

SFWMD  
WORKFORCE DIVERSITY

*Our diversity is the cornerstone  
of our strength...*



*HR Solutions Department  
February 13, 2008*



*Our diversity is the cornerstone of our strength...*

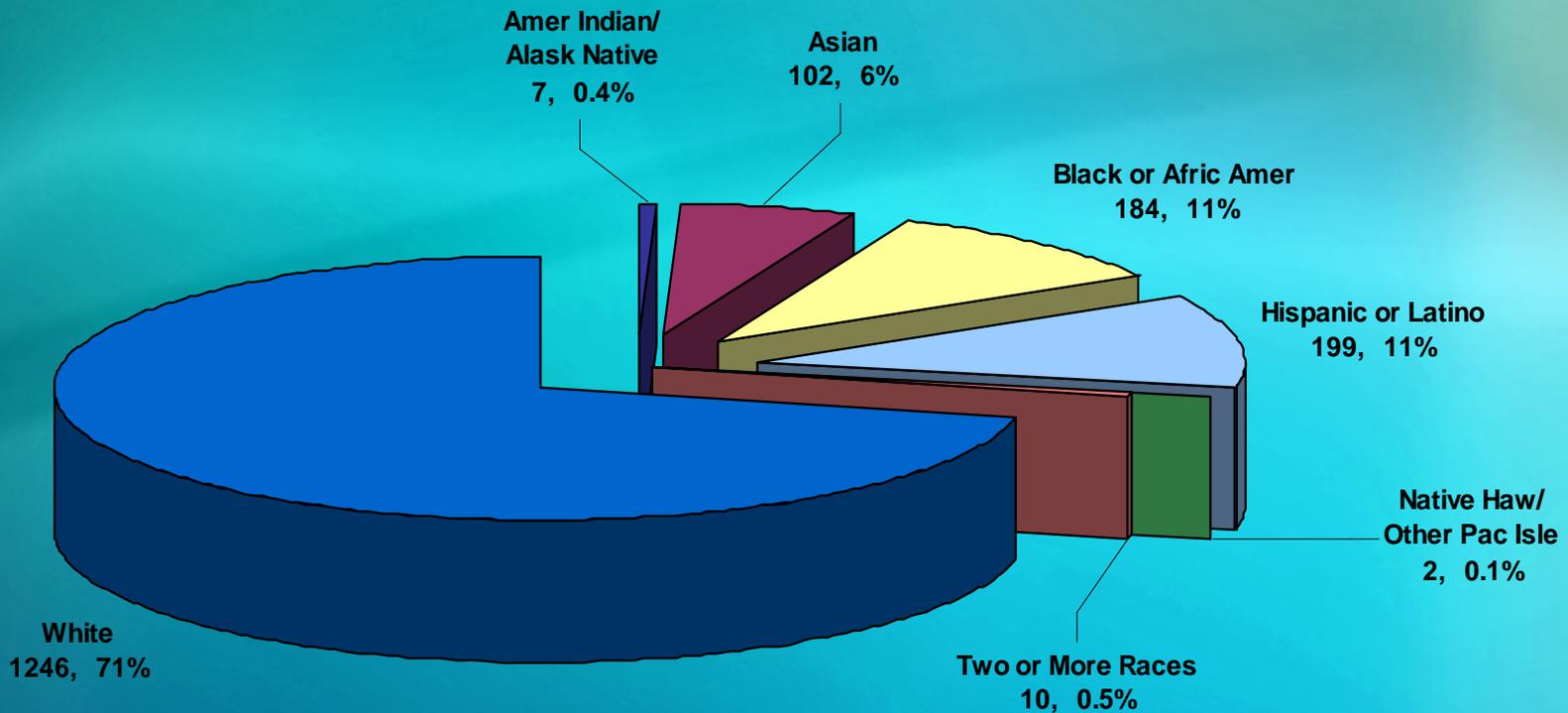
- **Diversity must be viewed as a core District strategic initiative that directly impacts the bottom line business of the District.**
- **Diverse perspectives enhance our performance and competitiveness and strengthen our organization.**
- **The District values its diverse workforce and is committed to achieve a collaborative and productive work environment for all employees**



## *SFWMD Workforce Diversity*

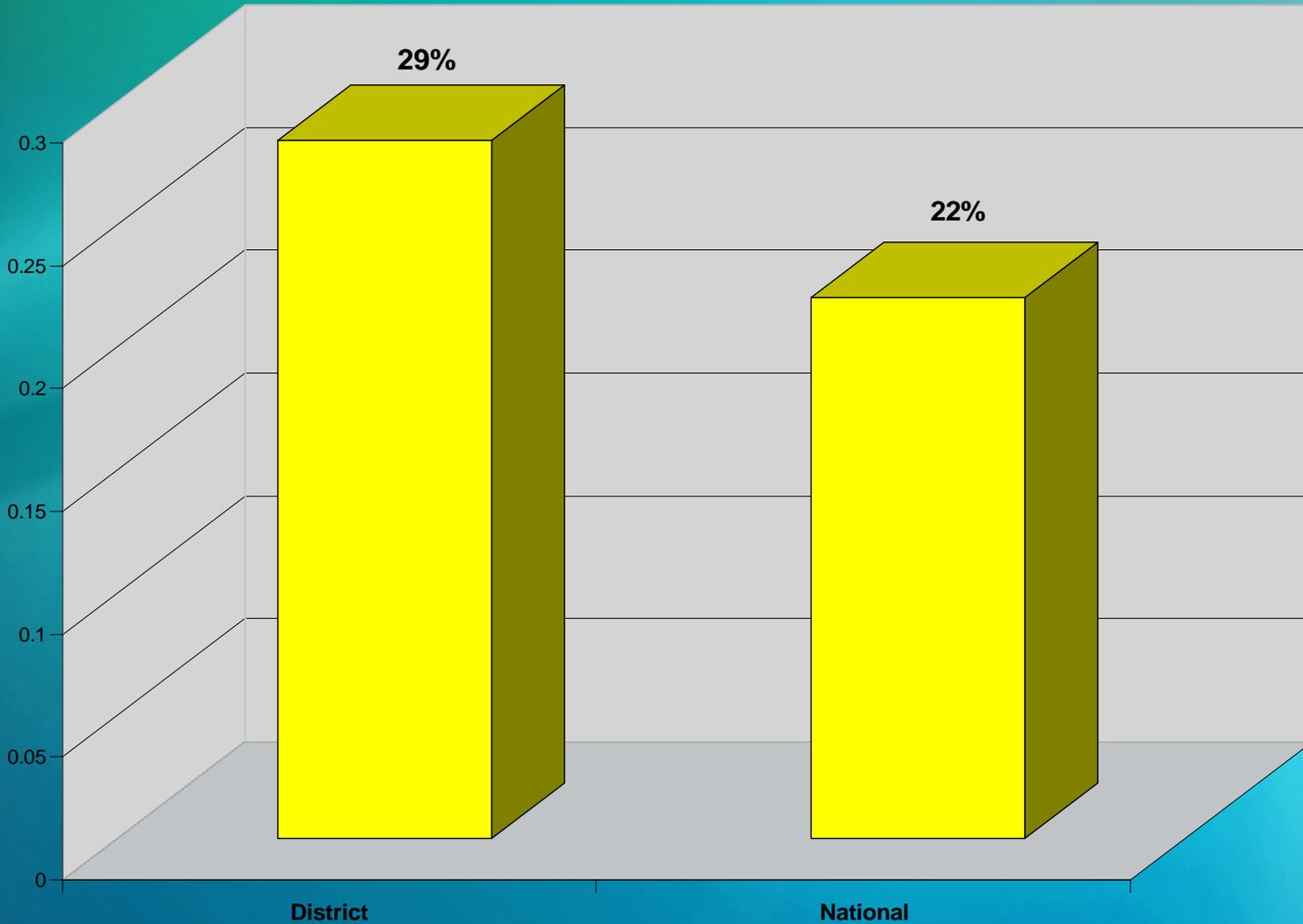
- **Total District filled positions is 1750 (as of 1/16/08)**
  - **Minority population represents 29% of the total District staff**
  - **Females represent 37% of the total District population**
- **Total number of managers is 127**
  - **27 or 21% of the management population are minorities**
  - **38 or 30% of the management population is female**

# SFWMD Workforce Diversity Race and Ethnicity

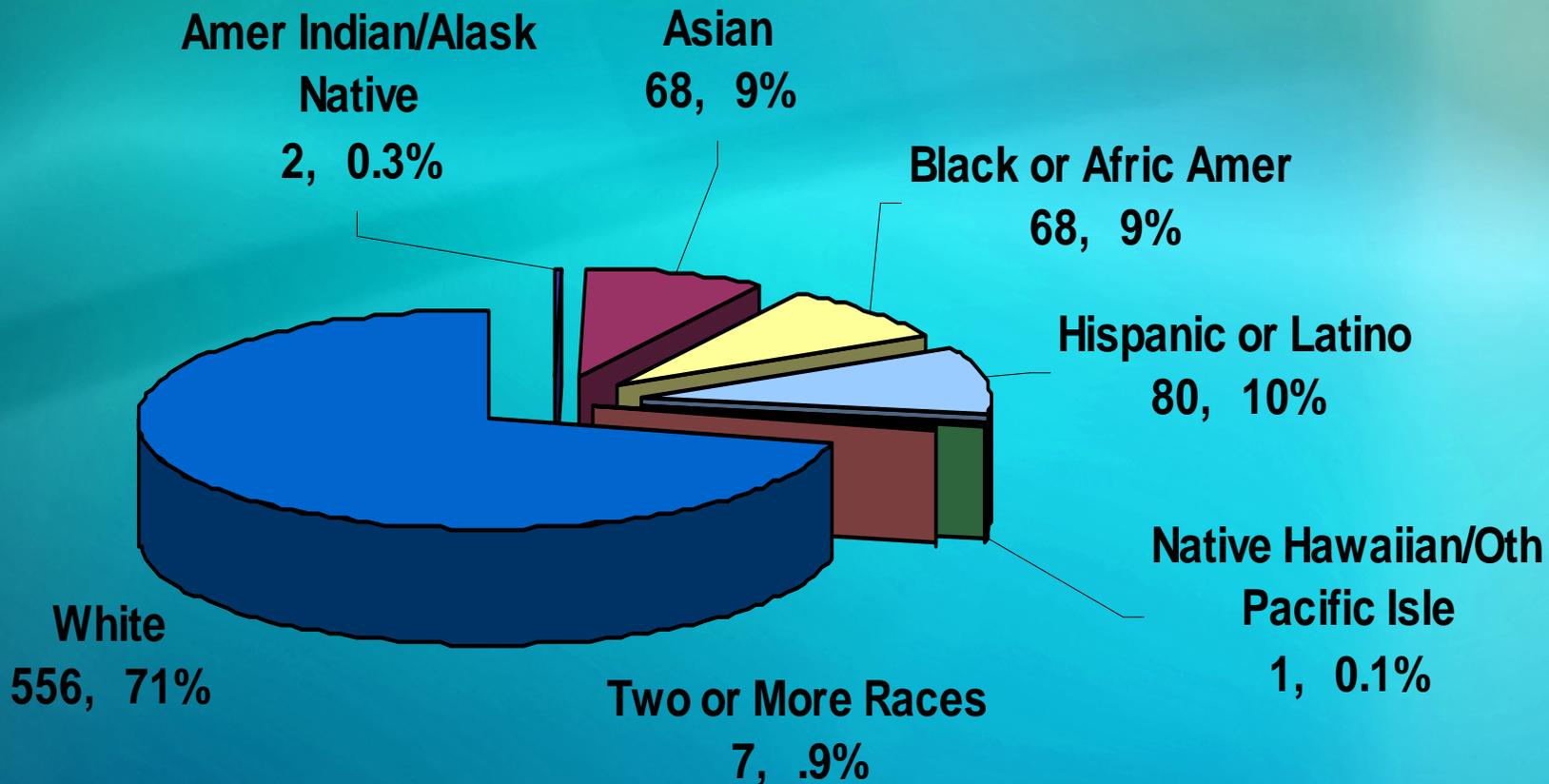


1750 Total Filled Positions

# Professional Job Categories Race and Ethnicity Comparison

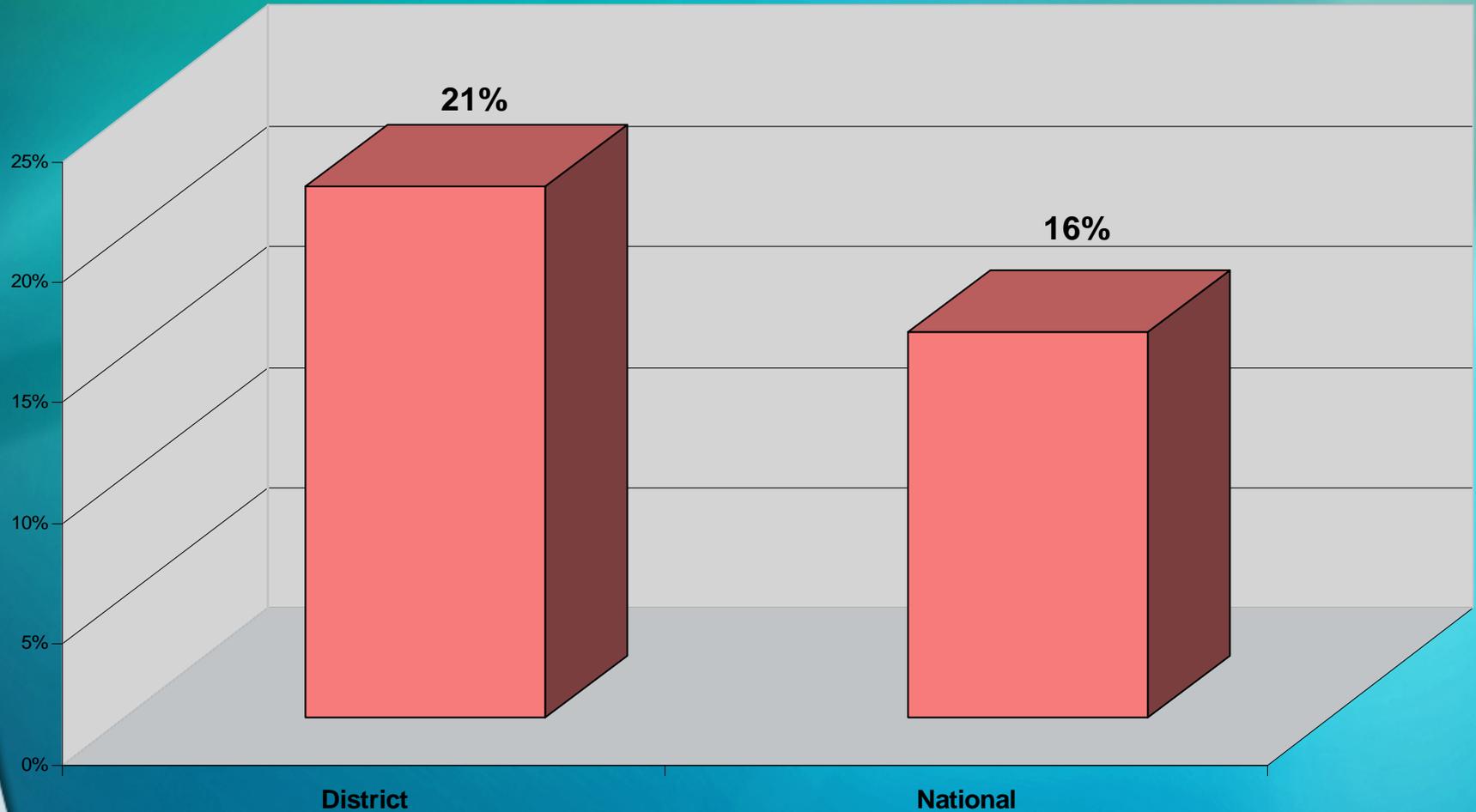


# Professional Job Categories Race and Ethnicity

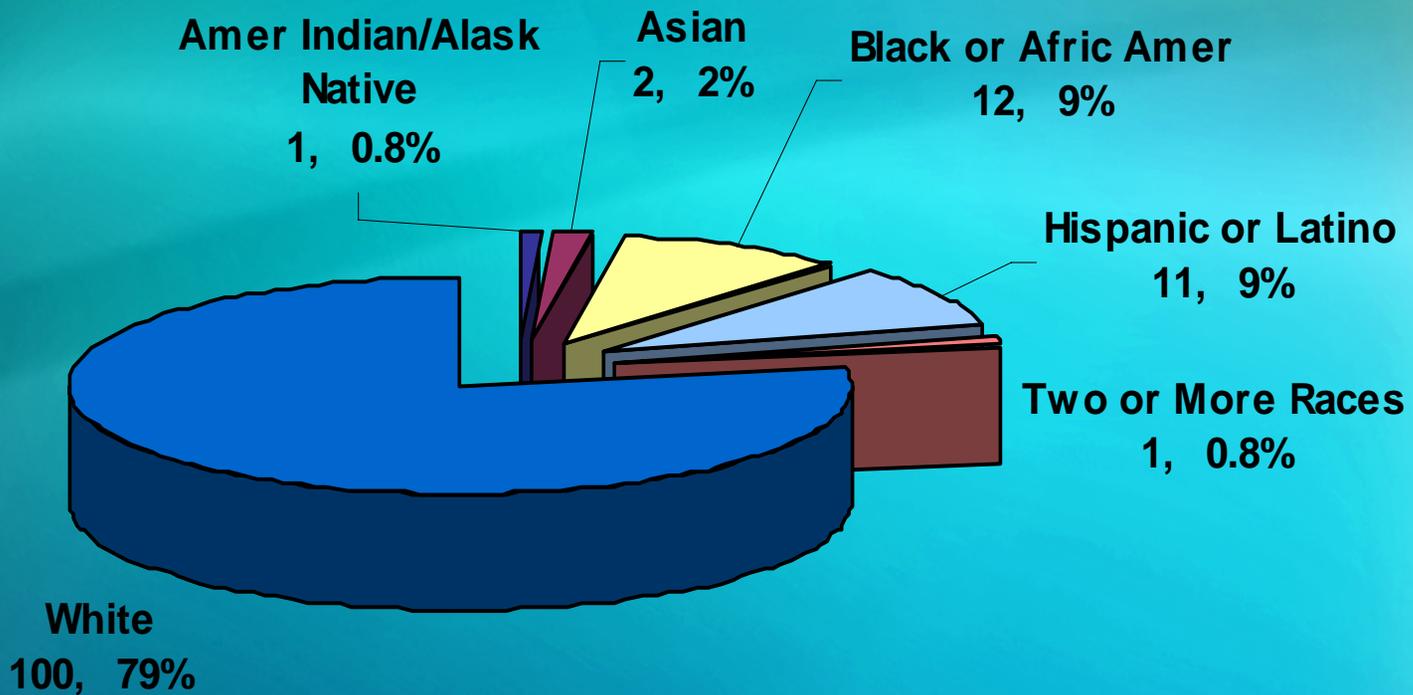


782 Filled Professional Positions

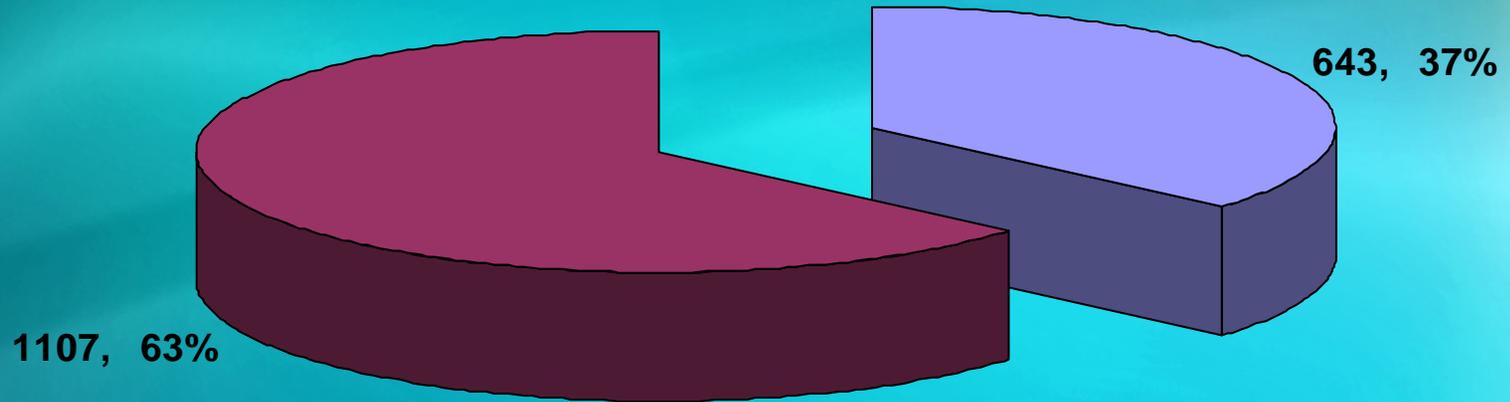
# Management Distribution Race and Ethnicity



# Management



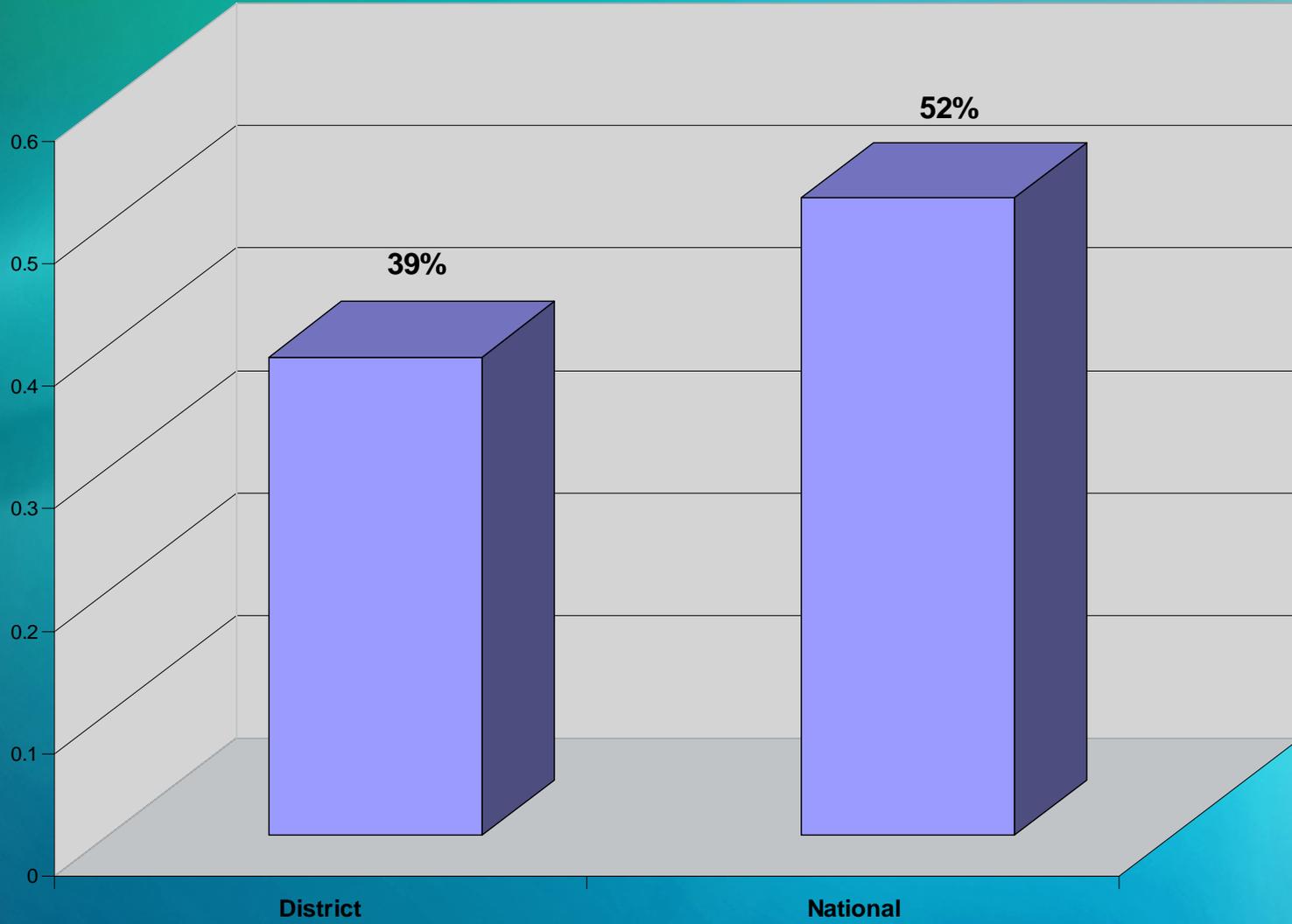
# SFWMD Workforce Diversity Gender



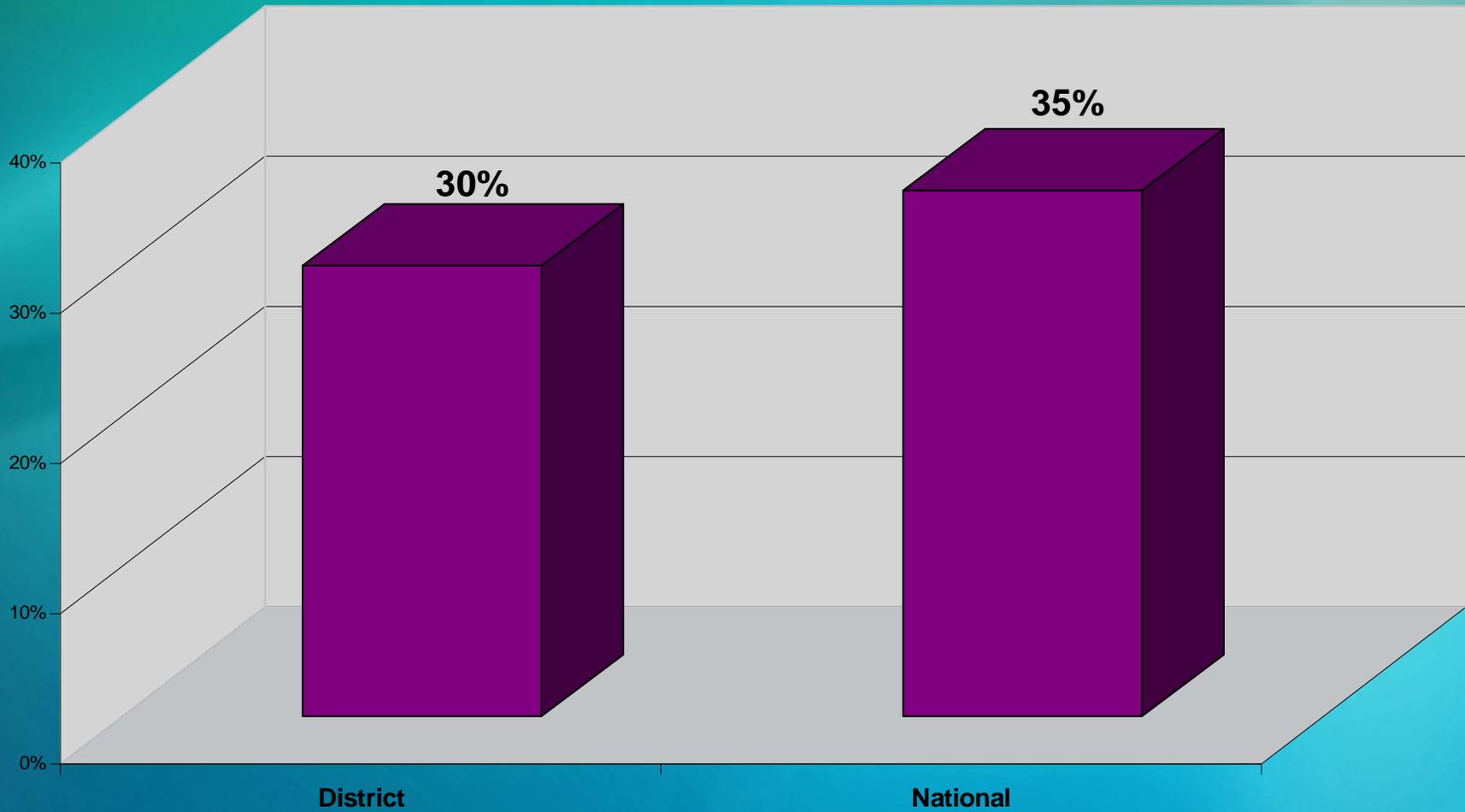
Female Male

1750 Total Filled Positions

# Professional Job Categories Gender



# *Female Management Workforce Distribution Comparison*





## *Workforce Strategies*

- **Recruitment/Selection**
  - **Web-based recruitment**
  - **Candidate pool diversity**
  - **Interview panel diversity**
  - **Employee Referral Program**
  - **Career fair 2008**
  - **Internship Program**

## *Workforce Strategies*

- **Employee Development**
  - **Education Reimbursement Program**
  - **Training programs**
  - **Leadership Development**
  - **Professional Development Award**
  - **Mentoring Program**
  - **Succession Planning**
  - **Individual Career Exploration**

## *Workforce Strategies*

- **Creating the Environment**
  - **Applied Leadership**
    - **Coaching, counseling and mentoring**
- **Employee Involvement**
  - **Employee Appreciation Day**
  - **Picnics-on-the-Pond**
  - **Brown Bag Lunches**
  - **Race for the Cure**
  - **Women's History Month Celebration**

## Questions

