

City of Gainesville Diversity Work Plan

This work plan should be completed by Department Heads, Directors and Managers reporting directly to a Charter Officer.

Name: Eric D. Harris

Department: Energy Delivery

Title: Electric Systems Operations Manager

Date Completed: 11/5/2015

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 majority of the positions in my area are skilled craft jobs which require completion of the Progression Through Training Program and the talent pool for many of these jobs is limited. However, I do recognize the majority of the employees in my area are not a minority or female and encourage those who are to apply for any available positions they feel qualified for.

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

We have removed any barriers and have no concerns at this time.

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. **All recruitment efforts are handled by human resources with the exception of the annual jobs fair, which we participate in. I participate in the jobs fair at the MLK center to help promote the positions within my area to the general public as well as reached out to other departments within the city to encourage interest in T&D. We have also been involved with various schools and organizations in our community to educate them on what the Utility Line Worker's job consists of as well as the different tools and equipment that are also used. We hope this helps spark an interest in our field where otherwise there may have been none.**

B. List Retention and Personnel Development Strategies you employed.

I have been involved in fostering a mentoring/shadowing program in my area where we are able to get employees who may be "out of reach" for certain jobs to be able to work alongside another employee and gain experience and build confidence in their abilities to do the work. This has given some employees who felt they had no chance of advancement a new hope for their future here at GRU.

III. Were those efforts successful?

A. Why/Why Not?

I do believe they have they have been successful. We had the opportunity this year to fill several positions in our area this year and saw a very diverse group of candidates come through. Because of the number of overall applicants we had a three tier testing process and ended up with a diverse pool at the last step. Although we didn't hire one of the minority applicants I was very pleased to see them make it that deep into the process.

B. How did you measure your efforts?

By looking at the applicant pools we had for various positions this year. Talking to employees to see whether or not they feel as though the programs are beneficial. Visually watching to see how the employees modify their

work habits.

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

A. List your efforts here.

We encourage our employees to be open to ideas and methods no matter the status of the person making the suggestion. This applies to their race, gender, nationality, seniority, etc. We have the opportunity to see firsthand how well a diverse work force can operate because of the people we get to interact with on a daily basis at GRU.

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

A. List your efforts here?

Although we have limited outside purchasing opportunities we use a female owned small business.

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

We will continue to make efforts to use women and minority owned small businesses.

D. Departmental Strategic Plan

Work with your direct reports to develop your department's overall Strategic Plan to address diversity issues this evaluation year. Your plan should address the strategies listed below. You will use this strategy as the basis for your Diversity objective on your Performance Evaluation Plan.

A. Recruitment Strategies

Use targeted recruitment to get more qualified diverse applicant pools. Attend career fairs to educate the community of what careers are available.

B. Retention Strategies

(1) Professional Development for all Employees

Help our employees be successful by providing training and assigning challenging work that will allow our employees to grow and be competitive when applying for higher level jobs. This leads to job satisfaction and retention.

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

All employees should be made to feel safe and comfortable in their jobs and realize that we do value diversity by creating an atmosphere that all people are valued and that their unique qualities are noticed and benefit the division. Meetings are structured to encourage openness and participation by all. Inappropriate behavior is not tolerated. Employees are encouraged to work together.

C. Women/Minority-Owned Small Business Strategies

Employees will be encouraged to give these businesses an opportunity to participate in our purchasing processes.

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

Success will be measured by efforts expended to obtain qualified applicant pools and by employee retention