

## **2017 Public Works HBCU Recruitment**

SEIU 721 represented engineers in the city partnered with departments in a succession planning and diversity outreach project to Historically Black Colleges and University as well as a national conference for Black Engineering students. This Joint Labor Management initiative represents how we can rebuild the workforce together. We made significant progress in just one year and ask for support for the outreach to continue and grow, as we rebuild our City workforce.

### **What the program did in 2017**

- Provided additional and focused engineering recruitment for City of LA at 6 HBCUs.
- Through 21 face to face interviews and 8 Skype interviews, resulted in 29 engineers recruited.
- Greatest result in recruitment efforts over the past two fiscal budgets

### **Upholds important values of both the City of LA and SEIU 721**

- Provides critical support for succession planning in the City of LA
- Implementation of "common good" projects between the City of Los Angeles and SEIU Local 721
- Upholds the SEIU Internal Resolution on Racial and Economic Justice
- Further encouraged employee/member driven organizing and initiatives
- Further encouraged "cradle to employment pipeline"
- Help Implement Mayor Garcetti's Executive Directive to open 5000 new jobs.
- Implement Mayor Garcetti's Gender Equity Directive 11.
- Increase Equal Opportunity Employment Program.

### **What is needed going forward?**

- PW HBCU recruitment needs to be a budget and scheduled effort supported by City Council.
- L.A. Black Personnel Assoc., Inc. needed to support the HBCU recruitment by sponsoring booths at both National and Regional NESBE Conventions.
- Commissioner Davis needs to be the lead voice for moving the effort forward within the City of Los Angeles.
- Authorization for Administration to make offers "on the spot" must be given to avoid recruits from "dying on the list".
- Asking for budget of \$60,000 for 2017/18



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ASSOCIATION of  
BLACK PERSONNEL, INC.

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Dear City of Los Angeles City Council Members,

The Los Angeles Association of Black Personnel Inc. (LAABP) is in full support of the Department of Public Works efforts to recruit qualified African-American engineers from Historically Black Colleges and Universities (HBCU). We strongly support this program and the focus of addressing the disparity in recruitment, retention, and promotion of African-American engineers.

As a City of Los Angeles (City) employee association, it is our mission to provide greater opportunities for employees to enhance their careers and progressive achievement with the City. Through this letter, we acknowledge our partnership with Local 721 of the Service Employee International Union (SEIU), the Bureau of Engineering, the Bureau of Sanitation, Bureau of Street Services, and any other City department that seeks to increase its effort to recruit students from HBCUs.

If this program is funded by the City, we understand this endorsement and partnership may include a form of sponsorship for exhibitor booths for the National Society of Black Engineers (NSBE) conferences along with potential local efforts with the NSBE.

LAABP looks forward to working with you in eliminating the disparities of African-American engineers and in an effort to increase the employment of African-Americans with the City.

DeMarlo M. Sims, President  
Los Angeles Association of Black Personnel, Inc.



Ronald E. Hasson  
President

THE BEVERLY HILLS HOLLYWOOD NAACP

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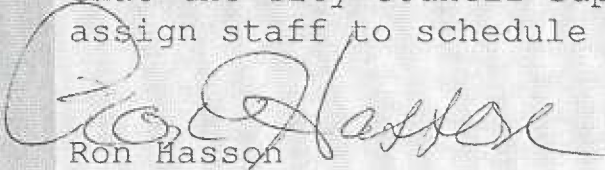
City Of Los Angeles city Council and  
Members Engineering Unified Planning  
Commission

Ladies and Gentleman;

The Los Angeles Branches of the NAACP Congratulates the Engineering Unified Planning Committee members and the city council for its Recruitment and employment of African American Engineers from Historical Black colleges and Universities (HBCU).

The coordinated Strategy created to recruit Engineers from HBCU and other schools was a successful endeavor.

The NAACP believes that HBCU recruitment is important to maintain a diverse workforce. We are recommending that the city council support establishing a Budget and assign staff to schedule HBCU events

  
Ron Hasson  
Area Director  
Los Angeles NAACP