



City of San Antonio

Agenda Memorandum

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Agenda Item Number: 2

Agenda Date: 5/1/2018

In Control: Community Health and Equity Committee

DEPARTMENT: Human Resources

DEPARTMENT HEAD: Lori Steward

COUNCIL DISTRICTS IMPACTED: City-wide

SUBJECT:

Workforce Diversity Update

SUMMARY:

The City of San Antonio is committed to employing a diverse workforce reflective of the San Antonio community. To that end, considerable effort is aimed toward recruiting and retaining a diverse workforce. The Human Resources Department will provide a briefing on the diversity of the City of San Antonio workforce and recruitment strategies.

BACKGROUND INFORMATION:

The City's first affirmative action plan was published in 1974. The plan was rebranded in 2015 as the City of San Antonio Workforce Diversity Plan. The plan follows federal Office of Federal Contract Compliance Programs (OFCCP) guidelines and utilizes 2010 Census data to compare the workforce to estimated availability in the labor market.

The Human Resources Department develops and monitors diversity goals to assist City departments in developing initiatives focused on reducing barriers in recruitment and employment. This Workforce Diversity Plan reaffirms the City's efforts to ensure nondiscrimination in the recruitment, hiring and promoting of employees.

ISSUE:

The City of San Antonio is committed to ensuring workforce diversity and providing equal opportunity in employment, without regard to race, color, religion, sex, pregnancy, sexual orientation, national origin, political belief, age, disability or genetic information. The Workforce Diversity Plan serves as a guide for all City departments in determining where to target recruitment efforts and tailor outreach efforts. The Human Resources Department works with partners such as the Affirmative Action Advisory Committee, local schools, colleges and universities, professional associations, and community groups to recruit and retain a qualified and diverse workforce.

ALTERNATIVES:

This item is for briefing purposes only.

FISCAL IMPACT:

There is no fiscal impact at this time.

RECOMMENDATION:

This item is for briefing purposes only.