

**Fiscal Year 2017 Report on the Condition of
Affirmative Action, Diversity, and Multicultural
Programs in State Government
and
Fiscal Year 2018 Plan**

September 30, 2017



**Fiscal Year 2017
Report on the Condition of Affirmative Action,
Diversity, and Multicultural Programs in State Government
and
Fiscal Year 2018 Plan**

September 30, 2017

**Iowa Department of Administrative Services
Human Resources Enterprise
Hoover State Office Building
1305 E. Walnut Street
Des Moines, IA 50319-0150**

Please direct questions and comments to:

Brad Thomas, HRE Employment Bureau Chief
brad.thomas@iowa.gov

or

Anika Gaar, Affirmative Action Administrator
anika.gaar@iowa.gov



September 19, 2017

MEMORANDUM

TO: The Honorable Kim Reynolds, Governor
The Honorable Adam Gregg, Lt. Governor
Carmine Boal, Chief Clerk of the House
W. Charles Smithson, Secretary of the Senate

FR: Janet E. Phipps, Director, Department of Administrative Services

RE: FY 2017 Affirmative Action Report and FY 2018 Plan

In accordance with Iowa Code section 19B.5, enclosed please find the Fiscal Year 2017 Report on the Condition of Affirmative Action, Diversity, and Multicultural Programs in State Government as required by Chapter 19B.5.

Contents

Section I. Equal Opportunity in State Government – Affirmative Action	1
Section II. FY 2017 Progress and Results	3
Section III. FY 2018 Plan	7
Section IV: Appendices	8
APPENDIX A: Annual Agency Affirmative Action Report and Plan Submissions	8
APPENDIX B: Executive Branch Workforce Composition Five-Year Trends	9
APPENDIX C: Workforce Composition Charts Statewide and by Agency	13
APPENDIX D: FY 2017 DAS Community Event Participation	110
APPENDIX E: FY 2017 DAS PDS Training Participation Report	112

Annual Affirmative Action, Diversity, and Multicultural Programs Report and Plan

Section I. Equal Opportunity in State Government - Affirmative Action

This report covers activity for the period of July 1, 2016, through June 30, 2017, and provides information on the condition of affirmative action, diversity, and multicultural programs in the Executive Branch of State Government, as set forth in Iowa Code Chapter 19B.

<https://www.legis.iowa.gov/docs/ico/code/19b.pdf>

Definitions

“Affirmative action” means action appropriate to overcome the effects of past or present practices, policies, or other barriers to equal employment opportunity. Iowa Code 19B.1 (1).

“State agency” means an office, bureau, division, department, board, or commission in the Executive Branch of State Government. Iowa Code 19B.1 (2).

Responsibilities

Each agency is required to submit an annual report of its affirmative action accomplishments to the Department of Administrative Services (DAS) by July 31 of each year. Iowa Code 19B.5 (1). Each agency’s plan contains goals and time specifications for meeting those goals, as well as, the report of the last year’s affirmative action accomplishments. DAS reviews the individual agency annual reports and submits a statewide annual report on the condition of affirmative action, diversity, and multicultural programs in the Executive Branch by September 30 of each year to the Governor and General Assembly. Iowa Code 19B.5 (2). As part of this report, workforce composition data are presented on a statewide and by agency basis, however, individual agency reports and plans are not editorialized here, as there are many variables to consider in drawing conclusions as to why an agency did or did not achieve a goal for the reporting period. (A complete list of agencies that submitted an Annual Affirmative Action Report and Plan can be found in Appendix A.)

Executive Branch Statewide Workforce Composition by Females and Minorities

DAS uses the 2006-2010 American Community Survey (ACS) Equal Employment Opportunity (EEO) Tabulation, State, and Local Government Job Categories to compile metrics and categorize the State of Iowa’s workforce. These Job Categories are as follows:

- 01 Officials and Administrators
- 02 Professionals
- 03 Technicians
- 04 Protective Service: Sworn
- 05 Protective Service: Non-Sworn (Not currently used)
- 06 Administrative Support
- 07 Skilled Craft Workers
- 08 Service-Maintenance

Each State job title is assigned an Occupational Code that links to the census counts for that occupational area by sex, race, and ethnicity (Hispanic origin), EEO Occupational Group, and State and Local Government Job Categories. These categories are similar, if not identical, to the job categories used by State and Local governments in reporting EEO-4 survey data.

The above Job Categories are used in Appendix B for the charts labeled *Executive Branch Statewide Workforce Composition Five-Year Trends by Females and Minorities*, and in Appendix C for the charts labeled *Workforce Composition Charts Statewide and by Agency*. Category 5 (Protective Service: Non-Sworn) is not used and is deliberately absent from the charts.

Section II. FY 2017 Progress and Results

Overall Results: Statewide and by Agency Workforce Composition

Workforce composition measures the number of females and minorities in the total workforce. Using the charts in Appendix C, workforce changes over time can be tracked for the entire Executive Branch, both statewide and by agency, for merit and non-merit employees.

From the Statewide Workforce Composition charts found in Appendix C, the following information can be extrapolated:

- During the reported period, the State's overall Executive Branch workforce decreased by 365 employees: 189 males and 176 females. It is significant to note that of the 176 females that left the workforce, over 46% (81 employees) were from the Administrative Support category, which is a category that is still very well-represented by females at 87.38%.
 - The overall representation of females, by percentage, in the State's Executive Branch workforce increased from 50.39% to 50.44%.
 - The overall representation of minorities, by percentage, in the State's Executive Branch workforce increased from 6.86% to 7.53%.
- There was an increase, by percentage, among females and minorities in both the Officials and Administrators and Professional categories.
 - In the Officials and Administrators category, the percentage of females increased from 50.98% to 51.56%, while the percentage of minorities increased from 5.68% to 6.52%.
 - In the Professional category, the percentage of females increased from 57.61% to 57.89%, while the percentage of minorities increased from 8.18% to 8.77%.
- The categories of Technician and Protective Service: Sworn experienced a decrease, by percentage, among females and an increase, by percentage, among minorities.
 - In the Technician category, the percentage of females decreased from 39.45% to 38.03%, while the percentage of minorities increased from 4.84% to 4.99%.
 - In the Protective Service: Sworn category, the percentage of females decreased from 13.78% to 13.37%, while the percentage of minorities increased from 5.63% to 5.64%.
- The categories of Administrative Support, Skilled Craft, and Service and Maintenance experienced a decrease, by percentage, among females, and an increase, by percentage, among minorities.
 - In the Administrative Support category, the percentage of females decreased from 87.62% to 87.38%, while the percentage of minorities increased from 8.97% to 9.70%.

- In the Skilled Craft category, the percentage of females decreased from 2.32% to 2.08%, while the percentage of minorities increased from 3.20% to 3.32%.
- In the Service and Maintenance category, the percentage of females decreased from 59.21% to 58.90%, while the percentage of minorities increased from 7.07% to 9.01%.

State Recruitment Coordinating Committee ¹

DAS chairs and facilitates the State Recruitment Coordinating Committee, as required by Iowa Code section 19B.3 (1) (f). The committee assists State agencies in addressing affirmative action recruitment needs. Members meet regularly to collaboratively identify needs and address issues affecting affirmative action, diversity, and recruiting.

The statewide recruitment strategy is targeted to promote the employment needs of State agencies and to identify, source and recruit diverse talent to fill those needs. The committee completed a strategic analysis in 2015 in order to guide its efforts. As a result, the FY 2017 Statewide Recruiting Strategy goals were:

- Recruit and source appropriately skilled talent
- Diversify the talent pipeline
- Be a resource for the agency
- Promote the Executive Branch as competitive and choice employment
- Promote a “one” employer concept

This strategy promotes agency-level efficiency in administering public policy, enhancing customer/client experience, and showcasing the State of Iowa as a desirable place of employment.

Recruitment Activities and Community Event Participation

In FY 2017, the statewide DAS Recruiter coordinated Executive Branch participation in 43 recruitment events throughout the State. These events assist Executive Branch agencies to reach a broader and more diverse applicant pool. Through these engagements, the State seeks to educate the attendees regarding job vacancies, employment opportunities, and the State’s work culture. (A complete list of events can be found in Appendix E.)

Some of the key community and cultural events are:

Latino Heritage Festival (September 24-25, 2016). The Latino Heritage Festival is held every fall in Des Moines and is the largest Latino cultural event in the State. Attracting approximately 50,000 attendees annually, this event is also the largest ethnic event in the State.

I’ll Make Me a World in Iowa (January 28, 2017). I’ll Make Me a World in Iowa (IMMAWII) is a diverse collaboration of Iowans. It highlights African-American arts, culture, and contributions through education, awareness, and preservation during an annual enrichment celebration and with continual educational outreach.

CelebrAsian 2017 (May 26-27, 2017). CelebrAsian is the largest Asian American event in Iowa. The event unites the different Asian, American Asian, and Pacific Islander communities in Iowa.

¹ The State Recruitment Coordinating Committee, as required by Iowa Code section 19B.3 (1) (f), assists agencies in addressing affirmative action recruitment needs.

It showcases cultural exhibits, history, food, performance artists, sports, martial arts, and family-friendly activities.

Juneteenth (June 17, 2017). Juneteenth (combination of “June” and “nineteenth”) celebrates the end of the last bastion of slavery in Galveston, Texas. This is a national celebration.

To further expand the search for qualified applicants, the Executive Branch offers the use of LinkedIn to State agencies. LinkedIn is an integrated online networking tool that capitalizes on the effective use of social media and digital networking. LinkedIn reaches a wider prospective applicant pool and allows recruiters to perform searches for hard to find talent.

For the 2017 fiscal year, DAS-HRE secured 15 job slots to post Executive Branch job announcements on LinkedIn. This resulted in a monthly range of 2.7 to 4.2 job announcements per slot having visibility with LinkedIn’s job seekers. Reports provided by LinkedIn indicate an average of 57,500 views with an 8% (4,607) click through to apply for a job. The average post time for any one job announcement is approximately 8.58 days before rotating off; except in instances of high-profile positions that are pinned and stay posted until the position expires.

DAS also actively engages in community events, career fairs, and general recruitment activities with the goal of attracting a diverse group of candidates for employment within state government. DAS selects events and activities that will result in an increased number of qualified protected class applicants applying for positions within state government.

Performance & Development Solutions (PDS) Training

In FY 2017, 926 State employees attended courses related to affirmative action and diversity. Through marketing the e-learning courses via monthly calendar reminders and communications with training liaisons, there was a 26.50% increase in course participation by State employees from the previous year. The e-learning course delivery method allows for a more efficient, effective and flexible learning environment. (Please see Appendix E for a complete listing of attendance by Executive Branch employees in affirmative action and diversity-related classes in FY 2017)

<https://das.iowa.gov/human-resources/training-and-development>

Section III. FY 2018 Plan

To aid in affirmative action goal setting for FY 2018, each agency was provided a series of reports including: applicant flow by minority and sex (merit-covered vacancies only), a list of vacancies that contributed to applicant flow, workforce composition (merit and merit-exempt employees), workforce/labor force comparison by occupational code, and turnover data. Each Executive Branch agency used this data for the creation of affirmative action and diversity and inclusion goals using the S.M.A.R.T. goal setting process, which asks agencies to set goals that are specific, measurable, attainable, realistic, and time-bound. Agency progress on goals set for FY 2018 will be submitted to DAS-HRE at the end of FY 2018.

Section IV. Appendices

APPENDIX A:

ANNUAL AGENCY AFFIRMATIVE ACTION REPORTS AND PLANS

Appendix A notes the agencies that submitted an annual Affirmative Action Report and Plan to the Department of Administrative Services:

- Iowa Auditor of State
- Iowa Board of Parole
- Iowa Civil Rights Commission
- Iowa College Student Aid Commission
- Iowa Communications Network
- Iowa Department for the Blind
- Iowa Department of Administrative Services
- Iowa Department on Aging
- Iowa Department of Agriculture and Land Stewardship
- Iowa Department of Commerce (Alcoholic Beverages Division)
- Iowa Department of Commerce (Credit Union Division)
- Iowa Department of Commerce (Division of Banking)
- Iowa Department of Commerce (Insurance Division)
- Iowa Department of Commerce (Professional Licensing Bureau)
- Iowa Department of Commerce (Utilities Board)
- Iowa Department of Corrections
- Iowa Department of Cultural Affairs
- Iowa Department of Education
- Iowa Department of Homeland Security and Emergency Management
- Iowa Department of Human Rights
- Iowa Department of Human Services
- Iowa Department of Inspections and Appeals (Central Office and Racing and Gaming Commission)
- Iowa Department of Inspections and Appeals (Office of the State Public Defender)
- Iowa Department of Justice
- Iowa Department of Management
- Iowa Department of Natural Resources
- Iowa Department of Public Defense
- Iowa Department of Public Health
- Iowa Department of Public Safety
- Iowa Department of Revenue
- Iowa Department of Transportation
- Iowa Department of Veterans Affairs
- Iowa Department of Workforce Development
- Iowa Economic Development Authority
- Iowa Ethics and Campaign Disclosure Board
- Iowa Finance Authority
- Iowa Law Enforcement Academy
- Iowa Lottery Authority
- Iowa Office of the Chief Information Officer
- Iowa Public Employees' Retirement System
- Iowa Public Employment Relations Board
- Iowa Public Television
- Iowa Secretary of State
- Iowa Treasurer of State
- Iowa Veterans Home
- Iowa Vocational Rehabilitation Services

APPENDIX B:
EXECUTIVE BRANCH WORKFORCE COMPOSITION FIVE-YEAR TRENDS
BY FEMALES and MINORITIES

Appendix B contains a five-year workforce trend analysis. The following charts show the overall percentage of the Executive Branch workforce and by State and local government job category over a five-year period for females and minorities.

Starting this year, the “unknown” category is no longer being used. Employees previously reported in this category have been absorbed into the respective non-minority or minority category. The category is now at a 0 balance and is being shown only for comparative purposes.

Females

Executive Branch - Total

Class	FY2013	FY2014	FY2015	FY2016	FY2017
Male	49.60%	49.59%	49.48%	49.61%	49.56%
Female	50.40%	50.41%	50.52%	50.39%	50.44%

Category 1 -Officials/Administrators

Class	FY2013	FY2014	FY2015	FY2016	FY2017
Male	52.32%	50.92%	50.34%	49.02%	48.44%
Female	47.68%	49.08%	49.66%	50.98%	51.56%

Category 2 – Professional

Class	FY2013	FY2014	FY2015	FY2016	FY2017
Male	39.31%	42.43%	42.57%	42.39%	42.11%
Female	60.69%	57.57%	57.43%	57.61%	57.89%

Category 3 - Technician

Class	FY2013	FY2014	FY2015	FY2016	FY2017
Male	40.43%	59.30%	59.50%	60.55%	61.97%
Female	59.57%	40.70%	40.50%	39.45%	38.03%

Category 4 - Protective Service: Sworn

Class	FY2013	FY2014	FY2015	FY2016	FY2017
Male	85.40%	85.98%	86.11%	86.22%	86.63%
Female	14.60%	14.02%	13.89%	13.78%	13.37%

Category 6 - Administrative Support

Class	FY2013	FY2014	FY2015	FY2016	FY2017
Male	9.25%	11.84%	12.05%	12.38%	12.62%
Female	90.75%	88.16%	87.95%	87.62%	87.38%

Category 7 - Skilled Craft Workers

Class	FY2013	FY2014	FY2015	FY2016	FY2017
Male	97.57%	97.29%	97.51%	97.68%	97.92%
Female	2.43%	2.71%	2.49%	2.32%	2.08%

Category 8 - Service/Maintenance

Class	FY2013	FY2014	FY2015	FY2016	FY2017
Male	38.30%	40.08%	39.65%	40.79%	41.10%
Female	61.70%	59.92%	60.35%	59.21%	58.90%

Minorities*Executive Branch - Total*

Class	FY2013	FY2014	FY2015	FY2016	FY2017
Non-Minority	91.73%	91.68%	91.48%	91.34%	92.47%
Minority	6.32%	6.40%	6.63%	6.86%	7.53%
Unknown	1.95%	1.92%	1.89%	1.80%	0.00%

Category 1 -Officials/Administrators

Class	FY2013	FY2014	FY2015	FY2016	FY2017
Non-Minority	93.18%	92.06%	92.26%	92.05%	93.48%
Minority	4.50%	5.58%	5.66%	5.68%	6.52%
Unknown	2.32%	2.36%	2.09%	2.26%	0.00%

Category 2 – Professional

Class	FY2013	FY2014	FY2015	FY2016	FY2017
Non-Minority	90.51%	90.86%	90.15%	90.03%	91.23%
Minority	7.30%	7.21%	7.77%	8.18%	8.77%
Unknown	2.19%	1.93%	2.09%	1.79%	0.00%

Category 3 - Technician

Class	FY2013	FY2014	FY2015	FY2016	FY2017
Non-Minority	91.98%	93.12%	93.15%	93.30%	95.01%
Minority	6.38%	5.07%	5.05%	4.84%	4.99%
Unknown	1.64%	1.81%	1.80%	1.86%	0.00%

Category 4 - Protective Service: Sworn

Class	FY2013	FY2014	FY2015	FY2016	FY2017
Non-Minority	94.15%	93.39%	93.57%	93.57%	94.36%
Minority	5.35%	5.89%	5.65%	5.63%	5.64%
Unknown	0.51%	0.72%	0.78%	0.80%	0.00%

Category 6 - Administrative Support

Class	FY2013	FY2014	FY2015	FY2016	FY2017
Non-Minority	90.33%	90.26%	90.08%	89.65%	90.30%
Minority	8.23%	8.22%	8.49%	8.97%	9.70%
Unknown	1.43%	1.52%	1.43%	1.38%	0.00%

Category 7 - Skilled Craft Workers

Class	FY2013	FY2014	FY2015	FY2016	FY2017
Non-Minority	96.10%	95.91%	96.07%	96.11%	96.68%
Minority	3.13%	3.21%	3.05%	3.20%	3.32%
Unknown	0.77%	0.88%	0.87%	0.69%	0.00%

Category 8 - Service/Maintenance

Class	FY2013	FY2014	FY2015	FY2016	FY2017
Non-Minority	88.83%	89.40%	89.22%	88.96%	90.99%
Minority	6.49%	6.21%	6.77%	7.07%	9.01%
Unknown	4.68%	4.39%	4.01%	3.96%	0.00%

APPENDIX C:
WORKFORCE COMPOSITION CHARTS
STATEWIDE AND BY AGENCY

Appendix C provides a view of changes in workforce composition (both merit and non-merit employees) for each Executive Branch agency. Each chart reflects counts and percentage representation by male, female, non-minority, minority and unknown.

Starting this year, the “unknown” category is no longer being used. Employees previously reported in this category have been absorbed into the respective non-minority or minority category. The category is now at a 0 balance and is being shown only for comparative purposes.

**Statewide Workforce Composition of the Executive Branch
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	8,410	8,599	-189	49.56%	49.61%
Female	8,558	8,734	-176	50.44%	50.39%
Non-Minority	15,690	15,832	-142	92.47%	91.34%
Minority	1,278	1,189	89	7.53%	6.86%
Unknown	0	312	-312	0.00%	1.80%
TOTALS	16,968	17,333	-365		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,256	1,277	-21	48.44%	49.02%
Female	1,337	1,328	9	51.56%	50.98%
Non-Minority	2,424	2,398	26	93.48%	92.05%
Minority	169	148	21	6.52%	5.68%
Unknown	0	59	-59	0.00%	2.26%
TOTALS	2,593	2,605	-12		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,982	2,017	-35	42.11%	42.39%
Female	2,725	2,741	-16	57.89%	57.61%
Non-Minority	4,294	4,284	10	91.23%	90.03%
Minority	413	389	24	8.77%	8.18%
Unknown	0	85	-85	0.00%	1.79%
TOTALS	4,707	4,758	-51		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	484	488	-4	61.97%	60.55%
Female	297	318	-21	38.03%	39.45%
Non-Minority	742	752	-10	95.01%	93.30%
Minority	39	39	0	4.99%	4.84%
Unknown	0	15	-15	0.00%	1.86%
TOTALS	781	806	-25		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,995	2,053	-58	86.63%	86.22%
Female	308	328	-20	13.37%	13.78%
Non-Minority	2,173	2,228	-55	94.36%	93.57%
Minority	130	134	-4	5.64%	5.63%
Unknown	0	19	-19	0.00%	0.80%
TOTALS	2,303	2,381	-78		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	393	396	-3	12.62%	12.38%
Female	2,721	2,802	-81	87.38%	87.62%
Non-Minority	2,812	2,867	-55	90.30%	89.65%
Minority	302	287	15	9.70%	8.97%
Unknown	0	44	-44	0.00%	1.38%
TOTALS	3,114	3,198	-84		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,506	1,555	-49	97.92%	97.68%
Female	32	37	-5	2.08%	2.32%
Non-Minority	1,487	1,530	-43	96.68%	96.11%
Minority	51	51	0	3.32%	3.20%
Unknown	0	11	-11	0.00%	0.69%
TOTALS	1,538	1,592	-54		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	794	813	-19	41.10%	40.79%
Female	1,138	1,180	-42	58.90%	59.21%
Non-Minority	1,758	1,773	-15	90.99%	88.96%
Minority	174	141	33	9.01%	7.07%
Unknown	0	79	-79	0.00%	3.96%
TOTALS	1,932	1,993	-61		

Agency-005

**Iowa Department of Administrative Services Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	101	100	1	49.27%	48.54%
Female	104	106	-2	50.73%	51.46%
Non-Minority	178	180	-2	86.83%	87.38%
Minority	27	23	4	13.17%	11.17%
Unknown	0	3	-3	0.00%	1.46%
TOTALS	205	206	-1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	32	32	0	49.23%	49.23%
Female	33	33	0	50.77%	50.77%
Non-Minority	64	64	0	98.46%	98.46%
Minority	1	1	0	1.54%	1.54%
Unknown	0	0	0	0.00%	0.00%
TOTALS	65	65	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	14	12	2	35.00%	30.00%
Female	26	28	-2	65.00%	70.00%
Non-Minority	36	36	0	90.00%	90.00%
Minority	4	4	0	10.00%	10.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	40	40	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	10	8	2	23.26%	20.51%
Female	33	31	2	76.74%	79.49%
Non-Minority	31	30	1	72.09%	76.92%
Minority	12	9	3	27.91%	23.08%
Unknown	0	0	0	0.00%	0.00%
TOTALS	43	39	4		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	25	27	-2	96.15%	93.10%
Female	1	2	-1	3.85%	6.90%
Non-Minority	25	27	-2	96.15%	93.10%
Minority	1	1	0	3.85%	3.45%
Unknown	0	1	-1	0.00%	3.45%
TOTALS	26	29	-3		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	20	21	-1	66.67%	65.63%
Female	10	11	-1	33.33%	34.38%
Non-Minority	21	22	-1	70.00%	68.75%
Minority	9	8	1	30.00%	25.00%
Unknown	0	2	-2	0.00%	6.25%
TOTALS	30	32	-2		

Agency-009

**Iowa Department of Agriculture and Land Stewardship Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	159	172	-13	49.38%	52.44%
Female	163	156	7	50.62%	47.56%
Non-Minority	313	317	-4	97.20%	96.65%
Minority	9	11	-2	2.80%	3.35%
Unknown	0	0	0	0.00%	0.00%
TOTALS	322	328	-6		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	75	81	-6	75.00%	77.88%
Female	25	23	2	25.00%	22.12%
Non-Minority	98	102	-4	98.00%	98.08%
Minority	2	2	0	2.00%	1.92%
Unknown	0	0	0	0.00%	0.00%
TOTALS	100	104	-4		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	76	83	-7	67.26%	72.81%
Female	37	31	6	32.74%	27.19%
Non-Minority	109	110	-1	96.46%	96.49%
Minority	4	4	0	3.54%	3.51%
Unknown	0	0	0	0.00%	0.00%
TOTALS	113	114	-1		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	101	101	0	100.00%	100.00%
Non-Minority	98	96	2	97.03%	95.05%
Minority	3	5	-2	2.97%	4.95%
Unknown	0	0	0	0.00%	0.00%
TOTALS	101	101	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	8	0	100.00%	88.89%
Female	0	1	-1	0.00%	11.11%
Non-Minority	8	9	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	8	9	-1		

Agencies-112 & 114

**Iowa Department of Justice Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	98	97	1	40.00%	40.08%
Female	147	145	2	60.00%	59.92%
Non-Minority	224	223	1	91.43%	92.15%
Minority	21	15	6	8.57%	6.20%
Unknown	0	4	-4	0.00%	1.65%
TOTALS	245	242	3		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	23	24	-1	45.10%	48.00%
Female	28	26	2	54.90%	52.00%
Non-Minority	46	46	0	90.20%	92.00%
Minority	5	4	1	9.80%	8.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	51	50	1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	75	73	2	48.08%	48.34%
Female	81	78	3	51.92%	51.66%
Non-Minority	143	139	4	91.67%	92.05%
Minority	13	8	5	8.33%	5.30%
Unknown	0	4	-4	0.00%	2.65%
TOTALS	156	151	5		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	38	41	-3	100.00%	100.00%
Non-Minority	35	38	-3	92.11%	92.68%
Minority	3	3	0	7.89%	7.32%
Unknown	0	0	0	0.00%	0.00%
TOTALS	38	41	-3		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-126

**Iowa Auditor of State Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	52	53	-1	54.74%	51.96%
Female	43	49	-6	45.26%	48.04%
Non-Minority	89	95	-6	93.68%	93.14%
Minority	6	6	0	6.32%	5.88%
Unknown	0	1	-1	0.00%	0.98%
TOTALS	95	102	-7		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	3	-1	33.33%	42.86%
Female	4	4	0	66.67%	57.14%
Non-Minority	6	7	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	6	7	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	50	50	0	58.14%	54.35%
Female	36	42	-6	41.86%	45.65%
Non-Minority	80	86	-6	93.02%	93.48%
Minority	6	6	0	6.98%	6.52%
Unknown	0	0	0	0.00%	0.00%
TOTALS	86	92	-6		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	3	3	0	100.00%	100.00%
Non-Minority	3	2	1	100.00%	66.67%
Minority	0	0	0	0.00%	0.00%
Unknown	0	1	-1	0.00%	33.33%
TOTALS	3	3	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-131

**Iowa Department for the Blind Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	17	23	-6	30.36%	32.86%
Female	39	47	-8	69.64%	67.14%
Non-Minority	50	62	-12	89.29%	88.57%
Minority	6	5	1	10.71%	7.14%
Unknown	0	3	-3	0.00%	4.29%
TOTALS	56	70	-14		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	2	-1	16.67%	28.57%
Female	5	5	0	83.33%	71.43%
Non-Minority	6	7	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	6	7	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	12	13	-1	32.43%	33.33%
Female	25	26	-1	67.57%	66.67%
Non-Minority	32	31	1	86.49%	79.49%
Minority	5	5	0	13.51%	12.82%
Unknown	0	3	-3	0.00%	7.69%
TOTALS	37	39	-2		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	3	-3	0.00%	15.79%
Female	9	16	-7	100.00%	84.21%
Non-Minority	9	19	-10	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	9	19	-10		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	4	-2	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	2	4	-2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	2	4	-2		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	1	1	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	1	0	50.00%	100.00%
Minority	1	0	1	50.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	2	1	1		

Agency-140

**Iowa Ethics & Campaign Disclosure Board Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	50.00%	50.00%
Female	3	3	0	50.00%	50.00%
Non-Minority	5	5	0	83.33%	83.33%
Minority	1	1	0	16.67%	16.67%
Unknown	0	0	0	0.00%	0.00%
TOTALS	6	6	0		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	75.00%	75.00%
Female	1	1	0	25.00%	25.00%
Non-Minority	3	3	0	75.00%	75.00%
Minority	1	1	0	25.00%	25.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	4	4	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-167

**Iowa Civil Rights Commission Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	9	10	-1	40.91%	40.00%
Female	13	15	-2	59.09%	60.00%
Non-Minority	18	21	-3	81.82%	84.00%
Minority	4	3	1	18.18%	12.00%
Unknown	0	1	-1	0.00%	4.00%
TOTALS	22	25	-3		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	9	10	-1	50.00%	47.62%
Female	9	11	-2	50.00%	52.38%
Non-Minority	15	18	-3	83.33%	85.71%
Minority	3	2	1	16.67%	9.52%
Unknown	0	1	-1	0.00%	4.76%
TOTALS	18	21	-3		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	4	4	0	100.00%	100.00%
Non-Minority	3	3	0	75.00%	75.00%
Minority	1	1	0	25.00%	25.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	4	4	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-185

**Office of the Chief Information Officer Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	85	68	17	67.46%	64.15%
Female	41	38	3	32.54%	35.85%
Non-Minority	109	91	18	86.51%	85.85%
Minority	17	11	6	13.49%	10.38%
Unknown	0	4	-4	0.00%	3.77%
TOTALS	126	106	20		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	18	17	1	69.23%	65.38%
Female	8	9	-1	30.77%	34.62%
Non-Minority	25	24	1	96.15%	92.31%
Minority	1	1	0	3.85%	3.85%
Unknown	0	1	-1	0.00%	3.85%
TOTALS	26	26	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	62	46	16	71.26%	69.70%
Female	25	20	5	28.74%	30.30%
Non-Minority	74	56	18	85.06%	84.85%
Minority	13	7	6	14.94%	10.61%
Unknown	0	3	-3	0.00%	4.55%
TOTALS	87	66	21		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	12.50%	11.11%
Female	7	8	-1	87.50%	88.89%
Non-Minority	6	7	-1	75.00%	77.78%
Minority	2	2	0	25.00%	22.22%
Unknown	0	0	0	0.00%	0.00%
TOTALS	8	9	-1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	4	0	80.00%	80.00%
Female	1	1	0	20.00%	20.00%
Non-Minority	4	4	0	80.00%	80.00%
Minority	1	1	0	20.00%	20.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	5	5	0		

Agency-212

**Iowa Department of Commerce
Alcoholic Beverages Division Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	63	62	1	80.77%	81.58%
Female	15	14	1	19.23%	18.42%
Non-Minority	70	67	3	89.74%	88.16%
Minority	8	9	-1	10.26%	11.84%
Unknown	0	0	0	0.00%	0.00%
TOTALS	78	76	2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	11	10	1	64.71%	66.67%
Female	6	5	1	35.29%	33.33%
Non-Minority	15	13	2	88.24%	86.67%
Minority	2	2	0	11.76%	13.33%
Unknown	0	0	0	0.00%	0.00%
TOTALS	17	15	2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	4	-1	60.00%	57.14%
Female	2	3	-1	40.00%	42.86%
Non-Minority	5	7	-2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	5	7	-2		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	7	1	53.33%	53.85%
Female	7	6	1	46.67%	46.15%
Non-Minority	15	13	2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	15	13	2		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	1	1	0	100.00%	100.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	40	40	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	35	34	1	87.50%	85.00%
Minority	5	6	-1	12.50%	15.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	40	40	0		

Agency-213

**Iowa Department of Commerce
Division of Banking Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	45	42	3	60.81%	61.76%
Female	29	26	3	39.19%	38.24%
Non-Minority	73	65	8	98.65%	95.59%
Minority	1	1	0	1.35%	1.47%
Unknown	0	2	-2	0.00%	2.94%
TOTALS	74	68	6		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	45	42	3	63.38%	64.62%
Female	26	23	3	36.62%	35.38%
Non-Minority	70	62	8	98.59%	95.38%
Minority	1	1	0	1.41%	1.54%
Unknown	0	2	-2	0.00%	3.08%
TOTALS	71	65	6		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	2	2	0	100.00%	100.00%
Non-Minority	2	2	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	2	2	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-214

**Iowa Department of Commerce
Credit Union Division Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	7	8	-1	53.85%	61.54%
Female	6	5	1	46.15%	38.46%
Non-Minority	12	11	1	92.31%	84.62%
Minority	1	1	0	7.69%	7.69%
Unknown	0	1	-1	0.00%	7.69%
TOTALS	13	13	0		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	7	8	-1	63.64%	72.73%
Female	4	3	1	36.36%	27.27%
Non-Minority	10	9	1	90.91%	81.82%
Minority	1	1	0	9.09%	9.09%
Unknown	0	1	-1	0.00%	9.09%
TOTALS	11	11	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-216

**Iowa Department of Commerce
Insurance Division Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	46	39	7	46.94%	45.88%
Female	52	46	6	53.06%	54.12%
Non-Minority	83	66	17	84.69%	77.65%
Minority	15	10	5	15.31%	11.76%
Unknown	0	9	-9	0.00%	10.59%
TOTALS	98	85	13		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	40	32	8	55.56%	53.33%
Female	32	28	4	44.44%	46.67%
Non-Minority	60	43	17	83.33%	71.67%
Minority	12	8	4	16.67%	13.33%
Unknown	0	9	-9	0.00%	15.00%
TOTALS	72	60	12		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	3	-1	28.57%	42.86%
Female	5	4	1	71.43%	57.14%
Non-Minority	7	7	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	7	7	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	3	-1	66.67%	75.00%
Female	1	1	0	33.33%	25.00%
Non-Minority	3	4	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	3	4	-1		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	1	1	12.50%	7.14%
Female	14	13	1	87.50%	92.86%
Non-Minority	13	12	1	81.25%	85.71%
Minority	3	2	1	18.75%	14.29%
Unknown	0	0	0	0.00%	0.00%
TOTALS	16	14	2		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-217

**Iowa Department of Commerce
Professional Licensing Bureau Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	2	2	0	20.00%	20.00%
Female	8	8	0	80.00%	80.00%
Non-Minority	10	10	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	10	10	0		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	2	0	40.00%	40.00%
Female	3	3	0	60.00%	60.00%
Non-Minority	5	5	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	5	5	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	2	2	0	100.00%	100.00%
Non-Minority	2	2	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	2	2	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	3	3	0	100.00%	100.00%
Non-Minority	3	3	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	3	3	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-219

**Iowa Department of Commerce
Utilities Board Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	29	31	-2	54.72%	55.36%
Female	24	25	-1	45.28%	44.64%
Non-Minority	46	47	-1	86.79%	83.93%
Minority	7	7	0	13.21%	12.50%
Unknown	0	2	-2	0.00%	3.57%
TOTALS	53	56	-3		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	19	23	-4	61.29%	62.16%
Female	12	14	-2	38.71%	37.84%
Non-Minority	29	32	-3	93.55%	86.49%
Minority	2	3	-1	6.45%	8.11%
Unknown	0	2	-2	0.00%	5.41%
TOTALS	31	37	-6		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	9	8	1	69.23%	72.73%
Female	4	3	1	30.77%	27.27%
Non-Minority	9	8	1	69.23%	72.73%
Minority	4	3	1	30.77%	27.27%
Unknown	0	0	0	0.00%	0.00%
TOTALS	13	11	2		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	0	1	11.11%	0.00%
Female	8	8	0	88.89%	100.00%
Non-Minority	8	7	1	88.89%	87.50%
Minority	1	1	0	11.11%	12.50%
Unknown	0	0	0	0.00%	0.00%
TOTALS	9	8	1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agencies-238 thru 252

**Iowa Department of Corrections Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	1,742	1,784	-42	68.39%	67.83%
Female	805	846	-41	31.61%	32.17%
Non-Minority	2,384	2,444	-60	93.60%	92.93%
Minority	163	165	-2	6.40%	6.27%
Unknown	0	21	-21	0.00%	0.80%
TOTALS	2,547	2,630	-83		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	93	88	5	51.67%	49.44%
Female	87	90	-3	48.33%	50.56%
Non-Minority	171	167	4	95.00%	93.82%
Minority	9	11	-2	5.00%	6.18%
Unknown	0	0	0	0.00%	0.00%
TOTALS	180	178	2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	127	135	-8	38.37%	38.68%
Female	204	214	-10	61.63%	61.32%
Non-Minority	304	320	-16	91.84%	91.69%
Minority	27	27	0	8.16%	7.74%
Unknown	0	2	-2	0.00%	0.57%
TOTALS	331	349	-18		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	60	56	4	54.05%	50.45%
Female	51	55	-4	45.95%	49.55%
Non-Minority	105	104	1	94.59%	93.69%
Minority	6	7	-1	5.41%	6.31%
Unknown	0	0	0	0.00%	0.00%
TOTALS	111	111	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,234	1,273	-39	83.21%	82.56%
Female	249	269	-20	16.79%	17.44%
Non-Minority	1,378	1,421	-43	92.92%	92.15%
Minority	105	106	-1	7.08%	6.87%
Unknown	0	15	-15	0.00%	0.97%
TOTALS	1,483	1,542	-59		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	13	16	-3	8.97%	10.46%
Female	132	137	-5	91.03%	89.54%
Non-Minority	140	146	-6	96.55%	95.42%
Minority	5	6	-1	3.45%	3.92%
Unknown	0	1	-1	0.00%	0.65%
TOTALS	145	153	-8		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	111	111	0	99.11%	99.11%
Female	1	1	0	0.89%	0.89%
Non-Minority	111	111	0	99.11%	99.11%
Minority	1	1	0	0.89%	0.89%
Unknown	0	0	0	0.00%	0.00%
TOTALS	112	112	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	104	105	-1	56.22%	56.76%
Female	81	80	1	43.78%	43.24%
Non-Minority	175	175	0	94.59%	94.59%
Minority	10	7	3	5.41%	3.78%
Unknown	0	3	-3	0.00%	1.62%
TOTALS	185	185	0		

Agency-259

**Iowa Department of Cultural Affairs Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	20	20	0	39.22%	40.82%
Female	31	29	2	60.78%	59.18%
Non-Minority	50	44	6	98.04%	89.80%
Minority	1	1	0	1.96%	2.04%
Unknown	0	4	-4	0.00%	8.16%
TOTALS	51	49	2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	3	1	44.44%	37.50%
Female	5	5	0	55.56%	62.50%
Non-Minority	9	8	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	9	8	1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	11	12	-1	34.38%	37.50%
Female	21	20	1	65.63%	62.50%
Non-Minority	32	30	2	100.00%	93.75%
Minority	0	0	0	0.00%	0.00%
Unknown	0	2	-2	0.00%	6.25%
TOTALS	32	32	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	2	0	33.33%	40.00%
Female	4	3	1	66.67%	60.00%
Non-Minority	5	2	3	83.33%	40.00%
Minority	1	1	0	16.67%	20.00%
Unknown	0	2	-2	0.00%	40.00%
TOTALS	6	5	1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	2	0	66.67%	66.67%
Female	1	1	0	33.33%	33.33%
Non-Minority	3	3	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	3	3	0		

Agency-269

**Iowa Economic Development Authority Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	36	38	-2	32.73%	34.23%
Female	74	73	1	67.27%	65.77%
Non-Minority	104	103	1	94.55%	92.79%
Minority	6	5	1	5.45%	4.50%
Unknown	0	3	-3	0.00%	2.70%
TOTALS	110	111	-1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	32	34	-2	34.41%	36.96%
Female	61	58	3	65.59%	63.04%
Non-Minority	89	88	1	95.70%	95.65%
Minority	4	2	2	4.30%	2.17%
Unknown	0	2	-2	0.00%	2.17%
TOTALS	93	92	1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	4	0	66.67%	66.67%
Female	2	2	0	33.33%	33.33%
Non-Minority	6	6	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	6	6	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	5	7	-2	100.00%	100.00%
Non-Minority	4	4	0	80.00%	57.14%
Minority	1	2	-1	20.00%	28.57%
Unknown	0	1	-1	0.00%	14.29%
TOTALS	5	7	-2		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	6	6	0	100.00%	100.00%
Non-Minority	5	5	0	83.33%	83.33%
Minority	1	1	0	16.67%	16.67%
Unknown	0	0	0	0.00%	0.00%
TOTALS	6	6	0		

Agency-270

**Iowa Finance Authority Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	27	25	2	29.67%	28.74%
Female	64	62	2	70.33%	71.26%
Non-Minority	86	82	4	94.51%	94.25%
Minority	5	5	0	5.49%	5.75%
Unknown	0	0	0	0.00%	0.00%
TOTALS	91	87	4		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	14	14	0	28.57%	28.00%
Female	35	36	-1	71.43%	72.00%
Non-Minority	47	48	-1	95.92%	96.00%
Minority	2	2	0	4.08%	4.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	49	50	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	12	10	2	48.00%	47.62%
Female	13	11	2	52.00%	52.38%
Non-Minority	23	19	4	92.00%	90.48%
Minority	2	2	0	8.00%	9.52%
Unknown	0	0	0	0.00%	0.00%
TOTALS	25	21	4		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	5.88%	6.25%
Female	16	15	1	94.12%	93.75%
Non-Minority	16	15	1	94.12%	93.75%
Minority	1	1	0	5.88%	6.25%
Unknown	0	0	0	0.00%	0.00%
TOTALS	17	16	1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-282

**Iowa Department of Education Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	83	81	2	31.56%	29.89%
Female	180	190	-10	68.44%	70.11%
Non-Minority	242	244	-2	92.02%	90.04%
Minority	21	21	0	7.98%	7.75%
Unknown	0	6	-6	0.00%	2.21%
TOTALS	263	271	-8		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	19	19	0	55.88%	52.78%
Female	15	17	-2	44.12%	47.22%
Non-Minority	33	34	-1	97.06%	94.44%
Minority	1	1	0	2.94%	2.78%
Unknown	0	1	-1	0.00%	2.78%
TOTALS	34	36	-2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	58	56	2	30.85%	29.63%
Female	130	133	-3	69.15%	70.37%
Non-Minority	173	171	2	92.02%	90.48%
Minority	15	13	2	7.98%	6.88%
Unknown	0	5	-5	0.00%	2.65%
TOTALS	188	189	-1		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	7.89%	6.98%
Female	35	40	-5	92.11%	93.02%
Non-Minority	33	36	-3	86.84%	83.72%
Minority	5	7	-2	13.16%	16.28%
Unknown	0	0	0	0.00%	0.00%
TOTALS	38	43	-5		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	3	3	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	3	3	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-283

**Iowa Vocational Rehabilitation Services Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	89	84	5	23.80%	23.20%
Female	285	278	7	76.20%	76.80%
Non-Minority	343	337	6	91.71%	93.09%
Minority	31	25	6	8.29%	6.91%
Unknown	0	0	0	0.00%	0.00%
TOTALS	374	362	12		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	7	-1	28.57%	35.00%
Female	15	13	2	71.43%	65.00%
Non-Minority	21	20	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	21	20	1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	50	48	2	29.41%	28.57%
Female	120	120	0	70.59%	71.43%
Non-Minority	157	158	-1	92.35%	94.05%
Minority	13	10	3	7.65%	5.95%
Unknown	0	0	0	0.00%	0.00%
TOTALS	170	168	2		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	26	26	0	100.00%	100.00%
Non-Minority	22	23	-1	84.62%	88.46%
Minority	4	3	1	15.38%	11.54%
Unknown	0	0	0	0.00%	0.00%
TOTALS	26	26	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	33	29	4	21.02%	19.59%
Female	124	119	5	78.98%	80.41%
Non-Minority	143	136	7	91.08%	91.89%
Minority	14	12	2	8.92%	8.11%
Unknown	0	0	0	0.00%	0.00%
TOTALS	157	148	9		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-284

**Iowa College Student Aid Commission Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	9	-1	22.86%	25.71%
Female	27	26	1	77.14%	74.29%
Non-Minority	31	31	0	88.57%	88.57%
Minority	4	3	1	11.43%	8.57%
Unknown	0	1	-1	0.00%	2.86%
TOTALS	35	35	0		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	5	-1	28.57%	33.33%
Female	10	10	0	71.43%	66.67%
Non-Minority	13	13	0	92.86%	86.67%
Minority	1	1	0	7.14%	6.67%
Unknown	0	1	-1	0.00%	6.67%
TOTALS	14	15	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	4	0	23.53%	26.67%
Female	13	11	2	76.47%	73.33%
Non-Minority	15	14	1	88.24%	93.33%
Minority	2	1	1	11.76%	6.67%
Unknown	0	0	0	0.00%	0.00%
TOTALS	17	15	2		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	4	5	-1	100.00%	100.00%
Non-Minority	3	4	-1	75.00%	80.00%
Minority	1	1	0	25.00%	20.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	4	5	-1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-285

**Iowa Public Television Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	61	61	0	63.54%	62.24%
Female	35	37	-2	36.46%	37.76%
Non-Minority	93	78	15	96.88%	79.59%
Minority	3	2	1	3.13%	2.04%
Unknown	0	18	-18	0.00%	18.37%
TOTALS	96	98	-2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	5	1	42.86%	33.33%
Female	8	10	-2	57.14%	66.67%
Non-Minority	14	14	0	100.00%	93.33%
Minority	0	0	0	0.00%	0.00%
Unknown	0	1	-1	0.00%	6.67%
TOTALS	14	15	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	25	25	0	60.98%	60.98%
Female	16	16	0	39.02%	39.02%
Non-Minority	39	29	10	95.12%	70.73%
Minority	2	2	0	4.88%	4.88%
Unknown	0	10	-10	0.00%	24.39%
TOTALS	41	41	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	27	28	-1	90.00%	90.32%
Female	3	3	0	10.00%	9.68%
Non-Minority	30	25	5	100.00%	80.65%
Minority	0	0	0	0.00%	0.00%
Unknown	0	6	-6	0.00%	19.35%
TOTALS	30	31	-1		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	2	0	20.00%	20.00%
Female	8	8	0	80.00%	80.00%
Non-Minority	9	9	0	90.00%	90.00%
Minority	1	0	1	10.00%	0.00%
Unknown	0	1	-1	0.00%	10.00%
TOTALS	10	10	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-297

**Iowa Department on Aging Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	5	0	12.82%	12.50%
Female	34	35	-1	87.18%	87.50%
Non-Minority	36	38	-2	92.31%	95.00%
Minority	3	1	2	7.69%	2.50%
Unknown	0	1	-1	0.00%	2.50%
TOTALS	39	40	-1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	21.43%	20.00%
Female	11	12	-1	78.57%	80.00%
Non-Minority	14	14	0	100.00%	93.33%
Minority	0	0	0	0.00%	0.00%
Unknown	0	1	-1	0.00%	6.67%
TOTALS	14	15	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	2	0	11.11%	11.76%
Female	16	15	1	88.89%	88.24%
Non-Minority	16	16	0	88.89%	94.12%
Minority	2	1	1	11.11%	5.88%
Unknown	0	0	0	0.00%	0.00%
TOTALS	18	17	1		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	7	8	-1	100.00%	100.00%
Non-Minority	6	8	-2	85.71%	100.00%
Minority	1	0	1	14.29%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	7	8	-1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-309

**Iowa Department of Workforce Development Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	234	238	-4	36.00%	36.62%
Female	416	412	4	64.00%	63.38%
Non-Minority	506	509	-3	77.85%	78.31%
Minority	144	138	6	22.15%	21.23%
Unknown	0	3	-3	0.00%	0.46%
TOTALS	650	650	0		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	68	64	4	45.03%	46.72%
Female	83	73	10	54.97%	53.28%
Non-Minority	125	114	11	82.78%	83.21%
Minority	26	23	3	17.22%	16.79%
Unknown	0	0	0	0.00%	0.00%
TOTALS	151	137	14		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	125	130	-5	32.64%	34.48%
Female	258	247	11	67.36%	65.52%
Non-Minority	297	293	4	77.55%	77.72%
Minority	86	83	3	22.45%	22.02%
Unknown	0	1	-1	0.00%	0.27%
TOTALS	383	377	6		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	31	29	2	81.58%	80.56%
Female	7	7	0	18.42%	19.44%
Non-Minority	32	30	2	84.21%	83.33%
Minority	6	6	0	15.79%	16.67%
Unknown	0	0	0	0.00%	0.00%
TOTALS	38	36	2		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	11	-5	8.22%	11.58%
Female	67	84	-17	91.78%	88.42%
Non-Minority	48	68	-20	65.75%	71.58%
Minority	25	25	0	34.25%	26.32%
Unknown	0	2	-2	0.00%	2.11%
TOTALS	73	95	-22		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	3	3	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	3	3	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	50.00%	50.00%
Female	1	1	0	50.00%	50.00%
Non-Minority	1	1	0	50.00%	50.00%
Minority	1	1	0	50.00%	50.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	2	2	0		

Agency-336

**Iowa Communications Network Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	57	54	3	67.06%	65.85%
Female	28	28	0	32.94%	34.15%
Non-Minority	74	69	5	87.06%	84.15%
Minority	11	10	1	12.94%	12.20%
Unknown	0	3	-3	0.00%	3.66%
TOTALS	85	82	3		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	11	9	2	68.75%	60.00%
Female	5	6	-1	31.25%	40.00%
Non-Minority	13	11	2	81.25%	73.33%
Minority	3	3	0	18.75%	20.00%
Unknown	0	1	-1	0.00%	6.67%
TOTALS	16	15	1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	34	33	1	70.83%	71.74%
Female	14	13	1	29.17%	28.26%
Non-Minority	41	38	3	85.42%	82.61%
Minority	7	6	1	14.58%	13.04%
Unknown	0	2	-2	0.00%	4.35%
TOTALS	48	46	2		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	3	3	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	3	3	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	6	0	40.00%	40.00%
Female	9	9	0	60.00%	60.00%
Non-Minority	14	14	0	93.33%	93.33%
Minority	1	1	0	6.67%	6.67%
Unknown	0	0	0	0.00%	0.00%
TOTALS	15	15	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	3	3	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	3	3	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-379

**Iowa Department of Human Rights Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	15	17	-2	35.71%	38.64%
Female	27	27	0	64.29%	61.36%
Non-Minority	38	38	0	90.48%	86.36%
Minority	4	5	-1	9.52%	11.36%
Unknown	0	1	-1	0.00%	2.27%
TOTALS	42	44	-2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	4	0	20.00%	20.00%
Female	16	16	0	80.00%	80.00%
Non-Minority	17	16	1	85.00%	80.00%
Minority	3	4	-1	15.00%	20.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	20	20	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	11	13	-2	55.00%	61.90%
Female	9	8	1	45.00%	38.10%
Non-Minority	19	19	0	95.00%	90.48%
Minority	1	1	0	5.00%	4.76%
Unknown	0	1	-1	0.00%	4.76%
TOTALS	20	21	-1		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	2	3	-1	100.00%	100.00%
Non-Minority	2	3	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	2	3	-1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agencies-401 thru 413

**Iowa Department of Human Services Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	1,158	1,182	-24	26.47%	26.75%
Female	3,216	3,237	-21	73.53%	73.25%
Non-Minority	4,034	3,965	69	92.23%	89.73%
Minority	340	297	43	7.77%	6.72%
Unknown	0	157	-157	0.00%	3.55%
TOTALS	4,374	4,419	-45		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	133	135	-2	32.20%	32.22%
Female	280	284	-4	67.80%	67.78%
Non-Minority	395	390	5	95.64%	93.08%
Minority	18	14	4	4.36%	3.34%
Unknown	0	15	-15	0.00%	3.58%
TOTALS	413	419	-6		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	309	303	6	25.99%	25.96%
Female	880	864	16	74.01%	74.04%
Non-Minority	1,101	1,060	41	92.60%	90.83%
Minority	88	79	9	7.40%	6.77%
Unknown	0	28	-28	0.00%	2.40%
TOTALS	1,189	1,167	22		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	16	17	-1	21.33%	22.67%
Female	59	58	1	78.67%	77.33%
Non-Minority	74	67	7	98.67%	89.33%
Minority	1	1	0	1.33%	1.33%
Unknown	0	7	-7	0.00%	9.33%
TOTALS	75	75	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	149	155	-6	9.93%	10.26%
Female	1,351	1,356	-5	90.07%	89.74%
Non-Minority	1,349	1,342	7	89.93%	88.82%
Minority	151	141	10	10.07%	9.33%
Unknown	0	28	-28	0.00%	1.85%
TOTALS	1,500	1,511	-11		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	96	105	-9	95.05%	94.59%
Female	5	6	-1	4.95%	5.41%
Non-Minority	101	101	0	100.00%	90.99%
Minority	0	1	-1	0.00%	0.90%
Unknown	0	9	-9	0.00%	8.11%
TOTALS	101	111	-10		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	454	466	-12	41.46%	41.06%
Female	641	669	-28	58.54%	58.94%
Non-Minority	1,013	1,004	9	92.51%	88.46%
Minority	82	61	21	7.49%	5.37%
Unknown	0	70	-70	0.00%	6.17%
TOTALS	1,095	1,135	-40		

Agency-427

**Iowa Department of Inspections & Appeals
Central Office Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	65	73	-8	26.10%	27.34%
Female	184	194	-10	73.90%	72.66%
Non-Minority	233	248	-15	93.57%	92.88%
Minority	16	15	1	6.43%	5.62%
Unknown	0	4	-4	0.00%	1.50%
TOTALS	249	267	-18		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	30	31	-1	54.55%	53.45%
Female	25	27	-2	45.45%	46.55%
Non-Minority	52	53	-1	94.55%	91.38%
Minority	3	3	0	5.45%	5.17%
Unknown	0	2	-2	0.00%	3.45%
TOTALS	55	58	-3		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	32	39	-7	19.75%	22.29%
Female	130	136	-6	80.25%	77.71%
Non-Minority	154	165	-11	95.06%	94.29%
Minority	8	8	0	4.94%	4.57%
Unknown	0	2	-2	0.00%	1.14%
TOTALS	162	175	-13		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	9.38%	8.82%
Female	29	31	-2	90.63%	91.18%
Non-Minority	27	30	-3	84.38%	88.24%
Minority	5	4	1	15.63%	11.76%
Unknown	0	0	0	0.00%	0.00%
TOTALS	32	34	-2		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-428

**Iowa Department of Inspections & Appeals
Office of the State Public Defender Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	89	89	0	41.59%	41.78%
Female	125	124	1	58.41%	58.22%
Non-Minority	193	188	5	90.19%	88.26%
Minority	21	18	3	9.81%	8.45%
Unknown	0	7	-7	0.00%	3.29%
TOTALS	214	213	1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	14	13	1	50.00%	46.43%
Female	14	15	-1	50.00%	53.57%
Non-Minority	26	26	0	92.86%	92.86%
Minority	2	1	1	7.14%	3.57%
Unknown	0	1	-1	0.00%	3.57%
TOTALS	28	28	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	75	76	-1	52.08%	54.29%
Female	69	64	5	47.92%	45.71%
Non-Minority	127	119	8	88.19%	85.00%
Minority	17	15	2	11.81%	10.71%
Unknown	0	6	-6	0.00%	4.29%
TOTALS	144	140	4		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	42	45	-3	100.00%	100.00%
Non-Minority	40	43	-3	95.24%	95.56%
Minority	2	2	0	4.76%	4.44%
Unknown	0	0	0	0.00%	0.00%
TOTALS	42	45	-3		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-429

**Iowa Department of Inspections & Appeals
 Racing and Gaming Commission Workforce Composition
 Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	17	19	-2	41.46%	45.24%
Female	24	23	1	58.54%	54.76%
Non-Minority	39	38	1	95.12%	90.48%
Minority	2	3	-1	4.88%	7.14%
Unknown	0	1	-1	0.00%	2.38%
TOTALS	41	42	-1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	5	-1	57.14%	71.43%
Female	3	2	1	42.86%	28.57%
Non-Minority	7	6	1	100.00%	85.71%
Minority	0	0	0	0.00%	0.00%
Unknown	0	1	-1	0.00%	14.29%
TOTALS	7	7	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	1	-1	0.00%	16.67%
Female	5	5	0	100.00%	83.33%
Non-Minority	5	5	0	100.00%	83.33%
Minority	0	1	-1	0.00%	16.67%
Unknown	0	0	0	0.00%	0.00%
TOTALS	5	6	-1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	13	13	0	44.83%	44.83%
Female	16	16	0	55.17%	55.17%
Non-Minority	27	27	0	93.10%	93.10%
Minority	2	2	0	6.90%	6.90%
Unknown	0	0	0	0.00%	0.00%
TOTALS	29	29	0		

Agency-467

**Iowa Law Enforcement Academy Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	8	0	38.10%	36.36%
Female	13	14	-1	61.90%	63.64%
Non-Minority	21	21	0	100.00%	95.45%
Minority	0	1	-1	0.00%	4.55%
Unknown	0	0	0	0.00%	0.00%
TOTALS	21	22	-1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	2	0	50.00%	50.00%
Female	2	2	0	50.00%	50.00%
Non-Minority	4	4	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	4	4	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	6	0	60.00%	60.00%
Female	4	4	0	40.00%	40.00%
Non-Minority	10	10	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	10	10	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	6	7	-1	100.00%	100.00%
Non-Minority	6	6	0	100.00%	85.71%
Minority	0	1	-1	0.00%	14.29%
Unknown	0	0	0	0.00%	0.00%
TOTALS	6	7	-1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-532

**Iowa Department of Management Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	12	11	1	57.14%	50.00%
Female	9	11	-2	42.86%	50.00%
Non-Minority	20	19	1	95.24%	86.36%
Minority	1	2	-1	4.76%	9.09%
Unknown	0	1	-1	0.00%	4.55%
TOTALS	21	22	-1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	12	11	1	63.16%	55.00%
Female	7	9	-2	36.84%	45.00%
Non-Minority	18	18	0	94.74%	90.00%
Minority	1	2	-1	5.26%	10.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	19	20	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	0	1	100.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	1	-1	0.00%	100.00%
TOTALS	1	1	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-542

Iowa Department of Natural Resources Workforce Composition
Comparison for Total Agency and by EEO Category

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	610	626	-16	71.51%	70.98%
Female	243	256	-13	28.49%	29.02%
Non-Minority	814	835	-21	95.43%	94.67%
Minority	39	42	-3	4.57%	4.76%
Unknown	0	5	-5	0.00%	0.57%
TOTALS	853	882	-29		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	60	64	-4	63.83%	62.75%
Female	34	38	-4	36.17%	37.25%
Non-Minority	93	100	-7	98.94%	98.04%
Minority	1	1	0	1.06%	0.98%
Unknown	0	1	-1	0.00%	0.98%
TOTALS	94	102	-8		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	335	346	-11	69.79%	69.76%
Female	145	150	-5	30.21%	30.24%
Non-Minority	459	469	-10	95.63%	94.56%
Minority	21	24	-3	4.38%	4.84%
Unknown	0	3	-3	0.00%	0.60%
TOTALS	480	496	-16		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	129	128	1	93.48%	94.12%
Female	9	8	1	6.52%	5.88%
Non-Minority	134	131	3	97.10%	96.32%
Minority	4	4	0	2.90%	2.94%
Unknown	0	1	-1	0.00%	0.74%
TOTALS	138	136	2		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	72	74	-2	92.31%	92.50%
Female	6	6	0	7.69%	7.50%
Non-Minority	73	74	-1	93.59%	92.50%
Minority	5	6	-1	6.41%	7.50%
Unknown	0	0	0	0.00%	0.00%
TOTALS	78	80	-2		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	8	0	14.04%	12.90%
Female	49	54	-5	85.96%	87.10%
Non-Minority	49	55	-6	85.96%	88.71%
Minority	8	7	1	14.04%	11.29%
Unknown	0	0	0	0.00%	0.00%
TOTALS	57	62	-5		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	5	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	5	5	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	5	5	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

Agency-547

**Iowa Board of Parole Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	4	-1	33.33%	44.44%
Female	6	5	1	66.67%	55.56%
Non-Minority	8	8	0	88.89%	88.89%
Minority	1	1	0	11.11%	11.11%
Unknown	0	0	0	0.00%	0.00%
TOTALS	9	9	0		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	2	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	1	0	50.00%	50.00%
Minority	1	1	0	50.00%	50.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	2	2	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	2	-1	16.67%	33.33%
Female	5	4	1	83.33%	66.67%
Non-Minority	6	6	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	6	6	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-553

**Iowa Public Employees' Retirement System (IPERS) Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	30	29	1	37.50%	36.71%
Female	50	50	0	62.50%	63.29%
Non-Minority	69	69	0	86.25%	87.34%
Minority	11	10	1	13.75%	12.66%
Unknown	0	0	0	0.00%	0.00%
TOTALS	80	79	1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	23	22	1	42.59%	41.51%
Female	31	31	0	57.41%	58.49%
Non-Minority	49	48	1	90.74%	90.57%
Minority	5	5	0	9.26%	9.43%
Unknown	0	0	0	0.00%	0.00%
TOTALS	54	53	1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	7	7	0	43.75%	43.75%
Female	9	9	0	56.25%	56.25%
Non-Minority	11	12	-1	68.75%	75.00%
Minority	5	4	1	31.25%	25.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	16	16	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	10	10	0	100.00%	100.00%
Non-Minority	9	9	0	90.00%	90.00%
Minority	1	1	0	10.00%	10.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	10	10	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-572

**Iowa Public Employment Relations Board (PERB) Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	30.00%	30.00%
Female	7	7	0	70.00%	70.00%
Non-Minority	10	10	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	10	10	0		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	2	0	66.67%	66.67%
Female	1	1	0	33.33%	33.33%
Non-Minority	3	3	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	3	3	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	20.00%	20.00%
Female	4	4	0	80.00%	80.00%
Non-Minority	5	5	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	5	5	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	2	2	0	100.00%	100.00%
Non-Minority	2	2	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	2	2	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-582

**Iowa Department of Public Defense Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	198	197	1	79.52%	78.80%
Female	51	53	-2	20.48%	21.20%
Non-Minority	235	227	8	94.38%	90.80%
Minority	14	15	-1	5.62%	6.00%
Unknown	0	8	-8	0.00%	3.20%
TOTALS	249	250	-1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	18	17	1	66.67%	62.96%
Female	9	10	-1	33.33%	37.04%
Non-Minority	24	22	2	88.89%	81.48%
Minority	3	3	0	11.11%	11.11%
Unknown	0	2	-2	0.00%	7.41%
TOTALS	27	27	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	29	29	0	76.32%	74.36%
Female	9	10	-1	23.68%	25.64%
Non-Minority	37	34	3	97.37%	87.18%
Minority	1	1	0	2.63%	2.56%
Unknown	0	4	-4	0.00%	10.26%
TOTALS	38	39	-1		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	60.00%	60.00%
Female	2	2	0	40.00%	40.00%
Non-Minority	5	5	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	5	5	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	67	68	-1	98.53%	98.55%
Female	1	1	0	1.47%	1.45%
Non-Minority	64	63	1	94.12%	91.30%
Minority	4	6	-2	5.88%	8.70%
Unknown	0	0	0	0.00%	0.00%
TOTALS	68	69	-1		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	4	1	29.41%	22.22%
Female	12	14	-2	70.59%	77.78%
Non-Minority	16	16	0	94.12%	88.89%
Minority	1	1	0	5.88%	5.56%
Unknown	0	1	-1	0.00%	5.56%
TOTALS	17	18	-1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	67	65	2	95.71%	95.59%
Female	3	3	0	4.29%	4.41%
Non-Minority	67	66	1	95.71%	97.06%
Minority	3	2	1	4.29%	2.94%
Unknown	0	0	0	0.00%	0.00%
TOTALS	70	68	2		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	9	11	-2	37.50%	45.83%
Female	15	13	2	62.50%	54.17%
Non-Minority	22	21	1	91.67%	87.50%
Minority	2	2	0	8.33%	8.33%
Unknown	0	1	-1	0.00%	4.17%
TOTALS	24	24	0		

Agency-583

**Iowa Department of Homeland Security and Emergency Management Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	34	38	-4	50.75%	52.05%
Female	33	35	-2	49.25%	47.95%
Non-Minority	64	67	-3	95.52%	91.78%
Minority	3	3	0	4.48%	4.11%
Unknown	0	3	-3	0.00%	4.11%
TOTALS	67	73	-6		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	22	24	-2	52.38%	52.17%
Female	20	22	-2	47.62%	47.83%
Non-Minority	39	40	-1	92.86%	86.96%
Minority	3	3	0	7.14%	6.52%
Unknown	0	3	-3	0.00%	6.52%
TOTALS	42	46	-4		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	10	12	-2	50.00%	52.17%
Female	10	11	-1	50.00%	47.83%
Non-Minority	20	23	-3	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	20	23	-3		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	25.00%	33.33%
Female	3	2	1	75.00%	66.67%
Non-Minority	4	3	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	4	3	1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-588

**Iowa Department of Public Health Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	112	110	2	26.35%	26.19%
Female	313	310	3	73.65%	73.81%
Non-Minority	387	382	5	91.06%	90.95%
Minority	38	33	5	8.94%	7.86%
Unknown	0	5	-5	0.00%	1.19%
TOTALS	425	420	5		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	44	44	0	34.38%	35.20%
Female	84	81	3	65.63%	64.80%
Non-Minority	124	120	4	96.88%	96.00%
Minority	4	4	0	3.13%	3.20%
Unknown	0	1	-1	0.00%	0.80%
TOTALS	128	125	3		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	57	56	1	28.22%	27.32%
Female	145	149	-4	71.78%	72.68%
Non-Minority	184	190	-6	91.09%	92.68%
Minority	18	14	4	8.91%	6.83%
Unknown	0	1	-1	0.00%	0.49%
TOTALS	202	205	-3		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	33.33%	33.33%
Female	2	2	0	66.67%	66.67%
Non-Minority	3	3	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	3	3	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	10	9	1	10.87%	10.34%
Female	82	78	4	89.13%	89.66%
Non-Minority	76	69	7	82.61%	79.31%
Minority	16	15	1	17.39%	17.24%
Unknown	0	3	-3	0.00%	3.45%
TOTALS	92	87	5		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-595

Iowa Department of Public Safety Workforce Composition
Comparison for Total Agency and by EEO Category

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	639	671	-32	77.45%	77.84%
Female	186	191	-5	22.55%	22.16%
Non-Minority	795	829	-34	96.36%	96.17%
Minority	30	26	4	3.64%	3.02%
Unknown	0	7	-7	0.00%	0.81%
TOTALS	825	862	-37		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	33	51	-18	67.35%	75.00%
Female	16	17	-1	32.65%	25.00%
Non-Minority	47	66	-19	95.92%	97.06%
Minority	2	2	0	4.08%	2.94%
Unknown	0	0	0	0.00%	0.00%
TOTALS	49	68	-19		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	26	28	-2	65.00%	66.67%
Female	14	14	0	35.00%	33.33%
Non-Minority	33	35	-2	82.50%	83.33%
Minority	7	5	2	17.50%	11.90%
Unknown	0	2	-2	0.00%	4.76%
TOTALS	40	42	-2		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	30	31	-1	50.85%	50.82%
Female	29	30	-1	49.15%	49.18%
Non-Minority	55	56	-1	93.22%	91.80%
Minority	4	4	0	6.78%	6.56%
Unknown	0	1	-1	0.00%	1.64%
TOTALS	59	61	-2		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	517	528	-11	92.49%	92.79%
Female	42	41	1	7.51%	7.21%
Non-Minority	545	553	-8	97.50%	97.19%
Minority	14	12	2	2.50%	2.11%
Unknown	0	4	-4	0.00%	0.70%
TOTALS	559	569	-10		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	27	28	-1	24.11%	23.93%
Female	85	89	-4	75.89%	76.07%
Non-Minority	110	114	-4	98.21%	97.44%
Minority	2	3	-1	1.79%	2.56%
Unknown	0	0	0	0.00%	0.00%
TOTALS	112	117	-5		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	5	1	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	5	5	0	83.33%	100.00%
Minority	1	0	1	16.67%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	6	5	1		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-625

**Iowa Department of Revenue Workforce Composition
Comparison for Total Agency and by EEO Category**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	101	102	-1	36.07%	36.17%
Female	179	180	-1	63.93%	63.83%
Non-Minority	234	226	8	83.57%	80.14%
Minority	46	41	5	16.43%	14.54%
Unknown	0	15	-15	0.00%	5.32%
TOTALS	280	282	-2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	77	73	4	39.69%	40.78%
Female	117	106	11	60.31%	59.22%
Non-Minority	165	151	14	85.05%	84.36%
Minority	29	19	10	14.95%	10.61%
Unknown	0	9	-9	0.00%	5.03%
TOTALS	194	179	15		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	19	27	-8	47.50%	47.37%
Female	21	30	-9	52.50%	52.63%
Non-Minority	35	41	-6	87.50%	71.93%
Minority	5	12	-7	12.50%	21.05%
Unknown	0	4	-4	0.00%	7.02%
TOTALS	40	57	-17		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	1	3	8.89%	2.22%
Female	41	44	-3	91.11%	97.78%
Non-Minority	33	33	0	73.33%	73.33%
Minority	12	10	2	26.67%	22.22%
Unknown	0	2	-2	0.00%	4.44%
TOTALS	45	45	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

Agency-627

**Iowa Lottery Authority Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	68	68	0	64.15%	64.15%
Female	38	38	0	35.85%	35.85%
Non-Minority	101	101	0	95.28%	95.28%
Minority	5	5	0	4.72%	4.72%
Unknown	0	0	0	0.00%	0.00%
TOTALS	106	106	0		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	16	16	0	61.54%	61.54%
Female	10	10	0	38.46%	38.46%
Non-Minority	24	24	0	92.31%	92.31%
Minority	2	2	0	7.69%	7.69%
Unknown	0	0	0	0.00%	0.00%
TOTALS	26	26	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	8	0	44.44%	47.06%
Female	10	9	1	55.56%	52.94%
Non-Minority	18	17	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	18	17	1		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	41	41	0	69.49%	68.33%
Female	18	19	-1	30.51%	31.67%
Non-Minority	57	58	-1	96.61%	96.67%
Minority	2	2	0	3.39%	3.33%
Unknown	0	0	0	0.00%	0.00%
TOTALS	59	60	-1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	1	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	2	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	1	0	50.00%	50.00%
Minority	1	1	0	50.00%	50.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	2	2	0		

Agency-635

**Iowa Secretary of State Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	13	13	0	54.17%	52.00%
Female	11	12	-1	45.83%	48.00%
Non-Minority	22	21	1	91.67%	84.00%
Minority	2	2	0	8.33%	8.00%
Unknown	0	2	-2	0.00%	8.00%
TOTALS	24	25	-1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	5	0	71.43%	62.50%
Female	2	3	-1	28.57%	37.50%
Non-Minority	7	8	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	7	8	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	5	0	62.50%	71.43%
Female	3	2	1	37.50%	28.57%
Non-Minority	8	6	2	100.00%	85.71%
Minority	0	0	0	0.00%	0.00%
Unknown	0	1	-1	0.00%	14.29%
TOTALS	8	7	1		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	33.33%	30.00%
Female	6	7	-1	66.67%	70.00%
Non-Minority	7	7	0	77.78%	70.00%
Minority	2	2	0	22.22%	20.00%
Unknown	0	1	-1	0.00%	10.00%
TOTALS	9	10	-1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-645

**Iowa Department of Transportation Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	1,993	2,058	-65	77.76%	77.19%
Female	570	608	-38	22.24%	22.81%
Non-Minority	2,440	2,533	-93	95.20%	95.01%
Minority	123	132	-9	4.80%	4.95%
Unknown	0	1	-1	0.00%	0.04%
TOTALS	2,563	2,666	-103		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	188	194	-6	64.38%	64.67%
Female	104	106	-2	35.62%	35.33%
Non-Minority	278	284	-6	95.21%	94.67%
Minority	14	16	-2	4.79%	5.33%
Unknown	0	0	0	0.00%	0.00%
TOTALS	292	300	-8		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	270	278	-8	70.87%	71.65%
Female	111	110	1	29.13%	28.35%
Non-Minority	350	351	-1	91.86%	90.46%
Minority	31	37	-6	8.14%	9.54%
Unknown	0	0	0	0.00%	0.00%
TOTALS	381	388	-7		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	175	183	-8	83.73%	82.06%
Female	34	40	-6	16.27%	17.94%
Non-Minority	199	213	-14	95.22%	95.52%
Minority	10	10	0	4.78%	4.48%
Unknown	0	0	0	0.00%	0.00%
TOTALS	209	223	-14		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	96	100	-4	92.31%	91.74%
Female	8	9	-1	7.69%	8.26%
Non-Minority	102	105	-3	98.08%	96.33%
Minority	2	4	-2	1.92%	3.67%
Unknown	0	0	0	0.00%	0.00%
TOTALS	104	109	-5		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	38	37	1	12.18%	11.08%
Female	274	297	-23	87.82%	88.92%
Non-Minority	294	318	-24	94.23%	95.21%
Minority	18	16	2	5.77%	4.79%
Unknown	0	0	0	0.00%	0.00%
TOTALS	312	334	-22		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,158	1,195	-37	98.30%	98.03%
Female	20	24	-4	1.70%	1.97%
Non-Minority	1,134	1,173	-39	96.26%	96.23%
Minority	44	45	-1	3.74%	3.69%
Unknown	0	1	-1	0.00%	0.08%
TOTALS	1,178	1,219	-41		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	68	71	-3	78.16%	76.34%
Female	19	22	-3	21.84%	23.66%
Non-Minority	83	89	-6	95.40%	95.70%
Minority	4	4	0	4.60%	4.30%
Unknown	0	0	0	0.00%	0.00%
TOTALS	87	93	-6		

Agency-655

**Iowa Treasurer of State Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	6	5	1	26.09%	20.83%
Female	17	19	-2	73.91%	79.17%
Non-Minority	22	22	0	95.65%	91.67%
Minority	1	2	-1	4.35%	8.33%
Unknown	0	0	0	0.00%	0.00%
TOTALS	23	24	-1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	2	0	20.00%	20.00%
Female	8	8	0	80.00%	80.00%
Non-Minority	10	10	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	10	10	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	33.33%	33.33%
Female	2	2	0	66.67%	66.67%
Non-Minority	2	2	0	66.67%	66.67%
Minority	1	1	0	33.33%	33.33%
Unknown	0	0	0	0.00%	0.00%
TOTALS	3	3	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	2	1	30.00%	18.18%
Female	7	9	-2	70.00%	81.82%
Non-Minority	10	10	0	100.00%	90.91%
Minority	0	1	-1	0.00%	9.09%
Unknown	0	0	0	0.00%	0.00%
TOTALS	10	11	-1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-670

**Iowa Department of Veteran's Affairs Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	7	7	0	53.85%	53.85%
Female	6	6	0	46.15%	46.15%
Non-Minority	13	13	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	13	13	0		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	3	-1	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	2	3	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	2	3	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	1	0	14.29%	14.29%
Female	6	6	0	85.71%	85.71%
Non-Minority	7	7	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	7	7	0		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	3	1	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	4	3	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	4	3	1		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	0	0	0		

Agency-671

**Iowa Veterans Home Workforce Composition
Comparison for Total Agency and by EEO Category**

	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Total Agency					
Male	135	144	-9	19.09%	18.77%
Female	572	623	-51	80.91%	81.23%
Non-Minority	643	709	-66	90.95%	92.44%
Minority	64	55	9	9.05%	7.17%
Unknown	0	3	-3	0.00%	0.39%
TOTALS	707	767	-60		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	6	0	25.00%	25.00%
Female	18	18	0	75.00%	75.00%
Non-Minority	23	24	-1	95.83%	100.00%
Minority	1	0	1	4.17%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	24	24	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	22	26	-4	19.47%	18.18%
Female	91	117	-26	80.53%	81.82%
Non-Minority	109	139	-30	96.46%	97.20%
Minority	4	4	0	3.54%	2.80%
Unknown	0	0	0	0.00%	0.00%
TOTALS	113	143	-30		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	8	0	9.76%	8.51%
Female	74	86	-12	90.24%	91.49%
Non-Minority	78	90	-12	95.12%	95.74%
Minority	4	4	0	4.88%	4.26%
Unknown	0	0	0	0.00%	0.00%
TOTALS	82	94	-12		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	6	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	6	6	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	6	6	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	9	10	-1	17.65%	18.52%
Female	42	44	-2	82.35%	81.48%
Non-Minority	50	53	-3	98.04%	98.15%
Minority	1	1	0	1.96%	1.85%
Unknown	0	0	0	0.00%	0.00%
TOTALS	51	54	-3		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	19	22	-3	90.48%	95.65%
Female	2	1	1	9.52%	4.35%
Non-Minority	21	23	-2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	21	23	-2		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	65	66	-1	15.85%	15.60%
Female	345	357	-12	84.15%	84.40%
Non-Minority	356	374	-18	86.83%	88.42%
Minority	54	46	8	13.17%	10.87%
Unknown	0	3	-3	0.00%	0.71%
TOTALS	410	423	-13		

APPENDIX D:

FY 2017 DAS COMMUNITY EVENT PARTICIPATION

Appendix D notes community and cultural events that DAS coordinated for the State's presence or participation:

Date	Event/Activity	Focus
27-Jun-16 (FY-16)	One Door Many Paths Career Fair	Veteran Recruitment
21-Jul-16	IA Mosaic Diversity Conference	Educational/Diversity Awareness
2-Aug-16	Reverse Job Fair (Disability Community)	Diversity Recruitment
15-Aug-16	Latina Leadership Initiative of Greater Des Moines	Diversity Awareness
16-Aug-16	Iowa Workforce Development Veteran Employment & Resource Fair	Veteran Recruitment
18-Aug-16	Multicultural Reception	Diversity Recruitment
25-Aug-16	DMACC/ Iowa Correctional Institution for Women Life Skills	Re-entry/Educational/Process Awareness
14-Sep-16	Iowa Workforce Development Mini Job Fair	General Recruitment
21-Sep-16	People to People ISU	General Recruitment
22-Sep-16	University of Iowa Job and Internship Fair	General Recruitment
24-Sep-16	Latino Heritage Festival	Diversity Recruitment
25-Sep-16	Latino Heritage Festival	Diversity Recruitment
04-Oct-16	DMACC/ Iowa Correctional Institution for Women Life Skills	Re-entry/Educational/Process Awareness
18-Oct-16	Iowa Vocational Rehabilitation Services Diversity Summit	Diversity Awareness
25-Oct-16	OpportUNITY Summit	Educational/Diversity Awareness
01-Nov-16	Reverse Job Fair (Disability Community)	Diversity Recruitment
03-Nov-16	Greater Des Moines Partnership Multicultural Career Fair and Roundtable	Diversity/General Recruitment
04-Nov-16	Greater Des Moines Partnership CEO Forum on Diversity and Inclusion	Educational/Diversity Awareness
09-Nov-16	Iowa Workforce Development Mini Job Fair	General Recruitment
15-Nov-16	DMACC Urban Campus Career Fair	General Recruitment
19-Nov-16	Immigrant Entrepreneurs Summit	Educational/Diversity Awareness
11-Jan-17	2017 Iowa Career Expo	General Recruitment
24-Jan-17	Drake Law School Public Interest Career Fair	General Recruitment
28-Jan-17	I'll Make Me a World In Iowa	Diversity Recruitment
08-Feb-17	People to People ISU Career Fair	General Recruitment
09-Feb-17	Drake Career Fair	General Recruitment
13-Feb-17	University of Northern Iowa Career Fair	General Recruitment
21-Feb-17	DMACC Life Skills Class	Re-entry/Educational/Process Awareness
21-Feb-17	University of Iowa Diversity Networking	Diversity Recruitment
22-Feb-17	University of Iowa Spring Job & Internship Fair	General Recruitment

23-Feb-17	Greater Des Moines Partnership Multicultural Reception & Roundtable	Diversity Recruitment
01-Mar-17	DMACC Ankeny Spring Career Fair	General Recruitment
08-Mar-17	Iowa Workforce Development /DMACC Job Fair	General Recruitment
15-Mar-17	Des Moines Civil & Human Rights Symposium	Educational/Diversity Awareness
16-Mar-17	NAACP Job Fair	Diversity Recruitment
22-Mar-17	DMACC Ankeny Business Career Fair	General Recruitment
24-Mar-17	DMACC Ankeny Accounting Class	Process Awareness/General Recruitment
4-Apr-17	DMACC Urban Campus Career Fair	General Recruitment
06-Apr-17	Home Base Iowa - Iowa Wild Career Fair	General Recruitment
12-Apr-17	Disability Summit IVRS	Diversity Recruitment
17-Apr-17	DMACC Ankeny Career Fair	General Recruitment
02-May-17	Reverse Job Fair (Disability Community)	Diversity Recruitment
17-May-17	Iowa Workforce Development Job Fair	General Recruitment
17-Jun-17	Iowa Juneteenth Observance Neighbor's Day	Diversity Recruitment

APPENDIX E:
FY 2017 DAS PERFORMANCE AND DEVELOPMENT SOLUTIONS (PDS)
TRAINING PARTICIPATION REPORT

Appendix E notes the number of executive branch employees who were enrolled in affirmative action and diversity-related courses in FY 2017 through Performance and Development Solutions.

Course Title	Total Participation for FY 2017
Americans with Disabilities Act	118
Diversity for Employees	101
Diversity for Supervisors	35
Equal Employment Opportunity/Affirmative Action	275
From Interview to Hire	87
Generational Diversity	39
Prevention of Sexual Harassment for Employees	168
Prevention of Sexual Harassment for Supervisors	103
Total	926