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July 25, 2025

To: Supervisor Kathryn Barger, Chair  
Supervisor Hilda L. Solis  
Supervisor Holly J. Mitchell  
Supervisor Lindsey P. Horvath  
Supervisor Janice Hahn

From: Lisa M. Garrett  
Director of Personnel

## **CONFIDENTIAL COUNTYWIDE EMPLOYEE SURVEY ON DEMOGRAPHICS – RESPONSE REPORT (ITEM NO. 6, AGENDA OF AUGUST 8, 2017)**

On August 8, 2017, the County of Los Angeles (County) Board of Supervisors (Board) instructed the Director of Personnel, in consultation with County Counsel, to conduct an annual confidential Countywide employee demographic survey; collaborate with departmental leadership to encourage employee participation; and report back to the Board on survey results annually.

In response, the Department of Human Resources (DHR) submitted a comprehensive Workforce Data Report on May 31, 2018, which laid the foundation for subsequent reports submitted in 2019, 2020, 2022, and 2023 regarding the results of DHR's annual Countywide Employee Surveys. Those Surveys, conducted in partnership with the Women and Girls Initiative, provided County employees the opportunity to *self-report* their demographic information.

As an enhancement to the previous self-reporting approach, DHR utilized an improved data collection approach for the 2024 effort. The new approach offers the Board a more accurate view of Countywide workforce demographics.

A high-level summary of the new approach and results is provided below.

### **THE NEW APPROACH**

As noted above, the 2019, 2020, 2022, and 2023 implementations of the annual Countywide Employee Survey required employees to *self-report* their demographic

information. The Surveys included more than 15 questions with an estimated completion time of five minutes. To promote employees' awareness of the survey, DHR utilized Countywide email communication to reach as many employees as possible. Despite these efforts, survey response rates were low to moderate – averaging only 25% of the County's workforce. The [2023 Demographic Survey](#) recorded a response rate of 19.36%, derived from a total workforce of 93,127. This figure signifies a decline in participation, reflecting a decrease of 3.4% compared to previous years.

In an effort to provide the Board with a more comprehensive picture of Countywide workforce demographics, DHR eliminated the self-reported data collection approach and analyzed the self-reported demographic data obtained from the Countywide eHR system.

DHR gathered data related to race, gender identity, age, veteran status, job category, language, tenure, and citizenship status for all permanent employees as of December 31, 2024. The eHR system held demographic status for 94,768 permanent employees, which provides a more robust data set from which to assess Countywide diversity. Using this approach, DHR was also able to assess the demographics of employees hired in 2024, which include newly hired employees.

## **SUMMARY RESULTS**

Key highlights include:

- **Gender:** 60.40% identified as women, 39.58% as men, and 0.02% as non-binary.
- **Race/Ethnicity:** The largest group identified as Hispanic or Latino (43.23%), followed by Asian (19.71%), White (18.92%), and Black or African American (16.49%).
- **Age:** The majority of employees (28.05%) were in the 36-45 age group, followed by the 46-55 age group (27.87%).
- **Job Category:** Females outnumber males in four job categories: Officials-Administrators, Professionals, Paraprofessionals, and Administrative Support.
- **Veteran Status:** 99.34% of County employees self-reported that they are not veterans, while 0.66% have self-reported as veterans.
- **Hiring Results:** 19,723 employees were hired in 2024; Hispanic or Latino represented the majority group related to race/ethnicity (33.46%), and females represented the majority gender (49.41%).

Further details and comparisons are provided in the full 2024 County employee demographic report (Attachment).

Each Supervisor  
July 25, 2025  
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## **CONCLUSION**

Based on DHR's findings, the County workforce is diverse and representative of the rich diversity that exists in the broader County community. The County should continue to recognize, share, and celebrate the diversity of its workplace.

Diversity and equity have been a driving force in many policies, programs, and practices within the County workforce. DHR is dedicated to leading the efforts to collect and report meaningful data to further diversity, equity, inclusion, and belonging in the County workplace.

Should you have any questions, please contact me or Tina Curry, Senior Human Resources Manager, Workforce and Employee Development Division, at (213) 738-2374 or [tcurry@hr.lacounty.gov](mailto:tcurry@hr.lacounty.gov).

LMG:RC:RJ  
TC:rl

Attachment

c: Executive Office, Board of Supervisors  
Chief Executive Office  
County Counsel

S:\DHR\WED\LMG to BOS Re Confidential Demographic Report – 07-25-2025



# COUNTYWIDE EMPLOYEE DEMOGRAPHIC REPORT 2024

*Meaningful data; furthering diversity,  
equity, and inclusion in our workplace.*

# Introduction

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On August 8, 2017, the Los Angeles County (County) Board of Supervisors (Board) instructed the Director of Personnel to conduct an annual, comprehensive, and confidential Countywide demographic survey. This initiative aimed to collect aggregate demographic data—including gender, age, veteran status, and other relevant factors—as part of the Board’s continued commitment to fostering a climate of diversity, openness, and acceptance.

In previous years, the Department of Human Resources (DHR) has used this Board-mandated employee survey to assess the diversity of the County’s workforce. However, in the [\*2023 Demographic Survey\*](#), only **18,266** out of **93,127** employees responded—representing a 3.4% decline in participation compared to the 2020 survey. This continued drop in response rates has prompted DHR to reconsider its data collection methods while ensuring the Board still receives an accurate and transparent overview of the workforce.

As a result, DHR has shifted its approach for 2024. This report is based on the actual comprehensive workforce demographic data from all **94,768 permanent employees** (as of December 31, 2024). This new strategy of utilizing actual workforce demographic data and moving beyond voluntary survey-based data, DHR ensures that diversity assessments are rooted in verified data, providing a more precise and more accurate reflection of the true diversity within the County’s workforce.

The following pages will explore details of DHR’s findings and offer valuable benchmarking insights that can guide the Board’s ongoing efforts to promote diversity, equity, justice, and inclusivity.

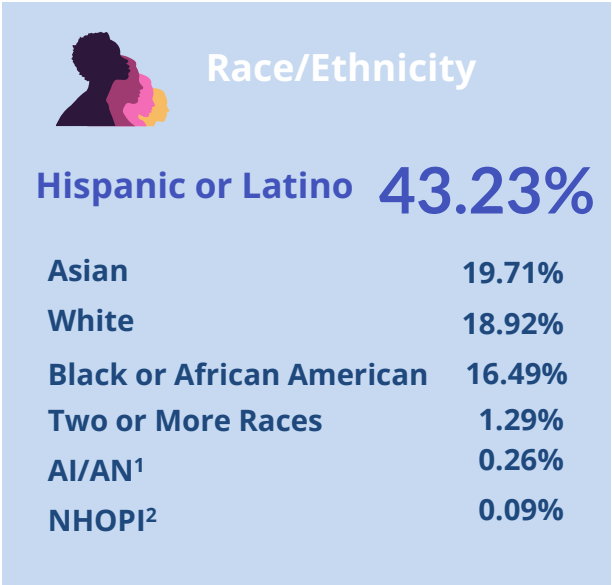
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**Note:** The full 2023 Demographic Survey Report can be access using the following link.  
[https://file.lacounty.gov/SDSInter/dhr/1188085\\_2023DemographicSurvey\\_Final\\_9\\_24\\_2024.pdf](https://file.lacounty.gov/SDSInter/dhr/1188085_2023DemographicSurvey_Final_9_24_2024.pdf)

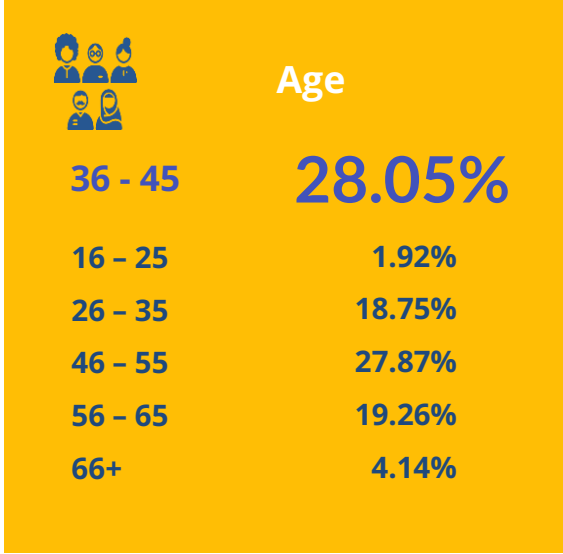
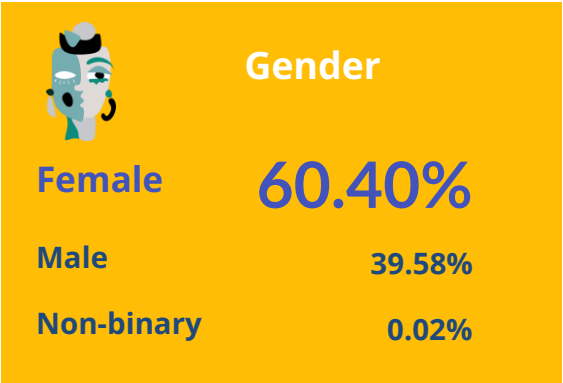
# 2024 Countywide Employee Demographic Report

## REPORT HIGHLIGHTS

As of December 31, 2024, the Los Angeles County workforce consists of **94,768** permanent employees. Females comprise 60.40% of the workforce, while Hispanics represent the largest racial/ethnic group, accounting for over 43.23% of all employees. In terms of age distribution, the 36-45 age group constitutes the largest segment, representing 28.05% of the County's workforce.



<sup>1</sup>American Indian or Alaska Native  
<sup>2</sup>Native Hawaiian or Other Pacific Islander

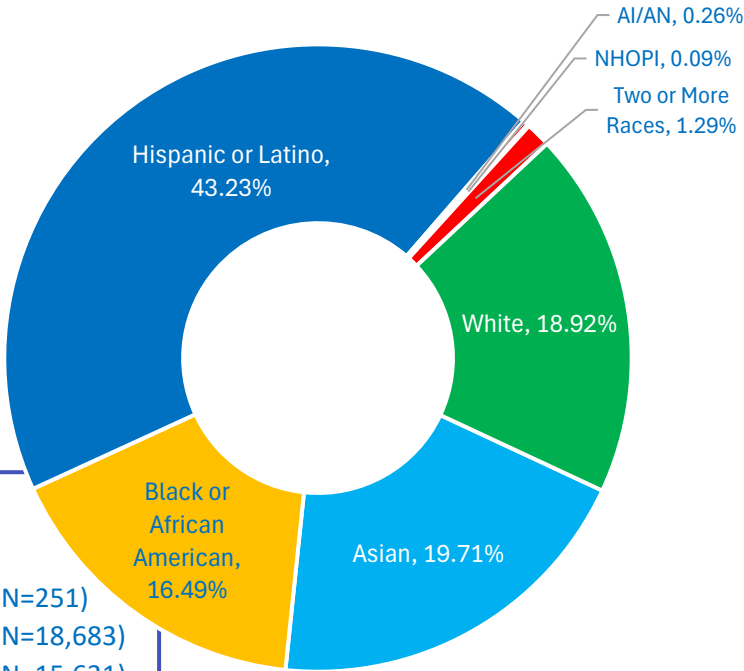


# 2024 Countywide Employee Demographic Report

## RACE & ETHNICITY

Based on the racial and ethnic workforce distribution data, Hispanic or Latino employees make up the largest demographic group within the County workforce at **43.23% (40,968 employees)**. This represents nearly half of the workforce, reflecting the broader demographic trends of the Los Angeles County community. There is a strong presence of Asian (19.71%), White (18.92%), and Black or African American (16.49%) employees underscoring the County’s diverse employee base.

Smaller demographic groups include employees identifying as Two or More Races (1.29%), American Indian or Alaska Native (AI/AN) (0.26%), and Native Hawaiian or Other Pacific Islander (NHOPI) (0.09%). These groups collectively account for a small fraction of the workforce but contribute to the County’s overall diversity.



**The Data:**

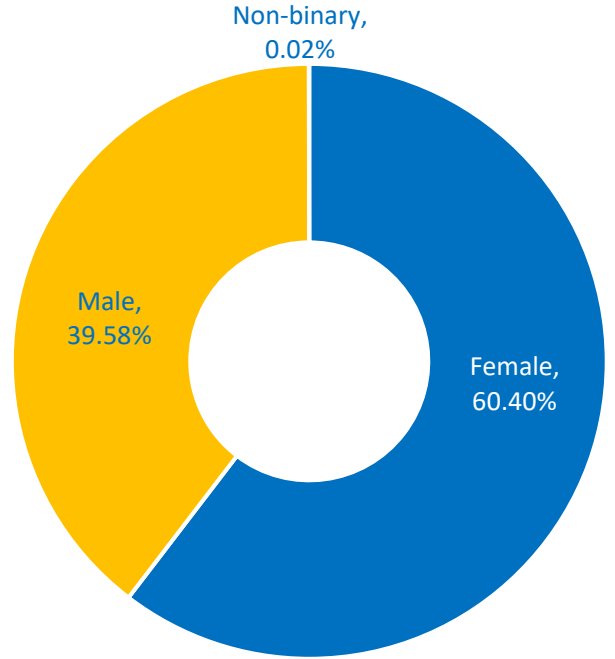
|                           |                |                   |
|---------------------------|----------------|-------------------|
| AI/AN                     | 0.26%          | (N=251)           |
| Asian                     | 19.71%         | (N=18,683)        |
| Black or African American | 16.49%         | (N=15,631)        |
| Hispanic or Latino        | 43.23%         | (N=40,968)        |
| NHOPI                     | 0.09%          | (N=88)            |
| Two or More Races         | 1.29%          | (N=1,220)         |
| White                     | 18.92%         | (N=17,927)        |
| <b>TOTAL</b>              | <b>100.00%</b> | <b>(N=94,768)</b> |

# 2024 Countywide Employee Demographic Report

## GENDER

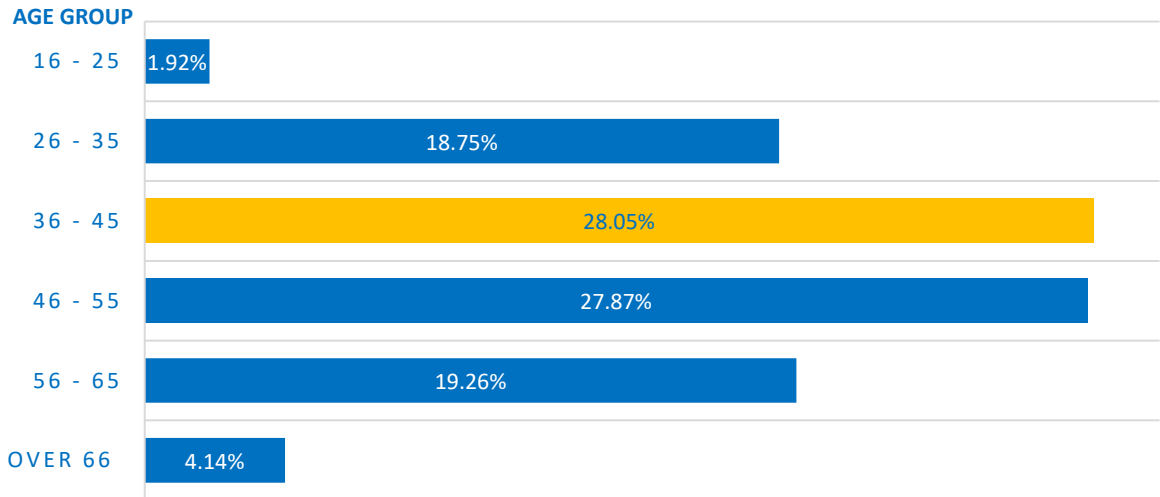
Based on the gender workforce distribution, females constitute the majority (**60.40%**) of the workforce, while males comprise 39.58%.

Twenty-one permanent employees (a nominal fraction of 0.02%) selected non-binary as their category. In 2020, the County introduced a non-binary category into the eHR personnel database system, and in 2024, the County increased awareness of the non-binary category, leading to a rise in identification from 5 to 21 employees.

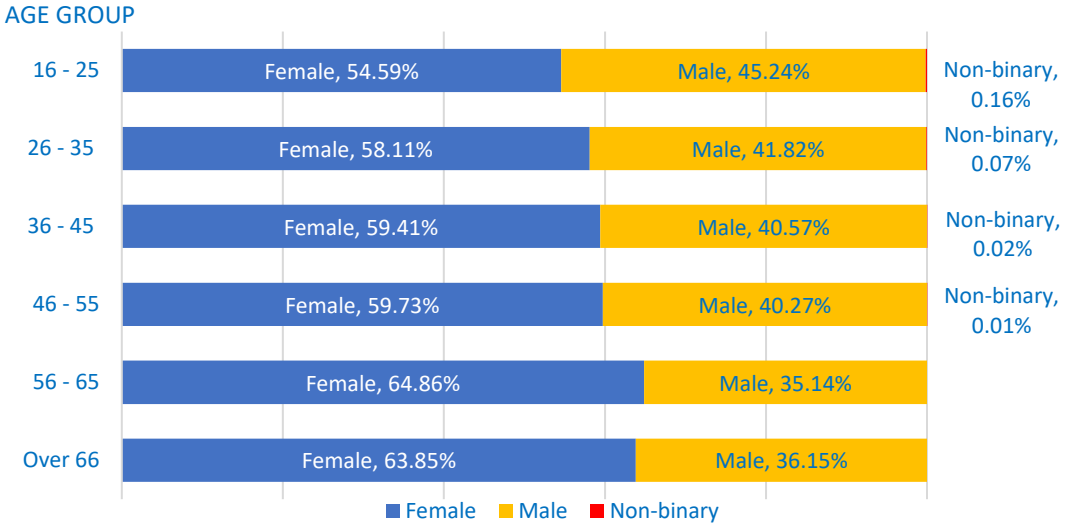


## AGE

By age group, the majority belong to the range of 36–45 years old. About 20% of the workforce belong to the 56-65 age range and can be assumed to retire within the next 10 years. The average age of a county employee is **46.7 years old**.

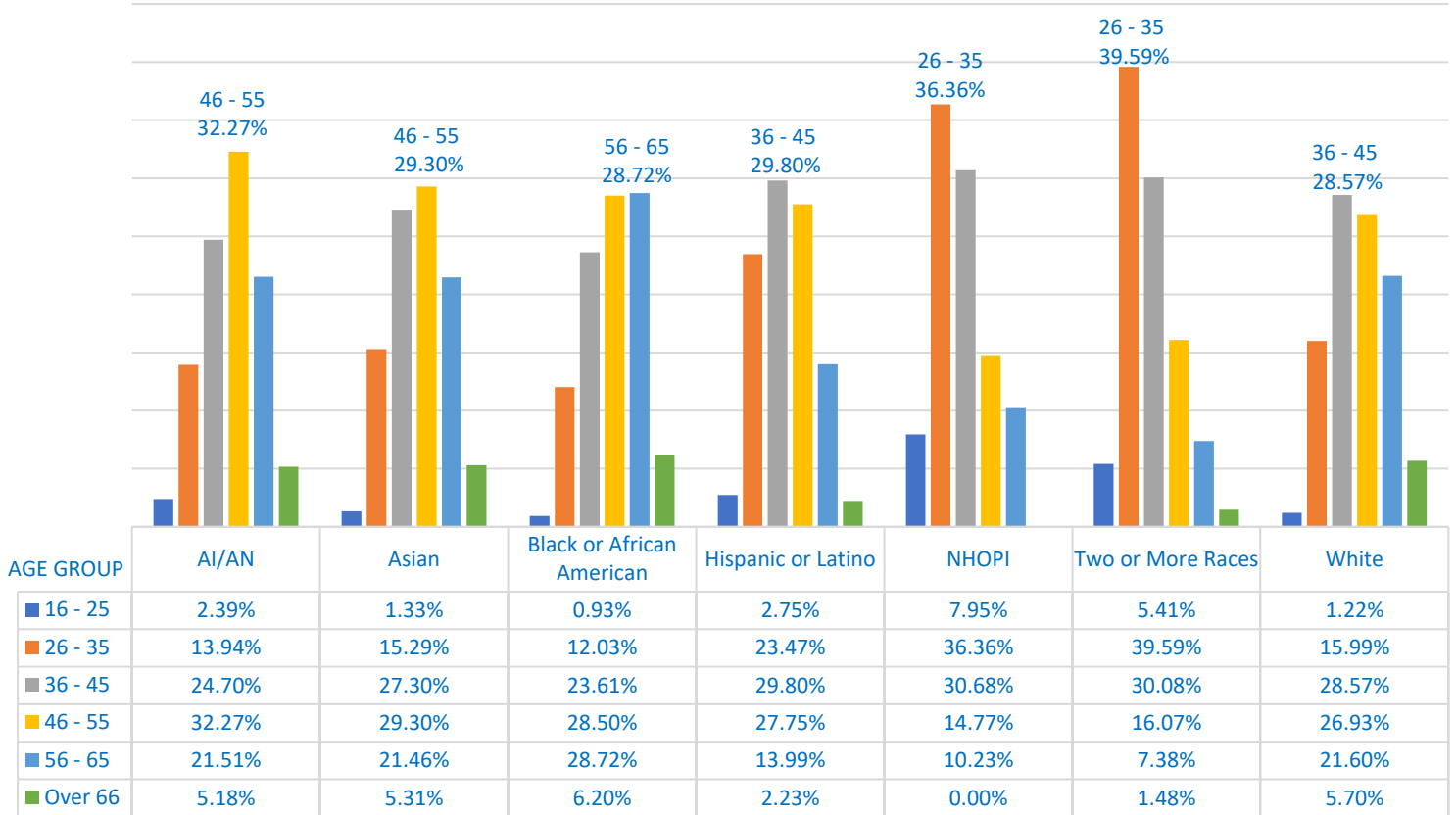


# AGE GROUP by GENDER



In every age group in the workforce, females consistently outnumber males. This pattern becomes more pronounced as the age range increases. For example, in the 56-65 and Over 66 age groups, females represent more than 63% of the population. Interestingly, in the 16-25 age group, the gap between females and males is narrow (just under 10%), and non-binary individuals have a small presence. The percentage of non-binary increases as the age ranges get younger; its highest (0.16%) appears in the 16-25 age group.

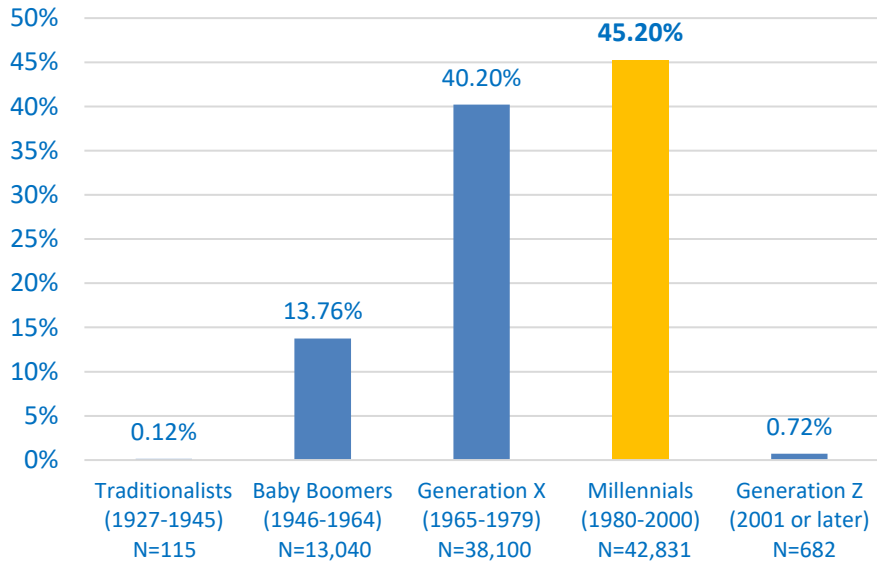
# AGE GROUP by RACE/ETHNICITY



The data provided offers insights in two ways: by race/ethnicity or by age group. When examining the **chart** by race/ethnicity, you can identify the age range that is most common within each racial/ethnic group. On the other hand, the data **table** reveals which racial/ethnic group comprises the highest percentage in each age group.

The age distribution by race/ethnicity reveals key workforce trends. Among different age groups, the highest concentration of employees belonging to NHOPI (36.36%) and Two or More Races (39.59%) demographics is found in the younger 26 - 35 age group. In contrast, Hispanic or Latino (29.80%) and White (28.57%) employees are primarily in the middle-aged 36 - 45 age group. The data also shows that AI/AN (32.27%) and Asian (29.30%) employees predominantly fall within the 46 - 55 age group. Lastly, Black or African American employees are mainly located in the 56 - 65 age group, comprising 28.72% of that demographic. These trends provide insights for recruitment, retention, and succession planning.

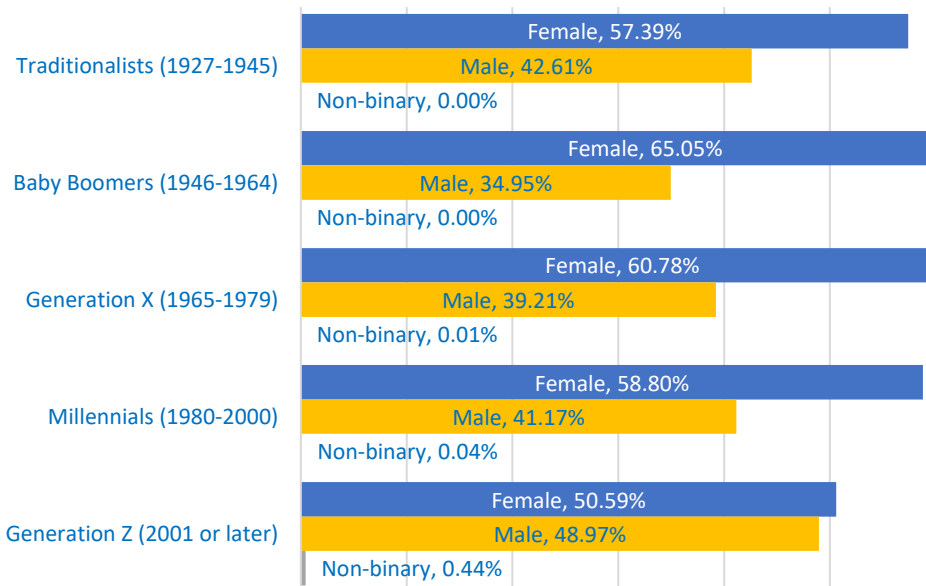
# GENERATIONAL PROFILE



Millennials

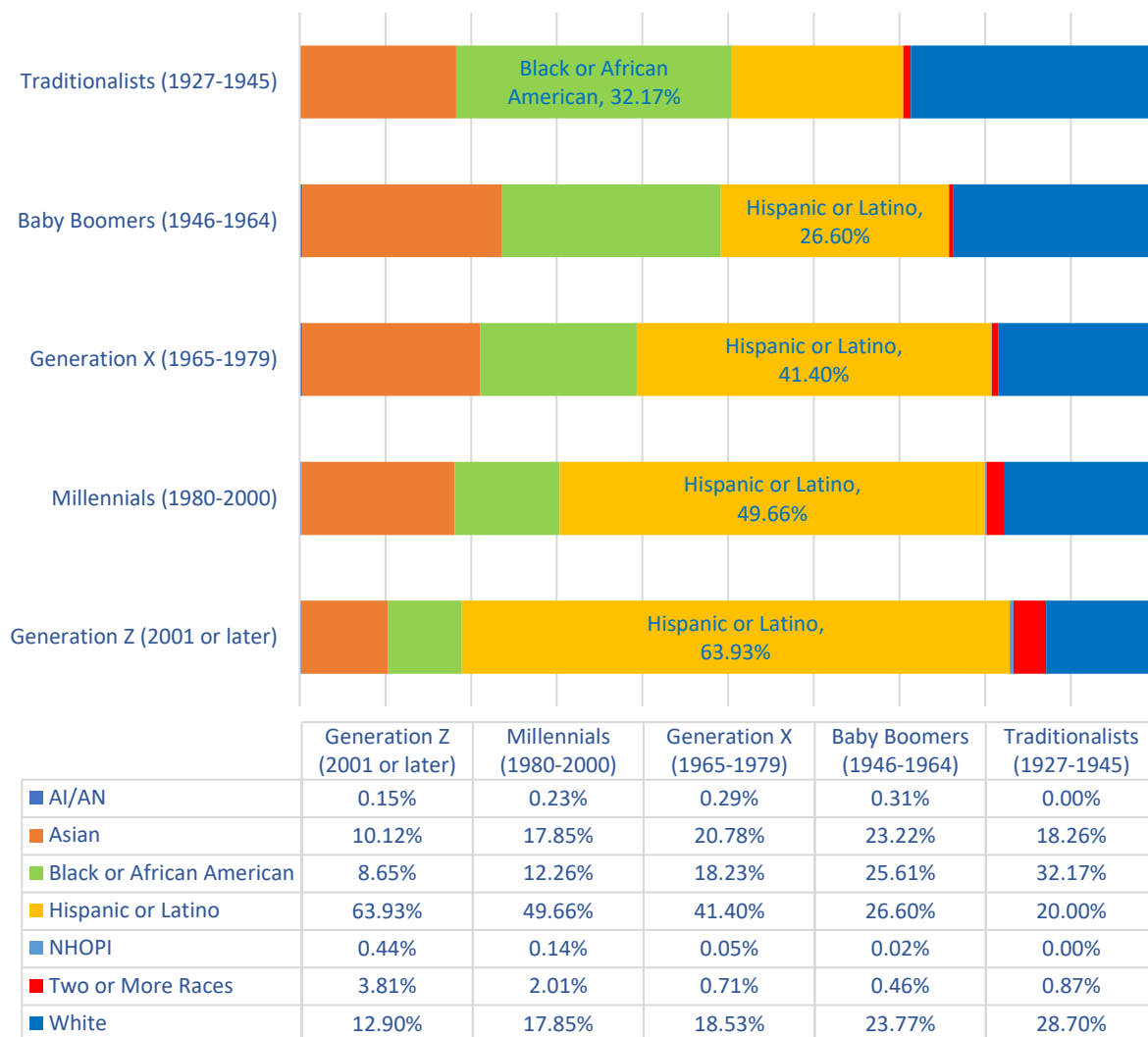
45.20%

## GENERATIONAL PROFILE by GENDER



Females make up the majority of county employees across all generations. However, the gender gap has become noticeably smaller among Generation Z employees. Also noticeable is the higher percentage of non-binary employees among Generation Z. Males are represented highest at 48.97% of the Generation Z profile.

## GENERATIONAL PROFILE by RACE/ETHNICITY



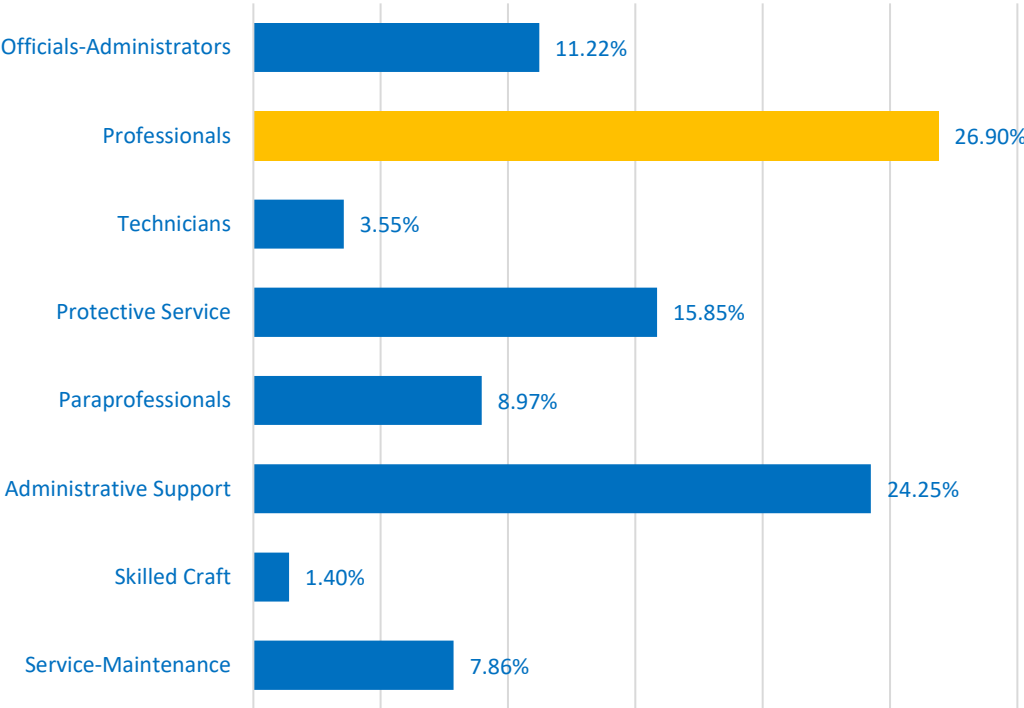
The data chart and table provide insights in two ways: by race/ethnicity or by generational group. The chart displays information based on generational profiles, showing which race/ethnicity makes up the majority in each specific generation. The Hispanic or Latino group comprises the majority for all generations, except for the Traditionalists where Blacks or African Americans form the majority at 32.17%.

In contrast, the data table also highlights the generational group, with the majority representation of each race/ethnic group. For example, White individuals are most prominent in the traditionalist generation, making up 28.70%.

# 2024 Countywide Employee Demographic Report

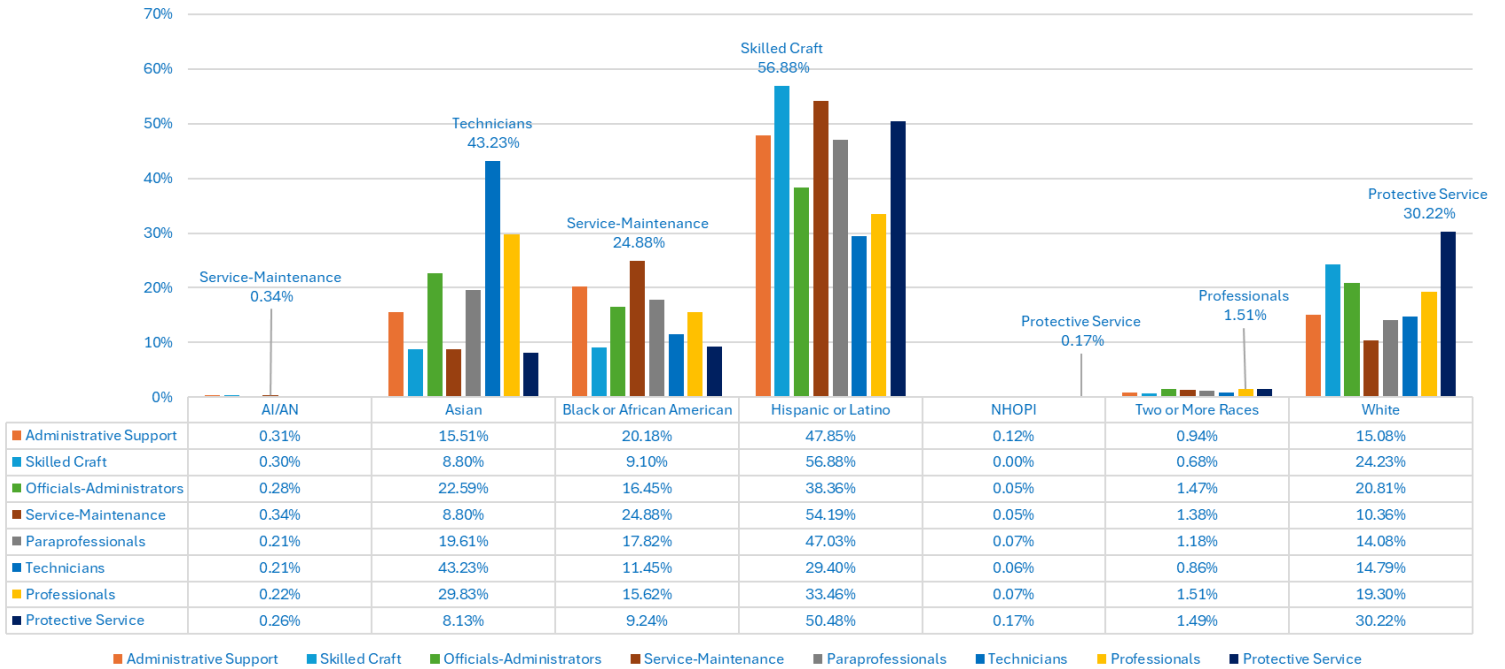
## JOB CATEGORY

The total workforce of 94,768 permanent employees is spread across a wide range of professional, technical, and other support roles. The distribution shows that most employees are in professional positions, accounting for 26.90% of the workforce, followed by administrative support roles, which make up 24.25%.



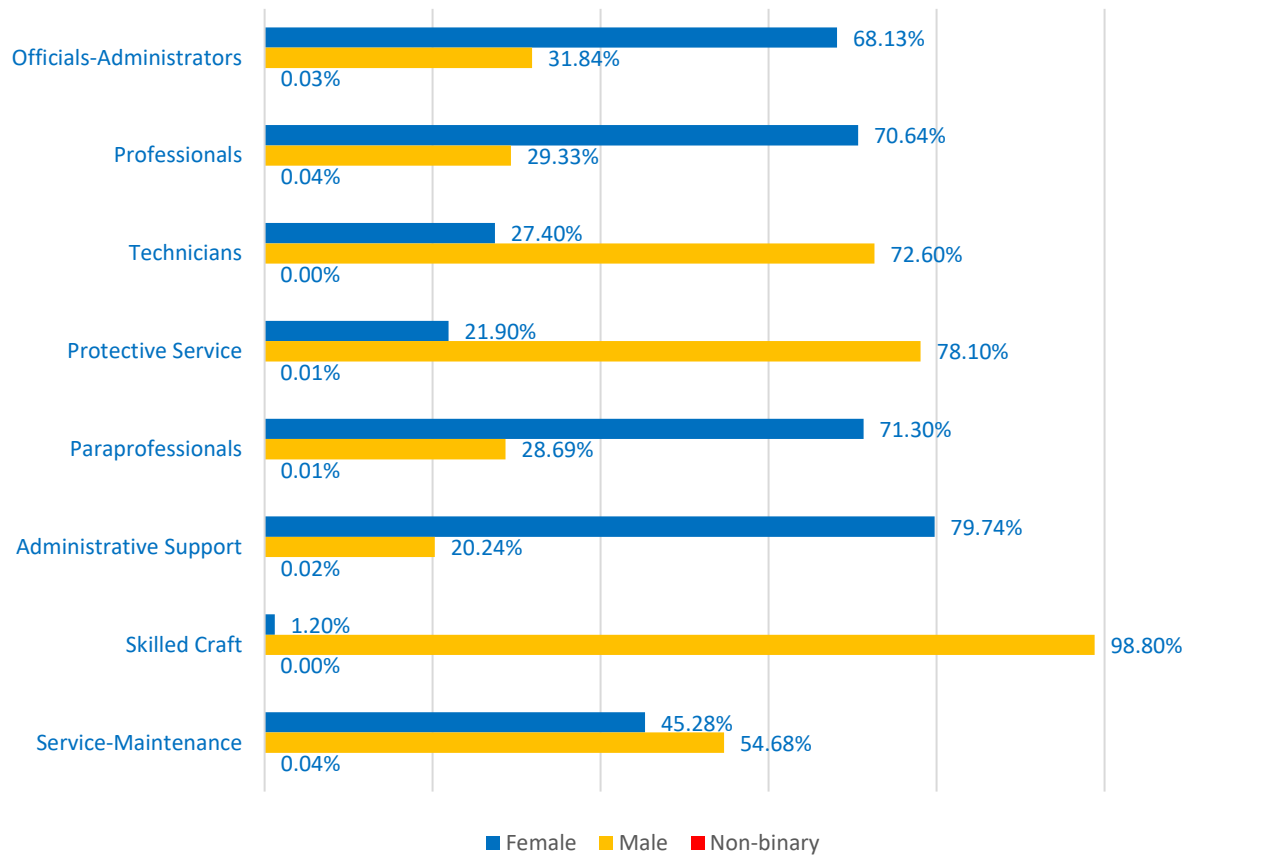
Note: **Officials-Administrators** (Administrative Service Managers, Fiscal Officers, Program Managers, etc.); **Professionals** (Accountants, Attorneys, Physicians, etc.); **Technicians** (IT Specialists, Civil Engineering Technicians, MRI Technologists, etc.); **Protective Service** (Firefighters, Deputy Sheriffs, Investigators, etc.); **Paraprofessionals** (Accounting Technicians, Child Support Specialists, Engineering Aide, etc.); **Administrative Support** (Clerks, Secretaries, Procurement Aide, etc.); **Skilled Craft** (Electricians, Painters, Plumbers, etc.); **Service-Maintenance** (Custodians, General Service Managers, Ground Maintenance, etc.).

# JOB CATEGORY by RACE/ETHNICITY



There are distinct racial and ethnic representations across job categories within the County. Hispanic or Latino employees are the largest demographic group in several categories, particularly Skilled Craft (56.88%), Service-Maintenance (54.19%), and Protective Services (50.48%). Asian employees have a strong presence in Technicians (43.23%) and Officials-Administrators (22.59%), and Black or African American employees are notably present in Service-Maintenance (24.88%) and Administrative Support (20.18%). White employees have the highest share in Protective Service (30.22%) and Skilled Craft (24.23%), and representation for American Indian/Alaska Native (AI/AN) and Native Hawaiian or Other Pacific Islander (NHOPI) employees remains minimal across all categories.

# JOB CATEGORY by GENDER



| U.S. Census 2014-2018    | Female |
|--------------------------|--------|
| Administrative Support   | 60.00% |
| Officials-Administrators | 42.50% |
| Paraprofessionals        | 39.10% |
| Professionals            | 51.00% |

| U.S. Census 2014-2018 | Male   |
|-----------------------|--------|
| Protective Service    | 81.30% |
| Skilled Craft         | 59.10% |
| Technicians           | 57.70% |

Examining the gender distribution across various job categories reveals that females make up the majority in four specific areas: Administrative Support, Officials-Administrators, Paraprofessionals, and Professionals. The County data indicates that the percentage of females in these categories surpasses that of females in the U.S. Census 2014-2018 Labor Force market for the same job categories.

Conversely, males dominate the Protective Service, Service-Maintenance, Skilled Craft, and Technician job categories in the County. In comparing the County male workforce to the U.S. Census Labor Force, the County exceeds in both Skilled Crafts and Technicians.

The representation of non-binary individuals across all job categories remains minimal and the U.S. Census Labor Force does not currently include non-binary for comparison.

# COUNTY TENURE

**The data:**

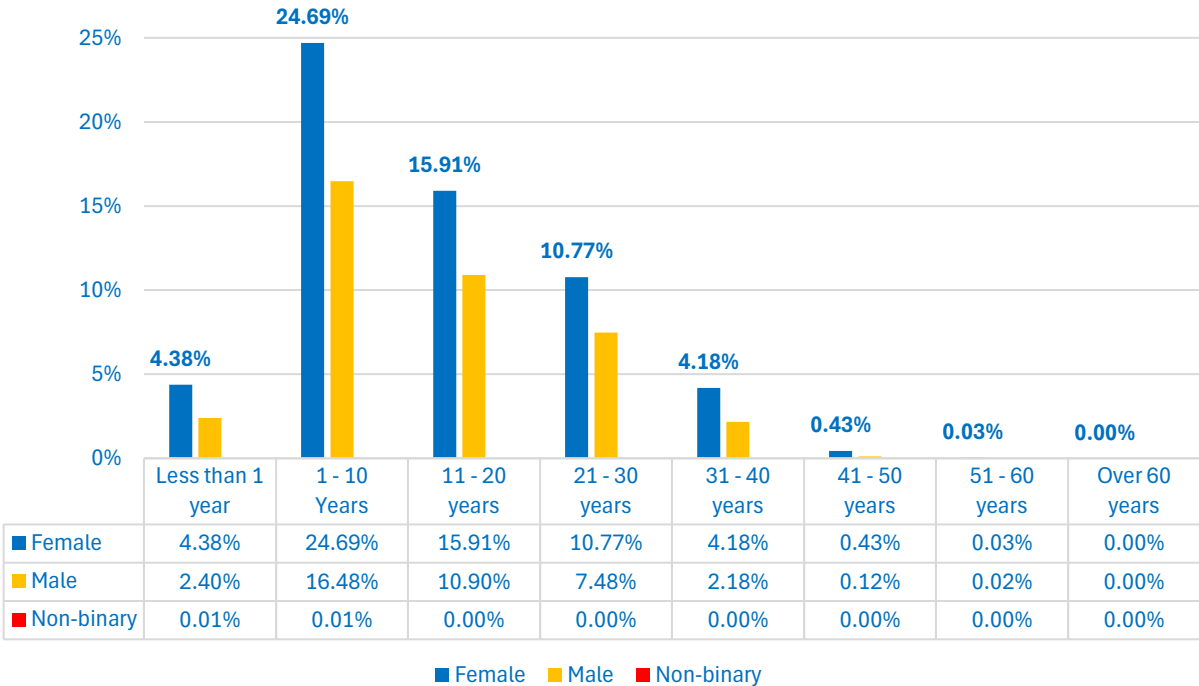
|                  |         |            |
|------------------|---------|------------|
| Less than 1 year | 6.79%   | (N=6,431)  |
| 1 - 10 Years     | 41.18%  | (N=39,028) |
| 11 - 20 years    | 26.81%  | (N=25,410) |
| 21 - 30 years    | 18.25%  | (N=17,297) |
| 31 - 40 years    | 6.36%   | (N=6,025)  |
| 41 - 50 years    | 0.55%   | (N=525)    |
| 51 - 60 years    | 0.05%   | (N=51)     |
| Over 60 years    | 0.00%   | (N=1)      |
| Total            | 100.00% | (N=94,768) |

The majority of permanent employees, **41.18%**, fall into the range of 1 to 10 years of service, with 39,028 individuals.

To maintain confidentiality while recognizing this employee’s dedication, it is notable that one individual has served the County for 63 years.

By gender, females have a higher percentage in every job tenure category followed by males. Non-binary representation remains insignificant across all tenure groups.

COUNTY TENURE by GENDER

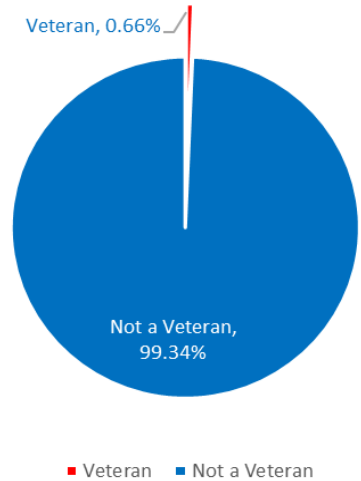


# 2024 Countywide Employee Demographic Report

## REPORTED VETERAN STATUS

### The data:

|   |                   |
|---|-------------------|
| Employee is a Vietnam-Era Veteran with Disability | 0.00% (N=10)      |
| Employee is a Vietnam-Era Veteran                 | 0.01% (N=9)       |
| Employee is a Non-Vietnam Era Veteran             | 0.65% (N=616)     |
| Blank (Not a Veteran)                             | 99.34% (N=94,142) |



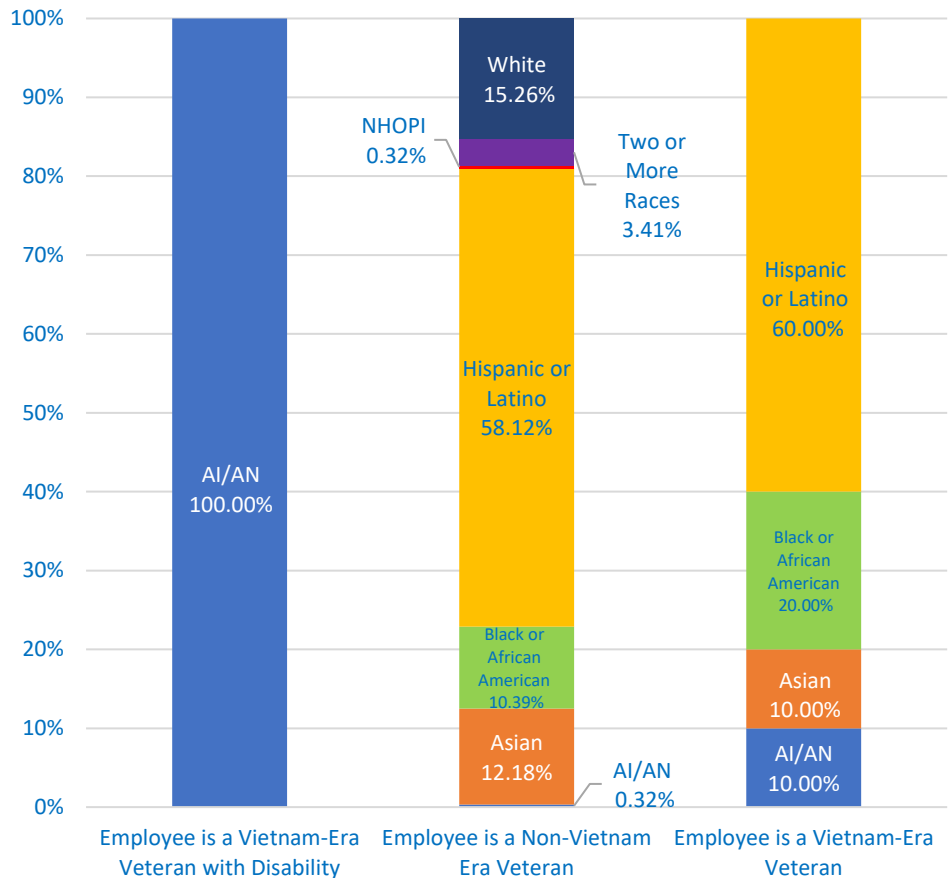
The majority of the County workforce is made up of non-veterans, with 99.34% of employees not having served in the military.

Among the small number of veterans (626 employees), most are not from the Vietnam War era, making up 0.65%. Only 10 employees served in Vietnam.

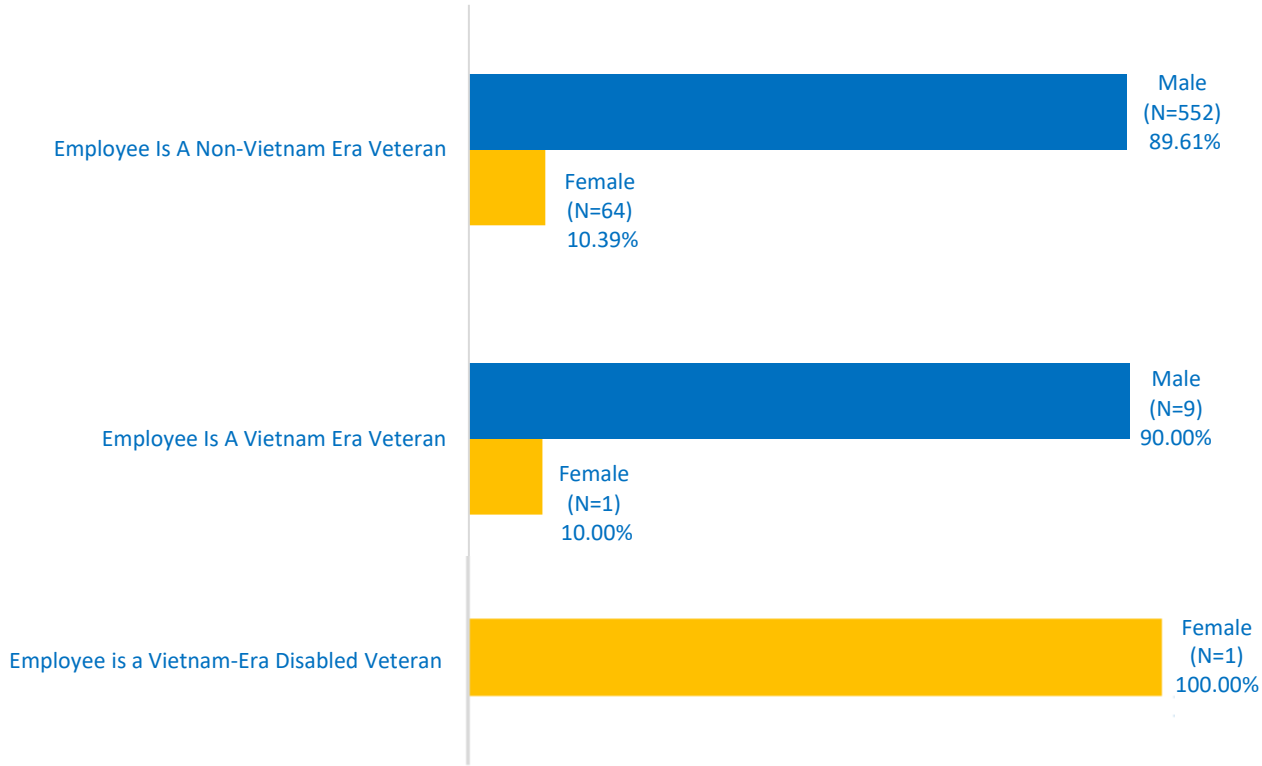
Hispanics or Latinos make up the majority of employees with veteran status.

Note: There could be a significant number of employees who may not have reported their veteran status. DHR and the Military and Veterans Affairs will work to assess employees' military status to better serve their needs.

### VETERAN STATUS by RACE/ETHNICITY



# VETERAN STATUS by GENDER



Veteran data by gender highlights distinct gender disparities among County employees who have served in the military. Of the total number of employees who served in the Vietnam War (10 employees), nine are males and one is a disabled female veteran.

In contrast, the Non-Vietnam Era Veteran category exhibits more gender diversity, with male employees making up the vast majority (89.61%), while females account for 10.39%. These trends suggest that while military service among County employees is predominantly male, there is some representation of female veterans, particularly in more recent service periods.

# HEALTH PROFILE\*

## Disability and Work Accommodation

A total of **0.98%** (N = 925) of employees currently receive accommodations. Of these, 76.2% are female (N = 705) and 23.8% are male (N = 220).

Note: Data collection on disability and work accommodations began in September 2024, with figures current as of year-end. The data may not fully reflect the number of employees with disabilities, as not all who request accommodations identify as having a disability, and some with disabilities may not request accommodations.

### Trends

- significant increase in those with prediabetes
- diabetes prevalence has risen
- increase in those who are considered obese over the last 2 years

**31.1%**

Percentage of members with chronic conditions

**Top 3 chronic conditions:**  
obesity, diabetes, hypertension

## Lifestyle Risks

The Kaiser Report noted that 75.7% of County members were measured for weight in the last 12 months. 81.3% of those screened adult members in Q2 2024 were overweight (30.3%) or obese (51.0%).

81.0% of our County group were measured for glucose in the last 3 years. 39.1% of screened members had a prediabetes test result in Q2 2024.

## Prevention

Kaiser reported higher than regional\* average numbers for the County's Kaiser members when it comes to prevention:

|                             | County | Regional |
|-----------------------------|--------|----------|
| Flu Shot                    | 40.9%  | 36.5%    |
| Breast Cancer Screening     | 85.4%  | 81.9%    |
| Cervical Cancer Screening   | 84.9%  | 80.8%    |
| Colorectal Cancer Screening | 73.6%  | 70.1%    |

\*Regional numbers are based on Kaiser Permanente membership.

\* DHR gathered summary data for this section from Kaiser Permanente's "County of Los Angeles Clinical Reports Update: Key Findings" of November 2024. 60% of County workforce are Kaiser Permanente members.

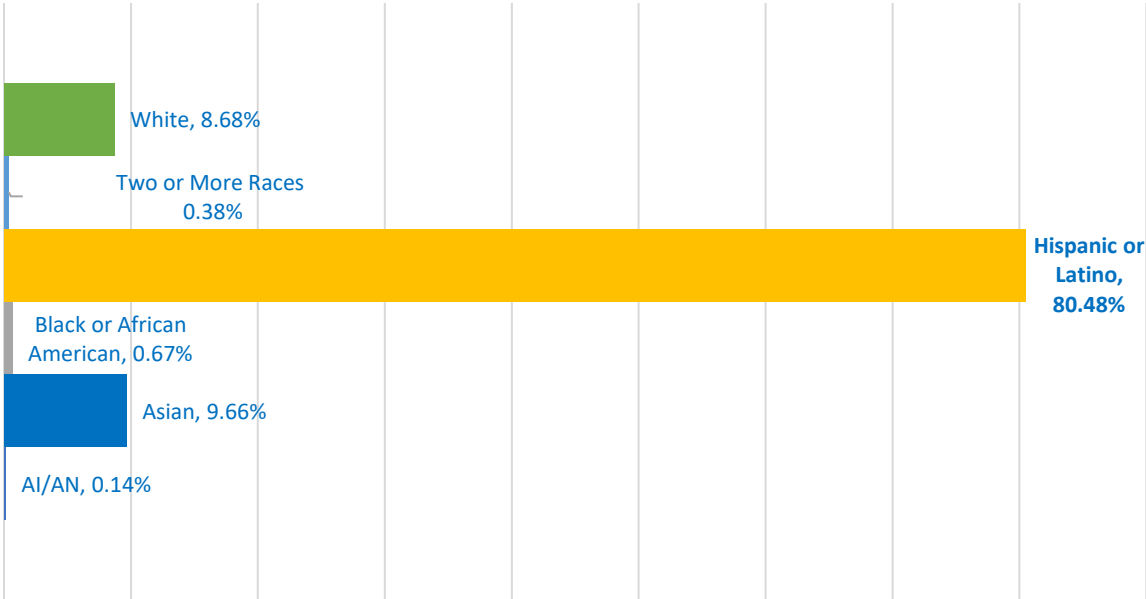
# BILINGUAL BONUS

## Employees receiving bilingual bonus

**20.26%**  
**N=19,198**

The majority of County employees receiving a bilingual bonus are Hispanic or Latino (80.48%), followed by Asian employees (9.66%). White employees receive 8.68% of bilingual bonuses.

It is important to note that the U.S. Census defines the “White” race category as “a person having origins in any of the original peoples of Europe, the Middle East, or North Africa.”



2024 Countywide Employee Demographic Report

# 2024 COUNTYWIDE RECRUITMENT

**323,671**

**Applied  
January-December 2024**

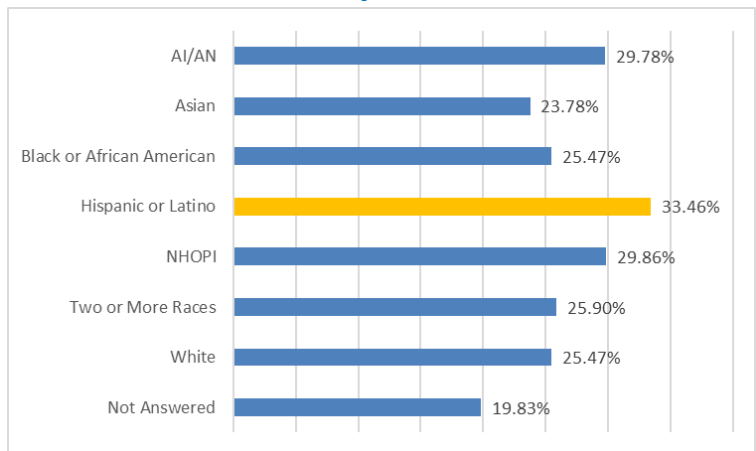
**19,723**

**Hired  
January-December 2024**

**Number of Applicants by Race/Ethnicity**

|                           | <b>Applied</b> | <b>Eligible</b> | <b>Referred</b> | <b>Offered</b> | <b>Hired</b>  |
|---------------------------|----------------|-----------------|-----------------|----------------|---------------|
| AI/AN                     | 1,387          | 399             | 272             | 107            | 81            |
| Asian                     | 48,017         | 17,059          | 10,849          | 3,028          | 2,580         |
| Black or African American | 60,474         | 16,952          | 10,619          | 3,320          | 2,705         |
| Hispanic or Latino        | 134,468        | 47,340          | 30,954          | 12,143         | 10,358        |
| NHOPI                     | 1,040          | 323             | 211             | 95             | 63            |
| Two or More Races         | 20,504         | 6,319           | 4,186           | 1,379          | 1,084         |
| White                     | 47,034         | 14,912          | 9,624           | 3,106          | 2,451         |
| Not Answered              | 10,747         | 3,396           | 2,057           | 547            | 408           |
| <b>Total</b>              | <b>323,671</b> | <b>106,700</b>  | <b>68,772</b>   | <b>23,725</b>  | <b>19,730</b> |

**HIRING RATE by RACE/ETHNICITY<sup>1</sup>**



**Overall, the county's hiring rate<sup>1</sup> in 2024 stood at 28.69%.**

The Hispanic or Latino group has the highest percentage of hired applicants (33.46%).

<sup>1</sup> Hiring rate = Hired/Referred

# 2024 COUNTYWIDE RECRUITMENT

**59.54%**  
of Applicants during  
January-December 2024  
were females

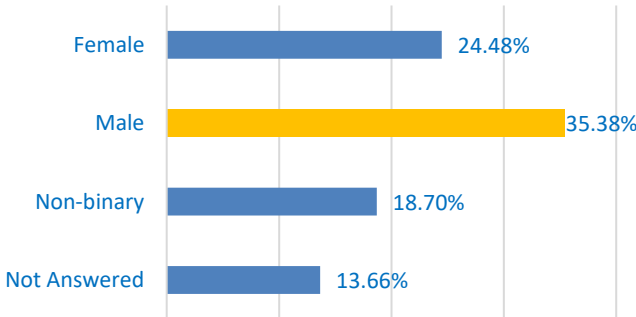
### Number of Applicants by Gender

|              | Applied        | Eligible       | Referred      | Offered       | Hired         |
|--------------|----------------|----------------|---------------|---------------|---------------|
| Female       | 192,726        | 62,514         | 39,813        | 12,069        | 9,748         |
| Male         | 122,879        | 41,716         | 27,264        | 11,195        | 9,647         |
| Non-binary   | 1,554          | 522            | 369           | 95            | 69            |
| Not Answered | 6,512          | 1,948          | 1,326         | 366           | 266           |
| <b>TOTAL</b> | <b>323,671</b> | <b>106,700</b> | <b>68,772</b> | <b>23,725</b> | <b>19,730</b> |

**Hired, by Gender**

|              |                |
|--------------|----------------|
| Female       | 49.41%         |
| Male         | 48.90%         |
| Non-binary   | 1.35%          |
| Not Answered | 0.35%          |
| <b>TOTAL</b> | <b>100.00%</b> |

### HIRING RATE by GENDER<sup>1</sup>



<sup>1</sup> Hiring rate = Hired/Referred

**Male** applicants were hired at a higher rate (35.38%) compared to female applicants (24.48%).

# 2024 Countywide Employee Demographic Report

## Conclusion

This 2024 Countywide Employee Demographic Report provides an accurate analysis of Los Angeles County's true workforce diversity. By utilizing actual personnel records instead of voluntary surveys, the Department of Human Resources (DHR) has been able to capture a complete picture of the County's workforce, offering more valuable insights into key demographics across multiple factors like tenure, job category, and bilingual bonus than in previous years.

Several important findings emerged from this report, including:

- Hispanic or Latino employees represent the largest racial/ethnic group, making up 43.23% of the County's workforce, with notable concentrations in Protective Services, Skilled Craft, and Service-Maintenance roles. Meanwhile, Asian employees are more prominent in Technician and Professional roles, and Black or African American employees have a strong presence in Administrative Support and Service-Maintenance positions.
- Women continue to make up the majority of the County's workforce at 60.40%, with their representation increasing in older age groups. However, in younger generations (Generation Z), the gender gap is smaller, suggesting a possible shift toward more males available for recruitment.
- Non-binary employees remain a very small percentage of the workforce (0.02%), but the highest percentage appears in the youngest workforce group (16-25 age range), potentially signaling generational changes in gender identity reporting.
- Hiring trends show that males had a higher hiring rate (35.38%) compared to females (24.48%) even though females had a higher applicant rate, and Hispanic or Latino applicants were the most frequently hired group, aligning with their strong representation in the overall U.S. Census Los Angeles Regional Labor Workforce.

Overall, the County's workforce is diverse, representing multiple races/ethnicities, genders, generations, languages, citizenships, and tenure statuses. Los Angeles County's workforce far exceeds or aligns with what is expected by U.S. Census federal standards and surpasses some of the highly diverse LA County Community Census demographics.

The low response rate (26% or less) to the Board-mandated *Annual Countywide Demographic Employee Survey* has proven to be a significant limitation in previous years. These response rates are insufficient to generate a meaningful understanding of the County's workforce demographics, leading DHR to conclude that this should be the final report under this current Board mandate.

Going forward, DHR strongly recommends and will work with directive authors to discontinue the Board-mandated survey and instead focus on system-wide improvements to demographic data collection. This will also involve working in partnership with the LGBTQ Commission and the Military and Veterans Affairs to enable more focused data collection efforts. Similarly, looking ahead, the proposed *California SB-464 on Employer Pay Data* would require the inclusion of demographic data into the pay data report, such as ethnicity, race, disability, veteran status, gender, gender identity, and sexual orientation, organized by job category as listed in the civil service pay scale. By strengthening data tracking within County personnel systems, future workforce reports can offer more precise, reliable, and actionable insights that will better inform diversity, equity, and inclusion efforts.

## APPENDIX I: 2023 Countywide Employee Demographic Report

# Executive Summary

## A Snapshot of 2023 Key Findings

This Executive Summary presents a high-level overview of the 2023 Countywide Anonymous Employee Demographic Survey results. Administered by the Department of Human Resources from October 23 to December 11, 2023, this marks the third iteration of the County's effort to collect self-reported demographic data to better understand the demographic composition of the LA County workforce. A total of 18,266 employees participated in the survey, representing a response rate of approximately 19.6% out of a total workforce of 93,127.

### Key highlights

- Sex at Birth - 68.71% of respondents identified their assigned birth sex as female, while 28.98% were male.
- Gender Identity - 66.68% identified as women, and 28.01% as men.
- Race/Ethnicity - the largest group identified as Hispanic/Latino (34.95%), followed by White (20.03%), Asian (19.80%), and Black/African American (16.63%).
- Age - The largest age group among the surveyed population falls within the 46-55 range, comprising 29.93% of respondents, followed closely by the 36-45 age group at 24.16%. The 56-65 age group represents 23.74% of respondents. This distribution indicates a diverse representation of age groups within the surveyed population and in the County workforce, with a notable concentration in the middle-aged brackets, particularly between 36 to 55 years old.
- Veteran Status – 3.77% of survey respondents identified themselves as veterans. This is in line with, although slightly above, the percentage of veterans in the California labor force, which stands at 3.26% as of 2022, according to the Bureau of Labor Statistics.
- County Tenure – 30.93% of respondents have more than 20 years of service with the County; over 50% of survey respondents reported a tenure with the County of at least 11 years.
- Language Ability – 57.4% of respondents indicated fluency in a language other than English.

To access the complete 2023 Employee Demographic Survey, please click the link below.  
[https://file.lacounty.gov/SDSInter/dhr/1188085\\_2023DemographicSurvey\\_Final\\_9\\_24\\_2024.pdf](https://file.lacounty.gov/SDSInter/dhr/1188085_2023DemographicSurvey_Final_9_24_2024.pdf)



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