



2025-2027 Affirmative Action Plan

August 27, 2024

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Agency Overview

The Oregon Department of Revenue administers Oregon tax laws, supports partners' programs, and acts as a central debt collection agency for other state agencies, boards, commissions, and local governments. We provide services for the general public, tax professionals, cities, counties, local taxing districts, tribal governments, and other state agencies.

Mission

Together, we collect the revenue that Oregon counts on.

Vision

To create a clear and easy experience for our customers.

Values

- We work to earn the trust of taxpayers.
- We seek dignity and inclusion for all.
- We do the right thing.
- We build partnerships.
- We rise to the occasion.

Strategic Priorities

- **Racial Equity** – Adapt our culture, modify our practices, and adjust our infrastructure to ensure dignity and inclusion for all.
- **Our Customers** – Make it simpler for customers to work with us.
- **Our Employees** – Train and prepare our workforce for the future.
- **Our Data** – Enhance data access and use.

Key Roles

Agency Director

Betsy Imholt
955 Center St NE, Salem, OR 97301
503-945-8214

Governor’s Policy Advisor for Revenue

Vince Porter, Economic Development and Workforce Advisor, Office of Governor Tina Kotek
900 Court Street NE, Salem, OR 97301
503-378-4582

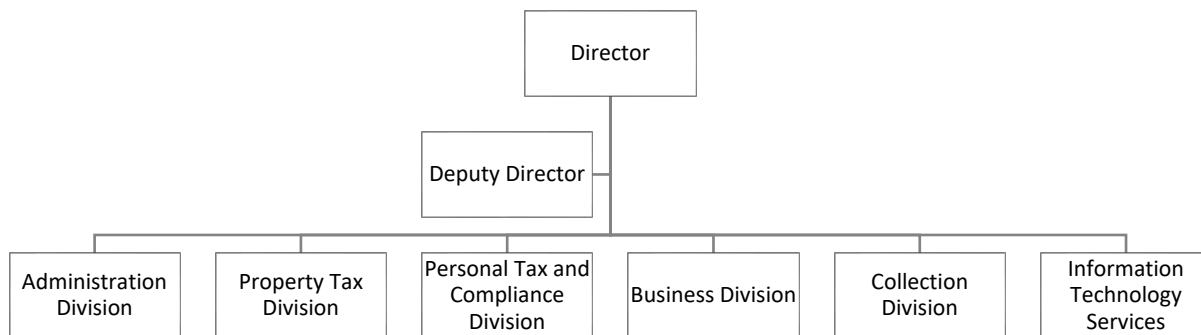
Affirmative Action Representative

Brittney Greene, Senior Human Resources Business Partner
955 Center St NE, Salem, OR 97301
503-428-8693

COBID Contracting and Procurement Lead

Jason Hamblen, Agency Accounting and Procurement Manager
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Organizational Chart



Roles for Implementation of Affirmative Action Plan

Roles and Responsibilities

Director. As the head of the Department of Revenue, the director has set the tone that the agency will fully commit to applying the State of Oregon Equity Framework in developing agency-specific strategies and concrete actions to address racial and economic disparities. Through her leadership she is establishing a culture within the agency, and specifically with agency leadership, where each individual views each decision or action through an equity lens.

Managers/supervisors. Managers have the primary responsibility to develop and foster a motivated, diverse, and highly skilled workforce through their hiring practices and continuing employee engagement and development. Managers work closely with Human Resources, including monthly trainings on diverse manager/employee relation topics.

Affirmative action representative. A Senior Human Resources Analyst serves as the agency's affirmative action representative. The analyst works with senior leaders of the agency to develop and implement programs designed to meet the agency's goal of a diverse and inclusive workforce, and to track the agency's progress toward its goals. The analyst also investigates complaints filed about Revenue's practices and works with managers to ensure any corrective process actions are taken.

Current Biennium (2023-25) Affirmative Action Progress Report

Progress Toward Strategies and Goals

Goal

Implement Department of Revenue's Racial Equity Plan actions. In 2023 the department developed a new five-year Racial Equity Plan. The plan will be monitored, evaluated, and updated in alignment with the agency's 2022-2027 Strategic Plan. The Racial Equity plan follows the direction outlined in the Statewide DEI Action Plan.

Strategy – Agency Specific Racial Equity Plan

The Oregon Counts on Us: Oregon Department of Revenue 2022-2027 Strategic Plan affirms the organizational commitment to racial equity, diversity, equity, and inclusion. The State of Oregon is committed to establishing strong leadership to eradicate racial and other forms of disparities in all aspects of state government. We look to center equity in budgeting, planning, procurement, and policymaking. We work to strengthen public involvement through community engagement, access to information, and decision-making opportunities. We work to improve equitable access to our services, programs, and resources. We work to foster an inclusive workplace culture.

Through the strategic planning process, we learned that many of the department's customers face barriers that interfere with their ability to voluntarily comply with the tax system, and appeal or pay amounts owed. Lack of trust in the system, fear of taxes, complex tax situations, language barriers, inability to access tax help sites, and individual hardships can prevent people from filing their taxes and from receiving other benefits they may be eligible for based on tax filing status.

This Racial Equity Plan is a five-year plan. The Racial Equity Plan will be monitored, evaluated, and updated in alignment with the agency's 2022-2027 Strategic Plan.

ACTION: Restart the department's Revenue Committee on Diversity and Inclusion (RCDI). This committee will act as a steering committee for the Racial Equity Plan's action plan.

2024 UPDATE: Organized the Revenue Committee on Diversity and Inclusion and developed a charter to guide the committee's work. Committee meetings started in the beginning of 2024. The committee is made up of a Sponsor, Chair, Vice Chair, and 21 members who meet monthly to discuss DEI topics and issues, as well as review the progress being made on the agency's Racial Equity Plan.

Strategy – Agency Diversity, Equity, and Inclusion Infrastructure

Department diversity, equity, and inclusion infrastructure is critical to the success of the implementation of DEI initiatives within the agency. Currently the department does not have dedicated resources for implementing DEI initiatives within the agency. We are working to secure investments in our 2023-2025 budget process to expand our capacity to understand our work through a racial equity lens.

ACTION: Invest in Human Resources capacity to understand how our hiring practices and employee experiences impact communities of color.

2024 UPDATE: This action is underway. The agency received three new positions during the 2023 legislative session to support this work. Two positions have been filled allowing us additional resources for recruitment outreach and to better understand our workforce data.

Strategy – Inclusive Communications

We are working to secure investments in our 2023-2025 budget for a community engagement program that will improve the accessibility of the department's programs, activities, materials, and media.

ACTION: Shift focus from written to spoken word and other ways of sharing information: Language access also means not always relying on the written word to convey meaning, so consider video and audio recordings for communities who cannot read or write.

2024 UPDATE: Created a YouTube channel to communicate through videos and share "How To" tutorials on tax processes. Created a Facebook channel, Instagram, and Thread account to communicate and engage with customers.

ACTION: Proactively illustrate how structural inequities, including structural racism, create inequitable contexts and outcomes.

2024 UPDATE: The agency did not receive the position requested from the 2023 legislative session. This limits what the agency can do with its current resources.

ACTION: Language matters, be intentional in the words we use to identify, assist, and move the work.

2024 UPDATE: The agency updated its style guide in early 2024, as well as created a writing training that is available to employees. The first training was provided in April 2024.

Strategy – Disaggregated Data as a Lever for Change

Confidentiality of taxpayer information and information security is critical to the work of the department. Under current law tax returns do not include race or ethnicity data. Tax policy analysis across such demographic groups is generally limited.

In 2021, the Oregon Legislature explored the possibility of the department allowing taxpayers to voluntarily report their race and ethnicity as they file an annual personal income tax form. Under Senate Bill 1569 (2021), the department would offer people a choice of race and ethnicity categories as developed by the Oregon Health Authority for use on their Race, Ethnicity, Language, and Disability (REALD) forms. This legislation did not pass, however, if it had passed it would have made the Oregon Department of Revenue the first in the nation to collect race and ethnicity on personal income tax forms. Legislation is under consideration before the 2023 Legislature.

ACTION: Prepare to collect customers race and ethnicity data if authorized by the Oregon Legislature.

2024 UPDATE: During the 2023 session, the Oregon Legislature approved Senate Bill (SB) 1. The measure, creating Voluntary Self-Identification (VSI), requires the Department of Revenue (DOR) to create a form and systems to collect race and ethnicity information. This will make Oregon the first state to collect such information on tax returns. DOR will create a form that allows taxpayers to provide information voluntarily about their race and ethnicity when they file their tax return. DOR will also provide a way for people who do not file tax returns to provide race and ethnicity information voluntarily. The form will be available with the 2024 tax year returns that will be filed in the 2025. The project to implement the measure is already underway and is planned to be completed by early 2025.

In January 2022, the department implemented a Racial Equity Impact Statement (REIS) process. It is important to examine and understand the impact that administrative actions and policy decisions have on affected customers. The racial impact statement process provides a way to formalize and focus analysis on communities that have historically been harmed by unintended impacts of administrative actions and policies.

ACTION: Increase awareness of racial bias and equity impacts associated with new proposed revenue streams through conducting Racial Equity Impact Statements.

2024 UPDATE: Racial Equity Impact Statements were implemented as part of the Strategic Plan in 2022. In January 2024, the agency updated its [Strategic Plan](#) to include additional work on Racial Equity Impact Statements including analyzing the Racial Equity Impact Statement process for effectiveness. This work will also provide training and guidance to employees on how to understand the impact of our decisions on underserved communities.

Strategy – Diversifying the Workforce and Creating an Inclusive Workplace

We are working to secure investments in our 2023-2025 budget for additional Human Resources capacity to understand our hiring practices and employee experiences for community of color. We currently use disaggregated data by race to track and monitor hiring processes, including recruitment, interview procedures, and hiring outcomes.

ACTION: Review and update position descriptions to include state equity vision, values, and goals and use gender neutral language.

2024 UPDATE: Managers received instructions in 2023 to update position descriptions to include state equity vision, values, and gender-neutral language. We have conducted an audit and determined that 75% of position descriptions have been updated to date. We will continue to work with managers to ensure all position descriptions are updated.

ACTION: Build a comprehensive, inclusive, and accessible employee training program that enhances recruitment and retention, and positions employees to achieve success, including opportunities for promotion. (2022-2027 Strategic Plan Goal)

ACTION: Create career development pathways for current employees, and knowledge retention and transfer processes for new employees. (2022-2027 Strategic Plan Goal)

2024 UPDATE: A cross-agency project team created a training list per position on the department's intranet. We procured LinkedIn Learning training and ITBOM (diversity, equity, and inclusion) training and posted them on the intranet for all employees. Each division created onboarding plans and checklists for new employees.

We created and launched first phase of a mentorship program in 2023; the second phase began in 2024 to expand the opportunity to all employees. We completed a toolkit for new and front-line managers and created a list of critical positions. We updated procedures and workflows for areas of unique knowledge or experience in the agency. We created cross-training and succession plan for highly-technical positions. We created a Succession Plan and submitted it to the Oregon Department of Administrative Services (DAS).

ACTION: Create a recruiting and marketing strategy for hiring people from historically and currently underserved and under resourced communities in Oregon, those from non-traditional fields and academic programs, and any intersection of these. Through the additional recruitment position, we have participated in recruitment events both virtual and in communities around the state.

2024 UPDATE: We have participated in 11 career events, partnering with communities, colleges and universities, and the Confederated Tribes of the Umatilla Indian Reservation (CTUIR). We continue to seek out opportunities to reach candidates in underserved and under resourced communities.

An additional Human Resources position is anticipated to be filled by September 2024. While we have been engaging in communities, this position will develop a recruitment

strategy to ensure our approach will help us deliver on our goals. The position will also serve as the agency's affirmative action officer and liaison with the agency's committee on Diversity, Equity and Inclusion.

2024 UPDATE: The agency is currently doing ad-hoc events and is working to build a list for outreach on recruitments. A position to help support this work was granted through the 2023 legislative session and will be filled in September 2024.

ACTION: Track, measure, and report changes in the demographics of agency employees to reach parity with the diversity of Oregon.

2024 UPDATE: The agency has monthly dashboard reports that are pulled from Workday data. Through a new data-focused Human Resources position, an interactive dashboard is being developed that will better enable our managers to carry out our affirmative action work. The dashboard will help managers look for trends and changes in data to determine whether our efforts are making a difference. In 2022, 80% of employee diversity reflected Oregon's diversity, and in 2023, that was increased to 83%.

Strategy – No tolerance for Racism, Hate, and Discrimination

The department can help to ensure the safety of all Oregonians by protecting civil rights and taking active measures against harassment, discrimination, racism, xenophobia, stigmatization, violence, and hate crimes. Our agency's values include seeking dignity and inclusion for all, that includes not tolerating racism, hate, or discrimination toward our employees or our customers. The department has adopted clear processes for sharing and reporting racial discrimination complaints.

ACTION: Ensure the agency has structures in place to provide all staff with safe space to communicate concerns or ideas related to equity.

2024 UPDATE: The agency has updated its policy; it is now in the review process.

ACTION: Ensure a written and followed internal process for responding to acts of racial discrimination toward Revenue staff, with zero tolerance for hostility, macro or micro.

2024 UPDATE: The agency has updated its policy; it is now in the review process.

Diversity, equity, and inclusion infrastructure is critical to the success of the implementation of DEI initiatives within the agency. The agency worked to secure investments in our 2023-2025 budget process to expand our capacity to understand our work through a racial equity lens, but not all position requests were approved.

Alignment with Revenue's Racial Equity and Strategic Plans

The agency's 2022-27 Strategic Plan includes Racial Equity as a priority. The priority includes three goals, one of which was to create and implement a racial equity plan. Revenue's Racial Equity Plan was adopted in January of 2023. The agency included the goal and strategies from the Racial Equity Plan in the 2023-25 Affirmative Action Plan.

Since implementing the Racial Equity Plan at the beginning of 2023, the agency has made progress towards many of the strategies and actions. We meet monthly to check the status of projected timelines and deliverables. Since not all of the resources the agency requested through the 2023 legislative session were granted, the agency continues to work to achieve the actions listed above but the timelines have been to be readjusted or lengthened.

The Racial Equity Plan provides a monitoring and evaluation plan that details how often the plan will be updated. 2024 will be the first update to the current Racial Equity Plan. This update will include accessing the progress that has been made and how we can advance the plan. The update will also include incorporating feedback that was received from DAS' Office of Cultural Change, as well as detailing the impacts of not receiving the resources that were requested through the 2023 legislative session.

To see more details on the agency's Racial Equity Plan and its progress, please check out our [2023 Annual Report](#).

Evaluation of all Management Personnel's Effectiveness in Achieving Affirmative Action Objectives

The agency has not complied with this requirement. We will include this as a goal to complete in the 2025-27 Affirmative Action Strategies and Goals.

Workforce Demographic Data

See Appendix E for Workforce Demographic Data.

2025-27 Affirmative Action Strategies and Goals

In 2023 the department developed a new five-year Racial Equity Plan. The plan is monitored, evaluated, and updated in alignment with the agency's 2022-2027 Strategic Plan. The Racial Equity Plan follows the direction outlined in the Statewide DEI Action Plan.

For the coming biennium, we will continue to implement the Department of Revenue's Racial Equity Plan actions. The 2025-27 Affirmative Action Plan will focus on those actions tied to the agency's workforce and contractors: to attract, recruit and retain underrepresented groups – both employees and contractors.

Strategy 1 – Agency Diversity, Equity, and Inclusion Infrastructure

Department diversity, equity, and inclusion infrastructure is critical to the success of the implementation of DEI initiatives within the agency. The department was successful in receiving three new Human Resources positions as part of its 2023-25 budget. The new positions will increase our capacity to understand our work through a racial equity lens.

ACTION: Invest in Human Resources capacity to understand how our hiring practices and employee experiences impact communities of color.

GOAL: This action is underway. The agency received three new positions during the 2023 legislative session to support this work. Two positions have been filled allowing us additional resources for recruitment outreach and to better understand our workforce data. A third Human Resources position is anticipated to be filled by September 2024.

Strategy – Diversifying the Workforce and Creating an Inclusive Workplace

We secured investments in our 2023-2025 budget for additional Human Resources capacity to understand our hiring practices and employee experiences for community of color. We currently use disaggregated data by race to track and monitor hiring processes, including recruitment, interview procedures, and hiring outcomes.

ACTION: Review and update position descriptions to include state equity vision, values, and goals and use gender neutral language.

GOAL: Continue to work with managers to ensure all position descriptions are updated.

ACTION: Build a comprehensive, inclusive, and accessible employee training program that enhances recruitment and retention, and positions employees to achieve success, including opportunities for promotion. (2022-2027 Strategic Plan Goal)

GOAL: Monitor to confirm each division's onboarding plans and checklists for new employees are being updated.

ACTION: Create career development pathways for current employees, and knowledge retention and transfer processes for new employees. (2022-2027 Strategic Plan Goal)

GOAL: At the conclusion of this year’s program, evaluate the mentorship program and incorporate changes into next year’s program. Maintain the toolkit for new and front-line managers. Update the Succession Plan and list of critical positions.

ACTION: Create a recruiting and marketing strategy for hiring people from historically and currently underserved and under resourced communities in Oregon, those from non-traditional fields and academic programs, and any intersection of these.

GOAL: Continue to participate in events. The recruitment for a new position granted by the 2023 legislature is in the recruitment stage now. The person who fills this role will develop the recruiting and marketing strategy. Once the strategy is complete, we will implement it during this biennium’s affirmative action plan cycle.

ACTION: Track, measure, and report changes in the demographics of agency employees to reach parity with the diversity of Oregon.

GOAL: Develop a dashboard to enable managers to evaluate the data and look for trends. The data will be analyzed against statewide Oregon data and recommendations made based on findings.

Strategy – No tolerance for Racism, Hate, and Discrimination

The department can help to ensure the safety of all Oregonians by protecting civil rights and taking active measures against harassment, discrimination, racism, xenophobia, stigmatization, violence, and hate crimes. Our agency’s values include seeking dignity and inclusion for all, that includes not tolerating racism, hate, or discrimination toward our employees or our customers. The department has adopted clear processes for sharing and reporting racial discrimination complaints.

ACTION: Ensure the agency has structures in place to provide all staff with safe space to communicate concerns or ideas related to equity.

GOAL: After the updated policy is complete, communicate the updates to employees. Ensure we are communicating to employees regularly about our processes.

ACTION: Ensure a written and followed internal process for responding to acts of racial discrimination toward Revenue staff, with zero tolerance for hostility, macro or micro.

GOAL: After the updated policy is complete, communicate the updates to employees. Ensure we are communicating to employees regularly about our processes.

Strategy – Contract Equity and Improving Agency Procurement Processes

The department applies equitable contracting and purchasing practices to promote recovery and community economic development for minority-owned, women-owned, service-disabled veteran-owned, and emerging small businesses.

ACTION: Ensure practices are in place to increase contracting opportunities for minority-owned, women-owned, service-disabled veteran-owned, and emerging small businesses (MWESB).

GOAL: Instead of amending existing contracts to extend contract termination date, DOR Procurement will go out for new proposals or quotes when applicable so that COBID vendors have a chance to bid on existing DOR services. This may not be possible for some of Revenue’s system contracts (such as GenTax), but it is possible for most of DOR’s contracts.

ACTION: Conduct proactive outreach with COBID vendors in Business Oregon’s database when contracting opportunities are available.

GOAL: For every Revenue-run solicitation (small, intermediate, sole source and special procurements), Revenue Procurement will find COBID vendors in Business Oregon’s database and invite them personally to bid.

ACTION: Ensure that all procurement documents have a DEI (Diversity, Equity, and Inclusion) statement.

GOAL: Procurement is working to ensure that all procurement documents have a DEI (Diversity, Equity, and Inclusion) statement.

Evaluation of all Management Personnel’s Effectiveness in Achieving Affirmative Action Objectives

ACTION: Ensure that all management personnel are evaluated for their effectiveness in achieving affirmative action objectives as a key consideration of their performance.

GOAL: Set expectations with those who supervise managers in regular manager training sessions.

Complaint Options

The department has adopted an agency-wide policy for employees to file complaints. It includes a procedure detailing the steps. The agency’s senior human resources business partners investigate complaints.

Succession Plan

The agency has completed its succession plan and submitted to DAS in 2023. We are on a cycle of updates going forward.

Contracting

Revenue has awarded a total of 24 contracts totaling \$662,000 out of 152 total contracts totaling \$19 million to COBID-certified firms from July 1, 2017, to June 30, 2022. Our 2025-27 affirmative action strategies include proposed actions to build upon our current contracting successes in awarding to COBID-certified firms.

Appendix A – State Policy Documentation

- [ADA and Reasonable Accommodation Policy \(Statewide Policy 50.020.10\)](#)
- [Discrimination and Harassment Free Workplace \(Statewide Policy No. 50.010.01\)](#)
- [Statewide Employee Training \(10.040.01\)](#)
- [Candidate Preference in Employment \(40-055-04\)](#)
- [Equal Opportunity and Affirmative Action Rule \(105-040-0001\)](#)
- [Recruitment and Selection \(Statewide policy 40.010.02\)](#)
- [Executive Order 17-11: Relating to Affirmative Action and Diversity and Inclusion](#)

Appendix B – Federal Documentation

The following link leads to a pdf with the documents listed below

http://www.oregon.gov/gov/policy/Documents/Federal_Affirmative_Action_TitleVII.pdf

- Age Discrimination in Employment Act of 1967 (ADEA)
- Disability Discrimination Title I of the Americans with Disability Act of 1990
- Equal Pay and Compensation Discrimination Equal Pay Act of 1963, and Title VII of the Civil Rights Act of 1964
- Genetic Information Discrimination Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA)
- National Origin Discrimination Title VII of the Civil Rights Act of 1964
- Pregnancy Discrimination Title VII of the Civil Rights Act of 1964
- Race/Color Discrimination Title VII of the Civil Rights Act of 1964
- Religious Discrimination Title VII of the Civil Rights Act of 1964
- Sex-Based Discrimination Title VII of the Civil Rights Act of 1964
- Sexual Harassment Title VII of the Civil Rights Act of 1964
- Retaliation Title VII of the Civil Agency Affirmative Action Policy

Executive Order 11246 (Office of Federal Contract Compliance Programs) can be found on the following website: <https://www.dol.gov/agencies/ofccp/executive-order-11246/ca-11246> . The Department of Revenue’s Equal Employment policy and procedure are available to employees on the department’s intranet site and external website.

Appendix C – Revenue Resources

[Revenue's Racial Equity Plan](#)

[Oregon Counts on Us | Revenue's Updated Strategic Plan 2022-2027](#)

[Revenue's 2023 Annual Report](#)

Appendix D – Workforce Demographic Data

Racial Representation by Job Category – Employees											As of June 30, 2023	
Race/Ethnicity	Administrative Support		Officials and Administrators		Professionals		Service		Technicians		Totals	
	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number
American Indian or Alaska Native (United States of America)	1.7%	5	1.1%	1	0.7%	3	0.0%	0	2.3%	4	1.3%	13
Asian (United States of America)	4.5%	13	3.3%	3	8.8%	37	0.0%	0	2.3%	4	5.8%	57
Black or African American (United States of America)	2.4%	7	0.0%	0	0.9%	4	50.0%	1	3.4%	6	1.8%	18
Hispanic or Latino (United States of America)	11.7%	34	11.1%	10	7.6%	32	0.0%	0	17.6%	31	10.9%	107
I do not wish to answer. (United States of America)	2.4%	7	1.1%	1	1.9%	8	0.0%	0	0.6%	1	1.7%	17
Native Hawaiian or Other Pacific Islander (United States of America)	0.0%	0	0.0%	0	0.2%	1	0.0%	0	1.1%	2	0.3%	3
Two or More Races (United States of America)	2.4%	7	3.3%	3	3.8%	16	0.0%	0	4.0%	7	3.4%	33
White (United States of America)	74.8%	217	80.0%	72	76.1%	321	50.0%	1	68.8%	121	74.7%	732
Totals	100%	290	100%	90	100%	422	100%	2	100%	176	100%	980

Racial Representation by Job Category – Employees

As of June 30, 2024

Race/Ethnicity	Administrative Support		Officials and Administrators		Professionals		Service		Technicians		Totals	
	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number
American Indian or Alaska Native (United States of America)	2.2%	7	1.1%	1	0.9%	4	0.0%	0	2.8%	5	1.7%	17
Asian (United States of America)	5.7%	18	3.2%	3	9.5%	41	0.0%	0	2.2%	4	6.4%	66
Black or African American (United States of America)	2.2%	7	0.0%	0	1.2%	5	50.0%	1	3.3%	6	1.9%	19
Hispanic or Latino (United States of America)	13.0%	41	10.5%	10	7.0%	30	0.0%	0	20.4%	37	11.5%	118
I do not wish to answer. (United States of America)	2.8%	9	2.1%	2	1.9%	8	0.0%	0	0.6%	1	2.0%	20
Native Hawaiian or Other Pacific Islander (United States of America)	0.3%	1	0.0%	0	0.2%	1	0.0%	0	1.1%	2	0.4%	4
Two or More Races (United States of America)	2.5%	8	2.1%	2	4.2%	18	0.0%	0	3.9%	7	3.4%	35
White (United States of America)	71.2%	225	81.1%	77	75.2%	324	50.0%	1	65.7%	119	72.8%	746
Totals	100%	316	100%	95	100%	431	100%	2	100%	181	100%	1025

Racial Representation by Generation – Employees

As of June 30, 2023

Race/Ethnicity	Traditionalists (1917-1946)		Baby Boomers (1947-1964)		Generation X (1965-1980)		Millennials (1981-1996)		Generation Z (1997-Current)		Totals	
	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number
American Indian or Alaska Native (United States of America)	0.0%	0	1.1%	2	1.2%	5	1.4%	5	2.9%	1	1.3%	13
Asian (United States of America)	25.0%	1	3.3%	6	6.7%	27	6.0%	21	5.7%	2	5.8%	57
Black or African American (United States of America)	0.0%	0	1.6%	3	2.0%	8	1.1%	4	8.6%	3	1.8%	18
Hispanic or Latino (United States of America)	0.0%	0	6.0%	11	8.6%	35	14.8%	52	25.7%	9	10.9%	107
I do not wish to answer. (United States of America)	0.0%	0	1.6%	3	1.7%	7	2.0%	7	0.0%	0	1.7%	17
Native Hawaiian or Other Pacific Islander (United States of America)	0.0%	0	0.0%	0	0.2%	1	0.6%	2	0.0%	0	0.3%	3
Two or More Races (United States of America)	0.0%	0	3.3%	6	2.5%	10	4.5%	16	2.9%	1	3.4%	33
White (United States of America)	75.0%	3	83.1%	152	77.1%	313	69.6%	245	54.3%	19	74.7%	732
Totals	100.0%	4	100.0%	183	100.0%	406	100.0%	352	100.0%	35	100%	980

Racial Representation by Generation – Employees

As of June 30, 2023

Race/Ethnicity	Traditionalists (1917-1946)		Baby Boomers (1947-1964)		Generation X (1965-1980)		Millennials (1981-1996)		Generation Z (1997-Current)		Totals	
	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number
American Indian or Alaska Native (United States of America)	0.0%	0	1.2%	2	1.2%	5	2.0%	8	4.9%	2	1.7%	17
Asian (United States of America)	25.0%	1	3.7%	6	7.5%	32	6.1%	24	7.3%	3	6.4%	66
Black or African American (United States of America)	0.0%	0	2.5%	4	1.7%	7	1.3%	5	7.3%	3	1.9%	19
Hispanic or Latino (United States of America)	0.0%	0	6.2%	10	7.8%	33	16.7%	66	22.0%	9	11.5%	118
I do not wish to answer. (United States of America)	0.0%	0	3.1%	5	1.4%	6	2.0%	8	2.4%	1	2.0%	20
Native Hawaiian or Other Pacific Islander (United States of America)	0.0%	0	0.0%	0	0.2%	1	0.8%	3	0.0%	0	0.4%	4
Two or More Races (United States of America)	0.0%	0	3.1%	5	2.1%	9	5.1%	20	2.4%	1	3.4%	35
White (United States of America)	75.0%	3	80.1%	129	78.1%	331	66.1%	261	53.7%	22	72.8%	746
Totals	100.0%	4	100.0%	161	100.0%	424	100.0%	395	100.0%	41	100%	1,025

Racial Representation by Gender – Employees

As of June 30, 2023

Race/Ethnicity	Female		Male		Totals	
	Percent	Number	Percent	Number	Percent	Number
American Indian or Alaska Native (United States of America)	1.2%	7	1.6%	6	1.3%	13
Asian (United States of America)	5.3%	32	6.7%	25	5.8%	57
Black or African American (United States of America)	1.3%	8	2.7%	10	1.8%	18
Hispanic or Latino (United States of America)	12.5%	76	8.3%	31	10.9%	107
I do not wish to answer. (United States of America)	1.2%	7	2.7%	10	1.7%	17
Native Hawaiian or Other Pacific Islander (United States of America)	0.5%	3	0.0%	0	0.3%	3
Two or More Races (United States of America)	3.3%	20	3.5%	13	3.4%	33
White (United States of America)	74.8%	454	74.5%	278	74.7%	732
Totals	100.0%	607	100.0%	373	100.0%	980

Racial Representation by Gender – Employees

As of June 30, 2024

Race/Ethnicity	Female		Male		Totals	
	Percent	Number	Percent	Number	Percent	Number
American Indian or Alaska Native (United States of America)	1.4%	9	2.0%	8	1.7%	17
Asian (United States of America)	6.1%	38	6.9%	28	6.4%	66
Black or African American (United States of America)	1.3%	8	2.7%	11	1.9%	19
Hispanic or Latino (United States of America)	13.2%	82	8.9%	36	11.5%	118
I do not wish to answer. (United States of America)	1.3%	8	3.0%	12	2.0%	20
Native Hawaiian or Other Pacific Islander (United States of America)	0.5%	3	0.2%	1	0.4%	4
Two or More Races (United States of America)	3.4%	21	3.5%	14	3.4%	35
White (United States of America)	72.8%	452	72.8%	294	72.8%	746
Totals	100.0%	621	100.0%	404	100.0%	1,025

Racial Representation by Disability Status Reporting – Employees

As of June 30, 2023

Race/Ethnicity	No Disability Reported		Disability Reported		Totals	
	Percent	Number	Percent	Number	Percent	Number
American Indian or Alaska Native (United States of America)	1.2%	11	5.9%	2	1.3%	13
Asian (United States of America)	6.0%	57	0.0%	0	5.8%	57
Black or African American (United States of America)	1.9%	18	0.0%	0	1.8%	18
Hispanic or Latino (United States of America)	10.9%	103	11.8%	4	10.9%	107
I do not wish to answer. (United States of America)	1.7%	16	2.9%	1	1.7%	17
Native Hawaiian or Other Pacific Islander (United States of America)	0.2%	2	2.9%	1	0.3%	3
Two or More Races (United States of America)	3.4%	32	2.9%	1	3.4%	33
White (United States of America)	74.7%	707	73.5%	25	74.7%	732
Totals	100.0%	946	100.0%	34	100.0%	980

Racial Representation by Disability Status Reporting – Employees

As of June 30, 2024

Race/Ethnicity	No Disability Reported		Disability Reported		Totals	
	Percent	Number	Percent	Number	Percent	Number
American Indian or Alaska Native (United States of America)	1.5%	15	5.1%	2	1.7%	17
Asian (United States of America)	6.7%	66	0.0%	0	6.4%	66
Black or African American (United States of America)	1.9%	19	0.0%	0	1.9%	19
Hispanic or Latino (United States of America)	11.6%	114	10.3%	4	11.5%	118
I do not wish to answer. (United States of America)	1.8%	18	5.1%	2	2.0%	20
Native Hawaiian or Other Pacific Islander (United States of America)	0.3%	3	2.6%	1	0.4%	4
Two or More Races (United States of America)	3.4%	34	2.6%	1	3.4%	35
White (United States of America)	72.7%	717	74.4%	29	72.8%	746
Totals	100.0%	986	100.0%	39	100.0%	1,025

Racial Representation by Veteran Status – Employees

As of June 30, 2023

Race/Ethnicity	Not a Veteran		Veteran		Totals	
	Percent	Number	Percent	Number	Percent	Number
American Indian or Alaska Native (United States of America)	1.2%	11	3.6%	2	1.3%	13
Asian (United States of America)	6.1%	56	1.8%	1	5.8%	57
Black or African American (United States of America)	1.9%	18	0.0%	0	1.8%	18
Hispanic or Latino (United States of America)	11.2%	104	5.5%	3	10.9%	107
I do not wish to answer. (United States of America)	1.8%	17	0.0%	0	1.7%	17
Native Hawaiian or Other Pacific Islander (United States of America)	0.3%	3	0.0%	0	0.3%	3
Two or More Races (United States of America)	3.6%	33	0.0%	0	3.4%	33
White (United States of America)	73.8%	683	89.1%	49	74.7%	732
Totals	100.0%	925	100.0%	55	100.0%	980

Racial Representation by Veteran Status – Employees

As of June 30, 2024

Race/Ethnicity	Not a Veteran		Veteran		Totals	
	Percent	Number	Percent	Number	Percent	Number
American Indian or Alaska Native (United States of America)	1.6%	15	3.4%	2	1.7%	17
Asian (United States of America)	6.7%	65	1.7%	1	6.4%	66
Black or African American (United States of America)	2.0%	19	0.0%	0	1.9%	19
Hispanic or Latino (United States of America)	11.9%	115	5.2%	3	11.5%	118
I do not wish to answer. (United States of America)	2.0%	19	1.7%	1	2.0%	20
Native Hawaiian or Other Pacific Islander (United States of America)	0.4%	4	0.0%	0	0.4%	4
Two or More Races (United States of America)	3.5%	34	1.7%	1	3.4%	35
White (United States of America)	72.0%	696	86.2%	50	72.8%	746
Totals	100.0%	967	100.0%	58	100.0%	1,025

Racial Representation by Supervisory Status – Employees

As of June 30, 2023

Race/Ethnicity	Not a Supervisor		Supervisor		Totals	
	Percent	Number	Percent	Number	Percent	Number
American Indian or Alaska Native (United States of America)	1.4%	12	1.1%	1	1.3%	13
Asian (United States of America)	6.0%	53	4.3%	4	5.8%	57
Black or African American (United States of America)	2.0%	18	0.0%	0	1.8%	18
Hispanic or Latino (United States of America)	10.9%	97	10.6%	10	10.9%	107
I do not wish to answer. (United States of America)	1.8%	16	1.1%	1	1.7%	17
Native Hawaiian or Other Pacific Islander (United States of America)	0.3%	3	0.0%	0	0.3%	3
Two or More Races (United States of America)	3.4%	30	3.2%	3	3.4%	33
White (United States of America)	74.2%	657	79.8%	75	74.7%	732
Totals	100.0%	886	100.0%	94	100.0%	980

Racial Representation by Supervisory Status – Employees

As of June 30, 2024

Race/Ethnicity	Not a Supervisor		Supervisor		Totals	
	Percent	Number	Percent	Number	Percent	Number
American Indian or Alaska Native (United States of America)	1.7%	16	1.0%	1	1.7%	17
Asian (United States of America)	6.7%	62	4.0%	4	6.4%	66
Black or African American (United States of America)	2.1%	19	0.0%	0	1.9%	19
Hispanic or Latino (United States of America)	11.7%	108	10.1%	10	11.5%	118
I do not wish to answer. (United States of America)	1.9%	18	2.0%	2	2.0%	20
Native Hawaiian or Other Pacific Islander (United States of America)	0.4%	4	0.0%	0	0.4%	4
Two or More Races (United States of America)	3.6%	33	2.0%	2	3.4%	35
White (United States of America)	71.9%	666	80.8%	80	72.8%	746
Totals	100.0%	926	100.0%	99	100.0%	1,025

Racial Representation for Promotions by Supervisory – Employees

July 1, 2022 to June 30, 2023

Race/Ethnicity	Not Supervisory	Supervisory	Total
American Indian or Alaska Native (United States of America)	1	1	2
Asian (United States of America)	3	0	3
Black or African American (United States of America)	2	0	2
Hispanic or Latino (United States of America)	16	1	17
I do not wish to answer. (United States of America)	0	0	0
Native Hawaiian or Other Pacific Islander (United States of America)	1	0	1
Two or More Races (United States of America)	4	0	4
White (United States of America)	55	6	61
Totals	82	8	90

Racial Representation for Promotions by Supervisory – Employees		July 1, 2023 to June 30, 2024		
Race/Ethnicity	Not Supervisory	Supervisory	Total	
American Indian or Alaska Native (United States of America)	1	0	1	
Asian (United States of America)	4	0	4	
Black or African American (United States of America)	1	0	1	
Hispanic or Latino (United States of America)	13	0	13	
I do not wish to answer. (United States of America)	1	0	1	
Native Hawaiian or Other Pacific Islander (United States of America)	0	0	0	
Two or More Races (United States of America)	2	0	2	
White (United States of America)	52	15	67	
Totals	74	15	89	

Racial Representation for Promotions by Gender – Employees

July 1, 2022 to June 30, 2023

Race/Ethnicity	Females	Males	(Blank)	Total
American Indian or Alaska Native (United States of America)	1	1	0	2
Asian (United States of America)	1	2	0	3
Black or African American (United States of America)	1	1	0	2
Hispanic or Latino (United States of America)	9	5	3	17
I do not wish to answer. (United States of America)	0	0	0	0
Native Hawaiian or Other Pacific Islander (United States of America)	1	0	0	1
Two or More Races (United States of America)	1	3	0	4
White (United States of America)	35	25	1	61
Totals	49	37	4	90

Racial Representation for Promotions by Gender – Employees		July 1, 2023 to June 30, 2024			
Race/Ethnicity	Females	Males	(Blank)	Total	
American Indian or Alaska Native (United States of America)	1	0	0	1	
Asian (United States of America)	2	2	0	4	
Black or African American (United States of America)	1	0	0	1	
Hispanic or Latino (United States of America)	12	1	0	13	
I do not wish to answer. (United States of America)	0	0	0	0	
Native Hawaiian or Other Pacific Islander (United States of America)	1	0	0	1	
Two or More Races (United States of America)	1	1	0	2	
White (United States of America)	41	24	2	67	
Totals	59	28	2	89	

Racial Representation by Job Category – New Hires

July 1, 2022 to June 30, 2023

Race/Ethnicity	Administrative Support		Officials and Administrators		Professionals		Service		Technicians		Total	
	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number
American Indian or Alaska Native (United States of America)	4.5%	3	0.0%	0	0.0%	0	0.0%	0	2.6%	3	4.5%	3
Asian (United States of America)	1.5%	1	0.0%	0	15.8%	6	0.0%	0	6.1%	7	1.5%	1
Black or African American (United States of America)	6.0%	4	0.0%	0	2.6%	1	16.7%	1	5.3%	6	6.0%	4
Hispanic or Latino (United States of America)	14.9%	10	0.0%	0	5.3%	2	16.7%	1	11.4%	13	14.9%	10
I do not wish to answer. (United States of America)	4.5%	3	0.0%	0	5.3%	2	0.0%	0	4.4%	5	4.5%	3
Native Hawaiian or Other Pacific Islander (United States of America)	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Two or More Races (United States of America)	4.5%	3	0.0%	0	0.0%	0	0.0%	0	2.6%	3	4.5%	3
White (United States of America)	64.2%	43	100.0%	3	71.1%	27	66.7%	4	67.5%	77	64.2%	43
Totals	100.0%	67	100.0%	3	100.0%	38	100.0%	6	100.0%	114	100.0%	67

Racial Representation by Job Category – New Hires

July 1, 2023 to June 30, 2024

Race/Ethnicity	Administrative Support		Officials and Administrators		Professionals		Service		Technicians		Total	
	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number
American Indian or Alaska Native (United States of America)	3.1%	2	0.0%	0	3.2%	1	3.3%	1	3.0%	4	3.1%	2
Asian (United States of America)	6.2%	4	14.3%	1	12.9%	4	3.3%	1	7.5%	10	6.2%	4
Black or African American (United States of America)	1.5%	1	0.0%	0	0.0%	0	10.0%	3	3.0%	4	1.5%	1
Hispanic or Latino (United States of America)	15.4%	10	0.0%	0	12.9%	4	20.0%	6	15.0%	20	15.4%	10
I do not wish to answer. (United States of America)	4.6%	3	14.3%	1	12.9%	4	0.0%	0	6.0%	8	4.6%	3
Native Hawaiian or Other Pacific Islander (United States of America)	1.5%	1	0.0%	0	0.0%	0	0.0%	0	0.8%	1	1.5%	1
Two or More Races (United States of America)	3.1%	2	0.0%	0	3.2%	1	3.3%	1	3.0%	4	3.1%	2
White (United States of America)	64.6%	42	71.4%	5	54.8%	17	60.0%	18	61.7%	82	64.6%	42
Totals	100.0%	65	100.0%	7	100.0%	31	100.0%	30	100.0%	133	100.0%	65

Racial Representation by Generation – New Hires **July 1, 2022 to June 30, 2023**

Race/Ethnicity	Traditionalists (1917-1946)		Baby Boomers (1947-1964)		Generation X (1965-1980)		Millennials (1981-1996)		Generation Z (1997-)		(Blank)		Total	
	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number
American Indian or Alaska Native (United States of America)	0.0%	0	3.3%	1	0.0%	0	2.2%	1	0.0%	0	8.3%	1	2.6%	3
Asian (United States of America)	0.0%	0	6.7%	2	7.1%	1	8.9%	4	0.0%	0	0.0%	0	6.1%	7
Black or African American (United States of America)	9.1%	1	6.7%	2	0.0%	0	6.7%	3	0.0%	0	0.0%	0	5.3%	6
Hispanic or Latino (United States of America)	0.0%	0	6.7%	2	28.6%	4	13.3%	6	0.0%	0	8.3%	1	11.4%	13
I do not wish to answer. (United States of America)	0.0%	0	10.0%	3	0.0%	0	0.0%	0	0.0%	0	16.7%	2	4.4%	5
Native Hawaiian or Other Pacific Islander (United States of America)	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Two or More Races (United States of America)	0.0%	0	3.3%	1	7.1%	1	2.2%	1	0.0%	0	0.0%	0	2.6%	3
White (United States of America)	90.9%	10	63.3%	19	57.1%	8	66.7%	30	100.0%	2	66.7%	8	67.5%	77
Totals	100.0%	11	100.0%	30	100.0%	14	100.0%	45	100.0%	2	100.0%	12	100.0%	114

Racial Representation by Generation – New Hires

July 1, 2023 to June 30, 2024

Race/Ethnicity	Traditionalists (1917-1946)		Baby Boomers (1947-1964)		Generation X (1965-1980)		Millennials (1981-1996)		Generation Z (1997-)		(Blank)		Total	
	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number
American Indian or Alaska Native (United States of America)	0.0%	0	0.0%	0	7.7%	1	4.6%	3	0.0%	0	0.0%	0	3.0%	4
Asian (United States of America)	0.0%	0	12.2%	5	15.4%	2	4.6%	3	0.0%	0	0.0%	0	7.5%	10
Black or African American (United States of America)	9.1%	1	2.4%	1	0.0%	0	3.1%	2	0.0%	0	0.0%	0	3.0%	4
Hispanic or Latino (United States of America)	0.0%	0	4.9%	2	23.1%	3	23.1%	15	0.0%	0	0.0%	0	15.0%	20
I do not wish to answer (United States of America)	27.3%	3	2.4%	1	7.7%	1	4.6%	3	0.0%	0	0.0%	0	6.0%	8
Native Hawaiian or Other Pacific Islander (United States of America)	0.0%	0	0.0%	0	0.0%	0	1.5%	1	0.0%	0	0.0%	0	0.8%	1
Two or More Races (United States of America)	0.0%	0	2.4%	1	0.0%	0	4.6%	3	0.0%	0	0.0%	0	3.0%	4
White (United States of America)	63.6%	7	75.6%	31	46.2%	6	53.8%	35	100.0%	2	100.0%	1	61.7%	82
Totals	100.0%	11	100.0%	41	100.0%	13	100.0%	65	100.0%	2	100.0%	1	100.0%	133

Racial Representation by Gender – New Hires

July 1, 2022 to June 30, 2023

Race/Ethnicity	Female		Male		(Blank)		Total	
	Percent	Number	Percent	Number	Percent	Number	Percent	Number
American Indian or Alaska Native (United States of America)	3.1%	2	0.0%	0	9.1%	1	2.6%	3
Asian (United States of America)	4.7%	3	10.3%	4	0.0%	0	6.1%	7
Black or African American (United States of America)	3.1%	2	10.3%	4	0.0%	0	5.3%	6
Hispanic or Latino (United States of America)	17.2%	11	2.6%	1	9.1%	1	11.4%	13
I do not wish to answer. (United States of America)	3.1%	2	7.7%	3	0.0%	0	4.4%	5
Native Hawaiian or Other Pacific Islander (United States of America)	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Two or More Races (United States of America)	1.6%	1	5.1%	2	0.0%	0	2.6%	3
White (United States of America)	67.2%	43	64.1%	25	81.8%	9	67.5%	77
Totals	100.0%	64	100.0%	39	100.0%	11	100.0%	114

Racial Representation by Gender – New Hires

July 1, 2023 to June 30, 2024

Race/Ethnicity	Female		Male		(Blank)		Total	
	Percent	Number	Percent	Number	Percent	Number	Percent	Number
American Indian or Alaska Native (United States of America)	3.1%	2	0.0%	0	9.1%	1	2.6%	3
Asian (United States of America)	4.7%	3	10.3%	4	0.0%	0	6.1%	7
Black or African American (United States of America)	3.1%	2	10.3%	4	0.0%	0	5.3%	6
Hispanic or Latino (United States of America)	17.2%	11	2.6%	1	9.1%	1	11.4%	13
I do not wish to answer. (United States of America)	3.1%	2	7.7%	3	0.0%	0	4.4%	5
Native Hawaiian or Other Pacific Islander (United States of America)	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Two or More Races (United States of America)	1.6%	1	5.1%	2	0.0%	0	2.6%	3
White (United States of America)	67.2%	43	64.1%	25	81.8%	9	67.5%	77
Totals	100.0%	64	100.0%	39	100.0%	11	100.0%	114

Racial Representation by Disability Status Reporting – New Hires

July 1, 2022 to June 30, 2023

Race/Ethnicity	No Disability Reported		Disability Reported		Total	
	Percent	Number	Percent	Number	Percent	Number
American Indian or Alaska Native (United States of America)	2.8%	3	0.0%	0	2.6%	3
Asian (United States of America)	6.4%	7	0.0%	0	6.1%	7
Black or African American (United States of America)	5.5%	6	0.0%	0	5.3%	6
Hispanic or Latino (United States of America)	11.0%	12	20.0%	1	11.4%	13
I do not wish to answer. (United States of America)	4.6%	5	0.0%	0	4.4%	5
Native Hawaiian or Other Pacific Islander (United States of America)	0.0%	0	0.0%	0	0.0%	0
Two or More Races (United States of America)	2.8%	3	0.0%	0	2.6%	3
White (United States of America)	67.0%	73	80.0%	4	67.5%	77
Totals	100.0%	109	100.0%	5	100.0%	114

Racial Representation by Disability Status Reporting – New Hires

July 1, 2023 to June 30, 2024

Race/Ethnicity	No Disability Reported		Disability Reported		Total	
	Percent	Number	Percent	Number	Percent	Number
American Indian or Alaska Native (United States of America)	3.3%	4	0.0%	0	3.0%	4
Asian (United States of America)	8.1%	10	0.0%	0	7.5%	10
Black or African American (United States of America)	3.3%	4	0.0%	0	3.0%	4
Hispanic or Latino (United States of America)	15.4%	19	10.0%	1	15.0%	20
I do not wish to answer. (United States of America)	5.7%	7	10.0%	1	6.0%	8
Native Hawaiian or Other Pacific Islander (United States of America)	0.8%	1	0.0%	0	0.8%	1
Two or More Races (United States of America)	3.3%	4	0.0%	0	3.0%	4
White (United States of America)	60.2%	74	80.0%	8	61.7%	82
Totals	100.0%	123	100.0%	10	100.0%	133

Racial Representation by Veteran Status – New Hires

July 1, 2022 to June 30, 2023

Race/Ethnicity	Not a Veteran		Veteran		Total	
	Percent	Number	Percent	Number	Percent	Number
American Indian or Alaska Native (United States of America)	2.0%	2	7.7%	1	2.6%	3
Asian (United States of America)	6.9%	7	0.0%	0	6.1%	7
Black or African American (United States of America)	5.9%	6	0.0%	0	5.3%	6
Hispanic or Latino (United States of America)	10.9%	11	15.4%	2	11.4%	13
I do not wish to answer. (United States of America)	5.0%	5	0.0%	0	4.4%	5
Native Hawaiian or Other Pacific Islander (United States of America)	0.0%	0	0.0%	0	0.0%	0
Two or More Races (United States of America)	2.0%	2	7.7%	1	2.6%	3
White (United States of America)	67.3%	68	69.2%	9	67.5%	77
Totals	100.0%	101	100.0%	13	100.0%	114

Racial Representation by Veteran Status – New Hires

July 1, 2023 to June 30, 2024

Race/Ethnicity	Not a Veteran		Veteran		Total	
	Percent	Number	Percent	Number	Percent	Number
American Indian or Alaska Native (United States of America)	3.2%	4	0.0%	0	3.0%	4
Asian (United States of America)	7.9%	10	0.0%	0	7.5%	10
Black or African American (United States of America)	3.2%	4	0.0%	0	3.0%	4
Hispanic or Latino (United States of America)	15.9%	20	0.0%	0	15.0%	20
I do not wish to answer. (United States of America)	5.6%	7	14.3%	1	6.0%	8
Native Hawaiian or Other Pacific Islander (United States of America)	0.8%	1	0.0%	0	0.8%	1
Two or More Races (United States of America)	2.4%	3	14.3%	1	3.0%	4
White (United States of America)	61.1%	77	71.4%	5	61.7%	82
Totals	100.0%	126	100.0%	7	100.0%	133