

# Sheriff's Office Diversity Report

## Gender and Diversity:

As of 12/28/2024, the Sheriff's Office workforce totals 189 employees: 119 men (63.0%) and 70 women (37.0%), with 45 people of color (23.8%). Protective Services is the largest group with 144 employees—105 men (72.9%), 39 women (27.1%), and 41 people of color (28.5%). Administrative Support has 29 employees and is predominantly female (27 women, 93.1%) with 3 people of color (10.3%); Professionals has 12 employees, mostly men (11 men, 91.7%) and includes 1 person of color (8.3%). Officials comprises a single male employee; Para-Professional has three employees, all women. There are no employees reported in Service/Maintenance, Skilled Crafts, or Technicians.

## Workforce Race and Ethnicity:

As of 12/28/2024, the Sheriff's Office has 189 employees: 143 Caucasian (75.7%), 45 employees of color (23.8%), and 1 employee who identifies as "Other" (0.5%). County-wide there are 2,138 employees: 1,686 Caucasian (78.9%), 432 employees of color (20.2%), and 20 "Other" (0.9%). The share of people of color has generally increased over time. In the division, it rose from 19.3% in 2016 to 23.8% in 2024, with yearly values of 18.1% (2017), 16.2% (2018), 14.9% (2019), 14.9% (2020), 16.4% (2021), 17.3% (2022), and 20.9% (2023). County-wide, the share grew from 12.4% in 2016 to 20.2% in 2024, with interim values of 13.4%, 13.1%, 14.3%, 14.8%, 15.7%, 16.4%, and 18.4% for 2017–2023, respectively.

## Dakota County Population by Race/Ethnicity 2019 to 2023:

From 2019 to 2023, Dakota County's population grew from 429,021 to 447,440 and became more diverse. In 2023, White non-Hispanic residents numbered 321,432 (71.8% of the population), down from 76.7% in 2019. Black or African American residents increased to 36,575 (8.2%), up from 7.1% in 2019. Hispanic or Latino residents (any race) rose to 39,520 (8.8%), from 7.6% in 2019. Asian residents were 22,753 (5.2%), similar to 5.1% in 2019. American Indian and Alaska Native, Native Hawaiian, and Other Pacific Islander residents combined were 855 (0.2%). People reporting "Some Other Race" were 2,696 (0.6%). Those identifying with two or more races grew notably to 24,019 (5.4%), up from 2.9% in 2019. Overall, 91.8% identified with one race in 2023 (410,835 people), compared with 96.5% in 2019.

Category	Count	Percentage
Men	119	63.0%
Women	70	37.0%
People of Color	45	23.8%