

**WISCONSIN COURT SYSTEM  
EQUAL EMPLOYMENT OPPORTUNITY PLAN**

**January, 2024**

# Table of Contents

	Page
<b>Chapter I - General Provisions</b>	
Section 1, Purpose and Scope .....	1
Section 2, Definitions.....	1
Section 3, Mission and Vision .....	2
Section 4, Duties and Responsibilities.....	2
<b>Chapter II – Civil Rights Policies and Procedures</b>	
Section 1, Equal Employment Opportunity .....	3
Section 2, Workplace Diversity .....	3
Section 3, Reasonable Accommodations .....	4
Section 4, Fair Employment.....	4
Section 5, Resolution of Fair Employment Issues .....	5
<b>Chapter III – Recruitment, Selection, Promotion, Career Progression</b>	
Section 1, Recruitment.....	5
Section 2, Selection.....	6
Section 3, Promotion.....	6
Section 4, Career Progression .....	6
<b>Chapter IV – Equal Employment Opportunity Implementation</b>	
Section 1, Utilization Report.....	6
Section 2, Equal Employment Opportunity Objectives .....	7
Section 3, Communication.....	7
<b>Appendices</b>	
Section 1, Wisconsin Court System Contact Information .....	Appendix 1

**WISCONSIN COURT SYSTEM  
EQUAL EMPLOYMENT OPPORTUNITY PLAN**

**CHAPTER I – GENERAL PROVISIONS**

**§ 1 Purpose and Scope**

The purpose of the Equal Employment Opportunity Plan (EEOP) is to ensure that recipients of financial assistance from the Justice Department are providing equal employment opportunities to men and women regardless of sex, race or national origin. Pursuant to 28 C.F.R. § 42.301-308, the Wisconsin Court System submits this EEOP to the United States Department of Justice as a condition of receiving Justice Department funding authorized by the Omnibus Crime Control and Safe Streets Act of 1968.

This Plan applies to any person who meets the definition of employee of the Wisconsin Court System as defined in Section 3 of this Chapter. This Plan is not meant to be a substitute for an employee’s right to file an internal complaint with the Wisconsin Court System or a formal complaint with designated federal or state agencies for the resolution of fair employment issues.

**§ 2 Definitions**

For purposes of this Plan-

- a. The term “employee” includes any person, other than independent contractor, who holds a nonjudicial position and receives compensation from the State of Wisconsin for services, including permanent employees in the unclassified service, project employees, limited term employees and probationary employees. The term “employee” does not include any person elected to public office in the Wisconsin Court System, or any personal appointee.
- b. The term “personal appointee” is defined as someone who serves at the pleasure of the appointing authority and may be dismissed by the appointing authority for any reason. Personal appointees include the following: Executive Assistant to the Chief Justice of the Supreme Court, Administrative Assistant to the Chief Judge of the Court of Appeals, Court Commissioners of the Supreme Court, Staff Attorneys of the Court of Appeals, Law Clerks and Judicial Assistants to the Justices of the Supreme Court and Judges of the Court of Appeals, Official Court Reporters of the Circuit Court Judges, the Director of State Courts, Deputy Directors of State Courts, Chief Information Officer, Deputy Director of Technical Operations, State Law Librarian, Clerk of the Supreme Court and Court of Appeals, Director of the Office of Lawyer Regulation, and Director of the Board of Bar Examiners.
- c. The term “disability” is defined by the Americans with Disabilities Act (ADA) as a person who has a physical or mental impairment that substantially limits one or more

major life activities, a person who has a history or record of such an impairment, or a person who is perceived by others as having such an impairment.

### **§ 3 Mission and Vision**

The mission of the Wisconsin Court System is to protect individuals' rights, privileges and liberties, to maintain the rule of law, and to provide a forum for the resolution of disputes, that is fair, accessible, independent, and effective.

In the future the Wisconsin Court System will be understandable, readily accessible, and flexible. It will provide prompt, user-supportive, and appropriate forums for the types of disputes that need to be resolved. It will operate efficiently and effectively. The core values of integrity, compassion, fairness, and consistency will be reflected throughout the Wisconsin Court System.

### **§ 4 Duties and Responsibilities**

The Director of State Courts has the ultimate responsibility for the overall administration of the equal employment opportunity policy subject to the direction and approval of the Chief Justice of the Wisconsin Supreme Court. This includes:

- Responsibility for integrating equal employment opportunity into all components of program and personnel management.
- Ensuring compliance with relevant federal and state constitutions, statutes, and regulations.
- Recruiting a diverse, qualified group of applicants to fill nonjudicial positions.
- Developing and implementing an internal system for auditing and reporting the policy's effectiveness.
- Reviewing and certifying the accuracy of the reported workforce data and the organization's employment policies contained in the EEOP Utilization Report as described in Chapter IV.

The Human Resources Office, as directed by the Director of State Courts, has the day-to-day responsibility for the implementation of the equal employment opportunity policy. This may include:

- Coordinating compliance of equal employment opportunity policy with applicable federal and state laws and court system policy.
- Identifying and eliminating the past and present effects of any discriminatory employment practice.
- Recommending recruitment and screening procedures finalized in agreement with the hiring supervisor.
- Assisting employees and supervisory staff in the administration and interpretation of equal employment opportunity policies.
- Overseeing the uniform implementation of employment policy and procedures across department lines and for providing reasonable accommodation for applicants with disabilities.

- Scheduling respectful workplace and anti-harassment training for managers and supervisors, and for investigating complaints, and providing information and technical assistance when concerns about harassment and discrimination cannot be resolved within the department.
- Sending out job announcements to recruitment sources that have contact with potential job applicants who would increase the Wisconsin Court System’s diversity.

Department managers and supervisors, in conjunction with the Human Resources Office, have been vested with the primary responsibility to perform certain functions related to equal employment opportunity, including:

- Ensuring a respectful workplace.
- Reviewing requests for reasonable accommodation for employees with disabilities.

## **CHAPTER II – CIVIL RIGHTS POLICIES AND PROCEDURES**

### **§ 1 Equal Employment Opportunity**

The Wisconsin Court System is committed to providing equal employment opportunity as an essential component of its basic personnel and administrative policy. It has been, and shall continue to be, court system policy to provide equal employment opportunity to all people in all aspects of the employer-employee relationship without regard to race, creed, color, sex (including caregiving responsibilities), pregnancy, marital status, national origin or ancestry, age, religion, disability or association with a person with a disability, arrest or conviction record (which is not job-related), sexual orientation, genetic information, lawful use of a product, political affiliation, or membership in the military service or Civil Air Patrol.

This policy affects decisions including, but not limited to, access to employment, promotion, reasonable accommodation, job assignment, performance evaluation, compensation, training, and termination from employment.

All Wisconsin Court System job vacancies notices and job advertisements contain the statement “Equal Opportunity Employer.”

To ensure equal opportunity to job applicants and employees, it is court system policy to prohibit harassment based on any protected status; to provide reasonable job accommodations for qualified persons with disabilities; to provide reasonable accommodations for employees' religious practices when requested; to maintain an internal employee discrimination complaint procedure; and, to prohibit retaliation against an employee who files a complaint or provides information with respect to one.

### **§ 2 Workplace Diversity**

The court system recognizes the desirability of business practices that promote workplace diversity and enhance the delivery of court system services to an increasingly diverse population.

Human Resources policies and guidelines have been designed to ensure that all candidates for employment are provided equal opportunity and that staffing decisions are based upon criteria that recognize an individual's talents, education, skills and experience. Examples of Human Resources programs designed to enhance the diversity of the court system include:

- Analysis of the present court system workforce, applicant pool and the available labor pool.
- Continuous review of Human Resources practices to prevent occurrences of discrimination.
- Development of special recruitment and retention initiatives to maintain and/or improve the diversity of the court system workforce.
- Participation in special activities and groups that promote the court system's commitment to a diverse work force.

### **§ 3 Reasonable Accommodations**

It is court system policy to provide reasonable accommodations for qualified employees and applicants with disabilities in a timely and cost-effective manner, thus assuring them equal opportunity in all terms, conditions, and privileges of employment. Employment opportunities shall not be denied to qualified persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job. The court system shares the goals of the Wisconsin Fair Employment Act, the Americans with Disabilities Act and Section 504 of the Vocational Rehabilitation Act, and has committed itself to implementing and enforcing civil rights legislation so that people with disabilities have full access to employment and tenure with the court system.

Efforts to provide reasonable accommodation may include, but are not limited to: restructuring work environments or job duties; acquiring or modifying job-related equipment or materials; reassigning a person to a vacant position; providing sign language interpreters, real time reporting, or readers; holding meetings and court-sponsored events in accessible facilities; and negotiating for accessibility improvements with lessors.

The court system requires all applicants to be notified that reasonable accommodations will be provided for employment interviews. As part of the orientation program and routinely thereafter, a new employee shall be notified of his/her rights to voluntarily self-identify disability status and to request reasonable accommodation at any time. The Human Resources Office will make every effort to make certain a procedure is in place for assisting each person with a disability in the event of a building emergency situation.

### **§ 4 Fair Employment**

The court system is committed to offering employment opportunity based on ability and performance in a productive climate free of discrimination. Discrimination and harassment infringes on the right of all court system employees to be respected for their efforts, to develop healthy interpersonal relationships at work, and to be able to work productively and efficiently.

Discrimination and harassment by managers, supervisors, or coworkers on the basis of age, race, creed, color, disability, marital status, sex, national origin, ancestry, arrest record, conviction record, military service, use or nonuse of lawful products off the employer's premises during nonworking hours, or which results from declining to attend a meeting or to participate in any communication about religious matters or political matters is an unlawful employment practice under state law and court system policy. The Federal Civil Rights Act also prohibits discrimination based on race, color, religion, sex or national origin laws.

Managers and supervisors will be held responsible when discrimination or harassment was known or should have been known to them. Violations of this policy will be subject to appropriate disciplinary procedure up to and including dismissal. In addition, the court system will endeavor to protect employees, to the extent possible, from reported harassment by non-employees in the workplace.

#### **§ 5 Resolution of Fair Employment Issues**

The court system recognizes that its employees have the right to work in an environment free of discrimination and harassment. Internal procedures are designed to encourage an internal resolution of discrimination and harassment complaints and to ensure prompt and equitable resolution of such complaints without fear of reprisal. The internal complaint process is not meant to be a substitute for an employee's right to file a formal complaint with designated federal or state agencies. Fair employment internal complaint procedures are provided in detail in Section 22.5.1 of the Wisconsin Court System Employee Manual, which is on the Wisconsin Court System's intranet site.

### **CHAPTER III – RECRUITMENT, SELECTION, PROMOTION, CAREER ADVANCEMENT**

#### **§ 1 Recruitment**

The Director is responsible for the recruitment of a diverse, qualified group of applicants to fill nonjudicial positions. Before recruitment begins, the supervisor ensures that the job title summary accurately reflects the job duties and responsibilities, the essential functions, and the minimum qualifications required for the position. The Human Resources Office recommends recruitment and screening procedures finalized in agreement with the hiring supervisor.

If approved by the Director to fill, a job announcement communicates a position vacancy and the intention to fill to a variety of recruiting sources. The announcement is drafted by the Human Resources Office and approved by the supervisor. Announcements are posted on the court system website, the court system online recruitment system, in court offices, and may be placed with websites, job centers and newspapers, and other appropriate sources of qualified applicants. Depending on labor market conditions and availability of qualified candidates, the Director may authorize an out-of-state recruitment.

The announcement includes: position title; minimum starting salary where applicable; location of the position; a summary of the key duties and responsibilities; training and experience requirements; the place and manner of application; the language, “Equal Employment Opportunity”; notification of background check, if appropriate; notification that reasonable accommodations will be provided for employment interviews, when requested; and the application deadline.

## **§ 2 Selection**

All candidates referred by the Human Resources Office must be invited to interview. It is the supervisor’s responsibility to schedule and conduct interviews, complete reference checks, and verify salary and starting date with the Human Resources Office before making an offer.

## **§ 3 Promotion**

Promotion is the movement of an employee from his/her present position to a different position having a higher pay band maximum. The appointment of a probationary employee to a new position having a higher classification is not considered a promotion. This transaction is considered an original appointment requiring a probationary period which cannot be waived. An employee who is promoted is required to serve a probationary period. The Director may waive or reduce the promotional probationary period at the request of the employee’s supervisor.

The Human Resources Office will post promotional opportunities for a minimum of five business days. This requirement may be waived should a candidate be eligible for reinstatement, or if only one candidate is eligible for promotion based on the classifications from which the promotions are based. Announcements will contain a brief description of the position responsibilities, required job qualifications, application instructions, and salary information. Promotional opportunities may also be posted on the court system’s online recruitment system.

An employee who is promoted receives an increase to the minimum of the pay band of the position to which the employee is promoted or up to a 10 percent increase over the employee’s current rate of pay.

## **§4 Career Progression**

If an employee's job title is part of a recognized job family with a formal career progression plan, pay is increased to the next step of the formally established career progression plan when the employee has successfully completed all established benchmarks for that particular step in the career progression series as determined by his/her supervisor.

# **CHAPTER IV – EQUAL EMPLOYMENT OPPORTUNITY PLAN IMPLEMENTATION**

## **§ 1 EEO Utilization Report**

The Director of State Courts, with assistance from the Human Resources Office, shall on a regular basis collect, analyze, and report key employment data organized by race, national origin, and sex in accordance with 28 C.F.R. § 42.301-.308 to determine whether there are under-



represented groups in the workforce as compared to the available labor force. The availability of under-represented groups in the state's labor force shall be determined using job categories as defined by the Equal Employment Opportunity Commission or the Department of Labor. If such under-representation is found, the Wisconsin Court System will attempt to determine if it is the result of barriers limiting equal employment opportunities.

## **§ 2 EEO Objectives**

The Human Resources Office, on a schedule to align with the development of the EEO Utilization Report as described in Section 1, shall develop objectives reflecting those improvements needed in recruitment, hiring, promotion, and career progression, and shall prepare a specific plan for the consideration of the Director of State Courts explaining how those objectives are to be achieved.

## **§ 3 Communication**

The Wisconsin Court System's EEO Utilization Report shall be well publicized internally to all employees and externally to the public.

The Wisconsin Court System EEO Utilization Report shall be distributed to all department managers and supervisors, and shall be posted on the intranet for employees to view. A hard copy of the report will be kept at the Office of the Director of State Courts located at 16 East State Capitol Madison, WI 53701-1688. Information concerning the EEO Utilization Report shall be featured periodically in the Court System's newsletters and publications as appropriate, and shall be included in management handbooks, annual reports, and policy manuals.

A PDF copy of the utilization report will be posted on the external webpage of the Wisconsin Court System where individuals can view and/or download it. A written statement will be included in all job announcements and other communications with prospective employees notifying them that they may obtain a copy of the utilization report. The Human Resources Office will continue to send job announcements to recruitment sources that have contact with potential job applicants that would increase the Court System's diversity. These sources will be kept informed of the EEO Utilization Report and encouraged to continue to make employment referrals.

Appendix 1

**WISCONSIN COURT SYSTEM CONTACT INFORMATION**

Supreme Court - Office of Justices  
Hon. Annette K. Ziegler, Chief Justice  
16 East State Capitol  
PO Box 1688  
Madison, WI 53701-1688  
Ph: (608) 266-1881

Director of State Courts  
Hon. Audrey Skwierawski  
16 East State Capitol  
PO Box 1688  
Madison, WI 53701-1688  
Ph: (608) 266-6828

Clerk of Supreme Court and Court of Appeals  
Samuel A. Christensen  
110 E. Main St Ste 215  
PO Box 1688  
Madison, WI 53701-1688  
Ph: (608) 266-1880

Department of Management Services  
Caitlin M. Frederick, Deputy Director of State Courts  
110 E Main St Ste 430  
Madison, WI 53703-3356  
Ph: (608) 267-1940

Department of Court Operations  
Holly Szablewski, Deputy Director of State Courts  
110 E Main St Ste 410  
Madison, WI 53703-3356  
Ph: (608) 266-6984

Consolidated Court Automation Programs  
Tom Flitter, Chief Information Officer  
110 E Main St Ste 500  
Madison, WI 53703-3328  
Ph: (608) 267-0695

Appendix 1 (cont'd)

Judicial Education

Morgan E. Young

110 E Main St Ste 200

Madison, WI 53703-3328

Ph: (608) 266-7807

Office of Lawyer Regulation

Timothy C. Samuelson, Director

110 E Main St Ste 315

PO Box 1648

Madison, WI 53701-1648

Ph: (608) 267-7274

Board of Bar Examiners

Jacquelynn B. Rothstein, Director

110 E Main St Ste 310

PO Box 2748

Madison, WI 53701-2748

Ph: (608) 261-2347

Medical Mediation Panels

Randy F. Sproule

110 E Main St Ste 222

Madison, WI 53703-3356

Ph: (608) 266-7711

Children's Court Improvement Program

Bridget E. Mauerman

110 E Main St Ste 210

Madison, WI 53703-3356

Ph: (608) 267-1958

State Law Library

Amy D. Witt Crowder

120 M L King Jr Blvd 2nd Fl

PO Box 7881

Madison, WI 53707-7881

Ph: (608) 261-2340

# EEO Utilization Report

## Organization Information

Name: Wisconsin Court System

City: Madison

State: WI

Zip: 53703

Type: State Court

## **Section 1: EEO Policy Statement**

### **Policy Statement:**

The Wisconsin Court System is committed to providing equal employment opportunity as an essential component of its basic personnel and administrative policy. It has been, and shall continue to be, court system policy to provide equal employment opportunity to all people in all aspects of the employer-employee relationship without regard to race, creed, color, sex (including caregiving responsibilities), pregnancy, marital status, national origin or ancestry, age, religion, disability or association with a person with a disability, arrest or conviction record (which is not job-related), sexual orientation, genetic information, lawful use of a product, political affiliation, or membership in the military service or Civil Air Patrol.

Following File has been uploaded: EEO Report FY24 FINAL.pdf

## **Section 5: Narrative Interpretation of Data**

The total number of individuals employed by the Wisconsin Court System is currently 1,071. 751 of those are excluded from this report because they are considered elected officials or personal appointees. 51 of the 320 employees that are covered by this report did not report race, national origin, or sex. Therefore, this report only covers 269 employees.

A review of the data contained within the Utilization Analysis chart indicates a need to establish some corrective goals and objectives to address the underutilization of women and minorities in the Court Systems workforce. In most cases, the percent of underutilization is small (~1%).

The percent of underutilization for white women in the Court System is most prevalent in the job category of professionals (12%). The percent of underutilization for white males in the Court System is most prevalent in the job category of technician (12%). The percent of underutilization for Hispanic males in the Court System is most prevalent in the job category of technician (4%).

## **Section 6: Objectives and Steps**

### **1. Review whether reclassification of specific limited-term employees to contract positions would rectify underutilization of white women in the professional category**

- a. a. Underutilization of women in the professional category is most prevalent in those LTE project positions that function as graders of the State Bar Exam. These positions are specialty occupations with limited work hours. They are not considered part of the Court Systems regular workforce, nor are they the principle source of employment for the individuals who work in this capacity.
- b. The Human Resources Office should review whether reclassification of these positions to contract positions is desirable and whether the removal of these positions from the utilization calculation will rectify underutilization of white women in the professional category

### **2. Continue to monitor workforce trends of court reporter positions to assess impact on underutilization of white males in the technician category**

- a. a. Historically, court reporters have been a female-dominated profession in Wisconsin. However, the training and skills requirements for these positions have evolved in order to keep pace with advancements in technology. As a result, the Court System has observed anecdotally an increase in males pursuing the profession.
- b. The Human Resources Office will continue to monitor workforce trends of court reporter positions to assess the impact on underutilization of white males in the technician category.
- c. The Human Resources Office will also continue advertising job opportunities with professional organizations targeted to males and other underrepresented groups to recruit more applicants for court reporter positions from these groups statewide.

### **3. Improve the recruitment and retention of Hispanic males at the Court System in the Technician category**

- a. a. Identify and evaluate any issues that might be affecting retention of Hispanic males in these positions at the Court System and develop strategies and resources available to improve retention.
- b. Continue advertising job opportunities with professional organizations focused on Hispanics and other underrepresented groups to recruit more applicants from these groups, both statewide and nationwide.
- c. Increase engagement with these professional organizations to improve visibility and familiarity with the Court System.

## **Section 7: Dissemination Strategy: Internal**

1. A PDF copy of the utilization report will be posted on the intranet for employees to view.

2. A hard copy of the report will kept at the Office of the Director of State Courts located at 16 East State Capitol Madison, WI 53701-1688.

## **Section 7: Dissemination Strategy: External**

1. A PDF copy of the utilization report will be posted on the external webpage of the Wisconsin Court System where individuals can view and/or download it.
2. A written statement will be included in all job announcements and other communications with prospective employees notifying them that they may obtain a copy of the utilization report.
3. All contractor and vendors will be notified that a copy of the utilization report is available upon request.
4. Hardcopies of the utilization report will be brought to job fairs so potential applicants can review it.

**Utilization Analysis Chart**  
**Relevant Labor Market: Wisconsin**

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
<b>Officials/Administrators</b>														
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 #/%	197,005/53%	5,670/2%	4,075/1%	975/0%	4,670/1%	20/0%	1,605/0%	143,220/38%	4,675/1%	5,190/1%	1,340/0%	3,300/1%	20/0%	1,670/0%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
<b>Professionals</b>														
Workforce #/%	53/50%	2/2%	1/1%	1/1%	1/1%	0/0%	2/2%	42/40%	1/1%	0/0%	0/0%	1/1%	0/0%	1/1%
CLS #/%	201,280/36%	6,445/1%	5,995/1%	855/0%	13,880/2%	50/0%	3,065/1%	289,680/52%	10,530/2%	11,820/2%	1,480/0%	10,660/2%	80/0%	3,765/1%
Utilization #/%	15%	1%	-0%	1%	-2%	-0%	1%	-12%	-1%	-2%	-0%	-1%	-0%	0%
<b>Technicians</b>														
Workforce #/%	30/31%	1/1%	0/0%	0/0%	2/2%	0/0%	0/0%	53/55%	3/3%	3/3%	0/0%	2/2%	0/0%	2/2%
CLS #/%	150,245/48%	16,000/5%	9,165/3%	975/0%	6,990/2%	70/0%	2,085/1%	104,510/33%	9,325/3%	7,705/2%	660/0%	5,220/2%	60/0%	1,580/1%
Utilization #/%	-17%	-4%	-3%	-0%	-0%	-0%	-1%	22%	0%	1%	-0%	0%	-0%	2%
<b>Protective Services: Sworn</b>														
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 #/%	27,035/68%	1,615/4%	1,875/5%	575/1%	430/1%	0/0%	475/1%	5,735/14%	570/1%	1,290/3%	200/1%	50/0%	0/0%	145/0%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
<b>Protective Services: Non-sworn</b>														
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
Civilian Labor Force #/%	1,710/36%	80/2%	220/5%	20/0%	90/2%	0/0%	70/1%	2,225/47%	150/3%	65/1%	10/0%	20/0%	0/0%	80/2%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
<b>Administrative Support</b>														
Workforce #/%	16/24%	0/0%	0/0%	0/0%	1/1%	0/0%	1/1%	45/66%	1/1%	1/1%	1/1%	2/3%	0/0%	0/0%
CLS #/%	184,415/30%	9,090/1%	9,165/1%	1,085/0%	4,740/1%	30/0%	2,890/0%	351,680/57%	19,105/3%	20,600/3%	2,435/0%	8,115/1%	115/0%	5,255/1%



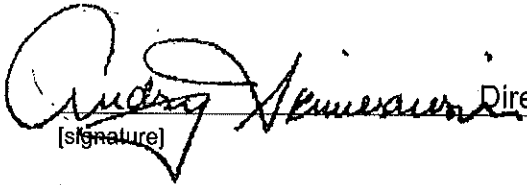
Job Categories	Male							Female						
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races/Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races/Other
	%							%						
Utilization #/%	-6%	-1%	-1%	-0%	1%	-0%	1%	9%	-2%	-2%	1%	2%	-0%	-1%
<b>Skilled Craft</b>														
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 #/%	182,315/82%	12,090/5%	4,335/2%	1,220/1%	2,025/1%	90/0%	2,115/1%	14,440/6%	1,690/1%	970/0%	120/0%	1,015/0%	0/0%	285/0%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
<b>Service/Maintenance</b>														
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 #/%	325,480/44%	43,355/6%	27,350/4%	3,605/0%	8,430/1%	200/0%	5,905/1%	254,350/34%	25,855/3%	28,880/4%	3,255/0%	8,395/1%	220/0%	5,600/1%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN

### 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
<b>Professionals</b>								✓						
<b>Technicians</b>	✓	✓												

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.



Director of State Courts

1/29/2024

[signature]

[title]

[date]