

NOD GROUP	# REFERRED	# SELECTED	SELECTION RATE	COMPARISON (4/5 Rule)
Men	823	102	12%	top group
Women	571	59	10%	83%
White	425	118	28%	top group
Black	221	37	17%	61%
Hispanic	19	4	21%	75%
Asian	10	2	20%	71%
American Indian	9	0	0%	0%

Indian				
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The Equal Employment Opportunity Commission directs that we track which groups are selected at a higher rate than others. That is, *how many times does a member of an employee group have to be referred before someone from that group is selected?*

CD GROUP	# REFERRED	# SELECTED	SELECTION RATE	COMPARISON (4/5 Rule)
Men	35	10	29%	top group
Women	24	2	8%	28%
White	16	10	63%	top group
Black	7	2	29%	46%
Hispanic	0	0	0%	NA
Asian	1	0	0%	0%
American Indian	0	0	0%	NA

In the New Orleans District chart, top left, in FY00, 823 men were referred, 102 selected, for a selection rate of 12%. Women were selected at a rate of 10%. We then compare the 10% to the higher rate of 12%. The goal is for the selection rate of the lower-selected groups to be not less than 4/5 (80%) of the selection rate of the top group. In this case, we look OK in comparing men and women.

ED GROUP	# REFERRED	# SELECTED	SELECTION RATE	COMPARISON (4/5 Rule)
Men	147	36	24%	top group
Women	71	11	15%	63%
White	119	41	34%	top group
Black	40	5	13%	38%
Hispanic	6	1	17%	50%
Asian	12	0	0%	0%
American Indian	90	0	0%	0%

However, still in the district box above, when we compare the selection rates of minorities to the top-selected group (white employees), we find that none of them is as much as 80% of the white employees' selection rate of 28%. As explained above, this figure is determined by dividing a group's selection rate into the highest selection rate of 63%. As you can see, in all instances, that resultant figure is below 80%. This is a matter of concern.

OD GROUP	# REFERRED	# SELECTED	SELECTION RATE	COMPARISON (4/5 Rule)
Men	190	38	20%	95%
Women	66	14	21%	top group
White	92	34	37%	top group
Black	35	11	31%	84%
Hispanic	3	1	33%	89%
Asian	1	1	100%	*
American Indian	2	0	0%	0

In the Big Four divisions listed, Operations Division comes closest to having each of its minority groups' selection rates at least 80% of the selection rate of the top group. [*In this case we didn't use the 100% selection rate of the Asian group, because the numbers referred/selected were so small.]

PM GROUP	# REFERRED	# SELECTED	SELECTION RATE	COMPARISON (4/5 Rule)
Men	62	10	16%	top group
Women	27	3	11%	69%
White	36	8	22%	33%
Black	15	2	13%	20%
Hispanic	3	2	67%	top group
Asian	2	1	50%	75%
American Indian	1	0	0%	0%

NOTE: There are some referrals which were canceled before a selection was made. These canceled referrals are omitted from these figures. Likewise, in the selections for which we have incomplete information regarding which gender/minority group was selected, we have also omitted those from our calculations here. It is unlikely that these omissions significantly affect these numbers.