

Catch the wave to career success:  
Join OSHEN today!

**OSHEN  
Membership Application**

- \$20, Individual Membership
- \$250, Sponsor Membership  
(includes two Individual Memberships)

OSHEN federal tax i.d. no.: 93-1195-478

Name: \_\_\_\_\_

State agency/Employer:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Address:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Telephone:  
\_\_\_\_\_

E-mail address:  
\_\_\_\_\_

Send this application and your check or  
money order to:

**OSHEN**  
P.O. Box 7481  
Salem, OR 97303  
(503) 378-5731 (fax)  
(503) 378-2791



Oregon State Hispanic  
Employees Network  
P.O. Box 7481  
Salem, OR 97303  
440-3902/COM/6/01



# Oregon State Hispanic Employees Network



# Oregon State Hispanic Employees Network (OSHEN)

## Mission

The Mission of OSHEN is to promote the development and advancement of Hispanics in Oregon state government and to enhance workforce diversity.

## Objectives

Recruitment, skill development and training, network/mentorship opportunities, cultural programming, community service, and information referral.

From Executive Order EO-96-38:

**“Whereas** policies which affirm equal opportunity address other areas of long-term concern to Oregonians, such as ...

**Vulnerable Citizens:** If citizens from groups which have historically experienced discrimination are employed at all levels of the Oregon workforce, the state of Oregon will be better able to meet the needs of its vulnerable population ...

**Therefore, it is hereby ordered and directed that:**

... 2) all supervisory managers in all agencies shall have their affirmative action efforts and results evaluated as part of the evaluation of their job performance.”

John A. Kitzhaber, M.D.  
15th day of October, 1996  
Salem, Oregon

*“I expect each of you as agency leaders to be constantly reviewing your recruitment and hiring practices to ensure that you are taking all possible steps to move us toward a more diverse and culturally competent workforce. This is an arena in which we cannot afford to fail.”*



Mike Greenfield, Director  
Department of Administrative Services

The Oregon State Hispanic Employees Network (OSHEN) is a state-registered and -sanctioned assembly of state employees. Anyone interested in promoting the advancement of Hispanic workers in state government is welcome to join and participate.

Meetings are held on the third Thursday of each month, 1:30-3:30 p.m. Contact a member of the Executive Committee for meeting locations, (503) 378-2791.

Meetings are designed for growth and development of state employees and may include special guests, career-path training, etc.

Individual and sponsor memberships are available. Sponsor memberships are for agencies or state-government organizations that want to support OSHEN and its mission. Sponsor membership includes two individual memberships.

OSHEN is a state-registered nonprofit. State employees who join OSHEN with management approval may have membership fees reimbursed by their agency, depending on agency policy.

## Membership Benefits to your Agency

- Opportunity to hire bilingual staff
- Insight on employee-retention practices
- Trends and best practices
- More-experienced, better-educated staff
- Highly motivated and encouraged staff
- Networking with other state leaders

## Benefits to Members

- Opportunities to network with other state employees, managers, and administrators
- Career-path insights and training
- Career opportunities
- Motivational speakers
- Understanding of the legislative process
- Exciting and fun-filled extracurricular activities

## Successes

- Updated and ratified bylaws
- Ambassador Committee
- Employment of OSHEN participants through networking
- Support from state directors and management
- Presentations by agency leaders or political professionals
- Networking and friendships



To receive OSHEN list-serve mailings, sign up at:  
[majordomo@sparkie.osl.state.or.us](mailto:majordomo@sparkie.osl.state.or.us)