

## **EQUAL EMPLOYMENT OPPORTUNITY**

	<b>DECEMBER 2009</b>	<b>DECEMBER 2019</b>	<b>ACTUAL CHANGE</b>	<b>PERCENT CHANGE</b>
<b>TOTAL EMPLOYEES</b>	<b>15613 (100%)</b>	<b>15218 (100%)</b>	<b>-395</b>	<b>-2.53%</b>
WHITE EMPLOYEES	<b>13894 (89%)</b>	<b>13229 (87%)</b>	<b>-665</b>	<b>-4.79%</b>
NON-WHITE EMPLOYEES	<b>1719 (11%)</b>	<b>1989 (13%)</b>	<b>270</b>	<b>15.71%</b>
TOTAL MALE EMPLOYEES	<b>11776 (75%)</b>	<b>11133 (73%)</b>	<b>-643</b>	<b>-5.46%</b>
TOTAL FEMALE EMPLOYEES	<b>3837 (25%)</b>	<b>4085 (27%)</b>	<b>248</b>	<b>6.46%</b>
<b>TOTAL EMPLOYEES BY RACE/SEX</b>				
BLACK/AFRICAN AMERICAN MALES	<b>894 (6%)</b>	<b>844 (6%)</b>	<b>-50</b>	<b>-5.59%</b>
BLACK/AFRICAN AMERICAN FEMALES	<b>541 (4%)</b>	<b>569 (4%)</b>	<b>28</b>	<b>5.18%</b>
HISPANIC/LATINO MALES	<b>161 (1%)</b>	<b>251 (2%)</b>	<b>90</b>	<b>55.90%</b>
HISPANIC/LATINO FEMALES	<b>44 (.3%)</b>	<b>92 (1%)</b>	<b>48</b>	<b>109.09%</b>
WHITE/CAUCASIAN MALES	<b>10672 (68%)</b>	<b>9888 (65%)</b>	<b>-784</b>	<b>-7.35%</b>
WHITE/CAUCASIAN FEMALES	<b>3222 (21%)</b>	<b>3341 (22%)</b>	<b>119</b>	<b>3.69%</b>
NATIVE AMERICAN/ALASKAN MALES	<b>16 (.1%)</b>	<b>22 (.14%)</b>	<b>6</b>	<b>37.50%</b>
NATIVE AMERICAN/ALASKAN FEMALES	<b>10 (.16%)</b>	<b>4 (.03%)</b>	<b>-6</b>	<b>-60%</b>
ASIAN MALES	<b>33 (.2%)</b>	<b>51 (.34%)</b>	<b>18</b>	<b>54.55%</b>
ASIAN FEMALES	<b>20 (.1%)</b>	<b>24 (.16%)</b>	<b>4</b>	<b>20%</b>
NATIVE HAWAIIAN/PACIFIC ISLANDER MALES		<b>3 (.02%)</b>		
NATIVE HAWAIIAN/PACIFIC ISLANDER FEMALES		<b>2 (.01%)</b>		
TWO OR MORE RACES MALES		<b>44 (.29%)</b>		
TWO OR MORE RACES FEMALES		<b>32 (.21%)</b>		
UNDISCLOSED/UNKNOWN MALES		<b>30 (.20%)</b>		
UNDISCLOSED/UNKNOWN FEMALES		<b>21 (.14%)</b>		

\*Numbers represent all employees, including wage and temporary.

\*In 2015, DOC aligned with the Race Codes mandated by the the Federal Government; therefore, employees were unable to identify as Native Hawaiian/Pacific Islander or Two or More Races in 2009.

## EQUAL EMPLOYMENT OPPORTUNITY

	DECEMBER 2017	DECEMBER 2019	ACTUAL CHANGE	PERCENT CHANGE
<b>TOTAL EMPLOYEES</b>	<b>15404 (100%)</b>	<b>15218 (100%)</b>	<b>-186</b>	<b>(-1.21%)</b>
WHITE EMPLOYEES	13484 (88%)	13229 (87%)	-255	(-1.89%)
NON-WHITE EMPLOYEES	1867 (12%)	1989 (13%)	122	(6.53%)
TOTAL MALE EMPLOYEES	11374 (74%)	11133 (73%)	-241	(-2.12%)
TOTAL FEMALE EMPLOYEES	4030 (26%)	4085 (27%)	55	(1.36%)
<b>TOTAL EMPLOYEES BY RACE/SEX</b>				
BLACK/AFRICAN AMERICAN MALES	857 (6%)	844 (6%)	-13	(1.52%)
BLACK/AFRICAN AMERICAN FEMALES	536 (3%)	569 (4%)	33	(6.16%)
HISPANIC/LATINO MALES	243 (2%)	251 (2%)	17	(7.26%)
HISPANIC/LATINO FEMALES	83 (1%)	92 (1%)	9	(10.84%)
WHITE/CAUCASIAN MALES	10138 (66%)	9888 (65%)	-250	(-2.47%)
WHITE/CAUCASIAN FEMALES	3346 (22%)	3341 (22%)	-5	(-0.15%)
NATIVE AMERICAN/ALASKAN MALES	24 (.16%)	22 (.14%)	-2	(-8.33%)
NATIVE AMERICAN/ALASKAN FEMALES	5 (.03%)	4 (.03%)	-1	(-20.00%)
ASIAN MALES	49 (.32%)	51 (.34%)	2	(4.08%)
ASIAN FEMALES	24 (.16%)	24 (.16%)	0	(0%)
NATIVE HAWAIIAN/PACIFIC ISLANDER MALES	1 (.01%)	3 (.02%)	2	(200%)
NATIVE HAWAIIAN/PACIFIC ISLANDER FEMALES	1 (.01%)	2 (.01%)	1	(100%)
TWO OR MORE RACES MALES	29 (.19%)	44 (.29%)	15	(51.72%)
TWO OR MORE RACES FEMALES	15 (.10%)	32 (.21%)	17	(113.33%)
UNDISCLOSED/UNKNOWN MALES	33 (.21%)	30 (.20%)	-3	(-9.09%)
UNDISCLOSED/UNKNOWN FEMALES	20 (.13%)	21 (.14%)	1	(5%)

\*Numbers represent all employees, including wage and temporary.

## EQUAL EMPLOYMENT OPPORTUNITY

	DECEMBER 2009	DECEMBER 2019	ACTUAL CHANGE	PERCENT CHANGE
<b>TOTAL EMPLOYEES</b>	<b>1118 (100%)</b>	<b>1299 (100%)</b>	<b>181</b>	<b>16%</b>
WHITE EMPLOYEES	905 (81%)	1053 (81%)	148	16%
NON-WHITE EMPLOYEES	213 (19%)	246 (19%)	33	15%
TOTAL MALE EMPLOYEES	625 (56%)	728 (56%)	103	16%
TOTAL FEMALE EMPLOYEES	493 (44%)	571 (44%)	78	16%
<b>TOTAL EMPLOYEES BY RACE/SEX</b>				
BLACK/AFRICAN AMERICAN MALES	73 (7%)	64 (5%)	-9	-12%
BLACK/AFRICAN AMERICAN FEMALES	99 (9%)	107 (8%)	8	8%
HISPANIC/LATINO MALES	21 (2%)	20 (2%)	-1	-5%
HISPANIC/LATINO FEMALES	11 (1%)	24 (2%)	13	118%
WHITE/CAUCASIAN MALES	526 (47%)	623 (48%)	97	18%
WHITE/CAUCASIAN FEMALES	379 (34%)	430 (33%)	51	13%
NATIVE AMERICAN/ALASKAN MALES	1 (.09%)	4 (.31%)	3	300%
NATIVE AMERICAN/ALASKAN FEMALES	2 (.18%)	2 (.15%)	0	0%
ASIAN MALES	4 (.36%)	9 (.69%)	5	125%
ASIAN FEMALES	2 (.18%)	5 (.38%)	3	150%
NATIVE HAWAIIAN/PACIFIC ISLANDER MALES				
NATIVE HAWAIIAN/PACIFIC ISLANDER FEMALES				
TWO OR MORE RACES MALES		8 (.62%)		
TWO OR MORE RACES FEMALES		3 (.23%)		
	Note: Percent is based on total workforce for each year.		Percent is based on change in workforce for each group since 2009.	

\*Numbers represent all employees, including wage and temporary.

\*In 2015, PBPP aligned with the Race Codes mandated by the the Federal Government; therefore, employees were unable to identify as Native Hawaiian/Pacific Islander or Two or More Races in 2009.

## **EQUAL EMPLOYMENT OPPORTUNITY**

	<b>DECEMBER 2017</b>	<b>DECEMBER 2019</b>	<b>ACTUAL CHANGE</b>	<b>PERCENT CHANGE</b>
<b>TOTAL EMPLOYEES</b>	<b>1307 (100%)</b>	<b>1299 (100%)</b>	<b>-8</b>	<b>(-1%)</b>
WHITE EMPLOYEES	<b>1072 (82%)</b>	<b>1053 (81%)</b>	<b>-19</b>	<b>(-2%)</b>
NON-WHITE EMPLOYEES	<b>234 (18%)</b>	<b>246 (19%)</b>	<b>12</b>	<b>(5%)</b>
TOTAL MALE EMPLOYEES	<b>722 (55%)</b>	<b>728 (56%)</b>	<b>6</b>	<b>(1%)</b>
TOTAL FEMALE EMPLOYEES	<b>585 (45%)</b>	<b>571 (44%)</b>	<b>-14</b>	<b>(-2%)</b>
<b>TOTAL EMPLOYEES BY RACE/SEX</b>				
BLACK/AFRICAN AMERICAN MALES	<b>65 (5%)</b>	<b>64 (5%)</b>	<b>-1</b>	<b>(-2%)</b>
BLACK/AFRICAN AMERICAN FEMALES	<b>104 (8%)</b>	<b>107 (8%)</b>	<b>3</b>	<b>(3%)</b>
HISPANIC/LATINO MALES	<b>20 (2%)</b>	<b>20 (2%)</b>	<b>0</b>	<b>(0%)</b>
HISPANIC/LATINO FEMALES	<b>23 (2%)</b>	<b>24 (2%)</b>	<b>1</b>	<b>(4%)</b>
WHITE/CAUCASIAN MALES	<b>623 (48%)</b>	<b>623 (48%)</b>	<b>0</b>	<b>(0%)</b>
WHITE/CAUCASIAN FEMALES	<b>449 (34%)</b>	<b>430 (33%)</b>	<b>-19</b>	<b>(-4%)</b>
NATIVE AMERICAN/ALASKAN MALES	<b>3 (.23%)</b>	<b>4 (.31%)</b>	<b>1</b>	<b>(33%)</b>
NATIVE AMERICAN/ALASKAN FEMALES	<b>2 (.15%)</b>	<b>2 (.15%)</b>	<b>0</b>	<b>(0%)</b>
ASIAN MALES	<b>7 (.54%)</b>	<b>9 (.69%)</b>	<b>2</b>	<b>(29%)</b>
ASIAN FEMALES	<b>6 (.46%)</b>	<b>5 (.38%)</b>	<b>-1</b>	<b>(-17%)</b>
NATIVE HAWAIIAN/PACIFIC ISLANDER MALES	<b>1 (.08%)</b>			
NATIVE HAWAIIAN/PACIFIC ISLANDER FEMALES				
TWO OR MORE RACES MALES	<b>2 (.15%)</b>	<b>8 (.62%)</b>	<b>6</b>	<b>(300%)</b>
TWO OR MORE RACES FEMALES	<b>1 (.08%)</b>	<b>3 (.23%)</b>	<b>2</b>	<b>(200%)</b>

\*Numbers represent all employees, including wage and temporary.

# **Diversity and Inclusion**

## **Recruitment Efforts**

The agency Bureau of Human Resources (BHR) has two full time recruiters, one being a Diversity Recruiter whose goal is to expand diversity throughout the DOC. This recruiter is bi-lingual and previously worked for the State Civil Service Commission and has significant community contacts that we believe will assist us in furthering our recruitment efforts.

BHR continues to attend diversity centered recruitment events in addition to advertising in the Latino Connection magazine and professional trade journals to include Advance Healthcare and Pennsylvania Psychological Association (PPA).

## **Training and Diversity Awareness**

In 2018 the Department of Corrections was part of multi-agency study that focused on diversity and inclusion in the workplace. The agencies included in the study were Department of Corrections, Pennsylvania Board of Probation and Parole, State Police, Department of Military and Veterans' Affairs and Capitol Police.

It was an in-depth study that included a review of policies and practices at each of the agencies. Focus groups were conducted with employees from around the state and included front line employees as well as managers. The study highlighted the barriers to creating a more diverse and inclusive workforce and culminated in a customized training designed for law enforcement agencies.

In August of 2019, twenty (20) employees were selected to attend a week long train the trainer workshop on diversity and inclusion and in early 2020 the PA DOC rolled this training out to its supervisors and managers. To date there have been six (6) sessions with over one hundred forty (140) employees trained. The training will continue to be offered until all employees attend.