

# **Presentation to Budget & Appropriations Committee**

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## **Racial Equity in City Employment**

June 8, 2022

San Francisco Board of Supervisors

Budget & Legislative Analyst's Office



# Primary Questions & Focus

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1. How does the City measure progress in diversity, equity, and inclusion in public employment?
2. What progress has been made over the last two years in diversity, equity, and inclusion in City employment?
3. What resources have been allocated to improve diversity, equity, and inclusion in City employment?
4. What other formal steps has the City taken to address racial disparities in City employment?



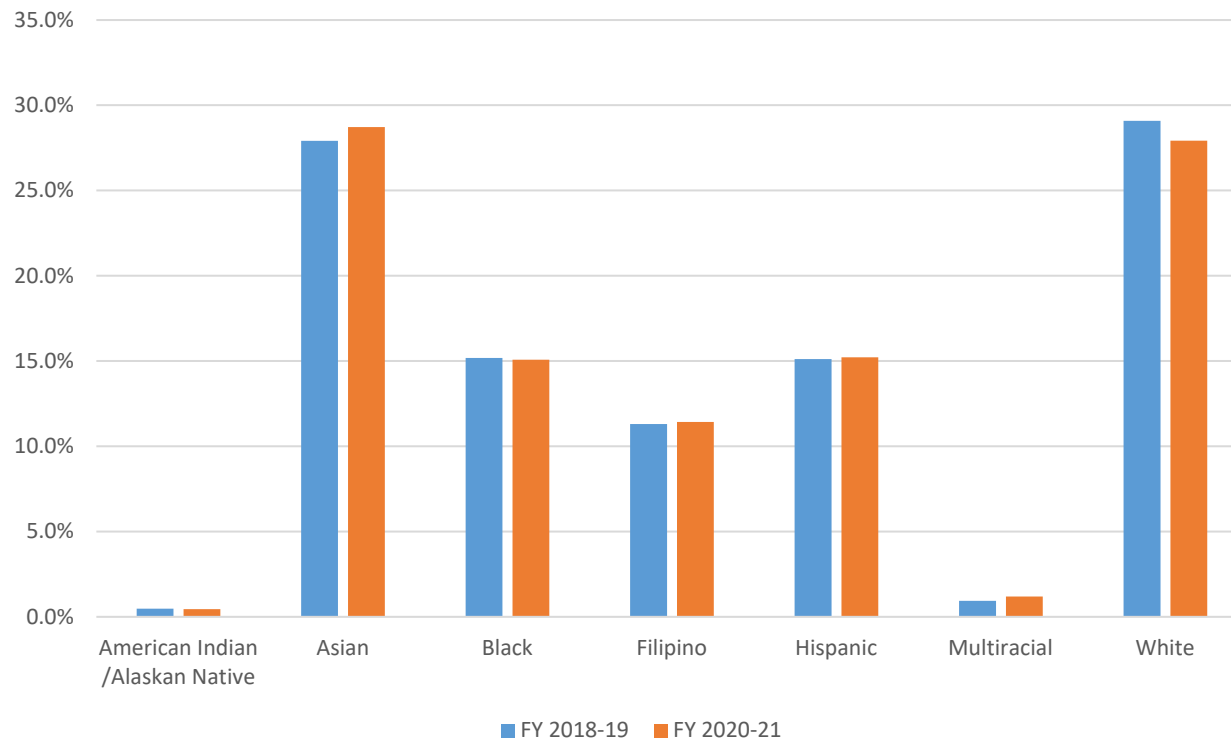
# Overview

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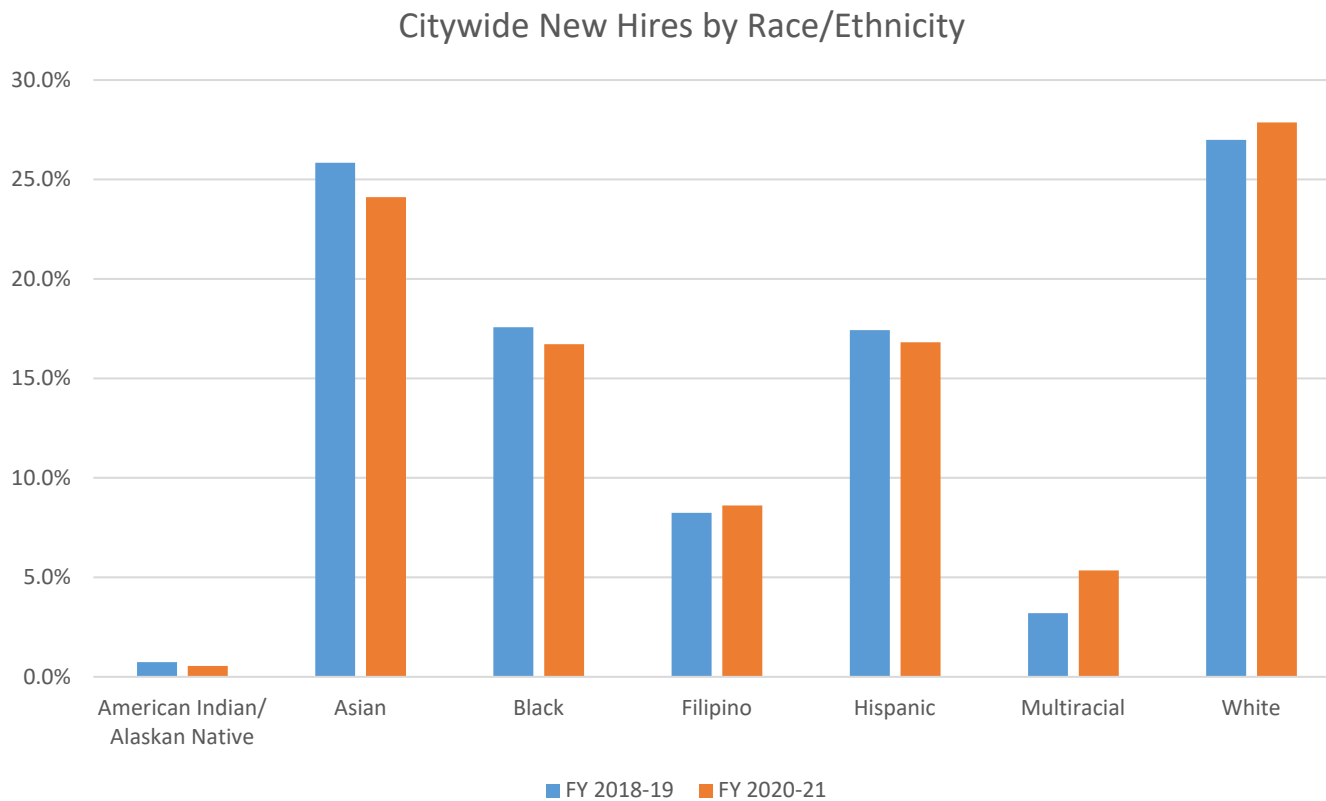
1. Citywide Workforce Demographics
2. Office of Racial Equity Efforts to Address DEI in City Employment
3. Dept of Human Resources Efforts to Address DEI in City Employment
4. City Resources Invested in DEI
5. Policy Options

# Citywide Workforce: Overall

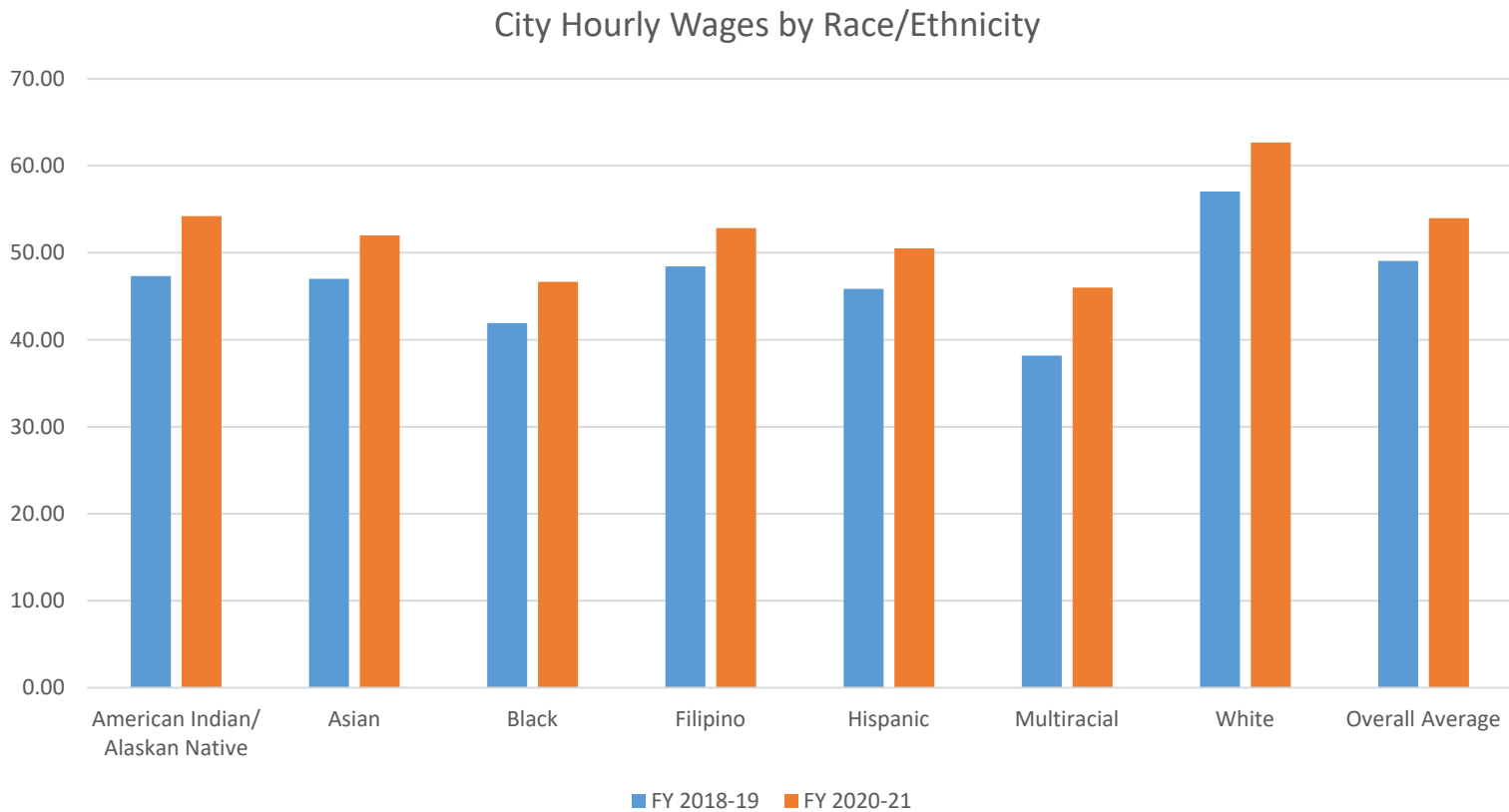
Total City Employment by Race/Ethnicity



# Citywide Workforce: New Hires

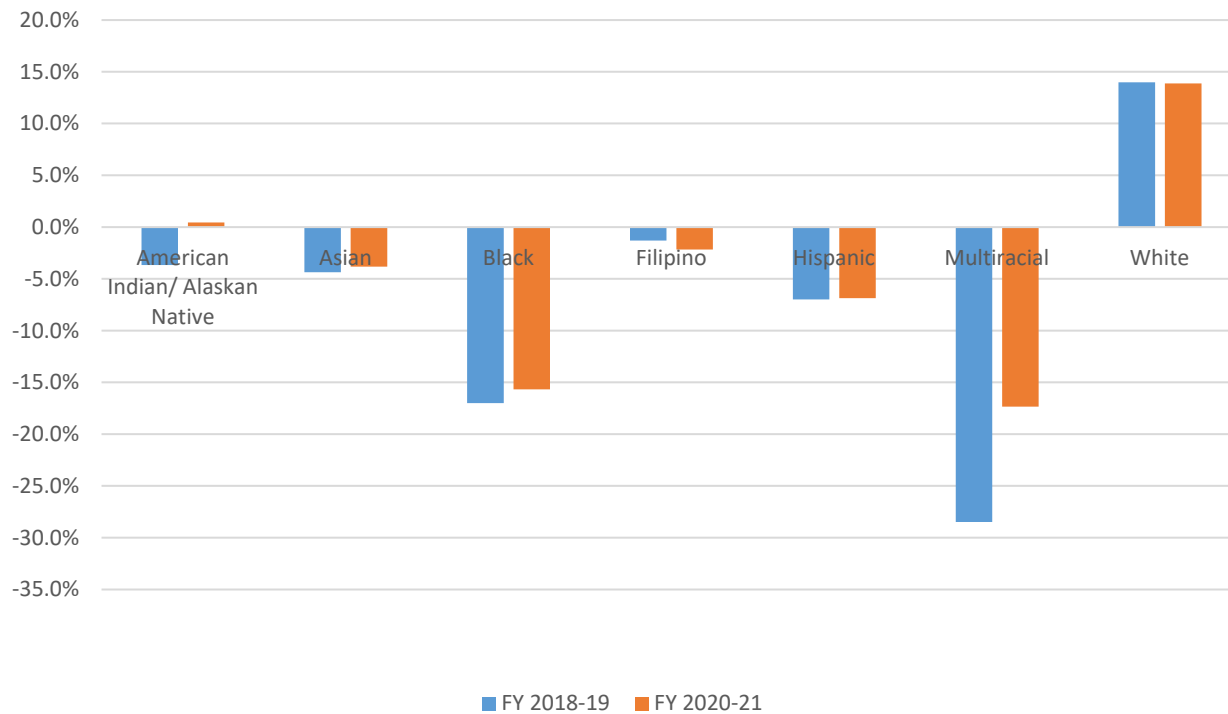


# Citywide Workforce: Wages (1 of 2)



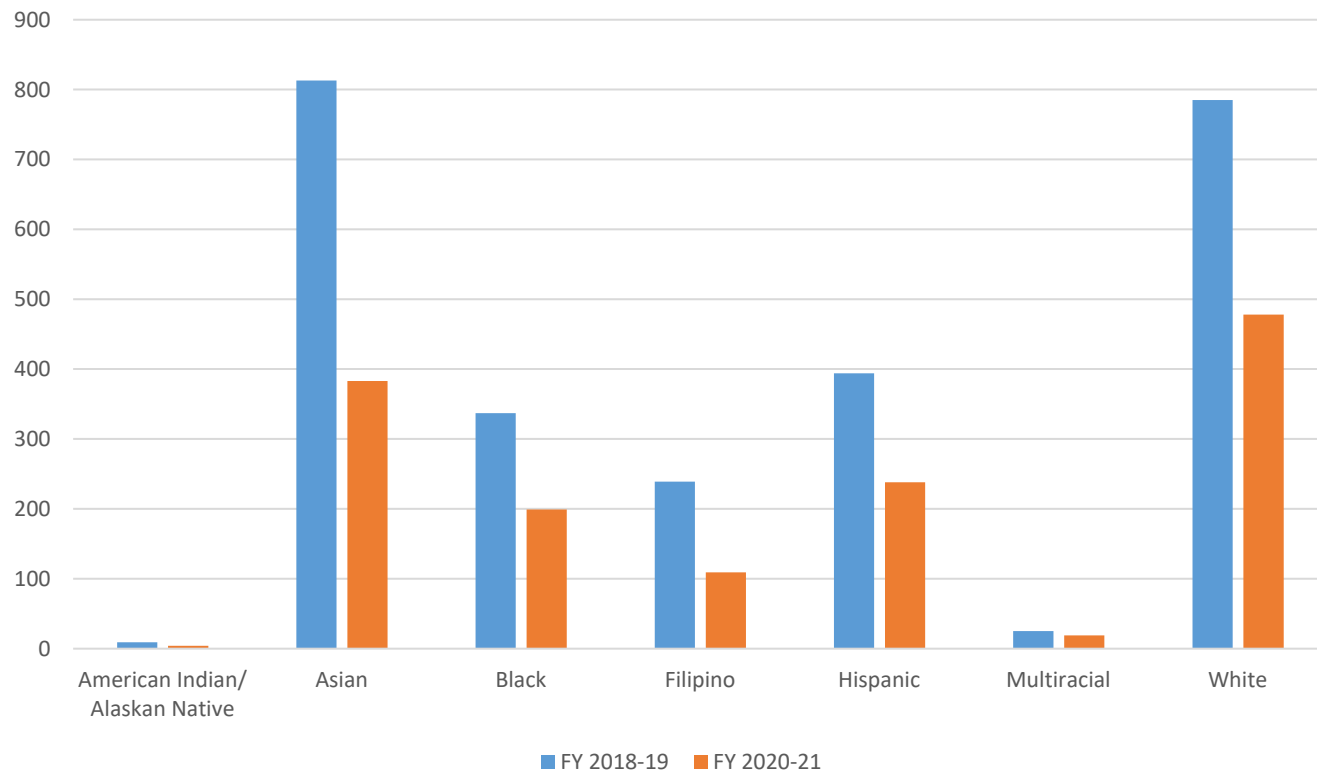
# Citywide Workforce: Wages (2 of 2)

Variance from Average City Wage by Race/Ethnicity



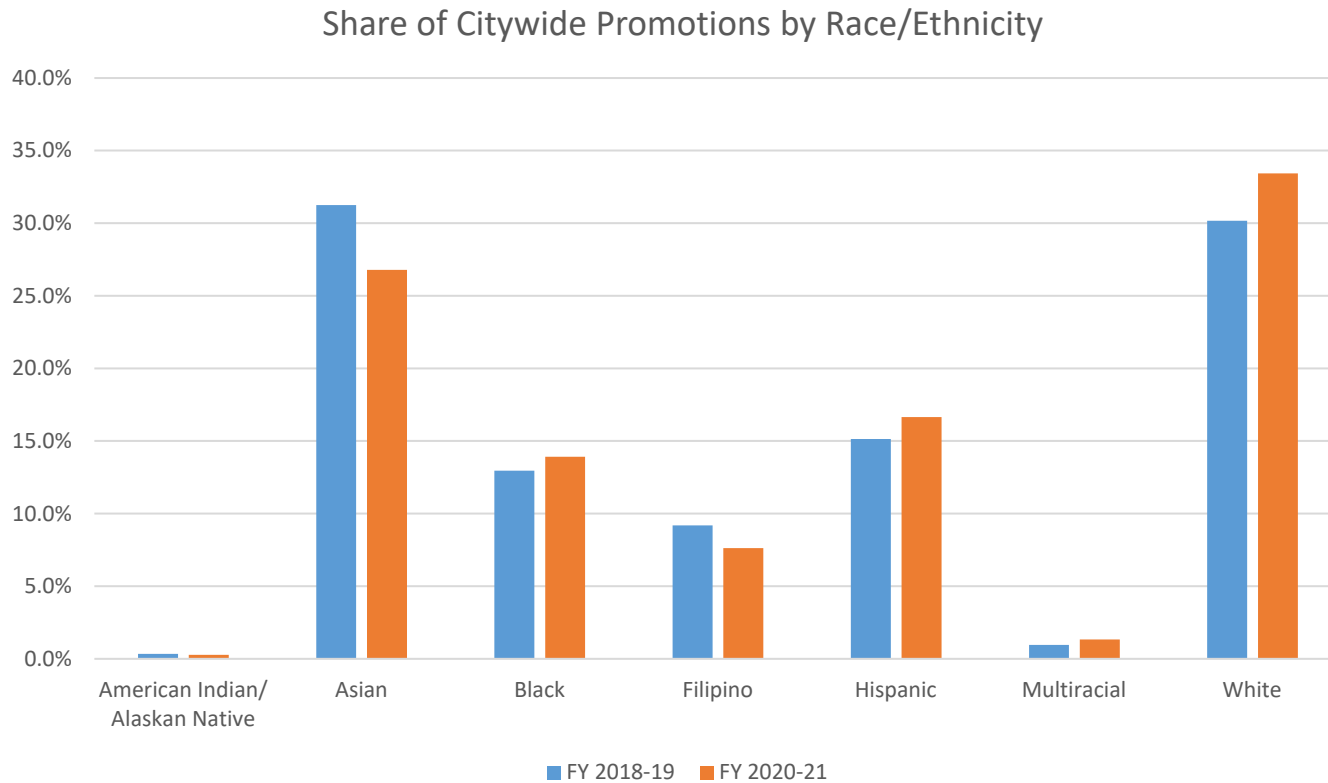
# Citywide Workforce: Promotions (1 of 2)

Citywide Promotions by Race/Ethnicity

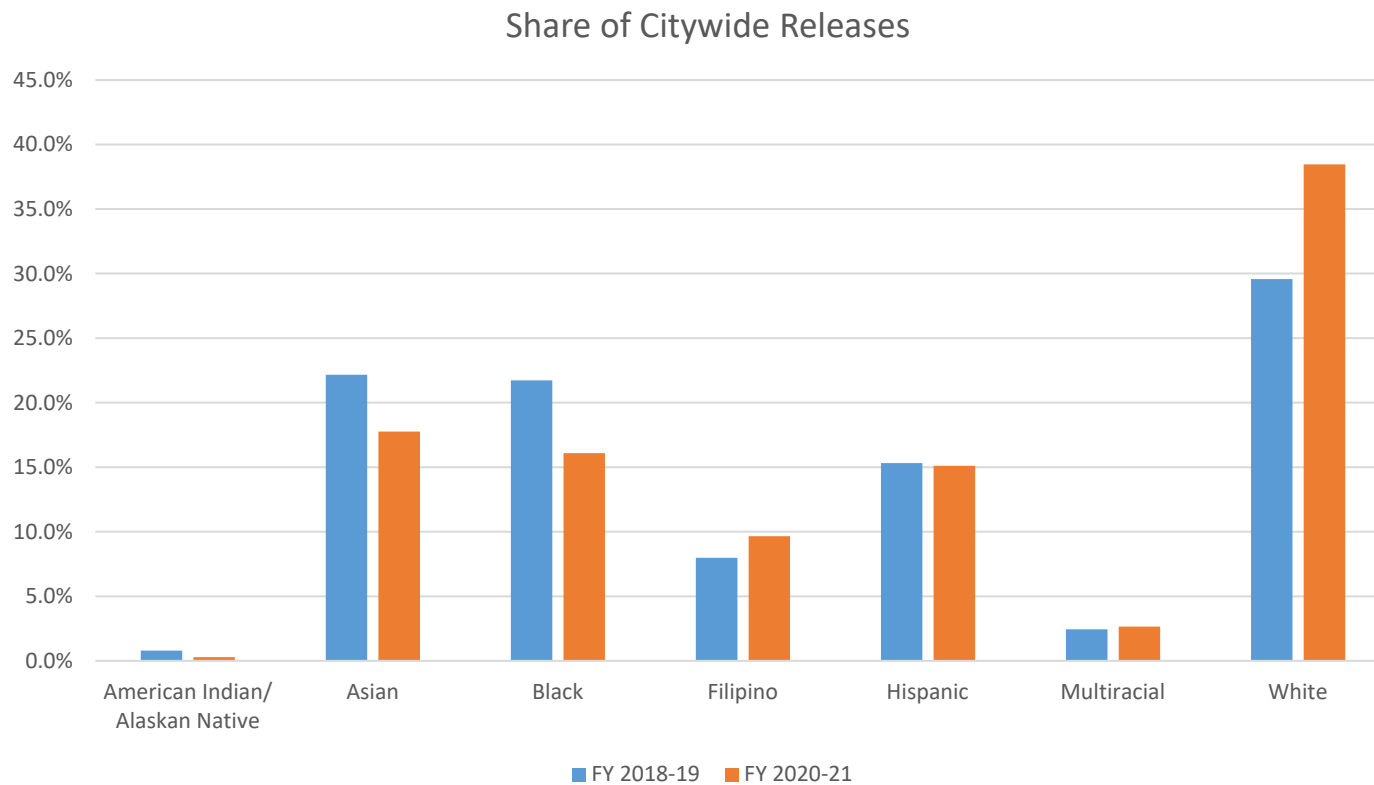




# Citywide Workforce: Promotions (2 of 2)

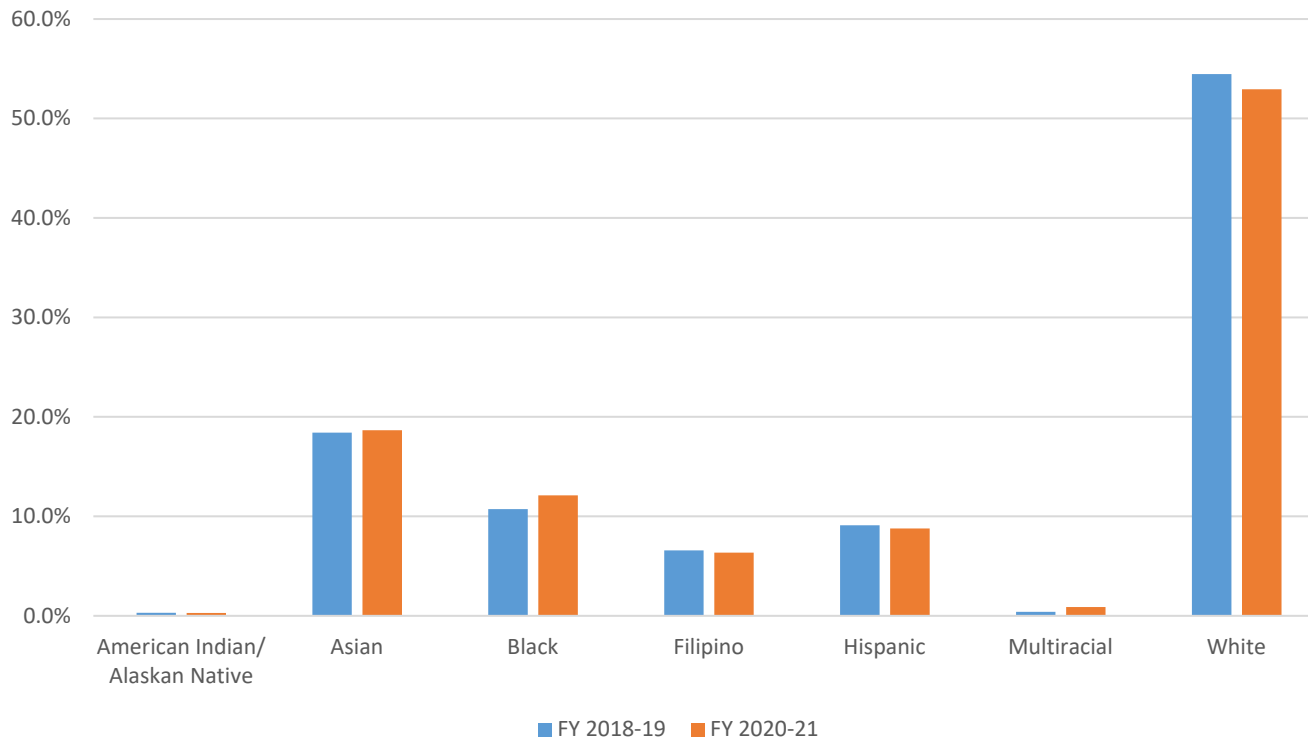


# Citywide Workforce: Releases

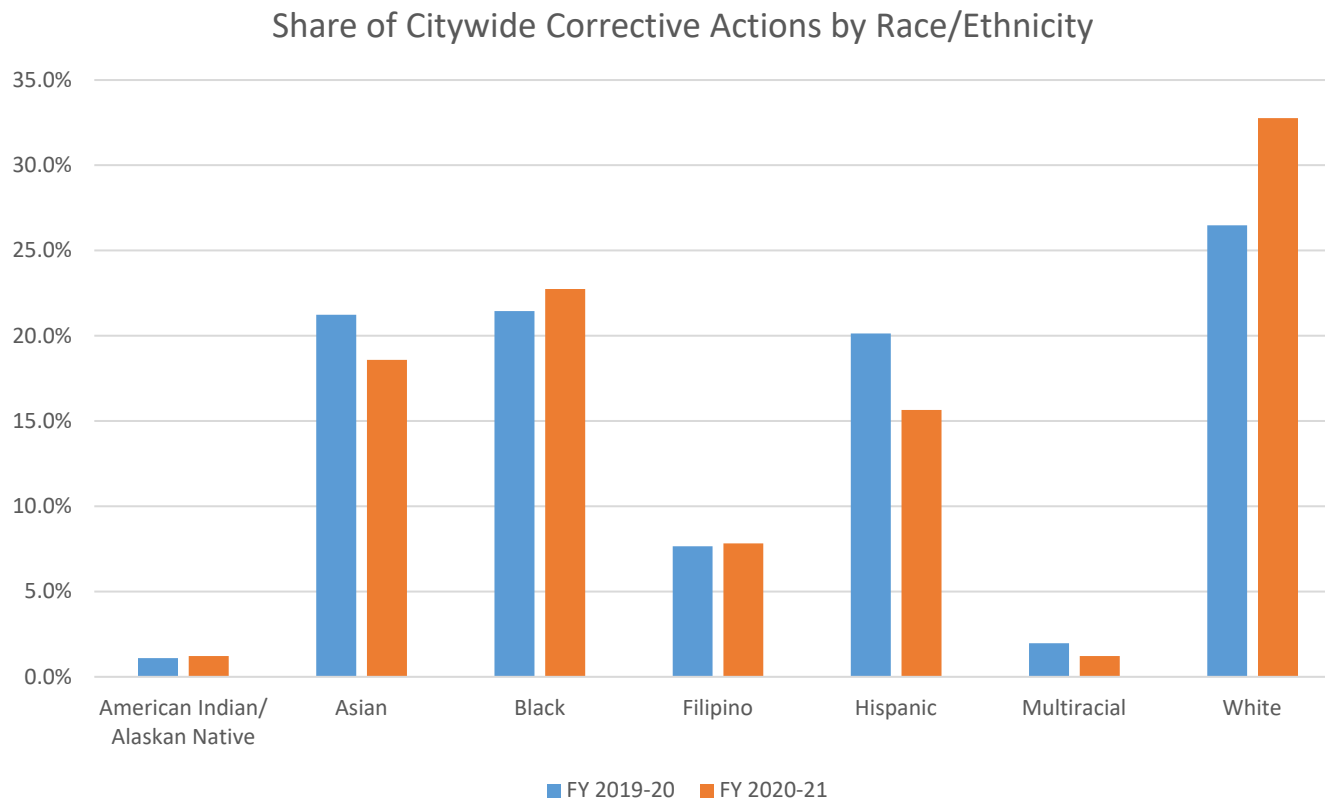


# Citywide Workforce: Management

Share of Citywide Management Positions by Race/Ethnicity



# Citywide Workforce: Corrective Action





# Office of Racial Equity

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- ❑ Tools and training to department liaisons
- ❑ Published two reports
- ❑ Director and other positions are vacant
- ❑ Citywide Racial Equity Framework is incomplete



# Department of Human Resources

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- Implementing de-identification in application process
- Expanding trainings to reduce discrimination and improve workplace culture
- Collaborations with:
  - GARE
  - Mayor's Task Force on Diversity and Inclusion
  - Labor Committees
  - Office of Racial Equity
- Creating an interactive database to track workplace demographics
- Administer programs to expand hiring and promotion for P.O.C.



# City Resources for DEI Efforts

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- ❑ No centralized monitoring of department initiatives to increase diversity in hiring.
- ❑ Resources budgeted for DEI activities and services within DHR increased from \$11.5 million in FY 2018-19 to \$15.6 million in FY 2021-22 (up 35.8 percent).
- ❑ ORE budget has not changed since its creation in FY 2020-21
- ❑ Gould Report found EEO process to be understaffed, over-complicated, and inefficient



# Policy Options (1 of 2)

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The Board of Supervisors could:

1. Request that the Director of HRC urgently hire a Director for the Office of Racial Equity, as well as fill the vacant 1823 Senior Administrative Analyst position in the Office of Racial Equity, no later than September 2022.
2. Request that the Director of Human Resources evaluate and report annually on hiring and promotions by race and ethnicity by City department starting in January 2023.





## Policy Options (2 of 2)

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The Board of Supervisors could:

3. Request that the Director of Human Resources complete and publish the Annual Workforce Report (including Phase 1 and Phase 2 results) for 2021 by July 1, 2022.
4. Request that the Office of Racial Equity complete and publish Phase 2 of the Racial Equity Framework no later than December 31, 2022.

# Questions?

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