

# EEO Utilization Report

## Organization Information

Name: County Of Lake, DbA Lake County Health Department And CHC

City: Waukegan

State: IL

Zip: 60085

Type: County/Municipal Government (not law enforcement)

## **Step 1: Introductory Information**

### **Policy Statement:**

See uploaded policy.

Following File has been uploaded:Equal Employment Opportunity.pdf

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

The underutilization chart displays information that is not surprising to us. We are far more diverse as an organization than the available labor market which is a source of pride for our agency. The file that we've uploaded shows an analysis we completed in 2019 which compared our 2019 data with 2014 and 2011 to illustrate trends or in our case, shows that we have consistently maintained a more diverse organization than the available labor market. This report continues that trend. The current report shows underutilization for Asian males in the Technician and Professional occupational categories. In the available labor market, the percentages in this group are very small. In our employee population, this percentage is equally very small and can be impacted by a single hire or promotion/transfer. It always remains important that in whatever we do to recruit qualified individuals, the widest net possible should be cast. However, specifically, when recruiting in these two job categories, it will be important to connect with specific organizations that will assist with reaching this group.

Following File has been uploaded:2019.05.06 Ethnicity Analysis.pdf

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

### **1. To ensure equal employment opportunities for Asian men when our organization fills vacancies in the Technician job category.**

- a. Connect with trade schools, trade organizations, or professional associations intended to provide networking and support to Asian men in the technician job categories by providing job postings and related resources for dissemination to their membership.

### **2. To ensure equal employment opportunities for Asian men when our organization fills vacancies in the Professionals job category.**

- a. Connect with professional and trade organizations or associations geared towards promoting job opportunity awareness in professional job categories among Asian men membership in the trade or professional association.

## **Step 6: Internal Dissemination**

A copy of the report will be posted to our intranet site accessible to employees (HealthNet). Additionally, a copy will be provided to our Directors for dissemination to their management teams.

## **Step 7: External Dissemination**

A copy of the report will be published to our career web site so that it may be viewed by job applicants.

**Utilization Analysis Chart**  
**Relevant Labor Market: Lake 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
<b>Officials/Administrators</b>																
Workforce #/%	9/50%	1/6%	2/11%	0/0%	0/0%	0/0%	0/0%	0/0%	4/22%	0/0%	1/6%	0/0%	1/6%	0/0%	0/0%	0/0%
CLS #/%	26,380/49%	1,775/3%	1,130/2%	15/0%	2,475/5%	0/0%	120/0%	25/0%	17,345/32%	1,410/3%	1,400/3%	25/0%	1,760/3%	0/0%	210/0%	100/0%
Utilization #/%	1%	2%	9%	-0%	-5%	0%	-0%	-0%	-10%	-3%	3%	-0%	2%	0%	-0%	-0%
<b>Professionals</b>																
Workforce #/%	62/14%	17/4%	16/4%	0/0%	11/2%	0/0%	0/0%	0/0%	209/46%	59/13%	43/9%	1/0%	33/7%	4/1%	1/0%	0/0%
CLS #/%	24,725/34%	1,415/2%	1,430/2%	10/0%	4,300/6%	0/0%	145/0%	155/0%	31,885/44%	1,795/2%	2,390/3%	15/0%	3,540/5%	15/0%	255/0%	85/0%
Utilization #/%	-21%	2%	2%	-0%	-4%	0%	-0%	-0%	2%	10%	6%	0%	2%	1%	-0%	-0%
<b>Technicians</b>																
Workforce #/%	7/8%	3/3%	2/2%	0/0%	0/0%	0/0%	1/1%	0/0%	17/19%	50/56%	8/9%	0/0%	1/1%	0/0%	0/0%	0/0%
CLS #/%	3,070/31%	720/7%	350/4%	0/0%	865/9%	0/0%	4/0%	10/0%	3,245/33%	445/5%	450/5%	20/0%	530/5%	0/0%	14/0%	25/0%
Utilization #/%	-24%	-4%	-1%	0%	-9%	0%	1%	-0%	-14%	52%	4%	-0%	-4%	0%	-0%	-0%
<b>Protective Services: Sworn</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	2,830/62%	320/7%	495/11%	0/0%	90/2%	0/0%	35/1%	40/1%	480/11%	50/1%	170/4%	0/0%	10/0%	0/0%	10/0%	0/0%
Utilization #/%																
<b>Protective Services: Non-sworn</b>																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	6/75%	2/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	275/39%	25/4%	45/6%	0/0%	0/0%	0/0%	0/0%	0/0%	265/37%	25/4%	30/4%	0/0%	0/0%	0/0%	45/6%	0/0%
Utilization #/%	-39%	-4%	-6%	0%	0%	0%	0%	0%	38%	21%	-4%	0%	0%	0%	-6%	0%
<b>Administrative Support</b>																
Workforce #/%	3/1%	11/5%	2/1%	0/0%	1/0%	0/0%	1/0%	0/0%	50/22%	144/62%	16/7%	0/0%	3/1%	0/0%	0/0%	0/0%
CLS #/%	27,130/29%	4,685/5%	2,235/2%	10/0%	2,155/2%	10/0%	215/0%	140/0%	42,560/45%	8,010/9%	3,945/4%	75/0%	2,240/2%	0/0%	490/1%	275/0%

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 #/%	-28%	-0%	-2%	-0%	-2%	-0%	0%	-0%	-24%	54%	3%	-0%	-1%	0%	-1%	-0%
<b>Skilled Craft</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	16,015/65 %	5,330/22 %	695/3%	0/0%	580/2%	20/0%	55/0%	175/1%	885/4%	540/2%	35/0%	15/0%	105/0%	0/0%	0/0%	10/0%
Utilization #/%																
<b>Service/Maintenance</b>																
Workforce #/%	9/69%	3/23%	1/8%	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 #/%	21,185/26 %	19,820/24 %	3,400/4%	65/0%	2,500/3%	35/0%	310/0%	140/0%	17,365/21 %	11,150/14 %	2,965/4%	35/0%	1,860/2%	65/0%	215/0%	245/0%
Utilization #/%	43%	-1%	4%	-0%	-3%	-0%	-0%	-0%	-21%	-14%	-4%	-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
<b>Professionals</b>	✓				✓											
<b>Technicians</b>	✓				✓				✓							
<b>Administrative Support</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: Mark Horner

Human Resources Manager

09-23-2021

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[signature]

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