The Office of Equity and Multicultural Services (OEMS) advances the mission of DHS by leading and empowering the agency to integrate equity, diversity, and inclusion into everything we do.
Every individual and community has dignity, respect and full measure of human rights.
WHY DOES OEMS EXIST?

It exists because injustice exists

Because Structural and Systemic inequities exist
GETTING SERIOUS ABOUT EQUITY

• If we are going to meaningfully move the needle on equity we need a values driven revolution. A revolution which OPERATIONALIZES equity as love.
GETTING SERIOUS ABOUT EQUITY

• But make no mistake, we also need structures and systems that get us there. Equity, justice and the dignity of every human being we serve can no longer be aspirational only.
When is Equity Achieved?

When one’s group affiliation no longer determines life outcomes.
We need to deinstitutionalize racism and discrimination. To pull out injustice from the very root

We need systems and structures that get us there. Need to identify the hydraulics which will tilt our practice closer to service equity.
How Do We Get To Equity?

The question then is what are those hydraulics which corrected, can ensure Service Equity for the 1.2 million clients we serve.

These are the questions we have been asking ourselves?!
1. A culturally and linguistically diverse workforce which better reflects the changing demographics of our great state
2. Training and development of our existing workforce to foster cultural competency (This is just one hydraulic. One of the most visible but not the cure all)
EQUITY LEVERS

3. Investments and resources. We cannot say we are serious about equity if we do not appropriately resource that work. Period
EQUITY LEVERS

4. Data. We need to have data inform and shape our work
4. COMMUNITY ENGAGEMENT—We need to become a more community accountable organization
EQUITY LEVERS

5. EQUITABLE CONTRACTING
EQUITY LEVERS

• These are the levers, the hydraulics that if properly adjusted can position our organization to take on the deeply entrenched structures and systems which have for 150 years created inequity in our policy and practice
The next question we must ask is what is the right structure to be able to move our collective work forward. Because, I want to be clear, this is not OEMS’s work. It is OUR work. Collectively. We rise or fail together in this as in all things.
OEMS FUTURE STRUCTURE
A UNIFIED EQUITY FRAMEWORK

But this is just the structure. What makes it a Unified Equity Framework are the Transformative and Self Correcting Change Vehicles which will guide our work:

- Program Specific Service Equity Plans
- Program Specific Equity Dashboards
- Service Equity Councils
A Unified Equity Plan allows all departments to move toward the goal of service and social equity in a manner that aligns our practice, policy development, and service delivery.
EQUITY VEHICLES

• These Service Equity Plans will be shaped and informed by the programs using available data and programmatic expertise to identify existing service inequities and disparities which will become the core of the service equity plans and the strategies employed to ameliorate the causative contributing factors.
EQUITY VEHICLES

These plans are organic and self correcting and will be driven by what the data tells us.
Equity Dashboards will be developed to meaningfully measure if we are making progress toward meeting our service equity goals.
EQUITY STRUCTURES

- The Service Equity Councils will be made up of program specific staff who have expertise in data, policy and practice. These service equity councils also serve to provide a multiplier effect for our work.
Structures and Mechanisms to Drive Equity

- Service Equity Manager
- Equity Council
- Equity Plan
- Equity Dashboard
EQUITY STRUCTURES

• The organic discovery and programmatic assessment process will tell us if we need to focus on: Workforce, policy, practice change or education and staff development.
Roadmap to Developing an Unified Equity Plan

1. Preparing Leadership and Champions
   • Forming Equity Councils and Local EICs
   • Training for leadership and equity council members
   • 3 months

2. Program Area Assessment
   • Benchmarking the current state of program to compare with desired state
   • Community & Stakeholder Engagement
   • Data collection and analysis
   • 4-6 months

3. Equity Plan Development
   • Driven and owned by program
   • Program Equity Plan
   • Local Area Equity Plans
   • 4-6 months

4. Plan Implementation
   • Technical Assistance from Equity Managers
   • 3-6 months

5. Measurement/Evaluation
   • Equity Dashboards (quarterly)
   • Roll-up and reported at cabinet level
   • Continuous Improvement
   • Ongoing
• Speaking of workforce diversification, we also have several mechanisms to help us to begin to correct for that. They include:

• Statewide Employee Resource Groups
District specific Equity and Inclusion Councils which are even now being transformed to structurally fold in community voice by requiring that 3-5 members be community representatives from underrepresented communities (informed by local data).
EQUITY STRUCTURES

24+ Policy
• Now, none of this can be accomplished if we do not begin at the top. It is not tenable to ask our field staff to take on equity if our own leadership is not serious.
Leadership

• I am happy to tell you that every cabinet member here has not only committed to being here today but they have also committed to undergo a year long executive learning process around equity diversity and inclusion!

• They have committed to six full day diversity trainings with an independent equity firm. But that is not enough.
Transformational Learning

- We will provide them with equity mentors so that they can advance their equity practice in a safe and confidential learning environment.
• Our vision is to make this available to District Managers, Program Managers and field staff once resources are made available.
Equity is at the very foundation of who we are meant to be as a state.

And this is our collective journey. Join us!
Alberto Moreno
OEMS Director
E-mail: alberto.moreno@state.or.us