

## State of Oregon Climate Adaptation Framework Planning

### May 2020 Diversity, Equity, and Inclusion (DEI) Level-Setting Workshops

#### Background:

As part of the [Climate Adaptation Framework \(CAF\)](#) update process, participating agencies identified the need for State agencies to receive tailored DEI training. With support from the Oregon Health Authority and the Oregon Department of Forestry, the workgroup hired a team of consultants to design and deliver trainings in May, 2020.

#### Slides:

- [Level Setting Workshop I](#)
- [Level Setting Workshop II](#)

#### Readings:

- [Think This Pandemic Is Bad? We Have Another Crisis Coming](#) – NYT Opinion
- [GARE Resource Guide for Governments](#) (pp. 1-20)
- [How Portland is building equity into its climate planning](#) | Fast Company; Nov. 21, 2019
- [Racist housing practices from the 1930s linked to hotter neighborhoods today](#) | NPR; Jan. 14, 2020

#### Videos:

- Walidah Imarisha – [Why aren't there more Black people in Oregon?](#)
- Walidah Imarisha – [Oregon Black History Timeline](#) (informational slides)

#### Discussion Questions:

- How do you define “equity”?
- In your words, why is equity important to your agency and its climate adaptation work?
- Identifying existing policies (at least two) in your agency that may be inequitable or exclusionary; what is one area or policy that your agency can improve to make more equitable?
- How do you see race and privilege manifest in policies, processes and procedures within your agency?

#### Additional Resources:

- [DEI Level-Setting Workshop Resource List](#)

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