

**2019 Resolutions**  
**Adopted**  
**By**  
**The SFPUC**  
**Full Citizens'**  
**Advisory**  
**Committee**

## **RESOLUTION IN SUPPORT OF FOSTERING A SKILLED AND DIVERSE UTILITY WORKFORCE BY THE SAN FRANCISCO PUBLIC UTILITIES COMMISSION**

WHEREAS, Like many water, wastewater, and power utilities across the nation, more than half of the San Francisco Public Utilities Commission's (SFPUC) current workforce will be eligible for retirement in the next five to 10 years; and

WHEREAS, The SFPUC is fostering a skilled and diverse workforce to meet the agency's hiring needs by implementing workforce development programs that connect potential employees with learning, apprenticeship, job training, and employment opportunities; and

WHEREAS, The SFPUC's talent management initiatives aim to ensure incumbent workers have the skills and certifications needed for promotional opportunities within the agency; and

WHEREAS, A 2018 report by the Brookings Metropolitan Policy Program concluded that the national water and wastewater workforce is 85 percent white and two-thirds male, indicating a severe lack of gender and racial diversity within the industry; and

WHEREAS, Many utility jobs do not require a college degree, offer family-sustaining wages, and are located near communities that are disproportionately impacted by the agency's operations; and

WHEREAS, As the SFPUC values racial and gender equity, prepares the next wave of utility workers and provides skill-building opportunities through job training programs, career exposure opportunities, and partnerships with San Francisco Unified School District to support job-shadows and internships for students; and

WHEREAS, The SFPUC Citizens' Advisory Committee (CAC) expresses its support for SFPUC's efforts to diversify and upskill the agency's workforce and ensure equitable and inclusive hiring and promotion practices; now, therefore, be it

RESOLVED, That the CAC encourages the SFPUC to create more robust systems to monitor equity and inclusion in its workforce, and ensure workforce development and talent management staff are skilled and trained in monitoring equity and inclusion measures and implementing data-driven interventions, as well as work towards modification of job specifications for these positions to reflect these duties and consider experience in these areas as qualifying; and be it

FURTHER RESOLVED, That the CAC encourages the SFPUC to prioritize racial and gender equity by setting goals to improve equity across job types and seniority, and provide a semi-annual report for the first two years, and annually thereafter, of progress made institutionalizing equitable and inclusive workforce strategies at the SFPUC; and be it

FURTHER RESOLVED, That the CAC encourages the SFPUC to allocate at least one position within Human Resource Services to be responsible for analyzing workforce data for equity issues, develop goals and objectives for increased workforce equity, and assist all enterprises and bureaus with diversity recruitment, training, professional and career development, and retention.

**As adopted by the Full Citizens' Advisory Committee on February 19, 2019.**