

EEO Utilization Report

Organization Information

Name: Arkansas Department Of Health

City: Little Rock

State: AR

Zip: 72205-3567

Type: State Government (not law enforcement)

Step 1: Introductory Information

Policy Statement:

See Attachment

Following File has been uploaded:EEO - Affirmative Action Policydocx.docx

Step 4b: Narrative of Interpretation

The Arkansas Department of Health HR reviewed categories that were underutilized by two or more standard deviations (race, national origin or sex):

White males were significantly underrepresented by two or more standard deviations in the following categories:

Officials/Administrators (-16%)

Professionals (-13%)

Administrative Support (-24%)

Hispanic or Latino males were underrepresented by two or more standard deviations in the following category:

Administrative Support (-1%)

Black or African American males were underrepresented by two or more standard deviations in the following category:

Administrative Support (-3%)

White females were significantly underrepresented by two or more standard deviations in the following category:

Technicians (-34%)

American Indian or Alaskan Native females were underrepresented by two or more standard deviations in the following category:

Professionals (-0%)

Two or More Races females were underrepresented by two or more standard deviations in the following category:

Professionals (-1%)

The Arkansas Department of Health does not track two or more races as a demographic.

Step 5: Objectives and Steps

1. 1. The Arkansas Department of Health is an equal opportunity employer. It is the policy of this Agency to prohibit discrimination of any type and to afford equal employment opportunities to employees and applicants, without regard to race, color, religion, sex, national origin, age, gender identity, disability, or veteran status. The Arkansas Department of Health will focus attention on those groups that are under-represented as outlined in the Utilization Analysis Chart.

a. a. Recruitment: The Arkansas Department of Health uses broad-reach advertising through online recruitment tools. Paper applications are widely available to those who do not have access to electronic means of electronic application. Additionally, all vacancy announcements have the following clause included, The State of Arkansas is committed to providing equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, pregnancy, age, disability, citizenship, national origin, genetic information, military or veteran status, or any other status or characteristic protected by law.

2. 2. The goal of the Arkansas Department of Health is to prohibit discrimination of any kind and to afford all applicants and employees equal employment opportunities. ADH will monitor exit survey data as a means of responding to and eliminating discriminatory practices.

a. a. Exit Surveys - The Arkansas Department of Health conducts electronic and paper Exit Surveys. Employee demographic information will be added to the future surveys for further analysis. Human Resources will quickly share information with departmental leadership so that they may respond to any exit data that outlines potential discriminatory practices.

Step 6: Internal Dissemination

The Arkansas Department of Health will post a copy of the EEO Utilization Report on the agency intranet which can be accessed by all agency employees.

Step 7: External Dissemination

The Arkansas Department of Health will post a link to the EEO Utilization Report on the agency's external website.

Utilization Analysis Chart
Relevant Labor Market: 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
Officials/Administrators																
Workforce #/%	32/39%	1/1%	4/5%	0/0%	2/2%	0/0%	0/0%	0/0%	31/38%	0/0%	12/15%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	72,190/55%	2,125/2%	4,030/3%	475/0%	1,270/1%	40/0%	520/0%	140/0%	42,390/32%	980/1%	5,735/4%	290/0%	355/0%	0/0%	530/0%	90/0%
Utilization #/%	-16%	-0%	2%	-0%	1%	-0%	-0%	-0%	5%	-1%	10%	-0%	-0%	0%	-0%	-0%
Professionals																
Workforce #/%	267/19%	7/1%	43/3%	1/0%	12/1%	0/0%	0/0%	0/0%	725/53%	14/1%	279/20%	0/0%	25/2%	0/0%	0/0%	0/0%
CLS #/%	61,425/33%	1,635/1%	5,495/3%	355/0%	2,395/1%	15/0%	530/0%	325/0%	94,980/51%	2,145/1%	13,625/7%	645/0%	1,845/1%	50/0%	965/1%	180/0%
Utilization #/%	-13%	-0%	0%	-0%	-0%	-0%	-0%	-0%	2%	-0%	13%	-0%	1%	-0%	-1%	-0%
Technicians																
Workforce #/%	20/53%	0/0%	5/13%	0/0%	0/0%	0/0%	0/0%	0/0%	7/18%	1/3%	5/13%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	11,615/31%	540/1%	1,055/3%	70/0%	635/2%	0/0%	99/0%	25/0%	19,590/52%	265/1%	2,810/7%	165/0%	325/1%	0/0%	190/1%	85/0%
Utilization #/%	22%	-1%	10%	-0%	-2%	0%	-0%	-0%	-34%	2%	6%	-0%	-1%	0%	-1%	-0%
Protective Services: Sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	13,495/62%	465/2%	2,895/13%	175/1%	40/0%	30/0%	265/1%	40/0%	2,405/11%	70/0%	1,865/9%	25/0%	0/0%	0/0%	74/0%	10/0%
Utilization #/%																
Protective Services: Non-sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
Civilian Labor Force #/%	715/52%	0/0%	50/4%	0/0%	0/0%	0/0%	60/4%	0/0%	510/37%	0/0%	30/2%	0/0%	0/0%	0/0%	15/1%	0/0%
Utilization #/%																
Administrative Support																
Workforce #/%	18/4%	0/0%	3/1%	0/0%	0/0%	0/0%	0/0%	0/0%	228/57%	20/5%	125/31%	2/0%	5/1%	0/0%	0/0%	0/0%
CLS #/%	91,115/29%	3,585/1%	11,325/4%	760/0%	1,075/0%	110/0%	1,170/0%	150/0%	170,940/5%	5,235/2%	28,400/9%	1,625/1%	1,680/1%	105/0%	2,040/1%	310/0%

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
	%		%						3%		%					
Utilization #/%	-24%	-1%	-3%	-0%	-0%	-0%	-0%	-0%	3%	3%	22%	-0%	1%	-0%	-1%	-0%
Skilled Craft																
Workforce #/%	3/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	98,785/78%	9,970/8%	7,505/6%	930/1%	535/0%	90/0%	1,385/1%	135/0%	5,245/4%	355/0%	750/1%	75/0%	100/0%	0/0%	85/0%	4/0%
Utilization #/%	22%	-8%	-6%	-1%	-0%	-0%	-1%	-0%	-4%	-0%	-1%	-0%	-0%	0%	-0%	-0%
Service/Maintenance																
Workforce #/%	7/88%	0/0%	1/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	163,595/41%	26,230/6%	38,910/10%	1,675/0%	2,280/1%	510/0%	2,895/1%	465/0%	111,050/27%	14,655/4%	34,095/8%	1,430/0%	3,345/1%	310/0%	2,095/1%	390/0%
Utilization #/%	47%	-6%	3%	-0%	-1%	-0%	-1%	-0%	-27%	-4%	-8%	-0%	-1%	-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
Officials/Administrators	✓															
Professionals	✓											✓			✓	
Technicians									✓							
Administrative Support	✓	✓	✓													

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: Sherri Simpson

Human Resources Manager

08-25-2021

[signature]

[title]

[date]