



**STATE OF OKLAHOMA  
OFFICE OF PERSONNEL MANAGEMENT**

*"Working for Oklahoma"*

**OPM 09-25**

**DATE:** August 11, 2009

**TO:** All Appointing Authorities

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

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

The Office of Personnel Management (OPM) has once again published the **Oklahoma State Government Equal Employment Opportunity/Affirmative Action Status Report** prepared by the OPM Office of Equal Opportunity and Workforce Diversity (EOWD). The report is issued on an annual basis in accordance with the Oklahoma Personnel Act, which mandates that agencies, boards, commissions, departments, and offices of each branch of state government prepare an annual affirmative action plan (AAP) and file it with OPM by September 1 of each year.

This Status Report is the collated data from state agencies' AAP's for the reporting period beginning July 1, 2007, and ending June 30, 2008. One hundred fourteen (114) state agency plans were submitted for review during this reporting period. Highlights from the report indicate:

- The State of Oklahoma's workforce consisted of 34,923 employees, a decrease of 317 state employees (-0.9 percent) from the 35,240 reported as of June 30, 2007.
- During this reporting period, total minorities comprised 22.1% of the state's workforce, an overall increase of 0.6% from 21.5% in 2007.
- Raw numbers reflect an increase of 141 minority employees (7,718 vs. 7,577) or 1.86% from this same period one year ago.
- Total female representation increased to 57.1 percent of state government's total workforce.
- Raw numbers show an increase of 46 female employees or 0.23% from 19,889 in 2007 to 19,935 in 2008.
- An analysis of state government's equal employment opportunity and affirmative action efforts for this reporting period indicates overall progress was made proportionate to the employment of minorities and females.

The EEO/AA report is prepared 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, and others upon request.. The full report is located on the OPM website at [www.opm.ok.gov](http://www.opm.ok.gov).

For additional information regarding this report, please contact the OPM EOWD staff:

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