

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 2017 - FY 2018 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 Commission's Rule of 80 to determine underutilization. (*as of August 31, 2016)

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 2017 EEOP Attach A-D.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 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; and (5) Workforce Development Board Coordinators.
- d. Mail letters to career counselors at educational institutions and military installations regarding employment opportunities and the benefits of state employment.
- e. Display and distribute recruitment materials at job fairs, career days, and hiring seminars.
- f. 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.
- g. 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.

- h. To the greatest extent possible, review all testing and screening procedures on a continuing basis to ensure job relatedness and validity.
- i. Prior to conducting interviews, require the Primary Interviewer to complete required training and develop job related interview questions with recommended responses.
- j. Research use of minority media outlets, such as 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 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 for the purpose of annual reviews.

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 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's Contracts and Procurement webpage at http://www.tdcj.texas.gov/divisions/finance/finance_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 #/%	370/52%	54/8%	66/9%	2/0%	3/0%	0/0%	0/0%	0/0%	137/19%	31/4%	43/6%	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 #/%	9%	-3%	6%	0%	-2%	-0%	-0%	-0%	-5%	-3%	2%	0%	-1%	-0%	-0%	-0%
Professionals																
Workforce #/%	1170/25%	384/8%	561/12%	9/0%	22/0%	0/0%	0/0%	0/0%	1209/25%	460/10%	926/19%	7/0%	15/0%	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 #/%	-5%	1%	9%	0%	-4%	-0%	-0%	-0%	-10%	-0%	13%	-0%	-3%	-0%	-0%	-0%
Technicians																
Workforce #/%	40/48%	4/5%	4/5%	0/0%	4/5%	0/0%	0/0%	0/0%	23/28%	0/0%	6/7%	1/1%	1/1%	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 #/%	20%	-7%	1%	-0%	1%	-0%	-0%	-0%	0%	-12%	-1%	1%	-2%	-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 #/%	7232/28%	3826/15%	4973/19%	63/0%	255/1%	0/0%	0/0%	0/0%	3409/13%	1728/7%	4498/17%	49/0%	68/0%	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 #/%	1%	0%	12%	0%	0%	0%	-1%	-0%	-13%	-8%	10%	0%	-0%	0%	-1%	-0%
Administrative Support																
Workforce #/%	107/4%	29/1%	17/1%	4/0%	11/0%	0/0%	0/0%	0/0%	1277/53%	474/20%	454/19%	9/0%	23/1%	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%	-10%	-3%	0%	-1%	-0%	-0%	-0%	20%	0%	11%	0%	-1%	-0%	-0%	-0%
Skilled Craft																
Workforce #/%	859/73%	144/12%	75/6%	4/0%	6/1%	0/0%	0/0%	0/0%	66/6%	10/1%	8/1%	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 #/%	32%	-34%	1%	0%	-1%	-0%	-1%	-0%	4%	-1%	0%	-0%	-0%	-0%	-0%	-0%
Service/Maintenance																
Workforce #/%	631/20%	224/7%	238/8%	7/0%	20/1%	0/0%	0/0%	0/0%	1122/36%	334/11%	484/16%	8/0%	14/0%	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%	1%	0%	-1%	-0%	-0%	-0%	23%	-9%	10%	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

TDCJ Executive Director

04-14-2017

[signature]

[title]

[date]

Attachment A

Texas Department of Criminal Justice

Workforce Profile as of August 31, 2016

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	84,631	7.12%	109	15.40%	No		708			
Professionals	282,719	10.96%	1,487	31.22%	No		4,763			
Technical	46,818	13.75%	10	12.05%	No		83			
Protective Services	46,987	16.96%	9,471	36.29%	No		26,101			
Administrative Support	235,166	13.58%	471	19.58%	No		2,405			
Skilled Craft	214,847	9.52%	83	7.08%	Yes	0.53%	1,172	90	83	7
⁽²⁾ Service and Maintenance	286,389	12.22%	722	23.43%	No		3,082			

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	248,511	20.90%	85	12.01%	Yes	4.71%	708	119	85	34
Professionals	478,450	18.55%	844	17.72%	No		4,763			
Technical	98,122	28.82%	4	4.82%	Yes	18.24%	83	20	4	16
Protective Services	83,144	30.01%	5,554	21.28%	Yes	2.73%	26,101	6,267	5,554	713
Administrative Support	571,475	33.00%	503	20.91%	Yes	5.49%	2,405	635	503	132
Skilled Craft	1,111,550	49.26%	154	13.14%	Yes	26.27%	1,172	462	154	308
⁽²⁾ Service and Maintenance	1,259,014	53.71%	558	18.11%	Yes	24.86%	3,082	1,325	558	767

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	445,659	37.48%	213	30.08%	No		708			
Professionals	1,415,048	54.88%	2,617	54.94%	No		4,763			
Technical	174,702	51.31%	31	37.35%	Yes	3.70%	83	35	31	4
Protective Services	68,104	24.58%	9,752	37.36%	No		26,101			
Administrative Support	1,260,817	72.80%	2,237	93.01%	No		2,405			
Skilled Craft	251,141	11.13%	84	7.17%	Yes	1.74%	1,172	105	84	21
⁽²⁾ Service and Maintenance	1,203,833	51.35%	1,962	63.66%	No		3,082			

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.

The State category "Service and Maintenance" was created by combining the Census categories "Laborers and Helpers" and "Service Workers" (less the "Protective Services" workers).

Note: Produced with revised 2013 State Civilian Workforce Percentages published by the Texas Workforce Commission Civil Rights Division 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, 2015 vs August 31, 2016

AFRICAN AMERICANS	State Civilian Workforce Percentage		TDCJ Workforce - August 2015			TDCJ Workforce - August 2016			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	7.12%	5.70%	17.09%	No	0.00%	15.40%	No	0.00%	
Professionals	10.96%	8.77%	30.80%	No	0.00%	31.22%	No	0.00%	
Technical	13.75%	11.00%	10.71%	Yes	0.29%	12.05%	No	0.00%	-0.29%
Protective Services	16.96%	13.57%	36.57%	No	0.00%	36.29%	No	0.00%	
Administrative Support	13.58%	10.86%	19.90%	No	0.00%	19.58%	No	0.00%	
Skilled Craft	9.52%	7.62%	6.55%	Yes	1.07%	7.08%	Yes	0.53%	-0.54%
⁽²⁾ Service and Maintenance	12.22%	9.78%	23.02%	No	0.00%	23.43%	No	0.00%	

HISPANIC AMERICANS	State Civilian Workforce Percentage		TDCJ Workforce - August 2015			TDCJ Workforce - August 2016			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	20.90%	16.72%	11.45%	Yes	5.27%	12.01%	Yes	4.71%	-0.55%
Professionals	18.55%	14.84%	17.51%	No	0.00%	17.72%	No	0.00%	
Technical	28.82%	23.06%	4.76%	Yes	18.29%	4.82%	Yes	18.24%	-0.06%
Protective Services	30.01%	24.01%	20.60%	Yes	3.41%	21.28%	Yes	2.73%	-0.68%
Administrative Support	33.00%	26.40%	20.61%	Yes	5.79%	20.91%	Yes	5.49%	-0.30%
Skilled Craft	49.26%	39.41%	11.96%	Yes	27.44%	13.14%	Yes	26.27%	-1.18%
⁽²⁾ Service and Maintenance	53.71%	42.97%	17.70%	Yes	25.26%	18.11%	Yes	24.86%	-0.40%

FEMALES	State Civilian Workforce Percentage		TDCJ Workforce - August 2015			TDCJ Workforce - August 2016			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	37.48%	29.98%	34.19%	No	0.00%	30.08%	No	0.00%	
Professionals	54.88%	43.90%	54.61%	No	0.00%	54.94%	No	0.00%	
Technical	51.31%	41.05%	34.52%	Yes	6.52%	37.35%	Yes	3.70%	-2.83%
Protective Services	24.58%	19.66%	38.43%	No	0.00%	37.36%	No	0.00%	
Administrative Support	72.80%	58.24%	93.65%	No	0.00%	93.01%	No	0.00%	
Skilled Craft	11.13%	8.90%	6.55%	Yes	2.36%	7.17%	Yes	1.74%	-0.62%
⁽²⁾ Service and Maintenance	51.35%	41.08%	62.58%	No	0.00%	63.66%	No	0.00%	

⁽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 2013 State Civilian Workforce Percentages published by the Texas Workforce Commission Civil Rights Division 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, 2016**

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%	370 52.3%	54 7.6%	66 9.3%	3 0.4%	0 0.0%	2 0.3%	0 0.0%	137 19.4%	31 4.4%	43 6.1%	1 0.1%	0 0.0%	1 0.1%	0 0.0%
Professional	4763 100%	1170 24.6%	384 8.1%	561 11.8%	22 0.5%	0 0.0%	9 0.2%	0 0.0%	1209 25.4%	460 9.7%	926 19.4%	15 0.3%	0 0.0%	7 0.1%	0 0.0%
Technicians	83 100%	40 48.2%	4 4.8%	4 4.8%	4 4.8%	0 0.0%	0 0.0%	0 0.0%	23 27.7%	0 0.0%	6 7.2%	1 1.2%	0 0.0%	1 1.2%	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	26101 100%	7232 27.7%	3826 14.7%	4973 19.1%	255 1.0%	0 0.0%	63 0.2%	0 0.0%	3409 13.1%	1728 6.6%	4498 17.2%	68 0.3%	0 0.0%	49 0.2%	0 0.0%
Administrative Support	2405 100%	107 4.4%	29 1.2%	17 0.7%	11 0.5%	0 0.0%	4 0.2%	0 0.0%	1277 53.1%	474 19.7%	454 18.9%	23 1.0%	0 0.0%	9 0.4%	0 0.0%
Skilled Craft	1172 100%	859 73.3%	144 12.3%	75 6.4%	6 0.5%	0 0.0%	4 0.3%	0 0.0%	66 5.6%	10 0.9%	8 0.7%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
⁽³⁾ Service Maintenance	3082 100%	631 20.5%	224 7.3%	238 7.7%	20 0.6%	0 0.0%	7 0.2%	0 0.0%	1122 36.4%	334 10.8%	484 15.7%	14 0.5%	0 0.0%	8 0.3%	0 0.0%
Totals	38314 100%	10409 27.2%	4665 12.2%	5934 15.5%	321 0.8%	0 0.0%	89 0.2%	0 0.0%	7243 18.9%	3037 7.9%	6419 16.8%	122 0.3%	0 0.0%	75 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, 2016

(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	708	201	213	507	370	137	109	66	43	85	54	31	7	5	2
	100.0%	28.4%	30.1%	71.6%	52.3%	19.4%	15.4%	9.3%	6.1%	12.0%	7.6%	4.4%	1.0%	0.7%	0.3%
Professionals	4,763	2,384	2,617	2,379	1,170	1,209	1,487	561	926	844	384	460	53	31	22
	100.0%	50.1%	54.9%	49.9%	24.6%	25.4%	31.2%	11.8%	19.4%	17.7%	8.1%	9.7%	1.1%	0.7%	0.5%
Technical	83	20	31	63	40	23	10	4	6	4	4	0	6	4	2
	100.0%	24.1%	37.3%	75.9%	48.2%	27.7%	12.0%	4.8%	7.2%	4.8%	4.8%	0.0%	7.2%	4.8%	2.4%
Protective Services	26,101	15,460	9,752	10,641	7,232	3,409	9,471	4,973	4,498	5,554	3,826	1,728	435	318	117
	100.0%	59.2%	37.4%	40.8%	27.7%	13.1%	36.3%	19.1%	17.2%	21.3%	14.7%	6.6%	1.7%	1.2%	0.4%
Para-Professionals	1,521	537	1,298	984	144	840	231	27	204	289	48	241	17	4	13
	100.0%	35.3%	85.3%	64.7%	9.5%	55.2%	15.2%	1.8%	13.4%	19.0%	3.2%	15.8%	1.1%	0.3%	0.9%
Administrative Support	2,405	1,021	2,237	1,384	107	1,277	471	17	454	503	29	474	47	15	32
	100.0%	42.5%	93.0%	57.5%	4.4%	53.1%	19.6%	0.7%	18.9%	20.9%	1.2%	19.7%	2.0%	0.6%	1.3%
Skilled Craft	1,172	247	84	925	859	66	83	75	8	154	144	10	10	10	0
	100.0%	21.1%	7.2%	78.9%	73.3%	5.6%	7.1%	6.4%	0.7%	13.1%	12.3%	0.9%	0.9%	0.9%	0.0%
Service & Maintenance	1,561	792	664	769	487	282	491	211	280	269	176	93	32	23	9
	100.0%	50.7%	42.5%	49.3%	31.2%	18.1%	31.5%	13.5%	17.9%	17.2%	11.3%	6.0%	2.0%	1.5%	0.6%
Total	38,314	20,662	16,896	17,652	10,409	7,243	12,353	5,934	6,419	7,702	4,665	3,037	607	410	197
	100.0%	53.9%	44.1%	46.1%	27.2%	18.9%	32.2%	15.5%	16.8%	20.1%	12.2%	7.9%	1.6%	1.1%	0.5%