



King County

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King County Executive

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September 7, 2022

The Honorable Claudia Balducci
Chair, King County Council
Room 1200
C O U R T H O U S E

Dear Councilmember Balducci:

I am pleased to transmit the 2022-2025 Equal Employment Opportunity and Affirmative Action Plan (EEO/AA Plan) for the executive branch, as required by King County Code (KCC) 3.12.180(C). The complete 2020 United States Census data, central to putting together the new plan, was not available until mid-September 2021. King County Code 3.12.180(E) states that the Executive shall submit a proposed Ordinance approving a new four-year EEO/AA Plan to Council within twelve months of the publication of the appropriate data from the ten-year U.S. Census.

The King County executive branch is guided by our True North: making King County a welcoming community where every person can thrive. One of the many tools we are using to reach that goal is the EEO/AA Plan which includes innovative ways to increase the number of persons of color, women, and people with disabilities within our workforce. It also demonstrates a commitment at every level of the executive branch to promote and protect an environment that embraces diversity and creates inclusion and belonging. Central to this commitment is the belief that residents are best served when the workforce reflects the communities it serves.

As found in the EEO/AA Plan, the workforce in executive branch departments is, on aggregate, above the percentages of employable workers by race and ethnicity found in the King County labor population for most racial and ethnic groups. However, as noted in the section detailing specific placement goals for the 2022-2025 plan, underrepresentation exists with some departments for select jobs or job groups. The 2022-2025 EEO/AA Plan calls for an annual placement goal whenever the representation within a job group for persons of color or women is less than would reasonably be expected given the availability of qualified persons in the relevant labor area as reported in the 2020 census.

Among the County workforce, Black people are represented at a higher percentage than in the countywide population, and the representation of Native Americans equals the workforce availability. This plan aims to build on these outcomes.

The underrepresentation of women in the County workforce as compared to the region's available workforce persists because of the lower numbers of women employed in skilled crafts, service maintenance, and protective services, as detailed in the job group areas analysis. This plan identifies tactics for addressing these areas.

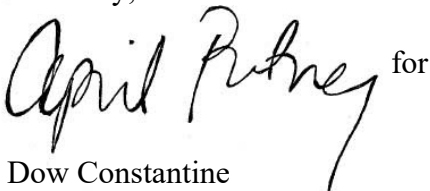
The EEO/AA Plan shows that advances have been made, while also highlighting strategies to tackle areas of underrepresentation. Of the total 840 potential goal areas for this plan period, 86 percent or 722 are fully represented. For the remaining 118 goal areas where the County's representation of persons of color and women are underrepresented when compared with those qualified and available in the workforce, executive branch departments have identified strategies to increase representation. The plan also includes data from the Prosecuting Attorney's Office, which voluntarily participates in this effort.

Included in the 2022-2025 EEO/AA Plan is a summary and review of the prior plan, adopted in 2018. Although executive branch departments faced an unprecedented pandemic, gains were achieved across all departments. At the end of that plan, 91 percent or 422 of 462 goal-setting areas had full representation of persons of color and women.

In both creating the new plan and analyzing the results of the prior plan, the County involved a broad array of employees, including its employee-based Equal Employment Opportunity/Affirmative Action Advisory Committee and human resources staff from across the government. Their involvement informed not just the plan goal areas and the implementation strategies, but the vision and policy statements set forth in the plan. The plan supports the King County Strategic Plan objective to develop a highly engaged, diverse, culturally responsive, and high-performing workforce. It also supports the Equity and Social Justice Strategic Plan by demonstrating the executive branch's ongoing commitment to attract, recruit, promote, and retain a talented and diverse workforce reflective of the communities served.

Thank you for your review and consideration of the County's 2022-2025 EEO/AA Plan. If your staff have any questions, please contact Gloria Ngezaho, Workforce Equity Manager, Department of Human Resources, at 206-263-5781.

Sincerely,

 for

Dow Constantine
King County Executive

The Honorable Claudia Balducci

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Enclosure

cc: King County Councilmembers

ATTN: Stephanie Cirkovich, Chief of Staff

Melani Pedroza, Clerk of the Council

Shannon Braddock, Chief of Staff, Office of the Executive

Karan Gill, Deputy Chief of Staff, Office of the Executive

Mina Hashemi, Council Relations Director, Office of the Executive

Dwight Dively, Chief Operating Officer, Office of the Executive

Whitney Abrams, Chief People Officer, Office of the Executive

Jay Osborne, Director, Department of Human Resources (DHR)

Gloria Ngezaho, Workforce Equity Manager, DHR