

Equal Employment Opportunity Plan:

Policy Statement and Utilization Report

Reporting for the Department of Justice –
Office of Justice Programs

February 27, 2024



COUNTY *of* **VENTURA**



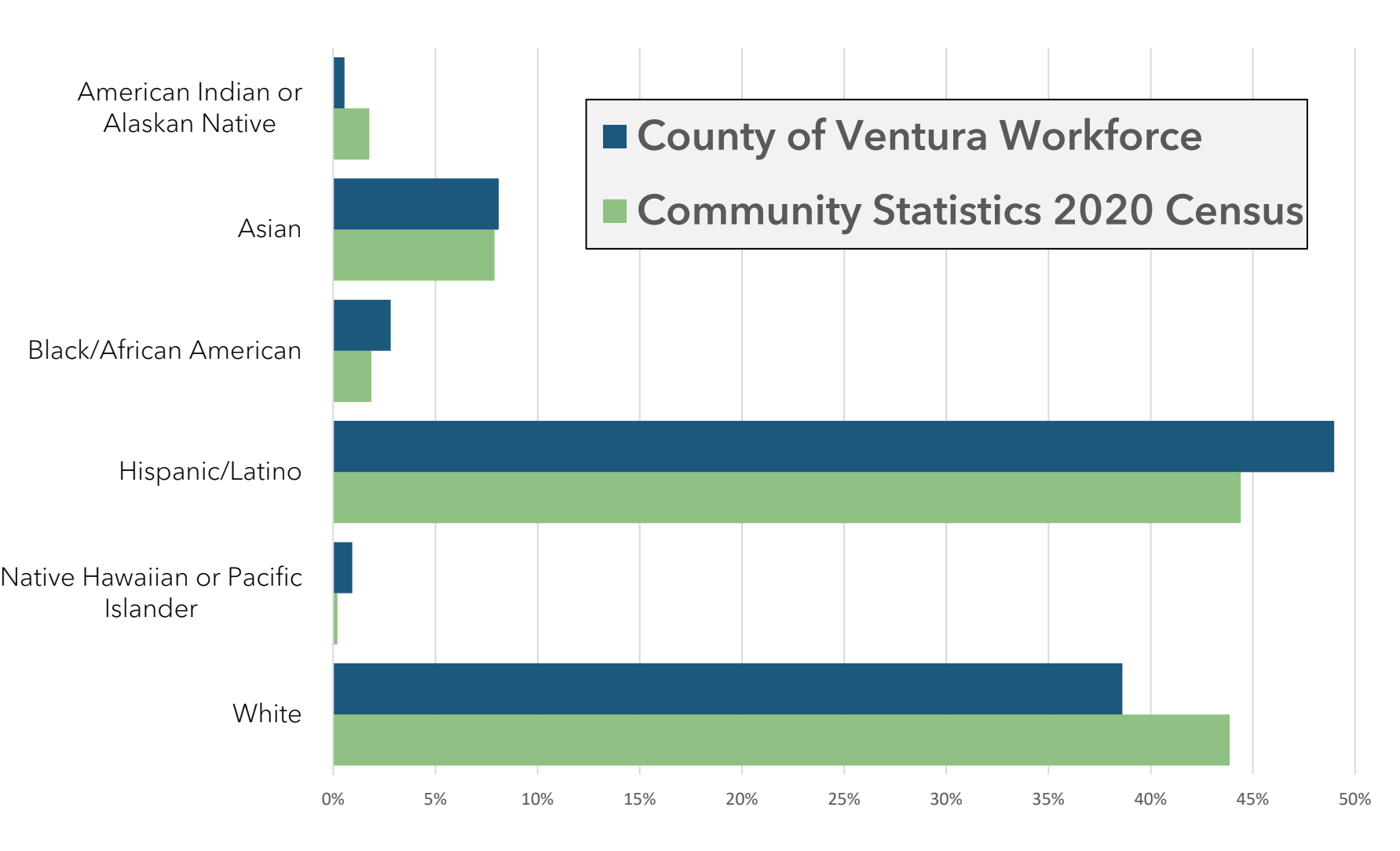
EEOP Summary

Our commitment to Diversity, Equity, and Inclusion, and compliance with equal employment opportunity state and federal law.

- EEOPs are required to receive federal funds.
- Structure is defined by Dept of Justice - Office of Justice Programs.
- Utilization Report compares County's workforce to available Community Labor Force.
- Community Labor Force derived from 2020 Census data.
- While over- and under-representations exist, on the whole, the County of Ventura is representative of the community we serve.
- There are areas where the County could benefit from greater diversity, and we engage measures toward greater diversity.
- Recruitments are merit-based and based on qualification standards.



County By Ethnicity



EEO Category	Variance
White	-5.24%
Native Hawaiian or Pacific Islander	0.72%
Hispanic/Latino	4.58%
Black/African American	0.95%
Asian	0.21%
American Indian or Alaskan Native	-1.22%

* As provided by DOJ website data based on 2020 Census.

Statistically Significant Workforce Underutilizations /Overrepresentations

by Job Category, Race, and Gender

Job Category	Male						Female					
	W	H/L	B/AA	AI/AN	A	NH/PI	W	H/L	B/AA	AI/AN	A	NH/PI
Officials/Administrators	-2%	-2%	-1%	0%	-3%	0%	-1%	6%	2%	0%	2%	0%
Professionals	-10%	2%	0%	0%	-4%	0%	-7%	19%	1%	0%	1%	1%
Technicians	1%	-14%	0%	0%	-2%	0%	1%	13%	1%	0%	0%	0%
Protective Services: Sworn	1%	-11%	-1%	0%	-2%	0%	4%	3%	-1%	0%	0%	0%
Protective Services: Non-sworn	1%	1%	3%	1%	2%	0%	-3%	-4%	1%	0%	-2%	0%
Administrative Support	-15%	-6%	0%	0%	-2%	0%	-12%	37%	0%	0%	-1%	0%
Skilled Craft	2%	2%	1%	0%	0%	1%	0%	-4%	1%	0%	-1%	0%
Service/Maintenance	14%	-4%	1%	0%	1%	1%	-7%	-4%	0%	0%	0%	0%

All categories are defined by the Dept of Justice – Office of Justice Programs.

Statistically Significant Workforce Underutilizations

by Job Category, Race, and Gender

Job Category	Male						Female					
	W	H/L	B/AA	AI/NA	A	NH/PI	W	H/L	B/AA	AI/AN	A	NH/PI
Officials/Administrators					-3%		-1%					
Professionals	-10%				-4%		-7%					
Technicians		-14%			-2%							
Protective Services: Sworn		-11%										
Protective Services: Non-sworn								-4%				
Administrative Support	-15%	-6%			-2%		-12%				-1%	
Skilled Craft								-4%				
Service/Maintenance		-4%					-7%	-4%				

All categories are defined by the Dept of Justice – Office of Justice Programs.

Recruitment Outreach

- CEO HR attended 37 job fairs in 2022-2023.
- Hosted Countywide Career Expo at Government Center.
- CEO HR HCA hosted 11 job fairs and hiring events.
- Broad outreach efforts to local, regional, and national media (*Vida, Ventura County Star*, CareerBuilder, industry-specific social media, LinkedIn, etc.)



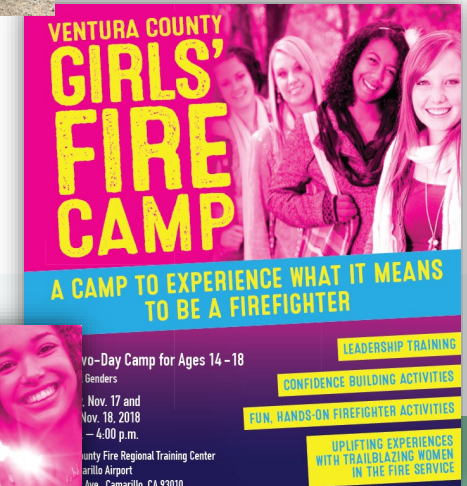
Fire Department Recruitment Initiatives

Social media campaign to attract and engage a diverse pool of candidates.

- @JoinVCFD - Dedicated recruitment pages on Instagram, X, Facebook.
- Targeted posts with details on application procedures and hiring process steps.
- Regular fitness tips to prepare physically for the job.

Drawing non-traditional candidates to a career in Fire Service:

- Female-Focused Fitness Events/Camps for teenage girls
- Collegiate recruitment.
- Collaboration with the Farm Workers' bureau, VA partners and other CBOs.
- Attended 24 job fairs throughout Ventura County.



Sheriff's Office Recruitment Initiatives

- Sheriff has made the **30x30 pledge** that promotes a workforce comprised of more female officers.
- 35% of Officers hired in the last 5 years are female (including probation and DA Investigators).
- Over the last 5 years, more people of color have been hired than white officers.
- The average career of an officer is 18 years with some staying as long as 43 years.



30X30

The 30x30 is an initiative to advance the representation and experiences of women in policing agencies across the United States.

- Formal Learning Partnership with Support from Learning & Organizational Development.
- Real Colors & 360-Degree Assessment.
- Emotional Intelligence Assessment.
- Working with Power & Influence.
- 5th Cohort in progress.
- Mirror Leadership Excellence and Action Program (LEAP) Model for staff who are not executives.
- Of the 138 participants in the program 107 promotions have been recorded.

