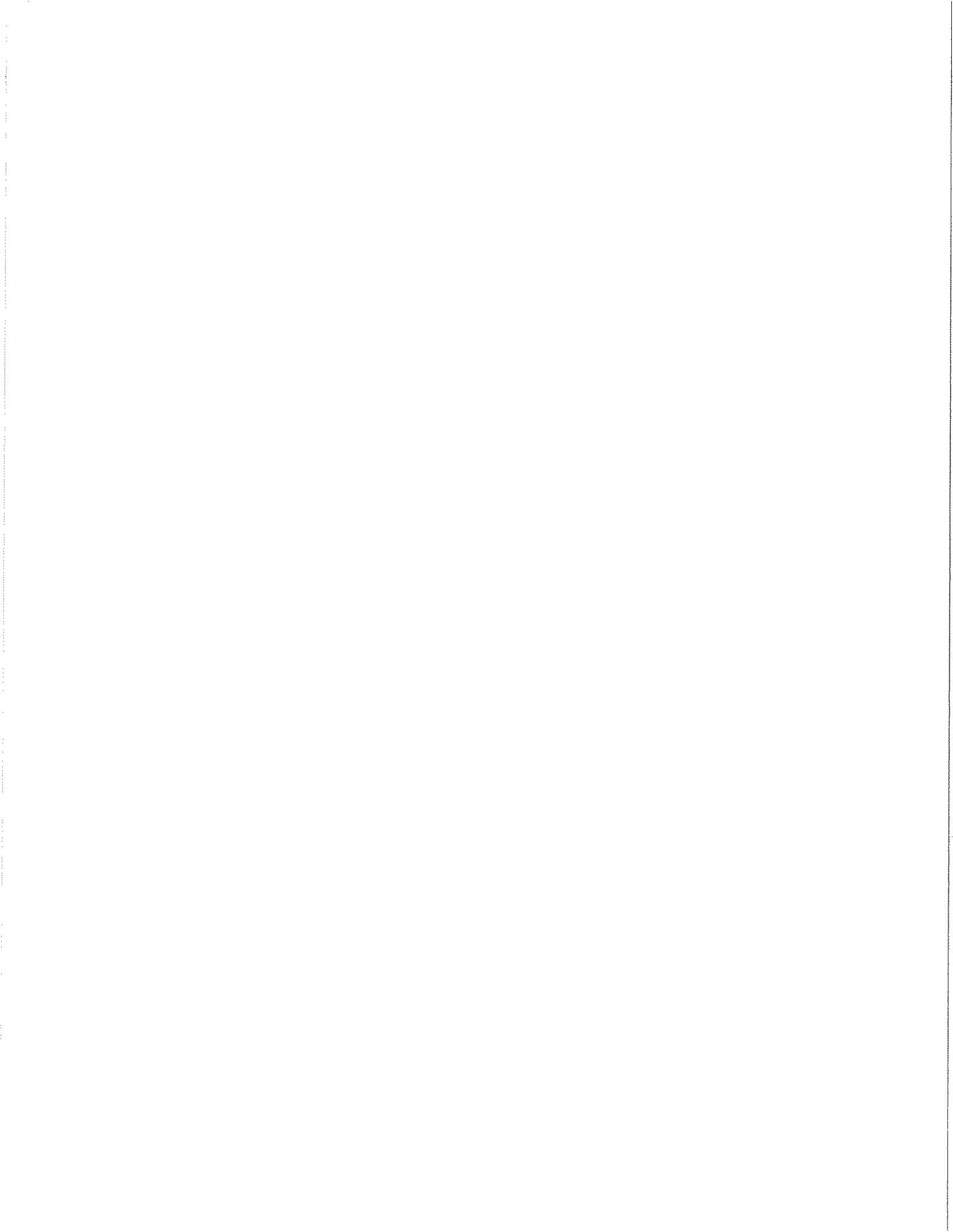


Section IV

JULY 1, 2009–JUNE 30, 2010



AFFIRMATIVE ACTION 2009-2011

GOALS and ACCOMPLISHMENTS

During the 2009-2011 biennium, OYA had seven goals, each of which is listed with the accomplishments described in the following pages:

1. People with Disabilities in All Job Categories
2. Women in Middle Management Positions
3. People of Color in Professional/Nursing Positions
4. People of Color in Professional/Computer Analyst Positions
5. Women and People of Color in Professional/Social Services Positions
6. Women in Protective Services Positions
7. People of Color in Service Maintenance Worker Positions

1. Goal: Hire Additional People with Disabilities in All Job Categories

Accomplishments: During the biennium, OYA hired three (3) individuals who disclosed a disability. Of one thousand and one (1101) OYA employees, twenty (20) or 1.80% have disclosed a disability; this below the DAS parity goal of 6.00%. Further, the number of employees with disabilities compared to the previous biennium has decreased. OYA will continue to focus on short-term and long-term strategies to attract and hire people with disabilities until the DAS parity goal is met.

2. Goal: Increase Representation of Women in Middle Management Positions

Accomplishments: During the biennium there were five (5) women appointed into middle management positions. The DAS parity is 43% or twenty-one (21.50) women. OYA currently has 34% of women in middle management, just over four (4) women short of the parity goal. OYA will continue to focus on creative strategies to attract and promote women into these positions.

3. Goal: Increase Representation of People of Color in Professional--Nurse/Health Positions

Accomplishments: Of the thirty-four (34) nurse/health positions, one (1) is occupied by a person of color. This represents 3.12% of employees, which is below the DAS parity goal of 11.30%. OYA will continue to develop creative strategies to attract and retain people of color into professional—nurse/health positions.

4. Goal: Increase Representation of People of Color in Professional--Computer Analyst Positions

Accomplishments: OYA has struggled over the past years to attract qualified individuals for computer analyst positions. Out of the nineteen (19) computer analyst positions, only one (1) was a person of color and OYA was unable to hire persons of color this biennium into this classification. OYA will continue to develop strategies to attract and retain people of color into these positions.

5. Goal: Increase Representation of Women and People of Color in Professional--Social Services Positions

Accomplishments: Of the one hundred seventy-five (175) professional—social services positions, people of color occupy twenty-one (21) positions. This represents 12.00% of employees, which is slightly below the DAS parity goal of 15.70%. Of the one hundred seventy-five (175) professional—social services positions, women occupy one hundred two (102) positions. This represents 58.28% of employees which is only slightly below the DAS Parity Goal of 60.00%. OYA will continue to develop creative strategies to attract and retain people of color and retain women in professional—social services positions.

6. Goal: Increase Representation of Women in Protective Services Positions

Accomplishments: During this biennium, out of the six hundred fifty-six (656) positions, one hundred sixty (160) women or 24.39% occupy protective services positions (i.e. Group Life Coordinators, Juvenile Parole/Probation Officers, Juvenile Parole/Probation Assistants, and Assistant Camp Directors). This representation of women is above DAS's parity goal of 22.80%. Increasing representation of Women in protective services positions will help with succession planning for women to continue on into middle and upper management positions, since many of these positions are filled from within OYA. OYA will continue to focus on developing strategies to attract and retain women into these positions, which are often non-traditional for women.

7. Goal: Increase Representation of People of Color in Service Maintenance Worker Positions

Accomplishments: Of the fifty-four (54) service maintenance workers, four (4) or 7.40% are people of color. This is below the DAS parity goal of 11.60%. OYA will continue to develop strategies to attract and retain people of color into these positions.

**AFFIRMATIVE ACTION
2009-2011**

WORKFORCE ANALYSIS

During the 2009-2011 biennium, Oregon Youth Authority (OYA) has been involved with activities to attract and retain a diverse workforce, and has met and exceeded parity goals in some EEO categories. OYA made some program and operational changes which led to staff movements between some facilities and an increase in recruiting activities to attract diverse, qualified candidates.

As of June 30, 2010, there were one thousand one hundred and one (1101) permanent employees in OYA. This is an additional eighty-eight (88) employees, or an increase of 8.00% since last biennium.

	<u>As of 6/30/04</u>	<u>As of 6/30/06</u>	<u>As of 6/30/08</u>	<u>As of 6/30/10</u>
All Employees	976	1023	1013	1101
Women	337 (34.5%)	375 (36.7%)	420 (37.7%)	421 (38.2%)
People of Color	147 (15.1%)	162 (15.8%)	179 (16.0%)	185 (16.8%)
People with Disabilities	34 (3.5%)	30 (2.9%)	24 (2.2%)	20 (1.8%)

Women

Currently, there are four-hundred twenty-one (421) women employees representing 38.20% of the total OYA workforce.

Representation of women in Protective Service Positions has increased significantly since 2004. Currently, one hundred sixty (160) Women (or 24.30%) work as frontline staff, which is eleven (11) women above DAS parity standards. This is an accomplishment for OYA, given the traditional difficulty of hiring women into correctional positions.

People of Color

There are one-hundred eighty-five (185) employees in OYA who are persons of color, representing 16.80% of the total workforce. The state workforce representation is at 13.20% and DAS parity standards of 13.60%. OYA has exceeded the DAS parity goal and state workforce representation. OYA's representation of African Americans is at 3.90%; Hispanics at 7.81%; Asian Americans at 3.26% and Native Americans at 1.81% of all jobs.

There is fair balance and equity of representation among the upper/middle levels of leaders in the organization. Fully 14.70% of employees in upper and middle management are people of color. OYA has achieved the DAS parity standards in both the upper and middle management EEO job categories of 12.20% and 13.60%, respectively, for people of color.

Protective Service Workers is the EEO job group that includes the most employees (60% of the workforce), (Group Life Coordinators, Juvenile Parole/Probation Officers, Juvenile Parole/Probation Assistants, and Youth Corrections Unit Coordinators), the parity standard calls for seventy-one (71) people of color. The agency currently employs one hundred thirty-two (132) people of color in protective service occupations, which is sixty-one (61) people of color above equitable representation. This is particularly noteworthy, since these occupations have direct interaction and supervision of incarcerated youth or youth on parole or probation in the community. Line staff, which this job group represents, more closely reflects the diversity of the youth residing in our correctional facilities and under OYA supervision in the community.

People with Disabilities

OYA's workforce composition of people who self-identified as disabled is somewhat below DAS parity standards of 6.00%. OYA's representation of people with a disability is 1.80%, although well over half of the positions in the agency require close custody and control of youth offenders. Bona Fide Occupational Qualifications (BFOQ) for the jobs unfortunately limit some applicants with disabilities from meeting the minimum/physical requirements of the jobs.

Largest Classifications

Group Life Coordinators (GLCs)

The occupation with the largest numbers of employees in OYA is Group Life Coordinator 2 (GLC). There are six hundred and fifty-six (656) individuals working as permanent GLCs. Since that is over half of all classifications within OYA, the composition of the group is critical for the agency.

Out of the five six hundred and fifty-six (656) GLCs, one hundred sixty (160) are women, representing 24.30%. This exceeds the DAS parity goal of 22.80%.

People of color occupy one hundred thirty-two (132) positions within the GLC classification. That is 20.12% of the workforce and almost twice the DAS parity goal of 10.90%.

There are eight (8) GLCs who self identified as having a disability. They represent 1.21% of the GLC classification.

Juvenile Parole and Probation Officers (JPPOs)

The second largest classification within the agency is Juvenile Parole and Probation Officer (JPPO). There are seventy-five (75) JPPOs and of these twenty-two (22) are women representing 29.33% of these positions. This exceeds the DAS parity goal of 22.80%.

There are nineteen (19) people of color, for a representation of 25.33% of the job classification. This exceeds the DAS parity goal of 10.90%.

There is one (1) employee with a disability in the classification, for a 1.33% representation. This is below DAS's parity goal of 6.00% for employees with disabilities in all positions.

Service Maintenance Workers

The third largest classification within the agency is Service Maintenance Workers. There are fifty-four (54) Service Maintenance Workers and of these twenty-seven (27) are women representing 50.00% of these positions. This exceeds the DAS parity goal of 37.80%.

There are four (4) people of color, for a representation of 7.40% of the job classification. This is below the DAS parity goal of 11.60%.

There are no persons with a disclosed disability in this classification.

Office Specialist 2 (OS2)

The largest clerical classification within the agency is Office Specialist 2 (OS2). There are fifty-one (51) employees, of which 98.03% are women. This well exceeds the 70.30% DAS parity goal.

There are nine (9) people of color. They represent 17.64% of the job classification and exceed the 9.70% DAS parity goal.

Two (2) OS2 employees disclosed a disability, representing 3.92% of the classification. This is below the 6.00% DAS parity goal for people with disabilities.

Principle Executive/Manager B (Middle Management)

The largest management classification in OYA is Principle Executive/Manager B positions (salary range 26). There are thirty-eight (38) employees in this classification. Of these, thirteen (13) are women representing 34.21%. This is slightly below the DAS parity goal of 43%. This means OYA will need to hire four (4) women into this job classification to meet the parity goal.

There are eight (8) people of color, which represents 21.05% of the job classification. OYA has achieved the 13.60% DAS parity goal and is an improvement since the last biennium.

There is one (1) employee with a disability, which represents 2.63% of the job classification. This is below DAS's parity goal of 6.00%.

New Hire / Promotion Trends

Since the beginning of the biennium, from July 1, 2009 through June 30, 2010, OYA has had one hundred fifteen (115) appointments.

Out of all the appointments, fifty-eight (58) were women, representing 50.00%. Twenty-three (23) of these appointments were people of color, representing 20.00%. Three (3) were to people with disabilities.

Retention

A review of separation rates from employment with OYA indicates women, people of color and people with disabilities leave at a *slightly* higher rate than their representation in the workforce. This means additional outreach and recruitment efforts must be extended to maintain the desired level of workforce diversity and meet DAS parity goals.

Separations

From July 1, 2009 through June 30, 2010, the number of employees who separated from OYA was one-hundred six (106) individuals, representing a turnover rate of just below 10.00%. These separations were for voluntary resignations, involuntary terminations, promotions, retirements and deaths. This does not include temporary employees.

Women

Fifty (50) women separated from OYA representing 47.17% of all separations.

People of Color

Twenty (20) people of color separated from OYA representing 18.87% of all separations.

Disabled

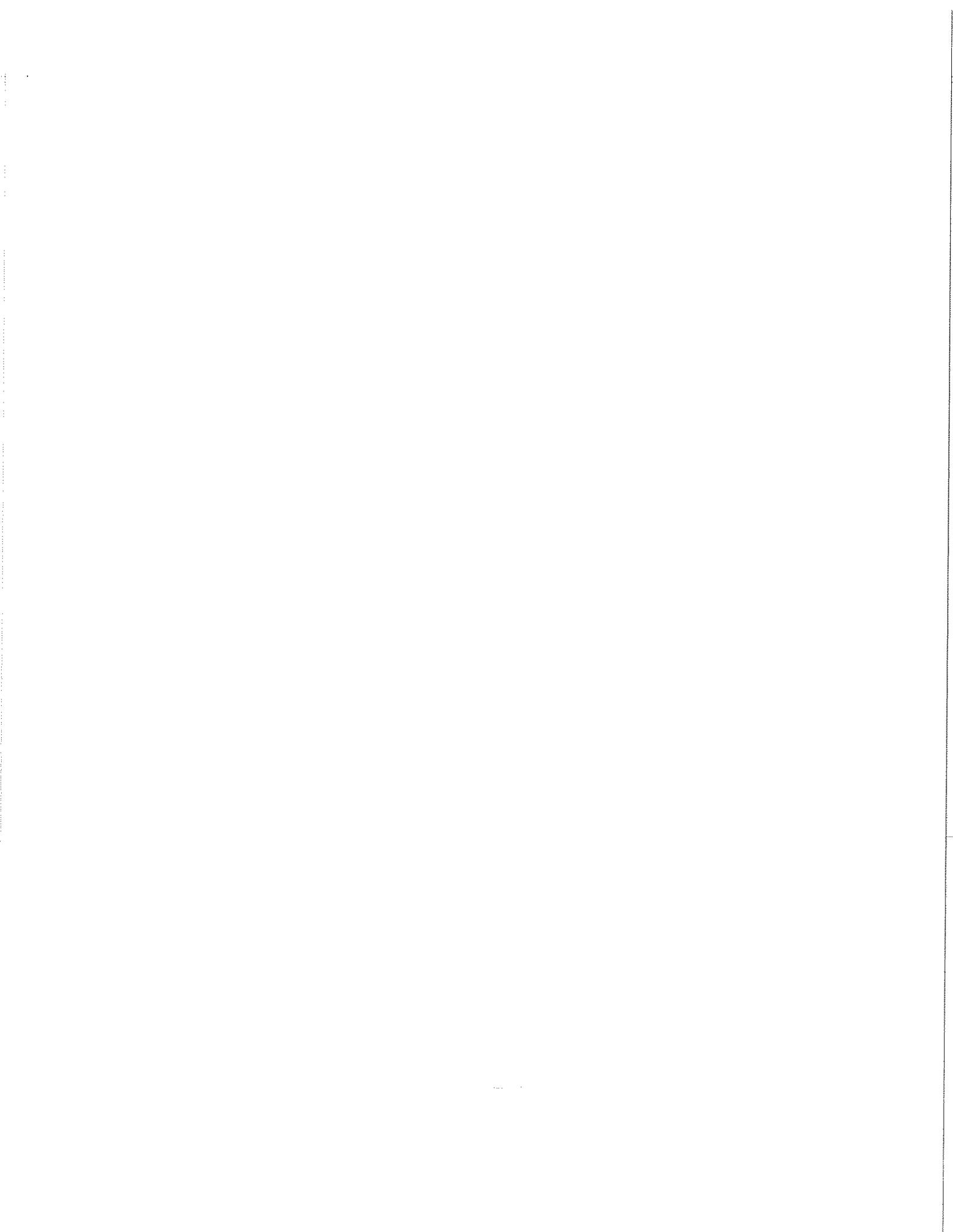
Seven (7) people with disabilities separated from OYA representing 0.66% of all separations.

OREGON YOUTH AUTHORITY WORKFORCE HISTORY SUMMARY

	JUNE 1996 Number Percentage	JUNE 1997 Number Percentage	JUNE 1998 Number Percentage	JUNE 1999 Number Percentage	JUNE 2000 Number Percentage	JUNE 2001 Number Percentage	JUNE 2002 Number Percentage	JUNE 2003 Number Percentage	JUNE 2004 Number Percentage
TOTAL EMPLOYEES	664	837	1,041	1,152	1,149	1,172	1,219	*956	976
WOMEN	220 33.1%	302 36.0%	397 38.1%	443 38.5%	424 36.9%	428 36.5%	444 36.4%	333 34.8%	337 34.5%
PEOPLE OF COLOR	91 13.7%	119 14.2%	154 14.8%	168 14.6%	168 14.6%	168 14.3%	174 14.3%	150 15.7%	147 15.1%
PEOPLE WITH DISABILITIES	8 1.2%	15 1.8%	46 4.4%	45 3.9%	50 4.4%	53 4.5%	56 4.6%	44 4.6%	34 3.5%

*Workforce reductions occurred due to budget cuts during the 2001-2003 biennium. Four facilities were closed and approximately 286 employees in facilities, parole/probation offices and central support offices were affected.

	JUNE 2005 Number Percentage	JUNE 2006 Number Percentage	JUNE 2007 Number Percentage	JUNE 2008 Number Percentage	JUNE 2009 Number Percentage	JUNE 2010 Number Percentage
TOTAL EMPLOYEES	1020	1023	1037	1113	1097	1101
WOMEN	366 36.0%	375 36.7%	377 36.3%	420 37.7%	414 37.7%	421 38.2%
PEOPLE OF COLOR	162 15.9%	162 15.8%	178 17.2%	179 16.0%	185 16.8%	185 16.8%
PEOPLE WITH DISABILITIES	32 3.1%	30 2.9%	27 2.6%	24 2.2%	24 2.2%	20 1.8%



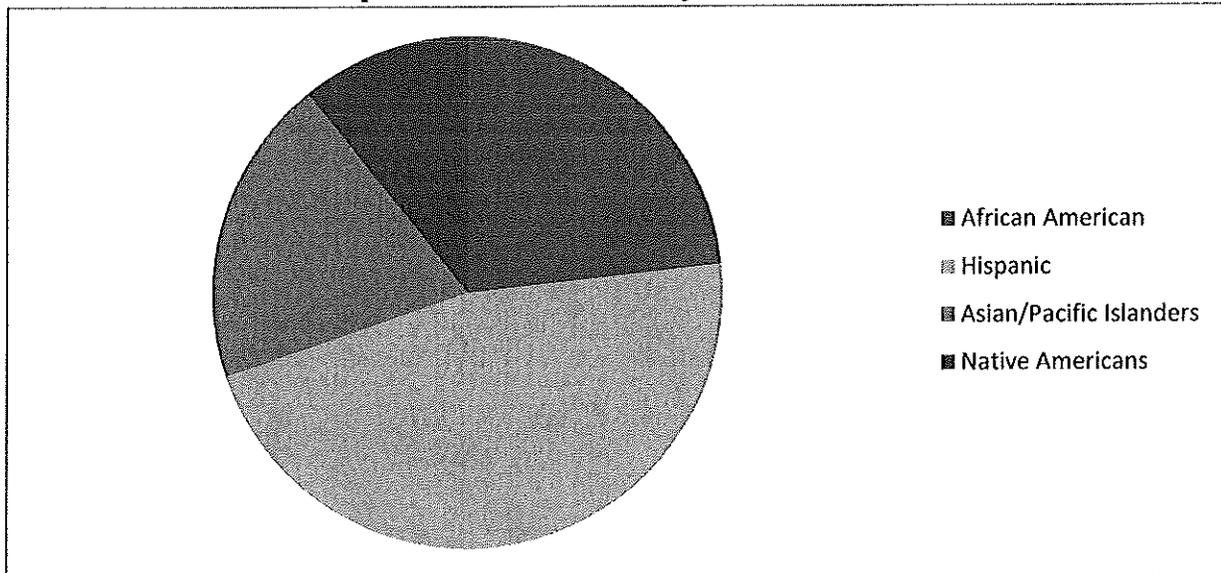
Oregon Youth Authority

Workforce Composition

As of June 30, 2010

<u>Total Employees</u>	1101	
		<u>Percentage</u>
<u>Women</u>	421	38.2%
<u>People of Color:</u>	185	16.8%
African American	43	3.90%
Hispanic	86	7.81%
Asian/Pacific Islanders	36	3.26%
Native Americans	20	1.81%

People of Color Representation



People with Disabilities 20 1.8%

Youth Composition
As of January 31, 2010

<u>Women</u>	12%
<u>People of Color:</u>	36%
African American	9%
Hispanic	21%
Asian/Pacific Islanders	1%
Native Americans	4%
Unknown	1%

WORKFORCE REPRESENTATION REPORT
OREGON YOUTH AUTHORITY
Affirmative Action Analysis as of June 30, 2010

EEO CATEGORIES	WOMEN (W)		PEOPLE OF COLOR (P)		PEOPLE WITH DISABILITIES (D)		Protected Class Hires Last Three Months							
	Total Emp	Actual	FTE*	Parity	FTE*	Parity	FTE*	W	P	D				
A01) Middle Management	50	17	34.00%	43.00%	36.10	36.10%	11.40	2	4.00%	6.00%	5.00	1	3	1
A02) Upper Management	52	23	44.23%	36.60%	7.30	12.20%	2.40	0	0.00%	6.00%	1.20	3	1	0
B02) Communication/Editor	2	1	50.00%	70.40%	23.90	11.30%	3.80	0	0.00%	6.00%	2.00	0	0	0
B04) Nurse/Health	32	24	75.00%	70.40%	23.90	11.30%	3.80	0	0.00%	6.00%	2.00	0	0	0
B05) Physician/Dentist/Veterinarian	5	2	40.00%	33.40%	2.00	11.40%	0.60	0	0.00%	6.00%	0.30	0	0	0
B06) Food Service Manager	1	1	100.00%	52.90%	1.00	6.10%	0.10	0	0.00%	6.00%	0.10	0	0	0
B07) Purchasing Agent/Analyst	3	3	100.00%	43.20%	1.20	5.30%	0.10	1	33.33%	6.00%	0.10	0	0	0
B09) Social Science/Planner/Researcher	3	2	66.67%	43.70%	1.30	10.00%	0.30	0	0.00%	6.00%	0.10	0	0	0
B10) Personnel/Employment	20	14	70.00%	57.60%	8.00	11.60%	1.60	0	0.00%	6.00%	0.80	0	0	0
B11) Inspector/Compliance/Investigator	1	0	0.00%	57.60%	8.00	11.60%	1.60	0	0.00%	6.00%	0.80	0	0	0
B12) Computer Analyst	19	5	26.32%	32.40%	6.40	13.00%	2.60	1	5.26%	6.00%	1.20	0	0	0
B15) Accounting/Finance/Revenue	8	5	62.50%	53.00%	3.70	13.00%	0.90	1	12.50%	6.00%	0.40	0	0	0
B16) Program Coordinator/Analyst	23	14	60.87%	41.10%	9.40	9.50%	2.10	1	4.35%	6.00%	1.30	0	0	0
B17) Social Services	58	31	53.45%	60.00%	35.40	15.70%	9.20	2	3.45%	6.00%	3.50	1	0	0
C01) Health	3	3	100.00%	75.50%	2.20	13.80%	0.40	0	0.00%	6.00%	0.10	1	0	0
C02) Engineering/Construction	1	0	0.00%	75.50%	2.20	13.80%	0.40	0	0.00%	6.00%	0.10	0	0	0
C04) Computer	1	1	100.00%	36.00%	0.30	12.70%	0.10	0	0.00%	6.00%	0.00	0	0	0
D02) Correctional Officer	656	160	24.39%	22.80%	152.00	10.90%	72.70	8	1.22%	6.00%	40.00	8	2	1
F00) Administrative Support	88	86	97.73%	70.30%	63.20	9.70%	8.70	4	4.55%	6.00%	5.40	2	0	0
G03) Trades/Maintenance Repair	6	1	16.67%	13.40%	0.60	9.10%	0.40	0	0.00%	6.00%	0.30	0	0	0
G05) Mechanic/Boiler Operator	6	0	0.00%	12.50%	0.70	7.50%	0.40	0	0.00%	6.00%	0.30	0	0	0
G06) Trades	9	1	11.11%	11.50%	0.10	7.10%	0.70	1	11.11%	6.00%	0.60	0	0	0
H00) Service Maintenance Worker	54	27	50.00%	37.80%	21.10	11.60%	6.40	4	7.41%	6.00%	3.30	0	0	0
Totals	1,101	421						185				20	6	2

Affirmative Action Statistics are voluntary and may not accurately reflect the actual diversity of the agency.
 *May be duplication in counts of individuals within the W,P and D categories.

