

AFFIRMATIVE ACTION

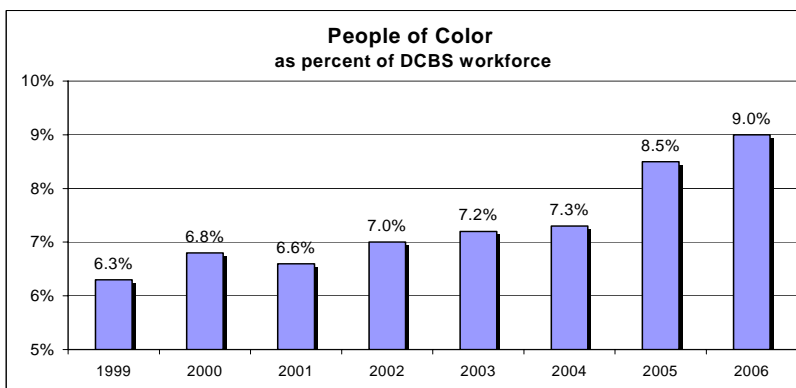
Progress Toward Affirmative Action Goals

DCBS has made significant strides in improving its workplace diversity. Outreach and training efforts have resulted in a sizeable gain in the percentage of people of color in the department's workforce during the past three years. The department also has seen an increase in the number of employees with disabilities. Details of the changes are shown below. This report uses the Department of Administrative Services quarterly affirmative action statistics for quarters ending June 30, 2003, June 30, 2005, and June 30, 2006.

People of Color

Even though there was a 4.6 percent decrease in the total number of DCBS employees from June 2003 to June 2006, the department experienced a 20 percent increase in the number of employees of color. The department attributes these gains to the outreach efforts of the DCBS Recruitment Outreach Advisory Council, conducting open competitive recruiting, conducting training for our managers on interview and selection, and using the Employment Department's iMatch computerized job search system.

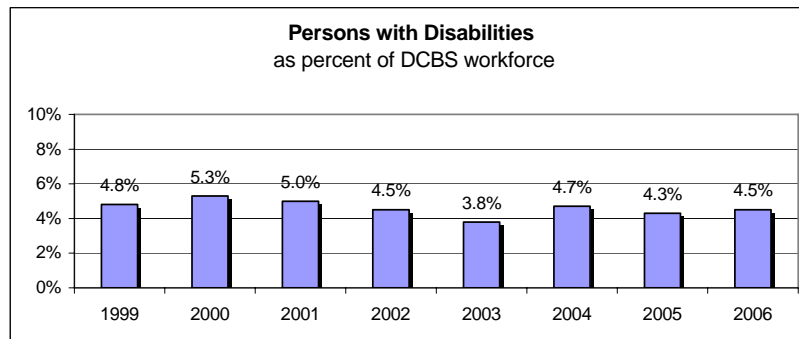
The gains were in the "Management," "Professional," and "Administrative Support" Equal Employment Opportunity (EEO) categories. There was a decrease of 18 percent in the "Technician" EEO category, which amounts to two employees. The most substantial increase — 30 percent — was in the "Professional" category.



Persons with Disabilities

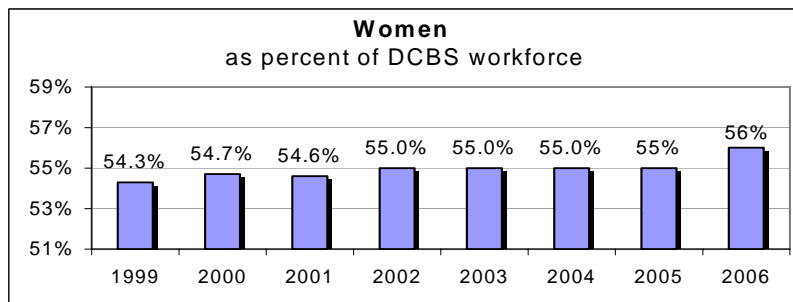
There was a 13 percent increase in the number of employees with disabilities from June 2003 to June 2006. Since disclosure of disabilities is voluntary for employees, the data historically has been underreported. DCBS will continue to focus on this protected class, working with employees to compile more accurate data. There was an increase in the number of employees with disabilities in EEO categories "Management" and "Administrative Support."

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Women

The percentage of women employed at DCBS has remained steady at about 55 percent since 2002, rising slightly to 56 percent in 2006. No EEO category changed significantly percentage-wise from 2003 to 2006.



Six-Year Plan

DCBS' goal is to reflect the diversity of the state of Oregon as we effectively and efficiently deliver services to Oregonians. We plan to meet or exceed state performance measures for representation of protected classes in our workforce.

Two-Year Plan

- Continue efforts through the DCBS Recruitment Outreach Advisory Council to develop strategies for outreach to protected classes and to develop relationships with consumer-protection groups and diverse communities. The council, which consists of division managers, meets and builds relationships with the members of groups such as the Partners in Diversity, Hispanic Services Roundtable, Oregon Native American Chamber, Oregon Assembly of Black Affairs, and the Oregon Business Leadership Network.
- Continue to partner with the Employment Department to reach diverse populations for entry-level positions within DCBS using the iMatch computerized job search system.
- Conduct interview and selection training to DCBS supervisors and managers.
- Continue to conduct open-competitive recruitments to create the broadest-possible pool of applicants.

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- Continue to list job openings on the Workers' Compensation Division's Preferred Worker Program (PWP) Web site, and promote the PWP to other state agencies and private sector employers through the networking activities being done by the Recruitment Outreach Advisory Council.
- Continue to participate in and identify more applicants with disabilities through the Department of Administrative Services statewide HIRE system.