

EEO Utilization Report

Organization Information

Name: Cherokee County GA

City: Canton

State: GA

Zip: 30114

Type: County/Municipal Government

Section 1: EEO Policy Statement

EQUAL EMPLOYMENT OPPORTUNITY POLICY

From Cherokee County GA Personnel Policies Manual:

1.1.1 Cherokee County is an equal opportunity employer. Cherokee County will provide equal employment opportunity to all qualified persons without regard to race, color, creed, religion, sex, national origin, age, disability, genetic information, uniformed service status, pregnancy, childbirth, or other legally protected category or classification. This policy applies to all phases of employment, including, and not limited to, recruitment, hiring, placement, training, promotion, demotion, transfer, reduction in force, separation, compensation, and benefits.

1.1.2 Cherokee County is committed to complying fully with the Americans with Disabilities Act (ADA) and its amendments. Consistent with this policy not to discriminate against any qualified employee or applicant with regard to any terms or conditions of employment because of such individual's disability, perceived disability, or handicap, the County will provide reasonable accommodations to a qualified individual to allow them to perform their job, provided that the reasonable accommodations would not impose an undue hardship on Cherokee County or the operation of the County's business. An employee must notify the Agency Director, Department Director, or the employee's immediate Supervisor that he or she needs an accommodation because of a disability or condition. Upon receipt of an accommodation request, the Agency Director, or his or her designee, will consult with the HR Director, and meet with the employee to discuss and identify the precise limitation(s) resulting from the disability or condition, and the potential accommodation(s) that Cherokee County might make to help overcome such limitation(s).

1.1.3 Recruitment and selection processes will grant equal opportunity for employment to qualified applicants and will not discriminate on the basis of race, color, creed, religion, sex, national origin, age, disability, genetic information, uniformed service status, pregnancy, childbirth, or other legally protected category or classification. Reasonable accommodation for applicants with disabilities may be provided upon request during an application/interview process.

Section 5: Narrative Interpretation of Data

At Cherokee County GA, there's a notable underutilization of Hispanic and African American individuals across most job categories. This trend highlights a gap that needs addressing. Our organization's location and community dynamics may perpetuate these disparities.

Section 6: Objectives and Steps

1. Cherokee County BOC will implement targeted recruitment efforts.

- a. Recruitment for open positions (full and part time) shall include, as appropriate: advertisement on job websites to include the Cherokee County GA website, WorkSource Georgia, and Cherokee Office of Economic Development; advertisements in newspapers of general circulation (Cherokee Ledger News); posting with colleges where candidates might be enrolled; and recruitment at job fairs.
- b. Partner with Cherokee Office of Economic Development's "Work in Cherokee" initiative to attract workers who are currently not working in Cherokee County to apply for open positions within Cherokee County.
- c. Outreach to churches and community organizations that support minority populations in Cherokee County.

Section 7: Dissemination Strategy: Internal

EEO Utilization Report and EEOP will be posted on the Cherokee County GA website so it is available within the organization.

Section 7: Dissemination Strategy: External

EEO Utilization Report and EEOP will be posted on the Cherokee County GA website so it is available to the public.

Utilization Analysis Chart
Relevant Labor Market:
Cherokee County, Georgia

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 #/%	33/65%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	18/35%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	5,655/55%	210/2%	400/4%	0/0%	15/0%	0/0%	70/1%	3,595/35%	65/1%	100/1%	0/0%	90/1%	0/0%	85/1%
Utilization #/%	10%	-2%	-4%	0%	-0%	0%	-1%	0%	-1%	-1%	0%	-1%	0%	-1%
Professionals														
Workforce #/%	178/70%	2/1%	3/1%	0/0%	0/0%	0/0%	0/0%	61/24%	4/2%	3/1%	0/0%	1/0%	0/0%	1/0%
CLS #/%	3,600/28%	330/3%	345/3%	15/0%	135/1%	0/0%	130/1%	6,885/53%	480/4%	615/5%	0/0%	165/1%	15/0%	225/2%
Utilization #/%	43%	-2%	-1%	-0%	-1%	0%	-1%	-29%	-2%	-4%	0%	-1%	-0%	-1%
Technicians														
Workforce #/%	214/60%	6/2%	9/3%	1/0%	0/0%	0/0%	0/0%	115/32%	5/1%	5/1%	0/0%	1/0%	0/0%	3/1%
CLS #/%	2,060/37%	395/7%	540/10%	0/0%	0/0%	0/0%	115/2%	1,615/29%	325/6%	435/8%	0/0%	55/1%	0/0%	15/0%
Utilization #/%	23%	-5%	-7%	0%	0%	0%	-2%	3%	-4%	-6%	0%	-1%	0%	1%
Protective Services: Sworn														
Workforce #/%	424/72%	33/6%	24/4%	3/1%	3/1%	0/0%	12/2%	77/13%	5/1%	10/2%	0/0%	0/0%	0/0%	2/0%
CLS #/%	1,075/82%	45/3%	15/1%	0/0%	0/0%	0/0%	0/0%	115/9%	45/3%	10/1%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-11%	2%	3%	1%	1%	0%	2%	4%	-3%	1%	0%	0%	0%	0%
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 #/%	20/40%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	30/60%	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 #/%	23/9%	1/0%	1/0%	0/0%	0/0%	0/0%	0/0%	227/84%	9/3%	5/2%	0/0%	2/1%	0/0%	1/0%
CLS #/%	5,960/32%	790/4%	390/2%	0/0%	175/1%	0/0%	55/0%	9,460/51%	405/2%	775/4%	0/0%	245/1%	0/0%	240/1%
Utilization #/%	-24%	-4%	-2%	0%	-1%	0%	-0%	33%	1%	-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 #/%	68/99%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4,080/66%	1,200/19%	290/5%	115/2%	90/1%	0/0%	125/2%	70/1%	110/2%	25/0%	0/0%	60/1%	0/0%	0/0%
Utilization #/%	32%	-19%	-5%	-2%	-1%	0%	-2%	0%	-2%	-0%	0%	-1%	0%	0%
Service/Maintenance														
Workforce #/%	110/37%	4/1%	13/4%	0/0%	1/0%	0/0%	2/1%	150/50%	3/1%	13/4%	0/0%	1/0%	0/0%	3/1%
CLS #/%	6,150/36%	2,260/13%	790/5%	0/0%	255/1%	0/0%	95/1%	4,955/29%	1,570/9%	615/4%	30/0%	250/1%	0/0%	235/1%
Utilization #/%	1%	-12%	-0%	0%	-1%	0%	0%	21%	-8%	1%	-0%	-1%	0%	-0%

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
Professionals		✓						✓	✓	✓				
Technicians		✓	✓				✓		✓	✓				
Protective Services: Sworn	✓								✓					
Administrative Support	✓	✓	✓							✓				
Skilled Craft		✓	✓											
Service/Maintenance		✓							✓					

