

# City of Gainesville Diversity Work Plan

This work plan should be completed by Directors and Managers with oversight of ten or more employees who do not report directly to a Charter Officer.

Name: Eric Walters

Department: Fuels Department

Title: Director of Business, Fuels & Power Ops

Date Completed: 11/13/2015

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## I. Introductory statement describing your department/division.

A. Based on the demographics of your department, list any diversity issues specific or unique to the areas in your span of control.

**The areas within the division are well represented in all areas of diversity. No diversity issues are identified at this time.**

B. List any barriers or other concerns you have for your entire span of control.

**We have put forth extra effort to recruit for women in the Power Systems Operations area. Typically many of the feeder pools are from other operational areas such as power plant production. We have successfully attracted more (qualified) female applicants in the pool. We successfully hired a female candidate to fill a Power Systems Coordinator position in February 2015. She is well on her way to becoming fully trained by December 2015.**

## II. What were your efforts to address diversity issues in the area(s) under your span of control in the last (evaluation) year?

A. List recruitment efforts/strategies employed for issues identified above.

**Energy Supply participated in the career fair event. Each position has a specific recruitment strategy which includes (as appropriate) advertisement in various journals and online agencies to attract diverse applicants. The diverse applicant pools have helped us continue to be well represented in all areas of diversity in my area.**

B. List Retention and Personnel Development Strategies you employed.

**Employees realize the importance of inclusion and being treated with fairness and respect. There are many opportunities for growth and development within ES. This is a great retention strategy. Employees are encouraged to participate in training opportunities as a part of their growth and development.**

## III. Were those efforts successful?

A. Why/Why Not? **Yes**

B. How did you measure your efforts?

**Please refer to ES AGM Diversity Work Plan for overall departmental results. The other measurement is**

observation and results. I believe the areas I manage represent one of the most diverse areas in the City of Gainesville.

**IV. What were your efforts to make employees aware of the benefits of diversity?**

A. List your efforts here.

**Diversity is important to me as a Leader. My goal is to integrate this effort into our day to day operation so it becomes how we do business. We have certainly boosted efforts to have more diverse applicant pools; however, if Leaders are open minded and make diversity a priority (Lead by Example), the results WILL come. One of the ideas we have discussed is providing some opportunities at the beginner or trainee/apprentice level. This could potentially improve the diversity pool.**

**V. What were your Women/Minority-Owned Small Business efforts last year?**

A. List your efforts here?

**We work with GRU purchasing to have women/minority owned-small businesses participate in the many opportunities in ES.**

B. What can you do differently next year to improve?

**We would continue to solicit vendors and work with Purchasing Dept. to improve current efforts.**

**VI. Your Component of the Overall Departmental Strategic Plan**

Your Department Head will work with his or her direct reports to develop a Departmental Strategic Plan to address diversity issues this evaluation year. In this section you will outline your assignment for the department's overall Strategic Plan. You will use this component as the basis for the Diversity objective on your Performance Evaluation Plan.

List one or more components of the overall Departmental Plan outlined by your Department Head in the appropriate sections below. You might not have an element in each of the areas.

A. Recruitment Strategies

**Support departmental objective.**

B. Retention Strategies

(1) Professional Development for all Employees

**Provide training and developmental opportunities for employees. With several employees due to retire in the next 1-2 years, we continue to work with employees to identify opportunities for advancement.**

(2) Strategies to Foster an Environment of Diversity and Inclusion

**Utilize appropriate opportunities to remind our personnel about the importance of diversity and encourage their input. Lead by Example!! Work with EO office to support any corporate initiatives and training.**

C. Women/Minority-Owned Small Business Strategies

**Continue current practices and support goals of corporate Purchasing. ES had strong representation in the most recent Small Business Fair. Members of management spoke with owners and gathered information on company skills and how they may be utilized within some of Energy Supply's upcoming work.**

C. How will you measure your department's success?

**See AGM Diversity Work Plan for goals and objectives.**