



SB 903 – Oregon Youth Authority Agency Bill

2023

Support SB 903

SB 903 directs the Oregon Youth Authority to maintain certain demographic data and to consider demographic disparities when developing culturally responsive programs.

What the bill does

SB 903 amends the organic statute for the Oregon Youth Authority. ORS 420A.010 requires OYA to “Keep data reflecting the ethnicity and gender of all adjudicated youths committed to its care.” This affirms practices already occurring in OYA. SB 903 adds that OYA will keep data:

- On demographics, including race, ethnicity and gender of its employees.
- To monitor other items in the organic statutes such as academic progress and rearrests.
- To look at disparities in outcomes based on the demographics of the population.
- In order to take into consideration demographic disparities between youth population and demographics of staff, and how these demographics may affect the cultural appropriateness of the program.

Background

As part of OYA’s statutory requirements, we monitor the demographics of youth committed to our care. We also, by practice, monitor diversity of staff to track recruitment and retention. SB 903 creates a legislative mandate to report and maintain this commitment.

OYA strives to identify and support the unique needs and risks for each youth as part of our process in accountability and reformation. Meaningful relationships, including ones that consider youths’ cultural and gender identity, are part of the success in this process. Youth need people on our staff who they can relate to, who represent their community and history, and who are of similar cultural and ethnic backgrounds, including representatives of LGBTQ+ populations.

Diversity, equity and inclusion are a core part of every practice and decision at OYA. Our efforts to recruit and retain a diverse staff that mirrors the diversity of youth we serve are important to our ability to meet our mission.

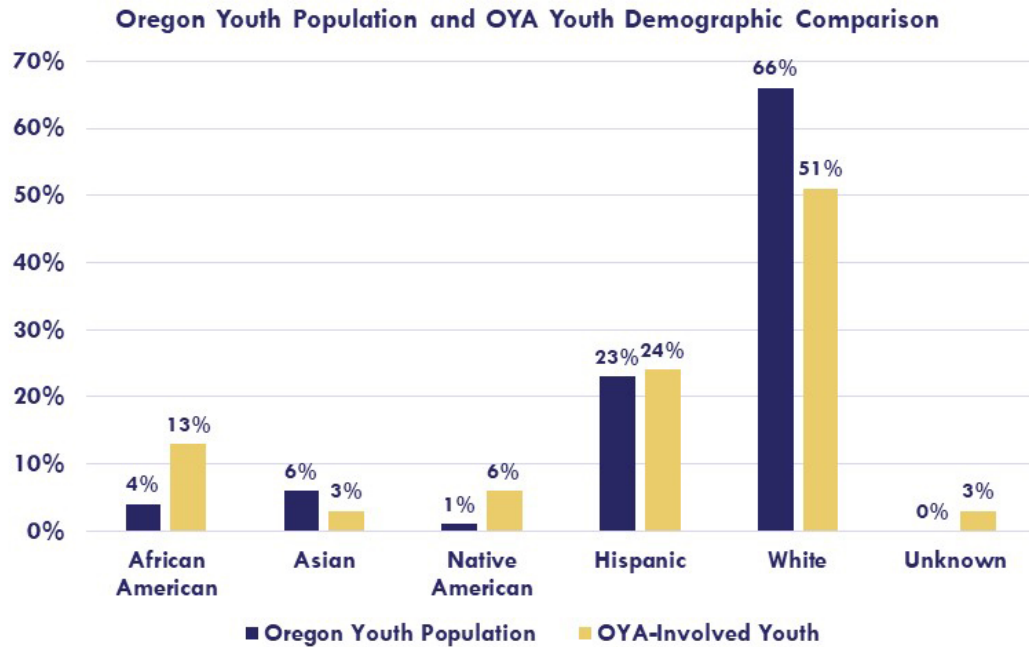
The Data

Below is an example of what implementation of SB 903 would look like. OYA’s organic statute directs OYA to pay attention to the disproportionate overrepresentation of youth of color and provide culturally responsive services. This first chart and summary represents how OYA reports the data. Youth of color make up 48% of OYA’s population, which is larger than the makeup of youth in the community. The second chart shows the new data included in the Oregon Youth Authority Ways and Means Written Reference Materials February 2023, as it relates to racial and



SB 903 – Oregon Youth Authority Agency Bill 2023

ethnic diversity.¹ At the end of 2022, 31.8% of OYA’s workforce identified as people of color. This new data is what SB 903 will ensure is collected into future administrations.



Race/Ethnicity	All Oregon Youth	OYA Youth		OYA Staff
		Community Supervision	Close-Custody Facilities	
African American	4%	12%	15%	6%
Asian/Pacific Islander	6%	3%	3%	5%
Latino/a or Hispanic	23%	24%	25%	14%
Native American	1%	6%	6%	4%
White	66%	52%	50%	67%
Other/Unreported	—	4%	2%	3%

SOURCES: OYA Quick Facts, Workday, and Easy Access to Juvenile Populations.
Updated: January 2023

¹ <https://olis.oregonlegislature.gov/liz/2023R1/Downloads/CommitteeMeetingDocument/261622>. This information can be found in the section of reference materials, “Addressing Racial and Ethnic Disparities.”



SB 903 – Oregon Youth Authority Agency Bill 2023

All OYA Employees by Gender

Gender	2019	2020	2021	2022	2023
Female	336	336	331	342	330
Male	588	588	639	612	560
Grand Total	924	924	970	954	890

Source: Workday (Retrieved 2023-01-26)

All OYA Employees by Gender

Gender	2019	2020	2021	2022	2023
Female	36.36%	36.36%	34.12%	35.85%	37.08%
Male	63.64%	63.64%	65.88%	64.15%	62.92%

Source: Workday (Retrieved 2023-01-26)