

EEO Utilization Report

Organization Information

Name: Superior Court Of California, County Of Santa Cruz

City: SANTA CRUZ

State: CA

Zip: 95060-4003

Type: State Court

Step 1: Introductory Information

Policy Statement:

EQUAL EMPLOYMENT OPPORTUNITY POLICY

The Court will afford equal employment opportunity to all qualified applicants or employees with respect to compensation and all terms and conditions of employment, including hiring, training, promotion, transfer, discipline, and termination. The Court shall not discriminate against qualified employees or applicants for employment on the basis of race, color, religious creed, national origin, ancestry, citizenship, age, physical or mental disability or medical condition, genetic information, gender, gender identity/gender expression, sexual orientation, marital status, family care status, military or veteran status, political activities or affiliations, or any other status protected by law or on the basis of a perception that an individual has any characteristic protected by law, or on the basis of a perception that an individual is associated with a person who has, or is perceived to have, any of these characteristics.

Employees who believe they have experienced denial of employment opportunity or discrimination are encouraged to report this experience immediately to the Court Executive Officer or any designee. The Court will promptly investigate the report under the Courts Discrimination and Harassment Prevention Policies.

Following File has been uploaded:PERSONNEL POLICY Word.docx

Step 4b: Narrative of Interpretation

Per the Department of Justice, in evaluating discriminatory practices in the workplace, courts have generally recognized that statistics showing underutilization of qualified employees (classified by race, national origin or sex) by two standard deviations or more may be significant. The following areas have been identified by the USDOJ as showing underutilization of two or more standard deviations at the Court.

The Judicial Council of California provided the workforce data for this report. The Court reviewed Utilization Analysis by comparing the Courts workforce to the Santa Cruz County labor market, and noted the following:

Officials/Administrators:

No minority group under this job category is shown to be significantly under-represented.

Professionals:

No minority group under this job category is shown to be significantly under-represented.

Technicians:

No minority group under this job category is shown to be significantly under-represented.

Administrative Support:

No minority group under this job category is shown to be significantly under-represented.

The Court has no employees in the categories of Protective Services (Sworn or Unsworn), Skilled Craft, or Service Maintenance.

Step 5: Objectives and Steps

1. While the Court found no minority group in any job category to be significantly under-represented, the Court will continue to ensure equal opportunity for all persons of all races, national origin and sex in our hiring and promotion practices. These practices include but are not limited to reviewing applicant pools for vacancies to determine if any groups are under-represented; continuing to expand and enhance our outreach through online recruiting tools; continuing to build relationships with schools through Moot Court, Teen Peer Court, and Elementary Civics programs to build interest in positions at the Court; and reviewing applicant flow data to determine whether any step in the selection process resulting in screening out any particular group.

Step 6: Internal Dissemination

The Court disseminates its EEO Utilization Report by posting it to our intranet, which is accessible by all of our employees. We regularly update our Personnel Policies and the Utilization Report, and notify all employees of the policies availability on our intranet, where copies can be obtained.

Step 7: External Dissemination

The Court disseminates portions of the EEOC Utilization Report ("Santa Cruz Superior Court Equal Employment Opportunity Plan") on its website at <https://www.santacruz.courts.ca.gov/general-information/employment>. The link provides a pdf form for copying or downloading. Copies can also be requested from Human Resources.

Utilization Analysis Chart
Relevant Labor Market: Santa Cruz County, California

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 #/%	3/33%	1/11%	0/0%	0/0%	1/11%	0/0%	0/0%	0/0%	2/22%	1/11%	1/11%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	5,930/44%	1,000/7%	120/1%	15/0%	640/5%	0/0%	89/1%	25/0%	4,410/33%	820/6%	55/0%	10/0%	350/3%	25/0%	45/0%	35/0%
Utilization #/%	-10%	4%	-1%	-0%	6%	0%	-1%	-0%	-10%	5%	11%	-0%	-3%	-0%	-0%	-0%
Professionals																
Workforce #/%	3/13%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	15/65%	5/22%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	7,640/34%	1,120/5%	90/0%	35/0%	760/3%	0/0%	185/1%	55/0%	9,500/42%	1,775/8%	205/1%	4/0%	940/4%	0/0%	125/1%	55/0%
Utilization #/%	-21%	-5%	-0%	-0%	-3%	0%	-1%	-0%	23%	14%	-1%	-0%	-4%	0%	-1%	-0%
Technicians																
Workforce #/%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/80%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	940/37%	335/13%	0/0%	0/0%	25/1%	0/0%	20/1%	0/0%	815/32%	295/12%	35/1%	0/0%	45/2%	0/0%	10/0%	20/1%
Utilization #/%	-17%	-13%	0%	0%	-1%	0%	-1%	0%	-32%	68%	-1%	0%	-2%	0%	-0%	-1%
Protective Services:																
Sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	885/49%	390/22%	15/1%	15/1%	120/7%	30/2%	75/4%	10/1%	185/10%	40/2%	0/0%	0/0%	10/1%	0/0%	15/1%	0/0%
Utilization #/%																
Protective Services: Non-sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
Civilian Labor Force #/%	75/45%	10/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	80/48%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
Administrative Support																
Workforce #/%	5/6%	5/6%	0/0%	0/0%	1/1%	0/0%	0/0%	0/0%	31/39%	32/40%	1/1%	0/0%	5/6%	0/0%	0/0%	0/0%
CLS #/%	6,205/24%	2,275/9%	255/1%	10/0%	555/2%	10/0%	190/1%	70/0%	10,350/39%	4,880/19%	225/1%	85/0%	680/3%	75/0%	275/1%	110/0%
Utilization #/%	-17%	-2%	-1%	-0%	-1%	-0%	-1%	-0%	-1%	21%	0%	-0%	4%	-0%	-1%	-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
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	4,430/52 %	3,265/38 %	30/0%	25/0%	110/1%	40/0%	50/1%	55/1%	270/3%	145/2%	25/0%	35/0%	0/0%	0/0%	0/0%	4/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	6,455/19 %	11,950/35 %	195/1%	30/0%	485/1%	0/0%	315/1%	75/0%	6,250/18 %	7,650/22 %	45/0%	20/0%	810/2%	4/0%	155/0%	105/0%
Utilization #/%																

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
Administrative Support	✓															

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: Tara Acevedo

Human Resources Manager

10-05-2021

[signature]

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