

To: COMPENSATION/HUMAN RESOURCES COMMITTEE

From: LEANNE P. REDDEN, EXECUTIVE DIRECTOR

Date: September 29, 2025

Leanne P. Redden

Re: MONTHLY ACTIVITIES REPORT (EEO) August 2025

103 was the total workforce as of August 2025, and consisted of the following for each EEO category:

OFFICIALS & MANAGERS

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White Males	Utilization: 23.8 % Availability: 39.6 %	White Females	Utilization: 23.8 % Availability: 27.8 %
Black Males	Utilization: 0.0 % Availability: 5.5 %	Black Females	Utilization: 9.5 % Availability: 8.9 %
Asian Males	Utilization: 14.3 % Availability: 4.5 %	Asian Females	Utilization: 4.8 % Availability: 2.8 %
Hispanic Males	Utilization: 14.3 % Availability: 5.4 %	Hispanic Females	Utilization: 4.8 % Availability: 4.6 %
American Indian Males	Utilization: 0.0 % Availability: 0.5 %	American Indian Females	Utilization: 0.0 % Availability: 0.5 %

PROFESSIONALS*

59

White Males	Utilization: 28.8 % Availability: 28.0 %	White Females	Utilization: 23.7 % Availability: 38.1 %
Black Males	Utilization: 0.0 % Availability: 5.6 %	Black Females	Utilization: 16.9 % Availability: 11.9 %
Asian Males	Utilization: 5.1 % Availability: 2.9 %	Asian Females	Utilization: 10.2 % Availability: 3.6 %
Hispanic Males	Utilization: 3.4 % Availability: 3.4 %	Hispanic Females	Utilization: 6.8 % Availability: 5.5 %
American Indian Males	Utilization: 0.0 % Availability: 0.5 %	American Indian Females	Utilization: 0.0 % Availability: 0.5 %

TECHNICIANS

8

White Males	Utilization: 37.5 % Availability: 24.1 %	White Females	Utilization: 0.0 % Availability: 23.7 %
Black Males	Utilization: 37.5 % Availability: 7.0 %	Black Females	Utilization: 0.0 % Availability: 17.6 %
Asian Males	Utilization: 0.0 % Availability: 7.9 %	Asian Females	Utilization: 12.5 % Availability: 7.4 %
Hispanic Males	Utilization: 12.5 % Availability: 6.0 %	Hispanic Females	Utilization: 0.0 % Availability: 5.4 %
American Indian Males	Utilization: 0.0 % Availability: 0.5 %	American Indian Females	Utilization: 0.0 % Availability: 0.5 %

ADMINISTRATIVE SUPPORT**

15

White Males	Utilization: 0.0 % Availability: 12.4 %	White Females	Utilization: 6.7 % Availability: 34.6 %
Black Males	Utilization: 6.7 % Availability: 7.2 %	Black Females	Utilization: 33.3 % Availability: 20.0 %
Asian Males	Utilization: 6.7 % Availability: 1.8 %	Asian Females	Utilization: 0.0 % Availability: 3.3 %
Hispanic Males	Utilization: 0.0 % Availability: 6.9 %	Hispanic Females	Utilization: 40.0 % Availability: 12.8 %
American Indian Males	Utilization: 0.0 % Availability: 0.5 %	American Indian Females	Utilization: 0.0 % Availability: 0.5 %

The following reflects the EEO group distribution and participation rates within the RTA's total workforce:

<u>Category</u>	<u>Males</u>	<u>Females</u>	<u>Undeclared</u>	<u>Total</u>	<u>Percent</u>
White	25	20	0	45	43%
Black	4	17	0	21	20%
Hispanic	6	11	0	17	17%
Asian	7	8	0	15	15%
Amer. Indian	0	0	0	0	0.0%
Undeclared	0	2	2	4	4.0%
2 or more race	0	1	0	1	0.0%
Totals	42	59	2	103	100%

NEW HIRES

None

SEPARATIONS

One Black Male

PROMOTIONS

None

TRAINING & DEVELOPMENT

One Hispanic Male

UNDERUTILIZATION

The RTA's areas of underutilization are in the following categories:

OFFICIALS & MANAGERS

Black Males	5.5%
White Females	4.0%

PROFESSIONALS

Black Males	5.6%
White Females	14.4%

TECHNICIANS

Asian Males	7.9%
Black Females	17.6%
White Females	23.7%
Hispanic Females	5.4%

ADMINISTRATIVE SUPPORT

Asian Females	3.3%
White Females	27.9%
Hispanic Males	6.9%

3 undeclared employees represented in the Professionals category.
1 undeclared employee represented in the Administrative Support category.
1 two or more race employee represented in Official and Manager category.






EEO Report_Aug 2025

Final Audit Report

2025-09-29

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