

# **Judson ISD Equal Employment Opportunity (EEO) Report**

October 10, 2019

# What is an EEO-5 Report?

- **Joint requirement of the U.S. Equal Opportunity Commission (EEOC) and the Office for Civil Rights (OCR) of the Department of Education. It is part of a mandate under Title VII of the Civil Rights Act of 1964.**
- **Conducted biennially, in the even numbered years, and covers all public schools.**
- **Indicates the composition of the work forces by gender and race/ethnic category.**
- **Data is used for purposes including enforcement, self-assessment by employers, and research.**

# Judson ISD Employee Ethnicity Percentages (3 year Trends)

## African American

17-18 = 17.8%

18-19 = 17.8%

19-20 = 18.4%

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## White

17-18 = 39.7%

18-19 = 38.4%

19-20 = 37.3%

% Difference = 0.6%

% Difference = - 2.4%

# Judson ISD Employee Ethnicity Percentages (3 year Trends)

## Asian

17-18 = 1.0%

18-19 = 1.0%

19-20 = 0.8%

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## Hispanic or Latino

17-18 = 41.3%

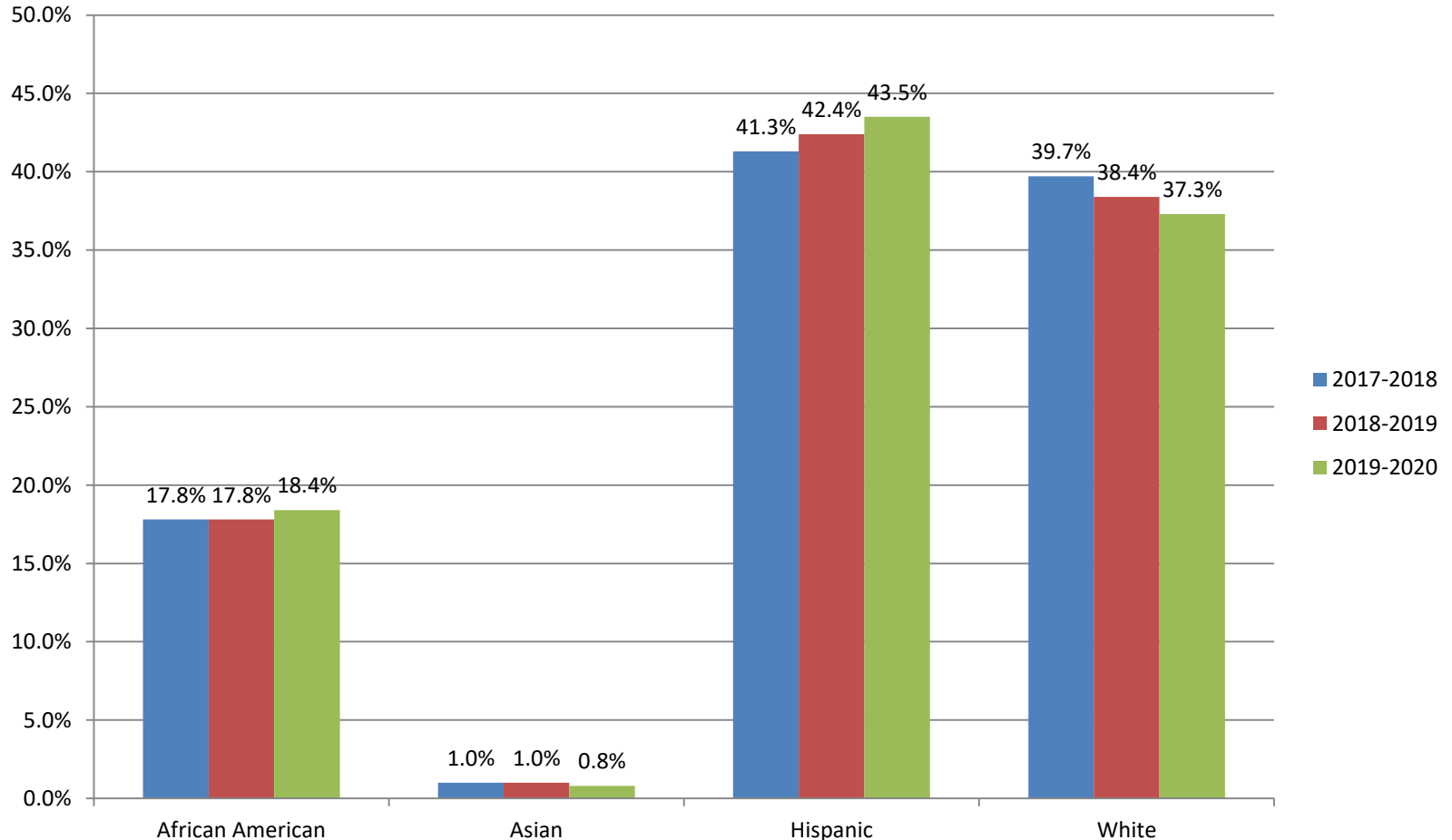
18-19 = 42.4%

19-20 = 43.5%

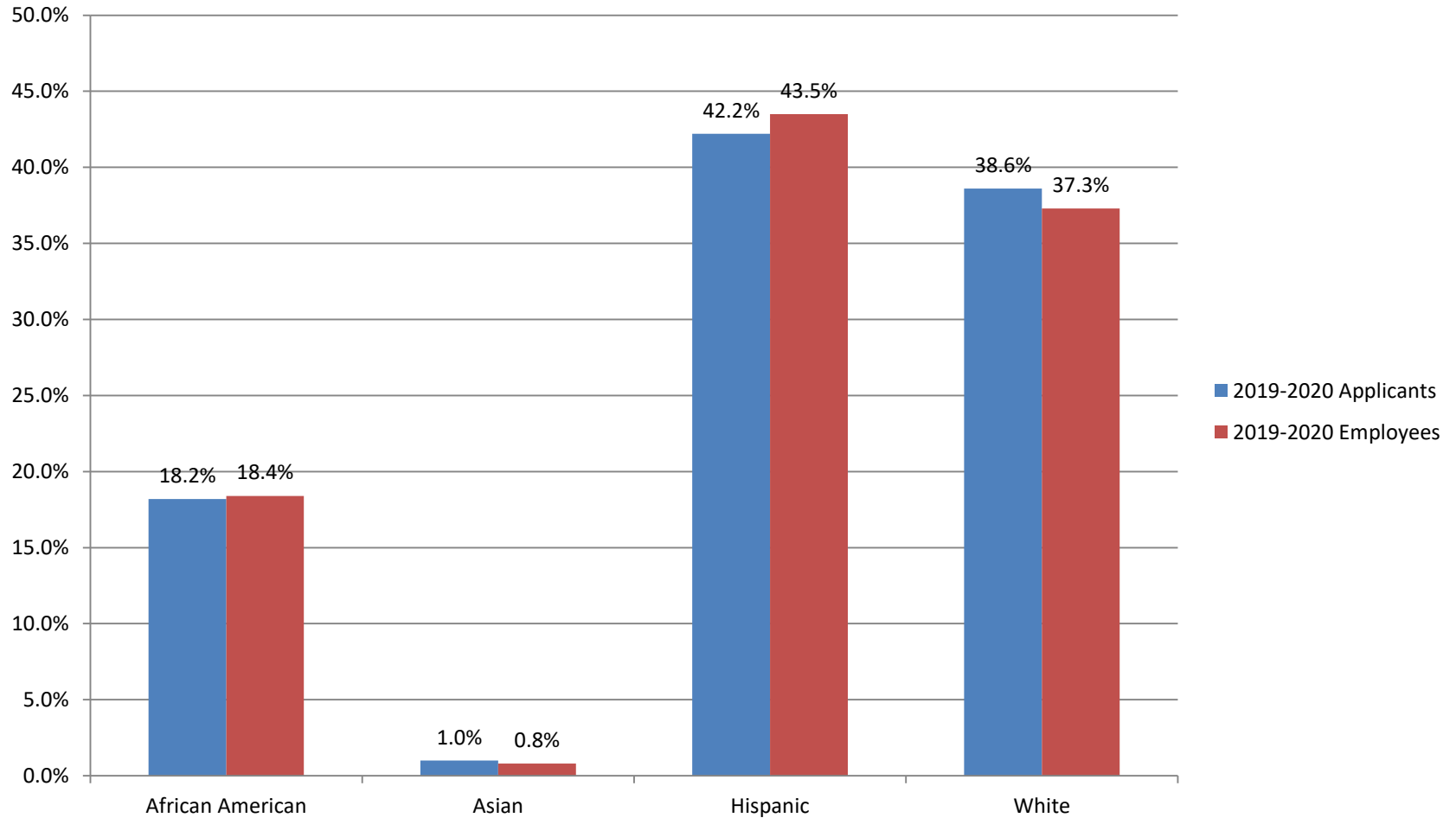
% Difference = - 0.2%

% Difference = 2.2%

# Staff Ethnicity Percentages (3 year Trends)



# Comparison of JISD 2019-2020 Applicant Ethnicity vs. Staff Ethnicity



Questions ?