

EEO Utilization Report

Organization Information

Name: City Of Wilmington

City: Wilmington

State: NC

Zip: 28402

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

The City of Wilmington is an Equal Opportunity Employer. It is the policy of the City to foster, maintain, and promote equal employment on the basis of qualifications and without regard to age, sex (including sexual orientation & gender identity), pregnancy, race, color, creed, religion, national origin, military status, disability, or genetic disorder.

Following File has been uploaded:213 Harassment and Discrimination.pdf

Step 4b: Narrative of Interpretation

White males are underutilized in the Administrative Support (-14%) and Skilled Craft (-18%) job categories. Hispanic or Latino males are underutilized in the Skilled Craft (-11%) job category.

White females are underutilized in the following job categories: Professionals (-26%), Technicians (-36%), Skilled Craft (-4%) and Service/Maintenance (-20%). Because the Service/Maintenance and Skilled Craft job categories include many job titles within the trades, a possible contributing factor is the generally low percentage of women applicants compared to male applicants.

In the Protective Services-Sworn Patrol Officers category, there is underutilization of White females (-10%), Hispanic or Latino females (-3%), and Black females (-5%). We have seen some improvement in this area since our last report. Underrepresentation in the Sworn Patrol Officers category may be impacted by contributing challenges faced by law enforcement agencies nationwide. The Protective Services Non-Sworn category is significantly underutilized for White females (-50%).

The City of Wilmington is committed to equal employment opportunity and strives to match the demographics of our community. The City will continue to work toward identifying the factors which contribute to these areas of underutilization, as noted in Steps 5 & 6 of this EEO Utilization Report.

Step 5: Objectives and Steps

1. Encourage white females to apply for vacancies in the Professionals, Technicians, Service Maintenance, and Skilled Craft job categories.

- a. Enhance our community outreach efforts with the female population to make them aware of employment opportunities within our organization. This will include attending local career fairs and events such as the annual Wilma Expo and creating advertising campaigns highlighting women and minorities who work in underutilized job categories.
- b. Review and revise city policies and benefit plans to ensure they are family friendly. Highlighting and promote policies and benefits such as paid parental leave and flexible work schedules.
- c. Recruitment staff will arrange to meet with female employees in these job categories to find out how they learned about the opportunity. The city will also inquire as to whether anything in the recruitment or training process might be changed to encourage more females to apply. Based on their feedback, the city will reexamine its outreach and recruitment efforts and develop a revised outreach program.
- d. Partner with local schools, colleges, and universities to encourage underutilized populations to apply for non-tradition occupations.
- e. Supervisory training will be provided that expands awareness of diversity issues, while also ensuring all supervisors have consistent and fair hiring practices.

2. Attract white females, black females, and Hispanic females into the Protective Services-Sworn-Patrol Officers job category and white females into the Protective Services-Non-sworn category.

- a. Enhance our outreach efforts with these populations to make them aware of employment opportunities within our organization. This will include partnering with the Police & Fire Departments to review and develop outreach strategies that target underutilized populations.
- b. Recruitment staff will use a multitude of avenues to recruit including job fairs within the community, social media, and City website to enhance outreach efforts. Specific efforts to include connecting with historically black colleges & universities that offer career tracks in law enforcement/criminal justice/fire services and attending the annual Latino and WILMA festivals.
- c. Supervisory training will be provided that expands awareness of diversity issues, while also ensuring all supervisors have consistent and fair hiring practices.
- d. Implicit bias training will be offered to all employees to help foster a culture of inclusiveness and fairness.

e. Recruitment staff will arrange to meet with female recruits to find out how they learned about the opportunity to become a City of Wilmington Police Officer or Firefighter. The city will also inquire as to whether anything in the recruitment or training process might be changed to encourage more females to become Police Officer or Firefighters. Based on their feedback, the city will reexamine its outreach and training efforts and develop a revised outreach program within six months, prior to the next recruitment cycle.

f. The Police Department visits law enforcement classes and encourages females of all races and ethnicities to seek a career in law enforcement. Further initiatives are made by the Chief of Police and other Command Staff by calling individuals directly to further encourage interest and answer any questions they may have.

3. Attract Hispanic or Latino and White males into underutilized job categories.

a. Participate in job fairs at local trades schools such as Brunswick Community College and Cape Fear Community College to target the Hispanic and White male populations.

b. Promote the city and its jobs by attending the local community events that target the Hispanic community such as the annual Festival Latino.

c. Hold an annual job fair for community members to come in and learn more about skilled craft career opportunities.

d. Partner with local schools, colleges, and universities to encourage underutilized populations to apply for non-tradition occupations.

e. Develop marketing plans to include non-traditional and specialty trade associations.

f. Supervisory training will be provided that expands awareness of diversity issues, while also ensuring all supervisors have consistent and fair hiring practices.

Step 6: Internal Dissemination

Post the EEOP Report on the City's intranet (SharePoint). Present findings to the City's executive team and middle management team.

Step 7: External Dissemination

We will notify applicants, vendors and contractors via our online job page and City website that the City of Wilmington has developed an EEOP Report and provide a link to view online.

Utilization Analysis Chart
Relevant Labor Market: New Hanover County, North Carolina

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 #/%	16/50%	0/0%	4/12%	0/0%	0/0%	0/0%	0/0%	0/0%	10/31%	0/0%	1/3%	1/3%	0/0%	0/0%	0/0%	0/0%
CLS #/%	7,430/55%	225/2%	235/2%	10/0%	65/0%	0/0%	75/1%	15/0%	4,890/36%	80/1%	410/3%	15/0%	0/0%	0/0%	20/0%	0/0%
Utilization #/%	-5%	-2%	11%	-0%	-0%	0%	-1%	-0%	-5%	-1%	0%	3%	0%	0%	-0%	0%
Professionals																
Workforce #/%	152/54%	6/2%	26/9%	0/0%	0/0%	0/0%	3/1%	0/0%	74/26%	6/2%	11/4%	1/0%	2/1%	0/0%	0/0%	0/0%
CLS #/%	7,465/37%	200/1%	485/2%	0/0%	205/1%	0/0%	20/0%	45/0%	10,570/52%	205/1%	895/4%	35/0%	130/1%	0/0%	69/0%	40/0%
Utilization #/%	17%	1%	7%	0%	-1%	0%	1%	-0%	-26%	1%	-0%	0%	0%	0%	-0%	-0%
Technicians																
Workforce #/%	40/59%	0/0%	9/13%	0/0%	1/1%	0/0%	1/1%	0/0%	13/19%	1/1%	3/4%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,275/33%	0/0%	135/3%	0/0%	0/0%	0/0%	30/1%	0/0%	2,145/55%	40/1%	250/6%	0/0%	0/0%	0/0%	15/0%	15/0%
Utilization #/%	26%	0%	10%	0%	1%	0%	1%	0%	-36%	0%	-2%	0%	0%	0%	-0%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	42/72%	0/0%	6/10%	0/0%	1/2%	0/0%	1/2%	0/0%	4/7%	1/2%	2/3%	1/2%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,405/72%	10/1%	245/12%	25/1%	0/0%	0/0%	0/0%	15/1%	220/11%	0/0%	45/2%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	1%	-1%	-2%	-1%	2%	0%	2%	-1%	-4%	2%	1%	2%	0%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	111/64%	15/9%	11/6%	1/1%	2/1%	0/0%	4/2%	0/0%	21/12%	1/1%	6/3%	0/0%	0/0%	0/0%	1/1%	0/0%
Civilian Labor Force #/%	2,975/43%	650/9%	690/10%	0/0%	60/1%	0/0%	110/2%	0/0%	1,570/22%	240/3%	610/9%	0/0%	20/0%	0/0%	70/1%	0/0%
Utilization #/%	22%	-1%	-4%	1%	0%	0%	1%	0%	-10%	-3%	-5%	0%	-0%	0%	-0%	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 #/%	134/78%	7/4%	11/6%	3/2%	0/0%	0/0%	1/1%	0/0%	14/8%	0/0%	0/0%	0/0%	0/0%	0/0%	1/1%	0/0%
CLS #/%	50/42%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	70/58%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	37%	4%	6%	2%	0%	0%	1%	0%	-50%	0%	0%	0%	0%	0%	1%	0%
Administrative Support																
Workforce #/%	14/14%	1/1%	1/1%	0/0%	1/1%	0/0%	0/0%	0/0%	65/65%	3/3%	13/13%	2/2%	0/0%	0/0%	0/0%	0/0%
CLS #/%	8,690/28%	270/1%	935/3%	25/0%	115/0%	0/0%	125/0%	0/0%	17,300/55%	380/1%	2,775/9%	110/0%	265/1%	40/0%	265/1%	60/0%
Utilization #/%	-14%	0%	-2%	-0%	1%	0%	-0%	0%	10%	2%	4%	2%	-1%	-0%	-1%	-0%
Skilled Craft																
Workforce #/%	66/51%	4/3%	54/42%	3/2%	0/0%	0/0%	1/1%	0/0%	0/0%	1/1%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	8,320/69%	1,655/14%	1,390/11%	70/1%	10/0%	0/0%	45/0%	35/0%	425/4%	15/0%	145/1%	20/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-18%	-11%	30%	2%	-0%	0%	0%	-0%	-4%	1%	-0%	-0%	0%	0%	0%	0%
Service/Maintenance																
Workforce #/%	22/42%	1/2%	20/38%	0/0%	0/0%	0/0%	2/4%	0/0%	5/9%	0/0%	3/6%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	11,385/38%	1,445/5%	3,395/11%	170/1%	255/1%	0/0%	115/0%	25/0%	8,920/30%	905/3%	3,175/11%	10/0%	260/1%	15/0%	100/0%	50/0%
Utilization #/%	4%	-3%	27%	-1%	-1%	0%	3%	-0%	-20%	-3%	-5%	-0%	-1%	-0%	-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
Professionals									✓							
Technicians									✓							
Protective Services: Sworn-Patrol Officers									✓	✓	✓					
Protective Services: Non-sworn									✓							
Administrative Support	✓															
Skilled Craft	✓	✓							✓							
Service/Maintenance									✓							

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
POLICE SERGEANT																
Workforce #/%	26/79%	0/0%	2/6%	0/3%	1/3%	0/0%	0/0%	0/0%	2/6%	0/0%	1/3%	1/3%	0/0%	0/0%	0/0%	0/0%
POLICE LEAD PILOT																
Workforce #/%	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%	0/0%	0/0%
POLICE LIEUTENANT																
Workforce #/%	9/64%	0/0%	2/14%	0/0%	0/0%	0/0%	0/0%	0/0%	2/14%	0/0%	1/7%	0/0%	0/0%	0/0%	0/0%	0/0%
POLICE CAPTAIN																
Workforce #/%	5/83%	0/0%	0/0%	0/0%	0/0%	0/0%	1/17%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
POLICE 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%
DEPUTY POLICE CHIEF																
Workforce #/%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
ASSISTANT POLICE CHIEF																
Workforce #/%	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%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	111/64%	15/9%	11/6%	1/1%	2/1%	0/0%	4/2%	0/0%	21/12%	1/1%	6/3%	0/0%	0/0%	0/0%	1/1%	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: Rozana Dias

Data Analyst

09-01-2022

[signature]

[title]

[date]