

Women/Persons of Color by Dept 6 30 2011

Dept	Total	Total Self ID Race	Female	%	Persons of Color	% of Self ID
Animal Control	3	3	2	66.67%	0	0.00%
Arts Council	9	9	6	66.67%	1	11.11%
Assessors	17	16	9	52.94%	4	25.00%
Auditing	10	10	9	90.00%	2	20.00%
Budget	5	5	2	40.00%	2	40.00%
Cable TV	5	5	2	40.00%	3	60.00%
City Clerk	9	9	9	100.00%	2	22.22%
City Council Office	2	2	2	100.00%	0	0.00%
Com Dev	51	49	29	56.86%	9	18.37%
Conservation	1	1	1	100.00%	0	0.00%
DHSP	957	938	619	64.68%	448	47.76%
DPW	232	231	40	17.24%	72	31.17%
Election	15	15	10	66.67%	6	40.00%
Electrical	13	13	1	7.69%	0	0.00%
Emergency Communications	41	40	15	36.59%	5	12.50%
Executive	14	14	6	42.86%	3	21.43%
Finance	21	20	16	76.19%	9	45.00%
Fire	283	283	10	3.53%	60	21.20%
General Svs/Printing	3	3	1	33.33%	0	0.00%
Historical Commission	9	9	8	88.89%	0	0.00%
Human Rights Commission	3	3	3	100.00%	1	33.33%
Insp Svs	30	30	10	33.33%	3	10.00%
Law	11	11	7	63.64%	1	9.09%
Library	109	108	78	71.56%	15	13.89%
License	10	10	6	60.00%	4	40.00%
Mayor/Administration	5	5	3	60.00%	1	20.00%
MIS	26	25	8	30.77%	8	32.00%
Peace Commission	1	1	0	0.00%	1	100.00%
Personnel	13	13	10	76.92%	5	38.46%
Police	360	358	85	23.61%	98	27.37%
Purchasing	8	8	8	100.00%	1	12.50%
Traffic	79	76	29	36.71%	16	21.05%
Veteran's Administration	3	3	0	0.00%	1	33.33%
Water	63	56	10	15.87%	7	12.50%
Weights & Measures	1	1	0	0.00%	0	0.00%
Women's Commission	2	2	2	100.00%	0	0.00%
Total Workforce	2424	2385	1056	43.56%	788	32.51%
Total Workforce Self ID Ethnic Group	2385				788	33.04%

10/25/11

Awaiting report 11-124 – Racial make-up of the City's workforce by EEO-4 category

EEO-4 Category	Total	Women	%	P.O.C.	%	Black	%	Hispanic	%	Asian P/I	%	Native American	%
Official Administrator	90	37	41.11%	14	15.56%	10	11.11%	0	0	4	4.44%	0	0
Parity goal			40.7%		9.6%		3.5%		2.5%		3.5%		0.1%
Professional	350	187	53.43%	72	20.57%	48	13.71%	13	3.71%	11	3.14%	0	0%
Parity goal			52%		13.4%		3.9%		2.7%		6.7%		
Technician	224	64	28.57%	46	20.54%	23	10.27%	17	7.59%	6	2.68%	0	0
Parity goal			57.1%		17.3%		6.4%		3.3%		7.5%		
Protective Service	481	55	11.43%	138	28.69%	84	17.46%	43	8.94%	10	2.08%	1	.2%
Parity Goal			9.1%		26.6%		16.5%		6.1%		2.0%		0
Para-professional	788	520	65.99%	362	45.94%	250	31.73%	71	9.01%	37	4.70%	4	.50%
Parity Goal			65.8%		13.7%		5.8%		4.3%		3.5%		0.1%
Administrative	198	165	83.33%	56	28.28%	31	15.66%	16	8.08%	9	4.55%	0	0
Parity Goal			64%		13.7%		5.8%		4.3%		3.5%		
Skilled Craft	140	4	2.86%	32	22.86%	23	16.43%	9	6.43%	0	0	0	0
Parity goal			7.5%		11.6%		4.1%		4.3%		3%		
Service Maintenance	153	24	15.69%	68	44.44%	47	30.72%	17	11.11%	4	2.61%	0	0
Parity goal			44.2%		24.6%		8.6%		10.9%		4.9%		.2%
Total	2424	1056	43.56%	788	32.51%	516	21.29%	186	7.67%	81	3.34	5	.2%

- Goals are based on our Preliminary Statistical Metropolitan Area, (PMSA) for recruitment. Working with EEOC the U.S. Census bureau created an EEO-4 tool for affirmative action planning purposes. The release date for the latest version is projected for the fall of 2012.
- The City exceeds the PMSA parity figure, (15%) by more than double.
- We are under-represented by Asians in the professional, technician, skilled craft and service maintenance EEO-4 categories. We are under-represented by Hispanics in the Administrator/Official category.

City of Cambridge Workforce
 May 5, 2011

1	2	3	4
Race/Ethnicity	C.O.C. Workforce #	C.O.C. Workforce %	*Parity %
American Indian/Pacific Islander	4	0.18%	0.1%
Asian	74	3.24%	4.7%
Black	458	20.08%	5.4%
Hispanic	169	7.40%	4.8%
White	1535	67.30%	82.7%
Undisclosed	41	1.80%	
Total	2281	100.00%	
Total people of color	705	31.06%	15%

*Parity for Equal Employment Opportunity purposes is the percentage of protected class members with requisite skills available for employment within our recruitment area. Our recruitment area encompasses the Greater Boston area and surrounding communities.

To measure workforce parity we compare column # 3 (City of Cambridge workforce by race & ethnicity percentages) with column # 4 (available labor force with requisite skills)

Column # 4 is derived from U.S. Census Bureau data.

Column # 3 in this chart is equivalent to the preliminary metropolitan statistical area (pmsa) performance measure in goal 2 on page IV18 of the budget book.