



Department of Human Services Office
of Equity and Multicultural Services

Unified Equity Framework

OEMS MISSION

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.*



OEMS VISION

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



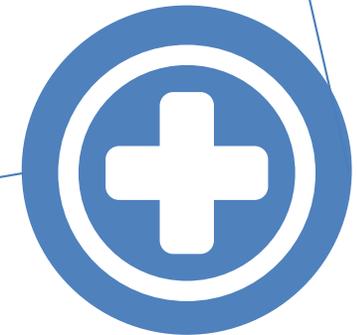
GETTING SERIOUS ABOUT EQUITY

- 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.



How Do We Get To Equity?

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?!



EQUITY LEVERS

1. A culturally and linguistically diverse workforce which better reflects the changing demographics of our great state



EQUITY LEVERS

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 can not 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



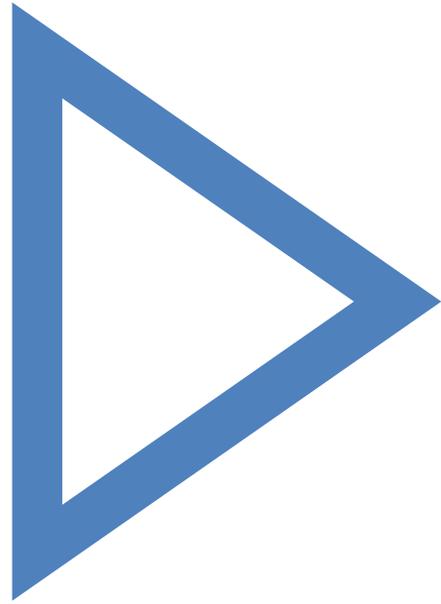
EQUITY LEVERS

4. COMMUNITY ENGAGEMENT-We need to become a more community accountable organization



EQUITY LEVERS

5. EQUITABLE CONTRACTING



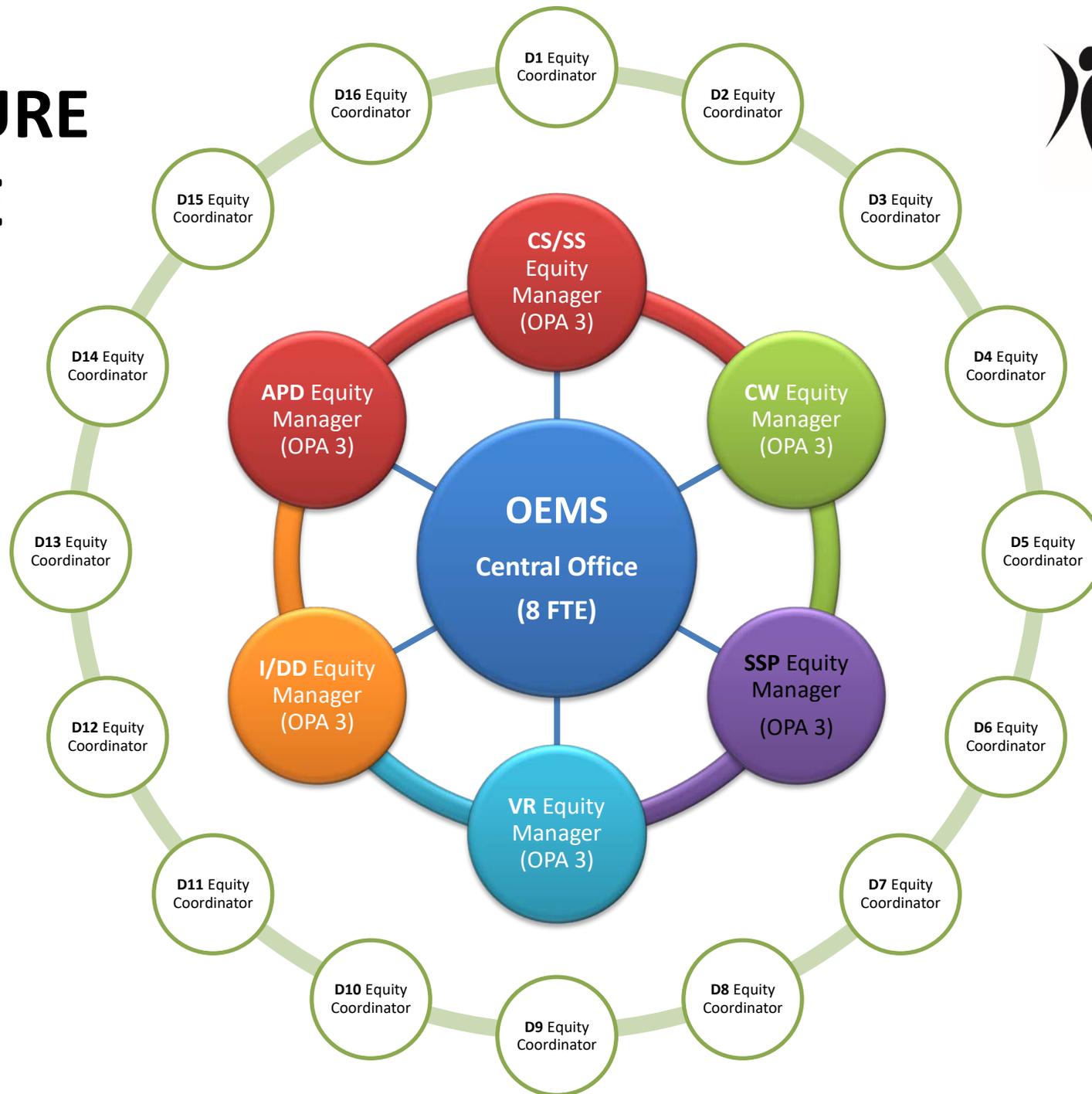
EQUITY LEVERS

- 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

STRUCTURE

- 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

OEMS Building a Unified Equity Plan

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.
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EQUITY VEHICLES

These plans are organic and self correcting and will be driven by what the data tells us.

EQUITY VEHICLES

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.

OEMS 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



EQUITY STRUCTURES

- Speaking of workforce diversification, we also have several mechanisms to help us to begin to correct for that. They include:
- Statewide Employee Resource Groups

EQUITY STRUCTURES

- 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)

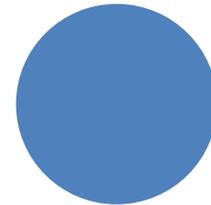
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EQUITY
STRUCTURES

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.

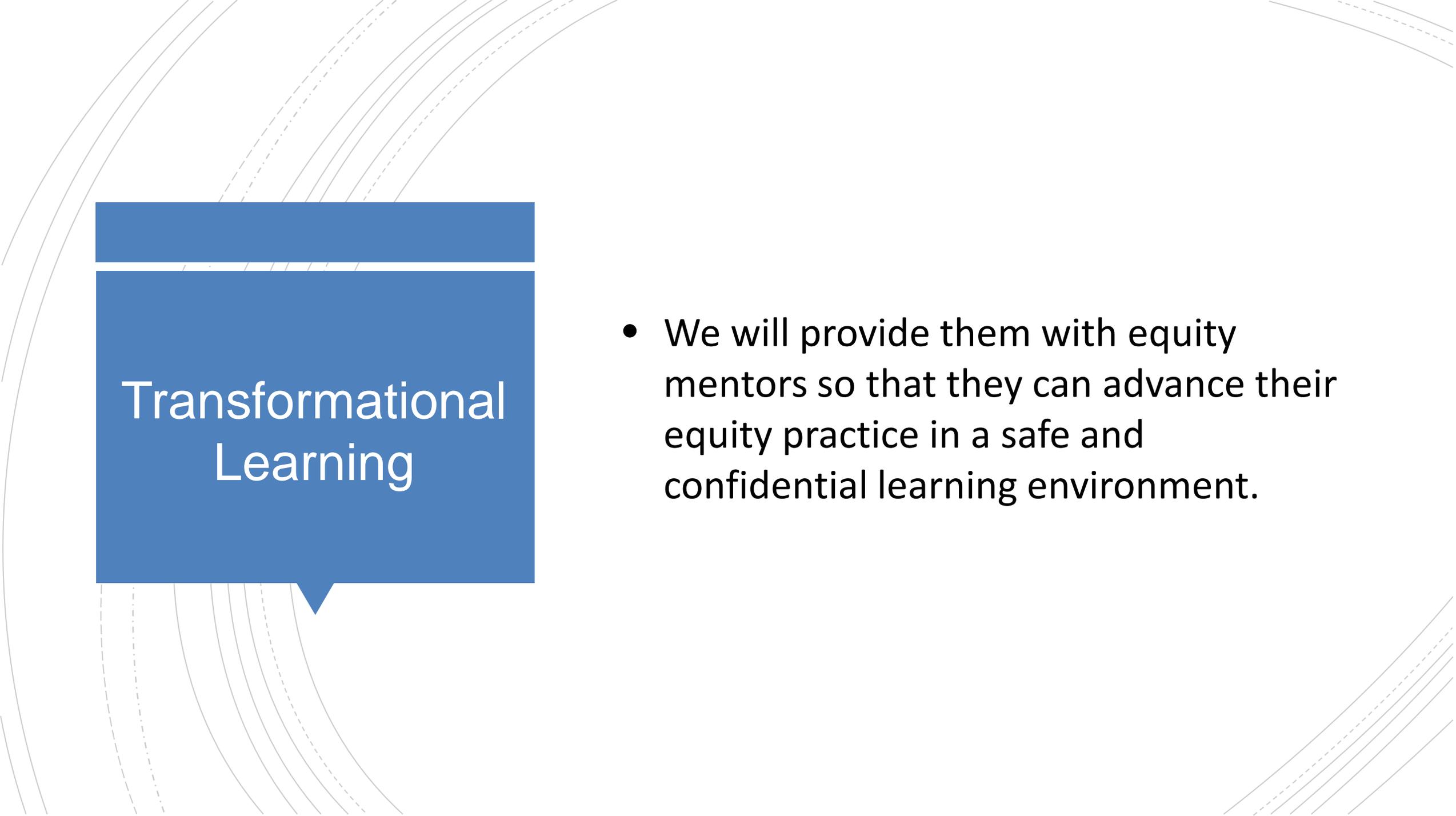
LEADERSHIP



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.



The background features several sets of concentric, curved lines in shades of gray, some solid and some dashed, creating a sense of motion and depth. A dark blue rectangular box with a white border is positioned on the left side, containing the text 'Transformational Learning'.

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.

Transformational Learning

THE
PROMISE
OF AN
EQUITABLE
OREGON

Equity is at the very foundation of
who we are meant to be as a state



And this is our collective journey.
Join us!

OEMS CONTACT



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OEMS

- THANK YOU!

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