



VanderHouwen

Diversity Reporting
Quarter 4 2024



**We are committed to
Diversity, Equity, & Inclusion**

As a family-owned and operated business within the local community for over 37 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.



VanderHouwen

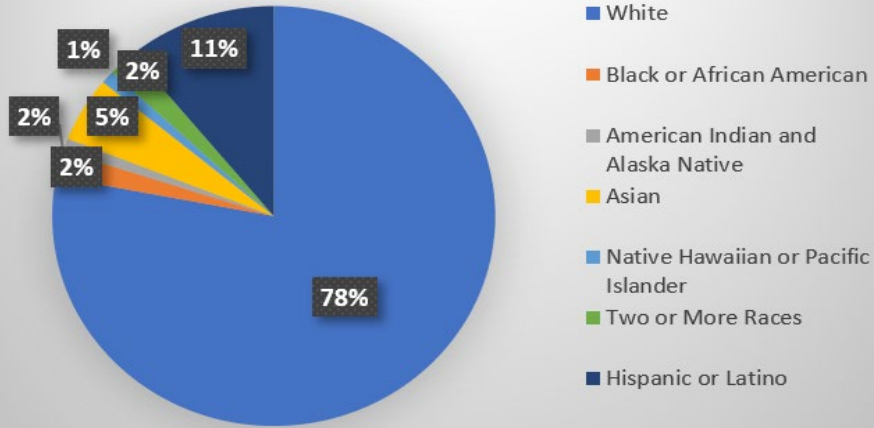
Diversity Reporting

Quarter 4 2024

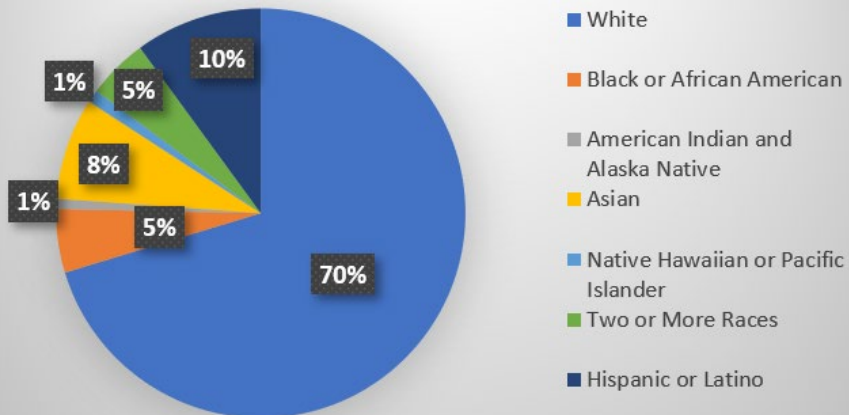


POPULATION BY RACE

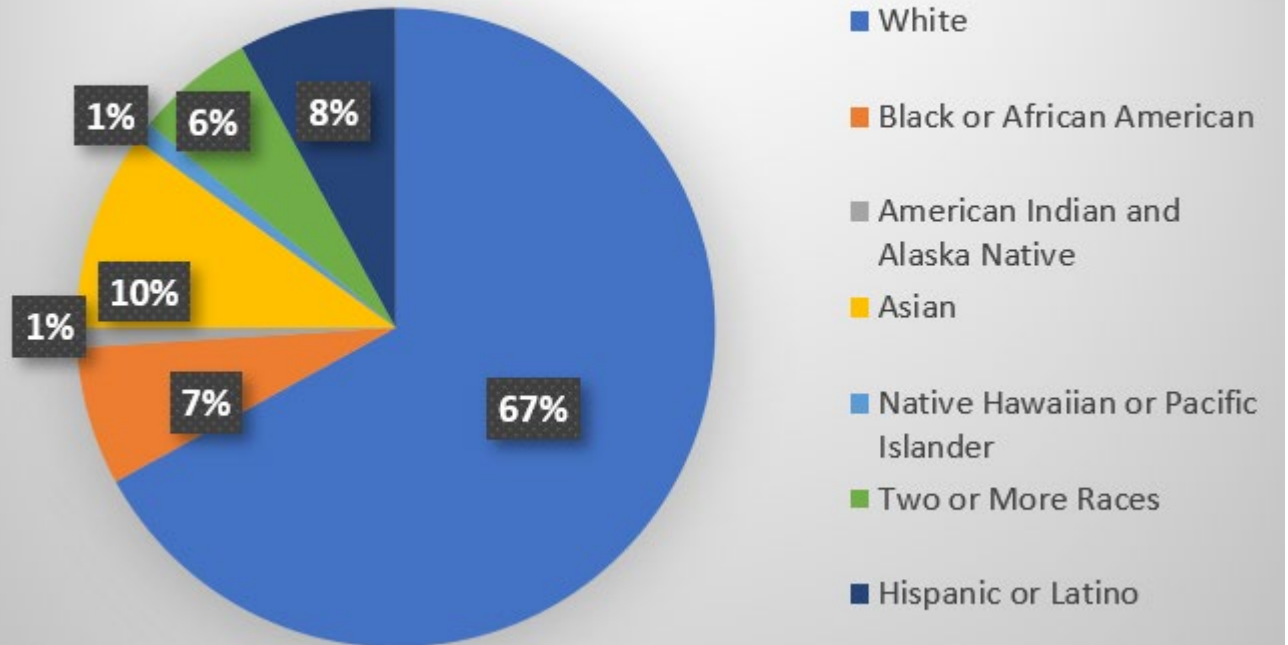
Oregon Race Population Census



Portland Race Population Census



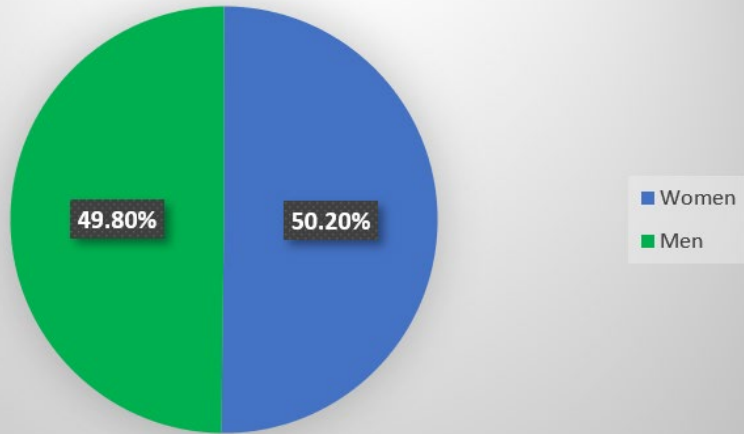
VanderHouwen Race Population



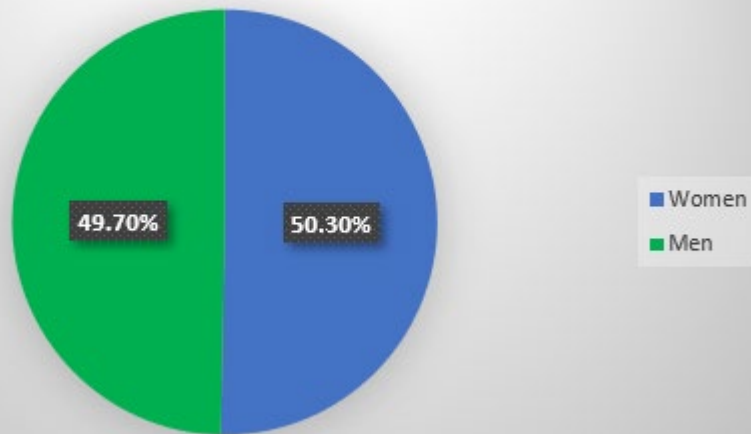


POPULATION BY GENDER

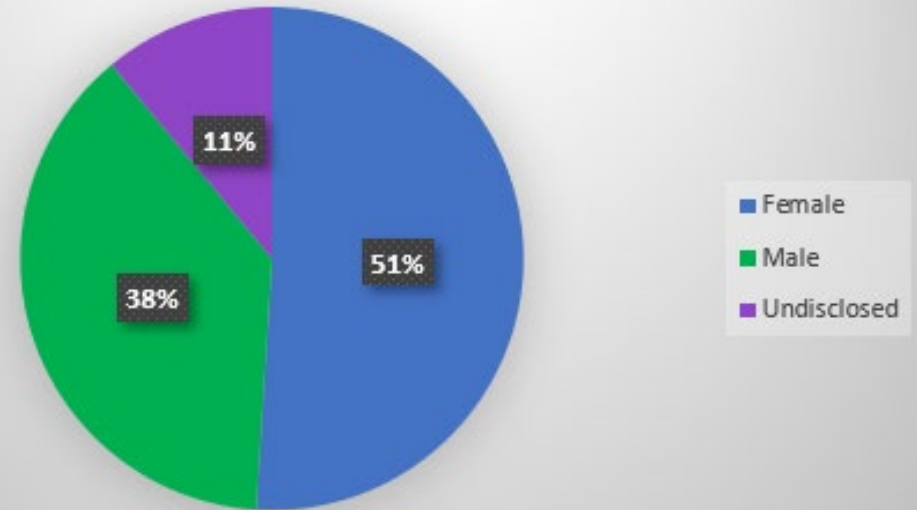
Oregon Gender Population Census



Portland Gender Population Census



VanderHouwen Gender Census



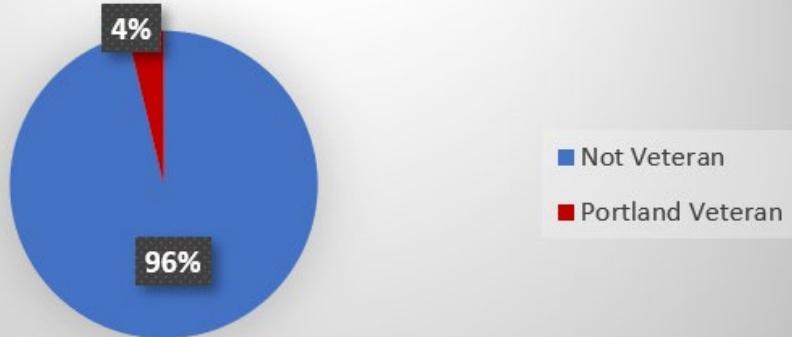


POPULATION BY VETERAN STATUS

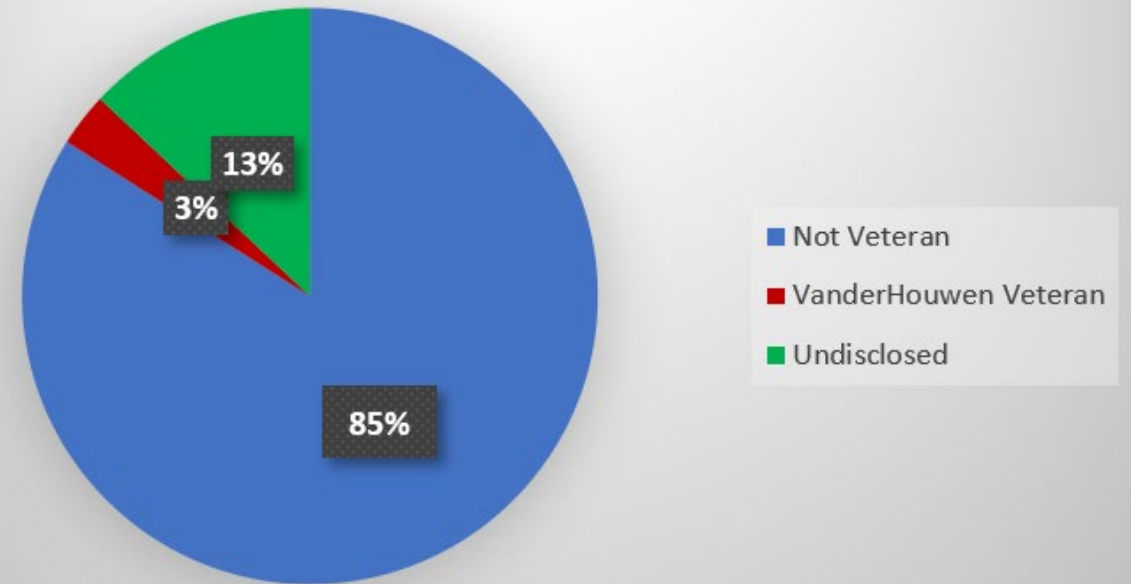
Oregon Veteran Population



Portland Veteran Population



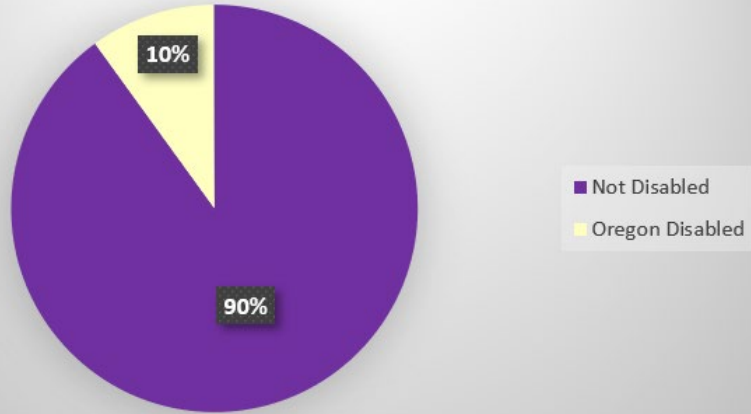
VanderHouwen Veteran Population



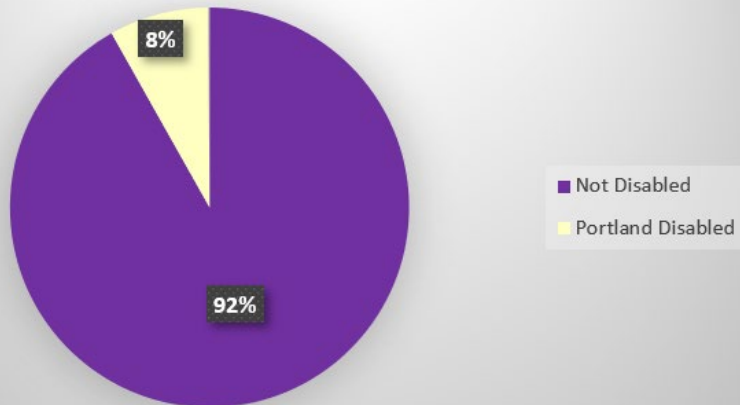


POPULATION BY DISABILITY

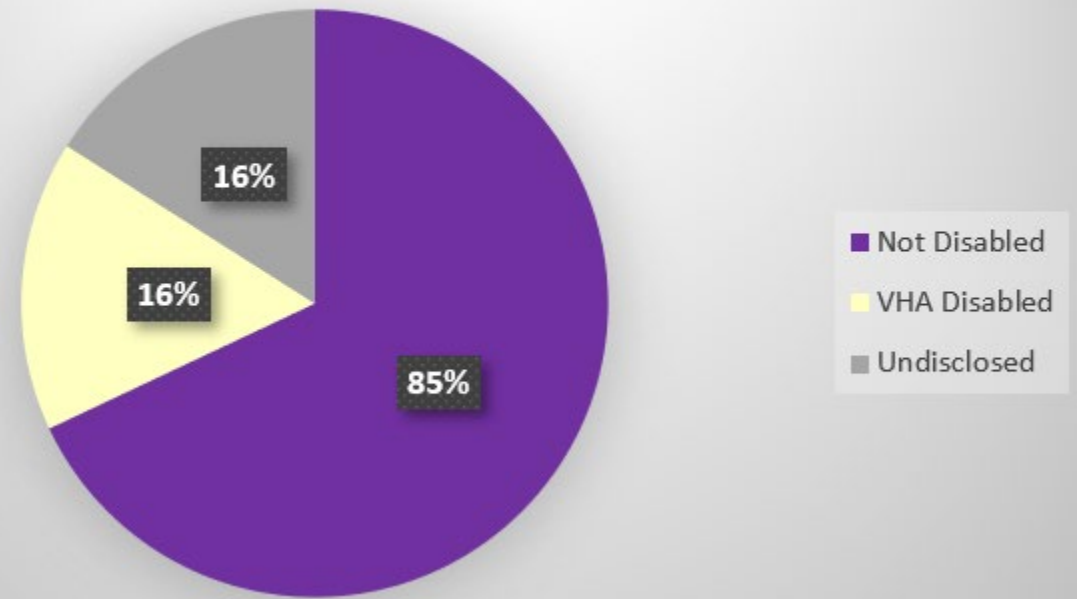
Oregon Disability Population



Portland Disability Population



VanderHouwen Disability Population





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