

EEO Utilization Report

Organization Information

Name: Wisconsin Department Of Justice

City: Madison

State: WI

Zip: 53707-7857

Type: State Law Enforcement

Step 1: Introductory Information

Policy Statement:

See Attachment

Following File has been uploaded:Nondiscrimination Policy Statement.docx



Department of Justice Equal Employment Opportunity/Affirmative Action Policy Statement

The Department of Justice (DOJ) will provide equal opportunity for employment and advancement to all persons and provide an environment in which employees are free to work and learn, individually and collectively, and with personal and professional dignity. DOJ recognizes that equal employment opportunity is a legal, social, and economic necessity.

DOJ recognizes that full equality of opportunity is impeded by the present effects of past discrimination on the basis of race, sex, national origin, and physical and mental disabilities. DOJ's policy is to initiate active measures designed to employ and advance persons disadvantaged by reason of such past discrimination so they are on a truly equal basis with all others.

The Department of Justice is committed to promoting equal employment opportunities for all applicants and employees, regardless of age, race, color, national origin, religion, creed, handicap, disability, sex, sexual orientation, marital status, physical condition, political affiliation, membership in the national guard, state defense force or any other reserve component of the military of the United States or this state, and any other status protected under applicable federal or state law. Retaliation against an employee who files a discrimination complaint is a form of discrimination and as such is prohibited.

The "Discrimination and Harassment Prevention Policy and Complaint Procedure" has been established to address employment complaints made by employees about discrimination and harassment. This procedure is posted on DOJ's intranet and bulletin boards. New employees receive a copy during orientation. Employees should contact DOJ's Human Resources Services Director, Affirmative Action Officer, or any agency manager or supervisor for further information on the procedure.

DOJ will provide reasonable accommodations for persons with disabilities to ensure equal access to employment and all benefits associated with employment.

The Human Resources Program Officer and the Agency Equity and Inclusion Program and Policy Advisor are responsible for developing, implementing and managing the agency's AA/EEO programs.

Step 4b: Narrative of Interpretation

A review of the data contained within the Utilization Analysis chart indicates a need to establish some corrective goals and objectives to address the underutilization of women and minorities in the Department's workforce. In most cases the percent of underutilization is small (1%).

The percent of underutilization for women and minorities at the department is most prevalent in the job category of Protective Services: Sworn-Patrol Officers. In this category, while the percent of underutilization for minorities is still relatively small (less than 5%), there is more significant underutilization for women (16% or more). This job category has historically been underutilized for women and the availability of women in the labor market for this job category is less than 20 percent. The low availability of women in this job category continues to be a challenge statewide and the Department continues to make efforts to increase recruitment and retention of women in our sworn law enforcement positions (Sworn-Patrol Officers).

Step 5: Objectives and Steps

- 1. Increase targeted recruitment and ensure equal opportunities for women when our agency fills vacancies that become available in the Protective Services job category.**
 - a. Increase outreach with schools and colleges to promote interest in law enforcement careers and to attract more female applicants.
 - b. Continue advertising job opportunities with professional organizations focused on women and other underrepresented groups to recruit more applicants from these groups, both statewide and nationwide.
 - c. Increase engagement with these professional organizations to improve visibility and familiarity with our agency.
- 2. Improve the retention of women and minorities at our agency in the Protective Services job category.**
 - a. Identify and evaluate any issues that might be affecting retention of women in these positions at our agency and develop strategies and resources available to improve retention.
- 3. Relative to labor market shifts, monitor trends in applicant response and identify opportunities to adjust our recruitment strategy as trends are noted.**

Step 6: Internal Dissemination

The EEOP Utilization Report will be distributed to our agency supervisors and managers.

This report will be posted on our intranet site for agency employees.

The agency human resources office will make a hard copy of this report available to employees who request it.

Step 7: External Dissemination

The EEOP Utilization Report will be posted on our agency's public website.

Utilization Analysis Chart
Relevant Labor Market: Wisconsin

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 #/%	16/36%	1/2%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	23/52%	1/2%	1/2%	0/0%	1/2%	0/0%	0/0%	0/0%
CLS #/%	183,490/56%	3,960/1%	4,355/1%	640/0%	2,990/1%	25/0%	710/0%	205/0%	120,920/37%	2,680/1%	5,110/2%	885/0%	1,780/1%	10/0%	745/0%	185/0%
Utilization #/%	-19%	1%	1%	-0%	-1%	-0%	-0%	-0%	15%	1%	1%	-0%	2%	-0%	-0%	-0%
Professionals																
Workforce #/%	152/34%	3/1%	5/1%	0/0%	5/1%	0/0%	0/0%	0/0%	249/56%	11/2%	7/2%	2/0%	11/2%	0/0%	0/0%	0/0%
CLS #/%	178,480/38%	4,115/1%	5,440/1%	815/0%	9,200/2%	20/0%	1,130/0%	450/0%	250,685/53%	5,550/1%	10,430/2%	1,040/0%	6,125/1%	70/0%	1,615/0%	490/0%
Utilization #/%	-3%	-0%	-0%	-0%	-1%	-0%	-0%	-0%	3%	1%	-1%	0%	1%	-0%	-0%	-0%
Technicians																
Workforce #/%	5/17%	1/3%	0/0%	0/0%	1/3%	0/0%	0/0%	0/0%	18/60%	4/13%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	29,825/36%	895/1%	795/1%	105/0%	1,120/1%	0/0%	140/0%	50/0%	43,940/54%	1,190/1%	2,475/3%	335/0%	675/1%	4/0%	410/1%	20/0%
Utilization #/%	-20%	2%	-1%	-0%	2%	0%	-0%	-0%	6%	12%	0%	-0%	-1%	-0%	-1%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	11/73%	0/0%	1/7%	0/0%	0/0%	0/0%	0/0%	0/0%	2/13%	0/0%	1/7%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	27,530/68%	1,075/3%	2,490/6%	445/1%	360/1%	10/0%	280/1%	85/0%	6,485/16%	235/1%	890/2%	140/0%	95/0%	0/0%	50/0%	25/0%
Utilization #/%	5%	-3%	0%	-1%	-1%	-0%	-1%	-0%	-3%	-1%	4%	-0%	-0%	0%	-0%	-0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	61/75%	3/4%	1/1%	1/1%	3/4%	0/0%	0/0%	0/0%	11/14%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	123,575/48%	15,620/6%	9,965/4%	1,545/1%	3,380/1%	59/0%	1,520/1%	290/0%	76,165/30%	8,995/4%	10,265/4%	1,460/1%	2,660/1%	95/0%	1,000/0%	235/0%
Utilization #/%	27%	-2%	-3%	1%	2%	-0%	-1%	-0%	-16%	-2%	-4%	-1%	-1%	-0%	-0%	-0%
Protective Services: Non-sworn																

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
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%	0/0%	0/0%
CLS #/%	2,265/42%	30/1%	100/2%	10/0%	0/0%	0/0%	19/0%	20/0%	2,560/47%	230/4%	20/0%	80/1%	0/0%	10/0%	85/2%	25/0%
Utilization #/%	58%	-1%	-2%	-0%	0%	0%	-0%	-0%	-47%	-4%	-0%	-1%	0%	-0%	-2%	-0%
Administrative Support																
Workforce #/%	16/21%	0/0%	1/1%	0/0%	1/1%	0/0%	0/0%	0/0%	51/65%	4/5%	2/3%	0/0%	3/4%	0/0%	0/0%	0/0%
CLS #/%	211,920/30%	7,895/1%	9,530/1%	1,045/0%	3,875/1%	35/0%	1,510/0%	540/0%	417,955/59%	15,130/2%	22,025/3%	3,040/0%	6,350/1%	90/0%	2,885/0%	905/0%
Utilization #/%	-10%	-1%	-0%	-0%	1%	-0%	-0%	-0%	6%	3%	-1%	-0%	3%	-0%	-0%	-0%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	212,545/86%	9,205/4%	4,630/2%	1,100/0%	1,945/1%	20/0%	895/0%	260/0%	13,265/5%	645/0%	645/0%	115/0%	660/0%	0/0%	95/0%	105/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	411,900/47%	47,470/5%	23,210/3%	4,075/0%	9,425/1%	175/0%	3,370/0%	1,255/0%	305,335/35%	25,440/3%	25,115/3%	3,500/0%	9,135/1%	145/0%	2,880/0%	780/0%
Utilization #/%																

Significant Underutilization Chart

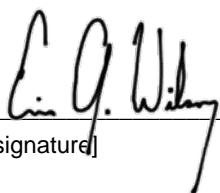
Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Officials/Administrators	✓															
Technicians	✓															
Protective Services: Sworn-Patrol Officers									✓							

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
Administrator, Division of Criminal Investigation																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%
Criminal Investigation Director																
Workforce #/%	1/33%	0/0%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Special Agent-In Charge																
Workforce #/%	10/91%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/9%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	61/75%	3/4%	1/1%	1/4%	3/4%	0/0%	0/0%	0/0%	11/14%	1/1%	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]

Deputy Attorney General

[title]

03-28-2022

[date]