

# Performance Measures

## Department of Administration Office of Diversity, Equity and Opportunity

One of the Office of Diversity, Equity, and Opportunity's (ODEO) goals is to promote a state workforce that reflects the demographic diversity of Rhode Island. ODEO conducts outreach to community and professional groups to encourage interested and qualified individuals to apply for positions in state government. ODEO also works with state agencies to help them draw from the best available talent when recruiting and hiring for positions. The data below illustrate the demographics of the Rhode Island government workforce at the close of FY 2015. Because ODEO aims to have a workforce that matches the diversity of the state's residents, it uses Rhode Island labor force demographic data as a goal for the state government workforce to attain or exceed.

	Female	Minority	Black	Hispanic	Amer. Ind. / Alaskan	Asian / Pac. Isl.
State Workforce , FY 2015	50.4%	14.1%	6.8%	5.1%	0.4%	1.7%
<b>Target (RI Labor Force)</b>	<b>48.3%</b>	<b>23.0%</b>	<b>5.9%</b>	<b>12.3%</b>	<b>0.4%</b>	<b>3.3%</b>

Agency	Female	Minority	Black	Hispanic	Amer. Ind. / Alaskan	Asian / Pac. Isl.
Administration	46.8%	9.5%	4.8%	2.9%	0.5%	1.4%
Attorney General	59.9%	12.5%	4.7%	6.0%	0.4%	1.3%
Behavioral Healthcare, Devel. Disabilities & Hospitals	69.5%	27.9%	19.5%	4.4%	0.8%	3.2%
Business Regulation	59.7%	3.9%	3.9%	0.0%	0.0%	0.0%
Children, Youth & Families	65.8%	19.5%	11.1%	6.0%	0.2%	2.3%
Comm. College of Rhode Island	61.9%	12.4%	5.6%	3.3%	0.5%	2.8%
Commerce RI	33.3%	23.1%	15.4%	2.6%	2.6%	2.6%
Commissions & Small Agencies	51.9%	10.3%	3.8%	5.6%	0.0%	0.9%
Corrections	26.3%	17.1%	9.5%	5.8%	0.2%	0.8%
Education	57.4%	14.7%	5.9%	5.1%	0.0%	3.7%
Emergency Management	34.6%	3.8%	3.8%	0.0%	0.0%	0.0%
Environmental Management	33.4%	5.7%	3.6%	0.8%	0.3%	0.8%
Governor's Office	56.8%	15.9%	4.5%	11.4%	0.0%	0.0%
Health	69.8%	18.4%	5.6%	6.7%	0.2%	5.8%
Post-Secondary Commissioner*	59.1%	13.6%	9.1%	4.5%	0.0%	0.0%
Human Services	76.7%	21.1%	10.4%	8.7%	0.9%	1.4%
Judiciary	65.5%	11.4%	5.2%	3.7%	0.3%	2.2%
Labor & Training	64.2%	20.9%	8.7%	10.1%	0.5%	1.7%
Military	11.5%	5.1%	1.3%	1.3%	1.3%	1.3%
Office of Health & Human Services	50.3%	5.9%	2.4%	1.8%	0.0%	0.6%
Public Safety	17.0%	9.0%	5.6%	1.8%	0.2%	0.7%
Public Utilities Commission	41.7%	12.5%	6.3%	6.3%	0.0%	0.0%
Revenue	55.2%	14.7%	4.8%	6.8%	0.7%	2.5%
Rhode Island College	56.5%	15.8%	5.3%	5.5%	0.4%	4.7%
RIPTA	23.4%	25.6%	14.2%	10.7%	0.4%	0.3%
Secretary of State	63.5%	21.2%	5.8%	15.4%	0.0%	0.0%
Transportation	20.4%	14.2%	9.3%	2.9%	0.3%	1.7%
Treasurer	67.9%	10.3%	3.8%	6.4%	0.0%	0.0%
University of Rhode Island	61.9%	12.5%	3.6%	2.3%	0.8%	5.8%
<b>Target (RI Labor Force)</b>	<b>48.3%</b>	<b>23.0%</b>	<b>5.9%</b>	<b>12.3%</b>	<b>0.4%</b>	<b>3.3%</b>