

EEO Utilization Report

Organization Information

Name: Department Of Public Safety

City: Columbus

State: OH

Zip: 43223

Type: State Law Enforcement

Step 1: Introductory Information

Policy Statement:

see attached

Following File has been uploaded:DPS 501.29.pdf

Step 4b: Narrative of Interpretation

In reviewing the Utilization Analysis Chart with respect to the Ohio State Highway Patrol the Office of Personnel Training Academy made the following observations:

While reviewing the job categories and the data provided, the Ohio State Highway Patrol, specifically the Protective Services Sworn Officers and Protective Services Sworn Patrol Officers the following is noted with regards to the underutilization of specific groups of employees. In the area of females, it is noteworthy to mention that according to the data, the following groups are underutilized: White, Hispanic or Latino, and Black or African American females. With that said, the Divisions representation in the aforementioned categories (W/F- 7.67%) (H/F- .037%) (B/F- 1.11%) indicates that while much progress has been made in these particular demographic areas over the last few years, there is still work to do. The Ohio State Highway Patrol is committed to having a diverse workforce that is reflective of the diverse state and the citizens that we serve. The Division will continue to aggressively recruit females and minorities utilizing various recruitment and retention strategies, respectively.

Step 5: Objectives and Steps

1. Attend Womens' Health and Wellness Expo

- a. The Recruitment Section also continues to regularly utilize traditional recruitment methods such as high school and college visits and career fairs. The Ohio State Highway Patrol is committed to recruiting and retaining a diverse workforce and the efforts outlined in the aforementioned highlight those efforts.
- b. 1. To encourage female (White, Hispanic or Latino, Black or African American, Two or More Races) application and retention in the Protective Services: Sworn Officials and Sworn Patrol Officers categories:
 - a.OSHP Recruitment, in conjunction with the OSHP Office of Personnel, will review, in the first quarter of the next calendar year, tracking data regarding female sworn officer recruitment and retention, and issue a recruitment plan for calendar year 2019.
 - b.The OSHP will maintain a Recruitment, Retention & Diversity Committee, which considers workforce diversity and, in particular, the recruitment and retention of female officers. The Committee plans, within the first quarter of 2019:
 - (i) to design a mentoring program for female officers, to assist officers with performance and involvement in the workforce to include preparing officers for advancement opportunities; and, (ii) to produce recommendations for improvement in retaining and recruiting female officers.
- c. c.OSHP Recruitment will continue to track recruitment impact on Academy enrollment, and will analyze incoming class data in pursuit of increased enrollment for female cadets. OSHP Recruitment will report each class female and minority enrollment to the Academy Commandant and OSHP Office of Personnel.
- d. d.To expand the Department's search for and recruitment of qualified candidates beyond traditional hiring sources, OSHP Recruitment will establish/maintain regional field recruiters to build partnerships and relationships with local community leaders, organizations representing female and minority recruitment opportunities, and minority law enforcement associations. For example, OSHP will seek to work with the Ohio Hispanic Coalition, Ohio Commission on Hispanic/Latino Affairs (OCHLA), and the National Latino Peace Officers Association. Field recruiters will be equipped with a mobile tablet in order to complete on-site applications. Field reporters will provide regular reports (intended to be weekly) of recruitment contacts, indicating where appropriate organizations or demographic information.
- e. e.Non-traditional recruiting opportunities, which have the potential to yield direct contact with prospective applicants, for 2018-2019 include: Hispanic and Latino festivals such as in Lorain, Cleveland, Columbus, and Dayton; partnering with Ohio YMCAs to offer women self-defense classes and provide positive exposure of the law enforcement profession to class participants; offering ride along opportunities to potential applicants to increase positive exposure to the law enforcement profession.
- f. f.The OSHP job posting system will include automatic distribution of positing to community organizations partnering to receive the listings, which field recruiters will identify, and field recruiters will distribute materials directly to their contacts. OSHP will use targeted radio ad buys for metro/urban areas.
- g.In 2019, the OSHP will hold at least one recruitment open house event, promoted through regional field recruiters using the techniques described above.
- h.DPS will maintain a Diversity and Inclusion (D&I) committee to increase awareness within the agency and also

work with recruiters to create ideas for recruitment of specific EEO groups.

g. i. In 2019/2020, DPS will hold a Job Expo at the OSHP Academy, which will not be limited to sworn positions, and which is expected to include other government employers.

j. OSHP Recruitment and Human Resources also pursues traditional recruitment methods such as high school and college visits and career fairs. To help address female recruitment, DPS plans to participate in the 2019 Womens Health and Wellness Expo.

h. 2. To encourage female (White, Black or African American, Two or More Races) application and retention in the Protective Services: Non-sworn category:

a. In addition to efforts described above, which will impact this category as well, OSHP Recruitment will engage a Diversity Committee in calendar year 2018 to identify recruitment resources and identify and report to the OSHP Academy Commandant upcoming opportunities for joint sworn and unsworn protective services recruitment opportunities.

b. In January and June of each year, the EEO Officer will analyze current utilization data and identify any increase in underutilization, and, where appropriate, meet with Human Resources to identify/recommend additional opportunities to increase application and retention.

i. 3. To encourage female (White, Black or African American, Asian) application and retention in the Technicians category:

a. In addition to efforts described above, which will impact this category as well, Human Resources will include as a priority in its recruitment impact opportunities the improvement of the number of women in the applicant pool for the Technician job category. Human Resources will invite an IT professional to technology/technician-gear events it attends.

b. In January and June of each year, the EEO Officer will analyze current utilization data and identify any increase in underutilization, and, where appropriate, meet with Human Resources to identify/recommend additional opportunities to increase application and retention.

j. 4. To encourage White females to apply for vacancies in the Service/Maintenance category:

a. In addition to efforts described above, which will impact this category as well, Human Resources will include as a priority in its recruitment impact opportunities the improvement of the number of women in the applicant pool for the Service/Maintenance job category. Human Resources will include womens organizations among those in the states system receiving Service/Maintenance job postings. In June of each year, Human Resources will provide a list of organizations automatically receiving job postings to the EEO Officer.

b. In January and June of each year, the EEO Officer will analyze current utilization data and identify any increase in underutilization, and, where appropriate, meet with Human Resources to identify/recommend additional opportunities to increase application and retention.

k. 5. To encourage White males to apply for vacancies in the Administrative Support category.

a. Human Resources will continue to use gender neutral postings to fill Administrative Support vacancies, including on the state employment job listing website.

b. In January and June of each year, the EEO Officer will analyze current utilization data and identify any increase in underutilization, and, where appropriate, meet with Human Resources to identify/recommend additional opportunities to increase application and retention.

Step 6: Internal Dissemination

The EEOP will be shared and discussed with the Recruitment Commander and Recruitment Staff and used as a guideline by which their future recruitment efforts will be directed.

Posting the EEOP Report on the recipient's intranet, an in-house, electronic communication service that only employees can access;

Distributing a copy of the EEOP Report to all of a recipient's supervisors, department heads, or elected officials; and

Sending electronic and hard copy memoranda to every employee stating that a copy is available on request in the recipient's human resources office.

Step 7: External Dissemination

Posting a copy of the Report on our public website

Utilization Analysis Chart
Relevant Labor Market: Ohio

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 #/%	10/40%	0/0%	1/4%	1/4%	0/0%	0/0%	0/0%	0/0%	12/48%	0/0%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	335,300/5 5%	5,605/1%	16,475/3 %	460/0%	7,800/1%	40/0%	1,855/0%	625/0%	213,120/3 5%	4,205/1%	21,535/4 %	350/0%	3,915/1%	50/0%	1,660/0%	495/0%
Utilization #/%	-15%	-1%	1%	4%	-1%	-0%	-0%	-0%	13%	-1%	0%	-0%	-1%	-0%	-0%	-0%
Professionals																
Workforce #/%	35/33%	1/1%	4/4%	0/0%	1/1%	0/0%	0/0%	0/0%	54/51%	0/0%	10/9%	0/0%	1/1%	0/0%	0/0%	0/0%
CLS #/%	349,540/3 7%	6,910/1%	24,270/3 %	430/0%	22,115/2 %	40/0%	2,425/0%	1,230/0%	467,095/5 0%	8,240/1%	40,970/4 %	685/0%	14,130/1 %	15/0%	4,065/0%	1,385/0%
Utilization #/%	-4%	0%	1%	-0%	-1%	-0%	-0%	-0%	1%	-1%	5%	-0%	-1%	-0%	-0%	-0%
Technicians																
Workforce #/%	198/46%	1/0%	15/4%	0/0%	2/0%	0/0%	0/0%	0/0%	198/46%	0/0%	11/3%	1/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	55,950/34 %	1,105/1%	4,380/3%	80/0%	2,535/2%	0/0%	660/0%	85/0%	85,615/52 %	1,510/1%	10,875/7 %	190/0%	2,220/1%	0/0%	620/0%	175/0%
Utilization #/%	13%	-0%	1%	-0%	-1%	0%	-0%	-0%	-5%	-1%	-4%	0%	-1%	0%	-0%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	415/81%	20/4%	41/8%	3/1%	4/1%	0/0%	0/0%	0/0%	25/5%	1/0%	3/1%	1/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	63,810/70 %	1,375/2%	9,680/11 %	165/0%	250/0%	0/0%	690/1%	215/0%	11,245/12 %	335/0%	3,400/4%	65/0%	75/0%	45/0%	125/0%	95/0%
Utilization #/%	11%	2%	-3%	0%	1%	0%	-1%	-0%	-7%	-0%	-3%	0%	-0%	-0%	-0%	-0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	852/79%	28/3%	67/6%	7/1%	12/1%	0/0%	0/0%	0/0%	98/9%	4/0%	14/1%	0/0%	1/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	249,805/4 9%	13,540/3 %	35,400/7 %	710/0%	1,930/0%	114/0%	3,325/1%	755/0%	159,055/3 1%	7,565/1%	34,220/7 %	340/0%	1,945/0%	30/0%	2,380/0%	855/0%
Utilization #/%	30%	-0%	-1%	1%	1%	-0%	-1%	-0%	-22%	-1%	-5%	-0%	-0%	-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 #/%	182/74%	6/2%	14/6%	1/0%	1/0%	1/0%	0/0%	0/0%	36/15%	1/0%	3/1%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,650/40%	95/1%	155/2%	0/0%	0/0%	0/0%	90/1%	20/0%	4,310/48%	60/1%	480/5%	10/0%	25/0%	0/0%	150/2%	0/0%
Utilization #/%	34%	1%	4%	0%	0%	0%	-1%	-0%	-33%	-0%	-4%	-0%	-0%	0%	-2%	0%
Administrative Support																
Workforce #/%	26/15%	0/0%	5/3%	0/0%	0/0%	1/1%	1/1%	0/0%	112/66%	1/1%	20/12%	0/0%	2/1%	0/0%	1/1%	0/0%
CLS #/%	414,360/30%	8,875/1%	41,510/3%	490/0%	5,700/0%	50/0%	3,930/0%	1,080/0%	779,225/56%	16,765/1%	97,055/7%	1,180/0%	8,280/1%	125/0%	7,055/1%	2,285/0%
Utilization #/%	-14%	-1%	-0%	-0%	-0%	1%	0%	-0%	10%	-1%	5%	-0%	1%	-0%	0%	-0%
Skilled Craft																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	385,660/85%	11,530/3%	22,720/5%	790/0%	1,625/0%	75/0%	3,030/1%	665/0%	23,500/5%	765/0%	3,170/1%	25/0%	460/0%	0/0%	135/0%	60/0%
Utilization #/%	-85%	-3%	-5%	-0%	-0%	-0%	-1%	-0%	95%	-0%	-1%	-0%	-0%	0%	-0%	-0%
Service/Maintenance																
Workforce #/%	33/85%	0/0%	4/10%	0/0%	0/0%	0/0%	0/0%	0/0%	2/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	729,380/46%	39,085/2%	104,895/7%	1,510/0%	10,625/1%	170/0%	7,035/0%	2,050/0%	545,985/34%	22,235/1%	100,170/6%	1,400/0%	11,830/1%	80/0%	5,905/0%	1,915/0%
Utilization #/%	39%	-2%	4%	-0%	-1%	-0%	-0%	-0%	-29%	-1%	-6%	-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
Technicians									✓		✓		✓			
Protective Services: Sworn-Officials									✓		✓					
Protective Services: Sworn-Patrol Officers							✓		✓	✓	✓				✓	
Protective Services: Non-sworn									✓		✓				✓	
Administrative Support	✓															
Service/Maintenance									✓							

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
Colonel																
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%
Lieutenant Colonel																
Workforce #/%	1/50%	0/0%	1/50%	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%
Major																
Workforce #/%	4/80%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Captain																
Workforce #/%	13/65%	1/5%	5/25%	0/0%	0/0%	0/0%	0/0%	0/0%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Staff Lieutenant																
Workforce #/%	34/79%	2/5%	4/9%	0/0%	0/0%	0/0%	0/0%	0/0%	3/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenant																
Workforce #/%	81/81%	3/3%	9/9%	0/1%	1/1%	0/0%	0/0%	0/0%	5/5%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
Seargent																
Workforce #/%	281/82%	14/4%	22/6%	3/1%	3/1%	0/0%	0/0%	0/0%	15/4%	1/0%	2/1%	1/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	852/79%	28/3%	67/6%	7/1%	12/1%	0/0%	0/0%	0/0%	98/9%	4/0%	14/1%	0/0%	1/0%	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.

Certified As Final By: Toby Chambliss

EEO Manager

10-02-2018

[signature]

[title]

[date]