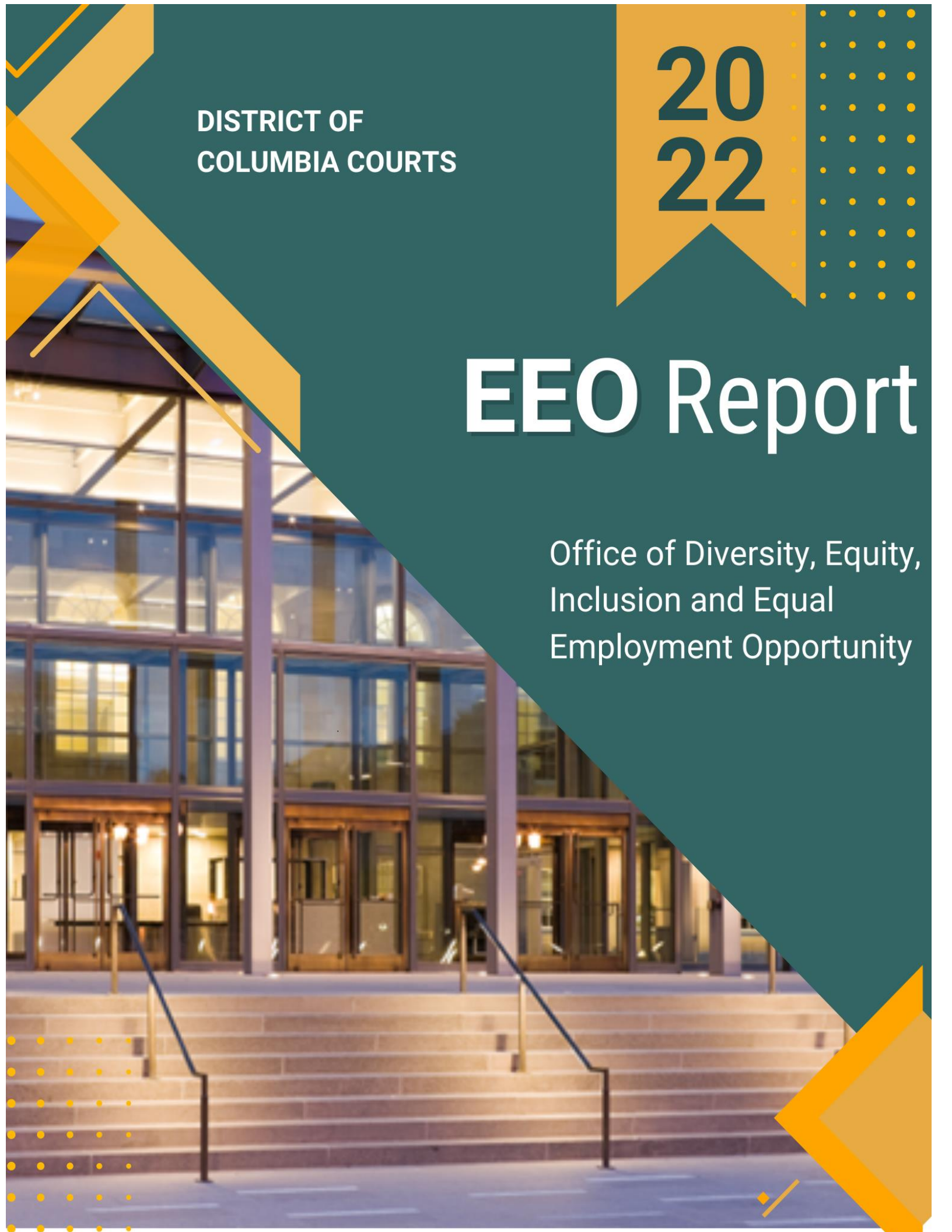


DISTRICT OF
COLUMBIA COURTS

20
22

EEO Report

Office of Diversity, Equity,
Inclusion and Equal
Employment Opportunity



This page left intentionally blank for duplex printing.

Executive Summary

The 2022 Equal Employment Opportunity (EEO) Report focuses on employees (n = 893) 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 10% of the DC Courts' employee workforce compared to 10% and 7% of their respective availability in the Washington Metropolitan area. In 2022, Asians represented 4% (6 individuals) of new hires compared to 1% (n = 1) in 2021, 3% (n = 3) in 2020 and 8% in 2019 (n=9). New hires who self-identified as Hispanic or Latino represented 13% (17 individuals) of total new hires compared to 16% (19 individuals) in 2021, 21% in 2020 and 19% in 2019.

For purposes of talent acquisition, the DC Courts received 6,722 job applications, competitively hired 136 new employees and promoted 28 employees. The percent of job applicants who self-identify as Asian has remained relatively steady between 5% (2022), 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 fluctuated over the years: 2014 (9%), 2015 (14%), 2016 (16%), 2017 (16%), 2018 (19%), 2019 (14%), 2020 (21%), 2021 (12%), and 2022 (12%).

In 2022, 12% of employees separated from the workforce (n = 115) compared to 8% (n=70) in 2021, 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 2022 separations, 48% were African American females (n=60) and 26% were African American males (n=25), which is below the African American female composition of the workforce at (50%) and slightly above the composition of the workforce for African American males (22%). White females separated slightly above their composition of the workforce at 9% (n = 8) and comprise 7% of the workforce. White males separated at 4% (n=5) of the workforce and comprise 7% of the workforce. Retirements (49%) and resignations (49%) accounted for the majority of the total separations (n = 115).

In 2022, there were six corrective actions compared to four in 2021, seven in 2020 and 24 in 2019. The percent of corrective actions issued to African American decreased from 79% (n=19) in 2019 to 29% (n=2) in 2020 and 50% (n=2) in 2021. In 2022, EEO complaints (n=6) were slightly higher in comparison to 2021 (n=1), 2020 (n= 0), and 2019 (n=4). This result, in addition to maintaining a relatively 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
2022 DC Courts’ Total Workforce	7
2022 DC Courts’ Employee Workforce.....	8
DC Courts Occupational Categories	9
Participation of African American.....	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
2022 DC Courts’ Applicant Flow Data.....	15
2022 Qualified Applicants	16
New Hires	17
Promotions.....	18
Performance Awards	19
Separations.....	20
Corrective Actions	22
DC Courts’ EEO Office.....	23
Appendix: DC Courts’ Judicial Workforce Demographics	30

List of Tables

Table 1: Labor Participation Rates	8
Table 2: 2022 Workforce Availability and Utilization	10
Table 3: 2022 Applications by Race and Gender	15
Table 4: Percent of Qualified Applicants.....	16
Table 5: 2022 New Hires	17
Table 6: 2022 Promotions.....	18
Table 7: 2022 Performance Awards	19
Table 8: 2022 Separations	20
Table 9: 2022 Separations by Type	21
Table 10: 2022 Corrective Actions	22

List of Figures

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

Introduction

In 2022, DC Courts Leadership continued to balance health and safety measures for the public, our workforce, and answered the call from internal and external stakeholders for sustainable flexibility through Reimagining the DC Courts after the onset of the COVID-19 pandemic. During this era, flexibility has been expanded more than ever in our Courts' history. Human capital decisions regarding hybrid, alternative work, and maxi flex schedules were made available wherever feasible. As individuals, we have opinions about how, when and where we do our best work, and often those sentiments must give way to the contributions we make to the greater whole: a court team. The Courts have a critical, often a life, liberty or livelihood affect, on individuals and groups within our community. The mantle to continuously provide excellent service and access to justice as *the* judicial source for the District of Columbia's residents, is a responsibility that belongs to the Courts.

In addition to the emphasis placed on understanding the individual, importance is placed on the role of teams and how we manage formalized teams (within a unit, branch or division) and the teamwork that is equally essential and comprised of individuals formed beyond the boundary of a fixed office. The hallmark of teams of all kinds, is that we communicate timely, share information, steadily promote respect and belonging, encourage understanding, and that we do our part to relieve others - whether it entails allowing other teammates to take various forms of required or discretionary leave or reducing the wait times of special populations, in-person and digitally remote.

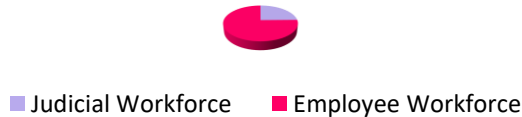
This is done for all to enjoy workplace flexibilities and participate in the fair distribution, of all the work, which is important and furthers court excellence. The expectation is that members of the constructed team and members of teams beyond office lines, share in the positive attitude that helps to extend flexibilities and teamwork to all. For matters that are within our control, the work of the DEI/EEO Office is to promote the *fair deal*, between the Courts' interests, as both a workplace and the conduit for access to justice, and to provide fairness for the individual, and just as importantly, the work of the team. The DC Courts prides itself on the multitude of diverse individuals and disciplines it takes to operate a court system.

This EEO report covers the period January 1, 2022 through December 31, 2022. Here we examine our workforce participation rates for equality, opportunity, and fairness. According to Policy 400 (II) of the Comprehensive Personnel Policy and the 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 the Affirmative Action Plan.

2022 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: judges (n = 80), law clerks (n = 151) and judicial administrative assistants (n = 36). Sixteen employees or 6% of the judicial workforce self-identify as having a disability. Figures 2 and 3 provide racial and gender breakdown of our judicial workforce as: 9% Asian (n = 24), 26% African American (n = 69), 9% Hispanic or Latino (n = 24), 55% White (n=146), <1% two or more races (n = 1), and <1% did not self-identify (n = 3). The judicial workforce is 32% male and 68% female.

Figure 2: Total Judicial Workforce (Race)

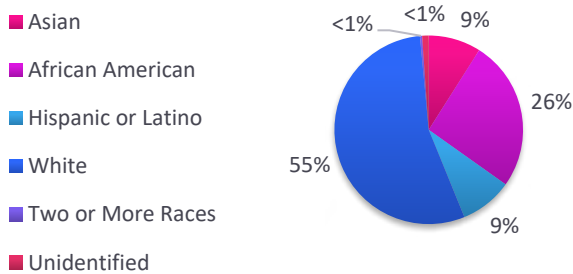
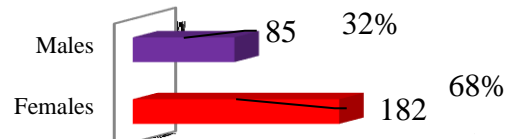


Figure 3: Total Judicial Workforce (Gender)



Figures 4 and 5 provide racial and gender breakdown of our employee workforce as: 4% Asian (n =40), 69% African American (n = 618), 10% Hispanic or Latino (n=85), 14% White (n=121), <1% American Indian or Alaskan Native (n = 10), 1% two or more races (n = 16) and <1% unidentified (n=3). Five percent (n= 40) of the employee workforce self-identify as having a disability.

Figure 4: Total Employee Workforce (Race and Ethnicity)

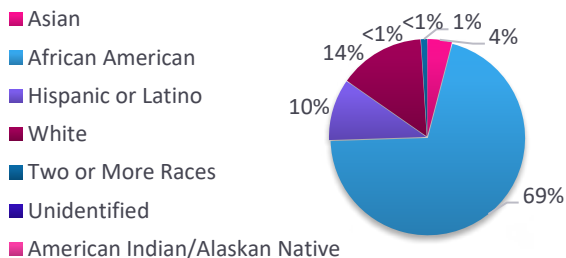
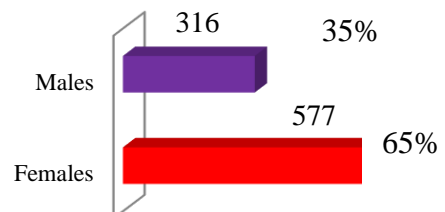


Figure 5: Total Employee Workforce (Gender)



2022 DC Courts' Employee Workforce

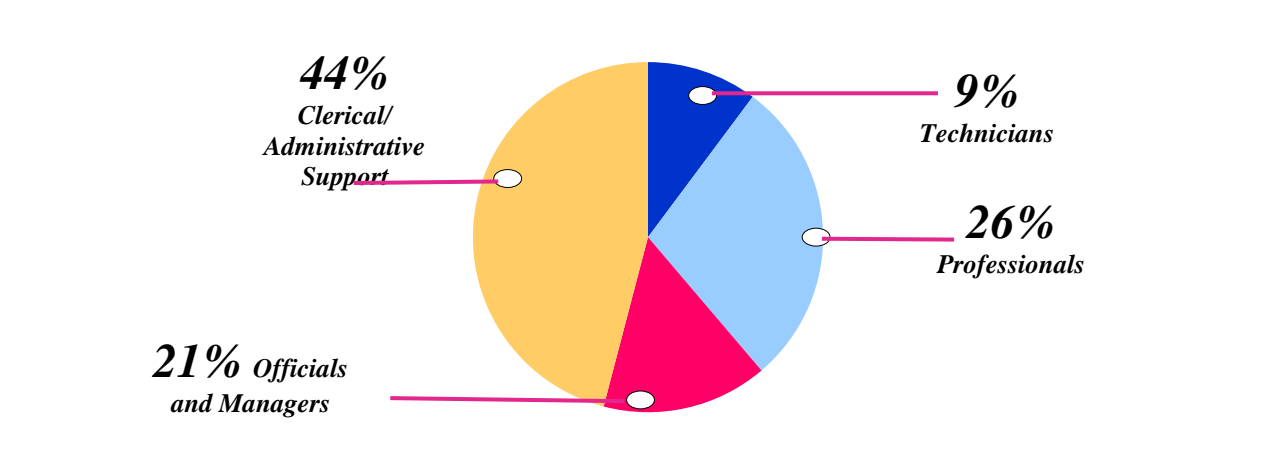
Table 1 below shows the labor participation rate by comparing the DC Courts 2022 workforce to that of the Washington Metropolitan Area (WMA) as reported by the U.S. Census. The comparison shows the racial demographics by the same four occupational categories included in the DC Courts. The Metropolitan 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	2022 ² Job Applicants	New ³ Hires
African American	23%	69%	64%	67%
White	60%	14%	16%	14%
Hispanic or Latino	7%	10%	12%	13%
Asian	10%	4%	5%	4%

The DC Courts employ 893 full-time employees. The DC Courts' employee workforce can be classified in the following occupational categories⁴: officials and managers at 21% (n = 189), professionals at 26% (n = 236), technicians at 9% (n = 79), and administrative and clerical support at 44% (n = 389).

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: 2022 Workforce Availability and Utilization. The total number of employees reflected in Table 2 is 864 and does not include unidentified employees (n = 10), employees who have self-identified as American Indian or Alaskan Native or Native Hawaiian (n=3), those of two or more races (n = 16). The DC Courts' participation rate of these individual groups is 2% or less.

Table 2: 2022 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	51	74	19	18	9	8	5	4	84	104	188
	% DC Courts	27	39	10	10	5	4	3	2	45	55	
	% Metro Area ⁵	8	11	38	27	4	3	5	3	55	44	
	% Underutilization	19	28	-28	-17	1	1	-2	-1	-10	11	
Professionals	# DC Courts	64	67	21	24	12	10	13	6	110	107	217
	% DC Courts	29	31	10	11	6	5	6	3	51	49	
	% Metro Area	7	11	31	31	3	3	7	6	48	51	
	% Underutilization	22	20	-21	-20	3	2	1	-3	3	-2	
Technicians	# DC Courts	27	31	2	6	5	1	1	3	35	41	76
	% DC Courts	36	41	3	8	7	1	1	4	46	54	
	% Metro Area	11	19	26	22	3	3	7	7	47	51	
	% Underutilization	25	22	-23	-14	4	-2	-6	-3	-1	3	
Clerical/Admin. Support	# DC Courts	45	259	15	16	9	31	3	5	72	311	383
	% DC Courts	12	68	4	4	2	8	1	1	19	81	
	% Metro Area	10	24	13	33	3	7	2	7	29	71	
	% Underutilization	2	44	-9	-29	-1	1	-1	-6	-10	10	
	Total	187	431	57	64	35	50	22	18	301	563	864⁶
	% Total	22	50	7	7	4	6	3	2	35	65	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 has self-identified as American Indian or Alaskan Native; 16 employees who have self-identified as two or more races; and ten employees who did not identify their race or ethnicity.

DC Courts' Workforce Participation Rates

African Americans. For 2022, the largest racial and national origin category in our employee workforce was African American, who comprised approximately three-quarters (72%) of the workforce (n = 618). African American females represented half of the workforce (50% or 431) and African American males comprised nearly one-quarter of the workforce (22% or 187). 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 66% in the official and managers category, 60% in the professional category, 77% in the technician category, and 80% in the clerical and administrative support category. African American females exceeded the benchmarks from 31 (professional) percentage points to 68 (clerical) percentage points, while African American males exceeded the benchmarks from 12 (clerical) percentage points to 36 (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 = 121) in 2022, compared to 60% of the WMA labor market for the same occupational categories. The DC Courts' White participation rate was 20% in the officials and managers category, 21% in the professional category, 11% 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. 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 significant underutilization of females (65%) for 2022.

Hispanics or Latinos. The third largest racial and national origin workforce category at the Courts in 2022 consisted of Hispanics or Latinos, who participated at a rate of 10% (n = 85), which is more than the Washington area labor participation rate for Hispanics (7%). In 2022, the DC Courts' Hispanic or Latino participation rate was 9% in the officials and managers category, 11% in the professional category, 8% in the technician category, and 10% in the clerical and administrative support category. In 2022, the DC Courts experienced a slight (-1%) underutilization of Hispanic or Latino males in the clerical and administrative category. Hispanic or Latino males exceed the benchmark in the technician category by four percentage points, the professional category by three percentage points, and the officials and managers category by one percentage point. There was slight underutilization (-2%) of Hispanic or Latina females in the technician category. Hispanic or Latina females exceed the benchmark in the professional category by two points and the officials and managers and clerical categories by one point respectively. In 2022, there was a net gain of seven self-identified Hispanic or Latino employees. A total of 17 self-identified Hispanics or Latinos were hired.

Asians. For 2022, Asians participated in the Courts' workforce at a rate of 5% (n = 40) 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 5% in the officials and managers category, 9% in the professional category, 5% in the technician category, and 2% in the clerical and administrative support category. Asian males were below the benchmark between two percentage points (officials and managers) and six (technician) percentage points. Asian females were below the benchmark from three percentage points (professionals and technicians respectively) to five percentage points (clerical).

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.

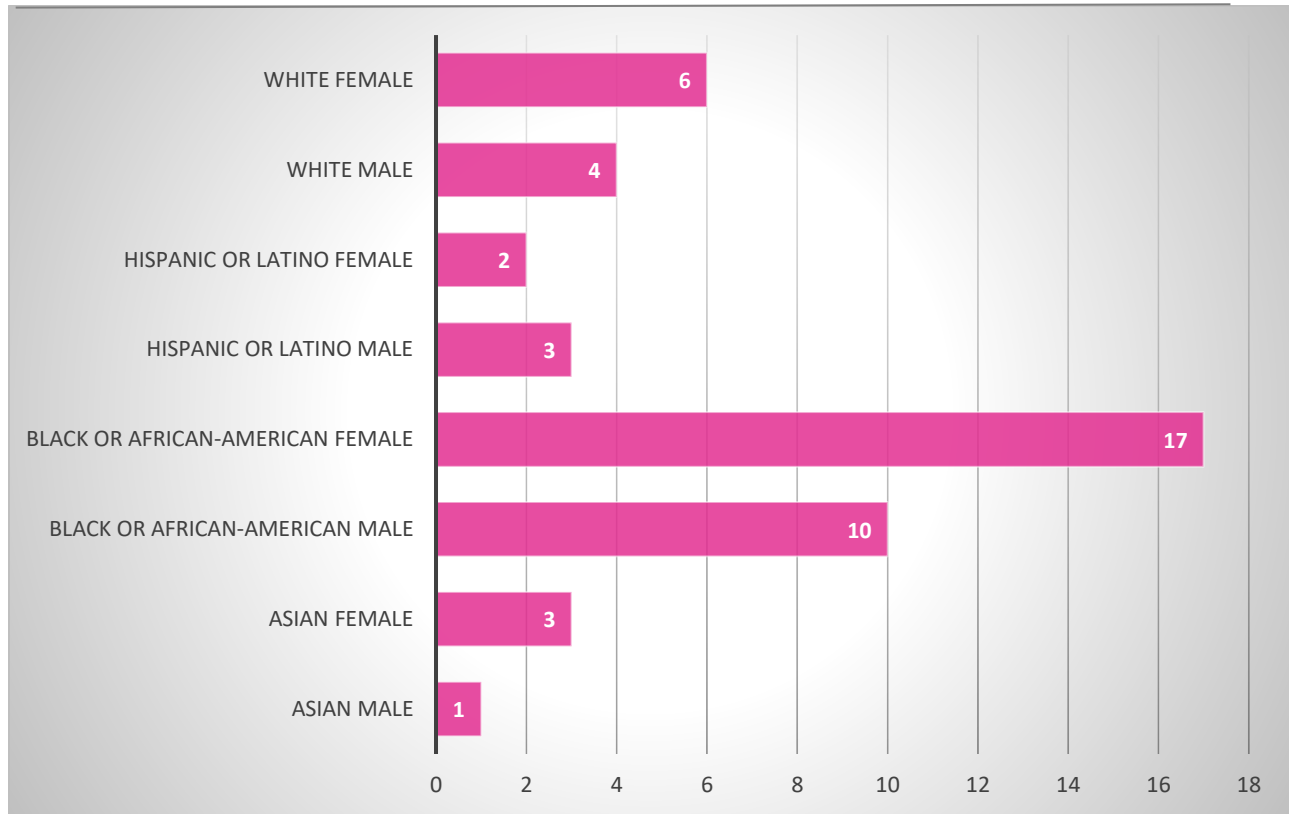
“Asian” refers to a person having origins in any of the original peoples of East Asia, Southeast Asia, or the Indian subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam. It includes people who indicated their race(s) 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

⁷Number of Employees

2022 DC Courts' Applicant Flow Data

In 2022, the DC Courts received 6,722 job applications for permanent positions in response to vacancy announcements for 28 open positions. Of the 28 open postings, 14% (n = 4 positions) were posted for internal applicants only. For the four internal job postings, 100% (n = 273) of all job applicants self-identified their race and gender. External job postings (86% or 24 positions) attracted 6,449 job applications and 82% (5,317) of those job applicants self-identified their race and gender. Therefore, the overwhelming majority of job applicants (83% or 5,590 out of 6,722) reported their race and gender.

Of the total number of applicants who provided race information (5,590): 64% were African American, 0% were American Indian or Alaskan Native, 5% were Asian, 12% were Hispanic or Latino, 0% were Native Hawaiian or Pacific Islander, 16% were White, and 2% were identified as having two or more races. The 2022 breakdown of female to male applicants (69% vs. 31%) 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 5% of all applications. Since 2017, the DC Courts' applicant pool of self-identified Asians included steady applicant submissions from 4% in 2017, 6% in 2018 and 2019, 7% in 2020, and 2021, and 5% in 2022. 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 two percentage points in 2021 and 2022 (12%).

Table 3: 2022 Applicants Who Self-Identified their Race and Gender

	Male	Female	Total	
White	7%	9%	16%	885
African American	17%	48%	64%	3,592
Asian	3%	2%	5%	280
Native Hawaiian or Other Pacific Islander	0%	0%	0%	8
American Indian or Alaskan Native	0%	0%	0%	25
Two or More Races	0%	2%	2%	135
Hispanic or Latino	4%	8%	12%	665
Total	31%	69%	100% ⁷	5,590

⁷ Numbers may not total 100% due to rounding.

2022 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, nearly 50% 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	51%	885
African American	56%	3,592
Asian	45%	280
Native Hawaiian or Other Pacific Islander	50%	8
American Indian or Alaskan Native	100%	25
Two or More Races	48%	135
Hispanic or Latino	61%	665
Total		5,590

2022 New Hires

Table 5: 2022 New Hires

	Male		Female		Total	
	N	%	N	%	N	%
White	5	4%	14	10%	19	14%
African American	21	15%	70	51%	91	67%
Asian	4	3%	2	1%	6	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%	3	2%	3	2%
Hispanic or Latino	5	4%	12	9%	17	13%
TOTAL ⁹	35	26%	101	74%	136	100%

The percentage of Hispanic or Latino new hires decreased in 2022 (17% 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 2022 African American new hire percentage is 67%, which is an increase from 65% in 2021, 57% in 2020 and an increase of 13 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

2022 (14%) remained the same as 2021 and 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.

2022 Promotions

Table 6: 2022 Promotions

	Male		Female		Total	
	N	%	N	%	N	%
White	2	7%	3	11%	5	18%
African American	3	11%	15	54%	18	65%
Asian	1	4%	1	4%	2	8%
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%	2	7%	3	11%
TOTAL ¹⁰	7	25%	21	75%	28	100%

There was a total of 28 competitive promotions for 2022. Of the employees promoted, 65% were African American, 18% were White, 11% were Hispanic or Latino and 8% 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, 25% (n = 7) were managerial, and 39% (n = 11) were professional, and

4% (n=1) were technician. The average length of service years for employees who accepted promotions in 2022 was 11 years. In 2022, promotions were accepted by employees throughout their years of service with the courts: one-five years (n=11), six-ten (n=6), eleven – fifteen (n=6), sixteen – twenty (n=2), and twenty-one – twenty-five (n=1), and twenty-six – thirty (n=2).

¹⁰ Numbers may not total 100% due to rounding.

2022 Performance Awards

Table 7: 2022 Performance Awards

There was a total of 693 performance awards administered for the 2021- 2022 performance period. Performance award data viewed through a racial and ethnic lens revealed the following: 78% of self-identified Black or African American received a performance award, 78% of self-identified Whites received a performance award, 84% of self-identified Hispanics or Latinos received a performance award; and 80% of self-identified Asians received a performance award. There does not appear to be a racial or ethnic disparity based on how monetary awards were administered. Performance awards were approved by the Joint Committee on Judicial Administration and administered to employees who earned an outstanding and exceeds expectations rating on their performance evaluation. The Joint Committee members expressed their appreciation for individual commitment, contributions, adaptability, and innovations during the performance period.

Table 7: Percentage of Employees Who Received a Monetary Performance Award

Race	%	Total Monetary Awards
White	78%	94
African American	78%	480
Asian	80%	37
Native Hawaiian or Other Pacific Islander	0%	0
American Indian or Alaskan Native	0%	0
Two or More Races	75%	12
Hispanic or Latino	84%	70
Total		693

2022 Separations

Table 8: 2022 Separations

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

In 2022, 115 employees (12% of the employee workforce) separated from the Courts for total attrition, which is above the total attrition rate of 2021 (8% of the workforce). Of the 115 separations, 49% retired, 49% resigned,

and 2% was medically separated. Additionally, 69% (n = 79) of separations were female and 31% (n = 36) were male (their distribution in the workforce is 65% and 35% respectively). The racial and national origin of separated employees includes: American Indian <1% (n =1), Asian 3% (n = 3), African American 75% (n =86), Hispanic or Latino 9% (n = 10), two or more races <1% (n=1) and Unidentified <1% (n=1), White 11% (n = 13).

African American females at 53% (n = 61) and African American males at 21% (n = 25) were the largest groups who separated during 2022. African American females separated slightly above their composition of the workforce which is 50% and African American males separated slightly below their composition of the workforce which is 22%. The separation of White females at 7% (n = 8) is the same as their composition of the workforce (7%) and two points below their 2021 separation rate (9%) and five points below their 2020 separation rate (14%). The separation of White males at 4% (n= 5) is below their composition of the workforce at 7% (n=57). The separation of Hispanic or Latino females at 6% (n = 7) and Hispanic or Latino males at 3% (n=3) is the same workforce composition for self-identified Hispanic or Latino females (6%) and slightly below the composition for self-identified Hispanic or Latino males (4%). The separation of an Asian male at <1% (n = 1) and Asian females at 2% (n = 2) is slightly below the composition of the workforce for self-identified males (3%) and equals the composition of the workforce for Asian females (2%).

Table 9: 2022 Separation by Type

	Retired		Resigned		Terminated		Total Separated		Population ¹¹	
	N	%	N	%	N	%	N	%	N	% of Population
Asian Females	1	2%	1	2%	0	0%	2	2%	18	2%
Asian Males	1	2%	0	0%	0	0%	1	1%	22	3%
African American Females	27	48%	33	61%	0	0%	60	55%	431	50%
African American Males	17	30%	8	15%	0	0%	25	23%	187	22%
Hispanic or Latino Females	1	2%	5	9%	0	0%	6	5%	50	6%
Hispanic or Latino Males	1	2%	2	4%	0	0%	3	3%	35	4%
White Females	4	7%	4	7%	0	0%	8	7%	64	7%
White Males	4	7%	1	2%	0	0%	5	5%	57	7% ¹²
Total	56		54¹³		0		110¹⁴		864	

¹¹ 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 three employees who have self-identified as American Indian or Alaskan Native; five employees who did not identify their race or ethnicity; sixteen who self-identified as two or more races, and one employee who self-identified as Native Hawaiian and Pacific Islander.

¹² Numbers may not total 100% due to rounding.

¹³ There were three employees who resigned and self-identified as American Indian or Alaskan Native (n= 1); Native Hawaiian and Pacific Islander (n=1); and one unidentified (n =1) employee.

¹⁴ There were two medical separations not included in this chart.

2022 Corrective Actions

Among nearly 1,000 employees, there were six corrective actions imposed in 2022. This was an increase of two corrective actions from 2021 (n= 4) and a decrease of corrective actions in comparison to 2020 (n=7) and 2021 (n = 21). Corrective actions in 2022 ranged from: Letter of Reprimand (n = 2); and one day suspension (n=1), five-day suspension (n=1) and ten-day suspension (n =1) and demotion (n=1). Female employees received corrective actions at a rate higher than their (83% vs. 50%) composition of the workforce. Male employees received corrective actions at a lower rate than their composition of the workforce (17% vs. 22%). Caution should be used when analyzing the data due to the low number of corrective actions.

Table 10: 2022 Corrective Actions	Corrective Actions		Population	
	%	N	%	N
Females	83%	5	65%	563
Males	17%	1	35%	301
African American males	17%	1	22%	187
African American females	83%	5	50%	431
Asian females	0%	0	3%	18
Asian males	0%	0	2%	22
Hispanic males	0%	0	3%	35
Hispanic females	0%	0	6%	50
White females	0%	0	8%	64
White males	0%	0	6%	57
TOTAL		6	100%	864
<i>Caution should be used when interpreting these percentages due to the small number of individuals in this group.</i>				893

Corrective action data was evaluated based on employee race, gender, and occupational categories. The actual number of 2022 corrective actions issued to African American employees (n = 6) was an increase to the number of corrective actions issued in 2020 (n=2) and 2021 (n=2) and a decrease of corrective actions compared to 2019 (n=19). The proportion of corrective actions issued to an African American males at 17% (n = 1) and females at 83% (n = 5) is below the African American male composition of the workforce at 22% and higher than the African American female composition of the workforce at 50%. In 2022, Asians, Whites and Hispanics or Latinos did not receive corrective actions and comprise 5%, 14% and 10% of the workforce, respectively. The relationship between corrective actions issued and occupational categories are as follows: 83% (n = 5) were clerical/administrative and 17% (n = 1) were professional. However, caution should be used when interpreting these percentages due to the small number of individuals (n=6) in this group.

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

The focus of this section highlights 2022 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 2022, 16 employees sought counsel from the EEO Office.

Out of the 16 employee matters brought to the attention of the EEO/DEI Office, six EEO matters resulted in the following dispositions: case dismissed (n=1); reasonable cause determination (n=1); informal resolutions (n=2); and EEOC position statements (n=2). In response to the remaining 10 bullying allegations, two reasonable cause determinations and eight informal resolutions were made. In response to the complaints filed in 2022, there were no findings of violations made pursuant to the Courts' Comprehensive Personnel Policies 400

(EEO), 410 (Sexual Harassment) ad 420 (Anti-Bullying). Finally, there were no filings submitted pursuant to the DC Courts Employee Dispute Resolution (EDR) Plan.

A. Transparency

The DC Courts have promoted transparency to train employees on EEO rights. 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. Mandatory Employee Dispute Resolution Plan training and acknowledgement signatures were made available through an on-demand webinar format and is offered annually. The DC Courts complies with physical and electronic postings. Moreover, there are DEI/EEO intranet and internet pages, administrative procedures and an intranet search bar for all things EEO. The relevant policies and administrative processes are available on the courts' intranet and webpage for job applicants. The Human Resources Division provides an overview of all personnel policies to new hires. Voluntary mediation is available at any stage of a conflict or complaint process. Comparatively, as in most agency EEO procedures, if an employee pursues a complaint process other than that described in the agencies' fair employment processes, they shall be deemed to have waived the rights to have such complaint processed in accordance with the courts fair employment policies.

B. Racial Equity Initiative

On January 19, 2022, an internal newsletter, entitled "Calling all Candlelighters," was published to expound upon: our approach to racial equity, our R.A.C.E. principles, our transformative work zone – institutional implicit; our racial advisory working group; and our racial equity information sessions. The newsletter outlined key leaders in various roles who were active in the Racial Equity Initiative proposal from the Standing Committee on Fairness and Access to the Joint Committee on Judicial Administration. The purpose of the R.A.C.E principles were explained to: 1) explicitly name race as an unfortunate predictor of success; 2) address this concern by utilizing tools to remove barriers to racial equity; and 3) set expectations that the courts' racial equity work should be prioritized and intensified. Our transformative work zone was explained to include a vision of focusing on rules, policies, procedures, and norms internally and externally with stakeholders to implement transformation. Five key communication messages were centered around the themes of: equal justice is who we are; we

are a values-lead organization; how equity leads to procedural fairness; how racial equity is not about shaming, blaming or making any person feel guilty; and how race can predict one's success on any and all indicators of success.

Between January and March, several racial equity information sessions, open to the workforce, were made available through a virtual format. Nearly 100 members of the workforce attended collectively. The information sessions provided a deeper explanation of why the Racial Equity Initiative is needed to establish a comprehensive strategy and next steps to assess our processes, policies and procedures through a racial equity lens. A racial equity initiative intranet page was launched to normalize race conversations and to promote awareness including: the four-pronged approach; a series on core and supporting messages; structural racism and outcome gaps; race and racism facts and myths; bias infographics; promoting racially and culturally inclusive language; data infographics; and content regarding courageous conversations. By August, the DC Courts' webpage launched which defined diversity, equity, inclusion, belonging and explains the racial equity initiative to the public.

From February to April 2022, a truth or myth series was shared with the workforce. The following topics were covered: race is a social construct (236 views); racism is in the past (50 views); racism will end when individuals stop being racist (252 views); hard work and good values overcome racism (120 views); I do not see an Individual's race or color (130 views); and hierarchies are natural (12 views). From April through July, a series on courageous conversations was shared with the workforce including: welcome to courageous conversations series (88 views); how to generate two or three observable strategies (30 views); make race visible (67 views); elements of a productive courageous conversation Part I (38 views); Part II (130 views); and Part III (115 views).

C. Special Emphasis Programs

Through the collaborative work of the Racial Equity Working Group, chartered by the Joint Committee on Judicial Administration in 2021, it was imperative to support and leverage many of the Courts' long-standing appreciation for diversity through our special emphasis programs. In February, the Black History Month Committee presented on the theme of Black History and Wellness. Lunch and Learn discussions about: *Just Mercy* (February 3rd) and *Trial 4* (February

4th), were used as awareness ideas that the Blueprint for Racial Justice also used to promote awareness regarding inequities in the justice system. Other Black History Month Committee activities included: African American Bingo (February 11th), an informative nutrition and fitness webinar entitled Be Fit & Eat Well: A Healthier You in 2022! (February 18th), and Third Annual African American Impact Awards (March 9th). For May's Asian American and Pacific Islander Heritage Month, Arun G. Rao, Deputy Assistant Attorney General of U.S. Department of Justice was the keynote speaker on AAPI's in public service. Two other AAPI events included a Cultural Presentation (May 20th) and a Cooking Demonstration (May 25th). Special emphasis throughout the year was placed on our LGBTQ+ Affinity Group which resulted in understanding of pronoun usage, self-acknowledging our pronouns through employee profile pages and emails and drafting a Guidance for Supporting Gender Identity, Gender Expression and Transgender Employees.

D. Other DEIB Initiatives

In the spring of 2022, the Standing Committee on Fairness and Access finalized survey questions proposed by the racial equity consultant. On April 12th and July 5th, respectively, the DC Courts' Racial Equity and DEI surveys were launched including an employee survey (452 participants) and stakeholder survey (400 participants). In 2022, the workforce was invited to a webinar series on jury diversity hosted by the National Center for State Courts. Between May and July 2022, notes from the webinars were sent to members of three committees with an interest in jury diversity including: the Jury Management Committee, the Standing Committee on Fairness and Access and the Racial Equity Working Group. On July 26th, members gathered for a discussion based on the five-part series which included: "Jury Diversity and its Role in Promoting Confidence in the Court System"; "The Path to a Diverse Jury Panel"; "Criminal History Exclusions"; "Implicit Bias and Juror Decision-Making", and "Jury Selection: Beyond Intentional Racial Bias". The meeting participants recognized that many of the best practices and emerging trends have been implemented by the courts and acknowledged the statutory limitations regarding jury diversity. The following information has been compiled pursuant to the DC Court's racial equity contract with the National Center for State Courts: DC Courts Comprehensive Personnel Policies, Rules of Procedure that regulate priority case types identified

by DC Courts Leadership; stakeholder contact information (provided by SMD) and some case management data.

The DC Courts is represented at all the Blueprint for Racial Justice working groups: Fairness and Access, Systemic Change, Improving Diversity of the Bench, Bar, Workforce and Communication and Implementation and the Organizational Assessment Workgroup. To these ends, highlights of our DEIB and Blueprint work include:

- Expanding the EEO Office to include a DEI Officer and federal budgetary approval for a new program analyst position;
- Surveying workforce and stakeholder populations;
- Identifying priority case types for analysis;
- Submitting a series of court programs for a national Systemic Change Directory;
- Providing feedback on guidance regarding the intersection of racial and behavioral health equity for court leaders;
- Providing DEIB trainings (including mandatory implicit bias and procedural fairness trainings);
- Participating in law clerk orientation and new judicial onboarding;
- Participating in panel discussions at the first inaugural DEIB Convention;
- Facilitating information session;
- Supporting special emphasis programs (i.e. LGBTQ+ Affinity Groups);
- Producing videos on DEIB and race equity terms and topics;
- Monitoring trends throughout state and federal court systems; and
- Drafting a DEIB Strategic Plan.

E. Mental Health Initiative

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. During 2022, it was announced at a Quarterly Business Leadership meeting to make wellness a line item on all of our various business meeting agendas. In response to the COVID-19 pandemic, the 2022 newsletter topics included: “We are in this Together,” by DCCA Clerk of the Court, Julio Castillo, “The Business Case for Civility in the

Workplace,” “Helping to Put Emotional Maturity and Immaturity in Perspective,” “Mental Health Public Inspiration Story,” “Fostering a Mentally Healthy Workplace,” “Resources,” and “Affirmations.”

A publication was dedicated to awareness of the roles supervisors and managers contribute to shaping an employee’s experience at work and fostering mental health which included encouragement to: 1) check-in with individuals on your team with five key questions; and 2) tips on how to diversify your communication style; 3) promoting inclusive decision-making, when appropriate; 4) encouraging rest, relaxation and breaks for high performance; and 5) cultivating the part of the culture that you control for a healthy work-life balance. In 2022, the Human Resources Division encouraged wellness checks, when appropriate and promoted ongoing Employee Assistance Program information. The Mental Health Advisory Committee has offered recruitment opportunities to our warm calls project, which began during the onset of the pandemic and heightened remote work, and helps to promote emotional health, engagement and has been utilized in 2022 during times of grief and loss. For more information on the DC Courts’ pledge, mental health conditions, topics and tools, visit the following intranet pages: “Normalizing Mental Health One Conversation at a Time” and “The More We Know the Less We Judge (<http://intranet/content/576530/workplace-mental-health>).”

F. Employee Recognition and Awards

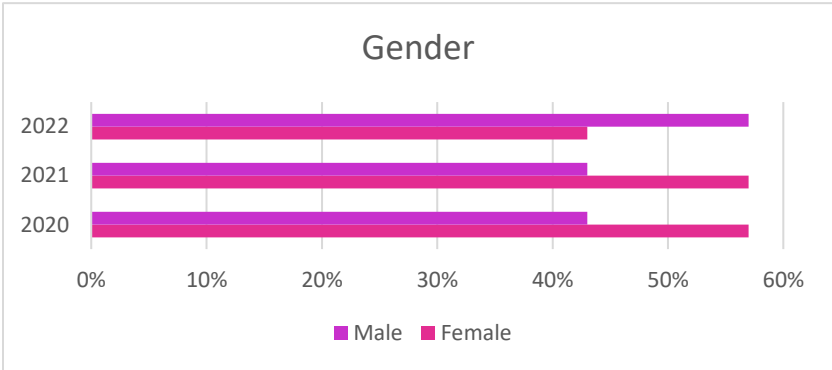
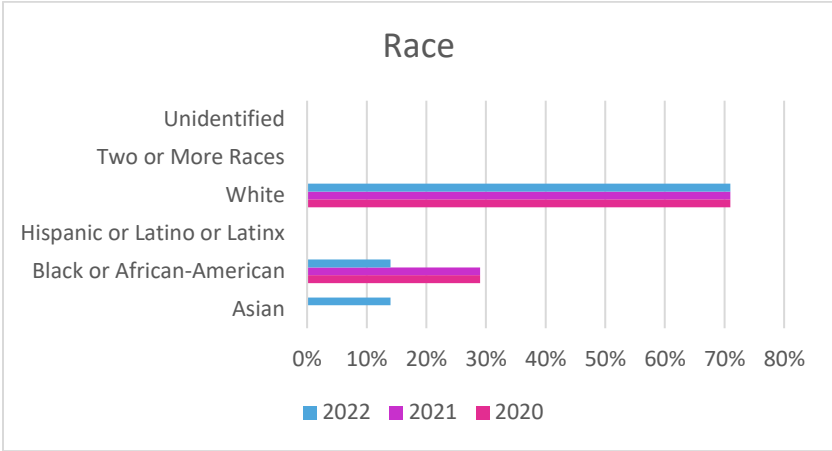
To recognize employees and promote a positive workplace culture, the Courts held its 41st (third virtual) Employee Recognition and Awards Ceremony to celebrate *To the District of Columbia Courts Employees: Our Best Ideas, Support and Success Come from YOU!* Over 100 employees were recognized for exceptional job performance through special tributes, retirements, length of service acknowledgements, and special achievement awards. The program was memorialized through an E-Program Booklet, webinar and court YOUTUBE channel and our *Just Us* musical entertainment continues to be led by one of our retired and devoted Court of Appeals employees, Mr. Terry Lambert.

Employees were honored for leadership and excellence in executing: 1) enterprise technological enhancements and racial equity initiatives; 2) herculean commitment and dedication to IJIS 2 implementation; 3) administering a safe and integrous DC Bar exam; 4)

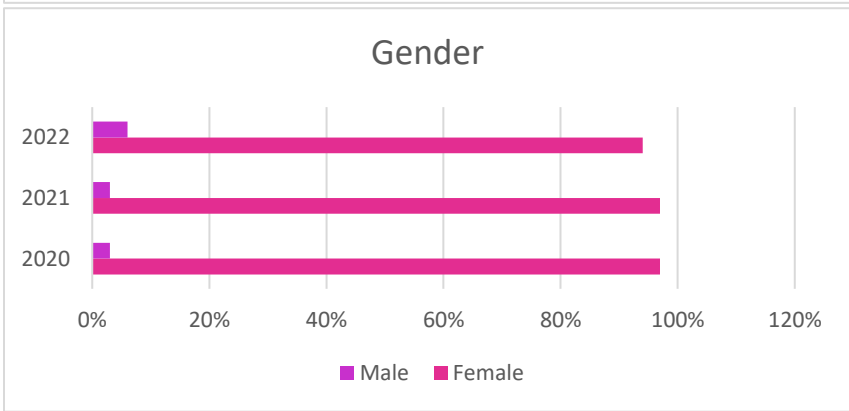
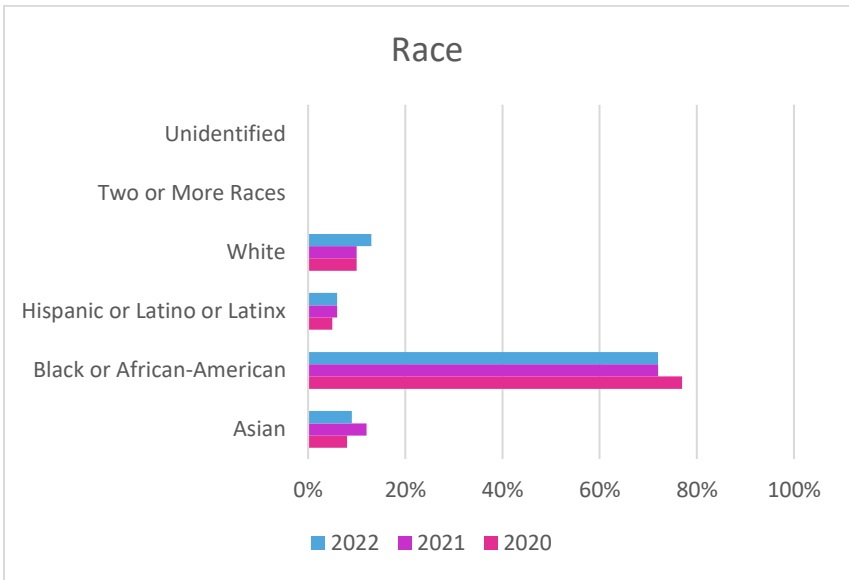
technological customer service support that fosters Reimagining the Courts and Access to Justice goals; 5) a public servant who always seems to “make it happen,” in providing creative solutions to Office Service Unit challenges, and beyond, by managing his team well and foreseeing pitfalls and 6) finally, an unsung hero, who in addition to his Civil Division courtroom duties displayed sacrifice, innovation, volunteerism and humility to implementing the courts IJIS2 goals.

Appendix: DC Courts' Judicial Workforce Demographics

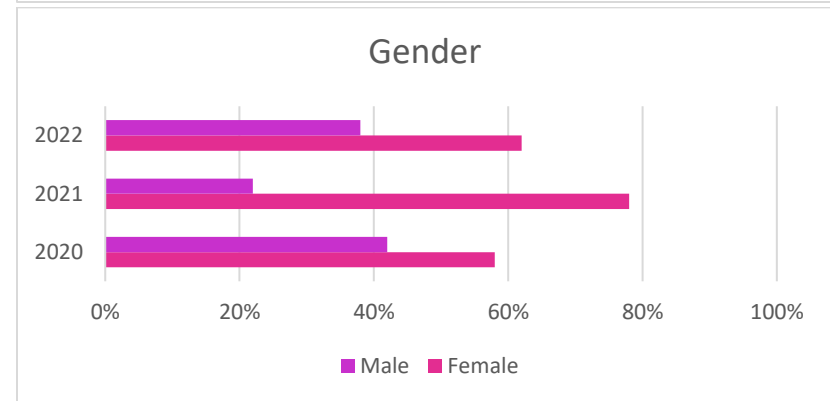
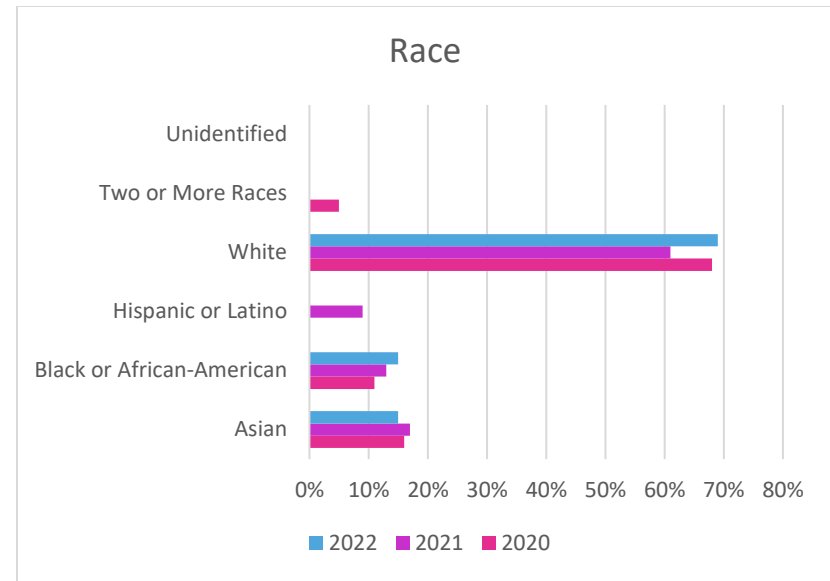
DC Court of Appeals Judicial Officers (Race and Gender)	2020	%	2021	%	2022	%
Asian	0	0%	0	0%	1	14%
Black or African American	2	29%	2	29%	1	14%
Hispanic or Latino or Latinx	0	0%	0	0%	0	0%
White	5	71%	5	71%	5	71%
Two or More Races	0	0%	0	0%	0	0%
Unidentified	0	0%	0	0%	0	0%
Total	7	100%	7	100%	7	100%
Females	4	57%	4	57%	3	43%
Males	3	43%	3	43%	4	57%
Total	7	100%	7	100%	7	100%



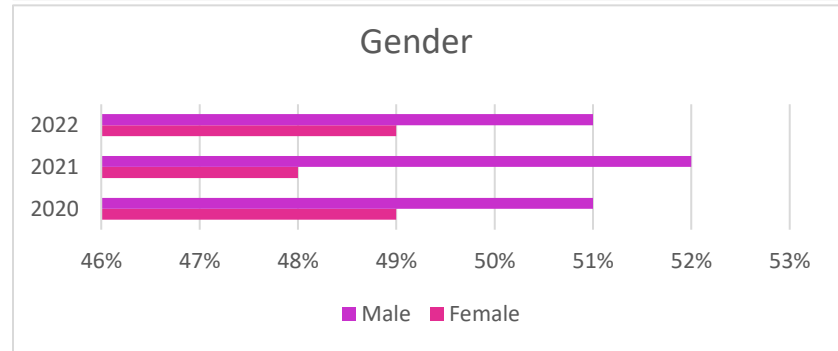
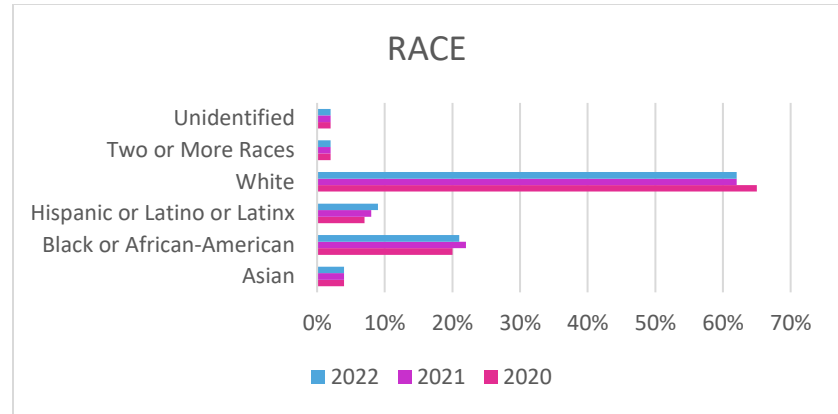
DC Court of Appeals Judicial Administrative Assistants (Race and Gender)	2020	%	2021	%	2022	%
Asian	0	0%	0	0%	0	0%
Black or African American	3	50%	3	75%	3	75%
Hispanic or Latino	1	17%	1	25%	1	25%
White	2	33%	0	0%	0	0%
Two or More Races	0	0%	0	0%	0	0%
Unidentified	0	0%	0	0%	0	0%
Total	6	100%	4	100%	4	100%
Female	5	83%	4	100%	4	100%
Male	1	17%	0	0%	0	0%
Total	6	100%	4	100%	4	100%



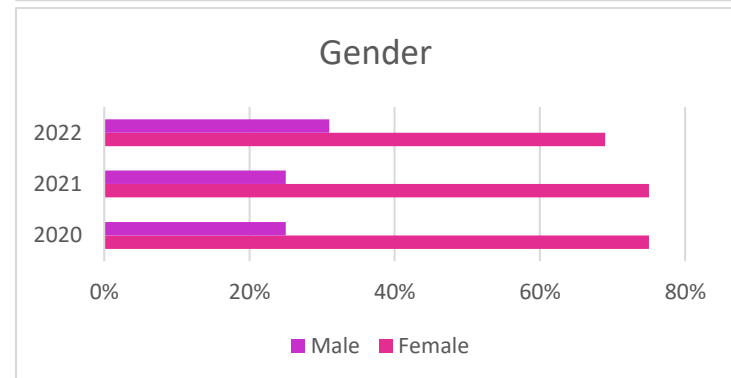
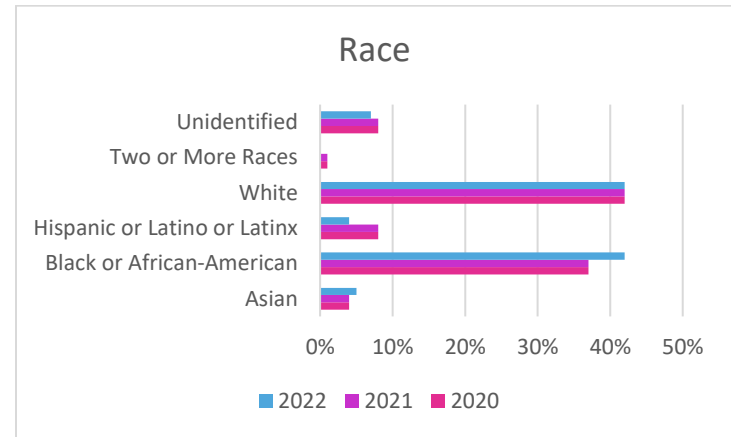
DC Court of Appeals Law Clerks (Race and Gender)	2020	%	2021	%	2022	%
Asian	3	16%	4	17%	4	15%
Black or African American	2	11%	3	13%	4	15%
Hispanic or Latino	0	0%	2	9%	0	0%
White	13	68%	14	61%	18	69%
Two or More Races	1	5%	0	0%	0	0%
Unidentified	0	0%	0	0%	0	0%
Total	19	100%	23	100%	26	100%
Female	11	58%	18	78%	16	62%
Male	8	42%	5	22%	10	38%
Total	19	100%	23	100%	26	100%



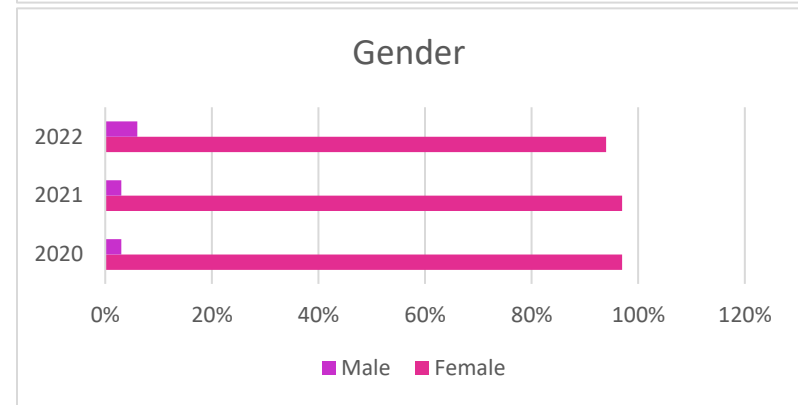
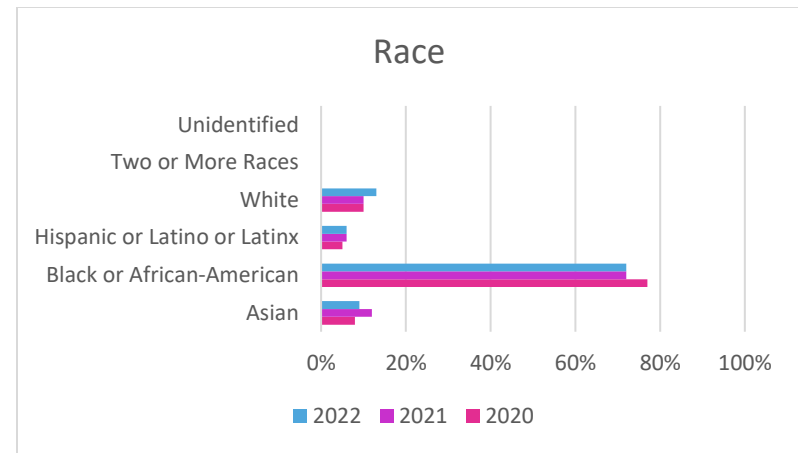
Superior Court Judicial Officers (Race and Gender)	2020	%	2021	%	2022	%
Asian	2	4%	2	4%	2	4%
Black or African American	11	20%	11	22%	10	21%
Hispanic or Latino	4	7%	4	8%	4	9%
White	36	65%	31	62%	29	62%
Two or More Races	1	2%	1	2%	1	2%
Unidentified	1	2%	1	2%	1	2%
Total	55	100%	50	100%	47	100%
Female	27	49%	24	48%	23	49%
Male	28	51%	26	52%	24	51%
Total	55	100%	50	100%	47	100%



Superior Court Magistrate Judges (Race and Gender)	2020	%	2021	%	2022	%
Asian	1	4%	1	4%	1	4%
Black or African American	9	37%	9	37%	11	42%
Hispanic or Latino	2	8%	2	8%	1	4%
White	10	42%	10	42%	11	42%
Two or More Races	0	0%	0	0%	0	0%
Unidentified	2	8%	2	8%	2	8%
Total	24	100%	24	100%	26	100%
Female	18	75%	18	75%	18	69%
Male	6	25%	6	25%	8	31%
Total	24	100%	24	100%	26	100%



Superior Court Judicial Administrative Assistants (Race and Gender)	2020	%	2021	%	2022	%
Asian	3	8%	4	12%	3	9%
Black or African American	30	77%	23	72%	23	72%
Hispanic or Latino	2	5%	2	6%	2	6%
White	4	10%	3	9%	4	13%
Two or More Races	0	0%	0	0%	0	0%
Unidentified	0	0%	0	0%	0	0%
Total	39	100%	32	100%	32	100%
Female	38	97%	31	97%	30	94%
Male	1	3%	1	3%	2	6%
Total	39	100%	32	100%	32	100%



Superior Court Law Clerks (Race and Gender)	2020	%	2021	%	2022	%
Asian	10	9%	6	5%	13	10%
Black or African American	23	21%	16	14%	17	14%
Hispanic or Latino	11	10%	10	10%	16	13%
White	64	58%	78	71%	79	63%
Two or More Races	1	1%	0	0%	0	0%
Unidentified	1	1%	0	0%	0	0%
Total	110	100%	110	100%	125	100%
Female	74	67%	78	71%	88	70%
Male	36	33%	32	29%	37	30%
Total	110	100%	110	100%	125	100%

