



Department of Consumer and Business Services

We Welcome You

At DCBS, we recognize that diversity, equity, and inclusion are not about just metrics; they are about learning from one another and building each other up so that all employees are empowered to be their most successful self.

DCBS is committed to building a workplace that rejects bias and discrimination while development an environment in which all employees feel safe, can express themselves, and, most importantly, thrive.

Diversity, Equity, and Inclusion

mission: To strengthen equity and opportunity at our agency for employees, stakeholders, and the people we serve throughout Oregon.

Diversity: Expanding Our Views

We all make up/contribute to the diversity and inclusion of DCBS

- 1.** Use respectful and inclusive language and avoid labels.
- 2.** Pay close attention to body language. The way we use our body and our facial expressions sends powerful messages, sometimes unintentionally. We can also misinterpret other people's body language, so it is important to pay attention and ask questions.
- 3.** When you meet people, take the time to learn how to pronounce their name correctly. You might also ask if the name has particular meaning in their language or if they were named for someone. Remember, our names are part of our identity, they link us to our family and history.
- 4.** Use the name and pronoun preferred by your coworker or customer, even when they are not around. If you are unsure which pronoun a coworker prefers, ask.
- 5.** Check your biases and assumptions. We all have biases based in our history, culture, or ethnicity that can affect how we behave toward others who are different from ourselves. By continuously checking and challenging the assumptions we make about others, we become more inclusive.
- 6.** Understand how your own work, communication, and conflict styles differ from others with whom you work. Differing styles such as cultural or heritage are neither right nor wrong, just different.

