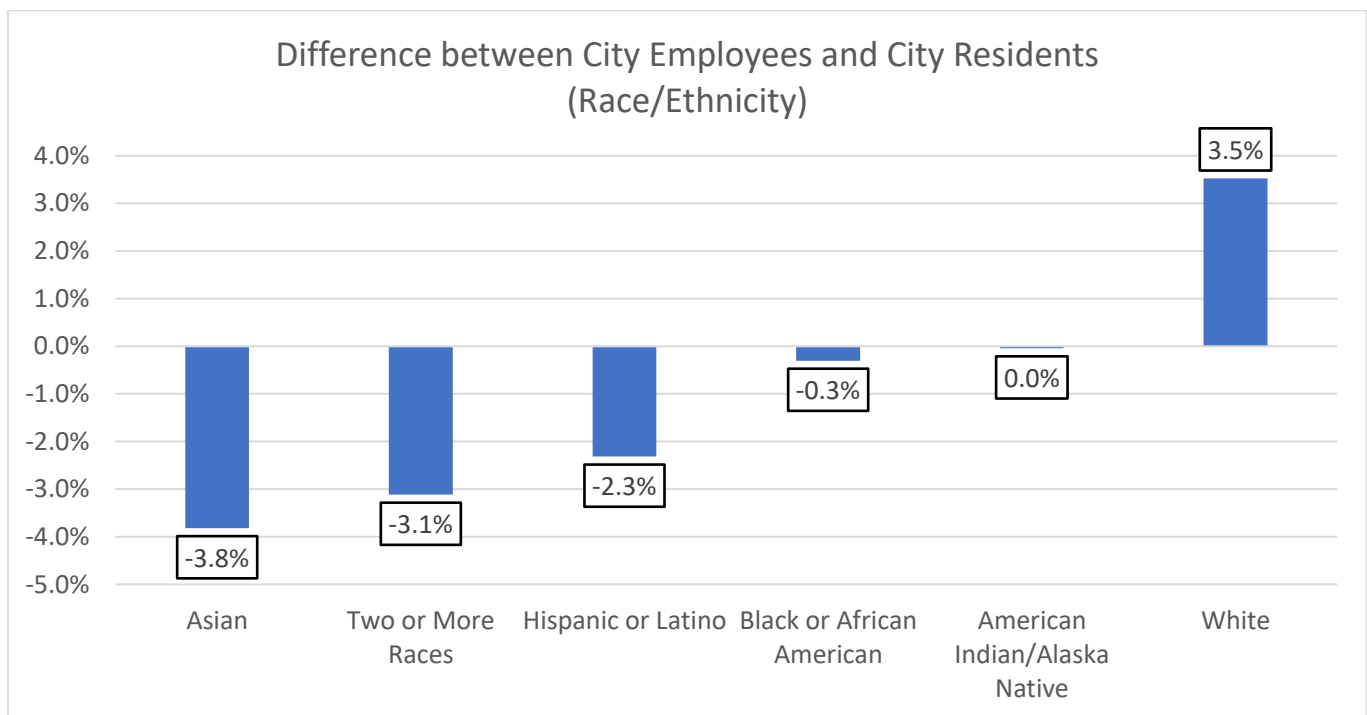


Data – Employee Demographics

Race/Ethnicity	% of City Employees	% of City Residents	Difference
Asian	1.9%	5.7%	-3.8%
Two or More Races	0.8%	3.9%	-3.1%
Hispanic or Latino	0.8%	3.1%	-2.3%
Black or African American	1.1%	1.4%	-0.3%
American Indian/Alaska Native	0.2%	0.2%	0.0%
White	91.2%	87.7%	3.5%

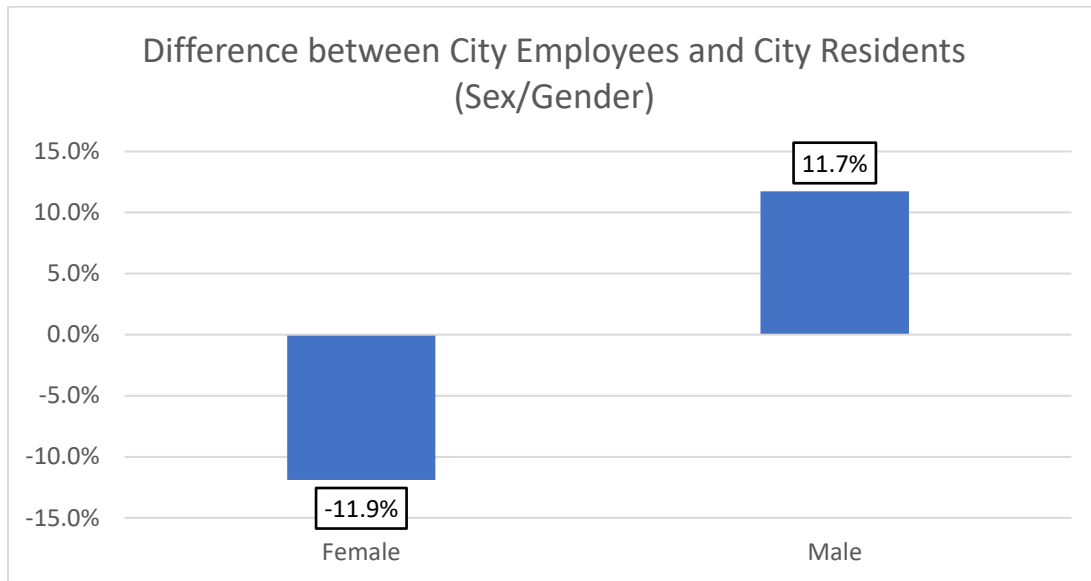
Race/Ethnicity	# of City Employees	# of City Residents
Asian	12	3,914
Two or More Races	5	2,699
Hispanic or Latino	05	2,315
Black or African American	17	1,041
American Indian/Alaska Native	7	4,353
White	582	58,879



- Negative percent indicates underrepresentation of race/ethnic group in City Employees, positive percent indicates overrepresentation
- There is an overrepresentation of people who identify as white in the City compared to the percentage of Eau Claire residents. They are the only population that is overrepresented.

Gender/Sex	% of City Employees	% of City Residents	Difference
Female	38.4%	50.3%	-11.9%
Male	61.4%	49.7%	11.7%
Nonbinary	0.2%	N/A	N/A

Gender/Sex	# of City Employees	# of City Residents
Female	245	36,487
Male	392	32,586
Nonbinary	1	N/A



- There is an overrepresentation of people who are male who work at the City in comparison to the percent of Eau Claire residents who are male.

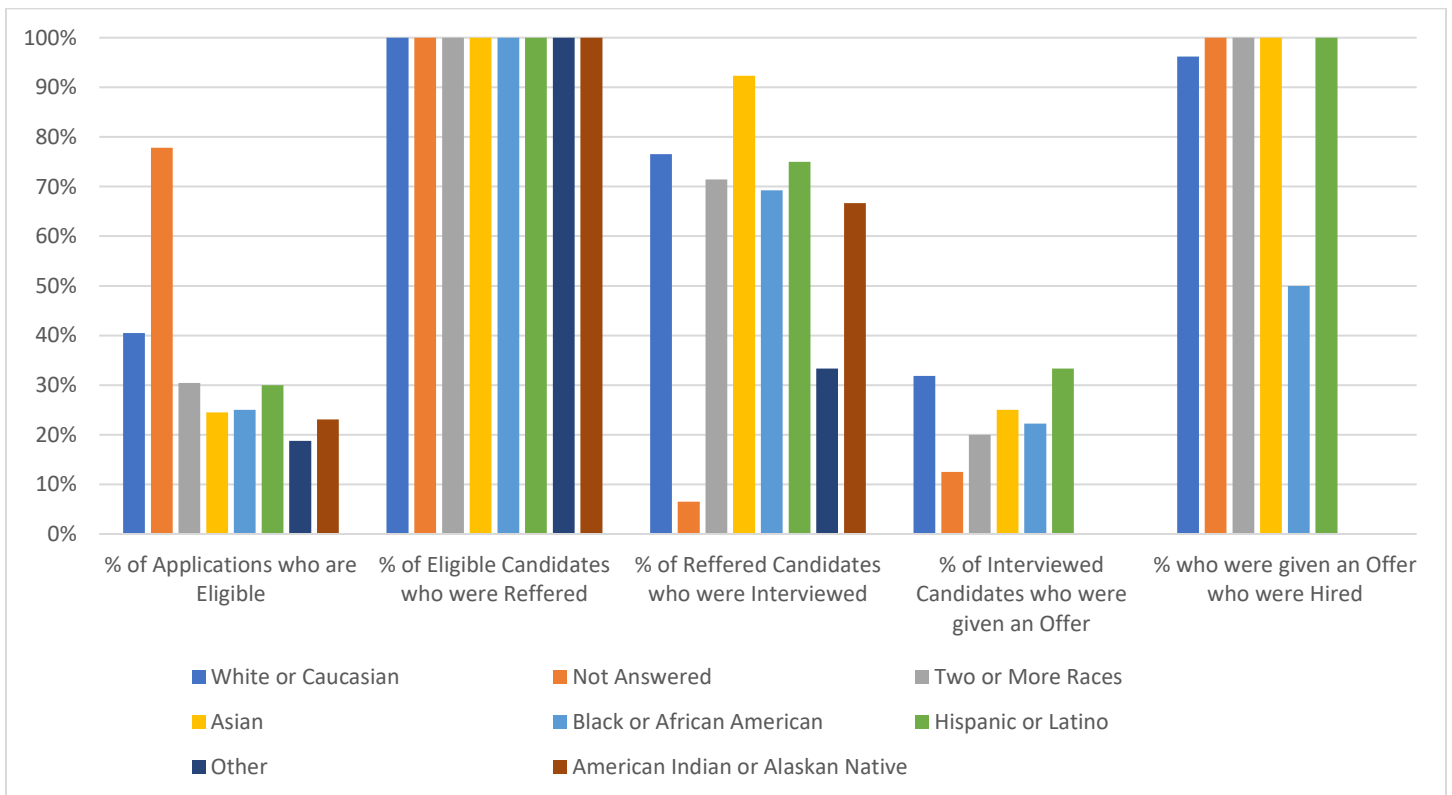
Data – Applicant Demographics

	Applied	Eligible	Referred	Interviewed	Offered	Hired
White or Caucasian	80%	77%	77%	90%	93%	93%
Not Answered	8%	15%	15%	1%	1%	1%
Two or More Races	3%	3%	3%	3%	2%	2%
Asian	3%	2%	2%	2%	2%	2%
Black or African American	3%	2%	2%	2%	1%	1%
Hispanic or Latino	2%	1%	1%	2%	2%	2%
Other	1%	0%	0%	0%	0%	0%
American Indian or Alaskan Native	1%	0%	0%	0%	0%	0%

- Table shows percent at each step of the recruitment process that identified with each race/ethnicity (ex. 77% of eligible candidates were white, 3% of eligible candidates were Two or More races, etc.)
- We see as process continues and overrepresentation of those who are white moving forward in the hiring process.

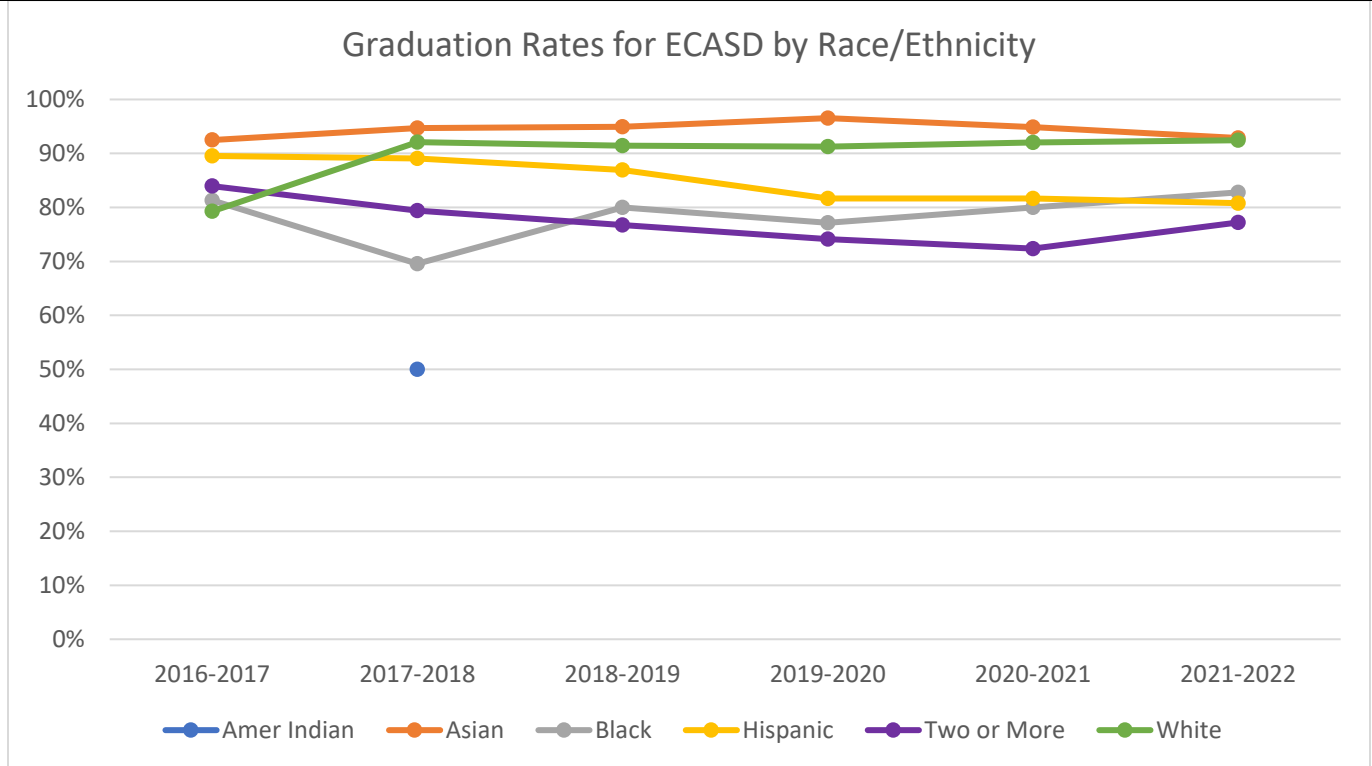
	Number of Applicants	% of Applicants who are Eligible	% of Eligible Candidates who were Referred	% of Referred Candidates who were Interviewed	% of Interviewed who were given an Offer	% Offered who were Hired
White or Caucasian	1591	40%	100%	77%	32%	96%
Not Answered	158	78%	100%	7%	13%	100%
Two or More Races	69	30%	100%	71%	20%	100%
Asian	53	25%	100%	92%	25%	100%
Black or African American	52	25%	100%	69%	22%	50%
Hispanic or Latino	40	30%	100%	75%	33%	100%
Other	16	19%	100%	33%	0%	-
American Indian or Alaskan Native	13	23%	100%	67%	0%	-
Total	1992	42%	100%	66%	31%	96%

- Table shows percentage of applicants who make it from one stage to the next (ex. 40% White applicants were eligible, 25% of Asian applicants who were interviewed were given an offer, etc.)
- In hiring process, applicants who are eligible are said to meet the minimum requirements for the job. All applicants who are eligible are referred.



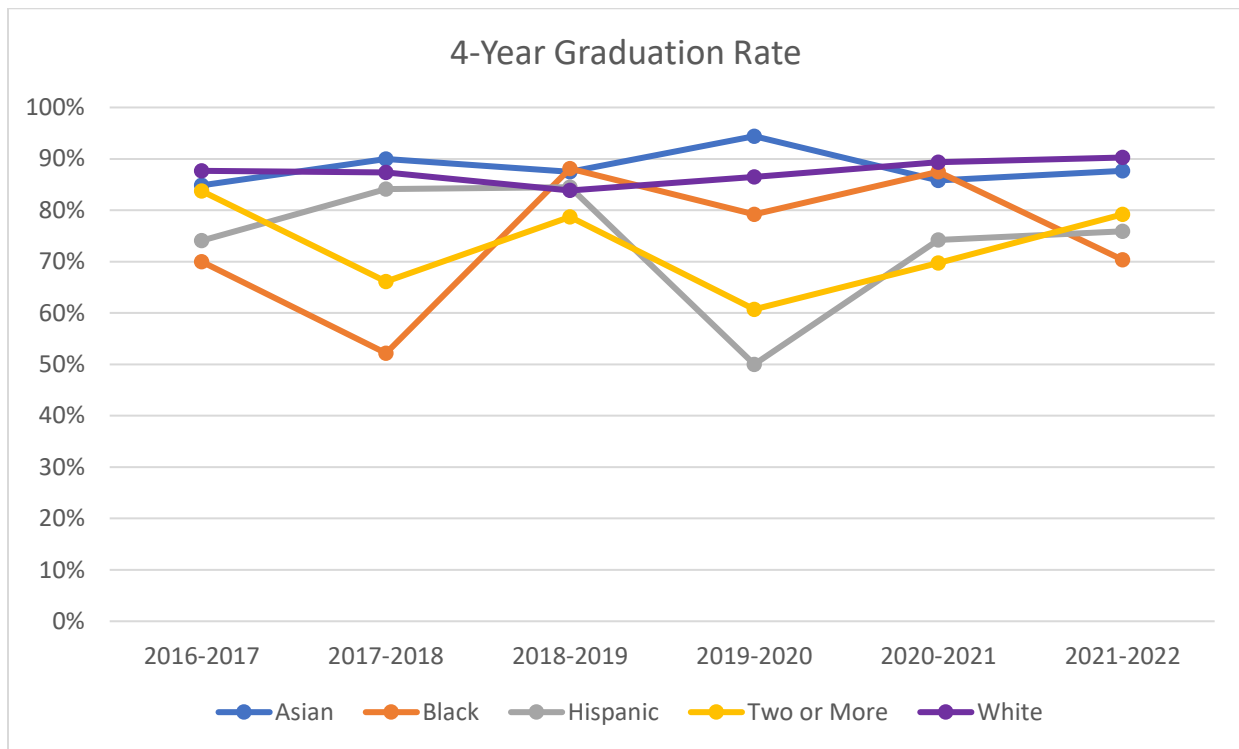
Data-Graduation Rates

Years	American Indian	Asian	Black	Hispanic	Two or More	White
2016-2017		92%	81%	90%	84%	79%
2017-2018	50%	95%	70%	89%	79%	92%
2018-2019		95%	80%	87%	77%	91%
2019-2020		97%	77%	82%	74%	91%
2020-2021		95%	80%	82%	72%	92%
2021-2022		93%	83%	81%	77%	92%



- Source: Department of Public Instruction, https://dpi.wi.gov/wisedash/download-files/type?field_wisedash_upload_type_value=hs-completion
- Data uses combined data from 4, 5, 6, and 7-year cohorts
- Data shows relatively stable graduation rates for each group pre and post pandemic
- Groups showing decrease overtime include students who are Hispanic and Two or More Races
- Students that are Black, Hispanic, and Two or More Races consistently have lowest graduation rates

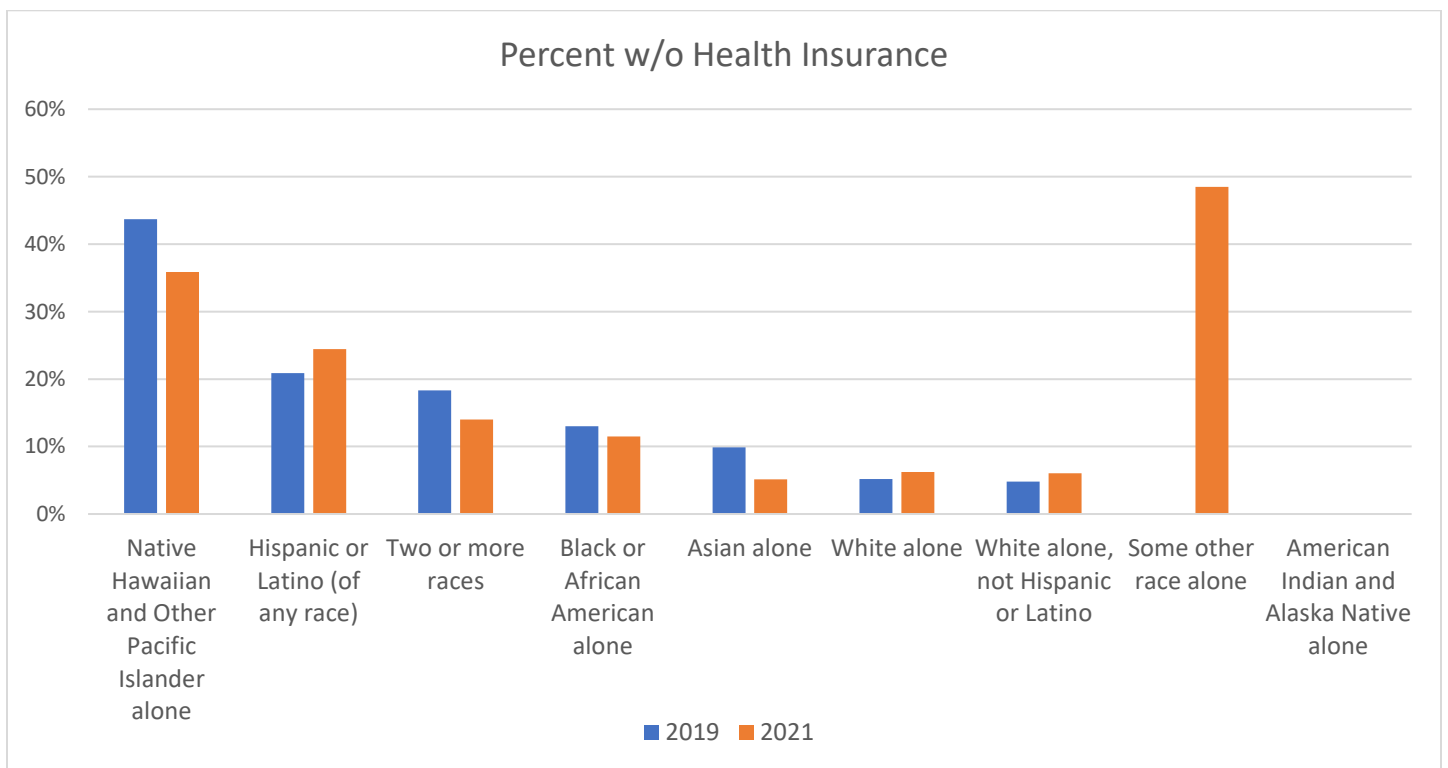
Years	Asian	Black	Hispanic	Two or More	White
2016-2017	85%	70%	74%	84%	88%
2017-2018	90%	52%	84%	66%	87%
2018-2019	88%	88%	84%	79%	84%
2019-2020	94%	79%	50%	61%	86%
2020-2021	86%	88%	74%	70%	89%
2021-2022	88%	70%	76%	79%	90%



- Source: Department of Public Instruction, https://dpi.wi.gov/wisedash/download-files/type?field_wisedash_upload_type_value=hs-completion
- Data from 4-year graduation rate (completed grades 9-12 in 4 years)
- Data shows large drop in graduation rates in 2020 for students who are Hispanic or Two or More Races, and a small drop in graduation rates for students who are Black.

Data – Population w/o Health Insurance

Population	% Uninsured	
	2019	2021
Native Hawaiian and Other Pacific Islander alone	44%	36%
Hispanic or Latino (of any race)	21%	24%
Two or more races	18%	14%
Black or African American alone	13%	12%
Asian alone	10%	5%
White alone	5%	6%
White alone, not Hispanic or Latino	5%	6%
Some other race alone	0%	48%
American Indian and Alaska Native alone	0%	0%

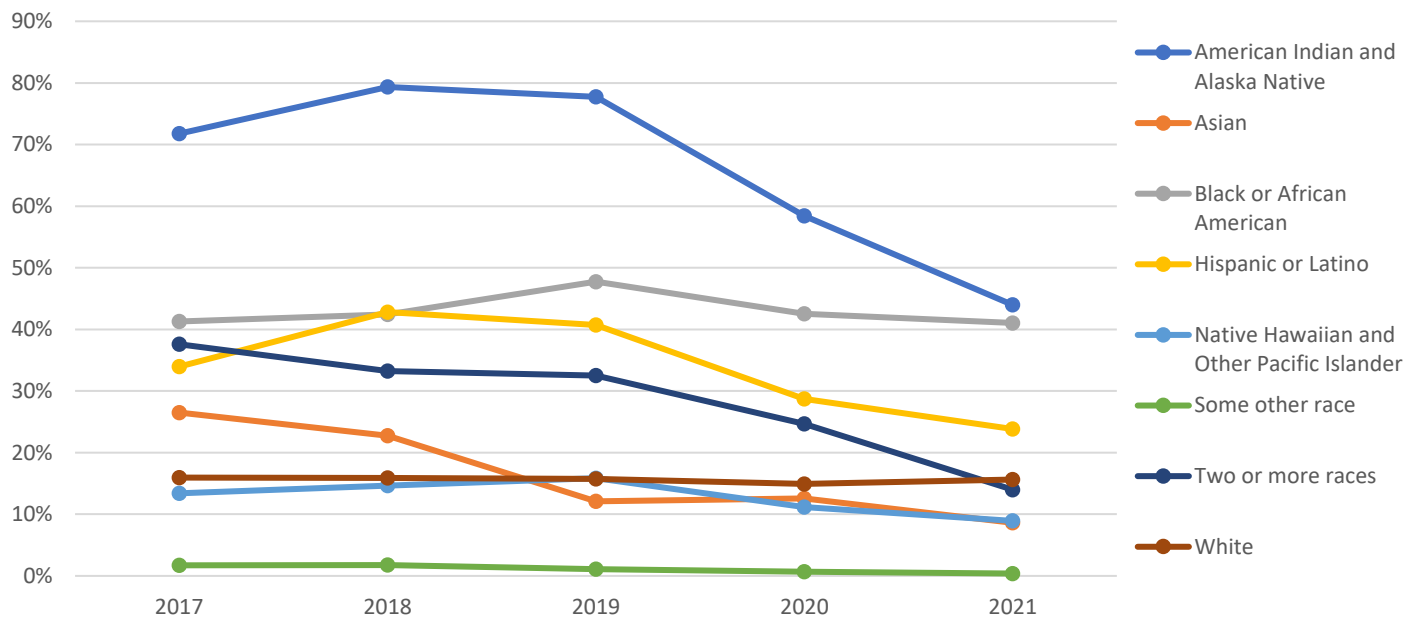


- Source: U.S. Census, <https://data.census.gov/table/ACSST5Y2021.S2701?q=uninsured&g=160XX00US5522300>

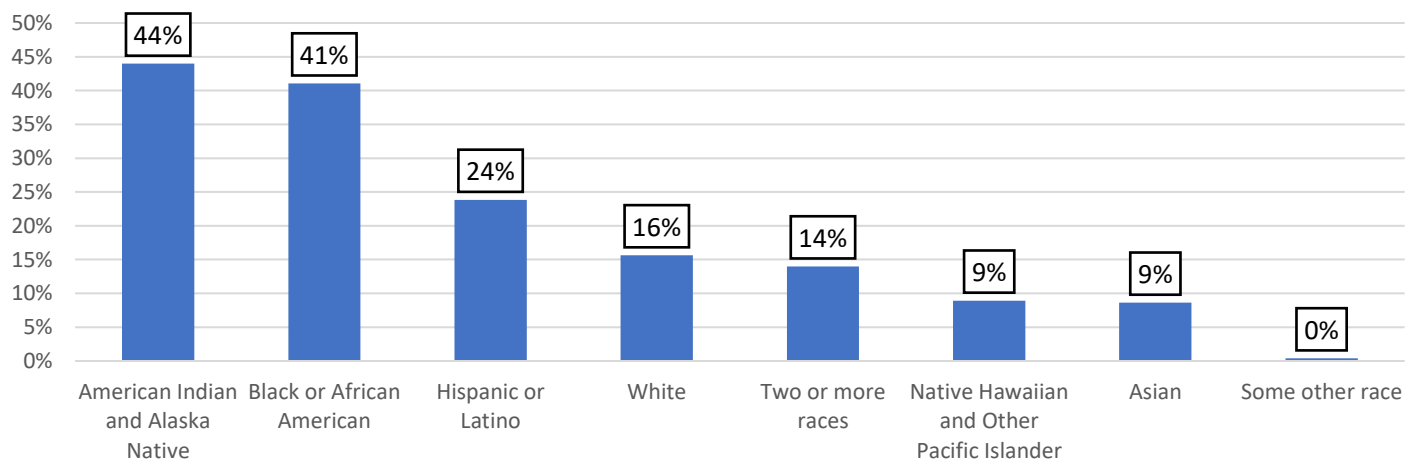
Data – Percent Below Poverty Level

Population	2017	2018	2019	2020	2021
American Indian and Alaska Native	72%	79%	78%	58%	44%
Asian	27%	23%	12%	13%	9%
Black or African American	41%	42%	48%	43%	41%
Hispanic or Latino	34%	43%	41%	29%	24%
Native Hawaiian and Other Pacific Islander	13%	15%	16%	11%	9%
Some other race	2%	2%	1%	1%	0%
Two or more races	38%	33%	33%	25%	14%
White	16%	16%	16%	15%	16%

Percent Below Poverty Level by Race



Percent Below Poverty Level (2021)



- Source: U.S. Census,

<https://data.census.gov/table/ACSST5Y2021.S1701?q=poverty&g=160XX00US5522300>