

# EEO Utilization Report

## Organization Information

Name: SANTA CLARA, COUNTY OF

City: SAN JOSE

State: CA

Zip: 95110-1705

Type: County/Municipal Government

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

### **Policy Statement:**

Please find attached the County of Santa Clara's Policy Against Discrimination, Harassment, and Retaliation  
Following File has been uploaded:Policy - Policy against Discrimination, Harassment, and Retaliation.pdf

## Section 5: Narrative Interpretation of Data

Please see the attached Narrative of Interpretation

Following File has been uploaded:EEOP 2023 Step 4b Narrative of Interpretation and Exhibits.pdf

## Section 6: Objectives and Steps

**1. Our objective is to provide equal employment opportunity for White males when our organization recruits for vacancies that become available in Officials/Administrators, Professionals, Technicians, Protective Services Sworn, Administrative Support, and Service/Maintenance job categories**

- a. The County will continue to enforce its policy against discrimination, harassment, and retaliation.
- b. The County will post announcements of open recruitments in the above-mentioned job categories on its website to ensure accessibility to all prospective applicants, including White males.
- c. The Countys Employee Services Agency, Human Resources Department (HR) will review and consider the EEO Utilization Report as part of the Countys outreach efforts relating to vacancies in the applicable category.

**2. Our objective is to provide equal employment opportunity for Hispanic or Latino males when our organization recruits for vacancies that become available in Officials/Administrators, Technicians, Administrative Support, Skilled Craft, and Service/Maintenance job categories.**

- a. The County will continue to enforce its policy against discrimination, harassment, and retaliation.
- b. The County will post announcements of open recruitments in the above-mentioned job categories on its website to ensure accessibility to all prospective applicants, including Hispanic or Latino males.
- c. The Countys Employee Services Agency, Human Resources Department (HR) will review and consider the EEO Utilization Report as part of the Countys outreach efforts relating to vacancies in the applicable category.

**3. Our objective is to provide equal employment opportunity for Black males when our organization recruits for vacancies that become available in Protective Services Sworn and Administrative Support job categories.**

- a. The County will continue to enforce its policy against discrimination, harassment, and retaliation.
- b. The County will post announcements of open recruitments in the above-mentioned job categories on its website to ensure accessibility to all prospective applicants, including Black males.
- c. The Countys Employee Services Agency, Human Resources Department (HR) will review and consider the EEO Utilization Report as part of the Countys outreach efforts relating to vacancies in the applicable category.

**4. Our objective is to provide equal employment opportunity for Asian males when our organization recruits for vacancies that become available in Officials/Administrators, Professionals, Technicians, Protective Services Sworn, and Administrative Support job categories.**

- a. The County will continue to enforce its policy against discrimination, harassment, and retaliation.
- b. The County will post announcements of open recruitments in the above-mentioned job categories on its website to ensure accessibility to all prospective applicants, including Asian males.
- c. The Countys Employee Services Agency, Human Resources Department (HR) will review and consider the EEO Utilization Report as part of the Countys outreach efforts relating to vacancies in the applicable category.

**5. Our objective is to provide equal employment opportunity for Native Hawaiian/Pacific Islander males when our organization recruits for vacancies that become available in the Professionals job category.**

- a. The County will continue to enforce its policy against discrimination, harassment, and retaliation.
- b. The County will post announcements of open recruitments in the above-mentioned job categories on its website to ensure accessibility to all prospective applicants, including Native Hawaiian/Pacific Islander males.
- c. The Countys Employee Services Agency, Human Resources Department (HR) will review and consider the EEO Utilization Report as part of the Countys outreach efforts relating to vacancies in the applicable category.

**6. Our objective is to provide equal employment opportunity for White females when our organization recruits for vacancies that become available in Officials/Administrators, Professionals, Technicians, Protective**

**Services Non-Sworn, Administrative Support, and Service/Maintenance job categories.**

- a. The County will continue to enforce its policy against discrimination, harassment, and retaliation.
- b. The County will post announcements of open recruitments in the above-mentioned job categories on its website to ensure accessibility to all prospective applicants, including White females.
- c. The Countys Employee Services Agency, Human Resources Department (HR) will review and consider the EEO Utilization Report as part of the Countys outreach efforts relating to vacancies in the applicable category.

**7. Our objective is to provide equal employment opportunity for Black or African American females when our organization recruits for vacancies that become available in the Protective Services: Sworn job category.**

- a. The County will continue to enforce its policy against discrimination, harassment, and retaliation.
- b. The County will post announcements of open recruitments in the above-mentioned job categories on its website to ensure accessibility to all prospective applicants, including Black or African American females.
- c. The Countys Employee Services Agency, Human Resources Department (HR) will review and consider the EEO Utilization Report as part of the Countys outreach efforts relating to vacancies in the applicable category.

**8. Our objective is to provide equal employment opportunity for Asian females when our organization recruits for vacancies that become available in the Protective Services Non-Sworn job categories.**

- a. The County will continue to enforce its policy against discrimination, harassment, and retaliation.
- b. The County will post announcements of open recruitments in the above-mentioned job categories on its website to ensure accessibility to all prospective applicants, including Asian females.
- c. The Countys Employee Services Agency, Human Resources Department (HR) will review and consider the EEO Utilization Report as part of the Countys outreach efforts relating to vacancies in the applicable category.

**9. The County will monitor recruitment and selection of applicants and ensure that no systemic barriers exist that would deny equal employment opportunity. The County may conduct applicant flow analyses, adverse impact analyses, and test validation for those job categories identified to be experiencing significant underutilization.**

- a. To help build a more robust, diverse, equitable, and inclusive hiring practice, the County hired a consultant to review certain of the Countys employment examinations to enhance the candidate/applicant experience, improve cycle-time for hiring, streamline processes, increase the quality of the candidate pools/eligibility lists, and assess validity of examinations. The County considered and has implemented, or is in the process of implementing, revisions to the Countys employment examination processes based on the consultants recommendations.

**10. The County is committed to providing equal employment opportunity to all persons.**

- a. The County will continue to enforce its policy against discrimination, harassment, and retaliation; promote diversity as a key organizational value; and provide reasonable accommodations for applicants and employees with disabilities.
- b. The County will continue to post Federal and State required non-discrimination posters throughout the County in locations frequented by employees and applicants.
- c. The County is continuing to provide its mandatory Sexual Harassment Prevention training for managers, supervisors, leads, and rank-and-file employees to include training, education, and prevention of abusive conduct, as defined by California law.
- d. The County is continuing to provide its mandatory Sexual Harassment Prevention Training to non-supervisors, and every employee now repeats Sexual Harassment Prevention Training every two years. The Countys training also proscribes sexual harassment, which includes gender identity, sexual orientation, and gender expression.
- e. The Sexual Harassment Prevention Training includes information about protection from retaliation and from discrimination based upon Federal, State, and County protected classifications.

**11. The County will take proactive steps to improve and/or maintain participation of underutilized group members in each job category. The County will also continue to use recruitment methods and tools to ensure equal employment opportunity to all persons.**

- a. The County will continue to post all job announcements (open-competitive, promotional, and transfers) on the Countys website. The County will continue to accept applications through its online application system.
- b. The County will continue to offer kiosks at two locations in County buildings for those applicants without access to a computer. Additionally, computers are available at various public libraries, including County libraries, for public use for filing online applications with the County.
- c. The County will continue to post Federal and State non-discrimination posters throughout the County. The required posters are also available on the County website and may be downloaded.
- d. The County will continue to enforce the County Ordinance Code Merit System rules to provide experience points for all veterans in entry level positions and in all open competitive recruitments.
- e. The County will continue to update job specifications to ensure all qualified applicants are encouraged to apply.
- f. The County will continue to provide accommodation of applicants and employees with disabilities.
- g. To ensure access throughout the application process, the County will continue to provide exams online and in person.
- h. The County will continue to conduct oral examinations with a diverse panel of evaluators.
- i. The County will continue to offer audio- and video-based technology options (Microsoft Teams, Zoom, etc.) for out-of-the-area candidates for oral examination and hiring interviews.

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

1. The Equal Opportunity Division will provide a report on the EEO Utilization Report objectives, action steps, and County non-discrimination policies and procedures to the County Executive Leadership.
2. HR will review and consider the EEO Utilization Report as part of the Countys outreach efforts relating to vacancies in the applicable category.
3. The Equal Opportunity Division will post a copy of the EEO Utilization Report on the County intranet and the Equal Opportunity Division website.

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

The Equal Opportunity Division will post a copy of the EEO Utilization Report on the Equal Opportunity Division website.

**Utilization Analysis Chart**  
**Relevant Labor Market: Santa Clara County**  
**, California**

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 #/%	202/13%	77/5%	27/2%	0/0%	208/13%	5/0%	16/1%	276/18%	251/16%	56/4%	2/0%	365/24%	9/1%	48/3%
CLS #/%	60,055/31%	13,295/7%	2,450/1%	125/0%	37,990/19%	410/0%	3,290/2%	36,030/18%	10,475/5%	1,880/1%	75/0%	27,130/14%	145/0%	2,275/1%
Utilization #/%	-18%	-2%	0%	-0%	-6%	0%	-1%	-1%	11%	3%	0%	10%	1%	2%
<b>Professionals</b>														
Workforce #/%	389/7%	272/5%	74/1%	7/0%	776/14%	2/0%	62/1%	898/16%	721/13%	172/3%	12/0%	1969/36%	29/1%	149/3%
CLS #/%	86,230/23%	14,510/4%	3,885/1%	155/0%	107,815/29%	400/0%	6,500/2%	58,520/16%	16,460/4%	3,120/1%	90/0%	64,025/17%	265/0%	5,020/1%
Utilization #/%	-16%	1%	0%	0%	-15%	-0%	-1%	0%	9%	2%	0%	18%	0%	1%
<b>Technicians</b>														
Workforce #/%	75/5%	102/7%	43/3%	3/0%	280/19%	6/0%	17/1%	110/7%	203/13%	123/8%	3/0%	493/33%	7/0%	40/3%
CLS #/%	9,340/15%	10,665/17%	860/1%	90/0%	13,400/21%	130/0%	785/1%	5,985/9%	7,330/12%	720/1%	65/0%	12,735/20%	330/1%	635/1%
Utilization #/%	-10%	-10%	1%	0%	-3%	0%	-0%	-2%	2%	7%	0%	13%	-0%	2%
<b>Protective Services: Sworn</b>														
Workforce #/%	371/22%	480/28%	76/4%	5/0%	181/11%	21/1%	63/4%	114/7%	292/17%	25/1%	1/0%	42/2%	1/0%	37/2%
CLS #/%	4,735/34%	3,590/26%	895/6%	30/0%	1,885/14%	85/1%	345/2%	880/6%	890/6%	305/2%	0/0%	210/2%	0/0%	90/1%
Utilization #/%	-12%	2%	-2%	0%	-3%	1%	1%	0%	11%	-1%	0%	1%	0%	2%
<b>Protective Services: Non-sworn</b>														
Workforce #/%	24/22%	47/42%	8/7%	0/0%	11/10%	2/2%	6/5%	3/3%	6/5%	2/2%	0/0%	2/2%	0/0%	0/0%
CLS #/%	285/24%	125/11%	65/6%	10/1%	185/16%	0/0%	30/3%	190/16%	130/11%	40/3%	0/0%	105/9%	0/0%	15/1%
Utilization #/%	-3%	32%	2%	-1%	-6%	2%	3%	-13%	-6%	-2%	0%	-7%	0%	-1%
<b>Administrative Support</b>														
Workforce #/%	144/4%	296/8%	45/1%	3/0%	257/7%	4/0%	42/1%	444/11%	1598/41%	115/3%	21/1%	766/20%	39/1%	139/4%
CLS #/%	31,055/16%	18,695/10%	2,880/1%	335/0%	21,975/11%	370/0%	2,545/1%	41,115/21%	35,825/18%	3,965/2%	400/0%	30,240/16%	865/0%	4,610/2%

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
	%	%			%			%	%			%		
Utilization #/%	-12%	-2%	-0%	-0%	-5%	-0%	-0%	-10%	22%	1%	0%	4%	1%	1%
<b>Skilled Craft</b>														
Workforce #/%	94/35%	96/36%	6/2%	2/1%	32/12%	1/0%	14/5%	5/2%	5/2%	3/1%	0/0%	12/4%	0/0%	0/0%
CLS #/%	16,315/27%	29,235/48%	985/2%	110/0%	7,290/12%	410/1%	1,305/2%	940/2%	1,925/3%	165/0%	0/0%	2,355/4%	65/0%	180/0%
Utilization #/%	8%	-12%	1%	1%	-0%	-0%	3%	0%	-1%	1%	0%	1%	-0%	-0%
<b>Service/Maintenance</b>														
Workforce #/%	93/9%	243/24%	54/5%	1/0%	115/12%	7/1%	35/4%	52/5%	217/22%	24/2%	1/0%	140/14%	4/0%	14/1%
CLS #/%	22,345/11%	59,160/30%	3,430/2%	260/0%	21,635/11%	520/0%	2,420/1%	17,255/9%	39,600/20%	2,910/1%	205/0%	22,265/11%	670/0%	1,925/1%
Utilization #/%	-2%	-6%	4%	-0%	0%	0%	2%	-4%	1%	1%	-0%	3%	0%	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
<b>Officials/Administrators</b>	✓	✓			✓		✓							
<b>Professionals</b>	✓				✓		✓							
<b>Technicians</b>	✓	✓			✓			✓						
<b>Protective Services: Sworn</b>	✓		✓		✓					✓				
<b>Protective Services: Non-sworn</b>								✓	✓			✓		
<b>Administrative Support</b>	✓	✓	✓		✓			✓						
<b>Skilled Craft</b>		✓												
<b>Service/Maintenance</b>	✓	✓						✓						



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: Paul Laprairie

Equal Opportunity Supervisor

03-21-2024

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[signature]

[title]

[date]

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

### **THE COUNTY'S WORKFORCE AND STATISTICS**

The County's 2023 Equal Employment Opportunity Plan (EEOP) Utilization Analysis estimates areas of possible underutilization comparing relevant job markets to the Department of Justice's (DOJ) estimates of the availability of workers.<sup>1</sup> For each EEOP job category, the County provides its estimates by ethnicity and gender.

In 2023, the County used a weighted average of the following geographic regions as its relevant workforce pool: Alameda County, San Mateo County, Santa Clara County, the State of California, and the United States.<sup>2</sup> The County receives a significant number of applicants from each of these geographic regions. (Exhibit 1 and 2.)

The County used a weighted average based on the percentage of each of the geographic regions identified above that applied to the County in 2021 and 2022 for County employment positions in each EEO job category. Exhibit 1 provides further details on the Weighted Average Labor Market. The resulting Utilization Analysis Chart: Subtraction of the Weighted Average Labor Market is provided in Exhibit 4.

The County's 2023 EEOP Utilization Analysis also compares its data against the geographic region of the Santa Clara County Labor Market only, which was the only labor market the County used in its 2017 EEOP Utilization Analysis and has been used as a cross-check in each subsequent EEOP Utilization Analysis.

The County's workforce for the 2023 EEOP Utilization Report is 19,254 employees. 3,672 of these employees did not specify their race or national origin. The County's "Reportable Workforce" for purposes of this Report is thus 15,582 employees. The 3,672 workers who did not identify their race or national origin account for 19% of the County's workforce, which the County believes impacts the statistical significance of the results of this report. (*See also* Footnote 1.)

### **PROCESS FOR REPORTING**

In preparation for this report, the County audited its personnel and classification data. The County also reviewed the 2023 significant utilization charts attached as Exhibit 2 (Weighted Average Labor Market) and Exhibit 3 (Santa Clara County Labor Market).

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<sup>1</sup> The DOJ estimates of available workers do not include individuals who have declined to specify their race, national origin, or sex. Thus, any comparison of the County's workforce to either the Weighted Average Labor Market or the Santa Clara County Labor Market does *not* account for the 19% of the County's reportable workforce that declined to state their race or national origin.

<sup>2</sup> In the County's 2021 EEOP Report, the County also included in its weighted averages data from Contra Costa County, the City and County of San Francisco, and Santa Cruz County, because those areas provided a "significant" (i.e., more than 2%) percentage of applicants to County positions. However, those three areas did not reach that "significant" threshold in this reporting period; and so those areas were not included in this report's weighted average calculations.

## IDENTIFIED AREAS OF POSSIBLE UNDERUTILIZATION

The utilization charts for the County's Reportable Workforce compare the available sex, race, and national origin data to the DOJ estimates of availability of workers. Those utilization charts indicate the following:

### Officials/Administrators:

- **Weighted Average:** When compared to the Weighted Average Labor Market, White males (-21%), Hispanic or Latino males (-3%), Asian males (-3%), and White females (-4%) were noted as underutilized.
- **Santa Clara County-Only Average:** A cross-check against the Santa Clara County Labor Market revealed that White males (-18%), Hispanic or Latino males (-2%), and Asian males (-6%) are noted as underutilized.
- **Possible Reasons for Statistics:** High percentages of underutilization may be attributable to the demographic makeup of the County's reportable workforce. Of employees included in the County's reportable workforce, 65% designated their sex as female, whereas the relative labor market statistics reflect a 47%% female demographic. Additionally, any comparison of the County's workforce to the DOJ estimates of availability of workers does not account for the 19% of the County's reportable workforce that declined to state their race or national origin.

### Professionals:

- **Weighted Average:** When compared to the Weighted Average Labor Market, White males (-19%), Asian males (-2%), Native Hawaiian or Other Pacific Islander males (-0.2%), and White females (-1%) were noted as underutilized.
- **Santa Clara County-Only Average:** A cross-check against the Santa Clara County Labor Market revealed that White males (-17%) and Asian males (-15%) are noted as underutilized.
- **Possible Reasons for Statistics:** High percentages of underutilization may be attributable to the demographic makeup of the County's reportable workforce. Of employees included in the County's reportable workforce, 65% designated their sex as female, whereas the relative labor market statistics reflect a 47% female demographic. Additionally, any comparison of the County's workforce to the DOJ estimates of availability of workers does not account for the 19% of the County's reportable workforce that declined to state their race or national origin.

### Technicians:

- **Weighted Average:** When compared to the Weighted Average Labor Market, White males (-12%), Hispanic or Latino males (-12%), and White females (-4%) were noted as underutilized.
- **Santa Clara County-Only Average:** A cross-check against the Santa Clara County Labor Market revealed that White males (-10%), Hispanic or Latino males (-10%), Asian males (-3%) and White females (-2%) were noted as underutilized.
- **Possible Reasons for Statistics:** High percentages of underutilization may be attributable to the demographic makeup of the County's reportable workforce. Of employees included in the County's reportable workforce, 65% designated their sex as female, whereas the relative labor market statistics reflect a 47% female demographic. Additionally, any comparison of the County's workforce to the DOJ estimates of availability of workers does not account for the 19% of the County's reportable workforce that declined to state their race or national origin.

### Protective Services (Sworn Officials):

- **Weighted Average:** When compared to the Weighted Average Labor Market, White males (-15%), Black or African American males (-4%), and Black or African females (-2%) were noted as underutilized.
- **Santa Clara County-Only Average:** A cross-check against the Santa Clara County Labor Market revealed that White males (-12%), Black or African American males (-2%), Asian males (-3%), and Black or African females (-1%) were noted as underutilized.
- **Possible Reasons for Statistics:** High percentages of underutilization may be attributable to the demographic makeup of the County's reportable workforce. Of employees included in the County's reportable workforce, 65% designated their sex as female, whereas the relative labor market statistics reflect a 47% female demographic. Additionally, any comparison of the County's workforce to the DOJ estimates of availability of workers does not account for the 19% of the County's reportable workforce that declined to state their race or national origin.

### Protectives Services (Non-Sworn):

- **Weighted Average:** When compared to the Weighted Average Labor Market, White females (-17%) and Asian females (-8%) were noted as underutilized.
- **Santa Clara County-Only Average:** When compared to the Santa Clara County Labor Market, White females (-13%) and Asian females (-7%) were noted as underutilized.
- **Possible Reasons for Statistics:** High percentages of underutilization may be attributable to the demographic makeup of the County's reportable workforce. Of

employees included in the County's reportable workforce, 65% designated their sex as female, whereas the relative labor market statistics reflect a 47% female demographic. Additionally, any comparison of the County's workforce to the DOJ estimates of availability of workers does not account for the 19% of the County's reportable workforce that declined to state their race or national origin.

### **Administrative Support:**

- **Weighted Average:** When compared to the Weighted Average Labor Market, White males (-12%), Hispanic or Latino males (-2%), Black or African American males (-0.5%), Asian males (-4%), and White females (-10%) were noted as underutilized.
- **Santa Clara County-Only Average:** A cross-check against the Santa Clara County Labor market revealed that White males (-12%), Hispanic or Latino males (-2%), Asian males (-5%), and White females (-10%) were noted as underutilized.
- **Possible Reasons for Statistics:** High percentages of underutilization may be attributable to the demographic makeup of the County's reportable workforce. Of employees included in the County's reportable workforce, 65% designated their sex as female, whereas the relative labor market statistics reflect a 47% female demographic. Additionally, any comparison of the County's workforce to the DOJ estimates of availability of workers does not account for the 19% of the County's reportable workforce that declined to state their race or national origin.

### **Skilled Craft:**

- **Weighted Average:** When compared to the Weighted Average Labor Market, Hispanic or Latino males (-12%) were noted as underutilized.
- **Santa Clara County-Only Average:** A cross-check against the Santa Clara County Labor market revealed that Hispanic or Latino males (-12%) were noted as underutilized.
- **Possible Reasons for Statistics:** High percentages of underutilization may be attributable to the demographic makeup of the County's reportable workforce. Of employees included in the County's reportable workforce, 65% designated their sex as female, whereas the relative labor market statistics reflect a 47% female demographic. Additionally, any comparison of the County's workforce to the DOJ estimates of availability of workers does not account for the 19% of the County's reportable workforce that declined to state their race or national origin.

### **Service/Maintenance:**

- **Weighted Average:** When compared to the Weighted Average Labor Market, White males (-3%), Hispanic or Latino males (-7%), and White females (-4%) were noted as underutilized.

- **Santa Clara County-Only Average:** A cross-check against the Santa Clara County Labor market revealed that White males (-2%), Hispanic or Latino males (-6%), and White females (-4%) were noted as underutilized.
- **Possible Reasons for Statistics:** High percentages of underutilization may be attributable to the demographic makeup of the County's reportable workforce. Of employees included in the County's reportable workforce, 65% designated their sex as female, whereas the relative labor market statistics reflect a 47% female demographic. Additionally, any comparison of the County's workforce to the DOJ estimates of availability of workers does not account for the 19% of the County's reportable workforce that declined to state their race or national origin.

### Exhibit 1: The Weighted Average Labor Market

The Weighted Average Labor Market is a hybrid of DOJ Alameda County, San Mateo County, Santa Clara County, State of California, and United States Labor Market data.<sup>3</sup> Data on applicants for employment in 2021 and 2022 were reviewed to determine the EEO job grouping and location of each applicant. Based on that applicant data, the labor markets for each EEO job grouping were assigned a weight to reflect the geographic origin of applicants for those positions, and the combination of the weights produced the Weighted Average Labor Market Data.

As an illustration, the following table shows the calculation for the reporting period to arrive at the Weighted Average Labor Market for Administrative Support – Black or African American male:

<b>Administrative Support – Black or African American Males</b>	<b>Alameda</b>	<b>San Mateo</b>	<b>Santa Clara</b>	<b>California<sup>4</sup></b>	<b>Non-Cali US</b>
<b>Percentage of applicants for this EEO job grouping come from this geographic region:</b>	3.85%	0.84%	88.73%	6.57%	0.65%
<b>Multiplied by</b>					
<b>Percentage of Available Labor Market in this region and EEO job grouping who are Black or African American Males:</b>	3.55%	1.49%	1.48%	2.06%	3.88%
<b>Equals</b>					
Weighted Average (multiplication of Available Labor Market by percentage of applicants)	0.14%	0.01%	1.31%	0.14%	0.03%
	0.14%+0.01%+1.31%+0.14%+0.03% = <b>1.63%</b>				

In the above example, while 1.48% of the Santa Clara County Labor Market for Administrative Support is comprised of Black or African American males, 1.63% of the Weighted Labor Market is comprised of Black or African American males.

<sup>3</sup> DOJ estimates of availability are accessible through the Equal Employment Opportunity Program Reporting Tool, available at: <https://oet-eeop.ncjrs.gov/>. An estimate for availability for the United States Labor Market was created by combining DOJ estimates for each of the 50 states and the District of Columbia and then excluding California to reduce double-counting.

<sup>4</sup> Excluding those counties that provide greater than 2% of the County’s applicants (Alameda, San Mateo, and Santa Clara).

The applicant data for 2021-22 applicants by EEO Job Category and geographic region is as follows:

	Alameda	San Mateo	Santa Clara	Rest of Cali	US-Cali	Cali Total	US+Cali Total
<b>Officials &amp; Administrators</b>	799	217	4159	1311	414	6486	6900
% Representation	12.32%	3.35%	64.12%	20.21%	6.00%	94.00%	100.00%
<b>Professionals</b>	4640	1051	29386	7572	2345	42649	44994
% Representation	10.88%	2.46%	68.90%	17.75%	5.21%	94.79%	100.00%
<b>Technicians</b>	2705	732	18882	4609	628	26928	27556
% Representation	10.05%	2.72%	70.12%	17.12%	2.28%	97.72%	100.00%
<b>Protective Service Workers - Sworn</b>	365	122	2580	1581	219	4648	4867
% Representation	7.85%	2.62%	55.51%	34.01%	4.50%	95.50%	100.00%
<b>Protective Service Workers - Nonsw</b>	4	1	13	1	2	19	21
% Representation	21.05%	5.26%	68.42%	5.26%	9.52%	90.48%	100.00%
<b>Administrative Support</b>	366	80	8425	624	62	9495	9557
% Representation	3.85%	0.84%	88.73%	6.57%	0.65%	99.35%	100.00%
<b>Skilled Craft Workers</b>	49	14	485	190	9	738	747
% Representation	6.64%	1.90%	65.72%	25.75%	1.20%	98.80%	100.00%
<b>Service/Maintenance</b>	446	97	7889	1038	118	9470	9588
% Representation	4.71%	1.02%	83.31%	10.96%	1.23%	98.77%	100.00%
<b>Total Applicants</b>	9374	2314	71819	16926	3797	100433	104230
<b>% as proportion of total applicants</b>	9.3%	2.3%	71.5%	16.9%	3.8%	100.0%	100.0%



## Exhibit 2: Significant Utilization Chart (Weighted Average Labor Market)

Job Category	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	✓	✓			✓		✓		✓							
Professionals	✓				✓	✓	✓		✓							
Technicians	✓	✓							✓							
Protective Services: Sworn	✓		✓								✓					
Protective Services: Non-sworn									✓				✓			
Administrative Support	✓	✓	✓		✓				✓							
Skilled Craft		✓														
Service/Maintenance	✓	✓							✓							

### Exhibit 3: Significant Utilization Chart (Santa Clara County Labor Market)

Job Category	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	✓	✓			✓											
Professionals	✓				✓		✓									
Technicians	✓	✓			✓				✓							
Protective Services: Sworn	✓		✓		✓						✓					
Protective Services: Non-sworn									✓				✓			
Administrative Support	✓	✓			✓				✓							
Skilled Craft		✓														
Service/Maintenance	✓	✓							✓							

**Exhibit 4: Weighted Average Labor Market Utilization Analysis Chart: Subtraction**

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>																
Employee	202	77	27	0	208	5	16	0	276	251	56	2	365	9	48	0
Employee	13.10%	4.99%	1.75%	0.00%	13.49%	0.32%	1.04%	0.00%	17.90%	16.28%	3.63%	0.13%	23.67%	0.58%	3.11%	0.00%
CLS #																
CLS %	34.33%	8.11%	1.90%	0.10%	16.25%	0.21%	1.73%	0.00%	21.57%	6.37%	1.88%	0.08%	12.05%	0.11%	1.32%	0.00%
Utilization	-21.23%	-3.12%	-0.14%	-0.10%	-2.77%	0.12%	-0.69%	0.00%	-3.67%	9.90%	1.76%	0.05%	11.62%	0.47%	1.80%	0.00%
<b>Professionals</b>																
Employee	389	272	74	7	776	2	62	0	898	721	172	12	1969	29	149	0
Employee	7.03%	4.92%	1.34%	0.13%	14.03%	0.04%	1.12%	0.00%	16.23%	13.03%	3.11%	0.22%	35.59%	0.52%	2.69%	0.00%
CLS #																
CLS %	25.63%	4.77%	1.65%	0.12%	16.27%	0.19%	1.57%	0.00%	17.68%	11.06%	2.06%	0.10%	13.03%	0.21%	1.46%	0.00%
Utilization	-18.60%	0.14%	-0.31%	0.01%	-2.24%	-0.16%	-0.45%	0.00%	-1.45%	1.97%	1.05%	0.11%	22.56%	0.32%	1.24%	0.00%
<b>Technicians</b>																
Employee	75	102	43	3	280	6	17	0	110	203	123	3	493	7	40	0
Employee	4.98%	6.78%	2.86%	0.20%	18.60%	0.40%	1.13%	0.00%	7.31%	13.49%	8.17%	0.20%	32.76%	0.47%	2.66%	0.00%
CLS #																
CLS %	16.52%	18.49%	1.93%	0.15%	18.46%	0.23%	1.33%	0.00%	11.05%	13.08%	1.87%	0.13%	17.52%	0.43%	1.10%	0.00%
Utilization	-11.54%	-11.71%	0.93%	0.05%	0.15%	0.17%	-0.20%	0.00%	-3.74%	0.40%	6.30%	0.07%	15.24%	0.04%	1.55%	0.00%
<b>Protective Services: Sworn-Officials</b>																
Employee	371	480	76	5	181	21	63	0	114	292	25	1	42	1	37	0
Employee	21.71%	28.09%	4.45%	0.29%	10.59%	1.23%	3.69%	0.00%	6.67%	17.09%	1.46%	0.06%	2.46%	0.06%	2.17%	0.00%
CLS #																
CLS %	36.75%	26.40%	8.86%	0.33%	10.47%	0.65%	2.73%	0.00%	6.63%	6.23%	3.34%	0.06%	1.35%	0.08%	0.64%	0.00%
Utilization	-15.04%	-1.69%	-4.41%	-0.04%	0.12%	0.58%	0.95%	0.00%	0.04%	10.85%	-1.87%	0.00%	1.11%	-0.02%	1.53%	0.00%
<b>Protective Services: Non-Sworn</b>																
Employee	24	47	8	0	11	2	6	0	3	6	2	0	2	0	0	0
Employee	21.62%	42.34%	7.21%	0.00%	9.91%	1.80%	5.41%	0.00%	2.70%	5.41%	1.80%	0.00%	1.80%	0.00%	0.00%	0.00%
CLS #																
CLS %	26.57%	10.21%	6.35%	0.88%	15.19%	0.15%	2.52%	0.00%	19.49%	11.14%	5.06%	0.04%	9.82%	0.27%	1.82%	0.00%
Utilization	-4.94%	32.13%	0.85%	-0.88%	-5.28%	1.65%	2.88%	0.00%	-16.79%	-5.73%	-3.26%	-0.04%	-8.02%	-0.27%	-1.82%	0.00%
<b>Administrative Support</b>																
Employee	144	296	45	3	257	4	42	0	444	1598	115	21	766	39	139	0
Employee	3.68%	7.56%	1.15%	0.08%	6.57%	0.10%	1.07%	0.00%	11.35%	40.84%	2.94%	0.54%	19.58%	1.00%	3.55%	0.00%
CLS #																
CLS %	16.16%	9.85%	1.62%	0.16%	10.84%	0.20%	1.30%	0.00%	21.61%	18.59%	2.39%	0.21%	14.93%	0.45%	2.34%	0.00%
Utilization	-12.48%	-2.29%	-0.47%	-0.09%	-4.27%	-0.10%	-0.22%	0.00%	-10.26%	22.24%	0.55%	0.33%	4.64%	0.55%	1.21%	0.00%
<b>Skilled Craft</b>																
Employee	94	96	6	2	32	1	14	0	5	5	3	0	12	0	0	0
Employee	34.81%	35.56%	2.22%	0.74%	11.85%	0.37%	5.19%	0.00%	1.85%	1.85%	1.11%	0.00%	4.44%	0.00%	0.00%	0.00%
CLS #																
CLS %	29.18%	47.87%	2.15%	0.23%	10.13%	0.57%	2.03%	0.00%	1.66%	3.59%	0.29%	0.01%	3.17%	0.09%	0.23%	0.00%
Utilization	5.63%	-12.32%	0.07%	0.51%	1.72%	-0.20%	3.15%	0.00%	0.19%	-1.74%	0.82%	-0.01%	1.28%	-0.09%	-0.23%	0.00%
<b>Service/Maintenance</b>																
Employee	93	243	54	1	115	7	35	0	52	217	24	1	140	4	14	0
Employee	9.30%	24.30%	5.40%	0.10%	11.50%	0.70%	3.50%	0.00%	5.20%	21.70%	2.40%	0.10%	14.00%	0.40%	1.40%	0.00%
CLS #																
CLS %	12.18%	30.87%	2.21%	0.14%	10.49%	0.28%	1.30%	0.00%	9.41%	20.29%	1.87%	0.12%	10.71%	0.33%	1.03%	0.00%
Utilization	-2.88%	-6.57%	3.19%	-0.04%	1.01%	0.42%	2.20%	0.00%	-4.21%	1.41%	0.53%	-0.02%	3.29%	0.07%	0.37%	0.00%