

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. Our objective is to hire 30% of commissioned female officers by 2030.

- a. Our objective is to recruit from Hispanic, Native American as well as Black communities especially for Trooper positions. Our recruiters also work hard to recruit more women from all communities.
- b. We are establishing a culture of inclusion on our agency to attract and retain more women.

2. Our objective is to focus on People of Color in all our recruitment efforts.

- a. We reach out to Black, Native American, Asian and Hispanic communities on various levels to establish a long term relationship of trust.
- b. We are training all our employees in diversity, equity and inclusion in order to be the employer of choice for all 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.

Amandeep Puri

DEI Officer

December 6, 2021

[signature]

[title]

[date]