

Demographics of OCA Investigations

Objective

What is the demographic composition of the subjects of City Auditor investigations at the allegation stage, case stage, and substantiated outcome stage of the investigation process?

Background

The Audit and Finance Committee requested information regarding the demographic composition of subjects of City Auditor Investigations. To fulfill this request, the Auditor's Office obtained available demographic information from the Human Resources Department for all City of Austin employees, including full-time and temporary employees. The Auditor's Office then used the overall population's composition as a baseline for comparison to the composition of subjects at the major steps in the investigation process.

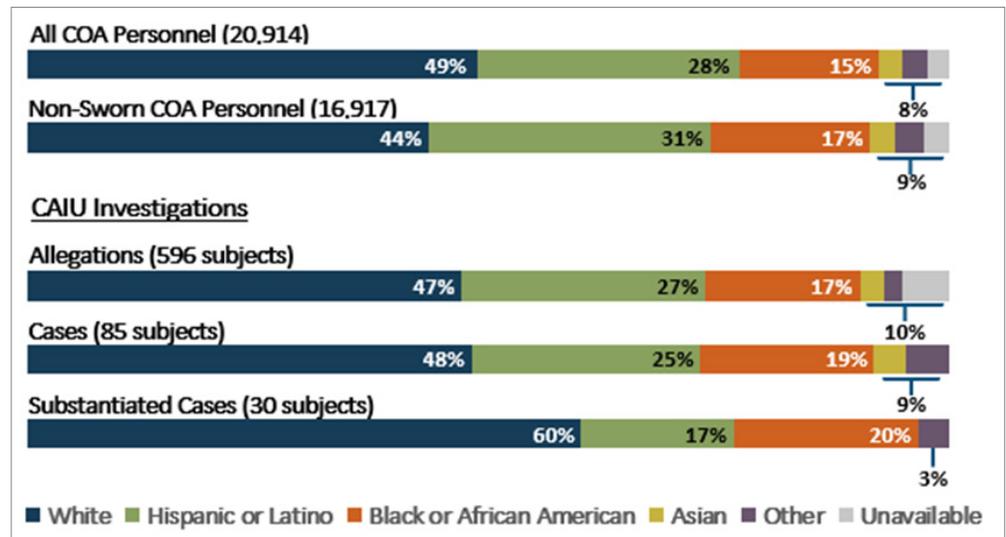
The City Auditor's Integrity Unit (CAIU) records all reports of potential violations it receives as allegations in its case management system. The CAIU then refers allegations that are outside its jurisdiction or that have no basis for further investigation to other City departments or third parties with jurisdiction. When CAIU investigators find a basis to further investigate an allegation, it is transferred into a case and investigated in more detail. When investigators find evidence to conclude it appears a violation of City Code or policy has occurred, the case is deemed substantiated and a report is generated to detail the findings. Cases that are not deemed substantiated are closed or referred to other City departments for review.

What We Found

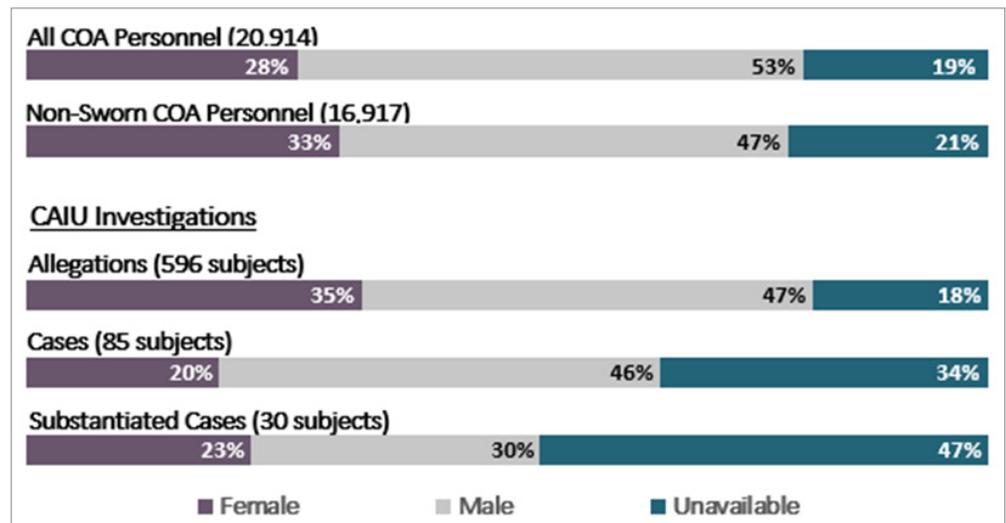
The CAIU received approximately 1,255 allegations between October 2013 and August 2018. Across the 1,255 allegations, 596 subjects were identified.* The racial, ethnic, and gender composition of the 596 subjects is comparable to the composition of the overall employee population in the City of Austin.

Cases were opened for 85 of the 596 subjects and after further review CAIU found 30 of the 85 cases to be substantiated. The demographic composition of these populations was also found to be comparable to the demographic composition of employees in the City of Austin. The charts and tables below show these results in more detail.

Race and Ethnicity



Gender



Unavailable includes those who either chose not to disclose or whose demographic information was blank in the dataset provided by HRD.

Numbers may not equal 100% due to rounding.

*Some allegations did not have associated subjects and others had subjects who were not in the current COA personnel dataset provided by HRD, so their demographic information was not available.

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Summary Tables

Race/Ethnicity	All Personnel	Allegations	Cases	Substantiated
White	10,221 49%	280 47%	41 48%	18 60%
Hispanic or Latino	5,931 28%	158 27%	21 25%	5 17%
Black or African American	3,147 15%	100 17%	16 19%	6 20%
Asian	558 3%	16 3%	3 4%	0 0%
American Indian/Alaska Native	106 1%	6 1%	3 4%	1 3%
Native Hawaiian/Pacific Isl	11 <1%	0 0%	0 0%	0 0%
Asian/Pacific Isl	154 1%	1 <1%	0 0%	0 0%
Two or more races	235 1%	5 1%	1 1%	0 0%
Other	39 <1%	0 0%	0 0%	0 0%
Choose Not To Disclose	363 2%	30 5%	0 0%	0 0%
Race/Ethnicity Unavailable	149 1%	0 0%	0 0%	0 0%
Total	20,914 100%	596 100%	85 100%	30 100%

Gender	All Personnel	Allegations	Cases	Substantiated
Female	5,897 28%	208 35%	17 20%	7 23%
Male	10,990 53%	279 47%	39 46%	9 30%
Gender Unavailable	4,027 19%	109 18%	29 34%	14 47%
Total	20,914 100%	596 100%	85 100%	30 100%