

District of Columbia Courts

*2019 Equal Employment
Opportunity Report*



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Executive Summary

The 2019 Equal Employment Opportunity (EEO) Report focuses on employees (n, 923) 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 in the 2018-2021 DC Courts' Affirmative Employment Program for Minorities and Women. 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 2019, Asians represented 8% (9 individuals) of new hires compared to 2% in 2018. New hires who self-identified as Hispanic or Latino represented 13% of total new hires compared to 19% in 2018 with the same number of new hires (16 individuals).

For purposes of talent acquisition, the DC Courts received 12,791 job applications, competitively hired 119 new employees and promoted 20 employees. The percent of job applicants who self-identify as Asian has remained relatively steady between 6% (2019), 4% (2018) and 5% (2017). The percent of job applicants who self-identify as Hispanic or Latino has incrementally increased over the years however, a slight decline occurred in 2019: 2014 (9%), 2015 (14%), 2016 (16%) and 2017 (16%), 2018 (19%) and 2019 (14%).

In 2019, 8% of employees separated from the workforce (n, 89) compared to 7% (n, 71) in 2018, 6% (n, 75) in 2017 and 8% (n, 75) in 2015. 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 2019 separations, 46% were made by African-American females and 19% by African-American males, which is below the composition of the workforce for African-American females (48%) and African-American males (26%). White females at 6% (n, 4) and White males at 10% (n, 7) were the second largest groups who separated during 2019. The separation of White females at 13% (n, 12) and males 7% (n, 6) is above their compositions of the workforce at 8% and 4% respectively. Retirements accounted for 49% (n, 44) of the separations which is the highest percentage of total separations (n, 89).

In 2019, there were 24 corrective actions compared to 30 corrective actions issued in 2018. The percentage of corrective actions issued to African-Americans decreased from 87% (n, 26) in 2018 to 79% (n, 19) in 2019. In 2019, there were five EEO complaints filed and there were no findings of discrimination, retaliation, or harassment because of one's protected status. Finally, in an effort to increase diversity programming and fair employment practices, the EEO Office participated in and advised on special emphasis programs and the federal court model regarding employee dispute resolution programs.

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Introduction

In 2019, DC Courts' leadership demonstrated a commitment to equal employment opportunity through actionable strides in the arena of fair employment practices, language access, mental health initiatives and a steady pulse check on the Courts' Affirmative Employment Program. The Joint Committee decided to charter a Workplace Conduct Working Group to implement a customized Employee Dispute Resolution Plan for the DC Courts. The Workplace Conduct Working Group is scheduled to convene in 2020, and will report to the Courts' Standing Committee on Fairness and Access.

An example of how the principles of 'equal justice for all in the courts' and equal employment opportunity mutually influence the work of one another was the development of an Amharic certification exam for court interpreters. The Washington Metropolitan Area has one of the largest concentrations of Ethiopians outside of Ethiopia. The EEO Office commends the court and specifically the Language Access Committee and Special Operations Division on this latest and monumental advancement toward language access.

In the summer of 2019, the Mental Health Advisory Committee "MHAC" was established as a means to remove mental health stigma and offer programs and initiatives to enhance the well-being of the workforce. *See DC Courts' Strategic Plan Goal: A Professional and Engaged Workforce, Strategy E.* The Mental Health Advisory Committee utilizes a multi-disciplinary approach to identify and recommend problem-solving solutions to increase awareness of mental health issues in the workplace.

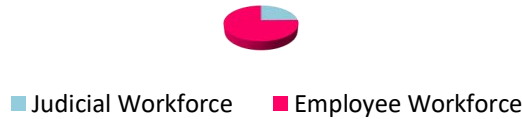
The DC Courts continue to make progress toward our Affirmative Employment Program for Minorities and Women. Asians and Hispanics or Latinos were two protected groups identified for targeted recruitment. In 2019, the DC Courts' Asian and Pacific Islander application flow rate of 6% steadily remained the same as the 2018 rate and was slightly above the rate of 5% in 2017 and 4% in 2016. In 2019, Hispanics or Latinos participation in the employee workforce exceeded the benchmark for the Washington Metropolitan Area by three percentage points.

This EEO report covers the period January 1, 2019 through December 31, 2019. Here we examine our workforce participation rates, especially those of minorities and women, for equality, opportunity, and fairness. According to Policy 400 (II) of the Comprehensive Personnel Policy, this office (at least once annually) is to advise the Joint Committee on Judicial Administration and the Executive Officer of the status of equal employment opportunity activities, of any existing deficiencies, of the necessity for specific programs, and of the need for any changes in the Affirmative Action Plan.

2019 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 (21%) and employee (79%) workforces. The information presented in the balance of this report pertains to the employee workforce, where the Courts' personnel policies are applicable and competitive recruitment practices are employed.

Figure 1: DC Courts' Total Workforce



The judicial workforce includes: judicial officers (n, 83), law clerks (n, 128) and judicial administrative assistants (n, 39). Two employees or 1% of the judicial workforce self-identify as having a disability. Figures 2 and 3 provide racial and gender breakdown of our judicial workforce as: 7% Asian, 31% African-American, 7% Hispanic or Latino, 52% White, <1% two or more races, and 3% did not self-identify. The judicial workforce is 33% male and 67% female.

Figure 2: Total Judicial Workforce (Race)

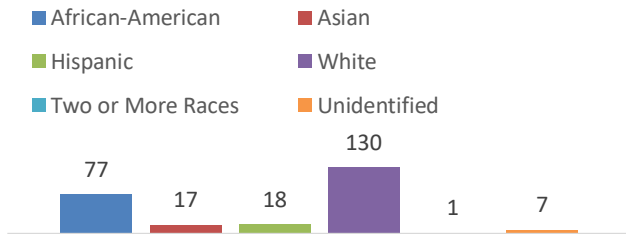
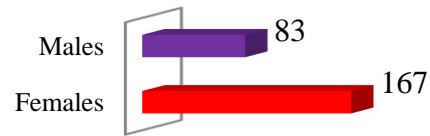


Figure 3: Total Judicial Workforce (Gender)



Figures 4 and 5 provide racial and gender breakdown of our employee workforce as: 5% Asian, 72% African-American, 9% Hispanic or Latino, 12% White, <1% American Indian or Alaskan Native, 1% two or more races and 1% unidentified. Forty-five or 5% of the employee workforce self-identify as having a disability. The employee workforce is 36% male and 64% female.

Figure 4: Total Employee Workforce (Race)

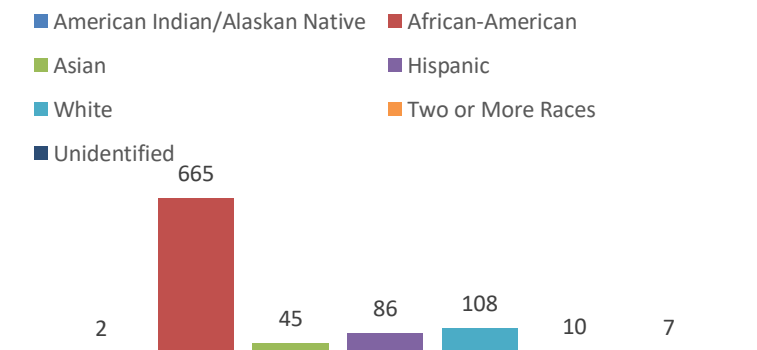


Figure 5: Total Employee Workforce (Gender)

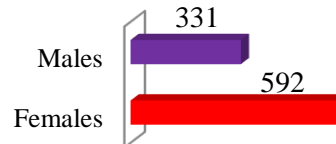


Figure 4: Total Employee Workforce (Race)

2019 DC Courts’ Employee Workforce

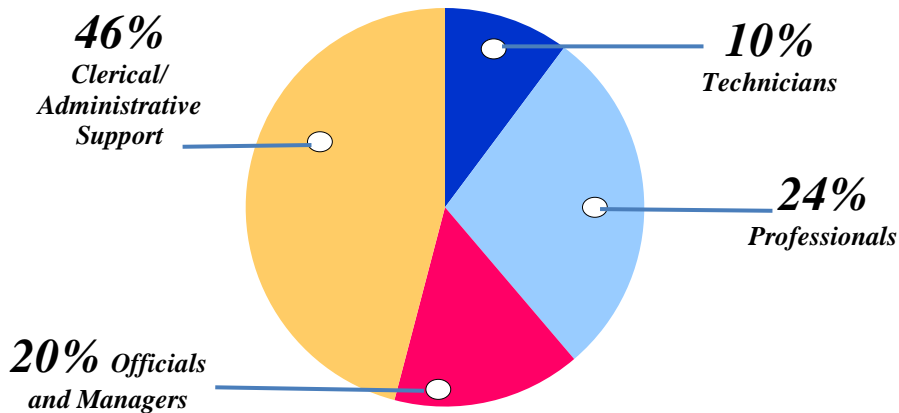
Table 1 below shows the labor participation rate by comparing the DC Courts 2019 workforce to that of the Washington Metropolitan Area (WMA) as reported in the 2010 U.S. Census. The comparison shows the racial demographics by the same four occupational categories included in the DC Courts. The Metropolitan 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	2019 ² Job Applicants	New ³ Hires
African-American	23%	74%	62%	54%
White	60%	12%	16%	24%
Hispanic or Latino	7%	10%	14%	13%
Asian	10%	5%	6%	8%

The DC Courts employ 923 full-time employees. The DC Courts’ employee workforce can be classified in the following occupational categories⁴: officials and managers at 20% (n, 184), professionals at 24% (n, 227), technicians at 10% (n, 91), and administrative and clerical support at 46% (n, 421).

Figure 6: Employee Workforce by Occupational Category



¹ Numbers may not total 100% due to rounding.

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

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

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

DC Courts' Occupational Categories

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

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

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

The *clerical and administrative support* category includes those workers who are responsible for internal and external communications, 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: 2019 Workforce Availability and Utilization. The total number of employees reflected in Table 2 is 904 and does not include unidentified employees (n, 7) or employees who have self-identified as American Indian or Alaskan Native (n, 2) or those of two or more races (n, 10). The DC Courts' participation rate of these individual groups is less than 1%.

Table 2: 2019 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	female	
Officials and Managers	# DC Courts	57	76	12	16	6	7	5	3	80	102	182
	% DC Courts	31	42	7	9	3	4	3	2	44	56	
	% Metro Area ⁵	8	11	38	27	4	3	5	3	55	44	
	% Underutilization	23	31	-31	-18	-1	1	-2	-1	-11	12	
Professionals	# DC Courts	62	84	12	23	7	13	9	8	90	128	218
	% DC Courts	28	39	6	11	3	6	4	4	41	59	
	% Metro Area	7	11	31	31	3	3	7	6	48	51	
	% Underutilization	21	28	-25	-20	0	3	-3	-2	-7	8	
Technicians	# DC Courts	33	31	2	9	8	2	1	2	44	44	88
	% DC Courts	38	35	2	10	9	2	1	2	50	50	
	% Metro Area	11	19	26	22	3	3	7	7	47	51	
	% Underutilization	27	16	-24	-12	6	-1	-6	-5	3	-1	
Clerical/Admin. Support	# DC Courts	80	242	12	22	13	30	4	13	109	307	416
	% DC Courts	19	58	3	5	3	7	1	3	26	74	
	% Metro Area	10	24	13	33	3	7	3	5	29	71	
	% Underutilization	9	34	-10	-28	0	0	-2	-2	-3	3	
	Total	232	433	38	70	34	52	19	26	323	581	904⁶
	% Total	26	48	4	8	4	6	2	3	36	64	100

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

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

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

⁶ This table excludes those who self-identified as American Indian or Alaskan Native, Two or More Races and those who did not self-identify their race or ethnicity. The DC Courts employ 2 employees who have self-identified as American Indian or Alaskan Native. The DC Courts employs 10 employees who have self-identified as two or more races. The DC Courts employ 7 employees who did not identify their race or ethnicity.

DC Courts' Workforce Participation Rates

African-Americans. For 2019, the largest racial and national origin category in our employee workforce was African-Americans, who comprised approximately three-quarters (74%) of the workforce (n, 665). African-American females represented nearly half of the workforce (48% or 433) and African-American males comprised one-quarter of the workforce (26% or 232). African-American males and females are employed in the DC Courts significantly above the benchmark for the Metropolitan area (23%) in all occupational categories (see Table 1). The DC Courts' African-American participation rate is 73% in the official and managers category, 68% in the professional category, 73% in the technician category, and 77% in the clerical and administrative support category. African-American females exceeded the benchmarks from 16 (technician) percentage points to 34 (clerical) percentage points, while African American males exceeded the benchmarks from 9 (clerical) percentage points to 27 (technician) percentage points when compared to the Washington Metro Area (WMA) Labor Participation rates.

Whites. Whites were the second largest racial or national origin group and comprised 12% of the Courts' workforce (n, 108) in 2019, compared to 60% of the WMA labor market for the same occupational categories. The DC Courts' White participation rate is 15% in the officials and managers category, 16% in the professional category, 13% in the technician category, and 8% in the clerical and administrative support category. The Courts' White female participation rate is less than the expected representation in the Metropolitan area marketplace of available and qualified candidates. However, White females are not a protected group requiring affirmative action to address underutilization. The protected category is females in general, and the Courts' workforce data indicate no underutilization of females for 2019. In fact, the percentage of females in our workforce (64%) is greater than the percent of available females in the Metropolitan area labor pool as reported in the 2010 census (55%).

Hispanics or Latinos. The third largest racial and national origin workforce category at the Courts in 2019 consisted of Hispanics or Latinos, who participated at a rate of 9% (n, 86), which is more than the Washington area labor participation rate for Hispanics (7%). In 2019, the DC Courts' Hispanic or Latino participation rate is 7% in the officials and managers category, 9% in the professional category, 11% in the technician category, and 10% in the clerical and administrative support category. In 2019, the DC Courts experienced slight (-1%) underutilization of Hispanic or Latino males in the officials and managers category. Hispanic or Latino males exceed the benchmark in the technician category by six percentage points and meet the benchmark in the professional and clerical categories. Hispanic or Latino females participate slightly under the benchmark by one percentage point in the technician category. Hispanic or Latino females meet the benchmark in the clerical category and exceed the benchmark by one and three points in the officials and managerial and professional categories respectively. In 2019, there was a net increase of eleven Hispanic or Latino employees.

Asians. For 2019, Asians participated in the Courts' workforce at a rate of 5% (n, 45) which is significantly below the Asian availability and utilization in the Metropolitan area for all occupational categories (10%). The DC Courts' Asian participation rate is 4% in the officials and managers category, 8% in the professional category, 3% in the technician category, and 4% in the clerical and administrative support category. Asian females were below the benchmark by 1 (Official and Managers) to 5 (Technicians) percentage points, while Asian males were below the benchmark by 2 (Clerical) to 6 (Technicians) percentage points.

U.S. Census Race Definitions

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

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

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

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

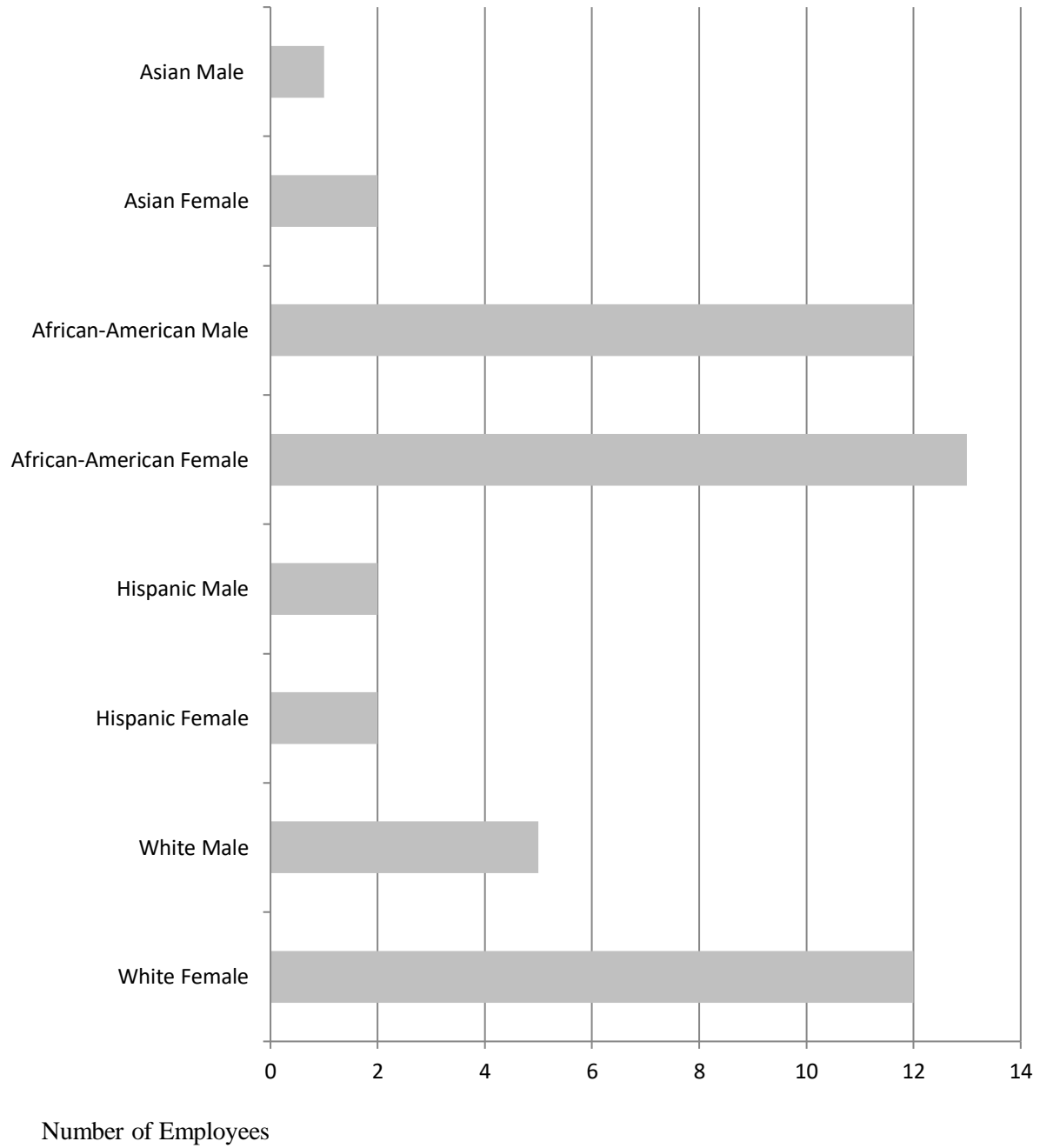
“Native Hawaiian or Other Pacific Islander” refers to a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands. It includes people who indicated their race(s) as “Pacific Islander” or reported entries such as “Native Hawaiian,” “Guamanian or Chamorro,” “Samoan,”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

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

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

Figure 7: DC Courts' Senior Managers

(Grades 15 and Above)



2019 DC Courts' Applicant Flow Data

In 2019, the DC Courts received 12,791 job applications in response to vacancy announcements for 119 open positions. Of the 119 open postings, 13% (n, 16 positions) were posted for internal applicants only. For the 16 internal job postings, 100% (n, 252) of all job applicants self-identified their race and gender. External job postings (87% or 103 positions) attracted 12,539 job applications and 79% (9,914) of those job applicants self-identified their race and gender. Therefore the overwhelming majority of job applicants (79% or 10,166 out of 12,791) reported their race and gender.

Of the total number of applicants who provided race information (10,166): 62% were African-American, 16% were White, 14% were Hispanic or Latino, 6% were Asian, 0% were American Indian or Alaskan Native, 0% were identified as Native Hawaiian or Pacific Islander and 2% were identified as having two or more races. The 2019 breakdown showed an increase in female applicants (70% vs. 66%) and a decrease in male applicants (30% vs. 34%) compared to 2018.

Asians and Hispanics or Latinos are two of the protected groups identified in the 2018-2021 DC Courts Affirmative Employment Program for Minorities and Women. Job applications submitted by Asians represented 6% of all applications. In the previous five years, 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. In 2019, self-identified Hispanics or Latinos reflected the same proportion as that of 2015 (14%).

Table 3: 2019 Applicants Who Identified their Race and Gender

	Male	Female	Total	
White	7%	9%	16%	1,596
African-American	15%	47%	62%	6,317
Asian	3%	3%	6%	583
Native Hawaiian or Other Pacific Islander	0%	0%	0%	19
American Indian or Alaskan Native	0%	0%	0%	41
Two or More Races	1%	1%	2%	181
Hispanic or Latino	4%	10%	14%	1,429
Total	30%	70%	100%	10,166

2019 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, 40% or more of applicants were rated as qualified through the HR review process, with the exception of the Native Hawaiian or Other Pacific Islander race. This group submitted <1% of the total number of applications for 2019.

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

Race	% Qualified	Total Applications Submitted
White	47%	1,596
African-American	46%	6,317
Asian	42%	583
Native Hawaiian or Other Pacific Islander	21%	19
American Indian or Alaskan Native	41%	41
Two or More Races	46%	181
Hispanic or Latino	42%	1,429
Total		10,166

2019 New Hires

Table 5: 2019 New Hires

	Male		Female		Total	
	N	%	N	%	N	%
White	12	10%	17	14%	29	24%
African American	14	12%	50	42%	64	54%
Asian	4	3%	5	4%	9	8%
Native Hawaiian or Other Pacific Islander	0	0%	0	0%	0	0%
American Indian or Alaska Native	1	1%	0	0%	1	1%
Two or More Races	0	0%	0	0%	0	0%
Hispanic or Latino	5	4%	11	9%	16	13%
TOTAL ⁷	36	30%	83	70%	119	100%

There were a total number of 119 new hires in 2019. Of the new hires, 54% were African-American, 24% were White, 13% were Hispanic or Latino, and 8% were Asian. Generally, the percent of new hires who self-identified as Asian decreased (from 9% in 2015, to 6% in 2016, to 9% in 2017, to 2% in 2018, to 8% in 2019) but the actual number of Asians hired increased in 2019 (from 5 individuals in 2015, to 6 in 2016, 9 in 2017, 2 in 2018, to 9 in 2019).

The percentage of Hispanic or Latino new hires decreased in 2019 (13% compared to 19% in 2018, compared to 16% in 2017) and remained below the figure for 2015 (22% of new hires). The actual number of

Hispanics or Latinos hired in 2019 remained consistent with their new hire rate of 2018 (n, 16).

The African-American new hire percentage is 54%, which is a decrease of 12 percentage points from 2018 (66%) (compared to 47% in 2017, 55% in 2016, and 60% in 2015). The actual number of newly hired African-Americans increased by seven employees in 2019 (64) compared to 2018 (57). The percentage of White new hires in 2019 (24%) increased by 11 percentage points (13%) since 2018 and increased compared to 2017 (15%), 2016 (21%), and 2015 (7%). The actual number of newly hired Whites increased to 29 (2019) from 11 in 2018, 16 in 2017, 20 in 2016 and 4 in 2015.

⁷ Numbers may not total 100% due to rounding.

2019 Promotions

Table 6: 2019 Promotions

	Male		Female		Total	
	N	%	N	%	N	%
White	3	15%	3	15%	6	30%
African American	2	10%	7	35%	9	45%
Asian	0	0%	1	5%	1	5%
Native Hawaiian or Other Pacific Islander	0	0%	0	0%	0	0%
American Indian or Alaska Native	1	5%	0	0%	1	5%
Two or More Races	0	0%	0	0%	0	0%
Hispanic or Latino	0	0%	3	15%	3	15%
TOTAL ⁸	6	30%	14	70%	20	100%

There were a total of 20 competitive promotions for 2019. Of the employees promoted, 45% were African-American, 15% were Hispanic or Latino and 30% were White (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).

⁸ Numbers may not total 100% due to rounding.

2019 Separations

Table 7: 2019 Separations

Separations ⁹	2015	2016	2017	2018	2019
Resignations	33	38	26	31	43
Medical Separations	2	2	0	1	1
Retirements	35	22	31	35	44
Terminations for Cause	5	6	4	4	1
Total	75	68	61	71	89

In 2019, 89 employees (8% of the employee workforce) separated from the Courts, which is slightly above the separation rate of 2018 (7% of the workforce); and 2017 (6% of the workforce) and is the same as the separation rate of 2015

(8% of the workforce). In 2019, the number of resignations (n, 43) and retirements (n,44) were nearly the same. Of the 89 separations, 49% retired, 48% resigned, 1% medically separated and 1% was terminated. Of the 89 separations, 67% (n, 60) were female and 33% (n, 29) were male (their distribution in the workforce is 64% and 36% respectively). The racial and national origin of separated employees follows: Asian 8% (n, 7), African-American 65% (n, 58), Hispanic or Latino 6% (n, 5), White 20% (n, 18) and Unidentified 1% (n, 1).

African-American females at 46% (n, 41) and African-American males at 19% (n, 17) were the largest groups who separated during 2019. Nearly half (46%) of all separated employees were African-American females (n, 41), which is below the African-American female composition of the workforce (48%). The separation rate of African-American males at 19% (n, 17) is below the percent of African American males in the workforce (26%). The separation of White females at 13% (n, 12) and males 7% (n, 6) is above their composition of the workforce at 8% and 4% respectively. The separation of Hispanic males at 2% (n, 2) is below their workforce composition (3%). The separation of Hispanic females at 3% (n, 3) is below their composition of the workforce (6%). The separation of Asian males at 3% (n, 3) and females at 4% (n, 4) is slightly above their composition of the workforce at 2% and 3% respectively.

⁹ For purposes of evaluating the voluntariness of separations, the number of separations does not include separation by death (n, 2).

2019 Corrective Actions

2019 Corrective Actions

Among nearly 1,000 employees, there were 24 corrective actions imposed in 2019. This was a decrease of 6 corrective actions in comparison to 2018. Corrective actions ranged from letters of reprimand (n, 14 or 58% of corrective actions); 1 day suspension (n, 1 or 4%); 2 day suspension (n, 1 or 4%); 3 day suspension (n, 1 or 4%); 5 day suspension (n, 2 or 8%); 7 day suspension (n, 1 or 4%); 9 day suspension (n, 1 or 4%); 15 day suspension (n, 1 or 4%); demotion (n, 1 or 4%) and termination (n, 1 or 4%). Female employees received corrective actions at a rate lower than their (62% vs. 64%) composition of the workforce. Similarly, the percentage of corrective actions issued to African-American employees at 79% (n, 19) decreased by eight percentage points compared to 87% (n, 26) in 2018. The proportion of corrective actions issued to African-Americans is slightly higher than would be expected based on the proportion of the workforce that is African-American employees (74%). Hispanic or Latina females received 17% of corrective actions which is higher than would be expected given their composition of the workforce (9%). Asians and Whites received no corrective actions and comprise 5% and 12% of the workforce respectively.

Table 8: 2019 Corrective Actions

Total # of corrective actions: 24		
Gender	Corrective Actions by Gender	Workforce Composition
Male	9 (38%)	36%
Female	15 (62%)	64%
Race/Ethnicity	Corrective Actions by Race or Ethnicity	Workforce Composition
Asian	0 (0%)	5%
African-American	19 (79%)	74%
White	0 (0%)	12%
Hispanic	4 (17%)	9%
Two or More Races	1 (4%)	< 1%

The relationship between corrective actions and occupational categories are as follows: 63% were clerical/administrative (n, 15), 8% were professional (n, 2), 25% were technicians (n, 6), and 4% were officials and managers (n, 1).

The 24 corrective actions were administered to employees of the following gender, racial and national origin groups: African-American males at 42% (n, 10), African-American females at 37% (n, 9), Hispanic or Latino females at 17% (n, 4), and two or more races female at 4% (n, 1).

The DC Courts' EEO Office

The focus of this section highlights 2019 accomplishments 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 DC Courts' EEO Office's primary mission is to enforce equal employment law and employment protected categories under the District of Columbia's Human Rights Act of 1977.

In 2019, 29 employees sought counsel from the EEO Office. Table 9 outlines the 2019 EEO case activity. There were four EEO Complaints and one EEOC charge filed in the following categories: age, national origin, sexual orientation, and two mixed EEO cases (disability and sexual harassment and disability and retaliation). There were no findings of discrimination, retaliation, harassment under EEO laws in response to employee complaints. Out of the remaining 24 matters, five bullying complaints were filed and nineteen consultations or inquiries were made regarding bullying or EEO-related conflicts. Out of twenty total bullying allegations, there was one finding of bullying pursuant to the Courts' Anti-Bullying Personnel Policy 425.

Other observations included: 1) nine employees who sought counsel in close proximity to receiving a corrective action or performance management memorandum (including employee improvement plans); 2) In sixteen matters, reasonable cause determinations did not have to be made because those conflicts received consultations (n, 6) or informal resolutions (n, 10).

The DC Courts have promoted transparency in employee education about EEO rights and accountability for employee actions or behavior. It is mandated that employees take a course on EEO law and sexual harassment before their probationary period is completed. The Courts celebrated the third annual Asian American and Pacific Islander Heritage Month, in addition to Black History Month and Hispanic Heritage Month and other special emphasis programs, to further inclusion and cultural awareness.

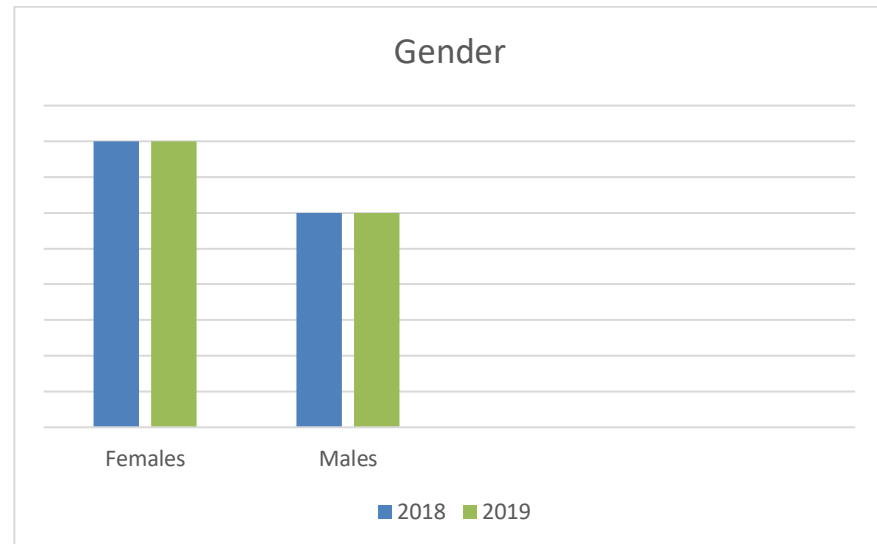
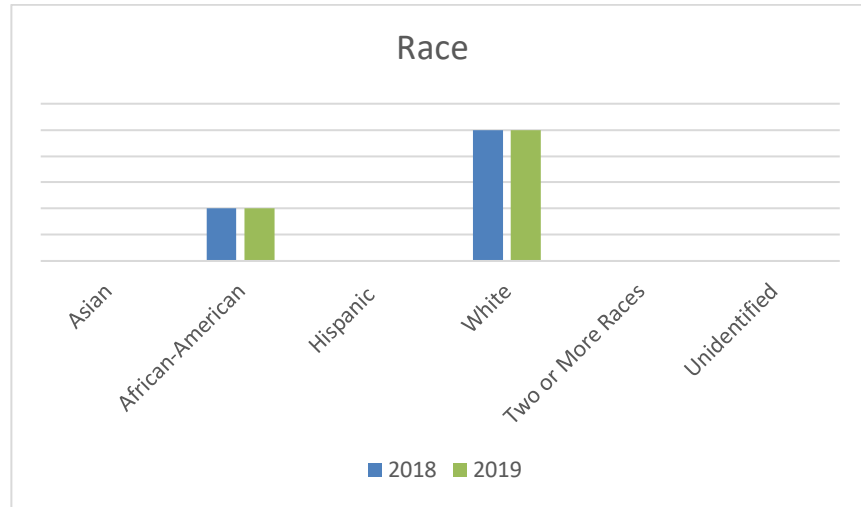
Finally, the Courts began a mental health initiative to further promote employee mental health disability awareness and to cultivate a positive mental health culture. During this quarter, the Mental Health Advisory Committee began staff meeting introductions, held focus group discussions, and hosted three Employee Assistance Program presentations. On World Mental Health Day, the committee published a newsletter entitled *Workplace Mental Health: Normalizing Mental Health One Conversation at a Time* and held a Mental Health breakfast. On October 25, 2019, the DC Courts’ Navigator Program lead an outdoor Mental Health Fair for the community and employees.

Table 9: 2019 EEO Cases

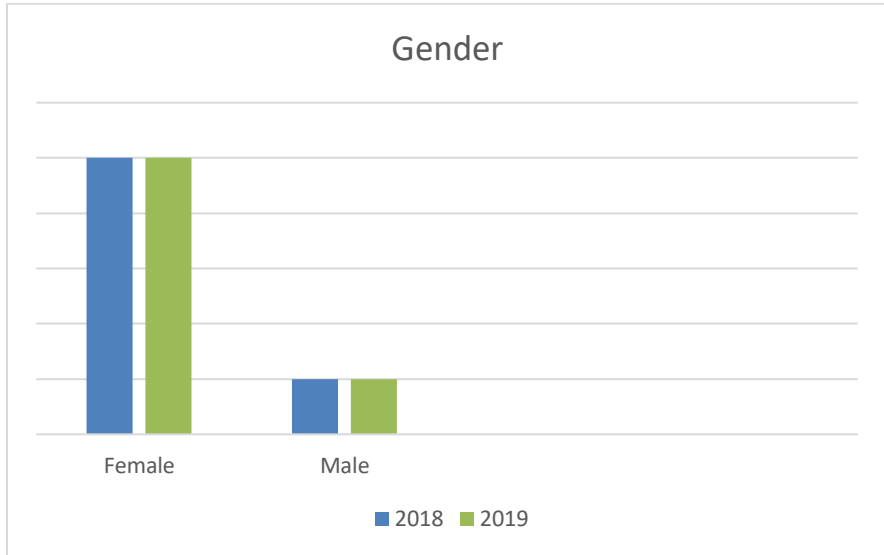
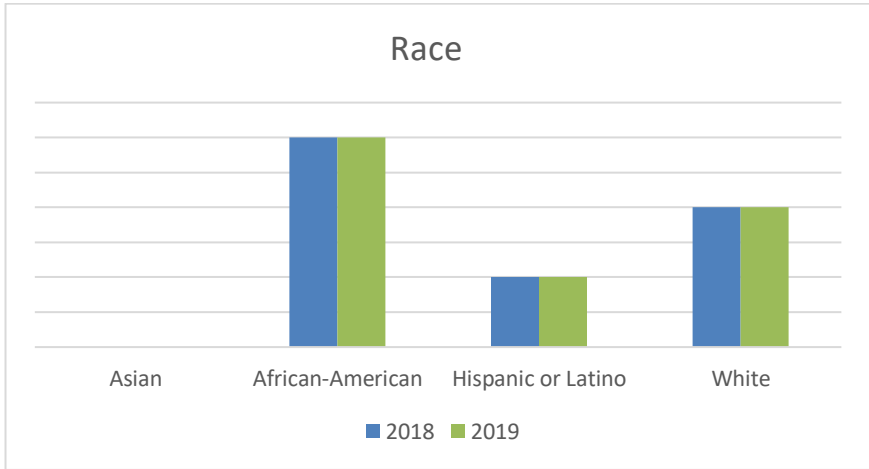
Race	Basis	Disposition
African-American	Mixed Case (disability/ customer sexual harassment)	EEOC Charge Filed. Case Dismissed.
Asian	National Origin	Internal Complaint Filed. Reasonable Cause Determination-Discrimination Not Found
African-American	Sexual Orientation	Internal Complaint Filed. Reasonable Cause Determination – Discrimination Not Found.
Hispanic or Latino	Mixed Case (Disability Discrimination / Retaliation)	Internal Complaint Filed. Reasonable Cause Determination-Discrimination and Retaliation Not Found.
African-American	Age	Internal Complaint Filed. Reasonable Cause Determination-Discrimination Not Found.

Appendix: DC Courts' Judicial Workforce Demographics

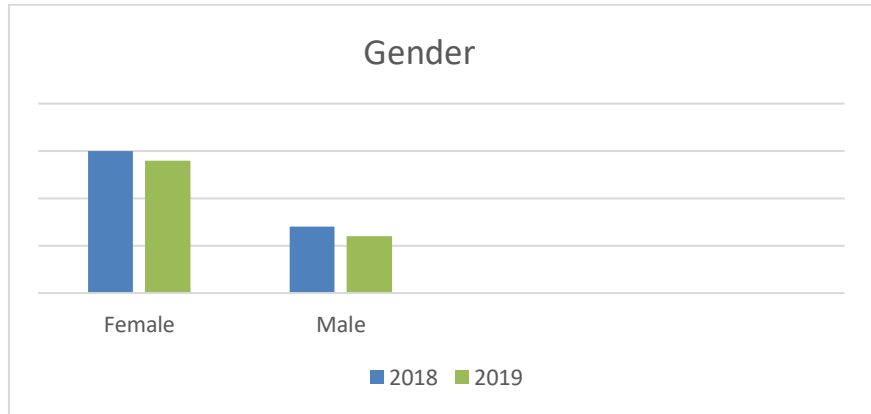
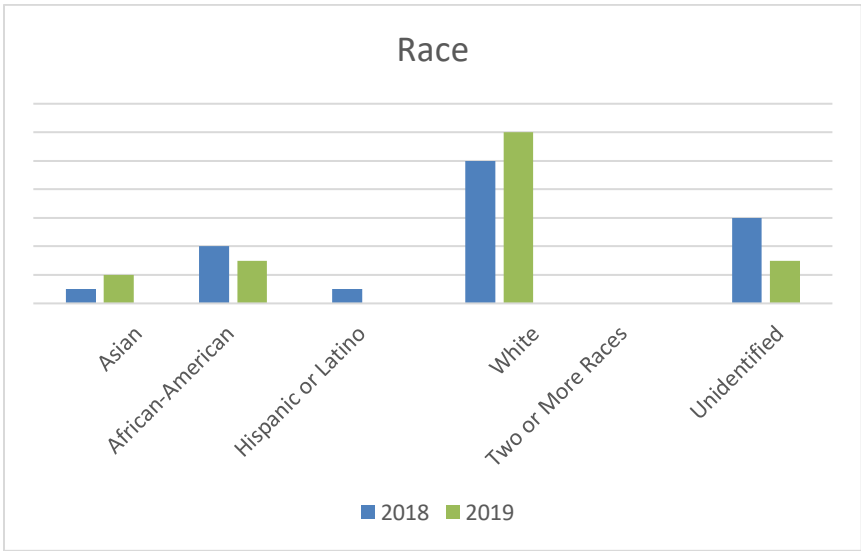
Court of Appeals Judicial Officers* (Race)	2018	%	2019	%
Asian	0	0%	0	0%
Black or African-American	2	29%	2	29%
Hispanic or Latino	0	0%	0	0%
White	5	71%	5	71%
Two or More Races	0	0%	0	0%
Unidentified	0	0%	0	0%
Total	7	100%	7	100%
Females	4	57%	4	57%
Males	3	43%	3	43%
Total	7	100%	7	100%



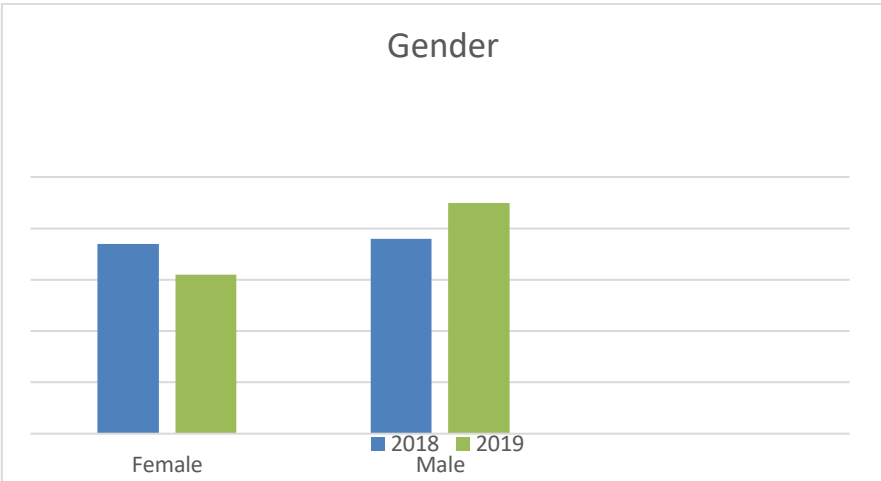
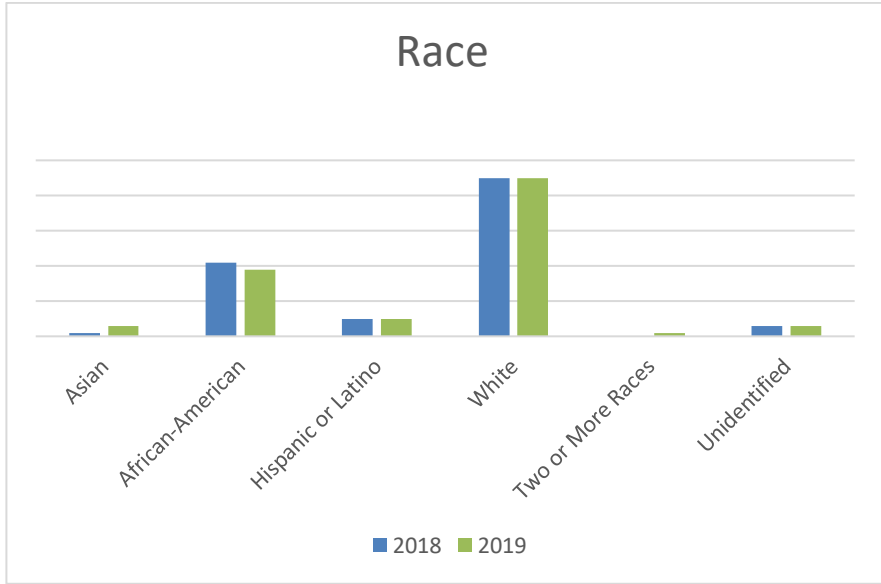
Court of Appeals Judicial Administrative Assistants (Race)	2018	%	2019	%
Asian	0	0%	0	0%
Black or African-American	3	29%	3	29%
Hispanic or Latino	1	0%	1	0%
White	2	71%	2	71%
Two or More Races	0	0%	0	0%
Unidentified	0	0%	0	0%
Total	6	100%	6	100%
Female	5	83%	5	83%
Male	1	17%	1	17%
Total	6	100%	6	100%



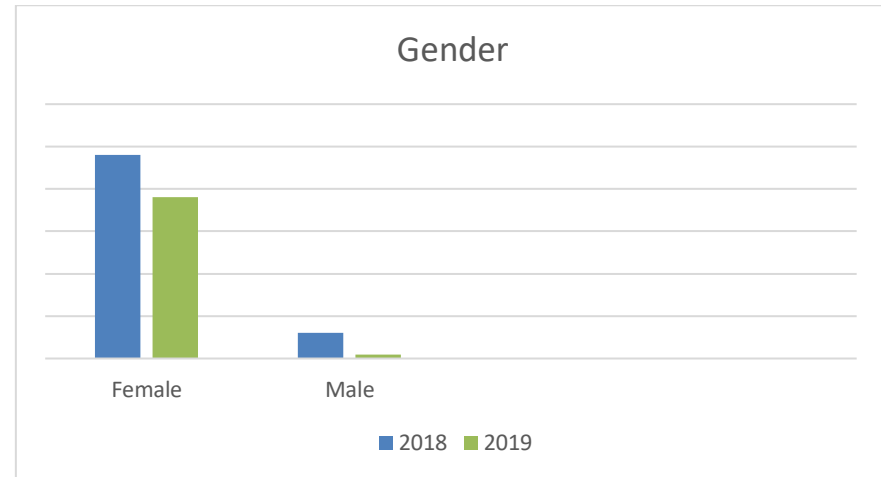
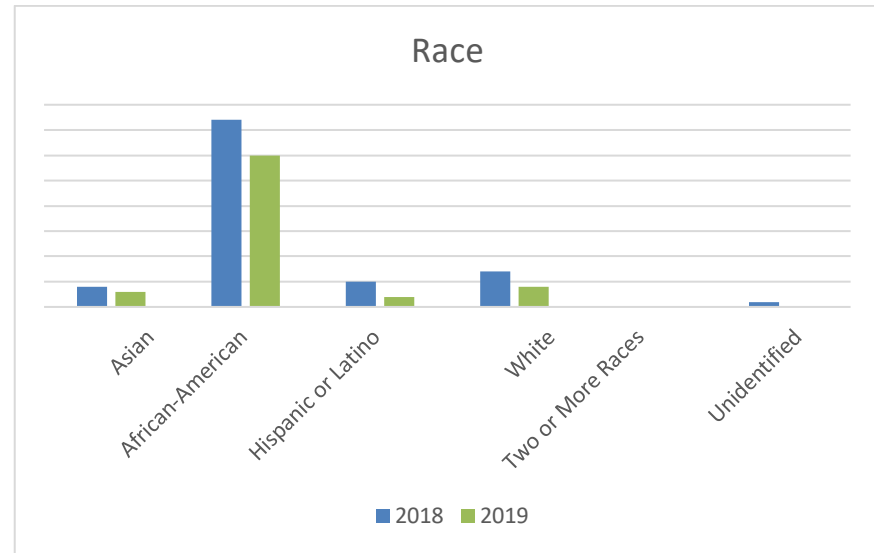
Court of Appeals Law Clerks (Race)	2018	%	2019	%
Asian	1	5%	2	10%
Black or African-American	4	18%	3	15%
Hispanic or Latino	1	5%	0	0%
White	10	45%	12	60%
Two or More Races	0	0%	0	0%
Unidentified	6	27%	3	15%
Total	22	100%	20	100%
Female	15	68%	14	70%
Male	7	32%	6	30%
Total	22	100%	20	100%



Superior Court Judicial Officers (Race and Gender)	2018	%	2019	%
Asian	1	1%	3	4%
Black or African-American	21	28%	19	25%
Hispanic or Latino	5	7%	5	7%
White	45	60%	45	59%
Two or More Races	0	0%	1	1%
Unidentified	3	4%	3	4%
Total	75	100%	76	100%
Female	37	51%	31	41%
Male	38	49%	45	59%
Total	75	100%	76	100%



Superior Court Judicial Administrative Assistants (Race and Gender)	2018	%	2019	%
Asian	4	7%	3	8%
Black or African-American	37	67%	30	77%
Hispanic or Latino	5	9%	2	5%
White	7	13%	4	10%
Two or More Races	0	0%	0	0%
Unidentified	1	2%	0	0%
Total	54	100%	39	100%
Female	48	89%	38	97%
Male	6	11%	1	3%
Total	54	100%	39	100%



Superior Court Law Clerks (Race and Gender)	2018	%	2019	%
Asian	9	7%	10	10%
Black or African-American	24	19%	23	21%
Hispanic or Latino	9	7%	11	10%
White	68	53%	64	58%
Two or More Races	1	1%	1	1%
Unidentified	17	13%	1	1%
Total	128	100%	110	100%
Female	88	69%	74	67%
Male	40	31%	36	33%
Total	128	100%	110	100%

