

EEO Utilization Report

Organization Information

Name: East Norriton Township

City: East Norriton

State: PA

Zip: 19401

Type: County/Municipal Law Enforcement

Section 1: EEO Policy Statement

Policy Statement:

It is the policy of East Norriton Township to promote the employment of all individuals in accordance with their fullest abilities regardless of their race, color, religious creed, age, sex, political addiction/registration, national origin, ancestry, sexual orientation, veteran's status, lifestyle, familial status or non-job-related handicaps or disabilities. All individuals will be provided equal opportunities in employment, wages, promotions, benefits and all other privileges, terms and conditions of employment to those employees of East Norriton Township. This policy extends beyond the mere offer of such opportunity but includes the development of mechanisms which will ensure that equality is the result of this policy.

This policy refers without reservation to all aspects of hiring, training, workplace environment, promotions, compensation, benefits and delivery of service within the Township. East Norriton Township wants to reassure all employees of its sincere efforts to make certain that at all times this policy is administered without discrimination to provide them with the necessary opportunity for growth and advancement within the Township.

Section 5: Narrative Interpretation of Data

The underrepresentation of African American police officers in East Norriton is a complex issue influenced by various demographic factors. Currently, only 6% of East Norriton residents are African American, while the surrounding county has an African American population of 9.3%. These figures are notably lower than the national average of 12% for African American residents, which directly impacts the pool of potential applicants for law enforcement positions in our community. The lower percentage of African American residents in East Norriton results in fewer African American applicants for police officer positions. Despite our department's ongoing targeted recruitment efforts aimed at increasing diversity, the overall number of African American candidates pursuing careers in law enforcement is still low. Nationwide, only 11% of law enforcement officers are African American, reflecting broader trends that affect recruitment and retention within the field.

East Norriton recognizes the importance of reflecting the Community we serve and is committed to fostering a diverse and inclusive police department. We are actively working to address the underrepresentation by enhancing our outreach efforts, developing partnerships with community organizations, and implementing mentorship programs aimed at encouraging African American individuals to pursue careers in law enforcement. Our dedication to diversity is not merely a goal; it is an essential component of our mission to build trust and strengthen relationships within our community. We are committed to continuous improvement in our recruitment strategies and remain focused on creating a police force that truly represents the Township of East Norriton.

Section 6: Objectives and Steps

1. East Norriton's goal is to ensure equal opportunity for the African American community when recruiting for positions in its police department.

- a. Continue enforcing its policy against discrimination, harassment, and retaliation. This step is ongoing and enforced by Township management including the Township Manager and Chief of Police.
- b. Continue to widely market open positions to attract a diverse and qualified pool of applicants. This step is ongoing and is the responsibility of the Township's Human Resources department along with the Township Manager.
- c. Review recruitment and selection data to ensure equal employment opportunities. Assess if any step in the recruitment and selection process affects African American candidates and consider modifying the process based on the results. This step will begin immediately as a result of this Utilization Analysis report and is the responsibility of the Township's Human Resources department in conjunction with the Township Manager and Chief of Police.
- d. Collect and analyze applicant data for each recruitment class and create a specific marketing plan for underrepresented populations. This step will begin immediately as a result of this Utilization Analysis report and is the responsibility of the Chief of Police and Deputy Chief of Police.
- e. Engage in community outreach at local job fairs, high schools, colleges, and universities to highlight career opportunities in policing. This step will begin September 2024 and is the responsibility of the Chief of Police and Deputy Chief of Police.
- f. Use social media to reach a broader, more diverse group of applicants. This step is ongoing and is the responsibility of the Deputy Chief of Police in conjunction with the Township's Human Resources department.
- g. Seek opportunities to develop more pipeline and mentoring programs. This step will begin September 2024 and be the responsibility of the Chief of Police.

Section 7: Dissemination Strategy: Internal

The Township's EEO Utilization Report will be posted on the Township's internal Employee Portal which is accessible only by Township employees. Additionally, an electronic communication will be sent to all Township employees noting that there is a current EEO Utilization Report available for review in the Human Resource department. Also, a copy of the report will be distributed to all employee's with hiring responsibilities including the Chief of Police.

Section 7: Dissemination Strategy: External

The Township requires all applicants, vendors and contractors to affirm compliance with the Township non-discrimination policy and the EEO Utilization Report will be made part of that affirmation. Additionally, the report will be displayed on the Township's website.

Utilization Analysis Chart
Relevant Labor Market: Montgomery County
, Pennsylvania

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 #/%	3/75%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	42,690/49%	1,280/1%	2,565/3%	0/0%	2,865/3%	10/0%	415/0%	29,875/35%	1,250/1%	3,490/4%	4/0%	1,620/2%	0/0%	440/1%
Utilization #/%	26%	-1%	-3%	0%	-3%	-0%	-0%	-10%	-1%	-4%	-0%	-2%	0%	-1%
Professionals														
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 #/%	43,575/35%	1,735/1%	3,205/3%	35/0%	7,305/6%	0/0%	935/1%	52,795/43%	2,090/2%	5,905/5%	65/0%	5,460/4%	0/0%	930/1%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
Technicians														
Workforce #/%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	12,095/36%	1,145/3%	2,540/8%	40/0%	1,715/5%	0/0%	245/1%	10,470/31%	1,135/3%	2,440/7%	15/0%	1,480/4%	0/0%	315/1%
Utilization #/%	14%	-3%	-8%	-0%	-5%	0%	-1%	19%	-3%	-7%	-0%	-4%	0%	-1%
Protective Services: Sworn														
Workforce #/%	22/76%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%	4/14%	2/7%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,730/59%	340/5%	1,010/16%	4/0%	100/2%	0/0%	170/3%	490/8%	65/1%	400/6%	0/0%	0/0%	0/0%	40/1%
Utilization #/%	17%	-5%	-12%	-0%	-2%	0%	-3%	6%	6%	-6%	0%	0%	0%	-1%
Protective Services: Non-sworn														
Workforce #/%	4/80%	0/0%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	375/35%	0/0%	135/13%	0/0%	0/0%	0/0%	10/1%	390/36%	55/5%	70/7%	0/0%	0/0%	0/0%	35/3%
Utilization #/%	45%	0%	7%	0%	0%	0%	-1%	-36%	-5%	-7%	0%	0%	0%	-3%
Administrative Support														
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	34,560/29%	2,080/2%	4,965/4%	0/0%	2,385/2%	0/0%	715/1%	57,460/48%	2,895/2%	11,380/9%	65/0%	3,030/3%	20/0%	1,385/1%

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 #/%	-29%	-2%	-4%	0%	-2%	0%	-1%	52%	-2%	-9%	-0%	-3%	-0%	-1%
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 #/%	22,060/76%	1,930/7%	1,845/6%	55/0%	620/2%	0/0%	235/1%	1,210/4%	305/1%	280/1%	0/0%	350/1%	0/0%	15/0%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
Service/Maintenance														
Workforce #/%	8/100%	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%
CLS #/%	33,450/34%	7,305/7%	10,405/11%	60/0%	2,585/3%	15/0%	1,205/1%	25,930/26%	4,000/4%	9,785/10%	95/0%	3,010/3%	25/0%	980/1%
Utilization #/%	66%	-7%	-11%	-0%	-3%	-0%	-1%	-26%	-4%	-10%	-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
Protective Services: Sworn			✓											

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
Chief														
Workforce #/%	1/100%	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%
Deputy Chief														
Workforce #/%	1/100%	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%
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%
Detective														
Workforce #/%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers														
Workforce #/%	15/71%	0/0%	1/5%	0/0%	0/0%	0/0%	0/0%	4/19%	1/5%	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.

[signature]

[title]

[date]