



June 25, 2024

Equal Employment Opportunity Plan Review

County of Monterey

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Analyst II

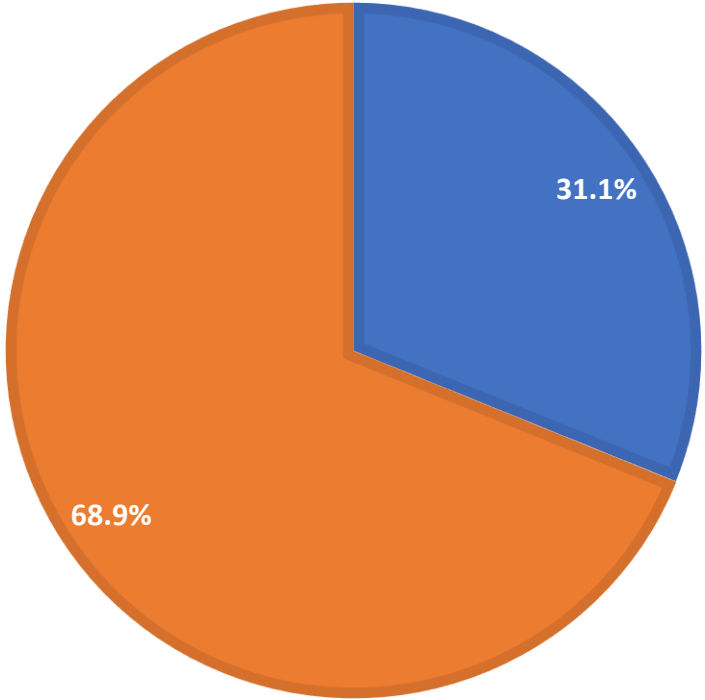
agralin@biddle.com

ext. 117

Utilization County-Wide

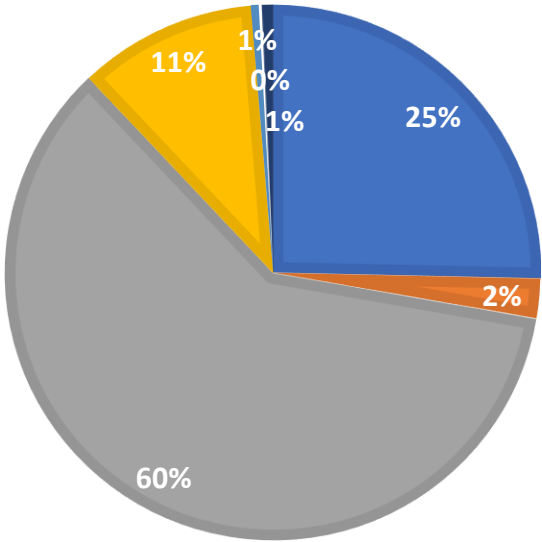
GENDER

Male Female



RACE

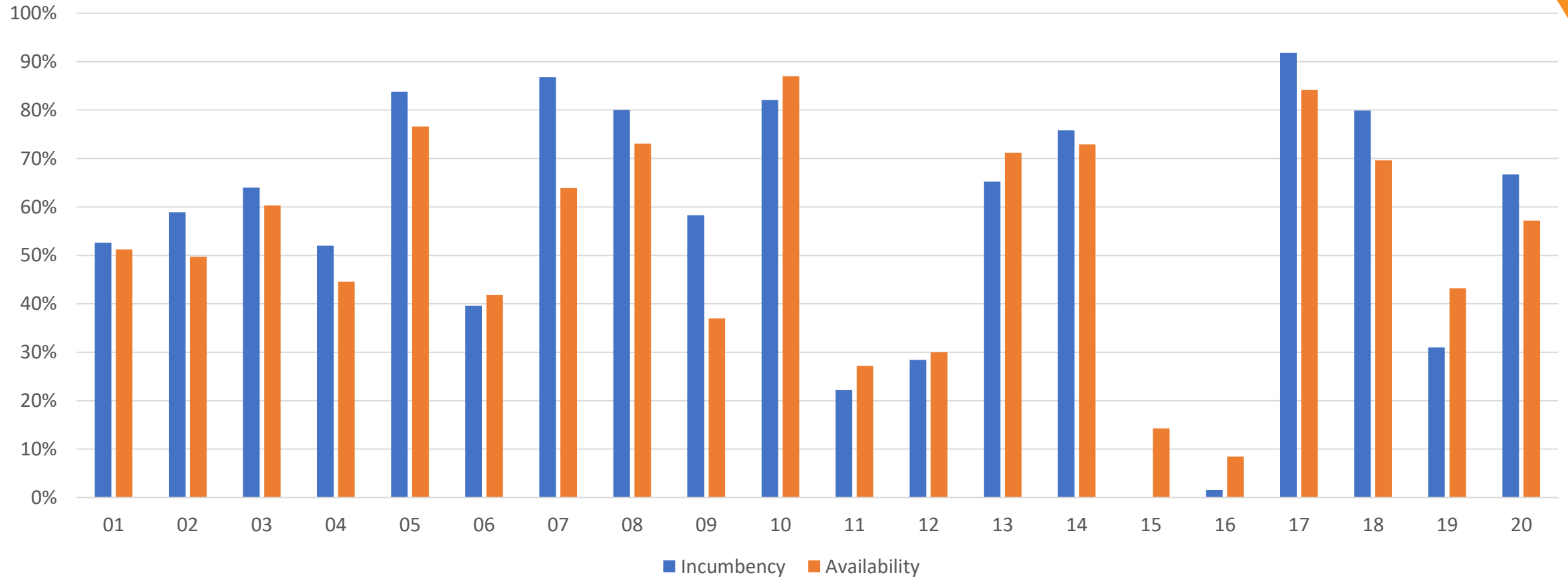
White Black or African American
Hispanic or Latino Asian
Native American or Alaskan Native Native Hawaiian or Pacific Islander
Two or More



Gender

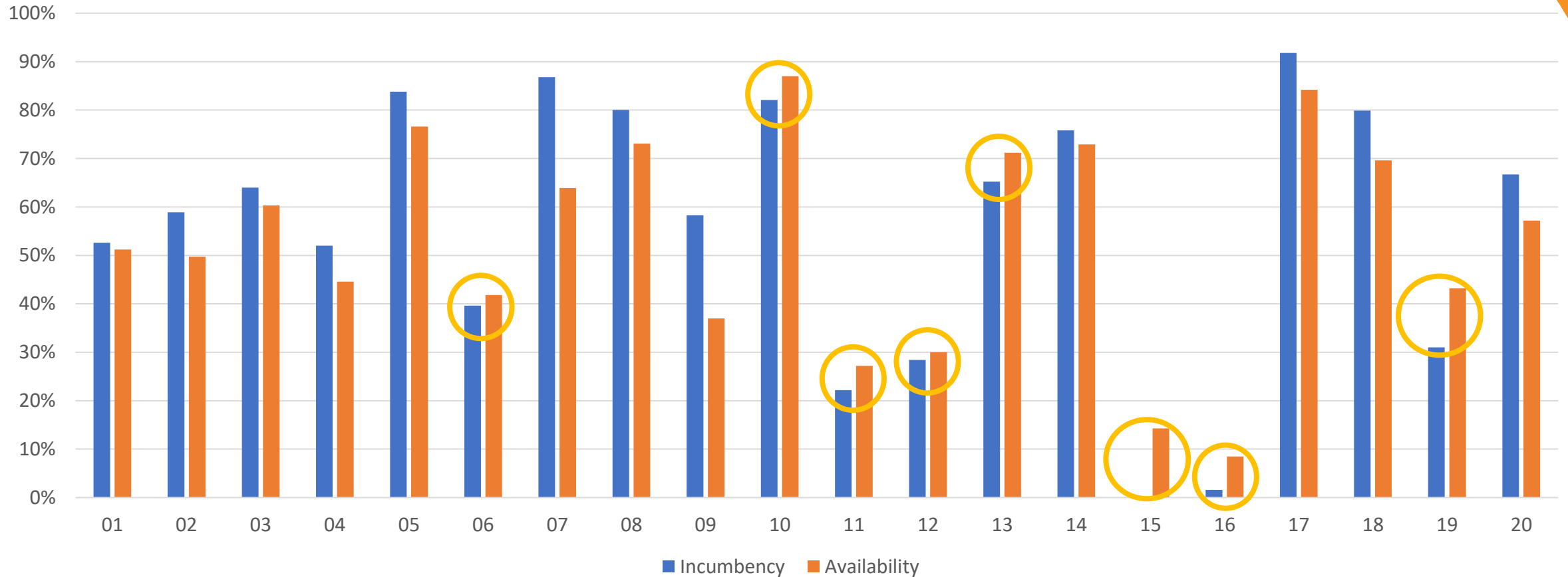
Utilization Comparison

Females



Utilization Comparison

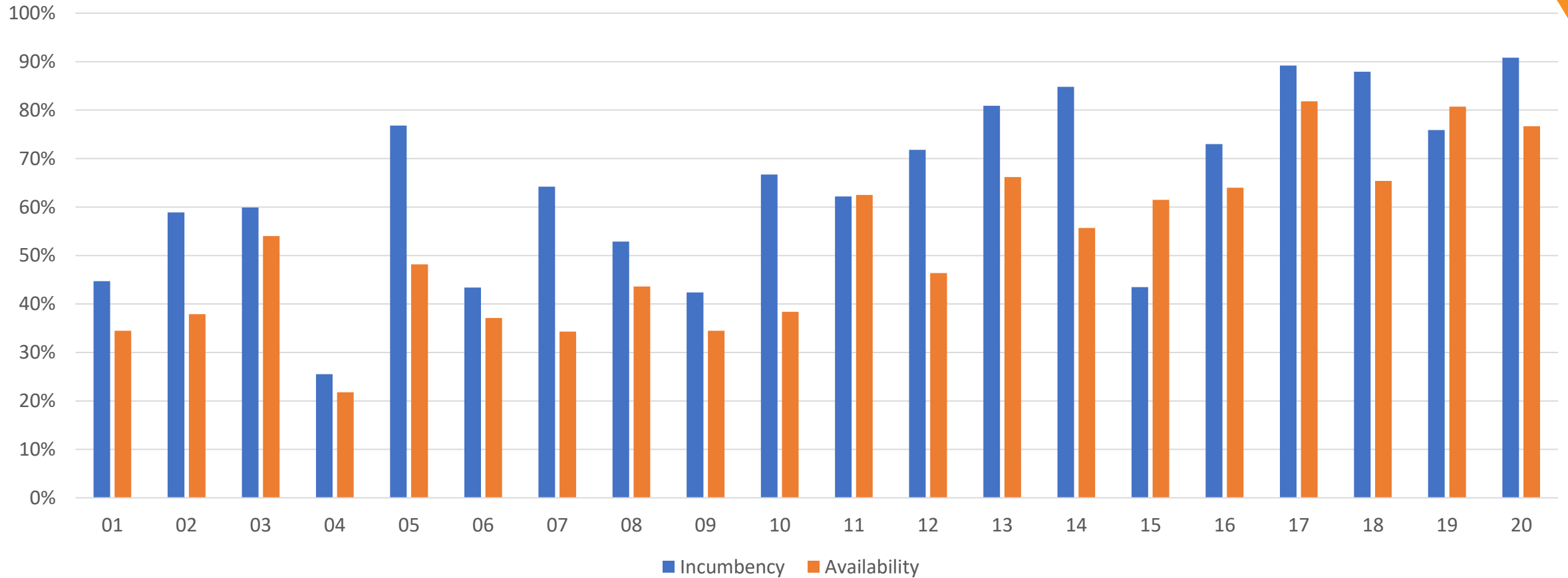
Females – Placement Goals



Race/Ethnicity

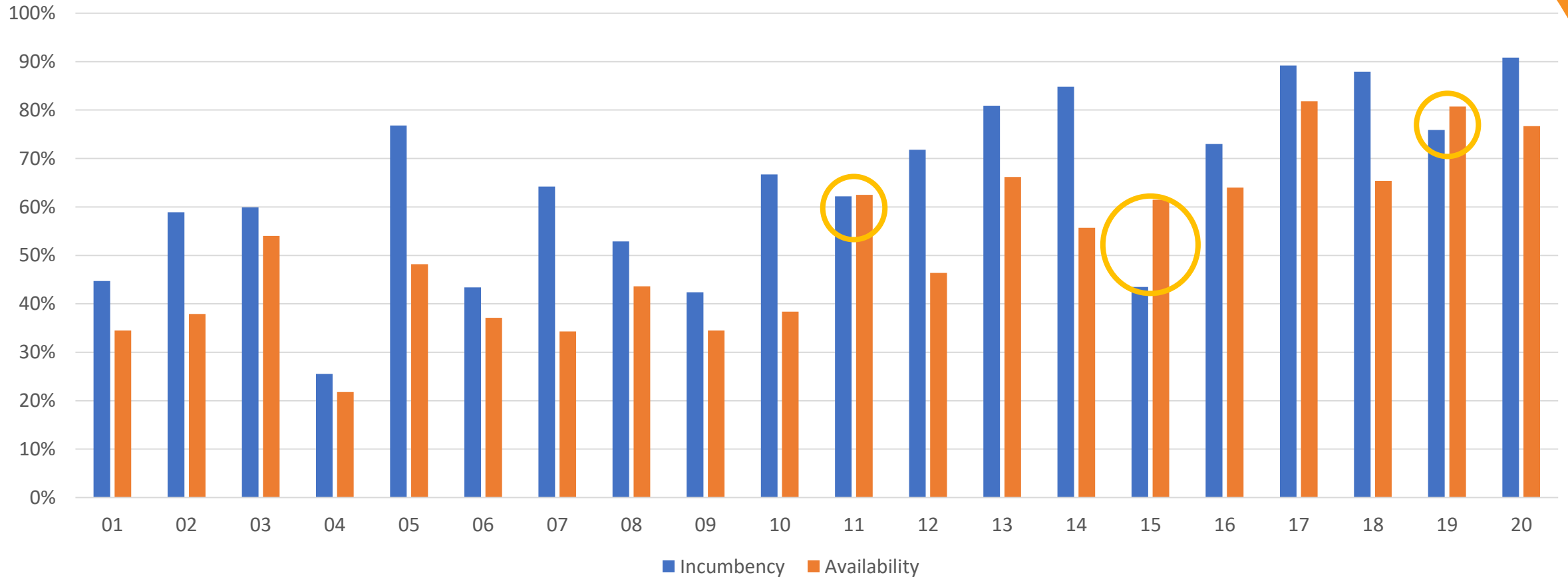
Utilization Comparison

People of Color



Utilization Comparison

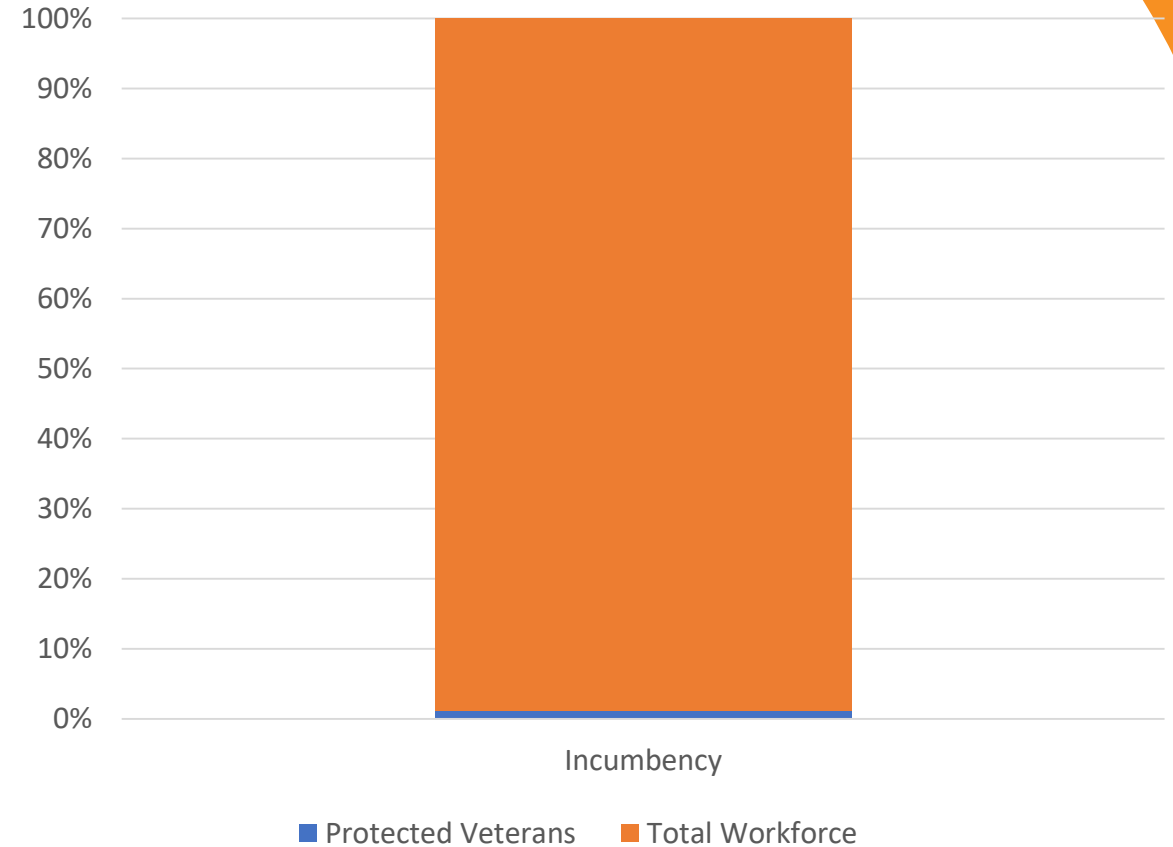
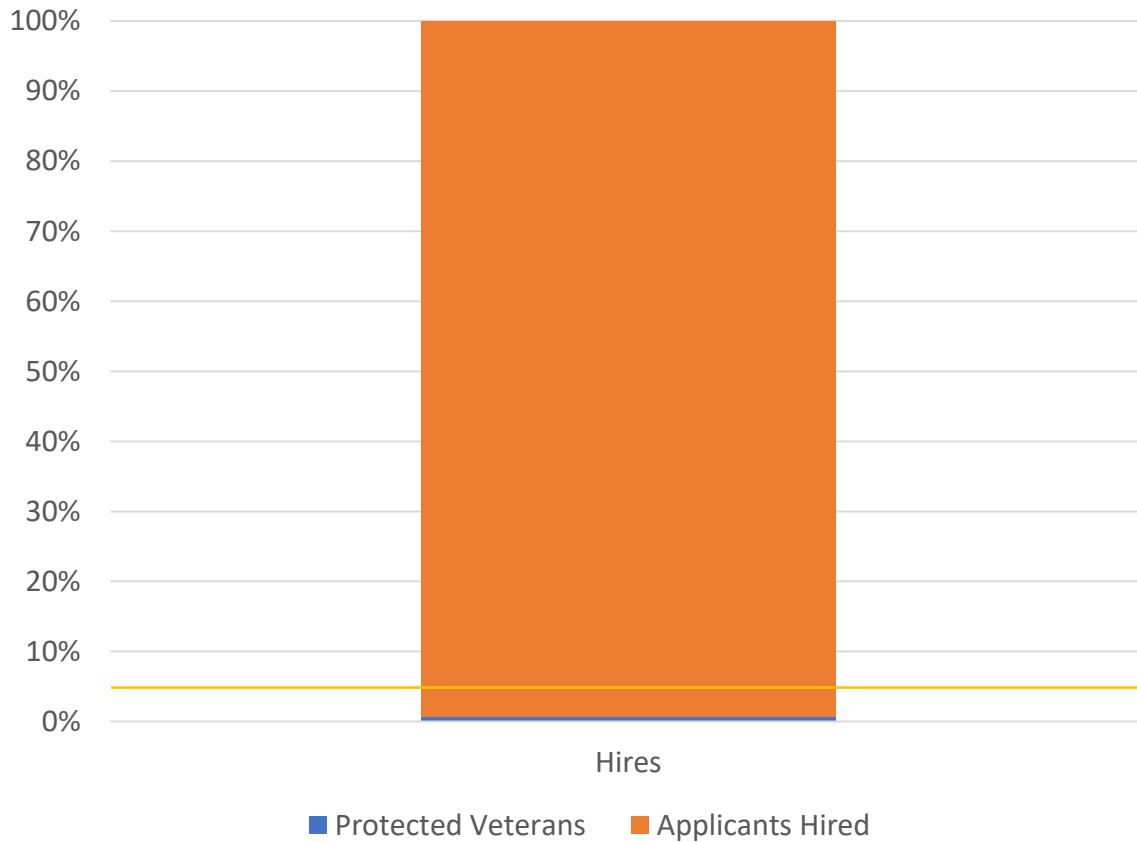
People of Color – Placement Goals



Protected Veterans

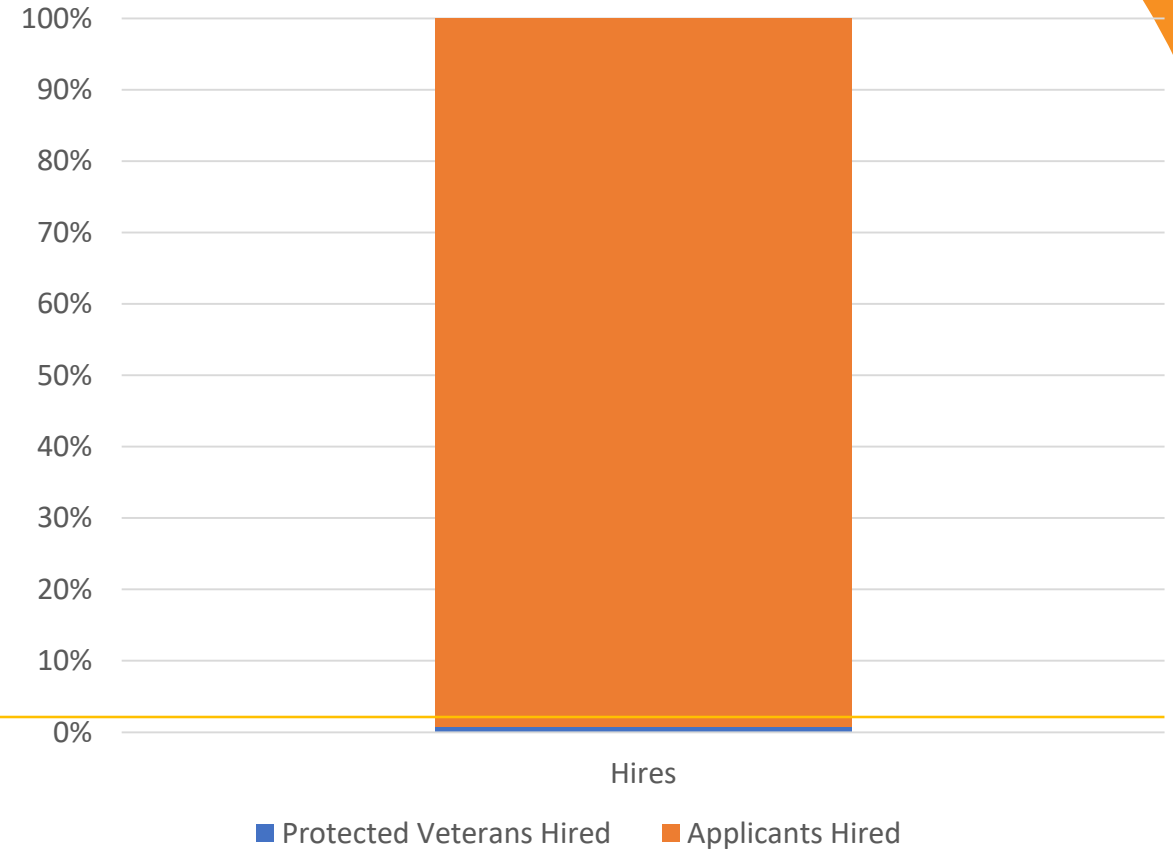
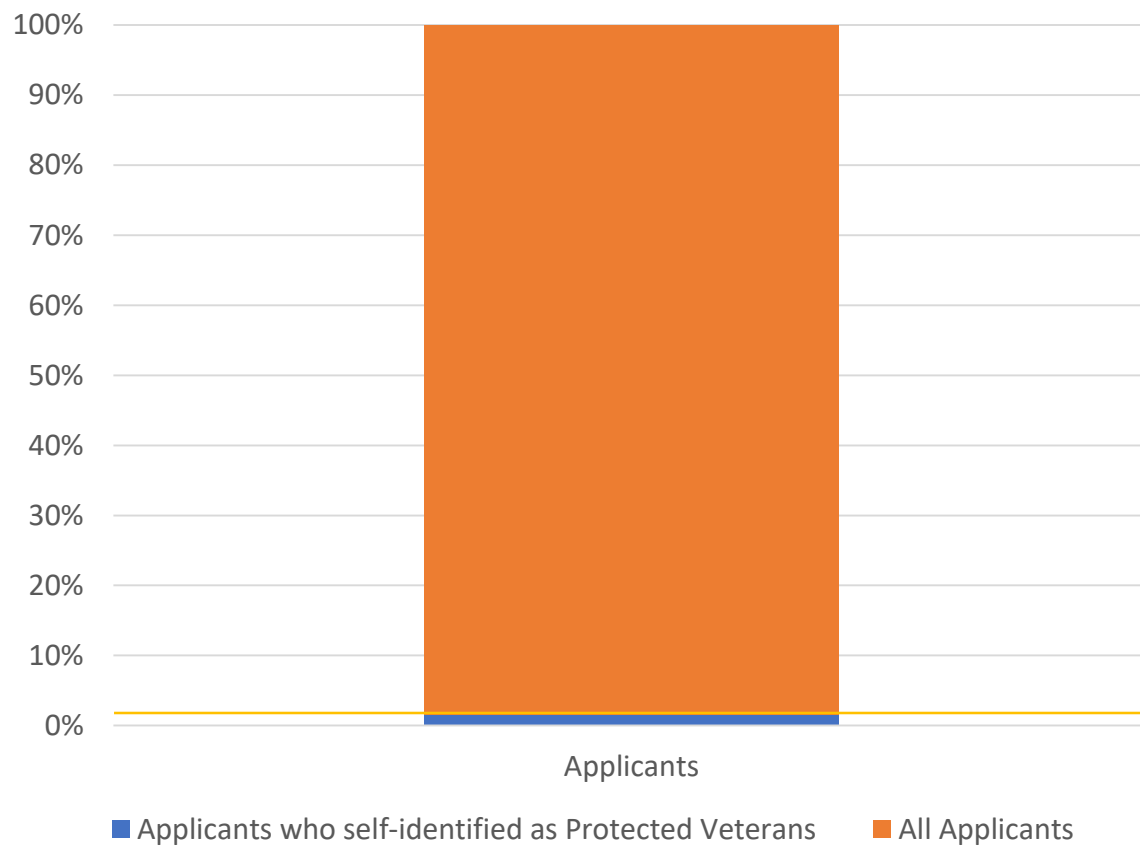
Data Collection Analysis

Protected Veterans



Data Collection Analysis

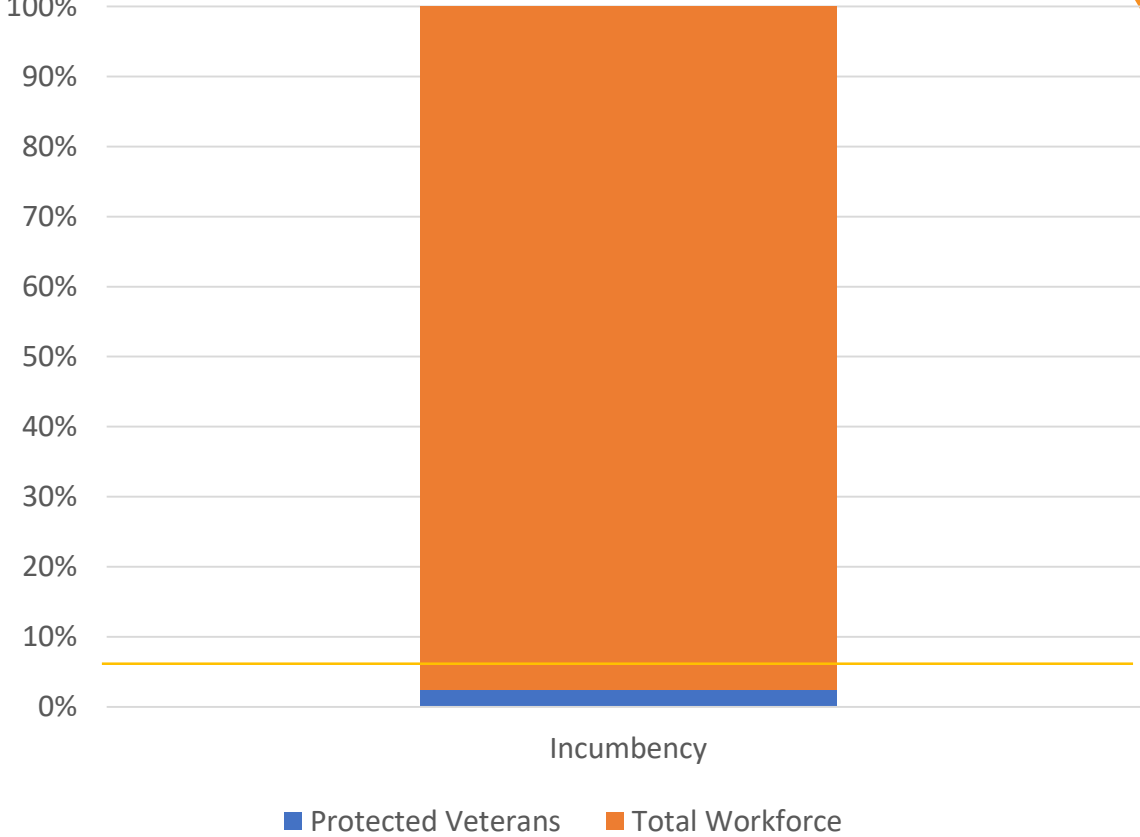
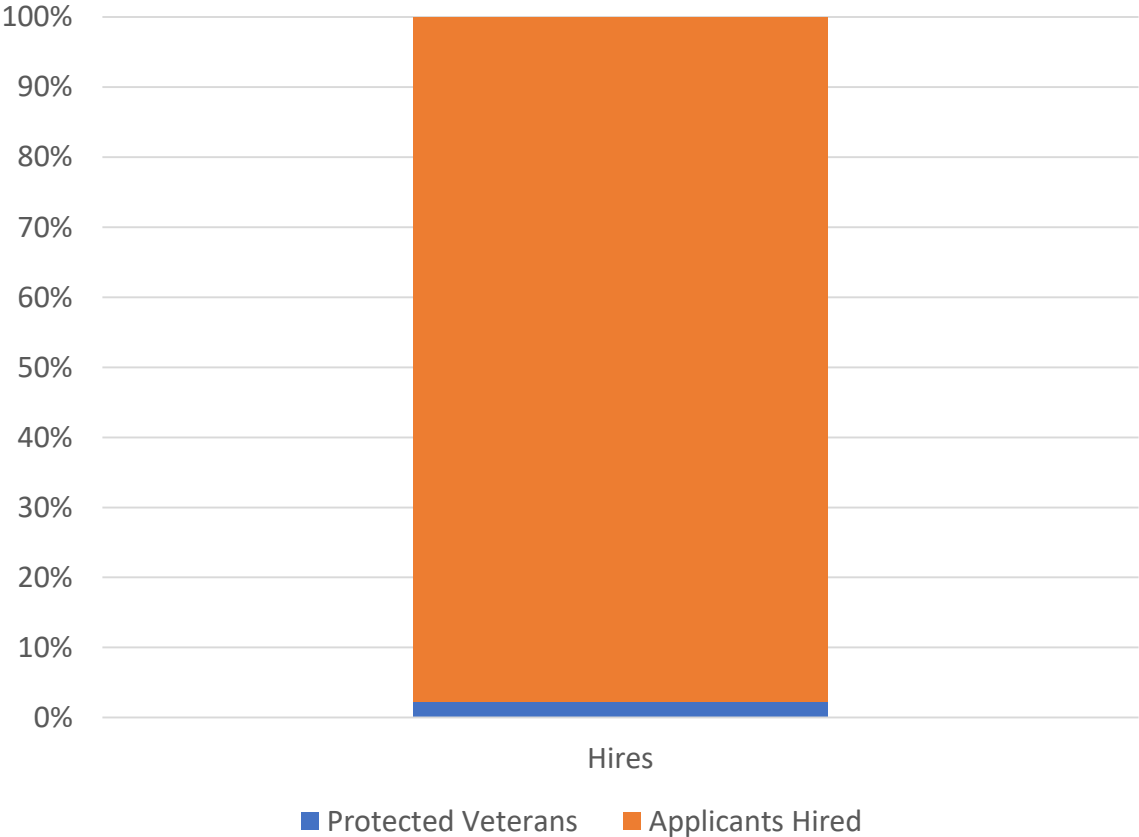
Protected Veterans



Individuals with Disabilities

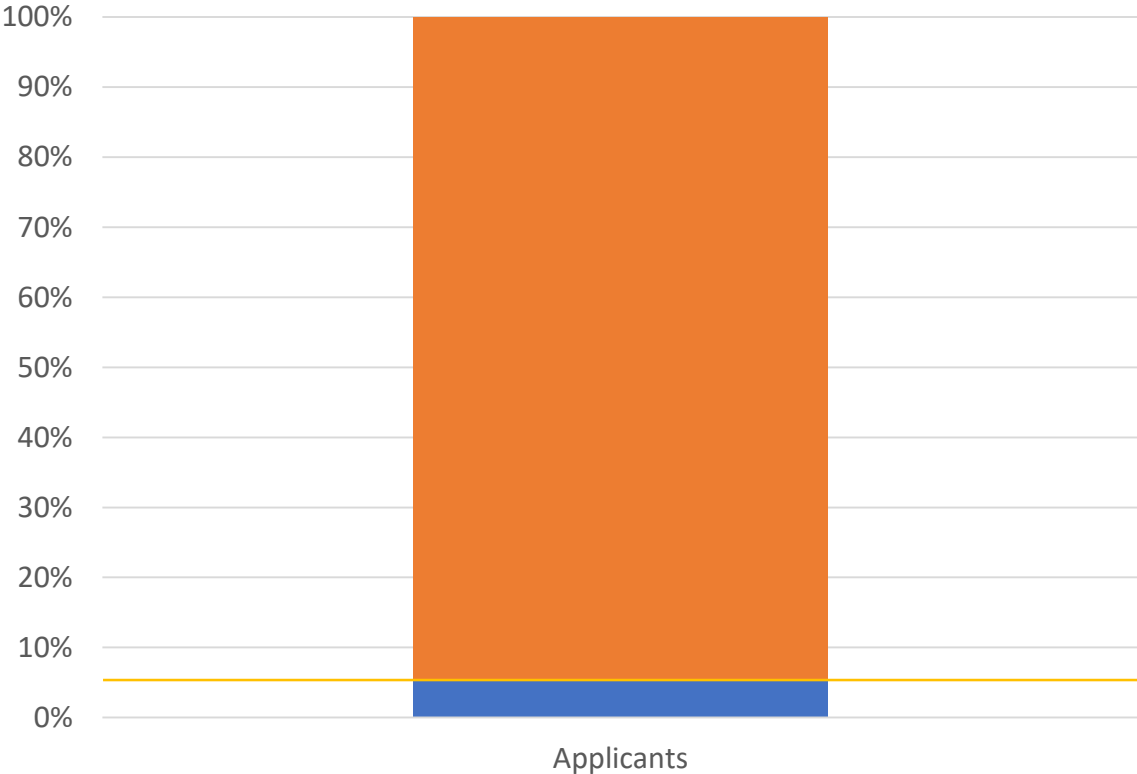
Data Collection Analysis

Individuals with Disabilities

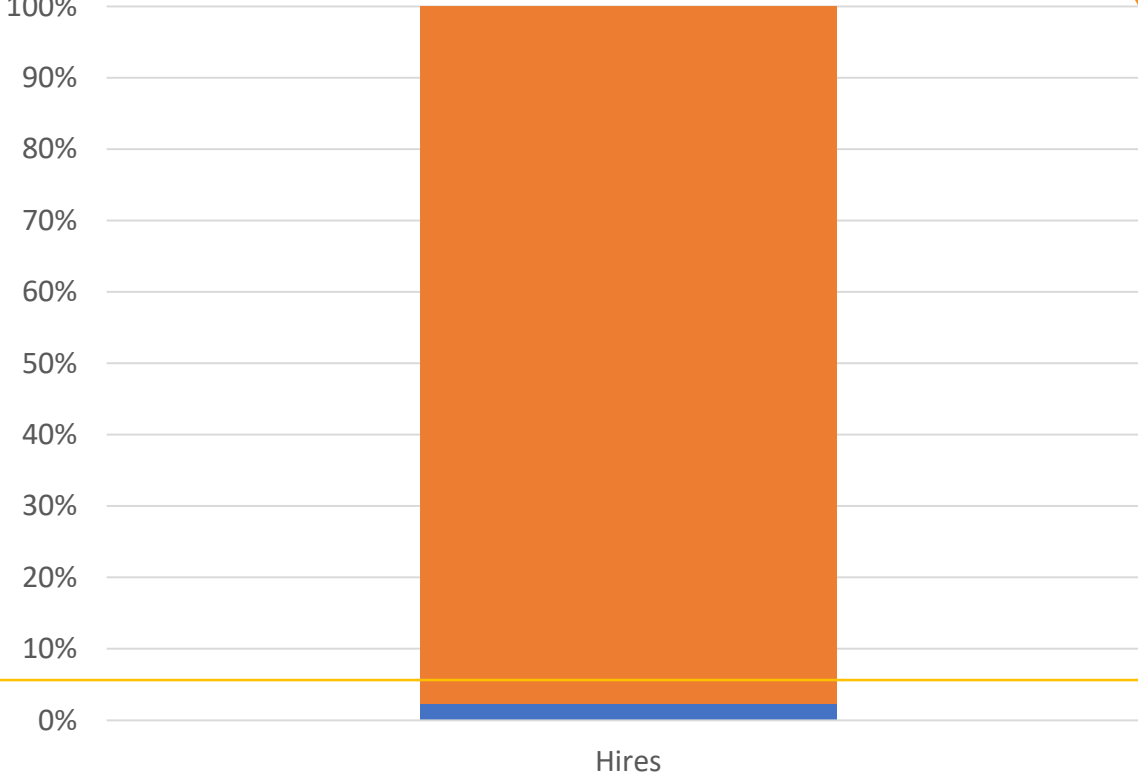


Data Collection Analysis

Individuals with Disabilities



■ Applicants who self-identified as IWDs ■ All Applicants



■ IWDs Hired ■ Applicants Hired

Key Highlights

Utilization Compared to 2022

- Female utilization fell by 0.4% (currently 68.9%; previously 69.3%)
 - Similar counties are reporting 55 – 60%
- Total POC utilization is up 2.2% (currently 74.7%; previously 72.5%)
 - Similar counties are reporting 39 – 51%
- Same job group placement goals remain for both

Selection/Retention Processes

- No year-over-year trends translating into underutilization in one category (female or POC)





Thank You!

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