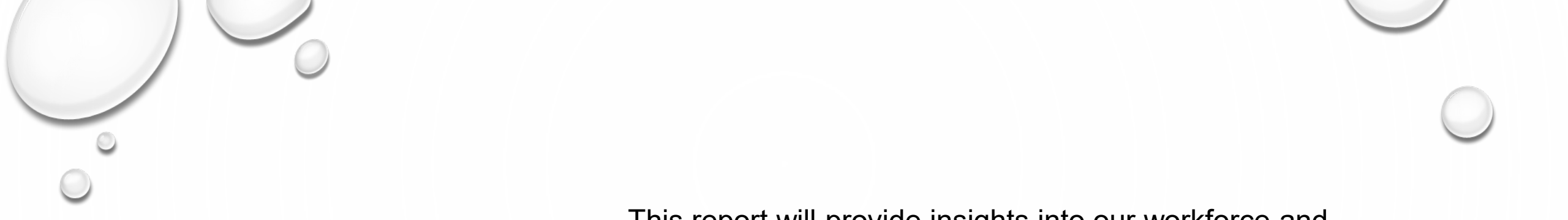



**OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
2023 - 2024 OUTREACH REPORT AND
RECRUITMENT PLANS**

WORKFORCE DEMOGRAPHICS

UTILIZATION



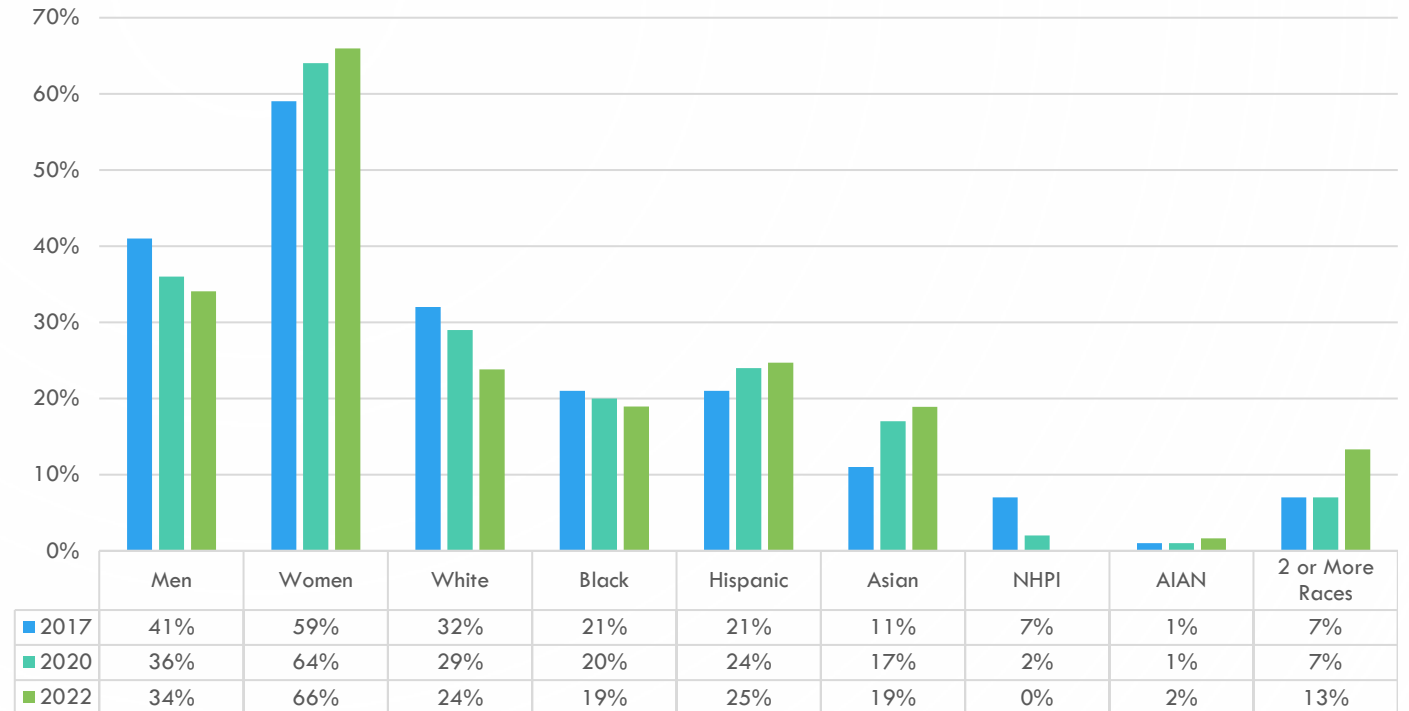
This report will provide insights into our workforce and give a broader understanding and concise snapshot of the County's underrepresentation, which includes an analysis of the following:

- Applicant Flow Data
 - New Hire Data
 - Promotional Data
 - Voluntary Termination Data
 - Involuntary Termination Data
- 

APPLICANT FLOW

Applicant flow data refers to records of hiring, such as promotions and other related employment actions used for the purpose of monitoring selection and employment practices.

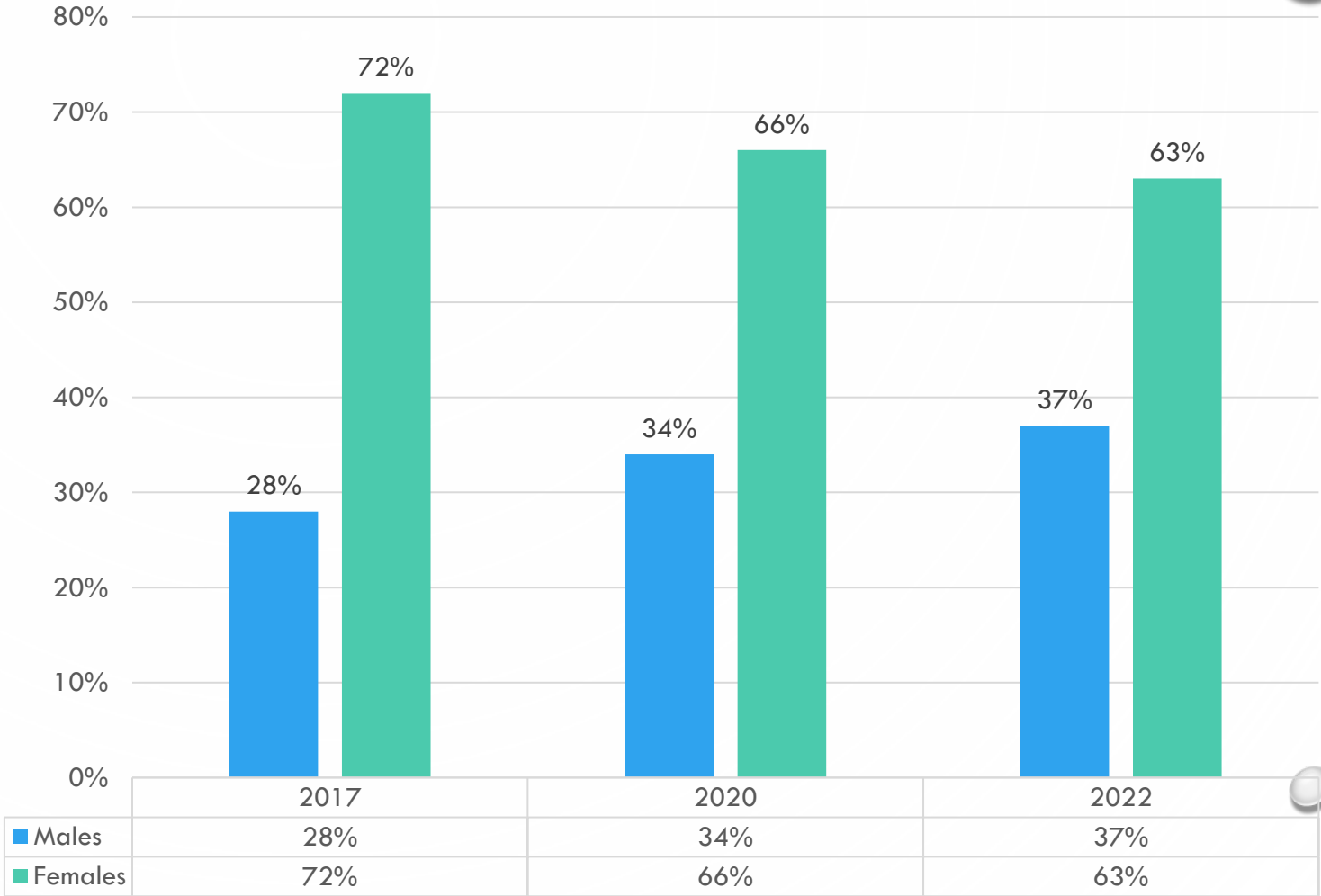
- 2017 - 27,262 Applications
- 2020 – 27,483 Applications
- 2022 – 24,754 Applications



■ 2017 ■ 2020 ■ 2022

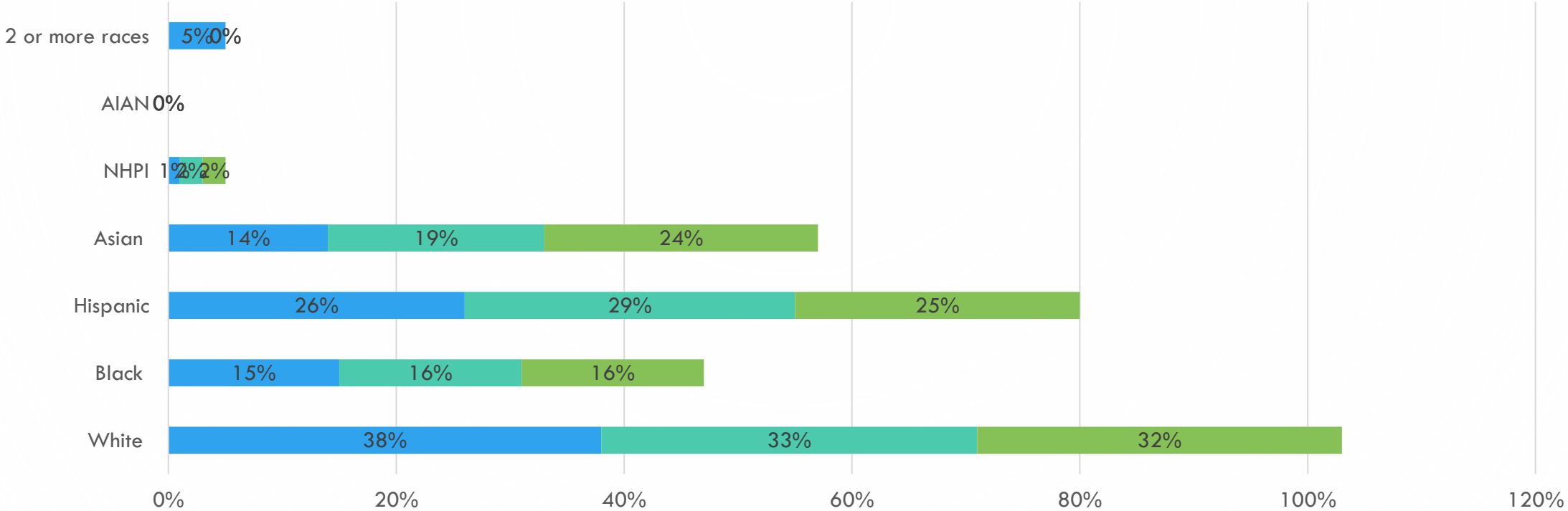
NEW HIRE DATA BY GENDER

- In 2017, a total of 790 people were hired. 565 females were hired compared to 225 males.
- In 2020, a total of 879 people were hired. 580 females were hired compared to 299 males.
- In 2022, a total of 1596 people were hired. 1001 females were hired compared to 595 males.



■ Males ■ Females

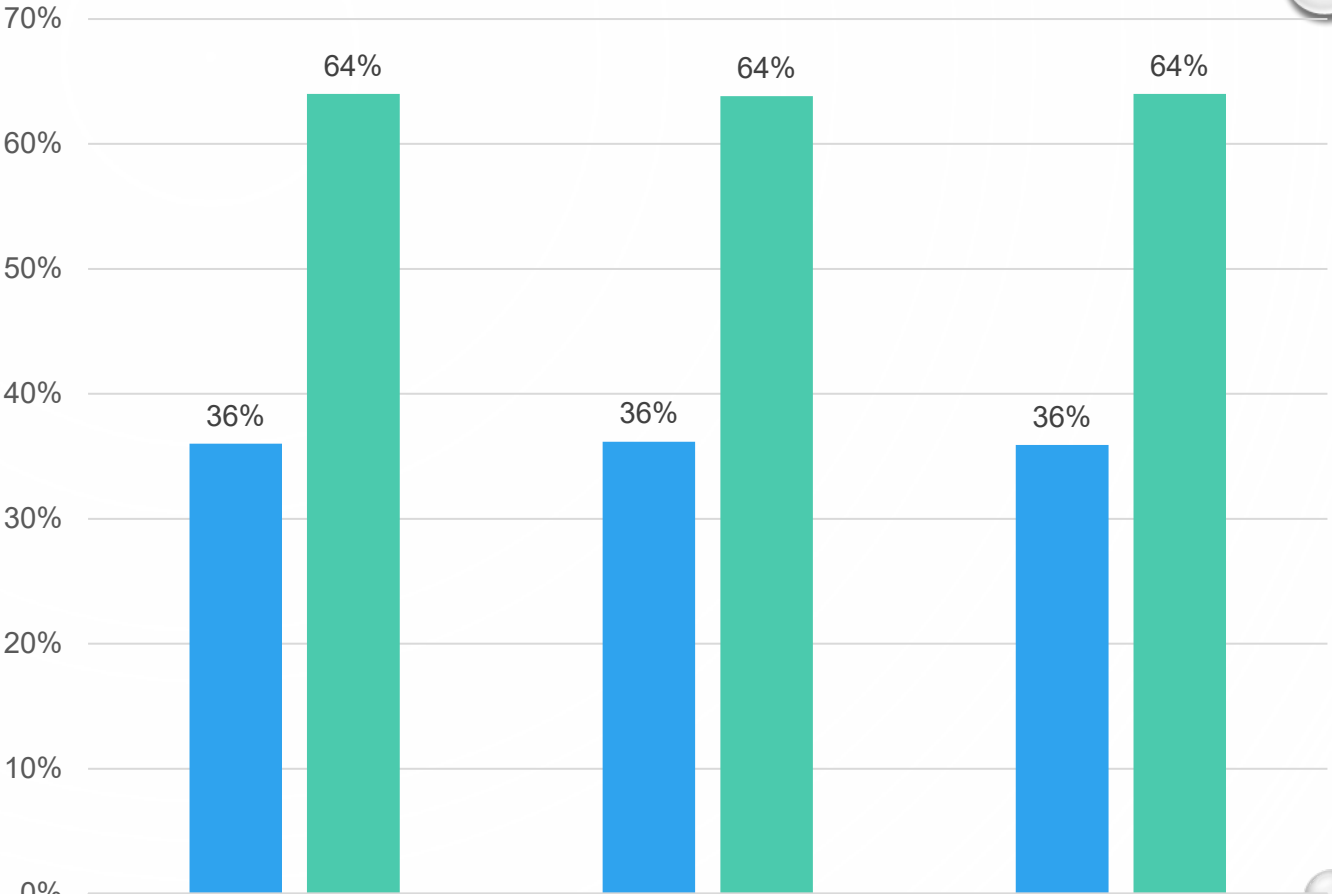
NEW HIRE DATA BY RACE/ETHNICITY



	White	Black	Hispanic	Asian	NHPI	AIAN	2 or more races
2017	38%	15%	26%	14%	1%	0%	5%
2020	33%	16%	29%	19%	2%	0%	0%
2022	32%	16%	25%	24%	2%	0%	0%

■ 2017 ■ 2020 ■ 2022

PROMOTIONS BY GENDER



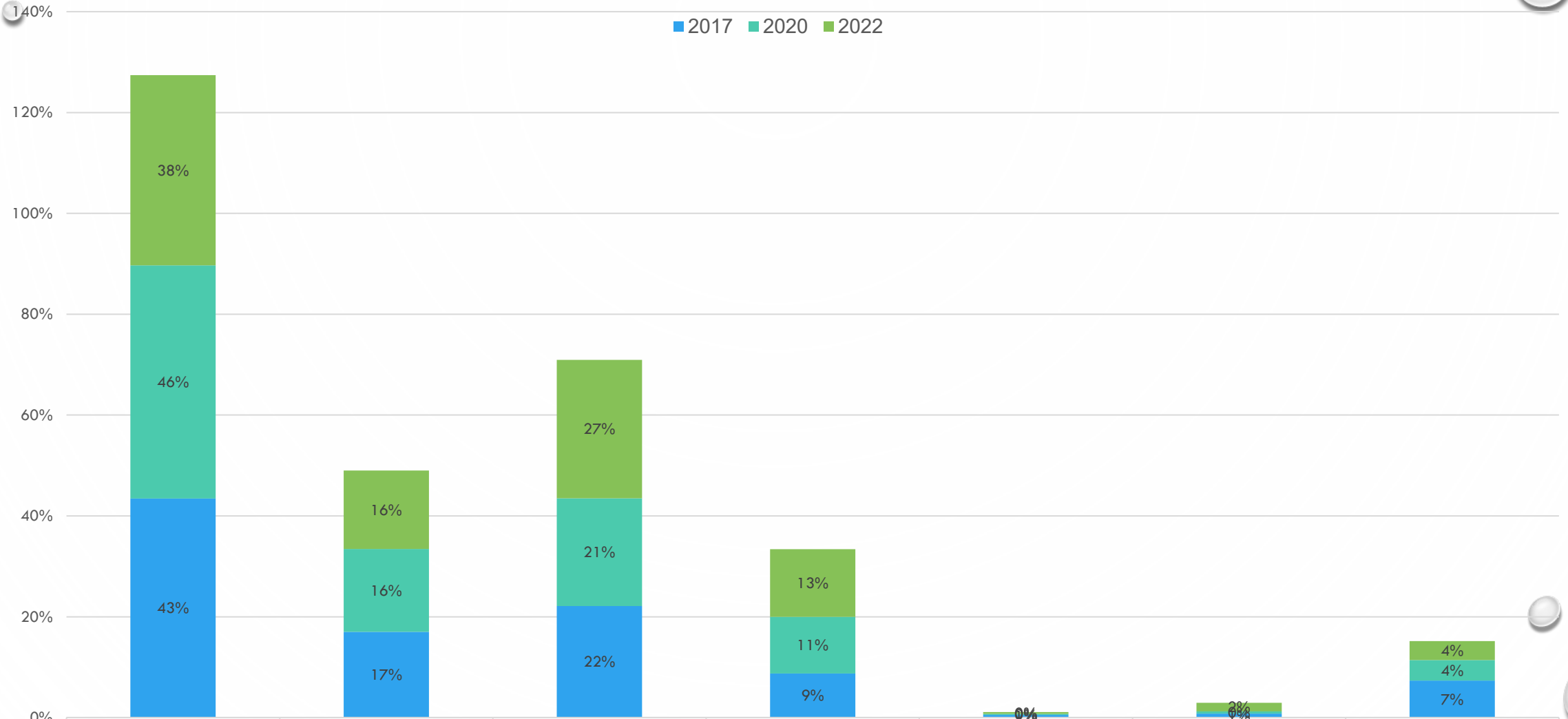
Applicants must have probationary or regular permanent status in the County on or before the final filing date of the recruitment.

- 800 people were promoted in 2017. 512 female and 288 males.
- 540 people were promoted in 2020. 350 were females while 190 were male.
- 1097 people were promoted in 2022. 703 were female while 394 were male.

	2017	2020	2022
Male	36%	36%	36%
Female	64%	64%	64%

■ Male ■ Female

PROMOTIONS BY RACE/ETHNICITY

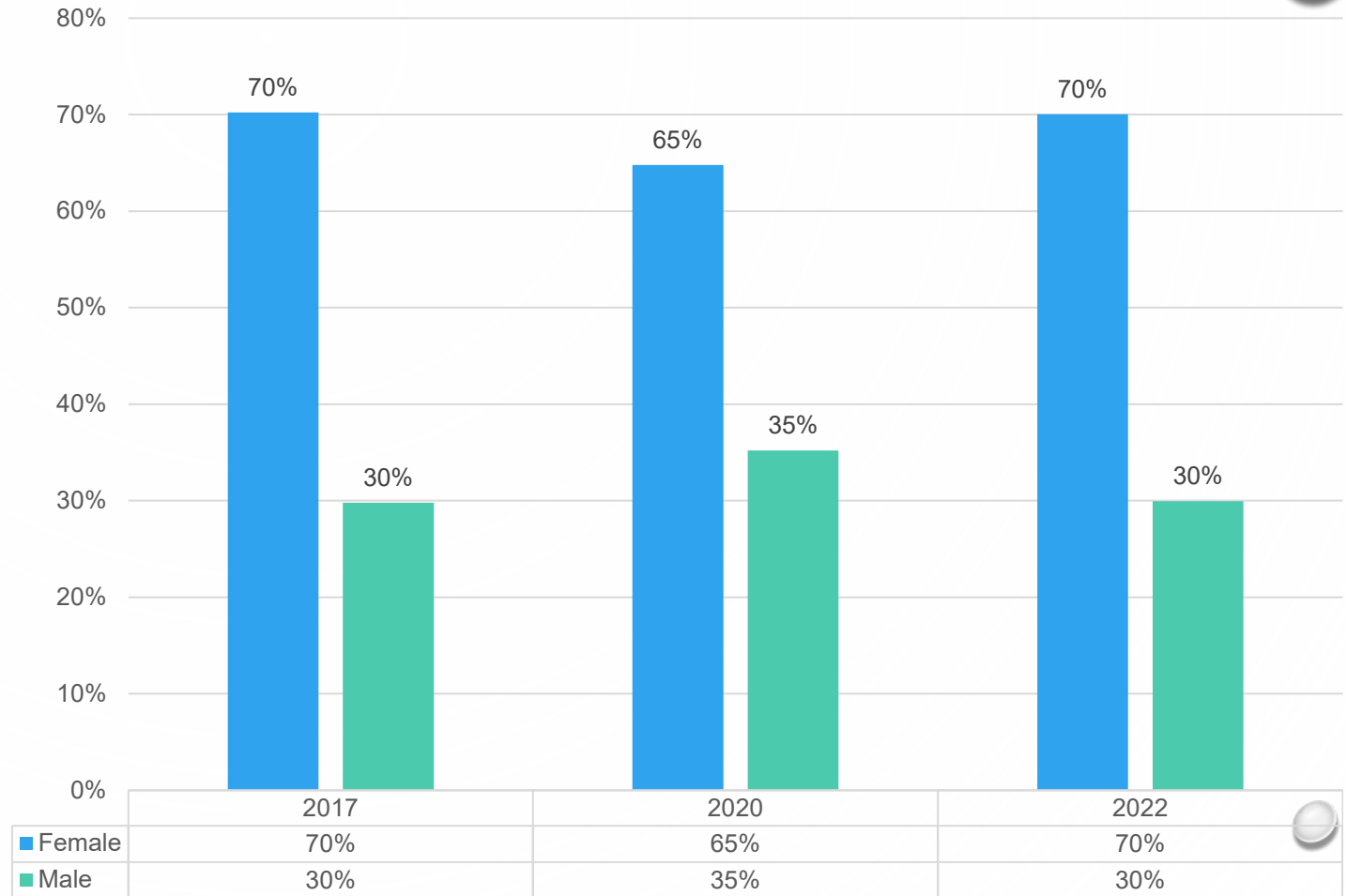


	White	Black	Hispanic	Asian	AIAN	NHPI	Two or More
2022	38%	16%	27%	13%	0%	2%	4%
2020	46%	16%	21%	11%	0%	0%	4%
2017	43%	17%	22%	9%	1%	1%	7%

Terminations

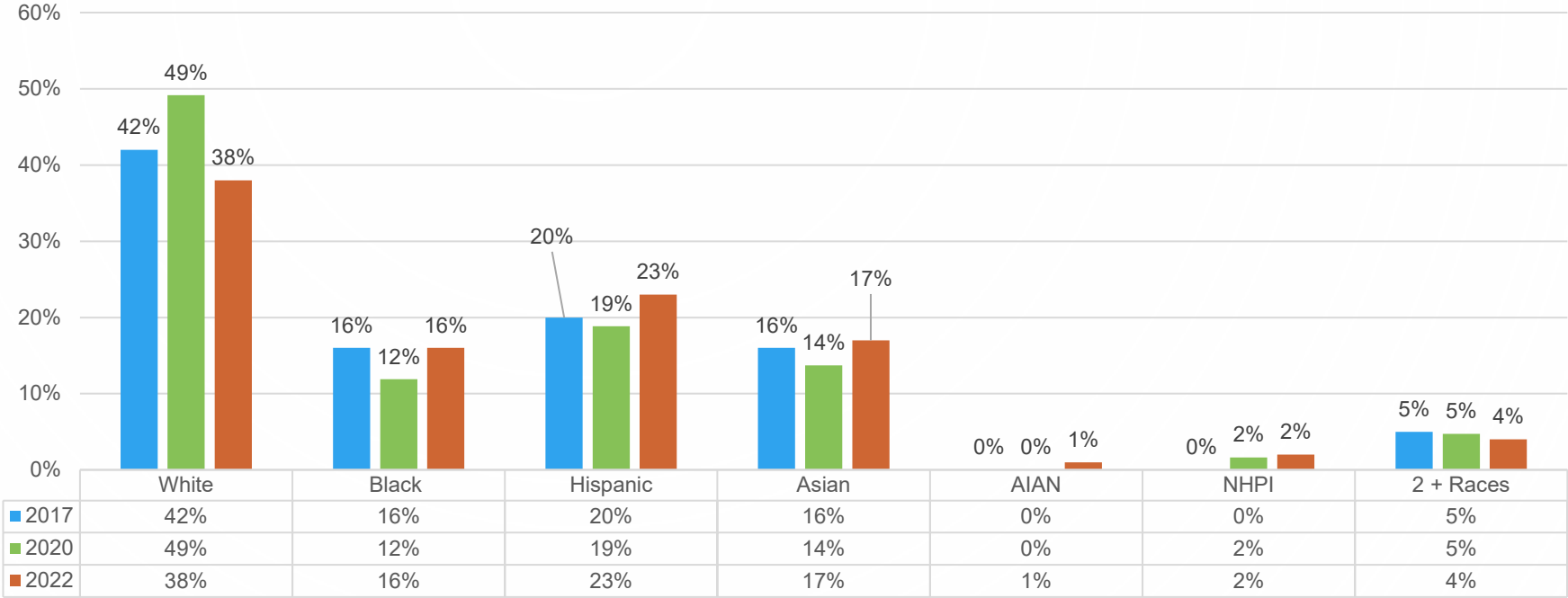
- Terminations include both voluntary and involuntary resignations. Involuntary terminations are listed below:
- There were 359 people who were terminated in 2017.
- There were 790 people who were terminated in 2020.
- There were 648 people who were terminated in 2022.

INVOLUNTARY TERMINATIONS BY GENDER



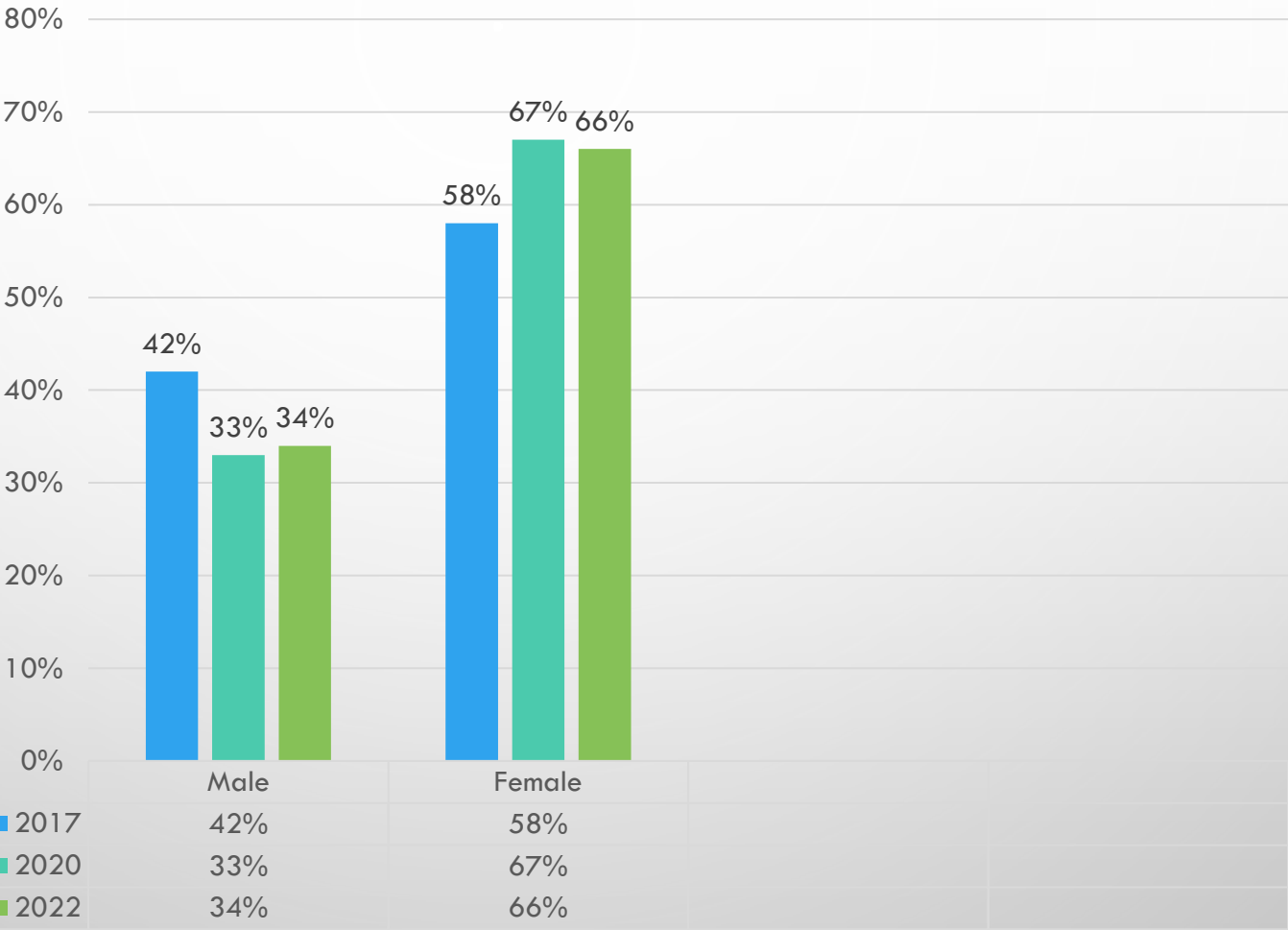
■ Female ■ Male

INVOLUNTARY TERMINATIONS BY RACE/ETHNICITY



■ 2017 ■ 2020 ■ 2022

VOLUNTARY TERMINATIONS BY SEX/GENDER

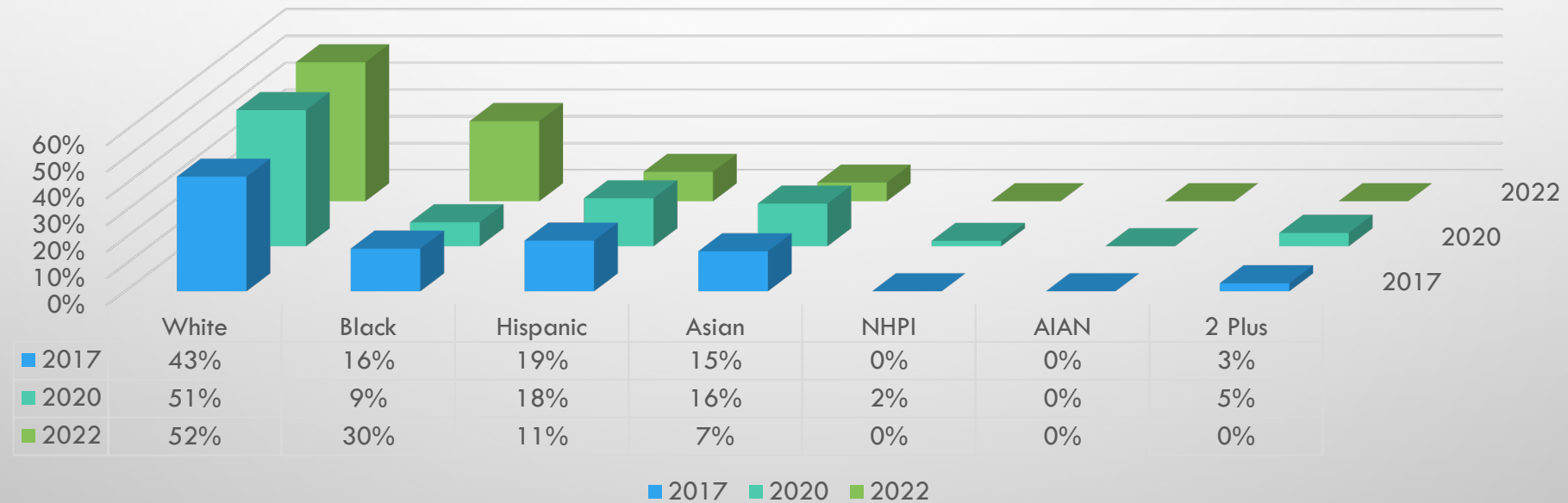


Voluntary termination is a voluntary employment resignation initiated solely by an employee.

2017- 355 Employees
 2020- 273 Employees
 2022- 99 Employees

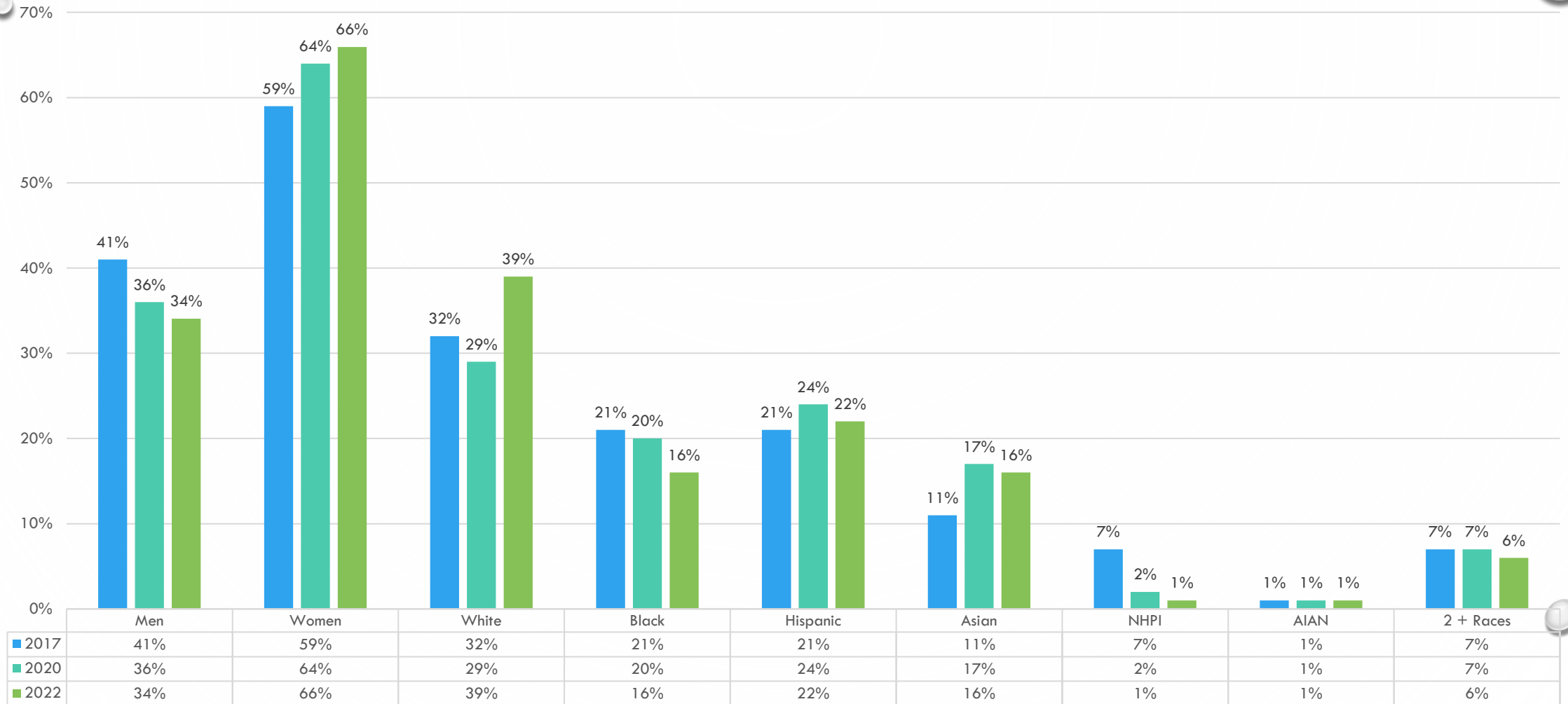
■ 2017 ■ 2020 ■ 2022

VOLUNTARY TERMINATIONS BY RACE/ETHNICITY



	Males	Females	Total	Percentage of Workforce
White	1547	2064	3611	39%
Black	358	1072	1430	15%
Hispanic	578	1487	2065	22%
Asian	475	982	1457	16%
NHPI	38	84	122	1%
AIAN	18	30	48	1%
2 or more races	169	329	498	5%
Total	3183	6048	9231	100%

CONTRA COSTA COUNTY WORKFORCE



■ 2017 ■ 2020 ■ 2022



OUTREACH PLAN

8 OCCUPATIONAL CATEGORIES

- **OFFICIALS/MANAGERS** –INCLUDES DEPARTMENT HEADS, DIRECTORS, DEPUTY DIRECTORS, ETC.
- **PROFESSIONALS** –INCLUDES ACCOUNTANTS, POLICE AND FIRE CAPTAINS, AND LIEUTENANTS.
- **TECHNICIANS** –INCLUDES COMPUTER PROGRAMMERS AND OPERATORS, DRAFTERS, AND FIRST-LINE SUPERVISORS.
- **PROTECTIVE SERVICES: SWORN** –INCLUDES POLICE OFFICERS, FIREFIGHTERS.
- **PROTECTIVE SERVICES: NON-SWORN** –INCLUDES ANIMAL CONTROL WORKERS, CROSSING GUARDS, ETC.
- **ADMINISTRATIVE SUPPORT** –INCLUDES CUSTOMER SERVICE, PAYROLL CLERKS, SECRETARIES, RECEPTIONISTS, ETC.
- **SKILLED CRAFT** –INCLUDES MECHANICS, EQUIPMENT OPERATORS, ETC.
- **SERVICE MAINTENANCE** –INCLUDES GROUNDSKEEPERS AND CUSTODIAL PERSONS

**CONTRA COSTA COUNTY
2022 OUTREACH AND RECRUITMENT DATA
9231 EMPLOYEES
GENDER**

Demographics By Gender	Total Department Workforce	Male (%)	Female (%)
Officials and Administrators			
County Workforce	357	33	67
Census Data	X	58/49	42/51
Underrepresentation	X	-25/-16	X
Professionals			
County Workforce	3656	30	70
Census Data	X	47/49	53/51
Underrepresentation	X	-17/-19	X
Technicians			
County Workforce	1027	41	59
Census Data	X	51/49	49/51
Underrepresentation	X	-10/-8	X
Administrative Support			
County Workforce	2757	17	83
Census Data	X	38/49	62/51
Underrepresentation	X	-21/-32	X
Service Maintenance			
County Workforce	337	66	34
Census Data	X	57/49	43/51
Underrepresentation	X	X	-9/-17
Skilled Craft			
County Workforce	76	97	3
Census Data	X	94/49	6/51
Underrepresentation	X	X	-3/-48
Protective Services (Sworn)			
County Workforce	814	83	17
Census Data	X	77/49	23/41
Underrepresentation	X	X	-6/-24
Protective Services (Non-Sworn)			
County Workforce	207	65	35
Census Data	X	58/49	42/51
Underrepresentation	X	X	-7/-16

**CONTRA COSTA COUNTY
2022 OUTREACH AND RECRUITMENT DATA
9231 EMPLOYEES
RACE/ETHNICITY**

Demographics by Race and Ethnicity ^[2]	White (%)	Black (%)	Hispanic (%)	Asian (%)	Native Hawaiian/ Pacific Islander (%)	American Indian/ Alaska Native (%)	Two or More Races (%)
Officials and Administrators							
County Workforce	53	18	12	10	0	1	6
Census Data	60/65	6/10	13/26	17/18	0/1	0/1	4/5
Underrepresentation	-7/-12	X/X	-1/-14	-7/-8	X/-1	X/X	X/X
Professionals							
County Workforce	39	15	16	21	1	0	8
Census Data	55/65	6/10	11/26	23/18	0/1	0/1	4/5
Underrepresentation	-16/-26	X/X	X/-10	-2/X	X/X	X/-1	X/X
Technicians							
County Workforce	35	14	21	22	2	1	5
Census Data	42/65	9/10	26/26	19/18	0/1	0/1	4/5
Underrepresentation	-7/-30	X/X	-5/-5	X/X	X/X	X/X	X/X
Administrative Support							
County Workforce	33	18	30	12	2	1	4
Census Data	47/65	10/10	22/26	16/18	1/1	0/1	4/5
Underrepresentation	-14/-32	X/X	X/X	-4/-6	X/X	X/X	X/-1
Service Maintenance							
County Workforce	23	16	40	17	1	1	2
Census Data	28/65	10/10	43/26	13/18	1/1	0/1	5/5
Underrepresentation	-5/-42	X/X	-3/X	X/-1	X/X	X/X	-3/-3
Skilled Craft							
County Workforce	63	7	20	8	0	1	1
Census Data	41/65	6/10	41/26	8/18	0/1	0/1	4/5
Underrepresentation	X/-2	X/-3	-21/-6	X/-10	X/-1	X/X	-3/-4
Protective Services (Sworn)							
County Workforce	60	9	22	5	1	0	3
Census Data	44/65	20/10	17/26	11/18	1/1	0/1	6/5
Underrepresentation	X/-5	-11/-1	X/-4	-6/-13	X/X	X/-1	-3/-2
Protective Services (Non-Sworn)							
County Workforce	44	22	23	6	1	1	3
Census Data	39/65	12/10	33/26	8/18	5/1	0/1	3/5
Underrepresentation	X/-21	X/X	-10/-3	-2/-12	-4/X	X/X	X/-2

AGRICULTURE/WEIGHTS & MEASURES 2022 OUTREACH AND RECRUITMENT DATA 46 EMPLOYEES

- Males are underrepresented in Administrative Support positions
- Females are underrepresented in Officials and Administrators, and Technicians positions
- Blacks are underrepresented in Administrative Support positions
- Hispanics are underrepresented in Officials and Administrators, Professionals, Technicians, Administrative Support, and Service Maintenance positions.
- Asians are underrepresented in Officials and Administrators, Professionals, Technicians, and Administrative Support positions

	Male	Female	Black	Hispanic	Asian
Officials and Administrators		-42		-13	-17
Professionals				-11	-23
Technicians		-24		-11	-12
Administrative Support	-38		-10	-22	-16
Service Maintenance				-12	

STRATEGY	ELEMENT	TASKS
<p>Research employment websites and register to join the online community.</p>	<p>Internet/Computer</p>	<p>Coordinate with Human Resources to publish recruitments on Womenforhire.com, Tradeswomen.org, and Diversity.com</p>
<p>Increase awareness about the different positions in our department.</p>	<p>Internet/Computer</p>	<p>Keep information updated for job qualifications, job descriptions, and licensing information to our department's website.</p>
<p>Target all underrepresented that possess a state inspector/biologist license, weights and measures inspector license, Deputy license, Sealer of W&M license and Agricultural Commissioner license.</p>	<p>Personal contact</p>	<p>Mail or email all job announcements to all qualified individuals in order to expand the opportunity for qualified females.</p>
<p>Network with local Community and 4-Year Colleges.</p>	<p>Personal contact/publications</p>	<p>Develop content that highlights the department's purpose, goals and employment opportunities. Reach out to Academic Career Advisors and Alumni Relations at Cal State East Bay, UC Davis, Cal State San Luis Obispo.</p>