

2017-2019
AFFIRMATIVE ACTION
DIVERSITY AND
INCLUSION PLAN

Lindsey Capps
775 Court Street NE, Salem, OR 97301
503-373-1283

*Chief
Education
Office*

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Oregon

Kate Brown, Governor

Chief Education Office

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December 14, 2016

The Governor's Office of Diversity & Inclusion/Affirmative Action
Public Service Building
255 Capitol Street NE, Suite 126
Salem, OR 97301

Dear Ms. Stoudamire-Wesley,

It is the policy of the Chief Education Office (CEdO) to provide a workplace for its employees that is free from discrimination on the basis of race, color, sex, marital status, age, religion, ancestry, national origin, sexual orientation, or mental or physical disability.

The CEdO Affirmative Action Plan is a key component of the agency's ongoing diversity development efforts. We continue to engage in numerous and varied activities in support of our affirmative action goals as we strive to become a leader in the area of affirmative action.

Our affirmative action efforts include reaching across traditional boundaries to ensure the entry and growth of people of color, women, and people with disabilities into our workforce. Each and every employee of CEdO is expected to promote a positive, respectful work place and to appreciate and encourage diversity of backgrounds, situations, and perspectives.

We are pleased to present the CEdO Affirmative Action Plan for the 2017-19 biennium.

If you have any questions about the plan, please contact Wendy Hepburn at (503) 378-8380.

Sincerely,

Lindsey Capps
Chief Education Officer

CEdO 2017-2019 Revised Affirmative Action Diversity and Inclusion Plan



I. Description of the Agency

About the Chief Education Office

Senate Bill 215¹ (2015) created the Chief Education Office (CEdO) for the purpose of coordinating with education agencies, stakeholders, and cross-sector partners to establish a unified public education system that ensures that all public school students in Oregon reach the educational goals established for the state, from cradle to career.

Senate Bill 253 (2011) defined those goals to include the “40/40/20” goals for high school and college completion by 2025. Specifically, the state goal aspires to achieve the following for Oregonians in 2025: 40 percent of adult Oregonians will have earned a bachelor’s degree or higher; 40 percent of adult Oregonians will have earned an associate’s degree or postsecondary credential as their highest level of education attainment; and 20 percent of all adult Oregonians will have earned at least a high school diploma, an extended or modified high school diploma, or the equivalent of a high school diploma as their highest level of education attainment. These goals must be achieved equitably, with Oregon’s regional and cultural diversity equally adequately represented in each stage.

A. Chief Education Office Mission Statement

The Chief Education Office’s mission is to build and coordinate a seamless system of education that meets the diverse learning needs of every Oregonian, from cradle to career.

B. Name of Agency Head

Lindsey Capps
Chief Education Officer
775 Court Street NE
Salem, OR 97301
503-373-1283

C. Name of Governor’s Policy Advisor for CEdO

Lindsey Capps, Education Policy Advisor
503-986-6527, lindsey.d.capps@oregon.gov

¹ During the 2015 Legislative session, the OEIB Board itself was removed and the agency name changed to the Chief Education Office. Under SB 215, the agency sunset was extended until June 30, 2019. The purpose of the CEdO was redefined as coordination with education stakeholders to establish a unified public education system, eliminating the achievement compacts.

D. Name of Affirmative Action Representative

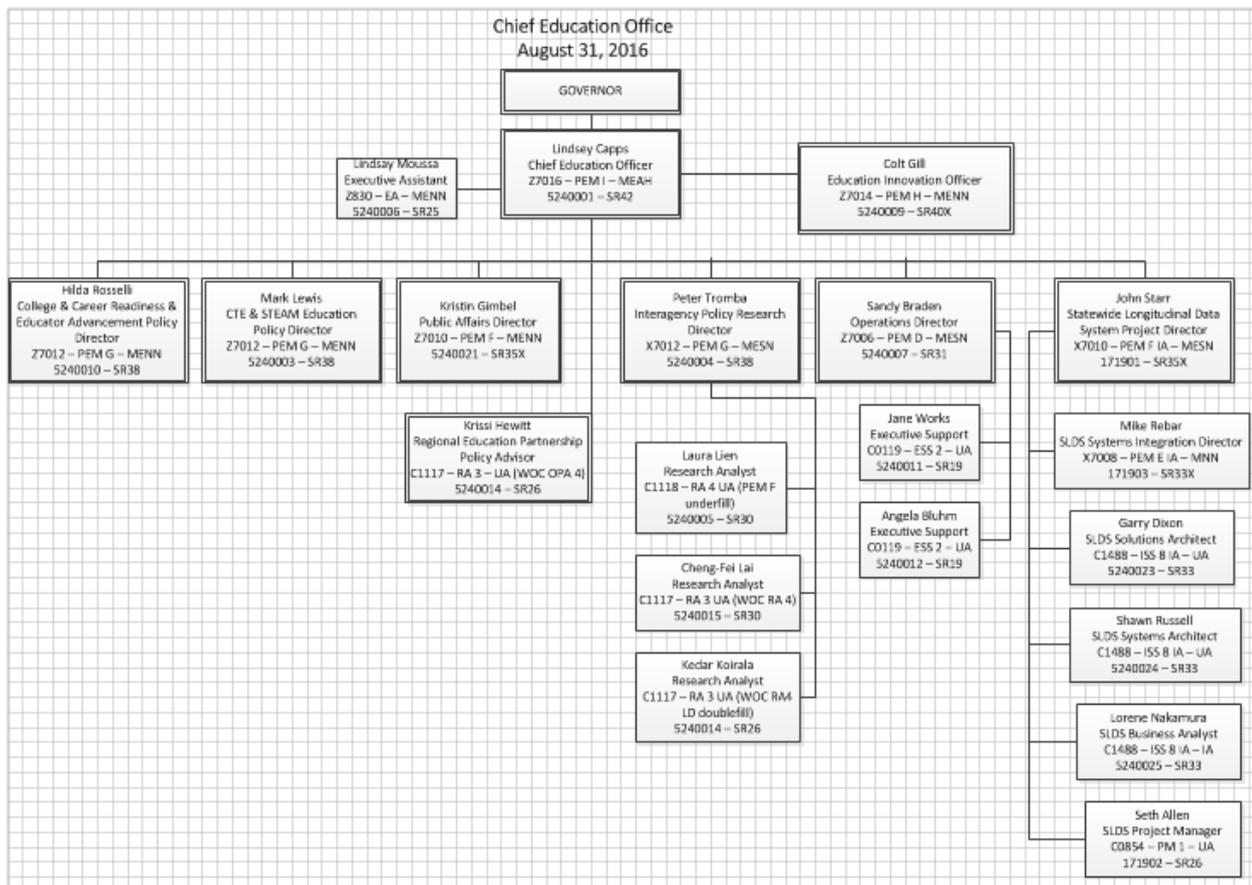
Wendy Hepburn, Human Resource Analyst
 Enterprise Human Resource Services
 503.378.8380, wendy.hepburn@oregon.gov

E. Identify your Agency's Diversity and Inclusion Officer

Wendy Hepburn, Human Resource Analyst
 Enterprise Human Resource Services
 503.378.8380, wendy.hepburn@oregon.gov

Please Note: We do not have dedicated FTE that has "diversity", "inclusion", "access", or "equity" in their working title.

Organizational Chart



II. Affirmative Action Plan

A. Agency Affirmative Action Policy Statement

This statement applies to all CEEdO staff and all matters relating to hiring, firing, promotion, benefits, compensation, and other terms and conditions of employment.

Affirmative Action Statement

CEEdO is committed to establishing and maintaining a diverse workforce, reflective of the diverse population within the State of Oregon. CEEdO is committed to an affirmative action program that provides equal opportunities for all persons regardless of race, color, religion, sex, sexual orientation, national origin, marital status, age, or disability.

It is also the policy of CEEdO to provide an environment for each applicant and employee that is free from sexual harassment, as well as harassment and intimidation on account of an individual's race, color, religion, gender, sexual orientation, national origin, age, or disability.

CEEdO is an equal-opportunity employer that is committed to a pro-active role in the recruitment and selection process. CEEdO will use diverse recruitment strategies to identify and attract candidates, and establish interview panels that represent protected-class groups.

CEEdO will not discriminate, nor tolerate discrimination, against any applicant for employment because of physical or mental disability, in regard to any position for which the known applicant for employment is qualified.

CEEdO 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, such as: advertising, benefits, compensation, discipline (including probation, suspension, and/or termination for cause, or layoff), recreation programs, and training. CEEdO will also continue to administer these practices without regard to race, color, religion, gender, sexual orientation, national origin, age or disability.

Additionally, all applicants and employees are protected from coercion, intimidation, interference, or discrimination for filing a complaint or assisting in an investigation under this policy.

CEEdO will not discriminate or tolerate discrimination against any employee because they are a member of, apply to be a member of, perform, have performed, applied to perform or have an obligation to perform service in a uniformed service.

B. Agency Diversity and Inclusion Statement

CEdO is committed to establishing, monitoring, and maintaining a work environment where all employees are valued, treated fairly, and given opportunities to develop and grow to their full potential. 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 personality broaden the range of perspectives in and approaches to conducting the work we do at CEdO.

CEdO 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 contributing leadership and resources to increase the skills, knowledge, and career opportunities of Oregonians.

C. Training, Education and Development Plan (TEDP)

At CEdO, State Policy 50.045.01, *Employee Development and Implementation of Oregon Benchmarks for Workforce Development* is used to promote employee career growth.

CEdO recognizes that its employees are its greatest resource. Investing in employee development and enhancing employee knowledge, skills and abilities is one of the agency's highest priorities. All employees receive formal, annual performance evaluations.

The CEdO requires an annual Professional/Leadership Development plan from all employees. The employee identifies professional/leadership goals and priorities that will benefit both the employee and the agency and a timeline for achieving their goals. These plans are then addressed annually during the employee's performance evaluation with their supervisor. Due to financial constraints of the agency, our employees will receive professional/leadership development through opportunities which are little or no cost or those which would be of value to all employees.

i. Employees

- The Affirmative Action Plan including the agency's AA Statement is posted on the agency website's home page and emailed to all employees
- Training opportunity access is available to all employees per the Statewide Employee Development and Implementation of Oregon Benchmarks for Workforce Development Policy (50.045.01).

ii. CEdO New Employee Orientation is provided within the first week of employment to new employees along with staff to guide them through their first days of employment and to answer any questions.Volunteers

CEdO does not currently have any volunteers and there is currently no plan to utilize volunteers.

iii. Contractors/Vendors

CEdO does not provide diversity training to vendors currently. CEdO vendors are notified of EEO policy via our federally mandated electronic EEO clause included in our RFP's and contracts which states:

To the best of the undersigned's knowledge, Contractor has not discriminated against and will not discriminate against minority, women or emerging small business enterprises certified under ORS 200.055 in obtaining any required subcontracts.

D. Programs

i. Internships

In 2015 CEdO provided unpaid internship opportunities to three individuals, designed to provide experience for students and other community members seeking professional growth in the majors or disciplines including but not limited to areas of educational policy and administration, political science and public administration, communications/marketing, educational equity, and birth to college and career programming. The demographics of the interns were not captured.

The agency hasn't completed or implemented a formal internship program at this time. In the event the CEdO establishes an internship program, it will collect all demographic and/or regional information on their interns.

ii. Mentorship Program(s)

CEdO encourages managers and supervisors to become mentors to their employees. All new employees are assigned a mentor upon their hire.

iii. Community Outreach Program

CEdO adopted an Equity Lens to evaluate and assess education policy, program and investments across the cradle to career education system. The agency has staff dedicated to coordinating and implementing initiatives aimed at improving outcomes for students and

families of color in which community engagement, diversity, and inclusion are integrated strategies.

The Chief Education Office speaks to groups about the Equity Lens and works with communities and partners to operationalize its commitment to achieving equitable student outcomes across policy development, budget strategies, and community engagement. The CEEdO is committed to building strategic partnerships and engaging people from across the state to ensure that the voices of Oregon students and families are represented in decision-making that affects them.

Our staff has built collaborative partnerships that align with the values of the Equity Lens with organizations representing communities of color, tribal communities, English learner communities, Lesbian Gay Bisexual Transgender Queer (LGBTQ) communities, and students in poverty from both urban and rural Oregon.

At CEEdO, we have sponsored and co-sponsored community forums and have convened with/or in collaboration with educators and community based organizations to advance the CEEdO's recommended policies and priorities. They provide outstanding opportunities for:

- Building community relationship and partnerships
- Enhancing CEEdO's community presence and priorities
- Information sharing and networking
- Creating policies and investment strategies in partnership with the communities who they are designed to impact

Organizations and activities in which the Chief Education Office participates in include:

- Government to Government education cluster meetings and activities. This includes quarterly meetings for the cluster, as well as special informational and educational activities related to education and workforce development.
- Oregon Educator Equity Advisory Committee, which includes work on the Oregon Educator Equity Report.
- Accelerated Learning Committee.
- Council for Educator Advancement.
- Educator Equity Summit.
- Oregon Advocacy Commission.

- Cross-cultural community groups including the Latino, Native American and African American communities.
- Student Success and Retention Conference.
- Culturally Responsive Pedagogy and Practices Workshop.
- Culturally Responsive Practices Workgroup.
- Early Learning Division Equity Subcommittee.
- Regional Achievement Collaboratives.
- American Indian/Alaskan Native State Plan community conversation convenings with each of Oregon's nine federally recognized tribes.
- The CEEdO Bulletin is available to anyone with email or Twitter access. The Bulletin shares information on statewide initiatives, strategic investments, innovative programs, policies, and resources. It also asks stakeholders for feedback on ongoing policy development and state education strategies.

iv. Diversity Awareness Program

CEEdO is in the early stages of building its strategy to ensure diversity awareness and culturally responsive practices and policies for staff. We acknowledge that developing a formal diversity plan is a critical priority for the organization. The following activities have increased our capacity to facilitate conversations with staff about race and ethnicities.

- The Equity Lens Guided Facilitator Questions
- Oregon Leadership Network (OLN) Partnership and Events

CEEdO continues to advance Professional Development opportunities that assist in education, training, and actionable plans that promote ethnic and cultural diversity awareness for staff.

CEEdO job announcements are shared with the Governor's Affirmative Action Office and numerous outreach channels to ensure an applicant pool that better reflects the rich diversity of Oregon.

v. Leadership Development/training programs

For the period of July 1, 2015 through June 30, 2016 CEEdO employees have attended/participated as follows:

- Domestic Violence Awareness training
- GoToMeeting Webinar's
- Project Management Professional certification
- OSHA – Safety Committees & Meetings
- OSHA – Accident Investigation
- Leadership Oregon
- Culturally Responsive Pedagogy and Practices Workshop
- Webinar: Creating Quality Concurrent Enrollment Programs in Rural Schools
- Network for Quality Teaching and Learning Common Core State Standards Training
- Equity in Education Workshop
- Oregon Leadership Network Conferences
- Decoding Dyslexia Simulation
- Teaching with Purpose Workshop
- Student Success and Retention Conference
- COSA English Language Learners Conference
- NASDTEC
- RAC Summit
- National Association on Concurrent Enrollment
- Network Improvement Conference

The CEEdO is and will continue to look into training opportunities provided by other State Agencies in which CEEdO employees may have an opportunity to attend. The CEEdO staff has suggested areas in which they would like to receive training as a group and we are looking into this and will hold quarterly trainings to the extent possible.

E. Update: Executive Order 16-09

i. Respectful Leadership Training (Diversity, Equity & Inclusion)

CEEdO is committed to the goals of enriching the diversity of the agency and is in the process of developing a training plan for management and classified staff.

CEEdO implements strategies to recruit, retain, and promote a diverse staff at all levels of the organization. These strategies aim to reach populations that are representative of those being served.

ii. Statewide Exit Interview Survey

CEEdO encourages all employees to complete this DAS web-based, exit-interview tool prior to their transfer or departure:

<https://www.surveymonkey.com/r/?sm=IAJR4u0EIQsd0AFOvnPZ39VenjZEA0t0zdy91p1USLA%3d>

Participation is optional and all responses are anonymous and cannot be traced back to an individual. The survey is conducted in a safe and non-threatening manner and covers such items as benefits; working conditions; opportunities for career advancement; quality and quantity of workload; and relationships with co-workers and supervisors.

iii. Performance Evaluation of all Management Personnel

Manager’s performance will be evaluated yearly to assess how well they foster a diverse workforce, in accordance with the statewide Performance Management Process Policy (50.035.01) as well as their effectiveness in achieving affirmative action objectives (ORS 659A.012). Annual evaluations are issued around October 1st of every year.

F. Status of Contracts to Minority Businesses (ORS 659A.015)

i. Number of contracts with Minority, Disadvantaged, and/or Women-owned businesses

CEdO provides notice to certified firms for all competitive solicitations through Oregon Procurement Information Network (ORPIN). At the time of this reporting, CEdO did not contract with any emerging small business and women owned business. However, of the 25 contracts, CEdO entered into personal services contracts with three individual women two of which are individuals of color. None are currently certified as OMWESB; 13 contracts were intergovernmental agreements with Educational Service Districts, School Districts and Community Colleges wherein the CEdO awarded grant funding to Regional Achievement Collaboratives through a competitive process with a specific focus to support community efforts to forge connections across sectors, and to leverage regional assets towards improving educational outcomes. The other nine contracts were small contracts for very specific needs and they have not been identified as OMWESB firms.

The CEdO utilizes DAS Procurement for their contracting purposes. All Requests for Proposals and contract awards are posted on ORPIN. It is the intent of the CEdO to include language in all Request For Proposals indicating that additional points will be given to OMWESB firms who apply and will also seek to expand our notification list of all RFP to include OMWESB firms to the extent possible.

Total # of Contracts	WBE/MBE Contracts	Total Contract Value
25	0	\$623,390

III. Roles for Implementation of Affirmative Action Plan

A. Responsibilities and Accountabilities

i. Chief Education Officer

The Chief Education Officer directs and supervises all activities of the Chief Education Office. The Chief Education Officer reports to the Governor annually and biennially to the Legislative Ways and Means Committee, on the progress and outcomes of the CEEdO's Affirmative Action Plan. Pursuant to administrative rule 105-040-001, the Chief Education Officer ensures that:

- a. Equal employment opportunities are afforded to all applicants and employees by making employment related decisions that are non-discriminatory; and
- b. Employment practices are consistent with the state's Affirmative Action Guidelines under ORS 659A.012-659A.015 and federal laws to:
 - (i) Promote good faith efforts to achieve established affirmative action objectives; and
 - (ii) Take proactive steps to develop diverse applicant pools for position vacancies.

ii. Managers/Supervisors

All executive and management service employees are responsible for carrying out the agency policies, including the Affirmative Action policy. Managers regularly address affirmative actions with their staff during meetings, and work closely with the Operations Director for the best recruiting strategy and processes to ensure there is no intended or unintended bias.

Managers and Supervisors are expected to foster and promote the importance of a diverse workforce free of discrimination and harassment to staff and follow the statewide Discrimination and Harassment Free Policy 50.010.01 in order to:

- Ensure subordinates receive an orientation on the agency's affirmative action goals and responsibilities, and understand their own responsibilities for helping promote diversity and a harassment free work environment.

iii. Affirmative Action Representative

CEEdO contracts HR services with the Department of Administrative Services, Enterprise HR Services Division (EHR). The HR Affirmative Action Representative reports to the EHR Administrator and works directly with the HR Manager assigned to support CEEdO in order to:

- Ensure employees receive and engage in a thorough orientation to CEEdO and to state government; this includes review of AA and EEO policy with employees during the New Employee Orientation;
- Promote and oversees effective retention practices using the Affirmative Action Plan.
- Assist with and/or investigate and address EEO/AA complaints;
- Report EEO complaints or areas needing improvement to management team members; and
- Provide EEO/AA and ADA training options to the agency.

IV. July 1, 2015-June 30, 2017

A. Accomplishments

1. Seven (7) recruitments have been performed since July 2015. Three of the positions were new ISS-8, two were for Research Analyst positions and two were for Executive Support positions. The recruitments were conducted in a way that would provide the most diverse candidate pool possible. Every candidate that met the qualifications and rated highest on the scoring criteria was offered an interview. Interviews were conducted by panels that consisted of men and women, as well as co-workers. We managed to reach a diverse audience without spending anything on advertising.
2. CEEdO developed a Training, Education and Development Plan (TEDP) in which employees set their priorities for their development and timeline for achieving those goals. These priorities and goals will be incorporated into the employee's annual performance evaluations.
3. CEEdO began work on the development of a formal internship program but due to staffing changes and shortages, has not been able to implement at this time.
4. CEEdO has developed a mentorship program for its new employees

B. Progress Made or Lost Since Previous Biennium

Current status 6/30/2016

06/30/16 STATISTICS - EEO CATEGORY	TOTAL CE&O EMP	WMIN FT	WMIN %	WMIN PARITY	WMIN GOAL	WMIN UNDER GOAL	PEOPLE OF COLOR	PEOPLE OF COLOR PARITY	POC GOAL	POC UNDER GOAL	PEOPLE W/DISB	PWD PRTY	PWD GOAL	PWD UNDER GOAL
X7008 PRINCIPAL EXECUTIVE/MANAGER E	1	0	0.00%	36.60%	0.3	0.3	0	12.20%	0.1	0.1	0	6.00%	0	
X7010 PRINCIPAL EXECUTIVE/MANAGER F	1	0	0.00%	36.60%	0.3	0.3	0	12.20%	0.1	0.1	0	6.00%	0	
X7012 PRINCIPAL EXECUTIVE/MANAGER G	1	0	0.00%	36.60%	0.3	0.3	0	12.20%	0.1	0.1	0	6.00%	0	
Z7006 PRINCIPAL EXECUTIVE/MANAGER D	1	1	100.00%	36.60%	0.3		0	12.20%	0.1	0.1	0	6.00%	0	
Z7010 PRINCIPAL EXECUTIVE/MANAGER F	1	1	100.00%	36.60%	0.3		0	12.20%	0.1	0.1	0	6.00%	0	
Z7012 PRINCIPAL EXECUTIVE/MANAGER G	2	1	50.00%	36.60%	0.7		0	12.20%	0.2	0.2	0	6.00%	0.1	0.1
Z7014 PRINCIPAL EXECUTIVE/MANAGER H	1	0	0.00%	36.60%	0.3	0.3	0	12.20%	0.1	0.1	0	6.00%	0	
Z7016 PRINCIPAL EXECUTIVE/MANAGER I	0	0	0.00%	36.60%	0		0	12.20%	0		0	6.00%	0	
A02 UPPER MANAGEMENT (SR 31+)	8	3	37.50%	36.60%	2.9		0	12.20%	0.9	0.9	0	6.00%	0.4	0.4
A OFFICIAL/ADMINISTRATOR	8	3	37.50%				0			0.9	0			0.4
C1117 RESEARCH ANALYST 3	2	2	100.00%	43.70%	0.8		1	10.00%	0.2		0	6.00%	0.1	0.1
C1118 RESEARCH ANALYST 4	1	1	100.00%	43.70%	0.4		0	10.00%	0.1	0.1	0	6.00%	0	
B09 SOCIAL SCIENCE/PLANNER/RESRCHR	3	3	100.00%	43.70%	1.3		1	10.00%	0.3		0	6.00%	0.1	0.1
C1488 INFO SYSTEMS SPECIALIST 8	1	1	100.00%	32.40%	0.3		0	13.00%	0.1	0.1	1	6.00%	0	
B12 COMPUTER ANALYST	1	1	100.00%	32.40%	0.3		0	13.00%	0.1	0.1	1	6.00%	0	
C0854 PROJECT MANAGER 1	1	0	0.00%	41.10%	0.4	0.4	0	9.50%	0		0	6.00%	0	
C0870 OPERATIONS & POLICY ANALYST 1	0	0	0.00%	41.10%	0		0	9.50%	0		0	6.00%	0	
Z0830 EXECUTIVE ASSISTANT	1	1	100.00%	41.10%	0.4		0	9.50%	0		0	6.00%	0	
B16 PROGRAM COORDINATOR/ANALYST	2	1	50.00%	41.10%	0.8		0	9.50%	0.1	0.1	0	6.00%	0.1	0.1
B PROFESSIONALS	6	5	83.33%				1			0.2	1			0.2
C0119 EXECUTIVE SUPPORT SPECIALIST 2	1	1	100.00%	70.30%	0.7		0	9.70%	0		0	6.00%	0	
Z0119 EXECUTIVE SUPPORT SPECIALIST 2	0	0	0.00%	70.30%	0		0	9.70%	0		0	6.00%	0	
F00 ADMINISTRATIVE SUPPORT	1	1	100.00%	70.30%	0.7		0	9.70%	0		0	6.00%	0	
F ADMINISTRATIVE SUPPORT	1	1	100.00%				0				0			
TOTALS	15	9	60.00%				1			1.1	1			0.6

The data on the above chart shows a vacant PEM I as the current Chief Education Officer is on rotation to the CE&O from the Governor's Office and is shown on the EEO report for the Governor's Office. This report also reflects that we had a vacant Executive Support Specialist 2 position on June 30, 2016.

Additionally, our organization chart shows three ISS-8 positions which were created and filled in July of 2016 as well as a double-filled Research Analyst position which are not listed on this report.

Previous biennium status

As a new agency, previous information is not available.

VI. July 1, 2017-June 30, 2019

A. Goals for Our Affirmative Action Plan/Programs

Key Goals: To create an agency culture that is safe, welcoming, inclusive and reaffirming for all employees; and to increase the number of staff who reflect the rich diversity of cultures and perspectives within our State.

B. Strategies for Achieving Those Goals

CEdO is applying active strategies in alignment with ORS 243.305 policy of affirmative action and fair and equal employment opportunities and advancement, and DAS recruitment policies and guidelines. Increasing workplace diversity and awareness efforts will include:

1. Upon the removal of CEdO's sunset, CEdO will develop volunteer membership for a CEdO Affirmative Action Workgroup, dedicated to the advancement of diversity, recommending affirmative action goals and increased diversity within the agency.
2. CEdO will ensure that affirmative action and diversity responsibilities are included in the hiring manager's job descriptions.
 - So that they apply such philosophies in their day-to-day work, and that management effectiveness in taking affirmative action is included in annual performance appraisals, in compliance with ORS 659.025 (1) *"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, every state agency shall be required to include in the evaluation of all management personnel the manager's or supervisor's effectiveness in achieving affirmative action."*
3. To foster an agency culture of inclusion, one that celebrates the diversity of ideas, traditions, backgrounds and perspectives of staff and partners. To encourage staff to identify and contribute to the removal of barriers that hinder or prevent a diverse work environment.
4. To ensure employees receive and engage in a thorough orientation to CEdO's affirmative action policy, goals and an employee's role in contributing to a diverse workforce free of harassment;
 - To coordinate annual presentation and review of the plan at an All-Staff meeting and, additionally, CEdO will have a standing item on their regular all-staff meeting to identify

any current opportunities or barriers that are impacting the agency's ability to advance its commitment to operationalize the Equity Lens.

5. To encourage all employees to complete the DAS web-based exit interview survey tool prior to their transfer or departure.
6. By posting the Affirmative Action Plan on CEEdO's website upon approval and adoption.
7. By public announcement of the Plan and its availability on the web, to partners and state agency personnel.
8. To ensure that CEEdO will include the biennial affirmative action information as part of the regular Ways and Means presentation to the legislature.
9. Succession Plan

Currently there is no formal succession plan as the CEEdO is scheduled to sunset June 30, 2019. Upon lifting of this sunset, the CEEdO will begin work to develop a succession plan

10. Timelines

The plan will be posted on CEEdO's website upon approval of the plan from the Governor's Office of Diversity & Inclusion/Affirmative Action.

VII. Appendix A – State Policy Documentation

(Links to be inserted once available)

- A. ADA and Reasonable Accommodation Policy (*Statewide Policy No. 50.020.10*)
- B. Discrimination and Harassment Free Workplace (*Statewide Policy No. 50.010.01*)
- C. Employee Development and Implementation of Oregon Benchmarks for Workforce Development (*Statewide Policy No. 50.045.01*)
- D. Veterans Preference in Employment (*Statewide Policy No. 105-040-0015*)
- E. Equal Opportunity and Affirmative Action Rule (*Statewide Policy No. 105-040-0001*)
- F. Executive Order 16-09

VIII. Appendix B – Federal Documentation

(Links to be inserted once available)

- A. Age Discrimination in Employment Act of 1967 (ADEA)
- B. Disability Discrimination Title I of the Americans with Disability Act of 1990

- C. Equal Pay and Compensation Discrimination Equal Pay Act of 1963, and Title VII of the Civil Rights Act of 1964
- D. Genetic Information Discrimination Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA)
- E. National Origin Discrimination Title VII of the Civil Rights Act of 1964
- F. Pregnancy Discrimination Title VII of the Civil Rights Act of 1964
- G. Race/Color Discrimination Title VII of the Civil Rights Act of 1964
- H. Religious Discrimination Title VII of the Civil Rights Act of 1964
- I. Retaliation Title VII of the Civil Agency Affirmative Action Policy
- J. Sex-Based Discrimination Title VII of the Civil Rights Act of 1964
- K. Sexual Harassment Title VII of the Civil Rights Act of 1964