

EEO Utilization Report

Organization Information

Name: Texas Department Of Criminal Justice

City: Huntsville

State: TX

Zip: 77320

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.

Step 4b: Narrative of Interpretation

The 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) 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. The agency's Recruitment Plan for FY 2019 FY 2020 is based on the agency's 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 Commissions Rule of 80 to determine underutilization. (*as of August 31, 2018)

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:

- African Americans Skilled Craft
- 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 Technical
- 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:TDCJ 2019 EEOP Attach A-D Report.pdf

Step 5: Objectives and Steps

1. Recruiting and Retaining a Diverse Workforce

- a. 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's recruitment efforts.
- b. Ensure consistent application of Human Resources policies, procedures, and practices throughout the employment process.
- c. 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; and (6) Workforce Development Board Coordinators.
- 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 to newly hired full-time correctional officers accepting assignment at a designated understaffed correctional facility, contingent upon continued legislative authority and availability of funds.

- h. Continue to offer a recruitment bonus for newly hired maintenance supervisors II-V within the Skilled Craft EEO job category.
- i. Continue to post all job vacancies on the Texas Workforce Commission's "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. Research use of 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's selection process.
- b. Targeted 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's 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's 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's 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's annual EEO commitment letter.
- The TDCJ's EEO policies and selection system policy are published on the agency's 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's website at <http://www.tdcj.texas.gov/divisions/hr/hr-home/index.html> under Links of Interest.

- The EEO Utilization Report will be available upon request by contacting the TDCJ Human Resources Headquarters at (936) 437-4141.
- The EEO Utilization Report will be available to vendors and contractors on the TDCJ's Contracts and Procurement webpage at <http://www.tdcj.texas.gov/divisions/bfd/contracts.html>.
- The TDCJ's EEO policies and selection system policy are published on the TDCJ's 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
Officials/Administrators																
Workforce #/%	336/47%	62/9%	71/10%	1/0%	5/1%	0/0%	0/0%	0/0%	153/22%	33/5%	45/6%	1/0%	1/0%	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 #/%	4%	-2%	7%	-0%	-2%	-0%	-0%	-0%	-3%	-3%	2%	0%	-1%	-0%	-0%	-0%
Professionals																
Workforce #/%	1043/22%	378/8%	577/12%	9/0%	24/1%	0/0%	0/0%	0/0%	1179/25%	474/10%	954/20%	9/0%	19/0%	0/0%	0/0%	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 #/%	-8%	1%	9%	0%	-4%	-0%	-0%	-0%	-10%	0%	14%	0%	-3%	-0%	-0%	-0%
Technicians																
Workforce #/%	37/49%	4/5%	3/4%	0/0%	5/7%	0/0%	0/0%	0/0%	17/23%	0/0%	6/8%	1/1%	2/3%	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 #/%	21%	-6%	-0%	-0%	3%	-0%	-0%	-0%	-5%	-12%	-0%	1%	-0%	-0%	-0%	-0%
Protective Services: Sworn																
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 #/%																
Protective Services: Non-sworn																
Workforce #/%	6050/25%	3654/15%	4877/20%	66/0%	246/1%	0/0%	0/0%	0/0%	3069/13%	1752/7%	4560/19%	50/0%	70/0%	0/0%	0/0%	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 #/%	-2%	0%	13%	0%	0%	0%	-1%	-0%	-14%	-8%	12%	0%	-0%	0%	-1%	-0%
Administrative Support																
Workforce #/%	88/4%	32/1%	23/1%	4/0%	6/0%	0/0%	0/0%	0/0%	1117/51%	436/20%	437/20%	6/0%	30/1%	0/0%	0/0%	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%	-3%	0%	-1%	-0%	-0%	-0%	18%	1%	12%	0%	-0%	-0%	-0%	-0%
Skilled Craft																
Workforce #/%	748/72%	120/12%	78/8%	5/0%	5/0%	0/0%	0/0%	0/0%	54/5%	20/2%	9/1%	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 #/%	30%	-34%	3%	0%	-1%	-0%	-1%	-0%	3%	0%	0%	-0%	-0%	-0%	-0%	-0%
Service/Maintenance																
Workforce #/%	563/19%	225/7%	258/9%	5/0%	23/1%	0/0%	0/0%	0/0%	1073/36%	333/11%	510/17%	9/0%	22/1%	0/0%	0/0%	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 #/%	-1%	-23%	2%	0%	-1%	-0%	-0%	-0%	22%	-9%	11%	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
Officials/Administrators					✓					✓			✓			
Professionals	✓				✓		✓	✓	✓				✓		✓	✓
Technicians										✓						
Protective Services: Non-sworn	✓						✓	✓	✓	✓			✓		✓	✓
Administrative Support	✓	✓	✓		✓		✓								✓	✓
Skilled Craft		✓			✓		✓						✓			
Service/Maintenance		✓			✓		✓	✓		✓			✓		✓	

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

Executive Director

05-03-2019

[signature]

[title]

[date]

Attachment A

Texas Department of Criminal Justice

Workforce Profile as of August 31, 2018

Agency Underutilization Summary

African Americans	State Civilian Workforce		TDCJ African Americans		⁽¹⁾ Underutilization		TDCJ Employees in EEO Category	80% of State Civilian Workforce	Actual Employees	Employees Needed for 80% Rule
	#	%	#	%	Yes/No	% Under				
State Agency Administration	95,152	7.4%	116	16.4%	No		708			
Professionals	283,718	10.4%	1,531	32.8%	No		4,666			
Technical	54,779	14.4%	9	12.0%	No		75			
Protective Services	55,670	19.8%	9,437	38.7%	No		24,394			
Administrative Support	265,855	14.8%	460	21.1%	No		2,179			
Skilled Craft	249,999	10.6%	87	8.4%	Yes	0.1%	1,039	89	87	2
⁽²⁾ Service and Maintenance	317,281	13.0%	768	25.4%	No		3,021			

Hispanic Americans	State Civilian Workforce		TDCJ Hispanic Workforce		⁽¹⁾ Underutilization		TDCJ Employees in EEO Category	80% of State Civilian Workforce	Actual Employees	Employees Needed for 80% Rule
	#	%	#	%	Yes/No	% Under				
State Agency Administration	282,925	22.1%	95	13.4%	Yes	4.3%	708	126	95	31
Professionals	524,524	19.3%	852	18.3%	No		4,666			
Technical	103,612	27.2%	4	5.3%	Yes	16.4%	75	17	4	13
Protective Services	87,982	31.3%	5,406	22.2%	Yes	2.9%	24,394	6,109	5,406	703
Administrative Support	624,146	34.8%	468	21.5%	Yes	6.4%	2,179	607	468	139
Skilled Craft	1,196,849	50.7%	140	13.5%	Yes	27.1%	1,039	422	140	282
⁽²⁾ Service and Maintenance	1,317,427	54.1%	558	18.5%	Yes	24.8%	3,021	1,308	558	750

Females	State Civilian Workforce		TDCJ Female Workforce		⁽¹⁾ Underutilization		TDCJ Employees in EEO Category	80% of State Civilian Workforce	Actual Employees	Employees Needed for 80% Rule
	#	%	#	%	Yes/No	% Under				
State Agency Administration	479,176	37.4%	233	32.9%	No		708			
Professionals	1,502,422	55.3%	2,635	56.5%	No		4,666			
Technical	211,028	55.3%	26	34.7%	Yes	9.6%	75	34	26	8
Protective Services	71,963	25.6%	9,501	38.9%	No		24,394			
Administrative Support	1,291,656	72.1%	2,026	93.0%	No		2,179			
Skilled Craft	273,484	11.6%	83	8.0%	Yes	1.3%	1,039	97	83	14
⁽²⁾ Service and Maintenance	1,242,849	51.0%	1,947	64.4%	No		3,021			

USING THE EEOC'S RULE OF 80 TO DETERMINE UNDERUTILIZATION

- (1) 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.
- (2) For this report, the "Para-Professional" job category has been combined with the "Service and Maintenance" category.

Note: Produced with revised 2015 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, 2017 vs August 31, 2018

AFRICAN AMERICANS	State Civilian Workforce Percentage		TDCJ Workforce - August 2017			TDCJ Workforce - August 2018			Underutilization Increase/Decrease from Prior Year
	100%	80%	Workforce Percentage	⁽¹⁾ Underutilization		Workforce Percentage	⁽¹⁾ Underutilization		
				Yes/No	% Under		Yes/No	% Under	
State Agency Administration	7.4%	5.9%	17.7%	No	0.0%	16.4%	No	0.0%	
Professionals	10.4%	8.3%	32.3%	No	0.0%	32.8%	No	0.0%	
Technical	14.4%	11.5%	11.3%	Yes	0.3%	12.0%	No	0.0%	-0.25%
Protective Services	19.8%	15.8%	37.4%	No	0.0%	38.7%	No	0.0%	
Administrative Support	14.8%	11.8%	19.9%	No	0.0%	21.1%	No	0.0%	
Skilled Craft	10.6%	8.5%	7.4%	Yes	1.1%	8.4%	Yes	0.1%	-1.01%
⁽²⁾ Service and Maintenance	13.0%	10.4%	24.8%	No	0.0%	25.4%	No	0.0%	

HISPANIC AMERICANS	State Civilian Workforce Percentage		TDCJ Workforce - August 2017			TDCJ Workforce - August 2018			Underutilization Increase/Decrease from Prior Year
	100%	80%	Workforce Percentage	⁽¹⁾ Underutilization		Workforce Percentage	⁽¹⁾ Underutilization		
				Yes/No	% Under		Yes/No	% Under	
State Agency Administration	22.1%	17.7%	12.7%	Yes	5.0%	13.4%	Yes	4.3%	-0.69%
Professionals	19.3%	15.4%	18.0%	No	0.0%	18.3%	No	0.0%	
Technical	27.2%	21.8%	4.2%	Yes	17.5%	5.3%	Yes	16.4%	-1.11%
Protective Services	31.3%	25.0%	21.7%	Yes	3.3%	22.2%	Yes	2.9%	-0.41%
Administrative Support	34.8%	27.8%	20.0%	Yes	7.8%	21.5%	Yes	6.4%	-1.44%
Skilled Craft	50.7%	40.6%	12.9%	Yes	27.7%	13.5%	Yes	27.1%	-0.60%
⁽²⁾ Service and Maintenance	54.1%	43.3%	18.4%	Yes	24.9%	18.5%	Yes	24.8%	-0.10%

FEMALES	State Civilian Workforce Percentage		TDCJ Workforce - August 2017			TDCJ Workforce - August 2018			Underutilization Increase/Decrease from Prior Year
	100%	80%	Workforce Percentage	⁽¹⁾ Underutilization		Workforce Percentage	⁽¹⁾ Underutilization		
				Yes/No	% Under		Yes/No	% Under	
State Agency Administration	37.4%	29.9%	31.3%	No	0.0%	32.9%	No	0.0%	
Professionals	55.3%	44.2%	55.0%	No	0.0%	56.5%	No	0.0%	
Technical	55.3%	44.2%	36.6%	Yes	7.6%	34.7%	Yes	9.6%	1.95%
Protective Services	25.6%	20.5%	37.4%	No	0.0%	38.9%	No	0.0%	
Administrative Support	72.1%	57.7%	93.0%	No	0.0%	93.0%	No	0.0%	
Skilled Craft	11.6%	9.3%	7.5%	Yes	1.7%	8.0%	Yes	1.3%	-0.44%
⁽²⁾ Service and Maintenance	51.0%	40.8%	62.7%	No	0.0%	64.4%	No	0.0%	

⁽¹⁾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.

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

Note: Produced with revised 2015 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, 2018

Job Category	Total	Males							Females						
		W	H	B	A	NH/OPI	AI/AN	⁽¹⁾ Other	W	H	B	A	NH/OPI	AI/AN	⁽¹⁾ Other
Officials and Managers	708 100%	336 47.5%	62 8.8%	71 10.0%	5 0.7%	0 0.0%	1 0.1%	0 0.0%	153 21.6%	33 4.7%	45 6.4%	1 0.1%	0 0.0%	1 0.1%	0 0.0%
Professional	4666 100%	1043 22.4%	378 8.1%	577 12.4%	24 0.5%	0 0.0%	9 0.2%	0 0.0%	1179 25.3%	474 10.2%	954 20.4%	19 0.4%	0 0.0%	9 0.2%	0 0.0%
Technicians	75 100%	37 49.3%	4 5.3%	3 4.0%	5 6.7%	0 0.0%	0 0.0%	0 0.0%	17 22.7%	0 0.0%	6 8.0%	2 2.7%	0 0.0%	1 1.3%	0 0.0%
Protective Services Sworn	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Protective Services ⁽²⁾ Non-Sworn	24394 100%	6050 24.8%	3654 15.0%	4877 20.0%	246 1.0%	0 0.0%	66 0.3%	0 0.0%	3069 12.6%	1752 7.2%	4560 18.7%	70 0.3%	0 0.0%	50 0.2%	0 0.0%
Administrative Support	2179 100%	88 4.0%	32 1.5%	23 1.1%	6 0.3%	0 0.0%	4 0.2%	0 0.0%	1117 51.3%	436 20.0%	437 20.1%	30 1.4%	0 0.0%	6 0.3%	0 0.0%
Skilled Craft	1039 100%	748 72.0%	120 11.5%	78 7.5%	5 0.5%	0 0.0%	5 0.5%	0 0.0%	54 5.2%	20 1.9%	9 0.9%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
⁽³⁾ Service Maintenance	3021 100%	563 18.6%	225 7.4%	258 8.5%	23 0.8%	0 0.0%	5 0.2%	0 0.0%	1073 35.5%	333 11.0%	510 16.9%	22 0.7%	0 0.0%	9 0.3%	0 0.0%
Totals	36082 100%	8865 24.6%	4475 12.4%	5887 16.3%	314 0.9%	0 0.0%	90 0.2%	0 0.0%	6662 18.5%	3048 8.4%	6521 18.1%	144 0.4%	0 0.0%	76 0.2%	0 0.0%

⁽¹⁾Other Race/Ethnic Categories

⁽²⁾Our employees within the Protective Services Category are Non-sworn.

⁽³⁾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, 2018

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	708	219	233	489	336	153	116	71	45	95	62	33	8	6	2
	100.0%	30.9%	32.9%	69.1%	47.5%	21.6%	16.4%	10.0%	6.4%	13.4%	8.8%	4.7%	1.1%	0.8%	0.3%
Professionals	4,666	2,444	2,635	2,222	1,043	1,179	1,531	577	954	852	378	474	61	33	28
	100.0%	52.4%	56.5%	47.6%	22.4%	25.3%	32.8%	12.4%	20.4%	18.3%	8.1%	10.2%	1.3%	0.7%	0.6%
Technical	75	21	26	54	37	17	9	3	6	4	4	0	8	5	3
	100.0%	28.0%	34.7%	72.0%	49.3%	22.7%	12.0%	4.0%	8.0%	5.3%	5.3%	0.0%	10.7%	6.7%	4.0%
Protective Services	24,394	15,275	9,501	9,119	6,050	3,069	9,437	4,877	4,560	5,406	3,654	1,752	432	312	120
	100.0%	62.6%	38.9%	37.4%	24.8%	12.6%	38.7%	20.0%	18.7%	22.2%	15.0%	7.2%	1.8%	1.3%	0.5%
Para-Professionals	1,492	544	1,295	948	118	830	241	28	213	275	45	230	28	6	22
	100.0%	36.5%	86.8%	63.5%	7.9%	55.6%	16.2%	1.9%	14.3%	18.4%	3.0%	15.4%	1.9%	0.4%	1.5%
Administrative Support	2,179	974	2,026	1,205	88	1,117	460	23	437	468	32	436	46	10	36
	100.0%	44.7%	93.0%	55.3%	4.0%	51.3%	21.1%	1.1%	20.1%	21.5%	1.5%	20.0%	2.1%	0.5%	1.7%
Skilled Craft	1,039	237	83	802	748	54	87	78	9	140	120	20	10	10	0
	100.0%	22.8%	8.0%	77.2%	72.0%	5.2%	8.4%	7.5%	0.9%	13.5%	11.5%	1.9%	1.0%	1.0%	0.0%
Service & Maintenance	1,529	841	652	688	445	243	527	230	297	283	180	103	31	22	9
	100.0%	55.0%	42.6%	45.0%	29.1%	15.9%	34.5%	15.0%	19.4%	18.5%	11.8%	6.7%	2.0%	1.4%	0.6%
Total	36,082	20,555	16,451	15,527	8,865	6,662	12,408	5,887	6,521	7,523	4,475	3,048	624	404	220
	100.0%	57.0%	45.6%	43.0%	24.6%	18.5%	34.4%	16.3%	18.1%	20.8%	12.4%	8.4%	1.7%	1.1%	0.6%