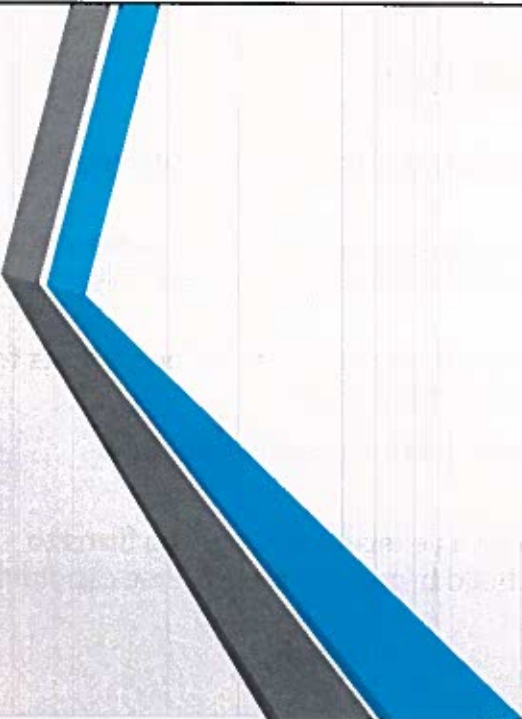


June 26, 2018

6/26/2018



City of Austin Workforce Trends as an Employer

Human Resources Department
Presented to the
Hispanic/Latino Quality of Life Commission
June 26, 2018



Purpose

Review detailed City of Austin employee demographic
information and workforce trends

2

Short-term Actions

- Hiring a talent management staff member to focus on diversity and inclusion initiatives
 - Efforts are underway to broaden the City's internship opportunities for students of color through focused partnerships at local universities, including Huston-Tillotson, Concordia and Southwestern.
- Provided department directors the annual report on the demographics for their department and overall for the City (May 2018).
- Leveraged social media more extensively, like LinkedIn, to build a stronger brand for attracting talent.
- Implemented a master agreement with 13 executive recruiting firms to improve efficiencies in our ability to build broader, more diverse candidate pools.

Long Term Opportunities

- Increase engagement with the Hispanic/Latino network.
- Continue to offer targeted support as requested to departments based on demographic data.
- Continue monthly job postings via *LaPrensa*.
- Coordinate a cross-departmental effort to leverage internship opportunities throughout the City, including building a robust informational website.
- Evaluate best practices in executive recruitment among peer cities.

Executive Recruitments

- Review executive recruiting firms for expertise in hiring for the open position
 - Identify 2-3 firms for open position to consider with hiring manager
 - Consider process including stakeholder engagement, outreach & diversity recruitment initiatives
 - Select firm that can best supports the identified process
 - Work with Purchasing Department to execute the contract
- Conduct review of candidate profile with stakeholders for the position
 - Use City Boards and Commissions and community groups
- Require recruiting firms bring forward a diverse pool of applicants
- Create diverse panels for interview process
- Opportunity for stakeholders to engage with top candidates

5

Employee Selection

- Municipal Civil Service (MCS) – Charter amendment in November 2012
- Required all hiring, promotions, and lateral transfers to be based on merit and fitness
- MCS Rules passed and effective in 2014
- All open positions, covered by MCS, must be filled through competitive process
 - Certain criteria for direct appointments related to accommodations, demotions, or other compliance with federal, state, or local laws

6

Employee Development Opportunities

- Lifelong Learning Academy
 - Provides with skills to advance in their current position & professional development opportunities to acquire leadership skills.
- Supervisor Academy
 - New Supervisors develop knowledge and skills to support success
- Management Academy
 - Current & Future managers develop insight, perspective and skills to lead
- Executive Academy
 - Focused on specific executive skills & competencies critical for success and City executive
- Leadership Education and Public Service (LEAPS)
 - Leadership development program for & by City of Austin Employees

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Observations Based on Data Analysis

- There was a net increase in the number of Hispanic/Latino employees from 2016 to 2018.
 - Executives increased from 24 to 29.
 - Increase in total Hispanic/Latino employees from 2,842 in 2016 to 2,976 in 2018 (134 employees).
- The data shows an increase in the Professional, Skilled Craft, and Service/Maintenance job categories.

8

Equal Employment Opportunity Commission (EEOC) Code Changes

Effective November 1, 2017

Former Codes	New Codes
White	White
Black	Black or African American
Hispanic	Hispanic or Latino
American Indian/Aleutian	Native American or Alaska Native
Asian/Pacific Islander	Asian
Other	Other
	Native Hawaiian or Pacific Islander
	Two or more races
	Choose not to disclose

Equal Employment Opportunity Commission (EEOC) Code Changes

Effective November 1, 2017

Definitions:

- A) **White (Non-Hispanic or Latino)** – All persons having origins in any of the original peoples of Europe, North Africa or the Middle East.
- B) **Black or African American (Non-Hispanic or Latino)** – A person having origins in any of the black racial groups of Africa.
- C) **Hispanic or Latino** – A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.
- D) **Native American or Alaska Native (Non-Hispanic or Latino)** – A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.
- E) **Asian (Non-Hispanic or Latino)** – A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- F) **Native Hawaiian or Other Pacific Islander (Non-Hispanic or Latino)** – A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- G) **Two or More Races (Non-Hispanic or Latino)** – Persons who identify with two or more racial categories named.

Workforce Diversity – All Regular City Employees

City of Austin (COA) Organization, excluding temporaries, data effective March, 2018

Ethnicity	2016 without Sworn	2017 without Sworn	2018 without Sworn	2016 with Sworn	2017 with Sworn	2018 with Sworn	Austin, Texas 2016*
White	47.2%	46.8%	43.7%	53.9%	53.6%	50.9%	48.5%
Hispanic/Latino	31.5%	32.2%	32.3%	27.9%	28.7%	28.4%	34.8%
Black/Afr. American	16.2%	16.2%	15.6%	13.7%	13.7%	12.5%	6.9%
Asian	3.7%	3.2%	3.4%	3.6%	3.2%	3.5%	7.3%
Choose not to disclose	.4%	.4%	2.5%	.4%	.4%	2.0%	**
Native HI/Pacific Islander	*	*	0.5%	*	*	0.3%	.17%
Two or more races	*	*	1.0%	*	*	1.0%	2.12%
Native Am/Alaska Native	*	*	1.0%	*	*	1.4%	.21%
Gender	2016 without Sworn	2017 without Sworn	2018 without Sworn	2016 with Sworn	2017 with Sworn	2018 with Sworn	Austin, Texas 2016*
Male	61.5%	61.5%	61.0%	68.7%	68.6%	69.3%	50.7%
Female	38.5%	38.5%	39.0%	31.3%	31.4%	30.7%	49.3%

NOTES: + =Based on American Community Survey (ACS) * =Not previously reported ** =Not a selection option in the ACS survey

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Job Categories Defined

Job Category	Occupational activities	Job Examples
Officials and Administrators	Set policies or exercise overall responsibility for policy execution; direct individual departments; provide specialized consultation	-department head -director -controller
Professionals	Utilizes specialized and theoretical knowledge usually acquired through college training or equivalent experience	-lawyers -accountants -librarians
Technicians	Requires both scientific/technical knowledge and manual skill obtained from post-secondary education and/or on-the-job training	-software service -inspectors -drafters
Protective Service Workers	Work involving public safety, security and protection from destructive forces.	-security guard -downtown ranger
Para-Professionals	Performs some of the duties of a professional or technician, but with less education/training.	-library assistant -para-legal aide
Administrative Support	Records and retrieves data and/or information and other paperwork required in an office.	-cashier -payroll clerk
Skilled Crafts	Requires special manual skill and a thorough knowledge of processes; often uses apprentices.	-electrician -water treatment operator
Service/Maintenance Worker	Contributes to comfort, convenience or safety of the public or the upkeep of buildings/grounds.	-custodial employees -bus drivers

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Demographics by Job Category – Sept 2016

Job Category	City of Austin Employees	% Employees by Job Cat.	Hispanic Employee Counts	% of Hispanic by Job Cat.	Hispanic as a % of all COA Employees in the Job Category
Officials/Admin	130	1.4%	24	0.8%	18.5%
Professional	2,860	31.7%	576	20.3%	20.1%
Technician	813	9.0%	218	7.7%	26.8%
Protect/Svc	194	2.2%	61	2.2%	31.4%
Para-Professional	1,594	17.7%	481	16.9%	30.2%
Admin Support	1,101	12.2%	489	17.2%	44.4%
Skilled Craft	1,065	11.8%	367	12.9%	34.5%
Serv/Maint	1,255	13.9%	626	22.0%	49.9%
TOTAL	9,012	100.0%	2,842	100.0%	31.5%

Data effective September 2016

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Demographics by Job Category – Sept 2017

Job Category	City of Austin Employees	% Employees by Job Cat.	Hispanic Employee Counts	% of Hispanic by Job Cat.	Hispanic as a % of all COA Employees in the Job Category
Officials/Admin	172	2%	31	1.0%	18.0%
Professional	2,953	32%	622	20.8%	21.1%
Technician	830	9%	227	7.6%	27.3%
Protect/Svc	242	3%	67	2.2%	27.7%
Para-Professional	1,582	17%	487	16.3%	30.8%
Admin Support	1,109	12%	496	16.6%	44.7%
Skilled Craft	1,066	12%	381	12.7%	35.7%
Serv/Maint	1,328	14%	683	22.8%	51.4%
TOTAL	9,282	100%	2,994	100.0%	32.2%

Data effective September 2017

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Demographics by Job Category – March 2018

Job Category	City of Austin Employees	% Employees by Job Cat.	Hispanic Employee Counts	% of Hispanic by Job Cat.	Hispanic as a % of all COA Employees in the Job Category
Officials/Admin	186	2.0%	34	1.1%	18.3%
Professional	3,000	32.0%	623	20.9%	20.8%
Technician	832	8.9%	225	7.6%	27.0%
Protect/Svc	246	2.6%	67	2.3%	27.2%
Para-Professional	1,582	16.9%	489	16.4%	30.9%
Admin Support	1,105	11.8%	476	16.0%	43.1%
Skilled Craft	1,066	11.4%	388	13.0%	36.4%
Serv/Maint	1,348	14.4%	674	22.6%	50.0%
TOTAL	9,365	100%	2,976	100%	31.8%
African American Employee Counts		Total	1,456	As a % of COA employees	15.5%
Asian Employee Counts		Total	322	As a % of COA employees	3.4%
White		Total	4,098	As a % of COA employees	44.0%

Data effective
March 2018

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Hispanic Demographics by Department – September 2016

Department	# in dept.	# of Hispanic	% of Hispanic	Department	# in dept.	# of Hispanic	% of Hispanic
Animal Services	100	19	19.0%	Labor Relations	6	2	33.3%
Austin Code	111	28	25.2%	Law	84	19	22.6%
Austin Energy	1,554	385	24.8%	Library	387	99	25.6%
Austin Resource Recovery	406	145	35.7%	Management Services	59	15	25.4%
Austin Transportation	208	69	33.2%	Mayor & Council	45	10	22.2%
Austin Water Utility (22e, 23e)	1,086	346	31.9%	Medical Director	7	2	28.6%
Aviation	373	105	28.2%	Municipal Court	178	80	44.9%
Building Services	163	72	44.2%	Neighb Housing & Community Dev	46	11	23.9%
City Clerk	22	10	45.5%	Office Of The City Auditor	26	4	15.4%
Communication & Tech Mgmt	257	50	19.5%	Parks & Recreation	647	277	42.8%
Communications & Public Inform	21	5	23.8%	Planning And Zoning	50	7	14.0%
Convention Center	246	90	36.6%	Police	615	191	31.1%
Development Services Dept.	305	90	29.5%	Public Works	440	173	39.3%
Economic Development	50	17	34.0%	Real Estate	30	9	30.0%
Emergency Medical Services	76	25	32.9%	Small & Minority Business			
Financial Services	221	60	27.1%	Rsrc	28	12	42.9%
Fire	121	42	34.7%	TARA	14	2	14.3%
Fleet Services	205	72	35.1%	Watershed Protection	262	84	32.1%
Governmental Relations	4	2	50.0%	Wireless Communication Svcs	34	8	23.5%
Health & Human Services	421	176	41.8%				
Human Resources	104	29	27.9%	Grand Total	9,012	2,842	31.5%

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Hispanic Demographics by Department – September 2017

Department	# in dept.	# of Hispanic	% of Hispanic	Department	# in dept	# of Hispanic	% of Hispanic
Animal Services	100	27	27.0%	Labor Relations	5	2	40.0%
Austin Code	105	31	29.5%	Law	101	20	19.8%
Austin Energy	1,582	413	26.1%	Library	400	106	26.5%
Austin Resource Recovery	426	156	36.6%	Management Services	56	13	23.2%
Austin Transportation	222	75	33.8%	Mayor & Council	46	13	28.3%
Austin Water Utility (22e, 23e)	1,101	370	33.6%	Medical Director	7	2	28.6%
Aviation	395	110	27.8%	Municipal Court	182	79	43.4%
Building Services	162	71	43.8%	Neighb Housing & Community Dev	53	14	26.4%
City Clerk	24	10	41.7%	Office Of The City Auditor	24	4	16.7%
Communication & Tech Mgmt	251	55	21.9%	Parks & Recreation	645	274	42.5%
Communications & Public Inform	21	4	19.0%	Planning And Zoning	44	8	18.2%
Convention Center	265	99	37.4%	Police	658	200	30.4%
Development Services Dept.	318	90	28.3%	Public Works	468	201	42.9%
Economic Development	56	17	30.4%	Real Estate	33	11	33.3%
Emergency Medical Services	76	25	32.9%	Small & Minority Business Rsrc	31	13	41.9%
Financial Services	232	61	26.3%	TARA	14	4	28.6%
Fire	136	39	28.7%	Watershed Protection	280	92	32.9%
Fleet Services	201	77	38.3%	Wireless Communication Svcs	36	7	19.4%
Governmental Relations	3	2	66.7%				
Public Health	425	172	40.5%	Grand Total	9,282	2,994	32.2%
Human Resources	108	27	25.0%				

Hispanic Demographics by Department – March 2018

Department	# in dept.	# of Hispanic	% of Hispanic	Department	# in dept	# of Hispanic	% of Hispanic
Animal Services	100	23	23.0%	Labor Relations	5	2	40.0%
Austin Code	93	29	31.2%	Law	97	20	20.6%
Austin Energy	1,606	410	25.5%	Library	422	111	26.3%
Austin Resource Recovery	422	155	36.7%	Management Services	56	13	23.2%
Austin Transportation	233	70	30.0%	Mayor & Council	44	13	29.5%
Austin Water Utility (22e, 23e)	1,109	381	34.4%	Medical Director	7	2	28.6%
Aviation	400	113	28.3%	Municipal Court	176	68	38.6%
Building Services	157	69	43.9%	Neighb Housing & Community Dev	56	14	25.0%
City Clerk	24	8	33.3%	Office Of The City Auditor	25	5	20.0%
Communication & Tech Mgmt	251	52	20.7%	Parks & Recreation	658	271	41.2%
Communications & Public Inform	22	4	18.2%	Planning And Zoning	46	8	17.4%
Convention Center	275	104	37.8%	Police	613	193	31.5%
Development Services Dept.	319	89	27.9%	Public Works	469	202	43.1%
Economic Development	59	17	28.8%	Real Estate	32	9	28.1%
Emergency Medical Services	75	26	34.7%	Small & Minority Business Rsrc	30	11	36.7%
Financial Services	227	56	24.7%	TARA	14	4	28.6%
Fire	183	52	28.4%	Watershed Protection	293	85	29.0%
Fleet Services	200	78	39.0%	Wireless Communication Svcs	36	7	19.4%
Governmental Relations	3	2	66.7%				
Public Health	425	173	40.7%	Grand Total	9365	2976	31.78%
Human Resources	101	27	26.7%				

Total Demographics by Department – March 2018

Department	# in dept.	# of Hispanic	% of Hispanic	# of Asian	% of Asian	# of African American	% of African American
Animal Services	100	23	23.00%	0	0.00%	5	5.00%
Austin Code	93	29	31.20%	4	4.30%	21	22.60%
Austin Energy	1,606	410	25.50%	76	4.70%	220	13.70%
Austin Resource Recovery	422	155	36.70%	2	0.50%	173	41.00%
Austin Transportation	233	70	30.00%	16	6.90%	23	9.90%
Austin Water Utility (22e, 23e)	1,109	381	34.40%	32	2.90%	148	13.30%
Aviation	400	113	28.30%	18	4.50%	95	23.80%
Building Services	157	69	43.90%	1	0.60%	42	26.80%
City Clerk	24	8	33.30%	0	0.00%	0	0.00%
Communication & Tech Mgmt	251	52	20.70%	20	8.00%	33	13.10%
Communications & Public Inform	22	4	18.20%	1	4.50%	3	13.60%
Convention Center	275	104	37.80%	5	1.80%	63	22.90%
Development Services Dept.	319	89	27.90%	4	1.30%	28	8.80%
Economic Development	59	17	28.80%	1	1.70%	6	10.20%
Emergency Medical Services	75	26	34.70%	1	1.30%	12	16.00%
Financial Services	227	56	24.70%	15	6.60%	33	14.50%
Fire	183	52	28.40%	6	3.30%	10	5.50%
Fleet Services	200	78	39.00%	0	0.00%	24	12.00%
Governmental Relations	3	2	66.70%	0	0.00%	0	0.00%
Public Health	425	173	40.70%	16	3.80%	72	16.90%
Human Resources	103	27	26.20%	6	5.80%	26	25.20%

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Total Demographics by Department – March 2018 (continued)

Department	# in dept.	# of Hispanic	% of Hispanic	# of Asian	% of Asian	# of African American	% of African American
Labor Relations	5	2	40.00%	1	20.00%	2	40.00%
Law	97	20	20.60%	3	3.10%	14	14.40%
Library	422	111	26.30%	18	4.30%	49	11.60%
Management Services	56	13	23.20%	3	5.40%	6	10.70%
Mayor & Council	44	13	29.50%	3	6.80%	3	6.80%
Medical Director	7	2	28.60%	0	0.00%	0	0.00%
Municipal Court	176	68	38.60%	4	2.30%	19	10.80%
Neighb Housing & Community Dev	56	14	25.00%	2	3.60%	12	21.40%
Office Of The City Auditor	25	5	20.00%	2	8.00%	3	12.00%
Parks & Recreation	658	271	41.20%	10	1.50%	96	14.60%
Planning And Zoning	46	8	17.40%	2	4.30%	0	0.00%
Police	613	193	31.50%	13	2.10%	72	11.70%
Public Works	469	202	43.10%	23	4.90%	85	18.10%
Real Estate	32	9	28.10%	1	3.10%	3	9.40%
Small & Minority Business Rsrc	30	11	36.70%	1	3.30%	15	50.00%
TARA	14	4	28.60%	0	0.00%	1	7.10%
Watershed Protection	293	85	29.00%	11	3.80%	37	12.60%
Wireless Communication Svcs	36	7	19.40%	1	2.80%	2	5.60%
Grand Total	9,365	2,976	31.78%	322	3.44%	1,456	15.55%

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Pay Comparisons April 2018

Ethnicity	Count			Average			Median		
	M	F	All	M	F	All	M	F	All
Asian	157	165	322	\$42.55	\$36.88	\$39.65	\$41.85	\$36.53	\$38.87
White	2,497	1,578	4,075	\$35.64	\$33.16	\$34.68	\$33.52	\$29.98	\$32.03
Choose Not To Disclose	179	125	304	\$33.56	\$31.85	\$32.86	\$30.75	\$27.50	\$29.91
Native Amer or Alaska Native	40	27	67	\$31.27	\$34.10	\$32.41	\$28.97	\$29.98	\$29.10
Two or More Races	53	63	116	\$32.70	\$32.33	\$32.50	\$29.04	\$28.61	\$28.66
Black or African Amer	924	530	1,454	\$27.34	\$29.69	\$28.20	\$23.64	\$25.88	\$24.78
Hispanic or Latino	1,828	1,143	2,971	\$27.41	\$27.10	\$27.29	\$23.86	\$24.78	\$24.46
Native Hawaiian or Pacific Isl	4	4	8	\$20.56	\$31.78	\$26.17	\$17.91	\$30.27	\$22.57
All *	5,686	3,638	9,324	\$31.70	\$30.86	\$31.37	\$28.61	\$27.27	\$28.28

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* Note: Total (All) includes 7 individuals whose ethnicity coding is listed as 'Invalid'.

Executive Ethnicity/Gender Comparison as of September 2016

Ethnicity Description	Gender	Executive Count	Percent
American Indian/Aleutian	Female	2	1.5%
	Male	0	
Asian/Pacific Islander	Female	0	3.8%
	Male	5	
Black	Female	14	17.7%
	Male	9	
Hispanic	Female	5	18.5%
	Male	19	
White	Female	34	57.7%
	Male	41	
Other	Female	0	0.8%
	Male	1	
		130	

	Counts	Percent
Females	55	42.3%
Males	75	57.7%

Executive Ethnicity/Gender Comparison as of September 2017

Ethnicity Description	Gender	Executive Count	Percent
American Indian/Aleutian	Female	2	1.5%
	Male	0	
Asian/Pacific Islander	Female	0	3.8%
	Male	5	
Black	Female	14	17.4%
	Male	9	
Hispanic	Female	5	18.9%
	Male	20	
Other	Female	0	0.8%
	Male	1	
Unknown	Female	0	0.8%
	Male	1	
White	Female	30	56.8%
	Male	45	
Total		132	

	Counts	Percent
Females	51	38.6%
Males	81	61.4%

Executive Ethnicity/Gender Comparison as of June 2018

Ethnicity Description	Gender	Executive Count	Percent
Native American or Alaska Native	Female	1	1.4%
	Male	1	
Asian	Female	1	4.9%
	Male	6	
Black or African American	Female	15	16.7%
	Male	9	
Choose Not to Disclose	Female	0	1.4%
	Male	2	
Hispanic	Female	7	20.1%
	Male	22	
Native Hawaiian or Pacific Islander	Female	0	0.0%
	Male	0	
Two or More Races	Female	1	1.4%
	Male	1	
White	Female	35	54.2%
	Male	43	
Total		144	

	Counts	Percent
Females	60	41.7%
Males	84	58.3%

Human Resources Department Data –June 2018

104 Employees		
	Counts	Percent
Females	68	67%
Males	36	35%
Native American or Alaska Native	1	1%
Asian	6	6%
Black or African American	27	26%
Choose Not To Disclose	3	3%
Hispanic or Latino	26	25%
Native Hawaiian or Pacific Islander	0	0.0%
Two or more Races	1	1%
White	40	38%

Human Resources Department Data –June 2018

	Female Worker	Male Worker	Female Supervisor	Male Supervisor	Female Manager	Male Manager	Female Executive	Male Executive
Native American/ Alaska Native	1							
Asian	3	3						
Black or African American	13	6		1	3	1	3	
Choose not to Disclose	3							
Hispanic or Latino	16	5	2		1	1	1	
Native Hawaiian or Pacific Islander								
Two or More Races		1						
White	16	12		1	6	5		
Total	52	27	2	2	10	7	4	0

City Wide Human Resources Titles – June 2018 (Departments Size = 5 or more)

101 Employees		
	Counts	Percent
Females	83	82%
Males	18	18%
Native American or Alaska Native	0	0%
Asian	2	2%
Black or African American	18	18%
Choose Not To Disclose	3	3%
Hispanic or Latino	38	38%
Native Hawaiian or Pacific Islander	0	0%
Two or more Races	3	3%
White	37	37%

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City Wide Human Resources Titles – June 2018 (Departments Size = 5 or more)

	Female Worker	Male Worker	Female Supervisor	Male Supervisor	Female Manager	Male Manager	Female Executive	Male Executive
Native American/ Alaska Native								
Asian	2							
Black or African American	14		2		2			
Choose not to Disclose	2	1						
Hispanic or Latino	25	7	3	1	2			
Native Hawaiian or Pacific Islander								
Two or More Races	1	1			1			
White	19	6	5	1	5	1		
Total	63	15	10	2	10	1	0	0

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City Wide Human Resources Titles – June 2018 (Departments Size = less than 5)

26 Employees		
	Counts	Percent
Females	21	81%
Males	5	19%
Native American or Alaska Native	0	0%
Asian	1	1%
Black or African American	8	8%
Choose Not To Disclose	1	1%
Hispanic or Latino	4	4%
Native Hawaiian or Pacific Islander	1	1%
Two or more Races	1	1%
White	10	10%

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City Wide Human Resources Titles - June 2018 (Departments Size = less than 5)

	Female Worker	Male Worker	Female Supervisor	Male Supervisor	Female Manager	Male Manager	Female Executive	Male Executive
Native American/ Alaska Native								
Asian					1			
Black or African American	6	1	1					
Choose not to Disclose	1							
Hispanic or Latino	3	1						
Native Hawaiian or Pacific Islander	1							
Two or More Races					1			
White	6	1			1	2		
Total	17	3	1	0	3	2	0	0

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City Wide Promotions

	Supervisors		Managers		Executives		Total	
Women	30	23.8%	20	29.0%	8	53.3%	58	27.6%
Men	96	76.2%	49	71.0%	7	46.7%	152	72.4%
Total	126	100.0%	69	100.0%	15	100.0%	210	100.0%
Other	1	----	----	----	----	----	1	----
Native American or Alaska Native	1	----	----	----	----	----	1	----
Asian	4	3.2%	1	----	----	----	5	2.4%
Black or African American	11	8.7%	4	5.8%	4	26.7%	19	9.0%
Choose not to disclose	7	5.6%	5	7.2%	1	6.7%	13	6.2%
Hispanic or Latino	20	15.9%	22	31.9%	5	33.3%	47	22.4%
Two or more races	1	----	1	----	----	----	2	----
White	81	64.3%	36	52.2%	5	33.3%	122	58.1%
Total	126	100.0%	69	100.0%	15	100.0%	210	100.0%

Data from 05/14/17 to 04/28/18

2018 Selected vs Applied Demographics

	White	Black or African Amer.	Hispanic or Latino	Native Hawaiian or Pacific Islander	Asian	Native American or Alaska Native	Other	Choose not to Disclose	Two or More Races	Total
Applicants Number *	12,908	6,235	9,409	3	1,427	197	1,348	1,585	81	34,344
Applicants Percent *	37.6%	18.2%	27.4%	0.0%	4.2%	0.6%	3.9%	4.6%	0.2%	100.0%
Selected Number	323	124	257	0	39	6	25	29	3	830
Selected Percent	38.9%	14.9%	31.0%	0.0%	4.7%	0.7%	3.0%	3.5%	0.4%	100.0%

*Applicant demographic data is voluntary

*Total includes 1151 people who did not make a selection.

Data effective March 2018



City of Austin Workforce Trends

Human Resources Department
Presented to the
Hispanic/Latino Quality of Life Commission
June 26, 2018

