

Update on Diversity, Equity & Inclusion Program

Rex Sanders, Chief Administrative Officer
Judy Yu, Human Resources Manager
Mary Ann Okpalaugo, Diversity, Equity
and Inclusion Manager

Personnel Committee Meeting
February 7, 2018



Overview

Current Snapshot of the Air District

Air District's Diversity Efforts

- Hiring & Employment Practices
- The Diversity, Equity & Inclusion Office
- Participation in Government Alliance on Race & Equity

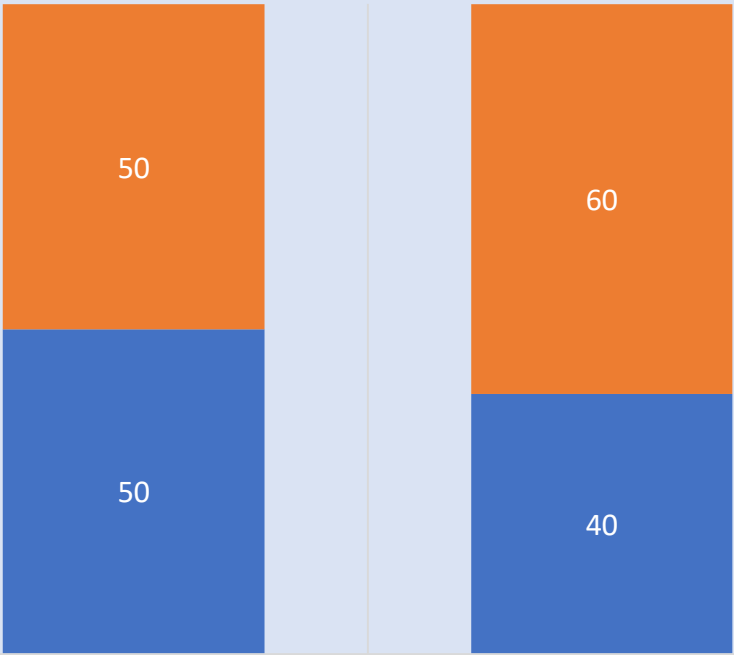
Ongoing Efforts

Current Snapshot of the Air District

GENDER

BAY AREA VS. BAAQMD

Female Male



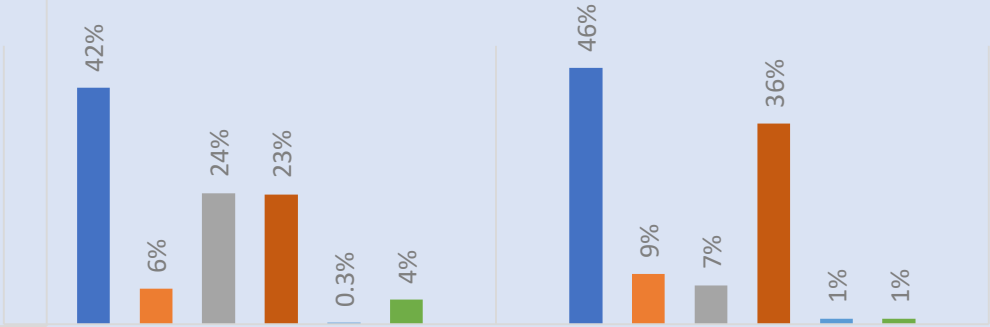
BAY AREA*

BAAQMD**

RACE

BAY AREA VS. BAAQMD

- White (Non Hispanic or Latino)
- Black or AA (Non Hispanic or Latino)
- Hispanic or Latino
- Asian (Non Hispanic or Latino)
- American Indian/Alaskan Native (Non Hispanic or Latino)
- Other Race or Two or More Races



BAY AREA*

BAAQMD**

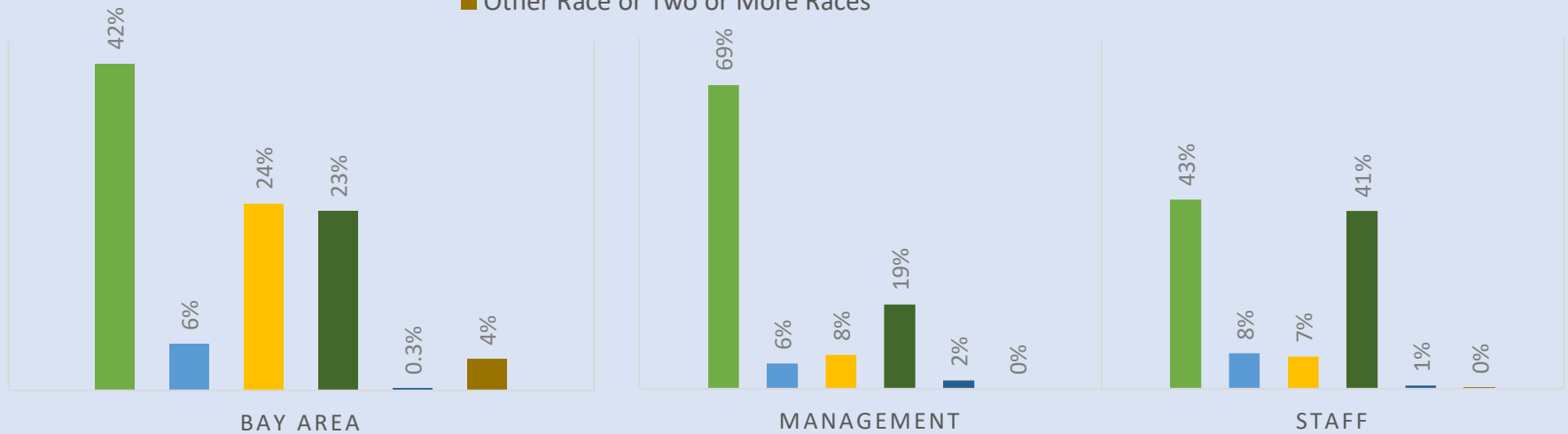
*US Census, 9-County Bay Area Data, 2010

**As of February 7, 2018

Current Snapshot of the Air District

RACE BY JOB LEVEL BAY AREA VS. BAAQMD

- White (Non Hispanic or Latino)
- Black or AA (Non Hispanic or Latino)
- Hispanic or Latino
- Asian (Non Hispanic or Latino)
- American Indian/Alaskan Native (Non Hispanic or Latino)
- Other Race or Two or More Races

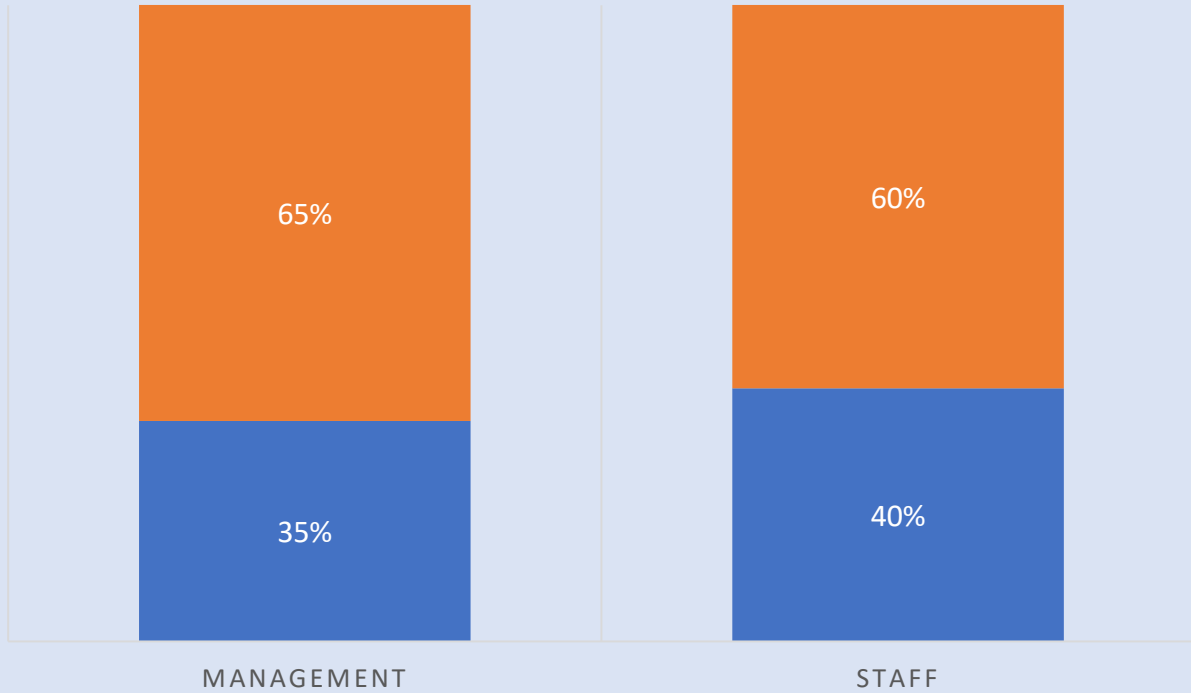


*As of February 7, 2018

Current Snapshot of the Air District

GENDER BY JOB LEVEL

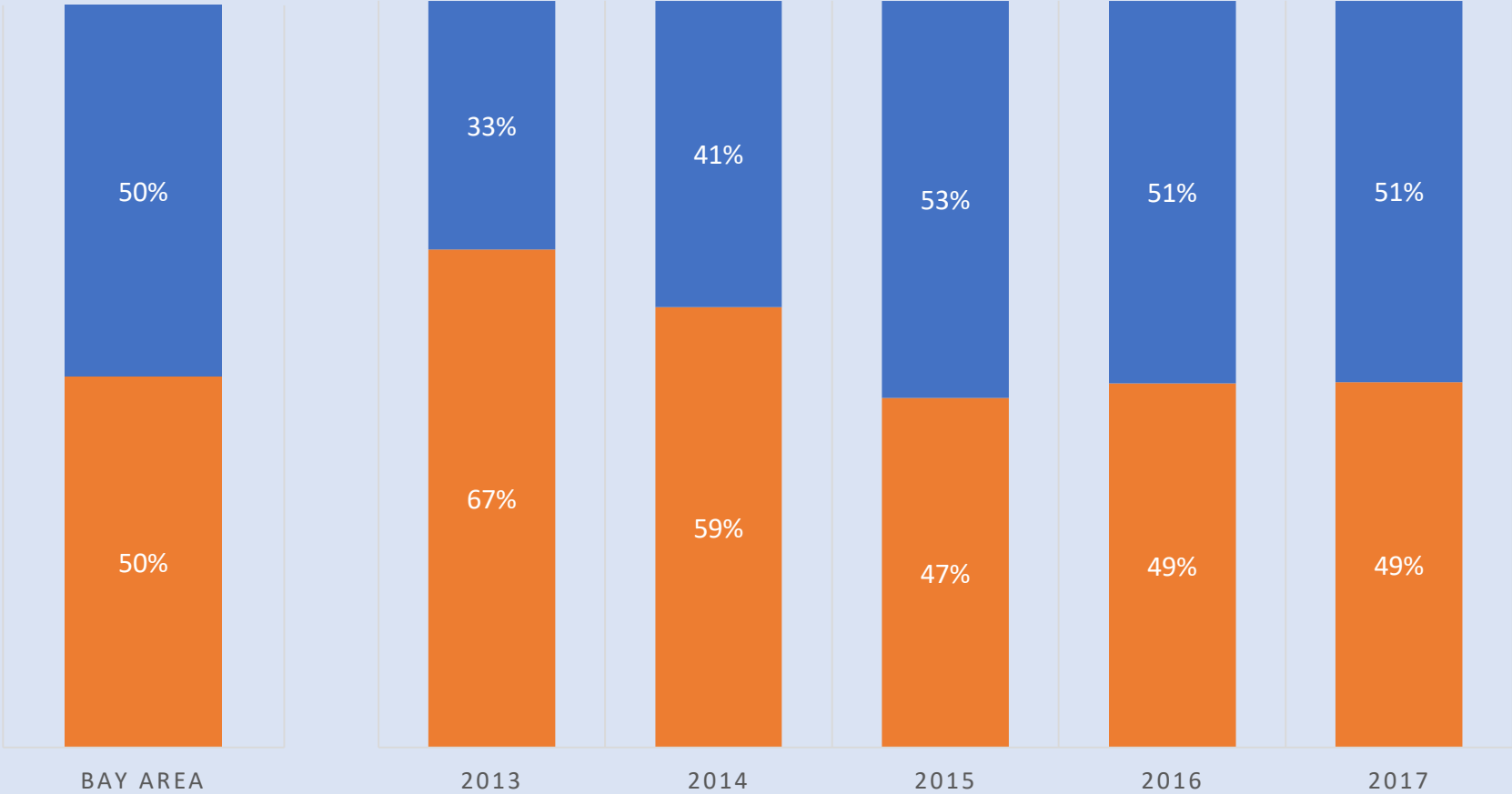
■ Female ■ Male



*As of February 7, 2018

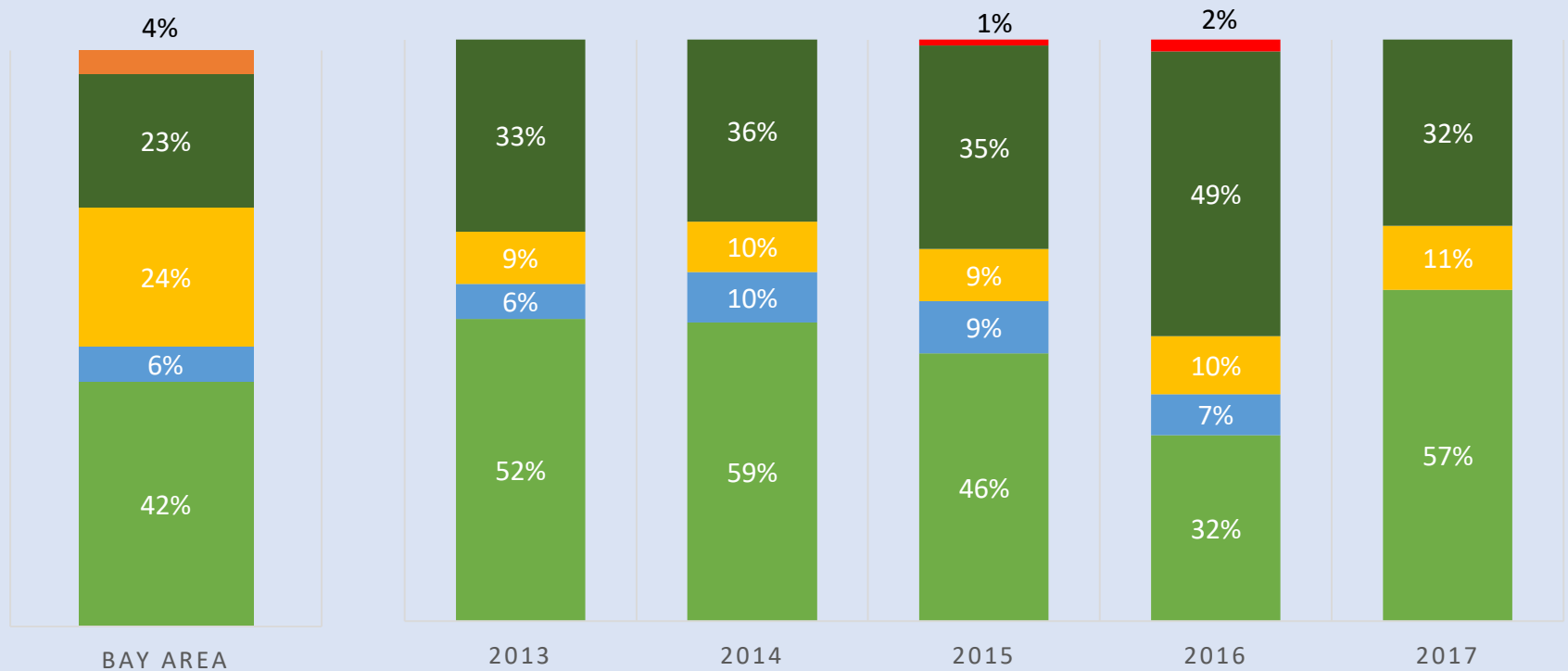
New Hires & Promotions by Gender 2013 – 2017

Male Female



New Hires & Promotions by Race 2013 – 2017 (BAY AREA VS. BAAQMD)

- White (Non Hispanic or Latino)
- Black or AA (Non Hispanic/Lat)
- Hispanic or Latino
- Asian (Non Hispanic or Latino)
- American Indian/Alaskan Native
- Other or Two or More Races



Air District's Diversity Efforts

Hiring and Employment Practices

Merit Based Civil Service Process

- Procedures Outlined in Memorandum of Understanding and Administrative Code
- Application Screening
- Panel & Hiring interviews
 - Interview questions are based on the knowledge, skills and abilities required for the position and are standardized
 - We use a diverse group of internal and external panelists, subject matter experts, and hiring managers

Recruitment Outreach

- Paper/In-Person – Community Niche Newspapers, internal bulletin board postings, Community and University Career Fairs, Air District Job Fair, HR Office, internal referrals
- Online – Air District website, District-wide job posting websites, diversity websites, District social media sites, and professional associations
- Nonprofits and Community Organizations

Air District's Diversity Efforts (cont.)

Hiring and Employment Practices

- Pay Equity
 - Salaries are pegged to Job Classification
 - Salary Survey Underway
- Equal Employment Opportunity Plan

The Diversity, Equity & Inclusion Office (DE&I)

Established

July 1, 2017

Vision and Guiding Principles Encompass

- Commitment to DE&I both internally and externally throughout the Bay Area;
- Equity and Inclusion in decision-making strategies for policies, procedures, regulations, funding initiatives, public outreach, planning and employment opportunities;
- Workplace practices that exemplify the DE&I's principles;
- Zero tolerance of all forms of discrimination and harassment

Participation in Government Alliance on Race & Equity (GARE)

- **GARE** is a national network of local and regional governments working to achieve racial equity and advance opportunities for all;
- Provides year-long training series to support local and regional governments at the forefront of work to advance racial equity;
- Focuses on building pathways to begin racial equity work;
- Sharing best practices, tools, and resources to put theory into practice; and
- Developing support networks with other agencies.



Ongoing Efforts

- Work to drive diversity initiatives;
- Enhance training and leadership development of all staff around diversity topics;
- Expand outreach to underrepresented groups;
- Establish an internal mentoring program; and
- Work with the Employees' Association to enhance internship program