



THE STATE OF OHIO

**ANNUAL SURVEY
ON WORKFORCE
DIVERSITY**

DECEMBER 2020

SUBMITTED BY
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ADMINISTRATIVE SERVICES

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ADMINISTRATIVE SERVICES

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Authority

OHIO REVISED CODE 124.91

ANNUAL SURVEY ON DIVERSITY WITHIN AGENCY WORKFORCE

The director of administrative services annually shall conduct a survey on diversity within each state agency's workforce at the time of the survey. Not later than December 31, 2020, and not later than the thirty-first day of December of each year thereafter, the director shall issue a report on the results of the surveys with the governor and the general assembly in accordance with section 101.68 of the Revised Code.

ADDED BY 133RD GENERAL ASSEMBLY FILE NO. TBD, HB 166, §101.01, EFF. 10/17/2019.



Diversity Defined

- 1) the condition of having or being composed of differing elements; variety
- 2) human variety of experiences, identities, and perspectives that our employees bring to state employment

Sources: 1) "Diversity." Merriam-Webster.com. Merriam-Webster, n.d. Web. 28 Feb. 2018;
2) "Diversity." Embrace Diversity & Inclusion State Performance Competency. State of Ohio, 8 Jul. 2020



The Data

Demographic data is obtained by self-reporting of employees and applicants. Racial/Ethnic categories are defined by the Federal Equal Employment Opportunity Commission (EEOC). Job Group data is defined by the EEOC and assigned by the Ohio Department Administrative Services based on Job Classification. *(See Appendix)*

Data used in this Survey was obtained through reports from the Ohio Administrative Knowledge System (OAKS) and the Ohio Hiring Management System (OHMS). Data has been pulled on Nov. 1 of Workforce 5-year Trends, Nov. 1, 2020 for Ohio Workforce 2020, Nov. 1, 2019 to Nov. 1, 2020 for 2020 Applicant Data, and Dec 1, 2020 for Agency Snapshot.

p. **01**

Survey of Statewide Data

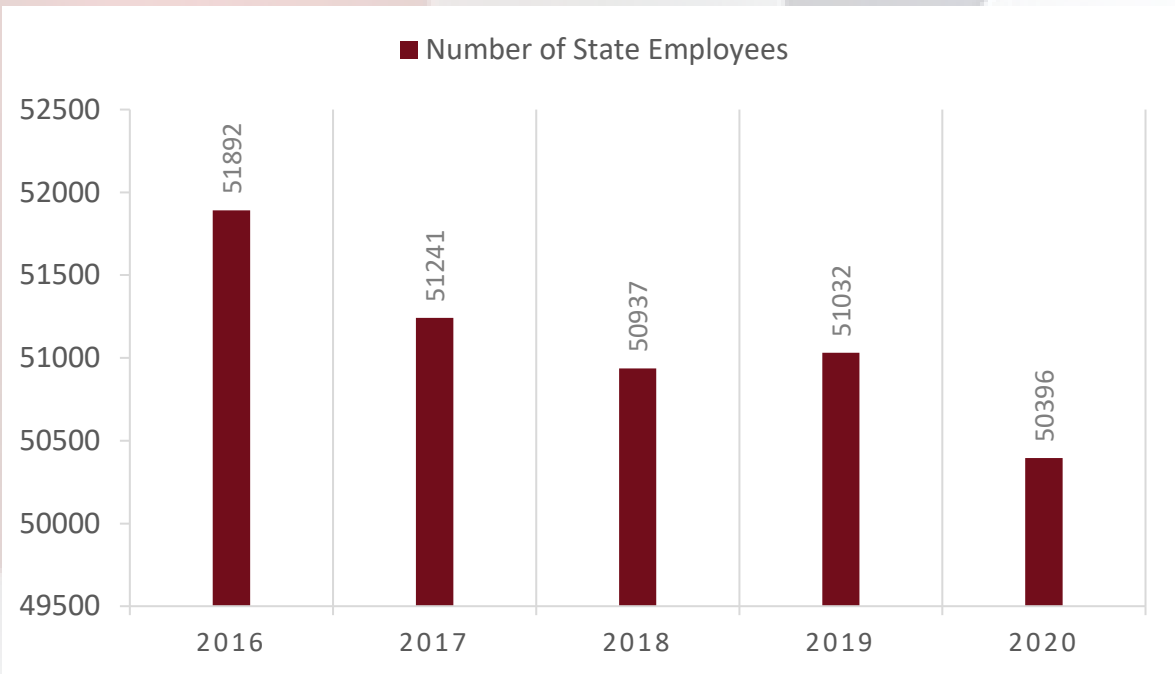
Diversity in Public Service

The government of the State of Ohio consists of the executive, judicial, and legislative branches. Its basic structure is set forth in the Constitution and law of Ohio.

The state government is primarily organized into several cabinet or administrative departments, each assisting to fulfil the government mission of protecting and promoting the general welfare for the people of Ohio.

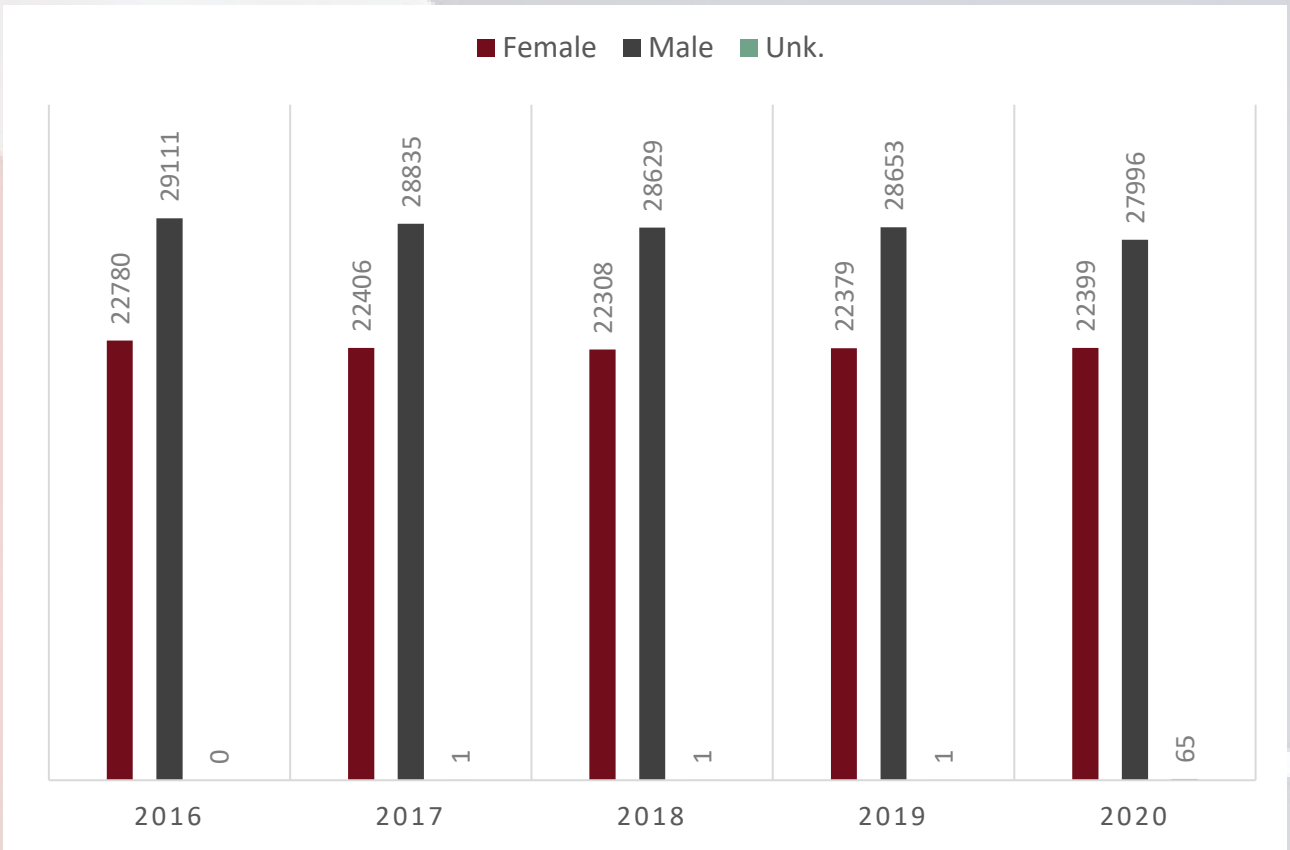
Workforce 5-year Trends

Total Workforce



NOTE: “State Employees” includes a count of all compensated employees. This includes full-time staff, part-time staff, seasonal staff (if employed at the time the report was pulled), and compensated board members/commissioners. It does not include contractors, volunteers, externs, or paid interns.

Workforce by Gender



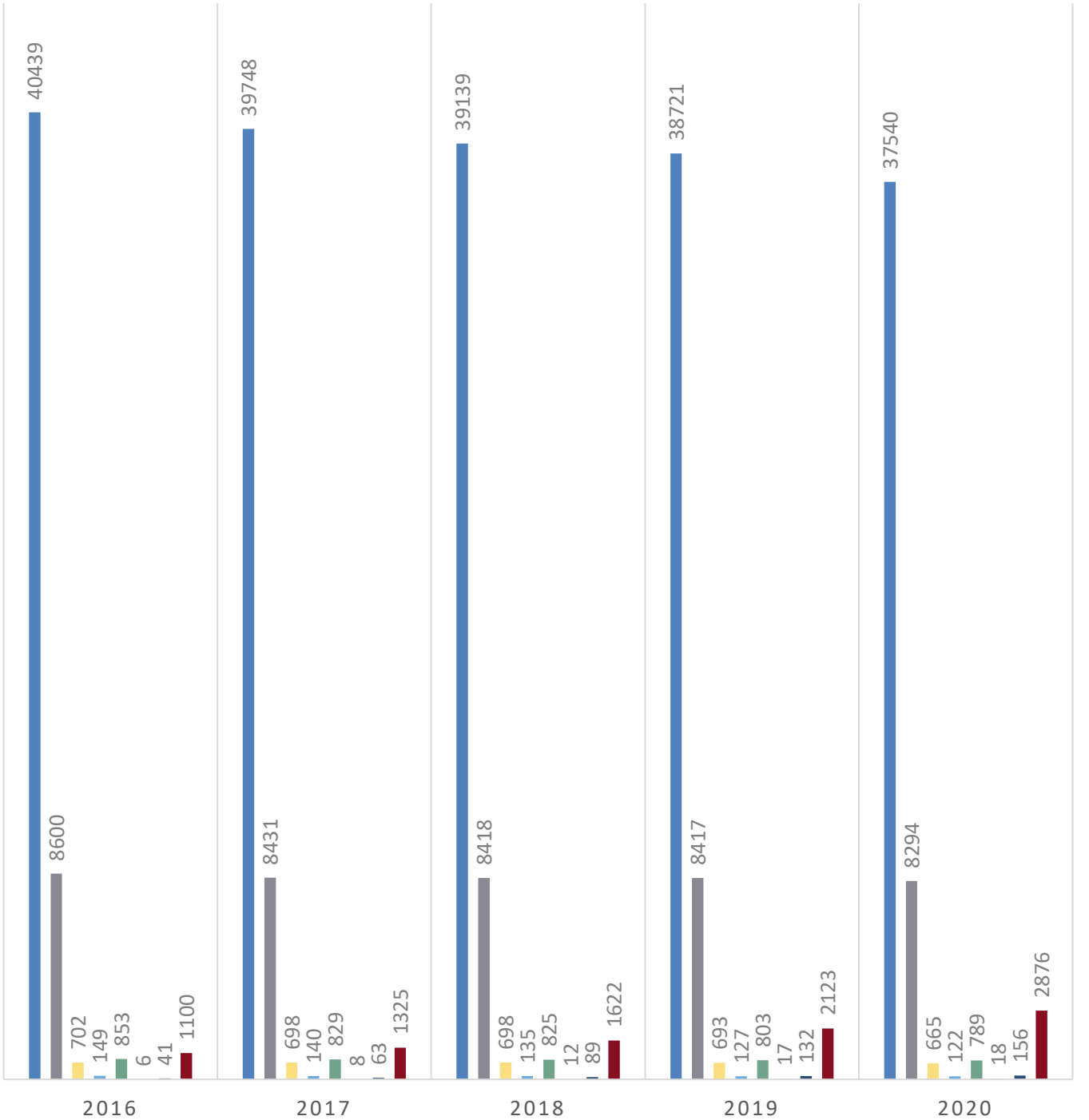
Workforce by Ability & Military

YEAR	SELF-REPORTED DISABILITY
2016	.41% (212)
2017	.43% (218)
2018	.45% (229)
2019	.46% (236)
2020	.50% (251)

YEAR	MILITARY/ VETERAN STATUS
2016	1.7% (862)
2017	1.8% (914)
2018	2.0% (1029)
2019	2.5% (1285)
2020	2.9% (1437)

Workforce by Race

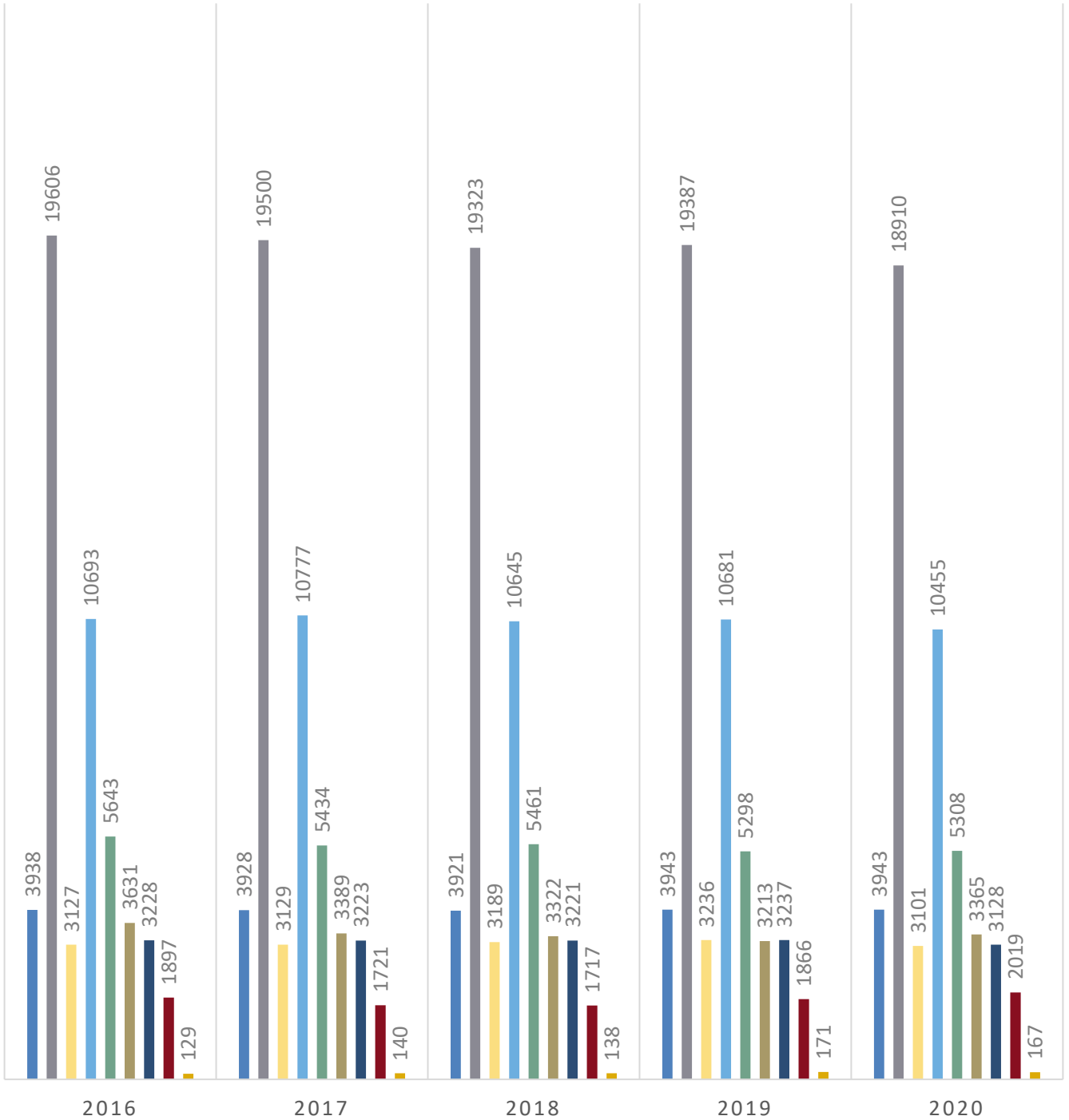
■ White
 ■ Black
 ■ Hisp.
 ■ Am.Ind.
 ■ Asian
 ■ Pac.Is.
 ■ T/M
 ■ Unk.



SEE APPENDIX F FOR THE EEO-4 RACIAL/ETHNIC GROUPS DEFINED

Workforce by Job Group

■ Off/Admin
 ■ Prof.
 ■ Tech.
 ■ Prot.Svc.
 ■ Para.
 ■ Adm.Sup.
 ■ Skill.Crft.
 ■ Svc./Main.
 ■ Unk.



SEE APPENDIX E FOR THE EEO-4 JOB GROUPS DEFINED

Workforce Data 2020

Workforce by Agency

Quick Analysis

The State of Ohio Workforce count includes employees of all branches of Ohio Government. As of Nov. 1, 2020, 92 Departments, Agencies, Boards, Commission, Courts, Bodies, or Elected Offices were included. Below is a list of each “agency” (using the Legislative Service Commission Code) and the number of full-time employees, by size. An individual Snapshot of Agencies who are DAS Clients, can be found starting on p. 13 of this report.

Agency	Employees	Agency	Employees	Agency	Employees	Agency	Employees
OHI	1	CDP	14	BOR	63	LOT	374
SOA	2	FUN	14	CIV	73	AGR	436
LEC	3	PSY	14	NUR	80	MCD	570
JCR	4	SPA	14	SFC (FCC)	80	EDU	592
EBR	5	IGO	15	MED	91	AUD	774
JLE	5	ETH	17	AGE	96	DAS	801
MIH	5	ACC	18	CAC	102	DVS	843
CSV	7	ART	18	TOS	106	TAX	889
ATH	8	RAC	19	PRX	108	COM	948
JCO	8	ETC	22	SOS	122	EPA	981
LCO	8	DEN	23	HFA	133	DYS	997
CHR	9	UST	23	OSB	148	RSC (OOD)	1159
ELC	9	CSW	28	PUB	149	DOH	1295
PWC	9	PYT	28	OSD	150	JSC	1456
SCR	9	TTA	29	SEN	170	AGO	1468
AIR	10	ERB	30	OBM	175	BWC	1695
DVM	10	CLA	31	LSC	207	DNR	2072
VPB	10	OCC	31	DEV	241	DDD	2334
BTA	11	EXP	34	ADJ	260	JFS	2580
CRB	11	GOV	36	INS	265	MHA	3080
ENG	12	COS	52	REP	289	DPS	3741
SHP	12	LIB	53	PUC	294	DOT	4885
ARC	14	CSR	61	OIC	320	DRC	11898

Workforce by Race, Gender, Job Group

	White		Black		Hisp		Am. Ind	
	F	M	F	M	F	M	F	M
Official/ Administrator	1004 1.99%	1812 3.60%	206 0.41%	155 0.31%	13 0.03%	23 0.05%	4 0.01%	7 0.01%
Professional	7581 15.04%	6882 13.66%	2017 4.00%	848 1.68%	107 0.21%	95 0.19%	21 0.04%	17 0.03%
Technician	940 1.87%	1550 3.08%	230 0.46%	193 0.38%	15 0.03%	20 0.04%	3 0.01%	6 0.01%
Protective Service	1429 2.84%	6777 13.45%	644 1.28%	1156 2.29%	43 0.09%	165 0.33%	4 0.01%	27 0.05%
Para- Professionals	2034 4.04%	1022 2.03%	1048 2.08%	531 1.05%	55 0.11%	25 0.05%	5 0.01%	1 0.00%
Administrative Support	1594 3.16%	528 1.05%	677 1.34%	184 0.37%	36 0.07%	14 0.03%	9 0.02%	1 0.00%
Skilled Craft	204 0.40%	2666 5.29%	41 0.08%	134 0.27%	2 0.00%	26 0.05%	1 0.00%	12 0.02%
Service/ Maintenance	433 0.86%	997 1.98%	76 0.15%	142 0.28%	6 0.01%	19 0.04%	1 0.00%	3 0.01%
Unknown	35 0.07%	52 0.10%	9 0.02%	3 0.01%	0 0.00%	1 0.00%	0 0.00%	0 0.00%
TOTALS	15254 30.27%	22286 44.22%	4948 9.82%	3346 6.64%	277 0.55%	388 0.77%	48 0.10%	74 0.15%

Asian		Pac. Is.		T/M		Unk.		Unk.	TOTALS
F	M	F	M	F	M	F	M		
33 0.07%	40 0.08%	0 0.00%	3 0.01%	5 0.01%	3 0.01%	237 0.47%	398 0.79%	0 0.00%	3943 7.82%
262 0.52%	244 0.48%	4 0.01%	1 0.00%	31 0.06%	15 0.03%	448 0.89%	336 0.67%	1 0.00%	18910 37.52%
20 0.04%	43 0.09%	0 0.00%	0 0.00%	5 0.01%	3 0.01%	37 0.07%	36 0.07%	0 0.00%	3101 6.15%
5 0.01%	47 0.09%	1 0.00%	2 0.00%	24 0.05%	43 0.09%	37 0.07%	51 0.10%	0 0.00%	10455 20.75%
28 0.06%	16 0.03%	2 0.00%	0 0.00%	7 0.01%	6 0.01%	310 0.62%	218 0.43%	0 0.00%	5308 10.53%
26 0.05%	11 0.02%	0 0.00%	2 0.00%	7 0.01%	0 0.00%	217 0.43%	59 0.12%	0 0.00%	3365 6.68%
2 0.00%	2 0.00%	1 0.00%	2 0.00%	2 0.00%	4 0.01%	1 0.00%	28 0.06%	0 0.00%	3128 6.21%
2 0.00%	4 0.01%	0 0.00%	0 0.00%	1 0.00%	0 0.00%	87 0.17%	248 0.49%	0 0.00%	2019 4.01%
2 0.00%	2 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	28 0.06%	35 0.07%	0 0.00%	167 0.33%
380 0.75%	409 0.81%	8 0.02%	10 0.02%	82 0.16%	74 0.15%	1402 2.78%	1409 2.80%	1 0.00%	50396

Compensation Rates 2020

Quick Analysis

Due to the State's classification and compensation system, as well as collective bargaining agreements, there is little to no negotiation on starting hourly rates in most state positions. The Officials/Administrator Job Group, which has the largest pay range, allows for the potential of disparity (see graph). The comparison for hourly rate is done against the average White Male. Five groups make more than the average white male, while 14 make less. Asian men are the highest earners, while individuals who are Two or More races make the least, on average. In general, women make less than male counterparts.

\$33.34

AVERAGE HR. RATE
WHITE MEN

\$49.14

AVERAGE HR. RATE
ASIAN MEN

\$45.04

AVERAGE HR. RATE
ASIAN STAFF

\$40.62

AVERAGE HR. RATE
ASIAN WOMEN

\$34.30

AVERAGE HR. RATE
AM. IND. MEN

\$33.51

AVERAGE HR. RATE
AM. IND. STAFF

\$33.02

AVERAGE HR. RATE
WHITE WOMEN

\$32.28

AVERAGE HR. RATE
AM. IND. WOMEN

\$30.30

AVERAGE HR. RATE
HISPANIC MEN

\$29.91

AVERAGE HR. RATE
BLACK MEN

\$29.87

AVERAGE HR. RATE
BLACK STAFF

\$29.83

AVERAGE HR. RATE
BLACK WOMEN

\$29.76

AVERAGE HR. RATE
HISPANIC STAFF

\$29.01

AVERAGE HR. RATE
HISPANIC WOMEN

\$27.77

AVERAGE HR. RATE
PAC. ISL. WOMEN

\$26.50

AVERAGE HR. RATE
PAC. ISL. STAFF

\$25.48

AVERAGE HR. RATE
PAC. ISL. MEN

\$24.57

AVERAGE HR. RATE
TWO/MORE WOMEN

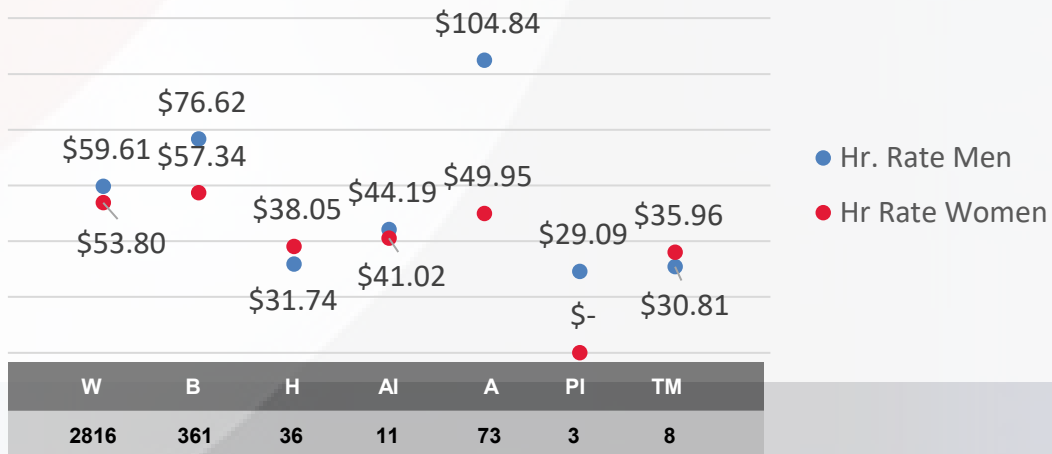
\$23.89

AVERAGE HR. RATE
TWO/MORE STAFF

\$23.14

AVERAGE HR. RATE
TWO/MORE MEN

Officials/ Administrators



NUMBER OF EMPLOYEES IN GROUP

Applicant Data 2020

Starting in 2019, the State can review applicant data during the hiring process for diversity trends. A state application moves through various “stages” as each agency tracks decision points in the hiring process. The four most used stages were selected for data analysis in this section. Applicant data is self-reported.

4048
TOTAL FULL TIME HIRES
Nov. 1 2019
TO Nov. 1 2020

Applicants by Race, Stage

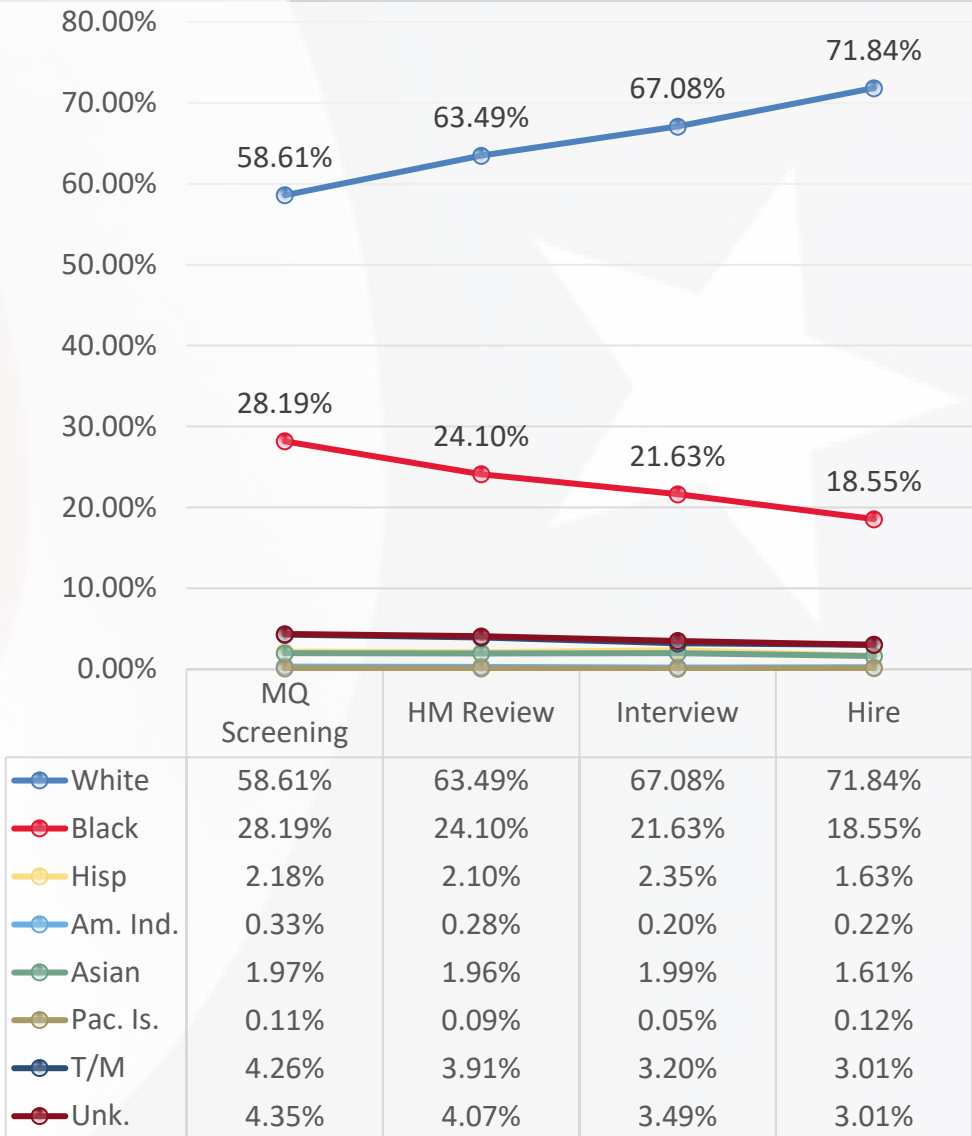
Quick Analysis

During the application process, the race of the applicant can be tracked across the various stages.

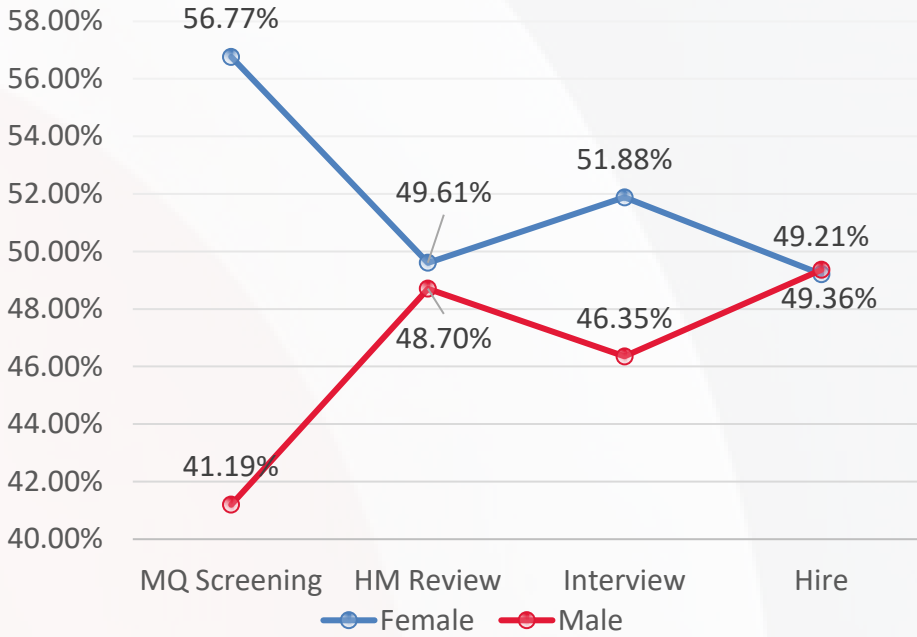
When determining data trends in this area, the optimal measure is for the percentage of representation to remain consistent across the stages.

The 2020 data indicates that Black applicants show a decline in representation at each subsequent application stage, from MQ Screening (minimum qualification screening) to Hire, while White applicants show an increase in representation.

The MQ Screening stage represents applicants who met all minimum qualifications for the position. It is not inclusive of the total number of people who applied for a position.



Applicants by Gender, Stage



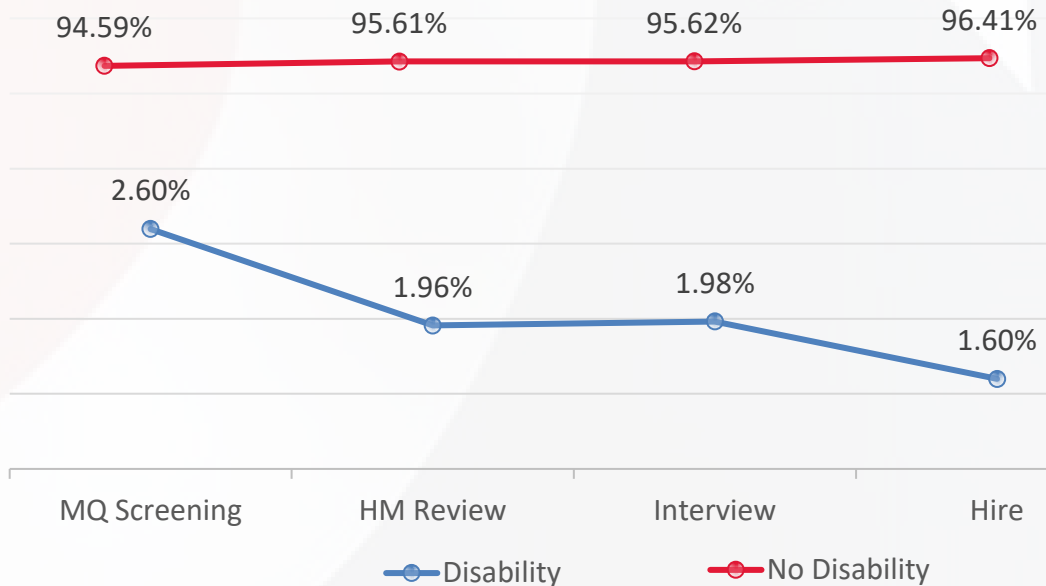
Quick Analysis

When determining data trends in this area, the optimal measure is for the percentage of representation to remain consistent across the stages.

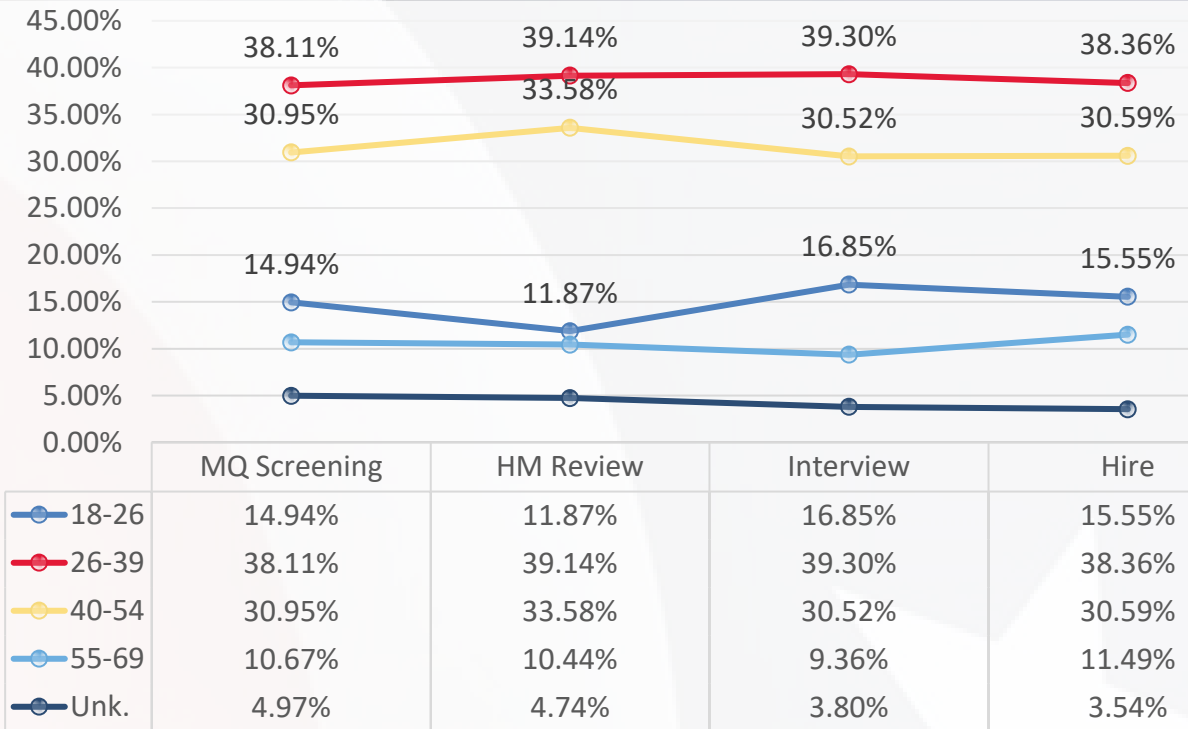
The 2020 data indicates that while more women met minimum qualifications, they were less likely to be selected by a hiring manager for an interview or be hired.

Currently, the application does not provide for "non-binary" selection in gender.

Applicants by Ability



Applicants by Age, Stage

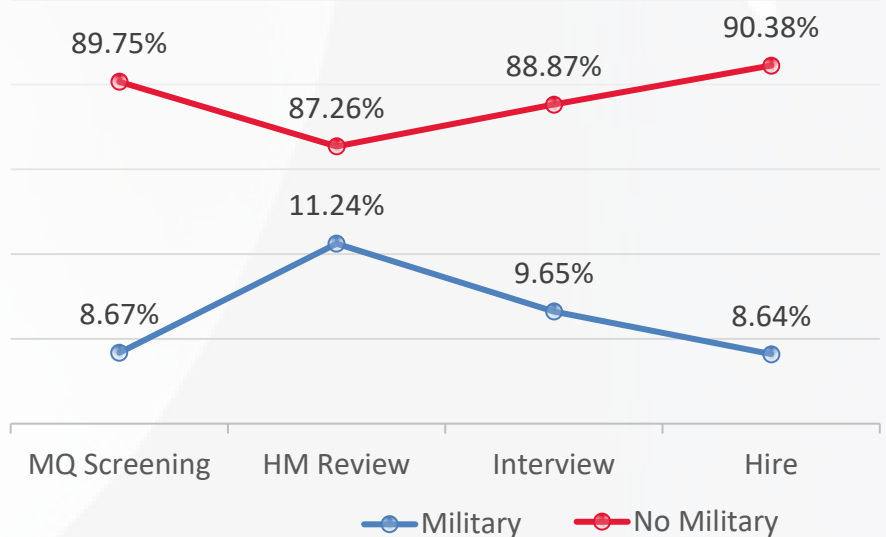


Applicants by Military

Quick Analysis

When determining data trends in this area, the optimal measure is for the percentage of representation to remain consistent across the stages.

The 2020 data indicates that hiring managers found military service a positive when reviewing applications, increasing representation. However, that trend did not continue in subsequent stages, although ultimately the representation did remain consistent from MQ Screening to Hire.



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Survey of Agency Data

Accountancy Board

The Accountancy Board (ACC) licenses certified public accountants (CPAs) and public accountants (PAs). It seeks to ensure the professional competence and legal and ethical behavior of accountants serving Ohioans. The agency tests the knowledge of new accountants and monitors continuing education requirements. ACC registers public accounting firms, investigates violations of law and rules, and disciplines licensees.

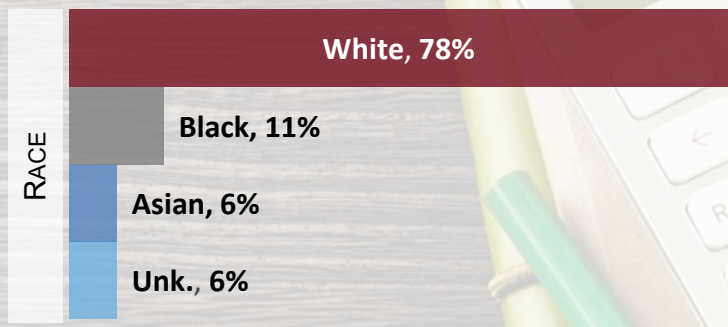
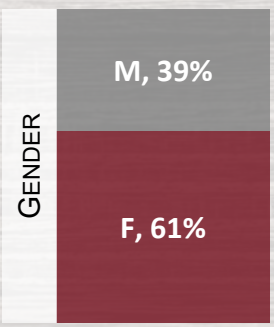
ACC

2020 Workforce Diversity Data

18
FULL TIME WORKFORCE

0%
DISABILITY

5%
MILITARY STATUS



JOB CATEGORIES

	White		Black		Asian		Unk.		Total
	F	M	F	M	F	M	F	M	
Official/Administrator	2	6	1	0	0	1	0	0	10
Professional	3	0	1	0	0	0	0	0	4
Technician	2	0	0	0	0	0	0	0	2
Admin.Suport	1	0	0	0	0	0	1	0	2
Total	8	6	2	0	0	1	1	0	18

Adjutant General

The Adjutant General (ADJ) serves as the military chief of staff to the commander in chief (Governor) and as the administrative head of the organized militia. The Department's duties are to provide trained and equipped reserve forces to joint military operations; participate in planning and coordinating on disaster preparedness; mobilize to assist local response in times of crisis; and mobilize as a member of the Emergency Management Assistance Compact.

A
D
J

2020 Workforce Diversity Data

259

FULL TIME WORKFORCE

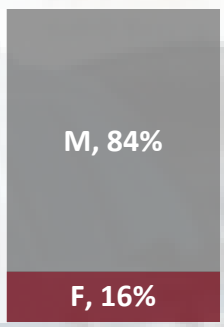
.8%

DISABILITY

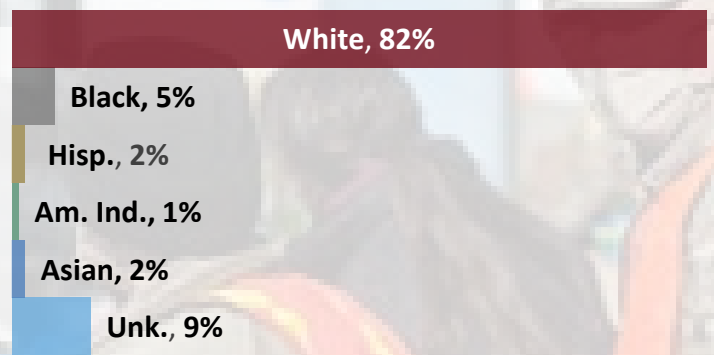
1.5%

MILITARY STATUS

GENDER



RACE



JOB CATEGORIES

	White		Black		Hisp		Am. Ind		Asian		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	2	7	0	1	0	0	0	0	0	0	0	0	10
Professional	25	25	6	1	0	0	0	0	0	0	0	5	62
Technician	1	4	0	0	0	0	0	0	0	1	0	0	6
Prot.Serv.	0	74	0	2	0	0	0	2	0	3	0	12	93
Admin.Support	2	2	0	0	1	0	0	0	0	0	0	0	5
Skilled Craft	0	13	0	2	0	0	0	0	0	0	0	1	16
Svc/Maint	3	54	0	1	0	3	0	0	0	0	0	6	67
Total	33	179	6	7	1	3	0	2	0	4	0	24	259

Aging

The Ohio Department of Aging (AGE) serves and advocates for the needs of Ohioans who are age 60 and older. It provides home and community-based services that help individuals remain in their own homes and supports consumers of long-term care.

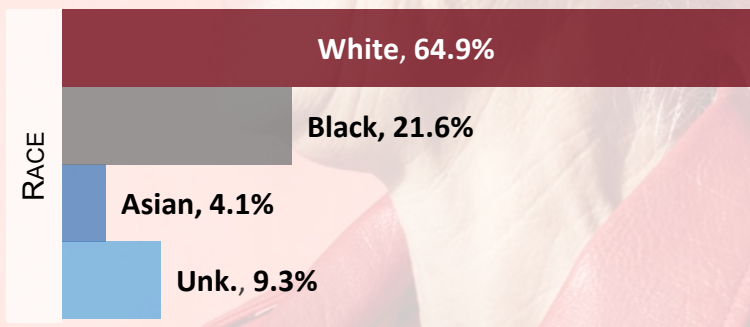
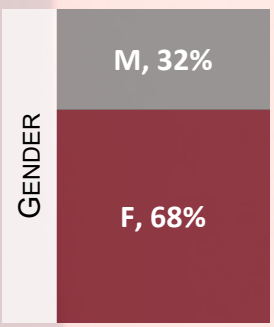
A
G
E

2020 Workforce Diversity Data

97
FULL TIME WORKFORCE

1%
DISABILITY

2%
MILITARY STATUS



JOB CATEGORIES

	White		Black		Asian		Unk.		Total
	F	M	F	M	F	M	F	M	
Official/Administrator	9	9	2	0	0	1	2	0	23
Professional	31	10	11	4	1	2	4	2	65
Technician	1	1	1	1	0	0	0	0	4
ParaProfessional	0	0	0	0	0	0	1	0	1
Admin.Support	1	1	2	0	0	0	0	0	4
Total	42	21	16	5	1	3	7	2	97

Agriculture

The Ohio Department of Agriculture (AGR) safeguards the health of Ohio's food supply to protect consumers, promotes environmental stewardship, and maintains the health of the state's animals and plants. The Department also promotes Ohio's agricultural products by creating economic opportunities for Ohio's farmers, food processors, and agribusinesses.

A
G
R

2020 Workforce Diversity Data

435

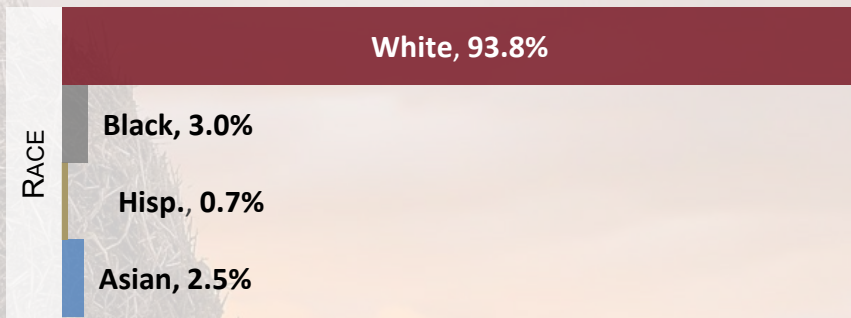
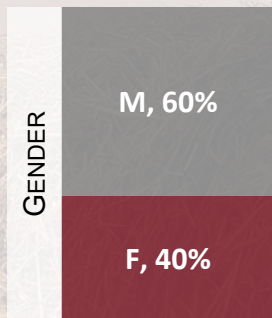
FULL TIME WORKFORCE

0%

DISABILITY

.9%

MILITARY STATUS



JOB CATEGORIES

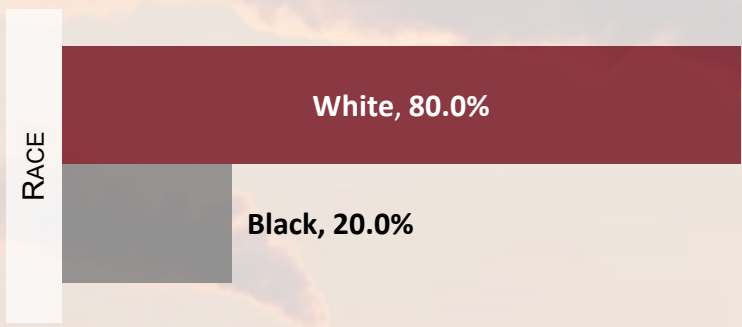
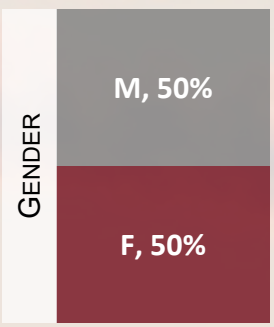
	White		Black		Hisp		Asian		Total
	F	M	F	M	F	M	F	M	
Official/Administrator	10	21	1	0	0	0	0	1	33
Professional	53	70	2	3	0	1	1	4	134
Technician	91	145	3	3	2	0	0	5	249
ParaProfessional	1	4	0	0	0	0	0	0	5
Admin.Support	9	0	0	1	0	0	0	0	10
Skilled Craft	0	3	0	0	0	0	0	0	3
Svc/Maint	0	1	0	0	0	0	0	0	1
Total	164	244	6	7	2	1	1	10	435

Air Quality Development Authority

The Ohio Air Quality Development Authority (AIR) assists businesses, political subdivisions, and not-for-profit entities comply with the federal Clean Air Act by issuing revenue bonds to install clean air facilities and helping them qualify for tax exemptions on the project, and by providing grants to eligible small businesses to buy clean air equipment.

A
I
R

2020 Workforce Diversity Data



JOB CATEGORIES

	White		Black		Total
	F	M	F	M	
Official/Administrator	2	4	0	0	6
Professional	1	0	1	0	2
Admin.Support	0	1	1	0	2
Total	3	5	2	0	10

Architects & Landscape Architects

The Ohio Architects Board and the Ohio Landscape Architects Board are responsible for the regulation of the practices of architecture and landscape architecture in the State of Ohio. There are two boards, with one budget and one staff. The Ohio Architects Board was established in 1929 and the Ohio Landscape Architects Board was established in 1965.

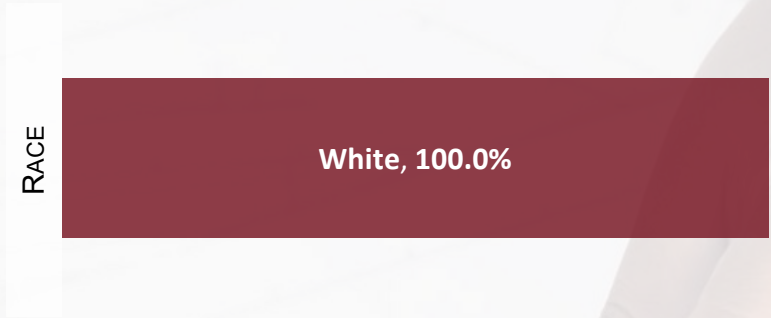
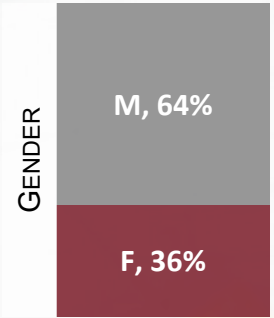
2020 Workforce Diversity Data

A
R
C

14
FULL TIME WORKFORCE

0%
DISABILITY

0%
MILITARY STATUS



JOB CATEGORIES

	White		Total
	F	M	
Official/Administrator	3	8	11
Professional	1	1	2
Technician	1		1
Total	5	9	14

Arts Council

The Ohio Arts Council (ART) promotes the visual and performing arts in Ohio through cultural and educational activities and by providing economic assistance in the form of competitive grants to artists, art organizations, and communities.

A
R
T

2020 Workforce Diversity Data

18

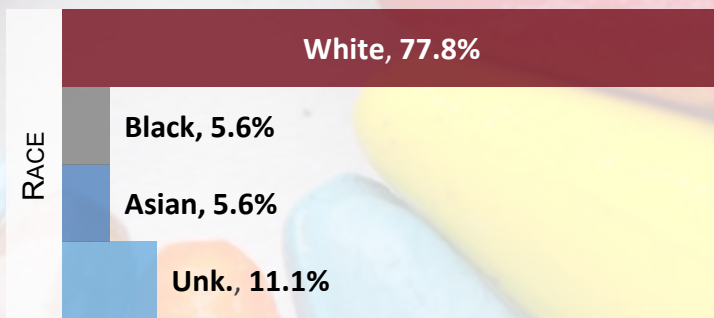
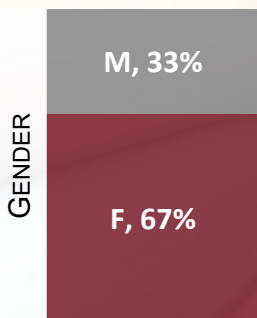
FULL TIME WORKFORCE

0%

DISABILITY

0%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Asian		Unk.		Total
	F	M	F	M	F	M	F	M	
Official/Administrator	2	1	0	0	0	0	0	0	3
Professional	6	4	1	0	1	0	2	0	14
Technician	0	1	0	0	0	0	0	0	1
Total	8	6	1	0	1	0	2	0	18

Athletic Commission

The Ohio Athletic Commission (ATH) regulates boxing, mixed martial arts, professional wrestling, kickboxing, karate, and tough person contests to protect the safety of the participants and the interests of the public.

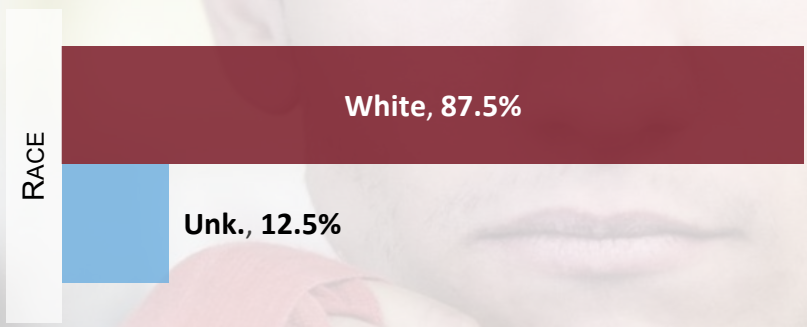
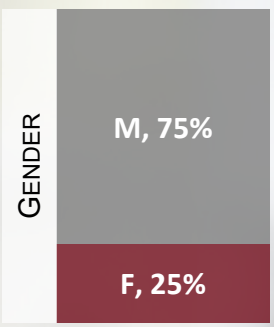
ATH

2020 Workforce Diversity Data

8
FULL TIME WORKFORCE

0%
DISABILITY

0%
MILITARY STATUS



JOB CATEGORIES

	White		Unk.		Total
	F	M	F	M	
Official/Administrator	0	6	0	0	6
Admin.Support	1	0	1	0	2
Total	1	6	1	0	8

Higher Education

The Department of Higher Education (BOR) oversees and coordinates Ohio's network of public colleges and universities, and a host of independent colleges and universities. It authorizes and approves new degree programs, advises the Governor and the General Assembly on higher education policy, advocates for and manages state operating, capital funds, and student financial aid programs, provides fiscal oversight, identifies gaps in Ohio's trained workforce, and oversees the development of workforce education to fulfill the needs of Ohio's industries.

B
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R

2020 Workforce Diversity Data

63

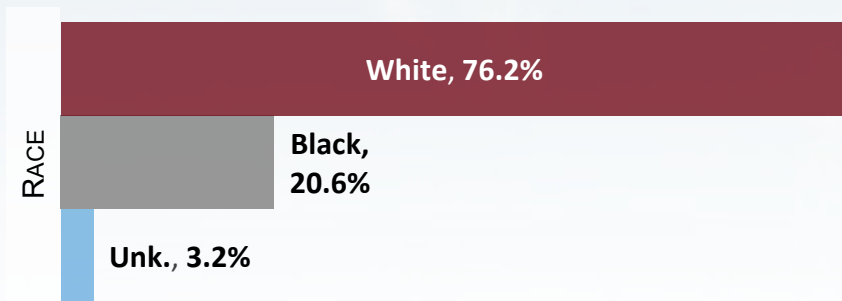
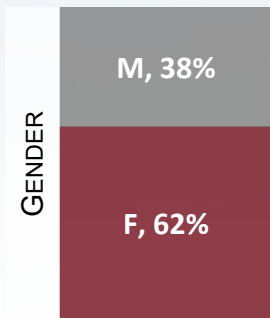
FULL TIME WORKFORCE

0%

DISABILITY

0%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Unk.		Total
	F	M	F	M	F	M	
Official/Administrator	6	4	1	1	0	0	12
Professional	14	10	5	3	0	1	33
ParaProfessional	2	3	0	0	1	0	6
Admin.Support	5	2	3	0	0	0	10
Unk.	2	0	0	0	0	0	2
Total	29	19	9	4	1	1	63

Board of Tax Appeals

The Board of Tax Appeals (BTA) consists of three members who are appointed by the Governor and serve six-year terms. As an independent, quasi-judicial, single-purpose body, BTA provides an expert forum outside the court system to resolve controversies between taxpayers and taxing authorities. Most BTA cases arise from real estate valuations by county boards of revision.

B
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2020 Workforce Diversity Data

11

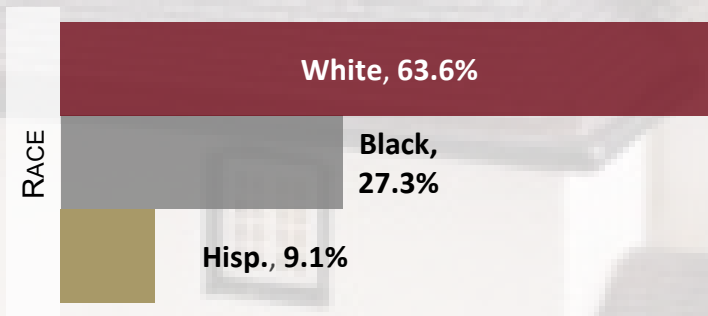
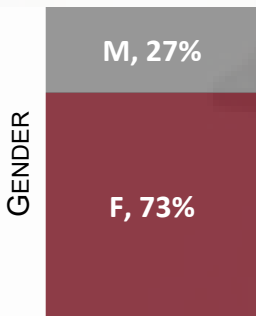
FULL TIME WORKFORCE

0%

DISABILITY

0%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Total
	F	M	F	M	F	M	
Official/Administrator	2	3	1	0	0	0	6
Professional	1	0	1	0	0	0	2
ParaProfessional	1	0	0	0	0	0	1
Admin.Support	0	0	1	0	1	0	2
Total	4	3	3	0	1	0	11

Bureau of Workers' Compensation

The Ohio Bureau of Workers' Compensation (BWC) provides medical and compensation benefits for work-related injuries, diseases and deaths. Founded in 1912 and with assets under management of approximately \$28 billion, it is the largest state-operated provider of workers' compensation insurance in the United States.

B
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2020 Workforce Diversity Data

1683

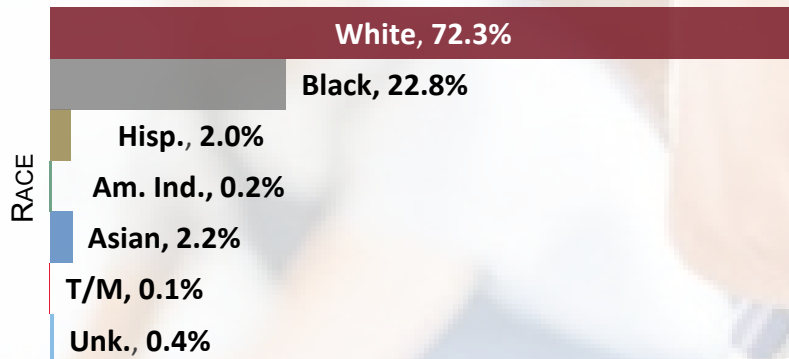
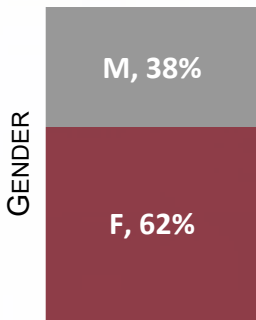
FULL TIME WORKFORCE

.5%

DISABILITY

.2%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Am. Ind		Asian		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	32	52	3	3	0	0	0	0	0	1	0	0	0	0	91
Professional	536	338	242	67	17	8	2	1	20	12	1	0	5	0	1249
Technician	19	42	5	10	1	2	0	0	0	0	0	0	0	0	79
Prot.Serv.	20	43	0	0	1	0	0	0	0	0	0	0	0	0	64
ParaProfessional	10	7	5	2	0	0	0	0	1	0	0	0	0	0	25
Admin.Support	76	28	32	12	4	1	1	0	1	0	0	0	1	0	156
Svc/Maint	0	3	0	1	0	0	0	0	0	0	0	0	0	0	4
Unk.	3	8	2	0	0	0	0	0	1	1	0	0	0	0	15
Total	696	521	289	95	23	11	3	1	23	14	1	0	6	0	1683

Casino Control Commission

The Ohio Casino Control Commission (CAC) was established in 2011 for oversight of the casino industry. The Commission establishes standards and procedures for casino operators, vendors, and their employees. CAC licenses and regulates all persons participating in casino gaming, as well as investigates gaming crime.

C
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2020 Workforce Diversity Data

101

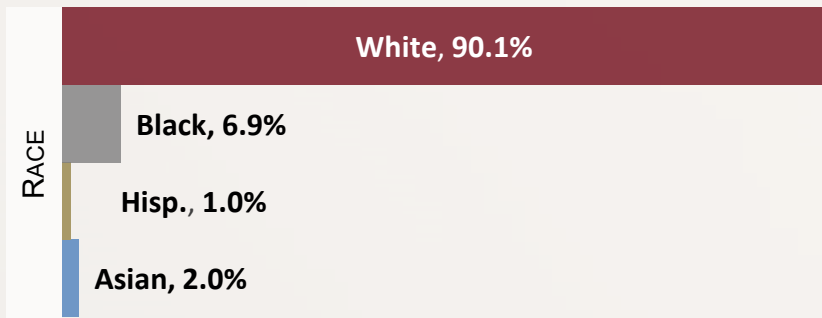
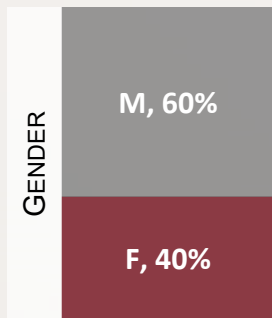
FULL TIME WORKFORCE

0%

DISABILITY

6%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Asian		Total
	F	M	F	M	F	M	F	M	
Official/Administrator	5	8	1	2	1	0	0	1	18
Professional	16	11	2	0	0	0	0	0	29
Prot.Serv.	8	37	0	1	0	0	0	1	47
Admin.Support	6	0	1	0	0	0	0	0	7
Total	35	56	4	3	1	0	0	2	101

Data Pulled as of 12/15/2020

Chemical Dependency Professionals

The Ohio Chemical Dependency Professionals Board (CDP) issues licenses and certifications for a variety of chemical dependency professionals. The Board also sets standards of practice, investigates complaints, determines appropriate disciplinary actions, and monitors continuing education compliance.

C
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2020 Workforce Diversity Data

14

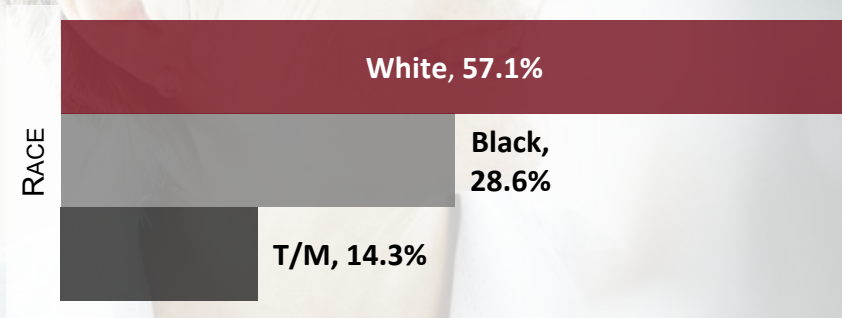
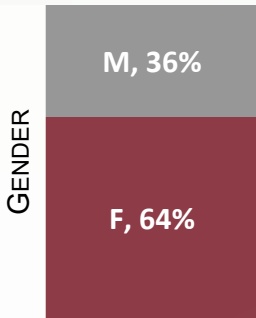
FULL TIME WORKFORCE

0%

DISABILITY

0%

MILITARY STATUS



JOB CATEGORIES

	White		Black		T/M		Total
	F	M	F	M	F	M	
Official/Administrator	3	3	1	1	0	1	9
Professional	1	0	0	0	0	0	1
Technician	1	0	0	0	1	0	2
Admin.Support	0	0	2	0	0	0	2
Total	5	3	3	1	1	1	14

Chiropractic Board

The Ohio State Chiropractic Board (CHR) issues licenses for chiropractors, sets the standards of practice, tests each applicant on the Board's laws and rules, investigates complaints, holds administrative hearings, determines appropriate disciplinary actions, and monitors continuing education compliance among licensees. The Board also issues acupuncture certificates to qualified chiropractors.

CHR

2020 Workforce Diversity Data

9

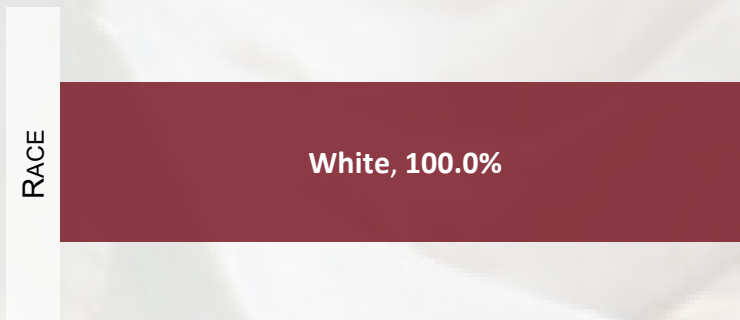
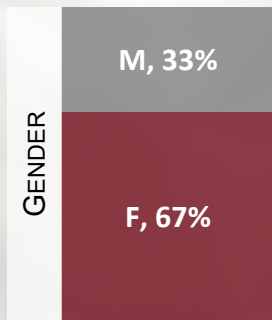
FULL TIME WORKFORCE

0%

DISABILITY

0%

MILITARY STATUS



JOB CATEGORIES

	White		Total
	F	M	
Official/Administrator	3	3	6
Professional	2	0	2
Technician	1	0	1
Total	6	3	9

Civil Rights Commission

The Ohio Civil Rights Commission (CIV) is charged with enforcing R.C. Chapter 4112, which prohibits discrimination in employment, places of public accommodation, housing, granting of credit, and higher education based on certain legally protected characteristics.

C
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2020 Workforce Diversity Data

72

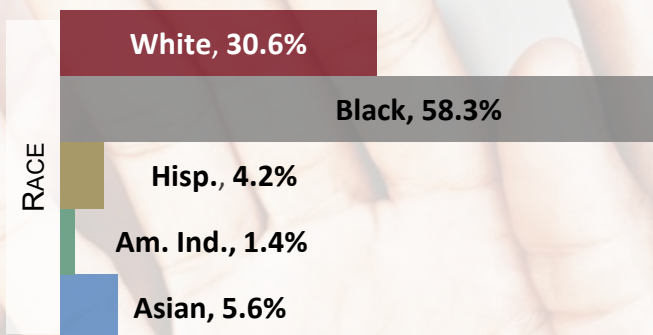
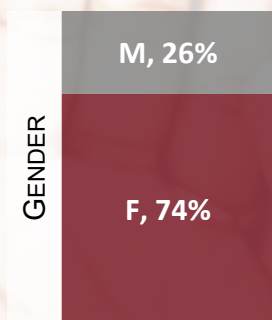
FULL TIME WORKFORCE

2.8%

DISABILITY

0%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Am. Ind		Asian		Total
	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	2	0	3	1	0	0	0	0	1	0	7
Professional	8	7	24	8	2	1	0	1	2	1	54
ParaProfessional	1	0	0	0	0	0	0	0	0	0	1
Admin.Support	4	0	6	0	0	0	0	0	0	0	10
Total	15	7	33	9	2	1	0	1	3	1	72

Commerce

The Department of Commerce (COM) regulates a wide array of industries and professions across Ohio. It oversees state-chartered financial institutions, the securities market in the state, Ohio's Unclaimed Funds Program, the building trades, including state labor laws, the Ohio Fire Code, including fire and explosion investigations and firefighter training, the alcoholic beverage industry in the state, and the state's medical marijuana cultivator, processor, and testing program.

C
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2020 Workforce Diversity Data

942

FULL TIME WORKFORCE

.1%

DISABILITY

.1%

MILITARY STATUS

White, 82.0%

Black, 14.6%

Hisp., 0.7%

Am. Ind., 0.2%

Asian, 1.7%

T/M, 0.6%

Unk., 0.1%

GENDER

M, 63%

F, 37%

RACE

JOB CATEGORIES

	White		Black		Hisp		Am. Ind		Asian		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	23	66	6	6	0	1	0	0	0	2	1	0	0	0	105
Professional	143	278	51	30	0	3	1	0	6	6	1	2	0	1	522
Technician	9	91	2	9	1	1	0	0	0	1	0	0	0	0	114
Prot.Serv.	10	60	0	0	1	0	0	1	0	0	0	1	0	0	73
ParaProfessional	0	0	2	0	0	0	0	0	0	0	0	1	0	0	3
Admin.Support	61	14	26	6	0	0	0	0	0	1	0	0	0	0	108
Skilled Craft	2	9	0	0	0	0	0	0	0	0	0	0	0	0	11
Svc/Maint	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3
Unk.	3	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Total	251	521	87	51	2	5	1	1	6	10	2	4	0	1	942

Cosmetology & Barber Board

The Ohio State Cosmetology and Barber Board's (COS) mission is to protect and support the public through regulation and education, while protecting the integrity of the cosmetology and barbering industries.

2020 Workforce Diversity Data

51

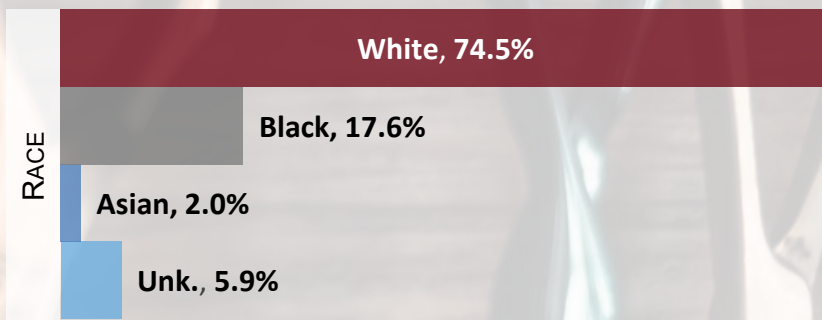
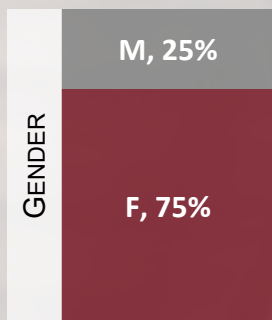
FULL TIME WORKFORCE

0%

DISABILITY

0%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Asian		Unk.		Total
	F	M	F	M	F	M	F	M	
Official/Administrator	7	3	2	0	0	0	0	1	13
Professional	4	2	0	0	0	1	0	0	7
Technician	14	2	3	1	0	0	1	1	22
Admin.Support	5	1	2	1	0	0	0	0	9
Total	30	8	7	2	0	1	1	2	51

C
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S

Board of Motor Vehicle Repair

The Board of Motor Vehicle Repair (CRB) is responsible for the registration and regulation of collision repair facilities, auto glass replacement and repair businesses, airbag replacement and repair businesses, mobile auto repair units, and window tint installers.

CRB

2020 Workforce Diversity Data

11

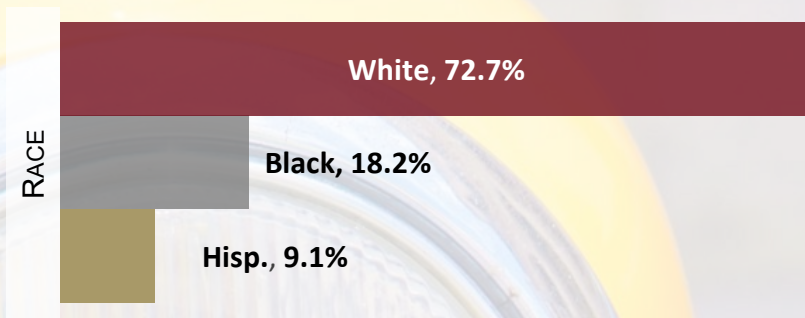
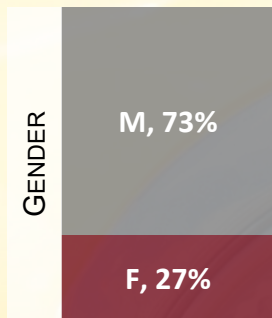
FULL TIME WORKFORCE

0%

DISABILITY

0%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Total
	F	M	F	M	F	M	
Official/Administrator	0	6	0	0	0	1	7
Professional	1	1	1	0	0	0	3
ParaProfessional	0	0	1	0	0	0	1
Total	1	7	2	0	0	1	11

ServeOhio

The mission of the Ohio Commission on Service and Volunteerism (CSV) is to strengthen Ohio's communities through service and volunteerism. CSV was created as a result of the National and Community Service Trust Act of 1993, which also created the AmeriCorps Program. OCSV also focuses on volunteer training and recognition, national charitable service days, and the annual ServeOhio Conference.

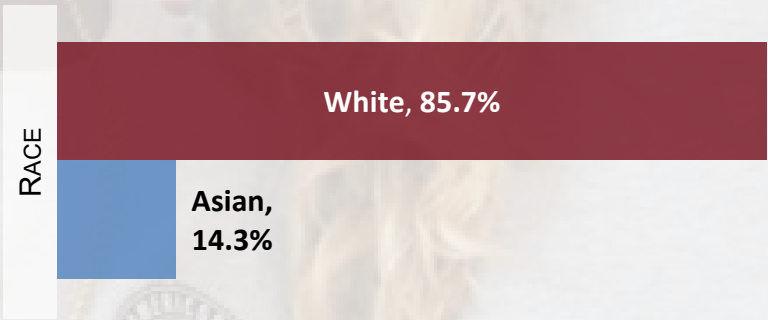
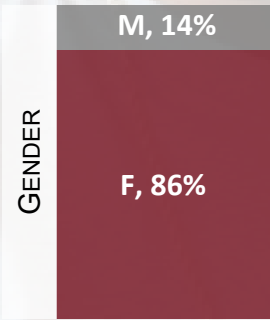
C
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2020 Workforce Diversity Data

7
FULL TIME WORKFORCE

0%
DISABILITY

0%
MILITARY STATUS



JOB CATEGORIES

	White		Asian		Total
	F	M	F	M	
Official/Administrator	0	1	1	0	2
Professional	5	0	0	0	5
Total	5	1	1	0	7

Counselor, Social Worker, and Marriage & Family Therapist Board

The Ohio Counselor, Social Worker, and Marriage and Family Therapist Board (CSW) was established in 1984. Originally responsible for licensing counselors and social workers, the Board's responsibility was expanded in 2004 to include licensing marriage and family therapists.

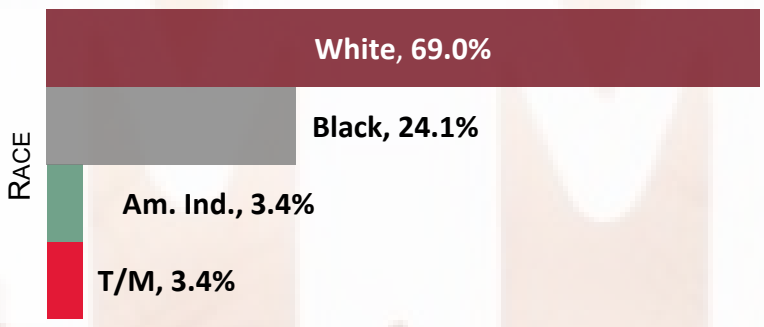
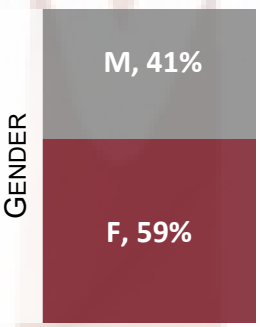
C
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2020 Workforce Diversity Data

29
FULL TIME WORKFORCE

0%
DISABILITY

0%
MILITARY STATUS



JOB CATEGORIES

	White		Black		Am. Ind		T/M		Total
	F	M	F	M	F	M	F	M	
Official/Administrator	7	6	0	1	1	0	0	1	16
Professional	3	1	0	0	0	0	0	0	4
Technician	0	1	4	1	0	0	0	0	6
Admin.Support	1	1	1	0	0	0	0	0	3
Total	11	9	5	2	1	0	0	1	29

Administrative Services

The Department of Administrative Services (DAS) is responsible for providing state agencies with services pertaining to information technology systems, personnel, the procurement of goods and services, real estate, collective bargaining, and equal opportunity.

D
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2020 Workforce Diversity Data

798

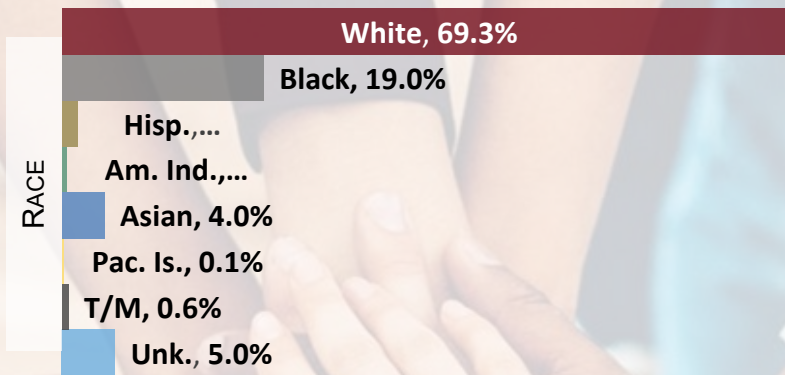
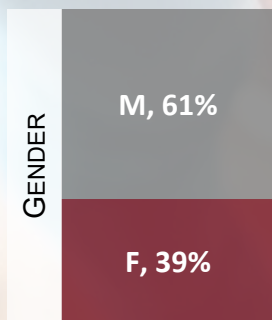
FULL TIME WORKFORCE

1.3%

DISABILITY

5.8%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	45	48	6	9	0	1	0	1	3	1	0	1	1	0	2	5	123
Professional	108	132	46	25	3	3	0	1	8	12	0	0	1	0	5	7	351
Technician	16	110	12	26	2	1	0	1	2	5	0	0	0	2	1	9	187
Prot.Serv.	3	10	1	1	0	0	0	0	0	1	0	0	0	0	1	3	20
ParaProfessional	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	4
Admin.Support	24	22	11	8	0	1	0	0	0	0	0	0	1	0	2	2	71
Skilled Craft	0	7	0	1	0	0	0	0	0	0	0	0	0	0	0	0	8
Svc/Maint	4	15	0	4	0	1	0	0	0	0	0	0	0	0	0	0	24
Unk.	2	5	1	0	0	0	0	0	0	0	0	0	0	0	2	0	10
Total	203	350	77	75	5	7	0	3	13	19	0	1	3	2	14	26	798

Developmental Disabilities

The Ohio Department of Developmental Disabilities (DDD) is the primary state service agency for Ohioans with developmental disabilities. DDD's mission is to promote comprehensive statewide programs and services – including public education, prevention, diagnosis, treatment, training, and care – for individuals with developmental disabilities and their families wherever they reside in the state.

2020 Workforce Diversity Data

DDD
DDD
DDD

2315

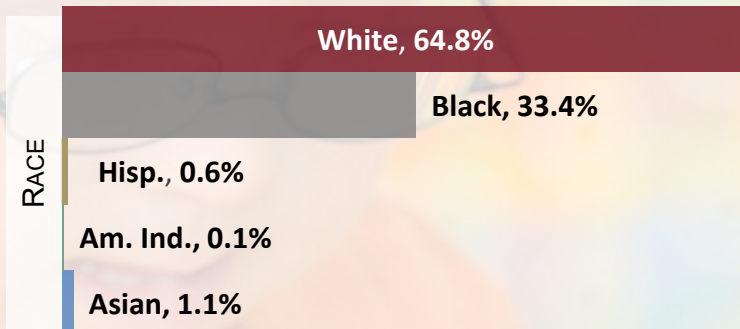
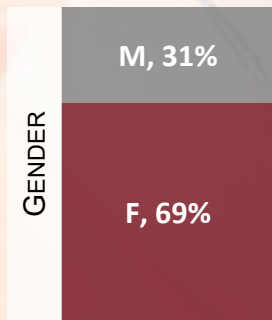
FULL TIME WORKFORCE

.8%

DISABILITY

.1%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Am. Ind		Asian		Total
	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	19	14	6	1	0	0	0	0	1	1	42
Professional	276	113	64	23	1	3	1	0	9	6	496
Technician	8	13	3	2	0	0	0	0	0	0	26
Prot.Serv.	2	13	0	1	0	0	0	0	0	0	16
ParaProfessional	654	201	388	219	6	1	2	0	6	2	1479
Admin.Support	38	6	18	1	0	0	0	0	0	0	63
Skilled Craft	12	5	2	0	0	0	0	0	0	0	19
Svc/Maint	64	63	25	20	2	0	0	0	0	0	174
Total	1073	428	506	267	9	4	3	0	16	9	2315

Dental Board

The State Dental Board, established in 1892, issues licenses to dentists and dental hygienists and assistants. The Board also issues a variety of certificates and permits related to the practice of dentistry; sets standards for training, ethics, and the practice of dentistry and dental hygiene; and investigates complaints, holds administrative hearings, determines appropriate disciplinary actions, and monitors continuing education compliance among its licensees and certificate holders.

2020 Workforce Diversity Data

23

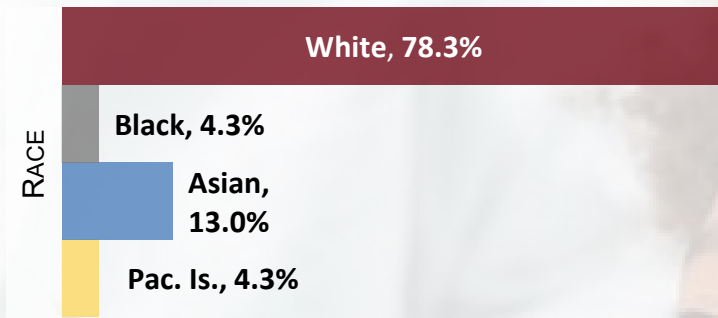
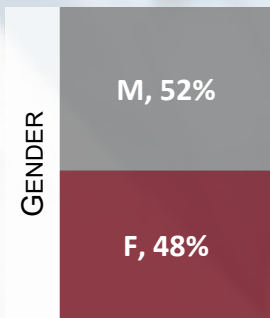
FULL TIME WORKFORCE

0%

DISABILITY

4.3%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Asian		Pac. Is.		Total
	F	M	F	M	F	M	F	M	
Official/Administrator	4	5	1	0	0	3	0	1	14
Professional	2	3	0	0	0	0	0	0	5
Admin.Support	4	0	0	0	0	0	0	0	4
Total	10	8	1	0	0	3	0	1	23

D
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Development Services Agency

The Development Services Agency (DEV) administers a variety of programs to promote economic and community development. DEV's work includes community development programs, including home energy assistance, affordable housing and homelessness prevention, and local community assistance.

2020 Workforce Diversity Data

242

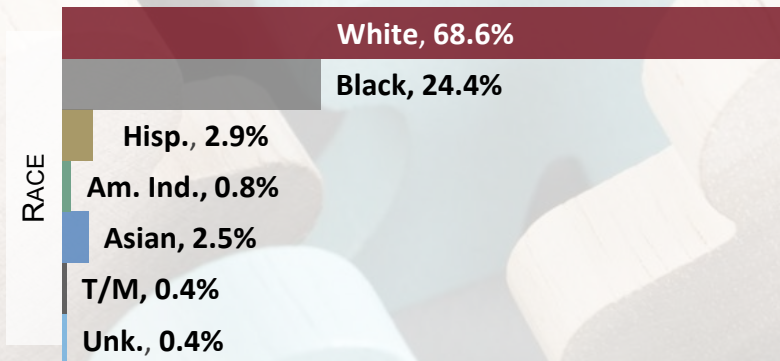
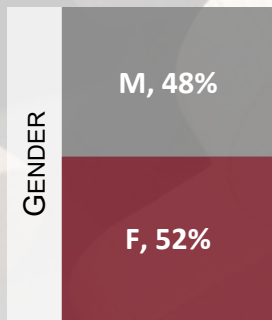
FULL TIME WORKFORCE

.8%

DISABILITY

.4%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Am. Ind		Asian		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	20	35	6	6	1	1	0	0	1	1	0	0	0	0	71
Professional	46	43	22	8	3	2	0	1	2	2	0	1	0	0	130
Technician	1	2	0	0	0	0	0	1	0	0	0	0	0	0	4
ParaProfessional	2	2	0	1	0	0	0	0	0	0	0	0	0	1	6
Admin.Support	10	5	13	3	0	0	0	0	0	0	0	0	0	0	31
Total	79	87	41	18	4	3	0	2	3	3	0	1	0	1	242

D
E
V

Natural Resources

The Ohio Department of Natural Resources (DNR) is charged with overseeing the use, preservation, and conservation of the state's natural resources through a wide variety of recreational and regulatory programs. DNR's areas of responsibility include Ohio's wildlife, forests and other natural areas, state parks, inland lakes and waterways, geological and mineral resources, and the Lake Erie coastline.

2020 Workforce Diversity Data

1861

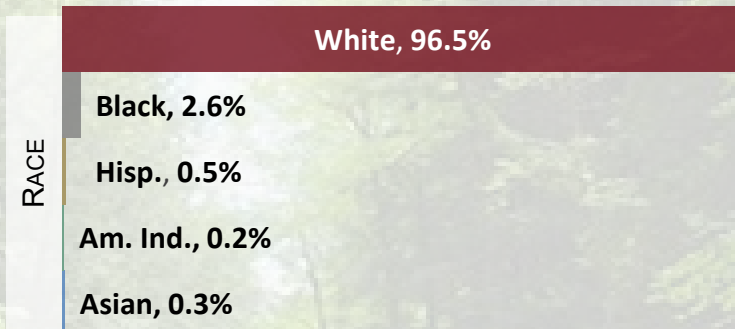
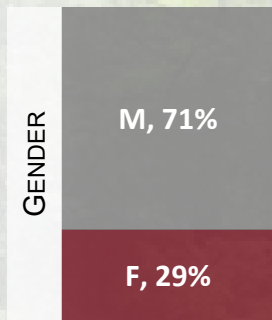
FULL TIME WORKFORCE

.1%

DISABILITY

.3%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Am. Ind		Asian		Total
	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	23	62	1	0	0	0	0	0	1	1	88
Professional	195	438	9	9	1	2	0	0	0	1	655
Technician	20	109	0	1	1	0	0	0	0	0	131
Prot.Serv.	31	256	3	2	0	1	0	0	0	0	293
ParaProfessional	17	20	1	0	0	1	0	0	0	0	39
Admin.Support	86	16	8	1	1	0	0	0	0	0	112
Skilled Craft	2	107	0	0	0	0	0	0	0	0	109
Svc/Maint	134	279	4	9	0	2	1	2	1	2	434
Total	508	1287	26	22	3	6	1	2	2	4	1861

D
N
R

Health

The Ohio Department of Health (ODH) is responsible for the preventing and controlling the spread of infection diseases, providing preventive medical services and other health care services, public health education, and performing various regulatory duties. The mission of ODH is to protect and improve the health of all Ohioans by preventing disease, promoting good health, and assuring access to quality health care.

ODH

2020 Workforce Diversity Data

1414

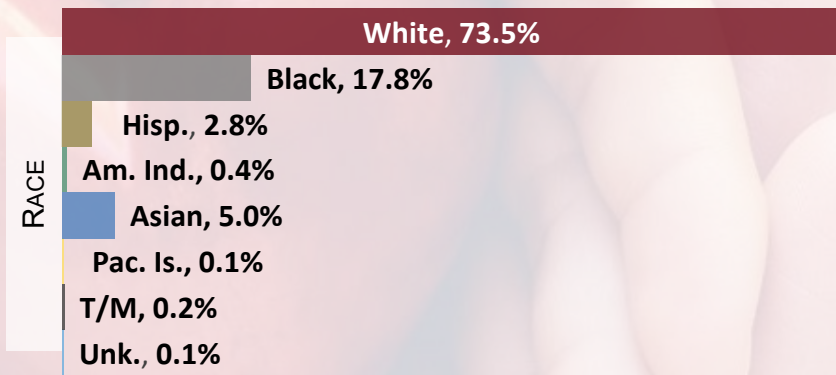
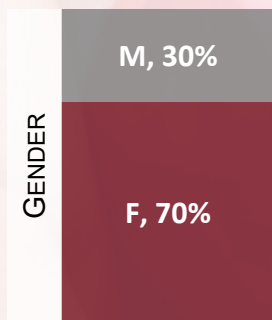
FULL TIME WORKFORCE

.1%

DISABILITY

4.5%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
Official/Administrator	16	33	11	2	0	0	0	1	3	2	0	0	0	0	0	0	0	68
Professional	460	171	75	23	9	2	1	0	23	13	1	0	0	0	0	0	0	778
Technician	34	54	13	4	3	0	0	0	2	3	0	0	0	0	0	0	0	113
Prot.Serv.	4	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	11
ParaProfessional	20	2	1	0	0	0	0	0	1	0	0	0	0	1	0	0	0	25
Admin.Support	182	55	91	31	19	7	4	0	18	5	1	0	2	0	2	0	0	417
Skilled Craft	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Svc/Maint	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Total	716	323	191	61	31	9	5	1	47	23	2	0	2	1	2	0	0	1414

Transportation

With the mission to provide safe and easy movement of people and goods from place to place, the Ohio Department of Transportation (DOT) supports the state highway system and promotes transportation initiatives statewide. As a more than \$3 billion per year enterprise, DOT invests the bulk of its resources in system preservation through maintenance, construction, and snow and ice operations.

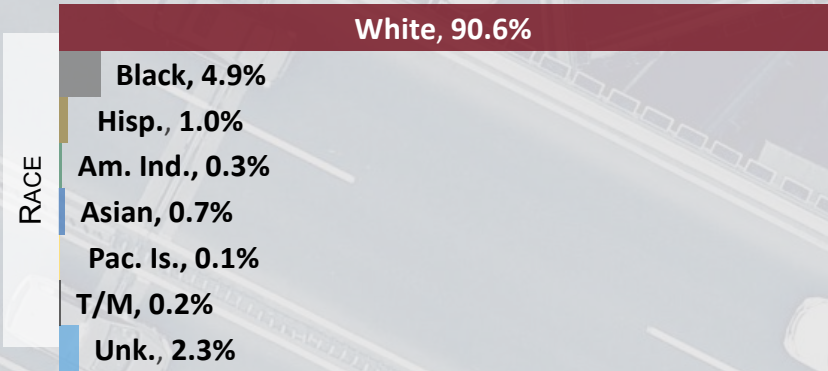
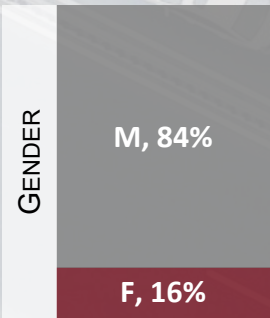
D
O
T

2020 Workforce Diversity Data

5092
FULL TIME WORKFORCE

.2%
DISABILITY

3.7%
MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	81	418	7	18	1	3	0	3	1	1	0	0	0	0	0	1	534
Professional	334	777	22	22	7	5	1	0	13	16	0	0	0	0	2	3	1202
Technician	36	219	5	19	0	2	0	0	0	1	0	0	1	0	1	0	284
ParaProfessional	19	25	2	3	0	0	0	0	0	1	0	0	0	1	7	59	
Admin.Support	113	38	14	6	1	1	1	0	0	0	0	0	1	0	0	0	175
Skilled Craft	130	2336	7	108	2	26	1	11	0	2	1	2	2	4	7	95	2734
Svc/Maint	10	77	4	11	0	1	0	0	0	0	0	0	0	0	0	0	103
Unk.	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Total	723	3891	61	187	11	38	3	14	14	21	1	2	4	5	11	106	5092

Public Safety

The Department of Public Safety's duties and responsibilities generally involve criminal and traffic law enforcement, driver licensing, motor vehicle registration and titling, disaster response and recovery, and traffic safety and education program administration.

2020 Workforce Diversity Data

3723

FULL TIME WORKFORCE

.1%

DISABILITY

.5%

MILITARY STATUS

White, 83.3%

Black, 12.5%

Hisp., 2.2%

Am. Ind., 0.3%

Asian, 1.4%

Pac. Is., 0.1%

Unk., 0.3%

GENDER

M, 66%

F, 34%

RACE

JOB CATEGORIES

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	50	54	6	4	1	2	0	0	1	4	0	0	2	7	131
Professional	227	336	62	29	2	8	0	1	4	11	0	0	0	0	680
Technician	246	220	15	26	1	2	1	0	2	2	0	0	0	0	515
Prot.Serv.	224	1378	41	99	12	51	1	9	1	18	0	1	0	0	1835
ParaProfessional	6	8	1	0	0	1	0	0	1	0	0	0	0	1	18
Admin.Support	210	88	137	40	3	0	0	0	6	1	0	1	0	0	486
Skilled Craft	2	5	0	0	0	0	0	0	0	0	0	0	0	0	7
Svc/Maint	3	41	0	5	0	0	0	0	0	0	0	0	0	0	49
Unk.	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
Total	968	2132	262	203	19	64	2	10	15	36	0	2	2	8	3723

D
P
S

Rehabilitation and Correction

The mission of Department of Rehabilitation and Correction (DRC) is to “Reduce Recidivism Among Those We Touch”. It administers Ohio’s felony sanctioning system by operating reception centers for inmate assessment and assignment; operating and contracting for the operation of correctional institutions; supervision of individuals the community through the Adult Parole Authority; and manages a system of community control sanctions.

D
R
C

2020 Workforce Diversity Data

11,813

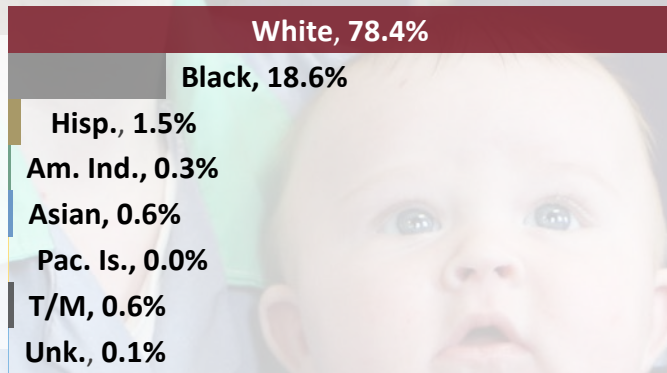
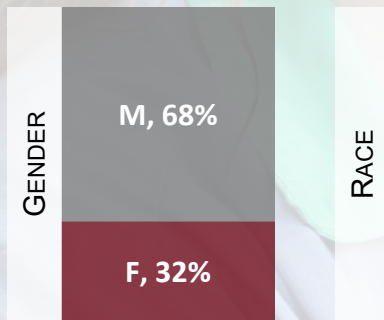
FULL TIME WORKFORCE

.04%

DISABILITY

6.2%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
Official/Administrator	39	62	29	21	0	0	0	1	0	1	0	0	0	0	0	0	0	153
Professional	963	943	284	178	7	15	3	3	10	17	0	0	3	2	2	1	2431	
Technician	99	246	47	34	2	4	1	1	0	5	0	0	0	0	0	0	439	
Prot.Serv.	1010	4532	489	825	26	102	3	15	3	22	1	1	27	37	2	3	7098	
ParaProfessional	178	309	85	70	6	7	0	1	2	4	0	0	2	2	2	2	670	
Admin.Support	264	120	72	14	2	3	3	1	0	1	0	0	0	0	0	0	480	
Skilled Craft	34	286	21	13	0	0	0	0	1	0	0	0	0	0	0	0	355	
Svc/Maint	12	159	2	9	0	2	0	1	0	1	0	0	0	0	0	0	186	
Unk.	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
Total	2600	6657	1029	1164	43	133	10	23	16	51	1	1	32	41	6	6	11813	

Veterinary Medical Board

The Ohio Veterinary Medical Licensing Board (DVM) was established for the purpose of licensing veterinarians and registered veterinary technicians. The Board is the regulatory agency for the practice of veterinary medicine in Ohio. Its mission is to ensure that the citizens of Ohio are served by professional, trustworthy and competent veterinarians and veterinary technicians.

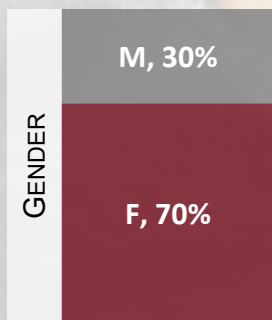
D
V
M

2020 Workforce Diversity Data

10
FULL TIME WORKFORCE

.8%
DISABILITY

1.5%
MILITARY STATUS



JOB CATEGORIES

	White		Total
	F	M	
Official/Administrator	6	2	8
Professional	0	1	1
Admin.Support	1	0	1
Total	7	3	10

Veterans Services

The Department of Veterans Services (DVS) actively identifies, connects with, and advocates for veterans and their families. DVS assists veterans, active military, and their families with benefit identification and claims assistance/advocacy; operates the Ohio veterans' homes; administers the Ohio Veterans Bonus Program; partners with the state's 88 county veterans service commissions; and monitors federal veterans' education programs.

D
V
S

2020 Workforce Diversity Data

838

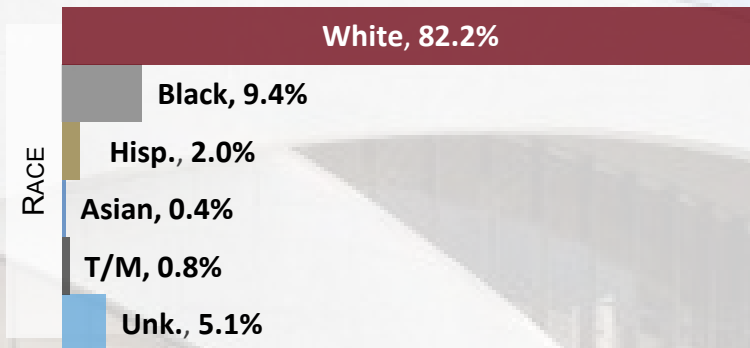
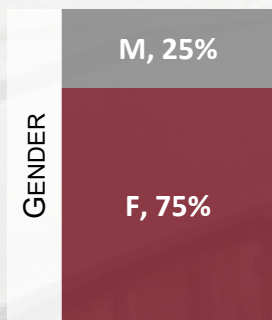
FULL TIME WORKFORCE

0%

DISABILITY

7.8%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Asian		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	12	11	3	0	0	0	0	0	2	0	0	0	28
Professional	107	37	10	2	1	3	0	1	2	0	0	0	163
Technician	9	3	2	1	0	1	0	0	0	0	0	0	16
Prot.Serv.	2	6	0	0	0	0	0	0	0	0	0	0	8
ParaProfessional	274	40	32	2	6	0	2	0	2	0	6	37	401
Admin.Support	20	1	1	0	0	0	0	0	1	0	0	0	23
Skilled Craft	9	8	2	1	0	0	0	0	0	0	0	0	20
Svc/Maint	104	45	15	8	3	3	0	0	0	0	0	0	178
Unk.	1	0	0	0	0	0	0	0	0	0	0	0	1
Total	538	151	65	14	10	7	2	1	7	0	6	37	838

Youth Services

The Department of Youth Services (DYS) enhances public safety through the confinement of juvenile felony offenders and the manages or supports various institutional and community-based programs to aid in the rehabilitation of delinquent juveniles.

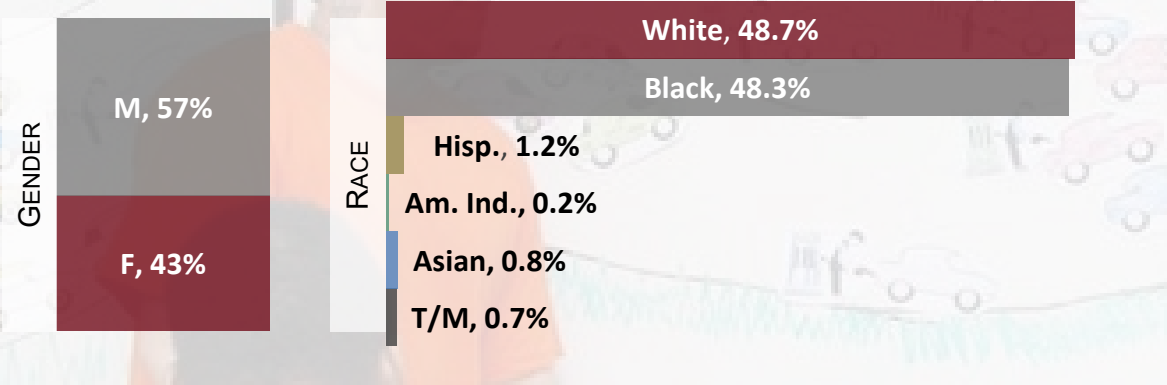
D
Y
S

2020 Workforce Diversity Data

977
FULL TIME WORKFORCE

.2%
DISABILITY

7.5%
MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Am. Ind		Asian		T/M		Total
	F	M	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	9	17	10	16	0	1	0	1	0	0	0	0	54
Professional	119	109	74	41	2	1	0	0	2	2	0	1	351
Technician	7	4	14	4	0	0	0	0	0	0	0	0	29
Prot.Serv.	26	112	91	171	0	5	0	0	0	1	2	4	412
ParaProfessional	2	5	2	6	0	0	1	0	0	1	0	0	17
Admin.Support	18	6	17	3	2	0	0	0	0	0	0	0	46
Skilled Craft	13	9	7	8	0	0	0	0	1	0	0	0	38
Svc/Maint	2	18	3	5	0	1	0	0	0	1	0	0	30
Total	196	280	218	254	4	8	1	1	3	5	2	5	977

Education

The Ohio Department of Education (EDU) oversees a public education system, vocational school districts, and public community and STEM schools. It monitors educational service centers, early learning programs, and state-chartered nonpublic schools. ODE administers the school funding system, collects school fiscal and performance data, develops academic standards and model curricula, administers the state achievement tests, issues district and school report cards, administers Ohio's school choice programs, provides professional development, and licenses education personnel.

2020 Workforce Diversity Data

592

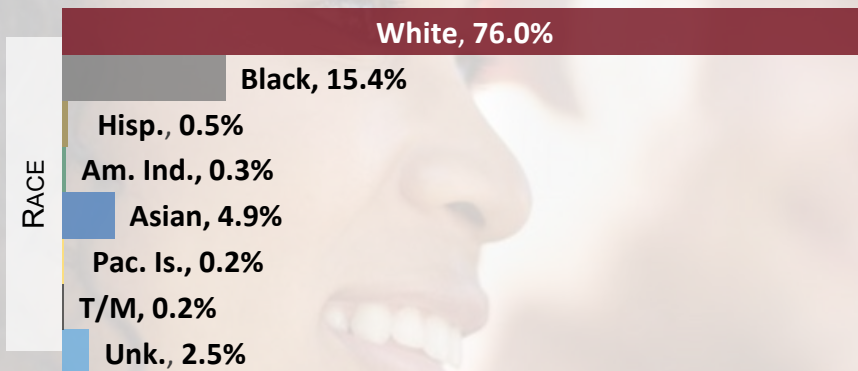
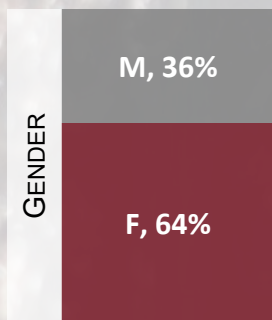
FULL TIME WORKFORCE

.17%

DISABILITY

4.7%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	22	31	7	2	0	0	0	0	1	1	0	0	0	0	1	0	65
Professional	224	128	53	15	0	2	0	2	15	10	1	0	0	1	5	4	460
Technician	4	6	0	3	0	0	0	0	0	1	0	0	0	0	0	1	15
ParaProfessional	6	1	1	0	1	0	0	0	1	0	0	0	0	0	1	1	12
Admin.Support	24	4	8	2	0	0	0	0	0	0	0	0	0	0	2	0	40
Total	280	170	69	22	1	2	0	2	17	12	1	0	0	1	9	6	592

Engineers and Surveyors

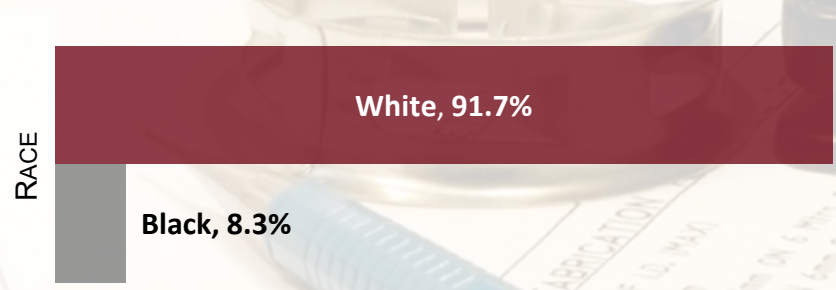
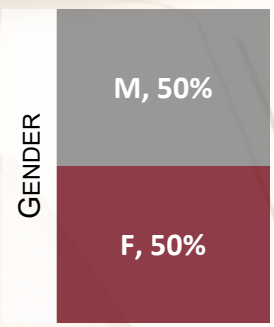
The State Board of Registration for Professional Engineers and Surveyors (ENG) licenses nearly 28,000 professional engineers and professional surveyors and nearly 2,800 engineering and surveying firms.

2020 Workforce Diversity Data

12
FULL TIME WORKFORCE

0%
DISABILITY

0%
MILITARY STATUS



JOB CATEGORIES

	White		Black		Total
	F	M	F	M	
Official/Administrator	1	5	0	0	6
Professional	2	1	0	0	3
Technician	1	0	1	0	2
Admin.Support	1	0	0	0	1
Total	5	6	1	0	12

ENG

Environmental Protection Agency

The Ohio Environmental Protection Agency (EPA) is charged with protecting the state's environment and public health by ensuring compliance with environmental laws. The EPA has regulatory operations and issues permits to regulate industries that pollute in a specific area. It provides financial assistance to businesses and communities, site cleanup and spill response, environmental education, pollution prevention assistance, laboratory analysis, and criminal environmental investigations.

2020 Workforce Diversity Data

979

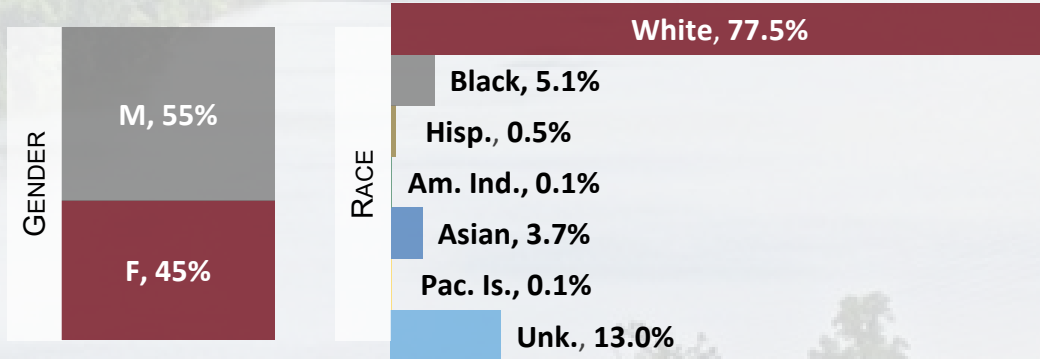
FULL TIME WORKFORCE

.1%

DISABILITY

.3%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	69	105	1	2	0	1	0	0	3	3	0	0	1	1	186
Professional	196	310	13	15	0	4	0	1	8	18	1	0	59	50	675
Technician	7	12	1	1	0	0	0	0	1	3	0	0	2	2	29
ParaProfessional	1	3	0	0	0	0	0	0	0	0	0	0	0	2	6
Admin.Support	49	7	15	2	0	0	0	0	0	0	0	0	9	0	82
Unk.	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Total	322	437	30	20	0	5	0	1	12	24	1	0	72	55	979

E
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Employee Relations Board

The State Employment Relations Board (ERB) acts as a neutral party in carrying out Ohio's collective bargaining laws governing public employers and employees. It oversees representation elections, certifies exclusive bargaining representatives, monitors and enforces statutory dispute resolution procedures, mediates collective bargaining negotiations, adjudicates unfair labor practice charges, determines unauthorized strike claims, and provides information and training to parties in contract negotiations.

2020 Workforce Diversity Data

30

FULL TIME WORKFORCE

0%

DISABILITY

0%

MILITARY STATUS

GENDER

M, 53%

F, 47%

RACE

White, 80.0%

Black, 13.3%

Asian, 3.3%

Unk., 3.3%

JOB CATEGORIES

	White		Black		Asian		Unk.		Total
	F	M	F	M	F	M	F	M	
Official/Administrator	1	6	0	1	0	0	0	0	8
Professional	6	6	2	0	1	0	1	0	16
ParaProfessional	1	2	0	0	0	0	0	0	3
Admin.Support	2	0	0	1	0	0	0	0	3
Total	10	14	2	2	1	0	1	0	30

Broadcast Educational Media

The Broadcast Educational Media Commission (ETC) promotes access to and use of the state's educational broadcasting services, including educational television, radio, and radio reading services. ETC operates transmission and interconnection facilities for public broadcasting networks; manages the distribution of operating subsidies for public media; and serves as the primary support agency for statewide video conferencing services.

ETC

2020 Workforce Diversity Data

21

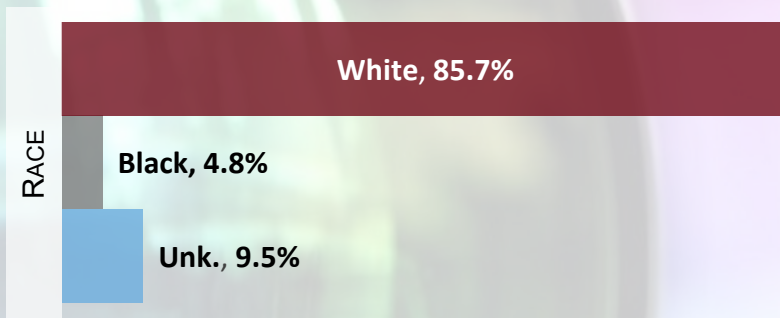
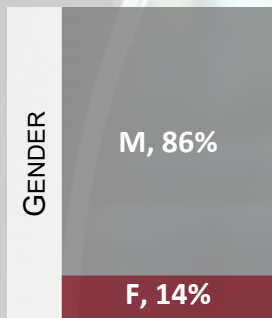
FULL TIME WORKFORCE

0%

DISABILITY

4.8%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Unk.		Total
	F	M	F	M	F	M	
Official/Administrator	0	6	0	0	0	0	6
Professional	2	1	0	0	0	0	3
Technician	1	8	0	0	0	2	11
Admin.Support	0	0	0	1	0	0	1
Total	3	15	0	1	0	2	21

Exposition Commission

The Ohio Expositions Commission (EXP) is responsible for maintaining the buildings and grounds on an approximately 360-acre site in Columbus that is used as a year-round venue for large events and exhibitions.

EXP

2020 Workforce Diversity Data

34

FULL TIME WORKFORCE

2.9%

DISABILITY

0%

MILITARY STATUS

GENDER

M, 71%

F, 29%

RACE

White, 79.4%

Black, 20.6%

JOB CATEGORIES

	White		Black		Total
	F	M	F	M	
Official/Administrator	4	7	0	0	11
Professional	4	6	0	1	11
Technician	0	0	0	1	1
Skilled Craft	0	3	0	0	3
Svc/Maint	1	2	1	4	8
Total	9	18	1	6	34

Embalmers and Funeral Directors

The State Board of Embalmers and Funeral Directors (FUN) regulates those involved with the death care industry across Ohio, including embalmers, funeral directors, funeral homes, and operators of crematory and embalming facilities. Fun also monitors preneed funeral contracts and administering the Preneed Recovery Fund. FUN also conducts disciplinary hearings stemming from complaints and investigations.

F
U
N

2020 Workforce Diversity Data

14

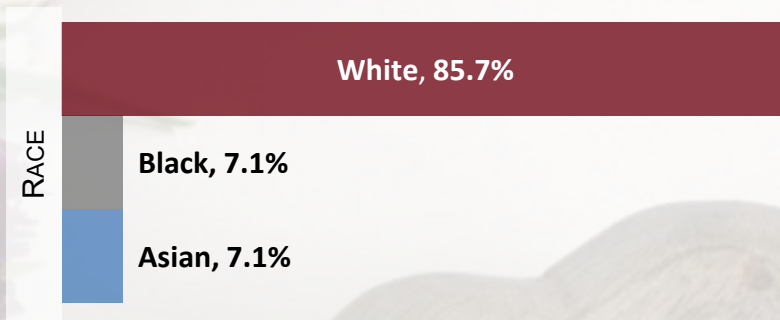
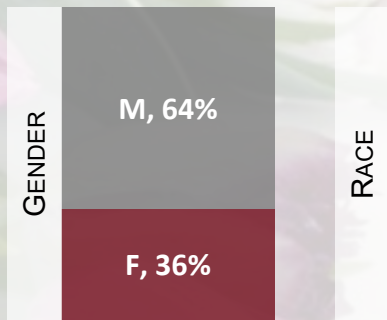
FULL TIME WORKFORCE

0%

DISABILITY

0%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Asian		Total
	F	M	F	M	F	M	
Official/Administrator	2	4	0	1	0	0	7
Professional	1	2	0	0	0	0	3
Technician	2	1	0	0	0	1	4
Total	5	7	0	1	0	1	14

Housing Finance Authority

Ohio Housing Finance Agency (HFA) facilitates financing for the acquisition, construction, and rehabilitation of owner-occupied single-family homes and multifamily rental housing projects in coordination with private industry and local communities. It operates various housing programs under three discrete program offices: Office of Homeownership; Office of Planning, Preservation, and Development; and Office of Program Compliance.

H
F
A

2020 Workforce Diversity Data

131

FULL TIME WORKFORCE

0%

DISABILITY

0%

MILITARY STATUS

GENDER

M, 39%

F, 61%

RACE

White, 74.8%

Black, 19.1%

Asian, 3.8%

T/M, 2.3%

JOB CATEGORIES

	White		Black		Asian		T/M		Total
	F	M	F	M	F	M	F	M	
Official/Administrator	8	12	1	1	0	0	0	0	22
Professional	41	25	13	4	2	3	1	1	90
Technician	1	3	0	1	0	0	0	0	5
Admin.Support	7	1	5	0	0	0	1	0	14

Insurance

The Ohio Department of Insurance (INS) regulates the business of insurance in Ohio. Its mission is to serve and protect Ohio consumers through fair and efficient regulations, provide assistance and education to consumers, and promote a competitive marketplace for insurers.

2020 Workforce Diversity Data

265

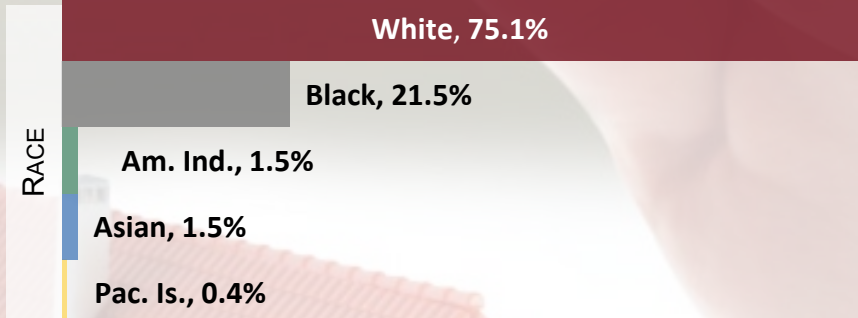
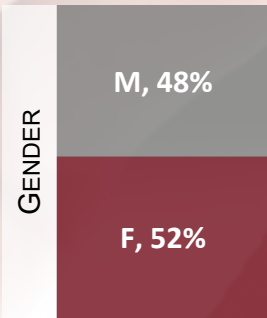
FULL TIME WORKFORCE

0%

DISABILITY

0%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Am. Ind		Asian		Pac. Is.		Total
	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	11	9	2	1	0	0	0	1	0	0	24
Professional	74	94	36	12	2	2	1	1	0	1	223
Technician	0	0	0	1	0	0	0	1	0	0	2
ParaProfessional	4	4	0	0	0	0	0	0	0	0	8
Admin.Support	3	0	4	1	0	0	0	0	0	0	8
Total	92	107	42	15	2	2	1	3	0	1	265

Job & Family Services

The Ohio Department of Job and Family Services' (JFS) mission is to improve the well-being of Ohio's workforce and families by promoting economic self-sufficiency and ensuring the safety of Ohio's most vulnerable citizens. JFS develops and oversees programs that provide employment, economic assistance, and services through public assistance programs, child welfare services, child support, workforce development programs, and unemployment compensation.

2020 Workforce Diversity Data

J
F
S

2651

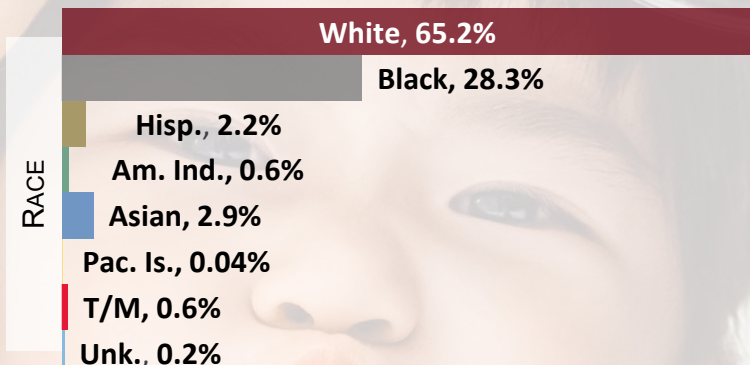
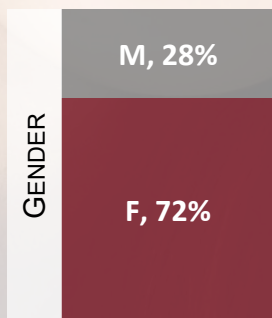
FULL TIME WORKFORCE

.3%

DISABILITY

.4%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	39	36	21	6	0	0	0	0	2	5	0	0	0	0	0	0	109
Professional	504	299	176	48	11	4	6	3	26	24	0	0	1	0	0	0	1102
Technician	98	74	24	6	1	2	0	3	1	6	0	0	0	0	0	0	215
Prot.Serv.	1	6	2	4	0	1	0	0	0	0	0	0	0	0	0	0	14
ParaProfessional	425	126	289	53	31	4	3	0	8	1	1	0	7	1	2	2	953
Admin.Support	99	20	103	15	4	0	1	0	5	0	0	0	5	1	0	1	254
Skilled Craft	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Unk.	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	2
Total	###	562	617	133	47	11	10	6	42	36	1	0	13	2	2	3	2651

Liquor Control Commission

The Liquor Control Commission (LCO) is the rulemaking and adjudication agency that oversees the alcohol beverage industry in Ohio. The Commission's mission is to ensure compliance with Ohio's liquor laws and regulations.

2020 Workforce Diversity Data

8

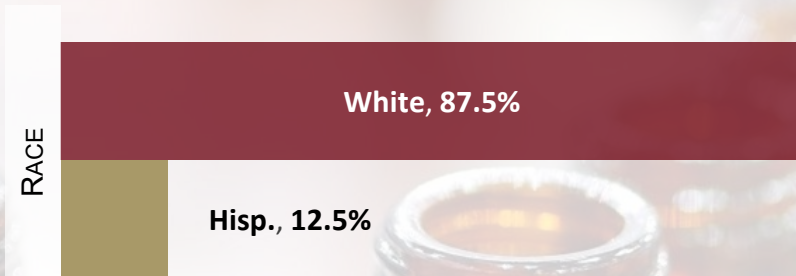
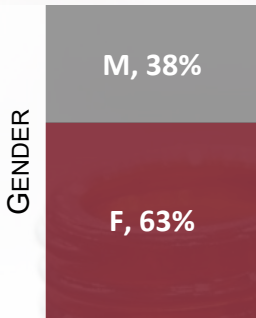
FULL TIME WORKFORCE

0%

DISABILITY

0%

MILITARY STATUS



JOB CATEGORIES

	White		Hisp		Total
	F	M	F	M	
Official/Administrator	2	2	0	0	4
Professional	1	0	0	0	1
Admin.Support	1	1	1	0	3
Total	4	3	1	0	8

L
C
O

State Library of Ohio

The State Library Board (LIB) provides library and information services and materials to Ohio's state government, local libraries, educational institutions, and residents; promotes coordination among library systems; and acts as a depository for state and federal government documents. LIB also oversees the Ohio Public Library Information Network (OPLIN).

2020 Workforce Diversity Data

53

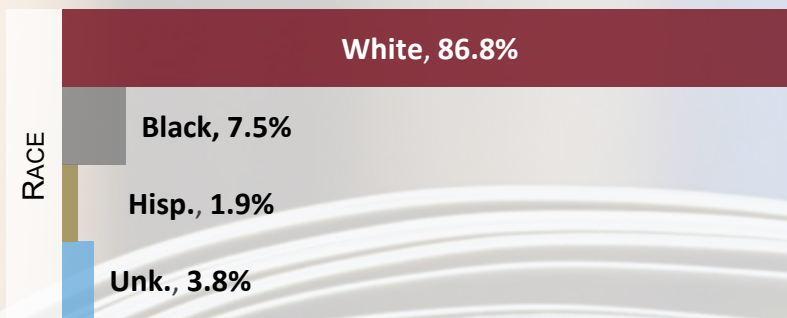
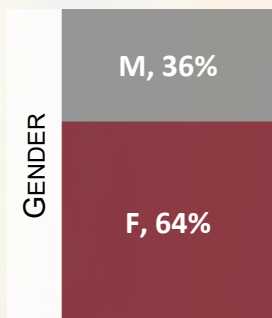
FULL TIME WORKFORCE

0%

DISABILITY

0%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Unk.		Total
	F	M	F	M	F	M	F	M	
Official/Administrator	4	2	0	0	0	0	0	0	6
Professional	19	5	0	1	0	0	0	0	25
Technician	1	4	0	0	0	0	1	1	7
Admin.Support	7	4	1	2	1	0	0	0	15
Total	31	15	1	3	1	0	1	1	53

LIB

Lottery Commission

The Ohio Lottery Commission (LOT) operates a variety of draw-based games and Instant ticket games and regulates video lottery terminals at racinos. Net profits from those operations are transferred to the Lottery Profits Education Fund (LPEF) for use in programs benefiting primary, secondary, vocational, and special education.

2020 Workforce Diversity Data

370

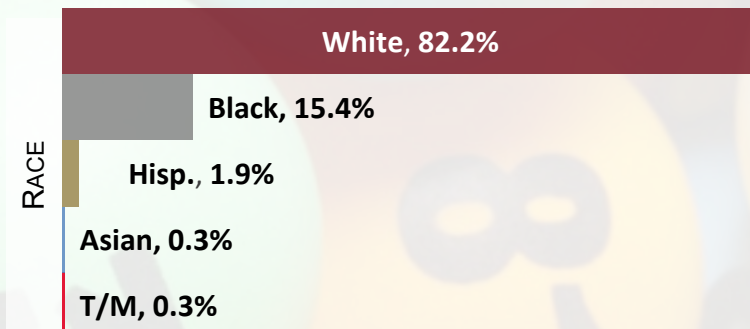
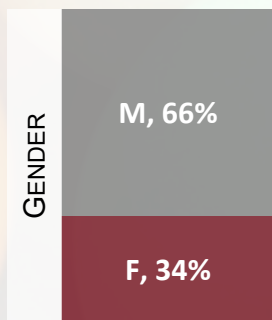
FULL TIME WORKFORCE

0%

DISABILITY

.3%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Asian		T/M		Total
	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	9	24	2	2	0	1	0	0	0	0	38
Professional	67	157	15	22	1	4	0	1	1	0	268
Technician	2	9	3	2	0	0	0	0	0	0	16
Prot.Serv.	0	3	1	0	0	0	0	0	0	0	4
ParaProfessional	1	2	0	1	0	0	0	0	0	0	4
Admin.Support	16	13	7	1	1	0	0	0	0	0	38
Svc/Maint	0	1	0	1	0	0	0	0	0	0	2
Total	95	209	28	29	2	5	0	1	1	0	370

LOT

Medicaid

The Ohio Department of Medicaid (MCD) administers Ohio's Medicaid Program, which is a publicly funded health insurance program for low-income individuals. It is a federal-state joint program administered by the states and funded with federal, state, and, in some states like Ohio, local revenues. As an entitlement program, Medicaid services are guaranteed to those who are eligible.

M
C
D

2020 Workforce Diversity Data

568

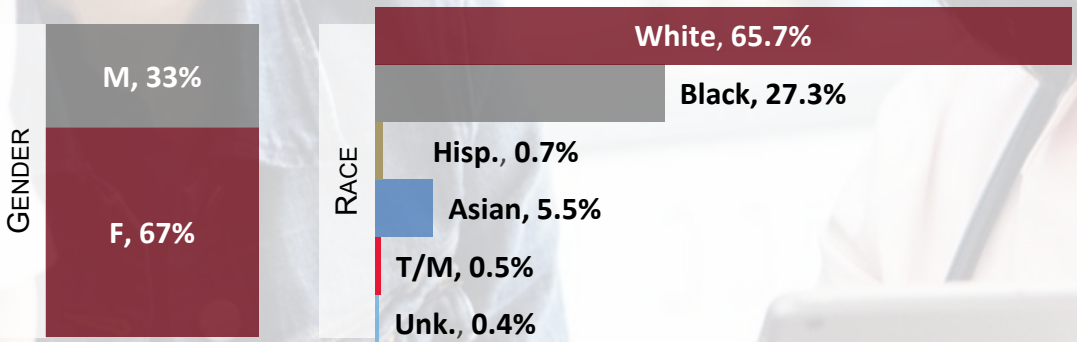
FULL TIME WORKFORCE

.4%

DISABILITY

1.2%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Asian		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	18	15	8	3	0	1	4	1	0	0	0	0	50
Professional	204	110	93	24	1	0	15	11	2	1	1	1	463
Technician	1	5	0	3	0	0	0	0	0	0	0	0	9
ParaProfessional	4	2	0	0	0	1	0	0	0	0	0	0	7
Admin.Support	10	3	18	6	1	0	0	0	0	0	0	0	38
Unk.	1	0	0	0	0	0	0	0	0	0	0	0	1
Total	238	135	119	36	2	2	19	12	2	1	1	1	568

Medical Board

The State Medical Board of Ohio was established in 1896. It is responsible for setting professional standards, licensure and regulation of Ohio's medical professionals, including medical doctors, podiatric medicine, cosmetic and massage therapist, osteopathic medicine, physician assistants, acupuncturists and anesthesiology assistants, radiologist assistants, genetic counselors, oriental medicine, dietitians, and respiratory care professionals.

M
E
D

2020 Workforce Diversity Data

89

FULL TIME WORKFORCE

0%

DISABILITY

0%

MILITARY STATUS

GENDER

M, 44%

F, 56%

RACE

White, 82.0%

Black, 11.2%

Asian, 1.1%

Unk., 5.6%

JOB CATEGORIES

	White		Black		Asian		Unk.		Total
	F	M	F	M	F	M	F	M	
Official/Administrator	7	11	2	0	0	1	0	1	22
Professional	20	23	4	0	0	0	0	1	48
Technician	5	0	1	1	0	0	1	0	8
Admin.Support	6	1	2	0	0	0	2	0	11
Total	38	35	9	1	0	1	3	2	89

Mental Health & Addiction Services

The Department of Mental Health and Addiction Services (MHA), is responsible for providing statewide leadership for mental health, addiction, and gambling prevention, treatment, and recovery support. In addition, MHAS operates six regional psychiatric hospitals.

M
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2020 Workforce Diversity Data

2903

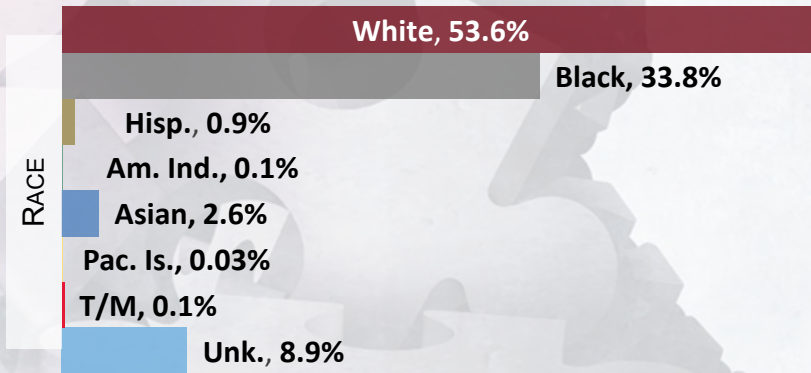
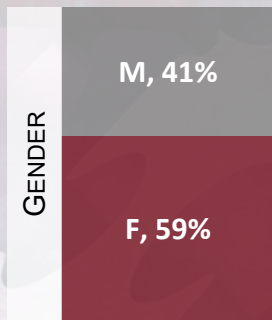
FULL TIME WORKFORCE

.14%

DISABILITY

1%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	37	20	8	8	1	1	0	0	1	2	0	0	0	0	2	0	80
Professional	556	286	233	96	7	5	1	0	34	24	0	0	2	0	23	12	1279
Technician	93	51	38	20	1	0	1	0	2	1	0	0	0	0	13	2	222
Prot.Serv.	11	67	6	14	1	0	0	0	0	0	0	0	0	0	1	1	101
ParaProfessional	186	117	309	167	2	4	0	0	5	5	1	0	2	0	17	11	826
Admin.Support	30	13	19	5	0	0	0	0	0	2	0	0	0	0	1	0	70
Skilled Craft	0	12	0	3	0	0	0	0	0	0	0	0	0	0	0	0	15
Svc/Maint	11	66	15	40	1	3	0	0	0	0	0	0	0	0	42	132	310
Total	924	632	628	353	13	13	2	0	42	34	1	0	4	0	99	158	2903

Commission on Minority Health

The Ohio Commission on Minority Health is dedicated to eliminating disparities in minority health through innovative strategies and financial opportunities, public health promotion, legislative action, public policy, and systems change.

M
I
H

2020 Workforce Diversity Data

5

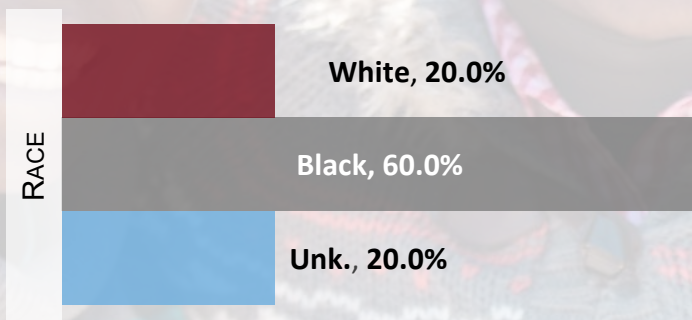
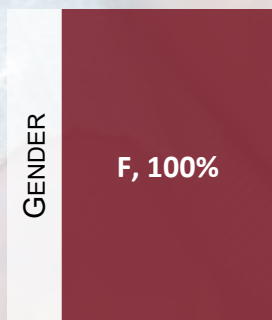
FULL TIME WORKFORCE

0%

DISABILITY

0%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Unk.		Total
	F	M	F	M	F	M	
Official/Administrator	0	0	1	0	0	0	1
Professional	1	0	2	0	1	0	4
Total	1	0	3	0	1	0	5

Board of Nursing

The Ohio Board of Nursing licenses and regulates registered nurses, licensed practical nurses, Advanced Practice Registered Nurses, Dialysis Technicians, Community Health Workers and Medication Aides. The Board's top priorities are to efficiently license the nursing workforce and remove dangerous practitioners from practice in a timely manner to protect Ohio patients. Public protection is critical, as nursing touches virtually every citizen of Ohio.

2020 Workforce Diversity Data

81

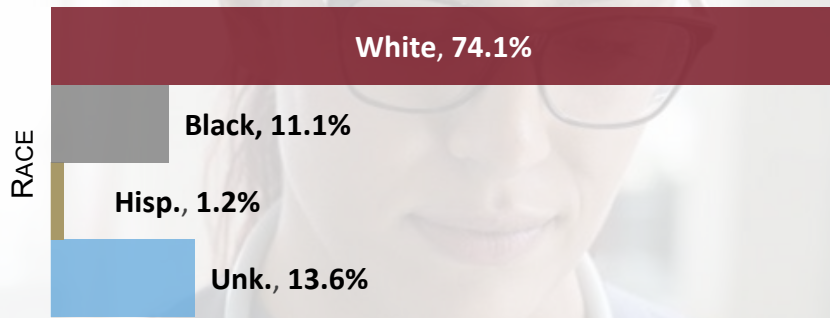
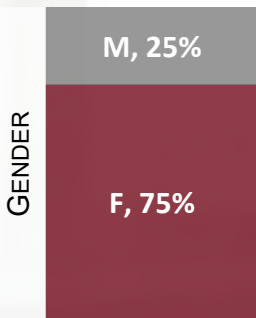
FULL TIME WORKFORCE

0%

DISABILITY

0%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Unk.		Total
	F	M	F	M	F	M	F	M	
Official/Administrator	12	3	1	1	0	0	0	0	17
Professional	20	11	2	1	0	1	4	1	40
Technician	3	1	3	0	0	0	2	0	9
ParaProfessional	3	1	1	0	0	0	4	0	9
Admin.Support	6	0	0	0	0	0	0	0	6
Total	44	16	7	2	0	1	10	1	81

N
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Budget and Management

The mission of the Office of Budget and Management (OBM) is to provide policy analysis, fiscal research, and financial management services to the Governor and agencies of state government, helping to ensure the proper and responsible use of state resources. OBM provides the Governor with technical expertise to prepare and implement the next biennial budget and offers services to both their state agency customers and the general public.

O
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2020 Workforce Diversity Data

175

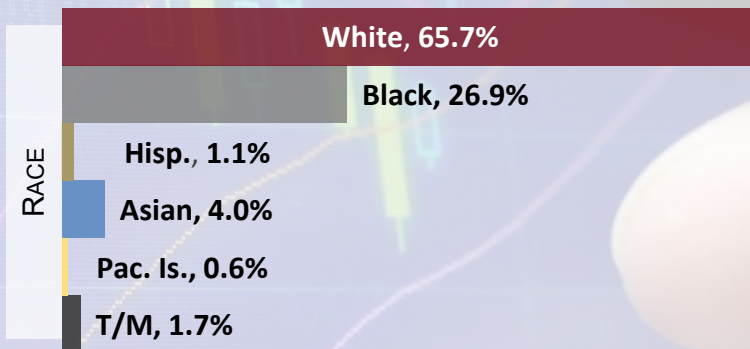
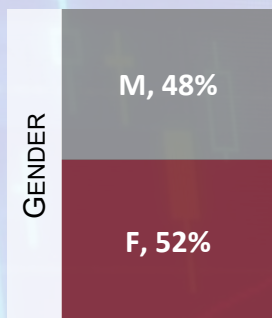
FULL TIME WORKFORCE

0%

DISABILITY

1.1%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Asian		Pac. Is.		T/M		Total
	F	M	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	14	17	3	1	0	0	2	0	0	1	0	0	38
Professional	34	46	31	10	0	2	3	2	0	0	0	2	130
Technician	0	3	0	0	0	0	0	0	0	0	1	0	4
ParaProfessional	1	0	0	0	0	0	0	0	0	0	0	0	1
Admin.Support	0	0	2	0	0	0	0	0	0	0	0	0	2
Total	49	66	36	11	0	2	5	2	0	1	1	2	175

Industrial Commission

The Ohio Industrial Commission serves injured workers and Ohio employers through expeditious and impartial resolution of issues arising from workers' compensation claims and through the establishment of adjudication policy.

2020 Workforce Diversity Data

313

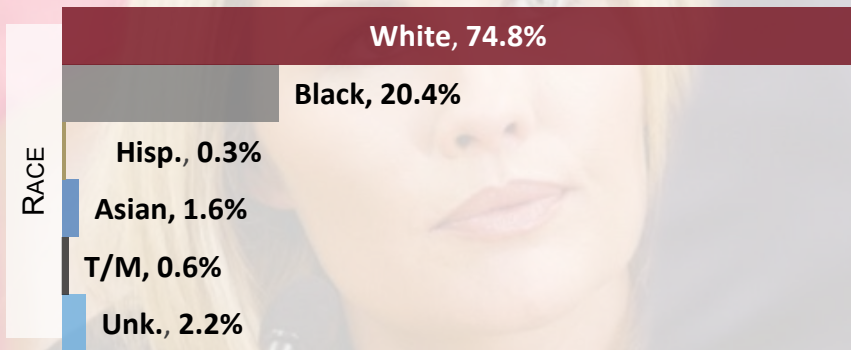
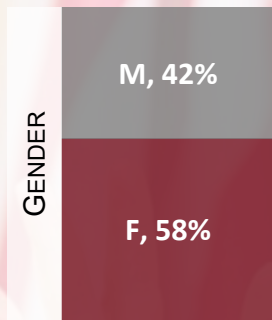
FULL TIME WORKFORCE

0%

DISABILITY

.6%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Asian		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	5	14	2	3	0	0	0	0	0	0	1	2	27
Professional	57	71	13	4	0	0	2	3	1	1	2	1	155
Technician	40	15	22	3	0	0	0	0	0	0	0	0	80
Admin.Support	23	5	12	5	0	1	0	0	0	0	1	0	47
Unk.	1	3	0	0	0	0	0	0	0	0	0	0	4
Total	126	108	49	15	0	1	2	3	1	1	4	3	313

Opportunities for Ohioans with Disabilities

The Opportunities for Ohioans with Disabilities (OOD) Agency's mission is to provide Individuals with disabilities opportunities to achieve quality employment, independence, and disability determination outcomes. OOD is the agency in Ohio designated to provide vocational rehabilitation services under the federal Rehabilitation Act of 1973. It is also responsible for making determinations on Social Security disability.

O
O
D

2020 Workforce Diversity Data

1157

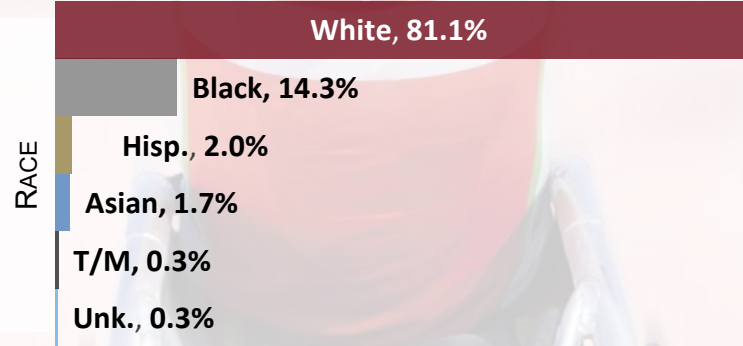
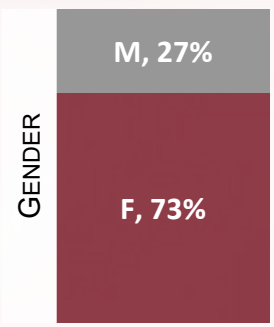
FULL TIME WORKFORCE

12.36%

DISABILITY

.1 %

MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Am. Ind		Asian		Pac. Is.		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	9	6	2	3	0	0	0	0	1	0	0	0	0	0	0	0	21
Professional	649	236	120	30	15	8	1	0	13	5	1	0	4	0	2	1	1085
Technician	1	6	0	0	0	0	0	0	0	1	0	0	0	0	0	0	8
ParaProfessional	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Admin.Support	21	9	7	3	0	0	1	0	0	0	0	0	0	0	0	0	41
Total	680	258	130	36	15	8	2	0	14	6	1	0	4	0	2	1	1157

Schools for the Blind & Deaf

- The Ohio State School for the Blind (OSB) is a state-supported specialized educational and residential facility that provides services to Ohio students ages 3-21 with visual, sensory, and developmental disabilities.
- The Ohio School for the Deaf (OSD) is a state-run public school and residential facility for deaf and hearing-impaired children ages six weeks through 22 years.

2020 Workforce Diversity Data

299

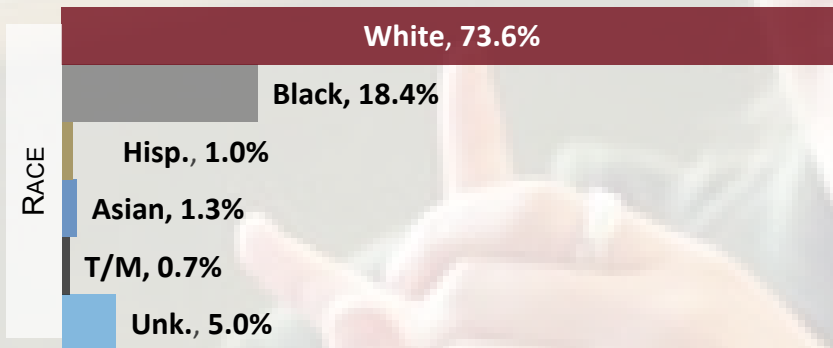
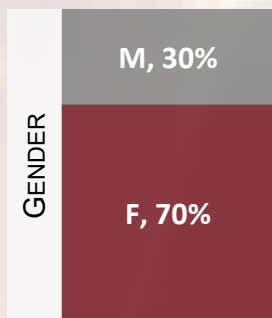
FULL TIME WORKFORCE

4.7%

DISABILITY

0%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Asian		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	1	1	0	0	0	0	0	0	0	0	0	0	2
Professional	98	23	9	3	0	0	1	0	0	0	0	0	134
Technician	0	4	0	0	0	0	0	0	0	0	0	0	4
Prot.Serv.	3	2	0	0	0	0	0	0	0	0	0	0	5
ParaProfessional	41	18	15	10	1	1	0	1	2	0	8	7	104
Admin.Support	11	0	0	2	0	0	0	0	0	0	0	0	13
Skilled Craft	2	0	2	0	0	0	0	0	0	0	0	0	4
Svc/Maint	6	9	5	9	0	1	2	0	0	0	0	0	32
Unk.	1	0	0	0	0	0	0	0	0	0	0	0	1
Total	163	57	31	24	1	2	3	1	2	0	8	7	299

OSBD

Board of Pharmacy

The State Board of Pharmacy's primary functions include licensing pharmacists and related professions, licensing sites where dangerous drugs are sold or stored, maintaining Ohio's prescription drug monitoring database, and regulating medical marijuana dispensaries, patients, and caregivers.

2020 Workforce Diversity Data

107

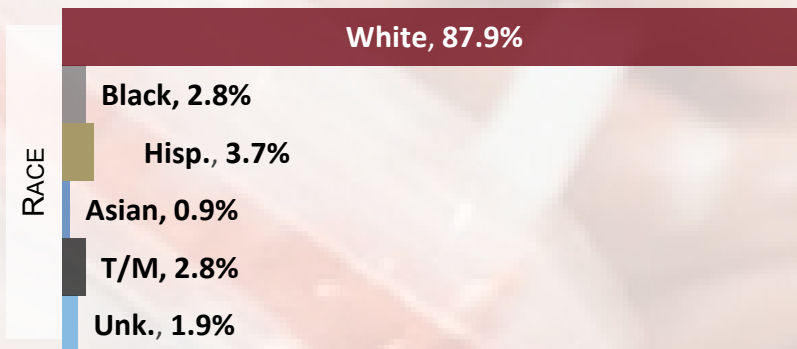
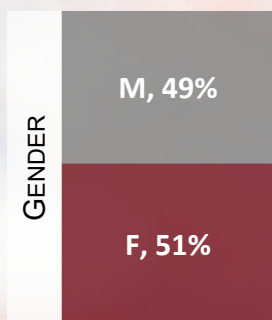
FULL TIME WORKFORCE

0%

DISABILITY

0%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Asian		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	13	22	0	0	0	0	1	0	0	1	0	2	39
Professional	8	5	0	0	1	0	0	0	0	0	0	0	14
Technician	21	16	2	1	0	3	0	0	2	0	0	0	45
Admin.Support	7	0	0	0	0	0	0	0	0	0	0	0	7
Unk.	0	2	0	0	0	0	0	0	0	0	0	0	2
Total	49	45	2	1	1	3	1	0	2	1	0	2	107

P
R
X

Public Defender

The Ohio Public Defender provides, supervises, and coordinates legal representation for persons who cannot afford to hire an attorney to represent that person in criminal court. The Public Defender Commission administers the subsidy program that partially reimburses counties for indigent defense expenditures related to the operation of local public defender offices or appointed counsel, and administers the pass-through funding for the Ohio Legal Assistance Foundation.

2020 Workforce Diversity Data

151

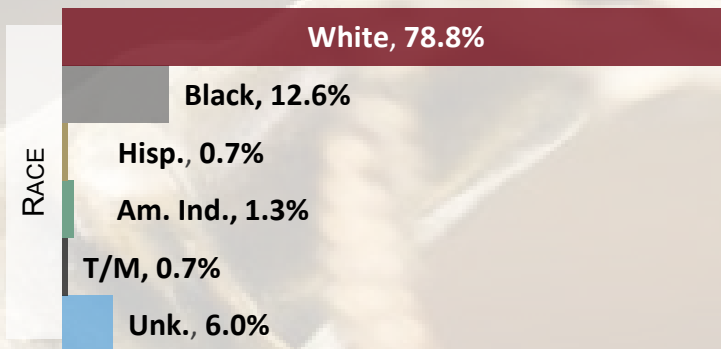
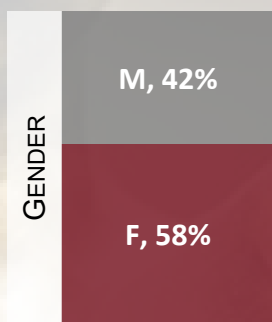
FULL TIME WORKFORCE

0%

DISABILITY

0%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Am. Ind		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	6	15	2	1	0	1	1	0	0	0	0	0	26
Professional	42	33	5	3	0	0	0	0	1	0	3	3	90
Technician	0	1	0	1	0	0	0	0	0	0	0	0	2
Prot.Serv.	4	1	1	3	0	0	0	0	0	0	1	1	11
ParaProfessional	3	0	0	0	0	0	0	0	0	0	0	0	3
Admin.Support	14	0	2	1	0	0	1	0	0	0	1	0	19
Total	69	50	10	9	0	1	2	0	1	0	5	4	151

Public Utilities Commission

The Public Utilities Commission of Ohio (PUCO) regulates providers of utility services, including electric and natural gas companies, local and long-distance telephone companies, water and wastewater companies, and rail and trucking companies. PUCO is a quasi-judicial body that was created to assure Ohioans adequate, safe, and reliable public utility services at a fair price. It also has responsibility for facilitating competitive utility choices for Ohio consumers.

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2020 Workforce Diversity Data

294

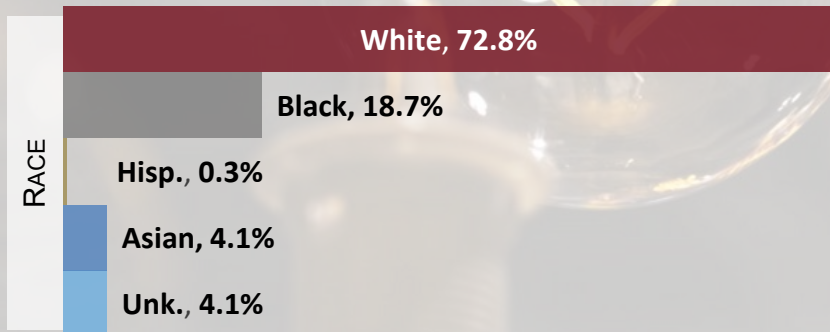
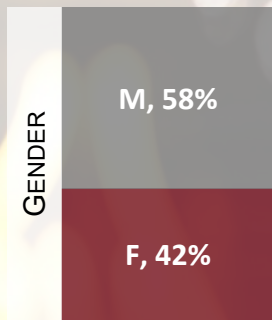
FULL TIME WORKFORCE

.8%

DISABILITY

1.5%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Asian		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	9	8	1	2	0	0	1	1	1	0	23
Professional	54	100	21	8	1	0	3	4	4	0	195
Technician	2	13	1	3	0	0	0	0	1	0	20
Prot.Serv.	1	15	0	1	0	0	0	1	0	0	18
ParaProfessional	0	0	0	1	0	0	0	0	1	5	7
Admin.Support	10	2	12	5	0	0	1	1	0	0	31
Total	76	138	35	20	1	0	5	7	7	5	294

Psychology Board

The Ohio State Board of Psychology was established in 1972. The Board is responsible for licensing psychologists and school psychologists who may also engage in restrictive private practice. The Board also certifies applied behavior analysts. The Board establishes standards of practice, education, preprofessional training, and examination for psychologists, school psychologists, and applied behavior analysts.

2020 Workforce Diversity Data

14

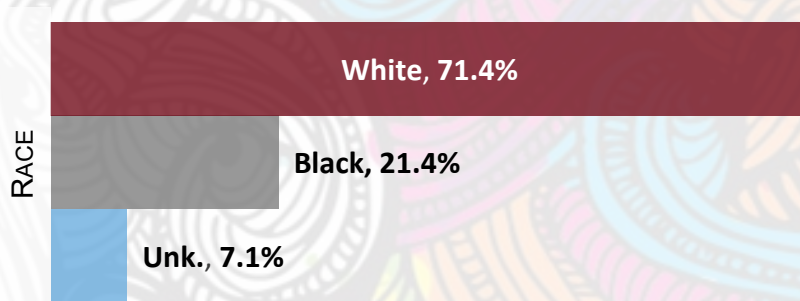
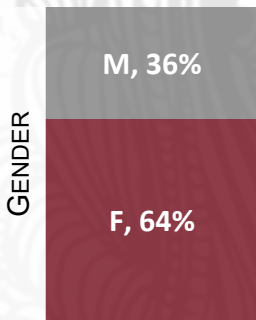
FULL TIME WORKFORCE

0%

DISABILITY

0%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Unk.		Total
	F	M	F	M	F	M	
Official/Administrator	4	4	1	0	0	1	10
Professional	2	0	1	0	0	0	3
Admin.Support	0	0	1	0	0	0	1
Total	6	4	3	0	0	1	14

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Occupational Therapy, Physical Therapy, and Athletic Trainers

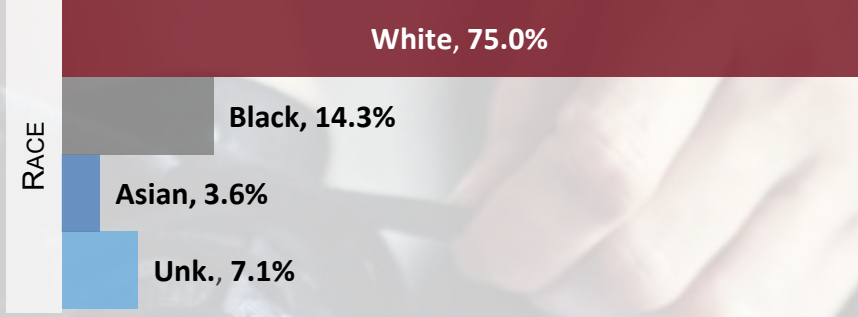
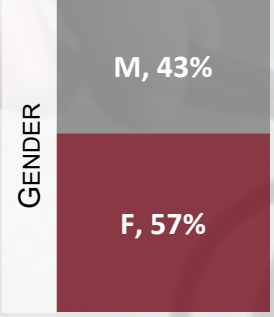
The Occupational Therapy, Physical Therapy, and Athletic Trainers (OTPTAT) Board licenses occupational therapists, physical therapists, athletic trainers, orthotists, prosthetists, pedorthists, and orthotist-prosthetists.

2020 Workforce Diversity Data

28
FULL TIME WORKFORCE

0%
DISABILITY

3.6%
MILITARY STATUS



JOB CATEGORIES

	White		Black		Asian		Unk.		Total
	F	M	F	M	F	M	F	M	
Official/Administrator	10	7	0	2	0	0	1	1	21
Professional	0	1	0	0	0	0	0	0	1
Technician	1	0	1	0	1	0	0	0	3
ParaProfessional	1	0	0	0	0	0	0	0	1
Admin.Support	1	0	0	1	0	0	0	0	2
Total	13	8	1	3	1	0	1	1	28

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Racing Commission

The Ohio State Racing Commission (RAC) promotes and regulates horse racing in Ohio. RAC prescribes rules under which horse racing with pari-mutuel wagering may be conducted, licenses participants, and oversees races at seven commercial tracks and most of Ohio's county fairs. It provides purse subsidies that encourage breeding and racing.

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2020 Workforce Diversity Data

19

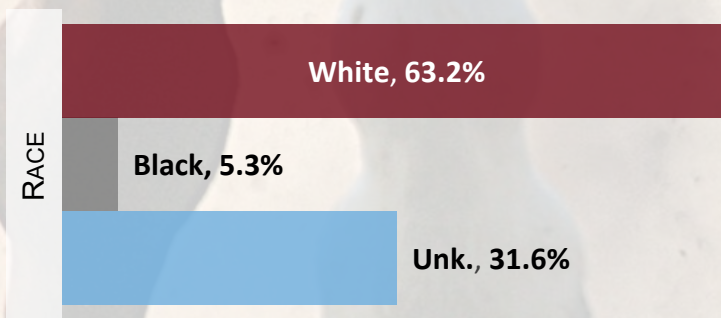
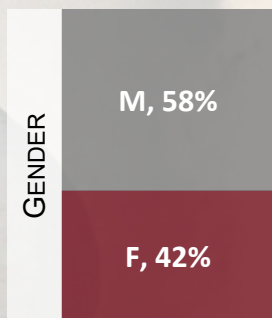
FULL TIME WORKFORCE

0%

DISABILITY

0%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Unk.		Total
	F	M	F	M	F	M	
Official/Administrator	2	5	0	1	0	0	8
Professional	1	1	0	0	1	1	4
Prot.Serv.	1	2	0	0	3	1	7
Total	4	8	0	1	4	2	19

Career Colleges and Schools

The State Board of Career Colleges and Schools (SCR) monitors and regulates Ohio's private, for-profit, post-secondary career colleges and schools in order to ensure compliance with state law.

2020 Workforce Diversity Data

9

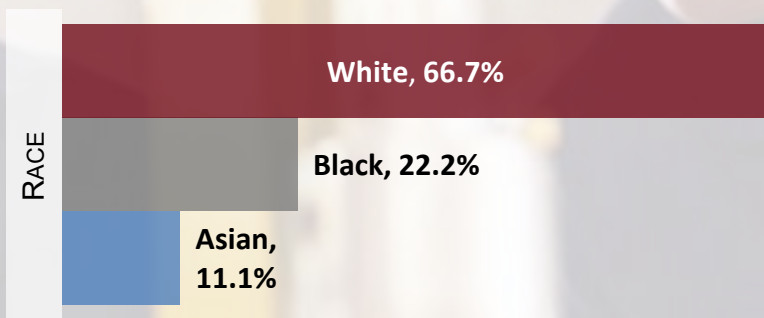
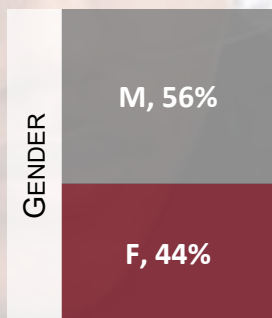
FULL TIME WORKFORCE

0%

DISABILITY

0%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Asian		Total
	F	M	F	M	F	M	
Official/Administrator	1	3	1	1	0	1	7
Professional	2	0	0	0	0	0	2
Total	3	3	1	1	0	1	9

Facilities Construction Commission

The Ohio Facilities Construction Commission (SFC) guides capital construction projects for state agencies and state-supported universities and community colleges, as well as overseeing Ohio's comprehensive public primary and secondary school construction and renovation program. OFCC also administers grants for cultural facilities.

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2020 Workforce Diversity Data

80

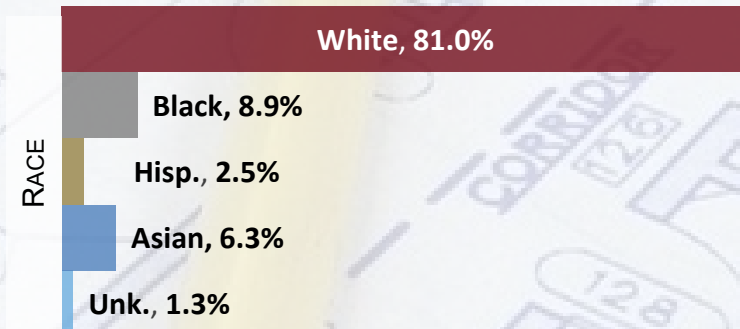
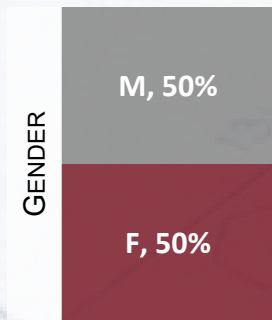
FULL TIME WORKFORCE

0%

DISABILITY

0%

MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Asian		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	2	10	1	0	0	0	0	0	0	0	13
Professional	23	23	5	2	2	0	1	2	1	0	59
Technician	0	1	0	0	0	0	2	0	0	0	3
Admin.Support	1	1	0	0	0	0	0	0	0	0	2
Unk.	2	1	0	0	0	0	0	0	0	0	3
Total	28	36	6	2	2	0	3	2	1	0	80

Speech and Hearing Professionals

The State Speech and Hearing Professionals Board licenses speech-language pathologists, audiologists, and hearing aid dealers and fitters. The Board also establishes standards for education, standards of practice, and investigates complaints.

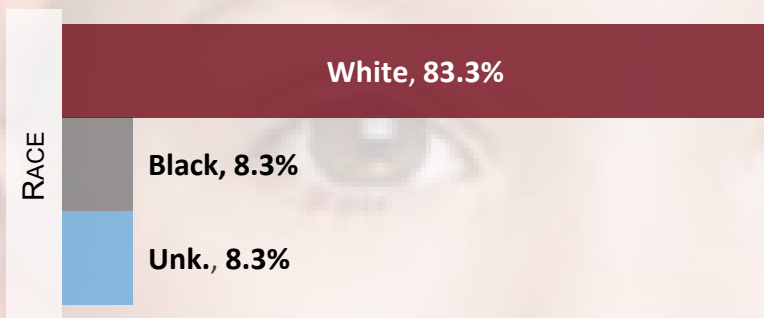
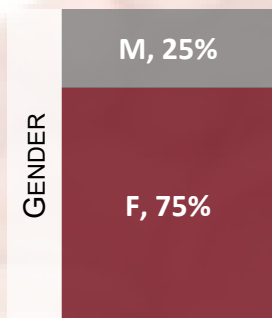
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2020 Workforce Diversity Data

12
FULL TIME WORKFORCE

0%
DISABILITY

0%
MILITARY STATUS



JOB CATEGORIES

	White		Black		Unk.		Total
	F	M	F	M	F	M	
Official/Administrator	6	2	0	1	0	0	9
Professional	1	0	0	0	0	0	1
Admin.Support	1	0	0	0	1	0	2
Total	8	2	0	1	1	0	12

Latino Affairs Commission

The Ohio Latino Affairs Commission to advises the Governor, the Ohio General Assembly, and state government agencies on all matters affecting Hispanic and Latino Ohioans. The Commission connects Hispanic and Latino communities across the state of Ohio and builds networks through organizational partnerships and grants.

2020 Workforce Diversity Data

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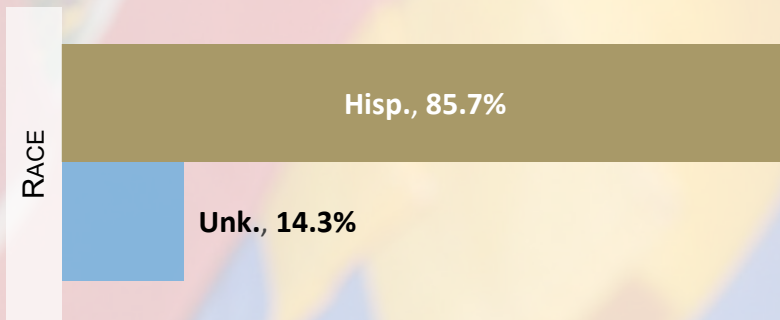
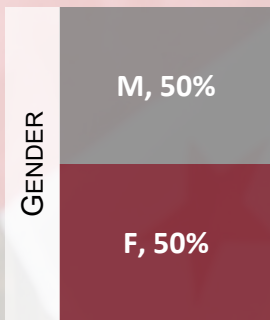
FULL TIME WORKFORCE

0%

DISABILITY

0%

MILITARY STATUS



JOB CATEGORIES

	Hisp		Unk.		Total
	F	M	F	M	
Official/Administrator	4	7	0	0	11
Professional	0	0	1	0	1
Admin.Support	1	0	1	0	2
Total	5	7	2	0	14

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Taxation

In administering and enforcing taxes, the Ohio Department of Taxation performs such duties as assisting taxpayers, processing tax returns, determining tax liabilities, issuing refunds and assessments, conducting audits, and enforcing Ohio's tax laws.

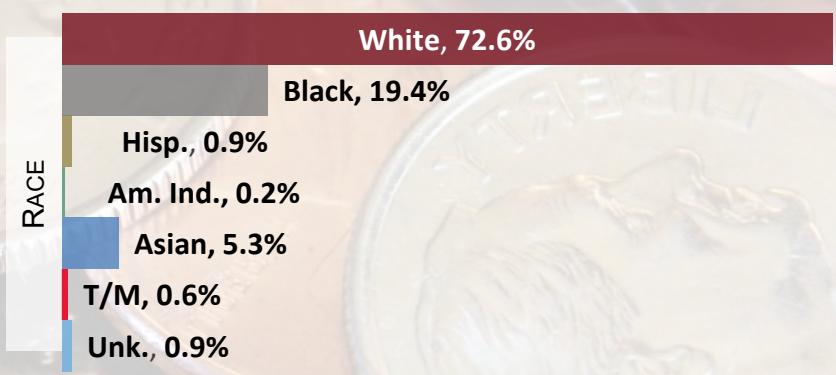
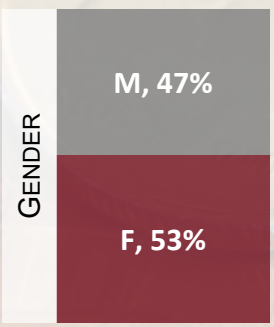
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2020 Workforce Diversity Data

881
FULL TIME WORKFORCE

0%
DISABILITY

.1%
MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Am. Ind		Asian		T/M		Unk.		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Official/Administrator	37	67	7	3	1	1	1	0	2	1	0	0	0	0	120
Professional	230	230	83	29	3	1	1	0	11	11	2	1	2	6	610
Technician	2	16	1	4	0	2	0	0	6	6	0	1	0	0	38
Prot.Serv.	1	1	0	2	0	0	0	0	0	0	0	0	0	0	4
ParaProfessional	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Admin.Support	38	15	35	5	0	0	0	0	7	3	1	0	0	0	104
Svc/Maint	0	1	0	2	0	0	0	0	0	0	0	0	0	0	3
Unk.	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Total	308	332	126	45	4	4	2	0	26	21	3	2	2	6	881

Tuition Trust Authority

Established in 1989, the Ohio Tuition Trust Authority is a state agency within the Ohio Department of Higher Education. The Ohio Tuition Trust Authority sponsors and administers CollegeAdvantage, Ohio's 529 college savings program.

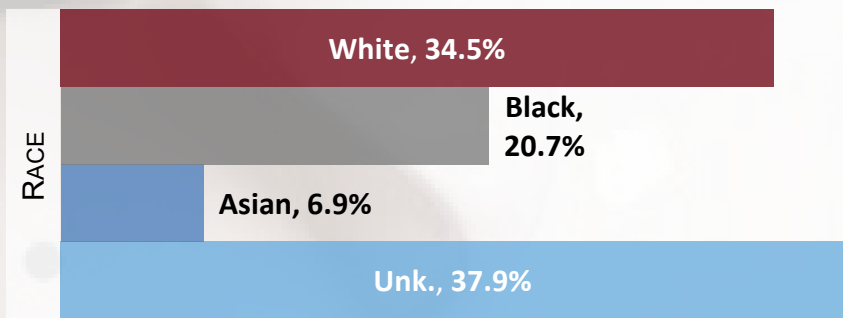
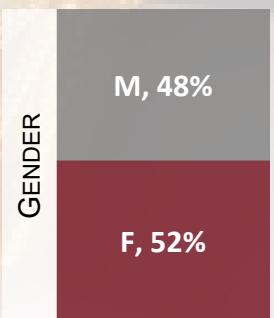
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2020 Workforce Diversity Data

29
FULL TIME WORKFORCE

0%
DISABILITY

0%
MILITARY STATUS



JOB CATEGORIES

	White		Black		Asian		Unk.		Total
	F	M	F	M	F	M	F	M	
Official/Administrator	1	3	0	0	0	1	0	0	5
Professional	1	1	2	0	0	1	4	1	10
Technician	0	2	0	0	0	0	0	1	3
Admin.Support	1	1	3	1	0	0	2	2	10
Unk.	0	0	0	0	0	0	1	0	1
Total	3	7	5	1	0	2	7	4	29

Vision Professionals Board

The Vision Professionals Board issues optometry and optical dispenser licenses and certifications, conducts investigations of complaints, enforces continuing education requirements, and approves continuing education programs.

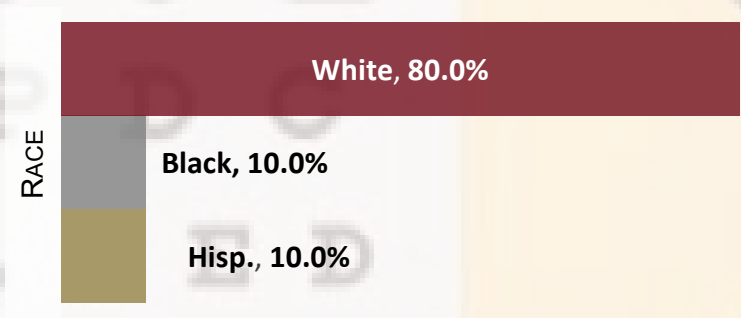
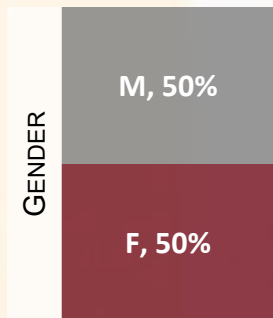
V
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2020 Workforce Diversity Data

10
FULL TIME WORKFORCE

0%
DISABILITY

10%
MILITARY STATUS



JOB CATEGORIES

	White		Black		Hisp		Total
	F	M	F	M	F	M	
Official/Administrator	2	4	1	0	0	0	7
Professional	0	1	0	0	0	0	1
Admin.Support	1	0	0	0	1	0	2
Total	3	5	1	0	1	0	10

p. **81**

Appendix

State DEI Authority

About the State Human Resource Division, Office of Diversity & Inclusion

Established in August of 2020, the Office of Diversity & Inclusion assists agencies to embrace diversity & inclusion on their path to establishing equity in State government services.

The State diversity and inclusion team focuses on providing support around the State's greatest asset, its employees, to create inclusive work culture that promotes the best and most equitable public service.

The Office handles compliance, education, and enforcement for the State enterprise on all aspects of diversity, equity, and inclusion, including:

- Diversity, equity, and inclusion strategic planning, including affirmative action and disability inclusion planning
- Federal compliance with equal employment opportunity (EEO-4 Reporting) and the American's with Disabilities Act
- State compliance with State equal employment opportunity policy and program, as well as disability inclusion and ADA reasonable accommodation process
- State equal employment opportunity policy enforcement and management of State's internal discrimination complaint system
- Diversity, equity, and inclusion education and training, including large scale Institutes and conferences, on-demand education for agencies, and online education for staff and management

State Law

Ohio Revised Code [4112.02](#) (Unlawful Discriminatory Practices)

Ohio Revised Code [124.04](#) (Director of Administrative Services Powers, Duties, Functions)

Ohio Administrative Code [123:1-49](#) (Equal Employment Opportunity Policy)

Executive Orders

Executive Order [2019-03D](#), Establishing Ohio as a Disability Inclusion State and Model Employer of Individuals with Disabilities (Issued 1/14/2019)

Executive Order [2019-05D](#), Anti-Discrimination Policy in State Government (Issued 1/14/2019)

Directives

Directive [HR-14](#) Anti-Discrimination and Anti-Harassment Policy and Report Procedure

Guidance

State of Ohio's EEO Program | Know Your Right's Brochure (Updated August 2020)

Guidance on the New State EEO Statuses (Issued 8/30/2019)

Commitments

Ohio's Executive Response: [A Plan of Action to Advance Equity](#) (Issued August 2020)

<https://das.ohio.gov/Divisions/Human-Resources/Diversity-Inclusion>

State DEI Definitions

Diversity

- 1) the condition of having or being composed of differing elements; variety;
- 2) human variety of experiences, identities, and perspectives that our employees bring to state employment

Sources: 1) "Diversity." Merriam-Webster.com. Merriam-Webster, n.d. Web. 28 Feb. 2018; 2) "Diversity." Embrace Diversity & Inclusion State Competency. State of Ohio, 8 Jul. 2020

Inclusion

- 1) to take in or comprise as a part of a whole or group;
- 2) the practice of understanding and applying diversity to improve work culture and influence the way we serve Ohioans

Sources: 1) "Include." Merriam-Webster.com. Merriam-Webster, n.d. Web. 28 Feb. 2018; 2) "Inclusion." Embrace Diversity & Inclusion State Competency. State of Ohio, 8 Jul. 2020

Equality

the state of being equal, especially in status, rights, and opportunity; fairness

Sources: State of Ohio Definition, Office of Diversity & Inclusion, Nov. 2020

Equity

the right of and access to resources to achieve the outcome of equality

Source: State of Ohio Definition, Office of Diversity & Inclusion, Nov. 2020

Justice

equality of economic, political, and social rights and opportunities within society for all people

Sources: State of Ohio Definition, Office of Diversity & Inclusion, Nov. 2020

Accessibility

the ability to access the functionality and benefit of systems, entities, or products; the degree to which a product, device, service, or environment is readily available for use by as many people as possible

Source: State of Ohio Definition, Office of Diversity & Inclusion, Nov. 2020

Institutional Bias

a tendency for the procedures and practices of an organization to, in most cases unintentionally, operate in ways which result in certain social groups being advantaged or favored and others being disadvantaged or devalued

Source: Oxford Reference. Retrieved 15 Jun. 2020, from <https://www.oxfordreference.com/view/10.1093/oi/authority.20110803100005347>

Systemic Bias

the oppression or marginalization of certain groups within a societal system(s) (i.e. health, education, criminal justice) resulting from the impact of the institutional bias of member organizations in fulfilling mission and serving the system(s)

Source: State of Ohio Definition, Office of Diversity & Inclusion, Nov. 2020

Cultural Competency

a continuous learning process that builds knowledge, awareness, skills, and capacity to identify, understand, and respect the unique beliefs, values, customs, languages, abilities and traditions of all Ohioans to develop policies that provide effective programs and services

Source: "Cultural Competence" the State of Ohio Definition, Health Systems

Workforce Diversity Planning

Affirmative Action

A required State of Ohio program designed to identify and correct past systemic disparity of equal access and opportunity in State employment to ethnic and racial minorities and women.

Agencies under the purview of the Governor are to create Affirmative Action Plans every three years, with an annual review by the Department of Administrative Services, Office of Diversity & Inclusion.

Each agency must establish, maintain, carry out, and evaluate an Affirmative Action Plan designed to promote equal opportunity in recruitment, employment, development, advancement, and treatment of employees.

Authority: O.A.C. 123:1-49

Statistical Analysis

Affirmative Action Planning, Disability Inclusion Planning, and Diversity & Equity Planning all center on statistical analysis to identify trends and correct deficiency.

Agencies perform a statistical evaluation of the agencies workforce against labor markets to evaluate areas within the agency where the hiring and promotion of minorities and women are deficient.

Where deficiency exists, outlined goals, timetables, supporting data, commitments, and analysis to show how good faith improvement and impact will be completed.

Authority: O.A.C. 123:1-49; Executive Order 2019-03D, Establishing Ohio as a Disability Inclusion State and Model Employer of Individuals with Disabilities (Issued 1/14/2019)

Disability Inclusion

A required State of Ohio program designed to encourage and support individuals with disabilities to fully participate in the social and economic life of Ohio and to engage in competitive integrated employment, including having access and opportunity within State Government.

Authority: Executive Order 2019-03D, Establishing Ohio as a Disability Inclusion State and Model Employer of Individuals with Disabilities (Issued 1/14/2019)

Diversity, Equity, & Inclusion

“Ohio is better when we embrace diversity and strive to be inclusive of all individuals regardless of race, background, gender, religion, or disability. Through Ohio’s equity agenda, state agencies are actively engaged in healing those who are hurting, fighting discrimination, creating opportunities, focusing on inclusion, and building awareness of systemic change needed to end disparities. Moving state government forward on the diversity, equity, and inclusion continuum shows that state government is committed to serving all people so they can live up to their God-given potential.”

~Mike DeWine, Governor of Ohio

Ohio is a model for justice, equity, opportunity and resilience to withstand future challenges. We are striving to become an advanced DEI organizational culture working to eliminate institutional and systemic bias for our people, in our policy, and within our public service.

Agencies under the purview of the Governor adopt Diversity, Equity, & Inclusions Plans incorporating required compliance with the vision of addressing institutional and systemic bias. DEI Plans embrace all Dimensions of Diversity, not just EEO-4 labels, when recruiting and retaining the workforce variety needed to better service Ohio.

Ohio Census Data | 2019 Estimates

<https://www.census.gov/quickfacts/OH>

Race & Ethnicity

White	81.7%
Black	13.1%
Am. Ind./Alaska Native	0.3%
Asian	2.5%
Nat. Hawaiian/Pac. Island	0.1%
Two or More Races	2.4%
Hispanic/Latino	4.0%

Gender

Female	51.0%
Male	49.0%

Age

Under 18	28.0%
18-64	54.5%
65 and Over	17.5%

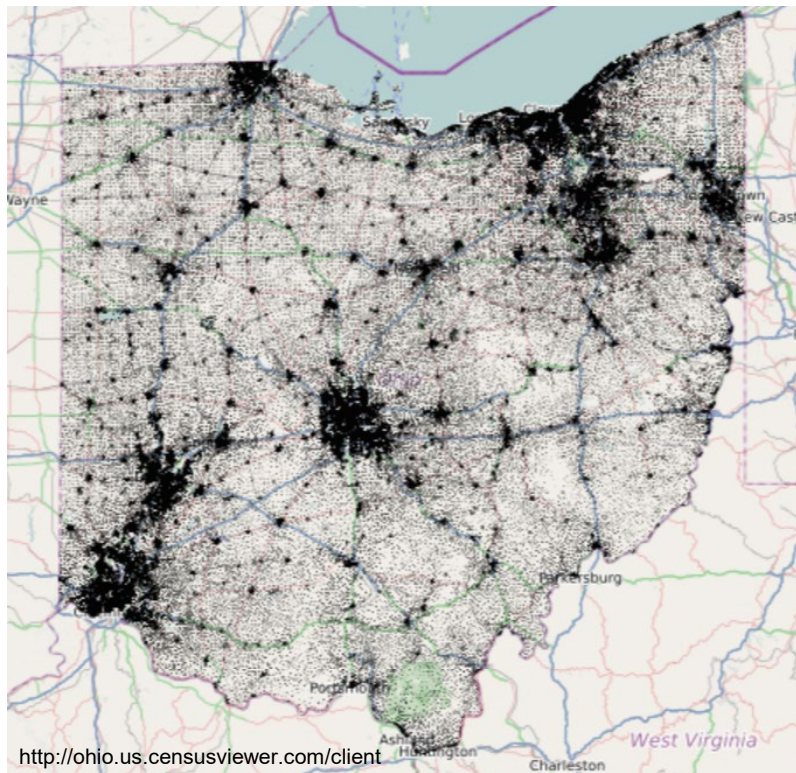
Veterans

Of Total Population	6.2%
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Disability

Of Total Population (must be under 65)	10.1%
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OH 2014 Adult Population Total Heat Map



EEOC Compliance | Job Categories Defined

EEO-4 Reporting Background

Under Public Law 88-352, Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972, all State and local governments that have 15 or more employees are required to keep records and to make reports to the Equal Employment Opportunity Commission.

Ohio files its EEO-4 Compliance Report every two years, with the next report due September 2021. The EEO-4 Report is a count of all full-time employees by job category, ethnic/gender group, and pay range for the Executive, Judicial, and Legislative Branch.

The EEOC has outlined specific definitions for tracking by Job Category and Racial/Ethnic Group. The State of Ohio uses the same categories for Affirmative Action Planning and Compliance.

The HRD Office of Talent Management, Classification & Compensation and Office of Diversity & Inclusion are responsible for management of how the State Classifications are aligned to the EEO-4 definitions.

Job Categories Defined

Officials and Administrators

Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis.

Professionals

Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge.

Technicians

Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training.

Protective Service

Occupations in which workers are entrusted with public safety, security and protection from destructive forces.

Paraprofessional

Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a New Careers concept.

Administrative Support

(Including Clerical and Sales): Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office

Skilled Craft

Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the process involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs.

Service - Maintenance

Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery.

EEOC Compliance | Race/Ethnic Categories Defined

CONTACT INFORMATION

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inclusion@das.ohio.gov

Office of Talent Management, Classification & Compensation Unit

Maggie Toal
Classification & Compensation Administrator
compensation@das.ohio.gov

Racial/Ethnic Categories Defined

Hispanic or Latino

A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

White

All persons having origins in any of the original peoples of Europe, North Africa or the Middle East.

Black or African-American

A person having origins in any of the black racial groups of Africa. .

Asian

A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Native Hawaiian or Other Pacific Islander

A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

American Indian or Alaska Native

A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.

Two or More Races

Persons who identify with two or more racial categories named above.



Source: Equal Employment Opportunity Commission, Washington D.C. EEOC Form 164, State and Local Government Information (EEO-4), Instruction Booklet
<https://egov.eeoc.gov/eo4/pdf/EEO4Instructions.pdf>

The State EEO Policy

Equal Employment Opportunity Employer

In accordance with law, the State of Ohio and each State Agency gives assurance that all employment-related decisions will be based on objective and nondiscriminatory reasons, ensuring all employees and job applicants have equal and fair opportunity and access to State Employment.

Authority: O.A.C. 123:1-49; Executive Order 2019-05D, Anti-Discrimination Policy in State Government (Issued 1/14/2019)

Consequents for Violation of EEO Policy for Employees and Management

Discrimination, harassment, and retaliation will not be tolerated and could result in discipline or termination.

As manager or supervisor may be personally liable for acts of discrimination, harassment, retaliation that occur under their authority and may be responsible for providing their own legal defense.

The Internal Complaint Process

If an employee or job applicant believes they have been discriminated, harassed, or retaliated against, in violation of the State's EEO Policy, they have a right to final in Internal Discrimination Complaint with the DAS Office of Diversity & Inclusion, Affirmative Action/EEO Unit. Complaints must be made within 30 days of the last date of alleged discrimination, harassment, or retaliation. Submission is done at www.das.ohio.gov.

Authority: O.A.C. 123:1-49

State of Ohio EEO Protected Statuses

The State of Ohio is an equal opportunity employer that promotes diversity, inclusion and workplaces free from discrimination, harassment, or retaliation due to:

- Race
- Color
- Religion
- Sex/gender
- National origin (ancestry)
- Disability
- Age (40 years of age or older)
- Genetic information
- Sexual orientation
- Military status
- Gender identity or expression
- Parental status as a parent during pregnancy and immediately after the birth of a child
- Parental status as a parent of a young child (under age 9)
- Parental status as a foster parent

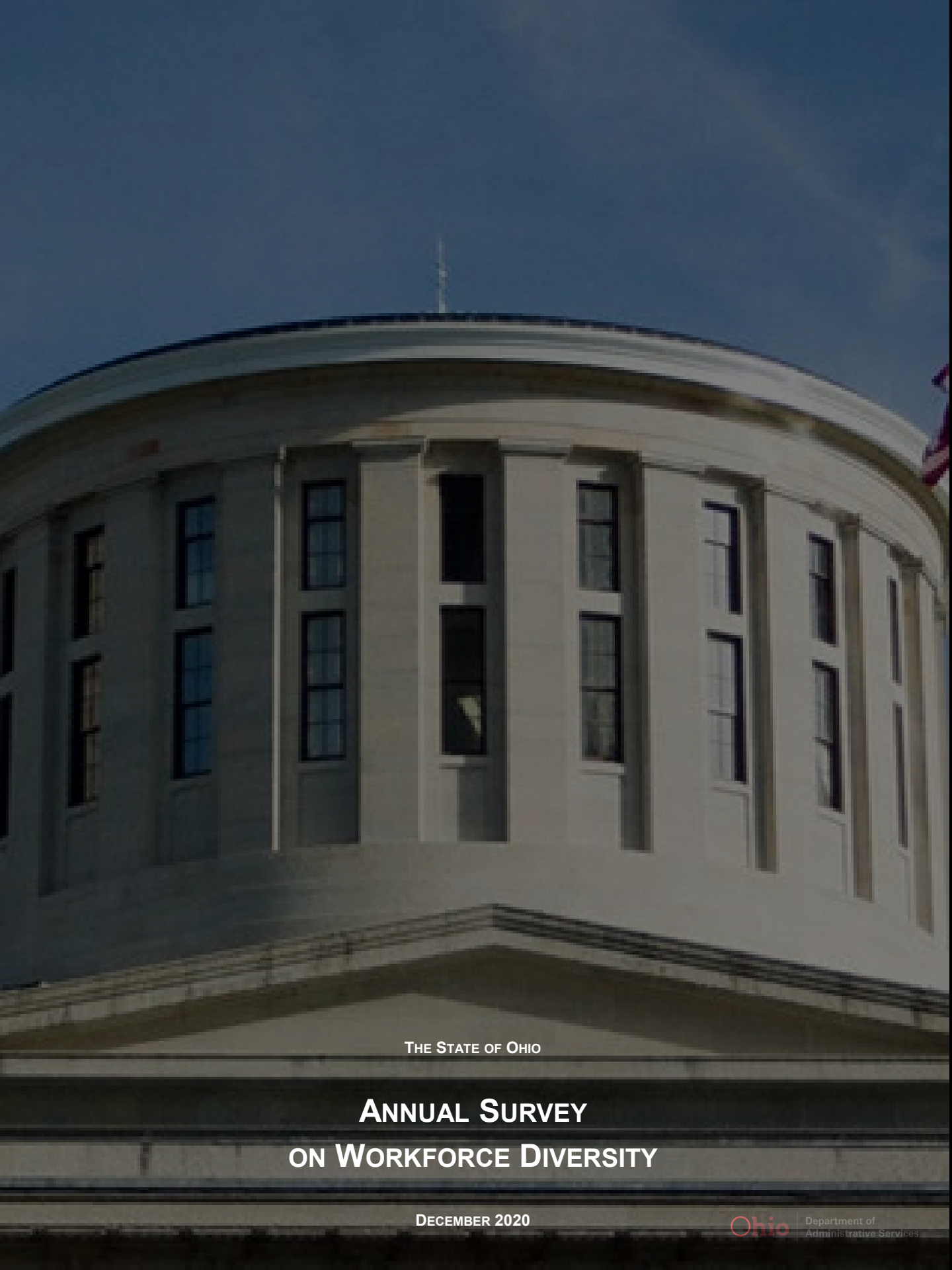
Authority: O.A.C. 123:1-49; Executive Order 2019-05D, Anti-Discrimination Policy in State Government (Issued 1/14/2019)

Legal Rights for State Employees and Applicants

If an employee or job applicant believes they have been discriminated, harassed, or retaliated against, in violation of the State or Federal Law, they have a right to file with the following:

Ohio Civil Rights Commission
File deadline: 180 days
www.crc.ohio.gov
614-466-7742

U.S. Equal Employment Opportunity Commission
File deadline: 300 days
www.eeoc.gov
800-669-4000



THE STATE OF OHIO

**ANNUAL SURVEY
ON WORKFORCE DIVERSITY**

DECEMBER 2020



Department of
Administrative Services