Certain divisions have higher representations of certain races/ethnicities:

- **Filipinos** have high representation at Laguna Honda (37.4%) & Jail Health (26%)
  - Trend reflects high representation of Filipinos in Nursing
- **White** employees are more common in Central Administration (41.5%) and Whole Person Integrated Care (40.4%)
  - Higher representation of white employees in management and among providers may explain this trend
- **Asians** make up 55.4% of staff in Finance
- **Black and African/American** staff make up 24.6% of total Facilities and Maintenance staff
- **Latinx** staff make up 32.4% of Call Center staff
- In general, the Call Center and Facilities and Maintenance have a high percentage of BIPOC employees compared to other areas.
Last department-level Employee Engagement survey was conducted in Spring 2019

Follow-up survey conducted Fall 2020, planned for every 2 years

2019 Survey had sample size of 65% SFDPH staff (4,956 respondents)

Survey asked 58 questions on topics including leadership, communication, benefits, diversity, respect, staffing levels, career development opportunities, and experiences on issues of racism and equity

Survey responses disaggregated by race, ethnicity, gender, sexual orientation, work area, and job classification

Notable 2019 results:

- Employees like their work and dedicated to the mission
- Staff feel burdened by deficiencies in resources, staffing and communication
Employee Engagement Survey Results

2019
- Black African American staff gave less favorable ratings on 90% of questions
- Need for training on basic concepts, communication and workplace standards

2020
- Increase in multiple understanding and skills re. Racial Equity.
- Increase in staff who report that they are actively working on equity initiatives – largest gain for Black and African American staff (50% to 60%)
Employee Engagement Survey Results

2020

✓ Increase in staff who report feeling comfortable talking about race and racism in the workplace – especially for White employees (58% to 70%).

✓ Increase in number of staff agreeing on the role of institutional racism in health disparities – especially for Black and African American staff (56% to 80%)
2020

- **Increase** in reported staff seeing coworkers showing respect to members of the public of all races/ethnicities

- **No change** in staff reporting that managers are showing respect to staff of all races/ethnicities – except for Latinx staff who reported a decrease in managers respecting all races/ethnicities (76% to 73%)