

EEO Utilization Report

Organization Information

Name: Unified Government Of Wyandotte County/Kansas City, KS

City: Kansas City

State: KS

Zip: 66101

Type: County/Municipal Government (not law enforcement)

Step 1: Introductory Information

Policy Statement:

General: It is the policy of the Unified Government not to discriminate against any employee or applicant for employment because of race, color, national origin or ancestry, religion or creed, sex, pregnancy, sexual orientation, gender identity, age, or disability.

The Unified Government shall follow applicable federal, state, and local laws and rules and regulations for the protection of the rights of applicants and employees.

Following File has been uploaded:Equal Opportunity in Employment_final_04-06-15.pdf

Step 4b: Narrative of Interpretation

A comparison of the Unified Government's workforce to the community labor statistics of Wyandotte County shows some underutilization in the following areas.

Protective Services Sworn- Black Males (-6%)
Protective Services Sworn- Black Females (-9%)
Professionals- Asian Males (-2%)
Professionals- White Females (-19%)
Technicians -White Females (-18%)
Protective Service Non-Sworn-White Females (-30%)
Service/Maintenance - Hispanic/Latino Females (-5%)

In keeping with the Unified Government's commitment to having a workforce that reflects the community it serves, the Kansas City Kansas Police Department and Unified Government Human Resources Department will examine its recruitment and retention practices to see if there may be ways to attract more Black and Asian Males, Black, Hispanic and White females to apply for the underutilized positions.

Step 5: Objectives and Steps

1. 1. Increase Participation and Interest in careers with Unified Government by extending our reach through continuous recruitment initiatives.

- a. Target interest groups and professional networks to draw the interest of Black/African American and Asian Males.
- b. Target interest groups and professional networks to draw the interest of Black/African American, Hispanic, and White Females.
- c. The Unified Government will review, expand and explore creative methods for recruiting qualified professional personnel in the specific areas that are underrepresented in the various EO job categories.
- d. Job openings will be advertised via local media outlets through social media accounts, including Twitter and Facebook, and online via CareerBroad.com, LinkedIn, Indeed, UG website, local new stations, professional networking groups, area Workforce Investment Agencies and other platforms as needed to attract applicants from all underutilized demographic categories.
- e. Improve the promotion of our job openings throughout our community via maintaining a consistent presence and representation at local schools' career events.

2. Collaborate with the Public Safety Task Force to identify barriers in recruitment efforts that might deter applicants in underutilized categories from applying to Public Safety positions.

- a. The Unified Government will continue to solicit the assistance of the Public Safety Taskforce which includes members of the community and UG staff from County Administration, Human Resources, Police, Fire, Sheriff's Departments, to discuss our hiring practices. Our dedicated Public Safety Recruiter will continue to focus on innovative ways to improve our recruiting and hiring processes to enhance the level of transparency in our community.
- b. The Public Safety Recruiter and our Non-Public Safety Recruiter will continue to regularly attend local middle and high school career-jumping events to educate students on careers offered within our organization. In addition they will continue to attend career fairs at local career fairs and community colleges.

Step 6: Internal Dissemination

The Unified Government is committed to placing the EEO Utilization Report and EEO Certification Certificate on the Intranet for employees to be able to view. The Police Department and Wyandotte County Sheriff's Department will place the EEO Utilization Report and EEO Certification Certificate on their intranets for employees to review.

Step 7: External Dissemination

The Unified Government is committed to placing the EEOP Utilization Report and EEO Utilization Report on the Human Resources page of the Unified Government website as well as the KCK Police Department and Wyandotte County Sheriff's webpages.

Utilization Analysis Chart
Relevant Labor Market: Wyandotte County, Kansas

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 #/%	21/44%	2/4%	2/4%	1/2%	0/0%	0/0%	0/0%	0/0%	12/25%	5/10%	5/10%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,725/48%	385/5%	410/5%	40/1%	90/1%	0/0%	65/1%	0/0%	2,310/30%	220/3%	435/6%	10/0%	35/0%	0/0%	15/0%	4/0%
Utilization #/%	-4%	-1%	-1%	2%	-1%	0%	-1%	0%	-5%	8%	5%	-0%	-0%	0%	-0%	-0%
Professionals																
Workforce #/%	142/39%	7/2%	35/10%	2/1%	1/0%	0/0%	0/0%	0/0%	102/28%	23/6%	44/12%	3/1%	2/1%	0/0%	1/0%	0/0%
CLS #/%	4,360/32%	175/1%	440/3%	0/0%	265/2%	0/0%	65/0%	15/0%	6,385/48%	405/3%	920/7%	10/0%	270/2%	0/0%	115/1%	15/0%
Utilization #/%	7%	1%	6%	1%	-2%	0%	-0%	-0%	-19%	3%	5%	1%	-1%	0%	-1%	-0%
Technicians																
Workforce #/%	31/47%	1/2%	6/9%	1/2%	1/2%	0/0%	0/0%	0/0%	15/23%	4/6%	6/9%	0/0%	1/2%	0/0%	0/0%	0/0%
CLS #/%	620/27%	50/2%	120/5%	0/0%	50/2%	0/0%	15/1%	0/0%	935/40%	110/5%	385/17%	0/0%	25/1%	0/0%	0/0%	0/0%
Utilization #/%	20%	-1%	4%	2%	-1%	0%	-1%	0%	-18%	1%	-8%	0%	0%	0%	0%	0%
Protective Services: Sworn																
Workforce #/%	496/59%	79/9%	96/11%	4/0%	12/1%	1/0%	2/0%	0/0%	91/11%	18/2%	32/4%	0/0%	1/0%	1/0%	2/0%	0/0%
CLS #/%	960/54%	70/4%	305/17%	0/0%	10/1%	0/0%	0/0%	0/0%	160/9%	25/1%	225/13%	0/0%	0/0%	0/0%	10/1%	0/0%
Utilization #/%	5%	5%	-6%	0%	1%	0%	0%	0%	2%	1%	-9%	0%	0%	0%	-0%	0%
Protective Services: Non-sworn																
Workforce #/%	138/52%	12/4%	22/8%	0/0%	3/1%	0/0%	0/0%	0/0%	40/15%	16/6%	33/12%	0/0%	3/1%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	35/35%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	45/45%	0/0%	10/10%	0/0%	0/0%	0/0%	10/10%	0/0%
Utilization #/%	17%	4%	8%	0%	1%	0%	0%	0%	-30%	6%	2%	0%	1%	0%	-10%	0%
Administrative Support																
Workforce #/%	15/7%	3/1%	8/4%	0/0%	0/0%	0/0%	0/0%	0/0%	78/36%	48/22%	55/25%	3/1%	6/3%	0/0%	0/0%	0/0%
CLS #/%	5,500/31%	690/4%	1,090/6%	25/0%	215/1%	0/0%	60/0%	10/0%	6,905/38%	1,110/6%	1,980/11%	20/0%	145/1%	25/0%	205/1%	10/0%
Utilization #/%	-24%	-2%	-2%	-0%	-1%	0%	-0%	-0%	-2%	16%	14%	1%	2%	-0%	-1%	-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
Skilled Craft																
Workforce #/%	52/63%	10/12%	17/20%	2/2%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	7,300/69%	2,030/19%	470/4%	90/1%	130/1%	0/0%	25/0%	45/0%	260/2%	70/1%	85/1%	0/0%	90/1%	0/0%	45/0%	0/0%
Utilization #/%	-6%	-7%	16%	2%	-0%	0%	-0%	-0%	-2%	-1%	0%	0%	-1%	0%	-0%	0%
Service/Maintenance																
Workforce #/%	89/50%	25/14%	19/11%	3/2%	0/0%	0/0%	1/1%	0/0%	19/11%	3/2%	17/10%	0/0%	1/1%	0/0%	0/0%	0/0%
CLS #/%	11,200/42%	3,440/13%	3,695/14%	75/0%	255/1%	4/0%	255/1%	25/0%	3,400/13%	1,705/6%	2,255/8%	15/0%	120/0%	0/0%	145/1%	40/0%
Utilization #/%	8%	1%	-3%	1%	-1%	-0%	-0%	-0%	-2%	-5%	1%	-0%	0%	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
Professionals					✓				✓							
Technicians									✓							
Protective Services: Sworn			✓								✓					
Protective Services: Non-sworn									✓						✓	
Administrative Support	✓															
Service/Maintenance										✓						

