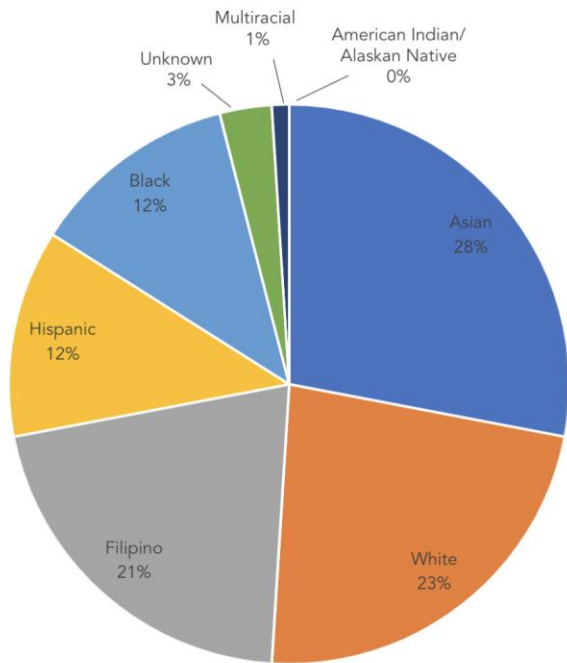


Current Workforce Demographics



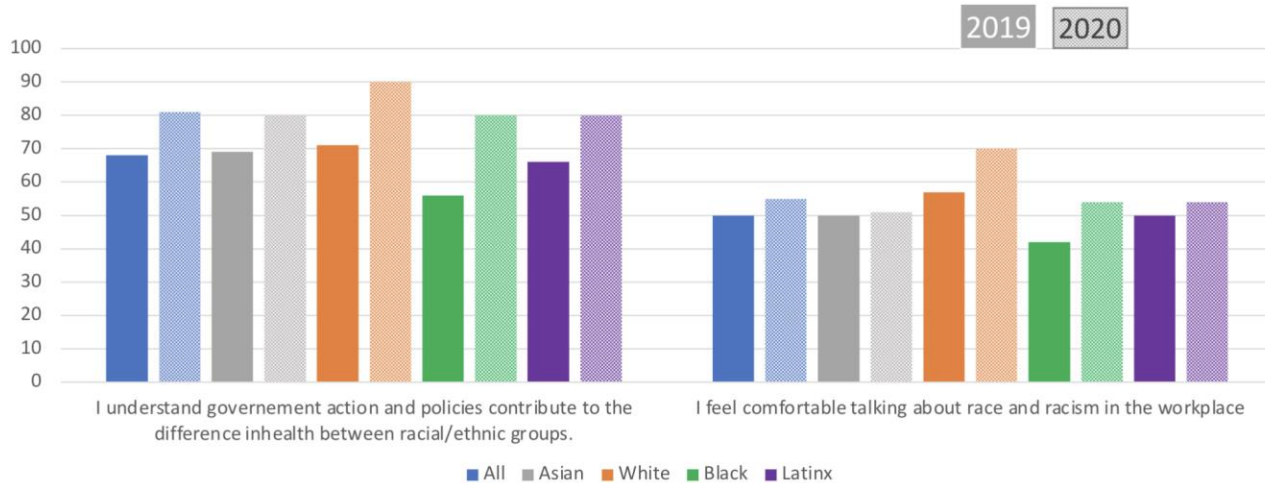
Certain divisions have higher representations of certain races/ethnicities:

- **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.

Department Assessment Review

- 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



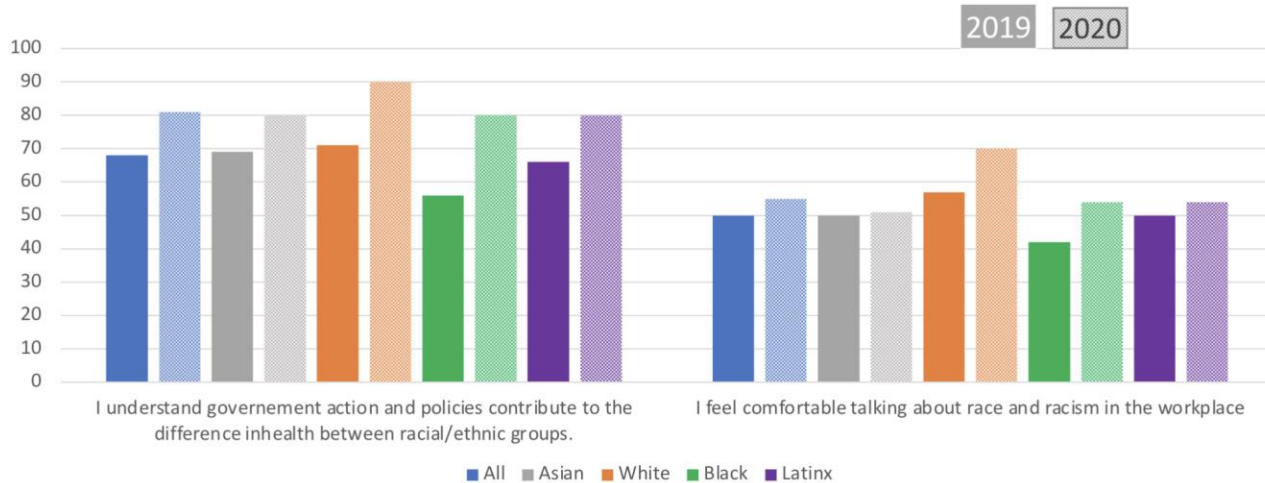
2019

- 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%)



Employee Engagement Survey

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%)

Staff Survey Results 2019 & 2020

