



TPU SD-1 Equity and Inclusion Annual Report

Office of Equity and Human Rights &
Human Resources Department

Public Utility Board Study Session
August 25, 2021



● ● ● 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.



Reported in June 2021.

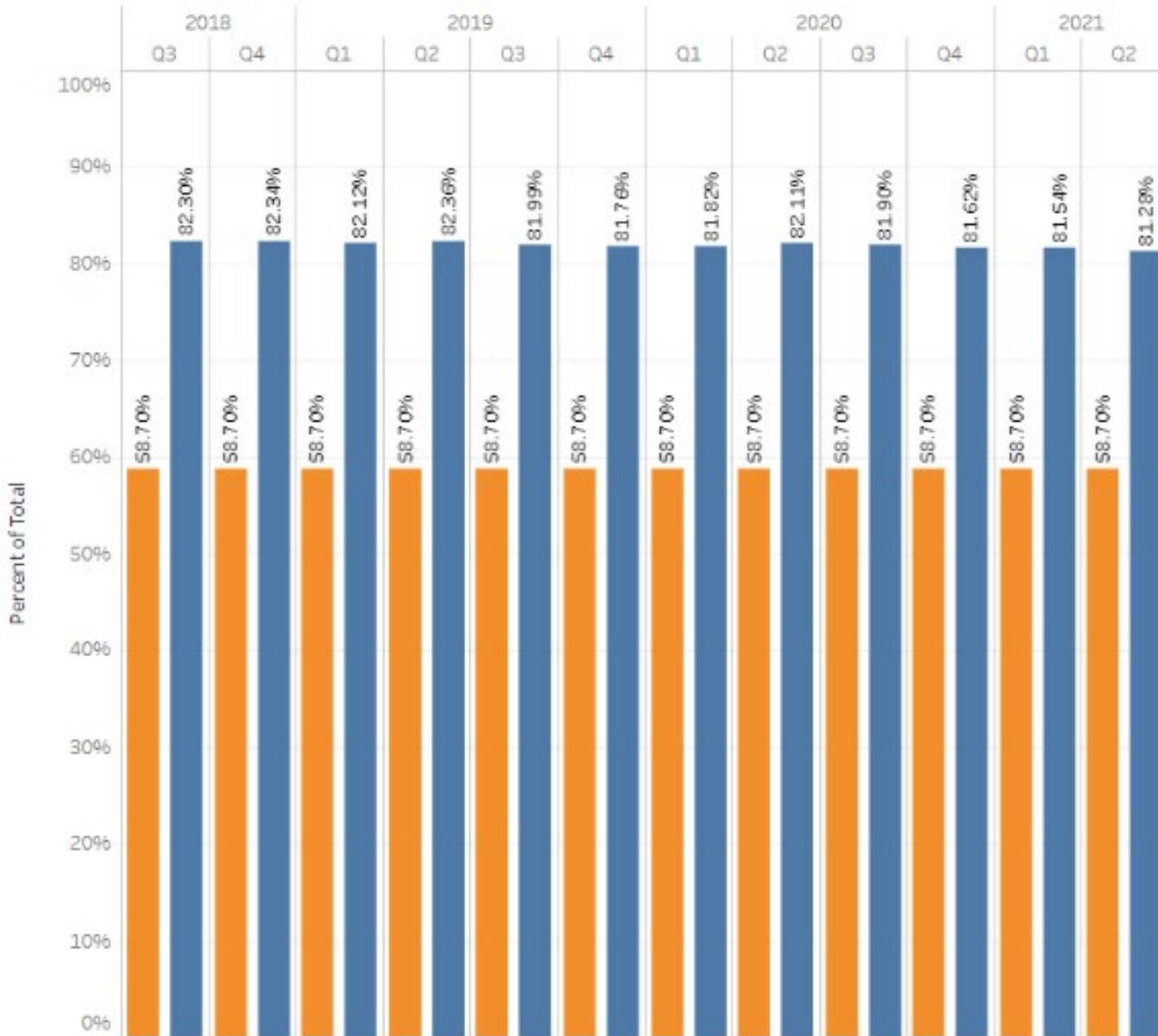
WORKFORCE METRICS

Measuring Progress

- Creating a Workforce Data Analytics Program – Data Analytics Position Recruitment
- Developing Applicant Data
- First Phase of New Workforce Dashboard

Employee Racial/Ethnic Diversity
 Race/Ethnicity: White
 Benchmark data: Tacoma

- IPU / GG
- GG
 - TPU



- Personnel Area
- Fire
 - Human Resources
 - Information Technology
 - Library
 - Management Services
 - Municipal Court
 - Neighborhood & Community ...
 - Planning & Development Svcs
 - Police
 - Power
 - Public Affairs & Communicati...
 - Public Works
 - Rail
 - Retirement
 - Tacoma Venues and Events
 - Water

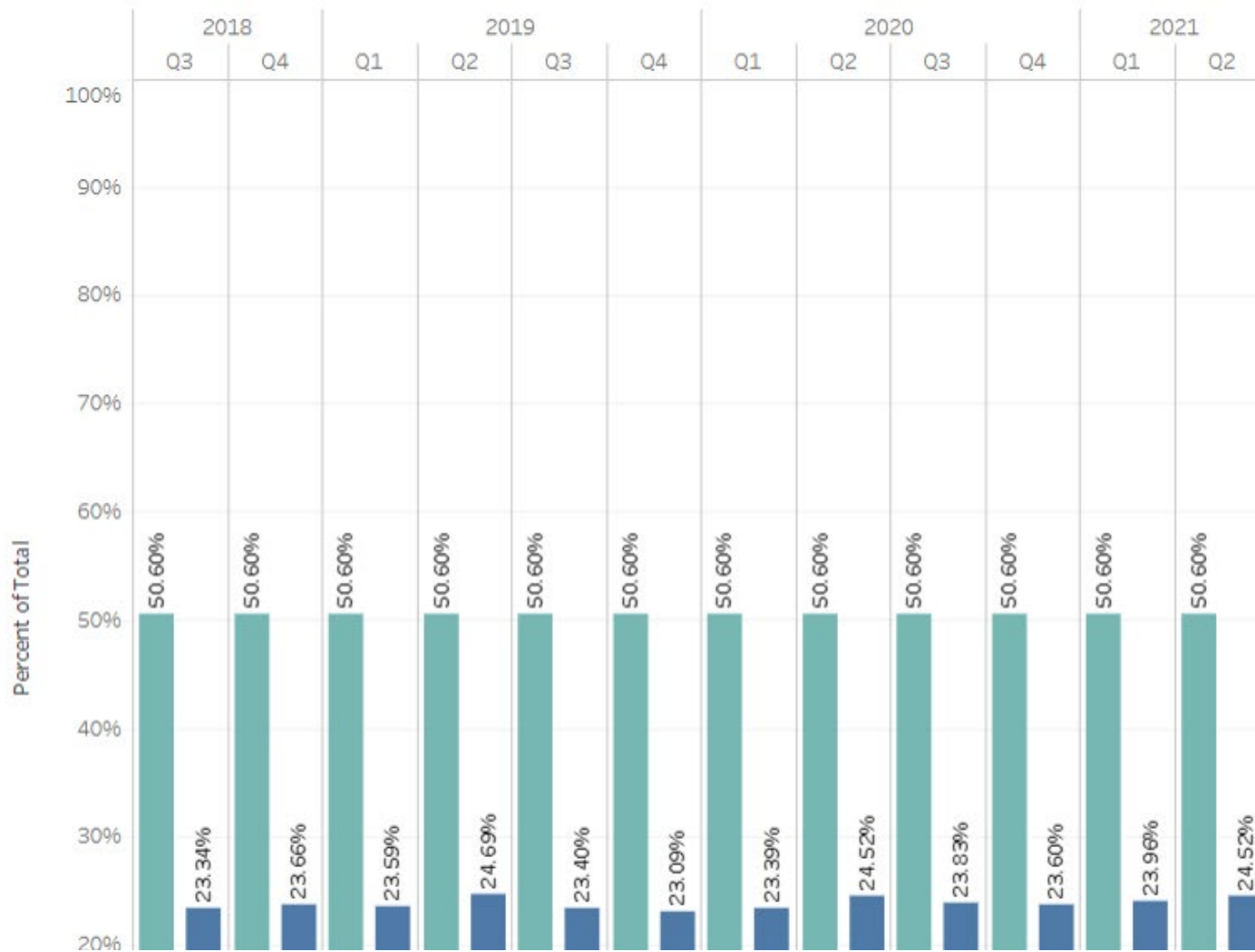
Select race/ethnicity
 White

Select benchmark
 Tacoma

- Benchmark - Race
- City Employees - Race

New Tableau Dashboard- Race/Ethnicity

Employee Gender Diversity
 Gender: Female
 Benchmark data: Tacoma



TPU / GG

- GG
- TPU

Personnel Area

- (All)
- City Attorney
- City Manager
- Community Economic Develop...
- Customer Service
- Environmental Services
- Finance
- Fire
- Human Resources
- Information Technology
- Library
- Management Services
- Municipal Court
- Neighborhood & Community S...
- Planning & Development Svcs

Select gender

- Female
- Male

Select benchmark

Tacoma

New Tableau Dashboard-Gender

● ● ● 2021 HR INITIATIVES - PRIORITIES

- HR Business Partner on boarded
- Equitable Workplace Initiatives
 - Workforce Equity Study
 - Evaluating and Prioritizing Recommendations
 - New Guidance for Equitable Recruiting and Selection
 - Retention Strategies for BIPOC, including Affinity Groups
 - EEO Complaint Practices
 - Targeted Recruitment: 2nd Annual Women in Trades Event

●●● 2021 EQUITY LENS CASES

Operations & Services

- Electric Vehicle Charging Stations
- Evergreen Options
- Power Pre-Apprenticeship Program
- Residential Conservation
- Beginning to consider equity in capital project prioritization (Power and Water)
- Water Workforce Development
 - Water Utility Worker application process
 - Outreach efforts and our communication with our subject matter experts
 - Posting jobs to targeted job boards and tracking our outcomes
 - Apprenticeship updates and revamp process
 - Water's newish internal publication, WaterLine

OTHER PROGRESS

- Organizational Desire and Capacity for Action Continue to Increase
- Equity 101 at 83% (Goal is 95% by 12/31/2021)
- Tacoma Power Equity Strategic Objective
- TPU Racial Equity Action Plan (REAP)
- Equity Index Expansion
- Affinity Groups
- Power, Water, Customer Service Equity Committees

●●● CHALLENGES & BARRIERS

- Staffing
- Inability to conduct outreach in person
- Aligning all city-wide equity and anti-racist efforts
- Created and implemented Citywide COVID response program
- Class and Comp Study paused and restarted in 2021
- Workforce Equity Study paused and restarted in 2021
- HR Dashboard development paused due to positions on hold

●●● PRIORITIES FOR NEXT YEAR

Internal:

- Implement Workforce Equity Study (WES) and Employee Retention Strategies Recommendations
- Integrating Transformation, REAPs, WES
- New HR Director Onboarding

External:

- Formalizing and Operationalizing Equitable Service Delivery Analysis/Improvements & Tracking (Equity Lens Cases)
- Advanced Equity Training Options
- Anti-Racist Systems Transformation

●●● POSSIBLE SD-1 ENHANCEMENTS

- Address SD-4 reporting overlap
- Add reporting on other activities such as annual assessment and REAP
- Consider recommendations from the organizational assessment policy template

●●● Thank You!

Questions?