

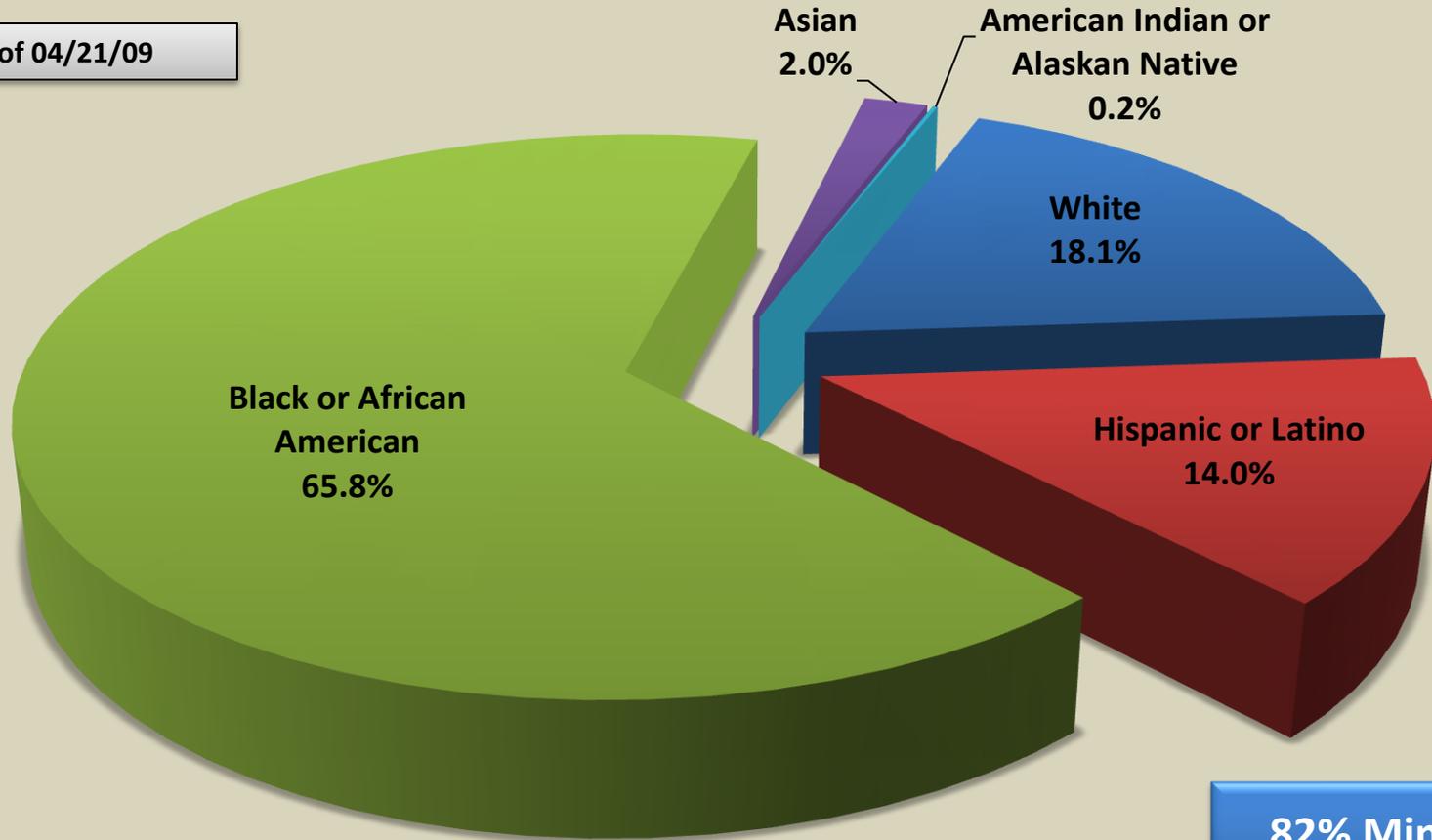
CTA TRANSIT BOARD MEETING



Chicago Transit Authority
Diversity Hiring Update
May 2009

CTA CURRENT TOTAL WORKFORCE

As of 04/21/09



82% Minority
31 % Female

BEST PRACTICES RECRUITMENT STRATEGIES

Local & Community Based Recruitment

Local community outreach with state/local govt., faith-based groups and elected officials.

Develop and maintain community relationships through GCR such as Bud Biliken Parade.

Online/Media Recruitment

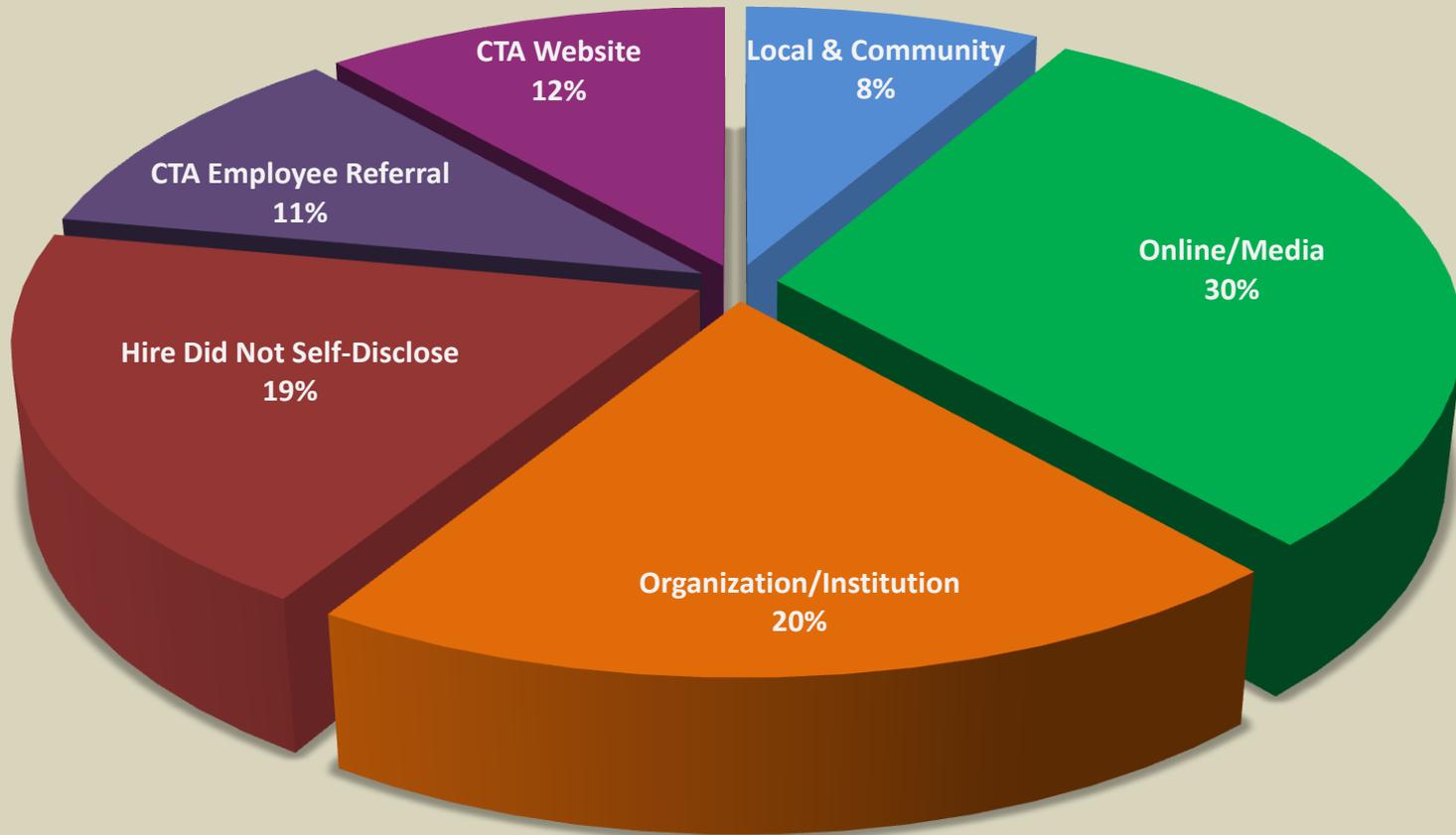
Utilization of websites, radio & print media, car cards, and minority recruitment promotions such as Latpro & Chicago Urban League

Organization/ Institution

Participation in minority organization sponsored job fairs, associations & networking events

Partnerships with Universities/Colleges and organization that specialize in training qualified applicants, such as COYNE

2008 DIVERSITY HIRING STRATEGIES



2008 STRATEGIES FOR AFRICAN AMERICAN RECRUITMENT

Local & Community Based Recruitment Initiatives .

These initiatives are in conjunction with Government and Community Relations (GCR).

- Job Fairs (Austin Town Hall, South Shore Cultural Center)
- Community Events (Elected Officials, faith-based groups)
- Community Blitz List (i.e.. Chamber of Commerce, Neighborhood Groups)

Online/Media Recruitment Initiatives

- Chicago Defender
- Press Releases
- Car Cards
- 1390 AM Radio – WGRB
- 107.5 FM Radio – WGCI

Organization/Institution Initiatives

- Chicago Urban League
- Coyne
- IDES
- CEDA

This successful strategy will be continued in 2009

2008 STRATEGIES FOR LATINO RECRUITMENT

Local & Community Based Recruitment Initiatives.

These initiatives are in conjunction with Government and Community Relations (GCR).

- Job Fairs (Humboldt Park, Mozart Park Field House)
- Community Events (Hoy)

Online/Media Recruitment Initiatives

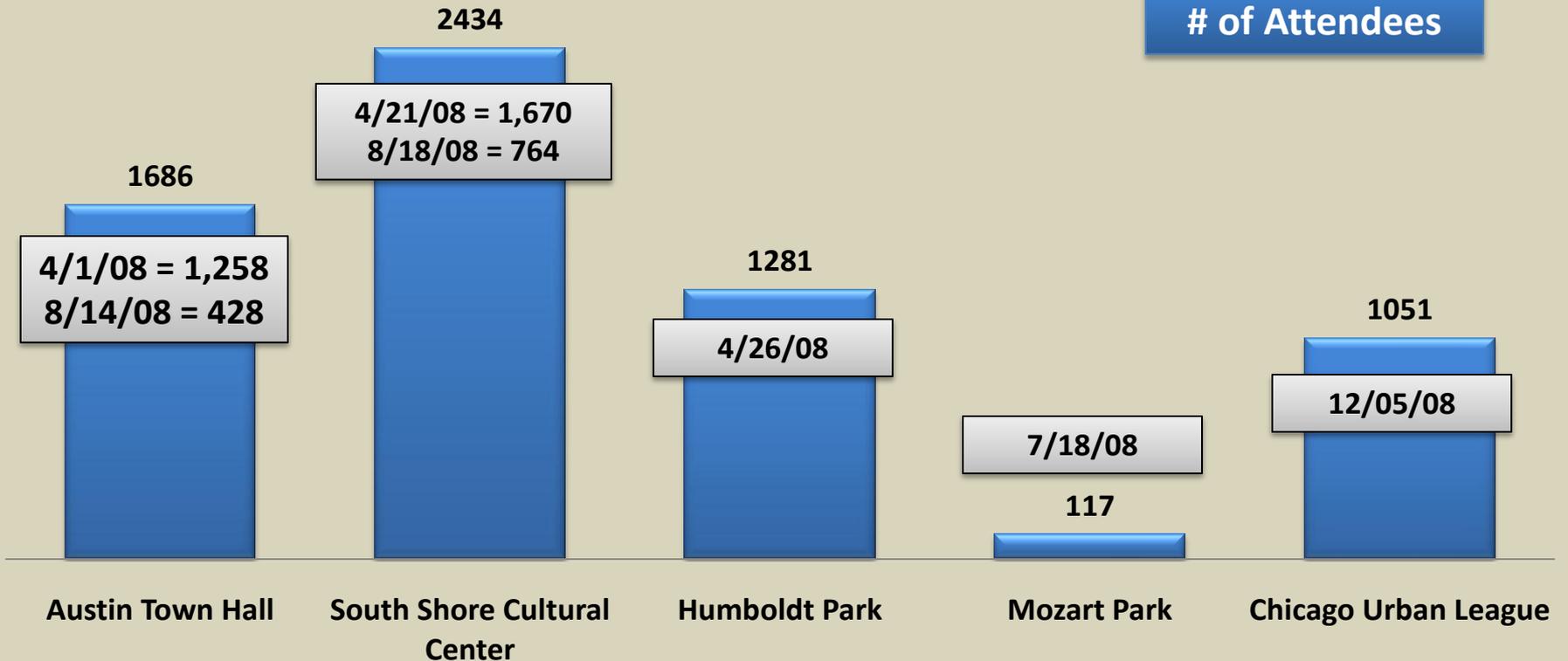
- LaRaza
- Telemundo (TV)
- HOY
- 105.1 FM Radio – WOJO
- 103.5 FM Radio – WKSC
- Lawndale News

Organization/Institution Initiatives

- HACE
- Coyne
- National Latino Education Institute (SCJ)

2008 PTBO FAIRS

of Attendees

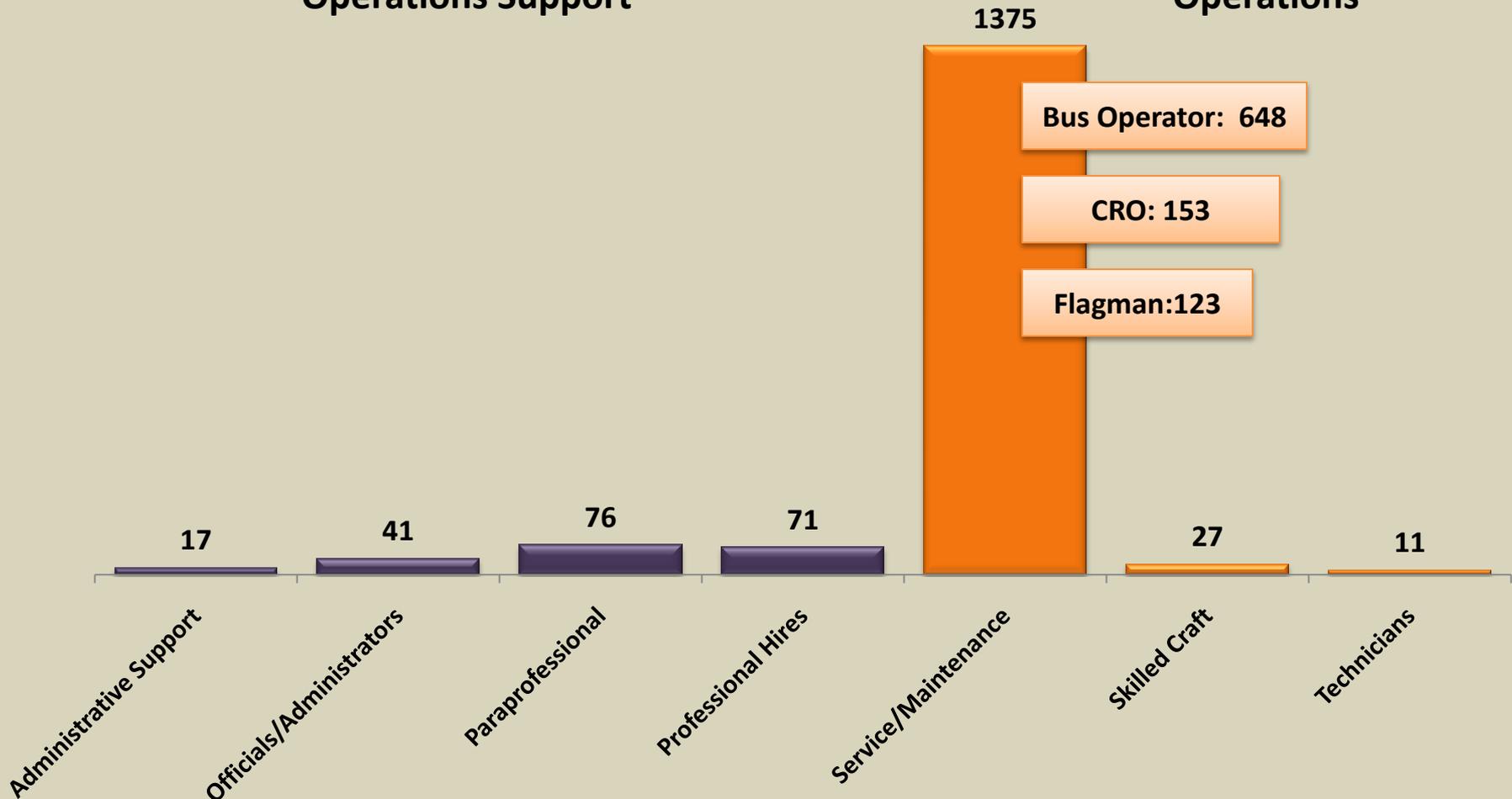


Total hires in 2008 = 648

2008 BREAKDOWN FOR HIRES

Operations Support

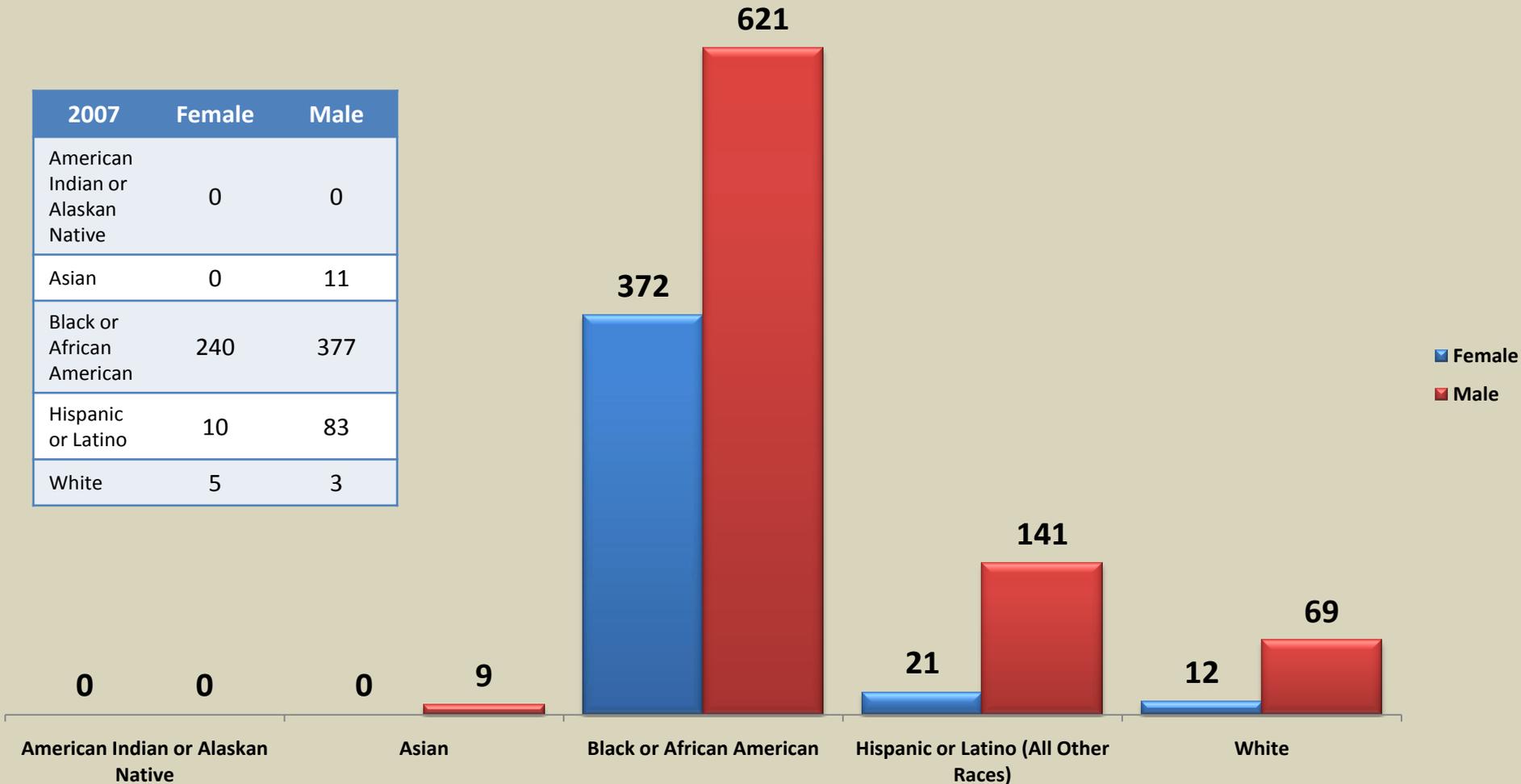
Operations



Total Hires = 1,618

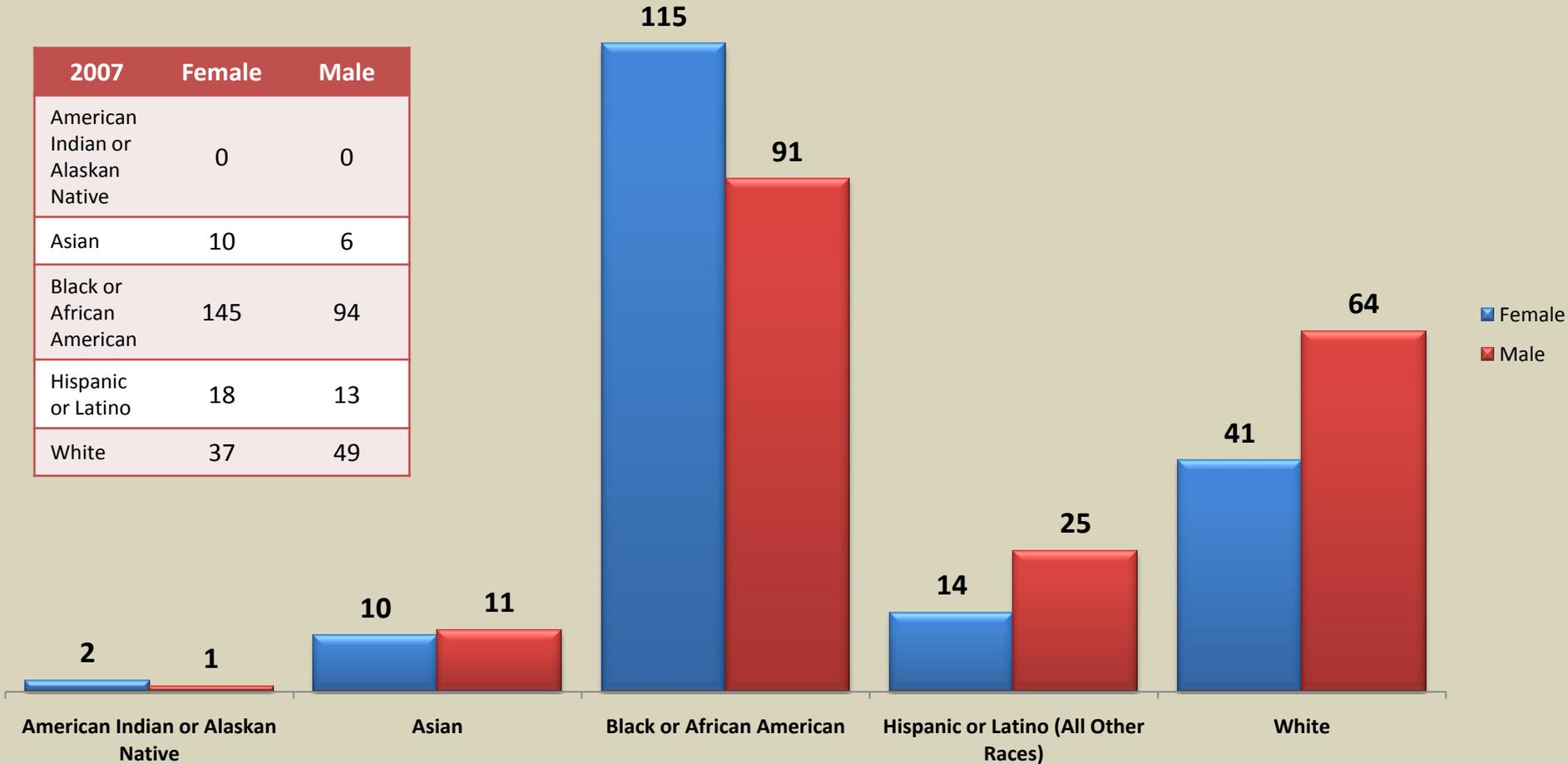
2008 UNION HIRES BY RACE/GENDER

2007	Female	Male
American Indian or Alaskan Native	0	0
Asian	0	11
Black or African American	240	377
Hispanic or Latino	10	83
White	5	3



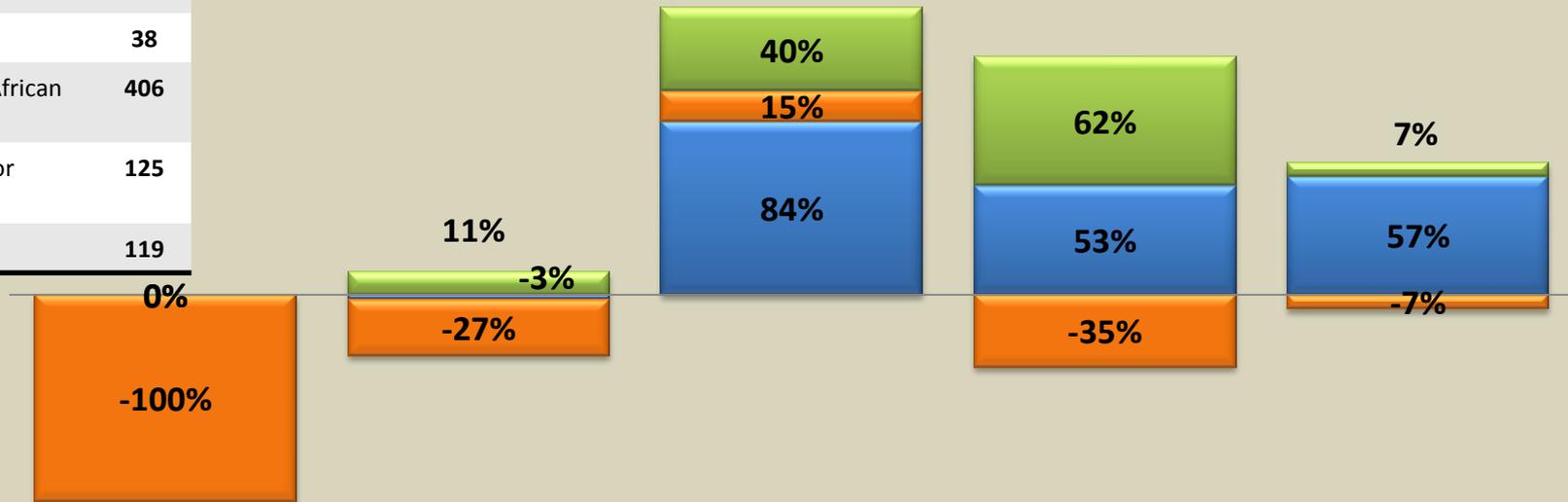
2008 NON-UNION HIRES BY RACE/GENDER

2007	Female	Male
American Indian or Alaskan Native	0	0
Asian	10	6
Black or African American	145	94
Hispanic or Latino	18	13
White	37	49



OVERVIEW OF HIRING 2005-2008

Race	2005
American Indian or Alaskan Native	0
Asian	38
Black or African American	406
Hispanic or Latino	125
White	119



	American Indian or Alaskan Native	Asian	Black or African American	Hispanic or Latino	White
2008	0%	11%	40%	62%	7%
2007	-100%	-27%	15%	-35%	-7%
2006	0%	-3%	84%	53%	57%

2009 STATUS & STRATEGIES

**Challenges for
Diversity Hiring
Efforts**

Reductions in Force

Hiring Freeze

Resources

**Internal
Partnerships**

**Government and
Community Relations**

Communications

**Informational Sessions
(summer 2009)**

**Additional Hiring
Strategies**

Hispanic or Latino

Asian

Veterans

**African American
(2008 continuation)**

2009 STRATEGIES FOR LATINO RECRUITMENT

Local & Community Based Recruitment Initiatives .

*These initiatives are conjunction with
Government and Community
Relations (GCR).*

- Email Distribution (weekly)

Online/ Media Recruitment Initiatives

- NSHMBA (National Society of Hispanic MBA's)
- HACIA
- Latpro

Organization/Institution Initiatives

- Chicago Latino Network (CLN)

2009 STRATEGIES FOR ASIAN RECRUITMENT

Local & Community Based Recruitment Initiatives .

These initiatives are conjunction with Government and Community Relations (GCR).

- Job Fairs
- Community Events

Online/Media Recruitment Initiatives

- www.asianlife.com
- www.kacschgo.org
- www.aaichicago.org

2008

- Korea Daily
- Epoch Times

Organization/Institution Initiatives

- KACS Association Board
- Asian American Institute
- Asian Human Services

2009 STRATEGIES FOR VETERAN RECRUITMENT

Online/Print Media Recruitment Initiatives

- www.illinoisskillsmatch.com

Organization/Institution Initiatives

- US Veteran Employment Services