

EEO Utilization Report

Organization Information

Name: Office Of The Attorney General Of Texas

City: Austin

State: TX

Zip: 78701

Type: State Attorney General or Prosecutor's Office

Step 1: Introductory Information

Policy Statement:

The Office of the Attorney General (OAG) is committed to providing a workplace free of discrimination based on race, sex, religion, color, national origin, age, disability, or genetic information and to providing equal employment opportunities (EEO) for all employees and individuals seeking employment regardless of the above-identified factors. Accordingly, the OAG shall take action to ensure that equal employment opportunities are consistent with applicable laws and regulations.

Step 4b: Narrative of Interpretation

The OAG has sixteen instances of underutilization: The highest underutilization is the "White Female Protective Services: Sworn-Patrol Officers" category with an underutilization of (-23%). The other areas of underutilization are White Female Technicians (-19%); White Male Professionals (-17%); White Male Administrative Support (-14%); Black or African American Male Protective Services: Sworn-Officials (-12%); White Female Professionals (-9%); Hispanic or Latino Female Protective Services: Sworn-Patrol Officers (-7%); Hispanic or Latino Male Administrative Support (-6%); Asian Male Protective Services: Sworn-Patrol Officers (-4%); Asian Female Protective Services: Sworn-Patrol Officers (-4%); Black or African American Male Administrative Support (-3%); Asian Male Professionals (-3%); Black or African American Male Professionals (-2%); Asian Female Professionals (-1%); Other Male Professionals (0%); and Other Female Professionals (0%)

Pursuant to the OAG EEO Plan, this agency will endeavor to recruit more staff for the categories identified above. As a state agency, the OAG is unable to compete effectively in many job categories. Nonetheless, public sector employment does offer some advantages that may allow the OAG to attempt to recruit in the identified job categories.

Step 5: Objectives and Steps

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

a. The OAG will continue to broadly market OAG positions in an effort to achieve a diverse and qualified applicant pool; attend career fairs, including those that target veterans; post jobs on external websites; continue the agency's robust law clerk and internship program; and continue to collaborate with universities and law schools to attract professionals and employees in the above-identified job categories.

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

a. The OAG will emphasize the recruitment of Hispanic males for jobs in the above-identified EEO category by engaging in activities such as: broadly marketing OAG positions in an effort to achieve a diverse and qualified applicant pool; attending career fairs, including those that target veterans and minorities; posting jobs on external websites; and promoting the agency as a dynamic state agency with a diverse workforce.

3. To encourage African American males to apply for vacancies in the Professionals, Protective Services: Sworn-Officials, and Administrative Support job categories

a. The OAG will emphasize the recruitment of African American males for jobs in the above-identified EEO categories by engaging in activities such as: broadly marketing OAG positions in an effort to achieve a diverse and qualified applicant pool; attending career fairs, including those that target veterans and minorities; posting jobs on external websites; continuing the agency's robust law clerk and internship program, which attracts a diverse group of students to experience working at our agency; collaborating with universities and law schools to attract the above-identified individuals for these job categories; and promoting the agency as a dynamic state agency with a diverse workforce.

4. To encourage Asian males to apply for the vacancies in the Professionals and Protective Services: Sworn-Patrol Officers job categories

a. The OAG will emphasize the recruitment of Asian males for jobs in the above-identified EEO categories by engaging in activities such as: broadly marketing OAG positions in an effort to achieve a diverse and qualified applicant pool; attending career fairs, including those that target veterans and minorities; posting jobs on external websites; continuing the agency's robust law clerk and internship program, which attracts a diverse group of students to experience working at our agency; collaborating with universities and law schools to attract the above-identified individuals for these job categories; and promoting the agency as a dynamic state agency with a diverse workforce.

5. To encourage Other males to apply for the vacancies in the Professionals job category

a. The OAG will emphasize the recruitment of the above-identified individuals for jobs in the above-identified EEO category by engaging in activities such as: broadly marketing OAG positions in an effort to achieve a diverse and qualified applicant pool; attending career fairs, including those that target veterans and minorities; posting jobs on

external websites; continuing the agency's robust law clerk and internship program, which attracts a diverse group of students to experience working at our agency; collaborating with universities and law schools to attract the above-identified individuals for these job categories; and promoting the agency as a dynamic state agency with a diverse workforce.

6. To encourage White females to apply for vacancies in the Professionals, Technicians, and Protective Services: Sworn-Patrol Officers job categories

a. The OAG will continue to broadly market OAG positions in an effort to achieve a diverse and qualified applicant pool; attend career fairs, including those that target veterans and minorities, including women; post jobs on external websites; continue the agency's robust law clerk and internship program; and continue to collaborate with universities and law schools to attract professionals and employees in the above-identified job categories.

7. To encourage Hispanic females to apply for vacancies in the Protective Services: Sworn-Patrol Officers job category

a. The OAG will emphasize the recruitment of Hispanic females for jobs in the above-identified EEO category by engaging in activities such as: broadly marketing OAG positions in an effort to achieve a diverse and qualified applicant pool; attending career fairs, including those that target veterans and minorities; posting jobs on external websites; and promoting the agency as a dynamic state agency with a diverse workforce.

8. To encourage Asian females to apply for vacancies in the Professionals and Protective Services: Sworn-Patrol Officers job categories

a. The OAG will emphasize the recruitment of Asian females for jobs in the above-identified EEO categories by engaging in activities such as: broadly marketing OAG positions in an effort to achieve a diverse and qualified applicant pool; attending career fairs, including those that target veterans and minorities; posting jobs on external websites; continuing the agency's robust law clerk and internship program, which attracts a diverse group of students to experience working at our agency; collaborating with universities and law schools to attract the above-identified individuals for these job categories; and promoting the agency as a dynamic state agency with a diverse workforce.

9. To encourage Other females to apply for the vacancies in the Professionals job category

a. The OAG will emphasize the recruitment of the above-identified individuals for jobs in the above-identified EEO category by engaging in activities such as: broadly marketing OAG positions in an effort to achieve a diverse and qualified applicant pool; attending career fairs, including those that target veterans and minorities, including women; posting jobs on external websites; continuing the agency's robust law clerk and internship program, which attracts a diverse group of students to experience working at our agency; collaborating with universities and law schools to attract the above-identified individuals for these job categories; and promoting the agency as a dynamic state agency with a diverse workforce.

Step 6: Internal Dissemination

The agency will continue to demonstrate to its employees its commitment to ensuring that equal employment opportunities are consistent with applicable laws and regulations by engaging in actions such as:

- continuing to include a policy on discrimination and equal employment opportunities in its Policies and Procedures Manual, which is available to all employees via the intranet and a desktop icon;
- continuing to regularly review all of its policies (e.g., Discrimination and Equal Employment Opportunities, Harassment, Accommodations) and updating them as needed;
- continuing to enforce agency policies prohibiting discrimination and harassment;
- continuing to provide information on equal employment opportunities and discrimination to all new employees during New Employee Orientation;
- continuing to require all new employees to take an online course (Required Information for New Employees) that provides information on equal employment opportunities and discrimination;
- continuing to require mandatory discrimination-awareness training for all employees;
- continuing to provide employees with an Employee Ombudsman as a safe, confidential way for employees to raise any concerns regarding discrimination or equal employment opportunities;
- continuing to provide employees with a Formal Complaint Officer as a way to formally present complaints regarding

discrimination or equal employment opportunities;

- continuing to provide employees with an Employee Assistance Program;
- continuing to provide training to managers regarding hiring practices, interviewing, and employment issues;
- continuing to post the EEO Plan on the agency intranet, which makes it readily available to all employees; and
- continuing to review agency demographics and detect trends that could require further emphasis in recruitment or training.

Step 7: External Dissemination

The agency will continue to emphasize its commitment to having a diverse workforce and to ensuring that equal employment opportunities are consistent with applicable laws and regulations. The OAG will continue to identify in all its job announcements that it is an equal opportunity employer. Job announcements are posted externally on capps.taleo.net, workintexas.com, and texasattorneygeneral.gov. The agency's positions are also posted on other websites, including Indeed.com. In addition, the OAG will continue to participate in recruiting efforts to attract a diverse workforce. Finally, the OAG will continue to make the EEO Plan available on the agency website at texasattorneygeneral.gov.

Utilization Analysis Chart
Relevant Labor Market: Texas

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 #/%	56/42%	11/8%	2/1%	0/0%	1/1%	0/0%	1/1%	0/0%	42/31%	13/10%	5/4%	0/0%	2/1%	0/0%	1/1%	0/0%
CLS #/%	580,285/4 4%	141,750/1 1%	46,940/4 %	2,855/0% %	32,690/2 %	355/0% %	5,585/0% %	2,320/0% %	329,245/2 5%	104,820/8 %	57,910/4 %	1,450/0% %	18,120/1 %	290/0% %	4,100/0% %	1,920/0% %
Utilization #/%	-2%	-2%	-2%	-0%	-2%	-0%	0%	-0%	7%	2%	-1%	-0%	0%	-0%	0%	-0%
Professionals																
Workforce #/%	411/13%	225/7%	44/1%	0/0%	25/1%	1/0%	21/1%	0/0%	810/26%	966/31%	464/15%	3/0%	59/2%	3/0%	41/1%	0/0%
CLS #/%	571,920/3 0%	128,995/7 %	62,490/3 %	2,165/0% %	82,485/4 %	325/0% %	6,205/0% %	3,610/0% %	671,035/3 5%	185,970/1 0%	117,635/6 %	3,215/0% %	64,765/3 %	570/0% %	8,510/0% %	3,885/0% %
Utilization #/%	-17%	1%	-2%	-0%	-3%	0%	0%	-0%	-9%	22%	9%	-0%	-1%	0%	1%	-0%
Technicians																
Workforce #/%	41/38%	15/14%	8/7%	1/1%	6/6%	0/0%	3/3%	0/0%	9/8%	17/16%	4/4%	0/0%	5/5%	0/0%	0/0%	0/0%
CLS #/%	88,020/28 %	35,655/11 %	13,085/4 %	485/0% %	11,895/4 %	225/0% %	1,210/0% %	395/0% %	86,770/28 %	37,265/12 %	26,250/8 %	560/0% %	9,825/3% %	105/0% %	1,215/0% %	695/0% %
Utilization #/%	10%	2%	3%	1%	2%	-0%	2%	-0%	-19%	4%	-5%	-0%	1%	-0%	-0%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	31/67%	9/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/9%	0/0%	0/0%	2/4%	0/0%	0/0%	0/0%	0/0%
CLS #/%	94,995/42 %	52,260/23 %	26,585/12 %	525/0% %	1,590/1% %	160/0% %	1,295/1% %	575/0% %	21,140/9 %	11,835/5 %	15,775/7 %	215/0% %	355/0% %	15/0% %	490/0% %	240/0% %
Utilization #/%	26%	-3%	-12%	-0%	-1%	-0%	-1%	-0%	-1%	-5%	-7%	4%	-0%	-0%	-0%	-0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	80/54%	36/24%	8/5%	0/0%	0/0%	0/0%	1/1%	0/0%	13/9%	5/3%	3/2%	1/1%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	201,995/2 9%	62,255/9 %	25,460/4 %	780/0% %	31,565/4 %	105/0% %	3,375/0% %	1,655/0% %	227,515/3 2%	76,685/11 %	39,070/6 %	925/0% %	27,840/4 %	245/0% %	3,985/1% %	1,685/0% %
Utilization #/%	26%	16%	2%	-0%	-4%	-0%	0%	-0%	-23%	-7%	-3%	1%	-4%	-0%	-1%	-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 #/%	26/29%	15/17%	4/4%	0/0%	0/0%	0/0%	1/1%	0/0%	17/19%	19/21%	6/7%	0/0%	0/0%	0/0%	1/1%	0/0%
CLS #/%	4,570/27%	2,460/15%	1,195/7%	30/0%	130/1%	0/0%	95/1%	55/0%	4,390/26%	2,480/15%	1,165/7%	0/0%	85/1%	0/0%	135/1%	20/0%
Utilization #/%	2%	2%	-3%	-0%	-1%	0%	1%	-0%	-7%	7%	-0%	0%	-1%	0%	0%	-0%
Administrative Support																
Workforce #/%	29/7%	22/5%	4/1%	0/0%	2/0%	0/0%	3/1%	0/0%	153/35%	155/36%	49/11%	0/0%	5/1%	0/0%	11/3%	0/0%
CLS #/%	591,205/20%	318,910/11%	112,160/4%	2,830/0%	44,130/2%	1,230/0%	7,925/0%	4,360/0%	967,165/33%	566,400/19%	228,485/8%	5,395/0%	47,370/2%	1,255/0%	13,890/0%	6,530/0%
Utilization #/%	-14%	-6%	-3%	-0%	-1%	-0%	0%	-0%	2%	16%	3%	-0%	-0%	-0%	2%	-0%
Skilled Craft																
Workforce #/%	1/33%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	472,255/42%	521,955/46%	55,720/5%	3,210/0%	18,345/2%	400/0%	5,750/1%	2,820/0%	22,435/2%	18,755/2%	5,855/1%	310/0%	4,830/0%	80/0%	615/0%	135/0%
Utilization #/%	-8%	-13%	-5%	-0%	-2%	-0%	-1%	-0%	-2%	32%	-1%	-0%	-0%	-0%	-0%	-0%
Service/Maintenance																
Workforce #/%	3/60%	1/20%	1/20%	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 #/%	596,680/20%	895,570/30%	207,740/7%	3,955/0%	41,655/1%	1,280/0%	9,265/0%	5,160/0%	403,495/14%	588,965/20%	173,535/6%	3,805/0%	45,570/2%	975/0%	7,875/0%	3,200/0%
Utilization #/%	40%	-10%	13%	-0%	-1%	-0%	-0%	-0%	-14%	-20%	-6%	-0%	-2%	-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: Sworn-Officials			✓													
Protective Services: Sworn-Patrol Officers					✓				✓	✓			✓			
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
Director of Law Enforcement																
Workforce #/%	1/100%	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%	0/0%	0/0%
Chief																
Workforce #/%	1/100%	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%	0/0%	0/0%
Major																
Workforce #/%	4/100%	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%	0/0%	0/0%
Captain																
Workforce #/%	12/67%	4/22%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/6%	0/0%	0/0%	1/6%	0/0%	0/0%	0/0%	0/0%
Lieutenant																
Workforce #/%	13/59%	5/23%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/14%	0/0%	0/0%	1/5%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	80/54%	36/24%	8/5%	0/0%	0/0%	0/0%	1/1%	0/0%	13/9%	5/3%	3/2%	1/1%	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: Henry De La Garza	Interim Human Resources Director	11-13-2020
_____	_____	_____
[signature]	[title]	[date]