



OFFICE *of*  
**EQUAL  
OPPORTUNITY**

FY 2023  
**ANNUAL  
REPORT**



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# LETTER FROM THE ACTING DIRECTOR

To the Honorable Michael L. Parson, Governor, and Commissioner Kenneth J. Zellers,

The staff at the Office of Equal Opportunity (OEO) continue to work diligently to promote equal opportunities and ensure there are no vestiges of discrimination against persons on account of race, color, religion, national origin, sex, ancestry, age, sexual orientation, veteran status, or disability in both employment practices and the provision of services and operation of facilities for applicants, employees, and the citizens of the State of Missouri. While we continue to encourage and support workforce diversity, we do so through the lens of legal compliance in all programs and initiatives.

OEO is committed to assisting the departments in building teams with individuals from a variety of backgrounds, experiences, skills, and views where differences are encouraged and valued. The Workforce Diversity Program centralizes the state's efforts to promote a talented workforce that reflects the rich background and experiences of the people we serve.

We embrace individuals of different backgrounds and life experiences that reflect the citizens of the State of Missouri. We take seriously our commitment of equal opportunities for all by promoting workforce diversity while ensuring all federal and state anti-discrimination laws are adhered to both in the workplace and in the provision of services and operation of facilities.

OEO collaborates with the Office of Administration (OA) to carry out the directives of the Model Employer initiative and achieve the State's goal of increasing the percentage of individuals with disabilities in the State workforce. OEO supports recent legislation that requires the State to offer interviews for merit positions to Missouri National Guard members. We have also honored veterans of military service through our inaugural Veterans Day Celebration. OA is working with the Department of Corrections on a ReEntry program that supports the efforts to transition individuals from the corrections system to a structured work environment in state government.

OEO also operates a robust outreach and community engagement program that supports the Workforce and Supplier Diversity Programs while advocating for equal opportunities to support all Missouri citizens and businesses. As a result, OEO is empowered to offer recommendations to departments and senior leaders across government regarding how the state can achieve desired goals.

Sincerely,



Claudia Browner  
Acting Director



# EXECUTIVE SUMMARY

The Office of Equal Opportunity (OEO) was established in 1994 and is governed by Executive Orders 10-24 and 15-06. Our office is housed within the Office of Administration. OEO works to ensure that there is no discrimination in the executive branch of Missouri government against persons on the account of race, color, religion, national origin, sex, ancestry, age, sexual orientation, veteran status, or disability; not only in employment practices but in the provision of services and the operation of facilities. OEO is also responsible for monitoring and assisting all departments of the executive branch of state government to ensure equal employment opportunities and compliance with applicable anti-discrimination employment laws. The Director of OEO serves as the State Equal Employment Opportunity (EEO) Officer and has the primary responsibility to ensure all departments of the executive branch of state government comply with all federal and state laws concerning equal opportunities in employment.

Additionally, OEO supports supplier diversity in state contracting and procurement by operating the Minority, Woman, and Service-Disabled Veteran Certification Programs (MBE/WBE/SDVE) pursuant to RSMo Sections 37.020 and 37.023, and Section 34.074. These programs certify businesses to participate in state contracting opportunities, thereby supporting the growth of small businesses and economic development for the State of Missouri.

OEO submits an annual report to the Governor and Commissioner of Administration that summarizes the activities of each department pursuant to the Executive Order 10-24, and is empowered to offer recommendations to departments and senior leaders across government regarding how the state may accomplish the purposes of EO 10-24.

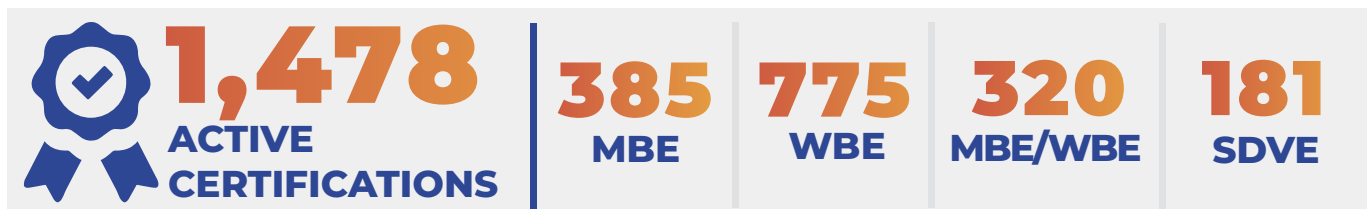


# SUPPLIER DIVERSITY PROGRAM

The Supplier Diversity Program fulfills the objectives of RSMo 37.020, and 34.074 which establishes the effort to increase and maintain participation of socially and economically disadvantaged businesses. The mission of OEO is to champion opportunities for all individuals and encourage utilization of Minority, Woman, and Service-Disabled Veteran-owned businesses (MBE, WBE, SDVE).

The Supplier Diversity Program includes the state's MBE, WBE, and SDVE certification programs, utilization goals, and other programming that aims to increase participation of MBE, WBE, and SDVE businesses in state agency procurement.

Certification is a cornerstone of the state's supplier diversity program that aims to encourage participation in the procurement process and fairness in the consideration of bids and proposals submitted by MBE, WBE, and SDVE owned business. Eligibility for the MBE, WBE and SDVE certification is determined by 1 CSR 10-17.040 and 10-40-1 (14). All currently certified vendors are listed in the online OEO Certified MBE, WBE, and SDVE Directory. The directory allows MBE, WBE, and SDVEs to gain increased visibility to buyers, prime vendors, or other businesses looking to create strategic partnerships. MBE, WBE, and SDVE certification can be leveraged in the competitive bidding process. At the end of FY23 there were a total of:



*Numbers reflect that some businesses are included in multiple categories because they are owned by someone who meets multiple criteria.*

## To be certified, an applicant must:

- Be at least 51% owned by a Minority and/or Woman and/or Service-Disabled Veteran;
- Have a minority and/or woman and/or service-disabled veteran occupying the highest position in the company and capable of exercising direct control of daily operations and management;
- Be a US citizen or lawful resident; and
- Be a for-profit company.
- An SDVE must also have a copy of the
  - o SDV's Certificate of Release or Discharge from Active Duty (DD Form 214), and
  - o A disability rating letter issued by the Department of Veterans Affairs establishing a service-connected disability rating, or a Department of Defense determination of service-connected disability

The Supplier Diversity Program also includes supportive services through our ACCESS Series along with other networking, outreach, and engagement efforts.



# PROCUREMENT

Procurement can be a powerful tool for governments to promote level economic opportunities and to counteract discrimination in the marketplace. Over the last several decades, federal, state, and local governments throughout the nation, including Missouri, have developed programs with the express intent of increasing the number and value of government contracts awarded to **Minority-Owned Business Enterprises (MBEs), Woman-Owned Business Enterprises (WBEs) and Service-Disabled Veteran Owned Business Enterprises (SDVE).**

In Missouri, each state agency plays a different role in addressing and supporting the needs of the State. The variety of services each agency delivers has impacts on the nature and type of expenditure needed. Some state agencies have a routine portfolio of contracts that provide a more predictable level of participation from year to year. Other agencies have unique spends that may include major contracts that are awarded for one-time needs and result in variations in expenditures. State agencies follow procurement rules as defined in [Section 34.040, RSMo.](#)

[Executive Order 15-06](#) states that “All agencies shall make every feasible effort to increase the percentage of goods and services procured from certified M/WBEs in order to achieve the annual goals of 10% MBEs and 10% WBEs of all annual Executive Branch procurement funds.” Only OEO certified vendors can be counted toward MBE and WBE targets, and OEO only certifies “for profit” businesses.

The uniqueness of each agency’s service offering, combined with the dynamics of each agency’s specific contractual and discretionary expenditures, determines the transactions that satisfy the situation. Agencies sometimes require specialized procurements, which may limit the number of available vendors, including participation from minority, woman, or service-disabled vendors.

FY23 Department Expenditures						
Agency	MBE Total Expenditure	WBE Total Expenditure	Total Expenditure	MBE %	WBE %	
OA	\$57,434,970.55	\$6,084,741.31	\$190,512,323.36	30.15%	3.19%	
MDA	\$33,845.23	\$8,340.87	\$12,418,015.98	0.27%	0.07%	
DCI	\$138,673.59	\$15,767.67	\$3,906,509.16	3.55%	0.40%	
MDC	\$7,278,037.04	\$472,660.75	\$61,367,180.87	11.86%	0.77%	
DED	\$633,469.27	\$15,277,411.20	\$22,163,498.48	2.86%	68.93%	
DESE	\$4,568,021.34	\$1,789,590.23	\$82,631,611.82	5.53%	2.17%	
DHEWD	\$921,236.34	\$59,908.21	\$9,755,060.96	9.44%	0.61%	
DHSS	\$2,954,279.93	\$3,500,478.87	\$75,518,207.21	3.91%	4.64%	
MODOT	\$17,458,200.20	\$14,406,421.49	\$410,260,160.86	4.26%	3.51%	
DOLIR	\$157,422.51	\$446,746.69	\$24,454,355.75	0.64%	1.83%	
DMH	\$2,888,229.17	\$433,818.57	\$120,847,756.62	2.39%	0.36%	
DNR	\$314,020.92	\$568,036.63	\$24,886,146.78	1.26%	2.28%	
DPS	\$13,600,884.07	\$1,201,447.92	\$110,803,236.78	12.27%	1.08%	
DOR	\$2,765,791.57	\$948,213.77	\$67,441,853.85	4.10%	1.41%	
DSS	\$15,897,780.95	\$6,268,950.37	\$252,192,341.27	6.30%	2.49%	
DOC	\$5,314,779.87	\$23,950,784.91	\$341,025,404.56	1.56%	7.02%	



The size of the contract, the region of the state in which the contract is located, or the specific industry involved can all limit the availability of vendors. As a result, agencies may utilize a Single Feasible Source (SFS) as defined in [Section 34.044](#), RSMo. SFS procurement exists when:

- Supplies are proprietary and only available from the manufacturer or a single distributor; or
- Based on past procurement experience, it is determined that only one distributor services the region in which the supplies are needed; or
- Supplies are available at a discount from a single distributor for a limited period of time.

Additionally, when agencies are required to use a specified vendor as a result of a statewide contract, the respective agency has limited control over the MBE, WBE, or SDVE participation on that contract.

# FACILITIES, MANAGEMENT, DESIGN AND CONSTRUCTION

The Office of Administration’s Facilities, Management, Design and Construction (FMDC) division’s mission is to provide superior workplace environments for state occupants and their visitors as well as to protect the State’s investments in property assets. FMDC issues contracts for projects that fall under Chapter 8 of Missouri’s law. Chapter 8 is responsible for the Capital Improvements (CI), or construction, renovation, repair, or improvements, to state-owned property. The mission is carried out by the various units that make up FMDC.

## These include:

- The FMDC Budget and Accounting unit oversees the preparation of FMDC’s operating budgets for building operations and FMDC’s capital improvement budgets for design and construction projects. The unit processes payments to contractors and designers for the Capital Improvements (CI) program and for leased property for the Office Space Planning Program.
- The Operations Unit maintains and manages state-owned office buildings and other structures in the Capitol Complex and other locations across the state. They also maintain buildings for the Department of Elementary and Secondary Education, Mental Health, Division of Youth Services, and the Missouri State Highway Patrol. This unit provides technical services such as energy management and occupational safety.
- The Administrative Services Unit provides general office management, oversight of contract execution, and oversight of FMDC’s operational excellence program.
- The Office Space Planning Program coordinates the allocation of office space and the design of small office space renovations, as well as real estate transactions on behalf of the State, including the conveyance of state-owned property, the purchase of property, and the granting of easements.
- The Planning, Design, and Construction Unit (PD&C) is responsible for the CI budget, which includes the maintenance and repair construction budget and the new construction budget. In addition, it reports annually on the condition of all assets in a comprehensive database. Review of all requests for appropriations for capital improvements also fall under the responsibilities of this unit.

Annual reporting of participation is only allowed for capital improvement projects that have been completed and paid.

Completed FY23 Project Expenditures				
	Total Contract Amount	MBE - Total Amount Paid	WBE - Total Amount Paid	Utilization Percentage
Completed FY23 Projects (with MBE participation)	\$31,212,669.98	\$4,659,993.94		14.93%
Completed FY23 Projects (with WBE participation)	\$51,528,758.80		\$5,054,173.56	9.81%





# CUSTOMER SATISFACTION SURVEY

In an effort to continuously improve, OEO conducts a vendor customer satisfaction survey each year. The survey was sent to all currently certified MBE/WBE vendors to obtain information regarding their experience in becoming certified, as well as contracting with the State of Missouri. The survey results and feedback from the vendors assists in our effort to increase efficiency and satisfaction with customers.

The survey assessed the quality of service received, the length of time to become certified, and the number of contracts the vendor has bid on since becoming certified, and the number of contracts they were awarded. OEO had 91 survey respondents.



The 2023 survey included a request for volunteers to participate in focus groups to allow OEO to collect additional insights to the challenges our vendors experience in the certification process and contracting with the state. Based on the information from the survey and additional conversations, the feedback was categorized into three general areas:

## 1. ACCESS TO INFORMATION

*Making information easier to locate or understand.*

- Greater understanding of the requirements for certification, including documentation needed and maintaining eligibility
- More information on the benefits of certification and how to leverage your certification to obtain contract opportunities
- Using MissouriBUYS
- Better understanding of the State of Missouri's procurement rules and the process
- Participating in procurement when state contracts are too large for smaller M/WBE firms to bid on as a prime vendor

## 2. ACCESS TO RESOURCES

*Making it easier to navigate resources that can help you grow and learn how to navigate a variety of procurement opportunities.*

- Networking
- Mentoring

## 3. ACCESS TO CAPITAL

*Understanding where to look for procurement opportunities and find funding opportunities.*

- Matchmaking events
- More direct contracting opportunities
- How to improve vendor and subcontractor relationships

# EQUAL EMPLOYMENT OPPORTUNITY AND WORKFORCE DIVERSITY PROGRAM

The Workforce Diversity Program fulfills the objectives of Executive Order 10-24, to ensure all present and prospective employees are afforded equal opportunity at all levels and phases of employment within state government. It is the responsibility of the Office of Equal Opportunity to monitor all departments of the executive branch of state government and assist them to ensure equal employment opportunity.

OEO shall assist in the coordination and implementation of workforce diversity programs throughout all departments of the executive branch of state government. As the State's EEO Officer, the OEO Director serves as the state's chief compliance officer to ensure that the State of Missouri is complying with all federal and state laws concerning equal opportunity and workforce diversity.

OEO efforts through the Workforce Diversity Program, established under EO 10-24, is to demonstrate the State of Missouri's good faith efforts to eliminate any potential discriminatory barriers in the full cycle of employment, while enhancing the state's effort to provide equal employment opportunity and improve workforce diversity.

## **Article IV of EO 10-24, states that the Program shall:**

1. Ensure awareness of workforce diversity before hiring decisions are made;
2. Prohibit departments in the executive branch from engaging in unlawful discriminatory practices; and
3. Place a strong emphasis on recruitment, retention, and upward mobility as methods to enhance the State of Missouri's workforce through equal employment opportunity and workforce diversity.


Each department of the executive branch of state government shall submit a Workforce Diversity Plan to the EEO Officer by September 30th of each year. The EEO Officer's responsibilities include reviewing and approving each submitted plan to ensure it significantly complies with the provision and purposes of Executive Order 10-24.



# STATEWIDE DEMOGRAPHICS

The state workforce remains one of the largest employers in Missouri. At the end of fiscal year (FY) 2023 (June 30, 2023), there were 39,442 workers across the 17 executive departments of the state. This is a net increase of 3.55% from FY22 with 38,090 executive department employees. The increase in total employees included 204 employees who identified as a minority and 542 who identified as female. At the end of FY23, the state's workforce still included individuals from all 114 Missouri counties and St. Louis City. The data is provided through self-disclosure by employees. The state does not mandate self-disclosure of demographic information. In 2020, the US Census provided that 22.98% of Missouri's total population (6,154,913) identify as nonwhite. In FY23, 14.99% of the state workforce identified as nonwhite.

 **39,442**  
**WORKERS ACROSS**  
**17 EXECUTIVE DEPARTMENTS**

 **3.55%**  
**NET INCREASE**  
**FROM FY2022**

OF THE INCREASE INCLUDED  
**542 FEMALE**  
**MINORITY 204**

Department Wide Demographics			
Agency	Total Employees	% Female	% Minority (Agency to Agency)
MDA	330	49.39%	3.94%
MDC	1,358	27.47%	4.05%
DOC	8,325	44.18%	10.35%
DCI	661	60.06%	8.02%
DHEWD	251	70.12%	19.52%
DED	292	67.47%	22.95%
DESE	1,670	83.17%	13.29%
DHSS	1,697	80.02%	12.85%
DOLIR	581	70.22%	13.94%
DMH	5,452	70.18%	36.35%
MoDoT	4,455	18.63%	8.78%
MONG	392	24.23%	5.87%
DNR	1,395	44.37%	6.52%
OA	1,718	35.86%	10.24%
DPS	3,753	45.19%	10.07%
DOR	1,155	70.91%	11.86%
DSS	5,957	82.32%	18.72%
<b>Total</b>	<b>39,442</b>	<b>54.62%</b>	<b>14.99%</b>

3 - Year Comparison								
Year	Total Employees Count	Yearly Total Employees variance	Female Count	% of Female	Yearly Female Variance	Minority count	% Minority	Yearly Minority Variance
2021	39155	-6.73%	21162	54.05%	-0.29%	5680	14.51%	-0.21%
2022	38090	-2.72%	20620	54.13%	0.09%	5476	14.38%	-0.13%
2023	39442	3.55%	21540	54.61%	0.48%	5913	14.99%	0.62%



# STATEWIDE DEMOGRAPHICS

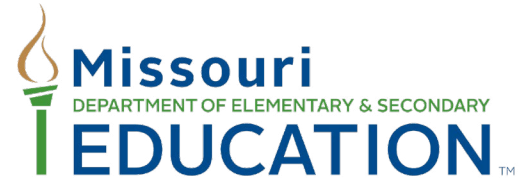
Years Variance by Department										
Agency	Year	Total Employees Count	Yearly Total Employees Variance	Female Count	% Female	Yearly Female Variance	Minority Count	% Minority	Yearly Minority Variance	
DCI	2021	665	-1.04%	391	58.80%	0.76%	51	7.67%	0.08%	
	2022	652	-1.95%	390	59.82%	1.02%	57	8.74%	1.07%	
	2023	661	1.38%	397	60.06%	0.24%	53	8.02%	-0.72%	
DED	2021	227	-2.16%	160	70.48%	-0.21%	48	21.15%	-0.84%	
	2022	263	15.86%	180	68.44%	-2.04%	67	25.48%	4.33%	
	2023	292	11.03%	197	67.47%	-0.98%	67	22.95%	-2.53%	
DESE	2021	1560	-6.98%	1295	83.01%	0.42%	210	13.46%	0.34%	
	2022	1632	4.62%	1354	82.97%	-0.05%	226	13.85%	0.39%	
	2023	1670	2.33%	1389	83.17%	0.21%	222	13.29%	-0.55%	
DHEWD	2021	324	8.72%	221	68.21%	1.10%	72	22.22%	1.08%	
	2022	297	-8.33%	211	71.04%	2.83%	64	21.55%	-0.67%	
	2023	251	-15.49%	176	70.12%	-0.92%	49	19.52%	-2.03%	
DHSS	2021	1643	-3.52%	1334	81.19%	1.51%	204	12.42%	-0.15%	
	2022	1596	-2.86%	1269	79.51%	-1.68%	195	12.22%	-0.20%	
	2023	1697	6.33%	1358	80.02%	0.51%	218	12.85%	0.63%	
DMH	2021	5276	-8.53%	3752	71.11%	0.10%	1848	35.03%	-0.34%	
	2022	4970	-5.80%	3538	71.19%	0.07%	1712	34.45%	-0.58%	
	2023	5452	9.70%	3826	70.18%	-1.01%	1982	36.35%	1.91%	
DNR	2021	1336	-0.89%	571	42.74%	0.38%	75	5.61%	0.20%	
	2022	1353	1.27%	593	43.83%	1.09%	89	6.58%	0.96%	
	2023	1395	3.10%	619	44.37%	0.54%	91	6.52%	-0.05%	
MONG	2023	392		95	24.23%		23			
DOC	2021	8213	-12.13%	3681	44.82%	0.72%	792	9.64%	0.56%	
	2022	7993	-2.68%	3617	45.25%	0.43%	799	10.00%	0.35%	
	2023	8325	4.15%	3678	44.18%	-1.07%	862	10.35%	0.36%	
DOLIR	2021	585	1.92%	417	71.28%	1.60%	81	13.85%	3.49%	
	2022	580	-0.85%	391	67.41%	-3.87%	82	14.14%	0.29%	
	2023	581	0.17%	408	70.22%	2.81%	81	13.94%	-0.20%	
DOR	2021	1133	-6.83%	809	71.40%	-0.14%	129	11.39%	0.86%	
	2022	1090	-3.80%	777	71.28%	-0.12%	128	11.74%	0.36%	
	2023	1155	5.96%	819	70.91%	-0.38%	137	11.86%	0.12%	
DPS	2021	4289	-4.50%	1881	43.86%	-2.84%	439	10.24%	-0.99%	
	2022	4139	-3.50%	1739	42.01%	-1.84%	412	9.95%	-0.28%	
	2023	3753	-9.33%	1696	45.19%	3.18%	378	10.07%	0.12%	
DSS	2021	5762	-8.53%	4722	81.95%	-0.35%	1059	18.38%	-0.39%	
	2022	5603	-2.76%	4615	82.37%	0.42%	1020	18.20%	-0.17%	
	2023	5957	6.32%	4904	82.32%	-0.04%	1115	18.72%	0.51%	
MDA	2021	337	2.43%	158	46.88%	-0.23%	14	4.15%	0.20%	
	2022	336	-0.30%	163	48.51%	1.63%	13	3.87%	-0.29%	
	2023	330	-1.79%	163	49.39%	0.88%	13	3.94%	0.07%	
MDC	2021	1263	-3.22%	322	25.49%	-0.56%	43	3.40%	0.03%	
	2022	1296	2.61%	349	26.93%	1.43%	50	3.86%	0.45%	
	2023	1358	4.78%	373	27.47%	0.54%	55	4.05%	0.19%	
MoDoT	2021	4904	-2.76%	859	17.52%	0.11%	457	9.32%	-0.77%	
	2022	4634	-5.51%	838	18.08%	0.57%	399	8.61%	-0.71%	
	2023	4455	-3.86%	830	18.63%	0.55%	391	8.78%	0.17%	
OA	2021	1638	-2.38%	589	35.96%	0.20%	158	9.65%	-0.07%	
	2022	1656	1.10%	596	35.99%	0.03%	163	9.84%	0.20%	
	2023	1718	3.74%	616	35.86%	-0.13%	176	10.24%	0.40%	



# EXECUTIVE DEPARTMENTS



Missouri Department of  
**Economic Development**



MISSOURI DEPARTMENT OF  
**HEALTH &  
SENIOR SERVICES**



DEPARTMENT OF  
**HIGHER EDUCATION &  
WORKFORCE DEVELOPMENT**



DEPARTMENT OF  
**LABOR**  
& INDUSTRIAL RELATIONS



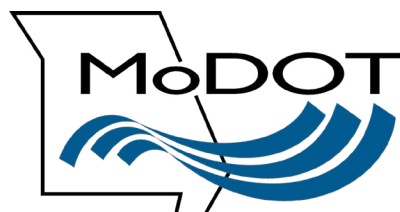
— Missouri Department of —  
**MENTAL HEALTH**



**MISSOURI**  
DEPARTMENT OF  
NATURAL RESOURCES



MISSOURI DEPARTMENT OF  
**REVENUE**



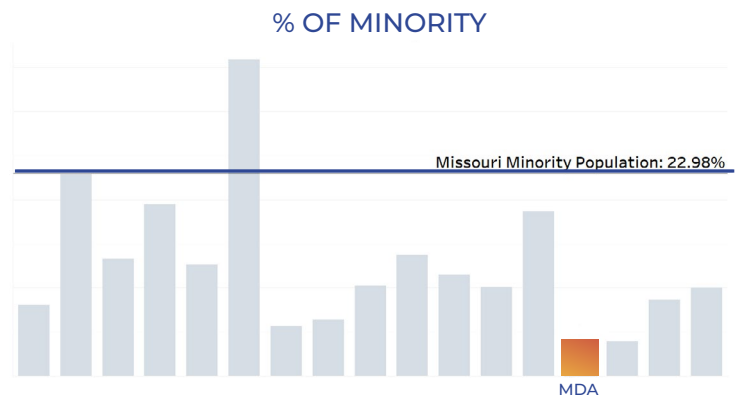
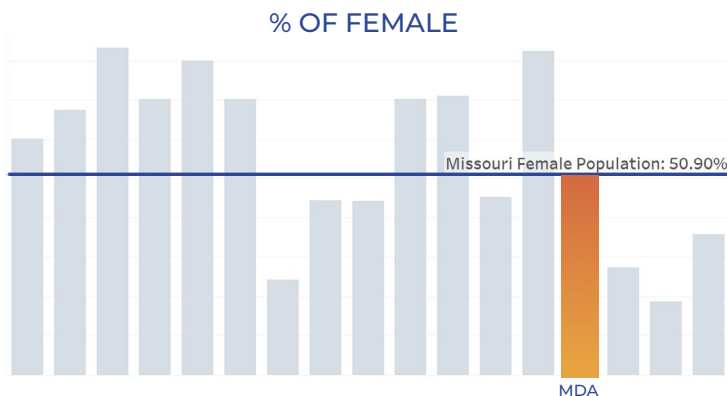
# Department of Agriculture

## Workforce Diversity

The Missouri Department of Agriculture(MDA) is dedicated to the promotion and protection of the state's agriculture industry. With nearly 90,000 farms on 27 million acres of farmland, MDA works to connect farmers with consumers. Nearly 90% of Missouri's farms are family owned, and our family farms are committed to producing a safe and secure food supply for customers locally and globally. Additionally, more than one in every 10 Missouri jobs are in agriculture and forestry.

MDA houses five divisions including Agriculture Business Development, Animal Health, Grain Inspection & Warehousing, Plant Industries and Weights, Measures & Consumer Protection as well as four Boards/Commissions including the Missouri State Fair Commission, the Wine and Grape Board, the Missouri State Milk Board and the Missouri Agriculture Small Business Development Authority Board. MDA employees 374 full-time employees and regularly use part-time or seasonal employees in carrying out responsibilities. The headquarter office is in Jefferson City and has 100 employees. There are laboratories in Jefferson City, Springfield, St. Joseph, New Madrid, and Marshall that employ 120 employees. The Missouri State Fair offices are located in Sedalia, a small office in Rolla contains our Land Survey program, and remaining MDA staff work in the field spread across the state to better carry out MDA's mission.

MDA maintains the goal of recruiting, hiring, and maintaining a diverse workforce, by committing to giving every qualified individual an opportunity to apply for open positions. All positions that do not require specialized skills that can only be obtained internally are posted externally to give anyone qualified the opportunity to apply. These positions are posted on the State of Missouri website as well as multiple job boards and college career offices. All applicants are reviewed and interviewed by a panel which reflects as much diversity as possible.



**51.02% FEMALE**

**3.16% MINORITY**



According to the 2017 Census of Agriculture, 4% of Missouri farmers report in a diverse category. MDA predominately recruits from very rural areas of the state with, approximately 1/3 of team members working in assigned counties with no office locations. In FY23 MDA had applicants from all 114 counties within the state. The largest selection of our applicants came from Cole county, with 193 applicants, and from Callaway county with 111 applicants. Statewide MDA hired 51.02% female and 48.98% male employees. Overall, MDA had the most jobs posted in central Missouri including Pettis, Cole, Moniteau, Miller, and Boone counties. From these counties we hired 73.68% female and 26.32% male. Statewide, 3.16% of the employees hired reported in a minority category. Two of MDA's locations were standouts in this area with hiring from Saline county reporting 20% in a minority category and New Madrid county where 50% of hires reported in a minority category.

## Supplier Diversity

The uniqueness of each agency's service offering, combined with the dynamics of each agency's specific contractual and discretionary expenditures, determines the transactions that satisfy the situation. Agencies sometimes require specialized procurements, which may limit the number of available vendors, including participation from minority, woman, or service-disabled vendors.

Top 5 MBE Expenditures Categories		
Object Code	Description	MBE Expenses
2700	NON MNFRM COMP EQU OVER THRES	22,676.00
2547	HOUSEKEEP & JANITOR SERV	11,169.23

Top 5 WBE Expenditures Categories		
Object Code	Description	WBE Expenses
2250	OFFICE SUPPLIES	5,953.88
2544	OTHER PROFESSIONAL SERV	1,720.00
2301	PROMOTIONAL SUPPLIES	511.70
2373	OTHER SPECIFIC USE SUPPLIES	93.28
2280	LABORATORY SUPPLIES	62.01

Top 5 Total Expenditures Categories		
Object Code	Description	Total Expenses
2544	OTHER PROFESSIONAL SERV	4,492,338.56
2280	LABORATORY SUPPLIES	1,360,288.60
2466	ADVERTISING SERVICES	1,231,609.93
2748	VEHICLES	1,117,530.00
2328	MOTOR FUEL	715,956.33

# Department of Commerce & Insurance

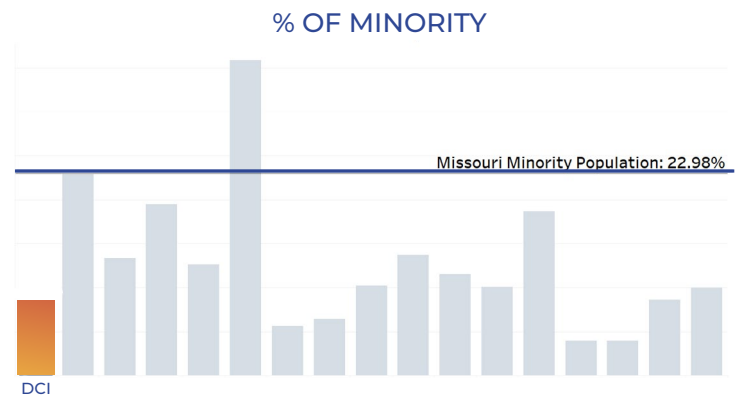
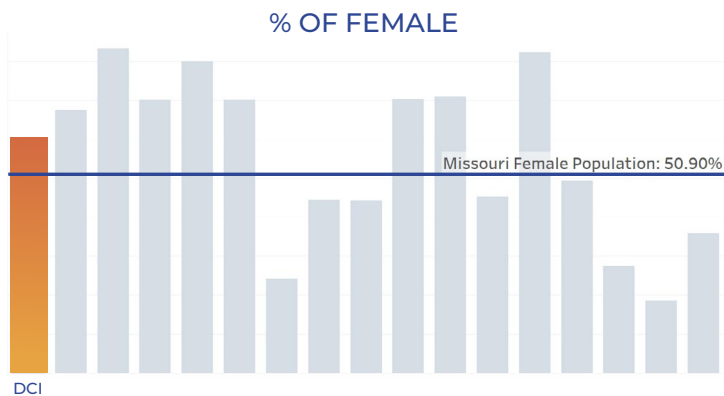
## Workforce Diversity

The Department of Commerce and Insurance (DCI) has 661 team members spread among offices statewide. DCI's minority team members make up 8.02% of their workforce, while women team members make up 60.06% of their workforce.

DCI protects Missouri consumers through oversight of the insurance industry, banks, credit unions, professional licensees, and utilities operating in the state. The department educates and advocates for Missourians, as well as regulates fairly and impartially the industries and professionals under their purview. The department hires a variety of professional positions, including accountants, analysts, attorneys, auditors, customer service representatives, examiners, engineers, and investigators.

DCI supports equal employment opportunity in the workplace. It is policy to provide equal opportunity to applicants and employees without regard to race, color, religion, sex (including pregnancy, sexual orientation or gender identity), national origin, age, disability, genetic information, or veteran status; each of these categories will hereafter be referred to as a protected category.

Developing a diverse pool of applicants is an important step in bringing historically underrepresented individuals into the department's labor force. Recruitment is an important tool to assist in generating a greater number of underrepresented individuals to compete in the selection process. The department advertises job openings through the statewide on-line application system, MoCareers. Through MoCareers, the department may advertise on numerous job boards, which reach applicants worldwide. The department also utilizes the resources of the Office of Administration, Office of Equal Opportunity and professional organizations, such as the Missouri Bar, CPA associations, and Actuarial Societies, to recruit for openings.



**60.06% FEMALE**

**8.02% MINORITY**





As budget permits and opportunities exist, the department participates in campus career days, job fairs, and similar programs to provide general job information. The department seeks diversity when and where possible in recruitment efforts and is committed to creating an inclusive environment for all employees. The department is identifying diverse organizations, colleges, universities, and other organizations to promote DCI career opportunities and events for DCI team members to participate in.

The department provides training and professional development programs to help employees achieve and maintain a high level of work performance and to enhance opportunities for career growth. Training related to improving and enhancing management and supervisory skills is required for all managers and supervisors according to the state’s Leadership Development Rule. New employee orientation is also required for all new team members. Training is available and encouraged for all employees regardless of protected category status. The department provides sexual harassment prevention and diversity training to department staff on a regular basis. Review of the sexual harassment and diversity policies is required during new employee orientation. The department encourages staff to participate in the additional training opportunities available through MoLearning and other outside trainings as appropriate. The department supports inclusion and diversity training annually for all DCI team members.

## Supplier Diversity

The uniqueness of each agency’s service offering, combined with the dynamics of each agency’s specific contractual and discretionary expenditures, determines the transactions that satisfy the situation. Agencies sometimes require specialized procurements, which may limit the number of available vendors, including participation from minority, woman, or service-disabled vendors.

Top 5 MBE Expenditures Categories		
Object Code	Description	MBE Expenses
2583	COMP SOFTWARE MAINT,LIC &SUBSC	54,267.66
2580	COMP HARDWARE REPAIR & MAINT	41,260.04
2700	NON MNFRM COMP EQU OVER THRES	26,596.43
2686	UNDER THRESHOLD-NON MF COM SFW	9,279.96
2685	UNDER THRESHOLD-COMPUTER EQUIP	4,793.52

Top 5 WBE Expenditures Categories		
Object Code	Description	WBE Expenses
2250	OFFICE SUPPLIES	8,209.10
2253	RECOGNITION AWARDS	3,443.00
2310	BUILDING REPAIR SUPPLIES	3,300.00
2469	TEMPORARY PERSONNEL SERV	815.57

Top 5 Total Expenditures Categories		
Object Code	Description	Total Expenses
2502	ATTORNEY SERVICES	1,323,108.89
2544	OTHER PROFESSIONAL SERV	572,513.94
2466	ADVERTISING SERVICES	487,820.05
2748	VEHICLES	235,933.00
2505	PROFESSIONAL COURT SERV	191,647.41

# Missouri Department of Conservation

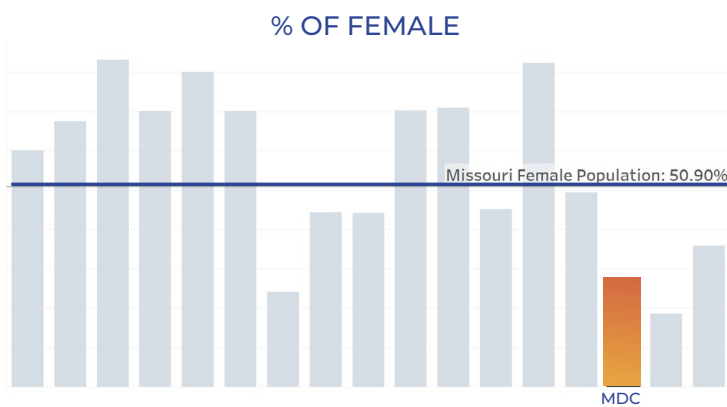
## Workforce Diversity

The Missouri Department of Conservation (MDC) has 1,358 team members spread amongst offices located statewide. MDC's minority team members make up 4.05% of their workforce, while women team members make up 27.47% of their workforce.

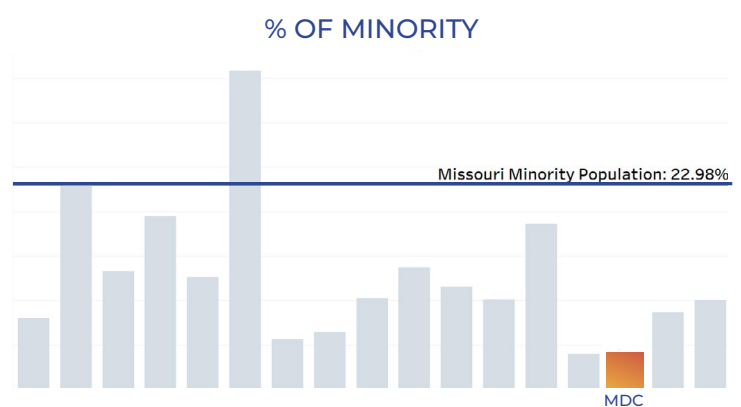
MDC's mission is to protect and manage the fish, forest, and wildlife of the state. The Department facilitates and provides opportunity for all citizens to use, enjoy, and learn about these resources. Positions typically associated with MDC include, biologist (fish, foresters, wildlife), Public Land Managers, Planners, Research Scientists, Regional and Statewide Administrators, Maintenance, Carpenters, Accountants, Information and Technology, Recruiters, Outreach Educators, Naturalists, Education Consultants, Engineers, and Law Enforcement.

The MDC Inclusion and Diversity Action Plan is intended to guide an agency movement that fosters an inclusive agency culture and diverse workforce that reflects Missouri's residents. The plan enhances MDC's ability to effectively serve diverse citizenry and to assist staff with engaging and embracing all citizens, especially those in communities with poor access to critical conservation services, to be an integral part of the conservation story. The Action Plan will be conveyed both internally and externally, with procedural networks established to support its goals.

A great deal of commitment and consideration on the part of MDC's agency's leadership has gone into creating the inclusion and diversity initiative. It has evolved from a historical, dedicated agency desire to serve as caretakers for the public's resources, to be held accountable, to make a difference, a desire to create an internal and external movement that emphasizes the importance of inclusion and diversity as it pertains to the effective delivery of conservation services.



**27.47% FEMALE**



**4.05% MINORITY**



Increasing inclusion and diversity, in terms of who MDC serves, as well as the team members within the Department, is necessary for MDC to accomplish the department's mission. Increasing diversity within the workplace enhances the department's ability to identify different perspectives, create new approaches, and make informed decisions. Missouri citizens will also more readily provide support for MDC's conservation efforts when they see themselves represented within the department's workforce.

Applying inclusive and diverse hiring practices will widen MDC's applicant talent pool. Many applicants are seeking work cultures where they can be challenged, accepted, and have the potential for forward progression. Efforts directed at reaching a diverse range of candidates with different backgrounds and/or skills is essential. This also may require going beyond the skills traditionally considered necessary for successfully completing conservation services.

## Supplier Diversity

The uniqueness of each agency's service offering, combined with the dynamics of each agency's specific contractual and discretionary expenditures, determines the transactions that satisfy the situation. Agencies sometimes require specialized procurements, which may limit the number of available vendors, including participation from minority, woman, or service-disabled vendors.

Top 5 MBE Expenditures Categories		
Object Code	Description	MBE Expenses
2583	COMP SOFTWARE MAINT,LIC &SUBSC	4,577,737.90
2541	INFO TECHNOLOGY CONSULT & SRVS	1,006,151.25
2685	UNDER THRESHOLD-COMPUTER EQUIP	547,358.10
2700	NON MNFRM COMP EQU OVER THRES	455,767.35
2701	IT NET & COM EQUIP OVER THRESH	352,730.57

Top 5 WBE Expenditures Categories		
Object Code	Description	WBE Expenses
2466	ADVERTISING SERVICES	218,720.25
2553	GROUNDS MAINTENANCE SERV	44,765.00
2460	PRINTING & BINDING SERVICES	20,844.65
2310	BUILDING REPAIR SUPPLIES	9,819.62
2544	OTHER PROFESSIONAL SERV	5,871.02

Top 5 Total Expenditures Categories		
Object Code	Description	Total Expenses
2328	MOTOR FUEL	5,204,993.26
2352	AGRICULT/GROUNDS SUPPLIES	3,394,918.56
2373	OTHER SPECIFIC USE SUPPLIES	2,106,243.53
2256	PRINTING & BINDING SUPPLIES	1,907,926.43
2325	VEHICLE REPAIR SUPPLIES	1,250,842.80

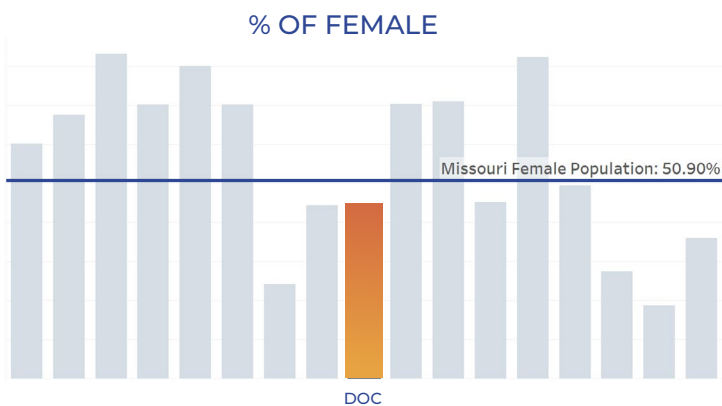
# Department of Corrections

## Workforce Diversity

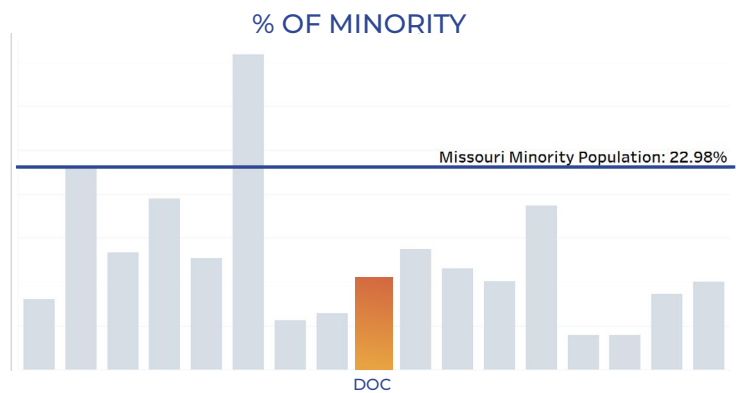
The Department of Corrections (DOC) is an agency dedicated to public safety through successful management and supervision of offenders in prison and on probation and parole. DOC has 8,325 employees who are responsible for overseeing more than 23,000 offenders in 19 institutions, 6 community supervision centers, 2 release centers, and more than 53,000 on probation and parole. DOC's minority team members make up 10.35% of their workforce, while women team members make up 44.18% of their workforce. Although Corrections Officers and Probation & Parole Officers are commonly thought of positions at DOC, the Department also offers opportunities in a variety of other fields, such as case workers, employee health, accounting, business, maintenance, clerical, and various vocational enterprises.

DOC's institutions foster rehabilitation, treatment, and education to help ensure the 96 percent of people who will be released from prison will become good neighbors in their communities. The community supervision centers provide a community based, short term intervention to assess, stabilize, and monitor offenders at risk for revocation in areas of the state that contribute significant numbers of annual prison admissions and revocations. The transition centers provide housing and transitional programming to men released from the Division of Adult Institutions or those under community supervision in need of transitional housing.

The Corrections Way (TCW) initiative provides staff with tools to improve communication, build stronger relationships, and overall develop a culture of excellence. This and other initiatives, such as family onboarding, helps to promote diversity and inclusion within our teams. Other efforts involve employee resource groups and post critical incident seminars as support for employee belonging.



**44.18% FEMALE**



**10.35% MINORITY**



Employees are required to attend annual “Addressing Discrimination, Harassment, Retaliation, and Unprofessional Conduct” training. The department encourages staff to participate in other diversity and inclusion related trainings offered through both in-seat and virtual settings. Some of these include professional boundaries, uniting the workplace culture, generations connected, facing diversity, dignity, courtesy, and respect.

The Department of Corrections continues to support a designated diversity recruiter, with primary responsibility for representing the agency at recruitment events throughout the State. In addition, the Department also has a recruiter specifically focused on hiring veterans. In FY23, the Department participated in a variety of hiring events and utilized social media to expand the recruitment efforts.

## Supplier Diversity

The uniqueness of each agency’s service offering, combined with the dynamics of each agency’s specific contractual and discretionary expenditures, determines the transactions that satisfy the situation. Agencies sometimes require specialized procurements, which may limit the number of available vendors, including participation from minority, woman, or service-disabled vendors.

Top 5 MBE Expenditures Categories		
Object Code	Description	MBE Expenses
2583	COMP SOFTWARE MAINT,LIC &SUBSC	264,813.84
2541	INFO TECHNOLOGY CONSULT & SRVS	191,448.48
2496	OTHER BUSINESS SERVICES	173,636.53
2701	IT NET & COM EQUIP OVER THRESH	97,695.22
2250	OFFICE SUPPLIES	69,191.01

Top 5 WBE Expenditures Categories		
Object Code	Description	WBE Expenses
2583	COMP SOFTWARE MAINT,LIC &SUBSC	264,750.00
2250	OFFICE SUPPLIES	42,056.43
2694	UNDER THRESHOLD-OTHER EQUIP	34,115.60
2601	SPECIFIC USE EQUIP R&M	27,667.36
2304	RESALE MERCHANDISE	26,494.69

Top 5 Total Expenditures Categories		
Object Code	Description	Total Expenses
2433	MEDICAL & DENTAL SERVICES	180,872,795.57
2503	ATTORNEY & SETTLEMENT PAYMENTS	51,232,650.00
2337	FOOD & DIETARY SUPPLIES	26,571,411.52
2304	RESALE MERCHANDISE	19,452,562.99
2298	MANUFACTURING SUPPLIES	12,862,253.07

# Department of Economic Development

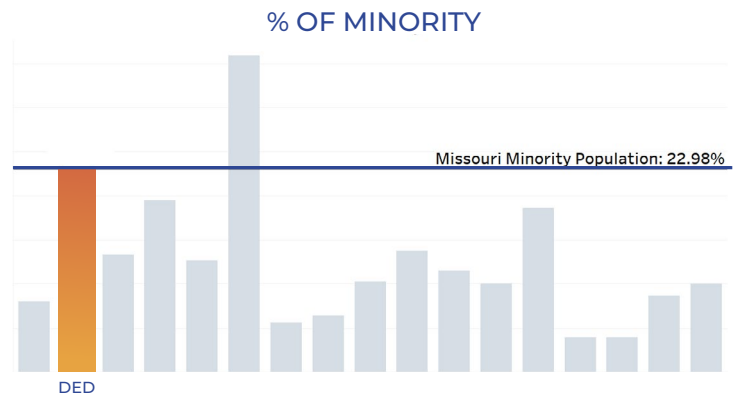
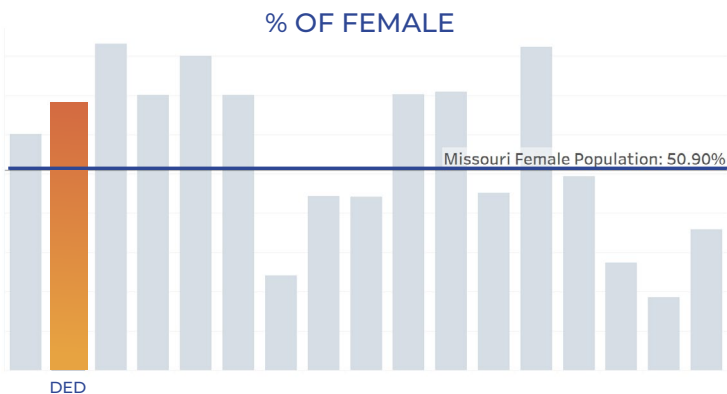
## Workforce Diversity

The Department of Economic Development (DED) has 292 team members spread among offices statewide. DED's minority team members make up 22.95% of their workforce, while women team members make up 67.47% of their workforce. 132 of these team members are part of the Missouri Housing Development Commission (MHDC).

DED understands that the workforce should reflect a variety of backgrounds and experiences, assisting DED staff to better nurture the diverse interests of those DED serves. DED works to create an environment that encourages economic growth by supporting Missouri's businesses and diverse industries, strengthening our communities, developing a talented and skilled workforce, and maintaining a high quality of life.

DED helps create greater opportunities for Missourians to prosper. As one team built around the customer and driven by data, DED aspires to be the best economic development department in the Midwest. DED helps Missourians to prosper through the various initiatives of its seven divisions/teams: Administration, Business and Community Solutions, Missouri One Start, Regional Engagement, Strategy and Performance, Tourism, and Federal Initiatives. The majority of DED staff is centrally located in Jefferson City, MO, however the Regional Engagement Division staff, comprised of Regional Managers and Project Managers, are located remotely across six teams that span the entire state. These staff are based regionally so they can serve as the first and primary contact for DED's local partners, business and community customers, allowing them to have the best access to state and federal agency resources.

All DED staff complete sexual harassment training upon employment. Within two months of hire, all staff review HR policies, including the Harassment, Discrimination, and Retaliation Policy. Attestation forms are signed and placed in employee files indicating completion.



**67.47% FEMALE**

**22.95% MINORITY**



At the onset of the recruitment process, job descriptions are thoroughly reviewed and revised to ensure that job duties are accurately described, that experience and education requirements are job-related, and that all current incumbents have met the minimum requirements to ensure that job descriptions do not negatively impact a particular demographic group. All DED advertisements or solicitations for employment also indicate that we are an equal opportunity employer.

DED accepts applications for all positions available for open recruitment, and all persons interested in obtaining employment with the Department are advised to apply according to current policy. These applications and records are kept to ensure our goals of nondiscrimination and equal employment opportunity among all applicants.

When feasible and relevant, DED also disseminates job postings among partner agencies and statewide universities in an effort to broaden the talent pool and diversity of applicants. Members of the DED DEI Committee attended various hiring events/job fairs alongside the HR staff during FY23 to assist in recruiting diverse staff members. During the application and interview process, DED promptly and fairly addresses accommodation requests to ensure applicants have equitable access to employment opportunities and interviews.

## Supplier Diversity

The uniqueness of each agency’s service offering, combined with the dynamics of each agency’s specific contractual and discretionary expenditures, determines the transactions that satisfy the situation. Agencies sometimes require specialized procurements, which may limit the number of available vendors, including participation from minority, woman, or service-disabled vendors.

Top 5 MBE Expenditures Categories		
Object Code	Description	MBE Expenses
2700	NON MNFRM COMP EQU OVER THRES	416,000.00
2469	TEMPORARY PERSONNEL SERV	190,829.27

Top 5 WBE Expenditures Categories		
Object Code	Description	WBE Expenses
2466	ADVERTISING SERVICES	15,274,914.70
2271	UNIFORMS & CLOTHING	1,620.00
2301	PROMOTIONAL SUPPLIES	777.50
2544	OTHER PROFESSIONAL SERV	79.00
2373	OTHER SPECIFIC USE SUPPLIES	20.00

Top 5 Total Expenditures Categories		
Object Code	Description	Total Expenses
2466	ADVERTISING SERVICES	15,593,724.93
2544	OTHER PROFESSIONAL SERV	5,517,056.15
2700	NON MNFRM COMP EQU OVER THRES	416,000.00
2469	TEMPORARY PERSONNEL SERV	190,829.27
2499	ACCOUNTING & AUDITING SERV	95,700.00



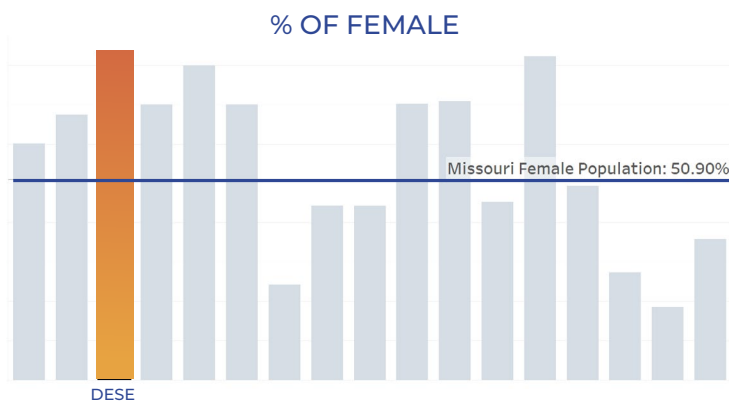
# Department of Elementary & Secondary Education

## Workforce Diversity

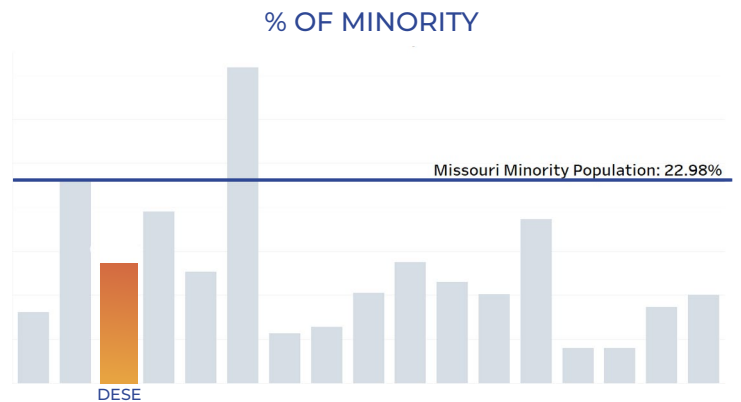
The Department of Elementary & Secondary Education (DESE) has 1,670 team members spread among offices that span across all regions of Missouri. DESE's minority team members make up 13.29% of their workforce, while women team members make up 83.17% of their workforce.

DESE works to provide Missouri citizens, from birth through adulthood, access to opportunities that aim to improve lives through education. DESE team members work statewide — regional locations for team members in the Office of Childhood as well as Missouri Vocational Rehabilitation and Disability Determinations; 36 state-operated schools including the Missouri Schools for the Deaf, Blind, and Severely Disabled; and about 300 team members in the Jefferson State Office Building in downtown Jefferson City. Occupations commonly associated with DESE's work include teaching and support staff in state-operated schools, counselors, program specialists, and technicians providing assistance to Missourians with disabilities, and programmatic staff that support the operations of public schools and childcare centers statewide.

It is DESE's policy to not discriminate on the basis of race, color, religion, gender, gender identity, sexual orientation, national origin, age, veteran status, mental or physical disability, or any other basis prohibited by statute in its programs or employment practices as required by Title VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975 and Title II of the Americans with Disabilities Act of 1990, and the Americans with Disabilities Act of 2008 (ADAAA), the Genetic Information Non-Discrimination Act (GINA), or USDA Title VI.



**83.17% FEMALE**



**13.29% MINORITY**





The career field of education has, historically, lacked diversity, which is where most of the recruitment for the department takes place. DESE has participated in state-wide hiring fairs in both Jefferson City and Fulton and will continue to do so as future dates are announced. DESE has been focused on reviewing recruitment strategies and practices. The Diversity and Inclusion Committee in the Jefferson Building held a Lunch and Learn to discuss current hiring process with inclusion in mind, particularly regarding job descriptions and opportunities for interviewing. DESE will continue to review job descriptions and requirements to ensure inclusive language is promoted and welcoming to a wider population of potential DESE team members.

Along with trainings in FERPA and Sunshine Law, new hires are required to view two trainings in Diversity (Confronting Bias: Thriving Across our Differences) and Harassment (Preventing Harassment in the Workplace). We also have a calendar of topics that includes diversity, employment law, and legal issues.

## Supplier Diversity

The uniqueness of each agency’s service offering, combined with the dynamics of each agency’s specific contractual and discretionary expenditures, determines the transactions that satisfy the situation. Agencies sometimes require specialized procurements, which may limit the number of available vendors, including participation from minority, woman, or service-disabled vendors.

Top 5 MBE Expenditures Categories		
Object Code	Description	MBE Expenses
2544	OTHER PROFESSIONAL SERV	1,957,801.07
2520	EDUCATIONAL SERVICES	238,901.32
2469	TEMPORARY PERSONNEL SERV	22,212.46
2712	EDUCATIONAL EQUIPMENT	10,400.00
2547	HOUSEKEEP & JANITOR SERV	9,162.00

Top 5 WBE Expenditures Categories		
Object Code	Description	WBE Expenses
2544	OTHER	835,003.21
2841	MAJ	417,783.62
2466	ADVERTISING	35,326.89
2469	TEMPORARY	32,229.76
2373	OTHER	20,125.00

Top 5 Total Expenditures Categories		
Object Code	Description	Total Expenses
2544	OTHER PROFESSIONAL SERV	39,769,485.01
2520	EDUCATIONAL SERVICES	27,512,813.59
2514	PROGRAM CONSULTANT SERV	8,661,306.95
2481	FOOD SERVICES	1,058,956.91
2748	VEHICLES	623,964.00

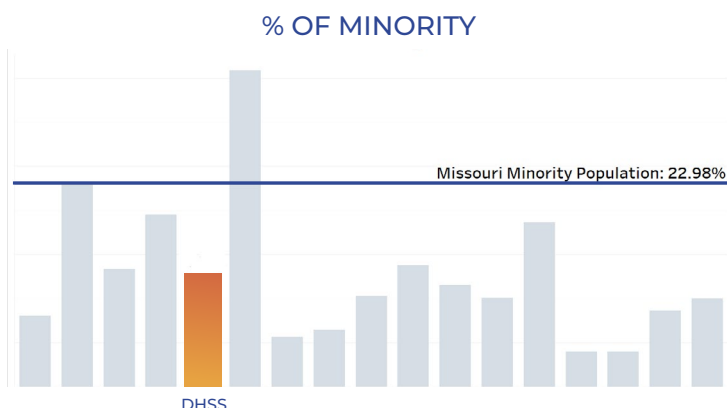
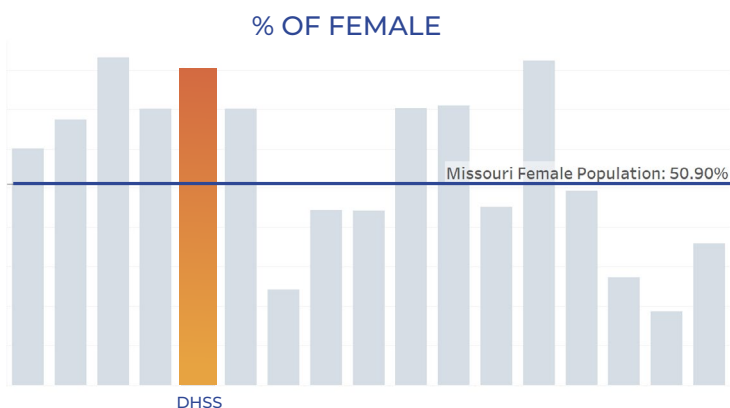
# Department of Health and Senior Services

## Workforce Diversity

The Department of Health and Senior Services (DHSS) has 1,697 team members spread across the state. DHSS's minority team members make up 12.85% of their workforce, while women team members make up 80.02% of their workforce.

DHSS's core services include disease and injury prevention, emergency preparedness and response, food and nutrition services, foundational public health services, health, animal and environmental testing, maternal and child health services, regulation enforcement and licensure, senior and disability support and protection, vital records and statistics, administration, and the Missouri State Public Health Laboratory. The occupations commonly associated with DHSS include Scientist, Epidemiologist, Compliance Inspectors, Registered Nurses, Senior Regulatory Auditors, Public Health Program Associates/Specialists, Social Services Specialists, Public Health Environmental Specialists, Research Analysts, Program Associates/Specialists, Investigators, Accountants, Legal Counsel, Clerical Support, and Human Resources.

It is the policy of the Department to provide equal employment opportunity to applicants, employees, and clients without regard to race, color, religion, sex, age, national origin, disability, genetic information and when applicable, veteran status, ancestry, and sexual orientation; hereafter referred to as protected category. This includes improving efficiencies, providing training and development opportunities, and striving to instill a sense of belonging and inclusion among team members.



**80.02% FEMALE**

**12.85% MINORITY**



The Diversity and Inclusion Workgroup will work in collaboration with leadership to implement strategies to address challenges. Also, the department continues to use its employee exit surveys, Quarterly Pulse Surveys (QPS), and townhall meetings to garner feedback from DHSS staff. Currently, DHSS is strategically working to re-envision and strengthen its workforce.

All DHSS staff are required to complete annual trainings: Sexual Harassment, Adult Abuse, Continuity of Operations, HIPAA, and Fixed Assets. The Diversity and Inclusion workgroup will collaborate with the departmental leadership to identify trainings that could be recommended as a new learning path in the “Recommended by Your Department” section of MO Learning.

## Supplier Diversity

The uniqueness of each agency’s service offering, combined with the dynamics of each agency’s specific contractual and discretionary expenditures, determines the transactions that satisfy the situation. Agencies sometimes require specialized procurements, which may limit the number of available vendors, including participation from minority, woman, or service-disabled vendors.

Top 5 MBE Expenditures Categories		
Object Code	Description	MBE Expenses
2502	ATTORNEY SERVICES	1,340,633.00
2449	COVID TESTING SERVICES	597,550.00
2583	COMP SOFTWARE MAINT,LIC &SUBSC	259,208.77
2469	TEMPORARY PERSONNEL SERV	237,060.51
2701	IT NET & COM EQUIP OVER THRESH	142,055.34

Top 5 WBE Expenditures Categories		
Object Code	Description	WBE Expenses
2449	COVID TESTING SERVICES	1,049,700.00
2466	ADVERTISING SERVICES	984,724.00
2457	EXPRESS & FREIGHT SERVICES	853,412.81
2469	TEMPORARY PERSONNEL SERV	275,257.38
2502	ATTORNEY SERVICES	76,331.00

Top 5 Total Expenditures Categories		
Object Code	Description	Total Expenses
2295	OTHER LAB & MEDICAL SUPP	15,033,701.63
2449	COVID TESTING SERVICES	9,288,152.94
2466	ADVERTISING SERVICES	8,510,379.51
2280	LABORATORY SUPPLIES	5,719,287.53
2544	OTHER PROFESSIONAL SERV	3,305,793.50

# Department of Higher Education and Workforce Development

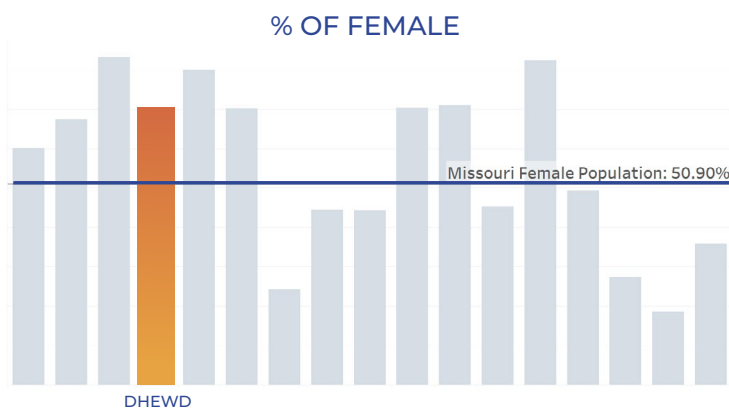
## Workforce Diversity

The Department of Higher Education and Workforce Development (DHEWD) has 251 team members spread across offices statewide. DHEWD's minority team members make up 19.52% of their workforce, while women team members make up 70.12% of their workforce.

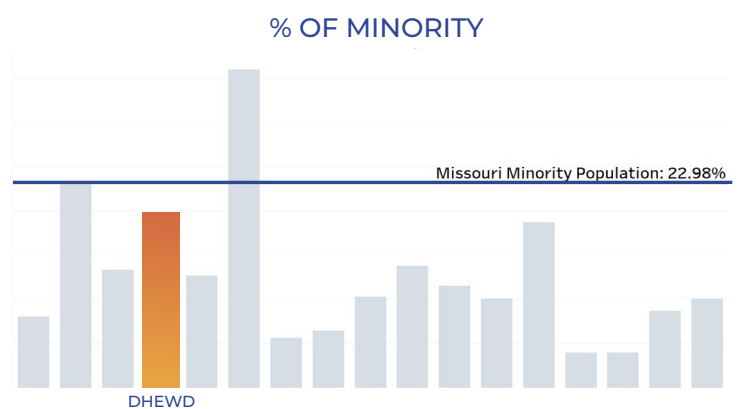
DHEWD is responsible for serving individuals of all ages to promote and connect Missourians for postsecondary education, training beyond high school, and workforce entry and re-entry, along with providing data with stakeholders to build a more skilled workforce. The occupations commonly associated with the Department's work include Associate Research/Data Analyst, Research/Data Analyst, Benefit Program Associate, Benefit Program Senior Specialist, and Benefit Program Technician.

In all employment decisions, the Department makes selections in a nondiscriminatory manner aligned with all state and federal antidiscrimination laws. Placement goals do not provide a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, on the basis of that individual's sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law.

DHEWD is firmly committed to equal employment opportunity and nondiscrimination in public service. The department treats its employees and applicants according to merit and other work-related criteria, without regard to race, sex, color, religion, national origin, age, disability, or veteran status.



**70.12% FEMALE**



**19.52% MINORITY**



When the Department directly provides services to individuals or provides for the dispensation of services through other agencies, the Department shall not consider race, sex, color, religion, national origin, age, disability, or veteran status in the selection of recipients, except as required by law. The Department’s employment application and electronic application processes include information about our commitment to workforce diversity. All other required affirmative action notices and policy statements are posted and updated quarterly.

DHEWD is in the process of developing a communication plan to address any barriers and/or stigmas team members with disabilities may face. The Department plans to review its policies and procedures to ensure all links are accurate. DHEWD will also continue to discuss ADA during orientation, all-staff meetings, and when supervisors/HR receive notice.

## Supplier Diversity

The uniqueness of each agency’s service offering, combined with the dynamics of each agency’s specific contractual and discretionary expenditures, determines the transactions that satisfy the situation. Agencies sometimes require specialized procurements, which may limit the number of available vendors, including participation from minority, woman, or service-disabled vendors.

Top 5 MBE Expenditures Categories		
Object Code	Description	MBE Expenses
2583	COMP SOFTWARE MAINT,LIC &SUBSC	600,907.84
2706	NON-MAINFRAME COMP SOFTWARE	181,687.32
2685	UNDER THRESHOLD-COMPUTER EQUIP	2,709.74
2373	OTHER SPECIFIC USE SUPPLIES	1,688.11
2691	UNDER THRESHOLD-OFF EQUIP&FURN	615.61

Top 5 WBE Expenditures Categories		
Object Code	Description	WBE Expenses
2301	PROMOTIONAL SUPPLIES	46,330.00
2250	OFFICE SUPPLIES	435.77

Top 5 Total Expenditures Categories		
Object Code	Description	Total Expenses
2544	OTHER PROFESSIONAL SERV	6,593,663.11
2583	COMP SOFTWARE MAINT,LIC &SUBSC	1,577,142.24
2520	EDUCATIONAL SERVICES	521,210.00
2706	NON-MAINFRAME COMP SOFTWARE	181,687.32
2496	OTHER BUSINESS SERVICES	170,483.25



# Department of Labor & Industrial Relations

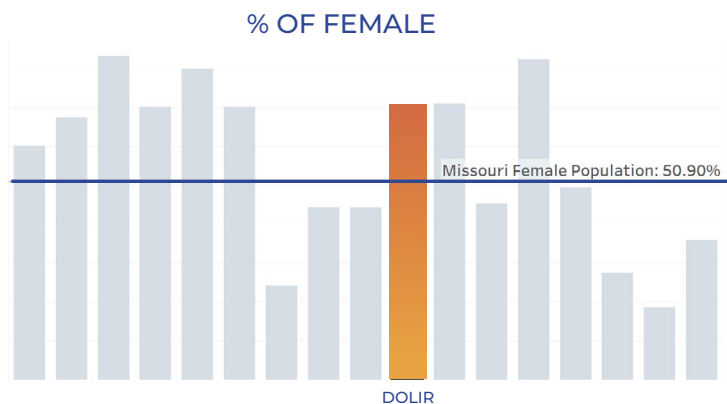
## Workforce Diversity

The Department of Labor & Industrial Relations (DOLIR) has 581 team members located in Jefferson City, St. Louis, Kansas City, Springfield, and Joplin. DOLIR's minority team members make up 13.94% of their workforce, while women team members make up 70.22% of their workforce.

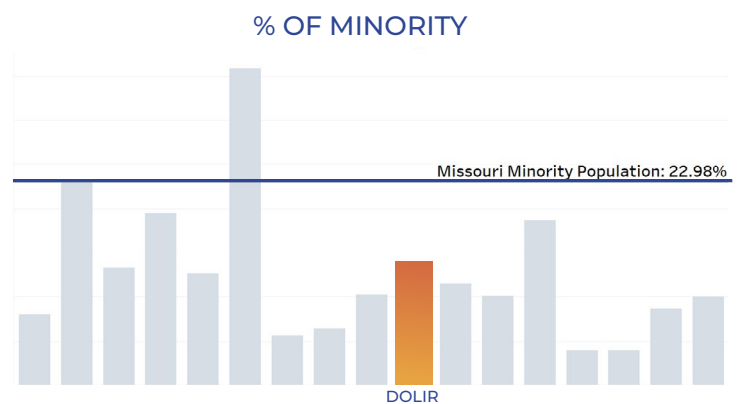
DOLIR promotes economic vitality, safety, and fairness for Missouri's businesses and workers by supporting safe and healthy workplaces; protecting individuals from discrimination; enforcing Missouri's labor laws and helping those who are unemployed or injured on the job. The occupations commonly associated with the Department's work includes Health & Safety Analysts, Regulatory Auditors, Human Rights Officers, Benefit Program Specialists, Appeal Referees, Administrative Law Judges and Docket Clerks.

DOLIR is an equal employment opportunity employer dedicated to the principles of fairness in all personnel management transactions. Each division within the Department joins in this effort to promote the principles of fair employment, equal opportunity, and equal access to our services. We recognize that both vigorous enforcement of the laws against discrimination and voluntary affirmative efforts are necessary to overcome the effects of discrimination.

Therefore, it is the policy of the Department to provide equal employment opportunity to applicants and employees without regard to race, color, religion, sex, age, sexual orientation, national origin, political belief, veteran status, and physical or mental disability. The Department is firmly committed to full and positive compliance with all



**70.22% FEMALE**



**13.94% MINORITY**



Federal and State Regulations which forbid discrimination in the delivery of services to all applicants served by the programs of this Department.

This policy and the Workforce Diversity Plan shall be adhered to by all staff of this Department. Supervisory and management staff shall assure that the intent as well as the stated requirements are implemented in all employee regulations and personnel practices.

The Professional Development team provides diversity and anti-harassment training and is a requirement for all team members. DOLIR also provided training in fall of 2022 which included content on discrimination, harassment, culture, and disability in the workforce. The Inclusion & Diversity (I&D) Council also participates in webinars that focus on creating solutions on I&D issues. Council members use this information to share with team members through monthly townhall meetings and newsletters.

## Supplier Diversity

The uniqueness of each agency’s service offering, combined with the dynamics of each agency’s specific contractual and discretionary expenditures, determines the transactions that satisfy the situation. Agencies sometimes require specialized procurements, which may limit the number of available vendors, including participation from minority, woman, or service-disabled vendors.

Top 5 MBE Expenditures Categories		
Object Code	Description	MBE Expenses
2686	UNDER THRESHOLD-NON MF COM SFW	42,927.65
2583	COMP SOFTWARE MAINT,LIC &SUBSC	41,770.53
2694	UNDER THRESHOLD-OTHER EQUIP	34,101.20
2541	INFO TECHNOLOGY CONSULT & SRVS	25,359.52
2373	OTHER SPECIFIC USE SUPPLIES	3,672.81

Top 5 WBE Expenditures Categories		
Object Code	Description	WBE Expenses
2583	COMP SOFTWARE MAINT,LIC &SUBSC	415,071.56
2469	TEMPORARY PERSONNEL SERV	30,398.12
2277	OTHER ADMIN SUPPLIES	1,277.00

Top 5 Total Expenditures Categories		
Object Code	Description	Total Expenses
2503	ATTORNEY & SETTLEMENT PAYMENTS	19,315,676.59
2541	INFO TECHNOLOGY CONSULT & SRVS	1,602,138.87
2583	COMP SOFTWARE MAINT,LIC &SUBSC	1,417,015.88
2705	NON MNFRM SFTWARE CONSULT&DEV	1,002,774.46
2466	ADVERTISING SERVICES	233,450.00



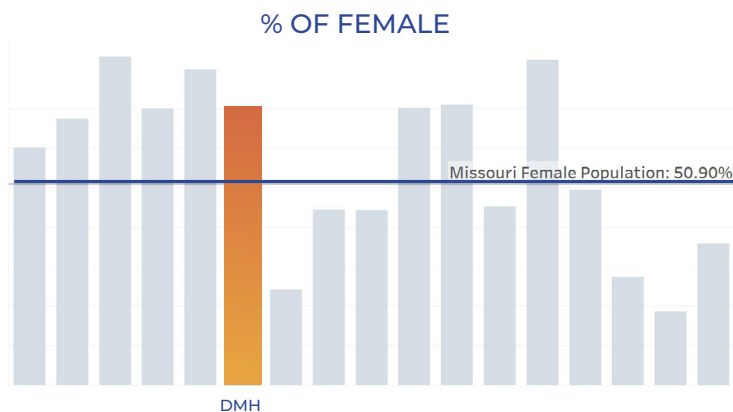
# Department of Mental Health

## Supplier Diversity

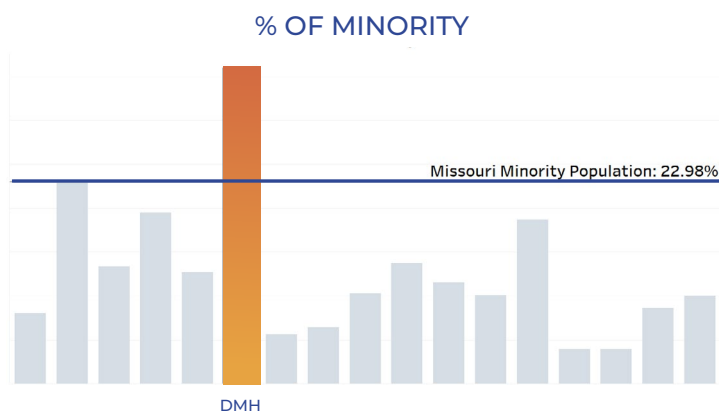
The Department of Mental Health (DMH) has 5,452 team members spread among office locations that span across all regions of Missouri. DMH's minority team members make up 36.35% of their workforce, while women team members make up 70.18% of their workforce.

The Department of Mental Health is committed to serving, empowering, and supporting residents of Missouri to live their best lives. DMH employees cover all aspects of consumer care with employees such as Support Care Assistants, Registered Nurses, Clinical Caseworkers and Psychologists. The Department of Mental Health has five habilitation centers and six regional offices that serve individuals with developmental disabilities.

1. DMH will continue targeted outreach and recruitment efforts by engaging with diverse community organizations and educational settings to reach marginalized and under represented populations.
2. DMH will work to establish paid internship opportunities in collaboration with local universities and secondary schools.
3. DMH will continue to ensure all job descriptions are EEOC compliant and nondiscriminatory.



**70.18% FEMALE**



**36.35% MINORITY**



DMH annually required sexual harassment and cultural and workforce diversity trainings available on both MO Learning and Relias learning platforms. These trainings are automatically assigned to every DMH employee. DMH has plans to increase knowledge of Americans with Disabilities Act (ADA) and how to provide support and empathy through a curriculum for supervisors.

## Supplier Diversity

The uniqueness of each agency’s service offering, combined with the dynamics of each agency’s specific contractual and discretionary expenditures, determines the transactions that satisfy the situation. Agencies sometimes require specialized procurements, which may limit the number of available vendors, including participation from minority, woman, or service-disabled vendors.

Top 5 MBE Expenditures Categories		
Object Code	Description	MBE Expenses
2701	IT NET & COM EQUIP OVER THRESH	1,863,826.36
2544	OTHER PROFESSIONAL SERV	485,681.80
2541	INFO TECHNOLOGY CONSULT & SRVS	155,085.00
2739	MEDICAL & DENTAL EQUIPMENT	105,149.88
2547	HOUSEKEEP & JANITOR SERV	44,880.00

Top 5 WBE Expenditures Categories		
Object Code	Description	WBE Expenses
2301	PROMOTIONAL SUPPLIES	15,008.43
2469	TEMPORARY PERSONNEL SERV	11,946.48
2250	OFFICE SUPPLIES	9,331.68
2544	OTHER PROFESSIONAL SERV	7,108.29
2310	BUILDING REPAIR SUPPLIES	4,605.30

Top 5 Total Expenditures Categories		
Object Code	Description	Total Expenses
2469	TEMPORARY PERSONNEL SERV	54,354,966.14
2433	MEDICAL & DENTAL SERVICES	11,105,769.44
2289	PHARMACEUTICAL DRUGS	9,687,219.46
2544	OTHER PROFESSIONAL SERV	9,212,500.49
2337	FOOD & DIETARY SUPPLIES	6,847,243.02



# Department of Natural Resources

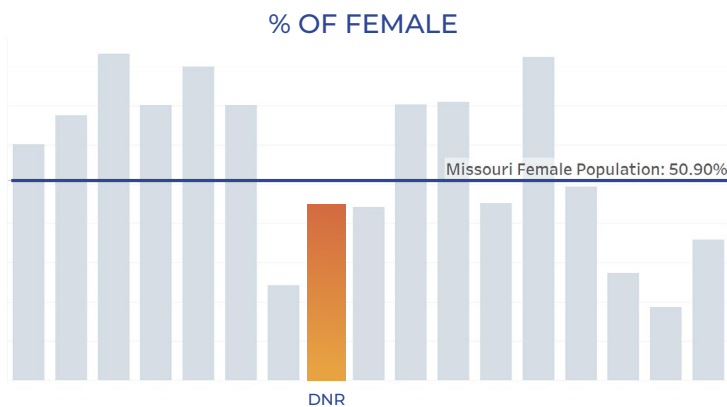
## Workforce Diversity

The Department of Natural Resources (DNR) has 1,395 team members across offices located in Jefferson City, Rolla, Kansas City, Springfield, St. Louis, Macon, Poplar Bluff, Brookfield, Festus, and Lebanon, along with parks and historic sites throughout the state. DNR's minority team members make up 6.52% of their workforce, while women team members make up 44.37% of their workforce.

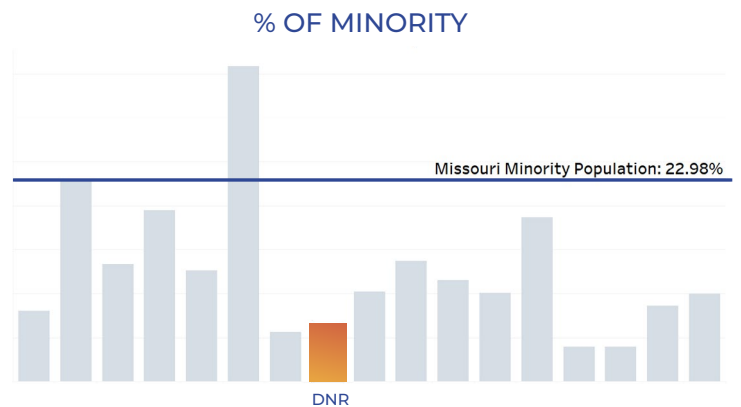
DNR protects our air, land, water, and mineral resources; preserves our unique natural and historic places and provides recreational and learning opportunities while promoting the environmentally sound and energy-efficient operations of businesses, communities, agriculture, and industry for the benefit of all Missourians. Some of the occupations commonly associated with DNR's work include Environmental Program Specialist, Ecologist, Geologist, Professional Engineer, Park Ranger, Naturalist Interpretive Specialist, and Park/Historic Site Maintenance/Grounds Tech.

DNR ensures equal employment opportunity without unlawful discrimination or harassment on the basis of all protected categories. All employees of the Department are to have the opportunity to work in an environment free from harassment, discrimination, and retaliation. DNR will make every reasonable effort to ensure all employees are familiar with these policies and are aware that complaints alleging violations of such policies will be investigated and resolved appropriately.

DNR will continue to include the MO Learning Course titled "Confronting Bias – Thriving Across our Differences" and an internal developed learning session on "Civil Rights and Harassment" as part of the training opportunities for all team members. The Engagement & Culture Group will offer the "DNR Talks" series to team members.



**44.37% FEMALE**



**6.52% MINORITY**

In 2024, DNR will roll out “The DNR Way” for all team members focusing on “What we value.” DNR values include Stewardship, Integrity, Collaboration, Respect, and Innovation. Our values are insights into the DNR culture and how team members are expected to treat each other and the citizens of Missouri.

The Department is committed to plans to increase visibility of career opportunities at high schools, colleges, and universities through community outreach events and career fairs, and by advertising vacant positions throughout communities and schools. The Department will be conducting focus groups to assist in identifying areas of concern and opportunities to better reflect the population and demographics of Missouri.

## Supplier Diversity

The uniqueness of each agency’s service offering, combined with the dynamics of each agency’s specific contractual and discretionary expenditures, determines the transactions that satisfy the situation. Agencies sometimes require specialized procurements, which may limit the number of available vendors, including participation from minority, woman, or service-disabled vendors.

<b>Top 5 MBE Expenditures Categories</b>		
Object Code	Description	MBE Expenses
2544	OTHER PROFESSIONAL SERV	96,638.98
2373	OTHER SPECIFIC USE SUPPLIES	81,583.48
2250	OFFICE SUPPLIES	647.64
2937	OTHER EQUIPMENT RENTALS	350.00

<b>Top 5 WBE Expenditures Categories</b>		
Object Code	Description	WBE Expenses
2544	OTHER PROFESSIONAL SERV	347,272.31
2469	TEMPORARY PERSONNEL SERV	16,606.59
2352	AGRICULT/GROUNDS SUPPLIES	8,131.14
2331	OTHER REPAIR & MAINT SUPP	5,200.00
2373	OTHER SPECIFIC USE SUPPLIES	4,166.87

<b>Top 5 Total Expenditures Categories</b>		
Object Code	Description	Total Expenses
2544	OTHER PROFESSIONAL SERV	8,815,973.32
2439	NONMEDICAL LAB SERVICES	2,267,834.32
2328	MOTOR FUEL	1,326,058.30
2748	VEHICLES	1,206,365.00
2373	OTHER SPECIFIC USE SUPPLIES	931,034.75

# Department of Public Safety

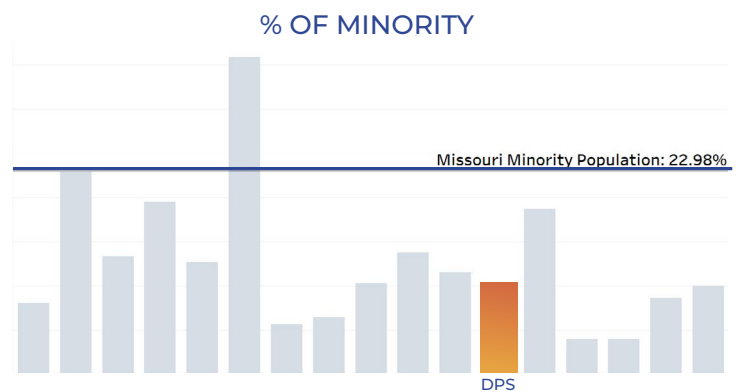
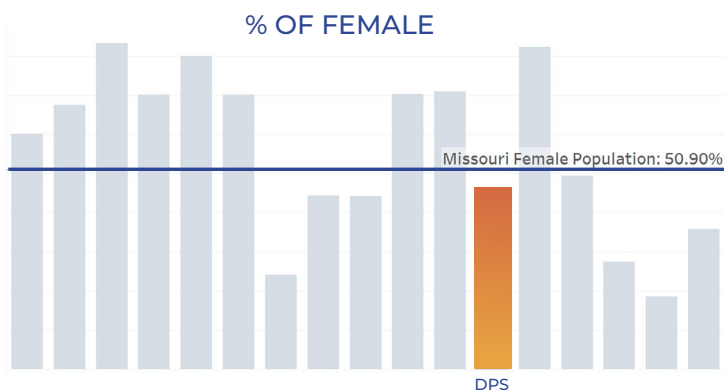
## Workforce Diversity

The Department of Public Safety (DPS) has 3,753 team members. The department is organized into eight divisions, with team members located across the state: Office of the Director, Missouri Capitol Police, Division of Fire Safety, Division of Alcohol and Tobacco Control, Missouri State Highway Patrol, State Emergency Management Agency, Missouri Veterans Commission, and Missouri Gaming Commission.

DPS's minority team members make up 10.07% of their workforce, while women team members make up 45.19% of their workforce. DPS coordinates statewide law enforcement, criminal justice, emergency response and public safety efforts to ensure a safe environment for Missourians. Positions vary widely and include law enforcement officers, fire investigators, emergency managers, health care professionals and grant specialists.

DPS is an equal opportunity employer and prohibits discrimination and harassment of any kind. DPS is firmly committed to inclusion and nondiscrimination in public service. DPS will not consider race, sex, color, religion, national origin, age, disability, or veteran status, except as required by law, when providing or dispensing services to the public or in personnel actions including - but not limited to - recruiting, hiring, classification, compensation, benefits, promotions, transfers, layoffs, and in its educational, social, or recreational programs.

While management and personnel at every level should share in the responsibility for promoting an environment of inclusion and equal opportunity, the Director of DPS has designated the DPS Human Resources Director as responsible for the development and administration of the DPS plan for workforce diversity and inclusion. The DPS Human Resources Director's responsibilities include the development of specific goals, timetables, and reporting on workforce diversity and inclusion initiatives.



**45.19% FEMALE**

**10.07% MINORITY**



Goals and timetables shall be established that outline DPS’s efforts in practicing workforce diversity and inclusion. These goals shall be reviewed annually to measure progress and evaluate efficacy based upon relevant population and workforce data.

DPS has established a department-wide inclusion and diversity council. This council has shared best practices across its divisions. DPS divisions have instituted many changes, to include the creation of the Missouri Capitol Police Candidate program, avoiding bias in hiring training, the establishment of hiring and termination councils, the creation of EEO dashboards to guide efforts, and continuation of effective law enforcement community outreach programs.

## Supplier Diversity

The uniqueness of each agency’s service offering, combined with the dynamics of each agency’s specific contractual and discretionary expenditures, determines the transactions that satisfy the situation. Agencies sometimes require specialized procurements, which may limit the number of available vendors, including participation from minority, woman, or service-disabled vendors.

Top 5 MBE Expenditures Categories		
Object Code	Description	MBE Expenses
2583	COMP SOFTWARE MAINT,LIC &SUBSC	5,941,059.96
2686	UNDER THRESHOLD-NON MF COM SFW	2,050,046.17
2685	UNDER THRESHOLD-COMPUTER EQUIP	1,184,836.60
2700	NON MNFRM COMP EQU OVER THRES	1,027,191.49
2730	COMMUNICATION EQUIPMENT	850,473.96

Top 5 WBE Expenditures Categories		
Object Code	Description	WBE Expenses
2705	NON MNFRM SFTWARE CONSULT&DEV	499,493.75
2541	INFO TECHNOLOGY CONSULT & SRVS	141,020.00
2250	OFFICE SUPPLIES	41,422.05
2310	BUILDING REPAIR SUPPLIES	32,308.26
2544	OTHER PROFESSIONAL SERV	31,514.00

Top 5 Total Expenditures Categories		
Object Code	Description	Total Expenses
2748	VEHICLES	15,084,723.38
2583	COMP SOFTWARE MAINT,LIC &SUBSC	13,579,661.70
2544	OTHER PROFESSIONAL SERV	11,252,278.61
2760	AIRCRAFT	4,951,934.68
2289	PHARMACEUTICAL DRUGS	4,597,142.41

# Department of Revenue

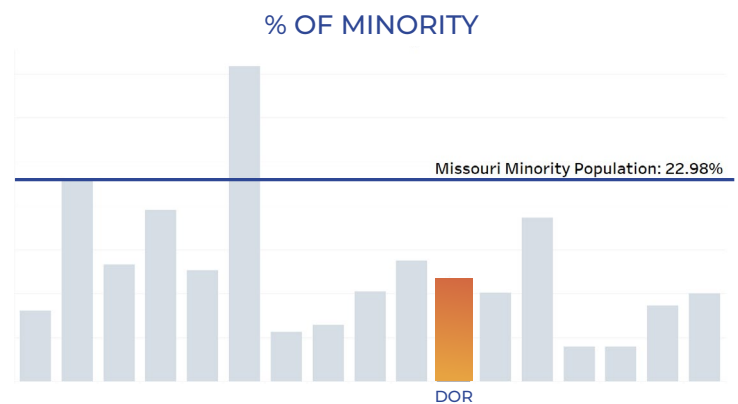
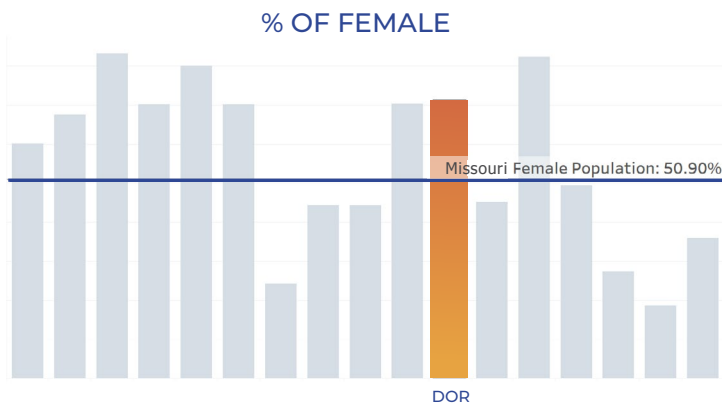
## Workforce Diversity

The Department of Revenue (DOR) has 1,155 team members spread among offices located in Springfield, Joplin, Kansas City, St. Louis, and Cape Girardeau and out-of-state offices in New York, Chicago, California, and Texas. DOR also has 174 contracted Motor Vehicle and Driver License offices throughout the state. DOR's minority team members make up 11.86% of their workforce, while women team members make up 70.91% of their workforce.

DOR was established in 1945 by the Missouri Constitution to serve as the central collection agency for all state revenue. The primary duties of the Department are to collect taxes, title and register motor vehicles and license drivers. The Department of Revenue consists of 4 divisions: Taxation Division, Motor Vehicle and Driver Licensing Division, General Counsel's Office, and Administration Division.

As an equal opportunity employer, DOR solicits all qualified persons using several sources of recruitment and posting venues for vacant positions. Internally, the Department encourages team members to take advantage of advancement opportunities. The Department promotes this philosophy through written administrative policies, which are available to all management and staff electronically on the Department's intranet site. Available policies include selection process, code of conduct, fair employment practices, team members with disabilities, sexual harassment, and public ADA grievance.

The Department of Revenue provides training to all new team members that covers discrimination, harassment, workplace behavior, sexual harassment, and diversity.



**70.91% FEMALE**

**11.86% MINORITY**



Cultural and workforce diversity is also covered with our “Equitable Workplace” 3-hour course that is provided by our Professional Development team. Professional Development strives to incorporate an element of diversity and inclusion into all courses. The Department has established a method for team members to connect with others who may have differing backgrounds from them through opportunities such as International Friendship Day.

## Supplier Diversity

The uniqueness of each agency’s service offering, combined with the dynamics of each agency’s specific contractual and discretionary expenditures, determines the transactions that satisfy the situation. Agencies sometimes require specialized procurements, which may limit the number of available vendors, including participation from minority, woman, or service-disabled vendors.

Top 5 MBE Expenditures Categories		
Object Code	Description	MBE Expenses
2583	COMP SOFTWARE MAINT,LIC &SUBSC	843,589.45
2685	UNDER THRESHOLD-COMPUTER EQUIP	254,127.97
2541	INFO TECHNOLOGY CONSULT & SRVS	239,556.41
2540	INFORMA TECHNOLOGY OUTSOURCING	194,009.16
2772	OFFICE EQUIPMENT	192,296.00

Top 5 WBE Expenditures Categories		
Object Code	Description	WBE Expenses
2838	MIN REP, MAINT & IMPR SERV	253,443.00
2469	TEMPORARY PERSONNEL SERV	224,735.60
2301	PROMOTIONAL SUPPLIES	88,149.37
2973	LOTTERY RETAIL INCENT-MERCH	13,330.80
2250	OFFICE SUPPLIES	12,310.37

Top 5 Total Expenditures Categories		
Object Code	Description	Total Expenses
2496	OTHER BUSINESS SERVICES	28,931,650.00
2460	PRINTING & BINDING SERVICES	11,041,265.20
2544	OTHER PROFESSIONAL SERV	7,859,277.50
2706	NON-MAINFRAME COMP SOFTWARE	5,641,245.08
2457	EXPRESS & FREIGHT SERVICES	2,763,621.29

# Department of Social Services

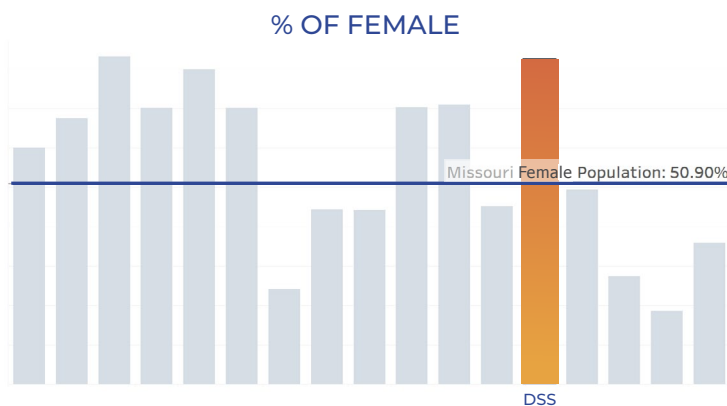
## Workforce Diversity

The Department of Social Services (DSS) has 5,957 team members spread among offices throughout the state. DSS's minority team members make up 18.72% of their workforce, while women team members make up 82.32%.

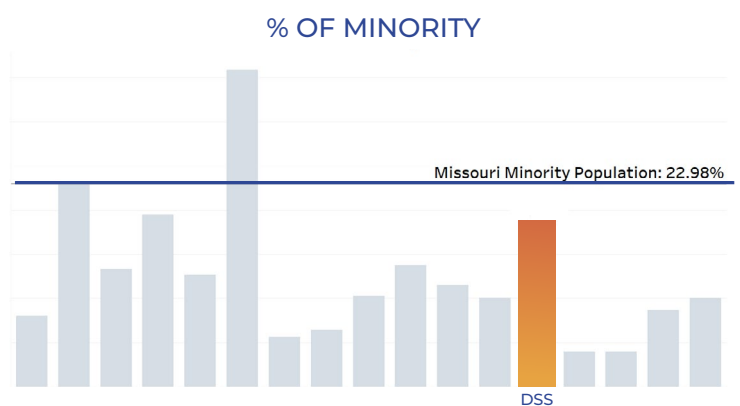
DSS has four program divisions (Children's Division, Family Support Division, MO HealthNet Division, and the Division of Youth Services) and two support divisions (Division of Finance and Administrative Services and Division of Legal Services). The Department partners with other government agencies at all levels, faith communities, service delivery communities, private organizations, businesses, and individuals to carry out its mission of delivering services to Missourians. DSS is responsible for child welfare; the administration and eligibility determination for Medicaid and other entitlement programs such as supplemental food and nutrition; child support enforcement; rehabilitation of adolescent offenders; and rehabilitation services for the blind.

The DSS Office for Civil Rights Director, DSS Director's Office, Human Resources Director, Human Resources Managers in each division, DSS's Diversity and Inclusion Officer, along with representatives from the Belonging, Inclusion and Diversity Council work to address diversity and inclusion issues within DSS and are responsible for ensuring EEO compliance.

DSS team members are taught and shown that everyone plays a role to ensure the creation of a work environment that is inclusive and team members feel a sense of belonging. DSS team members are responsible for respecting the difference in others, treating others with courtesy and respect, and providing services in a fair and nondiscriminatory manner.



**82.32% FEMALE**



**18.72% MINORITY**





Supervisors and managers are provided training to ensure they demonstrate the Department’s commitment to equal employment opportunity and diversity in the workplace by exhibiting attitudes and leadership that supports these principles; treating employees working in their programs, sections, and units fairly and professionally; and providing equal access to promotions, transfers and training opportunities for employees working in their programs, sections, and units. In FY23, DSS held focus groups through the Belonging, Inclusion and Diversity Council to discuss diversity and inclusion in the workplace and gather feedback. DSS continues to review communications to ensure they are inclusive. Also, DSS conducts Organizational Health (OHI) office visits.

In FY24, DSS will continue the focus groups held by the Belonging, Inclusion and Diversity Council; continue to offer additional training opportunities to managers and supervisors related to diversity and inclusion; and ensure Department’s communication on diversity and inclusion is transparent.

## Supplier Diversity

The uniqueness of each agency’s service offering, combined with the dynamics of each agency’s specific contractual and discretionary expenditures, determines the transactions that satisfy the situation. Agencies sometimes require specialized procurements, which may limit the number of available vendors, including participation from minority, woman, or service-disabled vendors.

Top 5 MBE Expenditures Categories		
Object Code	Description	MBE Expenses
2583	COMP SOFTWARE MAINT,LIC &SUBSC	3,662,047.33
2541	INFO TECHNOLOGY CONSULT & SRVS	3,623,221.05
2469	TEMPORARY PERSONNEL SERV	1,035,348.09
2250	OFFICE SUPPLIES	627,151.56
2544	OTHER PROFESSIONAL SERV	249,481.52

Top 5 WBE Expenditures Categories		
Object Code	Description	WBE Expenses
2583	COMP SOFTWARE MAINT,LIC &SUBSC	1,683,088.62
2469	TEMPORARY PERSONNEL SERV	318,604.90
2466	ADVERTISING SERVICES	182,567.52
2580	COMP HARDWARE REPAIR & MAINT	63,066.38
2541	INFO TECHNOLOGY CONSULT & SRVS	40,431.00

Top 5 Total Expenditures Categories		
Object Code	Description	Total Expenses
2544	OTHER PROFESSIONAL SERV	140,183,276.60
2541	INFO TECHNOLOGY CONSULT & SRVS	55,457,074.12
2514	PROGRAM CONSULTANT SERV	26,959,570.25
2583	COMP SOFTWARE MAINT,LIC &SUBSC	10,223,246.99
2337	FOOD & DIETARY SUPPLIES	1,931,224.69



# Missouri National Guard

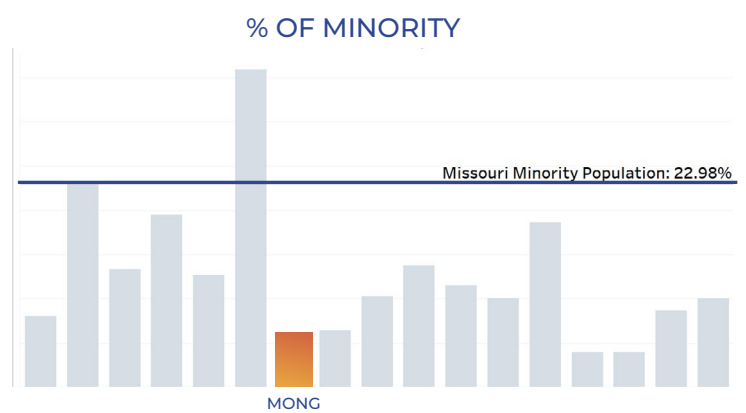
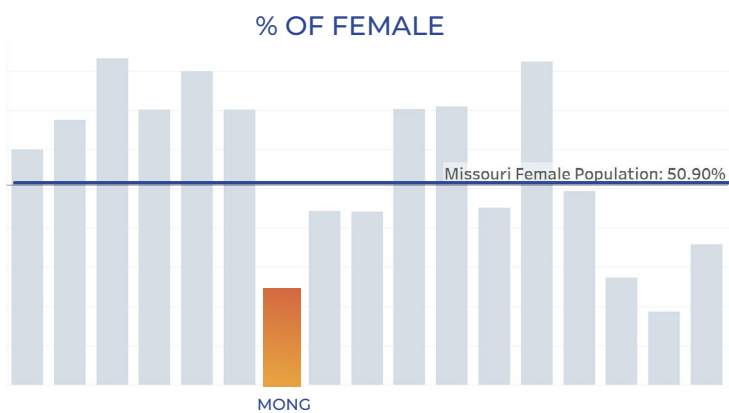
## Workforce Diversity

The Missouri National Guard (MONG) has 477 team members spread among offices located across Missouri in approximately 65 locations, including AVCRAD in Springfield, Jefferson Barracks in St. Louis, and Rosecrans Air National Guard base in St. Joseph. MONG's minority team members make up 5.91% of their workforce, while women team members make up 22.85% of their workforce.

MONG organizes, trains, and equips a community-based, service-oriented operational force of ready Airmen and Soldiers as a cohesive organization to defend and serve the people of Missouri and the United States of America. The major division/programs include Administration, Environmental, Facilities, Military Funeral Honors, and Security. MONG is the only department in the State of Missouri that employs Aircraft Mechanics, Military Funeral Honor Team Members, and Military Security Officers.

MONG uses current industry best practices to ensure equal opportunity as well as following any applicable statute/regulation. For example, per recent state statute, the Missouri National Guard reviews applicants to ensure those with National Guard service are given the opportunity to interview. MONG does not have testing for positions; applicants are equally considered through interview processes. To the extent possible, HR staff are included in interview panels to ensure interviews are consistent and provide equal opportunity for interviewees.

MONG established a Joint Diversity Council. MONG and the Council aim to maximize mission readiness and effectiveness by creating and sustaining an organizational culture dedicated to valuing Diversity & Inclusion and assisting each member of the Missouri National Guard to reach their own maximum potential.



**22.85% FEMALE**

**5.91% MINORITY**



The Council is comprised of members across both Army National Guard and Air National Guard teams who ensure advocacy for personnel concerns, as well as implementing activities and programs independently to institutionalize diversity and inclusion practices to attract, recruit, develop, and retain a diverse and quality workforce that reflects the Missouri communities represented throughout the MONG. MONG's charter is to advise the senior leadership on both officer and enlisted force concerns that focus on trends and long-term change, while providing equitable support of ideas and communication processes.

MONG is working to utilize applicant pool data to ensure that the Missouri National Guard is meeting diversity standards across the state. MONG also plans to conduct a building inventory to identify potential improvements for access and movement of people and supplies.

# Missouri Department of Transportation

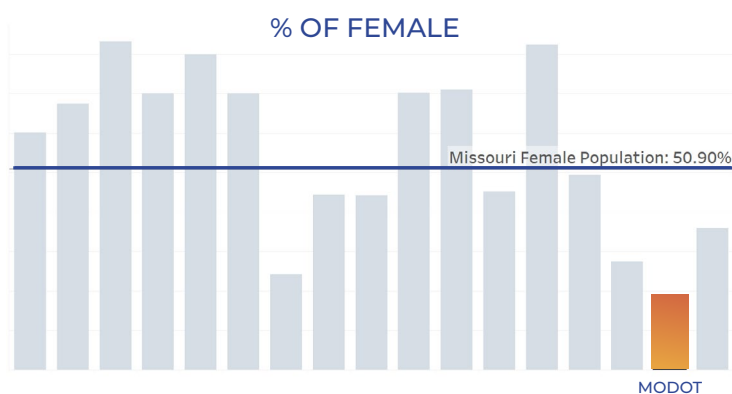
## Workforce Diversity

The Missouri Department of Transportation (MoDOT), under the guidance of the Missouri Highways and Transportation Commission, is committed to providing the public with a safe and modern transportation system. The Central Office is located in Jefferson City, Missouri and MoDOT has seven districts: Northwest, Northeast, Kansas City, Central, St. Louis, Southwest, and Southeast. MoDOT employs 4,455 team members, including 8.87% minorities and 18.63% women in their workforce.

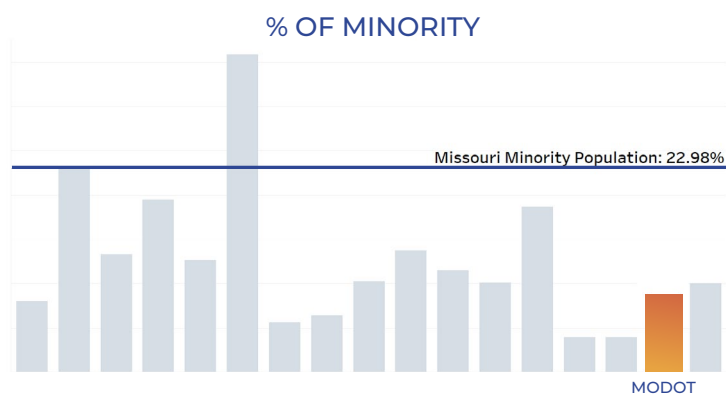
The occupations commonly associated with the Department are engineers who design, repair or replace our bridges and infrastructures; maintenance workers who repair and maintain our roadways and highways; and various administrative support roles.

MoDOT values diversity and inclusion and understands how each impacts employee engagement and retention. The Equal Opportunity and Diversity Division (EODD) researches, develops, coordinates, and implements initiatives that advance MoDOT's values of an inclusive work environment to ensure that equitable opportunities exist for all employees. They coordinate the Department's equal employment and affirmative action programs with the Federal Highway Administration and the Missouri Office of Equal Opportunity to ensure consistency with federal/state regulations and statutes.

The EODD designs and implements the monitoring and reporting methods used to identify problem areas and measure overall plan efficacy to ensure that the necessary remedial action is taken. The division also monitors recruitment, hiring, training, promotion, termination and transfer practices to ensure our policies and practices conform to federal/state regulations and statutes. We report the status of the plan, along with recommendations for improvement, to appropriate management personnel. They also provide administrative assistance with developing and implementing necessary programs and training.



**18.63% FEMALE**



**8.87% MINORITY**



MoDOT is an equal opportunity employer. They diversify their recruiting pool and meet the needs of applicants in our demographic areas by partnering with outside agencies through job fairs and related events. They also work closely with community and faith-based organizations, as well as high schools, colleges, and the State of Missouri.

The Department works with Jobs for America’s Graduates (JAG) Missouri, part of the national network, to help students recognize and unleash their potential by ensuring they graduate from high school and are ready to move into college, military service, or a career. From January 2023 to June 2023, MoDOT had a presence in 33 of the 74 JAG-affiliated schools across the state.

MoDOT also manages the College Employment Training (CET) program that provides students the opportunity to use current classroom knowledge and gain hands-on experience in their field of study in a professional environment.

MoDOT participates in the State of Missouri as a Model Employer, per Executive Order 19-16. MoDOT has a dedicated ADA coordinator. They have held several meetings and discussed many job opportunities with Job Point.

## Supplier Diversity

The uniqueness of each agency’s service offering, combined with the dynamics of each agency’s specific contractual and discretionary expenditures, determines the transactions that satisfy the situation. Agencies sometimes require specialized procurements, which may limit the number of available vendors, including participation from minority, woman, or service-disabled vendors.

Top 5 MBE Expenditures Categories		
Object Code	Description	MBE Expenses
2583	COMP SOFTWARE MAINT,LIC &SUBSC	5,851,400.88
2544	OTHER PROFESSIONAL SERV	3,905,372.78
2700	NON MNFRM COMP EQU OVER THRES	2,362,441.31
2541	INFO TECHNOLOGY CONSULT & SRVS	2,025,209.89
2685	UNDER THRESHOLD-COMPUTER EQUIP	1,366,827.86

Top 5 WBE Expenditures Categories		
Object Code	Description	WBE Expenses
2466	ADVERTISING SERVICES	5,752,040.58
2544	OTHER PROFESSIONAL SERV	4,604,364.06
2805	OTHER SPECIFIC USE EQUIP	2,216,915.50
2328	MOTOR FUEL	954,583.87
2838	MIN REP, MAINT & IMPR SERV	235,448.48

Top 5 Total Expenditures Categories		
Object Code	Description	Total Expenses
2544	OTHER PROFESSIONAL SERV	120,472,794.49
2331	OTHER REPAIR & MAINT SUPP	111,855,986.36
2748	VEHICLES	28,766,325.53
2328	MOTOR FUEL	24,721,243.98
2805	OTHER SPECIFIC USE EQUIP	17,819,013.03

# Office of Administration

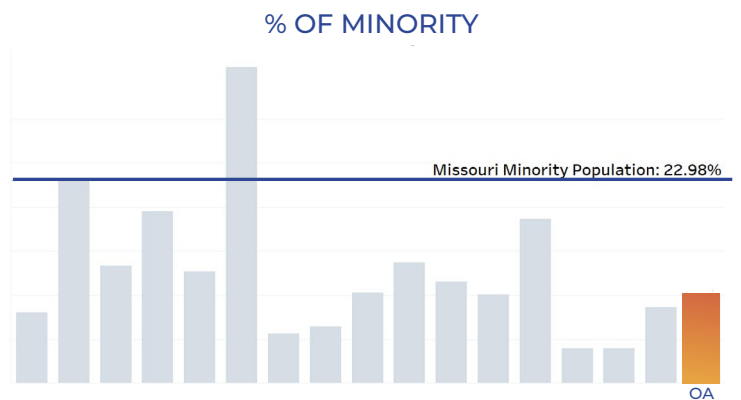
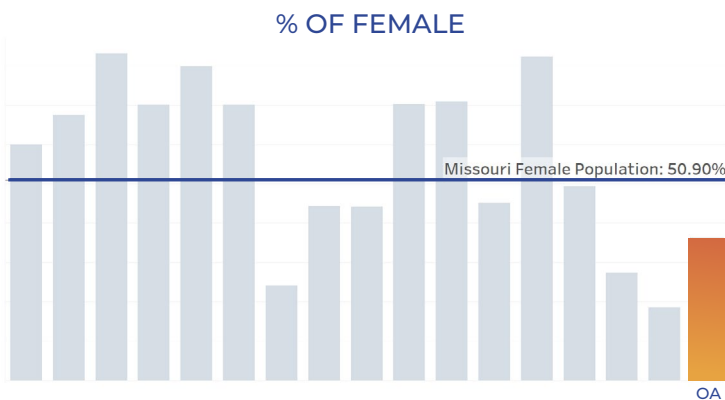
## Workforce Diversity

The Office of Administration (OA) has 1,718 team members spread among offices located statewide. OA's minority team members make up 10.24% of their workforce, while women team members make up 35.86% of their workforce.

The Office of Administration serves as the administrative and managerial arm of State of Missouri government. Created by the General Assembly on Jan. 15, 1973, the Office of Administration combines and coordinates the central management functions of state government to help departments operate efficiently and effectively. Divisions within OA include the Information Technology Services Division (ITSD), Office of Child Advocate (OCA), Division of Budget and Planning, Division of Facilities Management, Design and Construction (FMDC), Division of General Services, Division of Accounting, Division of Purchasing, Division of Personnel, and the Office of Equal Opportunity (OEO).

OA uses a variety of strategies and resources to attract, retain, and promote a talented and diverse workforce and foster a workplace culture of inclusion, accessibility, and belonging for all State of Missouri team members. OA is working to expand its pipeline of talent by increasing the number of hiring events hosted and participated in, as well as expanding to other areas of the state and creating strategic partnerships for future events. OA is also involved in additional initiatives to bring more diverse applicants into the pipeline, such as the Department of Corrections Reentry Program.

OA engages the workforce through training and a variety of opportunities to learn more about others who are different from themselves. Each year, OA hosts and participates in events such as Black History Month, Asian American Native Hawaiian Pacific Islander Heritage Month, Veterans Day, and Women's History Month. This year, the Governor's Council on Disability collaborated with OEO to establish an ADA Coordinator Network for all state agency ADA coordinators and facilitated quarterly meetings to provide an opportunity for education, training, networking, and sharing best practices. OA has also partnered with MO Able to expand training and awareness of benefits available to individuals with disabilities.



**35.86% FEMALE**

**10.24% MINORITY**



OA believes leadership is critical to any organization’s success. The State of Missouri is committed to developing the next generation of state government leaders. OA houses and participates in the State of Missouri’s Leadership Academy Program. OA also provides supervisor training and new hire orientation as a standard for employees.

The OA Diversity and Inclusion (D&I) Council was created to enhance diversity and inclusion within the OA. The council provides representation across all divisions of OA and exists to help identify opportunities, define goals and initiatives, and promote department-wide diversity and inclusion efforts.

## Supplier Diversity

The uniqueness of each agency’s service offering, combined with the dynamics of each agency’s specific contractual and discretionary expenditures, determines the transactions that satisfy the situation. Agencies sometimes require specialized procurements, which may limit the number of available vendors, including participation from minority, woman, or service-disabled vendors.

Top 5 MBE Expenditures Categories		
Object Code	Description	MBE Expenses
2583	COMP SOFTWARE MAINT,LIC &SUBSC	31,012,729.22
2701	IT NET & COM EQUIP OVER THRESH	4,903,754.50
2547	HOUSEKEEP & JANITOR SERV	3,948,886.27
2685	UNDER THRESHOLD-COMPUTER EQUIP	3,286,490.99
2541	INFO TECHNOLOGY CONSULT & SRVS	3,175,523.35

Top 5 WBE Expenditures Categories		
Object Code	Description	WBE Expenses
2544	OTHER PROFESSIONAL SERV	1,061,293.05
2580	COMP HARDWARE REPAIR & MAINT	863,670.60
2701	IT NET & COM EQUIP OVER THRESH	796,760.02
2583	COMP SOFTWARE MAINT,LIC &SUBSC	791,137.30
2541	INFO TECHNOLOGY CONSULT & SRVS	380,075.30

Top 5 Total Expenditures Categories		
Object Code	Description	Total Expenses
2583	COMP SOFTWARE MAINT,LIC &SUBSC	63,862,461.51
2541	INFO TECHNOLOGY CONSULT & SRVS	28,905,246.13
2705	NON MNFRM SFTWARE CONSULT&DEV	23,167,871.70
2472	SECURITY SERVICES	5,866,751.40
2701	IT NET & COM EQUIP OVER THRESH	5,706,553.32

# MISSOURI AS A MODEL EMPLOYER

In 2019, Governor Parson issued Executive Order 19-16 outlining directives for state agencies to implement the Missouri as a Model Employer initiative. This initiative aims to reduce discrimination and barriers to employment for people with disabilities within Missouri government and address the disparities identified in employment rates. Through strategies to improve recruitment, hiring, and retention, the State of Missouri looks to serve as a model employer across our communities and achieve the state's goal to continue to increase the percentage of individuals with disabilities in the State workforce.

Members of the Office of Administration Commissioner's Office, Division of Personnel, Office of Equal Opportunity, and the Governor's Council on Disability collaborate to carry out the directives of the executive order. The efforts focus on gathering data on the number of employees with disabilities in state government through the annual voluntary self-disclosure survey and follow up with each state agency on feedback provided by team members in the survey. Each department has identified Americans with Disabilities (ADA) Coordinators to assist both job seekers and current team members with disabilities. The list of these coordinators, along with additional ADA information can be found on the Office of Administration's website here: <https://pers.ao.mo.gov/ada-information>.

Additional steps to continue increasing the inclusion of individuals with disabilities in the state of Missouri's workforce includes awareness and outreach activities planned during National Disability Employment Awareness Month (NDEAM) and recommended training paths in MoLearning on disability awareness and diversity and inclusion for all state HR and hiring managers, supervisors, and employees are available. The State of Missouri's job board and application portal MoCareers, is accessible, and any necessary enhancements are deployed as needed. More information about the initiative can be found online at <https://disability.mo.gov/model-employer.htm>.

Each year, the Office of Administration sends out a self-disclosure survey to all state team members to collect information on how the state is advancing towards our goal. The 2023 State of Missouri self-disclosure survey had a 12.68% response rate. This is up by 4% over the previous year. Of those respondents, 31% selected "yes" to having a disability. According to the Center for Disease Control's (CDC) Disability and Health report for Missouri, approximately 1 in 3 adults, 18 and older, have a disability (2021 Behavioral Risk Factor Surveillance System (BRFSS)).



**12.68%**  
RESPONSE RATE

**31%**

SELECTED "YES"  
TO HAVING A  
DISABILITY





The number of self-disclosure survey respondents who said “yes” to having a disability, relative to the total number of state employees, indicates at least 3.6% of the State of Missouri’s workforce currently has a disability. By comparison, this is an increase of 0.9% from the 2022 State of Missouri self-disclosure survey data.



26% of survey respondents who have a disability reported they have cognitive limitations, 25% have mobility limitations, 17% reported having hearing limitations, while 8%, 5%, and 4% stated they have independent living, selfcare, or visual limitations, respectively. Some respondents (26%) have limitations in more than one area.

The survey collects additional feedback from those who indicate they currently have a disability. The additional information identifies barriers or challenges experienced by the individual to obtaining employment, sustaining employment, and ways they believe they would benefit from additional assistance or accommodations. Analysis of this information can better inform actions and the state to support all team members.

After analysis, the feedback from the survey respondents from the 2023 survey includes the following general areas of opportunity or improvement:

- **Mobility/Environmental or Physical Accessibility**
  - Accessible parking
  - Restroom accessibility
  - Accessible doorways/building entry
- **Administrative**
  - Locating information regarding policy and processes
  - Training, education, awareness of Americans with Disabilities Act (ADA)
  - Evacuation plans
- **Attitudinal Barriers**
  - Avoidance/unacceptance within teams

Acting and working towards our goals to reduce discrimination and barriers for people with disabilities is vital to ensure the success of our team members and the State of Missouri. In 2023, the Governor’s Council on Disability collaborated with the Office of Equal Opportunity to establish an ADA Coordinator Network for all state agency ADA coordinators and facilitated quarterly meetings to provide an opportunity for education, training, networking, and sharing best practices. The ADA Coordinators participated in the annual self-disclosure survey follow up activities by contacting team members who requested assistance within their respective departments and developing action steps for their departments based on survey feedback provided by their team members to improve employment outcomes for team members with disabilities.

The Office of Equal Opportunity has added a section to the Workforce Diversity Plan template to include a description of the department’s efforts to increase attraction, hiring, and retention of individuals with disabilities. This information will be shared in the department sections of this annual report.

# OUTREACH AND ENGAGEMENT

Outreach and engagement are essential to raising awareness of the Supplier Diversity Program and career opportunities within the state. We are committed to connecting with businesses, job seekers, partners, and stakeholders across Missouri by attending and hosting outreach events. Our primary goals are to build relationships, expand our network, and provide MBE, WBE, and SDVE businesses with access to information, resources, and capital. In FY23, OEO had a presence at 49 outreach events, up by 40.00% from the previous year. We are pleased to have resumed our pre-pandemic level of outreach and engagement.



## OUTREACH EVENTS - REGIONWIDE

