

VICTOR ATIYEH
GOVERNOR



OFFICE OF THE GOVERNOR
STATE CAPITOL
SALEM, OREGON 97310

November 13, 1986

Governor-Elect Goldschmidt
Transition Team
State Capitol
Salem, Oregon 97310

Dear Governor-Elect Goldschmidt:

This is a status report on the State of Oregon's Affirmative Action office.

On file in the Affirmative Action office are copies of all annual reports and Governor's affirmative action plans. These documents provide information on the overall program -- its purpose, authority, programs and results.

Also on file are the individual agency affirmative action plans; their self evaluations, and back up information on agency programs.

The Administration of state government's affirmative action program has been through the Governor's Affirmative Action office which includes the director, a deputy director or staff assistant, and a management assistant.

The Affirmative Action office has worked closely with agency affirmative action officers to carry out the Governor's mandate by directing programs, developing and presenting training; developing outreach and recruitment programs; providing agency consultation; organizing community visitations and town hall meetings and mediating discrimination complaints. Conferences relevant to civil rights, equity and affirmative action have also been sponsored by the Affirmative Action office.

Although agency affirmative action officers have functioned as agents of this office, our office continues to hold agency administrators as accountable for their affirmative action program and results.

The strengths of the state's program are as follows:

1. Strong executive and legislative support;
2. Statutory support for the program;
3. An Executive Order that clearly articulates the Governor's expectations and defines the role of Affirmative Action office;

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4. Awareness by agency administration of the Governor's expectations. Each agency has an affirmative action plan and current self-evaluation on file;
5. Statutory changes in the personnel system which facilitates effective affirmative action implementation;
6. An established network with organizations that serve the interest of protected classes;
7. Cooperation from the Executive Department, Training Section, in developing necessary training programs.

Obstacles to the Affirmative Action program in state government are:

1. Spokespersons on the federal level who allude to affirmative action being reverse discrimination;
2. Availability of minorities in the statewide applicant pool for positions statewide;
3. Low turnover in positions in executive service;
4. Lay-off policy;
5. Lack of affirmative action policy implementation at different levels within agencies.

Do read the 1985-85 annual report for state government. Even though the trend lines for females and minorities are upward the rate of increase for minorities is less than the rate of increase for the full workforce.

Although there have been significant changes in affirmative action in terms of effort, attitude, and results, there continues to be a need for an aggressive, strong program to continue and to improve upon the progress of the last few years.

Related Subjects

The Affirmative Action office has served as the liaison to the following Commission:

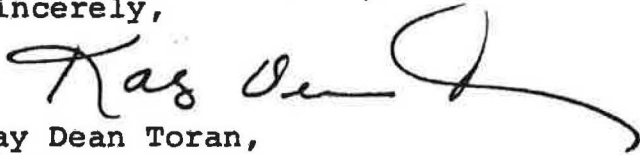
Commission on Black Affairs
Commission on Hispanic Affairs
Commission for Women.

Additionally our office has been the point of contact for organizations dealing with human rights, racial and religion harrasment, and the Neo-Nazi movement.

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If I can be of any help to you with questions about the Affirmative Action office, please let me know.

Sincerely,

A handwritten signature in cursive script, appearing to read "Kay Dean Toran". The signature is written in black ink and is positioned above the typed name.

Kay Dean Toran,
Director
Governor's Affirmative Action Office

KDT/mlp