

EEO Utilization Report

Organization Information

Name: Office of State Public Defender

City: Columbia

State: MO

Zip: 65203

Type: State Government

Section 1: EEO Policy Statement

Policy Statement:

Equal Employment Opportunity Statement

The Missouri State Public Defender System (MSPD) provides equal employment opportunities to all applicants for employment, employees and contractors without regard to race, color, national origin, citizenship or immigration status, sex, pregnancy, gender, gender identity, disability, genetic information, marital status, age, religion, sexual orientation, or status as a covered veteran in accordance with applicable federal, state and local laws. MSPD complies with applicable state and local laws governing nondiscrimination in employment in every location in which it has facilities. This policy applies to all terms and conditions of employment, including hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

MSPD expressly prohibits any form of unlawful employee harassment. Improper interference with the ability of MSPD employees to perform their expected job duties is not tolerated.

It is the responsibility of all administrative and supervisory personnel to ensure compliance with and continued implementation of the objectives of this equal employment opportunity policy.

Effective Date: 06/27/1996

Revised Dates: 07/01/2016, 10/07/2022

Section 5: Narrative Interpretation of Data

In reviewing the Utilization Analysis comparing the Office of State Public Defender (OSPD) workforce to the relevant statewide market statistics for Missouri, the following was noted:

- 1) White females were significantly under-represented in the following job categories: Professionals (-9%).
- 2) Black females were significantly under-represented in the following job categories: Professionals (-2%).
- 3) White males were significantly under-represented in the following job categories: Technicians (-12%), Administrative Support (-22%).
- 4) Black males were significantly under-represented in the following job categories: Administrative Support (-3%)

OSPD has formulated objectives to improve the recruitment of White & Black females in the Professionals job category, White males in the Technicians and Administrative Support job categories, and Black males in the Administrative Support job category

Section 6: Objectives and Steps

1. To encourage White males to apply for vacancies in the Technicians and Administrative Support categories:

- a. OSPD Operations Director in consultation with Human Resources staff will review its recruitment strategies and hiring practices with a focus on increasing the diversity of the applicant pool and removing barriers in the hiring process.
- b. OSPD Operations Director in consultation with Human Resources staff will review its technician and administrative support job descriptions and job postings to ensure documents are crafted to attract a diverse applicant pool.
- c. OSPD Operations Director in conjunction with OSPD's Training and HR departments will continue to emphasize its commitment to equal employment opportunity and a diverse workforce through training of its supervisors and employees at MSPD in-person and online training events.

2. To encourage Black males to apply for vacancies in the Administrative Support job category:

- a. OSPD Operations Director in consultation with Human Resources staff will review its recruitment strategies and hiring practices with a focus on increasing the diversity of the applicant pool and removing barriers in the hiring process.
- b. OSPD Operations Director in consultation with Human Resources staff will review its administrative support job descriptions and job postings to ensure documents are crafted to attract a diverse applicant pool.
- c. OSPD Operations Director in conjunction with OSPD's Training and HR departments will continue to emphasize its commitment to equal employment opportunity and a diverse workforce through training of its supervisors and employees at MSPD in-person and online training events.

3. To encourage White females to apply for vacancies in the Professionals job category:

- a. OSPD Operations Director in conjunction with OSPD's Training and HR departments will continue to emphasize its commitment to equal employment opportunity and a diverse workforce through training of its supervisors and employees at MSPD in-person and online training events.
- b. OSPD Operations Director in consultation with Human Resources staff will review its recruitment strategies and hiring practices with a focus on increasing the diversity of the applicant pool and removing barriers in the hiring process.
- c. OSPD Operations Director in consultation with Human Resources staff will review its attorney job descriptions and job postings to ensure documents are crafted to attract a diverse applicant pool.

4. To encourage Black females to apply for vacancies in the Professional job category:

- a. OSPD Operations Director in consultation with Human Resources staff will review its recruitment strategies and hiring practices with a focus on increasing the diversity of the applicant pool and removing barriers in the hiring process.
- b. OSPD Operations Director in consultation with Human Resources staff will review its attorney job descriptions and job postings to ensure documents are crafted to attract a diverse applicant pool.

c. OSPD Operations Director in conjunction with OSPD's Training and HR departments will continue to emphasize its commitment to equal employment opportunity and a diverse workforce through training of its supervisors and employees at MSPD in-person and online training events.

Section 7: Dissemination Strategy: Internal

OSPD will post a copy of the EEOP Report on its internal intranet, an in-house, electronic communication service that only employees can access.

Section 7: Dissemination Strategy: External

OSPD will post a copy of the EEOP Report on its public website.

Utilization Analysis Chart
Relevant Labor Market: Missouri

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 #/%	24/41%	1/2%	0/0%	0/0%	0/0%	0/0%	1/2%	29/49%	0/0%	2/3%	0/0%	0/0%	0/0%	2/3%
CLS #/%	190,780/51%	5,685/2%	10,430/3%	800/0%	4,745/1%	120/0%	2,720/1%	138,035/37%	3,910/1%	13,690/4%	520/0%	2,995/1%	65/0%	2,370/1%
Utilization #/%	-10%	0%	-3%	-0%	-1%	-0%	1%	13%	-1%	-0%	-0%	-1%	-0%	3%
Professionals														
Workforce #/%	172/46%	4/1%	8/2%	1/0%	9/2%	1/0%	5/1%	156/41%	3/1%	10/3%	0/0%	6/2%	0/0%	2/1%
CLS #/%	201,190/34%	6,600/1%	13,430/2%	520/0%	15,370/3%	160/0%	3,585/1%	291,585/50%	8,185/1%	27,290/5%	930/0%	10,620/2%	235/0%	4,625/1%
Utilization #/%	11%	-0%	-0%	0%	-0%	0%	1%	-9%	-1%	-2%	-0%	-0%	-0%	-0%
Technicians														
Workforce #/%	25/33%	0/0%	3/4%	1/1%	0/0%	0/0%	1/1%	40/53%	0/0%	4/5%	0/0%	0/0%	0/0%	2/3%
CLS #/%	109,950/45%	6,185/3%	13,555/6%	620/0%	2,265/1%	200/0%	2,230/1%	84,175/34%	4,880/2%	17,190/7%	555/0%	2,305/1%	160/0%	2,005/1%
Utilization #/%	-12%	-3%	-2%	1%	-1%	-0%	0%	18%	-2%	-2%	-0%	-1%	-0%	2%
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 #/%	33,595/64%	1,535/3%	6,075/12%	115/0%	305/1%	100/0%	740/1%	7,070/14%	275/1%	2,190/4%	55/0%	75/0%	0/0%	190/0%
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
Civilian Labor Force #/%	1,985/46%	75/2%	235/5%	0/0%	25/1%	0/0%	50/1%	1,560/36%	55/1%	245/6%	0/0%	4/0%	0/0%	75/2%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
Administrative Support														
Workforce #/%	10/8%	0/0%	0/0%	0/0%	0/0%	0/0%	1/1%	105/79%	4/3%	11/8%	0/0%	0/0%	0/0%	2/2%
CLS #/%	193,405/29%	6,860/1%	21,080/3%	670/0%	3,885/1%	170/0%	4,245/1%	357,705/54%	13,010/2%	51,435/8%	1,400/0%	4,310/1%	290/0%	7,105/1%

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 #/%	-22%	-1%	-3%	-0%	-1%	-0%	0%	25%	1%	1%	-0%	-1%	-0%	0%
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 #/%	181,250/81%	10,980/5%	11,185/5%	825/0%	890/0%	115/0%	2,385/1%	12,495/6%	780/0%	2,170/1%	60/0%	700/0%	70/0%	280/0%
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 #/%	311,920/43%	26,690/4%	55,670/8%	1,725/0%	5,320/1%	585/0%	7,655/1%	232,170/32%	15,485/2%	48,590/7%	1,325/0%	7,070/1%	450/0%	5,775/1%
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
Professionals								✓		✓				
Technicians	✓													
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.



Operations Director

10/17/2023

[signature]

[title]

[date]