



U.S. Department of Justice

Office of Justice Programs

Office for Civil Rights

Washington, D.C. 20531

June 22, 2021

Dennis Garren
Lieutenant
Canton Police Department
221 3rd St SW
Canton, OH 44702

Re: Equal Employment Opportunity Plan (EEOP) Utilization Report for Canton Police Department, 21-OCR-1049

Dear Lieutenant Garren,

The Office for Civil Rights, Office of Justice Programs, has reviewed and approved the Equal Employment Opportunity Plan (EEOP) Utilization Report that you submitted in accordance with the grant conditions set forth by either the Omnibus Crime Control and Safe Streets Act of 1968 (Safe Streets Act), Juvenile Justice and Delinquency Prevention Act of 1974, the Victims of Crime Act of 1984 or their implementing regulations. The approval of your EEOP Utilization Report is effective for two years from the date of this letter, and satisfies the EEOP reporting requirement for all open Department of Justice (DOJ) awards during the two-year period.

Your organization may, however, have additional civil rights compliance requirements if it receives funding from grant programs other than the ones listed above. For example, if your organization is a recipient of funding from the Office on Violence Against Women (OVW), your organization's non-discrimination policies and practices should also include prohibitions on discrimination on the bases of actual or perceived sexual orientation and gender identity.

If you have any questions regarding this matter, please contact the Office for Civil Rights at (202) 307-0690.

Sincerely,

X *Michael L. Alston*

Michael L. Alston
Director
Signed by: Michael Alston

EEO Utilization Report

Organization Information

Name: Canton Police Department

City: Canton

State: OH

Zip: 44702

Type: County/Municipal Law Enforcement

Mon 05-03-2021 11:45:27 EDT

Step 1: Introductory Information

Policy Statement:

Policy Statement:

Discriminatory Harassment

328.1 PURPOSE AND SCOPE

This policy is intended to prevent Department members from being subjected to discrimination or sexual harassment.

328.1.1 CERTIFICATION STANDARDS

This policy contains content that pertains to the following Ohio Collaborative Law Enforcement Agency Certification (OCLEAC) Standard: 8.2015.2

See attachment: OCLEAC Standards Compliance Checklist 8.2015.2.pdf

328.2 POLICY

The Canton Ohio Police Department is an equal opportunity employer and is committed to creating and maintaining a work environment that is free of all forms of discriminatory harassment, including sexual harassment and retaliation. The Department will not tolerate discrimination against members in hiring, promotion, discharge, compensation, fringe benefits and other privileges of employment. The Department will take preventive and corrective action to address any behavior that violates this policy or the rights it is designed to protect.

The non-discrimination policies of the Department may be more comprehensive than state or federal law. Conduct that violates this policy may not violate state or federal law but still could subject a member to discipline.

Following File has been uploaded:Discriminatory_Harassment.pdf

USDOJ, Office of Justice Programs, EEO Utilization Report page

Following File has been uploaded:Discriminatory Harassment Policy 328.pdf

Step 4b: Narrative of Interpretation

Examining the Significant Underutilization Chart for the City of Canton there is still not a change from the prior report. The largest under-utilization is with the white female sworn-patrol officer at a (-36%), which has actually increased since the last report was submitted. The department has a history of under-utilization with white female sworn-patrol officer hiring. We strive to maintain a diverse department however it has been difficult to attract females to a historically male-dominated profession. In addition, with the COVID-19 pandemic our recruitment process has been somewhat limited. All will continue once we are in a safe place with COVID. The department has a history of under utilization in numerous categories and based on our population we still feel that we need to continue to work towards having a work force that properly represents our community. Our department has always recruited qualified minority candidates but has also struggled to attract them due to a lower starting pay.

Step 5: Objectives and Steps

1. Identify any barriers or misconceptions regarding Law Enforcement/Minority Relationship which might keep minority candidates from applying

a. The level of interest we receive from minority candidates is minute compared to the percentage of minorities in our community. We believe that we need to build a relationship within our minority community through outreach. If we can break down barriers between LE and the community we can attract more minority candidates through these relationships. We have stepped up our presence at events throughout our community that we have been invited to by our minority community leaders. We have had great success in the Latino community by partnering with the Latino Business League (LBL). Talking with the leaders of the LBL we have learned that many Latino's fear law enforcement. The LBL leaders have set up events where we are able to break down the stereotypes and misconceptions of LE. We also continue to attend events put on by the African American leaders, which includes Anti-violence rally's and neighborhood association meetings.

b. We provide the community with an opportunity to evaluate the Police Department via a survey on social media in attempt to evaluate the current feelings towards the department and where we can improve. We can use this information to clarify any misunderstands the community may have with police actions or response to a situation. The goal of this survey is to allow the police department to use the actual data from citizens to repair relationships and build trust, specifically within the minority community.

c. While all of the above holds true, there are currently two new obstacles that are difficult to overcome in minority recruitment. The bigger of the two is the national attention of the events that have recently happened in our country involving LE and minorities who have been shot and killed by police. These events drive an even bigger wedge between LE and the local minority community. The second obstacle is the limited interaction we have been able to have within the minority community, outside of the interactions that we have on calls for service, due to COVID. We have had zoom recruitment sessions where interested candidates can sign up to speak with our recruiters. We send this information to our minority community leaders so they can inform members of the minority community. We bank on our long standing relationship with these leaders to remind minority candidates that they can be a part of the change theyd like to see in LE.

2. Increase recruitment for hiring, change perception of female Patrol Officer

a. Some females find that the written and/or physical testing process is difficult. Advise them of the 16-week, Safety Forces Mentoring Program and how to participate in it. Other available options are physical fitness centers/programs or a self-defense courses.

b. Inform the female candidate of the extensive training they will receive to prepare them for the job and the issues they may encounter. Defuse concerns that a patrol officer can not have a family life. Explain how female officers have managed both their career and family life.

c. Defuse any concerns that a female patrol officer can not have a family life. Explain how female officers have managed both their career and family life.

d. Continually review hiring procedures and statistics, determine if they are making a positive impact or is another course of action needed.

3. Continue to increase recruitment within the minority community

a. We are hoping to once again begin hosting open houses at the PD as well as different events in the community including "conversations with Cops" at predominately minority barbershops, and coffee shops. We are also look forward to attending recruitment fairs and going to local universities and police academies. We have met with minority community leaders and have orchestrated job fairs with The Latino Business League and The Urban League which is an organization that represents and supports minorities in the community in both education and employment in the past and hope to continue that in the near future. Through the Urban League we will be working with Ohio Means Jobs which also assists minorities who are searching for employment. All of these things will continue once we are in a safe place with COVID. In the mean time we will continue to use social media to reach out to potential candidates including Facebook, Twitter, Instagram, and our Zoom recruitment sessions.

b. We have changed the way that we give our civil service test so that we can broaden our pool of minority candidates. We are now using a company called National Testing Network (NTN). What NTN allows us to do is reach out to interested minority candidates that dont necessarily live in our community. While having minorities from our own community is a top priority we have to recognize that we cannot limit ourselves to local candidates. With NTN a candidate can take our entry exam at various locations throughout the country. It also gives them a time frame/date range to do so as opposed to the old testing style where you had to be available on a specific date and at a specific time to take the test. Our recruitment team has also conducted physical fitness training for candidates that may struggle to pass the physical fitness part of our examination. They help the candidates understand what they need to do to get in better physical condition which is imperative for this job.

c. The last written civil service test that we gave at the Canton Police Department had less than 70 total individuals show up. Our goal through our heavy recruiting drive and testing change is to have more minority candidates alone than that take the test. The Hispanic population in our community is largely non US residents and we are aware that is a large obstacle but our goal is to have a several Latino's, both male and female, take our test. We know that if we can get a large number of minority men and women take our civil service tests that we will have a great opportunity for a good number of qualified minorities to add to the Canton Police Department. We are also targeting white female candidates. We are primarily seeing white males interested in taking our test and we are working hard to try to have our department more representative of the community that we serve.

d. As we get interest from minority candidate we intend to stay in constant communication with them so that we can keep them interested in law enforcement, specifically the Canton Police Department. Once we begin the testing process we will offer any assistance we can to help minority candidates, including transportation.

4. Review barriers for white and black female sworn Patrol Officers

a. Utilize current female Patrol Officers in hiring ads, posters and/or pamphlets, and assign the female Patrol Officers to community/neighborhood events.

b. Advertise through media, social media, pamphlets and/or posters, and utilize the patrol officers which are actively involved in the recruitment process, to encourage the possible candidates to attend the 16-week, Safety Forces Mentoring Program the City of Canton Police Department provides at no cost.

c. Post female patrol officers at fairs, high schools and college events and/activities. Hand out employment pamphlets. Encourage the prospective female(s) with positive reinforcement, enlightening them with past and present female police officer success stories. Have female officers with families available to explain how they balance their private and professional life.

Step 6: Internal Dissemination

We can post the Utilization report on our intranet and our shared drive for all sworn officers to access. We can also email the report to all employees of the Police Department as well as distribute a copy to all department heads and the mayors office. We also have a patrolman's work room where the report can be posted.

Step 7: External Dissemination

We are able to place a link on the city's web page with the report as well as provide it to our Civil Service and Human Resources who can add it to any literature they might produce.

Utilization Analysis Chart
Relevant Labor Market: Stark County, Ohio

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 #/%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	9,695/59%	90/1%	350/2%	15/0%	75/0%	0/0%	65/0%	0/0%	5,890/36%	40/0%	250/2%	4/0%	0/0%	0/0%	0/0%	20/0%
Utilization #/%	-9%	-1%	-2%	-0%	-0%	0%	-0%	0%	14%	-0%	-2%	-0%	0%	0%	0%	-0%
Professionals																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	9,400/37%	150/1%	300/1%	0/0%	325/1%	0/0%	40/0%	10/0%	14,240/56%	125/0%	630/2%	4/0%	155/1%	0/0%	45/0%	15/0%
Utilization #/%																
Technicians																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	1,645/34%	0/0%	30/1%	10/0%	10/0%	0/0%	49/1%	0/0%	3,010/62%	30/1%	60/1%	0/0%	0/0%	0/0%	20/0%	0/0%
Utilization #/%																
Protective Services: Sworn-Officials																
Workforce #/%	26/87%	0/0%	2/7%	0/0%	0/0%	0/0%	0/0%	0/0%	2/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,910/86%	40/2%	60/3%	0/0%	0/0%	0/0%	0/0%	0/0%	150/7%	0/0%	55/2%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	0%	-2%	4%	0%	0%	0%	0%	0%	-0%	0%	-2%	0%	0%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	105/78%	1/1%	12/9%	0/0%	1/1%	0/0%	0/0%	0/0%	12/9%	0/0%	4/3%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	9,370/42%	165/1%	890/4%	0/0%	115/1%	0/0%	75/0%	65/0%	10,075/45%	275/1%	845/4%	10/0%	35/0%	0/0%	244/1%	55/0%
Utilization #/%	36%	-0%	5%	0%	0%	0%	-0%	-0%	-36%	-1%	-1%	-0%	-0%	0%	-1%	-0%
Protective Services: Non-sworn																

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
Workforce #/%	8/36%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	8/36%	0/0%	5/23%	0/0%	1/5%	0/0%	0/0%	0/0%
CLS #/%	95/37%	20/8%	0/0%	0/0%	0/0%	0/0%	19/7%	0/0%	120/47%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-1%	-8%	0%	0%	0%	0%	-7%	0%	-11%	0%	23%	0%	5%	0%	0%	0%
Administrative Support																
Workforce #/%	0/0%	0/0%	1/12%	0/0%	0/0%	0/0%	0/0%	0/0%	7/88%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	12,545/28%	105/0%	670/2%	40/0%	65/0%	0/0%	45/0%	80/0%	28,240/64%	355/1%	1,445/3%	100/0%	190/0%	0/0%	195/0%	45/0%
Utilization #/%	-28%	-0%	11%	-0%	-0%	0%	-0%	-0%	23%	-1%	-3%	-0%	-0%	0%	-0%	-0%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	12,630/89%	150/1%	580/4%	4/0%	20/0%	0/0%	30/0%	0/0%	710/5%	10/0%	65/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	26,960/47%	970/2%	2,570/4%	30/0%	175/0%	0/0%	209/0%	75/0%	23,260/41%	355/1%	2,165/4%	85/0%	145/0%	0/0%	275/0%	60/0%
Utilization #/%																

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
Protective Services: Sworn-Patrol Officers									✓							

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
Sergeant																
Workforce #/%	15/88%	0/0%	2/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenant																
Workforce #/%	8/89%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Captain																
Workforce #/%	2/67%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Chief																
Workforce #/%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	105/78%	1/1%	12/9%	0/1%	1/1%	0/0%	0/0%	0/0%	12/9%	0/0%	4/3%	0/0%	0/0%	0/0%	0/0%	0/0%

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: Linda Steiner

Grants Admin

04-20-2021

[signature]

[title]

[date]