

Affirmative Action Plan

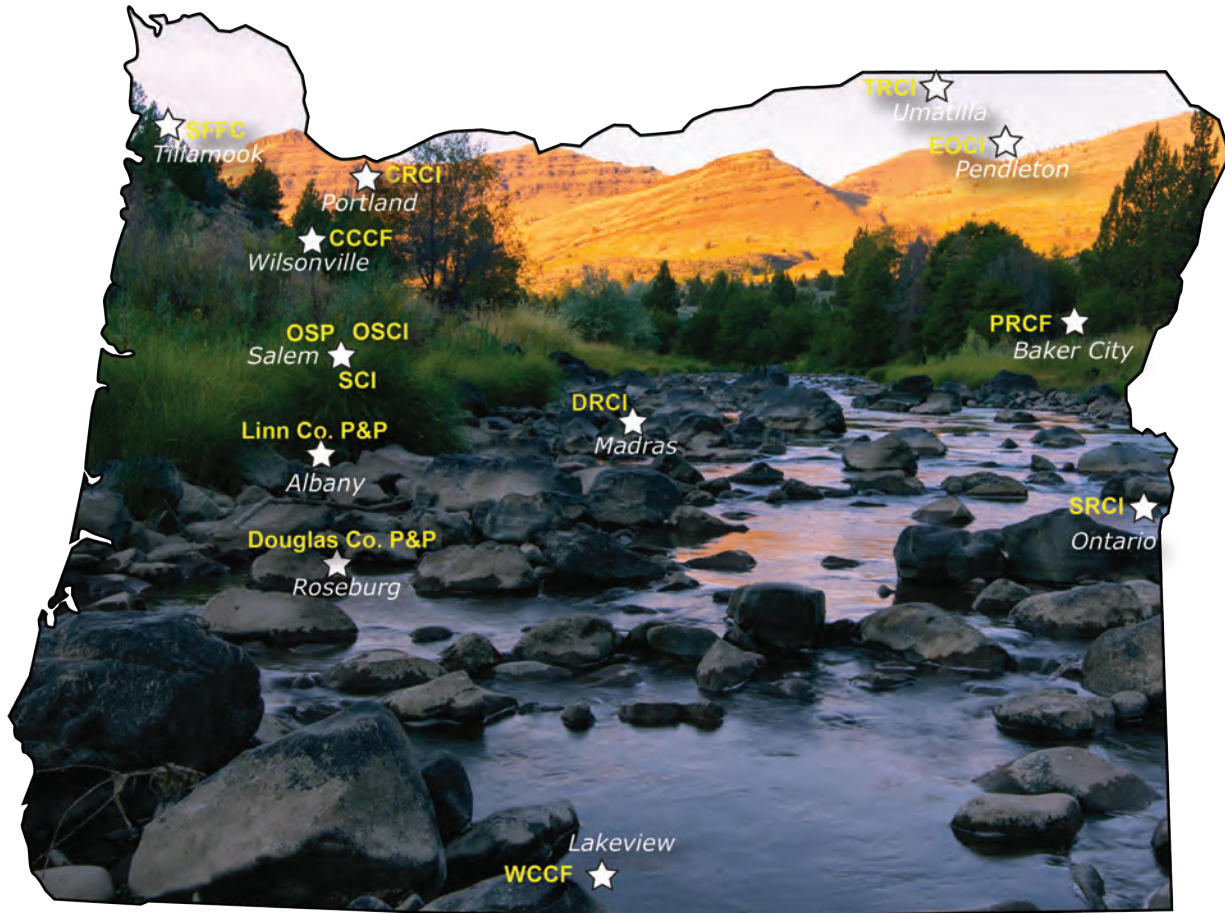
2025-2027



Oregon Department of Corrections
3723 Fairview Industrial Drive SE 200
Salem, OR 97302
Director Michael Reese



Institutions Locations



Coffee Creek
Correctional Facility



Columbia River
Correctional Institution



Deer Ridge
Correctional Institution



Eastern Oregon
Correctional Institution



Oregon State
Correctional Institution



Oregon State
Penitentiary



Powder River
Correctional Facility



Santiam Correctional
Institution



Snake River
Correctional Institution



South Fork Forest
Camp



Two Rivers Correctional
Institution



Warner Creek
Correctional Facility



Oregon

Tina Kotek, Governor

Oregon Department of Corrections

Director's Office

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Salem, OR 97302

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July 1, 2025

Subject: Affirmative Action Plan – Emphasizing Diversity, Equity and Inclusion

Dear Colleagues,

We are pleased to introduce the Oregon Department of Corrections' (DOC) 2025-27 Affirmative Action Plan (AAP), which reflects our steadfast commitment to fostering a diverse and inclusive workforce.

We believe embracing diversity and ensuring equal opportunities for all individuals are not only moral imperatives, but also essential elements of a successful organization.

A diverse workforce enhances our ability to address the complex challenges we face in corrections and enriches our perspectives and approaches. Here are a few key reasons why this commitment is vital:

- **Reflecting Our Community:** By ensuring our workforce mirrors Oregon communities, we build trust and improve our effectiveness in fulfilling our mission. It allows us to better understand and respond to the needs of all individuals within our custody and supervision.
- **Enhancing Innovation and Problem-Solving:** A diverse team brings varied viewpoints and experiences to the table, fostering creativity and innovation. This diversity of thought is crucial in developing new strategies, improving processes, and addressing the multifaceted issues inherent in corrections work.
- **Promoting Fairness and Equity:** Affirmative action is a vital step toward correcting historical and systemic inequalities. By actively hiring and promoting underrepresented groups, we demonstrate our commitment to fairness and equity. This not only benefits those individuals, but also strengthens the foundation of our organization.
- **Improving Morale and Retention:** An inclusive environment where all employees feel valued and respected contributes to higher job satisfaction, better morale, and increased retention rates. Employees who see opportunities for advancement are more likely to remain committed and invested in their work.

Our AAP outlines specific goals, strategies, and actions to attract, hire, and promote individuals from underrepresented groups. We encourage all staff members to familiarize themselves with the plan and to actively participate in its implementation. Together, we can create a workplace where diversity is celebrated, and everyone has the opportunity to thrive.

Sincerely,

Michael Reese
Director

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Agency Overview

The Oregon Department of Corrections (DOC) was created by the 64th Legislative Assembly in June 1987 and operates under ORS chapter 423. The Oregon Constitution was amended in November 1996 to say, "Laws for the punishment of crimes shall be founded on these principles: protection of society, personal responsibility, accountability for one's actions, and reformation."

DOC's mission expands upon the Oregon constitution: To protect communities, promote accountability, and transform lives. DOC acknowledges our responsibility not only to hold individuals accountable but also to provide opportunities for change. By prioritizing transformation, we recognize the impact of education, treatment, and skill-building programs in reducing recidivism and fostering safer communities. The combination of accountability and rehabilitation ultimately contributes to successful reintegration into society.

The department has custody of adults sentenced to prison for more than 12 months, housing approximately 12,000 adults in 12 state prisons throughout the state. DOC is recognized nationally among correctional agencies for providing individuals with the cognitive, education, and job skills needed to become productive citizens when they transition back to their communities. As a result of these efforts, Oregon's recidivism rate has decreased.

To further focus on safe communities, safe prisons, and a safe workplace, the department created the Oregon Accountability Model. This business strategy is designed to change criminal behavior – during incarceration and post-prison supervision – using evaluation, education, treatment, work, family engagement, and evidence-based community supervision practices. It begins at the assessment phase during intake and impacts individuals throughout incarceration, reintegration, and community supervision. It is inspired by the department's mission of public safety, accountability, and crime prevention.

DOC also provides administrative oversight and funding for the community corrections activities of Oregon's 36 counties. All but two of Oregon's counties (Linn and Douglas) manage the supervision of offenders who are subject to jail, parole, post-prison supervision, or probation. DOC's Community Corrections Division provides interstate compact administration and jail inspections, as well as central information and data services regarding felons statewide.

The department's culture is driven by a set of strong core values: integrity, professionalism, dignity, and respect; safety and wellness; fact-based decision making; positive change; honoring our history; and stewardship. DOC adopted a shared vision that includes valuing employee

wellness, engaging employees, operating safe facilities, implementing innovative business practices, preparing offenders for reentry, and collaborating with partners. Department employees are actively involved in their communities, serving on commissions, participating in volunteer organizations, coaching teams, and otherwise giving their time to enhance the quality of life for all Oregonians.

Mission, Vision and Core Values

The mission of the Oregon Department of Corrections is to protect communities, promote accountability, and transform lives.

Vision

- Valuing Employee Wellness
- Engaging Employees
- Operating Safe Facilities
- Implementing Innovative Business
- Preparing Offenders for Reentry
- Partnering with Our Supporters

Core Values

- Integrity and Professionalism
- Dignity and Respect
- Safety and Wellness
- Fact-Based Decision Making
- Positive Change
- Honoring Our History
- Stewardship

Agency Champions

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Affirmative Action & Diversity Representative Employees

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DOC designated Investigator and an alternate Investigator who are responsible for receiving reports of prohibited conduct.

Designated Individual

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Assistant Inspector General

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Alternate Designated Individual

Ryan Dwyer

Deputy Inspector General

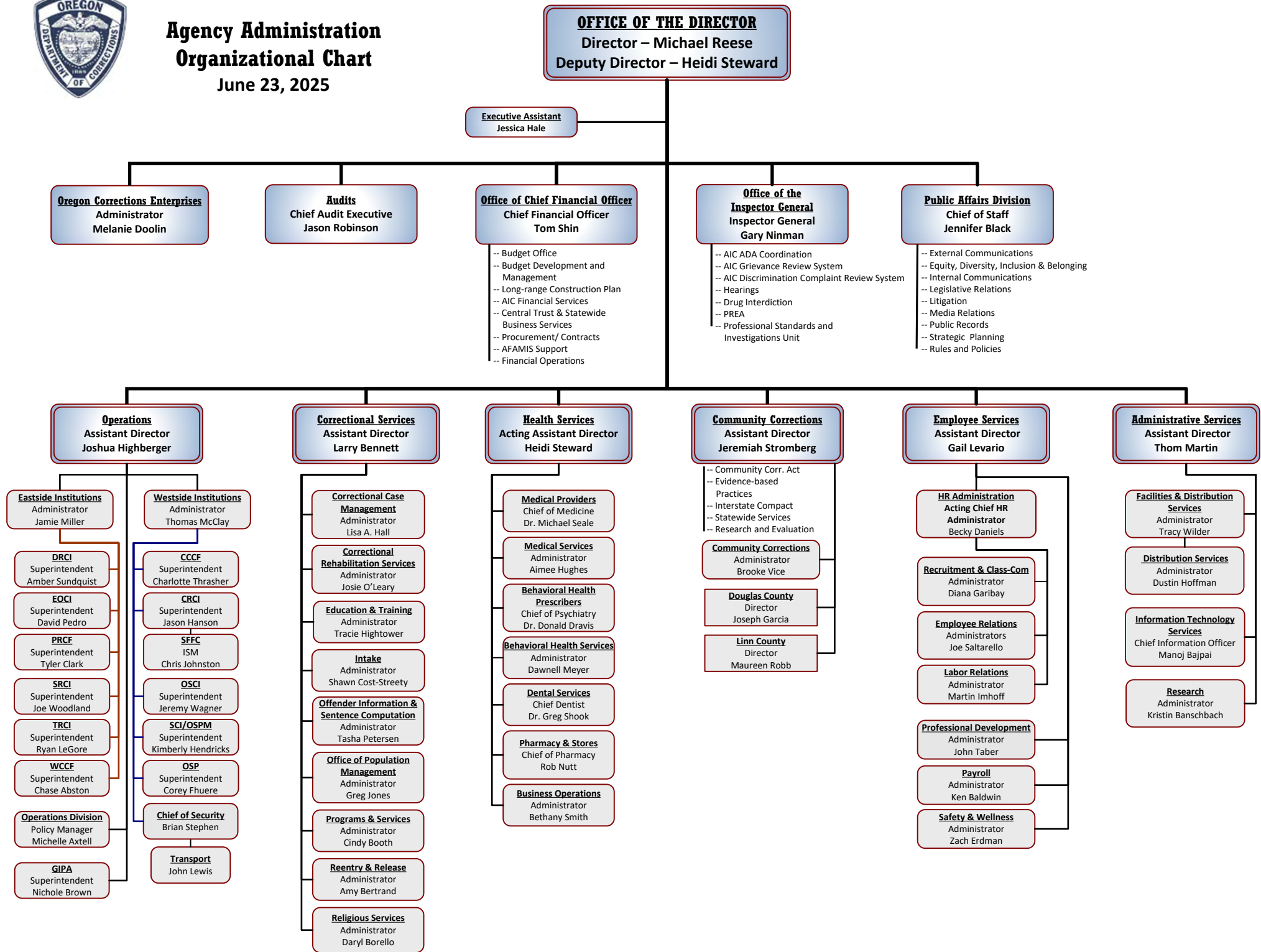
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Agency Administration Organizational Chart

June 23, 2025





Affirmative Action Plan

Roles for Implementation of Affirmative Action Plan

Director and Deputy Director:

Responsibilities:

The Director and Deputy Director are responsible for establishing an Affirmative Action Program, including goals, timetables, and compliance with all federal and state laws and regulations. The Director and Deputy Director will report annually to the Governor and the Legislature the agency's progress in meeting its affirmative action goals and objectives. The Director will provide leadership and ensure the agency is compliant with the American with Disabilities Act and Title VII of the Civil Rights Act.

Duties:

The duties of the Director and Deputy Director shall include, but not be limited to, the following:

- Appoint the Affirmative Action Officer or designee and include accountability for the administration of the agency's Affirmative Action Plan in incumbents position description.
- Act, if needed, on complaints of discrimination and discriminatory harassment.
- Issue a statement affirming the department's commitment to affirmative action and equal employment opportunity and ensure that such a statement is disseminated to all employees.
- Ensure and articulate a positive climate throughout the agency concerning the goals of the Affirmative Action Plan, Equal Employment Opportunity (EEO) laws, and diversity programs. Approve decisions and changes in policies, procedures, or physical accommodations as may be needed to implement effective affirmative action in the agency.
- Review the Affirmative Action Plan and provide direction in setting goals.
- Value and actively promote equal employment opportunities and incorporate diversity and inclusion principles in annual business plans, strategic plan, and agency's mission.
- Require all agency directors, managers, and supervisors include responsibility statements for the support of affirmative action, equal opportunity, diversity, and inclusion in their position descriptions and annual objectives.

- Ensure division directors understand their work performance is evaluated based on their Affirmative Action Plan efforts and results, in conjunction with other managerial responsibilities.
- Recognize the importance of involvement with other state agencies related to diversity and inclusion and continue to fund employee attendance at the Annual Statewide Diversity Conference.

Accountability:

- The Director is accountable directly to the Governor and indirectly to the community, employees, and adults in custody.

Executive and Leadership Teams

Responsibilities:

Agency Executive and Leadership Team members are responsible for implementing all aspects of the agency Affirmative Action Plan and the agency's commitment to affirmative action and equal opportunity.

Duties:

The duties of Executive and Leadership Team members shall include, but not be limited to, the following:

- Identify problem areas and eliminate barriers that inhibit equal employment opportunity within their units and the agency.
- Communicate the Equal Employment Opportunity policies and the Affirmative Action Program and Plan to all employees assigned to their units.
- Assist with requests from the Affirmative Action Officer in data review of hiring and promotion patterns to remove impediments to attaining affirmative action goals and objectives.
- Discuss equity, diversity, and inclusion, (DEI) regularly with supervisors and employees to ascertain that the agency's equal employment opportunity policies are being followed.
- Demonstrate and practice a discrimination and harassment free work environment for all employees.
- Promote and foster a positive nondiscriminatory climate and a work environment in which all employees are valued and respected in accordance with state policy and agency values.

- Ensure all new and current employees are aware of the agency, division, and units' DEI efforts and understands the value of a diverse work force.
- Periodically review training programs, policies, hiring, and promotion patterns to remove barriers to achieving the agency's goals.

Accountability:

- Executive and Leadership Team members are accountable directly to the Director and Deputy Director.

Employee Services Division

Responsibilities:

The Employee Relations Leadership Team, which includes the Chief Human Resource Administrator, Recruitment, Class & Comp Administrator and Employee Relations Administrator, ensures equitable and uniform administration of all personnel policies and is responsible for ensuring timely responses to federal state and agency directives identified in Appendix B. This team assists managers and supervisors in human resources management activities.

Duties:

- Provide leadership to Employee Service Division workforce and agency managers to ensure personnel decision-making processes adhere to equal opportunity and affirmative action principles.
- Provide guidance in the development and utilization of selection criteria to ensure they are objective, uniform, and job related.
- Assist in recruitment and retention of protected class persons and notify managers and supervisors of existing disparities.
- Ensure the appropriate review and follow-up on workplace investigative findings. The Assistant Director for Equity and Inclusion will review all investigation reports related to a discrimination and harassment complaint.
- Review policies, procedures, and practices to address any issues negatively impacting affirmative action.
- Ensure affirmative action goals influence recruitment, hiring, retention and promotion; and hiring managers and supervisors have necessary knowledge and skills to support affirmative action hiring goals.
- Initiate and report on specific program objectives contained in the affirmative action plan.

- Ensure the reasonable accommodation process is implemented and followed for all employees and applicants in need of reasonable accommodation.

Accountability:

- Division employees are accountable to the Employee Services Assistant Director to enforce all federal, state, and agency directives relating to equity, diversity, inclusion, and belonging.

All Employees

Responsibilities:

Every employee is responsible to conduct themselves in accordance with all federal, state, and agency policies and to support the goals of this plan. Employees are expected to know and support the Code of Conduct and Code of Ethics which require respectful and non-discriminatory conduct. Employees who believe they have been subjected to discrimination or harassment are encouraged to file a complaint in accordance with the [Investigations Policy 70.1.4](#).

Duties:

- Promote and foster a positive nondiscriminatory climate and a work environment in which all employees are valued and respected in accordance with state policy and agency values.
- Complete all required DEI and affirmative action trainings.
- Understand and uphold the agency's equity and inclusion strategies and value of a diverse work force.
- Refrain from any actions which would adversely affect a coworker on the basis of their race, sex, color, creed, religion, age, national origin, disability, marital status, familial status, status with regard to public assistance, sexual orientation, gender identity, gender expression, or membership or activity in a local human rights commission.

Accountability:

Employees are accountable to their designated supervisor and indirectly to the agency's Director and Deputy Director.

Progress July 1, 2023 – June 30, 2025

Current Biennium Affirmative Action Progress Report:

- Over 90% of DOC managers completed the DAS "Preventing Discrimination and Harassment in the Workplace."

- DOC has established a shared DEI vocabulary and foundational awareness across the agency.
- Over 90% of DOC managers and over 80% represented employee completed Joint DOC-DEI annual training.
- Completed a training program on updating employee data. All DOC employees will be encouraged to accurately self-report demographic data in their Workday profile.
- DOC has recruited employees across the agency to serve on an “Evolution” committee to help integrate DEI into the organization and institutionalize operations.
- DOC has made measurable progress (overall 2% increase) in workforce racial and ethnic diversity.
- All management represented vacant positions filled made notable gains racial and ethnic diversity.
- DOC has developed reports on all employee separations and Workday exit surveys to identify and monitor employment separations to determine reasons/retention deficits.
- Hire Dr. Delmar Lee, Vice President for Education and Training at the Institute for Diversity Certification, to train DOC leaders on a range of critical topics to enhance leadership skills in the realm of DEI.
- The leadership team at the Oregon Department of Corrections recently participated in training focused on creating a culture that is accepting and supportive of transgender individuals. The training emphasized the importance of understanding and addressing the unique challenges faced by transgender people, along with incorporating trauma-informed practices into everyday interactions. This initiative is part of the department's broader commitment to fostering an inclusive and respectful environment for all staff and those under its care.

2. How are you aligning your Affirmative Action Plan with your DEI Plan and Strategic Plan?

Aligning the Department of Corrections' Affirmative Action Plan with the Diversity, Equity, and Inclusion (DEI) Action Plan is essential to fostering a more inclusive and equitable workplace. The Affirmative Action Plan is a framework designed to ensure equal employment opportunities and to correct imbalances in workforce representation, particularly for underrepresented groups. By integrating this with the DEI Action Plan, which focuses on creating a culture of inclusion and belonging, the department can move beyond mere compliance to actively promoting diversity at all levels. This alignment ensures that the department is fostering an environment where diverse perspectives are valued and integrated into daily operations and decision-making processes.

To achieve this alignment, the department must ensure that both plans share common goals, metrics, and strategies. For instance, recruitment and retention efforts should be coordinated to both meet affirmative action goals and support a diverse and inclusive workplace. Training programs and leadership development initiatives should also be designed with an emphasis on equity, ensuring that all employees have the opportunity to grow and succeed within the department. Regular reviews and updates to both plans will be necessary to address emerging challenges and opportunities, ensuring that the department's commitment to diversity, equity, and inclusion remains strong and effective over time.

Leadership evaluation update: Oregon Revised Statute 659A.012 requires agencies to carry out policy against discrimination in employment and requires an evaluation of all management personnel, and their effectiveness in achieving affirmative action objectives as a key consideration of their performance.

The Department of Corrections (DOC) will utilize Performance Accountability and Feedback Check-ins to monitor our managers' compliance with this statute. Beginning in the second quarter of 2024, this will be a key topic during managers' check-ins. Managers will report on their effectiveness in achieving affirmative action objectives each quarter. By reviewing these reports, we will be able to assess the completion of these objectives by supervising managers.

Strategy and Goals July 1, 2025 – June 30, 2027

The Oregon Department of Corrections (DOC) is dedicated to enhancing its statewide workforce through focused goals on recruitment, Diversity, Equity, and Inclusion (DEI) training, employee retention, and employee engagement. By implementing a comprehensive affirmative action plan, DOC aims to recruit a diverse and engaged workforce, reflecting the population it serves. The department is also committed to fostering an inclusive culture through robust DEI training programs. Additionally, DOC prioritizes employee retention by leaning into employee engagement, creating a workplace where staff feel valued and motivated to do their best work.

Goal – Recruitment

DOC is committed to fostering a diverse and inclusive workforce through a proactive affirmative action plan. The goal of recruitment under this plan is to ensure that all qualified individuals, regardless of race, gender, ethnicity, disability, or other protected characteristics, have equal access to employment opportunities within the department. By actively seeking out and engaging with underrepresented communities, DOC aims to build a workforce that reflects the diverse population it serves, enhancing the department's ability to understand and meet the needs of all Oregonians. This includes targeted outreach initiatives, partnerships with community organizations, and the implementation of unbiased hiring practices that promote fairness and equity.

To achieve these recruitment goals, the DOC will employ a multi-faceted approach that leverages both traditional and innovative strategies. Job fairs, career workshops, and social media campaigns will be utilized to reach a broad audience, while partnerships with educational institutions and professional organizations will help attract diverse talent pools. By creating a supportive and welcoming environment, the DOC aims not only to attract a diverse range of applicants but also to retain and develop them, ultimately enhancing the department's effectiveness and fostering a culture of inclusivity and respect.

1. Explore what data currently exists, what information is needed to identify potential improvements.
2. Increase the diversity of recruitment pools.
3. DOC will track data on measurable progress in workforce racial and ethnic diversity.
4. DOC will track data on measurable progress in workforce female gender.
5. Update position descriptions to include DEI language is included and, where appropriate, make it clear that a criminal background does not exclude people from employment at DOC.
6. Educate managers through policy and affirmative action to include the benefits of hiring diverse applicants.

Goal – Training

The Oregon Department of Corrections (DOC) is dedicated to fostering an inclusive and equitable workplace through comprehensive Diversity, Equity, and Inclusion (DEI) training programs. The goal of DEI training is to educate and empower all employees to recognize, understand, and address biases and systemic inequalities within the workplace and the broader community. By providing ongoing education and resources, DOC aims to cultivate a culture where diversity is valued, equity is pursued, and inclusion is actively practiced. This commitment to DEI training ensures that every staff member, regardless of their background, feels respected, supported, and empowered to contribute to the department's mission.

To accomplish these DEI training goals, DOC will implement a robust curriculum that includes seminars and e-learning modules designed to engage employees at all levels. These training sessions will cover a wide range of topics, including strategies for fostering an inclusive work environment to support continuous learning and dialogue. By integrating DEI principles into the core of its operations, DOC not only aims to improve employee relations and morale but also to enhance the overall effectiveness and integrity of the department, ensuring that it serves all communities with fairness and respect.

1. DOC employees will complete DAS training, "Preventing Discrimination and Harassment in the Workplace."
2. The Professional Development Unit, in collaboration with the Office of DEI, will design an annual all staff DEI computer-based training.

3. Training for DOC staff from content developed by Institute for Diversity Certification on 'Managing Human Differences.'
4. Ensure LT is regularly updated and informed on the Affirmative Action Plan and agency's progress on goals.

Goal – Employee Retention and Promotion

DOC is committed to creating a supportive and dynamic work environment that prioritizes employee retention and promotion. The goal is to establish a culture where all employees feel valued, recognized, and motivated to pursue long-term careers within the department. By implementing strategies that foster professional growth and career advancement, DOC aims to retain top talent and reduce turnover rates. This includes offering competitive compensation, comprehensive benefits, and opportunities for skill development and advancement. By focusing on employee retention and promotion, DOC ensures that it maintains a knowledgeable and experienced workforce capable of effectively fulfilling its mission.

To achieve these goals, DOC will implement a range of initiatives designed to support career progression and employee satisfaction. Regular performance evaluations, clear career pathways, and targeted training programs will be established to help employees advance within the department. Additionally, DOC will promote a culture of recognition and reward, celebrating employee achievements and contributions. Leadership development initiatives will be introduced to prepare employees for higher-level positions, ensuring a continuous pipeline of qualified and motivated staff. By investing in the growth and development of its employees, DOC not only enhances its operational effectiveness but also builds a loyal and committed workforce dedicated to the department's long-term success.

1. Explore what data currently exists, what information is needed to identify potential improvements.
2. DOC will identify and monitor employment separations to determine reasons/retention deficits.
3. Implement process and information for employee stay interviews.
4. Develop a centralized statewide promotional process for captains and lieutenants to increase fairness, consistency, and a transparent process.

Goal – Employee Engagement

DOC is dedicated to fostering a work environment where employee engagement is prioritized and actively promoted. The goal of increasing employee engagement is to create a workplace where staff feel connected, motivated, and committed to their roles and the department's mission. Utilizing insights from the Gallup employee survey, DOC aims to identify areas for improvement and implement strategies that enhance job satisfaction, team cohesion, and overall morale. By focusing on employee engagement, DOC seeks to cultivate a productive and

positive work culture that supports the well-being and professional fulfillment of all its employees.

To achieve these engagement goals, DOC will leverage the findings of the Gallup employee survey to develop targeted initiatives that address specific needs and concerns. This includes creating open channels for feedback, involving employees in decision-making processes, and recognizing and celebrating their contributions. Regular team-building activities, professional development opportunities, and a focus on work-life balance will be integral components of the engagement strategy. Additionally, DOC will provide training for managers to help them better support and engage their teams, fostering an environment where every employee feels heard, valued, and empowered. By actively enhancing employee engagement, DOC aims to improve job performance, reduce turnover, and build a more resilient and dedicated workforce.

1. Every year, DOC employees will complete a Gallup survey on employee engagement. Annually review results of Gallup Employee Engagement Survey, identify, and prioritize follow up actions based on responses.
2. Target managers to increase their skills for building a supportive environment to maintain and grow a diverse workforce.
3. Employee engagement training at HR Managers Lieutenant training.
4. Ensure managers understand they are responsible for participating in and promoting affirmation action activities and for communicating this same responsibility to their subordinate managers. Include the effectiveness of managers in promoting the department's affirmative action activities, goals and objectives in the annual performance appraisals. ORS 659.025(1).

Complaint Options

The Department of Corrections outlines much of our complaint review process in [Investigations Policy 70.1.4](#). The purpose of this policy is to ensure complaints of all forms are managed in an objective, thorough, and timely fashion. The policy also outlines how investigations are assigned – to Employee Services, the Inspector General, Internal Audits, or Oregon State Police. DOC is somewhat unique from other State Agencies in the custodial role over criminally sentenced adults. As a result, the agency has an Inspector General with investigative functions, and partners regularly with the State Police to review employee conduct.

All DOC employees, contractors, and volunteers are expected to report any conduct which appears to involve illegal activity, mistreatment of adults in custody, sexual misconduct, discrimination, or sexual harassment. Based on such a report, an investigation may be initiated in accordance with the Investigations Policy.

In accordance with current policy and practice, employees may report their concerns to any manager, Employee Services, Inspector General, Inspector General Hotline, Secretary of State, or other appropriate agency. The Investigations Policy requires all these entities to communicate with one another to get the complaint to the proper investigative branch.

While DOC has a very robust report and response structure for complaints, there historically was no unique complaint process for employees who experience workplace harassment, discrimination, hostility, or other unprofessional actions related to their protected class. Creation and communication of a specific complaint process for these matters is an identified goal in this Plan for the 2021-23 biennium; and was ultimately implemented through Employee Services. The agency has since further improved systems of accountability by creating a Professional Standards Unit that encompasses HR investigations on all complaints included. This moved protected class concerns from Employee Services into the Office of the Inspector General through formal intake process currently in place to include these unique complaints. DOC closely follows DAS policies related to Discrimination and Harassment in the workplace. (“Discrimination and Harassment Free Workplace” 50.010.01 and “Maintaining a Professional Workplace” 50.010.03).

- 1) Complaints can be made to any DOC manager, the OIG or DAS.
- 2) Complaints may be made verbally or in writing.
- 3) Complaints should contain the name of the complainant, the name of the individual allegedly subjected to discrimination, names of all parties involved, description of the conduct, the date and time of the conduct and a description of the desired remedy.
- 4) DOC will follow up with the individual subjected to discrimination to determine if the discrimination has stopped and if the individual has experienced retaliation.
- 5) All complaints will be reviewed, and the complainant will be notified of the resolution of the complaint and any related investigation.

Succession Plan

As part of Governor Kotek’s expectations for state agencies, DOC has completed the required agency 2024 succession plan.

Key points of the succession plan for Critical and Highly Critical Positions

1. Development plan for competencies (how are you going to build the bench strength for positions).

DOC commits to the following:

- Continued communication on succession planning evaluation and maintenance with managers.
- Continued engagement with employees through quarterly PAF check-ins.
- Continued encouragement of professional development through quarterly PAF check-in goals.

- Continued encouragement to staff on participation in training and promotional development opportunities.
- Continued offerings of Work-Out-of-Class and Developmental opportunities.
- Training for managers specific to onboarding and developing training plans for new employees.

2. What are potential recruitment/retention challenges for positions and how do you plan to overcome them?

DOC is facing competition from law enforcement agencies and county corrections for sworn employees. DOC employees are attractive to other agencies because they have already passed background checks and DPSST certification. Oftentimes, those other agencies offer higher wages.

DOC is facing competition from health care providers for medical staff. Private health care providers are able to provide compensation packages that state agencies cannot compete with.

DOC commits to the following:

- Continued extra effort on recruitment for facilities in Eastern Oregon to include stationing a recruiter at EOCL.
- Continued extra effort on recruitment for health services technical positions.
- Continued focus on creating a culture of belonging and inclusion to be a more attractive employer for every potential candidate.
- Exploration of a mobile recruitment team to target candidates for hard-to-fill positions.
- Exploration of an agency Career Planner position to focus on retention of employees through career path and professional development consultation.

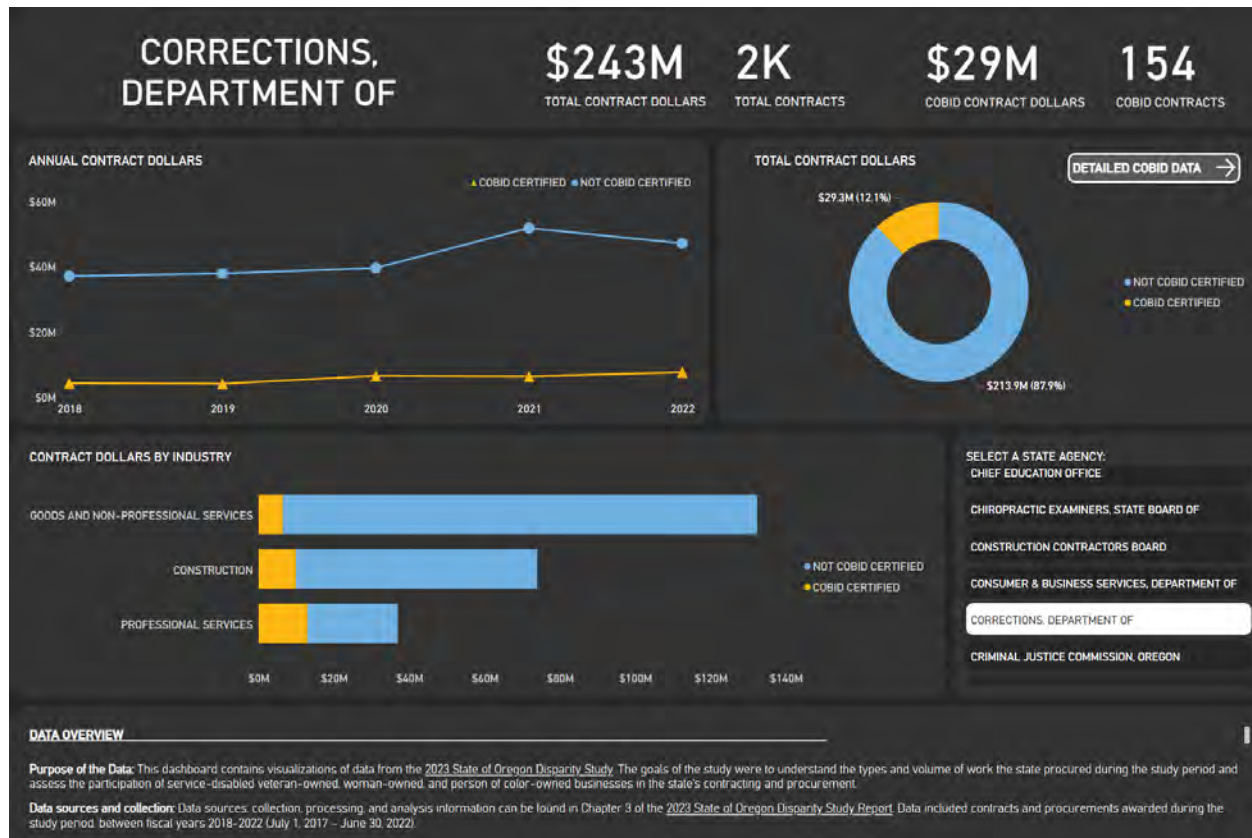
Contracting

The Department of Corrections has worked with COBID certified firms in over 154 contracts, totaling over \$29 million dollars.

In order to prioritize increasing DOC's contracting with COBID-certified firms, DOC plans to continue, improve or execute the following initiatives:

1. DOC will work to communicate and promote the importance of procurement equity and its impact on Oregon's economy and communities.
2. DOC will work to identify and understand specific disparities and challenges in the procurement community.
3. DOC will continue to identify, deploy and focus on best practices in procurement, in order to reduce disparities and promote equity.

4. DOC will promote the potential benefits of achieving procurement equity for businesses and Oregon.
5. DOC will work to increase the percentage of state-funded contract dollars that are awarded and paid to COBID Certified Firms.
6. DOC will work to increase the notifications of solicitations to minority-owned businesses, woman-owned businesses, veteran owned businesses whenever possible.



Appendix A

DOC Demographic Data by EEO Job Category

Month, Day, Year of Report Effective Date	Race/Ethnicity	EEO Job Classification								
		Administrative Support (Including Clerical Sales)	Officials and Administrators	Paraprofession...	Professionals	Protective Service Workers	Service	Skilled Craft Workers	Technicians	Grand Total
June 30, 2023	American Indian or Alaska Native (United States of America)	0.25% 11	0.09% 4	0.02% 1	0.47% 21	1.14% 51	0.25% 11		0.02% 1	2.23% 100
	Asian (United States of America)	0.18% 8	0.07% 3		0.80% 36	0.85% 38	0.07% 3		0.02% 1	1.99% 89
	Black or African American (United States of America)	0.16% 7	0.13% 6	0.04% 2	0.51% 23	1.05% 47	0.18% 8	0.02% 1	0.02% 1	2.12% 95
	Hispanic or Latino (United States of America)	1.07% 48	0.18% 8	0.09% 4	1.36% 61	7.70% 345	0.85% 38	0.11% 5	0.25% 11	11.60% 520
	Native Hawaiian or Other Pacific Islander (United States of America)	0.02% 1		0.07% 3	0.16% 7	0.33% 15	0.02% 1			0.60% 27
	Two or More Races (United States of America)	0.29% 13	0.13% 6	0.02% 1	0.54% 24	1.18% 53	0.16% 7	0.04% 2	0.04% 2	2.41% 108
	White (United States of America)	7.12% 319	3.95% 177	0.67% 30	19.28% 864	38.89% 1,743	5.20% 233	2.34% 105	1.61% 72	79.05% 3,543
	Total	9.08% 407	4.55% 204	0.91% 41	23.11% 1,036	51.14% 2,292	6.72% 301	2.52% 113	1.96% 88	100.00% 4,482
June 30, 2024	American Indian or Alaska Native (United States of America)	0.27% 12	0.13% 6	0.02% 1	0.45% 20	1.14% 51	0.22% 10		0.04% 2	2.27% 102
	Asian (United States of America)	0.11% 5	0.07% 3		0.82% 37	0.82% 37	0.07% 3		0.02% 1	1.92% 86
	Black or African American (United States of America)	0.22% 10	0.16% 7	0.02% 1	0.51% 23	0.91% 41	0.16% 7	0.02% 1	0.04% 2	2.05% 92
	Hispanic or Latino (United States of America)	1.05% 47	0.22% 10	0.16% 7	1.56% 70	7.98% 358	0.87% 39	0.11% 5	0.31% 14	12.25% 550
	Native Hawaiian or Other Pacific Islander (United States of America)	0.04% 2		0.07% 3	0.16% 7	0.33% 15	0.02% 1			0.62% 28
	Two or More Races (United States of America)	0.31% 14	0.11% 5	0.02% 1	0.51% 23	1.25% 56	0.18% 8	0.04% 2	0.04% 2	2.47% 111
	White (United States of America)	7.11% 319	3.97% 178	0.58% 26	19.40% 871	37.65% 1,690	5.77% 259	2.38% 107	1.56% 70	78.41% 3,520
	Total	9.11% 409	4.66% 209	0.87% 39	23.41% 1,051	50.08% 2,248	7.28% 327	2.56% 115	2.03% 91	100.00% 4,489
June 30, 2025	American Indian or Alaska Native (United States of America)	0.26% 12	0.15% 7	0.06% 3	0.47% 22	1.21% 56	0.19% 9			2.35% 109
	Asian (United States of America)	0.15% 7	0.11% 5		0.80% 37	0.86% 40	0.06% 3		0.02% 1	2.01% 93
	Black or African American (United States of America)	0.24% 11	0.09% 4	0.04% 2	0.50% 23	0.97% 45	0.13% 6	0.02% 1	0.04% 2	2.03% 94
	Hispanic or Latino (United States of America)	0.97% 45	0.22% 10	0.19% 9	1.77% 82	8.26% 383	0.82% 38	0.11% 5	0.37% 17	12.71% 589
	Native Hawaiian or Other Pacific Islander (United States of America)	0.04% 2		0.04% 2	0.15% 7	0.39% 18	0.06% 3			0.69% 32
	Two or More Races (United States of America)	0.30% 14	0.11% 5	0.02% 1	0.58% 27	1.23% 57	0.19% 9	0.04% 2	0.04% 2	2.52% 117
	White (United States of America)	7.06% 327	4.06% 188	0.73% 34	19.29% 894	36.79% 1,705	5.83% 270	2.22% 103	1.70% 79	77.69% 3,600
	Total	9.02% 418	4.73% 219	1.10% 51	23.56% 1,092	49.72% 2,304	7.29% 338	2.40% 111	2.18% 101	100.00% 4,634

DOC Demographic Data by EEO Job Category

Month, Day, Year of Report Effective Date	Race/Ethnicity	EEO Job Classification								
		Administrative Support (Including Clerical Sales)	Officials and Administrators	Paraprofession..	Professionals	Protective Service Workers	Service	Skilled Craft Workers	Technicians	Grand Total
June 30, 2023	American Indian or Alaska Native (United States of America)	0.25% 11	0.09% 4	0.02% 1	0.47% 21	1.14% 51	0.25% 11		0.02% 1	2.23% 100
	Asian (United States of America)	0.18% 8	0.07% 3		0.80% 36	0.85% 38	0.07% 3		0.02% 1	1.99% 89
	Black or African American (United States of America)	0.16% 7	0.13% 6	0.04% 2	0.51% 23	1.05% 47	0.18% 8	0.02% 1	0.02% 1	2.12% 95
	Hispanic or Latino (United States of America)	1.07% 48	0.18% 8	0.09% 4	1.36% 61	7.70% 345	0.85% 38	0.11% 5	0.25% 11	11.60% 520
	Native Hawaiian or Other Pacific Islander (United States of America)	0.02% 1		0.07% 3	0.16% 7	0.33% 15	0.02% 1			0.60% 27
	Two or More Races (United States of America)	0.29% 13	0.13% 6	0.02% 1	0.54% 24	1.18% 53	0.16% 7	0.04% 2	0.04% 2	2.41% 108
	White (United States of America)	7.12% 319	3.95% 177	0.67% 30	19.28% 864	38.89% 1,743	5.20% 233	2.34% 105	1.61% 72	79.05% 3,543
	Total	9.08% 407	4.55% 204	0.91% 41	23.11% 1,036	51.14% 2,292	6.72% 301	2.52% 113	1.96% 88	100.00% 4,482
June 30, 2024	American Indian or Alaska Native (United States of America)	0.27% 12	0.13% 6	0.02% 1	0.45% 20	1.14% 51	0.22% 10		0.04% 2	2.27% 102
	Asian (United States of America)	0.11% 5	0.07% 3		0.82% 37	0.82% 37	0.07% 3		0.02% 1	1.92% 86
	Black or African American (United States of America)	0.22% 10	0.16% 7	0.02% 1	0.51% 23	0.91% 41	0.16% 7	0.02% 1	0.04% 2	2.05% 92
	Hispanic or Latino (United States of America)	1.05% 47	0.22% 10	0.16% 7	1.56% 70	7.98% 358	0.87% 39	0.11% 5	0.31% 14	12.25% 550
	Native Hawaiian or Other Pacific Islander (United States of America)	0.04% 2		0.07% 3	0.16% 7	0.33% 15	0.02% 1			0.62% 28
	Two or More Races (United States of America)	0.31% 14	0.11% 5	0.02% 1	0.51% 23	1.25% 56	0.18% 8	0.04% 2	0.04% 2	2.47% 111
	White (United States of America)	7.11% 319	3.97% 178	0.58% 26	19.40% 871	37.65% 1,690	5.77% 259	2.38% 107	1.56% 70	78.41% 3,520
	Total	9.11% 409	4.66% 209	0.87% 39	23.41% 1,051	50.08% 2,248	7.28% 327	2.56% 115	2.03% 91	100.00% 4,489
June 30, 2025	American Indian or Alaska Native (United States of America)	0.26% 12	0.15% 7	0.06% 3	0.47% 22	1.21% 56	0.19% 9			2.35% 109
	Asian (United States of America)	0.15% 7	0.11% 5		0.80% 37	0.86% 40	0.06% 3		0.02% 1	2.01% 93
	Black or African American (United States of America)	0.24% 11	0.09% 4	0.04% 2	0.50% 23	0.97% 45	0.13% 6	0.02% 1	0.04% 2	2.03% 94
	Hispanic or Latino (United States of America)	0.97% 45	0.22% 10	0.19% 9	1.77% 82	8.26% 383	0.82% 38	0.11% 5	0.37% 17	12.71% 589
	Native Hawaiian or Other Pacific Islander (United States of America)	0.04% 2		0.04% 2	0.15% 7	0.39% 18	0.06% 3			0.69% 32
	Two or More Races (United States of America)	0.30% 14	0.11% 5	0.02% 1	0.58% 27	1.23% 57	0.19% 9	0.04% 2	0.04% 2	2.52% 117
	White (United States of America)	7.06% 327	4.06% 188	0.73% 34	19.29% 894	36.79% 1,705	5.83% 270	2.22% 103	1.70% 79	77.69% 3,600
	Total	9.02% 418	4.73% 219	1.10% 51	23.56% 1,092	49.72% 2,304	7.29% 338	2.40% 111	2.18% 101	100.00% 4,634

DOC Demographic Data by Generation

Month, Day, Year of Report Effectiv..	Race/Ethnicity	Generation					
		Silent Generation (1928 -1945)	Baby Boomers (1946 -1964)	Generation Y / Millennials (198..	Generation X (1965 -1980)	Generation Z (1997 and onwa..	Grand Total
June 30, 2023	American Indian or Alaska Native (United States of America)		0.36% 16	0.87% 39	0.87% 39	0.13% 6	2.23% 100
	Asian (United States of America)		0.11% 5	0.83% 37	0.96% 43	0.09% 4	1.99% 89
	Black or African American (United States of America)		0.42% 19	0.89% 40	0.76% 34	0.04% 2	2.12% 95
	Hispanic or Latino (United States of America)		0.91% 41	5.80% 260	3.57% 160	1.32% 59	11.60% 520
	Native Hawaiian or Other Pacific Islander (United States of America)		0.02% 1	0.22% 10	0.31% 14	0.04% 2	0.60% 27
	Two or More Races (United States of America)		0.18% 8	1.12% 50	1.05% 47	0.07% 3	2.41% 108
	White (United States of America)	0.11% 5	12.25% 549	26.44% 1,185	37.01% 1,659	3.24% 145	79.05% 3,543
	Total	0.11% 5	14.26% 639	36.17% 1,621	44.53% 1,996	4.93% 221	100.00% 4,482
June 30, 2024	American Indian or Alaska Native (United States of America)		0.31% 14	0.85% 38	0.98% 44	0.13% 6	2.27% 102
	Asian (United States of America)		0.11% 5	0.80% 36	0.96% 43	0.04% 2	1.92% 86
	Black or African American (United States of America)		0.33% 15	0.89% 40	0.78% 35	0.04% 2	2.05% 92
	Hispanic or Latino (United States of America)		0.65% 29	6.06% 272	3.65% 164	1.89% 85	12.25% 550
	Native Hawaiian or Other Pacific Islander (United States of America)		0.02% 1	0.20% 9	0.31% 14	0.09% 4	0.62% 28
	Two or More Races (United States of America)		0.13% 6	1.18% 53	1.07% 48	0.09% 4	2.47% 111
	White (United States of America)	0.11% 5	10.45% 469	27.49% 1,234	36.11% 1,621	4.25% 191	78.41% 3,520
	Total	0.11% 5	12.01% 539	37.47% 1,682	43.86% 1,969	6.55% 294	100.00% 4,489
June 30, 2025	American Indian or Alaska Native (United States of America)		0.32% 15	0.86% 40	1.06% 49	0.11% 5	2.35% 109
	Asian (United States of America)		0.09% 4	0.84% 39	0.95% 44	0.13% 6	2.01% 93
	Black or African American (United States of America)		0.26% 12	0.97% 45	0.73% 34	0.06% 3	2.03% 94
	Hispanic or Latino (United States of America)		0.65% 30	6.19% 287	3.47% 161	2.40% 111	12.71% 589
	Native Hawaiian or Other Pacific Islander (United States of America)		0.02% 1	0.22% 10	0.32% 15	0.13% 6	0.69% 32
	Two or More Races (United States of America)		0.13% 6	1.19% 55	1.08% 50	0.13% 6	2.52% 117
	White (United States of America)	0.11% 5	8.87% 411	27.92% 1,294	35.46% 1,643	5.33% 247	77.69% 3,600
	Total	0.11% 5	10.34% 479	38.20% 1,770	43.07% 1,996	8.29% 384	100.00% 4,634

DOC Demographic Data by Gender

Month, Day, Year of Report Effectiv..	Race/Ethnicity	Gender		
		Female	Male	Grand Total
June 30, 2023	American Indian or Alaska Native (United States of America)	0.94% 42	1.29% 58	2.23% 100
	Asian (United States of America)	0.76% 34	1.23% 55	1.99% 89
	Black or African American (United States of America)	0.71% 32	1.41% 63	2.12% 95
	Hispanic or Latino (United States of America)	3.61% 162	7.99% 358	11.60% 520
	Native Hawaiian or Other Pacific Islander (United States of America)	0.18% 8	0.42% 19	0.60% 27
	Two or More Races (United States of America)	1.12% 50	1.29% 58	2.41% 108
	White (United States of America)	27.47% 1,231	51.58% 2,312	79.05% 3,543
	Total	34.78% 1,559	65.22% 2,923	100.00% 4,482
June 30, 2024	American Indian or Alaska Native (United States of America)	0.96% 43	1.31% 59	2.27% 102
	Asian (United States of America)	0.74% 33	1.18% 53	1.92% 86
	Black or African American (United States of America)	0.74% 33	1.31% 59	2.05% 92
	Hispanic or Latino (United States of America)	3.76% 169	8.49% 381	12.25% 550
	Native Hawaiian or Other Pacific Islander (United States of America)	0.22% 10	0.40% 18	0.62% 28
	Two or More Races (United States of America)	1.05% 47	1.43% 64	2.47% 111
	White (United States of America)	27.02% 1,213	51.39% 2,307	78.41% 3,520
	Total	34.48% 1,548	65.52% 2,941	100.00% 4,489
June 30, 2025	American Indian or Alaska Native (United States of America)	0.93% 43	1.42% 66	2.35% 109
	Asian (United States of America)	0.78% 36	1.23% 57	2.01% 93
	Black or African American (United States of America)	0.71% 33	1.32% 61	2.03% 94
	Hispanic or Latino (United States of America)	3.95% 183	8.76% 406	12.71% 589
	Native Hawaiian or Other Pacific Islander (United States of America)	0.22% 10	0.47% 22	0.69% 32
	Two or More Races (United States of America)	1.06% 49	1.47% 68	2.52% 117
	White (United States of America)	27.10% 1,256	50.58% 2,344	77.69% 3,600
	Total	34.74% 1,610	65.26% 3,024	100.00% 4,634

DOC Demographic Data by Disability

Month, Day, Year of Report Effective Date	Race/Ethnicity	Disability Status		
		No Reported Disability	Reported Disability	Grand Total
June 30, 2023	American Indian or Alaska Native (United States of America)	2.21% 99	0.02% 1	2.23% 100
	Asian (United States of America)	1.99% 89		1.99% 89
	Black or African American (United States of America)	2.05% 92	0.07% 3	2.12% 95
	Hispanic or Latino (United States of America)	11.51% 516	0.09% 4	11.60% 520
	Native Hawaiian or Other Pacific Islander (United States of America)	0.60% 27		0.60% 27
	Two or More Races (United States of America)	2.32% 104	0.09% 4	2.41% 108
	White (United States of America)	78.25% 3,507	0.80% 36	79.05% 3,543
	Total	98.93% 4,434	1.07% 48	100.00% 4,482
June 30, 2024	American Indian or Alaska Native (United States of America)	2.25% 101	0.02% 1	2.27% 102
	Asian (United States of America)	1.92% 86		1.92% 86
	Black or African American (United States of America)	1.98% 89	0.07% 3	2.05% 92
	Hispanic or Latino (United States of America)	12.12% 544	0.13% 6	12.25% 550
	Native Hawaiian or Other Pacific Islander (United States of America)	0.62% 28		0.62% 28
	Two or More Races (United States of America)	2.36% 106	0.11% 5	2.47% 111
	White (United States of America)	77.61% 3,484	0.80% 36	78.41% 3,520
	Total	98.86% 4,438	1.14% 51	100.00% 4,489
June 30, 2025	American Indian or Alaska Native (United States of America)	2.31% 107	0.04% 2	2.35% 109
	Asian (United States of America)	2.01% 93		2.01% 93
	Black or African American (United States of America)	1.96% 91	0.06% 3	2.03% 94
	Hispanic or Latino (United States of America)	12.58% 583	0.13% 6	12.71% 589
	Native Hawaiian or Other Pacific Islander (United States of America)	0.69% 32		0.69% 32
	Two or More Races (United States of America)	2.44% 113	0.09% 4	2.52% 117
	White (United States of America)	76.95% 3,566	0.73% 34	77.69% 3,600
	Total	98.94% 4,585	1.06% 49	100.00% 4,634

DOC Demographic Data by Military Status

Month, Day, Year of Report Effective Date	Race/Ethnicity	Military Status							
		Null	Active Duty (United States of America)	Active Duty (United States of America)...	Active Duty (United States of America)...	Reserve (United States of America)	Reserve (United States of America)...	Veteran (United States of America)	Grand Total
June 30, 2023	American Indian or Alaska Native (United States of America)	2.03% 91						0.20% 9	2.23% 100
	Asian (United States of America)	1.65% 74				0.04% 2		0.29% 13	1.99% 89
	Black or African American (United States of America)	1.85% 83				0.02% 1		0.25% 11	2.12% 95
	Hispanic or Latino (United States of America)	10.62% 476	0.02% 1	0.04% 2		0.11% 5		0.80% 36	11.60% 520
	Native Hawaiian or Other Pacific Islander (United States of America)	0.56% 25						0.04% 2	0.60% 27
	Two or More Races (United States of America)	2.10% 94				0.02% 1	0.02% 1	0.27% 12	2.41% 108
	White (United States of America)	66.96% 3,001	0.25% 11	0.02% 1		0.67% 30	0.09% 4	11.07% 496	79.05% 3,543
	Total	85.77% 3,844	0.27% 12	0.07% 3		0.87% 39	0.11% 5	12.92% 579	100.00% 4,482
June 30, 2024	American Indian or Alaska Native (United States of America)	2.03% 91						0.25% 11	2.27% 102
	Asian (United States of America)	1.63% 73				0.09% 4		0.20% 9	1.92% 86
	Black or African American (United States of America)	1.83% 82						0.22% 10	2.05% 92
	Hispanic or Latino (United States of America)	11.12% 499	0.04% 2	0.04% 2		0.20% 9	0.02% 1	0.82% 37	12.25% 550
	Native Hawaiian or Other Pacific Islander (United States of America)	0.56% 25						0.07% 3	0.62% 28
	Two or More Races (United States of America)	2.16% 97				0.04% 2		0.27% 12	2.47% 111
	White (United States of America)	66.45% 2,983	0.29% 13			0.76% 34	0.13% 6	10.78% 484	78.41% 3,520
	Total	85.77% 3,850	0.33% 15	0.04% 2		1.09% 49	0.16% 7	12.61% 566	100.00% 4,489
June 30, 2025	American Indian or Alaska Native (United States of America)	2.03% 94					0.02% 1	0.30% 14	2.35% 109
	Asian (United States of America)	1.75% 81				0.09% 4		0.17% 8	2.01% 93
	Black or African American (United States of America)	1.83% 85						0.19% 9	2.03% 94
	Hispanic or Latino (United States of America)	11.61% 538	0.09% 4	0.04% 2		0.17% 8	0.02% 1	0.78% 36	12.71% 589
	Native Hawaiian or Other Pacific Islander (United States of America)	0.63% 29						0.06% 3	0.69% 32
	Two or More Races (United States of America)	2.18% 101			0.02% 1	0.04% 2		0.28% 13	2.52% 117
	White (United States of America)	66.34% 3,074	0.28% 13		0.02% 1	0.82% 38	0.09% 4	10.14% 470	77.69% 3,600
	Total	86.36% 4,002	0.37% 17	0.04% 2	0.04% 2	1.12% 52	0.13% 6	11.93% 553	100.00% 4,634

DOC Demographic Data by Supervising Managers

Month, Day, Year of Report Effective Date	Race/Ethnicity	Position REPR Code			
		MESN	MMS	MNSN	Grand Total
June 30, 2023	American Indian or Alaska Native (United States of America)		2.28% 9		2.28% 9
	Asian (United States of America)	0.25% 1	1.27% 5		1.52% 6
	Black or African American (United States of America)	0.51% 2	2.28% 9	0.25% 1	3.05% 12
	Hispanic or Latino (United States of America)	0.25% 1	4.06% 16		4.31% 17
	Native Hawaiian or Other Pacific Islander (United States of America)		0.51% 2		0.51% 2
	Two or More Races (United States of America)		2.03% 8		2.03% 8
	White (United States of America)	5.58% 22	79.95% 315	0.76% 3	86.29% 340
	Total	6.60% 26	92.39% 364	1.02% 4	100.00% 394
June 30, 2024	American Indian or Alaska Native (United States of America)		2.81% 11		2.81% 11
	Asian (United States of America)	0.26% 1	1.28% 5		1.53% 6
	Black or African American (United States of America)	0.51% 2	2.04% 8	0.26% 1	2.81% 11
	Hispanic or Latino (United States of America)	0.26% 1	5.10% 20		5.36% 21
	Native Hawaiian or Other Pacific Islander (United States of America)		0.51% 2		0.51% 2
	Two or More Races (United States of America)		1.79% 7		1.79% 7
	White (United States of America)	5.36% 21	79.34% 311	0.51% 2	85.20% 334
	Total	6.38% 25	92.86% 364	0.77% 3	100.00% 392
June 30, 2025	American Indian or Alaska Native (United States of America)		2.24% 9		2.24% 9
	Asian (United States of America)	0.25% 1	1.74% 7		1.99% 8
	Black or African American (United States of America)	0.50% 2	1.99% 8		2.49% 10
	Hispanic or Latino (United States of America)	0.25% 1	6.22% 25		6.47% 26
	Native Hawaiian or Other Pacific Islander (United States of America)		0.50% 2		0.50% 2
	Two or More Races (United States of America)		1.74% 7		1.74% 7
	White (United States of America)	6.22% 25	77.61% 312	0.75% 3	84.58% 340
	Total	7.21% 29	92.04% 370	0.75% 3	100.00% 402

DOC Demographic Data by Age Group

Month, Day, Year of Report Effective Date	Race/Ethnicity	Age Group										Grand Total
		18 to 25 Years	25 to 30 Years	30 to 35 Years	35 to 40 Years	40 to 45 Years	45 to 50 Years	50 to 55 Years	55 to 60 Years	60 to 65 Years	65 Years and Greater	
June 30, 2023	American Indian or Alaska Native (United States of America)	0.09% 4	0.29% 13	0.36% 16	0.11% 5	0.25% 11	0.29% 13	0.33% 15	0.25% 11	0.25% 11	0.02% 1	2.23% 100
	Asian (United States of America)	0.02% 1	0.20% 9	0.25% 11	0.29% 13	0.20% 9	0.31% 14	0.45% 20	0.20% 9	0.04% 2	0.02% 1	1.99% 89
	Black or African American (United States of America)	0.04% 2	0.18% 8	0.29% 13	0.27% 12	0.31% 14	0.20% 9	0.31% 14	0.16% 7	0.25% 11	0.11% 5	2.12% 95
	Hispanic or Latino (United States of America)	0.87% 39	2.01% 90	2.23% 100	1.41% 63	1.23% 55	1.32% 59	1.07% 48	0.80% 36	0.54% 24	0.13% 6	11.60% 520
	Native Hawaiian or Other Pacific Islander (United States of America)	0.04% 2	0.04% 2	0.04% 2	0.11% 5	0.04% 2	0.07% 3	0.09% 4	0.16% 7			0.60% 27
	Two or More Races (United States of America)	0.04% 2	0.20% 9	0.45% 20	0.42% 19	0.27% 12	0.42% 19	0.22% 10	0.27% 12	0.07% 3	0.04% 2	2.41% 108
	White (United States of America)	1.94% 87	5.40% 242	7.88% 353	9.04% 405	10.26% 460	11.85% 531	13.10% 587	9.93% 445	6.96% 312	2.70% 121	79.05% 3,543
	Total	3.06% 137	8.32% 373	11.49% 515	11.65% 522	12.56% 563	14.46% 648	15.57% 698	11.76% 527	8.10% 363	3.03% 136	100.00% 4,482
June 30, 2024	American Indian or Alaska Native (United States of America)	0.07% 3	0.27% 12	0.31% 14	0.16% 7	0.22% 10	0.29% 13	0.40% 18	0.29% 13	0.25% 11	0.02% 1	2.27% 102
	Asian (United States of America)		0.11% 5	0.20% 9	0.40% 18	0.22% 10	0.29% 13	0.42% 19	0.18% 8	0.04% 2	0.04% 2	1.92% 86
	Black or African American (United States of America)	0.02% 1	0.20% 9	0.29% 13	0.25% 11	0.27% 12	0.25% 11	0.31% 14	0.18% 8	0.22% 10	0.07% 3	2.05% 92
	Hispanic or Latino (United States of America)	0.80% 36	2.12% 95	2.47% 111	1.67% 75	1.25% 56	1.45% 65	1.23% 55	0.71% 32	0.49% 22	0.07% 3	12.25% 550
	Native Hawaiian or Other Pacific Islander (United States of America)	0.04% 2	0.07% 3	0.07% 3	0.09% 4	0.04% 2	0.04% 2	0.09% 4	0.16% 7	0.02% 1		0.62% 28
	Two or More Races (United States of America)	0.07% 3	0.13% 6	0.49% 22	0.38% 17	0.40% 18	0.47% 21	0.20% 9	0.25% 11	0.07% 3	0.02% 1	2.47% 111
	White (United States of America)	1.98% 89	5.17% 232	8.02% 360	9.60% 431	10.14% 455	11.00% 494	12.36% 555	10.31% 463	6.79% 305	3.03% 136	78.41% 3,520
	Total	2.99% 134	8.06% 362	11.85% 532	12.54% 563	12.54% 563	13.79% 619	15.01% 674	12.07% 542	7.89% 354	3.25% 146	100.00% 4,489
June 30, 2025	American Indian or Alaska Native (United States of America)	0.02% 1	0.24% 11	0.35% 16	0.17% 8	0.22% 10	0.30% 14	0.37% 17	0.35% 16	0.32% 15	0.02% 1	2.35% 109
	Asian (United States of America)	0.04% 2	0.13% 6	0.17% 8	0.32% 15	0.37% 17	0.22% 10	0.47% 22	0.19% 9	0.04% 2	0.04% 2	2.01% 93
	Black or African American (United States of America)	0.04% 2	0.13% 6	0.39% 18	0.24% 11	0.30% 14	0.26% 12	0.28% 13	0.13% 6	0.17% 8	0.09% 4	2.03% 94
	Hispanic or Latino (United States of America)	0.78% 36	2.16% 100	2.42% 112	2.03% 94	1.27% 59	1.34% 62	1.38% 64	0.58% 27	0.60% 28	0.15% 7	12.71% 589
	Native Hawaiian or Other Pacific Islander (United States of America)	0.04% 2	0.11% 5	0.11% 5	0.06% 3	0.02% 1	0.09% 4	0.09% 4	0.13% 6	0.04% 2		0.69% 32
	Two or More Races (United States of America)	0.04% 2	0.22% 10	0.32% 15	0.45% 21	0.35% 16	0.47% 22	0.30% 14	0.22% 10	0.11% 5	0.04% 2	2.52% 117
	White (United States of America)	1.90% 88	5.29% 245	7.60% 352	9.65% 447	10.08% 467	10.42% 483	12.26% 568	10.73% 497	6.71% 311	3.06% 142	77.69% 3,600
	Total	2.87% 133	8.26% 383	11.35% 526	12.93% 599	12.60% 584	13.10% 607	15.15% 702	12.32% 571	8.01% 371	3.41% 158	100.00% 4,634

DOC Demographic Data by Facility City

Month, Day, Year of Report Effective Date	Race/Ethnicity	Location City												
		Albany	Baker City	Lakeview	Madras	Ontario	Pendleton	Portland	Roseburg	Salem	Tillamook	Umatilla	Wilsonville	Grand Total
June 30, 2023	American Indian or Alaska Native (United States of America)		0.09% 4	0.04% 2	0.18% 8	0.42% 19	0.11% 5	0.09% 4		0.83% 37	0.02% 1	0.16% 7	0.29% 13	2.23% 100
	Asian (United States of America)			0.02% 1	0.02% 1	0.27% 12	0.09% 4	0.11% 5		0.91% 41		0.09% 4	0.47% 21	1.99% 89
	Black or African American (United States of America)		0.02% 1	0.04% 2	0.04% 2	0.16% 7	0.09% 4	0.27% 12	0.02% 1	0.78% 35	0.02% 1	0.16% 7	0.51% 23	2.12% 95
	Hispanic or Latino (United States of America)	0.02% 1	0.13% 6	0.22% 10	0.54% 24	3.04% 136	0.69% 31	0.38% 17	0.02% 1	2.97% 133	0.02% 1	2.03% 91	1.54% 69	11.60% 520
	Native Hawaiian or Other Pacific Islander (United States of America)		0.02% 1	0.09% 4	0.04% 2		0.02% 1	0.09% 4	0.02% 1	0.18% 8		0.04% 2	0.09% 4	0.60% 27
	Two or More Races (United States of America)		0.02% 1	0.02% 1	0.11% 5	0.40% 18	0.13% 6	0.04% 2	0.02% 1	0.91% 41	0.04% 2	0.31% 14	0.38% 17	2.41% 108
	White (United States of America)	0.54% 24	1.52% 68	1.87% 84	3.97% 178	16.78% 752	7.36% 330	2.45% 110	0.40% 18	26.60% 1,192	0.78% 35	7.59% 340	9.17% 411	79.04% 3,542
	Total	0.56% 25	1.81% 81	2.32% 104	4.91% 220	21.07% 944	8.50% 381	3.44% 154	0.49% 22	33.18% 1,487	0.89% 40	10.38% 465	12.45% 558	100.00% 4,481
June 30, 2024	American Indian or Alaska Native (United States of America)		0.09% 4	0.04% 2	0.22% 10	0.56% 25	0.07% 3	0.09% 4		0.74% 33	0.02% 1	0.13% 6	0.31% 14	2.27% 102
	Asian (United States of America)			0.02% 1	0.07% 3	0.29% 13	0.11% 5	0.09% 4		0.80% 36		0.11% 5	0.42% 19	1.92% 86
	Black or African American (United States of America)		0.02% 1	0.02% 1	0.04% 2	0.16% 7	0.09% 4	0.25% 11		0.82% 37	0.02% 1	0.09% 4	0.53% 24	2.05% 92
	Hispanic or Latino (United States of America)	0.02% 1	0.11% 5	0.27% 12	0.67% 30	3.25% 146	0.74% 33	0.33% 15	0.02% 1	3.19% 143	0.02% 1	2.32% 104	1.31% 59	12.25% 550
	Native Hawaiian or Other Pacific Islander (United States of America)		0.02% 1	0.09% 4	0.04% 2		0.07% 3	0.07% 3	0.02% 1	0.16% 7		0.07% 3	0.09% 4	0.62% 28
	Two or More Races (United States of America)		0.02% 1	0.04% 2	0.09% 4	0.47% 21	0.13% 6	0.04% 2	0.02% 1	0.94% 42	0.04% 2	0.29% 13	0.38% 17	2.47% 111
	White (United States of America)	0.49% 22	1.60% 72	1.92% 86	4.10% 184	16.84% 756	7.24% 325	2.41% 108	0.38% 17	26.49% 1,189	0.80% 36	7.46% 335	8.69% 390	78.41% 3,520
	Total	0.51% 23	1.87% 84	2.41% 108	5.24% 235	21.56% 968	8.44% 379	3.27% 147	0.45% 20	33.13% 1,487	0.91% 41	10.47% 470	11.74% 527	100.00% 4,489
June 30, 2025	American Indian or Alaska Native (United States of America)		0.09% 4	0.04% 2	0.24% 11	0.58% 27	0.09% 4	0.09% 4		0.80% 37	0.02% 1	0.15% 7	0.26% 12	2.35% 109
	Asian (United States of America)			0.02% 1	0.06% 3	0.30% 14	0.11% 5	0.11% 5		0.91% 42		0.09% 4	0.41% 19	2.01% 93
	Black or African American (United States of America)	0.02% 1	0.04% 2	0.02% 1	0.04% 2	0.15% 7	0.15% 7	0.32% 15		0.80% 37	0.02% 1	0.09% 4	0.37% 17	2.03% 94
	Hispanic or Latino (United States of America)	0.02% 1	0.13% 6	0.26% 12	0.58% 27	3.30% 153	0.76% 35	0.39% 18	0.02% 1	3.28% 152	0.06% 3	2.42% 112	1.49% 69	12.71% 589
	Native Hawaiian or Other Pacific Islander (United States of America)			0.09% 4	0.06% 3		0.11% 5	0.09% 4	0.02% 1	0.17% 8		0.06% 3	0.09% 4	0.69% 32
	Two or More Races (United States of America)		0.02% 1	0.02% 1	0.13% 6	0.41% 19	0.15% 7	0.09% 4	0.02% 1	0.93% 43	0.04% 2	0.32% 15	0.39% 18	2.52% 117
	White (United States of America)	0.52% 24	1.58% 73	1.94% 90	4.16% 193	16.68% 773	7.32% 339	2.24% 104	0.39% 18	26.26% 1,217	0.73% 34	7.06% 327	8.80% 408	77.69% 3,600
	Total	0.56% 26	1.86% 86	2.40% 111	5.29% 245	21.43% 993	8.68% 402	3.32% 154	0.45% 21	33.15% 1,536	0.88% 41	10.19% 472	11.80% 547	100.00% 4,634

DOC Demographic Data by Facility City

Location Facility (group)	Report Effective Date / Race/Ethnicity																							
	June 30, 2023								June 30, 2024								June 30, 2025							
	American Indian o.	Asian (United ..	Black or African ...	Hispanic or Latin...	Native Hawaiia...	Two or More Ra...	White (United ...	Total	American Indian o.	Asian (United ..	Black or African ...	Hispanic or Latin...	Native Hawaiia...	Two or More Ra...	White (United ...	Total	American Indian o.	Asian (United ..	Black or African ...	Hispanic or Latin...	Native Hawaiia...	Two or More Ra...	White (United ...	Total
Central Distribution Center	0.16% 7	0.11% 5	0.09% 4	0.20% 9		0.04% 2	3.53% 158	4.13% 185	0.09% 4	0.13% 6	0.11% 5	0.18% 8		0.04% 2	3.85% 173	4.41% 198	0.09% 4	0.15% 7	0.11% 5	0.17% 8		0.04% 2	3.71% 172	4.27% 198
Coffee Creek Correctional Facility	0.29% 13	0.47% 21	0.51% 23	1.54% 69	0.09% 4	0.38% 17	9.17% 411	12.46% 558	0.31% 14	0.38% 17	0.51% 23	1.25% 56	0.09% 4	0.31% 14	8.02% 360	10.87% 488	0.26% 12	0.37% 17	0.35% 16	1.42% 66	0.09% 4	0.30% 14	8.16% 378	10.94% 507
Coffee Creek Correctional Facility - OISC										0.04% 2	0.02% 1	0.07% 3		0.07% 3	0.67% 30	0.87% 39		0.04% 2	0.02% 1	0.06% 3		0.09% 4	0.65% 30	0.86% 40
Columbia River Correctional Institution	0.09% 4	0.11% 5	0.27% 12	0.38% 17	0.09% 4	0.04% 2	2.46% 110	3.44% 154	0.09% 4	0.09% 4	0.25% 11	0.33% 15	0.07% 3	0.04% 2	2.41% 108	3.28% 147	0.09% 4	0.11% 5	0.32% 15	0.39% 18	0.09% 4	0.09% 4	2.24% 104	3.32% 154
CTRS Health Services	0.02% 1	0.02% 1	0.07% 3	0.04% 2		0.02% 1	1.03% 46	1.21% 54	0.02% 1	0.02% 1	0.09% 4	0.02% 1			1.23% 55	1.38% 62	0.02% 1	0.02% 1	0.02% 1	0.02% 1			1.29% 60	1.38% 64
Deer Ridge Correctional Institution	0.18% 8	0.02% 1	0.04% 2	0.51% 23	0.04% 2	0.09% 4	3.86% 173	4.75% 213	0.20% 9	0.07% 3	0.04% 2	0.67% 30	0.04% 2	0.07% 3	3.99% 179	5.08% 228	0.22% 10	0.06% 3	0.04% 2	0.58% 27	0.06% 3	0.11% 5	4.06% 188	5.14% 238
Douglas County Parole & Probation			0.02% 1	0.02% 1	0.02% 1	0.02% 1	0.40% 18	0.49% 22				0.02% 1	0.02% 1	0.02% 1	0.38% 17	0.45% 20				0.02% 1	0.02% 1	0.02% 1	0.39% 18	0.45% 21
Eastern Oregon Correctional Institution	0.11% 5	0.09% 4	0.09% 4	0.69% 31	0.02% 1	0.13% 6	7.37% 330	8.50% 381	0.07% 3	0.11% 5	0.09% 4	0.74% 33	0.07% 3	0.13% 6	7.24% 325	8.44% 379	0.09% 4	0.11% 5	0.15% 7	0.76% 35	0.11% 5	0.15% 7	7.32% 339	8.68% 402
Four Rivers Building										0.02% 1		0.04% 2			0.25% 11	0.31% 14		0.02% 1		0.04% 2			0.24% 11	0.30% 14
Headquarters	0.18% 8	0.11% 5	0.04% 2	0.33% 15	0.02% 1	0.18% 8	4.13% 185	5.00% 224	0.18% 8	0.13% 6	0.04% 2	0.40% 18		0.20% 9	4.03% 181	4.99% 224	0.22% 10	0.13% 6	0.04% 2	0.41% 19		0.19% 9	4.27% 198	5.27% 244
Linn County Parole & Probation				0.02% 1			0.54% 24	0.56% 25				0.02% 1			0.49% 22	0.51% 23			0.02% 1	0.02% 1			0.52% 24	0.56% 26
Oregon State Correctional Institution	0.11% 5	0.18% 8	0.18% 8	0.60% 27	0.07% 3	0.25% 11	4.64% 208	6.03% 270	0.11% 5	0.13% 6	0.18% 8	0.65% 29	0.04% 2	0.29% 13	4.55% 204	5.95% 267	0.13% 6	0.13% 6	0.15% 7	0.78% 36	0.06% 3	0.24% 11	4.42% 205	5.91% 274
Oregon State Penitentiary	0.31% 14	0.42% 19	0.25% 11	1.34% 60	0.07% 3	0.36% 16	10.54% 472	13.28% 595	0.29% 13	0.33% 15	0.29% 13	1.38% 62	0.07% 3	0.36% 16	10.14% 455	12.86% 577	0.24% 11	0.39% 18	0.35% 16	1.40% 65	0.06% 3	0.43% 20	10.14% 470	13.01% 603
Powder River Correctional Facility	0.09% 4		0.02% 1	0.13% 6	0.02% 1	0.02% 1	1.52% 68	1.81% 81	0.09% 4		0.02% 1	0.11% 5	0.02% 1	0.02% 1	1.60% 72	1.87% 84	0.09% 4		0.04% 2	0.13% 6		0.02% 1	1.58% 73	1.86% 86
Santiam Correctional Institution	0.04% 2	0.07% 3	0.11% 5	0.27% 12	0.02% 1	0.02% 1	1.96% 88	2.50% 112	0.04% 2	0.04% 2	0.09% 4	0.36% 16	0.04% 2		1.89% 85	2.47% 111	0.09% 4	0.09% 4	0.09% 4	0.32% 15	0.04% 2		1.66% 77	2.29% 106
Snake River Correctional Institution	0.42% 19	0.27% 12	0.16% 7	3.04% 136		0.38% 17	16.47% 738	20.74% 929	0.56% 25	0.27% 12	0.16% 7	3.19% 143		0.45% 20	16.29% 731	20.90% 938	0.58% 27	0.28% 13	0.15% 7	3.24% 150		0.39% 18	16.14% 748	20.78% 963
South Fork Forest Camp	0.02% 1		0.02% 1	0.02% 1		0.04% 2	0.78% 35	0.89% 40	0.02% 1	0.02% 1	0.02% 1			0.04% 2	0.80% 36	0.91% 41	0.02% 1		0.02% 1	0.06% 3		0.04% 2	0.73% 34	0.88% 41
Transport			0.02% 1	0.25% 11	0.02% 1	0.09% 4	1.50% 67	1.88% 84	0.02% 1			0.27% 12	0.02% 1	0.09% 4	1.52% 68	1.92% 86	0.04% 2		0.04% 2	0.24% 11	0.02% 1	0.06% 3	1.45% 67	1.86% 86
Two Rivers Correctional Institution	0.16% 7	0.09% 4	0.16% 7	1.99% 89	0.02% 1	0.31% 14	7.30% 327	10.02% 449	0.13% 6	0.11% 5	0.09% 4	2.27% 102	0.04% 2	0.29% 13	7.17% 322	10.12% 454	0.15% 7	0.09% 4	0.09% 4	2.37% 110	0.04% 2	0.32% 15	6.78% 314	9.84% 456
Warner Creek Correctional Facility	0.04% 2	0.02% 1	0.04% 2	0.22% 10	0.09% 4	0.02% 1	1.88% 84	2.32% 104	0.04% 2	0.02% 1	0.02% 1	0.27% 12	0.09% 4	0.04% 2	1.92% 86	2.41% 108	0.04% 2	0.02% 1	0.02% 1	0.26% 12	0.09% 4	0.02% 1	1.94% 90	2.40% 111
Grand Total	2.23% 100	1.99% 89	2.10% 94	11.61% 520	0.60% 27	2.41% 108	79.06% 3,542	100.00% 4,480	2.27% 102	1.92% 86	2.03% 91	12.25% 550	0.62% 28	2.47% 111	78.43% 3,520	100.00% 4,488	2.35% 109	2.01% 93	2.03% 94	12.71% 589	0.69% 32	2.52% 117	77.69% 3,600	100.00% 4,634

DOC Demographic Data by Security Classifications

Month, Day, Year of Report Effective Date	Race/Ethnicity	Job Profile Name					
		Correctional Officer	Correctional Corporal	Correctional Sergeant	Correctional Lieutenant	Correctional Captain	Grand Total
June 30, 2023	American Indian or Alaska Native (United States of America)	1.71% 42	0.24% 6	0.12% 3	0.08% 2	0.08% 2	2.25% 55
	Asian (United States of America)	1.14% 28	0.24% 6	0.16% 4	0.04% 1		1.59% 39
	Black or African American (United States of America)	1.55% 38	0.12% 3	0.24% 6	0.20% 5	0.04% 1	2.16% 53
	Hispanic or Latino (United States of America)	11.76% 288	1.14% 28	1.18% 29	0.24% 6	0.08% 2	14.41% 353
	Native Hawaiian or Other Pacific Islander (United States of America)	0.49% 12	0.04% 1	0.08% 2	0.04% 1	0.04% 1	0.69% 17
	Two or More Races (United States of America)	1.67% 41	0.29% 7	0.20% 5		0.08% 2	2.25% 55
	White (United States of America)	56.80% 1,391	6.41% 157	7.96% 195	3.63% 89	1.84% 45	76.64% 1,877
	Total	75.13% 1,840	8.49% 208	9.96% 244	4.25% 104	2.16% 53	100.00% 2,449
June 30, 2024	American Indian or Alaska Native (United States of America)	1.83% 44	0.21% 5	0.08% 2	0.04% 1	0.08% 2	2.25% 54
	Asian (United States of America)	1.12% 27	0.29% 7	0.12% 3	0.04% 1		1.58% 38
	Black or African American (United States of America)	1.33% 32	0.17% 4	0.21% 5	0.17% 4		1.88% 45
	Hispanic or Latino (United States of America)	12.50% 300	1.08% 26	1.33% 32	0.29% 7	0.08% 2	15.29% 367
	Native Hawaiian or Other Pacific Islander (United States of America)	0.50% 12	0.04% 1	0.08% 2	0.04% 1	0.04% 1	0.71% 17
	Two or More Races (United States of America)	1.83% 44	0.25% 6	0.25% 6		0.08% 2	2.42% 58
	White (United States of America)	55.92% 1,342	6.33% 152	8.17% 196	3.75% 90	1.71% 41	75.88% 1,821
	Total	75.04% 1,801	8.38% 201	10.25% 246	4.33% 104	2.00% 48	100.00% 2,400
June 30, 2025	American Indian or Alaska Native (United States of America)	1.92% 47	0.20% 5	0.16% 4	0.04% 1	0.04% 1	2.36% 58
	Asian (United States of America)	1.30% 32	0.24% 6	0.08% 2	0.04% 1		1.67% 41
	Black or African American (United States of America)	1.55% 38	0.08% 2	0.20% 5	0.16% 4	0.04% 1	2.04% 50
	Hispanic or Latino (United States of America)	13.33% 327	1.02% 25	1.26% 31	0.37% 9	0.12% 3	16.10% 395
	Native Hawaiian or Other Pacific Islander (United States of America)	0.61% 15	0.04% 1	0.08% 2	0.04% 1	0.04% 1	0.82% 20
	Two or More Races (United States of America)	1.75% 43	0.29% 7	0.29% 7		0.08% 2	2.41% 59
	White (United States of America)	55.32% 1,357	6.07% 149	8.03% 197	3.51% 86	1.67% 41	74.60% 1,830
	Total	75.78% 1,859	7.95% 195	10.11% 248	4.16% 102	2.00% 49	100.00% 2,453

DOC Demographic Promotions - All Classifications
July 1, 2022 to June 30, 2023

Race/Ethnicity	Gender		
	Female	Male	Grand Total
American Indian or Alaska Native (United States of America)	1.48% 3	0.99% 2	2.46% 5
Asian (United States of America)	0.99% 2	0.49% 1	1.48% 3
Black or African American (United States of America)	0.99% 2	0.49% 1	1.48% 3
Hispanic or Latino (United States of America)	3.94% 8	6.40% 13	10.34% 21
Native Hawaiian or Other Pacific Islander (United States of America)		0.49% 1	0.49% 1
Two or More Races (United States of America)	3.94% 8	0.99% 2	4.93% 10
White (United States of America)	32.51% 66	46.31% 94	78.82% 160
Grand Total	43.84% 89	56.16% 114	100.00% 203

DOC Demographic Promotions - All Classifications
July 1, 2023 to June 30, 2024

Race/Ethnicity	Gender		
	Female	Male	Grand Total
American Indian or Alaska Native (United States of America)	0.50% 1	2.50% 5	3.00% 6
Asian (United States of America)	0.50% 1	1.00% 2	1.50% 3
Black or African American (United States of America)		2.50% 5	2.50% 5
Hispanic or Latino (United States of America)	7.00% 14	5.00% 10	12.00% 24
Native Hawaiian or Other Pacific Islander (United States of America)	0.50% 1		0.50% 1
Two or More Races (United States of America)			
White (United States of America)	31.00% 62	49.50% 99	80.50% 161
Grand Total	39.50% 79	60.50% 121	100.00% 200

DOC Demographic Promotions - All Classifications
July 1, 2024 to June 30, 2025

Race/Ethnicity	Gender		
	Female	Male	Grand Total
American Indian or Alaska Native (United States of America)	1.30% 2	1.30% 2	2.60% 4
Asian (United States of America)			
Black or African American (United States of America)	1.30% 2	0.65% 1	1.95% 3
Hispanic or Latino (United States of America)	3.25% 5	7.14% 11	10.39% 16
Native Hawaiian or Other Pacific Islander (United States of America)			
Two or More Races (United States of America)	1.30% 2	1.30% 2	2.60% 4
White (United States of America)	29.87% 46	52.60% 81	82.47% 127
Grand Total	37.01% 57	62.99% 97	100.00% 154

DOC Demographic Promotions - All Management Classifications

July 1, 2022 to June 30, 2023

Race/Ethnicity	Gender		
	Female	Male	Grand Total
American Indian or Alaska Native (United States of America)	3.45% 3	1.15% 1	4.60% 4
Asian (United States of America)	1.15% 1		1.15% 1
Black or African American (United States of America)	1.15% 1	1.15% 1	2.30% 2
Hispanic or Latino (United States of America)	1.15% 1	3.45% 3	4.60% 4
Native Hawaiian or Other Pacific Islander (United States of America)			
Two or More Races (United States of America)	1.15% 1	2.30% 2	3.45% 3
White (United States of America)	32.18% 28	51.72% 45	83.91% 73
Grand Total	40.23% 35	59.77% 52	100.00% 87

DOC Demographic Promotions - All Management Classifications

July 1, 2023 to June 30, 2024

Race/Ethnicity	Gender		
	Female	Male	Grand Total
American Indian or Alaska Native (United States of America)	1.49% 1	2.99% 2	4.48% 3
Asian (United States of America)			
Black or African American (United States of America)		1.49% 1	1.49% 1
Hispanic or Latino (United States of America)	4.48% 3	2.99% 2	7.46% 5
Native Hawaiian or Other Pacific Islander (United States of America)			
Two or More Races (United States of America)			
White (United States of America)	37.31% 25	49.25% 33	86.57% 58
Grand Total	43.28% 29	56.72% 38	100.00% 67

DOC Demographic Promotions - All Management Classifications

July 1, 2024 to June 30, 2025

Race/Ethnicity	Gender		
	Female	Male	Grand Total
American Indian or Alaska Native (United States of America)	3.64% 2	1.82% 1	5.45% 3
Asian (United States of America)			
Black or African American (United States of America)			
Hispanic or Latino (United States of America)	3.64% 2	7.27% 4	10.91% 6
Native Hawaiian or Other Pacific Islander (United States of America)			
Two or More Races (United States of America)			
White (United States of America)	32.73% 18	50.91% 28	83.64% 46
Grand Total	40.00% 22	60.00% 33	100.00% 55

Appendix B

DOC Policy Documentation:

- [Diversity and Inclusion Policy 10.1.8](#)
- [Promotion and Maintenance of a Respectful Workplace](#)
- [Equal Employment Opportunity and Affirmation Action Policy 20.4.1](#)
- [ADA and Reasonable Accommodation Policy 20.5.16](#)
- [Violence - Free Workplace Policy 20.6.14](#)
- [Code of Ethics Policy 20.1.2](#)
- [Code of Conduct Policy 20.1.3](#)
- [Investigations Policy 70.1.4](#)
- [Social Media Usage Policy 20.1.8](#)

State Policy Documentation:

- [Statewide Diversity, Equity, and Inclusion Action Plan](#)
- [Executive Order 22-11](#)
- [ADA and Reasonable Accommodation Policy](#) (*Statewide policy 50.020.10*)
- [Discrimination and Harassment Free Workplace](#) (*Statewide policy 50.010.01*)
- *Statewide Workforce Learning and Development (Statewide policy 50.045.01)*
- [Duties of Administrator](#) (*ORS 240.145*)
- [Rules Applicable to Management Services](#) (*ORS 240.250*)
- [Recruitment and Selection](#) (*Statewide policy 40.010.02*)
- [Veterans Preference in Public Employment](#) (*ORS 408.230*)
- [Equal Opportunity and Affirmative Action Rule](#) (*105.040.0001*)

Federal Documentation:

- [Age Discrimination in Employment Act of 1967](#) (ADEA)
- [Disability Discrimination Title I of the Americans with Disability Act of 1990](#)
- [Genetic Information Discrimination Title II of the Genetic Information Nondiscrimination Act of 2008](#) (GINA)
- [Equal Pay and Compensation Discrimination Equal Pay Act of 1963](#)
- [Title VII of the Civil Rights Act of 1964](#)
 - a. National Origin Discrimination
 - b. Discrimination
 - c. Race/Color Discrimination

- d. Religious Discrimination
 - e. Sex-Based Discrimination
 - f. Sexual Harassment
- [Retaliation Title VII of Civil Agency Affirmative Action Policy](#)
- [Executive Order 11246](#) (OFCCP regulations)