

# EEO Utilization Report

## Organization Information

Name: Lane County

City: Eugene

State: OR

Zip: 97401

Type: County/Municipal Law Enforcement

## Section 1: EEO Policy Statement

### Policy Statement:

Lane County's commitment to diversity, equity and inclusion is reflected in our policies and strategic plan. Diversity transcends race and gender, affirmative action and Equal Employment Opportunity. It means respecting and valuing differences, such as those based on age, disability, race, sex, religion, color, national origin, language, ethnicity, socio-economic status, sexual orientation, gender identity, veterans status, and political beliefs. In order to collaborate successfully with the diverse communities we serve, the County must be cognizant and respectful of our differences both in the community and the worksite.

Lane County will demonstrate its commitment to diversity through the way in which it provides County services, through its employment practices, through its funding decisions, and through its appointments to County boards, commissions and committees by:

- A. Ensuring that all County services, programs and activities are provided to its diverse communities in ways that are sensitive to and responsive to differences, including accessibility for persons with disabilities;
- B. Ensuring that all County-funded services are provided, and funding decisions are made, in a manner that recognizes, addresses and is reflective of the cultural diversity of the communities served;
- C. Demonstrating a commitment to workplace diversity through implementation of affirmative action plans and development of cultural sensitivity and cultural competency among other employees; and,
- D. Ensuring that all County boards, commissions, and committees are reflective of the diversity of the Lane County population.

## Section 5: Narrative Interpretation of Data

In reviewing the Utilization Analysis Chart, the following observations were made: There is underutilization in white females in Service/Maintenance and Asian females in Professional positions. For males there is underutilization in white males in Officials/Administrators, Professionals, Protective Services Non-sworn, Administrative Support, Hispanic/Latino males in Administrative and Service/Maintenance, and Asian males in Professional and Administrative positions.

Hires since 9/30/23 include 14% male and 19% female persons of color and strides have been made in the identified areas by hiring 2 Asian males in the Professional job category, 7 white females in the Service/Maintenance category and several other non-white hires in various job categories.

The representation of Hispanic employees at Lane County may be underrepresented due to employees identifying themselves as Hispanic/White, versus Hispanic alone. 4 additional male employees in the Service/Maintenance job category identified as Hispanic/White. The method for collecting data at Lane County likely differs from the method used by the workforce censuses. The population of Lane County continues to become more diverse than earlier years per the 2018-2022 ACS. There has been an increase in people identifying as Two or More Races and Hispanic.

Consistent with the Lane Manual's policy and commitment to having a workforce that reflects the community it serves, Lane County will continue to examine its recruitment and retention practices to see if there may be ways to attract more people of color to the organization and encourage women to apply for service/maintenance positions. The county has focused intently to attract a more diverse applicant pool and more diverse hires. From 2014 to 2023, Applicant diversity increased from 16% persons of color to 28%, hire diversity increased from 11% to 19% and the number of applicants identifying as a non-binary gender increased significantly.

## Section 6: Objectives and Steps

### 1. Continue to advance an inclusive, diverse and equitable workforce in order to shift the culture around equity.

- a. Review and update Lane County Equity Strategic plan. The plan is set for adoption in March 2024, with a goal to complete it by the end of 2027. An annual review will be presented to our executive leadership team to monitor progress.
- b. In 2022, added a new diversity training requirement for all employees and require all employees to complete Equity 101 training.
- c. Respectful Workplace training required of all new hires.

### 2. Increase recruitment of underrepresented people and build a positive image in the community as an employer of choice.

- a. Implemented both an Internal and External Career Development Workshop Series and an external Coffee and Careers live chat is currently being developed.
- b. Revamping Pathways to Government Internship program
- c. Hired a Talent Acquisition Analyst position specializing in sourcing diverse candidates and passive recruitment.
- d. Continue to expand job boards and groups through which we advertise our positions. Examples include Career Builder, LinkedIn, Indeed, active social media accounts (Facebook, Instagram, YouTube, X, Pinterest)
- e. Continue partnering with community groups to build trust and increase diverse candidate pool. Examples include Partners in Diversity program, VetNet Group and Lane County Stand Down (Vets), APANO (Asian Pacific American Network of Oregon)

### 3. Use data to better understand the applicant and employee experience.

- a. Continue to use NeoGov to track applicant data and to identify trends in the stages of the recruitment process.
- b. Continue to use data in PeopleSoft to identify trends in terminations and retention. Improve the analysis of exit data to understand the reasons for employees leaving the organization and take corrective actions where needed.

- c. Strengthen the tracking and utilization of Employee Resource Groups and employee data to better support underrepresented employees.
- d. Look at additional areas of the employee lifecycle to understand the challenges and opportunities to create a more inclusive environment for underrepresented employees (stay interviews, etc...)

**4. Continue to provide training for supervisors and employees that includes diversity, equity and inclusion and hiring and management practices.**

- a. Revamped supervisor and manager training to include:
  - i. Supervisor Survival Skills training & Managing within the Law Discussion - contains topics on Respectful Workplace.
  - ii. Leadership Certification - contains module on hiring basics and hiring equity and inclusion.

**Section 7: Dissemination Strategy: Internal**

1. Post a copy of the EEOP on our intranet site (InsideLane) on the Human Resources page and email all employees with instructions on how to access the report
2. Distribute an electronic copy of the EEOP to all employees in supervisor and manager positions and to Human Resources
3. Segments of our employee population do not have system access so special instructions are given to ensure supervisors can provide and make available printed copies of the report.

**Section 7: Dissemination Strategy: External**

1. Post a copy of the EEOP on the County's website.
2. Notify contractors and vendors that do business with the County that a copy of the EEOP is available upon request.
3. Send information and links to the completed EEOP to all County boards and commissions.

**Utilization Analysis Chart**  
**Relevant Labor Market: Oregon**

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
<b>Officials/Administrators</b>														
Workforce #/%	39/34%	3/3%	0/0%	1/1%	1/1%	0/0%	4/3%	57/49%	4/3%	1/1%	1/1%	1/1%	0/0%	4/3%
CLS #/%	134,105/49%	9,615/4%	2,205/1%	735/0%	6,315/2%	480/0%	3,480/1%	98,940/36%	7,400/3%	1,235/0%	815/0%	5,485/2%	330/0%	3,355/1%
Utilization #/%	-15%	-1%	-1%	1%	-1%	-0%	2%	13%	1%	0%	1%	-1%	-0%	2%
<b>Professionals</b>														
Workforce #/%	149/25%	11/2%	7/1%	1/0%	5/1%	0/0%	18/3%	319/53%	30/5%	7/1%	7/1%	6/1%	0/0%	43/7%
CLS #/%	150,745/37%	9,800/2%	3,295/1%	630/0%	16,020/4%	585/0%	4,895/1%	179,130/45%	13,680/3%	2,905/1%	1,180/0%	12,730/3%	405/0%	6,455/2%
Utilization #/%	-13%	-1%	0%	0%	-3%	-0%	2%	8%	2%	0%	1%	-2%	-0%	6%
<b>Technicians</b>														
Workforce #/%	71/46%	6/4%	0/0%	0/0%	0/0%	0/0%	6/4%	63/41%	3/2%	0/0%	2/1%	2/1%	0/0%	1/1%
CLS #/%	63,790/43%	12,225/8%	1,565/1%	815/1%	4,955/3%	425/0%	2,420/2%	46,970/31%	8,365/6%	760/1%	450/0%	4,395/3%	540/0%	1,890/1%
Utilization #/%	3%	-4%	-1%	-1%	-3%	-0%	2%	10%	-4%	-1%	1%	-2%	-0%	-1%
<b>Protective Services: Sworn</b>														
Workforce #/%	181/63%	4/1%	1/0%	1/0%	0/0%	0/0%	11/4%	42/15%	3/1%	0/0%	1/0%	0/0%	0/0%	3/1%
CLS #/%	19,520/69%	1,980/7%	630/2%	455/2%	230/1%	160/1%	830/3%	3,555/13%	380/1%	130/0%	95/0%	45/0%	0/0%	300/1%
Utilization #/%	-6%	-6%	-2%	-1%	-1%	-1%	1%	2%	-0%	-0%	0%	-0%	0%	-0%
<b>Protective Services: Non-sworn</b>														
Workforce #/%	5/22%	1/4%	0/0%	0/0%	0/0%	0/0%	1/4%	14/61%	0/0%	0/0%	0/0%	0/0%	0/0%	2/9%
Civilian Labor Force #/%	1,480/42%	110/3%	130/4%	50/1%	30/1%	0/0%	135/4%	1,310/37%	180/5%	0/0%	10/0%	20/1%	30/1%	70/2%
Utilization #/%	-20%	1%	-4%	-1%	-1%	0%	1%	24%	-5%	0%	-0%	-1%	-1%	7%
<b>Administrative Support</b>														
Workforce #/%	40/11%	2/1%	0/0%	0/0%	0/0%	0/0%	3/1%	240/65%	42/11%	2/1%	3/1%	5/1%	2/1%	32/9%
CLS #/%	127,995/30	15,325/4%	3,850/1%	1,060/0%	5,905/1%	620/0%	4,980/1%	220,585/51	26,220/6%	4,050/1%	2,290/1%	9,230/2%	1,085/0%	9,285/2%

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 #/%	-19%	-3%	-1%	-0%	-1%	-0%	-0%	14%	5%	-0%	0%	-1%	0%	6%
<b>Skilled Craft</b>														
Workforce #/%	40/85%	4/9%	0/0%	1/2%	0/0%	0/0%	2/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	100,260/72%	19,580/14%	1,555/1%	1,295/1%	2,465/2%	490/0%	3,550/3%	7,280/5%	2,055/1%	125/0%	125/0%	880/1%	140/0%	75/0%
Utilization #/%	13%	-5%	-1%	1%	-2%	-0%	2%	-5%	-1%	-0%	-0%	-1%	-0%	-0%
<b>Service/Maintenance</b>														
Workforce #/%	96/55%	3/2%	3/2%	5/3%	3/2%	0/0%	14/8%	33/19%	9/5%	0/0%	2/1%	1/1%	0/0%	6/3%
CLS #/%	192,175/38%	69,165/14%	6,580/1%	2,835/1%	8,540/2%	2,155/0%	8,645/2%	149,370/29%	41,960/8%	5,050/1%	2,055/0%	10,670/2%	1,555/0%	8,425/2%
Utilization #/%	17%	-12%	0%	2%	0%	-0%	6%	-10%	-3%	-1%	1%	-2%	-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
<b>Officials/Administrators</b>	✓													
<b>Professionals</b>	✓				✓							✓		
<b>Technicians</b>		✓			✓				✓					
<b>Protective Services: Sworn</b>	✓	✓	✓											
<b>Protective Services: Non-sworn</b>	✓													
<b>Administrative Support</b>	✓	✓	✓		✓									
<b>Service/Maintenance</b>		✓						✓						

### 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
<b>Chief Deputy</b>														
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%
<b>Captain</b>														
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%
<b>Community Corrections Manager</b>														
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%
<b>Lieutenant</b>														
Workforce #/%	5/100%	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%
<b>Sergeant</b>														
Workforce #/%	21/81%	0/0%	0/0%	1/0%	0/0%	0/0%	1/4%	3/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Lead Investigator</b>														
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%
<b>Investigator</b>														
Workforce #/%	3/100%	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%
<b>Search &amp; Rescue Coordinator</b>														
Workforce #/%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Protective Services: Sworn-Patrol Officers</b>														
Workforce #/%	146/71%	4/2%	1/0%	0/0%	0/0%	0/0%	10/5%	38/18%	3/1%	0/0%	1/0%	0/0%	0/0%	3/1%

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.

<hr/>	<u>CHRO</u>	<u>February 13, 2024</u>
[signature] Alana Holmes	[title]	[date]