

Station 1

Welcome

Help us by
providing
feedback on
our proposed
Racial Equity
Plan!



Please review the information and complete the feedback survey at the end.

We value your input and feedback.

Contact us for ADA accommodations or assistance in other languages.

www.oregon.gov/dor

503-378-4988 or 800-356-4222

questions.dor@oregon.gov

Comuníquese con nosotros para solicitar adaptaciones de la ADA (Ley sobre Estadounidenses con Discapacidades) o asistencia en otros idiomas.

www.oregon.gov/dor

503-378-4988 o 800-356-4222

preguntas.dor@oregon.gov

Station 2

Community engagement



Community Engagement

We want to hear from you! Help us by providing feedback on our proposed Racial Equity Plan before adoption.

Once the survey is closed, the feedback will be analyzed and taken into consideration before the Racial Equity Plan is adopted.

Station 3

Background



Oregon's DEI Action Plan makes each agency responsible for developing an agency-specific racial equity plan incorporating all the strategies of the DEI Action Plan in order to set goals and initial timelines.

Communities in Oregon

As described in the State of Oregon's 2021 Diversity, Equity, and Inclusion Action Plan: A Roadmap to Racial Equity and Belonging, historically and currently underserved and under resourced communities in Oregon include Oregonians who identify as:

- Native American, members of Oregon's nine federally recognized tribes, American Indian, Alaska Natives
- Black, African, African American
- Latina, Latino, Latinx, Hispanic
- Asian
- Pacific Islander (including Compact of Free Association Citizens)
- Immigrants, Refugees, Asylum Seekers, Deferred Status Holders, Temporary Protected Status
- Undocumented, Deferred Action for Childhood Arrivals (DACA) recipients, "Dreamers," Nonimmigrant Visa Holders
- Linguistically diverse, English language learners (ELL)
- Economically Disadvantaged
- People with disabilities
- LGBTQIA2S+
- Farmworkers, Migrant Seasonal Workers

Our Commitment

We recognize that individuals often identify with multiple communities and are impacted by compounding systems of oppression, also known as intersectionality. Using equity as a guiding principle means centering the needs of community members who have been historically underserved and underrepresented. In designing policies, practices, and processes that explicitly serve these culturally specific groups, the department can create conditions that benefit all community members. By improving outcomes for community members with the least access to resources and opportunities, the department is able to best serve all Oregonians.

The Oregon Department of Revenue is not neutral about racism. Fulfilling our mission of together, collecting the revenue Oregon counts on requires us to recognize, address, and eliminate institutional racism and discrimination. Our Leadership Team is committed to continuously addressing equity and racism and creating an inclusive environment where all employees are safe, regardless of their identity.

Station 4

Proposed Racial Equity Plan

Proposed Racial Equity Plan

The proposed Racial Equity Plan incorporates the below ten strategies laid out in the [State of Oregon's Diversity, Equity, and Inclusion \(DEI\) Action Plan](#) and the actions the Department of Revenue will take to apply those strategies.



Ten Strategies

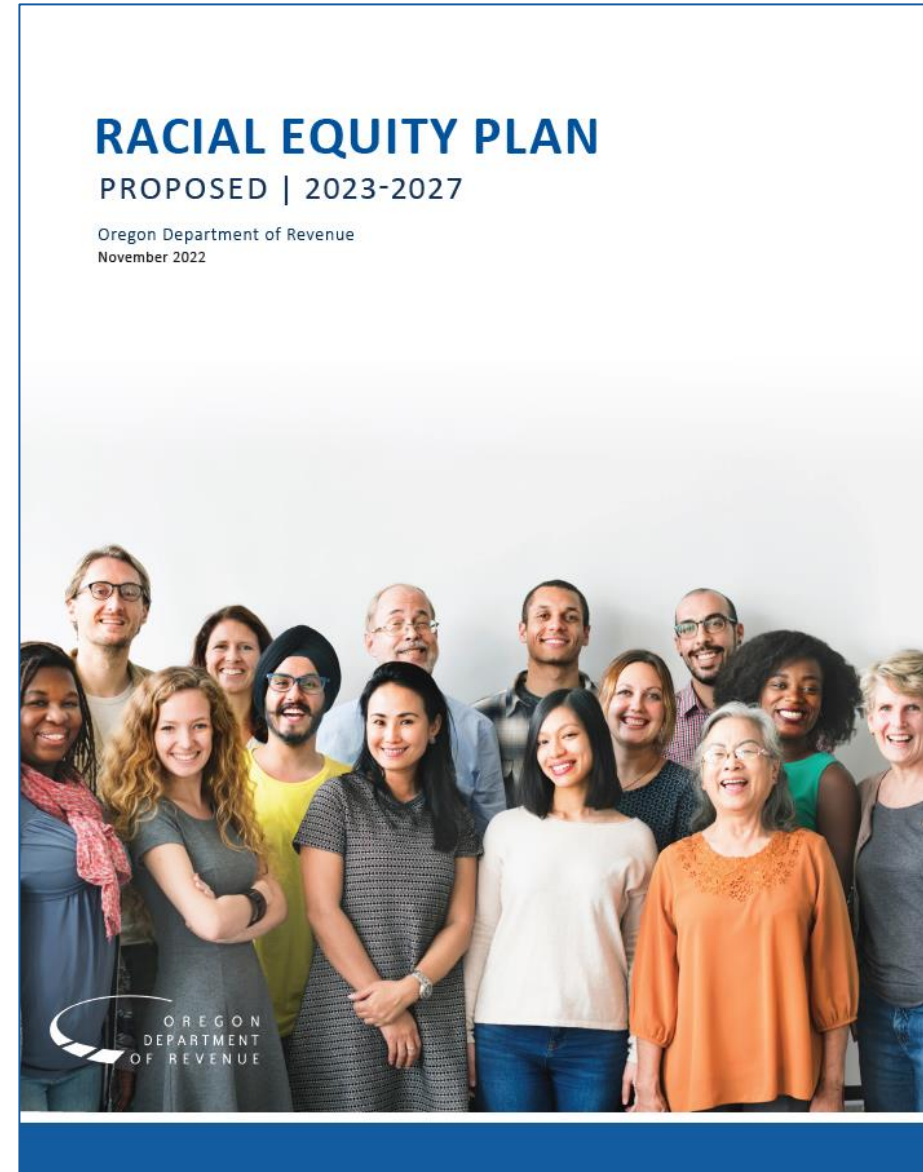
1. Agency Specific Racial Equity Plan
2. Agency Diversity, Equity, and Inclusion Infrastructure
3. Inclusive Communications
4. Community Engagement
5. Disaggregated Data as a Lever for Change
6. Equitable Budget, Inclusive Budget Process and Investing in Target Communities
7. Contract Equity and Improving Agency Procurement Processes
8. Diversifying the Workforce and Creating an Inclusive Workplace
9. No tolerance for Racism, Hate, and Discrimination
10. Urgency, Transparency, and Accountability in All Operations

We need your input and feedback!

Follow this link to view the proposed
Racial Equity Plan

LINK:

<https://www.oregon.gov/dor/about/Documents/Proposed%20Racial%20Equity%20Plan%202023-2027.pdf>



Station 5

Take the survey

We value your input.

Follow this link to take the survey:

https://forms.office.com/Pages/ResponsePage.aspx?id=Mmk_qnz6tEegzqWYytFhz3rmeljsdZlAu-Liskrb4kFUM05LU0NWM1U2SjJNSVdSMTBSUEJH0E5ETC4u