



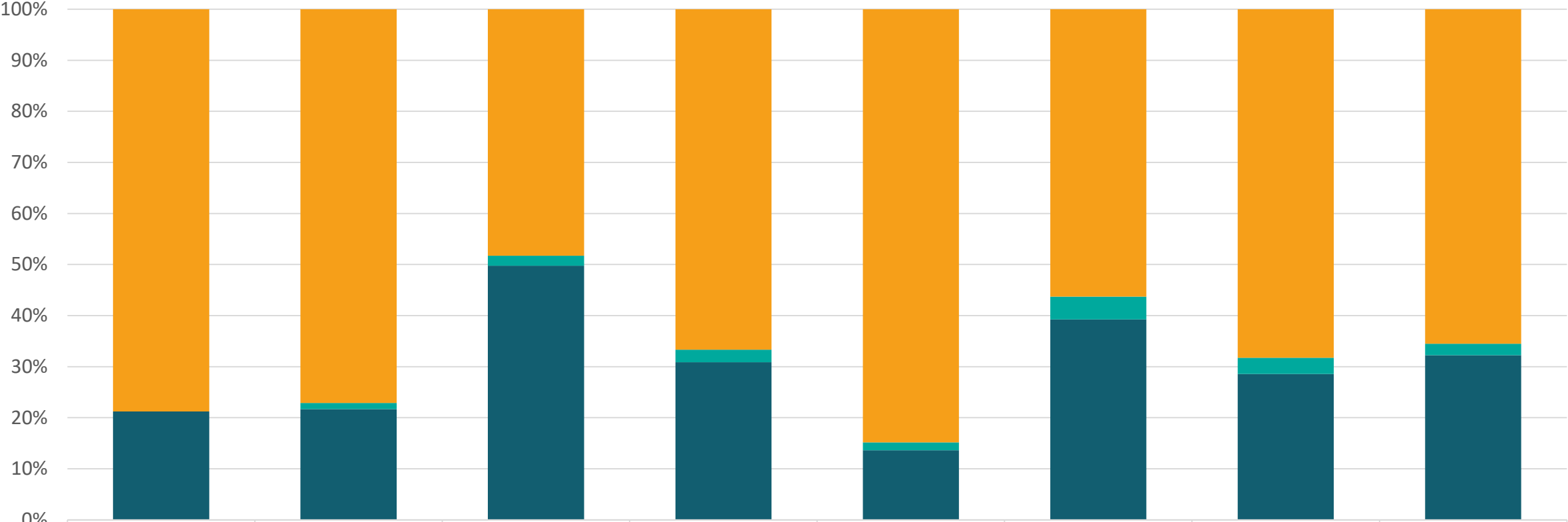
DCDHS Staff Demographics

2023, Q4

As of 12/21/2023



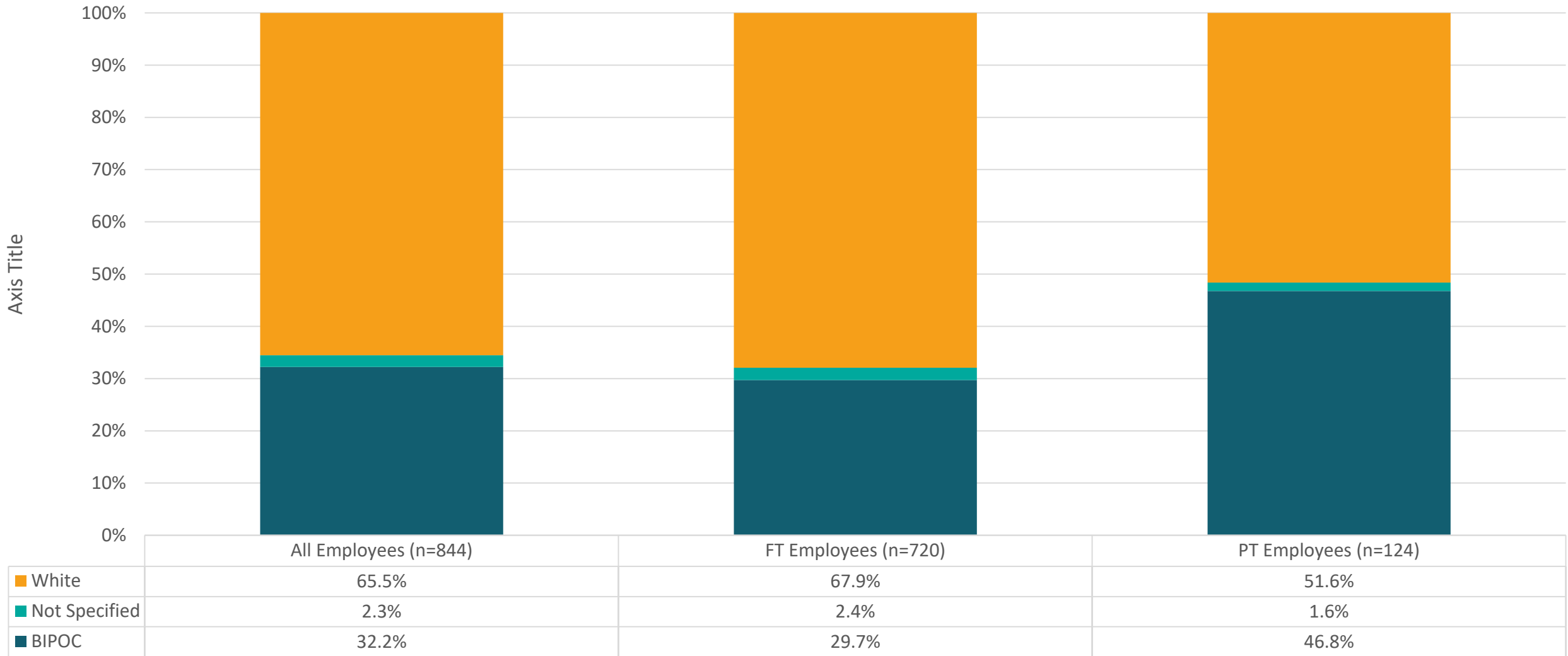
All DCDHS Employees Race/Ethnicity, by Division



	Admin, FMS, HAA (n=66)	BH (n=83)	BPHCC (n=203)	CYF (n=162)	DAS (n=132)	EAWS (n=135)	PEI (n=63)	Grand Total (n=844)
White	78.8%	77.1%	48.3%	66.7%	84.8%	56.3%	68.3%	65.5%
Not Specified	0.0%	1.2%	2.0%	2.5%	1.5%	4.4%	3.2%	2.3%
BIPOC	21.2%	21.7%	49.8%	30.9%	13.6%	39.3%	28.6%	32.2%

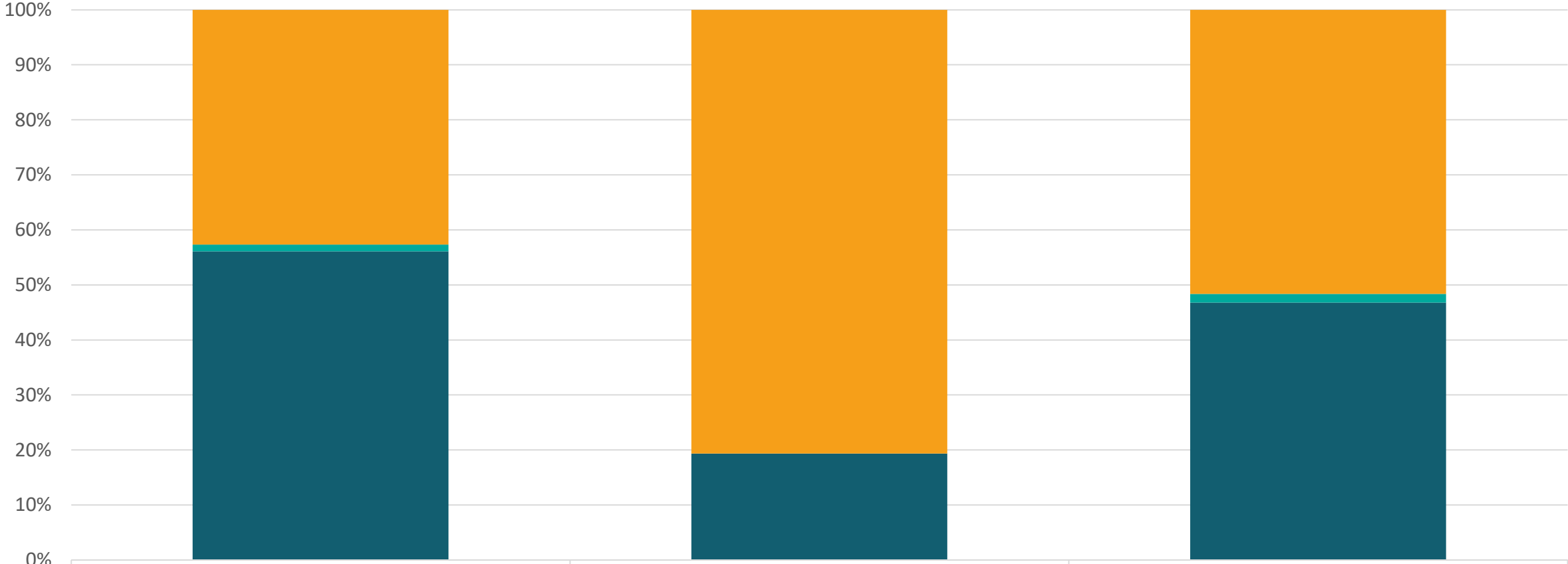


Race/Ethnicity by Employment Type





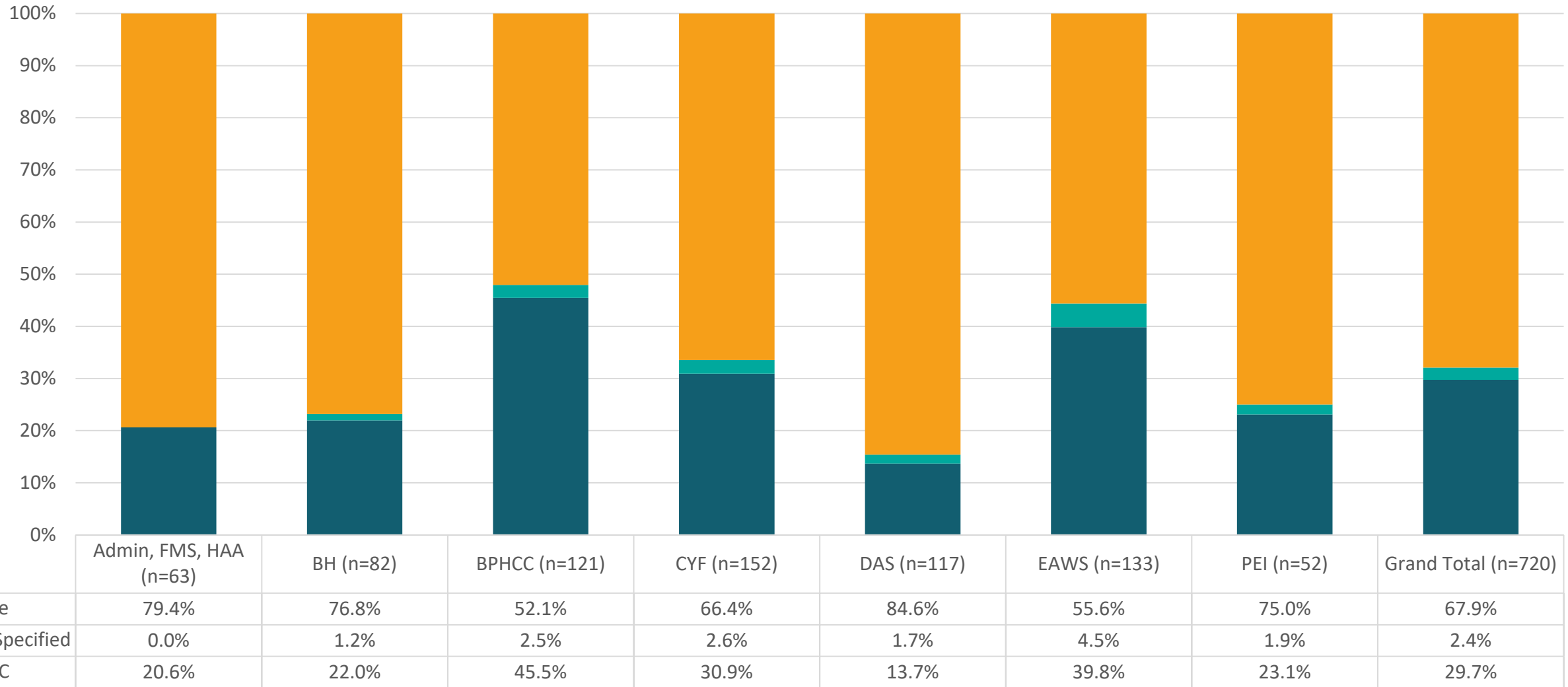
Part-Time Staff Race/Ethnicity, by Division



	BPHCC (n=82)	All Divisions, Other than BPHCC (n=42)	Grand Total (n=124)
White	42.7%	80.6%	51.6%
Not Specified	1.2%	0.0%	1.6%
BIPOC	56.1%	19.4%	46.8%

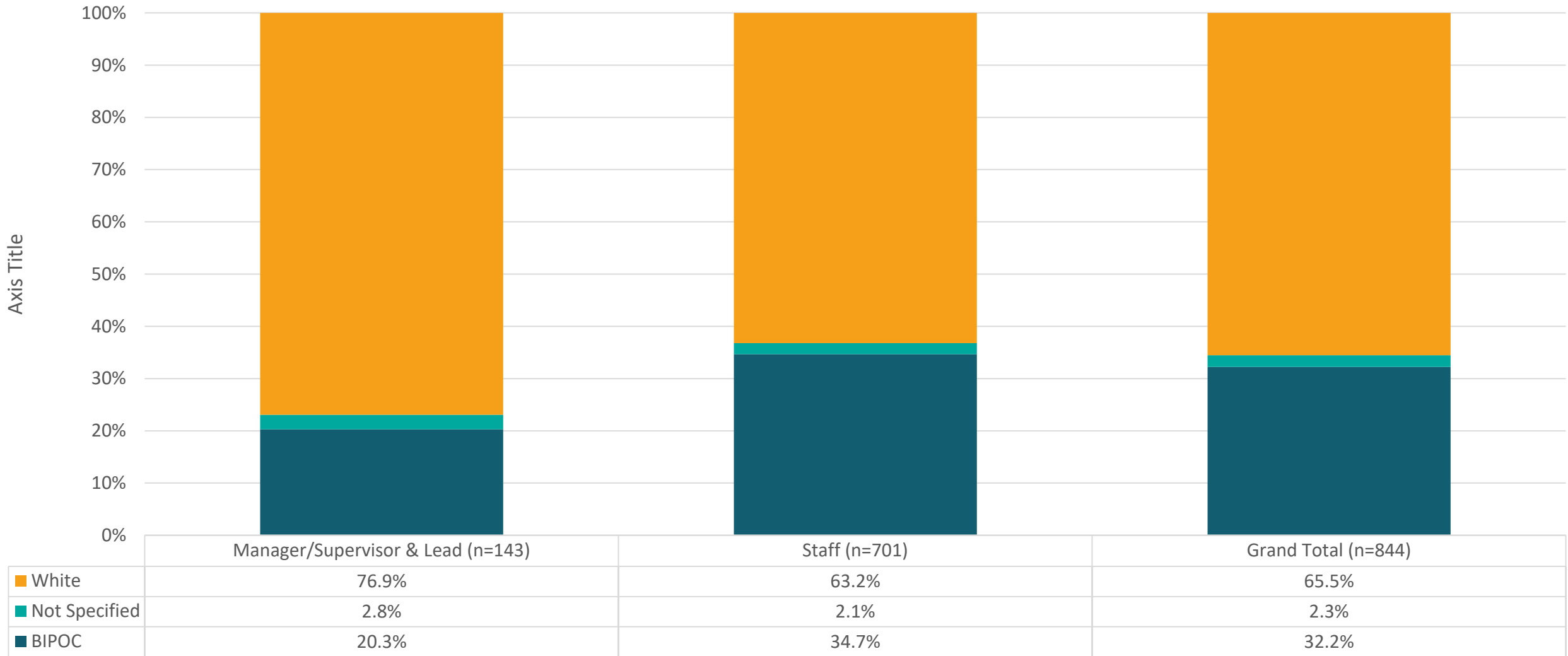


Full-Time Staff Race/Ethnicity, by Division



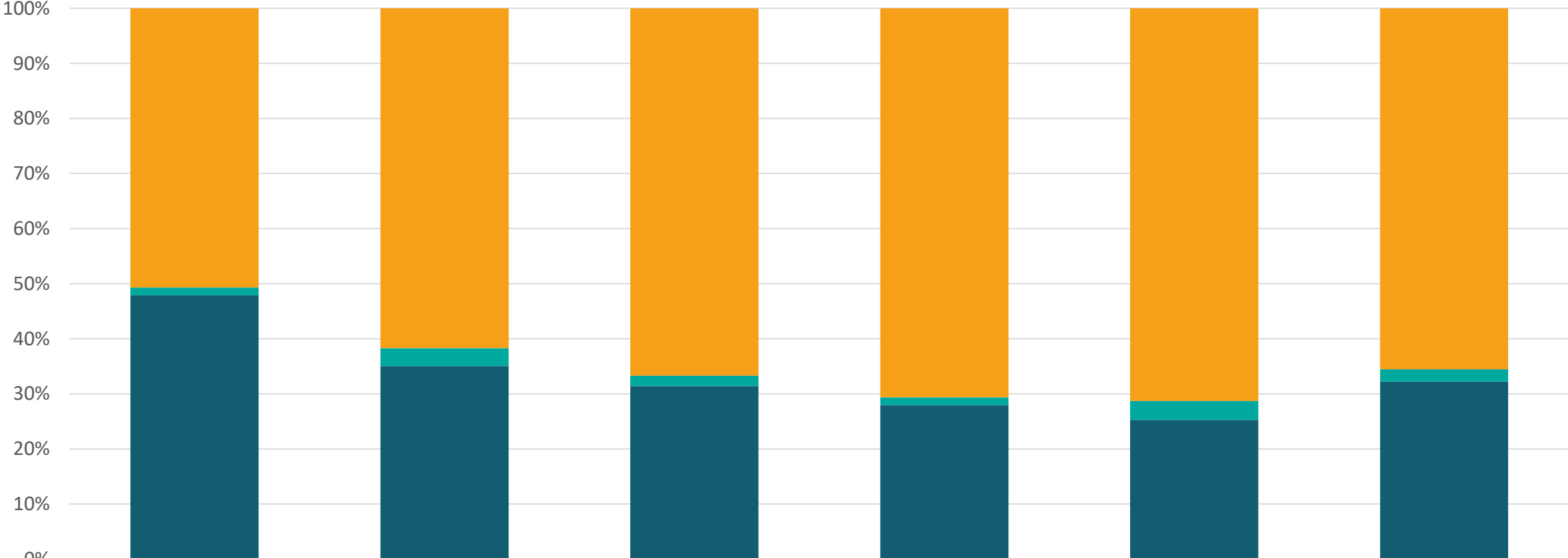


Race/Ethnicity by Role





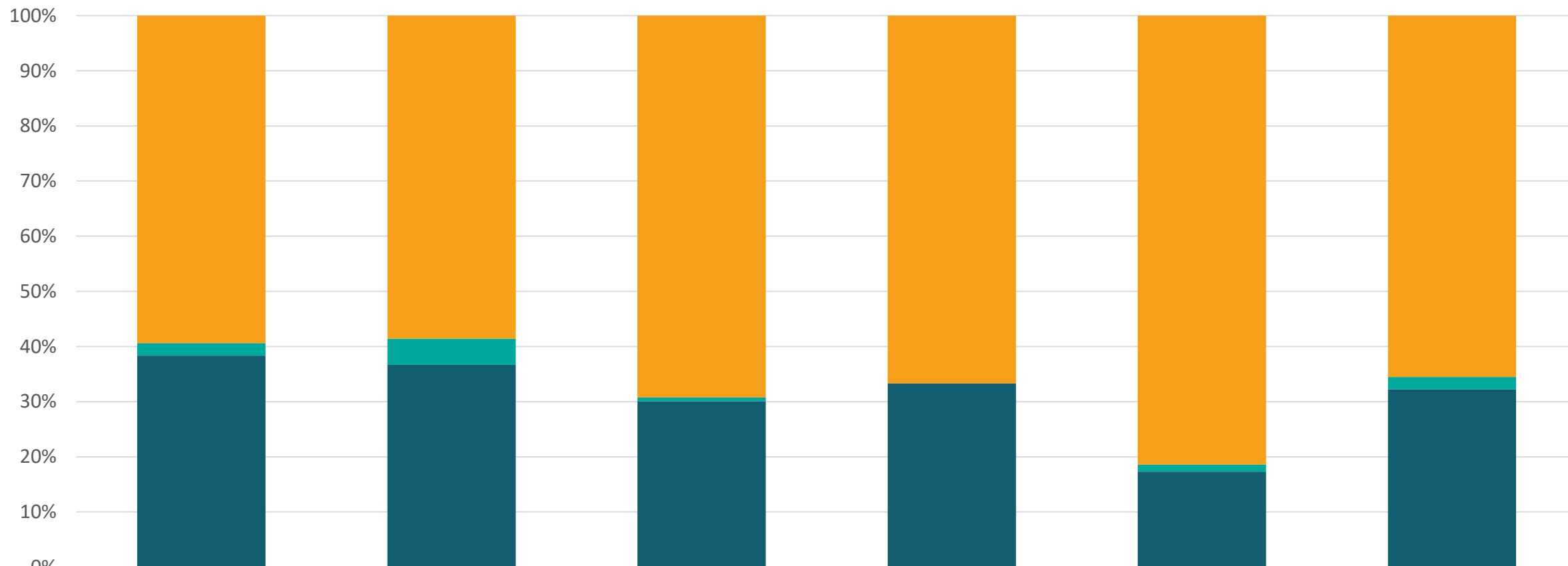
Race/Ethnicity by Age



	under 30 (n=71)	30-39 (n=214)	40-49 (n=261)	50-59 (n=211)	60 or older (n=87)	Grand Total (n=844)
White	50.7%	61.7%	66.7%	70.6%	71.3%	65.5%
Not Specified	1.4%	3.3%	1.9%	1.4%	3.4%	2.3%
BIPOC	47.9%	35.0%	31.4%	28.0%	25.3%	32.2%



Race/Ethnicity by Tenure



	0-3 Years (n=266)	4-9 Years (n=210)	10-14 Years (n=143)	15-19 Years (n=69)	20+ Years (n=156)	Grand Total (n=844)
White	59.4%	58.6%	69.2%	66.7%	81.4%	65.5%
Not Specified	2.3%	4.8%	0.7%	0.0%	1.3%	2.3%
BIPOC	38.3%	36.7%	30.1%	33.3%	17.3%	32.2%

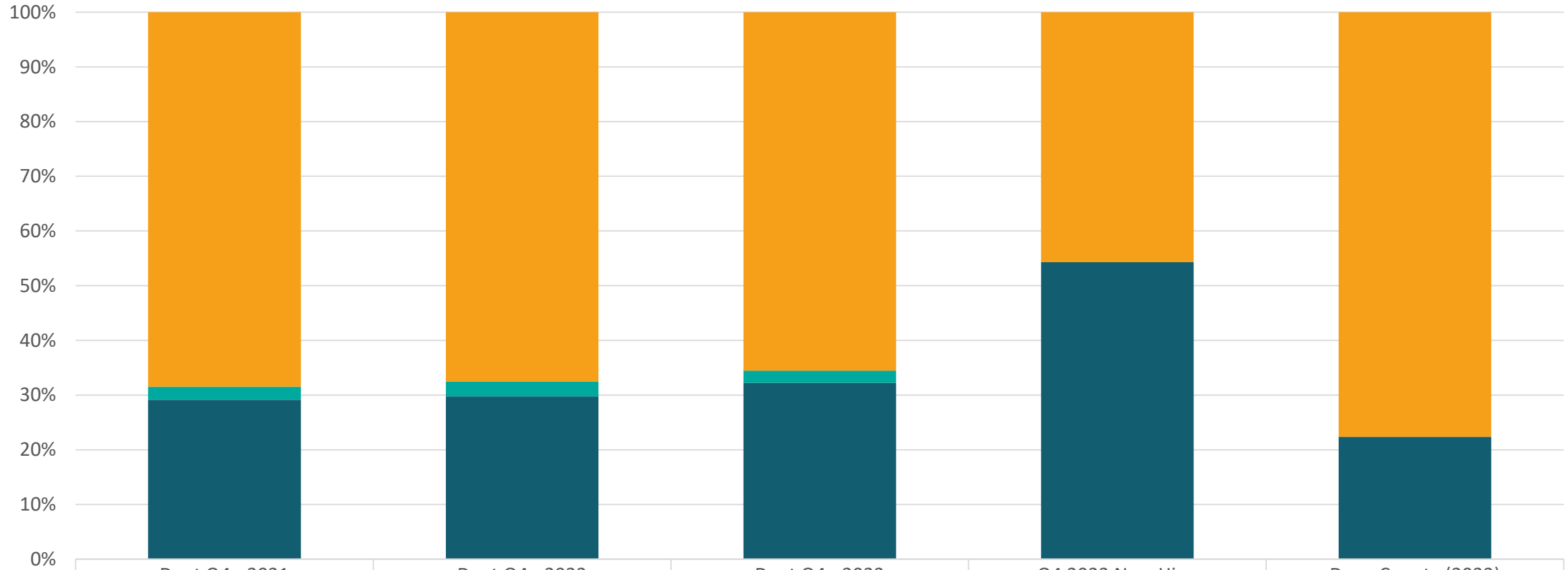


Average Years of Service by Race

	Average Years of Service
Not Specified (n=19)	7.0
American Indian/Alaska Native (n=7)	--
Asian (n=96)	7.5
Black or African American (n=88)	7.4
Hispanic or Latin (n=65)	8.1
Native Hawaiian/Pacific Islander (n=1)	--
Two or More Races (n=15)	5.1
White (n=553)	11.1
Dept. Average Tenure (n=816)	9.9



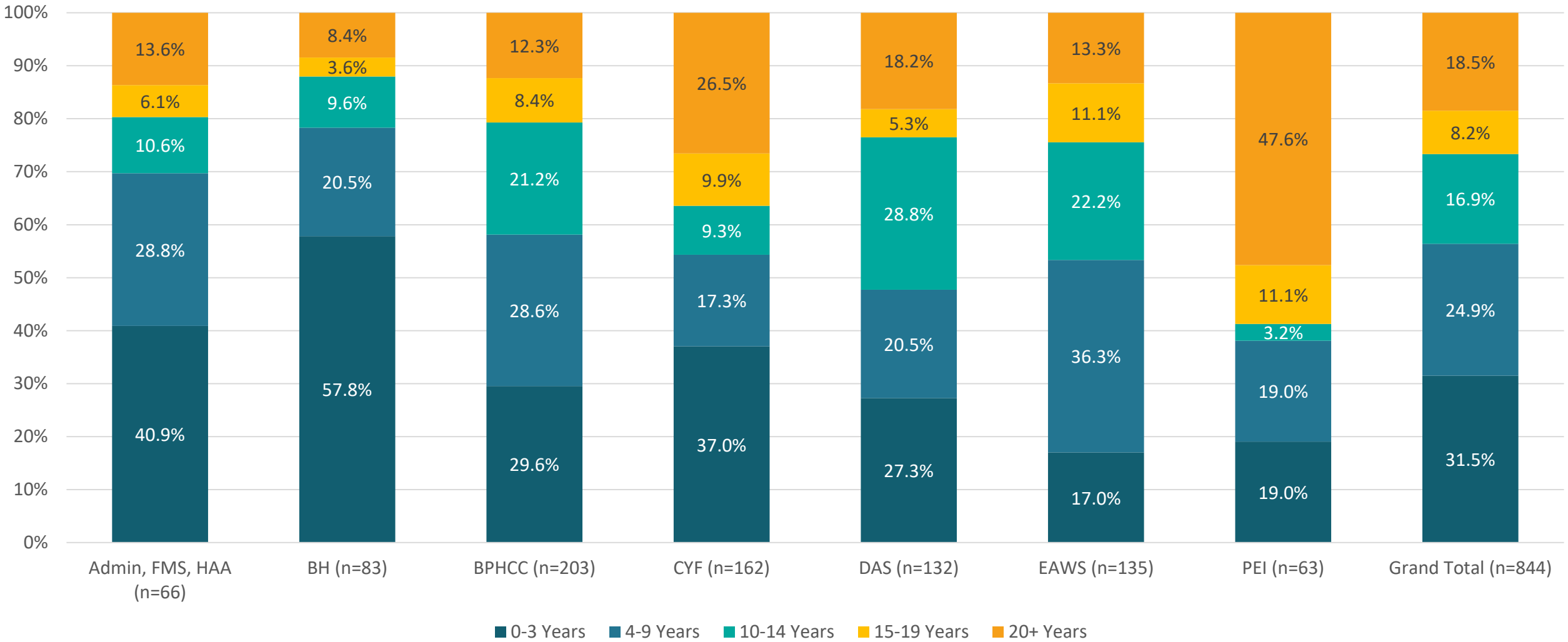
Race/Ethnicity Comparisons



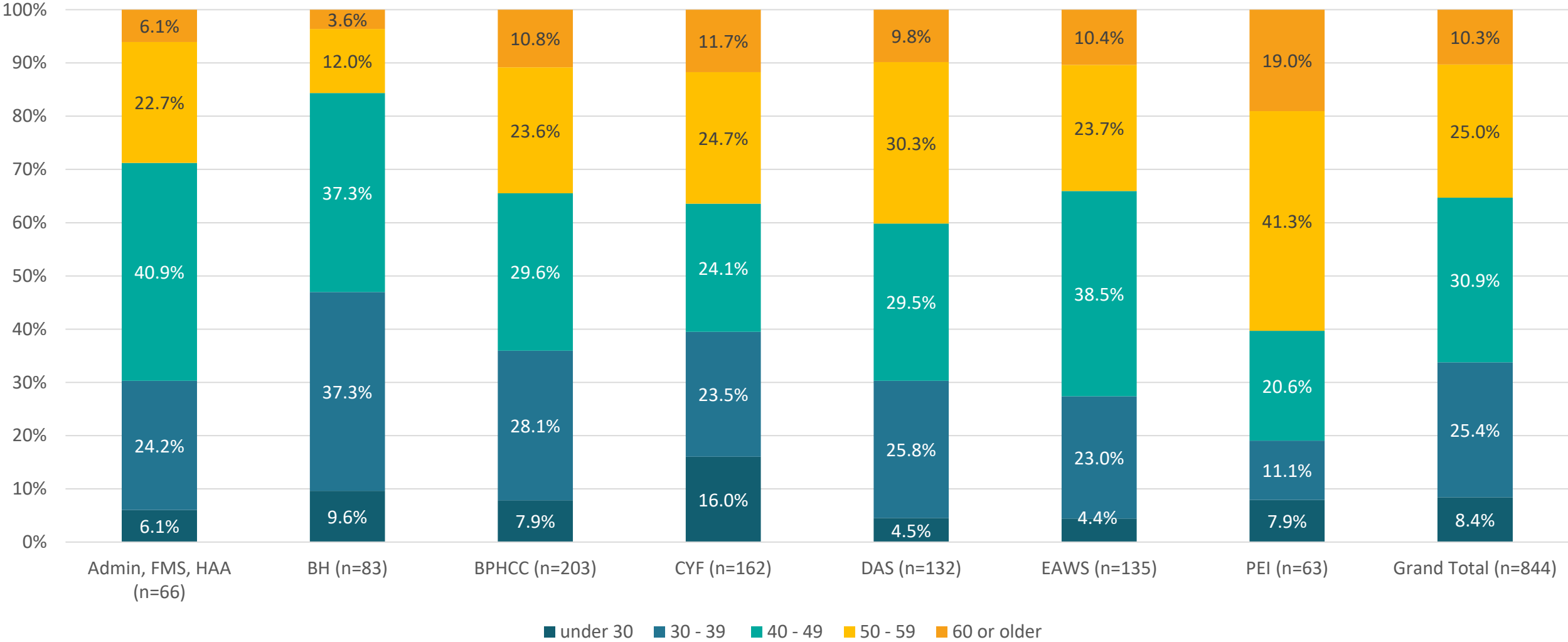
	Dept Q4 - 2021	Dept Q4 - 2022	Dept Q4 - 2023	Q4 2023 New Hires	Dane County (2022)
White	68.5%	67.5%	65.5%	45.7%	77.6%
Not Specified	2.4%	2.7%	2.3%	0.0%	
BIPOC	29.1%	29.8%	32.2%	54.3%	22.4%



Years of Service, by Division



Age Range, by Division



Q3 Turnover, by Division

	Admin, FMS, HAA	BH	BPHCC	CYF	DAS	EAWS	PEI	Grand Total
Average # Employees	64	81	201.5	160	129.5	132	62	830
# Turnover	1	0	8	7	1	2	1	20
Turnover rate	1.6%	0.0%	4.0%	4.4%	0.8%	1.5%	1.6%	2.4%
Annualized Turnover Rate	6.3%	n/a	15.9%	17.5%	3.1%	6.1%	6.5%	9.6%

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

12/21/2023

Q3 Turnover by Race/Ethnicity & Tenure

Turnover by Tenure	
	Percent of Total Turnover (n=20)
0-3 Years	65.0%
4-9 Years	10.0%
10-14 Years	10.0%
15-19 Years	5.0%
20+ Years	10.0%

Transfer/Promotion by Race/Ethnicity	
	Percent of Total (n=13)
BIPOC	38.5%
Not Specified	0.0%
White	61.5%

Quits by Race/Ethnicity	
	Percent of Total Quits (n=7)
BIPOC	42.9%
Not Specified	0.0%
White	57.1%