



Contra
Costa
County

To: Board of Supervisors
From: David Twa, County Administrator
Date: December 8, 2020

Subject: 2020 Outreach and Recruitment Report

RECOMMENDATION(S):

ACCEPT the FY 2019 to FY 2020 EEO Outreach and Recruitment Report, reflecting departmental and County outcomes to reach underrepresented groups within the workforce.

FISCAL IMPACT:

None

BACKGROUND:

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

CONSEQUENCE OF NEGATIVE ACTION:

Departments will not be able to recruit members of underrepresented groups to apply for vacant positions to help diversify the applicant pool.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **12/08/2020** ☒ 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: December 8, 2020

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

By: June McHuen, Deputy

Contact: (925) 335-1455

cc:

CHILDREN'S IMPACT STATEMENT:

None

ATTACHMENTS

EEO Annual Report