



The purpose of this presentation is to provide information on current Commission workforce diversity and to provide an overview of agency initiatives and challenges to increase diversity in the Commission's workforce.

- This presentation is an updated version of a previous document.

Composition of FWC's Current Workforce

| Agency totals as of 3/17/2015 | Male | | | | | Female | | | | | Total FTE | % Total Minority | | |
|---|----------------------------------|-------------|-----------|-----------|-----------|---------------------|------------------------------------|------------|-----------|-----------|--------------|---------------------|-------------|-----------------------|
| | Total Males By Division | WHT | BLK | HIS | OTH | % Minority Males | Total Females By Division | WHT | BLK | HIS | | | OTH | % Minority Females |
| OFFICES | 69 | 59 | 6 | 4 | 0 | 14.49% | 139 | 106 | 26 | 2 | 5 | 23.74% | 208 | 20.67% |
| Division of Law Enforcement | 795 | 712 | 19 | 55 | 9 | 10.44% | 180 | 140 | 25 | 9 | 6 | 22.22% | 975 | 12.62% |
| Division of Hunting & Game Mgmt. | 29 | 29 | 0 | 0 | 0 | 0.00% | 16 | 14 | 0 | 2 | 0 | 12.50% | 45 | 4.44% |
| Division of Habitat & Species Conservation | 219 | 209 | 0 | 5 | 5 | 4.57% | 134 | 114 | 7 | 6 | 7 | 14.93% | 353 | 8.50% |
| Division of Freshwater Fisheries Mgmt. | 49 | 47 | 1 | 0 | 1 | 4.08% | 18 | 14 | 3 | 1 | 0 | 22.22% | 67 | 8.96% |
| Division of Marine Fisheries | 12 | 12 | 0 | 0 | 0 | 0.00% | 20 | 17 | 2 | 1 | 0 | 15.00% | 32 | 9.38% |
| Fish and Wildlife Research Institute | 189 | 169 | 4 | 8 | 8 | 10.58% | 140 | 127 | 3 | 4 | 6 | 9.29% | 329 | 10.03% |
| Agency totals | 1362 | 1237 | 30 | 72 | 23 | 9.18% | 647 | 532 | 66 | 25 | 24 | 17.77% | 2009 | 11.95% |



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FWC Compared to Florida's Available Labor Market

Biological & Life Scientists

| | White | Black/ African Am | Hispanic/Latino | Other |
|-------|--------|-------------------|-----------------|-------|
| ALM # | 7580 | 500 | 795 | 490 |
| ALM % | 81% | 6% | 8% | 5% |
| FWC | 93.20% | 0.90% | 3.20% | 2.70% |

Males 61% ALM FWC 68%

Females 39% ALM FWC 32%

Protective Services/Sworn

| | White | Black/ African Am | Hispanic/Latino | Other |
|-------|---------|-------------------|-----------------|-------|
| ALM # | 133,205 | 47,681 | 38,564 | 6000 |
| ALM % | 59% | 21% | 17% | 3% |
| FWC | 87.30% | 4.30% | 6.70% | 1.70% |

Males 78% ALM FWC 85%

Females 22% ALM FWC 15%



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Business Professionals



Most successful area in meeting diversity goals.
Broad spectrum of business classifications with a
more diverse applicant population.



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Division of Law Enforcement Initiatives



- Regional Recruiters
- Developing College Curriculum
- Targeted Recruitment in South Florida:
 - Media Campaign
 - Military



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Scientific Professionals Initiatives



- Minorities in Natural Resources Committee
- Doris Duke Scholarship Program
- Florida Youth Conservation Center Network



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Students are sponsored to attend the Southeastern Association of Fish and Wildlife Agencies (SEAFWA) conferences through collaboration of FWC and the Minorities in Natural Resources Conservation (MINRC).

Doris Duke Conservation Scholars Program



The mission of the DDCSP is to increase the number of undergraduate students from groups currently underrepresented in the conservation workforce.



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Eight students will work in various program areas throughout out the state in the summer of 2015.

INITIATIVES SUMMARY

Sworn Positions:

- Regional Recruiters
- Developing College Curriculum
- Targeted Recruitment in South Florida

Scientific Positions:

- MINRC
- Doris Duke Scholarships
- Florida Youth Conservation Center Network



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