

EEO Utilization Report

Organization Information

Name: Colorado Springs Police Department

City: Colorado Springs

State: CO

Zip: 80903

Type: County/Municipal Law Enforcement

Tue 07-17-2018 17:58:30 EDT

Step 1: Introductory Information

Policy Statement:

The City of Colorado Springs will not tolerate any employee engaging in unlawful discrimination, harassment, or retaliation against any employee or applicant because of race, color, national origin, ancestry, sex, age, pregnancy status, religion, creed, disability, sexual orientation, genetic information, spousal or civil unit status, veteran status, or any other status protected by applicable law.

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Step 4b: Narrative of Interpretation

The focus of this section is sworn protective services, as the City of Colorado Springs analyzes the civilian workforce and formulates recruitment plans for this population.

Consistent with nationwide statistics, women are underutilized in the Protective Services Sworn Patrol Officers category. Women comprise a total of 14% of CSPDs Protective Services Sworn Patrol Officers category, up 1% compared to the last utilization analysis. White females have the highest level of underutilization in this category; however, the percentage of underutilization for White females has decreased from -24% in the last utilization analysis to -14% in this analysis. Women of other races and ethnicities are also underutilized in the Sworn Patrol Officers category: Hispanic/Latina women -8% underutilized; Black/African American women -3%; Asian women and women of two or more races -1% underutilized. The underutilization of minority females in this category has remained relatively steady compared to the last utilization analysis.

Minority men are also underrepresented in the Protective Services Sworn Patrol Officers category. Hispanic/Latino men are -7% underutilized; Black/African American men are -2% underutilized; and both Two or More Races and Other are -1% underutilized in this category.

Step 5: Objectives and Steps

1. The Colorado Springs Police Department (CSPD) is committed to increasing the number of racial minority and female applicants to better reflect that of the community. The CSPD recruiter strives to educate racial minorities and women on qualities looked for in officers and be visible in the community to show that law enforcement is a career option for women and racial minorities.

- a. Continue its relationship with the local Pikes Peak Workforce Center (affiliate of the Colorado Department of Labor & Employment) in order to promote City positions and provide employer information meetings for females, veterans and all races regarding the City's hiring process.
- b. Enlist the assistance of the Chiefs Community Groups such as the Faith Based Group, Community Leaders Advisory Board, and the Illumination Project, to help identify and encourage minority applicants. This will be done in conjunction with the Community Relations Unit who has an active role in the different community groups within the city.
- c. Attend high school and other community events with information geared towards young adults promoting law enforcement careers in the future. Some of these events include the ECOC Summit (Educating Children of Color), Mayors Ticket to Success, various panels at local universities; the Whats your Reason Law Enforcement Panel, the advertising poster contest, the Central United Methodist Block Party, Coffee with a Cop, and working with the CAPS Volunteer program in promoting the internship process.
- d. Attend job fairs with the goal of educating minorities about the hiring process.
- e. Review online and social media recruitment strategies that enhance the department's reach to underutilized groups. This outreach includes the pre-established sites used such as Facebook, LinkedIn, Twitter, Instagram, as well as a dedicated YouTube channel. The YouTube Channel hosts both informational and entertaining videos which reach a diverse population across the nation. These videos educate individuals on what its like to be a police officer, what the recruiting process entails, and focus on developing relationships within all ages, genders, and races.
- f. Expand our college outreach to minorities in criminal justice programs. We currently work with area universities in attending campus specific job fairs, class presentations, and volunteer and Internship information sessions with University of Colorado Colorado Springs, Pikes Peak Community College, and Colorado Technical University.
- g. Identify women's organizations within the local community in order to initiate contacts as well as advertise on women-centric media such as Jobs.feminist.org, and any other event or publication that may arise during the year.
- h. Increase recruiting for young women in the high schools by collaborating with the school resource officers (SROs) who are placed in the high schools throughout the city. The SROs will assist the recruiter in educating and developing relationships with women in hopes of fostering future police candidates.
- i. Collaborate with SROs in also developing relationships with racial and ethnic minority students to drive interest in law enforcement career options.

- j. Continue to develop relationships with the surrounding military installations and personnel as transitioning military has been a great pool for women and minority candidates. This includes being a member of multiple transitioning panels and discussions, Military and Veterans Employment Expo Job Fair, publicized informational sessions, and one-on-one meetings. The CSPD will also advertise in Homeland Magazine, a nationwide military transition magazine.
- k. Continue attending quarterly meetings on diversity recruiting for protective services with other Colorado agencies in hopes to learn of new approaches and opportunities for recruiting a diverse workforce.
- l. Expand and enhance relationships with Hispanic or Latino organizations in and around Colorado Springs by attending Hispanic community events, including monthly luncheons, advertising in Latino event brochures, and several online and print publications targeting minorities nationwide (EOE &E journal, National Minority Update, Saludos.com).
- m. Contact the Asian Chamber of Commerce, Asian Pacific Development Center, Colorado Chinese Community, Colorado Springs Chinese Cultural Institute, Colorado Vietnamese Young Professionals Group, and the Japan America Society of Southern Colorado.
- n. Attend the African American Youth Leadership Conference, contact the Black Chamber of Commerce, advertise recruitment opportunities on TheCauseInteractive.com, the African American Voice, and HBCU Connect for Historically Black Colleges and Universities.

Step 6: Internal Dissemination

The information will be disseminated via the Colorado Springs Police Department Intranet Website.

Step 7: External Dissemination

The information will be disseminated externally via the City of Colorado Springs website.

Utilization Analysis Chart
Relevant Labor Market: Colorado Springs city, Colorado

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 #/%	2/40%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/60%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	15,065/48%	1,545/5%	640/2%	100/0%	220/1%	30/0%	290/1%	120/0%	10,425/33%	1,260/4%	740/2%	30/0%	370/1%	0/0%	275/1%	80/0%
Utilization #/%	-8%	-5%	-2%	-0%	-1%	-0%	-1%	-0%	27%	-4%	-2%	-0%	-1%	0%	-1%	-0%
Professionals																
Workforce #/%	12/22%	3/6%	0/0%	0/0%	1/2%	0/0%	1/2%	0/0%	30/56%	6/11%	0/0%	0/0%	1/2%	0/0%	0/0%	0/0%
CLS #/%	19,690/42%	1,145/2%	780/2%	105/0%	785/2%	20/0%	375/1%	220/0%	19,850/43%	1,445/3%	665/1%	85/0%	515/1%	95/0%	525/1%	105/0%
Utilization #/%	-20%	3%	-2%	-0%	0%	-0%	1%	-0%	13%	8%	-1%	-0%	1%	-0%	-1%	-0%
Technicians																
Workforce #/%	9/25%	1/3%	1/3%	0/0%	1/3%	0/0%	0/0%	0/0%	21/58%	2/6%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,620/39%	355/5%	140/2%	4/0%	95/1%	0/0%	35/1%	20/0%	2,575/38%	490/7%	185/3%	35/1%	110/2%	0/0%	115/2%	10/0%
Utilization #/%	-14%	-2%	1%	-0%	1%	0%	-1%	-0%	20%	-2%	-3%	2%	-2%	0%	-2%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	80/65%	13/10%	4/3%	0/0%	5/4%	0/0%	2/2%	0/0%	17/14%	1/1%	2/2%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,225/57%	465/12%	210/5%	25/1%	20/1%	15/0%	45/1%	10/0%	640/16%	95/2%	105/3%	0/0%	15/0%	0/0%	10/0%	0/0%
Utilization #/%	7%	-2%	-2%	-1%	4%	-0%	0%	-0%	-3%	-2%	-1%	0%	-0%	0%	-0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	414/72%	47/8%	20/3%	2/0%	11/2%	0/0%	5/1%	0/0%	61/11%	11/2%	4/1%	1/0%	2/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	5,865/34%	2,655/15%	970/6%	60/0%	85/0%	55/0%	400/2%	160/1%	4,260/25%	1,690/10%	650/4%	75/0%	149/1%	10/0%	170/1%	30/0%
Utilization #/%	38%	-7%	-2%	-0%	1%	-0%	-1%	-1%	-14%	-8%	-3%	-0%	-1%	-0%	-1%	-0%
Protective Services: Non-sworn																

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 #/%	5/31%	1/6%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%	9/56%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	60/27%	15/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	110/50%	0/0%	0/0%	0/0%	10/5%	0/0%	25/11%	0/0%
Utilization #/%	4%	-1%	6%	0%	0%	0%	0%	0%	6%	0%	0%	0%	-5%	0%	-11%	0%
Administrative Support																
Workforce #/%	27/16%	4/2%	1/1%	0/0%	1/1%	0/0%	1/1%	0/0%	101/60%	19/11%	7/4%	0/0%	4/2%	2/1%	2/1%	0/0%
CLS #/%	16,100/27%	2,685/5%	1,635/3%	105/0%	240/0%	50/0%	525/1%	135/0%	29,580/50%	4,935/8%	1,625/3%	155/0%	795/1%	145/0%	640/1%	260/0%
Utilization #/%	-11%	-2%	-2%	-0%	0%	-0%	-0%	-0%	10%	3%	1%	-0%	1%	1%	0%	-0%
Skilled Craft																
Workforce #/%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	11,280/63%	4,175/23%	490/3%	85/0%	200/1%	60/0%	215/1%	160/1%	895/5%	240/1%	10/0%	15/0%	65/0%	0/0%	15/0%	0/0%
Utilization #/%	-13%	-23%	-3%	-0%	-1%	-0%	-1%	-1%	45%	-1%	-0%	-0%	-0%	0%	-0%	0%
Service/Maintenance																
Workforce #/%	3/100%	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 #/%	16,760/33%	5,045/10%	2,110/4%	200/0%	800/2%	45/0%	600/1%	180/0%	15,620/31%	4,790/10%	1,920/4%	140/0%	1,445/3%	10/0%	440/1%	160/0%
Utilization #/%	67%	-10%	-4%	-0%	-2%	-0%	-1%	-0%	-31%	-10%	-4%	-0%	-3%	-0%	-1%	-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
Professionals	✓						✓	✓								
Protective Services: Sworn-Patrol Officers		✓	✓				✓		✓	✓					✓	
Administrative Support	✓															

Law Enforcement Category Rank 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
Chief of Police																
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%
Deputy Chief of Police																
Workforce #/%	2/100%	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%
Commander																
Workforce #/%	5/56%	3/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenant																
Workforce #/%	13/57%	2/9%	0/0%	0/4%	1/4%	0/0%	1/4%	0/0%	4/17%	0/0%	2/9%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeant																
Workforce #/%	59/66%	8/9%	4/4%	0/4%	4/4%	0/0%	1/1%	0/0%	12/13%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services:																
Sworn-Patrol Officers																
Workforce #/%	414/72%	47/8%	20/3%	2/2%	11/2%	0/0%	5/1%	0/0%	61/11%	11/2%	4/1%	1/0%	2/0%	0/0%	0/0%	0/0%

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.

Peter Carey Police Chief 7-18-18
[signature] [title] [date]

