

Oregon Board of Dentistry



**Stephen Prisby, Executive Director
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Portland OR, 97201
(971)-673-3200**

Affirmative Action Plan
2021 – 2023 Biennium



Oregon

Kate Brown, Governor

Board of Dentistry
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March 26, 2021

Steve Lee
Affirmative Action Manager
900 Court Street NE, Suite 254
Salem, OR 97301

Dear Mr. Lee:

I am pleased to submit to your office the Affirmative Action Plan for the Oregon Board of Dentistry. I am committed to leading our agency and undertaking the responsibilities in this plan and I look forward to the challenge of creating and maintaining a diverse and inclusive workforce to serve the public in the state of Oregon.

Sincerely,

A handwritten signature in blue ink that reads "Stephen Prisby".

Stephen Prisby
Executive Director

**BOARD OF DENTISTRY
AFFIRMATIVE ACTION PLAN
2021-2023 BIENNIUM**

A. Background Information	1
B. Affirmative Action Policy Statement.....	2
C. Diversity and Inclusion Statement	2
D. Affirmative Action Summary Statement	2
a. Name of Governor's Policy Advisor	7
b. Affirmative Action Representative.....	7
c. Organizational Chart.....	8
d. Human Resources contact from the Oregon Medical Board	9
e. Employee Diversity Training/Professional Development	9
f. Agency Community Engagement Efforts	10
g. Affirmative Action 2019-2021 objectives	11
i. Goals your agency has set and met (with example[s])	
ii. Goals your agency did not or does not expect to meet (explain)	
h. Affirmative Action 2021-2023 objectives	12
Goals your agency plans to meet in the future (description of plan). Include training, recruitment & retention, advancement, procurement and contracting or other activities related to Diversity & Inclusion / Affirmative Action	
i. Agency Director/Administrator on AAP Statement.....	13-14
j. Updated Board, Staff, and Licensee Demographics	15

A. BACKGROUND INFORMATION

Mission and Objectives

The mission: The Mission of the Oregon Board of Dentistry is to promote high quality oral health care in the State of Oregon by equitably regulating dental professionals.

Statutory Authority:

The first Act regulating the practice of dentistry was adopted by the Oregon Legislature on February 23, 1887. The Oregon Dental Practice Act is comprised of Oregon Revised Statutes, Chapters 679, 680.010 to 680.210 and 680.990. These statutes, enacted by the Oregon Legislature authorize the Board to regulate the practice of dentistry and dental hygiene. Administrative Rules of the Board are found in OAR 818-001-0000 through 818-042-0130.

Agency Staffing:

The Oregon Board of Dentistry was created in 1887 and administers the Dental Practice Act and rules of the board, establishes standards for licensure, and examines and licenses dentists and dental hygienists. The board regulates the use of anesthesia in the dental office and certifies dental assistants in radiologic proficiency and expanded functions. The board investigates alleged violations of the Dental Practice Act and may discipline licensees. Members of the Board of Dentistry are appointed by the governor and confirmed by the senate. There are ten board members: six dentists, one of whom must be a specialist, two dental hygienists and two public members. Members serve for four years.

The board is supported solely by revenues received from licensees, including application, license, permit and certification fees. The 2021-2023 biennial budget will be approximately \$3.50 million dollars.

The Executive Director directly supervises the Dental Director/Chief Investigator and the Office Manager and answers to the members of the Board. The Dental Director supervises the Investigators and all of their activities. The Office Manager directly supervises the Licensing Manager and Office Specialist.

B. AGENCY AFFIRMATIVE ACTION POLICY STATEMENT

Introduction

The purpose of this plan is to update and maintain the previously initiated affirmative action program for the Oregon Board of Dentistry, in keeping with the directive of the Governor, state and federal laws and regulations, executive orders of the President of the United States of America concerning affirmative action, discrimination/non-discrimination guidelines appropriate under the Civil Rights Acts, equal employment opportunity (EEO) policies, and the Americans with Disabilities Act by which our good faith efforts must be directed.

Policy Statement

The Oregon Board of Dentistry affirms and supports the Governor's Affirmative Action Plan and is dedicated to creating a work environment, which will attract and retain employees who represent the broadest possible spectrum of society including women, minorities and the disabled.

C. AGENCY DIVERSITY AND INCLUSION STATEMENT

The Executive and Management Staff of the Oregon Board of Dentistry ensure that the agency has created, maintains and embeds a diverse and inclusive environment and organizational culture throughout the state delivery system. Our office also ensures that all Oregonians, regardless of gender, age, race, national origin, color, ethnicity, religion, people with disabilities, sexual orientation, veterans (etc.), have a fair and equal chance for available job opportunities at the agency.

We work both inside and outside of state government with everyone from state agency heads, human resources and on-the-ground staff to community-based organizations and the general public. This not only identifies systemic barriers and weaknesses that stand in the way of a diverse and inclusive workforce, but also finds and implements effective solutions that will fix the problems and improve the performance and service delivery of state organizations.

While the Governor's Diversity & Inclusion and Affirmative Action Office was created by federal and state laws, we are working to build an organization that uses the concepts of Diversity & Inclusion, e.g. problem-solving, innovation, organizational development, to create workplaces that are stronger, better functioning, and more dynamic – and can deliver the best possible service to the people of Oregon.

D. AFFIRMATIVE ACTION AGENCY STATEMENT

Responsibilities and Accountabilities

As part of the Oregon Board of Dentistry's 2021-2023 Affirmative Action Plan, the agency will increase multicultural training through staff meetings and strive to seek diversity and cultural competency within our staff and Board Members. The Board surveys Licensees regarding their continuing education regarding cultural competency continuing education courses completed. The survey questions are voluntary. A culturally competent organization is able to use the policies, people and resources it has to systematically anticipate, recognize and respond to varying expectations of customers and employees. A culturally competent organization values individuals for their differences instead of expecting individuals to adapt to the organizations culture. The state is making momentous strides and taking positive actions to assist in transforming state government that which accurately reflect the rich diversity of its citizens. The OBD is welcoming these actions which will benefit all of our licensees, consumers and stakeholders.

Executive Director

- Foster and promote to employees the importance of a diverse and discrimination and harassment free workplace. Participate in cultural diversity trainings, orientations, and be an example of cultural sensitivity.
- Meet as needed, with the Board's Office Manager to review equal employment opportunities, evaluate affirmative action and diverse work environment progress, and identify problems. Approve strategies and timetables for meeting goals.
- Annual performance reviews will include ratings on the Director's support and effectiveness of the agency's Affirmative Action Plan.
- Ensure incorporation of the Affirmative Action Plan, diversity, and inclusion responsibilities.
- Hold managers accountable for participating in and promoting affirmative action activities and for communicating this same responsibility to their subordinate supervisors and employees. The effectiveness of managers and supervisors in promoting the affirmative action activities, goals and objectives for OBD is included in their annual performance appraisals. ORS 659.025(1) states:

"To achieve the public policy of the State of Oregon for persons in the state to attain employment and advancement without discrimination because of race, religion, color, sex, marital status, national origin, handicap or age, every state agency shall be required to include in the evaluation of all management personnel the manager's or supervisor's effectiveness in achieving affirmative action objectives as a key consideration of the manager's or supervisor's performance."

Managers and Supervisors

- Foster and promote to employees the importance of a diverse and discrimination and harassment free workplace.
- Managers and supervisors will receive an orientation on the Board's affirmative action goals, understand their own responsibilities, and evaluate how well they are achieving the Board's affirmative action goals and objectives. They will attend cultural competency training, attend orientations, and promote cultural awareness.
- Subordinate supervisors will be evaluated on their effectiveness in carrying out the responsibilities they have for participating in and promoting affirmative action activities.
- In undertaking these evaluations, managers will consider how well the supervisor fosters and promotes a diverse workforce, how well s/he promotes the affirmative action goals and objectives, and that his/her staff are knowledgeable about OBD policies and procedures that encourage a welcoming environment.
- Inform applicants for vacant positions that the Board is an equal employment employer committed to workforce diversity. Have a copy of the Board's Affirmative Action Plan available for applicants to review on request.
- Work with the Human Resources Section to utilize State of Oregon procedures and rules in filling vacancies.
- Attend equal opportunity, affirmative action and other diversity and inclusion-related training in order to be informed of current issues.
- Display the Board's Affirmative Action Policy Statement and have available a hard copy of the Affirmative Action Plan in the office. An electronic copy of the Board's Affirmative Action Policy Statement will also be maintained on the OBD website.
- Act in a timely manner if they become aware of any Board employee engaging in any type of harassment.
- Periodically report to employees on the Board's progress in attaining its' affirmative action goals

and on other affirmative action matters.

- Be held accountable for promoting affirmative action on their annual performance evaluations.

Affirmative Action Officer and/or Designee

- Work with the Executive Director, managers and supervisors to promote a diverse workforce environment and help attain the AA goals of the Board. Encourage the retention of existing employees and create new learning opportunities for them.
- Report AA activities to the Executive Director in one-on-one meetings as well as staff meetings. Obtain support for proposed changes to the AA Plan to reach goals and objectives. Respond to AA issues and attend AA meetings on behalf of the Director.
- Emphasize the Board's support of equal employment opportunity, affirmative action and the benefits of a diverse workforce.
- Train managers to have diverse interview panels including, when possible, one member who works outside the hiring section/division and one member from a protected class.
- Research training opportunities and topics for presentation to all staff. Actively participate in those trainings.
- Have hard copies and/or electronic copies of the Board's Affirmative Action Policy Statement and Plan available for review by all managers, supervisors and employees and post the Affirmative Action Policy in a visible area with the contact information for the Affirmative Action Representative. Make hard or electronic copies available to applicants for employment on request. Recommend changes to the Plan and update it as required. Compile statistics and keep management informed of the Board's AA status during management meetings. Solicit comments from managers requesting how Human Resources can assist them in promoting affirmative action activities and how best to create a more diverse workforce.
- Discuss the State of Oregon/Board Affirmative Action Plan and Policy in New Employee Orientation. Make the orientation as welcoming as possible. Include in the discussion:
- Our expectations surrounding a respectful workplace and talk about what that means to the agency as well as the employee.
- Our commitment to supporting the personal and professional growth of our employees.
- Our encouragement to contribute and participate in agency activities that will assist the agency in meeting its objectives.
- Our doors are always open for questions and concerns.
- Train and inform managers, supervisors and employees at New Employee Orientation as to their rights and responsibilities under the Board's affirmative action policy and other Board policies to eliminate any harassment based on race, sex, age, religion, sexual orientation, or disability.
- Respond to and investigate complaints. Enforce policies and procedures.
- Offer the Statewide Exit Interview Survey to all terminated employees. Analyze for trends. If it appears that discrimination or harassment was a factor in employee separation, conduct an investigation and take appropriate action. Inform the Executive Director of the results.
- Evaluate revised and new policies for possible adverse impact on the Board's commitment to affirmative action and equal employment opportunities.
- Serve as a liaison between the Board, the state and federal agencies that protect civil rights.

Providers and Volunteers

- The Oregon Board of Dentistry does not have any Providers or Volunteers.

Contractors/Vendors

- When contracts are established or renewed, the Oregon Board of Dentistry provides vendors with a copy of the Affirmative Action Plan or directs them to the Board's website where the Plan is available for public viewing.

Programs

The Oregon Board of Dentistry uses a number of approaches in executing its diversity and inclusion program and bringing new people into the work force, creating opportunities for existing employees, and promoting an environment that is welcoming, tolerant and supportive. Some of the initiatives and activities include:

- Communicating to all staff in a variety of mediums the importance of diversity and inclusion;
- Drawing upon different sources to advertise our recruitments such as the new state recruiting system E-Recruit, and increase awareness of our openings by contacting minority and community organizations.
- Promoting a respectful workplace by offering training on diversity awareness, improving communications, conflict management, and an open atmosphere to talk about problems and ideas;
- Creating a welcoming environment by fostering an acceptance of people's differences and treating everyone with respect and professionalism whether they are staff or customer;
- Posting notices and forwarding e-mails that talk about cultural activities and other information that supports diversity and tolerance; and
- Displaying the agency's commitment to the Affirmative Action Plan by publicizing it on their website and having hard copies available in strategic locations for everyone to read.

Statewide Exit Interview Survey

The Oregon Board of Dentistry offers exit interviews to all departing staff. Discuss and follow-up with the Executive Director on any concerns or trends. Ensure each departing employee is sent the link to the State's exit interview survey monkey as required by the Governor's Affirmative Action Office.

Performance Evaluations of all Management Personnel

The Oregon Board of Dentistry remains committed to compliance with the Governor's executive orders requiring the inclusion of diversity and affirmative action requirements in position descriptions and annual performance evaluations. Performance accountability in the areas of Affirmation Action and Diversity will be reviewed during annual evaluations.

Status of contracts to Minority Businesses (ORS 659A.015)

The Oregon Board of Dentistry issues a small number of contracts which are very specific individual personal contracts for individual investigative cases. These contractors are Oregon licensed dentists. All contracts are prepared internally and the type of individuals that the Oregon Board of Dentistry needs are tracked and

SB 786 – Diversity Report

Senate Bill 786 (ORS Chapter 973), passed by the 2001 Legislature, requires that the health professional regulatory boards listed in ORS 676.160 collect and maintains information regarding racial, ethnic and bilingual status of licensees and applicants and report to the 2003 Legislature. Provision of the information by licensees is voluntary.

This law was the result of a study performed by the Governor's Racial and Ethnic Health Task Force, which determined that access to health care by racial and ethnic minorities, is inadequate to address the chronic health issues these communities face. People of color and people with native languages other than English experience extreme difficulty accessing health services. Culturally competent health care providers are critical in providing appropriate health care and the collection of the information requested below will assist decision makers in developing programs to address the disparity in access to health care experienced by various

In 2002, the Board participated in the Oregon Health Workforce Project conducted by OHSU, Area Health Education Centers Program, to determine the workforce and demographic makeup of several health care professions. Results of that survey are shown in the following tables:

I. Race	Dentists	Hygienists
American Indian/Alaska Native	.11%	.6%
Asian/Pacific Islander	11.12%	4.09%
Black or African American	.63%	.34%
Multi-ethnic	1.72%	1.62%
White (not Hispanic)	68.94%	81.14%
II. Gender		
Female	23.73%	95.5%
Male	73.26%	2.8%

Languages Spoken	Dentists	Hygienists
Spanish	13.1%	6.92%
Chinese	2.3%	.45%
Vietnamese	2.9%	2.65%
Russian	1.03%	1.26%
Korean	2.3%	.26%
Cambodian	0%	0%
Laotian	0%	0%
English	78.4%	88.5%

To comply with the requirements of SB 786, a survey instrument was developed in collaboration with other health licensing boards in late 2001. The Board of Dentistry decided that the most economical way to gather this information would be to include the survey with renewal applications. Approximately one-half of all licensees renew their licenses each year. (Dentists renew their licenses every two years by March 30 based on even or odd-numbered year of issue and Dental Hygiene licenses are renewed by September 30 in the same manner.) For the purposes of compliance with the requirements of SB 786, it will take two years to complete the survey of all licensees.

Starting in January 2002, the survey was included in the renewal mailings for all licensees during the 2-year renewal cycle which ended September 30, 2015, a total of 3,478 licensees responded. Also effective January 2002, the survey form was included in application packets for new licenses.

Results of OBD surveys returned as of March 31, 2018:

Race	Total	% of those Responding	Speak a language other than English
American Indian/Alaska Native	37	0.46%	14
Asian/Pacific Islander	375	4.7%	245
Black (not Hispanic)	20	0.24%	11
Hispanic	129	1.6%	51
Other (Multi-ethnic)	49	0.6%	23
White (not Hispanic)	3257	40.5%	1352
Not specific	4171	51.9%	2009
Total	8038		3705

In addition to implementation of the survey, the Board has met with the Oregon Dental Association and the Dean of the OHSU School of Dentistry to discuss ways in which these three organizations can partner to advance the purposes of SB 786 in attracting people of ethnic and racial background to the professions of dentistry and dental hygiene.

a. The Governor's Policy Advisor

The Governor's Policy Advisor for the Oregon Board of Dentistry is:

Ms. Jackie Yerby, Phone number 971-239-7568

b. The Affirmative Action Representative

The Affirmative Action Representative for the Oregon Board of Dentistry is:

Mr. Stephen Prisby

Phone number 971-673-3200

c. Agency Organizational Chart

A current organizational chart for the Oregon Board of Dentistry follows this page.

BOARD OF DENTISTRY

10 Members

EXECUTIVE DIRECTOR

Principal Executive/Manager E

Stephen Prisby

Classification Z7008

Position 521 1.0 FTE

LICENSING AND ADMINISTRATIVE SUPPORT

OFFICE MANAGER

Haley Robinson

Classification X0806

Position 524 1.0 FTE

INVESTIGATION AND COMPLIANCE MONITORING

DENTAL DIRECTOR/ CHIEF INVESTIGATOR

Principal Executive/Manager E

Daniel E. Blickenstaff, D.D.S., M.S.c.

Classification Z7008

Position 522 1.0 FTE

LICENSING & EXAMINATION MANAGER

Admin Specialist 2

Ingrid Nye

Classification CO 180

Position 525 1.0 FTE

ADMIN SUPPORT

Office Specialist 2

Samantha VandeBerg

Classification C0104

Position 529 1.0 FTE

DENTAL INVESTIGATOR

Winthrop B. Carter,

D.D.S. Classification

C5911 Position 531

1.0 FTE

INVESTIGATOR 2

Shane Rubio

Classification C5232

Position 528 1.0 FTE

INVESTIGATOR 2

Vacant

Classification C5232

Position 528 1.0 FTE

d. The Board of Dentistry has an Inter-Agency Agreement with the Oregon Medical Board to provide Human Resources Support.

Ms. Jessica Bates, HR Manager, Oregon Medical Board
Phone Number is 971-673-2697

The Oregon Board of Dentistry uses a number of approaches in executing its diversity and inclusion program and bringing new people into the work force, creating opportunities for existing employees, and promoting an environment that is welcoming, tolerant and supportive. Some of the initiatives and activities include:

- Communicating to all staff in a variety of mediums the importance of diversity and inclusion;
- Drawing upon different sources to advertise our recruitments such as the new state recruiting system E-Recruit, and increase awareness of our openings by contacting minority and community organizations.
- Promoting a respectful workplace by offering training on diversity awareness, improving communications, conflict management, and an open atmosphere to talk about problems and ideas;
- Creating a welcoming environment by fostering an acceptance of people's differences and treating everyone with respect and professionalism whether they are staff or customer;
- Posting notices and forwarding e-mails that talk about cultural activities and other information that supports diversity and tolerance; and
- Displaying the agency's commitment to the Affirmative Action Plan by publicizing it on their website and having hard copies available in strategic locations for everyone to read.

e. Agency Employee Diversity Training/Professional Development

Staff

- The Oregon Board of Dentistry is a very small agency of only eight employees. All employees are made aware of any Affirmative Action and Diversity training via state e-mail, the posting of training information on the employee bulletin board and announcement at weekly staff meetings.
- Employees are encouraged to attend Affirmative Action and Diversity training and we have monthly health and wellness meetings that incorporate a holistic approach to health and this includes topics on workplace acceptance, culture acceptance and positivity.
- Demographics of Staff:

	Hispanic	Caucasian	Multiple Ethnicities
Male	1	2	1
Female		4	

Board Members

- Provide new Board Members with a copy of the Affirmative Action Plan or direct them to the Board's website where the Plan is available for public viewing.
- Invite them to participate in the Board's cultural diversity training sessions.
- Demographics of Board Members:

	African American	Middle Eastern	Asian	Latino	Native American	Caucasian
Male	1	1	1	1		2
Female				1	1	2

f. Agency Community Engagement Efforts

Outreach

The Oregon Board of Dentistry is committed to open communication with the licensees and citizens of the state. The Executive Director and staff give approximately 24 presentations throughout the year to associations and students regarding licensing steps, new rules, and feedback on how to stay out of trouble and practice within the scope of the law. The OBD coordinates education and rule making with the major dental groups in the state. The OBD maintains a robust web site, and also utilizes email lists and mailings to communicate important Board information to all licensees.

The Oregon Board of Dentistry will develop a plan to enhance its cultural competence over the 2021-2023 Biennium. Implementation of the plan will result in:

- People of diverse backgrounds and experience effectively working together;
- People understanding and appreciating one another's differences;
- People effectively communicating with and being respectful of those differences; and

The plan will focus on:

- Licensees understanding and appreciating the value of the Board's requirements;
- Greater awareness among the members of OBD's workforce;
- Possible changes to policies and procedures that will enhance effective communication and utilize differing strengths;
- Identifying training events that all employees might enjoy and participate in; and
- An increased respect for and understanding of diverse cultures within the workforce.
- Evaluating and assessing any trends showing an increase or decrease in discrimination and/or harassment claims.
- Working to improve implementation of the Affirmative Action Plan through the use of performance assessments and/or performance evaluations.

OREGON BOARD OF DENTISTRY
AFFIRMATIVE ACTION PLAN
July 1, 2019 – June 30, 2021

Mission Statement: The mission of the Oregon Board of Dentistry is to assure that all citizens of Oregon receive the highest possible quality oral health care.

***ORGANIZATIONAL STRUCTURE
AND RESPONSIBILITIES FOR PLAN IMPLEMENTATION***

The Affirmative Action objectives of the Oregon Board of Dentistry for the 2019-2021 biennium was to:

1. Educate and provide strategies to hire more employees from diverse backgrounds.

Achieved- We fully support the Governor and DAS' efforts to recruit the most diverse workforce possible. Our small Board only has 8 full time employees. All employees are encouraged to attend training and development programs. Managers are required to maintain cultural competency and their performance is reviewed annually each year. This is a continued expectation and will continue in 2021-2023.

2. Utilize creative means to advertise vacancies to people of color, disabled individuals and women.

Achieved - We complied with all DAS HR policies for job announcements and recruitment. We follow best practices for recruitment learned from the Medical Board, who is responsible for our recruitment and HR support.

3. Continue the focus on developing an OBD work environment that is attractive to a diverse pool of applicants, retains employees, and is accepting and respectful of employees' differences.

Achieved - We have implemented a new (in 2018) standing Health & Wellness Committee for staff to share best practices to create a healthier and more attractive workplace. This committee has equitable approaches to retaining staff and communication with our Licensees and stakeholders. Individuals are encouraged and share best practices in life that run the gamut from mental health, healthy recipes, physical health and coping strategies with the complexities of life.

We integrate cultural competency education and discussion in our weekly staff meetings. We utilize OHA and OMB resources to more fully understand the need for cultural competency literacy among staff and our licensees.

4. Offer career development and training opportunities for employees of color, employees with disabilities and female employees to prepare them for advancement.

Achieved - We utilize available state resources for relevant employee training and development. Employees and managers are provided opportunities for mandatory group training and individualized training. Authorized training is reported to the supervisor and kept in the

employee's official personnel file and is reviewed by the supervisor during the annual performance appraisal process. Feedback is provided and employees are encouraged to attend training as needed on various topics pertaining to their individual goals. Cultural competence is encouraged and recommended/required if needed.

The agency's leadership continues to invest in employees through access to training. The Director continued the practice of purchasing unlimited access to iLearn resources and encourages employees to attend educational opportunities that enhances employment opportunities, work life balance and further learning options to keep current with evolving work standards. This will continue during 2021-2023 by providing career development and training to the fullest extent possible.

5. Develop/utilize strategies for filling entry-level positions with individuals in protected classes.

Achieved - We comply with all federal and state hiring laws. We provide all new board members and employees with an orientation program to assist with acclimating in a new environment, establishing expectations that include cultural competency awareness, diversity and inclusion expectations.

6. Encourage employees to avail themselves of promotional and job developmental opportunities within Oregon State Government.

Achieved - We have promoted from within and offered advancement opportunities internally to grow and develop our staff and retain them.

7. Work closely with Governor's Office on achieving statewide goals regarding diversity and inclusion.

Achieved - We are engaged with all executive orders and the governor's meetings related to diversity and equity. Meetings are either attended in person or via teleconference. Providing presentations to healthcare and stakeholder organizations about the work of the Board of Dentistry which creates interest in jobs at our agency and interest in oral health care. Displaying the agency's commitment to the Affirmative Action Plan by publishing on our website. Respectful Leadership Training (Diversity, Equity & Inclusion), and Sexual Harassment. All staff are expected to review and adhere to the Department of Administrative Services Chief Human Resources policies: Maintaining a Harassment Free and professional Workplace and Preventing Sexual Harassment. Training is required of all staff and is to be completed annually.

OREGON BOARD OF DENTISTRY
STRATEGIES FOR IMPLEMENTATION OF
2021-2023 AFFIRMATIVE ACTION PLAN

h. The Affirmative Action goals of the Oregon Board of Dentistry for the 2021-2023 biennium are to:

1. Educate and provide strategies to hire more employees from diverse backgrounds.

The OBD will comply with all OBD and DAS HRSD Hiring Policies and Rules once a vacancy exists. The OBD will continue to utilize the Oregon Medical Board's HR staff for support and guidance on achieving diversity goals. The OBD will identify partners in diversity to explore more focused areas to promote career opportunities at our agency when they arise. The OBD will work with our partner professional associations like the Oregon Dental Association and the Oregon Dental Hygienists Association to communicate staff and board opportunities.

2. Utilize creative means to advertise vacancies to people of color, disabled individuals and women.

The OBD will comply with all OBD and DAS HRSD Hiring Policies and Rules once a vacancy exists. The OBD will continue to utilize the Oregon Medical Board's HR staff for support and guidance on achieving diversity goals. Utilize Partners in Diversity for expanding outreach efforts in recruitment.

3. Continue the focus on developing an OBD work environment that is attractive to a diverse pool of applicants, retains employees, and is accepting and respectful of employees' differences.

The OBD continues to provide a good work environment for all employees.

4. Offer career development and training opportunities for employees of color, employees with disabilities and female employees to prepare them for advancement.

Employees are informed and aware of how to access state employment job site to review employment opportunities within state government. Current OBD Position Descriptions do not provide for specific position advancement with the OBD.

5. Develop/utilize strategies for filling entry-level positions with individuals in protected classes.

The OBD will comply with all OBD and DAS HRSD Hiring Policies and Rules once a vacancy exists. The OBD will continue to utilize the Oregon Medical Board's HR staff for support and guidance on achieving diversity goals.

6. Encourage employees to avail themselves of promotional and job developmental opportunities within Oregon State Government.

Employees are informed and aware of how to access state employment job site to review employment opportunities within state government. Current OBD Position Descriptions do not provide for specific position advancement with the OBD.

7. Work closely with Governor's Office on achieving statewide goals regarding diversity and inclusion. The OBD is very interested to follow the work and directives that come out of the Racial Justice Council.

Continue to develop positive relationships with the Governor's Office. Attend meetings and stay up to date on equity and inclusiveness issues. Be a positive supporter and proponent of orders, plans and strategies from the Governor's Office to increase diversity and inclusiveness at the OBD.

8. Identify relevant diversity and inclusion goals in the OBD's next strategic plan. The planning process begins in early 2021.
9. Work closely with the Oregon Health Authority on its implementation of the revised REALD requirements and ensure our Licensees are informed of its mandates. The expansion of the surveys, questions and reporting will help inform OHA and the state on important demographics of its providers and barriers that exist in delivering culturally competent care to its citizens.
10. Work closely with the Legislature during the 2021 Legislative session and on the subsequent legislation that is enacted supporting diversity and inclusiveness efforts.
11. Be a strong proponent of Dental Therapy Legislation and rule writing efforts to support this new type of Licensee, a midlevel provider to the oral health team. Dental Therapists are an opportunity for the expansion of the oral health care workforce who do not have the resources or ability to attend dental or dental hygiene schools which can be costly and have limited seats each year for admission.
12. Reduce barriers on dental assistant rules and certification requirements where possible. This will make it easier and less expensive for these providers to enter the field and expand their skill set. The Board has been proactive in eliminating or amending rules that have created barriers and restrictions while having no impact on patient safety.

This revision of the Board's Affirmative Action Plan is effective upon the acceptance of it by the Governor's Office and shall be evaluated annually or as needed when statewide changes occur. The Board's Affirmative Action Representative is Stephen Prisby, 971-673-3200.



Stephen Prisby, Executive Director

Oregon Board of Dentistry

Board of Dentistry - Board Members

6 Dentists

2 Registered Dental Hygienists

2 Public Members

Gender: 5 Female, 5 Male

Race/Ethnicity: 1 Black/African American, 2 Middle Eastern, 1 Asian, 2 Hispanic or Latino, 1 Native American

Board of Dentistry - Staff

2 Licensed Dentists

6 Administrative & Operational Staff

Gender: 5 Female, 3 Male

Race/Ethnicity: 1 Multiple Ethnicities, 1 Hispanic or Latino, 6 Caucasian

Licensees (As of Jan 2020)

Dentists: 3056

Dental Hygienists: 3294

Total: 6350

Race/Ethnicity:

American Indian/Alaskan Native, 26

Gender: As of Jan 2020

4127 Female, 2223 Male