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# A Path to Equal Employment

Underutilization in the City and next steps

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# Equal Employment Opportunity & Underutilization

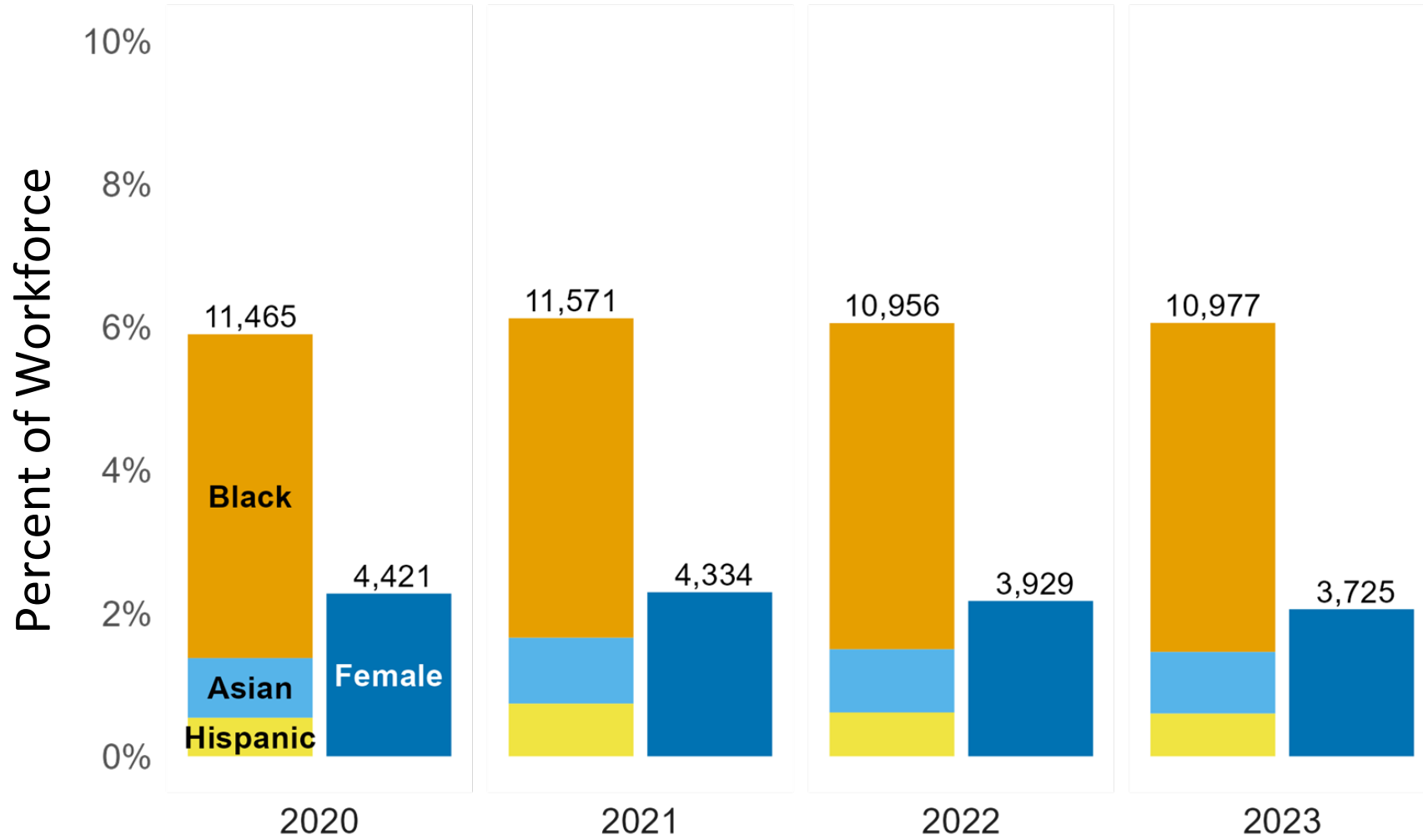
- **EEO** means all persons have equal opportunities for employment.
  - **Underutilization** occurs when the employment rate is less than expected.
    - Underutilization is a signal of *potentially unequal* employment opportunities.
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**Local Law 13 of 2019** requires EEPC to report annually, for 10 years, on underutilization of racial and ethnic groups in the City's municipal workforce.

- *EEPC includes the underutilization of women.*

# Underutilization

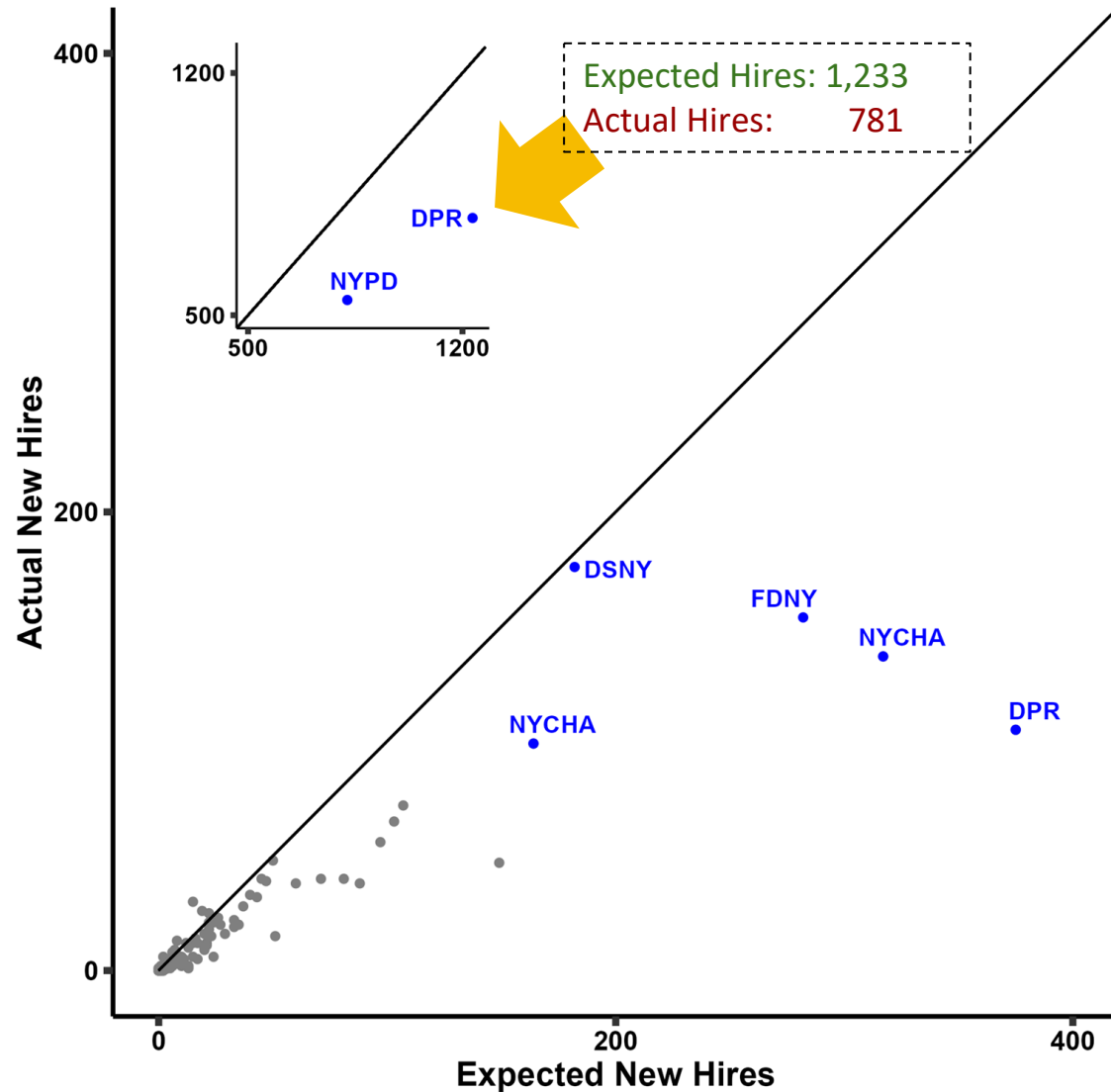
Total and Percent of Workforce\*



Black and women workers are most underutilized.

\*Excludes NYC DOE teachers and H+HC employees

# Hiring

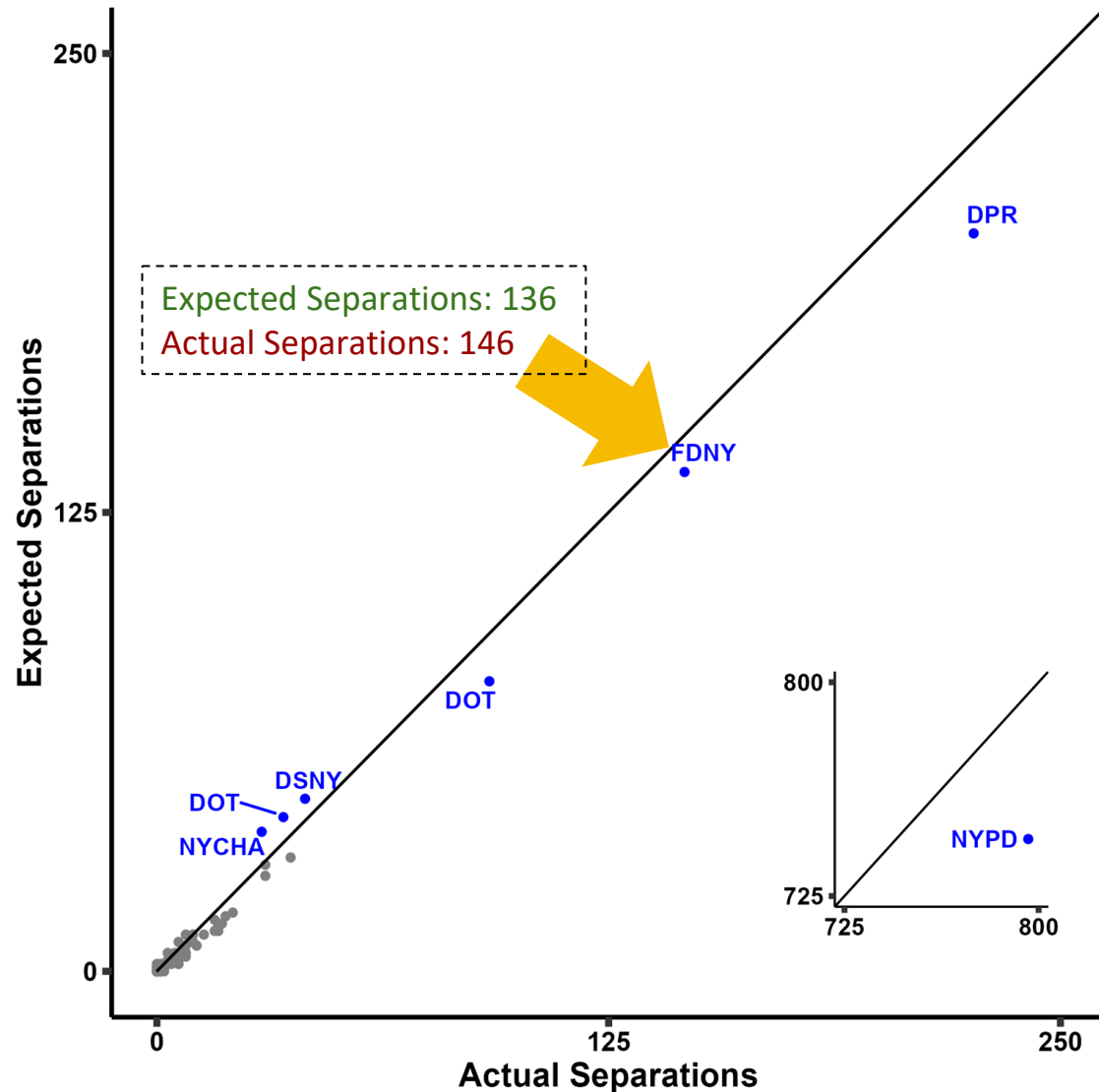


Hiring rates were often less than labor market rates for underutilized groups.

Points above the diagonal line lessened underutilization in racial/ethnic groups; the actual hiring rate was *greater* than the expected hiring rate by race/ethnicity.

# Separations

Separations had a considerable impact on underutilization, especially for women.



Points above the diagonal line lessened underutilization of women; the actual separations rate was *less* than the expected separations rate for women.

# Recommendations

- **Prioritize recruitment efforts** in areas of underutilization.
- **Understand drivers of underutilization** from hiring.
- **Understand drivers of separations** of underutilized groups.