

EEO Utilization Report

Organization Information

Name: JUDICIARY COURTS OF THE STATE OF INDIANA

City: INDIANAPOLIS

State: IN

Zip: 46204-2297

Type: State Government

Tue 12-10-2024 11:08:28 EST

Section 1: EEO Policy Statement

Policy Statement:

The State of Indiana and the Indiana Criminal Justice Institute are committed to recruit, select, develop, and promote employees based on individual ability and job performance. Our policy is to provide equal employment opportunity to all people in all aspects of employer-employee relations without discrimination because of race, color, creed, religion, sex, national origin, ancestry, age, sexual orientation or gender identity, physical or mental disability, or veteran status. We will comply with the spirit as well as the letter of all applicable state and federal laws.

Accordingly, we commit to move toward ever more progressive affirmative action in state employment. Employment decisions will be made in a manner that will advance the principles of equal employment opportunity and affirmative action.

Each state employee has the right to work in a professional atmosphere which promotes equal opportunities regardless of race, sex, religion, age, nationality, sexual orientation, gender identity or disability. The state does not tolerate, condone or allow any harassment or discrimination whether verbal, physical or environmental. The prevention of harassment policy applies to all work-related activities and conduct whether it involves fellow employees, supervisors, officers or outside clients or contractors who conduct business with the state.

Section 5: Narrative Interpretation of Data

Following File has been uploaded:EEOP 2024 Narrative Interpretation of Data.docx

Section 6: Objectives and Steps

- 1. To ensure equal opportunities for white males when our organization fills vacancies that become available in the Officials and Administrative Support job categories.**
 - a. ICJI will designate a member of our executive team to serve as a liaison to the Indiana State Personnel Department (SPD) to ensure that recruiting activities and job postings are being completed in a manner that promotes the inclusion of white males for positions that fall under the Officials and Administrative Support job categories.
 - b. ICJI will review employment data related to positions that fall under the Officials and Administrative Support job categories to identify any issues that may pose barriers for white men (e.g., review exit interviews of former employees; examine applicant data for recent vacancies; review job posting and advertising practices of SPD; evaluate hiring, retention and attrition rates for these types of positions, etc.).

Section 7: Dissemination Strategy: Internal

1. ICJI will disseminate the EEO Utilization Report to all supervisors by sending a copy to each supervisor via electronic mail.
2. ICJI will also send notice via electronic mail to all employees informing them that a copy of the EEO Utilization Report is available to them upon request.

Section 7: Dissemination Strategy: External

ICJI will externally disseminate the EEO Utilization Report by posting a copy on ICJI's public website.

Utilization Analysis Chart

Relevant Labor Market: Indiana

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 #/%	5/33%	0/0%	1/7%	0/0%	0/0%	0/0%	0/0%	7/47%	0/0%	0/0%	0/0%	1/7%	0/0%	1/7%
CLS #/%	189,095/53%	6,795/2%	7,550/2%	200/0%	4,360/1%	80/0%	2,055/1%	128,515/36%	4,600/1%	10,955/3%	165/0%	2,420/1%	130/0%	2,185/1%
Utilization #/%	-19%	-2%	5%	-0%	-1%	-0%	-1%	11%	-1%	-3%	-0%	6%	-0%	6%
Professionals														
Workforce #/%	5/28%	1/6%	1/6%	0/0%	1/6%	0/0%	0/0%	10/56%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	191,610/34%	7,240/1%	11,330/2%	320/0%	17,210/3%	65/0%	3,130/1%	280,220/50%	8,825/2%	20,515/4%	370/0%	10,530/2%	60/0%	4,430/1%
Utilization #/%	-7%	4%	4%	-0%	2%	-0%	-1%	5%	-2%	-4%	-0%	-2%	-0%	-1%
Technicians														
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 #/%	173,995/48%	17,495/5%	15,235/4%	500/0%	3,600/1%	65/0%	3,270/1%	118,580/33%	11,090/3%	14,380/4%	310/0%	3,425/1%	110/0%	2,230/1%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
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 #/%	33,870/69%	1,635/3%	3,675/8%	0/0%	245/1%	10/0%	505/1%	6,870/14%	390/1%	1,480/3%	15/0%	85/0%	0/0%	170/0%
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
CLS #/%	1,670/40%	85/2%	95/2%	0/0%	0/0%	0/0%	55/1%	1,910/46%	100/2%	225/5%	0/0%	10/0%	0/0%	35/1%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
Administrative Support														
Workforce #/%	3/10%	0/0%	0/0%	0/0%	0/0%	0/0%	1/3%	18/60%	1/3%	6/20%	0/0%	0/0%	0/0%	1/3%
CLS #/%	186,890/28%	10,450/2%	17,100/3%	335/0%	4,560/1%	35/0%	3,725/1%	366,655/55%	20,190/3%	41,690/6%	850/0%	4,475/1%	95/0%	6,735/1%
Utilization #/%	-18%	-2%	-3%	-0%	-1%	-0%	3%	5%	0%	14%	-0%	-1%	-0%	2%
Skilled Craft														
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 #/%	195,390/78%	19,280/8%	8,890/4%	345/0%	1,165/0%	75/0%	2,415/1%	16,370/7%	2,765/1%	1,915/1%	60/0%	715/0%	0/0%	250/0%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
Service/Maintenance														
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 #/%	348,710/43%	44,005/5%	46,475/6%	1,300/0%	7,660/1%	350/0%	6,825/1%	266,995/33%	26,180/3%	40,330/5%	650/0%	7,500/1%	95/0%	6,485/1%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN

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
Administrative Support	✓													

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: Natalie Huffman

General Counsel and Director of Regulatory Affairs12-10-2024

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