


Department of Consumer and Business Services Diversity, Equity, and Inclusion Council – Policy EMP-02		
Division: Director's Office/Office of Equity Owner: Director of the Office of Equity		Effective Date: 08/03/2016
Approved by: Sean O'Day 	Date: 9/11/2024	Review Date: 9/11/2026

Applies to:

This policy applies to all Department of Consumer and Business Services (DCBS) divisions and the Workers' Compensation Board.

Purpose:

The Diversity, Equity, and Inclusion (DEI) Council is a reflection of agency staff that is dedicated to carrying out the agency's mission and commitment to promoting a culture of inclusivity in the workplace. The DEI Council operates under the direction of the Office of Equity.

Policy:

It is the policy of the department to promote an equitable, diverse, and inclusive workforce by creating a safe and productive workplace for all DCBS employees. The council is comprised of a diverse cross-section of the agency workforce.

The roles and responsibilities of the DEI Council include:

- Modeling values and behaviors in alignment with agency mission and values.
- Collaborating with the Office of Equity by identifying relevant issues for leadership and staff by reviewing and providing feedback on programs, initiatives, and policies and making recommendations to the Office of Equity.
- Representing the agency in community engagement events and serving as a liaison between the council and all agency divisions.
- Collaborating in agency strategic planning and affirmative action planning in relation to DEI goals and objectives.
- Regularly attending and actively participating in DEI Council meetings and events.

References:

DCBS Affirmative Action Plan

DCBS DEI Strategic Plan

State of Oregon Diversity, Equity, and Inclusion Action Plan

Attachments:

DEI Council Charter

DEI Participation Agreement