

EEO Utilization Report

Organization Information

Name: Idaho Supreme Court

City: Boise

State: ID

Zip: 83702

Type: State Court

Thu Jan 25 16:28:44 EST 2018

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 (-24%) category.

The percentage of underutilization 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 will participate in recruiting activities to enhance our efforts to reach out to white male applicants. This may include participating in local job fairs and increasing our efforts to recruit at venues that have been successful in attracting white males.
- b. The Human Resources Division shall send job announcements to 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."

Step 6: Internal Dissemination

The Idaho Judicial Branch Human Resources Division will post the EEOP Short Form in the electronic newsletter.

The Human Resources Division will distribute the EEOP Short Form to Administrative District Judges, Trial Court Administrators, Division Directors, and Elected Officials in each judicial district.

A hard copy of the EEOP Short Form 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 pdf copy of the EEOP Utilization Report on the Idaho Supreme Court website.

The Human Resources Division will include a written statement in all job announcements and other communications with prospective employees that they may obtain a copy of the EEOP 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 #/%	6/38%	0/0%	0/0%	0/0%	1/6%	0/0%	0/0%	0/0%	9/56%	0/0%	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 #/%	-22%	-2%	-0%	-0%	6%	-0%	-1%	-0%	23%	-2%	-0%	-0%	-0%	-0%	-1%	-0%
Professionals																
Workforce #/%	34/42%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	44/54%	2/2%	0/0%	0/0%	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 #/%	-1%	-2%	1%	-0%	-1%	-0%	-0%	-0%	5%	0%	-0%	-0%	-1%	-0%	-0%	-0%
Technicians																
Workforce #/%	5/29%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	11/65%	1/6%	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 #/%	-13%	-1%	-0%	-0%	-1%	0%	-1%	-0%	17%	3%	-0%	-1%	-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 #/%	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 #/%	5/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	64/90%	0/0%	0/0%	0/0%	2/3%	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%