



# EEO Utilization Report

## Organization Information

Name: Wisconsin Department Of Corrections

City: Madison

State: WI

Zip: 53708-7925

Type: State Government (not law enforcement)

Fri 07-09-2021 16:19:44 EDT

**Step 1: Introductory Information**

**Policy Statement:**

Please see attached.

Following File has been uploaded:DOC Certification Form-HesseTJ-04292019.pdf

#### **Step 4b: Narrative of Interpretation**

For males DOC is underutilized in two of the race categories for Professionals and Technician, one race category for Protective non-sworn, two race categories for Admin Support and one race category for service maintenance.

For females DOC is underutilized in one of the race categories for Professionals, seven race categories for Protective Non-sworn, and three race categories for Service Maintenance.

#### **Step 5: Objectives and Steps**

**1. Increase advertising in areas with higher percentage of people of color and females to increase diversity in our applicant pool to address underutilization in areas where DOC is underrepresented.**

- a. Work with DOC's Equity and Inclusion Advisory Outreach and Community Engagement committee in collaboration with the DOC's recruitment team in HR to create recruitment ideas/strategies to recruit more people of color and females.

#### **Step 6: Internal Dissemination**

The EEO Utilization Report can be shared on the Department of Corrections (DOC) internal website where all DOC employees have access to.

#### **Step 7: External Dissemination**

The EEO report can be shared on the DOC's external public website.

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

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 #/%	50/52%	0/0%	3/3%	0/0%	0/0%	0/0%	3/3%	0/0%	34/35%	1/1%	5/5%	0/0%	0/0%	0/0%	1/1%	0/0%
CLS #/%	183,490/56%	3,860/1%	4,355/1%	640/0%	2,990/1%	250%	710/0%	205/0%	120,920/37%	2,680/1%	5,110/2%	885/0%	1,780/1%	10/0%	745/0%	185/0%
Utilization #/%	-4%	-1%	2%	-0%	-1%	-0%	3%	-0%	-2%	0%	4%	-0%	-1%	-0%	1%	-0%
<b>Professionals</b>																
Workforce #/%	914/30%	24/1%	45/1%	1/0%	17/1%	1/0%	19/1%	0/0%	1823/59%	58/2%	131/4%	8/0%	25/1%	1/0%	23/1%	0/0%
CLS #/%	178,480/38%	4,115/1%	5,440/1%	815/0%	9,200/2%	20/0%	1,130/0%	450/0%	250,685/53%	5,550/1%	10,430/2%	1,040/0%	6,125/1%	70/0%	1,815/0%	490/0%
Utilization #/%	-8%	-0%	0%	-0%	-1%	0%	0%	-0%	6%	1%	2%	0%	-0%	0%	0%	-0%
<b>Technicians</b>																
Workforce #/%	45/15%	0/0%	6/2%	0/0%	0/0%	0/0%	1/0%	0/0%	228/76%	3/1%	12/4%	2/1%	1/0%	1/0%	2/1%	0/0%
CLS #/%	29,825/38%	895/1%	795/1%	105/0%	1,120/1%	0/0%	140/0%	50/0%	43,940/54%	1,190/1%	2,475/3%	335/0%	675/1%	4/0%	410/1%	200/0%
Utilization #/%	-21%	-1%	1%	-0%	-1%	0%	0%	-0%	22%	-0%	1%	0%	-0%	0%	0%	-0%
<b>Protective Services: Sworn</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	27,530/68%	1,075/3%	2,490/6%	445/1%	360/1%	10/0%	280/1%	85/0%	6,485/16%	235/1%	890/2%	140/0%	95/0%	0/0%	50/0%	250/0%
Utilization #/%																
<b>Protective Services: Non-sworn</b>																
Workforce #/%	2904/68%	129/3%	222/5%	12/0%	40/1%	4/0%	40/1%	0/0%	817/18%	55/1%	166/4%	10/0%	2/0%	2/0%	23/1%	0/0%
Civilian Labor Force #/%	2,285/42%	30/1%	100/2%	10/0%	0/0%	0/0%	19/0%	20/0%	2,560/47%	230/4%	200%	80/1%	0/0%	10/0%	85/2%	250%
Utilization #/%	24%	2%	3%	0%	1%	0%	1%	-0%	-28%	-3%	3%	-1%	0%	-0%	-1%	-0%
<b>Administrative Support</b>																
Workforce #/%	119/15%	2/0%	5/1%	0/0%	2/0%	0/0%	0/0%	0/0%	599/73%	17/2%	55/7%	2/0%	9/1%	0/0%	6/1%	0/0%

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
CLS #/%	211,920/30%	7,895/1%	9,530/1%	1,045/0%	3,876/1%	35/0%	1,510/0%	540/0%	417,955/59%	15,130/2%	22,025/3%	3,040/0%	6,350/1%	90/0%	2,885/0%	905/0%
Utilization #/%	-15%	-1%	-1%	-0%	-0%	-0%	-0%	-0%	14%	-0%	4%	-0%	0%	-0%	0%	-0%
<b>Skilled Craft</b>																
Workforce #/%	26/96%	0/0%	1/4%	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 #/%	212,545/86%	9,205/4%	4,630/2%	1,100/0%	1,945/1%	20/0%	895/0%	260/0%	13,265/5%	645/0%	645/0%	115/0%	680/0%	0/0%	95/0%	105/0%
Utilization #/%	10%	-4%	2%	-0%	-1%	-0%	-0%	-0%	-5%	-0%	-0%	-0%	-0%	0%	-0%	-0%
<b>Service/Maintenance</b>																
Workforce #/%	159/93%	2/1%	2/1%	1/1%	0/0%	0/0%	2/1%	0/0%	5/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	411,900/47%	47,470/5%	23,210/3%	4,075/0%	9,425/1%	175/0%	3,370/0%	1,255/0%	305,335/35%	25,440/3%	25,115/3%	3,500/0%	9,135/1%	145/0%	2,880/0%	780/0%
Utilization #/%	48%	-4%	-1%	0%	-1%	-0%	1%	-0%	-32%	-3%	-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
Professionals	✓				✓								✓			
Technicians	✓				✓											
Protective Services: Non-sworn								✓	✓	✓		✓		✓	✓	✓
Administrative Support	✓	✓														
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.

*Kevin A. Carr*

[signature]

*Secretary*

[title]

*07-20-21*

[date]