



**STATE OF OKLAHOMA  
OFFICE OF PERSONNEL MANAGEMENT**

*"Working for Oklahoma"*

**OPM 07-20**

**DATE:** April 17, 2007

**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:" field.

**SUBJECT: Oklahoma State Government Equal Employment Opportunity /  
Affirmative Action (EEO/AA) Status Report for Fiscal Year 2006**

The Office of Personnel Management has published the *FY 2006 Oklahoma State Government Equal Employment Opportunity/Affirmative Action Status Report* in compliance with Section 840-2.1 of Title 74 of the Oklahoma Statutes. (Please see the attached media release regarding this report.)

The report, covering the period from July 1, 2005 through June 30, 2006, is located on the OPM web site at [www.opm.ok.gov](http://www.opm.ok.gov) under the "Reports and Publications" link, or may be accessed directly at <http://www.ok.gov/opm/documents/EEOStatusReportFY2006.pdf>.

If you have questions or desire additional information, please contact Brenda C. Thornton, Director of Equal Opportunity and Workforce Diversity, at (405) 521-3082 or [brenda.thornton@opm.ok.gov](mailto:brenda.thornton@opm.ok.gov).

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

# State of Oklahoma

## Office of Personnel Management

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*For Immediate Release—April 18, 2007*

*Contact: Brenda Thornton, Director, Equal Opportunity and Workforce Diversity Services  
(405) 521-3082*

### **State Progresses in Employment of Minorities and Females**

Oklahoma City – According to the Oklahoma State Government Equal Employment Opportunity/Affirmative Action (EEO/AA) Status Report for Fiscal Year 2006, the State of Oklahoma’s work force consisted of 35,167 employees in the 114 agencies, boards and commissions required to submit a report. The information presented in this report reflects the status of state agencies’ efforts and progress of minorities and females in the areas of affirmative action and equal employment opportunity during the reporting period of July 1, 2005, through June 30, 2006.

The EEO/AA report is prepared by the Oklahoma Office of Personnel Management (OPM) 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. The full report is located on the OPM website at [www.opm.ok.gov](http://www.opm.ok.gov) under the “Reports and Publications” link.

Highlights from this report include:

- an overall increase of 2.4% or 816 state employees, from 34,351 employees reported in FY-05 to 35,167 employees reported in FY-06;
- minority representation increased 5% or 354 employees, from 7,086 in FY-05 to 7,440 in FY-06;
- minority representation continues to exceed the civilian labor force (CLF) in the Administrative Support, Professional, and Paraprofessional job categories in FY-2006;
- female representation increased to 56.3% of state government’s total work force, an increase of 3.5% or 663 employees, from 19,147 in FY-05 to 19,810 in FY-06;
- female representation in state government continues to exceed the CLF in the Officials/Administrators, Professional, Paraprofessional, and Administrative Support job categories in FY-2006; and
- overall, females in Oklahoma state government continue to be utilized at a rate higher than the CLF (56.3% vs. 46.2%).

“This year’s report reflects the continued efforts of state agencies to employ a workforce reflective of the people of Oklahoma,” said Oscar B. Jackson, Jr., OPM Administrator and the Governor’s Cabinet Secretary of Human Resources and Administration.

The members of the 2006 Affirmative Action Review Council were R. Charles Smith, Chair and Civil Rights Administrator for the Department of Health; Peggy J. Carter, Vice-Chair and Affirmative Action Officer for the Department of Corrections; State Representative Opio Toure (House District 99); State Representative Jabar Shumate (House District 73); Carol Ainsworth, Compliance/Investigation Administrator for the City of Tulsa

Department of Human Rights; and, Dr. Sherleen H. Jackson, retired, Department of Human Services Affirmative Action/Equal Employment Opportunity Officer.

Each agency in every branch of state government is required to annually develop and adopt a written affirmative action plan for submission to OPM no later than September 1. Affirmative action plans for executive branch agencies are subject to the approval of the Administrator of OPM. The Administrator submits all recommendations to approve or reject plans according to standards adopted by the Administrator. OPM maintains a copy of each agency's affirmative action plan for review by interested parties.

Agencies with fewer than two employees are not required to report work force data under the state's Affirmative Action Program. The Attorney General has determined that the Administrative Director of the Courts cannot be required to submit an affirmative action plan for the judicial branch of state government to OPM unless directed to do so by order of the Supreme Court of Oklahoma (*AG Opinion 2001-16*). The Administrative Director of the Courts did not submit a plan for this reporting period.

For additional information, contact Brenda C. Thornton, OPM Director of the Office of Equal Opportunity and Workforce Diversity, at [brenda.thornton@opm.ok.gov](mailto:brenda.thornton@opm.ok.gov) or (405) 521-3082.

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