

EEO Utilization Report

Organization Information

Name: DEPARTMENT OF STATE POLICE PENNSYLVANIA

City: HARRISBURG

State: PA

Zip: 17110-9718

Type: State Law Enforcement

Section 1: EEO Policy Statement

Policy Statement:

"See Attachment"

Following File has been uploaded:EEO Policy Statement (Rev 10-2023).pdf

Section 5: Narrative Interpretation of Data

See attached document.

Following File has been uploaded: Analysis of Data_August 2024.docx

Section 6: Objectives and Steps

1. To encourage White, Hispanic, Black, Asian, and Two or More Races/Other females to apply for vacancies in their respective under-represented categories highlighted in Section 5 - Utilization Narrative

- a. The PSP Recruitment Services Section (RSS) members attend job fairs at Pennsylvania colleges and universities with historically high female enrollment.
- b. The PSP will address barriers to employment such as the college credit requirement for cadets, and the tattoo policy for cadets and members. The college credit requirement was eliminated for cadets, and the tattoo policy was modified to permit non-offensive tattoos to be present on the arms of enlisted personnel.
- c. The PSP will compress the hiring process by shortening the time between application and job offer.
- d. Members from the Recruitment Services Section visit and/or provide printed brochures to Historically Black Colleges and Universities as well as colleges with strong criminal justice programs to recruit applicants.
- e. The PSP has increased the amount of non-chargeable paid parental leave to eight weeks. Additional weeks of an employees accumulated leave may also be used for qualifying events such as the birth or adoption of a child.
- f. The PSP will continue to advertise both enlisted and civilian job opportunities. This will be done through traditional media such as TV, radio, and billboards. It will also be done through targeted digital and social media platforms such as Facebook and Instagram. The current video commercial prominently features a diverse group of uniformed troopers including Black and Hispanic male and female troopers.
- g. The PSP will post job opportunities for civilian positions five days on the Commonwealth's employment webpage www.employment.pa.gov.
- h. Members from the Recruitment Services Section (RSS) members participate in Yellow Ribbon events where military service members and loved ones connect with local resources before, during, and after deployments. Reintegration during post-deployment is a critical time for the RSS to reach out to the National Guard and Reserve bases. The RSS will continue to partner with the US Military Academy West Point. Recruiters visit military installations and training centers. PSP brochures are prominently displayed at military locations.
- i. The PSP will take advantage of military contacts to connect with prospective cadets who are in the military. Recruiters routinely participated in various events (virtual and in-person) with military bases and National Guard Training Centers and our recruiting brochures are prominently displayed at several locations.
- j. The PSP entered into a partnership with the US Army through their PaYS (Partnership for Your Success) Program. The program provides participants with the opportunity to speak with a member of the Recruitment Services Section on a regular basis throughout their military career. This exposure allows the PSP to continually update servicemembers with information concerning upcoming cadet classes and help servicemembers prepare for and successfully navigate the PSP selection process.
- k. Organizational segments within the PSP will continue to participate in positive community outreach events to develop relationships with the communities we serve. Some examples of these activities include Coffee with a Cop, Shop with a Cop, and Come Get to Know Us events.
- l. Members assigned to the Office of Community Engagement (OCE) will continue to work with community groups and organizations including mental health advocacy groups; legislators; and municipal, state, and federal law enforcement agencies to enhance relations between the public and law enforcement. Members of OCE focus on building and maintaining positive relationships between law enforcement and communities throughout the Commonwealth with an emphasis on underserved communities.
- m. Members of the Heritage Affairs Section of the Office of Community Engagement will continue to participate in educational and community outreach events to broaden the publics exposure to PSP.
- n. The PSP will continue to hold events such as the Womens Career Expo highlighting the availability of the position of Trooper to women. The PSP held its 2nd annual Women's Career Expo in September 2023. This event was for women aged 18-39 and exposes them to a day-in-the-life of a Pennsylvania State Police Cadet. The women experience a calisthenics session, swim in the training tank, run the hills, tour the Academy, and see several presentations from different specialized positions. The women are also provided with lunch where they can interact with female Troopers and ask questions individually. In 2023 there were approximately 35 participants and in 2023

the number grew to 60 women.

o. The PSP will continue to support Camp Cadet efforts throughout the Commonwealth including in those counties with a higher proportion of racial minorities. This summer camp activity fosters a positive experience with law enforcement officers for children who are typically between 11-14 years old.

2. To encourage Hispanic, Black Asian, and Two or More Races/Other males to apply for vacancies in their respective under-represented categories highlighted in Section 5 - Utilization Narrative

- a. PSP Recruiters visit and/or provide printed brochures to Historically Black Colleges and Universities as well as colleges with strong criminal justice programs to recruit applicants.
- b. The PSP will address barriers to employment such as the college credit requirement for cadets, and the tattoo policy for cadets and members. The college credit requirement was eliminated for cadets, and the tattoo policy was modified to permit non-offensive tattoos to be present on the arms of enlisted personnel.
- c. The PSP will compress the hiring process by shortening the time between application and job offer.
- d. The PSP will continue to advertise both enlisted and civilian job opportunities. This will be done through traditional media such as TV, radio, and billboards. It will also be done through targeted digital and social media platforms such as Facebook and Instagram. The current video commercial prominently features a diverse group of uniformed troopers including Black and Hispanic male and female troopers.
- e. The PSP will post job opportunities for civilian positions five days on the Commonwealth's employment webpage www.employment.pa.gov.
- f. Members from the Recruitment Services Section (RSS) participate in Yellow Ribbon events where military service members and loved ones connect with local resources before, during, and after deployments. Reintegration during post-deployment is a critical time for the RSS to reach out to the National Guard and Reserve bases. The RSS will continue to partner with the US Military Academy West Point. Recruiters visit military installations and training centers. PSP brochures are prominently displayed at military locations.
- g. The PSP will take advantage of military contacts to connect with prospective troopers who are in the military. Recruiters routinely participated in various events (virtual and in-person) with military bases and National Guard Training Centers and our recruiting brochures are prominently displayed at several locations.
- h. The PSP entered into a partnership with the US Army through their PaYS (Partnership for Your Success) Program. The program provides participants with the opportunity to speak with a member of the Recruitment Services Section on a regular basis throughout their military career. This exposure allows the PSP to continually update servicemembers with information concerning upcoming cadet classes and help servicemembers prepare for and successfully navigate the PSP selection process.
- i. The PSP has partnered with the Penn State University football program. The partnership gives the PSP Recruitment Services Section access to the players to discuss the cadet selection process and life experiences. It allows the Recruitment Services Section to discuss career opportunities with PSP and guide them toward success on and off the field.
- j. Organizational segments within the PSP will continue to participate in positive community outreach events to develop relationships with the communities we serve. Some examples of these activities include Coffee with a Cop, Shop with a Cop, and Come Get to Know Us events.
- k. Members assigned to the Office of Community Engagement (OCE) will continue to work with community groups and organizations including mental health advocacy groups; legislators; and municipal, state, and federal law enforcement agencies to enhance relations between the public and law enforcement. Members of OCE focus on building and maintaining positive relationships between law enforcement and communities throughout the Commonwealth with an emphasis on underserved communities.
- l. Members of the Heritage Affairs Section of the Office of Community Engagement will continue to participate in educational and community outreach events to broaden the public's exposure to PSP.
- m. The PSP will continue to support Camp Cadet efforts throughout the Commonwealth including those in counties with a higher proportion of racial minorities. This summer camp activity fosters a positive experience with law enforcement officers for children who are typically between 11-14 years old.

3. To encourage Asian females and males to apply for vacancies in their respective under-represented categories highlighted in Section 5 - Utilization Narrative

- a. The Troop M Recruitment Coordinator continues to write a weekly article in the Chinese Metro Newspaper and World Journal Daily Newspaper, where he features articles on safety, unsolved crimes, and references the

Departments need for a diverse workforce.

4. To encourage all groups of people to consider employment with the PSP over the long-term by fostering relations with various segments of society

- a. The PSP will continue the Cadet Life Tour (CLT). The purpose of the CLT is to provide an overview of the Academy experience. The CLT shows how cadets will be physically and mentally challenged in the Academy. They experience a training tank (swimming) exercise session, calisthenics, and run the front and back hills of the Academy. The CLT allows prospective cadets with information on opportunities available after graduation from the Academy too. The CLT reduces the normal level of uneasiness associated with the unknown and affords recruits an option to increase their supportive network and form bonds before entering training at the Academy.
- b. The Recruitment Services Section (RSS) members are actively engaged with applicants with the use of our Mentoring Program (MP). The primary goal of the MP is to improve the success rate of qualified applicants actually becoming a cadet. This is accomplished through personal interaction/guidance designed to assist applicants in preparation for five components of the cadet selection process: the written examination, the oral board examination, the polygraph examination, the background investigation, and the physical readiness test. Additionally, the MP is designed to address many levels of needs, including sharing of experiences and information from members of the RSS, and skill development for cadet applicants.
- c. The PSP will continue the Hill Impact Program. The Hill Impact Program seeks to strengthen the relationship between law enforcement and individuals considering a career in law enforcement. The program provides participants between the ages of 15-18 years of age with exposure to many different facets of law enforcement training and education such as the History of the Pennsylvania State Police and Principles of Law Enforcement Participants, study the Pennsylvania Vehicle Code, Crimes Code, Rules of Criminal Procedure, and various other topics. The Hill Impact Program is a multi-phase program, with each phase consisting of 14-week courses that focus on physical fitness, paramilitary discipline, and law enforcement discipline. Hill Impact Cadets meet one day a week for two and a half hours in the evening, and one Saturday a month for four hours.
- d. The PSP will continue the Law and Leadership Academy. The Law and Leadership Academy is designed to strengthen the relationship between law enforcement and those individuals seeking a career in law enforcement. The Recruitment Services Section assists with this program which is for individuals over 18 years old to experience the process of becoming a cadet in a law enforcement academy. It is modeled after police academies that adults attend to become sworn law enforcement officers and exposes the attendees to the concepts of a paramilitary organization. These cadets are introduced to physical training such as running, swimming, and marching. They are provided with a firsthand look into the process of becoming a law enforcement officer.
- e. The PSP will continue to require Community Services Officers to interact with groups of children from a young age. Events such as elementary school visits and giving tours to cub scouts and girl scouts expose children to Troopers at a very young age when many are forming their dream careers.
- f. The PSP will continue to support Camp Cadet efforts throughout the Commonwealth. This summer camp activity fosters a positive experience with law enforcement officers for children who are typically between 11-14 years old.

Section 7: Dissemination Strategy: Internal

The Department's Equal Employment Opportunity (EEO) Policy Statement is published in The Communicator, an employee newsletter annually and is be posted on the Equality and Inclusion Office (EIO) intranet web page which is available to all Department personnel. All new employees, including State Police Cadets and Liquor Enforcement Officer Trainees, are given a copy of the EEO Policy Statement. All Department personnel receive in-person Sexual Harassment and Discrimination training on a bi-annual basis and receive a copy of the Department's EEO Policy Statement during the training.

To ensure accessibility to all personnel, the EEO Plan is posted on the Equality and Inclusion Office (EIO) intranet web page which is available to all Department personnel. Personnel are alerted to the posting via a Department-wide e-mail. This plan is re-evaluated and distributed bi-annually.

A copy of the EEO Utilization Report will be posted on the Department's public website.

Section 7: Dissemination Strategy: External

All job postings identify the Pennsylvania State Police as an Equal Employment Opportunity Employer.

A copy of the EEO Utilization Report will be posted on the Department's public website.

Utilization Analysis Chart
Relevant Labor Market: Pennsylvania

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 #/%	57/46%	0/0%	2/2%	1/1%	1/1%	0/0%	0/0%	58/47%	1/1%	3/2%	0/0%	0/0%	0/0%	0/0%
CLS #/%	396,620/51%	13,815/2%	21,245/3%	445/0%	16,380/2%	55/0%	4,635/1%	272,575/35%	12,060/2%	28,610/4%	215/0%	10,080/1%	90/0%	4,425/1%
Utilization #/%	-4%	-2%	-1%	1%	-1%	-0%	-1%	12%	-1%	-1%	-0%	-1%	-0%	-1%
Professionals														
Workforce #/%	114/43%	4/2%	6/2%	0/0%	0/0%	0/0%	1/0%	135/51%	2/1%	1/0%	0/0%	2/1%	0/0%	0/0%
CLS #/%	441,540/35%	17,550/1%	29,330/2%	305/0%	42,080/3%	80/0%	7,450/1%	599,510/48%	23,720/2%	55,565/4%	720/0%	33,160/3%	130/0%	9,200/1%
Utilization #/%	8%	0%	-0%	-0%	-3%	-0%	-0%	3%	-1%	-4%	-0%	-2%	-0%	-1%
Technicians														
Workforce #/%	3/38%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/50%	1/12%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	223,610/44%	19,050/4%	19,785/4%	265/0%	10,090/2%	110/0%	3,310/1%	173,155/34%	19,615/4%	22,745/5%	160/0%	8,790/2%	85/0%	3,150/1%
Utilization #/%	-7%	-4%	-4%	-0%	-2%	-0%	-1%	16%	9%	-5%	-0%	-2%	-0%	-1%
Protective Services: Sworn														
Workforce #/%	4034/85%	122/3%	140/3%	8/0%	39/1%	5/0%	32/1%	318/7%	15/0%	16/0%	1/0%	2/0%	1/0%	2/0%
CLS #/%	65,460/62%	4,815/5%	13,810/13%	145/0%	645/1%	4/0%	1,415/1%	11,360/11%	1,250/1%	6,555/6%	4/0%	70/0%	65/0%	465/0%
Utilization #/%	23%	-2%	-10%	0%	0%	0%	-1%	-4%	-1%	-6%	0%	-0%	-0%	-0%
Protective Services: Non-sworn														
Workforce #/%	120/75%	2/1%	3/2%	0/0%	0/0%	0/0%	0/0%	31/19%	0/0%	2/1%	0/0%	0/0%	0/0%	1/1%
CLS #/%	5,020/38%	200/2%	810/6%	15/0%	115/1%	0/0%	165/1%	5,665/43%	210/2%	770/6%	4/0%	30/0%	0/0%	205/2%
Utilization #/%	37%	-0%	-4%	-0%	-1%	0%	-1%	-23%	-2%	-5%	-0%	-0%	0%	-1%
Administrative Support														
Workforce #/%	278/29%	4/0%	15/2%	0/0%	6/1%	0/0%	3/0%	567/59%	17/2%	56/6%	0/0%	11/1%	0/0%	7/1%
CLS #/%	380,490/28%	23,055/2%	38,230/3%	520/0%	13,605/1%	135/0%	6,385/0%	718,815/54%	43,440/3%	84,625/6%	615/0%	19,405/1%	235/0%	11,285/1%

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 #/%	0%	-1%	-1%	-0%	-0%	-0%	-0%	5%	-1%	-1%	-0%	-0%	-0%	-0%
Skilled Craft														
Workforce #/%	55/95%	2/3%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	372,145/82%	23,820/5%	18,635/4%	530/0%	4,280/1%	105/0%	4,270/1%	22,505/5%	2,825/1%	2,495/1%	75/0%	2,050/0%	4/0%	455/0%
Utilization #/%	13%	-2%	-2%	-0%	-1%	-0%	-1%	-5%	-1%	-1%	-0%	-0%	-0%	-0%
Service/Maintenance														
Workforce #/%	18/50%	3/8%	3/8%	0/0%	1/3%	0/0%	0/0%	10/28%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	625,410/41%	89,540/6%	99,935/7%	1,180/0%	21,730/1%	155/0%	12,585/1%	476,815/32%	55,265/4%	91,725/6%	675/0%	21,825/1%	185/0%	11,615/1%
Utilization #/%	9%	2%	2%	-0%	1%	-0%	-1%	-4%	-1%	-6%	-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
Professionals					✓					✓		✓		
Protective Services: Sworn		✓	✓				✓	✓	✓	✓				✓
Protective Services: Non-sworn			✓					✓		✓				
Administrative Support		✓	✓						✓					

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
Major														
Workforce #/%	15/79%	1/5%	0/0%	0/5%	1/5%	0/0%	0/0%	2/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Captain														
Workforce #/%	29/74%	1/3%	4/10%	0/3%	1/3%	0/0%	0/0%	4/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenant														
Workforce #/%	100/84%	1/1%	4/3%	0/2%	2/2%	0/0%	0/0%	11/9%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%
Sergeant														
Workforce #/%	183/84%	3/1%	10/5%	1/1%	2/1%	0/0%	0/0%	17/8%	1/0%	2/1%	0/0%	0/0%	0/0%	0/0%
Corporal														
Workforce #/%	784/87%	15/2%	22/2%	1/1%	6/1%	1/0%	2/0%	65/7%	0/0%	2/0%	1/0%	0/0%	1/0%	0/0%
Protective Services: Sworn-Patrol Officers														
Workforce #/%	2923/85%	101/3%	100/3%	6/1%	27/1%	4/0%	30/1%	219/6%	14/0%	11/0%	0/0%	2/0%	0/0%	2/0%

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.

Certified As Final By: Vincent D'Angelo

Captain

09-05-2024

[signature]

[title]

[date]

PENNSYLVANIA STATE POLICE
EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of the Department to provide equality of opportunity for all employees and applicants for employment in regard to all job application procedures, hiring, advancement, and discipline, without regard to race, color, religion, ancestry, union membership, age, gender, sexual orientation, gender identity or expression, national origin, AIDS or HIV status, disability, or other distinction prohibited by law or Commonwealth policy. Age may be considered as a factor only to the extent permitted by law.

It shall be the official policy of the Department to incorporate the principles of Equal Employment Opportunity (EEO) in all management decisions to ensure all matters affecting the human resource system are administered in agreement with the goals of EEO and to ensure a workplace climate free from discrimination and harassment, including sexual harassment.

Consistent with the provisions of the Americans with Disabilities Act (ADA) of 1990, the Department will ensure applicants, employees, and other people with disabilities who seek the services of the Department, will be afforded reasonable accommodations when necessary. Management must reasonably accommodate qualified applicants and qualified employees with disabilities. Furthermore, all Department facilities, services, and communications must be accessible, consistent with the requirements of Section 504 of the Rehabilitation Act of 1973 and the ADA.

The Department is committed to the principles that break down barriers and help people achieve their goals and realize their potential. Additionally, the Department values and respects the differences each person brings from their own culture. Diversity in our workforce enhances our ability to accomplish our mission because it increases the range of skills and approaches available to the Department.

No Commonwealth employee or applicant for employment shall be discriminated against based on membership in a class protected by law or Commonwealth policy. All managers and supervisors must report any claims of harassment and discrimination. Any employee may file a claim of harassment or discrimination pursuant to Management Directive 410.10 As Amended.

Retaliation against persons who have lodged a complaint, testified, assisted, or participated in any proceeding, investigation, or hearing regarding any allegation of discrimination is expressly prohibited.

All Department personnel have the responsibility to actively support programs and practices designed to develop understanding, acceptance, and commitment to EEO. It is the responsibility of all personnel to cooperate in the commitment of the Department to attain and maintain a work environment free of discrimination, while continuing to provide the highest quality, unbiased public service.

The Department is committed to increasing the employment and advancement opportunities of groups protected under Commonwealth policy and/or federal or state non-discrimination statutes that are underutilized as compared to their relevant labor force levels. Additionally, the Department is committed to creating a workforce that reflects the Commonwealth's diversity through the implementation of the EEO Plan.

The Director, Equality and Inclusion Office, is responsible for the administration of the Pennsylvania State Police EEO Program. The Director, Equality and Inclusion Office, is also responsible for developing and implementing EEO program requirements, monitoring program progress, and ensuring complaints of discrimination and harassment are investigated. The Director, Equality and Inclusion Office, can be contacted at Department Headquarters, 1800 Elmerton Avenue, Harrisburg, Pennsylvania 17110, telephone number 717-787-7220.

Department personnel are encouraged to communicate, verbally or in writing, any questions, concerns, recommendations, or suggestions regarding the EEO Plan directly to the Director, Equality and Inclusion Office. Personnel with discrimination complaints or concerns should contact the Director, Equality and Inclusion Office; the EEO Specialist; an EEO Liaison; or their supervisor. When a complaint of harassment or discrimination involves the immediate supervisor or another individual from the complainant's chain-of-command, the complainant may contact the immediate supervisor of the alleged harasser.

In addition, employees may elect to utilize other avenues of recourse as follows:

Pennsylvania Human Relations Commission (PHRC)

Within 180 calendar days of alleged occurrence.

Harrisburg Regional Office
333 Market Street, 8th Floor
Harrisburg, PA 17101-2210
717-787-9780
717-787-7279 (TTY)

Philadelphia Regional Office
110 North 8th Street, Suite 501
Philadelphia, PA 19107
215-560-2496
215-560-3599 (TTY)

Pittsburgh Regional Office
301 Fifth Avenue
Suite 390, Piatt Place
Pittsburgh, PA 15222
412-565-5395
412-565-5711 (TTY)

<https://www.phrc.pa.gov>

Equal Employment Opportunity Commission (EEOC)

Within 300 calendar days of alleged occurrence (180 days for immigration-related discrimination complaints).

Philadelphia Area Office
801 Market Street, Suite 1000
Philadelphia, PA 19107-3126
800-669-4000
800-669-6820 (TTY)

Pittsburgh Area Office
William S. Moorhead Federal Bldg.
1000 Liberty Avenue, Suite 1112
Pittsburgh, PA 15222
800-669-4000
412-395-5904 (TTY)

<https://www.eeoc.gov>

State Civil Service Commission (SCSC)

Within 20 calendar days of alleged occurrence.

Mailing Address

State Civil Service Commission

P.O. Box 569

Harrisburg, PA 17108-0569

717-783-8806*

*Telecommunication Relay
Service (TRS) is available by
dialing 711

Business Address

State Civil Service Commission

Strawberry Square

Bowman Tower, 4th Floor

320 Market Street

Harrisburg, PA 17101-2225

<https://www.scsc.pa.gov>

SECTION 5: NARRATIVE INTERPRETATION OF DATA

A review of the Pennsylvania State Police workforce to the relevant labor market statistics for the Commonwealth of Pennsylvania indicates underutilization in several areas. The following are the observations made of those with statistically significant underutilizations:

1. White females were statistically significantly under-represented in the following job categories: Protective Services: Sworn (-4%), Protective Services: Non-sworn (-23%).
2. Hispanic females were statistically significantly under-represented in the following job categories: Protective Services: Sworn (-1%), Administrative Support (-1%).
3. Black females were statistically significantly under-represented in the following job categories: Professionals (-4%), Protective Services: Sworn (-6%), and Protective Services: Non-Sworn (-5%).
4. Asian females were statistically significantly under-represented in the following job category: Professionals (-2%).
5. Two or More Races/Other females were significantly under-represented in the following job category: Technicians (-0.4%).
6. Hispanic males were statistically significantly under-represented in the following job categories: Protective Services: Sworn (-2%) and Administrative Support (-1%).
7. Black males were statistically significantly under-represented in the following job categories: Protective Services: Sworn (-10%), Protective Service: Non-Sworn (-4%), and Administrative Support (-1%).
8. Asian males were statistically significantly under-represented in the following job category: Professionals (-3%).
9. Two or More Races/Other males were significantly under-represented in the following job category: Protective Services: Sworn (-1%).

A comparison of the current EEOP Utilization Report versus the December 2021 Utilization report indicates that there were improvements in the recruitment and retention of Asian males in the job category of Protective Services: Sworn and Asian females in the job category of Protection Services: Sworn such they are no longer statically significantly underutilized. Conversely, the current EEOP Utilization Report shows a statistically significant underutilization of Black males in the job category of Protective Services: Non-Sworn where in December 2021 this category was not identified as one with an identified underutilization.

The workforce of the Pennsylvania State Police (PSP) is comprised of civilian and enlisted (Troopers) personnel. Enlisted members make up the overwhelming majority, over 70%, of the workforce. Underutilization of racial minorities and females is a matter of concern for the PSP, and we continue to work to attract candidates for employment from all communities and demographics. In the two and a half years since we last submitted EEO Utilization Report, the number of enlisted women and minorities have increased slightly both in raw numbers and as a percentage of our workforce although this increase was not enough for the job category of Protective Service: Sworn to no longer reflect an underutilization for the racial/gender groups identified. While there is room for continued improvement, the numbers are moving in the right direction.

The hiring of civilian employees is governed by one of two bodies: the State Civil Service Commission or the Bureau of State Employment. Each of these governing bodies develops the hiring processes for their respective candidates. Each organizational body makes every effort to recruit qualified minorities and females. Candidates for Civil Service Commission jobs must demonstrate their qualifications for any job posting before their name will be forwarded for employment consideration. Additionally, veterans who have honorably served their country are given statutory preference for jobs covered by the Bureau of State Employment regardless of race or gender.

The PSP has a physical presence in all sixty-seven counties of Pennsylvania, thus comparing our workforce to the state-wide labor market would be appropriate. Nevertheless, while the actual locations of the PSP's facilities are spread across the state, a significant number of its facilities are in suburban or rural settings. These suburban and rural settings that have a lower percentage of racial minorities than the rest of the state. Similarly, the PSP provides primary police services in areas of Pennsylvania where there is no local police force. These areas tend to be mostly rural and suburban as well. Larger cities and boroughs in Pennsylvania tend to have their own police departments, and residents of those municipalities will have less exposure to members of the PSP. Despite PSP's physical presence in all sixty-seven counties, the routine provision of police services by members of the PSP involves less exposure to minorities. Consequently minorities have less exposure to the PSP as a potential employer.

PSP law enforcement positions, including Cadets who are training to become Troopers and Liquor Enforcement Officer Trainees who are training to become Liquor Enforcement Officers, are managed through an application, testing, and evaluation process. Candidates are required to successfully complete an in-depth hiring process, which is designed to hire the best qualified applicants. (Troopers and Cadets make up the job category of Protective Services: Sworn and Liquor Enforcement Officers and Liquor Enforcement Officer Trainees make up the majority of the job category: Protective Services: Non-Sworn.) Law enforcement agencies across the country are seeking to

increase their applicant pools, especially among female and minority applicants. While a lengthy selection process allows for thorough background investigations, it also frustrates those looking to quickly begin their career in law enforcement. The PSP has taken steps to compress the selection process with the goal of reducing the number of candidates lost to other law enforcement agencies and other careers.

Over the past few years, the PSP has critically examined its hiring criteria for law enforcement positions to identify and remove barriers to hiring. The PSP has significantly altered its tattoo policy and now allows tattoos on the arms where it previously prohibited them. Additionally in 2023, the PSP eliminated its college credit requirement to broaden the pool of applicants eligible to become Cadets. It will take some time for these reduced barriers to result in increases in hired personnel.

The PSP is aware that family planning and family obligations can be a hardship for working parents of all genders, but the obligations of childrearing are often felt more acutely by women. The PSP has benefited from the recent expansion of paid family leave from six to eight weeks by Governor Shapiro's administration. Conversely, the PSP employs a rigorous six-month training academy to prepare Cadets to serve as Troopers, with a training curriculum that prepares them for a career in law enforcement. Nevertheless, a long residential police academy leading to a work assignment which involves rotating shifts, and a work location which may be hundreds of miles from home, may not be appealing to persons serving as the primary caregiver of small children.

There are some segments of society which view a career in law enforcement positively. White males have historically been attracted in large numbers to a career in law enforcement. Such a career is frequently viewed as a noble and desirable profession by their peers and families. Other communities have experienced negative interactions and developed mistrust of the police. Whether a result of a negative first-hand personal interaction or one recounted on the local or national news, some members of minority communities do not share the assessment that policing is a noble or desirable profession. In communities where law enforcement is negatively viewed, a career in law enforcement is not one that is encouraged. This view serves as a significant barrier to recruitment from such communities. Sustained outreach to minority communities is one of the keys to removing this barrier to successful recruitment; PSP is committed to such outreach.

Finally, the PSP provides law enforcement services which, in most cases, require both enlisted members and civilian staff to be physically present in the workplace. The PSP competes with other employers who allow remote work or hybrid work arrangements. Those seeking to work fully or partially from home, will not find such flexible work arrangements with the PSP, and therefore, will not seek employment with the PSP.