

# Planning & Development Department Diversity Plan: FY 2009

The departmental Diversity Plan supports the organizational priority of diversity by addressing workforce diversity.

## Diversity Self Analysis

The Planning & Development Department consists of 162 authorized general fund positions.

Classification	Gender		Race/Ethnicity				Total
	M	F	B	H	W	O	
Executive	2	2	1	0	3	0	4
Professional	14	13	3	2	20	2	27
Management	5	6	0	1	10	0	11
Supervisory	7	3	1	0	9	0	10
Para-Professional	47	22	4	21	42	2	69
Services/Trades	0	1	1	0	0	0	1
Clerical	3	18	4	9	7	1	21
<b>Total</b>	<b>78</b>	<b>65</b>	<b>14</b>	<b>33</b>	<b>91</b>	<b>5</b>	<b>143</b>

Snapshot as of April 7, 2008

## Action Plans to Address Issues

### Short term

#### Short-Term Activities

- Recruit applicants through **universities** with diverse student populations such as the University of Texas at Arlington and other universities with diverse student population.
- Recruit bi-lingual applicants to provide better communication and service to our customers.
- Recruit applicants using the following professional groups and trade associations: (Roy working on this)
  1. **City's Hispanic Managers**
  2. **National Forum for Black Public Administrators**
- Continue participation in the **City's leadership and management** programs and **Leadership Fort Worth** each year.
- Increase promotional opportunities within the Department by conducting regular supervisory review of positions and classifications.
- Conduct training for management and supervisory staff on hiring and performance management.
- Create a mentoring program to encourage personal growth and career management for existing employees.
- Continue to support staff with the **tuition reimbursement** program and by providing flexible work schedules when possible.
- Conduct all interviews with diverse selection panels.
- Participate in a minimum of 4 events per year such as high school career days and local job fairs.
- Continue to publish **bilingual** (English-Spanish) versions of the Comprehensive Plan summary, historic districts brochure, neighborhood and commission meeting notices, and guides for developing in Fort Worth.
- Facilitate **neighborhood meetings** in English and Spanish, depending upon the language abilities of neighborhood residents.
- Meet or exceed the goals of the **M/WBE** office when securing professional services.

### Long Term

#### Long-Term Activities:

**Internship Program** – Subject to funding availability, reinstate this partnership program with North Central Texas Council of Governments for local area college students to intern with the City.

**Summer Youth Program** – Subject to funding availability, work with the Fort Worth Independent School District to become part of this program

