

EEO Utilization Report

Organization Information

Name: City of Grand Haven

City: Grand Haven

State: MI

Zip: 49417

Type: County/Municipal Law Enforcement

Section 1: EEO Policy Statement

Policy Statement:

Equal Employment Opportunity

It is the policy of the City of Grand Haven to provide equal opportunity to all qualified individuals in its recruitment, hiring, promotions, training, career development programs, and overall employment practices and to prohibit discrimination against any person on the basis of race, color, sex, age, religion, national origin, marital or veteran status, height, weight, disability, political affiliation, sexual orientation, pregnancy, family medical history or genetic information, or other protected classes established through state or federal law or by local ordinance.

Section 5: Narrative Interpretation of Data

In Ottawa County, West Michigan, despite our organization's low turnover rate and long-tenured workforce, disparities persist in certain demographic groups across roles. Societal perceptions, recruitment strategies, workplace culture, and training opportunities play significant roles in this underutilization.

1. Societal Perceptions and Stereotypes:

Societal perceptions and stereotypes regarding gender, ethnicity, and job roles influence underutilization. These biases limit opportunities for underrepresented groups, necessitating efforts to counter them.

2. Recruitment and Outreach Strategies:

Tailored recruitment and outreach strategies are essential to attract individuals who may not traditionally consider roles within our organization. Emphasizing diversity, growth opportunities, and community contribution can attract diverse talent.

3. Workplace Culture and Environment:

An inclusive workplace culture is crucial, fostering a sense of belonging and loyalty. Promoting diversity and inclusion initiatives enhances job satisfaction and retention across departments.

4. Training and Professional Development:

Comprehensive training programs tailored to the needs of diverse backgrounds empower employees to thrive. Investing in their growth ensures our organization remains competitive and adaptable.

Conclusion:

Addressing underutilization in various roles within our organization requires a comprehensive approach despite a low turnover rate and long tenure. Commitment to diversity and inclusion ensures equal opportunities for all to contribute to our continued success.

Section 6: Objectives and Steps

1. Increase Diversity in Recruitment and Work to Eliminate Bias in Hiring

- a. With each opening, research alternative posting opportunities specific to underrepresented groups to source candidates.

2. Enhance Diversity Training Programs

- a. Schedule group for 1st level of DEI Training in Fall of 2024
- b. Hold DEI Training, partnering with MCC Annually
- c. Hold 2nd session for staff who have already taken first course in Fall of 2024.

Section 7: Dissemination Strategy: Internal

This will be posted to our City website providing access to both our employees and the public. We will also plan to email this report out internally.

Section 7: Dissemination Strategy: External

This report will be posted to our City website for public consumption.

Utilization Analysis Chart
Relevant Labor Market: Ottawa County
, Michigan

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 #/%	10/71%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/29%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	8,655/60%	320/2%	115/1%	40/0%	195/1%	0/0%	55/0%	4,360/30%	220/2%	90/1%	30/0%	185/1%	0/0%	70/0%
Utilization #/%	11%	-2%	-1%	-0%	-1%	0%	-0%	-2%	-2%	-1%	-0%	-1%	0%	-0%
Professionals														
Workforce #/%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	9,940/43%	390/2%	140/1%	10/0%	480/2%	0/0%	150/1%	10,900/47%	445/2%	175/1%	15/0%	335/1%	10/0%	95/0%
Utilization #/%	7%	-2%	-1%	-0%	-2%	0%	-1%	3%	-2%	-1%	-0%	-1%	-0%	-0%
Technicians														
Workforce #/%	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN
CLS #/%	8,980/41%	2,340/11%	375/2%	30/0%	680/3%	0/0%	305/1%	5,985/27%	1,750/8%	475/2%	60/0%	915/4%	0/0%	175/1%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
Protective Services: Sworn														
Workforce #/%	26/87%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%	3/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	740/77%	45/5%	20/2%	0/0%	25/3%	0/0%	0/0%	95/10%	15/2%	20/2%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	10%	-5%	1%	0%	-3%	0%	0%	0%	-2%	-2%	0%	0%	0%	0%
Protective Services: Non-sworn														
Workforce #/%	8/73%	0/0%	1/9%	0/0%	0/0%	0/0%	0/0%	2/18%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	60/34%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	115/64%	4/2%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	39%	0%	9%	0%	0%	0%	0%	-46%	-2%	0%	0%	0%	0%	0%
Administrative Support														
Workforce #/%	16/17%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	74/80%	0/0%	0/0%	0/0%	1/1%	0/0%	1/1%
CLS #/%	7,545/30%	375/1%	305/1%	40/0%	160/1%	0/0%	85/0%	14,515/58%	1,075/4%	425/2%	35/0%	315/1%	0/0%	180/1%

Job Categories	Male							Female						
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races/Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races/Other
Utilization #/%	-13%	-1%	-1%	-0%	-1%	0%	-0%	23%	-4%	-2%	-0%	-0%	0%	0%
Skilled Craft														
Workforce #/%	4/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	8,395/77%	1,305/12%	165/2%	4/0%	115/1%	0/0%	90/1%	700/6%	50/0%	20/0%	0/0%	75/1%	0/0%	10/0%
Utilization #/%	-27%	-12%	-2%	-0%	-1%	0%	-1%	44%	-0%	-0%	0%	-1%	0%	-0%
Service/Maintenance														
Workforce #/%	75/77%	2/2%	1/1%	0/0%	0/0%	0/0%	0/0%	19/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	15,540/42%	3,690/10%	695/2%	45/0%	435/1%	0/0%	285/1%	12,190/33%	2,335/6%	630/2%	80/0%	400/1%	0/0%	355/1%
Utilization #/%	35%	-8%	-1%	-0%	-1%	0%	-1%	-14%	-6%	-2%	-0%	-1%	0%	-1%

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
Protective Services: Non-sworn								✓						
Administrative Support	✓								✓					
Service/Maintenance		✓						✓	✓					

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
Captain														
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%
Public Safety Director														
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%
Lieutenant														
Workforce #/%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeant														
Workforce #/%	3/75%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers														
Workforce #/%	20/91%	0/0%	1/5%	0/0%	0/0%	0/0%	0/0%	1/5%	0/0%	0/0%	0/0%	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.



[signature]

HR Manager

[title]

3/19/2024

[date]