

Underutilization

Underutilization occurs when the percentage of employees in a protected group (women or minorities) is less than the availability percentage for that protected group, as indicated by census data, reports of graduates from graduate programs, and other data that give an indication of how many individuals in the protected class are available in the geographic recruiting area. This term is used by affirmative action planners who seek to apply good faith efforts to increase the percentage of utilization of minorities and women in a work force.