



PEOPLE & CULTURE GROUP
San Mateo County Transit District

EEO Report 2024

Covering January 1 – June 14, 2024

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San Mateo County
TRANSIT DISTRICT

Board of Directors – August 7, 2024

Overview



- SamTrans' workforce is diverse and strives to reflect the community it serves.
- In March 2024, SamTrans submitted its' Equal Employment Opportunity (EEO) Program to the Federal Transit Authority's (FTA) pursuant to FTA Circular 4704.1A.
- The District contracted with Biddle Consulting to provide the availability and utilization analyses for this program. Biddle Consulting also identified the EEO Goals from this data.
- This report provides workforce comparisons across gender and racial demographics for all EEO categories and provides information on the EEO goals submitted in SamTrans 2024 EEO Program.

Workforce Snapshot



- For the purpose of this report, EEO data for only **Full-time Employees** at the District have been selected.
- Duration: **1-01-2024 to 6-14-2024**
- **Total Workforce = 951**

Gender	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaskan Native	Two or more Races	Non - Specified	Total
Male	13.3%	14.6%	8.2%	31.5%	1.8%	0.4%	2.7%	0.5%	73%
Female	3.9%	6.5%	4.6%	10.2%	0.5%	0.1%	0.8%	0.2%	27.2%

Demographic Data Comparison



- 2020 American Community Survey (ACS) 5-year estimates was used to determine availability on the national level and local labor market.
- Local labor market includes Alameda, San Francisco, Contra Costa, San Mateo, and Santa Clara counties.
- EEO Categories are defined by the Federal government. Each title within the District is designated within an EEO Category.
- For Paraprofessionals, about 90% of these positions are promoted within or on a local level. Therefore, no national data was provided for the goal.

Demographics Comparisons: Asian/ Asian American



Full-Time Employees	District	Local	National
Job Categories	District	Local	National
Officials - Administrators	33.2%	26.8%	6.1%
Professionals	45.8%	36.7%	9.4%
Technicians	23.3%	34.8%	5.6%
Administrative Support	24.2%	25.5%	4.8%
Skilled Craft	56.7%	15.2%	2.5%
Service - Maintenance	45%	23.6%	4.7%

Demographics Comparisons: American Indian or Alaska Native



Full-Time Employees Job Categories	District	Local	National
Officials - Administrators	0.5%	0.1%	0.4%
Professionals	0%	0.1%	0.4%
Technicians	0%	0.3%	0.6%
Administrative Support	0%	0.3%	0.5%
Skilled Craft	1.7%	0.2%	0.6%
Service - Maintenance	0.7%	0.2%	0.7%

Demographics Comparisons: Black or African American



Full-Time Employees Job Categories	District	Local	National
Officials - Administrators	7.6%	3.9%	7.6%
Professionals	4.7%	3.6%	8.6%
Technicians	23.3%	5.4%	13%
Administrative Support	11.3%	6.5%	11.7%
Skilled Craft	3.3%	3.7%	7.1%
Service - Maintenance	18.1%	7%	14.9%

Demographics Comparisons: Hispanic or Latino



Full-Time Employees Job Categories	District	Local	National
Officials - Administrators	14.1%	11.6%	9.9%
Professionals	5.6%	9.2%	8.6%
Technicians	16.7%	25.4%	17.6%
Administrative Support	25.8%	22.8%	15.6%
Skilled Craft	23.3%	45%	24.8%
Service - Maintenance	19%	42.3%	25.8%

Demographics Comparisons: Native Hawaiian or other Pacific Islander



Full-Time Employees Job Categories	District	Local	National
Officials - Administrators	0%	0.4%	0.1%
Professionals	0.9%	0.3%	0.1%
Technicians	3.3%	0.6%	0.2%
Administrative Support	4.8%	0.9%	0.2%
Skilled Craft	1.7%	0.7%	0.2%
Service - Maintenance	3.2%	0.8%	0.2%

Demographics Comparisons: White or Caucasian



Full-Time Employees Job Categories	District	Local	National
Officials - Administrators	39.1%	53.9%	74%
Professionals	39.3%	46.5%	70.9%
Technicians	23.3%	26.1%	61.2%
Administrative Support	29%	40%	65.1%
Skilled Craft	10%	32.3%	63.3%
Service - Maintenance	10.3%	22.9%	51.6%

Demographics Comparisons: Two or More Races



Full-Time Employees Job Categories	District	Local	National
Officials - Administrators	4.9%	1.2%	1.8%
Professionals	2.8%	2.9%	2%
Technicians	10%	2.9%	1.8%
Administrative Support	3.2%	3.6%	2.1%
Skilled Craft	3.3%	6.1%	1.5%
Service - Maintenance	2.8%	1.5%	2.1%

Workforce by Position



Job Group	Male	Female
Officials /Administrators	100	84
Professionals	61	46
Technicians	24	6
Paraprofessionals	47	25
Administrative Support	20	41
Skilled Craft Workers	60	0
Service and Maintenance	383	53
Total	695	255

Workforce by Ethnicity (Male)

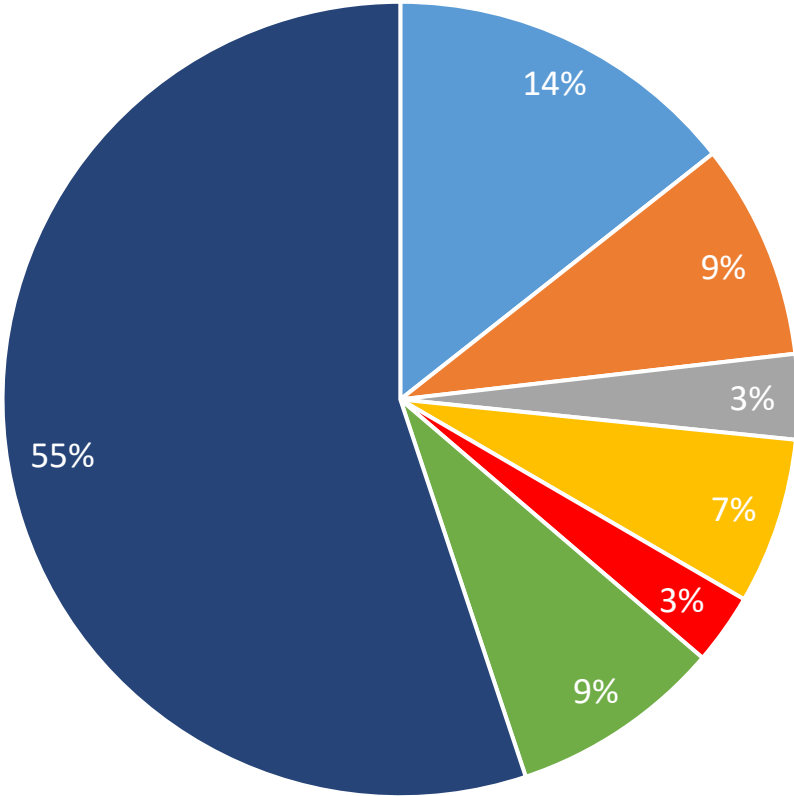


Job Group	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races	Non-Specific
Officials /Administrators	17	46	7	24	-	-	6	-
Professionals	5	29	4	24	-	-	2	1
Technicians	5	5	6	4	1	-	3	-
Paraprofessionals	9	5	4	24	2	-	3	-
Administrative Support	1	8	4	6	1	-	-	-
Skilled Craft Workers	14	6	2	34	1	1	2	
Service and Maintenance	75	40	51	188	12	3	10	4
Total	126	139	78	304	17	4	26	5

Workforce by Position (Male)



Workforce-Male



- Officials - Administrators
- Paraprofessionals
- Service - Maintenance
- Professionals
- Administrative Support
- Technicians
- Skilled Craft

Workforce by Ethnicity (Female)

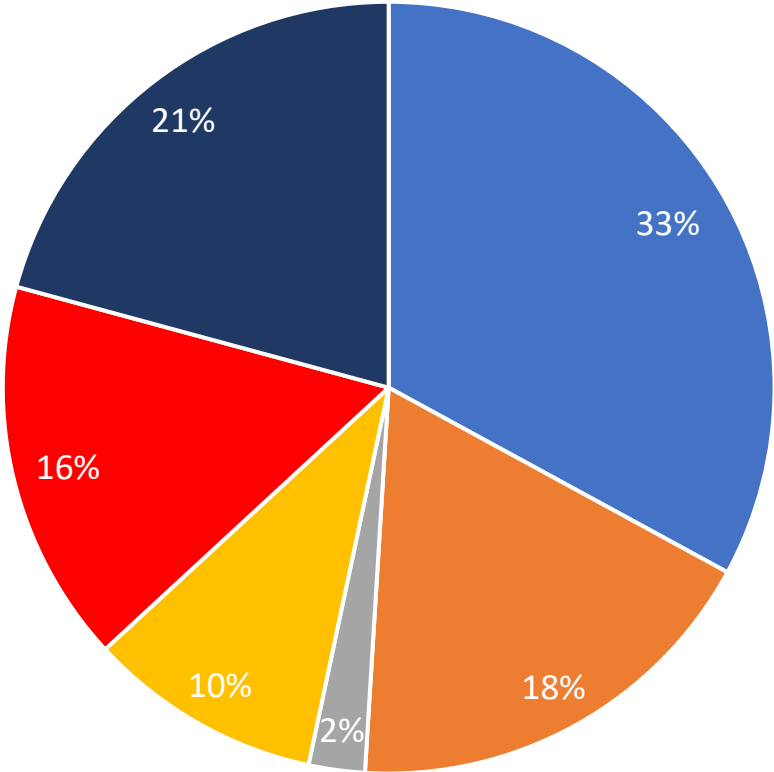


Job Group	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races	Non-Specific
Officials /Administrators	9	26	7	37	-	1	3	1
Professionals	1	13	1	29	1	-	1	-
Technicians	-	2	1	3	-	-	-	-
Paraprofessionals	4	6	4	11	-	-	-	-
Administrative Support	15	10	3	9	2	-	2	1
Skilled Craft Workers	-	-	-	-	-	-	-	-
Service and Maintenance	8	5	28	8	2	-	2	-
Total	37	62	44	97	5	1	8	2

Workforce by Position (Female)



Workforce-Female



- Officials - Administrators
- Professionals
- Technicians
- Paraprofessionals
- Administrative Support
- Service - Maintenance

Directors/Executives by Ethnicity



Directors

Gender	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaskan Native	Two or more Races	Non-Specific	Total
Male	4	12	1	7	-	-	1	-	25
Female	1	10	-	6	-	-	-	1	18

Executives

Gender	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaskan Native	Two or more Races	Non-Specific	Total
Male	2	6	-	2	-	-	-	-	10
Female	-	4	-	3	-	-	-	-	7

*(This includes the data from the following EEO Categories: Officials-Administrators)

EEO Goals



- The District and Biddle Consulting identified annual percentage placement goals to achieve parity in minority and female representation in job groups where they are underrepresented.
- These goals are based on the availability of these demographic groups within the EEO-4 job categories and are intended to reach parity over the term of the Equal Employment Opportunity Plan (EEOP).
- When minority and female representation is less than estimated availability, incremental annual goals are established at the availability figures for each group, considering the availability of qualified individuals in relevant labor areas.
- The following EEO goals are guideposts to measure progress in identified deficiencies in its workforce. They should not be seen as rigid targets that bypass qualifications and experience.

EEO Goals pt.1



Goals		Current # of Employees	1- year mark	2- year mark	3- year mark	4- year mark	Total Goal By 2028
Officials-Administrators							
	White Males	46	3	3	3	4	13
	White Females	28	1	1	1	2	5
Professionals							
	Hispanic Males	5	0	0	1	0	1
	White Females	12	0	0	1	0	1
	Black Females	1	0	0	1	0	1
	Hispanic Females	1	1	1	1	0	3
	Two + Females	1	0	0	1	0	1
Technicians							
	White Males	3	0	0	1	0	1
	White Females	2	0	1	1	0	2
	Hispanic Females	0	0	0	1	0	1
	Asian Females	3	0	0	1	0	1

EEO Goals pt.2



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Goals		Current # of Employees	1- year mark	2- year mark	3- year mark	4 Year Mark	Total Goal By 2028
Paraprofessionals							
	White Males	6	2	3	3	3	11
	Hispanic Males	9	0	0	1	0	1
	White Females	6	1	1	1	1	4
Administrative Support							
	Hispanic Males	1	0	0	1	0	1
	White Females	10	1	1	1	2	5
Skilled Craft							
	White Males	6	2	3	3	4	11
	Hispanic Males	14	1	1	1	2	5
Service Maintenance							
	White Males	39	4	4	4	4	16
	Hispanic Males	75	8	8	8	9	33
	2/More Races Male	9	0	1	0	1	2
	White Females	5	2	2	2	3	9
	Black Females	30	0	0	0	1	1
	Hispanic Females	8	4	4	4	5	17
	Asian Females	7	1	1	2	2	6

Updated Recruiting Practices



- Instituting Blind Resume Review
- Integrating EEO Goals in recruiting strategies
- Partnership with Jobtrain
- Tabling at Public Service Fairs

- Partnership with Parks and Recs. Department to have recruitment events
- Hiring Manager Training
- Collaborating with the Employee Resource Groups to identify other networks
- Research opportunities with groups such as WTS, Latinos in Transit and COMTO



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Questions or
Comments?



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