

EEO Utilization Report

Organization Information

Name: The Department of Labor & Industries

City: Tumwater

State: WA

Zip: 98501

Type: State Government

Section 1: EEO Policy Statement

Policy Statement:

See [Policy 3.10](#).

Section 5: Narrative Interpretation of Data

Narrative of steps taken toward meeting the objectives in the prior report:

1. The Department of Labor & Industries has created and implemented Implicit Bias Training for L&I interview panels. This training explores the following concepts:

What is implicit Bias, and how does Bias impact decision making?

How do bias harm others?

What are the benefits of a diverse & representative workforce?

Who benefits from a diverse workforce?

How can you identify and mitigate bias?

And, how can you create and participate in an equitable recruitment process

2. The Department of Labor & Industries has focused on marketing of our open positions, in print, radio ads and job fairs throughout Washington State.

3. The Department of Labor & Industries has created opportunities for employees to live within the entire state of Washington with hybrid work options available.

Narrative of Interpretation

The Department of Labor & Industries has reviewed the underutilization chart and we are aware of our underutilization in the following areas

1. White males are underutilized in the following job categories Officials/Administrators, professionals and Administrative support

2. Hispanic males are underutilized within the Officials/Administrators and Skilled Craft job categories

3. Asian Males are underutilized in the Professionals and Skilled Craft job categories

4. White females are underutilized in skilled craft and Service Maintenance job categories

5. Asian females are underutilized in the professional job category

6. Native Hawaiian or other Pacific Islander females are underutilized in the professionals and administrative support job category

Section 6: Objectives and Steps

1. To ensure equal opportunities for Asian males and females and Native Hawaiian or other Pacific Islander females when our organization fills vacancies that become available in the Professionals job category;

a. L&I will review the last 6 months of applicant data from the date of this EEOP to analyze the need for additional outreach to Asian males and females and Native Hawaiian or other Pacific Islander females have applied for open positions.

b. Based on the internal review of applicant data, we will design an action plan within three months of the date of this EEOP to address review findings.

2. To ensure equal opportunities for Hispanic or Latino males, Asian males and White females when our organization fills vacancies that become available in the skilled job category;

a. L&I will conduct a review hiring data for the last year for positions in the skilled job category.

b. Based on the findings L&I will create a plan to increase the applicant pool for Hispanic or Latino, Asian Males and White females.

3. To ensure equal opportunities for white females when our organization fills vacancies that become available in the Service/Maintenance job category;

a. L&I will examine the hiring data of the Service/Maintenance job category over the last 2 years.

b. Based on the analysis, L&I will determine next steps for how to provide opportunities for EEO.

4. To ensure equal opportunities for Hispanic males when our organization fills vacancies that become available in the Officials/Administrators job category;

- a. L&I will review all employment organizational data related to the Officials/Administrators job category to identify any issues that may pose barriers for Hispanic Males.
- b. Based on the internal review of employment data, we will design an action plan within three months of the date of this EEOP to attract Hispanic males. Within 12 months of the date of this EEOP, we will review our action plan and evaluate our progress.

Section 7: Dissemination Strategy: Internal

The EEOP Short Form will be made available electronically and published on the Office of Human Resources intranet site.

Hard copies will also be made available upon request to the Office of Human Resources

Copies of the EEO Short Form will be made available to the agency Executive Management Team

A bound copy of the EEOP Short Form will be kept on display in the OHR Central Office reception area.

Section 7: Dissemination Strategy: External

The EEOP Short Form will be made available electronically to the public and published on the agency internet Job Board

Hard copies will also be made available upon request within the Office of Human Resources.

Utilization Analysis Chart
Relevant Labor Market: Washington

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 #/%	74/35%	1/0%	5/2%	1/0%	6/3%	0/0%	0/0%	104/49%	12/6%	2/1%	0/0%	9/4%	0/0%	0/0%
CLS #/%	233,760/46%	16,660/3%	6,755/1%	1,655/0%	24,365/5%	725/0%	8,615/2%	169,275/33%	12,045/2%	4,930/1%	2,080/0%	20,265/4%	650/0%	8,445/2%
Utilization #/%	-11%	-3%	1%	0%	-2%	-0%	-2%	15%	3%	-0%	-0%	0%	-0%	-2%
Professionals														
Workforce #/%	636/31%	74/4%	34/2%	16/1%	60/3%	0/0%	0/0%	957/46%	137/7%	37/2%	23/1%	94/5%	0/0%	0/0%
CLS #/%	277,070/36%	18,075/2%	10,245/1%	1,295/0%	58,915/8%	740/0%	12,340/2%	300,190/39%	22,445/3%	9,580/1%	2,625/0%	45,185/6%	1,130/0%	13,835/2%
Utilization #/%	-5%	1%	0%	1%	-5%	-0%	-2%	7%	4%	1%	1%	-1%	-0%	-2%
Technicians														
Workforce #/%	11/55%	1/5%	0/0%	1/5%	0/0%	0/0%	0/0%	4/20%	1/5%	0/0%	0/0%	2/10%	0/0%	0/0%
CLS #/%	99,605/40%	15,670/6%	4,625/2%	1,560/1%	12,970/5%	1,305/1%	4,865/2%	72,565/29%	12,525/5%	4,400/2%	885/0%	11,820/5%	935/0%	4,420/2%
Utilization #/%	15%	-1%	-2%	4%	-5%	-1%	-2%	-9%	-0%	-2%	-0%	5%	-0%	-2%
Protective Services: 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
CLS #/%	34,910/64%	3,245/6%	2,820/5%	900/2%	1,695/3%	270/0%	1,740/3%	6,435/12%	890/2%	655/1%	165/0%	305/1%	55/0%	355/1%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
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 #/%	2,120/34%	210/3%	180/3%	20/0%	145/2%	120/2%	185/3%	2,585/41%	210/3%	175/3%	80/1%	105/2%	90/1%	50/1%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
Administrative Support														
Workforce #/%	92/15%	14/2%	5/1%	1/0%	15/2%	0/0%	0/0%	351/58%	59/10%	13/2%	11/2%	44/7%	0/0%	0/0%
CLS #/%	193,990/27%	22,355/3%	10,990/2%	1,910/0%	21,655/3%	2,030/0%	10,595/1%	341,750/47%	40,060/6%	13,840/2%	4,550/1%	33,720/5%	3,955/1%	19,005/3%

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 #/%	-12%	-1%	-1%	-0%	-1%	-0%	-1%	11%	4%	0%	1%	3%	-1%	-3%
Skilled Craft														
Workforce #/%	211/87%	9/4%	4/2%	6/2%	3/1%	0/0%	0/0%	0/0%	10/4%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	173,635/68%	35,570/14%	5,295/2%	2,055/1%	9,520/4%	1,425/1%	7,615/3%	11,775/5%	2,505/1%	530/0%	275/0%	3,085/1%	220/0%	560/0%
Utilization #/%	18%	-10%	-0%	2%	-3%	-1%	-3%	-5%	3%	-0%	-0%	-1%	-0%	-0%
Service/Maintenance														
Workforce #/%	14/82%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%	1/6%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	265,660/32%	109,105/13%	26,010/3%	5,050/1%	30,635/4%	4,200/1%	18,905/2%	218,075/26%	69,805/8%	18,675/2%	3,975/0%	35,605/4%	3,170/0%	15,930/2%
Utilization #/%	50%	-7%	-3%	-1%	-4%	-1%	-2%	-21%	-3%	-2%	-0%	-4%	-0%	-2%

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	✓				✓		✓					✓	✓	✓
Administrative Support	✓						✓						✓	✓
Skilled Craft		✓			✓		✓	✓						
Service/Maintenance								✓						

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]