

EEO Utilization Report

Organization Information

Name: Superior Court Of California, County Of Alameda

City: Oakland

State: CA

Zip: 94612

Type: State Court

Step 1: Introductory Information

Policy Statement:

The Court is committed to ensuring equal opportunity with respect to employees and applicants for employment in all aspects of its employment practices. The Court does not discriminate against qualified employees or applicants for employment on the basis of race, color, religion, gender, gender identity, gender expression, national origin, ancestry, citizenship, age, marital status, physical disability, mental disability, medical condition, sexual orientation, or any other basis protected by law, or on the basis of a perception that an individual has any characteristic protected by law, or on the basis of a perception that an individual is associated with a person who has, or is perceived to have, any of these characteristics.

Step 4b: Narrative of Interpretation

Per the Department of Justice, in evaluating discriminatory practices in the workplace, courts have generally recognized that statistics showing underutilization of qualified employees (classified by race, national origin or sex) by two standard deviations or more may be significant. The following areas have been identified by the USDOJ as showing underutilization of two or more standard deviations at the Superior Court of California, County of Alameda.

The Superior Court of California, County of Alameda reviewed the Utilization Analysis by comparing the Superior Court of California, County of Alamedas workforce to the Alameda County labor market, and noted the following:

Officials/Administrators

White (-24%) males are shown to be under-represented in this job category.

Professionals

White (-18%) and Asian (-6%) males are shown to be under-represented in this job category.

Protective Services, Non-Sworn

Asian males (-17%) are shown to be under-represented in this job category.

White females (-13%) are also shown to be under-represented in this job category.

Administrative Support

White (-14%), Hispanic or Latino (-4%), and Asian (-4%) males are shown to be under-represented in this job category.

White (-6%) females are also shown to be under-represented in this job category.

Step 5: Objectives and Steps

1. To encourage White males to apply for vacancies in the Officials/Administrator job category.

- a. The Superior Court of California, County of Alamedas Human Resources (HR) Division will review the composition of the applicant pool for all vacancies in these job categories in the last fiscal year to determine whether White male applicants were under-represented.
- b. If White males are underrepresented in applicant pools for these job categories, HR will recommend that the Superior Court of California, County of Alameda enhance outreach efforts that target this population. For example, advertising on websites and in other media targeting this group, and building relationships with schools and community groups to build interest in positions at the Superior Court of California, County of Alameda.
- c. If this group is found not to be underrepresented in the applicant pools of these job categories, HR will review the applicant flow data to determine whether any step in the selection process results in screening out this identified category. If so, HR will recommend that the Superior Court of California, County of Alameda modify the selection process.

2. To encourage White and Asian males to apply for vacancies in the Professionals job category.

- a. The Superior Court of California, County of Alamedas Human Resources (HR) Division will review the composition of the applicant pool for all vacancies in this job category in the last fiscal year to determine whether White and Asian male applicants were under-represented.
- b. If White and Asian males are underrepresented in applicant pools for this job category, HR will recommend that the Superior Court of California, County of Alameda enhance outreach efforts that target this population. For example, advertising on websites and in other media targeting these groups, and building relationships with schools

and community groups to build interest in positions at the Superior Court of California, County of Alameda.

c. If White and Asian males are found not to be underrepresented in the applicant pools of this job category, HR will review the applicant flow data to determine whether any step in the selection process results in screening out this identified category. If so, HR will recommend that the Superior Court of California, County of Alameda modify the selection process.

3. To encourage Asian males and White females to apply for vacancies in the Protective Services, Non-Sworn job category.

a. The Superior Court of California, County of Alamedas Human Resources (HR) Division will review the composition of the applicant pool for all vacancies in this job category in the last fiscal year to determine whether Asian male and White female applicants were under-represented.

b. If Asian males and White females are underrepresented in applicant pools for this job category, HR will recommend that the Superior Court of California, County of Alameda enhance outreach efforts that target this population. For example, advertising on websites and in other media targeting these groups, and building relationships with schools and community groups to build interest in positions at the Superior Court of California, County of Alameda.

c. If Asian males and White females are found not to be underrepresented in the applicant pools of this job category, HR will review the applicant flow data to determine whether any step in the selection process results in screening out this identified category. If so, HR will recommend that the Superior Court of California, County of Alameda modify the selection process.

4. To encourage White, Hispanic or Latino, and Asian males and White females to apply for vacancies in the Administrative Support job category.

a. The Superior Court of California, County of Alamedas Human Resources (HR) Division will review the composition of the applicant pool for all vacancies in this job category in the last fiscal year to determine whether White, Hispanic or Latino, and Asian male and White female applicants were under-represented.

b. If White, Hispanic or Latino, and Asian males and White females are underrepresented in applicant pools for this job category, HR will recommend that the Superior Court of California, County of Alameda enhance outreach efforts that target this population. For example, advertising on websites and in other media targeting these groups, and building relationships with schools and community groups to build interest in positions at the Superior Court of California, County of Alameda.

c. If White, Hispanic or Latino, and Asian males and White females are found not to be underrepresented in the applicant pools of this job category, HR will review the applicant flow data to determine whether any step in the selection process results in screening out this identified category. If so, HR will recommend that the Superior Court of California, County of Alameda modify the selection process.

Step 6: Internal Dissemination

The Superior Court of California, County of Alameda will disseminate the EEO Utilization Report by posting it to our intranet, which is accessible by all of our employees. We will also notify all employees by email of this reports availability and copies of this report can be obtained through the intranet.

Step 7: External Dissemination

The Superior Court of California, County of Alameda will disseminate its EEOP Utilization Report by posting it the public website: www.alameda.courts.ca.gov. Copies of this report can also be obtained by the general public through the Human Resources Division.

Utilization Analysis Chart
Relevant Labor Market: Alameda County, California

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 #/%	7/10%	1/1%	1/1%	0/0%	3/4%	0/0%	0/0%	1/1%	15/21%	7/10%	23/32%	0/0%	13/18%	1/1%	0/0%	0/0%
CLS #/%	35,715/34%	6,730/6%	4,025/4%	75/0%	12,080/12%	215/0%	1,025/1%	480/0%	22,395/21%	5,115/5%	5,320/5%	150/0%	9,495/9%	305/0%	1,105/1%	480/0%
Utilization #/%	-24%	-5%	-2%	-0%	-7%	-0%	-1%	1%	-1%	5%	27%	-0%	9%	1%	-1%	-0%
Professionals																
Workforce #/%	19/9%	10/5%	3/1%	0/0%	17/8%	0/0%	1/0%	5/2%	68/31%	30/14%	31/14%	0/0%	25/12%	1/0%	2/1%	5/2%
CLS #/%	43,555/27%	5,940/4%	5,380/3%	80/0%	21,595/13%	250/0%	1,585/1%	895/1%	43,310/27%	7,910/5%	7,465/5%	90/0%	20,095/13%	215/0%	1,205/1%	920/1%
Utilization #/%	-18%	1%	-2%	-0%	-6%	-0%	-1%	2%	4%	9%	10%	-0%	-1%	0%	0%	2%
Technicians																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	4,820/24%	1,540/8%	625/3%	30/0%	3,555/18%	85/0%	235/1%	80/0%	3,110/15%	1,185/6%	850/4%	40/0%	3,580/18%	80/0%	215/1%	100/0%
Utilization #/%																
Protective Services: Sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	4,520/37%	1,285/11%	2,305/19%	40/0%	1,350/11%	170/1%	275/2%	130/1%	775/6%	220/2%	530/4%	10/0%	470/4%	35/0%	15/0%	0/0%
Utilization #/%																
Protective Services: Non-sworn																
Workforce #/%	8/18%	2/5%	17/39%	1/2%	1/2%	0/0%	1/2%	1/2%	3/7%	4/9%	6/14%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	250/20%	145/11%	25/2%	10/1%	250/20%	0/0%	30/2%	25/2%	250/20%	140/11%	130/10%	0/0%	10/1%	0/0%	10/1%	0/0%
Utilization #/%	-1%	-7%	37%	1%	-17%	0%	-0%	0%	-13%	-2%	3%	0%	-1%	0%	-1%	0%
Administrative Support																
Workforce #/%	10/3%	11/3%	8/2%	0/0%	19/6%	1/0%	0/0%	2/1%	55/17%	56/17%	99/31%	0/0%	47/15%	0/0%	5/2%	10/3%
CLS #/%	30,485/18%	12,925/7%	7,290/4%	200/0%	17,190/10%	685/0%	1,055/1%	630/0%	40,800/23%	20,415/12%	14,185/8%	400/0%	23,290/13%	1,085/1%	2,055/1%	1,470/1%

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 #/%	-14%	-4%	-2%	-0%	-4%	-0%	-1%	0%	-6%	6%	23%	-0%	1%	-1%	0%	2%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	19,615/36	18,865/34	2,955/5%	265/0%	7,545/14	535/1%	515/1%	380/1%	1,045/2%	1,020/2%	335/1%	0/0%	1,675/3%	25/0%	45/0%	30/0%
Utilization #/%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	24,610/14	43,375/25	11,105/6	285/0%	20,150/12	1,135/1%	1,310/1%	1,045/1%	17,575/10	22,400/13	9,125/5%	355/0%	18,705/11	485/0%	1,105/1%	1,015/1%
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
Officials/Administrators	✓															
Professionals	✓				✓											
Protective Services: Non-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: Glenys Rogers

Human Resources Director

07-20-2020

[signature]

[title]

[date]