

# Agency Demographic Data

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# Background

In January of 2025, the State Board of Forestry made a formal motion to request that the State Forester provide to the Board of Forestry the headcount and percentages of employees by job category (permanent and seasonal) and self-reported protected class identity for each year from 2015-2024 in order to understand trends in diversifying the ODF workforce.



# Contextual Dates

2015-2018 – This data comes from a legacy recruitment system

2019 – The State of Oregon moves to Workday for recruitment

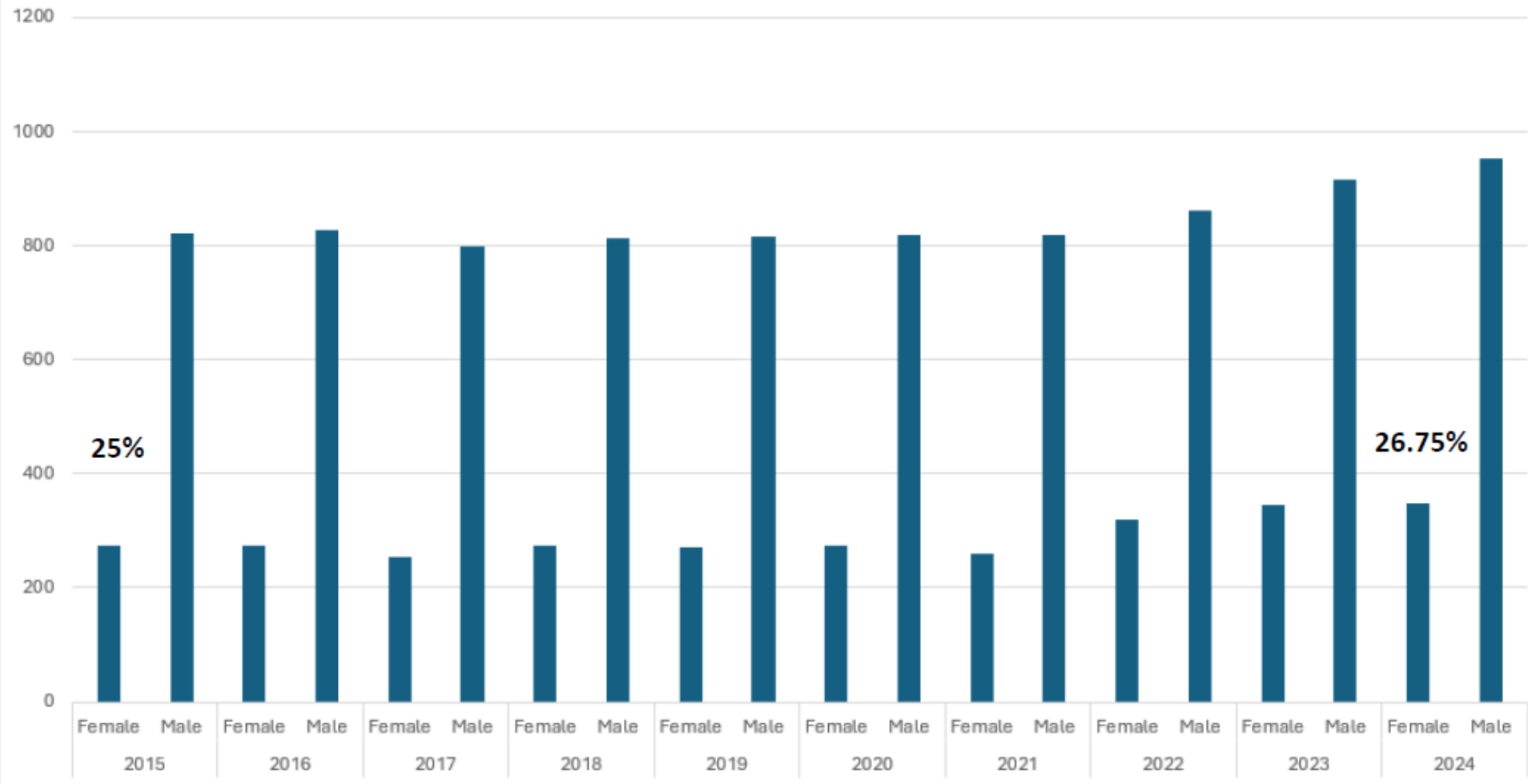
2020 – Labor Day fires cause record-breaking devastation

2021 – Senate Bill 762 (2021) is adopted to support wildfire suppression

2022 – Recruitment increases from SB 762, Pulsely Survey offered to  
ODF staff



# Gender Data by Year



**2015**

**Female: 274 (25%)**

**Male: 821 (75%)**

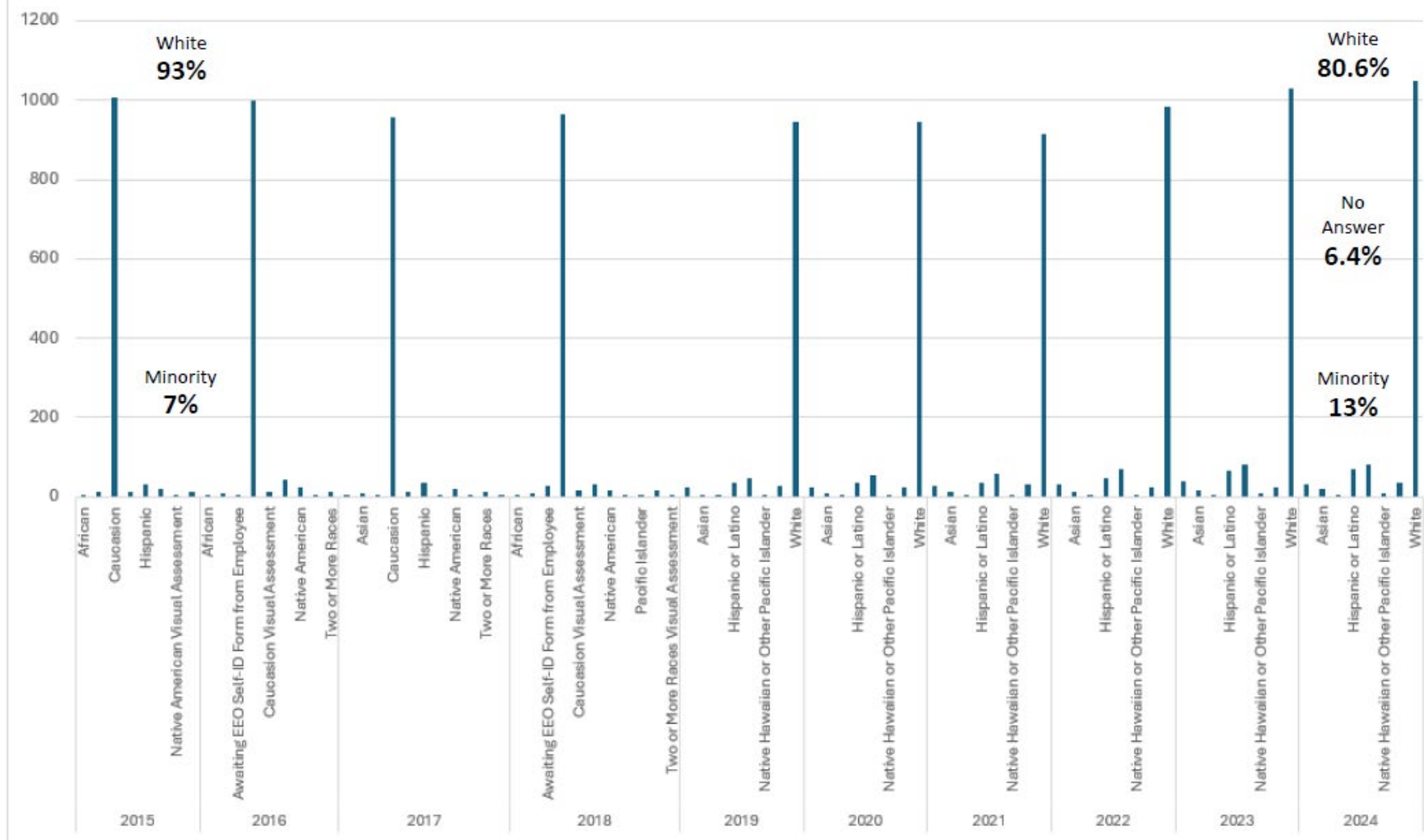
**2024**

**Female: 348 (26.75%)**

**Male: 953 (73.25%)**



Race / Ethnicity Data by Year



2015

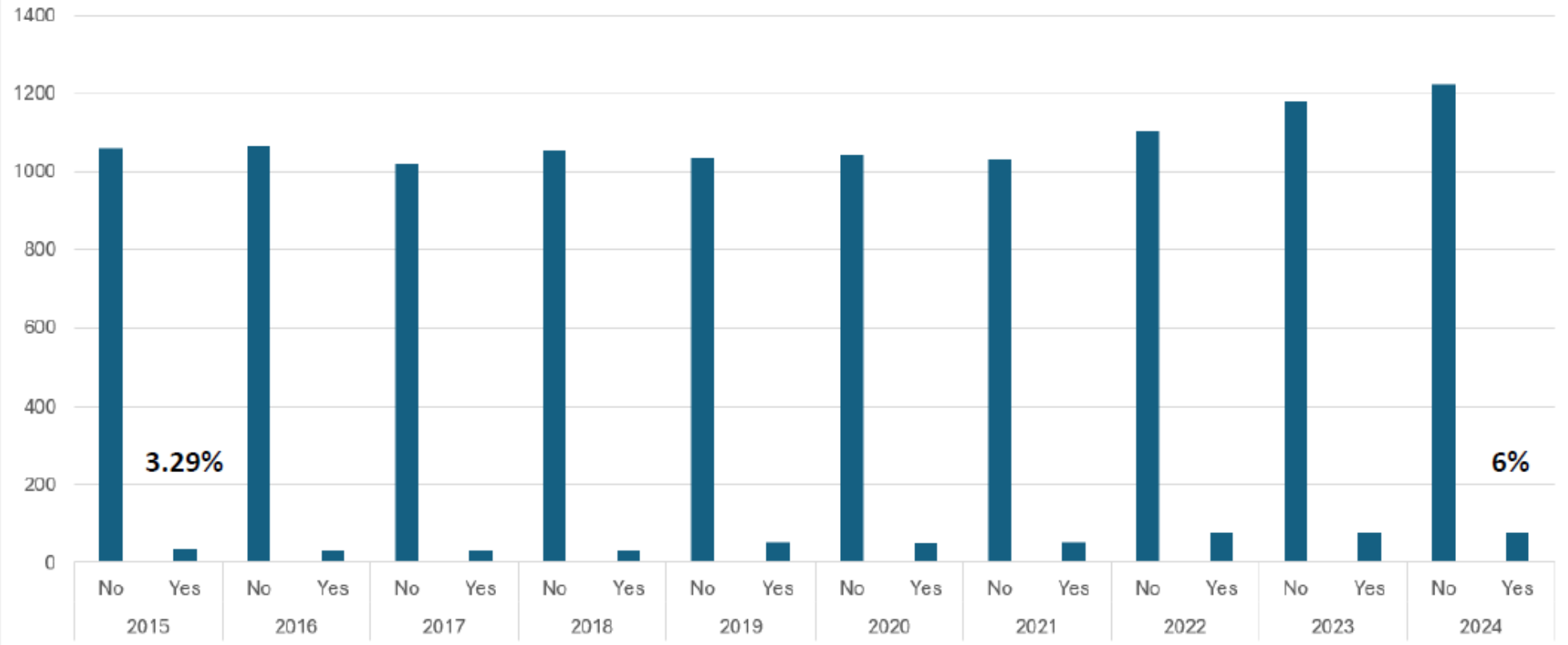
White: 1005 self identified, 13 assumed (93%)  
 Minority: 63 self identified, 1 assumed (7%)

2024

White: 1049 (80.63%)  
 Did not wish to answer: 83 (6.42%)  
 Minority: 169 (12.99%)



Veteran Data by Year



### 2015

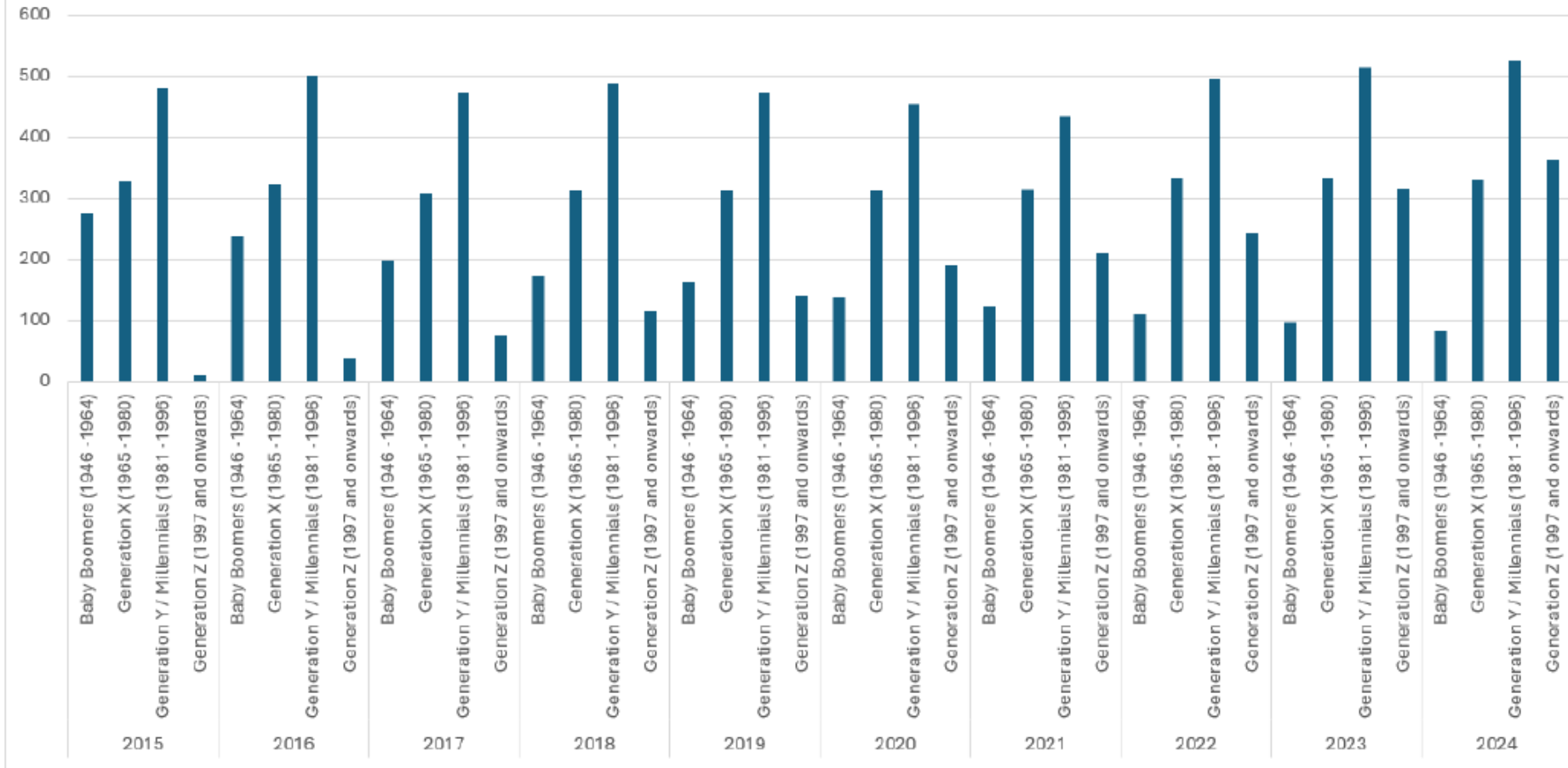
Veteran: 36 (3.29%)  
Non-Veteran: 1059 (96.71%)

### 2024

Veteran: 78 (6%)  
Non-Veteran: 1223 (94%)



Generation Data by Year



## 2015

Baby Boomers: 275 (25.11%)  
 Generation X: 328 (29.95%)  
 Millennials: 481 (43.93%)  
 Generation Z: 11 (1%)

## 2024

Baby Boomers: 84 (6.46%)  
 Generation X: 329 (25.29%)  
 Millennials: 525 (40.35%)  
 Generation Z: 363 (27.90%)

