



**OREGON
LOTTERY™**

Together, we do good things.

Affirmative Action Plan 2023-2025

Barry Pack, Director
500 Airport Road SE
Salem, Oregon 97301
(503) 540-1132



September 15, 2022

Juliet Valdez, Affirmative Action Manager
Department of Administrative Services | Office of Cultural Change

155 Cottage Street NE
Salem, OR, 97301-3972

Dear Juliet,

Please find enclosed the Oregon Lottery's 2023-2025 Affirmative Action Plan. Lottery is committed to valuing diversity, equity, and inclusion to better serve our employees, our customers, and ultimately, all Oregonians.

If you have any questions about our plan and goals, please contact our Diversity, Equity, Inclusion, and Belonging Senior Manager, Stoyan Francis, at (971) 719-6891.

Sincerely,

Barry Pack
Director, Oregon Lottery

cc: Janell Simmons, Chief Human Resources Officer

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I. Oregon Lottery Agency Overview

A. Mission and Objectives

The Oregon Lottery's mission is to "Operate a lottery with the highest standards of security and integrity to earn maximum profits for the people of Oregon commensurate with the public good."

The strategic objective of the Oregon Lottery is to responsibly meet revenue goals through a diversified market. The strategic objective will be met through the following strategies:

- Offer games to appeal to both current and new players on the gaming platforms they want to use
- Engage invest in and coordinate with community partners on programs to prevent and treat problem gambling
- Expand and enhance the retailer base and retail experience to appeal to a broader player population
- Educate and consult with stakeholders, Oregonians, and their representatives

B. Agency Director

UPDATE since September 15, 2022: Effective January 8, 2023, Deputy Director Michael A. Wells is appointed the Interim Director of Oregon Lottery.

C. Governor's Policy Advisor

Christian Gaston is the temporary Governor's Policy Advisor for Oregon Lottery, until 2023 when a new Governor assigns a Policy Advisor.

D. Affirmative Action Representative and Designated FTE

Stoyan Francis is the Oregon Lottery's Diversity, Equity, Inclusion, and Belonging (DEIB) Senior Manager, and the Affirmative Action Representative.

Cell: 971.719.6891

Email: stoyan.francis@lottery.oregon.gov

E. Lead for COBID contracting and procurement

Jose Perfecto is the Oregon Lottery's Senior Manager of Procurement and Contracts and the lead for COBID contracting and procurement.

Desk: 503.540.1346

Cell: 503.910.0311

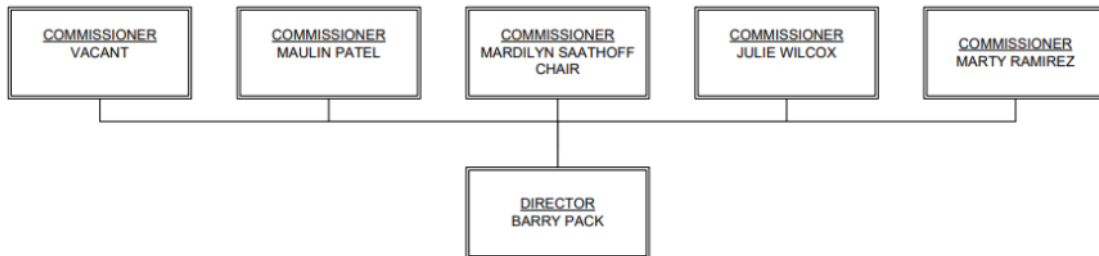
Email: Jose.Perfecto@lottery.oregon.gov

F. Oregon Lottery Organizational Charts

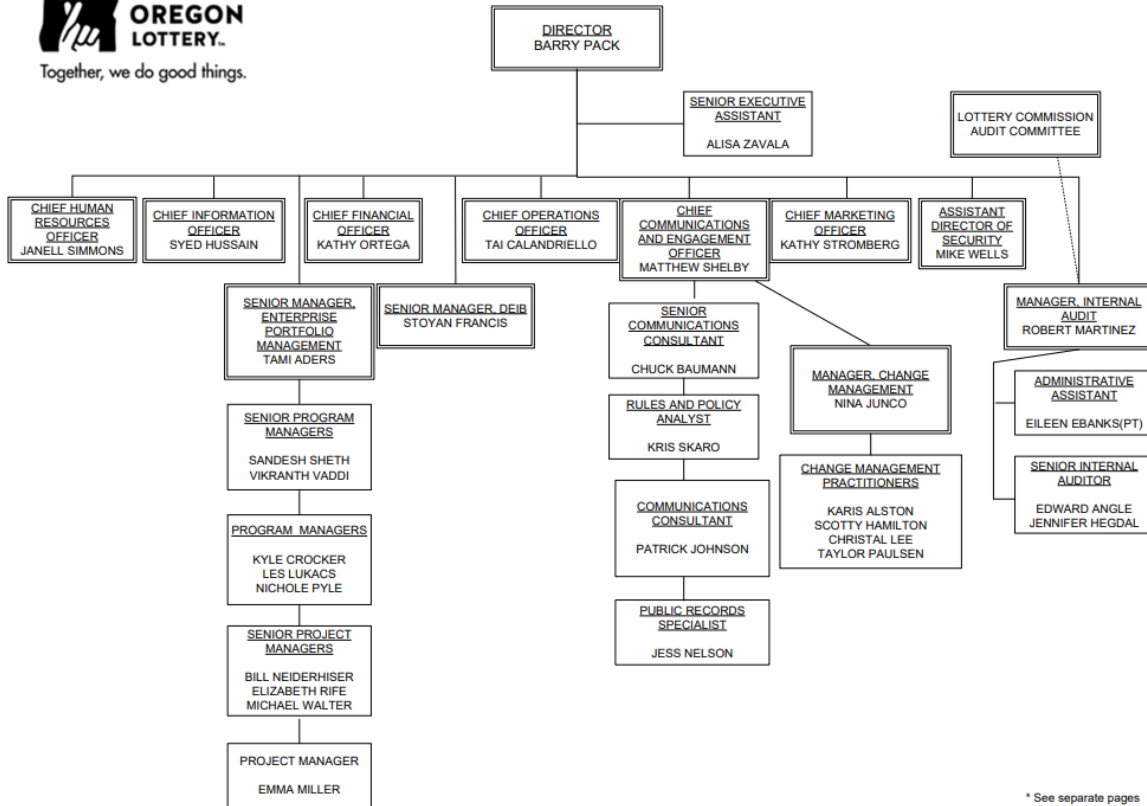
Below is the Oregon Lottery organizational chart for the Commission level and the Director level as of July 1, 2022. All other organizational charts are located in the Appendix. UPDATE since September 15, 2022: Deputy Director Michael A. Wells is appointed Interim Director. Organizational charts will see updates over the next months. The charts in this document will be updated in September 2023.



OREGON STATE LOTTERY COMMISSION



OFFICE OF THE DIRECTOR



* See separate pages for complete org charts not expanded above

II. Affirmative Action Plan

- A. Agency Affirmative Action Policy Statement (*Internal Operating Policy No. 2.000 – Talent Management, Effective September 1, 2017. Signed by Director Barry Pack*)

Attached here is a PDF of Oregon Lottery's Agency Affirmative Action Policy Statement.



Policy - 2.000 Talent
Management.pdf

- B. Oregon State Lottery Diversity and Inclusion Statement (*Excerpt from Oregon Lottery's Commitment to a Discrimination and Harassment Free Work Environment*)

The Oregon Lottery is committed to fostering a diverse workforce and a culture of inclusion in a discrimination and harassment free work environment. A diverse workforce with varied backgrounds strengthens Oregon Lottery by creating an environment receptive to new ideas and innovation.

The Oregon Lottery fosters a work place that provides equal opportunities for all persons regardless of race, color, religion, sex (including pregnancy, childbirth, and related medical conditions), sexual orientation, national origin, citizenship status, marital status, age (18 and older), disability (physical or mental), genetic information, parent with court-imposed medical support order, domestic violence victim status, refusal to attend an employee-sponsored meeting with the primary purpose of communicating the employer's opinion on religious or political matters, or any other basis prohibited under applicable law.

In addition to the above excerpt, the Oregon Lottery values, appreciates, and embraces the differences each employee brings to the organization. The Lottery is committed to:

- Promoting an inclusive culture, free of discrimination, through fairness, opportunity and respect.
- Enhancing the multicultural competence of all employees through diversity education programs.
- Increasing workforce diversity at all levels to develop and retain a multicultural environment.

Agency Diversity, Equity, Inclusion and Belonging Vision (*Created in 2021; Adopted as a Lottery Value in 2022*)

Diversity, Equity, Inclusion and Belonging matter at the Lottery. We demonstrate our commitment by what we prioritize as an agency, in how we treat each other individually and collectively, and in how we design our organizational systems and processes. Every Lottery employee sees it, feels it, and contributes to it.

C. Training, Education, and Development Plan (TEDP)

During 2021 – 2022, Oregon Lottery’s Human Resource team performed a Bench Strength analysis across all teams. Task Bench and Position Bench were assessed. Executive Briefs noted identified areas of risk, potential talent pools, career path possibilities, and included cross-training plans for added bench strength and development for each team member.

Beginning in CY2023, Individual Development Plans will be required for all employees. The plans will be located and tracked in the Dayforce system and connected to the HRIS. This will allow Human Resources and Lottery leaders to have easy access and insight into training and development distribution and opportunity, to be given equitably across Lottery. Participation Rate will be the initial Key Performance Indicator.

D. Programs

i. Internship Program(s)

Oregon Lottery has not had Internship positions since COVID in 2020. With the majority of Oregon Lottery employees working remotely since the State Offices reopened, Human Resources and Executive Team are currently exploring what Internship options are appropriate in our new work environment.

ii. Mentorship Program(s)

At this time, Oregon Lottery does not have a formal Mentorship program.

iii. Community Outreach Program(s)

Community Events

- 2020 November - Portland Stand Down: Oregon Lottery was a sponsor of Transitions Projects Portland Stand Down. Due to COVID19, the event could not accept volunteers, but the Oregon Lottery provided 400 first-aid kits to be distributed to veterans in Portland on Veterans Day, November 11, 2020
- 2021 May – Oregon Woman Veterans Conference (virtual): Oregon Lottery was a presenting sponsor of this biennial conference, which took place on May 22, 2021. Lottery provided \$5,000 in sponsorship funds towards this event.
- 2021 The Skanner Foundation MLK Breakfast: Oregon Lottery was a sponsor of the 35th Annual MLK Breakfast, which took place virtually on Monday, January 18, 2021. In addition to delivering during the pre-recorded portion of the event, Oregon Lottery awarded four \$2,500 scholarships to Oregon college students.
- 2022 The Skanner Foundation MLK Breakfast: Oregon Lottery was a sponsor of the 36th Annual MLK Breakfast, which took place virtually on Monday, January 12, 2022. In addition to delivering a speech during the pre-recorded portion of the event, Oregon Lottery awarded four \$2,500 scholarships to Oregon college students.

Plans for fiscal year 2023:

- Oregon Lottery is sponsoring the Skanner Foundation MLK Breakfast.
- Oregon Lottery is sponsoring the Oregon Department of Veterans Affairs biennial Women Veterans Conference in Spring 2023.

Volunteerism

Oregon Lottery has a paid volunteerism program in place where employees get one full day of work per fiscal year to use to volunteer at local events. These events need to align with one of the beneficiaries that receive Lottery dollars. In this past biennium, Oregon Lottery employees volunteered at the following events:

- Fall 2021 – SOLVE Beach and Riverside Cleanup; 4 employees participated
- Spring 2022 – Oregon State Parks Centennial events; 3 employees participated
- Fall 2022 – Veteran Stand-downs; 3 employees participated
- Fall 2022 – SOLVE Beach and Riverside Cleanup; 2 employees participated
- Fall 2022 – State Parks Centennial; 5 employees participated

Recruitment Outreach

- FY2021-2022, Oregon Lottery is a member of the Partners in Diversity organization. This allows Lottery to post jobs with Partners in Diversity and reach a more diverse talent pool.
- Job fairs in Oregon were shut down for COVID. Oregon Lottery has participated in a few job fairs FY2023 and will continue to expand those.
- FY2022, Oregon Lottery created policy for a Modern Work Environment, allowing employees to work remote, hybrid, or on-site as appropriate. The policy allows for many job postings to be filled by talent outside of Oregon, allowing for a more diverse pool of candidates.
- Oregon Lottery's Senior Talent Acquisition Partner aligns sourcing strategies to target systemically excluded groups through social media (LinkedIn, etc.) based on recruitment need.

iv. Diversity Awareness Programs(s)

State-wide Diversity, Equity, and Inclusion (DEI) Conference

Oregon Lottery continues to provide representation and active participation on the State-wide DEI Conference Committee and support during the event. Oregon Lottery employees enrolled in several of the conference sessions. Since the conference moved from in-person to virtual, significantly more Lottery employees have enrolled and participated. Actual participation counts were not available for 2021 as the Conference Committee used Workday for enrollment and tracking. Workday is not accessible to all agencies. Lottery provided enrollments using a Share Point site.

Oregon Lottery Diversity, Equity, Inclusion, and Belonging (DEIB) Committee

This committee is made up of volunteers and encourages employees interested in what the committee does to be a guest in any weekly team meeting. DEIB Committee members also participated in DEIB related focus groups, listening sessions, and presented to Lottery Management Team and Lottery Executive Team each twice between 2020 – 2022. This work was instrumental in the DEIB Vision Statement being adopted as an Oregon Lottery Value. It also provided greater visibility and networking of committee members with all employees.

Employee Resource Groups (ERGs)/Affinity Groups

Oregon Lottery does not have any ERGs/Affinity Groups. The DEIB Committee is currently drafting a policy for ERGs. Efforts are in progress to identify and support the launch of such groups in FY 2023. Until then, we encourage interested employees to consider joining existing state-wide ERGs/Affinity Groups.

Diversity Presentations, Training and or Activities

In addition to the presentations noted above, under DEIB Committee, in 2021, the committee, in partnership with the Lottery Executive Team, launched three videos to generate greater awareness and understanding of DEIB. Executives wrote up an introduction to each video along with a related personal story. Many employees watched the videos and senior leaders held team meetings for interactive discussion on the videos.

In FY 2022, Executive Team added a bonus component to include a DEIB goal. To be eligible to receive this bonus, at least 90% of Lottery employees had to watch at least one monthly DEIB video and attend its corresponding 30-minute Listening Session, facilitated by DEIB Committee members. There were seven total videos launched between December 2021 and June 2022. Committee members received training from Dr. Sarah Kutten, in facilitating Listening Sessions in general, and additional training to facilitate on more sensitive topics. Topics ranged from race, to allyship, to having difficult conversations, to implicit biases, and privilege. Lottery employees met the goal of 90% participation. Several employees attended more sessions than required for the bonus.

v. Leadership Development/Training Program(s)

During COVID, Oregon Lottery experienced lay-offs, furloughs, salary reductions and budget cuts, including all training dollars. After furloughs, Oregon Lottery restarted providing a 60 to 90-minute leadership workshop at each monthly Lottery Management Team (LMT) meeting. Topic categories are Leading Self, Leading Others, Leading Work, and Leading Business. The DEIB Committee presented at two of the LMT meetings and facilitated DEIB listening sessions in break-out groups. All supervisory positions are expected to attend.

Plans for FY2023:

- Re-establish training budgets for each Oregon Lottery team.
- Continue providing monthly Leadership workshops in the LMT.
- Partner with Gaming Operations to offer Business Acumen training to all supervisory positions.
- Deliver a 4-day Leadership Pipeline program to all supervisory positions and levels. The programs will include leadership and management skills appropriate for each leadership level, 360 skill assessments, peer learning groups, ongoing manager to manager coaching, and measurable evaluation of performance improvement.

E. Executive Order Updates EO 22-11

In summer of 2021, the Oregon Lottery Director and the Chief HR Officer introduced the Statewide Diversity, Equity, and Inclusion Action Plan to all Lottery leaders at the Lottery Management Team and to all Lottery employees at the quarterly All Hands meeting. These presentations also announced DEIB as a core Lottery Value and introduced the Lottery DEIB Vision Statement. To provide dedicated resources to this work, Lottery hired a Senior Leader of DEIB to report to the Director. A Senior DEIB Consultant is scheduled to be hired by FY2023. This small team spearheads Affirmative Action Plans and partners with the DEIB Committee to execute strategies and goals adopted from the statewide action plan.

In addition to the actions mentioned above, Lottery has made progress on the following:

- Reviewed all policies to identify potential/real barriers to racial equity.
- Conducted an internal audit of the HR hiring process.
- Added a process step to review all hiring interview questions for inclusive language.
- Require at least one DEIB question in each interview.
- Involve a diverse interview panel whenever possible.
- Included a question about DEIB learnings on the quarterly Reflecting and Planning Conversation document and follow-up manager and employee conversation.
- Edited a web-page promoting a game to remove potentially offensive stereotypes.
- Facilitated at least two optional Listening Sessions open to all employees following racially motivated tragedies.
- Explored gaming options for language inclusive games with global vendor IGT.

See the Affirmative Action Plan for 2023-2025 for more information.

F. Status of Contracts to Minority Businesses (ORS 659A.015)

Time Period	Dollar Amount Contracted to All vendors (excluding Blanket Orders; Gaming Vendors; Inter-Agency Agreements; VISA)	Dollar Amount Contracted to MWESB certified vendors	Actual percent of PO/Contract dollars issued to MWESB certified vendors	Total Vendors/MWESB Vendors
Jul 2019 – Dec 2019	\$22,206,209	\$480,526	2%	210/9
Jan 2020 – June 2020	\$19,058,233	\$59,409	0%	148/3
Jul 2020 – Dec 2020	\$17,099,019	\$15,852	0%	132/3
Jan 2021 – June 2021	\$10,350,467	\$21,810	0%	137/2
Jul 2021 - Dec 2021	\$11,233,610	\$35,784	0%	133/5
Jan 2022 - Jun 2022	\$13,886,159	\$45,631	0%	141/2

The data tells us we have opportunities to improve. Here are a few activities we perform to help increase our supplier diversity. When a procurement is under \$50K, we reach out to Biz Oregon and request assistance to identify a certified firm. If one is available, we work with the business owner to validate if the vendor can provide the service or supplies with the goal to issue a direct award. For smaller trade project under \$150K, we again reach out to Biz Oregon and ask for list of vendors that may provide services. We invite at least 2 certified firms to participate in a 3-vendor competitive bidding process. These activities have not produced improvement to increase and diversify our vendor pool.

These results are not discouraging us. In the future we desire to take a more active role with our existing and future vendors. If we can't find certified vendors ourselves, we plan to ask existing vendors to share with us how they are improving the DEIB culture through their firms activities, including sharing with us efforts they make to partner with disenfranchised firms.

III. Roles for Implementation of Affirmative Action Plan

A. Roles and Responsibilities

Areas of responsibility for everyone include, but are not limited to, adherence with Lottery's Affirmative Action Policy Statement and the Diversity and Inclusion Statement. All job descriptions include the following statement:

(Employee) ensures conduct embodies the principles of fairness, integrity, security, and honesty. Supports and integrates into their work the Lottery's commitment to:

- *Responsible Gambling*
- *Diversity, Equity, and Inclusion*
- *Culture of Safety*

The following individuals are responsible and accountable for the Lottery's Affirmative Action Plan:

Barry Pack, Director; UPDATE as of January 8, 2023 Michael A. Wells is Interim Director

- Foster and promote to executives, managers and employees the importance of an inclusive and diverse workplace, free from discrimination and harassment
- Communicate to the Lottery leadership that they are responsible for participating in and promoting affirmative action activities and for communicating this same responsibility to their subordinate managers and supervisors
- Meet periodically or as needed with the Chief Human Resources Officer to review agency affirmative action goals and progress, EEO and diversity and inclusion issues.

Executive Team

- Foster and promote to subordinate managers and employees the importance of an inclusive and diverse workplace, free from discrimination and harassment
- Work with subordinate managers to identify activities and resources that support and develop each manager's knowledge and ability in the areas of diversity and cultural competency
- Consider each subordinate manager's individual efforts towards meeting AA goals when developing performance evaluations
- Make good faith efforts towards closing the gap of under-representation in the workforce

Managers and Supervisors

- Foster and promote to employees the importance of an inclusive and diverse workplace, free from discrimination and harassment.
- Review information and opportunities shared by supervisors and Human Resources to identify and participate in activities to support own development and development of subordinate employees.
- Make good faith efforts towards closing the gap of under-representation in the workforce.

All Employees

- Complete required training on Harassment Free Workplace.
- Comply to the expectations, outlined in Job descriptions, to support Lottery's commitment to Diversity, Equity, and Inclusion.

Senior Manager, Diversity, Equity, Inclusion, and Belonging

- Develop and publish the Affirmative Action Plan ensuring hard copies and/or electronic copies are accessible for review by all management and employees.
- Keep managers apprised of Lottery's affirmative action status, monitor the AA status, and prepare and present reports periodically and as required or requested.
- In cooperation with the Co-Chairs, lead and facilitate Lottery's Diversity, Equity, Inclusion, and Belonging Committee.
- Assist executive team, managers/supervisors in promoting affirmative action activities and an inclusive and diverse, culturally competent workforce.

Human Resources

- Ensure the Lottery's recruitment process includes contacting applicant sources that provide for the recruitment of people of color, persons with disabilities, LGBTQ, veterans and women.
- Emphasize the Lottery's support of equal employment opportunity, affirmative action, and an inclusive and diverse workforce in all recruitment-focused medial contacts.
- Support lateral and promotional development opportunities through temporary reassignments, work out of class opportunities, and job rotations.
- Train managers to have diverse interview panels including, when possible, one member who works outside the hiring section/division and one member from a protected class.
- Assist executive team, managers/supervisors in promoting affirmative action activities and an inclusive and diverse, culturally competent workforce.
- Review exit interviews and if it appears that discrimination or harassment was a factor in employee separation, report information to the CHRO for appropriate action.
- Ensure Human Resources representation on the Oregon Lottery Diversity, Equity, Inclusion and Belonging Committee.

IV. July 1, 2021 – June 30, 2023

A. Accomplishments

Oregon Lottery is continuing to work towards closing the gap on under-represented categories as vacancies occur. The Senior Talent Acquisition Partner and the Senior Manager of DEIB are working closely with communities of color and other under-represented groups to bring talent to the Lottery.

1. Recruitment

- We are using a tool called Tap Recruit. This tool helps identify wording in a recruitment notice that may create a barrier for potential candidates and recommends wording that will resonate for a more diverse audience.
- We have modified minimum qualifications for jobs as vacancies occur.
- We have expanded our geographical range across the United State by offering remote telework options when possible.
- Our Senior Talent Acquisition Partner reaches out to a variety of communities and organizations to build Diversity Recruitment Community Partnerships and creating a Diversity Recruitment Talent Pipeline through those community partnerships.
- We are using a tool called Predictive Index to identify desired personality profiles for a job. This is just one point of data.

2. Selection

- There is diversity representation in interview panels
- Implicit bias discussions occur with interview panels prior to interviewing
- The Predictive Index tool helps hiring managers to escape from the “like me” bias both personally and culturally. The tool also provides interview questions that can help surface behavioral examples from candidates.

3. Retention

- As part of our Lottery-wide Bench Strength assessment, we have identified existing and potential career paths, created opportunities and mitigating barriers. This is still a work-in-progress.
- The DEIB Committee in partnership with Executive Team launched a 7-month series of videos and listening sessions to increase awareness of DEI concepts and desirable work practices.
- Our Senior Talent Acquisition Partner is creating a workshop on writing a resume and career networking. This is still a work-in-progress.

4. Employee Engagement

- In 2022, Lottery DEI Committee added Belonging to the DEI. This was a result of several focus groups held across Lottery teams and functions. In addition, the focus groups helped to inform the DEIB Vision Statement and DEIB being adopted as a Lottery Core Value.
- As part of the Bench Strength work, managers worked with employees on their teams to create Individual Development Plans for employees. In CY2023, Individual Development plans will be required, documented and tracked for all employees.

B. Progress made or lost since previous biennium

During FY21 the Lottery

- Filled 36 jobs with 292 applicants
 - 6 of those jobs were filled with internal candidates
 - 12 of those jobs were filled with rehires from the layoff list
 - 13 of those jobs were filled with job rotations
- 5 employees participated in job rotations outside of these filled jobs
- 6 new roles were established – including department reorganizations

During FY22 the Lottery

- Filled 87 jobs with 2,092 applicants
 - 25 of those jobs were filled with internal candidates
 - 4 of those jobs were filled with rehires from the layoff list
 - 1 of those jobs were filled with job rotations
- 5 employees participated in job rotations outside of these filled jobs
- 39 new roles were established – including department reorganizations

V. July 1, 2023 – June 30, 2025

A. Goals for your Affirmative Action Plan

Oregon Lottery is committed to creating the most inclusive organization, where all stakeholders (internal & external) can feel a sense of belonging. While we understand that there are many ways to do this, we believe in finding the best way to curate this experience. Our team's approach to DEIB is to Explore, Assess, Adapt and Advance. The meaning behind this approach is simple: Explore all possibilities, Assess effectiveness and impact, Adapt new processes when needed, and Advance to the next level of culture building. We believe that with the spirit of cultural curiosity we can explore many avenues to equity within the goals and strategies of the Affirmative Action plan. Within this approach, we will find out what works and why certain goals/strategies do not work. By utilizing this approach, we will ultimately create a sustainable culture of inclusion based on exploratory findings that came out of an ultimate quest for workplace equity.

- Identify systemic and institutional barriers to DEIB within OSL.
- Build and maintain the presence of Inclusion agency-wide and with our external partnerships.
- Embed DEIB into our organizational workflow, policies, and procedures.
- Develop support and guidance across agency departments to apply an inclusive lens for all operations.
- Develop and ensuring more inclusive communication.
- Explore the development of a system for DEIB-specific organizational data collection.
- Establish educational campaigns in alignment with DEIB goals.

B. Strategies and timelines for achieving your goals

The OSL DEIB Implementation strategy will be a cross-collaborative project with the Executive Team, DEIB Committee, and the Leads of other OSL Departments. Our Implementation approach is to Explore (the needs of the organization), Assess (what can realistically be effectively done), Adapt (the necessary changes), and Advance (our system for the next wave of change). We will implement the strategy starting with an agency-wide assessment of current biases and blind spots. The next phase will be to utilize the aggregate data to develop goals and action items for each department and the agency as a whole with the assistance of the Executive Team. In our adaptation, there will be an implementation of action items and support programs. Our advance phase is our consistency accountability phase, which seeks to maintain a pulse on current best practices for DEIB and requires an element of flexibility. Our goal is to have reporting on the progress and development of our work by the summer of 2024.

The activities listed below will be accomplished between FY2023-2025.

- Develop consistent production of DEIB education material.
- Create annual DEIB events.

- Explore how to expand support services for OSL Retailers. We will use this exploration to further strengthen and support our diverse community partnerships.
- Work with Human Resources to ensure that policies have an inclusive scope.
- Partner with HR to increase diverse internal representation and expand partnership to include outside affinity-based professional groups.
- Work with Human Resources and Department Leads to revise the Hiring/Onboarding Experience to be inclusive of all candidates and employees.
- Work with building leaders to integrate Gender Neutral messaging within OSL Language and physical space.
- Start a mentorship program for historically excluded employees, to support career development.
- Work with the executive team to create an OSL Employee Resource Group Program, to create a sense of community.
- Use bias awareness software to collect organizational implicit bias data. Develop programming based on data collection and analysis.
- Develop education material to provide supervisors with monthly educational resources to promote DEIB initiatives.
- Create feedback systems post engagement or educational opportunities, to collect more organizational data.

VI. Appendix A – State Policy Documentation

State and Federal employment law documents are accessible to all employees and partners. They are posted in the breakroom, available via eLink (our internal site) and on our website.

- A. [ADA and Reasonable Accommodation Policy](#) (Statewide policy 50.020.10)
- B. [Discrimination and Harassment Free Workplace](#) (Statewide policy 50.010.01)
- C. PENDING FINAL APPROVAL: Statewide Workforce Learning and Development (Statewide policy 10.040.01)
 - i. References:
 - a. [Duties of Administrator](#) (ORS 240.145)
 - b. [Rules Applicable to Management Services](#) (ORS 240.250)
- D. [Recruitment and Selection](#) (Statewide policy 40.010.02)
- E. [Veterans Preference in Public Employment](#) (ORS 408.230)
- F. [Equal Opportunity and Affirmative Action Rule](#) (105.040.0001)
- G. Executive Order 22-11: Relating to Affirmative Action, Equal Employment Opportunity, Diversity, Equity, and Inclusion)
PDF attached here.



EO 22-11.pdf

VII. Appendix B – Federal Documentation

State and Federal employment law documents are accessible to all employees and partners. They are posted in the breakroom, available via eLink (our internal site) and on our website.

- A. [Age Discrimination in Employment Act of 1967](#) (ADEA)
- B. [Disability Discrimination Title I of the Americans with Disability Act of 1990](#)
- C. [Genetic Information Discrimination Title II of the Genetic Information Nondiscrimination Act of 2008](#) (GINA)
- D. [Equal Pay and Compensation Discrimination Equal Pay Act of 1963](#)
- E. [Title VII of the Civil Rights Act of 1964](#)
 - i. National Origin Discrimination
 - ii. Discrimination
 - iii. Race/Color Discrimination
 - iv. Religious Discrimination
 - v. Sex-Based Discrimination
 - vi. Sexual Harassment
- F. [Retaliation Title VII of Civil Agency Affirmative Action Policy](#)

VIII. Appendix C – Agency Documentation

Following is a list of Oregon Lottery’s documentation in support of its Affirmative Action Plan. Attached below are PDFs of the documents listed.

- A. ADA and Reasonable Accommodation in Employment *(2.405 Jan. 1, 2020)*
- B. Harassment and Discrimination Free Workplace *(2.401 Jan. 1, 2022)*
- C. Organizational Development *(2.130 June 20, 2019)*
- D. Talent Management *(2.00 Sept. 1, 2017)*
- E. Modern Work *(2.124 July 1, 2021)*



Policy - 2.405 ADA
and Reasonable Acco



Policy - 2.401



Policy - 2.130



Policy - 2.000 Talent
Management (1).pdf



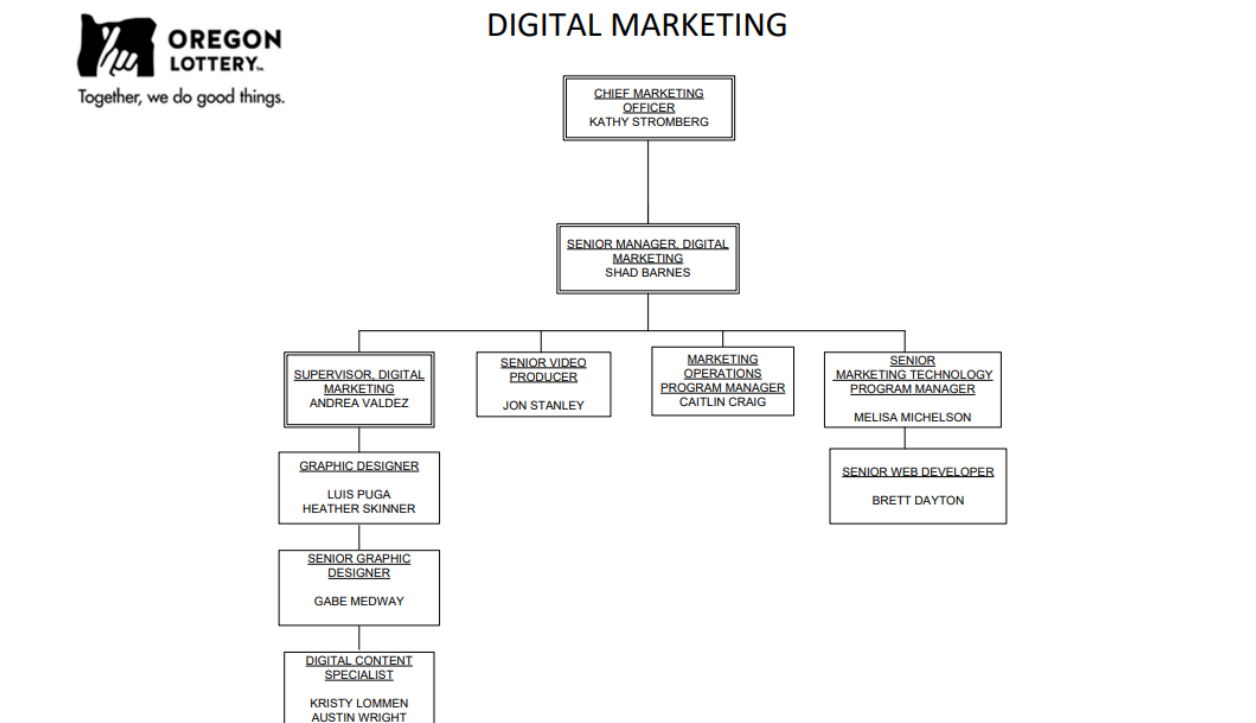
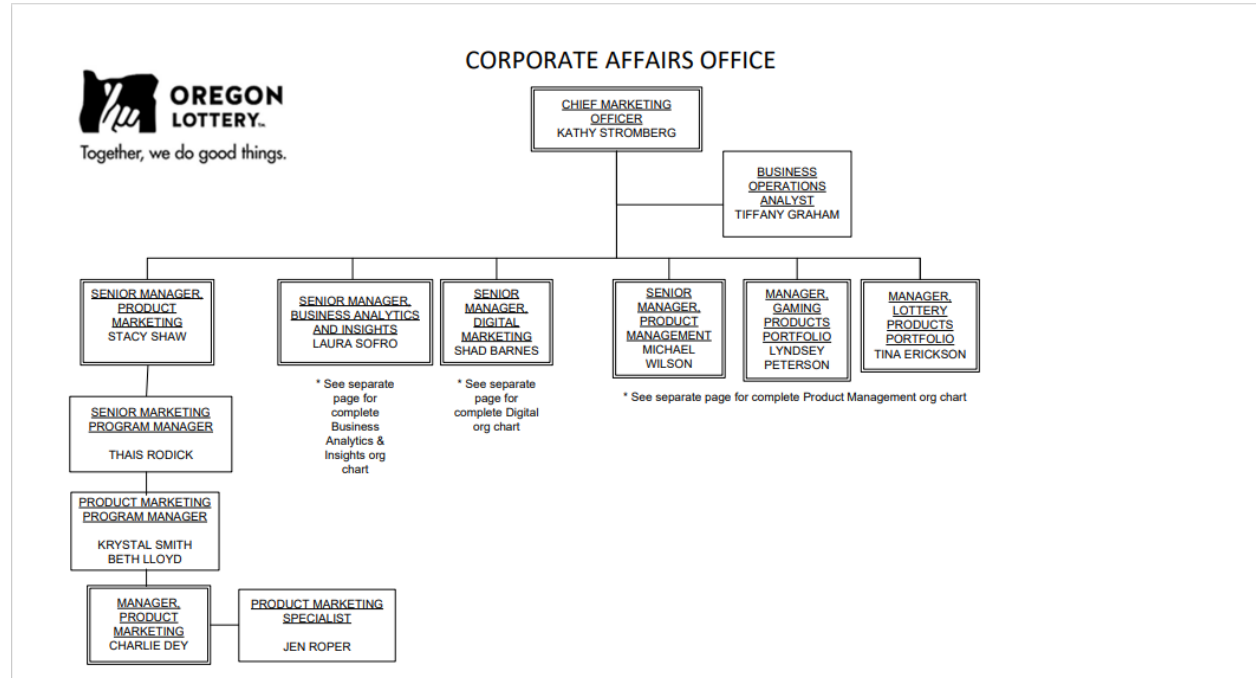
Policy - 2.125
Modern Work.pdf

IX. Appendix D – Additional Federal Documentation (N/A)

Not applicable.

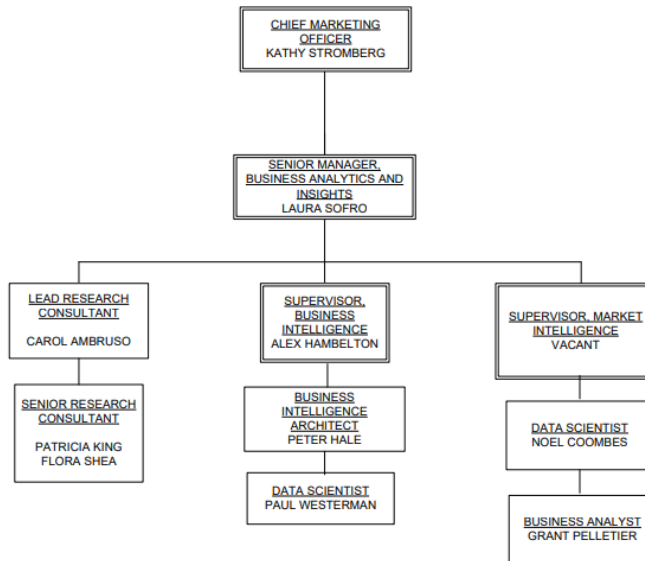
X. Appendix E - Lottery Organizational Charts

Organizational charts for the Lottery Commission and Director’s Office are in Section I-F. Following are organizational charts for the rest of the Lottery.

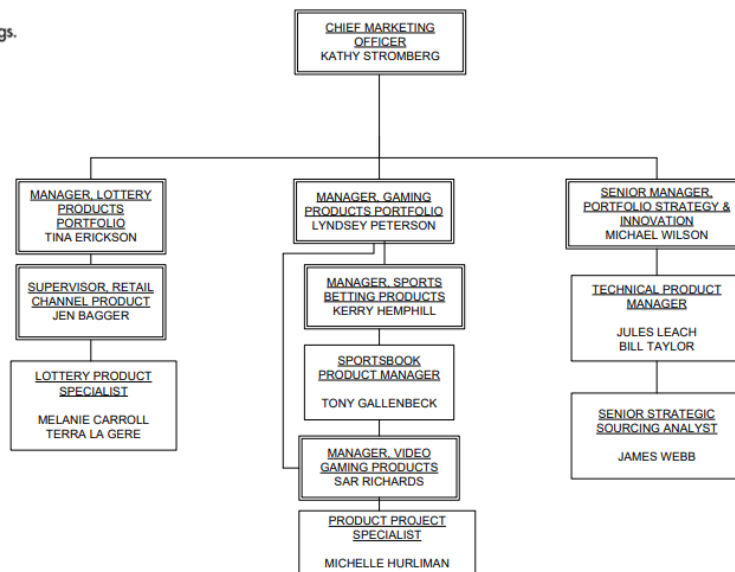




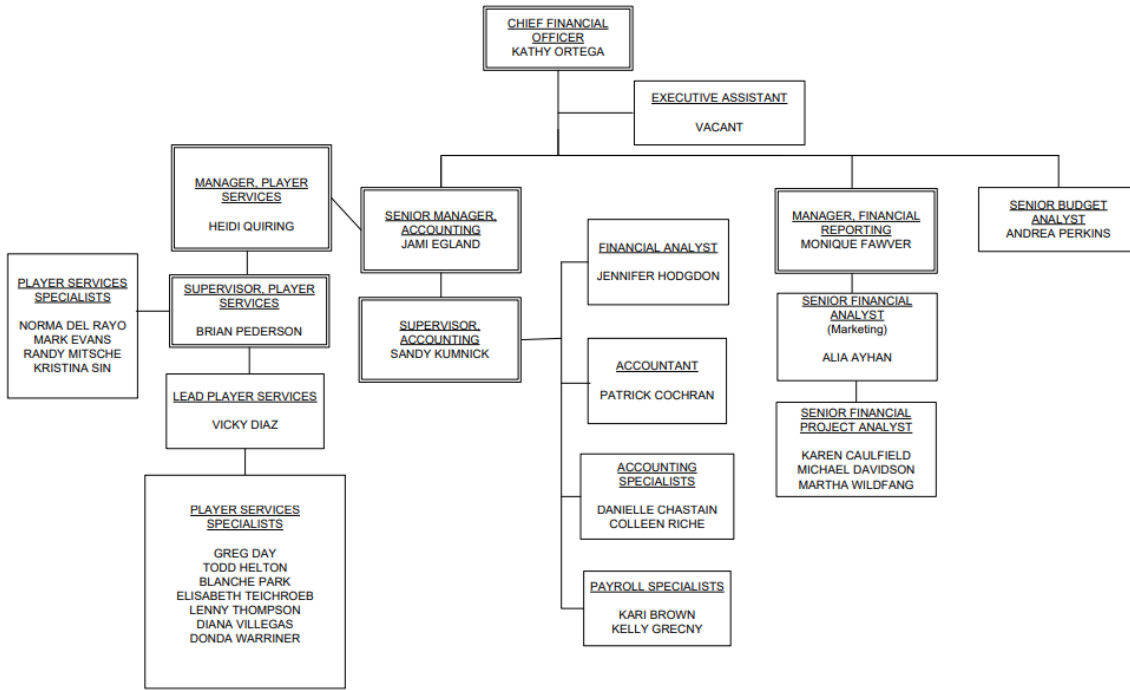
BUSINESS ANALYTICS AND INSIGHTS



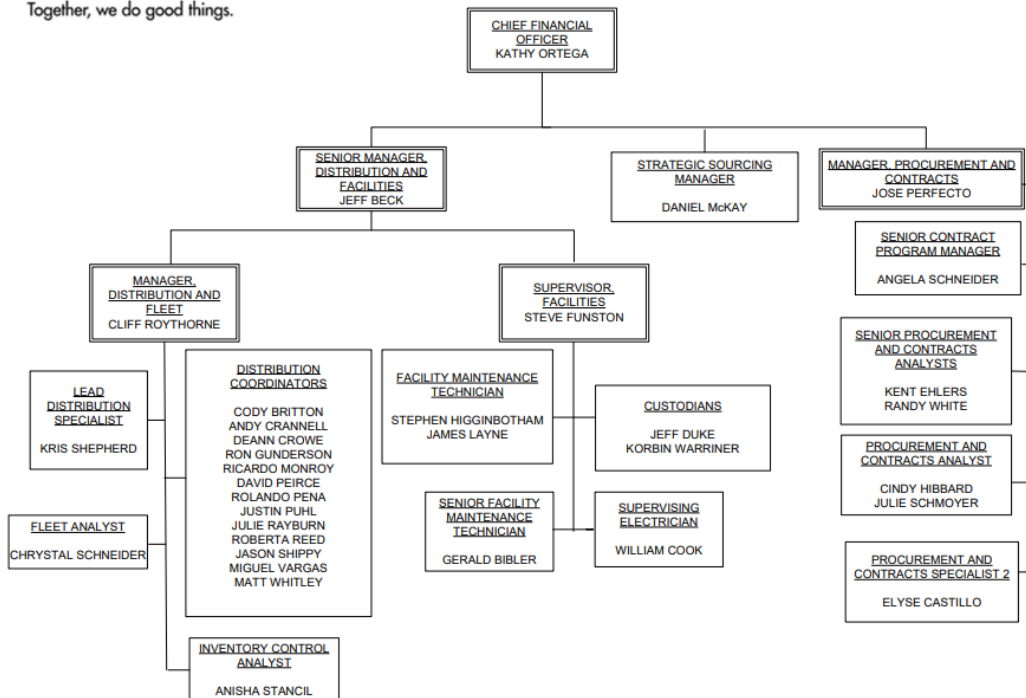
PRODUCT MANAGEMENT



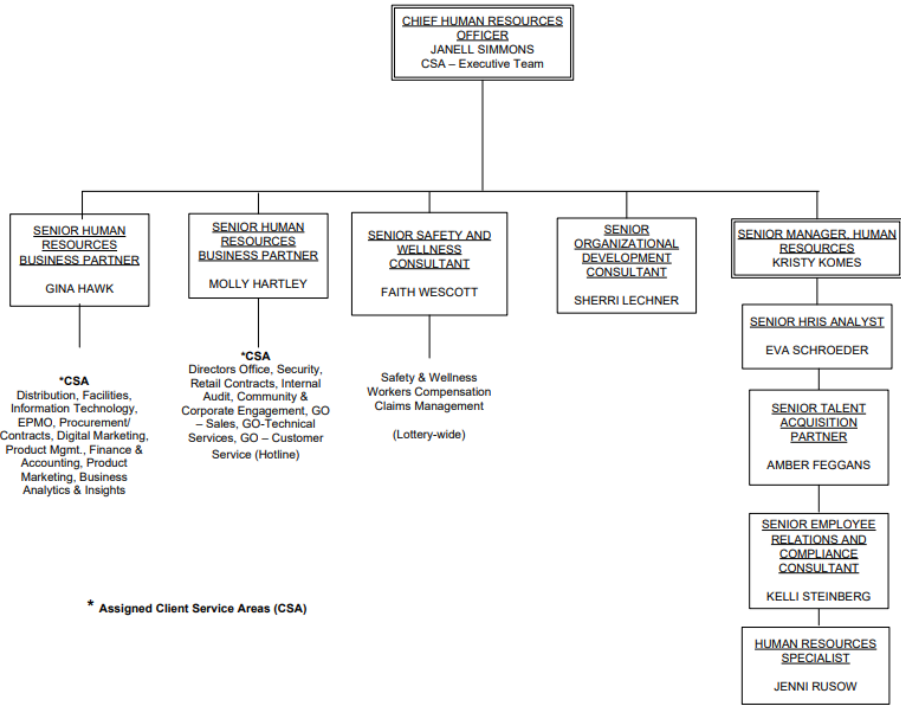
FINANCE & ACCOUNTING



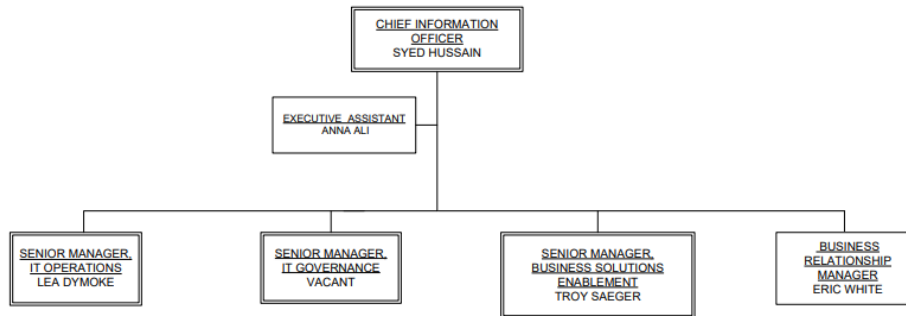
MATERIALS MANAGEMENT



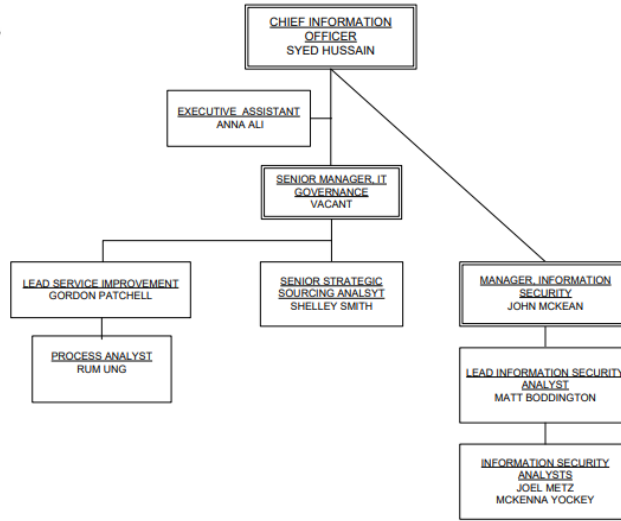
HUMAN RESOURCES



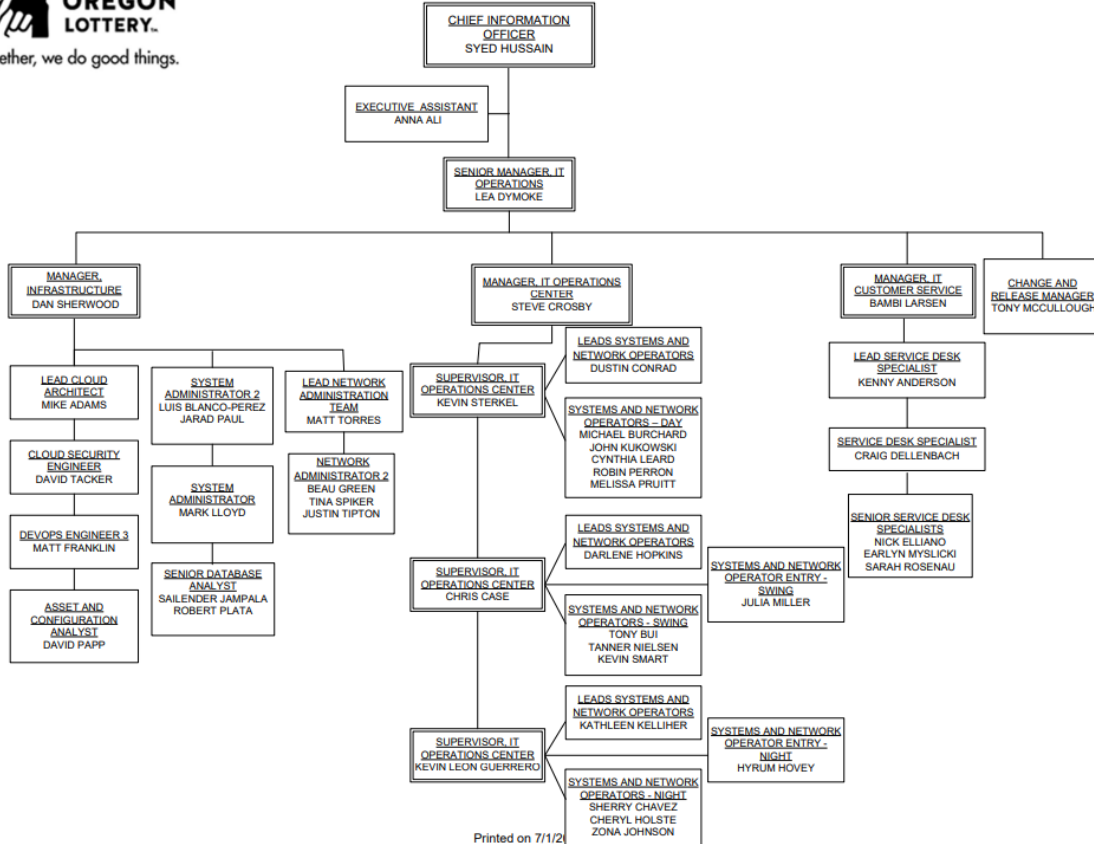
INFORMATION TECHNOLOGY



**INFORMATION TECHNOLOGY –
IT GOVERNANCE**



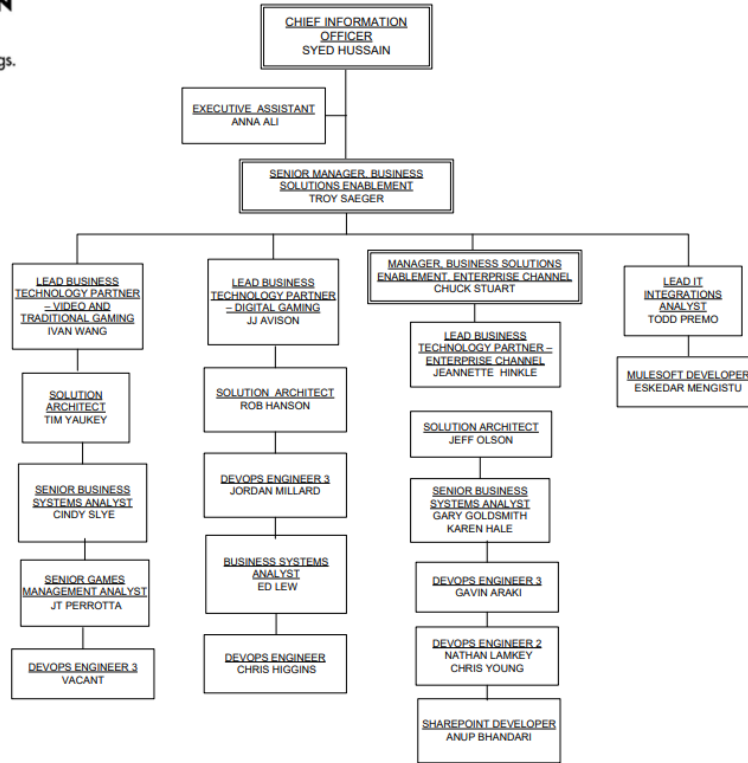
**INFORMATION TECHNOLOGY –
IT OPERATIONS**



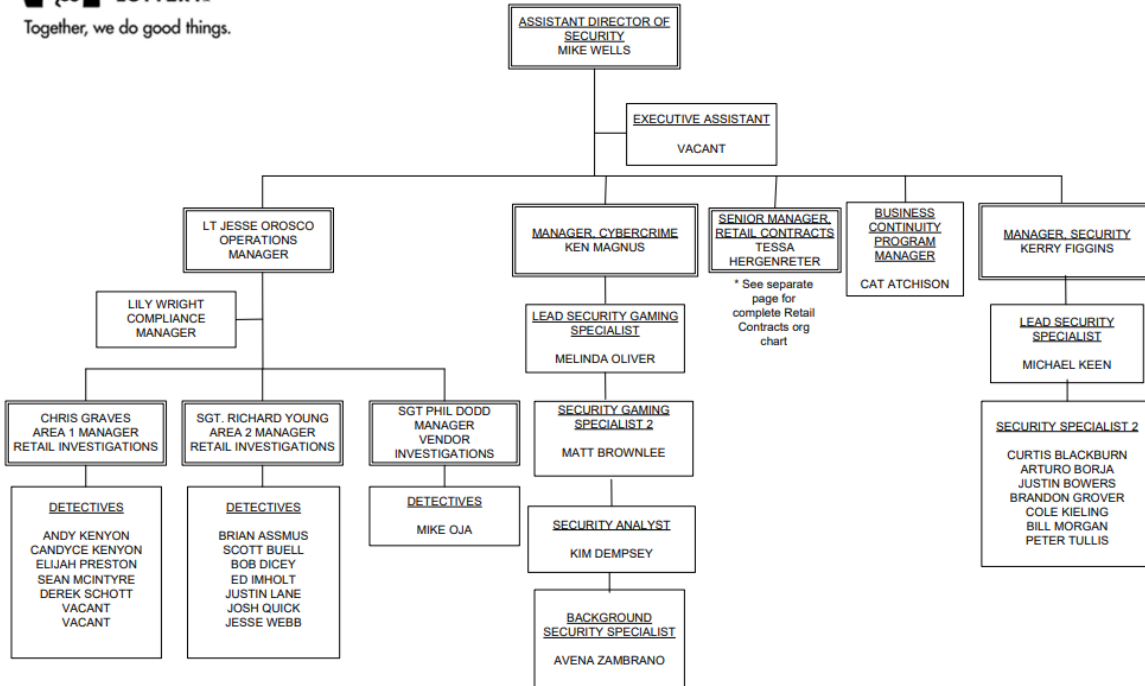
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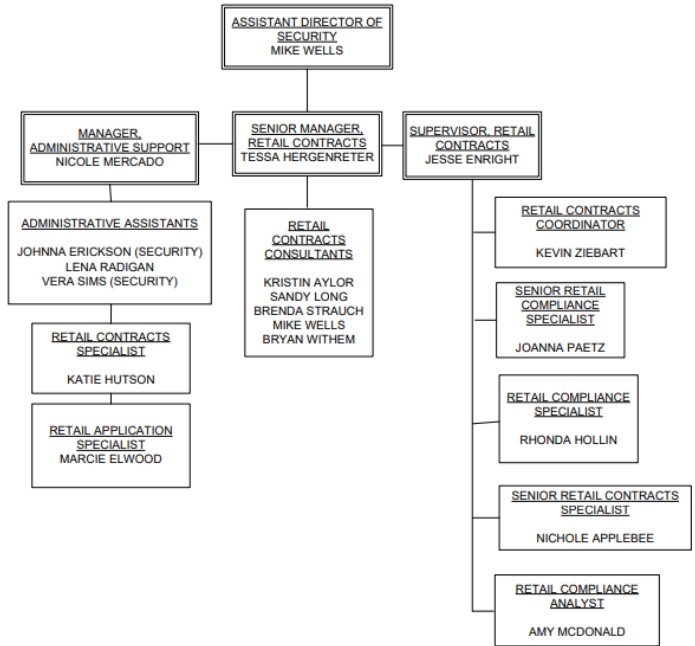
INFORMATION TECHNOLOGY – IT BUSINESS SOLUTIONS ENABLEMENT



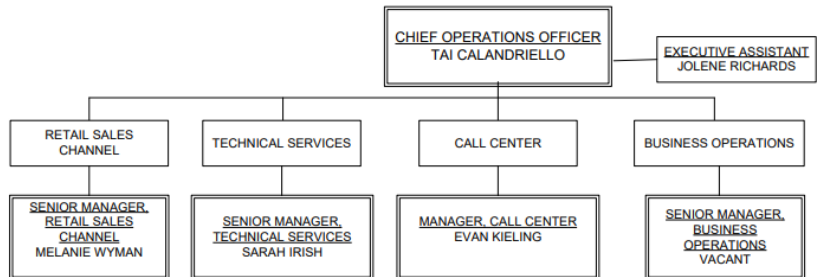
SECURITY



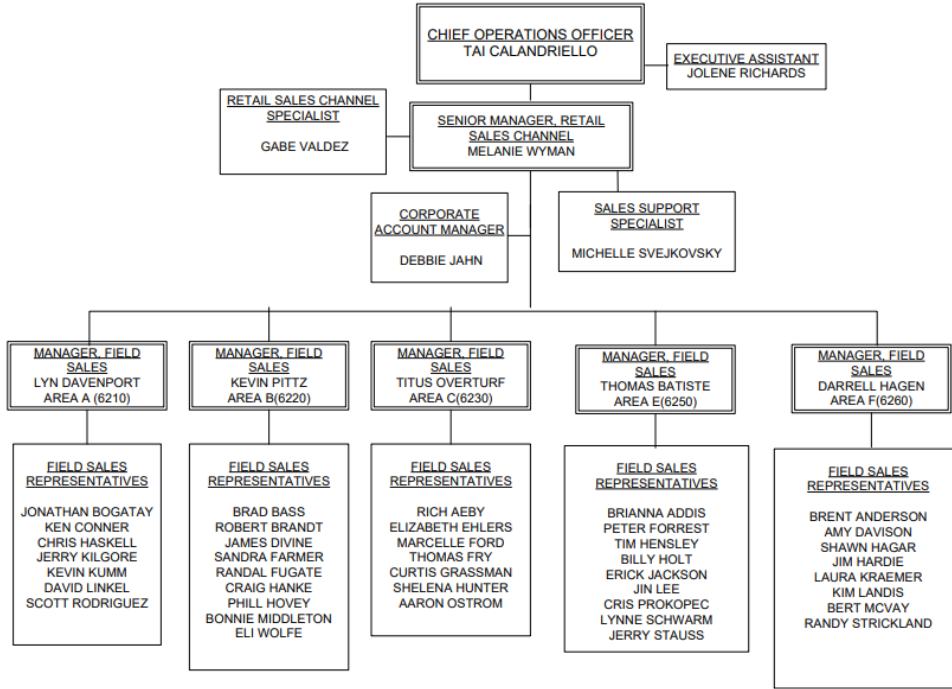
RETAIL CONTRACTS



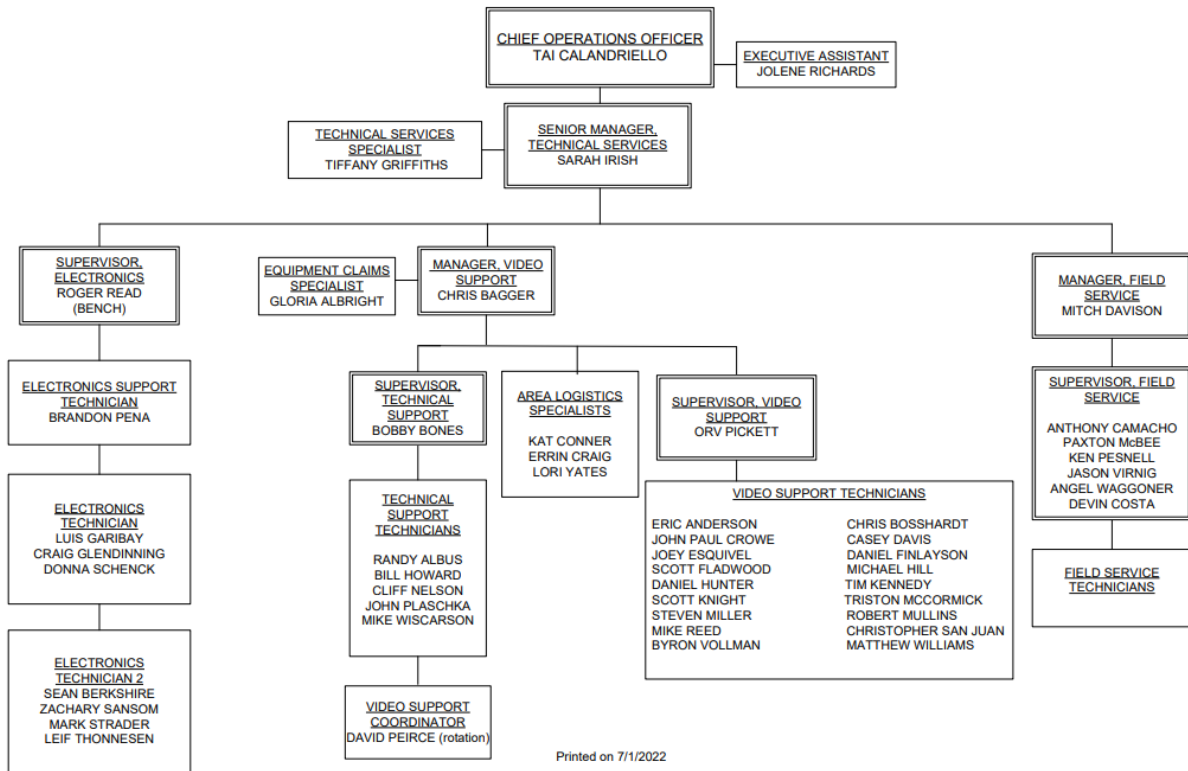
GAMING OPERATIONS



GAMING OPERATIONS – RETAIL SALES CHANNEL



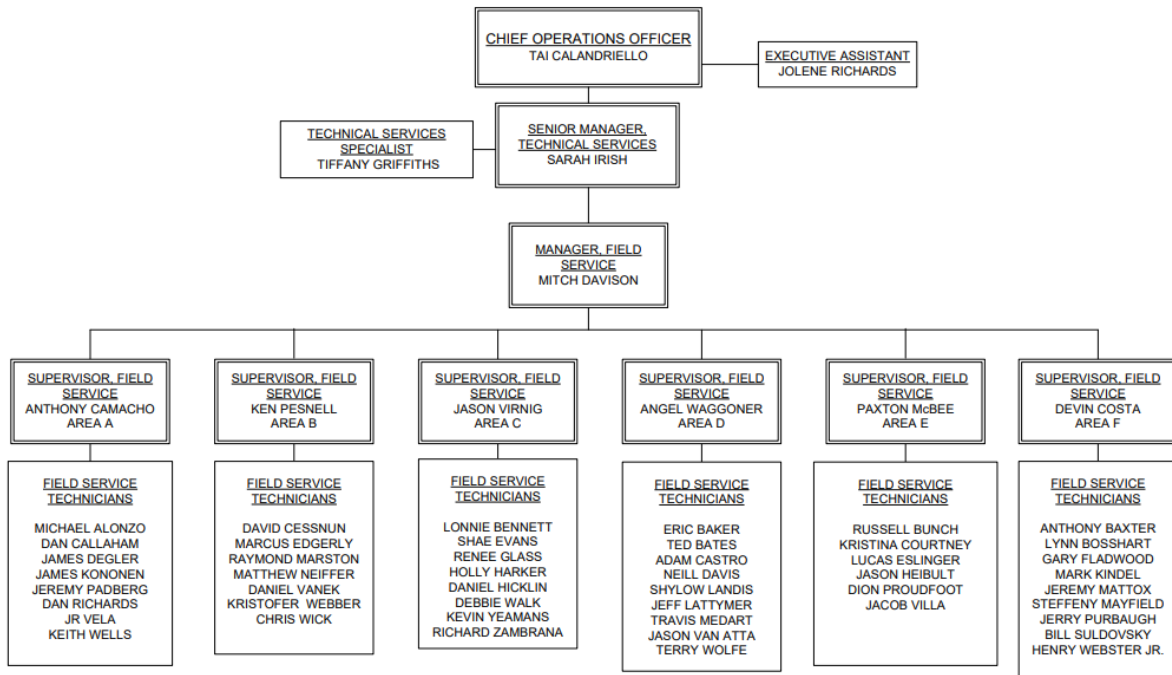
GAMING OPERATIONS – TECHNICAL SERVICES



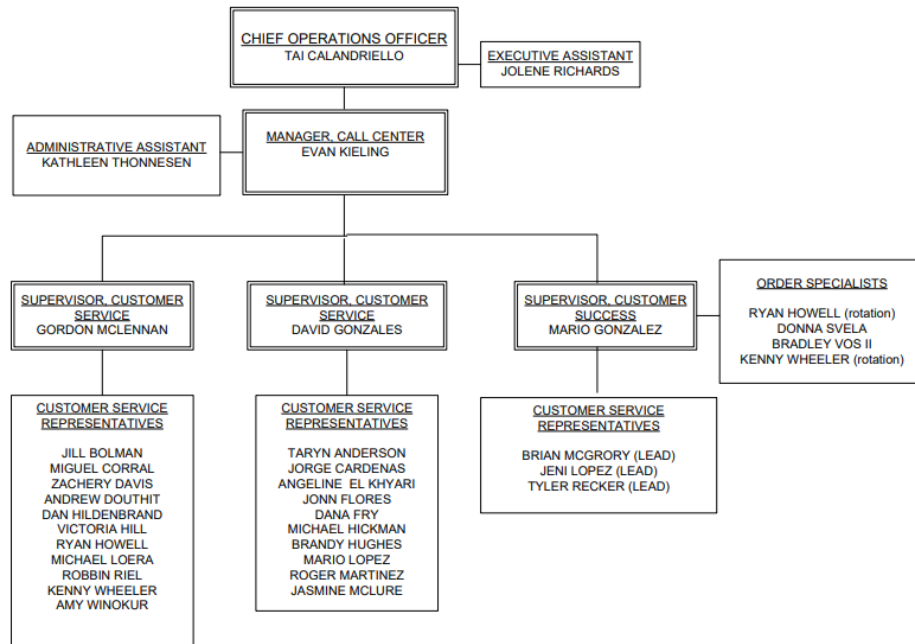
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GAMING OPERATIONS – TECHNICAL SERVICES – FIELD SERVICE



GAMING OPERATIONS – CALL CENTER



GAMING OPERATIONS – BUSINESS OPERATIONS

