

Minnehaha County

Equal Employment Opportunity Program (EEO)

As a subrecipient of the STOP-P grant, Minnehaha County acknowledges our obligation to develop and submit a workforce report for 2023. The EEO Verification Form, Utilization Report, and Policy Statement were prepared and submitted in October 2023 to meet this requirement. Minnehaha County is committed to the objectives and steps outlined in the EEO and will continue to support actions that encourage the recruitment and employment of qualified individuals in protected classes.

In addition to the EEO, Minnehaha County's workforce demographics are compiled and analyzed in two other ways: 1) by preparing the annual Affirmative Action Plan (AAP) and 2) by filing the federally mandated EEO-4 report on odd-numbered years. The EEO-4 report provides a summary of the County's workforce composition by job function, EEO category, race/ethnicity, gender, and salary which helps to identify potential problem areas and to evaluate internal programs. The annual AAP reflects the County's commitment to equal opportunity for all its applicants and employees and serves to identify and remove barriers to equal opportunity and employment. Workforce and recruitment data is collected and extensive analysis is conducted by EEO category, race/ethnicity, and gender for individuals in four protected categories: females, minorities, individuals with disabilities, and protected veterans. Areas of identified underutilization are addressed through goal setting and program development to achieve planned objectives. The County also has an advisory committee to monitor the compliance and effectiveness of the AAP and to review the findings from the EEO4 report. Members also serve as a resource on diversity issues in the workplace.

Minnehaha County uses a variety of measurement tools to examine its workforce demographics, recruitment statistics, and labor force availability. By regularly gathering current data, the County can identify underutilization in its workforce and set goals to work toward an employee group that reflects total availability in the internal and external markets. For more information, please contact the Human Resources Office.