

EEO Utilization Report

Organization Information

Name: County Of Riverside

City: Riverside

State: CA

Zip: 92501

Type: County/Municipal Government (not law enforcement)

Step 1: Introductory Information

Policy Statement:

It is the policy of the County of Riverside to provide equal employment opportunity to its employees and applicants. All applicants will be considered on the basis of fitness and merit without regard to race, color, religion, sex, national origin, age, disability, sexual orientation, gender, gender identity, gender expression, marital status, ancestry, medical condition, genetic information, or denial of medical and family care leave, or any other non job-related factors.

Following File has been uploaded:C-25 Harassment Policy.pdf

Step 4b: Narrative of Interpretation

See attached.

Following File has been uploaded:EEOP Narrative_Step_4b_of_7.pdf

Step 5: Objectives and Steps

1. 1. To encourage White males to apply for vacancies in the Officials/Administrators, Professionals, Technicians, and Administrative Support job categories.

- a. The Human Resources Department will more closely review future applicant pools within the job categories to determine if White males are under-represented.
- b. The County will advertise on websites, military outreach, and education institutions to attract White males within the job categories.
- c. The county will attend Veterans job fairs, veteran preference program qualified applicants for the position, guaranteed an interview.
- d. The County will continue to attend to recruiting procedures to recruit for jobs in the job categories so as to move closer to the demographics of the Relevant Labor Market.

2. 2. To encourage Hispanic males to apply for vacancies in the Administrative Support and Skilled Craft job categories.

- a. Since we have seen improvements in the hiring and retention of Hispanic males in various job categories, the Human Resources Department will continue to enhance outreach efforts that target Hispanic male applicants in the Skilled Craft and Service Maintenance job categories through job fairs and other local special events.
- b. The County will continue to monitor recruiting procedures in an effort to recruit for jobs in the category of Administrative Support and Skilled Craft so as to move closer to the demographics of the relevant job market. Also, collaborate with local school districts and higher learning institutions, throughout the County, and participate in established job readiness programs.
- c. The Countys Human Resources Department will more closely review future applicant pools within the Administrative Support and Skilled Craft job categories to determine in Hispanic males are under-represented.

3. 3. To encourage Asian males to apply for vacancies in the Protective Services/Non-Sworn job category.

- a. Since we have seen slight improvements in the hiring and retention of Asian males the County will continue to advertise on websites, movie theaters, billboards, and education institutions to attract Asian males within the job category of Protective Services/Non-sworn.
- b. The County will continue to advertise in the Lovick Diversity Career Journal and Diversity Comm Magazine to attract Asian males within the job category of Protective Services/Non-sworn.
- c. The County will continue to attend the annual Asian American EDD Enterprise Conference and Diversity Employment Career Fairs to target Asian male applicants in the job category of Protective Services/Non-sworn.
- d. The County will continue to attend special local events such as Riverside Tamale Festival, Aqua Caliente Clippers Basketball, and local parades to attract Asian males withing the job category of Protective Services/Non-sworn.

4. 4. To encourage White females to apply for vacancies in the job categories of Professionals, Protective Services/Non-sworn, and Administrative Support, and both White and Hispanic females in the Protective Services/Sworn and Non-Sworn job category.

- a. The Human Resources Department will continue to advertise on websites, movie theaters, billboards, and education institutions attend annual events such as the San Diego Ultimate Womens Expo., the Ultimate Womens Expo Los Angeles, Womens Symposium in Moreno Valley, Muddy Princess Mud Run, and March AFB Womens Luncheon to attract both Hispanic and White females to the necessary job categories.

Step 6: Internal Dissemination

1. Distribute a copy of the EEOP Report to all department head in the County of Riverside.
2. Remind the administrators of all departments of their responsibilities and participation in federally funded programs
3. Post a notice on all Department bulletin boards that a copy of the EEOP Utilization Report is available upon request or available to view at the County of Riverside or Human Resources websites.
4. Post a copy of the EEOP Utilization Report on the County of Riverside Intranet website.

5. Send out a countywide notification to all employees that the EEOP Utilization Report is available upon request or available to view at the County of Riverside or Human Resources websites.

Step 7: External Dissemination

1. Post a copy of the EEOP Utilization Report on the County of Riverside website.
2. Include in all job announcements for the County of Riverside that the EEOP Utilization Report is available to applicants upon request.

Utilization Analysis Chart
Relevant Labor Market: Riverside 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 #/%	133/23%	61/11%	15/3%	1/0%	27/5%	5/1%	1/0%	0/0%	157/27%	85/15%	47/8%	1/0%	36/6%	2/0%	6/1%	0/0%
CLS #/%	29,560/41%	8,990/12%	1,685/2%	240/0%	2,575/4%	50/0%	575/1%	265/0%	16,815/23%	7,315/10%	1,420/2%	145/0%	1,850/3%	160/0%	189/0%	235/0%
Utilization #/%	-18%	-2%	0%	-0%	1%	1%	-1%	-0%	4%	5%	6%	-0%	4%	0%	1%	-0%
Professionals																
Workforce #/%	902/11%	800/10%	252/3%	23/0%	335/4%	30/0%	30/0%	0/0%	1678/21%	244/130%	804/10%	36/0%	708/9%	53/1%	93/1%	0/0%
CLS #/%	26,050/27%	7,185/7%	2,570/3%	245/0%	5,115/5%	70/0%	610/1%	310/0%	32,820/34%	11,395/12%	3,775/4%	280/0%	5,610/6%	345/0%	750/1%	460/0%
Utilization #/%	-16%	2%	0%	0%	-1%	0%	-0%	-0%	-13%	18%	6%	0%	3%	0%	0%	-0%
Technicians																
Workforce #/%	222/11%	238/12%	57/3%	5/0%	43/2%	6/0%	9/0%	0/0%	331/16%	864/43%	141/7%	12/1%	48/2%	14/1%	19/1%	0/0%
CLS #/%	4,030/27%	1,960/13%	310/2%	25/0%	755/5%	0/0%	84/1%	25/0%	3,085/21%	2,510/17%	680/5%	40/0%	1,155/8%	45/0%	85/1%	90/1%
Utilization #/%	-16%	-1%	1%	0%	-3%	0%	-0%	-0%	-4%	26%	2%	0%	-5%	0%	0%	-1%
Protective Services: Sworn																
Workforce #/%	786/48%	529/32%	58/4%	9/1%	57/3%	11/1%	4/0%	0/0%	70/4%	95/6%	13/1%	0/0%	3/0%	1/0%	4/0%	0/0%
CLS #/%	7,290/43%	4,530/27%	1,140/7%	135/1%	270/2%	4/0%	95/1%	65/0%	1,500/9%	1,085/6%	415/2%	4/0%	45/0%	20/0%	95/1%	80/0%
Utilization #/%	4%	5%	-3%	-0%	2%	1%	-0%	-0%	-5%	-1%	-2%	-0%	-0%	-0%	-0%	-0%
Protective Services: Non-sworn																
Workforce #/%	313/32%	361/36%	46/5%	1/0%	32/3%	7/1%	11/1%	0/0%	76/8%	126/13%	11/1%	0/0%	6/1%	0/0%	2/0%	0/0%
Civilian Labor Force #/%	160/26%	110/18%	10/2%	0/0%	60/10%	0/0%	0/0%	0/0%	140/22%	110/18%	0/0%	0/0%	0/0%	20/3%	14/2%	0/0%
Utilization #/%	6%	19%	3%	0%	-6%	1%	1%	0%	-15%	-5%	1%	0%	1%	-3%	-2%	0%
Administrative Support																
Workforce #/%	75/3%	159/5%	34/1%	2/0%	22/1%	12/0%	7/0%	0/0%	686/23%	1500/50%	309/10%	22/1%	95/3%	17/1%	44/1%	0/0%
CLS #/%	35,155/18%	25,325/13%	4,500/2%	230/0%	4,475/2%	375/0%	775/0%	790/0%	61,275/31%	47,980/24%	7,320/4%	755/0%	6,655/3%	210/0%	1,470/1%	1,270/1%

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 #/%	-15%	-7%	-1%	-0%	-2%	0%	-0%	-0%	-8%	25%	7%	0%	-0%	0%	1%	-1%
Skilled Craft																
Workforce #/%	166/47%	159/45%	15/4%	3/1%	6/2%	5/1%	0/0%	0/0%	1/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	25,240/35%	39,565/55%	1,700/2%	225/0%	1,470/2%	85/0%	330/0%	720/1%	1,030/1%	1,460/2%	60/0%	25/0%	250/0%	0/0%	30/0%	0/0%
Utilization #/%	12%	-10%	2%	1%	-0%	1%	-0%	-1%	-1%	-2%	-0%	-0%	-0%	0%	-0%	0%
Service/Maintenance																
Workforce #/%	139/17%	265/32%	65/8%	4/0%	23/3%	6/1%	2/0%	0/0%	53/6%	207/25%	42/5%	1/0%	15/2%	3/0%	3/0%	0/0%
CLS #/%	32,730/15%	79,925/36%	4,715/2%	235/0%	5,325/2%	550/0%	975/0%	1,595/1%	27,275/12%	54,070/25%	4,625/2%	420/0%	5,695/3%	420/0%	880/0%	970/0%
Utilization #/%	2%	-4%	6%	0%	0%	0%	-0%	-1%	-6%	0%	3%	-0%	-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
Officials/Administrators	✓															
Professionals	✓				✓		✓	✓								✓
Technicians	✓				✓								✓			✓
Protective Services: Sworn			✓					✓			✓					✓
Protective Services: Non-sworn					✓				✓	✓				✓		
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.

Certified As Final By: Colleen Pardy

Employee & Labor Relations Manager

02-01-2022

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