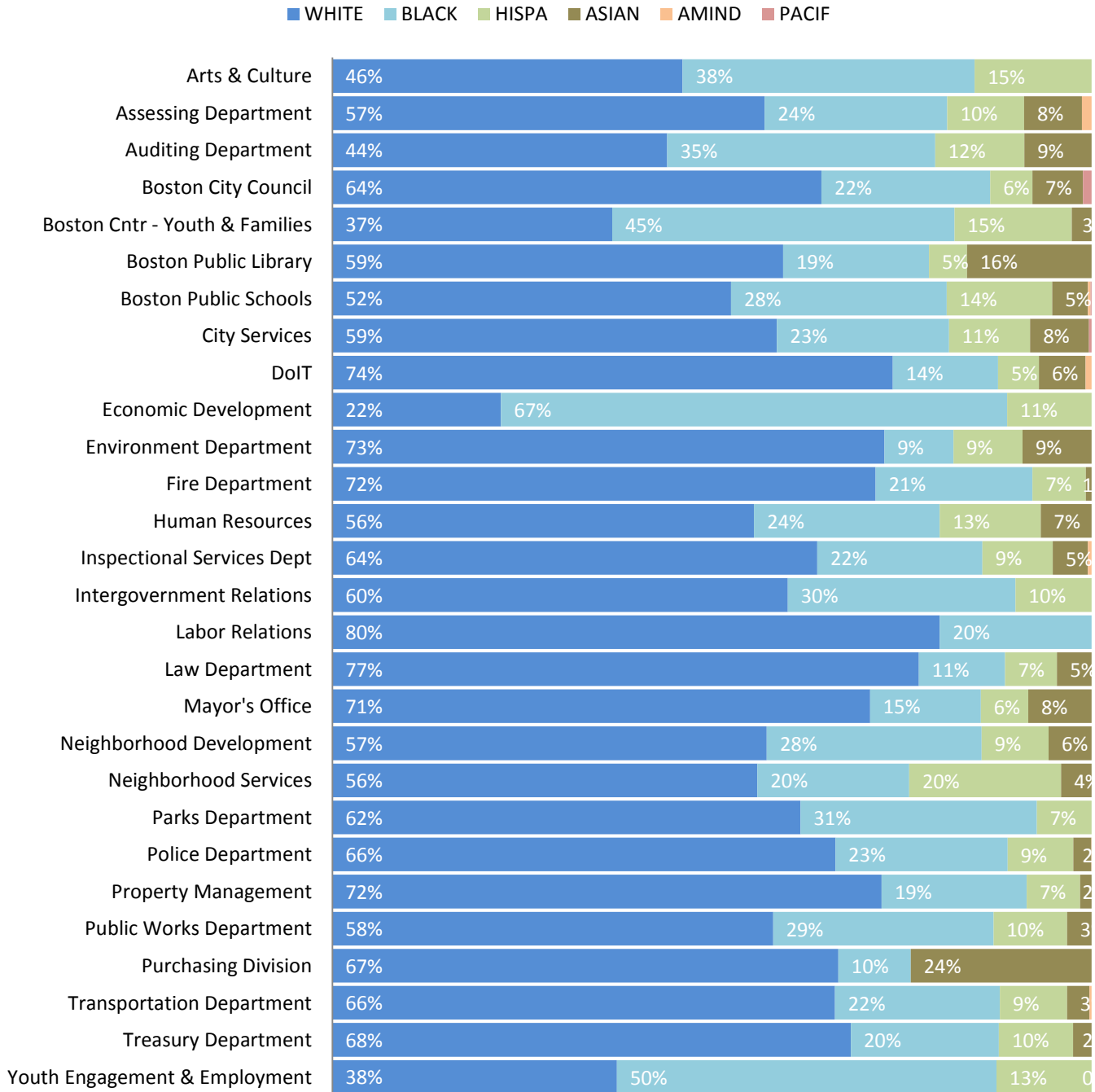


**Department Analysis of Workforce Composition.** In examining the department-wide data, we continue to see overrepresentation of the Caucasian population in most departments of city government when benchmarked against the demographics of Boston. The Hispanic population, excluding the Department of Neighborhood Services, is underrepresented in all other City of Boston departments. The Asian population is largely

underrepresented across local government departments, but are fairly represented or overrepresented in the Boston Police Department (BPD), Purchasing, and City Council. There is significant variation in terms of the Black population in a department-wide review of the City of Boston. Overall, Blacks or African-Americans are currently overrepresented in city government in Boston, making up 26% of the city workforce.

## Race by Department

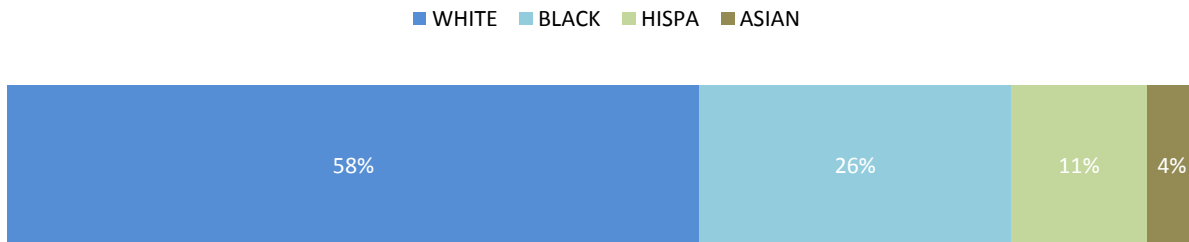


Based on percentages, our least racially diverse departments are currently Labor Relations, the Law Department, and the Department of Information Technology (DoIT) with employee bases of 80%, 77%, and 74% White representation respectively. Our three most diverse departments are currently Economic Development, Boston Center for Youth & Families, and

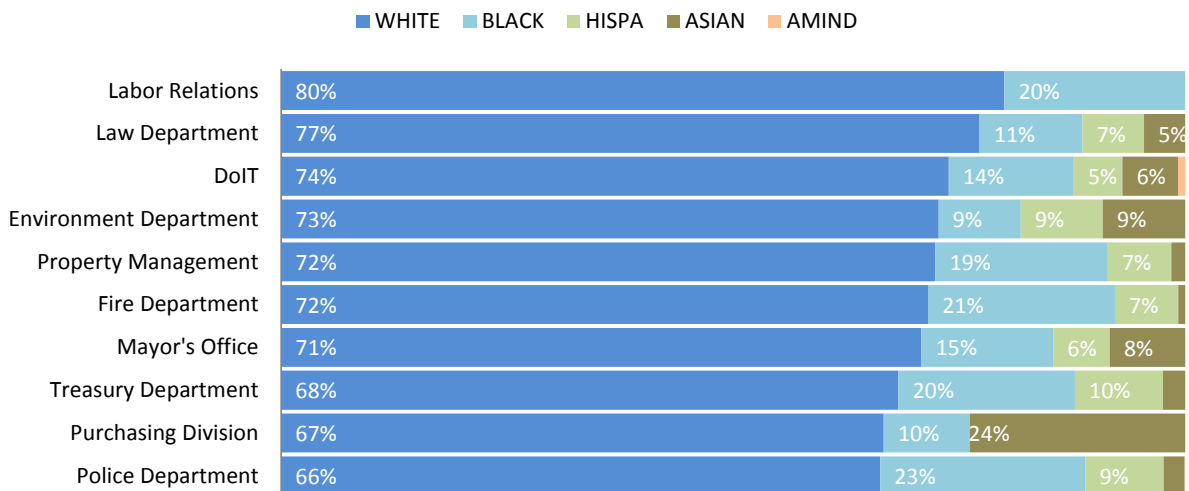
Youth Engagement & Employment.

Note: For department level analysis, we combined some departments from the raw data when appropriate. For example, Small Local Business Enterprise is grouped with Economic Development in this analysis. See Appendix for Employee Count by Department

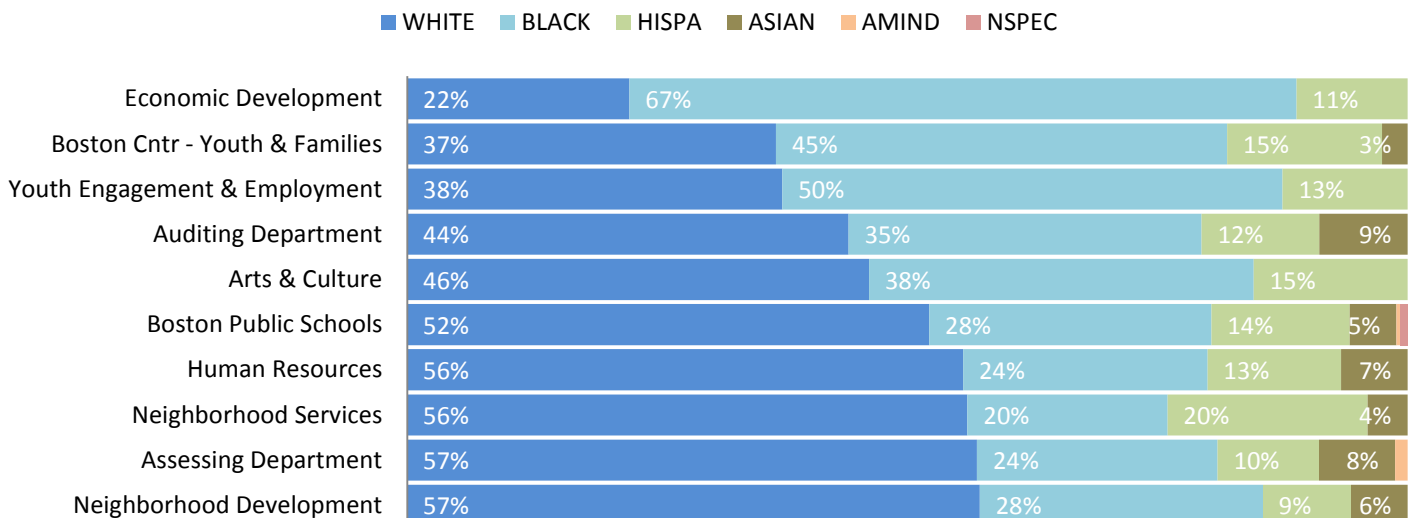
## Race



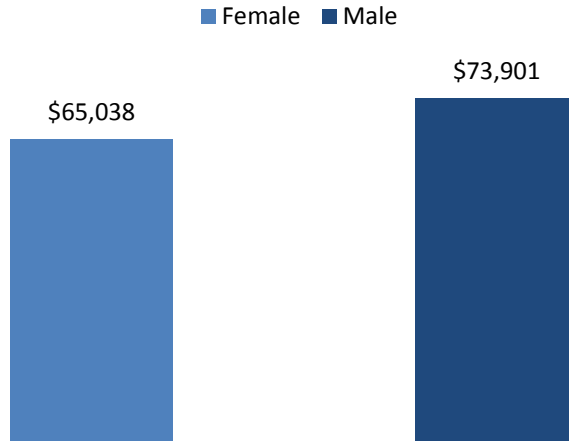
## Least Racially Diverse Departments



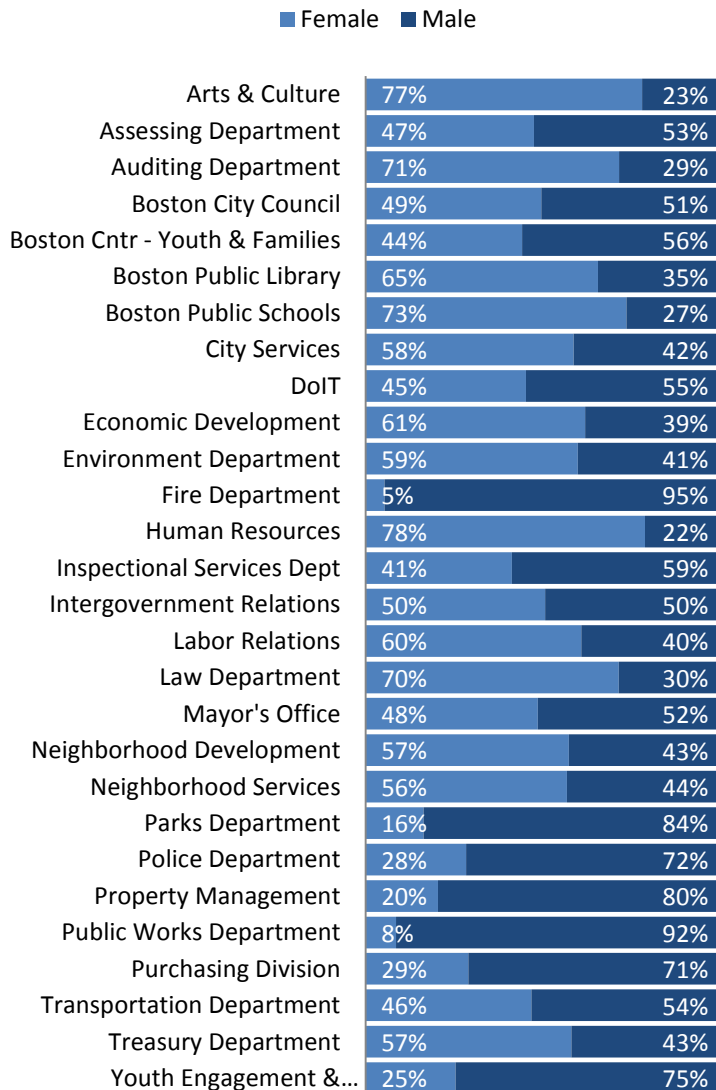
## Most Racially Diverse Departments



# Average Annual Rate by Gender



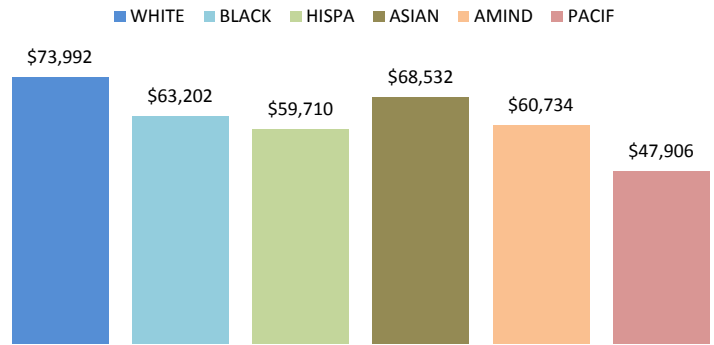
# Gender by Department



The gender breakdown of Boston's municipal departments varies greatly across departments. Boston Fire Department, Public Works Department and the Boston Parks Department are the most skewed male departments with female workforce percentages of 5%, 8%, and 16% respectively. Human Resources, Arts & Culture, and Boston Public Schools (BPS) have the highest composition of female employees with women representing 78%, 77%, and 73% respectively of each department's workforce.

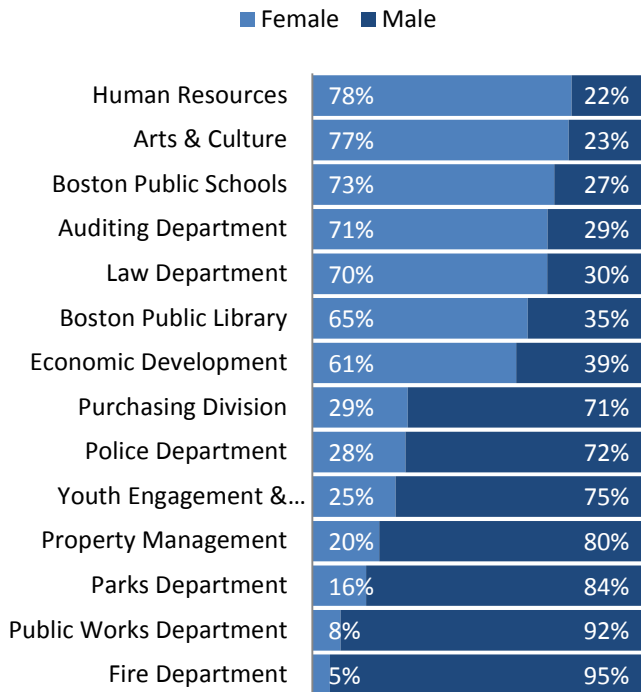
In regards to salary, we still see White employees throughout city government earning a higher average salary (\$73,991) than all other racial groups. The average salary for an Asian city government employee is slightly under 70,000 (\$68,531) and the Black or African American city employee earns an average salary of \$63,202 a year. The Hispanic or Latino city employee currently earns an average salary of \$59,702, \$14,289 less than the average salary of a White city government employee.

### Average Annual Rate by Race



In the graphs below, we see the departments with the most significant gaps with regard to annual pay rates for men and women. Environment, Labor Relations and Human Resources have the largest annual pay rate disparities favoring male employees. Youth Engagement & Employment, Parks Department, and the Boston Center for Youth & Families have the highest annual pay rate gaps favoring women in the municipal departments. It is noteworthy that only one of the equity disparities favoring women exceeds \$10,000 in annual pay rate.

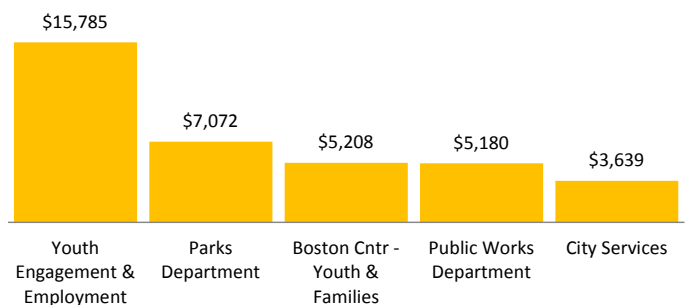
### Gender Imbalance by Department



### Highest Male Annual Rate Difference



### Highest Female Annual Rate Difference

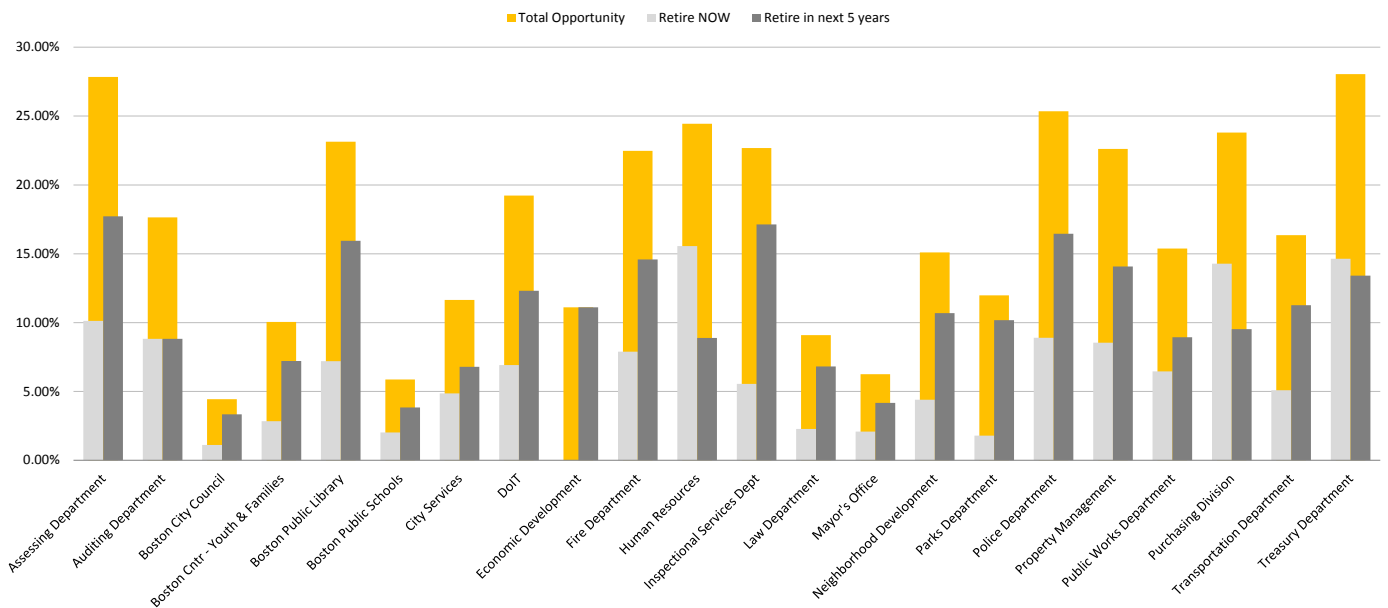


Although we have these challenges facing the composition of the municipal workforce, we have a significant opportunity in the coming years to help city government's workforce better reflect the community it serves. With 2,180 full-time employees already up for retirement or approaching retirement age in the next 5 years, the Office of Diversity will meet with Cabinet heads and department members to discuss succession plans in order to better ascertain the potential transition opportunity for each department. This will allow us to be more proactive in our preparation for this transition as an organization.

Several of the departments with highly skewed racial and gender compositions have small employee counts. The opportunity lies in two of our larger departments. Since Boston Fire Department (BFD) and Boston Police Department (BPD) make up 26.5% of the city government

workforce including BPS (57.4% excluding BPS), we know we must consider policies and recruitment strategies to diversify these particular departments to truly move the needle here at City Hall. One step we are already taking is adding a Chief Diversity Officer to the Boston Fire Department. It is currently under proposal for the upcoming budget pending City Council approval. This new position will report directly to Chief Diversity Officer, Shaun Blugh. In regards to the Boston Police Department, we are re-instituting the cadet program in order to help diversify our police force. These two departments also account for approximately 50.3% of the potential turnover opportunity related to current employees hitting retirement age in the next 5 years. In order to truly make an impact in diversifying city government, we have to make strides in these two departments.

**Retirement by Department**



**Retirement Numbers by Department (next 5 years)**

