

The background of the slide is a faded, grayscale photograph of a marina. In the foreground, several sailboats are docked at a wooden pier, their masts and rigging visible. The water is calm, reflecting the boats and the sky. In the background, there are industrial buildings, including tall silos and a larger structure with a gabled roof, situated along the waterfront. The overall scene is peaceful and scenic.

LAKE COUNTY
Investing in People
and Our Communities

Diversity & Inclusion Committee Update

May 2019

DIVERSITY

Strategy 4, Action C

- Asian active employees increased by 0.3% from 2018 to 2019 but still fall below census data by 1.23%
- Caucasian active employees decreased by 2.75% from 2018 to 2019 and still fall below census data by 6.8%
- Blacks and Hispanic active employees both increased from 2018 and 2019 and are above census data. (0.93% and 1.39%)

DIVERSITY

Strategy 4, Action C

DEPARTMENT DEMOGRAPHICS UNDER REPRESENTATION EXAMPLE - DOT

	2010 LC CENSUS	LC ACTIVES 2019	2019 DEPT ACTIVES	Dept Actives Above/ Below Census	2016	2017	2018
Asian	4.10%	2.87%	2.48%	Below	0	0	0
Black or African American	7.31%	11.10%	7.44%	Above	0	1	1
Hispanic or Latino of any Race	15.41%	20.30%	9.10%	Below	1	1	1
Caucasian	71.98%	65.18%	80.17%	Above	2	11	0
Other	1.20%	0.40%	0.83%	Below	0	0	0

- DOT has partnered with Workforce Development to create pipeline of CDL drivers, 3 interns starting May 20th
- DOT has also attended the LC Engineering Internship Career Fair to source candidates.
- Generalists will monitor applicants to ensure diverse pool of candidates.

DIVERSITY

Strategy 4, Action C

DEPARTMENT DEMOGRAPHICS UNDER REPRESENTATION EXAMPLE – Public Works

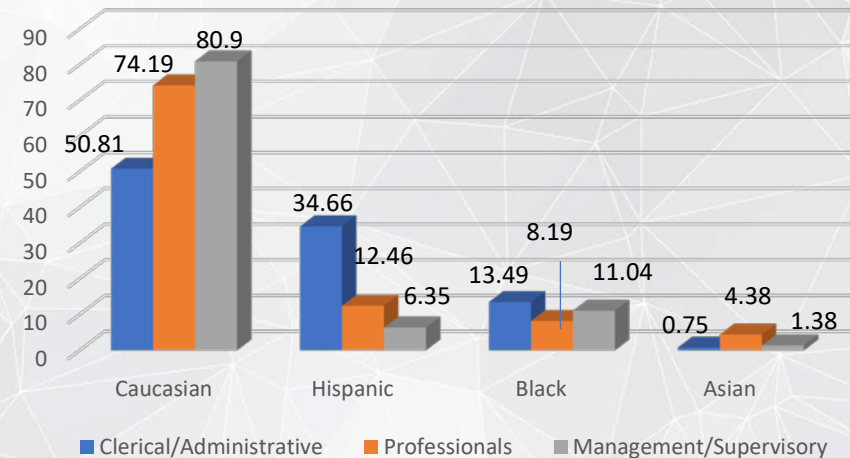
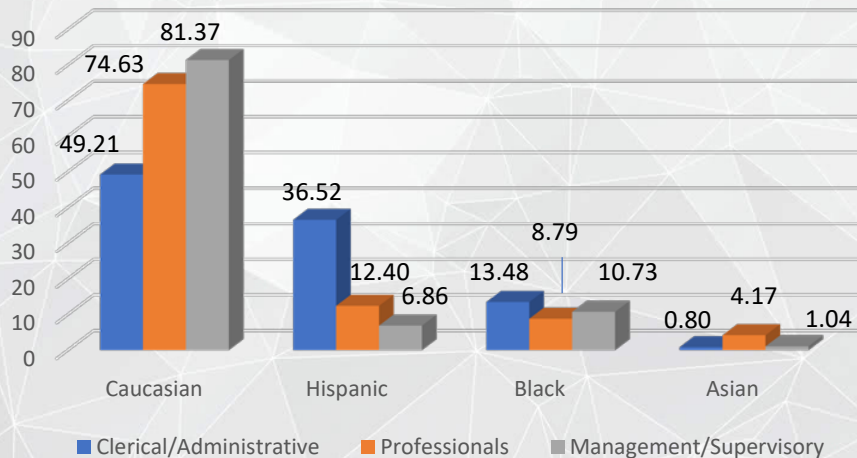
	2010 LC CENSUS	LC ACTIVES 2019	2019 DEPT ACTIVES	Dept Actives Above/ Below Census	2016	2017	2018
Asian	4.10%	2.87%	0.00%	Below	0	0	0
Black or African American	7.31%	11.10%	3.33%	Below	0	0	1
Hispanic or Latino of any Race	15.41%	20.30%	8.89%	Below	2	2	1
Caucasian	71.98%	65.18%	87.78%	Above	4	8	6
Other	1.20%	0.40%	0.00%	Below	0	1	0

- Public Works will continue to partner with Workforce Development for interns.
- HR will partner with Workforce Development and utilize their candidate outreach list and monitor applicants to ensure diverse pool of candidates

DIVERSITY

Strategy 4, Action C

REPRESENTATION BY GROUP & EMPLOYMENT CATEGORY (%)



- The percentage of protected class representation of Administrative/Technical position continues to exceed demographic standards.
- The percentage of Black/African Americans in Professional positions continues to be higher than demographic standards and lower for Hispanics and Asians.
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- The percentage of protected class members in Managerial and Supervisory continues to be below standards for Hispanics and Asians.

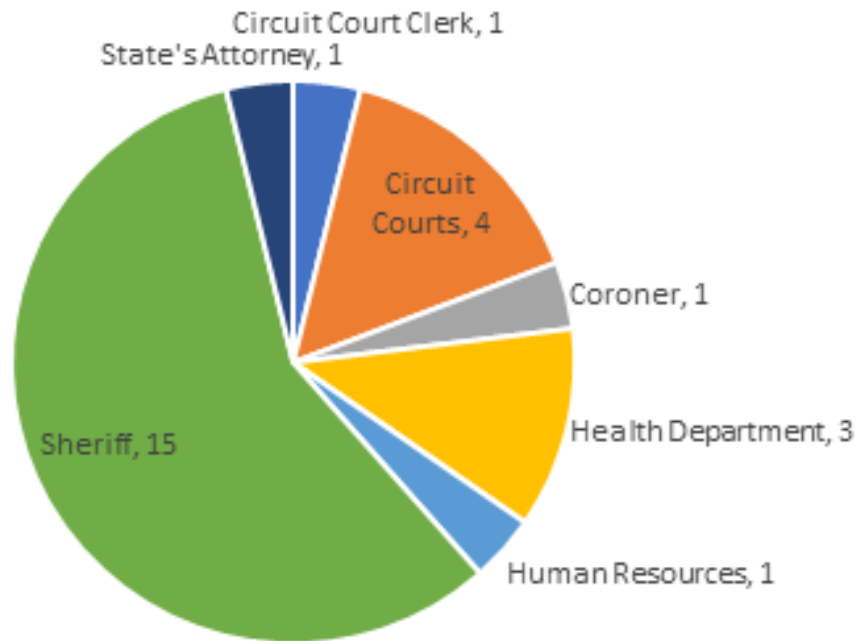
DIVERSITY

- **Monitoring Vacancies by Department**
 - Ensure that a qualified and diverse pool of candidates apply
- Conducted **Unconscious Bias** e-learning
 - 1500 employees (excl. HD)
 - 20 minute video with test questions
- **Talent Acquisition Manager**
 - Recent hire
 - Focused on recruiting and creating a diverse pipeline of talent
- Internal Reporting of Departmental **Demographics** Statistics

LAKE COUNTY EEOC CLAIMS

*26 claimants -
13 claims had no payout*

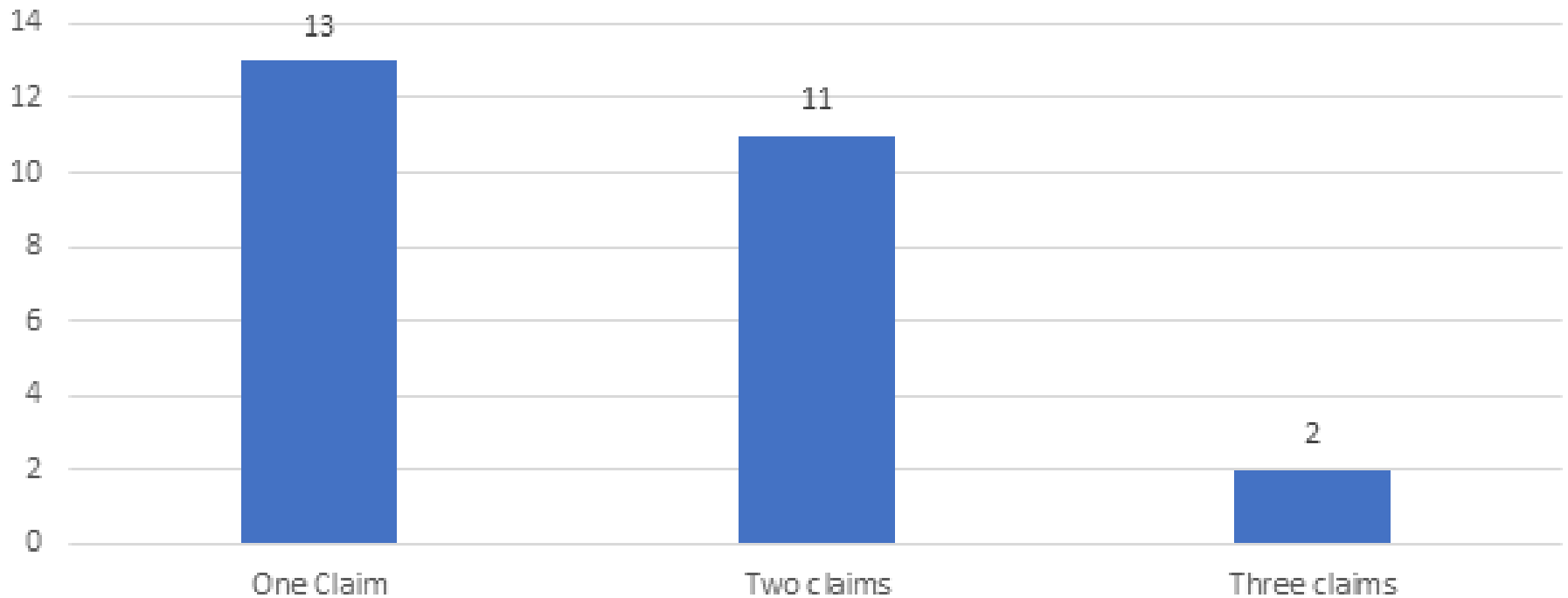
Claims by Department - 2014-2019



CLAIMS BY CLAIMANT

Average person makes 1.5 claims
(single claimant makes a claim for age
discrimination and retaliation)

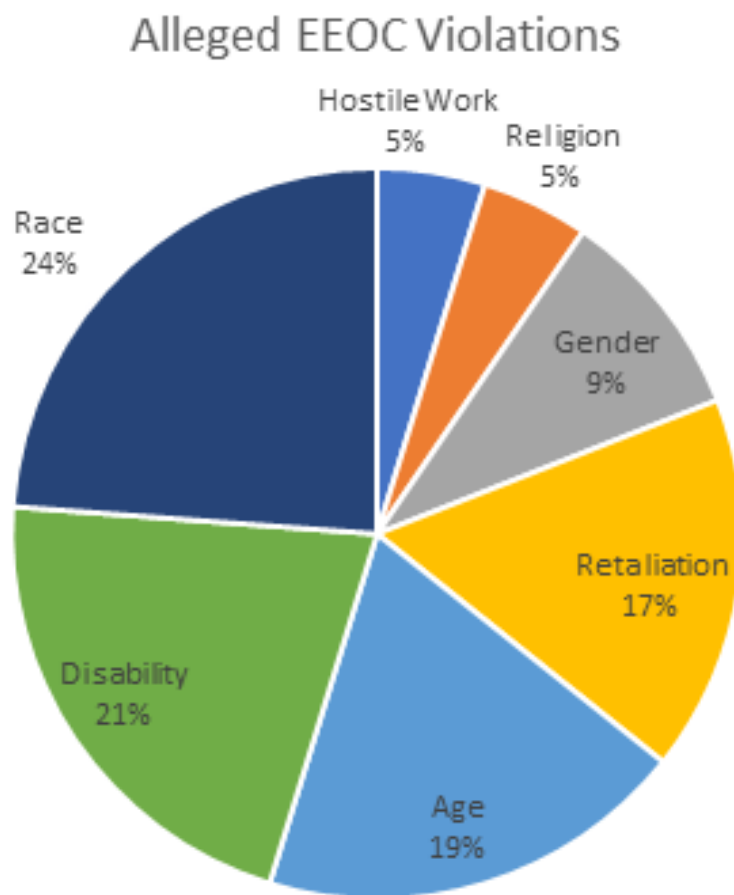
Number of Claims per Claimant



ALLEGATIONS BY TYPE

25% of claims alleged race discrimination

21% alleged disability





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