

EEO Utilization Report

Organization Information

Name: New York Department Of Corrections And Community Supervision

City: Albany

State: NY

Zip: 12226

Type: State Correctional Department and/or Institution

Introductory Information

Policy Statement:

New York State has long been committed to the proposition that every individual in the State has an equal opportunity to enjoy a full and productive life, and this commitment extends within the workplace, including a workplace environment free from discrimination, harassment, and retaliation. All agency employees are responsible for reviewing and understanding the State's policies and commitment to non-discriminatory practices in the workplace. Supervisors, Managers, Executive Staff, and Personnel will be responsible for leading by example and ensure compliance with the mission of the Diversity & Inclusion Program.

Please see the complete Directive below.

<https://doccs.ny.gov/system/files/documents/2020/02/2601.pdf>

Narrative of Interpretation

Hispanic or Latino males are underutilized in the categories of Protective Services Patrol Officers (-12%), Skilled Craft (-15%), Protective Services Officials (-6%), Service/Maintenance (-15%), Administrators (-4%), and Technicians (-4%).

Hispanic or Latino females are underutilized in all categories except for Administrators: Service/Maintenance (-10%), Protective Services Patrol (-8%), Administrative Support (-6%), Technicians (-4%), Professionals (-2%), Protective Services Officials (-1%), and Skilled Craft (-1%).

Black or African American men were underutilized as Protective Services Officials (-12%), Service/Maintenance (-4%), Skilled Craft (-6%), Technicians (-4%), Administrative Support (-3%), and Protective Services Patrol (-2%).

Black or African American women were underutilized as Protective Services Officials (-4%), Service/Maintenance (-8%), Technicians (-1%), Protective Services Patrol (-2%), and Professionals (-1%).

White females are underrepresented in EEO job categories of Protective Services Patrol Officers (-11%), Service/Maintenance (-10%), Skilled Craft (-1%), Administrators (-2%) and Protective Services Officials (-3%).

Asian males are underrepresented in all EEO job categories. Asian females are underrepresented in all categories with the exception of Protective Services: Sworn Officials.

DOCCS does not categorize by two or more races or Native Hawaiian.

DOCCS has correctional facilities, community supervision offices and other administrative offices throughout the state, including New York City, in small and medium sized cities located in Upstate New York and in the more rural areas of the state. One result of the geographic distribution of facilities and offices is that the demographic composition of each DOCCS location tends to reflect the surrounding population centers.

Objectives and Steps

1. Identify potential barriers in the recruitment of Hispanic, Asian and African-American in most reporting categories

- a. Please see attachment.
- b. The location of many DOCCS facilities makes it challenging to recruit Hispanic and African-American in geographic areas where Hispanic and African-American individuals do not constitute a significant portion of the available labor pool.
- c. The negative perception of law enforcement in some African-American and Hispanic communities can pose challenges to the recruitment effort.
- d. Although not unique to DOCCS, challenges regarding educational and technological access to Civil Service exam registration and employment opportunities, as well as familiarity with the State Civil Service process, may have some impact in regard to the DOCCS' recruitment efforts.

Internal Dissemination

- A. Distribute an electronic copy of the Department's EEOP Utilization Report to each facility Superintendent and each Community Supervision Regional Director who will retain hard and electronic copies for use by any employee requesting to view the document. Copies will also be available in administrative and/or business offices of each facility.
- B. Each facility has a Diversity Management Committee which is elected by the workforce of the facility. The committee assists the Office of Diversity and Inclusion in increasing awareness and sensitivity of employees to other cultures and in training programs to improve communications and work relationships among employees.
- C. The Office of Diversity and Inclusion will make available upon request of any employee or potential employee a copy of the Department's EEOP Utilization Report.
- D. Employees will also be able to access via link on the Department's website, its EEOP Utilization Report.
- E. Annually as per the Department's Directive 6920, a memorandum entitled "Policies and Standards Generally Applicable to All Employees", will be distributed to all employees and will reference the Department's EEOP Utilization Report.

External Dissemination

- A. DOCCS will annually inform recruitment sources of its EEOP Utilization Report and reiterate its commitment to Executive Order Number 187.
- B. DOCCS will also have copies of the EEOP Utilization Report at all recruitment events that it hosts and attends.
- C. DOCCS will provide a link on its website to the Department's non-discriminatory employment policy.
- D. DOCCS will provide a link on its website to the EEOP Utilization Report.
- E. The Department's Contract Procurement Office will inform potential bidders and vendors that copies of the EEOP Utilization Report are available upon request.

USDOJ,

Utilization Analysis Chart
Relevant Labor Market: New York

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 #/%	102/51%	1/1%	9/5%	1/1%	1/1%	0/0%	0/0%	5/3%	54/27%	8/4%	13/7%	1/1%	0/0%	0/0%	0/0%	4/2%
CLS #/%	523,865/45%	55,495/5%	44,725/4%	895/0%	57,385/5%	175/0%	3,545/0%	4,030/0%	336,910/29%	45,235/4%	52,430/4%	695/0%	37,190/3%	75/0%	3,245/0%	3,265/0%
Utilization #/%	6%	-4%	1%	0%	-4%	-0%	-0%	2%	-2%	0%	2%	0%	-3%	-0%	-0%	2%
Professionals																
Workforce #/%	1250/32%	54/1%	104/3%	4/0%	41/1%	0/0%	0/0%	242/6%	1511/39%	102/3%	205/5%	11/0%	23/1%	0/0%	0/0%	363/9%
CLS #/%	640,885/32%	62,130/3%	73,155/4%	875/0%	101,665/5%	145/0%	5,775/0%	6,350/0%	756,550/38%	88,125/4%	130,630/7%	1,840/0%	100,980/5%	195/0%	8,095/0%	6,655/0%
Utilization #/%	-0%	-2%	-1%	0%	-4%	-0%	-0%	6%	1%	-2%	-1%	0%	-5%	-0%	-0%	9%
Technicians																
Workforce #/%	21/15%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	7/5%	67/49%	1/1%	12/9%	0/0%	1/1%	0/0%	0/0%	26/19%
CLS #/%	71,245/31%	9,595/4%	12,010/5%	225/0%	12,685/5%	0/0%	485/0%	840/0%	80,410/34%	10,880/5%	23,240/10%	400/0%	9,800/4%	0/0%	845/0%	740/0%
Utilization #/%	-15%	-4%	-4%	-0%	-5%	0%	-0%	5%	15%	-4%	-1%	-0%	-3%	0%	-0%	19%
Protective Services: Sworn-Officials																
Workforce #/%	1374/80%	103/6%	71/4%	2/0%	8/0%	0/0%	0/0%	0/0%	65/4%	30/2%	59/3%	2/0%	2/0%	0/0%	0/0%	0/0%
CLS #/%	118,585/49%	29,185/12%	39,630/16%	485/0%	6,060/3%	30/0%	930/0%	1,800/1%	16,310/7%	7,445/3%	18,140/8%	175/0%	900/0%	0/0%	310/0%	470/0%
Utilization #/%	31%	-6%	-12%	-0%	-2%	-0%	-0%	-1%	-3%	-1%	-4%	0%	-0%	0%	-0%	-0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	13244/70%	907/5%	1442/8%	59/0%	107/1%	0/0%	0/0%	53/0%	1455/8%	384/2%	1187/6%	16/0%	17/0%	0/0%	0/0%	5/0%
Civilian Labor Force #/%	200,625/30%	115,035/17%	63,270/9%	1,405/0%	19,165/3%	270/0%	3,360/1%	3,930/1%	122,715/18%	65,280/10%	55,865/8%	1,145/0%	12,085/2%	60/0%	2,350/0%	2,625/0%
Utilization #/%	40%	-12%	-2%	0%	-2%	-0%	-1%	-0%	-11%	-8%	-2%	-0%	-2%	-0%	-0%	-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
Protective Services: Non-sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	5,370/25%	1,295/6%	1,185/5%	30/0%	195/1%	4/0%	95/0%	80/0%	7,690/35%	2,635/12%	2,675/12%	4/0%	265/1%	0/0%	140/1%	80/0%
Utilization #/%																
Administrative Support																
Workforce #/%	174/6%	14/1%	37/1%	2/0%	26/1%	0/0%	0/0%	26/1%	1897/70%	76/3%	224/8%	14/1%	37/1%	0/0%	0/0%	176/7%
CLS #/%	586,665/24%	133,545/5%	112,550/5%	1,395/0%	82,125/3%	310/0%	6,740/0%	7,975/0%	978,160/40%	217,420/9%	211,615/9%	3,885/0%	94,935/4%	225/0%	11,635/0%	12,630/1%
Utilization #/%	-17%	-5%	-3%	0%	-2%	-0%	-0%	1%	30%	-6%	-0%	0%	-2%	-0%	-0%	6%
Skilled Craft																
Workforce #/%	868/70%	28/2%	34/3%	3/0%	16/1%	0/0%	0/0%	217/17%	51/4%	0/0%	4/0%	0/0%	0/0%	0/0%	0/0%	26/2%
CLS #/%	417,865/63%	112,235/17%	59,120/9%	1,980/0%	23,700/4%	75/0%	3,415/1%	4,710/1%	20,740/3%	7,105/1%	4,485/1%	170/0%	3,780/1%	0/0%	180/0%	285/0%
Utilization #/%	6%	-15%	-6%	-0%	-2%	-0%	-1%	17%	1%	-1%	-0%	-0%	-1%	0%	-0%	2%
Service/Maintenance																
Workforce #/%	87/46%	2/1%	6/3%	0/0%	0/0%	0/0%	0/0%	64/34%	18/9%	1/1%	2/1%	0/0%	0/0%	0/0%	0/0%	10/5%
CLS #/%	644,045/28%	376,995/16%	178,400/8%	2,980/0%	102,345/4%	275/0%	8,445/0%	11,260/0%	460,910/20%	255,135/1%	206,815/9%	2,585/0%	73,950/3%	270/0%	6,000/0%	9,970/0%
Utilization #/%	18%	-15%	-4%	-0%	-4%	-0%	-0%	33%	-10%	-10%	-8%	-0%	-3%	-0%	-0%	5%

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
Officials/Administrators		✓			✓								✓			
Professionals		✓	✓		✓		✓			✓	✓		✓		✓	
Technicians	✓	✓	✓		✓					✓			✓			
Protective Services: Sworn-Officials		✓	✓		✓		✓	✓	✓	✓	✓					
Protective Services: Sworn-Patrol Officers		✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓
Administrative Support	✓	✓	✓		✓		✓			✓			✓		✓	
Skilled Craft		✓	✓		✓		✓			✓			✓			
Service/Maintenance		✓	✓		✓				✓	✓	✓		✓			

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
Sergeants																
Workforce #/%	861/75%	89/8%	65/6%	1/0%	4/0%	0/0%	0/0%	0/0%	48/4%	25/2%	49/4%	2/0%	2/0%	0/0%	0/0%	0/0%
Lieutenant																
Workforce #/%	436/90%	12/2%	4/1%	1/1%	4/1%	0/0%	0/0%	0/0%	11/2%	5/1%	9/2%	0/0%	0/0%	0/0%	0/0%	0/0%
Captains																
Workforce #/%	77/88%	2/2%	2/2%	0/0%	0/0%	0/0%	0/0%	0/0%	6/7%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	13244/70%	907/5%	1442/8%	59/1%	107/1%	0/0%	0/0%	53/0%	1455/8%	384/2%	1187/6%	16/0%	17/0%	0/0%	0/0%	5/0%

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: Elaine Humphrey

Chief, Grants Management and Corrections Research 10-01-2019

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