

State of Oregon Mental Health Regulatory Agency

3218 Pringle Road SE, Suite 130
Salem, OR 97302



Affirmative Action Plan

July 1, 2023 to – June 30, 2025

Mental Health Regulatory Agency
Affirmative Action Plan
2023-25 Biennium

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I. Agency Description

The Mental Health Regulatory Agency (MHRA) was created to protect the public from harm by providing administrative and regulatory oversight to two regulated boards that set the standards for and oversee mental health professions in the State. MHRA provides various functions including budgeting, recordkeeping, staffing, contracting, procedure and policymaking, and performance and standard setting functions for the Boards. MHRA is under the supervision and control of one Executive Director who is responsible for the performance of the duties, functions and powers, and organization of the Agency.

MHRA is committed to the principles of affirmative action and equal opportunity, and to creating and sustaining an agency that is:

- Free from harassment and discrimination;
- Empowered by valuing our employees and their talents; and
- Intentionally recruiting, developing, and retaining a diverse workforce.

The Oregon Board of Psychology regulates psychologists and psychologist associates, and the Oregon Board of Licensed Professional Counselors and Therapists regulates licensed professional counselors and licensed marriage and family therapists. The Boards maintain their own separate authority for complaint investigations, regulatory enforcement, establishment and collection of fees, licensing criteria (including education, training and examination), and practice standards including the adoption of a code of ethics.

A. Agency Mission and Objectives

Oregon Board of Psychology

The mission of the Oregon Board of Psychology (OBOP) is to promote, preserve, and protect the public health and welfare by ensuring the ethical and legal practice of psychology. OBOP was created for the purpose of determining the qualifications of applicants to practice psychology in Oregon, and issuing and renewing licenses. The Board investigates complaints of professional misconduct made against licensees, and is also charged with safeguarding the people of the State of Oregon from the dangers of unqualified and improper practice of psychology.

Practicing psychology means rendering or offering to render supervision, consultation, evaluation or therapy services to individuals, groups or organizations for the purpose of diagnosing or treating behavioral, emotional or mental disorders. It is unlawful to practice psychology or represent oneself as a psychologist without first being properly licensed by the OBOP. To "represent oneself as a psychologist" means to use any terminology, title or description of services incorporating the words "psychology," "psychological," "psychotherapy," or "psychologist," or to offer or render to individuals or to groups of individuals services included in the practice of psychology.

OBOP consists of nine members. Six members are licensed psychologists; and three members are from the general public, not associated with the profession. All members are appointed by the Governor to three-year terms and confirmed by the Senate. The Board meets every other month, usually at its offices in Salem. Decisions are made in open public meetings where guests are encouraged to attend.

Oregon Board of Licensed Professional Counselors and Therapists

The mission of the Oregon Board of Licensed Professional Counselors and Therapists (OBLPCT) is protect the public by identifying and regulating the practice of qualified mental health counselors and marriage and family therapists. OBLPCT was created for the purpose of licensing and regulating licensed professional counselors (LPCs) and licensed marriage and family therapists (LMFTs). The Board is also charged with safeguarding the people of the State of Oregon from the dangers of unqualified and improper practice of professional counseling and marriage and family therapy.

“Marriage and family therapy” means the assessment, diagnosis or treatment of mental, emotional or behavioral disorders involving the application of family systems or other psychotherapeutic principles and methods in the delivery of services to individuals, couples, children, families, groups or organizations.

“Professional counseling” means the assessment, diagnosis or treatment of mental, emotional or behavioral disorders involving the application of mental health counseling or other psychotherapeutic principles and methods in the delivery of services to individuals, couples, children, families, groups or organizations.

Unless exempted, it is unlawful for a person not licensed by OBLPCT to engage in or purport to the public to be engaged in the practice of professional counseling under the title “licensed professional counselor,” or to engage in or purport to the public to be engaged in the practice of marriage and family therapy under the title of “licensed marriage and family therapist.”

The Board consists of eight members: three professional counselors; two marriage and family therapists; a member of faculty of a school that trains counselors or therapists; and two public members. All members are appointed by the Governor to three-year terms and confirmed by the Senate. The Board hires staff to administer all official business. The Board meets bimonthly, usually at its offices in Salem. The Board is funded solely from licensing fees and other miscellaneous revenues such as publication sales and civil penalties. Decisions are made in open public meetings where guests are encouraged to attend.

B. Agency Director/Administrator

Charles Hill, Executive Director
3218 Pringle Road SE, Suite 130
Salem, OR 97302
503-373-1155

C. Governor’s Policy Advisor

Jackie Yerby
Policy Advisor for Behavioral Health and Health Licensing
Office of Governor Kate Brown
971-239-7568

D. Affirmative Action Representative

Agency Board and Staff Development:

Charles Hill
Executive Director
3218 Pringle Road SE, Suite 130
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503-373-1155

Human Resources & Employee Recruitment:

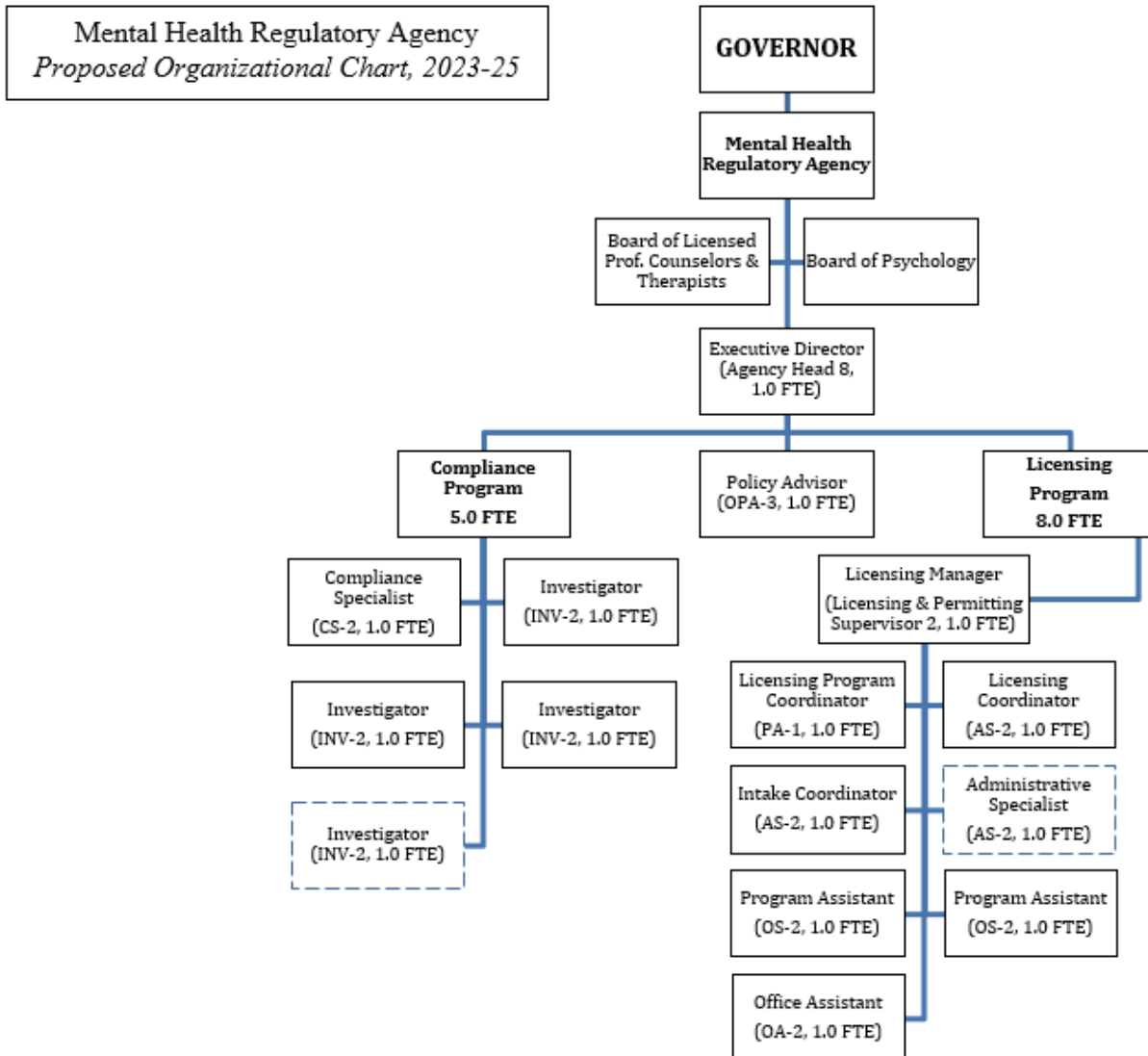
Carmen Carver
HR Business Partner
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155 Cottage ST
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E. Equity Leaders

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3218 Pringle Road SE, Suite 130
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F. Agency Organizational Chart



II. Affirmative Action Plan

A. Affirmative Action Policy Statement

The Mental Health Regulatory Agency (MHRA) is committed to achieving a work force that represents the diversity of Oregon’s population and to providing fair and equal employment opportunities. MHRA is committed to an affirmative action program that provides equal opportunities for all persons regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, marital status, age, or disability.

MHRA is committed to maintaining a work environment for each applicant, employee, and member that is free from sexual harassment, as well as harassment and

intimidation on account of an individual's race, color, religion, gender, sexual orientation, gender identity, national origin, age, marital status, or disability. MHRA employment practices are consistent with the State's Affirmative Action Plan Guidelines and with state and federal laws, which preclude discrimination.

MHRA is an equal-opportunity employer and will not discriminate, nor tolerate discrimination, against any applicant, employee or member because of physical or mental disability in regard to any position for which the known candidate is qualified. MHRA is committed to providing broad and culturally enriched training, career growth, and developmental opportunities to all employees on an equal basis, enabling them to further advance and promote their knowledge, skills, and abilities, and their value of diversity.

MHRA agrees to take affirmative action to employ, advance in employment, and otherwise treat known qualified individuals with disabilities without regard to their physical or mental disabilities in all human resources selection and decision practices. This includes advertising, benefits, compensation, discipline (including probation, suspension, and/or termination for cause or layoff), employee facilities, performance evaluation, recruitment, social/recreational programs, and training. MHRA will also continue to administer these practices without regard to race, color, religion, gender, sexual orientation, gender identity, national origin, age, marital status, or disability. Additionally, all applicants, employees, and members are protected from coercion, intimidation, interference, or discrimination for filing a complaint or assisting in an investigation under this policy.

The Mental Health Regulatory Agency remains committed to its policy on Affirmative Action and Equal Opportunity and to a rigorous and active affirmative action program. The Agency will not discriminate or tolerate discrimination against any employee because they are a member of, apply to be a member of, perform, has performed, applied to perform or have an obligation to perform service in a uniformed service (ORS 659A.082). Likewise, this Plan represents the Agency's commitment to equal opportunity and affirmative action in employment and public service consistent with all applicable federal and state laws, including, but not limited to: Executive Order 11246; Executive Order 16-09; Title VII of the Civil Rights Act of 1964; Sections 503 and 504 of the Rehabilitation Act of 1974; the Vietnam Era Veterans Readjustment Assistance Act; and the Americans with Disabilities Act.

B. Diversity & Inclusion Statement

The Mental Health Regulatory Agency (MHRA) will provide an environment for each applicant and employee that is free from sexual harassment, as well as harassment and intimidation on account of individual's race, color, religion, gender, sex, sexual orientation, gender identity, marital status, national origin, age, familial status or disability. Every employee plays a part in our diverse workforce and inclusive work environment by being respectful and supportive, and by acting with integrity to one another. Each person's skills, talents, knowledge, experiences, and

personalities broaden the range of perspectives in and approaches to conducting the work we do at MHRA.

MHRA can best promote excellence by recruiting, retaining, and accommodating a diverse group of staff in an environment of respect that is supportive of their workplace success. This climate of diversity, inclusion and excellence is critical to successfully attaining our mission of public protection to Oregonian consumers of mental and behavioral health services.

MHRA is an equal-opportunity employer that is committed to a pro-active role in the recruitment and selection process, and to providing broad and culturally enriched training, career growth and developmental opportunities to all employees on an equal basis, enabling them to further advance and promote their knowledge, skills, and abilities and their value of diversity.

MHRA's Affirmative Action Plan, which includes state and federal affirmative action policies referenced in Appendixes A and B, is published to the Agency and Board websites each biennium upon approval. It is accessible to all employees and partners to download and review. It is also provided to all new employees upon hire, and to all new Board members upon appointment. All MHRA employees, with a higher emphasis of responsibility placed on management employees, are responsible for the implementation of the Affirmative Action Policy and Diversity & Inclusion in the workplace. Managers are expected to ensure that they are aware of the Affirmative Action Policy and Diversity & Inclusion statement and follow the policy and statement guidelines as it pertains to their work, especially during the hiring process.

C. *Training, Education, and Development*

The Mental Health Regulatory Agency (MHRA), recognizing that its staff is its greatest resource, has prioritized investment in staff development and enhancement of staff knowledge, skills and abilities. MHRA provides a variety of resources and training opportunities for employees to perform the duties of their current position and to encourage their career development in state service, as far as is reasonably practicable. This occurs in new employee orientation training, and progresses to continued on-the-job training to allow employees to develop proficiency, enhance skills, and encourage development in areas of potential advancement.

To invest in the workforce, MHRA will consider training requests, including but not limited to peer mentoring, special skills training, and internal/external job rotations to the extent feasible within this smaller agency. In addition to agency all-staff meetings, management training sessions are held to keep our workforce informed of business changes and improved practices. Through each regulated Board's Board Training and Development Policy, MHRA prioritizes and provides initial and ongoing trainings to appointed Board members in a manner that maximizes beneficial learning opportunities while considering budgetary limitations. Additionally, practicing Board licensees are required by Board rule to complete a minimum of four hours of cultural competence continuing education training during each biennial renewal period.

MHRA leadership supports training which is measured through the annual performance appraisal and training plans, and also through quarterly conversations conducted via Workday. In accordance with Statewide Policy 50-010-01, MHRA management closely monitors staff and board member completion of the annual required Preventing Discrimination and Harassment digital course, which covers inappropriate workplace behavior, discrimination, workplace harassment, and sexual harassment; key definitions; laws and statewide policies; responsibilities of employees and managers; how to report, and the criteria for investigations; and bystander intervention techniques. Managers are responsible for working with their employees and creating employee development plans that include trainings specific to their position and career goals.

Agency management and Board leadership are expected to attend required training to participate in the development and implementation of a program that fosters cultural competency and multi-cultural organizational development. Because of the small size, the MHRA primarily looks to the Governor's Office of Diversity & Inclusion/Affirmative Action, the State Chief Human Resources Office, and other sources for statewide diversity training and professional development opportunities. When available, the Agency distributes these opportunities to staff and encourages their active participation.

All employees are provided access to Workday Oregon, the state's online learning management system. Employees can explore a large variety of training topics and register for trainings through this system. Topics include various job-specific trainings, HR-specific trainings, the Statewide Diversity Conference, DOJ Continuing Legal Education, and Management Development Series training. These learning opportunities include diversity topics such as Domestic Violence, Harassment, Sexual Assault, and Stalking; Equal Pay Analysis Methodology and Pay Equity; Social Networking Legal and Policy Workshops; FMLA/OFLA Law; Preparing for Diversity in Human Resource Leadership in the 21st Century; Generational Issues in the Workplace, and Welcoming Home Veterans.

MHRA funds, within budgetary constraints, the tuition and/or registration fees for conferences, workshops, and other special training events that address issues specifically related to workforce diversity. Such training offers the opportunity to establish professional relationships to enhance recruitment efforts and development of the department's employees. MHRA strives to provide assistance to identify career paths and encourage employees to seek career developmental and job rotation opportunities to the extent possible within a smaller agency.

D. EO 22-11: Application of Directive to Practice

Executive Order No. 22-11 was recently issued by Governor Kate Brown on June 16, 2022. The Order reaffirms Oregon's commitment to the promotion of diversity, equity and inclusion in the workplace, and the elimination of effects of past and present discrimination, intended or unintended. While Mental Health Regulatory

Agency (MHRA) already incorporates these directives into the Plan, the Order emphasizes MHRA’s potential areas of focus and improvement, including:

- Increased focus on prioritization and consistent attendance of Office of Cultural Change and Governor’s Office meetings related to affirmative action. It can be challenging for small agency staff, who wear many hats, to take on additional commitments. However, MHRA recognizes the importance of diversity, equity, and inclusion work, and in affirming organizational commitment to Oregon’s vision of every person’s right to work and advance on the basis of knowledge, skills, ability, and professional experience.
- Encouraging employees to complete the statewide web-based exit interview survey tool developed by the Governor’s Office and the Department of Justice. This was previously a function of DAS CHRO, but this and other human resource duties have been progressively transferred to agencies in recent years, requiring increased awareness and responsibility of agency management.

E. Status of Contracts to Minority¹ Businesses (ORS 659A.015)

The Mental Health Regulatory Agency (MHRA) enters into very few contracts outside of those for services provided by other state agencies, namely the Department of Administrative Services for accounting, human resources, IT and desktop support, and payroll services. During the period of July 1, 2021 through June 30, 2023, MHRA entered into one contract with a minority or women-owned business.

F. Progress: July 1, 2021 – June 30, 2023

The Mental Health Regulatory Agency (MHRA) has continued its work to create a diverse and respectful agency. Accomplishments achieved during the 2021-23 plan to date are listed below.

- In preparation for the 2022 Special Session and 2023 Regular Legislative Session, the Agency Executive Director and Board leadership have worked closely with the Governor’s Appointments Office to recruit a sizable and diverse pool of applicants for Board membership. MHRA continues to prioritize multiple aspects of diversity in its recruitment efforts. In July of 2021, the Executive Director established a Recruitment and Selection Committee for each Board to facilitate this process.
- MHRA continues to include affirmative action language in all management service recruitments, position descriptions, and performance appraisals. The Agency’s recruitment efforts, in close partnership with the Department of Administrative Services, Chief Human Resources Office, continue to be consistent with the agency’s affirmative action goals and objectives.

¹ MHRA is mindful that the term “minority” is no longer accurate when describing non-white communities. However, we must use the term here, as it represents language contained in the Oregon Revised Statute.

- MHRA continues to ensure that during orientation, all employees receive information that outlines discrimination/harassment-free workplace, maintaining a professional workplace, and other diversity related policies.
- So far in the 2021-23 biennium, the Executive Director has internally promoted two staff members, both of which represent protected classes. These staff members have accepted higher classified positions with increased responsibility and salary levels.
- Since the formation of the Mental Health Regulatory Agency in 2018, the unified agency has access to a larger pool of staff members with shared staff duties and increased opportunities for advancement within the Agency (as described above), which has been historically limited due to qualification requirements of only a few positions in past biennia. The merger has also allowed for further cross-training to accommodate key employee absences and facilitated development of employees' skill sets.
- One MHRA staff member from a protected class is currently participating in the 2022 Leadership Oregon program for public service leadership skills development, which includes significant cultural competency training.
- In September of 2021, the Board's Executive Director created a work-out-of-class lead work assignment opportunity for an employee from a protected class to develop the employee's career skills while performing higher level duties.
- The Agency employs a total of 14.0 FTE as authorized for the 2021-23 biennium. Staffing levels as of June 30, 2022 included 5.0 FTE (36%) persons of color, and 7.0 FTE (50%) female employees. Female staff members represented 4.0 FTE out of 7.0 FTE (57%) of the professional job categories.
- The Executive Director requested review of one management class employee's pay equity to ensure that employee was earning an equitable salary commensurate with their responsibilities, qualifications, and effectiveness. This manager, from a protected class, received a salary correction (raised to a higher level) based on this review.
- Following the passage of House Bill 5006 during the 2021 Legislative Session, the MHRA Executive Director worked quickly to establish a workgroup of members of both boards to develop a scope of work and recruitment for a third-party consultant, which was contracted in June of 2022. Agency staff worked closely with the staff of contractor Keen Independent Research, LLC, who conducted the demographic study of licensees and created a diversity plan to implement the Bill. On December 28, 2022, MHRA released the Keen [Diversity Study](#) and the MHRA [Written Report](#).
- The Agency has posted various posters portraying equity and culturally diverse opportunities (e.g. information on HispNet, an employee resource group) on the employee bulletin board.

- MHRA continues to survey all applicants for tracking and reporting language, race, and ethnicity statistics. Diversity data is stored in the Board database and can be queried for various types of information. This has enabled Agency staff to assist consumers and referring practitioners in searching for culturally competent services or healthcare providers who speak particular languages or belong to specific racial or ethnic groups.

G. Strategy and Goals: July 1, 2023 – June 30, 2025

The goals set by the Mental Health Regulatory are as follows:

- Continue to post the Agency’s Affirmative Action Plan on the Agency and Board websites, provide it to new board members upon appointment and employees upon hire, and encourage staff to review and discuss questions or concerns with their supervisor.
- The Executive Director will continue to be evaluated by the Boards annually for adherence to the Plan, and the Executive Director will continue to evaluate managers’ effectiveness in achieving affirmative action objectives.
- Continue to identify the Agency as an Equal Opportunity/Affirmative Action employer and include the statement, “THE MENTAL HEALTH REGULATORY AGENCY IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER COMMITTED TO WORK FORCE DIVERSITY” in the Agency’s recruitment announcements and advertisements.
- Continue to provide information and opportunities for staff to participate in diversity training and multi-cultural events.
- Periodically review the results of the Statewide Exit Survey administered by HR to separating employees and discuss any concerns or trends. As employees change agencies or separate from state employment, the Agency is interested in how employees view their tenure and what information and suggestions they can provide related to their experience. If the analysis identifies a negative opinion regarding the agency’s workplace environment, the Agency will use this information as an opportunity to make changes to improve the work environment for the current employees, and improve job satisfaction.
- Continue to work with CHRO to analyze and receive advice on pay equity to ensure that the Agency employees earn an equitable salary based on responsibilities, qualifications, and effectiveness.
- Continue to develop strategies to recruit, retain and promote a diverse staff. Identify promotional and developmental opportunities for employees such as cross-training, work-out-of-class assignments, rotations, and specialized training. The Agency recognizes the value of individual and cultural difference and creates a work environment where talents and abilities are valued.

- Continue to work with board leadership and the Governor’s office to identify diverse applicants for board appointment.
- Work with the DAS Cultural Change Officer to incorporate diversity activities despite limited resources in a smaller agency. For example, to share diversity-related opportunities (events, trainings, information) with MHRA staff members.
- Revise, as needed, recruitment and promotion policies and criteria for creative options that provide the opportunity for the Boards to recruit a more diverse population and also provide appropriate advancement opportunities for incumbents, including a focus on the retention of protected classes and veterans.
- Agency management will review the work of Keen Independent Research, LLC (House Bill 5006) to determine strategies for improving organization transparency and accountability within the Agency, including ways Agency policies and procedures may impact affirmative action initiatives and results. Identified strategies will assist in the review and development of next MHRA Affirmative Action plan.
- Continue the focus on developing a work environment that is attractive to a diverse pool of applicants, retains employees, and is accepting and respectful of employees’ differences. A welcoming environment is created a number of ways - by sharing e-mail activity notices from the Office of Cultural Change, posting posters on the employee bulletin board, encouraging employees to share their thoughts and ideas, responding to issues quickly and efficiently, etc. Respectful workplace behaviors will be expected and enforced.
- Encourage employees to avail themselves of promotional and job developmental opportunities within Oregon State Government.
- Work closely with the Department of Administrative Services to determine appropriate recruitment and training opportunities to develop higher levels of cultural competency.
- Communicate the importance of diversity in staff meetings and include diversity discussions with staff. The Agency utilizes diversity within the workforce by incorporating diverse perspectives into business decisions. Management will attend required training to participate in the development and implementation of a program that fosters cultural competency and multi-cultural organizational development.
- Continue to look for opportunities to incorporate trainings and special project assignments in order for employees to acquire new skills for succession planning and to provide resources for employees to encourage their career development in state service, as is reasonably practicable to do.

H. Responsibilities and Accountability

The Mental Health Regulatory Agency (MHRA) is dedicated to building and maintaining a culture of inclusiveness. We believe that all forms of diversity—age, gender identity, race, sexual orientation, physical or mental ability, ethnicity,

socioeconomic status, religion, military status and perspective—create immense value within the agency and helps drive our strong core commitment to public protection. We strive to create a workplace that reflects the stakeholders we serve and where everyone feels empowered to bring their full, authentic selves to work.

Management

ORS 659A.012 requires agencies, in order to achieve the public policy of the State of Oregon for persons in the state to attain employment and advancement without discrimination because of race, religion, color, sex, marital status, national origin, disability or age, to include in the evaluation of all management personnel the manager's or supervisor's effectiveness in achieving affirmative action objectives as a consideration of the manager's or supervisor's performance. The Executive Director is evaluated by the Boards annually for adherence to the MHRA Affirmative Action Plan as part of a standard performance evaluation.

The Executive Director also includes in the annual performance evaluations of its two management positions a segment that rates their efforts in achieving the affirmative action plan goals. Quarterly conversations are also conducted via Workday. The Executive Director takes a thoughtful and strategic approach to succession planning within the confines of a smaller agency. The creation of MHRA, which administratively merged the two Boards in 2018, has provided enhanced opportunities and staffing levels that allow planning for succession. Staff training and development is an essential component of the MHRA culture, and qualified staff are promoted when possible. The Executive Director encourages staff to participate in training programs that support affirmative action objectives.

Agency management staff are responsible for understanding their responsibilities and for supporting and enforcing statewide policies on respectful workplace behaviors. MHRA management promotes and shows by example the importance of a diverse and respectful workplace. Management reviews with DAS CHRO the hiring, promotion, and retention rates of women, individuals from diverse racial and ethnic categories, and individuals with disabilities within MHRA, and discusses strategies and opportunities for improving recruitment and retention in the workplace. They are responsible for identifying potential problem areas and reporting those to the Executive Director, and for assisting with necessary remedial action. The Executive Director assists DAS CHRO recruiters in identifying challenges with regard to affirmative action and assists in developing strategies to eliminate the issues identified.

Affirmative Action Representative

MHRA's Executive Director serves as its Affirmative Action Representative, acting as the EEO/AA liaison for the Agency and investigating and addressing complaints of harassment or discrimination. In addition to the Management responsibilities listed above, the Executive Director represents the agency at the Governor's Diversity and Inclusion meetings and during new employee

orientations, reviews and discusses the MHRA affirmative action plan and affirmative action goals, enforces its provisions, and makes revisions to future plans in accordance with ongoing evaluations and collaboration with the management team.

Agency Human Resources Services

The Agency outsources human resources services to the Department of Administrative Services, Chief Human Resources Office (CHRO) via a service level agreement. The CHRO service package includes leave management, records management, recruitment, position management, HR advice and interpretation, worker compensation and safety support, employee investigations/audits, HR management and limited “soft-skills” training, consultation, affirmative action and inclusion, and Workday Oregon agency system administration.

Equity is at the forefront of the Agency’s employee hiring and Board member recruitment efforts, promotion considerations, and succession planning. In 2017, the CHRO began assisting the Agency in compliance with House Bill 2005, Pay Equity, in order to ensure that the Agency employees earn an equitable salary based on responsibilities, qualifications, and effectiveness. The Agency Executive Director’s and Licensing Manager’s job descriptions include developing and implementing the Board’s Affirmative Action/ EEOC policy and requirements.

MHRA Staff and Board Members

Agency staff and board members are responsible for understanding their responsibilities and for following statewide policies on respectful workplace behaviors. They are responsible for completing mandatory annual training, and are encouraged to seek out additional training opportunities as described above. Additionally, MHRA staff are encouraged to self-report their gender, ethnicity, and disability status in Workday such that MHRA reports can accurately reflect the diversity of the Agency.

APPENDICES

Appendix A: 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)
- *PENDING FINAL APPROVAL: Statewide Workforce Learning and Development* (Statewide policy 10-040-01)
- [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](#) (OAR 105-040-0001)

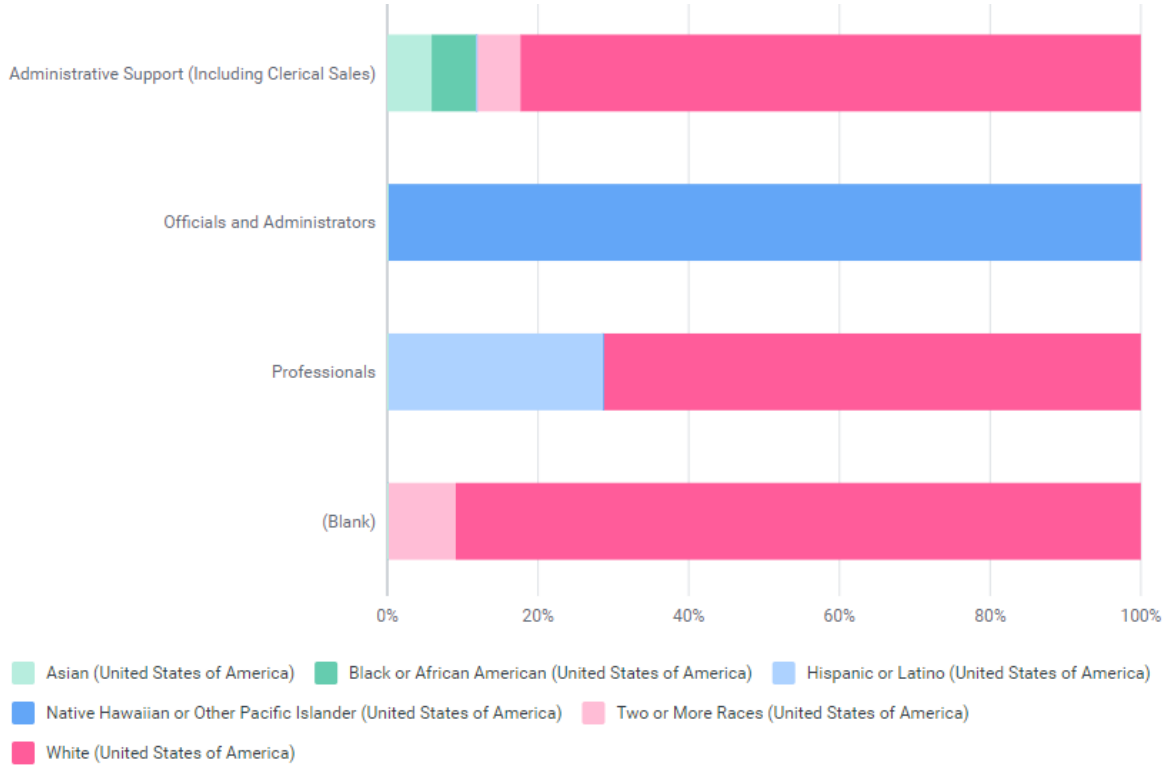
Appendix B: Federal Documentation

- [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)

Appendix C: Agency DEI Dashboard Datasets

Job Category Graphs, July 1, 2020 - June 30, 2022

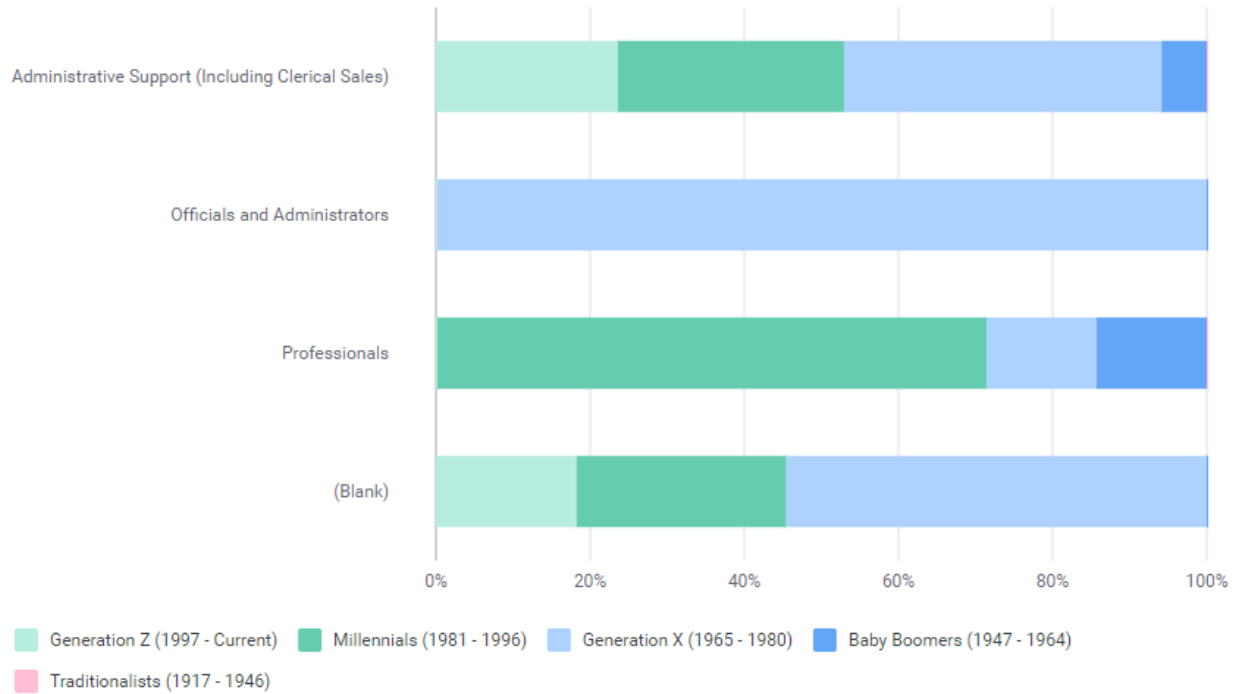
EOO Job Categories by Race/Ethnicity



Percent 100.0%

Race/Ethnicity	Administrative Support (Including Clerical Sales)		Officials and Administrators		Professionals		(Blank)		Total	
	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number
Asian (United States of America)	5.9%	1	0.0%	0	0.0%	0	0.0%	0	4.0%	1
Black or African American (United States of America)	5.9%	1	0.0%	0	0.0%	0	0.0%	0	4.0%	1
Hispanic or Latino (United States of America)	0.0%	0	0.0%	0	28.6%	2	0.0%	0	8.0%	2
Native Hawaiian or Other Pacific Islander (United States of America)	0.0%	0	100.0%	1	0.0%	0	0.0%	0	4.0%	1
Two or More Races (United States of America)	5.9%	1	0.0%	0	0.0%	0	9.1%	1	4.0%	1
White (United States of America)	82.4%	14	0.0%	0	71.4%	5	90.9%	10	76.0%	19
Total	100.0%	17	100.0%	1	100.0%	7	100.0%	11	100.0%	25

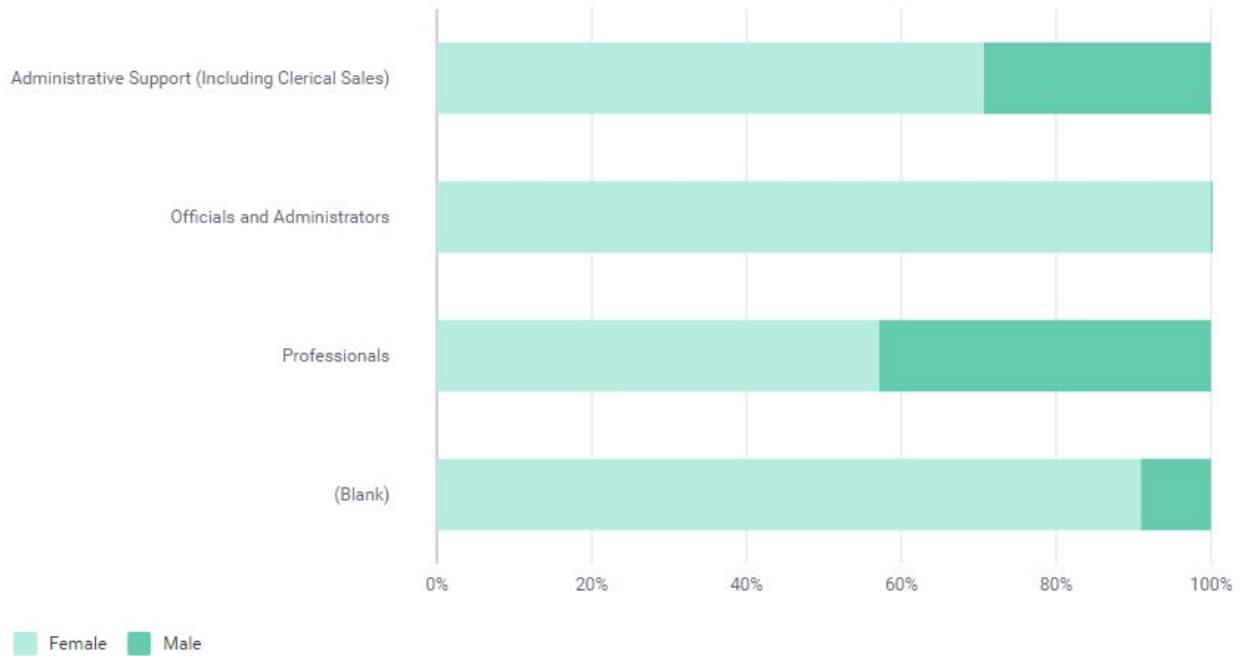
EEO Job Categories by Generation



Percent 100.0%

Generation	Administrative Support (Including Clerical Sales)		Officials and Administrators		Professionals		(Blank)		Total	
	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number
Generation Z (1997 - Current)	23.5%	4	0.0%	0	0.0%	0	18.2%	2	16.0%	4
Millennials (1981 - 1996)	29.4%	5	0.0%	0	71.4%	5	27.3%	3	40.0%	10
Generation X (1965 - 1980)	41.2%	7	100.0%	1	14.3%	1	54.5%	6	36.0%	9
Baby Boomers (1947 - 1964)	5.9%	1	0.0%	0	14.3%	1	0.0%	0	8.0%	2
Traditionalists (1917 - 1946)	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Total	100.0%	17	100.0%	1	100.0%	7	100.0%	11	100.0%	25

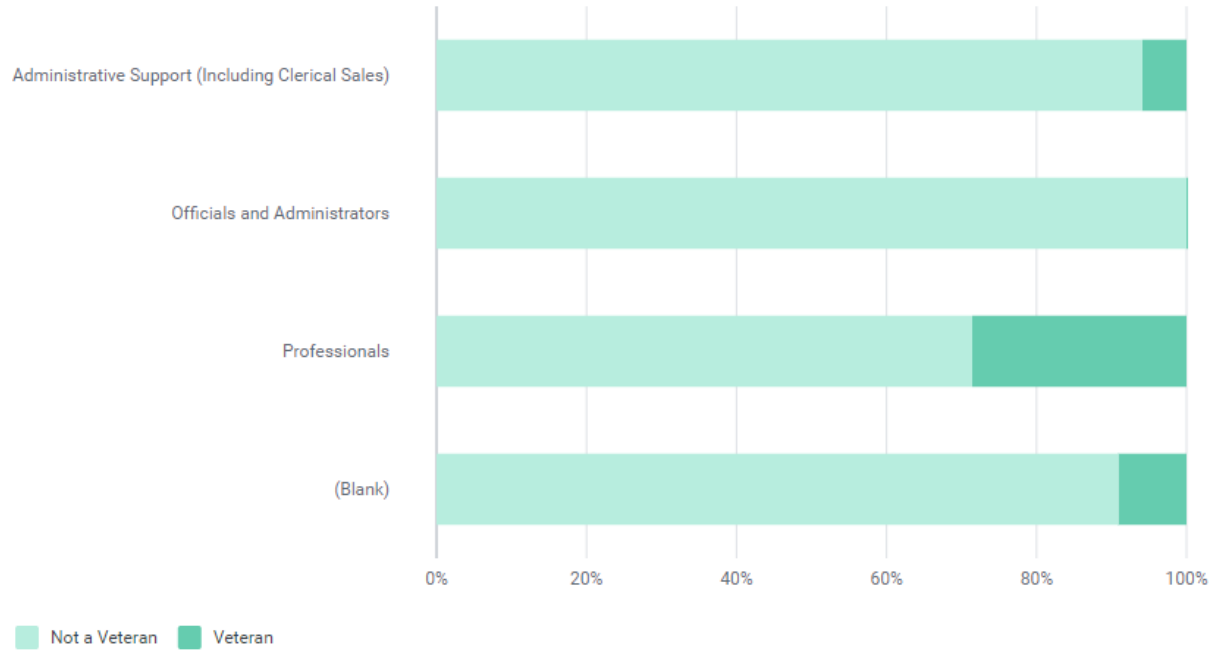
EEO Job Categories by Gender



Percent 100.0%

Gender (Binary Options)	Administrative Support (Including Clerical Sales)		Officials and Administrators		Professionals		(Blank)		Total	
	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number
Female	70.6%	12	100.0%	1	57.1%	4	90.9%	10	68.0%	17
Male	29.4%	5	0.0%	0	42.9%	3	9.1%	1	32.0%	8
Total	100.0%	17	100.0%	1	100.0%	7	100.0%	11	100.0%	25

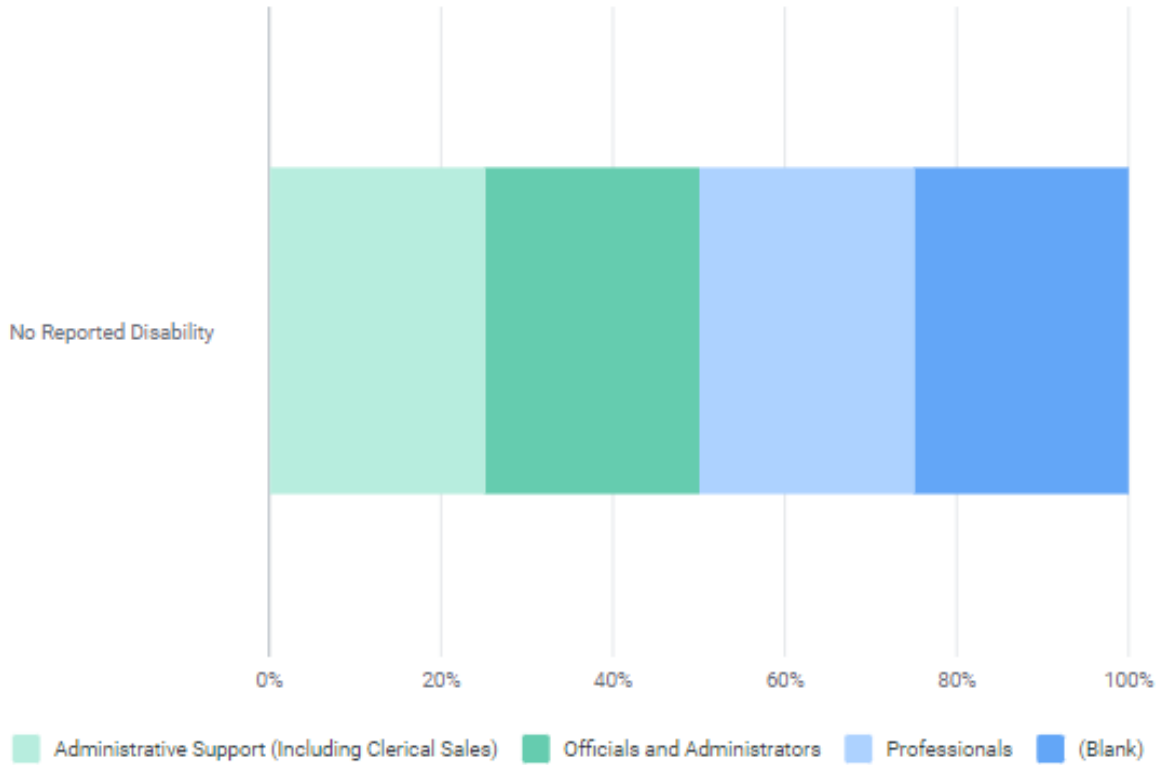
EEO Job Categories by Veteran Status



Percent 100.0%

Veteran Status	Administrative Support (Including Clerical Sales)		Officials and Administrators		Professionals		(Blank)		Total	
	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number
Not a Veteran	94.1%	16	100.0%	1	71.4%	5	90.9%	10	88.0%	22
Veteran	5.9%	1	0.0%	0	28.6%	2	9.1%	1	12.0%	3
Total	100.0%	17	100.0%	1	100.0%	7	100.0%	11	100.0%	25

EEO Job Categories by Disability Status

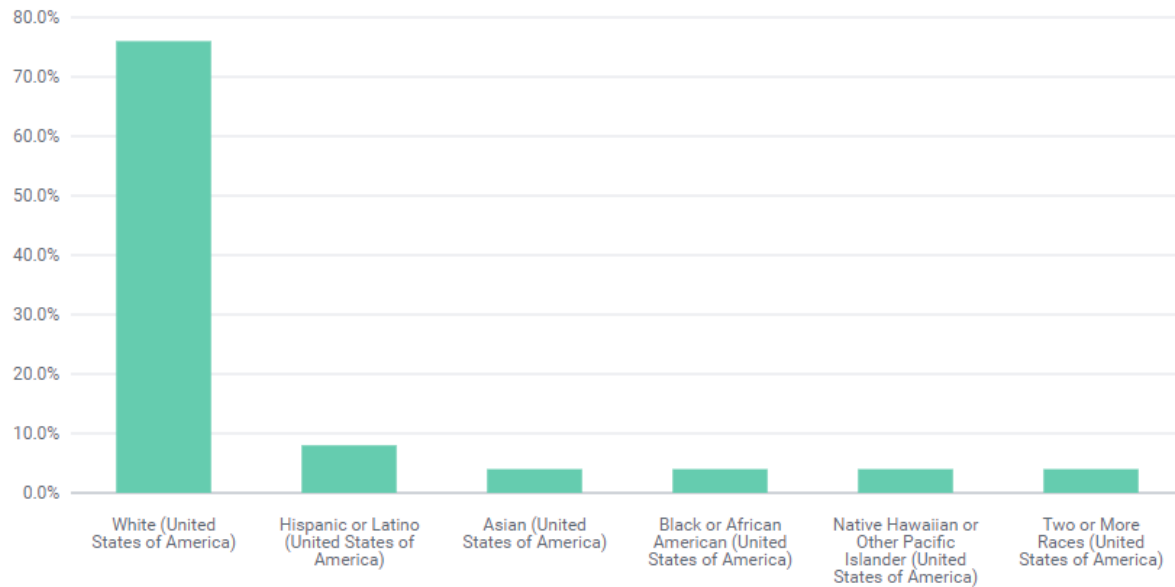


Percent 100.0%

Disability	Administrative Support (Including Clerical Sales)		Officials and Administrators		Professionals		(Blank)		Total
	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
No Reported Disability	100.0%	9	100.0%	1	100.0%	7	100.0%	4	100.0%
Total	100.0%	9	100.0%	1	100.0%	7	100.0%	4	100.0%

Workforce Graphs, July 1, 2020 - June 30, 2022

Workers by Race/Ethnicity



■ Percent
Percent 100.0%

Race/Ethnicity	Total	
	Percent	Number
White (United States of America)	76.0%	19
Hispanic or Latino (United States of America)	8.0%	2
Asian (United States of America)	4.0%	1
Black or African American (United States of America)	4.0%	1
Native Hawaiian or Other Pacific Islander (United States of America)	4.0%	1
Two or More Races (United States of America)	4.0%	1
Total	100.0%	25

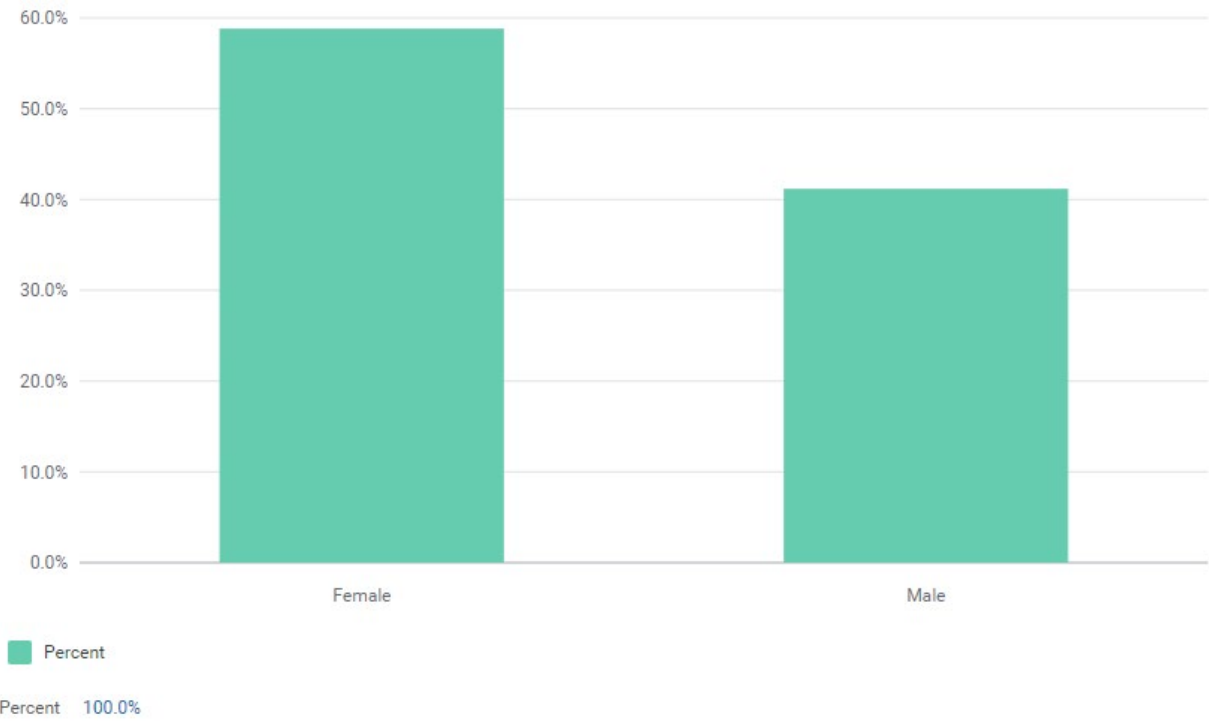
Workers by Generation



Percent 100.0%

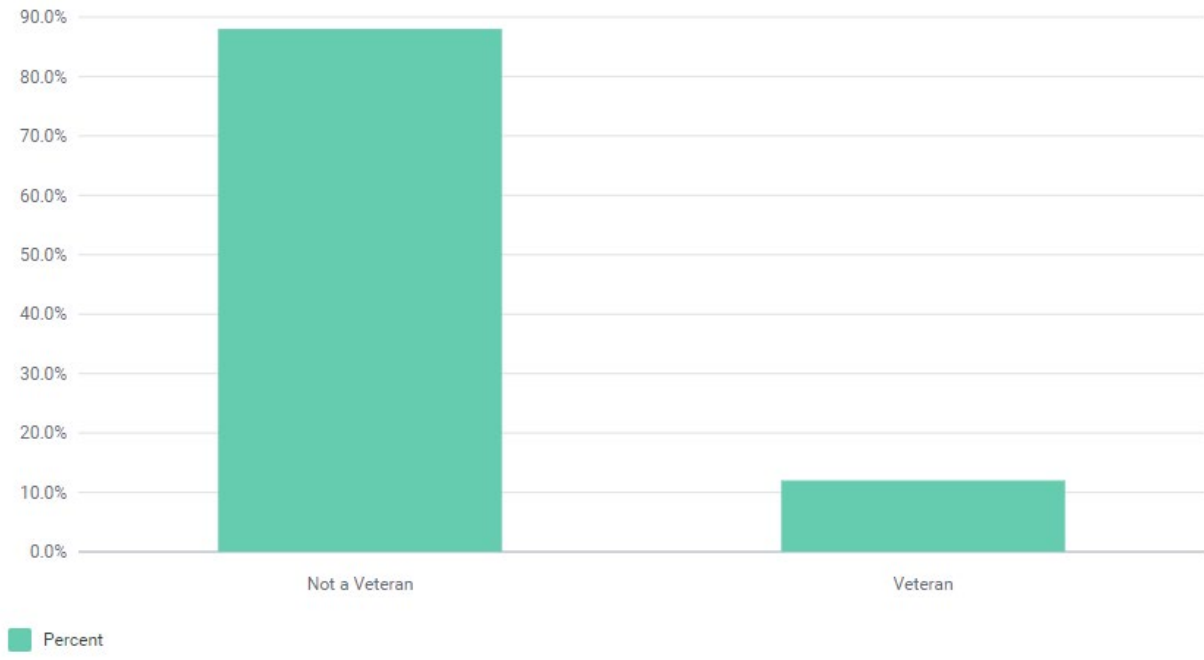
Generation	Total	
	Percent	Number
Generation Z (1997 - Current)	11.8%	2
Millennials (1981 - 1996)	47.1%	8
Generation X (1965 - 1980)	29.4%	5
Baby Boomers (1947 - 1964)	11.8%	2
Traditionalists (1917 - 1946)	0.0%	0
Total	100.0%	17

Workers by Gender



Gender (Binary Options)	Total	
	Percent	Number
Female	58.8%	10
Male	41.2%	7
Total	100.0%	17

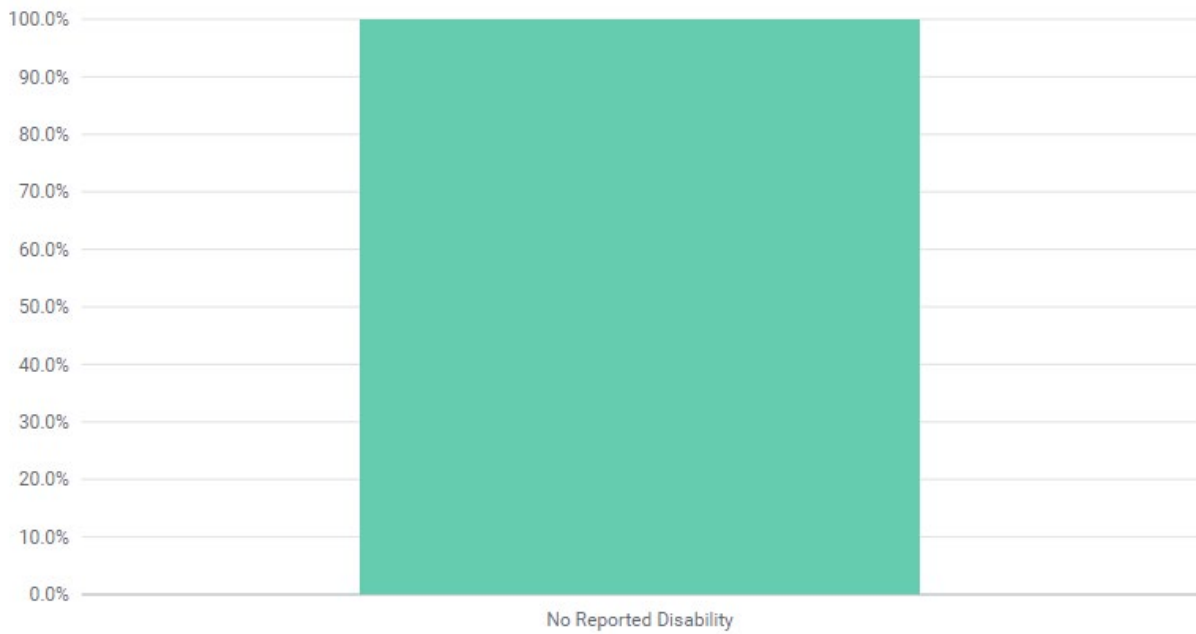
Workers by Veteran Status



Percent 100.0%

Veteran Status	Total	
	Percent	Number
Not a Veteran	88.0%	22
Veteran	12.0%	3
Total	100.0%	25

Workers by Disability Status



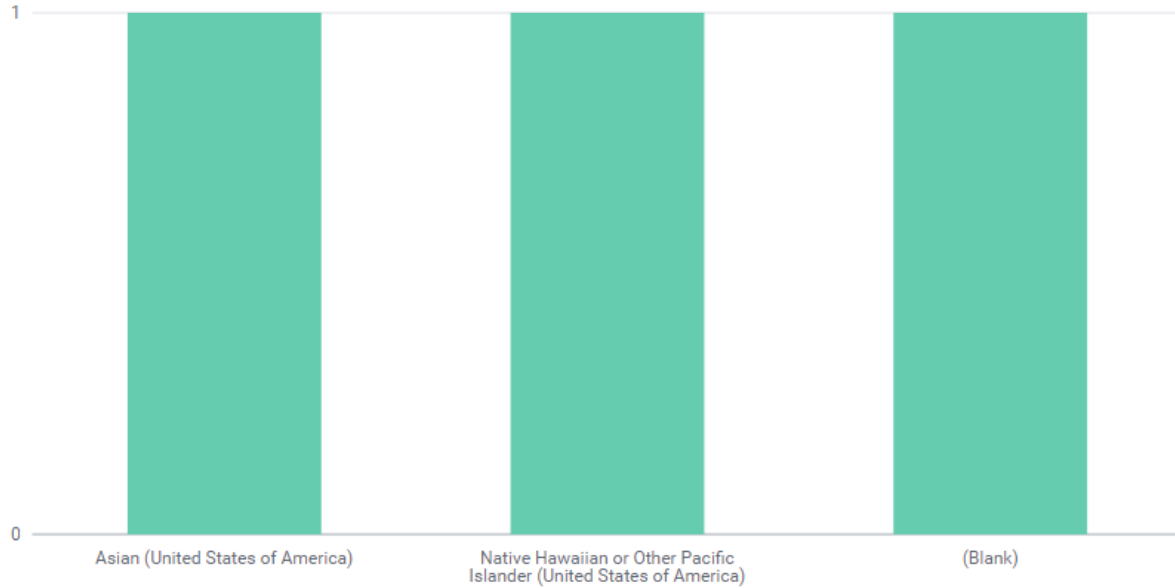
■ Percent

Percent 100.0%

Disability Reporting	Total	
	Percent	Number
No Reported Disability	100.0%	17
Total	100.0%	17

Promotions Graphs, July 1, 2020 - June 30, 2022

Promotions by Race/Ethnicity

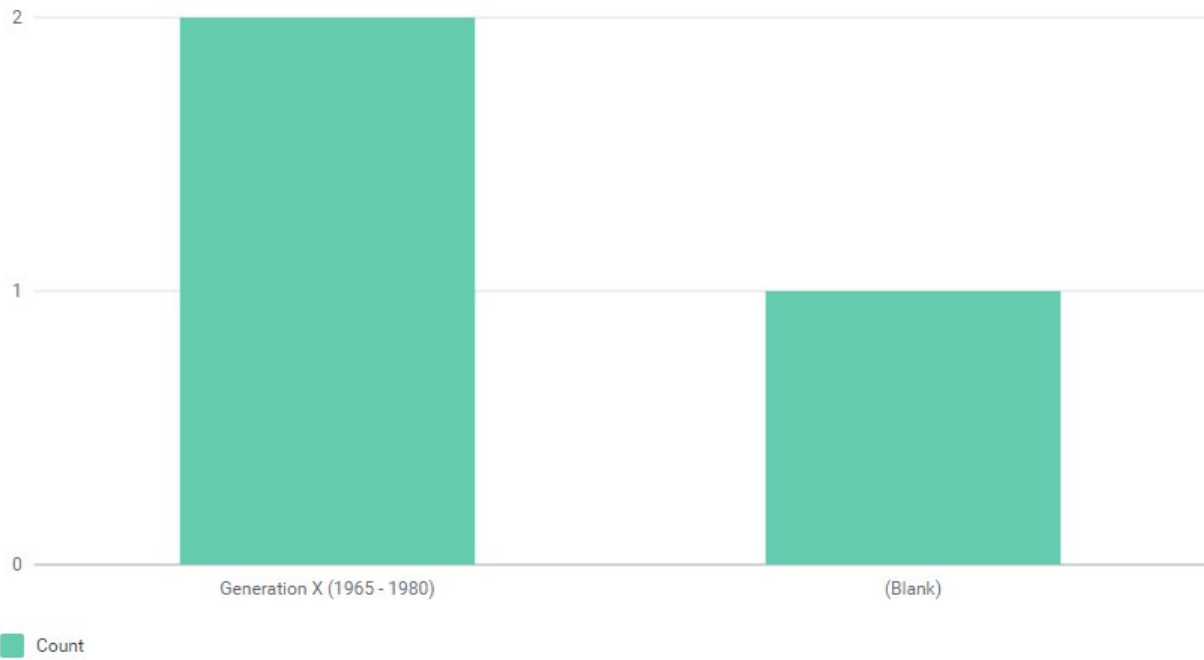


■ Count

Count 3

Race/Ethnicity	Count
Asian (United States of America)	1
Native Hawaiian or Other Pacific Islander (United States of America)	1
(Blank)	1
Total	3

Promotions by Generation



Count 3

Generation	Count
Generation X (1965 - 1980)	2
(Blank)	1
Total	3

Promotions by Gender



Count 3

Gender	Count
Female	1
Male	1
(Blank)	1
Total	3

Promotions by Veteran Status



Veteran Status	Count
Not a Veteran	3
Total	3

Promotions by Disability Status

