

EEO Utilization Report

Organization Information

Name: LOUISIANA DEPARTMENT OF JUSTICE

City: BATON ROUGE

State: LA

Zip: 70804-9005

Type: State Government

Section 1: EEO Policy Statement

Policy Statement:

The Louisiana Department of Justice (LADOJ) reaffirms its policy for Equal Employment Opportunity (EEO) by hereby stating that no person shall, on the basis of race, color, religion, sex, age, national origin, handicap, veteran status or any other non-merit factor, be discriminated against in any employment practice. The LADOJ is committed to this policy because it is our belief that it is morally right and is legally required by Title VII of the Civil Rights Act of 1964, as amended, by the Equal Employment Opportunity Act of 1972, Executive Order 11246, the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans Readjustment Assistance Act of 1974, the Americans with Disabilities Act of 1990 and the Civil Rights Act of 1991.

Section 5: Narrative Interpretation of Data

Please refer to uploaded file.

Following File has been uploaded:Analysis of Data Narrative.docx

Section 6: Objectives and Steps

1. Professionals: To encourage minority males to apply for vacancies in the Professionals job category.

- a. The LADOJ will promote diversity via strategic alliances and partnerships with a variety of professional organizations such as Louisiana Bar Association, National Association of Attorneys General and National Black Prosecutors Association to maximize the agency's presence in and representation of the community.
- b. The LADOJ will conduct stay interviews with existing minorities in these positions to determine what attracted them to the position, what keeps them working for the agency and what ideas they have to attract candidates that represent the ethnic and gender composition of the community we serve.

2. Protective Services: To encourage Black or African American males and females to apply for vacancies in the Protective Services job category.

- a. The LADOJ will review current recruitment practices to ensure that there is no negative impact that contributes to the under-utilized job category for Black or African American males and females.
- b. The LADOJ will engage in recruitment programs at Historically Black Colleges and Universities that offer law enforcement curricula.
- c. The LADOJ will continue to strengthen relationships with the Louisiana Black and Women's Caucuses to widen the pool of available Black or African American and female applicants.
- d. The LADOJ will conduct stay interviews with existing minorities in these positions to determine what attracted them to the position, what keeps them working for the agency and what ideas they have to attract candidates that represent the ethnic and gender composition of the community we serve.
- e. The LADOJ will develop relationships with statewide police organizations such as Louisiana State Police and Local Sheriffs Departments to communicate our need for experienced candidates that may be retiring from one career but are interested in continued employment at another level of government.

3. Administrative Support: To encourage males to apply for vacancies in the Administrative Support job category.

- a. The LADOJ developed behavioral based interviews to ensure the following principles are followed:

Interview questions are standardized, job related and based on job-related knowledge, skills, abilities, behaviors and traits.

- b. The LADOJ will continue strengthening relationships with the Louisiana Community and Technical College System and other community-based organizations to recruit a diverse workforce including minorities and male candidates.
- c. The LADOJ increased the utilization of males in this job category by creating and publishing continuous state-wide vacancy announcements on the Civil Service website and will continue to do so.
- d. The LADOJ will ensure that all hiring managers attend diversity training.

Section 7: Dissemination Strategy: Internal

The LADOJ will maintain the current posting of the EEO Utilization Report on the agency's intranet, an in-house electronic communication network.

The LADOJ will post an announcement in the monthly electronic newsletter that a hard copy of the EEO Utilization Report is on file in the Human Resources Manager's office and available for review upon request.

Section 7: Dissemination Strategy: External

The LADOJ will maintain the current posting of the EEO Utilization Report on the LADOJ's website.

The LADOJ will maintain the statement on the LADOJ's public website that a hard copy of the EEO Utilization Report is on file in the Human Resources Manager's office and available upon request.

Section 5: Narrative Interpretation of Data

The Louisiana Department of Justice (LADOJ) Human Resources Division reviewed the Utilization Analysis (comparing the agency's workforce to the relevant labor market), and noted the following underutilizations:

- Professionals: Asian males (-2%)
- Protective Services Sworn: Black or African American males (-14%) and Black or African American females (-9%).
- Administrative Support: White males (-9%) and Black or African American males (-5%)

The LADOJ has shown improvements in the following:

- Professionals: Black or African American females is no longer underutilized. The prior year data reflected a (-7%) underutilization
- Protective Services Sworn: Black or African American males decreased from (-21%) to (-14%)
- Administrative Support: White males decreased from (-14%) to (-9%)

Our relevant market includes data from the entire state of Louisiana, as we have regional offices in five cities statewide, including New Orleans, Lafayette, Shreveport, Alexandria and Monroe. It is our assertion that the under-representation may be due to lack of applicants in the applicant pool, especially in more rural areas in the northern region of the state.

The LADOJ is highly committed to reaching equal employment opportunities in all job categories and it is our intent to determine whether applicants in the under-utilized areas are applying for positions in those areas, and if so, whether they are meeting the minimum qualifications and/or are passing examinations required for those positions.

Utilization Analysis Chart
Relevant Labor Market: 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 #/%	15/56%	0/0%	1/4%	0/0%	0/0%	0/0%	0/0%	10/37%	0/0%	1/4%	0/0%	0/0%	0/0%	0/0%
CLS #/%	99,970/45%	5,115/2%	16,575/7%	500/0%	1,865/1%	15/0%	1,240/1%	65,965/30%	3,690/2%	23,495/11%	375/0%	1,435/1%	4/0%	985/0%
Utilization #/%	10%	-2%	-4%	-0%	-1%	-0%	-1%	7%	-2%	-7%	-0%	-1%	-0%	-0%
Professionals														
Workforce #/%	78/33%	1/0%	12/5%	0/0%	0/0%	0/0%	0/0%	98/42%	5/2%	34/14%	0/0%	5/2%	0/0%	2/1%
CLS #/%	105,070/29%	5,700/2%	20,035/6%	435/0%	6,645/2%	20/0%	1,920/1%	155,135/43%	5,910/2%	50,175/14%	625/0%	4,560/1%	30/0%	3,220/1%
Utilization #/%	4%	-1%	-0%	-0%	-2%	-0%	-1%	-1%	0%	1%	-0%	1%	-0%	-0%
Technicians														
Workforce #/%	5/31%	0/0%	4/25%	0/0%	1/6%	0/0%	0/0%	3/19%	0/0%	1/6%	0/0%	1/6%	0/0%	1/6%
CLS #/%	75,605/43%	6,300/4%	23,575/13%	985/1%	2,070/1%	0/0%	1,875/1%	37,715/21%	2,065/1%	24,605/14%	330/0%	1,180/1%	25/0%	795/0%
Utilization #/%	-11%	-4%	12%	-1%	5%	0%	-1%	-3%	-1%	-8%	-0%	6%	-0%	6%
Protective Services: Sworn														
Workforce #/%	53/58%	3/3%	9/10%	0/0%	0/0%	0/0%	0/0%	17/19%	2/2%	6/7%	1/1%	0/0%	0/0%	0/0%
CLS #/%	24,700/47%	900/2%	12,310/24%	215/0%	90/0%	15/0%	555/1%	5,190/10%	150/0%	7,990/15%	10/0%	35/0%	4/0%	80/0%
Utilization #/%	11%	2%	-14%	-0%	-0%	-0%	-1%	9%	2%	-9%	1%	-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 #/%	810/33%	70/3%	400/16%	4/0%	0/0%	0/0%	35/1%	615/25%	70/3%	405/17%	10/0%	4/0%	0/0%	10/0%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
Administrative Support														
Workforce #/%	22/13%	1/1%	2/1%	0/0%	0/0%	0/0%	0/0%	94/55%	3/2%	49/28%	0/0%	1/1%	0/0%	0/0%
CLS #/%	102,300/22%	5,585/1%	29,260/6%	720/0%	2,480/1%	35/0%	1,860/0%	201,645/44%	11,205/2%	97,560/21%	1,510/0%	3,650/1%	90/0%	4,465/1%

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 #/%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
	-9%	-1%	-5%	-0%	-1%	-0%	-0%	-1%	7%	-0%	-0%	-0%	-0%	-1%
Skilled Craft														
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 #/%	131,195/63%	22,575/11%	36,385/18%	1,115/1%	1,810/1%	25/0%	2,525/1%	6,350/3%	1,020/0%	4,130/2%	25/0%	385/0%	15/0%	90/0%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
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 #/%	139,490/27%	23,785/5%	112,290/21%	1,255/0%	6,000/1%	30/0%	3,180/1%	101,905/19%	13,870/3%	109,785/21%	1,495/0%	6,395/1%	95/0%	3,385/1%
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					✓									
Protective Services: Sworn			✓							✓				
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.

Certified As Final By: Renee Primes

Human Resources Supervisor

08-01-2023

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