

2024

State of Ohio
**Annual Survey on
Workforce Diversity**



**Department of
Administrative
Services**

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OHIO REVISED CODE 124.91 | ANNUAL SURVEY ON DIVERSITY WITHIN AGENCY WORKFORCE

The Director of Administrative Services annually shall conduct a survey on diversity within each state agency's workforce at the time of the survey. Not later than December 31, 2020, and not later than the thirty-first day of December of each year thereafter, the director shall issue a report on the results of the surveys with the governor and the general assembly in accordance with section 101.68 of the Revised Code.

ADDED BY 133RD GENERAL ASSEMBLY FILE NO. TBD, HB 166, §101.01, EFF. 10/17/2019

SUBMITTED BY

Kathleen C. Madden, Director
Ohio Department of Administrative Services

PREPARED BY

The Office of Opportunity and Accessibility
State Human Resource Division
Ohio Department of Administrative Services



The Data

Demographic data is obtained by self-reporting of employees and applicants. Racial/Ethnic categories are defined by the Federal Equal Employment Opportunity Commission (EEOC). Job Group data is defined by the EEOC and assigned by the Ohio Department of Administrative Services based on Job Classification (*See Appendices D & E*).

Data used in this survey was obtained through reports from the Ohio Administrative Knowledge System (OAKS) and the Ohio Hiring Management System (OHMS).

Data for reporting year 2024 has been pulled, point-in-time, as of Nov. 15, 2024, and from Nov. 15, 2023, to Nov. 15, 2024, where a yearly range was required for analysis.

Data for past years was carried over from the 2023 Report.

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Survey of Statewide Data



Department of
Administrative
Services

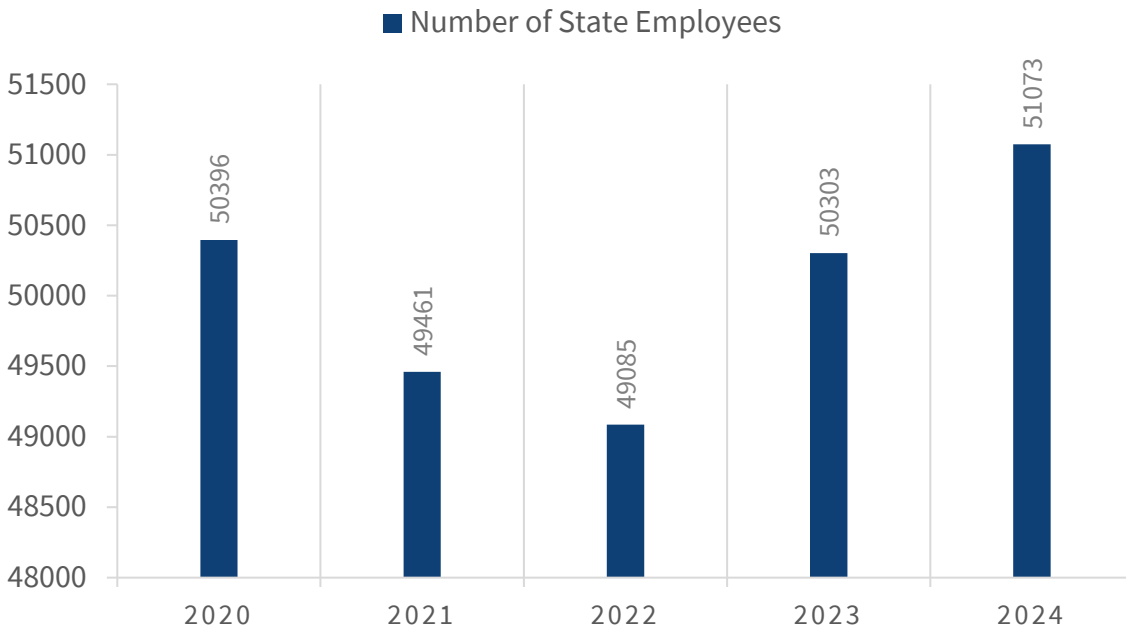
Diversity in Public Service

The government of the State of Ohio consists of the executive, judicial, and legislative branches. Its basic structure is set forth in the Constitution and law of Ohio.

The state government is primarily organized into several cabinet or administrative departments, each assisting to fulfill the government mission of protecting and promoting the general welfare for the people of Ohio.

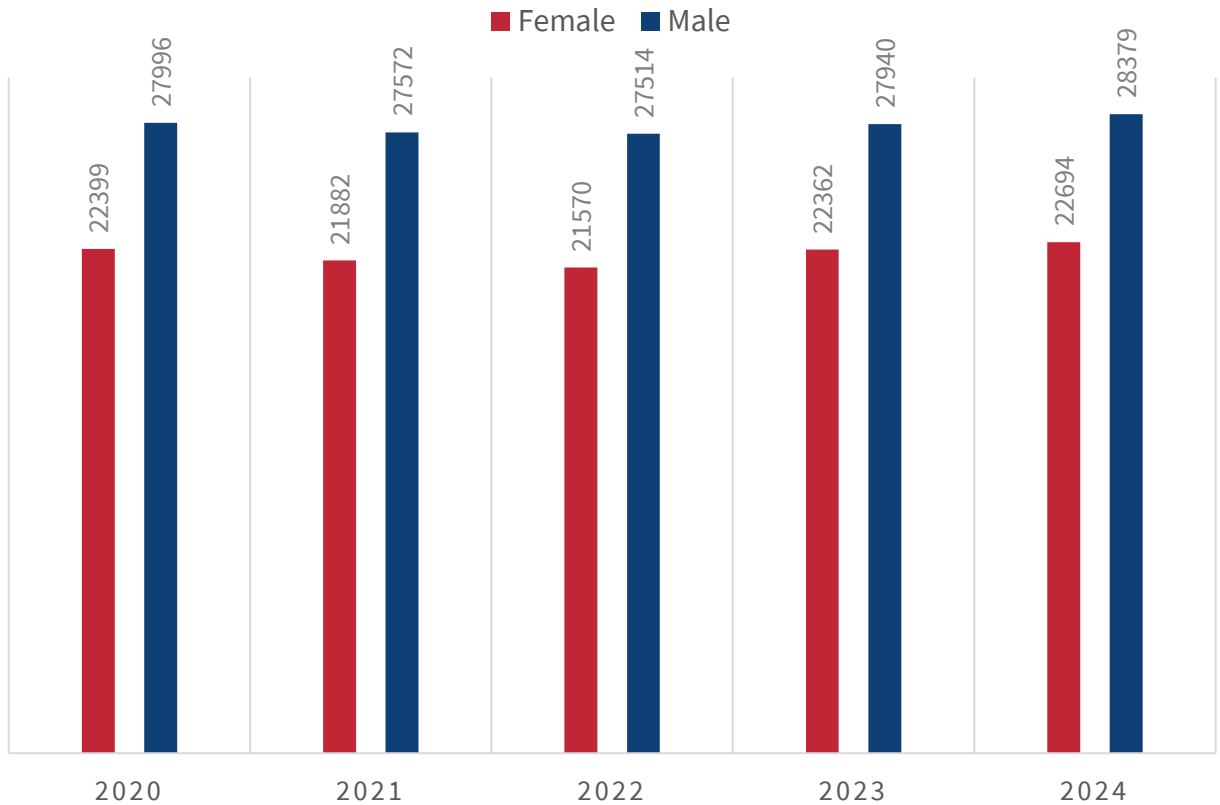
Workforce 5-year Trends

Total Workforce



NOTE: “State Employees” includes a count of all compensated employees. This includes full-time staff, part-time staff, seasonal staff (if employed at the time the report was pulled), and compensated board members/commissioners. It does not include contractors, volunteers, externs, or paid interns.

Workforce by Gender



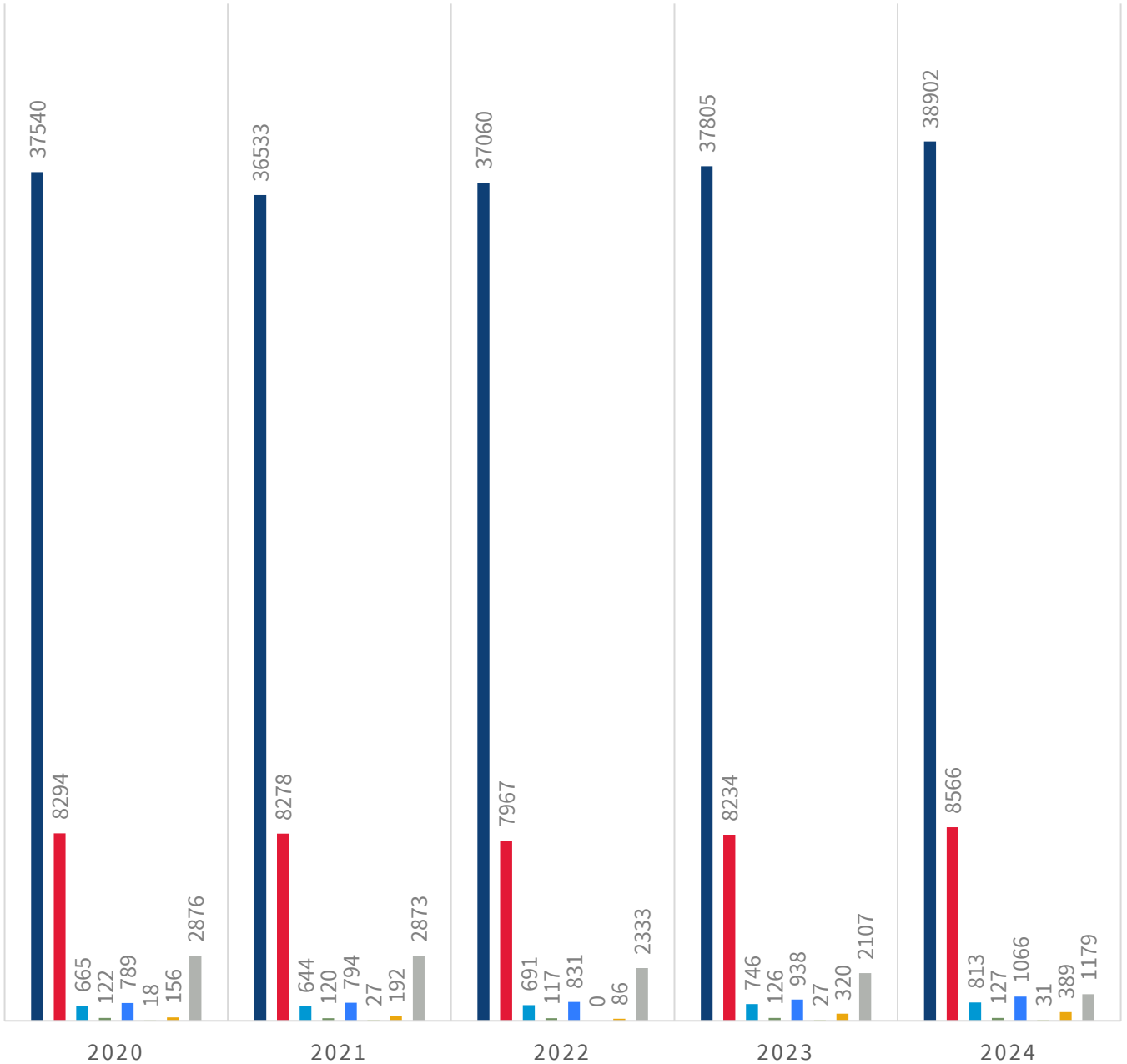
Self-Reported Disability and Military Status

YEAR	SELF-REPORTED DISABILITY
2020	.50% (251)
2021	.47% (234)
2022	.64% (315)
2023	.76% (380)
2024	.98% (503)

YEAR	MILITARY/ VETERAN STATUS
2020	2.9% (1437)
2021	2.7% (1337)
2022	2.9% (1432)
2023	3.3% (1676)
2024	3.6% (1825)

Workforce by Race

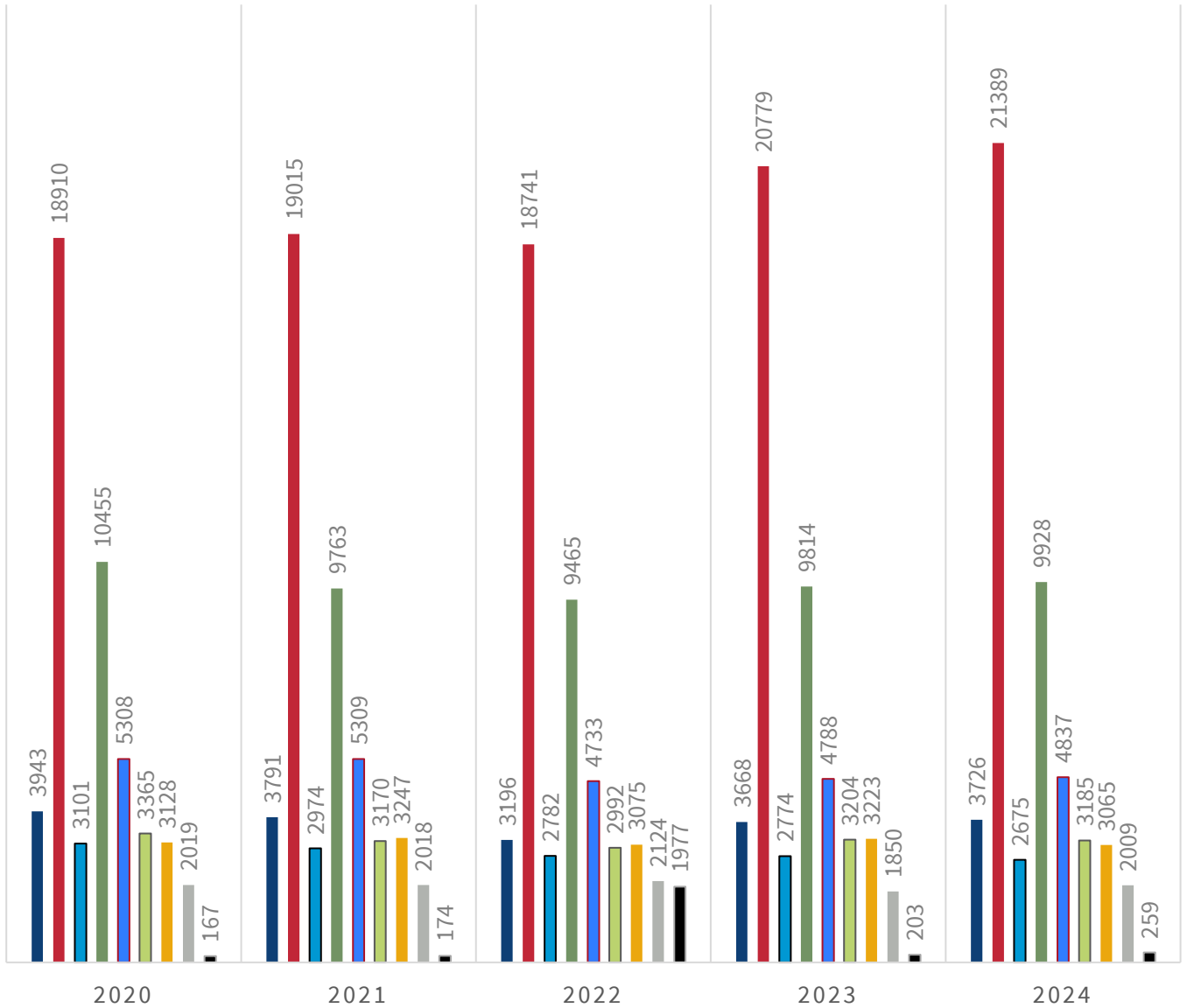
- White
- Black
- Hispanic
- American Indian
- Asian
- Pacific Islander
- Two or More
- Unknown



SEE APPENDIX E FOR THE EEO-4 RACIAL/ETHNIC GROUPS DEFINED

Workforce by Job Group

- Official / Administrator
- Professional
- Technician
- Protective Service
- Paraprofessional
- Administrative Support
- Skilled Craft
- Service / Maintenance
- Unknown



SEE APPENDIX D FOR THE EEO-4 JOB GROUPS DEFINED

Workforce by Race, Gender, Job Group

State of Ohio	White		Black		Hispanic		Amer. Ind.	
2024	F	M	F	M	F	M	F	M
Official / Administrator	1245	1868	215	148	15	17	1	6
	2.44%	3.66%	0.42%	0.29%	0.03%	0.03%	0.00%	0.01%
Professional	8799	7830	2172	920	180	139	25	24
	17.23%	15.33%	4.25%	1.80%	0.35%	0.27%	0.05%	0.05%
ParaProfessional	1752	1205	937	596	45	22	5	5
	3.43%	2.36%	1.83%	1.17%	0.09%	0.04%	0.01%	0.01%
Technician	720	1508	127	143	13	24	3	4
	1.41%	2.95%	0.25%	0.28%	0.03%	0.05%	0.01%	0.01%
Protective Service	1287	6046	738	1351	49	187	4	27
	2.52%	11.84%	1.44%	2.65%	0.10%	0.37%	0.01%	0.05%
Skilled Craft	129	2673	14	118	1	42	0	11
	0.25%	5.23%	0.03%	0.23%	0.00%	0.08%	0.00%	0.02%
Administrative Support	1582	580	667	163	35	14	6	2
	3.10%	1.14%	1.31%	0.32%	0.07%	0.03%	0.01%	0.00%
Service / Maintenance	475	1029	90	148	8	19	1	3
	0.93%	2.01%	0.18%	0.29%	0.02%	0.04%	0.00%	0.01%
Unknown (No EEO4 reporting)	88	86	11	8	0	3	0	0
	0.17%	0.17%	0.02%	0.02%	0.00%	0.01%	0.00%	0.00%
Totals	16077	22825	4971	3595	346	467	45	82
	31.48%	44.69%	9.73%	7.04%	0.68%	0.91%	0.09%	0.16%

Asian		Pac. Isl.		Two or More		Unknown		U	Totals
F	M	F	M	F	M	F	M		
29	50	0	1	6	14	39	72	0	3726
0.06%	0.10%	0.00%	0.00%	0.01%	0.03%	0.08%	0.14%	0.00%	7.30%
390	318	8	6	94	53	245	183	3	21389
0.76%	0.62%	0.02%	0.01%	0.18%	0.10%	0.48%	0.36%	0.01%	41.88%
39	40	3	5	29	13	78	63	0	4837
0.08%	0.08%	0.01%	0.01%	0.06%	0.03%	0.15%	0.12%	0.00%	9.47%
23	54	1	0	5	7	23	18	2	2675
0.05%	0.11%	0.00%	0.00%	0.01%	0.01%	0.05%	0.04%	0.00%	5.24%
12	53	0	3	23	80	22	45	1	9928
0.02%	0.10%	0.00%	0.01%	0.05%	0.16%	0.04%	0.09%	0.00%	19.44%
0	5	0	2	0	8	6	55	1	3065
0.00%	0.01%	0.00%	0.00%	0.00%	0.02%	0.01%	0.11%	0.00%	6.00%
21	18	1	0	37	9	38	12	0	3185
0.04%	0.04%	0.00%	0.00%	0.07%	0.02%	0.07%	0.02%	0.00%	6.24%
4	4	0	1	4	5	49	167	2	2009
0.01%	0.01%	0.00%	0.00%	0.01%	0.01%	0.10%	0.33%	0.00%	3.93%
4	2	0	0	1	1	21	34	0	259
0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.04%	0.07%	0.00%	0.51%
522	544	13	18	199	190	521	649	9	51073
1.02%	1.07%	0.03%	0.04%	0.39%	0.37%	1.02%	1.27%	0.02%	

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Survey of Agency Data^{*}

^{*}Agencies with more than 15 personnel

Accountancy Board of Ohio

	White		Black		Hispanic		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Official/Administrator	6	3	0	0	0	0	0	0	0	0	0	0	1	0	0	0	10
Professionals	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	4
Technicians	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Total	12	3	1	0	1	0	0	0	0	0	0	0	1	0	0	0	18

Adjutant General

	White		Black		Hispanic		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	3	4	0	0	0	0	0	0	0	0	0	0	0	0	2	0	9
No EEO4 Rptng	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2
Official/Administrator	1	6	2	1	0	0	0	0	0	0	0	0	0	0	0	2	12
Professionals	28	39	1	2	0	0	0	0	1	1	0	0	1	0	0	3	76
Protective Service	3	67	0	3	1	1	0	2	0	3	0	0	0	0	0	4	84
Skilled Craft	0	19	0	0	0	0	0	0	0	0	0	0	0	0	0	4	23
Svc/Maint	3	53	0	5	0	3	0	0	0	0	0	0	0	1	1	1	67
Technicians	2	5	0	0	0	0	0	0	0	2	0	0	0	0	0	0	9
Total	40	193	3	11	1	4	0	2	1	6	0	0	1	1	3	16	282

Dept of Aging

	White		Black		Hispanic		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	2	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	5
Official/Administrator	14	9	4	1	0	0	0	0	0	3	0	0	0	0	0	0	31
ParaProfessional	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
Professionals	51	19	9	4	0	0	0	0	2	1	0	0	2	0	0	0	88
Technicians	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	5
Total	72	32	15	6	0	0	0	0	2	4	0	0	2	0	0	0	133

Attorney General

	White		Black		Hispanic		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	137	51	23	7	2	1	0	0	1	4	0	0	5	1	9	7	248
No EEO4 Rptng	12	2	1	1	0	2	0	0	0	1	0	0	0	0	0	1	20
Official/Administrator	37	35	6	2	0	0	0	0	1	1	0	0	0	0	1	5	88
Paraprofessional	45	16	8	0	1	0	0	0	0	1	0	1	0	0	3	1	76
Professionals	362	302	63	21	11	4	0	0	15	12	0	0	6	2	33	29	860
Protective Service	73	115	6	10	2	3	0	0	1	1	0	0	0	2	5	2	220
Skilled Craft	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Svc/Maint	5	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	15
Technicians	42	35	1	1	1	0	0	0	1	0	0	0	0	0	1	4	86
Total	483	463	70	32	14	7	0	0	17	13	0	0	6	4	39	35	1615

Dept of Agriculture

	White		Black		Hispanic		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	10	0	1	2	0	0	0	0	0	0	0	0	1	0	0	0	14
Official/Administrator	7	28	0	1	0	0	0	0	0	0	0	0	0	0	0	0	36
ParaProfessional	4	3	1	1	0	0	0	0	0	0	0	0	1	0	0	0	10
Professionals	75	92	2	2	2	1	0	0	2	6	0	0	1	0	0	0	183
Skilled Craft	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
Svc/Maint	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Technicians	98	132	6	3	1	0	2	0	1	4	0	0	1	0	0	0	248
Total	194	260	10	9	3	1	2	0	3	10	0	0	4	0	0	0	496

Ohio Arts Council

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Official/Admininistrator	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Professionals	9	4	1	0	0	0	0	0	0	0	0	0	0	0	0	2	16
Technicians	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Total	10	6	1	0	0	0	0	0	0	0	0	0	0	0	0	2	19

Auditor of State

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	10	6	1	1	0	0	0	0	0	0	0	0	1	0	0	1	20
No EEO4 Rptng	19	22	0	0	0	1	0	0	2	0	0	0	0	0	2	1	47
Official/Admininistrator	23	32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	55
ParaProfessional	16	10	2	0	0	0	0	0	0	0	0	0	1	1	1	0	30
Professionals	296	271	15	9	4	1	0	1	8	3	0	0	5	2	14	16	645
Protective Service	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Technicians	1	2	0	0	0	0	0	0	1	0	0	0	0	0	0	0	4
Total	365	344	18	10	4	2	0	1	11	3	0	0	6	3	17	18	802

Board of Regents

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	5	2	4	3	0	0	0	0	0	0	0	0	0	0	1	0	15
No EEO4 Rptng	3	3	0	1	0	0	0	0	1	0	0	0	0	0	1	0	9
Official/Admininistrator	6	5	0	1	0	0	0	0	0	0	0	0	0	0	0	0	12
ParaProfessional	5	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	7
Professionals	18	13	6	1	0	0	0	0	2	1	0	0	0	0	0	1	42
Total	37	23	11	6	0	0	0	0	3	1	0	0	0	0	3	1	85

Bureau of Workers' Compensation

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	62	27	39	9	6	1	2	0	1	1	0	0	0	0	0	0	148
No EEO4 Rptng	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Official/Admininistrator	29	55	6	6	0	0	0	0	0	1	0	0	0	0	0	1	98
ParaProfessional	6	5	0	2	1	0	0	0	3	0	0	0	0	0	0	2	19
Professionals	536	317	218	63	21	10	4	4	21	14	0	0	0	0	0	0	1209
Svc/Maint	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Technicians	23	69	3	11	1	3	0	0	0	3	0	0	0	0	0	0	113
Total	656	477	266	91	29	14	6	4	26	19	0	0	0	0	0	3	1591

Casino Control Commission

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
Official/Admininistrator	4	5	0	2	0	0	0	0	1	0	0	0	0	0	0	0	12
Professionals	22	13	3	3	0	1	0	0	0	2	0	0	0	1	0	0	45
Protective Service	5	42	0	0	0	0	0	0	0	1	0	0	0	0	0	0	48
Total	35	60	3	5	0	1	0	0	1	3	0	0	0	1	0	0	109

Chemical Dependency Professionals

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	3
Official/Admininistrator	4	3	1	1	0	0	0	0	0	0	0	0	0	1	0	0	10
Professionals	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Technicians	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	2
Total	7	5	1	1	0	0	0	0	1	0	0	0	1	1	0	0	17

Civil Rights Commission

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
Administrative Support	20	14	18	7	0	1	0	1	3	1	0	0	0	0	0	0	0	65
Official/Administrator	3	1	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10
Professionals	1	1	3	2	0	0	0	0	0	1	0	0	0	0	0	0	0	8
Total	24	16	27	9	0	1	0	1	3	2	0	0	0	0	0	0	83	

Court of Claims

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
ParaProfessional	16	7	0	2	0	0	0	0	0	0	0	0	0	0	3	2	30
Total	16	7	0	2	0	0	0	0	0	0	0	0	0	0	3	2	30

Dept of Commerce

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
Administrative Support	54	10	28	7	1	0	0	0	0	0	0	0	0	0	0	0	0	100
Official/Administrator	22	69	4	5	0	0	0	0	0	3	0	0	0	0	0	0	0	103
ParaProfessional	3	1	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	7
Professionals	166	306	62	34	5	5	0	1	7	7	1	0	1	3	0	0	0	598
Protective Service	5	57	0	0	0	1	0	1	0	0	0	0	0	1	0	0	0	65
Skilled Craft	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Svc/Maint	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Technicians	14	104	4	7	1	1	0	0	0	1	0	0	0	0	0	0	0	132
Total	264	552	100	53	8	7	0	2	7	11	1	0	1	4	0	0	1010	

Cosmetology and Barber Board

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
Administrative Support	6	1	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	10
Official/Administrator	8	3	2	0	0	0	0	0	0	0	0	0	0	1	0	0	0	14
Professionals	3	0	1	0	0	0	0	0	0	2	0	0	0	0	0	0	0	6
Technicians	13	4	3	0	0	0	0	0	0	0	0	0	1	0	0	0	0	21
Total	30	8	8	1	0	0	0	0	0	2	0	0	1	1	0	0	51	

Capital Square Review and Advisory Board

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
No EEO4 Rptng	2	8	5	9	0	0	0	0	0	0	0	0	0	0	9	13	69
ParaProfessional	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Total	13	19	5	9	0	0	0	0	0	0	0	0	0	0	10	13	70

Counselor & Social Workers Bd

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
Administrative Support	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Official/Administrator	9	6	2	1	0	0	0	0	0	0	0	0	0	1	0	0	0	19
Professionals	4	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	6
Technicians	1	0	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	6
Total	15	7	7	3	0	0	0	0	1	0	0	0	0	1	0	0	34	

Dept of Administrative Services

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
Administrative Support	14	18	4	6	2	2	0	0	1	0	0	0	2	0	0	0	0	49
No EEO4 Rptng	7	10	2	1	0	0	0	0	1	0	0	0	0	1	0	0	0	22
Official/Administrator	38	49	4	4	0	2	0	1	3	4	0	0	0	0	0	0	0	105
Paraprofess	5	2	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	9
Professionals	132	152	42	18	0	4	0	0	10	20	0	0	2	4	1	0	0	385
Protective Service	2	9	2	3	0	0	0	0	0	1	0	0	0	0	0	0	0	17
Skilled Craft	0	13	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	17
Technicians	21	105	9	20	1	2	0	0	4	8	0	0	0	1	0	0	0	171
Svc/Maint	1	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	5
Total	220	360	64	58	3	10	0	1	19	34	0	0	4	6	1	0	780	

Dental Board

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
Administrative Support	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
Official/Administrator	6	5	1	0	0	1	0	0	0	1	0	0	0	0	0	0	0	14
Professionals	3	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	5
Total	13	6	1	1	0	1	0	0	0	1	0	0	0	0	0	0	0	23

Dept of Development

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
Administrative Support	6	1	1	1	0	0	0	0	1	1	0	0	1	0	0	0	0	12
Official/Administrator	34	30	12	4	1	1	0	0	0	2	0	0	0	2	0	0	0	86
ParaProfessional	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	5
Professionals	52	64	40	13	6	5	0	1	5	2	0	0	2	2	0	1	0	193
Technicians	2	6	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	9
Total	96	102	54	20	7	6	0	1	6	5	0	0	3	4	0	1	305	

Dept of Developmental Disabilities

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
Administrative Support	33	6	18	1	0	0	0	0	0	0	0	0	0	0	0	0	0	58
Official/Administrator	28	22	7	0	0	0	0	0	1	0	0	0	0	0	0	0	0	58
ParaProfessional	472	228	340	238	8	3	2	0	6	5	1	3	7	2	0	0	0	1315
Professionals	292	118	74	28	6	2	1	0	10	7	0	0	1	0	0	0	0	539
Protective Service	2	10	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	14
Skilled Craft	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
Svc/Maint	65	78	31	39	1	1	0	0	0	0	0	0	1	0	0	0	0	216
Technicians	6	13	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	21
Total	898	479	470	310	15	6	3	0	17	12	1	3	9	2	0	0	2225	

Dept of Mental Health and Addiction Svcs

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
Administrative Support	24	17	16	6	0	0	0	0	0	1	0	0	0	0	4	0	0	68
Official/Administrator	40	23	10	7	0	0	0	0	0	3	0	0	0	0	6	2	0	91
ParaProfessional	158	102	313	181	1	1	0	3	5	11	1	0	4	4	51	19	0	854
Professionals	649	315	241	105	13	6	2	1	35	26	0	0	8	2	85	38	0	1526
Protective Service	8	40	11	19	1	0	0	0	0	1	0	0	0	0	3	9	0	92
Skilled Craft	0	12	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	15
Svc/Maint	13	50	21	30	0	2	0	0	0	0	0	0	0	0	47	157	0	320
Technicians	32	24	14	5	2	0	0	0	0	1	0	0	0	0	5	6	0	89
Total	924	583	626	356	17	9	2	4	40	43	1	0	12	6	201	231	3055	

Dept of Natural Resources

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M			
Administrative Support	150	17	5	0	1	0	0	0	0	1	0	0	0	1	0	0	175
No EEO4 Rptng	11	9	0	0	0	0	0	0	0	0	0	0	1	0	2	1	24
Official/Administrator	21	35	2	1	0	0	0	0	0	1	0	0	0	0	0	0	60
ParaProfessional	42	12	0	0	0	1	1	0	0	1	0	0	1	0	0	0	58
Professionals	255	525	14	15	4	3	0	2	3	5	0	0	1	4	0	0	831
Protective Service	38	234	3	3	0	2	0	0	0	0	0	0	0	0	0	0	280
Skilled Craft	1	90	0	0	0	0	0	0	0	0	0	0	0	1	0	0	92
Svc/Maint	249	488	5	9	2	6	1	1	1	2	0	0	0	1	0	0	765
Technicians	35	111	1	1	1	1	0	0	1	0	0	0	0	0	0	0	151
Total	802	1521	30	29	8	13	2	3	5	10	0	0	3	7	2	1	2436

Dept of Health

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M			
Administrative Support	52	19	51	15	3	1	0	0	2	1	0	0	3	1	0	0	148
Official/Administrator	36	27	1	1	0	0	0	0	1	1	0	0	0	0	0	0	67
ParaProfessional	6	3	7	2	0	0	0	0	1	1	0	0	1	0	0	0	21
Professionals	513	204	87	29	13	4	2	0	25	16	2	0	7	1	0	0	903
Protective Service	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Technicians	20	44	6	3	0	1	0	0	4	6	1	0	1	0	0	0	86
Total	628	297	152	50	16	6	2	0	33	25	3	0	12	2	0	0	1226

Dept of Transportation

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M			
Administrative Support	77	29	8	1	1	0	0	0	0	0	0	0	0	0	1	0	117
No EEO4 Rptng	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Official/Administrator	55	288	3	9	2	1	0	3	1	0	0	0	0	0	0	0	362
ParaProfessional	21	47	2	5	4	1	0	0	3	7	0	0	0	0	0	4	94
Professionals	414	1049	28	26	6	11	2	0	20	20	0	1	2	0	0	2	1581
Skilled Craft	122	2262	13	102	1	39	0	8	0	5	0	2	0	7	6	51	2618
Svc/Maint	14	75	1	11	0	1	0	0	0	1	0	1	1	0	1	9	115
Technicians	32	263	0	20	0	6	0	1	0	2	0	0	1	4	0	0	329
Total	735	4014	55	174	14	59	2	12	24	35	0	4	4	11	8	66	5217

Dept of Public Safety

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M			
Administrative Support	223	87	113	33	4	0	0	0	7	2	1	0	4	2	0	0	476
No EEO4 Rptng	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Official/Administrator	22	36	1	2	0	1	0	0	1	0	0	0	0	0	0	0	63
ParaProfessional	15	14	1	3	0	0	0	0	1	1	0	0	1	0	6	11	53
Professionals	335	442	59	30	9	12	1	3	18	14	0	0	2	1	0	2	928
Protective Service	173	1242	34	77	12	51	0	6	1	18	0	0	0	8	14	27	1663
Skilled Craft	2	8	0	1	0	0	0	0	0	0	0	0	0	0	0	0	11
Svc/Maint	3	44	0	6	0	0	0	0	0	0	0	0	0	0	0	0	53
Technicians	233	225	10	21	1	4	1	0	3	2	0	0	0	1	13	4	518
Total	1007	2099	218	173	26	68	2	9	31	37	1	0	7	12	33	44	3767

Dept of Rehabilitation and Correction

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M			
Administrative Support	264	152	82	18	2	2	0	2	0	0	0	0	4	1	0	0	527
No EEO4 Rptng	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Official/Administrator	28	55	28	21	0	1	0	1	0	1	0	0	0	0	0	0	135
ParaProfessional	235	376	88	89	6	8	0	1	2	3	0	0	4	1	0	0	813
Professionals	969	994	277	177	14	17	3	3	12	20	0	0	5	4	0	0	2495
Protective Service	932	4107	542	1077	31	121	3	17	9	27	0	3	22	69	0	0	6960
Skilled Craft	3	247	0	3	0	2	0	3	0	0	0	0	0	0	0	0	258
Svc/Maint	14	147	0	8	1	3	0	1	0	1	0	0	0	2	0	0	177
Technicians	26	166	17	18	0	3	0	0	0	6	0	0	0	1	0	0	237
Total	2472	6244	1034	1411	54	157	6	28	23	58	0	3	35	78	0	0	11603

Department of Veterans Service

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	19	3	3	1	0	0	0	0	0	0	0	0	0	0	0	0	26
No EEO4 Rptng	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Official/Administrator	9	7	2	0	0	0	0	0	1	0	0	0	0	0	0	0	19
ParaProfessional	148	45	8	5	2	2	0	0	2	0	0	1	1	0	0	0	214
Professionals	107	39	10	5	0	0	0	0	0	2	0	0	2	0	0	0	165
Protective Service	2	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8
Skilled Craft	0	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	4
Svc/Maint	86	38	13	4	4	2	0	0	0	0	0	0	2	0	0	0	149
Technicians	8	6	2	1	1	1	0	0	0	0	0	0	0	0	0	0	19
Total	380	147	38	17	7	5	0	0	3	2	0	1	5	0	0	0	605

Dept of Youth Services

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	14	7	19	3	1	0	0	0	0	0	0	0	0	0	0	0	44
Official/Administrator	12	19	16	10	0	0	0	1	0	0	0	0	0	0	0	0	58
ParaProfessional	10	11	16	8	0	0	1	1	0	0	0	0	0	0	0	0	47
Professionals	120	98	71	35	2	1	0	0	2	3	0	0	0	0	0	0	332
Protective Service	32	71	138	151	2	4	1	0	1	0	0	0	0	0	0	0	400
Skilled Craft	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Svc/Maint	12	19	10	10	0	0	0	1	1	0	0	0	0	0	0	0	53
Technicians	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	8
Total	202	230	272	219	5	5	2	3	4	3	0	0	0	0	0	0	945

Dept Education and Workforce

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	13	3	5	3	0	1	0	0	0	0	0	0	0	0	3	0	28
No EEO4 Rptng	3	2	0	0	0	0	0	0	0	0	0	0	0	0	1	0	6
Official/Administrator	48	24	4	1	0	0	0	0	1	3	0	0	0	0	0	0	81
ParaProfessional	4	3	1	0	1	0	0	0	1	0	0	0	2	0	0	0	12
Professionals	218	117	62	17	0	2	0	0	16	11	0	0	4	0	3	1	451
Technicians	3	6	2	2	0	0	0	0	0	2	0	0	0	0	0	0	15
Total	289	155	74	23	1	3	0	0	18	16	0	0	6	0	7	1	593

Department of Children & Youth

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	9	2	9	0	0	0	0	0	0	0	0	0	1	0	0	0	21
Official/Administrator	24	10	4	1	0	0	0	0	2	1	0	0	0	0	0	0	42
ParaProfessional	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Professionals	306	64	87	16	5	0	2	2	5	4	0	0	4	1	1	0	496
Technicians	5	13	1	0	0	1	0	3	0	1	0	0	0	0	0	0	24
Total	345	89	102	17	5	1	2	5	7	6	0	0	5	1	0	0	585

Environmental Protection Agency

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	61	12	11	1	0	1	0	0	0	0	0	0	0	0	0	0	86
No EEO4 Rptng	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Official/Administrator	74	91	1	3	1	1	0	0	2	3	0	0	0	0	0	0	176
ParaProfessional	6	3	0	0	0	0	0	0	2	1	0	0	0	1	2	1	16
Professionals	310	347	21	12	4	8	0	1	17	17	3	0	3	1	0	1	745
Technicians	9	14	1	1	1	0	0	0	1	4	0	0	0	0	1	0	32
Total	461	467	34	17	6	10	0	1	22	25	3	0	3	2	3	2	1056

Employment Relations Board

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2
Official/Administrator	2	6	0	1	0	0	0	0	0	0	0	0	0	0	0	0	9
ParaProfessional	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Professionals	9	4	1	1	0	0	0	0	1	1	0	0	0	0	0	0	17
Total	13	11	1	3	0	0	0	0	1	1	0	0	0	0	0	0	30

Broadcast Educational Media Comm

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Official/Administrator	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5
Professionals	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
Technicians	1	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	11
Total	2	18	0	1	0	0	0	0	0	0	0	0	0	0	0	0	21

Ethics Commission

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Official/Administrator	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Professionals	7	5	1	1	0	0	0	0	1	0	0	0	0	0	0	0	15
Total	7	8	1	2	0	0	0	0	1	0	0	0	0	0	0	0	19

Ohio Expositions Commission

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
Official/Administrator	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	12
Professionals	11	6	0	2	0	0	0	0	0	0	0	0	0	0	0	0	19
Skilled Craft	0	5	0	3	0	1	0	0	0	0	0	0	0	0	0	0	9
Svc/Maint	2	6	3	9	0	0	0	0	0	0	0	0	0	0	0	0	20
Technicians	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2
Total	20	27	3	15	0	1	0	0	0	0	0	0	0	0	0	0	66

Ohio Housing Finance Agency

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	6	0	4	0	0	0	0	0	0	0	0	0	1	0	0	0	11
Official/Administrator	9	12	0	1	0	0	0	0	0	0	0	0	0	0	0	0	22
ParaProfessional	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Professionals	45	27	18	7	1	1	0	0	2	2	0	0	1	1	1	1	106
Technicians	1	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	5
Total	61	42	22	10	1	1	0	0	2	2	0	0	2	1	1	0	145

Office of Inspector General

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
ParaProfessional	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Professionals	3	6	0	1	0	0	0	0	0	0	0	0	0	0	0	0	10
Technicians	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Total	7	9	0	1	0	0	0	0	0	0	0	0	0	0	0	0	17

Dept of Insurance

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	2	1	2	1	0	0	1	0	0	0	0	0	0	0	0	0	7
No EEO4 Rptng	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Official/Administrator	11	8	2	1	0	0	0	0	0	1	0	0	0	0	0	0	23
ParaProfessional	2	9	0	0	0	0	0	0	1	1	0	0	0	0	0	0	13
Professionals	71	104	30	11	0	2	1	2	5	6	1	1	0	0	0	0	234
Technicians	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2
Total	87	123	34	14	0	2	2	2	6	8	1	1	0	0	0	0	280

Job and Family Services

	White		Black		Hispanic		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	90	31	46	11	1	1	1	0	3	1	0	0	0	0	0	0	185
No EEO4 Rptng	3	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	7
Official/Administrator	28	36	11	3	0	0	0	0	3	8	0	0	0	0	0	0	89
ParaProfessional	215	80	103	28	15	1	1	0	7	0	1	0	4	1	0	0	456
Professionals	429	256	141	40	10	5	4	1	40	26	0	1	4	2	0	0	959
Protective Service	1	4	2	1	0	0	0	0	0	0	0	0	0	0	0	0	8
Skilled Craft	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Technicians	10	54	11	7	1	1	0	0	2	6	0	0	0	0	0	0	92
Total	776	462	318	90	27	8	6	1	55	41	1	1	8	3	0	0	1797

Judiciary Supreme Court

	White		Black		Hispanic		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	281	461	37	23	5	0	0	0	0	2	0	0	5	6	0	1	821
ParaProfessional	196	160	13	9	3	2	0	0	1	0	0	0	1	1	1	3	390
Professionals	85	64	7	0	0	1	0	0	3	3	0	0	1	0	4	1	169
Administrative Support	33	9	12	1	0	0	1	0	0	0	0	0	0	0	1	0	57
Svc/Maint	0	6	0	3	0	0	0	0	0	0	0	0	0	1	0	0	10
Protective Service	1	7	0	2	0	1	0	1	0	0	0	0	0	0	0	0	12
Technicians	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Total	596	708	69	38	8	4	1	1	4	5	0	0	7	8	6	5	1460

Library Board

	White		Black		Hispanic		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	2	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	4
No EEO4 Rptng	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Official/Administrator	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
ParaProfessional	5	3	1	1	0	0	0	0	0	0	0	0	0	0	0	0	10
Professionals	14	10	0	1	0	0	0	0	0	0	0	0	0	0	0	0	25
Technicians	1	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6
Total	25	21	1	2	1	0	0	0	0	0	0	0	0	0	0	0	50

Lottery Commission

	White		Black		Hispanic		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	14	13	8	1	1	0	0	0	0	0	0	0	1	0	0	0	38
Official/Administrator	8	15	2	4	0	1	0	0	0	0	0	0	0	0	0	0	30
ParaProfessional	1	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	4
Professionals	71	170	24	21	3	3	0	0	1	1	0	0	2	1	0	0	297
Svc/Maint	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2
Technicians	3	9	0	1	1	0	0	0	0	0	0	0	0	0	0	0	14
Total	97	210	35	28	5	4	0	0	1	1	0	0	3	1	0	0	385

Legislative Service Commission

	White		Black		Hispanic		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
ParaProfessional	32	25	3	3	0	2	0	0	1	1	0	0	0	1	1	1	70
Professionals	70	59	2	4	1	4	0	0	7	1	0	0	2	1	0	3	154
Total	102	84	5	7	1	6	0	0	8	2	0	0	2	2	1	4	224

Medicaid

	White		Black		Hispanic		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	24	9	60	9	4	1	0	0	2	1	0	0	6	2	0	0	118
No EEO4 Rptng	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Official/Administrator	24	16	4	3	0	1	0	0	3	1	0	0	0	0	0	0	52
ParaProfessional	2	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	4
Professionals	220	122	124	39	4	1	1	0	29	16	0	0	4	3	0	1	564
Technicians	3	4	0	3	0	0	0	0	0	0	0	0	0	0	0	0	10
Total	273	152	188	54	8	3	1	0	35	19	0	0	10	5	0	1	749

Medical Board

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	3
Official/Administrator	7	9	2	0	0	0	0	0	0	3	0	0	0	0	0	0	21
Professionals	26	30	5	1	1	0	0	0	0	0	0	1	0	0	0	0	64
Technicians	5	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0	10
Total	39	40	12	1	1	0	0	0	1	3	0	1	0	0	0	0	98

Board of Nursing

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	6	0	4	0	0	0	0	0	0	0	0	0	1	0	1	0	12
Official/Administrator	4	6	0	0	0	0	0	0	1	0	0	0	0	0	7	1	19
ParaProfessional	5	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	7
Professionals	22	16	2	1	0	0	0	0	0	0	0	0	0	0	0	0	41
Technicians	4	2	8	0	0	0	0	0	0	0	0	0	0	0	0	0	14
Total	41	25	15	1	0	0	0	0	1	0	0	0	1	0	8	1	93

Office of Budget and Mgmt.

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	13	8	1	0	0	0	0	0	1	0	0	1	0	0	0	0	24
ParaProfessional	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Professionals	51	45	25	13	2	1	0	0	5	1	0	1	0	0	0	0	144
Technicians	0	2	0	0	0	0	0	0	0	1	0	0	0	0	0	0	3
Total	66	56	26	13	2	1	0	0	6	2	0	2	0	0	0	0	174

Office of Consumers' Counsel

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
No EEO4 Rptng	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Official/Administrator	3	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5
ParaProfessional	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	1	5
Professionals	6	11	1	1	0	1	0	0	0	0	0	0	0	0	0	0	20
Technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
Total	12	19	2	2	0	1	0	0	0	0	0	0	0	0	0	1	37

Ohio Industrial Commission

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	20	5	7	1	1	1	0	0	0	0	0	0	0	0	1	0	36
No EEO4 Rptng	1	2	0	1	0	0	0	0	0	0	0	0	0	0	1	0	5
Official/Administrator	5	10	2	2	0	0	0	0	0	1	0	0	1	0	0	1	22
Professionals	58	76	7	6	1	1	0	0	5	5	0	0	0	0	1	1	161
Svc/Maint	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Technicians	32	11	11	2	0	0	0	0	0	1	0	0	1	0	3	0	61
Total	116	104	27	13	2	2	0	0	5	7	0	0	2	0	6	2	286

Ohio Deaf and Blind Educ Services

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	8	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	11
No EEO4 Rptng	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Official/Administrator	6	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	9
ParaProfessional	36	21	14	15	1	1	0	0	0	2	0	0	2	1	3	3	99
Professionals	111	28	12	2	0	0	0	0	0	0	0	0	1	0	0	0	154
Protective Service	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Skilled Craft	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Svc/Maint	8	4	6	8	0	1	0	0	2	0	0	0	0	0	0	0	29
Technicians	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
Total	172	59	33	29	1	2	0	0	2	2	0	0	3	1	3	3	310

Board of Pharmacy

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
Administrative Support	2	0	2	0	0	0	0	0	0	0	0	0	1	0	0	0	0	5
No EEO4 Rptng	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
Official/Administrator	9	13	2	1	0	0	0	0	1	0	0	0	0	1	0	0	0	27
Professionals	14	6	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	21
Protective Service	3	17	0	1	0	3	0	0	0	0	0	0	1	0	0	0	0	25
Technicians	12	3	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	17
Total	42	40	7	2	1	3	0	0	1	0	0	0	2	1	0	0	99	

Public Defender Commission

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
Administrative Support	18	2	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	24
Official/Administrator	12	14	2	1	0	0	1	0	0	0	0	0	0	0	0	0	0	30
ParaProfessional	5	0	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	8
Professionals	62	43	11	8	0	1	0	0	0	1	0	1	1	0	1	0	0	129
Technicians	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Total	97	61	14	11	2	1	2	0	0	2	0	1	1	0	1	0	193	

Public Utilities Commission

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
Administrative Support	5	2	12	3	0	0	0	0	1	1	0	0	1	0	2	1	0	28
Official/Administrator	6	16	2	2	0	0	0	0	0	0	0	0	0	0	1	1	0	28
ParaProfessional	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	3
Professionals	58	111	21	10	0	1	0	0	7	2	0	0	0	1	1	2	0	214
Protective Service	1	13	0	2	0	0	0	0	0	1	0	0	0	0	0	3	0	20
Svc/Maint	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Technicians	5	11	1	4	0	0	0	0	0	0	0	0	0	0	0	1	0	22
Total	75	154	36	21	0	1	0	0	8	4	0	0	1	1	4	11	0	316

Occ/Phys Therapy/Athletic Trnr

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
Administrative Support	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Official/Administrator	12	6	0	2	0	0	0	0	1	0	0	0	0	0	0	0	0	21
Professionals	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Technicians	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	3
Total	15	8	2	3	0	0	0	0	2	0	0	0	0	0	0	0	0	30

Racing Commission

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
No EEO4 Rptng	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Official/Administrator	2	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7
Professionals	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Protective Service	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
Total	9	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	15

House of Representatives

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
Official/Administrator	12	23	0	3	0	0	0	0	0	0	0	0	0	0	18	43	0	99
ParaProfessional	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Professionals	26	53	5	2	0	1	0	0	1	0	0	0	0	1	68	55	0	212
Total	38	76	5	5	0	1	0	0	1	0	0	0	0	1	86	99	0	312

Opportunities For Ohioans with Disabilities

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	35	8	13	3	1	0	0	0	0	0	0	0	1	1	3	0	65
Official/Administrator	15	8	2	2	0	0	0	0	1	0	0	0	0	0	0	0	28
ParaProfessional	6	2	2	0	0	0	0	0	1	0	0	0	0	0	0	0	11
Professionals	699	236	131	30	18	10	1	1	15	5	1	0	9	2	15	3	1176
Technicians	1	4	0	0	0	0	0	0	0	1	0	0	0	0	0	0	6
Total	756	258	148	35	19	10	1	1	17	6	1	0	10	3	18	3	1286

State Board of Education

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	0	2	0	0	0	0	0	0	0	0	0	0	1	0	0	0	3
Official/Administrator	6	10	4	0	0	0	0	0	0	0	0	0	0	0	2	1	23
ParaProfessional	3	0	2	0	0	0	0	0	1	0	0	0	0	0	0	0	6
Professionals	20	16	2	0	0	0	0	0	0	3	0	0	0	0	1	0	42
Technicians	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Total	32	30	8	0	0	0	0	0	1	3	0	0	1	0	2	1	78

Senate

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	5	21	3	2	0	0	0	0	0	1	0	0	0	0	0	1	33
Professionals	43	67	8	6	1	1	0	0	1	0	0	0	6	4	0	0	137
Total	48	88	11	8	1	1	0	0	1	1	0	0	6	4	0	1	170

Facilities Construction Commission

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
No EEO4 Rptng	2	4	0	2	0	0	0	0	0	1	0	0	0	0	0	0	9
Official/Administrator	6	11	1	0	0	1	0	0	0	0	0	0	0	0	0	0	19
ParaProfessional	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Professionals	29	30	4	2	3	0	0	0	2	3	0	0	0	1	0	0	74
Technicians	0	3	0	0	0	0	0	0	1	0	0	0	0	0	0	0	4
Total	39	48	5	4	3	1	0	0	3	4	0	0	0	1	0	0	108

Secretary of State

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	12	2	8	1	0	2	0	0	0	1	0	0	1	0	6	2	35
No EEO4 Rptng	9	15	1	1	0	0	0	0	1	2	0	0	0	0	6	11	46
Official/Administrator	1	3	0	0	0	0	0	0	0	0	0	0	0	0	2	5	11
ParaProfessional	11	13	2	1	1	0	0	0	1	0	0	0	0	1	2	9	41
Professionals	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2
Technicians	2	2	1	0	0	0	0	0	0	0	0	0	0	0	4	9	18
Total	36	35	12	3	1	2	0	0	2	3	0	0	1	1	20	37	153

Dept of Taxation

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	24	4	25	3	1	0	0	0	1	3	0	0	0	0	0	0	61
Official/Administrator	40	60	6	2	2	0	0	0	1	2	0	0	0	0	0	0	113
ParaProfessional	6	2	1	0	0	0	0	0	0	2	0	0	0	0	0	0	11
Professionals	190	224	62	26	4	6	1	0	20	21	0	0	3	7	0	0	564
Protective Service	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
Svc/Maint	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
Technicians	2	14	0	2	0	0	0	0	2	2	0	0	0	0	0	0	22
Total	263	307	94	35	7	6	1	0	24	30	0	0	3	7	0	0	777

Treasurer of State

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2
No EEO4 Rptng	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2	1	5
Official/Administrator	2	5	0	0	0	0	0	0	0	0	0	0	0	0	0	2	9
ParaProfessional	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Professionals	24	34	5	7	1	1	0	0	1	0	0	0	0	0	7	9	89
Technicians	0	6	0	0	0	0	0	0	0	0	0	0	0	0	0	1	7
Total	26	48	6	7	1	1	0	0	1	0	0	0	0	0	9	14	113

Ohio Tuition Trust Authority

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	0	1	5	2	0	0	0	0	0	0	0	0	0	0	3	0	11
Official/Administrator	1	2	0	0	0	0	0	0	0	1	0	0	0	0	1	0	5
Professionals	1	1	1	1	0	0	0	0	1	1	0	0	0	0	2	1	9
Technicians	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3
Total	2	6	6	3	0	0	0	0	1	2	0	0	0	0	6	2	28

Underground Storage Tanks Bureau

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Administrative Support	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	3
No EEO4 Rptng	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Official/Administrator	2	3	0	0	0	0	0	0	0	0	0	0	0	0	0	2	7
ParaProfessional	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Professionals	1	3	0	0	0	0	0	0	1	0	0	0	0	0	0	0	5
Total	4	9	2	0	0	0	0	0	1	0	0	0	0	0	0	3	19

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Appendices



Department of
Administrative
Services

Ohio Census Data | 2024 (v7/01/23)

Total Population

11,785,935

Gender

Female	50.7%
Male	49.3%

Race & Ethnicity (a)(b)

White Alone	80.6%
White Alone <i>(Not Hisp/Lat)</i>	76.7%
Black Alone	13.4%
Am. Ind./Alaska Native Alone	0.3%
Asian Alone	2.8%
Nat. Hawaiian/Pac. Isl. Alone	0.1%
Two or More Races	2.7%
Hispanic/Latino	4.8%

Age

Under 5	5.6%
Under 18	21.9%
18-65	59.4%
Over 65	18.7%

Disability (18-64)

Of Total Civilian Noninstitutionalized Population	12.5%
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Veterans

Of Civilian Population 18+	6.5%
Of Total Population	5.0%

Civilian Workforce

Of Population, 16+	63.1 %
Of Female Population, 16+	58.9%

Population Estimates Source: <https://www.census.gov/quickfacts/OH>

(a) Includes persons reporting only one race

(b) Hispanics may be of any race, so also are included in applicable race categories

State EEO Authority

About the State Human Resources Division, Office of Opportunity and Accessibility

The Office of Opportunity and Accessibility assists agencies foster a respectful and inclusive work culture by focusing on providing various supports to agencies and their employees, which in turn promotes quality public service.

The office handles compliance, education, and enforcement for the state enterprise on all aspects of diversity and inclusion, including:

- Diversity and inclusion strategic planning EEO and disability inclusion planning.
- Federal compliance with equal employment opportunity (i.e., EEO-4 Reporting) and the Americans with Disabilities Act.
- State compliance with state equal employment opportunity policy and programs, as well as disability inclusion and the ADA reasonable accommodation process.
- State equal employment opportunity policy enforcement and management of state's internal discrimination complaint system.
- Education and training in areas of inclusion and respect, including large scale and conferences, on-demand education for agencies, and online education for staff and management

State Law

Ohio Revised Code [4112.02](#) (Unlawful Discriminatory Practices)

Ohio Revised Code [124.04](#) (Director of Administrative Services Powers, Duties, Functions)

Ohio Administrative Code [123:1-49](#) (Equal Employment Opportunity Policy)

Executive Orders

Executive Order [2023-01D](#), Anti-Discrimination Policy in State Government (Issued 1/8/2023)

Executive Order [2022-06D](#), Defining and Combatting Anti-semitism (Issued 4/14/2022)

Executive Order [2019-03D](#), Establishing Ohio as a Disability Inclusion State and Model Employer of Individuals with Disabilities (Issued 1/14/2019)

Policies

[HR-14](#) Anti-Discrimination and Anti-Harassment Policy and Reporting Procedures (Issued 11/3/2023)

[HR-54](#) Disability Inclusion and Accessibility for State of Ohio Employees and Applicants (Issued 9/1/2023)

Guidance

State of Ohio's EEO Program [Know Your Rights Flyer](#) (Updated Oct. 2023)

State of Ohio's [ADA and Disability Inclusion Poster](#)

Office of Opportunity and Accessibility
<https://das.ohio.gov/employee-relations/office-of-opportunity-and-accessibility>

The State EEO Policy, Program, and Planning

Equal Employment Opportunity Employer

In accordance with law, the State of Ohio and each state agency gives assurance that all employment-related decisions will be based on objective and nondiscriminatory reasons, ensuring all employees and job applicants have equal and fair opportunity and access to state employment.

Authority: O.A.C. 123:1-49; Executive Order 2023-01D, Anti-Discrimination Policy in State Government (Issued 1/8/2023)

Consequences for Violation of EEO Policy for Employees and Management

Discrimination, harassment, and retaliation will not be tolerated and could result in discipline or termination.

Managers and supervisors may be personally liable for acts of discrimination, harassment, and retaliation that occur under their authority and may be responsible for providing their own legal defense.

HR-14, Anti-Discrimination and Anti-Harassment Policy and Report Procedure (Issued 11/3/2023)

The Internal Complaint Process

If an employee or job applicant believes they have been discriminated, harassed, or retaliated against, in violation of the State's EEO Policy, they have a right to file an Internal Discrimination Complaint with the DAS Office of Opportunity and Accessibility. Complaints must be made within 30 days of the last date of alleged discrimination, harassment, or retaliation. Submission may be done at:

<http://www.das.ohio.gov/inclusion>.

Authority: O.A.C. 123:1-49

State of Ohio EEO Protected Statuses

The State of Ohio is an equal opportunity employer that promotes diversity, inclusion and workplaces free from discrimination, harassment, or retaliation due to:

- Race
- Color
- Religion
- Sex/gender
- National origin (ancestry)
- Military status (past, present, or future)
- Disability
- Age (40 years of age or older)
- Genetic information
- Sexual orientation
- Gender identity or expression
- Parental status as a parent during pregnancy and immediately after the birth of a child
- Parental status as a parent of a young child (under age 9)
- Parental status as a foster parent
- Status as a nursing mother

Authority: O.A.C. 123:1-49; Executive Order 2023-01D, Anti-Discrimination Policy in State Government (Issued 1/8/2023)

Legal Rights for State Employees and Applicants

If an employee or job applicant believes they have been discriminated, harassed, or retaliated against, in violation of the state or federal law, they have a right to file with the following:

Ohio Civil Rights Commission

File deadline: 2 years

www.civ.ohio.gov

U.S. Equal Employment Opportunity Commission

File deadline: 300 days

www.eeoc.gov

The State EEO Policy, Program, and Planning (cont.)

EEO Program

A prescribed State of Ohio program consisting of result-oriented policies, practices, and procedures designed to promote equal employment opportunity (EEO) for all state employees and candidates for state employment.

Agencies under the purview of the Governor will establish an EEO program, which will be periodically reviewed by the Department of Administrative Services, Office of Opportunity and Accessibility.

Ultimate responsibility for the EEO program rests with the agency appointing authority, with the support of the designated agency EEO officer.

Authority: O.A.C. 123:1-49

Statistical Analysis

Disability Inclusion Planning and Diversity & Inclusion Planning both center on statistical analysis to identify trends and correct deficiencies.

Agencies perform a statistical evaluation of the agency's workforce against labor markets to evaluate areas within the agency where the hiring and promotion of minorities and women are deficient.

Where deficiency exists, outlined goals, timetables, supporting data, commitments, and analysis to show how good faith improvement and impact should be completed.

Authority: O.A.C. 123:1-49; Executive Order 2019-03D, Establishing Ohio as a Disability Inclusion State and Model Employer of Individuals with Disabilities (Issued 1/14/2019)

Disability Inclusion

A required State of Ohio program designed to encourage and support individuals with disabilities to fully participate in the social and economic life of Ohio and to engage in competitive integrated employment, including having access and opportunity within state government.

Authority: Executive Order 2019-03D, Establishing Ohio as a Disability Inclusion State and Model Employer of Individuals with Disabilities (Issued 1/14/2019)

EEOC Compliance | Job Categories Defined

EEO-4 Reporting Background

Under Public Law 88-352, Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972, all state and local governments that have 15 or more employees are required to keep records and to make reports to the Equal Employment Opportunity Commission.

Ohio files its EEO-4 Compliance Report every two years, with the most recent report filed in December of 2023. The EEO-4 Report is a count of all full-time employees by job category, ethnic/gender group, and pay range for the Executive, Judicial, and Legislative branches.

The EEOC has outlined specific definitions for tracking by Job Category and Racial/Ethnic Group. The State of Ohio uses the same categories for EEO & ADA Planning and Compliance.

The DAS SHRD offices of Talent Management, Classification & Compensation, and the Office of Opportunity and Accessibility are responsible for the management of how the state classifications are aligned to the EEO-4 definitions.

Job Categories Defined

Officials and Administrators

Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district, or area basis.

Professionals

Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge.

Technicians

Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training.

Protective Service

Occupations in which workers are entrusted with public safety, security, and protection from destructive forces.

Paraprofessional

Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "new careers" concept.

Administrative Support

(Including Clerical and Sales): Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paperwork required in an office.

Skilled Craft

Occupations in which workers perform jobs which require special manual skill, and a thorough and comprehensive knowledge of the process involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs.

Service - Maintenance

Occupations in which workers perform duties that result in or contribute to the comfort, convenience, hygiene, or safety of the general public, or which contribute to the upkeep and care of buildings, facilities, or grounds of public property. Workers in this group may operate machinery.

EEOC Compliance | Race/Ethnic Categories Defined

CONTACT INFORMATION

Office of Opportunity and Accessibility

OandA@das.ohio.gov

Office of Talent Management, Classification & Compensation Unit

compensation@das.ohio.gov

Racial/Ethnic Categories Defined

Hispanic or Latino

A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin *regardless of race*.

White

All persons having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Black or African-American

A person having origins in any of the black racial groups of Africa.

Asian

A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Native Hawaiian or Other Pacific Islander

A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

American Indian or Alaska Native

A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.

Two or More Races

All persons who identify with more than one of the above five races (White, Black or African American, Native Hawaiian or Other Pacific Islander, Asian, American Indian or Alaska Native).



Source: Equal Employment Opportunity Commission, Washington D.C.
EEOC Form 164, State and Local Government Information (EEO-4), Instruction Booklet
https://www.eeocdata.org/pdfs/2023_EEO-4_Instruction_Booklet.pdf



**Department of
Administrative
Services**

State of Ohio
**Annual Survey on
Workforce Diversity**