

# Equal Employment Opportunity/Affirmative Action (EEO/AA) Plan Review

January 1, 2009 through  
December 31, 2011

Presented by:

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## Purpose

- Triennial analysis of RT's EEO/AA Program
- Reports RT's progress
- Reviews disparities
- Articulates goals and timelines
- Assigns staff responsibilities
- Identifies strategies
- Demonstrates good faith efforts

## Plan Contents

- Legal basis for EEO/AA
- District Policies
  - Unlawful Workplace Discrimination and Professional Conduct
  - Equal Employment Opportunity
- Workforce Snapshot/Employment Trends
- Monitoring and reporting systems
- Strategies to increase representation

## Workforce Analysis

- Looks at composition of each organizational unit by ethnicity and gender
- Lists job titles within each unit from highest to lowest paid
- Helpful in identifying lines of progression within the organization

## Workforce Analysis

Total District – 1108 Employees

Race/Gender	#	%
African American	317	28.6
Hispanic/Latino	179	16.2
Asian	82	7.4
American Indian	16	1.4
Native Hawaiian	9	0.8
White	505	45.6
Female	354	31.9
Male	754	68.1

## Job Group Analysis

- Availability analyses are conducted for each plan by “job group” (i.e., 1A - Executives)
- Job groups are aggregations of jobs with similar content, opportunities, and wages

## EEO-4 Job Groups

- Officials and Administrators
  - Executives (EMT)
  - Directors/Managers
  - Administrators/Supervisors
- Professionals
  - Engineering
  - Administrative
- Administrative Service
- Crafts (Lineworkers, Mechanics)
- Service (Operators, Service Workers, Transit Officers)
- Property Maintenance (Facilities classifications)

## Job Group = Service

Race/Gender	#	%
African American	236	38.6
Hispanic/Latino	94	15.4
Asian	26	4.2
American Indian	9	4.5
Native Hawaiian	8	1.3
White	239	39.1
Female	192	31.4
Male	420	68.6

## Availability Analysis

- **Estimate** of the percentages of **qualified** females and minorities for each job group in the **reasonable** recruitment area who are **available** for employment, and of those who *could be promoted*

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## Availability Analysis

- Weighted percentages based on actual RT practices
  - **External** = Census data
  - **Internal** = Promotions  
Feeder job groups
- Availability may differ for each job group

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## Placement Goals

- When the number of females or minority incumbents is lower than availability, placement goals are to be established for that job group
- Methods of measuring utilization:
  - Any difference
  - Whole person
  - 80% rule
  - Statistical significance – RT method

## Placement Goals

- Objectives or targets reasonably attainable by making good-faith efforts to make all aspects of the EEO/AA program work
  - May not be rigid or inflexible quotas
  - Do not justify extending a preference to any individual on the basis of that person's race, color, religion, sex, or national origin
  - May not be used to supersede merit selections

## 2006-2008 Goal Progress

Job Group	Placement Goal	Goal Met
Supervisors	1 African American	YES
Crafts	4 Hispanics/Latinos	YES
Service	49 Females 3 Asians	NO

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## 2009-11 EEO/AA Plan Placement Goals

Job Group	Placement Goal	Anticipated Opportunities
Crafts	3 Females	18
Service	30 Females 7 Asians	102

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## Personnel Transactions

- Evaluates number of minorities and females by job group for:
  - Applicants
  - Hires
  - Promotions (from one job group to another and within job groups)
  - Terminations (voluntary and involuntary)

## Hires

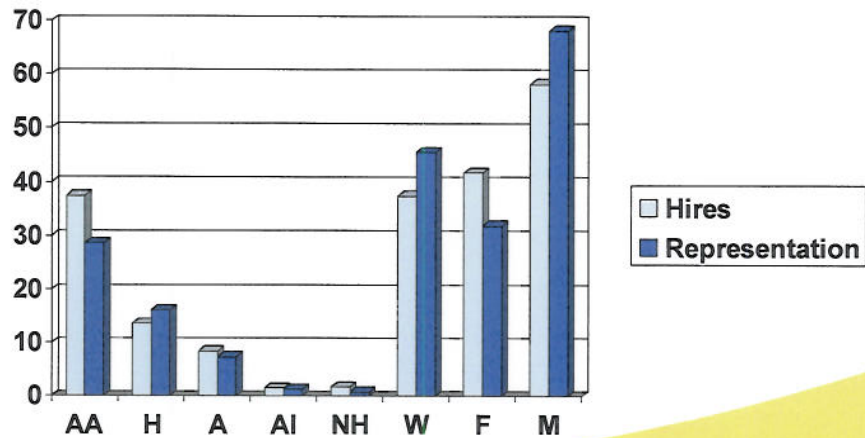
Total District – 1108 Employees

Race/Gender	#	%
African American	102	37.4
Hispanic/Latino	37	13.6
Asian	23	8.4
American Indian	4	1.5
Native Hawaiian	5	1.8
White	102	37.4
Female	114	41.8
Male	159	58.2



## Hires v. Representation (%)

Total District – 1108 Employees



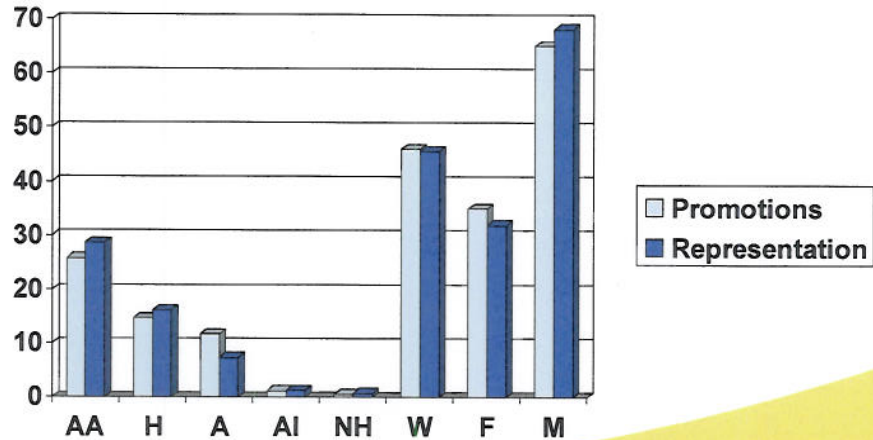
## Promotions

Total District – 1108 Employees

Race/Gender	#	%
African American	42	25.8
Hispanic/Latino	24	14.7
Asian	19	11.7
American Indian	2	1.2
Native Hawaiian	1	0.6
White	75	46.0
Female	57	35.0
Male	106	65.0

## Promotions v. Representation (%)

Total District – 1108 Employees



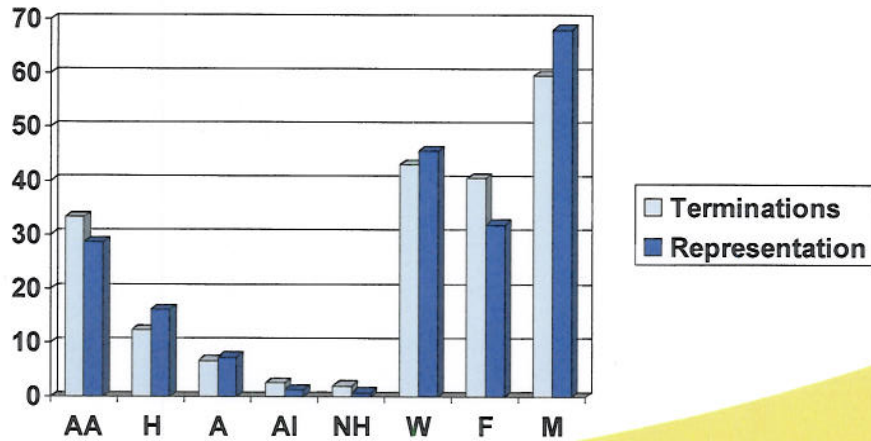
## Terminations

Total District – 1108 Employees

Race/Gender	#	%
African American	65	33.3
Hispanic/Latino	24	12.3
Asian	13	6.7
American Indian	5	2.6
Native Hawaiian	4	2.1
White	84	43.1
Female	79	40.5
Male	116	59.5

## Terminations v. Representation (%)

Total District – 1108 Employees



## Action-oriented Programs

- Continue to involve organizations serving female, minority, disabled and veteran populations in outreach and recruitment efforts
  - Attended 30 Outreach Events between 2006 and 2008
- Increase opportunities for advancement through employee career counseling and skills training

## Next Steps

- Send to FTA for review
- Adopt EEO/AA Plan at June 8 Board Meeting
- Disseminate plan to all Managerial employees
- Monitor and report progress

QUESTIONS?