

EEO Utilization Report

Organization Information

Name: Alaska Department Of Corrections

City: Anchorage

State: AK

Zip: 99501-3569

Type: State Correctional Department and/or Institution

Step 1: Introductory Information

Policy Statement:

Unlawful discrimination, workplace harassment, or creating a disrespectful workplace will not be tolerated. Employees, offenders, and their families shall be treated professionally at all times regardless of their race, religion, color, creed, national origin, physical or mental disability, sex, marital status, changes in marital status, pregnancy, parenthood or age.

The Department of Corrections complies with the State's Equal Employment Opportunity (EEO) Act (Alaska Statute 39.28) that prohibit retaliation against an employee in any aspect of employment including promotion, job assignment, or any other terms or conditions of employment because that employee filed a charge of discrimination, complained about illegal discrimination, or because they participated in an employment discrimination proceeding such as an investigation.

Step 4b: Narrative of Interpretation

After reviewing the underutilization report, it was determined that African American males are underutilized by -2% in the protective services class. Males of two or more races are underutilized by -3% in the protective services category. Finally, females of two or more races in the professional category are underutilized by -2%.

Step 5: Objectives and Steps

1. To attract and retain African American males and two or more race males in the protective services (sworn officials)

- a. Advertise positions on websites (NeoGov, Monster, Corrections One), military bases, and on social media.
- b. Attend diverse job fairs including those for veterans. Explain to prospective candidates how to apply for Corrections positions.
- c. Review biannually the composition of applicant pools.
- d. Routinely review, screening processes, and employment practices to ensure there are no artificial barriers to employment opportunities.

2. To attract and retain female professionals of two or more races.

- a. Routinely review, screening processes, and employment practices to ensure there are no artificial barriers to employment opportunities.
- b. Advertise positions on websites (NeoGov, Monster, Corrections One), military bases, and on social media.
- c. Review biannually the composition of applicant pools.
- d. Attend diverse job fairs including those for veterans. Explain to prospective candidates how to apply for Corrections positions.

Step 6: Internal Dissemination

Post on Department of Corrections Recruitment webpage.

Provide a copy upon request.

Step 7: External Dissemination

Post a copy on the Department's recruitment webpage.

Utilization Analysis Chart
Relevant Labor Market: Alaska

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 #/%	5/29%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	12/71%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	18,740/46%	435/1%	495/1%	1,380/3%	520/1%	30/0%	810/2%	55/0%	14,125/35%	540/1%	360/1%	1,750/4%	580/1%	40/0%	800/2%	80/0%
Utilization #/%	-17%	-1%	-1%	-3%	-1%	-0%	-2%	-0%	36%	-1%	-1%	-4%	-1%	-0%	-2%	-0%
Professionals																
Workforce #/%	153/32%	11/2%	10/2%	7/1%	4/1%	0/0%	1/0%	0/0%	232/49%	15/3%	13/3%	15/3%	14/3%	1/0%	1/0%	0/0%
CLS #/%	23,995/39%	870/1%	585/1%	1,075/2%	840/1%	110/0%	730/1%	215/0%	26,385/43%	1,110/2%	800/1%	2,550/4%	885/1%	60/0%	1,130/2%	115/0%
Utilization #/%	-7%	1%	1%	-0%	-1%	-0%	-1%	-0%	6%	1%	1%	-1%	1%	0%	-2%	-0%
Technicians																
Workforce #/%	3/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	14/64%	2/9%	2/9%	1/5%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,690/38%	300/3%	160/2%	235/2%	270/3%	15/0%	185/2%	15/0%	3,375/34%	375/4%	265/3%	360/4%	235/2%	35/0%	255/3%	25/0%
Utilization #/%	-24%	-3%	-2%	-2%	-3%	-0%	-2%	-0%	29%	5%	6%	1%	-2%	-0%	-3%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	580/61%	34/4%	32/3%	65/7%	32/3%	17/2%	9/1%	0/0%	136/14%	9/1%	8/1%	16/2%	16/2%	0/0%	3/0%	0/0%
CLS #/%	4,275/64%	135/2%	375/6%	410/6%	150/2%	65/1%	230/3%	25/0%	810/12%	40/1%	10/0%	125/2%	4/0%	0/0%	10/0%	0/0%
Utilization #/%	-4%	2%	-2%	1%	1%	1%	-3%	-0%	2%	0%	1%	-0%	2%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
Civilian Labor Force #/%	11,880/35%	1,065/3%	830/2%	3,910/11%	1,010/3%	535/2%	1,524/4%	180/1%	6,510/19%	960/3%	255/1%	3,370/10%	855/2%	220/1%	1,049/3%	80/0%
Utilization #/%																
Protective Services: Non-sworn																

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 #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	300/44%	0/0%	4/1%	20/3%	0/0%	0/0%	4/1%	0/0%	310/45%	4/1%	0/0%	40/6%	4/1%	0/0%	0/0%	0/0%
Utilization #/%																
Administrative Support																
Workforce #/%	30/18%	2/1%	4/2%	3/2%	3/2%	0/0%	2/1%	0/0%	94/56%	4/2%	5/3%	10/6%	8/5%	1/1%	2/1%	0/0%
CLS #/%	18,655/23%	1,405/2%	1,265/2%	2,025/2%	1,840/2%	280/0%	980/1%	250/0%	37,365/45%	2,635/3%	1,655/2%	6,725/8%	3,705/4%	470/1%	2,885/3%	620/1%
Utilization #/%	-5%	-1%	1%	-1%	-0%	-0%	0%	-0%	11%	-1%	1%	-2%	0%	0%	-2%	-1%
Skilled Craft																
Workforce #/%	54/93%	0/0%	0/0%	2/3%	2/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	27,485/73%	1,145/3%	675/2%	3,755/10%	650/2%	210/1%	1,709/5%	260/1%	1,500/4%	100/0%	35/0%	90/0%	65/0%	10/0%	50/0%	15/0%
Utilization #/%	20%	-3%	-2%	-6%	2%	-1%	-5%	-1%	-4%	-0%	-0%	-0%	-0%	-0%	-0%	-0%
Service/Maintenance																
Workforce #/%	20/34%	3/5%	1/2%	1/2%	9/15%	0/0%	2/3%	0/0%	15/25%	1/2%	1/2%	0/0%	6/10%	0/0%	0/0%	0/0%
CLS #/%	28,980/35%	4,915/6%	2,375/3%	5,160/6%	5,920/7%	685/1%	2,115/3%	260/0%	18,385/22%	2,325/3%	1,365/2%	4,350/5%	4,480/5%	635/1%	1,635/2%	410/0%
Utilization #/%	-1%	-1%	-1%	-4%	8%	-1%	1%	-0%	4%	-1%	0%	-5%	5%	-1%	-2%	-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
Professionals	✓														✓	
Protective Services: Sworn-Officials	✓		✓				✓									

Law Enforcement Category Rank 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
Correctional Superintendent III																
Workforce #/%	2/67%	1/33%	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%
Correctional Superintendent II																
Workforce #/%	4/40%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/30%	1/10%	1/10%	1/10%	0/0%	0/0%	0/0%	0/0%
Correctional Superintendent I																
Workforce #/%	5/45%	0/0%	0/0%	0/9%	1/9%	0/0%	0/0%	0/0%	2/18%	1/9%	1/9%	0/0%	1/9%	0/0%	0/0%	0/0%
Correctional Officer IV																
Workforce #/%	101/76%	3/2%	2/2%	6/2%	3/2%	0/0%	0/0%	0/0%	13/10%	0/0%	1/1%	2/2%	2/2%	0/0%	0/0%	0/0%
Correctional Officer III																
Workforce #/%	33/62%	4/8%	0/0%	5/0%	0/0%	0/0%	0/0%	0/0%	10/19%	0/0%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%
Correctional Officer II																
Workforce #/%	348/60%	16/3%	26/4%	45/4%	24/4%	5/1%	4/1%	0/0%	82/14%	4/1%	5/1%	9/2%	12/2%	0/0%	1/0%	0/0%
Correctional Officer I																
Workforce #/%	72/51%	8/6%	3/2%	5/3%	4/3%	12/8%	5/4%	0/0%	25/18%	3/2%	0/0%	3/2%	0/0%	0/0%	2/1%	0/0%
Correctional Supervisor																
Workforce #/%	15/62%	2/8%	1/4%	4/0%	0/0%	0/0%	0/0%	0/0%	1/4%	0/0%	0/0%	0/0%	1/4%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	580/61%	34/4%	32/3%	61/4%	36/4%	17/2%	9/1%	0/0%	136/14%	9/1%	8/1%	16/2%	16/2%	0/0%	0/0%	3/0%

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: Kari Johnson

HRCV

12-15-2020

[signature]

[title]

[date]