

**Did you know?
Facts & Figures**

United States Population	300,000,000
Oregon Population	3,560,109

How Oregon Compares to the U.S.:

	<u>Oregon</u>	<u>U.S.</u>
Male	49.4%	49.0%
Female	50.6%	51.0%
18 years and over	76.2%	74.6%
65 years and over	12.6%	12.1%
White	86.8%	74.7%
Black or African American	1.6%	12.1%
American Indian and Alaska Native	1.3%	0.8%
Asian	3.5%	4.3%
Native Hawaiian and Other Pacific Islander	0.2%	0.1%
Some other race	3.5%	6.0%
Two or more races	3.0%	1.9%
Hispanic or Latino	9.9%	14.5%
Disability Status	16.0%	14.9%
Speak a language other than English at home	13.9%	19.4%
Foreign born	9.7%	12.4%

All statistical data provided by U.S. Census Bureau (2000 Census)

2008/2009 Council Members

- Gene Berger, State Controller's Division
- Linda Ely, Human Resource Services
- Nancy Holbert, Human Resource Services
- Ponch Ruiz, State Services Division
- Kris Kautz, Director's Office
- Jennifer Lara, Human Resource Services
- Elaine Schacher, Facilities
- Kelli Vesper, Operations
- Ingrid Norberg, Public Employees' Benefit Board

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Workplace Diversity

A Model in State Government



Diversity Council

Education

STRATEGIES

Employee Advocacy

Cultural Competency

leadership

Department of Administrative Services' Diversity Council

Workplace Diversity

Everyone is unique – we all have different abilities, backgrounds and life experiences that make us individuals. Our workplaces provide a rich tapestry of perspectives and skills that create rewards and challenges. We all deserve the right to be respected and treated fairly and these rights are enshrined in law.

DAS' Diversity Council promotes the value of mutual respect in the workplace and the rewards it brings for individuals and the organization alike.

As a community, we aspire to a workplace that is welcoming to all, recognizes dedication, values each person's contribution, and celebrates our diverse backgrounds. We believe that there is enormous strength in our collective differences.



About the Council

Who we are...

The Council is made up of DAS employees who represent a cross-section of the agency. Member participation, enthusiasm and commitment is at the Council's core, it is the essence of who we are.

What we do...

The Council identifies needs and strategies for improvement, provides education and advocacy to and for DAS employees, and functions as an advisor to DAS leadership so that the agency becomes a more diverse organization and a model in state government. We are a focal point for learning, planning, and cultural change.

Where we are going...

We are implementing an integrated strategy that:

- promotes performance accountability for workforce diversity and cultural competency.
- establishes and maintains a workforce reflective of Oregon's diverse community.
- fosters a multicultural environment that is welcoming, inclusive, trusting, and respectful.

Director's Message

At the Department of Administrative Service, workplace diversity is a fundamental business ethic. We commit ourselves to deliberately achieve and maintain a diverse workforce that is reflective of Oregon's workforce and the people we serve.

I support and value the Diversity Council's mission and efforts. The Council is an important element in furthering my commitment to a respectful, welcoming and diverse organization. Workplace diversity helps to strengthen our ability to deliver quality customer service and effective products, thus leading to the fulfillment of our mission to lead the pursuit of excellence in state government.

Scott Harra
DAS Director



*"Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has."
~ Margaret Mead*