
Chapter 13. Diversity

BACKGROUND

Table 15 shows the ethnic composition of the population in Davis and Yolo County in 1990. The non-Hispanic white population in Davis is higher than in the County as a whole (76.1 percent vs. 68.6 percent). The Hispanic and minority population in Davis, however, has increased from 16.7 percent of the population in 1980 to 23.9 percent in 1990.

The City of Davis has had an affirmative action employment program since 1977. It is defined as a program of positive action aimed at remedying the effects of past discriminatory practices in order to give substance to the term "equality of employment opportunity," and its purpose is to have a city labor force that reflects the ethnic and sex composition of the labor force in the employment service areas. The affirmative action program includes rules regarding recruitment and selection of city employees and Council set affirmative action goals. The city's current breakdown of employees by ethnic group and sex is shown in Table 16.

Except for the Personnel Board, which must consist of seven members and include at least two women and two minority members per the affirmative action program, there is no written affirmative action program or policy for city commissions. However, the City Council encourages affirmative action appointments to all city commissions.

GOALS, POLICIES AND ACTIONS

GOAL DIV 1. Attain equal opportunity in all aspects of public life, including employment, entrepreneurship, financing, and housing.

Policy DIV 1.1 Create and support social structures that encourage equal access for each resident to every arena of Davis public life, and change those social structures which produce, support, and legitimate values and practices which limit such access.

**Table 15
 POPULATION ETHNIC BREAKDOWN**

	City of Davis		County of Yolo	
White - Non Hispanic	35,159	76.1	96,825	68.6
Black - Non Hispanic	1,311	2.8	2,975	2.1
Asian - Non Hispanic	5,955	12.9	11,455	8.1
Native American - Non Hispanic	291	0.6	1,363	1.0
Other Race - Non Hispanic	68	0.1	292	0.2
Hispanic Origin	3,425	7.4	28,182	20.0
TOTAL	46,209		141,092	

**Table 16
 CITY STAFF ETHNIC AND GENDER COMPOSITION**

White male	160
Black male	10
Hispanic male	34
Asian male	11
Native American male	2
Total Male	217
White female	94
Black female	0
Hispanic female	15
Asian female	6
Native American female	4
Total Female	119
Total Employees	336

Standards

- a. Access to all City programs shall be available to everyone, inclusive of race, ethnicity, culture, religion, gender, sexual orientation, physical ability and socio-economic background. Access shall also not be denied based on age, except in the case of programs specifically intended to serve specific age groups.
- b. Offer assistance and support to individuals with disabilities consistent with the Americans with Disabilities Act and Rehabilitation Act '78.

Actions

- c. Review all City policies and programs to insure that they support equal opportunities and equal access.
 - d. Continue to promulgate non-discrimination laws and the City's Fair Housing Program.
 - e. Encourage developers and tenants to practice affirmative action in planning, construction, purchasing and in personnel recruitment and selection.
 - f. Practice an open-door policy in city programs, welcoming all individuals regardless of ethnicity, race, religion, class, disability, sexual orientation, and gender.
 - g. Develop City programs that use education, outreach, and training to assist historically under-represented groups in obtaining access to City programs and employment opportunities.
 - h. Publicize and actively recruit for City programs and employment opportunities in media sources widely used by all and in media sources of special interest to historically under-represented groups..
 - i. Implement barrier-free accessible design in all City of Davis projects.
 - j. Encourage barrier-free accessible design in private development projects throughout the city.
 - k. Make information on City services available in foreign languages, TDD and media accessible to the visually impaired.
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1. Encourage the DJUSD to create an active multi-cultural education program in City schools.

- m. Support and publicize events that celebrate diverse and rich traditions of different cultures, subcultures and special groups.
 - n. Develop and make available educational programs on diversity and special needs that can be used for presentations throughout the community.
 - o. Provide information to the public on cultural exchange opportunities.
 - p. Periodically assess the degree of inclusiveness in City activities and programs to determine whether or not the City's goal of assuring equal access is being met. The test of equal access shall be the degree of diverse resident or guest participation.
 - q. Determine the degree to which diverse participation reflects residential composition based on regular monitoring and annual reporting of:
 - 1. the relative diverse resident composition of the City and the greater Davis area, as reported in the US census; and
 - 2. the relative diverse employment and membership composition within all classification types at all levels of responsibility of each City department, board, commission, program, or civic activity; and
 - 3. the diverse utilization of all public and private services utilizing public resources.
 - r. Establish reasonable participation goals for the following year based on the results of the monitoring and reporting activities required by action (p) above.
 - s. Encourage associations representing business, professional, social or service interests serving the people of Davis to: 1) provide an annual report on diverse participation in those associations, and 2) establish and report reasonable diverse participation goals and objectives for the following year.
 - t. Encourage DJUSD to provide an annual report on the diverse participation in all activities within its jurisdiction and to establish reasonable diverse participation goals and objectives for the following year.
 - u. Create an active and on-going education, training, outreach and mentoring program to achieve the goals of equal access and participation in all activities of contemporary life and in all elements of civic or public life.
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- v. Regularly report to the public on diversity activities.

GOAL DIV 2. Accomplish representation in the City's workforce, commissions, committees, boards, and all civic activities to reflect as nearly as possible the racial and ethnic composition of Davis.

Policy DIV 2.1 Take all actions necessary to create a diverse City workforce and diverse participation on all commissions, committees, boards, and in all civic activities.

Standards

- a. Actions listed under Policy DIV 1.1 will serve to implement this policy.

