

EEO Utilization Report

Organization Information

Name: Office of the District Attorney 18th Judicial District

City: Centennial

State: CO

Zip: 80111

Type: Special Jurisdiction Law Enforcement

Section 1: EEO Policy Statement

Policy Statement:

The Organization is dedicated to the principles of equal employment opportunity. We prohibit unlawful discrimination against applicants or employees on the basis of age 40 and over, race (including traits historically associated with race, such as hair texture and length, protective hairstyles), sex, sexual orientation, gender identity, gender expression, color, religion, national origin, disability, military status, genetic information, or any other status protected by applicable state or local law.

Section 5: Narrative Interpretation of Data

- A). The Office of the District Attorney 18th Judicial District will continue to include the Affirmative Action / Equal Opportunity statement on all job postings.
- B). Specifically, The Office of the District Attorney 18th Judicial District will try and attract qualified white male applicants for Professional, Technician and Administrative Support classifications.
- C). Additionally, The Office of the District Attorney 18th Judicial District will provide recruitment tips and guidance to continue to train managers and supervisors with regard to EEO policies and procedures.
- D). The Office of the District Attorney 18th Judicial District will review job requirements and hiring procedures to ensure no unnecessary barriers exist that would deny white males equal employment opportunity within the 18th Judicial District.

Section 6: Objectives and Steps

1. Employment Organizational Data

- a. The Office of the District Attorney 18th Judicial District will review all employment organizational data related to the Professional, Technician and Administrative Support job categories to identify any issues that may pose barriers for White men (e.g., review the records of exit interviews of former employees; examine applicant flow data for recent vacancies; review job posting and advertising practices; determine whether there are in-house career paths; evaluate hiring, retention and attrition rates for particular positions).

Section 7: Dissemination Strategy: Internal

This report will be posted on the Office of the District Attorney 18th Judicial District's intranet, an in-house, electronic communication platform.

Section 7: Dissemination Strategy: External

A copy of this report will be posted on the Office of the District Attorney 18th Judicial District, public, website.

Utilization Analysis Chart
Relevant Labor Market: Arapahoe County
, Colorado

Job Categories	Male							Female						
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races/Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races/Other
Officials/Administrators														
Workforce #/%	2/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	27,905/47%	3,255/6%	1,270/2%	10/0%	1,090/2%	35/0%	720/1%	19,455/33%	2,805/5%	1,135/2%	55/0%	945/2%	4/0%	435/1%
Utilization #/%	53%	-6%	-2%	-0%	-2%	-0%	-1%	-33%	-5%	-2%	-0%	-2%	-0%	-1%
Professionals														
Workforce #/%	35/30%	1/1%	1/1%	0/0%	2/2%	0/0%	0/0%	65/56%	8/7%	2/2%	0/0%	1/1%	0/0%	2/2%
CLS #/%	31,430/38%	3,125/4%	2,130/3%	100/0%	3,100/4%	25/0%	840/1%	32,400/40%	3,755/5%	2,110/3%	55/0%	1,925/2%	80/0%	700/1%
Utilization #/%	-9%	-3%	-2%	-0%	-2%	-0%	-1%	16%	2%	-1%	-0%	-1%	-0%	1%
Technicians														
Workforce #/%	2/9%	1/4%	1/4%	0/0%	0/0%	0/0%	0/0%	15/65%	2/9%	0/0%	0/0%	1/4%	1/4%	0/0%
CLS #/%	5,055/31%	1,470/9%	530/3%	80/0%	375/2%	35/0%	205/1%	5,150/32%	1,915/12%	405/3%	60/0%	600/4%	55/0%	210/1%
Utilization #/%	-23%	-5%	1%	-0%	-2%	-0%	-1%	33%	-3%	-3%	-0%	1%	4%	-1%
Protective Services: Sworn-Officials														
Workforce #/%	4/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,265/63%	375/7%	375/7%	20/0%	15/0%	0/0%	105/2%	665/13%	240/5%	130/2%	10/0%	0/0%	0/0%	0/0%
Utilization #/%	37%	-7%	-7%	-0%	-0%	0%	-2%	-13%	-5%	-2%	-0%	0%	0%	0%
Protective Services: Non-sworn														
Workforce #/%	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN
Civilian Labor Force #/%	230/36%	15/2%	50/8%	0/0%	0/0%	0/0%	55/9%	230/36%	20/3%	15/2%	0/0%	15/2%	0/0%	15/2%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
Administrative Support														
Workforce #/%	3/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	27/66%	7/17%	2/5%	0/0%	0/0%	0/0%	2/5%
CLS #/%	21,930/28%	4,305/5%	2,235/3%	90/0%	1,170/1%	40/0%	690/1%	33,430/42%	8,215/10%	4,080/5%	125/0%	2,140/3%	140/0%	1,080/1%

Job Categories	Male							Female						
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races/Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races/Other
Utilization #/%	-20%	-5%	-3%	-0%	-1%	-0%	-1%	24%	7%	-0%	-0%	-3%	-0%	4%
Skilled Craft														
Workforce #/%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	11,755/52%	7,875/35%	885/4%	100/0%	190/1%	10/0%	245/1%	890/4%	435/2%	150/1%	0/0%	120/1%	0/0%	15/0%
Utilization #/%	48%	-35%	-4%	-0%	-1%	-0%	-1%	-4%	-2%	-1%	0%	-1%	0%	-0%
Service/Maintenance														
Workforce #/%	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN
CLS #/%	16,450/26%	10,780/17%	4,370/7%	190/0%	1,830/3%	30/0%	1,015/2%	13,990/22%	8,825/14%	2,520/4%	320/1%	1,900/3%	55/0%	835/1%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN

Significant Underutilization Chart

Job Categories	Male							Female						
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races/Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races/Other
Professionals	✓													
Technicians	✓													
Administrative Support	✓													

Law Enforcement Category Rank Chart

Job Categories	Male							Female						
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races/Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races/Other
Chief Investigator														
Workforce #/%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Supervising Investigator														
Workforce #/%	3/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers														
Workforce #/%	12/63%	2/11%	1/5%	0/0%	0/0%	0/0%	0/0%	4/21%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%

I understand the regulatory obligation under 28 C.F.R. ~ 42.301-.308 to collect and maintain extensive employment data by race, national origin, and sex, even though our organization may not use all of this data in completing the EEO Utilization Report.

I have reviewed the foregoing EEO Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.

[signature]

[title]

[date]