

# EEO Utilization Report

## Organization Information

Name: New Jersey Judiciary

City: Trenton

State: NJ

Zip: 08625

Type: State Court

Fri 07-19-2024 13:19:38 EDT

## **Section 1: EEO Policy Statement**

### **Policy Statement:**

The New Jersey Judiciary is committed to the principles of equal employment opportunity and prohibits discrimination by those who work for the Judiciary or those who come into contact with the courts. The New Jersey Judiciary promulgates this policy for implementation throughout the court system and prohibits discrimination in all aspects of court operations and in hiring, promotion and terms and conditions of employment on the basis of race, creed, color, national origin/nationality, ancestry, religion/religious practices or observances, age, sex, pregnancy or breastfeeding, gender identity or expression, affectional or sexual orientation, marital status, civil union status, domestic partnership status, disability or perceived disability, atypical hereditary cellular or blood trait, genetic information, and status as a veteran or disabled veteran of, or liability for service in, the Armed Forces of the United States.

Accordingly, discrimination will not be tolerated whether it is practiced by judges, employees or non-employees, against court employees, attorneys, litigants, witnesses or others who come into contact with the court system. Managerial and supervisory personnel are required to ensure adherence to and compliance with this policy and, upon being informed of possible discrimination or harassment covered by this policy, are required to take appropriate and immediate action in response thereto.

## Section 5: Narrative Interpretation of Data

The New Jersey Judiciary's workforce data used in this EEO Utilization Report is as of July 1, 2024, which is the most current information available for EEO purposes. The New Jersey Judiciary has maintained a strong EEO recruitment and outreach program, with dedicated executive level EEO/AA staff in each county location, to ensure that the organization keeps pace with changing demographics in New Jersey. With respect to the provided EEO Job Categories, the New Jersey Judiciary does not have any employees in the Protective Services or Skilled Craft categories; and has only 10 employees in the Service/Maintenance category and 32 employees in the Technicians category.

The majority of positions (2598) exist in the Administrative Support category, where underutilizations of males exist in multiple racial/ethnic categories.

For historically underrepresented racial/ethnic groups, Black/African American males are underrepresented in the Administrative Support category; Black/African American females are not underrepresented in any category.

Hispanic/Latino males are underrepresented in the Officials/Administrators and Administrative Support categories;

Hispanic females are underrepresented only in the Technicians category. Asian males are underrepresented in the Officials/Administrators, Professionals, and Administrative Support categories; Asian females are underrepresented in the Officials/Administrators and Professionals categories.

## Section 6: Objectives and Steps

**1. To ensure equal employment opportunity for Hispanic/Latino males and females, Asian males and females, Black/African American males, and other underrepresented groups, the New Jersey Judiciary has executive-level EEO/AA Officers at each location to evaluate and monitor our hiring practices. This includes an assessment of areas where underutilization exists, and for each recruitment, working with Human Resources and hiring panels to ensure no artificial barriers exist for underutilized groups to receive opportunity to compete for the positions.**

a. To ensure inclusivity for each recruitment, the local EEO/AA Officer will review job postings; interview panel composition; interview criteria/questions; applications of candidates who have been deemed ineligible, to ensure standards are applied uniformly; applications of candidates who have been selected for interview; demographics of the overall eligible applicant pool; and business related-reasons provided by the panel for candidate selection or non-selection.

b. The Judiciary will prepare an annual workforce analysis to fully evaluate changing workforce demographics by job titles, locations, and divisions. This will inform our recruitment and outreach efforts to underutilized populations.

c. The New Jersey Judiciary has a dedicated Diversity Outreach Specialist who, along with EEO/AA Officers, will focus recruitment and outreach efforts to acquaint organizations and individuals from underutilized communities with our statewide employment opportunities. In this regard, the New Jersey Judiciary will continue to participate in job fairs and community-based events; visit colleges/universities, high schools, middle and elementary schools; utilize social media; and consult with employee resource working groups, to gather feedback on effective outreach and other means of improving representation throughout the Judiciary, and build a pipeline of future talent.

## Section 7: Dissemination Strategy: Internal

The EEO Utilization Report is available to employees of the New Jersey Judiciary through the EEO/AA Unit, and is also available on our internal employee website.

## Section 7: Dissemination Strategy: External

The EEO Utilization Report is available to the public through the New Jersey Judiciary EEO/AA Unit, and is also available on our external public website.

**Utilization Analysis Chart**  
**Relevant Labor Market: New Jersey**

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 #/%	347/33%	36/3%	49/5%	1/0%	33/3%	2/0%	0/0%	363/35%	76/7%	113/11%	0/0%	20/2%	0/0%	0/0%
CLS #/%	243,335/42%	34,950/6%	20,085/3%	275/0%	38,565/7%	65/0%	3,795/1%	156,350/27%	26,890/5%	25,010/4%	140/0%	21,750/4%	25/0%	3,640/1%
Utilization #/%	-9%	-3%	1%	0%	-4%	0%	-1%	8%	3%	7%	-0%	-2%	-0%	-1%
<b>Professionals</b>														
Workforce #/%	918/18%	234/5%	266/5%	5/0%	94/2%	1/0%	0/0%	1577/32%	735/15%	953/19%	11/0%	184/4%	6/0%	0/0%
CLS #/%	249,665/29%	31,590/4%	28,805/3%	430/0%	68,485/8%	25/0%	5,495/1%	327,380/37%	46,345/5%	50,380/6%	290/0%	58,375/7%	135/0%	7,030/1%
Utilization #/%	-10%	1%	2%	0%	-6%	0%	-1%	-6%	9%	13%	0%	-3%	0%	-1%
<b>Technicians</b>														
Workforce #/%	8/25%	1/3%	5/16%	0/0%	0/0%	0/0%	0/0%	13/41%	1/3%	3/9%	0/0%	1/3%	0/0%	0/0%
CLS #/%	62,300/25%	33,685/13%	16,355/6%	125/0%	11,030/4%	65/0%	1,785/1%	57,575/23%	35,935/14%	20,625/8%	125/0%	10,805/4%	45/0%	2,080/1%
Utilization #/%	0%	-10%	9%	-0%	-4%	-0%	-1%	18%	-11%	1%	-0%	-1%	-0%	-1%
<b>Protective Services: Sworn</b>														
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 #/%	44,300/51%	11,975/14%	13,650/16%	80/0%	1,150/1%	0/0%	1,400/2%	5,510/6%	2,510/3%	6,220/7%	10/0%	250/0%	0/0%	330/0%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
<b>Protective Services: Non-sworn</b>														
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 #/%	4,135/36%	875/8%	795/7%	4/0%	100/1%	0/0%	100/1%	3,910/34%	710/6%	660/6%	0/0%	135/1%	0/0%	135/1%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
<b>Administrative Support</b>														
Workforce #/%	142/5%	91/4%	66/3%	0/0%	26/1%	4/0%	0/0%	962/37%	527/20%	678/26%	7/0%	84/3%	11/0%	0/0%
CLS #/%	219,100/23%	61,925/6%	38,055/4%	300/0%	29,025/3%	80/0%	5,925/1%	381,425/39%	106,550/11%	79,105/8%	620/0%	37,310/4%	160/0%	8,910/1%

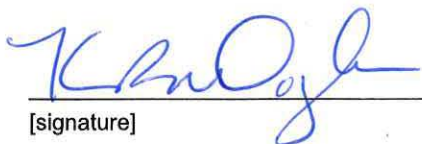
Job Categories	Male							Female						
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races/Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races/Other
	%							%	%					
Utilization #/%	-17%	-3%	-1%	-0%	-2%	0%	-1%	-2%	9%	18%	0%	-1%	0%	-1%
<b>Skilled Craft</b>														
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 #/%	152,710/59%	60,500/23%	16,705/6%	185/0%	6,690/3%	35/0%	3,545/1%	6,885/3%	7,270/3%	1,950/1%	10/0%	1,810/1%	0/0%	300/0%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
<b>Service/Maintenance</b>														
Workforce #/%	4/40%	2/20%	4/40%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	231,955/25%	196,290/21%	81,185/9%	530/0%	30,890/3%	110/0%	8,910/1%	166,375/18%	121,345/13%	68,880/7%	570/0%	23,930/3%	75/0%	7,350/1%
Utilization #/%	15%	-1%	31%	-0%	-3%	-0%	-1%	-18%	-13%	-7%	-0%	-3%	-0%	-1%

### 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>Officials/Administrators</b>	✓	✓			✓		✓					✓		✓
<b>Professionals</b>	✓				✓		✓	✓				✓		✓
<b>Technicians</b>									✓					
<b>Administrative Support</b>	✓	✓	✓		✓		✓	✓						✓

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]

EEO/AA officer

[title]

7-19-24

[date]