



# Oregon

Tina Kotek, Governor

Department of Administrative Services

Office of the Chief Operating Officer

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Salem, OR 97301

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March 6, 2023

Chair Lieber  
Members of the committee  
Senate Rules Committee  
Oregon Legislature  
900 Court St NE  
Salem, OR 97301

Re: SB203

Chair Lieber and members of the committee,

In 1975, ORS 243.315 created the Director of Affirmative Action in the Governor's office to direct and monitor affirmative action programs across state agencies. For nearly 50 years, this position has supported affirmative action initiatives in Oregon.

In the most recent legislatively approved budget (2021-2023), the Department of Administrative Services (DAS) established the Office of Cultural Change to coordinate enterprise-wide cultural change and promote workforce equity and retention in state government. This included funding to develop and implement Diversity, Equity and Inclusion (DEI) training and inclusive communications.

With the goal of the Office of Cultural Change being coordination of state agency efforts to promote diversity, equity and inclusion, in addition to the cross agency coordinating nature of the Affirmative Action Director's work, the Governor's office and DAS agree that this position should be transferred to DAS. Here, the synergy between affirmative action work and DEI initiatives can strengthen outreach and effectiveness for both.

SB203 accomplishes this transfer, moving the Affirmative Action Director's position from the Governor's office to DAS. As a manager within DAS, reporting to the Chief Cultural Change Officer, this position would no longer be Governor appointed or Senate confirmed.

Sincerely,

Berri Leslie  
Interim Director and State Chief Operating Officer  
Oregon Department of Administrative Services