

# EEO Utilization Report

## Organization Information

Name: Hood River County

City: Hood River

State: OR

Zip: 97031

Type: County/Municipal Government (not law enforcement)

## **Step 1: Introductory Information**

### **Policy Statement:**

#### **Hood River County Equal Opportunity Statement**

Hood River County conforms to all the laws, statutes, and regulations concerning equal employment opportunities and affirmative action. We strongly encourage women, minorities, individuals with disabilities and veterans to apply to all of our job openings. We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability status, Genetic Information and Testing, family and medical leave, protected veteran status, or any other characteristics protected by law.

We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to a member of management or qualified agent of Hood River County or against individuals who assist or participate in the investigation of any complaint or otherwise oppose discrimination.

Equal opportunity practices and procedures are managed through the Hood River County Human Resources Department and may be contacted at 601 State Street, Hood River, Oregon, 97031.

## **Step 4b: Narrative of Interpretation**

1. Our largest under utilization, -44%, falls under white female technicians. The majority of that workforce are white males.
2. Hispanic Females are noted as 7% Utilization, above Hood River County averages in Professionals Category.
3. Females are noted as underutilized as Service Maintenance.
4. Although the Utilization analysis indicated instances of under-representation the actual numbers of employees in some of the job categories made it difficult to draw any reliable conclusions regarding under utilization (Skilled Craft has only 1 position as well as low numbers in Service Maintenance and Technicians.)

## **Step 5: Objectives and Steps**

1. Our objective is to provide equal employment opportunities to women and minorities. We continue to review employment organizational data to identify any issues that may pose barriers for any minorities, whether gender or ethnicity, in our application and selection process. Hood River County has recently taken steps to broaden the scope of possible applicants by connecting with the Latino Community directly when posting new opportunities. Hood River County will continue to research and review results of advertising outreach in an effort to generate more female and minority applicants.

## **Step 6: Internal Dissemination**

Hood River County's Human Resources Department will post a PDF file of the EEO report on the Hood River County website and make the form available electronically for all staff who may wish to review.

Human Resources will post a copy of the EEOP on all internal bulletin boards at all locations and in the reception area of its County Business Administration Building.

Human Resources will distribute a hard copy to all Department Leadership.

## **Step 7: External Dissemination**

- 1) Post a copy of the EEOP Form on the Hood River County Website.
- 2) Distribute bound copies of the EEOP form to the local public library for display in their reading room and through any electronically linked libraries.
- 3) Assure that all advertisements for job vacancies indicate that Hood River County is an equal opportunity employer.
- 4) Provide a copy to Hood River County legal department for providing to all contracted personnel, vendors and subcontractors to review upon request.

**Utilization Analysis Chart**  
**Relevant Labor Market: Hood River County, Oregon**

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	
<b>Officials/Administrators</b>																	
Workforce #/%	7/54%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	6/46%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	590/54%	40/4%	10/1%	0/0%	10/1%	0/0%	0/0%	0/0%	420/38%	30/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	0%	-4%	-1%	0%	-1%	0%	0%	0%	8%	-3%	0%	0%	0%	0%	0%	0%	0%
<b>Professionals</b>																	
Workforce #/%	8/44%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	8/44%	2/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	795/46%	25/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	765/45%	75/4%	0/0%	0/0%	20/1%	15/1%	20/1%	0/0%	0/0%
Utilization #/%	-2%	-1%	0%	0%	0%	0%	0%	0%	-0%	7%	0%	0%	-1%	-1%	-1%	0%	0%
<b>Technicians</b>																	
Workforce #/%	10/91%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/9%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	105/41%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	135/53%	15/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	50%	0%	0%	0%	0%	0%	0%	0%	-44%	-6%	0%	0%	0%	0%	0%	0%	0%
<b>Protective Services: Sworn</b>																	
Workforce #/%	21/81%	1/4%	0/0%	0/0%	1/4%	0/0%	0/0%	0/0%	3/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	95/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-19%	4%	0%	0%	4%	0%	0%	0%	12%	0%	0%	0%	0%	0%	0%	0%	0%
<b>Protective Services: Non-sworn</b>																	
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	16/94%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	60/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	0%	0%	0%	0%	0%	0%	0%	0%	-6%	6%	0%	0%	0%	0%	0%	0%	0%
<b>Administrative Support</b>																	
Workforce #/%	6/15%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	28/68%	7/17%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	695/25%	160/6%	4/0%	10/0%	15/1%	15/1%	0/0%	0/0%	1,450/53%	310/11%	0/0%	30/1%	15/1%	15/1%	35/1%	0/0%	0/0%
Utilization #/%	-11%	-6%	-0%	-0%	-1%	-1%	0%	0%	16%	6%	0%	-1%	-1%	-1%	-1%	0%	0%
<b>Skilled Craft</b>																	

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
Workforce #/%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	645/67%	220/23%	0/0%	30/3%	0/0%	0/0%	4/0%	0/0%	10/1%	55/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	33%	-23%	0%	-3%	0%	0%	-0%	0%	-1%	-6%	0%	0%	0%	0%	0%	0%
<b>Service/Maintenance</b>																
Workforce #/%	10/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,210/25%	1,645/34%	0/0%	0/0%	0/0%	0/0%	0/0%	15/0%	890/19%	885/18%	10/0%	25/1%	55/1%	0/0%	0/0%	50/1%
Utilization #/%	75%	-34%	0%	0%	0%	0%	0%	-0%	-19%	-18%	-0%	-1%	-1%	0%	0%	-1%

