

# City of Austin Demographics

# Ethnicity Distribution

Ethnicity Description	Ethnicity Count in the City government	Ethnicity % in the City Government	Ethnicity % City wide in 2013
Ethnicity Not Provided	42	0.4%	
American Indian./Aleutian	48	0.4%	
<b>Asian/Pacific Islander</b>	<b>354</b>	<b>3%</b>	<b>6.1%</b>
Black	1,601	13%	7.2%
Hispanic	3,323	28%	34.0%
Other	30	0.3%	
White	6,596	55%	49.7%

Total number of COA Employees = 11,994

# Questions

- What is the City policy for hiring Asians so that it matches with demographics for the City?
- How is the City recruiting Asians both for Public safety and for Municipal Civil Service?
- What is the standard protocol for appointments vs open recruitment for Executive positions?

# Recommendations

- Executive/leadership training for Asian Employees.
- Below is the link to the executive training program at Harvard Kennedy School of Government. This program and similar programs are offered every year. Some lasts three weeks, while some last just one week.
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- <https://exed.hks.harvard.edu/Programs/smg/overview.aspx>
- Management rotation training in city departments for Supervisors and Managers
- Quarterly meeting with City Manager or his SPOC.