



Affirmative Action Goals 2024-2027

Committee of the Whole
April 2, 2024



Presentation Outline

- What is Title VII Civil Rights Act of 1964?
- What does the requirement mean to GCRTA?
- Why is this important to GCRTA?
- How are the Goals formulated?
- 2020-2023 Goals Progress Report

Presentation Outline

- Recruitment Challenges and Efforts
- Proposed 2024-2027 Affirmative Action Goals
- What do the Goals require?
- GCRTA's Initiatives and Accomplishments

Title VII of the Civil Rights of 1964

Title VII of the Civil Rights of 1964 is a federal employment law that prohibits employment discrimination based on protected classes: race, color, religion, sex (including pregnancy), and national origin.

What Does This Mean to GCRTA?

- As a federal grant recipient, GCRTA is not to discriminate against any employee or applicant because of protected class.
- Federal Transit Administration (FTA) requires submission of a written affirmative action plan every four years. The written plan must include conducting a utilization analysis and establishing goals to correct any underutilization.

Affirmative Action/EEO Plan

The written plan must include the following components:

- Statement of Policy
- Dissemination Plan
- Designation of Personnel Responsibility
- Utilization Analysis
- Goals and Timetables
- Assessment of Employee Practices
- Monitoring and Reporting Plan

Why is This Important to GCRTA?

- We strive to attract, develop, motivate and retain a diverse workforce.
- Good business practice to have a diverse workforce.
- Failure to comply may result in the suspension or termination of federal financial assistance.

Why is this Important to GCRTA?



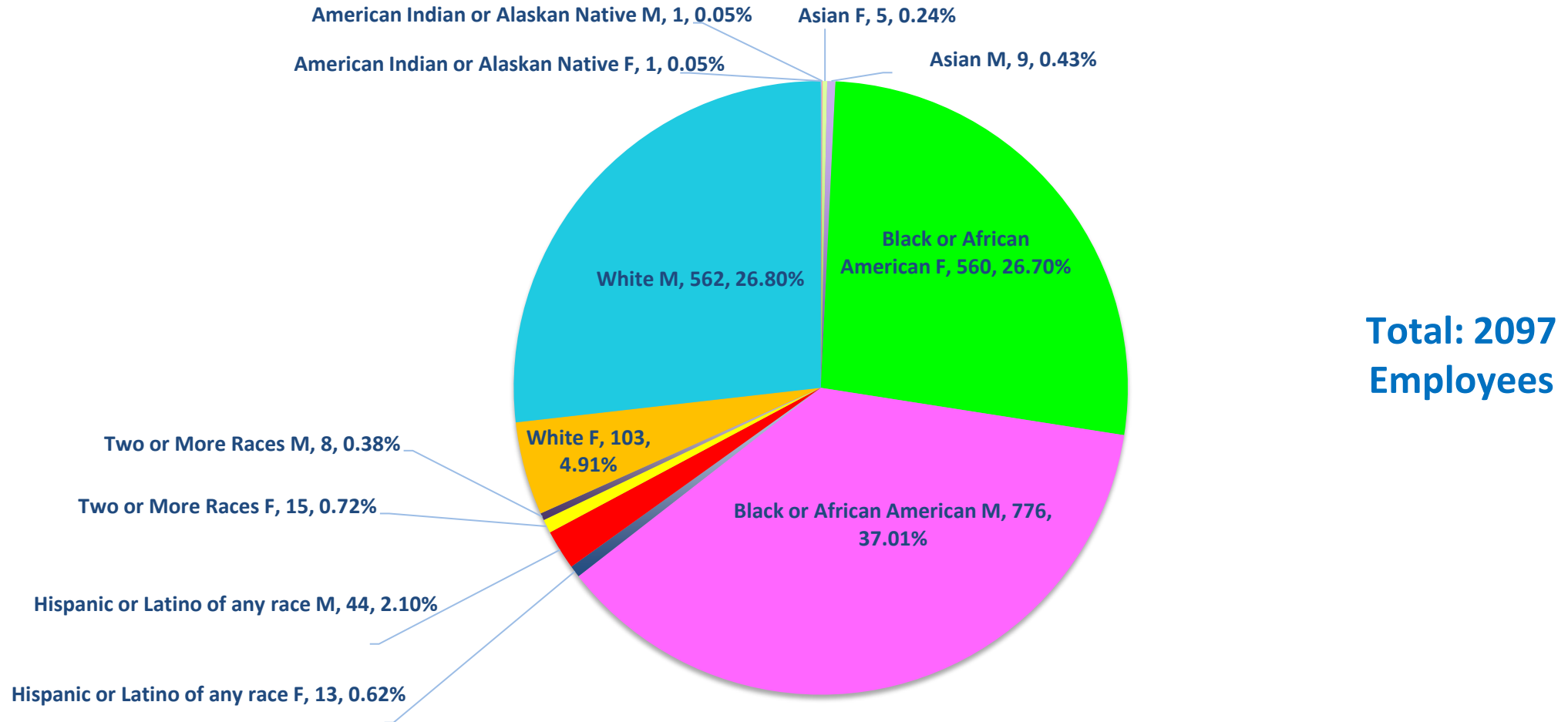
Affirmative action goals assist the hiring managers and the Talent Acquisition Department in targeting the recruitment of females and/or minorities for underutilized job categories.

How are Goals Formulated?

Goals are formulated by conducting a utilization analysis which consist of a three-step process:

- 1) Reviewing GCRTA's Workforce snapshot by EEO job categories
- 2) Compare workforce snapshot by EEO job categories to the availability in the relevant labor market to identify underutilization.
- 3) Based on the analysis the affirmative action goals are established.

GCRTA Workforce as of December 31, 2023



EEO Job Categories

The EEO Job Categories are defined by the federal government and include:

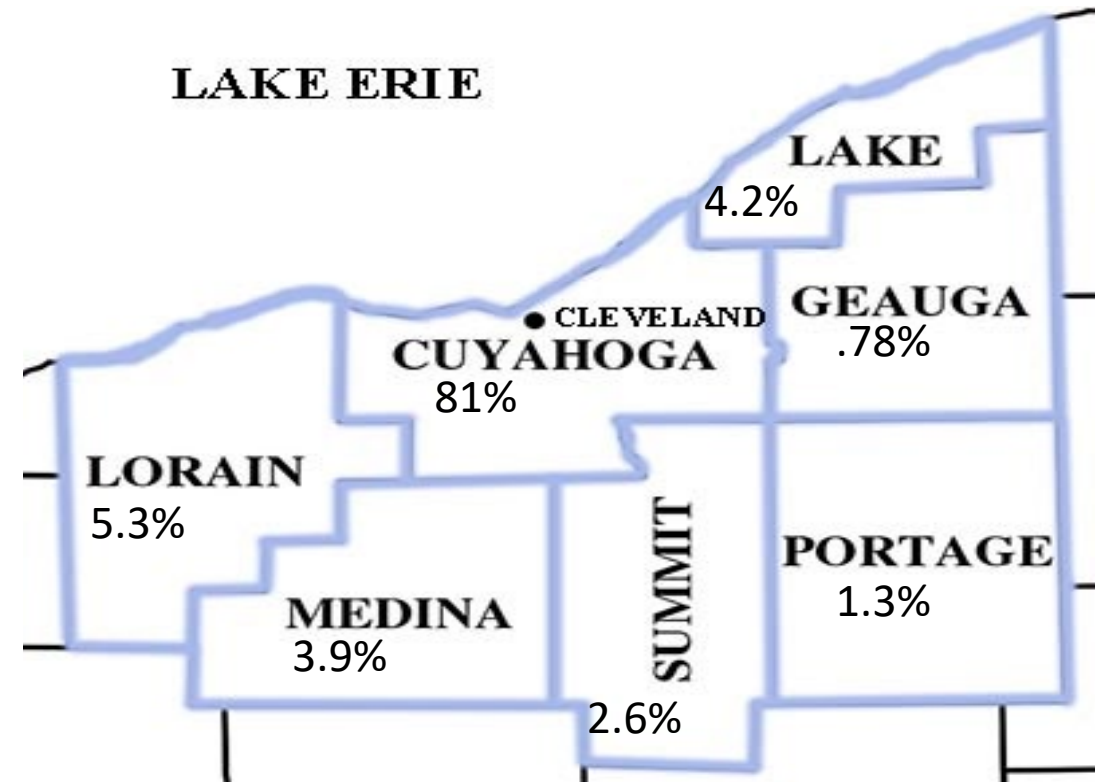
- **Official / Administrator** - Chief Executive Officer, General Manager, Deputy General Manager, Executive Director, Director
- **Professional** - Manager, Engineer, Lieutenant, Associate Counsel, Senior Auditor
- **Technician** - Systems Administrator, Construction Inspector, Database Administrator

EEO Job Categories

- **Protective Services** - Patrol Officer, Security Guard
- **Administrative Support** - Dispatcher, Customer Service Representative, Station Attendant, Claims Investigator
- **Skilled Craft** - Equipment Servicer, Track Maintainer, Welder, Vehicle Maintenance Instructor
- **Service Maintenance** - Operator, Laborer, Hostler, Janitor, Paratransit Operator, Operating Instructor

Relevant Geographic Labor Market (Census Data)

- The reasonable area to seek applicants
- The Authority sets goals based on Cuyahoga County and the surrounding counties
- The exception is executive level positions, where we seek applicants from throughout the U.S.



As of 2024, 99% of the current workforce resides in Cuyahoga and the surrounding counties

What do the Goals Require?

- Require GCRTA to put forth every good faith effort to achieve the goals that it has set, through recruitment and outreach
- Do not require that any specific position be filled by a person of a particular race or gender
- Goals are not quotas, set asides or preferences. As always, the best qualified candidate gets the job



Affirmative Action Goals for 2020-2023

Progress Report

EEO Job Category	Total Goals	Total Progress (20-24)	Remaining Parity for Males	Remaining Parity for Females
Officials & Administrators	2	2	0	0
Professionals	50	42	0	8 White
Technicians	26	5	0	20 White, 1 Hispanic/Latin
Protective Service	13	8	0	5 White
Administrative Support	51	8	0	43 White
Semi-Skilled Craft	31	9	1 Asian	16 White, 5 Black
Service Maintenance	327	46	5 Hispanic, 7 Asian	244 White, 18 Hispanic/Latin, 7 Asian
TOTAL	500	120	13	367

Talent Acquisition

Challenges – Efforts – Wins

CHALLENGES

Pandemic Impact

Shortage of Drivers

Marketplace Competition

Increase of Overtime

Burn Out | Team Fatigue

Young Team

EFFORTS

Talent Acquisition & Operations Collaboration

Staff Investment

Local/Regional Partnerships: Workforce Development

GCRTA Awareness Campaign

Applicant Tracking System

WINS

#Diverse Community Events

Operator Deficit Lowered

Overtime Minimized

Operator Training/Mentoring

Wage Progression Approved

Referral Bonus Program

463 Total #New Hires - 2023

Accomplishments

- GCRTA received recognition for “Best In Class: Non-Profit / Government” from the Greater Cleveland Partnership for Workforce Diversity (2014, 2015, & 2018, 2023) and Senior Management Diversity (2009, 2010 & 2013)
- As a result of winning 3 or more awards, we were inducted in their Hall of Fame for “Best In Class: Non-Profit / Government” for Workforce Diversity and Senior Management Diversity

Initiatives

- DEI Program initiatives enhances diversity, creates inclusion and belonging. The program includes four employee resources groups:
 - Elevating Women Together (EWT)
 - Latinos Unidos
 - Pride
 - Veterans
- DEI Learning Series empowers, educate and engage our employees as it relates to DEI +B training and events. The training courses includes DEI+B 101, Unconscious Bias, Microaggression, Privilege, Allyship, Neurodiversity, Generational Diversity and LGBTQ+ 101. In addition to celebration and recognition of culture and heritage month(s).

Proposed Affirmative Action 2024-2027 Goals

EEO Job Category	Total Goals	Remaining Parity for Males	Remaining Parity for Females
Officials & Administrators	2	0	2 White
Professionals	60	3 Asian	55 White, 1 Hispanic/Latin, 1 Asian
Technicians	22	0	20 White, 2 Hispanic/Latin
Protective Service	10	8 Black	2 White
Administrative Support	46	0	45 White, 1 Asian
Semi-Skilled Craft	46	12 Hispanic/Latin, 2 Asian, 3 Multi Races	18 White, 8 Black, 1 Hispanic/Latin, 2 Asian
Service Maintenance	307	25 Hispanic/Latin, 9 Asian, 8 Multi Races	229 White, 1 American Indian, 24 Hispanic/Latin, 10 Asian, 1 Multi Races
TOTAL	493	70	423

Staff Request

Staff requests that the Committee of the Whole recommend the proposed goals to the full Board for approval at its April 16, 2024, meeting.

Questions

