



DIVERSITY REPORT

City of Peoria





Population Statistics

| | |
|---------------------------|----------------|
| Population (*2010) | 115,007 |
| White | 57.5% |
| Black | 26.5% |
| Hispanic | 5.6% |
| Asian | 5.5% |
| 2+ races | 4.2% |



2009 EEO-4 Data: Male

| | White | Black | Hisp. | AS/PI | AI/AN |
|----------------------------------|------------|-----------|-----------|----------|----------|
| Officials/Admin. | 26 | 2 | 1 | | |
| Professionals | 74 | 14 | | 1 | |
| Technicians | 81 | 31 | 2 | 1 | |
| Protective Services | 240 | 27 | 2 | 5 | |
| Para-Professionals | 2 | | 1 | | |
| Admin. Support | 10 | 2 | | | |
| Skilled Craft/Service Workers | 71 | 18 | 4 | | |
| Totals | 504 | 94 | 10 | 7 | 0 |



2009 EEO-4 Data: Female

| | White | Black | Hisp. | AS/PI | AI/AN |
|----------------------------------|------------|-----------|----------|----------|----------|
| Officials/Admin. | 17 | | | | |
| Professionals | 15 | 13 | 1 | | 1 |
| Technicians | 8 | 7 | | | |
| Protective Services | 14 | 6 | 1 | | |
| Para-Professionals | 3 | 1 | | | |
| Admin. Support | 71 | 27 | 2 | | |
| Skilled Craft/Service Workers | 8 | 2 | | | |
| Totals | 136 | 56 | 4 | 0 | 1 |



Reductions in Staff

- Transfer Animal Control to the County
- 2011 ERI and layoffs
- 2012-2018 layoffs
- Transfer Workforce Development to ICC
- 2017 and 2018 VSI
- No backfilling of vacancies



Reductions in Staff

2009

- 812

2019

- 631

- 22% reduction in staff



2019 EEO-4 Data: Male

| | White | Black | Hisp. | AS/PI | AI/AN |
|-----------------------|------------|-----------|-----------|----------|-------|
| Officials/Admin. | 17 | 1 | | | |
| Professionals | 9 | | | | |
| Technicians | 36 | 7 | 5 | | |
| Protective Services | 300 | 48 | 5 | 6 | |
| Para-Professionals | 0 | 0 | 0 | 0 | |
| Admin. Support | 2 | 3 | 2 | | |
| Skilled Craft/Service | | | | | |
| Workers | 46 | 12 | 1 | 1 | |
| Totals | 410 | 71 | 13 | 7 | |

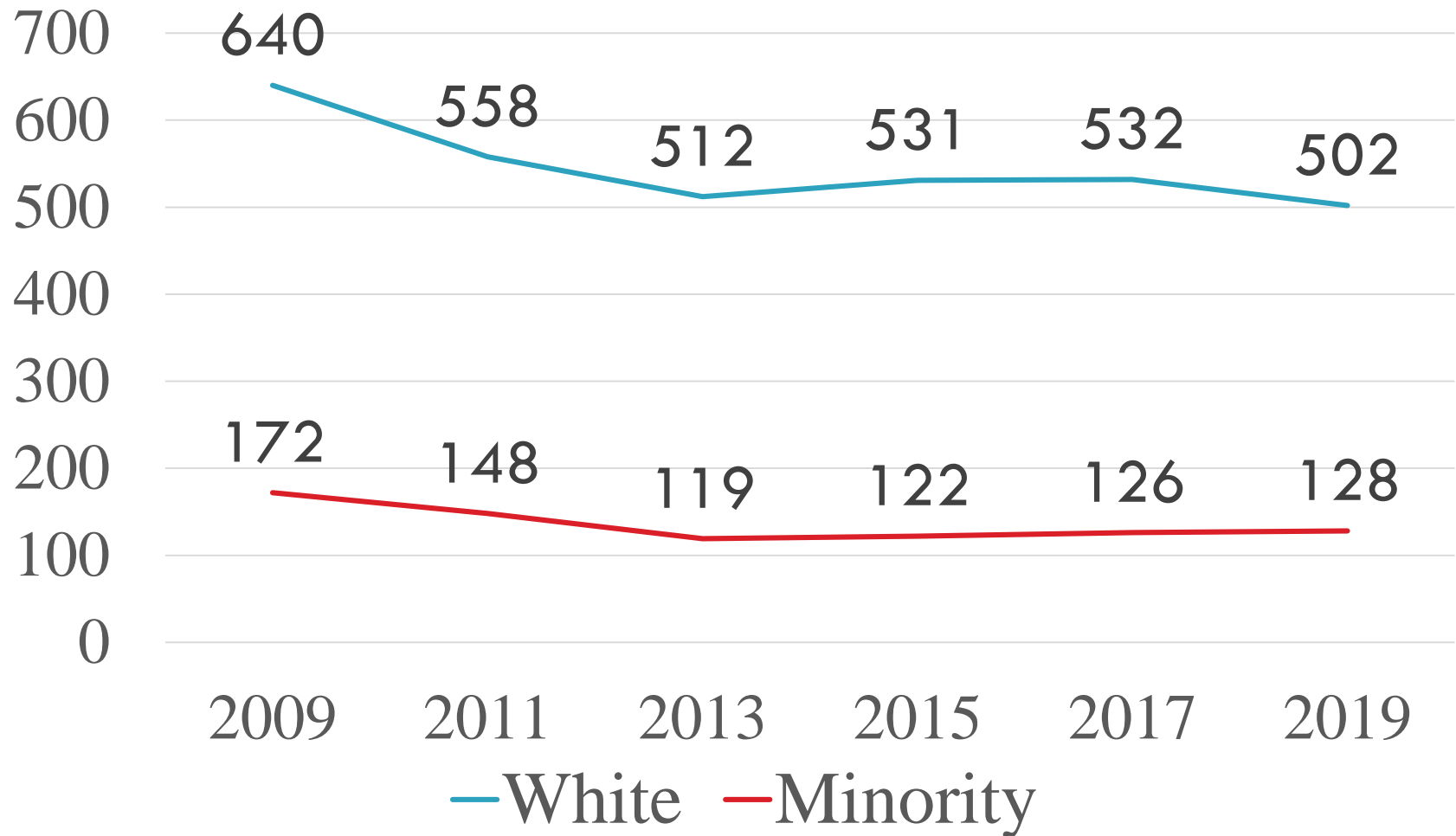


2019 EEO-4 Data: Female

| | White | Black | Hisp. | AS/PI | AI/AN |
|----------------------------------|-----------|-----------|----------|----------|----------|
| Officials/Admin. | 3 | 1 | | | |
| Professionals | 11 | 4 | | | |
| Technicians | 44 | 13 | 1 | 2 | |
| Protective Services | 19 | 3 | 3 | | |
| Para-Professionals | | 1 | | | |
| Admin. Support | 15 | 8 | | 1 | |
| Skilled Craft/Service Workers | | 1 | | | |
| Totals | 92 | 31 | 4 | 3 | 0 |



Workforce 2009-2019





Workforce 2009-2019

| | 2009 | 2011 | 2013 | 2015 | 2017 | 2019 |
|---------------------------------|------|------|------|------|------|------|
| Officials/Administrators | | | | | | |
| White | 43 | 36 | 26 | 25 | 28 | 20 |
| Minority | 3 | 3 | 2 | 3 | 4 | 2 |
| Professionals | | | | | | |
| White | 89 | 74 | 55 | 52 | 51 | 20 |
| Minority | 30 | 30 | 22 | 18 | 16 | 4 |
| Technicians | | | | | | |
| White | 89 | 87 | 75 | 71 | 58 | 80 |
| Minority | 41 | 33 | 26 | 25 | 17 | 29 |



Workforce 2009-2019

| | 2009 | 2011 | 2013 | 2015 | 2017 | 2019 |
|-------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Protective Services | | | | | | |
| White | 254 | 238 | 260 | 278 | 288 | 319 |
| Minority | 41 | 41 | 40 | 44 | 52 | 65 |
| Administrative Support | | | | | | |
| White | 86 | 70 | 50 | 58 | 55 | 17 |
| Minority | 33 | 26 | 19 | 22 | 22 | 14 |
| Skilled Craft/ Service | | | | | | |
| White | 79 | 53 | 46 | 47 | 52 | 46 |
| Minority | 24 | 15 | 10 | 10 | 15 | 14 |



White Employees

| | 2009 | | 2019 | |
|-----------------------------------|------------|-------------|------------|-------------|
| | Count | % | Count | % |
| Officials/Admin. | 43 | 7% | 20 | 4% |
| Professionals | 89 | 14% | 20 | 4% |
| Technicians | 89 | 14% | 80 | 16% |
| Protective Services | 254 | 40% | 319 | 64% |
| Admin. Support | 86 | 13% | 17 | 3% |
| Skilled Craft/ Service Workers | 79 | 12% | 46 | 9% |
| Totals | 640 | 100% | 502 | 100% |



Minority Employees

| | 2009 | | 2019 | |
|-----------------------------------|------------|-------------|------------|-------------|
| | Count | % | Count | % |
| Officials/Admin. | 3 | 2% | 2 | 2% |
| Professionals | 30 | 17% | 4 | 3% |
| Technicians | 41 | 24% | 29 | 23% |
| Protective Services | 41 | 24% | 65 | 51% |
| Admin. Support | 33 | 19% | 14 | 11% |
| Skilled Craft/ Service Workers | 24 | 14% | 15 | 11% |
| Totals | 172 | 100% | 129 | 100% |

Job Categories by Minority Employees



| | 2009 | | 2019 |
|--------------------------------|-------------|--|-------------|
| Officials/Administrators | 7% | | 9% |
| Professionals | 25% | | 17% |
| Technicians | 32% | | 26% |
| Protective Services | 14% | | 17% |
| Administrative Support | 28% | | 45% |
| Skilled Craft/ Service Workers | 23% | | 25% |
| Totals | 21% | | 20% |



Hiring Strategies

- Long-standing
 - Recruit with minority groups and publications
 - Radio, newspaper and TV advertisements
 - Vacancy announcements to barber shops and Black churches
 - Explorer Program
 - Appearances on local television stations
 - Advertise on internet sites specific to the demographic



Hiring Strategies

- Diverse representation on hiring panels – 2012
- Movie theater advertisements -- 2012
- Billboards – 2012
- Advertising on social media -- 2012
- Advertisements on buses and banners at mall – 2014
- Soul Fest -- 2014
- Job fairs sponsored by minority groups -- 2015



Hiring Strategies

- Woodruff dual-credit EMT and Fire Science – 2015/2016 school year
- Interview training for all panels – 2016
- Police and Fire Cadets – 2016
- Peoria Corps – 2017
- Juneteenth -- 2019
- Expand Recruitment to Quad Cities – 2019



Next Steps

- 2020
 - Affirmative Action Plan
 - Recruit at historically Black colleges and universities
 - Provide interview training to Fair Employment Commission