

2019 Diversity and Hiring Results

AUDITOR'S OFFICE'S AFFIRMATIVE ACTION REPORT | OCTOBER 2020

The Auditor's Office adopted an Affirmative Action Plan in 2018 supporting the principles of equal employment opportunities and affirmative action to ensure equitable opportunities for employees to exist and thrive in the workplace.

Report summary

Affirmative Action reporting, required by Auditor's Office policy, describes employment and recruitment outcomes by demographic, and serves as a basis for further policy or practice changes to improve equity. We have highlighted some actions taken in the last year in support of our Affirmative Action efforts and included data broken out by gender, race, and if the group includes managers. We also compared our office to other similarly sized bureaus.

Data in our report reflects demographics as of December 2019.

The Auditor's Office has taken specific efforts aimed at improving representation, including:

Job fairs

We participated in several job fairs focusing on under-represented communities to promote Office job opportunities.

Outreach events

Beginning in the Summer of 2019, we increased outreach efforts in under-represented communities and communities of color city-wide. We are in the process of relationship building and expect to see improved results in our recruitments.

Expanded community participation in recruitment

For a director-level recruitment, we went beyond our typical practice of sending job announcements to diverse community groups. We surveyed community stakeholders to help build the candidate profile and brought in representatives of community groups to participate in candidate interviews.

Contents

Staff demographics are similar to last year

Seven recruitments in 2019

Latinx are underrepresented in the Auditor's Office



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Staff demographics are similar to last year

The data below are based on a small number of employees. Therefore, data can appear to shift dramatically with the addition or loss of a few staff members.

Contents

Staff demographics are similar to last year

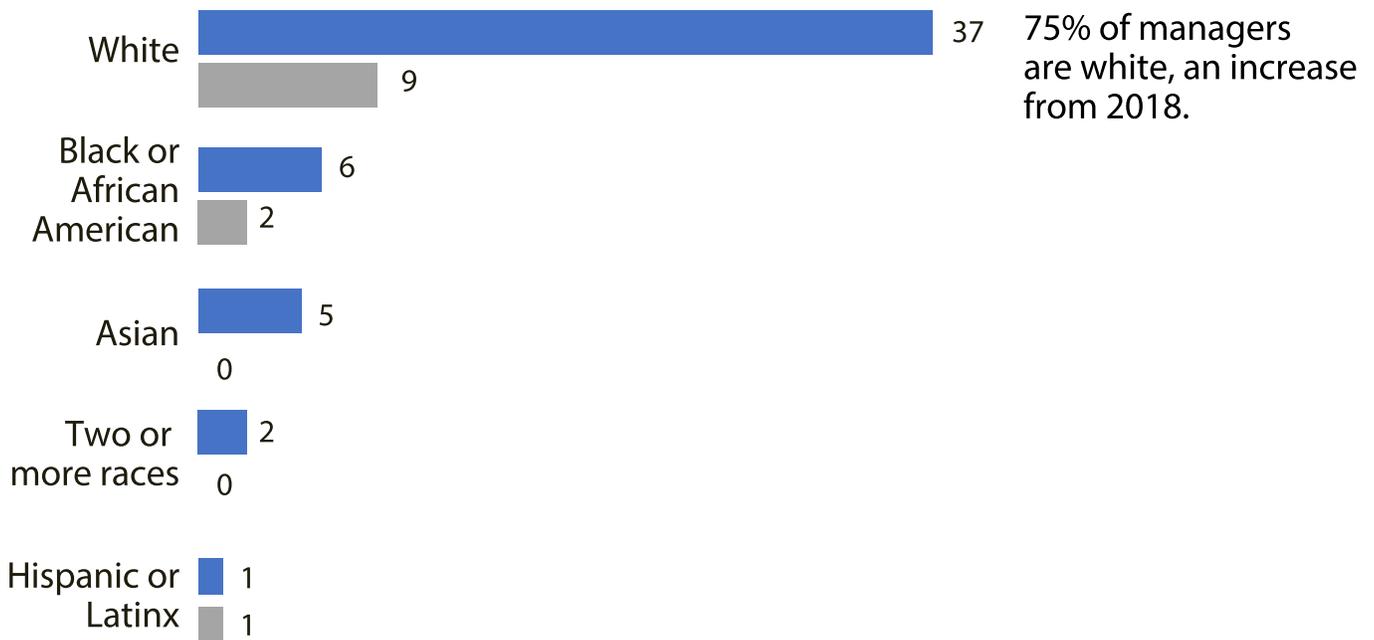
Seven recruitments in 2019

Latinx are underrepresented in the Auditor's Office

The majority of staff and managers in the Auditor's Office are **female**.
But the percentages of **female managers and staff** decreased from 2018.



Race and ethnicity of all staff and managers in the Auditor's Office:



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Seven recruitments in 2019

One of the equity goals for the Operations Management division is to build a selection process that results in a representative workforce. The Auditor's Office completed seven competitive recruitments to fill nine regular ongoing positions during 2019. Recruitments occurred in four divisions and involved 439 applicants and more than 50 interviews.

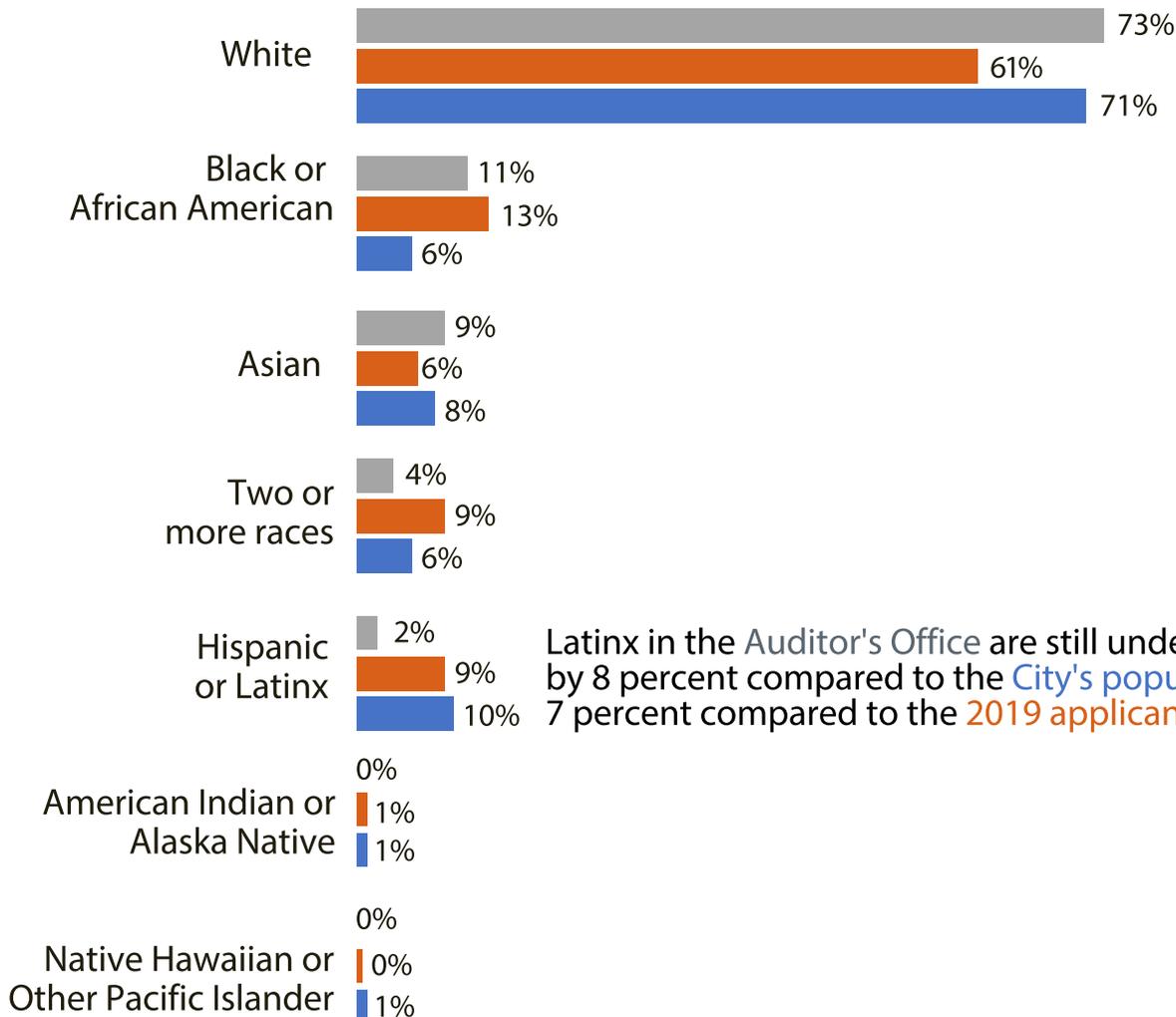
Contents

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Latinx are underrepresented in the Auditor's Office

Demographics of the Auditor's Office resemble the City's population in most categories. The 2019 applicant pools are also reflected below.



Latinx in the Auditor's Office are still under-represented by 8 percent compared to the City's population and 7 percent compared to the 2019 applicant pools.

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Latinx are underrepresented in the Auditor's Office relative to other bureaus

The differences could be attributable to many factors, including different recruitment practices, types of job opportunities, or outreach strategies. Further study, including discussions with the similarly-sized City bureaus compared below, is needed to determine where the Auditor's Office can improve the recruitment and outreach process to Latinx groups and other underrepresented communities.

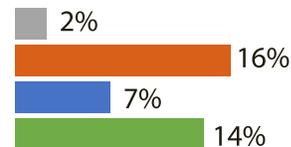
Latinx make up two percent of the Auditor's Office, compared to 16 percent in the Portland Housing Bureau, 7 percent in the Bureau of Human Resources, and 14 percent in the City Attorney's Office.

Contents

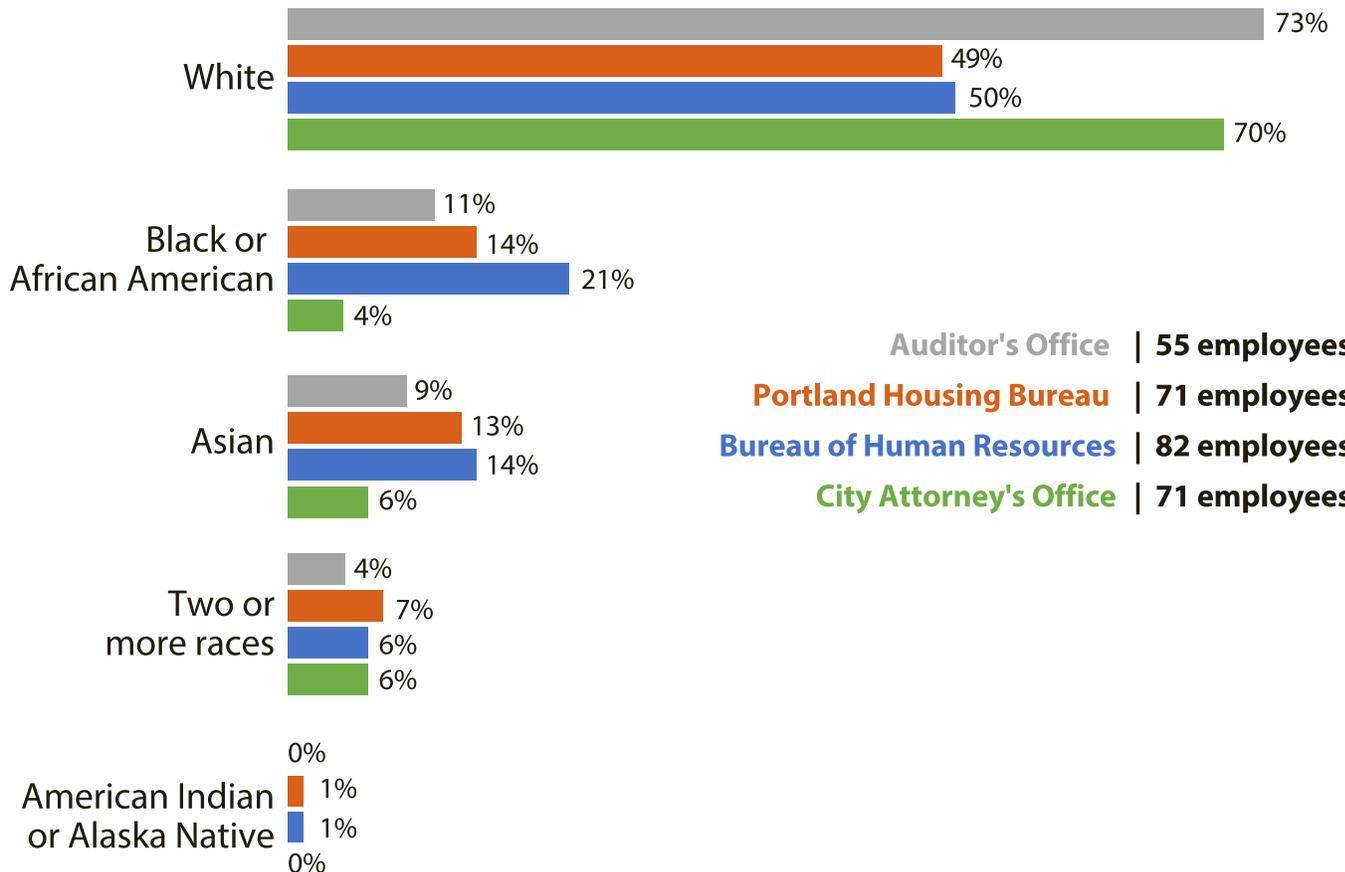
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Seven recruitments in 2019

Latinx are underrepresented in the Auditor's Office



The Auditor's Office is not as diverse as the similarly-sized Portland Housing Bureau or Bureau of Human Resources.



Auditor's Office | 55 employees
Portland Housing Bureau | 71 employees
Bureau of Human Resources | 82 employees
City Attorney's Office | 71 employees



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