

# EEO Utilization Report

## Organization Information

Name: Ohio Supreme Court

City: Columbus

State: OH

Zip: 43215

Type: State Court

## **Step 1: Introductory Information**

### **Policy Statement:**

It is the policy of the Supreme Court of Ohio not to discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation or gender identity, national origin, age, marital status, genetic information, disability, or because he or she is a protected veteran. It is also the policy of the Supreme Court of Ohio to take affirmative action to employ and to advance in employment, all persons regardless of race, color, religion, sex, sexual orientation or gender identity, national origin, age, marital status, genetic information, disability, or protected veteran status, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, promotion, transfer, demotion, layoff or recall, termination, compensation, benefits and selection for training, including apprenticeship, at all levels of employment.

Following File has been uploaded:Admin. Policy 5 (Equal Employment Opportunity).pdf

## **Step 4b: Narrative of Interpretation**

The Office of Human Resources has reviewed the Utilization analysis and noted under-representation of white females in the following job categories: Protective Services: Non-Sworn and Service/Maintenance.

We attribute the low representation in these job categories to the limited applicant pool available for positions within these job categories.

## **Step 5: Objectives and Steps**

### **1. To encourage those listed as underutilized to apply to positions in the Protective Services: Non-Sworn and Service/Maintenance job categories.**

- a. The Court will continue its commitment to ensure equal opportunities in our employment practices for all qualified individuals without regard to any characteristics protected by the law.
- b. The Office of Human Resources will review employment data related to the Protective Services: Non-Sworn and Service/Maintenance job categories to identify any issues that may pose barriers for female applicants.
- c. We will designate a member of the human resources team to serve as a liaison and outreach coordinator to build relationships with educational institutions and professional organizations and associations to provide job postings and information about the Court in effort to attract under-represented applicants.
- d. We will continue to provide guidance and/or training about equitable hiring practices to hiring managers.

## **Step 6: Internal Dissemination**

The EEO Utilization Report will be placed on the intranet and available to all employees. A hard copy of the report will be kept in the Office of Human Resources and available upon request.

## **Step 7: External Dissemination**

A copy of the EEO Utilization Report will be placed on the Supreme Court of Ohio website. A hard copy of the report will be kept in the Office of Human Resources and available upon request.

**Utilization Analysis Chart**  
**Relevant Labor Market: Ohio**

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
<b>Officials/Administrators</b>																
Workforce #/%	11/50%	0/0%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%	8/36%	0/0%	2/9%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	335,300/5%	5,605/1%	16,475/3%	460/0%	7,800/1%	40/0%	1,855/0%	625/0%	213,120/3%	4,205/1%	21,535/4%	350/0%	3,915/1%	50/0%	1,660/0%	495/0%
Utilization #/%	-5%	-1%	2%	-0%	-1%	-0%	-0%	-0%	2%	-1%	6%	-0%	-1%	-0%	-0%	-0%
<b>Professionals</b>																
Workforce #/%	57/47%	1/1%	2/2%	0/0%	2/2%	0/0%	0/0%	0/0%	53/43%	0/0%	4/3%	0/0%	2/2%	0/0%	1/1%	0/0%
CLS #/%	349,540/3%	6,910/1%	24,270/3%	430/0%	22,115/2%	40/0%	2,425/0%	1,230/0%	467,095/5%	8,240/1%	40,970/4%	685/0%	14,130/1%	15/0%	4,065/0%	1,385/0%
Utilization #/%	10%	0%	-1%	-0%	-1%	-0%	-0%	-0%	-6%	-1%	-1%	-0%	0%	-0%	0%	-0%
<b>Technicians</b>																
Workforce #/%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	55,950/34%	1,105/1%	4,380/3%	80/0%	2,535/2%	0/0%	660/0%	85/0%	85,615/52%	1,510/1%	10,875/7%	190/0%	2,220/1%	0/0%	620/0%	175/0%
Utilization #/%	16%	-1%	-3%	-0%	-2%	0%	-0%	-0%	-2%	-1%	-7%	-0%	-1%	0%	-0%	-0%
<b>Protective Services: Sworn</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	63,810/70%	1,375/2%	9,680/11%	165/0%	250/0%	0/0%	690/1%	215/0%	11,245/12%	335/0%	3,400/4%	65/0%	75/0%	45/0%	125/0%	95/0%
Utilization #/%																
<b>Protective Services: Non-sworn</b>																
Workforce #/%	5/45%	1/9%	3/27%	0/0%	0/0%	0/0%	0/0%	0/0%	1/9%	0/0%	0/0%	0/0%	0/0%	0/0%	1/9%	0/0%
Civilian Labor Force #/%	3,650/40%	95/1%	155/2%	0/0%	0/0%	0/0%	90/1%	20/0%	4,310/48%	60/1%	480/5%	10/0%	25/0%	0/0%	150/2%	0/0%
Utilization #/%	5%	8%	26%	0%	0%	0%	-1%	-0%	-39%	-1%	-5%	-0%	-0%	0%	7%	0%
<b>Administrative Support</b>																
Workforce #/%	26/25%	0/0%	2/2%	0/0%	0/0%	0/0%	0/0%	0/0%	56/54%	2/2%	15/15%	1/1%	0/0%	1/1%	0/0%	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
CLS #/%	414,360/30%	8,875/1%	41,510/3%	490/0%	5,700/0%	50/0%	3,930/0%	1,080/0%	779,225/56%	16,765/1%	97,055/7%	1,180/0%	8,280/1%	125/0%	7,055/1%	2,285/0%
Utilization #/%	-5%	-1%	-1%	-0%	-0%	-0%	-0%	-0%	-2%	1%	8%	1%	-1%	1%	-1%	-0%
<b>Skilled Craft</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	385,660/85%	11,530/3%	22,720/5%	790/0%	1,625/0%	75/0%	3,030/1%	665/0%	23,500/5%	765/0%	3,170/1%	25/0%	460/0%	0/0%	135/0%	60/0%
Utilization #/%																
<b>Service/Maintenance</b>																
Workforce #/%	7/64%	0/0%	2/18%	0/0%	0/0%	0/0%	0/0%	0/0%	2/18%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	729,380/46%	39,085/2%	104,895/7%	1,510/0%	10,625/1%	170/0%	7,035/0%	2,050/0%	545,985/34%	22,235/1%	100,170/6%	1,400/0%	11,830/1%	80/0%	5,905/0%	1,915/0%
Utilization #/%	18%	-2%	12%	-0%	-1%	-0%	-0%	-0%	-16%	-1%	-6%	-0%	-1%	-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: Christine Kidd

Director of Human Resources

05-17-2022

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