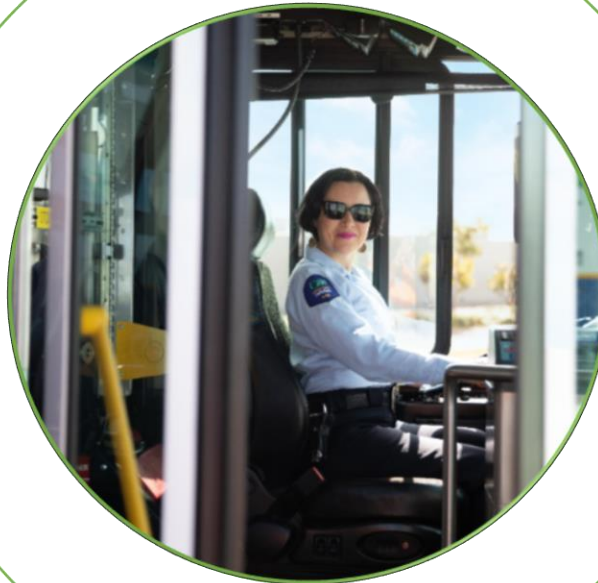


# EQUAL EMPLOYMENT OPPORTUNITY

Report and Program

February 7, 2024



# Background

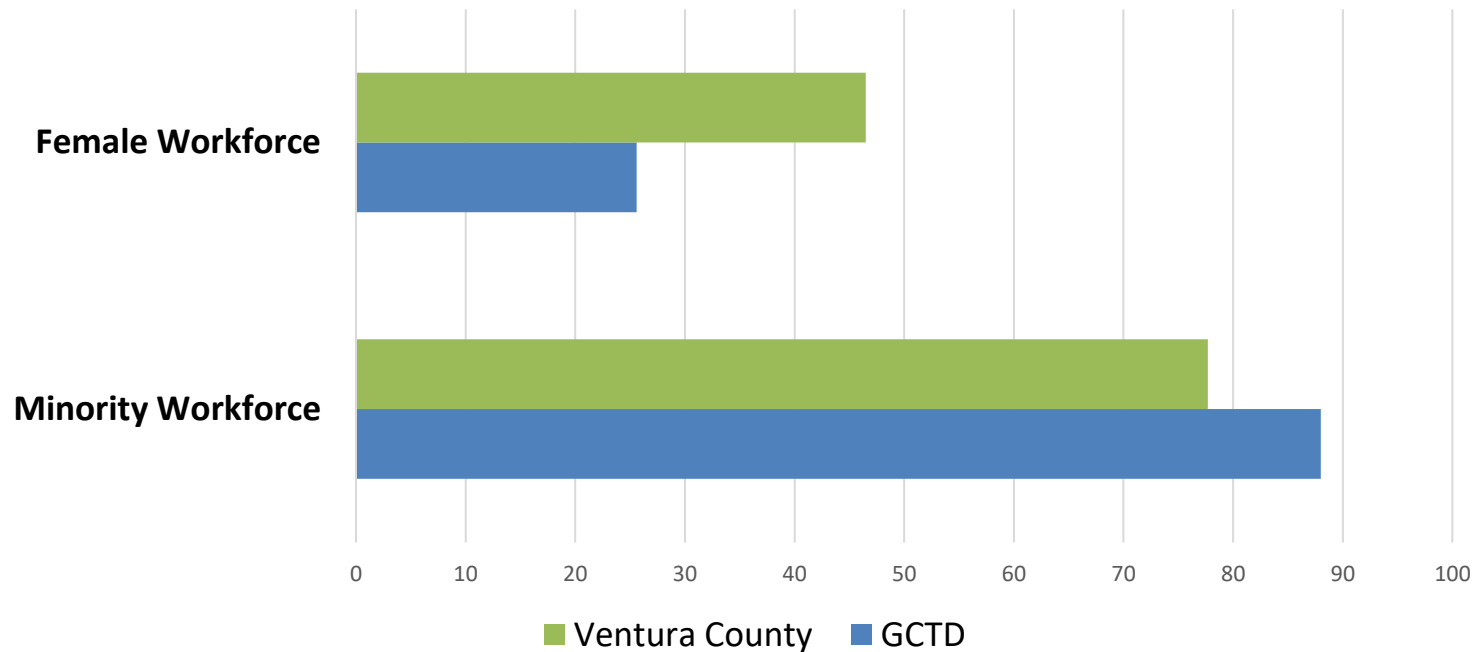


- Required to complete every four years as part of the FTA triennial process. This report is required to receive federal funding. However, its also good for us to make sure we have fair practices in our employment processes.
- This info represents GCTD's workforce from January 1, 2019, to December 31, 2023.
- The information in this report is voluntary on the part of employees and applicants. Of the 191 employed staff, 123 chose to disclose EEO information.

# Utilization Analysis



Comparison of Employment Practices



- 88% percent of GCTD's workforce is minority, compared to
- 77.7% of the Ventura County civilian workforce.
- 25.6% of GCTD's workforce is female, compared to
- 46.5% of the Ventura County civilian workforce

# Utilization Analysis



EEO Job Category	Officials & Administrators		Administrative Support		Service - Maintenance	
	WF	H/L F	AF	WF	H/L F	AF
Group Represented	WF			WF	H/L F	AF
GCTD Workforce	8.3%			0%	14%	0%
VC Workforce	26.3%			13%	24%	2.4%
<b>Underutilization</b>	<b>18%</b>			<b>13%</b>	<b>10%</b>	<b>2.4%</b>
Needed for Parity	2			11	8	2

In this analysis, GCTD has 24% underutilization in the white female category for Administrative Support and 18% underutilization for Officials & Administrators. As well as an underutilization of 13% in Service-Maintenance. 17 female employees would be required for parity.

Secondly, the next two under-utilization categories are from Service-Maintenance. The numbers are 8 Hispanic/Latino Female and 2 Asian Female. The overall percentage of underutilization is 12.4%. 10 female employees would be required for parity.

# Key Findings



- There is over utilization of minorities in all categories. (except in officials & administrators, administrative support and service-maintenance.)
- Within this latest review cycle GCTD has seen significant turnover in all categories.
- The utilization of females in the bus operator category, which includes over 70% of GCTD's employees, exceeds the labor force parity standard. There is a modest underutilization of females in the administrative, maintenance and other clerical categories.
- There have historically been very few females in the Maintenance Department. In Ventura County, the availability factor is less than 8.9%, and historically GCTD has encountered very few female applicants or qualified female mechanic applicants.

# Goals & Timetables



## SHORT RANGE GOALS

Use every hiring and promotional opportunity to assure a continuance of meeting or exceeding the Ventura County labor force parity standard.

## LONG RANGE GOALS

GCTD's focus will be on education within the District to help support utilization goals.

To achieve a goal of parity, GCTD would need to hire 27 females across the district.

An interactive program led by the EEO Officer to achieve EEO goals will include meeting with the entire management and Human Resources staff quarterly to maintain education and goals of this program.

## RECOMMENDATION

IT IS RECOMMENDED that the Board of Directors Approve the Attached 2024 GCTD EEO Program and Resolution #2024-02.

# Questions?

