

DISTRICT OF COLUMBIA COURTS



2021

EEO ANNUAL REPORT

Office of Diversity, Equity,
Inclusion and Equal
Employment Opportunity

Executive Office



This page left intentionally blank for duplex printing.

Executive Summary

The 2021 Equal Employment Opportunity (EEO) Report focuses on employees (n = 947) for whom the District of Columbia Courts (DC Courts) control the recruitment, hiring, and other terms and conditions of employment. Asians and Hispanics or Latinos are two protected groups identified for targeted recruitment. Asians and Hispanics or Latinos comprise 5% and 9% of the DC Courts' employee workforce compared to 10% and 7% of their respective availability in the Washington Metropolitan area. In 2021, Asians represented 1% (1 individual) of new hires compared to 3% (n= 3) in 2020 and 8% in 2019 (n=9). New hires who self-identified as Hispanic or Latino represented 16% (19 individuals) of total new hires compared to 21% in 2020 and 19% in 2019 with the same number of new hires (22 individuals) in both 2019 and 2020.

For purposes of talent acquisition, the DC Courts received 9,440 job applications, competitively hired 117 new employees and promoted 28 employees. The percent of job applicants who self-identify as Asian has remained relatively steady between 6% (2019), 4% (2018) and 5% (2017) but decreased to 3% (2020) and 1% (2021). The percent of job applicants who self-identify as Hispanic or Latino has incrementally increased over the years: 2014 (9%), 2015 (14%), 2016 (16%), 2017 (16%), 2018 (19%), 2019 (14%) 2020 (21%) but decreased to 12% in 2021.

In 2021, 8% of employees separated from the workforce (n = 70) compared to 4% (n = 37) in 2020 and 8% (n=89) in 2019. As expected, since our workforce is predominately African-American and White it is reasonable that the separation of African-Americans and Whites is greater than other groups. Of the 2021 separations, 50% were African-American females (n=35) and 26% were African-American males (n=18), which is slightly above their composition of the workforce at (48%) and (24%), respectively. White females separated slightly above their composition of the workforce at 9% (n = 6) and comprise 7% of the workforce. White males separated at 4% (n=3) of the workforce and comprise 6% of the workforce. Retirements accounted for 53% (n =37) of the separations which is the highest percentage of total separations (n = 70).

In 2021, there were four corrective actions compared to seven in 2020 and 24 in 2019. The percent of corrective actions issued to African-Americans decreased from 79% (n=19) in 2019 to 29% (n=2) in 2020 and 50% (n=2) in 2021. Since 2019, EEO complaints (n=4) have decreased in comparison to 2020 (n=0) and 2021 (n=1). This result, in addition to maintaining a healthy retention rate during the pandemic, decreasing adverse actions and engaging employees on worthy causes, can be directly attributed to DC Courts Leadership emphasis on empathetic leadership anchored by the DC Courts' values.

Table of Contents

Introduction.....	6
2021 DC Courts’ Total Workforce	7
2021 DC Courts’ Employee Workforce	8
DC Courts Occupational Categories	9
Participation of African-Americans	11
Participation of Whites	11
Participation of Hispanics or Latinos	11
Participation of Asians	12
U.S. Census Race Definitions	13
DC Courts’ Senior Managers.....	14
2021 DC Courts’ Applicant Flow Data	15
2021 Qualified Applicants	16
New Hires	17
Promotions	18
Separations	19
Corrective Actions	21
DC Courts’ EEO Office	22
Appendix: DC Courts’ Judicial Workforce Demographics	25

List of Tables

Table 1: Labor Participation Rates	8
Table 2: 2021 Workforce Availability and Utilization	10
Table 3: 2021 Applications by Race and Gender	15
Table 4: Percent of Qualified Applicants.....	16
Table 5: 2021 New Hires	17
Table 6: 2021 Promotions.....	18
Table 7: 2021 Separations	19
Table 8: 2021 Separations by Type	20
Table 9: 2021 Corrective Actions	21

List of Figures

Figure 1: DC Courts' Total Workforce.....	7
Figure 2: Total Judicial Workforce (Race)	7
Figure 3: Total Judicial Workforce (Gender)	7
Figure 4: Total Employee Workforce (Race)	7
Figure 5: Total Employee Workforce (Gender)	7
Figure 6: Employee Workforce by Occupational Category	8
Figure 7: DC Courts' Senior Managers	14

Introduction

In 2021, judicial and court administrators continued to balance health and safety measures for our workforce and the public while maintaining court operations. The pandemic presented challenging issues to problem-solve including customizing individual employee and court participant needs to meet the requirements of our vaccine mandate and honor appropriate medical and religious exemption requests. Despite the pandemic, the District of Columbia Courts steadfastly lifted substantial initiatives to promote a culture of diversity, inclusion and racial equity. The 2021 approval of the Racial Equity Initiative was implemented, in collaboration with a racial equity consultant, to tailor racial equity and broader diversity, equity and inclusion goals. The DC Courts benefit from the parallel work of the National Center of State Courts' Blueprint for Racial Justice and Resolution 1, by the Conference of Chief Justices and the Conference of State Court Administrators, in July 2020, to: "intensify efforts to combat racial prejudice within the justice system, both explicit and implicit, and to recommit to examine what systemic change is needed to make equality under the law an enduring reality for all, so that justice is not only fair to all but also is recognized by all to be fair."

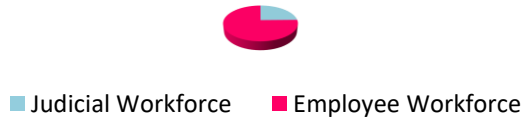
America is becoming increasingly more multi-racial and multi-cultural as reflected in the richly diverse District of Columbia community that we serve. To meet the community's procedural fairness expectations, we acknowledge that policies, structures and systems must be revisited through a racial equitable lens to narrow inequitable outcome gaps. For the DC Courts, our diversity, equity and inclusion work is not about shaming, blaming or making any individual or group feel guilty. We are determined to go where we have not gone before and to be explicit about historical causes of systemic disparities. To do so, is to further equal justice under the law. As we embark on the hope to see racial equity and unity in our lifetime, the DC Courts maintains a rigorous process of reviewing fair employment policies for whom all employees are trained on to utilize and access through the onboarding process, and thereafter, for positions temporary and permanent in nature.

This EEO report covers the period January 1, 2021 through December 31, 2021. Here we examine our workforce participation rates, especially those of minorities and women, for equality, opportunity, and fairness. According to Policy 400 (II) of the Comprehensive Personnel Policy and the Employee Dispute Resolution Plan, this office (at least once annually) is to advise the Joint Committee on Judicial Administration and the Executive Officer of the status of equal employment opportunity activities, of any existing deficiencies, of the necessity for specific programs, and of the need for any changes in the Affirmative Action Plan.

2021 DC Courts' Total Workforce

Figure 1 reflects the total DC Courts' full-time workforce. Senior judges work part-time and are, therefore, not included. The workforce, in its simplest description, is comprised of the judicial (26%) and employee (74%) workforces. The information presented in the balance of this report pertains to the employee workforce, where the Courts' personnel policies are applicable (many of the personnel policies apply to judicial staff) and competitive recruitment practices are employed.

Figure 1: DC Courts' Total Workforce



The judicial workforce includes: judicial officers (n = 81), law clerks (n = 133) and judicial administrative assistants (n = 36). Four employees or 2% of the judicial workforce self-identify as having a disability. Figures 2 and 3 provide racial and gender breakdown of our judicial workforce as: 7% Asian, 26% African-American, 8% Hispanic or Latino, 58% White, and 1% did not self-identify. The judicial workforce is 29% male and 71% female.

Figure 2: Total Judicial Workforce (Race)

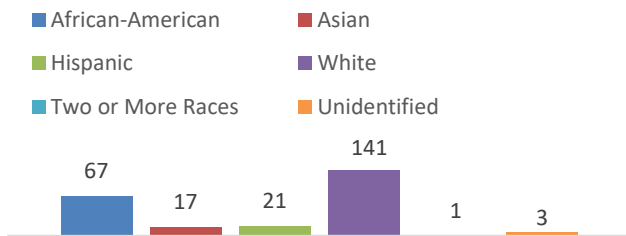
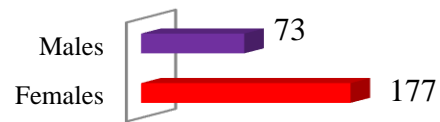


Figure 3: Total Judicial Workforce (Gender)



Figures 4 and 5 provide racial and gender breakdown of our employee workforce as: 5% Asian, 71% African-American, 9% Hispanic or Latino, 13% White, <1% American Indian or Alaskan Native, 1% two or more races and 1% unidentified. Thirty-four or 4% of the employee workforce self-identify as having a disability. The employee workforce is 37% male and 63% female.

Figure 4: Total Employee Workforce (Race and Ethnicity)

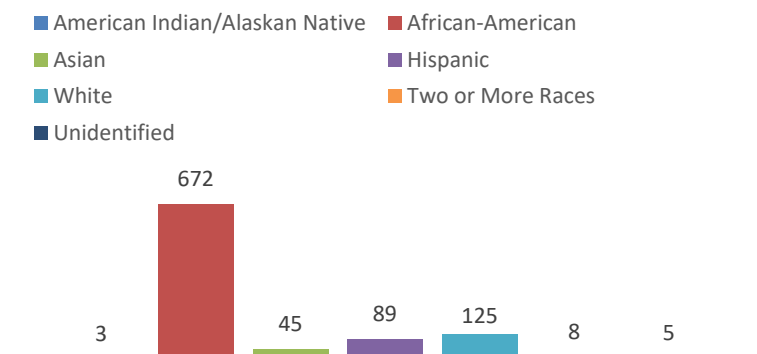
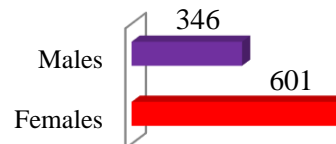


Figure 5: Total Employee Workforce (Gender)



2021 DC Courts' Employee Workforce

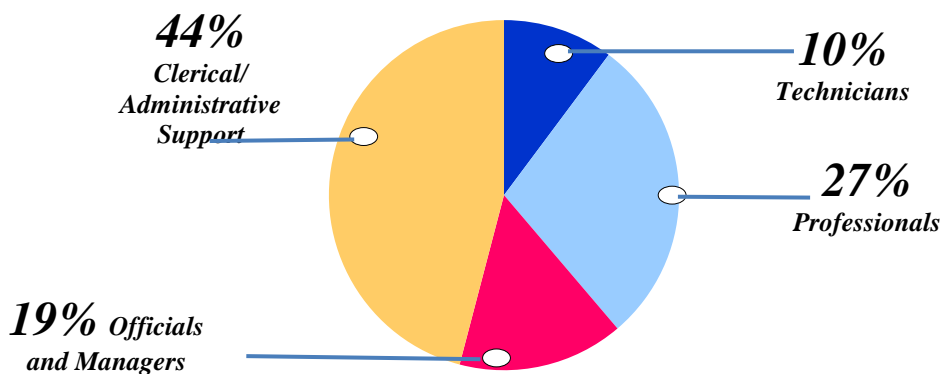
Table 1 below shows the labor participation rate by comparing the DC Courts 2021 workforce to that of the Washington Metropolitan Area (WMA) as reported by the U.S. Census. The comparison shows the racial demographics by the same four occupational categories included in the DC Courts. The Metropolitan area includes Washington, D.C. and parts of Maryland, Virginia and West Virginia.

Table 1: Labor Participation Rate¹

Race	Washington Metropolitan Area	DC Courts' Workforce	2021 ² Job Applicants	New ³ Hires
African-American	23%	72%	64%	65%
White	60%	13%	16%	14%
Hispanic or Latino	7%	9%	12%	16%
Asian	10%	5%	6%	1%

The DC Courts employ 947 full-time employees. The DC Courts' employee workforce can be classified in the following occupational categories⁴: officials and managers at 19% (n = 183), professionals at 27% (n = 252), technicians at 10% (n = 91), and administrative and clerical support at 44% (n = 421).

Figure 6: Employee Workforce by Occupational Category



¹ Numbers may not total 100% due to rounding.

² This column excludes those who self-identified as American Indian or Alaskan Native and Two or More races.

³ This column excludes job applicants who did not report race.

⁴ The occupational categories are standard occupational classifications from the U.S. Department of Labor, Bureau of Labor Statistics.

DC Courts' Occupational Categories

The *officials and managerial* category includes employees who set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the courts' operation, or provide specialized consultation on a regional, district or area basis. For the DC Courts, the officials and managers category includes, but is not limited to: the Court Executive Service, Court Executive Management Service, deputy directors, program directors, senior managers, branch chiefs, managers, and supervisors.

The *professional* category includes employees who have specialized and theoretical knowledge usually acquired through college training or through work experience and other training that provide comparable knowledge. For the DC Courts, the professional category includes, but is not limited to: accountants, attorneys, contract specialists, information technology specialists, probation officers, and social workers.

The *technician* category includes those who have a combination of basic scientific or technical knowledge and manual skills that can be obtained through specialized post-secondary school education or through equivalent on-the-job training. For the DC Courts, the technician category includes, but is not limited to: computer operators, court reporters, and telecommunications specialists.

The *clerical and administrative support* category includes those workers who are responsible for recording and retrieval of data and information and other documents required in an office. This job category includes, but is not limited to: courtroom clerks, deputy clerks, and HR assistants.

Page 10 below provides the race and gender breakdown of the DC Courts' employee workforce by occupational categories. See Table 2: 2021 Workforce Availability and Utilization. The total number of employees reflected in Table 2 is 947 and does not include unidentified employees (n = 5), employees who have self-identified as American Indian or Alaskan Native (n = 3), or Native Hawaiian (n=1), those of two or more races (n = 8). The DC Courts' participation rate of these individual groups is 2% or less.

Table 2: 2021 Workforce Availability and Utilization

Job Categories		African-American (Non-Hispanic)		White (Non-Hispanic)		Hispanic or Latinos		Asian		Subtotals		Totals
		male	female	male	female	male	Female	male	female	male	females	
Officials and Managers	# DC Courts	57	71	15	14	5	8	6	5	83	98	181
	% DC Courts	31	39	8	7	3	4	3	3	46	54	
	% Metro Area ⁵	8	11	38	27	4	3	5	3	55	44	
	% Underutilization	23	28	-30	-20	-1	1	-2	0	-9	10	
Professionals	# DC Courts	72	87	23	27	7	12	10	7	112	133	245
	% DC Courts	29	36	9	11	3	5	4	3	46	54	
	% Metro Area	7	11	31	31	3	3	7	6	48	51	
	% Underutilization	22	25	-22	-20	0	2	-3	-3	-2	3	
Technicians	# DC Courts	33	29	6	7	6	2	2	3	47	41	88
	% DC Courts	38	33	7	8	7	2	2	3	53	47	
	% Metro Area	11	19	26	22	3	3	7	7	47	51	
	% Underutilization	27	14	-19	-14	4	-1	-5	-4	6	-4	
Clerical/Admin. Support	# DC Courts	66	256	13	20	13	36	3	9	95	321	416
	% DC Courts	16	62	3	5	3	9	1	2	23	77	
	% Metro Area	10	24	13	33	3	7	2	7	29	71	
	% Underutilization	6	38	-10	-28	0	2	-1	-5	-6	6	
	Total	228	443	57	68	31	58	21	24	337	593	930⁶
	% Total	25	48	6	7	3	6	2	3	36	64	100

Sources: US Census Bureau, Census 2010 special tabulation; DC Superior Court EEO Report

Note: The rows highlighted in orange reflect the benchmark for the Washington Metropolitan marketplace for available and qualified job candidates. The cells highlighted in blue reflect areas of underutilization for a protected category. For purposes of affirmative action, we focus on minorities and female participants.

⁵The Metro Area percentage represents the civilian labor force 16 years of age and older.

⁶ This table excludes those who self-identified as American Indian or Alaskan Native, Two or More Races and those who did not self-identify their race or ethnicity. The DC Courts employ three employees who have self-identified as American Indian or Alaskan Native; eight employees who have self-identified as two or more races; five employees who did not identify their race or ethnicity; and one employee who self-identified as Native Hawaiian and Pacific Islander.

DC Courts' Workforce Participation Rates

African-Americans. For 2021, the largest racial and national origin category in our employee workforce was African-Americans, who comprised approximately three-quarters (72%) of the workforce (n = 671). African-American females represented nearly half of the workforce (48% or 443) and African-American males comprised one-quarter of the workforce (25% or 228). African-American males and females are employed in the DC Courts significantly above the benchmark for the Metropolitan area (23%) in all occupational categories (see Table 1). The DC Courts' African-American participation rate is 70% in the official and managers category, 65% in the professional category, 71% in the technician category, and 78% in the clerical and administrative support category. African-American females exceeded the benchmarks from 14 (technician) percentage points to 38 (clerical) percentage points, while African American males exceeded the benchmarks from 6 (clerical) percentage points to 27 (technician) percentage points when compared to the Washington Metro Area (WMA) Labor Participation rates.

Whites. Whites were the second largest racial or national origin group and comprised 13% of the Courts' workforce (n = 125) in 2021, compared to 60% of the WMA labor market for the same occupational categories. The DC Courts' White participation rate is 15% in the officials and managers category, 20% in the professional category, 15% in the technician category, and 8% in the clerical and administrative support category. The Courts' White female participation rate is less than the expected representation in the Metropolitan area marketplace of available and qualified candidates. However, White females are not a protected group requiring affirmative action to address underutilization. The protected category is females in general, and the Courts' workforce data indicate no underutilization of females (64%) for 2021.

Hispanics or Latinos. The third largest racial and national origin workforce category at the Courts in 2021 consisted of Hispanics or Latinos, who participated at a rate of 9% (n = 89), which is more than the Washington area labor participation rate for Hispanics (7%). In 2021, the DC Courts' Hispanic or Latino participation rate is 7% in the officials and managers category, 8% in the professional category, 9% in the technician category, and 12% in the clerical and administrative support category. In 2021, the DC Courts experienced a slight (-1%) underutilization of Hispanic or Latino males in the officials and managers category and a slight (-1%) underutilization of Hispanic or Latino females in the technician category. Hispanic or Latino males exceed the benchmark in the technician category by four percentage points and meet the benchmark in the clerical and professional categories. There was slight underutilization (-1%) of Hispanic or Latina females in the technician category. Hispanic or Latina females exceed the benchmark in the clerical and professional categories by two points, respectively and exceed the benchmark by one point in the official and managers category. In 2021, there was a net gain of fifteen self-identified Hispanic or Latino employees compared to 2020.

Asians. For 2021, Asians participated in the Courts' workforce at a rate of 5% (n = 45) which is significantly below the Asian availability and utilization in the Metropolitan area for all occupational categories (10%). The DC Courts' Asian participation rate is 6% in the officials and managers category, 7% in the professional category, 5% in the technician category, and 3% in the clerical and administrative support category. Asian females met the benchmark in the Officials and Managers category and were below the benchmark by 5 (Technician) percentage points. Asian males were below the benchmark by 1 (Clerical) to 5 (Technicians) percentage points.

U.S. Census Race Definitions

“White” refers to a person having origins in any of the original peoples of Europe, the Middle East, or North Africa. It includes people who indicated their race(s) as “White” or reported entries such as Irish, German, Italian, Lebanese, Arab, Moroccan, or Caucasian.

“Black or African American” refers to a person having origins in any of the Black racial groups of Africa. It includes people who indicated their race(s) as “Black, African Am., or Negro” or reported entries such as African American, Kenyan, Nigerian, or Haitian.

“American Indian or Alaska Native” refers to a person having origins in any of the original peoples of North and South America (including Central America) and who maintains tribal affiliation or community attachment. This category includes people who indicated their race(s) as “American Indian or Alaska Native” or reported their enrolled or principal tribe, such as Navajo, Blackfeet, Inupiat, Yupik, or Central American Indian groups or South American Indian groups.

“Asian” refers to a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam. It includes people who indicated their race(s) as “Asian” or reported entries such as “Asian Indian,” “Chinese,” “Filipino,” “Korean,” “Japanese,” “Vietnamese,” and “Other Asian” or provided other detailed Asian responses.

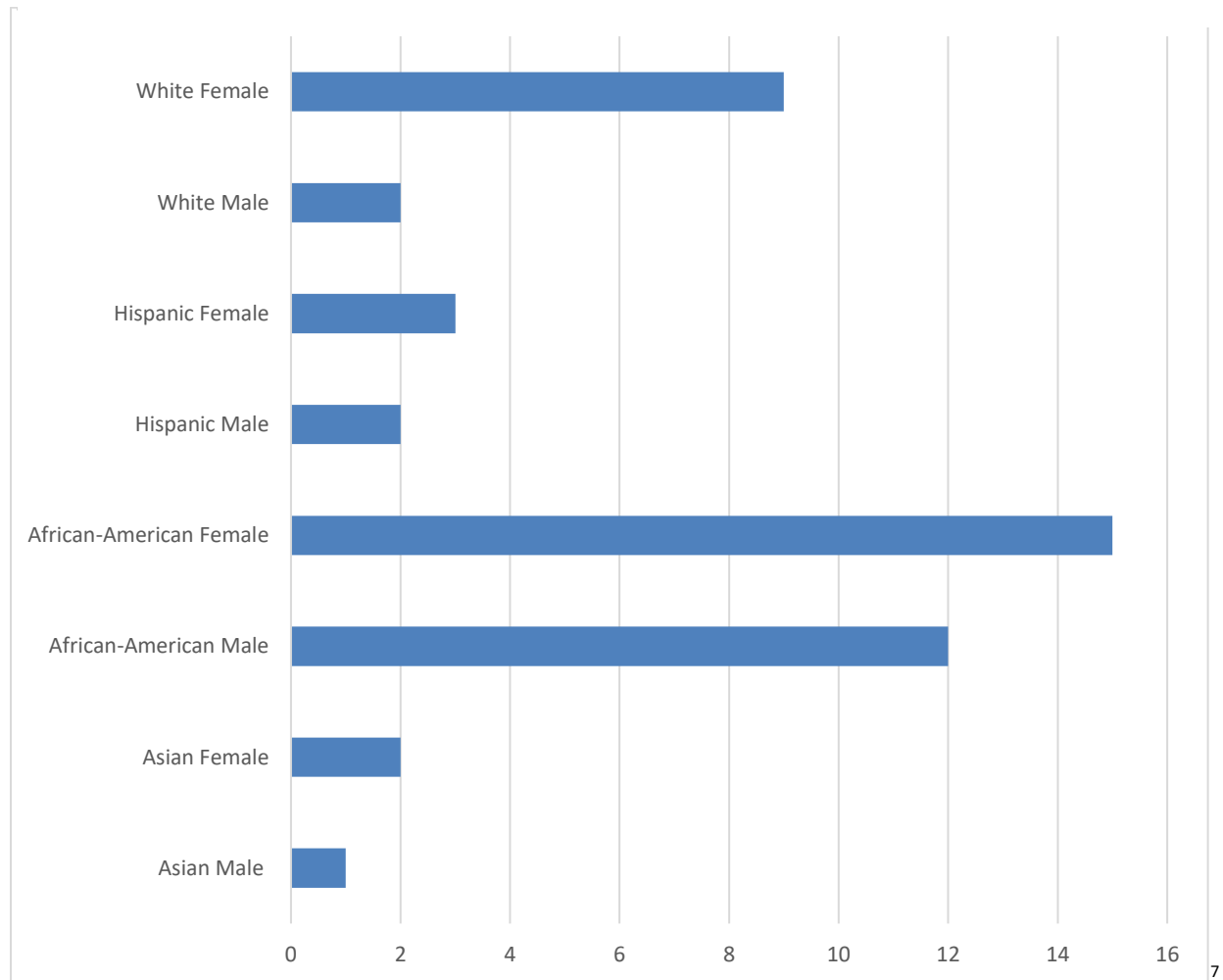
“Native Hawaiian or Other Pacific Islander” refers to a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands. It includes people who indicated their race(s) as “Pacific Islander” or reported entries such as “Native Hawaiian,” “Guamanian or Chamorro,” “Samoan,” and “Other Pacific Islander” or provided other detailed Pacific Islander responses.

“Some Other Race” includes all other responses not included in the White, Black or African American, American Indian or Alaska Native, Asian, and Native Hawaiian or Other Pacific Islander race categories described above. Respondents reporting entries such as multiracial, mixed, interracial, or a Hispanic or Latino group (for example, Mexican, Puerto Rican, Cuban, or Spanish) in response to the race question are included in this category.

“Hispanic or Latino” refers to a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

Figure 7: DC Courts' Senior Managers

(Grades 15 and Above)



⁷Number of Employees

2021 DC Courts' Applicant Flow Data

In 2021, the DC Courts received 9,440 job applications in response to vacancy announcements for 30 open positions. Of the 30 open postings, 23% (n = 7 positions) were posted for internal applicants only. For the seven internal job postings, 100% (n = 275) of all job applicants self-identified their race and gender. External job postings (77% or 23 positions) attracted 9,165 job applications and 77% (7,089) of those job applicants self-identified their race and gender. Therefore, the overwhelming majority of job applicants (78% or 7,364 out of 9,440) reported their race and gender.

Of the total number of applicants who provided race information (7,364): 64% were African-American, 16% were White, 12% were Hispanic or Latino, 6% were Asian, 0% were American Indian or Alaskan Native, and 2% were identified as having two or more races. The 2021 breakdown of female to male applicants (73% vs. 27%) indicated a higher number of self-identified female applicants.

Asians and Hispanics or Latinos are two of the protected groups identified for targeted recruitment. Job applications submitted by Asians represented 6% of all applications. Since 2017, the DC Courts' applicant pool of self-identified Asians included a slight increase from 4% in 2017, 6% in 2018 and 2019, 7% in 2020, and in 2021 the applicant proportion decreased slightly compared to 2020 and reflected the same proportion as 2018 and 2019. From 2014-2018, the DC Courts' applicant pool included a progressively larger proportion of self-identified Hispanics or Latinos: 9% in 2014, 14% in 2015, 16% in 2016 and 2017, and 20% in 2018. Between 2019-2020, self-identified Hispanics or Latinos reflected the same proportion of applicant flow data as that of 2015 (14%) and dropped by 3 percentage points in 2021 (11%).

Table 3: 2021 Applicants Who Self-Identified their Race and Gender

	Male	Female	Total	
White	6%	10%	16%	1,163
African-American	14%	50%	64%	4,711
Asian	3%	3%	6%	409
Native Hawaiian or Other Pacific Islander	0%	0%	0%	8
American Indian or Alaskan Native	0%	0%	0%	31
Two or More Races	0%	2%	2%	135
Hispanic or Latino	4%	8%	12%	907
Total	27%	73%	100% ⁷	7,364

⁷ Numbers may not total 100% due to rounding.

2021 Qualified Applicants

For the DC Courts, an applicant is determined to be “qualified” after satisfying the initial Human Resources Divisional (HR) review, which includes an examination of documentation to verify that the applicant’s education, experience, and/or certification and license meet the minimum qualifications of the job announcement. After the HR review, the qualified applications are forwarded to the hiring panel for further analysis and determination of applicant ranking as qualified, well qualified, or highly qualified. Across all races, more than 62% or more of applicants were rated as qualified through the HR review process.

Table 4: Percentage of Qualified Applicants Who Self-Identified Their Race

Race	% Qualified	Total Applications Submitted
White	68%	1,163
African-American	69%	4,711
Asian	65%	409
Native Hawaiian or Other Pacific Islander	62%	8
American Indian or Alaskan Native	74%	31
Two or More Races	74%	135
Hispanic or Latino	74%	907
Total		7,364

2021 New Hires

Table 5: 2021 New Hires

	Male		Female		Total	
	N	%	N	%	N	%
White	6	5%	10	9%	16	14%
African American	27	23%	49	42%	76	65%
Asian	0	0%	1	1%	1	1%
Native Hawaiian or Other Pacific Islander	0	0%	0	0%	0	0%
American Indian or Alaska Native	0	0%	1	1%	1	1%
Two or More Races	0	0%	4	3%	4	3%
Hispanic or Latino	7	6%	12	10%	19	16%
TOTAL ⁹	40	34%	77	66%	117	100%

There were a total number of 117 new hires in 2021. Of the new hires, 65% were African-American, 16% were Hispanic or Latino, 14% were White, 1% were Asian and 4% were two or more races. Generally, the percent of new hires who self-identified as Asian decreased (from 9% in 2015, to 6% in 2016, to 9% in 2017, to 2% in 2018, to 8% in 2019, to 3% in 2020 and 1% in 2021) and the actual number of Asians hired decreased in 2021 (from 5 individuals in 2015, to 6 in 2016, 9 in 2017, 2 in 2018, to 9 in 2019, 3 in 2020 and 1 in 2021).

The percentage of Hispanic or Latino new hires decreased in 2021 (16% compared to 21% in 2020, 13% in 2019, compared to 19% in 2018, compared to 16% in 2017) and was below the figure for 2015 (22% of new hires). The 2021 African-American new hire percentage is 65%, which is an increase from 57% in 2020 and an increase of eleven percentage points from 2019 (54%) and one percentage point (66%) from 2018 (compared to 47% in 2017, 55% in 2016, and 60% in 2015). The percentage of White new hires in 2021 (14%) decreased by 4 percentage points in 2020 (18%) and decreased by ten percentage points compared to 2019 (24%) (compared to 13% in 2018, 15% in 2017, 21% in 2016 and 7% in 2015).

⁹ Numbers may not total 100% due to rounding.

2021 Promotions

Table 6: 2021 Promotions

	Male		Female		Total	
	N	%	N	%	N	%
White	2	7%	3	11%	5	18%
African American	10	36%	8	29%	18	64%
Asian	0	0%	1	4%	1	4%
Native Hawaiian or Other Pacific Islander	0	0%	0	0%	0	0%
American Indian or Alaska Native	0	0%	0	0%	0	0%
Two or More Races	0	0%	0	0%	0	0%
Hispanic or Latino	1	4%	3	11%	4	14%
TOTAL ¹⁰	13	46%	15	54%	28	100%

There was a total of 28 competitive promotions for 2021. Of the employees promoted, 64% were African-American, 18% were White, 14% were Hispanic or Latino and 4% were Asian (for the purpose of EEO reporting, promotions described in Table 6 are competitive promotions only – they do not include career-ladder promotions or temporary acting promotions).

The relationship between promotions accepted and occupational categories are as follows: 32% (n = 9) were clerical/administrative, 39% (n = 11) were

managerial, and 21% (n = 6) were professional, and 7% (n=2) were technician. The average length of service years for employees who accepted promotions in 2021 was 10 years. In 2021, promotions were accepted by employees throughout their years of service with the courts: one-five years (n=11), six-ten (n=2), eleven – fifteen (n=10), sixteen – twenty (n=1), and twenty-one – twenty-five (n=3), and twenty-six – thirty (n=1).

¹⁰ Numbers may not total 100% due to rounding.

2021 Separations

Table 7: 2021 Separations

Separations	2017	2018	2019	2020	2021
Resignations	26	31	43	19	30
Medical Separations	0	1	1	0	1
Retirements	31	35	44	17	37
Terminations for Cause	4	4	1	1	2
Total	61	71	89	37	70

In 2021, 70 employees (8% of the employee workforce) separated from the Courts, which is above the separation rate of 2020 (4% of the workforce) and more reflective of the separation rate of 2018 (7% of the

workforce) when 71 employees separated but below the separation rate of 2019 (8% of the workforce) when 89 employees separated. Retirements (n = 37) represented the majority of the separations. Of the 70 separations, 53% retired, 43% resigned, 3% was terminated and 1% was medically separated. Additionally, 67% (n = 47) of separations were female and 33% (n = 23) were male (their distribution in the workforce is 64% and 36% respectively). The racial and national origin of separated employees includes: Asian 4% (n = 3), African-American 76% (n = 53), Hispanic or Latino 6% (n = 4), White 13% (n = 9) and two or more races 1% (n=1).

African-American females at 50% (n = 35) and African-American males at 26% (n = 18) were the largest groups who separated during 2021. African-American females and males separated slightly above their composition of the workforce which is 48% and 24%, respectively. The separation of White females at 9% (n = 6) is slightly above their composition of the workforce (7%) and five points below their 2020 separation rate which was 14%. Three White males separated at 4% which is below their composition of the workforce at 6% (n=3). The separation of Hispanic or Latino females at 4% (n = 3) and Hispanic or Latino males at 1% (n=1) is below the workforce compositions for self-identified Hispanic or Latino females (6%) and males (3%). The separation of an Asian male at 1% (n = 1) and Asian females at 3% (n = 2) is slightly below the composition of the workforce for self-identified males (2%) and equals the composition of the workforce for Asian females (3%).

Table 8: 2021 Separation by Type

	Retired		Resigned		Terminated		Total Separated		Population ¹¹	
	N	%	N	%	N	%	N	%	N	% of Population
Asian Females	1	3%	1	3%	0	0%	2	3%	24	3%
Asian Males	0	0%	0	0%	1	50%	1	1%	21	2%
African-American Females	20	54%	13	43%	0	0%	33	48%	443	47%
African-American Males	11	30%	6	20%	1	50%	18	26%	228	24%
Hispanic or Latino Females	0	0%	3	10%	0	0%	3	4%	58	6%
Hispanic or Latino Males	0	0%	1	3%	0	0%	1	1%	31	3%
Two or More Races Females	1	3%	1	3%	0	0%	2	3%	4	<1%
Two or More Races Males	0	0%	0	0%	0	0%	0	0%	4	<1%
White Females	3	8%	3	10%	0	0%	6	9%	68	7%
White Males	1	3%	2	7%	0	0%	3	4%	57	6% ¹²
Total	37		30		2		69¹³		938	

Caution should be used when interpreting these percentages due to the small number of individuals in this group.

¹¹ This table excludes those who self-identified as American Indian or Alaskan Native, Native Hawaiian and Pacific Islander and those who did not self-identify their race or ethnicity. The DC Courts employ three employees who have self-identified as American Indian or Alaskan Native; five employees who did not identify their race or ethnicity; and one employee who self-identified as Native Hawaiian and Pacific Islander.

¹² Numbers may not total 100% due to rounding.

¹³ There was one medical separation that is not included in this chart.

2021 Corrective Actions

Among nearly 1,000 employees, there were four corrective actions imposed in 2021. This was a decrease of three corrective actions in comparison to 2020 (n=7) and a decrease of sixteen corrective actions compared to 2019 (n = 20). Corrective actions in 2021 ranged from: Two-day suspension (n = 2 or 50%); and termination (n =2 or 50%). Female employees received corrective actions at a rate lower than their (25% vs. 63%) composition of the workforce. Male employees received corrective actions at a higher rate than their composition of the workforce (75% vs. 37%).

Table 9: 2021 Corrective Actions

	Corrective Actions		Population	
	%	N	%	N
Females	25%	1	64%	593
Males	75%	3	36%	337
African-American males	50%	2	24%	228
African-American females	25%	1	48%	443
Asian females	0%	0	3%	24
Asian males	25%	1	2%	21
Hispanic males	0%	0	3%	31
Hispanic females	0%	0	6%	58
White females	0%	0	8%	68
White males	0%	0	6%	57
TOTAL		4		930
<i>Caution should be used when interpreting these percentages due to the small number of individuals in this group.</i>				930

Corrective action data was evaluated based on employee race, gender, and occupational categories. The actual number of 2021 corrective actions issued to African-American employees (n = 2) was the same number of corrective actions issued in (2020) and a decrease of 17 corrective actions compared to 2019 (n=19). The proportion of corrective actions issued to an African-American male at 50% (n = 2) and female at 25% (n = 1) is generally in proportion to their composition of the workforce at 48% and 24%, respectively. Corrective actions issued to Asian males at 25% (n = 1) is higher than would be expected given their composition of the workforce (2%). Whites and Hispanics or Latinos received no corrective actions and comprise 13% and 9% of the workforce, respectively. The relationship between corrective actions issued and occupational categories are as follows: 50% (n = 2) were clerical/administrative, 25% (n = 1) were managerial, and 25% (n = 1) were technician. However, caution should be used when interpreting these percentages due to the small number of individuals in this group.

The DC Courts' EEO Office and Other Workplace Culturally Inclusive Activities

The focus of this section highlights 2021 activities and identifies further actions to advance a model EEO Program. The EEO Office maintains an effective EEO program by ensuring that employees and job applicants are protected from unlawful discrimination by resolving issues at the lowest level possible. Through Comprehensive Personnel Policies 400, 410 and 420, the primary mission is to enforce equal employment law and employment protected categories under Title VII of the Civil Rights Act and to adhere to Policy 400(I), which tracks the language of the District of Columbia's Human Rights Act of 1977. In 2021, 16 employees sought counsel from the EEO Office.

Out of the 16 employee matters brought to the attention of the EEO Office, four reasonable cause determinations were made in response to three bullying complaints and one EEO complaint. In response to the four complaints filed in 2021, there were no findings of violations made pursuant to the Courts' Comprehensive Personnel Policies 400 (EEO) and 420 (Anti-Bullying). One statement was submitted pursuant to the DC Courts Employee Dispute Resolution (EDR) Plan whereby the complainant did not contact the EEO Office (or the EEOC) until 440 days after termination, memorialized a decision not to pursue an EDR action and chose

to file a complaint with the District of Columbia Commission on Judicial Disabilities and Tenure. The eleven remaining conflicts were resolved through inquiries (n = 3), consultations (n = 6) and informal resolution (n = 2).

The DC Courts have promoted transparency in employee education about EEO rights and accountability and EDR mandatory training and acknowledgement concerning wrongful actions or behavior. It is mandated that employees take a course on EEO law and sexual harassment before their probationary period is completed and these courses are available for open registration for all employees on a quarterly basis. The Courts celebrated the fifth annual Asian American and Pacific Islander Heritage Month, in addition to Black History Month and Hispanic Heritage Month and other special emphasis programs, to further inclusion and cultural awareness.

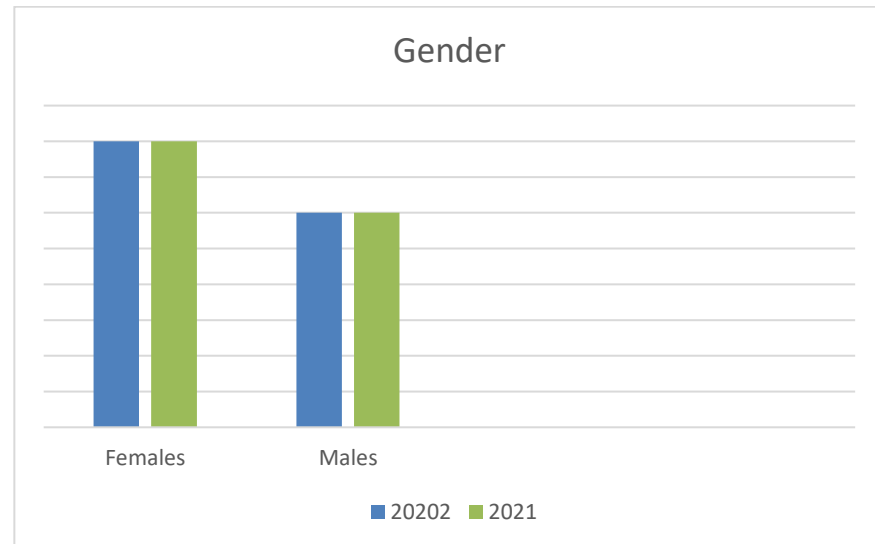
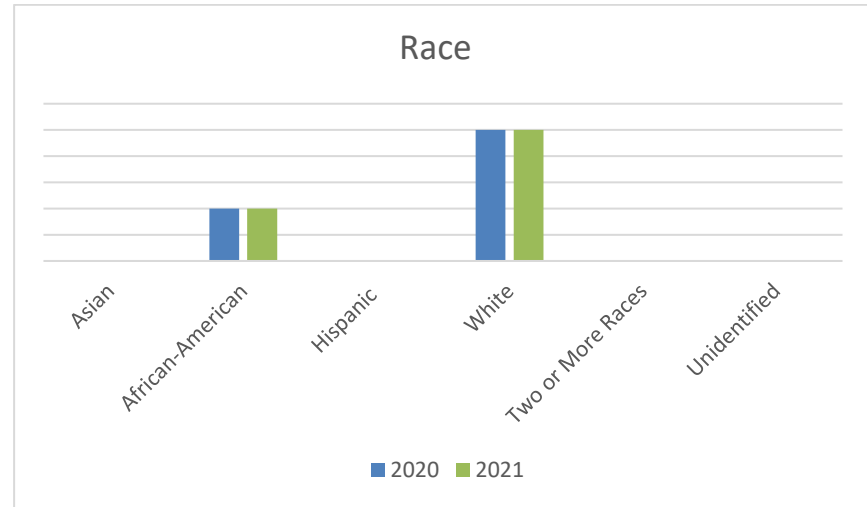
The Courts continued its mental health initiative under the Working on Wellness (WOW) umbrella to promote employee mental health, mental disability awareness and to foster a positive mental health culture. In response to the COVID-19 pandemic, the newsletter topics include: “Strengthening Our Mental Health as We Experience History in the Making,” “Preventing Workplace Burnout,” “Taking the Mental Health Awareness Pledge,” “Racial Understanding and Justice: An Urgent Psychological Imperative for Many,” “Spreading Reliable Information about COVID Vaccinations,” “Bonding and Staying Connected with Your Teen During the Pandemic,” “Pet Lovers,” and “Seven Approaches to Dealing with Grief and Loss.” In response to the World Health Organization’s March declaration of a global pandemic and in the interest of employee emotional well-being, the MHAC Committee continued to make warm telephone calls and forwarded handouts and resourceful emails. In collaboration with the Human Resources Division, the Mental Health Advisory Committee hosted virtual Employee Assistance Program presentations on employee and supervisory orientations to discuss available resources.

To recognize employees and promote a positive workplace culture, the Courts held its second virtual Employee Recognition and Awards Ceremony to celebrate *Our Hats are Off to You- DC Courts Employees – For Your Innovation, Resilience and Adaptability*. Over 100 employees were recognized for exceptional job performance through special tributes, retirements, length of service acknowledgements, and special achievement awards. Employees were honored for leadership and excellence in executing: 1) the goals of the DC Courts’ Pandemic Team, 2)

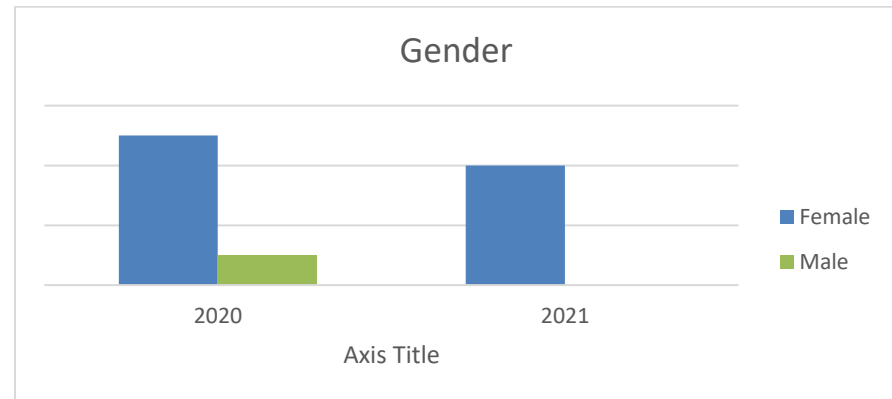
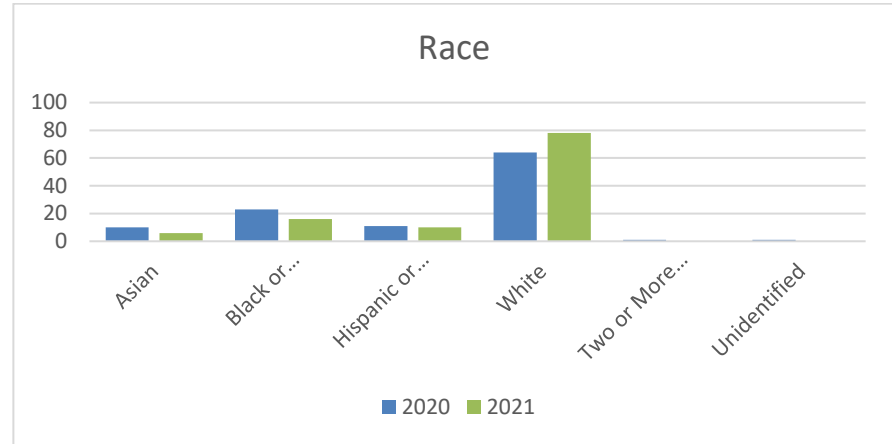
management achievement in conducting virtual training, Safe Surrender Program collaboration and effective bench warrant clearance; 3) effective management of many of the courts' complex and high-profile contracts; 4) the public service commitment in supporting youth to "protect communities, enhance public safety and prevent recidivism;" 5) a values-driven approach to solving information technology problems; and 6) two employee examples of unsung heroes who displayed sacrifice, innovation, volunteerism and humility. The program was memorialized through an E-Program Booklet and video.

Appendix: DC Courts' Judicial Workforce Demographics

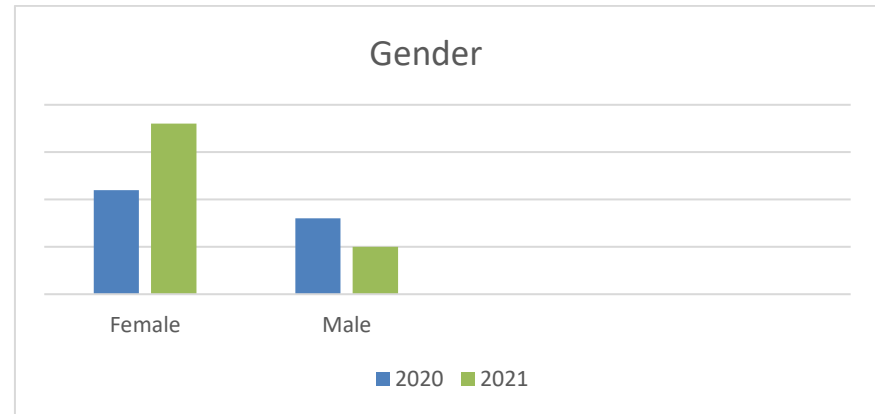
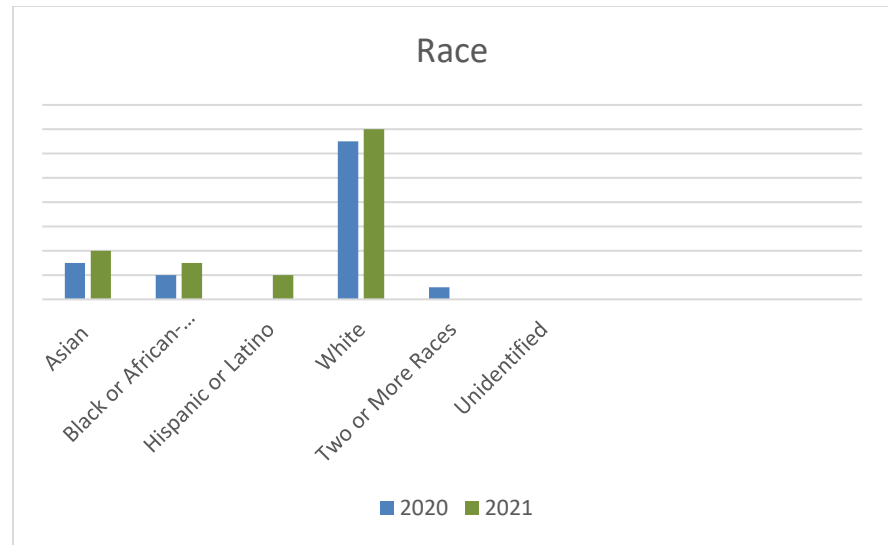
Court of Appeals Judicial Officers* (Race)	2020	%	2021	%
Asian	0	0%	0	0%
Black or African-American	2	29%	2	29%
Hispanic or Latino	0	0%	0	0%
White	5	71%	5	71%
Two or More Races	0	0%	0	0%
Unidentified	0	0%	0	0%
Total	7	100%	7	100%
Females	4	57%	4	57%
Males	3	43%	3	43%
Total	7	100%	7	100%



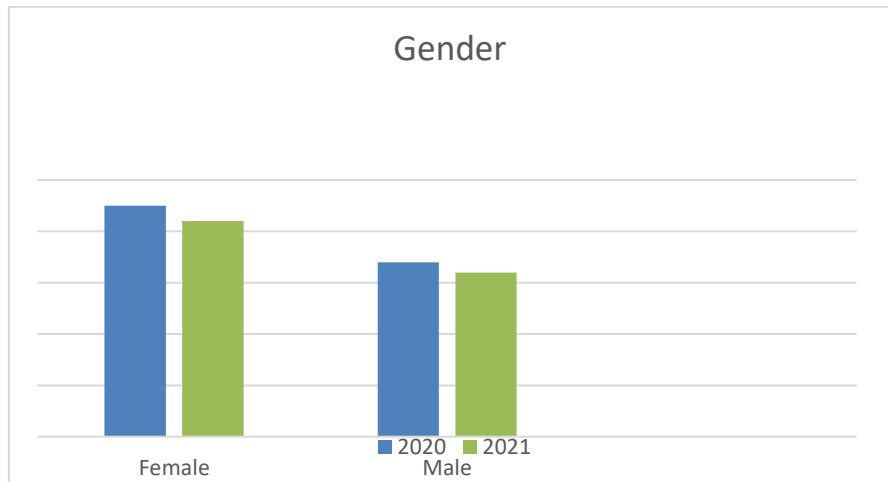
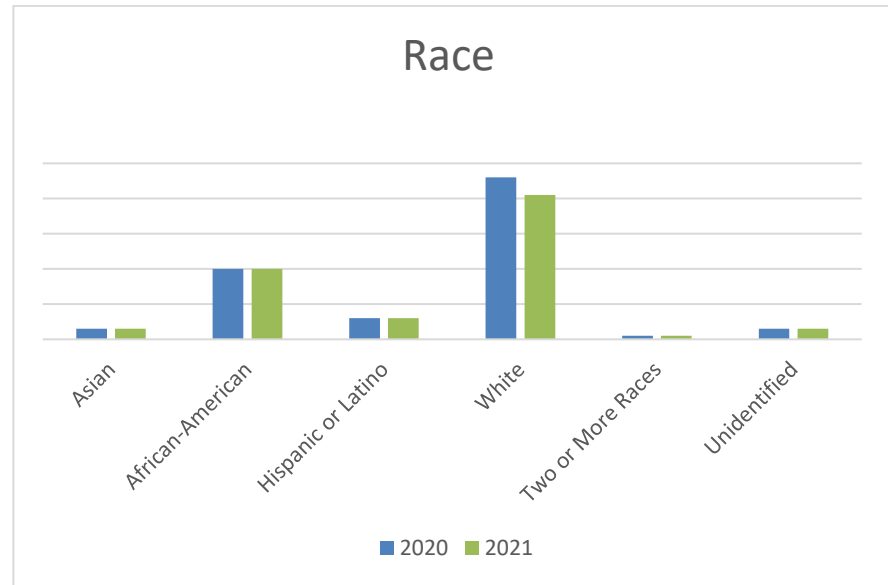
Court of Appeals Judicial Administrative Assistants (Race)	2020	%	2021	%
Asian	0	0%	0	0%
Black or African-American	3	50%	3	75%
Hispanic or Latino	1	17%	1	25%
White	2	33%	0	0%
Two or More Races	0	0%	0	0%
Unidentified	0	0%	0	0%
Total	6	100%	4	100%
Female	5	83%	4	100%
Male	1	17%	0	0%
Total	6	100%	4	100%



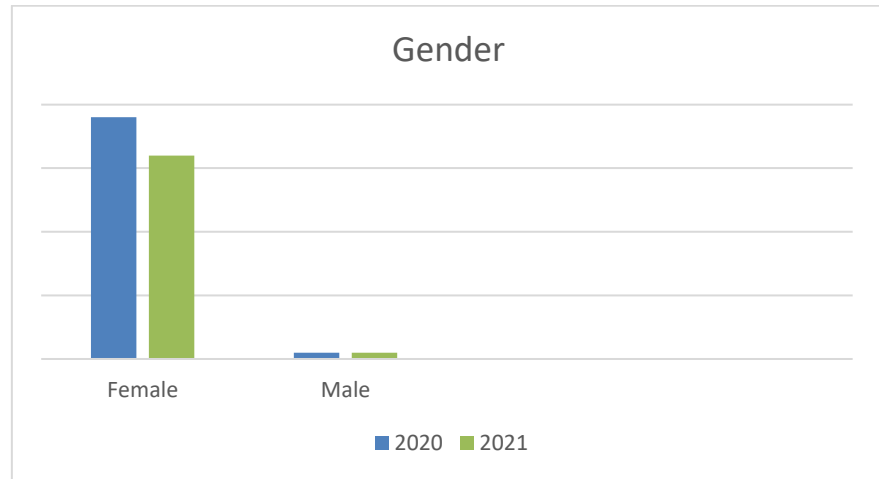
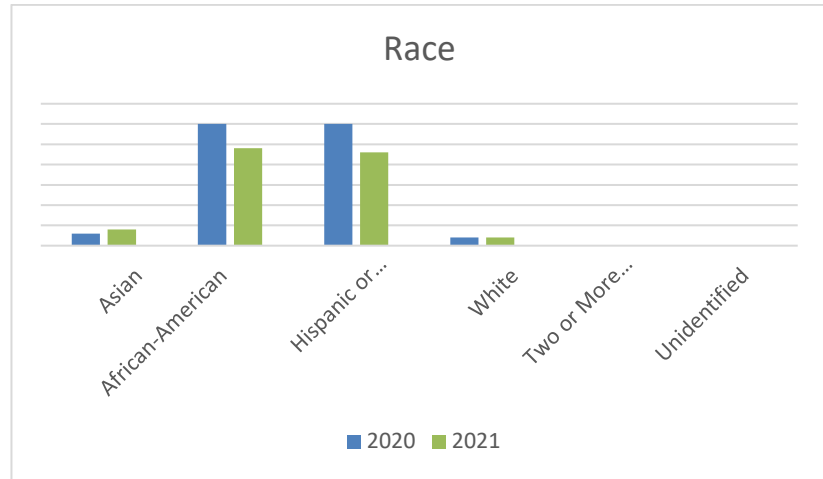
Court of Appeals Law Clerks (Race)	2020	%	2021	%
Asian	3	16%	4	17%
Black or African-American	2	11%	3	13%
Hispanic or Latino	0	0%	2	9%
White	13	68%	14	61%
Two or More Races	1	5%	0	0%
Unidentified	0	0%	0	0%
Total	19	100%	23	100%
Female	11	58%	18	78%
Male	8	42%	5	22%
Total	19	100%	23	100%



Superior Court Judicial Officers and Magistrate Judges (Race and Gender)	2020	%	2021	%
Asian	3	4%	3	4%
Black or African-American	20	25%	20	27%
Hispanic or Latino	6	8%	6	8%
White	46	58%	41	55%
Two or More Races	1	1%	1	1%
Unidentified	3	4%	3	4%
Total	79	100%	74	100%
Female	45	57%	42	57%
Male	34	43%	32	43%
Total	79	100%	74	100%



Superior Court Judicial Administrative Assistants (Race and Gender)	2020	%	2021	%
Asian	3	8%	4	12%
Black or African-American	30	77%	23	72%
Hispanic or Latino	2	5%	2	6%
White	4	10%	3	10%
Two or More Races	0	0%	0	0%
Unidentified	0	0%	0	0%
Total	39	100%	32	100%
Female	38	97%	31	97%
Male	1	3%	1	3%
Total	39	100%	32	100%



Superior Court Law Clerks (Race and Gender)	2020	%	2021	%
Asian	10	9%	6	5%
Black or African-American	23	21%	16	14%
Hispanic or Latino	11	10%	10	10%
White	64	58%	78	71%
Two or More Races	1	1%	0	0%
Unidentified	1	1%	0	0%
Total	110	100%	110	100%
Female	74	67%	78	71%
Male	36	33%	32	29%
Total	110	100%	110	100%

