

CIVIC UNITY COMMITTEE MEETING AGENDA

April 7, 2015, Sullivan Chamber 5:30 pm

"The Civic Unity Committee will conduct a public hearing to receive an update from the City Manager's Office on the measures it has taken to increase diversity and fairness within the City's workforce since taking office."

I. Opening Remarks From Councillor Simmons

II. Public Comment

III. Remarks From City Manager

IV. Remarks From Other Committee Members

V. Meeting Concludes

CIVIC UNITY COMMITTEE MEETING REMARKS

April 7, 2015, Sullivan Chamber 5:30 pm

Good evening.

Thank you all for coming to this meeting of the Civic Unity Committee – a meeting we had originally scheduled to be held earlier this year, before the historic snow storms forced a change of plans on us. The purpose of this hearing is to receive an update from City Manager Richard C. Rossi on the measures he and his staff have taken to increase diversity and fairness within the City’s workforce since he first took this position in July 2013.

Before we hear from Mr. Rossi, I would like to set the tone of the discussion and clarify what *I* am hoping to learn.

In many ways, the City of Cambridge is continuing to navigate our way into the post-Bob Healy Era. Many policies and practices were established during his 30-plus years at the helm of this city, and we are still reviewing those, trying to determine which of these practices and policies were beneficial and should be continued, and which practices and policies should be tweaked, revised, and – in some cases – discarded. This is the kind of evaluation and recalibration that cities across the country have been engaging in over the past three decades, as the role of city government has continued to evolve, as improving technology has brought city administrators and civic leaders in more constant contact with their constituents, and as it becomes increasingly easier to share information about “best practices” between municipalities. It is the kind of evaluation we should be engaging in on a regular basis, regardless of who serves as our city manager, and I’m genuinely excited about any conversation that ultimately improves our city.

As we review these practices and policies from the past few decades, I truly feel it is critical that we try to remain goal-oriented. We all know that there were terrible practices in place – or at the very least, a lack of adequate oversights and protections – that allowed the mistreatment of Malvina Montiero to fester and boil over into the blight upon the City that it ultimately became. We can not, and should not, try to sweep that under the rug as if it never happened. But MY focus is on determining if we have subsequently revised our internal practices and policies in a way that can ensure nothing like that can ever happen again.

This is about more than JUST Malvina Montiero, and it is about more than JUST our navigating into the post Bob Healy Era. It is about finding out what kinds of methodologies the City Manager has been using to review our work culture, what his findings have been, and what his remedies have been and will be. It is part of a larger, continuing discussion in the Civic Unity Committee, and as the City Manager continues to review the City's practices and procedures, I have been looking into these matters from my perch on the City Council, and in upcoming meetings, I look forward to articulating my findings and, perhaps, making some recommendations for how to best move us forward.

I am going to ask that we all keep our comments respectful, and that we be courteous in letting everyone speak who wishes to speak. With that, I will open the meeting up for public comment, and then I will invite the City Manager to make his presentation to us. Thank you.

Attachment C

Snapshot

April 2015

All categories - Everyone (2452)

- 35% are Persons of Color
- 43% are Female

All categories - Benefits Eligible

- 27% are Persons of Color
- 33% are Female

Officials/Administrator

- 18% are Persons of Color
- 44% are Female

Professional

- 25% are Persons of Color
- 44% are Female

New Hires July 1, 2013 to March 31, 2015

Benefits eligible

All categories - (137 total)

- 26% are Persons of Color
- 42% are Female

All Hires (except MSYEP)

All categories - (1300 total)

- 51% are Persons of Color
- 54% are Female

Officials/Administrator Hires (7 total)

- 43% are Persons of Color
- 57% are Female

Officials/Administrator Hires (8 total)

- 38% are Persons of Color
- 63% are Female

Professional Hires (40 total)

- 23% are Persons of Color
- 80% are Female

Professional Hires (54 total)

- 24% are Persons of Color
- 78% are Female

Promotions July 1, 2013 to March 31, 2015 (Benefits eligible)

All categories - (143 total)

- 28% are Persons of Color
- 43% are Female

Officials/Administrator (13 total)

- 23% are Persons of Color
- 69% are Female

Professional (53 total)

- 36% are Persons of Color
- 55% are Female

EEO Numbers as of 4 2 2015 .
All Employees

Summary Info/Employees Self-Id		Total Workforce	%	Women	%	POC	% Category	% total work force
Total Gender								
Male		1399	57%	0		472	34%	19%
Female		1053	43%	1053		386	37%	16%
Unknown		0	0%	0		0		
Total		2452	100%	1053		858	35%	
Total Race				Women	% Category	POC		
Am. Indian		7	0%	4	57%	7		
Asian		101	4%	61	60%	101		
Black		549	22%	227	41%	549		
Hispanic		201	8%	94	47%	201		
White		1526	62%	631	41%	0		
Unknown		68	3%	36	53%	0		
Total		2452	100%	1053	43%	858	35%	
Total EEO		Total Workforce	%	Women	% Category	POC	% Category	
EEO 1	Officl/Adm	90	4%	40	44%	16	18%	
EEO 2	Professnls	371	15%	209	56%	93	25%	
EEO 3	Technicns	204	8%	55	27%	33	16%	
EEO 4	Protct/Svc	494	20%	61	12%	138	28%	
EEO 5	Para-Prof	812	33%	507	62%	410	50%	
EEO 6	Admin Supp	212	9%	158	75%	65	31%	
EEO 7	Skill Crft	142	6%	3	2%	38	27%	
EEO 8	Serv/Maint	127	5%	20	16%	65	51%	
N/A	No EEO-4	0		0		0		
Total		2452	100%	1053	43%	858	35%	

EEO Numbers as of 4 2 2015
Benefitted Employees

Summary Info/Employees Self-Id		Total Workforce	%	Women	%	POC	% Category	% total work force
Total Gender								
		1002	67%	0		250	25%	17%
Male		495	33%	495		146	29%	10%
Female		0	0%	0		0		
Unknown		1497	100%	495		396		26.5%
Total								
Total Race				Women	% Category	POC		
Am. Indian		1	0%	0	0%	1		
Asian		46	3%	22	48%	46		
Black		244	16%	86	35%	244		
Hispanic		105	7%	38	36%	105		
White		1088	73%	343	32%	0		
Unknown		13	1%	6	46%	0		
Total		1497	100%	495	33%	396	26%	
Total EEO		Total Workforce	%	Women	% Category	POC	% Category	
EEO 1	Officl/Adm	89	6%	39	44%	16	18%	
EEO 2	Professnls	339	23%	193	57%	85	25%	
EEO 3	Technicns	166	11%	33	20%	24	14%	
EEO 4	Protct/Svc	493	33%	61	12%	138	28%	
EEO 5	Para-Prof	69	5%	49	71%	22	32%	
EEO 6	Admin Supp	131	9%	109	83%	42	32%	
EEO 7	Skill Crft	140	9%	3	2%	37	26%	
EEO 8	Serv/Maint	70	5%	8	11%	32	46%	
N/A	No EEO-4	0		0		0		
Total		1497	100%	495	33%	396	26.5%	

EEO Numbers New Hires Benefitted July 2013 March 2015

Summary Info/Employees Self-Id		Total Workforce		Women		POC	
		%		%		%	
Total Gender		79	58%	0		17	22%
Male		58	42%	58		18	31%
Female		0	0%	0		0	
Unknown		137	100%	58		35	26%
Total							
Total Race							
Am. Indian		0	0%	0	#DIV/0!	0	
Asian		7	5%	3	43%	7	
Black		20	15%	9	45%	20	
Hispanic		8	6%	6	75%	8	
White		89	65%	35	39%	0	
Unknown		13	9%	5	38%	0	
Total		137	100%	58	42%	35	26%
Total EEO							
Offic/Adm		7	5%	4	57%	3	43%
EEO 1		40	29%	32	80%	9	23%
EEO 2	Professns	6	4%	3	50%	3	50%
EEO 3	Technicns	40	29%	5	13%	8	20%
EEO 4	ProtcSvc	6	4%	5	83%	2	33%
EEO 5	Para-Prof	17	12%	9	53%	3	18%
EEO 6	Admin Supp	15	11%	0	0%	4	27%
EEO 7	Skill Crt	6	4%	0	0%	3	50%
EEO 8	Serv/Maint	0		0		0	
N/A	No EEO-4	137	100%	58	42%	35	26%
Total							

EEO Numbers New Hires all July 2013 March 2015 (no MSYEP)

Summary Info/Employees Self-Id		Total Workforce	%	Women	%	POC	%
Total Gender							
Male		594	46%	0		330	56%
Female		706	54%	706		331	47%
Unknown		0	0%	0		0	
Total		1300	100%	706		661	51%
Total Race				Women	% Category	POC	
Am. Indian		11	1%	7	64%	11	
Asian		68	5%	45	66%	68	
Black		465	36%	210	45%	465	
Hispanic		117	9%	69	59%	117	
White		500	38%	296	59%	0	
Unknown		139	11%	79	57%	0	
Total		1300	100%	706	54%	661	51%
Total EEO		Total Workforce	%	Women	% Category	POC	% Category
EEO 1	Officl/Adm	8	1%	5	63%	3	38%
EEO 2	Professnls	54	4%	42	78%	13	24%
EEO 3	Technicns	35	3%	15	43%	12	34%
EEO 4	Protct/Svc	42	3%	5	12%	8	19%
EEO 5	Para-Prof	910	70%	574	63%	483	53%
EEO 6	Admin Supp	80	6%	45	56%	20	25%
EEO 7	Skill Crft	17	1%	0	0%	4	24%
EEO 8	Serv/Maint	154	12%	20	13%	118	77%
N/A	No EEO-4	0		0		0	
Total		1300	100%	706	54%	661	51%

EEO Numbers promotions Benefitted July 2013 March 2015

Summary Info/Employees Self-Id		Total Workforce	Women	POC
	%		%	%
Total Gender				
Male	81	57%	0	20
Female	62	43%	62	20
Unknown	0	0%	0	0
Total	143	100%	62	40
Total Race				
Am. Indian	0	0%	0	0
Asian	4	3%	3	4
Black	30	21%	14	30
Hispanic	6	4%	3	6
White	100	70%	40	0
Unknown	3	2%	2	0
Total	143	100%	62	40
Total EEO				
	%		Women	POC
	%		% Category	% Category
EEO 1	13	9%	9	3
Offic/Adm	53	37%	29	19
EEO 2	19	13%	3	3
Technicians	7	5%	2	2
EEO 4	17	12%	11	4
Para-Prof	12	8%	7	4
EEO 5	21	15%	1	4
Admin Supp	1	1%	0	1
EEO 7	0		0	0
Skill Cnt	0		0	0
EEO 8	0		0	0
Serv/Maint	143	100%	62	40
No EEO-4				
Total				28%

This chart represents parity goals and workforce percentages the City of Cambridge utilizes to build and measure the diversity of its workforce. This information is based on established Equal Employment Opportunity Commission (EEOC) criteria and data collected from the U.S. Census Bureau used to establish our primary recruitment area, otherwise known as the Primary Metropolitan Statistical Area (PMSA). Our PMSA includes cities and towns in the Greater Boston Area from which the City of Cambridge can normally expect to recruit a diverse pool of applicants.

	EEO-4 Category	Recruitment Area (PMSA)	April 2015 City Workforce (All)	Cambridge residents per US Census
#1	Percentage of People of Color	15.00%	35.00%	27.00%
#2	Percentage of Women	48.20%	42.90%	49.50%
#3	Percentage of People of Color employed as Officials & Administrators	9.60%	17.80%	19.60%
#4	Percentage of People of Color employed as Professionals	13.40%	25.00%	22.50%
#5	Percentage of People of Color employed as Technicians	17.30%	16.20%	27.00%
#6	Percentage of People of Color employed as Protective Service	27.00%	27.90%	27.00%
#7	Percentage of People of Color employed as Para-Professionals	13.70%	50.50%	27.00%
#8	Percentage of People of Color employed as Administrative Support	13.70%	30.70%	27.00%
#9	Percentage of People of Color employed as Skilled Craft	11.60%	26.80%	23.30%
#10	Percentage of People of Color employed as Service Maintenance	24.60%	51.20%	27.00%

Below are examples of positions that make up the categories above for the Cambridge workforce
Officials & Administrators in our organization includes department heads and managers.

approximately 90 positions

Professionals include personnel and labor relations workers, lawyers, system analysts, accountants, engineer, employment and vocational counselors. Instructors, police and fire captains, lieutenants, and librarians.

Technicians budget analyst, property lister, assistant buyer, associate producer, recreation positions, accounting computer technician, personnel specialist, analysts.

Protective Service police, fire and other public safety positions i.e. emergency communications approximately 485 positions.

Para-Professional Library assistants, research assistants, child care workers, recreation assistants, youth workers, traffic supervisors and career counselors. Approximately 900 positions

Clerical Bookkeepers, messengers, office machine operators, clerks, dispatchers, license distributors, payroll positions. Approximately 200 positions.

Skilled Craft Mechanics, repairers, electricians, heavy equipment operators, skilled machining operators and carpenters. Approximately 135 positions.

Service Maintenance Truck drivers, bus drivers, garage laborers, custodial personnel, gardeners, groundskeepers, refuse collectors, construction laborers. Approximately 128 positions.