

EEO Utilization Report

Organization Information

Name: Sixteenth Judicial District, District Attorney

City: New Iberia

State: LA

Zip: 70560

Type: State Prosecutor or Attorney General

Section 1: EEO Policy Statement

Policy Statement:

The 16th Judicial District Attorneys Office will provide a work environment that is free from discrimination, including harassment, based on race, color, national origin, religion, sex, age, or disability. The prohibition against employment discrimination and harassment may extend to conduct those employees are subjected to from vendors, contractors, customers, or others who enter the workplace. Unlawful discrimination may include but is not limited to, employment actions related to recruitment, examination, transfer, appointment, training, promotion, or the administration of employee benefits. The 16th Judicial DA is committed to complying with all applicable federal, state, and local civil rights laws that pertain to employment.

Section 5: Narrative Interpretation of Data

In our previously submitted EEO Utilization Report for 2021, our data assessment revealed 6 white males in the Administrative Support Category. In 2024, this representation remains current.

The Utilization Analysis Chart depicts an underrepresentation of White and Black/African American Males in the category of Administrative Support and White Males in the category of Officials/Administrators. The District Attorneys Office is primarily clerical staff, whereby the majority of employees are female. As positions become available, the procedure of reviewing applications is in compliance with EEOP requirements.

Section 6: Objectives and Steps

1. Our objective is to provide equal employment opportunities for qualified males of all races when our organization fills vacancies that become available in the Administrative Support job category. As more males enter our workforce of Administrative Support, job opportunities and promotions to the Officials/Administrators category have the potential to combat the underrepresentation.

- a. Vacant positions are posted on social media outlets and job search engines to reach a large audience. Upon receipt of employment requests from male applicants, HR and managers will give consideration to those possessing the required skills.

Section 7: Dissemination Strategy: Internal

Upon completion of the EEO Utilization Report, the HR Department will electronically submit the report to all department managers and the District Attorney.

Section 7: Dissemination Strategy: External

A copy of the EEO Utilization Report will be posted on the District Attorney website.

Utilization Analysis Chart
Relevant Labor Market: Iberia Parish
, Louisiana

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 #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	7/78%	0/0%	2/22%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,370/57%	65/3%	95/4%	0/0%	0/0%	0/0%	0/0%	575/24%	4/0%	275/11%	0/0%	10/0%	0/0%	0/0%
Utilization #/%	-57%	-3%	-4%	0%	0%	0%	0%	54%	-0%	11%	0%	-0%	0%	0%
Professionals														
Workforce #/%	12/46%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	11/42%	0/0%	3/12%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,200/32%	0/0%	130/4%	0/0%	80/2%	0/0%	40/1%	1,885/51%	10/0%	335/9%	0/0%	15/0%	0/0%	10/0%
Utilization #/%	14%	0%	-4%	0%	-2%	0%	-1%	-9%	-0%	2%	0%	-0%	0%	-0%
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 #/%	1,820/49%	110/3%	465/13%	4/0%	45/1%	0/0%	100/3%	650/18%	20/1%	485/13%	0/0%	4/0%	0/0%	0/0%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
Protective Services: 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 #/%	365/48%	4/1%	175/23%	25/3%	0/0%	0/0%	15/2%	115/15%	0/0%	55/7%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
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 #/%	0/0%	0/0%	30/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
Administrative Support														
Workforce #/%	6/6%	0/0%	2/2%	0/0%	0/0%	0/0%	0/0%	70/72%	0/0%	17/18%	0/0%	1/1%	0/0%	1/1%
CLS #/%	1,485/22%	25/0%	495/7%	0/0%	95/1%	0/0%	105/2%	3,150/46%	115/2%	1,300/19%	0/0%	25/0%	0/0%	35/1%
Utilization #/%	-16%	-0%	-5%	0%	-1%	0%	-2%	26%	-2%	-2%	0%	1%	0%	1%
Skilled Craft														

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 #/%	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 #/%	2,695/66%	410/10%	690/17%	4/0%	105/3%	0/0%	90/2%	45/1%	20/0%	4/0%	0/0%	0/0%	0/0%	0/0%
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 #/%	1,860/25%	220/3%	1,215/16%	0/0%	155/2%	0/0%	25/0%	1,635/22%	165/2%	2,000/27%	10/0%	120/2%	0/0%	70/1%
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
Officials/Administrators	✓													
Administrative Support	✓		✓											

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.

 [signature] DISTRICT ATTORNEY [title] 11/19/24 [date]