



# TPU SD-1 Equity and Inclusion Annual Report

Office of Equity and Human Rights &  
Human Resources Department

**Public Utility Board Study Session**  
**August 12, 2020**



# OVERVIEW

- Progress to Date
- Challenges and Barriers
- Priorities for Next Year

# ●●● PROGRESS TO DATE

1. TPU will track the ethnic, racial and gender makeup of potential and actual employees for **recruitment, workforce, and retention** relative to the population in its service territory.
2. TPU will track the number of projects, actions, and initiatives including an **equity lens** in its analysis, planning, and implementation.
3. TPU will track the diversity of **outreach efforts** including diversity of participation or audiences reached.

**WORKFORCE COMPOSITION GOAL: To mirror the community we serve\***

YTD 2019	All	Female	Male	White	People of Color	American Indian	Asian	Black/AA	Hispanic	Native Hawaiian	Two or more
Community		50%	50%	61%	40%	2%	8%	11%	11%	1%	7%
Candidate Pool	3783	1003 27%	2780 73%	2453 65%	1327 35%	45 1.19%	297 8%	337 8.91%	219 5.79%	102 2.70%	327 8.64%
Headcount Q1	1365	409 30.0%	956 70.0%	1087 79.6%	278 20.4%	11 0.8%	36 2.6%	89 6.5%	39 2.9%	26 1.9%	77 5.6%

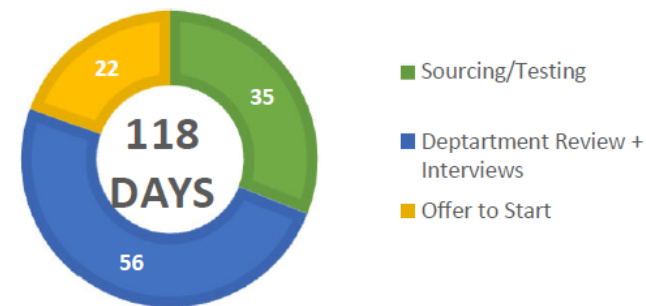
*Candidate pool demographics does not total 100% as candidates are not required to disclose gender and ethnicity*

**OUTREACH & EQUITY GOAL: Q1**

Date	Event	Objective
1/15/2020	Snacks & Chats Sessions	Kicked off new EEO program designed to provide education and a forum to discuss equity and inclusion issues
2/7/2020	Women in Trades	Educating women in the community about trade opportunities at TPU

**RECRUITING GOAL: Hiring Manager Satisfaction is > 4.5** ★

**TIME TO FILL  
Q1 2020**



Time to Fill Goal

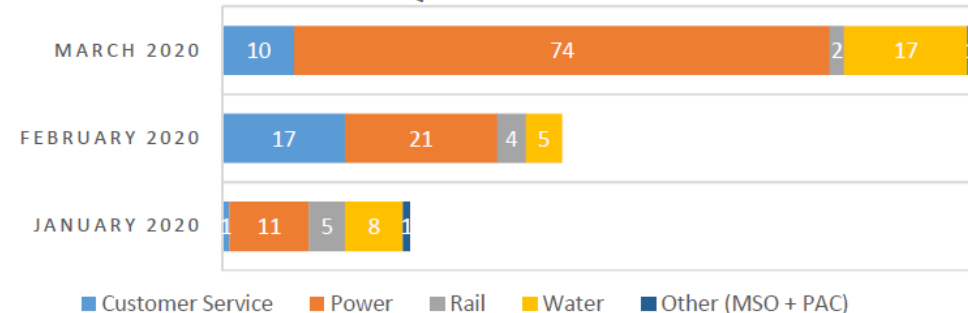


Hiring Manager Satisfaction

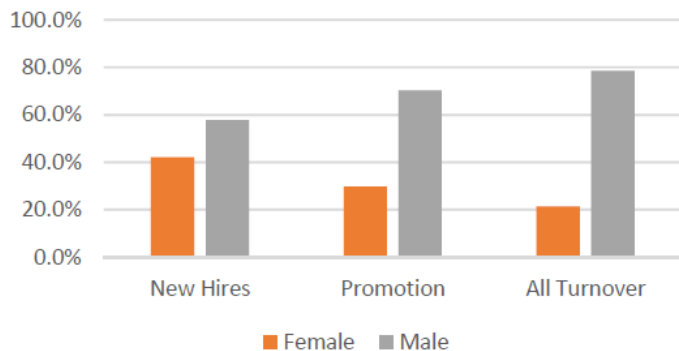


Reclassifications Processed: 18 New PDF's: 33

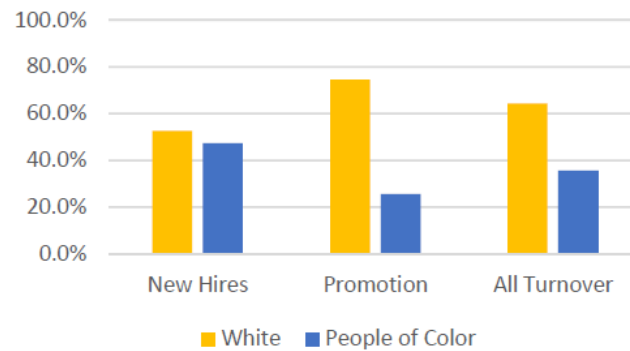
**OPEN REQUISITIONS**



Q1 New Hire, Promotion, Turnover By Gender



Q1 New Hire, Promotion, Turnover By Race



	All	Female	Male	White	People of Color	American Indian	Asian	Black/AA	Hispanic	Native Hawaiian	Two or more
New Hires	19	42.1%	57.9%	52.6%	47.4%	5.3%	0.0%	21.1%	10.5%	0.0%	10.5%
Promotion	47	29.8%	70.2%	74.5%	25.5%	2.1%	4.3%	6.4%	2.1%	2.1%	8.5%
All Turnover	14	21.4%	78.6%	64.3%	35.7%	0.0%	7.1%	21.4%	0.0%	0.0%	7.1%
Involuntary	2	0.0%	100.0%	50.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%
Voluntary	12	25.0%	75.0%	66.7%	33.3%	0.0%	0.0%	25.0%	0.0%	0.0%	8.3%

**SUCSESSES & CHALLENGES: Q1 Summary**

# ••• 2020 EQUITY LENS CASES

- AMI Customer Side Repairs (Water)
- Emergency Assistance Program
- Power Conservation Insulation Program
- Electric Vehicle Charging Stations
- Internships

# ●●● OUTREACH AND ENGAGEMENT

*Also reported in SD-4*

- Original Plan: Collect the address of each engagement, and plot on the equity index to satisfy SD-1 reporting requirement.
- Challenge: COVID has disrupted in-person meetings.

# OTHER PROGRESS

- Organizational Desire for Action has Increased
- Equity 101 at 45%
- Tacoma Power Equity Strategic Objective
- TPU Analytics Community of Practice
- Staffing
- TPU Equity Committee Expansion
- Organizational Assessment and Racial Equity Action Plan
- Equity Index Expansion
- Responding to Listening Sessions

# ●●● CHALLENGES & BARRIERS

- Pandemic
- General Government Budget Constraints
- Staffing
- Inability to conduct outreach in person



# ● ● ● PRIORITIES FOR NEXT YEAR

- Workforce and other Data Dashboards
- 2021 Equity 101  $\geq$  75% Completion
- Implement Racial Equity Action Plan
- Annual Schedule for Organizational Assessment

# ● ● ● POSSIBLE SD-1 ENHANCEMENTS

- Address SD-4 reporting overlap
- Add reporting on annual assessment and action plan
- Recommendations from the organizational assessment (in progress)

••• Thank You!

Questions?