

EEO Utilization Report

Organization Information

Name: GOVERNOR, TEXAS OFFICE OF THE

City: AUSTIN

State: TX

Zip: 78711-2428

Type: State Government

Thu 10-03-2024 11:47:48 EDT

Section 1: EEO Policy Statement

Policy Statement:

See Attachment

Following File has been uploaded: OOG EEO Policy Statement.pdf

Section 5: Narrative Interpretation of Data

See Attachment

Following File has been uploaded:FY23 Narrative Interpretation of Data.pdf

Section 6: Objectives and Steps

1. 1. Encourage Hispanic or Latino and Asian applicants to apply for vacancies

- a. To obtain an applicant pool that reflects the diversity of the state, the Agency developed and implemented a recruitment plan to increase outreach efforts. The plan includes attending job fairs, focused on under-represented populations, including veterans.
- b. The Agency developed a broad network to reach a diverse candidate pool. Notifications of job postings are sent to organizations statewide to promote opportunities. We will continue to broaden our network to include outreach to Hispanic or Latino and Asian organizations. On an annual basis, the Agency will update the organizations list to recruit under-represented communities.
- c. Employment opportunities are posted on Work in Texas, per Texas Statute, as well as the OOG website. The Agency coordinated with numerous Texas universities, including those with significant minority populations, to set up direct posting accounts, so jobs are easily accessible by students & alumni. The Agency also posts to professional association job boards.

Section 7: Dissemination Strategy: Internal

1. An electronic copy of the EEOP Utilization Report is posted on the Agency Intranet, accessed through the Human Resources Division site.
2. A bound copy of the EEOP Utilization Report is available for review in the Human Resources Division Office.
3. A notice is placed on the Around the Agency Intranet Board that a copy of the EEOP Utilization Report is available upon request.

Section 7: Dissemination Strategy: External

1. An electronic copy of the EEOP Utilization Report is posted on the Agency website.
2. Job Announcements for Agency positions include a statement that applicants may view a copy of the EEOP Utilization Report.

Utilization Analysis Chart
Relevant Labor Market: Texas

| 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 #/% | 20/51% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 16/41% | 2/5% | 0/0% | 0/0% | 0/0% | 0/0% | 1/3% |
| CLS #/% | 652,805/38% | 218,555/13% | 66,810/4% | 2,115/0% | 58,420/3% | 805/0% | 14,100/1% | 397,795/23% | 162,495/10% | 83,975/5% | 1,440/0% | 32,120/2% | 480/0% | 11,850/1% |
| Utilization #/% | 13% | -13% | -4% | -0% | -3% | -0% | -1% | 18% | -4% | -5% | -0% | -2% | -0% | 2% |
| Professionals | | | | | | | | | | | | | | |
| Workforce #/% | 78/33% | 19/8% | 5/2% | 0/0% | 4/2% | 0/0% | 2/1% | 64/27% | 46/19% | 14/6% | 0/0% | 5/2% | 1/0% | 1/0% |
| CLS #/% | 633,720/26% | 198,370/8% | 95,575/4% | 2,280/0% | 136,490/6% | 810/0% | 19,540/1% | 776,560/32% | 294,590/12% | 164,180/7% | 3,050/0% | 109,750/4% | 460/0% | 22,450/1% |
| Utilization #/% | 7% | -0% | -2% | -0% | -4% | -0% | 0% | -5% | 7% | -1% | -0% | -2% | 0% | -0% |
| Technicians | | | | | | | | | | | | | | |
| Workforce #/% | 6/46% | 2/15% | 2/15% | 0/0% | 2/15% | 0/0% | 0/0% | 1/8% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| CLS #/% | 237,320/24% | 240,675/25% | 62,235/6% | 1,715/0% | 28,595/3% | 335/0% | 7,550/1% | 146,695/15% | 156,260/16% | 63,340/7% | 790/0% | 21,985/2% | 330/0% | 5,920/1% |
| Utilization #/% | 22% | -9% | 9% | -0% | 12% | -0% | -1% | -7% | -16% | -7% | -0% | -2% | -0% | -1% |
| Protective Services: Sworn | | | | | | | | | | | | | | |
| 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 #/% | 95,420/37% | 64,585/25% | 34,670/13% | 840/0% | 2,465/1% | 175/0% | 3,095/1% | 20,955/8% | 16,730/6% | 17,905/7% | 325/0% | 500/0% | 10/0% | 905/0% |
| Utilization #/% | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| Protective Services: Non-sworn | | | | | | | | | | | | | | |
| 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 #/% | 5,590/26% | 3,510/17% | 1,810/9% | 50/0% | 180/1% | 25/0% | 305/1% | 4,695/22% | 2,800/13% | 1,790/8% | 70/0% | 175/1% | 0/0% | 115/1% |
| Utilization #/% | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| Administrative Support | | | | | | | | | | | | | | |
| Workforce #/% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 3/60% | 1/20% | 0/0% | 0/0% | 0/0% | 0/0% | 1/20% |
| CLS #/% | 545,420/18% | 360,965/12% | 121,540/4% | 2,615/0% | 54,520/2% | 710/0% | 18,680/1% | 846,445/29% | 665,280/22% | 250,975/8% | 4,820/0% | 58,925/2% | 1,530/0% | 27,570/1% |

| 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 #/% | -18% | -12% | -4% | -0% | -2% | -0% | -1% | 31% | -2% | -8% | -0% | -2% | -0% | 19% |
| Skilled Craft | | | | | | | | | | | | | | |
| 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 #/% | 411,180/34% | 630,835/52% | 61,410/5% | 2,985/0% | 18,815/2% | 480/0% | 9,540/1% | 24,135/2% | 37,175/3% | 7,290/1% | 200/0% | 4,795/0% | 100/0% | 870/0% |
| Utilization #/% | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| Service/Maintenance | | | | | | | | | | | | | | |
| Workforce #/% | 2/29% | 1/14% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 3/43% | 1/14% | 0/0% | 0/0% | 0/0% | 0/0% |
| CLS #/% | 553,810/17% | 957,760/30% | 246,010/8% | 3,725/0% | 48,365/2% | 1,505/0% | 23,490/1% | 400,940/13% | 667,340/21% | 189,600/6% | 3,270/0% | 60,790/2% | 1,520/0% | 16,685/1% |
| Utilization #/% | 11% | -16% | -8% | -0% | -2% | -0% | -1% | -13% | 22% | 8% | -0% | -2% | -0% | -1% |

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 |
| Officials/Administrators | | ✓ | | | | | | | | | | | | |
| Professionals | | | | | ✓ | | | | | | | ✓ | | |

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: Suzanne Johnson

Director of Administration

10-03-2024

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