Purpose

Attracting and retaining highly skilled employees is paramount to the City of Napa’s success. The long-term success of the City is predicated on a workforce of highly competent, motivated people whose behavior exemplifies the stated values of the organization. In order to ensure the City attracts, hires and retains a high quality workforce, the City has developed equity and inclusion objectives outlined in this document.
2021 Accomplishments

- Successful launch of multi-year DEI Training program
  - 100% employee participation in Year-1
  - DEI Survey implementation
  - Executive Team coaching sessions
- Optimized HR operations to meet the ongoing challenges of COVID-19
- Completed 70 competency-based recruitments
- Increased community outreach and participation in local recruitment events
- Enhanced recruitment advertising; Print, Online, Radio, Outdoor, Transit
- Implemented tools to mitigate the impact of bias during the application screening process
- Wellness Program recognized by League of California Cities and received financial grant
Objectives for 2022

1) 100% completion for DEI Year-2 employee training

2) Conduct Employee Engagement survey

3) Develop action items and training opportunities, based Employee Engagement data

4) Quarterly updates on progress and key accomplishments
Enhancing the *City of Napa* Employment Brand

*Talented employees reflecting the community*
Inclusive Recruiting

Overall Textio Score vs. competition

Textio has analyzed the 205 job posts in your team's Textio Document Library, most of which are for Government, Maintenance, and Administrative roles. The Textio Index tracks and compares the average scores of thousands of companies, including your own. Until competitors are predicted, your team will be compared to some well-known companies. You can always search for any company to see their results.

Above Average

<table>
<thead>
<tr>
<th>Overall Textio Score</th>
<th>0%</th>
<th>0%</th>
<th>2%</th>
<th>4%</th>
<th>5%</th>
<th>9%</th>
<th>11%</th>
<th>17%</th>
<th>37%</th>
<th>15%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starbucks</td>
<td>75</td>
<td>98</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Your library</td>
<td>75</td>
<td>75</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Marriott International</td>
<td>70</td>
<td>70</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amazon.com, Inc.</td>
<td>66</td>
<td>66</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bank of America Corporation</td>
<td>55</td>
<td>55</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Google Inc.</td>
<td>52</td>
<td>52</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Overall tone vs. competition

Neutral

<table>
<thead>
<tr>
<th>Overall tone</th>
<th>Masculine</th>
<th>Feminine</th>
</tr>
</thead>
<tbody>
<tr>
<td>0%</td>
<td>7%</td>
<td>46%</td>
</tr>
<tr>
<td>5%</td>
<td>32%</td>
<td></td>
</tr>
</tbody>
</table>

Comparison with competitors:

- Starbucks
- Marriott International
- Amazon.com, Inc.
- Your library
- Google Inc.
- Bank of America Corporation
Inclusive Training

Conscious Conversations

The Conscious Conversations Training is a skill-building training that teaches an effective and proven technique to interrupt unconscious and unintentional bias...

Diversity & Inclusion

C.A.R.E. About Implicit Bias
00H 20M
PRE-BUILT ONLINE

Conscious Conversations
03H 00M
CLASSROOM

Diversity Toolkit: The Inclusion-Exclusion C...
00H 08M
PRE-BUILT ONLINE

Diversity, Respect, and Legal Compliance — t...
00H 09M
PRE-BUILT ONLINE
Diversity, Equity & Inclusion Training

Conscious Conversations

A skill-building training that teaches an effective and proven technique to interrupt unconscious and unintentional discrimination by learning to call people in versus calling them out in the workplace.
I understand how this training topic relates to my workplace.

Answered: 256  Skipped: 0

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
I have a deeper self-awareness of how this training impacts me, my job, or my life.

Answered: 256   Skipped: 0

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
DEI Year-2 Feedback

All employees at my organization would benefit from taking this training.

Answered: 256  Skipped: 0
DEI Year-2 Feedback

Overall satisfaction with the course.

Answered: 256  Skipped: 0

Strongly Agree

Agree

Disagree

Strongly Disagree

0%  10%  20%  30%  40%  50%  60%  70%  80%  90%  100%
## City of Napa Employee Diversity

<table>
<thead>
<tr>
<th>Race</th>
<th>City of Napa Population</th>
<th>FT Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>2.80%</td>
<td>3.31%</td>
</tr>
<tr>
<td>Black/ African American</td>
<td>0.70%</td>
<td>1.42%</td>
</tr>
<tr>
<td>Hispanic/ Latinx/ Latine/ Latin(o/a)</td>
<td>39.90%</td>
<td>23.64%</td>
</tr>
<tr>
<td>Native American or Alaskan Native</td>
<td>0.60%</td>
<td>1.42%</td>
</tr>
<tr>
<td>Native Hawaiian/ Pacific Islander</td>
<td>0.01%</td>
<td>0.00%</td>
</tr>
<tr>
<td>Other/ Multi-Ethnic</td>
<td>6.60%</td>
<td>2.84%</td>
</tr>
<tr>
<td>White</td>
<td>53.0%</td>
<td>67.38%</td>
</tr>
</tbody>
</table>

*Data Source: 2020 U.S Census Bureau*
Moving Forward

The employees at the City of Napa are inspired to serve our community. As we harness the strength of our unique set of experiences, perspectives, skills and ideas, we will maximize opportunities to discover and leverage our talents to benefit the residents we serve.
The City of Napa is an Equal Opportunity Employer, and we believe that a diverse, equitable and inclusive workplace will maximize our talents to benefit the residents we serve.

Ensuring that all employees and job applicants for employment are protected by federal, state and local laws designed to protect employees and job applicants from discrimination on the basis of race/ethnicity, religion, color, sex (including pregnancy, gender identity, and sexual orientation), parental status, national origin, age, disability, family medical history or genetic information, political affiliation, military service, or other non-merit based factors. These protections extend to all management practices and decisions, including recruitment and hiring practices, appraisal systems, promotions, training and career development programs.