

EEO Utilization Report

Organization Information

Name: AZ Department Of Public Safety

City: Phoenix

State: AZ

Zip: 85005

Type: State Law Enforcement

Step 1: Introductory Information

Policy Statement:

See Attached

Following File has been uploaded:Step 1 Nondiscrimination Policy Statement.pdf

Step 4b: Narrative of Interpretation

The results demonstrate underrepresentation of Hispanic individuals (male and female) in all job categories. Females are underrepresented in the sworn categories for all races.

Step 5: Objectives and Steps

1. Enhance diversity through recruitment and selection.

- a. Develop informational and recruitment videos about the various career choices, qualifications, and the hiring process.
- b. Develop and maintain a relationship with Criminal Justice programs at Arizona universities and colleges.
- c. Develop and maintain a liaison with military recruitment and placement centers.
- d. Themed advertising specifically targeting Hispanics, Asians, African Americans and Native Americans.
- e. Increase footprint on social media sites.
- f. Participate in minority-focused recruitment and job fairs as well as host informational meetings and job fairs through community outreach leads.
- g. Develop and maintain relationships with local citizens, community leaders, faith-based and educational organizations to assist with minority recruitment. Community Leader and faith-based meetings are held at least quarterly by executive staff and continually by the Community Engagement Manager.
- h. Develop and maintain relationships with minority law enforcement and professional support organizations and associations.

2. 1. Retain workforce diversity by providing opportunities for professional growth and career advancement.

- a. Operational Training will continue to offer the Basic Supervision class to newly promoted supervisors twice a year. This will allow supervisors the opportunity to attend this training within 6 months to a 1 year of promotion. The Basic Supervision class offers a 4 hour block of instruction covering legal issues and EEO/Harassment policy.
- b. Operational Training will continue to offer Professional Staff Training to all non-sworn DPS employees. It will be a 4 hour block of instruction in various topics.
- c. Operational Training will continue to hold Leaders in Training (LIT) classes. These classes are designed to enhance leadership potential and promotability of all DPS employees aspiring to leadership positions.
- d. Create a class on preparing for the qualification appraisal board process for employees who wish to promote to supervisor.

3. Reviews of Utilization Reports

- a. Quarterly Review of employee utilization reports by EEO Manager to ensure agency does not have significant underutilization of women and minorities. Findings of quarterly report will be shared with the Director's Office and Human Resources for recruitment efforts.
- b. Quarterly review of selection processes by EEO Manager to identify any possible adverse impacts on women and minorities. Report findings will be shared with the Director's Office and Human Resources.

Step 6: Internal Dissemination

EEO Utilization Report will be posted on the Arizona Department of Public Safety's intranet(The Portal) that only employees have access.

Step 7: External Dissemination

EEO Utilization Report will be shared with the public via the AZDPS.gov public website. Information about how to obtain the report directly will be added to the website.

Utilization Analysis Chart
Relevant Labor Market: Arizona

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 #/%	16/55%	0/0%	1/3%	0/0%	1/3%	0/0%	0/0%	0/0%	9/31%	1/3%	0/0%	0/0%	1/3%	0/0%	0/0%	0/0%
CLS #/%	158,875/47%	25,655/8%	5,255/2%	2,550/1%	5,525/2%	310/0%	1,585/0%	630/0%	103,235/30%	22,305/7%	4,855/1%	2,970/1%	4,040/1%	280/0%	1,285/0%	380/0%
Utilization #/%	8%	-8%	2%	-1%	2%	-0%	-0%	-0%	1%	-3%	-1%	-1%	2%	-0%	-0%	-0%
Professionals																
Workforce #/%	80/30%	4/1%	3/1%	0/0%	2/1%	0/0%	0/0%	0/0%	140/52%	23/9%	8/3%	0/0%	8/3%	1/0%	0/0%	0/0%
CLS #/%	168,910/35%	22,925/5%	8,715/2%	3,350/1%	16,205/3%	305/0%	1,995/0%	885/0%	191,260/40%	32,905/7%	9,610/2%	6,825/1%	10,715/2%	470/0%	2,535/1%	1,190/0%
Utilization #/%	-6%	-3%	-1%	-1%	-3%	-0%	-0%	-0%	12%	2%	1%	-1%	1%	0%	-1%	-0%
Technicians																
Workforce #/%	73/37%	15/8%	3/2%	1/1%	7/4%	0/0%	0/0%	0/0%	71/36%	15/8%	4/2%	1/1%	6/3%	0/0%	0/0%	0/0%
CLS #/%	25,400/34%	5,610/8%	1,105/1%	730/1%	2,030/3%	45/0%	415/1%	160/0%	26,780/36%	6,635/9%	1,445/2%	1,255/2%	1,755/2%	80/0%	340/0%	165/0%
Utilization #/%	3%	0%	0%	-0%	1%	-0%	-1%	-0%	0%	-1%	0%	-1%	1%	-0%	-0%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	217/80%	35/13%	3/1%	3/1%	3/1%	0/0%	0/0%	0/0%	8/3%	2/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	35,835/54%	11,750/18%	2,430/4%	1,885/3%	525/1%	185/0%	650/1%	270/0%	7,560/11%	3,290/5%	745/1%	1,035/2%	125/0%	15/0%	134/0%	45/0%
Utilization #/%	26%	-5%	-3%	-2%	0%	-0%	-1%	-0%	-8%	-4%	-1%	-2%	-0%	-0%	-0%	-0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	592/69%	200/23%	22/3%	5/1%	10/1%	0/0%	0/0%	0/0%	27/3%	6/1%	1/0%	1/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	70,210/28%	65,065/26%	6,550/3%	7,935/3%	1,565/1%	420/0%	1,420/1%	495/0%	45,125/18%	41,560/16%	4,035/2%	6,210/2%	1,690/1%	210/0%	1,220/0%	535/0%
Utilization #/%	41%	-2%	-0%	-3%	1%	-0%	-1%	-0%	-15%	-16%	-1%	-2%	-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 #/%	11/55%	2/10%	1/5%	0/0%	1/5%	0/0%	0/0%	0/0%	3/15%	2/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,775/42%	325/8%	110/3%	70/2%	25/1%	0/0%	35/1%	0/0%	1,415/33%	440/10%	10/0%	55/1%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	13%	2%	2%	-2%	4%	0%	-1%	0%	-18%	-0%	-0%	-1%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	48/23%	6/3%	5/2%	2/1%	1/0%	0/0%	0/0%	0/0%	99/48%	23/11%	15/7%	4/2%	5/2%	0/0%	0/0%	0/0%
CLS #/%	198,180/26%	58,340/8%	11,050/1%	4,655/1%	6,570/1%	550/0%	2,460/0%	1,145/0%	306,040/41%	115,880/5%	16,800/2%	15,230/2%	10,640/1%	775/0%	5,035/1%	2,030/0%
Utilization #/%	-3%	-5%	1%	0%	-0%	-0%	-0%	-0%	7%	-4%	5%	-0%	1%	-0%	-1%	-0%
Skilled Craft																
Workforce #/%	12/80%	2/13%	0/0%	1/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	130,230/50%	98,315/38%	5,095/2%	8,325/3%	2,380/1%	515/0%	1,580/1%	675/0%	7,295/3%	3,880/1%	400/0%	385/0%	905/0%	70/0%	120/0%	0/0%
Utilization #/%	30%	-24%	-2%	3%	-1%	-0%	-1%	-0%	-3%	-1%	-0%	-0%	-0%	-0%	-0%	0%
Service/Maintenance																
Workforce #/%	11/61%	6/33%	1/6%	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%
CLS #/%	172,810/26%	175,400/26%	14,755/2%	13,780/2%	8,155/1%	670/0%	3,195/0%	1,445/0%	139,555/21%	110,950/6%	9,285/1%	13,145/2%	9,390/1%	535/0%	2,785/0%	1,245/0%
Utilization #/%	36%	7%	3%	-2%	-1%	-0%	-0%	-0%	-21%	-16%	-1%	-2%	-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
Professionals		✓			✓											
Protective Services: Sworn-Officials		✓	✓						✓	✓		✓				
Protective Services: Sworn-Patrol Officers				✓			✓		✓	✓	✓	✓	✓		✓	
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
Inspector																
Workforce #/%	2/67%	1/33%	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%
Pilot																
Workforce #/%	21/95%	1/5%	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%
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%
Lt. Colonel																
Workforce #/%	1/25%	1/25%	0/0%	0/25%	1/25%	0/0%	0/0%	0/0%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Major																
Workforce #/%	12/75%	2/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Captain																
Workforce #/%	37/76%	5/10%	2/4%	2/0%	0/0%	0/0%	0/0%	0/0%	1/2%	2/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeant																
Workforce #/%	143/81%	25/14%	1/1%	1/1%	2/1%	0/0%	0/0%	0/0%	4/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	592/69%	200/23%	22/3%	5/1%	10/1%	0/0%	0/0%	0/0%	27/3%	6/1%	1/0%	1/0%	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: Ana Rosa Velarde

EEO Manager

11-23-2021

[signature]

[title]

[date]