting Program Success**

Communication of the AAP

- Both the 2018 and 2020 State AAPs are available on MetNet & .org sites
- Working with Communications on two employee information sessions

Strategies, Best Practices & Corrective Actions:

- Working Closely with HR:
 - Review current strategies
 - Identify and implement best practices in our personnel actions:
 - Recruitment & Selection
 - Promotions
 - Retention/Separations

Metropolitan Council Utilization Snapshot:

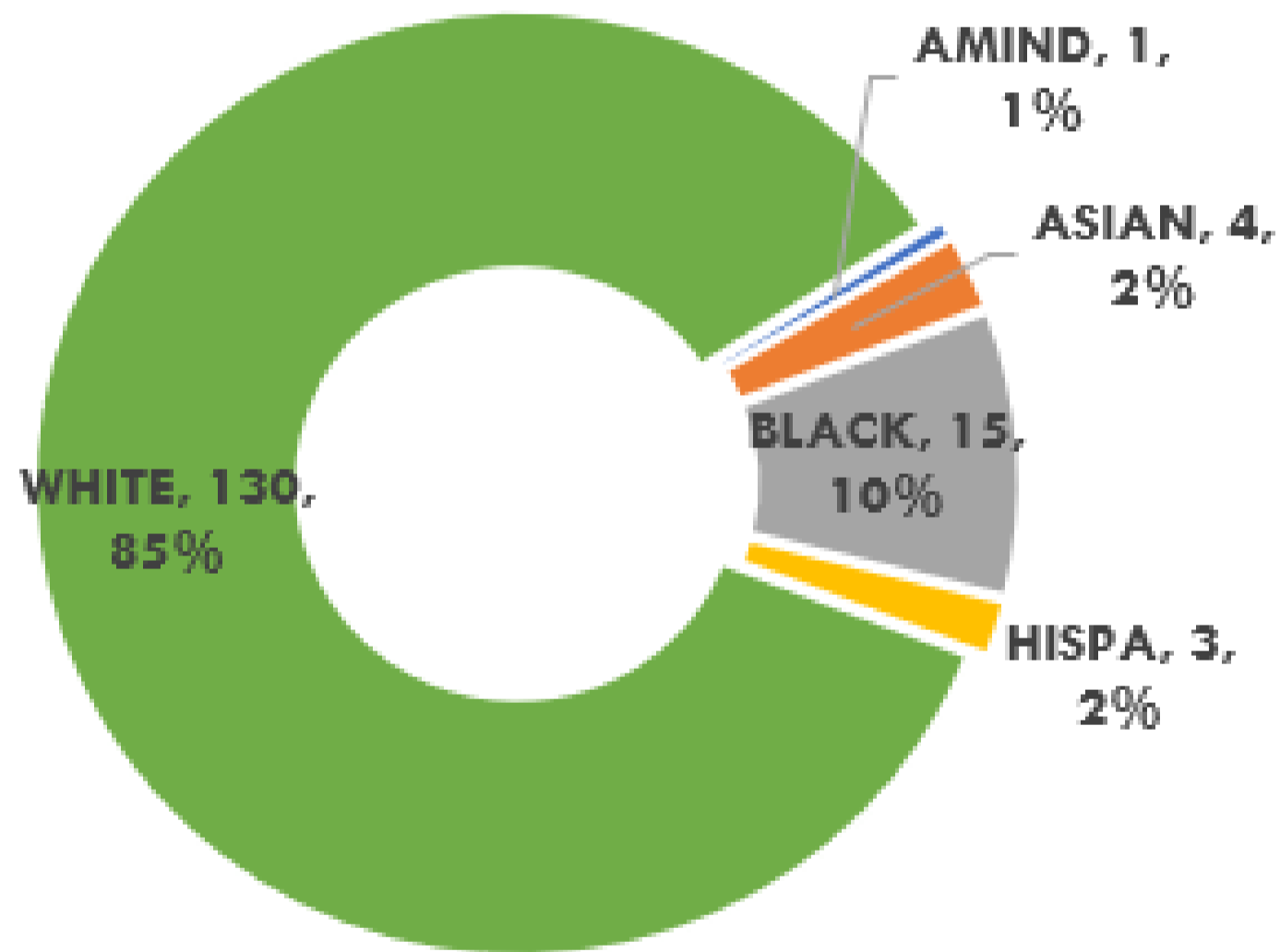
Ethnicity	Female				Male			
	MetC_F	MetC_F %	Census_F	Census_F %	MetC_M	MetC_M %	Census_M	Census_M %
AMIND	16	1%	3,933	0.5%	27	1%	3,582	0.4%
ASIAN	59	5%	56,864	6.8%	223	7%	62,935	7.1%
BLACK	278	25%	69,163	8.3%	784	24%	69,990	7.9%
HISPA	30	3%	42,249	5.1%	109	3%	54,294	6.1%
PACIF	0	0.00%	224	0.03%	6	0.2%	238	0.03%
WHITE	712	65%	638,222	76.9%	2056	64%	680,813	76.4%
MULTI	0	0%	18,410	2.2%	0	0%	18,258	2.0%
OTHER	0	0%	1,069	0.1%	0	0%	1,277	0.1%
	1095		830,134		3205		891,387	

Gender Breakdown By Division:

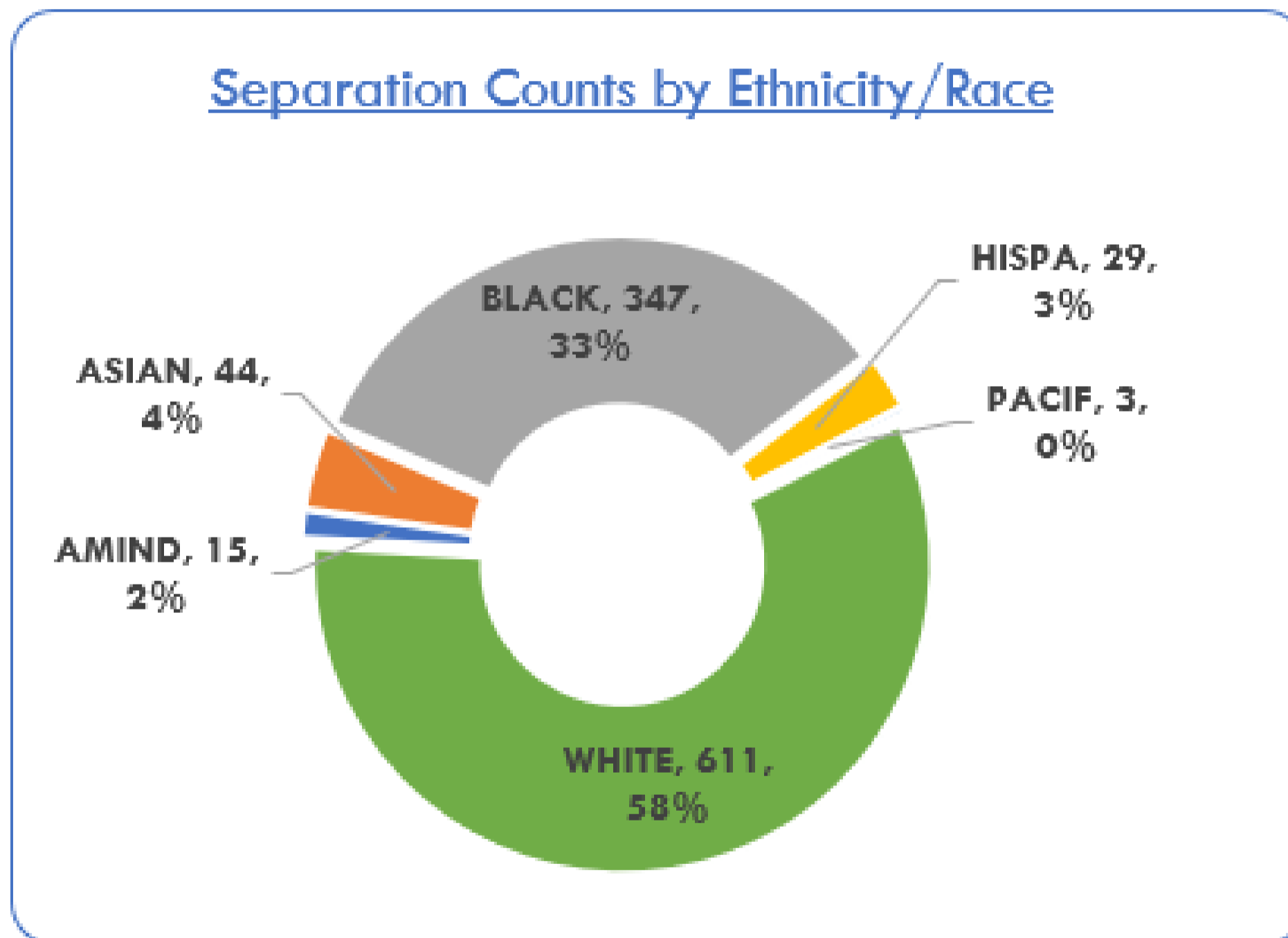
Gender			
Divisiens	F	M	Total
CD	56	34	90
ES	159	480	639
MT	675	2503	3178
MTS	22	28	50
RA	183	160	343
	1095	3205	4300

Metropolitan Council Total Promotions:

Total #Promotions Count by Ethnicity



Metropolitan Council Separations:



Evaluating & Reporting Program Success

- Transparency
- Dashboard Data
 - Disaggregated
 - Division Specific
 - Share Relevant Detail
- Report & Publish Quarterly
 - 2021 Q1 Data Available April 30th
- Review, Pivot & Make Adjustments

Affirmative Action Plan

Action Items

- Identify and address retention: analyze separation data, engagement and exit surveys, stay interviews
- Recruitment: improve sourcing, recruitment scorecard
- Hiring outreach, recruitment, and internships for people with various abilities
- Employee resource group support and development
- Supervisor/management training: racial equity training initiative
- Career development: mentoring works, workforce development projects
- Equity outcomes dashboards and reporting

Questions?

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