

# Council Workforce Data and Affirmative Action

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Metropolitan Council 4-28-21



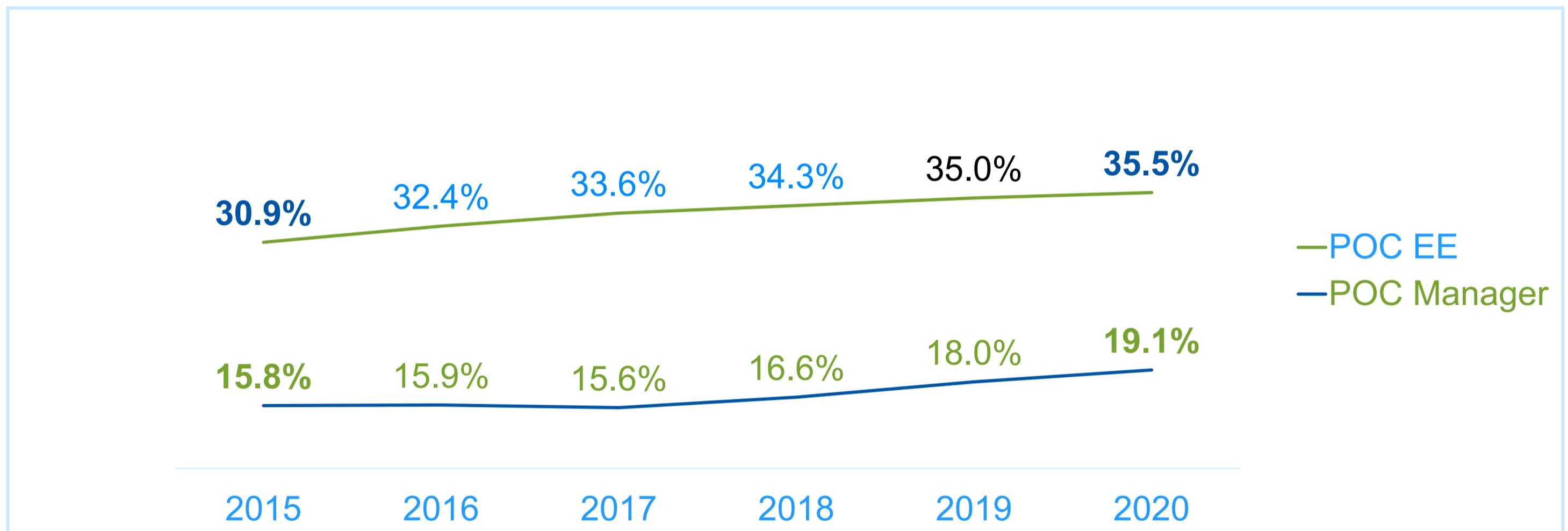
# Workforce demographics

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

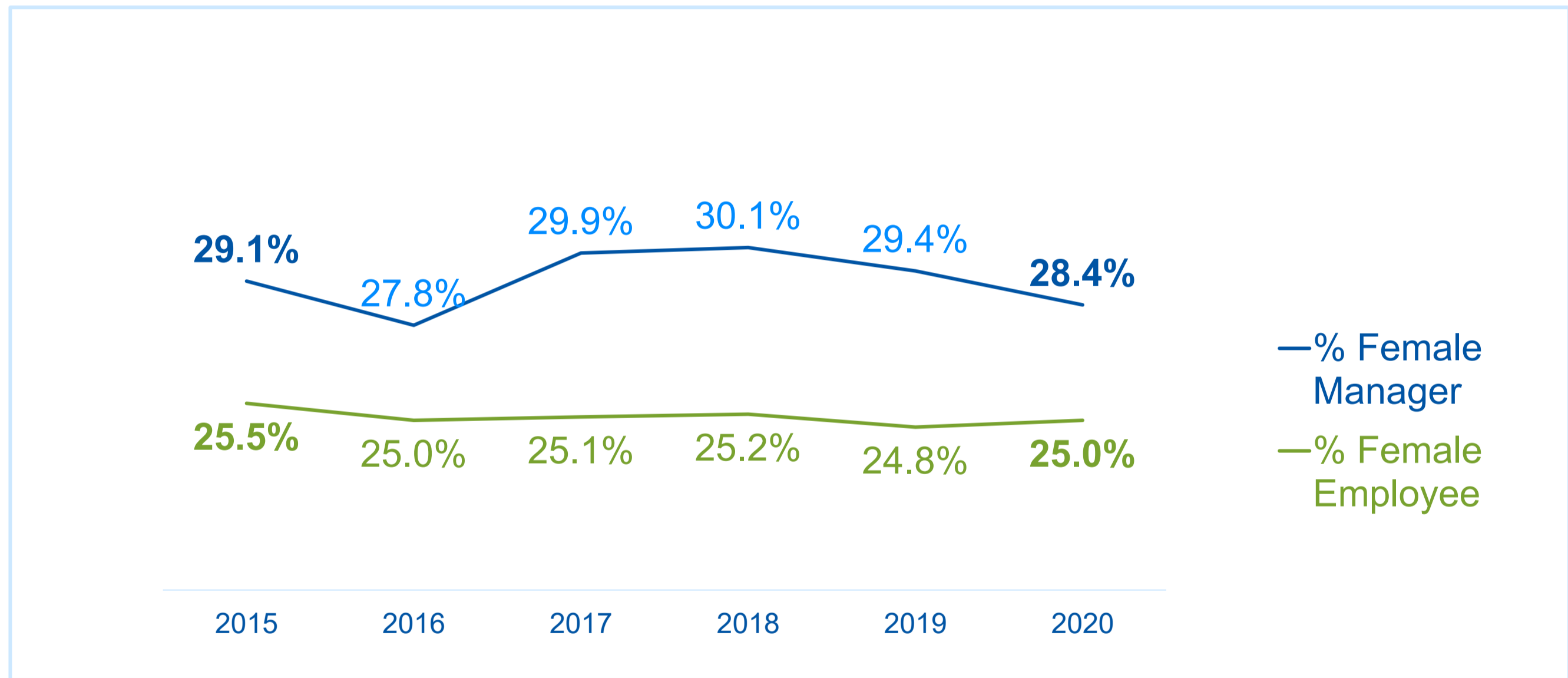
	EE POC %		MGR POC %	
	2014	2020	2014	2020
ES	10.2%	14.0%	6.7%	10.7%
RA	19.9%	24.5%	6.5%	16.7%
Transit Bus Operators	48.5%	57.3%		
Transit Non-Bus Operators	24.4%	29.9%	17.7%	21.5%

# 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



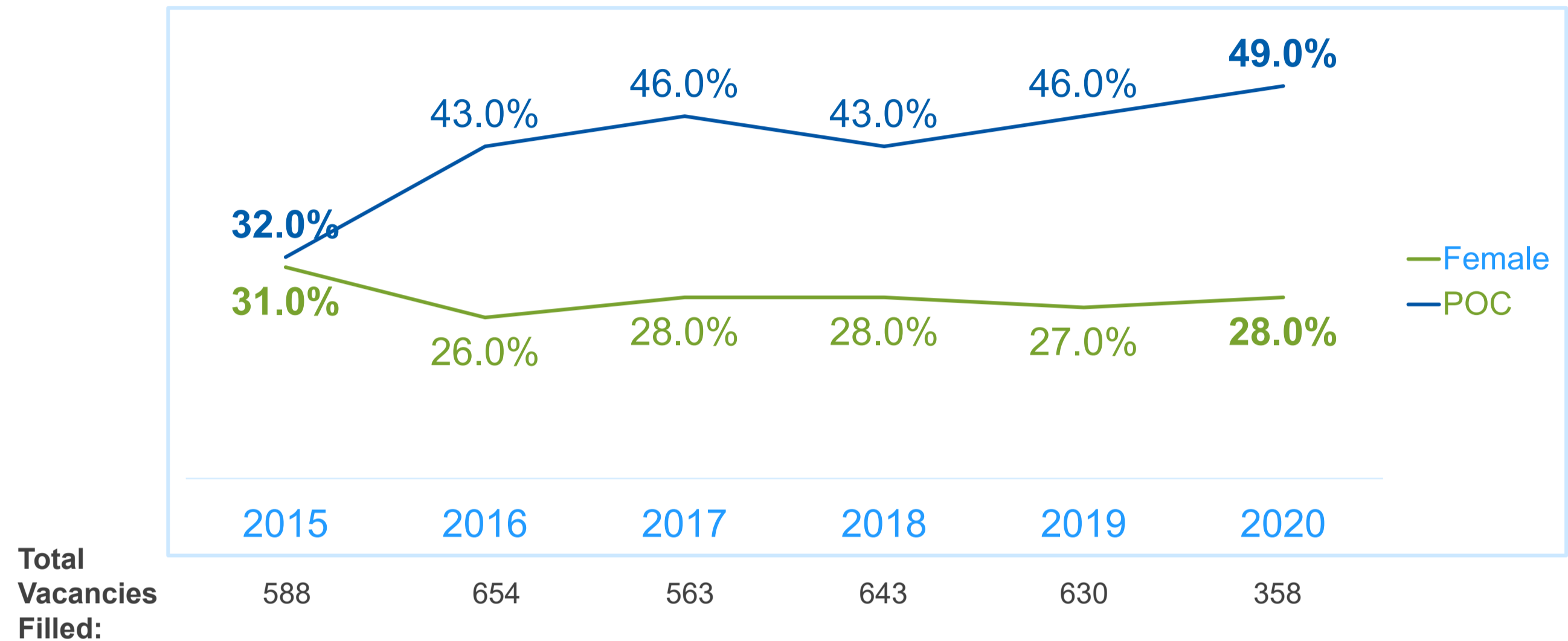
**Total EEs:**      4,152      4,225      4,238      4,279      4294      4269

# 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



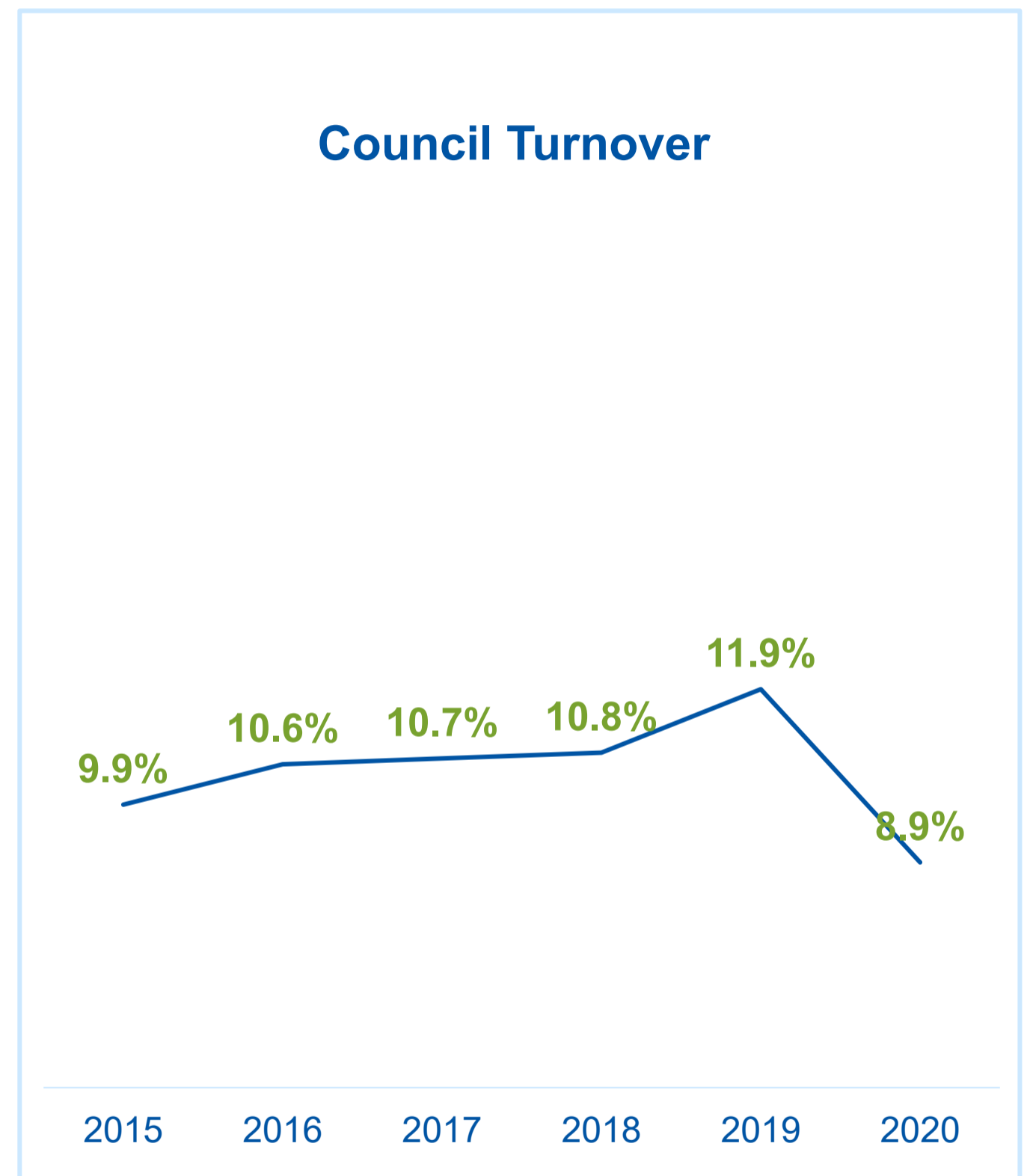
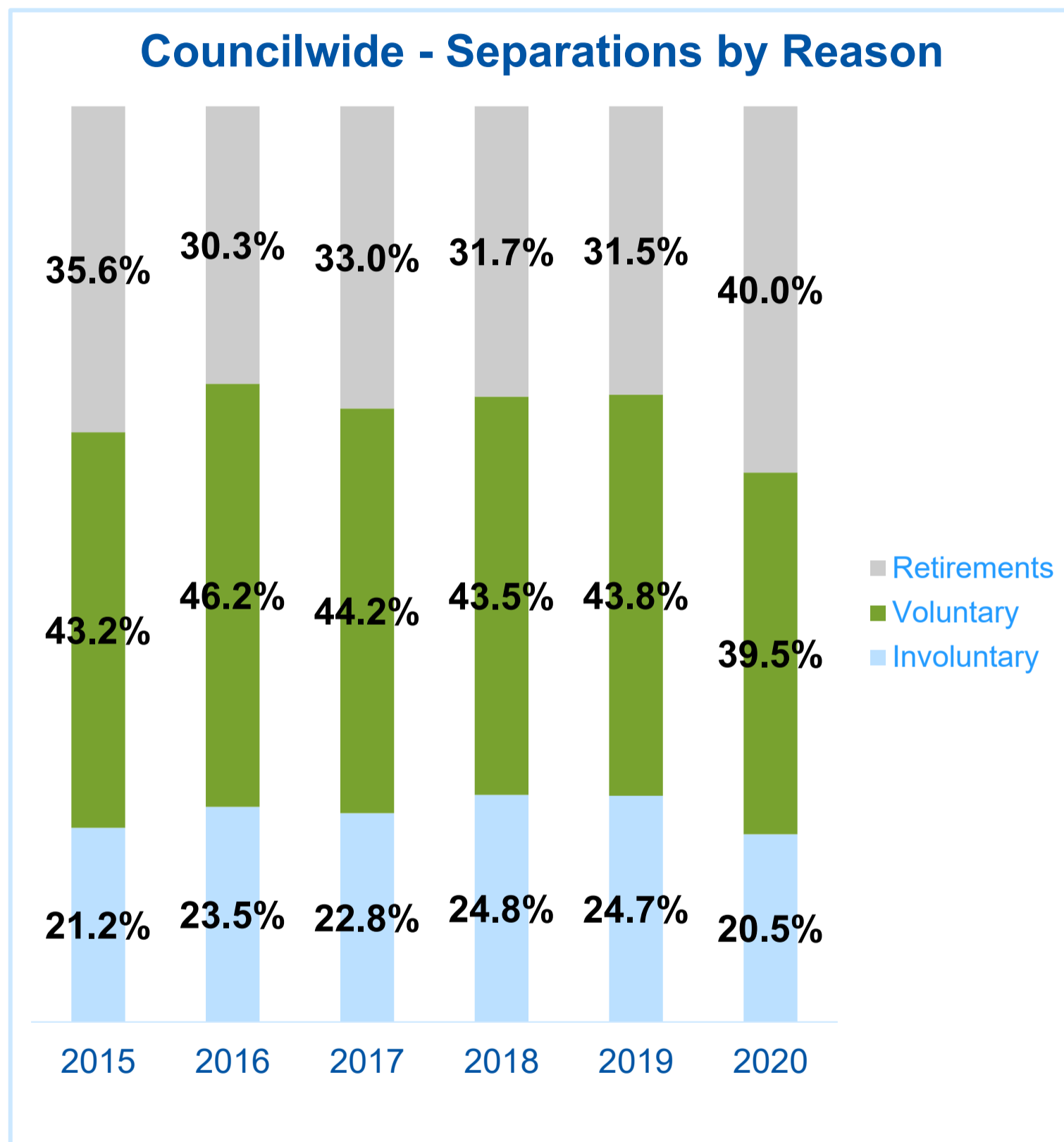
- Of the 538 vacancies filled, 135 were filled internally - 37.8%



# 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)
<b>RA</b>	<b>12</b>	13	<b>41.7%</b>	69.2%	<b>33.3%</b>	23.1%
<b>ES</b>	<b>4</b>	7	<b>50.0%</b>	42.9%	<b>0</b>	28.6%
<b>MT</b>	<b>26</b>	49	<b>30.8%</b>	18.4%	<b>34.6%</b>	22.4%
<b>Total</b>	<b>42</b>	69	<b>35.7%</b>	30.4%	<b>31.0%</b>	23.2%

# 2020 Separations



# Voluntary/Involuntary Separations

	# Female Sep	% Female Sep	% Female Wkfc	# POC Sep	% POC Sep	% POC Wkfc
<b>ES</b>	4	40.0%	24.5%	2	20.0%	14.0%
<b>RA</b>	17	77.3%	51.0%	9	40.9%	24.5%
<b>MT - Bus</b>	36	25.4%	21.6%	102	71.8%	57.3%
<b>MT- Non-Bus</b>	12	21.1%	20.4%	16	28.1%	29.9%
<b>Council-Wide</b>	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:

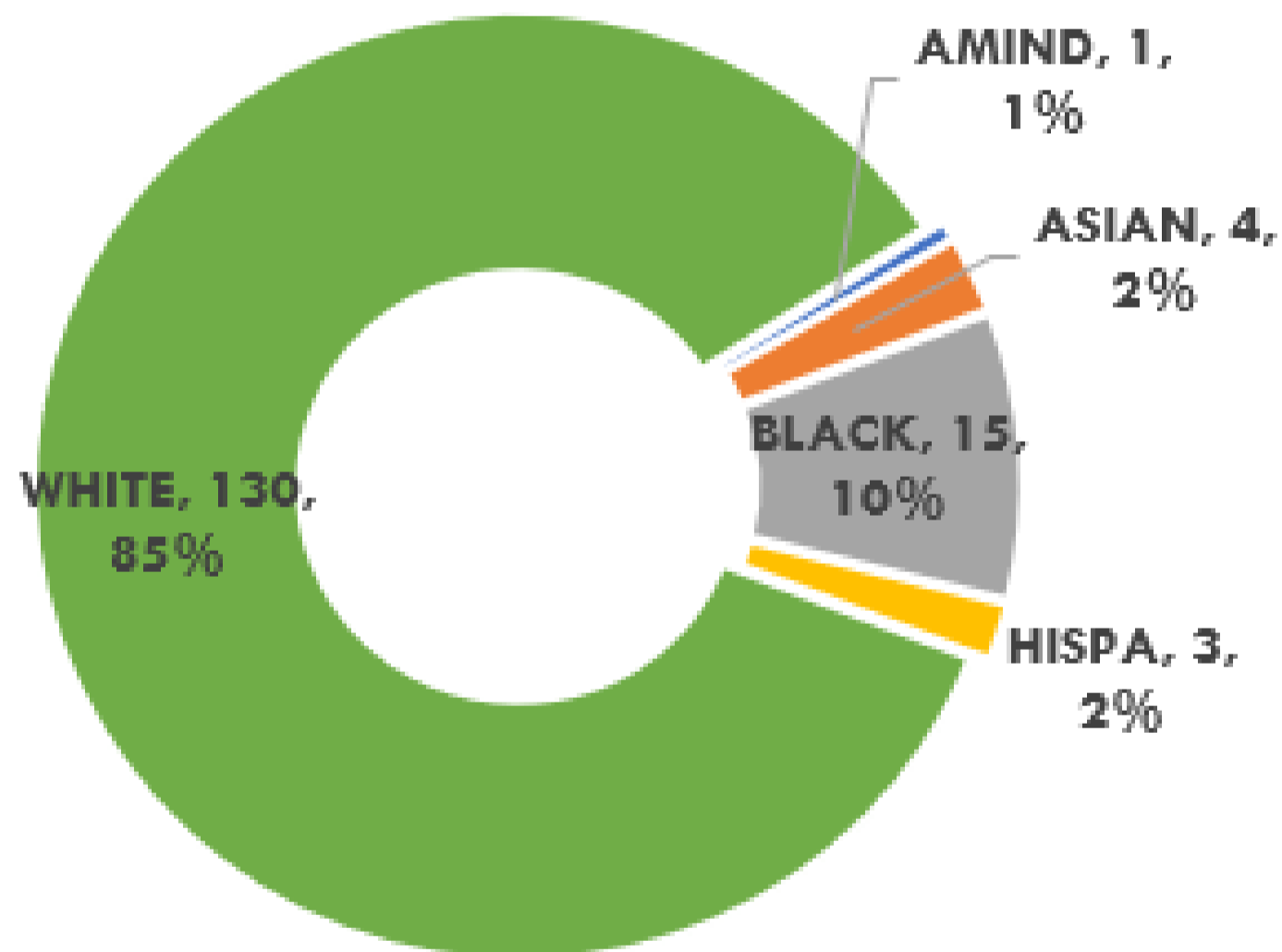
Ethnicity	Female				Male			
	MetC_F	MetC_F %	Census_F	Census_F %	MetC_M	MetC_M %	Census_M	Census_M %
AMIND	16	1%	3,933	0.5%	27	1%	3,582	0.4%
ASIAN	59	5%	56,864	6.8%	223	7%	62,935	7.1%
BLACK	278	25%	69,163	8.3%	784	24%	69,990	7.9%
HISPA	30	3%	42,249	5.1%	109	3%	54,294	6.1%
PACIF	0	0.00%	224	0.03%	6	0.2%	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%
	<b>1095</b>		<b>830,134</b>		<b>3205</b>		<b>891,387</b>	

# Gender Breakdown By Division:

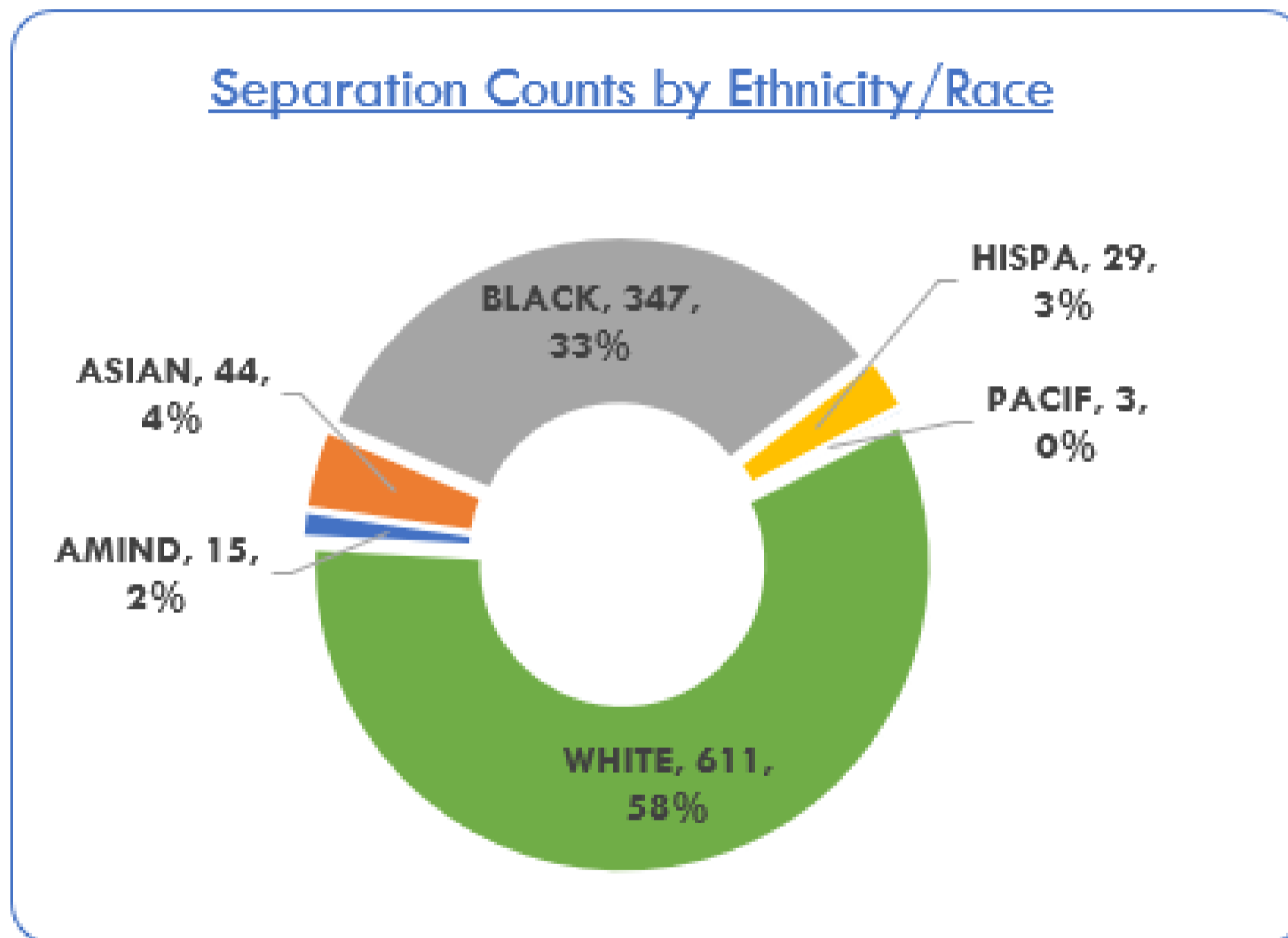
<b>Gender</b>			
<b>Divisiens</b>	<b>F</b>	<b>M</b>	<b>Total</b>
CD	56	34	90
ES	159	480	639
MT	675	2503	3178
MTS	22	28	50
RA	183	160	343
	<b>1095</b>	<b>3205</b>	<b>4300</b>

# 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 30<sup>th</sup>
- 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?



# Contact Information:

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