



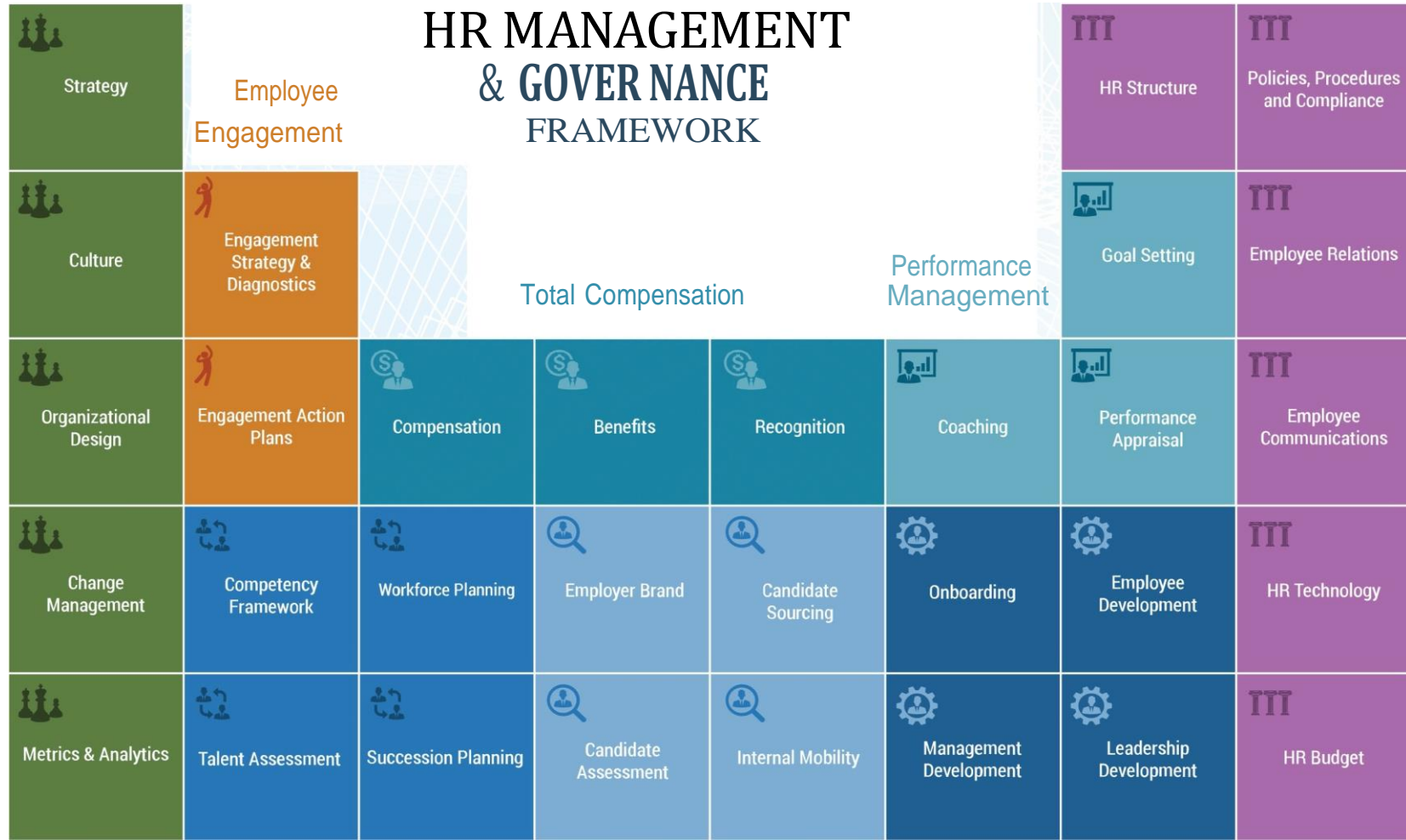
**Roosevelt Island  
Operating Corporation**

WHO WE ARE

HR Strategy

HR Operations & Infrastructure

# HR MANAGEMENT & GOVERNANCE FRAMEWORK



Talent Management

Talent Acquisition

Learning & Development

# MANAGEMENT

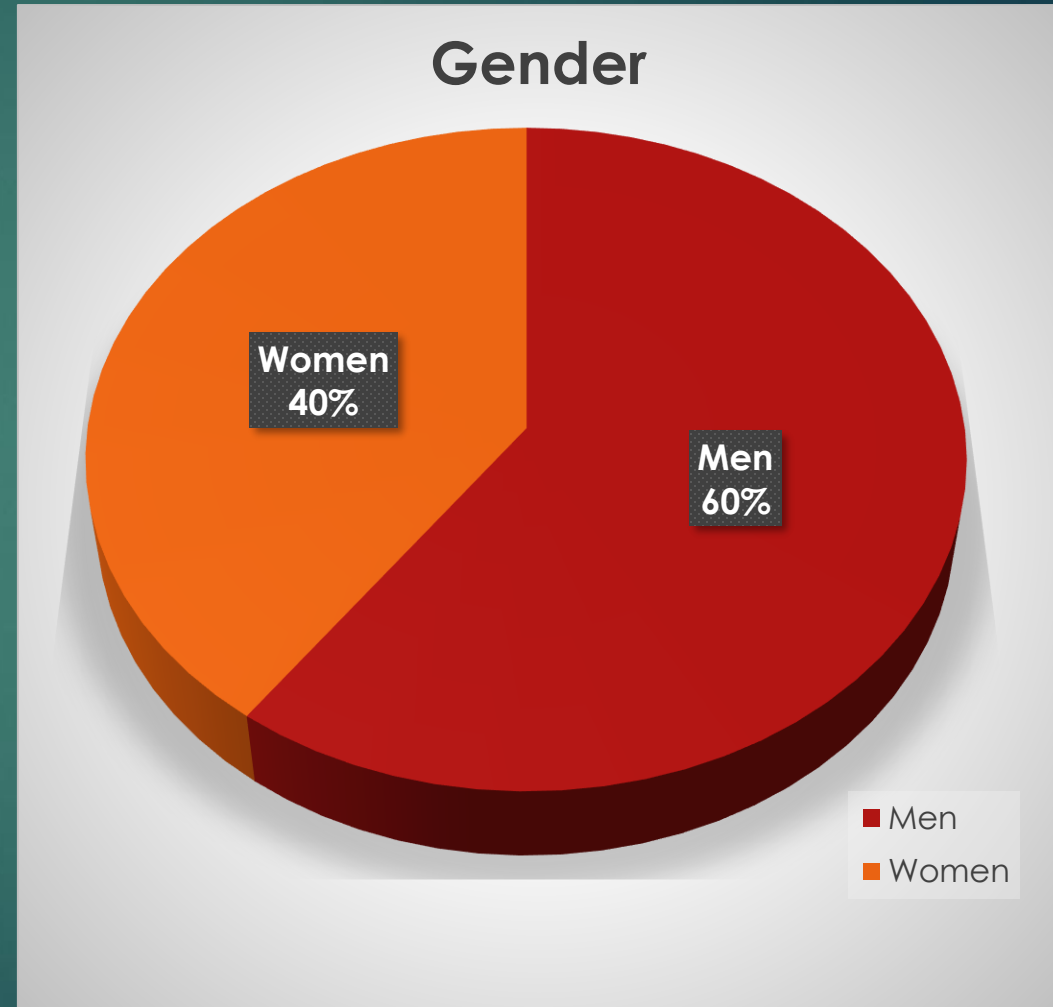
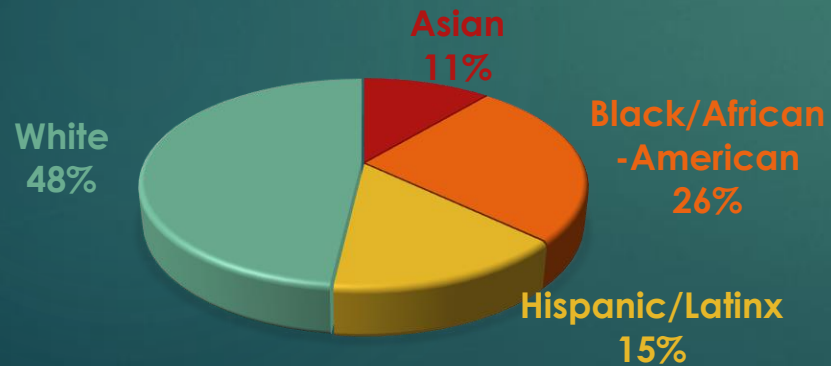
## RIOC's management team

- ▶ 15 men
- ▶ 10 women

## Statistically

- ▶ 60% of management is male
- ▶ 40% of management is female

## REPRESENTATION



# Workforce Diversity

Our employees mirror New York City racial and ethnic landscape. The 134 individuals identify in belonging to the Asian, Black/African American, Hispanic/Latinx and White communities:

19 identify as Asian

- 15% staff representation

41 identify as Black/African-American

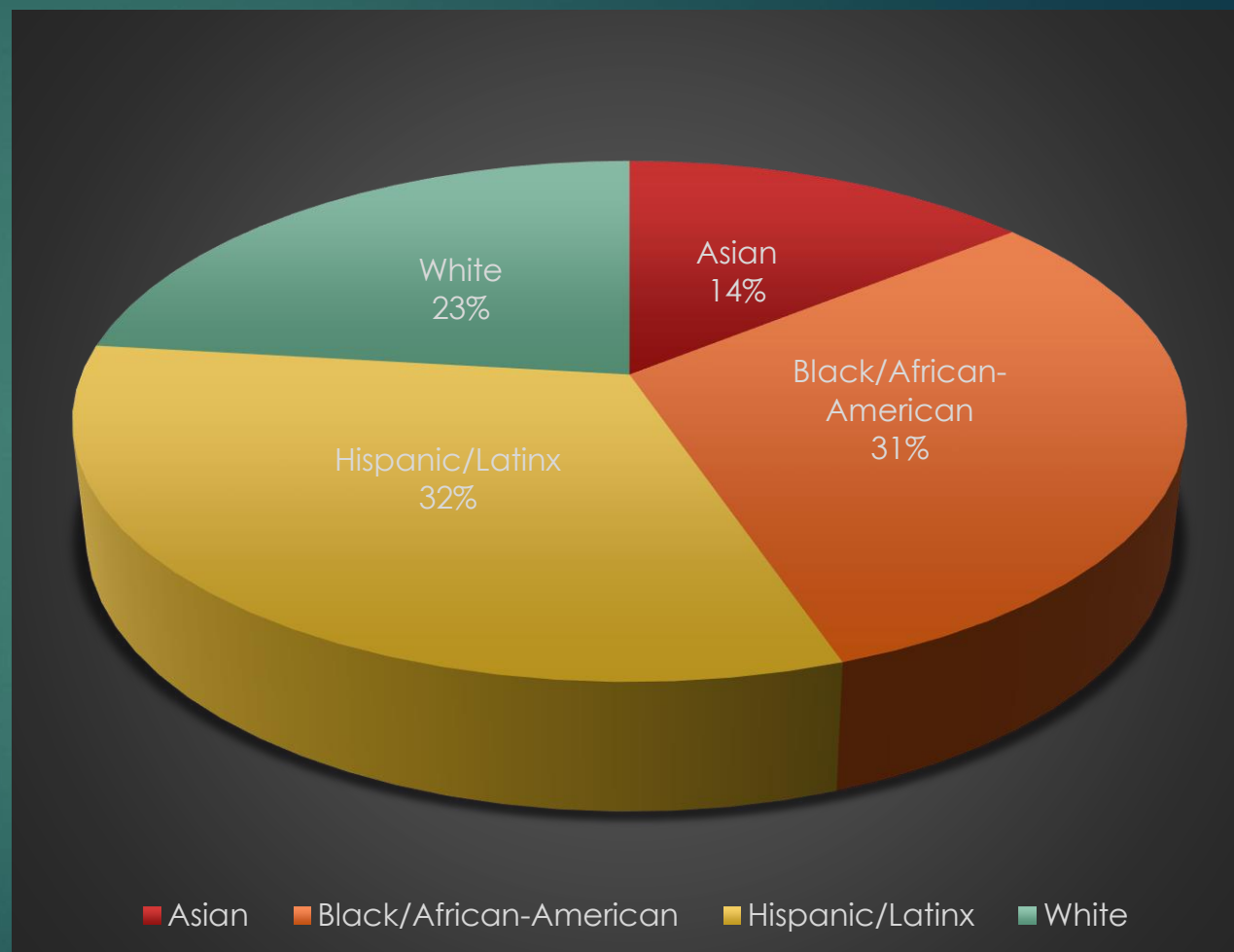
- 30% staff representation

43 identify as Hispanic / Latinx

- 32% staff representation

31 identify as White

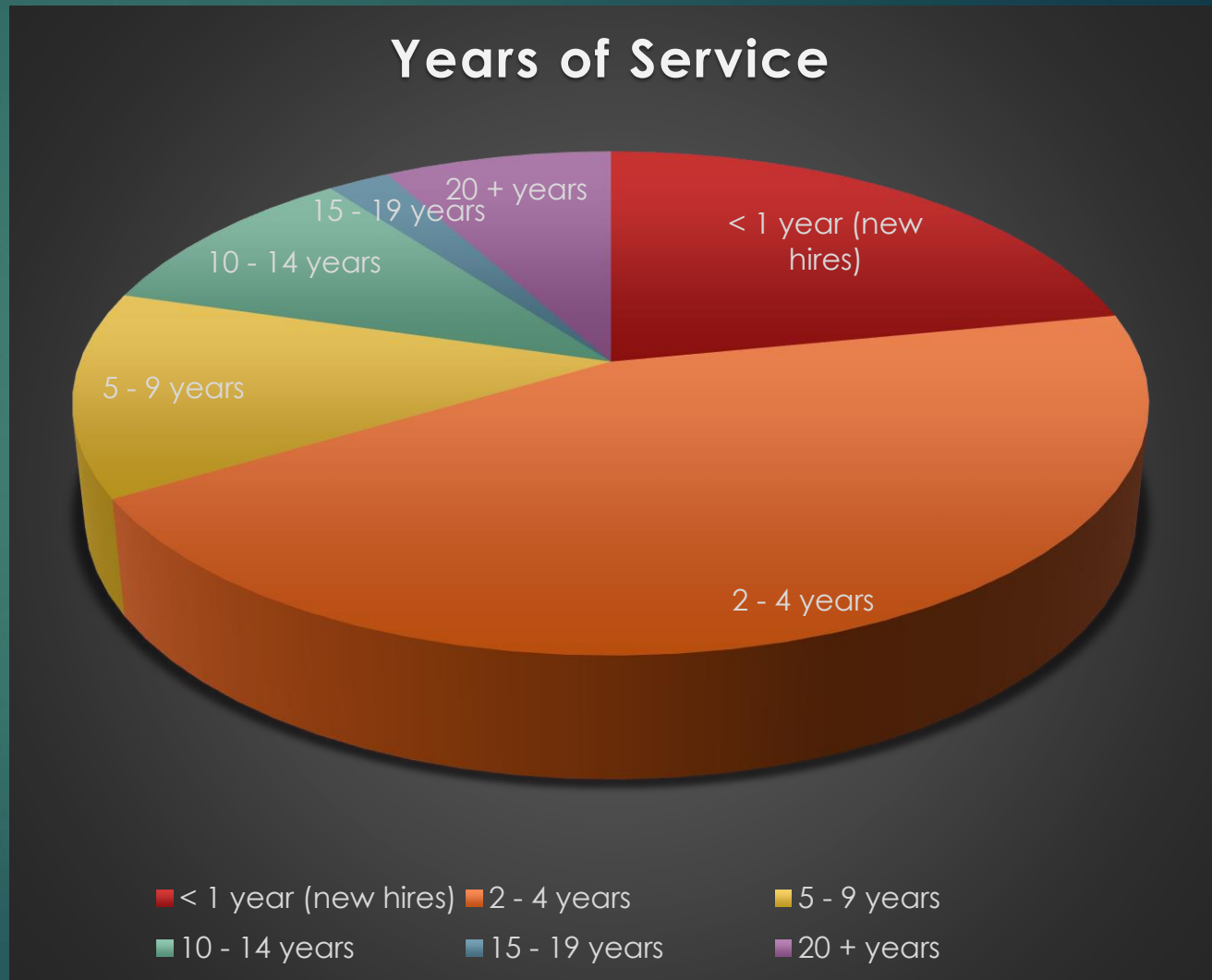
- 23% staff representation



# Years of Service

RIOC employees are committed to the organization and the community it serves. The employee :

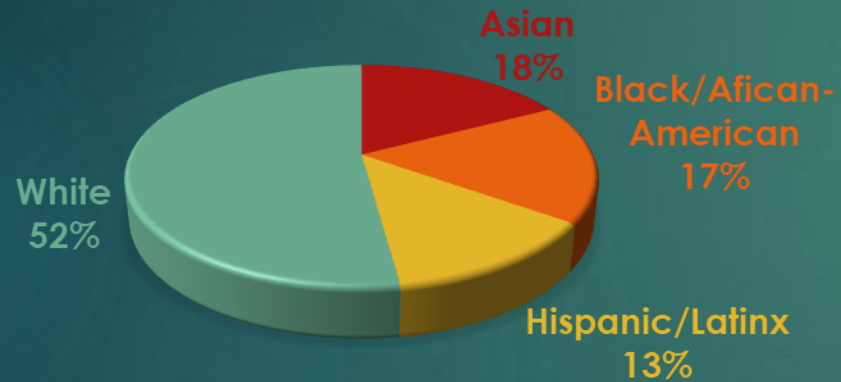
- 30 new hires (employees with less than 1 year of service)
- 61 employees with 2 – 4 years of service
- 18 employees with 5 – 9 years of service
- 14 employees with 10 – 14 years of service
- 3 employees with 15 – 19 years of service
- 11 employees with 20+ years of service



# MANAGEMENT THEN VS NOW

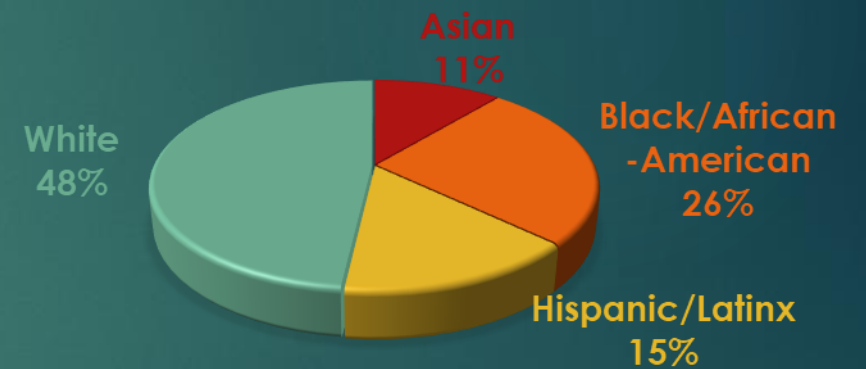
2015

## REPRESENTATION 2015



2020

## REPRESENTATION 2020

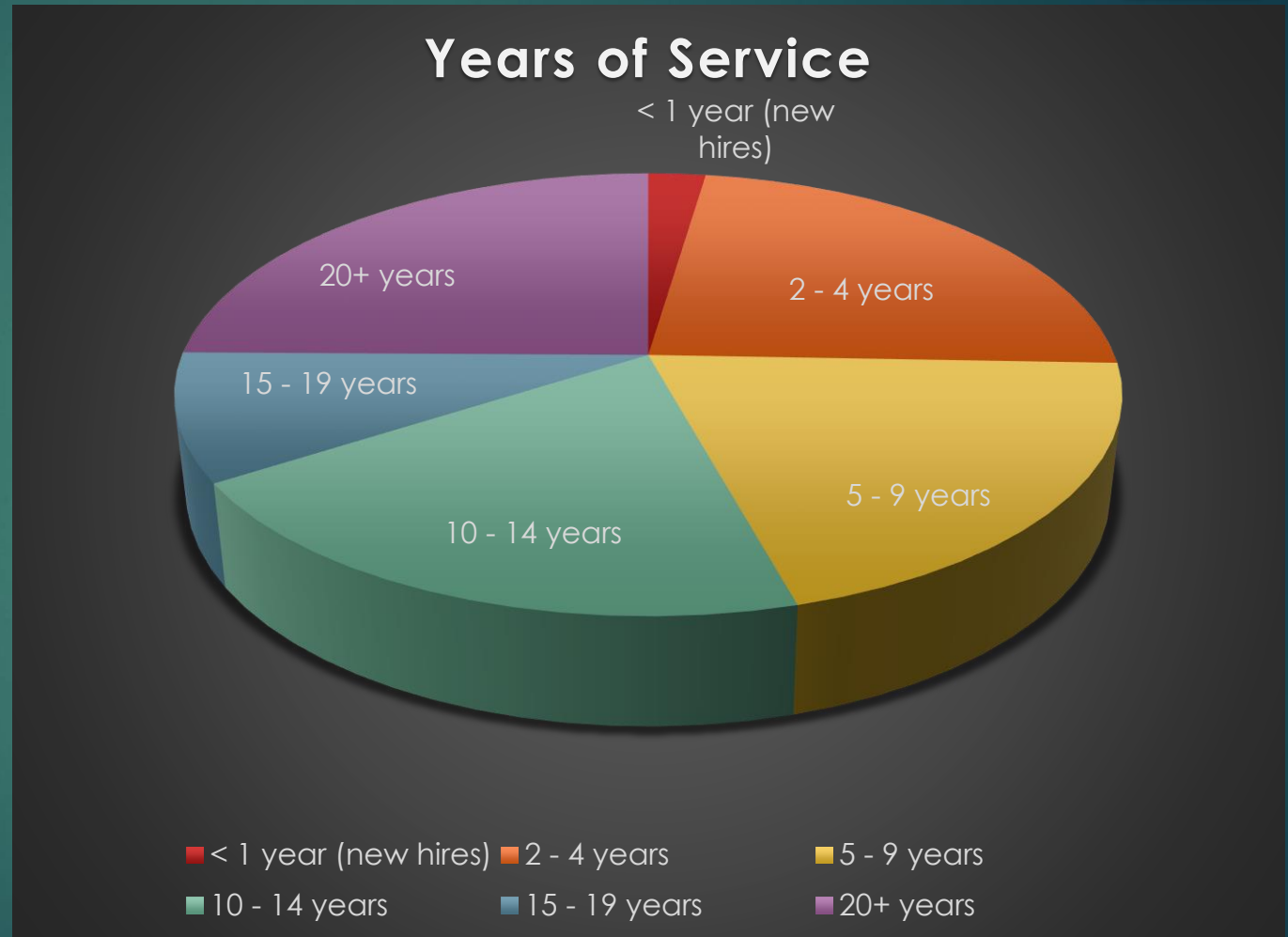




## Years of Service 2015

RIOC employees are committed to the organization and the community it serves:

- 3 new hires (employees with less than 1 year of service)
- 30 employees with 2 – 4 years of service
- 26 employees with 5 – 9 years of service
- 26 employees with 10 – 14 years of service
- 12 employees with 15 – 19 years of service
- 32 employees with 20+ years of service



# Years of Service

Then - 2015

Now - 2020

