

EEO Utilization Report

Organization Information

Name: PUBLIC SAFETY, NEW MEXICO DEPARTMENT OF

City: SANTA FE

State: NM

Zip: 87505-1628

Type: State Law Enforcement

Fri 01-31-2025 18:50:06 EST

Section 1: EEO Policy Statement

Policy Statement:

POLICY STATEMENT

This Statement reaffirms the New Mexico Department of Public Safety's commitment to a policy of preventing discrimination while actively pursuing equal employment opportunity in all its employment practices. This commitment extends to all facets of employment including recruitment, applicant screening, hiring, training, promotional opportunity, compensation, benefits, transfers, discipline, layoffs, termination, and all other terms, conditions, and privileges of employment. Any and all Department sponsored educational, social, and recreational programs are also covered.

This policy provides protection for all employees and extends to applicants for employment and contractors with the Department. Each unit of the Department is charged, therefore, to conduct its recruitment, screening and employment practices in conformity with these principles.

Harassment of employees, applicants for employment, or clients is prohibited by state and federal law, if that harassment is because of race, age, sex, national origin, disability, religion, color, sexual orientation or gender identity, veterans status, genetic information, spousal affiliation or ancestry.

The New Mexico Department of Public Safety has a zero-tolerance policy concerning harassment, discrimination or retaliation on each of these bases. DPS is further committed to providing reasonable accommodation for religious beliefs and for persons with disabilities and serious medical conditions as required by law. This does not preclude the Department from the establishment of job criteria that are demonstrably bona fide occupational requirements for effective and proper job function.

Section 2: Law Enforcement Category Rank Chart

Job Categories	Male							Female						
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races/Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races/Other
Protective Services: Sworn-Major														
Workforce #/%	2/29%	4/57%	0/0%	1/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Captain														
Workforce #/%	10/40%	13/52%	0/0%	1/4%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Lieutenant														
Workforce #/%	20/38%	29/55%	0/0%	0/0%	0/0%	0/0%	0/0%	1/2%	2/4%	0/0%	1/2%	0/0%	0/0%	0/0%
Protective Services: Sworn-Sergeant														
Workforce #/%	22/21%	68/64%	3/3%	5/0%	0/0%	0/0%	0/0%	1/1%	8/7%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers														
Workforce #/%	79/19%	269/63%	12/3%	18/1%	5/1%	0/0%	0/0%	6/1%	28/7%	1/0%	6/1%	0/0%	0/0%	0/0%

Section 3: Relevant Labor Market New Mexico

Section 4: Utilization Analysis Chart

Job Categories	Male							Female						
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races/Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races/Other
Officials/Administrators														
Workforce #/%	11/41%	2/7%	1/4%	0/0%	1/4%	0/0%	0/0%	3/11%	8/30%	0/0%	0/0%	1/4%	0/0%	0/0%
CLS #/%	30,975/31%	20,490/20%	1,020/1%	2,555/3%	915/1%	50/0%	840/1%	22,795/23%	16,645/16%	650/1%	2,660/3%	780/1%	0/0%	685/1%
Utilization #/%	10%	-13%	3%	-3%	3%	-0%	-1%	-11%	13%	-1%	-3%	3%	0%	-1%
Professionals														
Workforce #/%	20/13%	34/22%	1/1%	1/1%	3/2%	0/0%	0/0%	29/19%	55/36%	2/1%	6/4%	2/1%	0/0%	0/0%
CLS #/%	44,585/25%	20,950/12%	1,740/1%	2,145/1%	3,350/2%	70/0%	1,665/1%	55,670/32%	35,050/20%	1,405/1%	5,195/3%	2,905/2%	35/0%	1,560/1%
Utilization #/%	-12%	10%	-0%	-1%	0%	-0%	-1%	-13%	16%	1%	1%	-0%	-0%	-1%
Technicians														
Workforce #/%	11/23%	10/21%	1/2%	0/0%	0/0%	0/0%	0/0%	10/21%	15/31%	0/0%	0/0%	1/2%	0/0%	0/0%
CLS #/%	12,580/22%	14,795/25%	525/1%	3,230/6%	495/1%	15/0%	795/1%	8,360/14%	12,990/22%	470/1%	3,090/5%	345/1%	0/0%	410/1%
Utilization #/%	1%	-5%	1%	-6%	-1%	-0%	-1%	6%	9%	-1%	-5%	1%	0%	-1%
Protective Services: Sworn														
Workforce #/%	133/22%	383/62%	15/2%	25/4%	6/1%	0/0%	0/0%	8/1%	38/6%	1/0%	7/1%	0/0%	0/0%	0/0%
CLS #/%	7,945/34%	9,210/40%	500/2%	1,400/6%	125/1%	0/0%	340/1%	1,225/5%	1,915/8%	35/0%	485/2%	4/0%	30/0%	45/0%
Utilization #/%	-13%	23%	0%	-2%	0%	0%	-1%	-4%	-2%	0%	-1%	-0%	-0%	-0%
Protective Services: Non-sworn														
Workforce #/%	11/19%	27/46%	1/2%	1/2%	0/0%	0/0%	0/0%	9/15%	5/8%	2/3%	3/5%	0/0%	0/0%	0/0%
CLS #/%	405/23%	465/27%	4/0%	45/3%	60/3%	0/0%	15/1%	285/16%	245/14%	125/7%	50/3%	20/1%	0/0%	15/1%
Utilization #/%	-5%	19%	1%	-1%	-3%	0%	-1%	-1%	-6%	-4%	2%	-1%	0%	-1%
Administrative Support														
Workforce #/%	5/4%	12/10%	0/0%	3/2%	0/0%	0/0%	0/0%	22/17%	78/62%	0/0%	6/5%	0/0%	0/0%	0/0%
CLS #/%	29,630/15%	33,460/17%	1,460/1%	3,860/2%	670/0%	40/0%	1,260/1%	49,175/24%	65,875/33%	1,785/1%	11,280/6%	1,385/1%	145/0%	1,815/1%
Utilization #/%	-11%	-7%	-1%	0%	-0%	-0%	-1%	-7%	29%	-1%	-1%	-1%	-0%	-1%
Skilled Craft														
Workforce #/%	5/42%	6/50%	0/0%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	26,130/33%	41,570/52%	1,135/1%	5,625/7%	325/0%	40/0%	615/1%	1,565/2%	1,985/2%	120/0%	575/1%	120/0%	0/0%	35/0%
Utilization #/%	9%	-2%	-1%	1%	-0%	-0%	-1%	-2%	-2%	-0%	-1%	-0%	0%	-0%
Service/Maintenance														
Workforce #/%	1/33%	0/0%	0/0%	0/0%	1/33%	0/0%	0/0%	0/0%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	35,070/16%	71,275/32%	2,890/1%	10,045/5%	1,505/1%	35/0%	1,820/1%	25,660/12%	58,220/26%	2,045/1%	10,745/5%	1,970/1%	80/0%	1,405/1%
Utilization #/%	18%	-32%	-1%	-5%	33%	-0%	-1%	-12%	7%	-1%	-5%	-1%	-0%	-1%

Section 4: continued: Significant Underutilization Chart

Job Categories	Male							Female						
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races/Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races/Other
Professionals	✓							✓						
Protective Services: Sworn	✓			✓			✓	✓	✓					
Administrative Support	✓	✓						✓						

Section 5: Narrative Interpretation of Data

After reviewing the Utilization Analysis Charts, write a narrative that interprets and explains the data. This narrative should identify particular job categories with notable underrepresentation of employees of a particular race and sex, then explain why relatively high percentages of underrepresentation may be occurring.

Replying to DOJ requirement to “Describe steps taken toward meeting objectives in prior report” the steps taken in calendar 2023 and 2024 were:

New Mexico State Police Training and Recruiting Bureau continued its ongoing efforts to recruit females in general, and focus on White females, Native American/Alaska Native males and females, and Hispanic females through advertising on its websites and via social media regarding the hiring and application process throughout the year; continued its advertising in print, radio, social media and television formats; and continued to utilize the professional services of an advertising agency to conduct targeted on-line marketing and the production of professional recruitment videos and commercials. DPS continued to engage in postings to social media accounts regarding job opportunities.

Recruiting and Community Engagement officers of the New Mexico State Police Training and Recruiting Bureau continued to utilize a mentorship program. This program helps applicants and their families prepare mentally, physically, and academically for the academy and a law enforcement career. Officers scheduled workouts with applicants and shared ways to reach physical testing goals required to enter Academy. The Recruiting and Community Engagement officers conducted live, hands-on training of what a day in Academy entails and stayed in contact with applicants throughout hiring process and provided support and guidance.

Training and Recruiting Bureau continued to utilize a cadre of part-time recruiters in the individual districts to represent the NMSP at community events in those Districts.

Training and Recruiting Bureau continued to coordinate events with the National Guard as well as conduct presentations to military base family readiness centers.

Training and Recruiting Bureau continued to contact community colleges and universities around the state and had officers speak to criminal justice classes, political science classes, psychology classes, sociology classes, and science classes.

Training and Recruiting Bureau continued to focus on career events and career counseling centers within those colleges to provide material, presentations, and direction for those interested in law enforcement.

Training and Recruiting Bureau continued to create and produce recruiting materials that show diversity of NMSP officers. Job announcements continued to be distributed to recruitment sources targeting females and minority groups.

The Community and Engagement officers continued to actively recruit during events. They continued to hold self-defense trainings and other courses geared towards females to showcase department representation of underutilized group and recruit females who attended these events.

Training and Recruiting Bureau continued to Review Training and Recruitment Plan:

At beginning of fiscal year, the Recruiting Bureau Commander continued to review recruiting and workforce statistics to determine any underutilization and to assess effectiveness of targeted efforts

during the previous fiscal year. Adjustments continued to be made to the plan as needed to ensure that appropriate effort was made to address any underutilization that may have existed. Commander continued to review and address any potential barriers to recruitment and/or successful completion of Academy to ensure that there was no adverse impact to women or minority groups or any barriers that might deter women or minorities from applying for entry-level police officer positions.

Recruiting Bureau Commander continued to review the demographic makeup of incoming Academy classes in relation to the final makeup of the graduating class to identify any barriers which might affect the successful graduation of women and minorities.

To create awareness of EEOP data and narrative, the EEOP was posted internally on DPS Insider (intranet) and made available to the public on DPS' external facing public website. Further, managers who oversaw hiring were made aware if underutilized job categories applied based on EEOP results.

Replying to DOJ requirement “After reviewing the Utilization Analysis Charts, 1) write a narrative that interprets and explains data. This narrative should identify particular job categories with notable underrepresentations of employees of a particular race and sex, then 2) explain why relatively high percentages of underrepresentation may be occurring” the narrative is as follows:

Regarding 1), above:

Comparing the 2023 EEOP to this 2025 EEOP, DPS has not increased the number of underutilized Job Categories, demonstrating DPS maintained its progress from two years ago.

There were twelve (12) Job Categories in the Significant Underutilization Chart in the EEOP from two years ago and ten (10) in this 2025 EEOP report; however, the twelve (12) is equally comparable to the ten (10) because two years ago the DOJ's Utilization Analysis Chart separated Protective Services – Sworn Officials and Protective Services – Sworn Patrol Officers, yet in the 2025 EEOP DOJ combines these two (2) into a single category entitled Protective Services – Sworn. Applying this DOJ logic to the 2023 EEOP, the net effect is ten (10) categories in both 2023 and 2025 EEOPs.

Comparing this 2025 EEOP report from the 2023 EEOP, though DPS maintained its progress, significant underutilization 1) continued in the following Job Categories: White males in the Professionals and Administrative Support; American Indian or Alaska Native males in the Protective Services – Sworn; White females in the Professionals, Protective Services – Sworn, and Administrative Support; and Hispanic or Latino females in Protective Services – Sworn and 2) was created in the following Job Categories: White males in Protective Services – Sworn; Hispanic or Latino males in Administrative Support; and Two or More Races/Other males in Protective Services – Sworn**.

Comparing this 2025 EEOP report from the 2023 EEOP, DPS representation is newly slightly underutilized in the following Job Categories: White males in Protective Services – Nonsworn; Hispanic or Latino Males in Technicians; Asian females in Protective Services – Nonsworn; White females in Officials/Administrators; and Black or African American females in Protective Services – Nonsworn.

Comparing the 2023 EEOP to this 2025 EEOP, while still slightly underutilized, DPS either improved or remained the same in the following Job Categories: Hispanic or Latino males in Officials/Administrators; American Indian or Alaska Native males in Officials/Administrators, Professionals, and Protective Services – Nonsworn; White females in Protective Services – Non-sworn; Hispanic or Latino females Protective Services – Non-sworn; Black or African American females in Professionals; American Indian or Alaska Native females in Administrative Support, Officials/Administrator, Technicians, and Protective Services – Sworn.

Comparing the 2023 EEOP to this 2025 EEOP, DPS eliminated any slight underutilization in the following Job Categories: White males in Technicians; Black or African American males in Professionals; White females in Technicians; American Indian or Alaska Native males in Skilled Craft; Asian males in Officials/Administrators; White females in Technicians; and Black or African American females in Protective Services – Sworn. From 2023 to 2025, all of these Job Categories moved from slightly underutilized in 2023 to now being effectively utilized in this 2025 EEOP.

Comparing the 2023 EEOP to this 2025 EEOP, DPS maintained its being effectively utilized in all of the following Job Categories: White males in Officials/Administrators, Service/Maintenance, and Skilled Craft; Hispanic or Latino males in Professionals, Protective Services – Nonsworn, Skilled Craft, and Protective Services – Sworn; Black or African American males in Officials/Administrators, Protective Services – Non-sworn, Technicians, and Protective Services – Sworn; American Indian or Alaska Native males in Administrative Support; Asian males in Professionals, Service/Maintenance, and Protective Services – Sworn; Hispanic or Latino females in Administrative Support, Officials/Administrators, Professionals, Service/Maintenance, and Technicians; American Indian or Alaska Native females in Professionals and Protective Services – Nonsworn; Asian females in Officials/Administrators. Based on this paragraph, the net result is that DPS has more Job Categories for which it is effectively utilized than Job Categories for which it is underutilized.

Regarding 2), above:

General reasons that potentially explain why there is underrepresentation:

Department of Public Safety (DPS) is required to follow the prescribed New Mexico State Personnel Office (SPO) process when filling Classified, non-sworn positions. SPO compiles lists of qualified candidates and DPS selects from and hires from that list. Consequently, if no qualified females or minority candidates are on that list, it can be difficult for DPS to independently meet its diversity goals.

Though the “Entire State” was selected to compare DPS’ Relevant Labor Market data provided by DOJ, the following apply:

Additionally, a reliable underutilization analysis of the DPS workforce is difficult due to the restrictive nature of the reporting format. The format requires the selection of one relevant labor market for the DPS’ entire workforce; however, the DPS is a statewide organization that recruits for different Job Categories in various parts of the State or nationwide depending on the position. Thus, the use of any one county or the use of comprehensive State data in the utilization analysis is faulty. For example, many classified positions such as Service and

Maintenance and Administrative Support are filled from the county immediately surrounding the location of the job, whereas Protective Services positions are filled with applicants drawn from both a statewide and nationwide pool.

Further, it should be noted that the law enforcement reporting format provides only limited options for the educational level requirement for entry-level patrol officers. The DPS minimum requirement for these commissioned employees is a High School Diploma or GED AND a requirement of 60 college hours as required by law within two (2) years of employment if they do not already possess 30 college hours or 60 college hours upon entry into the Academy or at least two years of service in the US Military. The reporting format does not offer an option that accurately reflects the minimum requirement for officers with DPS, and therefore the utilization analysis is faulty. Having this high-qualifier education expectation is another reason it is difficult to recruit in the marketplace and retain law enforcement overall.

As demonstrated by the above, while DPS is successful in recruiting females and minorities to compete for positions as commissioned officers, the screening process often eliminates multiple candidates from further consideration across all demographics. Additionally, once candidates successfully move beyond the screening process, they must complete an exacting and strenuous 20-week training academy which further eliminates multiple candidates across demographics.

Though U.S. market data reflects more Whites (about 60%) than Hispanics or Latinos (about 19%), in comparison, the State of New Mexico does not reflect that representation; compared to the U.S., there is a higher percentage of Hispanics or Latinos (48%) than Whites (37%) or other races/ethnicities (15%). For this reason, in general, DPS has more applicants who are Hispanics or Latinos than Whites or other races/ethnicities, which speaks to Job Category underrepresentation of Whites overall, both male and female, in all Job Categories. Sources: U.S. Census Bureau QuickFacts: New Mexico, <https://statisticalatlas.com/state/New-Mexico/Race-and-Ethnicity>

In keeping with the DPS' commitment to having a workforce that reflects the community it serves, the DPS will continue to examine its recruitment and retention practices on an annual basis.

Specific reasons that potentially explain why there is underrepresentation:

The applicant flow pool has fewer males of all races/ethnicities applying for job Category: Administrative Support.

Based on past and ongoing applicant flow, females are less inclined to apply for Job Category: Protective Services.

**Underrepresentation of Two or More Races/Other is understood as SPO does not have this option for selection (for either male or female) in the computer system for applicants or employees to select; therefore, this is not a number for which DPS can track or influence, since no applicant or employee can select Two or More Races or Other.

Section 6: Objectives and Steps

1. SWORN - Objective #1: ADDRESS UNDERUTILIZATION: Efforts that support representing White males and White females, American Indian or Alaska Native males, and Hispanic or Latino females in Job Category: Protective Services - Sworn.

a. Recruiting Bureau will solicit qualified candidates who reflect workforce population of State. Recruit, mentor, assist diverse pool in successful completion of NM State Police Academy. Identify candidates who meet academic, physical, and background criteria. Collaborate to address underrepresented groups through partnering within (LERB, NM LEA Academy, NMSP Uniform Districts, NMSP Investigation, and special ops bureaus) allowing us to address identified underrepresented groups. Attract candidates from underrepresented communities: Work with partners through strategy planning, co-hosting events, peer input, friendship/internship with NMSU and spread to students statewide through other education institutions. Utilize permanent and part-time recruiters in regions throughout NM. Maximize recruiting effectiveness by expanding number of recruiters.

b. Recruiting Bureau will continue to provide information and resources to assist candidates with successfully passing every aspect of selection process, including successful completion of NMSP Recruit or Lateral Academy.

Applicant/Recruit Mentorship Program provides guidance to candidates from beginning of selection process through pre-Academy training as recruits in our Academy. Program aims to not only enhance hiring practices but also provide support and guidance to applicants/families, while maximizing retention during hiring process, pre-Academy training, and after acceptance by Chief to attend an Academy class.

Continue to promote participation in early-hire program which will educate and prepare recruits selected to understand NM State Polices daily services.

c. Increase awareness, enhance diversity, and insure constant flow of new Officers.

Through interactions with community, social media, advertising campaigns, and daily, demonstrated examples from uniform Districts.

Recruiters: meet with applicants to discuss career development, enlist support of senior ranking members from diverse backgrounds at recruiting events to share their experiences, make college Criminal Justice class visits to talk about State Police opportunities, solicit members of organizations which can identify possible applicants and make referrals, start a GroupMe recruit class chat string to maintain constant contact with applicants, maintain internal database of applicants information, are app and text-savvy; GroupMe app allows applicants to ask questions directly to staff and get answers, allows applicants to communicate with every other applicant, and allows recruiters to communicate information to all applicants at once.

d. Reach applicants in-state and out-of-state, using social media, creating a larger pool of desired candidates. Social media and streaming platforms push all hiring information, which allows continuous outreach to candidates.

Continue outreach to organizations and groups (colleges/universities, civic organizations, religious groups, tribal organizations, health and fitness centers, police and military organizations, fraternal groups) focus on diversity to host in-person and virtual events/fairs for respective agencies/organizations. At the larger recruiting events, we ensure representation from a diverse mix of employees is in attendance to represent DPS, based on race/ethnicity and gender.

e. Attend college and university-sponsored career fairs.

Male and female State Police Officers conduct visits to college athletic directors and Criminal Justice professors throughout region.

Recruiting at all-female sports and fitness clubs.

Continuously contact State Police who are alumni or have fraternal affiliation with institutions to assist with soliciting students.

Attend virtual military job fairs and TAPS sessions to attract qualified military applicants by partnering with local NM Military contacts.

Attend NM National Guard drill days regularly to give Q&As to NMNG members.

f. Utilize social media to attract candidates, conduct Q&A sessions, create VLOGs, provide updates to selection process, and provide information regarding health and fitness.

Use web-based apps (joinnmsp.com) to conduct virtual mentoring sessions.

g. Hold and attend community events to educate community leaders and stakeholders on our State Police Requirements.

Full-time and part-time Recruiters actively participate in large events or groups that allow for recruiting all genders and race/ethnicities and specific genders and races/ ethnicities. Examples:

h. NM State Fair in Albuquerque, Sept. 2025 and Albuquerque International Balloon Fiesta, Oct. 2025. Both allow opportunity to recruit mix of genders and race/ethnicities.

Gathering of the Nations in April 2025 allows opportunity to recruit specifically both genders of Native Americans.

Hold Female in Law Enforcement in-person events around state for potential applicants. Participate in 30 x 30 initiative to increase women in workforce, a collaboration with hundreds of agencies in law enforcement, using best practices and addressing unique needs to foster success. Both allow opportunity to recruit specifically females of all races/ethnicities.

i. DPS staff responsible for these processes and events include Recruiting Bureau Commander, other leadership, and specific Recruiters assigned to that process or event. The timeframe of each process can vary, depending on event, and specific goals and timeframes are set for each leader and Recruiter by e Recruiting Bureau Commander in a Recruiting Goals and Expectations document that is specific to each leader and Recruiter.

2. NON-SWORN - Objective #2: ADDRESS UNDERUTILIZATION: Efforts that support representing White males and White females in Job Categories: Professionals and Administrative Support; and Hispanic or Latino males in the job category: Administrative Support.

a. HR Recruiter sends EEOP to Hiring Manager along with application packets and asks Hiring Manager to 1) consider all qualified candidates, including those in underutilized Job Categories listed in the EEOP 2) select an interview panel that represents a mix of diversity, including gender and race/ethnicity.

Hiring Manager selects interviewees based on qualifications and selects interview panel that represents a mix of diversity, including gender and race/ethnicity.

Hiring Managers consider all qualified candidates interviewed, including those in underutilized categories listed in EEOP. Based on qualifications and interview results, selects interviewee(s) to proceed with next steps for potential to hire.

The DPS staff responsible for this process: HR and Hiring Managers. The timeframe of this process can vary, though, generally the goal is to hire within eight (8) weeks.

b. For Communications (Dispatch) positions, the Dispatch Recruiter, partners with Protective Services -Sworn to be included in select Sworn recruiting events located near Dispatch hiring locations.

3. BOTH SWORN AND NON-SWORN - Objective #3: ADDRESS MAINTAIN UNDERUTILIZATION: Provide one Objective and Step to explaining how your agency plans to maintain this status [Note: this is intended to address all remaining job categories cross-referenced by race/ethnicity and gender]

a. Continue all Steps in Objective #1 and Objective #2.

NOTE: OBJECTIVES #1 - #3 WILL REMAIN IN EFFECT UNLESS AND UNTIL THE DEPARTMENT OF JUSTICE (DOJ) ISSUES NEW GUIDANCE, AT WHICH POINT DPS WILL ADJUST PRACTICES TO ADHERE TO THE NEW GUIDANCE.

Section 7: Dissemination Strategy: Internal

Consistent with past practice, DPS will distribute the EEOP to executives, select leadership, and post the EEOP internally to all DPS employees on The Insider (intranet), DPS website.

Section 7: Dissemination Strategy: External

Consistent with past practice, DPS will make the EEOP available externally to the public through the external facing DPS website.

I understand the regulatory obligation under 28 C.F.R. ~ 42.301-.308 to collect and maintain extensive employment data by race, national origin, and sex, even though our organization may not use all of this data in completing the EEO Utilization Report.

I have reviewed the foregoing EEO Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.

Certified As Final By: Edwin Ellis

EEO Compliance Director

01-31-2025

[signature]

[title]

[date]