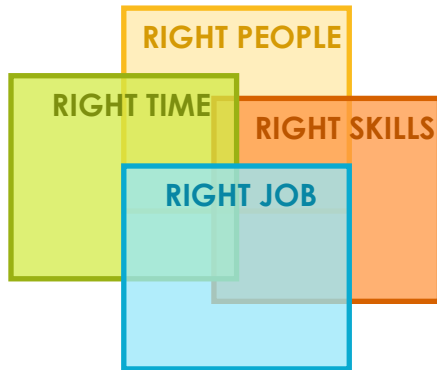


FY 2009 Diversity/Affirmative Action Progress Report



STATE OF IOWA Diversity/Affirmative Action FY 2009 Progress Report

In July 2008, you submitted an *FY 2009 State of Iowa Diversity Plan and Report* to DAS. In this report, your agency outlined your goals in the areas of hiring practices, recruitment, retention, training, and general programs to promote diversity. In the following pages, please summarize your stated goals for FY 2009 and the progress you made in achieving those goals in FY 2009. You may attach supplemental information as needed.

Please note that the *State of Iowa Diversity Plan and Report* is being replaced by the *FY 2010 Workforce Plan*, which is due to DAS by July 31, 2009.

Submitting Agency: Governor's Office of Drug Control Policy

Division (if applicable):

Person Submitting Report: Dale Woolery

Please Print Name: Dale Woolery

Please Sign Name: 

Phone: 515-281-3788

Date: 7-31-09

FY 2009 Diversity/Affirmative Action Progress Report

Program Area	Hiring Practices
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Stated FY 2009 Goal(s): Equal opportunity principles will govern all aspects of ODCP personnel policies, program practices and operations. All phases of employment, including recruitment, hiring, evaluation, promotion, training, benefits, and separation shall be conducted in compliance with equal employment opportunity laws and regulations, and in the spirit of creating a welcoming and diverse workplace.

FY 2009 Progress: NC (no new hires in FY 2009)

FY 2009 Diversity/Affirmative Action Progress Report

Program Area	Recruitment
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Stated FY 2009 Goal(s): Create a culture of excellence for all employees, maintain a culturally diverse workforce and promote cultural diversity through leadership, training and action.

Progress: NC (no openings in FY 2009)

FY 2009 Diversity/Affirmative Action Progress Report

Program Area	Retention
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Stated FY 2009 Goal(s): Multiple training and professional development opportunities will enhance employees' value to themselves, our agency and the Iowans we serve. Performance-based pay increases (as determined by the director), formal awards (e.g., Golden Dome) and informal recognition (e.g., public expressions of appreciation by director or associate director) are among the ways in which ODCP will reward employees, toward the goals of retaining productive employees and improving performance.

Progress: Every ODCP employee completed diversity training in FY 2009. Performance-based pay raises were awarded as merited. Two employees received Golden Dome awards for outstanding contributions to the State of Iowa.

FY 2009 Diversity/Affirmative Action Progress Report

Program Area	Training
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Stated FY 2009 Goal(s): Diversity training will be completed by all ODCP employees.

Progress: All ODCP employees completed diversity training in FY 2009.

FY 2009 Diversity/Affirmative Action Progress Report

Program Area	General Programs to Promote Diversity
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Stated FY 2009 Goal(s): ODCP is committed to, and complies with, State and Federal Equal Employment Opportunity/Affirmative Action laws and the Governor's Executive Order Four to hire a diverse and competent workforce to serve the people of Iowa.

Progress: In addition to achieving this goal internally, ODCP also requires its recipients of federal criminal justice program grants (typically local and state units of government) to comply with State and Federal EEO/AA laws.