



Contra
Costa
County

To: Board of Supervisors
From: HIRING OUTREACH OVERSIGHT COMMITTEE
Date: November 12, 2019
Subject: FY 2019 - 2020 Outreach and Recruitment Report

RECOMMENDATION(S):

REVIEW and ACCEPT the Office of Equal Employment Opportunity's Annual Outreach Report, and the Departmental Outreach Plans for FY 2019 - 2020.

FISCAL IMPACT:

None

BACKGROUND:

In April 2014, the County Administrator's Office created the Recruitment Opportunities Work Group, consisting of representatives from the Human Resources Department, the Office of County Counsel, and the Equal Employment Opportunity Office. With the goal of promoting equal employment opportunities, diversity and equity within our workforce, the Work Group successfully researched and developed robust and engaging outreach and recruitment strategies.

Based on these strategies, the County developed outreach plans that were rolled out to department heads in January 2015. Subsequently, in February 2015, the Work Group rolled out the outreach plans to Administrative Services Officers and the Equal Employment

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **11/12/2019** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Diane Burgis, District III Supervisor
Karen Mitchoff, District IV Supervisor
Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: November 12, 2019

David Twa, County Administrator and Clerk of the Board of Supervisors

Contact: Affirmative Action Officer,
925-335-1455

By: June McHuen, Deputy

cc:

Opportunity Coordinators to develop and implement individualized departmental plans. The attached annual report is an overview of all department Equal Employment efforts.

CONSEQUENCE OF NEGATIVE ACTION:

If unapproved, the County will not be in compliance with ensuring underrepresented groups are notified about County opportunities, and encouraged to apply. This will directly impact the County efforts to diversify its workforce.

ATTACHMENTS

FY 2019 - FY 2020 Outreach and Recruitment Report