

# Identifying the Race/Ethnicity Gaps in Leadership Roles



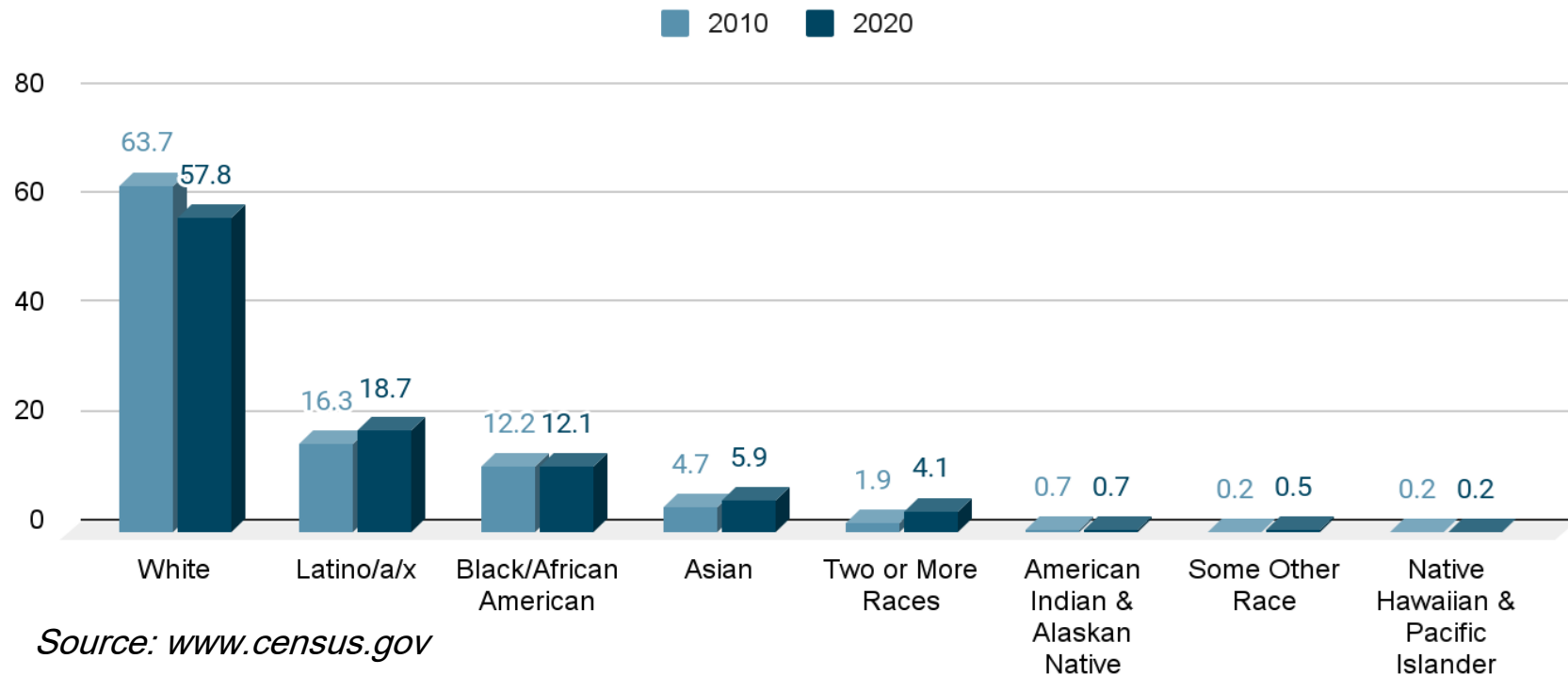
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# National Data

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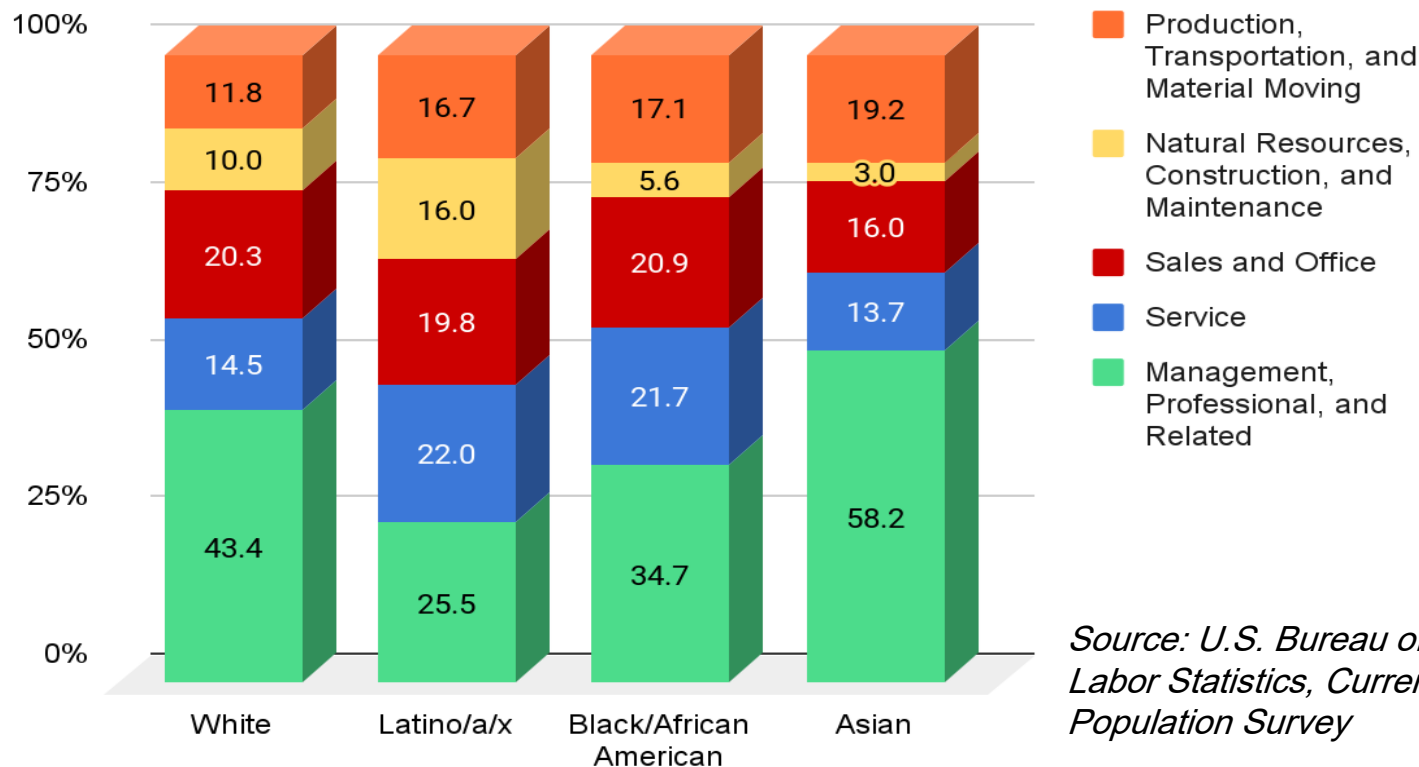
# U.S. Race/Ethnicity Demographics - 2010 vs. 2020

% of U.S. Population



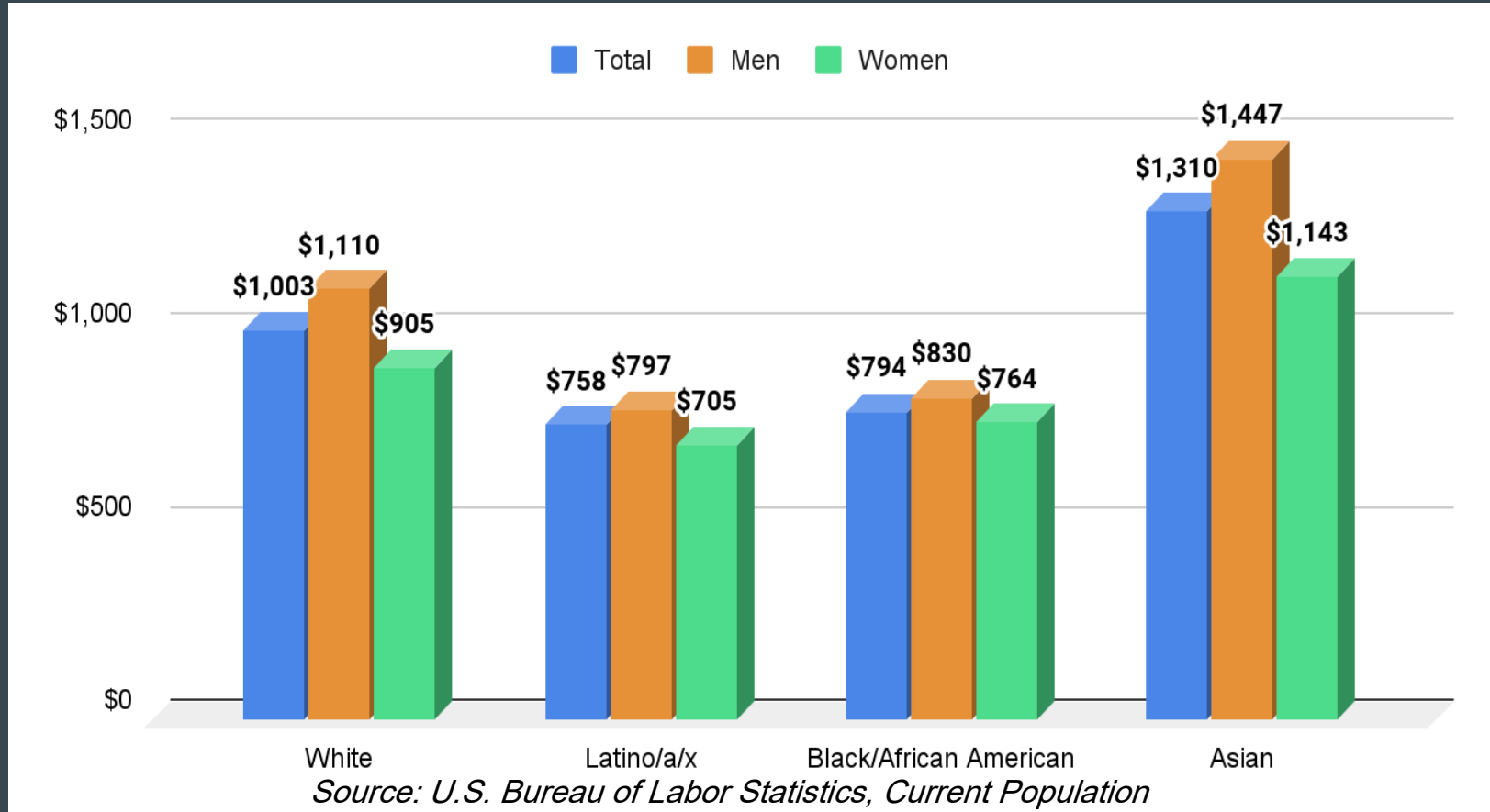
Source: [www.census.gov](http://www.census.gov)

# Employed People by Occupation - 2020



*Source: U.S. Bureau of Labor Statistics, Current Population Survey*

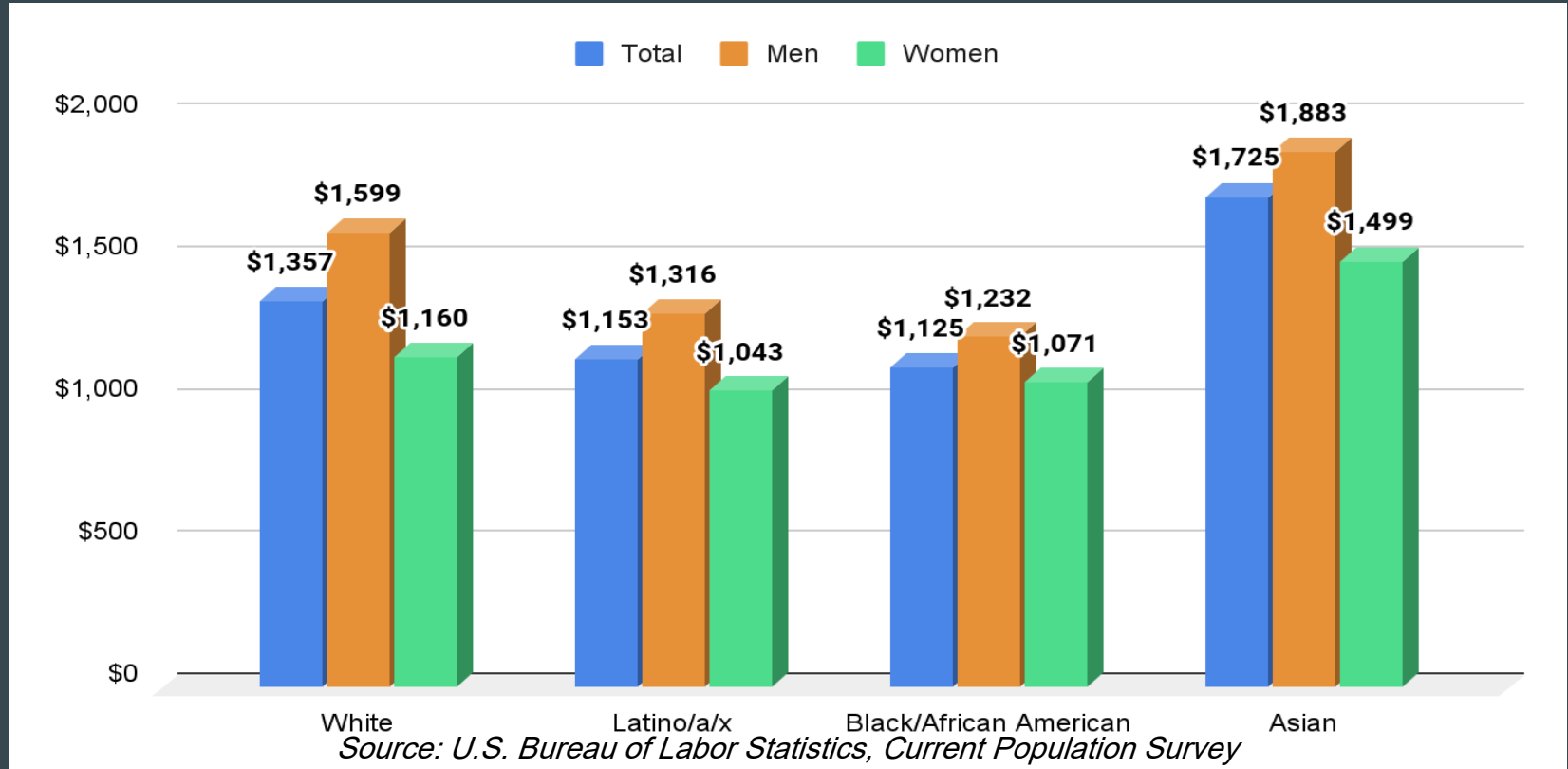
# Median Weekly Earnings of Full-Time Wage and Salary Workers - 2020



Source: U.S. Bureau of Labor Statistics, Current Population

Survey

# Median Weekly Earnings of Full-Time Wage and Salary Workers in Management, Professional, and Related Occupations - 2020



# U.S. Corporate Leadership

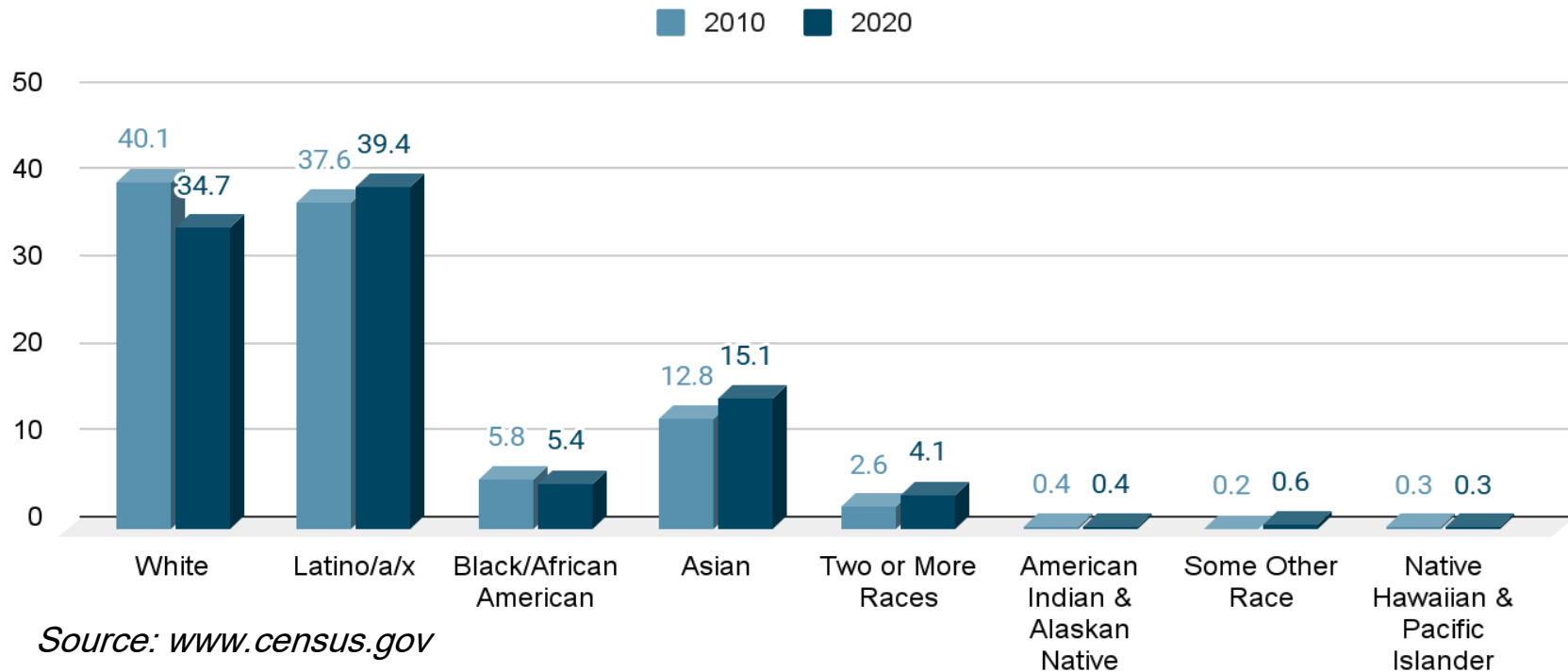
- Despite being 18.7% of the U.S. population, only 5% of S&P 500 Board Directors in 2021 were Latino
- Only 4% of the Fortune 500 CEOs in 2021 were Latino (20 CEOs total)
- When looking at all companies in the U.S. in 2021, representation was as follows according to the U.S. Bureau of Labor Statistics:
  - 7.4% of all chief executives in 2021 were Latino
  - 5.9% of all chief executives in 2021 were Black/African American
  - 6.8% of all chief executives in 2021 were Asian

# California Data

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# California Race/Ethnicity Demographics - 2010 vs. 2020

% of California Population



Source: [www.census.gov](http://www.census.gov)

# California Corporate Leadership

- AB979 was passed in 2020, which requires California's public companies to have at least one member of an underrepresented group on their boards
- This resulted in the percentage of all-white boards falling from 36.8% in October 2020 to 14.8% by the end of 2021.
  - 64% of boards had at least one Asian member
  - 35% of boards had at least one Black/African American member
  - 20% of boards had at least one Latino/a/x member
- Overall, board seats held by an Asian member rose from 9.7% to 13.6%
- Black/African American board members doubled from 2.9% to 5.8%
- But, even though Latinos make up 39.4% of the California population, Latino representation grew from only 2.1% to 3%

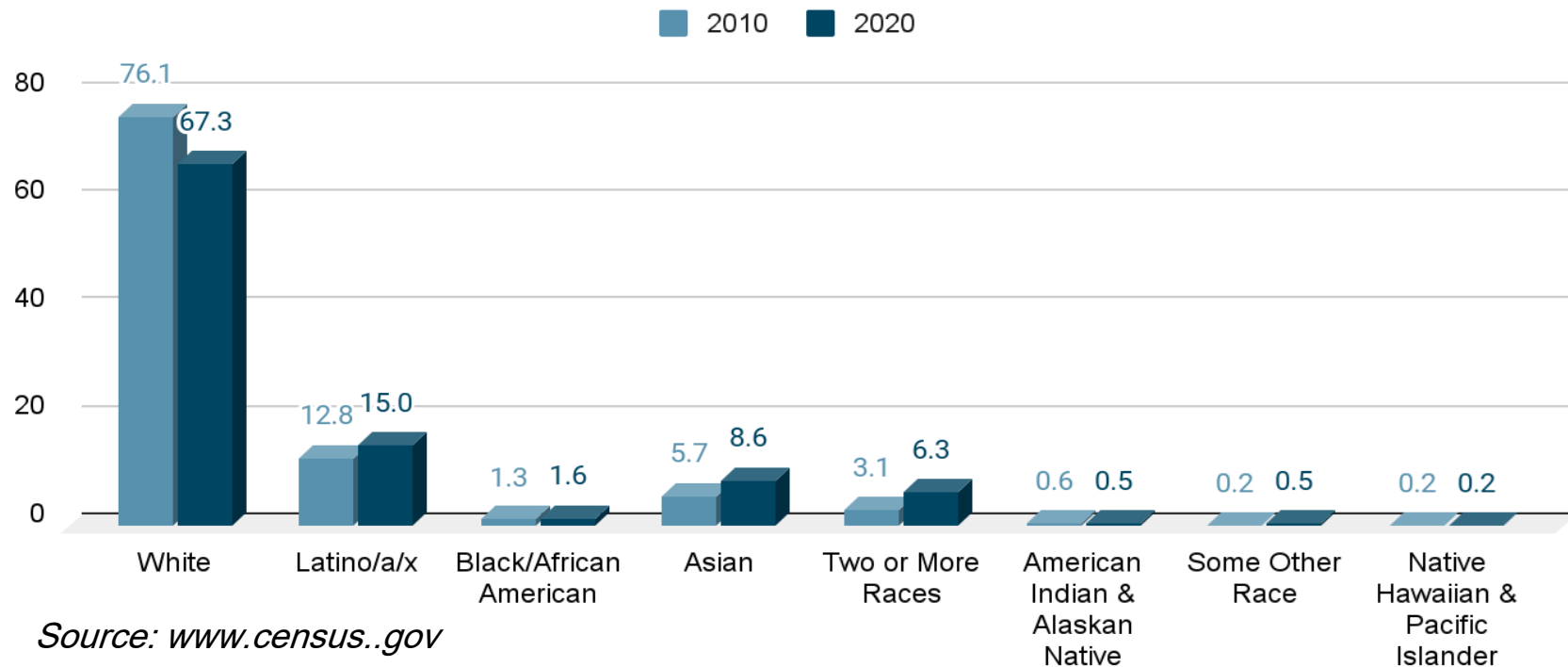
*Source: Latino Corporate Directors Association*

# Placer County Data

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# Placer County Race/Ethnicity Demographics - 2010 vs. 2020

% of Placer County Population



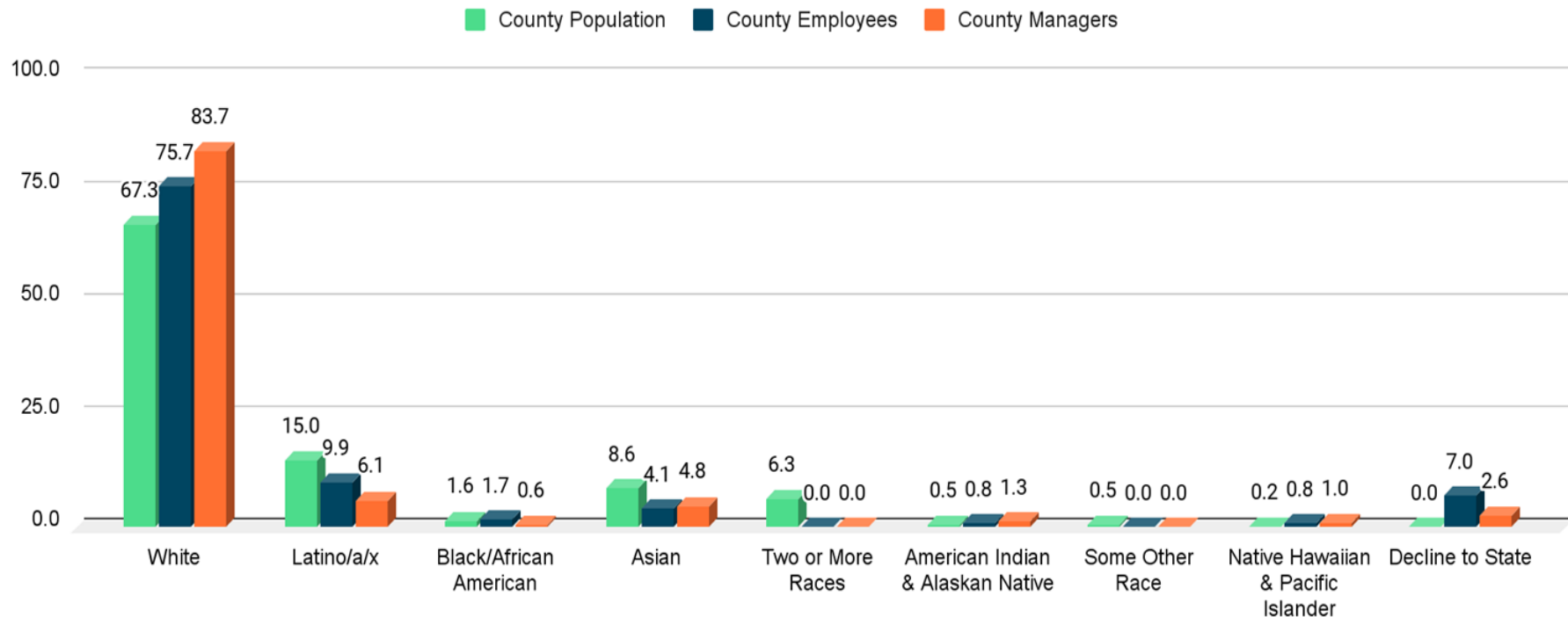
Source: [www.census.gov](http://www.census.gov)

# Largest Employers in Placer County (2022 Data)

1. Sutter Health (7,320 Employees)
2. Kaiser Permanente (6,367 Employees)
3. Placer County (2,871 Employees)
4. Palisades Tahoe (2,600 Employees)
5. Sierra College (approx. 2100 Employees)

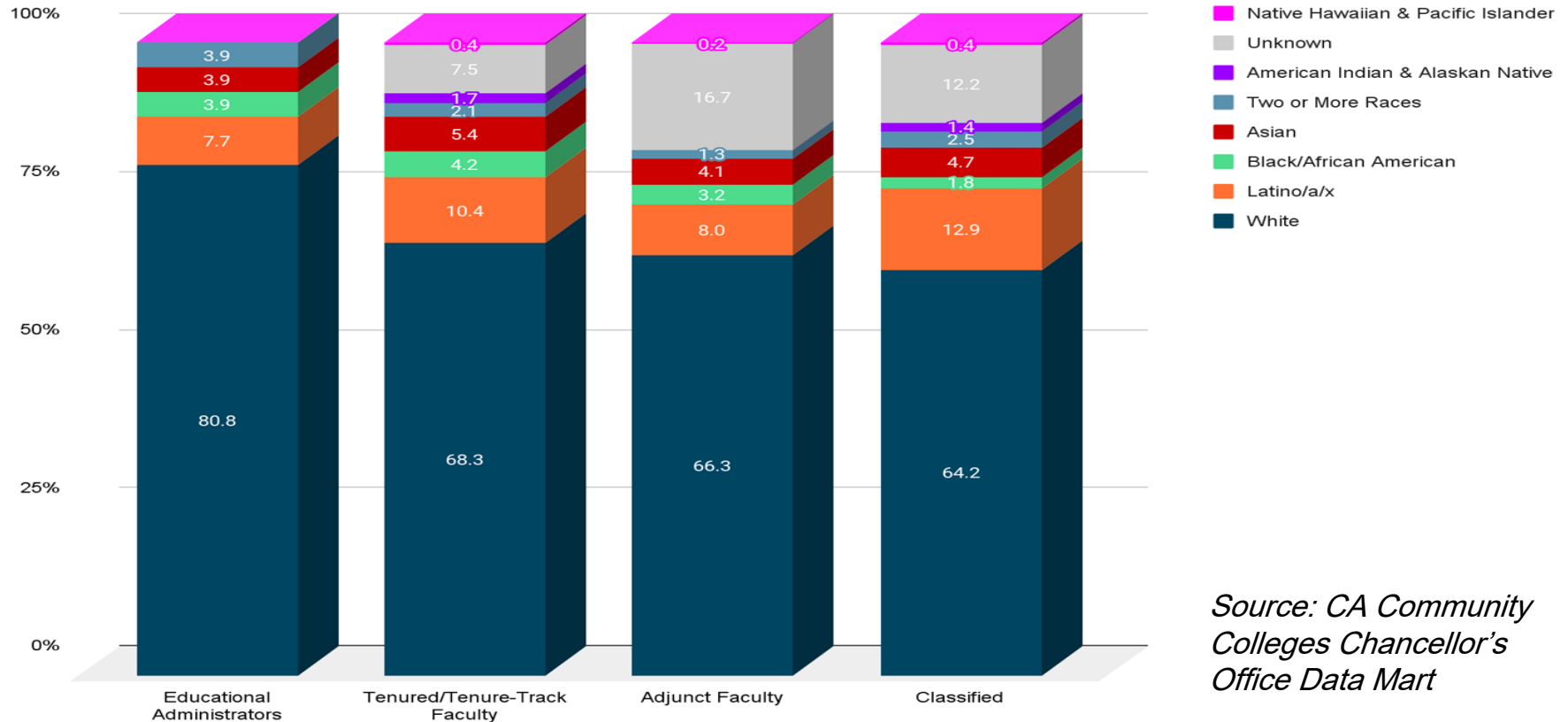
*Source: Sacramento Business Journal and Placer County Dept of Human Resources*

# County of Placer Employee Demographics



Source: Placer County Dept of Human Resources

# Sierra College Employee Demographics



*Source: CA Community Colleges Chancellor's Office Data Mart*

Let's Dig Deeper

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# Placer READI

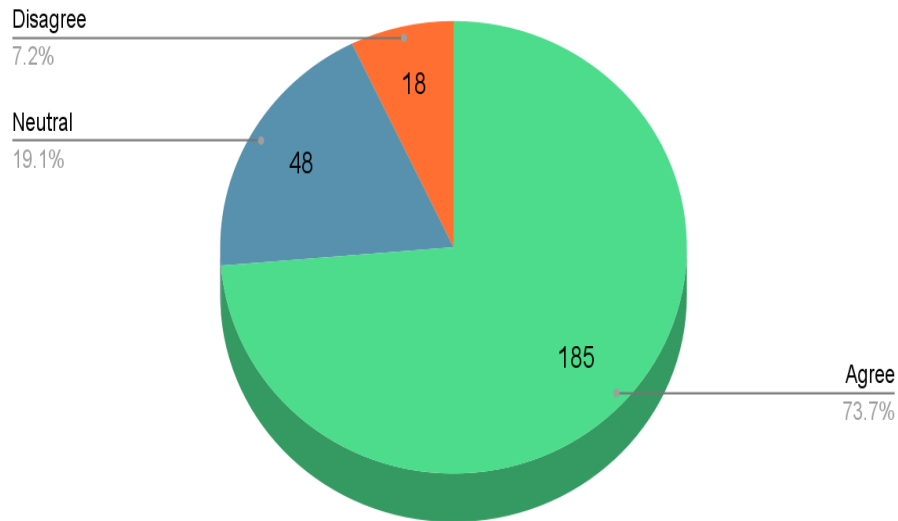
- Placer Race Equity Access Diversity Inclusion (READI) is a group of Placer County mental health staff and community partners who represent the different and diverse groups in the community.
- They work to improve behavioral health services by being culturally responsive and they encourage community member participation to help reduce barriers to service.
- They also inform and make recommendation to other committees and influence the training needs for the Placer County System of Care.
- Placer READI committee members include AMI Housing Inc., Cal Voices, Latino Leadership Council, PIRS, PCOE, Sierra College, Sierra Native Alliance, Turning Point Community Programs, Uplift Family Services, Youth Empowerment Support, and Placer County Health and Human Services (HHS).

# 2022 Placer County HHS Systems of Care READI Workforce Survey

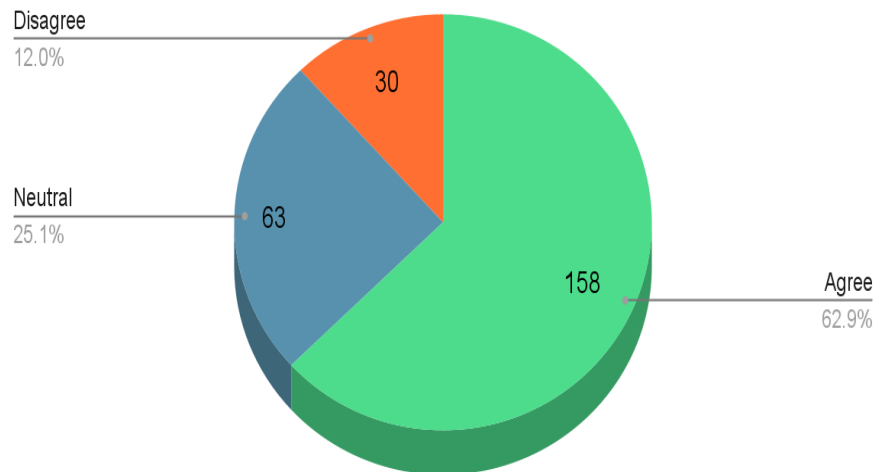
- Survey Participants: Placer County HHS Systems of Care staff, including employees and volunteers of the Adult and Children's System of Care and Contracted Organizational, Individual and Behavioral Health Providers
- Survey explored 3 major topics:
  - Workforce Demographics – cultural representation of our workforce.
  - Climate of Equity – Assess current climate to understand and improve diversity, equity, and inclusion practices.
  - Staff Cultural Humility - Assess the cultural responsiveness and ongoing training needs of the workforce. Reflect on each one's progress towards developing cultural responsiveness.

# Survey Findings

## My Culture is Respected Here

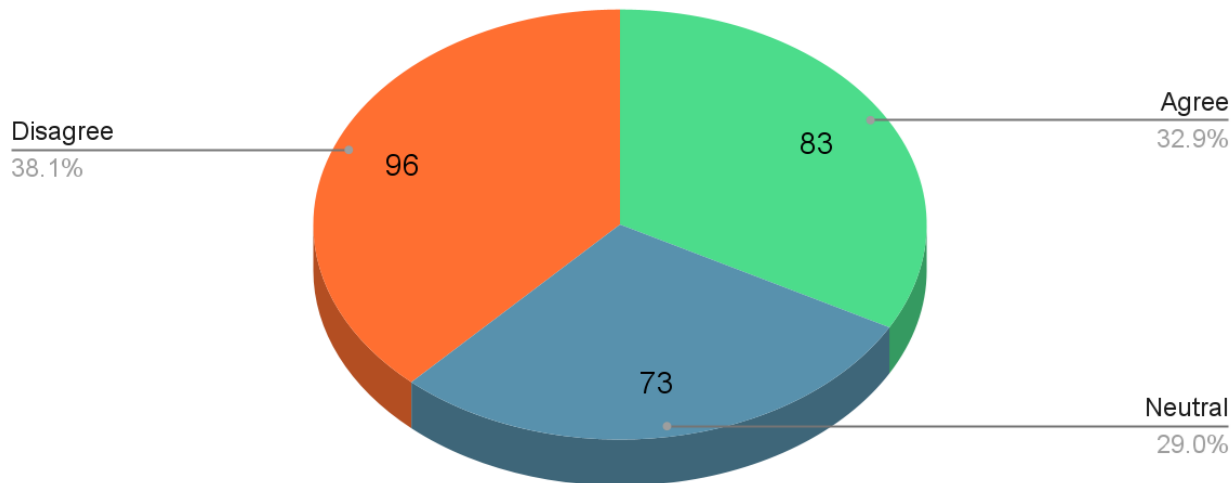


## Regardless of race, gender, or other cultural designations, everyone is treated equally



# Survey Findings

Management and leadership seek regular input regarding cultural, historical, and gender equity, including questions regarding work climate and culture



# Survey Findings and Respondent Comments

- 15% of employees disagreed that they felt safe to be themselves.
  - “Keep promoting safe conversations”
- 19% of employees disagreed that their voice was heard as equal.
  - “Keep making sure everyone is heard, whether opinions are largely different or similar, we all have different experiences...”
  - “Bridge the gap between leadership/management and direct care staff.”
- 13% of employees disagreed that the organizational supervisors and leadership are culturally humble.
- 15% of employees disagreed that they could approach anyone in a leadership position within the organization to have an open discussion about issues, questions or concerns they have regarding cultural, historical, and gender identity/expression equity without fear of negative repercussions.

# Survey Findings and Respondent Comments

- 21% of employees disagreed that they felt comfortable making statements that include phrases such as, but are not limited to, diversity, equity, inclusion, systemic racism, racism, historic and contemporary racism, racial trauma, police brutality, inequality, homophobia, transphobia, islamophobia, sexism, ableism.
- 20% of employees disagreed that communities of color and historically disenfranchised communities (individuals with disabilities, gender/sexual minorities, etc.) are involved in decisions that impact them directly (whether collectively or as individual communities).
- 21% of employees disagreed that the organization has a values statement around equity that they are able to define and explain.

# Respondent Suggestions for Change

- “Promote diverse individuals into leadership positions.”
- “Have regular discussions in meetings so others feel comfortable openly bringing up concerns.”
- “Educate those who lack diversity in their lives.”
- “Expect active participation in mandated trainings.”
- “Hire employees that reflect the population we serve and function in.”
- “Stop making excuses for people negatively impacting our organization from moving to a culture of equity.”
- “Stop hiring the same old way.”

# Looking Ahead

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# Examples of Efforts to Improve Leadership Equity

- Even though AB979 was ruled unconstitutional earlier this year, the massive demographic shift happening across the nation creates a demand for businesses to diversify their boardrooms or risk losing market share and marketing opportunities, according to Esther Aguilera, CEO of Latino Corporate Directors Association
  - Aguilera identified one of the biggest hurdles facing Latinos trying to enter leadership positions: “There’s hundreds of experienced directors and thousands of C-level executives that are qualified for the board room. One of the biggest hurdles we have seen is this myth that they can’t find qualified Latinos.”
  - Among many other efforts, The Latino Corporate Directors Association and Latino Voices for Boardroom Equity wrote letters in 2020 to each California public company without a Latino board member to help identify candidates.

# The Expansion of DEI Trainings, Policies, and Organization Goals

- In recent years, businesses, educational institutions, nonprofits, and virtually every other sector of the economy have significantly increased diversity, equity, and inclusion efforts. These include trainings, changing/adding policies, and updating organization goals to reflect commitments to DEI.
- One of the many DEI efforts is a stronger focus on recruiting, interviewing, hiring, and promoting qualified individuals of color. This is something we are definitely seeing at Sierra College:
  - Everyone on a hiring committee must complete anti-bias training ahead of time
  - Better awareness about ensuring the hiring committee is as diverse as possible
  - Interview structure and questions have become far more equity-minded
  - The EEO Officer is much more involved in all hiring processes.

# A Few Questions Organizations Must Ask of Themselves

- Are efforts more “talk” than “walk”?
  - Diversity statements, equity commitments, pictures on websites, etc., do not create real change
- If organizational culture is not changing as quickly as needed, are leaders of color truly being empowered in the workplace?
  - “Checking the box” vs. valuing the diversity of backgrounds, experiences, ideas, and visions that leaders of color bring to the workplace in order to implement real change that may be uncomfortable to many and challenge the status quo
  - Relegating leaders of color only to diversity-specific positions and tasks
  - Problems with retaining leaders of color, especially when they aren’t being empowered and/or facing regular resistance
- Is there push-back to efforts to diversify the workplace and leadership roles?
  - For example, refusing to recognize cultural knowledge and experience, bilingualism, etc., when hiring or promoting individuals; only focusing on academic credentials and previous work experience
- In education, in particular, when students don’t see themselves in their instructors, administrators, and Boards, what messages do they receive? What types of knowledge and what versions of education are they getting?