

EEO Utilization Report

Organization Information

Name: Colorado Springs Police Department

City: COLORADO SPRINGS

State: CO

Zip: 80903

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

The City of Colorado Springs is an Equal Employment Opportunity employer. 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 union status, veteran status, or any other status protected by applicable law.

Following File has been uploaded:PPM_Policy 33.pdf

Step 4b: Narrative of Interpretation

The focus of this section is sworn officers, as the City of Colorado Springs analyzes the civilian workforce and formulates recruitment plans for the civilian employee population. The category Protective Services: Sworn-Patrol Officers is most relevant to the 2020 analysis. This category includes all sworn line level employees. Consistent with nationwide statistics, women comprise 16% of CSPD sworn line level officers. Based on the most recent data from the FBI (2018), women comprise 15.5% of officers in the population Group 1 subset (250,000 to 499,999). The civilian labor force percentages in El Paso County that best match CSPDs minimum qualifications for a sworn officer indicate women should represent closer to 50% of sworn line level officers. Women are considered significantly underutilized in three racial/ethnic categories, including White, Black/African American, and Hispanic/Latina. The term significantly underutilized in this context refers to meaningful results that show a particular demographic underutilized by two or more standard deviations. White women are the most significantly underutilized among sworn officers at 21%, followed by Hispanic/Latina women at 7%. Black/African American women are 2% underutilized. Compared to the 2018 utilization analysis, there were slight gains in utilization among Hispanic/Latina women and Black/African American women. However, there has been a 7% decrease in utilization of White women in the sworn officer category.

Step 5: Objectives and Steps

1. The Colorado Springs Police Department is committed to increasing the number of female applicants to better reflect our community.

- a. Survey current female officers to determine how they first learned of jobs with the law enforcement agency, what attracted them to their job, and what they find most satisfying about their careers. This information will be used to enhance our recruiting strategy.
- b. Research local women's professional groups and ask if women officers can speak at their meetings, encouraging women to help recruit women.
- c. Research advertising avenues that have a high percentage of female readers/listeners and create advertising campaigns that coincide with this population.
- d. Solidify relationships with local high schools and colleges, and provide information to female and minority students who are searching for a career opportunity.
- e. Continue a relationship with local workforce centers in order to promote officer positions and provide employer information to women.
- f. Continue to foster relationships with the African American and Hispanic communities to specifically introduce law enforcement careers to minority women.
- g. Review online and social media recruitment strategies that enhance the department's reach to underutilized groups. This outreach includes sites used such as Facebook, LinkedIn, Twitter, Instagram, as well as a dedicated YouTube channel. The YouTube channel hosts both informational and entertaining videos that reach a diverse population across the nation. These videos educate individuals on what it is like to be a police officer, what the selection process entails, and focuses on developing relationships within all ages, genders and races.
- h. Identify womens and minority organizations within the local community in order to initiate contacts, as well as advertise on women and minority-centric media such as Jobs.feminist.org, Saludos, African American Voice, EOE&E Journal, HBCU (Historically Black Colleges and Universities), The Cause Interactive.com, and with the El Cinco De Mayo Foundation and other minority events or publications that may arise during the year.
- i. Hold open house events and/or orientations where candidates are invited to the law enforcement facility or academy to learn more about the job. Women from the department will be available to answer questions. CSPD will present information about the selection process, benefits, and the job of a police officer.
- j. The recruiter will attend job fairs and various other events with the Community Relations Officers, during which recruitment information is distributed. Recruiting will be a group effort by working closely with Community Relations and female officers. It is important that women officers become more visible in the community so women

see that law enforcement is an option for them.

k. The Recruiting Officer will also work closely with the surrounding military bases' Transition Assistance Programs (TAPS) and attend multiple job fairs and panels.

l. The recruiter will participate in community sessions and seek the expertise of community leaders to understand how we can best reach these underutilized populations. This may include media outreach encouraging a reporter to go on ride alongs with female officers.

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: El Paso County, 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 #/%	2/29%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	5/71%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	19,715/50%	1,805/5%	835/2%	140/0%	360/1%	35/0%	320/1%	135/0%	12,530/32%	1,480/4%	970/2%	80/0%	415/1%	0/0%	395/1%	80/0%
Utilization #/%	-22%	-5%	-2%	-0%	-1%	-0%	-1%	-0%	40%	-4%	-2%	-0%	-1%	0%	-1%	-0%
Professionals																
Workforce #/%	12/20%	2/3%	0/0%	1/2%	2/3%	0/0%	0/0%	0/0%	35/57%	5/8%	2/3%	0/0%	2/3%	0/0%	0/0%	0/0%
CLS #/%	24,670/43%	1,335/2%	1,105/2%	140/0%	830/1%	45/0%	500/1%	260/0%	24,740/43%	1,725/3%	830/1%	125/0%	660/1%	95/0%	570/1%	145/0%
Utilization #/%	-23%	1%	-2%	1%	2%	-0%	-1%	-0%	15%	5%	2%	-0%	2%	-0%	-1%	-0%
Technicians																
Workforce #/%	10/29%	1/3%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%	18/51%	4/11%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,235/40%	445/5%	175/2%	4/0%	110/1%	0/0%	55/1%	30/0%	2,850/35%	610/8%	215/3%	35/0%	175/2%	0/0%	165/2%	10/0%
Utilization #/%	-11%	-3%	1%	-0%	-1%	0%	-1%	-0%	16%	4%	-3%	2%	-2%	0%	-2%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	91/67%	13/10%	7/5%	1/1%	5/4%	0/0%	0/0%	0/0%	15/11%	2/1%	2/1%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,100/59%	555/11%	340/6%	60/1%	35/1%	15/0%	75/1%	10/0%	795/15%	115/2%	120/2%	4/0%	15/0%	0/0%	10/0%	30/1%
Utilization #/%	8%	-1%	-1%	-0%	3%	-0%	-1%	-0%	-4%	-1%	-1%	-0%	-0%	0%	-0%	-1%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	430/70%	51/8%	19/3%	2/0%	12/2%	0/0%	0/0%	0/0%	83/13%	12/2%	2/0%	1/0%	3/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	13,315/37%	2,405/7%	1,065/3%	95/0%	325/1%	100/0%	530/1%	155/0%	12,410/34%	3,325/9%	1,020/3%	64/0%	465/1%	110/0%	680/2%	240/1%
Utilization #/%	33%	2%	0%	0%	1%	-0%	-1%	-0%	-21%	-7%	-2%	-0%	-1%	-0%	-2%	-1%
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 #/%	6/40%	1/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	8/53%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	75/22%	15/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	220/64%	0/0%	0/0%	0/0%	10/3%	0/0%	25/7%	0/0%
Utilization #/%	18%	2%	0%	0%	0%	0%	0%	0%	-10%	0%	0%	0%	-3%	0%	-7%	0%
Administrative Support																
Workforce #/%	26/15%	3/2%	1/1%	0/0%	3/2%	0/0%	0/0%	0/0%	113/63%	20/11%	7/4%	2/1%	3/2%	1/1%	0/0%	0/0%
CLS #/%	19,140/27%	3,170/4%	1,955/3%	160/0%	350/0%	50/0%	550/1%	145/0%	35,420/50%	5,735/8%	2,210/3%	190/0%	1,060/1%	145/0%	685/1%	305/0%
Utilization #/%	-12%	-3%	-2%	-0%	1%	-0%	-1%	-0%	13%	3%	1%	1%	0%	0%	-1%	-0%
Skilled Craft																
Workforce #/%	2/67%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	15,515/65%	5,315/22%	680/3%	155/1%	270/1%	115/0%	270/1%	175/1%	1,090/5%	245/1%	40/0%	15/0%	80/0%	0/0%	35/0%	0/0%
Utilization #/%	2%	-22%	-3%	-1%	-1%	-0%	-1%	-1%	29%	-1%	-0%	-0%	-0%	0%	-0%	0%
Service/Maintenance																
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 #/%	21,645/35%	6,340/10%	2,645/4%	200/0%	870/1%	45/0%	690/1%	220/0%	19,075/31%	5,640/9%	2,245/4%	165/0%	1,805/3%	85/0%	555/1%	225/0%
Utilization #/%	65%	-10%	-4%	-0%	-1%	-0%	-1%	-0%	-31%	-9%	-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
Sergeant																
Workforce #/%	67/68%	7/7%	7/7%	1/3%	3/3%	0/0%	0/0%	0/0%	12/12%	2/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenant																
Workforce #/%	17/71%	3/12%	0/0%	0/4%	1/4%	0/0%	0/0%	0/0%	2/8%	0/0%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%
Commander																
Workforce #/%	4/44%	2/22%	0/0%	0/11%	1/11%	0/0%	0/0%	0/0%	1/11%	0/0%	1/11%	0/0%	0/0%	0/0%	0/0%	0/0%
Deputy Chief of Police																
Workforce #/%	2/67%	1/33%	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%
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%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	430/70%	51/8%	19/3%	2/2%	12/2%	0/0%	0/0%	0/0%	83/13%	12/2%	2/0%	1/0%	3/0%	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.

Certified As Final By: Vincent Niski

Chief of Police

09-17-2020

[signature]

[title]

[date]