

EEO Utilization Report

Organization Information

Name: 22nd Judicial District Attorney's Office

City: Covington

State: LA

Zip: 70433

Type: State Attorney General or Prosecutor's Office

Step 1: Introductory Information

Policy Statement:

The District Attorney is an equal opportunity employer. The District Attorney values a diverse workforce that is representative of the community he serves. All employment decisions occur without discrimination on the basis of race, color, national origin, gender, religion, age, disabling condition, sexual identity, or veteran status. Employees should contact the District Attorney or the Chief Administrative Assistant District Attorney if they believe they have been subjected to employment discrimination or have been retaliated against because of an allegation of discrimination.

Step 4b: Narrative of Interpretation

There is an underutilization of white males in Administrative support positions. This underrepresentation may be insignificant because the St Tammany Parish category likely includes as administrative support positions jobs in as administrative support which are supervisors of skilled and service maintenance workers. Additionally, despite having an open application process very few males actually apply for the administrative support positions which are largely secretarial in nature.

There is an underutilization of white females in Professional positions. Professionals in our office are comprised of prosecutorial attorneys. The underrepresentation is less significant than it appears because ST. Tammany Parish is percent at 59.8 % which is 8.4% higher than the female population of the parish

Step 5: Objectives and Steps

1. To encourage white males to apply for vacancies in the administrative support job category.

a. We will continue advertising on the internet all positions and continue to give preference to male candidates. I.e. since January 1st 2017 two of the six hires (33%) for this category were white males.

2. To continue to encourage white females to apply for vacancies in the Professional job category

a. To continue our record of hiring white females for this job category. i.e. Since July of 2016 all four hires in this category have been to white females. Also note that our next Professional hire starting September 2017 is a white female.

Step 6: Internal Dissemination

We will post this report on our intranet, to an in house electronic communication network, available to all employees. Distribute a hard copy of the EEOP Utilization Report to all employees in a supervisory position.

Step 7: External Dissemination

Post a copy of the EEOP Utilization Report on the District Attorneys public website. Include on all job announcements that applicants may obtain a copy of EEOP Utilization Report upon request.

Utilization Analysis Chart
Relevant Labor Market: St. Tammany Parish, Louisiana

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 #/%	1/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	5/71%	0/0%	1/14%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4,975/52%	135/1%	385/4%	0/0%	50/1%	4/0%	50/1%	10/0%	3,410/36%	145/2%	355/4%	0/0%	25/0%	0/0%	45/0%	0/0%
Utilization #/%	-38%	-1%	-4%	0%	-1%	-0%	-1%	-0%	36%	-2%	11%	0%	-0%	0%	-0%	0%
Professionals																
Workforce #/%	25/58%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	17/40%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4,530/29%	135/1%	150/1%	0/0%	20/0%	0/0%	50/0%	25/0%	9,495/60%	480/3%	765/5%	0/0%	160/1%	0/0%	80/1%	0/0%
Utilization #/%	30%	-1%	1%	0%	-0%	0%	-0%	-0%	-20%	-3%	-5%	0%	-1%	0%	-1%	0%
Technicians																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	760/26%	25/1%	65/2%	0/0%	0/0%	0/0%	0/0%	15/1%	1,770/60%	24/1%	185/6%	4/0%	80/3%	0/0%	0/0%	0/0%
Utilization #/%																
Protective Services: Sworn																
Workforce #/%	13/72%	0/0%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%	4/22%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,165/80%	80/6%	70/5%	0/0%	0/0%	0/0%	0/0%	0/0%	70/5%	0/0%	65/4%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-8%	-6%	1%	0%	0%	0%	0%	0%	17%	0%	-4%	0%	0%	0%	0%	0%
Protective Services: Non-sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
Civilian Labor Force #/%	35/71%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/8%	0/0%	10/20%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
Administrative Support																
Workforce #/%	7/11%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	46/74%	0/0%	7/11%	0/0%	0/0%	0/0%	0/0%	1/2%
CLS #/%	7,050/29%	180/1%	610/2%	0/0%	40/0%	0/0%	4/0%	35/0%	13,825/56%	545/2%	1,975/8%	45/0%	190/1%	15/0%	180/1%	25/0%

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 #/%	-17%	-1%	-1%	0%	-0%	0%	-0%	-0%	18%	-2%	3%	-0%	-1%	-0%	-1%	2%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	6,000/74 %	745/9%	810/10%	55/1%	75/1%	15/0%	45/1%	85/1%	290/4%	10/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	7,045/35 %	825/4%	2,180/11 %	60/0%	125/1%	0/0%	110/1%	10/0%	6,965/35 %	385/2%	1,890/9%	60/0%	175/1%	10/0%	65/0%	15/0%
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
Professionals									✓							
Administrative Support	✓															

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]