



# HBCU COMMITTEE

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Creating an Equal Access and Inclusive Employment Path

# OVERVIEW

Introduction of HBCU Committee

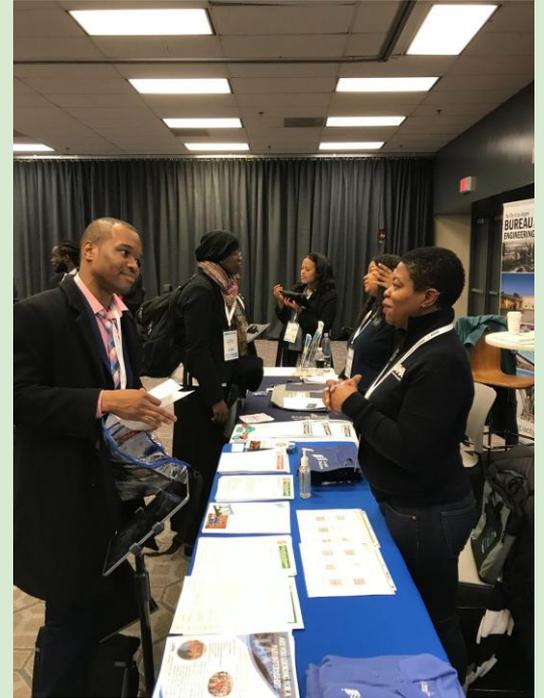
Governing Policies

Performance and Innovation

Highlights of African-American Engineers in City Employment

Partnership with HBCU A.M.I.E

Description of HBCU Programs



# THE HBCU COMMITTEE

- Makeup and objectives of the committee
- Why recruit from an HBCU?



# GOVERNING POLICIES

- Prop 209
- Mayor's "Back to Basics"
- ED #27
- Federal Laws and Policy



# PERFORMANCE AND INNOVATION

- Streamlining and making sense of Civil Service Rules
- Coordinated approach to recruiting
- Same day offers
- Recruitment at diversity events
- Internship Programs
- Making an Innovation Showcase Program



# The Future with the HBCU COMMITTEE

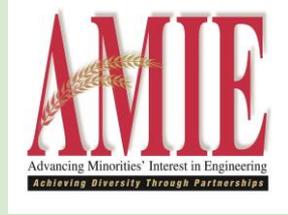
- Facilitate the hiring of 30 engineers City wide
- LA will be an example for the country to follow
- LA will make a difference in achieving diversity, equity and inclusion



# HIGHLIGHTS OF AFRICAN-AMERICAN ENGINEERS IN EMPLOYMENT

Department	Ethnicity: White	Ethnicity: Black	Ethnicity: Hispanic	Ethnicity: Asian	Ethnicity: Am Indian	Ethnicity: Filipina	Ethnicity: Other	Total per Department
04 AIRPORTS	22	9	22	36	1	10	1	101
08 BUILDING AND SAFETY	33	2	27	30	0	8	1	101
32 INFORMATION TECHNOLOGY AGENCY	13	8	8	50	0	11	11	101
38 FIRE	40	0	30	10	0	20	0	100
40 GENERAL SERVICES	24	6	21	38	0	12	0	101
42 HARBOR	33	8	24	27	0	8	0	100
66 PERSONNEL	0	33	33	33	0	0	0	99
70 POLICE	0	0	0	67	0	33	0	100
74 PUBLIC WORKS - BOARD OF PUBLIC WORKS	0	0	0	100	0	0	0	100
76 PUBLIC WORKS - CONTRACT ADMINISTRATION	100	0	0	0	0	0	0	100
78 PUBLIC WORKS - ENGINEERING	26	5	24	33	1	5	6	100
82 PUBLIC WORKS - SANITATION	26	10	20	31	0	10	4	101
84 PUBLIC WORKS - STREET LIGHTING	23	2	24	29	0	10	11	99
86 PUBLIC WORKS - STREET SERVICES	18	0	29	45	0	8	0	100
87 ZOO	0	0	100	0	0	0	0	100
88 RECREATION AND PARKS	0	0	29	71	0	0	0	100
94 TRANSPORTATION	24	4	25	35	0	7	5	100
98 WATER & POWER	30	6	27	30	0	7	0	100
<b>TOTAL Staff:</b>	<b>412</b>	<b>93</b>	<b>443</b>	<b>665</b>	<b>2</b>	<b>149</b>	<b>39</b>	<b>1803</b>
<b>TOTAL Percentage:</b>	<b>23%</b>	<b>5%</b>	<b>25%</b>	<b>37%</b>	<b>0%</b>	<b>8%</b>	<b>2%</b>	<b>100%</b>

# ADVANCING MINORITIES IN ENGINEERING (A.M.I.E)



- A.M.I.E is a non-profit consortium that represents 15 HBCU schools of Engineering
- Partnership with A.M.I.E would provide funding for research efforts
- Partnership will increase the City's relationship with HBCUs
- Serve as a pipeline for recruiting top-tier engineers

Alabama A&M University	Morgan State University	Tennessee State University
Florida A&M University	Norfolk State University	Tuskegee University
Hampton University	North Carolina A&T State University	University of Maryland Eastern Shore
Howard University	Prairie View A&M University	University of the District Columbia
Jackson State	Southern University	Virginia State University



BEYA CONFERENCE

TECHNOLOGY  
AWARENESS DAY

LATALKS

ENGINEER DAY

HBCU INTERNSHIP

Thank You

