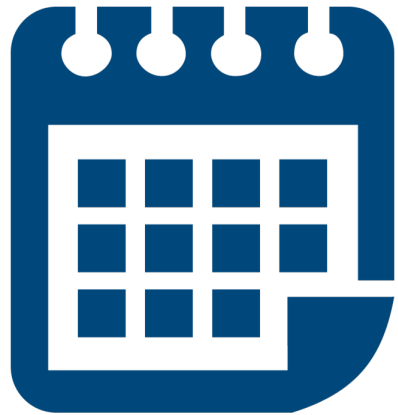


# Informational Update on Diversity, Equity, and Inclusion Work and Invitation for Feedback and Any Direction to Staff

Draft Presentation - Subject to Change

April 12, 2022  
*Item 2022-0092*

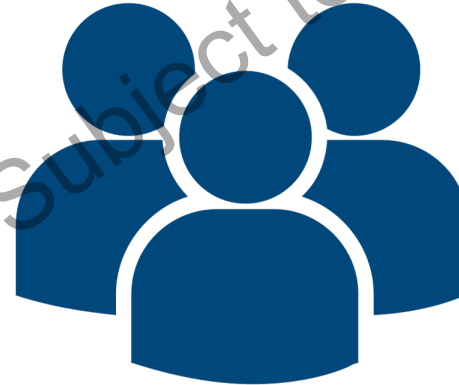
# Presentation Outline



**Outreach**



**Contracting**



**Workforce**



**Looking Forward**

Draft Presentation - Subject to Change

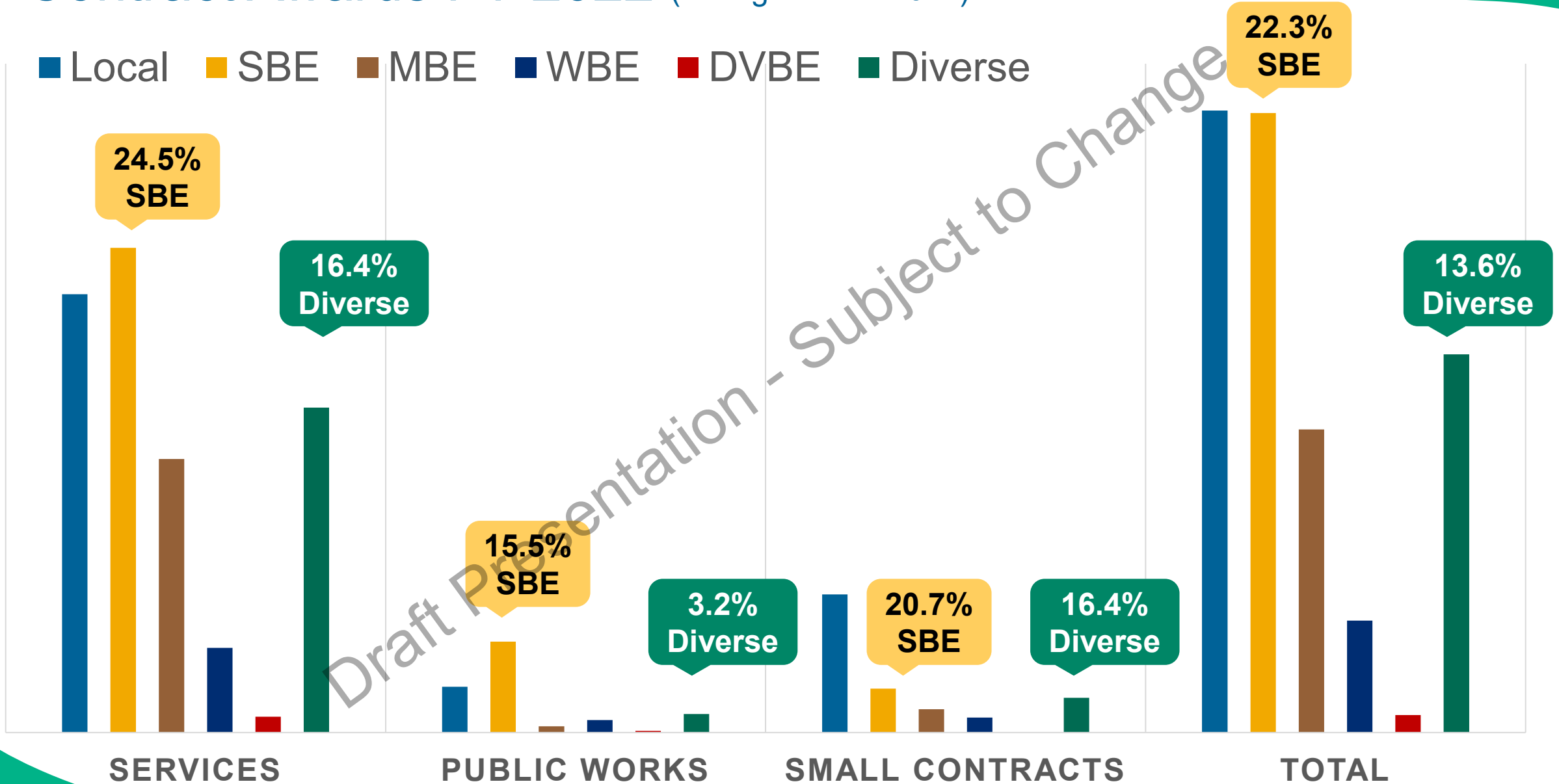
# Outreach 70

- Able-Disabled Business Advisory Council
- Central SD Black Chamber of Commerce
- Chicano Federation
- National Black Contractors Association
- National Society of Black Engineers
- National Veterans Chamber of Commerce SD Chapter
- North SD Small Business Development Council
- Project New Village
- SD Contracting Opportunities Center
- Sweetwater Union High School District
- U.S. Veterans Business Alliance

Draft Presentation - Subject to Change

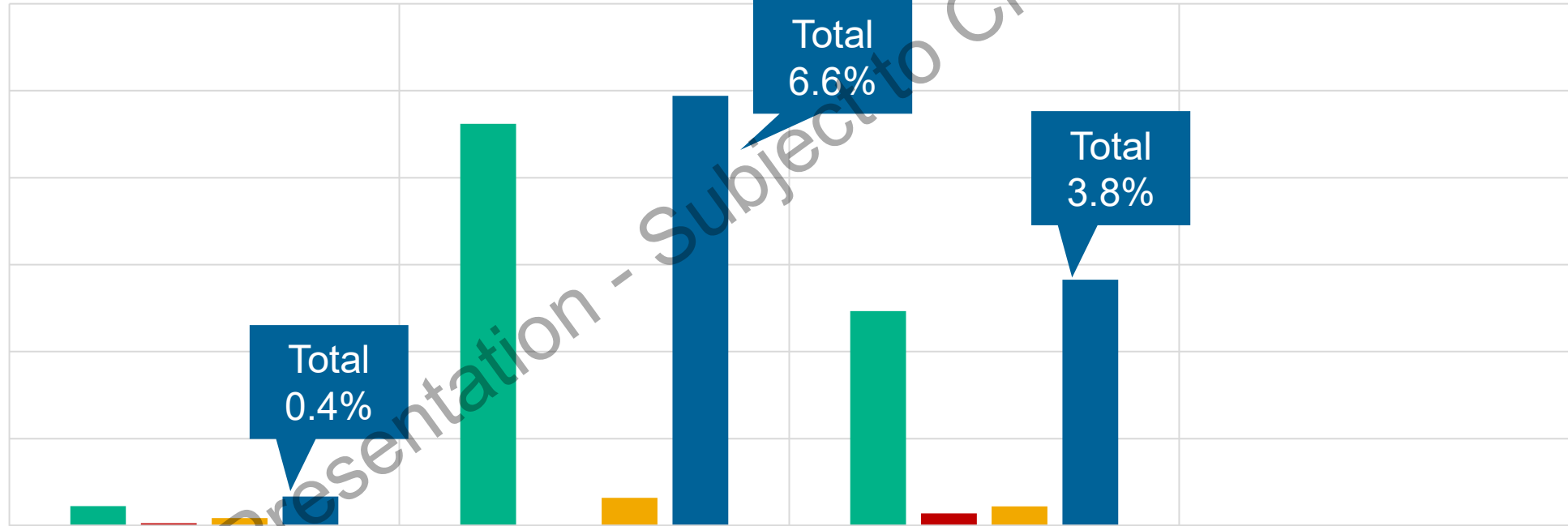
# Contract Awards FY 2022 (through March 2022)

Local SBE MBE WBE DVBE Diverse



# Contract Awards FY 2022 (through March 2022)

■ **Services**
■ **Public Works**
■ **Small Contracts**
■ **Total**

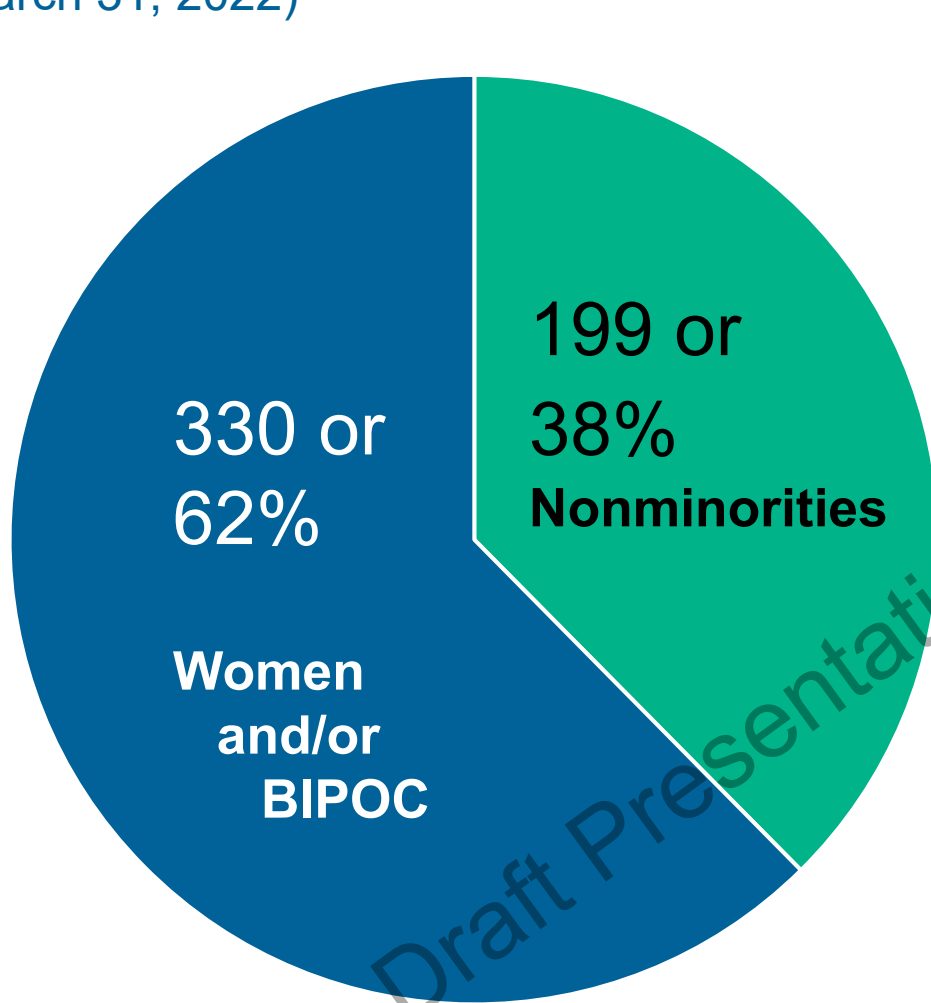


	Black	Hispanic	Asian	American Indian
<b>Services</b>	\$222,083	\$4,620,833	\$2,466,083	\$-
<b>Public Works</b>	\$25,300	\$-	\$140,000	\$-
<b>Small Contracts</b>	\$87,000	\$320,000	\$220,000	\$-
<b>Total</b>	\$334,383	\$4,940,833	\$2,826,083	\$-

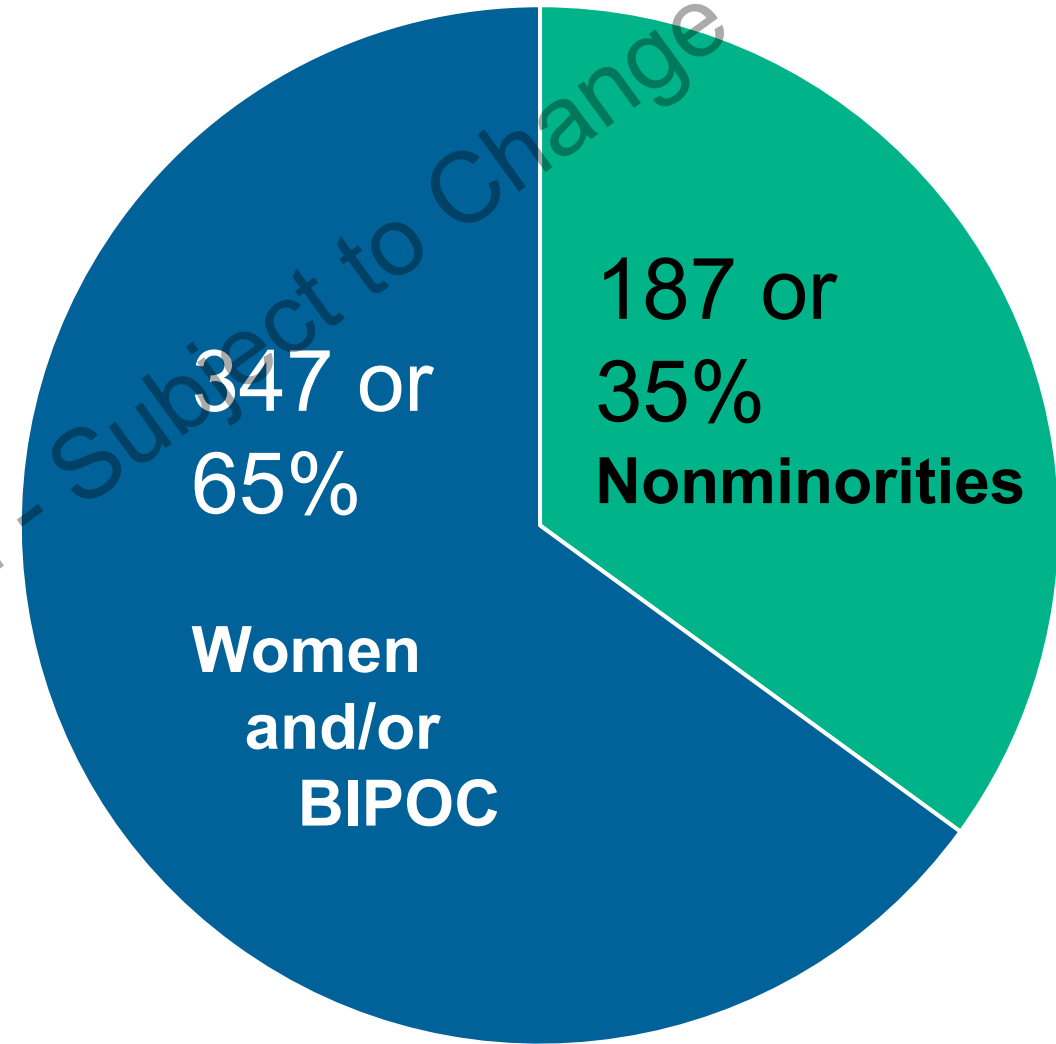
Draft Presentation - Subject to Change

# Workforce

(March 31, 2022)

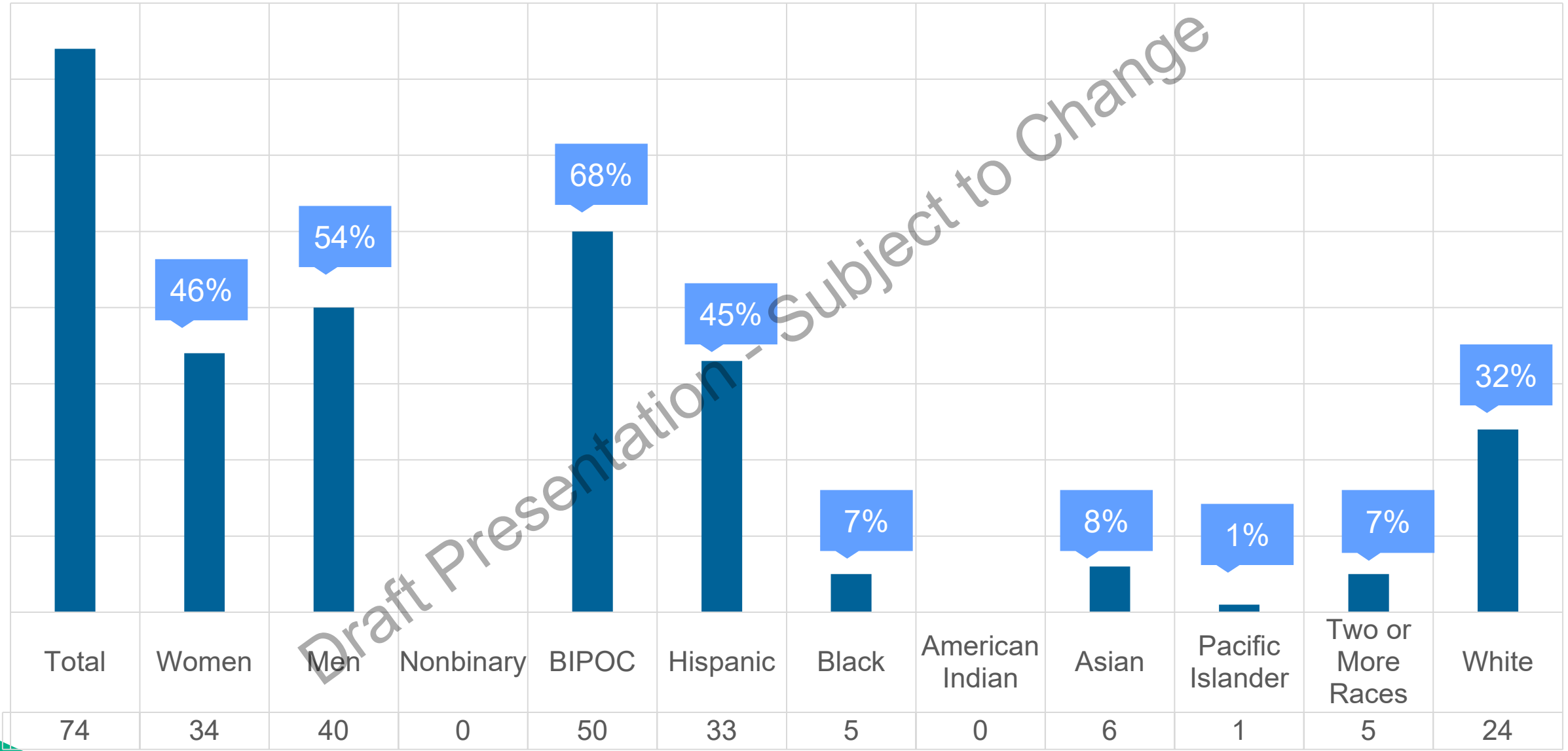


July 1, 2021

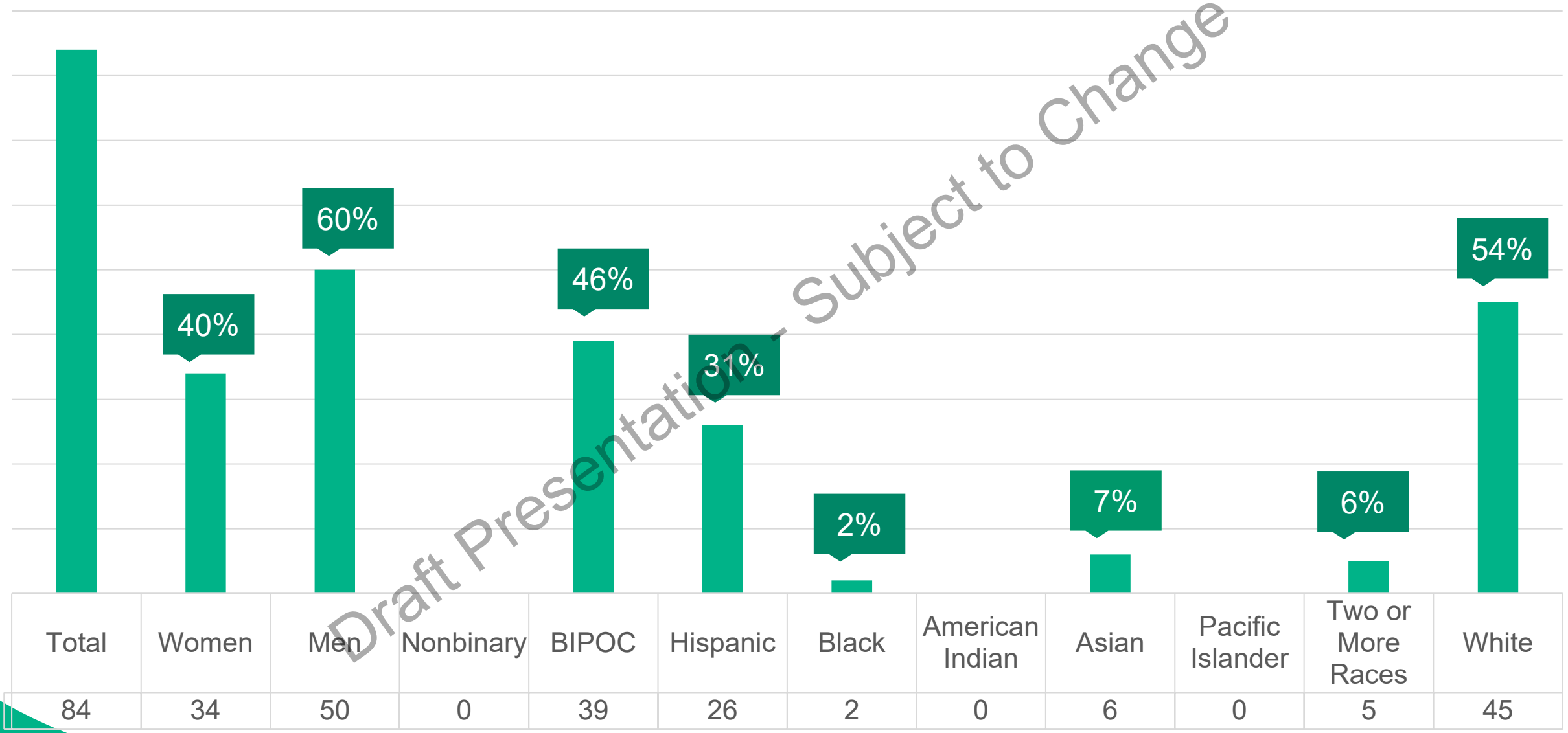


March 31, 2021

# Hires in FY 2022

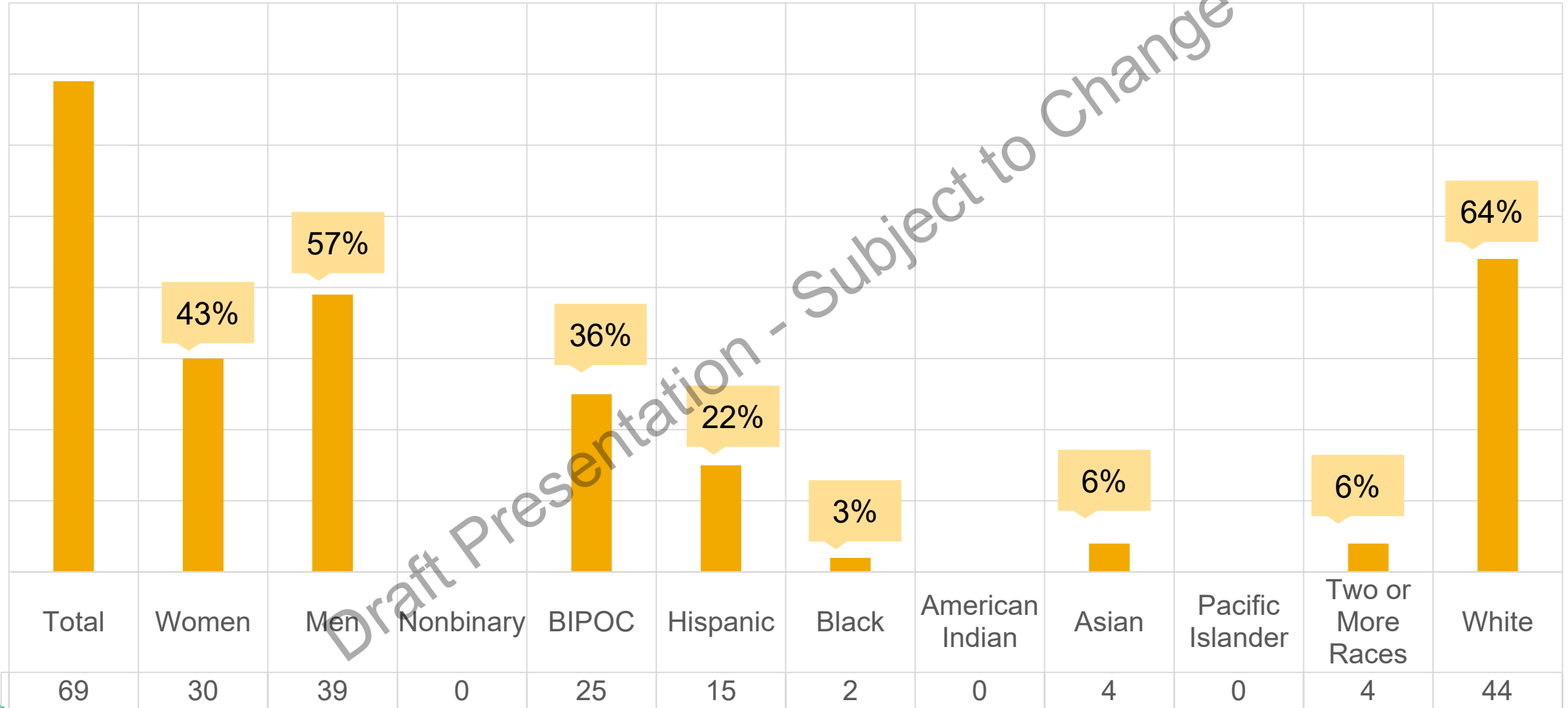


# Promotions in FY 2022





# Turnover in FY 2022



# Workforce (March 31, 2022)

Job Category		Total	Women	BIPOC
Officials – Administrators	#	72	31	23
	Availability		40.5	31.3
	Representation		43.1	31.9
	Personnel		0	0
Professionals	#	131	74	71
	Availability		50.1	34.7
	Representation		56.5	54.2
	Personnel		0	0
Technicians	#	51	14	23
	Availability		47.0	48.0
	Representation		27.5	45.1
	Personnel		10	1
Protective Services	#	123	16	45
	Availability		16.8	48.4
	Representation		13.0	36.6
	Personnel		5	15

Draft Presentation - Subject to Change

# Workforce (March 31, 2022)

Job Category		Total	Women	BIPOC
Administrative Support	#	79	50	48
	Availability		60.4	45.6
	Representation		63.3	60.8
	Personnel		0	0
Skilled Craft	#	28	0	14
	Availability		6.3	52.9
	Representation		0.0	50.0
	Personnel		2	1
Service Maintenance	#	50	2	42
	Availability		43.5	65.6
	Representation		4.0	84.0
	Personnel		20	0
Total	#	534	187	266
	Availability		45.5	46.9
	Representation		35.0	49.8
	Personnel		56	

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# Fiscal Year 2022

- DEI Council & Consortium
- SBE and Procurement Enhancements
  - Employment and Ownership Report
  - Procurement Details
- Recruitment and Retention

Draft Presentation - Subject to Change

# Fiscal Year 2023

- DEI Strategy-to-Task Plan
- DEI Climate Survey
- Cultural Celebrations
- Community Engagement
- Data Gathering
- SBE Opportunities
- Hiring and Retention Opportunities
- Lead San Diego Advance Program

Draft Presentation - Subject to Change