2024

EEO
ANNUAL
REPORT

District of Columbia Courts

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Executive Summary

The Equal Employment Opportunity (EEO) Report focuses on employees (n = 914) for whom the District of Columbia Courts (DC Courts) control the recruitment, hiring, and other terms and conditions of employment. Self-identified Asians comprise 4% of the DC Courts' employee workforce compared to 10% of their respective availability. Self-identified Hispanics or Latinos comprise 11% of the workforce compared to their 10% respective availability. New hires who self-identified as Asian represented 1% (2 individuals) of new hires compared to 4% (9 individuals) in 2023, 4% (n= 6) in 2022, 1% (n = 1) in 2021, and 3% (n= 3) in 2020. New hires who self-identified as Hispanic or Latino represented 9% (11 individuals) of total new hires, compared to 15% (33 individuals) in 2023, compared to 13% (17 individuals) in 2022, 16% (19 individuals) in 2021, and 21% in 2020.

For purposes of talent acquisition, the DC Courts received 6,517 job applications, competitively hired 127 new employees, and promoted 53 employees. The percent of job applicants who self-identify as Asian has remained relatively steady between 6% (2024, 2023, and 2019), 5% (2022), 4% (2018) and 5% (2017) and increased from 3% (2020) and 1% (2021). The percent of job applicants who self-identify as Hispanic or Latino has incrementally fluctuated over the years: 2014 (9%), 2015 (14%), 2016 (16%), 2017 (16%), 2018 (19%), 2019 (14%), 2020 (21%), 2021 (12%), 2022 (12%), 2023 and 2024 (13%).

In 2024, 6% of employees separated from the workforce (n=63) compared to 7% of employees separated from the workforce (n=70) in 2023, compared to 12% (n = 115) in 2022, compared to 8% (n=70) in 2021, and 4% (n = 37) in 2020. 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 2024 separations, 46% were African American females (n=29) and 19% were African American males (n=12), which is below the African American females (50%) and African American males (20%) composition of the workforce. White females separated at 13% (n = 8) above their composition of the workforce at 7% (n=69). White males separated at 5% (n=3) below their composition of the workforce at 6% (n=64). Retirements (27%) and resignations (65%) accounted for most of the total separations (n = 63).

In 2024, there were 17 corrective actions compared to 2023 (n=11), 2022 (n= 6), 2021 (n= 4), and 2020 (n= 7). The number of corrective actions issued to African Americans in 2024 (n=10) decreased when compared to 2023 (n= 11) but increased when compared to 2020 (n=2), 2021 (n= 2), and 2022 (n=6). In 2024, EEO matters (n=13) slightly decreased in comparison to 2023 (n= 14) but increased when compared to 2022 (n= 6), 2021 (n=1), and 2020 (n= 0).

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Introduction

American ideals of fairness, equality and impartiality are core ideals for courts. These ideals are enduring and influence our decisions and our environment as we endeavor to maintain exemplary treatment among judges and employees, litigants, advocates, and the public that we serve. As a court system, we believe in applying equal justice under the law. The District of Columbia Courts have the privilege of serving one of the most interconnected metropolitan areas in our country. To our community, the D.C. Courts' vision is "Open to All, Trusted by All, Justice for All," and it reflects our welcoming reception to our workforce and to the people we serve.

Since the early 1990s, the District of Columbia Courts have implemented court reforms and initiatives under the umbrella of fairness and equal justice under the law, through its numerous committees and relevant offices. Our commitment is demonstrated in our delivery of justice, inclusion for all, and an obligation to non-discrimination, regardless of a person's race, color, religion, national origin, sex, age, marital status, sexual orientation, gender identity or expression, genetic information, disability, political affiliation, or other wrongful biases. Despite challenges common to American courts, the District of Columbia Courts strive to be a model court system nationally and internationally by visitors every year who come to learn about the inter-workings of an independent judiciary, excellence in court administration and providing equal justice for all.

The starting point for this is our workforce's commitment to the DC Courts' Values of accountability, excellence, fairness, integrity, respect, transparency and our enduring mission to be "Open to All, Trusted by All, and providing Justice for All," in ever-evolving ways. As an employer, the District of Columbia Courts strive to be a model employer by implementing fair employment policies and including staff in appropriate decision-making processes to build connection and leadership capacity around Title VII barrier analysis, together with pride and ownership in our service delivery.

This EEO report covers the period January 1, 2024, through December 31, 2024. Here we examine our workforce participation rates and human capitol decisions in the aggregate for equal opportunity and fairness. According to Policy 400 (II) of the Comprehensive Personnel Policy and the Employment Dispute Resolution (EDR) Plan, this office 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 DC Courts' strategies.

2024 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 (22%) and employee (78%) 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

■ Judicial Workforce   ■ Employee Workforce

The judicial workforce includes: judges (n = 86), law clerks (n = 149) and judicial administrative assistants (n = 33). Twenty-one employees or 8% of the judicial workforce self-identify as having a disability. Figures 2 and 3 provide racial and gender breakdown of our judicial workforce as: 8% Asian (n = 22), 29% African American (n = 72), 8% Hispanic or Latino (n = 23), 54% White (n=145), <1% two or more races (n = 2), and 1% did not self-identify (n = 4). The judicial workforce is 33% male and 67% female.

Figure 2: Total Judicial Workforce (Race)

- ■ Asian
- ■ African American
- ■ Hispanic or Latino
- ■ White
- ■ Two or More Races
- ■ Unidentified
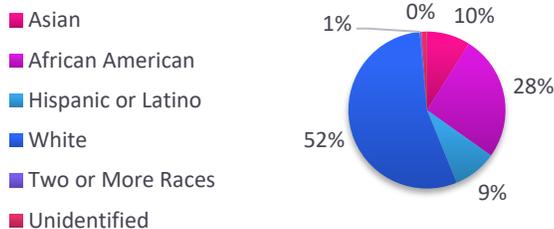
Figure 3: Total Judicial Workforce (Gender)

Males — 82 — 31%
Females — 186 — 69%
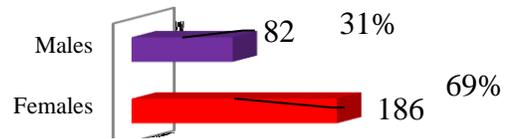
Figures 4 and 5 provide racial and gender breakdown of our employee workforce as: 4% Asian (n =46), 68% African American (n = 659), 11% Hispanic or Latino (n=103), 14% White (n=133), <1% American Indian or Alaskan Native (n = 1), 1% two or more races (n = 6) and 2% unidentified (n=15). Eight percent (n= 79) of the employee workforce self-identify as having a disability.

Figure 4: Total Employee Workforce (Race and Ethnicity)

- ■ Asian
- ■ African American
- ■ Hispanic or Latino
- ■ White
- ■ Two or More Races
- ■ Unidentified
- ■ American Indian/Alaskan Native

Figure 5: Total Employee Workforce (Gender)

Males — 321 — 33%
Females — 642 — 67%

2024 DC Courts' Employee Workforce

Table 1 below shows the labor participation rate by comparing the DC Courts 2024 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 Rate[1]

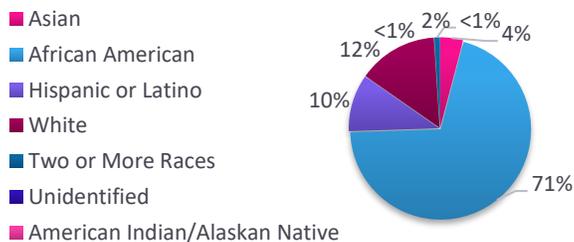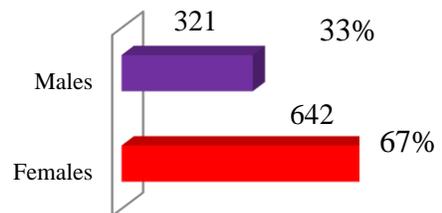| Race	Washington Metropolitan Area	DC Courts' Workforce	2024[2] Job Applicants	New[3] Hires
African American	23%	70%	63%	65%
White	53%	14%	15%	11%
Hispanic or Latino	10%	11%	13%	9%
Asian	10%	5%	6%	1%

The DC Courts employ 963 full-time employees. The DC Courts' employee workforce can be classified in the following occupational categories[4]: officials and managers at 19% (n = 180), professionals at 27% (n = 264), technicians at 10% (n = 93), and administrative and clerical support at 44% (n = 426).

Figure 6: Employee Workforce by Occupational Category

44% Clerical/Administrative Support
10% Technicians
27% Professionals
19% Officials and Managers

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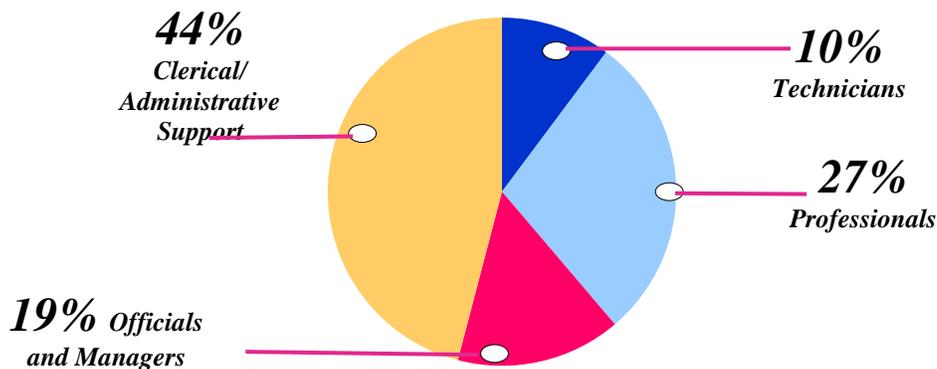
[1] Numbers may not total 100% due to rounding.

[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 in 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 retrieving 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: 2024 Workforce Availability and Utilization. The total number of employees is reflected in Table 2 (n=941), and it does not include unidentified employees (n = 15), employees who have self-identified as American Indian or Alaskan Native (n=1) or Native Hawaiian (n=0), and those of two or more races (n = 6). The DC Courts' participation rate of these individual groups is 2% or less.

Table 2: 2024 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	42	70	19	20	5	9	7	6	73	105	**178**
	% DC Courts	24	39	11	11	3	5	4	3	42	58	
	% Metro Area[5]	8	11	36	26	4	3	5	4	55	44	
	% Underutilization	16	28	**-25**	**-15**	**-1**	2	**-1**	**-1**	**-13**	14	
Professionals	# DC Courts	64	102	20	24	12	16	14	7	110	149	**259**
	% DC Courts	25	39	7	9	5	6	5	3	42	58	
	% Metro Area	7	11	29	28	3	3	7	6	48	51	
	% Underutilization	18	28	**-22**	**-19**	2	3	**-2**	**-3**	-6	7	
Technicians	# DC Courts	29	33	8	8	5	5	1	2	43	48	**91**
	% DC Courts	32	36	9	9	5	5	1	2	47	53	
	% Metro Area	12	16	23	21	7	6	4	5	47	51	
	% Underutilization	20	20	**-14**	**-12**	**-2**	**-1**	**-3**	**-3**	0	2	
Clerical/Admin. Support	# DC Courts	55	264	17	17	10	41	3	6	85	328	**413**
	% DC Courts	13	64	4	4	2	10	1	1	21	79	
	% Metro Area	9	19	19	28	5	8	4	6	29	71	
	% Underutilization	4	45	**-15**	**-24**	**-3**	2	**-3**	**-5**	**-8**	8	
	Total	190	469	64	69	32	71	25	21	311	630	**941[6]**
	% Total	20	50	7	7	3	8	3	2	33	67	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.

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[5]The 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 one employee who has self-identified as American Indian or Alaskan Native male; six employees who have self-identified as two or more races; and fifteen employees who did not identify their race or ethnicity.

DC Courts' Workforce Participation Rates

African Americans.   For 2024, the largest racial and national origin category in our employee workforce was African American, who comprised approximately three-quarters (70%) of the workforce (n = 659). African American females represented half of the workforce (50% or n= 469), and African American males comprised twenty percent of the workforce (n = 190). African American males and females were 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 was 62% in the official and managers category, 64% in the professional category, 68% in the technician category, and 77% in the clerical and administrative support category. African American females exceeded the benchmarks from 20 (technician) percentage points to 45 (clerical) percentage points, while African American males exceeded the benchmarks from 4 (clerical) percentage points to 20 (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 14% of the Courts' workforce (n = 133) in 2024, compared to 53% of the WMA labor market for the same occupational categories. The DC Courts' White participation rate was 22% in the officials and managers category, 16% in the professional category, 18% in the technician category, and 8% in the clerical and administrative support category. The Courts' White female participation rate was less than the expected representation in the Metropolitan area marketplace of available and qualified candidates. The protected category is females in general, and the Courts' workforce data indicate no significant underutilization of females (67%) for 2024.

Hispanics or Latinos.   The third largest racial and national origin workforce category at the Courts in 2024 consisted of Hispanics or Latinos, who participated at a rate of 11% (n = 103), which is more than the Washington area labor participation rate for Hispanics (10%).   In 2024, the DC Courts' Hispanic or Latino participation rate was 8% in the officials and managers category, 11% in the professional category, 10% in the technician category, and 12% in the clerical and administrative support category. In 2024, the DC Courts experienced a slight underutilization of Hispanic or Latino males in the officials and managers (-1%), technicians (-2%), and clerical (-3) categories. Hispanic or Latino males exceeded the benchmark by two percentage points in the professional category. There was slight underutilization of Hispanic or Latina females in the technician (-1%) category. Hispanic or Latina females exceed the benchmark by three points in the professional category, and by two points in the official and managers and clerical categories. In 2024, there was a net gain of three self-identified Hispanic or Latino employees. Self-identified Hispanics or Latinos were hired at a rate of 9% (n= 11), separated at a rate of 13% (n= 8), and promoted at a rate of 4% (n=2).

Asians.   For 2024, Asians participated in the Courts' workforce at a rate of 5% (n = 46) which is below the Asian availability and utilization in the Metropolitan area for all occupational

categories (10%). The DC Courts' Asian participation rate is 7% in the officials and managers category, 8% in the professional category, 3% in the technician category, and 2% in the clerical and administrative support category. Asian males were below the benchmark between one (officials and managers) and three (clerical) percentage points. Asian females were below the benchmark between one percentage point (officials and managers) and five (clerical) 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 Indigenous groups or South American Indigenous groups.
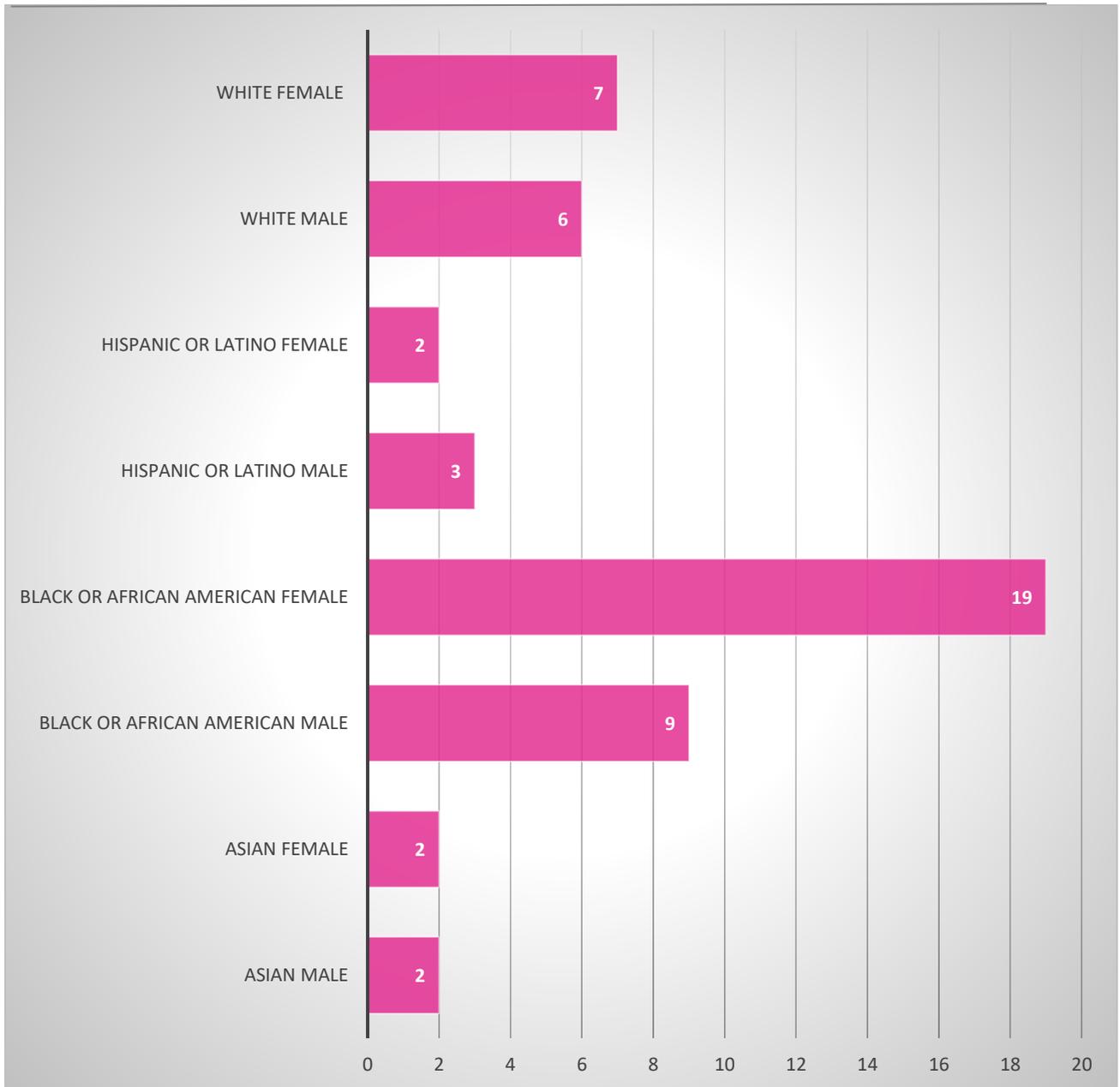
"Asian" refers to a person having origins in any of the original peoples of East Asia, Southeast Asia, or the Indian subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam. It includes people who indicated their race(s) 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)[7]

Figure 7: DC Courts' Senior Managers (Grades 15 and Above). Number of Employees:
- WHITE FEMALE: 7
- WHITE MALE: 6
- HISPANIC OR LATINO FEMALE: 2
- HISPANIC OR LATINO MALE: 3
- BLACK OR AFRICAN AMERICAN FEMALE: 19
- BLACK OR AFRICAN AMERICAN MALE: 9
- ASIAN FEMALE: 2
- ASIAN MALE: 2

[7]Number of Employees

2024 DC Courts' Applicant Flow Data

In 2024, the DC Courts received 6,517 job applications for permanent positions in response to vacancy announcements for 127 open positions. Of the 127 open postings, 12% (n = 15 positions) were posted for internal applicants only. For the fifteen internal job postings, 93% (n = 286) of all job applicants self-identified their race and gender. External job postings (88% or 112 positions) attracted 6,199 job applications and 89% (5,528) of those job applicants self-identified their race and gender. Therefore, most job applicants (89% or 5,814 out of 6,517) reported their race and gender.

Of the total number of applicants who provided race information (5,814): 63% were African American, 0% were American Indian or Alaskan Native, 6% were Asian, 13% were Hispanic or Latino, 0% were Native Hawaiian or Pacific Islander, 15% were White, and 2% were identified as having two or more races. The 2024 breakdown of female to male applicants (67% vs. 33%) indicated a higher number of self-identified female applicants.

For 2024, application submission rates from self-identified Asians (6%) and Whites (15%) were not as high when compared to their workforce participation in the metropolitan workforce for Asians (10%) and Whites (53%) by the Courts' same occupational categories. From 2014-2018, the DC Courts' applicant pool included a progressively larger proportion of self-identified Hispanics or Latinos when compared to their same workforce participation rate (10%): 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 two percentage points in 2021 and 2022 (12%) and rose

Table 3: 2024 Applicants Who Self-Identified their Race and Gender

	Male	Female	Total	
White	7%	8%	15%	892
African American	17%	46%	63%	3,705
Asian	3%	3%	6%	325
Native Hawaiian or Other Pacific Islander	0%	0%	0%	11
American Indian or Alaskan Native	0%	0%	0%	16
Two or More Races	1%	1%	2%	98
Hispanic or Latino	4%	9%	13%	767
Total	33%	67%	100%[7]	5,814

[7] Numbers may not total 100% due to rounding.

slightly by one point in 2023 and 2024 (13%).

2024 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 and ethnicities, 30% and above, of all applicants were rated as qualified through the HR review process.

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

Race	% Qualified	Total Self-Identified Applications Submitted
White	39%	892
African American	44%	3,705
Asian	38%	325
Native Hawaiian or Other Pacific Islander	36%	11
American Indian or Alaskan Native	31%	16
Two or More Races	37%	98
Hispanic or Latino	49%	767
Total		5,814

2024 New Hires

Table 5: 2024 New Hires Self-Identified by Race and Gender

	Male		Female		Total	
	N	%	N	%	**N**	**%**
White	5	4%	9	7%	14	11%
African American	25	20%	58	46%	83	65%
Asian	2	1%	0	0%	2	1%
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%	1	1%	1	1%
Hispanic or Latino	2	2%	9	7%	11	9%
Unidentified					16	13%
TOTAL[8]	34	27%	77	61%	127	100%

The percentage of Hispanic or Latino new hires decreased in 2024 (9% compared to 15% in 2023, compared to 17% in 2022, compared to 16% in 2021, 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 2024 African American new hire percentage is 65%, the same as in 2023 and as in 2021, a slight decrease from 67% in 2022, 57% in 2020 and an increase of eleven percentage points from 2019 (54%) and one percentage point difference (66%) from 2018 (compared to 47% in 2017, 55% in 2016, and 60% in 2015). The percentage of White new hires in 2024 (11%) decreased slightly from 2023 and 2021 (13%) and 2022 (14%) and decreased by seven percentage points compared to 2020 (18%) and decreased by thirteen percentage points compared to 2019 (24%) (compared to 13% in 2018, 15% in 2017, 21% in 2016 and 7% in 2015).

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[8] Numbers may not total 100% due to rounding.

2024 Promotions

Table 6: 2024 Promotions

	Male		Female		Total	
	N	%	N	%	N	%
White	2	4%	7	13%	9	17%
African American	17	32%	24	45%	41	77%
Asian	0	0%	0	0%	0	0%
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%	1	2%	1	2%
Hispanic or Latino	0	0%	2	4%	2	4%
TOTAL[9]	19	36%	34	64%	53	100%

There were 53 competitive promotions in 2024. Of the employees promoted, 77% were African American, 17% were White, 4% were Hispanic or Latino and 2% were Two or More Races (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: 28% (n = 15) were clerical/administrative, 57% (n = 30) were managerial, and 11% (n = 6) were professional, and 4% (n=2) were technician. The average length of service years for employees who accepted promotions in 2024 was 12 years. In 2024, promotions were accepted by employees throughout their years of service with the courts: one-five years (n = 20), six-ten (n = 9), eleven – fifteen (n = 10), sixteen – twenty (n = 5), and twenty-one – twenty-five (n = 3), twenty-six – thirty (n = 3), and thirty-one – thirty-five (n=3).

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[9] Numbers may not total 100% due to rounding.

2024 Separations

Table 7: 2024 Separations

Separations	2018	2019	2020	2021	2022	2023	2024
Resignations	31	43	19	30	57	36	41
Medical Separations	1	1	0	1	2	1	2
Retirements	35	44	17	37	56	30	17
Terminations for Cause	4	1	1	2	0	3	3
Total	71	89	37	70	115	70	63

In 2024, 63 employees (6% of the employee workforce) separated from the Courts for total attrition, which is below the total attrition rate of the workforce in 2023 (7%), 2022 (12%), and 2021 (8%). Of the 63 separations, 65% resigned, 27% retired, 3% was medically separated, and 5% were terminated. Additionally, 70% (n = 44) of separations were female and 30% (n = 19) were male (their distribution in the workforce is 67% and 33% respectively). The racial and national origin of separated employees includes: American Indian 0% (n =0), Asian 5% (n = 3), African American 65% (n =41), Hispanic or Latino 13% (n = 8), two or more races 0% (n=0) and Unidentified 0% (n=0), White 17% (n = 11).

African American females at 46% (n = 29) and African American males at 19% (n = 12) were the largest groups who separated during 2024. African American females separated below their composition of the workforce which is 50% and African American males separated below their composition of the workforce which is 20%. The separation of White females at 12% (n = 8) is above their composition of the workforce at 7% (n=69). The separation of White males at 5% (n = 3) is below their composition of the workforce at 7% (n=64). The separation of Hispanic or Latino females at 10% (n = 6) is above the workforce composition rate for self-identified Hispanic or Latino females at 8% (n = 71). The separation of Hispanic or Latino males at 3% (n=2) is the same as the composition rate for self-identified Hispanic or Latino males at 3% (n = 32). The separation of Asian males at 3% (n = 2) is the same as the composition for self-identified Asian males at 3% (n = 25). The separation of Asian females at 2% (n = 1) is the same as the composition for self-identified Asian females at 2% (n=21).

Table 8: 2024 Separation by Type

	Retired		Resigned		Terminated		Total Separated		Population[10]	
	N	%	N	%	N	%	N	%	N	% of Population
Asian Females	1	2%	0	0%	0	0%	1	2%	21	2%
Asian Males	0	0%	2	3%	0	0%	2	3%	25	3%
African American Females	9	15%	18	30%	0	0%	27	44%	469	50%
African American Males	3	5%	6	10%	3	5%	12	20%	190	20%
Hispanic or Latino Females	0	0%	6	10%	0	0%	6	10%	71	8%
Hispanic or Latino Males	1	2%	1	2%	0	0%	2	3%	32	3%
White Females	2	3%	6	10%	0	0%	8	12%	69	7%
White Males	1	2%	2	3%	0	0%	3	5%	64	7%
Total	**17**		**41**		**3**		**61**[11]		**941**	

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[10] This table excludes those who self-identified as American Indian or Alaskan Native, Native Hawaiian and Pacific Islander, two or more races and those who did not self-identify their race or ethnicity. The DC Courts employ one employee who has self-identified as American Indian or Alaskan Native; fifteen employees who did not identify their race or ethnicity; six who self-identified as two or more races. In 2024, none of DC Court's employees self-identified as Native Hawaiian and Pacific Islander.

[11] There were two medical separation actions that are not included in this chart.

2024 Corrective Actions

Among nearly 1,000 employees, there were seventeen corrective actions imposed in 2024. This was an increase of corrective actions from 2023 (n=11), 2022 (n= 6), 2021 (n=4), and 2020 (n=7). Corrective actions in 2024 ranged from: letter of reprimand (n = 7); one-day suspension (n=1), two-day suspension (n=3), five-day suspension (n =1), 14-day suspension (n=1) and termination (n=4). Female employees received corrective actions lower than their (59% vs. 67%) composition of the workforce. Male employees received corrective actions at a higher rate than their composition of the workforce (41% vs. 33%). Caution should be used when analyzing the data due to the low number of corrective actions.

Table 9: 2024 Corrective Actions	Corrective Actions		Population	
	%	N	%	N
Females	59%	10	67%	630
Males	41%	7	33%	311
African American females	53%	9	50%	469
African American males	29%	5	20%	190
Asian females	0%	0	2%	21
Asian males	6%	1	3%	25
Hispanic females	6%	1	8%	71
Hispanic males	0%	0	3%	32
White females	0%	0	7%	69
White males	6%	1	7%	64
TOTAL		17	100%	941
Caution should be used when interpreting these percentages due to the small number of individuals in this group.				

Corrective action data was evaluated based on employee race, gender, and occupational categories. The number of 2024 corrective actions issued to African American employees (n = 14) increased compared to the number of corrective actions issued in 2023 (n=11), 2022 (n=6), 2021 (n=2) and 2020 (n=2) and a decrease of corrective actions compared to 2019 (n=19). The proportion of corrective actions issued to African American males at 29% (n = 5) and African American females at 53% (n = 9) is above the African American male composition of the workforce at 20% and female composition of the workforce at 50%. The proportion of corrective actions issued to Hispanic or Latino females at 6% (n=1) is below the Hispanic or Latino female composition of the workforce (8%). The proportion of corrective actions issued to White males at 6% (n=1) is below the White male composition of the workforce (7%). In 2024, Asian females, Hispanics or Latino males, and White females did not receive corrective actions and comprise 2%, 3% and 7% of the workforce, respectively. The relationship between corrective actions issued and occupational categories are as follows: 64% (n =11) were clerical/administrative, 12% (n = 2) were professionals, 18% (n=3) were technicians and 6% (n=1) were managerial.
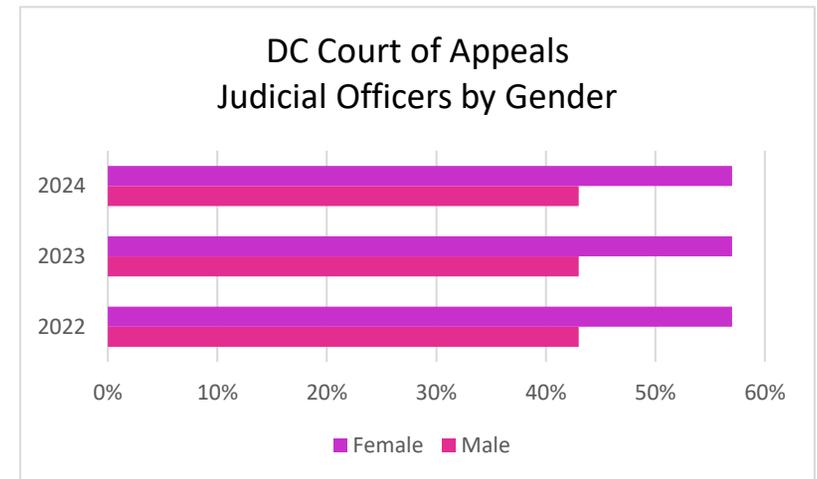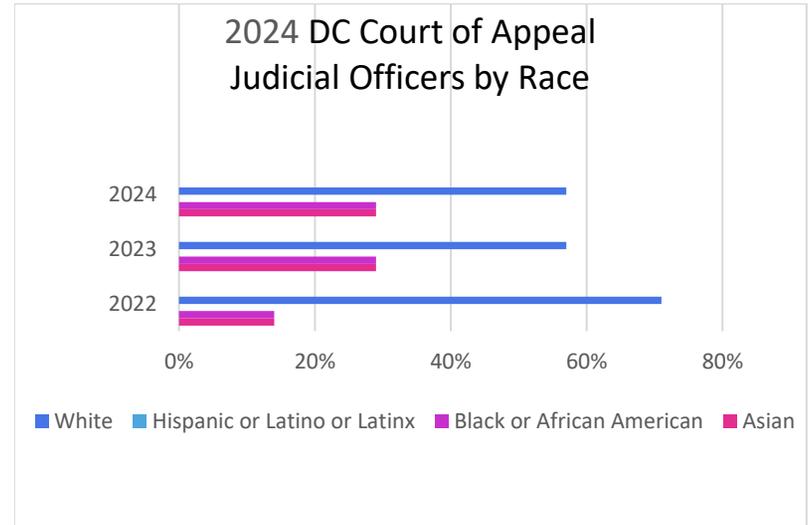
The DC Courts' EEO Office

In 2024, 41 employees sought counsel from the EEO Office. The EEO Office strives to ensure that employees and job applicants are protected from unlawful discrimination by resolving issues at the lowest level possible. Through Comprehensive Personnel Polices 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.
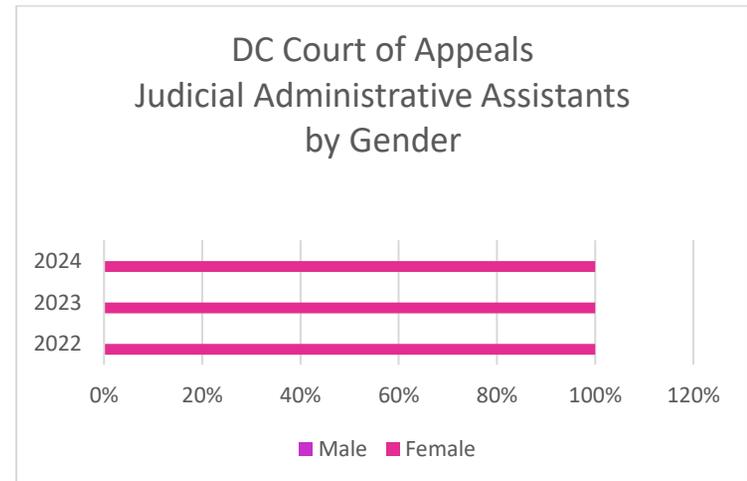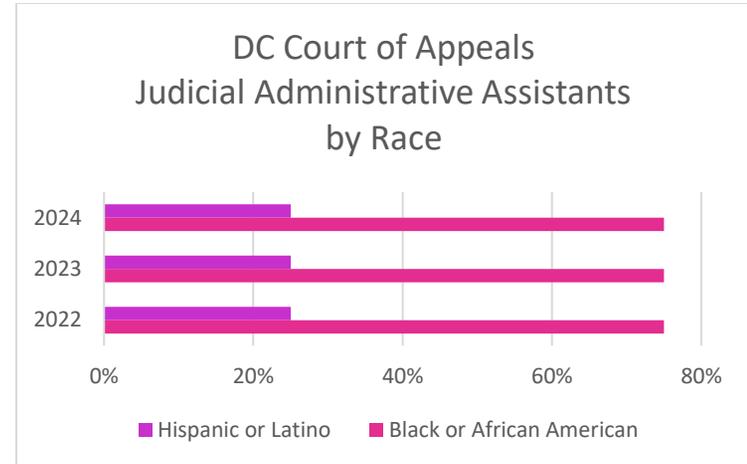
Out of the 41 employee matters brought to the attention of the EEO Office, 13 EEO matters resulted in the following dispositions: EEOC dismissals (n=2); informal resolutions (n=4); consultations (n=6); and EEOC position statements (n=1). In response to the remaining matters, 28 bullying allegations resulted in the following dispositions: reasonable cause determinations (n=5); informal resolutions (n=12); and consultations (n=11). In response to the complaints filed in 2024, there was one finding of a violation made pursuant to the Courts' Comprehensive Personnel Policies 420 (Anti-Bullying) and no findings made pursuant to the DC Courts' EEO policies or Employee Dispute Resolution (EDR) Plan.

**Appendix: DC Courts' Judicial Workforce Demographics**

DC Court of Appeals Judicial Officers (Race and Gender)	2022	%	2023	%	2024	%
Asian	1	14%	1	14%	1	14%
Black or African American	1	14%	2	29%	2	29%
Hispanic or Latino or Latinx	0	0%	0	0%	0	0%
White	5	71%	4	57%	4	57%
Two or More Races	0	0%	0	0%	0	0%
Unidentified	0	0%	0	0%	0	0%
Total	7	100%	7	100%	7	100%
Females	3	43%	3	43%	3	43%
Males	4	57%	4	57%	4	57%
Total	7	100%	7	100%	7	100%

2024 DC Court of Appeal Judicial Officers by Race

■ White ■ Hispanic or Latino or Latinx ■ Black or African American ■ Asian

DC Court of Appeals Judicial Officers by Gender

■ Female ■ Male

DC Court of Appeals Judicial Admin. Assistants (Race and Gender)	2022	%	2023	%	2024	%
Asian	0	0%	0	0%	0	0%
Black or African American	3	75%	3	75%	3	75%
Hispanic or Latino	1	25%	1	25%	1	25%
White	0	0%	0	0%	0	0%
Two or More Races	0	0%	0	0%	0	0%
Unidentified	0	0%	0	0%	0	0%
Total	4	100%	4	100%	4	100%
Female	4	100%	4	100%	4	100%
Male	0	0%	0	0%	0	0%
Total	4	100%	4	100%	4	100%

DC Court of Appeals
Judicial Administrative Assistants
by Race

DC Court of Appeals
Judicial Administrative Assistants
by Gender

DC Court of Appeals Law Clerks (Race and Gender)	2022	%	2023	%	2024	%
Asian	4	15%	3	18%	1	5%
Black or African American	4	15%	2	12%	6	29%
Hispanic or Latino	0	0%	2	12%	3	14%
White	18	69%	10	59%	11	52%
Two or More Races	0	0%	0	0%	0	0%
Unidentified	0	0%	0	0%	0	0%
Total	26	100%	17	100%	21	100%
Female	16	62%	6	35%	14	67%
Male	10	38%	11	65%	7	33%
Total	26	100%	17	100%	21	100%

DC Court of Appeals Law Clerks by Race

DC Court of Appeals Law Clerks by Gender
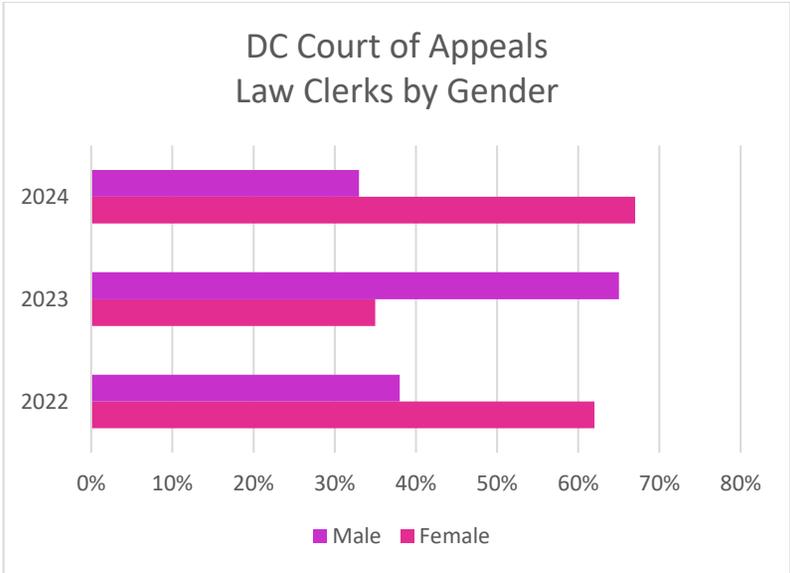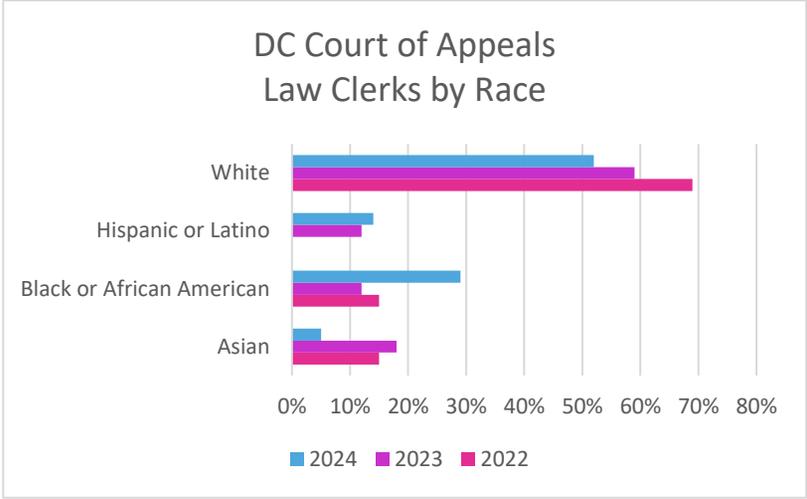
Superior Court Associate Judges (Race and Gender)	2022	%	2023	%	2024	%
Asian	2	4%	3	6%	3	6%
Black or African American	10	21%	14	28%	15	28%
Hispanic or Latino	4	9%	4	8%	4	8%
White	29	62%	27	54%	29	54%
Two or More Races	1	2%	1	2%	1	2%
Unidentified	1	2%	1	2%	1	2%
Total	47	100%	50	100%	53	100%
Female	23	49%	28	56%	29	55%
Male	24	51%	22	44%	24	45%
Total	47	100%	50	100%	53	100%

DC Superior Court Associate Judges by Race and Ethnicity

Superior Court of the District of Columbia Associate Judges by Gender
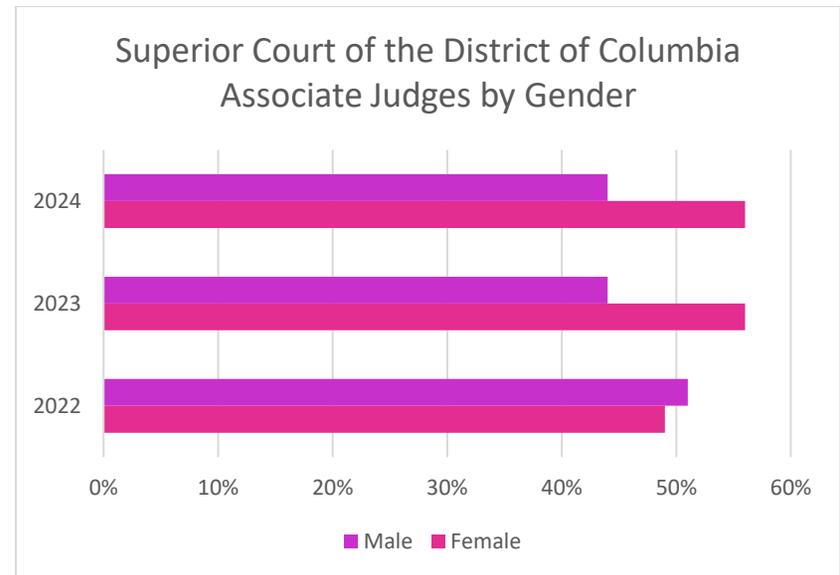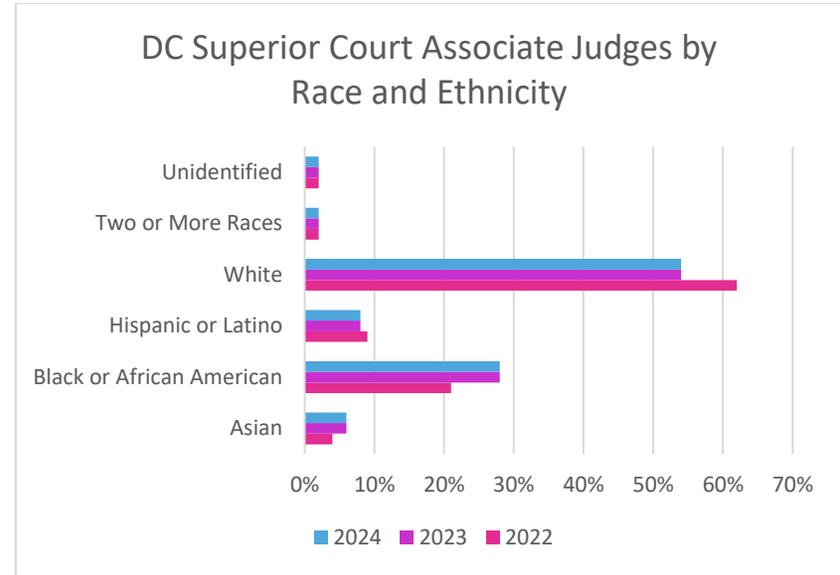
Superior Court Magistrate Judges[12] (Race and Gender)	2022	%	2023	%	2024	%
Asian	1	4%	1	4%	0	0%
Black or African American	9	37%	13	48%	11	42%
Hispanic or Latino	2	8%	1	4%	2	8%
White	10	42%	10	37%	11	42%
Two or More Races	0	0%	0	0%	0	0%
Unidentified	2	8%	2	7%	2	8%
Total	24	100%	27	100%	26	100%
Female	18	75%	19	70%	17	65%
Male	6	25%	8	30%	9	35%
Total	24	100%	27	100%	26	100%

DC Superior Court Magistrate Judges by Race and Ethnicity

DC Superior Court Magistrate Judges by Gender
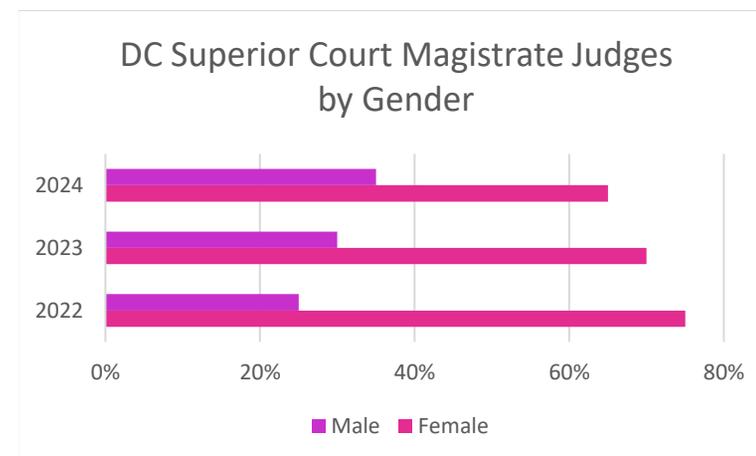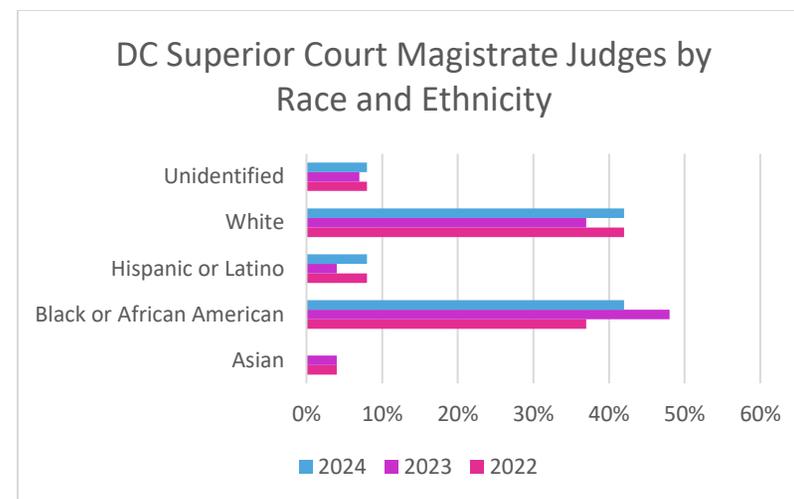
[12] The selection process for magistrate judges is a distinct process conducted through the Committee on Selection and Tenure of Magistrate Judges and the Chief Judge of the Superior Court of the District of Columbia.

Superior Court Judicial Administrative Assistants (Race and Gender)	2022	%	2023	%	2024	%
Asian	3	9%	3	10%	3	10%
Black or African American	23	72%	23	74%	20	69%
Hispanic or Latino	2	6%	2	6%	2	7%
White	4	13%	3	10%	4	14%
Two or More Races	0	0%	0	0%	0	0%
Unidentified	0	0%	0	0%	0	0%
Total	32	100%	31	100%	29	100%
Female	30	94%	29	94%	28	97%
Male	2	6%	2	6%	1	3%
Total	32	100%	31	100%	29	100%

DC Superior Court Judicial Administrative Assistants by Race and Ethnicity

DC Superior Court Judicial Administrative Assistants by Gender
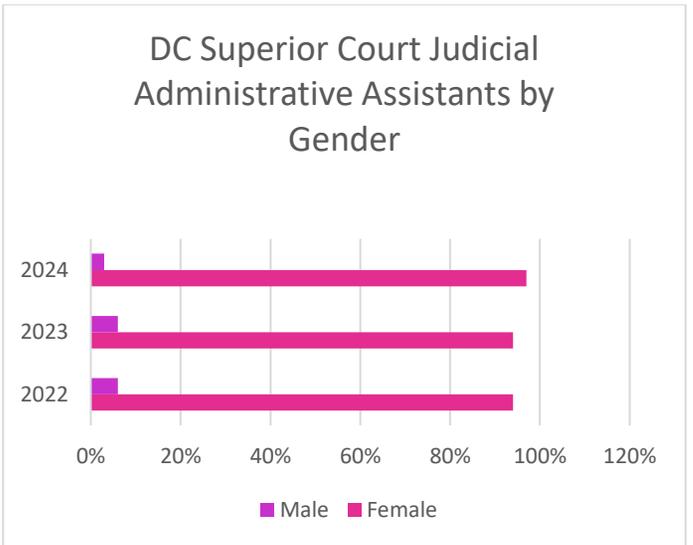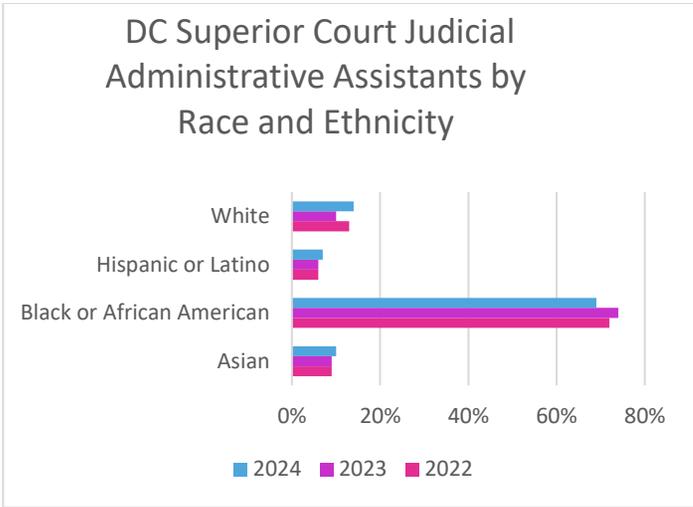
Superior Court Law Clerks (Race and Gender)	2022	%	2023	%	2024	%
American Indian/Alaskan Native	0	0%	0%	0%	1	1%
Asian	6	5%	16	12%	14	11%
Black or African American	16	15%	17	13%	16	12%
Hispanic or Latino	10	9%	14	11%	11	9%
White	78	71%	84	64%	85	66%
Two or More Races	0	0%	0	0%	1	1%
Unidentified	0	0%	0	0%	0	0%
Total	110	100%	131	100%	128	100%
Female	78	71%	90	69%	91	71%
Male	32	29%	41	31%	37	29%
Total	110	100%	131	100%	128	100%

DC Superior Court Law Clerks by Race and Ethnicity

DC Superior Court Law Clerks by Gender