



PROGRESS REPORT

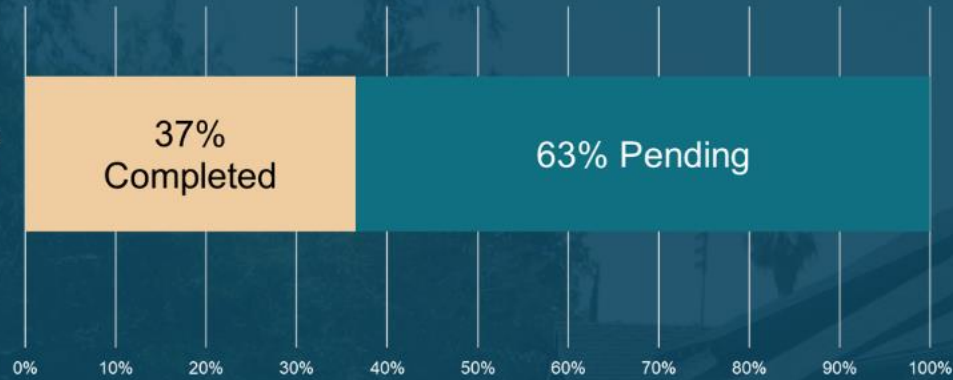
ad hoc Committee on Equity & Inclusion

NOVEMBER 15, 2022

The Committee's sole function was to review and determine whether any policies, practices, and procedures of the City of Monrovia are:

- unjust or unfair;
- perpetuate systemic racism in city government; or
- create structural barriers to diversity, equity and inclusion in city governance, employment or enforcement.

Recommendations
(September 2021)



Recommendations
(November 2022)



Out of the 52 recommendations presented for consideration, 40 have been completed to date.

Completed Equity and Inclusion Recommendations

- One-time grant to the Monrovia Historical Museum to support their "IDEAS" exhibit.
- This year's Art on the Box theme is "Celebrating Diversity" - four (4) designs have been approved for utility boxes, with three (3) installed to date.
- Translation of several utility billing forms in multiple languages.
- Job recruitment brochures include language on the City's commitment to diversity.
- Inclusion of "cultural and racial sensitivity" as a formal criterion in recruiting police officers.
- Promotion of diversity through book displays at the library.
- Celebration of Neighborhood Treasures who fought for inclusion.
- Recruitment of a diversified workforce across all City departments.



Exit Interview Questions

- What circumstances prompted you to separate from the City?
- Could the City of Monrovia have done anything to prevent your separation?
- What things could your manager/supervisor have done better?
- What was the best/least favorite part of your job here at the City of Monrovia?
- Are there any potential areas for improvement in your department and/or the City?
- Would you consider returning to Monrovia at a later date?
- How inclusive do you think the City of Monrovia is for employees of different background and perspectives?
- Do you have any ideas or suggestions to augment our current efforts in building a more inclusive work environment focusing on equity and inclusion?



Exit Interviews – Responses on City's Diversity

- “Throughout my time here, I have experienced and seen friendships in all Departments here in the City of Monrovia.”
- “The City of Monrovia is inclusive of different backgrounds.”
- “Very inclusive. I have learned new things from the different people I have worked with while being here.”
- "The City does a very good job of being inclusive."
- “I think Monrovia is very inclusive for employees of different backgrounds and perspectives. I believe that everyone is respected and appreciated for who they are. I have never felt any level of tension or discrimination while being here.”
- “I believe the City has been inclusive for employees of different backgrounds. I have never known of any issues in the workplace on diversity or inclusivity.”
- “I think the City of Monrovia tries very hard to be inclusive. It is a very difficult balance and I believe the City is doing the best it can.”



City of Monrovia Employees - Race & Ethnicity

Race & Ethnicity	2020 Census Population	2020 Employees	2022 Employees
Asian Pacific Islander	16.4%	10.7%	11.4%
Black	5.2%	3.7%	3%
Hispanic	39.5%	38.5%	47.1%
Native American/ Alaskan	0.2%	0.7%	0.3%
Other	4.7%	0.7%	-
White	34%	45.6%	38%

City of Monrovia Employees – Gender

City of Monrovia Employees

Gender	2020 Census Population	2020 Employees	2022 Employees
Female	51.7%	44.8%	43.8%
Male	48.3%	55.2%	56.2%

Monrovia Police Department

Gender	2020 Employees	2022 Employees
Female (Sworn)	9.8%	17%
Male (Sworn)	90.2%	83%

Monrovia Police Department - 2020 & 2022

Monrovia Police Department	2020 Employees	2022 Employees
Asian Pacific Islander	9.8%	10.6%
Black	-	2.1%
Hispanic	41.5%	48.9%
Native American/Alaskan	2.4%	-
Other	-	-
White	46.3%	38.3%

2020 Monrovia Police Department - Sworn	Female	Male
Asian Pacific Islander	-	9.8%
Black	-	-
Hispanic	2.4%	39.0%
Native American/Alaskan	-	2.4%
Other	-	-
White	7.3%	39.0%

2022 Monrovia Police Department - Sworn	Female	Male
Asian Pacific Islander	-	10.6%
Black	-	2.1%
Hispanic	10.6%	38.3%
Native American/Alaskan	-	-
Other	-	-
White	6.4%	31.9%



Next Steps

- Implement remaining recommendations that can be done.
- Even if we are doing it...can we do it better?
- HR is proactively reviewing and monitoring recruitment, hiring and appointment decisions.
- Continue focused efforts to promote diversity, equity and inclusion.

Questions?

