

FY18Q2 Diversity & Inclusion Report

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Roadmap

- ▶ District Employee Demographics compared to the Santa Clara County
- ▶ Demographics of New Hires compared to Applicant Pool
- ▶ Diversity and Inclusion Program Updates
- ▶ Responses to Board Information Requests



Workforce Demographics

APPENDIX A

FY18 Q2: DEMOGRAPHIC BY JOB GROUP COMPARISON DISTRICT / SANTA CLARA COUNTY WORKFORCE * +

Job Group	White (%)**		Black (%)**		Hispanic (%)**		Asian (%)**		American Indian/NHOPI/Two or More (%)**^		Minority %		# of Employees
	Santa Clara	District	Santa Clara	District	Santa Clara	District	Santa Clara	District	Santa Clara	District	Santa Clara	District	
TOTAL	43%	47%	3%	5%	19%	19%	34%	22%	1%	7%	57%	53%	756
1.1 Officials & Managers	61%	41%	1%	4%	11%	30%	25%	22%	1%	4%	39%	59%	27
1.2 Supervisors	56%	53%	1%	5%	10%	18%	32%	17%	1%	8%	44%	47%	107
2.1 Eng/Tech Professionals	42%	47%	1%	9%	7%	22%	48%	16%	3%	9%	58%	53%	135
2.2 Scientific Professionals	53%	52%	1%	4%	7%	23%	39%	13%	0%	8%	47%	48%	48
2.3 Admin Professionals	49%	49%	3%	4%	10%	16%	37%	25%	1%	7%	51%	51%	179
3.1 Sr Technicians	38%	31%	4%	8%	15%	12%	41%	39%	1%	12%	62%	69%	26
3.2 Technicians	28%	41%	2%	3%	16%	29%	53%	20%	1%	7%	72%	59%	59
6.1 Sr Clerical	44%	38%	4%	2%	26%	27%	24%	27%	2%	6%	56%	63%	48
6.2 Office & Clerical	36%	82%	6%	0%	29%	0%	27%	0%	2%	18%	64%	18%	11
7 Skilled Craft	39%	49%	5%	6%	36%	15%	19%	26%	1%	4%	61%	51%	73
8 Service & Maintenance	30%	35%	4%	12%	38%	2%	27%	47%	1%	5%	70%	65%	43
Distribution of Demographics Across Job Groups		4%		2%		0%		-11%		6%		-4%	

* District data as of December 31, 2017; Santa Clara County Data as of 2010 Census mapped to District Classifications

** 25.1% of employees have not self disclosed their ethnicity; EEOC has identified ethnicity for those individuals as allowed by law.

* Totals may not add up to 100% due to rounding.

^The categories of American Indian, Native Hawaiian or Other Pacific Islander and Two or More have been combined

January 22, 2018

Santa Clara Valley
Water District



Applicant and New Hire Demographics

APPENDIX B

FY18 Q2: QUARTERLY APPLICATIONS RECEIVED VERSUS NEW EXTERNAL HIRES

	White	African American/ Black	Hispanic/Latino	Asian	American Indian/Native Hawaiian Pacific Islander/Two or More+^	Undisclosed	Totals
Workforce for Positions Hired	38%	3%	17%	40%	2%	0%	100%
District Applicant Pool	34%	6%	35%	25%	8%	4%	100%
Applications Received	489	89	337	361	112	59	1447
Total Hires	8	1	6	5	0	0	20
All Hires Percent	40%	5%	30%	25%	0%	0%	100%

Note:

- 1) Santa Clara Applicant Pool for the specific classifications listed in the applicant pools in this chart (pools for both external hires and promotions with start date in Q2)
 - 2) Applicant Pool includes all applications received in response to 20 **Open Recruitments** filled with start date in Q2 (filled with 17 external hires and 3 promotions)
 - 3) Hires includes all external and internal new hires from open job postings with start date within Q2
- ^The categories of American Indian, Native Hawaiian or Other Pacific Islander and Two or More have been combined

Responses to Board Requests for Information

Board Question/Information Request: How many family members were hired at the District?

- Employees, 61 (8%) are known to be related
- Interview Panel Guidelines in place
- Of the temporary employees, 15 (7%) were related to District employees



Temporary Employees

APPENDIX C

TEMPORARY EMPLOYEES DATA 01/01/15 THROUGH 12/31/17

	Totals	Percent	White	Black	Hispanic	Asian	AM/NHOPI/ 2+^
Santa Clara County Workforce			43%	3%	19%	34%	1%
District Workforce Demographics			47%	5%	19%	22%	7%
Temps at the District	201		39%	5%	24%	13%	5%
Temps with District Relatives	15	7%	33%	13%	13%	7%	7%
Temps Hired by District	26	13%	54%	0%	31%	4%	8%
Temps with Relatives Hired by District	4	15%	50%	0%	50%	0%	0%

^American Indian/Native Hawaiian or Other Pacific Islander/Two or More Combined

Questions?



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