

# 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:**

Uploaded below

Following File has been uploaded:AA-EEO Policy Statement.docx

## Step 4b: Narrative of Interpretation

In reviewing the Utilization Analysis Chart, the Human Resources Office for the Wisconsin Department of Justice made the following observations:

Hispanics or Latinos are slightly underrepresented in most job categories: Officials/Administrators (-1% females), Technicians (-9% females, -1% males), Protective Services-sworn officials (-3% males, -1% females), Protective Services-sworn patrol officers (-2% males, -2% females), Protective Services-non-sworn (-4% females, -1% males), Administrative Support (-4% males).

African American males are slightly underrepresented in most job categories and a few are also underrepresented for African American females: Officials/Administrators (-2% females), Technicians (-1% males), Protective Services-sworn officials (-6% males), Protective Services-sworn patrol officers (-4% females, -2% males), Protective Services-non-sworn (-2% males).

Asians are slightly underrepresented in a few job categories: Officials/Administrators (-1% females), Professionals (-1% males), Technicians (-1% males), Protective Services-sworn officials (-1% males), Administrative Support (-1% males).

Most significant is the underutilization of White females (-16%) in the job category of Protective Services- Sworn Patrol Officers.

The underutilization percentages shown in the categories of Skilled Craft and Service/Maintenance are inconsequential due to our having either none or a single employee in each of these categories.

The analysis indicates the majority of instances of underutilization are relatively small, ranging from 1-3%. The groups most significantly underrepresented are females, African Americans, and Hispanics primarily in the three Protective Services job categories.

WIDDOJ is committed to having a diverse workforce that is reflective of our community and will increase efforts to recruit females, Hispanics and African Americans, both male and female to apply for our Special Agent (sworn law enforcement) positions.

## Step 5: Objectives and Steps

### 1. Identify any barriers in our hiring process for females and other underutilized groups

- a. Gather data during the hiring process to determine reasons for non-selection of persons in underrepresented groups. Examine applicant flow data and evaluate for possible actionable items to address any barriers identified.

### 2. Increase recruitment efforts targeting females, African Americans, and Hispanics

- a. Identify law enforcement or other professional organizations focused on women, Hispanics, and African Americans to establish relationships and to promote our job announcements to recruit more applicants from these underrepresented groups.

Participate in area college career fairs to attract female applicants.

Identify and participate in any law enforcement recruitment opportunities around the state.

Identify nationwide recruitment resources to publicize our job opportunities to attract more diverse applicants nationwide.

- b. Increase visibility of employment opportunities by attending and participating in job fairs that emphasize diversity.

### **Step 6: Internal Dissemination**

1. Distribute a hard copy of the EEOP Utilization Report to all employees in a supervisory/management position.
2. Post a copy of the EEOP Utilization Report on our employee intranet site.

### **Step 7: External Dissemination**

Post a copy of the EEOP Utilization Report on the DOJ 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
<b>Officials/Administrators</b>																
Workforce #/%	21/45%	1/2%	1/2%	0/0%	1/2%	0/0%	0/0%	0/0%	23/49%	0/0%	0/0%	0/0%	0/0%	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 #/%	-11%	1%	1%	-0%	1%	-0%	-0%	-0%	12%	-1%	-2%	-0%	-1%	-0%	-0%	-0%
<b>Professionals</b>																
Workforce #/%	162/37%	5/1%	3/1%	0/0%	5/1%	0/0%	0/0%	0/0%	246/56%	7/2%	9/2%	0/0%	5/1%	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 #/%	-1%	0%	-0%	-0%	-1%	-0%	-0%	-0%	3%	0%	-0%	-0%	-0%	-0%	-0%	-0%
<b>Technicians</b>																
Workforce #/%	4/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	20/69%	3/10%	1/3%	0/0%	1/3%	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 #/%	-23%	-1%	-1%	-0%	-1%	0%	-0%	-0%	15%	9%	0%	-0%	3%	-0%	-1%	-0%
<b>Protective Services: Sworn-Officials</b>																
Workforce #/%	14/74%	0/0%	0/0%	1/5%	0/0%	0/0%	0/0%	0/0%	3/16%	0/0%	1/5%	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%	-6%	4%	-1%	-0%	-1%	-0%	-0%	-1%	3%	-0%	-0%	0%	-0%	-0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	68/73%	4/4%	2/2%	1/1%	3/3%	0/0%	0/0%	0/0%	13/14%	1/1%	0/0%	0/0%	1/1%	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 #/%	25%	-2%	-2%	0%	2%	-0%	-1%	-0%	-16%	-2%	-4%	-1%	0%	-0%	-0%	-0%
<b>Protective Services: Non-sworn</b>																

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 #/%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/50%	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 #/%	8%	-1%	-2%	-0%	0%	0%	-0%	-0%	3%	-4%	-0%	-1%	0%	-0%	-2%	-0%
<b>Administrative Support</b>																
Workforce #/%	22/18%	0/0%	3/2%	0/0%	0/0%	0/0%	0/0%	0/0%	84/69%	3/2%	6/5%	0/0%	3/2%	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 #/%	-12%	-1%	1%	-0%	-1%	-0%	-0%	-0%	10%	0%	2%	-0%	2%	-0%	-0%	-0%
<b>Skilled Craft</b>																
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 #/%																
<b>Service/Maintenance</b>																
Workforce #/%	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%	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 #/%	-47%	-5%	-3%	-0%	-1%	-0%	-0%	-0%	65%	-3%	-3%	-0%	-1%	-0%	-0%	-0%

### 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
<b>Protective Services: Sworn-Patrol Officers</b>									✓							
<b>Administrative Support</b>	✓															

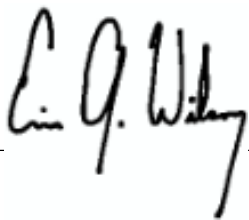
### Law Enforcement Category Rank Chart

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
<b>Administrator, Division of Criminal Investigation</b>																
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%	0/0%	0/0%
<b>Criminal Investigation Director</b>																
Workforce #/%	2/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/25%	0/0%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Special Agent in Charge</b>																
Workforce #/%	10/83%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/17%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	68/73%	4/4%	2/2%	1/3%	3/3%	0/0%	0/0%	0/0%	13/14%	1/1%	0/0%	0/0%	1/1%	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.



Deputy Attorney General

05/13/2019

[signature]

[title]

[date]