

LARPD
Personnel
Committee
February
2025



Diversity Equity Inclusion

- **Diversity, equity, and inclusion (DEI)** are organizational frameworks which seek to promote the fair treatment and full participation of all people, particularly groups who have historically been underrepresented or subject to discrimination on the basis of identity or disability.



Executive Order – January 22, 2025

It terminates “diversity, equity, and inclusion” (DEI) discrimination in the federal workforce, and in federal contracting and spending.

- Federal hiring, promotions, and performance reviews will reward individual initiative, skills, performance, and hard work and not, under any circumstances, DEI-related factors, goals, policies, mandates, or requirements.

The order requires OMB to streamline the federal contracting process to enhance speed and efficiency, reduce costs, and require Federal contractors and subcontractors to comply with our civil rights laws.

- It revokes Executive Order 11246 contracting criteria mandating affirmative action
- It bars the Office of Federal Contract Compliance Programs from pushing contractors to balance their workforce based on race, sex, gender identity, sexual preference, or religion.
- It requires simple and unmistakable affirmation that contractors will not engage in illegal discrimination, including illegal DEI.

Executive Order – January 22, 2025

It directs all departments and agencies to take strong action to end private sector DEI discrimination, including civil compliance investigations.

It mandates the Attorney General and the Secretary of Education issue joint guidance regarding the measures and practices required to comply with the Supreme Court's decision in *Students for Fair Admissions v. Harvard*.

What We Have Done

- Offered DEI Resource Groups
- Created a DEI Statement and intranet site
- Offered an employee training titled the Culture of Kindness through CONCERN
- Offered Navigating Political Tensions at work through CONCERN
- Cast a wider net for candidates with CLEAR
- Pronouns on signature are at discretion
- Allow nicknames in UKG
- Evaluated bi-lingual pay
- Trained a Senior Analyst on DEI

LARPD Statement

LARPD believes that there is strength in diversity. Our mission is to provide access to services for everyone. We believe that diversity, equity and inclusion enable us to provide better programs and bring employees and members of the community together. Our strategy is to represent the community that we serve. We both acknowledge our diverse history and embrace a continuously evolving landscape of employee and community needs.

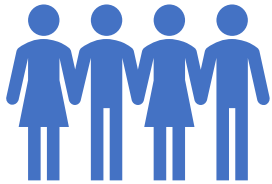
LARPD Values

- Continuous Improvement
- Exceptional Service Delivery
- Organic growth
- Collaborating
- Promoting inclusion – LARPD subscribes to the ideal that employees should be authentically who they are including enjoying work life balance. Inclusion is about welcoming, developing, and advancing a diverse mix of individuals.

Rational for Action



What is the Future of DEI at LARPD?



We take our lead from
the employee population



The citizens population



Fair employment and
housing act

Workforce (in payroll)

Gender

Female – 188

Male – 116

Not specify – 5

Age Groups

15-20	105
21-30	61
31-40	39
41-50	35
51-60	34
61-70	27
71+	8

Ethnicity Distribution LARPD

American Indian or Alaska Native (not Hispanic or Latino)	1	0.31%
Asian (not Hispanic or Latino) Count	13	4.00%
Black or African American (not Hispanic or Latino) Count	6	1.85%
Did not identify Count	1	0.31%
Hispanic or Latino	59	18.15%
Native Hawaiian or Other Pacific Islander (not Hispanic or Latino) Count	4	1.23%
Two or More Races (not Hispanic or Latino) Count	20	6.15%
White (not Hispanic or Latino)	221	68.00%
	325	100.00%

Livermore Population 82,908 (July 1, 2024)

Gender distribution:

49.39% males, 50.61% females

Ethnic groups:

- White (Non-Hispanic) (60.6%)
- Hispanic (23.1%)
- Asian (16.1%)
- Two or more races (13.8%)
- African American (1.5%)
- Hawaiian or other Pacific Islander (.4%)
- American Indian or Alaskan native (.8%)
- Black (1.5%)

Age distribution:

- 19.29% under 15
- 15.11% aged 15-29
- 51.24% aged 30-64
- 12.35% aged 65-84
- 2.02% aged 85 and older

Fair Employment Housing Act

(California Government Code Section 12900-12951 & 12927-12928 & 12955 - 12956.1 & 12960-12976) provides protection from harassment or discrimination in employment because of: age (40 and over), ancestry, color, creed, denial of family and medical care leave, disability (mental and physical) including HIV and AIDS, marital status, medical condition (cancer and genetic characteristics), national origin, race, religion, sex, and sexual orientation.



QUESTIONS