

EEO Utilization Report

Organization Information

Name: White County

City: Sparta

State: TN

Zip: 38583

Type: County/Municipal Government

Section 1: EEO Policy Statement

Policy Statement:

See Attachment

Section 5: Narrative Interpretation of Data

The analysis shows an underutilization of White females in the sworn protective category. This category only currently representing 3.3% of the current workforce indicating a potential gap based on the available talent pool in White County. Addressing this underrepresentation requires a comprehensive approach including increased recruitment and education within the female population of White County, Increased visibility of Female roles in the protective sworn category, and encouraging opportunity for qualified internal staff to transfer to the protective sworn category if they chose to pursue this role.

Our current White Female workforce currently represents 24% of our total workforce. Currently 75% of our Lieutenant roles are filled by Female Employees. Many of our Female employees operate within specific roles that would require perceived loss of benefits (Pay reductions) to join the category of sworn protective as designated by the EEO Utilization requirements. These employees would also sacrifice positions of authority and responsibility as many of our Female staff currently hold Ranking positions such as Lieutenant, Staff Sergeant, Sergeant, or specialized duty roles such as investigations, Programming Director, Sentence Management, and numerous other operational roles. Ongoing efforts to engage with the local community, provide educational opportunities, and foster inclusivity can positively impact our ability to attract and retain diverse talent. To rectify, we must implement targeted initiatives such as educational partnerships with local educational institutions to provide access to education and training for communities underrepresented in certain job categories in an effort to increase the qualified talent pool within the White Female population.

Section 6: Objectives and Steps

1. 1. Objective: Encourage an increase in utilization of White Female individuals within the Sworn Protective category to be more in-line with the utilization rates demonstrated within the other categories of our organization.

a. Conduct targeted community outreach (Job Fairs, Community activities, social media) utilizing our current Female workforce increasing visibility and education related to Female Career opportunities in the Sworn Protective Category.

Timeline: ongoing

Responsibility: Sheriffs Office Admin Staff

b. Encourage current qualified and interested staff to participate in training opportunities/continued education and other activities related to the sworn protective category as permitted by law in an effort to promote interest in divisional transfer.

Timeline: ongoing

Responsibility: Sheriffs Office Admin Staff

c. Review and Adjust Recruitment Strategies: Analyze the effectiveness of current recruitment strategies and modify them to attract a more diverse pool of candidates.

Timeline: Ongoing.

Responsibility: Human Resources Department.

d. Strengthen the existing partnership with our local educational organizations criminal Justice programs (Career and Technical Education) targeting an increase in visibility and education related to Female Career opportunities in the Sworn Protective Category.

Timeline: Beginning with new academic semester ongoing

Responsibility: Sheriffs Office Captain

e. Monitor Progress: Regularly review recruitment data and adjust strategies as needed to ensure progress towards the utilization goal.

Timeline: Ongoing.

Responsibility: Human Resources Department/Sheriffs Office Admin Staff.

Section 7: Dissemination Strategy: Internal

We will post the report to the Sheriff's Department's website for internal and external customers to view.

Section 7: Dissemination Strategy: External

We will post the report to the Sheriff's Department's website for internal and external customers to view.

Utilization Analysis Chart
Relevant Labor Market: White County
, Tennessee

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 #/%	2/100%	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%
CLS #/%	375/56%	0/0%	30/4%	10/1%	0/0%	0/0%	0/0%	245/37%	0/0%	0/0%	0/0%	0/0%	0/0%	10/1%
Utilization #/%	44%	0%	-4%	-1%	0%	0%	0%	-37%	0%	0%	0%	0%	0%	-1%
Professionals														
Workforce #/%	6/67%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	230/35%	0/0%	10/2%	0/0%	0/0%	0/0%	0/0%	390/60%	0/0%	20/3%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	31%	0%	-2%	0%	0%	0%	0%	-27%	0%	-3%	0%	0%	0%	0%
Technicians														
Workforce #/%	3/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/33%	0/0%	1/17%	0/0%	0/0%	0/0%	0/0%
CLS #/%	545/43%	20/2%	4/0%	0/0%	15/1%	0/0%	0/0%	625/50%	0/0%	45/4%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	7%	-2%	-0%	0%	-1%	0%	0%	-17%	0%	13%	0%	0%	0%	0%
Protective Services: Sworn														
Workforce #/%	28/93%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	75/68%	0/0%	10/9%	0/0%	0/0%	0/0%	0/0%	25/23%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	25%	0%	-6%	0%	0%	0%	0%	-19%	0%	0%	0%	0%	0%	0%
Protective Services: Non-sworn														
Workforce #/%	16/53%	2/7%	0/0%	0/0%	0/0%	0/0%	0/0%	9/30%	0/0%	0/0%	0/0%	0/0%	0/0%	3/10%
CLS #/%	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
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
Administrative Support														
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	540/36%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	945/63%	4/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-36%	0%	0%	0%	0%	0%	0%	37%	-0%	0%	0%	0%	0%	0%
Skilled Craft														

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 #/%	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%
CLS #/%	570/87%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	85/13%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	13%	0%	0%	0%	0%	0%	0%	-13%	0%	0%	0%	0%	0%	0%
Service/Maintenance														
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,460/60%	90/4%	45/2%	0/0%	4/0%	0/0%	25/1%	780/32%	20/1%	25/1%	0/0%	0/0%	0/0%	4/0%
Utilization #/%	-60%	-4%	-2%	0%	-0%	0%	-1%	68%	-1%	-1%	0%	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
Protective Services: Sworn								✓						

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]