

OREGON JUDICIAL DEPARTMENT



AFFIRMATIVE ACTION REPORT

JANUARY 2019

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OREGON JUDICIAL DEPARTMENT
AFFIRMATIVE ACTION STATEMENT

January 2019

This plan represents the Oregon Judicial Department's statement of its voluntary commitment to ensuring equal employment opportunity and to valuing diversity in our courts and offices.

Our goal is to employ a highly qualified workforce that provides great service to this state and that represents the diverse population of Oregon. This plan enumerates our efforts and initiatives to achieve that end.



Martha L. Walters
Chief Justice



Nancy Cozine
State Court Administrator

I. AFFIRMATIVE ACTION REPORT

A. Purpose

This Affirmative Action Report was developed to assure that the Oregon Judicial Department (OJD) is providing equal employment opportunities.

B. Policy

OJD's rule on Equal Employment Opportunity is set forth in the Judicial Department Personnel Rules as follows:

Rule 5, Equal Employment Opportunity

OJD provides equal employment opportunities to all employees and applicants for employment without unlawful regard to race, color, religion, national origin, sex, political affiliation, age, marital status, mental or physical disability, sexual orientation, genetic information, veteran status, or any other reason prohibited by law. This applies to all aspects of employment, including but not limited to, recruitment, hiring, training, promotion, transfer, and administration of all personnel policies, procedures, practices, programs, and services.

Administrative authorities are required to assure that equal employment opportunity provisions are applied to all employment practices. (Also see the OJD Policy Statement on Unlawful Discrimination and Harassment.)

II. ORGANIZATION AND FUNCTIONS

A. Overview

OJD was created in Article III, Section 1, of the Oregon Constitution. The Chief Justice is responsible for the administration of the judicial branch of government and is designated as the administrative head of OJD which includes the appellate, tax, and circuit courts. It is the Chief Justice's responsibility to promulgate a personnel plan for all officers and employees of the courts governing appointment, compensation, promotion, discipline, and all other aspects of employment. The Chief Justice is also charged with the duty of supervising a statewide plan for budgeting, accounting, and fiscal management of OJD. The department has 1,506 employees as of September 30, 2018. Judges are elected officials and not employees and, as such, not subject to the report. There is a total of 194 judges in the Oregon appellate, tax, and circuit courts.

B. Appellate and Tax Courts

The Supreme Court consists of seven justices and is the court of last appellate resort in the state court system. The Court of Appeals consists of thirteen judges who hear appeals from circuit courts, agencies, and boards. One Tax Court judge hears matters arising from Oregon tax law. The Tax Magistrate Division includes three tax magistrates, appointed by the Tax Judge, who oversee less formal tax appeal proceedings.

C. Office of the State Court Administrator

ORS Chapter 8 (primarily) establishes and defines the duties of the Office of the State Court Administrator. The State Court Administrator serves under the direction of the Chief Justice. The State Court Administrator is generally responsible for certain centralized functions of the unified Oregon State court system including legal counsel, internal audit, judicial and staff education, enterprise technology systems, budget and financial administration, court statistics and program support, human resource management, and intergovernmental relations. Administration of the Citizens Review Board Program, Juvenile and Family Court Programs, Court Language Access Services, State of Oregon Law Library, and Appellate Court Records Section are also funded and managed within the office.

D. Circuit Courts

The circuit courts are general jurisdiction trial courts located in each of the 36 counties, organized as 27 judicial districts, and served by 173 judges. These courts adjudicate matters and disputes in criminal, civil, domestic relations, traffic, juvenile, small claims, violations, abuse prevention, probate, civil commitment, adoption, and guardianship cases.

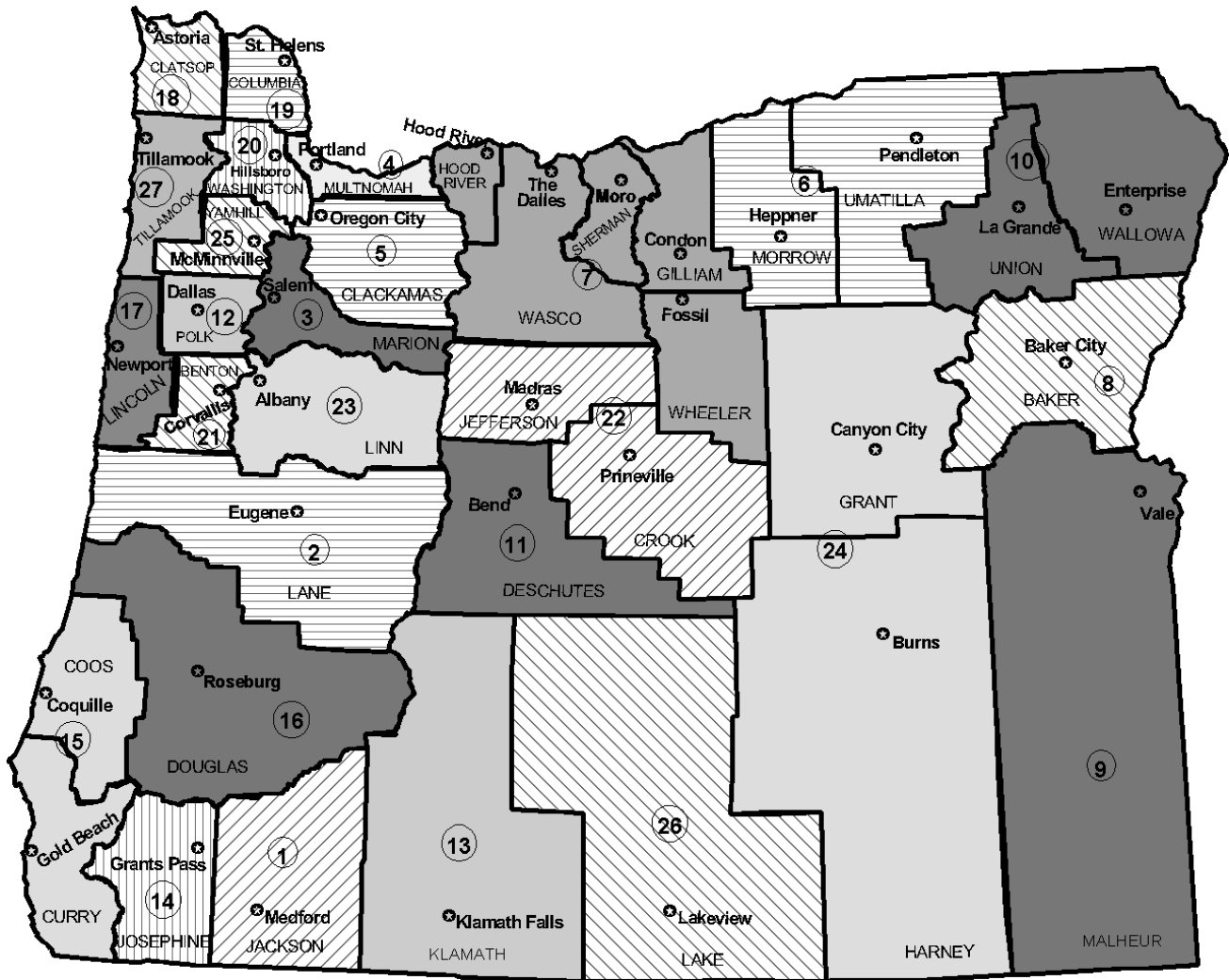
Pursuant to ORS 1.003, the Chief Justice appointed 27 judges to serve as presiding judge in each district for administrative purposes. Their general authority is described in ORS 1.171. The nonjudicial operations of the circuit courts are managed by 27 trial court administrators who are appointed and supervised by the presiding judges. Their general authority is described in ORS 8.225. Their duties include personnel administration, budget and financial management, court operations, and jury management.

E. Oregon Supreme Court Council on Inclusion & Fairness

The Oregon Supreme Court Council on Inclusion & Fairness (OSCCIF) works to ensure that all persons have equal access to Oregon state courts for fair and efficient dispute resolution. It also advises the Chief

Justice on matter of systemic racial, ethnic, and gender bias in the Oregon Judicial Department. Among other efforts, OSCCIF is working towards promoting a diverse workforce that reflects the community at large, and is monitoring and striving to accelerate OJD's progress while promoting inclusion and fairness opportunities for judges and staff.

III. OREGON'S JUDICIAL DISTRICTS



There are 27 judicial districts with a circuit court in each county.

1st Judicial District	Jackson County	14th Judicial District	Josephine County
2nd Judicial District	Lane County	15th Judicial District	Coos and Curry Counties
3rd Judicial District	Marion County	16th Judicial District	Douglas County
4th Judicial District	Multnomah County	17th Judicial District	Lincoln County
5th Judicial District	Clackamas County	18th Judicial District	Clatsop County
6th Judicial District	Morrow and Umatilla Counties	19th Judicial District	Columbia County
7th Judicial District	Gilliam, Hood River, Sherman, Wasco, and Wheeler Counties	20th Judicial District	Washington County
8th Judicial District	Baker County	21st Judicial District	Benton County
9th Judicial District	Malheur County	22nd Judicial District	Crook and Jefferson Counties
10th Judicial District	Union and Wallowa Counties	23rd Judicial District	Linn County
11th Judicial District	Deschutes County	24th Judicial District	Grant and Harney Counties
12th Judicial District	Polk County	25th Judicial District	Yamhill County
13th Judicial District	Klamath County	26th Judicial District	Lake County
		27th Judicial District	Tillamook County

IV. EEO/AA RESPONSIBILITIES AND DUTIES

A. Chief Justice and State Court Administrator

The Chief Justice committed OJD to a policy of equal employment opportunity. The Chief Justice has delegated the overall administrative responsibility for ensuring equal employment opportunity to the State Court Administrator through the OJD Personnel Rules.

B. Human Resource Services Director

The Human Resource Services Director, as directed by the State Court Administrator, has day-to-day responsibility for the implementation of the Equal Employment Opportunity (EEO) Plan. Such responsibility includes:

1. Developing and monitoring the department's written EEO Plan. The plan is periodically updated as deemed appropriate by the Human Resource Services Director.
2. Disseminating the plan internally.
3. Assisting trial court administrators, managers, and supervisors as necessary.
4. Providing employee counseling related to informal discrimination complaints.
5. Auditing and insuring that all OJD policies are in compliance with equal opportunity (and affirmative action) laws and regulations.
6. Serving as liaison between the department and enforcement agencies.
7. Identifying the need for and developing EEO management and supervisory training programs.
8. Assisting hiring authorities in broad dissemination of recruitment announcements in order to attract diverse applicant pools.

C. Administrative Authorities

Within their respective jurisdictions, administrative authorities are responsible for:

1. Establishing a positive climate for equal employment.
2. Evaluating subordinate managers and supervisors on the basis of their EEO practices.
3. Assuring that all personnel practices and procedures, including training, hiring, and promoting, are applied equally and in compliance with OJD Personnel Rule 5.
4. Communicating the availability of the department's Affirmative Action Report to each judge and each manager and supervisor.
5. Reviewing diversity goals and employing outreach strategies to achieve such goals.

D. Managers and Supervisors

The following responsibilities are assigned to managers and supervisors as it relates to employees under their supervision:

1. Establishing a positive climate for equal employment.
2. Assuring that all personnel practices and procedures, including training, hiring, and promotion, are applied equally and in compliance with OJD Personnel Rule 5.
3. Taking necessary action(s) to prevent discrimination and/or harassment.
4. Reviewing diversity goals and employing outreach strategies to achieve such goals.

E. Employees Who Regularly Represent the Department to External Organizations

Employees who regularly present information to external organizations should, when feasible, make a statement that affirms OJD's commitment to workforce diversity and that employment applications are welcome from all qualified persons.

V. UTILIZATION ANALYSIS

The goal of OJD is to have an employee workforce which reflects the Oregon labor force in terms of the representation of women, people of color, and persons with disabilities. To determine how close OJD is to this goal, the following steps were taken:

- A. The Oregon labor force was identified in the “EEO Tabulation 2006-2010 (5-year ACS data)” provided through “American FactFinder” and published by the U.S. Census Bureau. This report outlines EEO residence data for each occupational category by race and ethnicity.
- B. The Oregon labor force was summarized by EEO job categories (as defined by current EEOC guidelines).
- C. OJD workforce was summarized by county and by EEO-4 job categories based on the workforce as of September 30, 2018.
- D. A form requesting information on race/ethnicity and disability status is provided to new employees.
- E. OJD workforce was compared with the Oregon labor force.

County labor force data was used to evaluate the EEO job categories of *Administrative Support*. The *Administrative Support* job category equals 71 percent of the OJD workforce. Most persons who apply for jobs in this job category reside within the county where the jobs are located.

Statewide labor force data was used to evaluate the remaining EEO job categories of *Officials and Administrators, Professionals, and Technicians*. These jobs tend to attract applicants from all areas of the state as well as outside the state. In addition, they represent such a small number of positions per circuit court that a countywide utilization analysis would be irrelevant.

The analysis of OJD’s workforce included individual racial/ethnic groups and also a combined total of all racial/ethnic groups. The analysis further separates the racial/ethnic groups and job categories by gender.

The analysis also included a report of the department’s (self-reported) disabled workforce compared to the disabled workforce identified in the “2008-2012 American Community Survey 5-Year Estimates” report provided through the “American FactFinder” and published by the U.S. Census Bureau.

Note: This report is not separated by occupational category therefore the data is less exact. Additionally, the data source previously used as a basis for analysis had not been updated since October 2004. To obtain a current data source, projected to be available more often, in 2015 the data source for the disabled workforce was changed to the 2008-2012 American Community Survey 5-Year Estimates report.

A designation was added to this Affirmative Action Report (as of 2003) to provide employees the option of choosing “multi-racial/ethnic” (now titled “two or more races”) as their primary designation. (Employees so electing were also asked to select from among the state of Oregon’s recognized racial/ethnic categories for reporting purposes.) A work force analysis report in the Appendix reflects this information. The percentage of employees designating “two or more races” increased from the previous report period (4.5 percent) to 5.1 percent.

During the 2009 report period, OJD revised the racial/ethnic categories as directed by the U.S. Department of Justice, Office of Justice Programs. The revision (from five racial/ethnic categories to seven) brings OJD into compliance with the reporting requirements for obtaining federal grant monies. As a result, a new census survey was conducted and a database was developed to store and analyze the information.

VI. DATA DURING PERIOD OF REPORT

A comparison of OJD’s Affirmative Action Report data since 2001 indicates that since the 2007 report period the department has

- Maintained parity for women in all job categories, although improvement is still needed in one category.
- Increased the percentage of representation for people of color, although improvement is still needed in two of four categories.
- Improved the overall percentage of representation for persons with disabilities, although improvement is still needed in three of four categories.

Below is a summary of the findings. The following two pages provide specific numerical information as well as a comparison to previous years.

FTE UTILIZATION SUMMARY:

	<u>Women</u>	<u>People of Color</u>	<u>Persons with Disabilities</u>
Officials/Administrators	Utilized	Utilized	<i>Underutilized</i>
Professionals	Utilized	<i>Utilized</i>	<i>Underutilized</i>
Technicians	<i>Underutilized</i>	<i>Underutilized</i>	<i>Utilized</i>
Administrative Support	Utilized	<i>Underutilized</i>	<i>Underutilized</i>
Service/Maintenance	n/a	n/a	n/a

Note: Changes in the above utilization (from prior reports) are impacted each time new demographic data is incorporated into the census report. Over the past years, the demographic data shifted in Oregon with the exception of the period September 30, 2008 to September 30, 2010, where there was no change in utilization in any of the categories.

YEARLY COMPARISON OF “UNDERUTILIZATION”

This two-page table shows the number of positions currently “underutilized” in each job category compared to the past reports.

Job Categories	2009				2011				2013			
	No. EEs	Underutilization			No. EEs	Underutilization			No. EEs	Underutilization		
		Female FTE	People of Color FTE	Disabled FTE		FTE	People of Color FTE	Disabled FTE		Female FTE	People of Color FTE	Disabled FTE
Officials & Admin.	51	0	0	2	51	0	0	2	47	0	2	3
Professionals	333	0	0	21	327	0	0	20	316	0	0	22
Technicians	52	8	2	3	48	8	2	3	39	8	1	2
Administrative Support	1305	0	0	77	1183	0	7	77	1049	0	5	67
Service/Maintenance	2	0	0	0	2	0	0	0	2	0	0	0
Overall Dept. Totals	1743	8	2	103	1611	8	9	102	1453	8	8	94

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Note: The availability data imported from the "2008-2012 American Community Survey 5-Year Estimates" this reporting period provided an update from 2004 Oregon Employment Department data. (This is the "denominator" of availability.) Some portion of the difference between the 2013 and 2015 reports for the disabled workforce may be related to the change in data source as well as implementation of the 2010 U.S. Census data.

YEARLY COMPARISON OF “UNDERUTILIZATION” (continued)

Job Categories	2015				2017 ¹				2019			
	No. EEs	Underutilization			No. EEs	Underutilization			No. EEs	Underutilization		
		Female FTE	People of Color FTE	Disabled FTE		Female FTE	People of Color FTE	Disabled FTE		Female FTE	People of Color FTE	Disabled FTE
Officials & Admin.	57	0	0	2	58	0	1	2	53	0	0	2
Professionals	364	0	5	15	361	0	0	15	347	0	0	16
Technicians	38	9	2	1	40	11	1	0	36	10	1	0
Administrative Support	1130	0	14	55	1105	0	7	57	1070	0	6	50
Service/Maintenance	1	0	0	0	0	0	0	0	0	0	0	0
Overall Dept. Totals	1590	9	21	73	1564	11	9	74	1506	10	7	68

¹See Appendix pages 19-62 for data underlying these numbers.

Note: The availability data imported from the "2008-2012 American Community Survey 5-Year Estimates" this reporting period provided an update from 2004 Oregon Employment Department data. (This is the "denominator" of availability.) Some portion of the difference between the 2013 and 2015 reports for the disabled workforce may be related to the change in data source as well as implementation of the 2010 U.S. Census data.

VII. SUMMARY OF FINDINGS

As of September 2016, OJD met or exceeded parity for women in three of the four job categories. The job category with underutilization of women is *Technicians*. The department's goal is to improve representation in this job category.

Regarding people of color, the department met or exceeded parity in two of the four job categories. Parity for the Officials and Administrators job category was reached this reporting period. Parity for the Professionals job category continued. The department's goal is to improve representation in the *Technicians* and *Administrative Support* job categories.

During this report period, employees with disabilities continue to comprise 1.4 percent of OJD workforce, a continued decrease from 2.7 percent reported in 2009, 2.48 percent reported in 2011, 2.0 percent reported in 2013, and 1.5 percent reported in 2015. Although the data on the disabled workforce is not separated by occupational category, the department's goal is to continue to improve representation in all categories.

A summary of each EEO category listed below provides a brief review and findings. A detailed breakdown of each EEO category can be found in the Appendix.

EEO Category: *Officials and Administrators*

Occupations in which employees set broad policies; exercise overall responsibility for execution of these policies; direct individual departments or special phases of the court's or division's operations; or provide specialized consultation on a regional, district, or area basis.

Classifications include:

Manager 1, 2, 3

OSCA Division and Deputy Directors

State Court Administrator

Trial Court Administrator 1, 2, 3, 4, 5

OJD has 53 employees in this category of work. There are 34 females, 6 people of color, and 1 person with disabilities in this category. The statewide labor force availability for this group indicates that a goal should be established to hire two persons with disabilities in this category.

EEO Category: *Professionals*

Occupations that require specialized and theoretical knowledge that is usually acquired through college training or through work experience and other training that provides comparable knowledge. Classifications include:

Accountant 1, 2	Information Technology Manager
Analyst 2, 3, 4	Information Technology Specialist 3, 4
Appellate Commissioner	Information Technology Supervisor
Appellate Legal Counsel	Internal Auditor 1, 2
Appellate Legal Counsel, Assistant	Interpreter 1, 2
Appellate Settlement Program Manager	Interpreter/Translator
Appellate Staff Attorney	Judicial Clerk
Benefits Manager	Law Clerk
CRB Coordinator 1, 2	Law Librarian
Electronic Services Librarian	Legal Counsel, Assistant
Fiscal Analyst 2, 3	Librarian
Hearings Referee	Procurement Officer 1, 2
Human Resource Manager	Program Coordinator 2, 3, 4
	Tax Magistrate

OJD currently has 347 employees in this category of work. There are 207 females, 50 people of color, and 7 persons with disabilities in this category. The statewide labor force availability for this group indicates that a goal should be established to hire 16 persons with disabilities in this category.

EEO Category: *Technicians*

Occupations in which workers are responsible for technical applications. Classifications include:

Assistant Editor—Composer
Information Technology Specialist 1, 2

OJD currently has 36 employees in this category of work. There are 8 females, 3 people of color, and 2 persons with disabilities in this category. The statewide labor force availability for this group indicates that a goal should be established to hire ten females and one person of color in this category.

EEO Category: *Administrative Support (including Office/Clerical)*

Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paperwork required in an office. Classifications include:

Analyst 1	Management Assistant 1, 2
Budget and Finance Specialist 1, 2	Paralegal
Collections Agent	Payroll/Benefits Technician 1, 2
Court Reporter, Stenographic	Program Coordinator 1
Fiscal Analyst 1	Release Assistance Officer
Judicial Services Specialist 1, 2, 3, 4	Supervisor 1, 2, 3
Library Assistant	

OJD currently has 1,070 employees in this category of work. There are 932 females, 207 people of color, and 11 persons with disabilities. The chart on the following page recommends specific goals.

Unless specifically mentioned below, circuit court workforces met or exceeded county labor force availability in the *Administrative Support* category. The following units should establish targets for people of color and persons with disabilities:

Administrative Support Category

Court/Division	Number of People of Color Underutilized	Number of Persons with Disabilities Underutilized*
OSCA/Appellate Courts	1	4
Benton	--	1
Clackamas	--	3
Clatsop	--	1
Columbia	--	1
Coos	--	2
Crook	--	1
Curry	--	1
Deschutes	1	--
Douglas	--	2
Jackson	--	3
Josephine	--	1
Klamath	1	2
Lane	--	4
Lincoln	1	1
Linn	--	1
Marion	--	5
Multnomah	--	11
Polk	--	1
Umatilla	1	1
Wasco	1	--
Washington	--	3
Yamhill	--	1
Total	6	50

*Note: This update of the AA Report reflects a decrease in underutilization of persons with disabilities. (This is the “numerator” of availability). The availability data imported from the “2008-2012 American Community Survey 5-Year Estimates” this reporting period provided an update from 2004 Oregon Employment Department data. (This is the “denominator” of availability.) Some portion of the difference between the 2013 and 2015 reports for the disabled workforce may be related to the change in data source as well as implementation of the 2010 U.S. Census data.

EEO Category: *Service and Maintenance Workers*

Service and maintenance workers provide a wide variety of services which do not produce a good or provide transportation. Classifications include:

Custodian

OJD currently has one vacancy in this category of work and is not currently recruiting to fill this position. When recruitment for any position(s) in this job category is established, OJD will strive to recruit a more diverse work force.

VIII. JUDICIAL DEPARTMENT NEW AND ONGOING INITIATIVES

OJD is working to develop and implement initiatives, as budget allows, which attract and recognize diversity in the work place and provide better customer service.

Some of the initiatives include:

Language Initiatives

- Providing testing and a pay differential for eligible department employees who possess bilingual skills. (*This has been ongoing since 2000.* The test and testing process were updated in March 2016.)

Training

- Providing a separate, comprehensive recruitment and selection training module to supervisors and lead workers with a component on affirmative action and diversity. (*This has been ongoing since 2004.*)
- Providing customized affirmative action and diversity training for individual court's management and staff (upon request).
- Providing a training module to supervisors and lead workers with a component on implicit bias. (*This has been ongoing since 2016.*)

OJD Job Announcements

- Providing links to all department job announcements postings on popular web sites as well as the department's internet and intranet web pages. (*Ongoing*)

- Posting all department job announcements on the state of Oregon jobs page. (*Ongoing*)
- Posting announcements of professional-level positions on the National Center for State Courts (NCSC) web page and other related sites. (*This has been ongoing since 2002.*)

OJD Recruitment

- Implementing a new recruitment software system (NEOGOV™) purchased by the executive branch for use in all three branches. This allows applicants to apply for OJD jobs online and to follow the recruitment process, and also allows hiring managers to expedite the recruitment process by up to 30%. (*This occurred in January 2010.*)

OJD EEO Census

- Updating the census form regarding race/ethnicity and disability status in the new employee packet information to reflect the additional racial/ethnic categories. (*This occurred in May 2008.*)

School-to-Work

- Participating in mock interviews of high school students to provide feedback on their interviewing skills, résumés, and appearance. (*This has been ongoing since 2001.*)

Job Fairs and Employee Development

- Creating developmental and rotational job opportunities and job shadowing for those employees interested in furthering their career with OJD. (*This has been ongoing since 2004.*)
- Developing opportunities for underfilling positions for those employees who do not meet the minimum qualifications and where recruitment for qualified individuals is difficult. (*This has been ongoing since 2002.*)
- Providing a centrally coordinated mentorship program for new trial court administrators and division directors. (*This has been ongoing since 2002.*)
- Including in all personnel-related training programs (for employees and judges) relevant information on affirmative action and discrimination. (*Ongoing*)

- Attending selected job fairs throughout the state to conduct outreach and promote the work of OJD. (*This has been ongoing since 2006.*)

Other Initiatives

- Posting the Affirmative Action Report, personnel rules/policies, and other personnel-related information to the department's intranet web page for all employees to access. (*This has been ongoing since 2001.*)
- Posting the Equal Employment Opportunity Plan (EEOP) to the department's intranet web page for all employees to access. (*This has been ongoing since 2006.*)
- Incorporating the Affirmative Action Report into the existing EEO module of supervisory training. (*Ongoing*)
- Ensuring OJD statewide committees and boards represent the diversity of the workforce. (*Ongoing*)
- Maintaining recruitment software (NEOGOV™) which tracks applicant data for analysis to determine recruitment and outreach strategies. (*This was implemented January 2010.*)

IX. 2019-2021 AFFIRMATIVE ACTION GOALS AND STRATEGIES

The department has maintained parity for representation of women in the *Officials and Administrators, Professionals, and Administrative Support* job categories. Improvement is needed to achieve parity for representation of women in the *Technicians* job category. The department has maintained parity for representation of people of color in the *Professionals* job category; has reached parity in the *Officials and Administrators* job category; and continues to work to achieve parity *in the Technicians and Administrative Support* job categories. More effort and emphasis is needed to recruit for persons with disabilities in the all job categories.

In the 2019-2021 biennium, OJD will continue to pursue the following goals and strategies:

1. Recruit open competitively; use diverse interview panels where possible.
2. Prioritize efforts to recruit people of color, women, and persons with disabilities to reflect an improved representation in all job categories.

3. Maintain gains during the 2017-2019 biennium and continue to strive to reach parity in all categories.
4. Participate annually in career fairs and other outreach events targeting women, people of color, and persons with disabilities (as budget allows).
5. Provide developmental and rotational job opportunities for current employees to enhance their careers.
6. Promote efforts to utilize underfill recruitments and establish career ladders for current employees.
7. Capture applicant data for analysis to determine or improve recruitment and outreach strategies.
8. Encourage participation in programs to reach out to students interested in a career in the judicial branch of state government.
9. Further develop and expand training and resources related to Implicit Bias to promote and maintain a diverse and inclusive workforce.

AFFIRMATIVE ACTION REPORT
APPENDIX

**Oregon Judicial Department
Work Force Analysis by EEO Category**

(Depicting employees choosing multi-racial/ethnic as primary designation)

EEO Category	Total Emp.	Males	%	Females	%	People of Color	%	Two or More Races¹	%	Disabled	%
Officials/Administrators	53	19	35.8%	34	64.2%	6	11.3%	3	5.7%	1	1.9%
Professionals	347	140	40.3%	207	59.7%	50	14.4%	23	6.6%	7	2.0%
Technicians	36	28	77.8%	8	22.2%	3	8.3%	0	0.0%	2	5.6%
Administrative Support	1070	138	12.9%	932	87.1%	207	19.3%	51	4.8%	11	1.0%
Service/Maintenance	0	0	0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Totals	1506	325	21.6%	1181	78.4%	266	17.7%	77	5.1%	21	1.4%

Information reflects a snapshot of the work force as of 9/30/18 and does not include EEO parity goals.

¹"Two or More Races" category was added to give employees a choice beyond the state-recognized racial/ethnic categories. Those who chose this category were also asked to designate, for record keeping purposes, one of the five state-recognized categories.

Oregon Judicial Department
Utilization Analysis by Gender, Race, and Disability

Statewide Summary
EEO Category: All

EEO Category	2019					Underutilization														
	Total Employees	Males	Females	People of Color	Disabled ¹	Female FTE					People of Color FTE					Disabled ¹ FTE				
						2011	2013	2015	2017	2019	2011	2013	2015	2017	2019	2011	2013	2015	2017	2019
Officials/ Administrators	53	19	34	6	1	0	0	0	0	0	0	2	0	1	0	2	3	2	2	2
Professionals	347	140	207	50	7	0	0	0	0	0	0	0	5	0	0	20	22	15	15	16
Technicians	36	28	8	3	2	8	8	9	11	10	2	1	2	1	1	3	2	1	0	0
Administrative Support	1070	138	932	207	11	0	0	0	0	0	7	5	14	7	6	77	67	55	57	50
Service/ Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals	1506	325	1181	266	21	8	8	9	11	10	9	8	21	9	7	102	94	73	74	68

¹Based upon voluntary self-identification via employee survey. In 2014, the data source for this category was changed. Some portion of the decrease in underutilization may be related to the data source change and 2010 U.S. Census data.



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Statewide
 EEO Category: Officials and Administrators
 Geographic Data Source: Various
 Occupational Category: Officials and Managers

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	19	57.9%	35.8%	22.1%	11
White	17	51.4%	32.1%	19.3%	10
Hispanic	0	2.6%	0.0%	2.6%	1
Black or African American	0	0.7%	0.0%	0.7%	0
Asian	0	2.0%	0.0%	2.0%	1
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	0	0.4%	0.0%	0.4%	0
Two or More Races	2	0.8%	3.8%	0.0%	0
Total Males of Color	2	6.6%	3.8%	2.8%	1
Females	34	42.1%	64.2%	0.0%	0
White	30	37.0%	56.6%	0.0%	0
Hispanic	1	1.8%	1.9%	0.0%	0
Black or African American	0	0.6%	0.0%	0.6%	0
Asian	1	1.4%	1.9%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	1	0.3%	1.9%	0.0%	0
Two or More Races	1	0.7%	1.9%	0.0%	0
Total Females of Color	4	4.9%	7.5%	0.0%	0
Total Employees of Color	6	11.5%	11.3%	0.2%	0
Total Disabled Employee	1	6.7%	1.9%	4.8%	2
Total Employees	53				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Statewide
 EEO Category: Professionals
 Geographic Data Source: Various
 Occupational Category: Professionals

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	140	46.5%	40.3%	6.2%	21
White	118	39.6%	34.0%	5.6%	19
Hispanic	5	1.7%	1.4%	0.3%	0
Black or African American	0	0.7%	0.0%	0.7%	2
Asian	6	3.3%	1.7%	1.6%	5
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	0	0.2%	0.0%	0.2%	0
Two or More Races	11	0.7%	3.2%	0.0%	0
Total Males of Color	22	6.7%	6.3%	0.4%	1
Females	207	53.5%	59.7%	0.0%	0
White	179	46.5%	51.6%	0.0%	0
Hispanic	9	2.3%	2.6%	0.0%	0
Black or African American	3	0.6%	0.9%	0.0%	0
Asian	3	2.7%	0.9%	1.8%	6
Native-Hawaiian or Other Pacific Islander	1	0.1%	0.3%	0.0%	0
American-Indian or Alaskan Native	0	0.3%	0.0%	0.3%	1
Two or More Races	12	0.8%	3.5%	0.0%	0
Total Females of Color	28	6.8%	8.1%	0.0%	0
Total Employees of Color	50	13.5%	14.4%	0.0%	0
Total Disabled Employee	7	6.7%	2.0%	4.7%	16
Total Employees	347				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Statewide
 EEO Category: Technicians
 Geographic Data Source: Various
 Occupational Category: Technicians

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	28	49.5%	77.8%	0.0%	0
White	25	42.7%	69.4%	0.0%	0
Hispanic	2	2.3%	5.6%	0.0%	0
Black or African American	0	0.7%	0.0%	0.7%	0
Asian	1	2.4%	2.8%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.5%	0.0%	0.5%	0
Two or More Races	0	0.9%	0.0%	0.9%	0
Total Males of Color	3	6.8%	8.3%	0.0%	0
Females	8	50.5%	22.2%	28.3%	10
White	8	43.3%	22.2%	21.1%	7
Hispanic	0	2.2%	0.0%	2.2%	0
Black or African American	0	0.5%	0.0%	0.5%	0
Asian	0	2.5%	0.0%	2.5%	0
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	0	0.6%	0.0%	0.6%	0
Two or More Races	0	1.1%	0.0%	1.1%	0
Total Females of Color	0	7.0%	0.0%	7.0%	2
Total Employees of Color	3	13.8%	8.3%	5.5%	1
Total Disabled Employee	2	6.7%	5.6%	1.1%	0
Total Employees	36				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Utilization Analysis by Gender, Race, and Disability

County Summary for EEO Category: Administrative Support

Location	Total Employees	Underutilized			Underutilized			Underutilized		
		Total Females	%	FTE	Total People of Color	%	FTE	Total Disabled	%	FTE
Baker	6	6	0.0%	0	1	0.0%	0	0	8.1%	0
Benton	20	19	0.0%	0	4	0.0%	0	0	5.1%	1
Clackamas	76	58	0.0%	0	13	0.0%	0	1	4.4%	3
Clatsop	18	17	0.0%	0	0	2.9%	0	0	9.9%	1
Columbia	15	14	0.0%	0	2	0.0%	0	0	7.2%	1
Coos	24	24	0.0%	0	2	2.4%	0	0	10.2%	2
Crook	9	9	0.0%	0	0	7.8%	0	0	12.7%	1
Curry	8	8	0.0%	0	1	0.4%	0	0	12.9%	1
Deschutes	41	37	0.0%	0	2	4.8%	1	2	1.9%	0
Douglas	34	28	0.0%	0	2	2.2%	0	1	7.9%	2
Grant	4	4	0.0%	0	1	0.0%	0	0	10.7%	0
Harney	4	4	0.0%	0	0	7.1%	0	0	8.1%	0
Hood River	8	8	0.0%	0	2	0.0%	0	0	5.2%	0
Jackson	62	54	0.0%	0	9	0.0%	0	1	5.3%	3
Jefferson	9	7	0.0%	0	3	0.0%	0	1	0.0%	0
Josephine	30	29	0.0%	0	5	0.0%	0	0	6.5%	1
Klamath	25	25	0.0%	0	2	5.5%	1	0	8.9%	2
Lake	4	4	0.0%	0	2	0.0%	0	0	8.8%	0
Lane	69	63	0.0%	0	11	0.0%	0	0	7.2%	4
Lincoln	20	17	0.0%	0	1	6.6%	1	0	9.9%	1
Linn	27	25	0.0%	0	2	0.0%	0	1	3.8%	1
Malheur	11	11	0.0%	0	2	4.9%	0	0	8.6%	0
Marion	79	64	0.0%	0	24	0.0%	0	1	6.5%	5
Morrow	2	2	0.0%	0	0	24.8%	0	0	7.7%	0
Multnomah	213	172	0.0%	0	71	0.0%	0	1	5.2%	11

Underutilized Underutilized Underutilized

Location	Total Employees	Total Females	%	FTE	Total People of Color	%	FTE	Total Disabled	%	FTE
OSCA-Appellate	71	57	0.0%	0	12	2.2%	1	1	6.4%	4
Polk	17	13	0.0%	0	6	0.0%	0	0	7.8%	1
Sherman	1	1	0.0%	0	0	3.5%	0	0	9.0%	0
Tillamook	7	7	0.0%	0	1	0.0%	0	0	7.1%	0
Umatilla	22	22	0.0%	0	3	4.7%	1	0	7.8%	1
Union	13	12	0.0%	0	1	0.0%	0	0	7.4%	0
Wallowa	3	3	0.0%	0	0	1.1%	0	0	10.7%	0
Wasco	9	8	0.0%	0	0	12.9%	1	0	6.6%	0
Washington	82	77	0.0%	0	16	0.0%	0	1	4.5%	3
Wheeler*	1	1	0.0%	0	0	6.7%	0	0	6.9%	0
Yamhill	26	22	0.0%	0	6	0.0%	0	0	6.9%	1

Totals 1070 932 * 0 207 * 6 11 * 50

* % calculation by county only

**One employee works at the Wheeler and Gilliam locations.

Data Import Date 10/4/2018
 Data Effective Date 9/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Baker
 EEO Category: Administrative Support
 Geographic Data Source: Baker
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	20.2%	0.0%	20.2%	1
White	0	16.1%	0.0%	16.1%	0
Hispanic	0	0.0%	0.0%	0.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	0	4.1%	0.0%	4.1%	0
Total Males of Color	0	4.1%	0.0%	4.1%	0
Females	6	79.4%	100.0%	0.0%	0
White	5	78.8%	83.3%	0.0%	0
Hispanic	0	0.0%	0.0%	0.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	1	0.9%	16.7%	0.0%	0
Total Females of Color	1	0.9%	16.7%	0.0%	0
Total Employees of Color	1	5.0%	16.7%	0.0%	0
Total Disabled Employee	0	8.1%	0.0%	8.1%	0
Total Employees	6				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Benton
 EEO Category: Administrative Support
 Geographic Data Source: Benton
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	1	26.0%	5.0%	21.0%	4
White	1	22.5%	5.0%	17.5%	3
Hispanic	0	1.2%	0.0%	1.2%	0
Black or African American	0	0.8%	0.0%	0.8%	0
Asian	0	0.8%	0.0%	0.8%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	0	0.6%	0.0%	0.6%	0
Total Males of Color	0	3.4%	0.0%	3.4%	0
Females	19	74.0%	95.0%	0.0%	0
White	15	63.7%	75.0%	0.0%	0
Hispanic	1	5.0%	5.0%	0.0%	0
Black or African American	0	1.0%	0.0%	1.0%	0
Asian	0	2.4%	0.0%	2.4%	0
Native-Hawaiian or Other Pacific Islander	0	0.7%	0.0%	0.7%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	3	0.7%	15.0%	0.0%	0
Total Females of Color	4	9.8%	20.0%	0.0%	0
Total Employees of Color	4	13.2%	20.0%	0.0%	0
Total Disabled Employee	0	5.1%	0.0%	5.1%	1
Total Employees	20				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Clackamas
 EEO Category: Administrative Support
 Geographic Data Source: Portland-Vancouver PMSA
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	18	26.2%	23.7%	2.5%	1
White	16	20.7%	21.1%	0.0%	0
Hispanic	1	2.3%	1.3%	1.0%	0
Black or African American	0	0.9%	0.0%	0.9%	0
Asian	1	1.4%	1.3%	0.1%	0
Native-Hawaiian or Other Pacific Islander	0	0.2%	0.0%	0.2%	0
American-Indian or Alaskan Native	0	0.1%	0.0%	0.1%	0
Two or More Races	0	0.4%	0.0%	0.4%	0
Total Males of Color	2	5.3%	2.6%	2.7%	2
Females	58	73.8%	76.3%	0.0%	0
White	47	62.1%	61.8%	0.3%	0
Hispanic	3	4.4%	3.9%	0.5%	0
Black or African American	0	1.5%	0.0%	1.5%	1
Asian	1	3.2%	1.3%	1.9%	1
Native-Hawaiian or Other Pacific Islander	2	0.3%	2.6%	0.0%	0
American-Indian or Alaskan Native	0	0.5%	0.0%	0.5%	0
Two or More Races	5	1.4%	6.6%	0.0%	0
Total Females of Color	11	11.3%	14.5%	0.0%	0
Total Employees of Color	13	16.6%	17.1%	0.0%	0
Total Disabled Employee	1	5.7%	1.3%	4.4%	3
Total Employees	76				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Clatsop
 EEO Category: Administrative Support
 Geographic Data Source: Clatsop
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	1	19.1%	5.6%	13.5%	2
White	1	19.1%	5.6%	13.5%	2
Hispanic	0	0.0%	0.0%	0.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	0	0.0%	0.0%	0.0%	0
Total Males of Color	0	0.0%	0.0%	0.0%	0
Females	17	80.9%	94.4%	0.0%	0
White	17	76.8%	94.4%	0.0%	0
Hispanic	0	1.7%	0.0%	1.7%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	0	0.9%	0.0%	0.9%	0
Two or More Races	0	0.2%	0.0%	0.2%	0
Total Females of Color	0	2.9%	0.0%	2.9%	0
Total Employees of Color	0	2.9%	0.0%	2.9%	0
Total Disabled Employee	0	9.9%	0.0%	9.9%	1
Total Employees	18				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Columbia
 EEO Category: Administrative Support
 Geographic Data Source: Columbia
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	1	17.0%	6.7%	10.3%	1
White	1	15.2%	6.7%	8.5%	1
Hispanic	0	0.6%	0.0%	0.6%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.1%	0.0%	0.1%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	0	1.1%	0.0%	1.1%	0
Total Males of Color	0	1.8%	0.0%	1.8%	0
Females	14	81.5%	93.3%	0.0%	0
White	12	75.5%	80.0%	0.0%	0
Hispanic	0	2.6%	0.0%	2.6%	0
Black or African American	0	0.9%	0.0%	0.9%	0
Asian	0	1.3%	0.0%	1.3%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.1%	0.0%	0.1%	0
Two or More Races	2	0.9%	13.3%	0.0%	0
Total Females of Color	2	5.8%	13.3%	0.0%	0
Total Employees of Color	2	7.6%	13.3%	0.0%	0
Total Disabled Employee	0	7.2%	0.0%	7.2%	1
Total Employees	15				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Coos
 EEO Category: Administrative Support
 Geographic Data Source: Coos
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	16.9%	0.0%	16.9%	4
White	0	14.1%	0.0%	14.1%	3
Hispanic	0	2.1%	0.0%	2.1%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.4%	0.0%	0.4%	0
Two or More Races	0	0.3%	0.0%	0.3%	0
Total Males of Color	0	2.8%	0.0%	2.8%	0
Females	24	83.1%	100.0%	0.0%	0
White	22	74.6%	91.7%	0.0%	0
Hispanic	1	3.9%	4.2%	0.0%	0
Black or African American	0	0.2%	0.0%	0.2%	0
Asian	0	0.2%	0.0%	0.2%	0
Native-Hawaiian or Other Pacific Islander	0	0.3%	0.0%	0.3%	0
American-Indian or Alaskan Native	1	2.8%	4.2%	0.0%	0
Two or More Races	0	0.5%	0.0%	0.5%	0
Total Females of Color	2	7.9%	8.3%	0.0%	0
Total Employees of Color	2	10.7%	8.3%	2.4%	0
Total Disabled Employee	0	10.2%	0.0%	10.2%	2
Total Employees	24				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Crook
 EEO Category: Administrative Support
 Geographic Data Source: Crook
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	22.3%	0.0%	22.3%	2
White	0	16.4%	0.0%	16.4%	1
Hispanic	0	3.5%	0.0%	3.5%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.6%	0.0%	0.6%	0
Two or More Races	0	1.9%	0.0%	1.9%	0
Total Males of Color	0	6.0%	0.0%	6.0%	0
Females	9	77.4%	100.0%	0.0%	0
White	9	74.5%	100.0%	0.0%	0
Hispanic	0	0.6%	0.0%	0.6%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.3%	0.0%	0.3%	0
American-Indian or Alaskan Native	0	0.6%	0.0%	0.6%	0
Two or More Races	0	0.3%	0.0%	0.3%	0
Total Females of Color	0	1.8%	0.0%	1.8%	0
Total Employees of Color	0	7.8%	0.0%	7.8%	0
Total Disabled Employee	0	12.7%	0.0%	12.7%	1
Total Employees	9				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Curry
 EEO Category: Administrative Support
 Geographic Data Source: Curry
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	17.5%	0.0%	17.5%	1
White	0	13.5%	0.0%	13.5%	1
Hispanic	0	1.3%	0.0%	1.3%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	0	0.0%	0.0%	0.0%	0
Total Males of Color	0	1.3%	0.0%	1.3%	0
Females	8	82.2%	100.0%	0.0%	0
White	7	69.6%	87.5%	0.0%	0
Hispanic	0	6.6%	0.0%	6.6%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	1	5.0%	12.5%	0.0%	0
Two or More Races	0	0.0%	0.0%	0.0%	0
Total Females of Color	1	11.6%	12.5%	0.0%	0
Total Employees of Color	1	12.9%	12.5%	0.4%	0
Total Disabled Employee	0	12.9%	0.0%	12.9%	1
Total Employees	8				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Deschutes
 EEO Category: Administrative Support
 Geographic Data Source: Deschutes
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	4	21.0%	9.8%	11.2%	4
White	4	18.8%	9.8%	9.0%	3
Hispanic	0	0.8%	0.0%	0.8%	0
Black or African American	0	0.2%	0.0%	0.2%	0
Asian	0	0.5%	0.0%	0.5%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	1.1%	0.0%	1.1%	0
Two or More Races	0	0.2%	0.0%	0.2%	0
Total Males of Color	0	2.8%	0.0%	2.8%	1
Females	37	79.1%	90.2%	0.0%	0
White	35	71.6%	85.4%	0.0%	0
Hispanic	0	3.7%	0.0%	3.7%	1
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	1	0.8%	2.4%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	1.1%	0.0%	1.1%	0
Two or More Races	1	1.3%	2.4%	0.0%	0
Total Females of Color	2	6.9%	4.9%	2.0%	0
Total Employees of Color	2	9.7%	4.9%	4.8%	1
Total Disabled Employee	2	6.8%	4.9%	1.9%	0
Total Employees	41				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Douglas
 EEO Category: Administrative Support
 Geographic Data Source: Douglas
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	6	18.4%	17.6%	0.8%	0
White	6	16.2%	17.6%	0.0%	0
Hispanic	0	1.1%	0.0%	1.1%	0
Black or African American	0	0.2%	0.0%	0.2%	0
Asian	0	0.1%	0.0%	0.1%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.7%	0.0%	0.7%	0
Two or More Races	0	0.1%	0.0%	0.1%	0
Total Males of Color	0	2.2%	0.0%	2.2%	0
Females	28	81.6%	82.4%	0.0%	0
White	26	75.4%	76.5%	0.0%	0
Hispanic	1	1.8%	2.9%	0.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.6%	0.0%	0.6%	0
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	0	0.8%	0.0%	0.8%	0
Two or More Races	1	2.6%	2.9%	0.0%	0
Total Females of Color	2	5.9%	5.9%	0.0%	0
Total Employees of Color	2	8.1%	5.9%	2.2%	0
Total Disabled Employee	1	10.8%	2.9%	7.9%	2
Total Employees	34				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Grant
 EEO Category: Administrative Support
 Geographic Data Source: Grant
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	23.8%	0.0%	23.8%	0
White	0	22.9%	0.0%	22.9%	0
Hispanic	0	0.0%	0.0%	0.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	0	0.8%	0.0%	0.8%	0
Total Males of Color	0	0.8%	0.0%	0.8%	0
Females	4	76.2%	100.0%	0.0%	0
White	3	72.4%	75.0%	0.0%	0
Hispanic	1	0.0%	25.0%	0.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	2.9%	0.0%	2.9%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	0	0.0%	0.0%	0.0%	0
Total Females of Color	1	2.9%	25.0%	0.0%	0
Total Employees of Color	1	3.7%	25.0%	0.0%	0
Total Disabled Employee	0	10.7%	0.0%	10.7%	0
Total Employees	4				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Harney
 EEO Category: Administrative Support
 Geographic Data Source: Harney
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	17.0%	0.0%	17.0%	0
White	0	17.0%	0.0%	17.0%	0
Hispanic	0	0.0%	0.0%	0.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.9%	0.0%	0.9%	0
Two or More Races	0	0.0%	0.0%	0.0%	0
Total Males of Color	0	0.9%	0.0%	0.9%	0
Females	4	83.0%	100.0%	0.0%	0
White	4	76.6%	100.0%	0.0%	0
Hispanic	0	0.0%	0.0%	0.0%	0
Black or African American	0	2.1%	0.0%	2.1%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.9%	0.0%	0.9%	0
American-Indian or Alaskan Native	0	3.2%	0.0%	3.2%	0
Two or More Races	0	0.0%	0.0%	0.0%	0
Total Females of Color	0	6.2%	0.0%	6.2%	0
Total Employees of Color	0	7.1%	0.0%	7.1%	0
Total Disabled Employee	0	8.1%	0.0%	8.1%	0
Total Employees	4				

Data Import Date 10/4/2018\
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Hood River
 EEO Category: Administrative Support
 Geographic Data Source: Hood River
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	19.4%	0.0%	19.4%	1
White	0	14.2%	0.0%	14.2%	1
Hispanic	0	4.2%	0.0%	4.2%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.9%	0.0%	0.9%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	0	0.0%	0.0%	0.0%	0
Total Males of Color	0	5.1%	0.0%	5.1%	0
Females	8	80.9%	100.0%	0.0%	0
White	6	65.5%	75.0%	0.0%	0
Hispanic	1	11.5%	12.5%	0.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.9%	0.0%	0.9%	0
American-Indian or Alaskan Native	0	0.6%	0.0%	0.6%	0
Two or More Races	1	2.1%	12.5%	0.0%	0
Total Females of Color	2	15.1%	25.0%	0.0%	0
Total Employees of Color	2	20.2%	25.0%	0.0%	0
Total Disabled Employee	0	5.2%	0.0%	5.2%	0
Total Employees	8				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Jackson
 EEO Category: Administrative Support
 Geographic Data Source: Medford-Ashland MSA
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	8	21.2%	12.9%	8.3%	5
White	5	18.4%	8.1%	10.3%	6
Hispanic	1	1.3%	1.6%	0.0%	0
Black or African American	0	0.5%	0.0%	0.5%	0
Asian	0	0.2%	0.0%	0.2%	0
Native-Hawaiian or Other Pacific Islander	1	0.0%	1.6%	0.0%	0
American-Indian or Alaskan Native	0	0.2%	0.0%	0.2%	0
Two or More Races	1	0.4%	1.6%	0.0%	0
Total Males of Color	3	2.6%	4.8%	0.0%	0
Females	54	78.8%	87.1%	0.0%	0
White	48	71.0%	77.4%	0.0%	0
Hispanic	3	5.3%	4.8%	0.5%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	1	0.1%	1.6%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	0	0.1%	0.0%	0.1%	0
Two or More Races	2	1.9%	3.2%	0.0%	0
Total Females of Color	6	7.5%	9.7%	0.0%	0
Total Employees of Color	9	10.1%	14.5%	0.0%	0
Total Disabled Employee	1	6.9%	1.6%	5.3%	3
Total Employees	62				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Jefferson
 EEO Category: Administrative Support
 Geographic Data Source: Jefferson
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	2	26.9%	22.2%	4.7%	0
White	1	17.8%	11.1%	6.7%	0
Hispanic	0	4.7%	0.0%	4.7%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.9%	0.0%	0.9%	0
Two or More Races	0	0.0%	0.0%	0.0%	0
Total Males of Color	1	5.6%	11.1%	0.0%	0
Females	7	72.8%	77.8%	0.0%	0
White	5	55.9%	55.6%	0.3%	0
Hispanic	1	6.9%	11.1%	0.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.6%	0.0%	0.6%	0
American-Indian or Alaskan Native	0	9.4%	0.0%	9.4%	0
Two or More Races	1	0.0%	11.1%	0.0%	0
Total Females of Color	2	16.9%	22.2%	0.0%	0
Total Employees of Color	3	22.5%	33.3%	0.0%	0
Total Disabled Employee	1	9.4%	11.1%	0.0%	0
Total Employees	9				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Josephine
 EEO Category: Administrative Support
 Geographic Data Source: Josephine
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	1	21.2%	3.3%	17.9%	5
White	0	20.1%	0.0%	20.1%	6
Hispanic	1	0.8%	3.3%	0.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.3%	0.0%	0.3%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	0	0.2%	0.0%	0.2%	0
Total Males of Color	1	1.3%	3.3%	0.0%	0
Females	29	78.8%	96.7%	0.0%	0
White	25	74.8%	83.3%	0.0%	0
Hispanic	2	2.9%	6.7%	0.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	1	0.0%	3.3%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	1	1.1%	3.3%	0.0%	0
Total Females of Color	4	4.0%	13.3%	0.0%	0
Total Employees of Color	5	5.3%	16.7%	0.0%	0
Total Disabled Employee	0	6.5%	0.0%	6.5%	1
Total Employees	30				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Klamath
 EEO Category: Administrative Support
 Geographic Data Source: Klamath
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	19.0%	0.0%	19.0%	4
White	0	14.5%	0.0%	14.5%	3
Hispanic	0	2.3%	0.0%	2.3%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.3%	0.0%	0.3%	0
American-Indian or Alaskan Native	0	0.5%	0.0%	0.5%	0
Two or More Races	0	1.3%	0.0%	1.3%	0
Total Males of Color	0	4.4%	0.0%	4.4%	1
Females	25	81.0%	100.0%	0.0%	0
White	23	71.8%	92.0%	0.0%	0
Hispanic	1	5.4%	4.0%	1.4%	0
Black or African American	0	0.6%	0.0%	0.6%	0
Asian	0	0.8%	0.0%	0.8%	0
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	1	2.0%	4.0%	0.0%	0
Two or More Races	0	0.2%	0.0%	0.2%	0
Total Females of Color	2	9.1%	8.0%	1.1%	0
Total Employees of Color	2	13.5%	8.0%	5.5%	1
Total Disabled Employee	0	8.9%	0.0%	8.9%	2
Total Employees	25				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Lake
 EEO Category: Administrative Support
 Geographic Data Source: Lake
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	13.3%	0.0%	13.3%	0
White	0	8.8%	0.0%	8.8%	0
Hispanic	0	3.4%	0.0%	3.4%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.7%	0.0%	0.7%	0
Two or More Races	0	0.0%	0.0%	0.0%	0
Total Males of Color	0	4.1%	0.0%	4.1%	0
Females	4	86.7%	100.0%	0.0%	0
White	2	73.5%	50.0%	23.5%	0
Hispanic	2	5.1%	50.0%	0.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	3.5%	0.0%	3.5%	0
Native-Hawaiian or Other Pacific Islander	0	2.7%	0.0%	2.7%	0
American-Indian or Alaskan Native	0	0.7%	0.0%	0.7%	0
Two or More Races	0	0.0%	0.0%	0.0%	0
Total Females of Color	2	12.0%	50.0%	0.0%	0
Total Employees of Color	2	16.1%	50.0%	0.0%	0
Total Disabled Employee	0	8.8%	0.0%	8.8%	0
Total Employees	4				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Lane
 EEO Category: Administrative Support
 Geographic Data Source: Eugene-Springfield MSA
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	6	23.7%	8.7%	15.0%	10
White	6	20.8%	8.7%	12.1%	8
Hispanic	0	1.0%	0.0%	1.0%	0
Black or African American	0	0.4%	0.0%	0.4%	0
Asian	0	0.6%	0.0%	0.6%	0
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	0	0.2%	0.0%	0.2%	0
Two or More Races	0	0.6%	0.0%	0.6%	0
Total Males of Color	0	2.9%	0.0%	2.9%	2
Females	63	76.3%	91.3%	0.0%	0
White	52	67.8%	75.4%	0.0%	0
Hispanic	5	3.1%	7.2%	0.0%	0
Black or African American	2	0.3%	2.9%	0.0%	0
Asian	3	1.4%	4.3%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	0	0.8%	0.0%	0.8%	0
Two or More Races	1	2.2%	1.4%	0.8%	0
Total Females of Color	11	7.9%	15.9%	0.0%	0
Total Employees of Color	11	10.8%	15.9%	0.0%	0
Total Disabled Employee	0	7.2%	0.0%	7.2%	4
Total Employees	69				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Lincoln
 EEO Category: Administrative Support
 Geographic Data Source: Lincoln
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	3	16.2%	15.0%	1.2%	0
White	3	13.5%	15.0%	0.0%	0
Hispanic	0	0.5%	0.0%	0.5%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	2.0%	0.0%	2.0%	0
Two or More Races	0	0.1%	0.0%	0.1%	0
Total Males of Color	0	2.6%	0.0%	2.6%	0
Females	17	83.8%	85.0%	0.0%	0
White	16	74.4%	80.0%	0.0%	0
Hispanic	0	3.4%	0.0%	3.4%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.7%	0.0%	0.7%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	4.2%	0.0%	4.2%	0
Two or More Races	1	0.7%	5.0%	0.0%	0
Total Females of Color	1	9.0%	5.0%	4.0%	0
Total Employees of Color	1	11.6%	5.0%	6.6%	1
Total Disabled Employee	0	9.9%	0.0%	9.9%	1
Total Employees	20				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Linn
 EEO Category: Administrative Support
 Geographic Data Source: Linn
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	2	20.8%	7.4%	13.4%	3
White	2	18.4%	7.4%	11.0%	2
Hispanic	0	1.2%	0.0%	1.2%	0
Black or African American	0	0.1%	0.0%	0.1%	0
Asian	0	0.2%	0.0%	0.2%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.7%	0.0%	0.7%	0
Two or More Races	0	0.1%	0.0%	0.1%	0
Total Males of Color	0	2.3%	0.0%	2.3%	0
Females	25	79.2%	92.6%	0.0%	0
White	23	75.0%	85.2%	0.0%	0
Hispanic	2	1.5%	7.4%	0.0%	0
Black or African American	0	0.7%	0.0%	0.7%	0
Asian	0	0.6%	0.0%	0.6%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.2%	0.0%	0.2%	0
Two or More Races	0	1.1%	0.0%	1.1%	0
Total Females of Color	2	4.1%	7.4%	0.0%	0
Total Employees of Color	2	6.4%	7.4%	0.0%	0
Total Disabled Employee	1	7.5%	3.7%	3.8%	1
Total Employees	27				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Malheur
 EEO Category: Administrative Support
 Geographic Data Source: Malheur
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	18.8%	0.0%	18.8%	2
White	0	13.4%	0.0%	13.4%	1
Hispanic	0	5.4%	0.0%	5.4%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	0	0.2%	0.0%	0.2%	0
Total Males of Color	0	5.6%	0.0%	5.6%	0
Females	11	81.2%	100.0%	0.0%	0
White	9	63.8%	81.8%	0.0%	0
Hispanic	2	16.6%	18.2%	0.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.5%	0.0%	0.5%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.2%	0.0%	0.2%	0
Two or More Races	0	0.2%	0.0%	0.2%	0
Total Females of Color	2	17.5%	18.2%	0.0%	0
Total Employees of Color	2	23.1%	18.2%	4.9%	0
Total Disabled Employee	0	8.6%	0.0%	8.6%	0
Total Employees	11				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Marion
 EEO Category: Administrative Support
 Geographic Data Source: Salem PMSA
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	15	23.7%	19.0%	4.7%	3
White	7	17.0%	8.9%	8.1%	6
Hispanic	7	4.5%	8.9%	0.0%	0
Black or African American	1	0.4%	1.3%	0.0%	0
Asian	0	0.7%	0.0%	0.7%	0
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	0	0.2%	0.0%	0.2%	0
Two or More Races	0	0.3%	0.0%	0.3%	0
Total Males of Color	8	6.2%	10.1%	0.0%	0
Females	64	76.2%	81.0%	0.0%	0
White	48	63.1%	60.8%	2.3%	1
Hispanic	11	8.3%	13.9%	0.0%	0
Black or African American	0	0.4%	0.0%	0.4%	0
Asian	0	1.4%	0.0%	1.4%	1
Native-Hawaiian or Other Pacific Islander	0	0.3%	0.0%	0.3%	0
American-Indian or Alaskan Native	0	1.0%	0.0%	1.0%	0
Two or More Races	4	1.5%	5.1%	0.0%	0
Total Females of Color	16	12.9%	20.3%	0.0%	0
Total Employees of Color	24	19.1%	30.4%	0.0%	0
Total Disabled Employee	1	7.8%	1.3%	6.5%	5
Total Employees	79				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Morrow
 EEO Category: Administrative Support
 Geographic Data Source: Morrow
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	11.2%	0.0%	11.2%	0
White	0	5.2%	0.0%	5.2%	0
Hispanic	0	6.0%	0.0%	6.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	0	0.0%	0.0%	0.0%	0
Total Males of Color	0	6.0%	0.0%	6.0%	0
Females	2	88.8%	100.0%	0.0%	0
White	2	70.7%	100.0%	0.0%	0
Hispanic	0	17.1%	0.0%	17.1%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	1.7%	0.0%	1.7%	0
Two or More Races	0	0.0%	0.0%	0.0%	0
Total Females of Color	0	18.8%	0.0%	18.8%	0
Total Employees of Color	0	24.8%	0.0%	24.8%	0
Total Disabled Employee	0	7.7%	0.0%	7.7%	0
Total Employees	2				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Multnomah
 EEO Category: Administrative Support
 Geographic Data Source: Portland-Vancouver PMSA
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	41	26.2%	19.2%	7.0%	14
White	29	20.7%	13.6%	7.1%	15
Hispanic	6	2.3%	2.8%	0.0%	0
Black or African American	1	0.9%	0.5%	0.4%	0
Asian	2	1.4%	0.9%	0.5%	0
Native-Hawaiian or Other Pacific Islander	0	0.2%	0.0%	0.2%	0
American-Indian or Alaskan Native	0	0.1%	0.0%	0.1%	0
Two or More Races	3	0.4%	1.4%	0.0%	0
Total Males of Color	12	5.3%	5.6%	0.0%	0
Females	172	73.8%	80.8%	0.0%	0
White	113	62.1%	53.1%	9.0%	19
Hispanic	16	4.4%	7.5%	0.0%	0
Black or African American	10	1.5%	4.7%	0.0%	0
Asian	19	3.2%	8.9%	0.0%	0
Native-Hawaiian or Other Pacific Islander	1	0.3%	0.5%	0.0%	0
American-Indian or Alaskan Native	0	0.5%	0.0%	0.5%	1
Two or More Races	12	1.4%	5.6%	0.0%	0
Total Females of Color	59	11.3%	27.7%	0.0%	0
Total Employees of Color	71	16.6%	33.3%	0.0%	0
Total Disabled Employee	1	5.7%	0.5%	5.2%	11
Total Employees	213				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: OSCA-Appellate
 EEO Category: Administrative Support
 Geographic Data Source: Salem PMSA
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	13	23.7%	21.3%	2.4%	1
White	10	17.0%	16.4%	0.6%	0
Hispanic	0	4.5%	0.0%	4.5%	2
Black or African American	2	0.4%	3.3%	0.0%	0
Asian	0	0.7%	0.0%	0.7%	0
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	0	0.2%	0.0%	0.2%	0
Two or More Races	1	0.3%	1.6%	0.0%	0
Total Males of Color	3	6.2%	4.9%	1.3%	0
Females	48	76.2%	78.7%	0.0%	0
White	42	63.1%	68.9%	0.0%	0
Hispanic	2	8.3%	3.3%	5.0%	3
Black or African American	1	0.4%	1.6%	0.0%	0
Asian	0	1.4%	0.0%	1.4%	0
Native-Hawaiian or Other Pacific Islander	0	0.3%	0.0%	0.3%	0
American-Indian or Alaskan Native	1	1.0%	1.6%	0.0%	0
Two or More Races	1	1.5%	1.6%	0.0%	0
Total Females of Color	6	12.9%	9.8%	3.1%	1
Total Employees of Color	9	19.1%	14.8%	4.3%	2
Total Disabled Employee	1	7.8%	1.6%	6.2%	3
Total Employees	61				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Polk
 EEO Category: Administrative Support
 Geographic Data Source: Salem PMSA
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	4	23.7%	23.5%	0.2%	0
White	2	17.0%	11.8%	5.2%	0
Hispanic	2	4.5%	11.8%	0.0%	0
Black or African American	0	0.4%	0.0%	0.4%	0
Asian	0	0.7%	0.0%	0.7%	0
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	0	0.2%	0.0%	0.2%	0
Two or More Races	0	0.3%	0.0%	0.3%	0
Total Males of Color	2	6.2%	11.8%	0.0%	0
Females	13	76.2%	76.5%	0.0%	0
White	9	63.1%	52.9%	10.2%	1
Hispanic	3	8.3%	17.6%	0.0%	0
Black or African American	0	0.4%	0.0%	0.4%	0
Asian	0	1.4%	0.0%	1.4%	0
Native-Hawaiian or Other Pacific Islander	0	0.3%	0.0%	0.3%	0
American-Indian or Alaskan Native	0	1.0%	0.0%	1.0%	0
Two or More Races	1	1.5%	5.9%	0.0%	0
Total Females of Color	4	12.9%	23.5%	0.0%	0
Total Employees of Color	6	19.1%	35.3%	0.0%	0
Total Disabled Employee	0	7.8%	0.0%	7.8%	1
Total Employees	17				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Sherman
 EEO Category: Administrative Support
 Geographic Data Source: Sherman
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	13.0%	0.0%	13.0%	0
White	0	8.7%	0.0%	8.7%	0
Hispanic	0	3.5%	0.0%	3.5%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	0	0.0%	0.0%	0.0%	0
Total Males of Color	0	3.5%	0.0%	3.5%	0
Females	1	87.0%	100.0%	0.0%	0
White	1	87.0%	100.0%	0.0%	0
Hispanic	0	0.0%	0.0%	0.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	0	0.0%	0.0%	0.0%	0
Total Females of Color	0	0.0%	0.0%	0.0%	0
Total Employees of Color	0	3.5%	0.0%	3.5%	0
Total Disabled Employee	0	9.0%	0.0%	9.0%	0
Total Employees	1				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Tillamook
 EEO Category: Administrative Support
 Geographic Data Source: Tillamook
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	12.4%	0.0%	12.4%	0
White	0	10.2%	0.0%	10.2%	0
Hispanic	0	0.9%	0.0%	0.9%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	1.2%	0.0%	1.2%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	0	0.0%	0.0%	0.0%	0
Total Males of Color	0	2.1%	0.0%	2.1%	0
Females	7	87.6%	100.0%	0.0%	0
White	6	82.7%	85.7%	0.0%	0
Hispanic	1	2.2%	14.3%	0.0%	0
Black or African American	0	1.5%	0.0%	1.5%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	0	1.2%	0.0%	1.2%	0
Total Females of Color	1	4.9%	14.3%	0.0%	0
Total Employees of Color	1	7.0%	14.3%	0.0%	0
Total Disabled Employee	0	7.1%	0.0%	7.1%	0
Total Employees	7				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Umatilla
 EEO Category: Administrative Support
 Geographic Data Source: Umatilla
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	18.1%	0.0%	18.1%	3
White	0	13.3%	0.0%	13.3%	2
Hispanic	0	3.7%	0.0%	3.7%	0
Black or African American	0	0.1%	0.0%	0.1%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.2%	0.0%	0.2%	0
American-Indian or Alaskan Native	0	0.3%	0.0%	0.3%	0
Two or More Races	0	0.5%	0.0%	0.5%	0
Total Males of Color	0	4.8%	0.0%	4.8%	1
Females	22	81.9%	100.0%	0.0%	0
White	19	68.2%	86.4%	0.0%	0
Hispanic	2	8.1%	9.1%	0.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.5%	0.0%	0.5%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	3.6%	0.0%	3.6%	0
Two or More Races	1	1.3%	4.5%	0.0%	0
Total Females of Color	3	13.5%	13.6%	0.0%	0
Total Employees of Color	3	18.3%	13.6%	4.7%	1
Total Disabled Employee	0	7.8%	0.0%	7.8%	1
Total Employees	22				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Union
 EEO Category: Administrative Support
 Geographic Data Source: Union
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	1	15.3%	7.7%	7.6%	0
White	1	13.4%	7.7%	5.7%	0
Hispanic	0	0.2%	0.0%	0.2%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	0	0.4%	0.0%	0.4%	0
Total Males of Color	0	0.6%	0.0%	0.6%	0
Females	12	84.7%	92.3%	0.0%	0
White	11	80.4%	84.6%	0.0%	0
Hispanic	0	3.3%	0.0%	3.3%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.2%	0.0%	0.2%	0
Native-Hawaiian or Other Pacific Islander	0	0.2%	0.0%	0.2%	0
American-Indian or Alaskan Native	0	0.5%	0.0%	0.5%	0
Two or More Races	1	0.2%	7.7%	0.0%	0
Total Females of Color	1	4.4%	7.7%	0.0%	0
Total Employees of Color	1	5.0%	7.7%	0.0%	0
Total Disabled Employee	0	7.4%	0.0%	7.4%	0
Total Employees	13				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Wallowa
 EEO Category: Administrative Support
 Geographic Data Source: Wallowa
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	15.8%	0.0%	15.8%	0
White	0	15.8%	0.0%	15.8%	0
Hispanic	0	0.0%	0.0%	0.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	0	0.0%	0.0%	0.0%	0
Total Males of Color	0	0.0%	0.0%	0.0%	0
Females	3	84.2%	100.0%	0.0%	0
White	3	84.2%	100.0%	0.0%	0
Hispanic	0	1.1%	0.0%	1.1%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	0	0.0%	0.0%	0.0%	0
Total Females of Color	0	1.1%	0.0%	1.1%	0
Total Employees of Color	0	1.1%	0.0%	1.1%	0
Total Disabled Employee	0	10.7%	0.0%	10.7%	0
Total Employees	3				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Wasco
 EEO Category: Administrative Support
 Geographic Data Source: Wasco
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	1	24.1%	11.1%	13.0%	1
White	1	18.4%	11.1%	7.3%	0
Hispanic	0	2.1%	0.0%	2.1%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	1.1%	0.0%	1.1%	0
American-Indian or Alaskan Native	0	1.9%	0.0%	1.9%	0
Two or More Races	0	0.0%	0.0%	0.0%	0
Total Males of Color	0	5.1%	0.0%	5.1%	0
Females	8	75.7%	88.9%	0.0%	0
White	8	67.4%	88.9%	0.0%	0
Hispanic	0	3.5%	0.0%	3.5%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.8%	0.0%	0.8%	0
American-Indian or Alaskan Native	0	3.5%	0.0%	3.5%	0
Two or More Races	0	0.0%	0.0%	0.0%	0
Total Females of Color	0	7.8%	0.0%	7.8%	0
Total Employees of Color	0	12.9%	0.0%	12.9%	1
Total Disabled Employee	0	6.6%	0.0%	6.6%	0
Total Employees	9				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Washington
 EEO Category: Administrative Support
 Geographic Data Source: Portland-Vancouver PMSA
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	5	26.2%	6.1%	20.1%	16
White	4	20.7%	4.9%	15.8%	12
Hispanic	0	2.3%	0.0%	2.3%	1
Black or African American	0	0.9%	0.0%	0.9%	0
Asian	0	1.4%	0.0%	1.4%	1
Native-Hawaiian or Other Pacific Islander	0	0.2%	0.0%	0.2%	0
American-Indian or Alaskan Native	0	0.1%	0.0%	0.1%	0
Two or More Races	1	0.4%	1.2%	0.0%	0
Total Males of Color	1	5.3%	1.2%	4.1%	3
Females	77	73.8%	93.9%	0.0%	0
White	62	62.1%	75.6%	0.0%	0
Hispanic	9	4.4%	11.0%	0.0%	0
Black or African American	1	1.5%	1.2%	0.3%	0
Asian	2	3.2%	2.4%	0.8%	0
Native-Hawaiian or Other Pacific Islander	0	0.3%	0.0%	0.3%	0
American-Indian or Alaskan Native	1	0.5%	1.2%	0.0%	0
Two or More Races	2	1.4%	2.4%	0.0%	0
Total Females of Color	15	11.3%	18.3%	0.0%	0
Total Employees of Color	16	16.6%	19.5%	0.0%	0
Total Disabled Employee	1	5.7%	1.2%	4.5%	3
Total Employees	82				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Wheeler*
 EEO Category: Administrative Support
 Geographic Data Source: Wheeler
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	25.0%	0.0%	25.0%	0
White	0	25.0%	0.0%	25.0%	0
Hispanic	0	0.0%	0.0%	0.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	0	0.0%	0.0%	0.0%	0
Total Males of Color	0	0.0%	0.0%	0.0%	0
Females	1	75.0%	100.0%	0.0%	0
White	1	66.7%	100.0%	0.0%	0
Hispanic	0	6.7%	0.0%	6.7%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	0	0.0%	0.0%	0.0%	0
Total Females of Color	0	6.7%	0.0%	6.7%	0
Total Employees of Color	0	6.7%	0.0%	6.7%	0
Total Disabled Employee	0	6.9%	0.0%	6.9%	0
Total Employees	1				

*One employee works at the Wheeler and Gilliam locations.

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Yamhill
 EEO Category: Administrative Support
 Geographic Data Source: Yamhill
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	4	22.1%	15.4%	6.7%	1
White	3	17.3%	11.5%	5.8%	1
Hispanic	1	3.0%	3.8%	0.0%	0
Black or African American	0	0.2%	0.0%	0.2%	0
Asian	0	0.4%	0.0%	0.4%	0
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	0	1.2%	0.0%	1.2%	0
Total Males of Color	1	4.9%	3.8%	1.1%	0
Females	22	77.9%	84.6%	0.0%	0
White	17	70.9%	65.4%	5.5%	1
Hispanic	3	4.0%	11.5%	0.0%	0
Black or African American	0	0.1%	0.0%	0.1%	0
Asian	0	0.6%	0.0%	0.6%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.4%	0.0%	0.4%	0
Two or More Races	2	1.8%	7.7%	0.0%	0
Total Females of Color	5	6.9%	19.2%	0.0%	0
Total Employees of Color	6	11.8%	23.1%	0.0%	0
Total Disabled Employee	0	6.9%	0.0%	6.9%	1
Total Employees	26				

Data Import Date 10/4/2018
 Data Effective Date 09/30/2018