



Diversity & Inclusion

Demographic Analytics - City of Worcester's Workforce

2012 Demographic Data

COW Full-time Employee Data		Gender			
Department	Total	M	F	Minorities	%
Administration & Finance	16	9	7	2	12.5%
Assessing	10	6	4	3	30.0%
Auditing	8	3	5	0	0.0%
City Clerk	12	2	10	2	16.7%
City Manager's Office	12	2	10	1	8.3%
Communications	59	18	41	4	6.8%
DPW & PARKS	380	328	52	28	7.4%
Economic Development	26	13	13	6	23.1%
Elder Affairs	8	1	7	1	12.5%
Fire	423	413	10	35	8.3%
Health	11	4	7	0	0.0%
Human Resources	13	1	12	1	7.7%
Inspectional Services	53	34	19	5	9.4%
Law	14	3	11	0	0.0%
Library	75	26	49	13	17.3%
Mayor's Office	2	2	0	0	0.0%
Police	455	396	59	69	15.2%
Retirement	5	0	5	0	0.0%
Technical Services	20	12	8	1	5.0%
Treasury	27	5	22	8	29.6%
Workforce Development	37	18	19	9	24.3%
Total	1666	1296	370	188	11.3%
%		77.8%	22.2%		

2013 Demographic Data

COW Full-time Employee Data		Gender			
Department	Total	M	F	Minorities	%
Administration & Finance	17	10	7	2	11.8%
Assessing	10	7	3	2	20.0%
Auditing	8	2	6	0	0.0%
City Clerk	12	2	10	2	16.7%
City Manager's Office	10	2	8	1	10.0%
Communications	58	18	40	5	8.6%
DPW & PARKS	381	327	54	31	8.1%
Economic Development	30	16	14	7	23.3%
Elder Affairs	7	1	6	1	14.3%
Fire	405	395	10	34	8.4%
Health	16	7	9	1	6.3%
Human Resources	14	1	13	1	7.1%
Inspectional Services	56	38	18	6	10.7%
Law	14	4	10	1	7.1%
Library	82	26	56	14	17.1%
Mayor's Office	2	2	0	0	0.0%
Police	474	413	61	80	16.9%
Retirement	5	0	5	0	0.0%
Technical Services	22	13	9	1	4.5%
Treasury	27	6	21	8	29.6%
Workforce Development	34	17	17	7	20.6%
Total	1684	1307	377	204	12.1%
%		77.6%	22.4%		

2014 Demographic Data

COW Full-time Employee Data		Gender			
Department	Total	M	F	Minorities	%
Administration & Finance	13	3	10	1	7.7%
Assessing	10	7	3	2	20.0%
Auditing	8	2	6	1	12.5%
City Clerk	10	3	7	3	30.0%
City Energy & Asset Mgmt	12	12	0	4	33.3%
City Manager's Office	11	5	6	2	18.2%
Communications	59	16	43	3	5.1%
DPW & PARKS	395	339	56	36	9.1%
Economic Development	32	16	16	6	18.8%
Elder Affairs	7	0	7	1	14.3%
Fire	416	406	10	34	8.2%
Health	22	7	15	2	9.1%
Human Resources	14	1	13	1	7.1%
Inspectional Services	58	39	19	6	10.3%
Law	13	4	9	1	7.7%
Library	83	61	22	15	18.1%
Mayor's Office	2	1	1	0	0.0%
Police	493	430	63	86	17.4%
Retirement	4	0	4	0	0.0%
Technical Services	25	16	9	2	8.0%
Treasury	27	6	21	8	29.6%
Workforce Development	29	15	14	8	27.6%
Total	1743	1389	354	222	12.7%
%		79.7%	20.3%		

2015 Demographic Data

COW Full-time Employee Data		Gender			
Department	Total	M	F	Minorities	%
Administration & Finance	10	4	6	2	20.0%
Assessing	10	7	3	3	30.0%
Auditing	8	2	6	1	12.5%
Cable Services	3	1	2	0	0.0%
City Clerk	14	5	9	3	21.4%
City Energy & Asset Mgmt	13	12	1	4	30.8%
City Manager's Office	14	7	7	4	28.6%
Communications	56	16	40	5	8.9%
DPW & PARKS	411	352	59	39	9.5%
Economic Development	26	14	12	4	15.4%
Elder Affairs	8	0	8	1	12.5%
Fire	397	387	10	32	8.1%
Health	19	5	14	3	15.8%
Human Resources	14	1	13	1	7.1%
Inspectional Services	57	38	19	6	10.5%
Law	13	4	9	1	7.7%
Library	82	23	59	16	19.5%
Mayor's Office	2	1	1	0	0.0%
Police	483	419	64	84	17.4%
Retirement	5	0	5	0	0.0%
Technical Services	25	16	9	2	8.0%
Treasury	25	7	18	7	28.0%
Workforce Development	27	14	13	8	29.6%
Total	1722	1335	387	226	13.1%
%		77.5%	22.5%		

2016 Demographic Data

COW Full-time Employee Data		Gender			
Department	Total	M	F	Minorities	%
Administration & Finance	12	5	7	2	16.7%
Assessing	9	6	3	2	22.2%
Auditing	7	2	5	1	14.3%
Cable Services	4	2	2	0	0.0%
City Clerk	13	5	8	4	30.8%
City Energy & Asset Mgmt	12	11	1	4	33.3%
City Manager's Office	8	6	2	2	25.0%
Communications	59	17	42	6	10.2%
DPW & PARKS	371	320	51	42	11.3%
Economic Development	33	19	14	6	18.2%
Elder Affairs	8	0	8	1	12.5%
Fire	401	389	12	34	8.5%
Health	19	4	15	5	26.3%
HHS	6	2	4	4	66.7%
Human Resources	16	1	15	3	18.8%
Inspectional Services	55	35	20	7	12.7%
Law	13	4	9	2	15.4%
Library	80	24	56	15	18.8%
Mayor's Office	2	1	1	0	0.0%
Police	491	428	63	85	17.3%
Retirement	5	0	5	0	0.0%
Technical Services	25	16	9	2	8.0%
Treasury	26	5	21	6	23.1%
Workforce Development	30	13	17	10	33.3%
Total	1705	1315	390	243	14.3%
%		77.1%	22.9%		

2017 Demographic Data

COW Full-time Employee Data		Gender			
Department	Total	M	F	Minorities	%
Administration & Finance	14	5	9	3	21.4%
Assessing	9	6	3	2	22.2%
Auditing	8	1	7	1	12.5%
Cable Services	4	2	2	0	0.0%
City Clerk & Elections	14	5	9	4	28.6%
City Energy and Asset Mgmt	13	11	2	4	30.8%
City Manager's Office	9	5	4	2	22.2%
Communications	58	18	40	8	15.5%
DPW & Parks	399	343	56	54	14.3%
Economic Development	30	18	12	4	13.3%
Elder Affairs	8	0	8	1	12.5%
Fire	410	397	13	40	9.8%
Health	20	3	17	5	25.0%
HHS	10	4	6	4	50.0%
Human Resources	13	2	11	2	15.4%
Inspectional Services	52	35	17	6	13.5%
Law	12	2	10	1	8.3%
Library	79	22	57	17	21.5%
Mayor's Office	2	1	1	0	0.0%
Police	507	445	62	91	17.9%
Retirement	5	0	5	0	0.0%
Recreation Worcester	2	1	1	1	50.0%
Technical Services	27	18	9	3	11.1%
Treasury	23	5	18	7	30.4%
Workforce Development	25	9	16	9	36.0%
Total	1753	1358	395	269	15.7%
%		77.5%	22.5%		

2018 Demographic Data

COW Full-time Employee Data		Gender			
Department	Total	M	F	Minorities	%
Administration & Finance	14	5	9	3	21.4%
Assessing	9	6	3	2	22.2%
Auditing	8	1	7	1	12.5%
Cable Services	4	2	2	0	0.0%
City Clerk & Elections	14	6	8	4	28.6%
City Energy and Asset Mgmt	13	12	1	4	30.8%
City Manager's Office	9	5	4	2	22.2%
Communications	52	16	36	6	11.5%
DPW & Parks	394	337	57	55	14.0%
Economic Development	32	16	16	6	18.8%
Elder Affairs	8	0	8	1	12.5%
Fire	416	402	14	40	9.6%
Health	21	3	18	5	23.8%
HHS	10	3	7	4	40.0%
Human Resources	14	2	12	4	28.6%
Inspectional Services	53	37	16	6	11.3%
Law	13	3	10	1	7.7%
Library	87	21	66	18	20.7%
Mayor's Office	2	1	1	0	0.0%
Police	500	437	63	91	18.2%
Retirement	5	0	5	0	0.0%
Recreation Worcester	1	1	0	0	0.0%
Technical Services	29	18	11	4	13.8%
Treasury	25	5	20	7	28.0%
Workforce Development	24	9	15	9	37.5%
Total	1757	1348	409	273	15.5%
%		76.7%	23.3%		

Jan 2019 Demographic Data

COW Full-time Employee Data		Gender			
Department	Total	M	F	Minorities	%
Administration & Finance	14	5	9	3	21.4%
Assessing	8	6	2	2	25.0%
Auditing	8	1	7	1	12.5%
Cable Services	4	2	2	0	0.0%
City Clerk & Elections	15	5	10	4	26.7%
City Energy and Asset Mgmt	13	12	1	4	30.8%
City Manager's Office	10	6	4	2	20.0%
Communications	54	15	39	7	13.0%
DPW & Parks	396	340	56	60	15.2%
Economic Development	28	15	13	6	21.4%
Elder Affairs	8	0	8	1	12.5%
Fire	402	389	13	36	9.0%
Health	20	4	16	4	20.0%
HHS	12	3	9	7	58.3%
Human Resources	15	2	13	4	26.7%
Inspectional Services	53	36	17	7	13.2%
Law	13	4	9	1	7.7%
Library	89	21	68	18	20.2%
Mayor's Office	2	1	1	0	0.0%
Police	525	461	64	101	19.2%
Retirement	5	0	5	0	0.0%
Recreation Worcester	0	0	0	0	0.0%
Technical Services	30	19	11	4	13.3%
Treasury	24	4	20	7	29.2%
Workforce Development	24	10	14	10	41.7%
Total	1772	1361	411	289	16.3%
%		76.8%	23.2%		

Dec 2019 Demographic Data

COW Full-time Employee Data		Gender			
Department	Total	M	F	Minorities	%
Administration & Finance	9	3	6	2	22.2%
Purchasing	3	1	2	0	0.0%
Assessing	10	7	3	2	20.0%
Auditing	8	1	7	1	12.5%
Cable Services	4	1	3	0	0.0%
City Clerk & Elections	14	5	9	4	28.6%
City Energy and Asset M	16	15	1	6	37.5%
City Manager's Office	13	6	7	3	23.1%
Communications	63	22	41	10	15.9%
DPW & Parks	397	341	56	69	17.4%
Economic Development	30	18	12	7	23.3%
Elder Affairs	9	0	9	1	11.1%
Fire	405	391	14	38	9.4%
Health	24	5	19	6	25.0%
HHS	13	3	10	7	53.8%
Human Resources	15	4	11	5	33.3%
Inspectional Services	59	40	19	10	16.9%
Law	12	4	8	1	8.3%
Library	90	23	67	18	20.0%
Mayor's Office	2	1	1	0	0.0%
Police	511	441	70	99	19.4%
Retirement	4	0	4	0	0.0%
Technical Services	31	20	11	5	16.1%
Treasury	25	6	19	7	28.0%
MassHire	25	10	15	11	44.0%
Total	1792	1368	424	312	17.4%
%		76.3%	23.6%		

May-12					
Total	1666	1296	370	188	11.3%
%		77.8%	22.2%		

May-13					
Total	1684	1307	377	204	12.1%
%		77.6%	22.4%		

SUMMARY						
FULL-TIME						
	2012		2013		Change(#)	Year to Year (%)
Total Employees	1,666		1,684		18	1.1%
Total Males	1,296	77.8%	1,307	77.6%	11	0.8%
Total Females	370	22.2%	377	22.4%	7	1.9%
Total Minorities	188	11.3%	204	12.1%	16	8.5%

May-13					
Total	1684	1307	377	204	12.1%
%		77.6%	22.4%		

Jul-14					
Total	1743	1389	354	222	12.7%
%		79.7%	20.3%		

SUMMARY						
FULL-TIME						
	2013		2014		Change(#)	Year to Year (%)
Total Employees	1,684		1,743		59	3.5%
Total Males	1,307	77.6%	1,389	79.7%	82	6.3%
Total Females	377	22.4%	354	20.3%	(23)	-6.1%
Total Minorities	204	12.1%	222	12.7%	18	8.8%

Jul-14					
Total	1743	1389	354	222	12.7%
%		79.7%	20.3%		

May-15					
Total	1722	1335	387	226	13.1%
%		77.5%	22.5%		

SUMMARY						
FULL-TIME						
	2014		2015		Change(#)	Year to Year (%)
Total Employees	1,743		1,722		(21)	-1.2%
Total Males	1,389	79.7%	1,335	77.5%	(54)	-3.9%
Total Females	354	20.3%	387	22.5%	33	9.3%
Total Minorities	222	12.7%	226	13.1%	4	1.8%

May-15					
Total	1722	1335	387	226	13.1%
%		77.5%	22.5%		

May-16					
Total	1705	1315	390	243	14.3%
%		77.1%	22.9%		

SUMMARY						
FULL-TIME						
	2015		2016		Change(#)	Year to Year (%)
Total Employees	1,722		1,705		(17)	-1.0%
Total Males	1,335	77.5%	1,315	77.1%	(20)	-1.5%
Total Females	387	22.5%	390	22.9%	3	0.8%
Total Minorities	226	13.1%	243	14.3%	17	7.5%

Feb-16						Oct-17						SUMMARY				
Total	1733	1330	405	242	14.0%	Total	1753	1358	395	275	15.7%	FULL-TIME				
%		76.7%	23.4%			%		77.5%	22.5%			2016	2017	Change(#)	Year to Year (%)	
												Total Employees	1,733	1,753	20	1.2%
												Total Males	1,330	1,358	28	2.1%
												Total Females	405	395	(10)	-2.5%
												Total Minorities	242	275	33	13.6%

Oct-17						May-18						SUMMARY				
Total	1753	1358	395	275	15.7%	Total	1757	1348	409	273	15.5%	FULL-TIME				
%		77.5%	22.5%			%		76.7%	23.3%			2017	2018	Change(#)	Year to Year (%)	
												Total Employees	1,753	1,757	4	0.2%
												Total Males	1,358	1,348	(10)	-0.7%
												Total Females	395	409	14	3.5%
												Total Minorities	275	273	(2)	-0.7%

May-18						Jan-19						SUMMARY				
Total	1757	1348	409	273	15.5%	Total	1772	1361	411	289	16.3%	FULL-TIME				
%		76.7%	23.3%			%		76.8%	23.2%			2018	2019	Change(#)	Year to Year (%)	
												Total Employees	1,757	1,772	15	0.9%
												Total Males	1,348	1,361	13	1.0%
												Total Females	409	411	2	0.5%
												Total Minorities	273	289	16	5.9%

Jan-19					
Total	1772	1361	411	289	16.3%
%		76.8%	23.2%		

Dec-19					
Total	1792	1368	424	312	17.4%
%		76.3%	23.6%		

SUMMARY						
FULL-TIME						
	Jan-19		Dec-19		Change(#)	Year to Year (%)
Total Employees	1,772		1,792		20	1.1%
Total Males	1,361	76.8%	1,368	76.3%	7	0.5%
Total Females	411	23.2%	424	23.6%	13	3.2%
Total Minorities	289	16.3%	312	17.4%	23	8.0%

May-12					
Total	1666	1296	370	188	11.3%
%		77.8%	22.2%		

Dec-19					
Total	1792	1368	424	312	17.4%
%		76.3%	23.6%		

SUMMARY						
FULL-TIME						
	May-12		Dec-19		Change(#)	Year to Year (%)
Total Employees	1,666		1,792		126	7.6%
Total Males	1,296	77.8%	1,368	76.3%	72	5.6%
Total Females	370	22.2%	424	23.7%	54	14.6%
Total Minorities	188	11.3%	312	17.4%	124	66.0%

SUMMARY						
MAY 2012 – DECEMBER 2019						
FULL-TIME						
	2012		2019		Change(#)	Year to Year (%)
Total Employees	1,666		1,792		126	7.6%
Total Males	1,296	77.8%	1,368	76.3%	72	5.6%
Total Females	370	22.2%	424	23.6%	54	14.6%
Total Minorities	188	11.3%	312	17.4%	124	66.0%

SUMMARY						
MAY 2012 - JULY 2014						
FULL-TIME						
	2012		2014		Change(#)	Year to Year (%)
Total Employees	1,666		1,743		77	4.6%
Total Males	1,296	77.8%	1,389	79.7%	93	7.2%
Total Females	370	22.2%	354	20.3%	16)	-4.3%
Total Minorities	188	11.3%	222	12.7%	34	18.1%

SUMMARY						
JULY 2014 - JANUARY 2019						
FULL-TIME						
	2014		2019		Change(#)	Year to Year (%)
Total Employees	1,743		1,772		29	1.7%
Total Males	1,389	79.7%	1,361	76.8%	28)	-2.0%
Total Females	354	20.3%	411	23.2%	57	16.1%
Total Minorities	222	12.7%	289	16.3%	67	30.2%