



Goal Four

Promote Workforce Diversity and Development

Conduct and expand outreach to a broader range of individuals to increase employee diversity. Employ creative recruitment techniques and further promote diversity within the City's organizational culture.

Objective 1: Advance Workforce Development and Succession Planning

Initiatives:

- a. Engage local high school students in meaningful work assignments that will stimulate an interest in future career opportunities with the City, utilizing social media to market current City programs (i.e. Student Worker Program, Police Explorer Program, Teen Citizen Academy, and Fire Department Mentorship)
- b. Continue participation in President Obama's "My Brother's Keeper" initiative on a County and Federal level beyond his term as President.
- c. Initiate mandatory continuing education for specific job classifications.
- d. Implement a pre-supervisory academy to better prepare employees for promotional opportunities.
- e. Evaluate opportunities with West Los Angeles College and other efforts such as the New American Leaders Project.

Objective 2: Increase Diversity in the Workplace

Initiatives:

- a. Expand recruitment outreach to women, minorities, veterans, and people with disabilities by proactively reaching out using social media, professional organizations, and personal follow up from job fairs and other sources of contact.
- b. Develop and grow the City's image as a role model for equal opportunity, inclusion, and diversity.
- c. Provide training on inclusion and cultural sensitivity to reinforce the value of diversity.
- d. Consider the Government Alliance on Race and Equity (GARE) organization as a resource for potential training opportunities.

Goal Indicators

- a. Feedback from program participant and employee surveys.
- b. Number of student internships/mentorships provided, including those that are connected to the "My Brother's Keeper" initiative.
- c. Number of employees that successfully complete the pre-supervisory training program.
- d. Number of women, minorities, veterans, and people with disabilities who are hired, retained, and placed in positions of leadership.
- e. Number of employees trained using GARE resources.

Task Force

Yes

Community Meetings

Yes

Lead City Council Member and Lead Department

Council Member Meghan Sahli-Wells
Human Resources