

# 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**



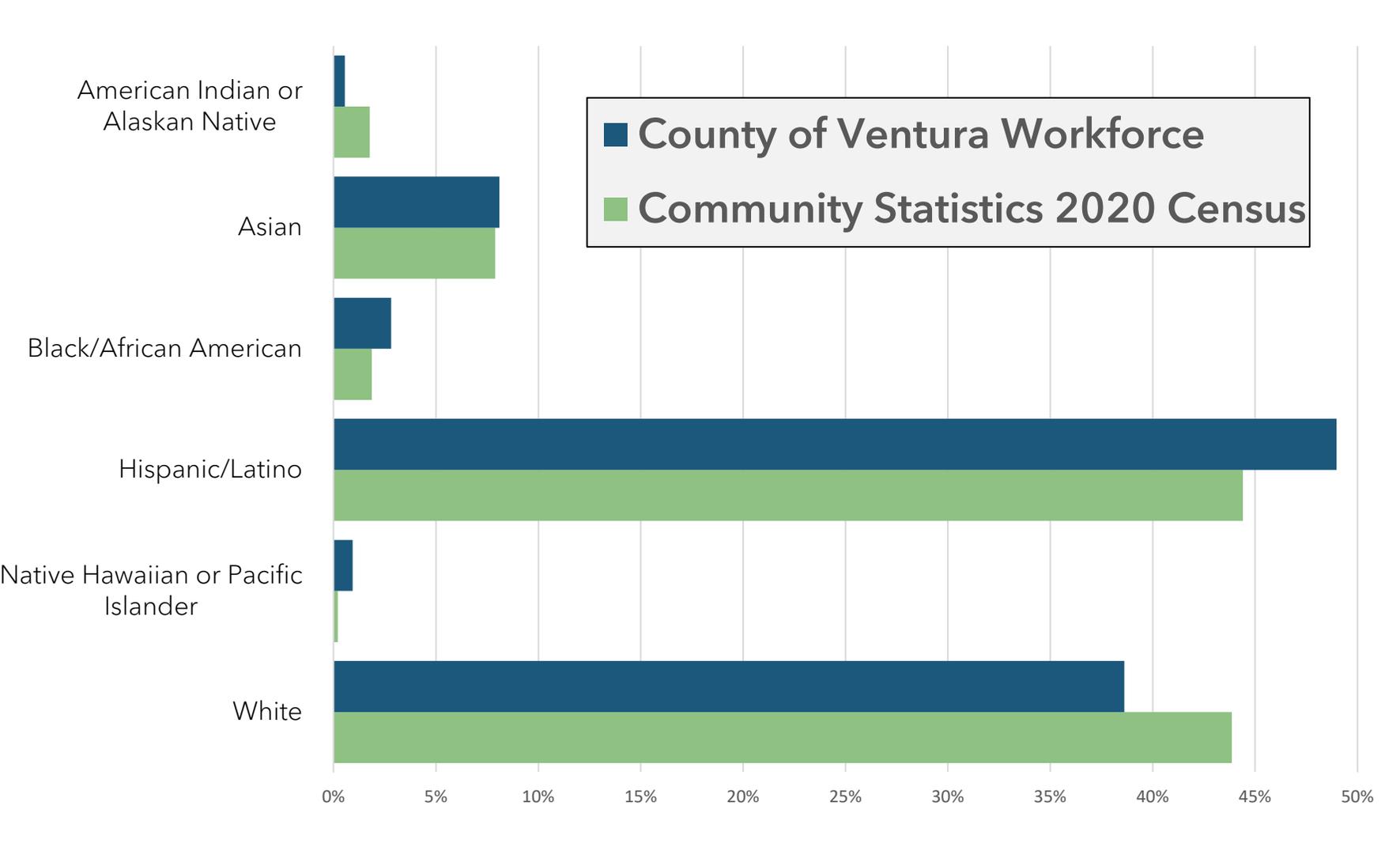
# EEOP Summary

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
<b>Officials/Administrators</b>	-2%	-2%	-1%	0%	-3%	0%	-1%	6%	2%	0%	2%	0%
<b>Professionals</b>	-10%	2%	0%	0%	-4%	0%	-7%	19%	1%	0%	1%	1%
<b>Technicians</b>	1%	-14%	0%	0%	-2%	0%	1%	13%	1%	0%	0%	0%
<b>Protective Services: Sworn</b>	1%	-11%	-1%	0%	-2%	0%	4%	3%	-1%	0%	0%	0%
<b>Protective Services: Non-sworn</b>	1%	1%	3%	1%	2%	0%	-3%	-4%	1%	0%	-2%	0%
<b>Administrative Support</b>	-15%	-6%	0%	0%	-2%	0%	-12%	37%	0%	0%	-1%	0%
<b>Skilled Craft</b>	2%	2%	1%	0%	0%	1%	0%	-4%	1%	0%	-1%	0%
<b>Service/Maintenance</b>	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.

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	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.*)



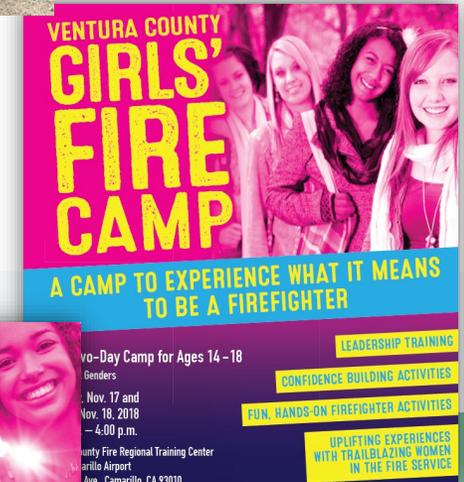
# Fire Department Recruitment Initiatives

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.

