

EEO Utilization Report

Organization Information

Name: Cook County

City: Chicago

State: IL

Zip: 60602

Type: County/Municipal Government (not law enforcement)

Step 1: Introductory Information

Policy Statement:

Cook County Government is an Equal Employment Opportunity (EEO) employer. In accordance with applicable antidiscrimination

laws and regulations, the purpose of this Equal Employment Opportunity Policy (Policy) is to ensure that the Offices under the Cook County Board President provide a workplace free from discrimination and harassment and provide an effective means for the resolution of discrimination and harassment complaints by County employees and applicants for employment. Cook County prohibits illegal discrimination and harassment and affords equal employment opportunities to employees and applicants without regard to race, color, sex, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, source of income, housing status, military service or discharge status, gender identity, or genetic information as further defined in section 44-53 of the Cook County Code of Ordinances. Chapter 44. Human Resources, Article II. Personnel Polices, Section 44-53 and Chapter 42. Human Relations, Article II. Human Rights, Section 42-32 of the Cook County Code of Ordinances. As an employer, Cook County conforms to the spirit and the letter of all applicable laws and regulations, prohibiting discrimination and harassment.

Cook County is committed to keeping its workplace free from discrimination and harassment and to maintaining an environment in which every person is treated with dignity and respect. Cook County encourages its employees and applicants to raise any concerns regarding this Policy with the Equal Employment Opportunity Office (EEO Office) within the Cook County Bureau of Human Resources (BHR).

Retaliation against any person who makes a report concerning potential violations of this Policy, is expressly forbidden pursuant to the terms of this Policy.

Step 4b: Narrative of Interpretation

See attachment

Following File has been uploaded: Cook County Narrative of Interpretation 2022.pdf

Step 5: Objectives and Steps

- 1. Hispanic or Latino Females:** Ensure equal employment opportunities for Hispanic or Latino Females when Cook County fills vacancies that become available in the Service/Maintenance job category. a. Cook County will review its recruitment practices to ensure that our processes do not have an adverse impact on Hispanic or Latino Female applicants for positions in the Service/Maintenance job category. b. The Cook County Equal Employment Opportunity Office will contact the Chicago Latino Network, the Hispanic Alliance for Career Enhancement, the Chicago Chapter of the Association of Latino Professionals for America, and Women Employed to direct them to the County's recruitment website, where their members will find information about vacancies that may become available in the Service/Maintenance job category. c. The Cook County Recruitment Office will contact the Chicago Latino Network, the Hispanic Alliance for Career Enhancement, the Chicago Chapter of the Association of Latino Professionals for America, Women Employed, and other organizations devoted to the professional advancement of Hispanic/Latino Americans and women to notify them of vacancies that become available in the Service/Maintenance category, in compliance with the Cook County Employment Plan. d. Cook County will provide training on overcoming implicit biases in the hiring process to all of its supervisors and interviewers.
- 2. White Males:** Ensure equal employment opportunities for White Males when Cook County fills vacancies that become available in the Officials/Administrators, Professionals, Protective Non-Sworn and Administrative Support job categories. a. The Cook County Bureau of Human Resources will review its recruitment practices to ensure that our processes do not have an adverse impact on White Male applicants for the positions in the Officials/Administrators, Professionals, Protective Non-Sworn and Administrative Support job categories. b. Cook County will provide training on overcoming implicit biases in the hiring process to all of its supervisor and interviewers.
- 3. Hispanic or Latino Males:** Ensure equal employment opportunities for Hispanic/Latino Males when Cook County fills vacancies that become available in the Protective Services Non-Sworn, Administrative Support, Skilled Craft, and Service/Maintenance job categories. a. Cook County will review its recruitment practices to ensure that our processes do not have an adverse impact on Hispanic/Latino Male applicants for positions in the Protective Services: Non-Sworn, Administrative Support, Skilled Craft, and Service/Maintenance job categories. b. The Cook County Equal Employment Opportunity Office will contact the Chicago Latino Network, the Hispanic Alliance for Career Enhancement, and the Chicago Chapter of the Association of Latino Professionals for America to direct them to the County's recruitment website, where their members will find information about vacancies that may become available in the Protective Services: Non-Sworn, Administrative Support, Skilled Craft, and Service/Maintenance job categories. c. The Cook County Recruitment Office will contact the Chicago Latino Network, the Hispanic Alliance for Career Enhancement, the Chicago Chapter of the Association of Latino Professionals for America, and other organizations devoted to the professional advancement of Hispanic/Latino Americans to notify them of vacancies that become available in the Protective Services: Non-Sworn, Administrative Support, Skilled Craft, and Service/Maintenance job categories, in compliance with the Cook County Employment Plan. d. Cook County will provide training on overcoming implicit biases in the hiring process to all of its supervisors and interviewers.
- 4. Asian Females:** Ensure equal employment opportunities for Asian Females when Cook County fills vacancies that become available in the Officials/Administrators, Professionals and Service/Maintenance job categories. a. Cook County will review its recruitment practices to ensure that our processes do not have an

adverse impact on Asian Female applicants for positions in the Officials Administrators, Professionals and Service/Maintenance job categories. b. The Cook County Equal Employment Opportunity Office will contact the Asian American Bar Association of Chicago, South Asian Bar Association of Chicago, the Chicago chapters of the National Asian Pacific American Women's Forum, the National Association of Asian American Professionals, the Organization of Chinese Americans, and Women Employed to notify them about the County's recruitment website, where their members will find information about vacancies that may become available in the Officials/ Administrators, Professionals and Service/Maintenance job categories. c. The Cook County Recruitment Office will contact the Asian American Bar Association of Chicago, South Asian Bar Association of Chicago, the Chicago chapters of the National Asian Pacific American Women's Forum, the National Association of Asian American Professionals, the Organization of Chinese Americans, Women Employed, and other organizations devoted to the professional advancement of Asian Americans and women to notify them of vacancies that become available in the Officials/Administrators and Service/Maintenance categories, in compliance with the Cook County Employment Plan. d. Cook County will provide training on overcoming implicit biases in the hiring process to all of its supervisors and interviewers.

5. **White Females:** Ensure equal employment opportunities for White Females when Cook County fills vacancies that become available in the Officials/Administrators, Professionals, Technicians, Protective Services: Non-Sworn, Administrative Support, and Service/Maintenance job categories. a. Cook County will review its recruitment practices to ensure that our processes do not have an adverse impact on White Female applicants for positions in the Officials/Administrators, Professionals, Technicians, Protective Services: Non-Sworn, Administrative Support, and Service/Maintenance job categories. b. The Cook County Equal Employment Opportunity Office will contact Women Employed and other organizations devoted to the professional advancement of women, and direct them to the County's recruitment website, where their members will find information about vacancies that may become available in the Officials/Administrators, Professionals, Technicians, Protective Services: Non-Sworn, Administrative Support, and Service/Maintenance job categories. USDOJ, Office of Justice Programs, EEO Utilization Report page 3 of 9 c. The Cook County Recruitment Office will contact Women Employed and other organizations devoted to the professional advancement of women to notify them of vacancies that become available in the Officials/Administrators, Professionals, Technicians, Protective Services: Non-Sworn, Administrative Support, and Service/Maintenance job categories, in compliance with the Cook County Employment Plan. d. Cook County will provide training on overcoming implicit biases in the hiring process to all of its supervisors and interviewers.

Step 6: Internal Dissemination

Internal Dissemination

Cook County will post a copy of its EEOP Utilization Report on its intranet site, which is accessible to all employees.

Cook County will distribute a copy of the EEOP Utilization report to all Bureau Chiefs, Department Heads, and elected officials.

Cook County will post a notice in the employee break areas that the EEOP Utilization Report is available upon request at the County's Equal Employment Opportunity Office.

Step 7: External Dissemination

External Dissemination

Cook County will post the EEOP Utilization Report on the vendor resource webpage.

Cook County will post a notice in the Bureau of Human Resources that the EEOP Utilization Report is available upon request from the Equal Employment Opportunity Office.

USDOJ,

Utilization Analysis Chart
Relevant Labor Market: Cook County, 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 #/%	54/28%	12/6%	31/16%	0/0%	9/5%	0/0%	0/0%	0/0%	30/16%	9/5%	45/24%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	158,900/4 4%	18,075/5 %	17,610/5 %	180/0%	14,990/4 %	125/0%	1,190/0%	935/0%	99,985/27 %	14,565/4 %	26,540/7 %	150/0%	9,290/3%	35/0%	850/0%	460/0%
Utilization #/%	-15%	1%	11%	-0%	1%	-0%	-0%	-0%	-12%	1%	16%	-0%	-3%	-0%	-0%	-0%
Professionals																
Workforce #/%	279/25%	50/4%	113/10%	1/0%	52/5%	1/0%	8/1%	1/0%	286/25%	56/5%	248/22%	0/0%	24/2%	0/0%	10/1%	0/0%
CLS #/%	172,535/3 2%	17,940/3 %	24,365/5 %	130/0%	31,240/6 %	45/0%	1,705/0%	1,095/0%	183,630/3 4%	22,665/4 %	49,900/9 %	195/0%	30,665/6 %	30/0%	2,365/0%	1,035/0%
Utilization #/%	-7%	1%	5%	0%	-1%	0%	0%	-0%	-9%	1%	13%	-0%	-4%	-0%	0%	-0%
Technicians																
Workforce #/%	27/28%	9/9%	27/28%	0/0%	4/4%	0/0%	0/0%	0/0%	10/10%	4/4%	13/14%	0/0%	2/2%	0/0%	0/0%	0/0%
CLS #/%	15,910/26 %	3,385/5%	3,885/6%	40/0%	4,830/8%	0/0%	170/0%	155/0%	16,055/26 %	3,095/5%	9,600/16 %	55/0%	4,340/7%	15/0%	185/0%	135/0%
Utilization #/%	2%	4%	22%	-0%	-4%	0%	-0%	-0%	-16%	-1%	-2%	-0%	-5%	-0%	-0%	-0%
Protective Services: Sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	23,855/40 %	7,125/12 %	14,230/24 %	130/0%	855/1%	10/0%	390/1%	90/0%	3,685/6%	1,585/3%	7,685/13 %	35/0%	115/0%	0/0%	64/0%	50/0%
Utilization #/%																
Protective Services: Non-sworn																
Workforce #/%	21/23%	3/3%	24/26%	0/0%	0/0%	0/0%	0/0%	0/0%	19/21%	4/4%	20/22%	0/0%	0/0%	0/0%	1/1%	0/0%
Civilian Labor Force #/%	1,445/27 %	415/8%	325/6%	35/1%	30/1%	0/0%	80/1%	0/0%	1,445/27 %	260/5%	1,335/25 %	0/0%	60/1%	0/0%	8/0%	0/0%
Utilization #/%	-4%	-4%	20%	-1%	-1%	0%	-1%	0%	-6%	-0%	-3%	0%	-1%	0%	1%	0%
Administrative Support																
Workforce #/%	11/5%	3/1%	19/9%	0/0%	1/0%	0/0%	0/0%	0/0%	35/17%	23/11%	100/50%	0/0%	7/3%	0/0%	3/1%	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 #/%	155,925/23%	45,565/7%	40,425/6%	230/0%	17,910/3%	20/0%	1,445/0%	1,235/0%	222,095/33%	74,395/11%	98,925/14%	410/0%	20,130/3%	215/0%	2,325/0%	1,565/0%
Utilization #/%	-17%	-5%	3%	-0%	-2%	-0%	-0%	-0%	-15%	0%	35%	-0%	1%	-0%	1%	-0%
Skilled Craft																
Workforce #/%	308/74%	29/7%	57/14%	6/1%	3/1%	1/0%	2/0%	0/0%	6/1%	2/0%	4/1%	1/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	106,800/56%	47,770/25%	18,540/10%	145/0%	4,020/2%	4/0%	625/0%	390/0%	5,240/3%	2,970/2%	2,800/1%	30/0%	1,165/1%	0/0%	80/0%	25/0%
Utilization #/%	17%	-18%	4%	1%	-1%	0%	0%	-0%	-1%	-1%	-1%	0%	-1%	0%	-0%	-0%
Service/Maintenance																
Workforce #/%	49/25%	15/8%	73/38%	0/0%	1/1%	0/0%	0/0%	0/0%	11/6%	6/3%	37/19%	0/0%	0/0%	0/0%	1/1%	0/0%
CLS #/%	138,780/21%	164,280/24%	75,385/11%	520/0%	17,170/3%	120/0%	1,985/0%	1,565/0%	102,195/15%	85,350/13%	68,730/10%	285/0%	16,505/2%	70/0%	1,955/0%	1,285/0%
Utilization #/%	5%	-17%	27%	-0%	-2%	-0%	-0%	-0%	-9%	-10%	9%	-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									✓							
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: Andre' Ashmore

EEOC/AAP Officer

12-16-2022

[signature]

[title]

[date]