

EEO Utilization Report

Organization Information

Name: First Judicial District Attorney's Office

City: Golden

State: CO

Zip: 80401

Type: County Attorney General or Prosecutor's Office

Step 1: Introductory Information

Policy Statement:

See attachment

Following File has been uploaded:Harassment and Discrimination Policy.pdf

Step 4b: Narrative of Interpretation

The First Judicial District is enriched by a diverse population. By embracing diversity, we strengthen our mission, reflect the community we serve, and better pursue and project fair-mindedness for all. Our office is committed to the recruitment, hiring, retention, and promotion of a diverse staff. We have an inclusive environment that provides all employees an opportunity for advancement. Additionally, our office is a leader in diversity efforts at the local law schools and Colorado Bar groups.

For each job category, we are working hard to increase the diversity of our applicant pool and staff. That said, the diversity data collected depends on applicants voluntarily completing demographic information. The conclusion that we are not hiring enough white males in all five categories is inaccurate.

Our office hires the best candidates available. The underutilization of white, Latino, and Asian males in the Professional category is impacted by the applicant pool. In every hiring cycle, we interview individuals of different races and genders. The candidates we selected were the best candidates available.

The underutilization of white males and Latino females in the Technician category is partly due to the number of positions in Information Technology. This category, like the Official/Administrator category, is a very small sample size with six and seven employees, respectively. For both categories, the best candidates are selected to fill positions.

Regarding the underutilization of white males in Protective Services Sworn, the office hires the best candidate available. These positions are specialized and a significant number of the staff in this category are white and male.

The final category, Administrative Support, showed an underutilization of white and Latino males. The District Attorney's Office considers all applications equally for job openings, but does not always have male applicants, resulting in more female administrative employees.

Step 5: Objectives and Steps

1. Our objective is to provide equal employment opportunities for all, including white males, when our organization fills vacancies that become available in the Professionals and Administrative Support job categories.

- a. Continue with our committed to the recruitment, hiring, retention, and promotion of a diverse staff and provide an inclusive environment giving all employees an opportunity for advancement

Step 6: Internal Dissemination

The Office will post its non-discrimination policy statement contained herein along with its Interviewing and Hiring policies and Equal Employment Opportunity policies, on the intranet for all employees to view.

Step 7: External Dissemination

The Office will work with Jefferson Countys Human Resources Department as well as the Countys Public Information Office regarding EEO Utilization Reporting.

Utilization Analysis Chart
Relevant Labor Market: Jefferson County, Colorado

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 #/%	3/43%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/57%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	18,270/53%	1,430/4%	315/1%	70/0%	455/1%	0/0%	235/1%	40/0%	11,260/33%	1,430/4%	170/0%	35/0%	400/1%	0/0%	140/0%	0/0%
Utilization #/%	-10%	-4%	-1%	-0%	-1%	0%	-1%	-0%	24%	-4%	-0%	-0%	-1%	0%	-0%	0%
Professionals																
Workforce #/%	28/29%	1/1%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	62/64%	5/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	20,715/42%	1,555/3%	290/1%	40/0%	1,140/2%	4/0%	215/0%	50/0%	21,910/45%	1,575/3%	310/1%	50/0%	925/2%	0/0%	350/1%	60/0%
Utilization #/%	-13%	-2%	0%	-0%	-2%	-0%	-0%	-0%	19%	2%	-1%	-0%	-2%	0%	-1%	-0%
Technicians																
Workforce #/%	1/17%	1/17%	0/0%	0/0%	2/33%	0/0%	0/0%	0/0%	2/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,865/48%	325/5%	70/1%	15/0%	180/3%	0/0%	14/0%	0/0%	2,030/34%	265/4%	35/1%	25/0%	60/1%	0/0%	15/0%	70/1%
Utilization #/%	-31%	11%	-1%	-0%	30%	0%	-0%	0%	-1%	-4%	-1%	-0%	-1%	0%	-0%	-1%
Protective Services: Sworn-Officials																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	2,675/69%	225/6%	65/2%	15/0%	15/0%	0/0%	45/1%	0/0%	725/19%	40/1%	30/1%	10/0%	10/0%	0/0%	0/0%	0/0%
Utilization #/%																
Protective Services: Sworn-Patrol Officers																
Workforce #/%	11/55%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	6/30%	2/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	12,360/42%	2,045/7%	235/1%	99/0%	230/1%	0/0%	235/1%	30/0%	10,850/37%	2,215/8%	120/0%	135/0%	390/1%	35/0%	118/0%	130/0%
Utilization #/%	13%	-2%	-1%	-0%	-1%	0%	-1%	-0%	-7%	2%	-0%	-0%	-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 #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	265/37%	75/10%	30/4%	0/0%	0/0%	0/0%	0/0%	0/0%	330/46%	15/2%	0/0%	0/0%	10/1%	0/0%	0/0%	0/0%
Utilization #/%																
Administrative Support																
Workforce #/%	4/8%	1/2%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	37/74%	4/8%	0/0%	1/2%	1/2%	0/0%	1/2%	0/0%
CLS #/%	18,850/30%	2,755/4%	465/1%	100/0%	430/1%	20/0%	260/0%	55/0%	32,200/51%	5,525/9%	675/1%	150/0%	830/1%	35/0%	310/0%	115/0%
Utilization #/%	-22%	-2%	1%	-0%	-1%	-0%	-0%	-0%	23%	-1%	-1%	2%	1%	-0%	2%	-0%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	12,550/68%	3,915/21%	295/2%	60/0%	320/2%	0/0%	95/1%	80/0%	765/4%	230/1%	15/0%	15/0%	50/0%	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 #/%	16,090/33%	7,810/16%	335/1%	115/0%	760/2%	0/0%	270/1%	60/0%	15,325/31%	6,015/12%	350/1%	175/0%	1,000/2%	75/0%	250/1%	110/0%
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	✓															

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
Protective Services: Sworn-Patrol Officers																
Workforce #/%	11/55%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	6/30%	2/10%	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.

Certified As Final By: Erin Collard

Special Projects and Personnel Administrator03-26-2019

[signature]

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