



AD HOC DIVERSITY, EQUITY AND INCLUSION COMMITTEE

APRIL 29, 2021



AD HOC DIVERSITY, EQUITY AND INCLUSION COMMITTEE

Agenda

- Meeting Agenda Review
- Staff Presentation: City Employment
- Committee Member Questions and Deliberation
- Public Q&A
- Adjournment - Next meeting in May 2021

I. REVIEW DEMOGRAPHIC DATA



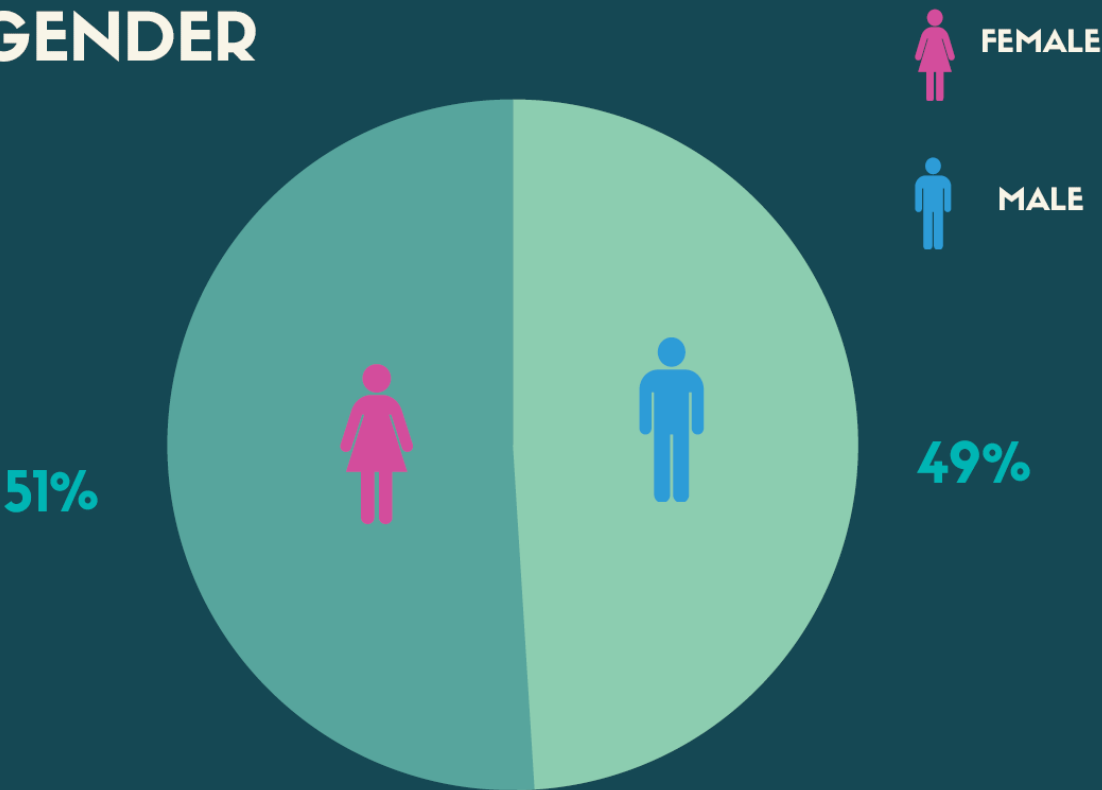
CITY OF IRVINE

BY THE NUMBERS

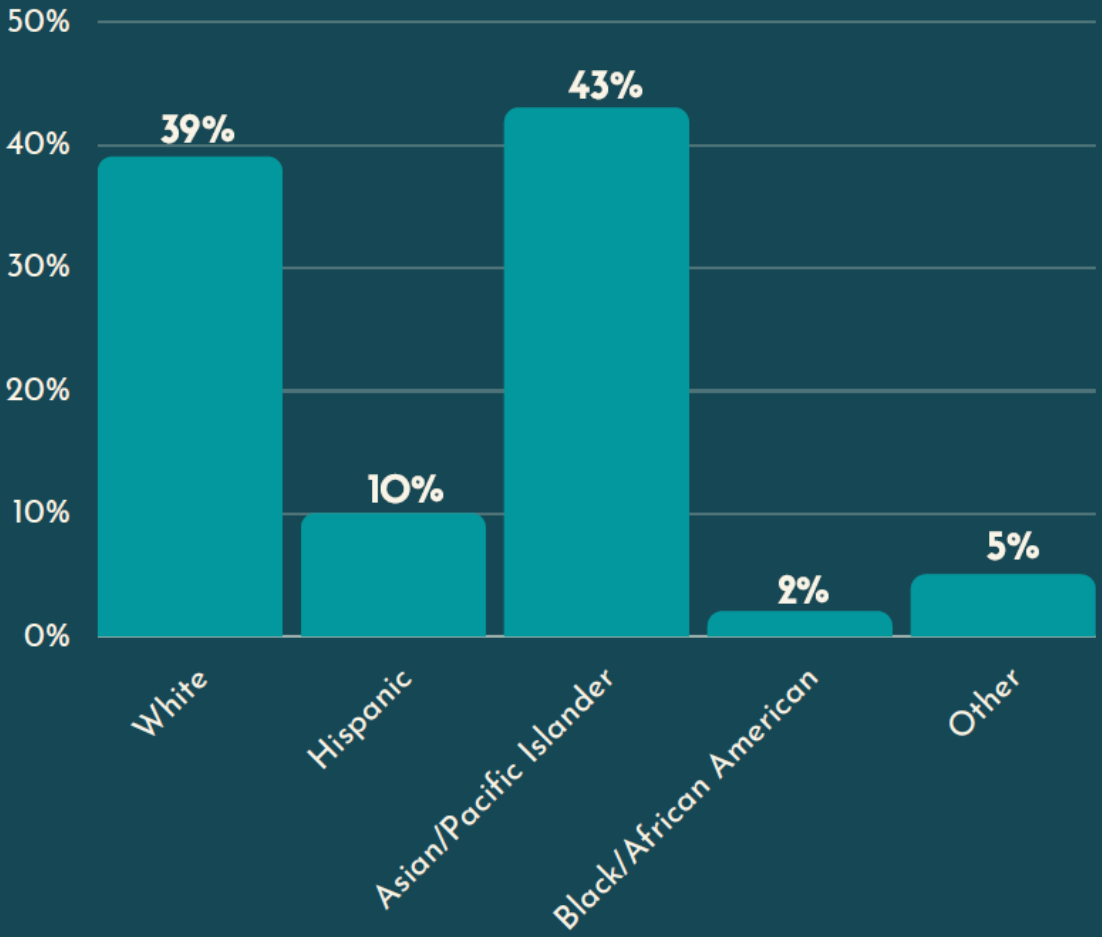
DEMOGRAPHICS



GENDER



ETHNICITY



SOURCE U.S. CENSUS BUREAU QUICK FACTS 2019

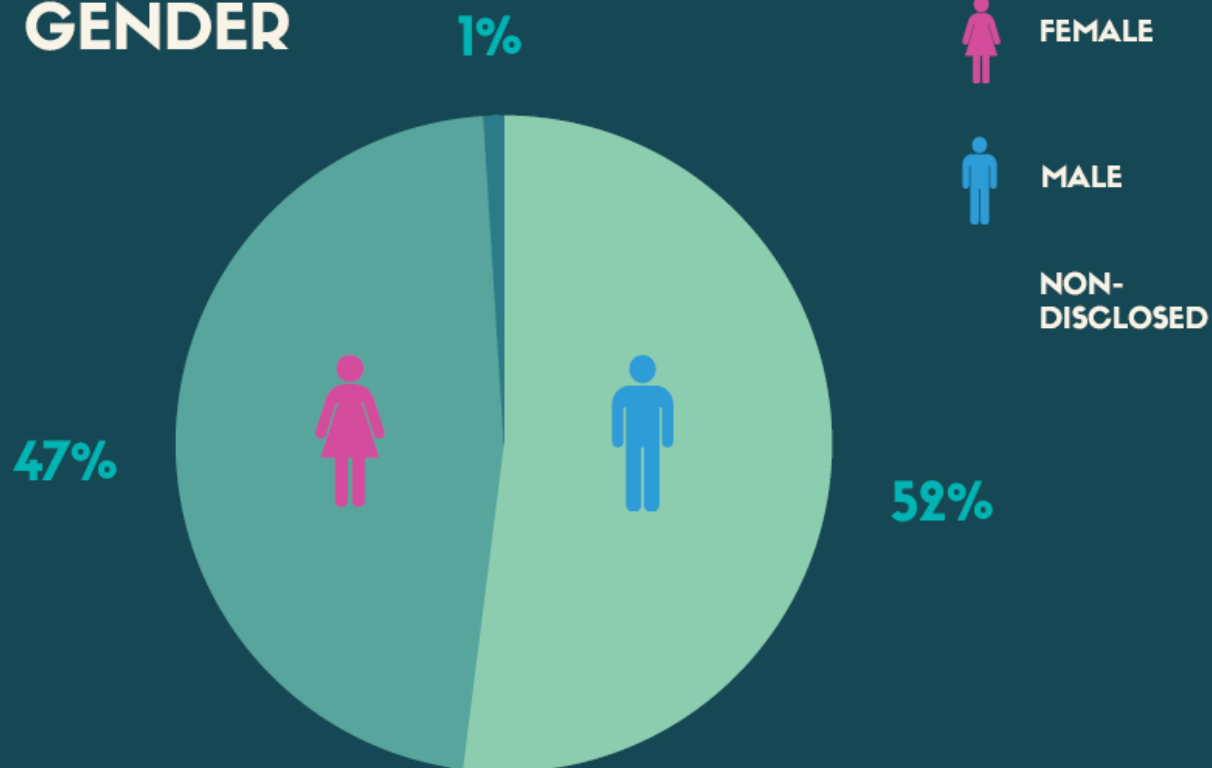
SOURCE: U.S. CENSUS BUREAU AMERICAN COMMUNITY SURVEY 2019

CITY OF IRVINE WORKFORCE

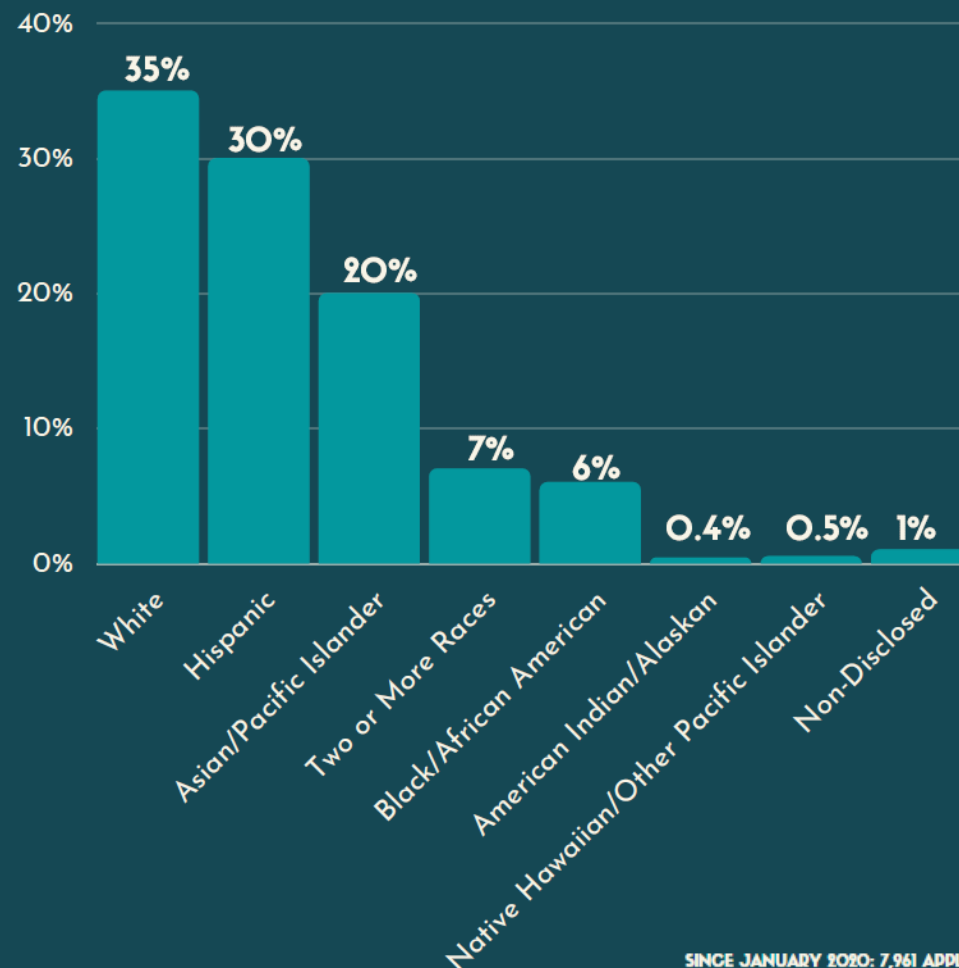
BY THE NUMBERS APPLICANTS



GENDER



ETHNICITY

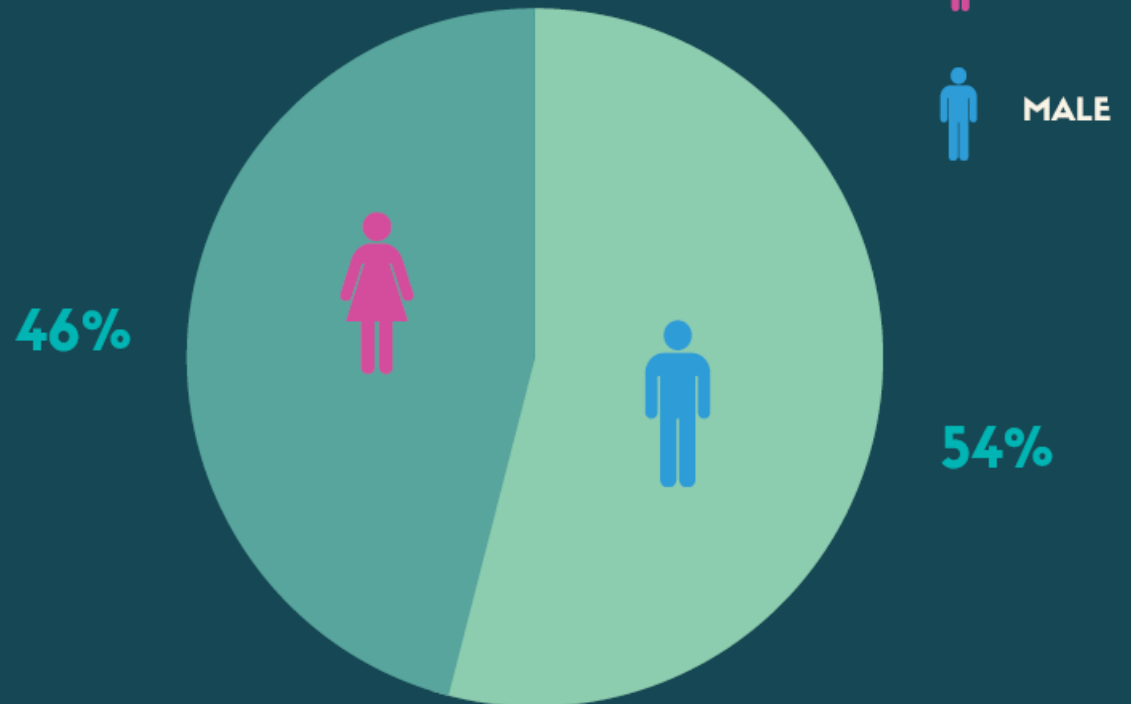


SINCE JANUARY 2020: 7,961 APPLICATIONS

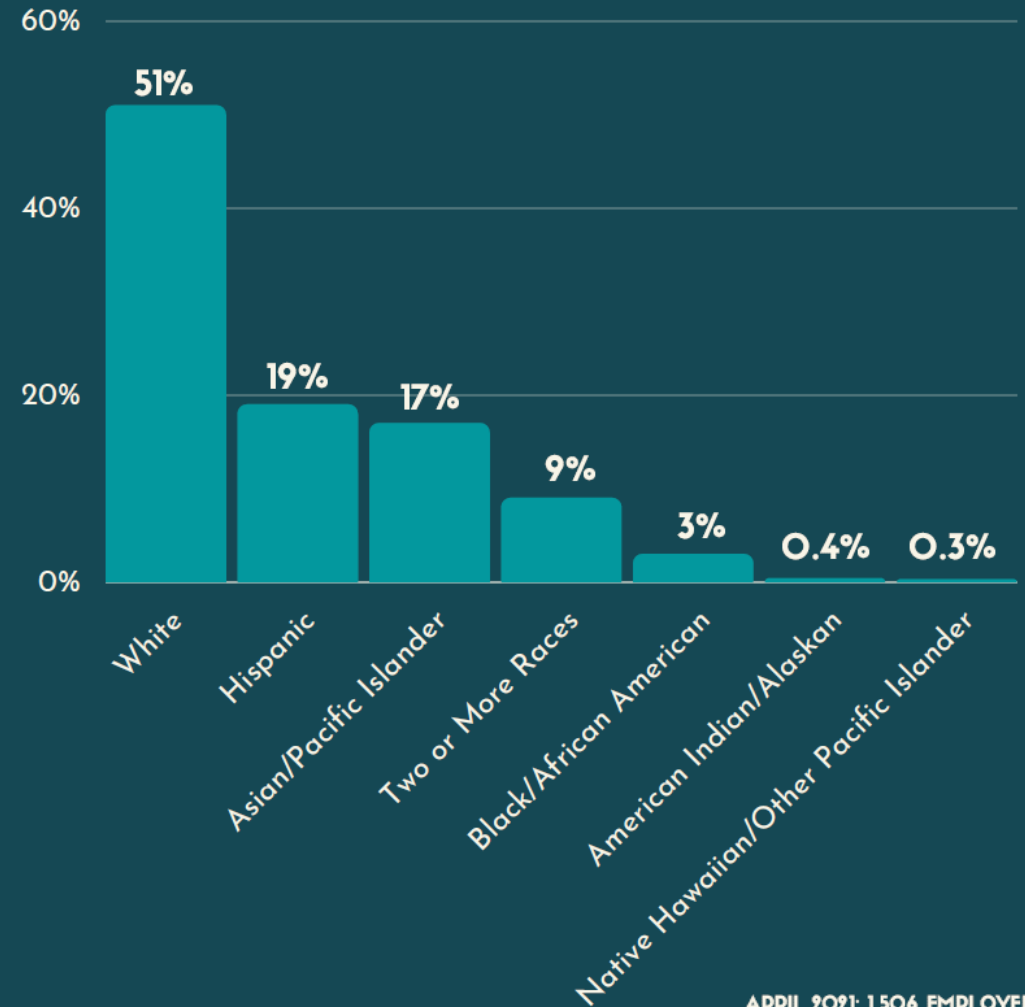
CITY OF IRVINE WORKFORCE

BY THE NUMBERS DEMOGRAPHICS

GENDER



ETHNICITY

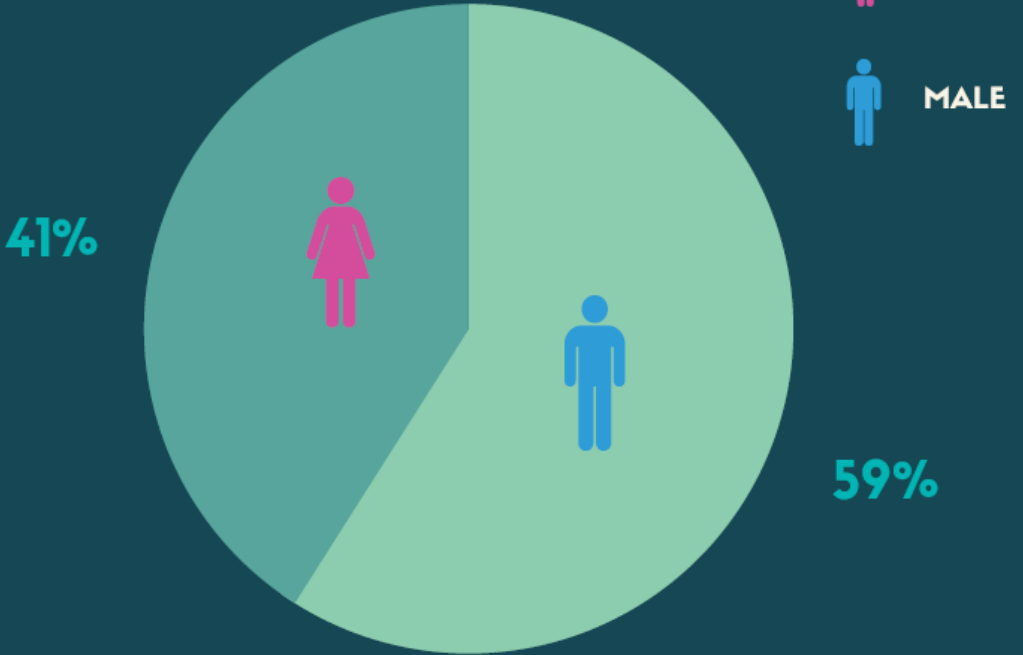


CITY OF IRVINE WORKFORCE

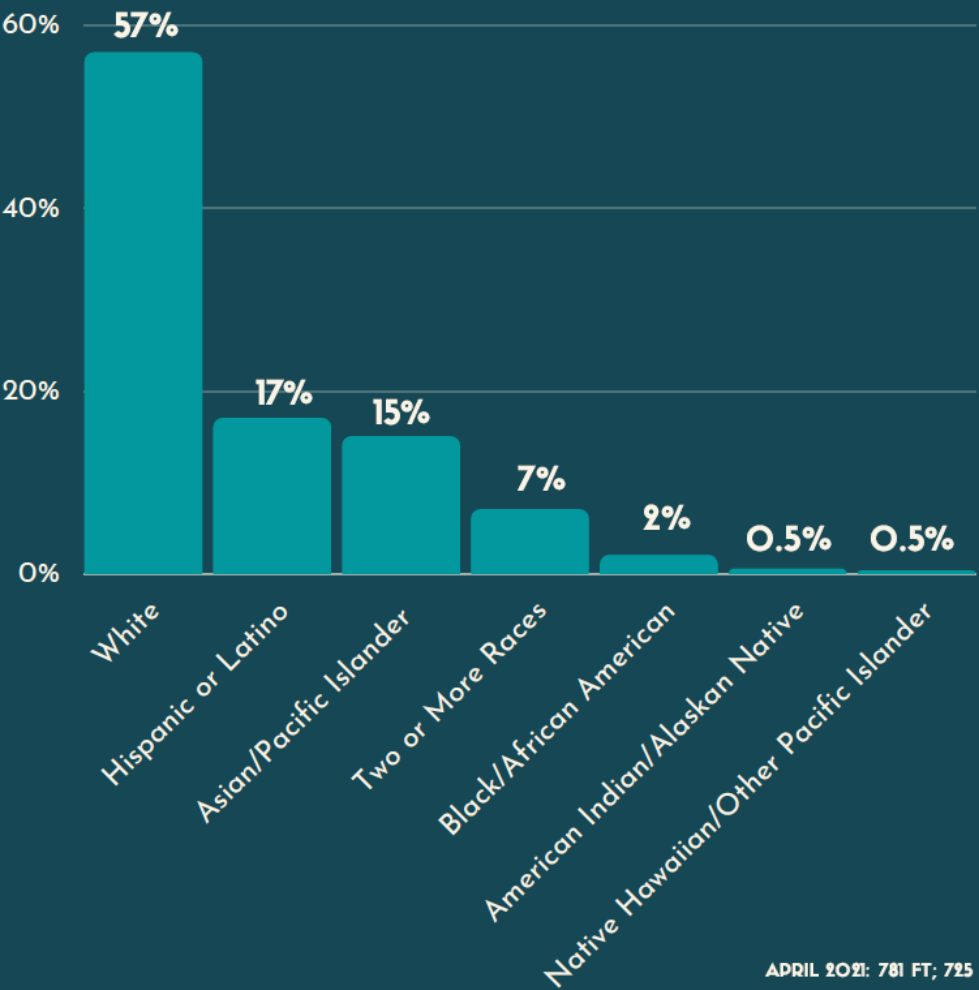
BY THE NUMBERS FULL-TIME VS. PART-TIME



GENDER



ETHNICITY

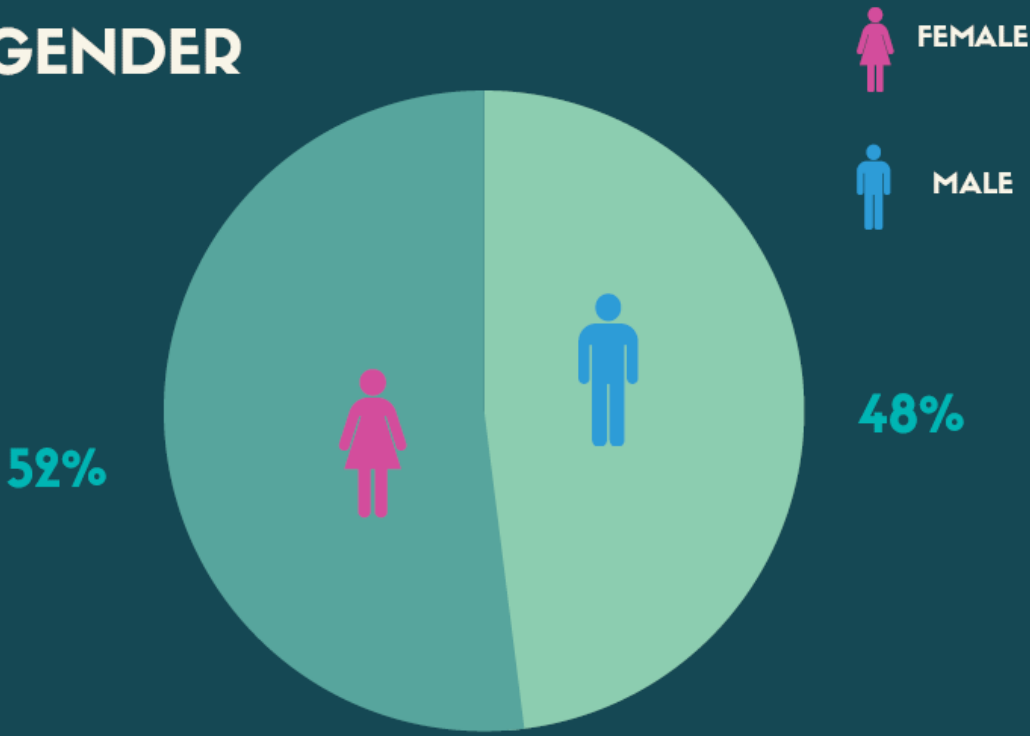


CITY OF IRVINE WORKFORCE

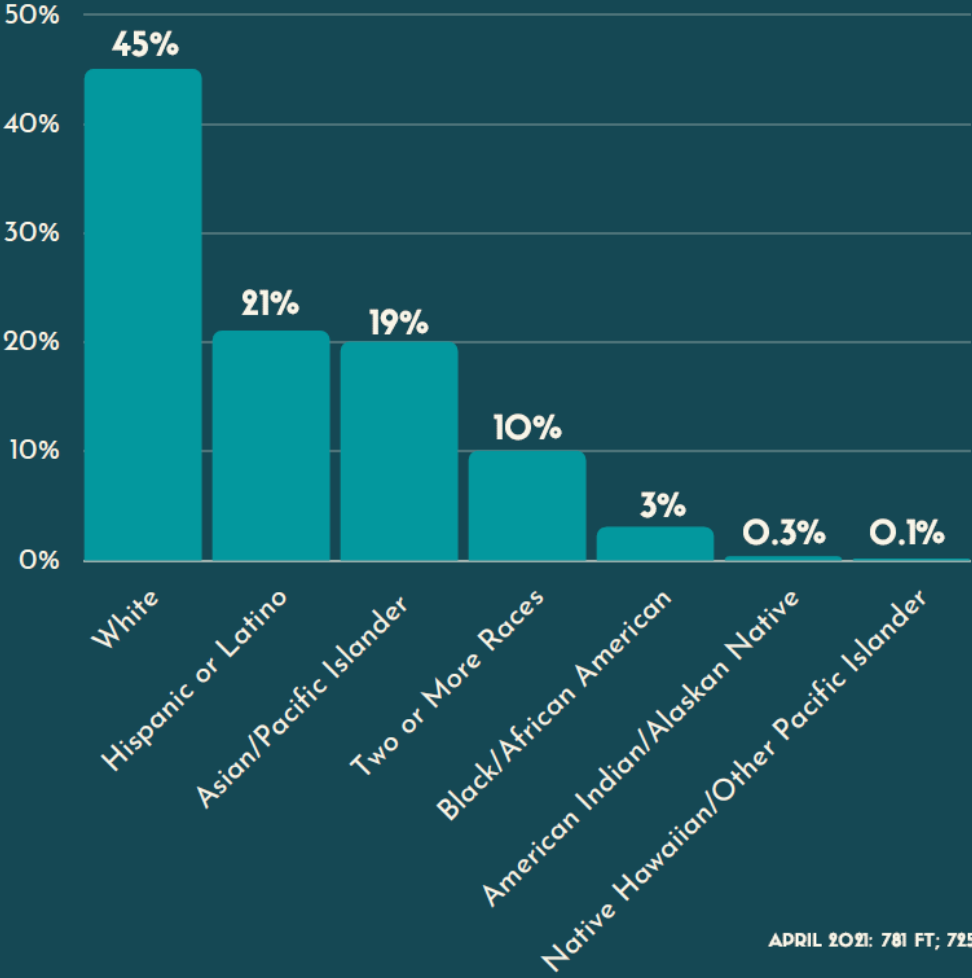
BY THE NUMBERS FULL-TIME VS. PART-TIME



GENDER



ETHNICITY

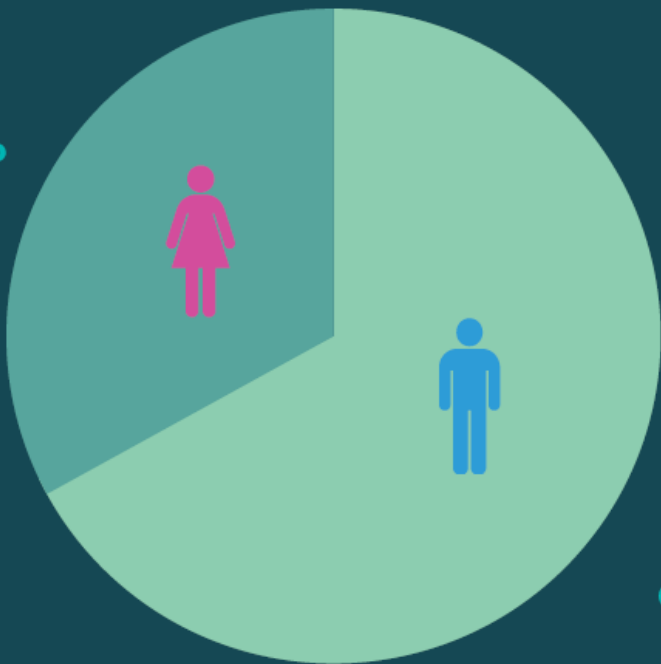


CITY OF IRVINE WORKFORCE

BY THE NUMBERS MANAGEMENT VS. NON-MANAGEMENT

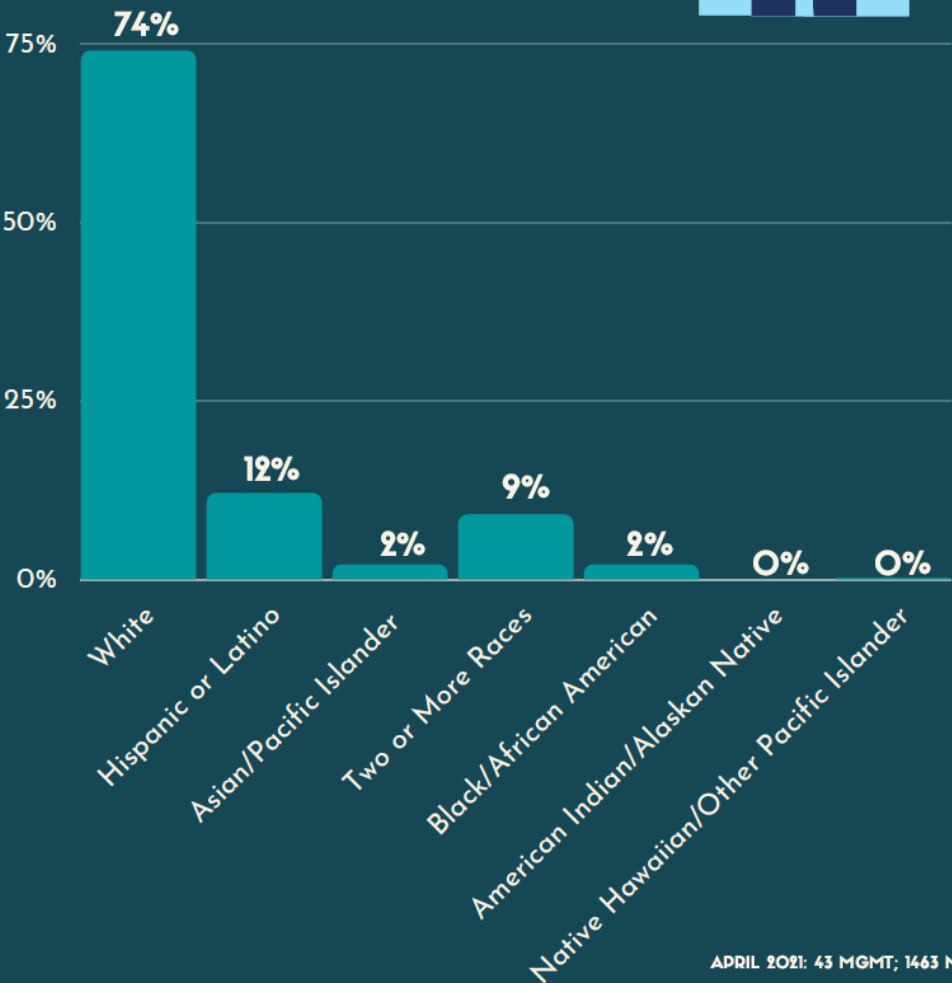


33%



67%

ETHNICITY

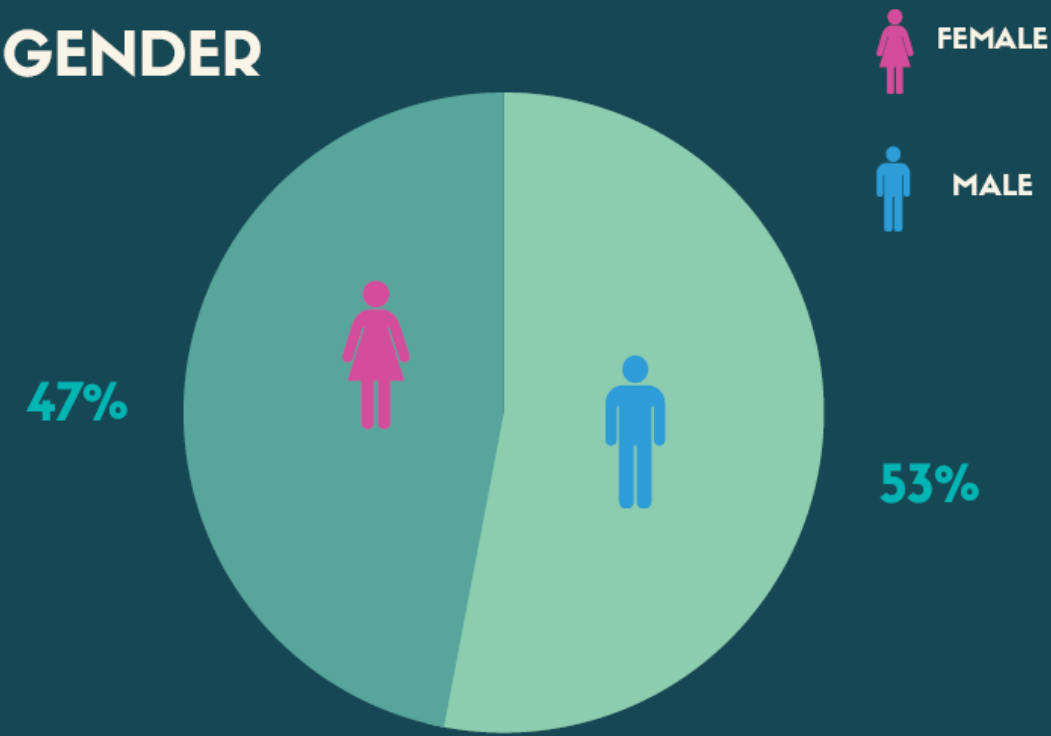


CITY OF IRVINE WORKFORCE

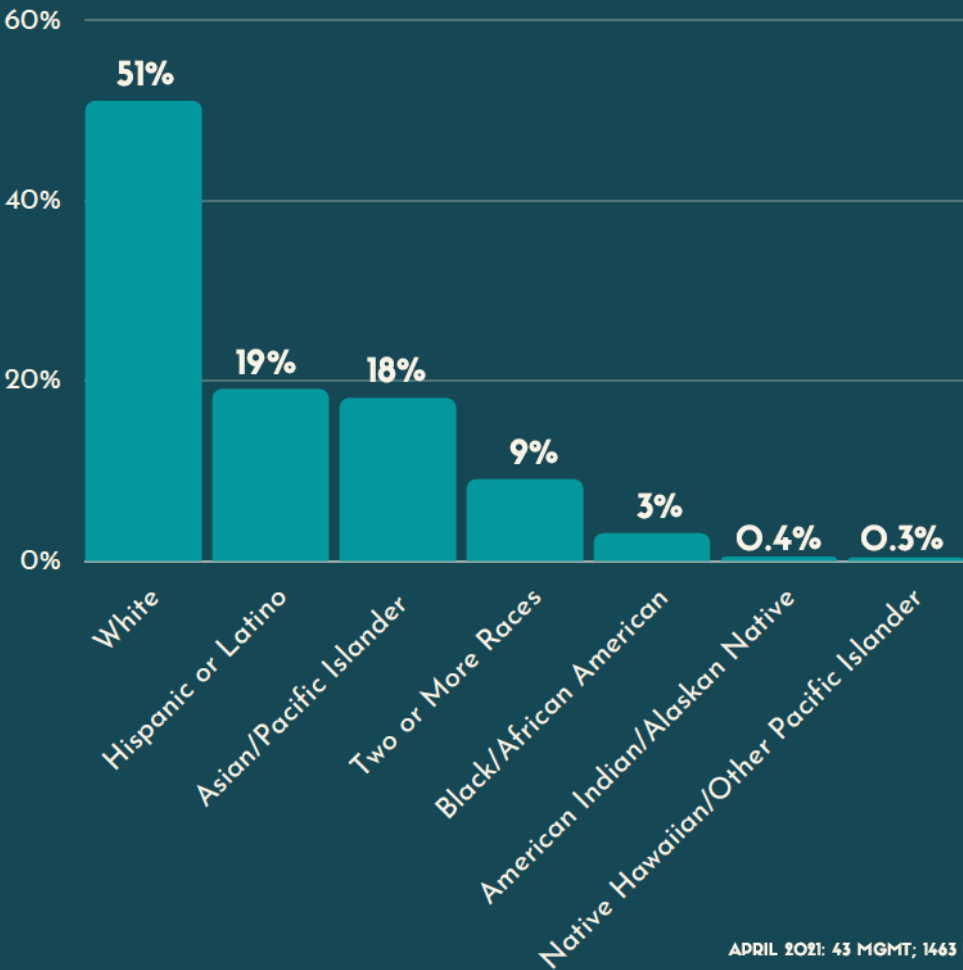
BY THE NUMBERS MANAGEMENT VS. NON-MANAGEMENT



GENDER



ETHNICITY

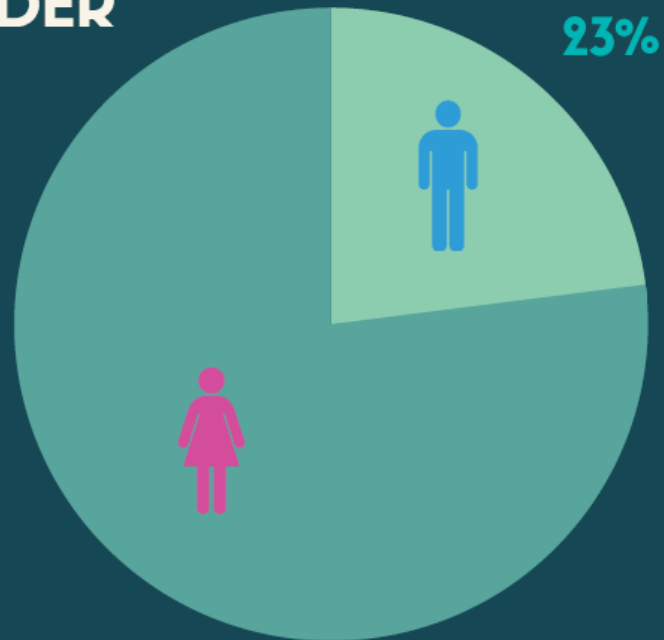


CITY OF IRVINE WORKFORCE

BY THE NUMBERS CITY MANAGER'S OFFICE



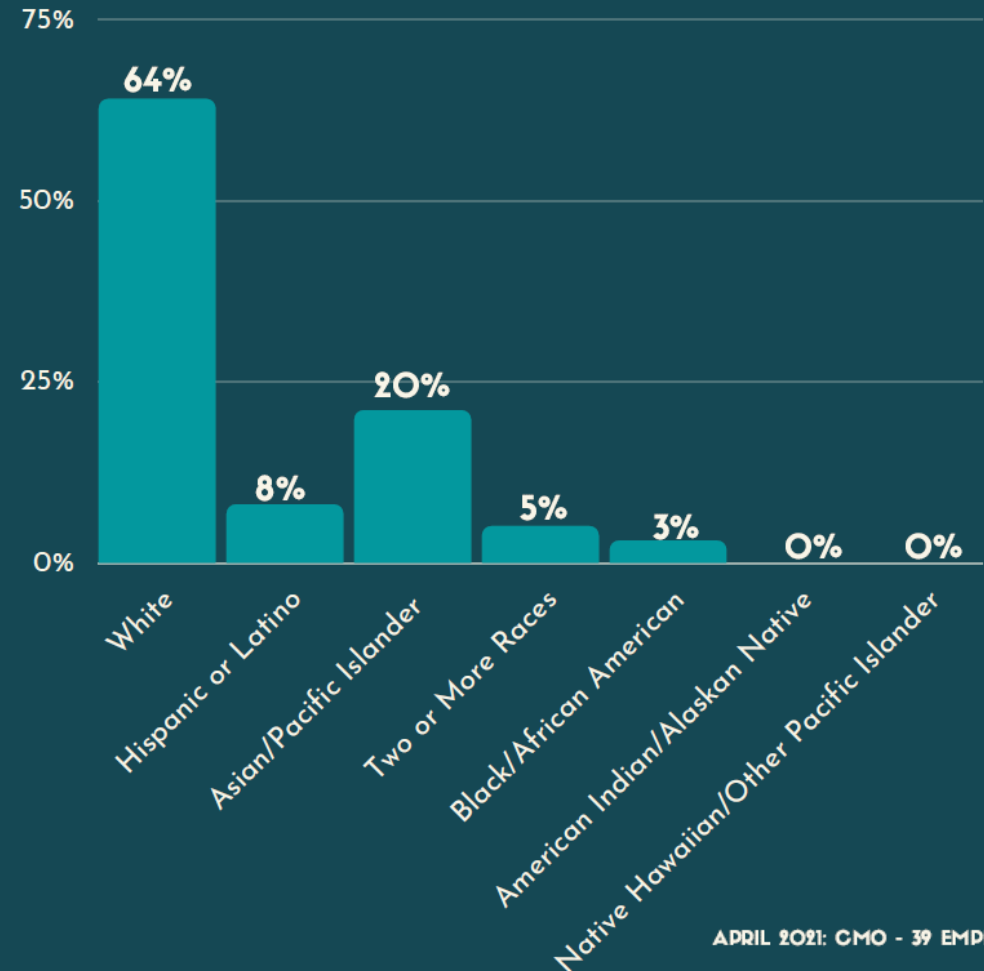
GENDER



77%



ETHNICITY

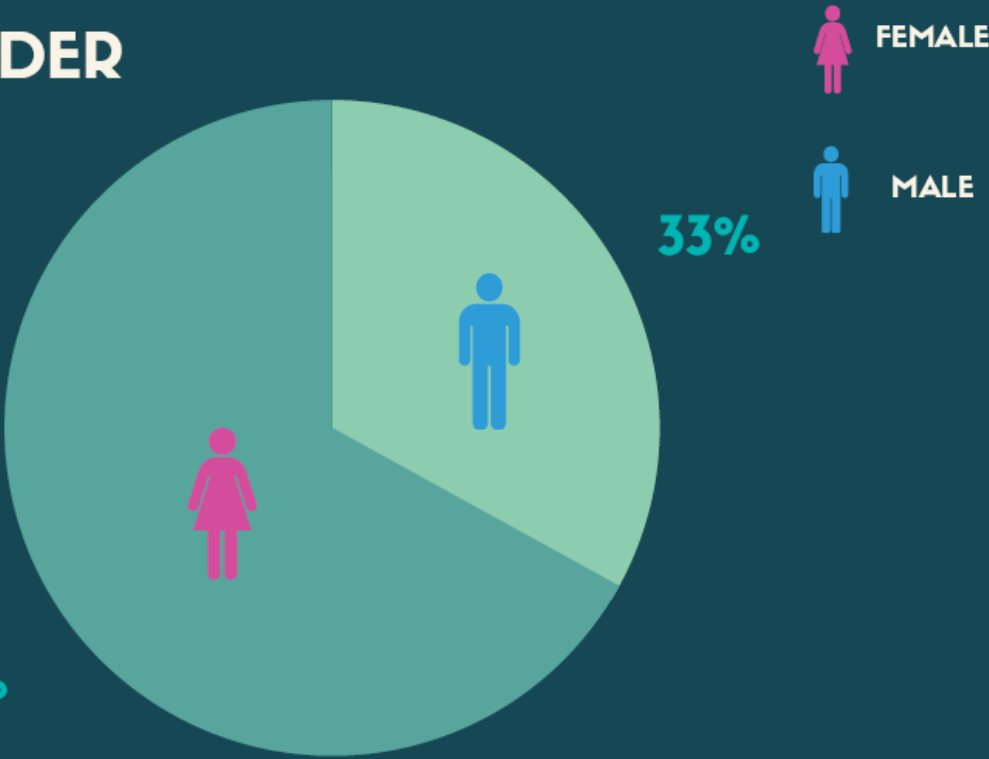


CITY OF IRVINE WORKFORCE

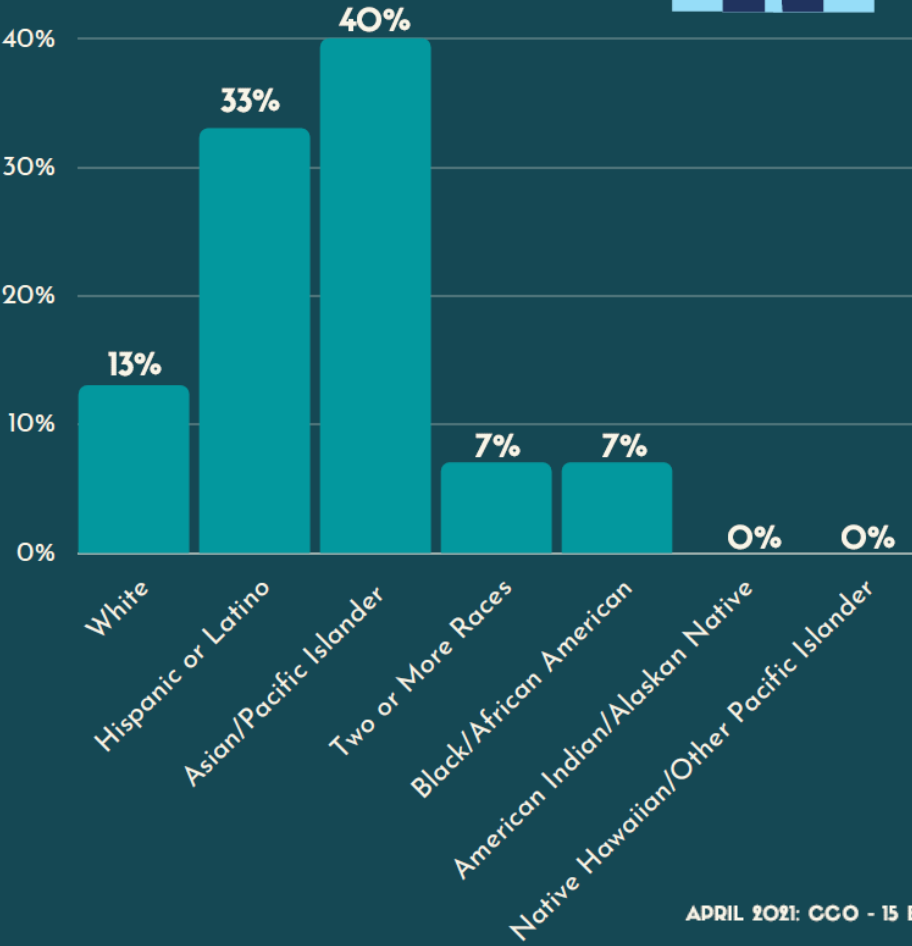
BY THE NUMBERS CITY CLERK'S OFFICE



GENDER



ETHNICITY



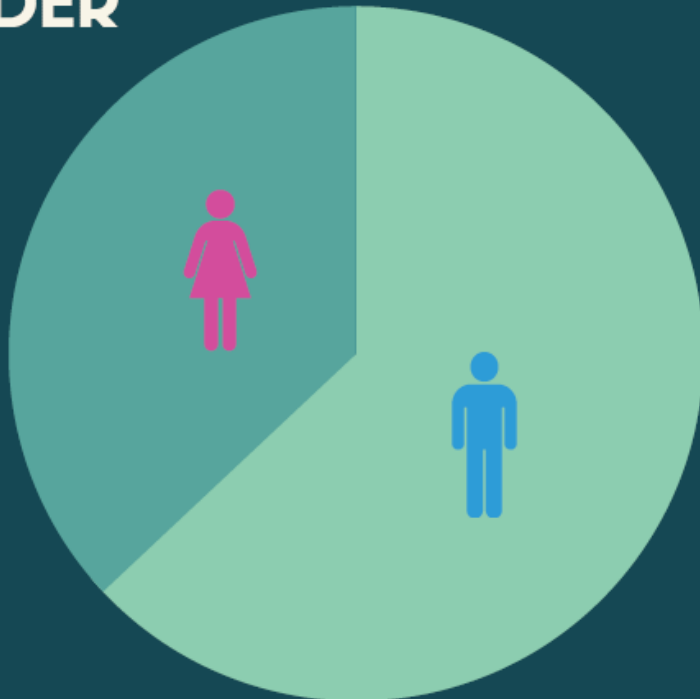
CITY OF IRVINE WORKFORCE

BY THE NUMBERS COMMUNITY DEVELOPMENT



GENDER

37%



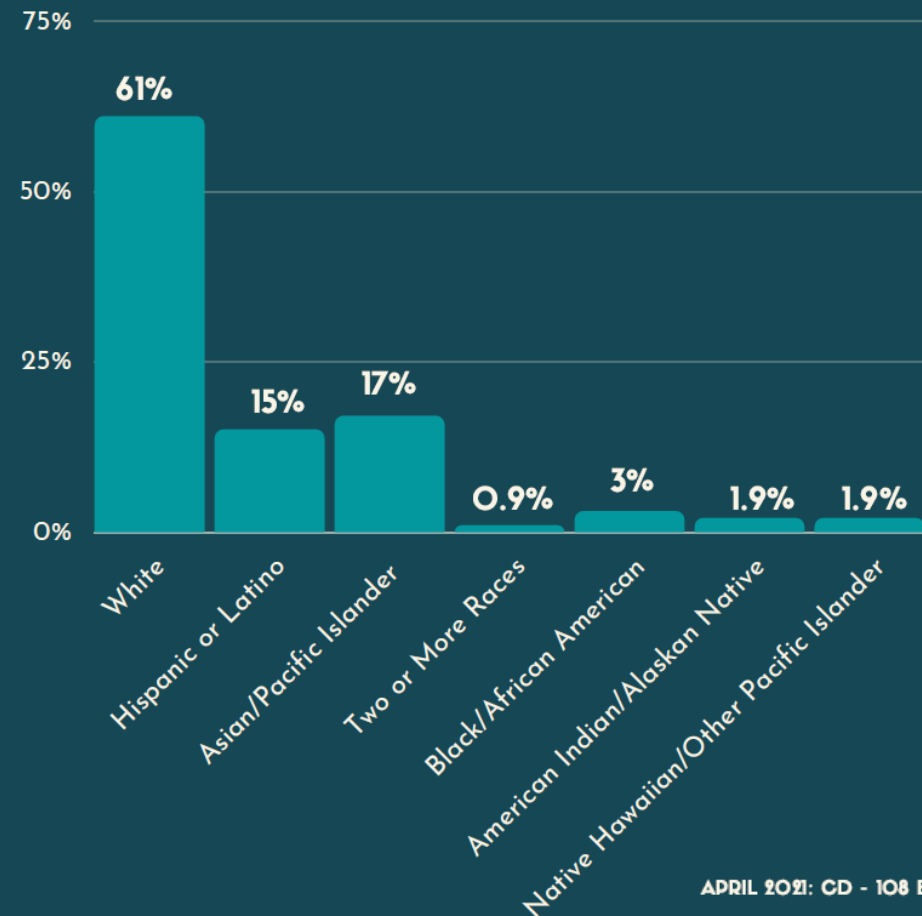
FEMALE



MALE

63%

ETHNICITY

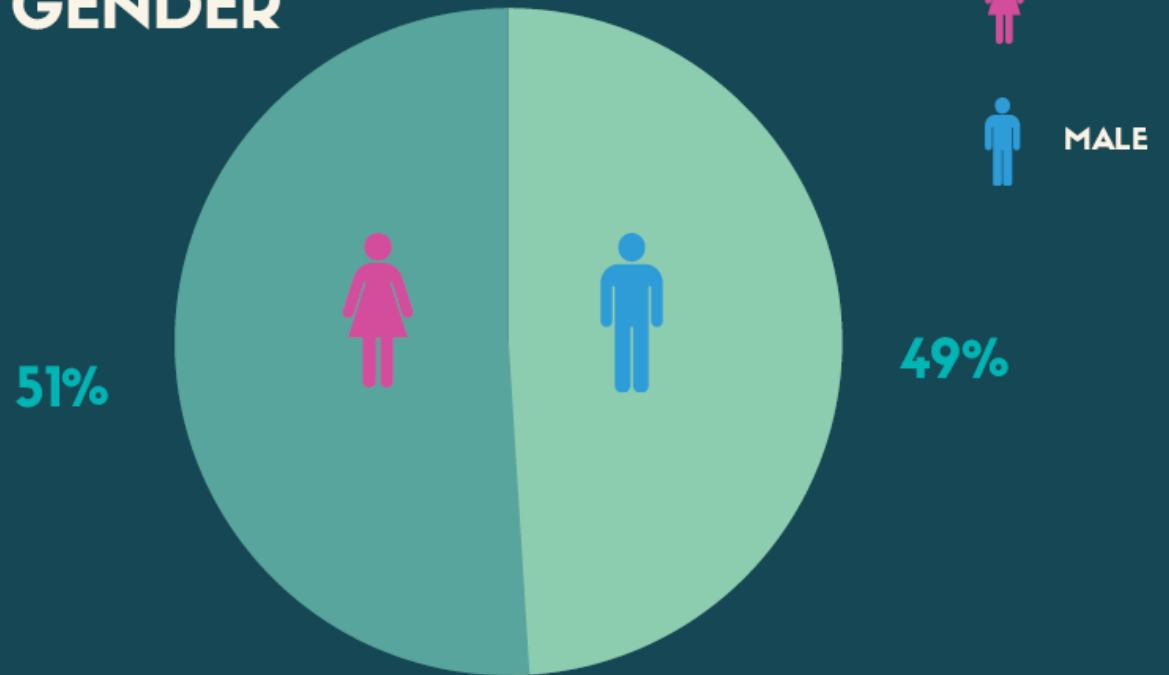


CITY OF IRVINE WORKFORCE

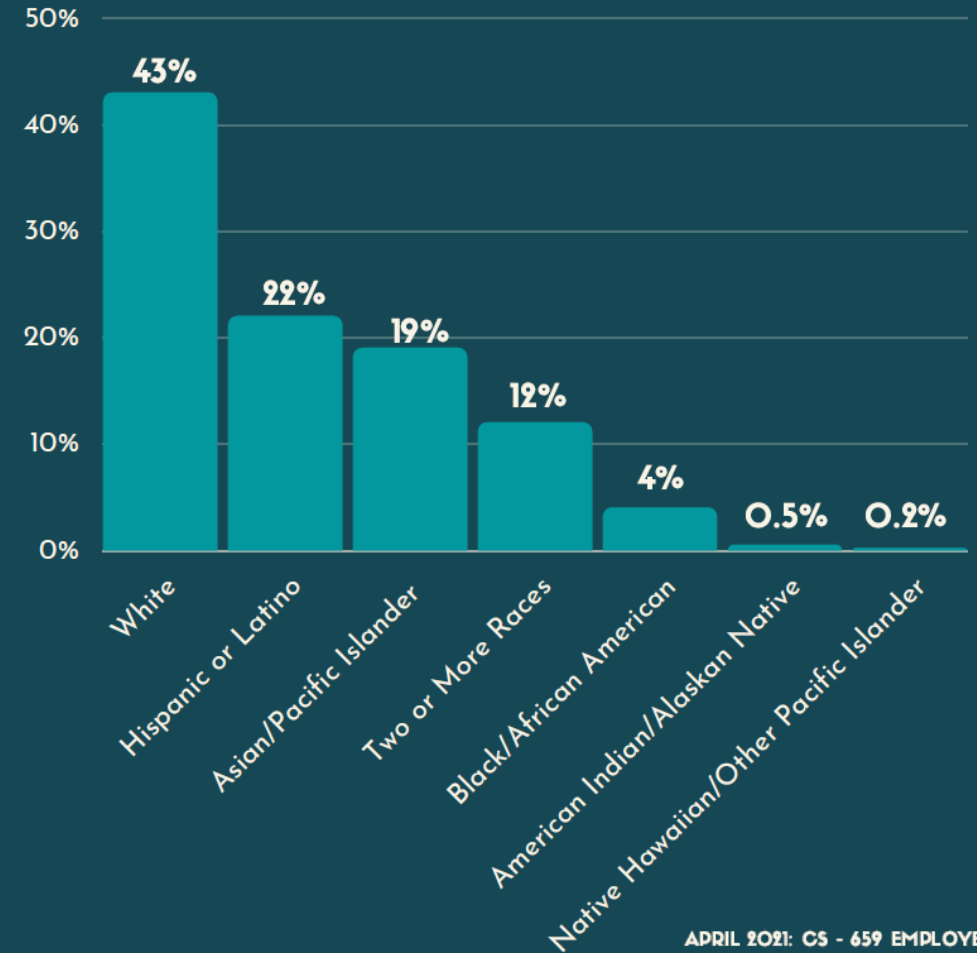
BY THE NUMBERS COMMUNITY SERVICES



GENDER



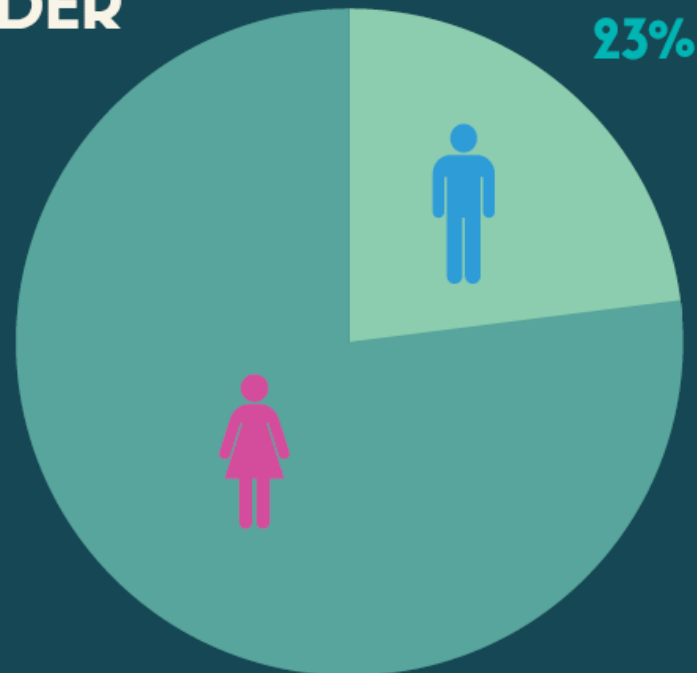
ETHNICITY



CITY OF IRVINE WORKFORCE

BY THE NUMBERS FINANCIAL MANAGEMENT & STRATEGIC PLANNING

GENDER



77%

23%



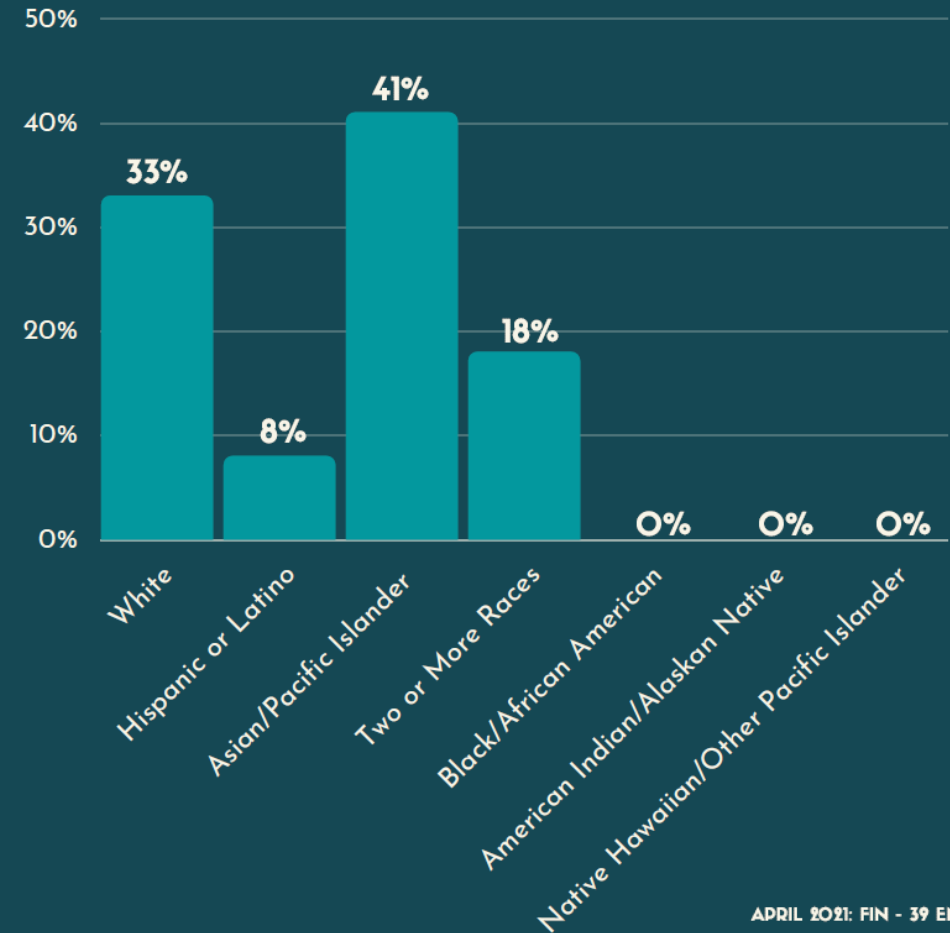
FEMALE



MALE



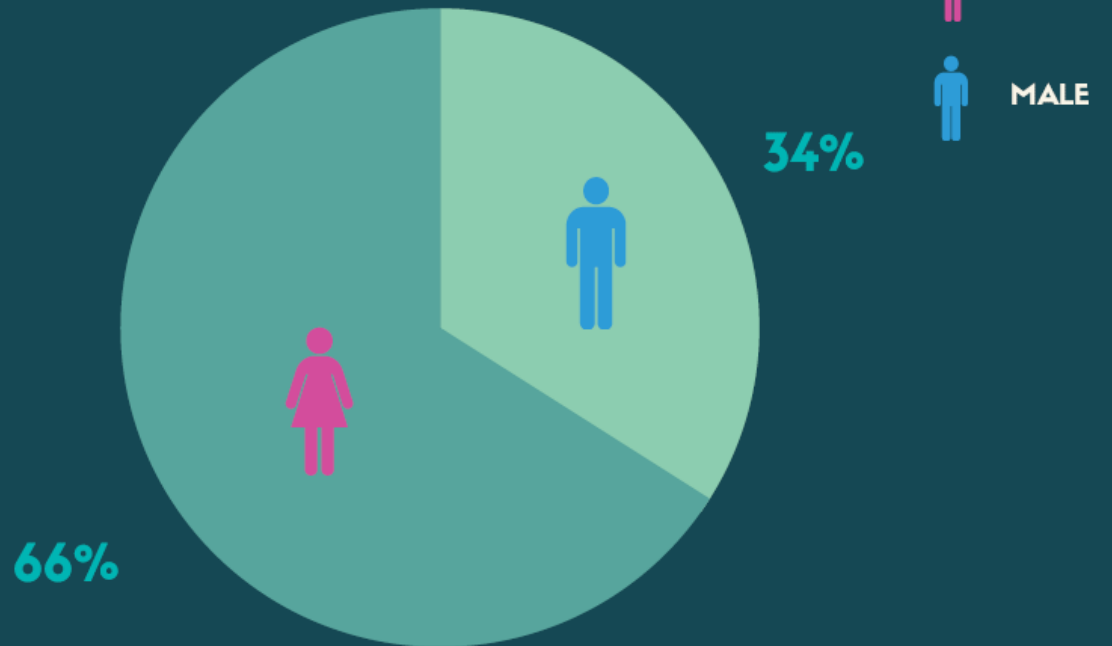
ETHNICITY



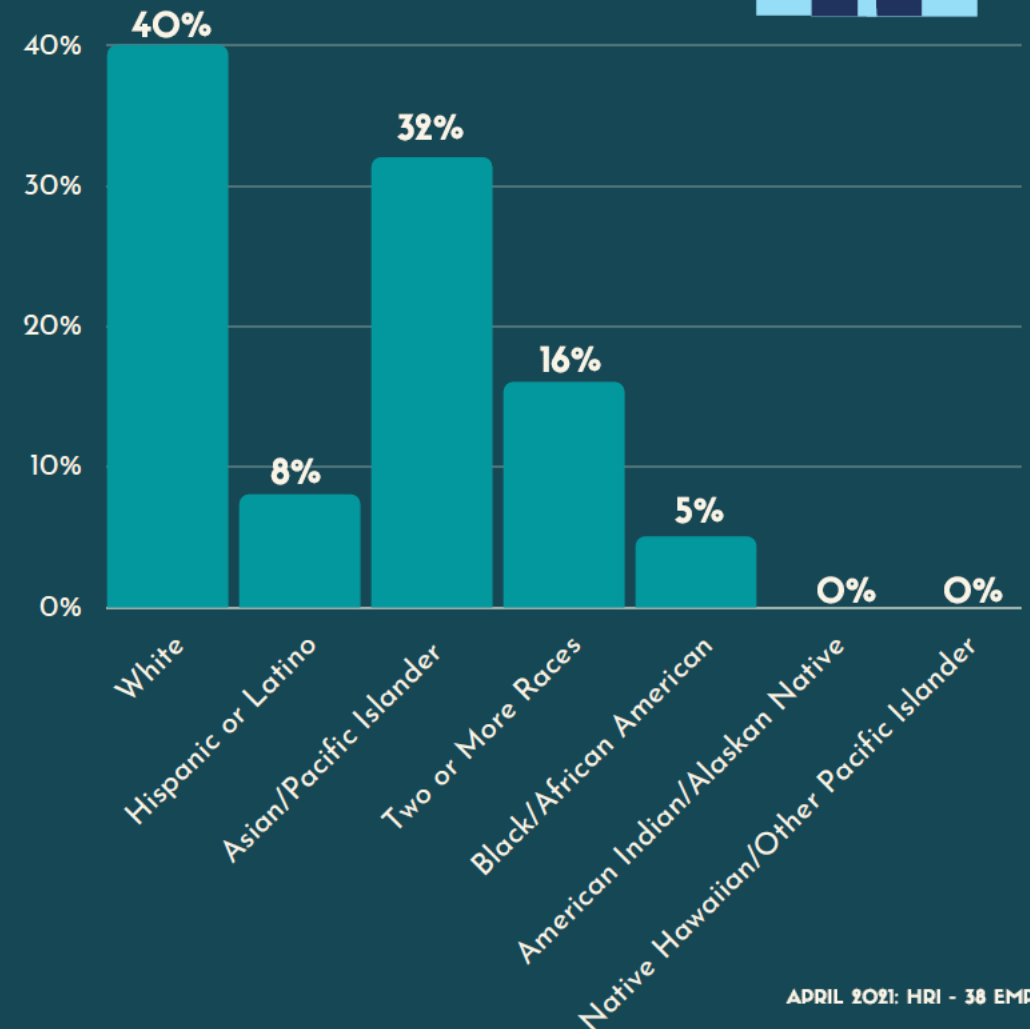
CITY OF IRVINE WORKFORCE

BY THE NUMBERS HUMAN RESOURCES & INNOVATION

GENDER



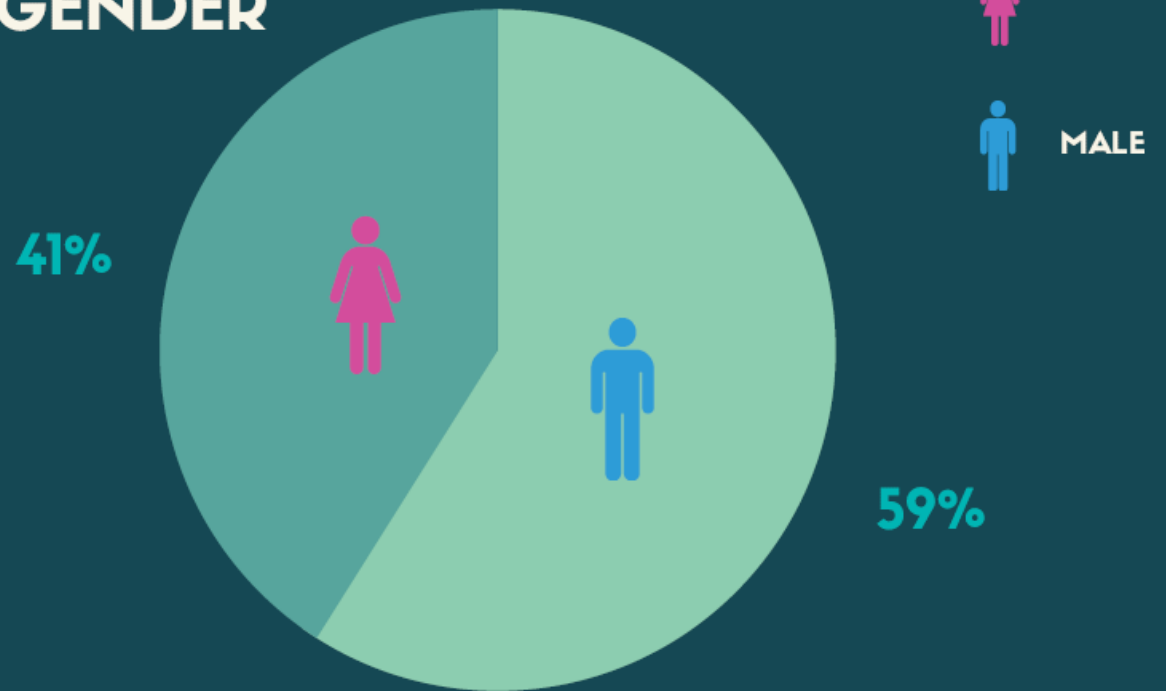
ETHNICITY



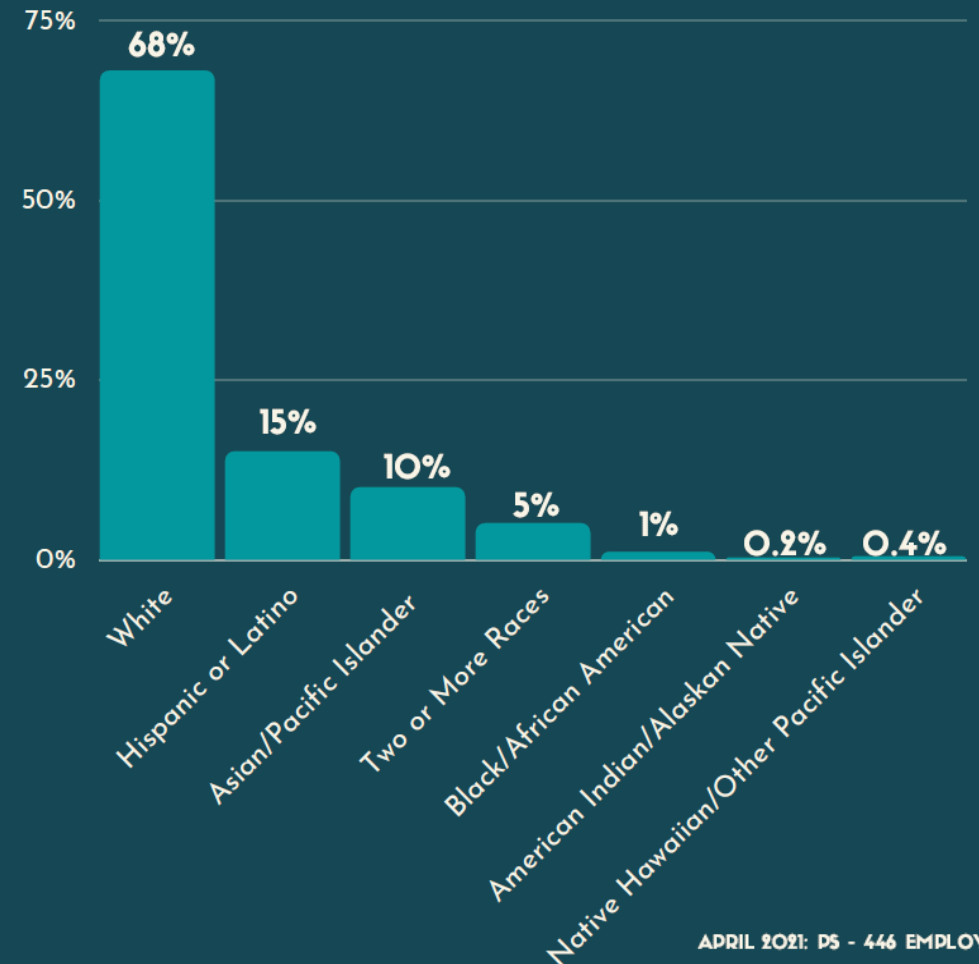
CITY OF IRVINE WORKFORCE

BY THE NUMBERS PUBLIC SAFETY

GENDER

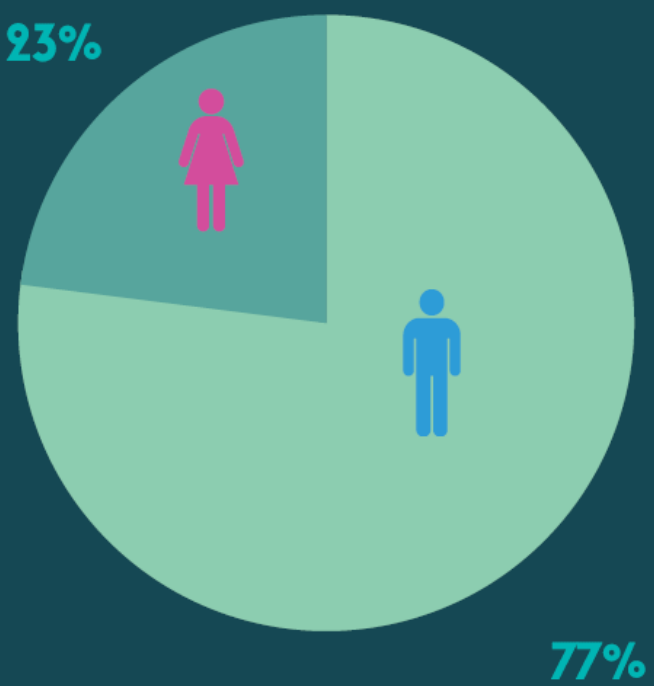


ETHNICITY

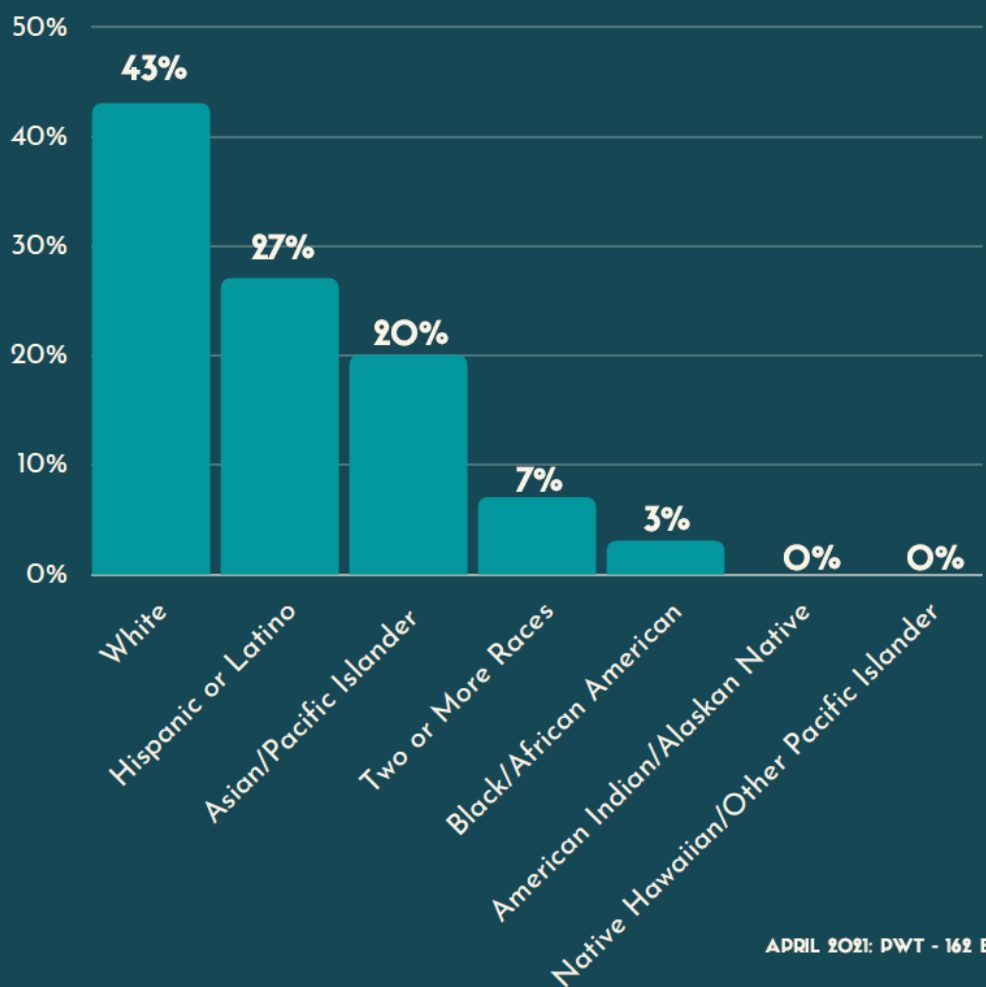


CITY OF IRVINE WORKFORCE

BY THE NUMBERS PUBLIC WORKS & TRANSPORTATION GENDER



ETHNICITY



2. IDENTIFY DIVERSITY GAPS

There is under-representation of candidates and incumbents in the following **five departments**:

1. *City Manager's Office*
2. *Community Development*
3. *Community Services*
4. *Public Safety*
5. *Public Works & Transportation*

... and at the **executive management** level across all departments



3. DEVELOP GOALS & SOLUTIONS

Goal 1: Build a more diverse and inclusive workforce in which employees reflect the diversity of all city levels

Initiatives

- Advertise and recruit in different publications and in multiple languages, with outreach through community based organizations and videos
- Public Safety's recruitment efforts to be used as model for other departments (using digital signs, website and social media to attract candidates from diverse backgrounds, with material published in *English, Farsi, Korean, Mandarin, and Spanish*)



3. DEVELOP GOALS & SOLUTIONS (CONTINUED)

Goal 1: Build a more diverse and inclusive workforce in which employees reflect the diversity of all city levels

Initiatives

- Outreach through higher education partners, such as UC Irvine, Brandman University, Irvine Valley College, and others
- Participation with Orange County Business Council's Workforce Development Committee
- Engage diverse interview panels
- Hide applicant names from applications during screening to eliminate bias



3. DEVELOP GOALS & SOLUTIONS (CONTINUED)

Goal 2: Welcome and value differences (racial/ethnic/gender) as a strength and leverage diverse talent to delivery city services and programs

Initiatives

- Provide internship opportunities that encourage diverse applicants
- Engage employees in meaningful multi-language and multi-cultural activities

Goal 3: Implement an unbiased equity framework and principles of fairness in all employee performance reviews, promotions, and disciplinary actions

Initiatives

- Require second-level review of promotional requests within each department, and by the City Manager
- Implement random audit of performance reviews and disciplinary actions, with employee names hidden, by HR and City Manager's Office



3. DEVELOP GOALS & SOLUTIONS (CONTINUED)

Goal 4: Implement employee development programs in collaboration with a diverse working group of employees that promote diversity and inclusion

Initiatives

- Continue Citywide Mentorship Program
- Continue Meet Your Executive Team Series
- Meet Your Teams Series

Goal 5: Celebrate a wide spectrum of employee racial/ethnic demographics

Initiatives

- Offer DEI training to City employees
- International Week/Month for employees in connection with City's Irvine Global Village Festival

LinkedIn Learning

Diversity and Inclusion
Get the training you need to stay ahead with expert-led courses on Diversity and Inclusion

Trending courses

- Unconscious Bias**
663,260 viewers
- Diversity, Inclusion, and Belonging**
501,642 viewers
- Confronting Bias: Thriving Across Our Differences**
334,362 viewers

840 results for "Diversity and Inclusion"

How to Be More Inclusive
By: Madecraft
3,047 viewers · Released Apr 14, 2021

GETTING TO KNOW YOUR EXECUTIVE MANAGEMENT TEAM

- Marianna Marysheva, Interim City Manager, City Manager's Office
- Molly Perry, City Clerk, City Clerk's Office
- Pamela Baird, Director, Community Services
- Mark Steuer, Director, Public Works & Transportation
- Kristin Griffith, Director, Financial Management & Strategic Planning
- Jimma Medina, Director, Human Resources & Innovation
- Michelle Grattenberg, Assistant City Manager, City Manager's Office
- Melissa Halley, Deputy City Manager, City Manager's Office

9-10 a.m. | Microsoft Teams

Mentorship Program

The Department of Human Resources & Innovation is excited to announce the launch of the City's mentorship program. This program enables employees to get to know one another on a professional level by using different perspectives to guide each other and coach through challenges.

As a mentor you will be paired with a mentee to help navigate their career path, offer words of advice, and coach them through professional challenges.

[CLICK HERE TO APPLY](#)

Timeline & Meetings

- Mentor Appointments: October
- Mentor Virtual Orientation: Tuesday, November 2, 2021
- Mentor Meetings: November 2020 - April 2021
- Mentorship Program Wrap-Up: Tuesday, April 20, 2021

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- Committee Member Questions and Deliberation
- Public Q&A
- Adjournment - Next meeting in May 2021



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