



# Oregon Youth Authority

## Affirmative Action Quarterly Statistics Charts as of September 30, 2011

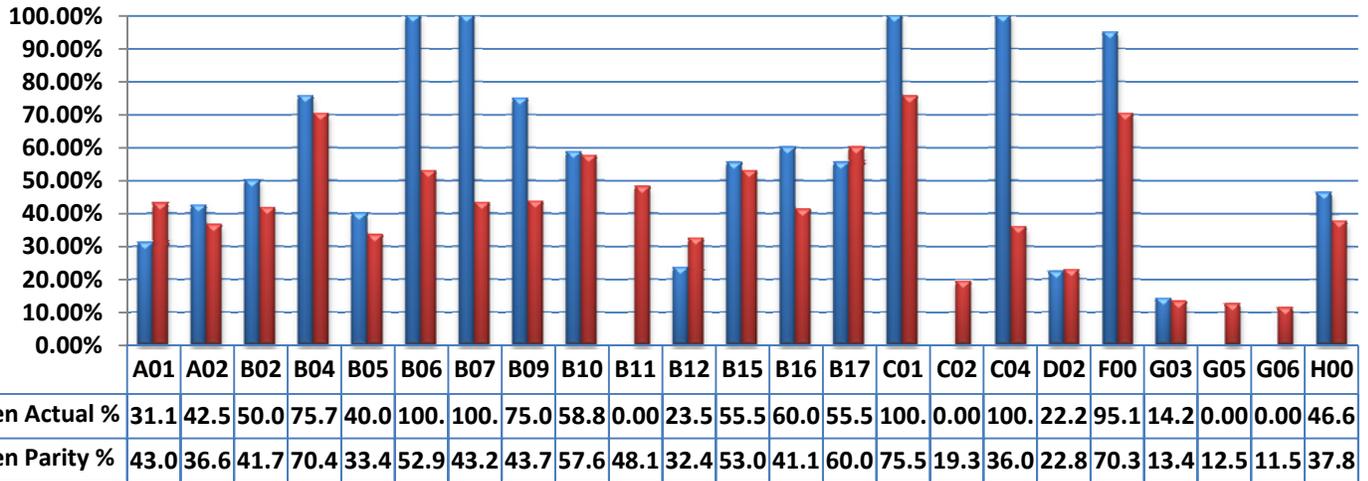
EEO Categories	Included Classifications
<b>A01</b> Middle Management	Includes PEM A-C
<b>A02</b> Upper Management	Includes PEM D-I
<b>B02</b> Communication/Editor	Includes Communication/Editor
<b>B04</b> Nurse/Health	Includes RNs, Rehab Spec., Supervising RN, Nurse Manager
<b>B05</b> Physician/Dentist	Includes Dentists, Consulting Physicians, Physician Specialist, Supervising Physicians
<b>B06</b> Food Service Manager	Includes Food Service Manager 1
<b>B07</b> Purchasing Agent/Analyst	Includes Procurement/Contract Specialist 2 and 3
<b>B09</b> Social Science/Planner/Researcher	Includes Research Analyst 2-4 and Clinical Psychologist 1
<b>B10</b> Personnel/Employment	Includes Training/Development Specialist 1 and 2, HR Assistant, HR Analyst 2-3 and Safety Specialist 2
<b>B11</b> Inspector/Compliance/Investigator	Includes Investigator 3
<b>B12</b> Computer Analyst	Includes IS Specialist 4-8
<b>B15</b> Accounting/Finance/Revenue	Includes Accountant 1-4, Fiscal Analyst 2-3 and Internal Auditor
<b>B16</b> Program Coordinator/Analyst	Includes Program Analyst 1-4 and Operations/Policy Analyst 2-4
<b>B17</b> Social Services	Includes Disability Analyst 1, Social Services Specialist 1, JV Prob/Soc Sv Of/JV Corr Counselor, Chaplain, QMHP
<b>C01</b> Health	Includes Licenses Practical Nurse and Dental Assistant
<b>C02</b> Engineering/Construction	Includes Construction Project Manager 2
<b>C04</b> Computer	Includes IS Specialist 2
<b>D02</b> JPPA/JPPO/GLC/YCUC	Includes Juv Parole/Probation Assistant, Juv Parole/Probation Officer, Group Life Coordinator, Youth Corrections Unit Coordinator
<b>F00</b> Administrative Support	Includes Office Specialist 1 and 2, Administrative Specialist 1 and 2, Executive Support Specialist 1 and 2, Accounting Technician 2 and 3, Office Coordinator and Support Services Supervisor 2,
<b>G03</b> Trades/Maintenance Repair	Includes Facility Operations Specialist 1
<b>G05</b> Mechanic/Boiler Operator	Includes Facility Energy Technician 2 and 3
<b>G06</b> Trades	Includes Painter, Carpenter, Plumber, Electrician 2 and 3
<b>H00</b> Service Maintenance Worker	Includes Supply Specialist 2, Facility Maintenance Specialist, Custodian, Cook 2, Maintenance and Operations Supervisor and Supervising Cook

The “parity” percentages for women, people of color, and persons with disabilities have been developed by the Governor’s Affirmative Action Office. They are intended to be flexible, long range targets which in some cases may not always be achieved in a single year or a biennium.

What is important is that continued progress be made toward achievement of the goals.

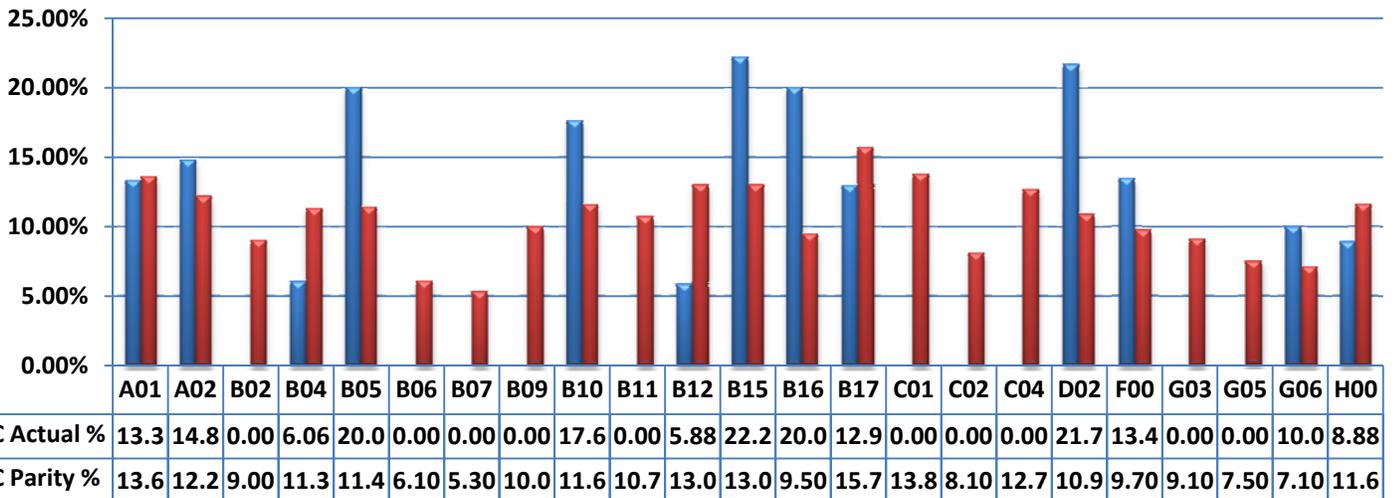
The “actual” percentages for women, people of color, and persons with disabilities are the actual number of women, people of color or persons with disabilities within that EEO category divided by the total number of OYA employees.

## Women as of 9/30/2011



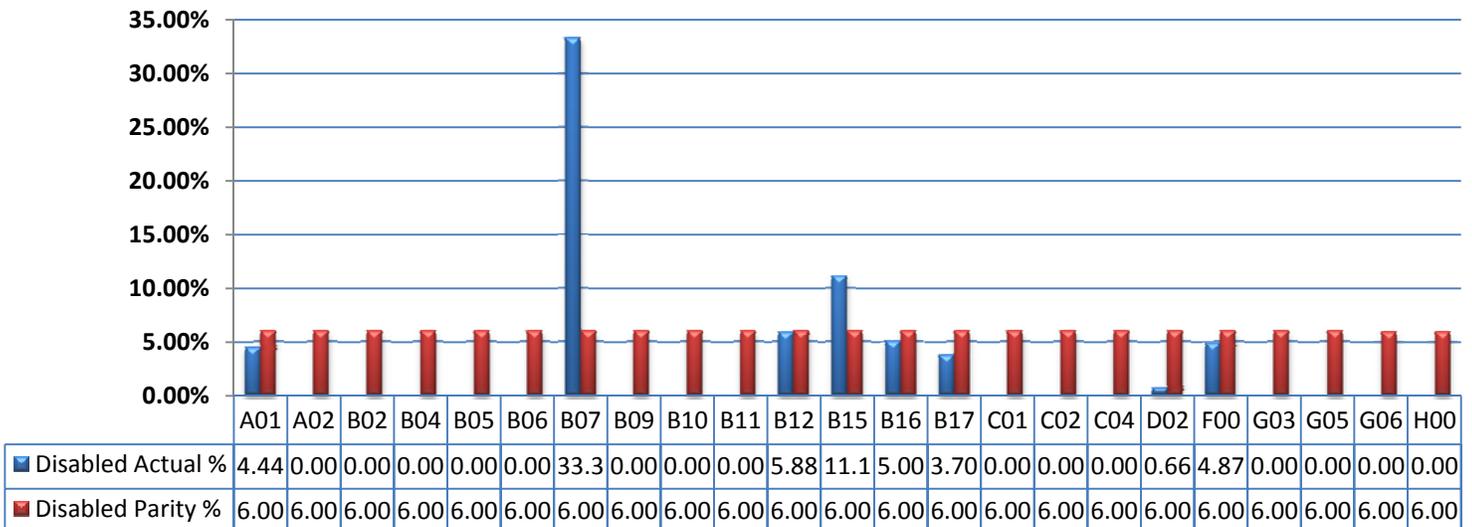
The goal is to have an equal or larger "Actual %" than "Parity %".

## People of Color as of 9/30/2011



The goal is to have an equal or larger "Actual %" than "Parity %".

## Disabled as of 9/30/2011



The goal is to have an equal or larger "Actual %" than "Parity %".