

EMPLOYEE DEMOGRAPHICS 2022



REPORT

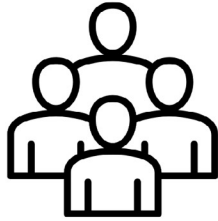
OVERVIEW

Created by the Diversity, Equity, & Inclusion Department, the Human Resources Department, and the Public Information Officer, the following report provides statistical information regarding the gender and race/ethnicity identities of Kalamazoo County Government employees as of January and February of 2023. The information is self-reported by the employee after they have been hired and does not include elected officials.

The data is compiled via a download from the County's payroll database system into an Excel spreadsheet. Then, Excel formulas are used to count and summarize the various data elements.

The Kalamazoo County resident information is obtained from data.census.gov.

EMPLOYEE DEMOGRAPHICS



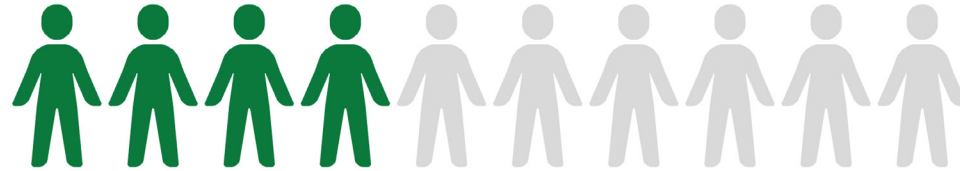
794
employees total



58.6% identified as female
Compared to 50.1% in Kalamazoo County

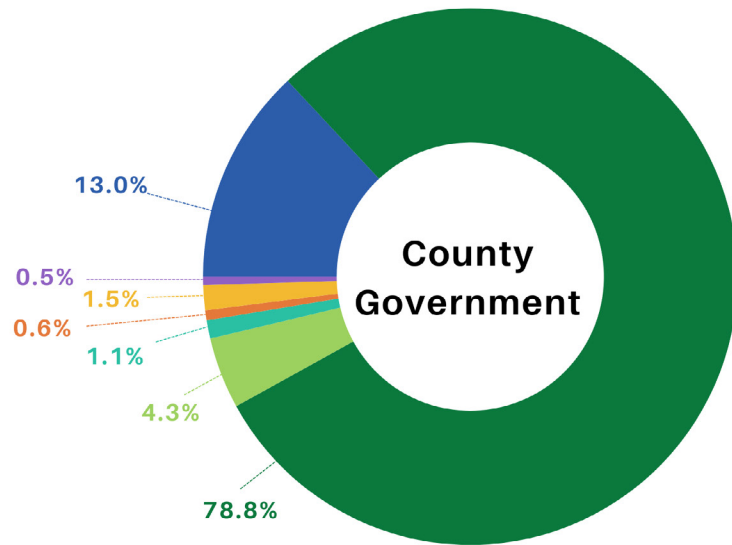


Down 0.75% from
800 employees in
2021

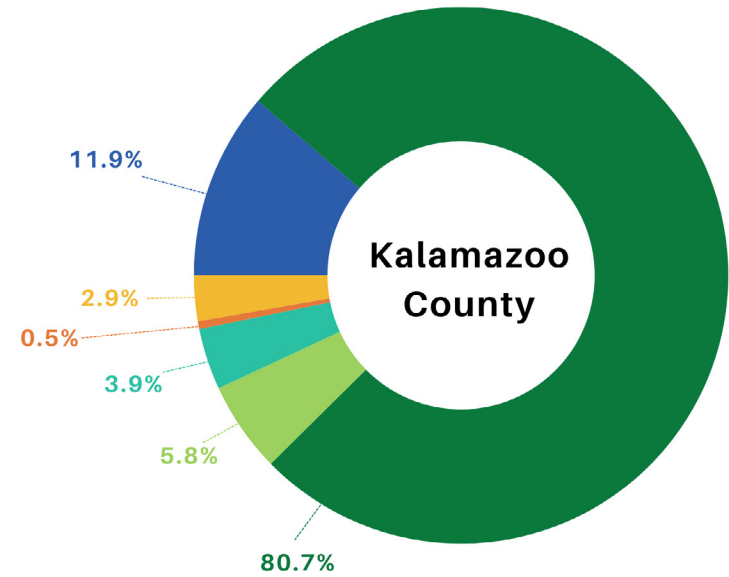


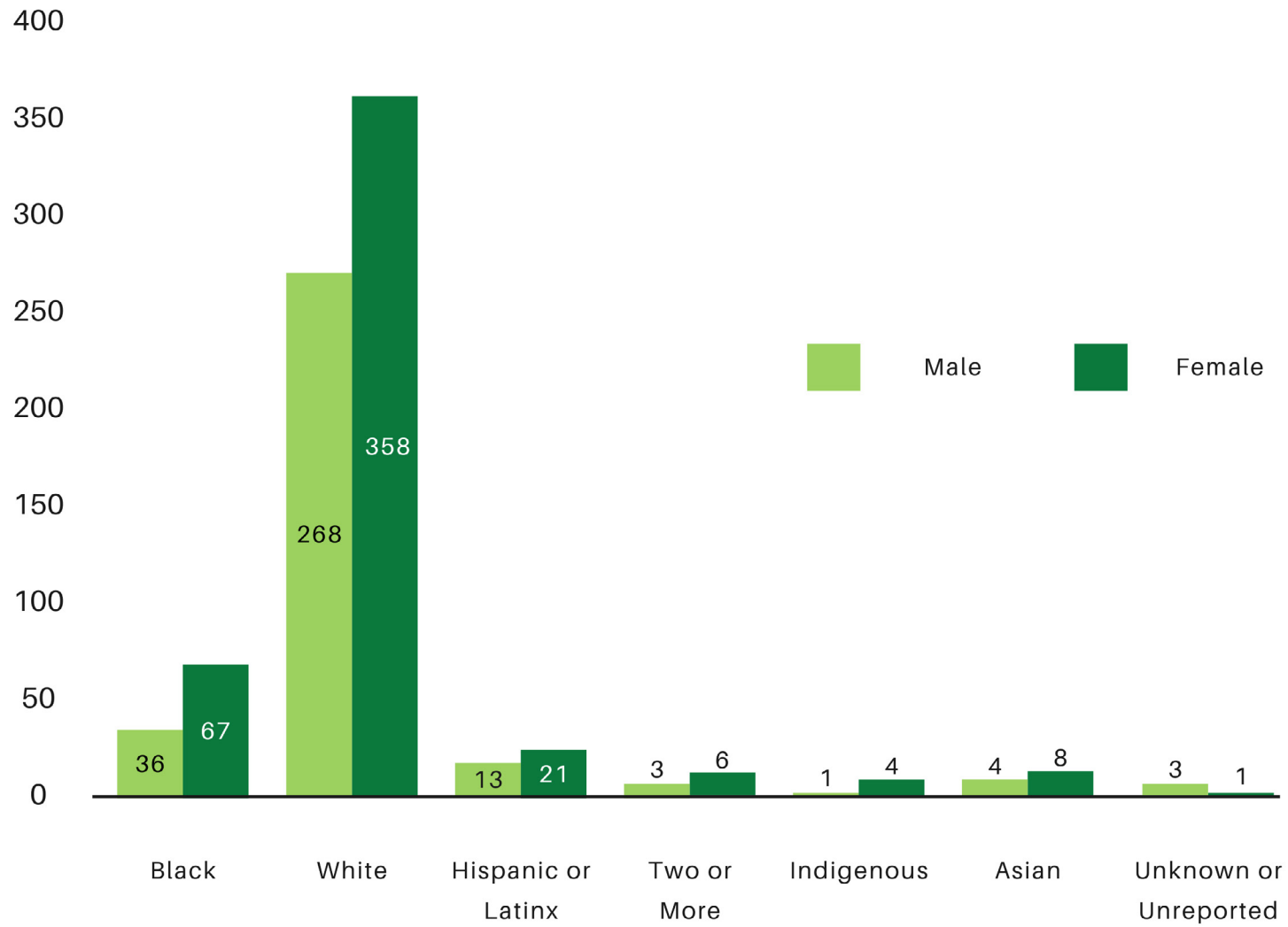
41.3% identified as male
Compared to 49.9% in Kalamazoo County

RACE & ETHNICITY

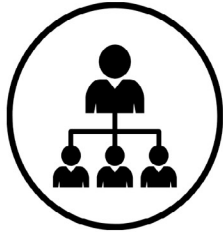


vs.





EMPLOYEE
SUPERVISORS



143

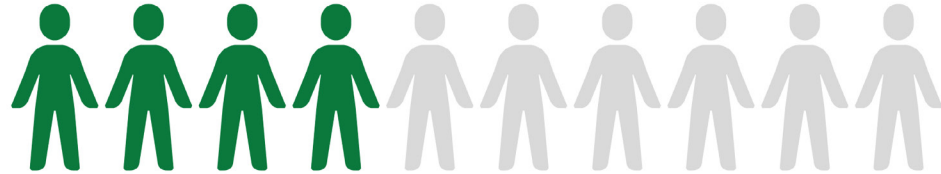
supervisors



80 males



63 females



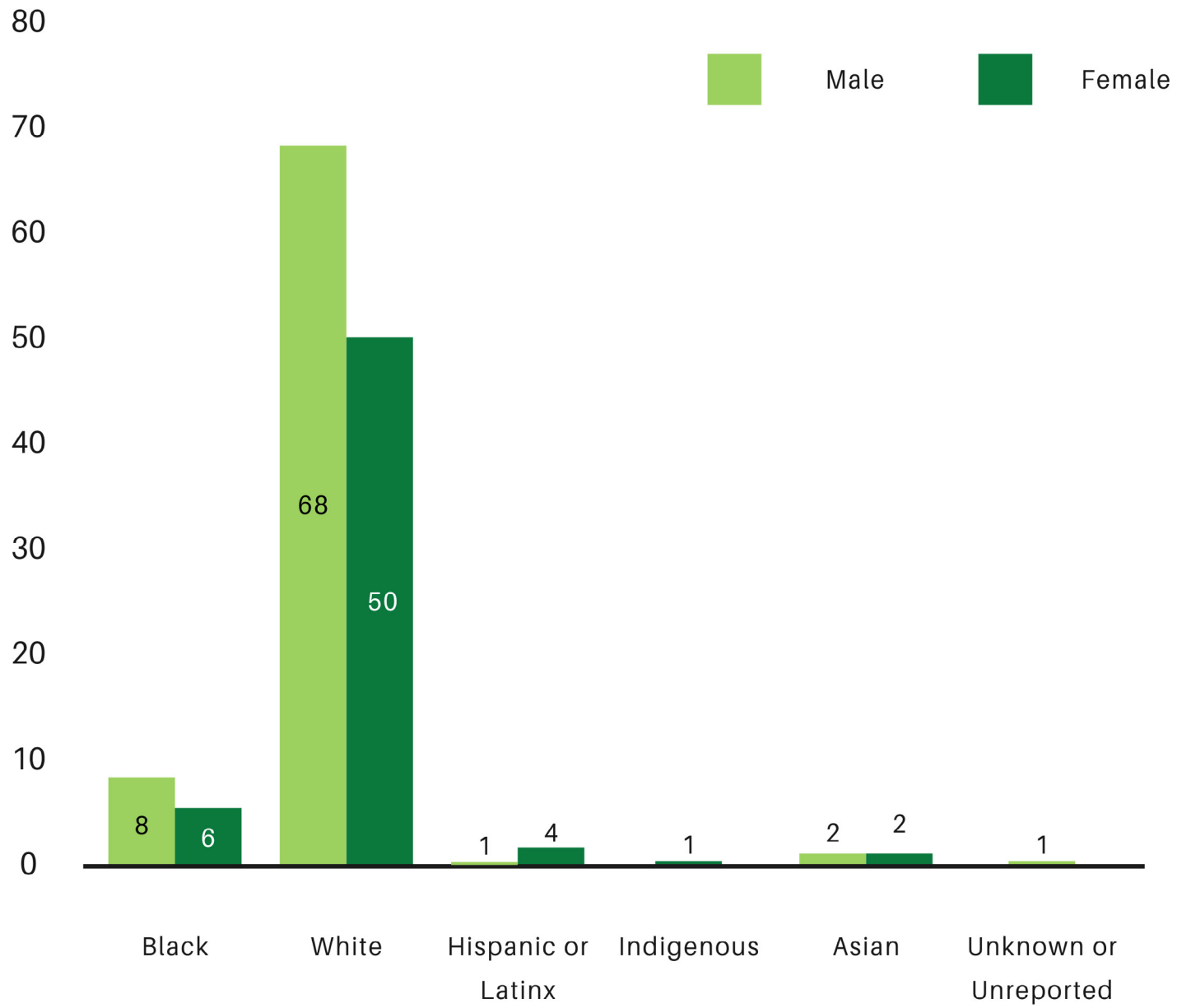
44.1% supervisors identified as female

Compared to 50.1% in Kalamazoo County



55.9% supervisors identified as male

Compared to 49.9% in Kalamazoo County





82.5% supervisors identified as **white**

Compared to 82.3% in 2021



16.8% supervisors identified as **people of color**

Compared to 17.0% in 2021



3.5% supervisors identified as **Hispanic/Latinx**

No change compared to 2021



9.8% supervisors identified as **Black**

Compared to 9.7% in 2021



2.8% supervisors identified as **Asian**

Compared to 2.7% in 2021



0.7% supervisors identified as **Indigenous**

Compared to 1.4% in 2021



0.7% supervisors did not self-identify

Compared to 17.0% in 2021

EMPLOYEE **PROMOTIONS**



94

promotions

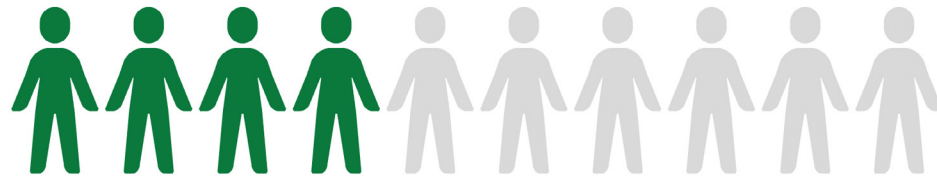


57.4% employees promoted identified as female

Compared to 50.1% in Kalamazoo County



40 males

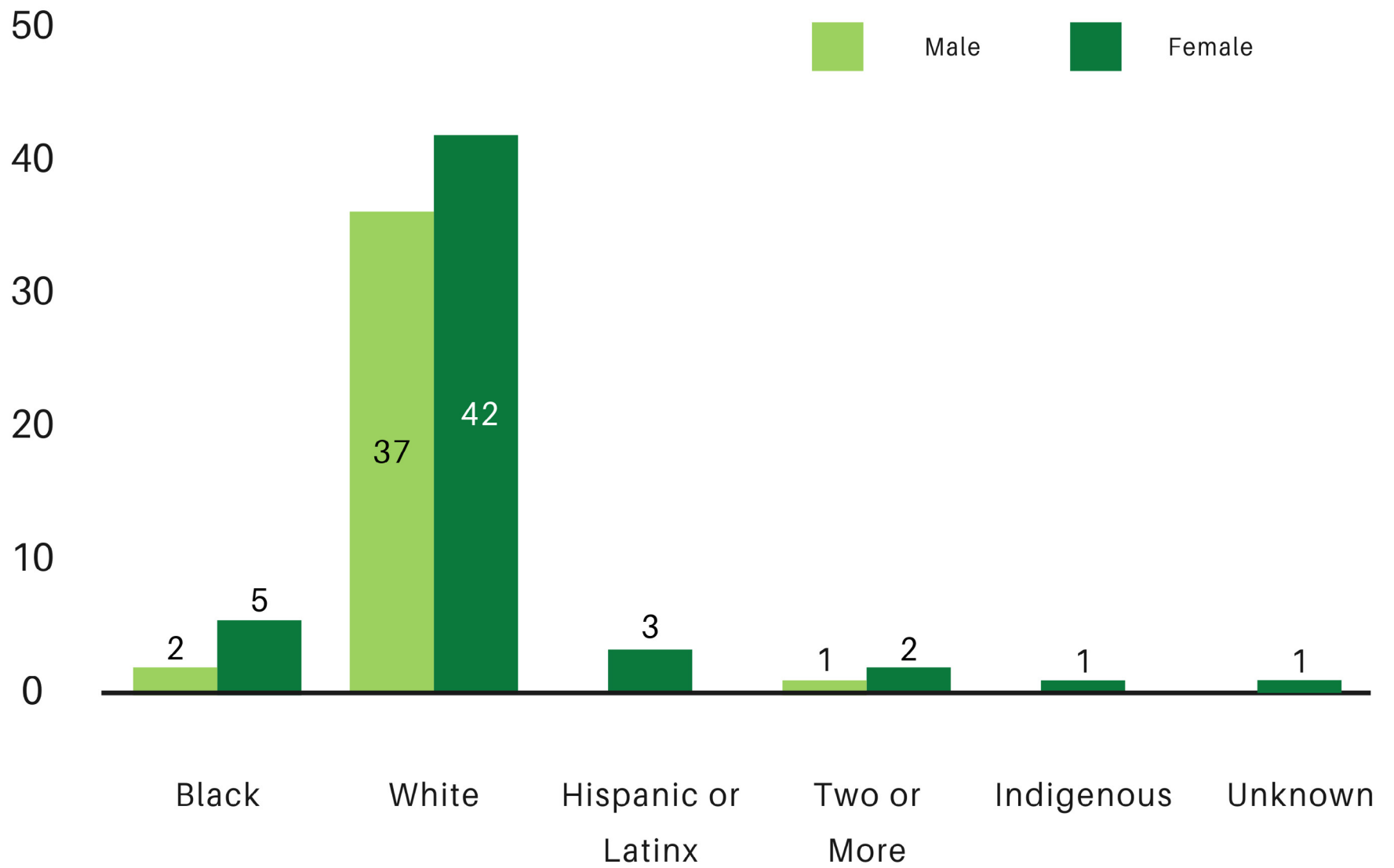


42.6% employees promoted identified as male

Compared to 49.9% in Kalamazoo County



54 females





84.0% employees promoted identified as **white**

Compared to 70.0% in 2021



14.9% employees promoted identified as **people of color**

Compared to 30.0% in 2021



3.2% employees promoted identified as **Hispanic/Latinx**

Compared to 10.0% in 2021



7.4% employees promoted identified as **Black**

Compared to 14.0% in 2021



3.2% employees promoted identified as **two or more**

Compared to 1.0% in 2021



1.1% employees promoted identified as **Indigenous**

Compared to 0% in 2021



1.1% employees promoted did not self-identify

Compared to 0% in 2021

RATE OF PROMOTIONS

11.72% of County employees received promotions (93np / 793n x 100: np= the number of employees promoted, n= number of employees). Promotion rate in the County government is +5% above the SHRM national benchmark average.

Note: SHRM's benchmarking report states that the average promotion rate is 6%.

CALCULATIONS

Total Population (TP) = n / 793 x 100

Total wht. Male (TWM) = 268n (33.8%)

Total wht. female (TWF) = 358n (45.1%)

Total Blk Male (TBM) = 36n (4.5%)

Total Blk Female (TFM) = 67n (8.4%)

Total LatX/Lta Male (LTM) = 13n (1.6%)

Total LatX/Lta Female (LTF) = 21n (2.6%)

Note: Asian, Native American, Two or more (t), No report, and Unidentified are less than 1%.

NEW
HIRES



246
new hires



104 males



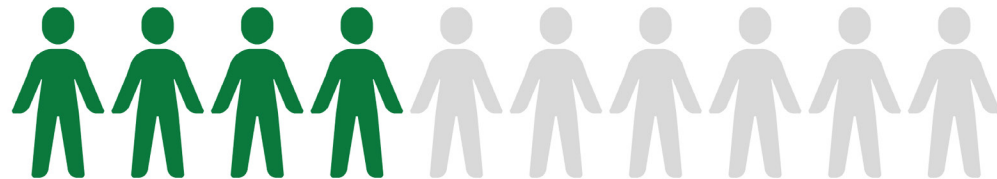
141 females

1 did not self-identify



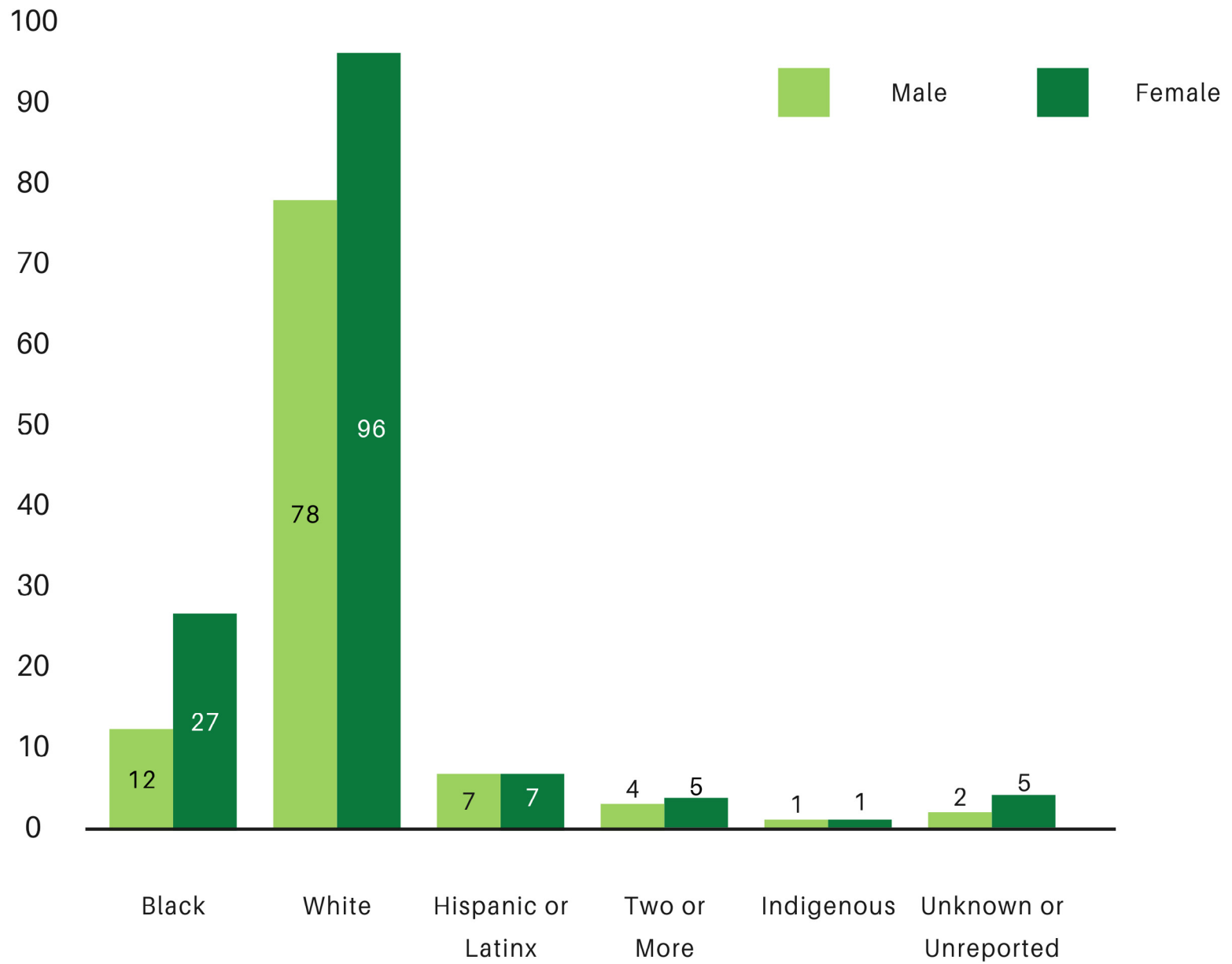
57.6% identified as female

Compared to 50.1% in Kalamazoo County



42.4% identified as male

Compared to 49.9% in Kalamazoo County





70.7% new hires identified as **white**

Compared to 68.5% in 2021



26.0% new hires identified as **people of color**

Compared to 28.9% in 2021



5.7% new hires identified as **Hispanic/Latinx**

Compared to 7.4% in 2021



15.9% new hires identified as **Black**

Compared to 15.4% in 2021



3.7% new hires identified as **two or more**

Compared to 4.0% in 2021



0.8% new hires identified as **Indigenous**

Compared to 0.7% in 2021



2.8% new hires did not self-identify

Compared to 0% in 2021

EMPLOYEE TERMINATIONS



169

terminations total



21

dismissals



30

retirements



118

resignations

71.0% employees terminated identified as **white**

27.2% employees terminated identified as **people of color**

4.7% employees terminated identified as **Hispanic/Latinx**

16.6% employees terminated identified as **Black**

5.3% employees terminated identified as **two or more**

0.6% employees terminated identified as **Indigenous**

1.8% employees terminated did not self-identify



61.5% employees terminated identified as female

Compared to 50.1% in Kalamazoo County



38.5% employees terminated identified as male

Compared to 49.9% in Kalamazoo County

EMPLOYEE GENERATIONS

BOOMERS (1946 – 1964)

98 employees identified as **Boomers**



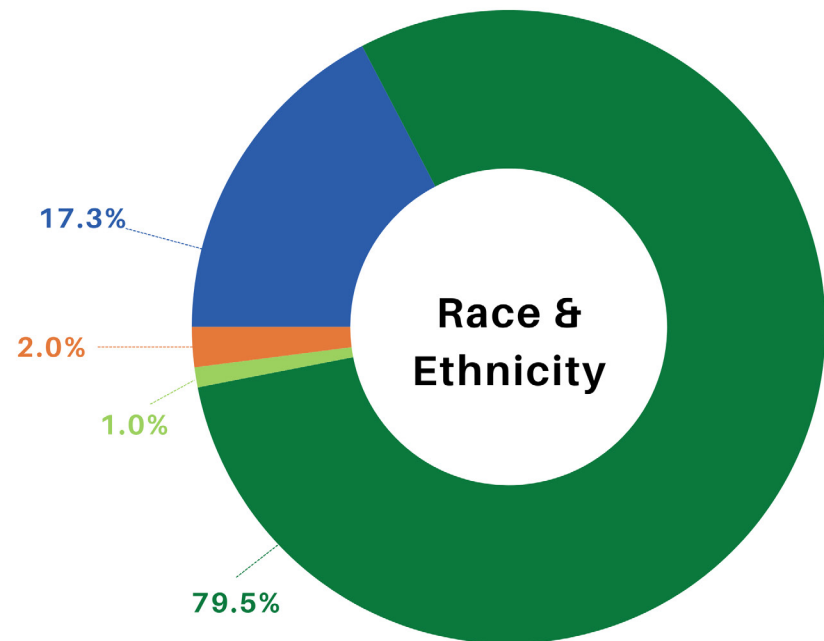
57.1% identified as female

Compared to 50.1% in Kalamazoo County



42.8% identified as male

Compared to 49.9% in Kalamazoo County



White



Black



Hispanic/Latinx



Asian



Native American



Two or more

GENERATION X (1965 – 1980)

308 employees identified as **Generation X**



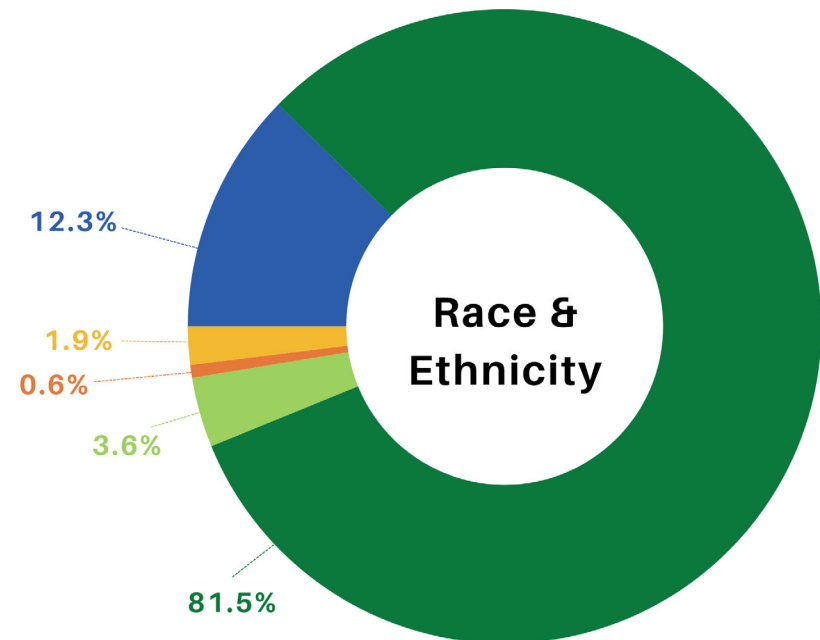
59.4% identified as female

Compared to 50.1% in Kalamazoo County



40.5% identified as male

Compared to 49.9% in Kalamazoo County



MILLENNIALS (1981 – 1996)

252 employees identified as **Millennials**



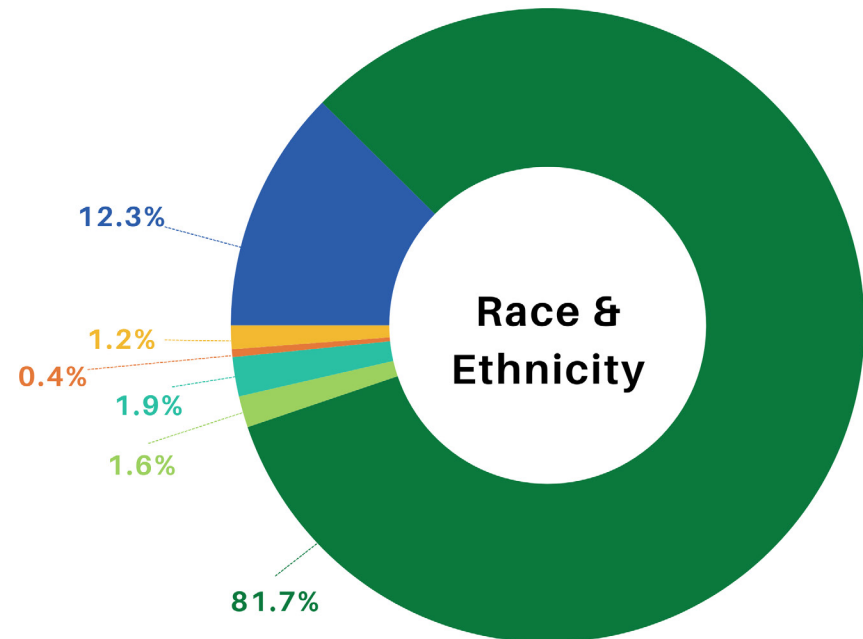
57.1% identified as female

Compared to 50.1% in Kalamazoo County



42.8% identified as male

Compared to 49.9% in Kalamazoo County



GENERATION Z (1997 – 2012)

53 employees identified as **Generation Z**



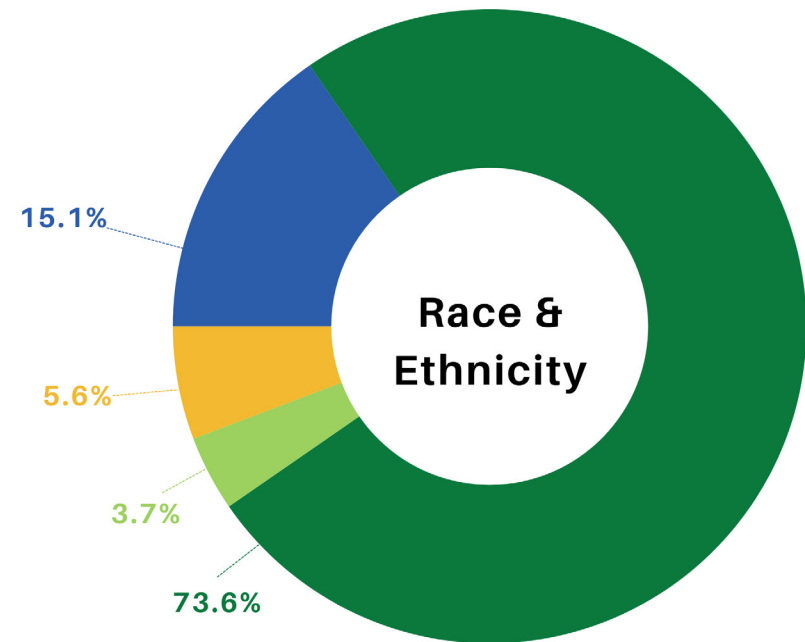
62.2% identified as female

Compared to 50.1% in Kalamazoo County



37.7% identified as male

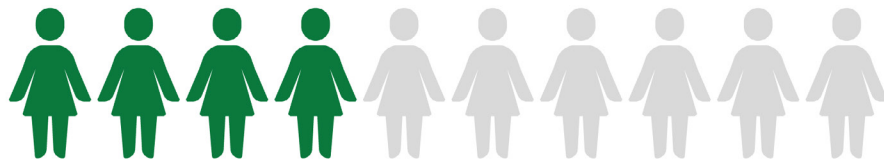
Compared to 49.9% in Kalamazoo County



ADVISORY BOARDS & COMMITTEES

ADVISORY BOARDS & COMMITTEES DEMOGRAPHICS

The following report provides statistical information regarding the gender and race/ethnicity identities of residents serving on Kalamazoo County Advisory Boards & Committees. The information is self-reported by the community member.



41.8% community members identified as female
Compared to 50.1% in Kalamazoo County



58.2% community members identified as male
Compared to 49.9% in Kalamazoo County

79.1% community members identified as **white**

20.9% community members identified as **people of color**

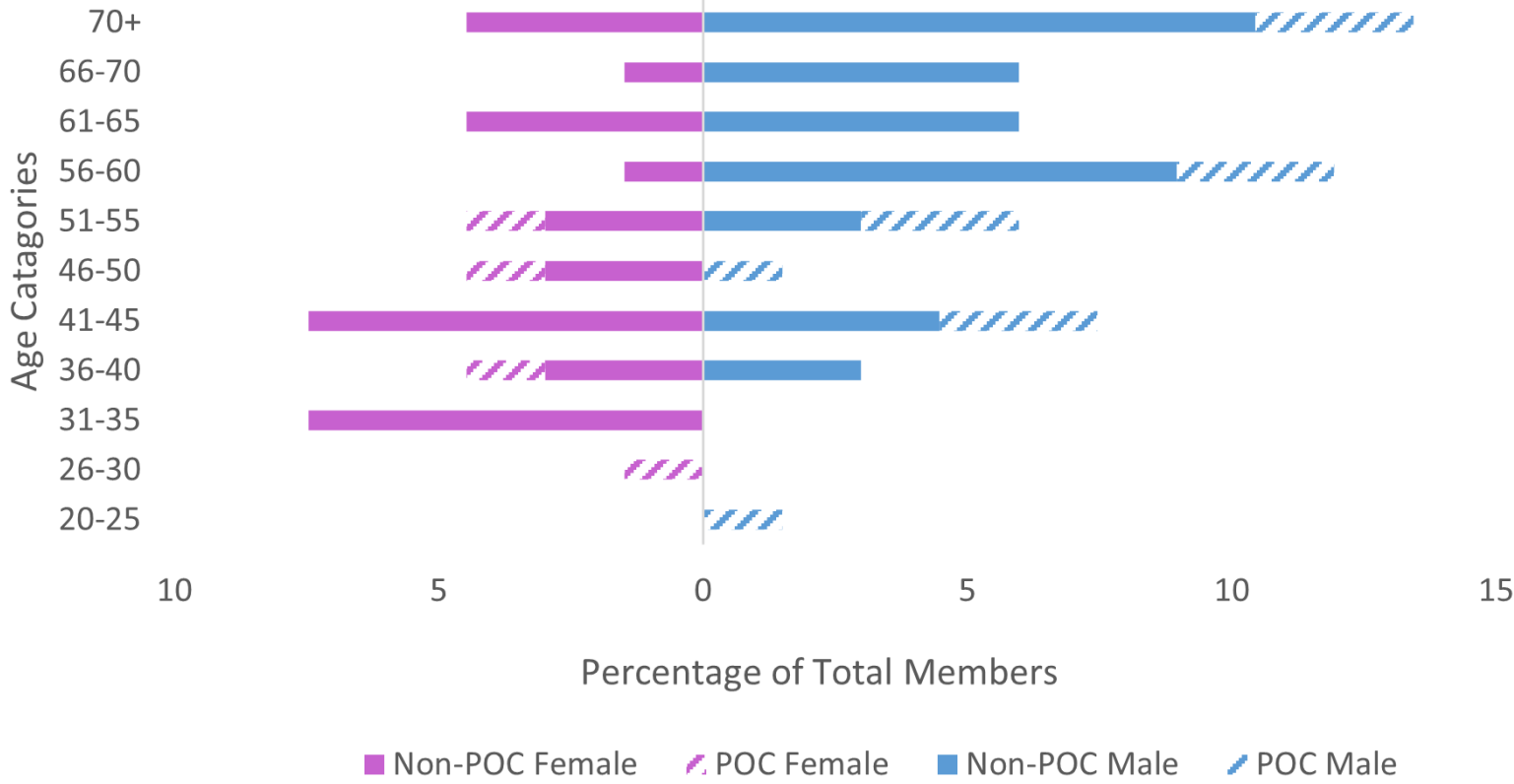
1.5% community members identified as **Hispanic/Latinx**

16.4% community members identified as **Black**

1.5% community members identified as **two or more**

1.5% community members identified as **Indigenous**

Racial and Gender Composition of Kalamazoo County Advisory Boards




CENSUS INFORMATION


QuickFacts

Kalamazoo County, Michigan

QuickFacts provides statistics for all states and counties, and for cities and towns with a **population of 5,000 or more**

All Topics	Kalamazoo County, Michigan
Population Estimates, July 1, 2022, (V2022)	261,173
PEOPLE	
Population	
Population Estimates, July 1, 2022, (V2022)	261,173
Population estimates base, April 1, 2020, (V2022)	261,663
Population, percent change - April 1, 2020 (estimates base) to July 1, 2022, (V2022)	-0.2%
Population, Census, April 1, 2020	261,670
Population, Census, April 1, 2010	250,331
Age and Sex	
Persons under 5 years, percent	5.5%
Persons under 18 years, percent	21.1%
Persons 65 years and over, percent	16.3%
Female persons, percent	50.9%
Race and Hispanic Origin	
White alone, percent	80.7%
Black or African American alone, percent (a)	11.9%
American Indian and Alaska Native alone, percent (a)	0.5%
Asian alone, percent (a)	2.9%
Native Hawaiian and Other Pacific Islander alone, percent (a)	0.1%
Two or More Races, percent	3.9%
Hispanic or Latino, percent (b)	5.8%
White alone, not Hispanic or Latino, percent	76.1%
Population Characteristics	
Veterans, 2017-2021	12,895
Foreign born persons, percent, 2017-2021	5.4%


Housing	
Housing units, July 1, 2022, (V2022)	114,838
Owner-occupied housing unit rate, 2017-2021	63.7%
Median value of owner-occupied housing units, 2017-2021	\$178,100
Median selected monthly owner costs -with a mortgage, 2017-2021	\$1,389
Median selected monthly owner costs -without a mortgage, 2017-2021	\$560
Median gross rent, 2017-2021	\$891
Building permits, 2022	457
Families & Living Arrangements	
Households, 2017-2021	105,299
Persons per household, 2017-2021	2.40
Living in same house 1 year ago, percent of persons age 1 year+, 2017-2021	81.7%
Language other than English spoken at home, percent of persons age 5 years+, 2017-2021	7.1%
Computer and Internet Use	
Households with a computer, percent, 2017-2021	94.2%
Households with a broadband Internet subscription, percent, 2017-2021	89.4%
Education	
High school graduate or higher, percent of persons age 25 years+, 2017-2021	94.3%
Bachelor's degree or higher, percent of persons age 25 years+, 2017-2021	40.4%
Health	
With a disability, under age 65 years, percent, 2017-2021	9.9%
Persons without health insurance, under age 65 years, percent	 5.1%
Economy	
In civilian labor force, total, percent of population age 16 years+, 2017-2021	66.5%
In civilian labor force, female, percent of population age 16 years+, 2017-2021	63.0%
Total accommodation and food services sales, 2017 (\$1,000) (c)	622,280
Total health care and social assistance receipts/revenue, 2017 (\$1,000) (c)	2,818,164
Total transportation and warehousing receipts/revenue, 2017 (\$1,000) (c)	432,969
Total retail sales, 2017 (\$1,000) (c)	3,706,657
Total retail sales per capita, 2017 (c)	\$14,073
Transportation	
Mean travel time to work (minutes), workers age 16 years+, 2017-2021	20.3
Income & Poverty	
Median household income (in 2021 dollars), 2017-2021	\$61,739
Per capita income in past 12 months (in 2021 dollars), 2017-2021	\$34,928

Businesses	
Total employer establishments, 2021	5,595
Total employment, 2021	108,646
Total annual payroll, 2021 (\$1,000)	6,095,196
Total employment, percent change, 2020-2021	-2.5%
Total nonemployer establishments, 2020	16,673
All employer firms, Reference year 2017	4,315
Men-owned employer firms, Reference year 2017	2,514
Women-owned employer firms, Reference year 2017	658
Minority-owned employer firms, Reference year 2017	255
Nonminority-owned employer firms, Reference year 2017	3,367
Veteran-owned employer firms, Reference year 2017	S
Nonveteran-owned employer firms, Reference year 2017	3,274
 GEOGRAPHY	
Geography	
Population per square mile, 2020	465.6
Population per square mile, 2010	445.7
Land area in square miles, 2020	561.96
Land area in square miles, 2010	561.66
FIPS Code	26077

[About datasets used in this table](#)

Value Notes

 Estimates are not comparable to other geographic levels due to methodology differences that may exist between different data sources.

Some estimates presented here come from sample data, and thus have sampling errors that may render some apparent differences between geographies statistically indistinguishable.] Click the Quick Info  icon to the left of each row in TABLE view to learn about sampling error.

In Vintage 2022, as a result of the formal request from the state, Connecticut transitioned from eight counties to nine planning regions. For more details, please see the Vintage 2022 release notes available here: [Release Notes](#).

The vintage year (e.g., V2022) refers to the final year of the series (2020 thru 2022). Different vintage years of estimates are not comparable.

Users should exercise caution when comparing 2017-2021 ACS 5-year estimates to other ACS estimates. For more information, please visit the [2021 5-year ACS Comparison Guidance](#) page.

Fact Notes

- (a)** Includes persons reporting only one race
- (b)** Hispanics may be of any race, so also are included in applicable race categories
- (c)** Economic Census - Puerto Rico data are not comparable to U.S. Economic Census data

Value Flags

- D** Suppressed to avoid disclosure of confidential information
- F** Fewer than 25 firms
- FN** Footnote on this item in place of data
- NA** Not available
- S** Suppressed; does not meet publication standards
- X** Not applicable
- Z** Value greater than zero but less than half unit of measure shown
- Either no or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest or upper interval of an open ended distribution.
- N** Data for this geographic area cannot be displayed because the number of sample cases is too small.

QuickFacts data are derived from: Population Estimates, American Community Survey, Census of Population and Housing, Current Population Survey, Small Area Health Insurance Estimates, Small Area Income and Poverty Estimates, State and County Housing Unit Estimates, County Business Patterns, Nonemployer Statistics, Economic Census, Survey of Business Owners, Building Permits.