



AFFIRMATIVE ACTION REPORT

2021-2023

OFFICE OF CULTURAL CHANGE |
DEPARTMENT OF ADMINISTRATIVE SERVICES

155 Cottage Street NE
Salem, OR 97301

2021-2023 Biennium

Completed February 2023

TABLE OF CONTENTS

INTRODUCTION	1
Executive Order 22-11	3
EXECUTIVE SUMMARY	7
Background	7
Findings	8
STATE OF AFFIRMATIVE ACTION	9
Objectives and Goals	9
Recommendations for 2023-2025	10
COMMUNITY RELATIONSHIPS	11
TRIAL SERVICE RETENTION AND DEMOGRAPHIC DATA	13
Trial Service Retention 2018 - 2022 by Calendar Year	13
Demographic Data 2018 - 2022 by Calendar Year	16
Key Takeaways	18
Management, Direct, and Executive Appointments	19
CLAIMS	20
Cost and Count	20
OREGON STATE GOVERNMENT EMPLOYMENT & LABOR FORCE	21
OREGON STATE GOVERNMENT PROCUREMENT AND CONTRACTING	23
Racial Justice Council (RJC)	23
Oregon Statewide Disparity Study	23
Racial Equity Impact Statement (REIS)	23
Certification Office Of Business Inclusion And Diversity (COBID)	24
Procurement and Contracting Data Analysis	25
ACKNOWLEDGEMENTS	26
CITATIONS/APPENDICES	26



A MESSAGE FROM FORMER GOVERNOR KATE BROWN

The health and success of our democracy, our government, and our state's critical services are deeply dependent on our ability to be representative, responsive and inclusive of all Oregonians.

That means we must ensure Oregon is a welcoming and safe place where Oregonians of all national origins, races, ethnicities, genders and abilities can thrive, live and love freely.

As we saw from the most recent census, Oregon's demographics are changing, and the state is becoming more racially, ethnically and linguistically diverse. Knowing this, it is my continued priority to double down on our statewide equal employment, diversity, equity, inclusion and affirmative action work.

Oregon has made tremendous strides forward. As you read through this report, you will see that we have much to celebrate. We are getting closer to achieving a state workforce that reflects the diversity of our communities with every advancement in equal employment, diversity, equity, inclusion and affirmative action.

And of course, you will see in this report that there is much more work for us to do. Equity must be built into the very framework of how we operate—from contracting and community engagement, to hiring practices, leadership development, promotions and succession planning.

I am ready to keep doing that work, and I know we all are. I thank all of our incredible state employees who are dedicated to this vision. Your service in communities throughout our state is what makes Oregon such a special place to call home.

A handwritten signature in black ink that reads "Kate Brown" followed by a long, horizontal flourish.





INTRODUCTION

The biennial Affirmative Action Report is a narrative that combines the history, experiences and efforts of Oregon state government as it relates to affirmative action. This report brings together external and internal factors that have influenced and impacted the state of affirmative action. The data was collected over a six month time period, from January 1, 2018 to June 30, 2022.

In 2020, the world was impacted by the COVID pandemic and organizations,

private and public, big and small, were forced to face new changes that resulted in several paradigm shifts. Across the state, Oregon experienced catastrophic wildfires that impacted communities and natural resources. These events resulted in changes; changes that evoked unfamiliar feelings in individuals.

The majority of the paradigm shifts were job and career related. In an article from the [National Library of Medicine](#), titled, “Paradigm shifts caused by the COVID-19 pandemic,” the areas that experienced paradigm shifts are: job security, financial consequences, remote work, employee well-being and career attitudes.

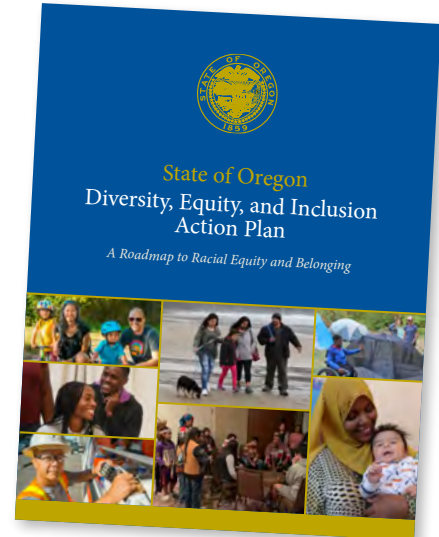
Some welcomed these shifts, some did not. Some adapted, some did not. If there is one common thread that we share among us all, it’s that we all experienced a form of “struggle”. Throughout the struggles, as a state, we persevered, showed that we are resilient and demonstrated grit in multiple areas of our lives.

We must acknowledge the inequities presented from paradigm shifts that Oregon’s historically and currently underserved communities experienced, especially during the pandemic. It is apparent now, more than ever, that affirmative action programs address and improve methods of equal access in areas of recruitment, hiring, retention, community outreach and more. Overall, the findings from this report prove that our efforts to create pathways of opportunity to Oregon’s historically and currently underserved communities are working. A recent definition of these communities include:

- Native Americans, members of Oregon’s 9 federally recognized tribes, American Indians, Alaska Natives;
- Black, Africans, African Americans;
- Latino/a/x, Hispanic;
- Asian, Pacific islanders;
- Arab/Middle Eastern/North Africans;
- Immigrants, refugees, asylum seekers;
- Undocumented persons, DACA, “Dreamers”;
- Linguistically diverse;
- People with disabilities;
- LGBTQ+;
- Aging/older adults;
- Economically disadvantaged;
- Farmworkers, migrant workers

Oregon state government acknowledges racial equity must be at the forefront, while all other forms of diversity will benefit from these efforts:

1. In 2020, Governor Kate Brown formed the [*Racial Justice Council*](#) to empower voices of those most impacted by historical and institutional racism in Oregon to create a system that supports us all.
2. In 2021, Governor Kate Brown and agency leaders created and published the [*Statewide Diversity, Equity and Inclusion \(DEI\) Action Plan*](#). It is a framework for how we approach DEI and affirmative action throughout all levels of state government.
3. In 2022, former Governor Brown issued [*Executive Order 22-11*](#), reaffirming Oregon's commitment to prioritize affirmative action through equity work and specifically racial equity.



Office of the Governor State of Oregon



EXECUTIVE ORDER NO. 22-11

RELATING TO AFFIRMATIVE ACTION, EQUAL EMPLOYMENT OPPORTUNITY, DIVERSITY, EQUITY, AND INCLUSION

On January 26, 2005, Governor Kulongoski issued Executive Order 05-01, relating to affirmative action. That Executive Order directed Agency Directors and Administrators to review and discuss their affirmative action plans, to initiate training on affirmative action issues, including affirmative action responsibilities in key job descriptions, and to conduct Cultural Competency Assessment and training.

Since the issuance of Executive Order 05-01, Amendment 08-18, Amendment 16-09 and Amendment 17-11, state agencies have met with the Office of Cultural Change (OCC) and the Governor's Office (GO) to review and discuss their affirmative action plans. The Department of Administrative Services (DAS) has completed an audit of position descriptions for the inclusion of affirmative action duties and DAS has shared audit results with the OCC and GO. The Governor and agency leadership have pledged their commitment to prioritize equity in their work. As a result, a bold and executable Diversity, Equity, and Inclusion (DEI) Action Plan was created. The DEI Action Plan was designed to guide efforts of the state enterprise to dismantle racism and establish a shared understanding. It is intended to complement agencies' existing equity initiatives and provide guidance to agencies early in their journey and thread the collective equity initiatives across the state.

Significant gains have been made, and there is more work to be done. The State of Oregon remains committed to every person's right to work and advance on the basis of knowledge, skills, ability and professional experience. In order to continue implementation of the goals and policies set forth in Executive Order 05-01, 08-18, 16-09, and 17-11, I extend these orders as follows:

NOW THEREFORE, IT IS HEREBY DIRECTED AND ORDERED:

1. The OCC, GO, each Agency Director and Administrator shall review and discuss each agency's affirmative action plan and affirmative action goals to improve hiring and developmental opportunities.
2. To continue the State of Oregon's progress in promotion of Diversity, Equity, and Inclusion in the workplace, and the elimination of effects of past and present discrimination, intended or unintended, Agency Directors and Administrators shall:





EXECUTIVE ORDER NO. 22-11
PAGE TWO

- a. Provide ongoing leadership in implementing each agency's affirmative action plan;
- b. Ensure incorporation of affirmative action, diversity, equity, and inclusion responsibilities in executive and/or management job descriptions;
- c. Ensure agencies fulfill their affirmative action responsibilities by requiring directors, administrators, managers, and coordinators of DEI, affirmative action, and equal employment opportunity, attend all OCC and GO meetings to assist Affirmative Action Representatives. Agencies will annually submit the name of agency Affirmative Action Representative and immediately inform the OCC if the representative is changed;
- d. Post each agency's affirmative action plan policy statement and diversity and inclusion statement in a clearly visible area on agency's internal and external websites. The policy statement shall include the name and contact information for the agency's Affirmative Action Representative;
- e. Communicate to all employees about the Affirmative Action resources available with each agency and the important role of Affirmative Action Representatives in responding to employees' concerns of discrimination in the areas of hiring, retention, promotion, and career development;
- f. Track, evaluate, and measure trends in agency discrimination and/or harassment claims, reporting data and findings in the subsequent biennial Affirmative Action Plan/Statement Affirmative Action Statements are prescribed for agencies with ten or fewer FTE;
- g. Work to improve implementation of the agency's affirmative action plan using professional development, performance assessments, and/or performance evaluations; and
- h. Ensure agency-adopted systems address accessibility and ease of interaction through monitoring and continuous improvement to support a diverse, equitable, and inclusive workforce.





EXECUTIVE ORDER NO. 22-11
PAGE THREE

3. Under ORS 659A.012, state agencies are “required to include in the evaluation of all management personnel the manager’s or supervisor’s effectiveness in achieving affirmative action objectives as a key consideration of the manager’s or supervisor’s performance.” Periodically, DAS shall conduct audits of agencies to determine whether management personnel are being evaluated based on effectiveness in achieving affirmative action objectives. Results of this audit shall be provided to the OCC and GO.
4. OCC will continue to coordinate with GO regarding the progression and presentation of statewide professional development designed to improve employees’ skills and competency in managing affirmative action equity, and diversity issues.
5. OCC will annually monitor agencies’ training and implementation of Diversity, Equity, Inclusion, Affirmative Action, and Equal Employment Opportunity and the internal and external impact of these professional development strategies. OCC, GO, Agency Directors and Administrators are expected to implement ongoing and current professional development by operationalizing equity and inclusion, which will promote a diverse workplace.
6. DAS, in conjunction with GO and the Oregon Department of Justice, has developed a web-based exit interview survey tool. Agency Directors and Administrators shall allow employees to use state equipment to access the Exit Interview Survey and shall encourage all employees to complete the survey prior to their transfer or departure.
7. OCC will use all data collected from DAS, Bureau of Labor and Industries (BOLI), Oregon Employment Department (OED), and other state agencies to produce and distribute a biennial report to the Governor, the Legislature, and key stakeholders.





EXECUTIVE ORDER NO. 22-11
PAGE FOUR

8. This Executive Order will expire on December 31, 2028.

Done at Salem Oregon, this 16th day of June, 2022.



Kate Brown

Kate Brown
GOVERNOR

ATTEST:

Shemia Fagan

Shemia Fagan
SECRETARY OF STATE



EXECUTIVE SUMMARY

BACKGROUND

The Office of Cultural Change (OCC) was established in 2020 to partner with the Governor's Office (GO) in leading efforts to dismantle racism in Oregon. Former Governor Brown and agency leadership pledged their commitment to prioritize racial equity in their work. In August 2021, the Statewide Diversity, Equity and Inclusion (DEI) Action Plan was created and is one of the first states in the United States to create a statewide DEI Action Plan with three key visions:

- **By dismantling** institutional and structural racism in state government, we will see huge impacts historically and currently underserved and under-resourced communities
- **By building** a more equitable state, everyone has the opportunity to thrive and everyone's voice is heard
- **By ensuring** an inclusive and welcoming state, we can celebrate our collective diversity of race, ethnicity, culture, color, disability, gender, gender identity, marital status, national origin, age, religion, sex, sexual orientation, socio-economic status, veteran status, and immigration status

In Oregon state government, affirmative action directives have been a top priority for 17 years, beginning with the first executive order (EO) issued in 2005 by Governor Kulongoski. EO 05-11 initiated training on affirmative action. Since then, there have been four amendments to EO 05-11, the most recent being EO 22-11.

DEI, affirmative action, and equal employment opportunity (EEO) are intentional efforts and require long-term work involving continuous, stable and sustainable guidance from all levels of state government. As leadership in state government changes, our drive and passion for equity must remain constant to see meaningful results.

EO 22-11 serves as an accountability mechanism that integrates Governor Brown's racial equity priority with the statewide DEI Action Plan to:

- Compliment agencies' existing equity initiatives
- Provide guidance to agencies early in their equity journey
- Bring agencies together to talk about their equity work

FINDINGS

The data gathered for this report was collected over a six month time period, from January 1, 2018 to June 30, 2022 and collected by Department of Administrative Services (DAS) reporting analysts, then analyzed by a DAS workforce people analytic strategist. In partnership with the Affirmative Action Manager, they concluded that veterans and people with disabilities (PWD) represent a smaller number in the workforce. Overall, the key findings show that diversity is increasing, we are seeing communities of color represented in higher numbers in the workforce; and retention rates are increasing.

- The data shows Oregon state government's commitment to hiring and promoting women over the past several biennia, including a noticeable increase in women appointed to leadership roles between 2015 and 2021.
- Following a noticeable trend, in 2021 there are more people of color (22.24%) and women of color (20.85%) working in state government than any prior year in the history of this report.
- Promotions to employees of color more than doubled between 2018 and 2021 (0.81% to 1.75%).
- Over 300 veterans have been hired each year since 2019.
- While the overall percentage of people with disabilities working in state government has decreased in recent years, employees with disabilities have consistently seen career advancement between 2018-2021 (2.52% to 2.65% over 4 years; 2.8% average).

STATE OF AFFIRMATIVE ACTION

Historically, the statewide affirmative action manager was appointed and housed in the Governor's Office. Efforts to fully transform this position began in March 2022, when the position moved to the Office of Cultural Change, located at the Department of Administrative Services.

In May 2022, the Affirmative Action Manager began to meet virtually and in-person with Affirmative Action Representatives (AAR) to understand the state of affirmative action. By the end of summer 2022, the Affirmative Action Manager met with 75+ AARs. As DEI, affirmative action and EEO programs and policies have evolved at the federal and state levels, the need for operationalizing and organizing efforts became more apparent. Themes from the meetings included:

- AARs are motivated, and this presents an opportunity to educate, train and empower them. There is new and renewed energy to learn affirmative action work and how to implement it at the agency level.
- AARs, regardless of level of experience, are eager to make forward progress in equity work.
- Agencies share similar concerns and addressing these concerns will require a customized approach. In order to evolve and maintain momentum, the Affirmative Action Program must transform to a partnership and education-first structure.

OBJECTIVES AND GOALS

The Governor's Office and Office of Cultural Change collaborates in all areas of state government to:

- Normalize the concepts of racial justice in the enterprise of state government by acknowledging history, utilizing a racial equity roadmap, and familiarizing concepts and tools that will support efforts to put racial equity at the forefront.
- Organize efforts and build organizational capacity across departments for connected, cohesive and amplified impacts. Foster both internal and external partnerships.
- Operationalize and embed racial equity into every part of state government.
- Inspire expansion of equity by sharing and collaborating to build on what is already happening.

RECOMMENDATIONS FOR 2023-2025

The recommendations that are informed by this report support the stated objectives and goals following the themes of education, transformation and partnership. These recommendations align with the Affirmative Action Plan and the Statewide DEI Action Plan to progress the important equity work ahead:

1. Revitalize the energy around affirmative action work by conducting an affirmative action educational campaign through virtual and in-person workshops that center on racial equity. An education-first approach creates shared understanding and a foundation to learn, and implement the work.
2. Strengthen community relationships with Oregon's diverse and currently underserved communities by proactively working with community partners.
3. Transform the Affirmative Action Program by adopting a partnership approach with agencies when developing and implementing agency-specific affirmative action plans.
4. Promote collaboration and sharing of leading practices by revamping the structure of the Affirmative Action Representative Bi-Monthly Meetings to incorporate peer group sessions.
5. Raise awareness in careers in state government by partnering with educational organizations including public and private K-12 school districts, community colleges, universities and trade schools.

COMMUNITY RELATIONSHIPS

Community relationships are a critical element in strengthening partnerships with Oregon's diverse and currently underserved communities. It means sharing power by proactively working with community partners and building meaningful partnerships to inform decision-making. Agencies can align their affirmative action plans with the Statewide DEI Action Plan by integrating a community engagement plan in their strategies and goals that explain their approach to maintaining community relationships.

Oregonians are engaged when they are meaningfully included in discussions, decision-making, and implementation of the parts of government that affect their lives. Engaging in community relationships ensures that plans are relevant, needed, and build on existing solutions, ideas and strengths that Oregon's diverse communities have to offer.

Although the COVID pandemic presented limitations in community outreach efforts, some agencies created opportunity when possible. Here are examples of how agencies have incorporated community engagement in their Affirmative Action Plans:

- Oregon Department of Transportation (ODOT) conducted extensive public outreach on dozens of major projects all over the state in both the design and construction phases of the projects. In the Portland metro area, one project in a diverse community, outreach occurred in 5 languages (English, Spanish, Vietnamese, Russian and Chinese). The outreach included written materials, in-person meetings for Right of Way, access management and open houses with language interpretation.
- Oregon Film and Video Office (OFVO) partnered with Oregon Made Creative Foundation (OMCF) to create several opportunities that would not have otherwise existed for a diverse community of filmmakers and content creators. The effort brought over \$230,000 for projects and filmmakers working in Oregon; 75% of that funding has gone to artists and creators from historically under-represented and marginalized communities.
- Higher Education Coordinating Commission (HECC) staff are involved in numerous collaborative campus efforts to streamline the community college to university transfer pathway by working to ensure students do not lose credits. This impacts affordability and time-to-degree for low-income, first generation, and other underserved students. HECC also leads policy efforts on Credit for Prior Learning, improving pathways for returning and adult students to earn credits.
- Department of Revenue (DOR) received approval from the legislature to fund and operate a Taxpayer Advocate Office. The office operates independently from the rest of the agency to enhance the department's services to taxpayers. It provides opportunities to proactively connect with taxpayers and form collaborative partnerships with community-based organizations. These efforts will provide taxpayers with the ability to have a voice within the agency, increase system equity and voluntary compliance.

- Oregon State Lottery (OSL) sponsored Portland Veterans Stand Down, hosted by Transition Projects, by providing 400 first-aid kits to be distributed to veterans in Portland on Veterans Day.
- Oregon State Treasury (OST) partners with Historically Black Colleges and Universities (HBCU) and other recruitment organizations that focus on reaching historically underrepresented communities. Through these partnerships, 35.5% were people of color and 54.8% were women out of 31 total hires.
- State Library of Oregon (SLO) initiated a Native Plants Project, in conjunction with State Parks and the Legislative Administration Committee, to reach out to Oregon tribes for input, guidance, and participation from interested Tribal Nations on a new project to elevate Tribal voices at State Capitol Park.

TRIAL SERVICE RETENTION AND DEMOGRAPHIC DATA

TRIAL SERVICE RETENTION 2018 - 2022 BY CALENDAR YEAR

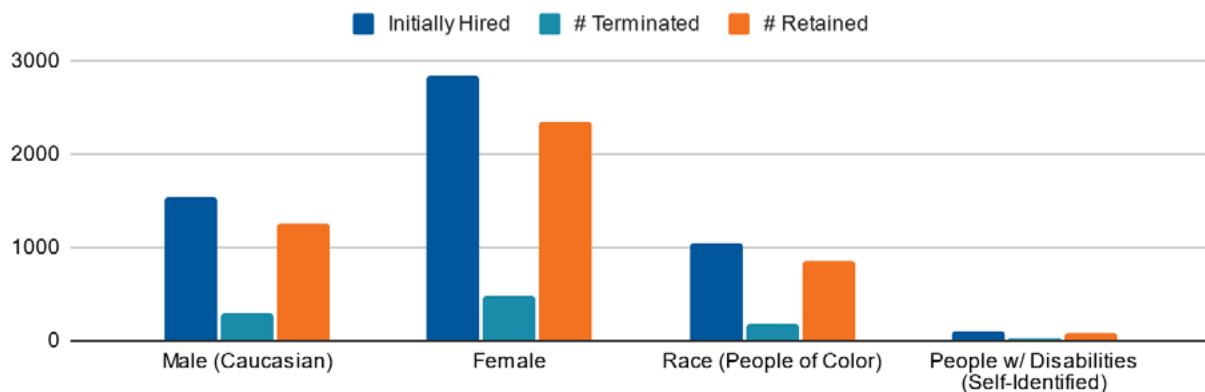
Trial service is the final phase of the hiring process which offers employees the opportunity to demonstrate their ability to perform the work, while providing state agencies the opportunity to confirm qualifications and fitness for the position.¹

The tables and charts below show that between 2018 and 2022, retention rates increased due to an increase in female and people of color hires. Hiring people with disabilities decreased in 2020; however, there was a slight increase in 2021 with a higher retention rate. This continues the trend established from 2015 - 2016.

Trial Service/Retention 2018

Trial Service/Retention	Initially Hired	# Terminated ²	# Retained	% Retained
Male (Caucasian)	1,545	294	1,251	81.0%
Female	2,836	476	2,360	83.2%
Race (People of Color)	1,042	179	863	82.8%
People w/ Disabilities (Self-Identified)	100	24	76	76.0%

Trial Service/Retention 2018



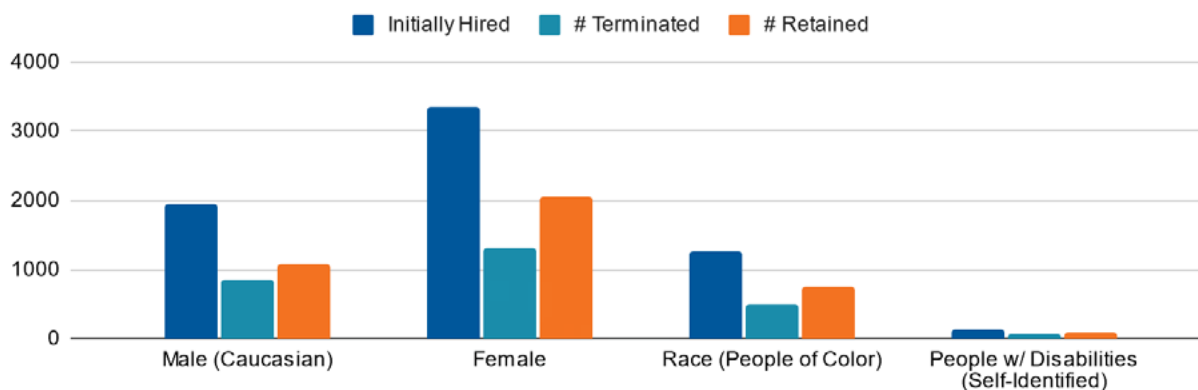
¹ Oregon State Human Resources Policy 40.065.01

² Terminations include voluntary resignations and involuntary dismissals.

Trial Service/Retention 2019

Trial Service/Retention	Initially Hired	# Terminated	# Retained	% Retained
Male (Caucasian)	1,951	862	1,089	55.8%
Female	3,352	1,310	2,042	60.9%
Race (People of Color)	1,263	499	764	60.5%
People w/ Disabilities (Self-Identified)	138	52	86	62.3%

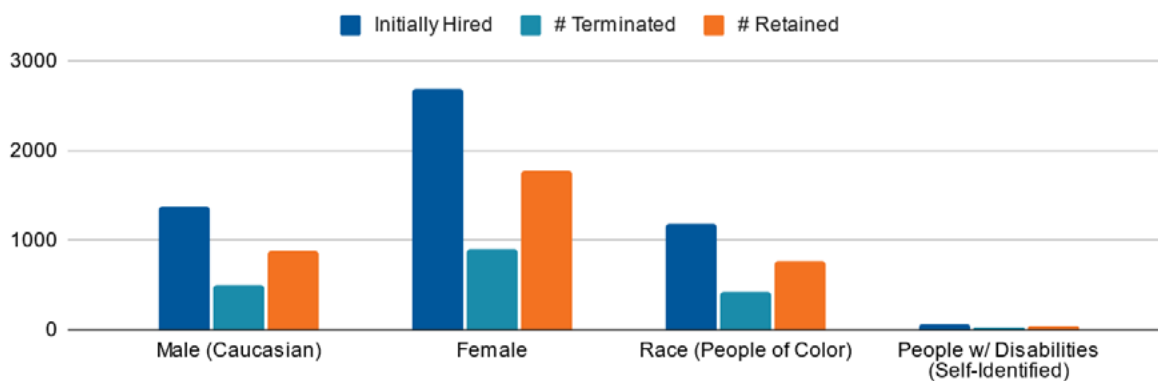
Trial Service/Retention 2019



Trial Service/Retention 2020

Trial Service/Retention	Initially Hired	# Terminated	# Retained	% Retained
Male (Caucasian)	1,373	496	877	63.9%
Female	2,688	904	1,784	66.4%
Race (People of Color)	1,191	428	763	64.1%
People w/ Disabilities (Self-Identified)	62	22	40	64.5%

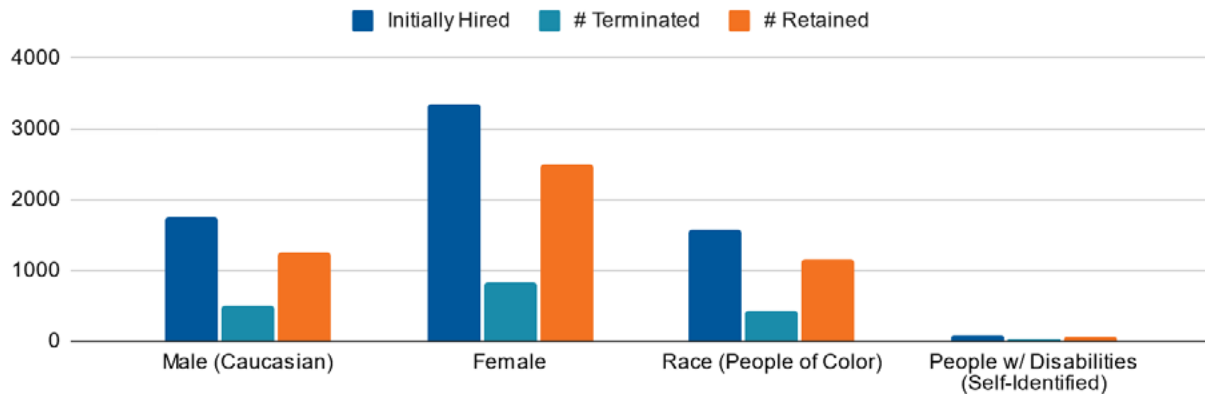
Trial Service/Retention 2020



Trial Service/Retention 2021

Trial Service/Retention	Initially Hired	# Terminated	# Retained	% Retained
Male (Caucasian)	1,761	498	1,263	71.7%
Female	3,351	843	2,508	74.8%
Race (People of Color)	1,590	432	1,158	72.8%
People w/ Disabilities (Self-Identified)	76	22	54	71.1%

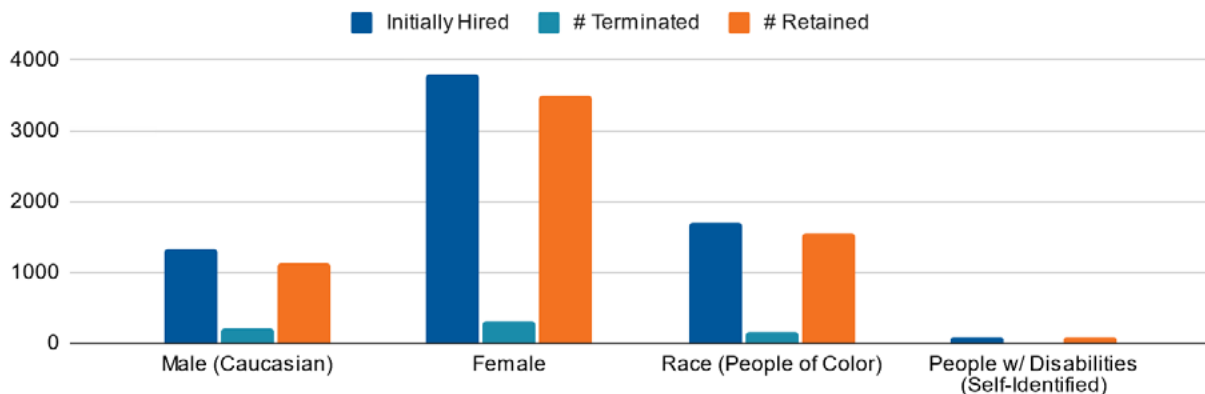
Trial Service/Retention 2021



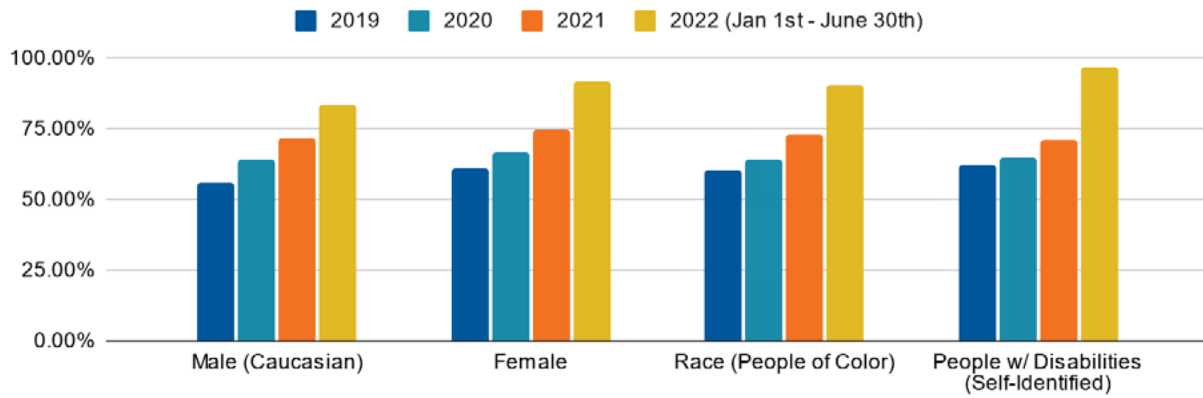
Trial Service/Retention January 1, 2022 - June 30, 2022

Trial Service/Retention	Initially Hired	# Terminated	# Retained	% Retained
Male (Caucasian)	1,342	217	1,125	83.8%
Female	3,796	304	3,492	92.0%
Race (People of Color)	1,714	167	1,547	90.3%
People w/ Disabilities (Self-Identified)	88	3	85	96.6%

Trial Service/Retention 2022 (Jan 1-June30)

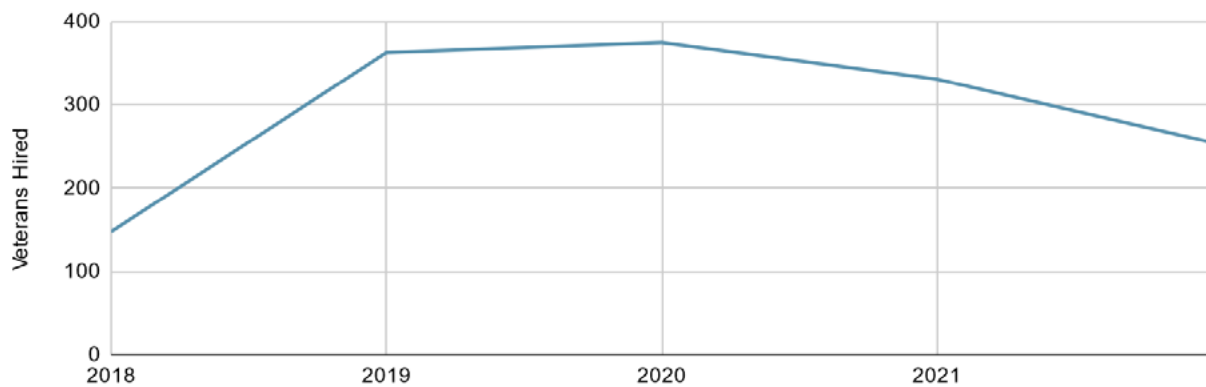


Percent Retained

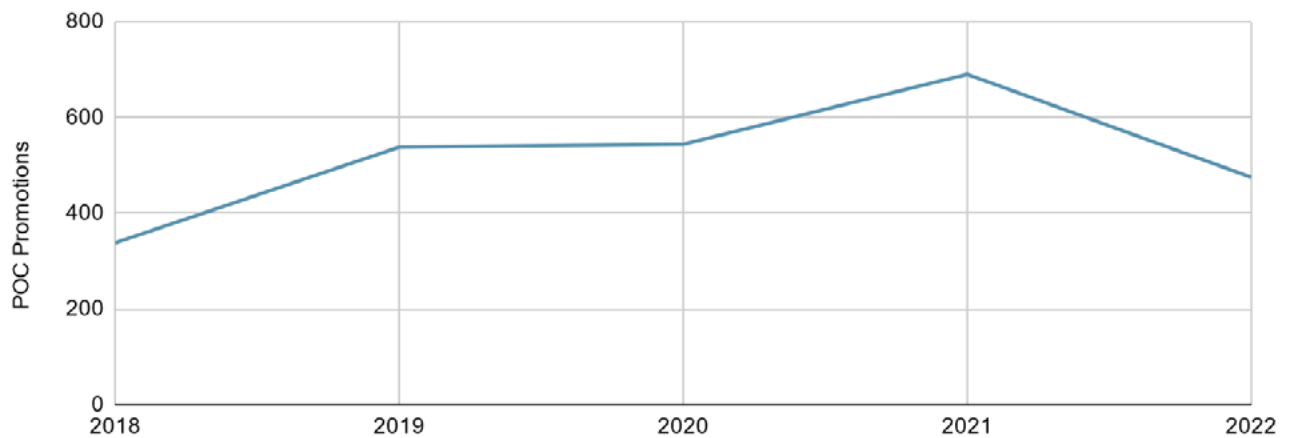


DEMOGRAPHIC DATA 2018 - 2022 BY CALENDAR YEAR

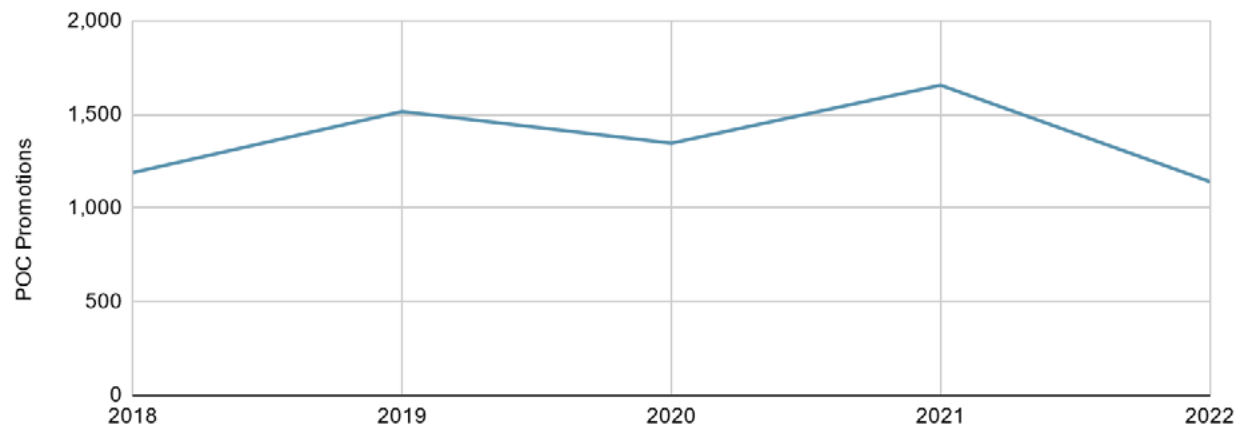
Veterans Hired 2018-2022



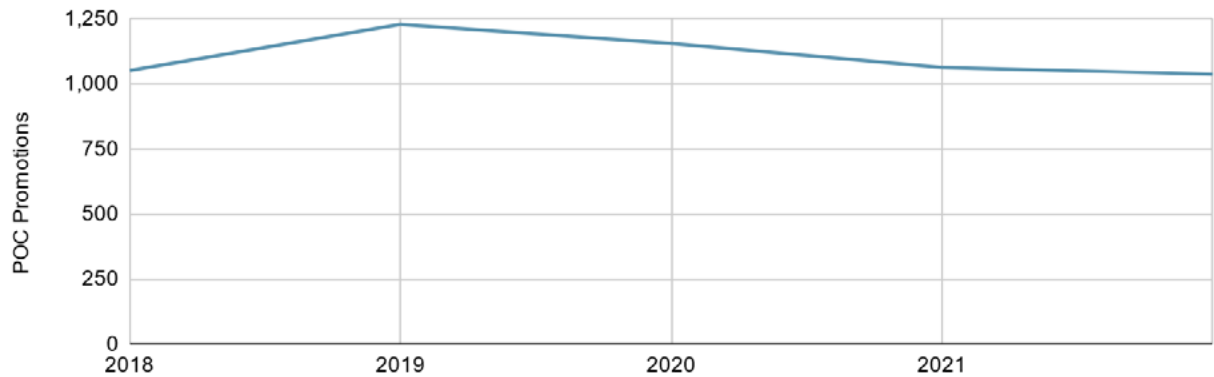
POC Promotions 2018-2022



Female Promotions 2018-2022



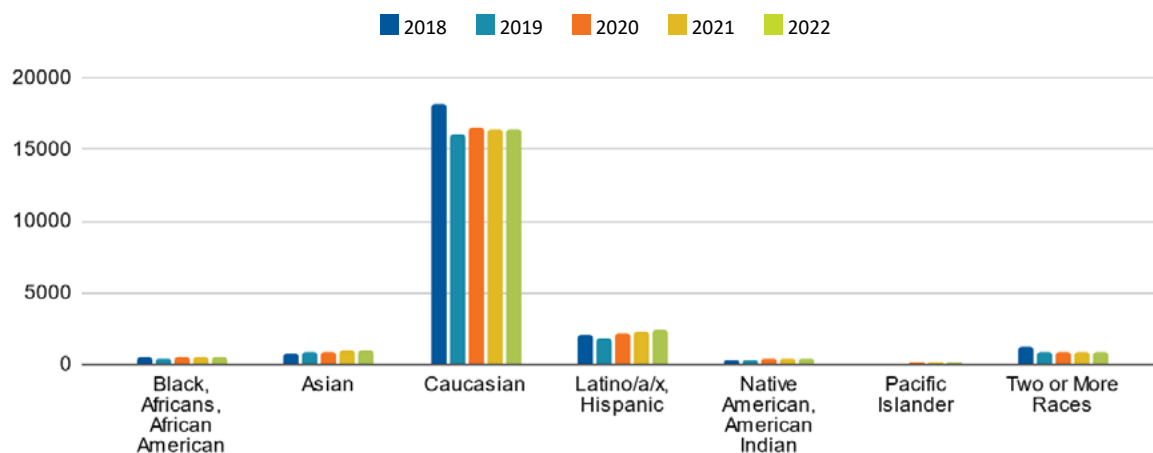
Number of Employees with Disabilities 2018-2022



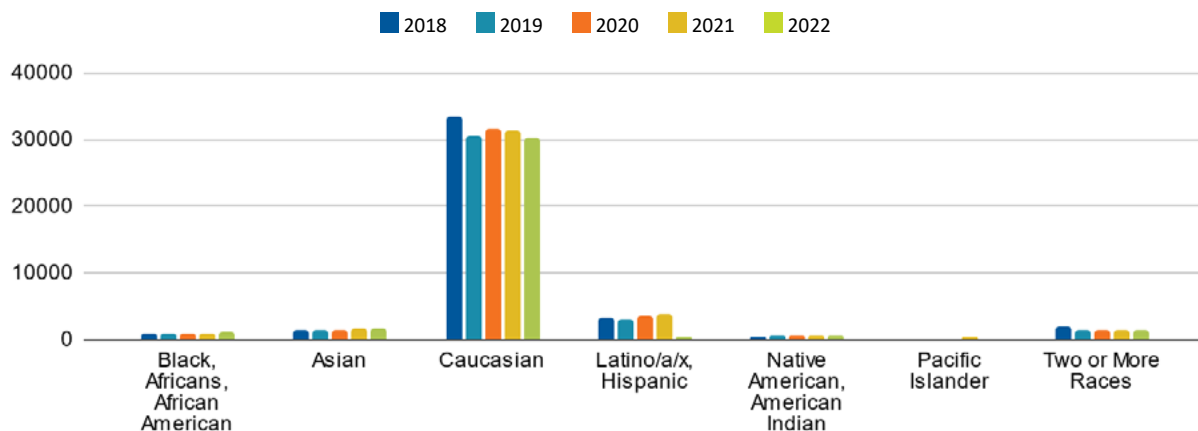
KEY TAKEAWAYS

- People of color and females are getting promoted. There is an increase of females of color and people of color in the workforce.
- The top three communities of color represented in the workforce:
 - Latino/a/x, Hispanic
 - Asian
 - Black, Africans, African American
- There is an increase of people of color represented in management with the top three being:
 - Latino/a/x, Hispanic
 - Black, Africans, African American
 - Asian
- Direct appointments have slightly decreased across the board
- From 2018-2020, hiring Person with Disability (PWD) and veterans was at an upward trend, with a slight decrease in 2021
- Hiring PWD started to decrease in 2020; however, in 2021, PWD retention rate was high
- Top three job categories for PWD are professional, administrative support and paraprofessional

Female Employees 2018-2022 by Calendar Year



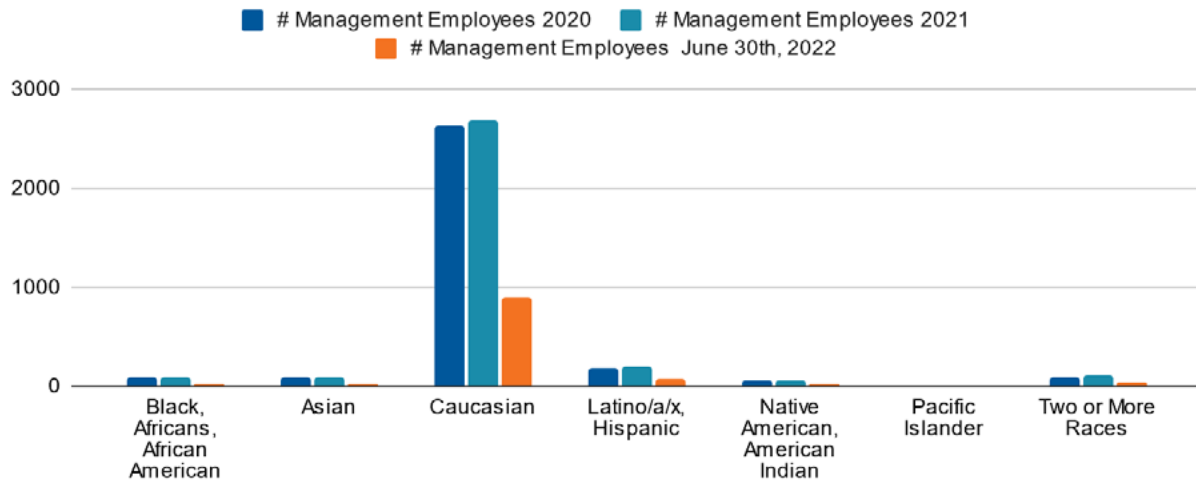
All Employees 2018-2022 by Calendar Year



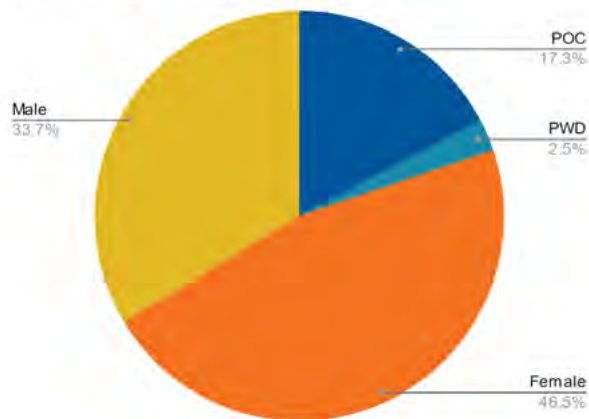
MANAGEMENT, DIRECT, AND EXECUTIVE APPOINTMENTS

The number of people of color in management positions is increasing, with the top three demographics being Latino/a/x, Hispanic; Black, Africans, African American; and Asian. Direct appointments are slightly decreasing across the board.

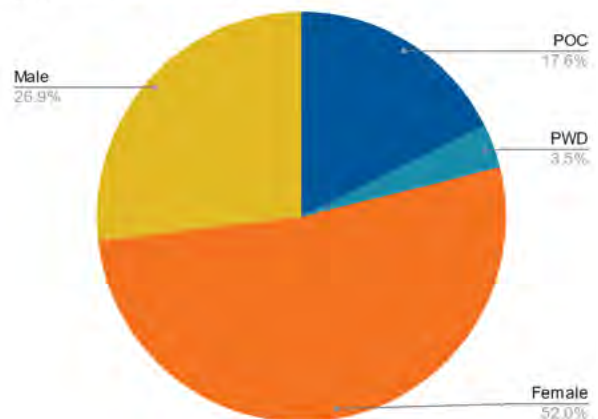
Number Management Employees 2020-2022 by Calendar Year



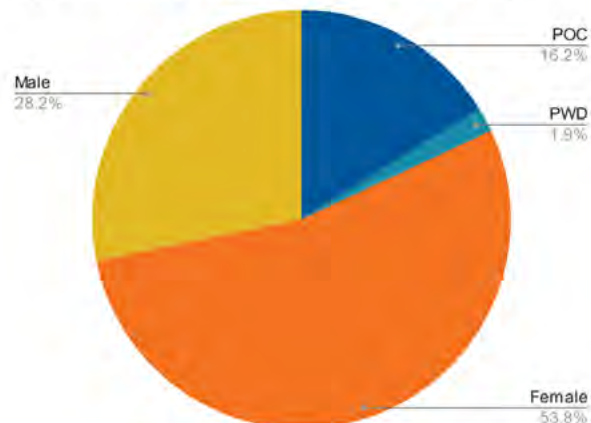
Appointments 2020



Appointments 2021



Appointments 2022 (Jan 1 - June 30)

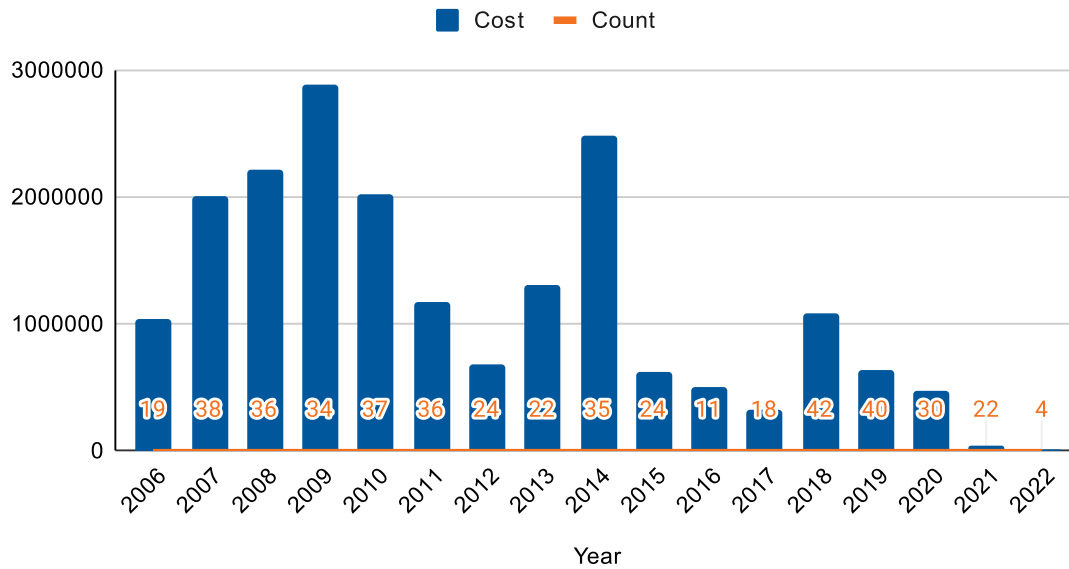


CLAIMS

COST AND COUNT

The following table displays the total dollars Oregon state agencies paid for civil rights/ discrimination claims.

Oregon State Agencies for Civil Rights/ Discrimination Claims - Cost and Count



OREGON STATE GOVERNMENT EMPLOYMENT & LABOR FORCE

In 2021, Oregon state government employed 40,227 workers. By race or ethnicity, there were 8,946 workers (or 22.2%) who identified as people of color. Meanwhile, nearly four out of five (77.8%) state government employees identified as white. These percentages are similar to the demographics of all Oregon workers ages 16 and older. Across all jobs, Oregon had 27.8% of employed workers who identified as people of color in 2021, while 72.2% identified as white alone (not also of Hispanic or Latino origin).

Women were slightly more likely to be working in state government than in Oregon's economy overall. In 2021, slightly more than half (53.7%) of all state government employees identified as female.³ Women made up 47.2% of all employed workers ages 16 and older in Oregon.

The Governor's Office also showed a similar demographic makeup to the overall workforce in terms of race and ethnicity, with 28.8% of employees identifying as people of color. Those identifying as female made up a larger share of the Governor's Office staff – 47 (or 71.2%) of 66 employed in the administration.

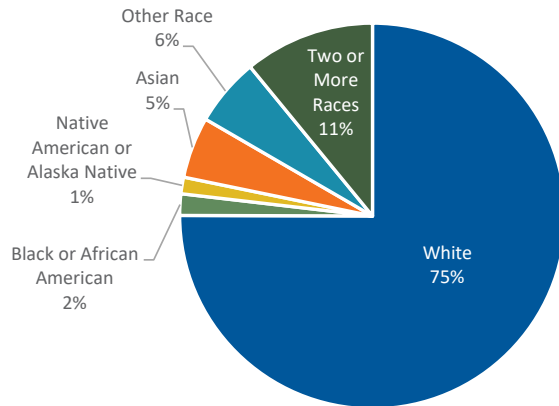
Employment Status and Labor Force Participation Rates in Oregon by Race and Ethnicity, 2021

Population ages 16 and over							
		In Labor Force					
Race	Total	Employed	Unemployed	Not in Labor Force	Percent of Employed	Unemployment Rate	Labor Force Participation Rate
All	3,487,919	2,007,468	136,281	1,339,921	100%	6.4%	61.6%
White	2,681,652	1,500,072	100,414	1,078,332	74.7%	6.3%	59.8%
Black or African American	63,611	36,114	4,075	23,224	1.8%	10.1%	63.5%
Native American or Alaska Native	44,396	27,757	2,203	14,105	1.4%	7.4%	68.2%
Asian	162,048	102,492	4,931	54,490	5.1%	4.6%	66.4%
Other Race	170,342	114,040	8,362	47,714	5.7%	6.8%	72.0%
Two or More Races	353,031	218,681	15,589	118,236	10.9%	6.7%	66.5%
Ethnicity							
Hispanic or Latino Origin	419,930	281,742	19,822	117,658	14.0%	6.6%	72.0%
All Not Hispanic or Latino Origin	3,067,989	1,725,726	116,459	1,222,263	86.0%	6.3%	59.3%
White Alone by Race, and Not Hispanic or Latino Origin	2,605,372	1,448,920	97,139	1,056,722	72.2%	6.3%	59.4%
People of Color	882,547	558,548	39,142	283,199	27.8%	6.5%	67.7%
Gender							
Male	1,729,973	1,060,576	73,692	592,182	52.8%	6.5%	65.8%
Female	1,757,946	946,892	62,589	747,739	47.2%	6.2%	57.5%

Source: Census Bureau, American Community Survey, 1-year estimates

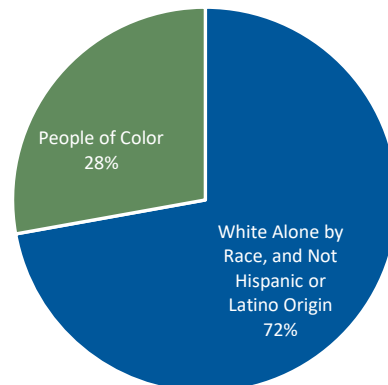
³ Sexual orientation and gender identity data were collected from employment records.

All Employment by Race in Oregon, 2021



Source: U.S. Census Bureau, American Community Survey

All Employment by Race and Ethnicity in Oregon, 2021



Source: U.S. Census Bureau, American Community Survey

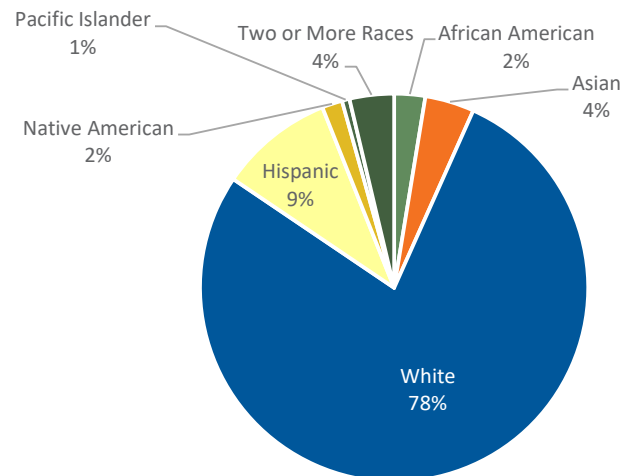
State of Oregon Employees by Race and Ethnicity, 2021

Race and Ethnicity	Total	% of Total
All	40,227	100%
White	31,281	77.8%
Black or African American	1,040	2.6%
Native American	682	1.7%
Asian	1,654	4.1%
Pacific Islander	253	0.6%
Two or More Races	1,488	3.7%
Ethnicity		
Hispanic or Latino	3,829	9.5%
Gender		
Male	18,623	46.3%
Female	21,604	53.7%

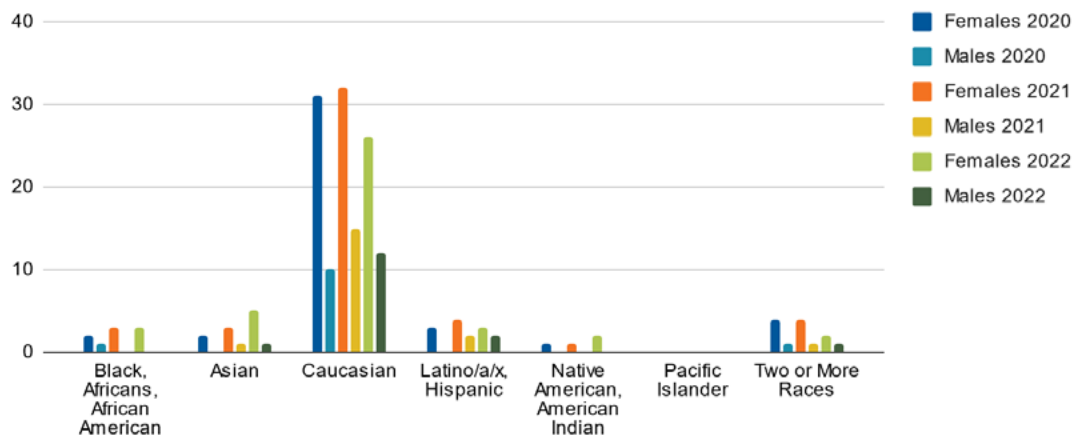
Source: Oregon Department of Administrative Services

State Government Employment by Race and Ethnicity, 2021

Source: Oregon Department of Administrative Services



Governor's Office Demographics 2020-2022



OREGON STATE GOVERNMENT PROCUREMENT AND CONTRACTING

In the [Statewide Diversity, Equity and Inclusion \(DEI\) Action Plan](#), strategy 6 and 7 call to action improvements in the statewide budget, contracting and procurement processes:

- **Strategy 6:** Equitable budget, inclusive budget process, and investing in target communities
- **Strategy 7:** Contract equity and improving state procurement processes

Several efforts and programs have been initiated while existing programs and processes are being assessed for improvements. Notable achievements of this work include the formation of the Racial Justice Council (RJC), passing of HB 5006 which funds the Oregon Statewide Disparity Study, and the requirement to submit a Racial Equity Impact Statement (REIS) as part of an agency's agency request budget (ARB).

RACIAL JUSTICE COUNCIL (RJC)

In 2020, Governor Kate Brown formed the RJC to allow the voices of those most impacted by historical and institutional racism in Oregon to be heard and to create a system that fully supports all Oregonians. During the 2021 legislative session, the RJC secured over \$3.2 billion to begin the process of recognizing and undoing systemic racism in Oregon. Efforts to support this can be found in who the state does business with; how the state does business; and the process in which procurements, contracts and vendor selection occurs.

OREGON STATEWIDE DISPARITY STUDY

At the 2021 legislative session, HB 5006, Oregon Statewide Disparity Study, received \$3.7 million in funds to identify inequalities in public procurement and contracting by looking at state contracting data. The study serves as an actionable, data-driven foundation that can help advance the state enterprise toward more equitable procurement processes to support minority-, women-, and service-disabled-veteran owned businesses. Findings from this study are not yet available.

RACIAL EQUITY IMPACT STATEMENT (REIS)

The 2023-25 biennium is the first time Oregon state government has required that agencies submit an REIS as part of their ARB. The REIS is a racial equity tool that helps agencies intentionally develop strategies and actions that reduce racial inequities in the process of requesting budget needs for their agency programs. As modified by the RJC Codification HB 2167 (ORS 291.206), each agency ARB was developed in consultation with the Racial Justice Council. An update on this requirement and the impact of the REIS is anticipated in the next affirmative action report.

CERTIFICATION OFFICE OF BUSINESS INCLUSION AND DIVERSITY (COBID)

The Certification Office for Business Inclusion and Diversity (COBID) is the sole certification authority for Oregon state government and is managed by Business Oregon. Certification is designed to give government agencies increased opportunities to locate and contract with minority-owned, women-owned, emerging small, and service-disabled-veteran owned businesses, (referred to collectively as COBID certified firms). While the certification program exists to provide access to public contracting opportunities, it also increases awareness of resources available to assist new and growing businesses, encourages prompt payment by a prime contractor or public agency, and strengthens Oregon's small business economy.

Title VI Of The 1964 Civil Rights Act



Simple justice requires that public funds, to which all taxpayers of all races [colors, and national origins] contribute, not be spent in any fashion which encourages, entrenches, subsidizes or results in racial [color or national origin] discrimination.

- President John F. Kennedy

STATE AGENCY CONTRACTING SUMMARY

As Oregon state government adopts new technology to modernize legacy systems, education, training and practice is required to fully transform into a data-driven decision-making enterprise. COBID and statewide contracting and procurement data are collected through separate systems and by multiple agencies, and as a result, contract and spend data are not easily and readily available for analysis. The primary goal of the Oregon Statewide Disparity Study is to aggregate and analyze past contracting data in terms of the demographic of the state's supplier base.

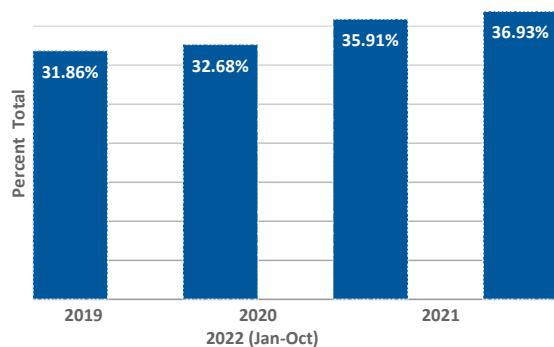
Concurrently, implementation of a new eProcurement system called OregonBuys will contain contracting and purchasing records. Although this solution does not currently capture race and gender information for suppliers, DAS is working to have these fields added to the system. With OregonBuys not yet fully implemented, DAS Procurement Services in conjunction with the OregonBuys project team are partnering with agencies on using consistent methodology.

PROCUREMENT AND CONTRACTING DATA ANALYSIS

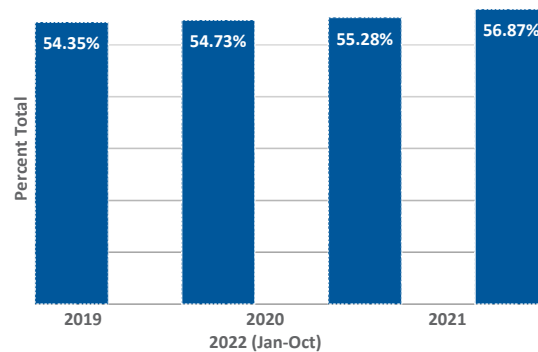
Overall, the findings show that diversity is increasing among those with whom Oregon state government does business. For purposes of this report, the Affirmative Action Manager partnered with Business Oregon (the agency that manages the ethnicity data of certified firms) and DAS Procurement Services to collect contract awards to COBID-certified firms.

- Since 2019, we have seen an increase in the number of COBID-certified firms by 5% with the top three ethnicities being Black/African American, Hispanic and Asian Pacific
- Women-owned firms have increased by 2.5% since 2019
- Contracts awarded to COBID-certified firms increased by 3.35% since 2021

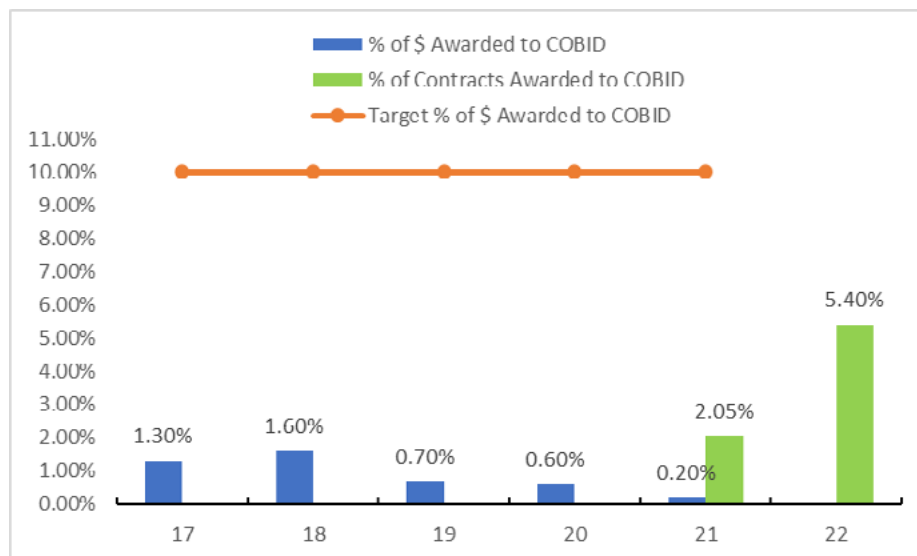
Diverse Firms by Ethnicity (Not White)



Women-owned Firms



Contracts awarded to COBID



ACKNOWLEDGEMENTS

The 2021-2023 Affirmative Action Summary Report was made possible by:

Carrie Baxandall, COBID Program Manager | Business Oregon

Kayla Brookshire, Workforce People Analytics Strategist | Dept. of Administrative Services

Luke Coury, Employment Economist | Oregon Employment Department

Bryanna Duke, Public Records Manager | Dept. of Administrative Services

Shelly Hoffman, Risk Manager | Dept. of Administrative Services

Carlee Justis, Graphic Designer | Dept. of Administrative Services

Natalie King, Communications Director | Office of Governor Brown

Jennifer Kotting, Consultant | Jennifer Kotting LLC

Gail Krumenauer, State Employment Economist | Oregon Employment Department

Kelly Mix, State Chief Procurement Officer | Dept. of Administrative Services

Cameron Stuckart, Workday Security & Reporting Analyst | Dept. of Administrative Services

Juliet Valdez, Statewide Affirmative Action Manager | Dept. of Administrative Services

Serena Stoudamire Wesley, Deputy Director & Chief of Programs | Early Learning Division

CITATIONS/APPENDICES

National Library of Medicine; <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7648497/>

Census Bureau, American Community Survey;
<https://www.census.gov/programs-surveys/acs/data.html>

Oregon Revised Statute; https://www.oregonlegislature.gov/bills_laws/Pages/ORS.aspx

Oregon Executive Orders; <https://www.oregon.gov/gov/Pages/executive-orders.aspx>

State of Oregon DEI Action Plan, https://www.oregon.gov/das/Docs/DEI_Action_Plan_2021.pdf

DIVERSITY, EQUITY AND INCLUSION

The Office of Cultural Change and the Governor's Office recognizes diversity as the collective mixtures of our differences and similarities. These differences are viewed as a strength that maximizes the state's competitive advantage through innovation, effectiveness and adaptability.

Equity is a value and goal, not a process. It allows all individuals to thrive and reach their full potential.

Inclusion is leveraging diversity which builds and sustains a culture in which people are engaged and motivated. Ultimately, inclusion is the environment that people create to allow these differences to thrive.



OFFICE OF CULTURAL CHANGE
DEPARTMENT OF ADMINISTRATIVE SERVICES
155 Cottage Street NE | Salem, OR 97301
