

EEO Utilization Report

Organization Information

Name: City Of Chicago

City: Chicago

State: IL

Zip: 60602

Type: County/Municipal Government (not law enforcement)

Step 1: Introductory Information

Policy Statement:

The City of Chicago is an Equal Employment Opportunity employer and is committed to providing equal opportunity in its recruitment, hiring, promotions, and transfers, and in all other employment practices and decisions. The City of Chicago follows all applicable federal, state, local laws and ordinances prohibiting discrimination.

Step 4b: Narrative of Interpretation

The City of Chicago Department of Human Resources (DHR) has reviewed the underutilization analysis and noted the following:

1. Hispanic females were underrepresented in three categories: Protective Services: Non-sworn (-4%), Skilled Craft (-1%) and Service Maintenance (-11%).
2. Asian males were underrepresented in several categories: Officials and Administrators (-2%), Professionals (-2%), Technicians (-6%), Administrative Support (-1%) and Service/Maintenance (-1%).
3. White females were underrepresented nearly all categories: Officials and Administrators (-14%), Professionals (-9%), Technicians (-1%), Protective Services: Non-Sworn (-9%), Administrative Support (-14%), Skilled Craft (-1%) and Service/Maintenance (-11%).

The underrepresentation of Hispanic females may be due to limited awareness of City government job opportunities within the Hispanic community and lack of knowledge about the City's hiring processes, particularly regarding positions that have been traditionally seen as male dominated. The underrepresentation of Asian males may be due to lack of awareness of job opportunities within the Asian-American community. The underrepresentation of White females may be due to the large number of jobs in the City workforce that are within the trades and have been historically performed by male workers. Our action steps include strategies to address this and other root causes of underutilization.

Step 5: Objectives and Steps

1. To encourage Hispanic females to seek positions in the Protective Services: Non-sworn, Skilled Craft and Service Maintenance categories.

- a. DHR will conduct a review of the hiring history for job titles within these categories to identify trends regarding the number of Hispanic female hires. DHR's Recruiters will use this information when strategizing with departmental Hiring Managers on new vacancies.
- b. DHR will work to expand its current partnership with Hispanic Alliance for Career Advancement (HACE) to create strategies for greater awareness of City of Chicago job opportunities and address how the goals of the partnership can be tailored to advance Hispanic women. DHR will contact groups focused on job opportunities for women, such as Women Employed and Women in Trades, to identify opportunities to recruit Hispanic women. DHR will work with such groups to share job postings, participate in career fairs or other events, and create strategies to broaden awareness of job opportunities in City government.
- c. DHR will extract data from our applicant tracking system to identify how Hispanic female candidates learn of City job opportunities. DHR's Recruitment Managers will use that information for future sourcing strategies for vacancies in these job categories.
- d. DHR will partner with union and labor relations representatives to identify apprenticeship and training opportunities that prepare applicants for jobs in these categories, and work to create greater awareness of those apprenticeship and training programs.

2. To encourage Asian males to seek positions in Officials and Administrators (-2%), Professionals (-2%), Technicians (-6%), Administrative Support (-1%) and Service/Maintenance (-1%) categories

- a. DHR will conduct a review of the hiring history for job titles within these categories to identify trends regarding the number of Asian male hires. DHR's Recruiters will use this information when strategizing with departmental Hiring Managers on new vacancies.
- b. DHR will contact organizations that support Asian American job seekers, such as the Society of Asian American Scientists and Engineers, the Asian American Coalition of Chicago and the Asian American Bar Association of Chicago. DHR will work with such groups to share job postings, participate in career fairs or other events and create strategies to broaden awareness of job opportunities in City government.
- c. DHR will extract data from our applicant tracking system to identify how Asian male candidates learn of City job opportunities. DHR's Recruitment Managers will use that information for future sourcing strategies for vacancies in

these job categories

d. DHR will partner with union and labor relations representatives to identify apprenticeship and training opportunities that prepare applicants for jobs in these categories, and work to create greater awareness of those apprenticeship and training programs.

3. To encourage White females to seek positions in Officials and Administrators (-14%), Professionals (-9%), Technicians (-1%), Protective Services: Non-Sworn (-9%), Administrative Support (-14%), Skilled Craft (-1%) and Service/Maintenance (-11%) job categories

a. DHR will conduct a review of the hiring history for job titles in these categories to identify trends regarding the number of White female hires. DHRs Recruiters will use this information when strategizing with departmental Hiring Managers on new vacancies.

b. DHR will contact organizations that support female job seekers, including the Association of Women in Science, National Women Veterans United, Women in Trades and Women Employed. DHR will work with such groups to share job postings, participate in career fairs or other events, and create strategies to broaden awareness of job opportunities in City government

c. DHR will extract data from our applicant tracking system to identify how White female candidates learn of City job opportunities. DHRs Recruitment Managers will use that information for future sourcing strategies for vacancies in these job categories.

d. DHR will partner with union and labor relations representatives to identify apprenticeship and training opportunities that prepare applicants for jobs in these categories, and work to create greater awareness of those apprenticeship and training programs.

Step 6: Internal Dissemination

1. Distribute a copy of the EEOP Utilization Report to all Department Heads and Departmental Human Resources managers.
2. Post a copy of the EEOP Utilization Report on the Citys intranet, an internal communication resource.
3. Include a hard copy of the EEOP Utilization Report among the materials available in the lobby of the DHR office located at 121 N. LaSalle Street, 11th Floor, Chicago, IL 60602

Step 7: External Dissemination

1. Post a copy of the EEOP Utilization Report on the Citys public website.
2. Include a notation on the Citys online job application site informing applicants that the City has developed an EEOP Utilization Report and providing a link.
3. Work with the Citys Department of Procurement Services to provide notification to contractors and vendors that the City has developed an EEOP Utilization Report and informing those contractors and vendors how to access the EEOP Utilization Report

Utilization Analysis Chart
Relevant Labor Market: Chicago city, Illinois

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 #/%	684/40%	171/10%	242/14%	2/0%	36/2%	0/0%	8/0%	0/0%	214/12%	88/5%	224/13%	1/0%	38/2%	1/0%	11/1%	0/0%
CLS #/%	84,440/40%	11,190/5%	12,605/6%	140/0%	8,775/4%	90/0%	755/0%	595/0%	54,835/26%	9,525/5%	19,405/9%	105/0%	5,400/3%	0/0%	520/0%	240/0%
Utilization #/%	-1%	5%	8%	0%	-2%	-0%	0%	-0%	-14%	1%	4%	0%	-0%	0%	0%	-0%
Professionals																
Workforce #/%	600/21%	217/7%	262/9%	3/0%	112/4%	0/0%	23/1%	0/0%	586/20%	309/11%	639/22%	7/0%	131/4%	1/0%	23/1%	0/0%
CLS #/%	102,145/32%	12,285/4%	18,710/6%	70/0%	17,670/6%	20/0%	1,145/0%	635/0%	90,345/29%	15,040/5%	36,980/12%	110/0%	17,050/5%	30/0%	1,510/0%	565/0%
Utilization #/%	-12%	4%	3%	0%	-2%	-0%	0%	-0%	-9%	6%	10%	0%	-1%	0%	0%	-0%
Technicians																
Workforce #/%	408/27%	161/11%	145/10%	2/0%	34/2%	2/0%	6/0%	0/0%	263/18%	108/7%	342/23%	1/0%	6/0%	1/0%	11/1%	0/0%
CLS #/%	7,610/25%	1,865/6%	2,660/9%	15/0%	2,530/8%	0/0%	65/0%	65/0%	5,825/19%	1,660/5%	5,860/19%	55/0%	2,340/8%	15/0%	55/0%	90/0%
Utilization #/%	3%	5%	1%	0%	-6%	0%	0%	-0%	-1%	2%	4%	-0%	-7%	0%	1%	-0%
Protective Services: Sworn																
Workforce #/%	6538/42%	3407/22%	2067/13%	23/0%	404/3%	20/0%	64/0%	0/0%	1107/7%	950/6%	864/6%	7/0%	54/0%	2/0%	25/0%	0/0%
CLS #/%	13,600/33%	5,605/14%	11,365/27%	105/0%	545/1%	0/0%	165/0%	65/0%	2,250/5%	1,155/3%	6,350/15%	20/0%	105/0%	0/0%	38/0%	50/0%
Utilization #/%	9%	8%	-14%	-0%	1%	0%	0%	-0%	2%	3%	-10%	-0%	0%	0%	0%	-0%
Protective Services: Non-sworn																
Workforce #/%	141/14%	152/15%	270/27%	1/0%	17/2%	0/0%	6/1%	0/0%	48/5%	43/4%	299/30%	0/0%	5/1%	3/0%	0/0%	0/0%
Civilian Labor Force #/%	545/21%	235/9%	185/7%	0/0%	10/0%	0/0%	70/3%	0/0%	365/14%	210/8%	940/37%	0/0%	0/0%	0/0%	4/0%	0/0%
Utilization #/%	-7%	6%	20%	0%	1%	0%	-2%	0%	-9%	-4%	-6%	0%	1%	0%	-0%	0%
Administrative Support																
Workforce #/%	150/8%	99/5%	160/9%	1/0%	24/1%	0/0%	10/1%	0/0%	219/12%	307/17%	765/42%	4/0%	50/3%	0/0%	18/1%	0/0%
CLS #/%	73,695/21%	26,285/7%	25,960/7%	165/0%	9,430/3%	20/0%	795/0%	550/0%	90,385/26%	43,780/12%	67,000/19%	160/0%	10,270/3%	175/0%	1,175/0%	1,015/0%

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
	%	%	%						%	%	%		%			
Utilization #/%	-13%	-2%	1%	0%	-1%	-0%	0%	-0%	-14%	5%	23%	0%	-0%	-0%	1%	-0%
Skilled Craft																
Workforce #/%	1035/55%	384/21%	337/18%	3/0%	30/2%	3/0%	17/1%	0/0%	25/1%	10/1%	23/1%	0/0%	1/0%	0/0%	2/0%	0/0%
CLS #/%	49,115/51%	27,175/28%	12,070/12%	50/0%	1,800/2%	0/0%	340/0%	215/0%	2,135/2%	1,265/1%	1,730/2%	25/0%	600/1%	0/0%	40/0%	15/0%
Utilization #/%	4%	-8%	6%	0%	-0%	0%	1%	-0%	-1%	-1%	-1%	-0%	-1%	0%	0%	-0%
Service/Maintenance																
Workforce #/%	748/20%	855/23%	1392/37%	14/0%	48/1%	2/0%	17/0%	0/0%	48/1%	79/2%	544/14%	7/0%	3/0%	1/0%	4/0%	0/0%
CLS #/%	56,725/16%	89,140/25%	47,560/14%	310/0%	9,360/3%	50/0%	1,025/0%	710/0%	41,665/12%	47,285/13%	46,515/13%	165/0%	8,465/2%	70/0%	1,020/0%	665/0%
Utilization #/%	4%	-3%	23%	0%	-1%	0%	0%	-0%	-11%	-11%	1%	0%	-2%	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: Sworn			✓	✓				✓			✓					✓
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: Judith L. Marrs

Deputy Commissioner

04-26-2023

[signature]

[title]

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