



VanderHouwen

**Diversity Reporting
Quarter 3 2023**



STATEMENT

We are committed to Diversity, Equity, & Inclusion

As a family-owned and operated business within the local community for over 35 years, VanderHouwen stands with our fellow citizens in the battle against all forms of racism and social injustice.

Amidst the pain and suffering that has plagued the nation, we offer a 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 being a part of the solution as we move to a brighter future.



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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:

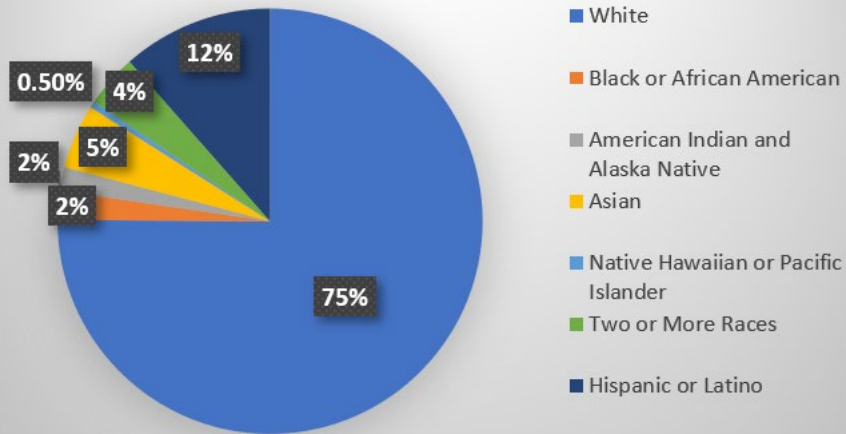
- Portland continued to add more residents than other cities in Oregon. Its 2020 population of 664,605 includes growth of 7,505 (1.14 percent) between 2019 and 2020.
- Eugene, Oregon's second largest city, added 2,410 residents (1.4 percent) to reach a population of 173,620 in 2020.
- Other Oregon cities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



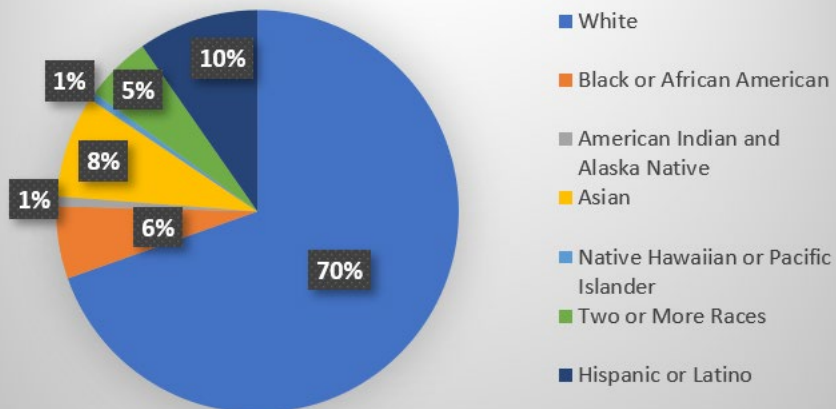


POPULATION BY RACE

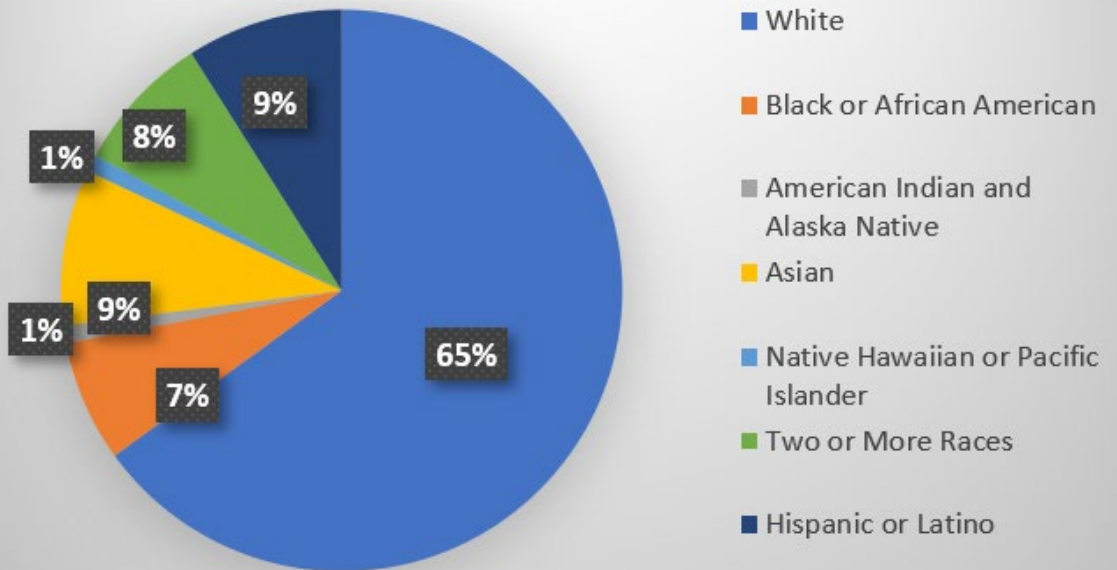
Oregon Race Population Census



Portland Race Population Census



VanderHouwen Race Population

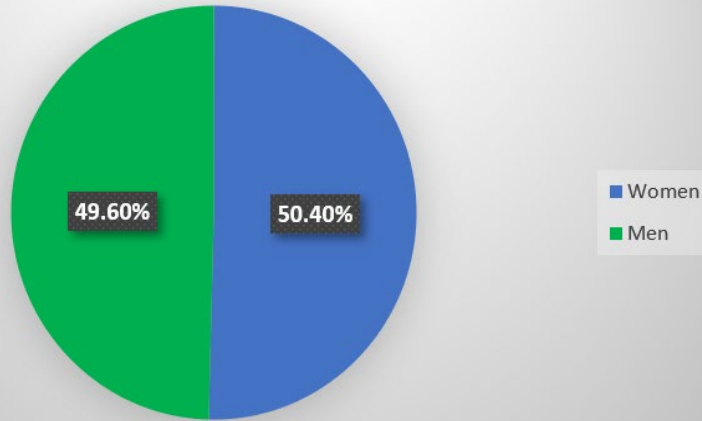


The State of Oregon reports 10% higher in White population than VanderHouwen, while the Asian population at VanderHouwen is 4% higher than the State. VanderHouwen's Black or African American population exceeds the State's by 5% in Q3 2023.

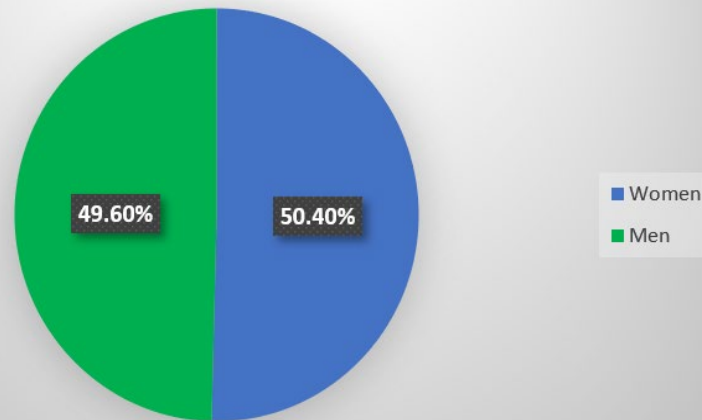


POPULATION BY GENDER

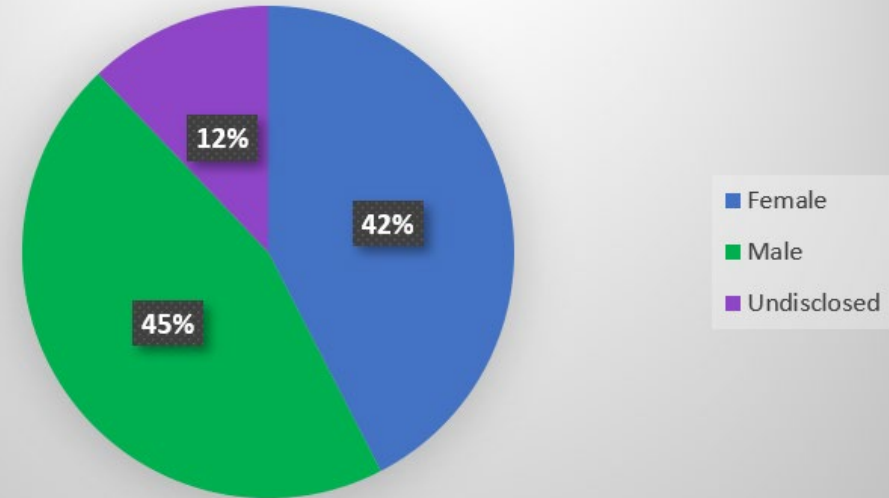
Oregon Gender Population Census



Portland Gender Population Census



VanderHouwen Gender Census

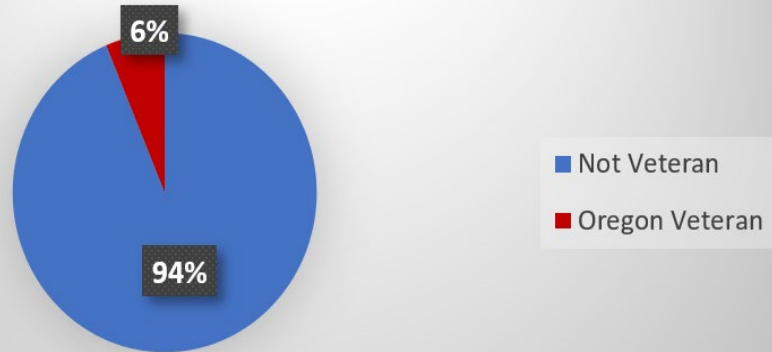


VanderHouwen is a Woman-Owned Business and WBENC certified. Our founders were influential in both the staffing industry and technology sector, as well as the accounting and engineering realms.

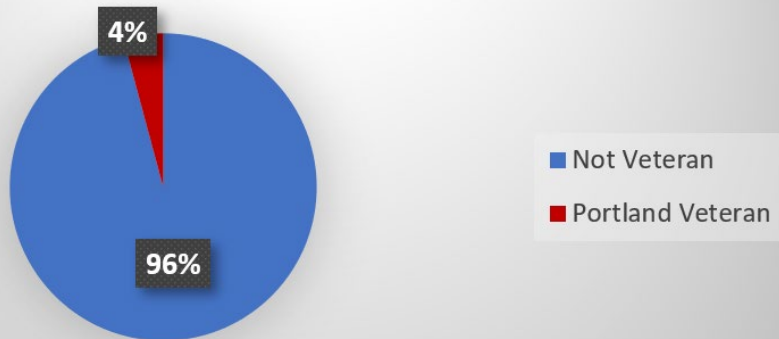


POPULATION BY VETERAN STATUS

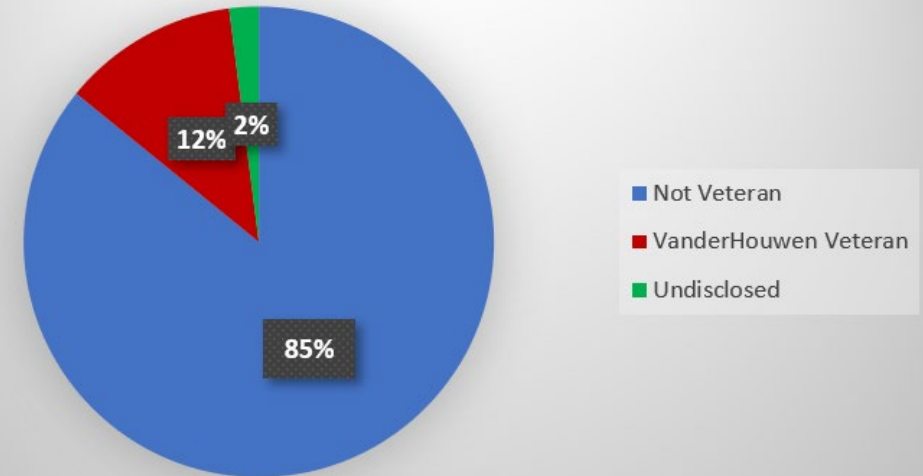
Oregon Veteran Population



Portland Veteran Population



VanderHouwen Veteran Population

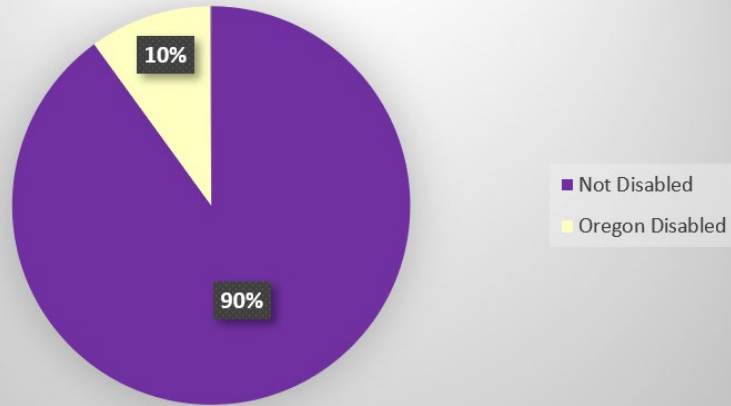


12% of the VanderHouwen population has a veteran history. This is 8% higher than the city of Portland and 6% higher than the State of Oregon.

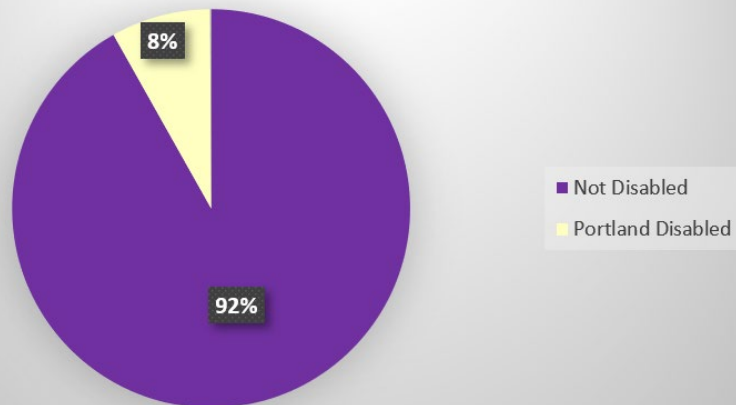


POPULATION BY DISABILITY

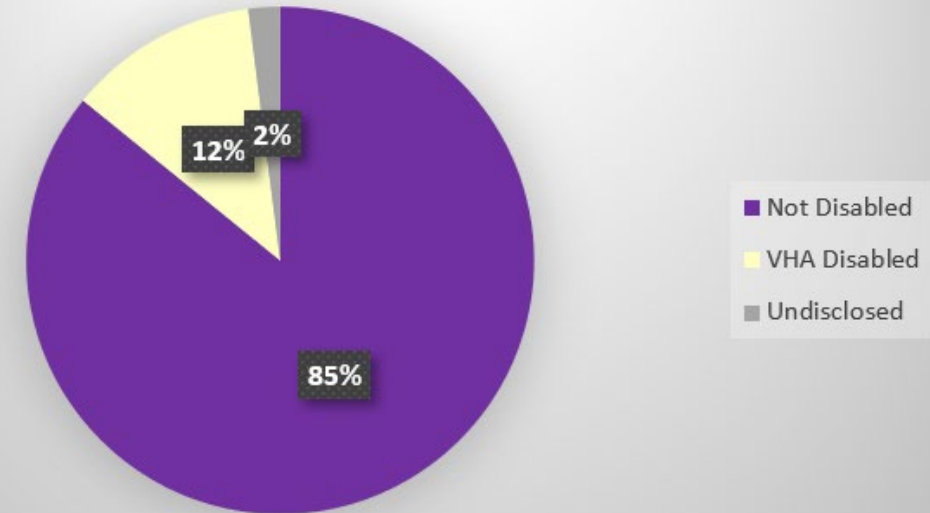
Oregon Disability Population



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 12% of our employees have a disability while 85% do not. In addition, 2% of VanderHouwen's work force is undisclosed.



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