**City & County of San Francisco
Department of Human Resources**

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2018 Equal Employment Opportunity

Workforce Utilization Report

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2018 EQUAL EMPLOYMENT OPPORTUNITY WORKFORCE UTILIZATION ANALYSIS

PURPOSE

The 2018 Equal Employment Opportunity (EEO) Workforce Utilization Analysis (2018 Report) reports on employments in the City & County of San Francisco as required by Civil Service Commission Rule 103, Equal Employment Opportunity.

AUTHORITY

Civil Service Commission Rule 103, Equal Employment Opportunity Analysis, Section 103.2.3, provides that "the Department of Human Resources staff shall prepare and report to the Civil Service Commission every five (5) years with an analysis of the work force to determine whether percentages of sex, race, or ethnic groups in occupational categories are substantially similar to the percentages of those groups available in the work force in the relevant job market who possess the basic job-related qualifications."

BACKGROUND

DESCRIPTION AND SOURCES OF DATA

Data on the City's workforce presented in this report reflects employments recorded in the PeopleSoft Human Capital Management (HCM) database as of August 1, 2018. The City reported 27,933 employments including employees for all City departments, but excluding elected and appointed officials (ELC/NCS), and employments in the Municipal Transportation Agency (MTA), the School and College Districts (USD, CCD) and the Courts (CRT). MTA employees are excluded from this report pursuant to San Francisco Charter section 8A.104, subdivision (f), which expands the authority of the MTA to perform duties previously delegated to the Director of Human Resources, including workforce utilization reporting.

The utilization analysis is a comparison of City employment to labor market availability by race/ethnicity and gender in defined occupational categories and in selected job classes. An occupational category is a broad grouping of job classes which require similar levels of skills or training. The City's job classes are each mapped to an occupational category based upon the U.S. EEOC (Equal Employment Opportunity Commission) definitions and descriptions of the category.

The Census Bureau collects race and gender data in accordance with guidelines provided by the U.S. Office of Management and Budget, and these data are based on self-identification. In addition to decennial reporting the Census Bureau generates annual reports on population demographics through the American Community Survey (ACS). The ACS is an ongoing survey that provides vital demographic information on a yearly basis. This report uses ACS data releases from 2013 through 2017, as a current and more precise resource for analyzing the City's workforce.

Racial/ethnic group identifications in the City's HCM database include: (1) White; (2) Black; (3) Hispanic; (4) Asian or Pacific Islander (non-Filipino); (5) Filipino; and (6) American Indian or Alaskan Native. Employees may self-identify race and gender at the time of appointment.

Filipino race is recorded separate from other Asians pursuant to California Government Code section 50087, which requires government employers to count Filipinos as an individual racial group. Employees who identify as Multiracial have the option of selecting a primary race from any of the six race categories or designating "Multiracial" as their primary race. This information is recorded in the HCM database; however workforce demographic reports will only show the employee's multiracial designation. Departmental human resources personnel must visually identify and select a race and gender for employees who fail to self-identify. If race and gender are omitted the HCM database will not allow the creation of an employee record.

People may choose to report more than one race to indicate their racial mixture of two or more groups. ACS data for 2017, indicates that 3.29% of the national population reported two or more races. This percentage is up slightly from 2.9% reported in the 2000 U.S. Census. ACS data shows that in San Francisco 5.74% of the population reported two or more races in 2017. In 2014, the City added a "Multiracial" category to its HCM database.

New employees added to the City's HCM database since 2014 may identify as multiracial, and current employees may submit requests to change their racial classification. Currently 0.38% of the City's workforce identifies as multiracial. The addition of a Multiracial category has enhanced the City's ability to compare its workforce to US Census ACS demographic data; however the data is still not an exact match. The City does not have a category for identifying as "Some Other Race," which is a catch-all category included by the US Census Bureau. The City is not likely to add a catch-all category, because doing so would make its demographic data inconsistent with categories used by the Equal Employment Opportunity Commission and the Department of Justice. Both agencies require periodic workforce reporting.

Racial/ethnic group identifications included in the ACS multi-year reports include the following seven racial groups:

  (1) White alone
  (2) Black or African American alone
  (3) American Indian and Alaska Native alone
  (4) Asian alone
  (5) Native Hawaiian and Other Pacific Islander alone
  (6) Some other race alone
  (7) Two or more races

The U.S. Census Bureau considers race and ethnicity to be two separate and distinct concepts. Racial categories included in the ACS and census questionnaires generally reflect a social definition of race recognized in this country and do not attempt to define race biologically, anthropologically, or genetically.[1] Ethnicity questions determine whether a person is of Hispanic origin or not. For this reason, ethnicity is broken out in two categories, Hispanic or Latino and

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[1] About Race, United States Census Bureau Topic, Revised: January 23, 2018
https://www.census.gov/topics/population/race/about.html

Not Hispanic or Latino. Hispanics may report as any race.[2] Nevertheless, some ACS reports presents race and ethnic date in a manner that identifies Hispanics as a distinct group.

The ACS Equal Employment Opportunity Tabulation (EEO Tabulation), which examines labor force diversity using Census data, is produced for federal agencies responsible for monitoring employment practices and enforcing civil rights laws for the workforce. The EEO Tabulation includes seven single racial groups:

      (1) White Hispanic or Latino
      (2). All other Hispanic or Latino
      (3) White; (4) Black or African American
      (5) American Indian and Alaska Native
      (6) Asian
      (7) Native Hawaiian and Other Pacific Islander

The EEO Tabulation also includes seven detailed categories for two or more races and one category for other non-Hispanic races. Employers use this tabulation to measure compliance with federal laws and regulations. The Equal Employment Opportunity Commission, the Employment Litigation Section of the Civil Rights Division at the Department of Justice, the Office of Federal Contract Compliance Programs at the Department of Labor, and the Office of Personnel Management sponsor this EEO data reporting. Because the City's workforce data is not an exact match to U.S. Census data EEO Tabulation, this report is a general comparison of racial groups in the City's workforce to local labor force demographics.

Labor market availability refers to the pool of persons in the labor force who are employed or are seeking employment. Labor market data is taken from the ACS EEO Tabulations for the years 2013-2017 released on at various time through October 18, 2018.[3]

As of August 1, 2018, 98.72% of the City's employees resided in eleven northern California counties. Eight of these counties are members of the Association of Bay Area Governments (ABAG).[4] ABAG counties collaborate to develop solutions to common problems, such as transportation and housing, which are areas that affect the labor market. For this report, labor market availability data was compiled from Census statistics for the eleven counties represented at .5% or greater in the City's workforce. County data was apportioned based on percentages of employees residing in each county. For example, 40.87% of the City's employees resided in San Francisco in 2018, so San Francisco census data accounts for 40.87% of the City's relevant labor market data. *See Appendix A.*

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[2] Race and Ethnicity, United States Census Bureau, January 2017,
https://www.census.gov/mso/www/training/pdf/race-ethnicity-onepager.pdf

[3] For purposes of this workforce analysis, the City compiled its own 5-year statistical reports using ACS data. However the Census Bureau is scheduled to release its own 2013-2017 ACS 5-Year Estimates on December 6, 2018.
[4] Formed in 1961, ABAG addresses issues common to bay area residents from a regional perspective. ABAG council members represent San Francisco, San Mateo, Alameda, Contra Costa, Solano, Marin, Sonoma, Santa Clara and Napa.

Workforce Residency by County

■ SAN FRANCISCO 40.87%	
■ SAN MATEO 21.68%	
■ ALAMEDA 13.50%	
■ CONTRA COSTA 11.17%	
■ SOLANO 2.98%	
■ MARIN 2.86%	
■ SONOMA 1.90%	
■ SANTA CLARA 1.37%	
■ SAN JOAQUIN 0.82%	
■ STANISLAUS 0.66%	
■ SACRAMENTO 0.51%	
■ Others 1.68%	
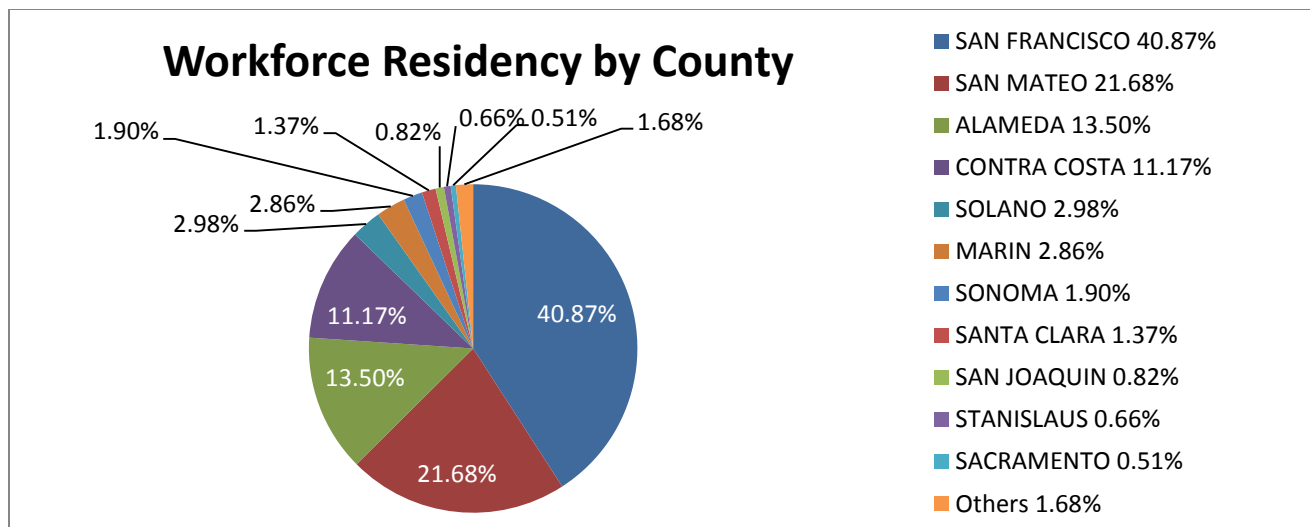
POPULATION AND LABOR MARKET CHANGES SINCE 2010

ACS data through 2017 shows changes in local labor force demographics since the 2010 Census reports. ACS 2017 data shows San Francisco's population has grown 9.83% since 2010. During the same period the Black/African American population has decreased to 5.8%, while the Asian population rose 14.39% to 33%. Population changes and economic growth have impacted the available labor pool, which has grown 11.64% overall.

UTILIZATION ANALYSIS METHODOLOGY

Utilization rates, presented in percentages, are approximate indicators of whether a particular racial/ethnic or gender group is represented at a level similar to the group's presence in the labor market. The 2013 - 2017 ACS 1-Year Estimates serve as the primary external benchmark for comparing the race, ethnicity, and gender composition of the City's internal workforce, and the analogous external labor market, within a designated geography and for specified job categories. Demographic data from 2013 to 2017 is combined to achieve an average 5-year estimate.

In this report, utilization is computed as follows: the percentage total of a racial/ethnic and/or gender group in the City's workforce is divided by the percentage total of the same or similar group in the available labor market. A utilization rate of 100% indicates that the group is represented in the City at the same percentage as is reported by the Census to be available in the labor market. A utilization rate higher than 100% indicates a higher percentage representation of the group than is in the labor market. A rate that is lower than 100% indicates that there is a smaller percentage of the group in the City's workforce than is available in the labor market.

2018 DEVELOPMENTS AND CHALLENGES

The unemployment rate in the Bay Area remains at 2.2% as of October of 2018, according to data from the California Employment Development Department. This rate continues to be below the 4.0% state average. San Francisco's 2.3% unemployment rate compares favorably to 2.2% in Marin County, which typically has the lowest unemployment rate in California. This is also well below the 5.6% unemployment rate for San Francisco reported in 2013. East Bay counties are also seeing lower unemployment levels, with Alameda County at 2.9 %, and Contra Costa

County at 3.0%. Solano County, which typically has the highest unemployment rate in the Bay Area, has a 3.6% unemployment rate as of October of 2018.

The Bay Area job market has been negatively impacted by a shortage of skilled labor and skyrocketing housing prices that threaten the region's economy. A lack of affordable housing continues to plague the Bay Area, which affects labor market availability. More below market rate housing is needed to help address the affordable housing crisis. Rising construction costs and fewer skilled laborers may force some developers to forgo housing projects. This, in turn, may lead to a decline in the available labor market. Job growth has already slowed in the Bay Area's three largest urban centers. In Santa Clara County, the East Bay and San Francisco, hiring has declined while unemployment remains low.[5] Slow job growth may reflect concerns over a shortage of affordable housing and office space.

While San Francisco's unemployment rate declined, the percentage of City employees residing in San Francisco increased slightly. The percentage of employees residing in San Francisco rose from 40.28% in 2013 to 40.87% as of August 1, 2018. This modest gain is still below the 45% of City employees residing in San Francisco in 2008. However, the increase suggests that public sector employment is gaining attraction. The City has seen modest increases in the percentage of employees residing in the following Bay Area counties: San Mateo, Alameda, Contra Costa, and Santa Clara. The percentage of employees residing in Solano County has declined, which likely can be attributed to higher transportation costs associated with commuting from that area.

SUMMARY OF FINDINGS

- The City's workforce is among the most racially diverse in the country. Non-White employees comprise 68.06% of the workforce.

- Blacks and Asians/Filipinos—are all represented in the City workforce at percentages equal to or above their percentages in the available labor market.

- Black/African-American utilization rates continue to rise as this group declines in the San Francisco population. The City's workforce has increased in numbers, and the increase in African-American representation shows that targeted recruitment strategies are working. With the exception of African-Americans, Census data reflects only minor changes in demographics for counties represented in the City's workforce.

- Whites continue to make up the largest percentage of City employees, but Whites and Hispanics are underrepresented in the aggregate over all City classifications, compared to their availability in the labor market.

- Women and men are represented at rates nearly identical to their availability in the labor market.

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[5] Avalos, George. Housing Woes, Labor Shortages Might "Disrupt" Bay Area Economy, Forecast Says." *San Jose Mercury News*, July 11, 2017, citing Beacon Economics' Economist Robert Kleinhenz.

- Traditional gender-type occupational percentages remain unchanged. Women are represented at nearly times the rate of men in the Office/Clerical occupational category. The number of men in this category has increased slightly since the 2013 report. Men are represented at more than 30 times the rate of women in the Skilled Crafts occupational category. Overall the number of women decreased 8.16%, while the number of males increased 8.77%.

PART I: TOTAL CITY WORKFORCE

The City reported 27,933 employments as of August 1, 2018, not including elected and appointed officials (ELC/NCS), and employments in the Municipal Transportation Agency (MTA), the School (USD) and College Districts (CCD) and the Courts (CRT). Overall the City's workforce increased from 23,237 employments in 2013, to the current 27,933 employments, for a 20.21% increase. New departments, increased revenues have and efforts to address social problems.

I.1. TOTAL CITY WORKFORCE BY RACE/ETHNICITY AND GENDER

11 County Available Workforce (2017 ACS)

AmInd, 0.34%
Asian (includes Filipino), 24.60%
White, 48.99%
Black, 4.98%
Hispanic, 15.51%
Two Races & Others, 5.58%

2018 CCSF Workforce

AmInd, 0.44%
Multiracial, 0.41%
White, 31.94%
Asian/Pacific Islander, 26.94%
Hispanic, 15.55%
Filipino, 12.21%
Black, 12.50%
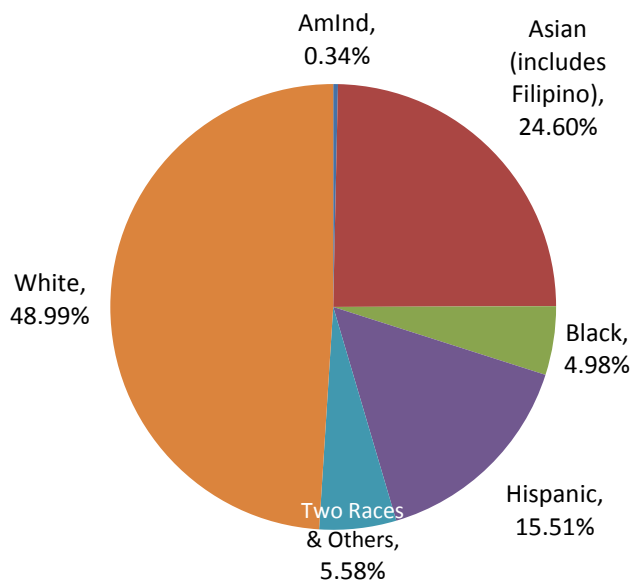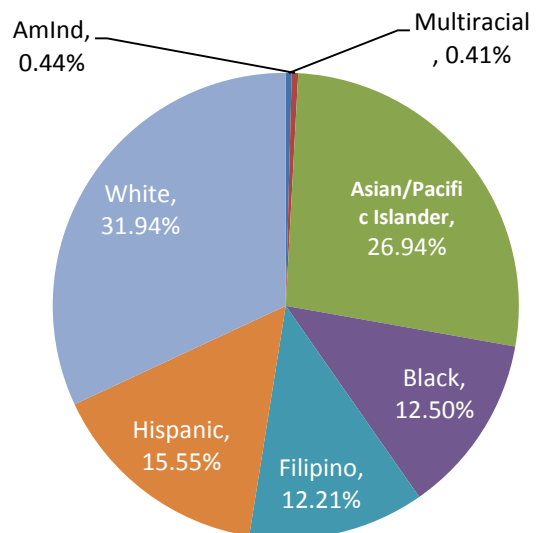
Whites continue to be the largest racial/ethnic group at 31.94% of the workforce, and White males the largest group by race/ethnicity and gender, at 20.22%. Asians represent the next largest group at 26.94%. Blacks, Hispanics and Filipinos are each represented at similar percentages (12% - 15%). American Indians and Alaskan Natives continue to represent less than one percent of the City's workforce. Compared to DHR's 2008 report, the percentage of White employment has decreased from 36.3% to 34.58%, and the percentage of Black employment decreased from 13.2% of the total workforce to 12.58%. However, even with this decline in Black employees this group is still above parity compared to the available workforce. In contrast, Asian employment increased from 22.4% to 24.54%. Hispanic employments increased

from 13.9% to 14.51% of the workforce. Workforce reductions, economic growth in the private sector, and population shifts account for many changes in the City's workforce demographics.

11 Counties Available Workforce by Gender
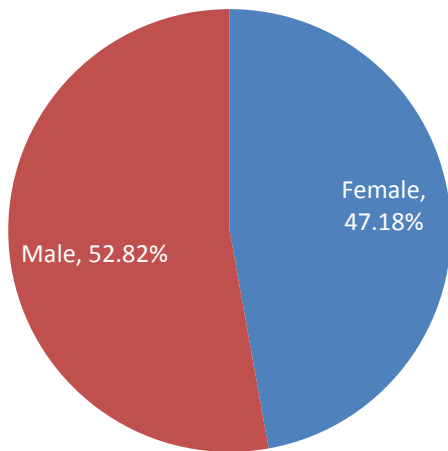
2018 CCSF Workforce
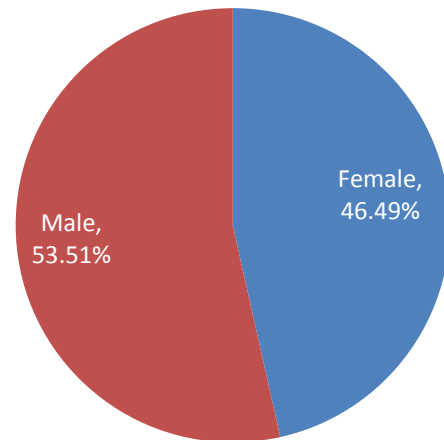
Composition: Total City Workforce, 8/1/2018							
				All Asian				
	White	Black	Hispanic	Asian/PI	Filipino	AI/AN	Multiracial	Total
Female	3276	1821	1967	4035	1790	40	56	12985
	11.73%	6.52%	7.04%	14.45%	6.41%	0.14%	0.20%	46.49%
Male	5647	1671	2376	3491	1621	84	58	14948
	20.22%	5.98%	8.51%	12.50%	5.80%	0.30%	0.21%	53.51%
Total	8923	3492	4343	7526	3411	124	114	27933
				26.94%	12.21%			
	31.94%	12.50%	15.55%	39.15%		0.44%	0.41%	100.00%

Total City Workforce 8/1/2018
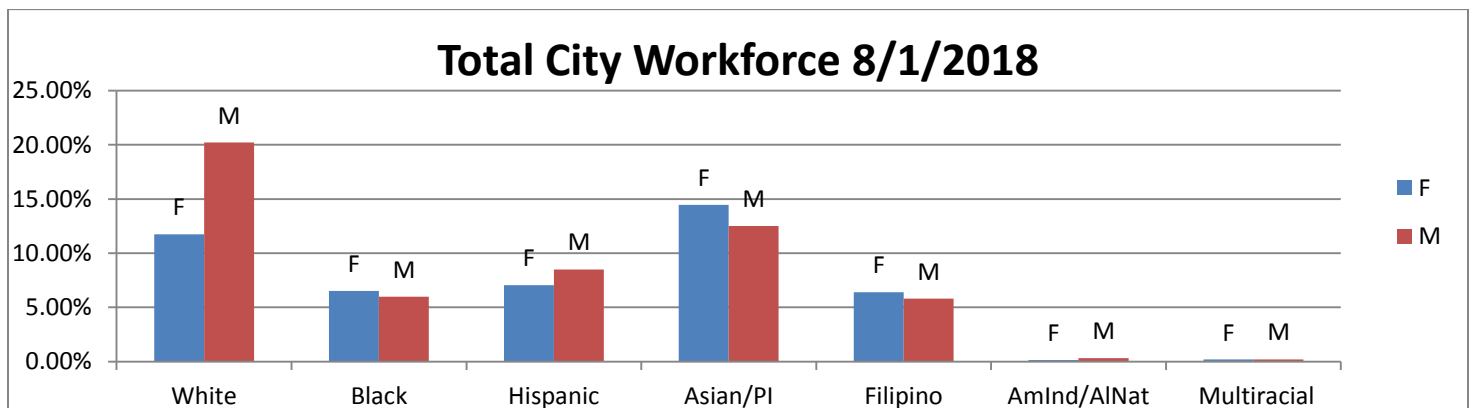
According to the 2010 U.S. Census, labor market availability (for the eleven counties in which 98.70% of the City's employees reside) appeared as follows:

Labor Market Availability by Percentage (Representative of 11 Counties -- 98.32%)							
Sex	White	Black	Hispanic	Asian/PI	AI/AN	Two Races & Others	Total
Female	21.14%	2.48%	9.15%	11.76%	0.13%	1.73%	46.38%
Male	24.47%	2.31%	10.94%	12.31%	0.14%	1.75%	51.94%
Total	45.61%	4.79%	20.09%	24.07%	0.27%	3.48%	98.32%

These percentages represent persons residing in the eleven counties who were in the labor force or available for work. At this level, general comparisons can be made between the City's workforce composition and the Census data on labor market availability; however, factors such as job qualifications, education and experience were not taken into account in the comparisons.

Ultilization Rates: Total CCSF Workforce with Labor Market Availability
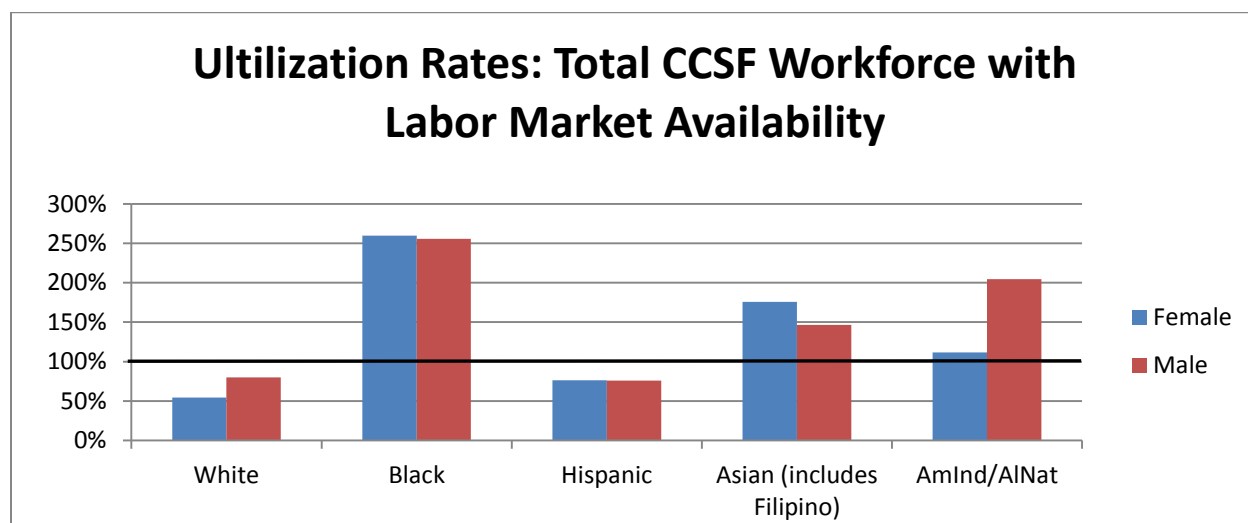
Asians (including Filipinos) comprise the largest number of the City's employees (10,937). This group is above parity at 39.15% compared to their general labor market availability of 24.07%. The second largest group is Whites at 31.94% of the workforce. Nevertheless, Whites continued to be below parity compared to their general labor market availability of 45.61%. Blacks comprise 12.50% of the City's total workforce, and only 4.79% of the available labor market in the combined 11 counties. Hence the utilization rate of Blacks is more than twice the availability of Blacks in the labor market. Hispanics are below parity at 77.40% of labor market availability. American Indians are above parity at 163% of their labor market availability, although the number of employees remains so small that the percentage may lack practical significance.

I. 2   WORKFORCE BY APPOINTMENT TYPE, RACE/ETHNICITY

Appointments of City employees are recorded as Permanent Civil Service, Permanent Exempt, Temporary Provisional, Temporary Exempt, or other status. Civil Service Commission Rules define Permanent Civil Service appointments as those made following certification from an eligible list to a

permanent position or to a position declared permanent. Provisional appointments are appointments to a permanent or temporary position in the absence of an available eligible list or in an emergency, which in either case is time limited. Exempt appointments are appointments to a permanent or temporary position exempt from being filled from an eligible list in accordance with the provisions of Section 10.104 of the Charter.

As of August 1, 2018, the City reported 23,479 Permanent Civil Service (PCS) employments, representing 84.05% of the total workforce. Permanent Exempt (PEX) employments accounted for 7.98% of appointments (2,228), while Temporary Exempt (TEX) employments were 7.75% of appointments (2,164), and Temporary Provisional (TPV) employments were 0.21% (58). Temporary Civil Service (TCS) comprised 0.01% of the workforce (4).

City employees in Permanent Exempt appointments include, as examples: project managers, physicians, investigators, police inspectors, attorneys, confidential secretaries, and staff in the Mayor's Office or Board of Supervisors.

By race/ethnicity, Filipinos in the City's workforce had the greatest percentage (91.23%) of Permanent Civil Service (PCS) appointments, and Whites had the greatest percentage (11.88%) of Permanent Exempt (PEX) employments. In contrast, 82.05% of Whites in the City's workforce were employed in PCS, and 3.52% of Filipinos in PEX appointments. Blacks had the highest percentage of TEX appointments at 13.06%.

Workforce by Appointment Type, Race/Ethnicity									
	White	Black	Hispanic	Asian/PI	Filipino	AI/AN	Multiracial	Total %	Count
PCS	82.05%	79.90%	84.30%	85.50%	91.23%	87.10%	45.61%	84.05%	23479
PEX	11.88%	6.79%	5.99%	6.84%	3.52%	7.26%	23.68%	7.98%	2228
TCS	0.02%	0.00%	0.00%	0.01%	0.03%	0.00%	0.00%	0.01%	4
TEX	5.82%	13.06%	9.35%	7.55%	5.10%	5.65%	29.82%	7.75%	2164
TPV	0.24%	0.26%	0.37%	0.09%	0.12%	0.00%	0.88%	0.21%	58
Total	100%	100%	100%	100%	100%	100%	100%	100.00%	27933

Workforce by Appointment Type, Race/Ethnicity
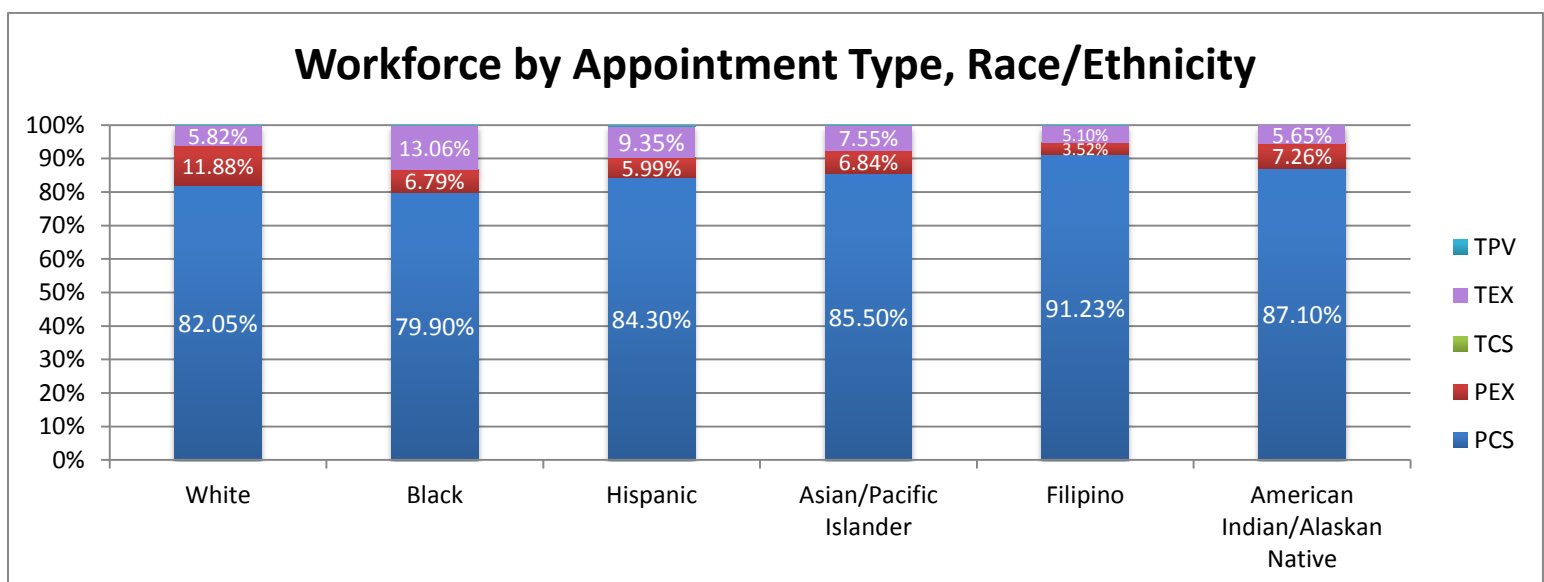
I.3   WORKFORCE BY APPOINTMENT TYPE AND GENDER

Males comprise a higher percentage of Permanent Civil Service (PCS) employments than do Females, while Females comprise more Permanent Exempt (PEX) and Temporary Exempt (TEX) employments than do Males.

Workforce by Appointment Type, Gender				
	Female	Male	Total %	Total Count
PCS	82.70%	85.23%	84.05%	23479
PEX	8.98%	7.10%	7.98%	2228
TCS	0.02%	0.01%	0.01%	4
TEX	8.13%	7.41%	7.75%	2164
TPV	0.16%	0.25%	0.21%	58
Total	100.00%	100.00%	100.00%	27933
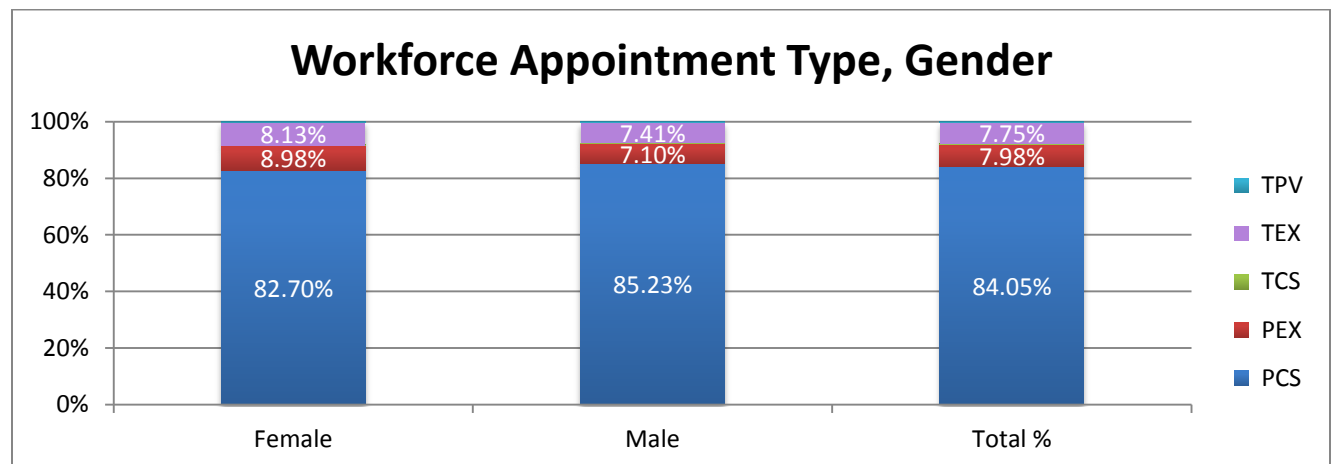
PART II: WORKFORCE BY OCCUPATIONAL CATEGORIES

II.1   DISTRIBUTION OF CITY WORKFORCE BY OCCUPATIONAL CATEGORY, RACE/ETHNICITY

The occupational category with the largest number of employments is in the Professional category with 9,358, or approximately one-third, of all employments. The next largest category is the Protective Service Worker category with 4,352 or 15.58% of employments. These findings are consistent with the 2013 report.

Accordingly, all racial/ethnic groups had the most employments in the Professional category. The second most employments for Whites, Hispanics and American Indians were in the Protective Service Worker category. The second most employments for Blacks and Filipinos were in the Paraprofessional category, and the second most for Asians was in the Administrative Support (Office/Clerical) category.

8/1/2018 Workforce Composition: Count by Occupational Category, Race/Ethnicity								
	White	Black	Hispanic	Asian/PI	Filipino	AI/AN	Multi	Total
Officials and Administrators (01)	639	136	133	214	67	3	6	1198
Professionals (02)	3416	914	1112	2780	1059	33	44	9358
Technicians (03)	840	339	554	855	436	11	15	3050
Protective Service (04)	1812	501	791	816	397	31	4	4352
Paraprofessionals (05)	444	632	597	882	596	12	24	3187
Office/Clerical (06)	374	392	395	894	490	7	6	2558
Skilled Crafts (07)	738	116	243	170	116	11	2	1396
Service Maintenance (08)	585	441	505	874	243	15	7	2670
No EEO-4 Reporting	75	21	13	41	7	1	6	164
Total	8923	3492	4343	7526	3411	124	114	27933

8/1/2018 Workforce Composition: Percentage by Occupational Category, Race/Ethnicity								
	White	Black	Hispanic	Asian/PI	Filipino	AI/AN	Multi	Total
Officials and Administrators (01)	2.29%	0.49%	0.48%	0.77%	0.24%	0.01%	0.02%	4.29%
Professionals (02)	12.23%	3.27%	3.98%	9.95%	3.79%	0.12%	0.16%	33.50%
Technicians (03)	3.01%	1.21%	1.98%	3.06%	1.56%	0.04%	0.05%	10.92%
Protective Service (04)	6.49%	1.79%	2.83%	2.92%	1.42%	0.11%	0.01%	15.58%
Paraprofessionals (05)	1.59%	2.26%	2.14%	3.16%	2.13%	0.04%	0.09%	11.41%
Office/Clerical (06)	1.34%	1.40%	1.41%	3.20%	1.75%	0.03%	0.02%	9.16%
Skilled Crafts (07)	2.64%	0.42%	0.87%	0.61%	0.42%	0.04%	0.01%	5.00%
Service Maintenance (08)	2.09%	1.58%	1.81%	3.13%	0.87%	0.05%	0.03%	9.56%
No EEO-4 Reporting	0.27%	0.08%	0.05%	0.15%	0.03%	0.00%	0.02%	0.59%
Total	31.94%	12.50%	15.55%	26.94%	12.21%	0.44%	0.41%	100.00%

Job classes identified with 'No EEO Category' were primarily Mayoral Staff classes. Because job specifications do not exist for these classes, they were not mapped to occupational categories.

II.2   DISTRIBUTION OF CITY WORKFORCE BY OCCUPATIONAL CATEGORY AND GENDER

Females were employed in greatest numbers in the Professional category, followed by the Paraprofessional category. Males were employed in greatest numbers in the Professional category, followed by the Protective Service category.

8/1/2018 Workforce Composition: Count by Occupational Category, Gender						
	F	F	M	M	Total	Total
Officials and Administrators (01)	601	2.15%	597	2.14%	1198	4.29%
Professionals (02)	5483	19.63%	3875	13.87%	9358	33.50%
Technicians (03)	1377	4.93%	1673	5.99%	3050	10.92%
Protective Service (04)	704	2.52%	3648	13.06%	4352	15.58%
Paraprofessionals (05)	2005	7.18%	1182	4.23%	3187	11.41%
Office/Clerical (06)	1874	6.71%	684	2.45%	2558	9.16%
Skilled Crafts (07)	45	0.16%	1351	4.84%	1396	5.00%
Service Maintenance (08)	805	2.88%	1865	6.68%	2670	9.56%
No EEO-4 Reporting	91	0.33%	73	0.26%	164	0.59%
Total	12985	46.49%	14948	53.51%	27933	100.00%

Distribution by Occupational Category
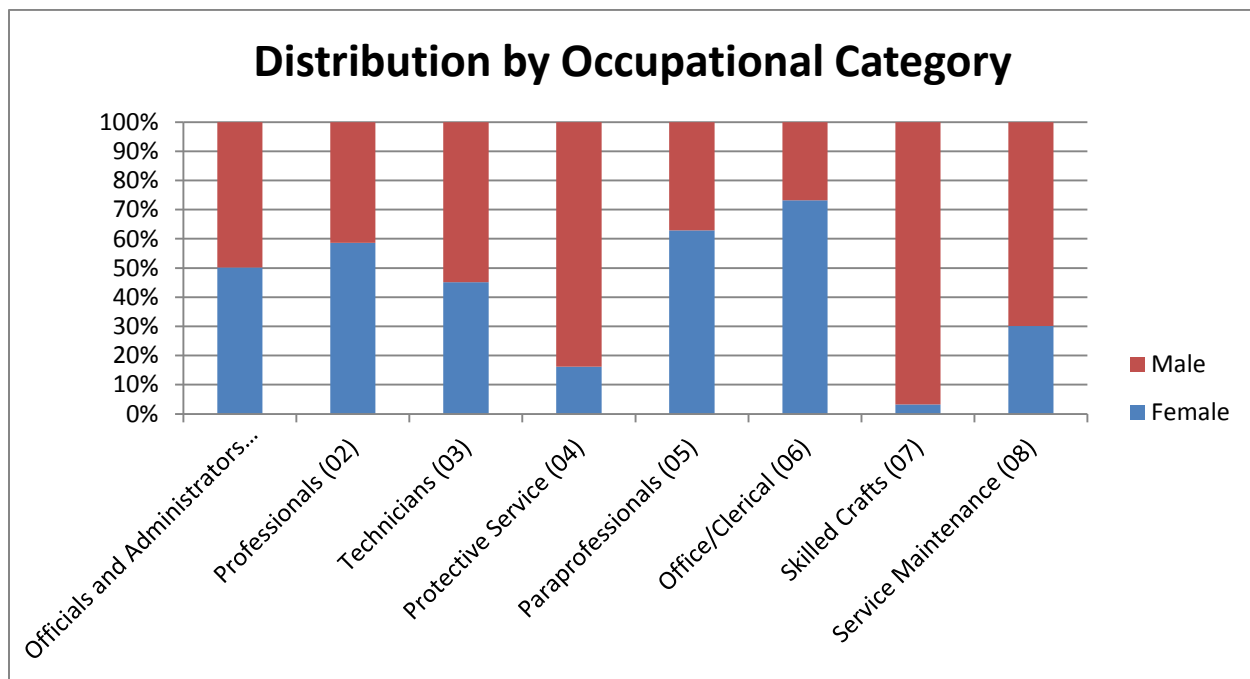
This table shows significant disparity in the utilization of Males and Females in Protective Service, Paraprofessionals, Office/Clerical, Skilled Craft, and Service Maintenance Workers. However, compared to labor market availability no significant underutilization is noted in these occupational categories.

II. 3   OCCUPATIONAL CATEGORY: OFFICIALS AND ADMINISTRATORS

The EEOC describes Officials and Administrators as occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agencies operations, or provide specialized consultation on a

regional, district, or area basis. The 2013 – 2017 ACS Estimates Census reported the following availability:

2013-2017 ASC Estimates: Officials and Administrators (01)

	White	Black	Hispanic	Asian	AI/AN	Two or More Races & Others	Total
Male	35.21%	1.64%	4.14%	12.13%	0.14%	2.30%	55.56%
Female	24.85%	1.76%	3.80%	10.16%	0.10%	2.11%	42.77%
Total	60.06%	3.40%	7.94%	22.28%	0.24%	4.41%	98.32%

8/1/2018 Composition: Officials and Administrators (EEO-4 Job Code 01)

	White	Black	Hispanic	Asian Asian/PI	Filipino	AI/AN	Multiracial	Total
Female	294	73	69	120	39	2	4	601
				159				
	24.54%	6.09%	5.76%	10.02%	3.26%	0.17%	0.33%	50.17%
				13.27%				
Male	345	63	64	94	28	1	2	597
				122				
	28.80%	5.26%	5.34%	7.85%	2.34%	0.08%	0.17%	49.83%
				10.18%				
Total	639	136	133	214	67	3	6	1198
				281				
% Total	53.34%	11.35%	11.10%	17.86%	5.59%	0.25%	0.50%	100.00%
				23.46%				

The City reported 1,198 employments in the Officials and Administrators category. City jobs in this category include: department heads, bureau chiefs, division chiefs, directors, deputy directors, controllers, police and fire chiefs, assessors as well as managers in the City's MCCP (Management & Compensation Classification Plan), departmental personnel officers, information services managers, health administrators, fiscal managers, maintenance superintendents, etc.

Utilization: Officials & Administrators (01)
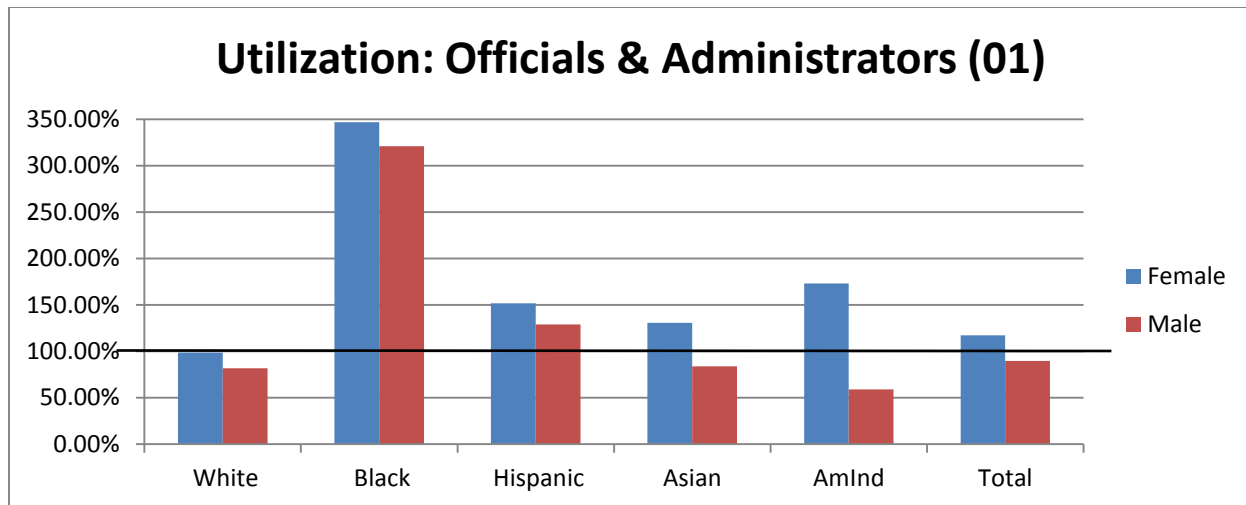
Compared to 2013 - 2017 ACS Estimates, the City's Officials and Administrators reflect the diverse composition of the available labor market. In this occupational category, Hispanic males and Asian males are utilized at rates similar to their labor market availability, while Blacks and American Indian males are utilized at rates significantly greater than their labor market availability. Although Whites hold 53.34% of jobs in this category, they are utilized at 88.817%, slightly less than labor market availability. Both men and women are represented at approximately the same utilization percentages as in the available labor market, with women at a slightly higher rate.

II.4   OCCUPATIONAL CATEGORY: PROFESSIONALS

The EEOC describes Professionals as occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. The Special EEO Tabulation of the 2013 - 2017 ACS Estimates reported the availability of professional workers as follows:

EEO ACS Estimates 2013-2017: Professionals (02)						
	White	Black	Hispanic	Asian	AI/AN	Two or More Races & Others	Total
Male	27.17%	1.39%	2.33%	16.36%	0.09%	2.07%	49.42%
Female	26.83%	1.88%	3.40%	14.30%	0.11%	2.37%	48.90%
Total	54.00%	3.28%	5.74%	30.66%	0.20%	4.44%	98.32%

8/1/2018 Composition: Professionals (EEO-4 Job Code 02)							
				Asian				
	White	Black	Hispanic	Asian/PI	Filipino	AI/AN	Multiracial	Total
Female	1864	587	658	1652	688	16	18	5483
				2340				
	19.92%	6.27%	7.03%	17.65%	7.35%	0.17%	0.19%	58.59%
				25.01%				
Male	1552	327	454	1128	371	17	26	3875
				1499				
	16.58%	3.49%	4.85%	12.05%	3.96%	0.18%	0.28%	41.41%
				16.02%				
Total	3416	914	1112	2780	1059	33	44	9358
				3839				
% Total	36.50%	9.77%	11.88%	29.71%	11.32%	0.35%	0.47%	100.00%
				41.02%				

In 2018, the City reported 9,358 employments in the Professional category, the largest of all occupational categories. The Professionals category includes personnel and labor relations workers, social workers, registered nurses, lawyers, systems analysts, accountants, engineers, police and fire captains and lieutenants, librarians, management analysts, probation officers, counselors, architects, training officers, pharmacists, biologists, purchasers, planners, etc.
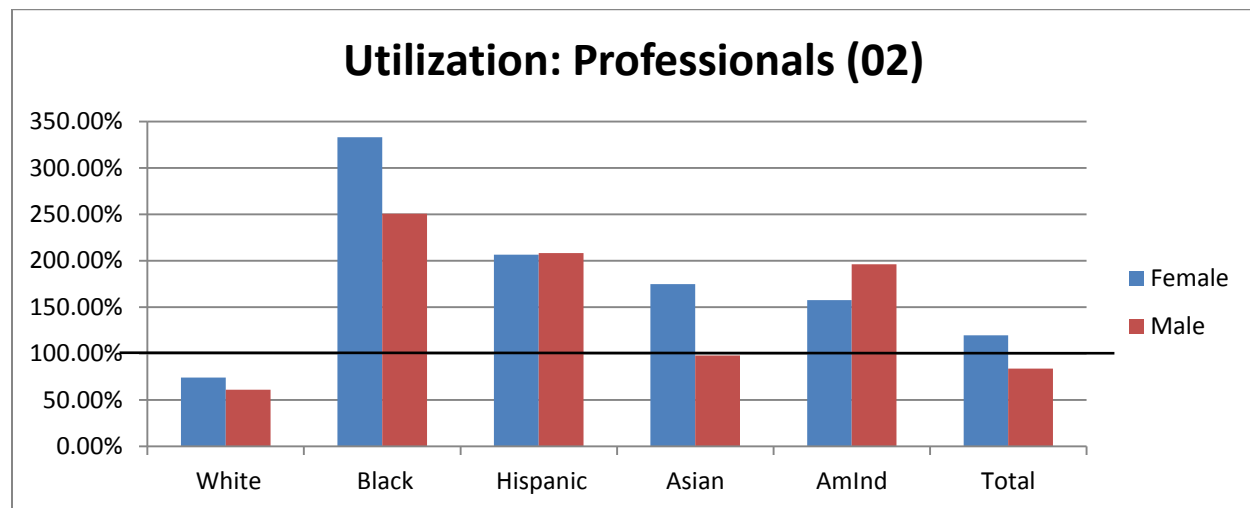
Compared to 2013 - 2017 ACS Estimates, the City's Professionals, with the exception of Whites, reflect the diverse composition of the available labor market. Blacks, Hispanics, Asians/Filipinos, and Females are fully utilized compared to labor market availability statistics.

II.5   OCCUPATIONAL CATEGORY: TECHNICIANS

The EEOC describes Technicians as occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. The 2013 - 2017 ACS Estimates reported the availability of technical workers as follows:

2013-2017 ACS Estimates: Technicians (03)							
	White	Black	Hispanic	Asian	AI/AN	Two or More Races & Others	Total
Male	20.61%	2.30%	4.49%	15.26%	0.15%	2.50%	45.32%
Female	23.16%	3.04%	5.68%	17.92%	0.35%	2.84%	53.00%
Total	43.77%	5.35%	10.17%	33.18%	0.50%	5.35%	98.32%

8/1/2018 Composition: Professionals (EEO-4 Job Code 02)							
				Asian				
	White	Black	Hispanic	Asian/PI	Filipino	AI/AN	Multiracial	Total
Female	235	201	293	418	216	5	9	1377
				634				
	7.70%	6.59%	9.61%	13.70%	7.08%	0.16%	0.30%	45.15%
				20.79%				
Male	605	138	261	437	220	6	6	1673
				657				
	19.84%	4.52%	8.56%	14.33%	7.21%	0.20%	0.20%	54.85%
				21.54%				
Total	840	339	554	855	436	11	15	3050
				1291				
% Total	27.54%	11.11%	18.16%	28.03%	14.30%	0.36%	0.49%	100.00%
				42.33%				

In 2018, the City reported 3,050 employments in the Technician category, which includes licensed practical nurses, drafters, medical technicians, police and fire sergeants, claims investigators, building inspectors, eligibility workers, and engineering assistants.

Utilization: Technicians (03)
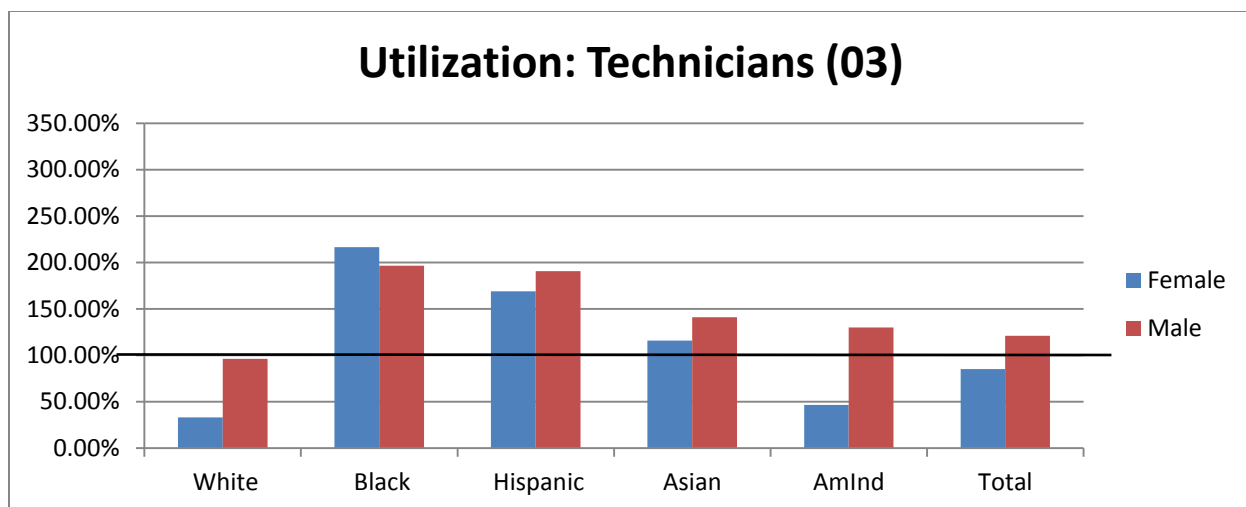
As in the Officials & Administrators and Professionals categories, Blacks, Hispanics, and Asians/Filipinos, are fully utilized in the Technicians category compared to labor market availability statistics. Whites are below parity compared to their labor market availability rates. Further analysis of individual job classes in this category is presented in Part III of this report.

II.6   OCCUPATIONAL CATEGORY: PROTECTIVE SERVICE WORKERS

The EEOC describes Protective Service Workers as: Occupations in which workers are entrusted with public safety, security and protection from destructive forces. For purposes of this report, Census data for sworn and unsworn Protective Service Workers has been combined; thus the City's EEO tabulation also combines sworn and unsworn Protective Service Workers. The 2013 - 2017 ACS Estimates reported the availability of sworn and unsworn protective service workers as follows:

2013-2017 ACS Estimates: Sworn & Unsworn (04) and (05)							
	White	Black	Hispanic	Asian	AI/AN	Two or More Races & Others	Total
Male	39.46%	9.16%	10.98%	11.92%	0.45%	5.30%	77.27%
Female	9.67%	4.04%	3.34%	2.58%	0.11%	1.30%	21.06%
Total	49.14%	13.20%	14.32%	14.50%	0.56%	6.60%	98.32%

8/1/2018 Composition: Sworn & Unsworn (EEO-4 Job Code 04)							
				Asian				
	White	Black	Hispanic	Asian/PI	Filipino	AI/AN	Multiracial	Total
Female	275	117	146	106	56	3	1	704
				162				
	6.32%	2.69%	3.35%	2.44%	1.29%	0.07%	0.02%	16.18%
				3.72%				
Male	1537	384	645	710	341	28	3	3648
				1051				
	35.32%	8.82%	14.82%	16.31%	7.84%	0.64%	0.07%	83.82%
				24.15%				
Total	1812	501	791	816	397	31	4	4352
				1213				
% Total	41.64%	11.51%	18.18%	18.75%	9.12%	0.71%	0.09%	100.00%
				27.87%				

In 2018, the City reported 4,352 employments in the Protective Service category, which includes police patrol officers, firefighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, park rangers, parking control officers, museum guards, airfield safety officers, etc.
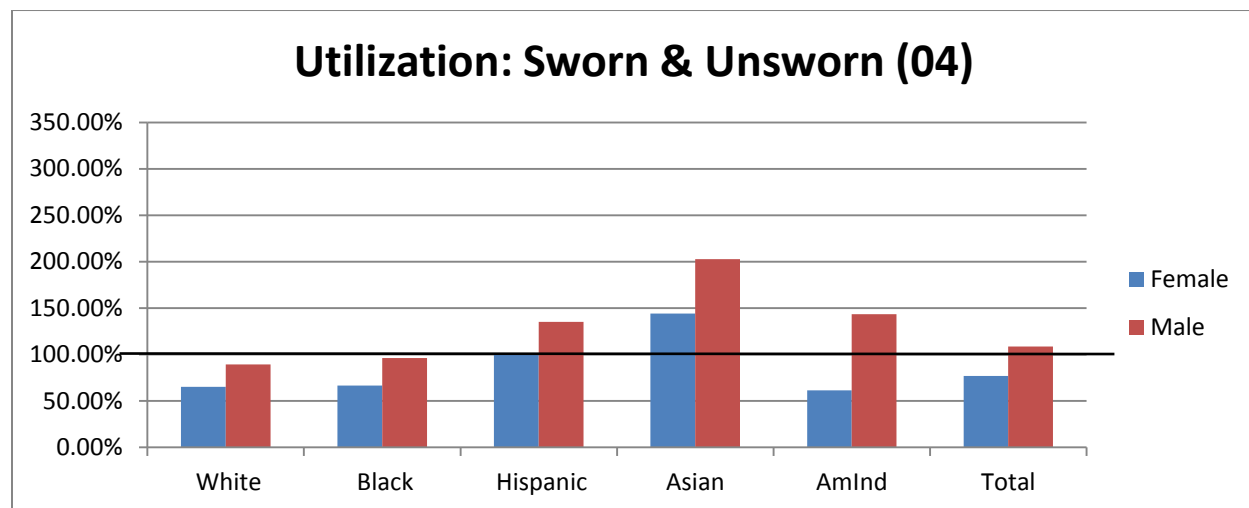
Compared to 2013 - 2017 ACS Estimates, Hispanics and Asian/Filipinos are fully utilized compared to labor market availability rates. Blacks have made substantial gains in representation. This group's utilization rates for rose from 66.96% to 83.65%, but Blacks remain below parity. Whites and American Indians are also below parity compared to their labor market availability rates.

II. 7   OCCUPATIONAL CATEGORY: PARAPROFESSIONALS

The EEOC describes Paraprofessionals as occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. City jobs in this category include research assistants, child support workers, recreation assistants, home health aides, library assistants and clerks, and similar workers. Other paraprofessionals include health and laboratory assistants, health workers, instructional assistants, and public service aides. In 2018, the City reported 3,187 Paraprofessional employments.

The Census Bureau's ACS Estimates do not include a Paraprofessionals category. Jobs that were previously included in this category are now mapped to other categories. For example, Health Aides are now mapped to the Service Maintenance category; Library Technicians are now mapped to the Administrative Support category. For this reason, we are unable to provide a workforce utilization comparison for this category.

For practical reasons the City will not remap its job classes to occupational categories used by the Census Bureau. The Equal Employment Opportunity Commission (EEOC) requires state and local government entities to report on workforce composition using occupational categories that include Paraprofessionals. This biennial report also satisfies reporting requirements for the U.S. Department of Justice (DOJ). Consequently, remapping the City's job classes in the Paraprofessional category would not fulfill reporting requirements for the EEOC and DOJ.

8/1/2018 Composition: Paraprofessionals (EEO-4 Job Code 05)								
				Asian				
	White	Black	Hispanic	Asian/PI	Filipino	AI/AN	Multiracial	Total
Female	249	407	384	592	354	7	12	2005
				946				
	7.81%	12.77%	12.05%	18.58%	11.11%	0.22%	0.38%	62.91%
				29.68%				
Male	195	225	213	290	242	5	12	1182
				532				
	6.12%	7.06%	6.68%	9.10%	7.59%	0.16%	0.38%	37.09%
				16.69%				
Total	444	632	597	882	596	12	24	3187
				1478				
% Total	13.93%	19.83%	18.73%	27.67%	18.70%	0.38%	0.75%	100.00%
				46.38%				

Blacks, Hispanics and Asians are well represented in the Paraprofessionals category. Black and Asian/Filipino female are represented at well over three times their availability in the labor market in this category. Only Whites and American Indians are underrepresented.

II.8   OCCUPATIONAL CATEGORY: ADMINISTRATIVE SUPPORT WORKERS

The EEOC describes Administrative Support (or Office/Clerical) Workers as occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. The 2013 - 2017 ACS Estimates reported the availability of administrative service workers in our labor market as follows:

2013-2017 ACS Estimates: Administrative Support (06)							
						Two or More Races & Others	
	White	Black	Hispanic	Asian	AI/AN		Total
Male	17.83%	2.15%	5.37%	8.35%	0.12%	2.23%	36.05%
Female	30.17%	4.09%	10.67%	13.17%	0.31%	3.86%	62.27%
Total	48.00%	6.24%	16.04%	21.52%	0.43%	6.09%	98.32%

8/1/2018 Administrative Support (EEO-4 Job Code 06)			Asian				
	White	Black	Hispanic	Asian/PI	Filipino	AI/AN	Multiracial	Total
Female	229	312	299	659	366	3	6	1874
				1025				
	8.95%	12.20%	11.69%	25.76%	14.31%	0.12%	0.23%	73.26%
				40.07%				
Male	145	80	96	235	124	4	0	684
				359				
	5.67%	3.13%	3.75%	9.19%	4.85%	0.16%	0.00%	26.74%
				14.03%				
Total	374	392	395	894	490	7	6	2558
				1384				
% Total	14.62%	15.32%	15.44%	34.95%	19.16%	0.27%	0.23%	100.00%
				54.10%				

In the City, this occupational category includes typists, secretaries, personnel clerks, medical transcriber typists, meter readers, telephone operators, storekeepers, cashiers, dispatchers, billing clerks, medical records clerks, etc. For 2018 the city reported 2,558 employments in this category. The largest classes in this occupational category include Clerk Typist, Senior Clerk Typist, Secretary I, and Clerk.

Utilization: Administrative Support (06)
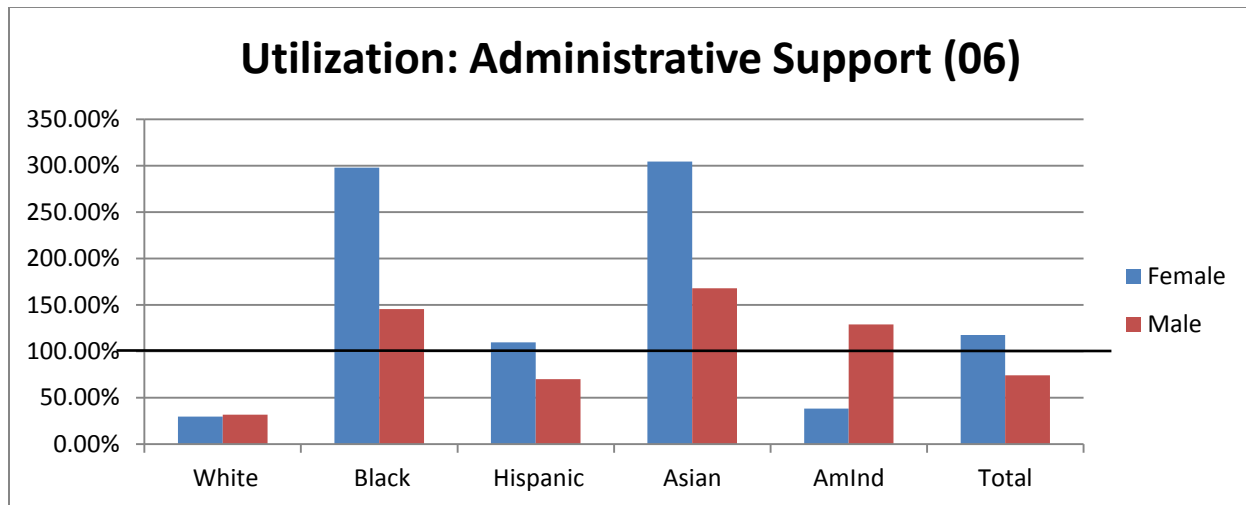
Compared to 2013 - 2017 ACS Estimates, Blacks, Asian/Filipinos, Hispanic females and American Indian males are above parity compared to the labor market availability rates. Whites are utilized at below parity compared to the labor market availability rates. Cumulatively, by gender, females are above parity and males are below parity compared to labor market availability.

II.9   OCCUPATIONAL CATEGORY: SKILLED CRAFT WORKERS

The EEOC describes Skilled Craft Workers as occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. The 2013 - 2017 ACS Estimates reported the availability of skilled craft workers as follows:

EEO ACS Estimates 2013-2017: Skilled Crafts (07)							
	White	Black	Hispanic	Asian	AI/AN	Two or More Races & Others	Total
Male	43.82%	3.13%	26.50%	12.61%	0.52%	5.34%	91.92%
Female	2.17%	0.33%	1.15%	2.37%	0.05%	0.35%	6.40%
Total	45.99%	3.46%	27.64%	14.98%	0.57%	5.69%	98.32%

8/1/2018 Composition: Skilled Crafts (EEO-4 Job Code 07)							
	White	Black	Hispanic	Asian		AI/AN	Multiracial	Total
				Asian/PI	Filipino			
Female	12	14	8	10	1	0	0	45
				11				
	0.86%	1.00%	0.57%	0.72%	0.07%	0.00%	0.00%	3.22%
				0.79%				
Male	726	102	235	160	115	11	2	1351
				275				
	52.01%	7.31%	16.83%	11.46%	8.24%	0.79%	0.14%	96.78%
				19.70%				
Total	738	116	243	170	116	11	2	1396
				286				
% Total	52.87%	8.31%	17.41%	12.18%	8.31%	0.79%	0.14%	100.00%
				20.49%				

The City reported 1,396 employments in this category which includes mechanics and repairers, electricians, heavy equipment operators, stationary engineers, carpenters, water and sewage treatment plant operators.

Utilization: Skilled Crafts (07)
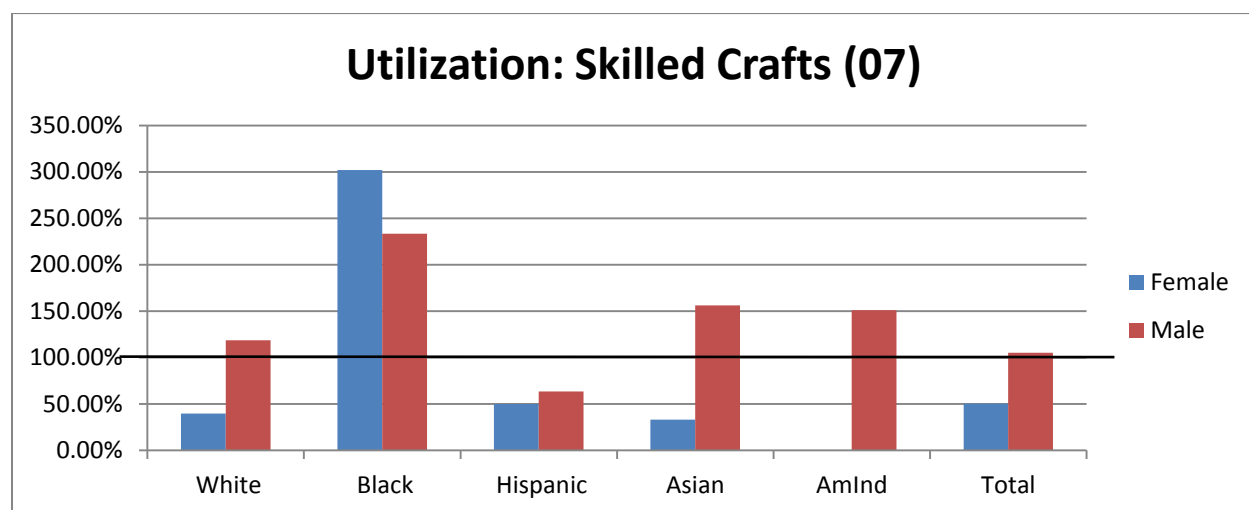
Compared to 2013 - 2017 ACS Estimates, White males, Blacks, and Asian/Filipino males are above parity compared to their labor market availability rates. Skilled Craft Workers are viewed as traditionally male dominated jobs. In the City, females hold 3.22% of jobs in this category, as compared to 6.40% in the available labor market. Looking at females, Black females continue to be the only group represented at above parity in this category. By race/ethnicity, Hispanics are also below parity in this category.

City jobs in the Skilled Craft Workers category typically require completion of an apprenticeship program plus journey-level work experience. Although many labor unions that run apprenticeship programs are open to minority and women members, their memberships are still

underrepresented in these groups. In trades where the City jointly sponsors apprenticeship programs, females and minorities are utilized at higher percentages than in trades without City-run apprenticeship programs.

The City launched Apprenticeship SF in 2017. This new initiative ensures that standards for recruiting, hiring and training City apprentices are consistent with state requirements and merit principles. Under the initiative, DHR oversees all City apprenticeship program to ensure that selection of apprentices is fair, open and competitive as reflected in the Charter, state and federal laws and Civil Service Rules. The new program will engage all City departments in broad-based recruitment strategies designed to increase the representation of groups who traditionally are not well-represented in the Skilled Craft Worker labor market.

II.10   OCCUPATIONAL CATEGORY: SERVICE MAINTENANCE WORKERS

The EEOC describes Service Maintenance Workers as occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. The Census reports labor market availability as follows:

2013-2017 ASC Estimates: Service & Maintenance (08)							
	White	Black	Hispanic	Asian	AI/AN	Two or More Races & Others	Total
Male	18.66%	3.34%	17.39%	11.17%	0.24%	3.71%	54.51%
Female	14.94%	2.79%	11.25%	11.54%	0.16%	3.13%	43.81%
Total	33.61%	6.13%	28.64%	22.70%	0.40%	6.84%	98.32%

8/1/2018 Composition: Service and Maintenance (EEO-4 Job Code 08)								
				Asian				
	White	Black	Hispanic	Asian/PI	Filipino	AI/AN	Multiracial	Total
Female	84	98	103	451	65	3	1	805
				516				
	3.15%	3.67%	3.86%	16.89%	2.43%	0.11%	0.04%	30.15%
				19.33%				
Male	501	343	402	423	178	12	6	1865
				601				
	18.76%	12.85%	15.06%	15.84%	6.67%	0.45%	0.22%	69.85%
				22.51%				
Total	585	441	505	874	243	15	7	2670
				1117				
% Total	21.91%	16.52%	18.91%	32.73%	9.10%	0.56%	0.26%	100.00%
				41.84%				

City jobs in this category include: laundry operatives, truck drivers, custodial employees, gardeners, construction laborers, porters, asphalt workers, camp assistants, watershed keepers, etc. The City employs 2,369 persons in this category.

Utilization: Service & Maintenance (08)
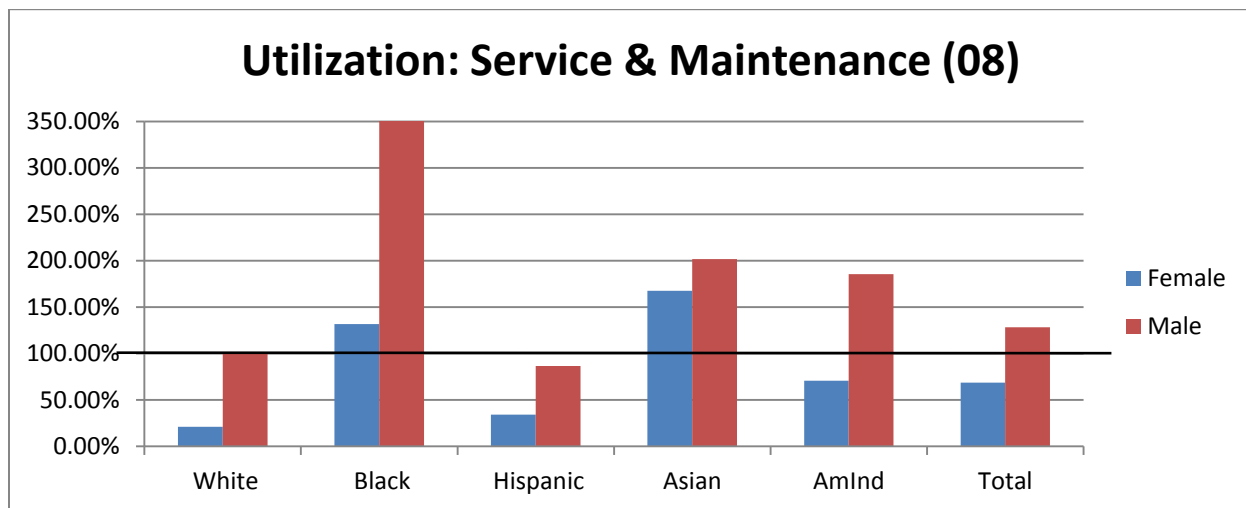
Compared to 2013 - 2017 ACS Estimates, White males, Blacks, and Asian/Filipinos are represented at or above parity compared to the available labor market rates. White females, Hispanics and American Indians are below parity with their labor market availability in this category. Cumulatively, by gender, females are below parity in this category.

PART III: WORKFORCE BY SELECTED JOB CLASSES

The job classes selected for review in this report were based on a number of factors, including: large numbers of employees in the job class, applicants enter City employment in these job classes, selection provides sampling of various occupational categories, and job classes are readily matched to similar census data.

III.1   REGISTERED NURSES

EEOC Occupational Category: Professionals
City Job Class(es):   2320 Registered Nurse
2013 - 2017 ACS Estimates Code: 3255 (SOC 29-1141) Registered Nurses

2017 Labor Market Availability						
	White	Black	Hispanic	Asian	AmInd	Two Races & Others	Total
Female	40.94%	4.30%	4.11%	31.43%	0.20%	3.43%	84.41%
Male	5.72%	0.79%	0.70%	6.07%	0.04%	0.59%	13.91%
Total	46.66%	5.09%	4.81%	37.51%	0.24%	4.02%	98.32%

Composition: Registered Nurses (2320)								
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Multiracial	Total
Female	312	57	120	203	332	3	0	1027
	23.85%	4.36%	9.17%	15.52%	25.38%	0.23%	0.00%	78.52%
Male	93	17	30	38	100	3	0	281
	7.11%	1.30%	2.29%	2.91%	7.65%	0.23%	0.00%	21.48%
Total	405	74	150	241	432	6	0	1308
	30.96%	5.66%	11.47%	18.43%	33.03%	0.46%	0.00%	100.00%

III.2 ENGINEERS

Occupational Category: Professionals
City Job Class(s):   5207 Associate Engineer, 5241 Engineer
2013 - 2017 ACS Estimates Code: 1360 (SOC 17-2051) Civil Engineers

2017 Labor Market Availability							
	White	Black	Hispanic	Asian	AmInd	Two Races & Others	Total
Female	9.31%	0.00%	1.53%	5.66%	0.12%	1.06%	17.68%
Male	45.39%	2.48%	3.42%	26.05%	0.12%	3.18%	80.64%
Total	54.70%	2.48%	4.95%	31.71%	0.24%	4.24%	98.32%

Composition: Civil Engineers (5207, 5241)								
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Multiracial	Total
Female	14	0	5	49	6	0	0	74
	5.13%	0.00%	1.83%	17.95%	2.20%	0.00%	0.00%	27.11%
Male	54	3	10	106	22	2	2	199
	19.78%	1.10%	3.66%	38.83%	8.06%	0.73%	0.73%	72.89%
Total	68	3	15	155	28	2	2	273
	24.91%	1.10%	5.49%	56.78%	10.26%	0.73%	0.73%	100.00%

III.3 ATTORNEYS

Occupational Category: Professionals
City Job Class(es):   8177 Attorney
2013 - 2017 ACS Estimates Code: 2100 (SOC 23-10XX) Lawyers

2017 Labor Market Availability							
	White	Black	Hispanic	Asian	AmInd	Two Races & Others	Total
Female	28.45%	1.61%	1.93%	8.49%	0.04%	2.01%	42.53%
Male	45.58%	1.15%	1.58%	5.66%	0.07%	1.76%	55.79%
Total	74.03%	2.76%	3.51%	14.15%	0.11%	3.76%	98.32%

Composition: Lawyers (8177)								
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Multiracial	Total
Female	101	25	22	30	4	2	1	185
	27.22%	6.74%	5.93%	8.09%	1.08%	0.54%	0.27%	49.87%
Male	123	12	19	25	2	0	5	186
	33.15%	3.23%	5.12%	6.74%	0.54%	0.00%	1.35%	50.13%
Total	224	37	41	55	6	2	6	371
	60.38%	9.97%	11.05%	14.82%	1.62%	0.54%	1.62%	100.00%

III.4 ELIGIBILITY WORKERS

Occupational Category: Technicians
City Job Class(es):   2903 Eligibility Worker, 2905 Senior Eligibility Worker
2013 - 2017 ACS Estimates Code: 5250 (SOC 43-4061) Eligibility Interviewers, Government Programs

2017 Labor Market Availability							
	White	Black	Hispanic	Asian	AmInd	Two Races & Others	Total
Female	23.24%	10.28%	14.30%	22.35%	0.00%	4.02%	74.19%
Male	8.49%	0.89%	4.47%	8.49%	0.45%	1.34%	24.13%
Total	31.73%	11.17%	18.77%	30.84%	0.45%	5.36%	98.32%

Composition: Eligibility Interviewers, Government Programs (2903, 2905)								
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Multiracial	Total
Female	34	82	116	171	54	0	0	457
	5.51%	13.29%	18.80%	27.71%	8.75%	0.00%	0.00%	74.07%
Male	17	10	36	71	25	0	1	160
	2.76%	1.62%	5.83%	11.51%	4.05%	0.00%	0.16%	25.93%
Total	51	92	152	242	79	0	1	617
	8.27%	14.91%	24.64%	39.22%	12.80%	0.00%	0.16%	100.00%

III.5 LICENSED VOCATIONAL NURSES

Occupational Category: Technicians
City Job Class(es):   2312 Licensed Vocational Nurse
2013 - 2017 ACS Estimates Code: 3500 (SOC 29-2061) Licensed Practical and Vocational Nurses

2017 Labor Market Availability							
	White	Black	Hispanic	Asian	AmInd	Two Races & Others	Total
Female	26.13%	8.63%	10.59%	27.86%	0.92%	5.18%	79.32%
Male	5.18%	2.42%	2.07%	7.94%	0.12%	1.27%	19.00%
Total	31.32%	11.05%	12.66%	35.81%	1.04%	6.45%	98.32%

Composition: Licensed Practical and Vocational Nurses (2312)

	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Multiracial	Total
Female	11	21	18	15	65	0	0	130
	6.36%	12.14%	10.40%	8.67%	37.57%	0.00%	0.00%	75.14%
Male	3	2	7	5	26	0	0	43
	1.73%	1.16%	4.05%	2.89%	15.03%	0.00%	0.00%	24.86%
Total	14	23	25	20	91	0	0	173
	8.09%	13.29%	14.45%	11.56%	52.60%	0.00%	0.00%	100.00%

III.6   POLICE OFFICERS

Occupational Category: Protective Service Workers
City Job Class(es):   Q2 Police Officer, Q3 Police Officer 2, Q4 Police Officer 3
2013 - 2017 ACS Estimates Code: 3850 (SOC 33-3050) Police Officers

2017 Labor Market Availability

	White	Black	Hispanic	Asian	AmInd	Two Races & Others	Total
Female	8.72%	1.28%	2.56%	0.93%	0.23%	0.81%	14.53%
Male	48.81%	4.53%	13.13%	10.11%	0.70%	6.51%	83.79%
Total	57.53%	5.81%	15.69%	11.04%	0.93%	7.32%	98.32%

Composition: Police Officers (Q002, Q003, Q004)

	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Multiracial	Total
Female	100	27	46	26	10	1	1	211
	5.99%	1.62%	2.75%	1.56%	0.60%	0.06%	0.06%	12.63%
Male	692	142	266	249	101	8	1	1459
	41.44%	8.50%	15.93%	14.91%	6.05%	0.48%	0.06%	87.37%
Total	792	169	312	275	111	9	2	1670
	47.43%	10.12%	18.68%	16.47%	6.65%	0.54%	0.12%	100.00%

III.7   FIREFIGHTERS

Occupational Category: Protective Service Workers
City Job Class(es):   H2 Firefighter, H3 Firefighter/Paramedic
2013 - 2017 ACS Estimates Code: 3740 (SOC 33-2011) Firefighters

2017 Labor Market Availability

	White	Black	Hispanic	Asian	AmInd	Two Races & Others	Total
Female	5.34%	0.53%	0.53%	0.00%	0.00%	0.53%	6.95%
Male	68.13%	2.67%	8.55%	6.68%	0.27%	5.08%	91.37%
Total	73.47%	3.21%	9.08%	6.68%	0.27%	5.61%	98.32%

Composition: Firefighters (H002, H003)							
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Multiracial	Total
Female	62	8	20	17	6	1	0	114
	7.01%	0.90%	2.26%	1.92%	0.68%	0.11%	0.00%	12.88%
Male	347	83	137	155	42	7	0	771
	39.21%	9.38%	15.48%	17.51%	4.75%	0.79%	0.00%	87.12%
Total	409	91	157	172	48	8	0	885
	46.21%	10.28%	17.74%	19.44%	5.42%	0.90%	0.00%	100.00%

III.8 DEPUTY SHERIFF

Occupational Category: Protective Service Workers
City Job Class(es):   8304 Deputy Sheriff
2013 - 2017 ACS Estimates Code: 3800 (SOC 33-3010) Bailiffs, Correctional Officers, and Jailers

2017 Labor Market Availability						
	White	Black	Hispanic	Asian	AmInd	Two Races & Others	Total
Female	7.80%	3.62%	5.29%	3.06%	0.00%	0.56%	20.33%
Male	35.37%	11.14%	16.15%	10.58%	0.00%	4.74%	77.99%
Total	43.17%	14.76%	21.45%	13.65%	0.00%	5.29%	98.32%

Composition: Bailiffs, Correctional Officers, and Jailers (8304)							
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Multiracial	Total
Female	16	24	12	13	1	1	0	67
	3.40%	5.11%	2.55%	2.77%	0.21%	0.21%	0.00%	14.26%
Male	118	52	80	82	69	2	0	403
	25.11%	11.06%	17.02%	17.45%	14.68%	0.43%	0.00%	85.74%
Total	134	76	92	95	70	3	0	470
	28.51%	16.17%	19.57%	20.21%	14.89%	0.64%	0.00%	100.00%

III.9 NURSING ASSISTANTS

Occupational Category: Paraprofessionals
City Job Class(es):   2302 Nursing Assistant
2013 - 2017 ACS Estimates Code: 3600 (SOC 31-1010) Nursing, Psychiatric and Home Health Aides

2017 Labor Market Availability						
	White	Black	Hispanic	Asian	AmInd	Two Races & Others	Total
Female	18.48%	11.30%	11.73%	30.32%	0.11%	5.54%	77.48%
Male	4.94%	2.74%	2.41%	9.60%	0.22%	0.93%	20.84%
Total	23.41%	14.04%	14.15%	39.92%	0.33%	6.47%	98.32%

Composition: Nursing, Psychiatric and Home Health Aides (2302)							
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Multiracial	Total
Female	0	14	6	4	60	0	0	84
	0.00%	13.33%	5.71%	3.81%	57.14%	0.00%	0.00%	80.00%
Male	0	3	3	1	14	0	0	21
	0.00%	2.86%	2.86%	0.95%	13.33%	0.00%	0.00%	20.00%
Total	0	17	9	5	74	0	0	105
	0.00%	16.19%	8.57%	4.76%	70.48%	0.00%	0.00%	100.00%

III.10 CLERK TYPISTS

Occupational Category: Administrative Support Workers
City Job Class(es):   1402 Junior Clerk, 1404 Clerk, 1424 Clerk Typist,
            1426 Senior Clerk Typist
2013 - 2017 ACS Estimates Code: 5820 (SOC 43-9022) Word Processors and Typists

2017 Labor Market Availability						
	White	Black	Hispanic	Asian	AmInd	Two Races & Others	Total
Female	33.18%	6.26%	14.01%	20.67%	0.27%	3.94%	78.33%
Male	6.53%	2.04%	2.18%	7.62%	0.00%	1.63%	19.99%
Total	39.71%	8.30%	16.18%	28.29%	0.27%	5.58%	98.32%

Composition: Word Processors and Typists (1402, 1404, 1424, 1426)							
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Multiracial	Total
Female	25	61	47	105	69	0	2	309
	5.64%	13.77%	10.61%	23.70%	15.58%	0.00%	0.45%	69.75%
Male	25	14	13	55	27	0	0	134
	5.64%	3.16%	2.93%	12.42%	6.09%	0.00%	0.00%	30.25%
Total	50	75	60	160	96	0	2	443
	11.29%	16.93%	13.54%	36.12%	21.67%	0.00%	0.45%	100.00%

III.11 STATIONARY ENGINEERS

Occupational Category: Skilled Craft Workers
City Job Code(s):   7334 Stationary Engineer, 7372 Stationary Engr, Sewage Plant
2000 Census Code: 8610 (SOC 51-8021) Stationary Engineers and Boiler Operators

2017 Labor Market Availability						
	White	Black	Hispanic	Asian	AmInd	Two Races & Others	Total
Female	0.00%	0.00%	0.00%	0.00%	0.59%	0.00%	0.59%
Male	53.90%	5.33%	11.25%	21.91%	0.59%	4.74%	97.73%
Total	53.90%	5.33%	11.25%	21.91%	1.18%	4.74%	98.32%

Composition: Stationary Engineers and Boiler Operators (7334, 7372)								
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Multiracial	Total
Female	2	3	3	2	0	0	0	10
	0.67%	1.01%	1.01%	0.67%	0.00%	0.00%	0.00%	3.37%
Male	118	31	41	40	56	1	0	287
	39.73%	10.44%	13.80%	13.47%	18.86%	0.34%	0.00%	96.63%
Total	120	34	44	42	56	1	0	297
	40.40%	11.45%	14.81%	14.14%	18.86%	0.34%	0.00%	100.00%

III.12 CUSTODIANS

Occupational Category: Service and Maintenance Workers
City Job Class(es):   2708 Custodian
2013 - 2017 ACS Estimates Code: 4220 (SOC 37-201X) Janitors and Building Cleaners

2017 Labor Market Availability							
	White	Black	Hispanic	Asian	AmInd	Two Races & Others	Total
Female	6.57%	1.61%	14.80%	5.22%	0.09%	2.84%	31.13%
Male	22.68%	5.76%	22.54%	10.69%	0.24%	5.28%	67.19%
Total	29.25%	7.37%	37.34%	15.91%	0.33%	8.12%	98.32%

Composition: Janitors and Building Cleaners (2708)								
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Multiracial	Total
Female	3	25	35	237	15	1	0	316
	0.44%	3.69%	5.16%	34.96%	2.21%	0.15%	0.00%	46.61%
Male	15	60	59	169	58	1	0	362
	2.21%	8.85%	8.70%	24.93%	8.55%	0.15%	0.00%	53.39%
Total	18	85	94	406	73	2	0	678
	2.65%	12.54%	13.86%	59.88%	10.77%	0.29%	0.00%	100.00%

III.13 GENERAL LABORERS

Occupational Category: Service and Maintenance Workers
City Job Class(es):   7514 General Laborer
2013 - 2017 ACS Estimates Code: 6260 (SOC 47-2061) Construction Laborers

2017 Labor Market Availability							
	White	Black	Hispanic	Asian	AmInd	Two Races & Others	Total
Female	1.44%	0.18%	0.92%	0.18%	0.00%	0.15%	2.87%
Male	33.33%	3.02%	44.59%	8.25%	0.41%	5.86%	95.45%
Total	34.76%	3.20%	45.51%	8.43%	0.41%	6.00%	98.32%

Composition: Construction Laborers (7514)								
	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Multiracial	Total
Female	3	19	4	8	1	0	0	35
	0.93%	5.88%	1.24%	2.48%	0.31%	0.00%	0.00%	10.84%
Male	70	93	70	41	12	2	0	288
	21.67%	28.79%	21.67%	12.69%	3.72%	0.62%	0.00%	89.16%
Total	73	112	74	49	13	2	0	323
	22.60%	34.67%	22.91%	15.17%	4.02%	0.62%	0.00%	100.00%

III.14 PRIVATE SECTOR COMPARISONS BY PERCENTAGE OF WORKFORCE

	CCSF	PG&E[6]	Accenture[7]
Whites	31.94%	57.3%	49.6%
Blacks	12.50%	6.4%	7.9%
Hispanics	15.55%	17.6%	7.6%
Asians	26.94%	14.7%	32.2%
AmInd/NA	0.44%	1.2%	0.2%
Hawaiian/PI	12.21%	0.5%	0.2%
Two or More Races	0.41%	2.3%	2.3%
Totals	100.00%	100.0%	100.0%

	CCSF	PG&E	Accenture
Males	53.51%	71.6%	63.2%
Females	46.49%	28.4%	36.8%
Totals	100.00%	100.0%	100.0%

PG&E is the fifth largest employer in San Francisco with 4,381 employees. Accenture, a business consulting firm, is the tenth largest employer in the City with 2,200 employees. Accenture posts workforce demographics for its United States operations, which includes 51,781 employees but does not post local workforce demographics for its San Francisco operations.

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[6] Diversity and Inclusion – PG&E Corporate Responsibility and Sustainability Report 2017, http://www.pgecorp.com/corp_responsibility/reports/2017/em03_diversity_inclusion.html
[7] Diversity & Inclusion – US Workforce Demographics Accenture 2017, https://www.accenture.com/us-en/company-diversity

Twitter Executive/Senior Level Officials and Managers (01), First/Mid-Level Officials and Managers (02)

	White	Black	Hispanic	Asian	AI/AN	Two or More Races & Others	Total
Male	46.70%	0.79%	1.06%	24.01%	0.00%	0.26%	72.82%
Female	18.21%	0.00%	0.26%	8.18%	0.00%	0.53%	27.18%
Total	64.91%	0.79%	1.32%	32.19%	0.00%	0.79%	100.00%

Salesforce Executive/Senior Level Officials and Managers (01), First/Mid-Level Officials and Managers (02)

	White	Black	Hispanic	Asian	AI/AN	Two or More Races & Others	Total
Male	49.02%	1.28%	2.20%	14.31%	0.08%	1.78%	68.68%
Female	22.14%	0.53%	1.00%	6.80%	0.03%	0.81%	31.32%
Total	71.17%	1.81%	3.21%	21.11%	0.11%	2.59%	100.00%

8/1/2018 Composition: CCSF Officials and Administrators (EEO-4 Job Code 01)

	White	Black	Hispanic	Asian	AI/AN	Multiracial	Total
Male	28.80%	5.26%	5.34%	10.18%	0.08%	0.17%	49.83%
Female	24.54%	6.09%	5.76%	13.27%	0.17%	0.33%	50.17%
Total	53.34%	11.35%	11.10%	23.46%	0.25%	0.50%	100.00%

Twitter Professionals (03)

	White	Black	Hispanic	Asian	AI/AN	Two or More Races & Others	Total
Male	38.70%	0.82%	1.39%	34.03%	0.00%	1.14%	76.07%
Female	11.68%	0.69%	0.95%	10.10%	0.00%	0.51%	23.93%
Total	50.38%	1.52%	2.34%	44.13%	0.00%	1.64%	100.00%

Salesforce Professionals (03)

	White	Black	Hispanic	Asian	AI/AN	Two or More Races & Others	Total
Male	38.39%	1.66%	2.54%	23.06%	0.08%	1.47%	67.19%
Female	18.44%	0.96%	1.37%	10.93%	0.07%	1.04%	32.81%
Total	56.83%	2.61%	3.91%	33.99%	0.14%	2.52%	100.00%

8/1/2018 Composition: CCSF Professionals (EEO-4 Job Code 02)

	White	Black	Hispanic	Asian	AI/AN	Multiracial	Total
Male	16.58%	3.49%	4.85%	16.02%	0.18%	0.28%	41.41%
Female	19.92%	6.27%	7.03%	25.01%	0.17%	0.19%	58.59%
Total	36.50%	9.77%	11.88%	41.02%	0.35%	0.47%	100.00%

Twitter Administrative Support (06)

	White	Black	Hispanic	Asian	AI/AN	Two or More Races & Others	Total
Male	23.70%	5.19%	2.22%	11.11%	0.00%	2.22%	44.44%
Female	26.67%	0.74%	2.22%	21.48%	0.74%	3.70%	55.56%
Total	50.37%	5.93%	4.44%	32.59%	0.74%	5.93%	100.00%

Salesforce Administrative Support (06)

	White	Black	Hispanic	Asian	AI/AN	Two or More Races & Others	Total
Male	6.45%	3.00%	3.92%	4.84%	0.00%	1.15%	19.35%
Female	51.61%	5.76%	6.91%	13.82%	0.00%	2.53%	80.65%
Total	58.06%	8.76%	10.83%	18.66%	0.00%	3.69%	100.00%

8/1/2018 Composition: CCSF Administrative Support (EEO-4 Job Code 06)

	White	Black	Hispanic	Asian	AI/AN	Multiracial	Total
Male	5.67%	3.13%	3.75%	14.03%	0.16%	0.00%	26.74%
Female	8.95%	12.20%	11.69%	40.07%	0.12%	0.23%	73.26%
Total	14.62%	15.32%	15.44%	54.10%	0.27%	0.23%	100.00%

PART IV: WORKFORCE BY DEPARTMENT

8/1/18 Workforce Composition by Department, Race/Ethnicity and Gender

Department	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Multiracial	Total	Female	Male
AAM Asian Art Museum	**22** 40.74%	**8** 14.81%	**10** 18.52%	**7** 12.96%	**7** 12.96%	**0** 0.00%	**0** 0.00%	**54** 100.00%	10 18.52%	44 81.48%
ADM Administrative Services	**278** 31.92%	**112** 12.86%	**126** 14.47%	**264** 30.31%	**83** 9.53%	**5** 0.57%	**3** 0.34%	**871** 100.00%	380 43.63%	491 56.37%
ADP Adult Probation	**31** 19.50%	**44** 27.67%	**44** 27.67%	**24** 15.09%	**8** 5.03%	**0** 0.00%	**8** 5.03%	**159** 100.00%	97 61.01%	62 38.99%
AIR Airport Commission	**461** 26.39%	**139** 7.96%	**247** 14.14%	**631** 36.12%	**242** 13.85%	**11** 0.63%	**16** 0.92%	**1747** 100.00%	650 37.21%	1097 62.79%
ART Art Commission	**22** 50.00%	**3** 6.82%	**3** 6.82%	**13** 29.55%	**2** 4.55%	**1** 2.27%	**0** 0.00%	**44** 100.00%	36 81.82%	8 18.18%
ASR Assessor	**43** 25.15%	**11** 6.43%	**13** 7.60%	**79** 46.20%	**23** 13.45%	**0** 0.00%	**2** 1.17%	**171** 100.00%	95 55.56%	76 44.44%
BOA Board of Appeals	**3** 60.00%	**0** 0.00%	**1** 20.00%	**1** 20.00%	**0** 0.00%	**0** 0.00%	**0** 0.00%	**5** 100.00%	3 60.00%	2 40.00%
BOS Board of Supervisors	**22** 31.88%	**4** 5.80%	**9** 13.04%	**27** 39.13%	**6** 8.70%	**0** 0.00%	**1** 1.45%	**69** 100.00%	42 60.87%	27 39.13%
CAT City Attorney	**176** 58.09%	**23** 7.59%	**36** 11.88%	**49** 16.17%	**13** 4.29%	**1** 0.33%	**5** 1.65%	**303** 100.00%	188 62.05%	115 37.95%
CFC Children & Families Commission	**3** 21.43%	**1** 7.14%	**4** 28.57%	**6** 42.86%	**0** 0.00%	**0** 0.00%	**0** 0.00%	**14** 100.00%	11 78.57%	3 21.43%
CHF Children Youth & Families	**13** 22.41%	**9** 15.52%	**10** 17.24%	**16** 27.59%	**9** 15.52%	**1** 1.72%	**0** 0.00%	**58** 100.00%	35 60.34%	23 39.66%

Department	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Multiracial	Total	Female	Male
CON Controller	87 30.10%	12 4.15%	14 4.84%	137 47.40%	35 12.11%	0 0.00%	4 1.38%	289 100.00%	161 55.71%	128 44.29%
CPC City Planning	132 54.55%	14 5.79%	25 10.33%	54 22.31%	16 6.61%	1 0.41%	0 0.00%	242 100.00%	143 59.09%	99 40.91%
CSC Civil Service Commission	0 0.00%	1 16.67%	3 50.00%	2 33.33%	0 0.00%	0 0.00%	0 0.00%	6 100.00%	5 83.33%	1 16.67%
CSS Child Support Services	17 23.94%	19 26.76%	15 21.13%	9 12.68%	11 15.49%	0 0.00%	0 0.00%	71 100.00%	51 71.83%	20 28.17%
DAT District Attorney	124 42.18%	40 13.61%	50 17.01%	56 19.05%	19 6.46%	0 0.00%	5 1.70%	294 100.00%	160 54.42%	134 45.58%
DBI Building Inspection	89 32.96%	19 7.04%	24 8.89%	108 40.00%	28 10.37%	2 0.74%	0 0.00%	270 100.00%	91 33.70%	179 66.30%
DEM Department of Emergency Management	87 32.46%	41 15.30%	37 13.81%	69 25.75%	34 12.69%	0 0.00%	0 0.00%	268 100.00%	175 65.30%	93 34.70%
DPA Department of Police Accountability	15 44.12%	8 23.53%	4 11.76%	2 5.88%	4 11.76%	1 2.94%	0 0.00%	34 100.00%	21 61.76%	13 38.24%
DPH Department of Public Health	1512 22.07%	828 12.08%	1004 14.65%	1933 28.21%	1539 22.46%	23 0.34%	13 0.19%	6852 100.00%	4760 69.47%	2092 30.53%
DPW Department of Public Works	392 25.91%	293 19.37%	257 16.99%	447 29.54%	107 7.07%	11 0.73%	6 0.40%	1513 100.00%	438 28.95%	1075 71.05%
ECN Office of Economic and Workforce Development	43 37.39%	15 13.04%	21 18.26%	26 22.61%	6 5.22%	0 0.00%	4 3.48%	115 100.00%	65 56.52%	50 43.48%

Department	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Multiracial	Total	Female	Male
ENV Environment	**44** 47.31%	**7** 7.53%	**16** 17.20%	**21** 22.58%	**5** 5.38%	**0** 0.00%	**0** 0.00%	**93** 100.00%	**45** 48.39%	**48** 51.61%
ETH Ethics Commission	**8** 36.36%	**3** 13.64%	**1** 4.55%	**8** 36.36%	**2** 9.09%	**0** 0.00%	**0** 0.00%	**22** 100.00%	**12** 54.55%	**10** 45.45%
FAM Fine Arts Museum	**20** 18.69%	**35** 32.71%	**14** 13.08%	**22** 20.56%	**16** 14.95%	**0** 0.00%	**0** 0.00%	**107** 100.00%	**31** 28.97%	**76** 71.03%
FIR Fire Department	**861** 49.12%	**168** 9.58%	**290** 16.54%	**321** 18.31%	**98** 5.59%	**15** 0.86%	**0** 0.00%	**1753** 100.00%	**283** 16.14%	**1470** 83.86%
HOM Homelessness & Supportive Housing	**39** 34.51%	**32** 28.32%	**14** 12.39%	**22** 19.47%	**6** 5.31%	**0** 0.00%	**0** 0.00%	**113** 100.00%	**75** 66.37%	**38** 33.63%
HRC Human Rights Commission	**7** 33.33%	**5** 23.81%	**4** 19.05%	**4** 19.05%	**0** 0.00%	**0** 0.00%	**1** 4.76%	**21** 100.00%	**13** 61.90%	**8** 38.10%
HRD Human Resources Department	**58** 32.58%	**19** 10.67%	**17** 9.55%	**50** 28.09%	**31** 17.42%	**1** 0.56%	**2** 1.12%	**178** 100.00%	**116** 65.17%	**62** 34.83%
HSA Human Services Agency	**458** 17.90%	**484** 18.91%	**542** 21.18%	**771** 30.13%	**281** 10.98%	**6** 0.23%	**17** 0.66%	**2559** 100.00%	**1658** 64.79%	**901** 35.21%
HSS Health Service System	**20** 39.22%	**3** 5.88%	**3** 5.88%	**17** 33.33%	**7** 13.73%	**0** 0.00%	**1** 1.96%	**51** 100.00%	**35** 68.63%	**16** 31.37%
JUV Juvenile Probation	**32** 14.68%	**82** 37.61%	**43** 19.72%	**48** 22.02%	**12** 5.50%	**0** 0.00%	**1** 0.46%	**218** 100.00%	**88** 40.37%	**130** 59.63%
LIB Public Library	**297** 32.85%	**80** 8.85%	**122** 13.50%	**357** 39.49%	**42** 4.65%	**3** 0.33%	**3** 0.33%	**904** 100.00%	**522** 57.74%	**382** 42.26%
LLB Law Library	**2** 100.00%	**0** 0.00%	**0** 0.00%	**0** 0.00%	**0** 0.00%	**0** 0.00%	**0** 0.00%	**2** 100.00%	**2** 100.00%	**0** 0.00%
MYR Mayor	**45** 36.29%	**26** 20.97%	**12** 9.68%	**25** 20.16%	**12** 9.68%	**2** 1.61%	**2** 1.61%	**124** 100.00%	**77** 62.10%	**47** 37.90%

Department	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Multiracial	Total	Female	Male
PDR Public Defender	**84** 44.44%	**28** 14.81%	**33** 17.46%	**34** 17.99%	**8** 4.23%	**2** 1.06%	**0** 0.00%	**189** 100.00%	**100** 52.91%	**89** 47.09%
POL Police	**1307** 45.08%	**292** 10.07%	**489** 16.87%	**572** 19.73%	**225** 7.76%	**12** 0.41%	**2** 0.07%	**2899** 100.00%	**678** 23.39%	**2221** 76.61%
PRT Port	**121** 48.59%	**29** 11.65%	**26** 10.44%	**48** 19.28%	**24** 9.64%	**1** 0.40%	**0** 0.00%	**249** 100.00%	**78** 31.33%	**171** 68.67%
PUC Public Utilities Commission	**958** 44.11%	**206** 9.48%	**287** 13.21%	**536** 24.68%	**172** 7.92%	**8** 0.37%	**5** 0.23%	**2172** 100.00%	**668** 30.76%	**1504** 69.24%
REC Recreation and Park Commission	**474** 44.80%	**122** 11.53%	**173** 16.35%	**218** 20.60%	**56** 5.29%	**5** 0.47%	**10** 0.95%	**1058** 100.00%	**355** 33.55%	**703** 66.45%
REG Registrar	**19** 38.78%	**3** 6.12%	**3** 6.12%	**19** 38.78%	**5** 10.20%	**0** 0.00%	**0** 0.00%	**49** 100.00%	**21** 42.86%	**28** 57.14%
RET Retirement Services	**30** 30.30%	**7** 7.07%	**8** 8.08%	**43** 43.43%	**11** 11.11%	**0** 0.00%	**0** 0.00%	**99** 100.00%	**54** 54.55%	**45** 45.45%
RNT Rent Arbitration Board	**22** 48.89%	**3** 6.67%	**4** 8.89%	**15** 33.33%	**0** 0.00%	**0** 0.00%	**1** 2.22%	**45** 100.00%	**24** 53.33%	**21** 46.67%
SCI Academy of Sciences	**2** 20.00%	**3** 30.00%	**1** 10.00%	**1** 10.00%	**2** 20.00%	**1** 10.00%	**0** 0.00%	**10** 100.00%	**0** 0.00%	**10** 100.00%
SHF Sheriff	**288** 27.22%	**171** 16.16%	**214** 20.23%	**228** 21.55%	**149** 14.08%	**7** 0.66%	**1** 0.09%	**1058** 100.00%	**233** 22.02%	**825** 77.98%
TIS Department of Technology	**88** 35.20%	**18** 7.20%	**29** 11.60%	**81** 32.40%	**31** 12.40%	**3** 1.20%	**0** 0.00%	**250** 100.00%	**59** 23.60%	**191** 76.40%
TTX Treasurer/Tax Collector	**29** 15.68%	**10** 5.41%	**34** 18.38%	**88** 47.57%	**23** 12.43%	**1** 0.54%	**0** 0.00%	**185** 100.00%	**109** 58.92%	**76** 41.08%
WAR War Memorial	**31** 47.69%	**12** 18.46%	**5** 7.69%	**16** 24.62%	**1** 1.54%	**0** 0.00%	**0** 0.00%	**65** 100.00%	**22** 33.85%	**43** 66.15%

Department	White	Black	Hispanic	Asian/PI	Filipino	AmInd	Multiracial	Total	Female	Male
WOM Department on the Status of Women	7 63.64%	0 0.00%	2 18.18%	1 9.09%	0 0.00%	0 0.00%	1 9.09%	11 100.00%	10 90.91%	1 9.09%
Total	8923	3492	4343	7526	3411	124	114	27933	12985	14948
Total Percentages	31.94%	12.50%	15.55%	26.94%	12.21%	0.44%	0.41%	100.00%	42.61%	57.39%

The City's workforce composition is diverse in race/ethnicity and gender. With the exception American Indians/Alaska Natives and Multiracial persons, every racial/ethnic group is represented in every department of 49 or more employees. Both males and females were also represented in every department.

Highest Department Percentages by Race/Ethnicity			
White	City Attorney (58.09%)	City Planning (54.55%)	Arts Commission (50%)
Black	Juvenile Probation (37.61%)	Fine Arts Museum (32.71%)	Homelessness and Supportive Housing (28.32%)
Hispanic	Adult Probation (27.67%)	Human Services Agency (21.18%)	Civil Service Commission (21.13%)
Asian/Pacific Islander	Treasurer & Tax Collector (47.57%)	Controller (47.40%)	Assessor-Recorder (46.20%)
Filipino	Public Health (22.46%)	Human Resources (17.42%)	Children, Youth and Their Families (15.52%)

Lowest Department Percentages by Race/Ethnicity			
White	Juvenile Probation (14.68%)	Treasurer & Tax Collector (15.68%)	Human Services Agency (17.90%)
Black	Controller (4.15%)	Treasurer & Tax Collector (5.41%)	City Planning (5.79%)
Hispanic	Controller (4.84%)	Health Service System (5.88%)	Registrar (6.12%)
Asian/Pacific Islander	Department of Police Accountability (5.88%)	Child Support Services (12.68%)	Asian Art Museum (12.96%)
Filipino	Rent Arbitration Board (0.00%)	War Memorial (1.54%)	Public Defender (4.23%)

Highest Department Percentages by Gender			
Female	Art Commission (81.82%)	Child Support Services (71.83%)	Public Health (69.47%)
Male	Fire (83.86%)	Asian Art Museum (81.48%)	Sheriff (77.98%)

UTILIZATION SUMMARIES AND INITIATIVES

WORKFORCE COMPARISONS BY YEAR AND OCCUPATIONAL CATEGORIES

- Whites in the City's workforce have **increased by 11.05%** since 2013; however this group is below parity with the available labor force in all occupational categories except White males in Skilled Crafts (07), Service/Maintenance (08).
- Blacks in the City's workforce have **increased by 17.89%** since 2013; and this group continues to be above parity with the available labor force in all occupational categories except Protective Services (04).
- Hispanics in the City's workforce have **increased by 28.83%** since 2013; however this group is below parity with the available labor force in the following occupational categories: Administrative Support (06), Skilled Crafts (07), and Service/Maintenance (08).
- Asians in the City's workforce have **increased by 31.97%** since 2013, and this group is above parity with the available labor force in all occupational categories except Skilled Crafts (07).
- Filipinos in the City's workforce have **increased by 12.09%** since 2013. This group is included as Asian in U.S. Census ACS data, and consequently their representation is also above parity with the available labor force in all occupational categories except Skilled Crafts (07).
- American Indians in the City's workforce have **increased by 8.77%** since 2013; yet this group continues to be above parity in all occupational categories, except Administrative Support (06). Also, their actual numbers in both the available work force and City employment are low, which makes percentage comparisons of little practical significance.

INITIATIVES AND REFORMS

- Recruiting and retaining a workforce that reflects the diversity of the Bay Area and surrounding counties supports the City in identifying and meeting the needs of all San Franciscans. The data shows that efforts to create equal access to City employment for all persons are succeeding in many occupational categories, and that more work is needed to address disparities in some job classes.

- The Mayor and the Department of Human Resources are responding to the call for greater diversity in all classifications and at all levels of City government. On September 18, 2018, the Mayor issued Executive Directive 18-02, with specific mandates for

recruiting, training and maintaining a diverse workforce. DHR will work collaboratively with City Departments to implement the Executive Directive, which calls for additional recruiting staff, training for all managers and supervisors on fair hiring practices, reporting on discipline and separations, and increased communications between departments and City labor partners.

- Management training is a cornerstone of the Department of Human Resources' diversity work. The department launched a series of Equity, Diversity and Inclusion Workshops, which serve to both enhance the professional skills of City managers and to educate them on valuing diversity and inclusion in the workplace. The third course of the series entitled *Creating an Inclusive Environment: An Introduction to Managing Implicit Bias* is currently available in classroom format and will be rolled out in a computer-based format during the 2018/2019 fiscal year, and added to other diversity training. The next course *Communicating Across Cultures* will launch in March or 2019.

- The Department of Human Resources led reforms to Civil Service Rules and related changes to City hiring policies and practices in order to achieve a blind hiring process for all City jobs. The process calls for de-identification of candidates on all Eligible Lists, so names are no longer publically posted. Instead, candidates will have a unique identifying number known only to the candidate. De-identification will reduce the impact of implicit bias by hiring managers and others involved in selection processes.

- A critical part of the Department of Human Resources' diversity planning involves educating the public about job opportunities available within City government, and about civil service examinations and the hiring process. The department does outreach to historically underserved and underrepresented communities through community partnerships with agencies such as the YMCA, Jewish Vocational Services and others. These partnerships ensure that all communities have access to knowledge about employment opportunities within City government and support during the application process. In addition, the Department of Human Resources incorporates diversity into its mission. Analyzing the race, ethnic and gender composition of the City's workforce guides recruitment efforts and ensures a diverse workforce that is representative of the communities we serve.

RECOMMENDATION: Accept report.

Notes:

- The 2013 - 2017ACS Estimates in the were collected from sample groups of the population and may differ from actual values.

- The data in the ACS Estimates in some cases did not add up to total 100% due to rounding.

- Data on Filipinos in the labor force were included as part of data for the Asian group.

- See Census website (*www.census.gov*) for discussions on rounding, estimates, samples, margins of error.

- In this report, labor market availability data totals 98.32% instead of 100%.

- For some tables, utilization rates for the American Indian/Alaskan Native group were not displayed because Census data for the group are less reliable due to the small numbers and rounding.

- Utilization rates for multiracial groups and "other" race were combined because the City has only collected multiracial data on employees for approximately three years, and the City does not collect data on "other" races.

Due to these variables and limitations in completeness of Census data, this report generally considers that a group is substantially similar to labor market availability when the utilization rate is 90% or above, and below parity when the rate is below 90%.

APPENDICES

A: Labor Market Availability, 11 California Counties, By 2018 City Employee Residency   Proportion 2013-2017 ACS Estimates

B. City & County of San Francisco Workforce Composition Percentages by Race/Ethnicity and Gender, 1972 – 2018

APPENDIX A Labor Market Availability, 11 California Counties by 2018 City Employee Residency Percentages, 2017 ACS Estimates

County	White	Black	Hispanic	Asian/PI	AmInd	Multiracial	Total
SAN FRANCISCO	**(40.87%)**						
Female	5.47%	2.38%	2.88%	9.84%	0.06%	0.09%	20.72%
Male	7.21%	2.07%	2.97%	7.73%	0.10%	0.08%	20.15%
Total	12.67%	4.45%	5.85%	17.57%	0.16%	0.17%	40.87%
SAN MATEO	**(21.68%)**						
Female	1.80%	0.41%	1.70%	6.09%	0.02%	0.03%	10.05%
Male	3.93%	0.45%	1.96%	5.20%	0.05%	0.04%	11.63%
Total	5.73%	0.86%	3.66%	11.29%	0.07%	0.06%	21.68%
ALAMEDA	**(13.50%)**						
Female	2.04%	1.57%	0.89%	2.29%	0.01%	0.02%	6.83%
Male	2.21%	1.30%	0.94%	2.15%	0.03%	0.04%	6.67%
Total	4.25%	2.87%	1.84%	4.44%	0.05%	0.06%	13.50%
CONTRA COSTA	**(11.17%)**						
Female	0.88%	1.26%	1.00%	1.52%	0.02%	0.04%	4.73%
Male	2.23%	1.23%	1.31%	1.60%	0.04%	0.03%	6.44%
Total	3.12%	2.49%	2.31%	3.12%	0.06%	0.06%	11.17%
SOLANO	**(2.98%)**						
Female	0.14%	0.61%	0.18%	0.37%	0.00%	0.01%	1.30%
Male	0.42%	0.42%	0.29%	0.53%	0.02%	0.00%	1.68%
Total	0.55%	1.02%	0.47%	0.89%	0.03%	0.01%	2.98%
MARIN	**(2.86%)**						
Female	0.73%	0.03%	0.09%	0.13%	0.00%	0.01%	0.99%
Male	1.38%	0.06%	0.24%	0.17%	0.01%	0.01%	1.87%
Total	2.12%	0.09%	0.33%	0.30%	0.02%	0.01%	2.86%
SONOMA	**(1.90%)**						
Female	0.25%	0.01%	0.07%	0.02%	0.01%	0.00%	0.38%
Male	1.17%	0.05%	0.16%	0.13%	0.00%	0.00%	1.52%
Total	1.43%	0.06%	0.24%	0.15%	0.02%	0.00%	1.90%
SANTA CLARA	**(1.37%)**						
Female	0.09%	0.03%	0.06%	0.29%	0.00%	0.00%	0.48%
Male	0.29%	0.06%	0.16%	0.33%	0.02%	0.01%	0.89%
Total	0.39%	0.09%	0.23%	0.62%	0.03%	0.01%	1.37%
SAN JOAQUIN	**(0.82%)**						
Female	0.04%	0.09%	0.04%	0.08%	0.00%	0.00%	0.24%
Male	0.20%	0.14%	0.12%	0.12%	0.00%	0.00%	0.58%
Total	0.24%	0.23%	0.16%	0.19%	0.00%	0.00%	0.82%
STANISLAUS	**(0.66%)**						

Female	0.05%	0.02%	0.04%	0.01%	0.00%	0.00%	0.12%
Male	0.43%	0.02%	0.07%	0.02%	0.01%	0.00%	0.54%
Total	0.48%	0.04%	0.11%	0.03%	0.01%	0.00%	0.66%
SACRAMENTO	**(0.51%)**						
Female	0.02%	0.05%	0.02%	0.04%	0.00%	0.00%	0.13%
Male	0.09%	0.12%	0.08%	0.10%	0.00%	0.00%	0.39%
Total	0.11%	0.16%	0.10%	0.14%	0.00%	0.00%	0.51%

11 Counties	**(98.32%)**						
Female	11.52%	6.45%	6.97%	20.69%	0.14%	0.20%	45.97%
Male	19.56%	5.92%	8.31%	18.06%	0.29%	0.20%	52.35%
Total	31.09%	12.37%	15.29%	38.75%	0.43%	0.40%	98.32%

Appendix B: City & County of San Francisco Workforce Composition Percentages by Race/Ethnicity and Gender, 1972 – 2018

	WHITE		BLACK		HISPANIC		ASIAN		FILIPINO		AI/AN		MULTIRACIAL		TOTAL		TOTAL
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
1972[4]	49.9	16.4	14.6	7.4	2.9	1.4	3.3	1.9	1.3	1.0	0.1	0.0			71.9	28.1	21071
1976[5]	38.7	18.1	13.7	9.7	3.1	2.3	4.4	3.5	2.2	2.8	0.2	0.1			63.0	37.0	24191
1980	36.6	15.9	14.7	8.7	4.3	2.4	6.0	4.4	3.2	3.5	0.2	0.1			65.0	35.0	25398
1985	32.6	14.6	13.1	8.6	5.9	3.6	7.1	5.3	4.2	4.7	0.3	0.1			63.1	36.9	27821
1990	27.5	14.8	10.9	8.8	6.1	4.5	8.6	7.0	5.0	6.5	0.3	0.1			58.4	41.6	30423
1995	24.9	14.9	9.9	8.8	6.7	5.0	9.4	7.8	5.2	7.1	0.3	0.1			56.4	43.6	32050
2000	24.4	12.7	9.4	8.2	7.5	5.1	11.0	8.0	6.0	7.3	0.2	0.2			58.5	41.5	29308
2005	22.4	12.2	8.7	7.8	7.9	5.3	12.2	9.4	6.2	7.4	0.3	0.1			57.7	42.3	29079
2006[6]	22.1	11.5	8.6	8.5	8.2	5.4	12.3	9.4	6.4	7.1	0.3	0.2			57.9	42.1	27622
2008[7]	23.0	13.3	6.1	7.0	7.7	6.2	11.1	11.3	5.9	7.8	0.3	0.2			54.1	45.9	24092
2013[7]	21.7	12.9	6.0	6.8	7.9	6.6	11.9	12.7	7.1	6.0	0.3	0.2			53.7	46.3	23237
2018[7]	19.9	11.7	6.0	6.6	8.5	7.1	0.3	0.1	12.6	14.6	5.8	6.4	0.2	0.2	53.2	46.8	27933

[4] Report prepared by Human Rights Commission; also 0.3% identified as Other Non-White

[5] Also 1.3% identified as Other Non-White

[6] Excludes School District, College District, Courts, and As-Needed Employments

[7] Excludes Municipal Transportation Agency, School District, College District, Courts, and As-Needed Employments