

Equal Employment Opportunity (EEO) Update

Human Resources

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OVERVIEW

- Background
- Separation, Hire, and Headcount Trends
 - TPU Wide
 - By Gender
 - By Race
- Next Steps

● ● ● BACKGROUND

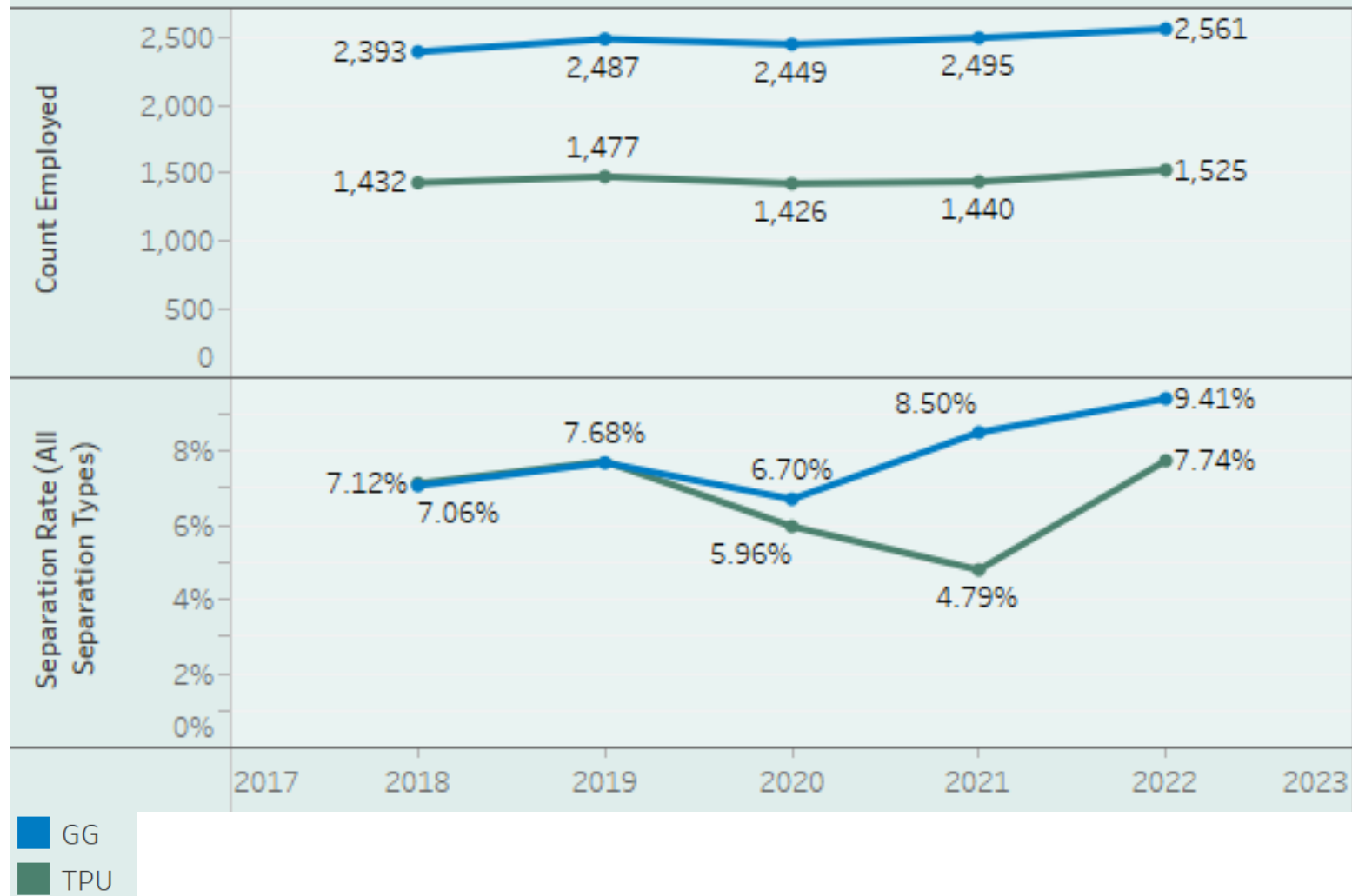
- In 2014, the City Council adopted Equity and Empowerment Framework, including the goal that the Workforce Reflects the Community it Serves.
- In 2018, Human Resources refined its collection process and categories for race/ethnicity data for improved reporting.
- In March 2021, Human Resources launched the Equitable Recruiting and Selection Program.
- In May 2021, the final Workforce Equity Study report was published.

Definitions

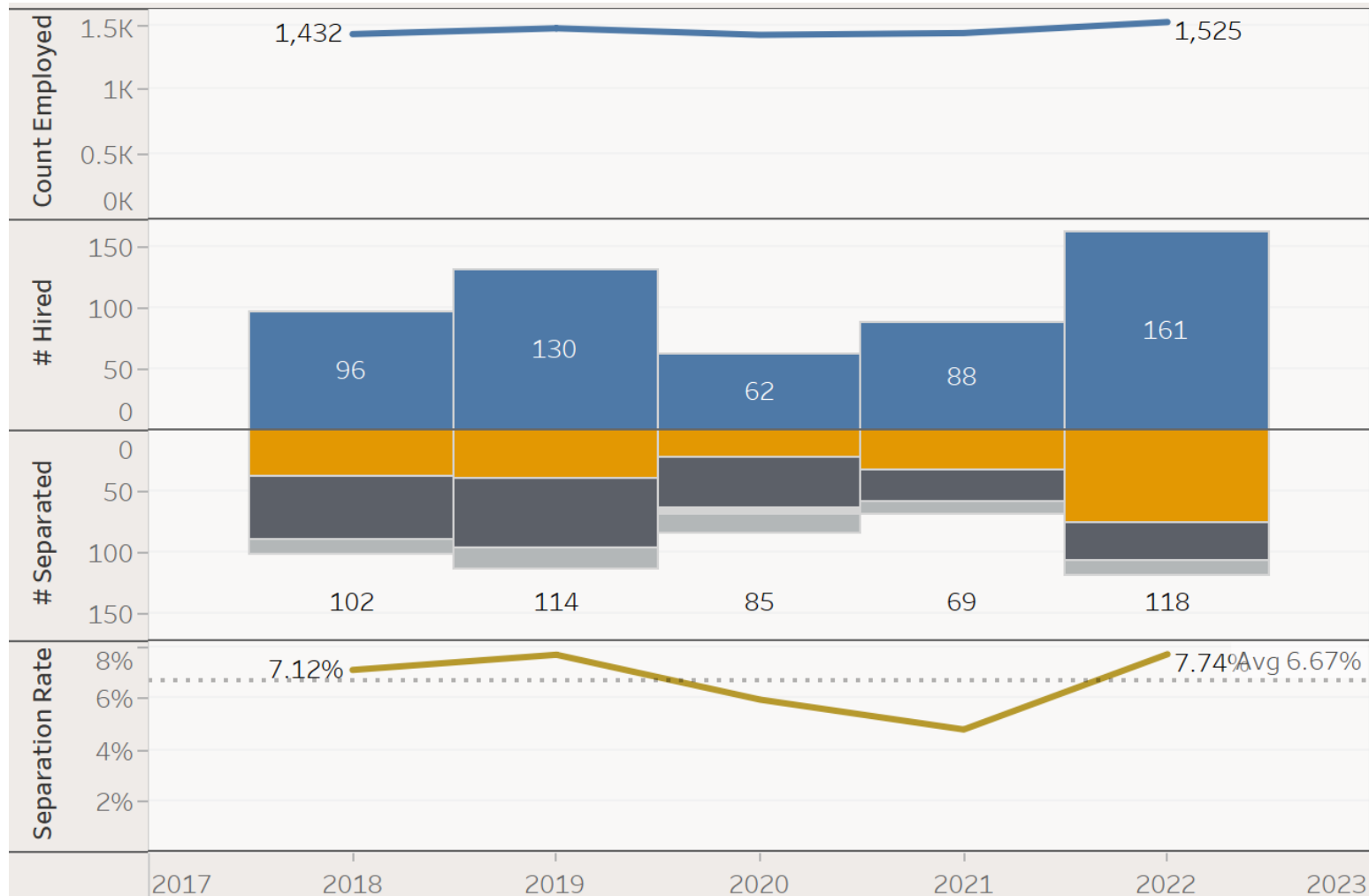
We will be using these icons in the presentation:

- ✓ Positive data point
- 🔍 Something to watch
- 🚩 Undesirable data point

General Government and TPU Headcount and Separation Rates



TPU Employees, Hires, and Separations



Gender – Summary

- ✓ Females had higher retention in 2020 and 2021 than other years.
- ▣ The percent of hires who identify as female has sharply declined over the last five years.
- 🔍 There is marginal progress towards more female representation in the workplace.

Gender – Voluntary Separation Rates

Separation Rate by Gender

Voluntary Separation Types

"+" marks organizational average separation rate



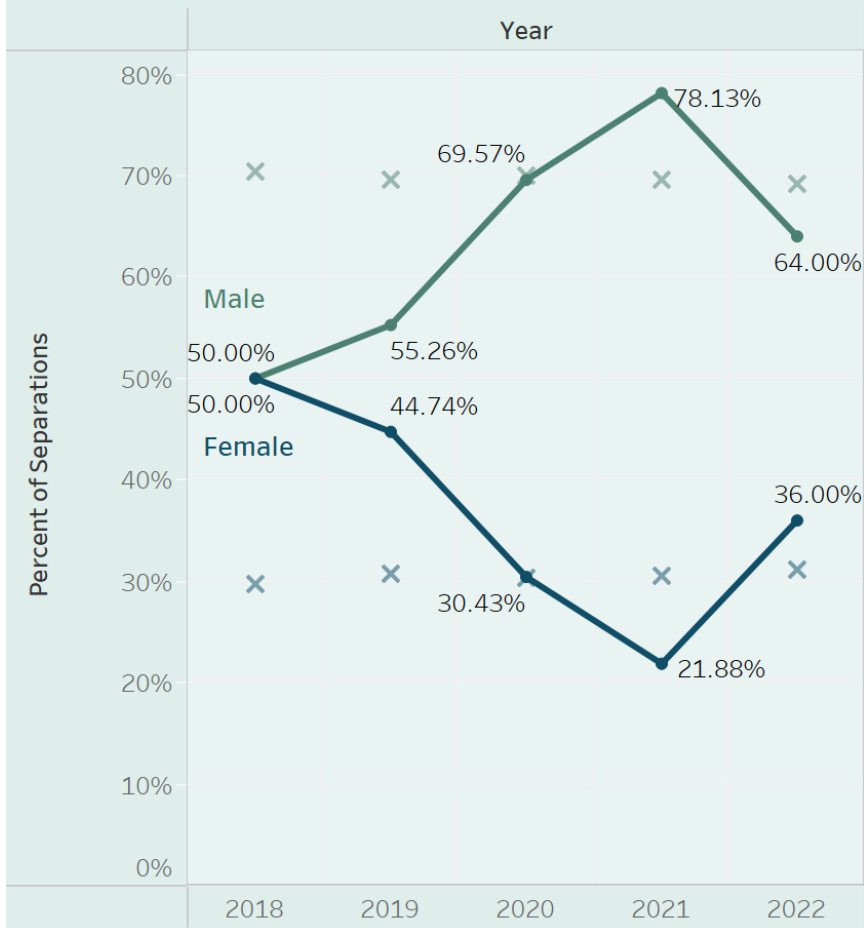
- ✓ Females had drastically lower voluntary separation rates in 2020 and 2021.
- 🔍 Voluntary separation rates spiked in 2022 for both females and males.

Gender – Percent of Voluntary Separations

Percent of Total Separations by Gender

Voluntary Separation Types

"x" marks % of total employees



- ✓ Sharp decline in female proportion of voluntary separations from 2018-2021.
- 🔍 2022 reversed the trend, watch for return to drastic disproportionate voluntary separations.

Gender – Hires

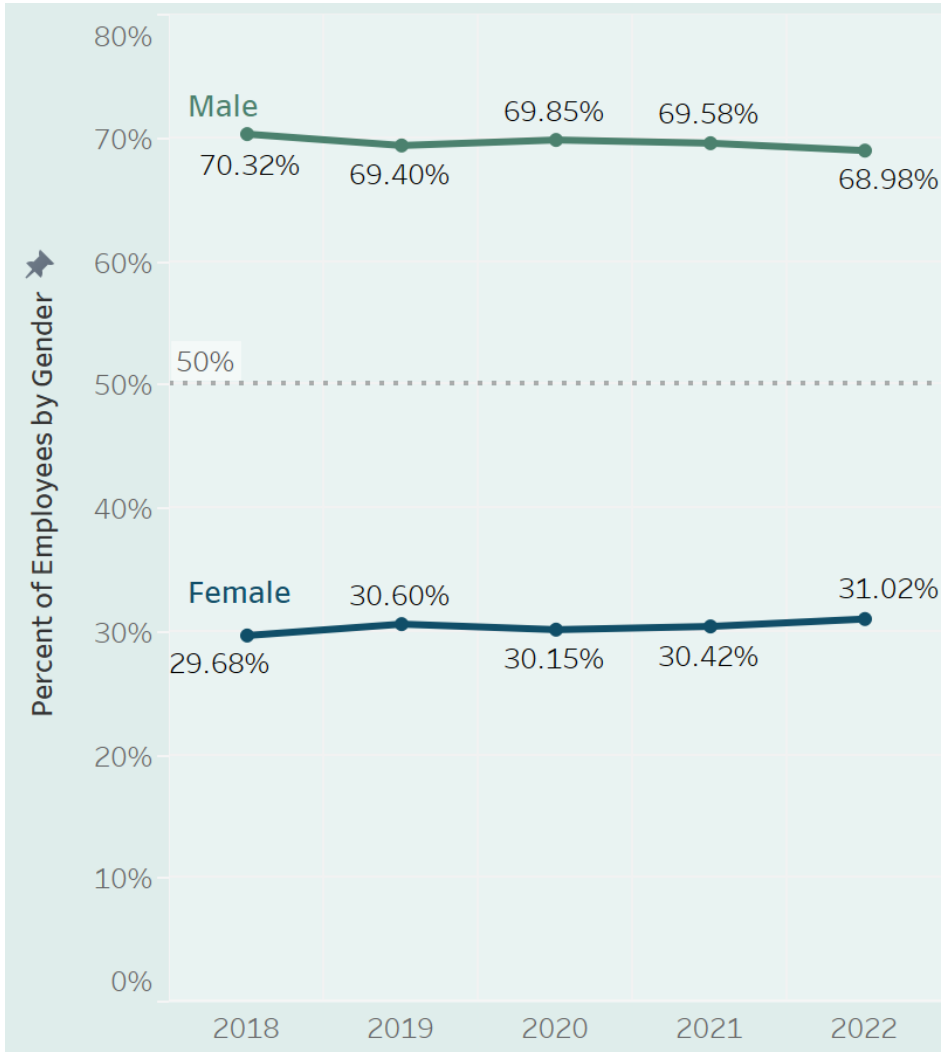
Percent of Hires by Gender

"x" marks % of total employees



- Since 2019, there is a sharp downward trend in the percentage of hires who identify as female

Gender – Employees



🔍 In TPU's overall workforce, there is a marginal increase in the percentage of employees who identify as female.

●●● Race/Ethnicity - Summary

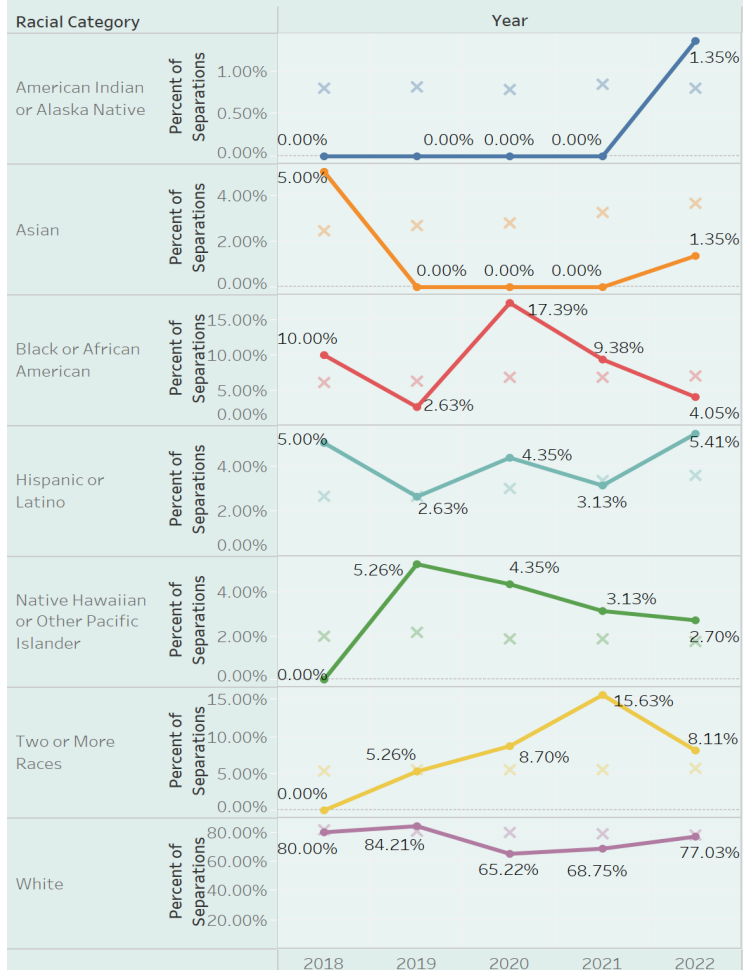
- BIPOC employees voluntarily separate at disproportionately higher rates compared to their representation in the workforce.
- ✓ There has been a general increase in percentage of BIPOC hires.
- ✓ Generally, BIPOC representation is increasing.
- Hispanic or Latino community members are underrepresented in the workforce by 8%.
- ✓ As of 2022, White employees are overrepresented in the workforce by 12%, down from 15% in 2018.

Race/Ethnicity – Interpreting Graphs

Percent of Total Separations by Race

Voluntary Separation Types

"x" marks % of total employees by race



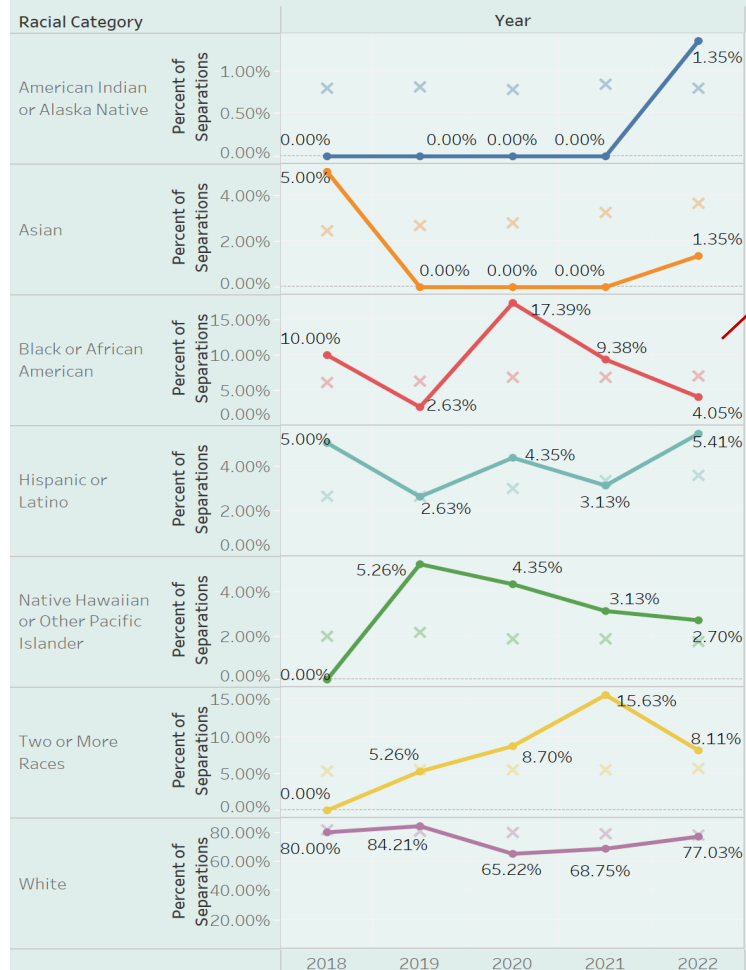
- In the following slides, a gap between the line and the “x” shows activity disproportionate to the racial category’s percentage of the workforce.
- For separations, if the line is above the “x”, we’re losing ground.
- For hires, if the line is above the “x”, we’re making progress.

Race/Ethnicity – Voluntary Separations

Percent of Total Separations by Race

Voluntary Separation Types

"x" marks % of total employees by race



🔍 In 2020, employees who identify as Black or African American made up 7% of employees, but spiked to 17% of voluntary separations.

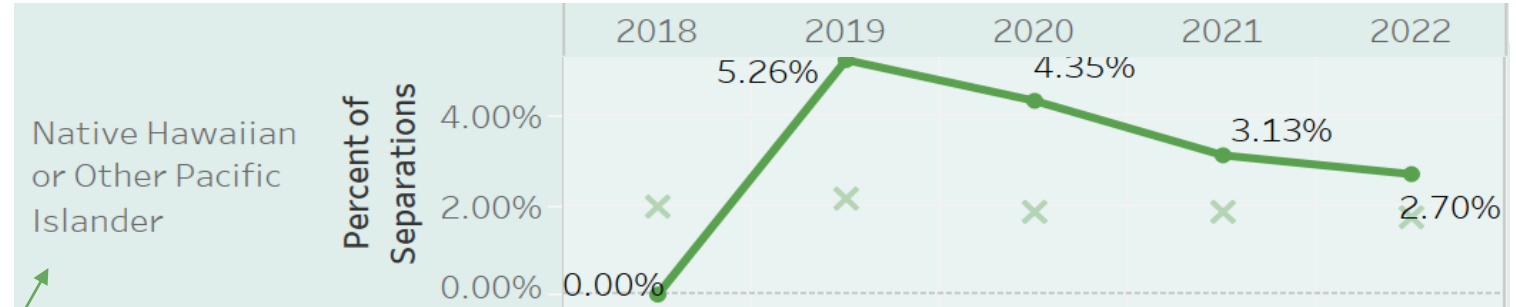
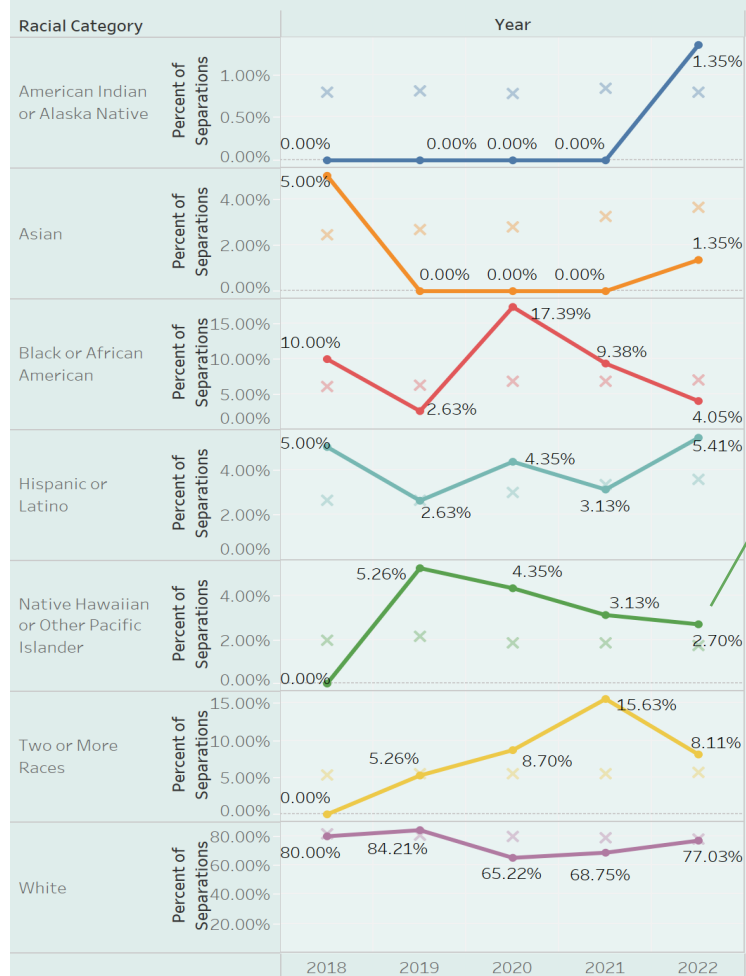
✓ The spike did not continue into 2021 and 2022.

Race/Ethnicity – Voluntary Separations

Percent of Total Separations by Race

Voluntary Separation Types

"x" marks % of total employees by race



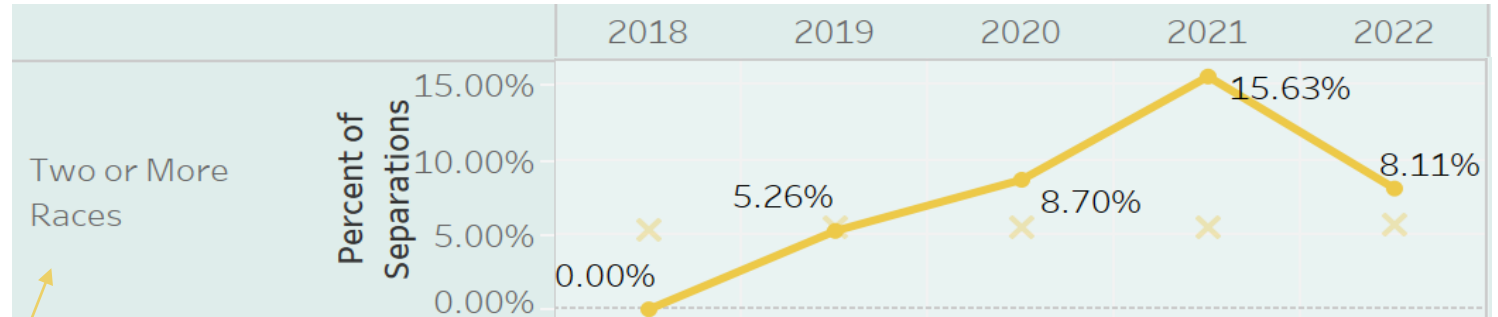
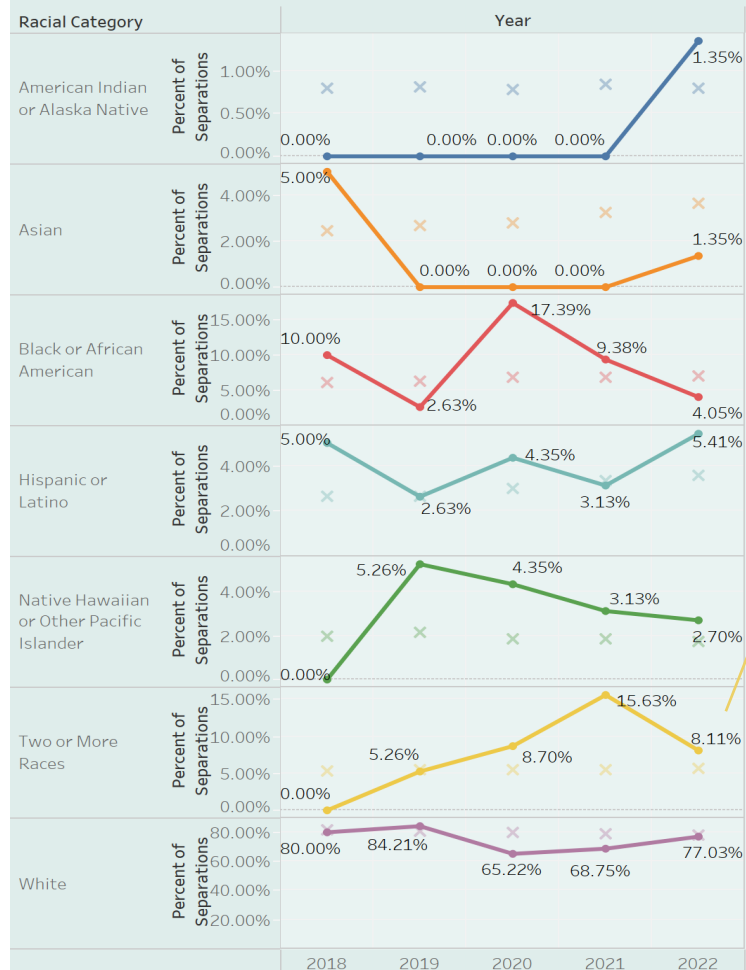
✓ Over the past four years, the gap of disproportionate separations by employees who identify as Native Hawaiian or Other Pacific Islander has been narrowing.

Race/Ethnicity – Voluntary Separations

Percent of Total Separations by Race

Voluntary Separation Types

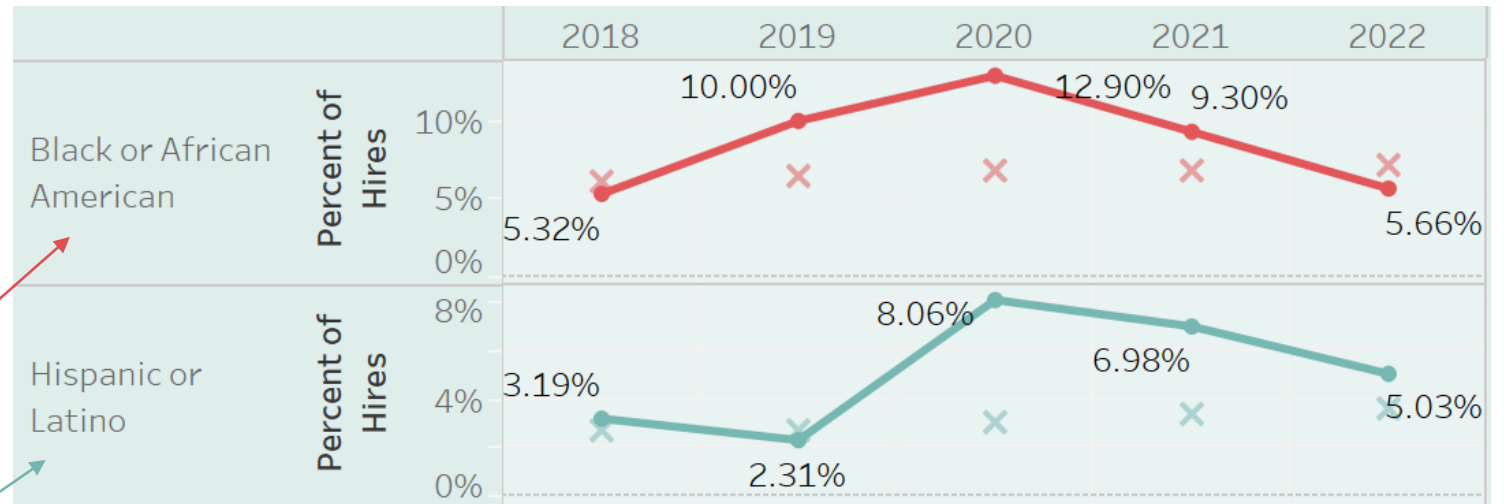
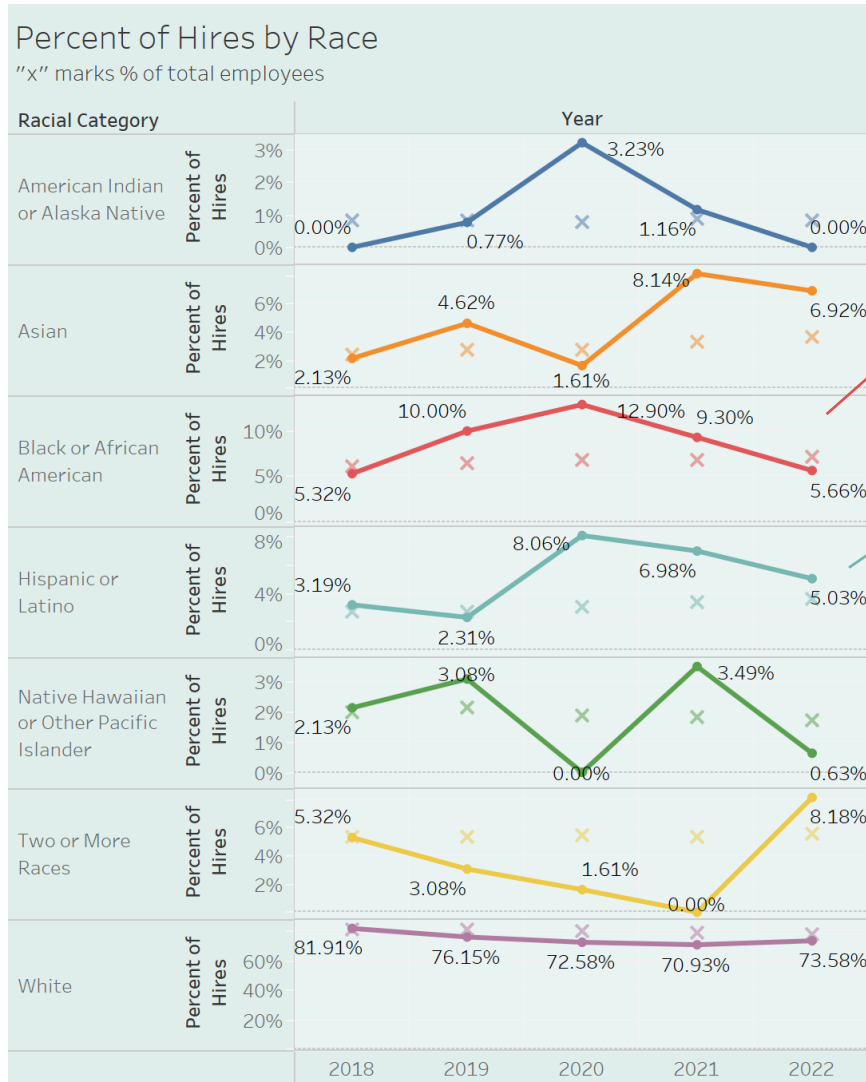
"x" marks % of total employees by race



🔍 In 2021, employees of Two or More Races made up 5% of employees, but had a spike to 16% of voluntary separations.

✅ The spike did not continue into 2022.

●●● Race/Ethnicity – Hires

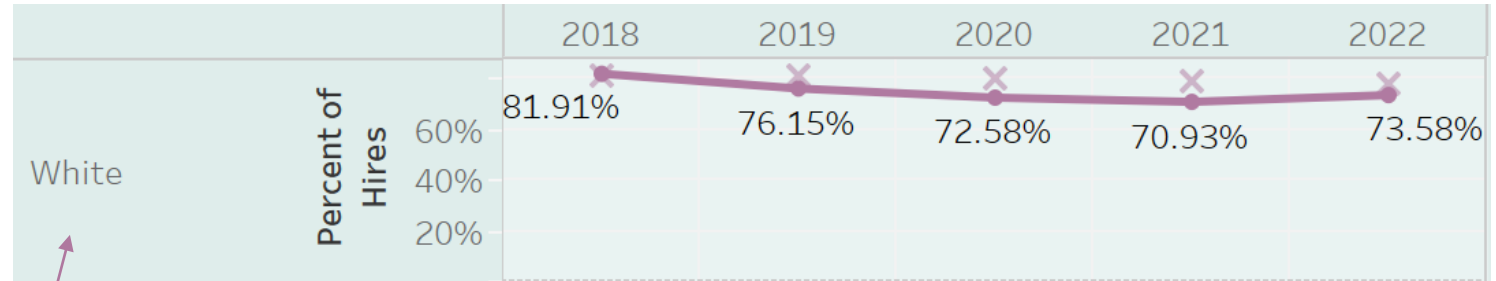
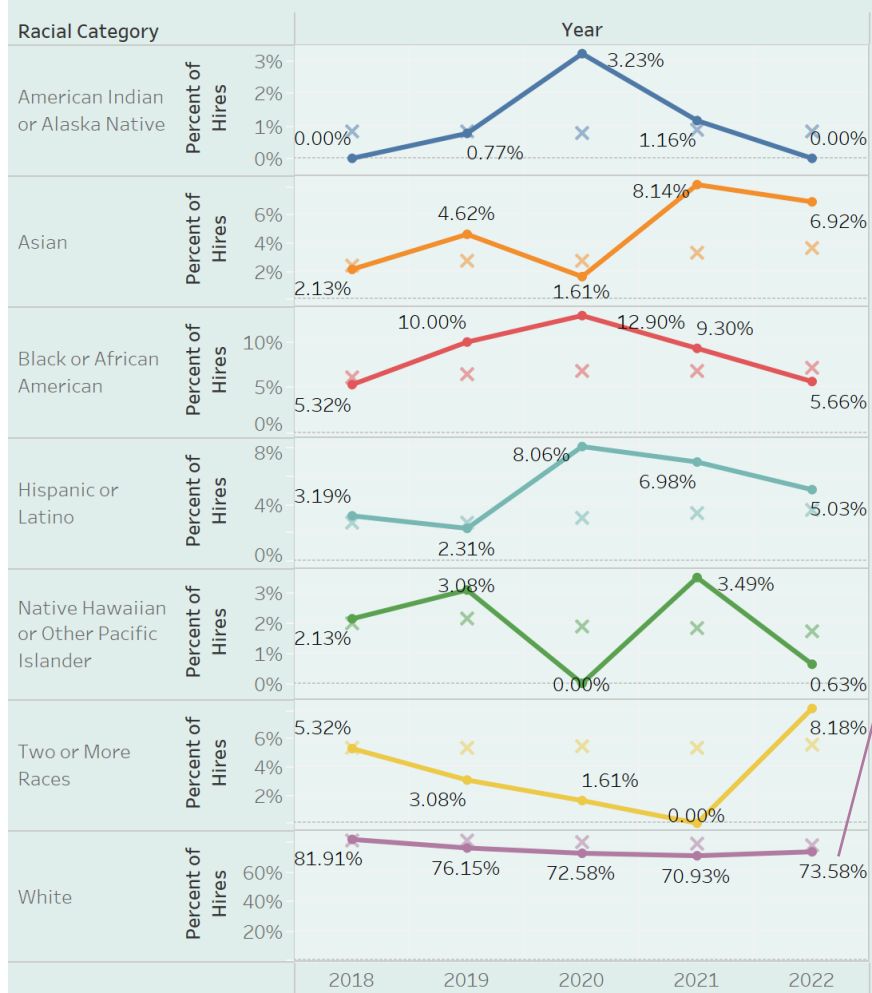


- After higher proportions of hires in 2020, there has been a two-year trend of lower hires for those who identify as Black or African American or Hispanic or Latino.

Race/Ethnicity – Hires

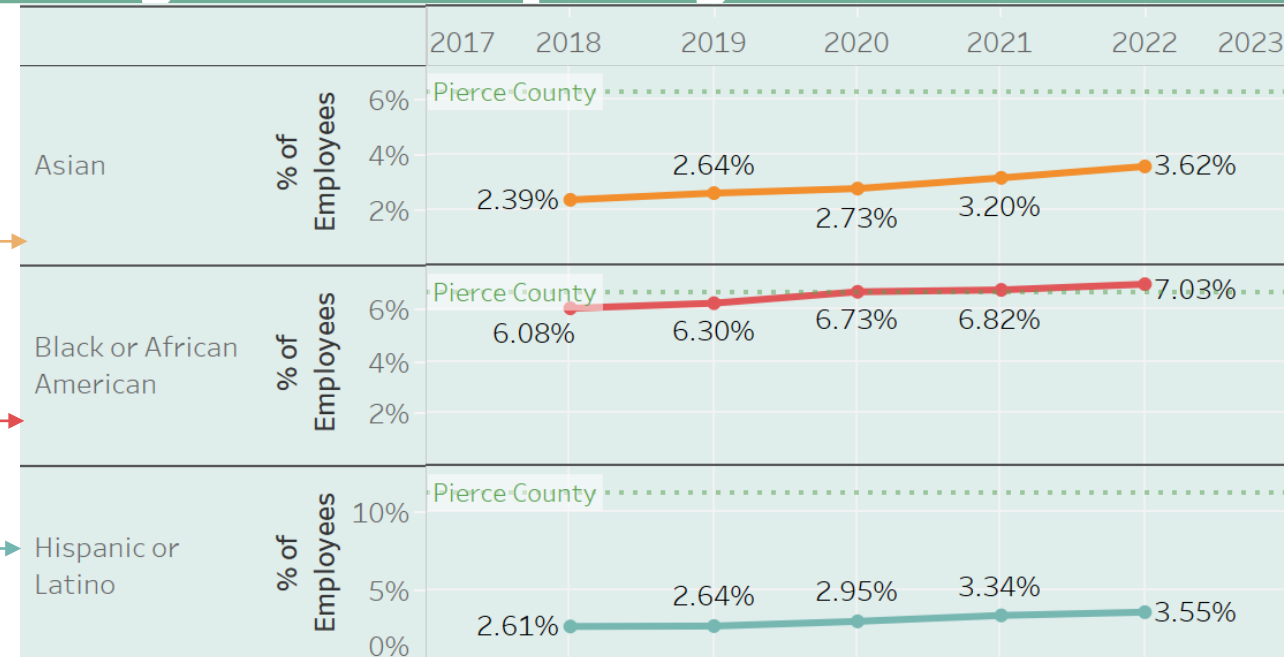
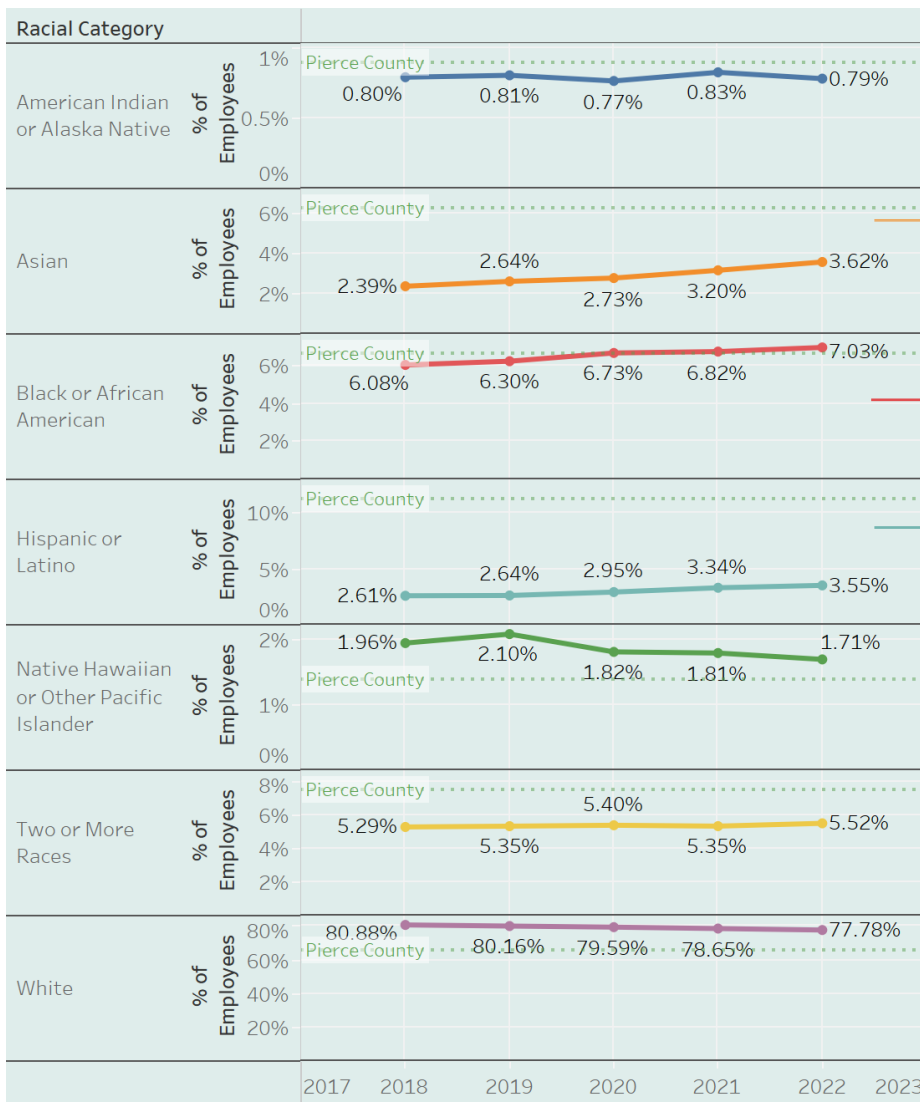
Percent of Hires by Race

"x" marks % of total employees



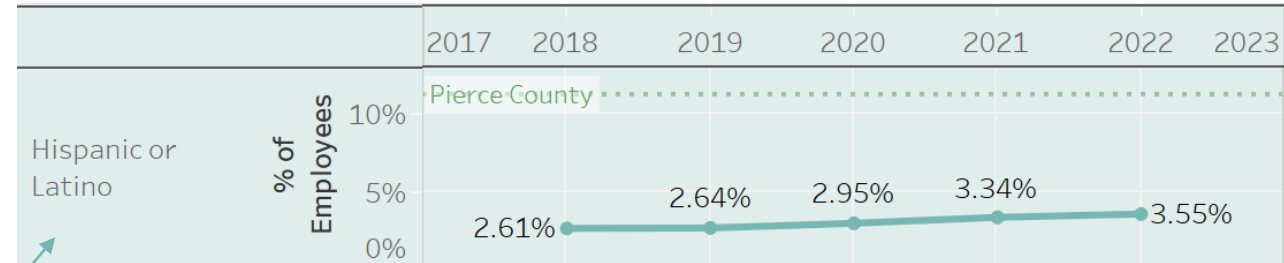
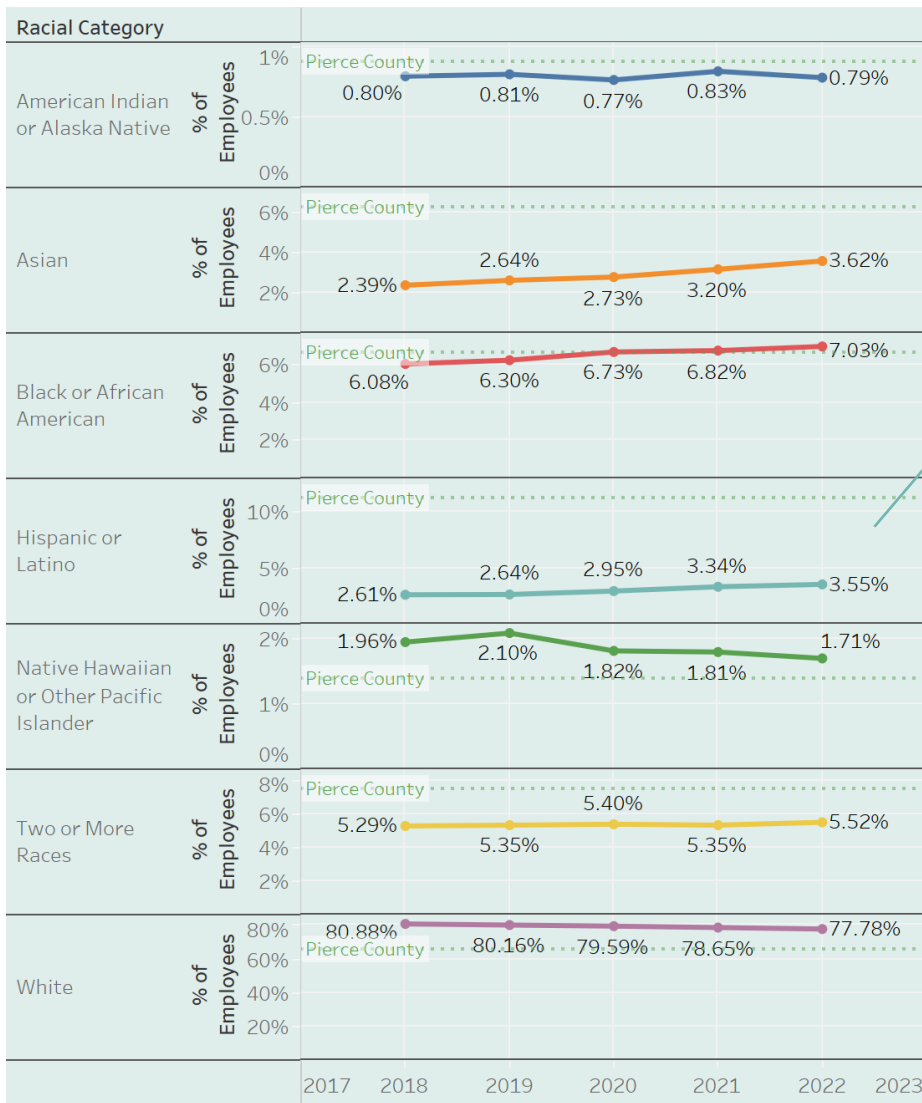
- ✓ There has been a general downward trend in percentage of hires who identify as white.
- 🔍 There was an uptick in 2022.

Race/Ethnicity – Employees



✓ There has been a slow, steady increase in percentage of employees who identify as Asian, Black or African American, or Hispanic or Latino.

Race/Ethnicity – Employees



11.3% of Pierce County residents identify as Hispanic or Latino. In 2022, only 3.55% of TPU employees identified as Hispanic or Latino. This is the widest gap of underrepresentation.

● ● ● Conclusion

TPU has shown progress towards increased representation of both female and BIPOC employees.

●●● NEXT STEPS

- Continue to focus on hiring underrepresented populations.
- Focus on retention of underrepresented populations.
- Better understanding of the stories behind the data.
- Better view of separation reasons to inform retention strategies.