



Snohomish County Council

Committee: Finance
ECAF: #2021-1072
Proposal: Mot. 21-467

Analyst: Jim Martin
Date: January 4, 2022

Consideration:

2021-2022 Equal Employment Opportunity and Affirmative Action Plan.

Background

Snohomish County, through adoption of SCC 3.57.010 is committed “to provide equal employment opportunity to all its employees and applicants for employment, and to assure that there is no discrimination against any person on the basis of his or her race, color, sex, religion, marital status, national origin, age, sexual orientation, citizenship, veteran status, or the presence of any sensory, mental, or physical disability in accordance with state and federal laws.” In addition, Snohomish County will act affirmatively “to eliminate barriers to equal employment opportunity encountered by women and racial minorities and to improve employment opportunities available to specific underutilized groups of women and racial minorities”. Snohomish County Code 3.57.060 requires County Council to adopt an affirmative action plan.

Current Proposal

The submitted plan uses women and race/ethnic categories (White, Black, Hispanic, Asian/Pacific Islander, and American Indian/Alaska Native) to perform a utilization analysis comparing representation of women and people of color in the County government workforce to the available and qualified labor available in all of Snohomish County. Please note that Snohomish County employees are not required to complete race/ethnic categories in employment documents, but self-identify. Therefore, the utilization/underutilization numbers in the plan may be understated.

Proposed goals for 2021-2022 include:

- Develop a formal County policy addressing workplace conduct expectations, civility, and anti-bullying. Develop training for County personnel on workplace civility and respect.
- Prepare bi-annual federal EEO4 report on County hiring addressing 2019-2021 tracking demographics and ethnicity of new hires. Analyze data in connection with data from EEO4 reports for prior years to further identify County hiring trends, potential retention issues.
- Coordinate with and utilize volunteers on County DEI Committee to analyze recruiting, retention, and hiring methods and results. Identify trends and strategies for improved outreach to underserved County populations.
- Enhance efforts to recruit, hire, and retain people of color with an emphasis on Hispanics, Asian/Pacific Islander, and African American as consistent with evolving County demographics and the face of the County workforce.
- Encourage and promote departmental specific DEI training and awareness of DEI issues.

- Further develop coordination between Human Resources, the EEO Officer, the DEI Committee, and the specific Departments regarding County branding and marketing, development of referral relationships with community sources of qualified candidates for County positions.

2022 Budget:

Is this in the current year budget: N/A

Future Budget Impacts: None.

Handling: Normal.

Approved-as-to-form: N/A.

Risk Management: N/A.

Executive Recommendation: APPROVE.

Attachments: Refer to the submitted ECAF that includes the following attachments:

- (1) Proposed Motion.
- (2) Proposed EEO Plan

Amendments: NONE.

Request: Move to GLS, January 19th for consideration.