DISTRICT OF COLUMBIA COURTS

2023

EEO ANNUAL
REPORT

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Executive Summary

The 2023 Equal Employment Opportunity (EEO) Report focuses on employees (n = 914) for whom the District of Columbia Courts (DC Courts) control the recruitment, hiring, and other terms and conditions of employment. Asians and Hispanics or Latinos are two groups identified for targeted recruitment. Asians comprise 4% of the DC Courts' employee workforce compared to 10% of their respective availability in the Washington Metropolitan area for the Courts' occupational categories. Hispanics or Latinos comprise 11% of the workforce compared to their 10% respective availability in the Washington Metropolitan area for the Court's occupational categories. In 2023, Asians represented 4% (9 individuals) of new hires compared to 4% (n= 6) in 2022, 1% (n = 1) in 2021, 3% (n= 3) in 2020 and 8% in 2019 (n=9). New hires who self-identified as Hispanic or Latino represented 15% (33 individuals) of total new hires in 2023, compared to 13% (17 individuals) in 2022, 16% (19 individuals) in 2021, 21% in 2020 and 19% in 2019.

For purposes of talent acquisition, the DC Courts received 6,532 job applications, competitively hired 212 new employees, and promoted 38 employees. The percent of job applicants who self-identify as Asian has remained relatively steady between 6% (2023), 5% (2022), 6% (2019), 4% (2018) and 5% (2017) but decreased to 3% (2020) and 1% (2021). The percent of job applicants who self-identify as Hispanic or Latino has incrementally fluctuated over the years: 2014 (9%), 2015 (14%), 2016 (16%), 2017 (16%), 2018 (19%), 2019 (14%), 2020 (21%), 2021 (12%), 2022 (12%), and 2023 (13%).

In 2023, 7% of employees separated from the workforce (n=70) compared to 12% of employees separated from the workforce (n = 115) in 2022, compared to 8% (n=70) in 2021, 4% (n = 37) in 2020 and 8% (n=89) in 2019. As expected, since our workforce is predominately African American and White it is reasonable that the separation of African Americans and Whites is greater than other groups. Of the 2023 separations, 38% were African American females (n=26) and 25% were African American males (n=17), which is below the African American female composition of the workforce at (51%) and slightly above the composition of the workforce for African American males (21%). White females separated slightly above their composition of the workforce at 19% (n = 13) and comprise 7% of the workforce. White males separated at 3% (n=2) of the workforce and comprise 6% of the workforce. Retirements (43%) and resignations (51%) accounted for most of the total separations (n = 70).

In 2023, there were eleven corrective actions compared to six in 2022, four in 2021, seven in 2020 and 24 in 2019. The number of corrective actions issued to African Americans in 2023 (n=10) decreased when compared to 2019 (n=19) but increased when compared to 2020 (n=2), 2021 (n= 2), and 2022 (n=6). In 2023, EEO matters (n=14) were higher in comparison to 2022 (n= 6), 2021 (n=1), 2020 (n= 0), and 2019 (n=4).

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Introduction

The United States is constantly undergoing major demographic changes in urban and rural areas. The demographic shift is projected to continue with increased diversity in our country's population—American born, immigrants and refugees. Historically, the third branch of government has held a steadier position on public trust and confidence. As the population shifts and expands and communities grow closer together through social media and news outlets, the role of courts and our public trust and confidence mission has expanded.

In 2020, a national awakening happened and a call from our community for more culturally competent and racially equitable outlook emerged in our qualitative and quantitative responses from the community we serve. On the horizon, is a call for increasingly more data-informed decision-making, and a call for continuous improvement practices, and retooling of our programs to meet the community's access to justice needs. Through several supportive measures, the DC Courts strive to promote a culture of diversity, equity, inclusion, culturally competent, and mentally welcoming workplace at increasingly broader levels.

Diversity, more than race and ethnicity alone, also includes the sociocultural experiences of people, inclusive of, but not limited to, national origin, color, social class, religious and spiritual beliefs, immigration status, sexual orientation, gender identity or expression, age, marital status, pregnancy, homelessness status and physical or mental disabilities, and so much more. Equally important, is the cultural competence to understand the intersectionality of individuals and various cultural groups. As a court system, we begin to see diversity and inclusive issues as opportunities to advance courtesy, respect, and civility, within our workforce and the public that we serve. We strive for this awareness to show up in our decision-making processes regarding our human capital decisions.

This EEO report covers the period January 1, 2023 through December 31, 2023. Here we examine our workforce participation rates and human capitol decisions in the aggregate for equity, opportunity, and fairness. According to Policy 400 (II) of the Comprehensive Personnel Policy and the Employment Dispute Resolution (EDR) Plan, this office is to advise the Joint Committee on Judicial Administration and the Executive Officer of the status of equal employment opportunity activities, of any existing deficiencies, of the necessity for specific programs, and of the need for any changes in the Affirmative Action Plan. Through this process we take proactive steps to ensure equal employment opportunity for DC Courts' employees and applicants for employment by regularly evaluating our fair employment practices to identify and eliminate barriers that may hinder the advancement of any protected group.

2023 DC Courts' Total Workforce

Figure 1 reflects the total DC Courts' full-time workforce. Senior judges work part-time and are, therefore, not included. The workforce, in its simplest description, is comprised of the judicial (23%) and employee (77%) workforces. The information presented in the balance of this report pertains to the employee workforce, where the Courts' personnel policies are applicable (many of the personnel policies apply to judicial staff) and competitive recruitment practices are employed.

Figure 1: DC Courts' Total Workforce

■ Judicial Workforce   ■ Employee Workforce
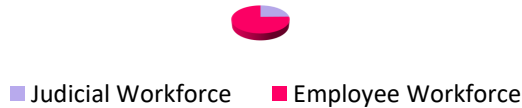
The judicial workforce includes: judges (n = 84), law clerks (n = 148) and judicial administrative assistants (n = 35). Twenty employees or 7% of the judicial workforce self-identify as having a disability. Figures 2 and 3 provide racial and gender breakdown of our judicial workforce as: 10% Asian (n = 27), 28% African American (n = 74), 9% Hispanic or Latino (n = 24), 52% White (n=138), 0% two or more races (n = 1), and 1% did not self-identify (n = 3). The judicial workforce is 33% male and 67% female.

Figure 2: Total Judicial Workforce (Race)

■ Asian
■ African American
■ Hispanic or Latino
■ White
■ Two or More Races
■ Unidentified
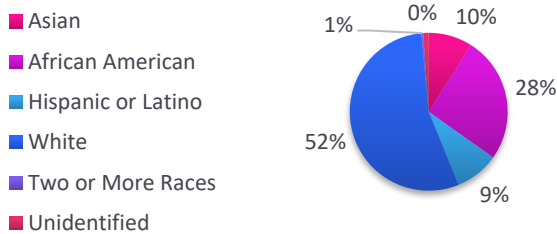
Figure 3: Total Judicial Workforce (Gender)

Males — 88 — 33%
Females — 179 — 67%
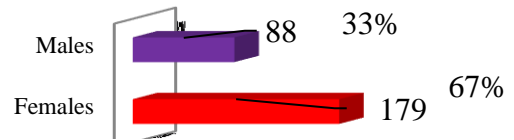
Figures 4 and 5 provide racial and gender breakdown of our employee workforce as: 4% Asian (n =39), 71% African American (n = 651), 10% Hispanic or Latino (n=93), 12% White (n=111), <1% American Indian or Alaskan Native (n = 1), 2% two or more races (n = 15) and <1% unidentified (n=4). Six percent (n= 55) of the employee workforce self-identify as having a disability.

Figure 4: Total Employee Workforce (Race and Ethnicity)

■ Asian
■ African American
■ Hispanic or Latino
■ White
■ Two or More Races
■ Unidentified
■ American Indian/Alaskan Native

Figure 5: Total Employee Workforce (Gender)

Males — 306 — 33%
Females — 608 — 67%

2023 DC Courts' Employee Workforce

Table 1 below shows the labor participation rate by comparing the DC Courts 2023 workforce to that of the Washington Metropolitan Area (WMA) as reported by the U.S. Census. The comparison shows the racial demographics by the same four occupational categories included in the DC Courts. The Metropolitan area includes Washington, D.C. and parts of Maryland, Virginia, and West Virginia.

Table 1: Labor Participation Rate[1]

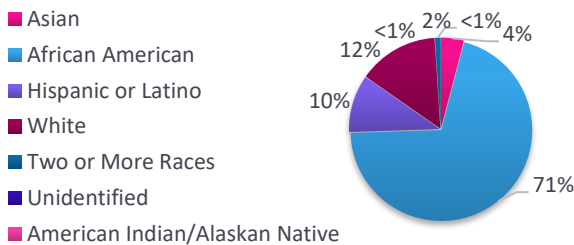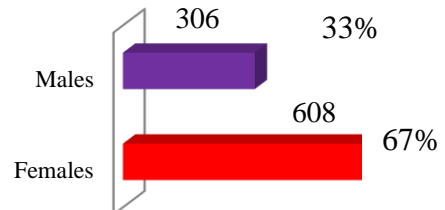| Race	Washington Metropolitan Area	DC Courts' Workforce	2023[2] Job Applicants	New[3] Hires
African American	23%	71%	64%	65%
White	53%	13%	14%	13%
Hispanic or Latino	10%	11%	13%	15%
Asian	10%	4%	4%	4%

The DC Courts employ 914 full-time employees. The DC Courts' employee workforce can be classified in the following occupational categories[4]: officials and managers at 20% (n = 185), professionals at 26% (n = 234), technicians at 9% (n = 87), and administrative and clerical support at 45% (n = 408).

Figure 6: Employee Workforce by Occupational Category

45% Clerical/ Administrative Support

9% Technicians

26% Professionals

20% Officials and Managers

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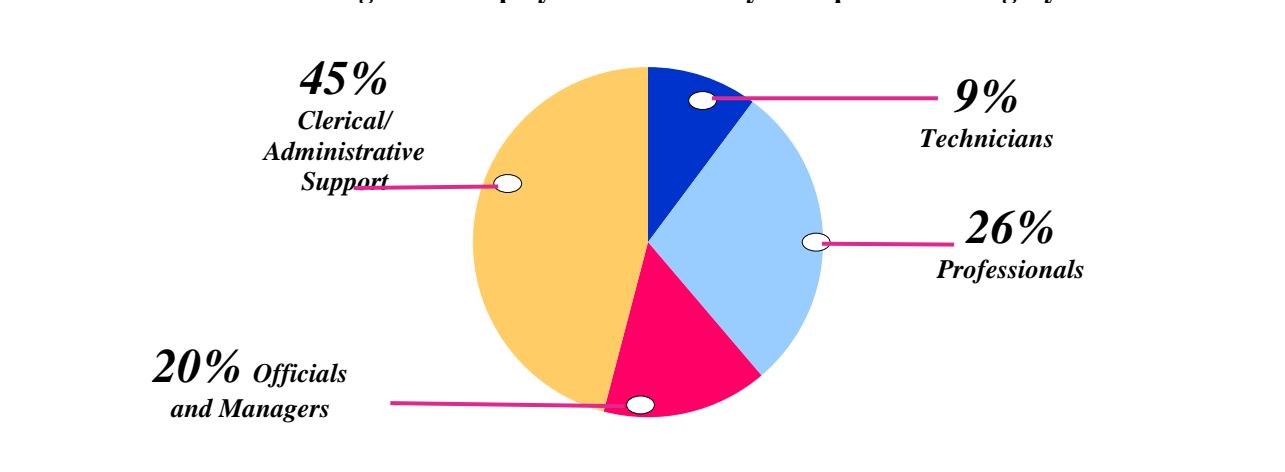
[1] Numbers may not total 100% due to rounding.

[2] This column excludes those who self-identified as American Indian or Alaskan Native and Two or More races.

[3] This column excludes job applicants who did not report race.

[4] The occupational categories are standard occupational classifications from the U.S. Department of Labor, Bureau of Labor Statistics.

DC Courts' Occupational Categories

The *officials and managerial* category includes employees who set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the courts' operation, or provide specialized consultation on a regional, district or area basis. For the DC Courts, the officials and managers category includes, but is not limited to the Court Executive Service, Court Executive Management Service, deputy directors, program directors, senior managers, branch chiefs, managers, and supervisors.

The *professional* category includes employees who have specialized in theoretical knowledge usually acquired through college training or through work experience and other training that provide comparable knowledge. For the DC Courts, the professional category includes, but is not limited to accountants, attorneys, contract specialists, information technology specialists, probation officers, and social workers.

The *technician* category includes those who have a combination of basic scientific or technical knowledge and manual skills that can be obtained through specialized post-secondary school education or through equivalent on-the-job training. For the DC Courts, the technician category includes, but is not limited to computer operators, court reporters, and telecommunications specialists.

The *clerical and administrative support* category includes those workers who are responsible for recording and retrieving data and information and other documents required in an office. This job category includes but is not limited to courtroom clerks, deputy clerks, and HR assistants.

Page 10 below provides the race and gender breakdown of the DC Courts' employee workforce by occupational categories. *See* Table 2: 2023 Workforce Availability and Utilization. The total number of employees is reflected in Table 2 (n=894) and it does not include unidentified employees (n = 4), employees who have self-identified as American Indian or Alaskan Native (n=1) or Native Hawaiian (n=0), and those of two or more races (n = 15). The DC Courts' participation rate of these individual groups is 2% or less.

Table 2:   2023 Workforce Availability and Utilization

Job Categories		African American (Non-Hispanic)		White (Non-Hispanic)		Hispanic or Latinos		Asian		Subtotals		Totals
		male	female	Male	female	male	Female	male	female	male	females	
Officials and Managers	# DC Courts	49	72	18	17	5	10	6	5	78	104	**182**
	% DC Courts	27	40	10	9	3	5	3	3	43	57	
	% Metro Area[5]	8	11	36	26	4	3	5	4	55	44	
	% Underutilization	19	29	**-26**	**-17**	**-1**	2	**-2**	**-1**	**-12**	13	
Professionals	# DC Courts	60	96	14	20	12	10	9	7	95	133	**228**
	% DC Courts	26	42	6	9	5	4	4	3	42	58	
	% Metro Area	7	11	29	28	3	3	7	6	48	51	
	% Underutilization	19	31	**-23**	**-19**	2	1	**-3**	**-3**	-6	7	
Technicians	# DC Courts	32	29	6	8	5	2	2	1	45	40	**85**
	% DC Courts	38	34	7	9	6	2	2	1	53	47	
	% Metro Area	12	16	23	21	7	6	4	5	47	51	
	% Underutilization	26	18	**-16**	**-12**	**-1**	**-4**	**-2**	**-4**	6	**-4**	
Clerical/Admin. Support	# DC Courts	54	259	13	15	10	39	2	7	79	320	**399**
	% DC Courts	14	65	3	4	3	10	1	2	20	80	
	% Metro Area	9	19	19	28	5	8	4	6	29	71	
	% Underutilization	5	46	**-16**	**-24**	**-2**	2	**-3**	**-4**	-9	9	
	Total	195	456	51	60	32	61	19	20	297	597	**894[6]**
	% Total	21	51	6	7	4	7	2	2	33	67	100

Sources: US Census Bureau, Census 2010 special tabulation; DC Superior Court EEO Report

Note: The rows highlighted in orange reflect the benchmark for the Washington Metropolitan marketplace for available and qualified job candidates. The cells highlighted in blue reflect areas of underutilization for a protected category. For purposes of affirmative action, we focus on minorities and female participants.

[5] The Metro Area percentage represents the civilian labor force 16 years of age and older.

[6] This table excludes those who self-identified as American Indian or Alaskan Native, Two or More Races and those who did not self-identify their race or ethnicity. The DC Courts employ one employee who has self-identified as American Indian or Alaskan Native male; 15 employees who have self-identified as two or more races; and four employees who did not identify their race or ethnicity.

DC Courts' Workforce Participation Rates

African Americans. For 2023, the largest racial and national origin category in our employee workforce was African American, who comprised approximately three-quarters (72%) of the workforce (n = 651). African American females represented half of the workforce (51% or 456) and African American males comprised nearly one-quarter of the workforce (21% or 195). African American males and females were employed in the DC Courts significantly above the benchmark for the Metropolitan area (23%) in all occupational categories (see Table 1). The DC Courts' African American participation rate was 67% in the official and managers category, 68% in the professional category, 72% in the technician category, and 79% in the clerical and administrative support category.   African American females exceeded the benchmarks from 18 (technician) percentage points to 46 (clerical) percentage points, while African American males exceeded the benchmarks from 5 (clerical) percentage points to 26 (technician) percentage points when compared to the Washington Metro Area (WMA) Labor Participation rates.

Whites.   Whites were the second largest racial or national origin group and comprised 13% of the Courts' workforce (n = 111) in 2023, compared to 53% of the WMA labor market for the same occupational categories. The DC Courts' White participation rate was 19% in the officials and managers category, 15% in the professional category, 16% in the technician category, and 7% in the clerical and administrative support category. The Courts' White female participation rate was less than the expected representation in the Metropolitan area marketplace of available and qualified candidates. However, White females are not a protected group requiring affirmative action to address underutilization. The protected category is females in general, and the Courts' workforce data indicate no significant underutilization of females (67%) for 2023.

Hispanics or Latinos.   The third largest racial and national origin workforce category at the Courts in 2023 consisted of Hispanics or Latinos, who participated at a rate of 11% (n = 93), which is more than the Washington area labor participation rate for Hispanics (7%).   In 2023, the DC Courts' Hispanic or Latino participation rate was 8% in the officials and managers category, 9% in the professional category, 8% in the technician category, and 13% in the clerical and administrative support category. In 2023, the DC Courts experienced a slight (-1%) underutilization of Hispanic or Latino males in the officials and managers category. Hispanic or Latino males exceeded the benchmark by two percentage points in the professional category. Hispanic or Latino males were below the benchmarks by two percentage points in the clerical category and by one point in the technician category. There was underutilization (-4%) of Hispanic or Latina females in the technician category. Hispanic or Latina females exceed the benchmark by one point in the professional category, two points in the official and managers category, and by two points in the clerical category. In 2023, there was a net gain of twenty-seven self-identified Hispanic or Latino employees. Self-identified Hispanics or Latinos were hired at a rate of 15% (n= 33), separated at a rate of 9% (n= 6), and promoted at a rate of 18% (n=7).

Asians. For 2023, Asians participated in the Courts' workforce at a rate of 4% (n = 39) which is below the Asian availability and utilization in the Metropolitan area for all occupational categories (10%). The DC Courts' Asian participation rate is 6% in the officials and managers category, 7% in the professional category, 3% in the technician category, and 3% in the clerical and administrative support category. Asian males were below the benchmark between two (officials and managers) and three (clerical) percentage points. Asian females were below the benchmark between one percentage point (officials and managers) and four (technician) percentage points.

U.S. Census Race Definitions

"White" refers to a person having origins in any of the original peoples of Europe, the Middle East, or North Africa. It includes people who indicated their race(s) as "White" or reported entries such as Irish, German, Italian, Lebanese, Arab, Moroccan, or Caucasian.

"Black or African American" refers to a person having origins in any of the Black racial groups of Africa. It includes people who indicated their race(s) as "Black, African Am., or Negro" or reported entries such as African American, Kenyan, Nigerian, or Haitian.

"American Indian or Alaska Native" refers to a person having origins in any of the original peoples of North and South America (including Central America) and who maintains tribal affiliation or community attachment. This category includes people who indicated their race(s) as "American Indian or Alaska Native" or reported their enrolled or principal tribe, such as Navajo, Blackfeet, Inupiat, Yupik, or Central American Indigenous groups or South American Indigenous groups.
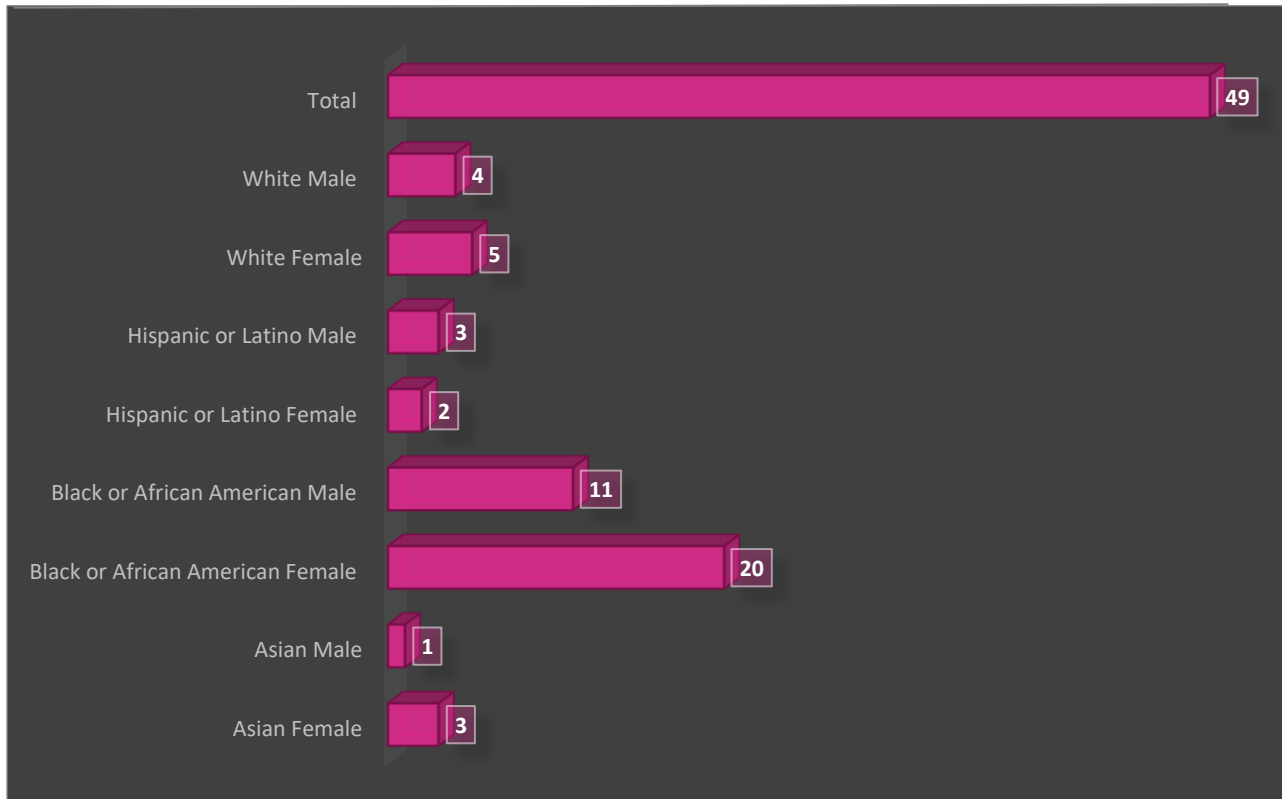
"Asian" refers to a person having origins in any of the original peoples of East Asia, Southeast Asia, or the Indian subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam. It includes people who indicated their race(s) as "Asian" or reported entries such as "Asian Indian," "Chinese," "Filipino," "Korean," "Japanese," "Vietnamese," and "Other Asian" or provided other detailed Asian responses.

"Native Hawaiian or Other Pacific Islander" refers to a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands. It includes people who indicated their race(s) as "Pacific Islander" or reported entries such as "Native Hawaiian," "Guamanian or Chamorro," "Samoan," and "Other Pacific Islander" or provided other detailed Pacific Islander responses.

"Some Other Race" includes all other responses not included in the White, Black or African American, American Indian or Alaska Native, Asian, and Native Hawaiian or Other Pacific Islander race categories described above. Respondents reporting entries such as multiracial, mixed, interracial, or a Hispanic or Latino group (for example, Mexican, Puerto Rican, Cuban, or Spanish) in response to the race question are included in this category.

"Hispanic or Latino" refers to a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

Figure 7: DC Courts' Senior Managers

(Grades 15 and Above)

Category	Number of Employees
Total	49
White Male	4
White Female	5
Hispanic or Latino Male	3
Hispanic or Latino Female	2
Black or African American Male	11
Black or African American Female	20
Asian Male	1
Asian Female	3

[7]Number of Employees

2023 DC Courts' Applicant Flow Data

In 2023, the DC Courts received 6,532 job applications for permanent positions in response to vacancy announcements for 44 open positions. Of the 44 open postings, 18% (n = 8 positions) were posted for internal applicants only. For the eight internal job postings, 100% (n = 356) of all job applicants self-identified their race and gender. External job postings (82% or 36 positions) attracted 6,176 job applications and 90% (5,586) of those job applicants self-identified their race and gender. Therefore, most job applicants (91% or 5,942 out of 6,532) reported their race and gender.

Of the total number of applicants who provided race information (5,942): 64% were African American, 0% were American Indian or Alaskan Native, 6% were Asian, 13% were Hispanic or Latino, 0% were Native Hawaiian or Pacific Islander, 14% were White, and < 2% were identified as having two or more races. The 2023 breakdown of female to male applicants (65% vs. 35%) indicated a higher number of self-identified female applicants.

Asians and Hispanics or Latinos are two groups identified for targeted recruitment. Job applications submitted by Asians represented 6% of all applications. Since 2017, the DC Courts' applicant pool of self-identified Asians included steady applicant submissions from 4% in 2017, 6% in 2018 and 2019, 7% in 2020 and 2021, and 5% in 2022. From 2014-2018, the DC Courts' applicant pool included a progressively larger proportion of self-identified Hispanics or Latinos: 9% in 2014, 14% in 2015, 16% in 2016 and 2017, and 20% in 2018.

Table 3: 2023 Applicants Who Self-Identified their Race and Gender

	Male	Female	Total	
White	6%	8%	14%	866
African American	19%	45%	64%	3,786
Asian	4%	2%	6%	379
Native Hawaiian or Other Pacific Islander	0%	0%	0%	10
American Indian or Alaskan Native	0%	0%	0%	19
Two or More Races	<1%	1%	< 2%	90
Hispanic or Latino	4%	9%	13%	792
Total	35%	65%	100%[7]	5,942

[7] Numbers may not total 100% due to rounding.

Between 2019-2020, self-identified Hispanics or Latinos reflected the same proportion of applicant flow data as that of 2015 (14%) and dropped by two percentage points in 2021 and 2022 (12%) and rose slightly by one point in 2023.

2023 Qualified Applicants

For the DC Courts, an applicant is determined to be "qualified" after satisfying the initial Human Resources Divisional (HR) review, which includes an examination of documentation to verify that the applicant's education, experience, and/or certification and license meet the minimum qualifications of the job announcement. After the HR review, the qualified applications are forwarded to the hiring panel for further analysis and determination of applicant ranking as qualified, well qualified, or highly qualified. Across all races and ethnicities, nearly 40% and above, of all applicants were rated as qualified through the HR review process.

Table 4: Percentage of Qualified Applicants Who Self-Identified Their Race

Race	% Qualified	Total Self-Identified Applications Submitted
White	48%	866
African American	46%	3,786
Asian	45%	379
Native Hawaiian or Other Pacific Islander	50%	10
American Indian or Alaskan Native	42%	19
Two or More Races	38%	90
Hispanic or Latino	54%	792
Total		5,942

2023 New Hires

Table 5: 2023 New Hires

	Male		Female		Total	
	N	**%**	N	%	**N**	**%**
White	11	5%	17	8%	28	13%
African American	28	13%	110	52%	138	65%
Asian	4	2%	5	2%	9	4%
Native Hawaiian or Other Pacific Islander	1	0%	0	0%	1	0%
American Indian or Alaska Native	0	0%	1	0%	1	0%
Two or More Races	2	1%	0	0%	2	1%
Hispanic or Latino	9	4%	24	11%	33	15%
TOTAL[8]	55	26%	157	74%	212	100%

The percentage of Hispanic or Latino new hires decreased in 2023 (15% compared to 17% in 2022, compared to 16% in 2021, compared to 21% in 2020, 13% in 2019, compared to 19% in 2018, compared to 16% in 2017) and was below the figure for 2015 (22% of new hires). The 2023 African American new hire percentage is 65%, which is a slight decrease from 67% in 2022, the same as in 2021, 57% in 2020 and an increase of 11 percentage points from 2019 (54%) and one percentage point difference (66%) from 2018 (compared to 47% in 2017, 55% in 2016, and 60% in 2015). The percentage of White new hires in 2023 (13%) decreased slightly from 2022 (14%), remained the same as in 2021, and decreased by 5 percentage points in 2020 (18%) and decreased by eleven percentage points compared to 2019 (24%) (compared to 13% in 2018, 15% in 2017, 21% in 2016 and 7% in 2015).

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[8] Numbers may not total 100% due to rounding.

2023 Promotions

Table 6: 2023 Promotions

	Male		Female		Total	
	N	%	N	%	**N**	**%**
White	4	11%	5	13%	9	24%
African American	3	7%	17	45%	20	52%
Asian	1	3%	1	3%	2	6%
Native Hawaiian or Other Pacific Islander	0	0%	0	0%	0	0%
American Indian or Alaska Native	0	0%	0	0%	0	0%
Two or More Races	0	0%	0	0%	0	0%
Hispanic or Latino	3	7%	4	11%	7	18%
TOTAL[9]	11	28%	27	72%	38	100%

There was a total of 38 competitive promotions for 2023. Of the employees promoted, 52% were African American, 24% were White, 18% were Hispanic or Latino and 6% were Asian (for the purpose of EEO reporting, promotions described in Table 6 are competitive promotions only – they do not include career-ladder promotions or temporary acting promotions).

The relationship between promotions accepted and occupational categories are as follows: 3% (n = 1) were clerical/administrative, 76% (n = 29) were managerial, and 21% (n = 8) were professional, and 0% (n=0) were technician. The average length of service years for employees who accepted promotions in 2023 was 12 years. In 2023, promotions were accepted by employees throughout their years of service with the courts: one-five years (n = 8), six-ten (n = 9), eleven – fifteen (n = 9), sixteen – twenty (n = 7), and twenty-one – twenty-five (n = 2), twenty-six – thirty (n = 0), and thirty-one – thirty-five (n=3).

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[9] Numbers may not total 100% due to rounding.

2023 Separations

Table 7: 2023 Separations

Separations	2018	2019	2020	2021	2022	2023
Resignations	31	43	19	30	57	36
Medical Separations	1	1	0	1	2	1
Retirements	35	44	17	37	56	30
Terminations for Cause	4	1	1	2	0	3
Total	71	89	37	70	115	70

In 2023, 70 employees (7% of the employee workforce) separated from the Courts for total attrition, which is below the total attrition rate of the workforce in 2022 (12%) and 2021 (8%). Of the 70 separations, 51% resigned, 43% retired, 1% was medically separated, and 4% were terminated. Additionally, 51% (n = 36) of separations were female and 49% (n = 34) were male (their distribution in the workforce is 67% and 33% respectively). The racial and national origin of separated employees includes: American Indian 0% (n =0), Asian 7% (n = 5), African American 63% (n =44), Hispanic or Latino 9% (n = 6), two or more races 0% (n=0) and Unidentified 0% (n=0), White 21% (n = 15).

African American females at 37% (n = 26) and African American males at 26% (n = 18) were the largest groups who separated during 2023. African American females separated below their composition of the workforce which is 51% and African American males separated above their composition of the workforce which is 21%. The separation of White females at 19% (n = 13) is above their composition of the workforce at 7% (n=60). The separation of White males at 3% (n= 2) is below their composition of the workforce at 6% (n=51). The separation of Hispanic or Latino females at 9% (n = 6) and Hispanic or Latino males at 0% (n=0) is above the workforce composition for self-identified Hispanic or Latino females (6%) and below the composition for self-identified Hispanic or Latino males (4%). The separation of Asian males at 3% (n = 2) and Asian females at 4% (n = 3) is slightly above the composition of the workforce for self-identified males (2%) and Asian females (2%).

Table 8: 2023 Separation by Type

	Retired		Resigned		Terminated		Total Separated		Population[10]	
	N	%	N	%	N	%	N	%	N	% of Population
Asian Females	1	1%	2	3%	0	0%	3	4%	20	2%
Asian Males	1	1%	1	1%	0	0%	2	3%	19	2%
African American Females	15	22%	11	16%	0	0%	26	38%	456	51%
African American Males	11	16%	4	6%	2	3%	17	25%	195	21%
Hispanic or Latino Females	0	0%	6	9%	0	0%	6	9%	61	6%
Hispanic or Latino Males	0	0%	0	0%	0	0%	0	0%	32	4%
White Females	1	1%	11	16%	1	1%	13	19%	60	7%
White Males	1	1%	1	1%	0	0%	2	3%	51	6%
Total	**30**		**36**		**3**		**69**[11]		**894**	

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[10] This table excludes those who self-identified as American Indian or Alaskan Native, Native Hawaiian and Pacific Islander, two or more races and those who did not self-identify their race or ethnicity. The DC Courts employ one employee who has self-identified as American Indian or Alaskan Native; four employees who did not identify their race or ethnicity; fifteen who self-identified as two or more races. In 2023, none of DC Court's employees self-identified as Native Hawaiian and Pacific Islander.

[11] There was one medical separation that is not included in this chart.

2023 Corrective Actions

Among nearly 1,000 employees, there were eleven corrective actions imposed in 2023. This was an increase of corrective actions from 2022 (n= 6), 2021 (n=4), and 2020 (n=7). Corrective actions in 2023 ranged from: letter of reprimand (n = 3); two-day suspension (n=3), ten-day suspension (n =1), demotion (n=1), and termination (n=3). Female employees received corrective actions at a rate lower than their (33% vs. 67%) composition of the workforce. Male employees received corrective actions at a lower rate than their composition of the workforce (27% vs. 22%). Caution should be used when analyzing the data due to the low number of corrective actions.

Table 9: 2022 Corrective Actions	Corrective Actions		Population	
	%	N	%	N
Females	73%	8	67%	608
Males	27%	3	33%	306
African American females	63%	7	51%	456
African American males	27%	3	21%	195
Asian females	0%	0	2%	20
Asian males	0%	0	2%	19
Hispanic females	0%	0	7%	61
Hispanic males	0%	0	4%	32
White females	10%	1	7%	60
White males	0%	0	6%	51
TOTAL		11	100%	894
Caution should be used when interpreting these percentages due to the small number of individuals in this group.				

Corrective action data was evaluated based on employee race, gender, and occupational categories. The number of 2023 corrective actions issued to African American employees (n = 11) increased compared to the number of corrective actions issued in 2022 (n=6), 2021 (n=2) and 2020 (n=2) and a decrease of corrective actions compared to 2019 (n=19). The proportion of corrective actions issued to African American males at 27% (n = 3) and African American females at 63% (n = 7) is above the African American male composition of the workforce at 21% and female composition of the workforce at 51%. The proportion of corrective actions issued to White females at 10% (n=1) is above the White female composition of the workforce (7%). In 2023, Asians, Hispanics or Latinos, and White Males did not receive corrective actions and comprise 5%, 10% and 6% of the workforce, respectively. The relationship between corrective actions issued and occupational categories are as follows: 45% (n = 5) were clerical/administrative, 36% (n = 4) were professionals, and 18% (n=2) were technicians. Caution should be used when interpreting these percentages due to the small number of individuals in this group.
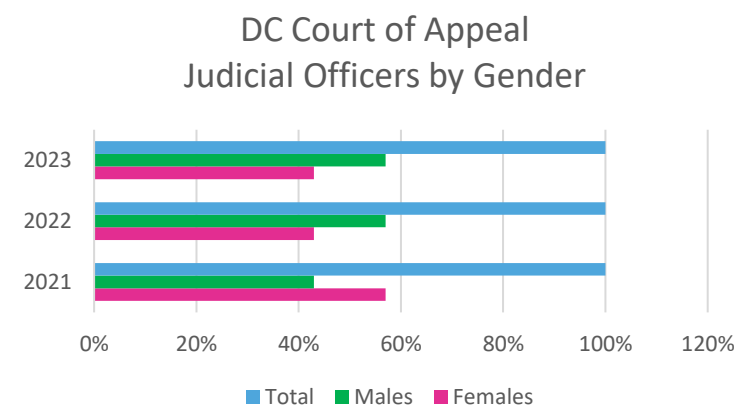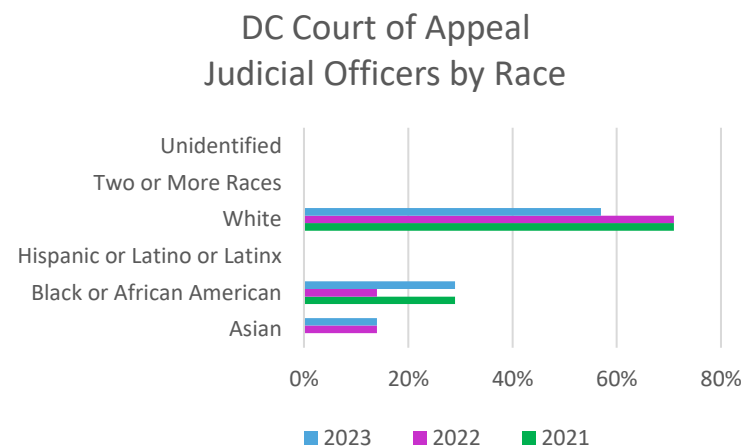
The DC Courts' EEO Office

In 2023, 25 employees sought counsel from the EEO Office. The EEO Office strives to ensure that employees and job applicants are protected from unlawful discrimination by resolving issues at the lowest level possible. Through Comprehensive Personnel Polices 400, 410 and 420, the primary mission is to enforce equal employment law and employment protected categories under Title VII of the Civil Rights Act and to adhere to Policy 400(I), which tracks the language of the District of Columbia's Human Rights Act of 1977.

Out of the 25 employee matters brought to the attention of the EEO/DEI Office, 14 EEO matters resulted in the following dispositions: EEOC dismissals (n=2); informal resolutions (n=4); consultations (n=6); and EEOC position statements (n=2). In response to the remaining matters, 11 bullying allegations resulted in the following dispositions: reasonable cause determinations (n=2); informal resolutions (n=3); and consultations (n=6). In response to the complaints filed in 2023, there were no findings of violations made pursuant to the Courts' Comprehensive Personnel Policies 400 (EEO), 410 (Sexual Harassment) and 420 (Anti-Bullying). Finally, there were no filings submitted pursuant to the DC Courts Employee Dispute Resolution (EDR) Plan.

Appendix: DC Courts' Judicial Workforce Demographics

DC Court of Appeals Judicial Officers (Race and Gender)	2021	%	2022	%	2023	%
Asian	0	0%	1	14%	1	14%
Black or African American	2	29%	1	14%	2	29%
Hispanic or Latino or Latinx	0	0%	0	0%	0	0%
White	5	71%	5	71%	4	57%
Two or More Races	0	0%	0	0%	0	0%
Unidentified	0	0%	0	0%	0	0%
Total	7	100%	7	100%	7	100%
Females	4	57%	3	3%	3	43%
Males	3	43%	4	57%	4	57%
Total	7	100%	7	100%	7	100%

DC Court of Appeal Judicial Officers by Race

DC Court of Appeal Judicial Officers by Gender

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DC Court of Appeals Judicial Admin. Assistants (Race and Gender)	2021	%	2022	%	2023	%
Asian	0	0%	0	0%	0	0%
Black or African American	3	75%	3	75%	3	75%
Hispanic or Latino	1	25%	1	25%	1	25%
White	0	0%	0	0%	0	0%
Two or More Races	0	0%	0	0%	0	0%
Unidentified	0	0%	0	0%	0	0%
Total	4	100%	4	100%	4	100%
Female	4	100%	4	100%	4	100%
Male	0	0%	0	0%	0	0%
Total	4	100%	4	100%	4	100%

DC Court of Appeals Judicial Administrative Assistants by Race
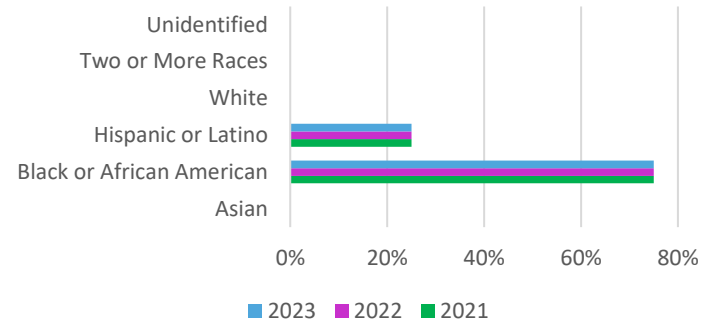
DC Court of Appeals Judicial Administrative Assistants by Gender

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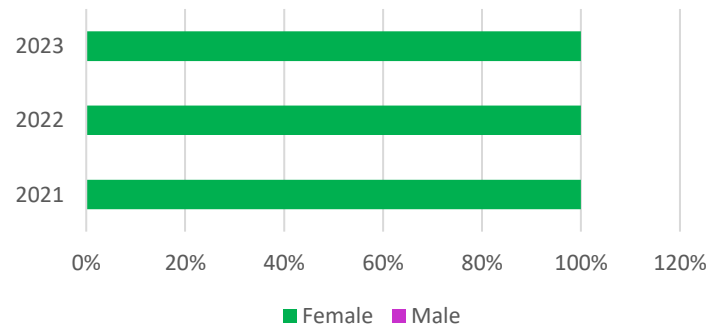
DC Court of Appeals Law Clerks (Race and Gender)	2021	%	2022	%	2023	%
Asian	4	17%	4	15%	3	18%
Black or African American	3	13%	4	15%	2	12%
Hispanic or Latino	2	9%	0	0%	2	12%
White	14	61%	18	69%	10	59%
Two or More Races	0	0%	0	0%	0	0%
Unidentified	0	0%	0	0%	0	0%
Total	23	100%	26	100%	17	100%
Female	18	78%	16	62%	6	35%
Male	5	22%	10	38%	11	65%
Total	23	100%	26	100%	17	100%

DC Court of Appeals Law Clerks by Race
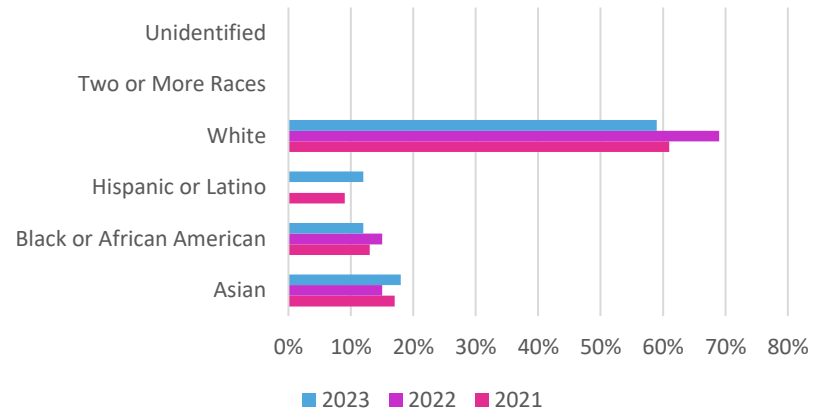
DC Court of Appeals Law Clerks by Gender

25
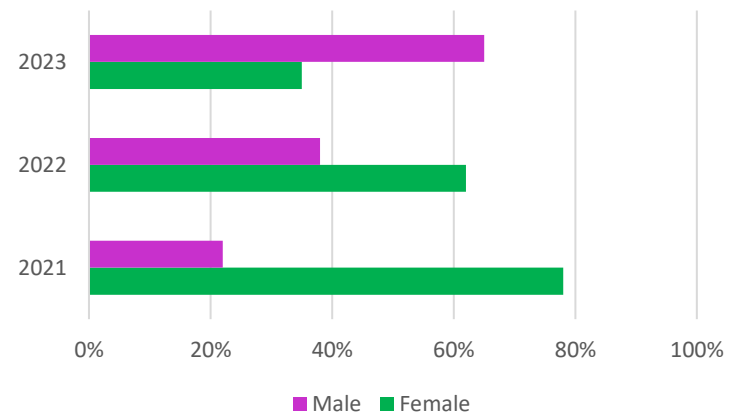
Superior Court Judicial Officers (Race and Gender)	2021	%	2022	%	2023	%
Asian	2	4%	2	4%	3	6%
Black or African American	11	22%	10	21%	14	28%
Hispanic or Latino	4	8%	4	9%	4	8%
White	31	62%	29	62%	27	54%
Two or More Races	1	2%	1	2%	1	2%
Unidentified	1	2%	1	2%	1	2%
Total	50	100%	47	100%	50	100%
Female	24	48%	23	49%	28	56%
Male	26	52%	24	51%	22	44%
Total	50	100%	47	100%	50	100%

Superior Court of the District of Columbia Judicial Officers by Race
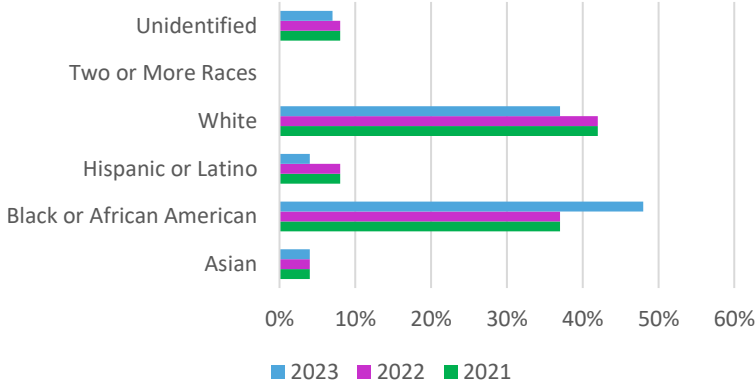
Superior Court of the District of Columbia Judicial Officers by Gender

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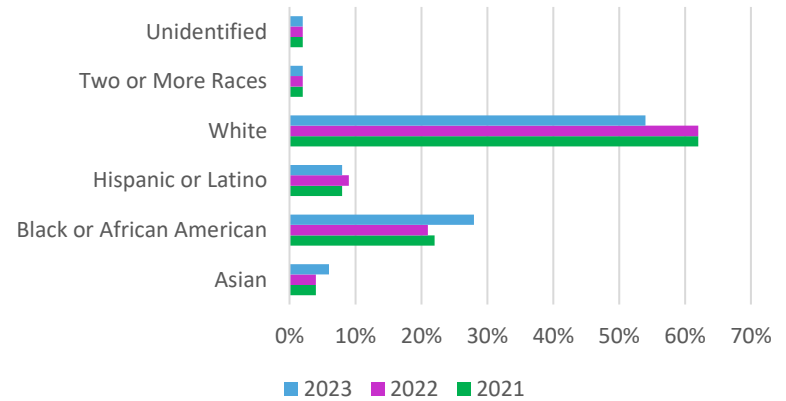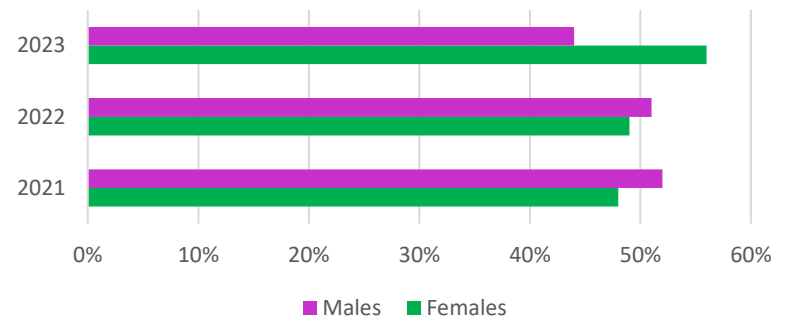
Superior Court Magistrate Judges (Race and Gender)	2020	%	2021	%	2022	%
Asian	1	4%	1	4%	1	4%
Black or African American	9	37%	9	37%	13	48%
Hispanic or Latino	2	8%	2	8%	1	4%
White	10	42%	10	42%	10	37%
Two or More Races	0	0%	0	0%	0	0%
Unidentified	2	8%	2	8%	2	7%
Total	24	100%	24	100%	27	100%
Female	18	75%	18	75%	19	70%
Male	6	25%	6	25%	8	30%
Total	24	100%	24	100%	27	100%

Superior Court of the District of Columbia Magistrate Judges by Race
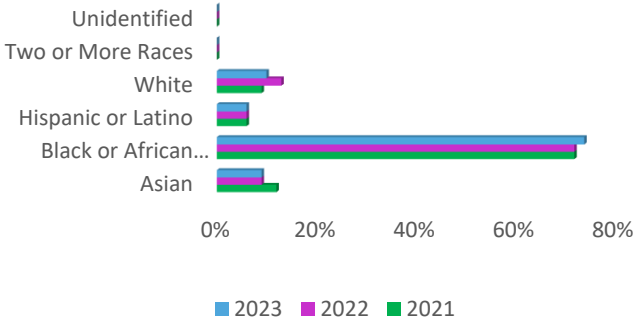

Superior Court of the District of Columbia Magistrate Judges by In 2023, 25 employees sought counsel from the EEO Office Gender
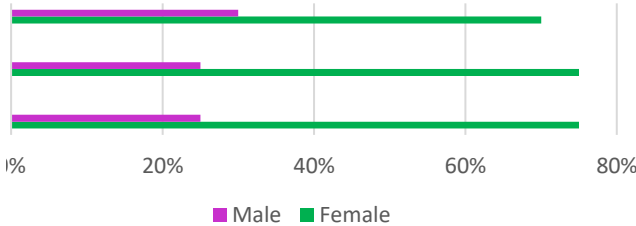
Superior Court Judicial Administrative Assistants (Race and Gender)	2021	%	2022	%	2023	%
Asian	4	12%	3	9%	3	9%
Black or African American	23	72%	23	72%	23	74%
Hispanic or Latino	2	6%	2	6%	2	6%
White	3	9%	4	13%	3	10%
Two or More Races	0	0%	0	0%	0	0%
Unidentified	0	0%	0	0%	0	0%
Total	32	100%	32	100%	31	100%
Female	31	97%	30	94%	29	94%
Male	1	3%	2	6%	2	6%
Total	32	100%	32	100%	31	100%

Superior Court of the District of Columbia Judicial Administrative Assistants by Race

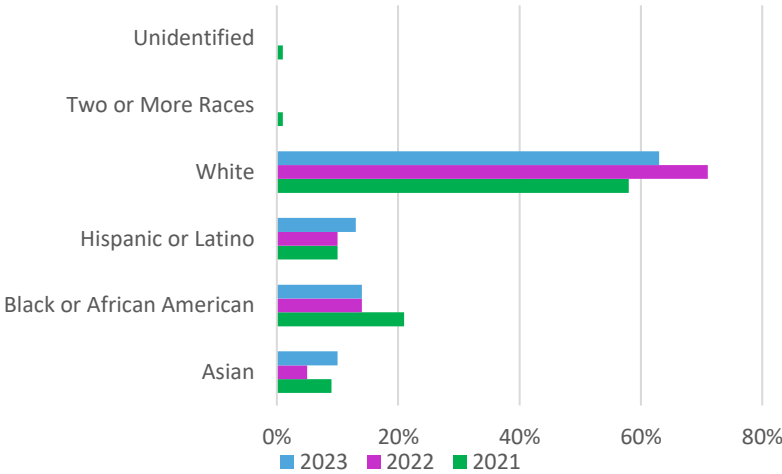
Superior Court of the District of Columbia Judicial Administrative Assitants by Gender

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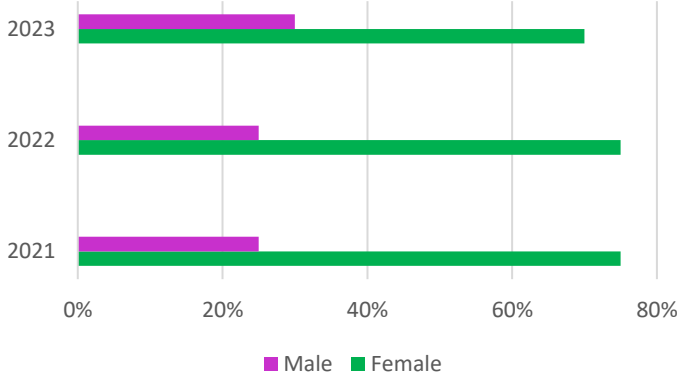
Superior Court Law Clerks (Race and Gender)	2021	%	2022	%	2023	%
Asian	10	9%	6	5%	16	12%
Black or African American	23	21%	16	14%	17	13%
Hispanic or Latino	11	10%	10	10%	14	11%
White	64	58%	78	71%	84	64%
Two or More Races	1	1%	0	0%	0	0%
Unidentified	1	1%	0	0%	0	0%
Total	110	100%	110	100%	131	100%
Female	74	67%	78	71%	90	70%
Male	36	33%	32	29%	41	30%
Total	110	100%	110	100%	131	100%

Superior Court of the District of Columbia Law Clerks by Race

Superior Court of the District of Columbia Law Clerks by Gender