

Presentation of

COUNTY OF VENTURA



Equal Employment Opportunity Plan:
Policy Statement and
Utilization Report



Equal Employment Opportunity Policy

It is the policy of the County of Ventura to assure equal employment opportunity to its employees and applicants for employment on the basis of fitness and merit without regard to race, gender...

(Full Policy on pg. 1 of Exhibit 1)





EEOP Summary

The County is committed to equal employment opportunity.

- EEOPs are required to receive federal funds.
- Utilization Report compares County's workforce to available Community Labor Force.
- While over- and under-representations exist, on the whole the County of Ventura is representative of the community we serve.
- The County engages in outreach to ensure a diverse candidate pool.
- Recruitments are merit-based and based on qualification standards.



Recruitment Outreach

- Hosted Two Job Fairs (500+ Attendees).
- Attended 16 job fairs over past 12 months.
- Broad outreach efforts to local, regional, and national media (i.e. Vida, VC Star, CareerBuilder, Industry specific social media, LinkedIn, brochure mailers, etc.).
- Online FAQs and how-to videos for applicants.
- Fire: 5 Open House events for Firefighter recruitment, including a female-focused fitness event, reaching more than 500 attendees. Fire Camp geared to ages 14 to 18.
- 2018 Fire exam: 1200 applicants for 25 vacancies. 2019: 1397 invited.
- Sheriff's: Women's Empowerment Event.



Diversity & Inclusion Task Force



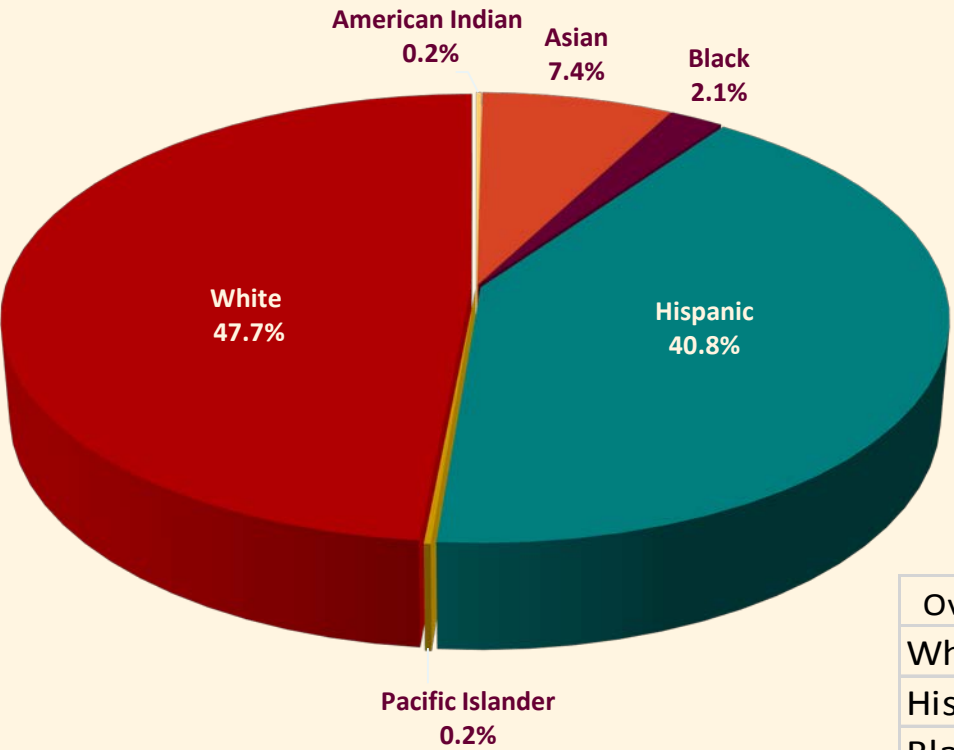
- Launched in 2017 with County and Community stakeholders
- Drives Action Items
- “Developing Cultural Competence & Inclusion” Training
- LinkedIn Learning (with recommended playlists)
- Online Digital Library of Resources
- Mentorship Program beginning 3rd cohort
- Soliciting/Receive Ideas from our Workforce
- In development: outreach campaign & training program to illustrate the value of the merit system and prepare candidates to compete for promotional opportunities



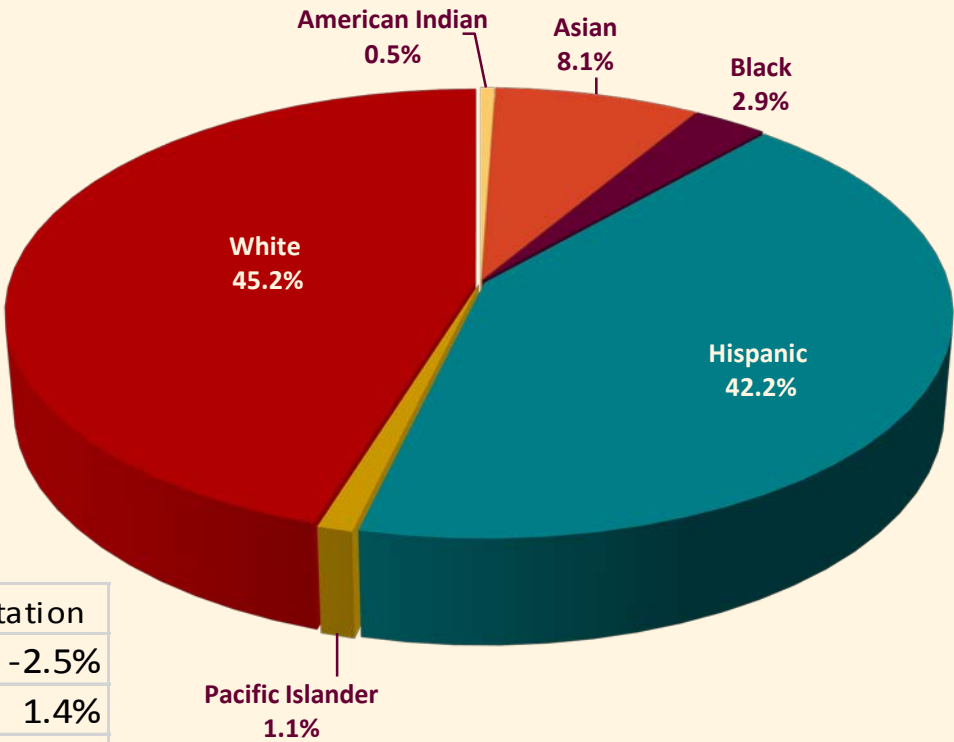


Countywide Ethnicity

Community Labor Statistics*

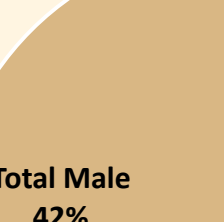


County Employees - February 2019



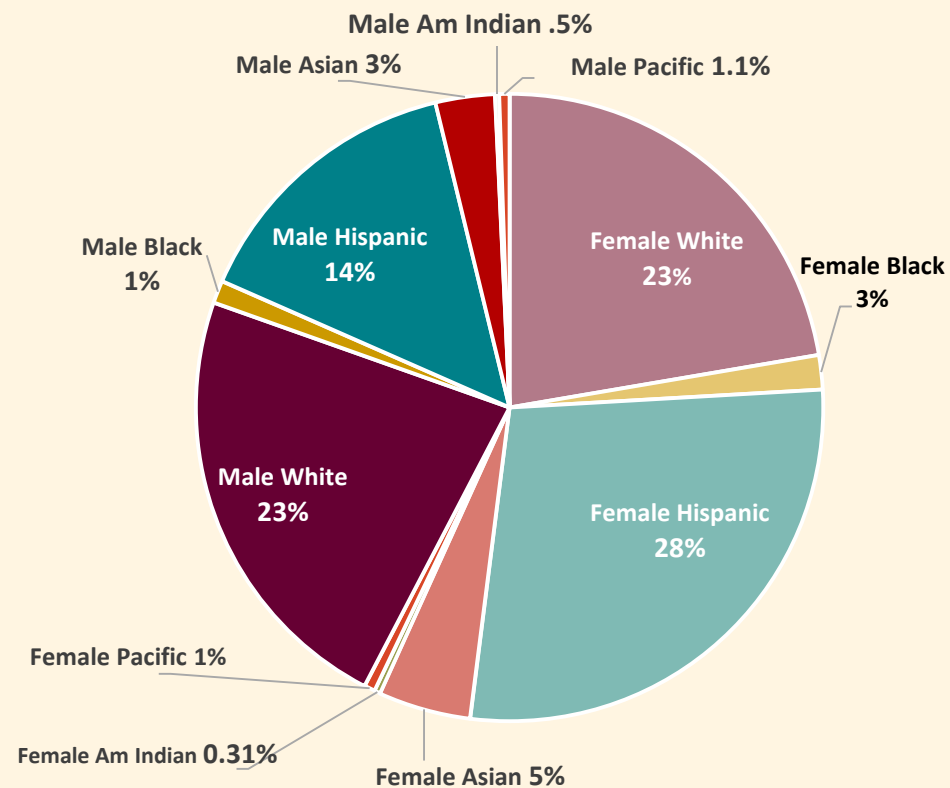
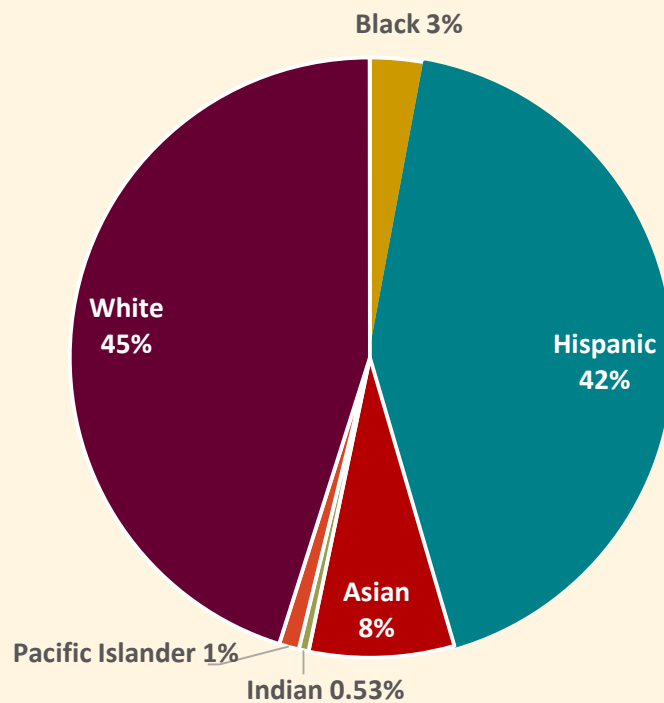
| Over-/Under Representation | |
|----------------------------|-------|
| White | -2.5% |
| Hispanic | 1.4% |
| Black | 0.9% |
| American Indian | 0.3% |
| Asian | 0.7% |
| Pacific Islander | 0.9% |

*As provided by DOJ website data based on 2010 Census.



A pie chart illustrating the gender distribution of the population. The chart is divided into two segments: a larger blue segment representing 'Total Female' at 58%, and a smaller orange segment representing 'Total Male' at 42%.

| Gender | Percentage |
|--------------|------------|
| Total Female | 58% |
| Total Male | 42% |

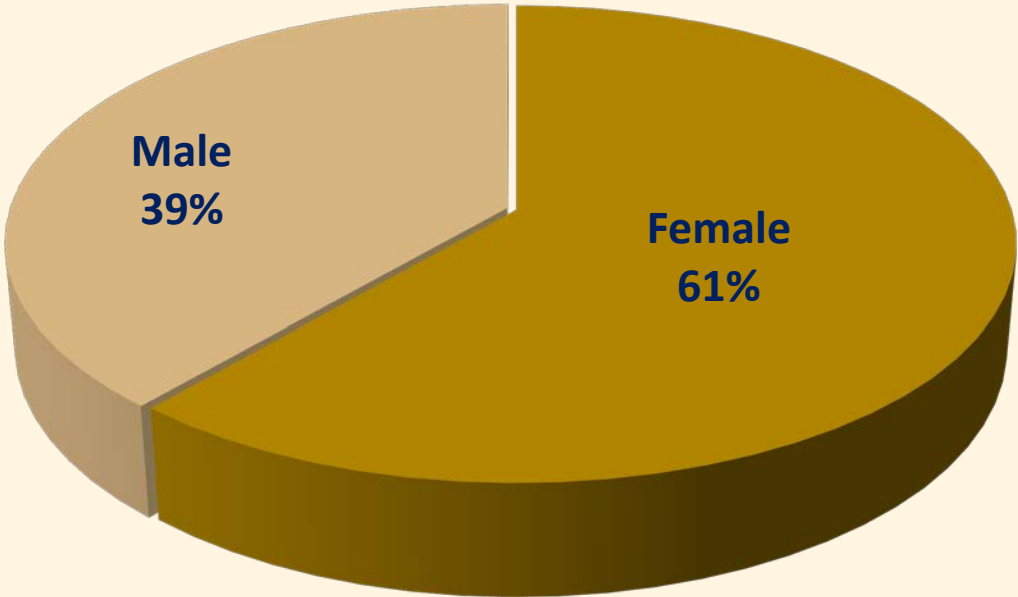


| | | | | | | | Pacific | |
|--------------------------|-------|-------|-------|----------|-------|--------|----------|-------|
| | | White | Black | Hispanic | Asian | Indian | Islander | |
| County Regular Employees | Women | 1,943 | 150 | 2,384 | 424 | 26 | 48 | 4,975 |
| | Men | 1,928 | 102 | 1,234 | 268 | 21 | 44 | 3,597 |
| | | | | | | | | 8,572 |

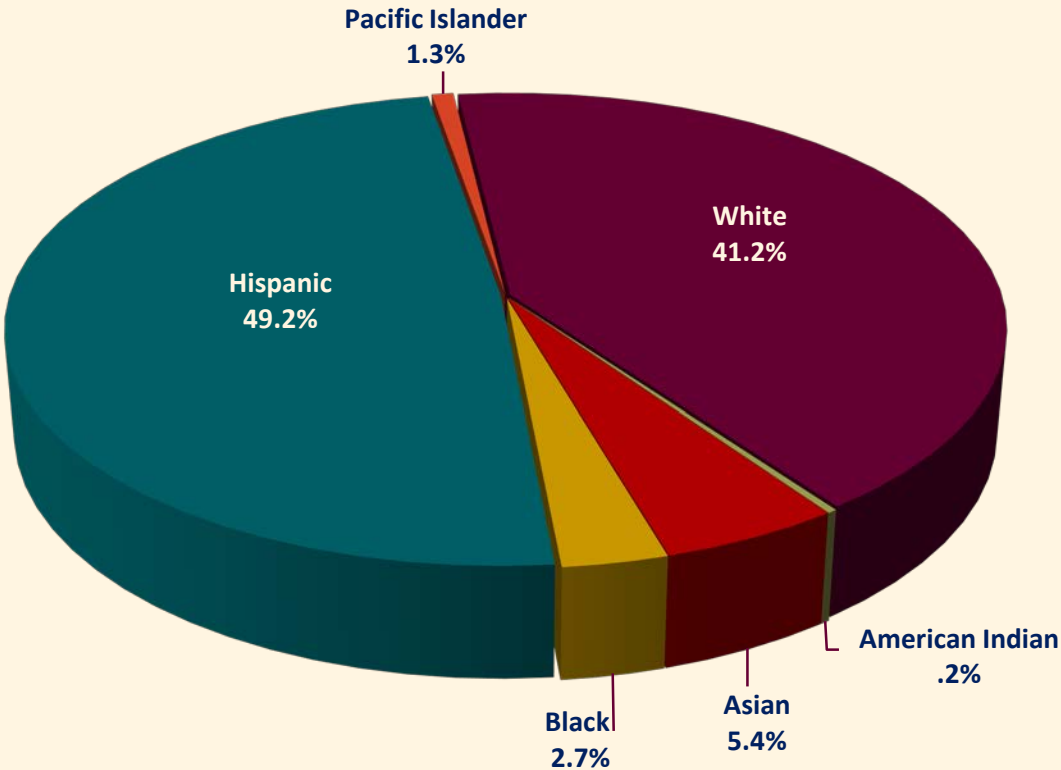


County Promotions in 2018

Employee Gender



Employee Ethnicity



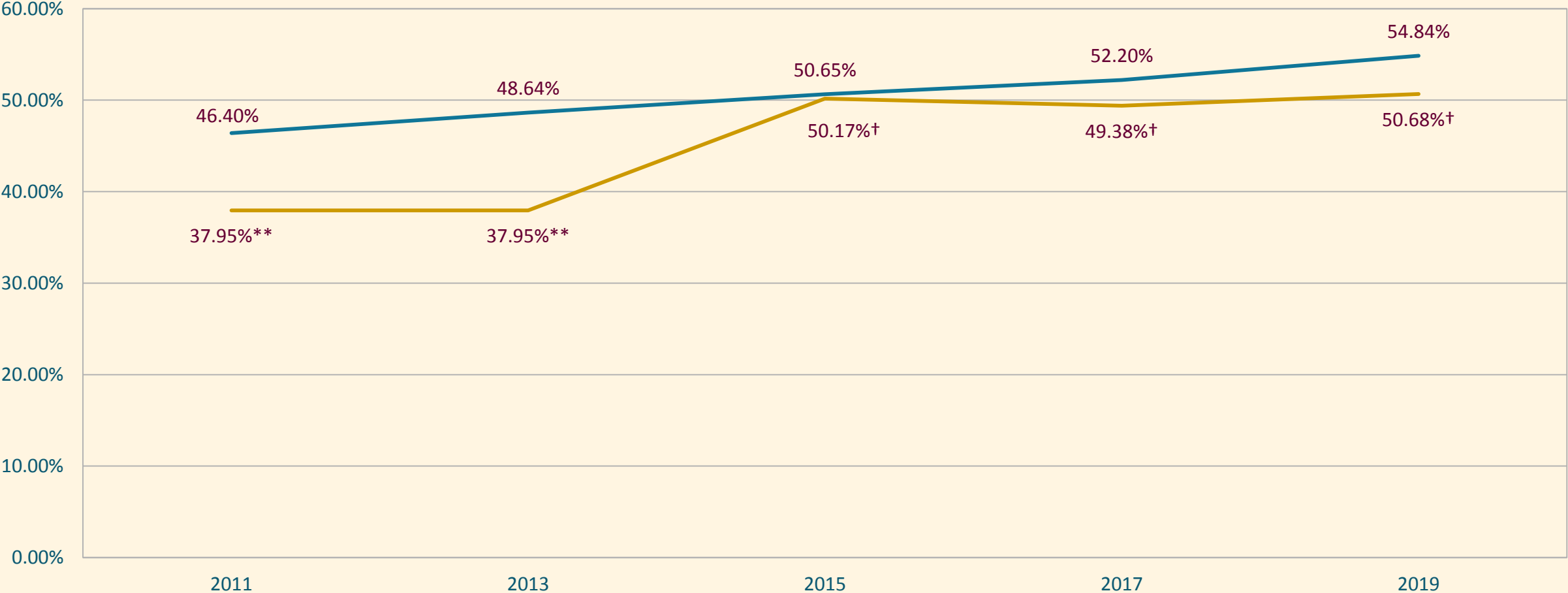


Statistically Significant Workforce Underutilizations / Overrepresentations

by Job Category, Race, and Gender

| Job Category | Male | | | | | | Female | | | | | |
|---|------|------|------|-------|-----|-------|--------|------|------|-------|-----|-------|
| | W | H/L | B/AA | AI/AN | A | NA/PI | W | H/L | B/AA | AI/AN | A | NA/PI |
| Officials/Administrators | -5% | | | | -4% | | | | | | | |
| Professionals | -13% | | | | -2% | | -4% | 17% | | | | |
| Technicians | -10% | | -1% | | -7% | | -4% | 26% | | | -3% | |
| Protective Services: Sworn-Officials | 17% | | -4% | | -5% | | | | | | | |
| Protective Services: Sworn-Patrol Officers | 23% | -12% | | | | | | -12% | | | | |
| Protective Services: Non-sworn | 17% | | | | | | -28% | | | | | |
| Administrative Support | -15% | -6% | | | -2% | | -8% | 29% | | | | |
| Skilled Craft | | 4% | | | | | | | | | | |
| Service/Maintenance | 13% | -7% | | | | | -4% | -4% | | | -2% | |

County of Ventura Minority Workforce* & Community Labor Statistics 2011 to 2019



— County of Ventura Minority Workforce

— Community Labor Statistics (Ventura County):
Minority Labor Availability

* Hispanic/Latino, Black/African American,
American Indian/Alaska Native, Asian,
Pacific Islander

** CLS derived from 2000 Census.

† CLS derived from 2010 Census.

