

EEO Utilization Report

Organization Information

Name: CASA Of Mohave County

City: Kingman

State: AZ

Zip: 86402

Type: State Court

Step 1: Introductory Information

Policy Statement:

Mohave County Superior Court Judicial Merit Rule 106, Non-Discrimination, Section A, Equal Employment Opportunity:

The Superior Court shall administer the Personnel System in a manner consistent with federal, state and local laws, rules and regulations concerning equal employment opportunity.

All decisions and procedures regarding recruitment, selection, promotion and other terms and conditions of employment shall be made without discrimination on the basis of race, color, sex, gender, sexual orientation, age, national origin, ethnicity, disability, political or religious affiliation, veterans status, genetic information, marital status, or socioeconomic status, and shall be in compliance with equal employment laws, the Americans with Disabilities Act as amended and all other applicable federal and state laws (these categories are collectively referred to in this policy as Protected Class).

Superior Court Policy and Procedure 1.02, Discrimination and Harassment Prohibited also prohibits discrimination.

The Mohave County Superior Court also adheres to the Arizona Supreme Court, Code of Judicial Administration, Section 1-301: Equal Employment Opportunity and Section 1-304: Discrimination and Harassment Prohibited.

Following File has been uploaded: Rule 106 Nondiscrimination.pdf

Step 4b: Narrative of Interpretation

The Superior Court Human Resources Division for the Mohave County Superior Court reviewed the Utilization Analysis Report comparison and noted the following:

1. White females were significantly underrepresented in the protective services (non-sworn) category, at a rate of -48%. This category has traditionally been dominated by males.
2. White males were significantly underrepresented in the administrative support category, at a rate of -22%. This category has traditionally been dominated by females.

Step 5: Objectives and Steps

1. The Mohave County Superior Court's objective is to provide equal employment opportunities to all persons regardless of race, ethnicity, sex, gender, sexual orientation, religion, national origin, or other protected category. Mohave County Superior Court is committed to achieving a workforce that is reflective of the labor market in Mohave County. We will specifically target the following categories: white females in the protective services (non-sworn), and white males in the administrative support category.

- a. Enhance outreach efforts that target the identified underutilized categories. For example, presentations at local job fairs and schools.
- b. Recruit from within by educating employees in other job categories about career opportunities in protective services and Administrative support.
- c. Continue to advertise on governmentjobs.com, on the Arizona State University and Northern Arizona University career services website, the Mohave County website, the Mohave County Courts website, the Mohave Courts Facebook page, and with Mohave County One Stop.

Step 6: Internal Dissemination

The Mohave County Superior Court will disseminate our EEO Utilization Report internally by:

1. The EEOP will be posted on the Mohave County Superior Court's Intranet for all employees to review.
2. Send an email to all employees of the Mohave County Superior Court stating that the EEOP Utilization Report is available on the court's intranet and available in Superior Court Human Resources for review.

Step 7: External Dissemination

Superior Court Human Resources will post the EEO Utilization Report on the Superior Court Human Resources public website and will make the physical report available to the public upon request.

Utilization Analysis Chart
Relevant Labor Market: Mohave County, Arizona

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 #/%	8/53%	2/13%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	5/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,135/49%	150/2%	50/1%	100/2%	0/0%	0/0%	45/1%	0/0%	2,585/40%	260/4%	4/0%	35/1%	70/1%	0/0%	10/0%	0/0%
Utilization #/%	5%	11%	-1%	-2%	0%	0%	-1%	0%	-7%	-4%	-0%	-1%	-1%	0%	-0%	0%
Professionals																
Workforce #/%	1/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	11/73%	3/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,270/33%	235/3%	25/0%	4/0%	55/1%	15/0%	20/0%	0/0%	3,725/55%	180/3%	65/1%	35/1%	65/1%	0/0%	90/1%	0/0%
Utilization #/%	-27%	-3%	-0%	-0%	-1%	-0%	-0%	0%	18%	17%	-1%	-1%	-1%	0%	-1%	0%
Technicians																
Workforce #/%	2/50%	0/0%	0/0%	0/0%	1/25%	0/0%	0/0%	0/0%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	460/29%	160/10%	0/0%	4/0%	15/1%	15/1%	15/1%	0/0%	800/50%	100/6%	0/0%	0/0%	15/1%	0/0%	4/0%	0/0%
Utilization #/%	21%	-10%	0%	-0%	24%	-1%	-1%	0%	-25%	-6%	0%	0%	-1%	0%	-0%	0%
Protective Services: Sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	1,090/71%	135/9%	0/0%	35/2%	0/0%	15/1%	25/2%	4/0%	205/13%	20/1%	0/0%	0/0%	0/0%	0/0%	10/1%	0/0%
Utilization #/%																
Protective Services: Non-sworn																
Workforce #/%	37/46%	1/1%	2/2%	0/0%	0/0%	0/0%	1/1%	0/0%	31/38%	7/9%	1/1%	0/0%	0/0%	0/0%	1/1%	0/0%
Civilian Labor Force #/%	4/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	25/86%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	32%	1%	2%	0%	0%	0%	1%	0%	-48%	9%	1%	0%	0%	0%	1%	0%
Administrative Support																
Workforce #/%	4/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	51/78%	7/11%	0/0%	1/2%	2/3%	0/0%	0/0%	0/0%
CLS #/%	5,300/28%	860/5%	65/0%	145/1%	135/1%	15/0%	90/0%	40/0%	10,470/55%	1,350/7%	130/1%	120/1%	45/0%	0/0%	215/1%	75/0%

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
Utilization #/%	-22%	-5%	-0%	-1%	-1%	-0%	-0%	-0%	24%	4%	-1%	1%	3%	0%	-1%	-0%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	5,280/76 %	1,255/18 %	4/0%	120/2%	0/0%	0/0%	19/0%	4/0%	290/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	7,465/42 %	1,895/11 %	115/1%	95/1%	65/0%	0/0%	180/1%	40/0%	5,730/32 %	1,615/9%	125/1%	100/1%	75/0%	0/0%	210/1%	40/0%
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
Protective Services: Non-sworn									✓							
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: Valerie Winters

Human Resource Manager

04-29-2021

[signature]

[title]

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