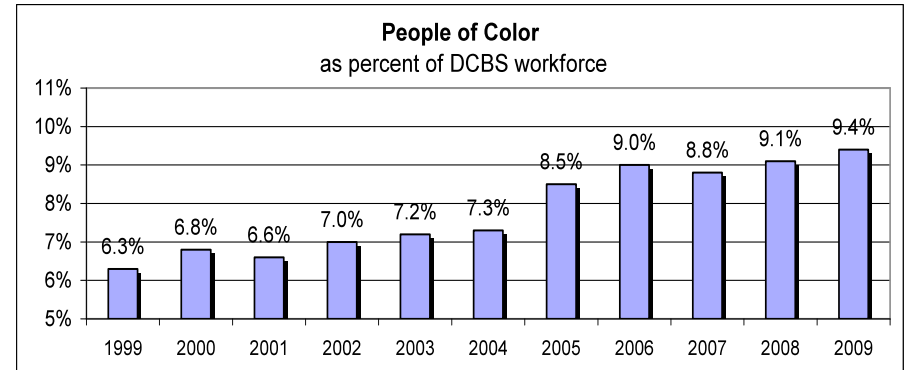


Progress Toward Affirmative Action Goals

DCBS has continued its efforts during the 2007-2009 biennium in improving workplace diversity. Outreach, recruitment efforts, and training have resulted in gains in the percentage of people of color in the department's workforce during the past decade. The department has seen a slight decrease in the number of employees reporting disabilities. The statistics used in this report are from the Department of Administrative Services quarterly affirmative action statistics. The trends charts include statistics for quarters ending June 30, 1999 through 2007. Statistics for 2008 are from the quarter ending March 31, 2008.

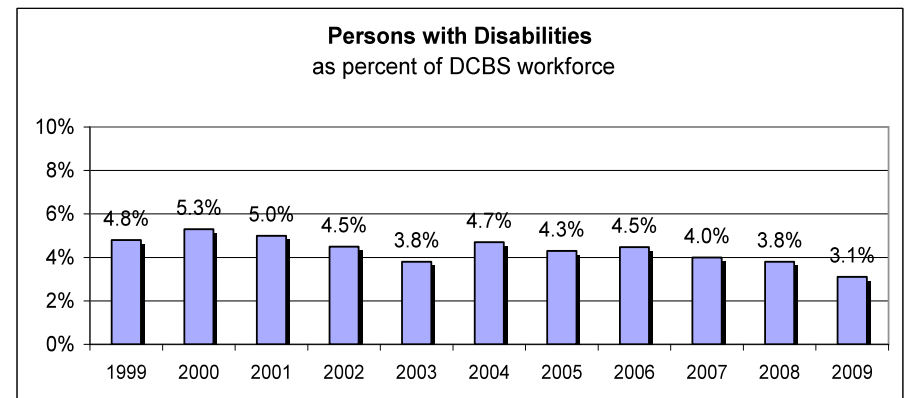
People of Color

Our percentage of employees of people of color has continued to increase, with gains in the "Professional," and "Administrative Support" Equal Employment Opportunity (EEO) categories. In June 2006, the percentage of People of Color was 8.5 percent and in March 2008, the percentage increased to 9.1 percent. The department attributes these gains to the changes in our recruiting strategies including a shorter, more interesting announcement, our outreach efforts to diverse populations, and conducting training for our managers on interview and selection while being sensitive to the need for promoting cultural diversity. In addition, DCBS has been using the Employment Department's iMatch computerized job search system to reach job seekers from a variety of backgrounds, many of whom have not previously considered the state as an employer.



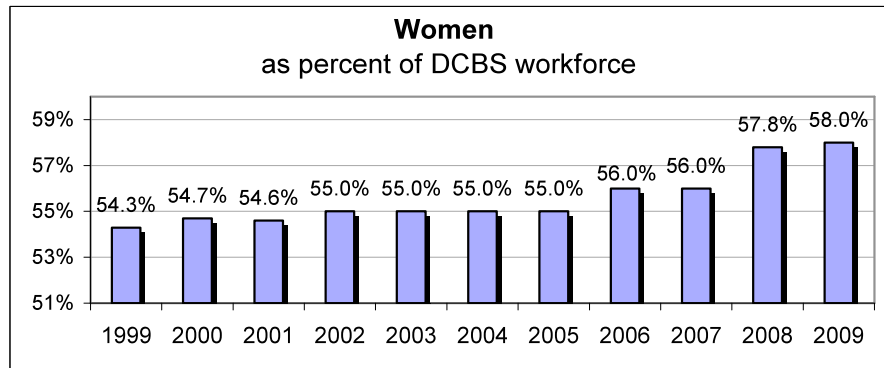
Persons with Disabilities

There was a slight decrease in the number of employees reporting disabilities from June 2006 to March 2008. Since disclosure of disabilities is voluntary for employees, the data historically has been underreported. DCBS will expand its outreach efforts for this protected class, and work with current employees to compile more accurate data.



Women

The percentage of women employed at DCBS has remained steady at about 55 percent since 2002, rising slightly to 57 percent in 2008. Our largest increase from 2006 to 2008 was in the “Professional” EEO category, specifically in the Inspector/Compliance/Investigator classifications.



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 outreach efforts through the DCBS Recruitment Outreach Advisory Council to develop relationships with diverse community-based organizations. The council, which consists of division managers, meets, builds relationships, and offers job search assistance to 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. We are looking for additional groups with which to meet.
- DCBS’ new Recruitment Manager, in tandem with our outreach efforts, will network, build relationships, and promote our cultural diversity objectives with underrepresented populations
- Continue to partner with the Employment Department to reach diverse populations for entry-level and professional positions within DCBS using the iMatch computerized job search system.
- Continue to conduct open-competitive recruitments to create the broadest-possible pool of applicants.
- Participate in Oregon Business Leadership Network (OBLN) activities. OBLN is a group of businesses committed to strengthening the workforce by hiring people with disabilities.
- Provide outreach to veteran’s groups letting them know about the career opportunities DCBS offers.
- Continue to use the Department of Administrative Services statewide HIRE system.
- Request voluntary disclosure of disability by DCBS employees so we can more accurately reflect this protected group’s representation in our workforce.