1.) The information contained in these charts may be appropriately used to plan recruitment outreach strategies, assess whether or not to extend an active recruitment or identify additional outreach strategies, and to review completed recruitments to determine which outreach strategies were most successful. This information cannot be used to form the basis of any employment decision, including hiring decisions.

2.) For each WSU Job Group, this chart displays whether or not WSU needs to undertake additional action to support its equitable outreach, recruitment, and retention goals for women, people of color, and individuals with disabilities.

3.) Utilization goals are assigned using the 80% with Whole Person Rule. The ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of to reach that percentage is at least one person.

| Job Group: 10 Central Administration | Females | NO |
| Minor | Minority Total | YES |
| Afr Am | YES |
| Hispanic | NO |
| Asian | NO |
| Am Ind | NO |
| Pac Isl | NO |
| Two + | NO |
| Disability | YES |

<p>| Job Group: 11 Administration I | Females | NO |
| Minority Total | YES |
| Afr Am | YES |
| Hispanic | NO |
| Asian | NO |
| Am Ind | NO |
| Pac Isl | NO |
| Two + | YES |</p>
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<p>| Job Group: 54 Other Technicians | Females | NO  |</p>
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Job Group: 76  Oth Svc/Maint Workers