# Equal Employment Opportunity (EEO) Program Update & Annual Progress Report

2023

Office of Civil Rights - Workforce & Policy Compliance

# OBJECTIVES

## I. FTA EEO Program

- Requirements
- New Categories
- Methodology
- Placement Goals

## II. EEO Program Progress Report

## III. Overview of District Workforce

## IV. EEO Program Plan (2020 – 2023)

## V. Racial Equity Initiatives

# I. FTA EEO Program: Requirements

Circular C 4704.1A

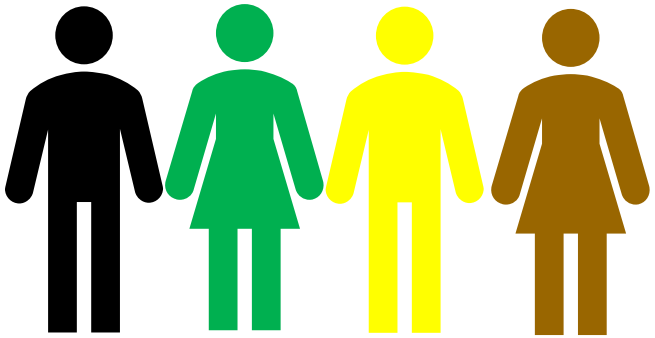
EEO Program Requirements & Guidelines

4-Year EEO Program Period

# I. FTA EEO Program: Requirements, Cont.

1. Statement of Policy
2. Dissemination Plan
3. Designation of an EEO Officer
4. **Utilization Analysis**
5. **Placement Goals**
6. **Assessment of Employment Practices**
7. **EEO Program**

# I. FTA EEO Program Requirements, Cont.
## New Categories

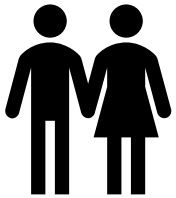


- Asian
- Pacific Islander
- 2 or More Races

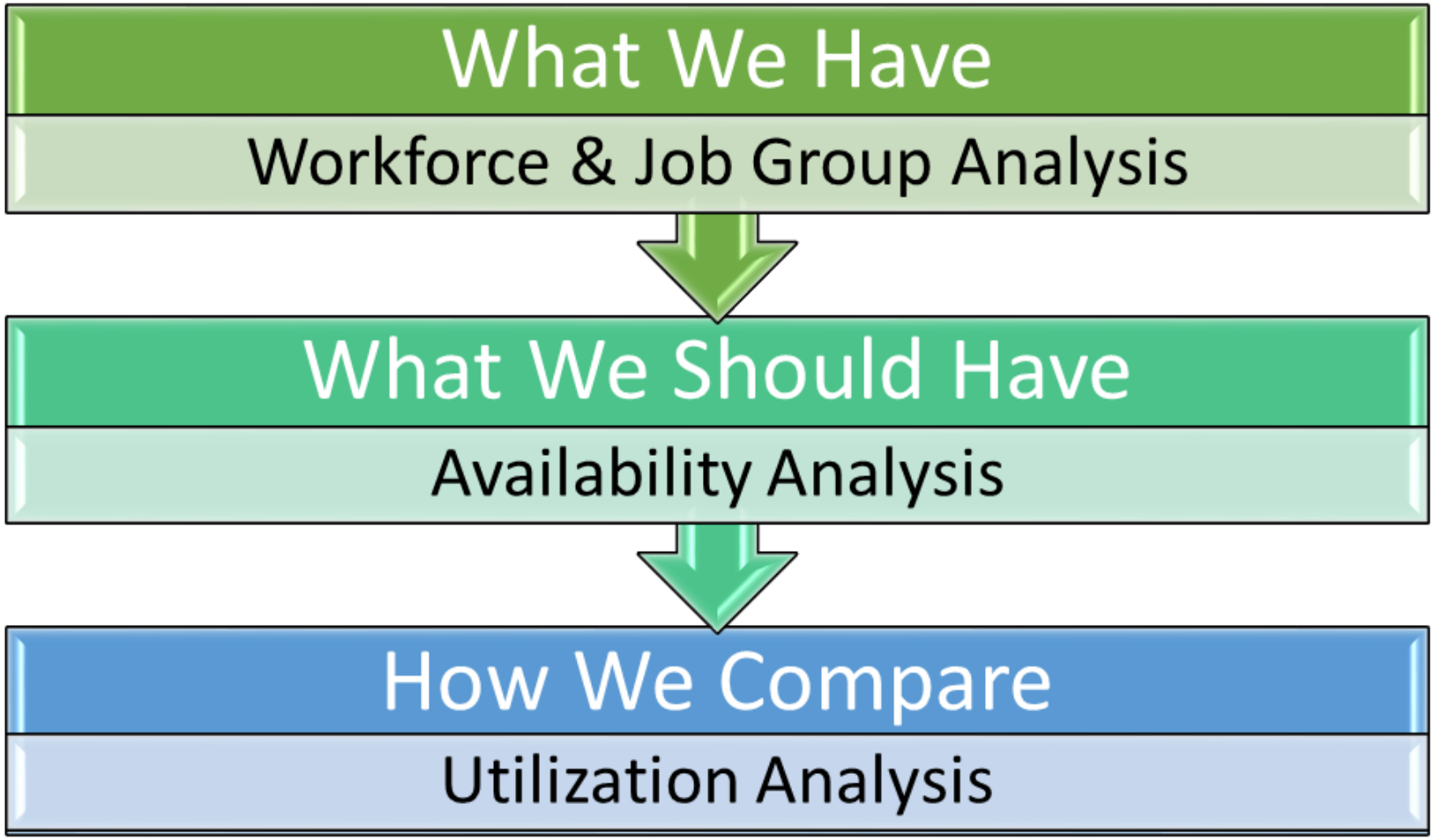
Individuals with Disabilities (IWD)

Veterans

State v. Federal



# I. FTA EEO Program Requirements, Cont. Methodology



# OCR'S FOCUS

- Strategic Planning on Workforce Diversity Policies & Programs
- Monitoring & Reporting Requirements of EEO Program
- EEO Training Program
- EEO Complaint Process Program
- Review & Concurrence on Selection Process

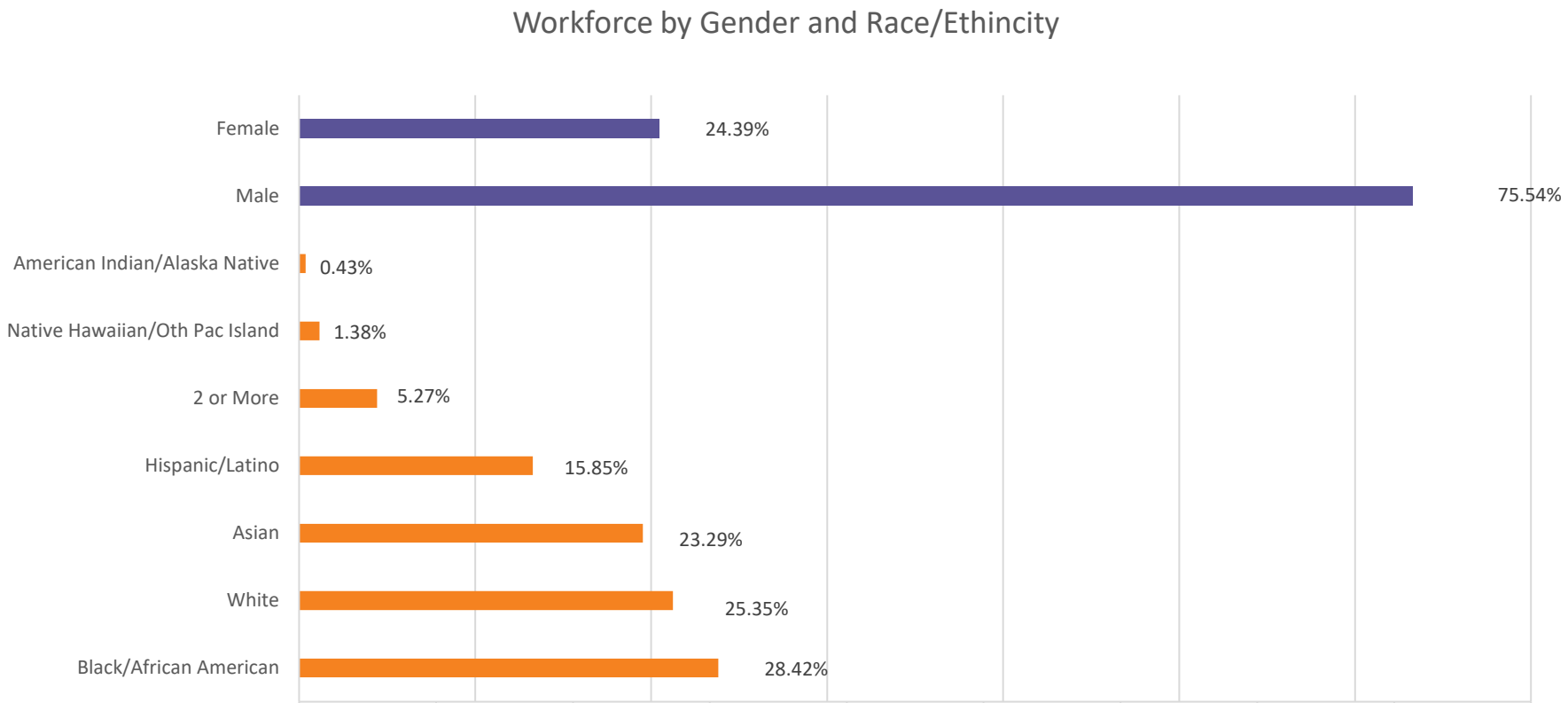
# 2023 Placement Goal Analysis for Female Employees Overall in each Job Group

| Job Group | % in category | Placement Goal | Placement Goal Met? (Y/N) | # Females out of Total Hired in 2023 for Job Group |
|---|---|---|---|---|
| Executives, Manager | 29.2% | 29.8% | N | 4 out of 10 |
| Engineer | 15.5% | 14.4% | Y | 11 out of 23 |
| Technician | 3.2% | 16.5% | N | 1 out of 8 |
| Skilled Worker | 1.7% | 12.0% | N | 0 out of 3 |
| Transit Vehicle Mechanic | 1.7% | 13.3% | N | 0 out of 20 |
| Police Officer | 9.7% | 17.0% | N | 2 out of 12 |

# 2023 Placement Goal Analysis for Minority Employees Overall in each Job Group

| Job | % in category | Placement Goal | Placement Goal Met? (Y/N) | # Minority out of Total Hired in 2023 for Job Group |
|---|---|---|---|---|
| Executive, Manager | 53.5% | 53.4% | Y | 5 out of 10 |
| Supervisor, Transportation | 71.9% | 70.2% | Y | 2 out of 2 |
| Train Operator | 78.7% | 75.7% | Y | 49 out of 58 |
| Skilled Worker | 67.3% | 71.8% | N | 2 out of 3 |
| Transit Vehicle Mechanic | 62.7% | 83.3% | N | 16 out of 20 |
| Police Supervisors & Mgr | 60.0% | 64.1% | N | 0 out of 1 |

# Workforce by Gender & Race/Ethnicity



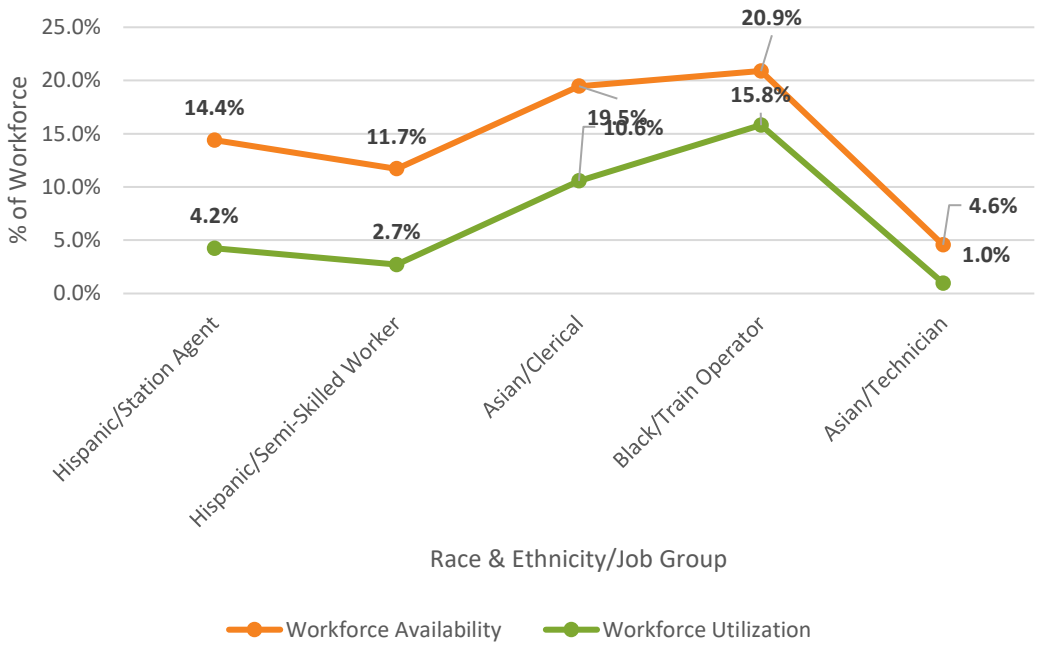

| | Black/African American | White | Asian | Hispanic/Latino | 2 or More | Native Hawaiian/Oth Pac Island | American Indian/Alaska Native | Male | Female |
|---|---|---|---|---|---|---|---|---|---|
| % | 28.42% | 25.35% | 23.29% | 15.85% | 5.27% | 1.38% | 0.43% | 75.54% | 24.39% |
| Count | 1191 | 1062 | 976 | 664 | 221 | 58 | 18 | 3165 | 1022 |

# Veteran Population and 2023 Promotions

| Job Group | Yes, I am a Veteran | No, I am not a Veteran | Unknown | Grand Total | Veteran Rate of Hire |
|---|---|---|---|---|---|
| Clerical | 1 | 54 | 68 | 123 | 0.81% |
| Engineers | 8 | 67 | 144 | 219 | 3.65% |
| Executives/Managers | 17 | 66 | 160 | 243 | 7.00% |
| Foreworkers/Other | 16 | | 123 | 139 | 11.51% |
| Foreworkers/Transportation | 3 | 2 | 106 | 111 | 2.70% |
| Police Civilians | 6 | 71 | 55 | 132 | 4.55% |
| Police Officers | 23 | 73 | 58 | 154 | 14.94% |
| Police Supervisors/Mgrs | 1 | 9 | 45 | 55 | 1.82% |
| Professionals | 15 | 147 | 272 | 434 | 3.46% |
| Semi-Skilled Workers | 16 | 281 | 222 | 519 | 3.08% |
| Skilled Workers | 17 | 63 | 278 | 358 | 4.75% |
| Station Agents | 8 | 125 | 268 | 401 | 2.00% |
| Supervisors/Other | 10 | 25 | 87 | 122 | 8.20% |
| Supervisors/Transportation | 10 | 13 | 91 | 114 | 8.77% |
| Technicians | 14 | 69 | 230 | 313 | 4.47% |
| Train Operators | 17 | 151 | 338 | 506 | 3.36% |
| Transit Vehicle Mechanic | 19 | 53 | 169 | 241 | 7.88% |
| **Grand Total** | **201** | **1270** | **2719** | **4190** | **4.80%** |

| 2023 Promotions | Veteran | Not a veteran | Unknown | Grand Total | Veteran Promotion Rate |
|---|---|---|---|---|---|
| Clerical | 1 | 4 | 4 | 9 | 11.11% |
| Engineers | 1 | 3 | 10 | 14 | 7.14% |
| Executives/Managers | 1 | 5 | 15 | 21 | 4.76% |
| Foreworkers/Other | 4 | | 7 | 11 | 36.36% |
| Foreworkers/Transportation | | 1 | 18 | 19 | 0.00% |
| Police Civilians | 1 | 8 | 3 | 12 | 8.33% |
| Police Officers | | 2 | | 2 | 0.00% |
| Police Supervisors/Mgrs | | 1 | 4 | 5 | 0.00% |
| Professionals | 1 | 11 | 38 | 50 | 2.00% |
| Semi-Skilled Workers | 2 | 22 | 6 | 30 | 6.67% |
| Skilled Workers | | 7 | 2 | 9 | 0.00% |
| Station Agents | | 26 | 7 | 33 | 0.00% |
| Supervisors/Other | | 3 | 11 | 14 | 0.00% |
| Supervisors/Transportation | | 2 | 5 | 7 | 0.00% |
| Technicians | | 4 | | 4 | 0.00% |
| Train Operators | 1 | 46 | 8 | 55 | 1.82% |
| Transit Vehicle Mechanic | | 1 | | 1 | 0.00% |
| **Grand Total** | **12** | **147** | **138** | **297** | **4.04%** |

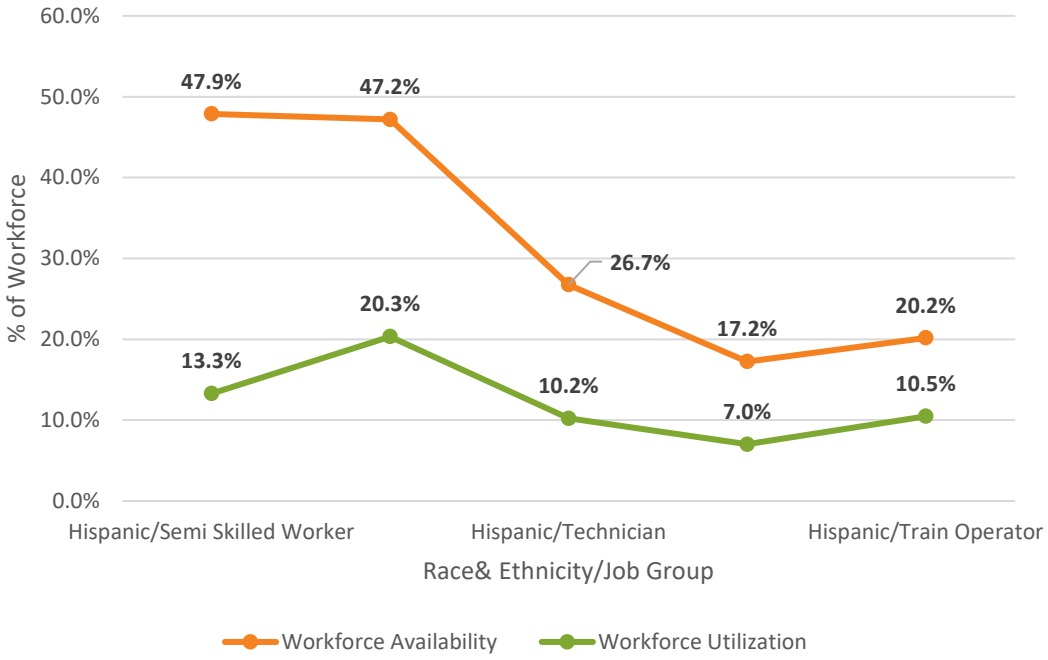
# Largest Job Group Utilization Gaps Amongst Female Employees




| Race/Ethnicity & Job Group | Utilization Gap |
|---|---|
| Hispanic/Station Agent | 10.2% |
| Hispanic/Semi-Skilled Worker | 9.0% |
| Asian/Clerical | 8.9% |
| Black/Train Operator | 5.1% |
| Asian/Technician | 3.6% |

*Utilization gap is calculated by subtracting the workforce utilization rate from the availability rate.

# Largest Job Group Utilization Amongst Male Employees



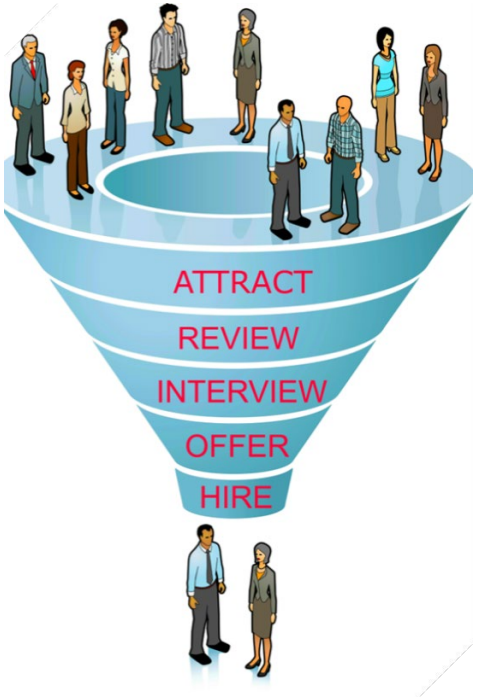

| Race/Ethnicity & Job Group | Utilization Gap |
|---|---|
| Hispanic/Semi Skilled Worker | 34.6% |
| Hispanic/Transit Vehicle Mechanic | 26.9% |
| Hispanic/Technician | 16.5% |
| Hispanic/Supervisors Transportation | 10.2% |
| Hispanic/Train Operator | 9.7% |

*Utilization gap is calculated by subtracting the workforce utilization rate from the availability rate.

# HOW CAN YOU UPHOLD THE EEOP?

Consult with OCR for possible EEO Issues & HR on Personnel Matters

EEO Training




Outreach & Recruitment

# QUESTIONS?

Thank You!

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