

# EEO Utilization Report

## Organization Information

Name: City Of Madison Police Department

City: Madison

State: WI

Zip: 53703

Type: County/Municipal Law Enforcement

## **Step 1: Introductory Information**

### **Policy Statement:**

See Attachment

Following File has been uploaded:City of Madison non-discrimination policy.pdf

## Step 4b: Narrative of Interpretation

About 30% of Madison Police Department sworn personnel are women (compared with the national average of 12%) and 20% of our force is comprised of, people of color (compared to 21% for Madison, according to the 2010 US Census). MPD is firmly committed to an equitable workforce as demonstrated in our 2015-2020 Affirmative Action Plan.

The average MPD recruit officer is 29 years of age, and has a bachelor's degree (the majority have attained degrees in areas of study outside of a criminal justice or other related degree). About a quarter of our sworn officers, have a master's (or are pursuing one), and most have extensive work/life/travel/community and volunteer experience(s). Many officers are proficient in a second language.

MPD recruits through a variety of mediums, including but not limited to: extensive internet advertising, targeted direct mailings, attending job fairs at campuses in six states, networking with coaches and athletic departments, hosting open houses (which are recorded and then made available on our website), conducting on-site testing to mitigate the time and expenses of candidates, and offering consolidated testing for those with significant distance considerations. MPD was among the nation's first police agencies to offer year-round testing and on-line applications. These examples reflect a sampling of our commitment to finding quality applicants from many non-traditional law enforcement backgrounds.

Despite these multi-tiered efforts, the majority of applicants come from a self-initiated career search via our Department's web site or are referred to us by employees and/or individuals who are familiar with MPD and our commitment to trust-based community policing. MPD has a new Hiring Resource Group that combines these two predominant points of contact by introducing prospective candidates with current employees through our web site.

## Step 5: Objectives and Steps

### 1. Diversity Training

- a. All officers in our pre-service academy receive 20 hours of instruction in cultural competence, including training on gender identity issues
- b. Academy Cultural Competency Day (full day): diverse community groups engage in discussions on how to build trust, and meaningful partnerships with the various community members
- c. Implicit Bias instruction based on the current work in the field, including the work of Professor Patricia Devine, UW-Madison
- d. Community members of color were invited to attend a segment of the legal instruction to hear the lecture and participate in the discussion. This year they were invited for the segment on the justification for vehicle stops.
- e. Community engagement emphasis during the field training experience
- f. Gangs presentation: Instruction focuses upon the history of gangs, gang issues in Madison, and an understanding as to what draws youth to gang culture and how to communicate more effectively with gang affiliated youth
- g. Prohibited workplace harassment
- h. On-going instruction in cultural competence and implicit bias through the departments annual in-service model
  - i. In 2015, all employees participated in a four-hour block of instruction presented by the Judgment Under the Radar cadre focusing on understanding the experience of the African American community of Madison
  - ii. In 2017, the fall in-service focused on communication with marginalized groups. This training included the deaf community, working with interpreters, working with the mentally ill, and basic concepts of Trauma Informed Care
- i. Madison Police continues to work with stakeholders to offer the most progressive training in cultural competency. In 2017, Perception Institute provided a training on Implicit Bias at the MPD Training Center. This training included the newest material on solutions and opportunities, as well as, a panel discussion with previously incarcerated youth. This was in conjunction with a Dane County grant to address disparity county wide.
- j. MPD Training Team staff received training in gender identify and how to communicate respectfully with transgender persons

**2. 1. As recommended by the Presidents Taskforce on 21st Century Policing, the Madison Police Department strives to create a workforce that contains a broad range of diversity including race, gender, language, life experience, and cultural background to improve understanding and effectiveness in dealing with all communities.**

- a. Increase the number of quality female candidates
- b. Increase the number of quality candidates of color
- c. Direct mailings, to college and university womans sport coaches in 19 states
- d. Collaborate with internal MPD workgroups and external community organizations to reach and attract more candidates of color
- e. Conduct on-site testing on college campuses in Wisconsin, Iowa, Minnesota, North Dakota, Michigan, Illinois and Indiana
- f. Conduct physical agility testing in other states to attract candidates that might otherwise not apply due to hardships related to travel
- g. Allow a retake on the physical agility test as opposed to only one test per hiring period
- h. Increase community knowledge of MPDs hiring process to attract more candidates with connections to Madison
- i. Involve current MPD commissioned and civilian personnel in the recruiting process

### **3. Implementation of Mentoring Programs**

- a. Conduct an annual informational and recruitment campaign to encourage participation by current employees
- b. Connect new employees with mentors in advance of first day of employment
- c. Expand the mentoring concept to pre-hire relationships between candidates and interested employees through the development and maintenance of a Hiring Resource Group consisting of a diverse group of commissioned personnel
- d. Develop a mentoring program focusing on new officer fitness preparation for the academy fitness standards

### **Step 6: Internal Dissemination**

Post a copy of the EEOP Utilization Report on MPD's intranet service, an in-house electronic communication network. Inform entire that it is there via email distribution list.

Include a copy of the EEOP Utilization Report among the materials displayed in MD's Human Resources Office.

### **Step 7: External Dissemination**

Posting a copy of the EEOP Short Form on the recipient's public website

**Utilization Analysis Chart**  
**Relevant Labor Market: Dane County, Wisconsin**

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
<b>Officials/Administrators</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	22,220/51%	585/1%	595/1%	75/0%	520/1%	0/0%	135/0%	25/0%	17,870/41%	325/1%	440/1%	4/0%	500/1%	0/0%	195/0%	45/0%
Utilization #/%																
<b>Professionals</b>																
Workforce #/%	12/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	11/46%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	30,865/40%	920/1%	570/1%	60/0%	2,845/4%	0/0%	315/0%	75/0%	37,295/48%	1,120/1%	920/1%	85/0%	1,515/2%	0/0%	385/1%	15/0%
Utilization #/%	10%	-1%	-1%	-0%	-4%	0%	-0%	-0%	-3%	3%	-1%	-0%	-2%	0%	-1%	-0%
<b>Technicians</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	5,215/42%	305/2%	165/1%	4/0%	355/3%	0/0%	25/0%	35/0%	5,515/45%	135/1%	160/1%	4/0%	190/2%	0/0%	205/2%	0/0%
Utilization #/%																
<b>Protective Services: Sworn-Officials</b>																
Workforce #/%	88/53%	7/4%	13/8%	2/1%	3/2%	0/0%	1/1%	0/0%	43/26%	3/2%	0/0%	4/2%	1/1%	0/0%	1/1%	0/0%
CLS #/%	2,565/71%	95/3%	80/2%	4/0%	20/1%	10/0%	40/1%	4/0%	705/20%	20/1%	30/1%	0/0%	0/0%	0/0%	15/0%	0/0%
Utilization #/%	-18%	2%	6%	1%	1%	-0%	-1%	-0%	6%	1%	-1%	2%	1%	0%	0%	0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	160/54%	18/6%	28/9%	1/0%	6/2%	0/0%	4/1%	0/0%	68/23%	6/2%	2/1%	1/0%	2/1%	0/0%	3/1%	0/0%
Civilian Labor Force #/%	4,475/49%	145/2%	225/2%	20/0%	190/2%	0/0%	25/0%	20/0%	3,550/39%	155/2%	60/1%	0/0%	240/3%	0/0%	44/0%	0/0%
Utilization #/%	5%	4%	7%	0%	-0%	0%	1%	-0%	-16%	0%	0%	0%	-2%	0%	1%	0%
<b>Protective Services: Non-sworn</b>																

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 #/%	17/63%	0/0%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%	7/26%	0/0%	1/4%	0/0%	0/0%	0/0%	1/4%	0/0%
CLS #/%	250/37%	0/0%	10/1%	0/0%	0/0%	0/0%	4/1%	0/0%	355/53%	35/5%	0/0%	4/1%	0/0%	0/0%	0/0%	15/2%
Utilization #/%	26%	0%	2%	0%	0%	0%	-1%	0%	-27%	-5%	4%	-1%	0%	0%	4%	-2%
<b>Administrative Support</b>																
Workforce #/%	14/22%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	46/71%	0/0%	2/3%	0/0%	1/2%	0/0%	1/2%	0/0%
CLS #/%	26,575/34%	910/1%	940/1%	45/0%	665/1%	4/0%	370/0%	90/0%	43,690/56%	1,390/2%	1,525/2%	110/0%	855/1%	4/0%	485/1%	150/0%
Utilization #/%	-13%	0%	-1%	-0%	-1%	-0%	-0%	-0%	15%	-2%	1%	-0%	0%	-0%	1%	-0%
<b>Skilled Craft</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	18,820/87%	995/5%	255/1%	50/0%	235/1%	0/0%	95/0%	4/0%	1,020/5%	40/0%	15/0%	4/0%	110/1%	0/0%	0/0%	10/0%
Utilization #/%																
<b>Service/Maintenance</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	30,115/46%	4,780/7%	1,540/2%	125/0%	785/1%	0/0%	370/1%	105/0%	22,335/34%	2,845/4%	1,390/2%	65/0%	1,210/2%	0/0%	305/0%	75/0%
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
<b>Protective Services: Sworn-Officials</b>	✓															
<b>Protective Services: Sworn-Patrol Officers</b>									✓				✓			
<b>Administrative Support</b>	✓															

### 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
<b>Assistant Chief</b>																
Workforce #/%	2/67%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Captain</b>																
Workforce #/%	5/45%	0/0%	2/18%	0/0%	0/0%	0/0%	0/0%	0/0%	4/36%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Chief</b>																
Workforce #/%	0/0%	0/0%	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%
<b>Detective</b>																
Workforce #/%	32/50%	1/2%	5/8%	0/3%	2/3%	0/0%	0/0%	0/0%	20/31%	3/5%	0/0%	0/0%	0/0%	0/0%	1/2%	0/0%
<b>Detective Sergeant</b>																
Workforce #/%	5/100%	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%
<b>Investigator</b>																
Workforce #/%	7/54%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	5/38%	0/0%	0/0%	1/8%	0/0%	0/0%	0/0%	0/0%
<b>Lieutenant</b>																
Workforce #/%	11/48%	2/9%	3/13%	1/0%	0/0%	0/0%	0/0%	0/0%	5/22%	0/0%	0/0%	1/4%	0/0%	0/0%	0/0%	0/0%
<b>Sergeant</b>																
Workforce #/%	26/57%	4/9%	2/4%	1/2%	1/2%	0/0%	1/2%	0/0%	8/17%	0/0%	0/0%	2/4%	1/2%	0/0%	0/0%	0/0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	160/54%	18/6%	28/9%	1/2%	6/2%	0/0%	4/1%	0/0%	68/23%	6/2%	2/1%	1/0%	2/1%	0/0%	3/1%	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: Jim Powell

Grant Program Manger

05-04-2022

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[signature]

[title]

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