



STATE OF OKLAHOMA  
OFFICE OF PERSONNEL MANAGEMENT

"Working for Oklahoma"

**OPM 10-19**

**DATE:** June 23, 2010

**TO:** All Appointing Authorities

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

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

**RE: FY-2009 State EEO/AA Status Report Published**

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' AAPs for the reporting period beginning July 1, 2008, and ending June 30, 2009. One hundred fifteen (115) state agency plans were submitted for review during this reporting period. Highlights from the report indicate:

- The State of Oklahoma's workforce consisted of 35,251 employees, an increase of 328 state employees (0.94 percent) from the 34,923 reported as of June 30, 2008.
- During this reporting period, total minorities comprised 22.4% of the state's workforce, an overall increase of 0.3% from 22.1% in 2008.
- Raw numbers reflect an increase of 161 minority employees (7,879 vs. 7,718) from this same period one year ago.
- Total female representation remained at 57.1 percent of state government's total workforce
- Raw numbers show an increase of 178 female employees or 0.89% from 19,935 in 2008 to 20,113 in 2009.
- 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

*"We serve the people of Oklahoma by delivering reliable and innovative human resource services to our partner agencies to achieve their missions."*

Oklahoma Statutes, and others upon request. The full report may be accessed at the following web address:

[www.ok.gov/opm/documents/EEOStatusReportFY2009.pdf](http://www.ok.gov/opm/documents/EEOStatusReportFY2009.pdf)

Affirmative action plans for executive branch agencies are subject to the approval of the Administrator of OPM. The Administrator submits all plans to the six-member Affirmative Action Review Council for their review. The council reviews the plans for compliance with the standards adopted by the Administrator and makes recommendations to the Administrator to reject or approve the plan.

The current members of the Affirmative Action Review Council are Chair Harold Roberts, Director of Development/Public Affairs at the Deborah Brown Community School, Tulsa; Vice-Chair Representative Jabar Shumate, Oklahoma House of Representatives for District 73; Representative Michael Shelton, Oklahoma House of Representatives for District 97; Sylvia Morales, Attorney, Oklahoma City; Jonathan S. Small II, Director of Government Affairs for the Oklahoma Insurance Department; and Currie Ballard, Historian and member of the Oklahoma Historical Hall of Fame, Coyle, Oklahoma.

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

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