

| PROGRAM DESCRIPTION | |
|---|-----------------------------|
| Department: Office of Administration | HB Section(s): 5.005 |
| Program Name: Office of Equal Opportunity | |
| Program is found in the following core budget(s): Office of Equal Opportunity | |
| 1a. What strategic priority does this program address? | |
| <p>The Office of Equal Opportunity (OEO) exists to promote a diversified workforce within state government, and to assist minorities and women with the platform to participate in the state of Missouri's procurement opportunities for various supplies, construction, equipment, and services. These programs are supported by robust outreach and engagement efforts and ensure compliance with all applicable laws.</p> | |
| 1b. What does this program do? | |
| <p>Workforce Diversity Program – OEO will assist and support state executive departments.</p> <ul style="list-style-type: none"> - Support executive departments in their efforts to build a welcoming and inclusive environment that promotes the talent and skills of a diverse workforce. - Maintain a diverse workforce through monitoring the creation and implementation of executive departments workforce diversity plans. - Assist executive departments in developing and implementing strategies and programs designed to support the retention and success of our employees. <p>Supplier Diversity Program – OEO:</p> <ul style="list-style-type: none"> - Establishes the Minority and Women-owned Business Enterprises (M/WBEs) program that certifies businesses to participate in procurement opportunities in both public and private sectors. - Maintain a directory of certified M/WBEs, while encouraging the utilization of these certified businesses by executive departments in state procurements. - Develop and promote access to information, resources, and capital that will lead to contracting opportunities and assist in the growth of small business for economic impact. <p>Outreach and Engagement - OEO</p> <ul style="list-style-type: none"> - Supports Workforce Diversity and Supplier Diversity Programs through engagement with strategic stakeholders, partnership development, and MOUs. | |
| 2a. Provide an activity measure(s) for the program. | |
| <p>Certification</p> <ul style="list-style-type: none"> - M/WBE Certifications Completed - Awarded M/WBE Prime contracts with the state - Outreach and engagement events attended <p>Workforce Diversity</p> <ul style="list-style-type: none"> - Minorities and women represented in executive positions | |

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2b. Provide a measure(s) of the program's quality.

- M/WBE Customer Service Satisfaction Surveys regarding services provided.
- Average days to process certification applications.
- Number of minority and women applicants for state employment.

2c. Provide a measure(s) of the program's impact.

- Increase in utilization of M/WBE vendors in state procurement opportunities.
- Increase in the representation of minorities and women in executive positions and the workforce.

2d. Provide a measure(s) of the program's efficiency.

(i) Certifications

| | Total No. of Certification Applications Received | Standard | Rapid In-State | Rapid Out-of-State |
|------|--|----------|----------------|--------------------|
| 2022 | 292 | 229 | 16 | 47 |
| 2021 | 306 | 237 | 23 | 46 |
| 2020 | 278 | 219 | 20 | 39 |

| | Total number of Certified Vendors | MBE | WBE | M/WBE |
|------|-----------------------------------|-----|-----|-------|
| 2022 | 1457 | 374 | 761 | 229 |
| 2021 | 1579 | 415 | 851 | 313 |
| 2020 | 1399 | 365 | 792 | 242 |

(ii) Number of certified M/WBEs compared to other states (similar demographics)

| | | Missouri | Indiana | Tennessee | Wisconsin |
|------------------------|------|----------|---------|-----------|-----------|
| Certified M/WBE Totals | 2022 | 1457 | 1409 | 1552 | 1168 |

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(iii) Workforce Diversity

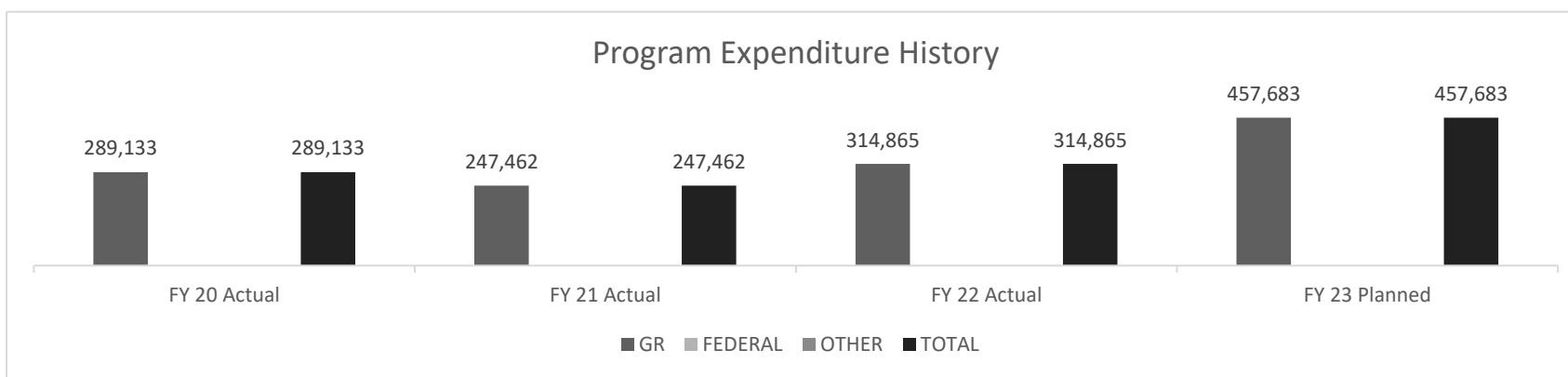
| | FY22 | FY21 | FY20 | Increase/Decrease 2020-2021 | % Change 2021-2022 |
|---|---------|-------|-------|--------------------------------|-----------------------|
| Total No. of Minorities in Executive Departments | Pending | 14.74 | 14.65 | 0.09 | 0.61% |
| Total No. of Woman in Executive Departments | Pending | 54.2 | 54.33 | -0.13 | -0.24% |

(iv) Outreach Events

| | FY22 | FY21* | FY20 | Increase/Decrease 2020-2021 | % Change 2021-2022 |
|-------------------------------------|------|-------|------|--------------------------------|-----------------------|
| Total No. of Outreach Events | 58 | 20* | 30 | 38 | 65.50% |

*Impacted by COVID-19

3. Provide actual expenditures for the prior three fiscal years and planned expenditures for the current fiscal year. (Note: Amounts do not include fringe benefit costs.)



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4. What are the sources of the "Other " funds?

None

5. What is the authorization for this program, i.e., federal or state statute, etc.? (Include the federal program number, if applicable.)

Executive Order 15-06 and 10-24

6. Are there federal matching requirements? If yes, please explain.

No

7. Is this a federally mandated program? If yes, please explain.

No