

Moving Toward Equity

City and County of San Francisco

Department of Human Resources
October 15, 2020



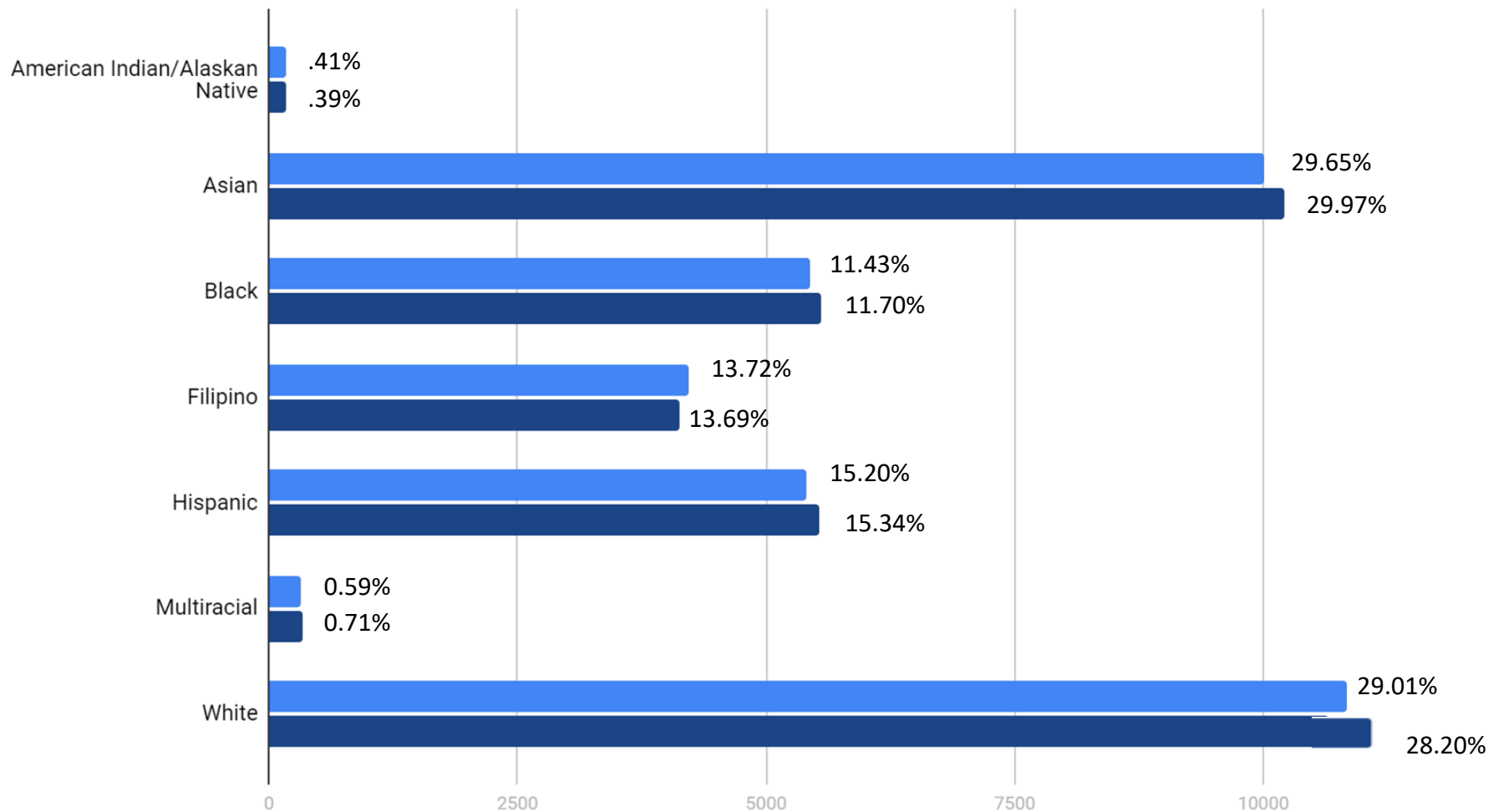
Workforce Landscape



CCSF Employees by Race

CCSF Employee Demographic Percentages

FY18-19 FY19-20



Executive Directive 18-02:

Ensuring a Diverse, Fair, and Inclusive City Workplace



Ensuring a Diverse, Fair, and Inclusive City Workplace

Training

Reporting

Recruitment

Communication



Training

- Managing Implicit Bias
- Respect in the Workplace
- Communicating Across Cultures
- Fairness in Hiring
- Workplace Conflict Mediation Training
- 24-Plus Management
- Gender Diversity in Partnership with OTI
- Workplace Conflict Mediation Training
- Equity Training for Managers and Supervisors

Implicit Bias Training

Total employees trained:

10,301

Fairness in Hiring Training

Total employees trained:

5,253



Reporting

Ongoing Reporting:

- [Annual report on Corrective Action and Discipline by Race/Ethnicity and Gender](#)
- [Annual report on EEO Complaints by Race/Ethnicity](#)
- [Quarterly report on Harassment Complaints](#)
- [City employee data disaggregated by class, race, dept. publicly accessible](#)



Citywide Corrective Actions and Disciplines by Race/Ethnicity and Gender, Count and Percent

Group	Employees (#)	Employees (%)	CA / Ds (#)	CA / Ds (%)	Dismissals (#)	Dismissals (%)
Am. Ind.	78	0.39%	5	1.09%	0	0.00%
Asian	6,001	29.97%	97	21.23%	1	7.14%
Black	2,343	11.70%	98	21.44%	2	14.29%
Filipino	2,742	13.69%	35	7.66%	2	14.29%
Hispanic	3,071	15.34%	92	20.13%	2	14.29%
Multiracial	142	0.71%	9	1.97%	0	0.00%
White	5,646	28.20%	121	26.48%	7	50.00%
Female	10,136	50.62%	172	37.64%	1	7.14%
Male	9,887	49.38%	285	62.36%	13	92.86%
Total	20,023	-	457	-	14	-

- Employees: Number of active, PCS, non-Peace Officer, non-MTA employees as of 7/1/20
- Dismissals: Number of dismissals of permanent non-Peace Officer, non-MTA employees that occurred between 7/1/19 through 6/30/20



Reporting

Citywide Corrective Action & Discipline by Race/Ethnicity and Gender FY 18-19 vs FY 19-20

Race/Ethnicity and Gender	% Employee Population			% Corrective Actions & Discipline		
	FY 18-19	FY 19-20	Change	FY 18-19	FY 19-20	Change
Am. Ind.	0.41%	0.39%	-0.02%	0.34%	1.09%	0.75%
Asian	29.65%	29.97%	0.32%	17.29%	21.23%	3.94%
Black	11.43%	11.70%	0.27%	25.08%	21.44%	(3.64%)
Filipino	13.72%	13.69%	-0.03%	7.80%	7.66%	(0.14%)
Hispanic	15.20%	15.34%	0.14%	21.69%	20.13%	(1.56%)
Multiracial	0.59%	0.71%	0.12%	1.02%	1.97%	0.95%
White	29.01%	28.20%	-0.81%	26.78%	26.48%	(0.30%)
Female	50.43%	50.62%	0.19%	38.98%	37.64%	(1.34%)
Male	49.57%	49.38%	-0.19%	61.02%	62.36%	1.34%

Black employees have increased from 11.43% to 11.70% of all City employees.

Black employees have decreased from 25.08% to 21.44% of the corrective actions / disciplines applied to all City employees.

- Analysis includes active, PCS, non-Peace Officer, non-MTA employees
- Employees: Percentage of Employees by Race / Ethnicity and Gender
- Corrective Actions & Discipline: Percentage of Corrective Actions & Disciplines by Race / Ethnicity / Gender



Recruitment

- DHR has hired a full-time Diversity Recruitment Team
- DRT has established a Citywide Diversity Recruitment Workgroup with over 80 participants representing 32 departments
- DRT convenes regular meetings with City departments and community stakeholders
- DRT has attended 48 outreach events to expand partnerships with schools and community-based organizations
- Analyzed city classifications where diversity is lost at higher levels of the class



Ongoing Programs

- **Hiring Modernization Project:** a more user-friendly, accessible, and modern application platform to help engage a diverse pool of applicants as well as maintain better diversity data
- **CityEMT:** collaboration with Mission Language Vocational School, San Francisco Black Firefighters Association, City College of San Francisco, OEWD, HRC, SFFD and Dusty's Fishing Well
- **ACE Program:** provides a pathway into City jobs for persons with disabilities
- **SEIU Work Training program:** employees may take up to 8 hours/week of classes during paid work hours to obtain an educational certificate or degree
- **SFHA Career Counseling and City Employment Placements:** special project lead by DHR to place Housing Authority employees preventing layoffs
- **1241 Training Program:** offers a comprehensive foundation in human resources



Ongoing Programs

- **Lead to Succeed Workshop:** helps city employees without formal management experience learn skills and gain the experience needed for promotions to management positions
- **San Francisco Fellows:** for diverse, talented recent college graduates to enter public service work for City; helps diversify our 1820 analyst series
- **ApprenticeshipSF:** candidates interested in the trades, who have limited skill in the trades, work to become eligible for journey-level positions
- **Training:** DHR continues a robust training program 24-Plus, communicating across cultures, Implicit bias, Harassment training, Respect in the Workplace
- **Conviction History program:** DHR limits consideration of conviction history in hiring and promotion decisions, reducing conscious and implicit bias in hiring decisions



Communication

- Joint Labor Management Committees with SEIU and Local 21
- Improving Diversity, Equity and Inclusion learning within DHR
- Employee Newsletter
- Diversity Recruitment Community newsletter
- SF CENTral

Diversity, Equity and Inclusion Initiatives

Questions?

THANK YOU