



VanderHouwen

Diversity Reporting
Quarter 4 2022



Our Commitment to Diversity

VanderHouwen is an Equal Opportunity Employer.

VanderHouwen does not discriminate on the basis of race, color, religion, sex, national origin, age, disability, or any other characteristic. As a family-owned and operated business within the local community for over 30 years, we would like to take this opportunity to stand with our fellow citizens and countrymen in the battle against all forms of racism and social injustice. Amidst all the pain and suffering that has plagued the nation, we offer a small glimmer of hope that peaceful and productive change can lead us forward. Our hearts go out to all who have experienced social injustice, and we stand committed to be a part of the solution as we move to a brighter future.



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MEET THE TEAM – THE DIVERSITY BOARD



President
Francisca Hernandez
She/Her



Vice President
Nybe Otterstone
She/Her



Secretary
Jessica Lleras
She/Her

Treasurer

Diversity Committees

Client Outreach and Information Release: (Lead: Jen B)

Job Descriptions, Posting & Diversity Boards:
(Lead: Erin)

VanderDiveristy Connections: (Lead: Candace)

Education: (Lead: Charlie)

Community Outreach & Visibility: (Lead: Sara- ALS)
(Lead: Lisa- Volunteering)

Volunteer Boards, Website Visibility & Marketing:
(Lead: OPEN)

Census, Data Reporting & Financials: (Lead: Brock)

Sponsorships: Full Group Communications

Committee Members

Andrea Peer | Angela Christensen | Brett Kadz | Candace Nault | Charlie Baumann | Cheyanne Harris | Cindy Nuttbrock | Erin Lester
Geoff Smith | Hoalanh Peacock | Isaac DeMaine | Jennifer Boyle | Jeremy Jacob | Jessica Lleras | John-Paull Davidson | Josiah
Carreira Kaitlin Fortner | Laury Forrest | Lisa Siems | Michael Pritchett | Quinn Morris | Sara Powell | Trent Becker | Vada Zedlar



OREGON POPULATION

The number of people moving to Oregon exceeded the number moving out by over 28,000. While this is close to the average of the past 20 years, annual net migration has decreased each year since peaking at nearly 57,000 in 2017. The full impact of COVID-19 on migration rates has yet to be seen, but migration to Oregon typically slows during recessions marked by high unemployment rates.

Oregon's three most populous counties (Multnomah, Washington, Clackamas) are home to nearly 1.9 million people and accounted for more than half of the state's growth between 2019 and 2020. Multnomah and Washington counties each added more than 6,000 residents, and Clackamas County added over 3,000.

Other counties with large numeric growth included Deschutes (4,015), Lane (2,485), and Jackson (1,950).

Among Oregon's 36 counties, 21 experienced natural decrease, meaning there were more deaths than births. In many, but not all counties, net in-migration (more people moving in than out) offsets these decreases.

Among incorporated cities and towns:

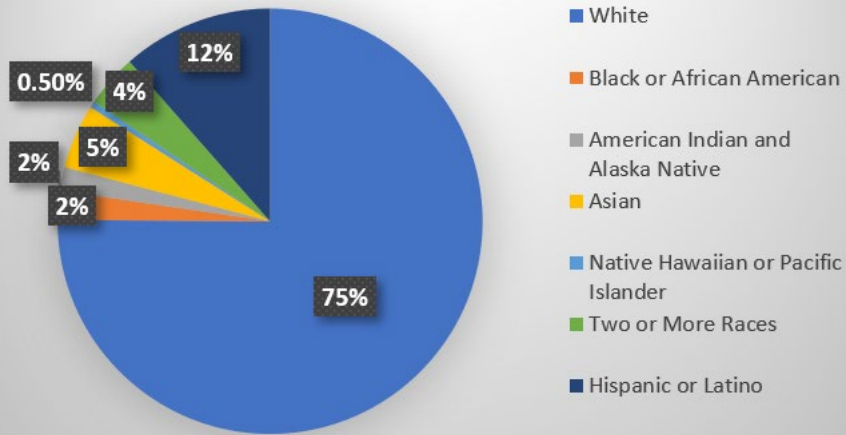
- Portland continued to add more residents than other cities in Oregon. Its 2020 population of 664,605 includes growth of 7,505 (1.14 percent) between 2019 and 2020.
- Eugene, Oregon's second largest city, added 2,410 residents (1.4 percent) to reach a population of 173,620 in 2020.
- Other Oregon cities adding more than 1,500 residents each were Salem, Medford, and Redmond.



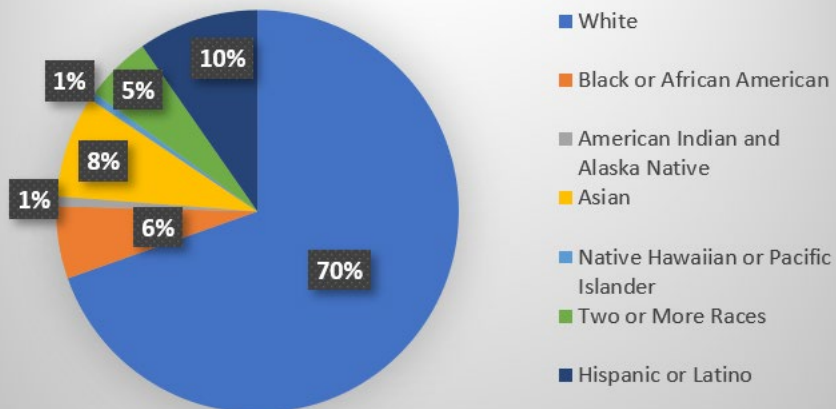


POPULATION BY RACE

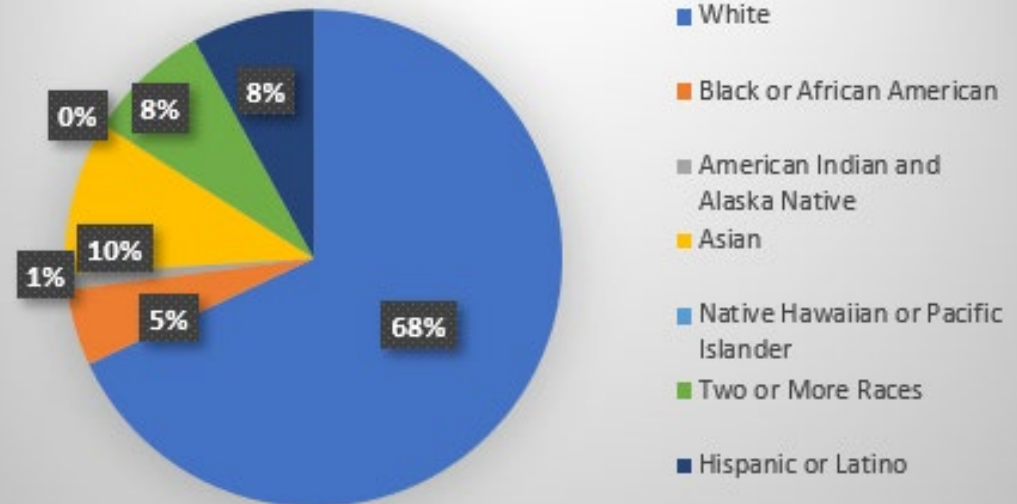
Oregon Race Population Census



Portland Race Population Census



VanderHouwen Race Population

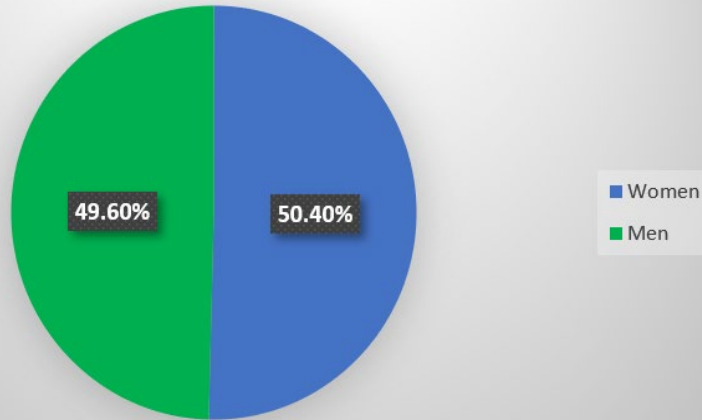


VanderHouwen, compared to the State of Oregon, lines very similarly with a few exceptions in race population. The State of Oregon reports 4% higher in Hispanic population than VanderHouwen, while the Asian population at VanderHouwen is 5% higher than the State.

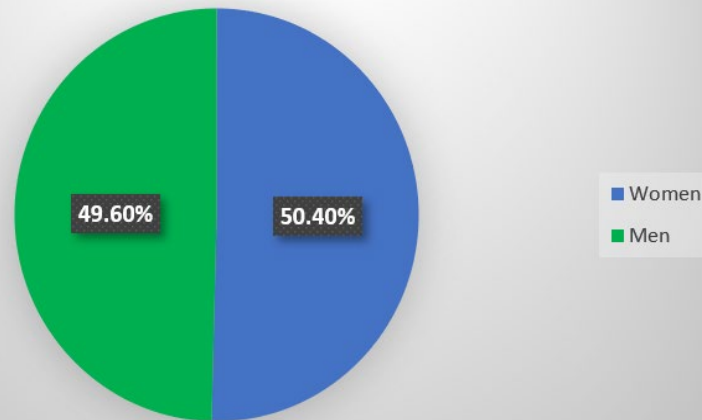


POPULATION BY GENDER

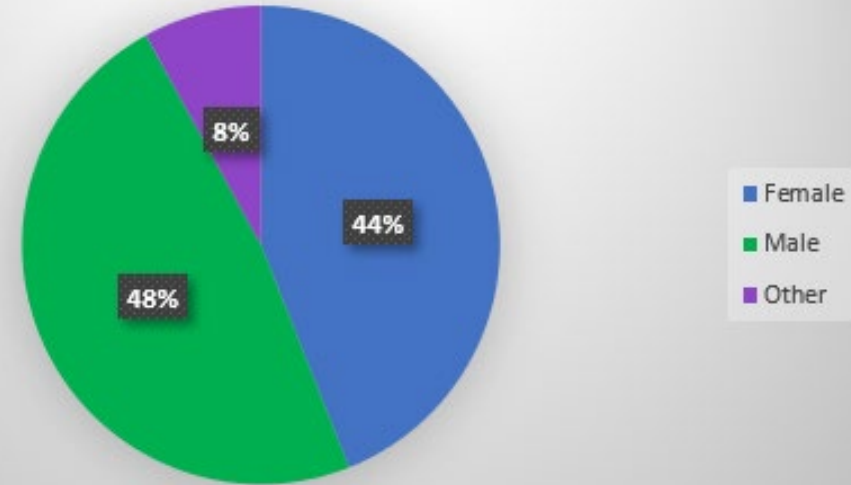
Oregon Gender Population Census



Portland Gender Population Census



VanderHouwen Gender Census

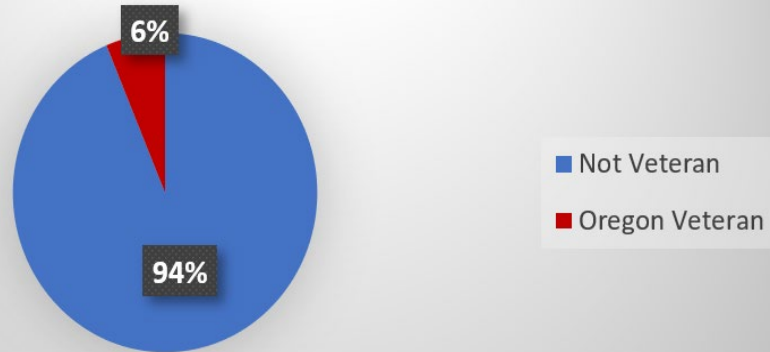


VanderHouwen is a Woman-Owned Business and WNEBC certified. Our founders were influential in both the staffing industry and technology sector, as well as the accounting and engineering realms. Both the State of Oregon and City of Portland show the exact same gender population. VanderHouwen, compared to these numbers, reflects a 1.6% lower population in males. VanderHouwen also tracks other genders to support the LGBTQ+ community.

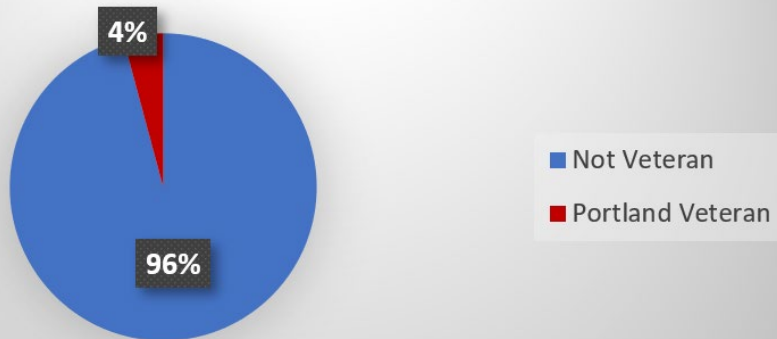


POPULATION BY VETERAN STATUS

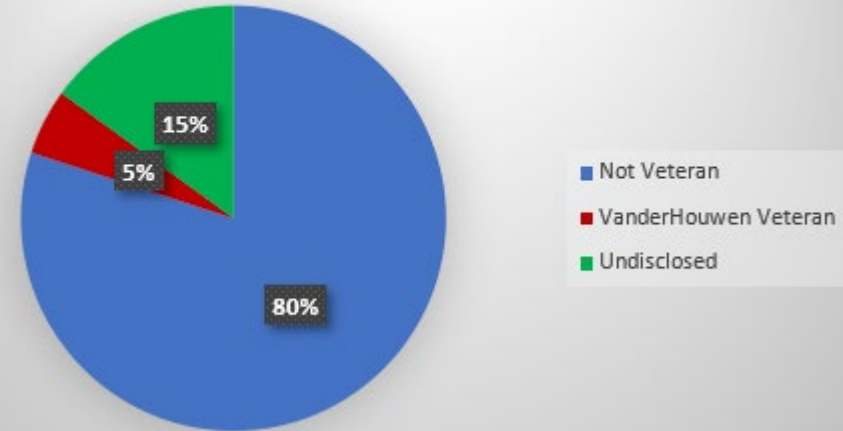
Oregon Veteran Population



Portland Veteran Population



VanderHouwen Veteran Population

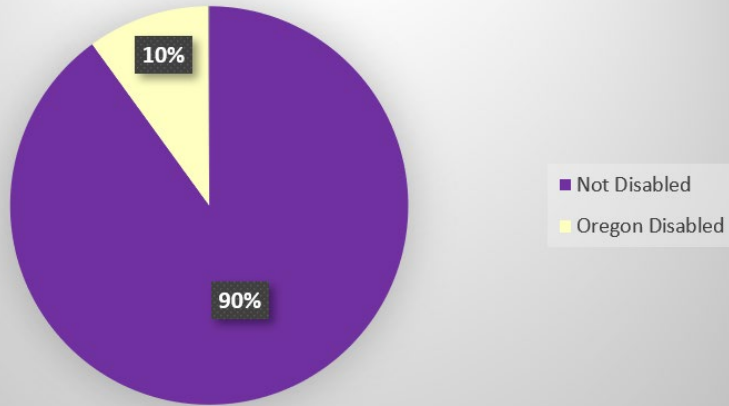


5% of the VanderHouwen population has a veteran history. This is 1% lower than the state of Oregon and 1% higher than the City of Portland. VanderHouwen's Veteran population stayed relatively the same month-to-month in 2021 and continue to show that same trend in 2022.

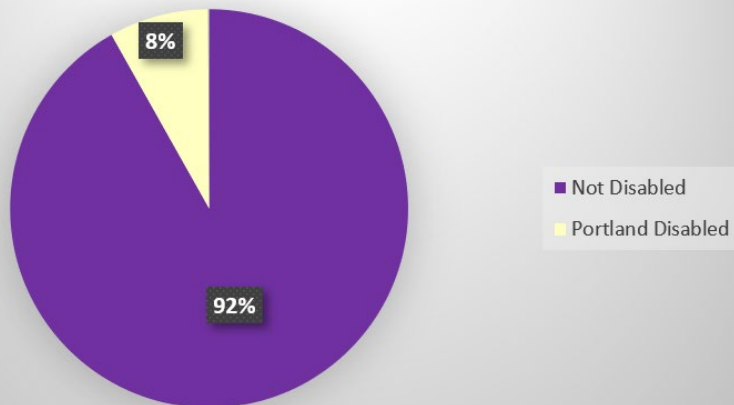


POPULATION BY DISABILITY

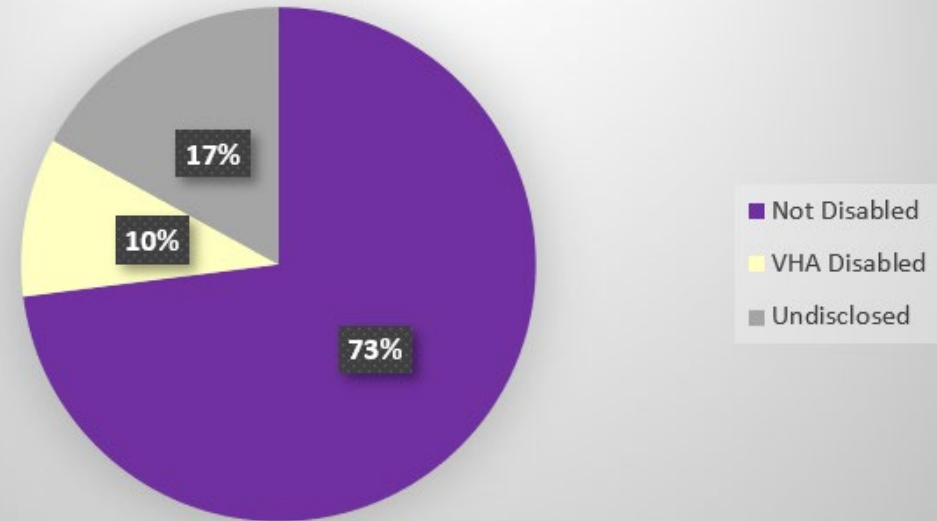
Oregon Disability Population



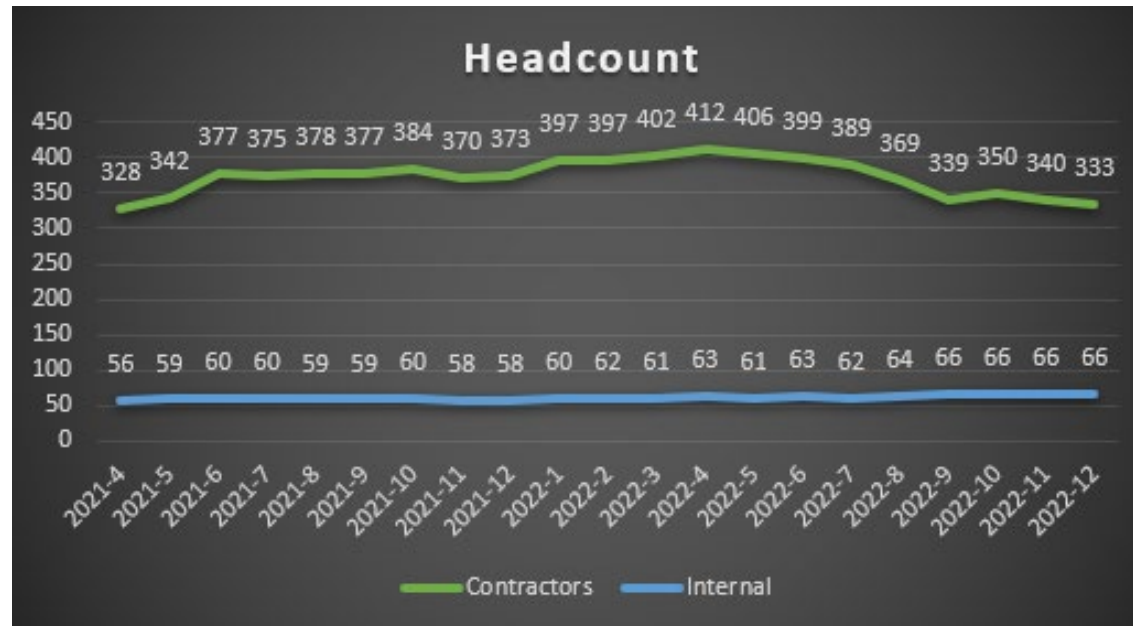
Portland Disability Population



VanderHouwen Disability Population



Portland's working disabled population reflects 8% of its total working population while the State of Oregon records 10%. VanderHouwen publishes 10% of our employees have a disability while 73% do not. In addition, 17% of VanderHouwen's work force is undisclosed. VanderHouwen's Disability population is equal to the state of Oregon and 2% over the City of Portland.



Q4 of 2022 shows steady contractor headcount in month one and two, and a slight drop to 333 in December.



VanderHouwen enlists the services of a professional firm specializing in the area of Affirmative Action/Equal Employment Opportunity to advise and assist in the development of its Affirmative Action Plan. This plan is current and updated annually.



DIVERSITY
Is having a seat at the table

INCLUSION
Is having a voice

BELONGING
Is having that voice be heard

- Liz Fosslien