

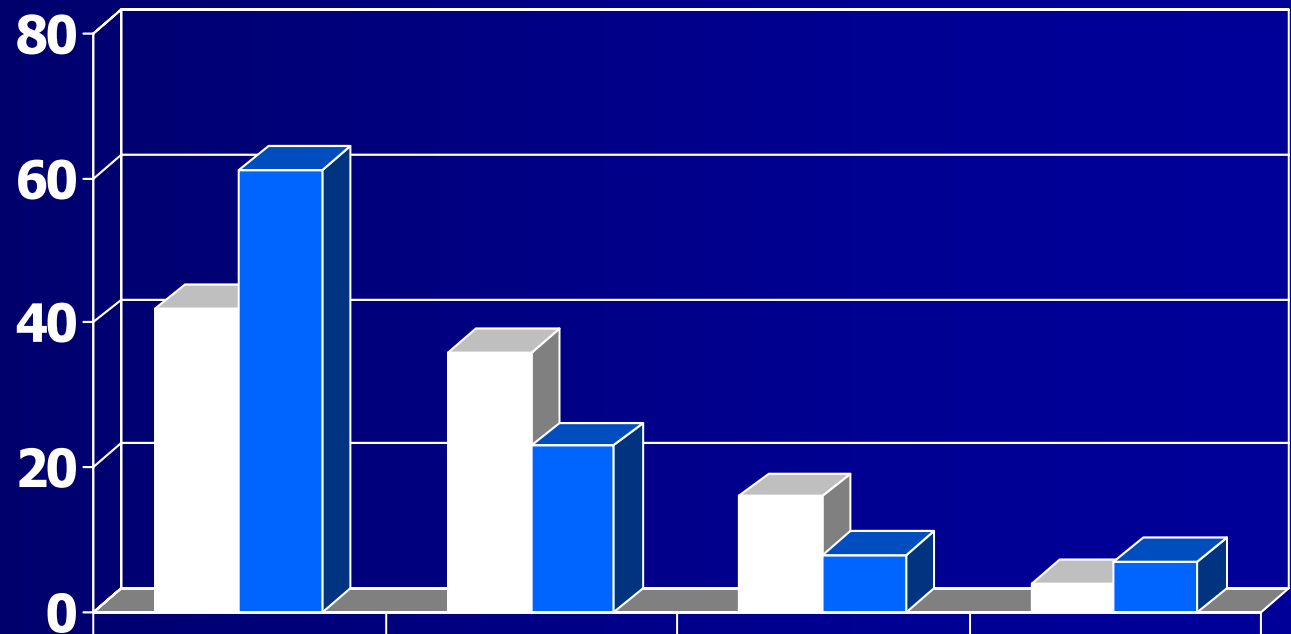
Blacks in the Mayoral Workforce

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New York City Council Testimony
Government Operations Committee
Monday, March 29, 2004

Share of Administrators and Managers (2000-2002)

- The share of white administrators and managers decreased from 63% in 2000 to 61% in 2002
- Among Blacks the proportion increased from 22% to 23%
- Among Hispanics the proportion has remained the same for all three years 8%
- Asians increased from 6% in 2000 to 7% in 2002

Blacks and Hispanics Remain Underrepresented



■ % of Workforce	42	36	16	4
■ % of Adm & Mangrs	61	23	8	7

Share of Administrators & Managers for agencies

- In 2002, the white share of admin & mangrs exceeded their share of the workforce in 39 of the 43 agencies (42%)
- The Asian share of admin & mangrs exceeded their share of the workforce in 21 of 43 agencies (4%)
- The Black share of admin & mangrs exceeded in only 6 of the 43 agencies (36%)
- The Hispanic share of admin & mangrs exceeded their share in just 3 of the 43 agencies (16%)

Share of the Total Admin & Mangrs, 2002

- The Blacks share of admin and managers exceeded their share of the workforce in only 6 agencies
 - Dept of Homeless Services
 - Dept of Juvenile Justice
 - Administration for Children's Services
 - Dept of Correction
 - Dept of Employment

Agencies with the Largest Concentration of White Admin & Mangr, NYC 2002

- Dept of Sanitation
- Housing Preservation and Development
- Environmental protection
- Dept. of Design and Construction
- Dept of Parks and recreation
- Dept of Social Services
- Dept of Mental health
- Mayors Office

Agencies with the largest concentration of Black Admin & Mangrs , NYC 2002

- Dept of Social Service
- Admin for Children's Services
- Housing Preservation and Development
- Dept of Correction
- Dept of Homeless services
- Dept of Health and Mental Hyheal
- Dept of Parks and Recreation

Agencies with the Largest Concentration of Hispanic Admin & Mangrs, NYC 2002

- Dept of Social services
- Adm for Children Services
- Housing Preservation and Development
- Dept of Correction
- Dept of Design and Construction
- Dept of Health and Mental Hygiene
- Mayors Office
- Dept of Parks and Recreation

Agencies with the largest concentration of Asian Admin & Mangrs, NYC 2002

- Dept of Design and Construction
- Housing Preservation and Development
- Dept of Transportation
- Environmental Protection
- Dept of Social Services
- Admin for Children's Services
- Dept of Parks and Recreation
- Dept of Health and Mental Hygiene

Recommendations

- City must develop a strong affirmative action plan and heed the recommendation of the EEPC
- Council must develop a monitoring of agencies and provide penalties during the budget process if racial composition of top administrators show pattern of under-representation
- Additional funding to EEPC to conduct wider audits