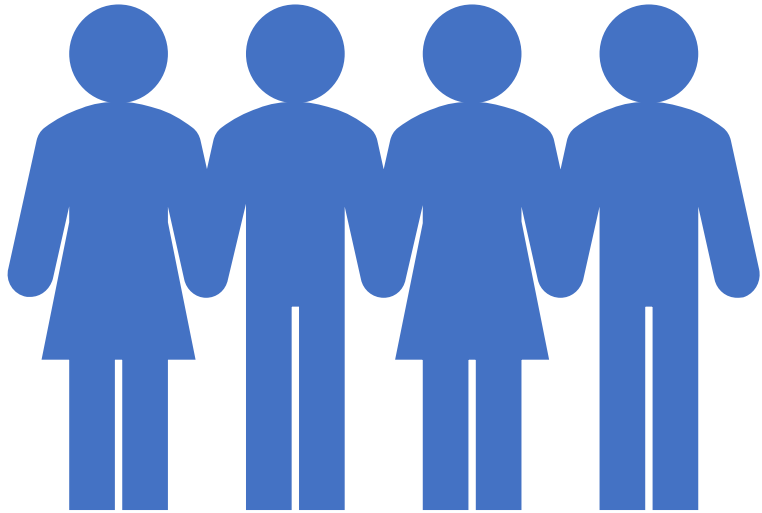


# **OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY**



**2024 - 2025 OUTREACH REPORT AND  
RECRUITMENT PLANS**

# Workforce Demographics

UTILIZATION



# CONTRA COSTA COUNTY'S CONSENT DECREE

In 1973, three women filed a class action lawsuit alleging employment discrimination based on sex and race/ethnicity.

The County had a "long and persistent pattern of discrimination" against women and minorities in employment.

In 1975, the parties agreed to a Consent Decree, which addressed the alleged pattern and practice of employment discrimination against women and minorities.

The decree was entered *without* any admission of discrimination by the County.

It allowed either party to request the court to vacate the decree after five years, arguing that further supervision was unnecessary.

# CONTRA COSTA COUNTY'S CONSENT DECREE

The County was required to appoint an Equal Employment Opportunity Officer



The decree established the plan for equal opportunity in Contra Costa County



The County compared the percentages of minorities and females employed by the County to the percentages of qualified minorities and females in the workforce in the County to determine underrepresentation.



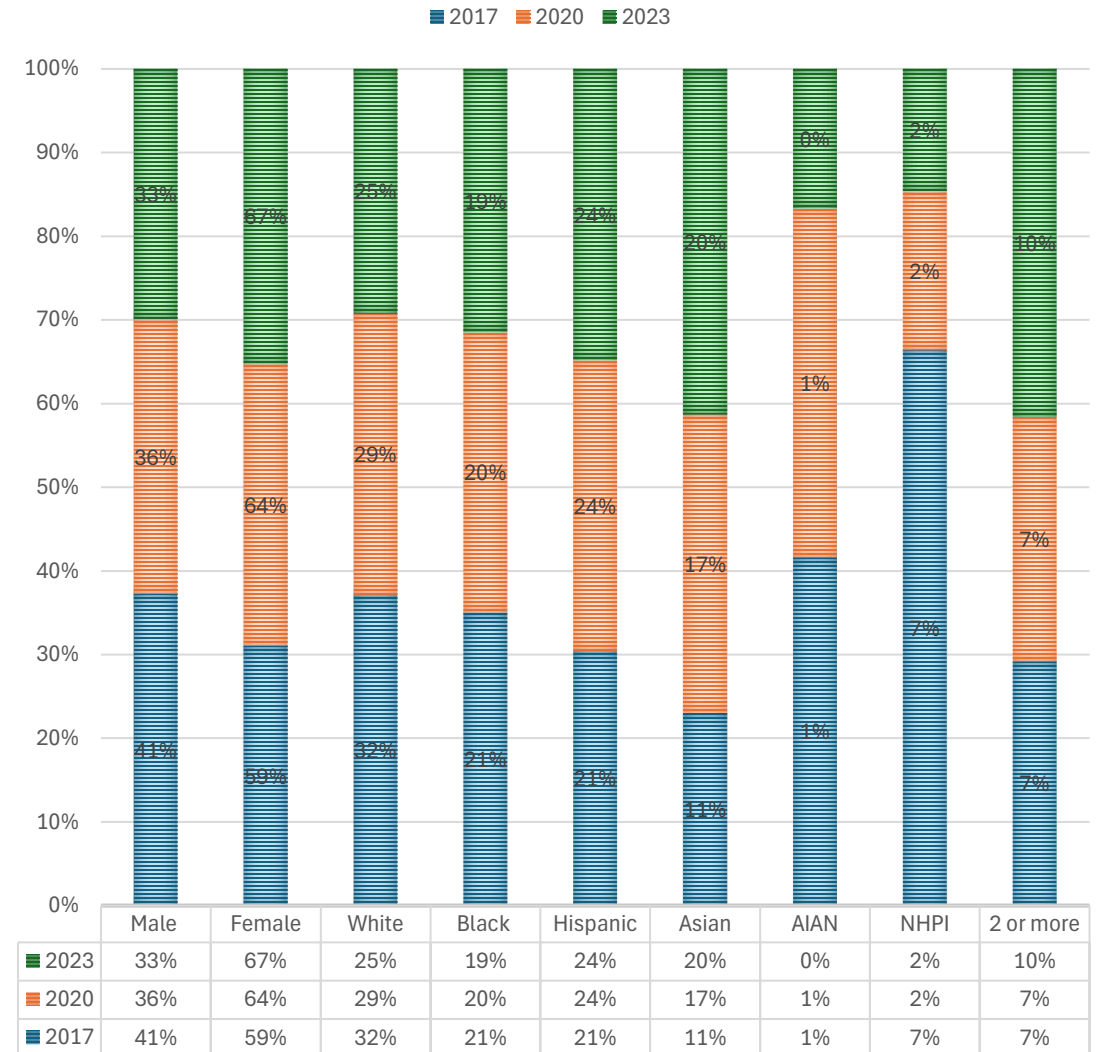
On July 12, 2013, just short of 38 years from the date in which the Consent Decree was entered, the County filed a Motion to Vacate the Consent Decree

This report will provide insights into our workforce and offer a broader understanding and concise snapshot of the County's underrepresentation. It will include an analysis of the following:

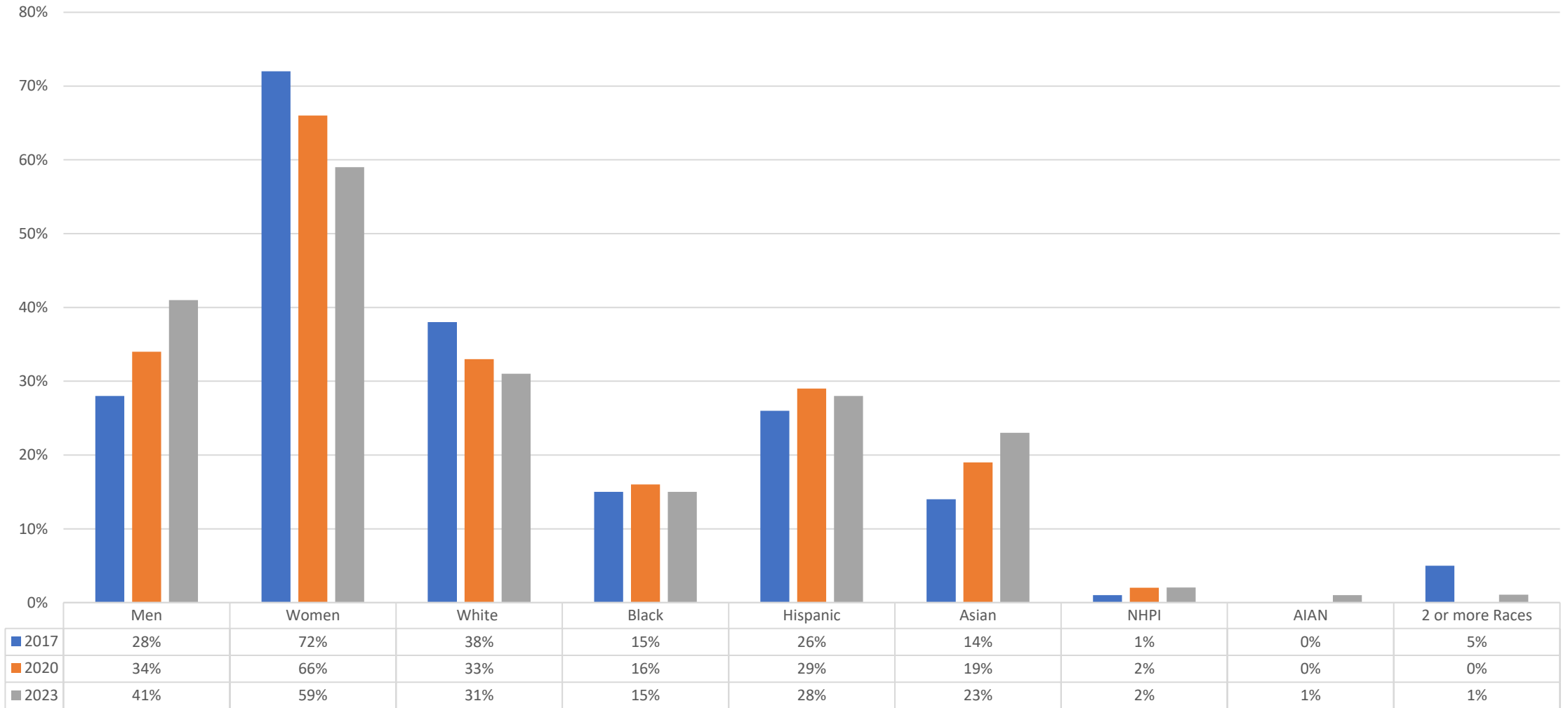
- Applicant Flow Data
- New Hire Data
- Promotional Data
- Termination Data

- Applicant flow data refers to hiring records, such as promotions and other related employment actions used for monitoring selection and employment practices.
- 2017 - 27,262 applications
- 2020 – 27,483 applications
- 2023 – 27,079 applications

## APPLICANT FLOW

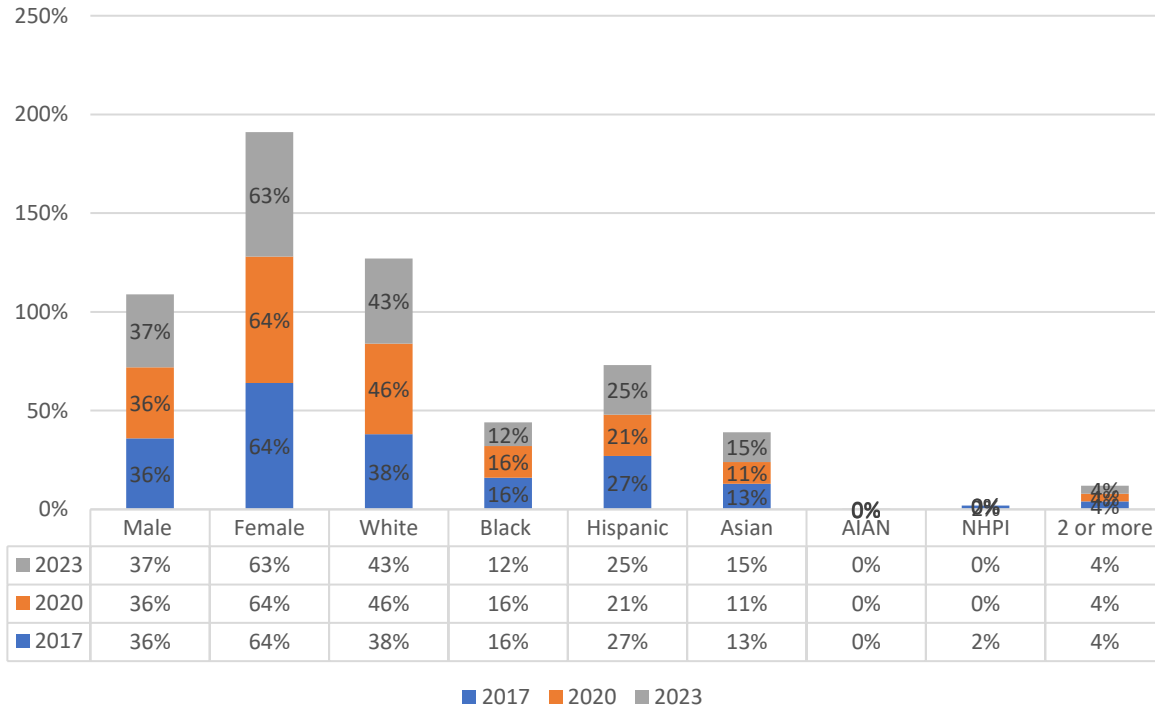


## NEW HIRE DATA BY GENDER, RACE AND ETHNICITY



■ 2017 ■ 2020 ■ 2023

## PROMOTIONS BY GENDER, RACE AND ETHNICITY

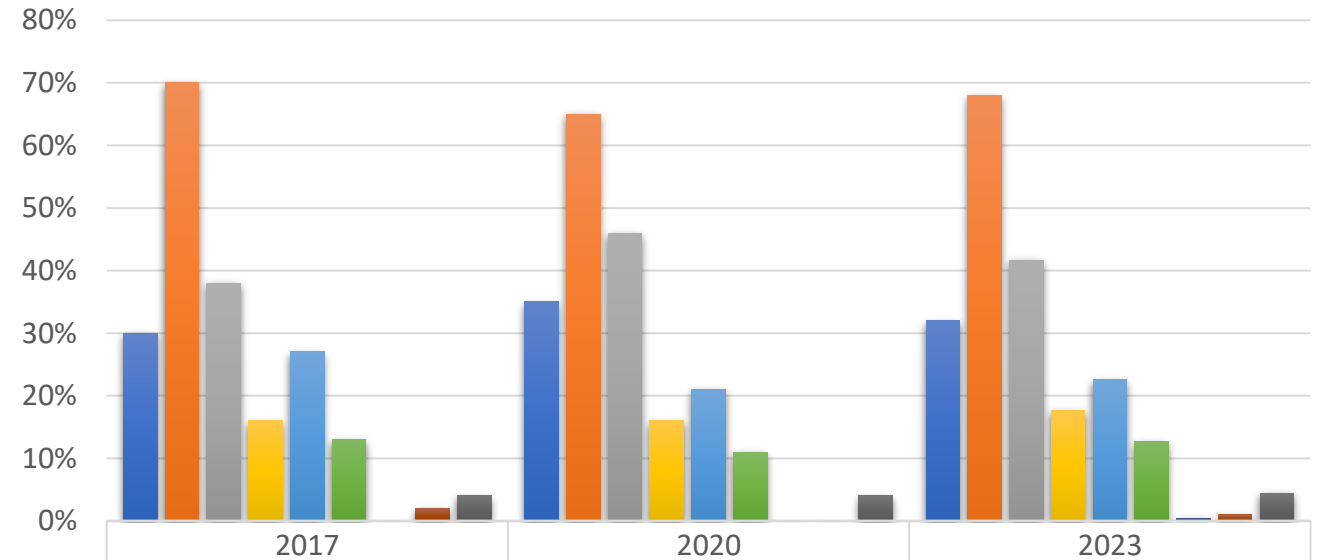


Applicants must have probationary or regular permanent status in the County on or before the recruitment's final filing date.

- 800 people were promoted in 2017. 512 females and 288 males.
- 540 people were promoted in 2020. 350 were females while 190 were male.
- 830 people were promoted in 2023. 522 females were promoted compared to 308 males.



## TERMINATIONS BY GENDER, RACE AND ETHNICITY



### Terminations

- Include both voluntary and involuntary resignations. Involuntary terminations are listed below:
- 359 people were terminated in 2017.
- 307 people were terminated in 2020.
- 766 people were terminated in 2023.

Male	30%	35%	32%
Female	70%	65%	68%
White	38%	46%	42%
Black	16%	16%	18%
Hispanic	27%	21%	23%
Asian	13%	11%	13%
AIAN	0%	0%	0%
NHPI	2%	0%	1%
2 or more	4%	4%	4%

Male Female White Black Hispanic Asian AIAN NHPI 2 or more

## EEO ANALYSIS

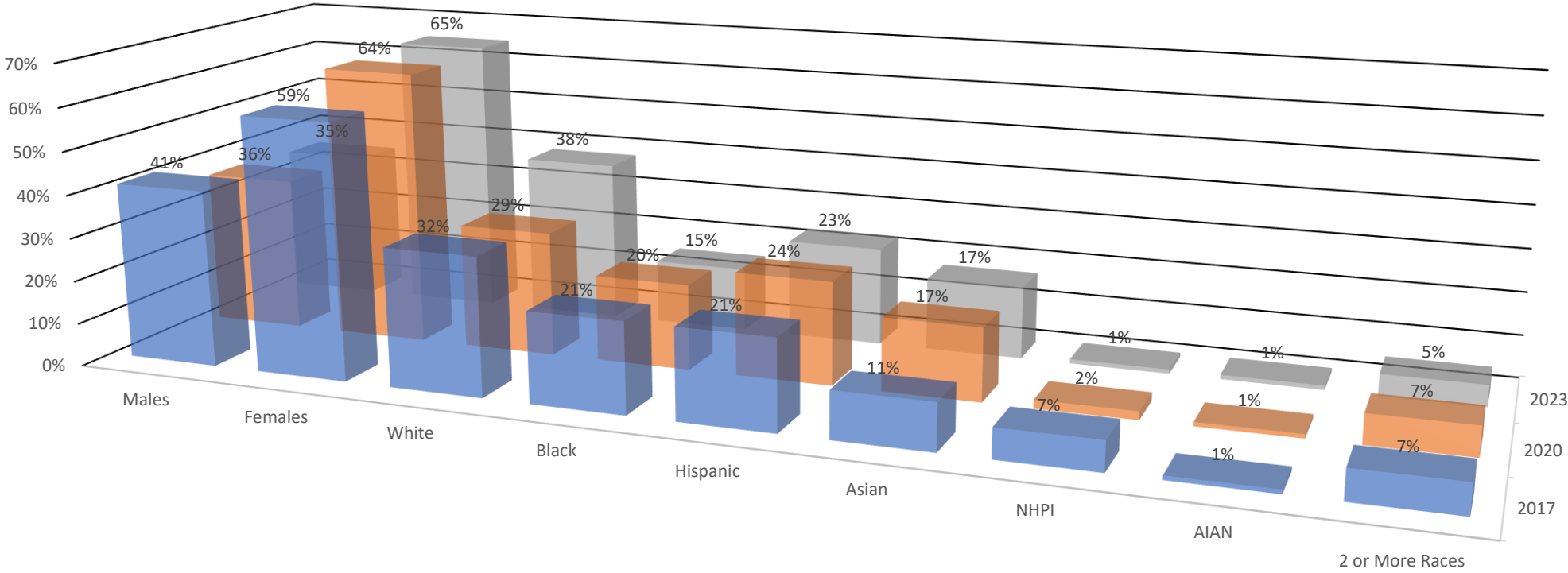
- **Disparity in Representation:** The County's workforce is predominantly people of color (62%), yet white employees are disproportionately represented in hiring and promotion decisions.
- **Continued Need for Enhanced Outreach:** The County recognizes the need for more targeted outreach efforts to address underrepresentation.
- **Focus on Diversity and Inclusion:** The County emphasizes creating a welcoming and inclusive work environment.



# OUTREACH PLANS



# CONTRA COSTA COUNTY WORKFORCE DATA



	Males	Females	White	Black	Hispanic	Asian	NHPI	AIAN	2 or More Races
■ 2017	41%	59%	32%	21%	21%	11%	7%	1%	7%
■ 2020	36%	64%	29%	20%	24%	17%	2%	1%	7%
■ 2023	35%	65%	38%	15%	23%	17%	1%	1%	5%

■ 2017 ■ 2020 ■ 2023

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## **8 Occupational Categories**

**1. Officials and Managers** are responsible for setting policy and directing an organization's operations. This includes executives, department heads, and middle-level managers.

**2. Professionals:** Workers performing tasks that require specialized knowledge, often requiring a college degree or equivalent experience. Examples include lawyers, doctors, engineers, and teachers.

**3. Technicians** apply technical skills and knowledge, usually under the direction of a professional. Examples include computer technicians and medical technicians.

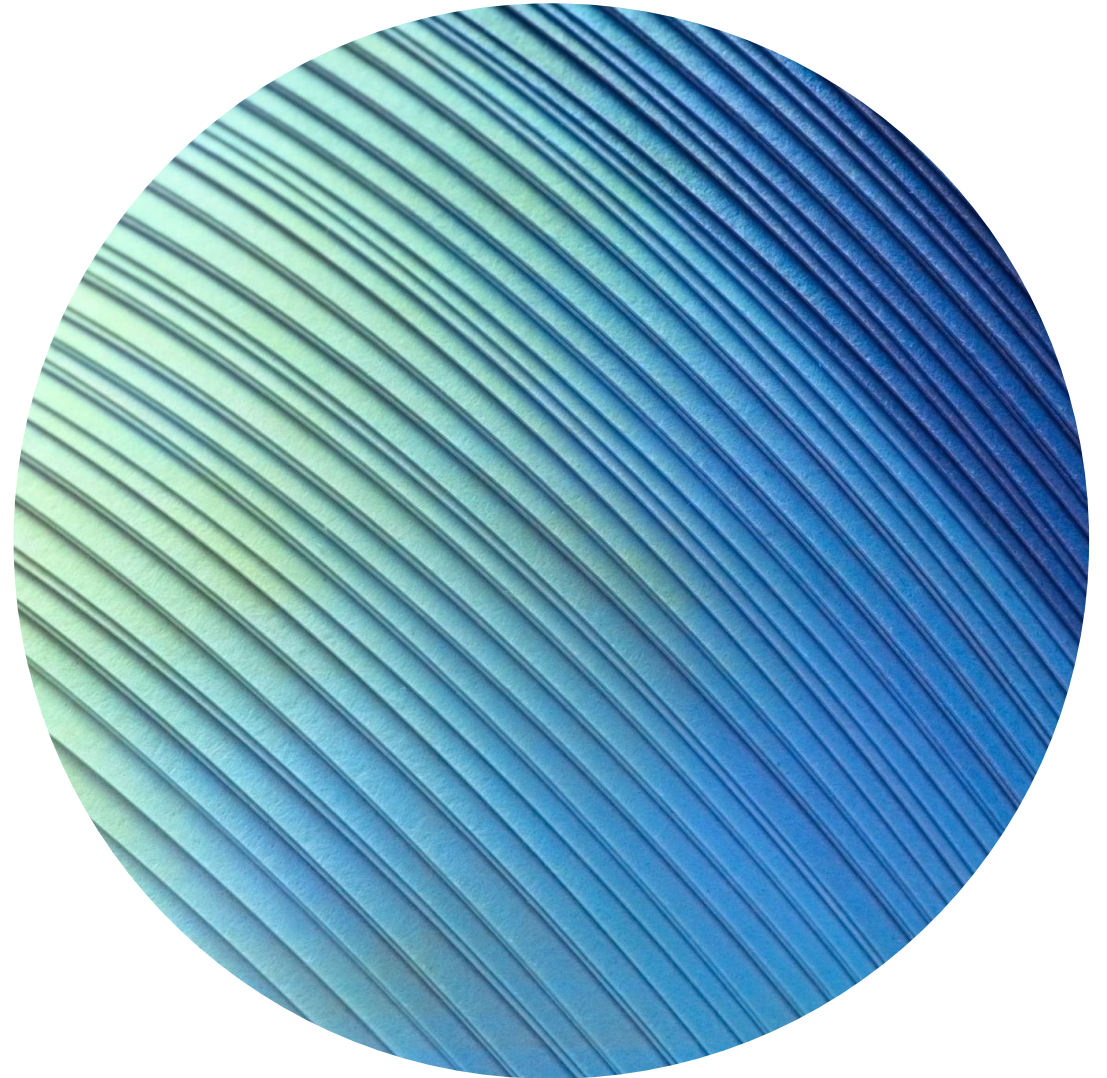
**4. Protective Services- Sworn** are law enforcement and public safety officers who have sworn to serve, such as police officers, sheriffs, and state troopers.

**5. Protective Services** are non-sworn employees in security roles or public safety who are not sworn officers, such as security guards or parking enforcement officers.

**6. Administrative Support** are clerical and administrative employees such as secretaries, office clerks, and administrative assistants who provide support services.

**7. Skilled Craft** are skilled in trades that require special training or certification, such as electricians, mechanics, and carpenters.

**8. Service Maintenance** provide cleaning, repair, and general maintenance services, such as janitors, groundskeepers, and custodial staff.



9642 EMPLOYEES		Male (%)	Female (%)
<b>Officials and Administrators</b>			
County Workforce	380	33	67
Census Data	X	58/57	42/43
Underrepresentation	X	-25/-24	X
<b>Professionals</b>			
County Workforce	3934	30	70
Census Data	X	47/49	53/51
Underrepresentation	X	-17/-19	X
<b>Technicians</b>			
County Workforce	1082	43	57
Census Data	X	51/55	49/45
Underrepresentation	X	-8/-12	X
<b>Administrative Support</b>			
County Workforce	2779	17	83
Census Data	X	38/38	62/62
Underrepresentation	X	-21/-21	X
<b>Service Maintenance</b>			
County Workforce	349	65	35
Census Data	X	57/59	43/41
Underrepresentation	X	X	-8/-11
<b>Skilled Craft</b>			
County Workforce	84	96	4
Census Data	X	94/91	6/9
Underrepresentation	X	X	-2/-5
<b>Protective Services (Sworn)</b>			
County Workforce	828	83	17
Census Data	X	77/82	23/18
Underrepresentation	X	X	-6/-1
<b>Protective Services (Non-Sworn)</b>			
County Workforce	206	65	35
Census Data	X	58/58	42/42
Underrepresentation	X	X	-7/-7

## 2023 WORKFORCE DATA

	Males	Females	Total	Workforce Percentages
<b>White</b>	1591	2071	3662	<b>38%</b>
<b>Black</b>	386	1084	1470	<b>15%</b>
<b>Hispanic</b>	603	1584	2187	<b>23%</b>
<b>Asian</b>	543	1104	1647	<b>17%</b>
<b>NHPI</b>	46	83	129	<b>1%</b>
<b>AIAN</b>	18	32	50	<b>1%</b>
<b>Two or More Races</b>	170	327	497	<b>5%</b>
<b>Total</b>	<b>3357</b>	<b>6285</b>	<b>9642</b>	<b>100%</b>

	<b>Males</b>	<b>Census</b>	<b>Females</b>	<b>Census</b>
White	17%	24%	21%	21%
Black	4%	4%	11%	4%
Hispanic	7%	14%	16%	11%
Asian	6%	9%	11%	8%
AIAN	1%	0%	1%	0%
NHPI	0%	0%	0%	1%
Multiracial	2%	2%	3%	2%
<b>Total</b>	<b>37%</b>	<b>53%</b>	<b>63%</b>	<b>47%</b>



## Recommendations:

**Diversify Hiring Committees:** Ensure hiring committees reflect the diversity of the County's population to minimize unconscious biases.

**Implement Mentoring Programs:** Establish mentorship programs to support and guide employees from underrepresented groups.

**Review Compensation Practices:** Regularly review compensation practices to ensure they are equitable and do not disproportionately disadvantage certain groups.

**Conduct Implicit Bias Training:** Continue to provide implicit bias training to all employees to help them recognize and address unconscious biases.

**Expand Partnership Network:** Seek partnerships with organizations that serve underrepresented communities in fields relevant to the County's workforce.

**Track Employee Satisfaction:** Regularly assess employee satisfaction to identify areas where improvements can be made to foster a more inclusive environment.



# Thank you

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