

EEO Utilization Report

Organization Information

Name: Idaho Supreme Court

City: Boise

State: ID

Zip: 83702

Type: State Court

Step 1: Introductory Information

Policy Statement:

The Idaho Judicial Branch is an equal opportunity employer. The Judicial Branch is committed to fairness and equality of opportunity in the workplace and prohibits discrimination. All recruitment, hiring, training, promotions, transfers and administration of all personnel policies, procedures, programs, and services shall be conducted or administered without regard to race, color, national origin, sex, age, religion, socioeconomic status, sexual orientation, gender identity, veteran status (other than veterans preference), disability, or any other applicable legally protected status.

Step 4b: Narrative of Interpretation

White males were significantly under-represented in the Administrative Support (-25%) category.

The percentage of under-utilization in other categories is relatively small.

Step 5: Objectives and Steps

1. Encourage white males to apply for vacancies in the Administrative Support Job Category

- a. The Human Resources Division shall post job announcements with recruitment sources that have contact with potential job applicants who would increase the diversity of the Idaho Judicial Branch. All job vacancy notices and advertisements shall contain the statement "The Idaho Judicial Branch is an Equal Opportunity Employer."
- b. The Human Resources Division will participate in recruiting activities to enhance our efforts to reach out to white male applicants. This may include increasing our efforts to recruit at venues that have been that have been successful in attracting white males.

Step 6: Internal Dissemination

The Idaho Judicial Branch Human Resources Division will post the EEO Utilization Report in the electronic newsletter.

The Human Resources Division will distribute the EEO Utilization Report to Administrative District Judges, Trial Court Administrators, Division Directors, and Elected Official in each judicial district.

A hard copy of the EEO Utilization Report will be kept in the Human Resources Office located at 451 W. State St., Boise, ID 83702.

Step 7: External Dissemination

The Human Resources Division will post a copy of the EEO Utilization Report on the Idaho Supreme Court website.

The Human Resources Division will include a written statement on the website and in other communications with prospective employees that they may obtain a copy of the EEO Utilization Report upon request.

Utilization Analysis Chart
Relevant Labor Market: Idaho

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 #/%	4/25%	0/0%	0/0%	0/0%	1/6%	0/0%	0/0%	0/0%	10/62%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	48,320/60%	1,825/2%	120/0%	180/0%	460/1%	20/0%	405/1%	135/0%	26,985/33%	1,390/2%	80/0%	275/0%	130/0%	4/0%	455/1%	20/0%
Utilization #/%	-35%	-2%	-0%	-0%	6%	-0%	-1%	-0%	29%	5%	-0%	-0%	-0%	-0%	-1%	-0%
Professionals																
Workforce #/%	38/37%	1/1%	2/2%	0/0%	0/0%	0/0%	0/0%	0/0%	60/58%	2/2%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%
CLS #/%	47,910/43%	1,910/2%	190/0%	225/0%	1,560/1%	65/0%	505/0%	220/0%	55,305/49%	2,255/2%	90/0%	505/0%	935/1%	65/0%	555/0%	150/0%
Utilization #/%	-6%	-1%	2%	-0%	-1%	-0%	-0%	-0%	9%	-0%	-0%	1%	-1%	-0%	-0%	-0%
Technicians																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	8,050/42%	285/1%	40/0%	55/0%	225/1%	0/0%	149/1%	10/0%	9,220/48%	515/3%	10/0%	155/1%	225/1%	15/0%	80/0%	95/0%
Utilization #/%																
Protective Services: Sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	8,190/76%	450/4%	40/0%	170/2%	60/1%	0/0%	105/1%	10/0%	1,555/14%	90/1%	35/0%	65/1%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
Protective Services: Non-sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
Civilian Labor Force #/%	455/33%	15/1%	0/0%	10/1%	0/0%	0/0%	45/3%	0/0%	730/54%	80/6%	15/1%	10/1%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
Administrative Support																
Workforce #/%	5/6%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	76/89%	1/1%	0/0%	0/0%	2/2%	0/0%	0/0%	0/0%
CLS #/%	54,390/31%	4,215/2%	395/0%	310/0%	350/0%	175/0%	625/0%	85/0%	103,570/5%	7,275/4%	430/0%	1,240/1%	885/1%	270/0%	1,240/1%	330/0%

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
	%								9%							
Utilization #/%	-25%	-1%	-0%	-0%	-0%	-0%	-0%	-0%	30%	-3%	-0%	-1%	2%	-0%	-1%	-0%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	56,625/82%	6,800/10%	440/1%	480/1%	290/0%	320/0%	680/1%	90/0%	2,945/4%	450/1%	105/0%	75/0%	80/0%	0/0%	40/0%	0/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	1/25%	0/0%	0/0%	0/0%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/50%	0/0%	0/0%	0/0%
CLS #/%	85,065/43%	22,040/11%	715/0%	1,230/1%	1,060/1%	140/0%	1,455/1%	335/0%	67,395/34%	12,505/6%	330/0%	790/0%	1,560/1%	80/0%	1,060/1%	180/0%
Utilization #/%	-18%	-11%	-0%	-1%	24%	-0%	-1%	-0%	-34%	-6%	-0%	-0%	49%	-0%	-1%	-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
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: Andrea Patterson

HR Director

05-28-2020

[signature]

[title]

[date]