

**Fiscal Year 2016 Report on the Condition of
Affirmative Action, Diversity, and Multicultural
Programs in State Government
and
Fiscal Year 2017 Plan**

September 30, 2016



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

September 30, 2016

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September 30, 2016

MEMORANDUM

TO: The Honorable Terry Branstad, Governor
The Honorable Kim Reynolds, Lt. Governor
Carmine Boal, Chief Clerk of the House
Michael Marshall, Secretary of the Senate

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

RE: FY 2016 Affirmative Action Report and FY 2017 Plan

In accordance with Iowa Code section 19B.5, enclosed please find the Fiscal Year 2016 Report on the Condition of Affirmative Action, Diversity, and Multicultural Programs in State Government as required by Chapter 19B.5.

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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, 2015, through June 30, 2016, 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: Not 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: Not Sworn) is not used and is deliberately absent from the charts.

Starting in 2016, the one-year period of data being reported is based on end-of-third-quarter numbers. This change was made to allow agencies additional time for data assessment and agency report and plan submission.

Also, while the State of Iowa continues to focus on areas to increase the participation of persons with disabilities (PWD) in the workforce, disability workforce composition data are no longer being issued as part of the reporting process. This exclusion of data is part of an effort to maintain confidentiality for PWDs within the workforce.

Section II. FY 2016 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 423 employees: 187 males and 236 females. It is significant to note that of the 236 females that left the workforce, over 36% (87 employees) were from the Administrative Support category, which is a category that is still very well-represented by females at 87.62%.
 - The overall female population in the State's Executive Branch workforce decreased slightly from 50.52% to 50.39%.
 - The overall minority population in the State's Executive Branch workforce showed a slight increase from 6.63% to 6.86%.
- There was an increase in representation 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 49.66% to 50.98%, while the percentage of minorities increased from 5.66% to 5.68%.
 - In the Professional category, the percentage of females increased from 57.43% to 57.61%, while the percentage of minorities increased from 7.77% to 8.18%.
- The categories of Technician and Protective Service: Sworn experienced a slight decrease in their representation of females and minorities.
 - In the Technician category, the percentage of females decreased from 40.50% to 39.45%, while the percentage of minorities decreased from 5.05% to 4.84%.
 - In the Protective Service: Sworn category, the percentage of females decreased from 13.89% to 13.78%, while the percentage of minorities decreased from 5.65% to 5.63%.
- The categories of Administrative Support, Skilled Craft, and Service and Maintenance experienced a slight decrease in their representation of females, and an increase in minorities. The Skilled Craft category is composed of job classes that are often male dominated. As such, a continued focus will be placed on the recruitment of females in this job category.
 - In the Administrative Support category, the percentage of females decreased from 87.95% to 87.62%, while the percentage of minorities increased from 8.49% to 8.97%.

- In the Skilled Craft category, the percentage of females decreased from 2.49% to 2.32%, while the percentage of minorities increased from 3.05% to 3.20%.
- In the Service and Maintenance category, the percentage of females decreased from 60.35% to 59.21%, while the percentage of minorities increased from 6.77% to 7.07%.

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 2016 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 desirable place of employment.

Recruitment Activities and Community Event Participation

In FY 2016, the statewide DAS Recruiter coordinated Executive Branch participation in 40 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 26-27, 2015). 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 29-30, 2016). 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 2016 (May 27, 2016). CelebrAsian is the largest Asian American event in Iowa. The event unites the different Asian, American Asian, and Pacific Islander communities in Iowa. It

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

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

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. DAS has 15 slots to post jobs at any given time on LinkedIn. During the 2016 fiscal year, this resulted in an average of 81 open jobs listed per month. LinkedIn reports show more than 50,000 visitors to the State's LinkedIn site during FY 2016 and of those, an average of 235 clicked to apply for openings each month.

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.

In an effort to brand the State of Iowa as a desirable place of employment and a viable career option for Iowans seeking a career in public administration, DAS hosted the 2nd Annual Executive Branch Career Fair on April 19, 2016. The event was held at the State Historical Museum. Thirty-one (31) State of Iowa Executive Branch agencies/divisions/institutions were on hand to educate attendees about their agency and to promote job vacancies in their organization.

A workshop hosted by Iowa Workforce Development and the Department of Administrative Services kicked off the event. Workshop participants were provided instruction on the type of state jobs, how to apply for state jobs, resume and cover letter preparation, and interviewing skills. Staff was also available to assist applicants with completing applications for current openings on site.

In addition to the 31 agency booths set up for the main event, representatives of the Iowa Department of the Blind, Iowa Vocational Rehabilitation Services, and an American Sign Language (ASL) interpreter were all on hand to assist applicants. Home Base Iowa and Iowa Workforce Development had specialized staff in attendance to provide specific assistance to veterans.

The career fair was widely promoted through the use of local TV, newspaper and radio. This included a live broadcast during the fair by a local radio station. As a result, attendance increased to approximately 250 potential applicants this year.

Performance & Development Solutions (PDS) Training

During FY 2015, two affirmative action related classes were redesigned: the Americans with Disabilities Act course and the Equal Employment Opportunity/Affirmative Action course.

In FY 2016, 732 State employees attended courses related to affirmative action and diversity. Steps were taken to market the e-learning courses, such as dissemination of monthly calendar reminders, communications with training liaisons, and in person advertising during live classroom sessions. The e-learning course delivery method was streamlined for ease of delivery and PDS has received positive feedback for these improvements, allowing 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 2016.)

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

Section III. FY 2017 Plan

To aid in affirmative action goal setting for FY 2017, 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 2017 will be submitted to DAS-HRE at the end of FY 2017.

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.

Females

Executive Branch - Total

Class	FY2012	FY2013	FY2014	FY2015	FY2016
Male	49.47%	49.60%	49.59%	49.48%	49.61%
Female	50.53%	50.40%	50.41%	50.52%	50.39%

Category 1 - Officials/Administrators

Class	FY2012	FY2013	FY2014	FY2015	FY2016
Male	52.38%	52.32%	50.92%	50.34%	49.02%
Female	47.62%	47.68%	49.08%	49.66%	50.98%

Category 2 – Professional

Class	FY2012	FY2013	FY2014	FY2015	FY2016
Male	39.69%	39.31%	42.43%	42.57%	42.39%
Female	60.31%	60.69%	57.57%	57.43%	57.61%

Category 3 - Technician

Class	FY2012	FY2013	FY2014	FY2015	FY2016
Male	40.51%	40.43%	59.30%	59.50%	60.55%
Female	59.49%	59.57%	40.70%	40.50%	39.45%

Category 4 - Protective Service: Sworn

Class	FY2012	FY2013	FY2014	FY2015	FY2016
Male	84.88%	85.40%	85.98%	86.11%	86.22%
Female	15.12%	14.60%	14.02%	13.89%	13.78%

Category 6 - Administrative Support

Class	FY2012	FY2013	FY2014	FY2015	FY2016
Male	9.11%	9.25%	11.84%	12.05%	12.38%
Female	90.89%	90.75%	88.16%	87.95%	87.62%

Category 7 - Skilled Craft Workers

Class	FY2012	FY2013	FY2014	FY2015	FY2016
Male	97.31%	97.57%	97.29%	97.51%	97.68%
Female	2.69%	2.43%	2.71%	2.49%	2.32%

Category 8 - Service/Maintenance

Class	FY2012	FY2013	FY2014	FY2015	FY2016
Male	38.05%	38.30%	40.08%	39.65%	40.79%
Female	61.95%	61.70%	59.92%	60.35%	59.21%

Minorities

Executive Branch - Total

Class	FY2012	FY2013	FY2014	FY2015	FY2016
Non-Minority	91.90%	91.73%	91.68%	91.48%	91.34%
Minority	6.20%	6.32%	6.40%	6.63%	6.86%
Unknown	1.89%	1.95%	1.92%	1.89%	1.80%

Category 1 - Officials/Administrators

Class	FY2012	FY2013	FY2014	FY2015	FY2016
Non-Minority	93.22%	93.18%	92.06%	92.26%	92.05%
Minority	4.55%	4.50%	5.58%	5.66%	5.68%
Unknown	2.24%	2.32%	2.36%	2.09%	2.26%

Category 2 – Professional

Class	FY2012	FY2013	FY2014	FY2015	FY2016
Non-Minority	90.68%	90.51%	90.86%	90.15%	90.04%
Minority	7.20%	7.30%	7.21%	7.77%	8.18%
Unknown	2.12%	2.19%	1.93%	2.09%	1.79%

Category 3 - Technician

Class	FY2012	FY2013	FY2014	FY2015	FY2016
Non-Minority	92.11%	91.98%	93.12%	93.15%	93.30%
Minority	6.34%	6.38%	5.07%	5.05%	4.84%
Unknown	1.55%	1.64%	1.81%	1.80%	1.86%

Category 4 - Protective Service: Sworn

Class	FY2012	FY2013	FY2014	FY2015	FY2016
Non-Minority	94.13%	94.15%	93.39%	93.57%	93.57%
Minority	5.37%	5.35%	5.89%	5.65%	5.63%
Unknown	0.50%	0.51%	0.72%	0.78%	0.80%

Category 6 - Administrative Support

Class	FY2012	FY2013	FY2014	FY2015	FY2016
Non-Minority	90.77%	90.33%	90.26%	90.08%	89.65%
Minority	7.92%	8.23%	8.22%	8.49%	8.97%
Unknown	1.31%	1.43%	1.52%	1.43%	1.38%

Category 7 - Skilled Craft Workers

Class	FY2012	FY2013	FY2014	FY2015	FY2016
Non-Minority	96.30%	96.10%	95.91%	96.07%	96.11%
Minority	3.07%	3.13%	3.21%	3.05%	3.20%
Unknown	0.63%	0.77%	0.88%	0.87%	0.69%

Category 8 - Service/Maintenance

Class	FY2012	FY2013	FY2014	FY2015	FY2016
Non-Minority	89.29%	88.83%	89.40%	89.22%	88.96%
Minority	5.96%	6.49%	6.21%	6.77%	7.07%
Unknown	4.75%	4.68%	4.39%	4.01%	3.96%

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 for males, females, minorities, non-minorities, and individuals who did not self-report a minority status (noted as “unknown”).

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8,599	8,786	-187	49.61%	49.48%
Female	8,734	8,970	-236	50.39%	50.52%
Non-Minority	15,832	16,244	-412	91.34%	91.48%
Minority	1,189	1,177	12	6.86%	6.63%
Unknown	312	335	-23	1.80%	1.89%
TOTALS	17,333	17,756	-423		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,277	1,326	-49	49.02%	50.34%
Female	1,328	1,308	20	50.98%	49.66%
Non-Minority	2,398	2,430	-32	92.05%	92.26%
Minority	148	149	-1	5.68%	5.66%
Unknown	59	55	4	2.26%	2.09%
TOTALS	2,605	2,634	-29		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2,017	2,082	-65	42.39%	42.57%
Female	2,741	2,809	-68	57.61%	57.43%
Non-Minority	4,284	4,409	-125	90.04%	90.15%
Minority	389	380	9	8.18%	7.77%
Unknown	85	102	-17	1.79%	2.09%
TOTALS	4,758	4,891	-133		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	488	495	-7	60.55%	59.50%
Female	318	337	-19	39.45%	40.50%
Non-Minority	752	775	-23	93.30%	93.15%
Minority	39	42	-3	4.84%	5.05%
Unknown	15	15	0	1.86%	1.80%
TOTALS	806	832	-26		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2,053	2,102	-49	86.22%	86.11%
Female	328	339	-11	13.78%	13.89%
Non-Minority	2,228	2,284	-56	93.57%	93.57%
Minority	134	138	-4	5.63%	5.65%
Unknown	19	19	0	0.80%	0.78%
TOTALS	2,381	2,441	-60		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	396	396	0	12.38%	12.05%
Female	2,802	2,889	-87	87.62%	87.95%
Non-Minority	2,867	2,959	-92	89.65%	90.08%
Minority	287	279	8	8.97%	8.49%
Unknown	44	47	-3	1.38%	1.43%
TOTALS	3,198	3,285	-87		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,555	1,565	-10	97.68%	97.51%
Female	37	40	-3	2.32%	2.49%
Non-Minority	1,530	1,542	-12	96.11%	96.07%
Minority	51	49	2	3.20%	3.05%
Unknown	11	14	-3	0.69%	0.87%
TOTALS	1,592	1,605	-13		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	813	820	-7	40.79%	39.65%
Female	1,180	1,248	-68	59.21%	60.35%
Non-Minority	1,773	1,845	-72	88.96%	89.22%
Minority	141	140	1	7.07%	6.77%
Unknown	79	83	-4	3.96%	4.01%
TOTALS	1,993	2,068	-75		

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	100	106	-6	48.54%	51.21%
Female	106	101	5	51.46%	48.79%
Non-Minority	180	183	-3	87.38%	88.41%
Minority	23	21	2	11.17%	10.14%
Unknown	3	3	0	1.46%	1.45%
TOTALS	206	207	-1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	32	32	0	49.23%	50.00%
Female	33	32	1	50.77%	50.00%
Non-Minority	64	63	1	98.46%	98.44%
Minority	1	1	0	1.54%	1.56%
Unknown	0	0	0	0.00%	0.00%
TOTALS	65	64	1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	12	15	-3	30.00%	38.46%
Female	28	24	4	70.00%	61.54%
Non-Minority	36	35	1	90.00%	89.74%
Minority	4	4	0	10.00%	10.26%
Unknown	0	0	0	0.00%	0.00%
TOTALS	40	39	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	1	0	1	100.00%	0.00%
Non-Minority	1	0	1	100.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	0	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	8	6	2	20.51%	15.79%
Female	31	32	-1	79.49%	84.21%
Non-Minority	30	31	-1	76.92%	81.58%
Minority	9	7	2	23.08%	18.42%
Unknown	0	0	0	0.00%	0.00%
TOTALS	39	38	1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	27	31	-4	93.10%	93.94%
Female	2	2	0	6.90%	6.06%
Non-Minority	27	31	-4	93.10%	93.94%
Minority	1	1	0	3.45%	3.03%
Unknown	1	1	0	3.45%	3.03%
TOTALS	29	33	-4		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	21	22	-1	65.63%	66.67%
Female	11	11	0	34.38%	33.33%
Non-Minority	22	23	-1	68.75%	69.70%
Minority	8	8	0	25.00%	24.24%
Unknown	2	2	0	6.25%	6.06%
TOTALS	32	33	-1		

Agency-009

Iowa Department of Agriculture and Land Stewardship 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	172	170	2	52.44%	51.67%
Female	156	159	-3	47.56%	48.33%
Non-Minority	313	313	0	95.43%	95.14%
Minority	11	11	0	3.35%	3.34%
Unknown	0	5	-5	0.00%	1.52%
TOTALS	328	329	-1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	81	80	1	77.88%	78.43%
Female	23	22	1	22.12%	21.57%
Non-Minority	100	97	3	96.15%	95.10%
Minority	2	2	0	1.92%	1.96%
Unknown	0	3	-3	0.00%	2.94%
TOTALS	104	102	2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	83	82	1	72.81%	71.93%
Female	31	32	-1	27.19%	28.07%
Non-Minority	109	109	0	95.61%	95.61%
Minority	4	4	0	3.51%	3.51%
Unknown	0	1	-1	0.00%	0.88%
TOTALS	114	114	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	101	104	-3	100.00%	100.00%
Non-Minority	96	99	-3	95.05%	95.19%
Minority	5	5	0	4.95%	4.81%
Unknown	0	0	0	0.00%	0.00%
TOTALS	101	104	-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	8	8	0	88.89%	88.89%
Female	1	1	0	11.11%	11.11%
Non-Minority	8	8	0	88.89%	88.89%
Minority	0	0	0	0.00%	0.00%
Unknown	0	1	-1	0.00%	11.11%
TOTALS	9	9	0		

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	97	95	2	40.08%	39.09%
Female	145	148	-3	59.92%	60.91%
Non-Minority	223	223	0	92.15%	91.77%
Minority	15	15	0	6.20%	6.17%
Unknown	4	5	-1	1.65%	2.06%
TOTALS	242	243	-1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	24	26	-2	48.00%	50.98%
Female	26	25	1	52.00%	49.02%
Non-Minority	46	47	-1	92.00%	92.16%
Minority	4	4	0	8.00%	7.84%
Unknown	0	0	0	0.00%	0.00%
TOTALS	50	51	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	73	69	4	48.34%	45.70%
Female	78	82	-4	51.66%	54.30%
Non-Minority	139	138	1	92.05%	91.39%
Minority	8	8	0	5.30%	5.30%
Unknown	4	5	-1	2.65%	3.31%
TOTALS	151	151	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	41	41	0	100.00%	100.00%
Non-Minority	38	38	0	92.68%	92.68%
Minority	3	3	0	7.32%	7.32%
Unknown	0	0	0	0.00%	0.00%
TOTALS	41	41	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-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	53	45	8	51.96%	48.91%
Female	49	47	2	48.04%	51.09%
Non-Minority	95	92	3	93.14%	100.00%
Minority	6	0	6	5.88%	0.00%
Unknown	1	0	1	0.98%	0.00%
TOTALS	102	92	10		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	42.86%	42.86%
Female	4	4	0	57.14%	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		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	50	42	8	54.35%	50.00%
Female	42	42	0	45.65%	50.00%
Non-Minority	86	84	2	93.48%	100.00%
Minority	6	0	6	6.52%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	92	84	8		

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	1	2	100.00%	100.00%
Non-Minority	2	1	1	66.67%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	1	0	1	33.33%	0.00%
TOTALS	3	1	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-131

**Iowa Department for the Blind 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	23	26	-3	32.86%	35.62%
Female	47	47	0	67.14%	64.38%
Non-Minority	62	65	-3	88.57%	89.04%
Minority	5	5	0	7.14%	6.85%
Unknown	3	3	0	4.29%	4.11%
TOTALS	70	73	-3		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	3	-1	28.57%	50.00%
Female	5	3	2	71.43%	50.00%
Non-Minority	7	6	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	7	6	1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	13	14	-1	33.33%	32.56%
Female	26	29	-3	66.67%	67.44%
Non-Minority	31	35	-4	79.49%	81.40%
Minority	5	5	0	12.82%	11.63%
Unknown	3	3	0	7.69%	6.98%
TOTALS	39	43	-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	3	3	0	15.79%	16.67%
Female	16	15	1	84.21%	83.33%
Non-Minority	19	18	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	19	18	1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	5	-1	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	4	5	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	4	5	-1		

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-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**

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	10	9	1	40.00%	34.62%
Female	15	17	-2	60.00%	65.38%
Non-Minority	21	21	0	84.00%	80.77%
Minority	3	4	-1	12.00%	15.38%
Unknown	1	1	0	4.00%	3.85%
TOTALS	25	26	-1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	10	9	1	47.62%	40.91%
Female	11	13	-2	52.38%	59.09%
Non-Minority	18	19	-1	85.71%	86.36%
Minority	2	2	0	9.52%	9.09%
Unknown	1	1	0	4.76%	4.55%
TOTALS	21	22	-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	0	0	0	0.00%	0.00%
Female	4	4	0	100.00%	100.00%
Non-Minority	3	2	1	75.00%	50.00%
Minority	1	2	-1	25.00%	50.00%
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	68	69	-1	64.15%	65.71%
Female	38	36	2	35.85%	34.29%
Non-Minority	91	90	1	85.85%	85.71%
Minority	11	11	0	10.38%	10.48%
Unknown	4	4	0	3.77%	3.81%
TOTALS	106	105	1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	17	15	2	65.38%	62.50%
Female	9	9	0	34.62%	37.50%
Non-Minority	24	22	2	92.31%	91.67%
Minority	1	1	0	3.85%	4.17%
Unknown	1	1	0	3.85%	4.17%
TOTALS	26	24	2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	46	48	-2	69.70%	72.73%
Female	20	18	2	30.30%	27.27%
Non-Minority	56	56	0	84.85%	84.85%
Minority	7	7	0	10.61%	10.61%
Unknown	3	3	0	4.55%	4.55%
TOTALS	66	66	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	11.11%	11.11%
Female	8	8	0	88.89%	88.89%
Non-Minority	7	7	0	77.78%	77.78%
Minority	2	2	0	22.22%	22.22%
Unknown	0	0	0	0.00%	0.00%
TOTALS	9	9	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	4	5	-1	80.00%	83.33%
Female	1	1	0	20.00%	16.67%
Non-Minority	4	5	-1	80.00%	83.33%
Minority	1	1	0	20.00%	16.67%
Unknown	0	0	0	0.00%	0.00%
TOTALS	5	6	-1		

Agency-212

**Iowa Department of Commerce
Alcoholic Beverages 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	62	60	2	81.58%	77.92%
Female	14	17	-3	18.42%	22.08%
Non-Minority	67	71	-4	88.16%	92.21%
Minority	9	6	3	11.84%	7.79%
Unknown	0	0	0	0.00%	0.00%
TOTALS	76	77	-1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	10	6	4	66.67%	50.00%
Female	5	6	-1	33.33%	50.00%
Non-Minority	13	12	1	86.67%	100.00%
Minority	2	0	2	13.33%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	15	12	3		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	3	1	57.14%	60.00%
Female	3	2	1	42.86%	40.00%
Non-Minority	7	5	2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	7	5	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	7	5	2	53.85%	35.71%
Female	6	9	-3	46.15%	64.29%
Non-Minority	13	13	0	100.00%	92.86%
Minority	0	1	-1	0.00%	7.14%
Unknown	0	0	0	0.00%	0.00%
TOTALS	13	14	-1		

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

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	40	43	-3	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	34	40	-6	85.00%	93.02%
Minority	6	3	3	15.00%	6.98%
Unknown	0	0	0	0.00%	0.00%
TOTALS	40	43	-3		

Agency-213

**Iowa Department of Commerce
Division of Banking 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	42	38	4	61.76%	56.72%
Female	26	29	-3	38.24%	43.28%
Non-Minority	65	66	-1	95.59%	98.51%
Minority	1	1	0	1.47%	1.49%
Unknown	2	0	2	2.94%	0.00%
TOTALS	68	67	1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	42	38	4	64.62%	59.38%
Female	23	26	-3	35.38%	40.63%
Non-Minority	62	63	-1	95.38%	98.44%
Minority	1	1	0	1.54%	1.56%
Unknown	2	0	2	3.08%	0.00%
TOTALS	65	64	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	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**

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

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	8	0	72.73%	72.73%
Female	3	3	0	27.27%	27.27%
Non-Minority	9	9	0	81.82%	81.82%
Minority	1	1	0	9.09%	9.09%
Unknown	1	1	0	9.09%	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	39	38	1	45.88%	42.22%
Female	46	52	-6	54.12%	57.78%
Non-Minority	66	70	-4	77.65%	77.78%
Minority	10	11	-1	11.76%	12.22%
Unknown	9	9	0	10.59%	10.00%
TOTALS	85	90	-5		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	32	32	0	53.33%	50.00%
Female	28	32	-4	46.67%	50.00%
Non-Minority	43	47	-4	71.67%	73.44%
Minority	8	8	0	13.33%	12.50%
Unknown	9	9	0	15.00%	14.06%
TOTALS	60	64	-4		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	3	0	42.86%	50.00%
Female	4	3	1	57.14%	50.00%
Non-Minority	7	6	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	7	6	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	3	3	0	75.00%	75.00%
Female	1	1	0	25.00%	25.00%
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		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	0	1	7.14%	0.00%
Female	13	16	-3	92.86%	100.00%
Non-Minority	12	13	-1	85.71%	81.25%
Minority	2	3	-1	14.29%	18.75%
Unknown	0	0	0	0.00%	0.00%
TOTALS	14	16	-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**

Total Agency	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		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	2	0	40.00%	33.33%
Female	3	4	-1	60.00%	66.67%
Non-Minority	5	6	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	5	6	-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	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	2	1	100.00%	100.00%
Non-Minority	3	2	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	3	2	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-219

**Iowa Department of Commerce
Utilities 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	31	29	2	55.36%	50.00%
Female	25	29	-4	44.64%	50.00%
Non-Minority	47	49	-2	83.93%	84.48%
Minority	7	7	0	12.50%	12.07%
Unknown	2	2	0	3.57%	3.45%
TOTALS	56	58	-2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	23	22	1	62.16%	59.46%
Female	14	15	-1	37.84%	40.54%
Non-Minority	32	32	0	86.49%	86.49%
Minority	3	3	0	8.11%	8.11%
Unknown	2	2	0	5.41%	5.41%
TOTALS	37	37	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	7	1	72.73%	58.33%
Female	3	5	-2	27.27%	41.67%
Non-Minority	8	9	-1	72.73%	75.00%
Minority	3	3	0	27.27%	25.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	11	12	-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	8	9	-1	100.00%	100.00%
Non-Minority	7	8	-1	87.50%	88.89%
Minority	1	1	0	12.50%	11.11%
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	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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,784	1,820	-36	67.83%	67.81%
Female	846	864	-18	32.17%	32.19%
Non-Minority	2,444	2,489	-45	92.93%	92.73%
Minority	165	172	-7	6.27%	6.41%
Unknown	21	23	-2	0.80%	0.86%
TOTALS	2,630	2,684	-54		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	88	91	-3	49.44%	51.12%
Female	90	87	3	50.56%	48.88%
Non-Minority	167	167	0	93.82%	93.82%
Minority	11	10	1	6.18%	5.62%
Unknown	0	1	-1	0.00%	0.56%
TOTALS	178	178	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	135	140	-5	38.68%	39.33%
Female	214	216	-2	61.32%	60.67%
Non-Minority	320	327	-7	91.69%	91.85%
Minority	27	27	0	7.74%	7.58%
Unknown	2	2	0	0.57%	0.56%
TOTALS	349	356	-7		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	56	57	-1	50.45%	49.57%
Female	55	58	-3	49.55%	50.43%
Non-Minority	104	106	-2	93.69%	92.17%
Minority	7	9	-2	6.31%	7.83%
Unknown	0	0	0	0.00%	0.00%
TOTALS	111	115	-4		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,273	1,293	-20	82.56%	82.25%
Female	269	279	-10	17.44%	17.75%
Non-Minority	1,421	1,448	-27	92.15%	92.11%
Minority	106	109	-3	6.87%	6.93%
Unknown	15	15	0	0.97%	0.95%
TOTALS	1,542	1,572	-30		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	16	18	-2	10.46%	11.32%
Female	137	141	-4	89.54%	88.68%
Non-Minority	146	151	-5	95.42%	94.97%
Minority	6	6	0	3.92%	3.77%
Unknown	1	2	-1	0.65%	1.26%
TOTALS	153	159	-6		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	111	113	-2	99.11%	99.12%
Female	1	1	0	0.89%	0.88%
Non-Minority	111	112	-1	99.11%	98.25%
Minority	1	2	-1	0.89%	1.75%
Unknown	0	0	0	0.00%	0.00%
TOTALS	112	114	-2		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	105	108	-3	56.76%	56.84%
Female	80	82	-2	43.24%	43.16%
Non-Minority	175	178	-3	94.59%	93.68%
Minority	7	9	-2	3.78%	4.74%
Unknown	3	3	0	1.62%	1.58%
TOTALS	185	190	-5		

Agency-259

Iowa Department of Cultural Affairs 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	20	22	-2	40.82%	41.51%
Female	29	31	-2	59.18%	58.49%
Non-Minority	44	48	-4	89.80%	90.57%
Minority	1	0	1	2.04%	0.00%
Unknown	4	5	-1	8.16%	9.43%
TOTALS	49	53	-4		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	4	-1	37.50%	44.44%
Female	5	5	0	62.50%	55.56%
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		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	12	14	-2	37.50%	40.00%
Female	20	21	-1	62.50%	60.00%
Non-Minority	30	32	-2	93.75%	91.43%
Minority	0	0	0	0.00%	0.00%
Unknown	2	3	-1	6.25%	8.57%
TOTALS	32	35	-3		

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	40.00%	33.33%
Female	3	4	-1	60.00%	66.67%
Non-Minority	2	4	-2	40.00%	66.67%
Minority	1	0	1	20.00%	0.00%
Unknown	2	2	0	40.00%	33.33%
TOTALS	5	6	-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	1	1	66.67%	50.00%
Female	1	1	0	33.33%	50.00%
Non-Minority	3	2	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	3	2	1		

Agency-269

Iowa Economic Development Authority 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	38	39	-1	34.23%	34.21%
Female	73	75	-2	65.77%	65.79%
Non-Minority	103	104	-1	92.79%	91.23%
Minority	5	8	-3	4.50%	7.02%
Unknown	3	2	1	2.70%	1.75%
TOTALS	111	114	-3		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	34	34	0	36.96%	36.96%
Female	58	58	0	63.04%	63.04%
Non-Minority	88	86	2	95.65%	93.48%
Minority	2	5	-3	2.17%	5.43%
Unknown	2	1	1	2.17%	1.09%
TOTALS	92	92	0		

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	7	8	-1	100.00%	100.00%
Non-Minority	4	5	-1	57.14%	62.50%
Minority	2	2	0	28.57%	25.00%
Unknown	1	1	0	14.29%	12.50%
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	1	-1	0.00%	12.50%
Female	6	7	-1	100.00%	87.50%
Non-Minority	5	7	-2	83.33%	87.50%
Minority	1	1	0	16.67%	12.50%
Unknown	0	0	0	0.00%	0.00%
TOTALS	6	8	-2		

Agency-270

**Iowa Finance Authority 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	25	25	0	28.74%	28.09%
Female	62	64	-2	71.26%	71.91%
Non-Minority	82	84	-2	94.25%	94.38%
Minority	5	5	0	5.75%	5.62%
Unknown	0	0	0	0.00%	0.00%
TOTALS	87	89	-2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	14	13	1	28.00%	25.49%
Female	36	38	-2	72.00%	74.51%
Non-Minority	48	49	-1	96.00%	96.08%
Minority	2	2	0	4.00%	3.92%
Unknown	0	0	0	0.00%	0.00%
TOTALS	50	51	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	10	10	0	47.62%	47.62%
Female	11	11	0	52.38%	52.38%
Non-Minority	19	18	1	90.48%	85.71%
Minority	2	3	-1	9.52%	14.29%
Unknown	0	0	0	0.00%	0.00%
TOTALS	21	21	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	2	-1	6.25%	11.76%
Female	15	15	0	93.75%	88.24%
Non-Minority	15	17	-2	93.75%	100.00%
Minority	1	0	1	6.25%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	16	17	-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	81	83	-2	29.89%	31.56%
Female	190	180	10	70.11%	68.44%
Non-Minority	244	239	5	90.04%	90.87%
Minority	21	18	3	7.75%	6.84%
Unknown	6	6	0	2.21%	2.28%
TOTALS	271	263	8		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	19	21	-2	52.78%	60.00%
Female	17	14	3	47.22%	40.00%
Non-Minority	34	33	1	94.44%	94.29%
Minority	1	1	0	2.78%	2.86%
Unknown	1	1	0	2.78%	2.86%
TOTALS	36	35	1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	56	57	-1	29.63%	31.67%
Female	133	123	10	70.37%	68.33%
Non-Minority	171	163	8	90.48%	90.56%
Minority	13	12	1	6.88%	6.67%
Unknown	5	5	0	2.65%	2.78%
TOTALS	189	180	9		

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	6.98%	4.44%
Female	40	43	-3	93.02%	95.56%
Non-Minority	36	40	-4	83.72%	88.89%
Minority	7	5	2	16.28%	11.11%
Unknown	0	0	0	0.00%	0.00%
TOTALS	43	45	-2		

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	84	86	-2	23.20%	24.36%
Female	278	267	11	76.80%	75.64%
Non-Minority	337	327	10	93.09%	92.63%
Minority	25	25	0	6.91%	7.08%
Unknown	0	1	-1	0.00%	0.28%
TOTALS	362	353	9		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	7	7	0	35.00%	41.18%
Female	13	10	3	65.00%	58.82%
Non-Minority	20	16	4	100.00%	94.12%
Minority	0	1	-1	0.00%	5.88%
Unknown	0	0	0	0.00%	0.00%
TOTALS	20	17	3		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	48	52	-4	28.57%	31.14%
Female	120	115	5	71.43%	68.86%
Non-Minority	158	155	3	94.05%	92.81%
Minority	10	11	-1	5.95%	6.59%
Unknown	0	1	-1	0.00%	0.60%
TOTALS	168	167	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	26	25	1	100.00%	100.00%
Non-Minority	23	23	0	88.46%	92.00%
Minority	3	2	1	11.54%	8.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	26	25	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	29	27	2	19.59%	18.75%
Female	119	117	2	80.41%	81.25%
Non-Minority	136	133	3	91.89%	92.36%
Minority	12	11	1	8.11%	7.64%
Unknown	0	0	0	0.00%	0.00%
TOTALS	148	144	4		

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	9	7	2	25.71%	22.58%
Female	26	24	2	74.29%	77.42%
Non-Minority	31	26	5	88.57%	83.87%
Minority	3	4	-1	8.57%	12.90%
Unknown	1	1	0	2.86%	3.23%
TOTALS	35	31	4		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	2	3	33.33%	18.18%
Female	10	9	1	66.67%	81.82%
Non-Minority	13	10	3	86.67%	90.91%
Minority	1	1	0	6.67%	9.09%
Unknown	1	0	1	6.67%	0.00%
TOTALS	15	11	4		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	5	-1	26.67%	33.33%
Female	11	10	1	73.33%	66.67%
Non-Minority	14	12	2	93.33%	80.00%
Minority	1	2	-1	6.67%	13.33%
Unknown	0	1	-1	0.00%	6.67%
TOTALS	15	15	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	5	0	100.00%	100.00%
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		

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	61	61	0	62.24%	63.54%
Female	37	35	2	37.76%	36.46%
Non-Minority	78	78	0	79.59%	81.25%
Minority	2	1	1	2.04%	1.04%
Unknown	18	17	1	18.37%	17.71%
TOTALS	98	96	2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	5	0	33.33%	35.71%
Female	10	9	1	66.67%	64.29%
Non-Minority	14	13	1	93.33%	92.86%
Minority	0	0	0	0.00%	0.00%
Unknown	1	1	0	6.67%	7.14%
TOTALS	15	14	1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	25	24	1	60.98%	61.54%
Female	16	15	1	39.02%	38.46%
Non-Minority	29	29	0	70.73%	74.36%
Minority	2	1	1	4.88%	2.56%
Unknown	10	9	1	24.39%	23.08%
TOTALS	41	39	2		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	28	29	-1	90.32%	90.63%
Female	3	3	0	9.68%	9.38%
Non-Minority	25	26	-1	80.65%	81.25%
Minority	0	0	0	0.00%	0.00%
Unknown	6	6	0	19.35%	18.75%
TOTALS	31	32	-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	0	0	0	0.00%	0.00%
Unknown	1	1	0	10.00%	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	6	-1	12.50%	15.00%
Female	35	34	1	87.50%	85.00%
Non-Minority	38	38	0	95.00%	95.00%
Minority	1	1	0	2.50%	2.50%
Unknown	1	1	0	2.50%	2.50%
TOTALS	40	40	0		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	4	-1	20.00%	26.67%
Female	12	11	1	80.00%	73.33%
Non-Minority	14	15	-1	93.33%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	1	0	1	6.67%	0.00%
TOTALS	15	15	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	2	0	11.76%	11.76%
Female	15	15	0	88.24%	88.24%
Non-Minority	16	15	1	94.12%	88.24%
Minority	1	1	0	5.88%	5.88%
Unknown	0	1	-1	0.00%	5.88%
TOTALS	17	17	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	8	8	0	100.00%	100.00%
Non-Minority	8	8	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	8	8	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-309

**Iowa Department of Workforce Development 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	238	243	-5	36.62%	37.38%
Female	412	407	5	63.38%	62.62%
Non-Minority	508	519	-11	78.15%	79.85%
Minority	138	130	8	21.23%	20.00%
Unknown	3	1	2	0.46%	0.15%
TOTALS	650	650	0		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	64	64	0	46.72%	48.48%
Female	73	68	5	53.28%	51.52%
Non-Minority	114	111	3	83.21%	84.09%
Minority	23	21	2	16.79%	15.91%
Unknown	0	0	0	0.00%	0.00%
TOTALS	137	132	5		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	130	140	-10	34.48%	36.55%
Female	247	243	4	65.52%	63.45%
Non-Minority	292	303	-11	77.45%	79.11%
Minority	83	80	3	22.02%	20.89%
Unknown	1	0	1	0.27%	0.00%
TOTALS	377	383	-6		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	29	25	4	80.56%	75.76%
Female	7	8	-1	19.44%	24.24%
Non-Minority	30	28	2	83.33%	84.85%
Minority	6	5	1	16.67%	15.15%
Unknown	0	0	0	0.00%	0.00%
TOTALS	36	33	3		

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	11	9	2	11.58%	9.38%
Female	84	87	-3	88.42%	90.63%
Non-Minority	68	72	-4	71.58%	75.00%
Minority	25	23	2	26.32%	23.96%
Unknown	2	1	1	2.11%	1.04%
TOTALS	95	96	-1		

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

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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	54	51	3	65.85%	64.56%
Female	28	28	0	34.15%	35.44%
Non-Minority	69	66	3	84.15%	83.54%
Minority	10	9	1	12.20%	11.39%
Unknown	3	4	-1	3.66%	5.06%
TOTALS	82	79	3		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	9	8	1	60.00%	57.14%
Female	6	6	0	40.00%	42.86%
Non-Minority	11	11	0	73.33%	78.57%
Minority	3	2	1	20.00%	14.29%
Unknown	1	1	0	6.67%	7.14%
TOTALS	15	14	1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	33	35	-2	71.74%	72.92%
Female	13	13	0	28.26%	27.08%
Non-Minority	38	39	-1	82.61%	81.25%
Minority	6	6	0	13.04%	12.50%
Unknown	2	3	-1	4.35%	6.25%
TOTALS	46	48	-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	3	3	40.00%	25.00%
Female	9	9	0	60.00%	75.00%
Non-Minority	14	11	3	93.33%	91.67%
Minority	1	1	0	6.67%	8.33%
Unknown	0	0	0	0.00%	0.00%
TOTALS	15	12	3		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	3	2	1	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	3	2	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	3	2	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-379

**Iowa Department of Human Rights 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	17	17	0	38.64%	40.48%
Female	27	25	2	61.36%	59.52%
Non-Minority	38	38	0	86.36%	90.48%
Minority	5	4	1	11.36%	9.52%
Unknown	1	0	1	2.27%	0.00%
TOTALS	44	42	2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	4	0	20.00%	25.00%
Female	16	12	4	80.00%	75.00%
Non-Minority	16	13	3	80.00%	81.25%
Minority	4	3	1	20.00%	18.75%
Unknown	0	0	0	0.00%	0.00%
TOTALS	20	16	4		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	13	13	0	61.90%	56.52%
Female	8	10	-2	38.10%	43.48%
Non-Minority	19	22	-3	90.48%	95.65%
Minority	1	1	0	4.76%	4.35%
Unknown	1	0	1	4.76%	0.00%
TOTALS	21	23	-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	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		

Agencies-401 thru 413

**Iowa Department of Human 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	1,182	1,259	-77	26.75%	26.69%
Female	3,237	3,458	-221	73.25%	73.31%
Non-Minority	3,965	4,238	-273	89.73%	89.85%
Minority	297	312	-15	6.72%	6.61%
Unknown	157	167	-10	3.55%	3.54%
TOTALS	4,419	4,717	-298		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	135	176	-41	32.22%	39.20%
Female	284	273	11	67.78%	60.80%
Non-Minority	390	418	-28	93.08%	93.10%
Minority	14	18	-4	3.34%	4.01%
Unknown	15	13	2	3.58%	2.90%
TOTALS	419	449	-30		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	303	336	-33	25.96%	25.89%
Female	864	962	-98	74.04%	74.11%
Non-Minority	1,060	1,177	-117	90.83%	90.68%
Minority	79	87	-8	6.77%	6.70%
Unknown	28	34	-6	2.40%	2.62%
TOTALS	1,167	1,298	-131		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	17	19	-2	22.67%	19.59%
Female	58	78	-20	77.33%	80.41%
Non-Minority	67	89	-22	89.33%	91.75%
Minority	1	1	0	1.33%	1.03%
Unknown	7	7	0	9.33%	7.22%
TOTALS	75	97	-22		

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	155	162	-7	10.26%	10.35%
Female	1,356	1,403	-47	89.74%	89.65%
Non-Minority	1,342	1,395	-53	88.82%	89.14%
Minority	141	139	2	9.33%	8.88%
Unknown	28	31	-3	1.85%	1.98%
TOTALS	1,511	1,565	-54		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	105	108	-3	94.59%	94.74%
Female	6	6	0	5.41%	5.26%
Non-Minority	101	103	-2	90.99%	90.35%
Minority	1	1	0	0.90%	0.88%
Unknown	9	10	-1	8.11%	8.77%
TOTALS	111	114	-3		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	466	457	9	41.06%	38.31%
Female	669	736	-67	58.94%	61.69%
Non-Minority	1,004	1,055	-51	88.46%	88.43%
Minority	61	66	-5	5.37%	5.53%
Unknown	70	72	-2	6.17%	6.04%
TOTALS	1,135	1,193	-58		

Agency-427

**Iowa Department of Inspections & Appeals
Central Office 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	73	73	0	27.34%	27.76%
Female	194	190	4	72.66%	72.24%
Non-Minority	248	246	2	92.88%	93.54%
Minority	15	12	3	5.62%	4.56%
Unknown	4	5	-1	1.50%	1.90%
TOTALS	267	263	4		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	31	32	-1	53.45%	52.46%
Female	27	29	-2	46.55%	47.54%
Non-Minority	53	55	-2	91.38%	90.16%
Minority	3	3	0	5.17%	4.92%
Unknown	2	3	-1	3.45%	4.92%
TOTALS	58	61	-3		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	39	37	2	22.29%	21.89%
Female	136	132	4	77.71%	78.11%
Non-Minority	165	161	4	94.29%	95.27%
Minority	8	6	2	4.57%	3.55%
Unknown	2	2	0	1.14%	1.18%
TOTALS	175	169	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	3	4	-1	8.82%	12.12%
Female	31	29	2	91.18%	87.88%
Non-Minority	30	30	0	88.24%	90.91%
Minority	4	3	1	11.76%	9.09%
Unknown	0	0	0	0.00%	0.00%
TOTALS	34	33	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-428

**Iowa Department of Inspections & Appeals
Office of the State Public Defender 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	89	93	-4	41.78%	43.26%
Female	124	122	2	58.22%	56.74%
Non-Minority	188	191	-3	88.26%	88.84%
Minority	18	17	1	8.45%	7.91%
Unknown	7	7	0	3.29%	3.26%
TOTALS	213	215	-2		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	13	13	0	46.43%	44.83%
Female	15	16	-1	53.57%	55.17%
Non-Minority	26	27	-1	92.86%	93.10%
Minority	1	1	0	3.57%	3.45%
Unknown	1	1	0	3.57%	3.45%
TOTALS	28	29	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	76	80	-4	54.29%	56.34%
Female	64	62	2	45.71%	43.66%
Non-Minority	119	122	-3	85.00%	85.92%
Minority	15	14	1	10.71%	9.86%
Unknown	6	6	0	4.29%	4.23%
TOTALS	140	142	-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	45	44	1	100.00%	100.00%
Non-Minority	43	42	1	95.56%	95.45%
Minority	2	2	0	4.44%	4.55%
Unknown	0	0	0	0.00%	0.00%
TOTALS	45	44	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-429

**Iowa Department of Inspections & Appeals
 Racing and Gaming 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	19	19	0	45.24%	42.22%
Female	23	26	-3	54.76%	57.78%
Non-Minority	38	40	-2	90.48%	88.89%
Minority	3	4	-1	7.14%	8.89%
Unknown	1	1	0	2.38%	2.22%
TOTALS	42	45	-3		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	4	1	71.43%	57.14%
Female	2	3	-1	28.57%	42.86%
Non-Minority	6	6	0	85.71%	85.71%
Minority	0	0	0	0.00%	0.00%
Unknown	1	1	0	14.29%	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	1	1	0	16.67%	14.29%
Female	5	6	-1	83.33%	85.71%
Non-Minority	5	5	0	83.33%	71.43%
Minority	1	2	-1	16.67%	28.57%
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	13	14	-1	44.83%	45.16%
Female	16	17	-1	55.17%	54.84%
Non-Minority	27	29	-2	93.10%	93.55%
Minority	2	2	0	6.90%	6.45%
Unknown	0	0	0	0.00%	0.00%
TOTALS	29	31	-2		

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	36.36%	36.36%
Female	14	14	0	63.64%	63.64%
Non-Minority	21	21	0	95.45%	95.45%
Minority	1	1	0	4.55%	4.55%
Unknown	0	0	0	0.00%	0.00%
TOTALS	22	22	0		

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

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	7	-1	60.00%	63.64%
Female	4	4	0	40.00%	36.36%
Non-Minority	10	11	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	10	11	-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	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	7	8	-1	100.00%	100.00%
Non-Minority	6	7	-1	85.71%	87.50%
Minority	1	1	0	14.29%	12.50%
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-532

Iowa Department of 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	11	11	0	50.00%	50.00%
Female	11	11	0	50.00%	50.00%
Non-Minority	19	19	0	86.36%	86.36%
Minority	2	2	0	9.09%	9.09%
Unknown	1	1	0	4.55%	4.55%
TOTALS	22	22	0		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	11	11	0	55.00%	55.00%
Female	9	9	0	45.00%	45.00%
Non-Minority	18	18	0	90.00%	90.00%
Minority	2	2	0	10.00%	10.00%
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	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	1	1	0	100.00%	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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	626	637	-11	70.98%	71.17%
Female	256	258	-2	29.02%	28.83%
Non-Minority	835	847	-12	94.67%	94.64%
Minority	42	44	-2	4.76%	4.92%
Unknown	5	4	1	0.57%	0.45%
TOTALS	882	895	-13		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	64	63	1	62.75%	63.00%
Female	38	37	1	37.25%	37.00%
Non-Minority	100	98	2	98.04%	98.00%
Minority	1	2	-1	0.98%	2.00%
Unknown	1	0	1	0.98%	0.00%
TOTALS	102	100	2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	346	347	-1	69.76%	69.68%
Female	150	151	-1	30.24%	30.32%
Non-Minority	469	470	-1	94.56%	94.38%
Minority	24	25	-1	4.84%	5.02%
Unknown	3	3	0	0.60%	0.60%
TOTALS	496	498	-2		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	128	138	-10	94.12%	93.88%
Female	8	9	-1	5.88%	6.12%
Non-Minority	131	142	-11	96.32%	96.60%
Minority	4	4	0	2.94%	2.72%
Unknown	1	1	0	0.74%	0.68%
TOTALS	136	147	-11		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	74	74	0	92.50%	92.50%
Female	6	6	0	7.50%	7.50%
Non-Minority	74	74	0	92.50%	92.50%
Minority	6	6	0	7.50%	7.50%
Unknown	0	0	0	0.00%	0.00%
TOTALS	80	80	0		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	8	0	12.90%	12.70%
Female	54	55	-1	87.10%	87.30%
Non-Minority	55	56	-1	88.71%	88.89%
Minority	7	7	0	11.29%	11.11%
Unknown	0	0	0	0.00%	0.00%
TOTALS	62	63	-1		

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	2	-1	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	2	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	1	2	-1		

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	4	4	0	44.44%	44.44%
Female	5	5	0	55.56%	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	2	2	0	33.33%	33.33%
Female	4	4	0	66.67%	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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	29	27	2	36.71%	36.00%
Female	50	48	2	63.29%	64.00%
Non-Minority	69	65	4	87.34%	86.67%
Minority	10	10	0	12.66%	13.33%
Unknown	0	0	0	0.00%	0.00%
TOTALS	79	75	4		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	22	21	1	41.51%	42.86%
Female	31	28	3	58.49%	57.14%
Non-Minority	48	44	4	90.57%	89.80%
Minority	5	5	0	9.43%	10.20%
Unknown	0	0	0	0.00%	0.00%
TOTALS	53	49	4		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	7	6	1	43.75%	37.50%
Female	9	10	-1	56.25%	62.50%
Non-Minority	12	12	0	75.00%	75.00%
Minority	4	4	0	25.00%	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%	33.33%
Female	7	6	1	70.00%	66.67%
Non-Minority	10	9	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	10	9	1		

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%	25.00%
Female	4	3	1	80.00%	75.00%
Non-Minority	5	4	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	5	4	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	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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	197	208	-11	78.80%	79.39%
Female	53	54	-1	21.20%	20.61%
Non-Minority	227	242	-15	90.80%	92.37%
Minority	15	13	2	6.00%	4.96%
Unknown	8	7	1	3.20%	2.67%
TOTALS	250	262	-12		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	17	18	-1	62.96%	66.67%
Female	10	9	1	37.04%	33.33%
Non-Minority	22	23	-1	81.48%	85.19%
Minority	3	3	0	11.11%	11.11%
Unknown	2	1	1	7.41%	3.70%
TOTALS	27	27	0		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	29	31	-2	74.36%	73.81%
Female	10	11	-1	25.64%	26.19%
Non-Minority	34	37	-3	87.18%	88.10%
Minority	1	1	0	2.56%	2.38%
Unknown	4	4	0	10.26%	9.52%
TOTALS	39	42	-3		

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	68	73	-5	98.55%	98.65%
Female	1	1	0	1.45%	1.35%
Non-Minority	63	68	-5	91.30%	91.89%
Minority	6	6	0	8.70%	8.11%
Unknown	0	0	0	0.00%	0.00%
TOTALS	69	74	-5		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	4	5	-1	22.22%	26.32%
Female	14	14	0	77.78%	73.68%
Non-Minority	16	18	-2	88.89%	94.74%
Minority	1	0	1	5.56%	0.00%
Unknown	1	1	0	5.56%	5.26%
TOTALS	18	19	-1		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	65	65	0	95.59%	97.01%
Female	3	2	1	4.41%	2.99%
Non-Minority	66	66	0	97.06%	98.51%
Minority	2	1	1	2.94%	1.49%
Unknown	0	0	0	0.00%	0.00%
TOTALS	68	67	1		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	11	13	-2	45.83%	46.43%
Female	13	15	-2	54.17%	53.57%
Non-Minority	21	25	-4	87.50%	89.29%
Minority	2	2	0	8.33%	7.14%
Unknown	1	1	0	4.17%	3.57%
TOTALS	24	28	-4		

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	38	55	-17	52.05%	58.51%
Female	35	39	-4	47.95%	41.49%
Non-Minority	67	86	-19	91.78%	91.49%
Minority	3	5	-2	4.11%	5.32%
Unknown	3	3	0	4.11%	3.19%
TOTALS	73	94	-21		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	24	43	-19	52.17%	63.24%
Female	22	25	-3	47.83%	36.76%
Non-Minority	40	60	-20	86.96%	88.24%
Minority	3	5	-2	6.52%	7.35%
Unknown	3	3	0	6.52%	4.41%
TOTALS	46	68	-22		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	12	11	1	52.17%	50.00%
Female	11	11	0	47.83%	50.00%
Non-Minority	23	22	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	23	22	1		

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	0	1	33.33%	0.00%
Female	2	3	-1	66.67%	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-588

Iowa Department of Public Health 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	110	112	-2	26.19%	27.65%
Female	310	293	17	73.81%	72.35%
Non-Minority	382	367	15	90.95%	90.62%
Minority	33	34	-1	7.86%	8.40%
Unknown	5	4	1	1.19%	0.99%
TOTALS	420	405	15		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	44	41	3	35.20%	33.88%
Female	81	80	1	64.80%	66.12%
Non-Minority	120	116	4	96.00%	95.87%
Minority	4	4	0	3.20%	3.31%
Unknown	1	1	0	0.80%	0.83%
TOTALS	125	121	4		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	56	59	-3	27.32%	30.26%
Female	149	136	13	72.68%	69.74%
Non-Minority	190	178	12	92.68%	91.28%
Minority	14	16	-2	6.83%	8.21%
Unknown	1	1	0	0.49%	0.51%
TOTALS	205	195	10		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1	2	-1	33.33%	66.67%
Female	2	1	1	66.67%	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		

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	9	10	-1	10.34%	11.63%
Female	78	76	2	89.66%	88.37%
Non-Minority	69	70	-1	79.31%	81.40%
Minority	15	14	1	17.24%	16.28%
Unknown	3	2	1	3.45%	2.33%
TOTALS	87	86	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-595

Iowa Department of Public Safety 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	671	691	-20	77.84%	78.79%
Female	191	186	5	22.16%	21.21%
Non-Minority	829	843	-14	96.17%	96.12%
Minority	26	27	-1	3.02%	3.08%
Unknown	7	7	0	0.81%	0.80%
TOTALS	862	877	-15		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	51	50	1	75.00%	75.76%
Female	17	16	1	25.00%	24.24%
Non-Minority	66	64	2	97.06%	96.97%
Minority	2	2	0	2.94%	3.03%
Unknown	0	0	0	0.00%	0.00%
TOTALS	68	66	2		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	28	29	-1	66.67%	69.05%
Female	14	13	1	33.33%	30.95%
Non-Minority	35	35	0	83.33%	83.33%
Minority	5	5	0	11.90%	11.90%
Unknown	2	2	0	4.76%	4.76%
TOTALS	42	42	0		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	31	28	3	50.82%	52.83%
Female	30	25	5	49.18%	47.17%
Non-Minority	56	48	8	91.80%	90.57%
Minority	4	4	0	6.56%	7.55%
Unknown	1	1	0	1.64%	1.89%
TOTALS	61	53	8		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	528	551	-23	92.79%	93.23%
Female	41	40	1	7.21%	6.77%
Non-Minority	553	574	-21	97.19%	97.12%
Minority	12	13	-1	2.11%	2.20%
Unknown	4	4	0	0.70%	0.68%
TOTALS	569	591	-22		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	28	27	1	23.93%	22.69%
Female	89	92	-3	76.07%	77.31%
Non-Minority	114	117	-3	97.44%	98.32%
Minority	3	2	1	2.56%	1.68%
Unknown	0	0	0	0.00%	0.00%
TOTALS	117	119	-2		

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

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	102	110	-8	36.17%	37.16%
Female	180	186	-6	63.83%	62.84%
Non-Minority	226	238	-12	80.14%	80.41%
Minority	41	42	-1	14.54%	14.19%
Unknown	15	16	-1	5.32%	5.41%
TOTALS	282	296	-14		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	73	78	-5	40.78%	41.27%
Female	106	111	-5	59.22%	58.73%
Non-Minority	151	160	-9	84.36%	84.66%
Minority	19	20	-1	10.61%	10.58%
Unknown	9	9	0	5.03%	4.76%
TOTALS	179	189	-10		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	27	30	-3	47.37%	50.00%
Female	30	30	0	52.63%	50.00%
Non-Minority	41	44	-3	71.93%	73.33%
Minority	12	12	0	21.05%	20.00%
Unknown	4	4	0	7.02%	6.67%
TOTALS	57	60	-3		

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	2.22%	2.17%
Female	44	45	-1	97.78%	97.83%
Non-Minority	33	33	0	73.33%	71.74%
Minority	10	10	0	22.22%	21.74%
Unknown	2	3	-1	4.44%	6.52%
TOTALS	45	46	-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	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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	68	67	1	64.15%	62.62%
Female	38	40	-2	35.85%	37.38%
Non-Minority	101	103	-2	95.28%	96.26%
Minority	5	4	1	4.72%	3.74%
Unknown	0	0	0	0.00%	0.00%
TOTALS	106	107	-1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	16	15	1	61.54%	55.56%
Female	10	12	-2	38.46%	44.44%
Non-Minority	24	26	-2	92.31%	96.30%
Minority	2	1	1	7.69%	3.70%
Unknown	0	0	0	0.00%	0.00%
TOTALS	26	27	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	9	-1	47.06%	52.94%
Female	9	8	1	52.94%	47.06%
Non-Minority	17	17	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	17	17	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	41	40	1	68.33%	66.67%
Female	19	20	-1	31.67%	33.33%
Non-Minority	58	58	0	96.67%	96.67%
Minority	2	2	0	3.33%	3.33%
Unknown	0	0	0	0.00%	0.00%
TOTALS	60	60	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	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

Total Agency	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	13	9	4	52.00%	37.50%
Female	12	15	-3	48.00%	62.50%
Non-Minority	21	18	3	84.00%	75.00%
Minority	2	3	-1	8.00%	12.50%
Unknown	2	3	-1	8.00%	12.50%
TOTALS	25	24	1		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	3	2	62.50%	42.86%
Female	3	4	-1	37.50%	57.14%
Non-Minority	8	7	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	8	7	1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	5	4	1	71.43%	57.14%
Female	2	3	-1	28.57%	42.86%
Non-Minority	6	6	0	85.71%	85.71%
Minority	0	0	0	0.00%	0.00%
Unknown	1	1	0	14.29%	14.29%
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	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%	20.00%
Female	7	8	-1	70.00%	80.00%
Non-Minority	7	5	2	70.00%	50.00%
Minority	2	3	-1	20.00%	30.00%
Unknown	1	2	-1	10.00%	20.00%
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-645

Iowa Department of Transportation 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	2,058	2,057	1	77.19%	76.61%
Female	608	628	-20	22.81%	23.39%
Non-Minority	2,533	2,557	-24	95.01%	95.23%
Minority	132	119	13	4.95%	4.43%
Unknown	0	9	-9	0.00%	0.34%
TOTALS	2,666	2,685	-19		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	194	192	2	64.67%	65.31%
Female	106	102	4	35.33%	34.69%
Non-Minority	284	281	3	94.67%	95.58%
Minority	16	13	3	5.33%	4.42%
Unknown	0	0	0	0.00%	0.00%
TOTALS	300	294	6		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	278	277	1	71.65%	71.21%
Female	110	112	-2	28.35%	28.79%
Non-Minority	351	356	-5	90.46%	91.52%
Minority	37	27	10	9.54%	6.94%
Unknown	0	6	-6	0.00%	1.54%
TOTALS	388	389	-1		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	183	181	2	82.06%	81.53%
Female	40	41	-1	17.94%	18.47%
Non-Minority	213	210	3	95.52%	94.59%
Minority	10	12	-2	4.48%	5.41%
Unknown	0	0	0	0.00%	0.00%
TOTALS	223	222	1		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	100	102	-2	91.74%	91.07%
Female	9	10	-1	8.26%	8.93%
Non-Minority	105	108	-3	96.33%	96.43%
Minority	4	4	0	3.67%	3.57%
Unknown	0	0	0	0.00%	0.00%
TOTALS	109	112	-3		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	37	40	-3	11.08%	11.36%
Female	297	312	-15	88.92%	88.64%
Non-Minority	318	334	-16	95.21%	94.89%
Minority	16	18	-2	4.79%	5.11%
Unknown	0	0	0	0.00%	0.00%
TOTALS	334	352	-18		

7. SKILLED CRAFT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	1,195	1,192	3	98.03%	97.70%
Female	24	28	-4	1.97%	2.30%
Non-Minority	1,173	1,176	-3	96.23%	96.39%
Minority	45	41	4	3.69%	3.36%
Unknown	0	3	-3	0.00%	0.25%
TOTALS	1,219	1,220	-1		

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	71	73	-2	76.34%	76.04%
Female	22	23	-1	23.66%	23.96%
Non-Minority	89	92	-3	95.70%	95.83%
Minority	4	4	0	4.30%	4.17%
Unknown	0	0	0	0.00%	0.00%
TOTALS	93	96	-3		

Agency-655

Iowa Treasurer 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	5	5	0	20.83%	20.83%
Female	19	19	0	79.17%	79.17%
Non-Minority	22	23	-1	91.67%	95.83%
Minority	2	1	1	8.33%	4.17%
Unknown	0	0	0	0.00%	0.00%
TOTALS	24	24	0		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	2	3	-1	20.00%	27.27%
Female	8	8	0	80.00%	72.73%
Non-Minority	10	11	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	10	11	-1		

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	2	1	1	18.18%	10.00%
Female	9	9	0	81.82%	90.00%
Non-Minority	10	10	0	90.91%	100.00%
Minority	1	0	1	9.09%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	11	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-670

Iowa Department of Veteran's Affairs 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	7	8	-1	53.85%	61.54%
Female	6	5	1	46.15%	38.46%
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	3	4	-1	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
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		

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%	16.67%
Female	6	5	1	85.71%	83.33%
Non-Minority	7	6	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	7	6	1		

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-671

Iowa Veterans Home 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	144	157	-13	18.77%	20.18%
Female	623	621	2	81.23%	79.82%
Non-Minority	709	720	-11	92.44%	92.54%
Minority	55	53	2	7.17%	6.81%
Unknown	3	5	-2	0.39%	0.64%
TOTALS	767	778	-11		

1. OFFICIAL/ADMINISTRATOR	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	8	-2	25.00%	32.00%
Female	18	17	1	75.00%	68.00%
Non-Minority	24	25	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
TOTALS	24	25	-1		

2. PROFESSIONAL	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	26	33	-7	18.18%	22.00%
Female	117	117	0	81.82%	78.00%
Non-Minority	139	144	-5	97.20%	96.00%
Minority	4	5	-1	2.80%	3.33%
Unknown	0	1	-1	0.00%	0.67%
TOTALS	143	150	-7		

3. TECHNICIAN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	8	9	-1	8.51%	9.38%
Female	86	87	-1	91.49%	90.63%
Non-Minority	90	91	-1	95.74%	94.79%
Minority	4	5	-1	4.26%	5.21%
Unknown	0	0	0	0.00%	0.00%
TOTALS	94	96	-2		

4. PROTECTIVE SERVICE: SWORN	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	6	5	1	100.00%	83.33%
Female	0	1	-1	0.00%	16.67%
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		

6. ADMINISTRATIVE SUPPORT	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	10	12	-2	18.52%	20.34%
Female	44	47	-3	81.48%	79.66%
Non-Minority	53	57	-4	98.15%	96.61%
Minority	1	2	-1	1.85%	3.39%
Unknown	0	0	0	0.00%	0.00%
TOTALS	54	59	-5		

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

8. SERVICE/MAINTENANCE	Current Year	Previous Year	Net Change	As a % of Agency Workforce	
				Current	Previous
Male	66	68	-2	15.60%	16.23%
Female	357	351	6	84.40%	83.77%
Non-Minority	374	374	0	88.42%	89.26%
Minority	46	41	5	10.87%	9.79%
Unknown	3	4	-1	0.71%	0.95%
TOTALS	423	419	4		

APPENDIX D:

FY 2016 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
8-Jul-15	Iowa Workforce Development Mini Job Fair	General Recruitment
8-Jul-15	Greater Des Moines Partnership Diversity Council Diversity & Inclusion Roundtable	Diversity Recruitment
15-Jul-15	US Probation Career Fair	Re-Entry/Process Awareness
6-Aug-15	NAACP Career Fair	Diversity Recruitment
12-Aug-15	Iowa Workforce Development Mini Job Fair	General Recruitment
25-Aug-15	Greater Des Moines Partnership Diversity Council Diversity & Inclusion Roundtable	Diversity Recruitment
28-Aug-15	NAACP Summit	Diversity Recruitment
2-Sep-15	Greater Des Moines Partnership Workforce Development/Education Meeting	Educational/Diversity Awareness
24-Sep-15	University of Iowa Career Fair	General Recruitment
30-Sep-15	Iowa State University People to People Career Fair	General Recruitment
26-Sep-15	Latino Heritage Festival	Diversity Recruitment
27-Sep-15	Latino Heritage Festival	Diversity Recruitment
1-Oct-15	Iowa Justice Summit	Diversity/Educational/Process Awareness
12-Oct-15	Iowa Workforce Development Employer Summit	Educational/Process Awareness
14-Oct-15	Iowa Workforce Development Mini Job Fair	General Recruitment
2-Nov-15	Iowa Workforce Development Fresh Start Women's Correctional Facility	Re-Entry/Process Awareness
3-Nov-15	Hiring Our Heroes	Veteran Recruitment
10-Nov-15	Iowa Workforce Development Mini Job Fair	General Recruitment
12-Nov-15	CEO Forum on Diversity and Inclusion	Educational/Diversity Awareness
19-Nov-15	Greater Des Moines Partnership Career Fair and Multicultural Reception	Diversity/General Recruitment
3-Dec-15	Iowa Correctional Institution for Women Life Skills	Re-entry/Educational/Process Awareness
9-Dec-15	Iowa Workforce Development Mini Job Fair	General Recruitment
14-Jan-16	2016 Iowa Career Expo	General Recruitment
25-Jan-16	Drake Law Public Interest Career Fair	General Recruitment
29-Jan-16	I'll Make Me a World In Iowa Education Day	Educational Awareness
30-Jan-16	I'll Make Me a World In Iowa	Diversity Recruitment
10-Feb-16	Iowa Correctional Institution for Women Life Skills	Re-entry/Educational/Process Awareness
10-Feb-16	Iowa Workforce Development Mini Job Fair	General Recruitment
10-Feb-16	Iowa State University People to People Career Fair	General Recruitment

24-Feb-16	University of Iowa Spring Intern and Job Fair	General Recruitment
2-Mar-16	Iowa Correctional Institution for Women Life Skills	Re-entry/Educational/Process Awareness
9-Mar-16	Reverse Job Fair (Disability Community)	Diversity Recruitment
9-Mar-16	Home Base Iowa Military Online Career Fair	Veteran Recruitment
5-Apr-16	Iowa Correctional Institution for Women Career Fair	Re-entry Recruitment
13-Apr-16	East High School Youth Career Fair	General Recruitment
13-Apr-16	Iowa Workforce Development Iowa Wild Career Fair	General Recruitment
19-Apr-16	Executive Branch State of Iowa Career Fair	General Recruitment
11-May-16	Iowa Workforce Development Mini Job Fair	General Recruitment
27-May-16	CelebrAsian	Diversity Recruitment
7-Jun-16	Central Iowa Veterans Employment Summit 3.0 & Job Fair	Veteran Recruitment

APPENDIX E:
FY 2016 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 2016 through Performance and Development Solutions.

Course Title	Total Participation for FY 2016
Americans with Disabilities Act	25
Americans with Disabilities Act/Equal Employment Opportunity/Affirmative Action/Prevention of Sexual Harassment (Combination Class)	89
Diversity for Employees	248
Diversity for Supervisors	25
Equal Employment Opportunity/Affirmative Action	105
From Interview to Hire	135
Managing Generational Differences at Work	19
Prevention of Sexual Harassment for Employees	64
Prevention of Sexual Harassment for Supervisors	22
Total	732