



CITY OF PORTLAND
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TO: Mayor Tom Potter
Sam Adams, Commissioner
Nick Fish, Commissioner
Randy Leonard, Commissioner
Dan Saltzman, Commissioner

FR: Joseph M. Quinones, Senior Manager
Diversity Development and Affirmative Action Programs
Bureau of Human Resources

RE: 2005-2008 City of Portland Affirmative Action Plan – Data Comparison

This report summarizes the beginning and ending data for the 2005-2008 City of Portland Affirmative Action Plan. We have made gains in every category. Overall the City moved from 14.5% minority to 16.5% minority, an increase of 141 minority employees.

Affirmative Action Data – 2005

Category	Number	Percent
Total Employees	5,342	100%
Black	267	5%
Asian	286	5.35%
Hispanic	159	2.98%
Native	69	1.29%
Minority	781	14.62%
Female	1,707	31.95%

Affirmative Action Data – 2008

In 2008 the Federal Government established new guidelines for identifying and reporting employees. Asian and Pacific Islanders were divided into separate categories and a new category "Two or more Races" was added. This change in reporting criteria makes a comparison between the beginning and ending data for the 2005-2008 AA Plan slightly imprecise. The variance is statistically insignificant.

We Are An Equal Opportunity Employer

Please notify the City of Portland of the need for ADA accommodations no less than five (5) business days prior to any City-sponsored event by contacting the Bureau of Human Resources at 503-823-3572 or the City's TTY at 503-823-6868.