

2020

# **City of Philadelphia Workforce Diversity Profile and Annual Report**

A blurred background image of a city skyline with various flags in the foreground.

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# Introduction

The Office of Diversity, Equity and Inclusion (DEI) reinforces Mayor Kenney's commitment to building a more equitable city, where determinants of success are not defined by race, ethnicity, gender identity, sexual orientation, income, or neighborhood. When diversity, equity, and inclusion are woven into the framework of government systems and operations, it ensures that both services provided and dollars spent are a strong model of fairness among the varied groups that make up the neighborhoods of Philadelphia. When local government and community members work in partnership, institutional and structural barriers can be dismantled as we strive to create an equitable Philadelphia, together, where everyone thrives.

This year brought an unprecedented mix of events that highlighted long standing systemic racism and its resulting disparate community outcomes. The COVID-19 pandemic, and the economic shutdown necessary to contain it, exacerbated existing health disparities and widened economic gaps; people of color are still contracting and dying from the virus at greater rates, while also being destabilized from job loss, housing insecurity, and food insecurity. The deaths of Black people as a result of police interactions sparked a national movement to acknowledge that Black lives matter and policing must be reformed. The 2020 presidential election underscored how polarized our nation is—wrestling with cultural values regarding diversity, equity, and inclusion, among other critical decision points.

The events of this year, as difficult as they have been, present a renewed opportunity for City leadership to drill further down in our efforts to demonstrate our values regarding diversity, equity, and inclusion. Our values, however, will not be judged by words, but by actions and by changes in our workforce and community outcomes. We have taken on this challenge by accelerating efforts to improve outcomes, and by establishing new strategies, some of which are highlighted briefly in this report. As we move forward into a new year, the Office of DEI looks forward to collaborating with City departments and community leadership to create a city where race is not a determinant of success.

## To achieve these goals, the Office of Diversity, Equity, and Inclusion focuses on several core priorities:

**Building a workforce that reflects the diversity of the communities we serve** and a workplace culture that values inclusion and racial equity as both a process and outcome.

Advancing a shared framework to **embed racial equity as a governing principle** in the City's budgeting, community engagement, service delivery, and strategic initiatives.

**Promoting equitable procurement, contracting, and entrepreneurship outcomes** so that every person and business has the chance to grow successfully.

Working collaboratively with City departments, community partners, and external stakeholders to **understand institutional racism, eliminate racial inequity, and improve outcomes for all.**



# Letter from the Mayor

Fellow Philadelphians,

As I continue to move forward in my second term as mayor of this great city, our Administration's work will be driven by key priorities—including building a more diverse, efficient, and effective government.

Since I took office in 2016, our Administration has been keenly focused on promoting opportunities for historically marginalized Philadelphia residents in City employment. The Office of Diversity, Equity and Inclusion has been a critical part of that work. Together, we have implemented new strategies to develop an inclusive workforce—one that reflects the demographics, values, and experiences of the people we serve.

I am proud of what we have achieved together over the past five years, including the progress made on diversifying our City workforce. You'll see in this report that we have made some progress in increasing the number of diverse employees within the exempt workforce, but I also recognize there is more work to do—particularly in continued efforts to increase diversity amongst our senior officials and reducing the pay disparity for employees of color. That is why we are doubling down on our Administration's commitment to building a workforce that is more inclusive and representative of the people it serves.

The first executive order I signed in 2020 was one that accelerated our Administration's focus on diversity, equity, and inclusion by formalizing the creation of two city-wide strategies: the City-wide Workforce Diversity, Equity, and Inclusion Strategy and the Racial Equity Strategy.

Under the Workforce DEI Strategy, all departments will complete an annual review and plan focused on their efforts to build greater diversity in the department across the breadth and depth of functions, implement more intentional diverse recruitment strategies, ensure an inclusive environment, promote professional development, and solicit employee feedback.





Under the Racial Equity Strategy, all City departments will be required, by the end of 2023, to conduct Racial Equity Assessments and create Racial Equity Action Plans. Departments will complete these assessments and action plans in a phased approach. The first cohort of departments began earlier this year. Short-term efforts will focus on improving service delivery, internal practices, and community engagement, with a long-term goal of closing gaps in outcomes so that race no longer predicts a person's success.

As we continue to improve the diversity of our City workforce in an effort to better reflect the people of Philadelphia, we must also make a concerted effort to ensure that everyone feels safe, valued, and welcome in their workplace. The executive order I signed this January also requires diversity, equity, and inclusion training for all managers and supervisors every three years to make sure they are equipped to help create an environment where all employees are treated in a fair and respectful way.

Philadelphia's diversity is truly our greatest strength. I value the differences in our histories, our cultures, and our neighborhoods. I am committed to making sure we do our part within City government to welcome, celebrate, elevate, and empower every City employee and Philadelphia resident.

Real progress takes time, but we are moving in the right direction. Our Administration looks forward to working with all of you to achieve our ambitious goals.

Yours in Service,

Mayor Jim Kenney

A wide-angle photograph of the Philadelphia skyline across the Schuylkill River. The city's skyscrapers, including the Comcast Center and the City Center, are visible in the background. In the foreground, a modern pedestrian bridge with a glass railing spans the river, surrounded by lush green trees and parkland. The sky is blue with scattered white clouds.

# Executive Summary

The 2020 Workforce Diversity Profile Report provides an in-depth summary of the demographic data of the City of Philadelphia's full-time municipal workforce for Fiscal Year 2020 (FY20), with a more detailed examination of the exempt workforce. This report excludes demographic data from the independently elected City offices<sup>1</sup>, and the data is reflective as of June 30, 2020.

The report begins with a review of Philadelphia's population demographics. This provides a baseline of comparison when measuring the City's municipal workforce. The 2020 report finds that the overall municipal workforce—including exempt and civil service positions—is composed of a majority of people of color (60.01 percent), with slightly less than half of the total workforce (48.24 percent) identifying as Black or African American. When compared to Philadelphia's population demographics, there is a slight overrepresentation of Black or African American and White (39.48 percent) employees in the overall municipal workforce. With respect to gender diversity, men are overrepresented in the workforce (64.71 percent) in comparison to their representation in the city's population.

The review of the exempt workforce analyzes data regarding employees who are hired outside of the civil service examination process. Here, the report finds that when compared to the start of the Kenney Administration in FY16, there has been a 3.67 percentage point increase

in the number of diverse employees in the exempt workforce, with people of color comprising 50.29 percent of the exempt workforce in FY16, and 53.96 percent of the exempt workforce in FY20. Within the exempt workforce, the largest gains in diverse representation have been made by increasing the number of Asian and Hispanic or Latino/x employees. Gender data reveals that when compared to Philadelphia's gender demographics, women are on par with representation in exempt positions, comprising 54.24 percent of the exempt workforce. Workforce diversity data is also provided and broken down by department.

The report subsequently examines the executive exempt workforce (employees who make over \$90,000 per year) and senior leadership, which the Office of DEI has defined as department heads, Commissioners, Deputy Managing Directors, and Cabinet members. Here, the report finds that when compared to the start of the Kenney Administration in FY16, there has been a 6.58 percentage point increase in the number of diverse employees who earn \$90,000 and above in the exempt workforce, with the largest increase in the percentage of Asian employees. Although progress has been made, the 2020 report reveals an overrepresentation of White employees in executive exempt positions compared to their population in Philadelphia (54.74 percent and 34 percent, respectively).

<sup>1</sup>Excluded Offices: City Commissioners, the City Controller's Office, City Council, the District Attorney's Office, the First Judicial District, the Register of Wills, and the Sheriff's Office.

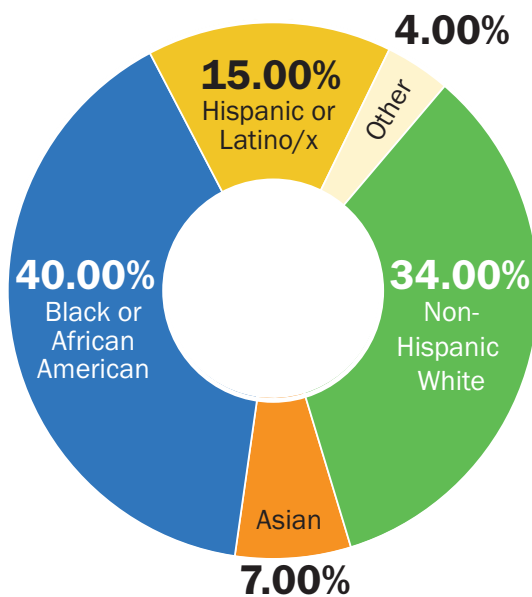


# Section I

## Philadelphia's Population

This section provides demographic information about Philadelphia's population. The Kenney Administration aims to build a government workforce that reflects the population of the city—across the breadth of available positions and throughout all leadership levels. Information in this section is based on data from the PEW Charitable Trusts State of the City 2020 report, and identifies 1,584,064 residents of Philadelphia.

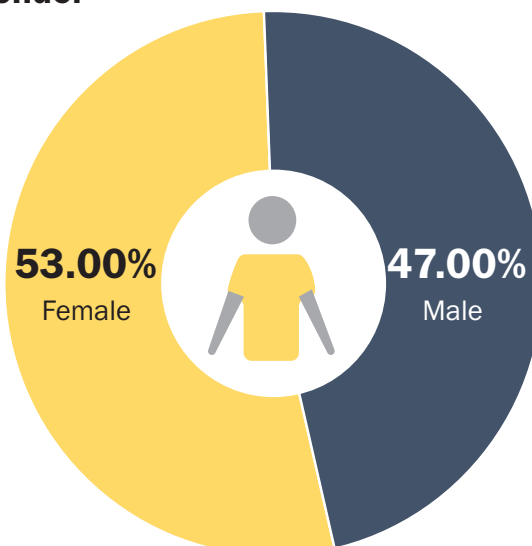
### 1.1 Philadelphia Population by Race & Ethnicity<sup>2</sup>



**Total: 1,584,064**

Black or African American: **633,626**  
Non-Hispanic White: **538,582**  
Hispanic or Latino/x: **237,610**  
Asian: **110,884**  
Other: **63,362**

### 1.2 Philadelphia Population by Gender<sup>3</sup>



<sup>2</sup>Figures have been rounded to the nearest whole number based on percentage of the total population.

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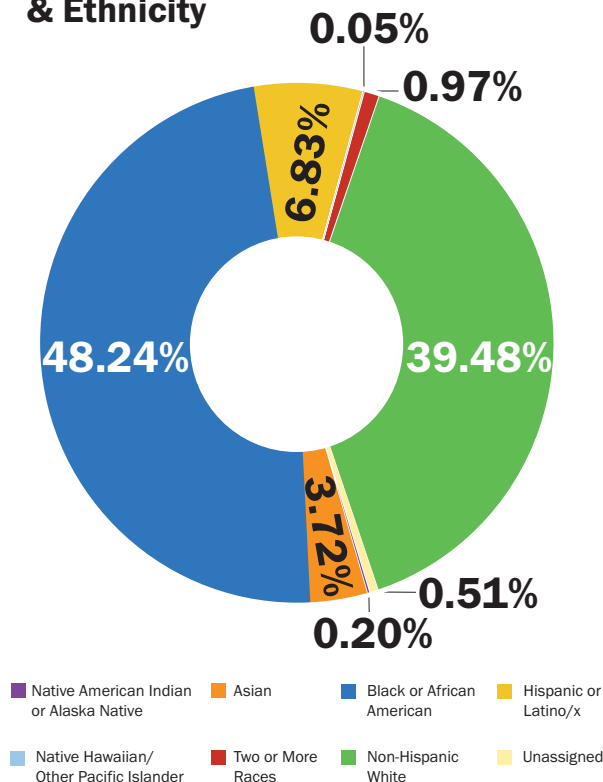
# Section II

## Total Municipal Workforce

This section describes the racial, ethnic, and gender distribution of the City of Philadelphia's total municipal workforce. This includes full-time permanent employees, both civil service and exempt within the executive branch. The exempt workforce are employees who are hired outside of the civil service examination process.

The total workforce under the purview of the executive branch in FY20 was 24,633 employees.

### 2.1 Philadelphia Workforce by Race & Ethnicity

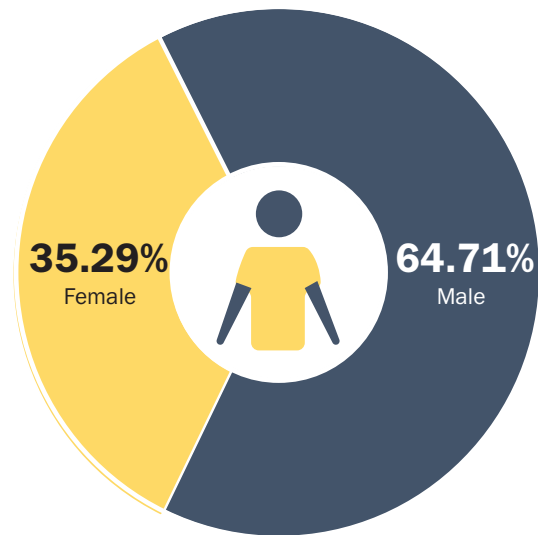


**Total: 24,633**

Black or African American: **11,884**  
 Non-Hispanic White: **9,724**  
 Hispanic or Latino/x: **1,683**  
 Asian: **916**  
 Native American Indian or Alaska Native: **49**  
 Native Hawaiian or Other Pacific Islander: **12**  
 Two or More Races: **239**  
 Unassigned: **126**

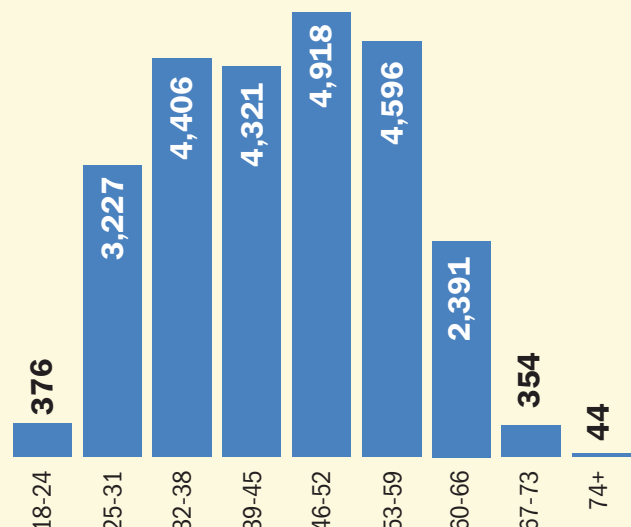
Female: **8,692**  
 Male: **15,941**

### 2.2 Philadelphia Workforce by Gender



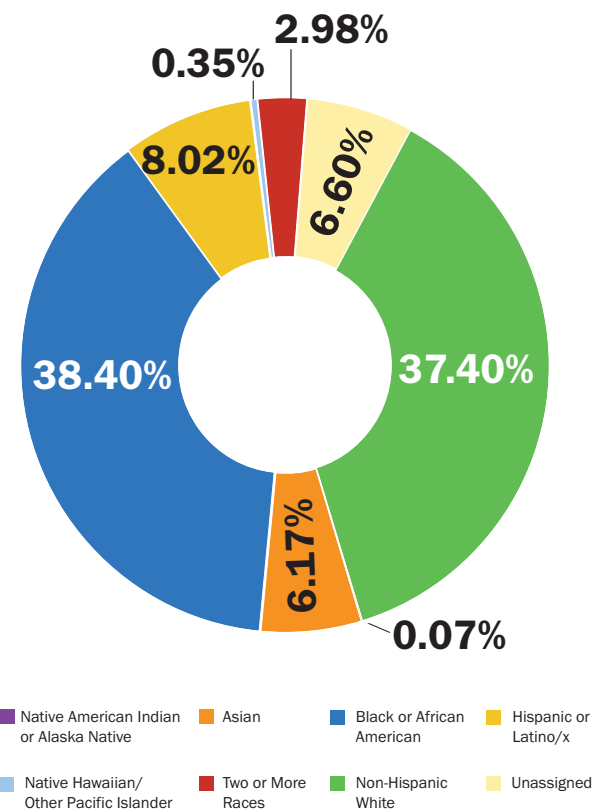
### 2.3 Distribution of Employees by Age

**The median age for City employees is 45 years old.**





2.4 Hires by Race & Ethnicity

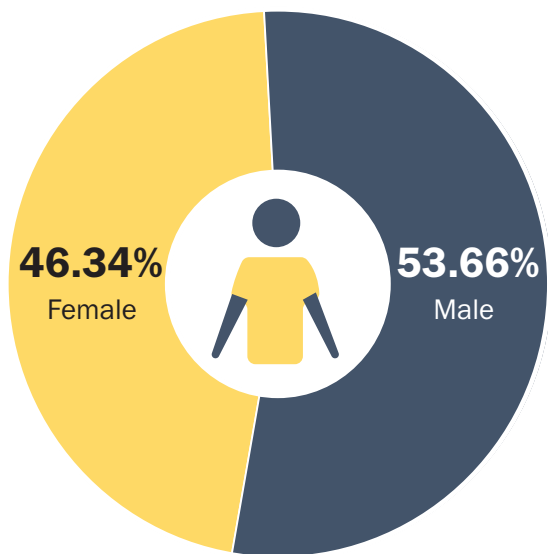


Total: 1,409

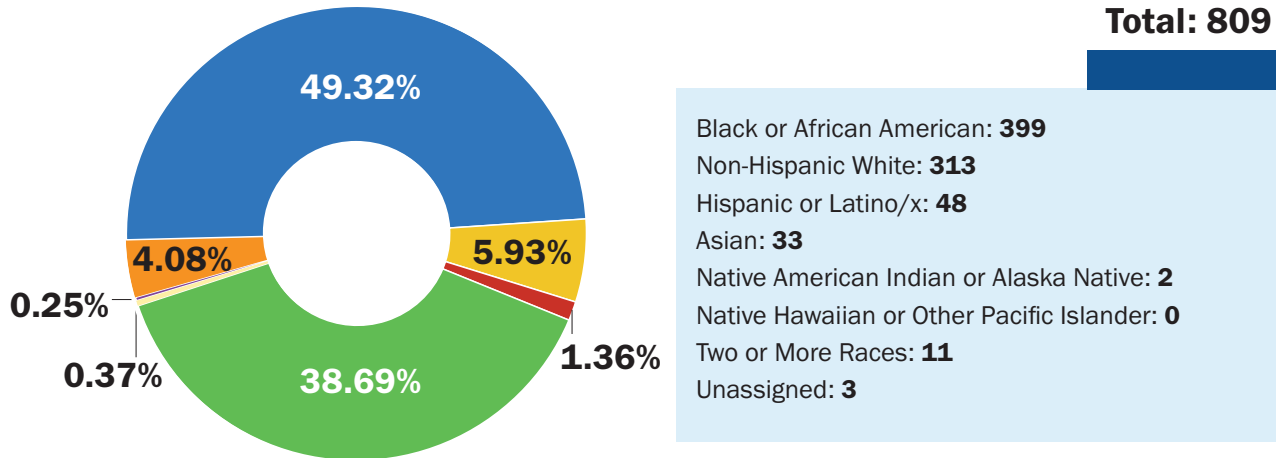
Black or African American: **541**  
Non-Hispanic White: **527**  
Hispanic or Latino/x: **113**  
Asian: **87**  
Native American Indian or Alaska Native: **1**  
Native Hawaiian or Other Pacific Islander: **5**  
Two or More Races: **42**  
Unassigned: **93**

Female: **653**  
Male: **756**

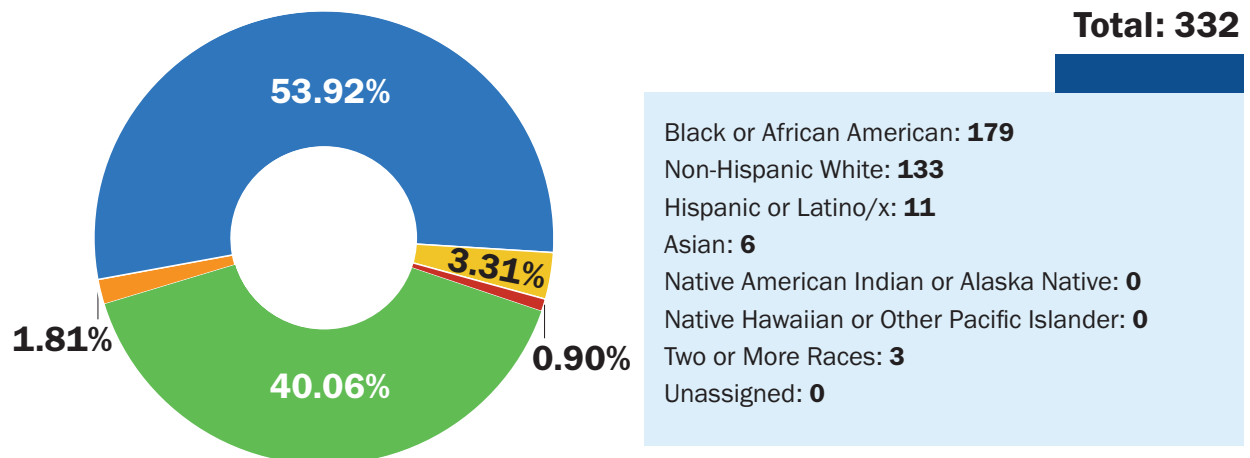
2.5 Hires by Gender



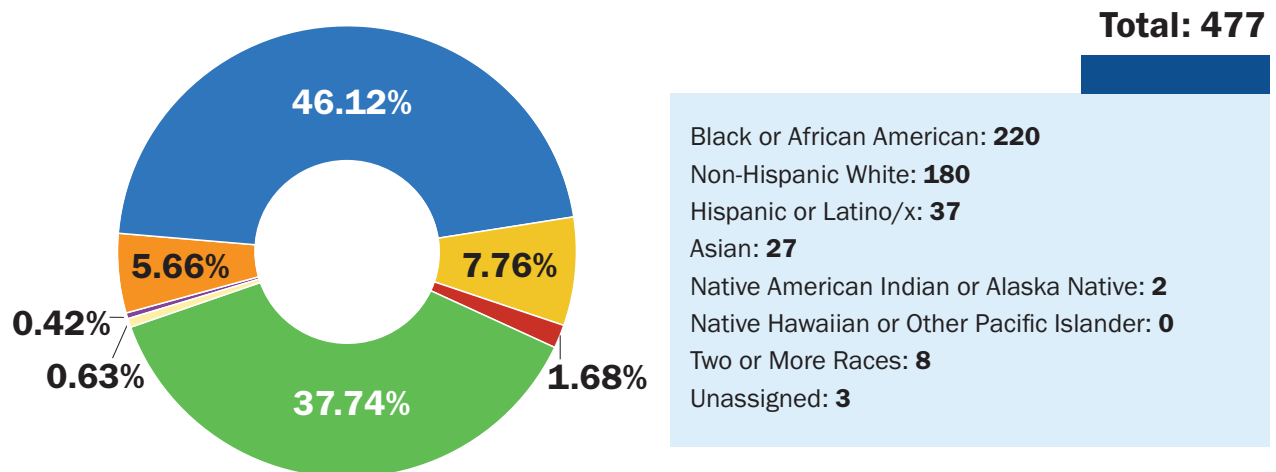
## 2.6 Separations by Race & Ethnicity (ALL SEPARATIONS)



## 2.7 Separations by Race & Ethnicity (RETIREMENT ONLY)



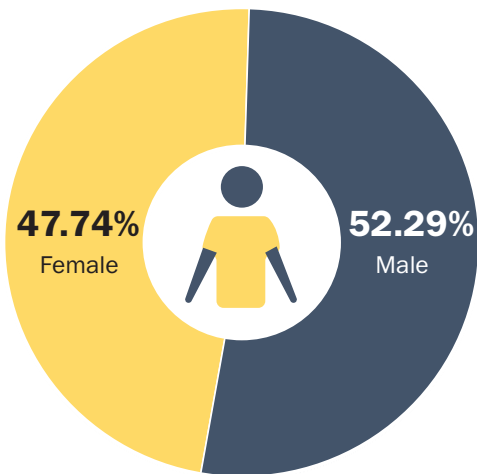
## 2.8 Separations by Race & Ethnicity (EXCLUDING RETIREMENT)



■ Native American Indian or Alaska Native
 ■ Asian
 ■ Black or African American
 ■ Hispanic or Latino/x
 ■ Native Hawaiian/Other Pacific Islander
 ■ Two or More Races
 ■ Non-Hispanic White
 ■ Unassigned



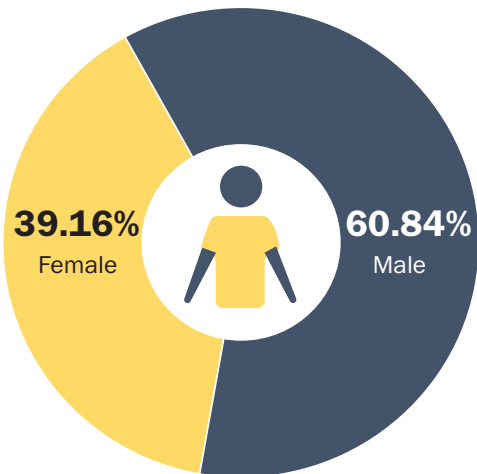
2.9 Separations by Gender (ALL SEPARATIONS)



Total: 809

Female: 386  
Male: 423

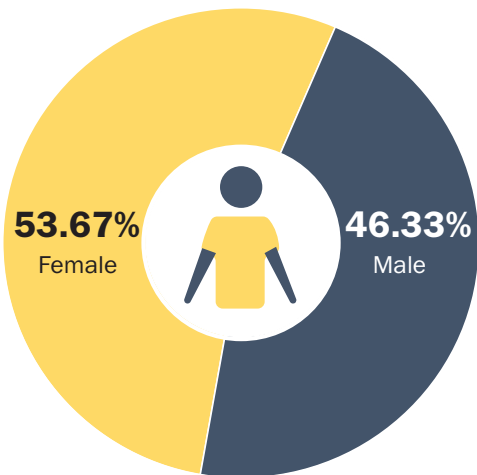
2.10 Separations by Gender (RETIREMENT ONLY)



Total: 332

Female: 130  
Male: 202

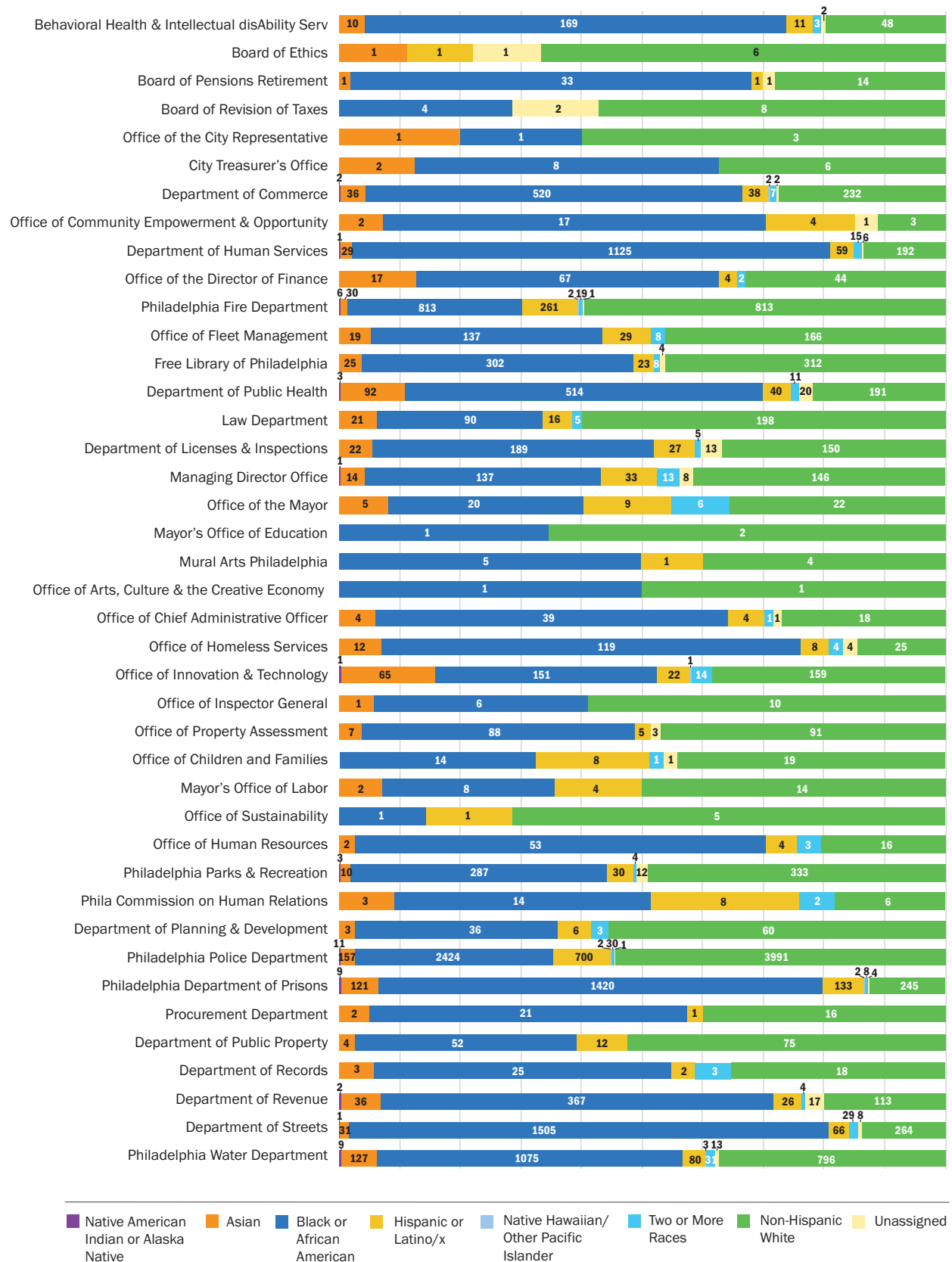
2.11 Separations by Gender (EXCLUDING RETIREMENT)



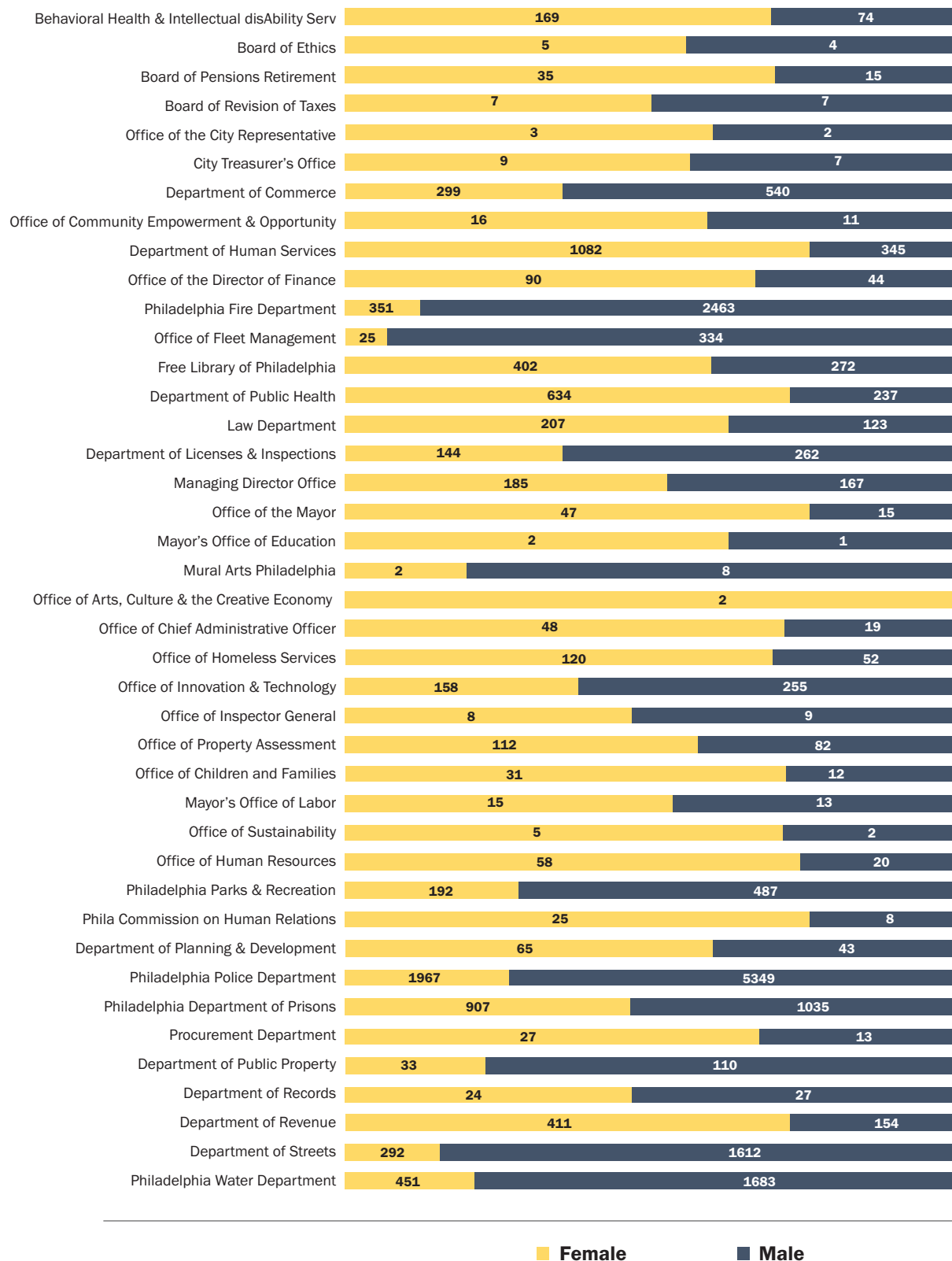
Total: 477

Female: 256  
Male: 221

## 2.12 Race & Ethnicity by Department or Office



## 2.13 Gender by Department or Office



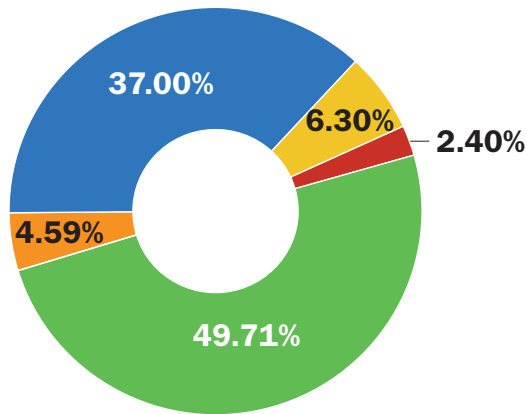


# Section III

## Exempt Workforce

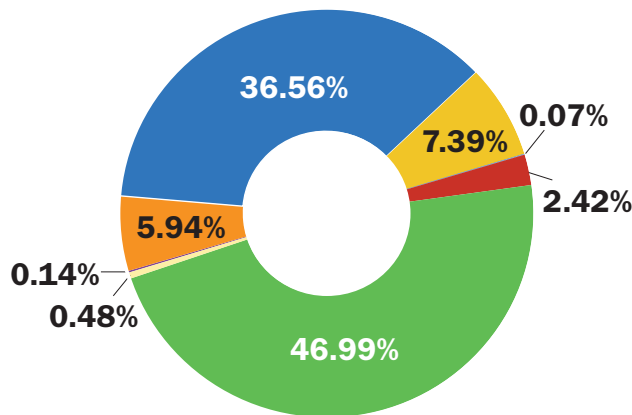
### 3.1 Exempt Workforce Over Time

2016



Exempt employees are all employees who are not hired through the civil service examination process. These employees made up 1,722 full-time members, or 7.52 percent, of the City's workforce as of June 30, 2020. Although the Administration has focused on diversifying the exempt workforce, there are still significant differences among the four largest racial groups. Because most openings result from either a very limited number of new positions or attrition, these efforts can most appropriately be measured only over a period of time.

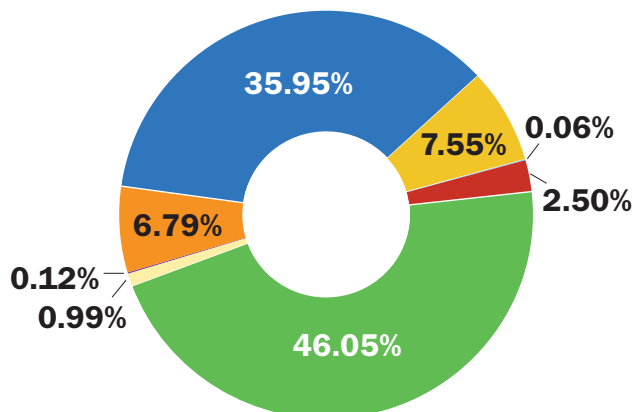
2019



Total: 1,447

Black or African American: **529**  
 Non-Hispanic White: **680**  
 Hispanic or Latino/x: **107**  
 Asian: **86**  
 Native American Indian or Alaska Native: **2**  
 Native Hawaiian or Other Pacific Islander: **1**  
 Two or More Races: **35**  
 Unassigned: **7**

2020

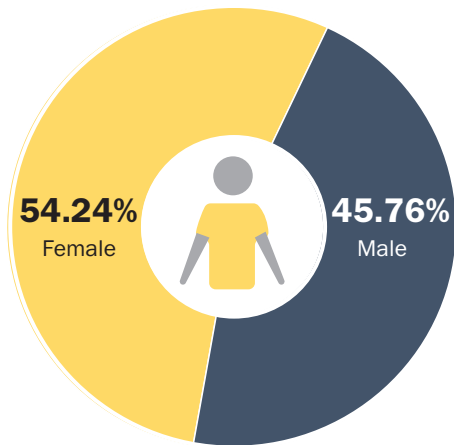


Total: 1,722

Black or African American: **619**  
 Non-Hispanic White: **793**  
 Hispanic or Latino/x: **130**  
 Asian: **117**  
 Native American Indian or Alaska Native: **2**  
 Native Hawaiian or Other Pacific Islander: **1**  
 Two or More Races: **43**  
 Unassigned: **17**

Native American Indian or Alaska Native Asian Black or African American Hispanic or Latino/x Native Hawaiian/Other Pacific Islander Two or More Races Non-Hispanic White Unassigned

### 3.2 Exempt Workforce by Gender

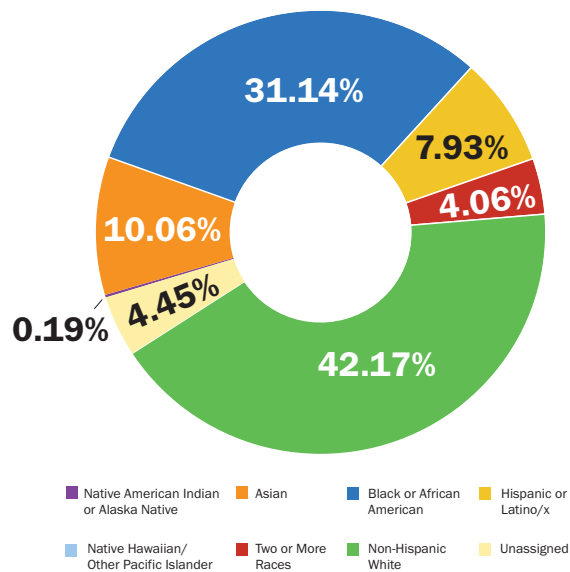


**Total: 1,722**

Female: **934**

Male: **788**

### 3.3 Exempt Hires by Race & Ethnicity



**Total: 517**

Black or African American: **161**

Non-Hispanic White: **218**

Hispanic or Latino/x: **41**

Asian: **52**

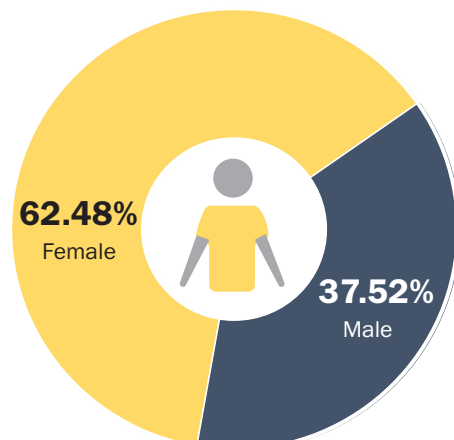
Native American Indian or Alaska Native: **1**

Native Hawaiian or Other Pacific Islander: **0**

Two or More Races: **21**

Unassigned: **23**

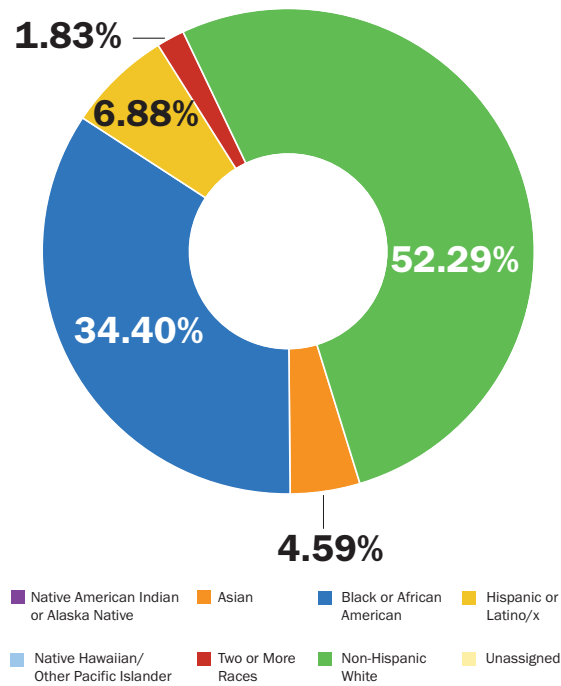
### 3.4 Exempt Hires by Gender



Female: **323**

Male: **194**

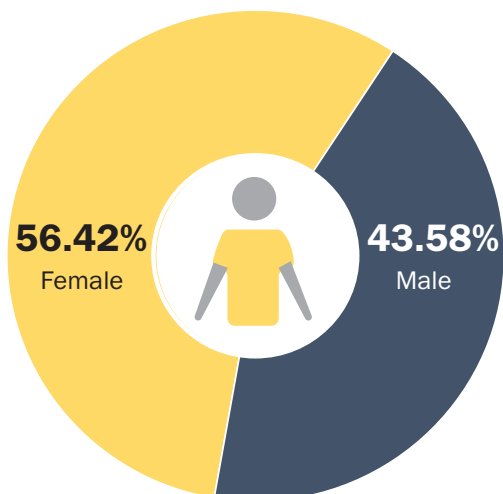
### 3.5 Exempt Separations by Race & Ethnicity



**Total: 218**

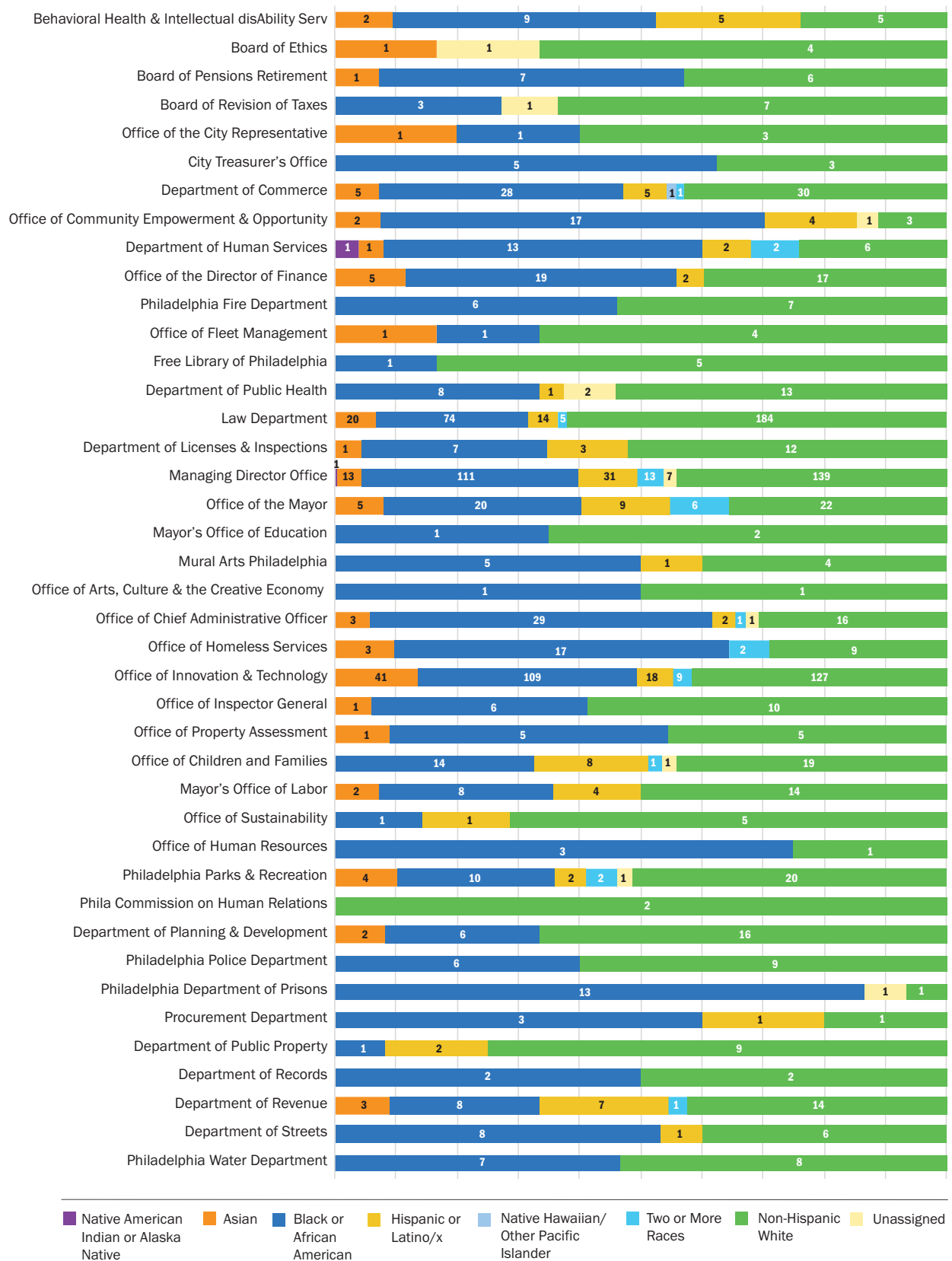
Black or African American: **75**  
 Non-Hispanic White: **114**  
 Hispanic or Latino/x: **15**  
 Asian: **10**  
 Native American Indian or Alaska Native: **0**  
 Native Hawaiian or Other Pacific Islander: **0**  
 Two or More Races: **4**  
 Unassigned: **0**

### 3.6 Exempt Separations by Gender



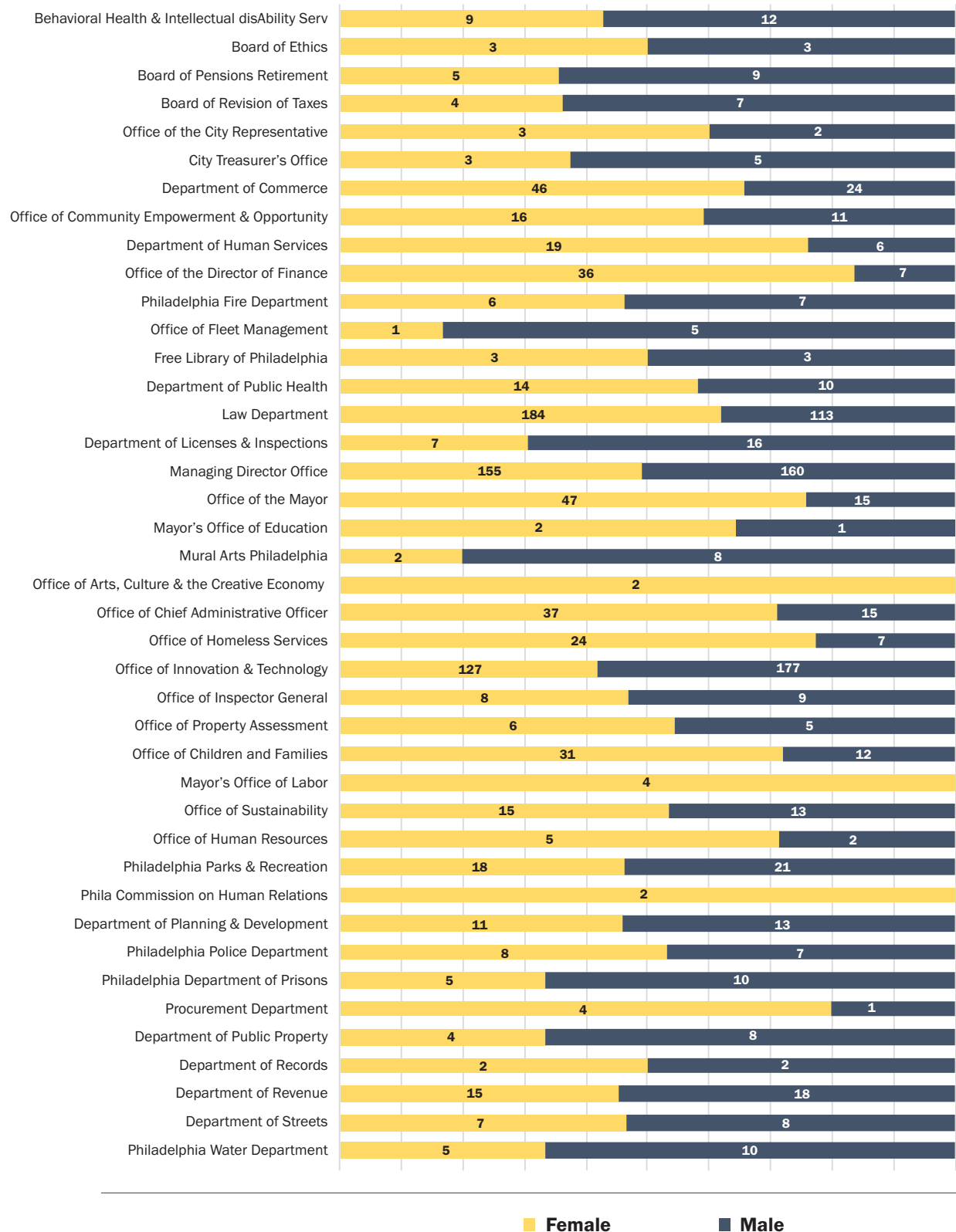
Female: **123**  
 Male: **95**

### 3.7 Exempt Employees by Race & Ethnicity by Department or Office





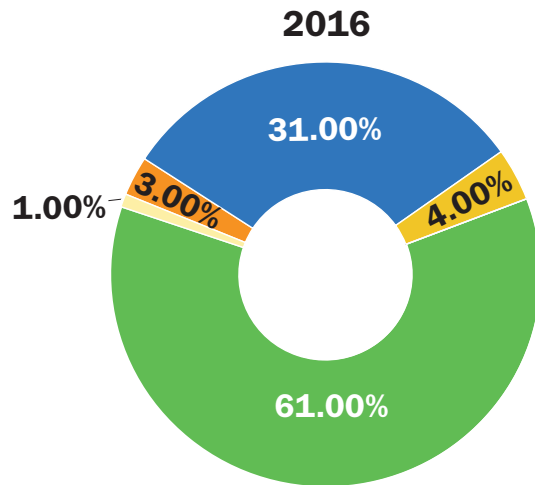
### 3.8 Exempt Employees by Gender by Department or Office



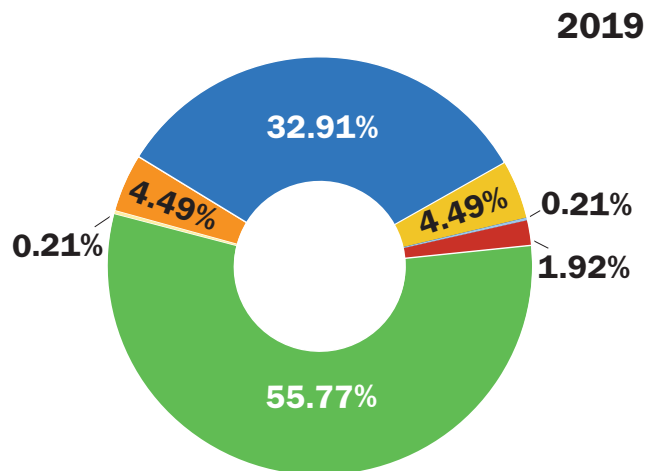
## Section IV

# Executive Exempt Workforce

### 4.1 Executive Exempt Workforce Over Time

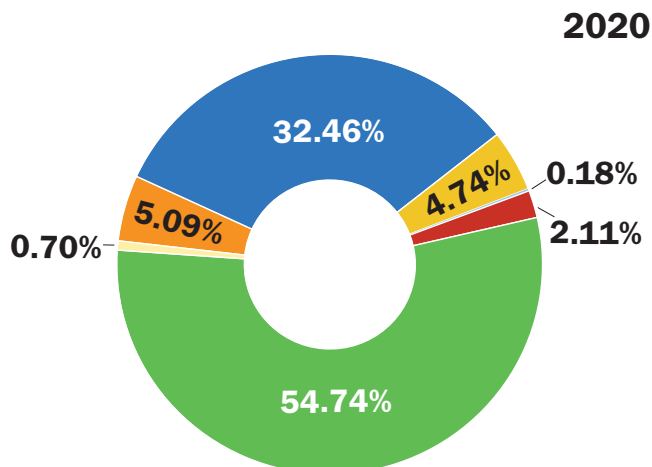


The Executive Exempt Workforce consists of those exempt employees who earn a salary of \$90,000 or more a year. The Office of Diversity, Equity and Inclusion has identified \$90,000 and above as the compensation level that captures the vast majority of executives in the City government. There may be circumstances where an employee earning less than \$90,000 per year has executive responsibilities and functions; those individuals are not reflected in this data.



**Total: 468**

Black or African American: **154**  
 Non-Hispanic White: **261**  
 Hispanic or Latino/x: **21**  
 Asian: **21**  
 Native American Indian or Alaska Native: **0**  
 Native Hawaiian or Other Pacific Islander: **1**  
 Two or More Races: **9**  
 Unassigned: **1**

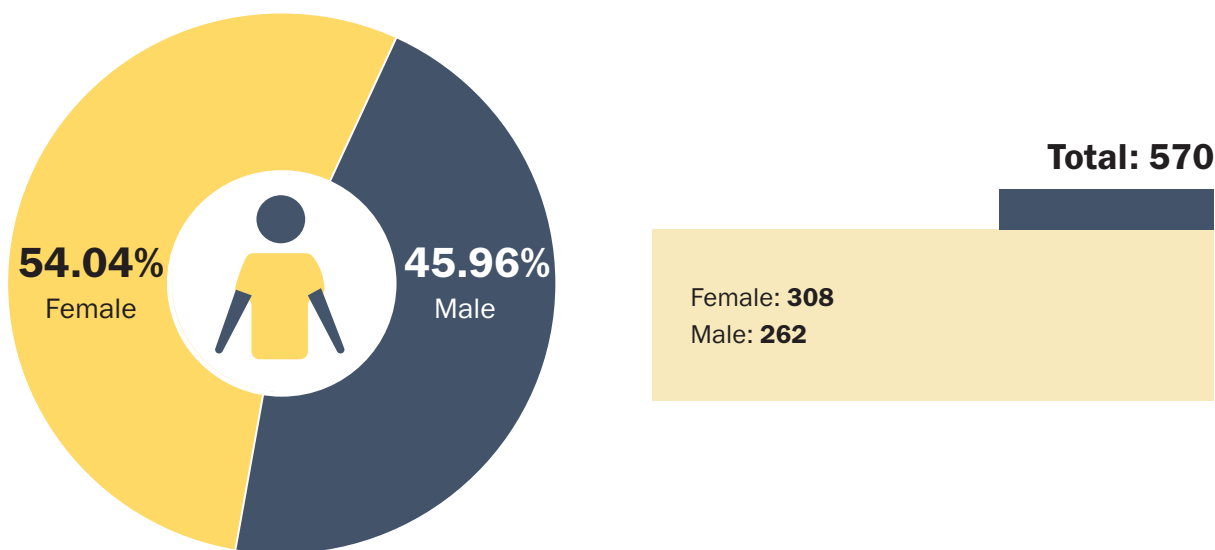


**Total: 570**

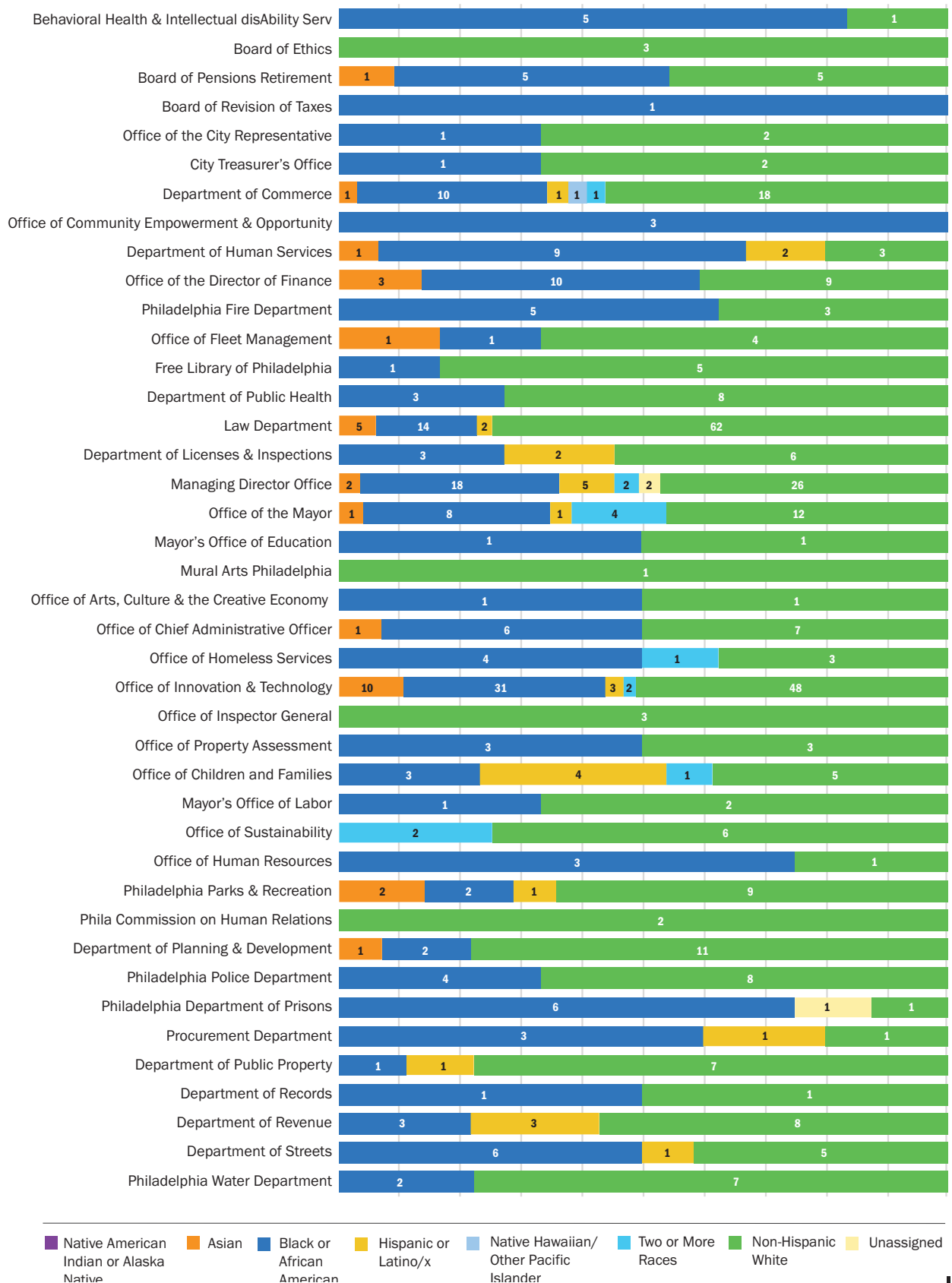
Black or African American: **185**  
 Non-Hispanic White: **312**  
 Hispanic or Latino/x: **27**  
 Asian: **29**  
 Native American Indian or Alaska Native: **0**  
 Native Hawaiian or Other Pacific Islander: **1**  
 Two or More Races: **12**  
 Unassigned: **4**



4.2 Executive Exempt Workforce by Gender

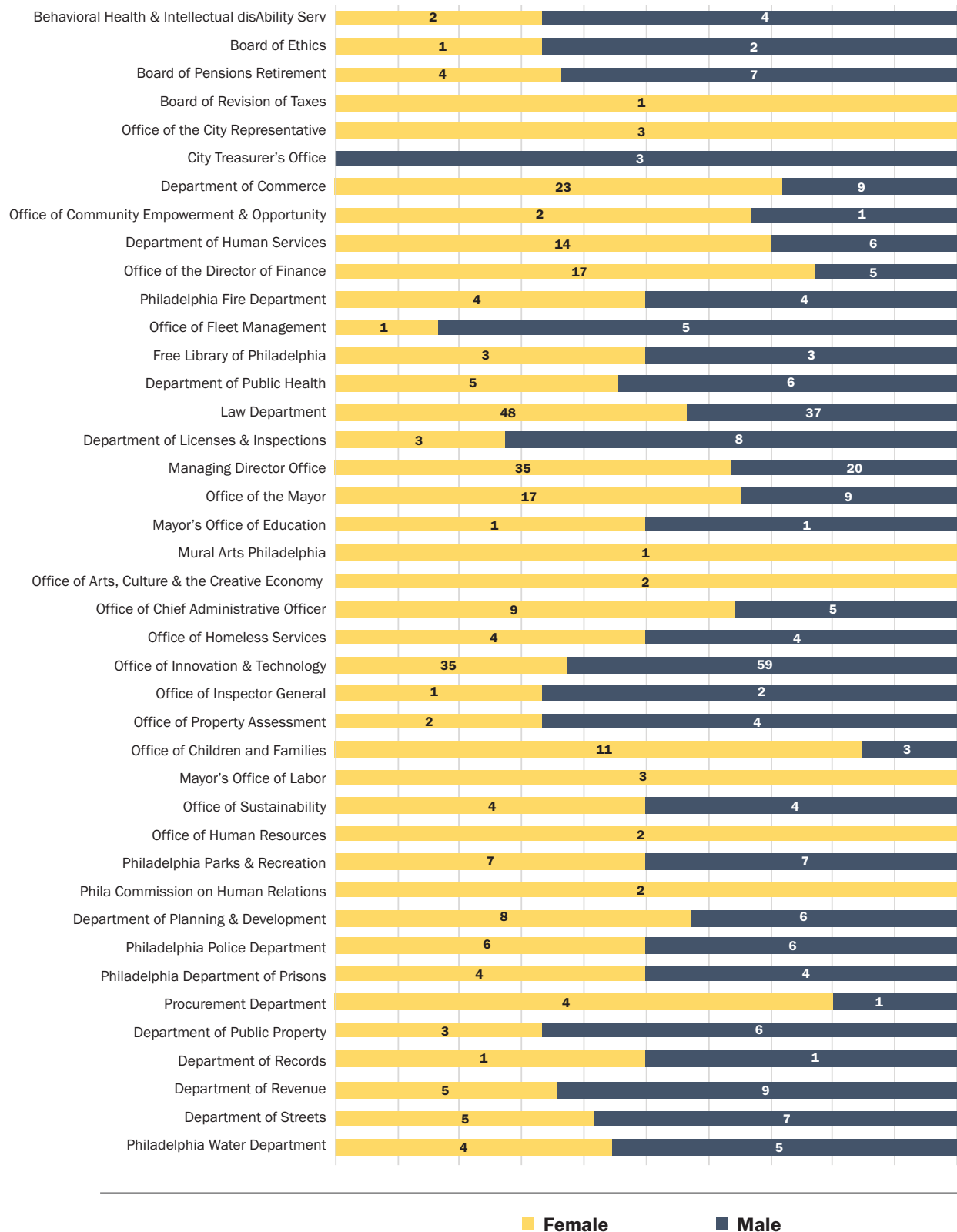


## 4.3 Executive Exempt Employees by Race & Ethnicity by Department or Office





## 4.4 Executive Exempt Employees by Gender by Department or Office

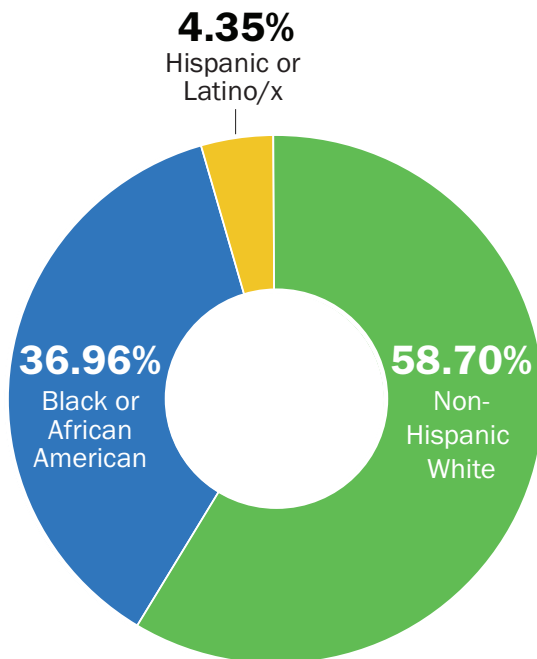


# Section V

## Senior Leadership

The Office of Diversity, Equity and Inclusion has defined Senior Leadership as department heads, Commissioners, Deputy Managing Directors, and Cabinet members.

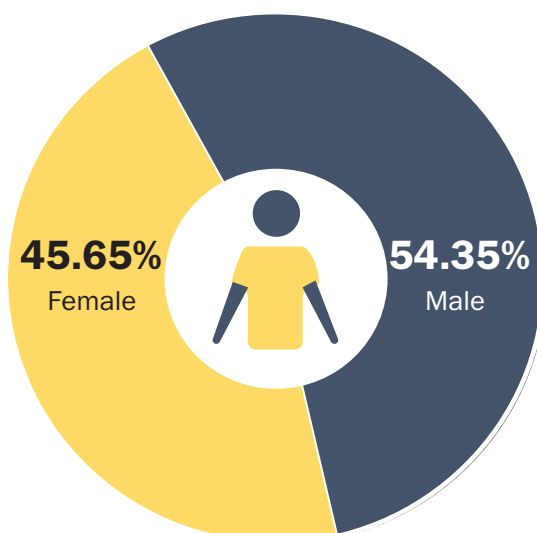
### 5.1 Senior Leadership by Race & Ethnicity



**Total: 46**

Black or African American: **17**  
Non-Hispanic White: **27**  
Hispanic or Latino/x: **2**  
Asian: **0**  
Native American Indian or Alaska Native: **0**  
Native Hawaiian or Other Pacific Islander: **0**  
Two or More Races: **0**  
Unassigned: **0**

### 5.2 Senior Leadership by Gender

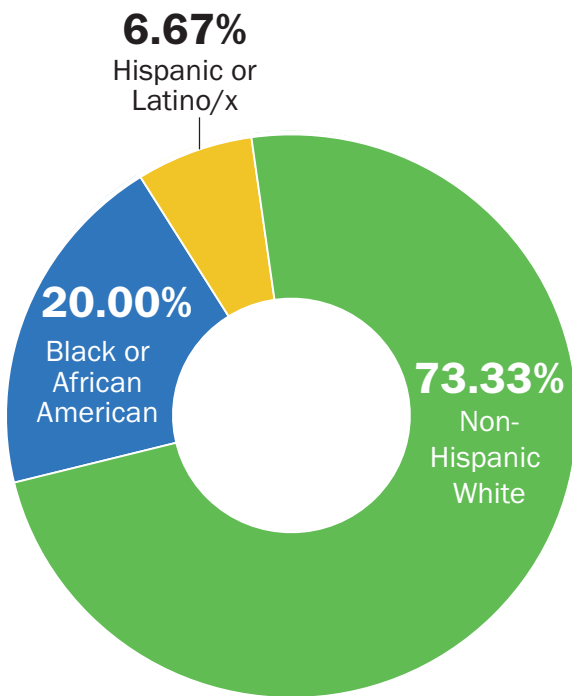


Female: **21**  
Male: **25**

# Section VI

## Cabinet

### 6.1 Cabinet by Race & Ethnicity

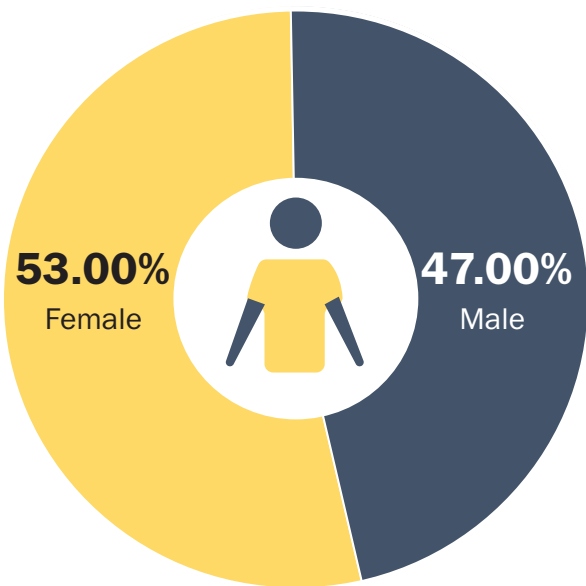


The Mayor's Cabinet consists of top leaders in the executive branch that help shape policy and operations, and carry out the Administration's priorities through the departments they oversee.

**Total: 15**

Black or African American: **3**  
Non-Hispanic White: **11**  
Hispanic or Latino/x: **1**  
Asian: **0**  
Native American Indian or Alaska Native: **0**  
Native Hawaiian or Other Pacific Islander: **0**  
Two or More Races: **0**  
Unassigned: **0**

### 6.2 Cabinet by Gender



Female: **8**  
Male: **7**



# PHL Disability Access & Support

Koert Wehberg, Former Executive Director  
Mayor's Office for People with Disabilities

2020 has been a challenging year for the Mayor's Office for People with Disabilities (MOPD) as well as the 246,000 Philadelphia residents with disabilities that comprise our constituents. Despite the hardships of COVID-19, the nationwide civil unrest, and everything in between, our office has enjoyed several accomplishments. Chief among them was the completion of an Americans with Disabilities Act (ADA) Transition Plan to ensure that, over the course of the next several years, the City can make concrete progress towards ensuring that its facilities and programs are accessible. It was vital for the office to complete this plan for the benefit of the residents with disabilities throughout the city who have been waiting for over two decades to see progress towards ADA improvements to City of Philadelphia programs and facilities. Specifically, there were 537 City-owned and leased sites included in the ADA Transition Plan. The parameters of the plan included a review of physical barriers, signage, access to facilities, and services and programs. Our office is currently working with City departments on capital and operational budgeting so that we can begin implementing the ADA Transition Plan in FY22.

Despite having to devote scarce resources to developing the ADA Transition Plan, our office also pivoted immediately in order to address the COVID-19 crisis. As the pandemic began wreaking havoc throughout the city, we received hundreds of constituent requests for help obtaining food. Since many residents with disabilities have chronic health conditions, they were afraid or unable to leave their homes to access food distribution sites. By collaborating with the Office of Children and Families and several nonprofits, our office was able to develop a food delivery program so that our constituents would not go hungry because of their disabilities.

As we approach 2021 and the pandemic continues to worsen, our office remains dedicated to pursuing additional activities in the new year, including ADA training for City departments, working with the Reconciliation Steering Committee to implement mental health improvements related to interactions between residents with disabilities and police, and developing a civil service hiring program for residents with disabilities.





# A Black, Trans Matter

Celena Morrison, Executive Director, Office of LGBT Affairs

There is no doubt that 2020 was a difficult year for all of us. It has also been one of the most turbulent on record for violence against Black Trans Women across the country. The transgender community dealt with the COVID-19 pandemic while also facing the national epidemic of fatal anti-trans violence. While the federal government revoked discrimination protections for trans people, the murders of trans women were occurring in alarming numbers—with 2020 surpassing the total for 2019 in just the first seven months of the year.

These women were killed by acquaintances, partners, and strangers—some of whom have been arrested and charged, but others have yet to be identified. Some of these cases involve clear anti-transgender bias. Too often, we see a mix of toxic masculinity, misogyny, racism, and transphobia play a strong factor in the deaths of Black trans women. In other cases, the victim's trans identity put them at risk in other ways, such as forcing them into unemployment, poverty, homelessness, and/or survival sex work.

This year, the murders of two Black trans women occurred in Philadelphia, sparking outrage and a call from community activists for state-wide legislation to elevate attacks against the community to hate-crime status.

Twenty-seven-year-old Dominique “Rem’mie” Fells was killed in Philadelphia on June 9, 2020. She was adored by so many. One personal friend posted online, “Dom was a unique and beautiful soul who I am lucky to have known personally.”

Mia Green, a 29-year-old Black transgender woman, was killed in Philadelphia on September 28, 2020. Her friends and family shared how her smile was so perfect and so contagious. She was known to make people laugh.

As we remember their lives and mourn their deaths, we must also address the common risk factors shared among many of the victims that put transgender people at higher risk of violence. In order to end anti-trans violence, we must acknowledge the true identities of the victims and address the ways in which societal attitudes regarding these identities have played a role in their deaths.

The unequal protections transgender people receive in work, school, and across society in general are at the root of the problems that impact the trans community. There is clearly an urgent need for more protections for the trans community, including passing state laws that would eliminate “trans panic” as a defense for suspects accused of violence toward trans people. The “trans panic” defense is a legal strategy in which a defendant claims they acted in a state of violent, temporary insanity, committing assault or murder, because of unwanted sexual advances. Nearly a dozen states have passed laws banning the use of the “trans and gay panic” defense, but no such law exists in Pennsylvania, much less on a federal level.

We demand more for our trans siblings.

# **APPENDIX**

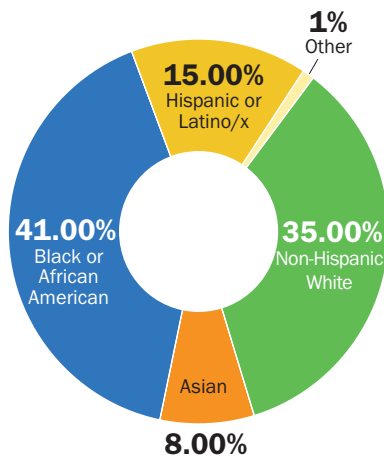
2019

## **City of Philadelphia Workforce Diversity Data**

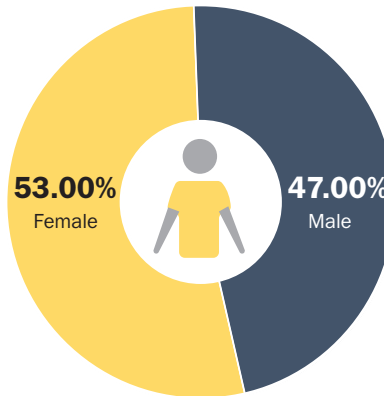
Due to administrative issues, a separate report for Fiscal Year 2019 was not published. In the interest of transparency, FY19 data is included here as an appendix to the 2020 report.

## Section I Philadelphia's Population

**1.1 Philadelphia Population by Race and Ethnicity**

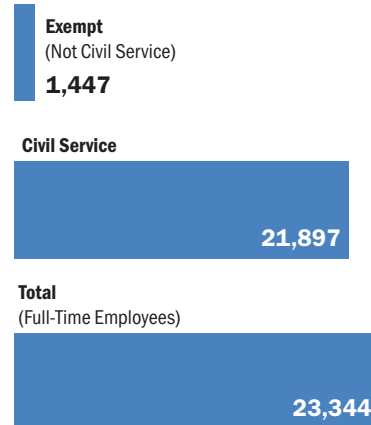


**1.2 Philadelphia Population by Gender**

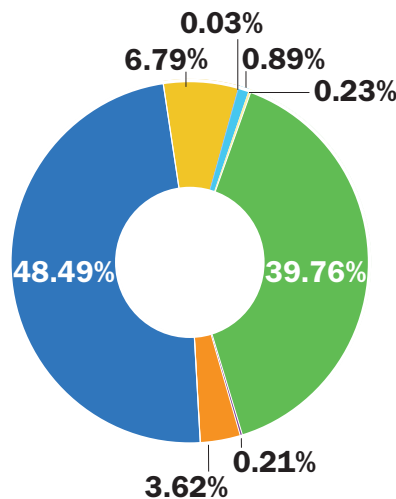


## Section II Total Municipal Workforce

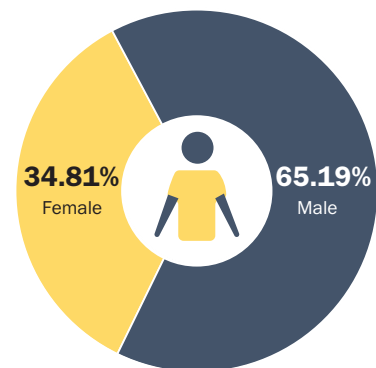
**2.0 Philadelphia Workforce**



**2.1 Philadelphia Workforce by Race & Ethnicity**



**2.2 Philadelphia Workforce by Gender**

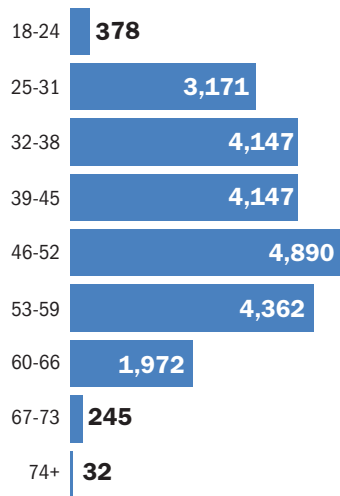


## Section II

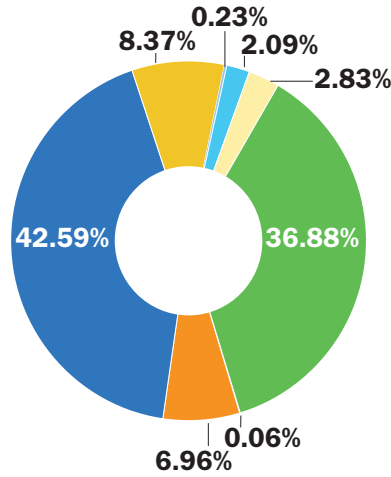
### Total Municipal Workforce

Appendix

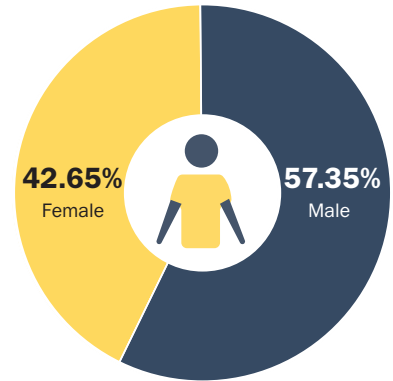
2.3 Philadelphia Workforce by Age



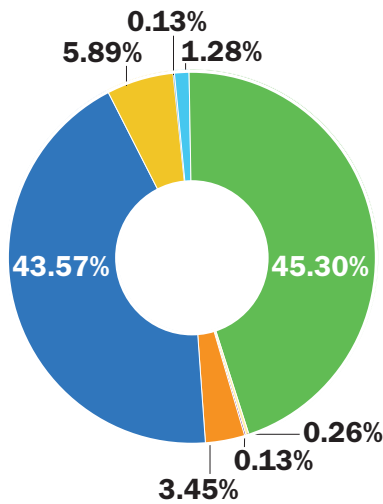
2.4 Philadelphia Workforce Hires by Race & Ethnicity



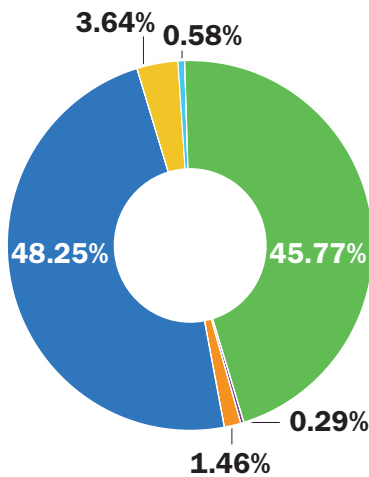
2.5 Philadelphia Workforce Hires by Gender



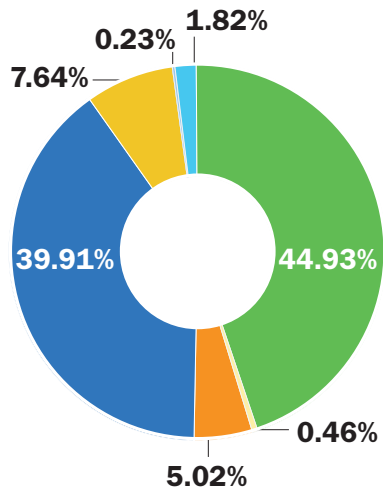
2.6 Separation by Race & Ethnicity



2.7 Separation by Race & Ethnicity Retirement Only

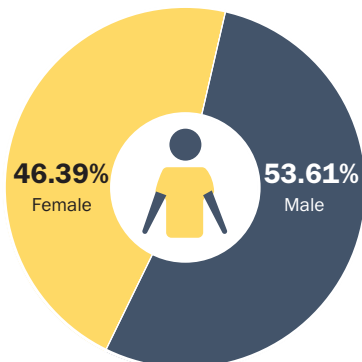


2.8 Separation by Race & Ethnicity Excluding Retirement

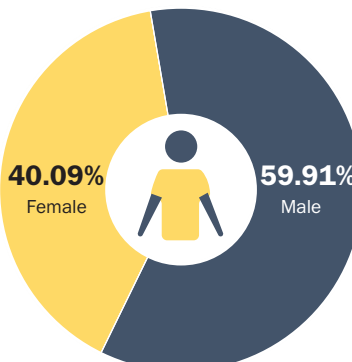


Native American Indian or Alaska Native Asian Black or African American Hispanic or Latino/x Native Hawaiian/Other Pacific Islander Two or More Races Non-Hispanic White Unassigned

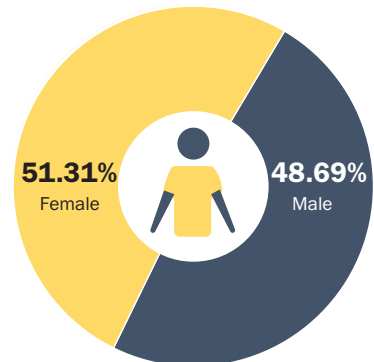
2.9 Separation by Gender



2.10 Separation by Gender Retirement Only



2.11 Separation by Gender Excluding Retirement

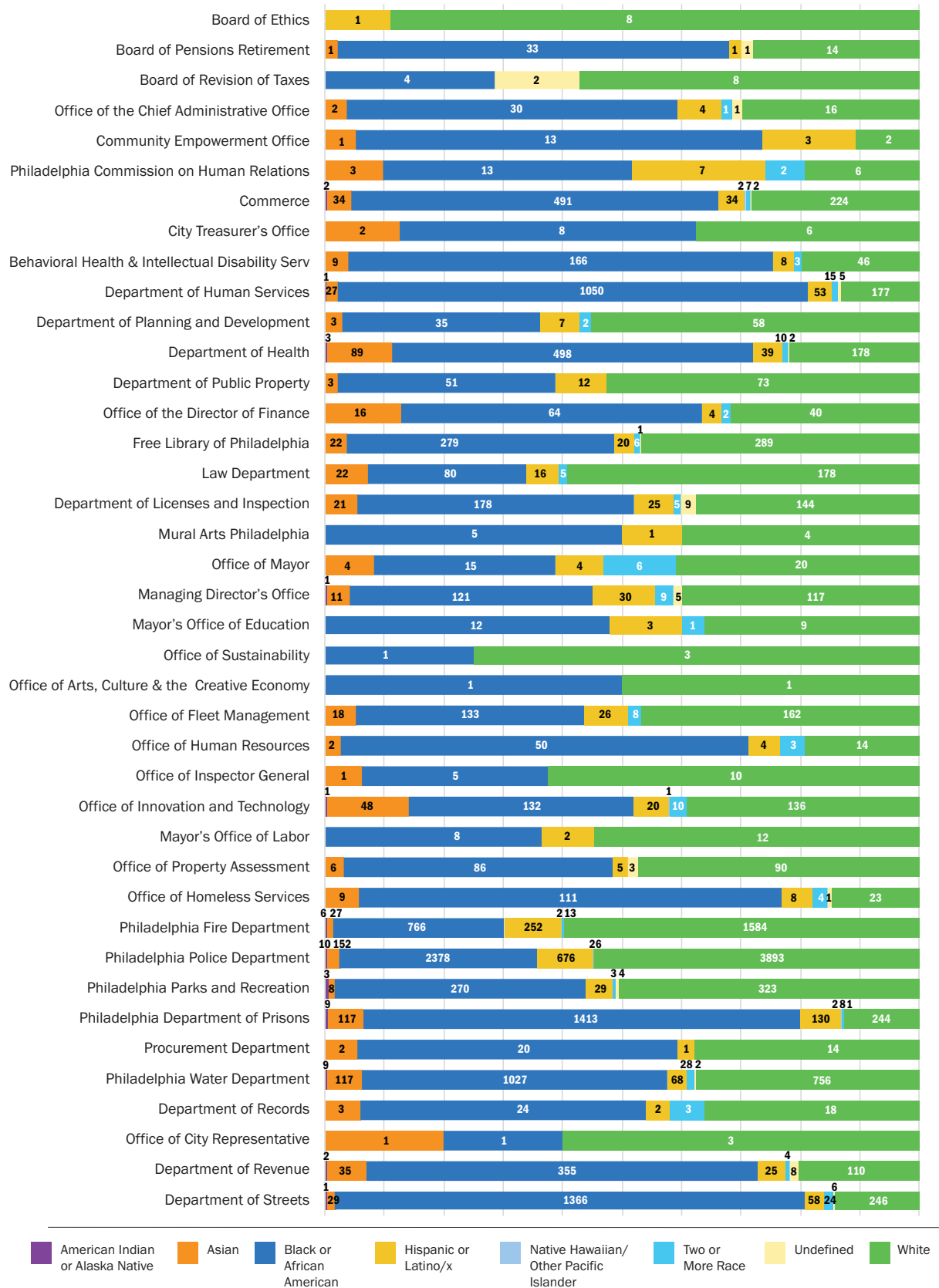




## Section II

# Total Municipal Workforce

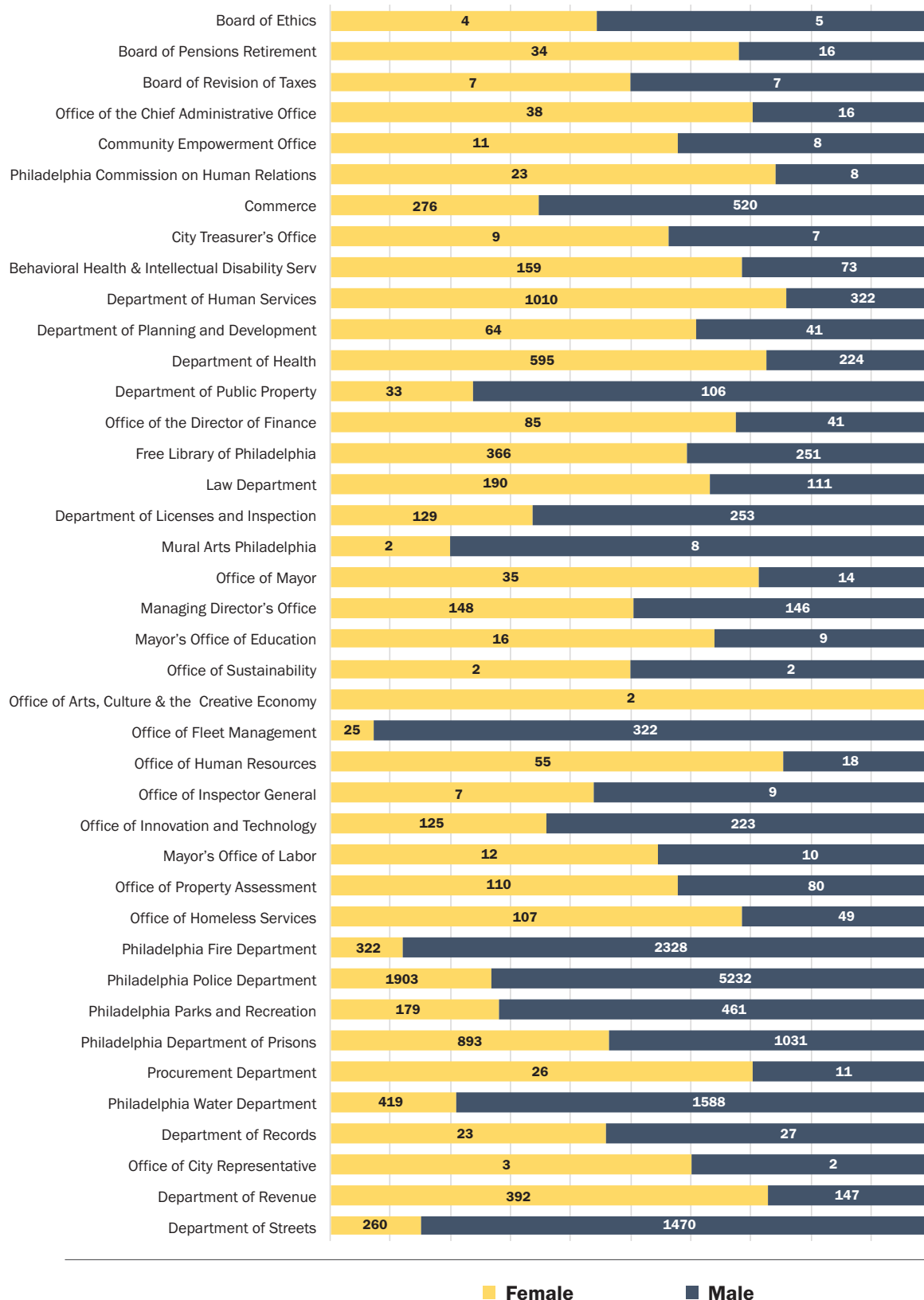
### 2.12 Race & Ethnicity by Department or Office



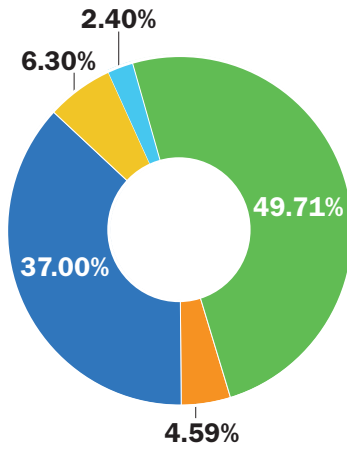
## Section II

# Total Municipal Workforce

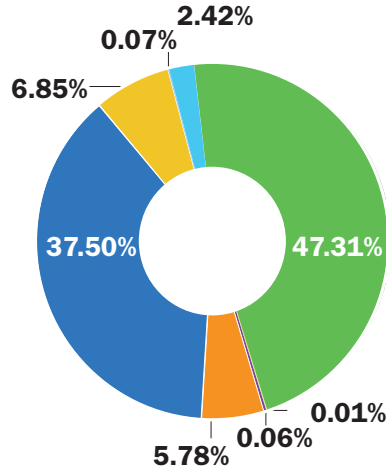
### 2.13 Gender by Department or Office



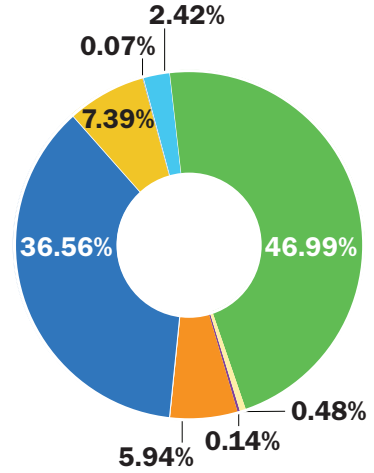
3.1 Exempt Over Time by Race & Ethnicity 2016



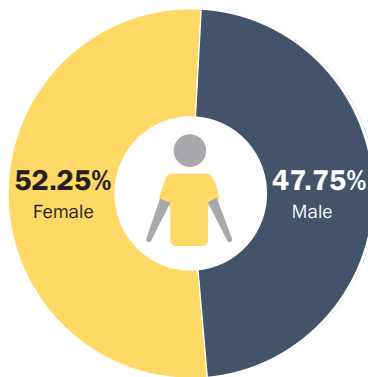
3.1 Exempt Over Time by Race & Ethnicity 2018



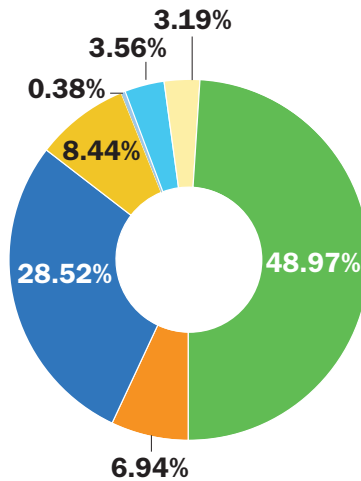
3.1 Exempt Over Time by Race & Ethnicity 2019



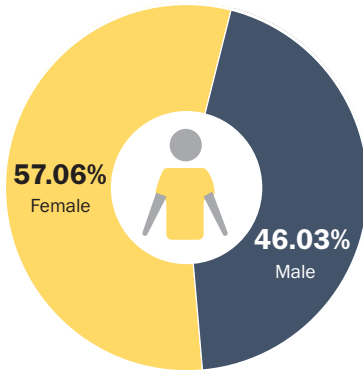
3.3 Exempt Workforce by Gender



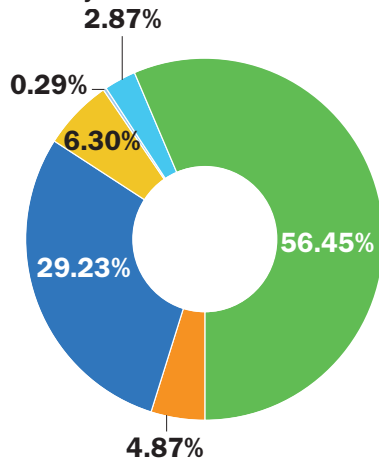
3.4 Exempt Hires by Race & Ethnicity



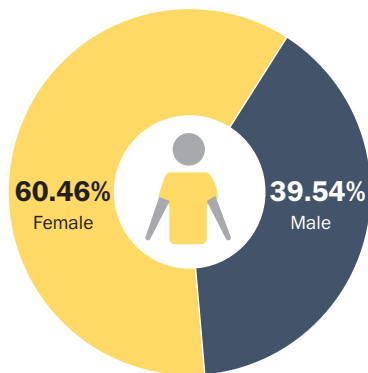
3.5 Exempt Hires by Gender



3.6 Exempt Separations by Race & Ethnicity



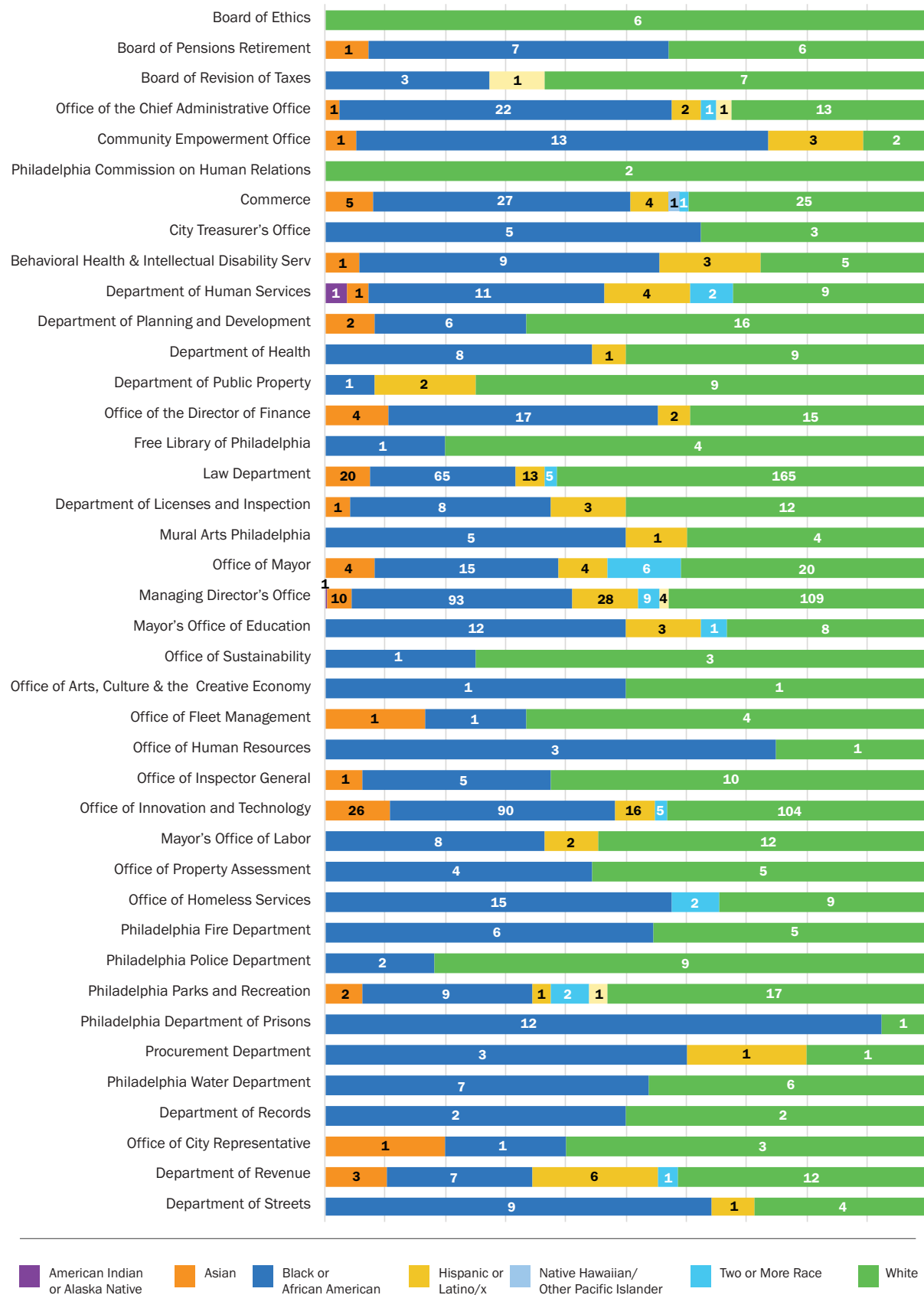
3.7 Exempt Separations by Gender



Native American Indian or Alaska Native Asian Black or African American Hispanic or Latino/x Native Hawaiian/Other Pacific Islander Two or More Races Non-Hispanic White Unassigned

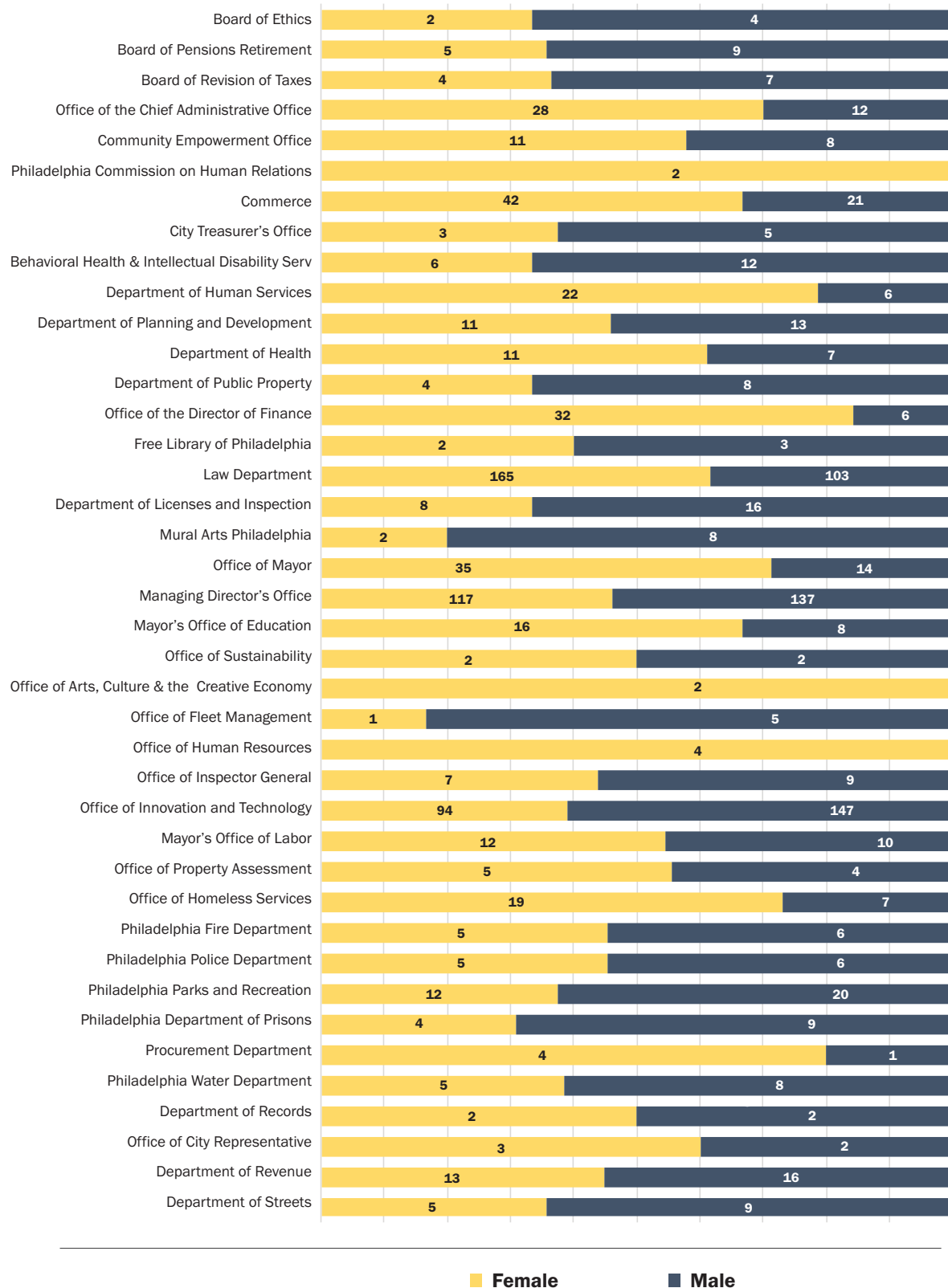
## Section III Exempt Workforce

### 3.8 Exempt Employees by Race & Ethnicity by Department or Office



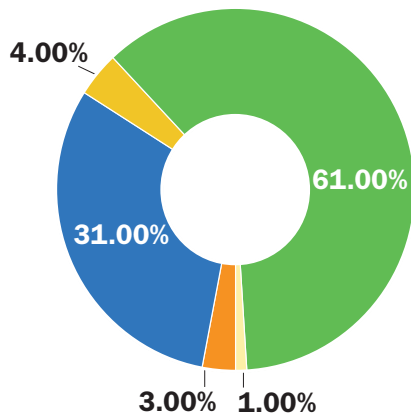
## Section III Exempt Workforce

### 3.9 Exempt Employees by Gender by Department or Office

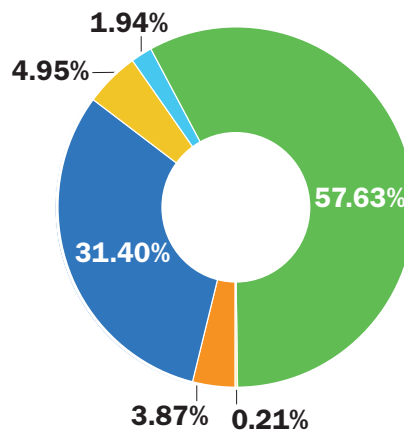




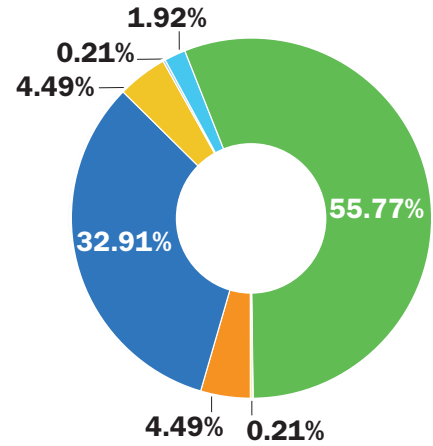
4.1 Executive Exempt Over Time by Race & Ethnicity 2016



4.1 Executive Exempt Over Time by Race & Ethnicity 2018

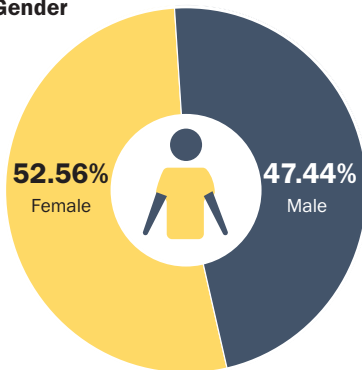


4.1 Executive Exempt Over Time by Race & Ethnicity 2019



Native American Indian or Alaska Native Asian Black or African American Hispanic or Latino/x Native Hawaiian/Other Pacific Islander Two or More Races Non-Hispanic White Unassigned

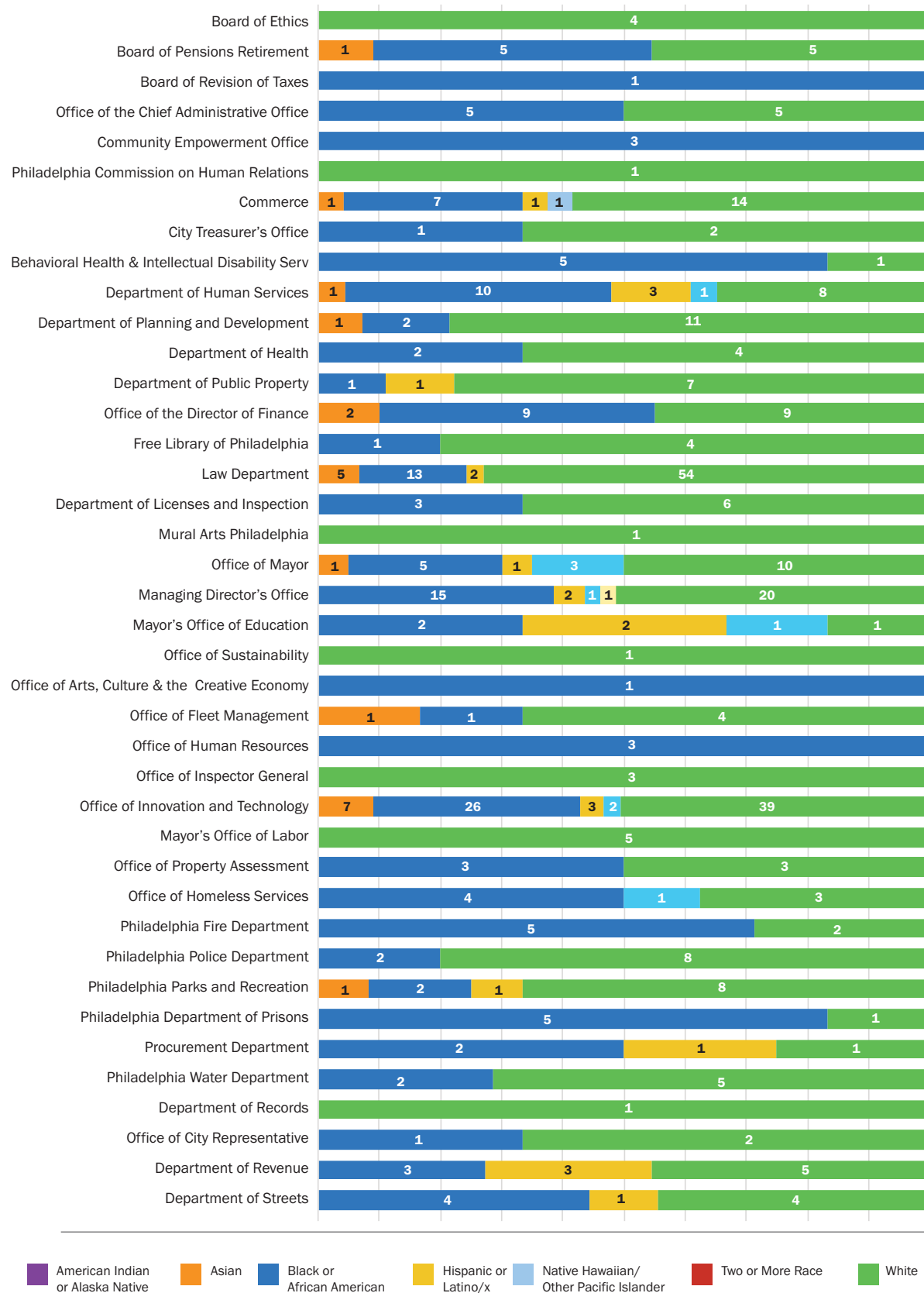
4.3 Executive Exempt Workforce by Gender



## Section IV

### Executive Exempt Workforce

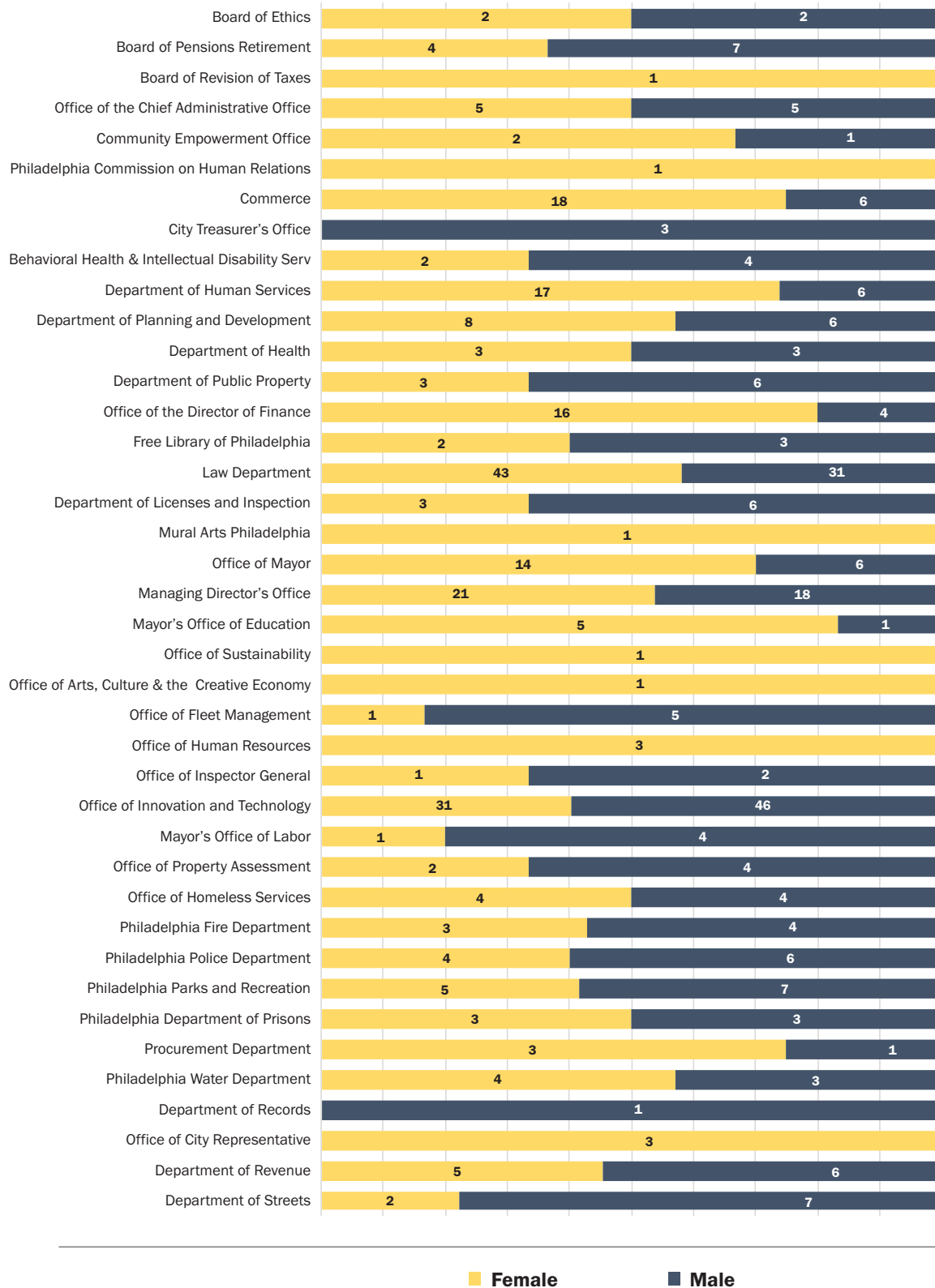
#### 4.4 Executive Exempt Employees by Race & Ethnicity by Department or Office



## Section IV

### Executive Exempt Workforce

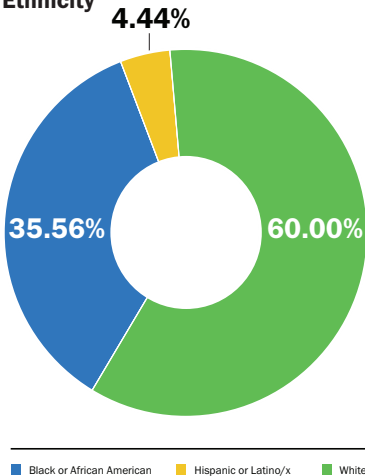
#### 4.5 Executive Exempt Employees by Gender by Department or Office



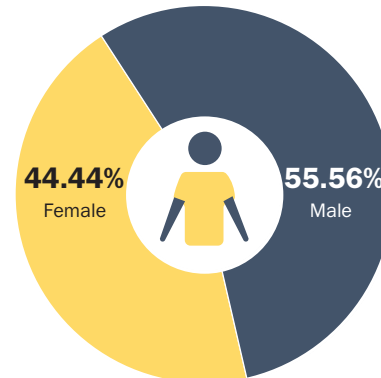
Section V

# Senior Leadership

5.1 Senior Leadership by Race & Ethnicity



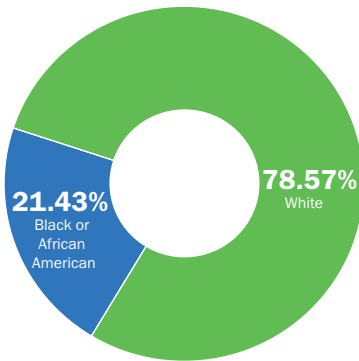
5.2 Senior Leadership by Gender



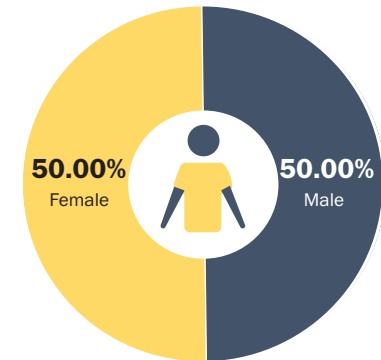
Section VI

# Cabinet

6.1 Cabinet by Race & Ethnicity



6.2 Cabinet by Gender





# Acknowledgments

**The Office of Diversity, Equity and Inclusion would like to thank the following offices for their valuable assistance in producing this report:**

Office of the Mayor  
Office of Human Resources  
Office of Innovation and Technology

