



Equal Employment Opportunity Program Update

Organization, Personnel & Technology Committee

Item 7a

May 10, 2016

Human Resources Group

Equal Employment Opportunity Program

- Workforce and Job Action Demographics
- Affirmative Action Program
- Nondiscrimination Program
- Action-Oriented Efforts

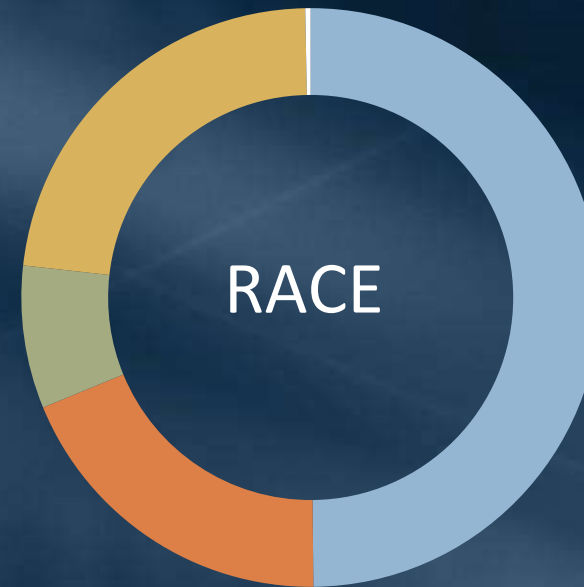
Metropolitan's Workforce as of 12/31/15

regular employees

Women
26%



Men
74%



White
50%

Asian
19%

Black
8%

Hispanic
23%

NA/AN

<1%

Metropolitan's Job Actions - Jan – Dec 2015

regular employees

Hires
88

Retirements
83

As of Dec 31, 2015
Overall Workforce

1737

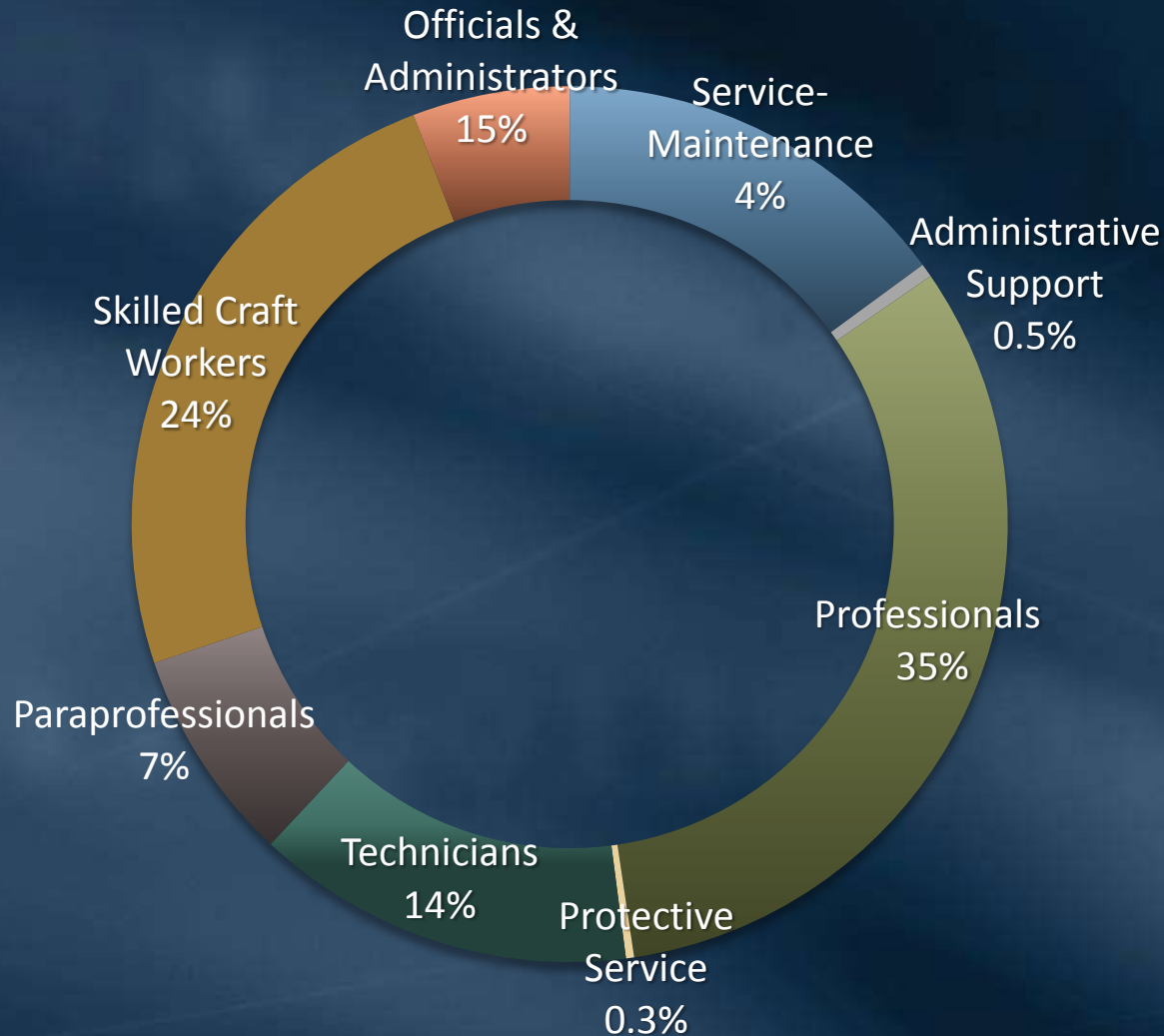


Promotions
201

Separations
9

Metropolitan's Workforce as of 12/31/15

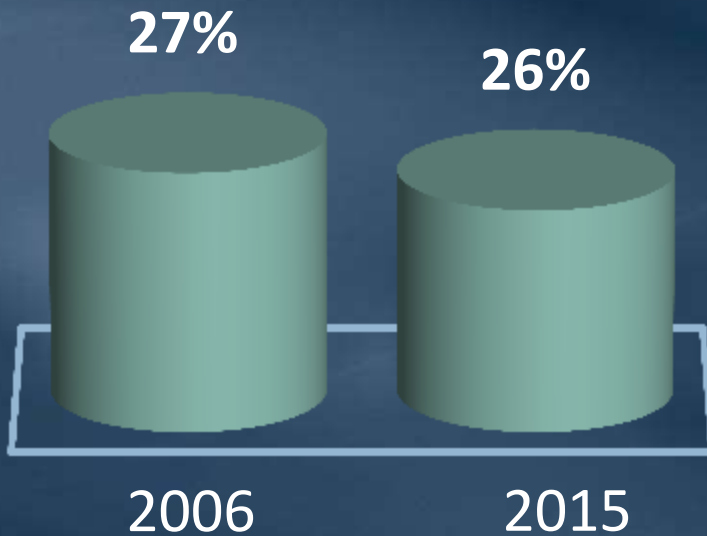
regular employees



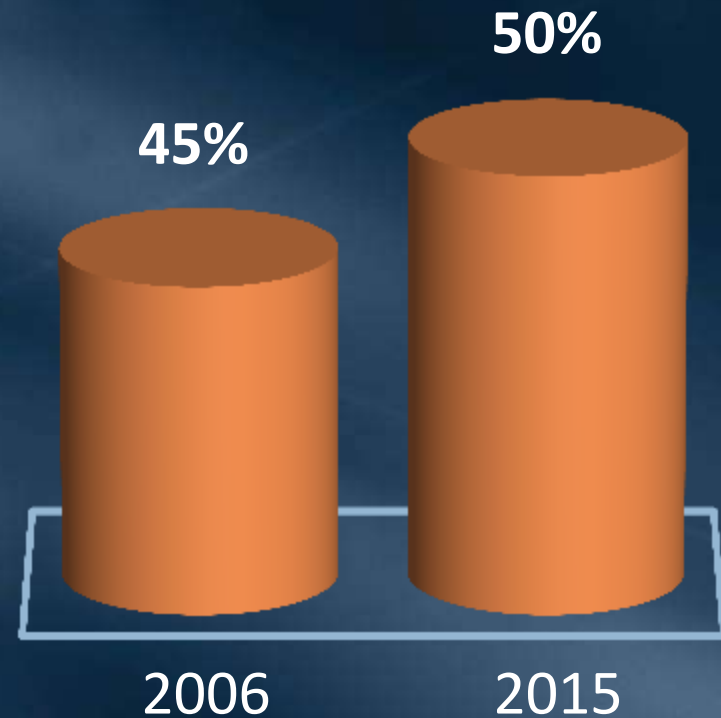
Workforce Comparison as of 12/31/15

regular employees

Women



Minorities



Hire Activity

Jan 1 thru Dec 31, 2015

regular employees

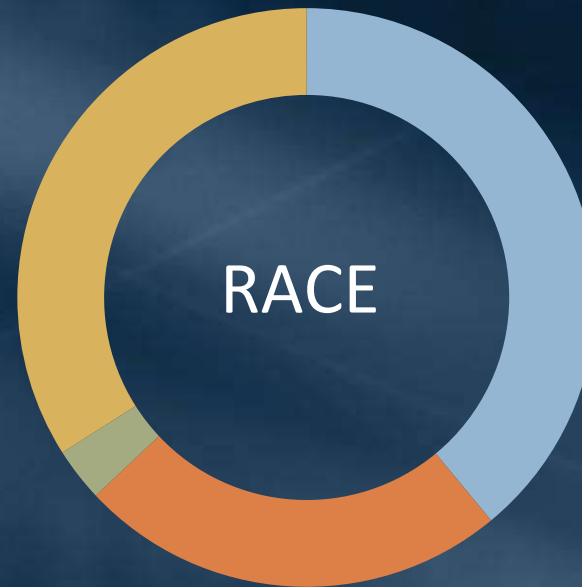
Women
42%



Men
58%

GENDER

White
39%



Asian
24%

Black
3%

Hispanic
34%

NA/AN
0%

RACE

Promotion Activity

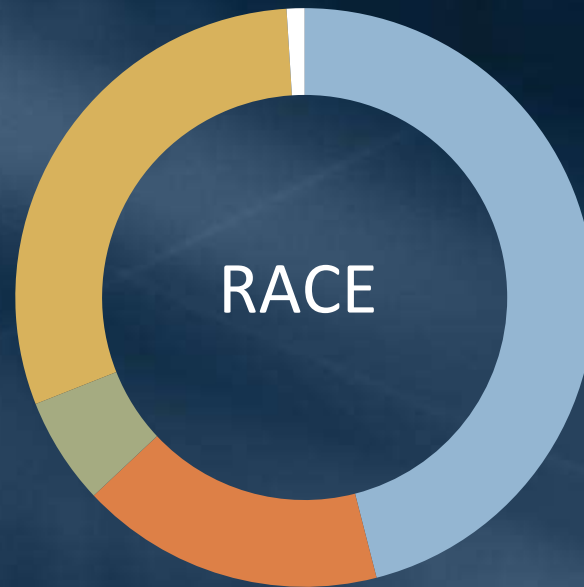
Jan 1 thru Dec 31, 2015

Women
24%



Men
76%

GENDER



White
46%

Asian
17%

Black
6%

Hispanic
30%

NA/AN
1%

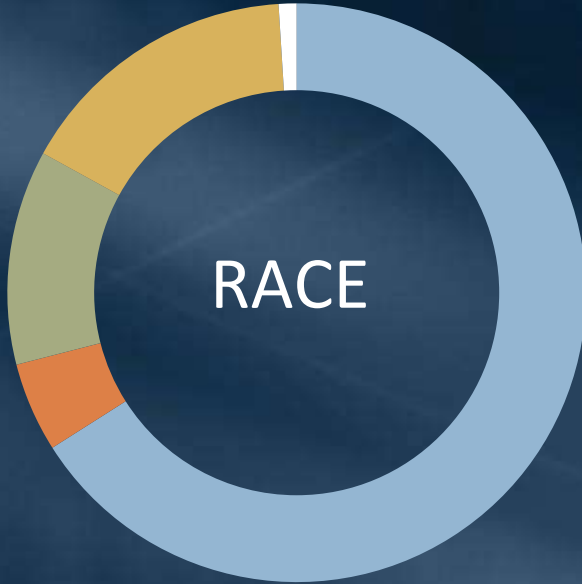
Retirement Activity

Jan 1 thru Dec 31, 2015

Women
24%



Men
76%



White
66%

Asian
5%

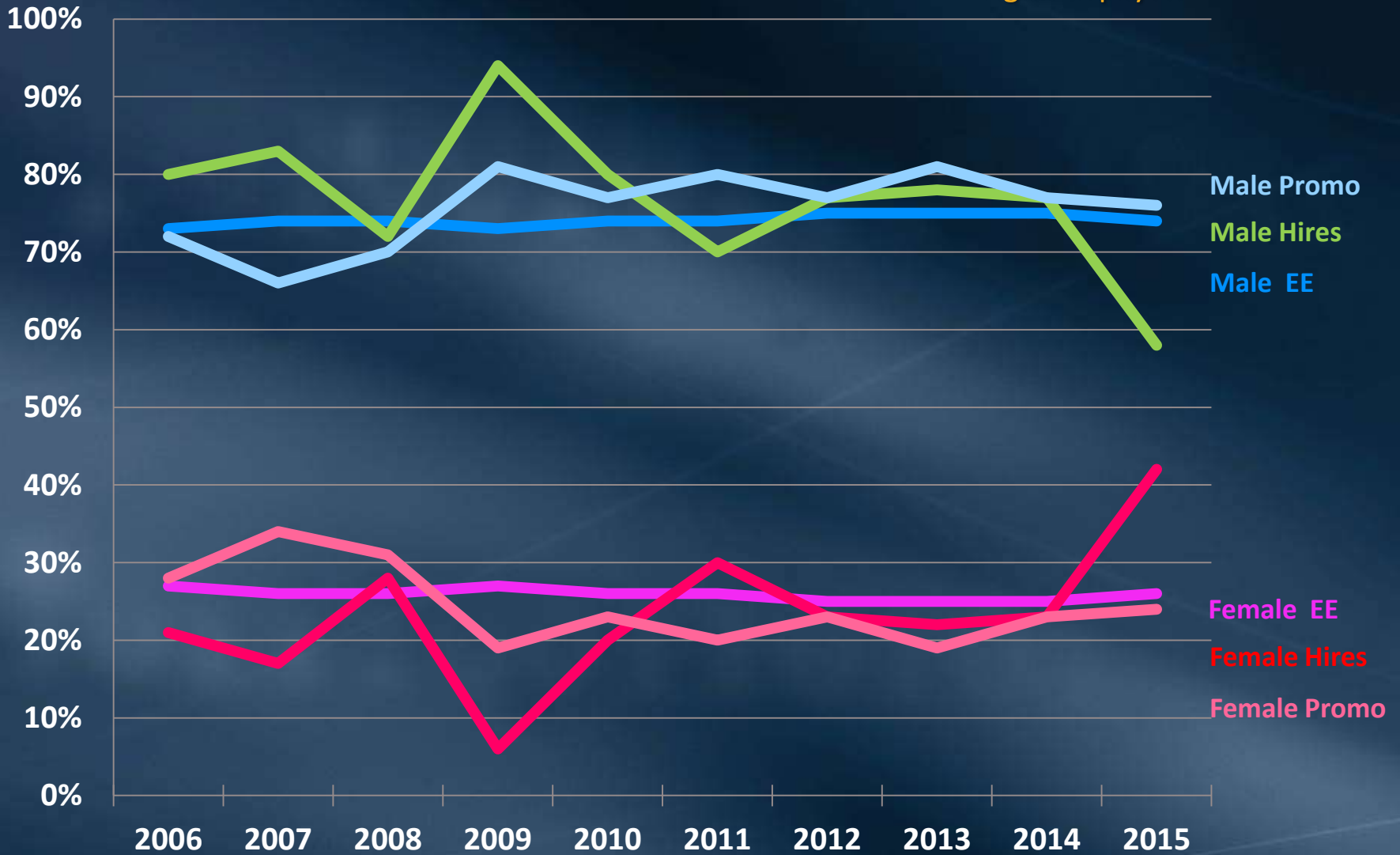
Black
12%

Hispanic
16%

NA/AN
1%

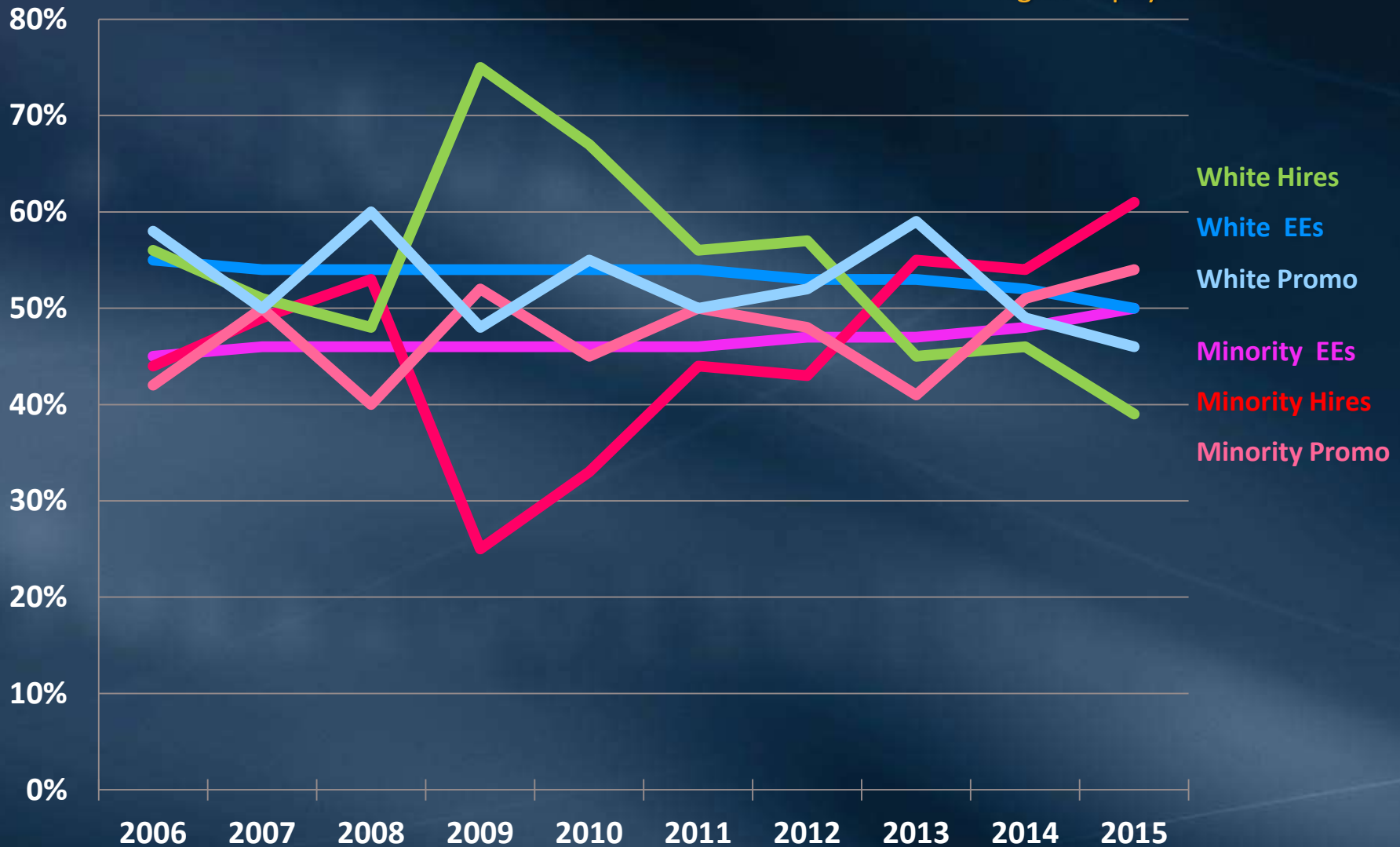
Workforce and Job Action Comparison by Sex

regular employees



Workforce and Job Action Comparison by Race

regular employees



Workforce and Job Action Summary

- Over the past 3 years the number of minority employees has increased
 - Approximately 4% increase; reached parity % in 2015
 - Since 2013, hired more minorities compared to whites
 - Last 2 years promoted more minority than white employees



Workforce and Job Action Summary

- Continue efforts to increase female representation
 - Little change in the percentage of female representation; approximately 1% increase in 2015
 - In 2015, women were hired at their highest rate
 - In 2015, women were promoted at their highest rate

Affirmative Action Program

- Required as a federal contractor; covers Protected Veteran and Individuals with Disabilities
- Currently in 2nd year under revised regulations 2015/2016 plan year
- Protected Veterans hiring benchmark of 7% met in 1st year
- 7% utilization goal for Individuals with Disabilities not met in all job groups
- Analyze again at conclusion of 2015/2016 plan year

Nondiscrimination Program

- Required as a state contractor; covers women and minorities
- Efforts to eliminate barriers in employment and advancement in employment
- Utilization analysis conducted for 221 job groups; underutilization of women in 13 job groups and specific minority race in 20 of the job groups

Nondiscrimination Program

Job Groups by EEO-4 Category	Job Groups with Underutilization of Female	Job Groups with Underutilization of a Minority Race
Managers	0	1
Professionals	10	5
Technicians	2	4
Paraprofessionals	0	1
Skilled Craft	1	8
Service/Maintenance Workers	0	1

- Focused outreach based on underutilization

Affirmative Action & Nondiscrimination

- Common purpose to break down barriers and ensure equal access
- Leverage promotional and hiring opportunities
- Expectation is progress over time
- As effective strategic efforts are undertaken workforce demographics overtime will change

Action Oriented Efforts

*“If you always do what you've always done,
you'll always get what you've always got.”*

-Mark Twain



Action Oriented Efforts

- Continue/increase outreach to qualified minority, women, veteran and disabled individuals strategically – build relationships
- Management training
- Ensure that promotional opportunities are awarded based on merit
- Employee development programs
- Provide an inclusive work environment
- Workforce self-identification survey

