

EEO Utilization Report

Organization Information

Name: Office Of The Kansas Attorney General

City: Topeka

State: KS

Zip: 66612

Type: State Attorney General or Prosecutor's Office

Step 1: Introductory Information

Policy Statement:

The Office of the Kansas Attorney General (OAG) will provide equal employment opportunity to all persons and make employment decisions based on merit, without regard to race, color, gender (sex), sexual orientation, gender identity, religion, national origin, ancestry, age, status as a qualified individual with a disability, military or veteran status, genetic information, or any other protected characteristic as established by law.

The OAG supports a work environment free from discrimination in which employees are treated with respect and dignity and will endeavor to create and promote a work environment free of harassment and discrimination.

Step 4b: Narrative of Interpretation

The Office of the Kansas Attorney General (OAG) has compared its representation of minorities and females in each EEO category with their representation among those identified in the relevant labor market in the State of Kansas. Upon reviewing the results of the analysis, the OAG has identified the following.

Given the small numbers in the job categories Officials/Administrators (16), Protective Services: Sworn-Officials (4); Protective Services: Sworn-Officers (15); and Protective Services: Non-Sworn (12), it is difficult to interpret the level of underrepresentation in each job category as significant in relation to the relevant community labor market; nonetheless, it is noteworthy to address the following:

Officials/Administrators - White females are underrepresented by 8%.

Professionals - White females are underrepresented by 4%.

Protective Services: Sworn-Officials - Hispanic or Latino and Black or African American males are each underrepresented by 4%.

Protective Services: Sworn-Officers - White females are underrepresented by 33%.

Protective Services: Non-Sworn - Black or African American females are underrepresented by 3%.

Administrative Support: White males are underrepresented by 22%.

Step 5: Objectives and Steps

1. Review job requirements and hiring procedures to identify unnecessary barriers that prevent qualified females and minorities equal employment opportunities.

- a. Human Resources staff will continue to review vacancy announcements to ensure minimum qualifications are essential for the position being filled.

2. Evaluate employment practices to avoid disparate impact.

- a. Review interview questions to ensure they are job related and consistent with business necessity.
- b. Continue to provide training to hiring managers on applicable discrimination laws and workplace diversity.
- c. Screen applicant pools based on criteria that is job related and consistent with business necessity.

3. Explore and expand current recruitment practices to attract qualified minority and female candidates.

- a. Increase through targeted recruitment the utilization of minorities, both men and women.
- b. Promote support for equal employment opportunity and workforce diversity by providing training concerning fair employment practices/diversity awareness to employees and managers within the OAG.
- c. Seek assistance from Kansas Works and the Workforce Centers in reaching qualified minority and female candidates.
- d. Increase advertising for attorney and law enforcement positions in Kansas City and Wichita to increase awareness.
- e. Utilize the Kansas Law Enforcement Training Center, the Kansas County and District Attorneys Association, and the careers service offices of accredited state regents institutions which offer a bachelor level criminal justice program for advertising recruitment efforts for sworn law enforcement positions.

Step 6: Internal Dissemination

1. The Equal Employment Opportunity (EEO) policy is included in the agency's Employee Handbook posted on the agency's intranet site, which is available to all OAG employees.
2. EEO (Federal and State) employment law posters are posted on the agency's public website as well as conspicuously posted on agency bulletin boards.
3. EEOP Utilization Report is posted on the agency's intranet site.
4. Inform employees the EEOP Utilization Report may be found on the agency's intranet site or that hard copies of the report are available on request from Human Resources. Include similar notice during New Hire Orientation.
5. Familiarize supervisory personnel with EEOP objectives.

Step 7: External Dissemination

1. Continue to utilize the following statement on job postings:

"The State of Kansas and the Office of the Kansas Attorney General are Equal Opportunity Employers. We value diversity, equity, and inclusion as essential elements that create and foster a welcoming workplace. All qualified persons will be considered for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, ancestry, age, status as a qualified individual with a disability, military or veteran status, genetic information, or any other protected factor unrelated to the essential functions of the job."

2. Continue to utilize the following statement of employment applications: "The State of Kansas is an Equal Opportunity Employer"
3. EEO (Federal and State) Employment Law Posters are posted on the agency's public website as well as conspicuously posted on agency bulletin boards.
4. A memo explaining how applicants, contractors, vendors and members of the public may obtain a copy of the EEOP Utilization Report is available from Human Resources.
5. Provide hard copies of the EEOP Utilization Report available upon request.
6. Notify recruitment/temporary staffing sources, whose services we utilize, in writing of the OAG's commitment to EEO and how they may obtain a copy of the EEOP Utilization Report.

Utilization Analysis Chart
Relevant Labor Market: Kansas

| 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 #/% | 10/62% | 1/6% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 4/25% | 0/0% | 0/0% | 0/0% | 1/6% | 0/0% | 0/0% | 0/0% |
| CLS #/% | 100,195/57% | 3,190/2% | 2,835/2% | 415/0% | 1,865/1% | 40/0% | 1,315/1% | 145/0% | 57,020/33% | 2,250/1% | 2,735/2% | 535/0% | 1,030/1% | 15/0% | 670/0% | 140/0% |
| Utilization #/% | 5% | 4% | -2% | -0% | -1% | -0% | -1% | -0% | -8% | -1% | -2% | -0% | 6% | -0% | -0% | -0% |
| Professionals | | | | | | | | | | | | | | | | |
| Workforce #/% | 35/44% | 2/2% | 1/1% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 38/48% | 1/1% | 0/0% | 2/2% | 0/0% | 1/1% | 0/0% | 0/0% |
| CLS #/% | 89,405/36% | 3,795/2% | 3,450/1% | 485/0% | 5,180/2% | 35/0% | 1,045/0% | 255/0% | 126,395/51% | 4,495/2% | 4,925/2% | 590/0% | 4,000/2% | 25/0% | 1,165/0% | 200/0% |
| Utilization #/% | 7% | 1% | -0% | -0% | -2% | -0% | -0% | -0% | -4% | -1% | -2% | 2% | -2% | 1% | -0% | -0% |
| Technicians | | | | | | | | | | | | | | | | |
| Workforce #/% | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ |
| CLS #/% | 14,320/36% | 620/2% | 660/2% | 140/0% | 505/1% | 35/0% | 140/0% | 45/0% | 19,070/48% | 1,130/3% | 1,780/4% | 115/0% | 890/2% | 0/0% | 240/1% | 0/0% |
| Utilization #/% | | | | | | | | | | | | | | | | |
| Protective Services: Sworn-Officials | | | | | | | | | | | | | | | | |
| Workforce #/% | 3/75% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 1/25% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| CLS #/% | 16,215/71% | 935/4% | 1,015/4% | 145/1% | 55/0% | 25/0% | 180/1% | 0/0% | 3,155/14% | 270/1% | 540/2% | 70/0% | 4/0% | 0/0% | 85/0% | 15/0% |
| Utilization #/% | 4% | -4% | -4% | -1% | -0% | -0% | -1% | 0% | 11% | -1% | -2% | -0% | -0% | 0% | -0% | -0% |
| Protective Services: Sworn-Patrol Officers | | | | | | | | | | | | | | | | |
| Workforce #/% | 12/80% | 1/7% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 2/13% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| Civilian Labor Force #/% | 38,465/40% | 2,195/2% | 1,665/2% | 270/0% | 1,980/2% | 15/0% | 530/1% | 110/0% | 44,890/46% | 2,095/2% | 1,645/2% | 150/0% | 2,300/2% | 20/0% | 442/0% | 80/0% |
| Utilization #/% | 40% | 4% | -2% | -0% | -2% | -0% | -1% | -0% | -33% | -2% | -2% | -0% | -2% | -0% | -0% | -0% |
| Protective Services: Non-sworn | | | | | | | | | | | | | | | | |

| 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 |
| Workforce #/% | 4/33% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 8/67% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| CLS #/% | 740/34% | 45/2% | 30/1% | 4/0% | 4/0% | 0/0% | 54/2% | 0/0% | 1,135/52% | 8/0% | 75/3% | 0/0% | 4/0% | 0/0% | 75/3% | 0/0% |
| Utilization #/% | -1% | -2% | -1% | -0% | -0% | 0% | -2% | 0% | 14% | -0% | -3% | 0% | -0% | 0% | -3% | 0% |
| Administrative Support | | | | | | | | | | | | | | | | |
| Workforce #/% | 3/8% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 30/77% | 3/8% | 1/3% | 1/3% | 0/0% | 1/3% | 0/0% | 0/0% |
| CLS #/% | 107,630/30% | 7,820/2% | 7,025/2% | 570/0% | 1,860/1% | 80/0% | 1,730/0% | 305/0% | 199,150/55% | 13,995/4% | 13,170/4% | 1,360/0% | 3,045/1% | 40/0% | 3,800/1% | 515/0% |
| Utilization #/% | -22% | -2% | -2% | -0% | -1% | -0% | -0% | -0% | 22% | 4% | -1% | 2% | -1% | 3% | -1% | -0% |
| Skilled Craft | | | | | | | | | | | | | | | | |
| Workforce #/% | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ |
| CLS #/% | 102,310/77% | 14,590/11% | 3,310/2% | 1,135/1% | 1,580/1% | 45/0% | 1,365/1% | 275/0% | 6,490/5% | 545/0% | 535/0% | 35/0% | 795/1% | 0/0% | 103/0% | 25/0% |
| Utilization #/% | | | | | | | | | | | | | | | | |
| Service/Maintenance | | | | | | | | | | | | | | | | |
| Workforce #/% | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ | 0/ |
| CLS #/% | 164,290/42% | 35,075/9% | 14,870/4% | 1,695/0% | 4,595/1% | 110/0% | 3,505/1% | 480/0% | 122,560/31% | 23,390/6% | 11,550/3% | 1,570/0% | 5,205/1% | 85/0% | 3,290/1% | 415/0% |
| Utilization #/% | | | | | | | | | | | | | | | | |

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 | ✓ | | | | | | | | | | | | | | | |

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 |
| Special Agent in Charge | | | | | | | | | | | | | | | | |
| Workforce #/% | 3/75% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 1/25% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| Protective Services: Sworn-Patrol Officers | | | | | | | | | | | | | | | | |
| Workforce #/% | 12/80% | 1/7% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 2/13% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |

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: Deann Tiede

Human Resources Director

08-07-2020

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