



Equity and Inclusion at the Oregon Employment Department

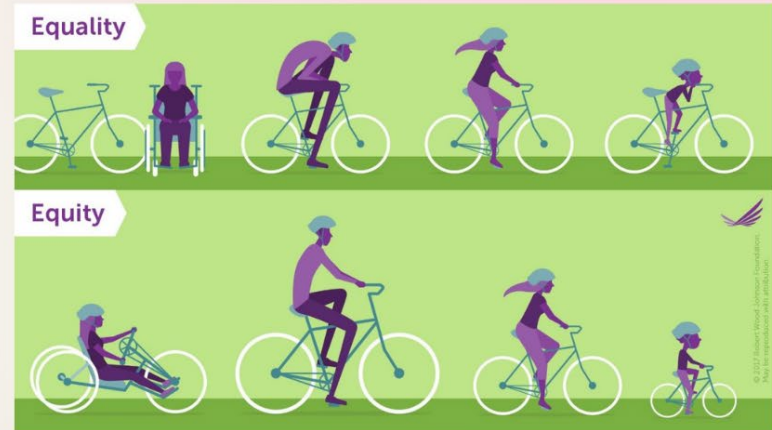
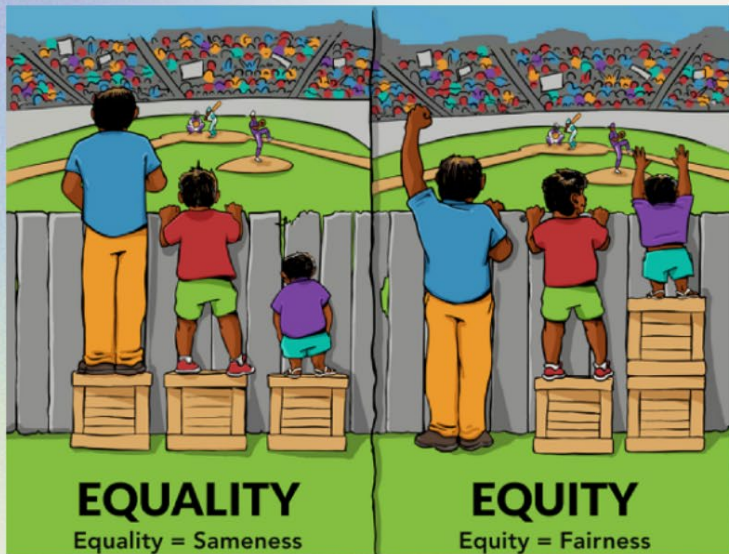
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“You have to act as if it were possible to radically transform the world. And you have to do it all the time.” - Angela Davis

Key Terms: Diversity



Key Terms: Equity



Key Terms: Inclusion

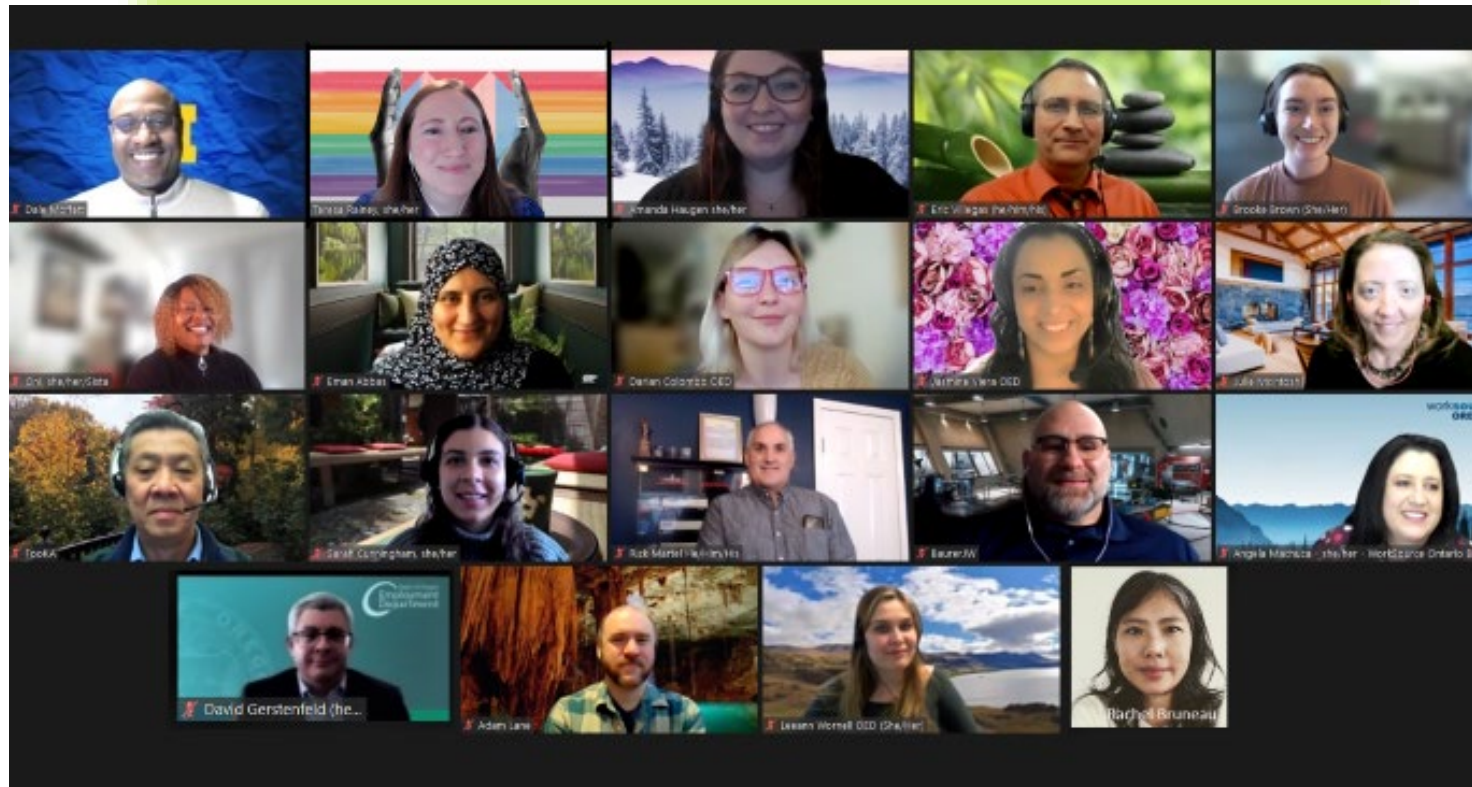


"Inclusion is not bringing people into what already exists; it is making a new space, a better space that works for everyone." -
George Dei

A brief history of OED's DEI teams

- Employee DEI council for over 20 years
- Agency director became council sponsor in 2016
- First fulltime DEI position into HR in 2017
- DEI position moved to director's office in 2020
- First program-oriented DEI position in early 2022
- Equity and Inclusion Office (EIO) in mid 2022
- Requested four additional EIO staff in 23-25 budget

The Equity and Inclusion Council



The Equity and Inclusion Office



Rachel Bruneau
Paid Leave



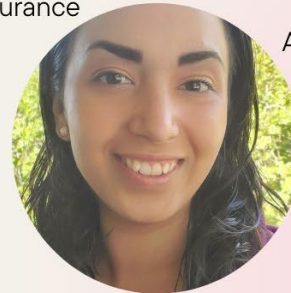
V Martin
Unemployment Insurance



Rebecca Rodas
Human Resources,
Administrative Business
Services, IT, Research



Leeann Wornell
Workforce Operations



Jasmine Viera
Modernization, Contributions
and Recovery



Equity events for employee learning and development



Modern Reality of the Indigenous People of Oregon

Symbolism of Native American Ceremonies

Hispanic Heritage Month Celebration

Juneteenth: A Walk of Liberation

Mental Health Awareness Month with Cascade Centers

Autism Acceptance Month with Experience Autism

Race in this Place: The Plight of Black Professionals in the Workplace

Veteran's Day Employee Panel

Destigmatizing Recovery from Addiction

LGBTQ+ Pride with Poison Waters

Asian American, Native Hawaiian, and Pacific Islander Heritage Month panel

Women's History Month leadership panel

Personal Steps You Can Take to Eliminate Systemic Racism

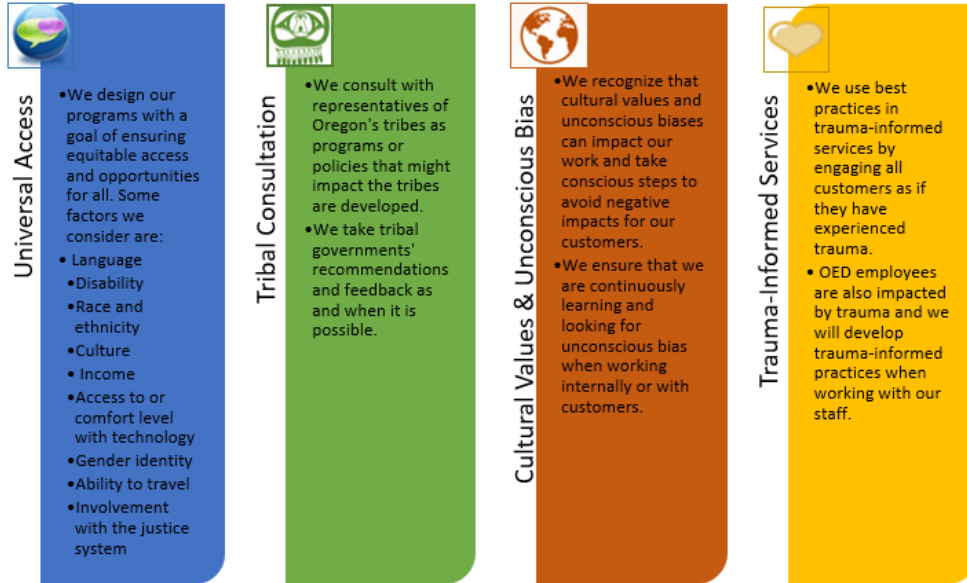


Equity Framework

This is a guiding document for each program to develop and outline the core elements for engaging with and providing equitable services to historically and currently marginalized communities and underserved populations.

The framework consists of four primary areas:

- Universal Access
- Tribal Consultation
- Cultural Values & Unconscious Bias
- Trauma-Informed Services



Policies and Procedures

Reviews and creates various agency policies and procedures using an equity framework:

- Reasonable modifications for agency customers
- Reasonable accommodations for agency employees and applicants
- Respecting gender identity and expression
- Criminal records checks
- Language access



Interview Panels

Serve on interview panels to support equity in the hiring process for positions with our agency.



Bystander Intervention Training

This course teaches employees how to address biased comments, microaggressions, and even harassment.

The course also helps to uphold our agency values, create a safe environment, foster a sense of belonging, and hold ourselves accountable.



Empowerment Groups

Employee-led group of members and allies of historically and currently underrepresented communities, or who otherwise experience barriers within the workplace, that foster connection, inclusivity, and community.

Current groups:

- Leaders of Color
- People with Disabilities
- Spanish Language
- Parents, Guardians, and Caregivers



2023-2025 Affirmative Action Plan

What's in the plan?

- Employee demographics (recruitment, promotion, retention) and agency contracts with COBID-certified businesses
- Progress made or lost since last biennium
- OED's three new goals for 2023-2025 and associated actions:
 1. OED will continue to foster fairness, equity, and inclusion to maintain a workplace environment where everyone is treated with respect and dignity.
 2. OED will achieve at least proportionate (8%) representation of people with disabilities at all levels of the agency (as documented through Workday reporting), raise awareness of disability inclusion, reduce stigma related to disability, promote universal accessibility practices, and support reasonable accommodation requests.
 3. OED will achieve at least proportionate representation (30%) of managers of color in higher-level supervisory management roles, defined as higher than either a PEM B or Supervisor 1.

2023-2025 Diversity, Equity, and Inclusion Plan

What's in the plan?

- Summary of DEI progress over the past five years
- Actions and responsible divisions for each required category:
 1. Community Engagement
 2. Communications
 3. Data
 4. Decision-making and Budgets
 5. Contracting and Procurement
 6. Diversifying Workforce and Internal Culture (includes all AA goals)
 7. Service Delivery
- Find both plans at <https://www.oregon.gov/employ/Agency/Pages/Equity-and-Inclusion.aspx>

Thank you!

Questions:

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