

City of Santa Cruz Equal Employment Opportunity Committee
2019 Annual Report
March 5, 2020

Section 2: Statement of EEO Committee 2020 Goals & Objectives

Goal #1: The EEOC will be vigilant and committed to a non-discriminatory and respectful work environment.

Objective(s):

- Review City's Discrimination/Harassment and Respectful Workplace Conduct Complaint logs to address recurring issues.
- Review the Respectful Workplace Conduct policy periodically and revise as needed.

Goal #2: The EEOC will continue to raise awareness about all types of discrimination and equal employment opportunity issues within the City of Santa Cruz workplace and community.

Objective(s):

- Post EEO-related information and updates to the City's intranet and public website to share awareness regarding the EEOC's focus.
- Reach out to departments, at least once annually, to determine if any EEO-related issues of concern have arisen, if there is a need for awareness, training, or to provide state and/or federal updates that are relevant to the EEOC's focus.
- Provide workshops, speakers, and other forms of communications at EEO Committee meetings and other City events to provide state and/or federal updates of relevance, as well as EEOC updates.
- Work with partnering agencies, vendors, and the community to raise awareness of the EEOC and its policies.

Goal #3: The EEOC will help the City ensure pay equity is realized for all its employees.

Objective(s):

- Review hiring and promotion reports from Human Resources quarterly as received.
- Make policy recommendations to Human Resources and the City Council on pay equity issues.
- Continue to monitor State and Federal legislation on Pay Equity and its impacts on the City.

Goal #4: The EEOC will help the City explore avenues to apply the Health in All Policies (HiAP) framework to its Human Resources policies.

Objective(s):

- Work towards creating a culture of greater trust and engagement.
- Improve employee retention.
- Support Human Resources in education and outreach on existing resources and accomplishments.

Activities Planned in Support of Goals & Objectives

ACTIONS	WHO	TIMELINE
Discuss issues on Complaint Logs. (Goal #1)	All	At regular Committee meetings
Provide EEOC update at Supervisors/Managers quarterly meeting. (Goal #2)	Rotating	At least once a year
Select Subcommittee members and develop Annual Report. (Goal #2)	Annual Report Ad Hoc Subcommittee	Draft to Committee in December; Final approval by Committee in March; FYI to City Council in March
Offer resources to present at EEOC meetings. (Goals #1 & #2)	All	Ongoing
Inform members of updated EEO laws, support members in educating City leaders where appropriate. (Goals #1 & #2)	Staff	Ongoing
Review Committee's Goals and Action Items (Goals #1, #2, & #3); Conduct outreach to departments (Goal #2)	All	September and December meetings
Review quarterly employee turnover reports as received from Human Resources. (Goal #3)	All	Ongoing
Survey City staff regarding workplace culture and trust-building. (Goal #4)	All	June 2020