

EEO Utilization Report

Organization Information

Name: CITY OF MADISON

City: MADISON

State: WI

Zip: 53703-3340

Type: County/Municipal Law Enforcement

Wed 12-04-2024 13:01:07 EST

Section 1: EEO Policy Statement

Policy Statement:

See attachment

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

Section 5: Narrative Interpretation of Data

About 30% of 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 Equity Action (AA) Plan.

The average 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 career fairs at campuses all across the U.S., networking with coaches and athletic departments, hosting open houses, conducting monthly consolidated on-site testing to mitigate the time and expenses of candidates with all testing dates that are accommodating towards in-state and out-of-state applicants, mentoring applicants throughout the application and hiring process and working with a marketing agency to collectively better our recruiting campaigns. 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.

Section 6: Objectives and Steps

1. 1. 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 not only in the Midwest but at all of the states we visit
 - 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 as long as they passed the written exam
 - h. Allow a retake on the physical agility test as opposed to only one test per hiring period as long as they

passed the written exam

- i. Involve current MPD commissioned and civilian personnel in the recruiting process and keep them educated on the changes to our recruiting and hiring efforts so the same messaging is always being pushed out
- j. Involve current MPD commissioned and civilian personnel in the recruiting process and keep them educated on the changes to our recruiting and hiring efforts so the same messaging is always being pushed out

2. 2. 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

3. 3. 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. 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
- i. 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

Section 7: Dissemination Strategy: Internal

- Post a copy of the EEO Utilization Report on MPD's intranet service, an in-house electronic communication network.
- Include a copy of the EEO Utilization Report among the materials displayed in MPD's Human Resources Office.

Section 7: Dissemination Strategy: External

- Posting a copy of the EEO Utilization Report 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
Officials/Administrators														
Workforce #/%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/67%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	27,470/50%	805/1%	485/1%	80/0%	940/2%	0/0%	315/1%	22,545/41%	655/1%	580/1%	75/0%	550/1%	0/0%	300/1%
Utilization #/%	-17%	-1%	-1%	-0%	-2%	0%	-1%	26%	-1%	-1%	-0%	-1%	0%	-1%
Professionals														
Workforce #/%	11/58%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	7/37%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	37,665/39%	1,525/2%	785/1%	90/0%	4,275/4%	30/0%	930/1%	44,350/46%	1,480/2%	1,035/1%	55/0%	3,530/4%	0/0%	780/1%
Utilization #/%	19%	-2%	-1%	-0%	-4%	-0%	-1%	-9%	4%	-1%	-0%	-4%	0%	-1%
Technicians														
Workforce #/%	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN
CLS #/%	9,645/40%	815/3%	715/3%	30/0%	735/3%	0/0%	155/1%	9,515/39%	785/3%	590/2%	80/0%	975/4%	4/0%	245/1%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
Protective Services: Sworn														
Workforce #/%	264/54%	32/7%	35/7%	2/0%	12/2%	0/0%	7/1%	110/23%	9/2%	3/1%	3/1%	3/1%	0/0%	5/1%
CLS #/%	2,825/67%	75/2%	155/4%	0/0%	150/4%	0/0%	45/1%	760/18%	145/3%	45/1%	0/0%	20/0%	0/0%	4/0%
Utilization #/%	-12%	5%	4%	0%	-1%	0%	0%	5%	-2%	-0%	1%	0%	0%	1%
Protective Services: Non-sworn														
Workforce #/%	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN
CLS #/%	170/27%	55/9%	30/5%	0/0%	30/5%	0/0%	0/0%	315/50%	4/1%	0/0%	0/0%	0/0%	0/0%	20/3%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
Administrative Support														
Workforce #/%	13/19%	1/1%	0/0%	0/0%	0/0%	0/0%	1/1%	50/75%	0/0%	0/0%	0/0%	1/1%	0/0%	1/1%
CLS #/%	22,325/32%	1,045/2%	995/1%	45/0%	985/1%	15/0%	525/1%	36,925/53%	1,635/2%	1,970/3%	150/0%	1,560/2%	15/0%	1,055/2%
Utilization #/%	-13%	-0%	-1%	-0%	-1%	-0%	1%	21%	-2%	-3%	-0%	-1%	-0%	-0%
Skilled Craft														
Workforce #/%	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN
CLS #/%	18,065/83%	1,345/6%	470/2%	65/0%	235/1%	35/0%	245/1%	915/4%	100/0%	40/0%	0/0%	145/1%	0/0%	45/0%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
Service/Maintenance														
Workforce #/%	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN
CLS #/%	28,930/43%	4,090/6%	2,415/4%	110/0%	1,230/2%	4/0%	790/1%	22,150/33%	2,550/4%	2,285/3%	135/0%	1,560/2%	4/0%	655/1%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN

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	✓								✓					
Administrative Support	✓													

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
Assistant Chief														
Workforce #/%	2/67%	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%
Captain														
Workforce #/%	5/38%	0/0%	4/31%	0/0%	0/0%	0/0%	0/0%	4/31%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Chief														
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%
Detective														
Workforce #/%	31/46%	5/7%	5/7%	0/4%	3/4%	0/0%	0/0%	20/29%	2/3%	1/1%	0/0%	0/0%	0/0%	1/1%
Detective Sergeant														
Workforce #/%	4/100%	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%
Investigator														
Workforce #/%	5/38%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	7/54%	0/0%	0/0%	1/8%	0/0%	0/0%	0/0%
Lieutenant														
Workforce #/%	14/61%	2/9%	1/4%	0/4%	1/4%	0/0%	0/0%	5/22%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeant														
Workforce #/%	29/66%	4/9%	2/5%	0/2%	1/2%	0/0%	0/0%	6/14%	0/0%	0/0%	1/2%	1/2%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers														
Workforce #/%	174/55%	21/7%	22/7%	2/2%	7/2%	0/0%	7/2%	67/21%	7/2%	2/1%	1/0%	2/1%	0/0%	4/1%

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: John Patterson

Assistant Chief of Police

12-04-2024

[signature]

[title]

[date]