Oregon Statewide
DIVERSITY EQUITY & INCLUSION
2021 Conference

Community Agreement

Please review the following community agreement before joining the conference. These agreements reflect the values of our employees and are designed to foster inclusive and respectful interaction. Participants — including all attendees, speakers, and volunteers — are expected to follow the community agreement as outlined below:

- Be present and ready to learn! Give the presenter your full attention and avoid external distractions where possible. When prompted by Zoom, please identify yourself with your first and last name upon entering the conference - this will help to promote a safe and inclusive learning experience.

- Be respectful to others. Participants are encouraged to use inclusive language when interacting with others. We believe that each person has something to contribute to the conversation. This agreement asks that we all practice humility, and look for what we have to learn from each person in attendance. Participants must abide by the state [Discrimination and Harassment Free Workplace Policy](#) and agree that behavior which deviates from these guidelines will constitute grounds for removal from the conference.

- Learning happens outside of our comfort zones. You are on a journey of growth, we anticipate a level of struggles as you travel this path. Participants are encouraged to engage in discussion and invited to step outside of their comfort zone. In any conversation, especially ones about systemic power (race, class, gender, etc.), we know that each person is coming to the conversation with different levels of lived experience and embodied expertise. Employees should utilize the Employee Assistance Program if additional support is needed outside of this conference.

- Listen to learn and not to respond. When offering feedback, do so with the understanding that people can change; when receiving new information, listen to others with a willingness to change.

- Thank you for being flexible and patient around any technology needs, changes, cancellations or schedule shifts throughout the conference.

- If you need something at the conference, ask for it!
  - Issues with registration: LMS.workday@oregon.gov
  - Technical issues logging into your session:
    Please contact your DEI Conference representative.
  - Conference feedback:
    Feedback opportunities will be provided to participants after the conference.

Failure to comply with the above community agreement will result in removal from this conference.