

EEO Utilization Report

Organization Information

Name: Washington State Patrol

City: Olympia

State: WA

Zip: 98501

Type: State Law Enforcement

Step 1: Introductory Information

Policy Statement:

8.00.220 DISCRIMINATION AND OTHER FORMS OF HARASSMENT (CALEA 26.1.3, 33.7.1)

I. POLICY

A. The WSP is firmly committed to providing an environment that provides fair and equal treatment in public employment and equal access to its benefits, programs, and services. This shall be provided to all persons without regard to age (40 or older), sex, gender identity, gender expression, marital status, sexual orientation, race, creed, color, national origin, genetic information, honorably discharged veteran or military status, or the presence of any sensory, mental, or physical disability or the use of a trained guide dog or service animal by a person with a disability, unless based upon a bona fide occupational qualification.

B. Discrimination is an unlawful employment practice prohibited by Title VII of the Civil Rights Act of 1964 and the Washington Law Against Discrimination RCW 49.60.

C. It is the responsibility of all employees to comply with and promote these policies and, as with any policy, violation may result in disciplinary action up to and including dismissal from employment.

D. This policy will be used in conjunction with the non-discrimination procedure located in the Human Resource Division Standard Operating Procedures Manual.

SEE FULL POLICY IN ATTACHMENT

Following File has been uploaded:Anti-discrimination policy-WSP.docx

Step 4b: Narrative of Interpretation

The utilization chart shows some patterns that we are aware of, for example, for our Trooper positions, we need to work on focusing on diverse hiring especially women and Hispanic men as well as Native Hawaiian or Pacific Islander men. Above the Trooper level, on our commissioned side, we need to focus on promoting more Asian men and Black/African American men. There is also underutilization of white men in Administrative support roles. There is also underutilization of Asians in Professionals as well as Asian men in Technicians.

Step 5: Objectives and Steps

1. WSP is committed to have a workforce that reflects the population of the communities that we serve. To meet this, we continue to expand our recruitment efforts to reach a larger and more diverse applicant pool within the state as well as outside the state by doing the following:

- a. Partnership with Government and Media Relations, professional advertising companies, and third party vendors to maximize applicant reach and increase engagement.
- b. Maximize the social media platforms to increase applicant reach and engagement in the target age demographic of 20 to 40 years old. Social media use shall be engaging, fresh, and further the WSP brand through professional and interesting marketing. Recruiters will post on a weekly basis engaging, innovative, and creative media.
- c. Continued evaluation of our hiring process in its entirety to reduce and eliminate any barriers to hiring diversity. This includes restructuring the process of our psychological evaluations, evaluating cost barriers of testing for in-state and out-of-state applicants, shortening the length of hiring process and training hiring managers on how to minimize interview biases.
- d. Establish new and continue partnerships with Universities, colleges, trade schools and athletic programs where criminal justice and associated degrees are offered. Focus and priority shall be on schools where student populations are highly diverse.
- e. Continued active engagement and collaboration with the National Association for the Advancement of Colored People (NAACP), Boys and Girls Club, Blacks United in Leadership Development (BUILD) of King County, Washington Women in Trades, El Protector, the Governors Commissions, and the local work source organizations in highly diverse communities to increase exposure, engagement, and advocate for law enforcement career opportunities in historically underrepresented communities.

Step 6: Internal Dissemination

The EEO Report will be emailed to all leaders in the agency. It will also be posted on the DEI webpage of both our external and internal websites.

Step 7: External Dissemination

The report will be posted on our external facing website, on our DEI webpage.

Utilization Analysis Chart
Relevant Labor Market: Washington

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 #/%	33/45%	0/0%	1/1%	0/0%	2/3%	0/0%	1/1%	0/0%	30/41%	3/4%	0/0%	1/1%	3/4%	0/0%	0/0%	0/0%
CLS #/%	206,155/50%	10,340/2%	5,140/1%	1,995/0%	14,980/4%	440/0%	3,730/1%	1,305/0%	138,815/34%	7,505/2%	4,295/1%	1,890/0%	12,310/3%	470/0%	3,220/1%	1,040/0%
Utilization #/%	-5%	-2%	0%	-0%	-1%	-0%	0%	-0%	7%	2%	-1%	1%	1%	-0%	-1%	-0%
Professionals																
Workforce #/%	132/36%	6/2%	4/1%	0/0%	10/3%	0/0%	8/2%	0/0%	173/48%	11/3%	5/1%	0/0%	0/0%	2/1%	12/3%	0/0%
CLS #/%	240,840/39%	10,870/2%	7,165/1%	1,330/0%	34,325/6%	725/0%	4,555/1%	1,410/0%	254,840/42%	12,365/2%	6,130/1%	2,255/0%	28,345/5%	820/0%	5,340/1%	1,615/0%
Utilization #/%	-3%	-0%	-0%	-0%	-3%	-0%	1%	-0%	6%	1%	0%	-0%	-5%	0%	2%	-0%
Technicians																
Workforce #/%	66/31%	4/2%	1/0%	1/0%	3/1%	0/0%	5/2%	0/0%	101/48%	8/4%	4/2%	0/0%	9/4%	0/0%	9/4%	0/0%
CLS #/%	31,360/38%	1,645/2%	1,670/2%	295/0%	4,165/5%	70/0%	805/1%	305/0%	33,190/40%	2,085/3%	1,180/1%	380/0%	4,415/5%	185/0%	1,060/1%	155/0%
Utilization #/%	-7%	-0%	-2%	0%	-4%	-0%	1%	-0%	8%	1%	0%	-0%	-1%	-0%	3%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	158/79%	5/2%	2/1%	4/2%	2/1%	0/0%	8/4%	0/0%	20/10%	0/0%	0/0%	1/0%	0/0%	0/0%	1/0%	0/0%
CLS #/%	32,710/65%	2,695/5%	2,510/5%	760/2%	1,900/4%	280/1%	645/1%	350/1%	7,020/14%	345/1%	345/1%	170/0%	220/0%	55/0%	135/0%	140/0%
Utilization #/%	14%	-3%	-4%	0%	-3%	-1%	3%	-1%	-4%	-1%	-1%	0%	-0%	-0%	0%	-0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	552/76%	43/6%	16/2%	3/0%	18/2%	0/0%	29/4%	0/0%	56/8%	4/1%	2/0%	2/0%	1/0%	0/0%	4/1%	0/0%
Civilian Labor Force #/%	104,185/40%	25,925/10%	6,080/2%	2,730/1%	6,175/2%	1,790/1%	4,460/2%	1,495/1%	70,515/27%	16,450/6%	4,665/2%	2,235/1%	5,570/2%	1,380/1%	3,100/1%	935/0%
Utilization #/%	35%	-4%	-0%	-1%	0%	-1%	2%	-1%	-20%	-6%	-2%	-1%	-2%	-1%	-1%	-0%
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 #/%	150/65%	20/9%	7/3%	0/0%	6/3%	1/0%	13/6%	0/0%	30/13%	2/1%	0/0%	0/0%	0/0%	1/0%	1/0%	0/0%
CLS #/%	2,165/40%	70/1%	60/1%	60/1%	90/2%	10/0%	50/1%	50/1%	2,435/45%	145/3%	35/1%	40/1%	135/2%	0/0%	105/2%	4/0%
Utilization #/%	25%	7%	2%	-1%	1%	0%	5%	-1%	-32%	-2%	-1%	-1%	-2%	0%	-1%	-0%
Administrative Support																
Workforce #/%	9/8%	0/0%	1/1%	0/0%	2/2%	0/0%	1/1%	0/0%	79/71%	3/3%	3/3%	2/2%	7/6%	2/2%	3/3%	0/0%
CLS #/%	214,660/28%	17,900/2%	9,360/1%	1,965/0%	19,015/2%	1,555/0%	5,530/1%	1,970/0%	391,170/51%	31,260/4%	14,580/2%	5,955/1%	29,885/4%	3,035/0%	10,695/1%	4,060/1%
Utilization #/%	-20%	-2%	-0%	-0%	-1%	-0%	0%	-0%	19%	-1%	1%	1%	2%	1%	1%	-1%
Skilled Craft																
Workforce #/%	7/30%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	11/48%	0/0%	3/13%	0/0%	1/4%	0/0%	1/4%	0/0%
CLS #/%	197,680/74%	28,775/11%	4,640/2%	2,435/1%	9,065/3%	1,150/0%	3,935/1%	1,535/1%	12,345/5%	1,175/0%	640/0%	190/0%	2,020/1%	120/0%	495/0%	85/0%
Utilization #/%	-44%	-11%	-2%	-1%	-3%	-0%	-1%	-1%	43%	-0%	13%	-0%	4%	-0%	4%	-0%
Service/Maintenance																
Workforce #/%	9/82%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/18%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	281,695/35%	91,795/11%	19,470/2%	5,505/1%	29,020/4%	3,680/0%	8,840/1%	3,180/0%	237,200/30%	55,455/7%	13,515/2%	4,495/1%	33,715/4%	2,125/0%	8,045/1%	2,600/0%
Utilization #/%	47%	-11%	-2%	-1%	-4%	-0%	-1%	-0%	-11%	-7%	-2%	-1%	-4%	-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
Professionals					✓								✓			
Technicians					✓											
Protective Services: Sworn-Officials			✓		✓											
Protective Services: Sworn-Patrol Officers		✓				✓		✓	✓	✓	✓		✓			
Protective Services: Non-sworn									✓				✓			
Administrative Support	✓															

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
Chief																
Workforce #/%	0/0%	0/0%	1/100%	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%
Assistant Chief																
Workforce #/%	3/75%	0/0%	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%	0/0%
Captain																
Workforce #/%	15/75%	0/0%	0/0%	0/5%	1/5%	0/0%	1/5%	0/0%	3/15%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenant																
Workforce #/%	26/67%	2/5%	0/0%	1/3%	1/3%	0/0%	3/8%	0/0%	5/13%	0/0%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%
Sergeant																
Workforce #/%	114/83%	3/2%	1/1%	3/0%	0/0%	0/0%	4/3%	0/0%	11/8%	0/0%	0/0%	0/0%	0/0%	0/0%	1/1%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	552/76%	43/6%	16/2%	3/2%	18/2%	0/0%	29/4%	0/0%	56/8%	4/1%	2/0%	2/0%	1/0%	0/0%	4/1%	0/0%

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: Amandeep Puri

Diversity, Equity and Inclusion Officer 03-15-2022

[signature]

[title]

[date]