

Oklahoma Health Care Authority

Here When It Counts

OHCA, a Progressively Diverse
Agency

Lena Daniels, Civil Rights Officer

Board Retreat 2012

www.okhca.org



Affirmative Action Program

- 530: 10-3-33(b)

All agencies, boards, commissions, departments, and offices of each branch of state government....shall submit an affirmative action plan to the Office of Personnel Management annually

Affirmative Action Program

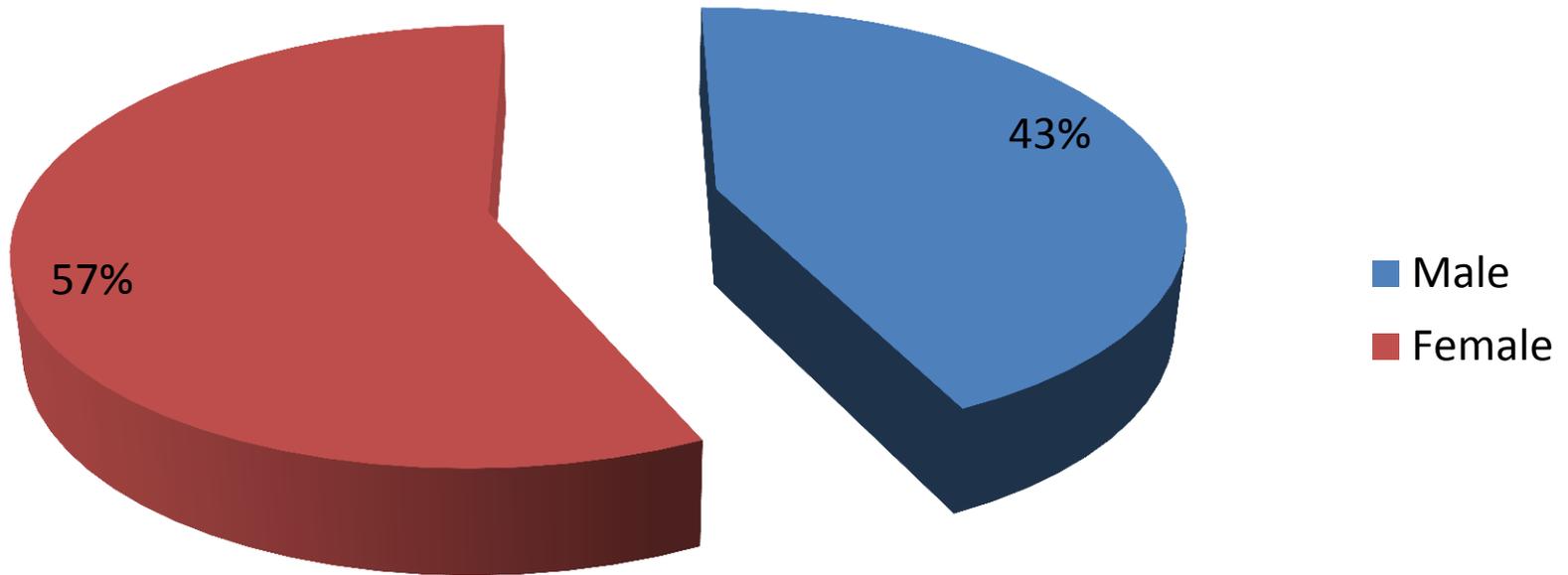
The affirmative action program should be designed as a cooperative effort and coordinated throughout the organization in order to achieve maximum equal employment opportunity results.

Oklahoma's State Government Workforce for Fiscal Year 2011

- 115 reporting agencies, boards and commissions
- 32,038 employees
- 42.9% male 57.1% female
- 22.7% total minorities

State Government Workforce

Male vs Female



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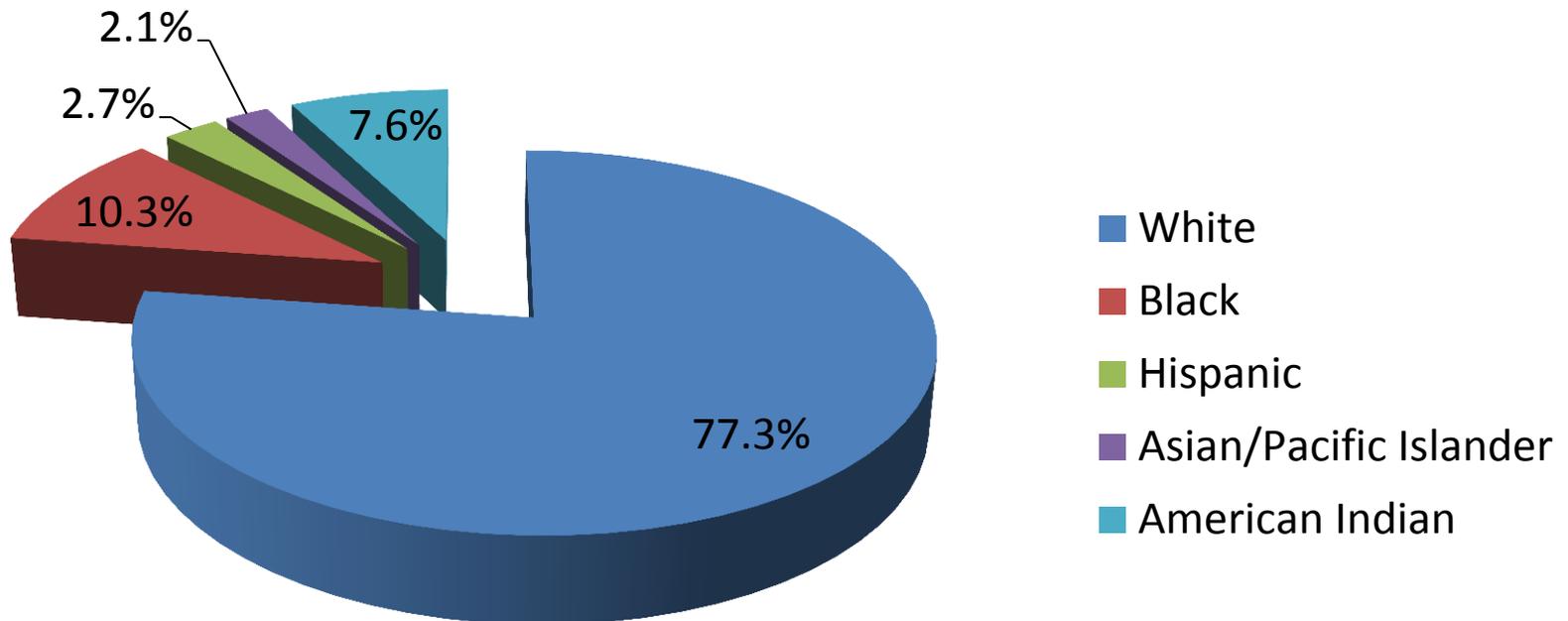
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State Government Workforce

Minority Employment



Health Care Authority's Workforce for Fiscal Year 2011

- 457 employees
- 23% male 77% female
- 42% minorities

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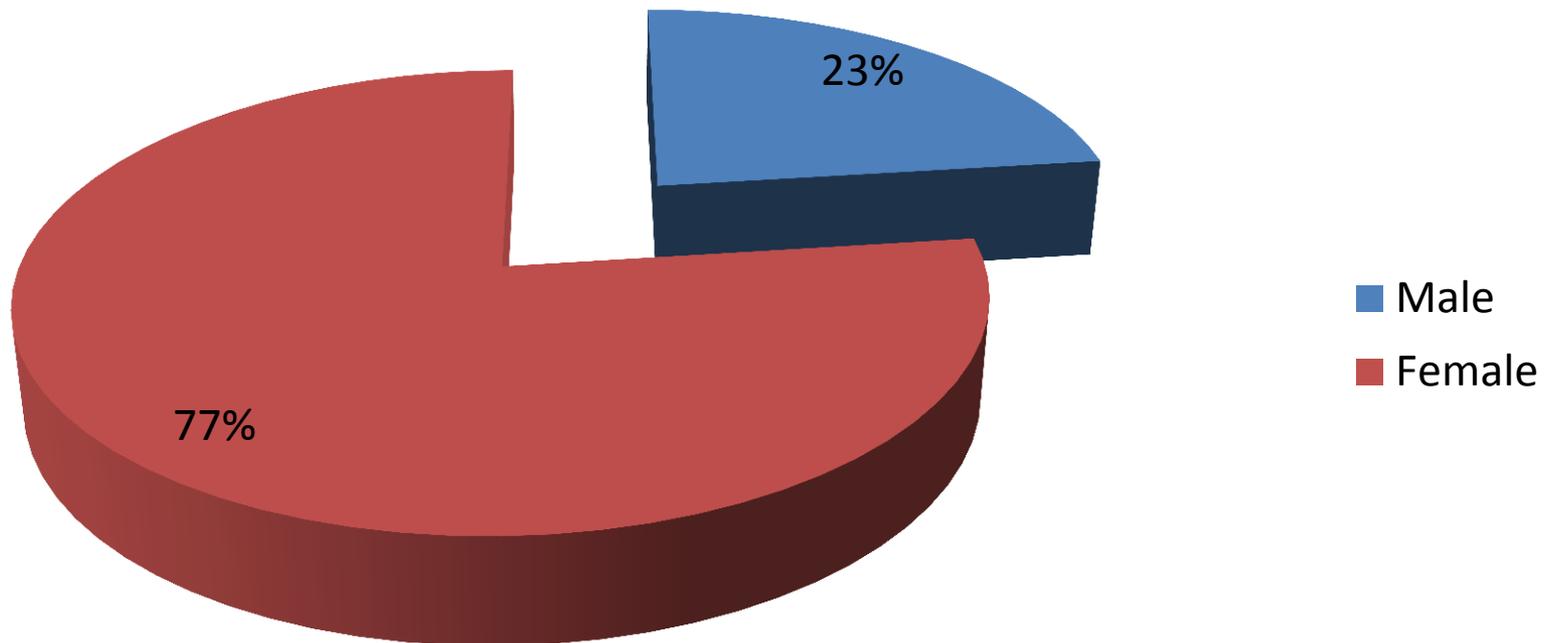
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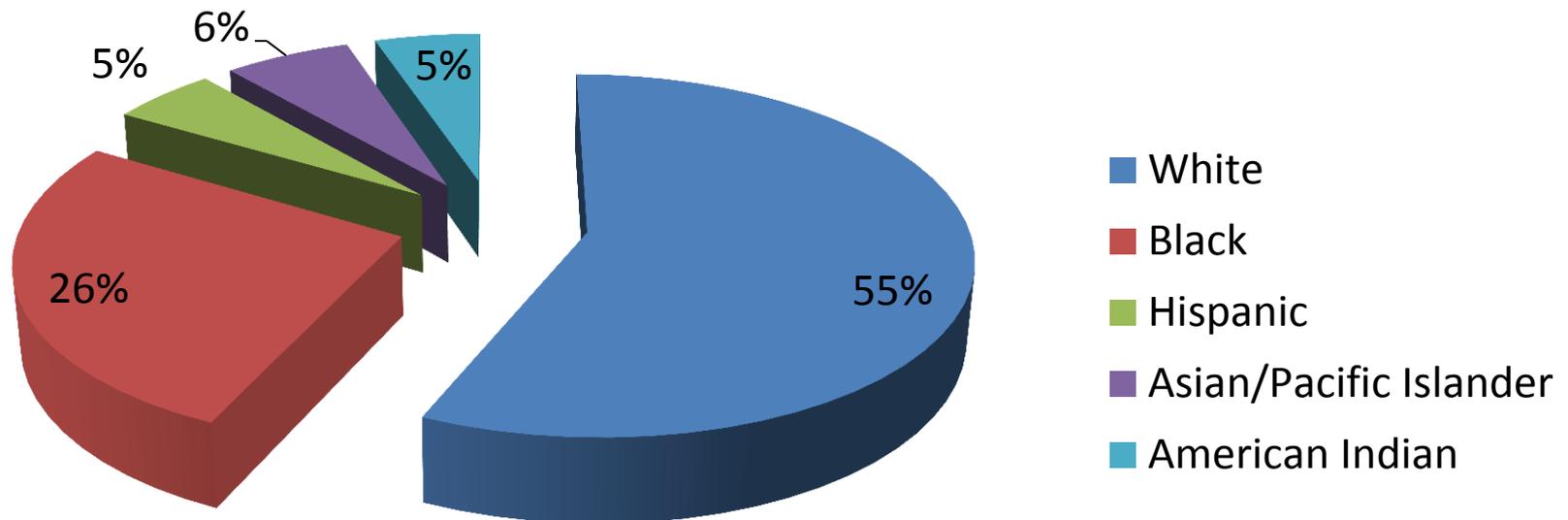
Health Care Authority's Workforce

Male vs Female



Health Care Authority's Workforce

Minority Employment



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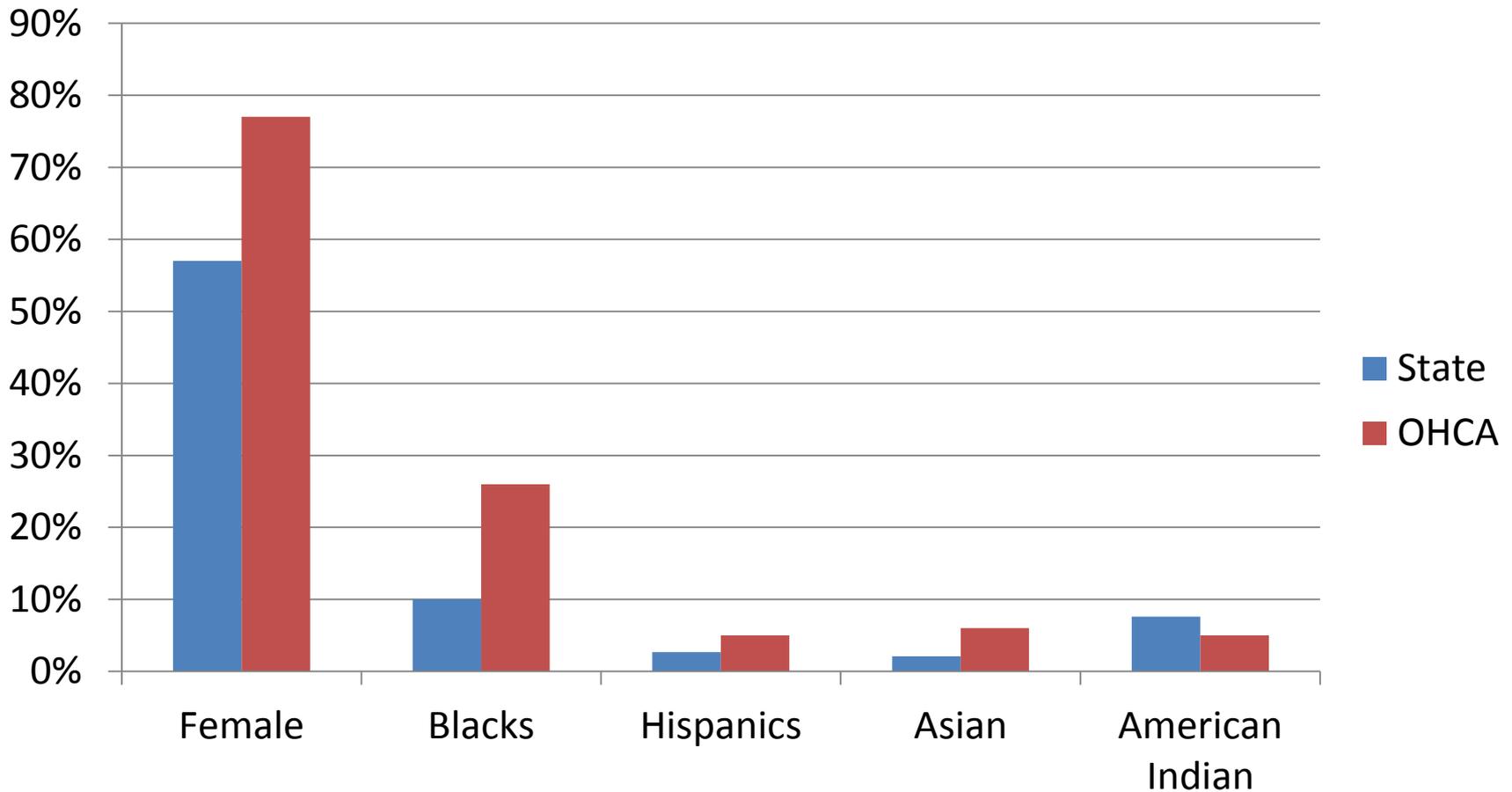
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State vs OHCA



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Goals from Previous Year

- Oklahoma Health Care Authority's goal was to hire 3.5% American Indians in the Technician job group to become utilized.

What is Utilization?

- An agency is utilized when its workforce mirrors the availability of the Civilian Labor Force (CLF).
- A declaration of underutilization does not constitute an admission of wrongdoing or discriminatory practices.

Results

- OHCA was 100% utilized in every EEO and Job Group Categories for the first time since inception!!!!
- OHCA hired 6.3% American Indians in the Technician job group
- OHCA maintained utilization in all other EEO and job group categories.

What does this mean?

- OHCA welcomes all talent regardless of race, color, sex, age, religion or national origin.
- OHCA's workforce reflects the members that we serve.
- OHCA recognizes the positive aspects of a diversified workforce.

How OHCA Maintains an EEO Workforce

- Attending diverse job fairs
- Advertising positions in minority publications
- All interview panels consist of individuals from protected classes (race, sex, and age).
- All interviews are structured and behavioral based.

Recognizing Talent from Within

- During FY2011 OHCA promoted 50 employees.
- Minority employees represented 38% of the promotions.
- 64% of the promotions were females.

The Oklahoma Health Care Authority

- Welcomes employees with diverse backgrounds.
- Appreciates every employees diversity derived from their culture in addition to their individuality.
- Is an Equal Employment Opportunity agency.

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Breaking News!!!!

The 2012 Affirmative Action Plan was completed last week.

The Oklahoma Health Care Authority is 100% Utilized AGAIN for the second consecutive year!!!!

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Questions.....

Contact: Lena Daniels, Civil Rights Officer

(405) 522-7585 or Lena.Daniels@okhca.org

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