

CITY LIGHT DIVERSITY, OUTREACH AND INCLUSION

DaVonna Johnson, Administrative Services Officer
March 21, 2017



CITY LIGHT EEO PROFILE

March 17, 2017

Group	Women	Black and African American	American India and Alaskan Native	Asian	Hispanic
SEATTLE CITY LIGHT % of Total	29.80%	11.40%	1.30%	18.10%	4.90%
OFFICIAL/ADMINISTRATOR Percentage of Total Availability Rate	44.30% 32.66%	1.40% 5.38%	0.00% 1.03%	10.30% 11.95%	2.10% 3.00%
PROFESSIONAL Percentage of Total Availability Rate	41.70% 36.56%	8.70% 5.03%	0.40% 0.81%	24.40% 17.71%	5.00% 3.12%
TECHNICIANS Percentage of Total Availability Rate	23.00% 31.42%	5.40% 5.37%	0.70% 1.04%	18.90% 16.49%	4.1% 3.2%
PARAPROFESSIONALS Percentage of Total Availability Rate	60.30% 66.10%	8.80% 11.34%	1.50% 0.00%	14.70% 16.49%	8.80% 4.83%
OFFICE & CLERICAL Percentage of Total Availability Rate	66.10% 67.69%	22.40% 14.81%	1.80% 1.14%	32.70% 21.30%	6.10% 3.93%
SKILLED TRADES Percentage of Total Availability Rate	7.20% 8.35%	11.70% 8.03%	1.70% 2.05%	10.20% 7.83%	4.60% 5.46%
SERVICE & MAINTENANCE Percentage of Total Availability Rate	17.20% 22.15%	13.00% 11.05%	3.60% 2.39%	16.00% 9.90%	4.70% 10.25%

CITY LIGHT 2016 WORKFORCE DEMOGRAPHICS

OVERALL

The targeted outcome for Seattle City Light: A workforce that is representative of the community that we serve. This means that the race and gender demographics of the Seattle City Light workforce in all job categories will mirror the census data for King County.

**SCL 2016 Statistics*

Group	Women	Black/African American	American Indian and Alaskan Native	Asian	Hawaiian and other Pacific Islander	Two or More Races	Hispanic	White	Not Specified
King County	50%	7%	1%	7%	1%	5%	8.9%	62%	N/A
Seattle City Light* 2178 total	34%	11%	1%	18%	1%	3%	4%	59% (-1%)	2%
SCL Skilled Trades* 393 total	8%	11% (+2%)	2%	9%	1%	4% (1%)	4%	68%	3%
Professional 775 total*	44%	8% (-1%)	0%	24%	1%	3%	4%	57%	2%
Official/Administrator or 110 total*	46% (+3%)	13% (-2%)	0%	12%	1%	5% (1%)	3% (1%)	65% (+2%)	1%

CITY LIGHT 2016 WORKFORCE DEMOGRAPHICS

New Hires/Rehires

Group	Women	Black/African American	American Indian and Alaskan Native	Asian	Hawaiian and other Pacific Islander	Two or More Races	Hispanic	White	Not Specified
Seattle City Light* 158 total	30% (-5%)	5% (-1%)	1% (+1)	11% (-6%)	1%	4% (+2)	4% (-3%)	69% (+7)	6%
SCL Skilled Trades* 28 total	0% (+7%)	0% (-14%)	0%	0%	0%	0%	0%	89% (-12%)	11% (+4%)
Professional 54 total*	46% (+9%)	4% (+1%)	2% (+2%)	19% (-4%)	0%	0%	7%	65% (+6%)	4% (-2%)
Official/Administrator 7 total*	43% (-40%)	0%	0%	0%	0%	0%	0%	100%	0%

*SCL 2015 Statistics

CITY LIGHT 2016 WORKFORCE DEMOGRAPHICS

Promotions

Group	Women	Black/African American	American Indian and Alaskan Native	Asian	Hawaiian and other Pacific Islander	Two or More Races	Hispanic	White	Not Specified
Seattle City Light* 198 total	28% (-1%)	14%	0%	13%	3%	2%	5%	62%	3%
SCL Skilled Trades* 42 total	5% (-3%)	10%	0%	<u>5%</u>	<u>0%</u>	<u>2%</u>	<u>2%</u>	79%	2%
Professionals 72 total	40% (-20%)	8% (-12%)	0%	21% (-7%)	1% (-2%)	1% (+9%)	8% (+8%)	57%(-3%)	3% (+3%)
Official/Administrator 15 total	47% (+47%)	20% (+20%)	0% (-10)	<u>0%</u>	<u>7%</u>	7% (-37%)	0% (-37%)	67%(30%)	0%

*SCL 2015 Statistics

CITY LIGHT 2016 WORKFORCE DEMOGRAPHICS

Out-of-Class Assignments

Group	Women	Black/African American	American Indian and Alaskan Native	Asian	Hawaiian and other Pacific Islander	Two or More Races	Hispanic	White	Not Specified
Seattle City Light* 688 total	24%	14%	2%	14%	2% (-1%)	3%	4%	58% (-2%)	3% (-1%)
SCL Skilled Trades* 235 total	7% (-2%)	13%	3% (+1%)	10% (+1%)	0%	4%	4% (-2%)	63% (-2%)	3% (-1%)
Professional 96 total	48% (-6%)	11%	1% (+2%)	20% (-4%)	3% (+2%)	5% (+2%)	2% (-2%)	55% (+5%)	2% (-1%)
Official/Administrator 6 total	17% (+5%)	17% (+5%)	0%	17% (+5%)	17% (+5%)	0%	0% (-12%)	50%	0%

*SCL 2015 Statistics