

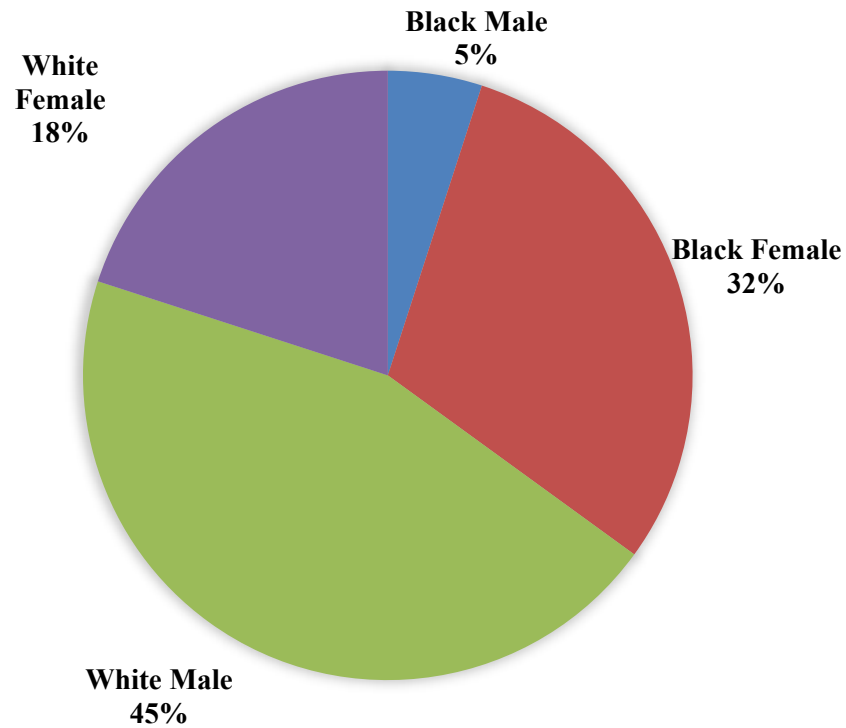
Race and Gender Diversity for City Executives

Tuesday, June 12, 2018

Human Resources Department



Race and Gender Diversity Department Head Level and Above



Department Head Level and Above

	Race	Gender	Job Title/Position
7 Black Females	BL	F	Assistant City Manager
	BL	F	Director Human Relations
	BL	F	Director Communications
	BL	F	Director Workforce Dev
	BL	F	Director Parks & Recreation
	BL	F	Director Public Libraries
	BL	F	Director Human Resources**
4 White Females	WH	F	City Clerk
	WH	F	Chief Information Officer
	WH	F	Director Planning
	WH	F	Director Guilford Metro 911
1 Black Male	BL	M	Director Neighborhood Dev
10 White Males	WH	M	City Manager
	WH	M	City Attorney
	WH	M	Assistant City Manager**
	WH	M	Assistant City Manager
	WH	M	Director Finance
	WH	M	Director Budget & Evaluation
	WH	M	Director Field Operations
	WH	M	Director Transportation
	WH	M	Director Engineering & Inspections
	WH	M	Director Water Resources

**These positions are currently vacant. The above data reflects the most recent employee to occupy that role.



Race and Gender Diversity City of Greensboro Community

	Department Head or Above	Total City of Greensboro Employees	City of Greensboro Community (Resident Population)
Alaskan Female	0%	0.4%	0.2%
Alaskan Male	0%	0.2%	0.1%
Asian Pacific Female	0%	0.4%	2%
Asian Pacific Male	0%	1%	2%
Black Female	32%	11%	22%
Black Male	5%	20%	19%
Hispanic Female	0%	0.7%	5%
Hispanic Male	0%	2%	
Two or More Female	0%	0.3%	.7%
Two or More Male	0%	0%	1%
White Female	18%	15%	25%
White Male	45%	49%	23%



Diversity and Executive Compensation

- 2017 pay equity analysis was conducted to evaluate executive compensation.
- The analysis considered variables such as:
 - Time employed with the City
 - Time in position
 - Gender
 - Race
 - Direct reports and indirect reports
 - Merit increases
- The Pay Equity Analysis showed no significant differences in compensation among similarly situated employees by service time, position time, gender, race or ethnicity that are not explained by legitimate factor equity.



Ongoing Equal Opportunity Efforts

- Banned the Box as of January 1, 2013
- Eliminated questions about a candidate's salary history from City applications
- Domestic partner benefits prior to the legalization of same-sex marriages
- Expanded employment protections over and above what current law requires including
 - Familial status
 - Marital status
 - Sexual orientation
 - Gender expression
 - Gender identity



Ongoing Equal Opportunity Efforts

- Addition of Trans-inclusive health insurance benefits
- Monthly analysis of employment data to identify problem areas and develop customized affirmative action steps to recruit individuals from underrepresented groups
- Mandatory training for new employees on the City's Harassment Free Workplace policy
- Continuous training to individual contributors, supervisors and managers on diversity and inclusion and related policies
- Biennial review of the City's compensation practices
- Annual updates of the City's Equal Employment Opportunity and Affirmative Action Plan



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Questions?

