

EEO Utilization Report

Organization Information

Name: ATTORNEY GENERAL OF TEXAS

City: AUSTIN

State: TX

Zip: 78711-2548

Type: State Prosecutor or Attorney General

Tue 12-17-2024 17:40:07 EST

Section 1: EEO Policy Statement

Policy Statement:

The Office of the Attorney General (OAG) is committed to providing a workplace free of discrimination based on race, sex, religion, color, national origin, age, disability, or genetic information and to providing equal employment opportunities (EEO) for all employees and individuals seeking employment regardless of the above-identified factors. Accordingly, the OAG shall take action to ensure that equal employment opportunities are consistent with applicable laws and regulations.

Section 5: Narrative Interpretation of Data

The highest underutilization is the White Male Professionals category with an underutilization of -14%. The other areas of underutilization are White Male Administrative Support (-13%); Hispanic or Latino Male Technicians (-13%); Black or African American Male Protective Services: Sworn (-10%); White Female Professionals (-7%); Black or African American Female Protective Services: Sworn (-7%); Asian Male Professionals (-5%); Hispanic or Latino Female Protective Services: Sworn (-5%); Hispanic or Latino Male Administrative Support (-4%); Black or African American Male Technicians (-4%); Black or African American Male Administrative Support (-3%); Black or African American Male Professionals (-2%); Asian Male Administrative Support (-2%); Asian Female Professionals (-2%).

Pursuant to the OAG EEO Plan, this agency will endeavor to recruit more staff for the categories identified above. As a state agency, the OAG is unable to compete effectively in many job categories. Nonetheless, public sector employment does offer some advantages that may allow the OAG to attempt to recruit in the identified job categories.

Section 6: Objectives and Steps

1. To encourage Hispanic males to apply for vacancies in the Technicians and Administrative Support job categories

- a. The OAG will attend at least three career fairs in calendar years 2025 2026 that are likely to include applicants interested in Technician and Administrative Support jobs.
- b. Within 60 calendar days of the submission of this report, OAG Human Resources staff will notify the OAGs Veterans Liaison of this underutilization.
- c. Within 60 calendar days of the submission of this report, OAG Human Resources staff will notify Child Supports Personnel Management staff of this underutilization.
- d. OAG Human Resources staff will contact at least three universities regarding OAG job opportunities.
- e. The OAG will post Technician and Administrative Support jobs on job boards with a diverse job seeker pool, such as WorkInTexas, CAPPs Recruit, and Indeed.
- f. The OAG will continue to identify in all its job announcements that it is an equal opportunity employer.

2. To encourage White males to apply for vacancies in the Professionals and Administrative Support job categories

- a. The OAG will attend at least three career fairs in calendar years 2025 2026 that are likely to include applicants interested in Professional and Administrative Support jobs.
- b. Within 60 calendar days of the submission of this report, OAG Human Resources staff will notify the OAGs Veterans Liaison of this underutilization.
- c. Within 60 calendar days of the submission of this report, OAG Human Resources staff will notify Child Supports Personnel Management staff of this underutilization.
- d. Within 60 calendar days of the submission of this report, OAG Human Resources staff will notify the OAGs Law Clerk Program Coordinator of this underutilization.
- e. The OAG will continue to fund and administer a robust law clerk program that places at least 50 law clerks in each of calendar years 2025 and 2026.

- f. OAG Human Resources staff will contact at least three universities regarding OAG job opportunities.
- g. The OAG will post Professional and Administrative Support jobs on job boards with a diverse job seeker pool, such as WorkInTexas, CAPPS Recruit, and Indeed.
- h. The OAG will continue to identify in all its job announcements that it is an equal opportunity employer.

3. To encourage African American males to apply for vacancies in the Protective Services: Sworn, Technicians, Administrative Support, and Professionals job categories

- a. The OAG will attend at least three career fairs in calendar years 2025 2026 that are likely to include applicants interested in Protective Services: Sworn, Technician, Administrative Support, and Professional jobs.
- b. Within 60 calendar days of the submission of this report, OAG Human Resources staff will notify the OAGs Law Clerk Program Coordinator of this underutilization.
- c. Within 60 calendar days of the submission of this report, OAG Human Resources staff will notify the OAGs Veterans Liaison of this underutilization.
- d. Within 60 calendar days of the submission of this report, OAG Human Resources staff will notify Child Supports Personnel Management staff of this underutilization.
- e. The OAG will continue to fund and administer a robust law clerk program that places at least 50 law clerks in each of calendar years 2025 and 2026.
- f. OAG Human Resources staff will contact at least three universities regarding OAG job opportunities.
- g. The OAG will post Protective Services: Sworn, Technician, Administrative Support, and Professional jobs on job boards with a diverse job seeker pool, such as WorkInTexas, CAPPS Recruit, and Indeed.
- h. The OAG will continue to identify in all its job announcements that it is an equal opportunity employer.

4. To encourage Asian males to apply for the vacancies in the Professionals and Administrative Support job categories

- a. The OAG will attend at least three career fairs in calendar years 2025 2026 that are likely to include applicants interested in Professional and Administrative Support jobs.
- b. Within 60 calendar days of the submission of this report, OAG Human Resources staff will notify the OAGs Veterans Liaison of this underutilization.
- c. Within 60 calendar days of the submission of this report, OAG Human Resources staff will notify Child Supports Personnel Management staff of this underutilization.
- d. Within 60 calendar days of the submission of this report, OAG Human Resources staff will notify the OAGs Law Clerk Program Coordinator of this underutilization.
- e. The OAG will continue to fund and administer a robust law clerk program that places at least 50 law clerks in each of calendar years 2025 and 2026.
- f. OAG Human Resources staff will contact at least three universities regarding OAG job opportunities.
- g. The OAG will post Professional and Administrative Support jobs on job boards with a diverse job seeker pool, such as WorkInTexas, CAPPS Recruit, and Indeed.
- h. The OAG will continue to identify in all its job announcements that it is an equal opportunity employer.

5. To encourage White females to apply for vacancies in the Professionals job category

- a. The OAG will attend at least three career fairs in calendar years 2025 2026 that are likely to include applicants interested in Professional jobs.
- b. Within 60 calendar days of the submission of this report, OAG Human Resources staff will notify the OAGs Veterans Liaison of this underutilization.
- c. Within 60 calendar days of the submission of this report, OAG Human Resources staff will notify Child Supports Personnel Management staff of this underutilization.
- d. Within 60 calendar days of the submission of this report, OAG Human Resources staff will notify the OAGs Law Clerk Program Coordinator of this underutilization.
- e. The OAG will continue to fund and administer a robust law clerk program that places at least 50 law clerks in each of calendar years 2025 and 2026.
- f. OAG Human Resources staff will contact at least three universities regarding OAG job opportunities.
- g. The OAG will post Professional jobs on job boards with a diverse job seeker pool, such as WorkInTexas, CAPPs Recruit, and Indeed.
- h. The OAG will continue to identify in all its job announcements that it is an equal opportunity employer.

6. To encourage Hispanic females to apply for vacancies in the Protective Services: Sworn job category

- a. The OAG will attend at least three career fairs in calendar years 2025 2026 that are likely to include applicants interested in Protective Services: Sworn jobs.
- b. Within 60 calendar days of the submission of this report, OAG Human Resources staff will notify the OAGs Veterans Liaison of this underutilization.
- c. Within 60 calendar days of the submission of this report, OAG Human Resources staff will notify Child Supports Personnel Management staff of this underutilization.
- d. OAG Human Resources staff will contact at least three universities regarding OAG job opportunities.
- e. The OAG will post Protective Services: Sworn jobs on job boards with a diverse job seeker pool, such as WorkInTexas, CAPPs Recruit, and Indeed.
- f. The OAG will continue to identify in all its job announcements that it is an equal opportunity employer.

7. To encourage African American females to apply for vacancies in the Protective Services: Sworn job category

- a. The OAG will attend at least three career fairs in calendar years 2025 2026 that are likely to include applicants interested in Protective Services: Sworn jobs.
- b. Within 60 calendar days of the submission of this report, OAG Human Resources staff will notify the OAGs Veterans Liaison of this underutilization.
- c. Within 60 calendar days of the submission of this report, OAG Human Resources staff will notify Child Supports Personnel Management staff of this underutilization.
- d. OAG Human Resources staff will contact at least three universities regarding OAG job opportunities.
- e. The OAG will post Protective Services: Sworn jobs on job boards with a diverse job seeker pool, such as

WorkInTexas, CAPPS Recruit, and Indeed.

f. The OAG will continue to identify in all its job announcements that it is an equal opportunity employer.

8. To encourage Asian females to apply for vacancies in the Professionals job category

a. The OAG will attend at least three career fairs in calendar years 2025 2026 that are likely to include applicants interested in Professional jobs.

b. Within 60 calendar days of the submission of this report, OAG Human Resources staff will notify the OAGs Veterans Liaison of this underutilization.

c. Within 60 calendar days of the submission of this report, OAG Human Resources staff will notify Child Supports Personnel Management staff of this underutilization.

d. Within 60 calendar days of the submission of this report, OAG Human Resources staff will notify the OAGs Law Clerk Program Coordinator of this underutilization.

e. The OAG will continue to fund and administer a robust law clerk program that places at least 50 law clerks in each of calendar years 2025 and 2026.

f. OAG Human Resources staff will contact at least three universities regarding OAG job opportunities.

g. The OAG will post Professional jobs on job boards with a diverse job seeker pool, such as WorkInTexas, CAPPS Recruit, and Indeed.

h. The OAG will continue to identify in all its job announcements that it is an equal opportunity employer.

Section 7: Dissemination Strategy: Internal

The agency will continue to demonstrate to its employees its commitment to ensuring that equal employment opportunities are consistent with applicable laws and regulations by engaging in actions such as:

- continuing to include a policy on discrimination and equal employment opportunities in its Policies and Procedures Manual, which is available to all employees via the intranet and a desktop icon;
- continuing to regularly review all of its policies (e.g., Discrimination and Equal Employment Opportunities, Harassment, Accommodations) and updating them as needed;
- continuing to enforce agency policies prohibiting discrimination and harassment;
- continuing to provide information on equal employment opportunities and discrimination to all new employees during New Employee Orientation;
- continuing to require all new employees to take an online course (Required Information for New Employees) that provides information on equal employment opportunities and discrimination;
- continuing to require mandatory discrimination-awareness training for all employees;
- continuing to provide employees with an Employee Ombudsman as a safe, confidential way for employees to raise any concerns regarding discrimination or equal employment opportunities;
- continuing to provide employees with a Formal Complaint Officer as a way to formally present complaints regarding discrimination or equal employment opportunities;
- continuing to provide employees with an Employee Assistance Program;
- continuing to provide training to managers regarding hiring practices, interviewing, and employment issues;
- continuing to post the EEO Plan on the agency intranet, which makes it readily available to all employees; and
- continuing to review agency demographics and detect trends that could require further emphasis in recruitment or training.

Section 7: Dissemination Strategy: External

The agency will continue to emphasize its commitment to having a diverse workforce and to ensuring that equal employment opportunities are consistent with applicable laws and regulations. The OAG will continue to identify in all its job announcements that it is an equal opportunity employer. Job announcements are posted on CAPPS Recruit (capps.taleo.net) and WorkInTexas (workintexas.com). Agency positions are also posted on other websites, including Indeed.com. In addition, the OAG will continue to participate in recruiting efforts to attract a diverse workforce. Finally, the OAG will continue to make the EEO Plan available on the agency website at texasattorneygeneral.gov.

Utilization Analysis Chart

Relevant Labor Market: Texas

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 #/%	53/37%	15/10%	2/1%	0/0%	2/1%	0/0%	1/1%	47/33%	17/12%	3/2%	0/0%	3/2%	0/0%	0/0%
CLS #/%	652,805/38%	218,555/13%	66,810/4%	2,115/0%	58,420/3%	805/0%	14,100/1%	397,795/23%	162,495/10%	83,975/5%	1,440/0%	32,120/2%	480/0%	11,850/1%
Utilization #/%	-1%	-2%	-3%	-0%	-2%	-0%	-0%	10%	2%	-3%	-0%	0%	-0%	-1%
Professionals														
Workforce #/%	365/12%	230/8%	53/2%	0/0%	28/1%	1/0%	17/1%	741/24%	1045/34%	449/15%	3/0%	63/2%	6/0%	45/1%
CLS #/%	633,720/26%	198,370/8%	95,575/4%	2,280/0%	136,490/6%	810/0%	19,540/1%	776,560/32%	294,590/12%	164,180/7%	3,050/0%	109,750/4%	460/0%	22,450/1%
Utilization #/%	-14%	-1%	-2%	-0%	-5%	-0%	-0%	-7%	22%	8%	-0%	-2%	0%	1%
Technicians														
Workforce #/%	48/37%	15/12%	3/2%	1/1%	10/8%	0/0%	2/2%	18/14%	15/12%	7/5%	0/0%	9/7%	0/0%	2/2%
CLS #/%	237,320/24%	240,675/25%	62,235/6%	1,715/0%	28,595/3%	335/0%	7,550/1%	146,695/15%	156,260/16%	63,340/7%	790/0%	21,985/2%	330/0%	5,920/1%
Utilization #/%	13%	-13%	-4%	1%	5%	-0%	1%	-1%	-5%	-1%	-0%	5%	-0%	1%
Protective Services: Sworn														
Workforce #/%	118/57%	50/24%	8/4%	0/0%	0/0%	1/0%	1/0%	23/11%	3/1%	0/0%	1/0%	0/0%	0/0%	1/0%
CLS #/%	95,420/37%	64,585/25%	34,670/13%	840/0%	2,465/1%	175/0%	3,095/1%	20,955/8%	16,730/6%	17,905/7%	325/0%	500/0%	10/0%	905/0%
Utilization #/%	20%	-1%	-10%	-0%	-1%	0%	-1%	3%	-5%	-7%	0%	-0%	-0%	0%
Protective Services: Non-sworn														
Workforce #/%	23/32%	12/16%	4/5%	0/0%	0/0%	0/0%	1/1%	12/16%	15/21%	6/8%	0/0%	0/0%	0/0%	0/0%
CLS #/%	5,590/26%	3,510/17%	1,810/9%	50/0%	180/1%	25/0%	305/1%	4,695/22%	2,800/13%	1,790/8%	70/0%	175/1%	0/0%	115/1%
Utilization #/%	5%	-0%	-3%	-0%	-1%	-0%	-0%	-6%	7%	-0%	-0%	-1%	0%	-1%
Administrative Support														
Workforce #/%	23/6%	34/9%	3/1%	0/0%	0/0%	0/0%	4/1%	118/30%	143/36%	52/13%	0/0%	7/2%	0/0%	11/3%
CLS #/%	545,420/18%	360,965/12%	121,540/4%	2,615/0%	54,520/2%	710/0%	18,680/1%	846,445/29%	665,280/22%	250,975/8%	4,820/0%	58,925/2%	1,530/0%	27,570/1%
Utilization #/%	-13%	-4%	-3%	-0%	-2%	-0%	0%	1%	14%	5%	-0%	-0%	-0%	2%
Skilled Craft														
Workforce #/%	1/33%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	411,180/34%	630,835/52%	61,410/5%	2,985/0%	18,815/2%	480/0%	9,540/1%	24,135/2%	37,175/3%	7,290/1%	200/0%	4,795/0%	100/0%	870/0%
Utilization #/%	-1%	-19%	-5%	-0%	-2%	-0%	-1%	-2%	30%	-1%	-0%	-0%	-0%	-0%
Service/Maintenance														
Workforce #/%	1/20%	3/60%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	553,810/17%	957,760/30%	246,010/8%	3,725/0%	48,365/2%	1,505/0%	23,490/1%	400,940/13%	667,340/21%	189,600/6%	3,270/0%	60,790/2%	1,520/0%	16,685/1%
Utilization #/%	3%	30%	12%	-0%	-2%	-0%	-1%	-13%	-21%	-6%	-0%	-2%	-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
Professionals	✓		✓		✓			✓				✓		
Technicians		✓	✓											
Protective Services: Sworn			✓						✓	✓				
Administrative Support	✓	✓	✓		✓									

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: Henry De La Garza

Human Resources Director

12-17-2024

[signature]

[title]

[date]