

OFFICE OF DIVERSITY AND EQUAL OPPORTUNITY

ANNUAL REPORT

Fiscal Year 2023



Maura Healey, Governor
Kim Driscoll, Lieutenant Governor
Matthew J. Gorzkowicz, Secretary, Executive Office for Administration and
Finance

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COMMENTS FROM THE DIRECTOR OF DIVERSITY

Dear Colleagues and Friends,

We present our 2023 Annual Diversity, Equity, and Inclusion (DEI) Report with great pleasure and pride.

This report encapsulates our journey, achievements, and ongoing commitment to fostering a workplace culture that values diversity, ensures equity, and promotes inclusivity.

Highlights for FY2023 include, but are not limited to, the following:

- ✓ Launched a new recruitment platform, **The MUSE**, to increase outreach to entry-level job seekers.
- ✓ Enhanced reporting transparency on the Diversity Dashboard with the release of 2.0 which added movement reports on hiring, promotions and separations. We also added salary bands, age length of service, and disability and veteran status.
- ✓ We collaborated with Legal and the Office of Employee Relations to support the Executive Departments in sunseting Executive Order 595—vaccine mandates.

Warm regards,

Sandra E. Borders

Sandra E. Borders, MSM, PHR
Chief Diversity Officer

EXECUTIVE BRANCH DEMOGRAPHICS

The Office of Diversity and Equal Opportunity (ODEO) makes every effort to reflect diversity in all government activities, programs, and services regardless of race, creed, color, religion, national origin, sex, sexual orientation, gender identity, age, genetic information, disability, or veteran status. ODEO believes that embracing and celebrating our differences enriches the quality of the work experience and enhances our own personal and professional relationships. Throughout the fabric of the Commonwealth, diversity, and inclusion are the threads with which we weave the tapestry of cultural inclusion for our employees and the citizens of Massachusetts to see and experience. Equal Employment Opportunity (EEO), Affirmative Action (AA), and Diversity are critical components in creating an inclusive work environment.

The fiscal year 2023 annual report represents the workforce analysis for the executive branch department. The Commonwealth of Massachusetts continues to strive toward reaching employment parity for protected groups. Below are the summaries and demographics for the executive branch.

Demographics by percentages

The headcount and the percentages are based on the Affirmative Action Plan (AAP) Job Group Summary Analysis Full Time Employees (FTE).

	Fiscal Year 2023		Fiscal Year 2022	
Race and Ethnicity	Headcount	Percentages	Headcount	Percentages
White	29,670	67.3%	29,275	69.5
Black	7,739	17.8%	7,316	17.3
Hispanic	4,002	9.2%	3,626	8.6
Asian	1,949	4.5	1,793	4.2
Native Hawaiian / Other Pacific Islander	14	0.1%	23	0.1%
American Indian / Alaskan	79	0.2%	75	.2

United States Census 2020

Parity goals for the Commonwealth are based on the American Community Survey (ACS) 2020 United States Census. Below are the percentages for the workforce availability statistics for the Total Civilian Labor Force for Massachusetts.

Protected Group	Parity Goals	Actual FY2023	Actual FY2022
Women	49.1	53.7	53.3
Minorities	25.8	32.7	31.6
Persons With Disabilities	12 ¹	3.1	2.6
Veterans	7 ²	3.8	4.1

¹ Based on the Office of Federal Contract and Compliance (OFCCP) Final Rules changes to the regulations implementing Section 503 of the Rehabilitation Act of 1973. The goal is 12% for all EEO4 categories except for Officials and Administrators, where it stands at 8%.

² Based on the Office of Federal Contract and Compliance (OFCCP) Final Rules changes to the regulations under the Vietnam Era Veterans' Readjustment Assistance Act.

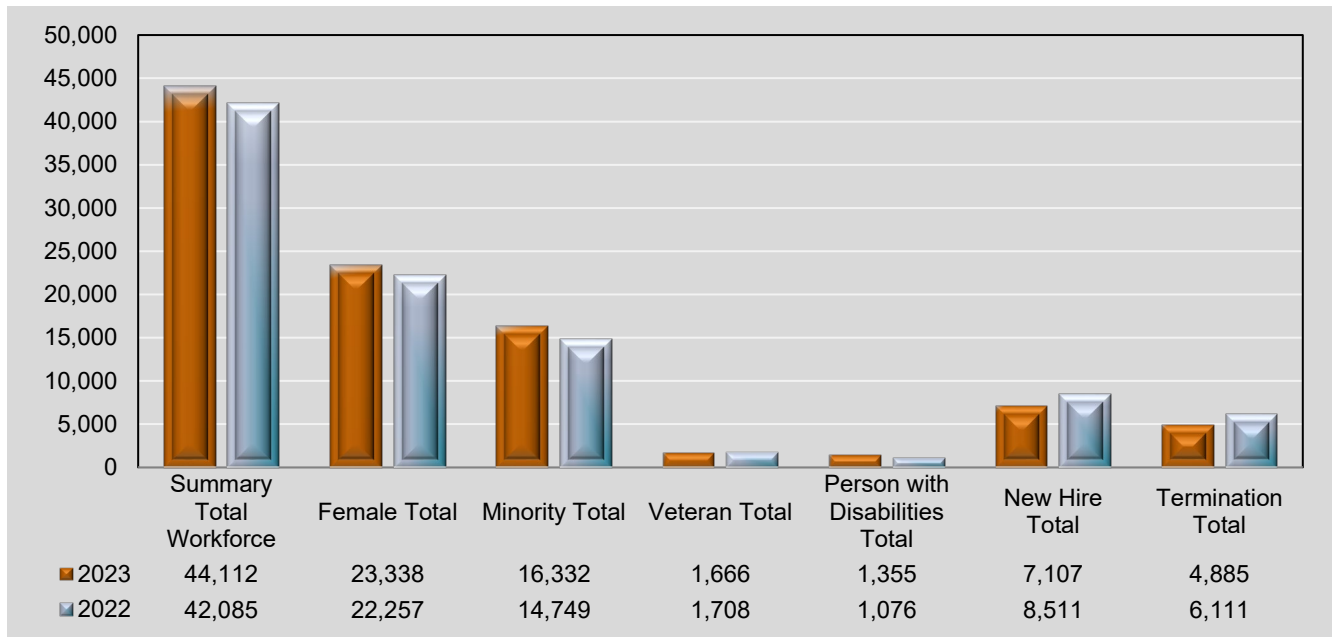
EXECUTIVE BRANCH WORKFORCE SUMMARY

The Executive Branch Workforce had a slight increase in the total workforce for women and an increase in the total workforce for minorities. During FY2023, the total workforce number increased from 42,085 to 44,112, reflecting growth of 2,027 (4.8%) employees in the workforce. The overall number of women increased from 22,257 to 23,338, an increase of 1,081 or 4.9%. The total number of minorities increased from 14,749 to 16,332, an increase of 1,583 or 10.7%. Both women and minorities remain above the parity goals of 49.1% and 25.8%, respectively.

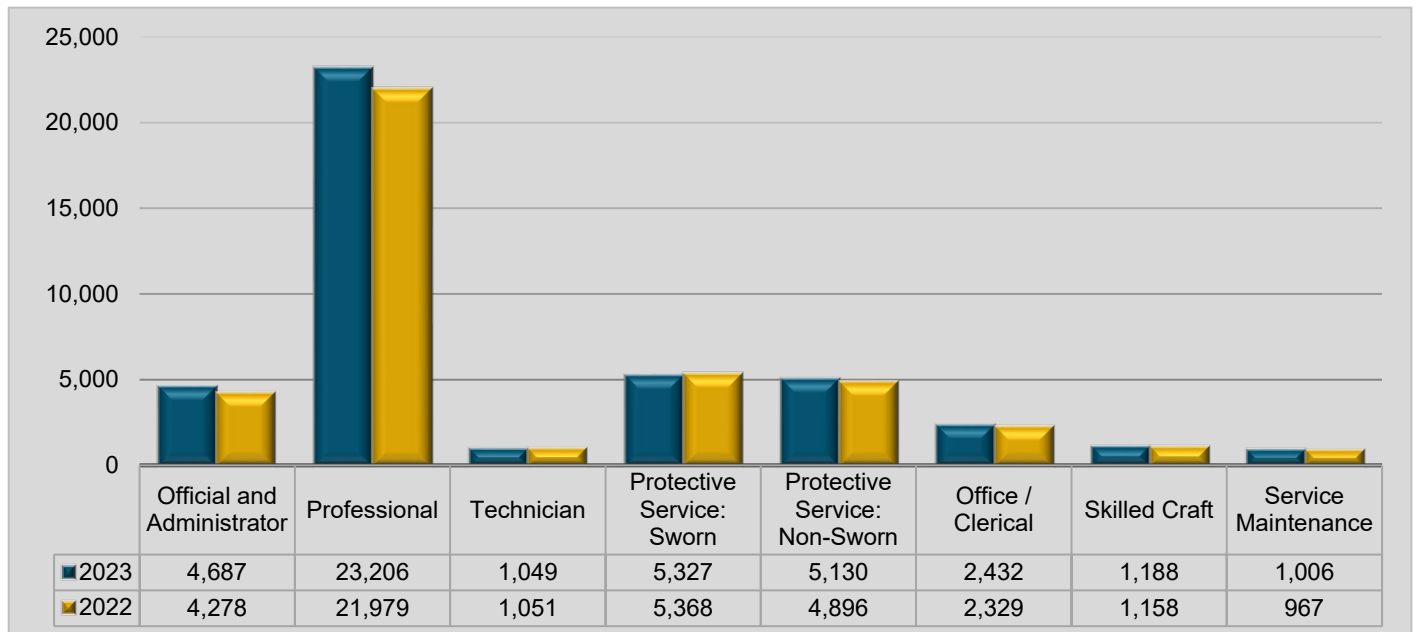
Between FY2023 and FY2022, there has not been a significant change in numbers and percentages for self-identified veterans and persons with disabilities, and both groups are still underrepresented in the workforce. For the period of FY2023, there were 1,666 (3.8%) veterans and 1,355 (3.1%) persons with disabilities in the workforce. In FY2022, there were 1,708 (4.1%) veterans and 1,076 (2.6%) persons with disabilities. Persons with disabilities increased by 279 persons, and the number of veterans decreased by 42 persons in the overall workforce. It is worth mentioning that completing the self-identification process for veterans and persons with disabilities is voluntary. Employees belonging to these groups who elect not to self-identify are not included in the statistical count. Therefore, the exact representation of these two latter groups is likely to be higher than the statistics reported herein.

As of June 30, 2023, there were 7,107 new hires compared to 8,511 in FY2022. This is a decrease of 1,404 total new hires from the last fiscal year. There were 4,885 terminations in FY2023 compared to 6,111 terminations in FY2022. The number of total terminations decreased by 1,226 employees. Most of the terminations are due to attrition retirements, relocations, and continuing education opportunities, promotional opportunities within and outside of state government.

Executive Branch Workforce Statistics



Executive Branch Workforce Summary by EEO4 Category





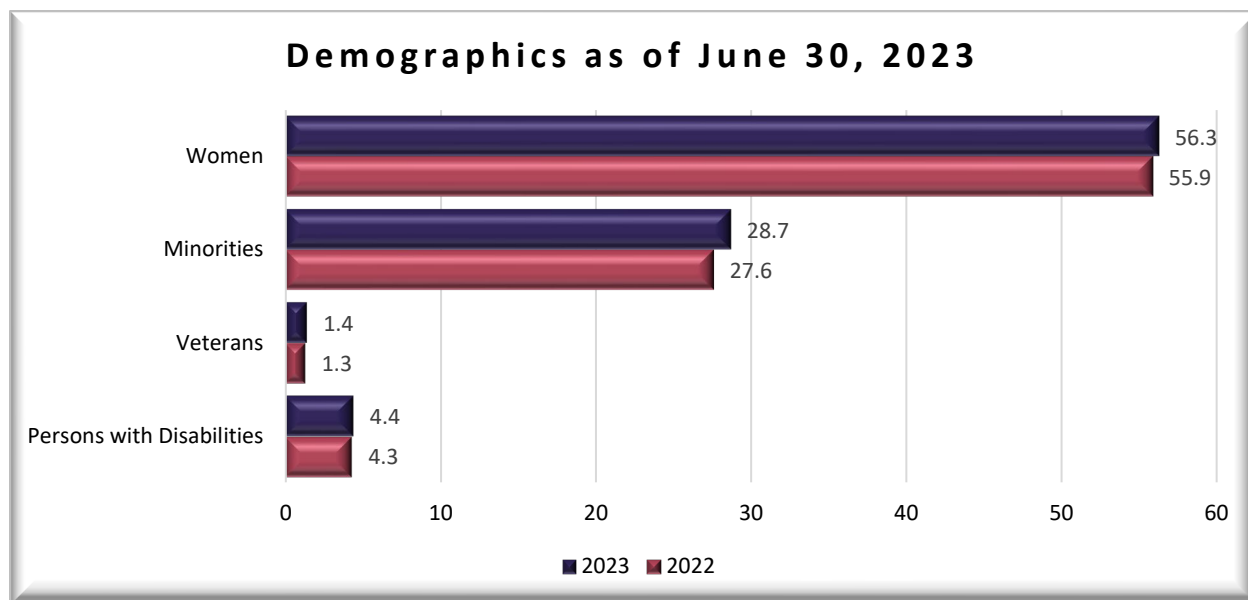
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<u>Executive Office of Economic Development</u>	<u>11</u>
<u>Executive Office of Education</u>	<u>17</u>
<u>Executive Office of Energy and Environmental Affairs</u>	<u>21</u>
<u>Executive Office of Health and Human Services</u>	<u>25</u>
<u>Executive Office of Housing and Livable Communities</u>	<u>29</u>
<u>Executive Office of Labor and Workforce Development</u>	<u>35</u>
<u>Executive Office of Public Safety and Security</u>	<u>40</u>
<u>Executive Office of Technology Services and Security</u>	<u>44</u>
<u>Executive Office of Veterans' Services</u>	<u>41</u>
<u>Massachusetts Department of Transportation</u>	<u>48</u>

Executive Office for Administration and Finance

Secretary Matthew Gorzkowicz

Meghan Sisk, Diversity Director



AGENCIES' DIVERSITY OFFICERS

Appellate Tax Board – Stephanie Miller
Bureau of the State House – Carl Richardson
Civil Service Commission – Angela McConney
Department of Revenue – Allan Motenko
Division of Administrative Law Appeals – James Rooney
Division of Capital Asset Management and Maintenance – Nancy Daiute
Executive Office for Administration and Finance – Meghan Sisk
Group Insurance Commission – Brock Veidenheimer
Human Resources Division – Pete Murillo
MA Developmental Disabilities Council – Cathy Jackson
MA Office on Disability – Michael Dumont
Operational Services Division – Tanya Shallop
Supplier Diversity Office – Evandro Carvalho
The State Library of Massachusetts – Dava Davainis

Executive Office for Administration & Finance

Annual Narrative FY 2023

Introduction

The Executive Office for Administration and Finance (EOAF), established by Chapter 7 of the Massachusetts General Laws, oversees fiscal planning and budgeting for the Commonwealth. It is headed by the Secretary of Administration and Finance, who reports directly to the Governor as a member of the Governor's cabinet.

Section 3 of Chapter 7 of the General Laws identifies EOAF's responsibilities, which include the following:

1. *Developing, coordinating, administering and controlling the financial policies and programs of the commonwealth;*
2. *Supervising the organization and conduct of the business affairs of the departments, commissions, offices, boards, divisions, institutions and other agencies within the executive department of the government of the commonwealth;*
3. *Developing new policies and programs which will improve the organization, structure, functions, economy, efficiency, procedures, services and administrative practices of all such departments, commissions, offices, boards, divisions, institutions and other agencies*

Overview of Secretariat

Through its various entities, EOAF is responsible for maintaining Commonwealth assets, collecting taxes, performing human-resource functions, and supervising other state fiscal and/or administrative matters. EOAF administers the following entities:

1. Appellate Tax Board (ATB)
2. Bureau of the State House (BSB)
3. Civil Service Commission (CSC)
4. Department of Revenue (DOR)
5. Division of Administrative Law Appeals (ALA)
6. Division of Capital Asset Management and Maintenance (DCAMM)
7. Group Insurance Commission (GIC)
8. Human Resources Division (HRD)
9. Massachusetts Developmental Disabilities Council (ADD)
10. Massachusetts Office on Disability (MOD)
11. Operational Services Division (OSD)
12. State Library of Massachusetts (LIB)
13. Massachusetts Teachers' Retirement System (MTRS)
14. Public Employee Retirement Administration Commission (PERAC)
15. Supplier Diversity Office (SDO)

Highlights

This past year also saw a transition of gubernatorial administrations half-way through FY 2023. This transition period was a time of reflection and excitement for the A&F secretariat and its agencies. Some of these highlights in A&F this past year include:

- To further its DEI commitment, MOD now has a fully, active DEI Committee.
- The DCAMM Diversity Council, which was established in March 2022 has grown its membership in FY23 and has watched its members become more involved and proactive in our efforts throughout the year.
- The Civil Service Commission appointed Angela C. McConney as a Commissioner in December 2022. Ms. McConney serves as the President of the Mass Bar Foundation and brings her experience in diversity efforts in the Massachusetts Bar to the CSC.
- Through FY2023 HRD continued to collaborate enterprise-wide to improve processes, employee inclusion and client services. Also in December 2022, HRD hosted nearly 400 guests at the 38th Annual **Performance Recognition Program** Awards, recognizing HRD staff/departments for their work in equity with the Diversity Dashboard and MassAchieve. **Civil Service Unit** took great strides to remedy testing and promotional opportunities to level the playing field for minorities in public safety positions. HRD launched the new **modules for Gender Identity**, preferred name, pronouns, and disability in employee self-service, allowing greater inclusion for employees to self-identify.
- DOR's employee Diversity Council produced more than 15 virtual events and exhibits. DOR also significantly ramped up its attendance at job fairs and other in-person recruiting opportunities, attending more than 20 events over the last fiscal year.

A&F and its agencies had many more noteworthy highlights this year and are excited for the upcoming year.

Secretariat Moving Forward

In the year ahead, A&F as a secretariat and through its agencies will continue to increase its outreach and recruitment efforts and focus on participating in the upcoming self-identification campaign efforts. As more pipelines for talent are built and existing pipelines are solidified, A&F agencies are confident they will see positive results in their diversity hiring efforts. A&F also hopes to better leverage the networks of its agency diversity councils, recruiting partners and other affinity groups to identify and refer diverse applicants to A&F and its agencies. A&F through its agencies remains committed to their diversity and affirmative action goals and looks forward to continuing collaborating across the secretariat on DEI efforts and initiatives. Also, A&F and its agencies remain committed to advancing, monitoring and ensuring that DEI principles remain a priority for transparency in recruiting, hiring, inclusion, and retention.

EXECUTIVE OFFICE FOR ADMINISTRATION & FINANCE

Workforce EEO Analysis FY2023 and FY2022 Comparison

EEO Job Category	FY2023 New Hires	FY2023 Promotions	FY2023 Voluntary Terminations	FY2023 Involuntary Terminations	FY2022 New Hires	FY2022 Promotions	FY2022 Voluntary Terminations	FY2022 Involuntary Terminations
Officials and Administrators	57	57	56	9	39	59	44	7
Professionals	153	138	100	21	127	99	123	27
Technicians	2	3	4	1	4	4	1	1
Office / Clerical	12	2	12	3	8	0	16	1
Skilled Craft	2	0	1	1	0	0	2	2
No EEO Reporting	3	0	0	0	-	-	-	-
TOTAL	229	200	173	35	178	162	186	38

Agencies' Total New Hires Summary – FY2023 versus FY2022

Agency	FY2023	FY2022
Appellate Tax Board	1	2
Bureau of the State House	2	1
Civil Service Commission	0	0
Department of Revenue	101	96
Division of Administrative Law Appeals	4	0
Division of Capital Asset Management and Maintenance	31	16
Group Insurance Commission	6	4
Human Resources Division	21	12
MA Developmental Disabilities Council	2	2
MA Office of Disability	1	2
Office for Administration and Finance	36	24
Operational Services Division	18	12
State Library of Massachusetts	3	2
Supplier Diversity Office	3	5
TOTAL	229	178

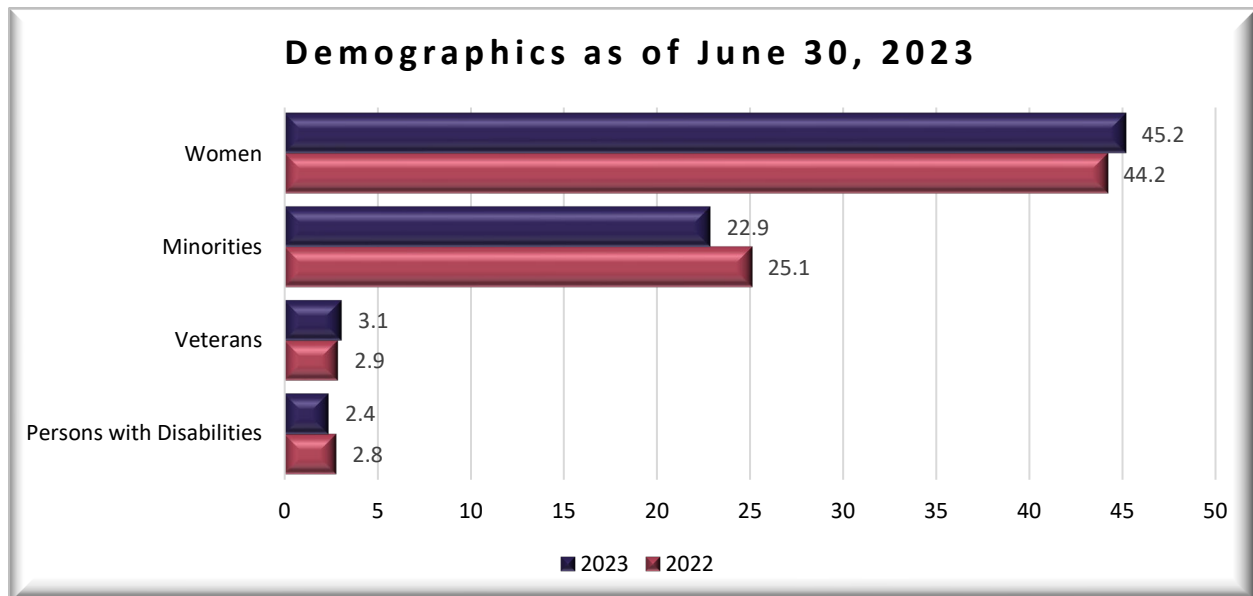
Agencies' Total Workforce Summary – FY2023 versus FY2022

Agency	FY2023	FY2022
Appellate Tax Board	19	19
Bureau of the State House	16	15
Civil Service Commission	6	4
Department of Revenue	1,399	1,373
Division of Administrative Law Appeals	32	32
Division of Capital Asset Management and Maintenance	338	335
Group Insurance Commission	56	54
Human Resources Division	151	139
MA Developmental Disabilities Council	10	10
MA Office of Disability	13	12
Office for Administration and Finance	268	251
Operational Services Division	114	78
State Library of Massachusetts	10	11
Supplier Diversity Office	31	27
TOTAL	2,463	2,360

Executive Office of Economic Development

Secretary Yvonne Hao

Abigael Vogt, Diversity Director



AGENCIES' DIVERSITY OFFICERS

Executive Office of Housing and Economic Development – Abigael Vogt
Massachusetts Marketing Partnership – Nhat Le
Massachusetts Office of Business Development – Nhat Le
Office of Consumer Affairs and Business Regulation – Tom Daly
Department of Telecommunications and Cable – Andrea Nixon
Division of Banks – Mayté Rivera
Division of Insurance – Michael Powers
Division of Professional Licensure – Sarah Wilkinson
Division of Standards – Tom Daly

Executive Office of Economic Development

Introduction

The Executive Office of Economic Development promotes vibrant communities, growing businesses, and a strong middle class. EOED prioritizes economic opportunity for residents, collaborative leadership in communities, and an environment that supports job creation and business growth. Our mission is to enable every person to have a great career, earn a living, and thrive and to enable companies to start here, grow here, and succeed here.

Overview

EOED has three pillars of economic development: Economic Foundations, focused on regional, rural, and small business growth, as well as infrastructure, seaport, and military installation support. Supporting foundational economic opportunities for residents, communities, and businesses across Massachusetts. Massachusetts Office of Business Development; and the Director of Rural Affairs are part of this pillar; working with quasi-government agencies MassDevelopment and the Massachusetts Growth Capital Corporation.

Economic Strategies, focuses on new federal opportunities in life sciences, advanced manufacturing, and clean energy, and the cross-secretariat Workforce Skills Cabinet; support for Workforce Skills Cabinet and working closely with quasi-government partners Massachusetts Technology Collaborative, Massachusetts Life Sciences Center, and Mass Ventures. Massachusetts Office of Travel and Tourism and Massachusetts Office of International Trade and Investment are part of this group.

The Office of Consumer Affairs and Business Regulation (OCABR), together with its five agencies, has two goals: to protect and empower consumers through advocacy and education, and to ensure a fair playing field for all Massachusetts businesses. The five agencies are: Department of Telecommunications and Cable (DTC), Division of Banks (DOB), Division of Insurance (DOI), Division of Professional Licensure (DPL), and the Division of Standards (DOS).

Highlights

Retention

Agencies within EOED value the differences among our employees and continually strive to foster an inclusive work environment. The Secretariat encourages participation in professional development opportunities, including trainings in MassAchieve offered by the Human Resources Division (HRD), as well as the Aspiring Supervisor program and Supervisor Academy offered by EOHHS. EOED agencies continue to offer a variety of programs and policies designed to encourage staff retention, including flexible scheduling and professional development opportunities. We work collaboratively with OESS and HRD's Culture and Talent Team.

Promotions

EOED agencies encourage employees to apply to all open positions. EED employees are informed of all job opportunities within the Secretariat once they have been posted on the Commonwealth's Mass Careers site.

Hiring

Open positions are posted on the web-based Mass Careers site. Additionally, vacancies are shared with colleges and universities, professional and community-based organizations, including those

which serve women, minorities, Veterans and people with disabilities. Employee referrals have also been an effective recruitment tool. EOED strives to ensure that all applicant pools and hiring panels are diverse and diversity questions are included in all hiring processes.

Terminations

Terminations/separations have mostly been for reasons such as retiring, relocating, returning to school and/or obtaining employment closer to home. However, there were involuntary terminations of probationary employees who were unable to meet performance expectations and “at will” managers whose employment ended when agencies moved in new directions to best meet their missions.

Secretariat Moving Forward

Lead and manage compliance and provide oversight relating to EO592 and other specific policies and guidelines including Sexual Harassment; Americans With Disabilities Act (ADA); Veterans; Age Friendly.

Fulfill Coordinator roles and responsibilities associated with these including ADA Coordinator Role for EOED and Secretariat-wide including:

- Reporting
- Record maintenance
- Management and oversight of Reasonable Accommodation requests
- Advocacy, monitoring and documentation relating to ADA and RA context
- Lead and Build Capability-Inclusion, Organizational Culture and Belonging Initiatives

Lead and collaborate to deliver capability development initiatives to grow a more inclusive organizational culture including Collaborate to deliver Training and Development Wellbeing and Personal Development offer; tie in with cultural awareness calendar; enterprise wide self-identification campaigns etc.

Lead and collaborate to support workforce transformation for the continued growth of a diverse and inclusive workforce by:

- Collaborating to build consistent career pathway, outreach and engagement practice to support recruitment to continue to build a diverse and inclusive workforce
- Build consistent practice for management of interns and Co-Op program
- Collaborating to build consistent onboarding, orientation and offboarding practice with DEI lens
- Collaborating to build consistent recruitment practice with a DEI lens

Executive Office of Economic Development

Workforce EEO Analysis FY2023 and FY2022 Comparison

EEO Job Category	FY2023 New Hires	FY2023 Promotions	FY2023 Voluntary Terminations	FY2023 Involuntary Terminations	FY2022 New Hires	FY2022 Promotions	FY2022 Voluntary Terminations	FY2022 Involuntary Terminations
Officials and Administrators	26	14	31	1	33	29	32	4
Professionals	28	4	26	3	80	12	42	9
Technicians	10	0	9	0	6	2	8	2
Office / Clerical	15	2	5	1	8	1	7	1
TOTAL	79	20	71	5	127	44	89	16

Agencies' Total New Hires Summary – FY2023 versus FY2022

Agency	FY2023	FY2022
Department of Telecommunications and Cable	0	3
Division of Banks	13	12
Division of Insurance	7	4
Division of Occupational Licensure	36	29
Division of Standards	4	4
MA Marketing Partnership	1	3
MA Office of Business Development	2	0
MA Office of Consumer Affairs and Business Regulation	4	2
Executive Office of Economic Development	12	10
TOTAL	79	127

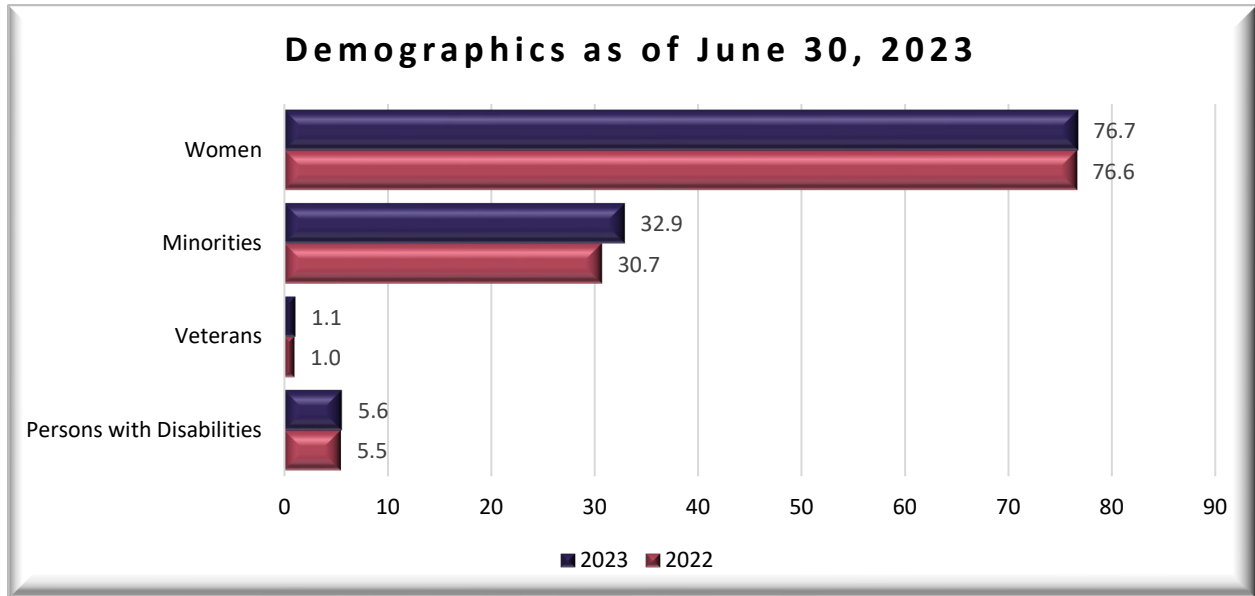
Agencies' Total Workforce Summary – FY2023 and FY2022

Agency	FY2023	FY2022
Department of Telecommunications and Cable	23	22
Division of Banks	152	148
Division of Insurance	107	112
Division of Occupational Licensure	239	251
Division of Standards	21	19
MA Marketing Partnership	14	14
MA Office of Business Development	11	11
MA Office of Consumer Affairs and Business Regulation	21	22
Executive Office of Economic Development	56	68
TOTAL	644	990

Executive Office of Education

Secretary Patrick Tutwiler

Brittany Duffy, Diversity Director



AGENCIES

Executive Office of Education

Department of Early Education and Care

Department of Elementary and Secondary Education

EXECUTIVE OFFICE OF EDUCATION (EDU) ANNUAL REPORT NARRATIVE FY2023

Introduction

From pre-school to post-secondary education, the Executive Office of Education (EDU) works to connect all Massachusetts residents with an education that creates opportunities.

While Massachusetts' students rank first in the nation on many educational measures, the Education Secretariat strives to strengthen the foundations of education reform, empower schools and educators, and develop pathways to college and careers so all students in the Commonwealth can succeed, regardless of their zip code.

Overview of Secretariat

The Executive Office of Education (EOE) works with the Department of Early Education and Care (EEC), Department of Elementary and Secondary Education (DESE), Department of Higher Education (DHE), and the Children's Trust to connect programs and policies across the entire public education system. Each of the Education agencies are governed by Boards that sets policy and regulations related to each education agency. In addition, the Executive Office of Education advises the Governor on matters of education policy, helps shape the Governor's policy agenda, and works with the agencies' Commissioners to build a seamless Pre-K - 20 public education system.

Highlights

DESE's Climate and Culture Newsletter continues to highlight resources available to members of protected groups as well as cultural celebrations. The DESE Book Club continues meet and connect colleagues through diverse books that are selected to promote learning, broaden employees' world view, and build empathy. Cross agency employees participate in the DESE book club. DESE's work with a vendor to develop an Equitable Hiring Playbook to support DESE's recruiting and hiring processes continued throughout the quarter. This Playbook will be grounded in best practices and will include guidance on how to conduct fair and equitable recruitment processes in a way that centers equity and mitigates bias. The committee working with this vendor includes members from each of the education agencies. DESE also was able to successfully advocate to HRD to allow credits toward supervisory/leadership experience for those staff willing to lead agency Employee Resource Group's (ERG). This credit will benefit many DESE staff looking to gain experience required to continue their career advancement within the agency.

Commissioner Kershaw became the EEC Commissioner on March 28, 2022. From the start, Commissioner Kershaw demonstrated her commitment to DEI through a weekly newsletter which connects how the work of the agency supports early education and recognizes those employees who have made a positive contribution to these supports. The Commissioner's weekly all-staff message is a conscious effort to highlight cultural diversity through promoting heritage months and identity recognitions.

The Secretariat's DEI Steering Committee, comprised of members from each agency, continues to meet monthly to share resources and to focus on how to creatively improve and implement

recruitment and retention strategies. The Committee has been discussing shared goals in preparation for the development of the new Affirmative Action plans due in September 2023.

Secretariat Moving Forward

Education is committed to creating an inclusive environment for a diverse range of highly skilled professionals. The focus continues to be a workplace where employees are valued and engaged, not in spite of, but because of, their differences, whether seen or unseen. The Education Secretariat is committed to efforts to support the skill development of the workforce through professional growth opportunities in a variety of skill areas including supervisory skills. Three agencies (DESE, EEC and EOE) are in the process of filling the Secretariat and agency Diversity Officer positions with the primary focus of ensuring equity and fairness is achieved in all aspects of each agency. Under DESE's lead, the cross-Secretariat DEI Committee will complete the Equitable Hiring Playbook which will be used across all the education agencies to ensure an unbiased interview process at all levels. The Secretariat-Wide Diversity Steering Committee will continue efforts for cross-agency collaboration on sharing resources and creating tools to further increase the efforts to support an inclusive workforce and workplace for all employees.

EXECUTIVE OFFICE OF EDUCATION

Workforce EEO Analysis FY2023 and FY2022 Comparison

EEO Job Category	FY2023 New Hires	FY2023 Promotions	FY2023 Voluntary Terminations	FY2023 Involuntary Terminations	FY2022 New Hires	FY2022 Promotions	FY2022 Voluntary Terminations	FY2022 Involuntary Terminations
Officials and Administrators	23	16	20	1	20	13	23	0
Professionals	57	10	37	4	33	14	41	0
Technicians	0	0	0	0	1	0	0	0
Office / Clerical	6	0	3	0	3	0	3	0
TOTAL	86	26	60	5	57	27	67	0

Agencies' Total New Hires Summary – FY2023 versus FY2022

Agency	FY2023	FY2022
Department of Early Education and Care	33	23
Department of Elementary and Secondary Education	44	32
Executive Office of Education	9	2
TOTAL	86	57

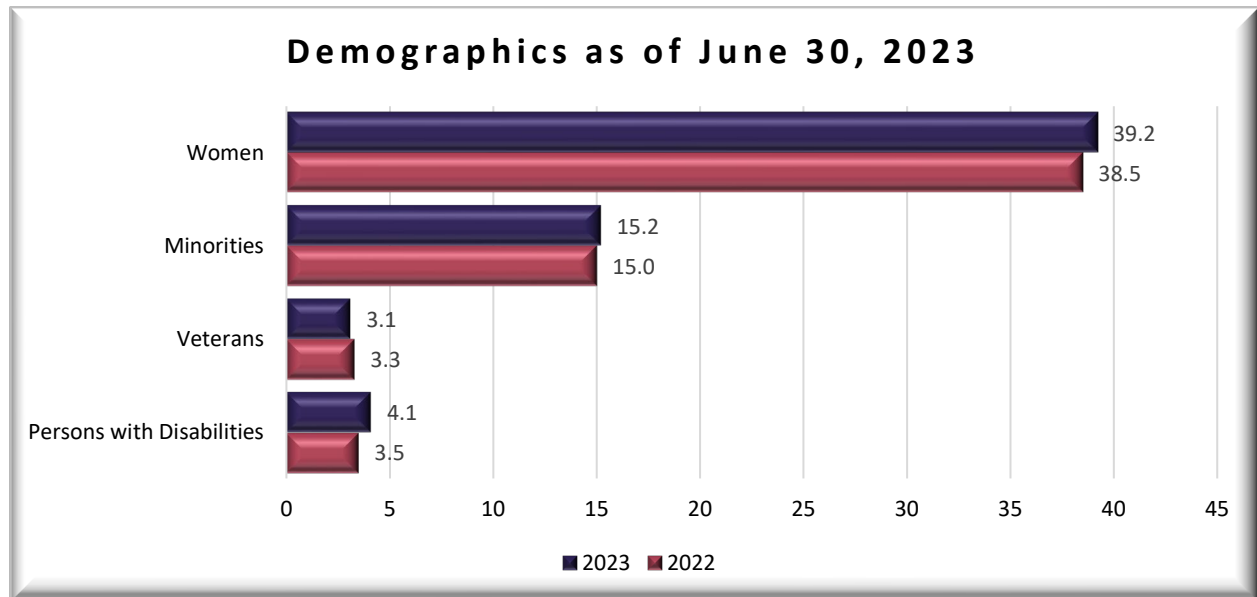
Agencies' Total Workforce Summary – FY2023 versus FY2022

Agency	FY2023	FY2022
Department of Early Education and Care	279	253
Department of Elementary and Secondary Education	454	443
Executive Office of Education	65	63
TOTAL	798	759

Executive Office of Energy and Environmental Affairs

Secretary Rebecca Tepper

Melixza Esenyie, Diversity Director



AGENCIES' DIVERSITY OFFICERS

Department of Agricultural Resources – Gabriella Knight
Department of Conservation and Recreation – Moneesha Dasgupta
Department of Energy Resources – Andrea Rivera Casul
Department of Environmental Protection – Jenyka Spitz-Gassnola
Department of Fish and Game – Gabriella Knight
Department of Public Utilities – Andrea Rivera Casul
Executive Office of Energy and Environmental Affairs – Melixza Esenyie
State Reclamation Board – Melixza Esenyie

Executive Office of Energy and Environmental Affairs

Introduction:

The overall mission of the Executive Office of Energy and Environmental Affairs (EEA) is to protect, preserve, and enhance the Commonwealth's environmental resources while ensuring a clean energy future for the state's residents. Through the stewardship of open space, protection of environmental resources, and enhancement of clean energy, EEA works tirelessly to make Massachusetts a wonderful place to live, work, and raise a family.

Overview of Secretariat:

EEA serves as the umbrella Secretariat for all the following agencies: the Department of Environmental Protection (DEP), the Department of Conservation and Recreation (DCR), the Department of Agricultural Resource (MDAR), the Department of Fish and Game (DFG), the Department of Energy Resources (DOER) and the Department of Public Utilities (DPU). EEA also houses an Executive Office (ENV) which includes Secretariat and Executive Senior employees, Environmental Policy and Climate Resiliency Programing employees, Human Resources, and Information Technology for the Secretariat, other ENV Administrative positions, and the Massachusetts Environmental Police (MEP).

Highlights:

EEA employs 2,818 people as of June 30, 2023. The following is a breakdown of the workforce: females 39.2%, minorities 15.2%, veterans 3.1% and persons with disabilities 4.1%. EEA hired two-hundred and ninety-five (295) new employees at various agencies this fiscal year. EEA has increased outreach efforts for new positions by posting opportunities to affinity-based job boards with diverse subscribers, Handshake, LinkedIn, and social media affinity groups in specific fields that have been identified as needs for EEA, such as Engineers, Scientist, Lawyers, Transit Safety, Finance professionals and more. EEA and DEP additionally hosted Internship Programs conducted in the fall, winter/spring, and summer of this fiscal year. These recruitment efforts have resulted in an increase of females and minority employees throughout the Secretariat.

EEA continued to encourage all employees to pursue professional development and encouraged managers to make promotional opportunities available. This year, EEA nearly doubled promotions when compared to last year, two-hundred and fifteen (215) employees were promoted this year of those promoted only 61.39% self-identified in protected groups.

Each quarter, EEA informed all employees of their ability to self-identify as a person with a disability and/or a veteran status. A representative of each EEA agency participated in the Environmental Justice (EJ) Task Force as part of a Secretariat-wide initiative to work on Environmental Justice. To support these efforts, EEA hired DEI Managers this year to serve as professional ADA Coordinators and Diversity Officers to assist in efforts to increase diversity within the workforce with emphasis on females, minorities, person with disabilities and veterans in all EEO4 job categories.

Secretariat moving forward:

EEA is committed to cultivating a diverse and inclusive culture and developing a workforce where different experiences, backgrounds and perspectives are nurtured, valued, and respected. Part of the commitment to diversity and inclusion is broadening the understanding of our individual and collective responsibilities to create and maintain an inclusive work environment and community. EEA's goals and objectives for fiscal year 2023 and beyond include: 1. Maintain current staff levels, expand when allowed and where appropriate, while at the same time enhancing the knowledge, skills, and abilities of all employees as part of ongoing efforts to retain a workforce that reflects the diversity in both our Secretariat and the population it serves. 2. Continue to support the EEA and DEP Internship Program. 3. Continue training all hiring managers on an efficient and equitable hiring process and how to develop a diverse candidate slate. 4. Offer opportunities for employees to learn and discuss diversity, inclusion, accessibility and belonging.

Executive Office of Energy and Environmental Affairs

Workforce EEO Analysis FY2023 and FY2022 Comparison

EEO Job Category	FY2023 New Hires	FY2023 Promotions	FY2023 Voluntary Terminations	FY2023 Involuntary Terminations	FY2022 New Hires	FY2022 Promotions	FY2022 Voluntary Terminations	FY2022 Involuntary Terminations
Officials and Administrators	46	37	42	1	22	30	35	3
Professionals	227	121	112	9	109	55	141	24
Technicians	14	7	4	5	14	1	11	0
Protective Service: Sworn	4	12	5	0	1	0	2	2
Office / Clerical	13	2	8	1	8	4	9	0
Skilled Craft	15	2	12	2	10	8	12	4
Service Maintenance	47	32	24	7	33	17	23	17
TOTAL	366	213	207	25	197	115	233	50

Agencies' Total New Hires Summary – FY2023 versus FY2022

Agency	FY2023	FY2022
Department of Agricultural Resources	7	8
Department of Conservation and Recreation	116	54
Department of Energy Resources	11	7
Department of Environmental Protection	105	71
Department of Fish and Game	34	19
Department of Public Utilities	34	12
Office of Energy and Environmental Affairs	47	17
State Reclamation Board	12	9
TOTAL	366	167

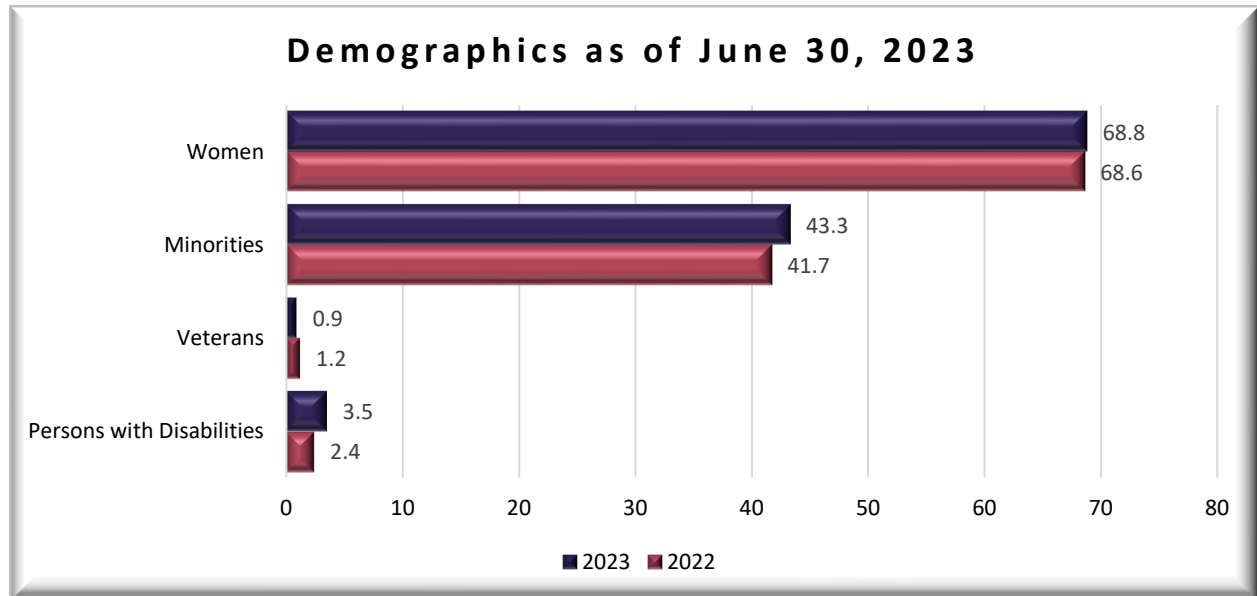
Agencies' Total Workforce Summary – FY2023 versus FY2022

Agency	FY2023	FY2022
Department of Agricultural Resources	96	94
Department of Conservation and Recreation	973	869
Department of Energy Resources	60	58
Department of Environmental Protection	754	702
Department of Fish and Game	316	299
Department of Public Utilities	191	181
Office of Energy and Environmental Affairs	331	299
State Reclamation Board	107	107
TOTAL	2,828	2,663

Executive Office of Health and Human Services

Secretary Kathleen Walsh

Jennifer Barthelemy, Diversity Director



AGENCIES' DIVERSITY OFFICERS

Department of Children and Families – Robert Arnáu
Department of Developmental Services – Ferdousi Faruque
Department of Mental Health – William Herbert
Department of Public Health – Sandra Semedo
Department of Transitional Assistance – Jennifer Barthelemy
Department of Youth Services – Natasha Lugo
Executive Office of Elder Affairs – Diane Randolph Jones
Executive Office of Health and Human Services – Jennifer Barthelemy
MA Commission for the Blind – Natasha Lugo
MA Commission for the Deaf and Hard of Hearing – Natasha Lugo
MA Rehabilitation Commission – Robert Arnáu
Office for Refugees and Immigrants – Diane Randolph Jones

Executive Office of Health and Human Services

Introduction

The Secretariat's mission is to provide effective leadership in the delivery of health and human services that promote health, resilience, and independence to improve the quality of life for individuals, families, and communities throughout the Commonwealth. The Executive Office of Health and Human Services (EOHHS) furthers this mission by advancing wellness and improving health care quality, fostering safe homes and communities, promoting self-sufficiency, and furthering the use of community-based supports and resources.

Overview of Secretariat

EOHHS is the largest secretariat in the Commonwealth of Massachusetts. It is comprised of eleven agencies, and the Office of Medicaid (MassHealth). EOHHS provides access to medical and behavioral health care, substance misuse treatment, long term services and support, along with nutritional and financial benefits to those with low income. EOHHS connects elders, individuals with disabilities, and veterans with employment opportunities, housing, and supportive services. EOHHS promotes positive change in the youth in our care and custody. In addition, EOHHS creates innovative and dynamic opportunities for individuals with developmental disabilities, mental health conditions and those who are deaf, blind or hard of hearing to participate fully in, and contribute meaningfully to, their communities as valued members.

Highlights

The agency launched a Hiring Best Practices training. The purpose of the training is to increase and enhance the skillset of hiring managers, while also minimizing bias that is often prevalent in the hiring process. The Office of Diversity, Equity, Inclusion & Access (ODEIA) & the Center for Staff Development (CSD) supported Talent Acquisition in the development of the Interview Questions Bank, which houses over 600 approved behavioral interview questions, including DEIA focused questions. The Interview Bank is designed to help hiring managers and selection teams identify questions that provide a comprehensive assessment of a candidate's skills, experience level and competencies and features interview questions that utilize a behavioral-based approach making it possible to gain valuable insights into candidates' past experiences and assess their potential future performance. ODEIA revamped its Employee Resource Groups (ERG) Initiative, updating the structure and providing the opportunity for EHS to formally recognize the crucial role ERGs play in moving the Secretariat towards our diversity, equity, inclusion, and access goals. ODEIA distributed communications to staff providing information on Juneteenth & the Massachusetts Public Accommodations Law. The communications provided information and awareness to staff on the importance of both as well as reference material and resources. The communications were sent out to increase staff understanding of diversity, equity, inclusion and access. The CSD partnered with ODEIA to provide more robust mandatory DEI trainings, such as Cultural Humility, Inclusive Leadership (For Managers and Supervisors), and Implicit/Unconscious Bias. EHS completed its second round of the LGBTQIA+ Train-the-Trainer, resulting in twenty-three additional adjunct trainers, representing six EHS agencies, that can deliver the LGBTQIA+ Inclusion Training to members of the workforce.

Secretariat Moving Forward

Moving forward EOHHS will continue to implement the strategies highlighted above and looks forward to opening the application process for the relaunch of EOHHS ERGs. Additionally, EOHHS will focus on updating the DEI review process of candidate pools. EOHHS is looking forward to rolling out the ADA Training for Managers, which will provide managers with a more robust understanding of the ADA Accommodations Process and updating and redistributing the Disability Handbook for Managers.

In an effort to expand leadership's knowledge and understanding of systemic inequity and oppression, EOHHS will provide Racial Equity Institute (REI) Phase 1 training to EHS managers. EHS will also provide training to agency leadership and staff on unconscious bias, microaggressions, and microaffirmations/micro-validations, and Communicating Across Cultures.

The agency is also looking to increase communications on diverse perspectives and experiences in the workforce with its revamp and launch of a quarterly ODEIA Newsletter.

Executive Office of Health and Human Services

Workforce EEO Analysis FY2023 and FY2022 Comparison

EEO Job Category	FY2023 New Hires	FY2023 Promotions	FY2023 Voluntary Terminations	FY2023 Involuntary Terminations	FY2022 New Hires	FY2022 Promotions	FY2022 Voluntary Terminations	FY2022 Involuntary Terminations
Officials and Administrators	259	270	160	32	202	182	208	41
Professionals	1,883	959	1,187	205	1,520	671	1,533	225
Technicians	91	25	75	27	71	29	118	38
Protective Service: Sworn	33	13	32	11	34	11	29	6
Protective Service: Non-Sworn	1,200	240	585	311	832	223	888	330
Office / Clerical	178	84	96	23	146	52	116	36
Skilled Craft	41	12	21	11	53	13	35	13
Service Maintenance	113	11	64	30	139	31	86	37
No EEO Reporting	15	0	0	0				
TOTAL	3,813	1,614	2,220	650	2,997	1,212	3,013	726

Agencies' Total New Hires Summary – FY2023 versus FY2022

Agency	FY2023	FY2022
Department of Children and Families	733	626
Department of Developmental Services	955	638
Department of Mental Health	649	677
Department of Public Health	532	413
Department of Transitional Assistance	243	111
Department of Youth Services	180	126
Executive Office of Elder Affairs	9	13
MA Commission for the Blind	13	12
MA Commission for the Deaf and Hard of Hearing	9	8
MA Rehabilitation Commission	97	56
Office of Health and Human Services	389	201
Office of Refugees and Immigrants	4	2
TOTAL	3,813	2,997

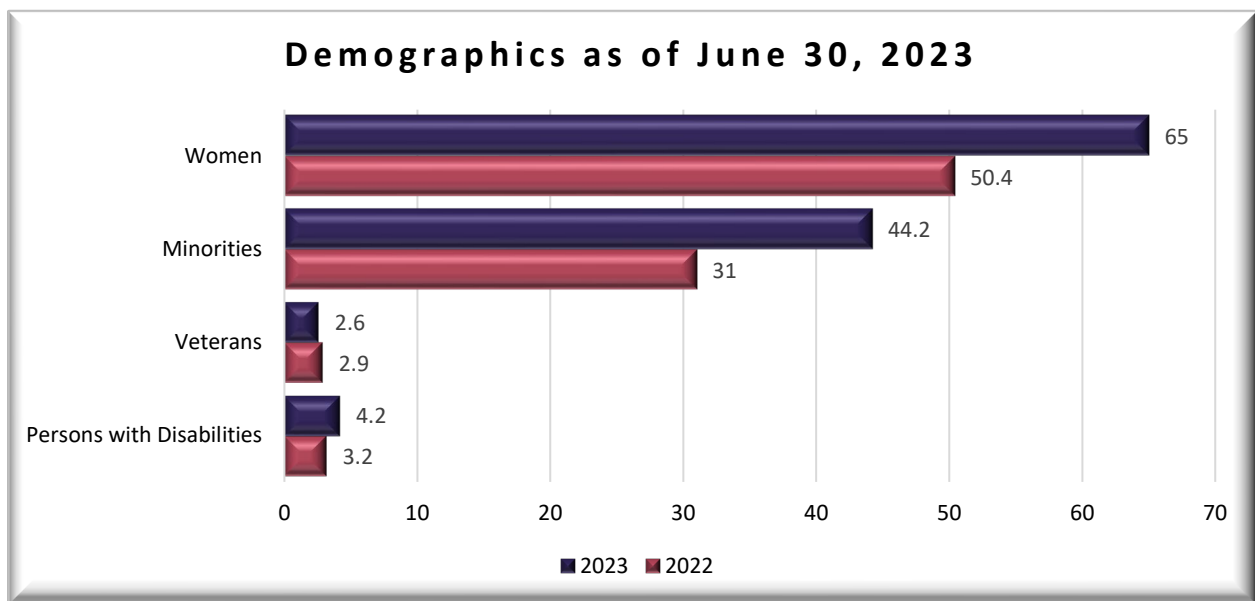
Agencies' Total Workforce Summary – FY2023 versus FY2022

Agency	FY2023	FY2022
Department of Children and Families	4,212	4,114
Department of Developmental Services	5,402	5,194
Department of Mental Health	3,374	3,305
Department of Public Health	3,064	2,949
Department of Transitional Assistance	1,711	1,572
Department of Youth Services	775	758
Executive Office of Elder Affairs	60	57
MA Commission for the Blind	131	132
MA Commission for the Deaf and Hard of Hearing	55	51
MA Rehabilitation Commission	773	742
Office of Health and Human Services	1,960	1,713
Office of Refugees and Immigrants	17	15
TOTAL	21,534	21,229

Executive Office of Housing and Livable Communities

Secretary Edward Augustus

Jessica Molina, Diversity Director



Executive Office of Housing and Livable Communities

Introduction

The Executive Office of Housing and Livable Communities (EOHLC) is charged with creating more homes in Massachusetts and lowering housing costs for residents.

Formerly known as the Department of Housing and Community Development (DHCD), EOHLC works with municipalities, local housing authorities, non-profit organizations, and development partners to provide affordable housing options, financial assistance, and other support to Massachusetts communities.

Overview of Secretariat

On June 2, 2023, the Department of Housing & Community Development became the Executive Office of Housing & Livable Communities. We remain organized in 5 program divisions: Housing Development, Community Services, Public Housing, Rental Assistance and Housing Stabilization with 3 administrative offices: Secretary's Office, Legal Office and Administration & Finance. Our FTE count rose from 325 at the end of FY'22 to 378 at the end of FY'23 with more hires anticipated.

We are pleased to see our minority representation in FY'23 reach 44.7 %, from 43% in FY'22 and women comprise 65% of our staffing, from 62.9% in FY'22. Representation of veterans for FY '23 is 2.6%, a slight drop from 2.7% in FY'22 and due to retirement. 4.2% of our staff are persons with disabilities in FY'23 and were 4.7% at the end of FY'22, change also due to retirement. We have noted an increase in the numbers of candidates who are veterans and persons with disabilities.

Highlights

A significant increase in the need for emergency assistance, including emergency housing, created a need to expand our staffing. As noted above, our overall staffing increased by 14%.

Our change from being an agency to a secretariat provides new opportunities. We are excited to continue to grow and expand our critical emergency assistance services.

We are especially pleased to see that 63.20 %, up from 62.9% of our Officials & Administrators are women.

Secretariat Moving Forward

The Human Resources Department was able to hire two additional employees, one manager and one staff member. The additional staff, with unit restructuring has resulted in our ability to increase time spent on recruitment efforts and we have plans to convene our own DEI working group. We will also continue to expand recruitment efforts specifically targeting veteran and persons with disabilities candidates.

Executive Office of Housing and Livable Communities

Workforce EEO Analysis FY2023 and FY2022 Comparison

EEO Job Category	FY2023 New Hires	FY2023 Promotions	FY2023 Voluntary Terminations	FY2023 Involuntary Terminations	FY2022 New Hires	FY2022 Promotions	FY2022 Voluntary Terminations	FY2022 Involuntary Terminations
Officials and Administrators	15	8	14	0	13	13	10	2
Professionals	69	32	14	11	47	9	13	8
Office / Clerical	0	0	1	0	0	0	1	0
No EEO Reporting	1	0	0	0	-	-	-	-
TOTAL	85	40	29	11	60	22	24	10

Agencies' Total New Hires Summary – FY2023 versus FY2022

Agency	FY2023	FY2022
Executive Office of Housing and Livable Communities	85	60
TOTAL	85	60

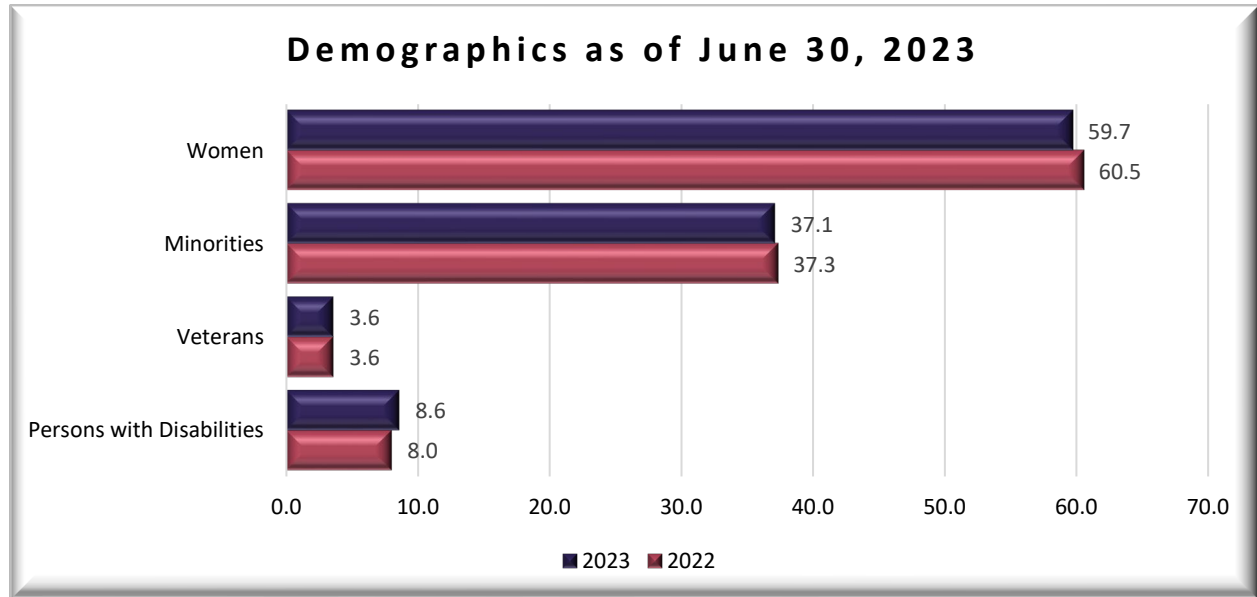
Agencies' Total Workforce Summary – FY2023 and FY2022

Agency	FY2023	FY2022
Executive Office of Housing and Livable Communities	379	323
TOTAL	379	323

Executive Office of Labor and Workforce Development

Secretary Lauren Jones

Dennis Johnson, Diversity Director



AGENCIES

MassHire Department of Career Services
Department of Economic Research
Department of Family and Medical Leave
Department of Industrial Accidents
Department of Labor Relations
Department of Labor Standards
Department of Unemployment Assistance

Executive Office of Labor and Workforce Development

Introduction

To enhance the quality, diversity, and stability of the workforce of the Commonwealth, through the protection of workers' rights, health, safety, wages and working conditions, while creating a level playing field, providing a pipeline of skilled workers, and promoting labor-management partnerships, is the mission of the Executive Office of Labor and Workforce Development (EOLWD). Through our efforts we endeavor to ensure equal access to economic self-sufficiency and opportunity for all residents of the Commonwealth.

Overview of Secretariat

EOLWD is the Secretariat responsible for the MassHire Department of Career Services (DCS), Department of Economic Research (DER), Department of Family Medical Leave (DFML), Department of Industrial Accidents (DIA), Department of Labor Relations (DLR), Department of Labor Standards (DLS), and Department of Unemployment Assistance (DUA). EOLWD was re-organized into five Departments in 2007, added the sixth in January of 2019 and now a seventh in 2022. The Secretariat is led by Secretary Lauren Jones, who assumed the position on January 5, 2023, following the installation of Governor Maura Healey. The Secretariat Director of Diversity, Dennis Johnson, executes the Secretary's vision for Diversity, Equity, Inclusion and Accessibility that is governed by the Commonwealth's Executive Order 592 and Executive Order 612.

Highlights

In Fiscal Year (FY) 2023, the EOLWD Secretariat and its seven departments employed 1,087 employees scattered across the Commonwealth. This was an increase of thirty-six (36) employees as compared to the FY 2022 workforce of 1,051 employees. Minorities in FY 2023 accounted for 37.1% of the workforce, and females for 59.7%, with totals of 403 and 649 employees respectively. These statistics showed an increase in the number of employees in each group, but a decrease in the representation of minorities, and a decrease in that of females in the FY 2023 EOLWD workforce, when compared to FY 2022. In FY 2022, minorities were at 392 (37.3%) and females were at 636 (60.5%). Thus, minorities increased by eleven (11) employees and females increased by thirteen (13) employees, but posted -0.2% decrease for minorities, and -0.8% decrease for females as a percentage of the workforce. Both remain well above the workforce availability statistics of 25.8% for minorities and 49.1% for females, as determined by the 2020 Workforce Availability U.S. Executive Office of Labor and Workforce Development Census numbers. In FY 2023, Veterans posted a slight increase to thirty-nine (39) employees, maintaining the status quo at 3.6% of the workforce, and the number of persons with disabilities increased to ninety-three (93) or 8.6% of the workforce.

In order to nurture the potential of its employees and enhance succession planning, the Secretariat offered training, career development, tuition reimbursement, access to the Human Resources Division management training courses, as well as the Commonwealth's prestigious Masters Fellowship with Suffolk University. collective bargaining agreements offer promotional pathways based on seniority, for their membership. Recognition awards ceremonies for outstanding achievement have also been instituted. The EOLWD offers an attractive package of benefits including health care, retirement, sick, vacation and personal time that ensures retention in all protected classes.

Through networking with numerous, diverse female, minority, veteran and ADA organizations, attending career fairs, conducting informational interviews and partnering with the State Office of

Diversity and Equal Opportunity (ODEO), Massachusetts Office on Disability (MOD), Massachusetts Rehabilitation Commission (MRC) and various disability & veteran agencies, the Office of Diversity has endeavored to create access to job opportunities for protected groups, despite the constraints of the ongoing pandemic and transition to hybrid work schedules.

Voluntary terminations are infrequent and primarily confined to entry level positions when promotions arise elsewhere, usually within the state system. The fourth quarter FY 2023 report showed that involuntary terminations for EOLWD's protected classes were extremely low, at one (1) minority, two (2) females, zero (0) veterans and one (1) person with a disability.

	2022			2023		
	Parity: Census 2020 Numbers			Parity: Census 2020 Numbers		
	Total	%	Parity	Total	%	Parity
Secretariat	1051	100%	-	1087	100%	-
Minorities	392	37.3%	25.8%	403	37.1	25.8%
Females	636	60.5%	49.1%	649	59.7	49.1%
Veterans	38	3.6%	7%	39	3.6	7%
Disabled	84	8.0%	12%*	93	8.6	12%*

**The goal for Persons with Disabilities in the category of Officials and Administrators is 8.0%.*

Secretariat Moving Forward

The new Secretary made it a priority to meet personally with all of her directors to gauge the scope and needs of their departments, and to engage with the numerous partners and stakeholders that all contribute to the success of the Secretariat. The Secretary is committed to aligning our workforce development resources to better match the needs of our diverse communities, using innovative methods to connect with employees across the Secretariat. In the first six months of her tenure, Secretary Jones took steps to demonstrate her commitment to diversity, and providing credible career pathways within the Secretariat, with the promotion of three females and two minorities to the positions of Director of Human Resources, Director of the Department of Unemployment Assistance and Director of the Department of Industrial Accidents. The latter two being the largest and third largest departments within EOLWD. Secretary Jones is committed to Diversity, Equity, Inclusion, and Accessibility at all levels of EOLWD.

Executive Office of Labor and Workforce Development

Workforce EEO Analysis FY2023 and FY2022 Comparison

EEO Job Category	FY2023 New Hires	FY2023 Promotions	FY2023 Voluntary Terminations	FY2023 Involuntary Terminations	FY2022 New Hires	FY2022 Promotions	FY2022 Voluntary Terminations	FY2022 Involuntary Terminations
Officials and Administrators	13	23	17	2	16	16	15	2
Professionals	51	35	68	7	60	33	69	22
Technicians	1	0	0	0	1	0	2	0
Office / Clerical	6	4	5	1	10	3	9	3
Skilled Craft	0	0	0	0	0	0	0	0
TOTAL	71	62	90	10	87	52	95	27

Agency's Total New Hires Summary – FY2023 versus FY2022

Agency	FY2023	FY2022
Executive Office of Labor and Workforce Development	71	87
TOTAL	71	87

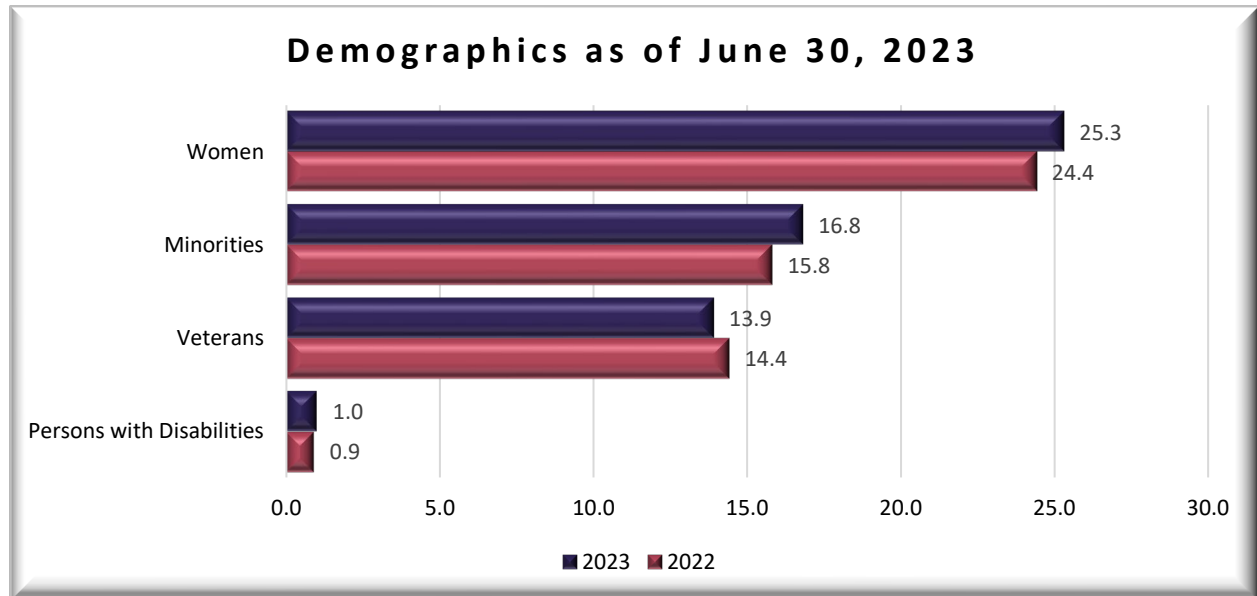
Agency's Total Workforce Summary – FY2023 versus FY2022

Agency	FY2023	FY2022
Executive Office of Labor and Workforce Development	1,087	1,050
TOTAL	1,087	1,050

Executive Office of Public Safety and Security

Secretary Terrence Reidy

Christopher Louis, Diversity Director



AGENCIES' DIVERSITY OFFICERS

Department of Correction – Elizabeth Kingman
Department of Criminal Justice Information and Services – Karla Aguilar
Department of Fire Services – Mary Travers
Executive Office of Public Safety and Security – Richardson Pierre-Louis
Massachusetts Emergency Management Agency – Sara Parmenter
Massachusetts National Guard – Dana Sanders-Udo
Massachusetts Parole Board – Debra Tata
Massachusetts State Police – Anthony Dear
Municipal Police Training Committee – Penny O'Reilly
Office of the Chief Medical Examiner – Kristine Cavicchi
Sex Offender Registry Board – Michelle Kilimonis

Executive Office of Public Safety and Security

Introduction

The Executive Office of Public Safety and Security (EOPSS) is responsible for the protection of the Commonwealth and its citizens from injury to person or property arising from criminal acts, negligence, natural disasters, civil disturbances, and terrorism. EOPSS is charged with acting to prevent such acts or events from occurring, by aiding and cooperating with local and federal agencies in similar activities.

Overview of Secretariat

The Secretariat is comprised of 10 agencies, the Department of Criminal Justice and Information Systems (DCJIS), Department of Correction (DOC), Department of Fire Services (DFS), Department of State Police (POL), Massachusetts Emergency Management Agency (MEMA), Massachusetts National Guard (MIL), Municipal Police Training Council (MPTC), Office of the Chief Medical Examiner (OCME), Parole Board (PAR) and the Sex Offender Registry (SORB). In addition, there are 3 offices that operate within EOPSS, the Office of Grants and Research (OGR), the Office of Technology and Information Services (OTIS) and State 911 Department.

Highlights

Over the past year, we have focused on increasing diversity hiring across EPS and the Secretariat by creating a candidate pipeline through our internship program. Through alignments with colleges and universities throughout the commonwealth, we have increased overall diversity within the program by 34% from the previous year and have identified interns for future employment opportunities.

Secretariat Moving Forward

Moving forward, we are looking to engage the constituents in the commonwealth as we promote employment opportunities at EOPSS. With the recent hire of our Chief Engagement Officer, we are looking to establish community outreach events for recruiting as well as promote the Secretariat and the work we are performing with the many diverse programs that have been established.

Executive Office of Public Safety and Security

Workforce EEO Analysis FY2023 and FY2022 Comparison

EEO Job Category	FY2023 New Hires	FY2023 Promotions	FY2023 Voluntary Terminations	FY2023 Involuntary Terminations	FY2022 New Hires	FY2022 Promotions	FY2022 Voluntary Terminations	FY2022 Involuntary Terminations
Officials and Administrators	47	153	80	12	33	224	93	7
Professionals	171	138	111	18	158	98	127	38
Technicians	49	24	15	3	19	1	11	2
Protective Service: Sworn	324	174	321	23	412	175	462	160
Protective Service: Non-Sworn	36	5	30	8	41	5	41	8
Office / Clerical	56	21	23	9	42	14	34	5
Skilled Craft	18	5	11	1	16	7	12	4
Service Maintenance	7	0	6	1	19	3	6	1
No EEO Reporting	8	0	0	0	1	0	0	0
TOTAL	716	520	597	75	741	527	786	225

Agencies' Total New Hires Summary – FY2023 versus FY2022

Agency	FY2023	FY2022
Department of Correction	196	298
Department of Criminal Justice Information Services	7	2
Department of Fire Services	6	12
Massachusetts Emergency Management Agency	14	18
Massachusetts National Guard	43	39
Massachusetts Parole Board	7	5
Massachusetts State Police	346	300
Municipal Police Training Committee	8	10
Office of the Chief Medical Examiner	58	19
Office of Public Safety and Security	30	32
Sex Offender Registry Board	1	6
TOTAL	716	741

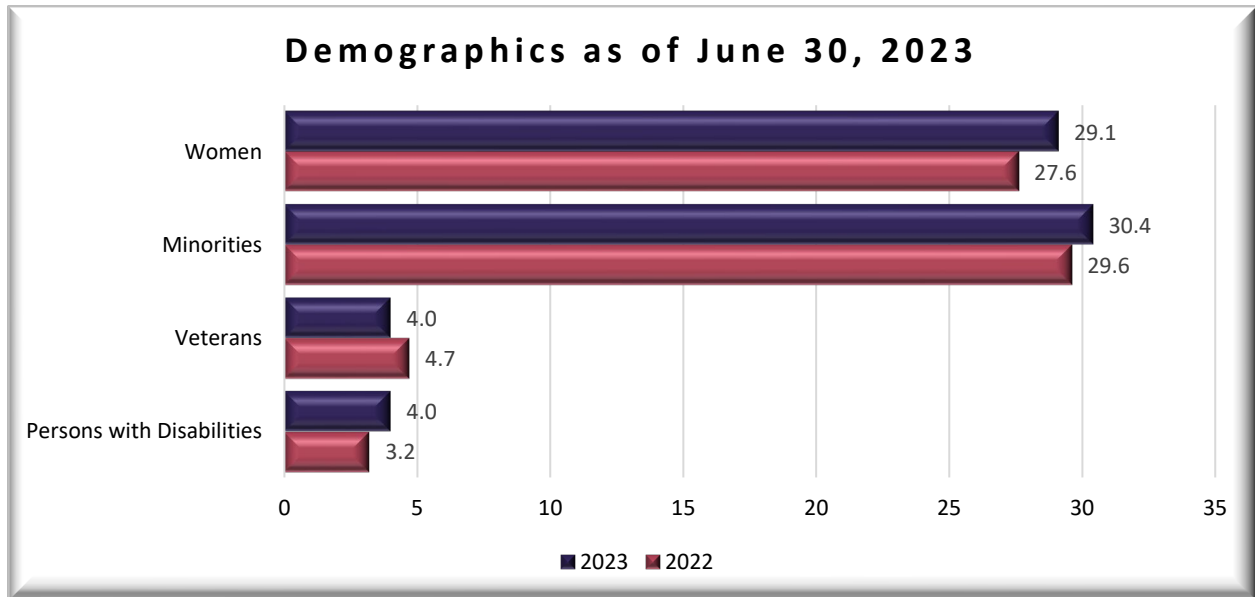
Agencies' Total Workforce Summary – FY2023 versus FY2022

Agency	FY2023	FY2022
Department of Correction	4,108	4,206
Department of Criminal Justice Information Services	42	37
Department of Fire Services	92	97
Massachusetts Emergency Management Agency	91	87
Massachusetts National Guard	275	277
Massachusetts Parole Board	182	186
Massachusetts State Police	3,001	2,897
Municipal Police Training Committee	52	42
Office of the Chief Medical Examiner	159	124
Office of Public Safety and Security	228	219
Sex Offender Registry Board	56	56
TOTAL	8,286	8,228

Executive Office of Technology Services and Security

Secretary Jason Snyder

Emily Hartmann, Diversity Director



Executive Office of Technology Services and Security

Introduction

The Executive Office of Technology Services and Security's (EOTSS) mission is to drive the digital business of state government to meet the continually evolving needs of constituents, schools, businesses, and local government.

Overview of Secretariat

OTSS became its own Secretariat on August 1, 2017, giving a direct reporting relationship between the Secretariat of EOTSS (Jason Snyder) and Governor Maura Healey. In addition to setting the vision and priorities of EOTSS, Secretary Snyder is also responsible for supervising the activities of each Secretariat Chief Information Officer (SCIO) cross the Executive Branch. In his role as the Commonwealth's CIO, the Secretary chairs the state's IT Investment and Advisory Board (IIAB), to which state agencies submit capital project proposals. EOTSS has 4 Assistant Secretaries (one position currently vacant), representing Engagement; Technology, Security, & Operations; Policy & Planning; Privacy; and Administration. EOTSS is comprised of approximately 448 full time employees located in Boston (One Ashburton Place), Chelsea (Massachusetts Information Technology Center), and regional offices supporting EOPSS. The number of employees is comparable to FY22, which totaled 443.

Highlights

We saw positive trends in 3 of 4 categories in FY23. We increased women from 27% in FY22 to 30% and persons with a disability from 3% to 4% in FY23. We are over par for minorities & saw growth, from 29% to 31% in FY23. We continue to struggle with our Veteran category. We have maintained our Veteran population at 4%, even with retirements. For retention, EOTSS continues to offer work & developmental trainings, including cloud fundamentals & certification classes for IT professionals. TSS worked closely with NAGE, Cornerstone, & United Training for trainings so our IT employees can stay current. TSS achieved 100% compliance with all Diversity related trainings in FY23. This was a first for our organization. Our recruiting team participated in various workshops offered by the Commonwealth to strengthen our workforce through diversity, including those through the MOD. They successfully recruited & managed our Summer Internship program. This is a proven pipeline in hiring diverse talent. We hired 16 interns, comprised of 7 females and 7 minorities. Of the 16 interns, 6 (3 female) have extended their internships or are applying to full time opportunities at TSS. TSS engaged with Apprentice to pilot an apprentice program, onboarding the apprentice this fall. There were 21 internal promotions in FY23. Of the 21 promotions, 6 are female (4 of the 6 promoted identity as minorities) & 2 are males who identify as minorities. TSS focused in FY23 on ways to educate & engage our workforce on DEI topics. Our Diversity Director, working with HR leadership, educates leaders on diversity in the Agency to make it a regular part of TSS's conversations. We celebrate diversity through monthly campaigns, highlighting a different topic each month. We had 3 Diversity related events in FY23. All were well attended, with over 125 people attending the 2 virtual lunch & learns and 30 people attending the in-person event.

Secretariat Moving Forward

While acknowledging the challenge of recruiting women and minorities in a predominantly male industry, it is the goal of EOTSS to have as diverse a workforce of IT professionals as possible. We will continue to actively recruit and retain diverse talent, as we have done throughout FY23. EOTSS is

also creating an employee Diversity Advisory Council to encourage involvement throughout our organization in our diversity efforts. We plan to host, at minimum, a diversity event each quarter for employees in FY24. Our leaders realize the importance of a diverse workforce and are working to create a dynamic first-rate IT workforce to serve the constituents of the Commonwealth of Massachusetts that embodies a culture of inclusiveness and equity.

Executive Office of Technology Services and Security

Workforce EEO Analysis FY2023 and FY2022 Comparison

EEO Job Category	FY2023 New Hires	FY2023 Promotions	FY2023 Voluntary Terminations	FY2023 Involuntary Terminations	FY2022 New Hires	FY2022 Promotions	FY2022 Voluntary Terminations	FY2022 Involuntary Terminations
Officials and Administrators	6	9	4	0	6	6	7	2
Professionals	46	11	30	3	22	8	41	3
Technicians	2	1	3	0	0	0	1	0
Office / Clerical	4	0	1	0	0	0	1	0
TOTAL	58	21	38	3	28	14	50	5

Agency's Total New Hires Summary – FY2023 versus FY2022

Agency	FY2023	FY2022
Executive Office of Technology Services and Security	58	28
TOTAL	58	28

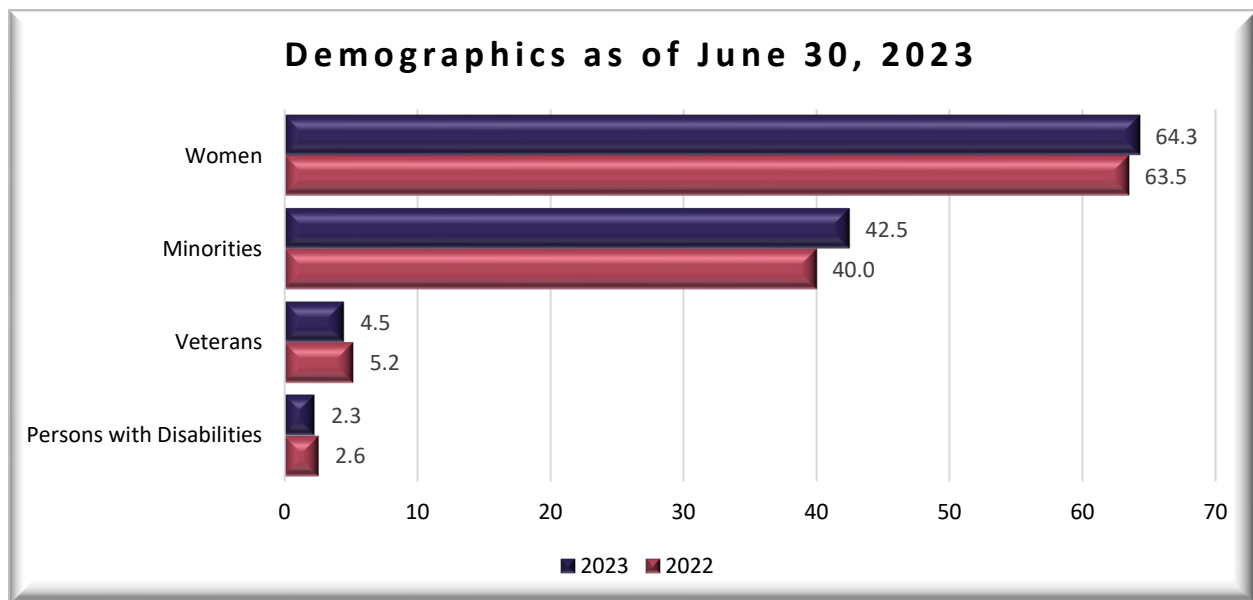
Agency's Total Workforce Summary – FY2023 and FY2022

Agency	FY2023	FY2022
Executive Office of Technology Services and Security	453	444
TOTAL	453	444

Executive Office of Veterans' Services

Jon Santiago, Secretary

Kendy Derival, Diversity Director



AGENCIES

Executive Office of Veterans' Services
Veterans' Home in Chelsea
Veterans' Home in Holyoke

Executive Office of Veterans' Services

Introduction

Secretariat Mission: The mission of the Executive Office of Veterans' Services (EOVS) is to act as the primary advocate on behalf of all the Commonwealth's veterans.

EOVS provides our veterans and their families with quality support services and directs an emergency financial assistance program for those veterans and their dependents who are in need.

Overview of Secretariat

The Executive Office of Veterans' Services helps connect veterans and their families to resources they need. Eligible veterans and family members may get financial assistance, peer support from the Statewide Advocacy for Veteran Empowerment (SAVE) team, connection to the Women Veterans' Network, or opportunity for burial at the Massachusetts Veteran Memorial Cemeteries in Agawam and Winchendon. The Department of Veterans' Services also oversees the Commonwealth's Soldiers' Homes, in Chelsea and Holyoke, which eligible veterans can apply to for long term care.

Highlights

There was significant increase in the number of new hires and promotions who are Women. Over half of all new hires during the last fiscal year were women, and over 75% of all promotions were women within the executive office.

EOVS identified under-representation among Minorities and Persons with Disabilities at the agency. This year EOVS saw each of these groups increase in representation by approximately 5% due to continued efforts at creating inroads for recruitment and diverse applicant pools. The Secretariat participated in job shadowing and recruitment efforts for Persons with Disabilities in one of its first actions after standing up as its own executive office. The agency also has consistently 100% completion of mandatory trainings, including that of diversity focused content after achieving course completion by Q2, fiscal year 2023.

Secretariat Moving Forward

EOVS is a new Secretariat established last quarter by the Governor's order. It is greatly expanding both within the executive office and the two Veterans Homes it oversees in Chelsea and Holyoke. Future goals for EOVS includes the following: (1) EOVS will recruit, retain and promote a workforce that reflects the diversity of the people it serves and that of the surrounding community. (2) Increase number of employees who self-identify as persons with a disability. (3) Create Employee Resource Groups with a focus on PWD and Veteran populations, (4) Increase awareness of Diversity to promote a respectful environment for staff.

In addition to these goals, the Secretariat will develop a plan that reflects its commitment to Diversity, Equity, and Inclusion with actionable goals and observable metrics to attain over the first two years of its operation.

Executive Office of Veterans' Services

Workforce EEO Analysis FY2023 and FY2022 Comparison

EEO Job Category	FY2023 New Hires	FY2023 Promotions	FY2023 Voluntary Terminations	FY2023 Involuntary Terminations	FY2022 New Hires	FY2022 Promotions	FY2022 Voluntary Terminations	FY2022 Involuntary Terminations
Officials and Administrators	19	2	4	2	3	3	3	3
Professionals	45	17	15	11	41	9	19	11
Technicians	7	0	9	2	7	0	10	6
Protective Service: Sworn	4	1	0	0	4	0	2	0
Protective Service: Non-Sworn	67	8	14	17	27	3	35	23
Office / Clerical	5	1	3	0	3	2	2	1
Skilled Craft	5	9	7	0	8	3	6	0
Service Maintenance	37	4	15	9	21	7	19	6
TOTAL	189	42	67	41	114	27	96	50

Agencies' Total New Hires Summary – FY2023 versus FY2022

Agency	FY2023	FY2022
Executive Office of Veterans' Services	27	13
Soldier's Home in Chelsea	83	24
Soldier's Home in Holyoke	79	77
TOTAL	189	114

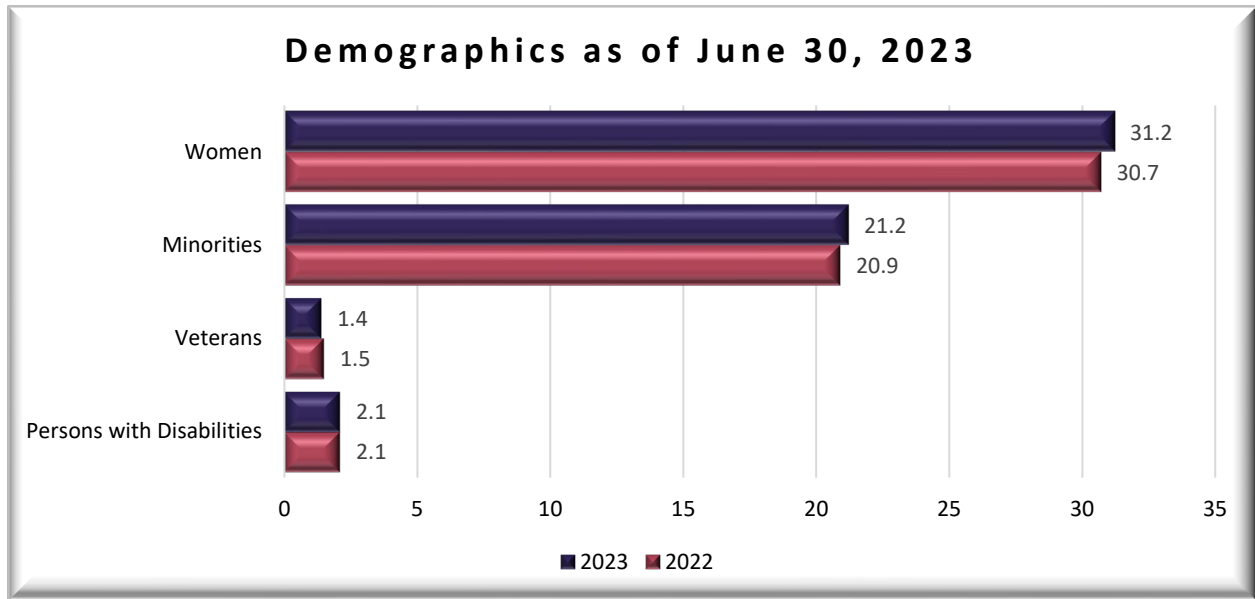
Agencies' Total Workforce Summary – FY2023 versus FY2022

Agency	FY2023	FY2022
Executive Office of Veterans' Services	15	71
Soldier's Home in Chelsea	287	287
Soldier's Home in Holyoke	269	269
TOTAL	571	627

Massachusetts Department of Transportation

Acting Secretary Monica Tibbits-Nutt

Derrick Mann, Diversity Director



AGENCIES

Aeronautics Division
Highway Division
Merit Rating Board
Registry of Motor Vehicles Division
Transit and Rail Division

Massachusetts Department of Transportation

Introduction

Our mission is to deliver excellent customer service and safety to people traveling in the Commonwealth. We work to provide our nation's safest and most reliable transportation system to strengthen our economy and quality of life.

Overview of Secretariat

At MassDOT, transportation is not just about roads and bridges, or trains and buses – it is about people. Our mission begins with customers - individuals, businesses, cities and towns, and regional transit agencies. We support programs and projects that deliver a high return on investment. We partner with cities and towns, public agencies, and private sector businesses. MassDOT supports the economic, quality of life, and environmental goals of the Commonwealth. At the end of the previous plan period of June 30, 2023, there were 3,703 total employees, 68.8% Male and 31.2% Female. Of the total population, 21.2% were minorities, 1.4% were veterans, and 2.1% were disabled.

A Four-Fifths analysis was conducted for MassDOT's Hires, Promotions, Involuntary Terminations, Voluntary Terminations, Transfers, Demotions, and Disciplinary Action. We examined barriers to Females and Minorities in all protected EEO categories of White, Black, Hispanic, Asian, Native Hawaiian and Other Pacific Islander, and American Indian/Alaska Native. Analysis was also conducted for workforce changes to all protected EEO categories, including Persons with Disabilities (PWD) and Veterans.

Highlights

MassDOT continued the support of its Employee Resource Groups (ERGs) in FY2023. All employees were presented with the option of participating in the Multicultural ERG, Veterans' ERG, Women's ERG, LGBTQ+ Pride ERG, and the Accessibility & Inclusion ERG. The Partners in Transportation Diversity Luncheon Series continued in FY 2023.

In the ERG Leadership Council, executive sponsors of the ERGs meet quarterly to collaborate and coordinate on events, sharing lessons learned and optimizing opportunities to grow ERG membership and provide valuable content to the MassDOT workforce.

MassDOT continued to maintain a highly successful Mentorship Program in FY2022. Currently, MassDOT recruits a new class of Mentor and Mentees twice a year. The duration of each new class is 6 months in length, with the Mentor and Mentee scheduled to meet at least twice a month for 30-60 minutes during the workday either in person or virtually. The 5th cohort of Mentor/Mentee matches launched in April of 2023. Over 350 matches have been made since the Mentorship Program began in 2020.

Secretariat Moving Forward

The DE&I Executive Council plays a key role in overseeing MassDOT's diversity efforts.

One example of an important diversity initiative was the partnering of MassDOT's Human Resource

Department and its Office of Diversity and Civil Rights to conduct MassDOT's Employee Engagement Survey. This survey included questions about employee perceptions of MassDOT DE&I efforts, MassDOT culture, and access to opportunities within MassDOT. The results of this survey are being analyzed by HR.

The DE&I Executive Council serves as an advisory body that provides feedback and suggestions to the Executive Council while also serving as DEI ambassadors across all of MassDOT's divisions and locations. The Employee Advisory Council meets monthly.

The Office of Diversity and Civil Rights assists the Secretary and CEO of MassDOT in the development of policies and programs regarding civil rights in the state transportation arena and is responsible for the monitoring and compliance of civil rights policies and executive orders, including but not limited to affirmative action, diversity, ADA and sexual harassment policies, and ensuring that the Massachusetts Department of Transportation complies with all state and federal affirmative action and civil rights laws. This Equal Employment Opportunity Program (EEO Program), effective January 1, 2022, through December 31, 2025, discusses and analyzes MassDOT's prior plan period employment policies and practices and describes specific action- oriented plans and programs to address any underutilization and adverse impacts in MassDOT's policy and practices. This program demonstrates MassDOT's commitment to foster an equitable, diverse, and inclusive environment.

Massachusetts Department of Transportation

Workforce EEO Analysis FY2023 and FY2022 Comparison

EEO Job Category	FY2023 New Hires	FY2023 Promotions	FY2023 Voluntary Terminations	FY2023 Involuntary Terminations	FY2022 New Hires	FY2022 Promotions	FY2022 Voluntary Terminations	FY2022 Involuntary Terminations
Officials and Administrators	36	40	30	1	21	38	18	4
Professionals	385	396	96	27	212	322	157	43
Technicians	2	5	0	0	2	1	3	1
Protective Service: Non- Sworn	0	0	0	0	0	0	2	0
Office / Clerical	159	48	68	24	52	28	37	19
Skilled Craft	105	72	53	9	113	49	48	23
Service Maintenance	10	1	5	1	0	0	4	2
No EEO Reporting	6	0	7	0	9	0	15	0
TOTAL	703	562	259	62	409	438	284	92

Agency's Total New Hires Summary – FY2023 versus FY2022

Agency	FY2023	FY2022
Massachusetts Department of Transportation	703	409
TOTAL	703	409

Agency's Total Workforce Summary – FY2023 versus FY2022

Agency	FY2023	FY2022
Massachusetts Department of Transportation	4,061	3,616
TOTAL	4,061	3,616



INDEPENDENTS

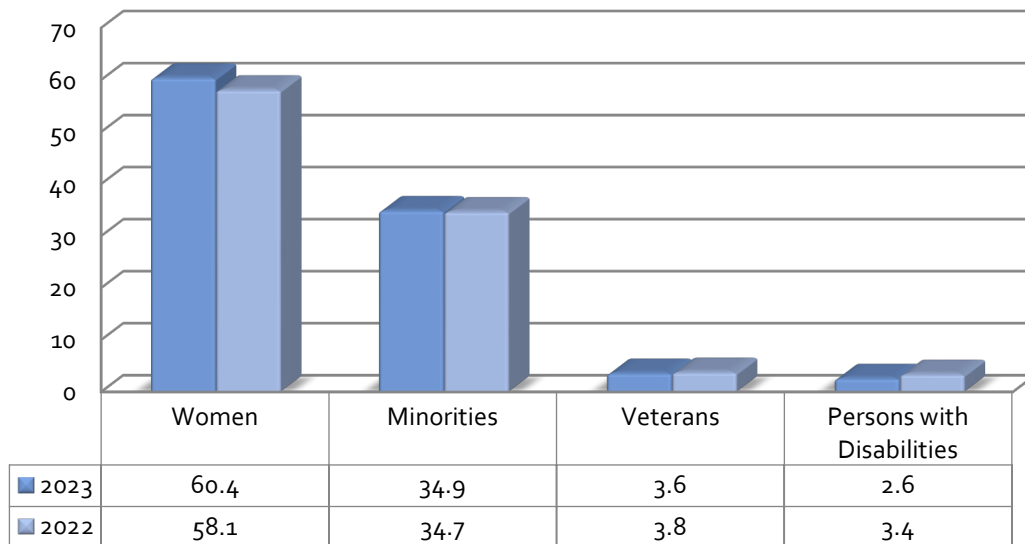
<u>Center for Health Information and Analysis</u>	49
<u>Comptroller of the Commonwealth</u>	51
<u>Disabled Persons Protection Commission</u>	53
<u>Massachusetts Board of Library Commissioners</u>	56
<u>Massachusetts Commission Against Discrimination</u>	59
<u>Massachusetts Teachers' Retirement System</u>	61
<u>Public Employee Retirement Administration Commission</u>	63

Center for Health Information and Analysis

RAY CAMPBELL, EXECUTIVE DIRECTOR

TONYA S. BOURASSA, DIVERSITY OFFICER

Demographics as of June 30, 2023



Workforce EEO Analysis FY2023 and FY2022 Comparison

EEO Job Category	FY2023 New Hires	FY2023 Promotions	FY2023 Voluntary Terminations	FY2023 Involuntary Terminations	FY2022 New Hires	FY2022 Promotions	FY2022 Voluntary Terminations	FY2022 Involuntary Terminations
Officials and Administrators	0	11	13	0	4	19	11	1
Professionals	7	14	15	9	13	13	15	0
Office / Clerical	0	0	0	0	0	0	0	0
TOTAL	7	25	28	9	17	32	26	1

Agency's Total Workforce Summary – FY2023 versus FY2022

Agency	FY2023	FY2022
Center for Health Information and Analysis	155	148
TOTAL	155	148

Center for Health Information and Analysis

Introduction

The Center for Health Information and Analysis' (CHIA) mission is to serve as a steward of Massachusetts health information through its multifaceted datasets, unique analytic resources, and objective reporting to promote a more transparent health care system that effectively serves all residents of the Commonwealth.

Overview of Agency

The Center for Health Information and Analysis is an independent state agency of the Commonwealth.

Highlights

Overview: First Quarter Fiscal Year 2023 comparison to Fourth Quarter Fiscal Year 2023. CHIA's employee population remained largely the same.

	Q1FY23 (%)	Q4 FY23 (%)	Census Benchmark
Employee Count	153	155	
Minorities	34.6	34.9	25.8
Women	60.4	60.4	49.1
Persons with Disabilities	3.9	2.6	12
Veterans	3.6	3.6	7

The agency launched an internal Data Asset Forum to enrich employee knowledge of the value and capability of CHIA's data products. At the forums, employees at all levels showcase the data product that they use and their work. Employees also presented at learning sessions related to key reports released in the fiscal year.

Additionally, CHIA employees attended and presented at conference related to health care and health data including approximately 50% of employees attending sessions at the online National Association of Health Data Organizations conference.

In FY23 the agency hosted over 5 diversity and inclusion focused events including, a Diwali celebration, MLK Day event and visit to the Embrace monument, Lunar New Year Celebration, Pride Month Event, Juneteenth online event and others.

Agency Moving Forward

In FY24, CHIA will develop and begin to implement a diversity equity and inclusion strategic plan.

The agency will continue to focus on employee retention through engagement, enrichment and opportunities for advancement.

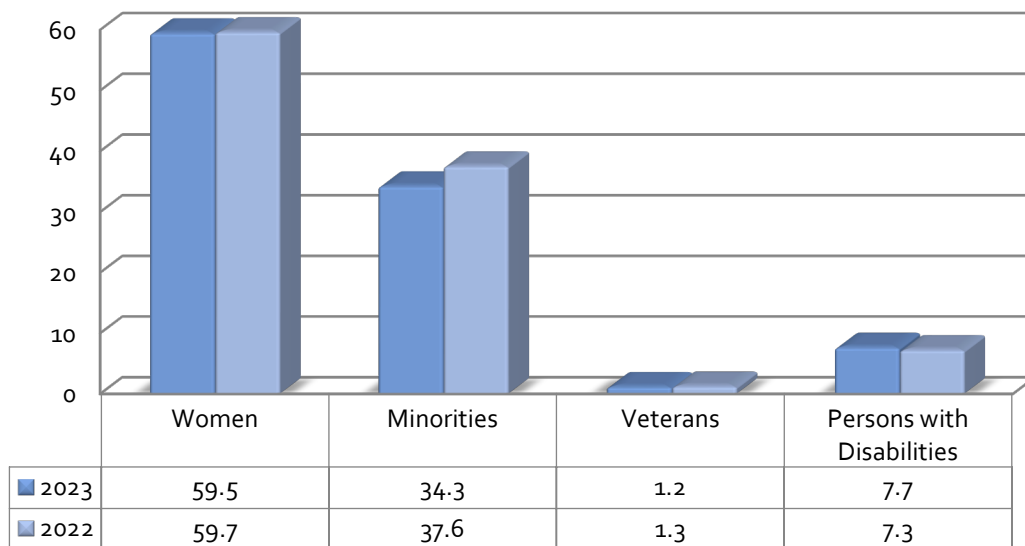
Recruitment efforts will focus on expanding the diversity of applicant pools and training hiring managers and team members.

Comptroller of the Commonwealth

WILLIAM McNAMARA, COMPTROLLER

MONICA MIDDLETON, DIVERSITY OFFICER

Demographics as of June 30, 2023



Workforce EEO Analysis FY2023 and FY2022 Comparison

EEO Job Category	FY2023 New Hires	FY2023 Promotions	FY2023 Voluntary Terminations	FY2023 Involuntary Terminations	FY2022 New Hires	FY2022 Promotions	FY2022 Voluntary Terminations	FY2022 Involuntary Terminations
Officials and Administrators	5	8	4	0	3	3	5	0
Professionals	10	7	6	2	3	0	5	0
TOTAL	15	15	30	2	6	3	10	0

Agency's Total Workforce Summary – FY2023 versus FY2022

Agency	FY2023	FY2022
Comptroller of the Commonwealth	122	122
TOTAL	122	122

Comptroller of the Commonwealth

Introduction

The Office of the Comptroller (CTR) is an Independent, Executive Level Agency. Our mission is to oversee the Commonwealth's financial systems, promoting integrity, mitigating risk, and providing accurate reporting and promoting transparency to illustrate the financial health of Massachusetts.

Overview of Agency

The Office of the Comptroller is an independent, apolitical, executive level agency.

Highlights

The Diversity vision for the Office of the State Comptroller is to value the differences among the commonwealth's employees. We emphasize the development of inclusive work environments that will maximize each employee's skills, talents, and perspectives, as we set forth an unparalleled standard of excellence.

CTR continues to successfully operate in our Hybrid Work Model. CTR staff remain engaged through monthly onsite team meetings designed to foster collaboration, inclusiveness, and enhance communication. The office holds a quarterly all staff meeting, where staff participate in team building programs, as well as learn of any office advancement opportunities, changes and other CTR monthly activity highlights.

In FY23 CTR hosted an optional onsite all staff gathering. The event was well attended and the received great feedback! We plan to host more of these gatherings in FY24, to allow employees to engage with each other and meet new staff.

CTR remains diligent in providing educational training on Cyber safety and security. This cyber education not only promotes the security of the office systems and technology but also provides employees with knowledge and tools for cyber safety practices at home.

CTR continues to use its internal employee portal, "CTR Employee Central" to highlight news and items of interest to and among staff to continue to build community. We have redesigned the portal to be more employee focused. CTR continues to hold Weekly Drop-In sessions, open for all CTR staff. In these sessions, CTR IT hosts topics that support working from home as well as provide updates. CTR employees use the sessions as opportunities to engage with each other providing the group with their own successful tips.

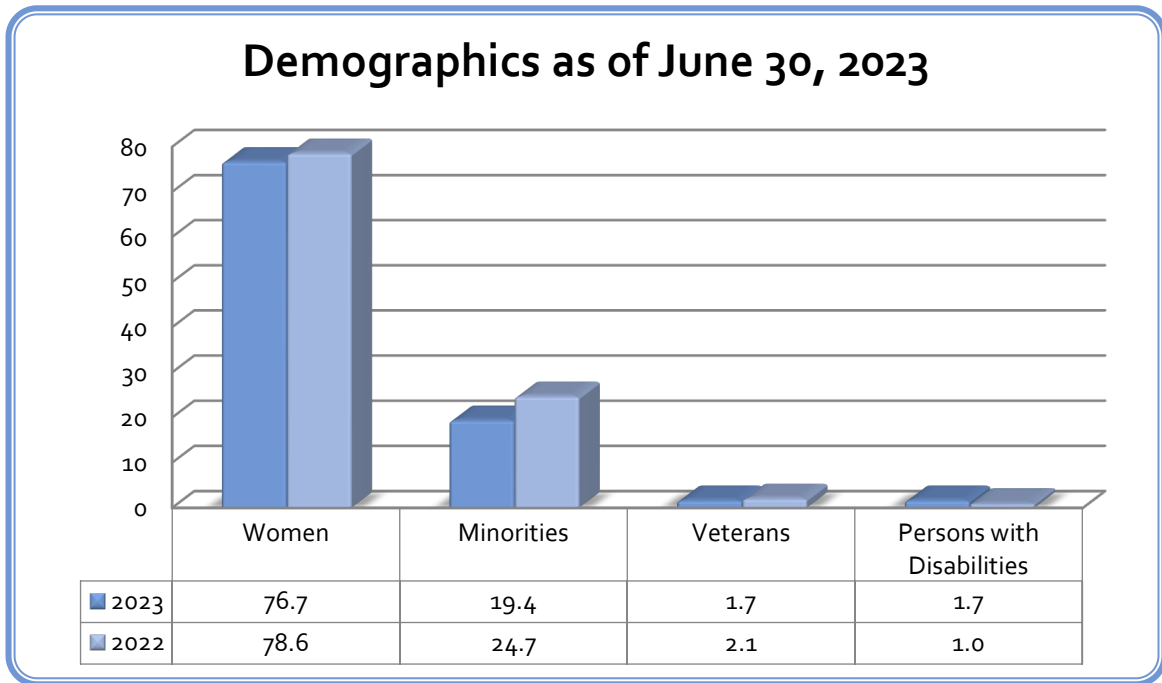
Agency Moving Forward

Our vision is to be a solutions-oriented public agency, promoting innovation and focused on being a national leader in good governance. We are continuously improving the transparency of financial information. As stewards of the public trust, we aim to inspire confidence by maintaining our core principles: clarity, integrity, and accountability

Disabled Persons Protection Commission

NANCY A. ALTERIO, EXECUTIVE DIRECTOR

LINDA WALLACE, DIVERSITY OFFICER



Workforce EEO Analysis FY2023 and FY2022 Comparison

EEO Job Category	FY2023 New Hires	FY2023 Promotions	FY2023 Voluntary Terminations	FY2023 Involuntary Terminations	FY2022 New Hires	FY2022 Promotions	FY2022 Voluntary Terminations	FY2022 Involuntary Terminations
Officials and Administrators	10	1	1	1	5	2	4	0
Professionals	12	0	7	1	11	4	7	1
Office / Clerical	0	0	0	0	0	0	0	0
No EEO Reporting	1	0	0	0	-	-	-	-
TOTAL	23	1	8	2	16	6	11	1

Agency's Total Workforce Summary – FY2023 versus FY2022

Agency	FY2023	FY2022
Disabled Persons Protection Commission	119	96
TOTAL		96

Disabled Persons Protection Commission

Introduction

The Disabled Persons Protection Commission's (DPPC) Mission: To protect adults with disabilities from abusive acts and omissions of their caregivers through investigation, oversight, public awareness, and prevention.

Overview of Agency

The DPPC was created through legislation (M.G.L. c.19C) in 1987 as an independent state agency responsible for the investigation and remediation of instances of abuse committed against persons with disabilities in the Commonwealth. Pursuant to its enabling statute M.G.L. c. 19C, the jurisdiction of DPPC includes adults with disabilities between the ages of 18 and 59, who are within the Commonwealth whether in state care or in a private setting and who suffer serious physical and/or emotional injury through the act and/or omission of their caregivers. The DPPC enabling statute fills the gap between the Department of Children and Families (DCF) (through the age of 17) and the Executive Office of Elder Affairs (EOEA) (age 60 and over) statutes.

As an independent state agency, DPPC through its three Commissioners are required to report directly to the Governor and the Legislature. The Executive Director, who reports directly to the Commissioners, is charged with the responsibility of the daily operations of DPPC and supervision of its staff.

Highlights

The DPPC workforce is reflective of the Commonwealth's diverse population. The working environment at the DPPC is open and accepting of individual differences and all employees are encouraged to maximize their potential. The DPPC is committed to providing quality services to persons with disabilities through intake, investigation, oversight, public awareness and prevention.

Managers meet weekly/routinely with direct reports and regularly as a Unit to engage team members and encourage diversity of perspective and thought. Staff were encouraged and supported to expand opportunities and experiences within and outside the organization by attending an in-service training and local, state, and national trainings.

SAR conducted a Learning Collaborative with community partners on Forming Connection in Equity: Empowering Survivors and Providers to engage in Conversations around Racial and Diversity Equity in Sexual Assault Services. The collaborative was held in April 2023 during sexual assault month with over 75 participants in attendance.

DPPC partnered with the Trial Court to provide an informative and interactive training on Diversity, Equity and Inclusion training to all staff covering:

- Understanding the benefits of respect, civility, and inclusion as integral to creating a safe, healthy, and inclusive workplace.

- Understanding how our words and actions are critical to the development of a safe, healthy, and inclusive workplace that respects individual differences and recognizes the unique contributions that each person brings.
- Building capacity to respect the value of individual differences and experiences and creating an inclusive work environment that maximizes the potential of all employees.

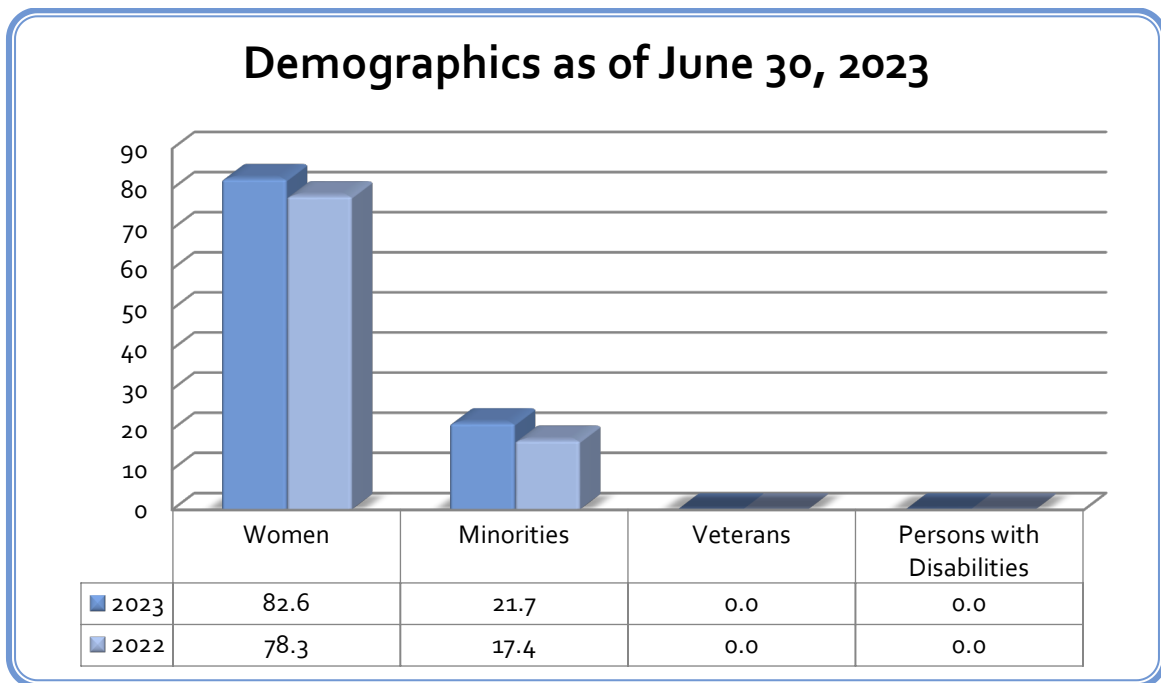
Agency Moving Forward

Going forward the DPPC will continue to recruit a workforce that reflects the diversity of our population through posting positions on MassCareers, participating in career fairs and actively networking with community organizations and other state agencies that service targeted populations.

Massachusetts Board of Library Commissioners

James Lonergan, Director

Tracey Dimant, Diversity Officer



Workforce EEO Analysis FY2023 and FY2022 Comparison

EEO Job Category	FY2023 New Hires	FY2023 Promotions	FY2023 Voluntary Terminations	FY2023 Involuntary Terminations	FY2022 New Hires	FY2022 Promotions	FY2022 Voluntary Terminations	FY2022 Involuntary Terminations
Officials and Administrators	0	0	0	0	0	0	0	0
Professionals	1	1	0	0	1	0	1	0
Office / Clerical	0	0	0	0	1	0	0	0
TOTAL	1	1	0	0	2	0	1	0

Agency's Total Workforce Summary – FY2023 versus FY2022

Agency	FY2023	FY2022
Disabled Persons Protection Commission	23	23
TOTAL	23	23

Massachusetts Board of Library Commissioners

Introduction

Per the agency's overall Strategic Plan:

As a state agency, the Massachusetts Board of Library Commissioners promotes equitable access, advances innovation, and fosters resilience in libraries across the Commonwealth through funding, guidance, partnerships, and the coordination of statewide services.

The principles below affirm who we are and who we aspire to be.

- Equity and diversity: We prioritize our work and resources in service to a more equitable world where diversity, in all its forms, is valued and leveraged for the good of all.
- Inclusivity and belonging: We support the work of libraries that create environments where people feel included, respected, and that they belong.
- Partnership: We are trusted partners, collaborators, and convenors, connecting people to ideas and to each other.
- Leadership: We lead with courage, integrity, accountability, and compassion. We nurture these qualities in those we serve.
- Stewardship: We are good stewards of the public funds entrusted to us, and the well-being of the Massachusetts library community.

Overview of Agency

The MBLC is an Agency, not a Secretariat. Our agency consists of four units:

- Administrative Unit
- Business Office
- Library Advisory and Development
- State Aid, Construction, Data, and Technology

Highlights

In FY2024, I was officially appointed and trained as the agency's diversity officer for BLC (an independent agency), which is a big step forward and something we strove to achieve.

Our agency successfully completed a procurement to hire a vendor to complete an accessibility assessment of relevant content on our website to ensure we are meeting the accessibility standards as outlined by the Massachusetts Executive Office of Technology and Service & Security (EOTTS) policy regarding the updated website accessibility standards (EOTSS Accessibility Standards). This project will continue through FY2025.

Throughout FY2023, our agency was regularly above parity with regard to women and minorities.

We have several retirements in the coming fiscal year and we have worked on recruitment strategies in the lead-up to that, including a plan to cross-post our hiring ads to sites that specialize in diverse communities.

In the coming fiscal year, the agency intends to do a communications push to agency staff to give them increased information regarding their ability to self-identify regarding disability status in HR/CMS, as well as a communications push to give them increased information regarding their ability to self-identify regarding veteran status in HR/CMS.

We have open hiring practices, and we will continue to strive to reach our parity goals as job opportunities occur.

Agency Moving Forward

Our agency is poised to post an RFQ to find a vendor to provide training and education to agency staff and commissioners on Diversity, Equity, and Inclusion, as soon as we hear from the Governor's office regarding the pledge (put forth in Gov. Healey's inaugural remarks) to direct each agency to conduct a full equity audit, so as to ensure we are capturing all aspects of the Governor's goal.

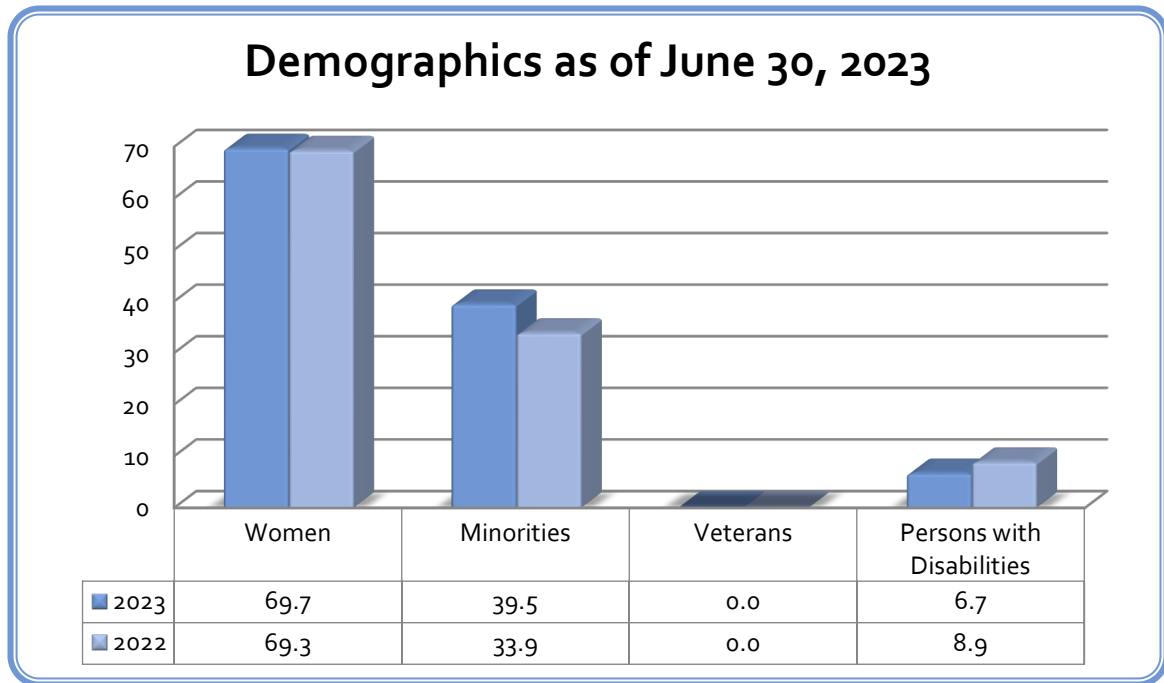
We will also continue to provide information and guidance to agency staff regarding the ability to self-identify regarding disability status, veteran status, and gender identity in HR/CMS.

In FY24, our agency has the opportunity for hiring, in that we have five retirements coming up this fall, as well as one resignation. We are working to develop additional outreach content and engagement initiatives specifically for recruitment purposes to maximize the agency's ability to attract a diverse pool of applicants for employment opportunities, including cross posting all MassCareers job listings to sites that specifically target recruitment and hiring for Equity, Diversity, and Inclusion.

Massachusetts Commission Against Discrimination

SUNILA THOMAS GEORGE, CHAIRWOMAN

SHIRANI JIMENEZ, DIVERSITY OFFICER



Workforce EEO Analysis FY2023 and FY2022 Comparison

EEO Job Category	FY2023 New Hires	FY2023 Promotions	FY2023 Voluntary Terminations	FY2023 Involuntary Terminations	FY2022 New Hires	FY2022 Promotions	FY2022 Voluntary Terminations	FY2022 Involuntary Terminations
Officials and Administrators	2	0	0	0	1	3	0	0
Professionals	17	5	12	3	12	6	9	2
Office / Clerical	3	0	1	0	0	0	2	0
TOTAL	22	5	13	3	13	9	11	2

Agency's Total Workforce Summary – FY2023 versus FY2022

Agency	FY2023	FY2022
Massachusetts Commission Against Discrimination	76	70
TOTAL	76	70

Massachusetts Commission Against Discrimination

Introduction

The Massachusetts Commission Against Discrimination (MCAD) is committed to our mission to eradicate discrimination in the Commonwealth. Our workforce is our greatest resource, and it will continue to be diverse, well trained, motivated, and reflect the constituent base we endeavor to serve. To that end, we will build and retain a diverse and inclusive workforce that consists of people from different races, genders, ethnicities, physical abilities, sexual orientations, and educational and professional experiences who are valued, engaged, and heard in achieving our mission.

Overview of Agency

The MCAD is the independent state agency that enforces the Massachusetts anti-discrimination laws by investigating Discrimination Complaints to determine if the case may proceed to conciliation or a public hearing at the Commission. The MCAD also offers remedial and preventative training, and publishes resources online such as model policies, posters, and guides.

Highlights

Overall, the agency continues to greatly exceed Commonwealth parity numbers for representation of female with an overall benchmark of 67.9% that is 20.6% above Commonwealth 49.1% parity. The MCAD also continues to greatly exceed Commonwealth parity for the minorities category with an overall benchmark of 39.5% at 13.7% above Commonwealth's benchmark. Although the agency continues to seek qualified candidates that identify as disabled or with veteran status by encouraging language in postings and partnering with the MA Commission for the Blind, it remains below Commonwealth benchmarks for representation relative to persons with disabilities and veteran status.

The agency continues its dedication to ensuring that hiring and recruiting remains mindful of the agency's diversity plans and continue the hiring practices that have been so successful. As mentioned in our quarterly reports the agency has had a fluctuating in hiring during FY23.

The agency continues to be engaged in a flurry of hiring and recruiting. In accordance with our recruitment practices, we have posted our opportunities to the Commonwealth's MassCareers job board, to college, University and Law School job boards, including Historically Black Colleges and University job boards. We also posted some positions with Bar and Affinity Bar associations as well as in legal periodicals like MLW. We fully expect recent hires will continue to increase the agency's overall minority, veteran and female representation, and push our professional job category above the Commonwealth benchmark for minority representation and Veterans.

Agency Moving Forward

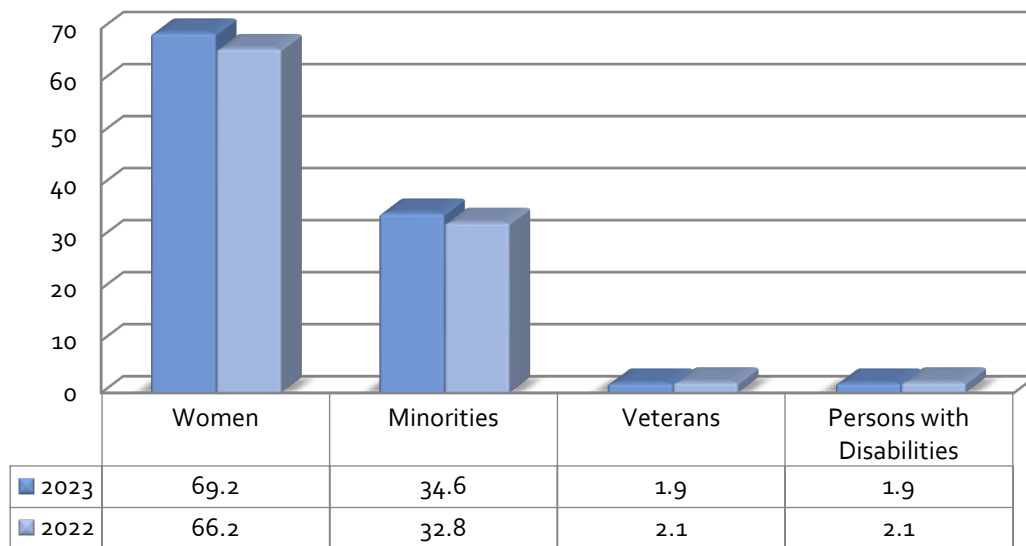
The MCAD aims to recruit and hire a workforce that reflects the diversity of the population the MCAD serves and meets parity goals outlined in the MCAD Affirmative Action Plan. Per the MCAD's Affirmative Action Plan, the MCAD aims to increase representation of minorities, women, people with disabilities, and veterans by at least 1% in this fiscal year.

Massachusetts Teachers' Retirement System

ERIKA M. GLASTER, EXECUTIVE DIRECTOR

ROBERT FABINO, DIVERSITY OFFICER

Demographics as of June 30, 2023



Workforce EEO Analysis FY2023 and FY2022 Comparison

EEO Job Category	FY2023 New Hires	FY2023 Promotions	FY2023 Voluntary Terminations	FY2023 Involuntary Terminations	FY2022 New Hires	FY2022 Promotions	FY2022 Voluntary Terminations	FY2022 Involuntary Terminations
Officials and Administrators	7	0	4	1	4	0	3	0
Professionals	1	0	1	0	1	0	2	0
Technicians	0	0	0	0	1	0	2	0
Office / Clerical	6	0	1	0	5	0	3	0
TOTAL	14	0	6	1	11	0	10	0

Agency's Total Workforce Summary – FY2023 versus FY2022

Agency	FY2023	FY2022
Massachusetts Teachers' Retirement System	104	95
TOTAL	104	95

Massachusetts Teachers' Retirement System

Introduction

To ensure that members of the Massachusetts Teachers' Retirement System achieve and maintain a successful and secure retirement through responsible benefits administration, financial integrity, and the provision of outstanding services.

Overview of Agency

The Massachusetts Teachers' Retirement System ("MTRS") is a Commonwealth agency and one of 104 contributory retirement systems. The MTRS falls under the Executive Office for Administration and Finance (A & F).

The MTRS consists of the following units: HR, legal, finance, network services, application and data services, employer services, member services and the transfer refund enrollments unit.

The MTRS has performed exceptionally in terms of hiring, retention, and advancement of staff in FY23. Only 2 staff left the MTRS out of 91 and we added an additional 14 new staff members in FY23 despite the difficult job market. The two staff who left the agency were offered higher salary opportunities which we, of course, supported.

Some of the challenges we've faced over the past year include staff recruitment during this competitive job market. One of our successes is implementation of a permanent hybrid remote work policy. We obtained our goals by being intentional about improving our four protected classes although we still need to significantly improve in the recruitment of veterans and disability.

Highlights

The MTRS is above parity in minority for all categories except Officials and Administrators and above parity in female office clerical. We continue to be below parity in disability and veterans. We are intentional about our efforts to reach out to the disability and veteran's community in order to improve in these categories. We don't anticipate much improvement in the disability and veterans' category because we have little agency turnover.

The MTRS has performed exceptionally in terms of hiring, retention, and advancement of staff in FY23. Only 2 staff left the MTRS out of 91 and we added an additional 14 new staff members in FY23 despite the difficult job market.

One of our successes is implementation of a permanent hybrid remote work policy. We obtained our goals by being intentional about improving our four protected classes although we still need to improve in the recruitment of veterans and disability.

Agency Moving Forward

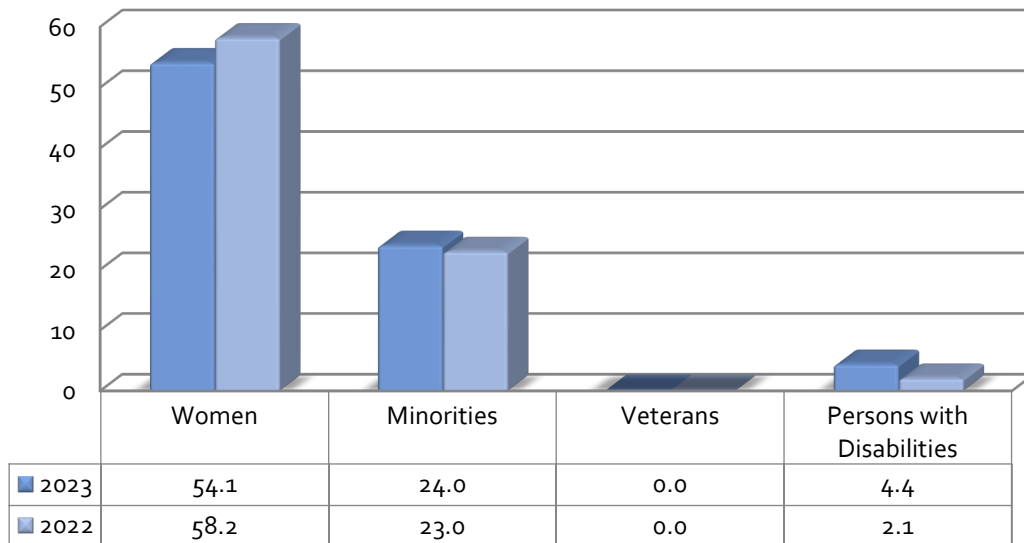
Goals for FY24 include improvement in the protected class of veterans and disability. We also hope to participate and sponsor more in-person and on-line job fairs.

Public Employee Retirement Administration Commission

JOHN W. PARSONS, EXECUTIVE DIRECTOR

CAROLINE J. CARCIA, DIVERSITY OFFICER

Demographics as of June 30, 2023




Workforce EEO Analysis FY2023 and FY2022 Comparison

EEO Job Category	FY2023 New Hires	FY2023 Promotions	FY2023 Voluntary Terminations	FY2023 Involuntary Terminations	FY2022 New Hires	FY2022 Promotions	FY2022 Voluntary Terminations	FY2022 Involuntary Terminations
Officials and Administrators	0	0	0	0	0	0	0	0
Professionals	3	0	4	1	1	0	1	0
Technicians	0	0	0	0	0	0	2	0
Protective Service: Non-Sworn	2	0	2	0	0	0	1	0
Office / Clerical	0	0	0	0	0	0	1	0
TOTAL	5	0	6	1	1	0	5	0

Agency's Total Workforce Summary – FY2023 versus FY2022

Agency	FY2023	FY2022
Public Employee Retirement Administration Commission	46	53
TOTAL	46	53



Public Employee Retirement Administration Commission

Introduction

The Public Employee Retirement Administration Commission's (PERAC) mission is to provide regulatory oversight and guidance for the effective, equitable, and ethical operation of the Commonwealth of Massachusetts' public pension systems.

PERAC oversee the 104 retirement systems of Massachusetts ensuring compliance and protection of the pension systems.

Overview of Agency

The Public Employee Retirement Administration Commission is committed to the value and respect of its employees. PERAC is committed to the sensitivity level of individual differences amongst its staff and continues to maintain an open and competitive work environment at all levels of positions.

Highlights

Over the past fiscal year, PERAC has been underrepresented in Veterans and Persons with Disabilities. We have increased the percentage of persons with disabilities but not to the desired percentage. We have 2 employees out of 48 with disabilities. We have no veterans on staff, and we have worked hard making that a priority during our hiring process but we have not had candidates self-identify with veteran status. We will continue to participate in the speed interview process conducting by HRD/Mass Rehab seeking qualified candidates to increase these categories. We have, however, increase our minority population in the Professional Category and most recently hired 2 additional minorities which will result in the 2nd Quarter FY24 reports. Our female representation is pretty high, and we will continue to monitor this category with future hires. The last 2 fiscal years have been challenging in the hiring process. We have experienced low volume of candidates applying for positions w/the qualifications highlighted in the job descriptions.

Agency Moving Forward

Moving forward we will continue to make hiring in the underrepresented categories a priority utilizing Mass Careers and most recently Handshake. We continue to work with HRD/Mass Rehab speed interviewing seeking qualified candidates to fill certain gaps.