

EEO Utilization Report

Organization Information

Name: Canton Police Department

City: Canton

State: OH

Zip: 44702

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

Discriminatory Harassment

328.1 PURPOSE AND SCOPE

This policy is intended to prevent Department members from being subjected to discrimination or sexual harassment.

328.1.1 CERTIFICATION STANDARDS

This policy contains content that pertains to the following Ohio Collaborative Law Enforcement Agency Certification (OCLEAC) Standard: 8.2015.2

See attachment: OCLEAC Standards Compliance Checklist 8.2015.2.pdf

328.2 POLICY

The Canton Ohio Police Department is an equal opportunity employer and is committed to creating and maintaining a work environment that is free of all forms of discriminatory harassment, including sexual harassment and retaliation. The Department will not tolerate discrimination against members in hiring, promotion, discharge, compensation, fringe benefits and other privileges of employment. The Department will take preventive and corrective action to address any behavior that violates this policy or the rights it is designed to protect.

The non-discrimination policies of the Department may be more comprehensive than state or federal law. Conduct that violates this policy may not violate state or federal law but still could subject a member to discipline.

Following File has been uploaded:Discriminatory_Harassment.pdf

Step 4b: Narrative of Interpretation

Examining the Utilization chart for the City of Canton there are couple of things that stand out. One is that two of our under-utilization is in white females at (-23%) followed by Hispanic Males at (-8%).

The department has a history of under utilization in numerous categories and based on our population we still feel that we need to continue to work towards having a work force that properly represents our community. Our department has always recruited qualified minority candidates but has struggled to attract them due to a lower starting pay and obvious budget constraints. With the recent appointment of a new chief we have significantly increased our recruiting efforts and hope to see an increase in minority hiring, specifically African American men and women, Latino men and women, and Caucasian women.

Step 5: Objectives and Steps

1. Identify any barriers or misconceptions regarding Law Enforcement/Minority Relationship which might keep minority candidates from applying

a. The level of interest we receive from minority candidates is minute compared to the percentage of minorities in our community. We believe that we need to build a relationship within our minority community through outreach. If we can break down barriers between LE and the community we can attract more minority candidates through these relationships. We have stepped our presence at events throughout our community that we have been invited to by our minority community leaders. We have had great success in the Latino community by partnering with the Latino Business League (LBL). Talking with the leaders of the LBL we have learned that many Latino's fear law enforcement. The LBL leaders have set up events where we are able to break down the stereotypes and misconceptions of LE.

We also continue to attend events put on by the African American leaders, which includes Anti-violence rally's and neighborhood association meetings.

b. We provide the community with an opportunity to evaluate the Police Department via a survey on social media in attempt to evaluate the current feelings towards the department and where we can improve. We can use this information to clarify any misunderstands the community may have with police actions or response to a situation. The goal of this survey is to allow the police department to use the actual data from citizens to repair relationships and build trust, specifically withing the minority community.

2. We intend to continue to increase recruitment within the minority community.

a. The last civil service test that we gave at the Canton Police Department had less than 70 total individuals show up. Our goal through our heavy recruiting drive is to have more minority candidates alone than that take the test. The Hispanic population in our community is largely non US residents and we are aware that is a large obstacle but our goal is to have a several Latino's, both male and female, take our test. We know that if we can get a large number of minority men and women take our civil service tests that we will have a great opportunity for a good number of qualified minorities to add to the Canton Police Department.

b. We are hosting open houses at the PD as well as different events in the community including "conversations with Cops" at predominately minority barbershops, and coffee shops. We are also attending recruitment fairs and going to local universities and police academies. We have met with minority community leaders and have orchestrated job fairs with The Latino Business League and The Urban League which is an organization that represents and supports minorities in the community in both education and employment. Through the Urban League we will be working with Ohio Means Jobs which also assists minorities who are searching for employment.

We have used social media to reach out to potential candidates including Facebook, Twitter, and Instagram.

c. As we get interest from minority candidate we intend to stay in constant communication with them so that we can keep them interested in law enforcement, specifically the Canton Police Department.

Once we begin the testing process we will offer any assistance we can to help minority candidates, including transportation.

Step 6: Internal Dissemination

We can post the Utilization report on our intranet and our shared drive for all sworn officers to access.

We can also email the report to all employees of the PD as well as distribute a copy to all department heads and the

mayors office.

We also have a patrolman's work room where the report can be posted.

Step 7: External Dissemination

We are able to place a link on the city's web page with the report as well as provide it to our Civil Service and Human Resources who can add it to any literature they might produce.

Utilization Analysis Chart
Relevant Labor Market: Stark County, Ohio

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 #/%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	9,695/59%	90/1%	350/2%	15/0%	75/0%	0/0%	65/0%	0/0%	5,890/36%	40/0%	250/2%	4/0%	0/0%	0/0%	0/0%	20/0%
Utilization #/%	-9%	-1%	-2%	-0%	-0%	0%	-0%	0%	14%	-0%	-2%	-0%	0%	0%	0%	-0%
Professionals																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	9,400/37%	150/1%	300/1%	0/0%	325/1%	0/0%	40/0%	10/0%	14,240/56%	125/0%	630/2%	4/0%	155/1%	0/0%	45/0%	15/0%
Utilization #/%																
Technicians																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	1,645/34%	0/0%	30/1%	10/0%	10/0%	0/0%	49/1%	0/0%	3,010/62%	30/1%	60/1%	0/0%	0/0%	0/0%	20/0%	0/0%
Utilization #/%																
Protective Services: Sworn-Officials																
Workforce #/%	27/87%	0/0%	2/6%	0/0%	0/0%	0/0%	0/0%	0/0%	2/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,910/86%	40/2%	60/3%	0/0%	0/0%	0/0%	0/0%	0/0%	150/7%	0/0%	55/2%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	1%	-2%	4%	0%	0%	0%	0%	0%	-0%	0%	-2%	0%	0%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	107/78%	1/1%	14/10%	0/0%	2/1%	0/0%	0/0%	1/1%	10/7%	0/0%	3/2%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	8,475/52%	75/0%	715/4%	40/0%	25/0%	0/0%	134/1%	30/0%	5,830/36%	35/0%	735/5%	60/0%	15/0%	0/0%	95/1%	20/0%
Utilization #/%	25%	0%	6%	-0%	1%	0%	-1%	1%	-29%	-0%	-2%	-0%	-0%	0%	-1%	-0%
Protective Services: Non-sworn																

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
Workforce #/%	3/21%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	9/64%	0/0%	2/14%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	95/37%	20/8%	0/0%	0/0%	0/0%	0/0%	19/7%	0/0%	120/47%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-16%	-8%	0%	0%	0%	0%	-7%	0%	17%	0%	14%	0%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	0/0%	0/0%	1/14%	0/0%	0/0%	0/0%	0/0%	0/0%	6/86%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	12,545/28%	105/0%	670/2%	40/0%	65/0%	0/0%	45/0%	80/0%	28,240/64%	355/1%	1,445/3%	100/0%	190/0%	0/0%	195/0%	45/0%
Utilization #/%	-28%	-0%	13%	-0%	-0%	0%	-0%	-0%	22%	-1%	-3%	-0%	-0%	0%	-0%	-0%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	12,630/89%	150/1%	580/4%	4/0%	20/0%	0/0%	30/0%	0/0%	710/5%	10/0%	65/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	26,960/47%	970/2%	2,570/4%	30/0%	175/0%	0/0%	209/0%	75/0%	23,260/41%	355/1%	2,165/4%	85/0%	145/0%	0/0%	275/0%	60/0%
Utilization #/%																

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
Protective Services: Sworn-Patrol Officers									✓							

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
Sergeant																
Workforce #/%	15/88%	0/0%	2/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenant																
Workforce #/%	8/80%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Captain																
Workforce #/%	3/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Chief																
Workforce #/%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	107/78%	1/1%	14/10%	0/1%	2/1%	0/0%	0/0%	1/1%	10/7%	0/0%	3/2%	0/0%	0/0%	0/0%	0/0%	0/0%

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: Dennis Garren

Lieutenant

03-28-2019

[signature]

[title]

[date]