



DCDHS Staff Demographics

2021, Q4

As of 11/02/21



Executive Summary

- The overall racial and ethnic composition of the DCDHS workforce has not changed significantly since the start of 2021 (slide 13).
- A higher percentage of our Part-time (PT) employees identify as BIPOC than our Full-time (FT) employees. A lower percentage of our PT employees identify as White than our FT employees. These differences are statistically significant (slide 7).
- No statistically significant differences in the race or ethnicity of staff by role (manager or supervisor, leader, or staff) (slide 8).
- No statistically significant differences in race of new hires as compared to existing employees (slide 13).
- The percentage of employees who identify as White is significantly less for employees that have been with the Department 0-3 years, as compared to all staff and staff that have been with the Department 20+ years (slide 11).

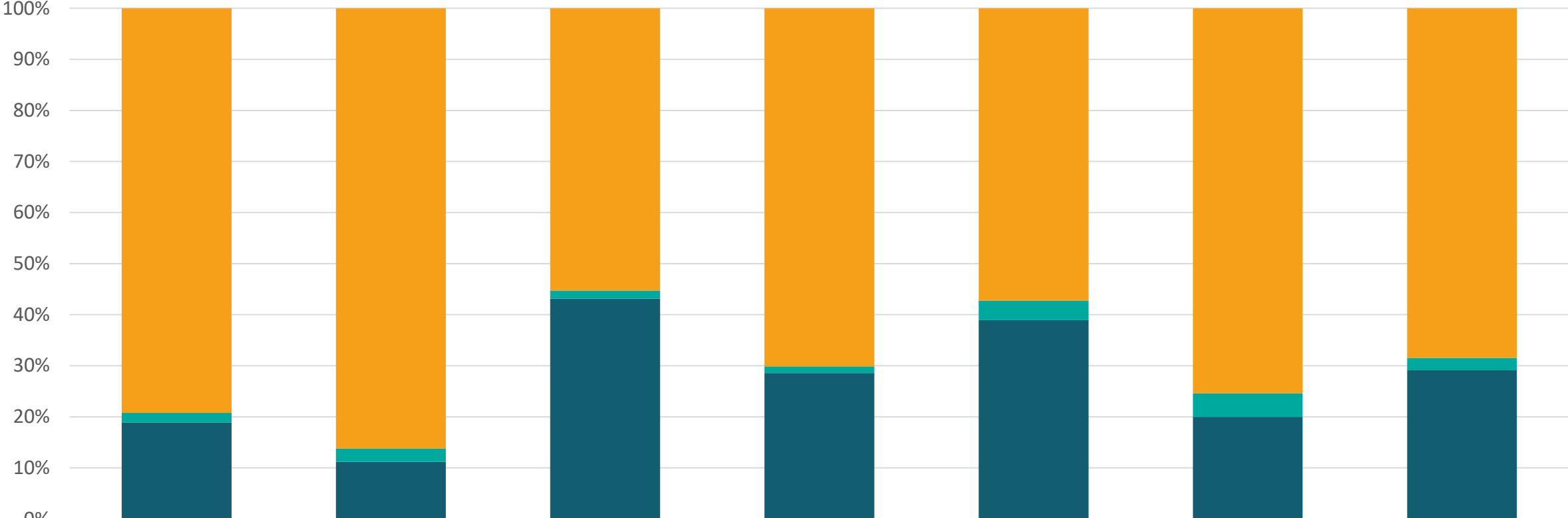


Executive Summary (cont.)

- Employees under 30 are less likely to identify as White when compared to employees who are 60 or older (slide 10).
- Badger Prairie has significantly fewer staff with 20+ years of tenure, as compared to the Department as a whole. CYF has significantly more staff with 20+ years of tenure, as compared to the Department as a whole. PEI has significantly fewer staff with 0-3 years of services, as compared to the Department as a whole (slide 14).
- The Q4 Turnover rate is about 12% higher than the Q3 turnover rate, when annualized. All Divisions, except PEI and HAA experienced a higher turnover rate between mid-July and November, than they did between March and July (slide 16).
- The percentage of social workers employed by DCDHS that identify as Asian or Black or African American is significantly higher than the percentage of licensed social workers living in the Dane County area who identify as Asian or Black or African American (slide 9).
- The Dane County population is about 22% BIPOC, while DCDHS employees are about 29% BIPOC. This difference is significant (slide 13).
- Employees with 0-3 years tenure account for 51% of the turnover this quarter (slide 17).



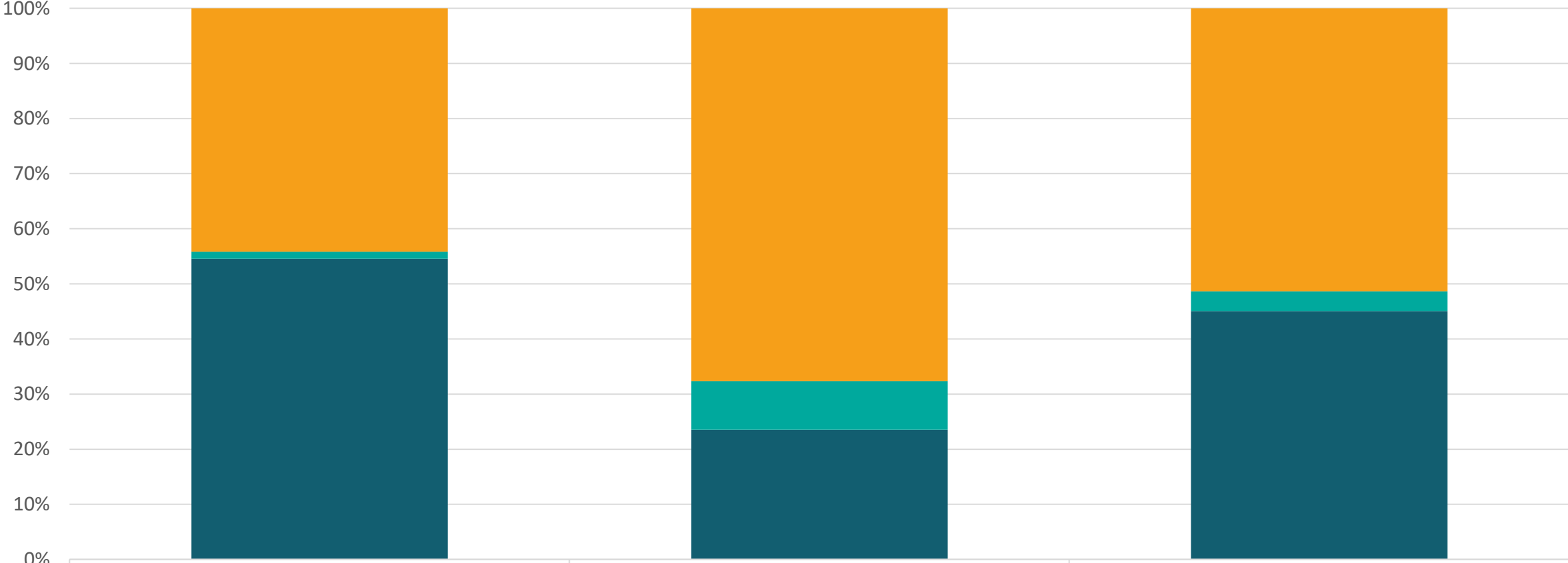
All DCDHS Employees Race/Ethnicity, by Division



	Admin, FMS, HAA (n=53)	ACS (n=152)	BPHCC (n=190)	CYF (n=154)	EAWS (n=131)	PEI (n=65)	Grand Total (n=745)
White	79.2%	86.2%	55.3%	70.1%	57.3%	75.4%	68.5%
Not Specified	1.9%	2.6%	1.6%	1.3%	3.8%	4.6%	2.4%
BIPOC	18.9%	11.2%	43.2%	28.6%	38.9%	20.0%	29.1%



Part-Time Staff Race/Ethnicity, by Division



White	44.2%
Not Specified	1.3%
BIPOC	54.5%

BPHCC (n=77)

All Divisions, Other than BPHCC (n=34)

Grand Total (n=111)

44.2%

67.6%

51.4%

1.3%

8.8%

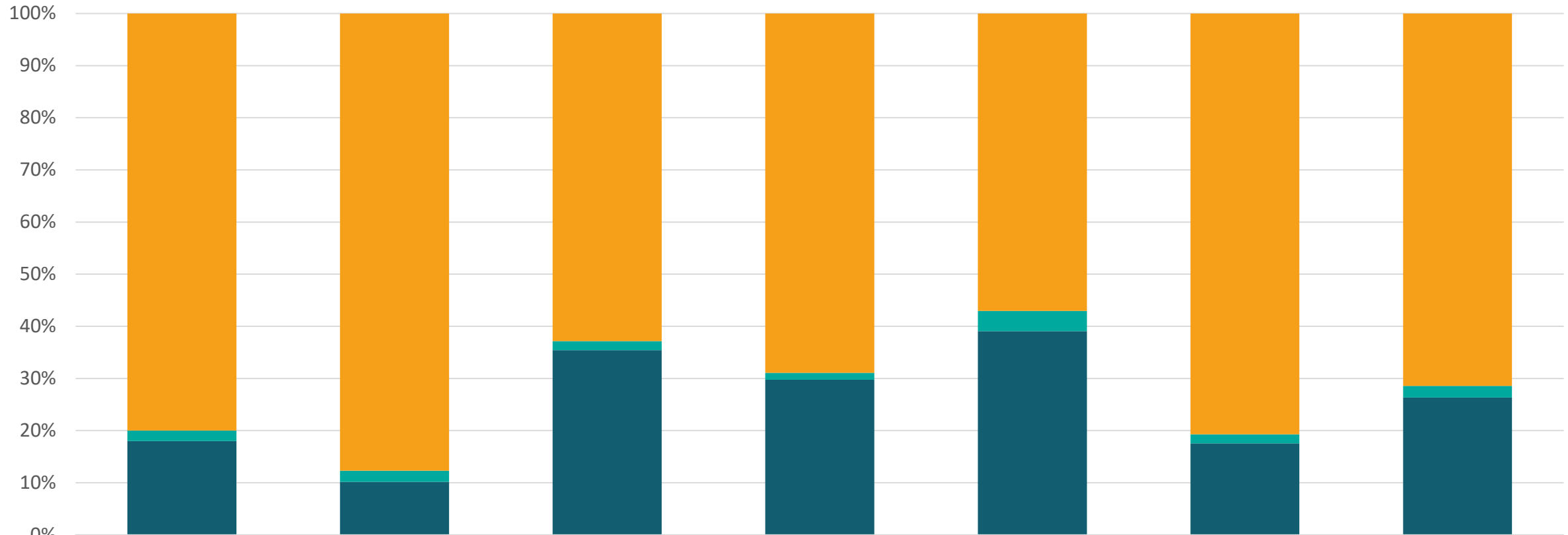
3.6%

54.5%

23.5%

45.0%

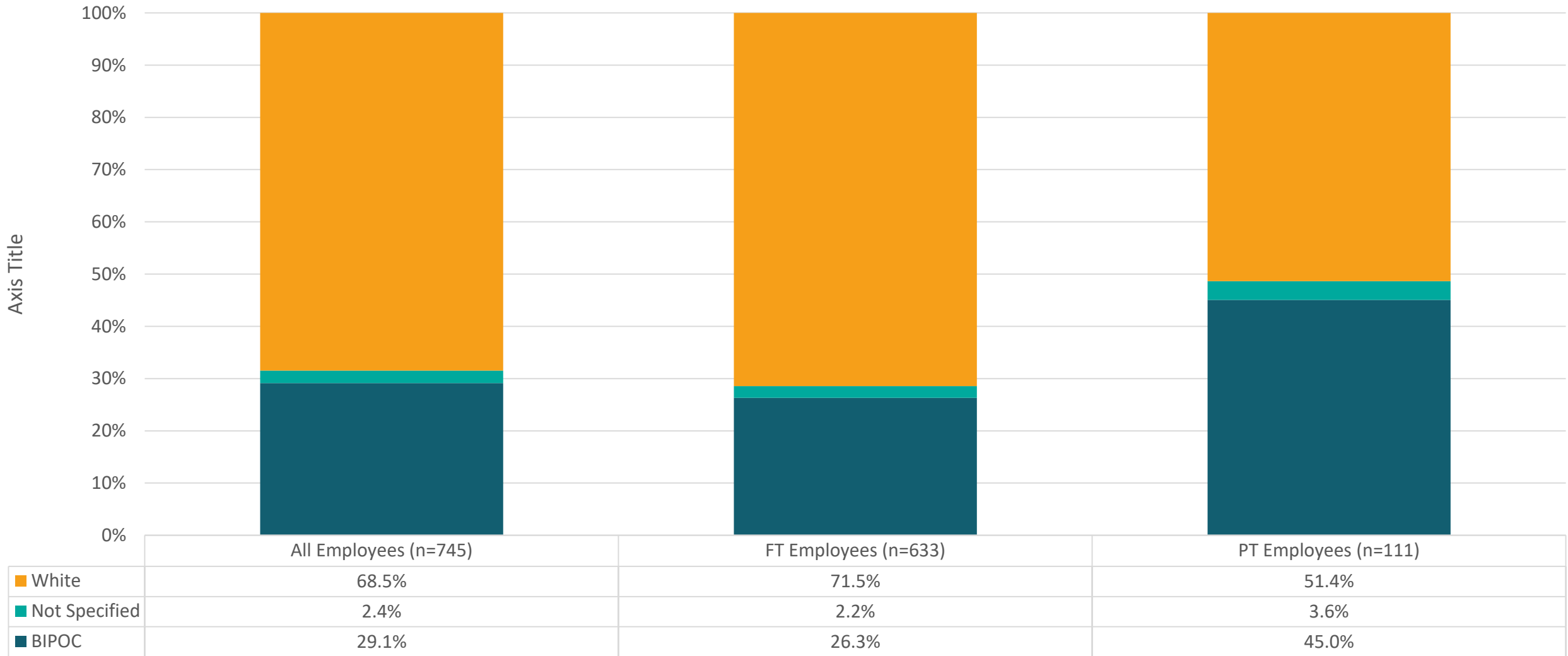
Full-Time Staff Race/Ethnicity, by Division



	Admin, FMS, HAA (n=50)	ACS (n=138)	BPHCC (n=113)	CYF (n=148)	EAWS (n=128)	PEI (n=57)	Grand Total (n=634)
White	80.0%	87.7%	62.8%	68.9%	57.0%	80.7%	71.5%
Not Specified	2.0%	2.2%	1.8%	1.4%	3.9%	1.8%	2.2%
BIPOC	18.0%	10.1%	35.4%	29.7%	39.1%	17.5%	26.3%

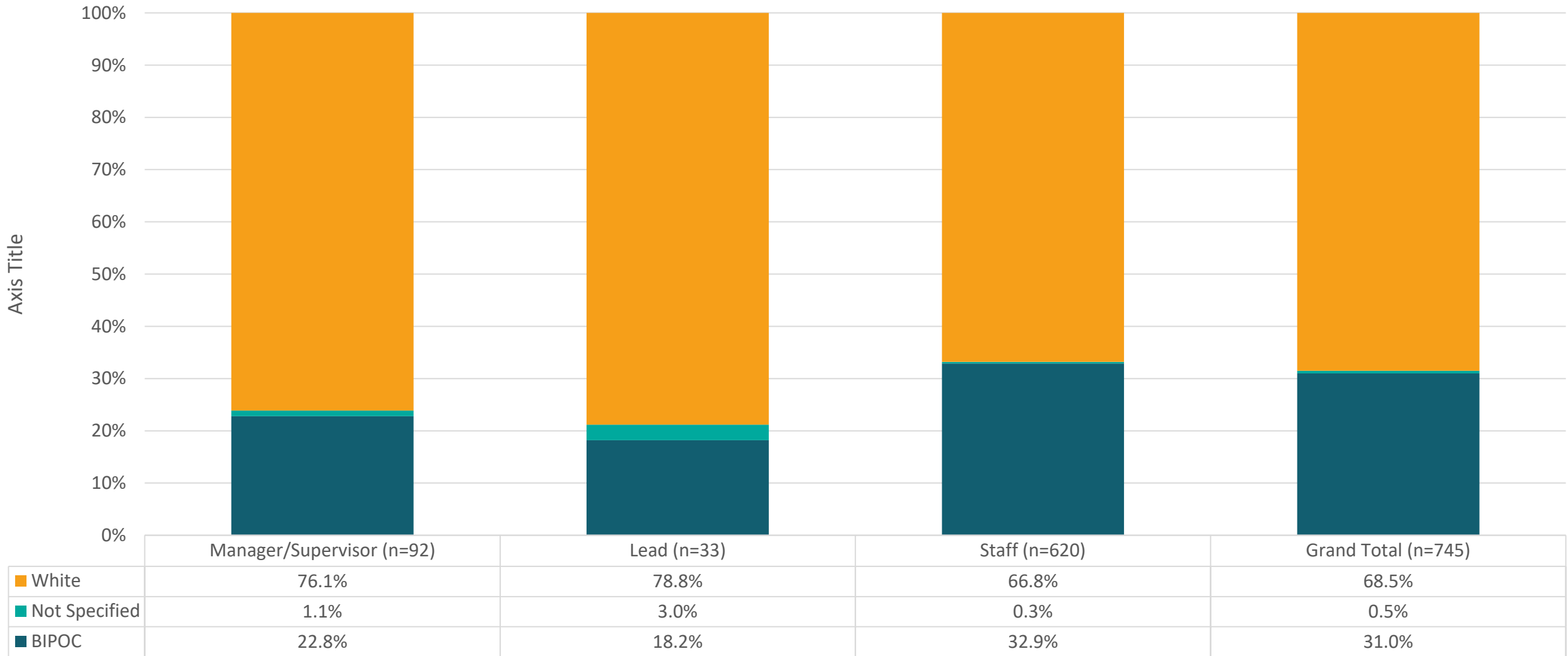


Race/Ethnicity by Employment Type



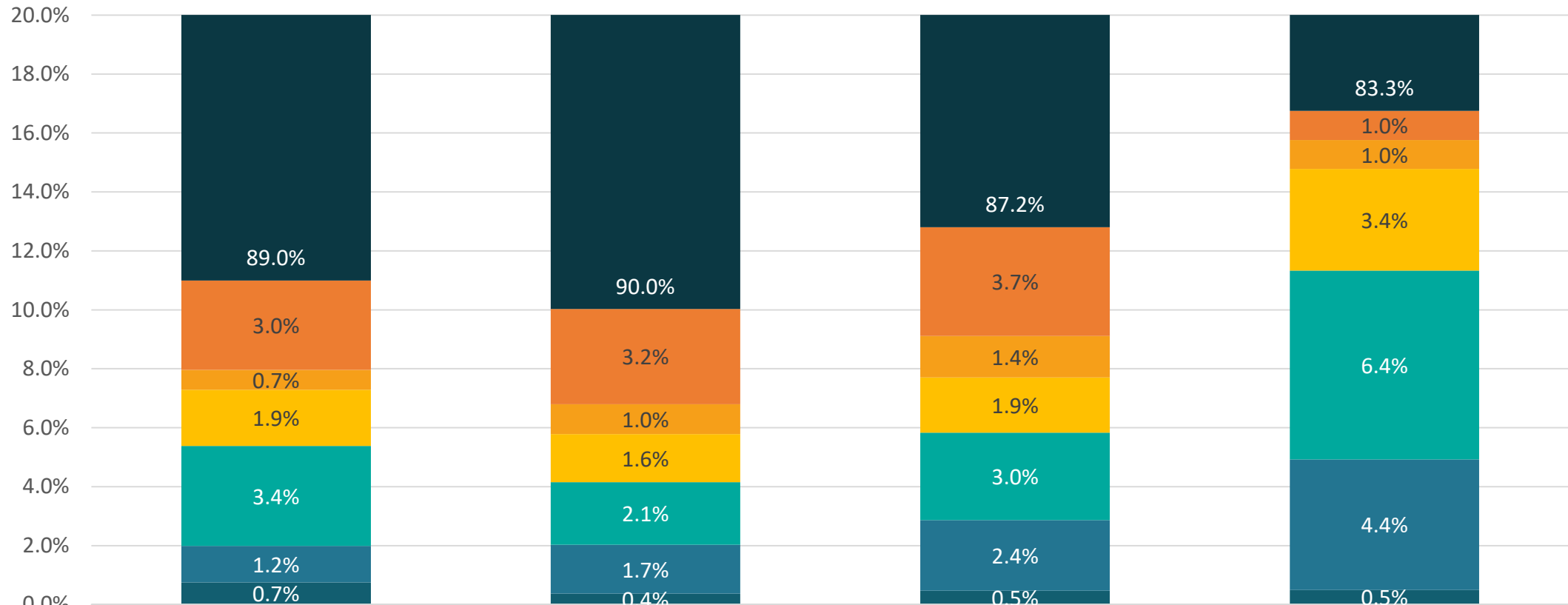


Race/Ethnicity by Role





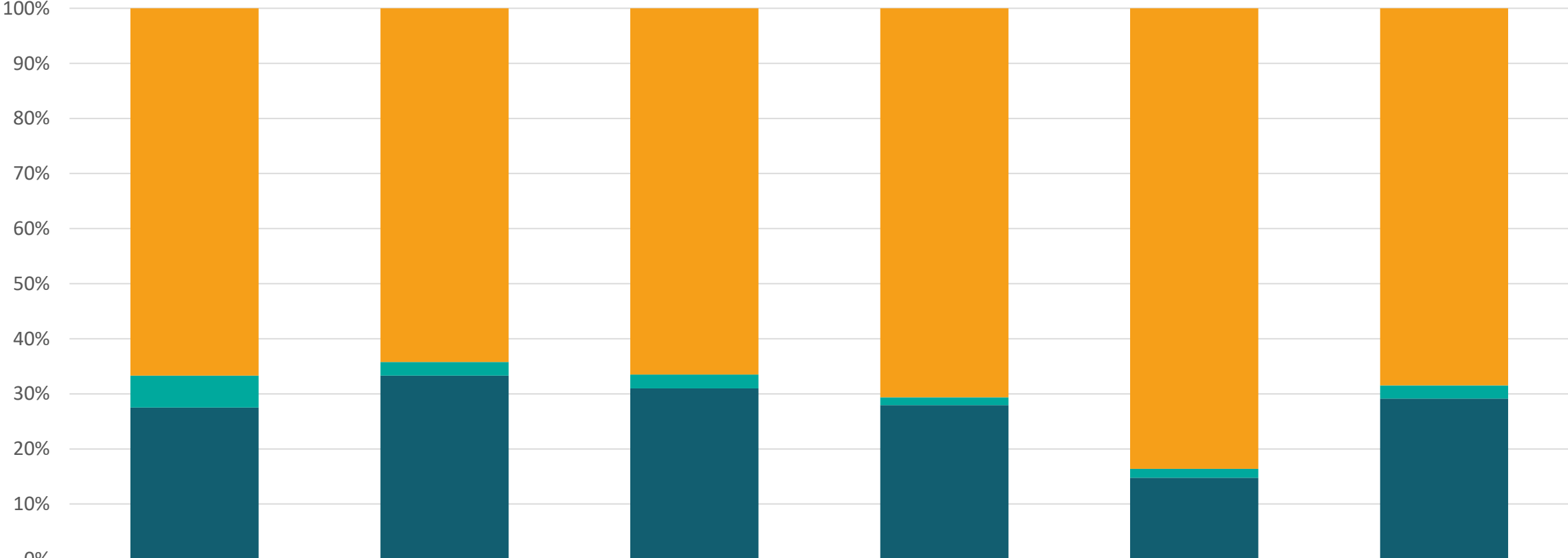
Social Workers, by Race



	Wisconsin (n=14,272)	Dane County Region (n=3,250)	Dane County Only (n=1,921)	DCDHS (n=203)
White	89.0%	90.0%	87.2%	83.3%
Unknown	3.0%	3.2%	3.7%	1.0%
Two or More Races	0.7%	1.0%	1.4%	1.0%
Hispanic or Latino	1.9%	1.6%	1.9%	3.4%
Black or African American	3.4%	2.1%	3.0%	6.4%
Asian or Pacific Islander	1.2%	1.7%	2.4%	4.4%
American Indian or Alaskan Native	0.7%	0.4%	0.5%	0.5%



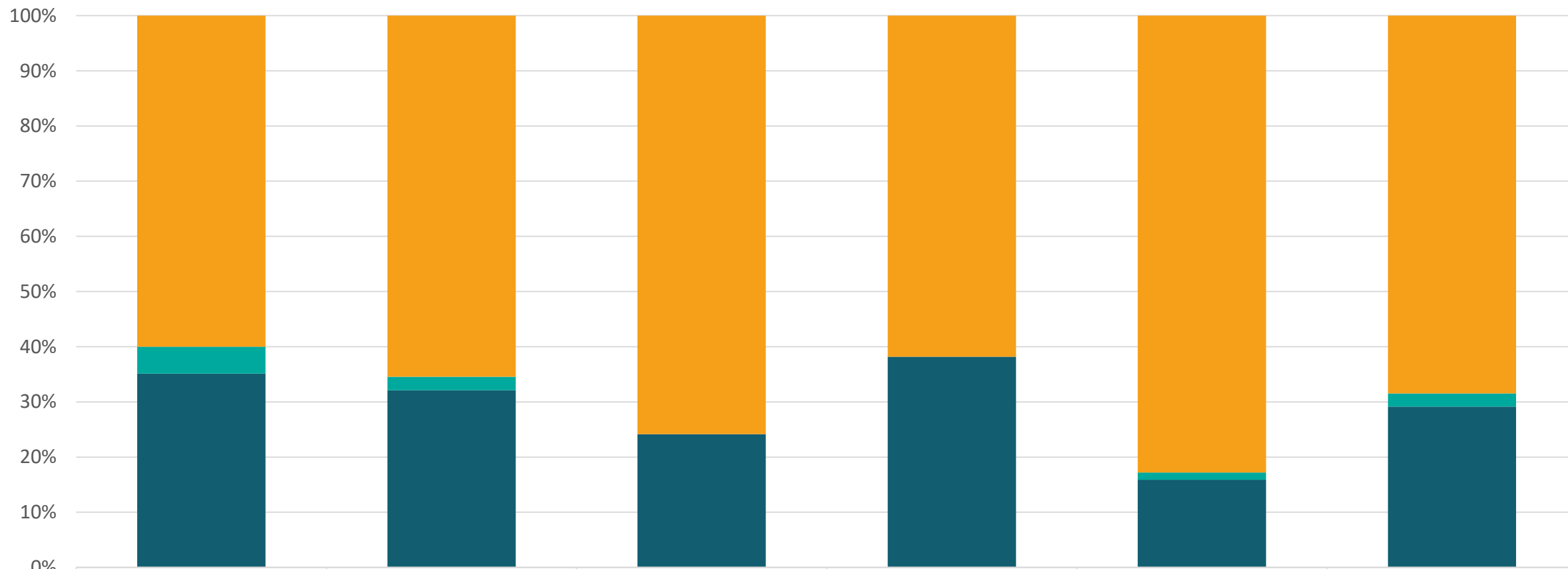
Race/Ethnicity by Age



	under 30 (n=69)	30-39 (n=204)	40-49 (n=200)	50-59 (n=211)	60 or older (n=61)	Grand Total (n=745)
White	66.7%	64.2%	66.5%	70.6%	83.6%	68.5%
Not Specified	5.8%	2.5%	2.5%	1.4%	1.6%	2.4%
BIPOC	27.5%	33.3%	31.0%	28.0%	14.8%	29.1%



Race/Ethnicity by Tenure



	0-3 Years (n=205)	4-9 Years (n=243)	10-14 Years (n=91)	15-19 Years (n=55)	20+ Years (n=151)	Grand Total (n=745)
White	60.0%	65.4%	75.8%	61.8%	82.8%	68.5%
Not Specified	4.9%	2.5%	0.0%	0.0%	1.3%	2.4%
BIPOC	35.1%	32.1%	24.2%	38.2%	15.9%	29.1%

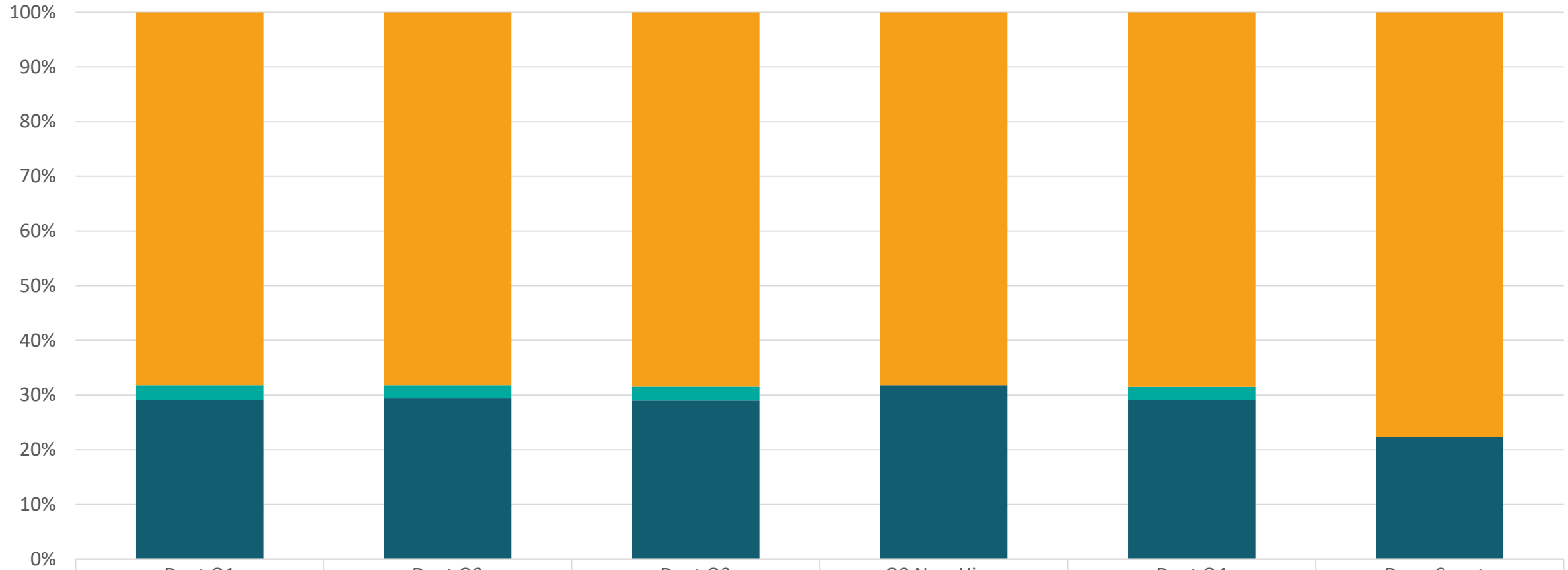


Average Years of Service by Race

	Average Years of Service
Not Specified (n=18)	4.9
American Indian/Alaska Native (n=4)	--
Asian (n=82)	7.1
Black or African American (n=74)	8.7
Hispanic or Latin (n=46)	9.1
Native Hawaiian/Pacific Islander (n=1)	--
Two or More Races (n=10)	5.5
White (n=510)	11.2
Dept. Average Tenure (n=745)	10.1



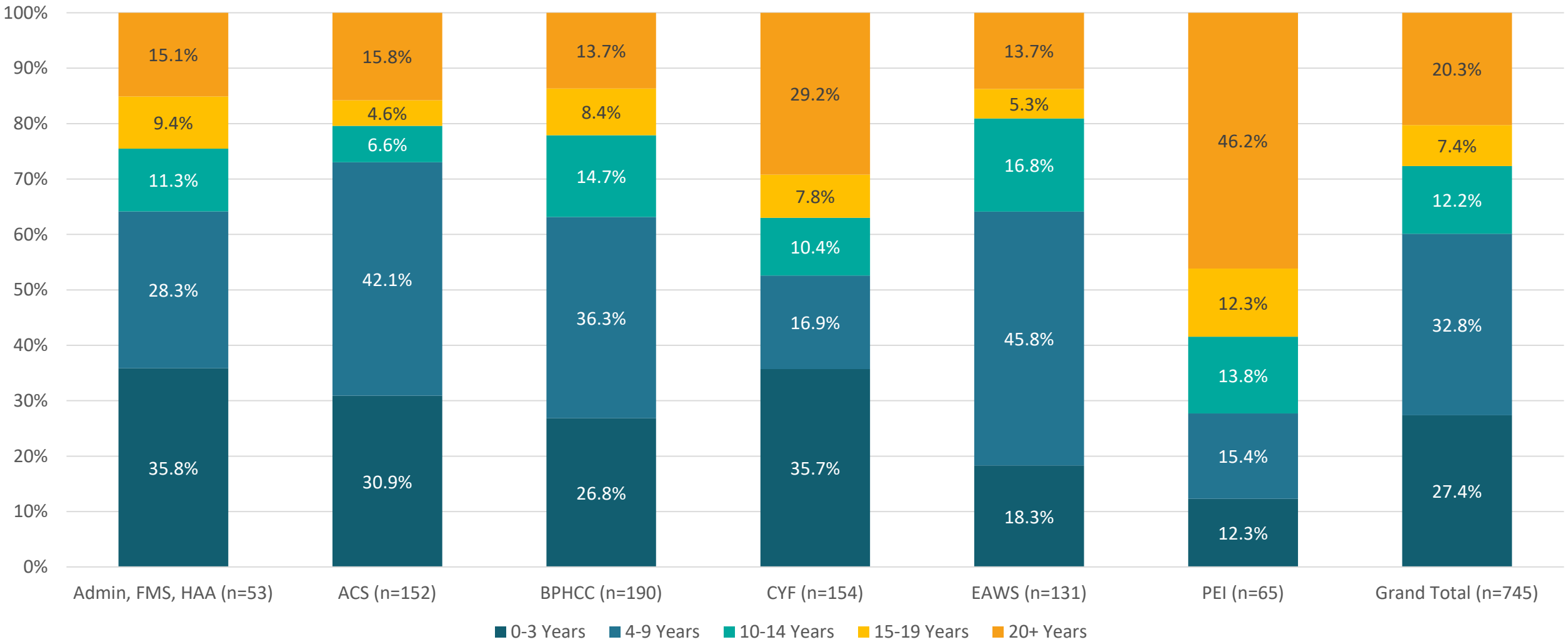
Race/Ethnicity Comparisons



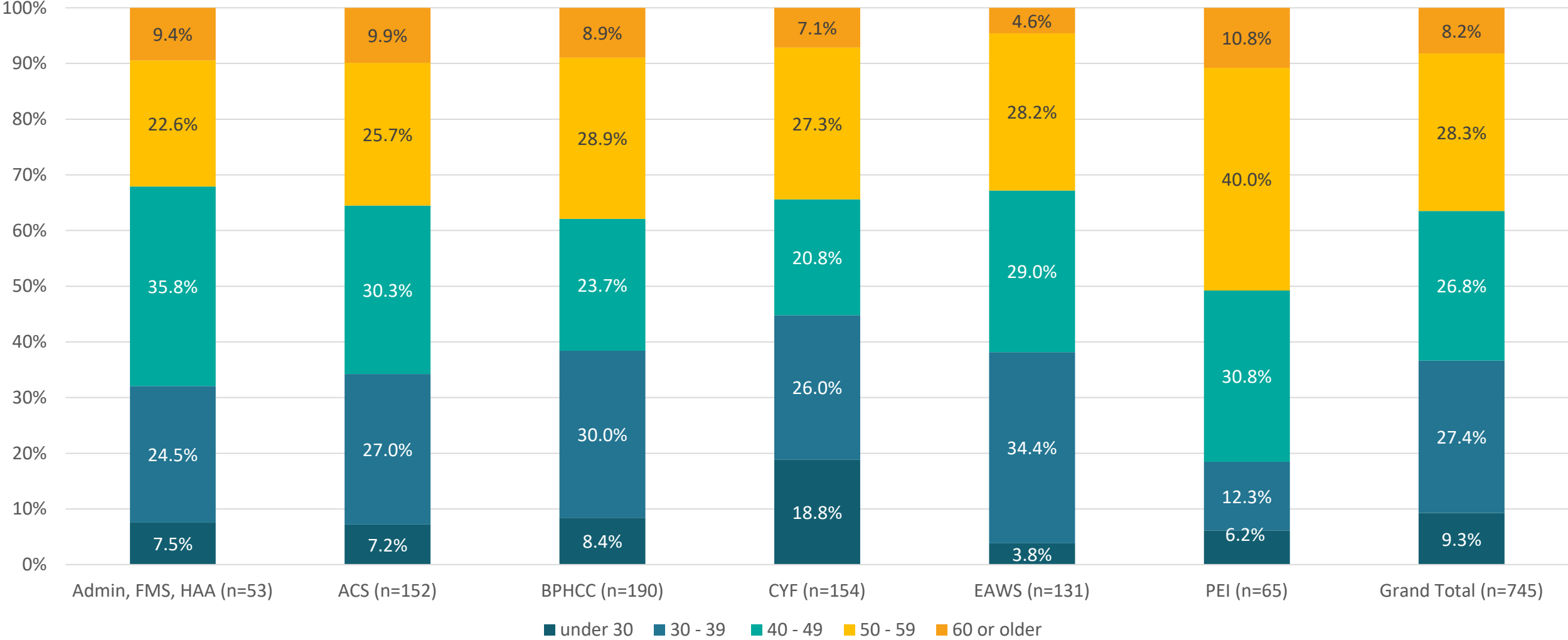
	Dept Q1	Dept Q2	Dept Q3	Q3 New Hires	Dept Q4	Dane County
White	68.2%	68.2%	68.4%	68.2%	68.5%	77.6%
Not Specified	2.7%	2.4%	2.5%	0.0%	2.4%	
BIPOC	29.1%	29.4%	29.0%	31.8%	29.1%	22.4%



Years of Service, by Division



Age Range, by Division



Q4 Turnover, by Division

	ACS	Admin, FMS, HAA	BPHCC	CYF	EAWS	PEI	Grand Total
Average # Employees	148	52	192.5	157.5	131.5	64.5	746
# Turnover	5	4	14	14	2	2	41
Turnover rate	3.4%	7.7%	7.3%	8.9%	1.5%	3.1%	5.5%
Annualized Turnover Rate	13.5%	30.7%	29.1%	35.6%	6.1%	12.4%	22.0%

1. Separations were staff that Transferred/Promoted to a different position # or left DCDHS entirely.

Q4 Turnover by Race/Ethnicity & Tenure

Turnover by Tenure	
	Percent of Total Departures (n=41)
0-3 Years	51.2%
4-9 Years	27.9%
10-14 Years	2.3%
15-19 Years	0.0%
20+ Years	18.6%

Turnover by Race/Ethnicity	
	Percent of Total Departures (n=41)
Not Specified	0.0%
Asian	16.3%
Black or African American	7.0%
Hispanic or Latin	7.0%
Two or More Races	4.7%
White	65.1%