

NARRATIVE:

The EEO Office of the Maine Department of Corrections has reviewed the Utilization Analysis Chart and noted the following:

1. A standard deviation of two or more was shown for white females in the categories of Officials/Administrators(-20%) and Protective Services: Non-Sworn (-21%). The categories of Technicians and Service/Maintenance also have a notable underrepresentation and will therefore be reviewed for improvement as well. It is noted that there has been an improvement in the category Professionals for white females, though there is still an underrepresentation that should be addressed.
2. White males were significantly under-represented in Administrative Support(-24%).
3. The chart of two or more standard deviations also noted that Hispanic or Latino females were under-represented in the Protective Non-sworn category(-1%), which is similar to the data in the last report.

The Department is committed to having a workforce that reflects the community it serves and will continue to work to meet this goal. With the pandemic, many of the outreach initiatives set forth in the prior plan could not be implemented. However, since the prior plan, the Department has created and filled a Diversity Equity and Inclusion Manager position which assists to train staff and foster an inclusive environment for employees and residents. The DEI Manager has assisted with several programs including a book club for managers with a focus on implicit bias as well as a Women in Leadership group to support female employees within the Department. The Department also recently hired a Recruitment/Retention Coordinator which may be able to assist in the recruitment and retention of employees within the categories that are reflected as underrepresented for EEO purposes.

In addition, the Department recognizes that the diversity of the population in Maine is increasing and understands that the EEO numbers may change when the most recent census information is released. The Department also recognizes that the diversity of the population among the residents housed in the facilities and the clients served in the community is increasing. As such, the Department has set a goal to increase diversity recruitment efforts with a focus on women and members of the BIPOC community.