

EEO Utilization Report

Organization Information

Name: Arkansas State Crime Laboratory

City: Little Rock

State: AR

Zip: 72205

Type: State Government (not law enforcement)

Step 1: Introductory Information

Policy Statement:

Please see attachment.

Following File has been uploaded:DPS Equal Employment Opportunity Policy.pdf

Step 4b: Narrative of Interpretation

There are two primary areas of underutilization in our agency for positions that areas that we have available:

1. Administrators - White male -30%
2. Administrative Support - White male -13%

In the forensic science field, there has been a decreasing trend in male job applicants over the last 10 years. One possible reason for this trend is the low salary in this field. This explains why there is underutilization for white males in the Administrative and Administrative Support position areas.

Step 5: Objectives and Steps

1. The Arkansas State Crime Laboratory (ASCL) is an equal opportunity employer. It is the policy of this Agency to prohibit discrimination of any type and to afford equal employment opportunities to employees and applicants, without regard to race, color, religion, sex, national origin, age, gender identity, disability, or veteran status. The Arkansas State Crime Lab will focus attention on those groups that are under-represented as outlined in the Utilization Analysis Chart.

- a. Recruitment: The ASCL utilizes the state website, <https://arcareers.arkansas.gov> as an online recruitment tools. Job postings are also sent by the Assistant Director to all major Arkansas Universities to post for students preparing to graduate. All associated requirement for laboratory positions are detailed out for all candidates. Additionally, all vacancy announcements have the following clause included, The State of Arkansas is committed to providing equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, pregnancy, age, disability, citizenship, national origin, genetic information, military or veteran status, or any other status or characteristic protected by law.
- b. Internship Programs: The ASCL continues to host Summer Internship Programs that are open to all qualified applicants. This program provides hands-on experience and knowledge of careers in Forensic Science and is posted on the ASCL website. With this posting, the ASCL has added the clause, The ASCL is committed to providing equal internship opportunities to all applicants applying without regard to race, color, religion, sex, pregnancy, age, disability, citizenship, national origin, genetic information, military or veteran status, or any other status or characteristic protected by law.

2. The goal of the ASCL is to prohibit discrimination of any kind and to afford all applicants and employees equal employment opportunities. The Director and Assistant Director will monitor exit interview data as a means of responding to and eliminating discriminatory practices.

- a. Exit Interview - The ASCL conducts Exit Interviews on all employees. Employee demographic information will be added to the future Exit Interview forms for further analysis. The ASCL Director and Assistant Director conducts all Exit Interviews and will quickly share information with ASCL departmental Supervisors any information that outlines potential discriminatory practices.

Step 6: Internal Dissemination

The Arkansas State Crime Laboratory will post a copy of the EEO Utilization Report on the agency intranet (Qualtrax) which can be accessed by all agency employees.

Step 7: External Dissemination

The ASCL will post a link to the EEO Utilization Report, including the EEO Utilization Analysis Chart on the agency's external website. The report will be available to download in PDF format directly from the ASCL website.

Utilization Analysis Chart
Relevant Labor Market: Arkansas

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 #/%	4/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	10/62%	0/0%	2/12%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	72,190/55%	2,125/2%	4,030/3%	475/0%	1,270/1%	40/0%	520/0%	140/0%	42,390/32%	980/1%	5,735/4%	290/0%	355/0%	0/0%	530/0%	90/0%
Utilization #/%	-30%	-2%	-3%	-0%	-1%	-0%	-0%	-0%	30%	-1%	8%	-0%	-0%	0%	-0%	-0%
Professionals																
Workforce #/%	25/30%	2/2%	1/1%	1/1%	0/0%	0/0%	0/0%	0/0%	41/50%	1/1%	9/11%	0/0%	1/1%	0/0%	1/1%	0/0%
CLS #/%	61,425/33%	1,635/1%	5,495/3%	355/0%	2,395/1%	15/0%	530/0%	325/0%	94,980/51%	2,145/1%	13,625/7%	645/0%	1,845/1%	50/0%	965/1%	180/0%
Utilization #/%	-2%	2%	-2%	1%	-1%	-0%	-0%	-0%	-1%	0%	4%	-0%	0%	-0%	1%	-0%
Technicians																
Workforce #/%	9/33%	0/0%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%	14/52%	0/0%	3/11%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	11,615/31%	540/1%	1,055/3%	70/0%	635/2%	0/0%	99/0%	25/0%	19,590/52%	265/1%	2,810/7%	165/0%	325/1%	0/0%	190/1%	85/0%
Utilization #/%	2%	-1%	1%	-0%	-2%	0%	-0%	-0%	-0%	-1%	4%	-0%	-1%	0%	-1%	-0%
Protective Services: Sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	13,495/62%	465/2%	2,895/13%	175/1%	40/0%	30/0%	265/1%	40/0%	2,405/11%	70/0%	1,865/9%	25/0%	0/0%	0/0%	74/0%	10/0%
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 #/%	715/52%	0/0%	50/4%	0/0%	0/0%	0/0%	60/4%	0/0%	510/37%	0/0%	30/2%	0/0%	0/0%	0/0%	15/1%	0/0%
Utilization #/%																
Administrative Support																
Workforce #/%	2/15%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	9/69%	0/0%	2/15%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	91,115/29%	3,585/1%	11,325/4%	760/0%	1,075/0%	110/0%	1,170/0%	150/0%	170,940/5%	5,235/2%	28,400/9%	1,625/1%	1,680/1%	105/0%	2,040/1%	310/0%

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
	%	-1%	%	-4%	-0%	-0%	-0%	-0%	3%	-2%	%	-1%	-1%	-0%	-1%	-0%
Utilization #/%	-13%							16%	6%							
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	98,785/78%	9,970/8%	7,505/6%	930/1%	535/0%	90/0%	1,385/1%	135/0%	5,245/4%	355/0%	750/1%	75/0%	100/0%	0/0%	85/0%	4/0%
Utilization #/%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	163,595/4%	26,230/6%	38,910/10%	1,675/0%	2,280/1%	510/0%	2,895/1%	465/0%	111,050/2%	14,655/4%	34,095/8%	1,430/0%	3,345/1%	310/0%	2,095/1%	390/0%
Utilization #/%	1%	%	%	%	%	%	%	%	7%	%	%	%	%	%	%	%

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: Cindy Moran

Assistant Director

10-05-2021

[signature]

[title]

[date]