2022

GOODWILL SAN ANTONIO

Diversity Equity Inclusion

ANNUAL DIVERSITY REPORT

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Our Journey Begins

The key to Goodwill San Antonio's success is our people, and we are deeply committed to remain an organization that reflects the diversity of our community.

In 2022, the Diversity, Equity and Inclusion (DEI) Panel was created to begin the discussion around DEI.

Through the formation of focus groups, webinar and community participation, we provided safe zones for support where employees could engage in ways that are meaningful to them.

As a result, we enhanced inclusive practices into everything we do to ensure an unbiased employee experience at all levels of the organization.

Through tailored programs like, AbilityOne, we now provide access to growth opportunities, professional development and support in accomplishing goals to ensure that our employees from historically underrepresented groups are given every opportunity to thrive at Goodwill San Antonio.

During the COVID-19 Global Pandemic, an unprecedented number of employees left or stayed out of the workforce, the "Great Resignation" of employees navigated through burnout. The impact proved immeasurable, especially for individuals from marginalized groups.

The need for an empathetic approach is more critical than ever, and we are proud of some of the measures we have taken as an organization to ensure our employees feel supported and empowered. Our Life Skills Coaching (LSC) unit extends services to our employees struggling with life needs and mental wellness. We take our obligation to our employees seriously and hold ourselves accountable to creating an environment of inclusion.

The work is far from done, but we are humbled by the challenge and opportunity ahead of us to be better change agents. The data highlighted in this report include: employee demographic data, self-reporting categories, key initiatives and investments made in 2022, with a continued focus on supporting and helping our employees and their families.

The Representation

Our numbers reflect the Goodwill San Antonio employee population as of December 31, 2022. At this time, we had 1,604 employees located in the Greater San Antonio Area. Consistent with our EEO-1 reports, the data may not include employees who chose not to self-identify during onboarding.

Ethnicity reflects the EEO-1 categories required by the US Government Reports; we understand that these may be imperfect categorizations of both race and ethnicity. Also, the report does not capture other forms of diversity, such as ability and veteran status, to name a few.

We are actively working on many elements of diversity and inclusion at Goodwill San Antonio, and you will see in the pie chart our employees responded to these self-reporting questions in the self-reported data category.

Representation by Gender, Organization-Wide:

- Female: 59.10%
- Male: 40.90%

Representation by Unit:

- **Donated Goods and Retail**
  - -Female: 58.75%
  - -Male: 41.25%
- **Contract Services**
  - -Female: 58.95%
  - -Male: 41.05%
- **Workforce Development**
  - -Female: 80.00%
  - -Male: 20.00%
- **Mission Support**
  - -Female: 51.69%
  - -Male: 48.31%

Self-Reported Categories

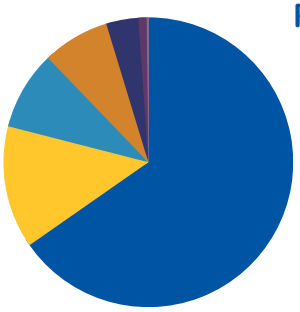
Reporting on gender, ethnicity and age data helps Goodwill San Antonio track progress toward our diversity over time, but they are imperfect categories. Diversity is layered and we are constantly monitoring ourselves to ensure our data and report reflect that.

Self-reported data is one way we work to better understand how Goodwill San Antonio's employee population identifies. The self-reported survey is anonymous and voluntary, and this year, we continued with the same six (6) expanded categories from 2022.

In 2022, 25% of Goodwill San Antonio's employees chose to self-identify as disabled or veteran.

Of those who chose to self-identify:

- **4.30%** are people/persons with disabilities
- **20.64%** are Veterans

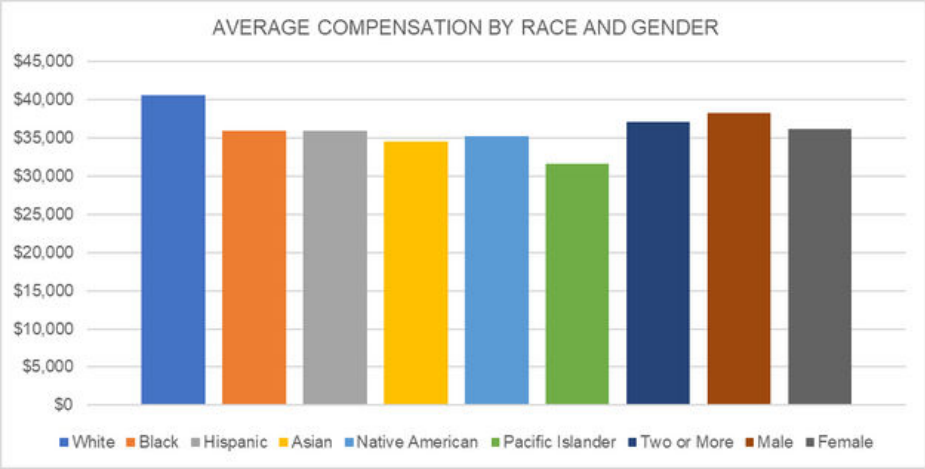


Representation by Ethnicity:

- **58.98%: Hispanic**
- **23.13%: Caucasian**
- **14.15%: African American**
- **2.00%: Two or More Races or NOT DISCLOSED**
- **1.31%: Asian**
- **0.44%: American Indian**

Source: Goodwill San Antonio Human Resources December 2022 Metrics

THE FOLLOWING GRAPH AND CHARTS DISPLAY AVERAGE COMPENSATION BY RACE AND GENDER WITHIN GOODWILL SAN ANTONIO.



Source: OutSolve, LLC.

Self-Reported Categories, cont.

As we develop our strategic plan over the next decade to serve our employees and the community, this information will be significant in providing support and solutions for future generations.

Vendor Business Report

Goodwill San Antonio desires to partner with suppliers that are 51% owned and operated by traditionally underrepresented individuals or groups who share our same values and mission. To date, this is an opportunity for Goodwill San Antonio to improve upon in the future.

Minority-Owned:

- (1) $350, $10,000

Female-Owned

- None

Veteran-Owned

- None

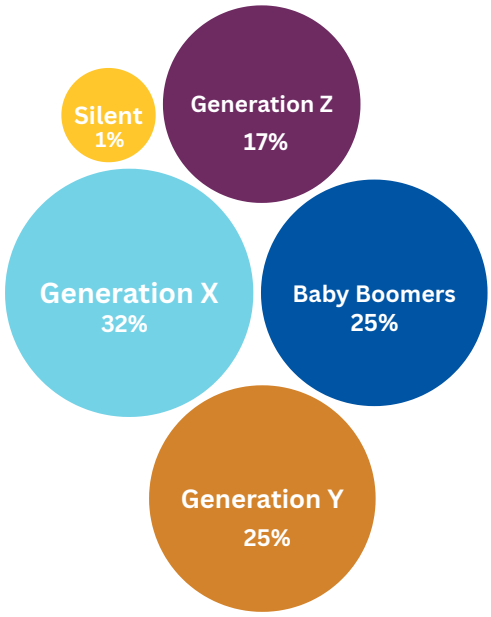
Disability-Owned:

- (1) $169,687 + (1) $1,380,552

Note: Information is not currently tracked

Generations in the Workplace

Of the seven (7) generational groups that exist in our society today, there are five (5) who are represented in Goodwill San Antonio:



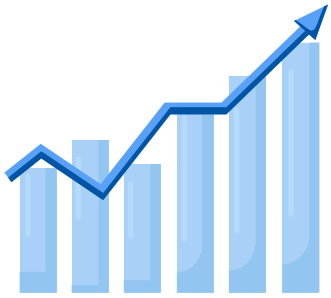
Generational Groups

1925-1945	Silent
1946-1964	Baby Boomers
1965-1979	Generation X
1980-1994	Generation Y
1995-2012	Generation Z

Source: Peter Sheahan

Disparity Analysis

The following contain the results of the analyses conducted for the 2023 Affirmative Action Plans (AAP)



The analysis determines whether the selection rates differ statistically by race and/or gender. The statistical test identifies whether chance, or something other than chance, caused differences in selection rates between two groups. Whenever a disparity is identified, an investigation to explain the disparity is advised.

Below are explanations of the data analyses from the January 1, 2022 - December 31, 2022.

Pay Gap

Companywide Unadjusted Pay Gaps

An Unadjusted Pay Gap represents the average difference in between median earnings in a given year. This analysis is considered raw/unadjusted because it does not account for factors that may influence pay (job title, time in position, etc.). Goodwill has a lower pay gap than the U.S. average overall in each category. This data is benchmarked against $1.00 per male and white employees.

Comparison Group	Goodwill San Antonio	United States
Female	$0.94	$0.83
African American	$0.89	$0.76
Hispanic	$0.89	$0.73

Source: US Census Bureau Current Population Survey three-year estimates (2017-2019)

Pay Gap, cont.

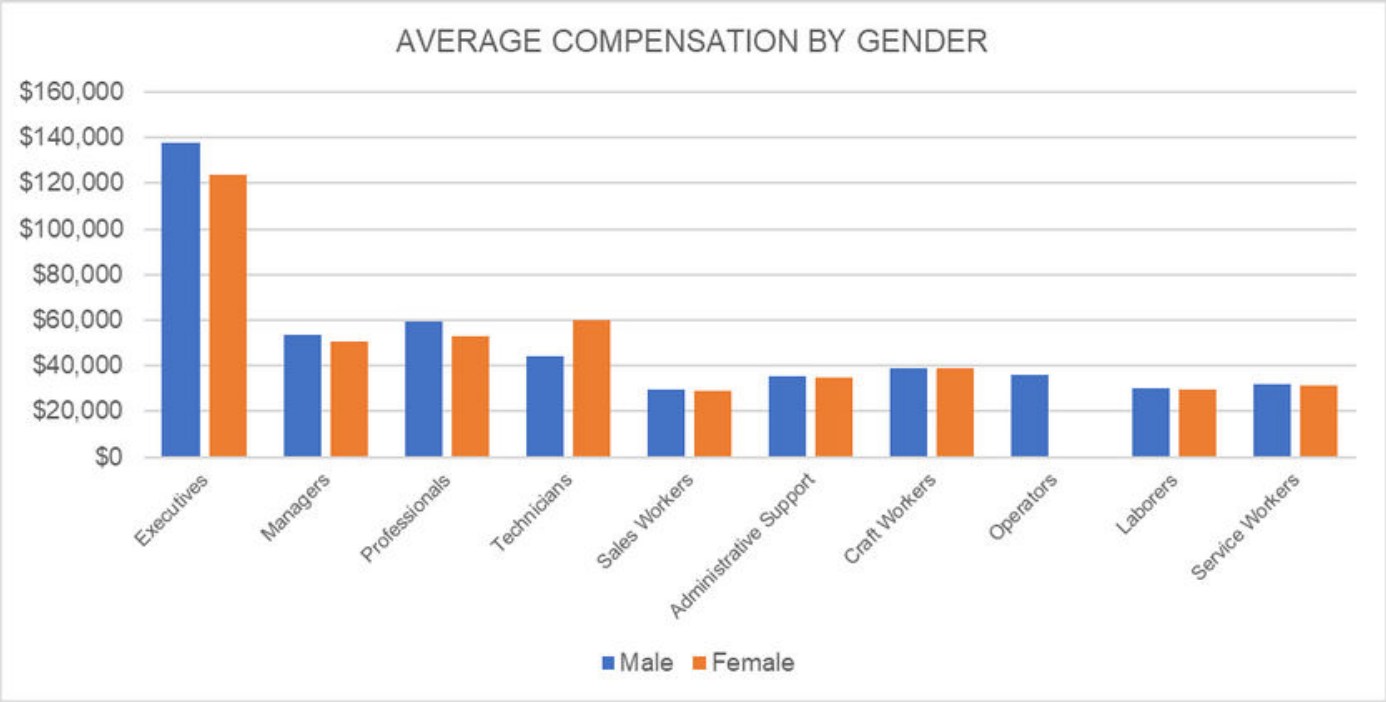
Comparison Group	Goodwill San Antonio	United States
Asian-Pacific Islander	$0.84	$0.81
Native American	$0.87	$0.76
Multiracial	$0.91	$0.81

Source: US Census Bureau Current Population Survey three-year estimates (2017-2019)

Pay Equity

Pay by EEO Category- Gender

The following graphs and charts display average compensation analysis by gender and race from EEO Categories within Goodwill San Antonio.



Source: OutSolve, LLC.

Next Steps

Where do we go from here? Looking forward and beyond.

The 2022 Annual Diversity Report is a continuous work in progress - a way for the organization to track its impact and improvements over time. This section outlines Goodwill San Antonio's strategy for continuing the good work.

01

DEI Panel Development

The DEI panel will spark dialogue needed to achieve our goal of overcoming the challenges of diversity, equity and inclusion.

02

DEI Training Curriculum

Agency goal of 75% completion of DEI training during the calendar year.

- DEI Training: Four (4) hour in-person training curriculum
- Knowledge Check at completion of training
- Foundations of DEI Online Training Module

03

Event Calendar

Organization-wide celebration of DEI events to educate and promote equality.

- MLK March
- Black History Month
- Women's History Month
- Deaf Awareness Week
- Mental Health Month
- Pride Month
- Taste of Goodwill
- Women's Equality Day
- National Hispanic Heritage Month

04

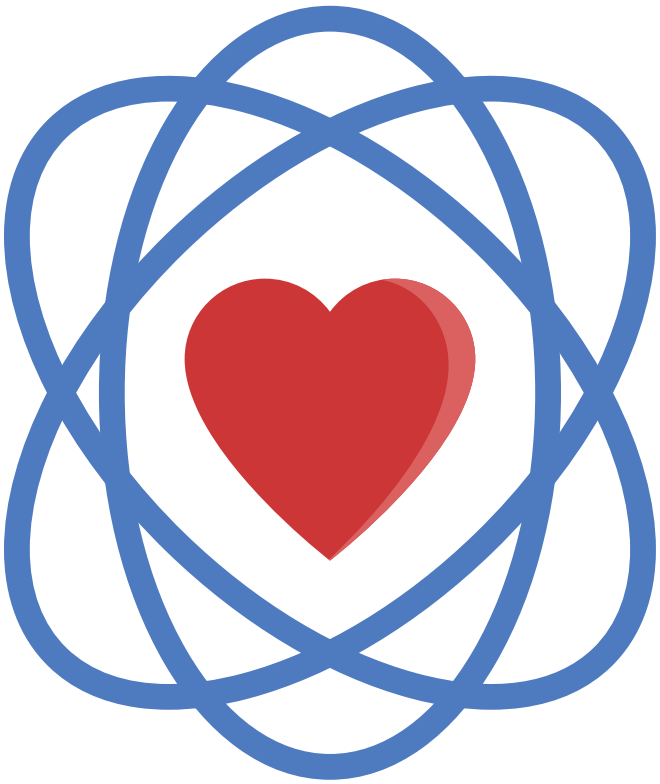
Focus Groups

Formation of employee-centered focus groups to support our efforts of inclusion.

- Lean In Circle (Women)
- Veteran's Focus Group

Conclusion

In 2022, we leaned on our core values (S.T.E.P.S.) as we faced the challenges of inclusion with the aftermath of the pandemic, families struggling with caregiving and staffing shortages. As a non-profit organization, Goodwill San Antonio is on a path to equity of which the numbers are only the beginning. We know that sustained change and impact take time, and that being transparent about where we are in the journey, and where we need to improve is critical to long-term change. We are proud of the foundation we built and the successes we have had along the way.



CORE VALUES

S.T.E.P.S.

- **Service**: the reason we exist
- **Teamwork**: it is our key enabler
- **Ethics**: doing the right things when no one is looking
- **Passion**: a heart-felt commitment
- **Safety**: the most fundamental aspect of taking care of people