



Affirmative Action Program

Females and Minorities

Calendar Year 2010

mesd
Multnomah Education Service District

Purpose of Affirmative Action Program (AAP)

- MESD's Board of Directors and Administration is committed to the principles of equal employment opportunity for all present and prospective employees
- As a federal contractor, MESD is required to develop and maintain an AAP

Changes to EEOC reporting

- In 2007, the federal government changed the EEO-5 codes for job categories
 - MESD reduced from 12 to 6 job categories
 - Many jobs have not only been combined with others, some categories have completely changed their focus
- In 2010, MESD was informed that our job categories were correct originally‡
 - Returned to the original categories
 - Hispanic is now reported as “Ethnicity” rather than “Race”

Job Classifications

Current

- ▶ Officials, Admin, Managers
- ▶ Principal
- ▶ Vice Principal - Teaching
- ▶ Secondary Classroom Teacher
- ▶ Other Classroom Teacher
- ▶ Guidance
- ▶ Psychological
- ▶ Consultants
- ▶ Technicians
- ▶ Other Professional Staff
- ▶ Teacher's Assistants
- ▶ Clerical/Secretarial
- ▶ Service Workers

Miss-Assigned Categories

- ▶ Officials, Administrators, Managers
 - Executive/Senior Level Officials and Managers
- ▶ Professionals
- ▶ Technicians
- ▶ Administrative Support Workers
- ▶ Operatives
- ▶ Service Workers

10-year Trends

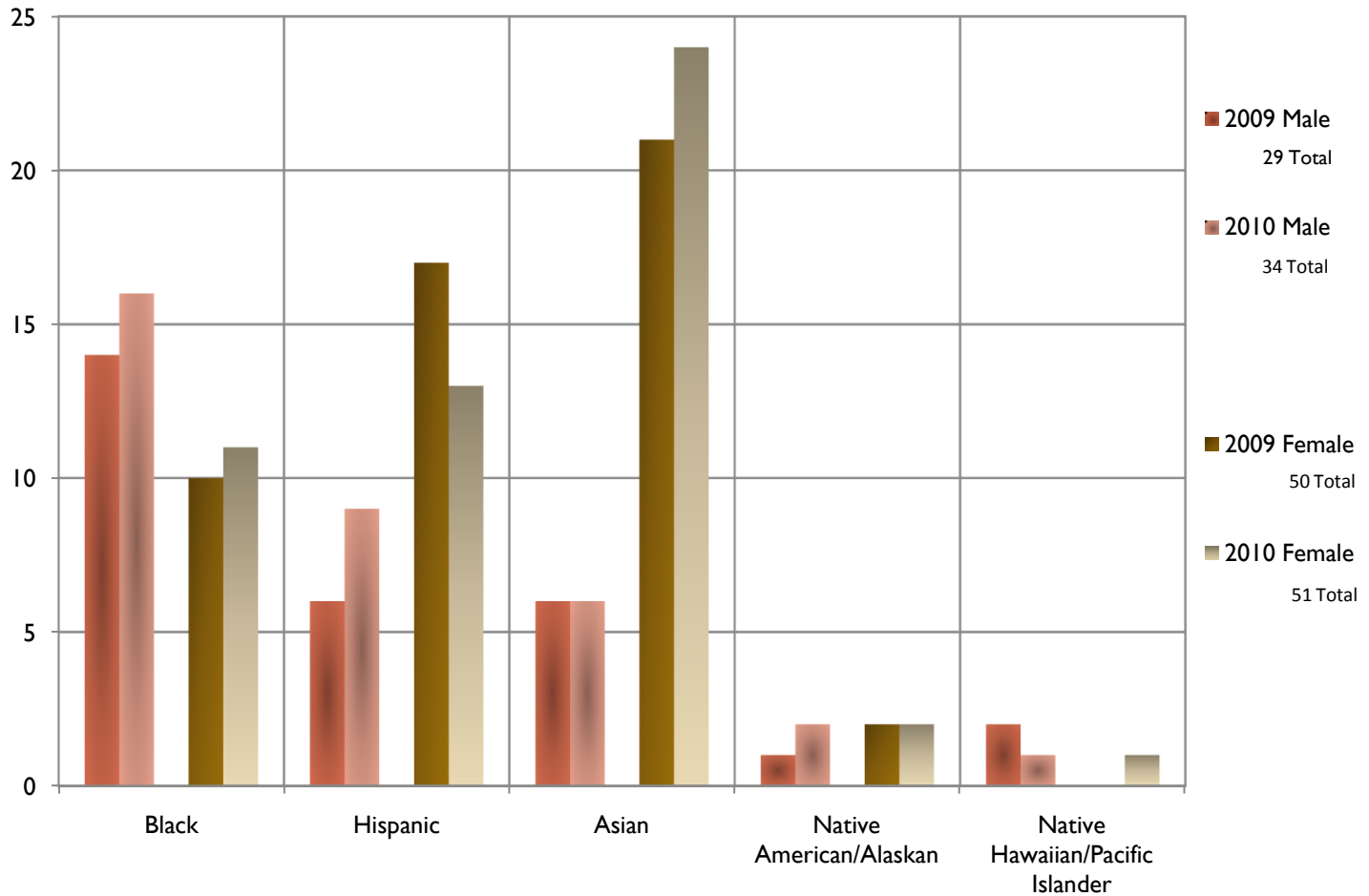
YEAR	TOTAL		MALE		FEMALE		WHITE		MINORITY	
2001	700	100%	142	20.29%	558	79.71%	635	90.71%	65	9.29%
2002	665	100%	138	20.75%	527	79.25%	601	90.38%	64	9.62%
2003	757	100%	155	20.48%	602	79.52%	683	90.22%	74	9.78%
2004	751	100%	148	19.71%	603	80.29%	661	88.02%	90	11.98%
2005	730	100%	148	20.27%	582	79.73%	637	87.26%	93	12.74%
2006	706	100%	147	20.82%	559	79.18%	634	89.80%	72	10.20%
2007	719	100%	147	20.45%	572	79.55%	624	86.79%	95	13.21%
2008	708	100%	149	21.05%	559	78.95%	640	90.40%	68	9.60%
2009	618	100%	132	21.36%	486	78.64%	542	87.70%	76	12.30%
2010	658	100%	152	23.10%	506	76.90%	573	87.08%	85	12.92%

By Race and Gender

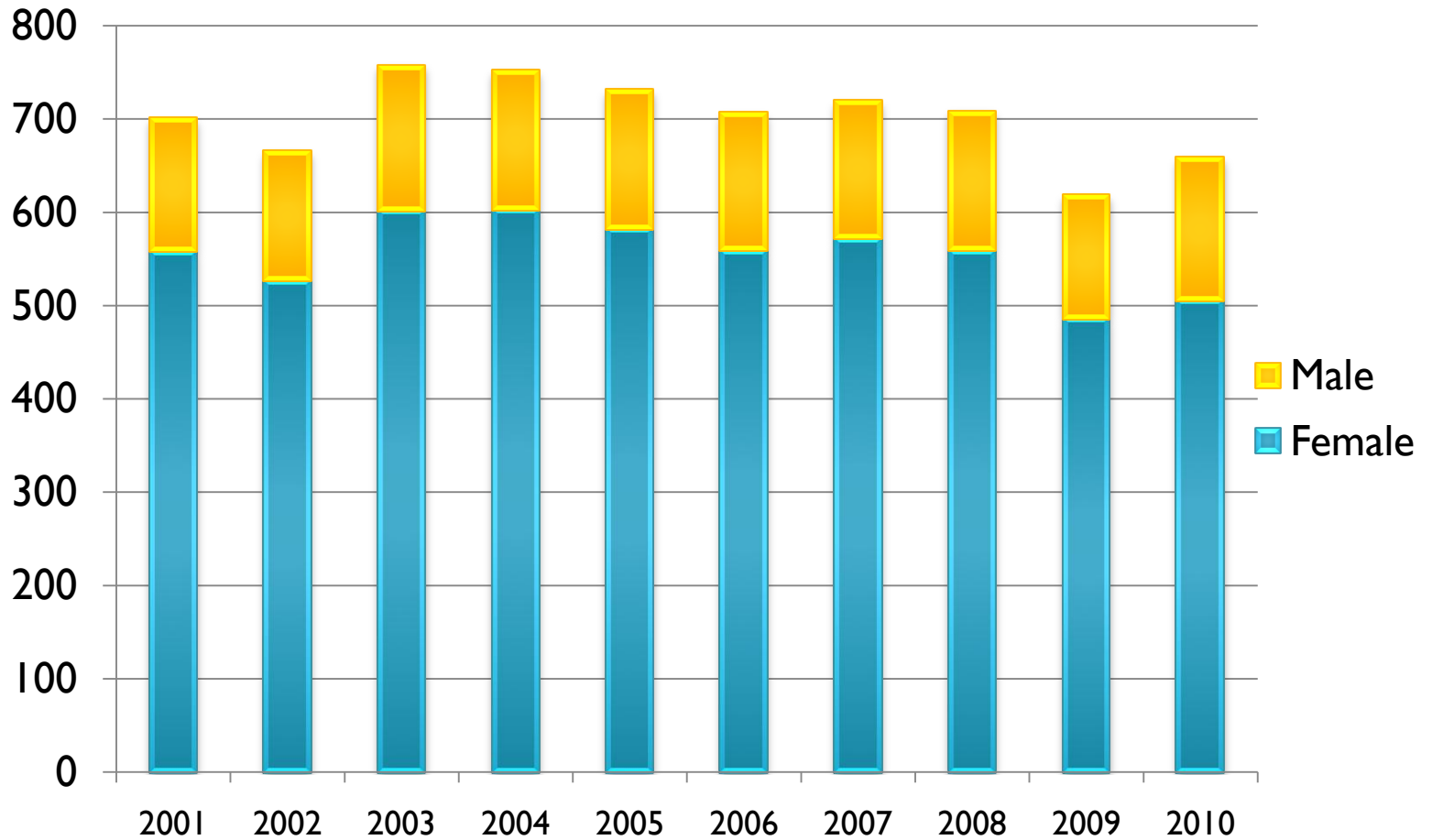
Race	Male	Female	Total
Black	16	11	27
Hispanic *	9	13	22
Asian	6	24	30
Native American/ Alaskan	2	2	4
Native Hawaiian/ Pacific Islander	1	1	2
White	127	468	595

* Hispanic ethnicity does not add to employee count but does add to Minority total

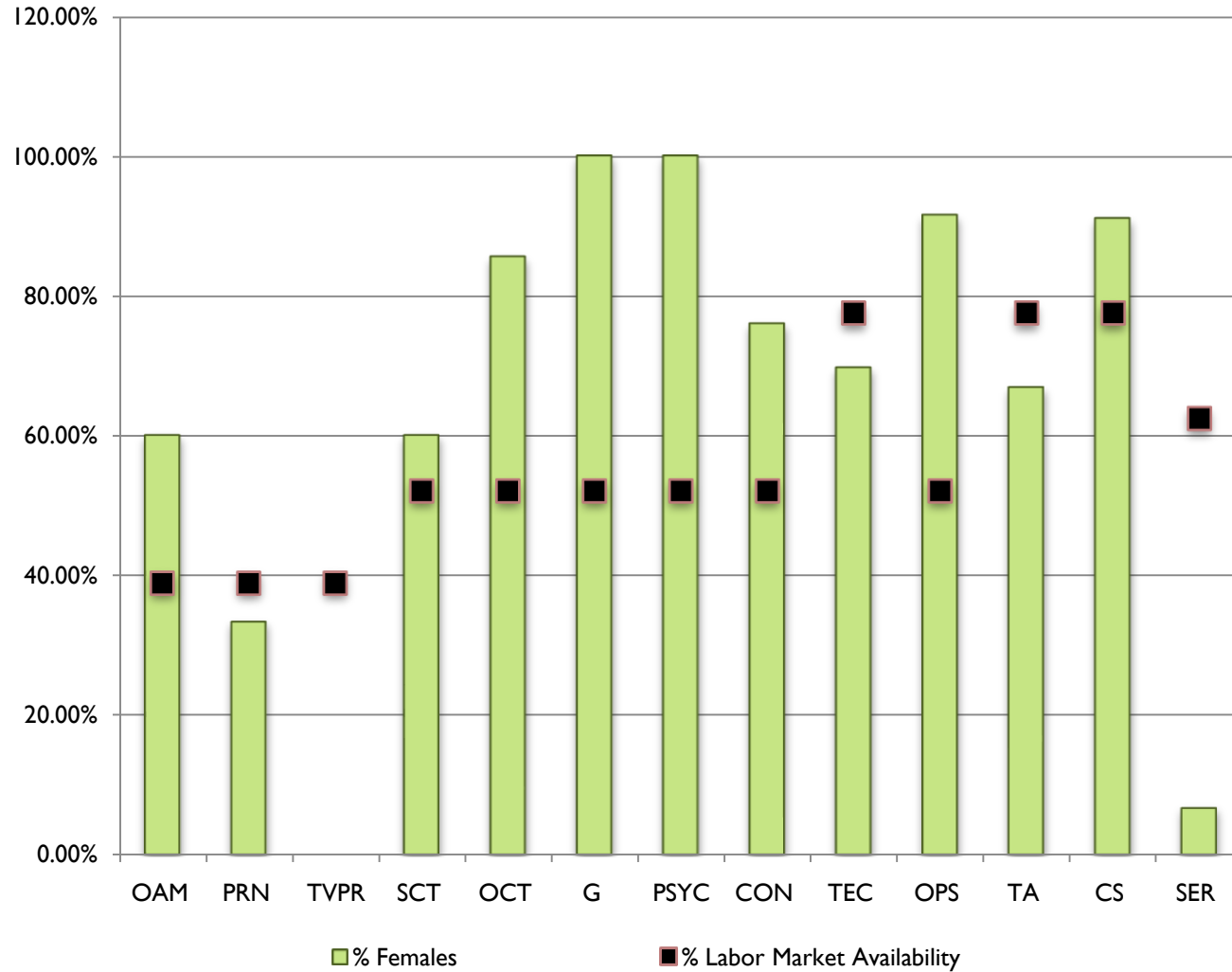
Minority Status by Gender 2009 to 2010



10-year Trend: Gender



Utilization of Females

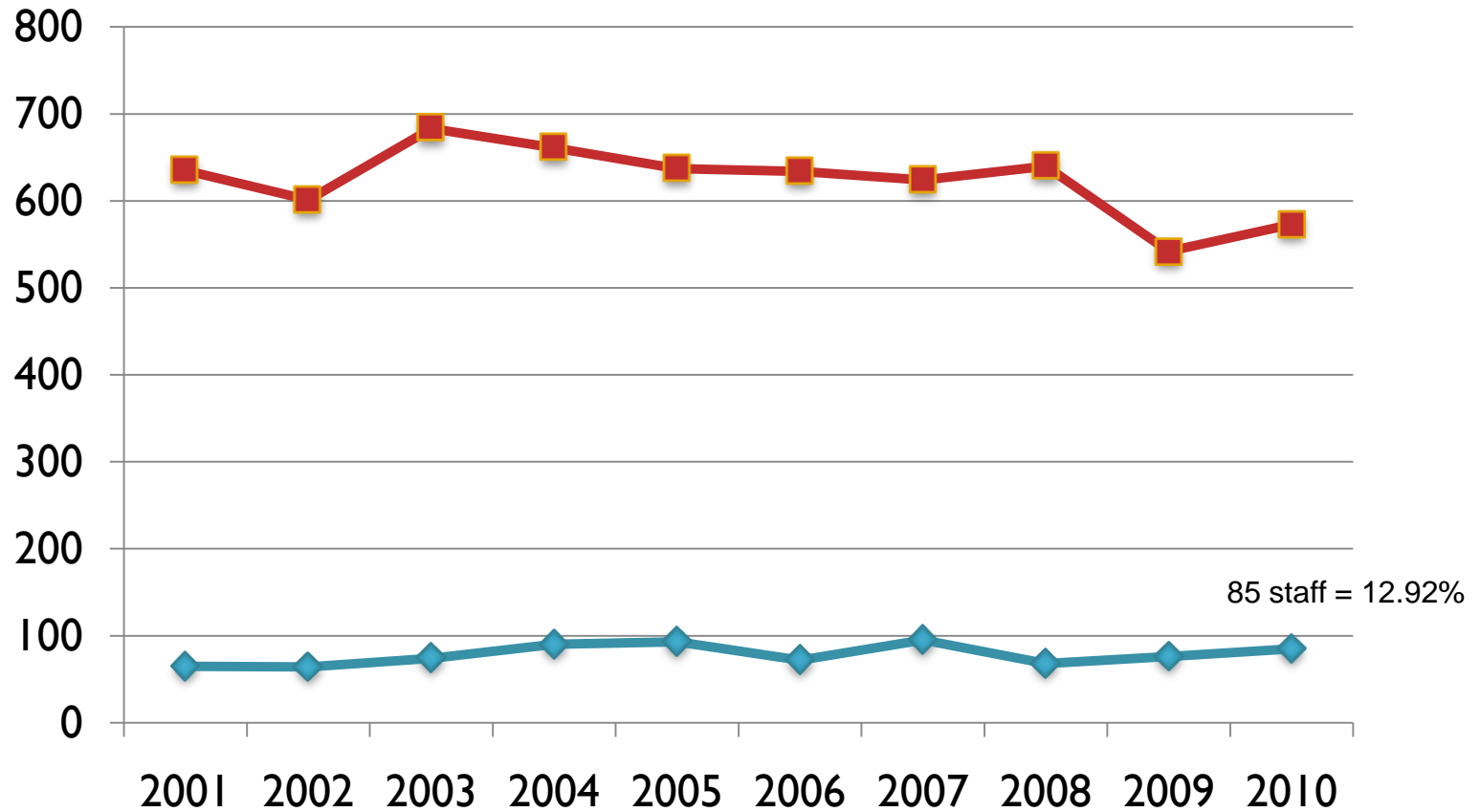


F E M A L E S

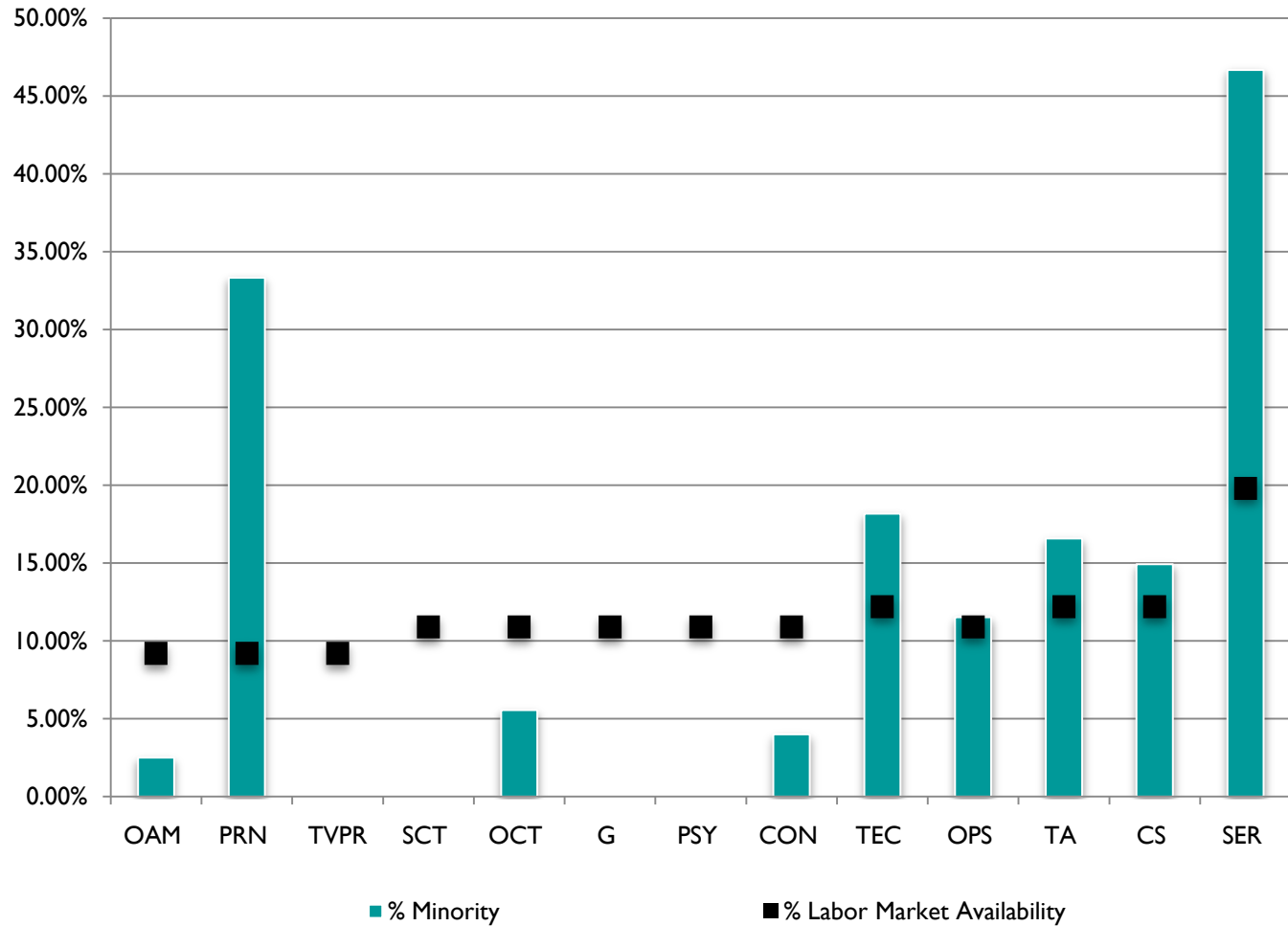
EEO Category	Job Group	Total Staff	Males	Females		% Females	% Labor Market Availability	Under utilized	Numeric Under-utilization	Goals next plan year
OAM	Officials, Admin., Mgrs.	40	16	24	OAM	60.00%	44.95%	No	-15.05%	n/a
PRN	Principals	3	2	1	PRN	33.33%	44.95%	Yes	11.62%	n/a*
TVPR	Vice Principal-Teaching	1	1	0	TVPR	0.00%	44.95%	Yes	44.95%	n/a
SCT	Secondary Classroom Teachers	5	2	3	SCT	60.00%	51.50%	No	-8.50%	n/a
OCT	Other Classroom Teachers	90	13	77	OCT	85.56%	51.50%	No	-34.06%	n/a
G	Guidance	3	0	3	G	100.00%	51.50%	No	-48.50%	n/a
PSYC	Psychological	3	0	3	PSYC	100.00%	51.50%	No	-48.50%	n/a
CON	Consultant & Supv of Inst	25	6	19	CON	76.00%	51.50%	No	-24.50%	n/a
TEC	Technicians	66	20	46	TEC	69.70%	64.15%	No	-5.55%	5
OPS	Other Professional Staff	165	14	151	OPS	91.52%	51.50%	No	-40.02%	n/a
TA	Teachers Assistants	175	58	117	TA	66.86%	64.52%	No	-2.34%	n/a
CS	Clerical/Secretarial	67	6	61	CS	91.04%	64.52%	No	-26.52%	n/a
SER	Service Workers	15	14	1	SER	6.67%	55.52%	Yes	48.85%	2
Totals		658	152	506						

No goals if: ‡ within 3% of goal or * due to small pool of employees

10-year Trend: Minority Representation



Utilization of Minorities

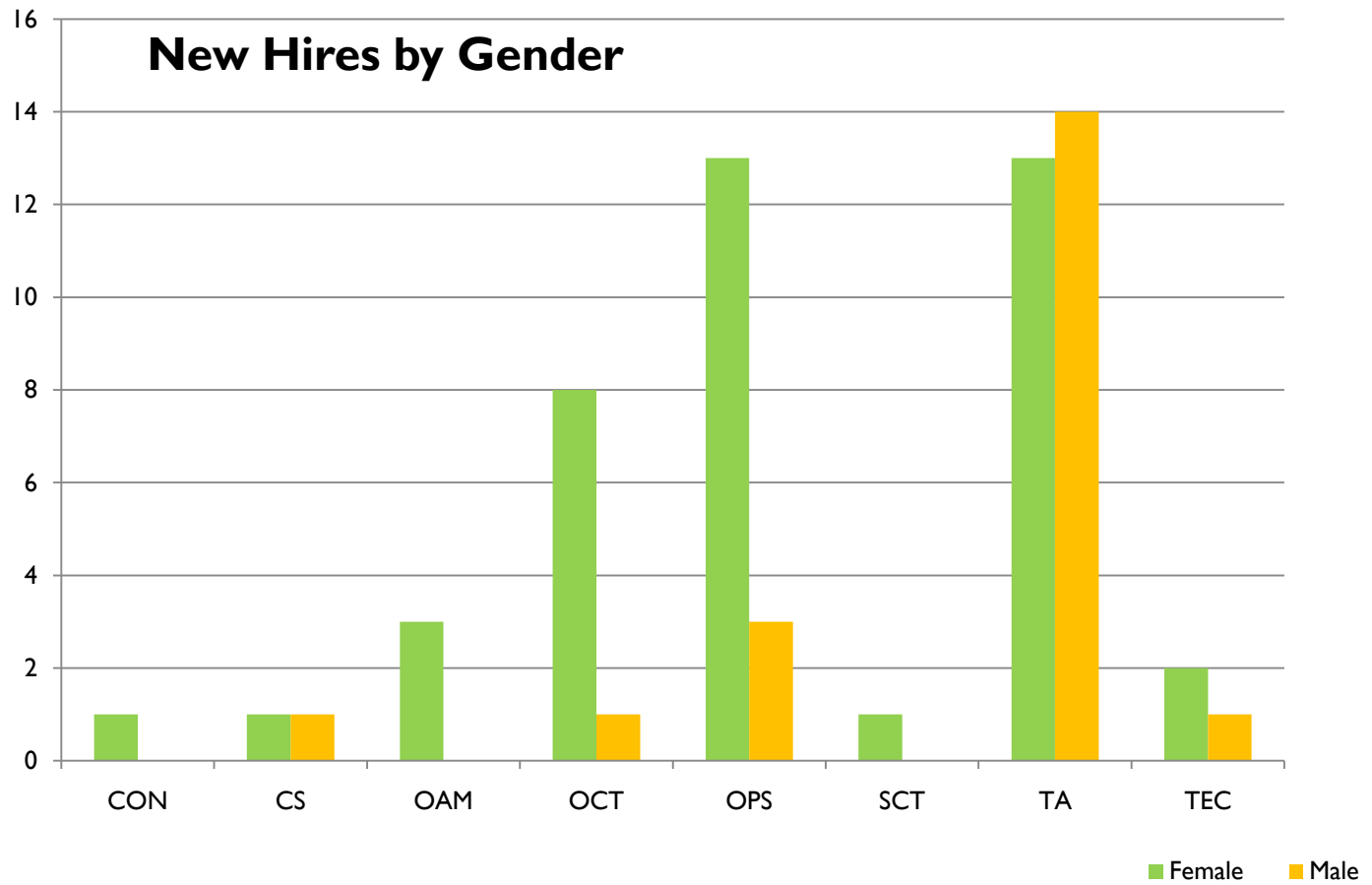


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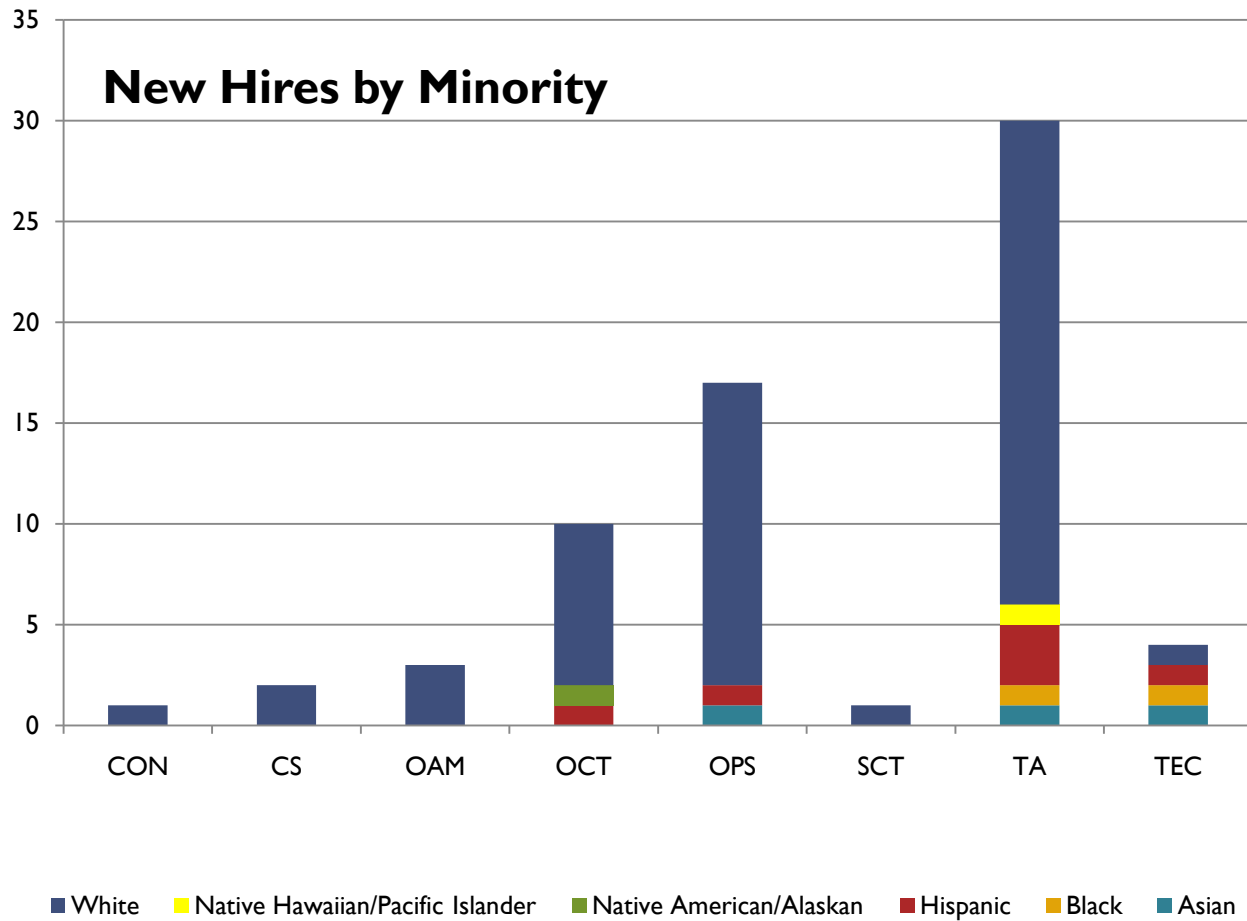
EEO Category	Job Group	Total Staff	White	Minority	% Minority	% Labor Market Availability	Under utilized	Numeric Under-utilization	Goals next plan year	
OAM	Officials, Admin., Mgrs.	40	39	1	OAM	2.50%	13.00%	Yes	10.50%	2
PRN	Principals	3	2	1	PRN	33.33%	13.00%	No	-20.33%	n/a
TVPR	Vice Principal-Teaching	1	1	0	TVPR	0.00%	13.00%	Yes	13.00%	n/a*
SCT	Secondary Classroom Teachers	5	5	0	SCT	0.00%	13.85%	Yes	13.85%	1
OCT	Other Classroom Teachers	90	85	5	OCT	5.56%	13.85%	Yes	8.29%	4
G	Guidance	3	3	0	G	0.00%	13.85%	Yes	13.85%	n/a*
PSY	Psychological	3	3	0	PSY	0.00%	13.85%	Yes	13.85%	n/a*
CON	Consultant & Supv of Inst	25	24	1	CON	4.00%	13.85%	Yes	9.85%	2
TEC	Technicians	66	54	12	TEC	18.18%	14.50%	No	-3.68%	n/a
OPS	Other Professional Staff	165	146	19	OPS	11.52%	13.85%	Yes	2.33%	n/a‡
TA	Teachers Assistants	175	146	29	TA	16.57%	15.12%	No	-1.45%	n/a
CS	Clerical/Secretarial	67	57	10	CS	14.93%	15.12%	Yes	0.19%	n/a‡
SER	Service Workers	15	8	7	SER	46.67%	19.68%	No	-26.99%	n/a
Totals		658	573	85						

No goals if: ‡ within 3% of goal or * due to small pool of employees

2010 Hires



2010 Hires



Females

Job Group	# Jobs Posted	# Jobs Filled	# Applied	# Hired	% Filled from Goals Area
TEC	4	3	21	2	67%
TA	28	26	377	14	54%

Minorities

Job Group	# Jobs Posted	# Jobs Filled	# Applied	# Hired	% Filled from Goals Area
OAM	6	5	3	0	0%
OCT	9	9	3	0	0%
CON	0	0	0	0	0%

2010 Trends

Goals for 2011-12

- *Maintain current ratios* despite trends in layoff and reduction in force activities
- Where recruitment opportunities exist, *increase minority representation* in:
 - Classroom Teachers (OCT and SCT)
 - Consultant



Affirmative Action Program

Females and Minorities

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