



EQUAL EMPLOYMENT OPPORTUNITY PLAN UTILIZATION REPORT

2017
EEOP
UTILIZATION REPORT

JUDICIARY OF GUAM
120 WEST O'BRIEN DRIVE
HAGÁTÑA, GUAM 96910



U.S. Department of Justice

Office of Justice Programs

Office for Civil Rights

Washington, D.C. 20531

August 14, 2017

Linette Perez
EEO Officer/Program Coordinator
Judiciary of Guam
120 West O'Brien Drive
Hagatna, GU 96910

Re: Equal Employment Opportunity Plan (EEOP) Utilization Report for Judiciary of Guam

Dear Ms. Perez,

The Office for Civil Rights, Office of Justice Programs, has reviewed and approved the Equal Employment Opportunity Plan (EEOP) Utilization Report that you submitted in accordance with the grant conditions set forth by either the Omnibus Crime Control and Safe Streets Act of 1968 (Safe Streets Act), Juvenile Justice and Delinquency Prevention Act of 1974, the Victims of Crime Act of 1984 or their implementing regulations. The approval of your EEOP Utilization Report is effective for two years from the date of this letter, and satisfies the EEOP reporting requirement for all open Department of Justice (DOJ) awards during the two-year period.

Your organization may, however, have additional civil rights compliance requirements if it receives funding from grant programs other than the ones listed above. For example, if your organization is a recipient of funding from the Office on Violence Against Women (OVW), your organization's non-discrimination policies and practices should also include prohibitions on discrimination on the bases of actual or perceived sexual orientation and gender identity.

If you have any questions regarding this matter, please contact the Office for Civil Rights at (202) 307-0690.

Sincerely,

X *Michael L. Alston*

Michael L. Alston
Director
Signed by: MICHAEL ALSTON

RECEIVED

AUG 28 2017

Time 1:00 AM/PM AM
Initial EBL
EQUAL EMPLOYMENT OPPORTUNITY (EEO) OFFICE
JUDICIARY OF GUAM



Linette Perez <Imperez@guamcourts.org>

Judiciary of Guam EEOP Report1 message

Erica H. Unpingco <eunpingco@guamcourts.org>Fri, Aug 11, 2017 at
10:46 AM

To: michael.alston@usdoj.gov, Rohan.parchment@usdoj.gov, "Cerina Y. Mariano" <cmariano@guamcourts.org>, Linette Perez <Imperez@guamcourts.org>, Lola Leon Guerrero <lolalg@bsp.guam.gov>, Millie Erguiza <millie.erguiza@bsp.guam.gov>

Hafa Adai Mr. Alston and Mr. Parchment.

Please see the attached EEO Utilization Report for the Judiciary of Guam for the period of January 1, 2015 - June 30, 2017.

Should you have any questions or concerns, please contact our EEO Representative, Mrs. Linette Perez at (671) 475-3374 or via email at Imperez@guamcourts.org or Mrs. Cerina Mariano, Court Programs Administrator at (671) 475-3270 or cmariano@guamcourts.org.

Thank you and have a great day.

--

Erica Unpingco Dela Rosa
Court Programs Office
Judiciary of Guam
120 West O'Brien Drive
Hagatna, Guam 96910
Tel. 671.475.3474
Fax.671.300.8926

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JUDICIARY OF GUAM

Administrative Office of the Courts
Guam Judicial Center • 120 West O'Brien Dr • Hagåtña, Gu. 96910
Tel: (671) 475-3544 • Fax: (671) 477-3181



HON. KATHERINE A. MARAMAN
CHIEF JUSTICE

HON. ALBERTO C. LAMORENA III
PRESIDING JUDGE

JOHN Q. LIZAMA
ADMINISTRATOR OF THE COURTS

August 10, 2017

Attn: EEO Utilization Report Submission
Office of Civil Rights
Office of Justice Programs
US Department of Justice
810 Seventh Street, NW
Washington, DC 20531

Subject: Equal Employment Opportunity Utilization Report

As a recipient of funds by the US Department of Justice Office of Justice Programs (OJP), the Judiciary of Guam is committed to maintaining full compliance with grant requirements. As such, please see the attached Equal Employment Opportunity (EEO) Plan, statistics and certification for our organization for the period of January 1, 2015 to June 30, 2017. Prior to 2015, the Judiciary submitted its plan to the Guam Bureau of Statistics and Plans as a sub-grantee of OJP funds. Also attached for your reference is approval of our previous plan by Office of Civil Rights Director Michael Alston.

Should you have any questions or concerns, please do not hesitate to contact Ms. Cerina Y. Mariano, Court Programs Administrator at cmariano@guamcourts.org or 671-475-3270 or Ms. Linette Perez, EEO Office Program Coordinator IV at lperez@guamcourts.org or 671-475-3374. *Si Yu'os Ma'ase.*

Senseramente,

ROBERT S. CRUZ
Acting Administrator of the Courts

Attachments

cc: Court Programs Office
EEO Office

CERTIFICATION FORM

Compliance with the Equal Employment Opportunity Plan (EEOP) Requirements

Please read carefully the Instructions (see below) and then complete Section A or Section B or Section C, not all three. If recipient completes Section A or C and sub-grants a single award over \$500,000, in addition, please complete Section D.

Recipient's Name: Judiciary of Guam	
Address: 120 West O'Brien Drive Hagatna, Guam 96910	
Is agency a; <input checked="" type="checkbox"/> Direct or <input type="checkbox"/> Sub recipient of OJP, OVW or COPS funding?	Law Enforcement Agency? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
DUNS Number: 855031522	Vendor Number (only if direct recipient) 980017947
Name and Title of Contact Person: Linette Perez, EEO Officer/Program Coordinator IV	
Telephone Number: (671) 475-3374	E-Mail Address: lmperez@guamcourts.org

Section A—Declaration Claiming Complete Exemption from the EEOP Requirement

Please check all the following boxes that apply.

- | | | |
|---|--|--|
| <input type="checkbox"/> Less than fifty employees. | <input type="checkbox"/> Indian Tribe | <input type="checkbox"/> Medical Institution. |
| <input type="checkbox"/> Nonprofit Organization | <input type="checkbox"/> Educational Institution | <input type="checkbox"/> Receiving a single award(s) less than \$25,000. |

I, _____ [responsible official], certify that _____ [recipient] is not required to prepare an EEOP for the reason(s) checked above, pursuant to 28 C.F.R § 42.302. I further certify that _____ [recipient] will comply with applicable federal civil rights laws that prohibit discrimination in employment and in the delivery of services.

If recipient sub-grants a single award over \$500,000, in addition, please complete Section D

Print or Type Name and Title

Signature

Date

Section B—Declaration Claiming Exemption from the EEOP Submission Requirement and Certifying That an EEOP Is on File for Review

If a recipient agency has fifty or more employees and is receiving a single award or, subaward, of \$25,000 or more, but less than \$500,000, then the recipient agency does not have to submit an EEOP to the OCR for review as long as it certifies the following (42 C.F.R. § 42.305):

I, _____ [responsible official], certify that _____ [recipient], which has fifty or more employees and is receiving a single award or subaward for \$25,000 or more, but less than \$500,000, has formulated an EEOP in accordance with 28 CFR pt. 42, subpt. E. I further certify that within the last twenty-four months, the proper authority has formulated and signed into effect the EEOP and, as required by applicable federal law, it is available for review by the public, employees, the appropriate state planning agency, and the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice. The EEOP is on file at the following office:

_____ [organization],

_____ [address].

Print or Type Name and Title

Signature

Date

Section C—Declaration Stating that an EEOP Short Form Has Been Submitted to the Office for Civil Rights for Review

If a recipient agency has fifty or more employees and is receiving a single award, or subaward, of \$500,000 or more, then the recipient agency must send an EEOP Short Form to the OCR for review.

I, Robert S. Cruz [responsible official], certify that the Judiciary of Guam [recipient], which has fifty or more employees and is receiving a single award of \$500,000 or more, has formulated an EEOP in accordance with 28 CFR pt. 42, subpt. E, and sent it for review on August 10, 2017 [date] to the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice.

If recipient sub-grants a single award over \$500,000, in addition, please complete Section D

Robert S. Cruz, Acting Administrator of the Courts

August 9, 2017

Print or Type Name and Title

Signature

Date



U.S. Department of Justice

Office of Justice Programs

Office for Civil Rights

Washington, D.C. 20531

July 17, 2015

Lola E. Leon Guerrero
Judiciary of Guam
P.O. Box 2950
Hagatna, GU 96932

Re: Equal Employment Opportunity Plan (EEOP) for Judiciary of Guam

Dear Ms. Lola E. Leon Guerrero,

The Office for Civil Rights, Office of Justice Programs, has reviewed and approved the EEOP Utilization Report that you submitted in accordance with the grant conditions set forth by either the Omnibus Crime Control and Safe Streets Act of 1968 (Safe Streets Act), Juvenile Justice and Delinquency Prevention Act of 1974, the Victims of Crime Act of 1984 or their implementing regulations. The plan that you submitted conforms to the online Guide to the Design and Development of an Equal Employment Opportunity Plan, which provides the essential information that the Department of Justice requires for our initial screening of your EEOP. The Department of Justice regulations for developing a comprehensive EEOP may be found at 28 CFR § 42.301 *et seq.* Your approved plan is effective for two years from the date of this letter, and satisfies the EEOP requirement for any subsequent grant awards received during the two-year period.

Your organization may, however, have additional civil rights compliance requirements if it receives funding from grant programs other than the ones listed above. For example, if your organization is a recipient of funding from the Office on Violence Against Women (OVW), your organization's non-discrimination policies and practices should also include prohibitions on discrimination on the bases of actual or perceived sexual orientation and gender identity.

If you have any questions regarding this matter, please contact the Office for Civil Rights at (202) 307-0690.

Sincerely,

X 

Michael L. Alston
Director

Signed by: MICHAEL ALSTON

**Judiciary of Guam
EEOP Utilization Report**

Step 1: Introductory Information

Grant Title: National Criminal History Improvement Project
Grant Number: 2016-RU-BX-K014
Project Title: **FY 2016 Guam Criminal History Improvement Project**
Grantee Name: Judiciary of Guam
Award Amount: \$603,729
Start Date: 10/01/16
End Date: 03/31/18
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Cerina Mariano
Telephone No.: (671) 475-3270
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Department of Justice, Office of Justice Programs – Bureau of Justice

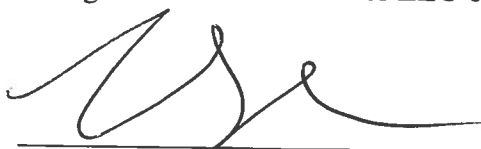
Contact Name: Terrance Q. Ealey
Contact Address: U.S. Department of Justice 810 7th Street N.W. Washington, D.C. 20531
Telephone No.: (202) 616-5299

Date and effective duration
of EEOP Utilization Report: January 1, 2015 through June 30, 2017

Policy Statement:

The Judiciary of Guam is committed to maintaining a work environment that is free of unlawful discrimination and harassment. The Judiciary of Guam does not tolerate any form of discrimination based on the following eight (8) protected classes: age, color, disability, genetic information, national origin, race, religion, or sex.

The Judiciary of Guam is cognizant of its responsibility as an Equal Opportunity Employer and strives to attain a workforce that is reflective of the community we serve. The Judiciary of Guam maintains a zero tolerance policy as set forth in the Discrimination & Harassment Prevention Policy and utilizes the in-house Equal Employment Opportunity (EEO) Policy & Discrimination Charge Procedure to address EEO concerns or charges.



ROBERT S. CRUZ
Administrator of the Courts, Acting

8/14/17

Date

Grant Title: Swift, Certain, and Fair Sanctions Project
Grant Number: 2016-HO-BX-K004
Project Title: **FY 2016 Swift, Certain, and Fair Sanctions: Project HOPE**
Grantee Name: Judiciary of Guam
Award Amount: \$600,000.00
Start Date: 10/01/16
End Date: 09/30/19
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Cerina Mariano
Telephone No.: (671) 475-3270
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Department of Justice, Bureau of Justice Assistance
Contact Name: Jennifer Lewis
Contact Address: 810 Seventh Street NW, Washington, DC 20531
Telephone No.: (202) 305-8064

Grant Title: DWI Alcohol Education Project
Grant Number: AL 17-01-05JOG
Project Title: **FY 2017 DWI Alcohol Education Project**
Grantee Name: Judiciary of Guam
Award Amount: \$16,700.00
Start Date: 10/01/16
End Date: 09/30/17
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Cerina Mariano
Telephone No.: (671) 475-3270
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Department of Public Works (DPW), Office of Highway Safety
Contact Name: Cecilia Javier
Contact Address: OHS, 542 N. Marine Corps Dr., Tamuning, Guam 96913
Telephone No.: (671) 647-3216

Grant Title: SMART- Adam Walsh Act
Grant Number: 2014-AW-BX-0032
Project Title: **FY 2014 Guam SMART Sex Offender Program**
Grantee Name: Judiciary of Guam
Award Amount: \$304,473.00
Start Date: 10/01/14
End Date: 09/30/17
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Cerina Y. Mariano
Telephone No.: (671) 475-3270
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Department of Justice, Office of Justice Programs, SMART Office

Contact Name: Samantha Opong
Contact Address: 810 7th Street NW, Washington, D.C. 20531
Telephone No.: (202) 514-5231

Grant Title: SMART- Adam Walsh Act
Grant Number: 2015-AW-BX-0023
Project Title: **FY 2015 Guam SMART Sex Offender Registry Program**
Grantee Name: Judiciary of Guam
Award Amount: \$147,604.00
Start Date: 10/01/15
End Date: 09/30/17
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Cerina Y. Mariano
Telephone No.: (671) 475-3270
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Department of Justice, Office of Justice Programs, SMART Office
Contact Name: Samantha Opong
Contact Address: 810 7th Street NW, Washington, D.C. 20531
Telephone No.: (202) 514-5231

Grant Title: DWI Treatment Court
Grant Number: 2016-DC-BX-0030
Project Title: **FY 2016 DWI Treatment Court**
Grantee Name: Judiciary of Guam
Award Amount: \$349,969.00
Start Date: 10/01/16
End Date: 09/30/19
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Cerina Mariano
Telephone No.: (671) 475-3270
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Department of Justice, Bureau of Justice Assistance
Contact Name: Joyce Gemee
Contact Address: 810 Seventh Street NW, Washington, DC 20531
Telephone No.: (202) 305-8064

Grant Title: 2014 S.T.O.P. Violence Against Women
Grant Number: STOP-2014-WF-AX-0017
Project Title: **STOP VAW 2014 JOG**
Grantee Name: Judiciary of Guam
Award Amount: \$29,442.96
Start Date: July 1, 2014
End Date: June 30, 2017
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910

Contact Person: Cerina Mariano
Telephone No.: (671) 475-3270
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Governor's Community Outreach-Federal Programs Office
Contact Name: Raymond Blas, Administrator
Contact Address: Governor's Community Outreach/Federal Programs Office
Ricardo J. Bordallo Governor's Complex, Adelup, Guam 96910
Telephone No.: (671) 475-9162

Grant Title: 2015 Juvenile Justice Strategic Planning Project
Grant Number: 2015-CZ-BX-0023
Project Title: **Juvenile Justice Strategic Planning Project**
Grantee Name: Judiciary of Guam
Award Amount: \$50,000
Start Date: October 1, 2015
End Date: September 30, 2017
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Cerina Mariano
Telephone No.: (671) 475-3270
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: U.S. Dept. Justice/Office of Justice Programs
Contact Name: Leanetta Jessie, Program Manager
Contact Address: Office of Juvenile Justice & Delinquency Prevention (OJJDP)
810 7th Street NW, Washington DC 20531
Telephone No.: (202) 532-0152

Grant Title: 2015 S.T.O.P. Violence Against Women
Grant Number: STOP-2015-WF-AX-0039
Project Title: **JOG 2015 STOP VAW**
Grantee Name: Judiciary of Guam
Award Amount: \$29,358.14
Start Date: January 1, 2016
End Date: December 30, 2017
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Cerina Mariano
Telephone No.: (671) 475-3270
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Governor's Community Outreach-Federal Programs Office
Contact Name: Raymond Blas, Administrator
Contact Address: Governor's Community Outreach/Federal Programs Office
Ricardo J. Bordallo Governor's Complex, Adelup, Guam 96910
Telephone No.: (671) 475-9162

Grant Title: 2015 SJI WINGS Implementation and Guardianship Training Program
Grant Number: SJI-16-003
Project Title: **SJI WINGS Implementation and Guardianship Training Program**
Grantee Name: Judiciary of Guam
Award Amount: \$11,798
Start Date: January 1, 2016
End Date: January 1, 2018
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Cerina Mariano
Telephone No.: (671) 475-3270
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: State Justice Institute
Contact Name: Jonathan Mattiello, Executive Director
Contact Address: 11951 Freedom Drive, Ste. 1020, Reston, VA 2019
Telephone No.: (571) 313-8843

Grant Title: 2016 Juvenile Justice Community Supervision Implementation Project
Grant Number: 2016-CZ-BX-0004
Project Title: **Juvenile Justice Strategic Planning Project**
Grantee Name: Judiciary of Guam
Award Amount: \$313,654
Start Date: October 1, 2016
End Date: September 30, 2018
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Cerina Mariano
Telephone No.: (671) 475-3270
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: U.S. Dept. Justice/Office of Justice Programs
Contact Name: Leanetta Jessie, Program Manager
Contact Address: Office of Juvenile Justice & Delinquency Prevention (OJJDP)
810 7th Street NW, Washington DC 20531
Telephone No.: (202) 532-0152

Grant Title: Corporation for National & Community Service AmeriCorps Grant
Grant Number: 14AFHGU0010001
Project Title: **FY 2015 AmeriCorps Serve Guam; Justice Corps Program**
Grantee Name: Judiciary of Guam
Award Amount: \$359,704.00
Start Date: 10/01/15
End Date: 09/30/16

Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Cerina Mariano
Telephone No.: (671) 475-3270
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Serve Guam Commission
Contact Name: Doris Aguon
Contact Address: 2nd Floor, Suite 205, GCIC Building Hagatna Guam 96910
Telephone No.: (671) 300-4599

Grant Title: Edward Byrne Memorial Justice Assistance Grant
Grant Number: 2015-MU-BX-1031
Project Title: **FY 2015 Guam Correctional & Rehabilitative Program**
Grantee Name: Judiciary of Guam
Award Amount: \$74,999.00
Start Date: 03/10/17
End Date: 09/30/18
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Cerina Mariano
Telephone No.: (671) 475-3270
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Bureau of Statistics and Plans
Contact Name: Millie Erguiza
Contact Address: P.O. Box 2950, Hagatna, Guam 96932
Telephone No.: (671) 475-9674

Grant Title: Adult Drug Court Discretionary Grant Program
Grant Number: 2014-VV-BX-0017
Project Title: **FY 2014 Guam Veterans Treatment Court Program**
Grantee Name: Judiciary of Guam
Award Amount: \$350,000
Start Date: 10/1/2014
End Date: 9/30/2017
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Cerina Mariano
Telephone No.: (671) 475-3270
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Department of Justice, Office of Justice Programs, Bureau of Justice Assistance
Contact Name: Gemee Joyce
Contact Address: 810 Seventh Street NW, Washington, DC 20531
Telephone No.: (202) 514-6134

Grant Title: Second Chance Act Two-Phase Adult Reentry Demonstration Program: Planning and Implementation FY 2015 Competitive Grant
Grant Number: 2015-CZ-BX-0027
Project Title: **Guam Adult Reentry Court Program**
Grantee Name: Judiciary of Guam
Award Amount: \$251,332
Start Date: 10/1/2015
End Date: 9/30/2018
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Cerina Mariano
Telephone No.: (671) 475-3270
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Department of Justice, Office of Justice Programs, Bureau of Justice Assistance
Contact Name: Jennifer Lewis
Contact Address: 810 Seventh Street NW, Washington, DC 20531
Telephone No.: (202) 305- 8064

Grant Title: OJJDP FY 2016 Family Drug Court Statewide System Reform
Grant Number: 2016-DC-BX-K002
Project Title: **FY 2017 Guam Family Drug Court Project**
Grantee Name: Judiciary of Guam
Award Amount: \$213,531
Start Date: 10/1/2016
End Date: 9/30/2018
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Cerina Mariano
Telephone No.: (671) 475-3270
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Department of Justice, Office of Justice Programs, Office of Juvenile Justice and Delinquency Prevention
Contact Name: Angela Parker
Contact Address: 810 Seventh Street NW, Washington, DC 20531
Telephone No.: (202) 353-9252

Grant Title: National Criminal History Improvement Project
Grant Number: 2015-RU-BX-K038
Project Title: **FY 2015 Guam Criminal History Improvement Project**
Grantee Name: Judiciary of Guam
Award Amount: \$164,876
Start Date: 10/01/15
End Date: 08/31/17

Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Cerina Mariano
Telephone No.: (671) 475-3270
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Department of Justice, Office of Justice Programs – Bureau of Justice
Contact Name: Terrance Q. Ealey
Contact Address: U.S. Department of Justice 810 7th Street N.W. Washington, D.C. 20531
Telephone No.: (202) 616-5299

Grant Title: Edward Byrne Memorial Justice Assistance Grant
Grant Number: 2013-MU-BX-0045
Project Title: **FY 2013 Police Records Management Information Systems**
Grantee Name: Judiciary of Guam
Award Amount: \$380,000
Start Date: 06/29/15
End Date: 09/30/17
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Cerina Mariano
Telephone No.: (671) 475-3270
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Bureau of Statistics and Plans
Contact Name: Lola Leon Guerrero
Contact Address: P.O. Box 2950, Hagatna, Guam 96932
Telephone No.: (671) 475-9675

Grant Title: Edward Byrne Memorial Justice Assistance Grant
Grant Number: 2013-MU-BX-0045
Project Title: **FY 2013 Criminal Justice Systems Improvement**
Grantee Name: Judiciary of Guam
Award Amount: \$89,583
Start Date: 06/29/15
End Date: 09/30/17
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Cerina Mariano
Telephone No.: (671) 475-3270
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Bureau of Statistics and Plans
Contact Name: Lola Leon Guerrero
Contact Address: P.O. Box 2950, Hagatna, Guam 96932
Telephone No.: (671) 475-9675

Grant Title: Edward Byrne Memorial Justice Assistance Grant
Grant Number: 2014-MU-BX-1133
Project Title: **FY 2014 Criminal Justice Information Systems**
Grantee Name: Judiciary of Guam
Award Amount: \$242,132
Start Date: 08/03/15
End Date: 09/30/17
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Cerina Mariano
Telephone No.: 671-475-3270
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Bureau of Statistics and Plans
Contact Name: Lola Leon Guerrero
Contact Address: P.O. Box 2950, Hagatna, Guam 96932
Telephone No.: (671) 475-9675

Step 4b: Narrative Underutilization Analysis

Guam is an island in the Western Pacific Ocean and is one of the five United States territories. With two military bases, Guam's strategic location where east meets west, makes it an international melting pot of cultures and ethnicities. This brings about a diverse community with multiple ethnic origins.

The Judiciary of Guam (JOG) is the third branch of government and currently employs approximately 416 employees. The JOG's Equal Employment Opportunity Office conducted a comparative analysis of its workforce against the community workforce of Guam and highlights the following:

1. Guam's diversity in cultures is reflected in the mixed/multiple ethnicities of our workforce with mostly a positive representation in the "Pacific Islander & Asian" and "Pacific Islander & White" categories.
2. Guam's geographic location within the Pacific region supports the high representation numbers in the Pacific Islander categories.
3. The Judiciary workforce, as of June 2017, was comprised of 221 male employees and 195 female employees. The most significant underutilization for females was in the Service/Maintenance job category at -34% and for the males was -26% in the Officials/Administrators job category.
4. Although the "Protective Services: Sworn" job category is predominantly known to attract more male applicants, the Judiciary had a positive female utilization of 21% in 2015 and 23% in 2016 & 2017.
5. The White category and Asian category for males are under-represented in almost all of the job categories except for "Protective Services: Non-sworn."
6. Given the small numbers of employees in the job categories of Protective Services: Non-sworn, Skilled Craft, and Service/Maintenance, it is difficult to interpret the level of underutilization as significant in relation to Guam's community workforce statistics.

Step 5 & 6: Objectives and Steps

The Judiciary of Guam remains committed to achieving a workforce that is more representative of the community we serve and will strive to achieve this by:

1. Enhancing our outreach efforts with events such as Law Week, Mock Trial, Court Tours, Constitution Day, and Career Day.
2. Encouraging careers in the Criminal Justice field by continuing our commitment to the various programs at the High School and College level such as Judicial Internships.

3. Continuing to broaden our pool of qualified applicants in the under-represented categories by posting our Job Announcements on the Judiciary of Guam website, www.guamcourts.org.
4. Continuing our dissemination of job announcements to the different local, federal, and labor agencies.
5. Continuing to monitor our recruitment and retention practices with effective resources such as the Utilization Analysis.

Step 7a: Internal Dissemination

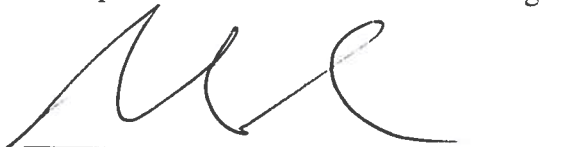
1. Upon approval by the U.S. Department of Justice - Office for Civil Rights, the EEOP Utilization Report will be posted on the Judiciary of Guam's intranet site, an in-house electronic communication network.
2. The EEOP Utilization Report will be emailed to all employees.
3. A copy of the EEOP Utilization Report will be displayed on the Human Resources Bulletin Board.
4. A copy of the EEOP Utilization Report will be available at the EEO Office and may be obtained upon request.

Step 7b: External Dissemination

1. The bi-annual EEOP Utilization Report will be submitted to the U.S. Department of Justice - Office for Civil Rights for approval and a copy will be forwarded to the Guam Bureau of Statistics and Plans.
2. Upon approval by the Office for Civil Rights, the EEOP Utilization Report will be posted on the Judiciary of Guam's website.
3. Applicants will be informed via job announcements that they may obtain a copy of the EEOP Utilization Report from the EEO Office upon request.
4. A copy of the EEOP Utilization Report will be provided to the Guam Law Library.
5. A copy of the EEOP Utilization Report will be available at the EEO Office and may be obtained upon request.

I understand the regulatory obligation under 28 C.F.R. § 42.301-.308 to collect and maintain extensive employment data by race, national origin, and sex, even though our organization may not use all of this data in completing the EEOP Utilization Report Short Form.

I have reviewed the foregoing EEOP Utilization Report Short Form and certify the accuracy of the reported workforce data and our organization's employment policies.



ROBERT S. CRUZ
Administrator of the Courts, Acting

8/14/17
Date