



U.S. Department of Justice

Office of Justice Programs

Office for Civil Rights

Washington, D.C. 20531

February 8, 2022

Dawn R.S. Blas
EEO Officer
Judiciary of Guam
120 West O'Brien Drive
Hagatna, GU 96910

Re: Equal Employment Opportunity Plan (EEOP) Utilization Report for Judiciary of Guam, 22-OCR-0280

Dear Ms. Blas,

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



EQUAL EMPLOYMENT OPPORTUNITY PLAN UTILIZATION REPORT



2021

EEOP

UTILIZATION REPORT

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



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) 477-3184



HON. F. PHILIP CARBULLIDO
CHIEF JUSTICE

HON. ALBERTO C. LAMORENA III
PRESIDING JUDGE
KRISTINA L. BAIRD
ADMINISTRATOR OF THE COURTS

October 1, 2021

Attn: EEOP 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

Hafa adai! 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 July 1, 2019 to June 30, 2021.

Should you have questions or concerns, please do not hesitate to contact Mary Grace Lapid Rosadino, Acting Administrator of Court Programs, at mrosadino@guamcourts.org or Ms. Dawn R.S. Blas, EEO Officer/Judicial Educator, at dblas@guamcourts.org or 671-475-3191. *Si Yu'os Ma'ase!*

Senseramente,

KRISTINA L. BAIRD

cc: Court Programs Office
EEO Office

CERTIFICATION FORM

Compliance with the Equal Employment Opportunity Plan (EEO) 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, GU 96910	
Is agency a: <input checked="" type="checkbox"/> Direct or <input checked="" 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) 980061613
Name and Title of Contact Person: Dawn R.S. Blas, EEO Officer/Judicial Educator	
Telephone Number: 671-475-3191	E-Mail Address: dblas@guamcourts.org

Section A—Declaration Claiming Complete Exemption from the EEO 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 EEO 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
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Section B—Declaration Claiming Exemption from the EEO Submission Requirement and Certifying That an EEO 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 EEO 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 EEO 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 EEO 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 EEO is on file at the following office:

[organization],

[address].

Print or Type Name and Title	Signature	Date
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Section C—Declaration Stating that an EEO 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 EEO Short Form to the OCR for review.

I, Kristina L. Baird [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 EEO in accordance with 28 CFR pt. 42, subpt. E, and sent it for review on _____ [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

<u>Kristina L. Baird</u> Print or Type Name and Title	<u>Kristina L. Baird</u> Signature	<u>10/15/2021</u> Date
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**Judiciary of Guam
EEOP Utilization Report**

Step 1: Introductory Information


Grant Title:	FY 2020 Juvenile Drug Treatment Court Program
Grant Number:	2020-DC-BX-0032
Project Title:	FY 2020 OJJDP Juvenile Drug Treatment Court Enhancement Project
Grantee Name:	Judiciary of Guam
Award Amount:	\$600,000.00
Start Date:	October 1, 2020
End Date:	September 30, 2024
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Mary Grace Lapid Rosadino
Telephone No.:	(671) 475-3115
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	Department of Justice, Bureau of Justice Assistance
Contact Name:	Leannetta Jessie
Contact Address:	810 Seventh Street NW, Washington, DC 20531
Telephone No.:	(202) 532-0152


**Date and effective duration
of EEOP Utilization Report:** **July 1, 2019 through June 30, 2021**

Policy Statement:

The Judiciary of Guam is an equal employment opportunity (EEO) employer. It is the policy of the Judiciary to afford equal employment opportunities to employees, applicants, volunteers and interns without regard to race, color, national origin, age, religion, disability, genetic information, pregnancy, sex (including gender identity or expression), sexual orientation, ancestry, honorably discharged veteran or military status, or any other protected classification under federal or Guam law.

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 is also committed to maintaining a work environment that is free of unlawful discrimination and harassment. Any EEO complaints or concerns that may arise will be addressed utilizing our in-house EEO Policy & Procedure.


KRISTINA L. BAIRD, Administrator of the Courts


Date

Grant Title: Sex Offender Sentencing, Monitoring, Apprehending, Registering, and Tracking Office
Grant Number: 2020-AW-BX-0056
Project Title: **FY 2020 Guam Sex Offender Registry Project**
Grantee Name: Judiciary of Guam
Award Amount: \$399,312
Start Date: October 1, 2020
End Date: September 30, 2023
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Mary Grace Lapid Rosadino
Telephone No.: (671) 475-3115
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 Seventh Street NW, Washington, DC 20531
Telephone No.: (202) 514-5231

Grant Title: FY20 Innovations in Supervision Initiative: Building Capacity to Create Safer Communities
Grant Number: 2020-SM-BX-0006
Project Title: **Guam Adult Probation Reform Initiative**
Grantee Name: Judiciary of Guam
Award Amount: \$263,341
Start Date: October 1, 2020
End Date: September 30, 2023
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Mary Grace Lapid Rosadino
Telephone No.: (671) 475-3115
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Department of Justice (DOJ) - Bureau of Justice Assistance (BJA)
Contact Name: Tracey Willis
Contact Address: 810 7th Street, NW Washington, DC 20531
Telephone No.: (202) 305-1766

Grant Title: FY 2019 Adult Drug Court Discretionary Grant Program
Grant Number: 2019-DC-BX-0028
Project Title: **FY 2019 DWI Treatment Court Enhancement Project**
Grantee Name: Judiciary of Guam
Award Amount: \$499,775.00
Start Date: October 1, 2019
End Date: September 30, 2022
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Mary Grace Lapid Rosadino
Telephone No.: (671) 475-3115
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910

State Granting Agency: Department of Justice, Bureau of Justice Assistance
Contact Name: Kerri Vitalo-Logan
Contact Address: 810 Seventh Street NW, Washington, DC 20531
Telephone No.: (202) 353-9074

Grant Title: 2018 S.T.O.P. Violence Against Women
Grant Number: STOP-2018-WF-AX-0027
Project Title: **JOG 2018 STOP VAW**
Grantee Name: Judiciary of Guam
Award Amount: \$29,744.00
Start Date: April 1, 2020
End Date: June 30, 2022
Grantee Type: Government agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Mary Grace Lapid Rosadino
Telephone No.: (671) 475-3115
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Governor's Community Outreach-Federal Programs Office
Contact Name: Jayne Flores, Administrator
Contact Address: Governor's Community Outreach/Federal Programs Office
Telephone No.: (671) 475-9162

Grant Title: 2019 S.T.O.P. Violence Against Women
Grant Number: STOP-2019-WF-AX-0026
Project Title: **JOG 2019 STOP VAW**
Grantee Name: Judiciary of Guam
Award Amount: \$29,740.00
Start Date: December 18, 2020
End Date: June 30, 2022
Grantee Type: Government agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Mary Grace Lapid Rosadino
Telephone No.: (671) 475-3115
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Governor's Community Outreach-Federal Programs Office
Contact Name: Jayne Flores, Administrator
Contact Address: Governor's Community Outreach/Federal Programs Office
Telephone No.: (671) 475-9162

Grant Title: 2020 S.T.O.P. Violence Against Women
Grant Number: STOP-2020-WF-AX-0014
Project Title: **JOG 2020 STOP VAW**
Grantee Name: Judiciary of Guam
Award Amount: \$29,715.00
Start Date: June 1, 2021
End Date: June 30, 2022
Grantee Type: Government agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910

Contact Person: Mary Grace Lapid Rosadino
Telephone No.: (671) 475-3115
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Governor's Community Outreach-Federal Programs Office
Contact Name: Jayne Flores, Administrator
Contact Address: Governor's Community Outreach/Federal Programs Office
Telephone No.: (671) 475-9162

Grant Title: FY 2016 Adult Drug Court Discretionary Grant Program: Implementation
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: October 1, 2016
End Date: September 30, 2022
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Mary Grace Lapid Rosadino
Telephone No.: (671) 475-3115
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Department of Justice, Bureau of Justice Assistance
Contact Name: Kerri Vitalo-Logan
Contact Address: 810 Seventh Street NW, Washington, DC 20531
Telephone No.: (202) 353-9074

Grant Title: Fiscal Year 2017 Edward Byrne Memorial Justice Assistance Grants (JAG)
Grant Number: 2017-MU-BX-0656
Project Title: **FY 2017 Edward Byrne JAG – Criminal Justice Records Improvement Project**
Grantee Name: Judiciary of Guam
Award Amount: \$132,240.00
Start Date: September 26, 2019
End Date: September 30, 2021
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Mary Grace Lapid Rosadino
Telephone No.: (671) 475-3115
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Bureau of Statistics and Plans
Contact Name: Lola Leon Guerrero / Millie Erguiza
Contact Address: P.O. Box 2950, Hagatna, Guam 96932
Telephone No.: (671) 475-9675

Grant Title: Fiscal Year 2017 Edward Byrne Memorial Justice Assistance Grants (JAG)
Grant Number: 2017-MU-BX-0656
Project Title: **FY 2017 Edward Byrne JAG – Correctional Treatment and Rehabilitation Enhancement for Adult Offender Drug Testing**
Grantee Name: Judiciary of Guam
Award Amount: \$42,512.00

Start Date: August 13, 2019
End Date: September 30, 2021
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Mary Grace Lapid Rosadino
Telephone No.: (671) 475-3115
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Bureau of Statistics and Plans
Contact Name: Lola Leon Guerrero / Millie Erguiza
Contact Address: P.O. Box 2950, Hagatna, Guam 96932
Telephone No.: (671) 475-9675

Grant Title: Fiscal Year 2017 Edward Byrne Memorial Justice Assistance Grants (JAG)
Grant Number: 2017-MU-BX-0656
Project Title: **FY 2017 Edward Byrne JAG – Correctional Treatment and Rehabilitation Project**
Grantee Name: Judiciary of Guam
Award Amount: \$51,016.00
Start Date: August 13, 2019
End Date: September 30, 2021
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Mary Grace Lapid Rosadino
Telephone No.: (671) 475-3115
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Bureau of Statistics and Plans
Contact Name: Lola Leon Guerrero / Millie Erguiza
Contact Address: P.O. Box 2950, Hagatna, Guam 96932
Telephone No.: (671) 475-9675

Grant Title: Fiscal Year 2018 Edward Byrne Memorial Justice Assistance Grants (JAG)
Grant Number: 2018-MU-BX-0712
Project Title: **FY 2018 Edward Byrne JAG – Criminal Justice Records Improvement Project**
Grantee Name: Judiciary of Guam
Award Amount: \$44,045.00
Start Date: March 12, 2020
End Date: September 30, 2022
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Mary Grace Lapid Rosadino
Telephone No.: (671) 475-3115
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Bureau of Statistics and Plans
Contact Name: Lola Leon Guerrero / Millie Erguiza
Contact Address: P.O. Box 2950, Hagatna, Guam 96932
Telephone No.: (671) 475-9675

Grant Title: Fiscal Year 2018 Edward Byrne Memorial Justice Assistance Grants (JAG)

Grant Number: 2018-MU-BX-0712
Project Title: **FY 2018 Edward Byrne JAG – Automated Fingerprint Identification System Upgrades**
Grantee Name: Judiciary of Guam
Award Amount: \$168,601.00
Start Date: August 21, 2019
End Date: September 30, 2022
Grantee Type: Government Agency
Address: 120 West O’Brien Drive, Hagatna, Guam 96910
Contact Person: Mary Grace Lapid Rosadino
Telephone No.: (671) 475-3115
Contact Address: 120 West O’Brien Drive, Hagatna, Guam 96910
State Granting Agency: Bureau of Statistics and Plans
Contact Name: Lola Leon Guerrero / Millie Erguiza
Contact Address: P.O. Box 2950, Hagatna, Guam 96932
Telephone No.: (671) 475-9675

Grant Title: Fiscal Year 2019 Edward Byrne Memorial Justice Assistance Grants (JAG)
Grant Number: 2019-MU-BX-0012
Project Title: **FY 2019 Edward Byrne JAG – Criminal Justice Information System**
Grantee Name: Judiciary of Guam
Award Amount: \$58,404.00
Start Date: April 28, 2021
End Date: September 30, 2022
Grantee Type: Government Agency
Address: 120 West O’Brien Drive, Hagatna, Guam 96910
Contact Person: Mary Grace Lapid Rosadino
Telephone No.: (671) 475-3115
Contact Address: 120 West O’Brien Drive, Hagatna, Guam 96910
State Granting Agency: Bureau of Statistics and Plans
Contact Name: Lola Leon Guerrero / Millie Erguiza
Contact Address: P.O. Box 2950, Hagatna, Guam 96932
Telephone No.: (671) 475-9675

Grant Title: Fiscal Year 2019 Edward Byrne Memorial Justice Assistance Grants (JAG)
Grant Number: 2019-MU-BX-0012
Project Title: **FY 2019 Edward Byrne JAG – Correctional Treatment and Rehabilitation Project**
Grantee Name: Judiciary of Guam
Award Amount: \$43,250.00
Start Date: April 24, 2021
End Date: September 30, 2022
Grantee Type: Government Agency
Address: 120 West O’Brien Drive, Hagatna, Guam 96910
Contact Person: Mary Grace Lapid Rosadino
Telephone No.: (671) 475-3115
Contact Address: 120 West O’Brien Drive, Hagatna, Guam 96910
State Granting Agency: Bureau of Statistics and Plans
Contact Name: Lola Leon Guerrero / Millie Erguiza

Contact Address: P.O. Box 2950, Hagatna, Guam 96932
Telephone No.: (671) 475-9675

Grant Title: Fiscal Year 2019 Edward Byrne Memorial Justice Assistance Grants (JAG)
Grant Number: 2019-MU-BX-0012
Project Title: **FY 2019 Edward Byrne JAG – Video Conferencing Technology**
Grantee Name: Judiciary of Guam
Award Amount: \$98,342.00
Start Date: August 5, 2021
End Date: September 30, 2022
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Mary Grace Lapid Rosadino
Telephone No.: (671) 475-3115
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Bureau of Statistics and Plans
Contact Name: Lola Leon Guerrero / Millie Erguiza
Contact Address: P.O. Box 2950, Hagatna, Guam 96932
Telephone No.: (671) 475-9675

Grant Title: National Criminal History Improvement Program (NCHIP)
Grant Number: 2018-RU-BX-K024
Project Title: **FY 2018 National Criminal History Improvement Program (NCHIP)**
Grantee Name: Judiciary of Guam
Award Amount: \$803,462.00
Start Date: January 1, 2019
End Date: December 31, 2021
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Mary Grace Lapid Rosadino
Telephone No.: (671) 475-3115
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: DOJ-Bureau of Justice Statistics (BJS)
Contact Name: Terrance Q. Ealey
Contact Address: 810 7th Street, NW Washington, DC 20531
Telephone No.: (202) 616-5299

Grant Title: National Criminal History Improvement Program (NCHIP)
Grant Number: 2019-RU-BX-K023
Project Title: **FY 2019 National Criminal History Improvement Program (NCHIP)**
Grantee Name: Judiciary of Guam
Award Amount: \$675,656.00
Start Date: January 1, 2020
End Date: December 31, 2021
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Mary Grace Lapid Rosadino
Telephone No.: (671) 475-3115

Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: DOJ-Bureau of Justice Statistics (BJS)
Contact Name: Terrance Q. Ealey
Contact Address: 810 7th Street, NW Washington, DC 20531
Telephone No.: (202) 616-5299

Grant Title: National Criminal History Improvement Program (NCHIP)
Grant Number: 2020-RU-BX-K029
Project Title: **FY 2020 National Criminal History Improvement Program (NCHIP)**
Grantee Name: Judiciary of Guam
Award Amount: \$537,622.00
Start Date: January 1, 2020
End Date: December 31, 2021
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Mary Grace Lapid Rosadino
Telephone No.: (671) 475-3115
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: DOJ-Bureau of Justice Statistics (BJS)
Contact Name: Terrance Q. Ealey
Contact Address: 810 7th Street, NW Washington, DC 20531
Telephone No.: (202) 616-5299

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 (the Guam Immediate Violation Enforcement [GIVE] Program)**
Grantee Name: Judiciary of Guam
Award Amount: \$600,000.00
Start Date: October 1, 2016
End Date: September 30, 2022
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Mary Grace Lapid Rosadino
Telephone No.: (671) 475-3115
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: Improving Reentry for Adults with Co-occurring Substance Abuse and Mental Illness
Grant Number: 2018-RW-BX-0013
Project Title: **FY 2018 BJA Guam Adult Reentry Court Program Enhancement**
Grantee Name: Judiciary of Guam
Award Amount: \$736,289.00
Start Date: October 1, 2019
End Date: September 30, 2021

Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Mary Grace Lapid Rosadino
Telephone No.: (671) 475-3115
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Department of Justice (DOJ) - Bureau of Justice Assistance (BJA)
Contact Name: Jennifer Lewis
Contact Address: 810 7th Street, NW Washington, DC 20531
Telephone No.: (202) 305-8064

Grant Title: Adult Drug Court Discretionary Grant Program
Grant Number: 2018-VC-BX-0027
Project Title: **FY 2018 VTC Enhancement Project**
Grantee Name: Judiciary of Guam
Award Amount: \$532,598.00
Start Date: January 1, 2019
End Date: December 31, 2022
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Mary Grace Lapid Rosadino
Telephone No.: (671) 475-3115
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Department of Justice (DOJ) - Bureau of Justice Assistance (BJA)
Contact Name: Kerri Vitalo-Logan
Contact Address: 810 7th Street, NW Washington, DC 20531
Telephone No.: (202) 353-9074

Grant Title: OJJDP FY 2016 Second Chance Act Smart on Juvenile Justice: Community Supervision Implementation
Grant Number: 2016-CZ-BX-0004
Project Title: **FY 2016 OJJDP Smart on Juvenile Justice Community Supervision Implementation**
Grantee Name: Judiciary of Guam
Award Amount: \$313,654.00
Start Date: October 1, 2016
End Date: September 30, 2021
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Mary Grace Lapid Rosadino
Telephone No.: (671) 475-3115
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Department of Justice - Office of Juvenile Justice and Delinquency Prevention (OJJDP)
Contact Name: Leanetta Jessie
Contact Address: 810 7th Street, NW Washington, DC 20531
Telephone No.: (202) 598-1160

Grant Title: Grants to Expand Substance Abuse Treatment Capacity in Adult and Family Treatment Drug Courts

Grant Number: Year 1 (July 2020-July 2021): 1H79TI082971-01 | Year 2 (July 2021 - July 2022): 5H79TI082971-02
Project Title: **FY 2020 SAMHSA Adult Drug Court Enhancement Project**
Grantee Name: Judiciary of Guam
Award Amount: Year 1: \$398,228.00 | Year 2: \$399,938.00 | Year 3: \$399,938.00 | Year 4: \$399,938.00 | Year 5: \$399,938.00
Start Date: July 30, 2020
End Date: July 29, 2025
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Mary Grace Lapid Rosadino
Telephone No.: (671) 475-3115
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Department of Health and Human Services - Substance Abuse and Mental Health Services Administration
Contact Name: Lloyd Roberts
Contact Address: 5600 Fishers Lane Rockville, MD 20857
Telephone No.: (240) 276-0435

Grant Title: SAMHSA Treatment Drug Courts
Grant Number: Year 1 (FY18): 1H79TI080133-01 | Year 2 (FY19): 5H79TI080133-02 | Year 3 (FY20): 5H79TI080133-03 | NCE (FY21): 6H79TI080133-03M002
Project Title: **FY 2017 SAMHSA Adult Drug Court Enhancement Project**
Grantee Name: Judiciary of Guam
Award Amount: \$499,212.00 Total ~ Year 1 (FY18): \$163,468.00 | Year 2 (FY19): \$170,633.00 | Year 3 & NCE (FY20 and FY21): \$165,111.00
Start Date: September 30, 2017
End Date: September 29, 2021
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Mary Grace Lapid Rosadino
Telephone No.: (671) 475-3115
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: U.S. Department of Health and Human Services, Substance Abuse and Mental Health Services Administration (SAMHSA), Center for Substance Abuse Treatment
Contact Name: Andrea King
Contact Address: 5600 Fishers Lane Rockville, MD 20857
Telephone No.: (240) 276-2245

Grant Title: Grants to Expand Substance Abuse Treatment Capacity in Family Treatment Drug Courts
Grant Number: Year 1: 1H79TI080836-01
Project Title: **FY 2018 SAMHSA Family Drug Court Program**
Grantee Name: Judiciary of Guam
Award Amount: Year 1 (FY19): \$362,375.00 | Year 2 (FY20): \$361,956.00 | Year 3 (FY21): \$369,983.00 | Year 4 (FY22): \$369,849.00 | Year 5 (FY23): \$378,060.00
Start Date: September 30, 2018
End Date: September 29, 2023
Grantee Type: Government Agency

Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Mary Grace Lapid Rosadino
Telephone No.: (671) 475-3115
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Department of Health and Human Services - Substance Abuse and Mental Health Services Administration
Contact Name: Lloyd Roberts
Contact Address: 5600 Fishers Lane Rockville, MD 20857
Telephone No.: (240) 276-0435

Grant Title: Repair, Restoration or Renovation of Historic Buildings and Structures
Project Title: **Guam Historic Courthouse Restoration Planning Project**
Grantee Name: Judiciary of Guam
Award Amount: \$50,000
Start Date: November 15, 2019
End Date: December 30, 2021
Grantee Type: Government Agency
Address: 120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person: Mary Grace Lapid Rosadino
Telephone No.: (671) 475-3115
Contact Address: 120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency: Guam Preservation Trust
Contact Name: Joseph Quinata
Contact Address: 167 Padre Palomo Street, Hagatna, Guam 96910
Telephone No.: (671) 472-9439/40

Grant Title: National Highway Traffic Safety Administration's Fixing America's Surface Transportation (FAST ACT)
Grant Number: AL-20-01-05JOG
Project Title: **FY 2020 DWI Alcohol Education Project**
Grantee Name: Judiciary of Guam
Award Amount: \$10,100
Start Date: ~~October 1, 2020~~
End Date: September 30, 2021
Grantee Type: Government agency
Address: 120 West O'Brien Drive Hagatna, Guam 96910
Contact Person: Mary Grace Lapid Rosadino
Telephone No.: (671) 475-3115
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: National Highway Traffic Safety Administration's Fixing America's Surface Transportation (FAST ACT)
Grant Number: AL-21-01-05JOG
Project Title: **FY 2021 DWI Alcohol Education Project**

Grantee Name: Judiciary of Guam
Award Amount: \$10,522
Start Date: October 1, 2020
End Date: September 30, 2021
Grantee Type: Government agency
Address: 120 West O'Brien Drive Hagatna, Guam 96910
Contact Person: Mary Grace Lapid Rosadino
Telephone No.: (671) 475-3115
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

STEP 2: AGENCY'S WORKFORCE

2019 Judiciary of Guam Workforce Numbers and Percentage

	Total	MALE						FEMALE									
		Total Male	Hispanic	White	Black	Asian ¹	Pacific Islander ²	Other NHOpI ³	Other	Total Female	Hispanic	White	Black	Asian ¹	Pacific Islander ²	Other NHOpI ³	Other
Officials/Administrators	#	24	7	0	1	0	0	0	0	3	17	0	2	0	4	0	4
	%			0%	4%	0%	0%	0%	0%	13%	71%	0%	8%	17%	29%	0%	17%
Professionals	#	102	32	0	4	0	3	0	0	11	70	0	3	8	36	0	22
	%			0%	4%	0%	3%	0%	0%	11%	68%	0%	3%	8%	35%	0%	22%
Technicians	#	86	37	0	0	0	5	0	0	12	49	0	0	7	31	0	11
	%			0%	0%	0%	6%	0%	0%	14%	57%	0%	0%	8%	36%	0%	13%
Protective Services: Sworn	#	124	88	0	0	0	11	0	0	28	36	0	0	4	20	0	12
	%			0%	0%	0%	9%	0%	0%	23%	29%	0%	0%	3%	16%	0%	10%
Protective Services: Non-sworn	#	13	8	0	0	0	0	0	0	0	5	0	0	1	4	0	0
	%			0%	0%	0%	0%	0%	0%	0%	38%	0%	0%	8%	31%	0%	0%
Administrative Support	#	27	8	0	0	0	0	0	0	1	19	0	0	1	14	0	4
	%			0%	0%	0%	0%	0%	0%	4%	70%	0%	0%	4%	52%	0%	15%
Skilled Craft	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%			0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Service/Maintenance	#	15	14	0	0	0	2	0	0	3	1	0	0	1	0	0	0
	%			0%	0%	0%	13%	0%	0%	20%	7%	0%	0%	7%	0%	0%	0%
Unemployed	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%			0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Not in Universe/Labor Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%			0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
		392	195								197						

¹ Asian, Chinese, Filipino, Japanese, Korean, Vietnamese, Other Asian, Chinese excludes Taiwanese, Japanese excludes Okinawan

² Pacific Islander: Chamorro, Palauan, Marshalese, Kosraean, Pohnpeian, Chuukese, Yapese

³ Other Native Hawaiian and Other Pacific Islander (Other NHOpI)

Percentage Calculation: Ethnicity / Total for each Job Category

Source: 2010 Census of Population and Housing: Guam PUMS

2020 Judiciary of Guam Workforce Numbers and Percentage

	Total		MALE						FEMALE									
	#	%	Total Male	Hispanic	White	Black	Asian1	Pacific Islander2	Other NHOP13	Other	Total Female	Hispanic	White	Black	Asian1	Pacific Islander2	Other NHOP13	Other
Officials/Administrators	22		7	0	0	0	0	0	0	4	15	0	1	0	4	7	0	3
	%			0%	0%	0%	0%	0%	18%			0%	5%	0%	18%	32%	0%	14%
Professionals	103		29	0	6	0	2	0	13	8	74	0	8	1	7	36	0	22
	%			0%	6%	0%	2%	0%	13%	8%		0%	8%	1%	7%	35%	0%	21%
Technicians	88		37	0	1	0	5	0	19	12	51	0	0	0	7	34	0	10
	%			0%	1%	0%	6%	0%	22%	14%		0%	0%	0%	8%	39%	0%	11%
Protective Services: Sworn	134		98	0	0	0	17	0	53	28	36	0	0	0	5	20	0	11
	%			0%	0%	0%	13%	0%	40%	21%		0%	0%	0%	4%	15%	0%	8%
Protective Services: Non-sworn	10		3	0	0	0	0	0	3	0	7	0	0	0	1	6	0	0
	%			0%	0%	0%	0%	0%	30%	0%		0%	0%	0%	10%	60%	0%	0%
Administrative Support	32		8	0	0	0	0	0	5	3	24	0	0	0	0	19	0	5
	%			0%	0%	0%	0%	0%	16%	9%		0%	0%	0%	0%	59%	0%	16%
Skilled Craft	1		1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%			0%	0%	0%	0%	0%	100%	0%		0%	0%	0%	0%	0%	0%	0%
Service/Maintenance	15		14	0	0	0	1	0	10	3	1	0	0	0	1	0	0	0
	%			0%	0%	0%	7%	0%	67%	20%		0%	0%	0%	7%	0%	0%	0%
Unemployed	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%			0%	0%	0%	0%	0%	0%	0%		0%	0%	0%	0%	0%	0%	0%
Not in Universe/Labor Force	0		0								0							
	%																	

405

208

¹ Asian: Chinese, Filipino, Japanese, Korean, Vietnamese, Other Asian, Chinese excludes Taiwanese, Japanese excludes Okinawan

² Pacific Islander: Chamorro, Palauan, Marshallese, Kosraean, Pohnapean, Ponapean, Chuukese, Yapese

³ Other Native Hawaiian and Other Pacific Islander (Other NHOP1)

Percentage Calculation: Ethnicity / Total for each Job Category

Source: 2010 Census of Population and Housing, Guam PUMS

2021 Judiciary of Guam Workforce Numbers and Percentage

	Total	MALE						FEMALE									
		Total Male	Hispanic	White	Black	Asian ¹	Pacific Islander ²	Other NHOP ³	Other	Total Female	Hispanic	White	Black	Asian ¹	Pacific Islander ²	Other NHOP ³	Other
Officials/Administrators	#	24	9	0	1	0	0	0	4	15	0	1	0	4	7	0	3
	%			0%	4%	0%	0%	17%	17%	0%	4%	0%	17%	29%	0%	0%	13%
Professionals	#	104	27	0	5	0	2	13	7	77	0	8	1	8	38	0	22
	%			0%	5%	0%	2%	13%	7%	0%	8%	1%	8%	37%	0%	0%	21%
Technicians	#	87	35	0	1	0	6	17	11	52	0	0	0	7	35	0	10
	%			0%	1%	0%	7%	20%	13%	0%	0%	0%	0%	8%	40%	0%	11%
Protective Services: Sworn	#	133	98	0	0	0	16	53	29	35	0	0	0	5	20	0	10
	%			0%	0%	0%	12%	40%	22%	0%	0%	0%	0%	4%	15%	0%	8%
Protective Services: Non-sworn	#	11	4	0	0	0	0	4	0	7	0	0	0	1	5	0	1
	%			0%	0%	0%	0%	36%	0%	0%	0%	0%	0%	9%	45%	0%	9%
Administrative Support	#	31	9	0	0	0	0	7	0	22	0	0	0	0	15	0	7
	%			0%	0%	0%	0%	23%	0%	0%	0%	0%	0%	0%	48%	0%	23%
Skilled Craft	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%			0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Service/Maintenance	#	16	15	0	0	0	1	11	3	1	0	0	0	1	0	0	0
	%			0%	0%	0%	6%	69%	19%	0%	0%	0%	6%	0%	0%	0%	0%
Unemployed	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%			0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
		406	197							209							

¹ Asian: Chinese, Filipino, Japanese, Korean, Vietnamese, Other Asian, Chinese excludes Taiwanese, Japanese excludes Okinawan

² Pacific Islander: Chamorro, Palauan, Marshallese, Kosraean, Ponapean, Chuukese, Yapese

³ Other Native Hawaiian and Other Pacific Islander (Other NHOP)

Percentage Calculation: Ethnicity / Total for each Job Category

Source: 2010 Census of Population and Housing: Guam PUMS

STEP 3: COMMUNITY LABOR STATISTICS

Community Workforce Number and Percentage: 2010 Census

JOB Category	Total		MALE							FEMALE								
	#	%	Total Male	Hispanic	White	Black	Asian ¹	Pacific Islander ²	Other NHOP ³	Other	Total Female	Hispanic	White	Black	Asian ¹	Pacific Islander ²	Other NHOP ³	Other
Officials/Administrators	8,150	100%	4,860	60	850	60	2,030	1,780	60	40	3,290	20	290	20	1,160	1,710	70	20
Professionals	10,590	100%	4,630	100	1,140	30	1,700	1,590	20	20	5,960	80	850	60	2,430	2,460	60	20
Technicians	1,590	100%	1,090	20	250	50	340	400	10	20	500	20	30	30	270	150	0	0
Protective Services: Sworn	3,140	100%	2,750	20	490	120	510	1,580	10	20	390	10	40	10	40	280	10	0
Protective Services: Non-sworn	180	100%	130	0	0	0	50	80	0	0	50	0	0	0	40	10	0	0
Administrative Support	22,970	100%	7,240	50	410	100	2,800	3,740	90	50	15,730	130	1,110	180	6,040	7,970	250	50
Skilled Craft	11,090	100%	10,580	90	1,170	180	5,340	3,700	70	30	510	10	90	30	160	200	10	10
Service/Maintenance	23,170	100%	12,930	80	620	80	4,600	7,320	200	30	10,240	30	510	80	4,160	5,360	90	10
Unemployed	2,240	100%	970	0	70	10	220	640	30	0	1,270	0	40	0	260	950	20	0
	83,128	100%	45,165	0%	3%	0%	10%	29%	1%	0%	37,943	0%	2%	0%	12%	42%	1%	0%

¹ Asian: Chinese, Filipino, Japanese, Korean, Vietnamese, Other Asian, Chinese excludes Taiwanese, Japanese excludes Okinawan

² Pacific Islander: Chamorro, Palauan, Marshallese, Kosraean, Ponapean, Chuukese, Yapese

³ Other Native Hawaiian and Other Pacific Islander (Other NHOP)

Percentage Calculation: Ethnicity / Total for each Job Category

Source: 2010 Census of Population and Housing, Guam PUMS

STEP 4a: UTILIZATION ANALYSIS

2019 Utilization Analysis

	Total	MALE						FEMALE							
		Total Male	Hispanic	White	Black	Asian1	Other	Total Female	Hispanic	White	Black	Asian1	Pacific Islander	Other NHOP13	Other
Officials/Administrators	%	-30%	-1%	-1%	-6%	-1%	12%	36%	0%	5%	0%	2%	8%	-1%	16%
Professionals	%	-12%	-1%	0%	-7%	0%	11%	12%	-1%	5%	0%	-15%	12%	-1%	21%
Technicians	%	-26%	-1%	-3%	-16%	-3%	13%	26%	-1%	-2%	-2%	-9%	27%	0%	13%
Protective Services: Sworn	%	-17%	-1%	-4%	-16%	-4%	22%	17%	0%	-1%	0%	2%	7%	0%	10%
Protective Services: Non-sworn	%	-11%	0%	0%	0%	0%	0%	11%	0%	0%	0%	-15%	0%	0%	0%
Administrative Support	%	-2%	0%	0%	-2%	0%	3%	2%	0%	-1%	-1%	-23%	17%	-1%	15%
Skilled Craft	%	5%	-1%	-11%	-11%	-2%	0%	-5%	0%	-1%	0%	-1%	-2%	0%	0%
Service/Maintenance	%	36%	0%	0%	-3%	0%	20%	-36%	0%	-2%	0%	-11%	-23%	0%	0%
Unemployed	%	-43%	0%	0%	-3%	0%	0%	-57%	0%	-2%	0%	-12%	-42%	-1%	0%

¹ Asian, Chinese, Filipino, Japanese, Korean, Vietnamese, Other Asian, Chinese excludes Taiwanese, Japanese excludes Okinawan

² Pacific Islander: Chamorro, Palauan, Marshalese, Kosraean, Ponapean, Chuukese, Yapese

³ Other Native Hawaiian and Other Pacific Islander (Other NHOP1)

Percentage Calculation: Community workforce percentage % less Agency workforce percentage % for each job category by ethnic origin

Source: 2010 Census of Population and Housing; Guam PUMS

2020 Utilization Analysis

	Total	MALE										FEMALE									
		Total Male	Hispanic	White	Black	Asian ¹	Pacific Islander	Other NHOP	Other	Total Female	Hispanic	White	Black	Asian ¹	Pacific Islander	Other NHOP	Other				
Officials/Administrators	%	-28%	-1%	-10%	-1%	-25%	-8%	-1%	18%	20%	0%	1%	0%	4%	11%	-1%	13%				
Professionals	%	-16%	-1%	-5%	0%	-14%	-2%	0%	8%	16%	-1%	0%	0%	-16%	12%	-1%	21%				
Technicians	%	-27%	-1%	-15%	-3%	-16%	-4%	-1%	12%	27%	-1%	-2%	-2%	-9%	29%	0%	11%				
Protective Services: Sworn	%	-14%	-1%	-16%	-4%	-4%	-11%	0%	20%	14%	0%	-1%	0%	2%	6%	0%	8%				
Protective Services: Non-sworn	%	-42%	0%	0%	0%	-28%	-14%	0%	0%	42%	0%	0%	0%	-12%	54%	0%	0%				
Administrative Support	%	-7%	0%	-2%	0%	-12%	-1%	0%	9%	7%	-1%	-5%	-1%	-26%	25%	-1%	15%				
Skilled Craft	%	5%	-1%	-11%	-2%	-48%	67%	-1%	0%	-5%	0%	-1%	0%	-1%	-2%	0%	0%				
Service/Maintenance	%	38%	0%	-3%	0%	-13%	35%	-1%	20%	-38%	0%	-2%	0%	-11%	-23%	0%	0%				
Unemployed	%	-43%	0%	-3%	0%	-10%	-29%	-1%	0%	-57%	0%	-2%	0%	-12%	-42%	-1%	0%				

¹ Asian: Chinese, Filipino, Japanese, Korean, Vietnamese, Other Asian, Chinese excludes Taiwanese, Japanese excludes Okinawan

² Pacific Islander: Chamorro, Palauan, Marshallese, Kosraean, Fohnapean, Chuukese, Yapese

³ Other Native Hawaiian and Other Pacific Islander (Other NHOP)

Percentage Calculation: Community workforce percentage % less Agency workforce percentage % for each job category by ethnic origin

Source: 2010 Census of Population and Housing; Guam PUMS

2021 Utilization Analysis

	Total	MALE						FEMALE								
		Total Male	Hispanic	White	Black	Asian ¹	Pacific Islander ²	Other NHOP ³	Other	Total Female	Hispanic	White	Black	Asian ¹	Pacific Islander ²	Other NHOP ³
Officials/Administrators	%	-22%	-1%	-6%	-1%	-25%	-5%	-1%	16%	22%	0%	1%	0%	2%	8%	-1%
Professionals	%	-18%	-1%	-6%	0%	-14%	-3%	0%	7%	18%	-1%	0%	0%	-15%	13%	-1%
Technicians	%	-28%	-1%	-15%	-3%	-14%	-6%	-1%	11%	28%	-1%	-2%	-2%	-9%	31%	0%
Protective Services: Sworn	%	-14%	-1%	-16%	-4%	-4%	-10%	0%	21%	14%	0%	-1%	0%	2%	6%	0%
Protective Services: Non-sworn	%	-36%	0%	0%	0%	-28%	-8%	0%	0%	36%	0%	0%	0%	-13%	40%	0%
Administrative Support	%	-2%	0%	-2%	0%	-12%	6%	0%	6%	2%	-1%	-5%	-1%	-26%	14%	-1%
Skilled Craft	%	-95%	-1%	-11%	-2%	-48%	-33%	-1%	0%	-5%	0%	-1%	0%	-1%	-2%	0%
Services/Maintenance	%	38%	0%	-3%	0%	-14%	37%	-1%	19%	-38%	0%	-2%	0%	-12%	-23%	0%
Unemployed	%	-43%	0%	-3%	0%	-10%	-29%	-1%	0%	-57%	0%	-2%	0%	-12%	-42%	-1%

¹ Asian, Chinese, Filipino, Japanese, Korean, Vietnamese, Other Asian, Chinese excludes Taiwanese, Japanese excludes Okhawan

² Pacific Islander: Chamorro, Palauan, Marshalese, Kosraean, Ponapean, Chuukese, Yapese

³ Other Native Hawaiian and Other Pacific Islander (Other NHOP)

Percentage Calculation: Community workforce percentage % less Agency workforce percentage % for each job category by ethnic origin

Source: 2010 Census of Population and Housing, Guam PUMS

Step 4b: Narrative Underutilization Analysis

Guam is a tropical island in the Western Pacific Ocean and is a Territory of the United States of America. The population of Guam is approximately 168,775. With two major United States 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 labor community with multiple ethnic origins throughout the nine job categories.

The Judiciary of Guam (JOG) is the third branch of the Government of Guam and currently employs approximately 406 employees. The JOG's Equal Employment Opportunity (EEO) Office, with the assistance of the Human Resources and Court Programs Offices' data collection, conducted a comparative analysis of its workforce numbers against the 83,128 community labor statistics of Guam and highlights the following:

1. The Judiciary workforce, as of June 2021, was comprised of 197 male employees and 209 female employees.
2. Guam's geographic location within the Pacific region supports the high representation numbers in the Pacific Islander categories.
3. The most significant underutilization for females was in the Service/Maintenance job category at -38%.
4. The most significant underutilization for males was in the Skilled Craft job category at -95%.
5. 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 labor statistics.
6. Both males and females have a significant underutilization rate in the Asian ethnicities category. Males represent -48% in the "Skilled Craft" job category and Females represents -26% in the "Administrative Support" job category.
7. The Asian and White categories for males are under-represented in almost all of the job categories.
8. Guam's diversity in cultures is reflected in the positive representation of all the job categories in both the female and male census category of "Other".

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. Encouraging careers in the Law Enforcement, Social Work, Criminal Justice, and Legal professions by continuing our commitment to the various programs at the High School and College level such as Judicial Internships.

2. Enhancing our outreach efforts with events such as the Pacific Judicial Council Conferences, Jury Appreciation Week, Mock Trial, Court Tours, Constitution Day, Career Day, and Law Week.
3. Continuing our dissemination of job announcements to the different local, federal, and labor agencies.
4. 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.
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.


KRISTINA L. BAIRD
Administrator of the Courts


Date