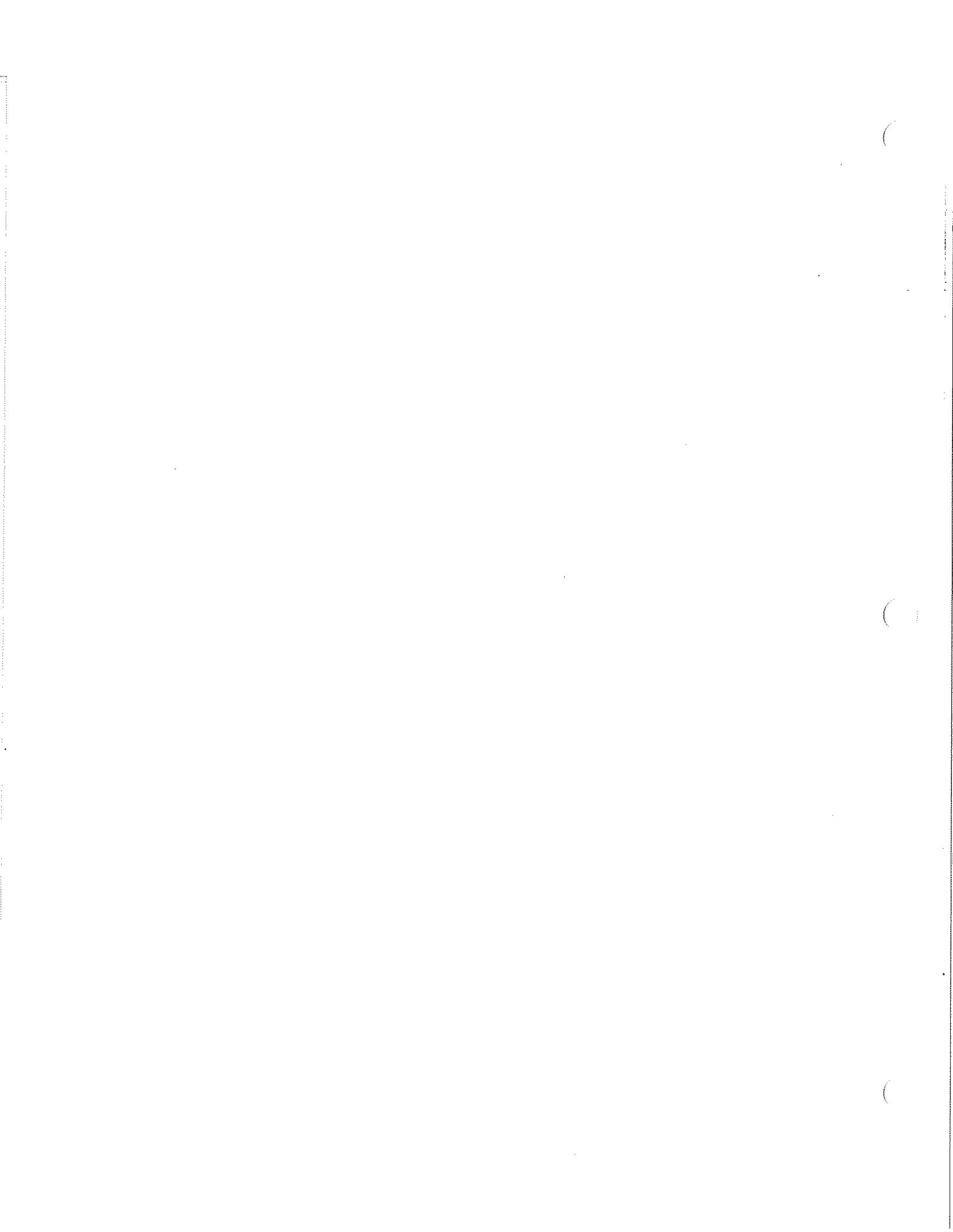


APPENDIX C
MISCELLANEOUS



YOUR AGENCY NAME
AFFIRMATIVE ACTION PLAN
2009 – 2011 BIENNIUM

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DEFINITIONS

ACCESSIBILITY: The ability of a person with a disability to approach, enter, or use an employer's facilities easily, particularly such areas as its personnel office, work site, programs, services, benefits, privileges, employment and public areas.

ADVERSE IMPACT: A substantially different rate of selection in hiring promotion, transfer, training, or other employment decisions, which works to the disadvantage of members of a particular group.

AFFIRMATIVE ACTION: Procedures by which racial/ethnic minorities, women, persons in the protected age category, persons with disabilities, Vietnam era veterans, and disabled veterans are provided with increased employment opportunities. This will also include programs for monitoring progress and problem identification. It shall not mean any sort of quota system.

AFFIRMATIVE ACTION PLAN: A written document including goals and objectives which delineates the steps an agency will take to provide equal opportunity within its workforce.

AFFIRMATIVE ACTION PROGRAM: A specific results-oriented program, in an affirmative action plan, designed to provide equal opportunity within the workforce.

AGENCY: A state agency, department, commission or board.

AMERICAN INDIAN OR ALASKAN NATIVE: A person with origins in any of the original peoples of North America through tribal affiliation or community recognition.

APPLICANT: A person applying for employment with an agency or having an application for employment on file with the Department of Administrative Services or an agency.

APPLICANT FLOW DATA: A statistical compilation of employment applicants showing the specific numbers of each racial, ethnic, and sex group who applied for each job class (or group of job classes requiring similar qualifications) during a specified time period.

APPLICANT POOL: Total of those persons who have applied for or have been considered for a particular position.

APPOINTING AUTHORITY: A board, commission, officer, commissioner, person or group of persons having the power to make appointment by virtue of a statute or by lawfully delegated authority.

ASIAN OR PACIFIC ISLANDERS: A person with origins in any of the original peoples of the Far East, Southeast Asia, Hawaiian Native, the Indian subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, the Philippine Republic, and Samoa.

AVAILABILITY ANALYSIS: The collection, review, and analysis of data reflecting the percentage of protected group members available for employment in the labor market.

AVAILABILITY BASE: The percentage of protected group members who have or who are capable of attaining the requisite skills for entry into a specific job group in a designated recruitment.

BONA FIDE OCCUPATIONAL QUALIFICATION (BFOQ): A qualification required for performance of a job which limits the opportunity of persons of a particular sex, religion, or national origin to apply for consideration.

BLACK/AFRICAN AMERICAN (Not of Hispanic origin): A person with origins in any of the black racial groups of Africa who is also not of Hispanic origin.

CAUCASIAN (including European American and Arab American): A person with origins in any of the original peoples of Europe, North Africa, or the Middle East who is not of Hispanic origin.

COMPLIANCE: Conformity with the requirements set forth in the State of Oregon's Affirmative Action Plan Guidelines, and other State and Federal laws and regulations.

DESIGNEE: An individual at the executive level, reporting directly to the agency head, to whom are designated affirmative action duties.

DISABLED VETERAN: A person entitled to disability compensation under laws administered by the Veterans Administration for disability rated at 30 percent or more, or a person whose discharge or release from active duty was for a disability incurred or aggravated in the line of duty.

DIVISION: A division is defined for the purposes of the Affirmative Action Plan Guidelines as any facility, region, district, or section appropriated to a given agency structure and/or workforce depiction.

EMPLOYEE: Any person holding a position in state service subject to appointment by an appointing authority.

EQUAL EMPLOYMENT OPPORTUNITY: The opportunity to obtain employment, promotions and other benefits of employment without discrimination because of race, color, religion, sex, marital status, national origin, age, physical, sensory or mental disability, or status as a disabled Vietnam era veteran.

GOAL: A target expressed as both a number and percentage for placing protected group members in a job group for which underutilization exists.

GOOD FAITH EFFORT: For Affirmative Action purpose, it shall be defined as significant measurable attempts to reach affirmative action goals and to carry out the intent of a plan.

HISPANIC: A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin regardless of race. Only those persons from Central and South America countries who are of Spanish origin, descent, or culture should be included in this category. Persons from Brazil, Guyana, Surinam, or Trinidad, for example, would be classified according to their race and would not necessarily be included in the Hispanic category. In addition, the category does not include persons from Portugal who should be classified according to race.

JOB CATEGORIES: The eight categories designated by the Equal Employment Opportunity Commission for Affirmative Action reporting to federal agencies: Officials and Administrators, Professionals, Technicians, Protective Service Workers, Paraprofessional, Office and Clerical, Skilled Craft, and Service and Maintenance.

JOB CLASS: Any position or position class in state service.

JOB GROUP: One or more job classes having similar job duties, salary range, career ladders, and recruitment area and having enough incumbents to allow for a useful utilization analysis (50 or more).

JOB GROUP ANALYSIS: The assessment of data on the percentage of protected group members within a job group to determine if underutilization exists.

LABOR MARKET OR LABOR MARKET AREA: A geographical area from which an agency may reasonably expect to recruit employees.

LONG TERM TIME TABLE: A period of time greater than one year, but not exceeding five years.

MINORITIES/Persons of Color: All persons classified Black/African American (not Hispanic origin), Hispanic, Asian, Pacific Islander, American Indian or Alaskan Native.

PARITY: A condition where percentage of the representation of a protected group in the workforce, occupational category, job group or class equals the percentage of such persons in the availability base.

PERSONS WITH DISABILITY: Persons with physical, mental or sensory impairments that would normally impede an individual in obtaining and maintaining permanent employment and promotional

opportunities. The impairments must be material rather than slight; static and permanent in that they are seldom fully correctable by medical replacements, therapy or surgical means.

POLICY STATEMENT: A written statement, signed by the agency head, declaring and affirming the agency's commitment to equal opportunity and affirmative action.

PROBLEM AREA ANALYSIS: An examination designed to determine deficiencies that must be addressed before full participation of protected group members in the workforce can be assured.

PROTECTED CLASS: Refers to group(s) with respect to race, creed, color, national origin, sex, age, marital status, veteran status, or the presence of any sensory or physical disability.

SHORT TERM TIME TABLES: A period of one year or less.

TIME TABLE: A period of time in which a goal is to be achieved.

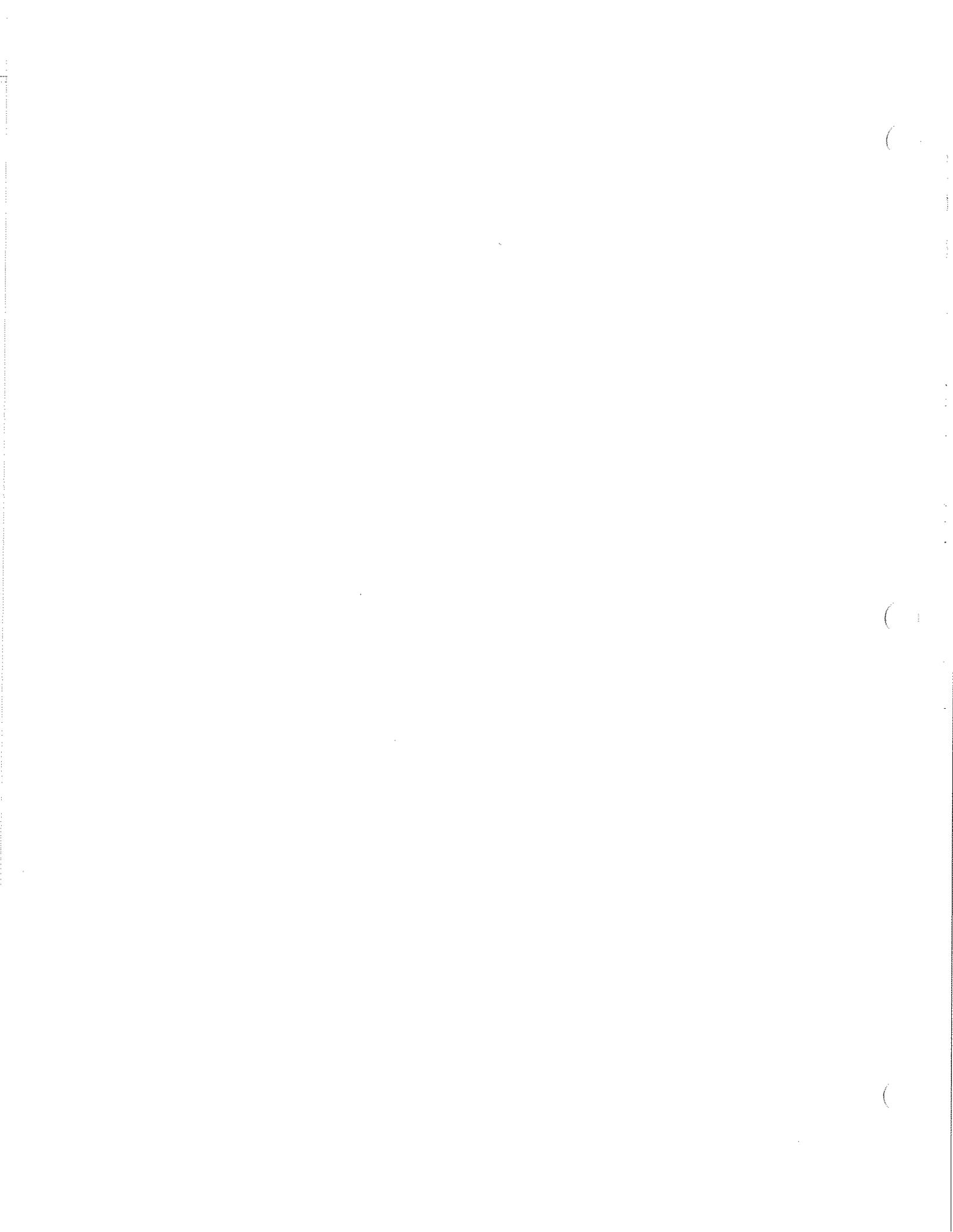
UNDERUTILIZATION: A condition where the percentage of representation of a protected group in the workforce, occupational category, job group or job classes is less than the percentage of such persons in the availability base.

UPWARD MOBILITY: The opportunity to advance to a higher job class.

UTILIZATION ANALYSIS: Protected group availability compared to current workforce for the purpose of determining representation of protected groups.

VIETNAM ERA VETERAN: A person who served on active duty for a period of more than 180 days, any part of which occurred between August 5, 1964 and May 7, 1975 and was discharged or released there from with other than a dishonorable discharge; or who was discharged or released from active duty for a service-connected disability if any part of such active duty was performed between August 5, 1964 and May 7, 1975; and who was so discharged or released within 48 months preceding an alleged violation of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, the affirmative action clause, or the regulations issued pursuant to the Act.

WORKFORCE ANALYSIS: A comprehensive inventory of all permanent full time employees at a point in time by race/sex, job classes and occupational category.



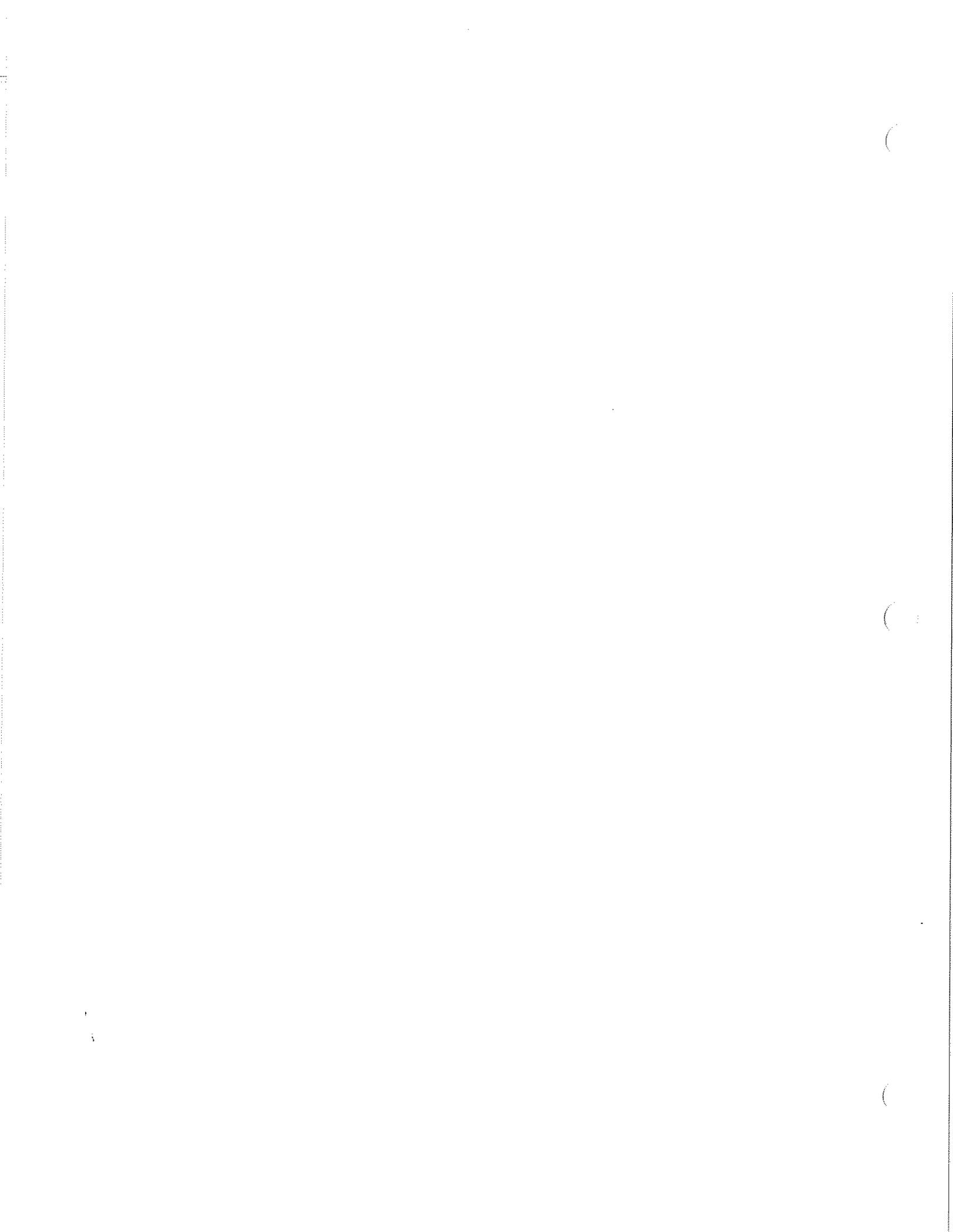
CIRCUMSTANCES UNDER WHICH VOLUNTARY AFFIRMATIVE ACTION IS APPROPRIATE

Two decades of constitutional law have defined lawful affirmative action in employment, contracting, and education, which include activities from recruiting and special outreach, to goals, targets, and timetables, **not quotas**. The court requires that the following five guidelines are met when implementing an affirmative action plan:

1. race, national origin, or gender is one of several factors to be considered;
2. relevant and valid job or educational qualifications are not compromised;
3. numbers do not amount to numerical straitjackets or quotas and reflect the relevant pool of applicants;
4. timetables for achieving the goals are reasonable, and there is an appropriate review of the plan's continuing value;
5. the rights of non-beneficiaries are respected.

The court has held a plan is illegal if any of the following five situations occur:

1. an unqualified person receives a benefit over a qualified one;
2. numeric goals are so strict to the degree of being inflexible;
3. the numeric goals do not reflect the available pool of qualified candidates, and thus easily become a quota;
4. the plan is of indeterminate length, causing it to outlast its objectives and;
5. innocent bystanders are impermissibly burdened.



REASONABLE ACCOMMODATION POLICY GUIDELINES

Both Title V (501-505) of the Rehabilitation Act of 1973 as amended (P.L. 93-112), The Americans With Disabilities Act of 1990 (ADA), and Oregon State Law 659.405 require every State agency to provide **Reasonable Accommodations** for persons with disabilities.

Some State agencies may choose to develop one policy on Reasonable Accommodations in employment and a separate coordinated policy on the accommodations of clients, applicants for services and members of the general public who have disabilities. All State agencies must have a written policy or policies which cover(s) both aspects of Reasonable Accommodation. This policy or set of policies must be submitted with the agency's Affirmative Action Plan for review and approval by the Governor's Affirmative Action Office.

EMPLOYMENT

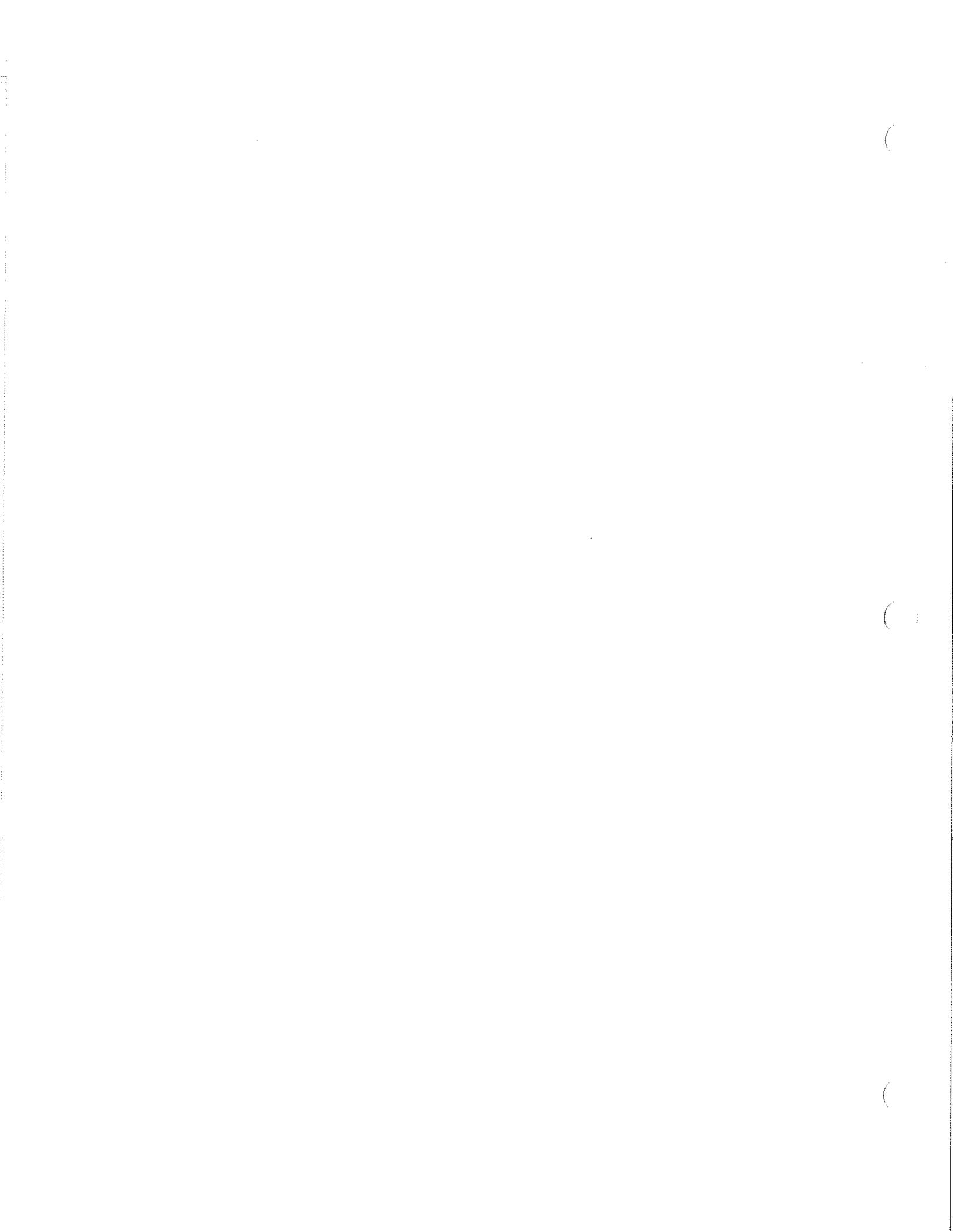
Under the ADA, an accommodation is any change, modification or adjustment of the work environment which enables individuals with disabilities to enjoy equal employment opportunities. There are three categories of **Reasonable Accommodations**:

- (1) modifications or adjustments to the job application process that enable qualified applicants with disabilities to be considered for the desired position;
- (2) modifications or adjustments to the work environment, or to the manner of circumstances under which the position held or desired is customarily performed, that enable qualified individuals with disabilities to perform the essential functions of that position; and
- (3) modifications or adjustments that enable individuals with disabilities to enjoy the benefits and privileges of employment that are enjoyed by employees without disabilities.

No specific form of accommodation is guaranteed for all individuals with a particular disability or for all individuals in a particular job. The process of identifying whether and to what extent reasonable accommodation is required should be made on a case-by-case basis and should involve both the employer and the applicant.

APPLICANTS, CLIENTS, AND THE PUBLIC

For the purpose of State agencies dealings with clients, applicants and the general public, including public hearings, Reasonable Accommodation is defined as: "action, reasonably possible in the circumstances, to make the regular services of a place of



DEFINITION OF FEDERAL EEO-4 JOB CATEGORIES

OFFICIALS AND ADMINISTRATORS: Occupations in which employees set broad policies, exercise overall responsibility for executing of these policies, or direct individual departments or special phases of the agency's operations, provide specialized consultation. Job titles in this category may include: regional, district or area directors; deputy directors; controllers, examiners; wardens; superintendents; sheriff; police and fire chiefs; inspectors; and kindred workers.

PROFESSIONALS: Occupations which require specialized and theoretical knowledge usually acquired through college training or work experience and other training which provides comparable knowledge. This category includes: personnel and labor relations workers; social workers; doctors analyst; accountants; engineers; employment and vocational rehabilitation counselors, teachers or instructors; police and fire captains and lieutenants; and kindred workers.

TECHNICIANS: Occupations which require a combination of basic scientific or technical knowledge and manual skill, which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. This category includes: computer programmers and operators; drafters; surveyors; licensed practical nurses; photographers; radio operators; technical illustrators; highway technicians; science technicians (medical, dental, electronic, physical); assessors; inspectors; police and fire sergeants; and kindred workers.

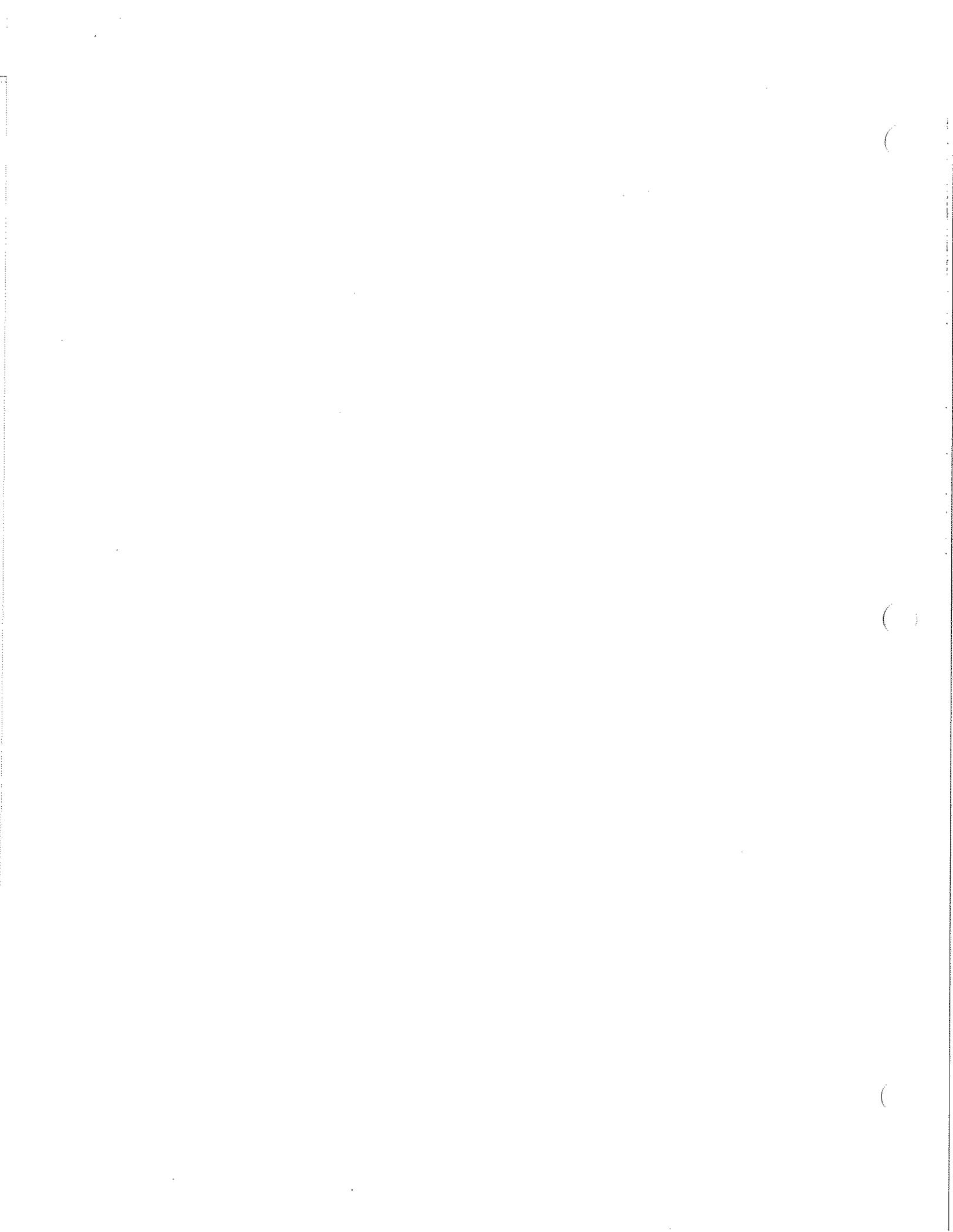
PROTECTIVE SERVICE WORKERS: Occupations in which workers are entrusted with public safety, security and protection from destructive forces. This category includes: police patrol officers; fire fighters; guards; deputy sheriffs; bailiffs; correctional officers; detectives; marshals; harbor patrol officers; and kindred workers.

PARAPROFESSIONALS: Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually requires less formal training and/or experience than is normally required for professionals or technicians. This category includes: library assistants; research assistants; medical aides; child support workers; police auxiliary workers; welfare service aides; recreation assistants; homemaker aides; home health aides; and kindred workers.

ADMINISTRATIVE SUPPORT: Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paperwork required in an office. This category includes: bookkeepers; messengers; office machine operations; clerk typists; stenographers; court transcribers; hearings reporters; statistical clerks; dispatchers; license distributors; payroll clerks; and kindred workers.

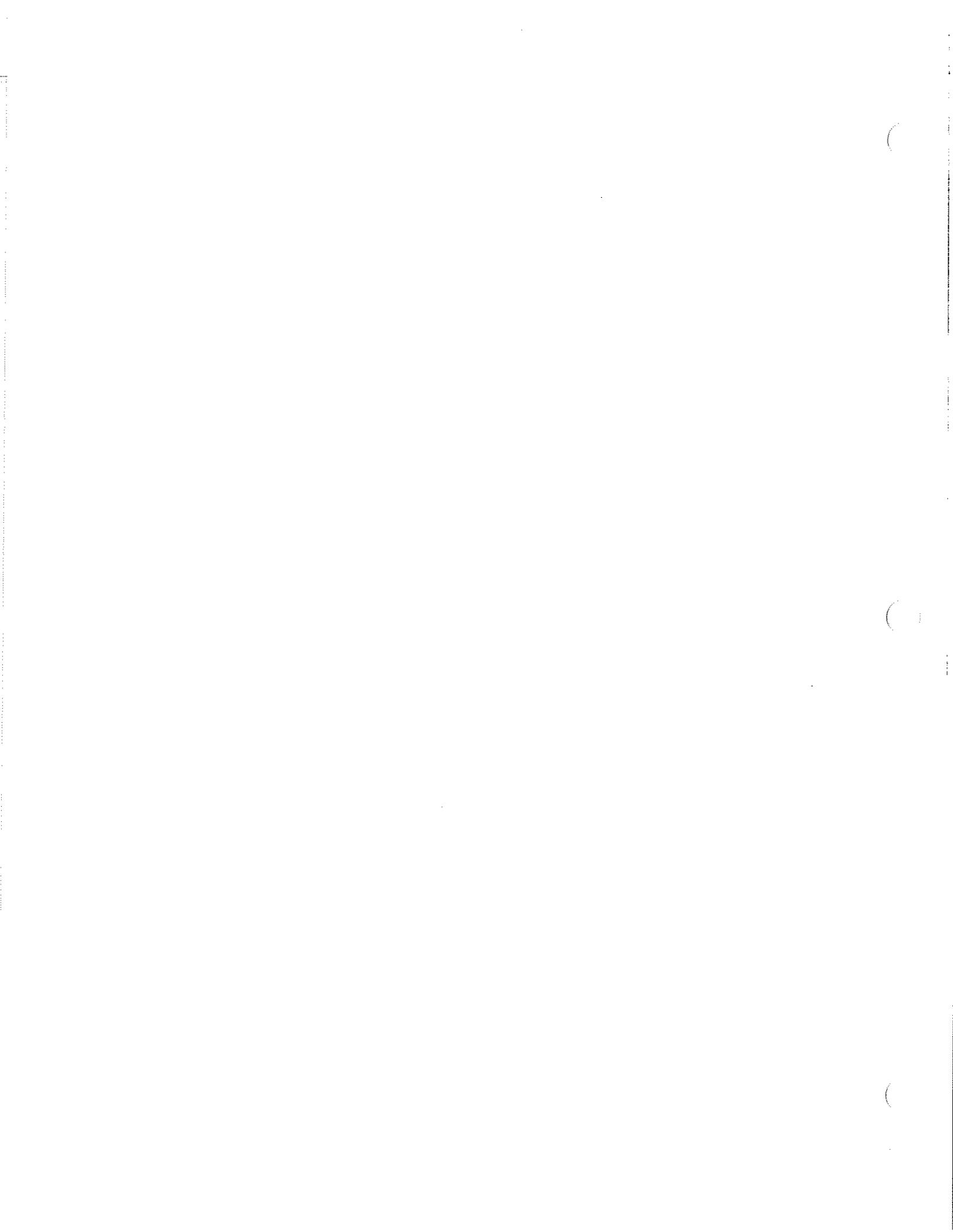
SKILLED CRAFT WORKERS: Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the process involved in the work, which is acquired through on-the-job training and experience, or through apprenticeship or other formal training programs. This category includes: mechanics and repairers; electricians; heavy equipment operators; stationary engineers; skilled machining occupations; carpenters; compositors and typesetters; and kindred workers.

SERVICE AND MAINTENANCE: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public, or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. This category includes: chauffeurs; laundry and dry cleaning operatives; truck drivers; bus drivers; garage laborers; custodial personnel; gardeners and grounds keepers; refuse collectors; construction workers; and kindred workers.



STATE JOB GROUP RECRUITING AREA

Job Group	Group Name	Recruiting Area
	Officials/Administrators	
A01	Middle Management	Region
A02	Upper Management	Nation
	Professionals	
B04	Nurse/Health	Region
B05	Physician/Dentist/Veterinarian	Region
B06	Food Service Manager	Region
B07	Purchasing	Region
B09	Social Science Planner/Researcher	Region
B10	Personnel/Employment	Region
B12	Computer Analyst	Region
B15	Accounting/Finance/Revenue	Region
B16	Program Coordinator/Analyst	Region
B17	Social Services	Region
	Technicians	
C01	Health	State
C04	Computer	State
	Protective Service Workers	
D02	Correctional Officer	State
	Paraprofessionals	
E02	Supervisory/Coordinator	State
	Administrative Support	
F00	Administrative Support	State
	Skilled Craft Workers	
G03	Trades/Maintenance	State
G05	Mechanic	State
G06	Trades	State
	Service and Maintenance	
H00	Service Maintenance	State



ADVERSE IMPACT ANALYSIS

Adverse Impact Analysis is a way of measuring and comparing hiring rates for protected classes, prescribed by the U.S. Office of Federal Contract Compliance (OFCCP). There are a series of tests, or varying reliability, using different formulas. These include the 80% Test, the Standard Deviation Test, and Fisher's Exact (Hypergeometric) Test. The most widely used of these is the 80% Test.

The 80% Test, or 4/5ths Rule, is not a formal statistical model, but rather a "rule of thumb" that can detect possible disparities in selection rates. To perform the test, you divide the selection rate for a given protected group by the selection rate for the most favored group. For example:

Let's say that in the last year, your agency advertised for 16 job openings, and 60 applicants responded. 40 of these were male, and 20 were female. 12 men were selected.

Determine the selection rate for men:

Number of men selected:	12
Number of men applying:	40
Male Selection rate:	30%

Determine the selection rate for women:

Number of women selected:	4
Number of women applying:	12
Female selection rate:	20%

Divide the selection rate of the protected group by that of the most favored group:

Selection rate for women:	20%
Selection rate for men:	30%
Female to male selection rate:	66.67%

Finally, compare the ratio to 80%. In this example, the ratio is less than 80%, and a more sophisticated technique may be required. Before you dig out the statistics book, however, you can calculate the expected selection rate for women:

Total persons selected:	16
Total applicants:	60
Overall selection rate (16/60):	26.7%
Expected number of female applicants:	5.33
(20 women applicants X 26.7%)	

Since four women were selected (and this differs from the selection rate by more than one whole person), OFCCP will require more complex analysis.

The Standard Deviation Test is based on the assumption that, if an employer paid no attention to race or gender when making selections, there would be some natural degree of departure from

the ideal selection rate. This departure would be based on the rules of probability, conforming to "bell curve" distribution. The OFCCP manual describes a test of statistical significance that utilizes two standard deviations. A major drawback is that it requires an applicant pool of thirty or more, and an ideal selection rate of 5 or more for each group being compared. The formula for calculating standard deviation is:

$$= \frac{\frac{X}{N_1} - \frac{Y}{N_2}}{\sqrt{\frac{n}{N} \left(1 - \frac{n}{N}\right) \times \left(\frac{1}{N_1} - \frac{1}{N_2}\right)^2}}$$

When: N_1 = Protected group applicants
 N_2 = Non-protected applicants
 N = Total applicants
 X = Number of protected class hires
 Y = Number of non-minority hires
 n = Total hires.

Example: If you have 80 protected class applicants out of a total of 230, with 6 protected class hires out of a total of 18, then your formula is:

$$= \frac{\frac{6}{80} - \frac{12}{150}}{\sqrt{\frac{18}{230} \left(1 - \frac{18}{230}\right) \times \left(\frac{1}{80} - \frac{1}{150}\right)^2}} = \frac{-0.0050}{.0374} = -0.1337$$

If the standard deviation is greater than -2.00, no adverse impact exists (keep in mind that larger negative numbers, such as -3.22, are *less* than -2.00).

The Fisher's Exact Test involves advanced algebra (if you have been away from this subject for a very long time, please consider using either a spreadsheet program with exotic features, or a deluxe scientific calculator). Fisher's formula yields a probability value between 0 and 1.00.

Like the standard deviation test, Fisher's assumes some degree of departure from the ideal hiring rate, and looks to see whether the actual rate of hire exceeds statistical significance. The OFCCP has set the value of .05 as an appropriate level of statistical significance. At .05 or below, adverse impact is assumed to exist. This formula can also compare *termination rates* (see *parentheses with definitions*)

The formula is:

$$\text{Probability} = \frac{\sum_{x=X_{\min}}^X \frac{N_1!}{x!(N_1 - x)!} \frac{N_2!}{(n - x)!(N_2 - n + x)!}}{\frac{N!}{n!(N - n)}}$$

When:

- N_1 = Protected Group Applicants (or Employees)
- N_2 = Non-Protected Group Applicants (or Employees)
- N = Total Applicants (or Employees)
- X = Protected Group Hires (or Terminations)
- Y = Non-Protected Group Hires (or Terminations)
- n = Total Hires (or Terminations)

EXPLANATION OF MULTIFACTOR DATA SOURCES

- Factor 1a: Percentage of Population in Labor Area Surrounding the Facility
(Source: State of Oregon, Employment Division)
- Factor 1b: Women seeking employment in the Labor Area
(Source: State of Oregon, Employment Division)
- Factor 2: Rate of Protected Group Unemployment in the Labor Area
(Source: State of Oregon, Employment Division)
- Factor 3: Percentage of Protected Group Workforce as Compared with the Total Workforce in the Immediate Labor Area
(Source: State of Oregon, Employment Division)
- Factor 4: The Availability of Protected Group Members Having Requisite Skills in the Recruitment Area
(County)
- Factor 5: The Availability of Protected Group Members Having Requisite Skills in the Recruitment Area
(State)
- Factor 6: The Availability of Promotable and Transferable Protected Group Members Within the Employer's Organization
(Agency's Personnel Office, and State of Oregon, Executive Department)
- Factor 7: The Existence of Training Institutions Capable of Training Persons in the Necessary Requisite Skills
(Data reflected should include: Oregon State Colleges and Universities, Community Colleges, Vocational Schools with A.A., B.A., B.S., M.A., and PH.D. Degrees within the appropriate job category)
- Factor 8: Estimate of Training Which the Employer is Reasonable Able to Undertake as a Means of Making All Job Classes Available to Protected Group Members
(Data: Will be agency specific)

Sample Eight-Factor Analysis Work Sheet

AVAILABILITY ANALYSIS WORK SHEET

Agency/Division State of Oregon

2. EEO-4 Job Category A (Offices/Administrators) 3. Job Group AD1 Middle Management

- 1. Date: 9/30/93
- 4. Job Titles Included in Group
- 5. Method of Filling Vacancies:
- 6. Name of Protected Group

Hiring Promotion from Group Transfer from Group

SOURCE/REASONS FOR WEIGHING

WEIGHING	PERSONS OF COLOR											
7. Population of Labor Area	50.8	0.00%	0.0	0.00%	1.6	0.0	4.0	0.0	2.4	0.0	1.3	0.0
8. Size of unemployment force	43.4	0.00%	0.0	0.00%	2.9	0.0	5.8	0.0	2.3	0.0	3.2	0.0
9. Immediate area workforce	44.9	5.00%	2.2	5.00%	1.4	0.1	3.7	0.2	2.3	0.1	1.3	0.1
10. Requisite skills, immediate area	47.1	15.00%	7.1	15.00%	0.9	0.1	1.1	0.2	0.9	0.1	1.4	0.2
11. Requisite skills, recruiting area	46.0	35.00%	16.1	35.00%	8.4	2.9	8.7	3.0	5.5	1.9	1.6	0.6
12. Promotable/transferable in agency	41.1	20.00%	8.2	10.00%	2.0	0.2	2.7	0.3	2.7	0.3	1.4	0.1
13. Training institution capability	42.9	5.00%	2.1	5.00%	0.7	0.0	1.4	0.1	0.5	0.0	0.7	0.0
14. Agency Training Available	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16. Applicant flow	36.1	20.00%	7.2	30.00%	2.8	0.8	3.1	0.9	1.9	0.6	2.2	0.7
17. Availability	1.0	43.0%	0.43	1.0	4.2%	0.42	4.7%	3.0%	1.5%	1.7%	1.3%	1.7%
18. Actual current utilization	44.3%	1.4%	1.9%	2.1%	1.5%	1.3%	1.3%	1.3%	1.3%	1.3%	1.3%	1.3%
19. Underutilized (Y or N)	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

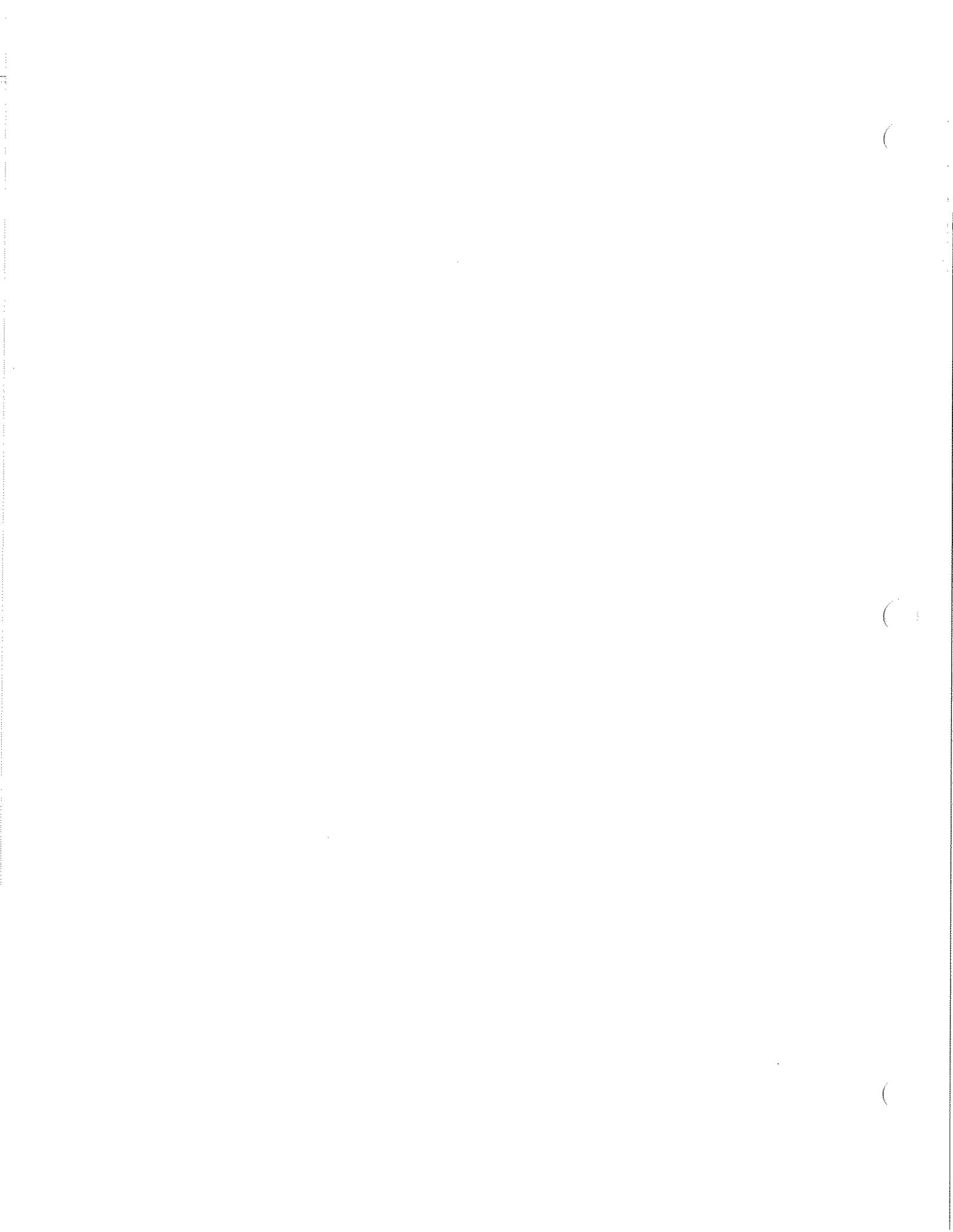
APPROXIMATE ACTION GOALS

TOTAL	#	%	#	%	#	%	#	%	#	%
20. (a) New Hires										
(b) Promotion/Transfer										
21. Target (ultimate goal) level	N/A	N/A	39	4.3%	44	4.8%	29	3.1%	16	1.8%
22. Date of ultimate parity achievement	N/A	N/A								
23. TOTAL EMPLOYEES										
Current Employees	912									
POC	59									

NUMBER OF EMPLOYEES

TOTAL	MALE										TOTAL
	W	B	H	A	I	W	8	H	A	I	
912	477	3	12	10	6	376	10	7	5	5	40
59											

* Adj (adjusted factor) = Stat (statistic for group) times Wgt (weight for each factor)



State of Oregon

Diversity Events Calendar

June 2010

A publication of the

Department of Human Services, Office of Multicultural Health and Services

LESBIAN & GAY PRIDE MONTH

Pride days are celebrated in communities throughout the U.S. Pride is a time for gay, lesbian, bisexual, or transgender (GLBT) to come together to celebrate. It is a time when people find they are not alone and can take pride in their identity and their community's history. Often featured at GLBT pride events are parades and exhibitors representing community organizations and local businesses. Though annual celebrations of GLBT pride have existed locally for many years, on June 11, 1999, Gay and Lesbian Pride Month was made a national celebration by presidential proclamation.

Date	Event	Contact Information
June 4	WOMEN IN SEARCH OF BEAUTY. NIP AND TUCK: IMPLICATIONS OF BODY MODIFICATIONS. Women's Health Network 2010 Thought provoking Lecture Series Panel presentations and Q&A and discussion. 8:00-noon. McMenemy's Kennedy School, 5736 NE 33 rd Ave. Portland. Lectures free and open to the public, no registration required, first come, first seated.	Judy Andreasen 971-673-0355
June 5	OREGON ASSEMBLY FOR BLACK AFFAIRS BOARD MEETING. The board meets the first Saturday of each month from 10:00-noon at the Salem YMCA, 685 Court St. NE, Salem, OR. Its mission is to improve the political, educational, social-health, employment, legal, and economic status of Blacks in Oregon. OABA Quarterly membership meetings are held in March June, September and December.	oaba@peak.org www.oaba.us Aneesah Furqan, Sec. 503/463-0327 aneesahfurqan@msn.com
June 7	NAACP SALEM-KEIZER CHAPTER – EXECUTIVE MEETING. Executive Board Meetings are the 1st Monday of the month from 6:30-8:00pm at Chemeketa Community College, Multi-cultural Section, 4000 Lancaster Dr. NE, Salem, Oregon. Salem/Keizer NAACP Youth Group Meetings are held every Wednesday from 6:30-8:00pm at Mano A Mano Family Center, Rm 160, Salem, Oregon. Leaders – Christian Epps & Rashad Furqan; 503/363-3909.	Greggery Peterson, President gvpete55@netzer.com 503/884-8876

June 7	HISPANIC METROPOLITAN CHAMBER: Investing in Oregon's Future. "10-Steps to Starting a Business". Midland Library, 805 SE 122nd Avenue Portland, OR 97233; 5:30 PM - 7:30 PM. Free.	phone: 503.222.0280 fax: 503.243.5597 info@hmccoreg.com
June 8	SALEM HUMAN RIGHTS AND RELATIONS ADVISORY COMMISSION MEETING. The Commission is appointed by the Mayor of Salem to advise the City Council on Human Rights issues and to hear complaints of discrimination in housing, employment and public accommodation. The public is welcome. The Commission meets the second Tuesday of the month at Salem City Hall, 555 Liberty Street SE, Room 305, Salem, Oregon.	Marilyn Johnston 503/540-2371 www.cityofsalem.net/humanrights .
June 11	Coalition for Health and Affirmation of Sexual Minorities Meeting. 12:00-1:00 Marquam Hill, DCH9301. The goal of CHASM is the full and harmonious integration of all persons into the academic, social, and professional life of OHSU, regardless of sexual orientation or gender identity. CHASM welcomes faculty, staff, and students, together with friends, spouses, partners, and family members. Usually meets 2 nd Friday of the month.	Sue Orchard 503-494-0082 orchards@ohsu.edu
June 11	OAME ARCHITECTS, ENGINEERS, PROFESSIONAL & TECHNICAL (AEPT) MEETING. 7:30-8:00am. OAME CONTRACTORS' COMMITTEE. 7:30-9:00am. All minority construction businesses are welcome to participate. You will have a chance to find out current bid opportunities as well as networking with other business. 4134 N. Vancouver Avenue, Portland, Oregon 97217	Oregon Association of Minority Entrepreneurs (OAME) 503/249-7744 www.oame.org
June 14	FLAG DAY (US) In June 1886 Bernard Cigrand made his first public proposal for the annual observance of the birth of the flag when he wrote an article titled "The Fourteenth of June" in the old Chicago Argus newspaper. Cigrand's effort to ensure national observance of Flag Day finally came when President Woodrow Wilson issued a proclamation calling for a nationwide observance of the event on June 14, 1916. However, Flag Day did not become official until August 1949, when President Harry Truman signed the legislation and proclaimed June 14 as Flag Day. In 1966, Congress also requested that the President issue annually a proclamation designating the week in which June 14 occurs as National Flag Week.	
June 17	OREGON ASSOCIATION OF MINORITY ENTREPRENEURS: BUSINESS AFTER HOURS NETWORKING. OAME's quarterly Business After Hours is a great opportunity to network in the community. It hosts between 4 to 8 vendors that promote their services and products. There is music, great food and a no host bar. It is open to the public and the cost for members is 5dlls and for non members is 10dlls. OAME Cascade Plaza, Large Conference Room, 4134 N. Vancouver Avenue, Portland, Oregon	Oregon Association of Minority Entrepreneurs (OAME) 503/249-7744 www.oame.org

June 17	OREGON STATE HISPANIC EMPLOYEES NETWORK (OSHEN) MONTHLY MEETING. Meets on the third Thursday of each month from 1:00-3:00pm at the DAS Executive Building, Conference Room B, 155 Cottage Street, NE, Salem, Oregon.	Lily Cáceres 503/373-7241 lily.caceres@state.or.us
June 16- July	FRED MEYER BROADWAY ACROSS AMERICA: THE LION KING. Experience the phenomenon of Disney's THE LION KING. Marvel at the breathtaking spectacle of animals brought to life by award-winning director Julie Taymor, whose visual images for this show you'll remember forever. Thrill to the pulsating rhythms of the African Pridelands and an unforgettable score.	Portlandopera.org 1-800-739-6737
June 16	PHILIPPINE AMERICAN CHAMBER OF COMMERCE OF OREGON MONTHLY MEETINGS. The monthly networking meetings are held on the 3rd Wednesday of each month at the Holladay Park Plaza Penthouse, 1300 NE 16th Avenue, Portland, Oregon from 6:00-8:00pm. Complimentary food and refreshments are provided. Everyone is welcome.	www.pacco.org felicia@pacco.org 503-285-1994
June 17	SALEM-KEIZER INDIAN EDUCATION PARENT BOARD MEETING. Usually meets the third Thursday of each month from 5:30-7pm. Student Services Building, Rooms 1&2, 2575 Commercial SE, Salem.	Salem-Keizer School District Indian Education Program 503/399- 3353
June 17	THE SCANDINAVIAN CLUB. Meets the third Thursday of the month at Norse Hall, 111 NE 11 th , Portland. General meeting is 7:00-9:00pm.	Cathy Bjork 503/358-5883
June 18	HISPANIC HUMAN SERVICES COUNCIL MEETING. Open to any agency or community group that works with or provides service to the Hispanic community in Marion, Polk, and Yamhill counties. Networking session and quarterly guest presentations precede Council meetings. Meeting are held the third Friday of every month at Catholic Community Services, 3737 Portland Rd. NE, Salem. Location may change due to special events.	Araceli Avilla 503/856-7077
June 18	HISPANIC SERVICES ROUNDTABLE. The Hispanic Services Roundtable is a community-based organization dedicated to heightening the awareness of services available to the Hispanic communities of Washington, Multnomah, and Clackamas Counties in Oregon. Identifying gaps in service provision and developing creative solutions to fill those gaps. Fostering cross-cultural education and sensitivity; involving political public and private leadership in addressing the lack of services available to Hispanic community members. Providing education and support toward creating a healthful life for the Hispanic community of Oregon and Washington. Meetings are held at the American Red Cross Building, 3131 N. Vancouver Ave. Portland, Oregon. They are usually scheduled for the third Friday of the month, with a few exceptions. 1-3pm.	Lily Cáceres 503/981-2556 lily.caceres@state.or.us

<p>June 19-20</p>	<p>16th ANNUAL PRIDE 2010 PARADE AND FESIVAL at Tom McCall Waterfront Park. Organized by Pride Northwest. This year's theme: "PRIDE to the People" reflects the intention to get back to the roots of the community and its mission to showcase & celebrate its diversity.</p>	<p>Staff @pridenw.org 503-295-9788</p>
<p>June 19-20</p>	<p>10 TINY TAIKO DANCES. Take advantage of Portland Taiko's discount for JETAA members and friends for their summer concert, Ten Tiny Taiko Dances. Ten different choreographers—in genres ranging from traditional to contemporary—will create dances for a tiny, 4ft. by 4ft. stage. The pulse of the taiko will move throughout the entire program—reinterpreting what drumming can represent with dance. 3:00 & 8:00 Saturday, 2:00 Sunday. 1111 SW Broadway, \$18 Adults/\$16 Students/Seniors. Discounts available until June 4.</p>	<p>Amy Spofford amy.spofford@portlandtaiko.org 503-288-2456</p>
<p>June 19</p>	<p>JUNETEENTH celebrates the freedom of over 250,000 slaves at the close of the Civil War. The holiday is based on events that occurred mainly in Texas but is now celebrated nationwide. The celebration takes its name from June 19, 1865, the day federal troops arrived in Galveston to enforce the Emancipation Proclamation. Although the Proclamation had taken effect on January 1, 1863, it freed few, if any, slaves. News of the war's end did not reach Texas until well after the Confederate surrender at Appomattox. Many speculate that the news was deliberately withheld so that slave owners could bring in one last crop. Others believe that the news was delayed because the messenger traveled by mule while some believe the original messenger was murdered en route. When the news was finally delivered, it was celebrated in great fashion.</p>	
<p>June 20</p>	<p>FATHERS DAY. U.S. Father's Day is an occasion to mark and celebrate the contribution that your own father has made to your life. There are a range of events, which may have inspired the idea of Father's Day. One of these was the start of the Mother's Day tradition in the first decade of the 20th century. Another was a memorial service held in 1908 for a large group of men, many of them fathers, who were killed in a mining accident in Monongah, West Virginia in December 1907. Sonora Smart Dodd was an influential figure in the establishment of Father's Day. Her father raised six children by himself after the death of their mother. This was uncommon at that time, as many widowers placed their children in the care of others or quickly married again. Sonora was inspired by the work of Anna Jarvis, who had pushed for Mother's Day celebrations. Sonora felt that her father deserved recognition for what he had done. The first time Father's Day was held in June was in 1910. Father's Day was officially recognized as a holiday in 1972 by President Nixon. Source: Timeanddate.com</p>	
<p>June 21</p>	<p>SUMMER SOLTICE. The days will begin to shorten until December.</p>	
<p>June 21</p>	<p>NAACP SALEM-KEIZER CHAPTER – GENERAL MEETING. 3rd Monday of the month at 6:30pm at Chemeketa Community College, Multi-cultural Section, 4000 Lancaster Dr. NE, Salem, Oregon. Salem/Keizer NAACP Youth Group Meetings. Meets every Wednesday from 6:30-8:00pm at Mano A Mano Family Center, Rm 160, Salem, Oregon. Leaders – Christian Epps & Rashad Furqan; 503/363-3909.</p>	<p>Greggery Peterson, President gvpete55@netzero.com 503/884-8876</p>

June 21	Hispanic Metropolitan Chamber Workshop Workshop: Primeros Pasos Para Comenzar un Negocio Place: Midland Library, SE 122nd Avenue, Portland, OR 97233 Ph: : (503) 988-5392805 Time: 5:30 PM - 7:00 PM Cost: Free	phone: 503.222.0280 fax: 503.243.5597 info@hmccoreg on.com
June 23	EQUAL ACCESS FOR GIRLS COALITION MEETING. Held on the fourth Wednesday of each month from noon-2pm except in November when we meet on the third Wednesday. We do not meet in March, July, or December. Call if you are interested in attending a meeting. The Coalition is an all volunteer member-driven organization dedicated to supporting the adults who empower girls and to giving a voice to girls and to their issues and needs to ensure that all girls and young women have the opportunity to develop to their full potential. Rosemont Treatment Center & School, 9911 SE Mount Scott Boulevard, Portland.	Pam Patton 503/233-4356
June 26	SUMMER NIGHTS JAZZ! Newport. You're invited to the Summer Nights Jazz performance hosted bt Perpetua and featuring guest Halie Loren. Newport Performaing Arts Center; 7:00 P.M. 777 W. Olive. Benefit for Jazz at Newport. Tickets available at the box office: \$15 Adults, \$7 Students.	Box Office: 541-265-2787
June 26-27	WORLD BEAT FESTIVAL. Held in Salem's Riverfront Park on the banks of the Willamette River, the World Beat Festival is a two-day, non-stop program of international music, dance, song, traditional theater, ethnic foods, hands-on crafts, traditional customs and rituals, and folklore. World Beat celebrates the people and traditions of every continent.	503-581-2004 info@salemmulticultural.org
June 28	NAACP PORTLAND CHAPTER MEETING. Meetings held at PCC Cascade, Terrell Hall, Room 112, 705 N. Killingsworth St., Portland, Oregon from 10:30 am - 12:00 pm.	www.pdxnaacp.org

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Multicultural Health Electronic Newsletter:

DHS Office of Multicultural Health & Services sends out a free electronic newsletter that contains information regarding current multicultural health issues. Information about upcoming health conferences & events, current events, funding opportunities, interesting health websites, career opportunities, etc are featured in each electronic newsletter. This listserv is opened to everyone interested in joining, and is a service provided through the Oregon State Library. Here are two different ways to subscribe to the listserv: 1.) Go to <http://webhost.osl.state.or.us/mailman/listinfo/cultural-health>, enter your email address and submit; or 2.) Send a message to cultural-health-request@webhost.osl.state.or.us, include the word 'subscribe' in the subject or message field. INFO: Joseph Hesting at 503/945-6610 or joseph.heasting@state.or.us.

Note:

This information is prepared by Joseph Hesting at the Oregon Dept. of Human Services, Office of Multicultural Health & Services. Please contact Joe at 503/945-6610 or joseph.heisting@state.or.us if you have any additions, corrections, or suggestions.

To purchase a copy of the 2010 Multicultural Resource Calendar from Amherst Educational Publishing, please call 800/865-5549.

An electronic copy of the Calendar is available through the Oregon State Library. Here are two ways to subscribe to the listserv: 1.) Go <http://listsmart.osl.state.or.us/mailman/listinfo/div-cal>; enter your email address and submit; or 2.) Send a message to div-cal-request@listsmart.osl.state.or.us and include the word 'subscribe' in the subject or message field.

Alternate Format:

To receive the Diversity Events Calendar in an alternate format, please contact Joseph Hesting at 503/945-6610 or by e-mail joseph.heisting@state.or.us.

Event Submissions

To have events listed in the Diversity Events Calendar, please email your requests to joseph.heisting@state.or.us.