Equal Employment Opportunity Program and Workforce Demographics

Presentation to the Economic Opportunity and Diversity Committee

January 14, 2020
Presentation Overview

- Equal Employment Opportunity (EEO) Program Requirements
- Goals and Timetables
- Current Program Status
- FY 2019 Workforce Demographics
- FY 2018 Workforce Demographics
EEO Program Requirements

- Recipients of federal funding meeting threshold criteria must establish an Equal Employment Opportunity (EEO) Program to ensure nondiscrimination on the basis of race, color, religion, national origin, sex, age, genetic information, disability, veteran status or retaliation

- Threshold criteria:
  - 100 or more transit related employees, and
  - Request or receive capital or operating assistance in excess of $1 million in previous Federal fiscal year, or request or receive planning assistance in excess of $250,000 in previous Federal fiscal year
EEO Program Requirements

• EEO Program must include following elements:
  – Statement of Policy
  – Dissemination
  – Designation of Personnel Responsibility
  – Utilization Analysis
  – Goals and timetables
  – Assessment of Employment Practices
  – Monitoring and Reporting

• EEO Program must be submitted to FTA every four years

• DART’s EEO Program submitted March 2018
# Utilization Analysis by Job Category

## Areas of Underutilization

<table>
<thead>
<tr>
<th>Job Category</th>
<th>Gender</th>
<th>Race</th>
<th>Placement Percentage</th>
<th>Placement Number</th>
<th>Attainment Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Officials and Administrators</td>
<td>Female</td>
<td>Asian</td>
<td>1%</td>
<td>1</td>
<td>Met</td>
</tr>
<tr>
<td>Technicians</td>
<td>Female</td>
<td>Hispanic</td>
<td>2%</td>
<td>3</td>
<td>Need 3</td>
</tr>
<tr>
<td>Protective Services Workers</td>
<td>Male</td>
<td>Hispanic</td>
<td>6%</td>
<td>17</td>
<td>Need 6</td>
</tr>
<tr>
<td></td>
<td>Male</td>
<td>Two or more</td>
<td>1%</td>
<td>1</td>
<td>Need 1</td>
</tr>
<tr>
<td>Paraprofessionals</td>
<td>Male</td>
<td>Hispanic</td>
<td>8%</td>
<td>1</td>
<td>Need 1</td>
</tr>
<tr>
<td>Administrative Support</td>
<td>Male</td>
<td>Asian</td>
<td>1%</td>
<td>1</td>
<td>Met</td>
</tr>
<tr>
<td></td>
<td>Female</td>
<td>Asian</td>
<td>1%</td>
<td>3</td>
<td>Need 2</td>
</tr>
<tr>
<td>Skilled Craft Workers</td>
<td>Male</td>
<td>Native American</td>
<td>0%</td>
<td>2</td>
<td>Need 2</td>
</tr>
<tr>
<td></td>
<td>Male</td>
<td>Hispanic</td>
<td>5%</td>
<td>29</td>
<td>Need 23</td>
</tr>
<tr>
<td></td>
<td>Male</td>
<td>Pacific Islander</td>
<td>0%</td>
<td>2</td>
<td>Need 1</td>
</tr>
<tr>
<td></td>
<td>Female</td>
<td>Black</td>
<td>0%</td>
<td>1</td>
<td>Met</td>
</tr>
<tr>
<td></td>
<td>Female</td>
<td>Asian</td>
<td>0%</td>
<td>1</td>
<td>Need 1</td>
</tr>
<tr>
<td>Service Maintenance</td>
<td>Male</td>
<td>Native American</td>
<td>3%</td>
<td>56</td>
<td>Need 56</td>
</tr>
</tbody>
</table>
Strategies to Address Underutilization

• Continue engagement with Human Resources for information and resource sharing of organizations and entities servicing and representing underutilized groups to increase representation of groups in applicant pools for vacancies
• Continue to provide education and training to hiring managers and personnel involved in the hiring process on efforts to meet goals
• Continue good faith outreach sponsorships with minority, women and diversity-based organizations to assist with targeted recruitment for areas of underutilization
• Input from DART’s Diversity Council
DART Workforce Demographics by Race/Ethnicity
(as of September 30th)
DART Workforce Demographics by Gender
(as of September 30th)

2019 TOTAL WORKFORCE DEMOGRAPHICS
- F, 1,298, 33%
- M, 2,647, 67%

2018 TOTAL WORKFORCE DEMOGRAPHICS
- F, 1,205, 32%
- M, 2,576, 68%
DART Senior Management Team by Race/Ethnicity
(as of September 30th)

2019 SENIOR MANAGEMENT TEAM

- AN, 1, 1%
- AS, 6, 8%
- B, 30, 38%
- HI, 9, 11%
- WH, 33, 41%
- , 1, 1%

2018 SENIOR MANAGEMENT TEAM

- 2M, 1, 1%
- AN, 1, 1%
- AS, 7, 8%
- B, 29, 34%
- HI, 8, 10%
- WH, 39, 46%
DART Senior Management Team by Gender
(as of September 30th)
DART Executive Management Team by Race/Ethnicity
(as of September 30th)

2019 EXECUTIVE MANAGEMENT TEAM

- AS, 1, 4%
- B, 10, 38%
- HI, 2, 8%
- WH, 13, 50%

2018 EXECUTIVE MANAGEMENT TEAM

- AS, 1, 4%
- B, 10, 38%
- WH, 15, 58%
DART Executive Management Team by Gender
(as of September 30th)

2019 EXECUTIVE MANAGEMENT TEAM
- F, 7, 27%
- M, 19, 73%

2018 EXECUTIVE MANAGEMENT TEAM
- F, 5, 19%
- M, 21, 81%
DART Executive Leadership Team by Race/Ethnicity
(as of September 30th)

2019 EXECUTIVE LEADERSHIP TEAM
- WH, 2, 50%
- B, 2, 50%

2018 EXECUTIVE LEADERSHIP TEAM
- WH, 3, 60%
- B, 2, 40%
DART Executive Leadership Team by Gender
(as of September 30th)

2019 EXECUTIVE LEADERSHIP TEAM

50% F 50% M

2018 EXECUTIVE LEADERSHIP TEAM

F, 1, 20%  M, 4, 80%