



Roadmap: The Path to Implementing the Diversity, Equity, and Inclusion Action Plan

Racial Equity Goals

Establish

Establish strong leadership to eradicate racial and other forms of disparities in all aspects of state government.

Center

Center equity in budgeting, planning, procurement, and policymaking.

Strengthen

Strengthen public involvement through transformational community engagement, access to information, and decision-making opportunities.

Improve

Improve equitable access to services, programs, and resources including education, health, housing, human services, environmental justice, criminal justice, and economic opportunities.

Foster

Foster an inclusive workplace culture and promote equitable hiring, retention, and promotion practices.

DEI Action Plan Objectives

Normalize

Normalize the concepts of racial justice in the state government enterprise – acknowledge history, utilize a racial equity roadmap, familiarize by using concepts and tools that will support efforts to put racial equity at the forefront.

Organize

Organize efforts and build organizational capacity across departments for connected, cohesive, and amplified impacts. Foster both internal and external partnerships.

Operationalize

Operationalize and embed racial equity into every part of state government.

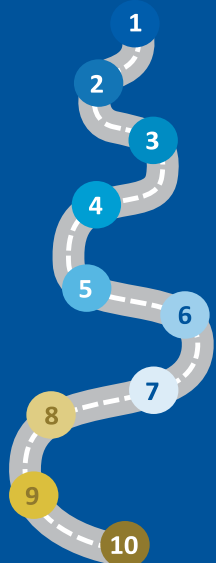
Guide

Guide and direct enterprise-level operationalizing of racial equity and DEI work.

Inspire

Inspire expansion of equity by sharing and collaborating to build on what is already happening.

Ten Strategies



Develop Agency-specific Racial Equity Plans

Build State Diversity, Equity, and Inclusion Infrastructure

Foster Inclusive Communications

Strengthen Community Engagement

Utilize Disaggregated Data as a Lever for Change

Create Equitable Budget & Inclusive Budget Process; Invest in Target Communities

Advance Contract Equity and Improve State Procurement Processes

Build a More Diverse Workforce and Create an Inclusive Workplace

No Tolerance for Racism, Hate, and Discrimination

Operate with Urgency, Transparency, and Accountability



State of Oregon Diversity, Equity, and Inclusion Action Plan

A Roadmap to Racial Equity and Belonging

Executive Summary

As state employees, counteracting racial injustice is our job. The fight for racial justice, inclusivity, and belonging is a collective effort requiring concrete actions. Right now is the time to reevaluate and reexamine how to serve everyone in the state to the very best of our abilities.

The Diversity, Equity, and Inclusion Action Plan is a roadmap, not a delineated set of chronological tasks. Our work towards racial equity is urgent, but it also doesn't have a set end date because this is a journey we are all going on together. There are times when we will be able to move quickly to resolve issues and times when we'll need to slow down. For example, we may progress more slowly when resources don't allow us to do everything we have in mind, but we will begin right away and we will never stop moving.

This plan provides concrete diversity, equity, and inclusion strategies while putting racial equity at the forefront to be incorporated across all aspects of state government. Take a breath and reflect on what actions you can take to advance equity and racial justice to benefit the whole state.

The purpose of this plan is to:

- Acknowledge the history and current realities of inequities.
- Share recognition that there are many types of exclusion and oppression based on identity.
- Focus on the institutional level where racism occurs, addressing all areas of marginalization across the board.
- Place racial equity at the forefront and center a racial equity framework that distinguishes between individual, interpersonal, institutional, and structural racism.
- Emphasize that targeted strategies are necessary to eliminate racial and other identity-based disparities.
- Serve as a guiding document to all state agencies, boards and commissions.

Here's how you can take action as you read the plan and apply it to your work:

- Dig into the how, why, and what of anti-racism in our state government.
- Familiarize yourself with the racial equity vision and values for how the work will happen.
- Get inspired by reading examples of how work is already happening in state agencies.
- Review our shared goals and the 10 strategies that you can use to begin or continue your diversity, equity, and inclusion work.
- Find resources like a glossary, historic timeline, language guidance, and similar plans that have informed ours.

This plan is written with the hope that even though not all changes can happen overnight, change is possible on both small and large scales. You are not alone in this effort — we are doing this together as state employees. And collectively, we can all do more to advance racial justice and build toward a safer, stronger, and more equitable Oregon.