

EEO Utilization Report

Organization Information

Name: Kansas Bureau Of Investigation

City: Topeka

State: KS

Zip: 66612

Type: State Law Enforcement

Step 1: Introductory Information

Policy Statement:

EEO/Affirmative Action Policy Statement:

As Director of the Kansas Bureau of Investigation (KBI), I wish to hereby reaffirm my commitment to and support for ensuring that all individuals who have the necessary qualifications receive an equal opportunity to compete for employment and advancement within the KBI. Employment transactions shall be made on the basis of an individual's qualifications without regard to age, ancestry, color, disability, ethnicity, gender, gender identity, genetic information, marital status, military status, national origin, political affiliation, pregnancy, race, religion, sex, or sexual orientation.

Management personnel shall support recruitment and career development plans that ensure equitable representation of minorities, women and persons with disabilities in all job categories.

Management personnel shall endeavor to create and promote a work environment that is free of unwelcome sexual advances, sexually harassing language, unwanted sexually suggestive remarks or any other sexually harassing action. Likewise, employees are encouraged to develop respectful and harmonious relationships with fellow employees.

Agency employees are responsible for knowing and complying with the conduct expectations set forth in KBI Policy and Procedure 3, Productive Work Environment. Any employee who feels he or she has received unfair or discriminatory treatment may file a grievance as set forth in KBI Policy and Procedure 7, Grievances.

Each supervisor and manager in the KBI has a duty and responsibility in achieving this agency's affirmative action goals and encouraging subordinate staff to support the achievement of these goals, which are to improve the representation of minorities, women and individuals with disabilities in the KBI.

Following File has been uploaded:2022 EEO Affirmative Action Policy Statement.pdf

Step 4b: Narrative of Interpretation

A comparison of the Kansas Bureau of Investigations workforce to the community labor statistics indicates under utilization of women and minorities in several areas continues, however, efforts have been made to improve. The Kansas Bureau of Investigation has and will continue to boost all under-utilized groups by encouraging all race and ethnic groups regarding KBI job opportunities.

Upon reviewing the results of the under-utilization analysis, the KBI has identified the following areas of concerns:

Protective Services Sworn - Patrol Officers: White females are under-utilized by 31%.

In keeping with the KBI's commitment to having a workforce that reflects the community it serves, the KBI will examine its recruitment and retention practices to see if there may be ways to attract more white females to apply for entry-level patrol officer (Special Agent) positions.

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Step 5: Objectives and Steps

1. The KBI's primary goal is to improve promotional and recruitment practices to ensure that females and minorities are provided equal opportunity concerning KBI employment. The HR department will review all job requirements and hiring procedures to identify unnecessary barriers that prevent females and minorities equal opportunities.

- a. When available, a member of Human Resources will participate in interviews.
- b. Utilize the Kansas Law Enforcement Training Center (KLETC) and career service offices at all accredited state regents institutions which offer a bachelor level criminal justice program for advertising recruitment efforts for sworn law enforcement positions.

2. Because the analysis indicates minorities continue to be under-utilized in several areas, the KBI continues to explore and expand its current recruitment efforts to attract qualified minorities and female candidates.

- a. Increase, through targeted recruitment the utilization of minorities both men and women.
- b. Expand our current list of organizations to have contact with minority groups.
- c. Promote support for equal employment opportunity and work force diversity by providing training concerning fair employment practices to employees, supervisors and managers within the KBI.
- d. Work with the KBI Bias Review Advisory Committee (BRAC) to obtain new recruitment and retention ideas to increase diversity.

Step 6: Internal Dissemination

EEO and affirmative action policies are conspicuously posted on bulletin boards throughout the agency.

Post a copy of the KBI EEOP Utilization report on the KBI Intranet which is available to all KBI employees.

Meet with supervisory staff so they may become familiar with the EEO objectives.

Step 7: External Dissemination

Continue to utilize the following statement The Kansas Bureau of Investigation is an Equal Opportunity Employer on all job applications and postings

Post the EEOP on the KBI web site.

Post a memo in the KBI Human Resource office explaining how applicants and members of the public may obtain a copy of the EEOP.

Annually inform all recruiting sources in writing of the EEO plan and commitment.

**Utilization Analysis Chart
Relevant Labor Market: Kansas**

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 #%	12/44%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	14/52%	0/0%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%				
CLS #%	100,195/57%	3,190/2%	2,835/2%	415/0%	1,865/1%	40/0%	1,315/1%	145/0%	57,020/33%	2,250/1%	2,735/2%	535/0%	1,030/1%	15/0%	670/0%	140/0%				
Utilization #%	-13%	-2%	-2%	-0%	-1%	-0%	-1%	-0%	19%	-1%	2%	-0%	-1%	-0%	-0%	-0%				
Professionals																				
Workforce #%	48/37%	1/1%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	76/59%	0/0%	2/2%	0/0%	1/1%	0/0%	0/0%	0/0%				
CLS #%	89,405/36%	3,795/2%	3,450/1%	485/0%	5,180/2%	35/0%	1,045/0%	255/0%	126,395/51%	4,495/2%	4,925/2%	590/0%	4,000/2%	25/0%	1,165/0%	200/0%				
Utilization #%	1%	-1%	-1%	-0%	-2%	-0%	-0%	-0%	7%	-2%	-0%	-0%	-1%	-0%	-0%	-0%				
Technicians																				
Workforce #%	3/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	14/67%	2/10%	1/5%	1/5%	0/0%	0/0%	0/0%	0/0%				
CLS #%	14,320/36%	620/2%	660/2%	140/0%	505/1%	35/0%	140/0%	45/0%	19,070/48%	1,130/3%	1,780/4%	115/0%	890/2%	0/0%	240/1%	0/0%				
Utilization #%	-22%	-2%	-2%	-0%	-1%	-0%	-0%	-0%	19%	7%	0%	4%	-2%	0%	-1%	0%				
Protective Services:																				
Sworn-Officials																				
Workforce #%	25/93%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%				
CLS #%	16,215/71%	935/4%	1,015/4%	145/1%	55/0%	25/0%	180/1%	0/0%	3,155/14%	270/1%	540/2%	70/0%	4/0%	0/0%	85/0%	15/0%				
Utilization #%	21%	-4%	-4%	-1%	-0%	-0%	-1%	0%	-6%	-1%	-2%	-0%	-0%	0%	-0%	-0%				
Protective Services:																				
Sworn-Patrol Officers																				
Workforce #%	44/77%	1/2%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	11/19%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%				
Civilian Labor Force #%	38,465/40%	2,195/2%	1,665/2%	270/0%	1,980/2%	15/0%	530/1%	110/0%	44,890/46%	2,095/2%	1,645/2%	150/0%	2,300/2%	20/0%	442/0%	80/0%				
Utilization #%	37%	-1%	0%	-0%	-2%	-0%	-1%	-0%	-27%	-2%	-2%	-0%	-2%	-0%	-0%	-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 #%	4/36%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	5/45%	2/18%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%				
CLS #%	740/34%	45/2%	30/1%	4/0%	4/0%	0/0%	0/0%	1,135/52%	8/0%	75/3%	0/0%	4/0%	0/0%	75/3%	0/0%	0/0%				
Utilization #%	2%	-2%	-1%	-0%	-0%	0%	0%	-7%	18%	-3%	0%	-0%	0%	-3%	0%	0%				
Administrative Support																				
Workforce #%	13/26%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	35/70%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%				
CLS #%	107,630/3%	7,820/2%	7,025/2%	570/0%	1,860/1%	80/0%	1,730/0%	305/0%	199,150/5%	13,995/4%	13,170/4%	1,360/0%	3,045/1%	40/0%	3,800/1%	515/0%				
Utilization #%	4%	-0%	-2%	-0%	-1%	-0%	-0%	15%	-2%	4%	-0%	-1%	-0%	-1%	-0%	-0%				
Skilled Craft																				
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%				
CLS #%	102,310/7%	14,590/1%	3,310/2%	1,135/1%	1,580/1%	45/0%	1,365/1%	275/0%	6,490/5%	545/0%	535/0%	35/0%	795/1%	0/0%	103/0%	25/0%				
Utilization #%	23%	-11%	-2%	-1%	-1%	-0%	-1%	-0%	-5%	-0%	-0%	-0%	-1%	0%	-0%	-0%				
Service/Maintenance																				
Workforce #%	4/80%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%				
CLS #%	164,290/4%	35,075/9%	14,870/4%	1,695/0%	4,595/1%	110/0%	3,505/1%	480/0%	122,560/3%	23,390/6%	11,550/3%	1,570/0%	5,205/1%	85/0%	3,290/1%	415/0%				
Utilization #%	38%	-9%	-4%	-0%	-1%	-0%	-1%	-0%	-11%	-6%	-3%	-0%	-1%	-0%	-1%	-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
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
Protective Services:																
Sworn-Patrol Officers																
Workforce #/%	69/80%	1/1%	1/1%	0/0%	0/0%	0/0%	0/0%	2/2%	13/15%	0/0%	0/0%	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: Rebeka Stanley

Human Resources Director

02-07-2022

[signature]

[title]

[date]

CERTIFICATION FORM

Compliance with the Equal Employment Opportunity Plan (Equal Employment Opportunity Program) Requirements

Recipient's Name:	Kansas Bureau Of Investigation		
Address:	1620 SW Tyler, Topeka, KS, 66612		
Recipient Type:	Direct Recipient & Subrecipient	Law Enforcement Agency:	Yes
DUNS Number:	150943496	Vendor Number (only if direct recipient):	481124839
Name of Contact Person:	Rebeka Stanley	Title of Contact Person:	Human Resources Director
Telephone Number:	785-296-5397	E-Mail Address:	Rebeka.Stanley@kbi.state.ks.us
Subrecipients:	No		

Acknowledgement of EEOP Data Collection, Maintenance and Submission Requirements

I, **Rebeka Stanley** (*authorized official*), acknowledge that **Kansas Bureau Of Investigation** (*recipient organization*) has an obligation to develop and submit an EEOP Utilization Report to the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice (OCR) for **2021** (*fiscal year*). I understand the regulatory obligations under 28 C.F.R. Section 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 EEOP Utilization Report.

By accepting financial assistance subject to the civil rights provisions of the Safe Streets Act, **Kansas Bureau Of Investigation** (*organization*) is on notice that at some future date, during the active award period, the OCR may request any of the employment data noted in the EEOP regulations. I understand that in the context of an administrative investigation of an employment discrimination complaint, failure to produce employment data required for a comprehensive EEOP may allow the OCR to draw an adverse inference based on the data's absence.

Rebeka Stanley, Human Resources Director

2/3/2022

Rebeka Stanley

Print or Type Name and Title

Signature

Date