

Proposal for “Inclusivity Impact Report”

Council Strategic Plan Goal 2.0 for SEJC July 2019 meeting review

Objective: To create a process that will ensure that inclusivity is considered in each staff report prepared for Albany City Council.

Overview: The SEJC has, in alignment with the City Council, a work-plan objective to “Continue to Promote Communitywide Inclusivity”. The City of Albany recognizes that we enhance our potential as a city when we honor, celebrate, and include all members of our community. In support of that goal the SEJC is putting forward a recommendation to Council to direct staff to include an “Inclusivity Impact Report” in each staff report to Council that accompanies policy proposal or city legislation. The inclusivity impact report will include an assessment of the likely impact of policies on potentially under-represented groups, including those defined by age, gender identity, race, ethnicity, disability status, sexual orientation, primary language, economic status, education level, and housing status.

Methodology: The inclusivity impact report will include a narrative review of the proposed policy or legislation and that policy’s potential impact upon potentially under-represented groups. The impact report is not presumed to be comprehensive or data driven but rather a reflection of available information. It will create the specific, purposeful opportunity to reflect on potential issues surrounding inclusivity. It is expected that the length of the “Inclusivity Impact Report” would be no longer than 1-2

paragraphs in most instances and in some instances will simply state “no obvious impact on inclusivity or diversity”.

In order to facilitate the improvement of this process, SEJC will remain available at Council’s request to review past reports on an intermittent basis.

Responsible Parties: All staff persons responsible for writing a staff report at the request of council.

Item 6-2
Social & Economic Justice Commission Meeting
July 2, 2019

City of Albany
 State and Local Government Information
 2019 EEO-4 Data Report

We are a workforce that includes approximately 65 percent white, 16 percent Asian American, 9 percent Hispanic, 7 percent African American, 1 percent Hawaiian, 1 percent Native American, and 1 percent two or more races. The full breakdown by gender appears below, showing how this diversity carries through our organization.

JOB CATEGORY	%(Number) Male	%(Number) Female
OFFICIALS/ADMINISTRATIVE PROFESSIONALS	2% (3)	9% (12)
TECHNICIANS	8% (11)	5% (7)
PROTECT/SERVE - PARA-PROFESSIONALS	28% (39)	4% (6)
ADMINISTRATIVE SUPPORT	18% (25)	23% (32)
SERVICE/MAINTENANCE	4% (5)	0% (0)
TOTAL	59% (83)	41% (57)

City of Albany
 State and Local Government Information
 2011 EEO-4 Data Report

At that time, our workforce was comprised of approximately 70 percent white, 11 percent African American, 10 percent Asian American/Pacific Islander, and 10 percent Hispanic. The full breakdown by gender appears below:

JOB CATEGORY	%(Number) Male	%(Number) Female
OFFICIALS/ADMINISTRATIVE PROFESSIONALS	12% (15)	8% (10)
TECHNICIANS	2% (2)	1% (1)
PROTECT/SERVE	26% (32)	1% (1)
PARA-PROFESSIONALS	16% (20)	14% (17)
ADMINISTRATIVE SUPPORT	1% (1)	10% (12)
SERVICE/MAINTENANCE	6% (7)	6% (7)
TOTAL	62% (77)	38% (48)

CITY OF ALBANY - LIVE
 STATE AND LOCAL GOVERNMENT INFORMATION
 2019 EEO-4 REPORT

City of Albany
 MELISSA ROJAS
 1000 San Pablo Ave
 Albany, CA 94706

CONTROL NUMBER 001

FUNCTION JURISDICTION TOTALS: FULL/PART-TIME EMPLOYEES

JOB CATEGORY	HISPANIC / LATINO		*****MALE*****						*****FEMALE*****						TOTAL
	M	F	WHITE	BLACK	ASIAN	HAWAII	NATIVE	TWO+	WHITE	BLACK	ASIAN	HAWAII	NATIVE	TWO+	
OFFICIALS/ADM			3						8	1	3				15
PROFESSIONALS			8	1	2				7						18
TECHNICIANS															
PROTECT/SERV	6		31		1				2	3	1				45
PARA-PROFESS															
ADMIN SUPPORT	1	4	15	2	5		1	1	15	3	10				57
SKILLED CRAFT															
SERV/MAINT	1		2		1		1								5
GRAND TOTAL	8	4	59	3	9		1	1	2	32	7	14			140