

STAFF REPORT

Agenda Item No.:	F
Work Plan:	Human Resources
Topic:	Department of Forestry Demographics
Presentation Title:	Data on ODF
Date of Presentation:	09/04/2024
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Revised on June 14, 2022

SUMMARY

- The purpose of this agenda item is to provide an update to the Board of Forestry of the current demographic data at ODF.
- We ask the board to acknowledge that ODF is working on a more inclusive workforce. Some methods to support this will be through recruitment, updating the agency succession plan, and to review the DEI strategic plan by updating data to current relevant information to measure the agencies needs and to make adjustment to the progress in these goals.

CONTEXT

- Demographic memo provided to the Board to assist in the discussion for areas to develop and improve.
- The Demographic memo provides relevant information for the Board to understand that ODF has diversity within the agency.

RECOMMENDATION

- Information only

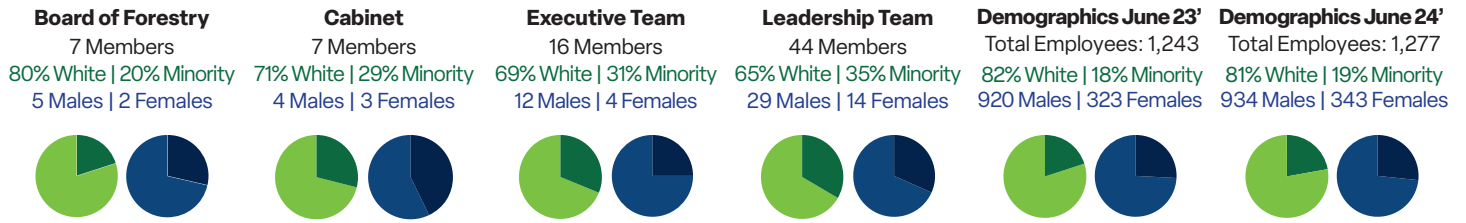
NEXT STEPS

- DEI Strategic Officer will provide quarterly update to the board

ATTACHMENTS

- Data on ODF Demographics

CURRENT ODF DEMOGRAPHICS



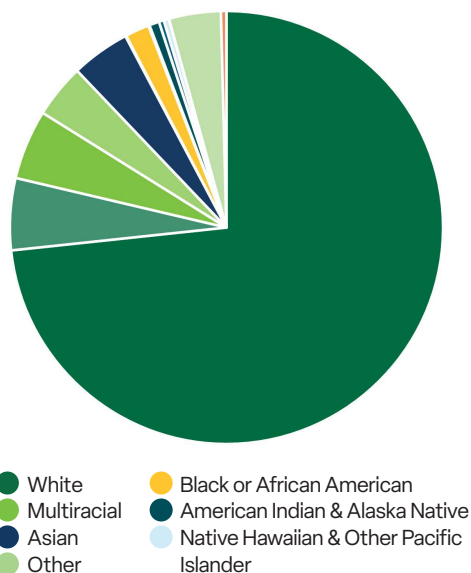
ODF Race and Ethnicity Data as of June 30, 2023

Race/Ethnicity Pie Chart	Race/Ethnicity	Limited Duration (Fixed Term)		Off-Season (Seasonal)		On-Season (Seasonal)		Permanent		Temporary (Fixed Term)		Total	
		(Percent & Number)	(Percent & Number)	(Percent & Number)	(Percent & Number)	(Percent & Number)	(Percent & Number)	(Percent & Number)	(Percent & Number)	(Percent & Number)	(Percent & Number)		
	American Indian or Alaska Native	0.0%	0	0.0%	0	4.6%	22	1.8%	12	0.0%	0	2.7%	34
	Asian	0.0%	0	0.0%	0	1.9%	9	0.4%	3	0.0%	0	1.0%	12
	Black or African American	0.0%	0	0.0%	0	0.0%	0	0.3%	2	0.0%	0	0.2%	2
	Hispanic or Latino	6.3%	2	0.0%	0	5.6%	27	4.1%	28	0.0%	0	4.6%	57
	I do not wish to answer	9.4%	3	0.0%	0	10.0%	48	3.5%	24	19.1%	9	6.8%	84
	Native Hawaiian or Other Pacific Islander	0.0%	0	0.0%	0	0.8%	4	0.4%	3	0.0%	0	0.6%	7
	Two or More Races	6.3%	2	25.0%	1	2.3%	11	1.5%	10	2.1%	1	2.0%	25
	White	78.1%	25	75.0%	3	74.7%	357	88.0%	600	78.7%	37	82.2%	1,022
	Total	100.0%	32	100.0%	4	100.0%	478	100.0%	682	100.0%	47	100.0%	1,243

ODF Race and Ethnicity Data as of June 30, 2024

Race/Ethnicity Pie Chart	Race/Ethnicity	Limited Duration (Fixed Term)		Off-Season (Seasonal)		On-Season (Seasonal)		Permanent		Temporary (Fixed Term)		Total	
		(Percent & Number)	(Percent & Number)	(Percent & Number)	(Percent & Number)	(Percent & Number)	(Percent & Number)	(Percent & Number)	(Percent & Number)	(Percent & Number)			
	American Indian or Alaska Native	0.0%	0	0.0%	0	3.8%	19	1.9%	13	2.6%	1	2.6%	33
	Asian	0.0%	0	0.0%	0	2.2%	11	0.9%	6	0.0%	0	1.3%	17
	Black or African American	0.0%	0	0.0%	0	0.0%	0	0.3%	2	0.0%	0	0.2%	2
	Hispanic or Latino	2.7%	1	33.3%	2	5.7%	28	4.4%	31	0.0%	0	4.9%	62
	I do not wish to answer	5.4%	2	0.0%	0	8.7%	43	4.0%	28	43.6%	17	7.0%	90
	Native Hawaiian or Other Pacific Islander	0.0%	0	0.0%	0	0.6%	3	0.4%	3	2.6%	1	0.5%	7
	Two or More Races	5.4%	2	0.0%	0	4.3%	21	1.6%	11	5.1%	2	2.8%	36
	White	86.5%	32	66.7%	4	74.7%	369	86.6%	607	46.2%	18	80.7%	1,030
	Total	100.0%	37	100.0%	6	100.0%	494	100.0%	701	100.0%	39	100.0%	1,277

Oregon Population Data



Where does Oregon rank in diversity nationally? **30th** (2020 Census)

What is the diversity breakdown of Oregon?

The racial and ethnic distribution varies by age:
 Over 18: **80%** of Adults are White and **10%** are Latina(o)
 Under 18: **64%** of Children are White and **22%** are Latina(o)

The 5 Largest Ethnic Groups in Oregon (Visual at right)

White (Non-Hispanic) **73.3%** | White (Hispanic) **5.37%** | Two+ (Non-Hispanic) **5.2%**
 Asian (Non-Hispanic) **4.38%** | Two+ (Hispanic) **4.01%**

2020 Oregon Workforce

892,656 Females **47.4%** | 991,313 Males **52.6%** | 1,883,969 Total

In 2022, Oregon had a population of 4.23M people with a median age of 39.9 and a median household income of \$76,632. Between 2021 and 2022 the population of Oregon grew from 4.21M to 4.23M, a 0.528% increase and its median household income grew from \$70,084 to \$76,632, a 9.34% increase.