



# City of San Antonio

## Agenda Memorandum

**File Number:**15-1741

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**Agenda Item Number:** 50.

**Agenda Date:** 6/18/2015

**In Control:** City Council A Session

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**DEPARTMENT:** Human Resources

**DEPARTMENT HEAD:** Lori Steward, Interim Human Resources Director

**COUNCIL DISTRICTS IMPACTED:** City Wide

### **SUBJECT:**

Approval of the City of San Antonio Workforce Diversity Plan replacing the 2007 Affirmative Action Plan (AAP).

### **SUMMARY:**

Human Resources staff, working together with Berkshire Associates, a human resources consulting firm, created the City's Workforce Diversity Plan. The new plan reflects labor market data from the 2010 Census and City workforce composition data as of October 1, 2014. The City has achieved 97.8% of our diversity goals out of a workforce of over 10,000 full-time and part-time employees.

### **BACKGROUND INFORMATION:**

The City adopted its first AAP in 1974. The current plan was adopted in 2007, and reflects data from the 2000 Census. The Human Resources Department develops and monitors diversity goals to assist departments in developing goal-oriented initiatives focused on areas of the workforce where minorities and women have been historically employed at a rate less than their availability in the labor market. 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. Berkshire Associates served as consultants to the City in preparing and developing the results of the new plan in accordance with federal regulations. The Human Resources Department will monitor and report periodically on the utilization of women and minorities and shall ensure compliance with the strategies outlined in this plan.

**ALTERNATIVES:**

The City of San Antonio would continue providing equal employment opportunity in all aspects of employment, but would do so without a City Council adopted Workforce Diversity Plan.

**FISCAL IMPACT:**

Costs associated with increased recruitment efforts shall be absorbed within existing department resources.

**RECOMMENDATION:**

Staff recommends approval of this proposed Workforce Diversity Plan.