

# EEO Utilization Report

## Organization Information

Name: Texas Department Of Criminal Justice

City: Huntsville

State: TX

Zip: 77340

Type: State Correctional Department and/or Institution

## **Step 1: Introductory Information**

### **Policy Statement:**

In keeping with the spirit and purpose of equal employment opportunity, the Texas Department of Criminal Justice continues to reaffirm its commitment to the following equal employment opportunity statement:

No applicant or employee of the Texas Department of Criminal Justice shall be discriminated against because of race, color, religion, sex (gender), national origin, age, disability, or genetic information.

Following File has been uploaded:Step 1\_Policy Statement.pdf

## Step 4b: Narrative of Interpretation

The following documents, included within this supplement, have been developed through the use of job categories, ethnic categories, state civilian workforce percentages, and methodology as instructed by the U.S. Department of Justice for grant recipients:

- TDCJ Workforce Profile Agency / Underutilization Summary\* (Attachment A);
- TDCJ Workforce Utilization Analysis\* (Attachment B);
- TDCJ Agency Workforce\* (Attachment C); and
- TDCJ EEO Statistics\* (Attachment D).

The agency Recruitment Plan for FY 2021 and FY 2022 is based on the agency Workforce Profile and Workforce Utilization Analysis that are developed as instructed by the Texas Workforce Commission, Civil Rights Division (TWC-CRD) regarding job categories, ethnic categories, state civilian workforce percentages, and the Equal Employment Opportunity Commission Rule of 80 to determine underutilization (\*as of August 31, 2020).

The following are the categories identified by both workforce utilization analyses as being underutilized; therefore, these are the categories upon which this EEOP will focus:

- Hispanic Americans State Agency Administration
- Hispanic Americans Technical
- Hispanic Americans Protective Services
- Hispanic Americans Administrative Support
- Hispanic Americans Skilled Craft
- Hispanic Americans Service and Maintenance
- Female Skilled Craft

The EEOP includes discussion/analysis relative to underutilization in these categories and identifies recruitment strategies to specifically alleviate such underutilization. In addition, the EEOP identifies recruitment strategies to increase the representation of all underutilized groups.

Following File has been uploaded:Step 4B\_Narrative of Interpretation.pdf

Following File has been uploaded:Attachment A\_AgencyUnderutilizationSummary.pdf

Following File has been uploaded:Attachment B\_WorkforceUtilizationAnalysis.pdf

Following File has been uploaded:Attachment C\_AgencyWorkforce.pdf

Following File has been uploaded:Attachment D\_AgencyEEOStatistics.pdf

## Step 5: Objectives and Steps

### 1. Recruiting and Retaining a Diverse Workforce

- a. Ensure consistent application of Human Resources policies, procedures, and practices through out the employment process.
- b. Collaborate with local groups and organizations in geographical areas where the majority of TDCJ service & maintenance, skilled craft, and technical positions are located, and request that such groups and organizations distribute recruitment materials and promote the employment opportunities existing within TDCJ. Such groups and organizations include the following: (1) the Hispanic Association of Colleges and Universities, and other technical institutions; (2) the Texas League of United Latin American Citizens (LULAC) District Offices; (3) Historically Black Colleges and Universities and other technical institutions; (4) the National Association of the Advancement of Colored People (NAACP) branches; (5) the National Association of Asian American Professionals (NAAAP); and (6) Workforce Development Board Coordinators.
- c. Introduce new or modify recruiting initiatives, as well as develop outreach strategies to target a diverse workforce, to include Asian and Hispanic communities as necessary, to enhance the scope of TDCJ recruitment efforts.

- d. Continue to use Facebook, Twitter, Instagram, YouTube, and Indeed as social media platforms to assist with agency recruiting efforts.
- e. Mail letters to career counselors at educational institutions and military installations regarding employment opportunities and the benefits of state employment.
- f. Display and distribute recruitment materials at job fairs, career days, and hiring seminars.
- g. Continue to offer a recruitment bonus for newly hired maintenance supervisors II-V within the Skilled Craft EEO job category.
- h. Continue to offer a recruitment bonus for newly hired equipment operators I (truck drivers) within the Service and Maintenance EEO job category.
- i. Continue to post all job vacancies on the Texas Workforce Commission Work in Texas website and on the TDCJ website with links to job descriptions.
- j. To the greatest extent possible, review all testing and screening procedures on a continuing basis to ensure job relatedness and validity.
- k. Prior to conducting interviews, require the Primary Interviewer to complete required training and develop job related interview questions with recommended responses.
- l. Continue to use minority media outlets, such as Asian and Hispanic professional and technical career websites, radio stations, and publications.

## **2. Create and Maintain Diversity by Ethnicity and Gender**

- a. Ensure that no artificial barriers denying applicants or employees equal employment opportunities exist within the TDCJ selection process.
- b. Target recruiting initiatives to increase the number of Asian, African American, Hispanic American, and female applicants applying for vacancies in the EEO job categories where underutilization continues to exist.
- c. Alleviate underutilization for each EEO job category, maintain a diverse workforce in the EEO job categories once underutilization has been alleviated, and increase visibility in areas where jobs exist.
- d. Maintain applicant-flow records to document the percent of applicants by race, sex (gender), and age applying for vacant positions.
- e. Maintain records of all selection results for each job classification number by race, sex (gender) and age in accordance with the TDCJ current Records Retention Schedule. The information contained in these records shall be used to determine the presence of artificial barriers to equal employment opportunity.
- f. Collect recruitment data on job applicants to determine if the diversity of the applicant pool has been enhanced by recruitment efforts focused on each underutilized group.
- g. Monitor the overall effective implementation of recruitment strategies through a monthly analysis of the TDCJ workforce that determines the percentage of underutilization by each job category.
- h. Develop and implement Human Resources policies, procedures and practices that reflect full adherence to equal employment opportunity.

## **Step 6: Internal Dissemination**

Information is included in all notifications for posted vacant positions that the TDCJ is an equal employment opportunity employer.

TDCJ human resources representatives will notify all employees regarding access to the EEOP Utilization Report by posting notice on all employee bulletin boards.

The EEOP Utilization Report will be available upon request in all TDCJ human resources offices.

The EEOP Utilization Report will be available on the TDCJ website at <http://www.tdcj.texas.gov/divisions/hr/hr-home/index.html> under Links of Interest.

Every employee is provided a copy of the Executive Director annual EEO commitment letter.

The TDCJ EEO policies and selection system policy are published on the agency website at <http://www.tdcj.texas.gov/divisions/hr/hr-policy/index.html>.

The Human Resources Division prepares periodic progress reports outlining accomplishments and provides each Division Director with such information.

## **Step 7: External Dissemination**

Information is included in the State of Texas Application for Employment and in all notifications for posted vacant positions that the TDCJ is an equal employment opportunity employer.

The EEOP Utilization Report will be available on the TDCJ website at <http://www.tdcj.texas.gov/divisions/hr/hr-home/index.html> under Links of Interest.

The EEOP Utilization Report will be available upon request by contacting the TDCJ Human Resources Headquarters at (936) 437-4141.

The EEOP Utilization Report will be available to vendors and contractors on the TDCJ Contracts and Procurement webpage at <http://www.tdcj.texas.gov/divisions/bfd/contracts.html>.

The TDCJ EEO policies and selection system policy are published on the TDCJ website at <http://www.tdcj.texas.gov/divisions/hr/hr-policy/index.html>.

**Utilization Analysis Chart**  
**Relevant Labor Market: Texas**

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
<b>Officials/Administrators</b>																
Workforce #/%	324/45%	69/10%	65/9%	0/0%	4/1%	0/0%	1/0%	0/0%	163/23%	30/4%	59/8%	0/0%	3/0%	0/0%	0/0%	0/0%
CLS #/%	580,285/4 4%	141,750/1 1%	46,940/4 %	2,855/0%	32,690/2 %	355/0%	5,585/0%	2,320/0%	329,245/2 5%	104,820/8 %	57,910/4 %	1,450/0%	18,120/1 %	290/0%	4,100/0%	1,920/0%
Utilization #/%	2%	-1%	6%	-0%	-2%	-0%	-0%	-0%	-2%	-4%	4%	-0%	-1%	-0%	-0%	-0%
<b>Professionals</b>																
Workforce #/%	968/21%	352/8%	513/11%	9/0%	26/1%	0/0%	5/0%	0/0%	1162/25%	507/11%	979/21%	13/0%	29/1%	0/0%	8/0%	0/0%
CLS #/%	571,920/3 0%	128,995/7 %	62,490/3 %	2,165/0%	82,485/4 %	325/0%	6,205/0%	3,610/0%	671,035/3 5%	185,970/1 0%	117,635/6 %	3,215/0%	64,765/3 %	570/0%	8,510/0%	3,885/0%
Utilization #/%	-9%	1%	8%	0%	-4%	-0%	-0%	-0%	-10%	1%	15%	0%	-3%	-0%	-0%	-0%
<b>Technicians</b>																
Workforce #/%	46/37%	6/5%	5/4%	0/0%	4/3%	0/0%	1/1%	0/0%	35/28%	10/8%	12/10%	1/1%	5/4%	0/0%	0/0%	0/0%
CLS #/%	88,020/28 %	35,655/11 %	13,085/4 %	485/0%	11,895/4 %	225/0%	1,210/0%	395/0%	86,770/28 %	37,265/12 %	26,250/8 %	560/0%	9,825/3%	105/0%	1,215/0%	695/0%
Utilization #/%	9%	-7%	-0%	-0%	-1%	-0%	0%	-0%	0%	-4%	1%	1%	1%	-0%	-0%	-0%
<b>Protective Services: Sworn</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	94,995/42 %	52,260/23 %	26,585/12 %	525/0%	1,590/1%	160/0%	1,295/1%	575/0%	21,140/9 %	11,835/5 %	15,775/7 %	215/0%	355/0%	15/0%	490/0%	240/0%
Utilization #/%																
<b>Protective Services: Non-sworn</b>																
Workforce #/%	4967/22%	3098/14%	4838/22%	49/0%	261/1%	17/0%	114/1%	0/0%	2582/12%	1654/7%	4374/20%	41/0%	79/0%	4/0%	103/0%	0/0%
Civilian Labor Force #/%	4,570/27 %	2,460/15 %	1,195/7%	30/0%	130/1%	0/0%	95/1%	55/0%	4,390/26 %	2,480/15 %	1,165/7%	0/0%	85/1%	0/0%	135/1%	20/0%
Utilization #/%	-5%	-1%	15%	0%	0%	0%	-0%	-0%	-14%	-7%	13%	0%	-0%	0%	-0%	-0%
<b>Administrative Support</b>																
Workforce #/%	72/4%	28/1%	28/1%	2/0%	6/0%	0/0%	3/0%	0/0%	940/50%	409/22%	377/20%	4/0%	14/1%	5/0%	5/0%	0/0%

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
CLS #/%	591,205/20%	318,910/1%	112,160/4%	2,830/0%	44,130/2%	1,230/0%	7,925/0%	4,360/0%	967,165/3%	566,400/1%	228,485/8%	5,395/0%	47,370/2%	1,255/0%	13,890/0%	6,530/0%
Utilization #/%	-16%	-9%	-2%	0%	-1%	-0%	-0%	-0%	17%	2%	12%	0%	-1%	0%	-0%	-0%
<b>Skilled Craft</b>																
Workforce #/%	754/71%	122/11%	90/8%	7/1%	6/1%	0/0%	4/0%	0/0%	59/6%	11/1%	15/1%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	472,255/42%	521,955/46%	55,720/5%	3,210/0%	18,345/2%	400/0%	5,750/1%	2,820/0%	22,435/2%	18,755/2%	5,855/1%	310/0%	4,830/0%	80/0%	615/0%	135/0%
Utilization #/%	29%	-35%	4%	0%	-1%	-0%	-0%	-0%	4%	-1%	1%	-0%	-0%	-0%	-0%	-0%
<b>Service/Maintenance</b>																
Workforce #/%	487/17%	206/7%	279/10%	5/0%	22/1%	0/0%	0/0%	0/0%	1010/35%	340/12%	523/18%	7/0%	22/1%	1/0%	9/0%	0/0%
CLS #/%	596,680/20%	895,570/30%	207,740/7%	3,955/0%	41,655/1%	1,280/0%	9,265/0%	5,160/0%	403,495/14%	588,965/20%	173,535/6%	3,805/0%	45,570/2%	975/0%	7,875/0%	3,200/0%
Utilization #/%	-3%	-23%	3%	0%	-1%	-0%	-0%	-0%	21%	-8%	12%	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
<b>Officials/Administrators</b>					✓					✓			✓			
<b>Professionals</b>	✓				✓		✓	✓	✓				✓		✓	✓
<b>Technicians</b>		✓														
<b>Protective Services: Non-sworn</b>	✓	✓						✓	✓	✓			✓		✓	✓
<b>Administrative Support</b>	✓	✓	✓		✓								✓			✓
<b>Skilled Craft</b>		✓			✓								✓			
<b>Service/Maintenance</b>	✓	✓			✓		✓	✓		✓			✓			

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: Bryan Collier

TDCJ Executive Director

11-01-2021

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[signature]

[title]

[date]

# Attachment A

# Texas Department of Criminal Justice

Workforce Profile as of August 31, 2020

## Agency Underutilization Summary

African Americans	State Civilian Workforce		TDCJ African Americans		<sup>(1)</sup> Underutilization		TDCJ Employees in EEO Category	80% of State Civilian Workforce	Actual Employees	Employees Needed for 80% Rule
	#	%	#	%	Yes/No	% Under				
State Agency Administration	109,458	8.1%	124	17.3%	No		718			
Professionals	309,922	10.9%	1,492	32.6%	No		4,571			
Technical	54,240	14.4%	17	13.6%	No		125			
Protective Services	54,993	20.8%	9,212	41.5%	No		22,181			
Administrative Support	255,335	14.3%	405	21.4%	No		1,893			
Skilled Craft	242,003	10.2%	105	9.8%	No		1,068			
<sup>(2)</sup> Service and Maintenance	333,028	13.2%	802	27.6%	No		2,911			

Hispanic Americans	State Civilian Workforce		TDCJ Hispanic Workforce		<sup>(1)</sup> Underutilization		TDCJ Employees in EEO Category	80% of State Civilian Workforce	Actual Employees	Employees Needed for 80% Rule
	#	%	#	%	Yes/No	% Under				
State Agency Administration	302,293	22.4%	99	13.8%	Yes	4.1%	718	129	99	30
Professionals	575,259	20.3%	859	18.8%	No		4,571			
Technical	110,232	29.2%	16	12.8%	Yes	10.6%	125	30	16	14
Protective Services	81,723	30.9%	4,752	21.4%	Yes	3.3%	22,181	5,484	4,752	732
Administrative Support	649,503	36.4%	437	23.1%	Yes	6.0%	1,893	552	437	115
Skilled Craft	1,226,412	51.5%	133	12.5%	Yes	28.7%	1,068	441	133	308
<sup>(2)</sup> Service and Maintenance	1,325,982	52.4%	546	18.8%	Yes	23.2%	2,911	1,221	546	675

Females	State Civilian Workforce		TDCJ Female Workforce		<sup>(1)</sup> Underutilization		TDCJ Employees in EEO Category	80% of State Civilian Workforce	Actual Employees	Employees Needed for 80% Rule
	#	%	#	%	Yes/No	% Under				
State Agency Administration	523,117	38.8%	255	35.5%	No		718			
Professionals	1,546,887	54.5%	2,698	59.0%	No		4,571			
Technical	208,733	55.2%	63	50.4%	No		125			
Protective Services	60,678	23.0%	8,837	39.8%	No		22,181			
Administrative Support	1,278,037	71.6%	1,754	92.7%	No		1,893			
Skilled Craft	286,848	12.0%	85	8.0%	Yes	1.6%	1,068	103	85	18
<sup>(2)</sup> Service and Maintenance	1,316,810	52.0%	1,912	65.7%	No		2,911			

### USING THE EEOC'S RULE OF 80 TO DETERMINE UNDERUTILIZATION

As suggested by the Texas Workforce Commission Civil Rights Division, the EEOC's Rule of 80 is used to determine underutilization. Underutilization is considered statistically significant if the percent utilization in the state agency's workforce is below 80% of that in the civilian workforce. To calculate underutilization, multiply the civilian workforce percentage by 0.80 to determine 80% of the civilian workforce. If the resulting number is greater than the percentage in the agency's workforce for the same job category, then underutilization is identified in the "% Under" column. The agency should increase the percentage of employees in that job category by the "% Under" to alleviate underutilization.

For this report, the "Para-Professional" job category has been combined with the "Service and Maintenance" category.

Note: Produced with revised 2016 State Civilian Workforce Percentages published by the Texas Workforce Commission extrapolated from the American Community Survey for Texas from the U.S Census Bureau.

# Attachment B

# TEXAS DEPARTMENT OF CRIMINAL JUSTICE

## Workforce Utilization Analysis August 31, 2019 vs August 31, 2020

AFRICAN AMERICANS	State Civilian Workforce Percentage		TDCJ Workforce - August 2019			TDCJ Workforce - August 2020			Underutilization Increase/Decrease from Prior Year
	100%	80%	Workforce Percentage	<sup>(1)</sup> Underutilization		Workforce Percentage	<sup>(1)</sup> Underutilization		
				Yes/No	% Under		Yes/No	% Under	
State Agency Administration	8.1%	6.5%	16.5%	No	0.0%	17.3%	No	0.0%	
Professionals	10.9%	8.7%	32.3%	No	0.0%	32.6%	No	0.0%	
Technical	14.4%	11.5%	11.6%	No	0.0%	13.6%	No	0.0%	
Protective Services	20.8%	16.6%	40.4%	No	0.0%	41.5%	No	0.0%	
Administrative Support	14.3%	11.4%	21.0%	No	0.0%	21.4%	No	0.0%	
Skilled Craft	10.2%	8.2%	8.6%	No	0.0%	9.8%	No	0.0%	
<sup>(2)</sup> Service and Maintenance	13.2%	10.6%	26.3%	No	0.0%	27.6%	No	0.0%	

HISPANIC AMERICANS	State Civilian Workforce Percentage		TDCJ Workforce - August 2019			TDCJ Workforce - August 2020			Underutilization Increase/Decrease from Prior Year
	100%	80%	Workforce Percentage	<sup>(1)</sup> Underutilization		Workforce Percentage	<sup>(1)</sup> Underutilization		
				Yes/No	% Under		Yes/No	% Under	
State Agency Administration	22.4%	17.9%	13.6%	Yes	4.3%	13.8%	Yes	4.1%	-0.19%
Professionals	20.3%	16.2%	18.9%	No	0.0%	18.8%	No	0.0%	
Technical	29.2%	23.4%	7.0%	Yes	16.4%	12.8%	Yes	10.6%	-5.82%
Protective Services	30.9%	24.7%	22.0%	Yes	2.7%	21.4%	Yes	3.3%	0.55%
Administrative Support	36.4%	29.1%	21.7%	Yes	7.4%	23.1%	Yes	6.0%	-1.38%
Skilled Craft	51.5%	41.2%	12.4%	Yes	28.8%	12.5%	Yes	28.7%	-0.02%
<sup>(2)</sup> Service and Maintenance	52.4%	41.9%	19.0%	Yes	22.9%	18.8%	Yes	23.2%	0.25%

FEMALES	State Civilian Workforce Percentage		TDCJ Workforce - August 2019			TDCJ Workforce - August 2020			Underutilization Increase/Decrease from Prior Year
	100%	80%	Workforce Percentage	<sup>(1)</sup> Underutilization		Workforce Percentage	<sup>(1)</sup> Underutilization		
				Yes/No	% Under		Yes/No	% Under	
State Agency Administration	38.8%	31.0%	34.3%	No	0.0%	35.5%	No	0.0%	
Professionals	54.5%	43.6%	57.7%	No	0.0%	59.0%	No	0.0%	
Technical	55.2%	44.2%	34.9%	Yes	9.3%	50.4%	No	0.0%	-9.28%
Protective Services	23.0%	18.4%	40.1%	No	0.0%	39.8%	No	0.0%	
Administrative Support	71.6%	57.3%	92.9%	No	0.0%	92.7%	No	0.0%	
Skilled Craft	12.0%	9.6%	8.0%	Yes	1.6%	8.0%	Yes	1.6%	-0.01%
<sup>(2)</sup> Service and Maintenance	52.0%	41.6%	65.2%	No	0.0%	65.7%	No	0.0%	

### <sup>(1)</sup>USING THE EEOC'S RULE OF 80 TO DETERMINE UNDERUTILIZATION

As suggested by the Texas Workforce Commission Civil Rights Division, the EEOC's Rule of 80 is used to determine underutilization. Underutilization is considered statistically significant if the percent utilization in the state agency's workforce is below 80% of that in the civilian workforce. To calculate underutilization, multiply the civilian workforce percentage by 0.80 to determine 80% of the civilian workforce. If the resulting number is greater than the percentage in the agency's workforce for the same job category, then underutilization is identified. The "% under" is the difference between 80% of the civilian workforce and the agency's workforce in that job category. The agency has to increase the percentage of employees in that job category by the "% under" to alleviate underutilization.

<sup>(2)</sup> For this report, the "Para-Professional" job category has been combined with the "Service and Maintenance" category.

Note: Produced with revised 2016 State Civilian Workforce Percentages published by the Texas Workforce Commission extrapolated from the American Community Survey for Texas from the U.S Census Bureau.

# Attachment C

**Texas Department of Criminal Justice**  
**TDCJ Agency Workforce as of August 31, 2020**

Job Category	Total	Males								Females							
		W	H	B	I	A	P	M	<sup>(1)</sup> Other	W	H	B	I	A	P	M	<sup>(1)</sup> Other
Officials and Managers	718 100%	324 45.1%	69 9.6%	65 9.1%	0 0.0%	4 0.6%	0 0.0%	1 0.1%	0 0.0%	163 22.7%	30 4.2%	59 8.2%	0 0.0%	3 0.4%	0 0.0%	0 0.0%	0 0.0%
Professional	4571 100%	968 21.2%	352 7.7%	513 11.2%	9 0.2%	26 0.6%	0 0.0%	5 0.1%	0 0.0%	1162 25.4%	507 11.1%	979 21.4%	13 0.3%	29 0.6%	0 0.0%	8 0.2%	0 0.0%
Technicians	125 100%	46 36.8%	6 4.8%	5 4.0%	0 0.0%	4 3.2%	0 0.0%	1 0.8%	0 0.0%	35 28.0%	10 8.0%	12 9.6%	1 0.8%	5 4.0%	0 0.0%	0 0.0%	0 0.0%
Protective Services Sworn	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Protective Services <sup>(2)</sup> Non-Sworn	22181 100%	4967 22.4%	3098 14.0%	4838 21.8%	49 0.2%	261 1.2%	17 0.1%	114 0.5%	0 0.0%	2582 11.6%	1654 7.5%	4374 19.7%	41 0.2%	79 0.4%	4 0.0%	103 0.5%	0 0.0%
Administrative Support	1893 100%	72 3.8%	28 1.5%	28 1.5%	2 0.1%	6 0.3%	0 0.0%	3 0.2%	0 0.0%	940 49.7%	409 21.6%	377 19.9%	4 0.2%	14 0.7%	5 0.3%	5 0.3%	0 0.0%
Skilled Craft	1068 100%	754 70.6%	122 11.4%	90 8.4%	7 0.7%	6 0.6%	0 0.0%	4 0.4%	0 0.0%	59 5.5%	11 1.0%	15 1.4%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
<sup>(3)</sup> Service Maintenance	2911 100%	487 16.7%	206 7.1%	279 9.6%	5 0.2%	22 0.8%	0 0.0%	0 0.0%	0 0.0%	1010 34.7%	340 11.7%	523 18.0%	7 0.2%	22 0.8%	1 0.0%	9 0.3%	0 0.0%
Totals	33467 100%	7618 22.8%	3881 11.6%	5818 17.4%	72 0.2%	329 1.0%	17 0.1%	128 0.4%	0 0.0%	5951 17.8%	2961 8.8%	6339 18.9%	66 0.2%	152 0.5%	10 0.0%	125 0.4%	0 0.0%

<sup>(1)</sup>Other Race/Ethnic Categories

<sup>(2)</sup>Our employees within the Protective Services Category are Non-sworn.

<sup>(3)</sup>Includes the employees in the Agency's Para-Professional and Service & Maintenance Categories.

# Attachment D

# Texas Department of Criminal Justice

EEO Statistics as of August 31, 2020

## (1) Agency Summary

EEO Category	Total Employees	Total Minority Employees	Total Female Employees	Caucasian American			African American			Hispanic American			Other		
				Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
State Agency Administration	718	231	255	487	324	163	124	65	59	99	69	30	8	5	3
	100.0%	32.2%	35.5%	67.8%	45.1%	22.7%	17.3%	9.1%	8.2%	13.8%	9.6%	4.2%	1.1%	0.7%	0.4%
Professionals	4,571	2,441	2,698	2,130	968	1,162	1,492	513	979	859	352	507	90	40	50
	100.0%	53.4%	59.0%	46.6%	21.2%	25.4%	32.6%	11.2%	21.4%	18.8%	7.7%	11.1%	2.0%	0.9%	1.1%
Technical	125	44	63	81	46	35	17	5	12	16	6	10	11	5	6
	100.0%	35.2%	50.4%	64.8%	36.8%	28.0%	13.6%	4.0%	9.6%	12.8%	4.8%	8.0%	8.8%	4.0%	4.8%
Protective Services	22,181	14,632	8,837	7,549	4,967	2,582	9,212	4,838	4,374	4,752	3,098	1,654	668	441	227
	100.0%	66.0%	39.8%	34.0%	22.4%	11.6%	41.5%	21.8%	19.7%	21.4%	14.0%	7.5%	3.0%	2.0%	1.0%
Para-Professionals	1,453	564	1,277	889	103	786	256	24	232	273	42	231	35	7	28
	100.0%	38.8%	87.9%	61.2%	7.1%	54.1%	17.6%	1.7%	16.0%	18.8%	2.9%	15.9%	2.4%	0.5%	1.9%
Administrative Support	1,893	881	1,754	1,012	72	940	405	28	377	437	28	409	39	11	28
	100.0%	46.5%	92.7%	53.5%	3.8%	49.7%	21.4%	1.5%	19.9%	23.1%	1.5%	21.6%	2.1%	0.6%	1.5%
Skilled Craft	1,068	255	85	813	754	59	105	90	15	133	122	11	17	17	0
	100.0%	23.9%	8.0%	76.1%	70.6%	5.5%	9.8%	8.4%	1.4%	12.5%	11.4%	1.0%	1.6%	1.6%	0.0%
Service & Maintenance	1,458	850	635	608	384	224	546	255	291	273	164	109	31	20	11
	100.0%	58.3%	43.6%	41.7%	26.3%	15.4%	37.4%	17.5%	20.0%	18.7%	11.2%	7.5%	2.1%	1.4%	0.8%
<b>Total</b>	<b>33,467</b>	<b>19,898</b>	<b>15,604</b>	<b>13,569</b>	<b>7,618</b>	<b>5,951</b>	<b>12,157</b>	<b>5,818</b>	<b>6,339</b>	<b>6,842</b>	<b>3,881</b>	<b>2,961</b>	<b>899</b>	<b>546</b>	<b>353</b>
	100.0%	59.5%	46.6%	40.5%	22.8%	17.8%	36.3%	17.4%	18.9%	20.4%	11.6%	8.8%	2.7%	1.6%	1.1%

Does not include employees assigned to Windham School District or the Texas Board of Pardons and Paroles.