



**STATE OF OKLAHOMA
OFFICE OF PERSONNEL MANAGEMENT**

"Working for Oklahoma"

OPM 06-12

DATE: June 12, 2006

TO: All Appointing Authorities

FROM: Oscar B. Jackson, Jr., IPMA-CP, Administrator and
Cabinet Secretary of Human Resources and Administration

A handwritten signature in blue ink, appearing to read "Oscar B. Jackson, Jr.", is positioned to the right of the "FROM:" field.

**SUBJECT: FY 2005 Oklahoma State Government
Equal Employment Opportunity/Affirmative Action Status Report**

In compliance with Section 840-2.1 of Title 74 of the Oklahoma Statutes, the Office of Personnel Management (OPM) has published the *Oklahoma State Government Equal Employment Opportunity/Affirmative Action Status Report* for the reporting period July 1, 2004, through June 30, 2005. (Please see attached press release.) A copy of the full report is available on the OPM web site, www.opm.ok.gov, under the "Reports and Publications, Miscellaneous" link.

During this reporting period, 114 state agencies submitted affirmative action plans. Highlights from the report include:

- The total number of employees in the state work force reflects 1,035 more employees (33,316 vs. 34,351), or an increase of 3.1 percent.
- There are 369 more minority employees (6,717 vs. 7,086) employed by the state, representing an increase of 5.5 percent.
- Overall minority representation continues to exceed the civilian labor force (CLF) in the Officials/Administrator, Professional, Technician, Paraprofessional, Administrative Support, and Service Maintenance job categories.
- Female employment increased by 727 employees (18,420 vs. 19,147), an increase of 3.9 percent.
- Female representation in state government increased from 55.3 percent to 55.7 percent.
- Overall, females in Oklahoma state government are utilized at a rate higher than the CLF (55.7% vs. 46.2%).

The continuing mission of Oklahoma state government is to achieve a workforce that is truly representative of every racial, ethnic, and gender group in Oklahoma. This report reflects progress toward that goal.

If you have questions or desire additional information, please contact Brenda C. Thornton, OPM Director of Equal Opportunity and Workforce Diversity, at (405) 521-3082 or brenda.thornton@opm.ok.gov.

State of Oklahoma

Office of Personnel Management

For Immediate Release—June 12, 2006

*Contact: Brenda Thornton, Director, OPM Office of Equal Opportunity & Workforce Diversity,
(405) 521-3082*

State EEO/AA Report Shows Progress

According to the Oklahoma State Government Equal Employment Opportunity/Affirmative Action (EEO/AA) Status Report for Fiscal Year 2005, the State of Oklahoma's work force consisted of 34,351 employees in the 114 agencies, boards, and commissions required to submit a report. The information presented in this report reflects the status of state agencies' efforts and progress in the areas of affirmative action and equal employment opportunity during FY 2005, the fiscal year ending June 30, 2005.

An analysis of Oklahoma state government's EEO/AA efforts for the reporting period July 1, 2004, through June 30, 2005, indicates that progress was made in the employment of minorities and females. In comparison to the 2004 fiscal year report, information compiled reflects:

- The total number of employees in the state work force reflects 1,035 more employees (33,316 vs. 34,351), or an increase of 3.1 percent.
- There are 369 more minority employees (6,717 vs. 7,086) employed by the state, representing an increase of 5.5 percent.
- Overall minority representation continues to exceed the civilian labor force (CLF) in the Officials/Administrator, Professional, Technician, Paraprofessional, Administrative Support, and Service Maintenance job categories.
- Female employment increased by 727 employees (18,420 vs. 19,147), an increase of 3.9 percent.
- Female representation in state government increased from 55.3 percent to 55.7 percent.
- Overall, females in Oklahoma state government are utilized at a rate higher than the CLF (55.7% vs. 46.2%).

The EEO/AA report is prepared by the Oklahoma Office of Personnel Management (OPM) and distributed to the Governor, President Pro Tempore of the Senate, and Speaker of the House of Representatives, pursuant to Section 840-2.1 of Title 74 of the Oklahoma Statutes. The full report is located on the OPM web site at www.opm.ok.gov under "Reports and Publications."

Each agency in all branches of state government is required to annually develop and adopt a written affirmative action plan for submission to OPM no later than September 1. Affirmative action plans for executive branch agencies are subject to the approval of the Administrator of OPM. The Administrator submits recommendations to approve or reject an agency plan based on standards adopted by the Administrator. OPM maintains a copy of each agency's affirmative action plan for review by interested parties.

Members of the Affirmative Action Review Council are R. Charles Smith, Chair and Civil Rights Administrator for the Department of Health; Peggy J. Carter, Vice-Chair and Affirmative Action Officer for the Department of Corrections; State Representative Opio Toure (House District 99); State Representative Jabar Shumate (House District 73); Carole S. Call, Assistant Equal Opportunity Officer and Director of Institutional Research for the OU Health Sciences Center; and, Glenda F. Love, Director of the Ronald McDonald House in Tulsa.

Agencies with fewer than two employees are not required to report work force data under the state's Affirmative Action Program. In addition, the Attorney General has determined that the Administrative Director of the Courts cannot be required to submit an affirmative action plan to OPM for the judicial branch of state government unless directed to do so by order of the Supreme Court of Oklahoma (AG Opinion 2001-16). The Administrative Director of the Courts did not submit a plan for this reporting period.

Oscar B. Jackson, Jr., Administrator of the Office of Personnel Management and the Governor's Cabinet Secretary of Human Resources and Administration, stated, "We are extremely pleased that this report shows state government continues to make great progress in the areas of equal opportunity and affirmative action. We continue to improve the utilization of ethnic minorities and females in all categories of employment within our statewide work force, which is reflective of the diversity of the people of Oklahoma."

For additional information, please contact Brenda C. Thornton, OPM Director of the Office of Equal Opportunity and Workforce Diversity, at brenda.thornton@opm.ok.gov or by telephone at (405) 521-3082.

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