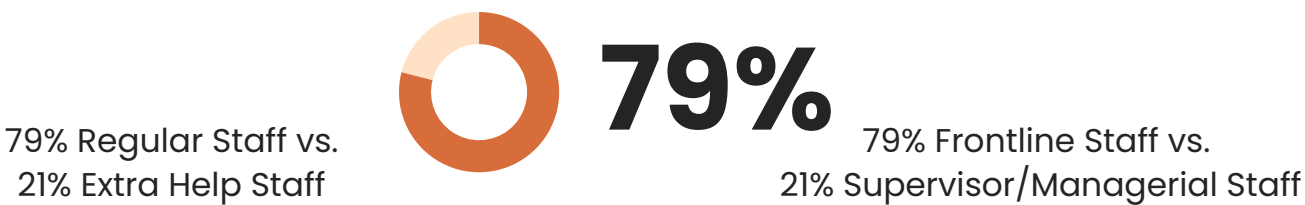


# PHPP Workforce Demographics

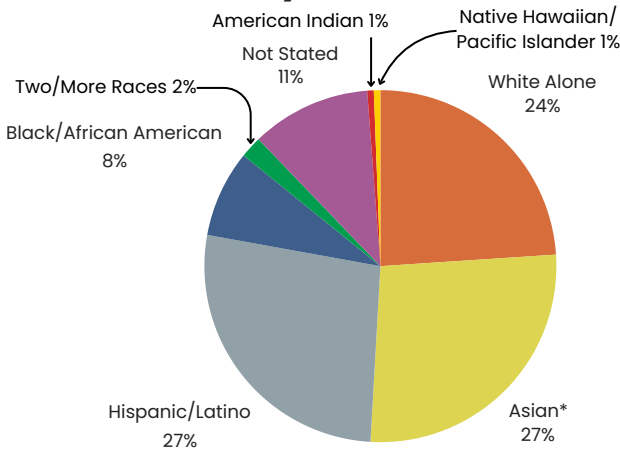
## FISCAL YEAR 2023–2024

This infographic is a supplement to the PHPP Workforce Demographics Report and highlights some key findings from Fiscal Year 2023–2024 (FY 23–24). We continue to see that PHPP workforce (n=191) aligns closely with the overall San Mateo County demographics as it did the year before. Since the last fiscal year we saw an increase in regular staff and frontline staff.

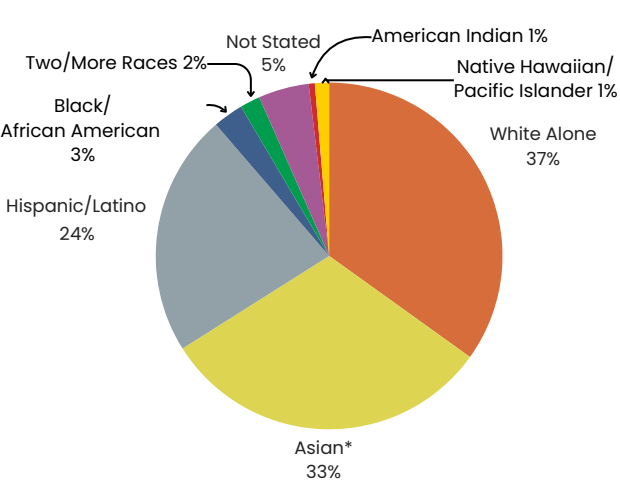
### Key Highlight Of PHPP Workforce (FY 23–24)



PHPP Workforce  
(Workday Data FY 23–24)



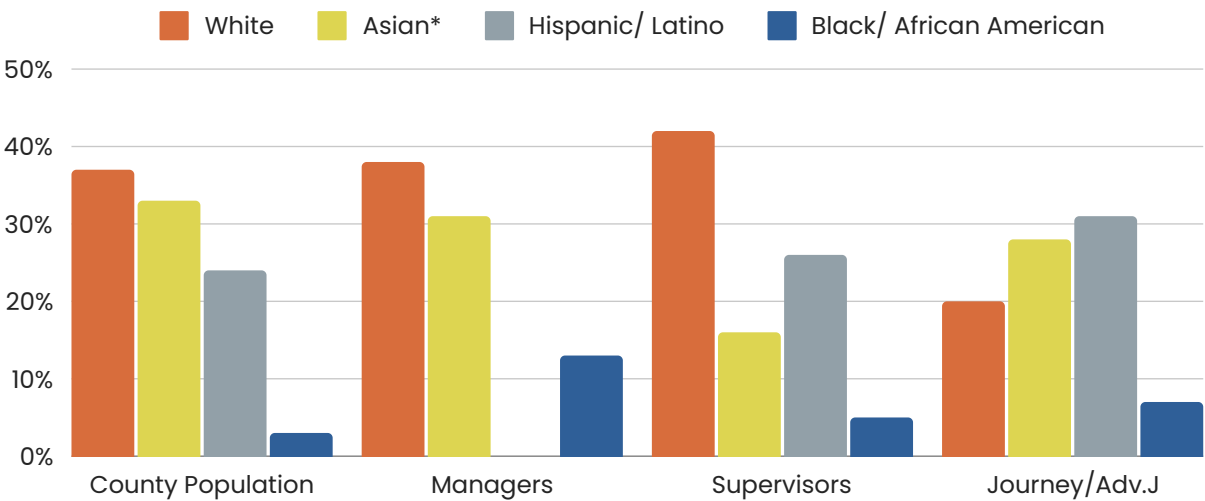
San Mateo County Population  
(US Census 2022)



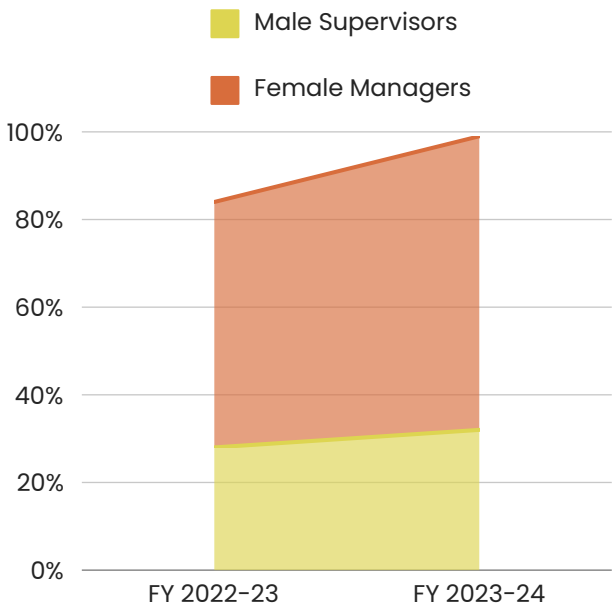
\*Asian group includes Filipino

When we look at the race/ethnicity distribution by employee classification, we see that there are more **Black employees** at all levels and **Asian employees** are under-represented at Supervisor and Journey/Advanced Journey (Adv.J) levels. There are no **Hispanic, Native Hawaiian/ Pacific Islander, or American Indian/Alaska Native** Managers.

### Employee Classification Across 4 Most Prevalent Race/Ethnicity Groups Within PHPP vs. County Population

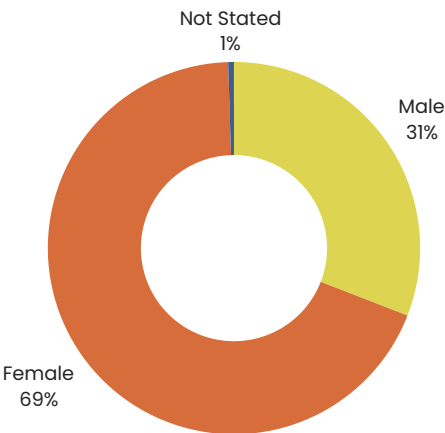


\* Asian group includes Filipino



### Key Gender Trends Over Time

PHPP Workforce By Gender (FY 23–24)



### CALL TO ACTION

Evaluate divisional hiring practices to ensure workforce demographics are reflective of community’s makeup, while prioritizing Equity Priority Community members.

**Data Sources:**  
PHPP workforce (Workday data FY 23–24)  
County demographics (US Census 2022 data)



SAN MATEO COUNTY HEALTH  
**PUBLIC HEALTH,  
POLICY & PLANNING**



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For more details check out:  
Community Collaboration Proposal [here](#) and  
PHPP Demographics Reports [here](#).