

# EEO Utilization Report

## Organization Information

Name: ORANGE COUNTY, FLORIDA

City: ORLANDO

State: FL

Zip: 32801-3527

Type: County/Municipal Government

## **Section 1: EEO Policy Statement**

### **Policy Statement:**

Orange County provides equal opportunity in employment to all employees and applicants for employment. The opportunity provided is consistent with the rights and obligations under applicable federal and state law, no person will be discriminated against in employment because of race, religion, color, sex, age, national origin, disability, veteran or marital status.

This policy applies to all terms, conditions and privileges of employment including, but not limited to, hiring, probationary period, training, placement and employee development, promotion, transfer, compensation, benefits, educational assistance, layoff and recall, social and recreational programs, employee facilities, termination and retirement.

## **Section 5: Narrative Interpretation of Data**

Hispanic or Latino males are underrepresented in Service/Maintenance (-24%), Skilled Craft (-20%), Protective Services: Non-Sworn (-10%), and Administrative Support (-9%) job category.

White males are underrepresented in Administrative Support (-17%), Professionals (-17%), Protective Services: Sworn (-16%), Protective Services: Non-Sworn (-16%) and Skilled Craft (-12%) job category.

White females are underrepresented in Officials/Administrators (-14%), Professionals (-14%), Service/Maintenance (-14%), Administrative Support (-11%), and Protective Services: Non-Sworn (-11%) job category.

## **Section 6: Objectives and Steps**

### **1. Encourage males and females in underrepresented groups to apply for County employment.**

- a. Establish relationships with local Universities, Technical schools, as well as Orange County and surrounding area community mens groups to encourage candidates in underrepresented groups to apply for County employment.
- b. Establish and maintain relationships with professional networking groups and advertise job openings on professional networking websites to reach a broader base of underrepresented candidates.
- c. Identify methods in which the County can continue to work with and expand relationships with local post secondary schools and County departments to establish internship and volunteer opportunities for the underrepresented populations.
- d. Continue to review and update current recruitment processes and advertising resources to promote equal employment opportunity and reach a broader applicant base.
- e. Utilize the Countys website and social media outlets to attract and encourage a more diverse applicant base.
- f. Focus on diversity branding initiatives.
- g. Monitor employment and promotional selection processes and outcomes and provide feedback and training to County management and hiring authorities.
- h. Enhance upward mobility for all employees by establishing clear career paths while ensuring that opportunities for promotion are equally distributed and ensure the underrepresented populations are encouraged to participate.
- i. Provide training to managers and supervisors on fair and effective recruitment and selection tools and processes.

## **Section 7: Dissemination Strategy: Internal**

The Orange County Board of County Commissioners will publish the EEO Utilization report on the intranet to ensure it is accessible to all the employees in the County. Additionally, an email will be sent to all the employees notifying them about the availability of the EEO Utilization report.

Employees can request for a copy of the EEO Utilization report by calling MyOCHR at 65661 or visit one of HR office locations.

## **Section 7: Dissemination Strategy: External**

The County will continue to communicate the EEO Policy and commitment to providing equal opportunity to all qualified candidates to our recruiting sources. The following statement is included in all employment advertisements as well as the County's website:

"Orange County Government is committed to providing equal opportunity in employment and services to all individuals."

The EEOP report is available to all vendors/partners through our external site.

**Utilization Analysis Chart**  
**Relevant Labor Market: Orange County**  
**, Florida**

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 #/%	78/63%	13/10%	4/3%	1/1%	1/1%	0/0%	0/0%	13/10%	6/5%	8/6%	0/0%	0/0%	0/0%	0/0%
CLS #/%	43,570/39%	11,630/10%	5,020/4%	70/0%	3,210/3%	10/0%	1,680/1%	27,310/24%	11,055/10%	5,560/5%	135/0%	1,795/2%	75/0%	1,375/1%
Utilization #/%	24%	0%	-1%	1%	-2%	-0%	-1%	-14%	-5%	2%	-0%	-2%	-0%	-1%
<b>Professionals</b>														
Workforce #/%	53/12%	15/3%	28/6%	0/0%	6/1%	0/0%	0/0%	73/16%	101/23%	156/35%	1/0%	8/2%	0/0%	4/1%
CLS #/%	44,210/29%	13,195/9%	7,705/5%	125/0%	5,475/4%	50/0%	2,140/1%	47,345/31%	15,125/10%	12,110/8%	35/0%	5,470/4%	60/0%	1,975/1%
Utilization #/%	-17%	-5%	1%	-0%	-2%	-0%	-1%	-14%	13%	27%	0%	-2%	-0%	-0%
<b>Technicians</b>														
Workforce #/%	52/25%	19/9%	16/8%	0/0%	4/2%	0/0%	0/0%	50/24%	20/10%	38/19%	0/0%	5/2%	0/0%	1/0%
CLS #/%	11,955/26%	7,665/17%	3,675/8%	40/0%	1,260/3%	0/0%	560/1%	7,690/17%	7,385/16%	4,640/10%	15/0%	1,095/2%	15/0%	305/1%
Utilization #/%	-0%	-7%	-0%	-0%	-1%	0%	-1%	8%	-6%	9%	-0%	0%	-0%	-0%
<b>Protective Services: Sworn</b>														
Workforce #/%	19/23%	15/18%	15/18%	0/0%	2/2%	0/0%	0/0%	9/11%	2/2%	21/25%	0/0%	0/0%	0/0%	0/0%
CLS #/%	6,940/39%	3,435/19%	2,655/15%	0/0%	350/2%	0/0%	245/1%	1,200/7%	865/5%	1,725/10%	35/0%	130/1%	0/0%	105/1%
Utilization #/%	-16%	-1%	3%	0%	0%	0%	-1%	4%	-2%	16%	-0%	-1%	0%	-1%
<b>Protective Services: Non-sworn</b>														
Workforce #/%	7/3%	14/6%	22/9%	0/0%	2/1%	0/0%	0/0%	29/12%	79/33%	79/33%	0/0%	4/2%	0/0%	0/0%
Civilian Labor Force #/%	600/19%	505/16%	145/5%	0/0%	0/0%	0/0%	80/3%	720/23%	560/18%	375/12%	0/0%	50/2%	0/0%	55/2%
Utilization #/%	-16%	-10%	5%	0%	1%	0%	-3%	-11%	15%	21%	0%	0%	0%	-2%
<b>Administrative Support</b>														
Workforce #/%	1/1%	2/3%	2/3%	0/0%	0/0%	0/0%	0/0%	12/17%	18/25%	34/47%	0/0%	3/4%	0/0%	0/0%
CLS #/%	37,100/18%	23,400/12%	11,335/6%	110/0%	3,185/2%	35/0%	2,375/1%	55,325/27%	39,615/20%	23,230/11%	105/0%	3,790/2%	55/0%	3,160/2%

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 #/%	-17%	-9%	-3%	-0%	-2%	-0%	-1%	-11%	5%	36%	-0%	2%	-0%	-2%
<b>Skilled Craft</b>														
Workforce #/%	4/27%	3/20%	6/40%	0/0%	2/13%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	22,785/39%	23,455/40%	5,860/10%	165/0%	995/2%	4/0%	895/2%	1,555/3%	1,985/3%	920/2%	0/0%	130/0%	0/0%	110/0%
Utilization #/%	-12%	-20%	30%	-0%	12%	-0%	-2%	-3%	-3%	-2%	0%	-0%	0%	-0%
<b>Service/Maintenance</b>														
Workforce #/%	3/25%	0/0%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%	1/8%	6/50%	0/0%	1/8%	0/0%	0/0%
CLS #/%	45,500/21%	52,905/24%	26,240/12%	80/0%	4,590/2%	145/0%	2,470/1%	30,485/14%	31,445/14%	19,525/9%	150/0%	4,200/2%	20/0%	2,375/1%
Utilization #/%	4%	-24%	-4%	-0%	-2%	-0%	-1%	-14%	-6%	41%	-0%	6%	-0%	-1%

### 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
<b>Officials/Administrators</b>								✓	✓					
<b>Professionals</b>	✓	✓			✓		✓	✓				✓		
<b>Technicians</b>		✓							✓					
<b>Protective Services: Sworn</b>	✓													
<b>Protective Services: Non-sworn</b>	✓	✓					✓	✓						✓
<b>Administrative Support</b>	✓	✓						✓						
<b>Service/Maintenance</b>		✓												

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: Shreya Moolchandani

HR Section Manager

10-17-2023

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