

EEO Program and Triennial Affirmative Action Goals (2015-2017)

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EEO Programs and Affirmative Action Goals Outline

- Overview of the EEO Program and the Affirmative Action Goals
- RTA's Workforce Demographics
- How The Goals Are Formulated
- The 2014 Affirmative Action Goals Progress Report
- The Triennial Affirmative Action Goals
- What do the Affirmative Action Requirements Mean to RTA
- RTA's Initiatives and Accomplishments



Title VII

Civil Rights Act of 1964

“No person in the United States shall, on the grounds of race, color, creed, national origin, sex, disability or age be excluded from participation in, be denied the benefits of, or be subjected to discrimination in employment under any program or activity receiving Federal Financial Assistance.”

EEO Program and Annual Affirmative Action Goals

- Vision: An employer of Choice; attract, develop, motivate and retain an outstanding, healthy and diverse workforce.
- Good business practice to have a diverse workforce.
- As a federal grant recipient, RTA must develop an EEO Program which includes conducting a utilization analysis & establishing goals to correct any deficiencies. Failure to comply, may result in the suspension or termination of federal financial assistance.



EEO Program and Annual Affirmative Action Goals



- Affirmative Action Goals assist the hiring managers and the Human Resources Department in targeting the recruitment of females and/or minorities for underutilized job categories.

EEO Job Categories

The job categories are defined by the federal government and include:

- **Official/ Administrator**-- CEO/ GM, DGM, Executive Director, Director.
- **Professional**-- Manager, Engineer, Lieutenant, Associate Counsel, Senior Auditor.
- **Technician**-- Systems Administrator, Construction Inspector, Serge

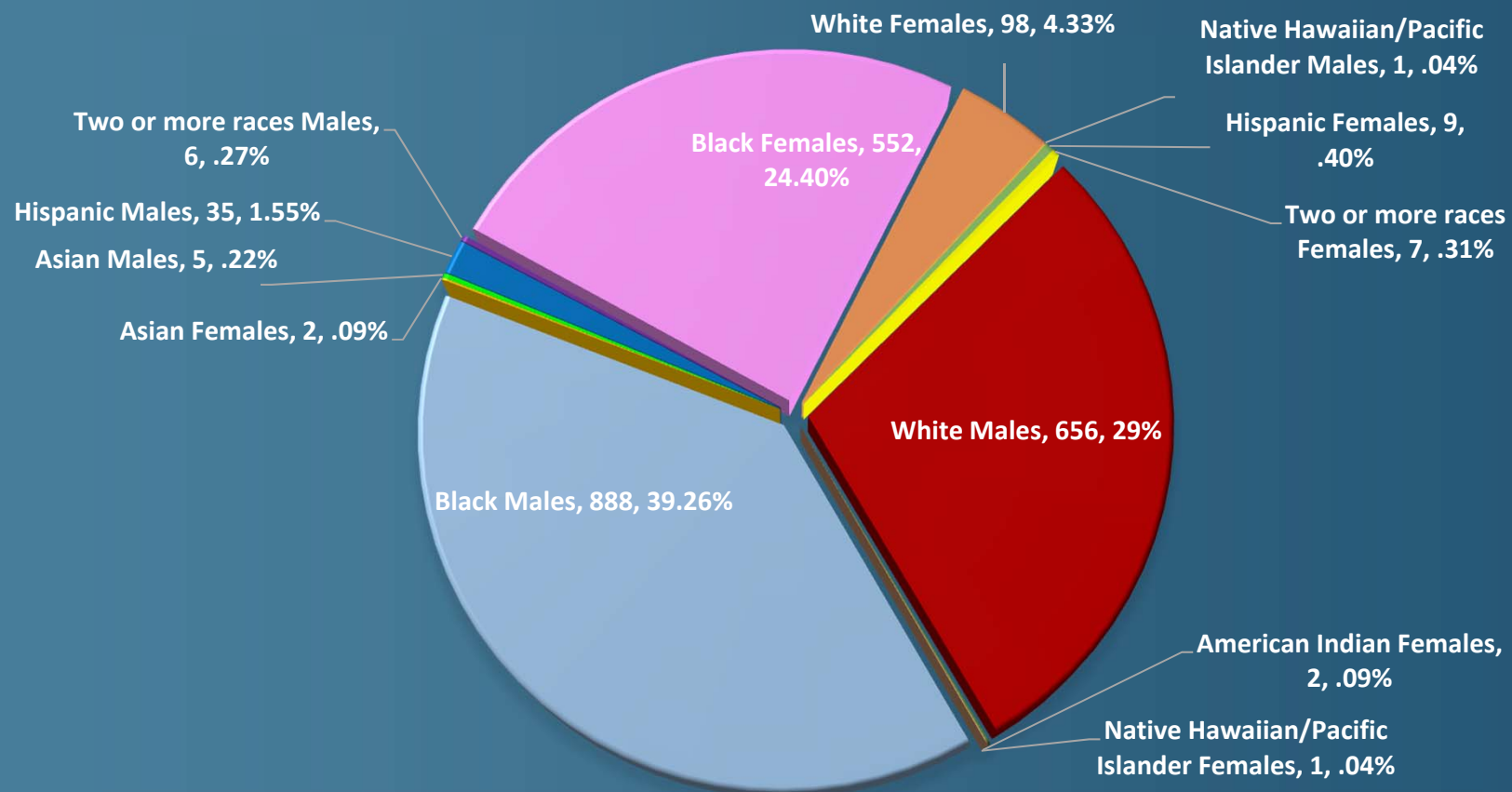
EEO Job Categories

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



RTA Workforce Demographics

As of April of 2015 (2261)



Affirmative Action Goal Formula

Formula - Number needed to Achieve Parity:

Total # of persons Employed in that Job Category **(X)** **% of availability of persons in relevant labor market (determined by census)**

(-) **# of minority or female employees currently in job category**

(=) **# of employees needed to achieve parity within the relevant labor force.**

Progress Report for 2014

Job Categories	2014 Target Goals		2014 Actual	
	Minorities	Females	Minorities	Females
Officials/Administrators	NA	1	NA	2
Professionals	NA	7	NA	34
Technicians	NA	1	NA	2
Protective Services	2	2	12	2
Administrative Support	NA	NA	NA	NA
Semi & Skilled Craft	NA	3	NA	0
Service Maintenance	NA	37	NA	130
Total	2	51	12	170



GCRTA 2015-2017 Affirmative Action Goals

EEO Job Category	RTA's Current Workforce (As of 4/2015)		Labor Market Availability (Census Data)		Labor Market Variance		Projected 2015-2017 Vacancies	2015-2017 Goals	
	Minorities	Female	Minorities	Female	Minorities	Female	Total	Minorities	Female
Officials/Administrators	35.70%	25%	13%	40%	NA	-15	23	NA	4
Professionals	45%	41.10%	17%	57%	NA	-15.9	47	NA	28
Technicians	37.30%	22.90%	22%	59%	NA	-36.1	40	NA	29
Protective Service	31.30%	12.50%	28%	16%	NA	-3.5	31	NA	4
Administrative Support	80.60%	68.10%	21%	65%	NA	NA	NA	NA	NA
Skilled Craft	29%	1.20%	15%	6%	NA	-4.8	127	NA	20
Service Maintenance	87.10%	35.60%	32%	44%	NA	-8.4	375	NA	106
Total							643		191



What Do the Goals Require?

- Requires RTA to put forth every good faith effort to achieve the goals that it has set.
- Does not require that any specific position be filled by a person of a particular race or gender.



GCRTA Affirmative Action Initiatives

- 1) Strengthen relationships with female organizations and non-traditional schools to increase the applicant pool of female candidates in non-traditional occupations
- 2) Established a Blue Ribbon Committee to increase the Hispanic applicant pool of candidates and continued development of relationships with Hispanic organizations and community agencies



Hispanic Blue Ribbon Committee

Goals:

- 1) Increase the number of Hispanic employees at RTA
- 2) Increase the number of Hispanic owned businesses that conduct business with RTA
- 3) Strengthen the relationship between RTA and the Hispanic community
- 4) RTA – Vision: An employer of Choice; attract, develop, motivate and retaining an outstanding, healthy and diverse workforce.



Hispanic Hires 2013-2015

	Applicants			Hires		
Year	Hispanic	Total	% Hispanic	Hispanic	Total	% Hispanic
2013	98	3469	2.83%	11	271	4.06%
2014	171	4508	3.79%	13	283	4.59%
2015	104	2148	4.84%	10	170	5.88%
Grand Total	373	10125	3.68%	34	724	4.70%

Request

- Staff requests that the Committee of the Whole recommend the proposed goals to the full Board for approval at its July 28, 2015 meeting.