

# EEO Utilization Report

## Organization Information

Name: Craighead County

City: Jonesboro

State: AR

Zip: 72401

Type: County/Municipal Government

## **Section 1: EEO Policy Statement**

### **Policy Statement:**

It is the Countys policy to provide equal opportunity for all qualified persons; to prohibit unlawful discrimination in employment practices, compensation practices, personnel procedures, and administration of benefit plans; and to otherwise provide the same or similar treatment and opportunities to all persons regardless of a race, gender, age, national origin, disability, veteran status, genetic information, or religion.

## **Section 5: Narrative Interpretation of Data**

After reviewing the Utilization Analysis Chart, it shows we have an underutilization of males of three different demographics and job categories. White males are underutilized in the administrative support category. Hispanic males are underutilized in the skilled craft category. Males of two or more races are underutilized in the protective services: non-sworn category.

The relatively high percentages in those categories are due to the lack of applicants in those races.

## **Section 6: Objectives and Steps**

### **1. Human Resources manager will partner with the Hispanic Center of Jonesboro to post open job opportunities with their platform to attract qualified candidates with the Hispanic community.**

a. 1. The Human Resources manager will coordinate monthly meetings with the director of the Hispanic community to communicate all job opportunities and make to get an interested applications and resumes.

### **2. The Human Resources Manager will continue posting open job opportunities to Indeed, the Countys social media platform, and the Countys webpage. All of which are public and gives all that are interested equal opportunities to apply.**

a. 1. The Human Resources manager will continue to send all interested applications and resumes to the hiring managers to filter through those that have the qualifications needed to perform the job.

## **Section 7: Dissemination Strategy: Internal**

Craighead County will disseminate our EEO Utilization Report within our organization by creating a link for access on Craighead County's Transparency Page that is accessible by going to [Craigheadcountyar.gov](http://Craigheadcountyar.gov)

## **Section 7: Dissemination Strategy: External**

Craighead County will disseminate our EEO Utilization Report outside of the organization by creating a link for access on Craighead County's Transparency Page that is accessible by going to [Craigheadcountyar.gov](http://Craigheadcountyar.gov)

**Utilization Analysis Chart**  
**Relevant Labor Market: Craighead County**  
**, Arkansas**

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 #/%	3/75%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,115/65%	20/0%	70/1%	0/0%	15/0%	0/0%	20/0%	1,430/30%	15/0%	95/2%	0/0%	0/0%	0/0%	4/0%
Utilization #/%	10%	-0%	-1%	0%	-0%	0%	-0%	-5%	-0%	-2%	0%	0%	0%	-0%
<b>Professionals</b>														
Workforce #/%	9/45%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	10/50%	0/0%	1/5%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,605/26%	95/1%	220/2%	0/0%	85/1%	0/0%	20/0%	6,200/61%	40/0%	830/8%	0/0%	45/0%	0/0%	35/0%
Utilization #/%	19%	-1%	-2%	0%	-1%	0%	-0%	-11%	-0%	-3%	0%	-0%	0%	-0%
<b>Technicians</b>														
Workforce #/%	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN
CLS #/%	2,410/40%	85/1%	545/9%	0/0%	20/0%	0/0%	30/1%	2,080/35%	60/1%	655/11%	4/0%	15/0%	0/0%	60/1%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
<b>Protective Services:</b>														
<b>Sworn</b>														
Workforce #/%	38/93%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	2/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	440/74%	25/4%	35/6%	0/0%	0/0%	0/0%	0/0%	70/12%	0/0%	25/4%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	19%	-2%	-6%	0%	0%	0%	0%	-7%	0%	-4%	0%	0%	0%	0%
<b>Protective Services: Non-sworn</b>														
Workforce #/%	45/62%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	23/32%	0/0%	3/4%	0/0%	0/0%	0/0%	1/1%
CLS #/%	15/21%	0/0%	0/0%	0/0%	0/0%	0/0%	25/36%	30/43%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	40%	1%	0%	0%	0%	0%	-36%	-11%	0%	4%	0%	0%	0%	1%
<b>Administrative Support</b>														
Workforce #/%	13/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	72/77%	3/3%	5/5%	1/1%	0/0%	0/0%	0/0%
CLS #/%	4,130/35%	65/1%	250/2%	0/0%	25/0%	0/0%	40/0%	6,375/54%	180/2%	615/5%	10/0%	20/0%	0/0%	130/1%
Utilization #/%	-21%	-1%	-2%	0%	-0%	0%	-0%	23%	2%	0%	1%	-0%	0%	-1%
<b>Skilled Craft</b>														

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
Workforce #/%	44/98%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,790/80%	340/7%	120/3%	0/0%	0/0%	0/0%	70/1%	285/6%	4/0%	80/2%	0/0%	20/0%	0/0%	20/0%
Utilization #/%	18%	-7%	-3%	0%	0%	0%	-1%	-6%	-0%	1%	0%	-0%	0%	-0%
<b>Service/Maintenance</b>														
Workforce #/%	6/55%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/36%	0/0%	1/9%	0/0%	0/0%	0/0%	0/0%
CLS #/%	5,960/42%	775/5%	1,455/10%	10/0%	0/0%	65/0%	210/1%	3,755/26%	415/3%	1,250/9%	35/0%	45/0%	0/0%	325/2%
Utilization #/%	13%	-5%	-10%	-0%	0%	-0%	-1%	10%	-3%	0%	-0%	-0%	0%	-2%

### 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
Protective Services: Non-sworn							✓							
Administrative Support	✓													
Skilled Craft		✓												

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.

Marvin Ray      County Judge      2/29/24  
[signature]                      [title]                      [date]