



Human Resources Department

FY 2021-22 Performance

Creating a Culture of Diversity, Equity, Inclusion, and
Belonging

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FOCUSED ON

PEOPLE

Maximize Individual Potential

Expand Organizational Capacity

Position SMC as an Employer of Choice



Key Workforce Demographics



5,800 Authorized Positions

85% Gen X and Gen Y

66% People of Color

63% Female

57% Reside in
San Mateo County

ADVANCING EQUITY: New Initiatives

Countywide Equity Plan

HR Equity Plan

Anchor Framework

- Inclusive Workforce >

- Inclusive Procurement

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- Inclusive Workforce

Hiring Practices and Policies

Workforce Partnerships / Pipeline Development

Career Pathways/Ladders

Recruitment and Retention Study

- Inclusive Procurement

ADVANCING EQUITY: New Initiatives

Countywide Equity Plan
HR Equity Plan
Anchor Framework

Inclusive Workforce >

Inclusive Procurement



ADVANCING EQUITY: Ongoing Initiatives

Inclusive Hiring

Workforce/People Analytics Dashboards

Employee Engagement Survey

EEO/DEI Committee

STARS DEI Award

Policies

Commissions



Equity Spotlight: Internships/Fellowships

Jobs For Youth

1900

Youth Served

\$2000

Awarded to

20

Scholars



**40TH ANNUAL
JOBS FOR YOUTH
AL TEGLIA SCHOLAR CELEBRATION**



Equity Spotlight: Internships/Fellowships

Live In Peace Hoover Fellows



Equity Spotlight: DEIB Training



Skills-based
Hiring



Gender
Identity and
Transgender
Policy Training



Diversity
Strategies in
Hiring and
Recruitment



e-Learning



All Staff
Foundational
Training

**INNOVATION:
Employer of Choice**

14% Vacancy Rate

12% Employee Turnover Rate

40% Increase in New Hires

99% Satisfaction with
New Hires



INNOVATION: Employer of Choice

Employer Branding Initiative

Virtual Job Fair and Career Expo

One Day Hiring Events

Candidate Experience Surveys



INNOVATION: Learning and Development

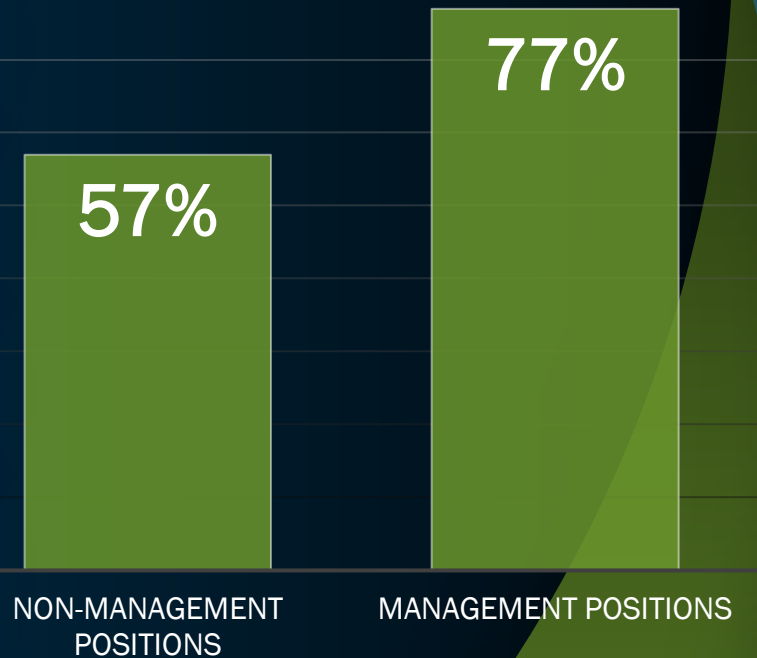
Live and Hybrid Learning

Job Spotlight Forums / Career Talk Series

Career Development Toolkit

Coaching Initiative

Promotion Rate
2021-22



INNOVATION: Employee Engagement & Well-being



Work
Environment



Mental/Emotional
Wellbeing



Financial
Wellbeing



Innovation
Challenge



Thank you!

Questions?