



DEI PLAN FOR A PLAN

2023 - 2025 BIENNIUM

PREPARED MAY 2023

OREGON STATE FIRE MARSHAL

CURRENT STATE

The Oregon State Fire Marshal (OSFM) will become an independent agency on July 1, 2023. To facilitate this move, House Bill 2927 provided the OSFM with additional positions, and a recent policy option package to develop internal business functions included a diversity manager.

While the OSFM is not an agency until July 1, 2023, we want to deliver a DEI plan to guide our transition work.

We are currently recruiting for a diversity manager and hope to fill this position before August 1, 2023. Our recruitment has specific criteria related to the governor's expectations around diversity, equity, and inclusion (DEI) and affirmative action planning. We are poised to start building the agency DEI framework.

AGENCY HISTORY

- In 1917, the OSFM began with the state insurance commissioner serving as ex-officio state fire marshal.
- In 1963, the OSFM separated from the insurance commissioner and served under the governor.
- In 1971, the legislature incorporated the OSFM under the Department of Commerce and provided for the appointment of a state fire marshal and the establishment of a separate administration office. The Department of Commerce was dismantled in 1987, and the OSFM was transferred to the Executive Department in 1993.
- The OSFM combined with the Oregon State Police in 1993 to consolidate safety responsibilities.



AGENCY MISSION

The Oregon State Fire Marshal's mission is to protect people, property, and the environment from fire and hazardous materials. The office carries out these duties through prevention education, inspections, code enforcement, and preparedness and response activities.

Our values represent our agency's "moral compass." We are committed to living these values daily and embody them in our activities as public safety professionals.

INTEGRITY

We believe in being honest, fair, and doing the right thing in everything we do.

DEDICATION

We are committed to performing our work the best we can in support of our mission, our customers, our stakeholders, the public, and each other.

LEADERSHIP

We are committed to being a leader in the Oregon fire service, leading our organization, and leading ourselves as individuals in our day-to-day work.

PARTNERSHIPS

We believe our success and the success of others depend on collaboration with our stakeholders.

SERVICE TO OTHERS

We believe serving others is a cornerstone of our mission, our day-to-day work, and is all-inclusive.



OREGON STATE FIRE MARSHAL **AGENCY FUNCTION**

The Oregon State Fire Marshal (OSFM) is responsible for protecting Oregonians, their property, and the environment from fire and hazardous materials. It carries out its duties through prevention, preparedness, and response activities. The department provides expertise, technical assistance, model programs, and materials to local, state, private, and public groups to collaboratively reduce fire losses. The department develops, adopts, and interprets the Oregon Fire Code and coordinates with other agencies on statewide issues and during conflagrations, mobilizations, and major emergency incidents.

The OSFM plans, coordinates, and manages emergency response by local fire service providers for the Emergency Conflagration Act, natural disasters, and structural collapses. Through the Community Right to Know program, the OSFM locates and identifies types and amounts of hazardous substances manufactured, stored, and used within Oregon to keep the public informed. The hazardous materials (hazmat) program equips, trains, and administers 13 regional hazardous materials response teams and incident management teams.

The OSFM sets statewide policy and directs the department and all divisions and programs. It provides guidance and policy resources for the Oregon fire service, oversees biennial budgeting, workforce development, annual reporting, and strategic planning. Finally, it leads the response and prevention functions within Oregon's structural fire service jurisdictions, including the wildland-urban interface.

While the OSFM is recruiting a DEI manager, we recognize and understand the need for work around our communities; no two communities are the same, and there can be misunderstandings about race, class, education, culture, and more. We also recognize that similar to urban communities, rural communities can be diverse. We will use data and community stakeholders to ensure we best serve all Oregon communities. Last year, we held town halls across Oregon to gain understanding and find pathways to better serve Oregonians.

OREGON STATE FIRE MARSHAL

DEI PLAN

PLAN GOALS

- Recruit and hire a diversity, equity, and inclusion (DEI) manager.
- Work department-wide to develop a plan that aligns with the State's DEI Action Plan.
- While developing policy for the OSFM, we will apply a thoughtful and equitable process.
- Work to develop department tracking of community engagement activities.
- Ensure new website and programs are accessible to all.
- Ensure all communities are included in communications and data collection.
- Continue work with our tribal liaison to ensure access to programs with tribal partners.
- Provide an updated plan by June 1, 2024.

TIMELINE

- Hire DEI manager before August 1, 2023
- Develop a DEI committee October 2023
- Work with public affairs on accessibility October 2023
- Develop a DEI charter December 2023
- Develop internal DEI plan December 2023
- Deliver updated DEI plan to Gov Office June 2024

ENGAGEMENT

- Develop a cross-agency DEI committee/enterprise champions
- Build internal agency champions through leadership engagement
- Have the DEI committee develop an agency action plan
- Build on community engagement
- Continue participation on the Environmental Justice Council
- Work with leadership to develop a stakeholder engagement plan

EXPECTED PLAN COMPONENTS AND STRATEGY AREAS

Community Engagement

- Community Risk Reduction Work & Education
- Fire & Life Safety Education

Disaggregated Data

- Work with Analytics & Intelligence Unit to ensure equitable data collection.
- Review current data methods and continually review and evaluate data collection efforts.
- Effectively apply resources based on where data shows most need and effectiveness.
- Engage with communities and provide pathways for feedback.

BUDGET

- Ensure we have access for all people of Oregon.
- Consider current data and methods for ensuring all people of Oregon have access to grants and funding sources, including:
 - Linguistically diverse populations
 - Underserved populations
 - Diverse community stakeholders
 - Communities of color
- Develop a lens to ensure equitable contracting processes to leverage and address structural barriers of small businesses such as women-owned, service-disabled veteran-owned, and emerging small businesses.

INTERNAL/AFFIRMATIVE ACTION/WORKFORCE

- Review current recruitment processes.
- Promote equal employment opportunities and pay equity.
- Review and develop opportunities to connect at community events, job fairs, and stakeholders to increase access to OSFM employment opportunities.
- Analyze data by race to track and monitor hiring processes from posting to hire.
- Review succession planning processes and provide professional development and training.
- Look at opportunities to post with stakeholders/communities for recruitment.

As the OSFM becomes its own agency and hires a DEI manager, we will continue to invest in the work we began with public affairs, employee services, and our management, and continue to build on the principles we have developed to move forward.



OREGON STATE FIRE MARSHAL

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