



# Workforce Diversity Report

2018 - 2022

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# 2018-2020 City of Albuquerque Workforce Diversity Report

Prepared by Andrea Calderon

With more than 5,500 employees, the City of Albuquerque is one of the largest employers in the metro area and a source of good-paying jobs with benefits. A municipal government is better able to serve a diverse community when its workforce is broadly representative of its population demographics. Under the administration of Mayor Tim Keller, the Office of Equity and Inclusion in 2018 began examining how well the City is developing, recruiting and hiring a diverse pool of applicants so that we can become a role model for equity and inclusion, while providing good service and good jobs for those who need it the most. Overall, the City's workforce is 64% People of Color and 36% White, slightly more diverse than the population as a whole, with Hispanics accounting for a large proportion of the City workforce. All other groups are under-represented in the City workforce compared to their proportion in the population.

Since 2018, the City of Albuquerque has made some progress toward hiring more employees from under-represented populations, but the changes did not keep pace with the growth in Albuquerque's American Indian/Alaska Native population. The increases in Hispanic/Latino and White identifying employees caused the disparity to grow.

This Snapshot contains the following analyses of workforce demographics:

- Race/Ethnicity composition of the City of Albuquerque municipal workforce (*figure 1*)
- 2020 Race and ethnicity demographics of all departments (*figure 2*)
- Race and ethnicity composition of the City of Albuquerque workforce compared to the race and ethnicity of the residents of Albuquerque (*figure 1*)
- Changes in demographics from 2018 to 2019 (1-year change) (*figure 3*)
- Changes in demographics from 2018 to 2020 (2-year change) (*figure 4*)

Overall, while the City of Albuquerque's workforce is trending towards an employee population that is more closely reflective of the demographics of Albuquerque, there is still progress to be made. Though strides have been made by increasing the American Indian/Alaska Native, Asian, Black/African American, and Multiracial employee populations, there have also been increases in the Hispanic/Latino and White employee populations. Changes in the City's municipal workforce from 2018 to 2020 did not keep pace with the changes seen in the population of Albuquerque.

Overall, White Men are the highest earners and out-earn Women of Color by a median hourly wage of \$6.13 per hour, White Women by \$3.89 per hour and Men of Color by \$5.79 per hour.

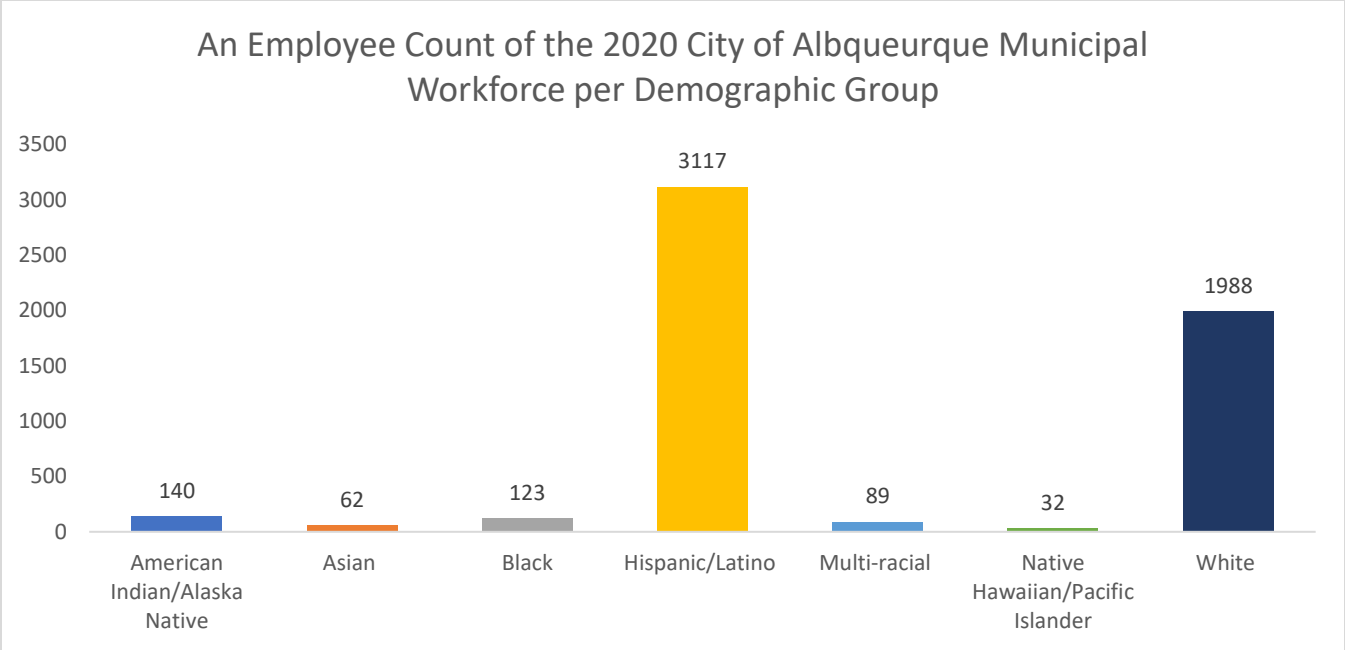
## 2020 City of Albuquerque Municipal Workforce Demographics – All Departments

The diversity of the City of Albuquerque municipal workforce varies by department. *Figure 1*, populated with data from March 01, 2020, illustrates demographic differences between each department and provides an overall view of the demographics of our workforce. The data listed includes full-time employees and excludes part-time, temporary or contractual staff and elected officials.

As evidenced by *Figure 1*, the City of Albuquerque municipal workforce is predominantly comprised of employees that identify as Hispanic/Latino and White. These two groups are a clear majority in all departments, and combined, make up more than 5,100 employees, constituting 92% of the municipal workforce. Below is a more detailed breakdown of the municipal workforce demographics:

- 140 employees identify as American Indian/Alaska Native, constituting 2.5% of the City's municipal workforce;
- 62 employees identify as Asian, 1.1% of the City's municipal workforce;
- 123 employees identify as Black/African American in the City of Albuquerque's municipal workforce, constituting 2.2% of the workforce;
- 3,117 employees identify as Hispanic/Latino, making up 56.2% of the municipal workforce;
- 89 employees identify as Multiracial, making up 1.6% of the municipal workforce;
- 32 employees identify as Native Hawaiian/Pacific Islander, making up 0.58% of the City's municipal workforce;
- 1,988 employees identify as White, making up 35.8% of the City of Albuquerque's municipal workforce.

The clear majority of Hispanic/Latino and White employees defines the true minority groups of employees as consisting of employees that identify as American Indian/Alaska Native, Asian, Black/African American, Multiracial and Native Hawaiian/Pacific Islander.



*Figure 1. A count of employees that identify as each demographic group in the City of Albuquerque’s 2020 municipal workforce.*

Below is a graphic visualization of the demographics of each department. The data is displayed in percentages and demonstrate the percentage of the workforce that they make up within each department.



## 2020 City of Albuquerque Departmental Demographics

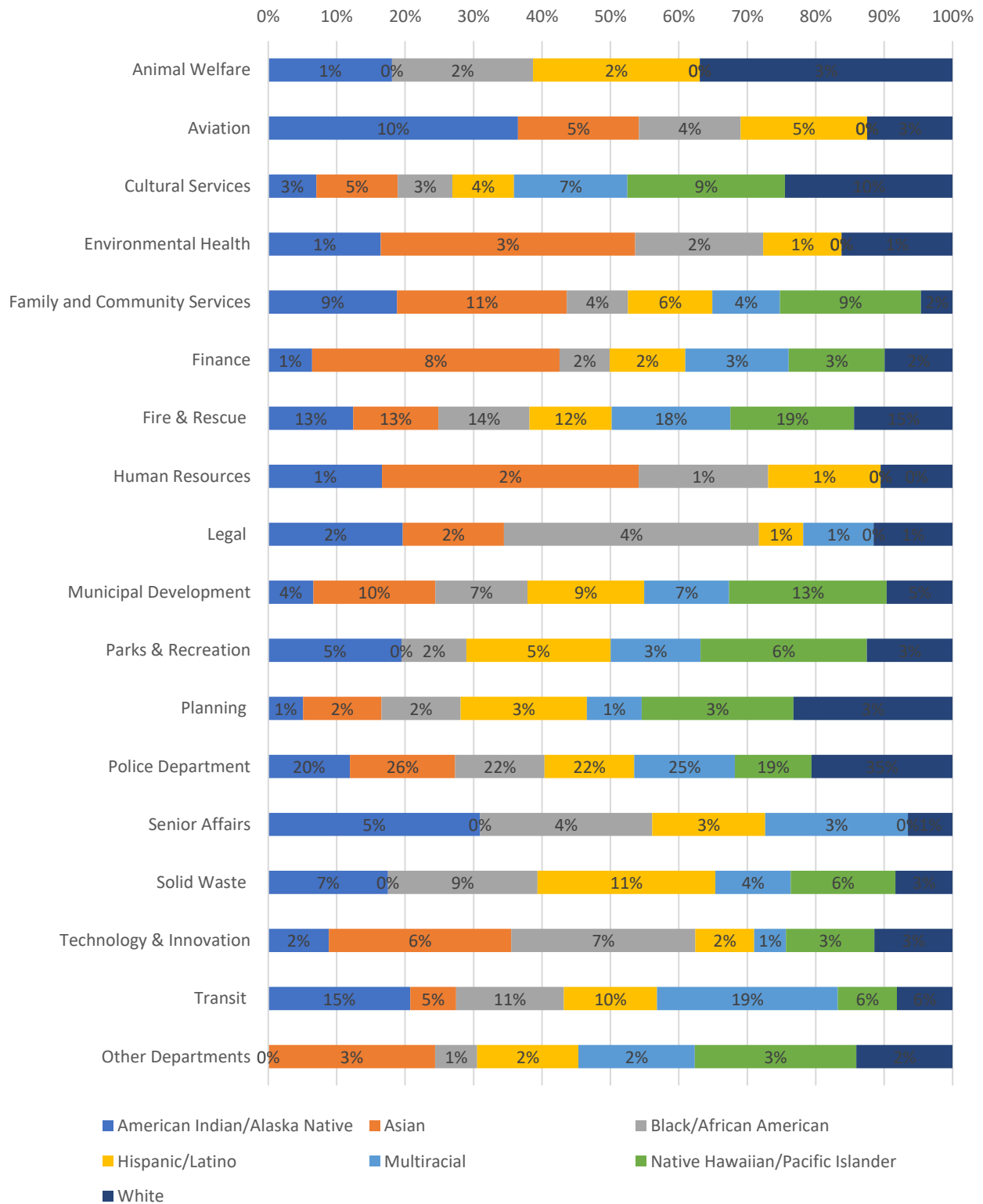


Figure 2. City of Albuquerque 2020 municipal workforce demographics by department.

## City of Albuquerque Municipal Workforce Compared to the Demographics of Albuquerque

The following section describes how the City of Albuquerque municipal workforce compares to the demographics of the population of Albuquerque. The data below compares seven demographic groups using City of Albuquerque Human Resources and 2019 1-year American Community Survey estimates: American Indian/Alaska Native, Asian, Black/African American, Hispanic/Latino, Multiracial, Native Hawaiian/Pacific Islander and White.

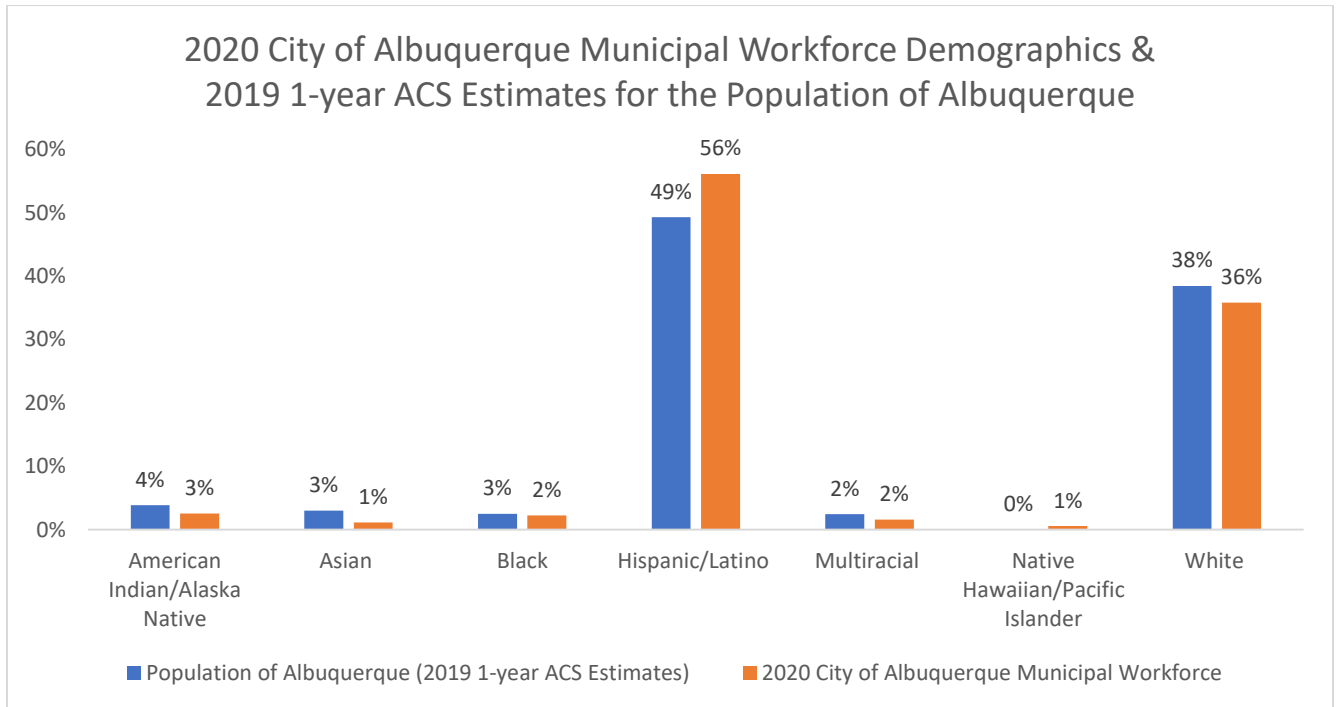


Figure 3. A comparison of the City of Albuquerque municipal workforce and the population of Albuquerque per 2019 1-year American Communities Survey estimates.

Below is a description of the findings:

- American Indian/Alaska Native employees make up 3% of the City of Albuquerque municipal workforce, compared to 4% representation in the population of Albuquerque. The difference shows up as a 1% under-representation in the workforce;
- Asian employees make up 1% of the City of Albuquerque municipal workforce, compared to the Asian population of Albuquerque which is about 3%;
- Black/African American employees make up 2% of the City of Albuquerque municipal workforce, a 1% under-representation compared to the population of Albuquerque where the Black/African American population is about 3%;

- The percentage of Hispanic/Latino employees in the City of Albuquerque municipal workforce is 56%, an over-representation by 7% compared to the population of Albuquerque, which is about 49% Hispanic/Latino;
- The percentage of Multiracial employees in the City of Albuquerque municipal workforce is on par with the population of Albuquerque that identifies as Multiracial, at about 2%;
- About 1% of City of Albuquerque municipal employees identify as Native Hawaiian/Pacific Islander, comparable to their representation in the population
- About 36% of City of Albuquerque municipal employees identify as White compared to the population of Albuquerque in which about 38% of residents identify as White.

In summary, the City of Albuquerque municipal workforce is slightly more diverse than the population of Albuquerque. The 2020 City of Albuquerque municipal workforce is 64% POC and 36% White, whereas the population of Albuquerque, according to 2019 ACS 1-year estimates identifies as 62% POC and 38% White. The over-representation of POC is primarily attributed to the 7% over-representation of Hispanic/Latino employees in the City of Albuquerque workforce.

### **Change in Employee Demographics of the City of Albuquerque Municipal Workforce**

This section of the report looks at the changes in the City of Albuquerque municipal workforce from 2018 to 2020. First, we compare the number of employees of each race/ethnicity group to each other across years. Then, we compare percent changes from year to year and over the three-year period of 2018 to 2020 in order to point out any potential trends in demographics within a three-year period.

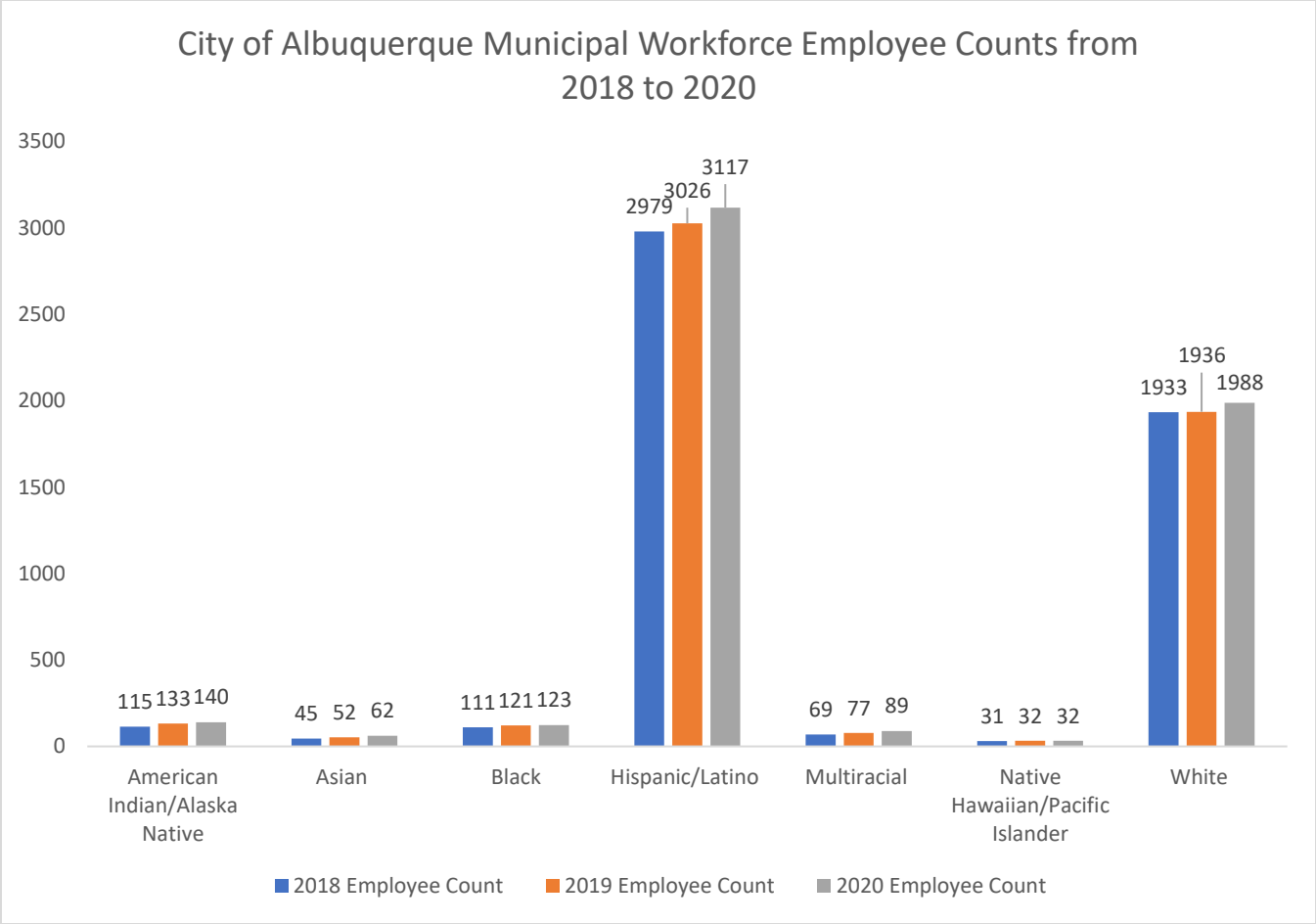


Figure 4. A comparison of employee counts from 2018 to 2020 of each race/ethnic demographic group in the City of Albuquerque municipal workforce.



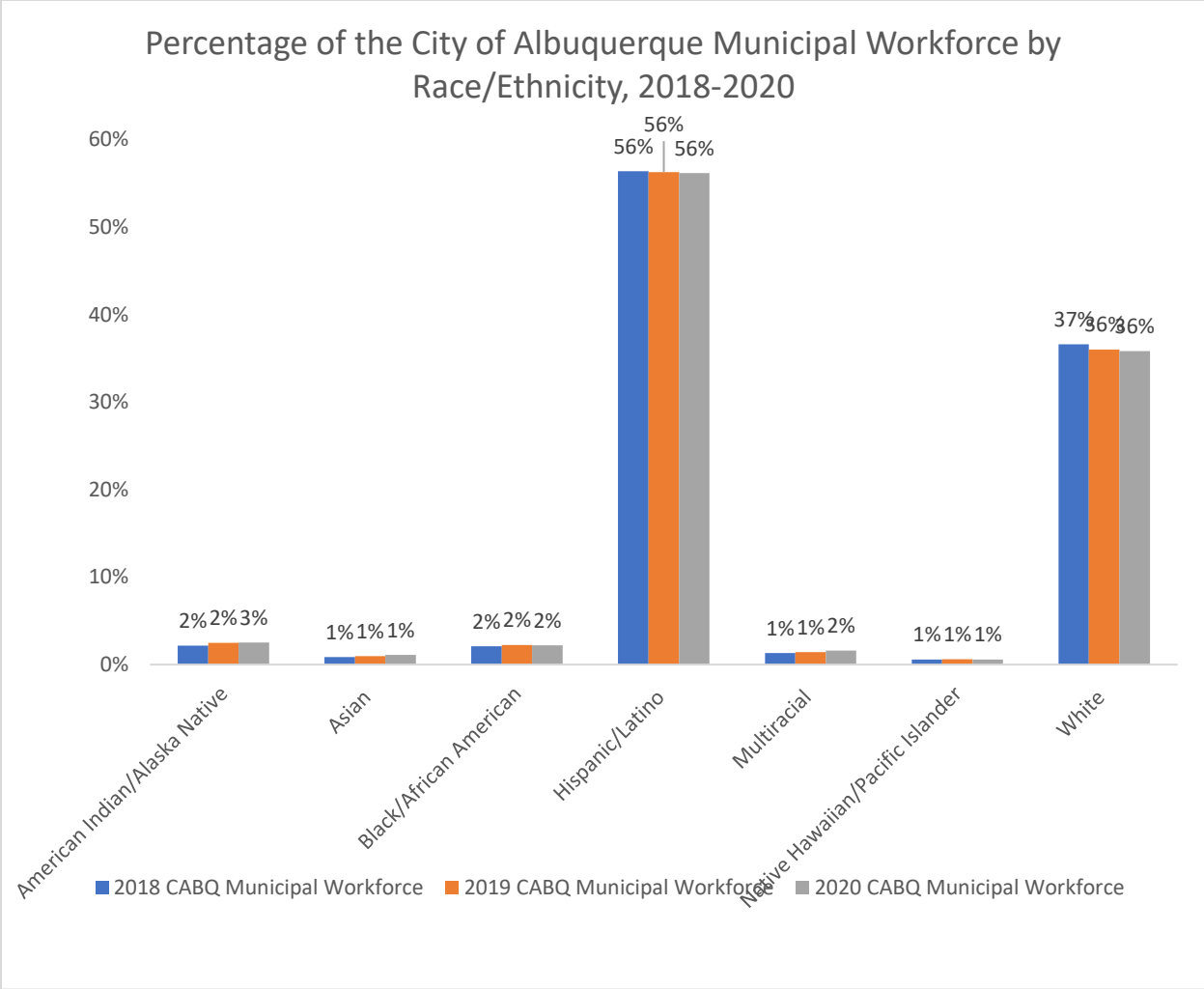


Figure 5. A comparison of employees from 2018 to 2020 by percentage of representation.

The graphs above capture the overall change in city employment levels and their resulting impacts on workforce demographics. The first chart includes employee counts and the second looks at the workforce composition using percentages.

Percent Change in Employees within Each Demographic Group (compares this year's numbers of X demographic group to the previous year's numbers of X demographic group)			
	2018-2019 Percent Change	2019-2020 Percent Change	2018-2020 Percent Change
American Indian/Alaska Native	15.7%	5.3%	21.7%

Asian	15.6%	19.2%	37.8%
Black/African American	9.0%	1.7%	10.8%
Hispanic/Latino	1.6%	3.0%	4.6%
Multiracial	11.6%	15.6%	29.0%
Native Hawaiian/Pacific Islander	3.2%	0.0%	3.2%
White	0.2%	2.7%	2.8%

Figure 6. Percent change within each demographic group from between each year and over the three-year period.

Percent Change in Representation of Workforce (compares this year's percentage of the total workforce to last year's percentage of the total workforce)				
	2018-2019 Percent Change	2019-2020 Percent Change	2018-2020 Percent Change	Percent Change in Albuquerque demographics using 2017 5-year ACS and 2019 1-Year ACS estimates
American Indian/Alaska Native	0.3%	0.1%	0.5%	5.7%
Asian	0.1%	0.2%	0.3%	8.3%
Black/African American	0.2%	0.0%	0.2%	-6.3%
Hispanic/Latino	0.9%	1.7%	2.6%	-0.3%
Multiracial	0.2%	0.2%	0.4%	18.5%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	42.7%
White	0.1%	1.0%	1.0%	-0.9%

Figure 7. Percent change in the representation of each demographic group within in the City of Albuquerque workforce from 2018-2020.

The data breaks down in the following ways:

From 2018 to 2019, the City of Albuquerque increased by 94 employees and then increased again from 2019 to 2020 by 174 employees. The change in the employee population resulted in the following demographic changes:

- From 2018 to 2019, the number of American Indian/Alaska Native employees increased by 8 employees, a growth of 15.7% of the population and a change in representation of

0.3%. From 2019 to 2020, the American Indian/Alaska Native employee population increased by 7 employees, resulting in a 5.3% change of the demographic group and an increase in representation of 0.1%. From 2018 to 2020, there is a change of representation of 0.5% of American Indian/Alaska Native employees. The 0.5% increase did not keep pace with the change seen in the American Indian/Alaska Native population of Albuquerque, which increased by 5.7%.

- From 2018 to 2019, the number of employees that identify as Asian increased by 7 employees, a 16% increase within the demographic group and an increase in representation of 0.1%. From 2019 to 2020, the number Asian employees grew by 10 employees, resulting in a 19% increase in the demographic group and an increase in representation of 0.2% by 2020. From 2018 to 2020, there was a 37.8% increase within the Asian employee population and an increase in representation of Asian employees of 0.3%. The increase in representation did not keep pace with the change in the Asian population of Albuquerque which saw an 8.3% increase.
- From 2018 to 2019, the number of employees that identify as Black/African American increased by 10 employees, an increase within the demographic group of about 9% and an increase in representation of 0.2%. The number of employees that identify as Black/African American then grew by 2 employees from 2019 to 2020, resulting in a 1.7% increase within the demographic group and no increase in representation in the total workforce. From 2018 to 2020, there was a total increase of 12 employees, a total increase of the demographic group of 10.8% and an increase in representation of 0.2%. The 0.2% increase was greater than the change seen in the population of Albuquerque, where the Black/African American population decreased by 6.3%.
- From 2018 to 2019, the number of Hispanic/Latino employees increased by 47 employees, amounting to a 1.5% increase of the demographic group and a 0.9% increase in representation. From 2019 to 2020, the number of Hispanic/Latino employees grew by 91 employees, a 3% increase of Hispanic/Latino employee population and a 1.7% increase in representation. From 2018 to 2020, the total increase in the number of Hispanic/Latino employees, 138 employees, amounted to a 5% change in the population of Hispanic/Latino employees and an increase in representation of 2.6%. This increase outpaced the change seen in the population of Albuquerque, which saw a slight decrease of 0.3% in the Hispanic/Latino population.
- From 2018 to 2019, the number of employees that identify as Multiracial increased by 8 employees, resulting in an 11.6% increase of the demographic group and a 0.2% increase in representation. From 2019 to 2020, the number of Multiracial employees increased by 12 employees, amounting to a 16% increase in the demographic group and an increase of 0.2% in representation. Total, from 2018 to 2020, the number of employees that identify as Multiracial increased by 20 employees, a 29% increase of Multiracial employees, increasing representation of the demographic group of 0.4%.

This increase does not keep pace with the change seen in the population of Albuquerque, where the Multiracial population increased by 18.5%.

- From 2018 to 2019, there was an increase of 1 employee that identifies as Native Hawaiian/Pacific Islander, a 3.2% of the Native Hawaiian/Pacific Islander employee population but no increase in representation within the total workforce. The number of Native Hawaiian/Pacific Islander employees remained the same from 2019 to 2020 and overall from 2018 to 2020 increased by 3.2% but saw no change in total representation within the workforce. These changes do not keep pace with the change in the Native Hawaiian/Pacific Islander population which grew by 42.7% in the population of Albuquerque.

From 2018 to 2019, the number of employees that identify as White increased by 3 employees resulting in a 0.16% increase in White employees and increasing representation of 0.1%. From 2019 to 2020, there was an increase of 52 White employees, a 2.7% increase of White municipal employees and a 1.0% increase in representation. Total, from 2018 to 2020, the number of employees that identify as White increased by 2.8% and increased in representation by 1.0%. This increase in representation exceeds the change seen in the population of Albuquerque, where the White population decreased by 0.9%.

In summary, the City of Albuquerque municipal workforce is moving towards a more diverse workforce with the most significant strides seen among Hispanic/Latino employees. Though these trends demonstrate a diversifying municipal workforce, the city has yet to make significant strides to close the gap between the two over-represented groups, Hispanic/Latino and White employees, and all other race/ethnic groups.

### **Pay Equity Across Race/Ethnicity and Gender**

The following section looks at wage earnings across race, ethnicity and gender demographics across pay tiers. Employee wages are compared by hourly wage rather than salary size and pay using even quintiles of hourly pay to make up pay tiers. The tiers consist of: Tier 1, earning \$15.23 or less per hour, Tier 2 earning between \$15.23 and \$18.59 per hour, Tier 3 earning between \$18.60 and \$22.22 per hour, Tier 4 earning between \$22.23 and \$28.00 per hour, and Tier 5 earning \$28.00 or more per hour.

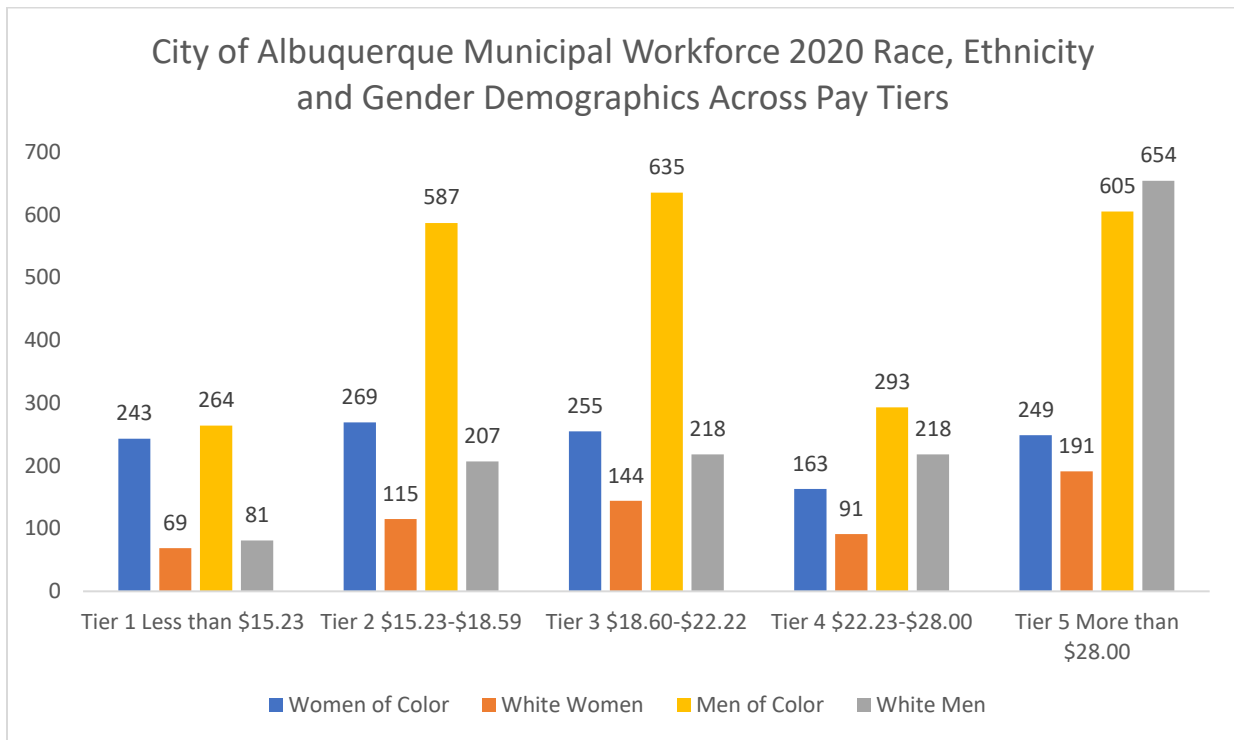


Figure 8. The employee count of four demographic groups within each pay tier: Women of Color, White Women, Men of Color and White Men.

The data in figure 6 point to a few very clear trends:

- There is close to even representation of Women of Color in all pay tiers;
- The number of White Women in each pay tier generally trends upward as pay increases;
- Men of Color are unevenly distributed across pay tiers and are concentrated in the second, middle and highest pay tier. In the second and middle pay tier, they at least double the number of employees in all other demographic groups;
- The representation of White Men is about evenly distributed from the second to the fourth pay tier and are the least represented in the lowest pay tier and, along with Men of Color, are disproportionately concentrated in the highest pay tier.

Below, totals for each pay tier, each demographic group and median hourly pay are added to the data.

	Tier 1 Less than \$15.23	Tier 2 \$15.23- \$18.59	Tier 3 \$18.60- \$22.22	Tier 4 \$22.23- \$28.00	Tier 5 More than \$28.00	Total	Median Hourly Pay
Women of Color	243	269	255	163	249	1179	\$ 20.97
White Women	69	115	144	91	191	610	\$ 23.21
Men of Color	264	587	635	293	605	2384	\$ 21.31
White Men	81	207	218	218	654	1378	\$ 27.10
Total	657	1178	1252	765	1699	5551	\$ 22.92

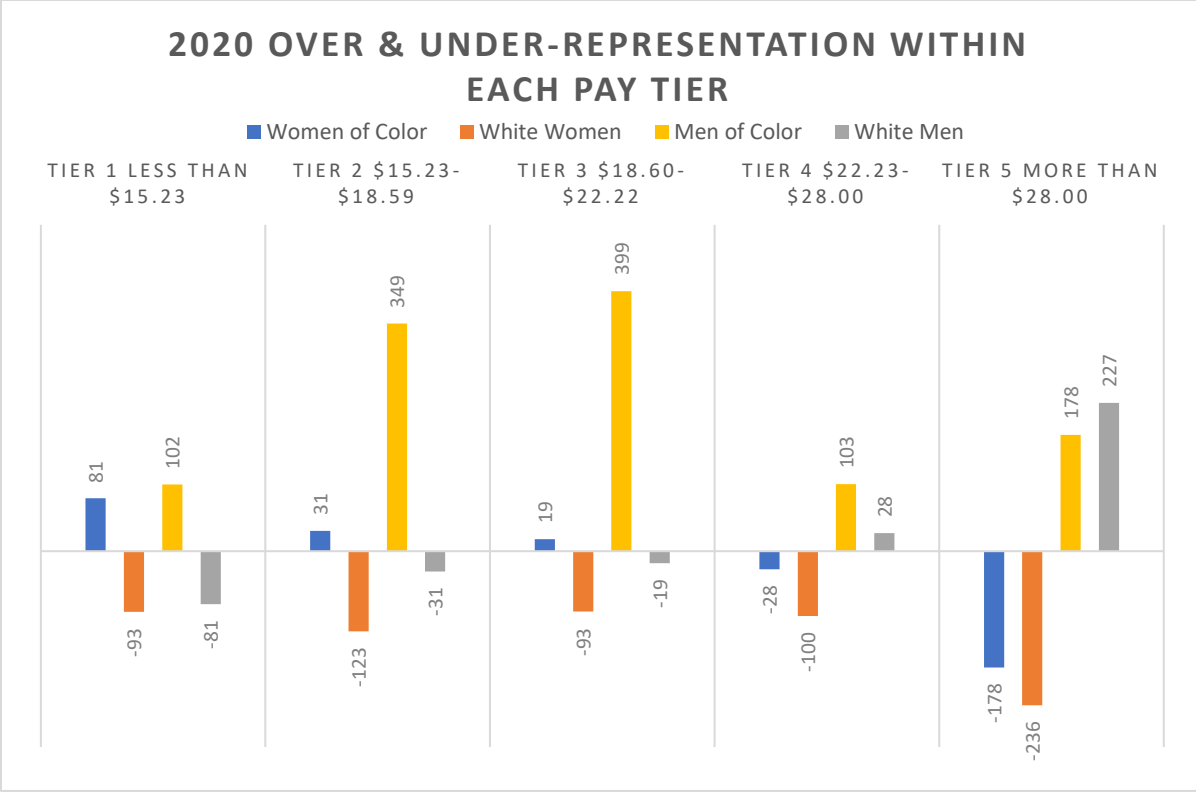
*Figure 9. Complete counts of representation within each pay tier and median hourly pay of Women of Color, White Women, Men of Color and White Men in the City of Albuquerque's 2020 municipal workforce.*

The table shows the following:

- There were a total of 1179 employees in the 2020 City of Albuquerque municipal workforce that identified as Women of Color. More Women of Color earn between \$15.23 and \$18.59 per hour than any other pay tier and the median hourly pay for Women of Color is \$20.97 per hour;
- There was a total of 610 White Women in the 2020 City of Albuquerque municipal workforce. More White Women earn more than \$28.00 per hour than any other pay tier and they earn a median hourly pay of \$23.21 per hour;
- There were 2384 employees in the 2020 City of Albuquerque municipal workforce who are Men of Color, more than any other demographic group. Men of Color are concentrated in the middle pay tier and the highest pay tier where they earn between \$18.60 and \$22.22 per hour or more than \$28.00 per hour, respectively. Median hourly earnings for Men of Color is \$21.31 per hour;
- There were 1378 White Men in the 2020 City of Albuquerque municipal workforce. Men of Color are concentrated in the highest pay tier where more than twice as many White Men earn more than \$28.00 than any other pay. The median hourly pay for White Men in 2020 is \$27.10 per hour.

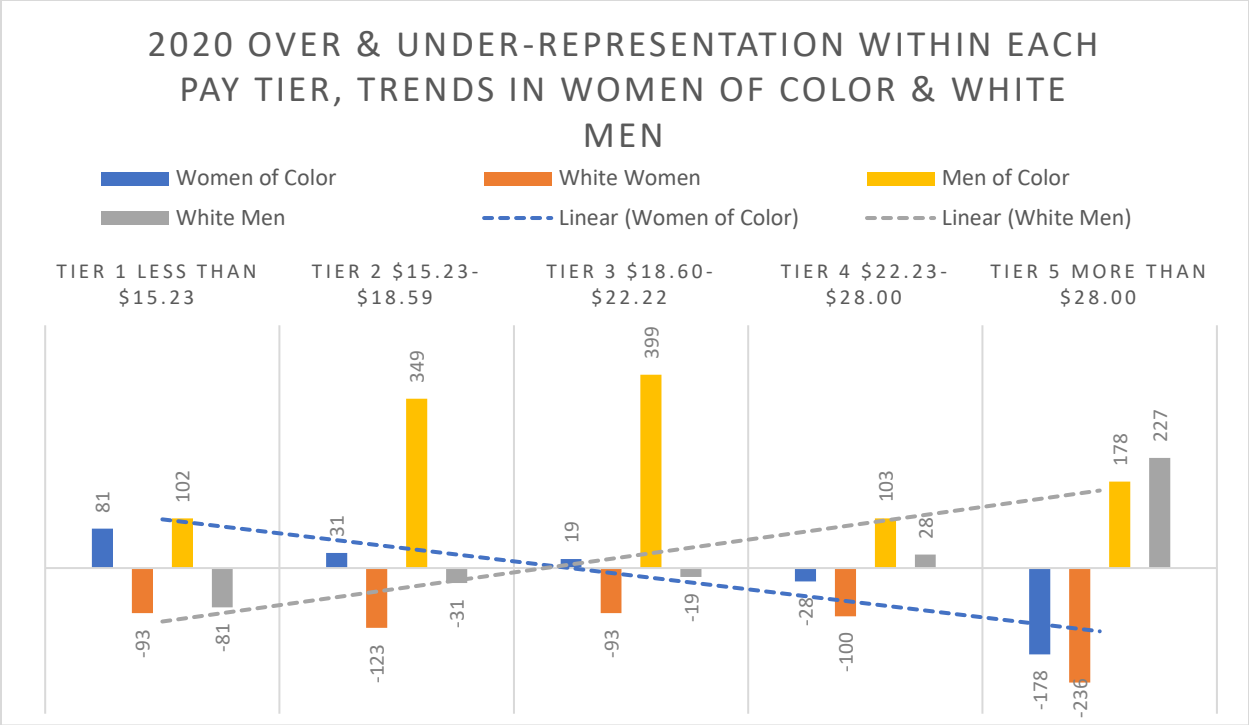
Pay inequity is evident based on representation of each demographic group within the five pay tiers. Below, the graph is divided up into the five equal pay tiers with a middle line (x-axis) representing the median number of employees within each pay tier. The bars above and below the median point to over and under-representation, meaning, that the closer the bars are to that center line, the closer they are to equal representation within the pay tier.



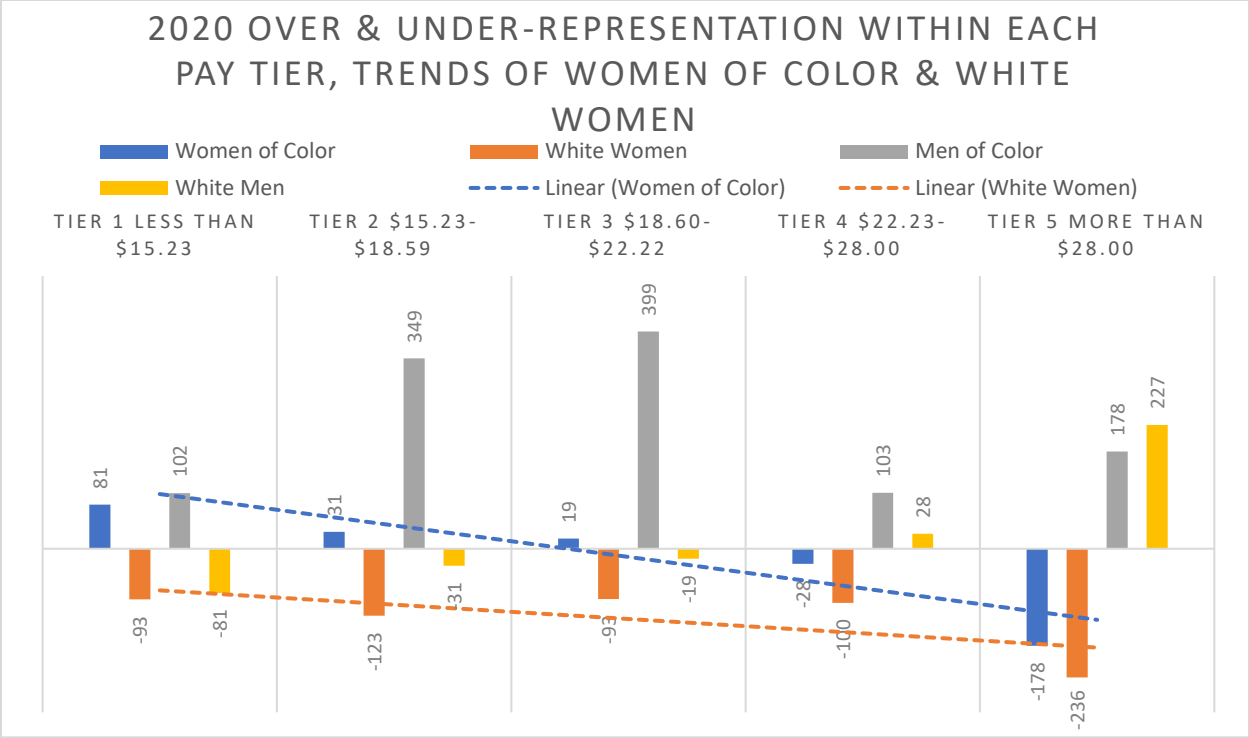


The graph demonstrates:

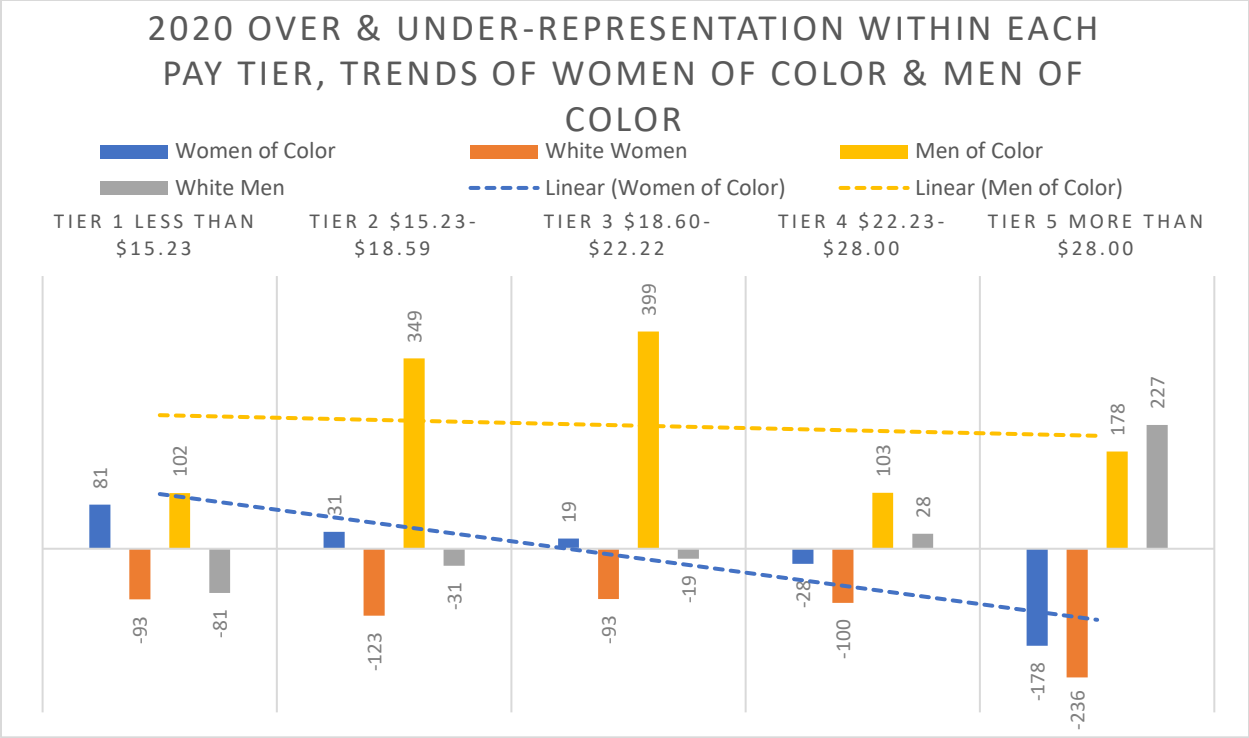
- An over-representation of Women of Color in the three lowest pay tiers and an under-representation of the group in the second highest and highest pay tier where they show the most significant deviation from the median than in any other pay tier;
- An under-representation of White Women in all pay tiers, the greatest under-representation in the highest pay tier (this is likely due to the low number of White Women in the workforce compared to all other demographic groups);
- An over-representation of Men of Color in all pay tiers, particularly in the second lowest and middle pay tier;
- An under-representation of White Men in all but the second highest and highest pay tier, where they have the greatest over-representation.



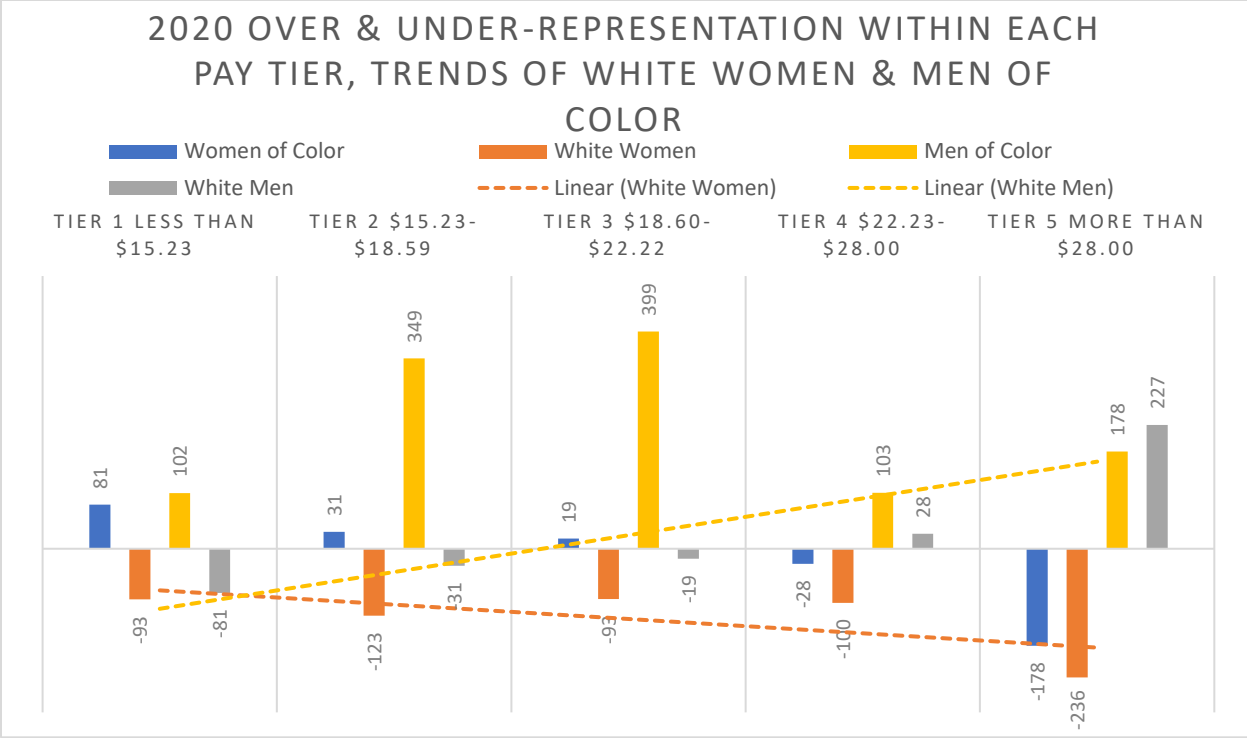
The chart above compares trends of Women of Color and White Men. There are 1179 Women of Color and 1378 White Men in the 2020 City of Albuquerque municipal workforce. As pay increases, the representation of Women of Color decreases. Women of Color are over-represented in the three lowest pay tiers, the most over-representation seen in the lowest pay tier. Women of Color are the most over-represented in the highest pay tier. As pay increases, the representation of White Men increases. White Men are under-represented in the lowest three pay tiers and the most over-represented in the highest pay tier. There is a pay gap where White Men earn a median hourly pay of \$6.13 per hour more than Women of Color.



The chart above compares trends of Women of Color and White Women. There are 1179 Women of Color and 610 White Women in the City’s workforce. Women of Color are over-represented in the three lowest pay tiers and under-represented in the two highest pay tiers, the most under-representation occurring in the highest pay tier. White Women are under-represented in all pay tiers, the most under-representation existing in the highest pay tier, where Women of Color are also the most under-represented group compared to other demographic groups. Despite differences in representation, White Women earn a median hourly wage of \$2.24 per hour more than Women of Color.



The graph above compares trends in pay of Women of Color and Men of Color. There are 1179 Women of Color and 2384 Men of Color in the City’s workforce. Women of Color and Men of Color exist at closer levels of representation in the lowest pay tier compared to any other tier. They are both over-represented with Men of Color showing the most over-representation. Women of Color are over-represented closer to the median in the second and middle pay tier whereas Men of Color are significantly over-represented (and are the most represented group in these two pay tiers). Women of Color are under-represented in the second highest and highest pay tiers with the most significant over-representation in the highest pay tier, whereas Men of Color are over-represented in both pay tiers but less so than the second lowest and middle tiers. Trends demonstrate that as pay increases, the representation of Women of Color decreases. Men of Color remain consistently over-represented but peak moving towards the middle pay tier and decrease again moving towards the highest pay tier. There is a slight disparity in pay with Men of Color earning a median hourly wage that is \$0.34 per hour more than Women of Color.



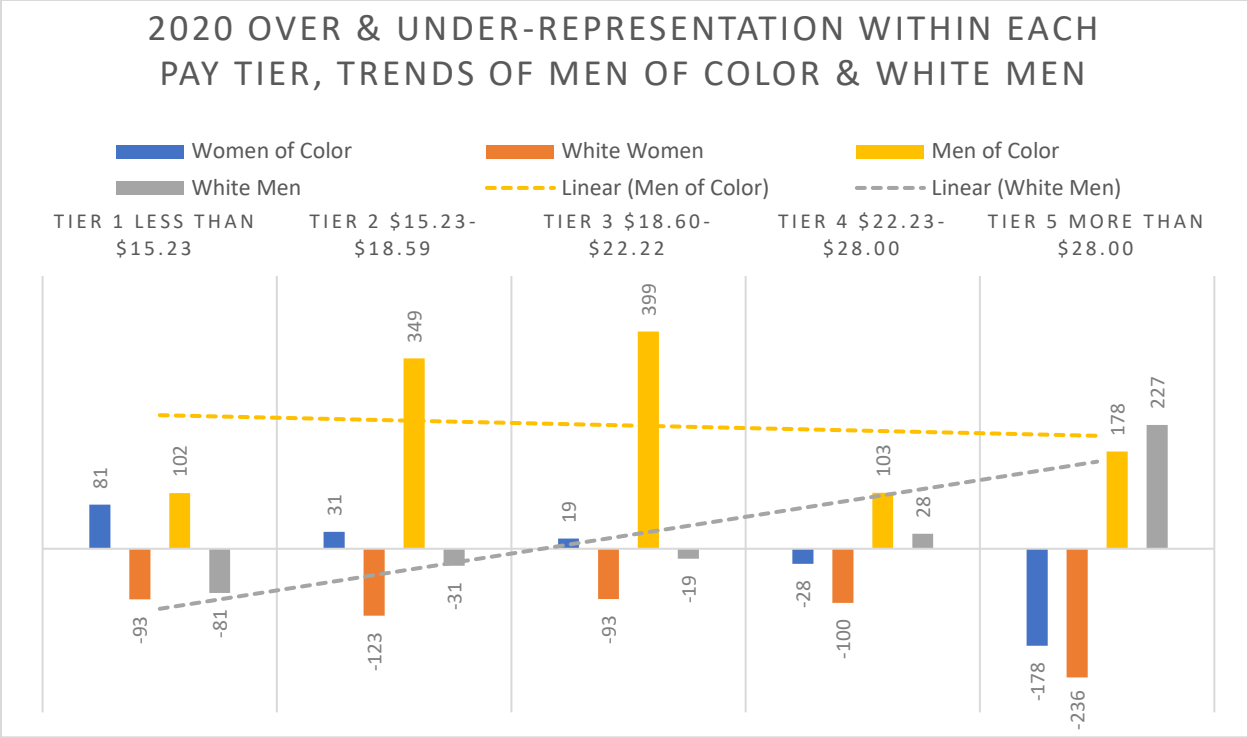
The graph above compares trends in White Women and Men of Color in The City of Albuquerque municipal workforce. There are 610 White Women and 2,384 Men of Color in the City of Albuquerque. White Women are consistently under-represented in all pay tiers, particularly the highest pay tier, whereas Men of Color are consistently over-represented in all pay tiers. Men of Color are particularly over-represented in the second lowest and middle pay tiers. Though the groups vary significantly in representation due to their difference in population size, they have close to parallel trends in pay. White Women out earn Men of Color, earning a median hourly wage of \$1.90 per hour more than Men of Color.

## 2020 OVER & UNDER-REPRESENTATION WITHIN EACH PAY TIER, TRENDS OF WHITE WOMEN & WHITE MEN



The graph above compares trends in pay of White Women and White Men. There are 610 White Women in the City of Albuquerque municipal workforce and 1,378 White Men. White Men are consistently under-represented, the most so in the lowest pay tier, up until the second highest pay tier where they rise above median representation. In the highest pay tier, they are the most significantly over-represented in the highest pay tier. Despite White Women and White Men existing at similar levels of representation in the lowest pay tier, the two differ in their trajectory, White Men increasing in representation as pay increases and White Women decreasing in representation, contributed to by the difference in the number of employees that exist in each group. White Men earn a median hourly pay of \$3.89 per hour more than White Men.





The graph above represents trends in pay of Men of Color and White Men. There are 2,384 Men of Color and 1,378 White Men in the City of Albuquerque. Men of Color are consistently over-represented across all pay tiers with the greatest over-representation seen in the second highest and middle pay tiers. White Men are under-represented in the three lowest pay tiers and over-represented in the two highest with the greatest over-representation in the highest pay tier. As pay increases, the representation of Men of Color remains about the same. However, as pay increases the representation of White Men increases. Pay inequity exists between the two groups with White Men earning a median hourly wage of \$5.79 per hour more than Men of Color.

**Conclusion**

In conclusion, while the City of Albuquerque’s workforce is trending towards an employee population that is more closely reflective of the demographics of Albuquerque, there is still progress to be made. Though strides have been made by increasing the American Indian/ Alaska Native, Asian, Black/African American, and Multiracial employee populations, there have also been increases in the Hispanic/Latino and White employee populations, maintaining a significant difference in the levels of employment of these two populations and rest of the municipal workforce demographics. Changes in the City’s municipal workforce from 2018 to 2020 do not keep pace with the changes seen in the population of Albuquerque.

There are far more Men of Color in the City's municipal workforce than any other demographic group, and the largest number of workers earn more than \$28.00 per hour. White Men are the highest earners and out-earn Women of Color by a median hourly wage of \$6.13 per hour, White Women by \$3.89 per hour and Men of Color by \$5.79 per hour.