

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?

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 that ensure compliance with all applicable laws.

1b. What does this program do?

Workforce Diversity Program – OEO will assist and support state executive departments to:

- 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.

Supplier Diversity Program – OEO:

- Creation of 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 educational opportunities to assist in the growth of small business for economic impact.

Outreach and Engagement - OEO

- Supports Workforce Diversity and Supplier Diversity Programs through engagement with strategic stakeholders, partnership development, and MOUs.

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2a. Provide an activity measure(s) for the program.

Certification

- M/WBE Certifications Completed
- Awarded M/WBE Prime contracts with the state
- Outreach and engagement events attended

Workforce Diversity

- Minorities and women represented in executive positions
- Minorities and women represented in the workforce

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.

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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
2020	278	219	20	39
2019	269	210	25	34

- *Standard application: In-state applicant not certified by another certifying entity*
- *Rapid In-State application: In-state applicant certified by another certifying entity (accepted by OEO) within the State of Missouri.*
- *Rapid Out-of-State application: Out-of-state applicant certified by another certifying entity (accepted by OEO) within their home state.*

	Total No. of Certified Vendors	MBE	WBE	MBE/WBE
2020	1399	365	242	792
2019	1318	347	453	518

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

Certified M/WBE Totals		Missouri	Indiana	Tennessee	Wisconsin
	2020	1,399	1,455	1,536	1,190

(iii) Workforce Diversity

	2020	2019	Increase / Decrease 2018-2019	% Change 2019-2020
Total No. of Minorities In Executive Departments	pending	14.10%	0.01	6.25%
Total No. of Women in Executive Departments	pending	48.35%	0.08	10.33%

(iv) Outreach Events

	2019	2020	Increase / Decrease 2018-2019	% Change 2019-2020
Total No. of Outreach Events	58	30	18	-31.03%

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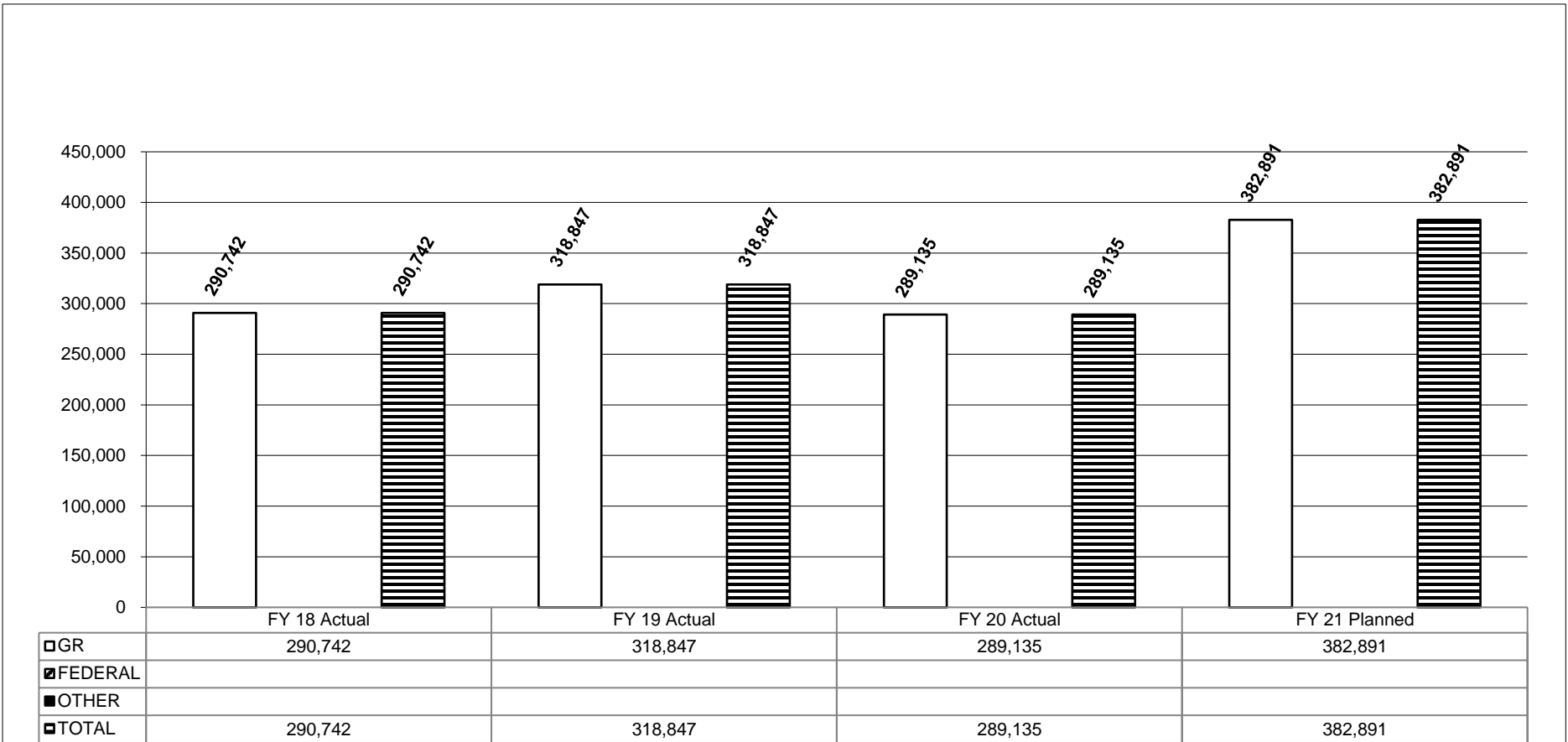
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3. Provide actual expenditures for the prior three fiscal years and planned expenditures for the current fiscal year. (Note: Amounts do not include fringe benefit costs.)



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

Office of Administration Donated Fund (0722) and Missouri Humanities Council Trust Fund (0177)

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

The Office of Equal Opportunity was established by Executive Order 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