

EEO Utilization Report

Organization Information

Name: Oregon State Police

City: Salem

State: OR

Zip: 97317-9614

Type: State Law Enforcement

Step 1: Introductory Information

Policy Statement:

The Department provides equal opportunities to job applicants and its employees regardless of race, sexual orientation, age, pregnancy, religion, creed, color, national origin, ancestry, physical or mental disability, marital, veteran status, or sex. The Department does not discriminate or show partiality or grant any special favors to applicants, employees, or groups of employees based on any of these factors or statuses, unless expressly required by law.

Following File has been uploaded:301.1 Affirmative Action and Non-Discrimination (3806_3).pdf

Step 4b: Narrative of Interpretation

The Oregon State Police has made a concerted effort to diversity our workforce. In the past three years the agency has deployed staff to national career fairs and other hiring events in an effort to attract qualified applicants of color. This includes visits to military bases, historically black colleges, and increased advertising in publications that cater to diverse audiences. The leadership is taking a long view approach understanding that relationship building is key to improving relationships between police and communities of color. There have been partnerships built with community based organizations and school districts to provide the next- generation with access to staff and increase dialogue. Our work in these areas continues in spite of a pause in hiring new sworn officers. The agency's last active recruitment was in July of 2017, yielding 20 recruits. This then budget cuts have prevented any application gathering activity, and it is not projected to resume until mid-2018. The agency recognizes the value of hiring a representative workforce and have made these efforts a central tenant of the 5 year strategic plan. The hope is once hiring activity resumes the agency will continue to make gains in attracting more female and Hispanic/Latino applicants.

Step 5: Objectives and Steps

1. Attract qualified female candidates to apply;

- a. Increase presence at post-secondary institutions with high populations of female students.

2. Increase number of Black and Hispanic/Latino applicants.

- a. Resume visits to Historically Black Colleges and begin visits with Hispanic Serving Institutions
- b. The agency has partnered with the Black Education Achievement Movement, and with The Blueprint Foundation, Portland Based non-profits that serve black and brown youth. OSP has been encouraging employees to take more interactive roles with underrepresented students, by offering visits to our facilities such as our Medical Examiner, Forensics Labs and Patrol offices. Our Black and Hispanic Sworn officers invite community members above age 18 to experience ride-alongs and show what employment as a person of color in the agency is like. These representatives also conduct classroom visits to area schools and have served as subject matter experts when groups are on trips to public lands. For example, our Fish and Wildlife officers have worked with Outdoor Afro when the group had hiking sessions.
- c. Our Black and Hispanic Sworn officers invite community members above age 18 to experience ride-alongs and show what employment as a person of color in the agency is like. These representatives also conduct classroom visits to area schools and have served as subject matter experts when groups are on trips to public lands. For example, our Fish and Wildlife officers have worked with Outdoor Afro when the group had hiking sessions.

3. Increase utilization of certified business enterprises

- a. The agency is making targeted efforts to reach minority-owned, women-owned, service-disabled veteran-owned businesses, and emerging small businesses. OSP is partnering with the Certification Office for Business Inclusion and Diversity to identify potential vendors that can be awarded contracts and service the agency's need. OSP is attending outreach events which include minority chambers of commerce that will publicize our efforts to improve our performance.

Step 6: Internal Dissemination

The agency conducts leadership training for all Executive, Management and Supervisory staff. These reports will be built into the agenda for dissemination and discussion. The agency is in the process of formalizing a Diversity Council. This working group is comprised of 20 employees with representation across gender, racial and geographic areas that we serve. The group has been utilizing our internal email system to provide updates on programs and initiatives that will improve OSP's reach to underrepresented groups. The group thus far has been sending all-staff messages on issues that range from sexual orientation, gender, and race. There has been particular effort in participating in recognition periods, such as Black History Month, Hispanic Heritage Month, Women's History Month and LGBT Pride Month.

Step 7: External Dissemination

This will be a part of the agency's affirmative action report which is publicly disseminated with the assistance of the Governor's office. The agency's Diversity Council is currently working on a calendar of outreach events that will include county fairs, the state fair, cultural festivals, civic group gatherings and increased visits to school districts. The goal is to speak with these audiences to showcase the diversity and inclusion work being done by the agency as well encouraging underrepresented groups to consider OSP as an employer. Our publication materials will encourage interested parties to visit our website and read our initiatives which would include our affirmative action efforts, reports and employment opportunities.

Utilization Analysis Chart
Relevant Labor Market: Oregon

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Officials/Administrators																
Workforce #/%	41/58%	0/0%	0/0%	0/0%	0/0%	0/0%	1/1%	0/0%	23/32%	2/3%	1/1%	1/1%	1/1%	0/0%	0/0%	1/1%
CLS #/%	118,680/52%	5,830/3%	1,615/1%	740/0%	4,290/2%	200/0%	1,815/1%	385/0%	84,295/37%	4,025/2%	1,260/1%	640/0%	3,175/1%	100/0%	1,610/1%	320/0%
Utilization #/%	6%	-3%	-1%	-0%	-2%	-0%	1%	-0%	-4%	1%	1%	1%	0%	-0%	-1%	1%
Professionals																
Workforce #/%	96/43%	3/1%	3/1%	1/0%	2/1%	0/0%	2/1%	1/0%	109/49%	1/0%	1/0%	0/0%	2/1%	0/0%	1/0%	0/0%
CLS #/%	128,425/40%	5,350/2%	2,250/1%	615/0%	10,895/3%	340/0%	2,250/1%	920/0%	148,285/46%	7,335/2%	1,855/1%	835/0%	8,660/3%	185/0%	2,665/1%	815/0%
Utilization #/%	3%	-0%	1%	0%	-2%	-0%	0%	0%	3%	-2%	-0%	-0%	-2%	-0%	-0%	-0%
Technicians																
Workforce #/%	3/30%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	6/60%	1/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	19,845/43%	945/2%	325/1%	205/0%	1,155/2%	20/0%	375/1%	40/0%	20,110/43%	1,015/2%	215/0%	290/1%	1,295/3%	60/0%	530/1%	65/0%
Utilization #/%	-13%	-2%	-1%	-0%	-2%	-0%	-1%	-0%	17%	8%	-0%	-1%	-3%	-0%	-1%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	120/84%	6/4%	1/1%	1/1%	3/2%	1/1%	0/0%	0/0%	10/7%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	19,385/71%	1,200/4%	555/2%	260/1%	310/1%	55/0%	605/2%	155/1%	4,075/15%	340/1%	40/0%	25/0%	65/0%	65/0%	160/1%	15/0%
Utilization #/%	13%	-0%	-1%	-0%	1%	0%	-2%	-1%	-8%	-1%	1%	-0%	-0%	-0%	-1%	-0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	472/84%	17/3%	4/1%	3/1%	9/2%	0/0%	6/1%	0/0%	50/9%	2/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	67,745/44%	16,775/11%	1,315/1%	1,160/1%	1,845/1%	750/0%	2,300/1%	395/0%	47,025/30%	9,850/6%	1,260/1%	820/1%	1,440/1%	465/0%	1,615/1%	350/0%
Utilization #/%	40%	-8%	-0%	-0%	0%	-0%	-0%	-0%	-21%	-6%	-1%	-1%	-1%	-0%	-1%	-0%
Protective Services: Non-sworn																

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	1,265/45%	44/2%	45/2%	15/1%	0/0%	0/0%	19/1%	0/0%	1,305/46%	34/1%	25/1%	20/1%	25/1%	0/0%	14/0%	0/0%
Utilization #/%																
Administrative Support																
Workforce #/%	43/16%	3/1%	2/1%	0/0%	0/0%	0/0%	0/0%	0/0%	201/73%	13/5%	1/0%	2/1%	3/1%	0/0%	6/2%	0/0%
CLS #/%	141,055/30%	12,440/3%	3,030/1%	1,185/0%	5,525/1%	550/0%	2,630/1%	760/0%	257,925/55%	19,110/4%	3,615/1%	2,900/1%	9,240/2%	1,035/0%	5,560/1%	1,510/0%
Utilization #/%	-14%	-2%	0%	-0%	-1%	-0%	-1%	-0%	18%	1%	-0%	0%	-1%	-0%	1%	-0%
Skilled Craft																
Workforce #/%	10/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	120,515/78%	16,235/11%	950/1%	1,305/1%	2,470/2%	470/0%	2,435/2%	490/0%	6,945/5%	670/0%	150/0%	155/0%	725/0%	70/0%	230/0%	20/0%
Utilization #/%	22%	-11%	-1%	-1%	-2%	-0%	-2%	-0%	-5%	-0%	-0%	-0%	-0%	-0%	-0%	-0%
Service/Maintenance																
Workforce #/%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	206,780/40%	61,700/12%	6,140/1%	3,090/1%	9,560/2%	1,015/0%	4,575/1%	1,200/0%	159,540/31%	36,315/7%	3,930/1%	2,565/0%	10,025/2%	1,165/0%	4,800/1%	1,035/0%
Utilization #/%	10%	-12%	-1%	-1%	-2%	-0%	-1%	-0%	19%	-7%	-1%	-0%	-2%	-0%	-1%	-0%

Significant Underutilization Chart

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Professionals					✓											
Protective Services: Sworn-Officials									✓							
Protective Services: Sworn-Patrol Officers		✓							✓	✓	✓		✓		✓	
Administrative Support	✓															

Law Enforcement Category Rank Chart

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Sergeant																
Workforce #/%	75/83%	3/3%	1/1%	1/2%	2/2%	1/1%	0/0%	0/0%	6/7%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenant																
Workforce #/%	32/86%	2/5%	0/0%	0/3%	1/3%	0/0%	0/0%	0/0%	2/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Captain																
Workforce #/%	9/90%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Major																
Workforce #/%	3/75%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Deputy Superintendent																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Superintendent																
Workforce #/%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	472/84%	17/3%	4/1%	3/2%	9/2%	0/0%	6/1%	0/0%	50/9%	2/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%

I understand the regulatory obligation under 28 C.F.R. ~ 42.301-.308 to collect and maintain extensive employment data by race, national origin, and sex, even though our organization may not use all of this data in completing the EEO Utilization Report.

I have reviewed the foregoing EEO Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.

Certified As Final By: Blake Dye

Senior Human Resources Business Partner 12-15-2017

[signature]

[title]

[date]