



COUNTY OF SANTA CRUZ

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PRESS RELEASE

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REPORT OUTLINES COUNTY GENDER, POC HIRING PRACTICES

The Santa Cruz County Board of Supervisors on Tuesday will consider a report on County workforce hiring practices demonstrating that the County exceeds local demographics when it comes to hiring women and people of color.

For two decades, the County's Equal Employment Opportunity plan has included a cultural competency component examining hiring practices through an equity lens. The County believes that providing appropriate, accessible, and effective services means public employees must not only maintain awareness of the diversity of the community it represents, but reflect that community.

According to the County's 2022 Equal Employment Opportunity /Cultural Competence report, 59 percent of the County's nearly 2,400 employees are women. Further, 52 percent are people of color, compared with 35 percent of the local Core-Based Statistical Area workforce as defined by the U.S. Census' American Community Survey. Latinos comprise 43 percent of County employees, compared to 25 percent of the local workforce.

County staff are also becoming more diverse. Between 2014 and 2022, the percentage of people of color increased from 42 to 52.

The report also identifies gender and racial percentages by service sector category to identify areas for improvement. In cases where representation lags behind the available workforce by more than 10 percent, the County seeks to identify potential barriers to employment for underrepresented groups and to develop and implement policies and procedures consistent with the objectives of nondiscrimination, equal opportunity, diversity, and inclusion.

To view open County of Santa Cruz job listings, visit www.santacruzcountyjobs.com.