

SB 203 STAFF MEASURE SUMMARY

Senate Committee On Rules

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Meeting Dates: 3/7

WHAT THE MEASURE DOES:

Transfers Director of Affirmative Action (Director) from office of Governor to Oregon Department of Administrative Services (DAS). Requires all records and property in office of Governor related to Director be delivered to DAS. Eliminates requirement that Director be appointed by Governor and confirmed by Senate.

ISSUES DISCUSSED:

EFFECT OF AMENDMENT:

No amendment.

BACKGROUND:

The Director of Affirmative Action is created in [ORS 243.315](#) and is placed within the office of the Governor. The Director is appointed by the Governor and is subject to confirmation by the Senate. The Director's primary duty is to direct and monitor affirmative action programs in all state agencies. Further, the legislative and judicial branches are required to each select an individual to monitor the effectiveness of the executive branch's affirmative action programs.

Affirmative action is defined in ORS 243.035 as "a method of eliminating the effects of past and present discrimination, intended or unintended, on the basis of race, religion, national origin, age, sex, marital status or physical or mental disabilities."

The 2021-2023 Legislatively Approved Budget (see [LRO analysis](#)) created the Office of Cultural Change within the Chief Human Resource Office of the Department of Administrative Services, with four full-time employees and a focus on diversity, equity, and inclusion training across the executive branch. An additional three full-time employees are allocated to support racial equity recruitment strategies and employee retention goals.

Senate Bill 203 transfers the Director of Affirmative Action from the Office of the Governor to the Oregon Department of Administrative Services.