



Oregon Board of Chiropractic Examiners

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Affirmative Action Statement July 1, 2019 to – June 30, 2021

Approved July 30, 2019

Oregon Board of Chiropractic Examiners
Affirmative Action Statement
2019-2021 Biennium

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I. Affirmative Action Policy Statement

The Board of Chiropractic Examiners (OBCE or Board) is committed to achieving a work force that represents the diversity of Oregon’s population and to providing fair and equal employment opportunities. The Board is committed to an affirmative action program that provides equal opportunities for all persons regardless of race, color, religion, sex, sexual orientation, national origin, marital status, age or disability. The Board provides an environment for each applicant and employee that is free from sexual harassment, as well as harassment and intimidation on account of an individual’s race, color, religion, gender, sexual orientation, national origin, age, marital status or disability. The Board employment practices are consistent with the State’s Affirmative Action Statement Guidelines and with state and federal laws, which preclude discrimination.

II. Diversity, Equity, and Inclusion Statement

The Governor’s Office, and the OBCE, recognize “diversity as the collective mixtures of our differences and similarities. These differences are viewed as a strength that maximizes the state’s competitive advantage through innovation, effectiveness, and adaptability. Equity is a value and goal, not a process. It allows all individuals to thrive and reach their full potential. Inclusion is leveraging diversity which builds and sustains a culture in which people are engaged and motivated. Ultimately, inclusion is the environment that people create to allow these differences to thrive.” (See p. 32, *2017-2019 Affirmative Action Biennial Report*, Office of Governor Kate Brown, Diversity, Equity, and Inclusion/Affirmative Action).

III. Affirmative Action Summary Statement

a. Name of Governor’s Policy Advisor

Jackie Yerby: (503) 378-6829, Jackie.yerby@oregon.gov

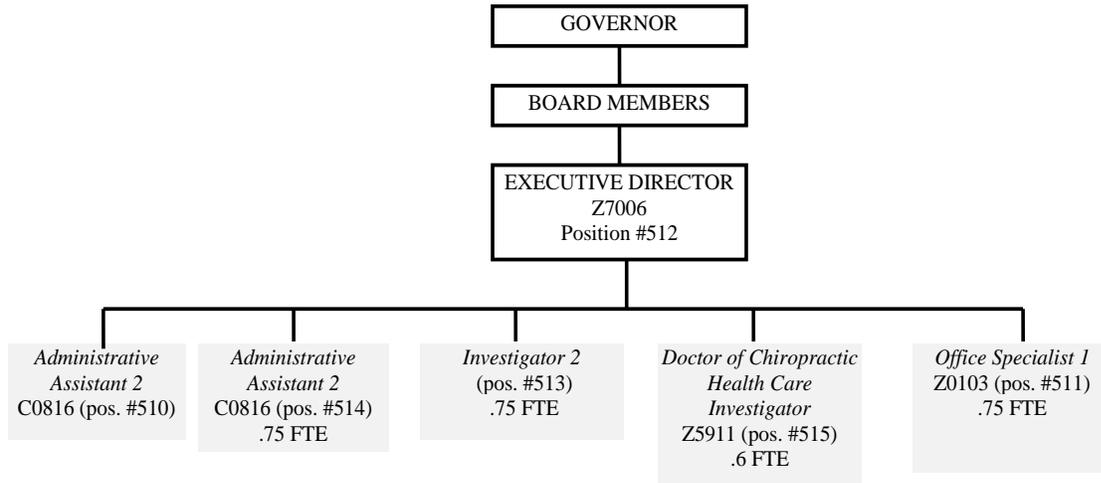
b. Name and contact information of Agency’s Affirmative Action Representative

Cassandra C. McLeod-Skinner, J.D., Executive Director
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c. Organizational Chart

Oregon Board of Chiropractic Examiners

2019-2021



d. Human Resources.

The OBCE contracts with the Department of Administrative Services, Chief Human Resources Office, for our HR needs in recruiting, performance evaluations, personnel actions, and payroll. Although our staff is rather small (5.1 FTE), we are very diverse in ethnicity, age, gender, religion, sexual orientation, and ability. We strive to broaden the outreach that CHRO does on our behalf for temporary or permanent hires by including local community college career centers as well as transitional programs for job posting locations and prioritizing the ability to work in multiple languages. While the majority of our licensee base is still white, English speaking, men, our stakeholders and patients are not.

e. Agency Employee Diversity Training/Professional Development

f. Agency Community Engagement Efforts

g. Affirmative Action 2017-2019 Objectives

i. Goals set and met

1. *The Executive Director (who is also the Affirmative Action Representative) will be evaluated by the Board annually for her adherence to this Affirmative Action Statement and on the basis of involvement in achieving the affirmative action objectives.*

My annual evaluation last year included a review of the 2015-2017 Affirmative Action Statement and my role within the agency in promoting diversity and equity. My annual evaluation for this year (2018) will include the same.

2. *Advertise and recruit for diversity for the Board and the Board's committees and have demonstrable results.*

Within the 2015-17 biennium, the Board recruited and retained a female Board member and a female chair of a subcommittee (OCPUG) who subsequently recruited a greater number of women to become involved in the subcommittee. Within 2017-19, our Board recruitment efforts were successful in that our 7 member Board will now consist of 4 women and 3 men, with two of the women holding positions on the executive committee. This is the first time in OBCE's history that the Board will consist of a majority of women members.

3. *Review the Oregon Health Authority's recommendations for culturally appropriate continuing education and encourage licensees to attend those courses.*

Biannually, the OBCE hosts an Introduction to the Board continuing education class that is required for newly licensed chiropractic physicians within the state. Within that class, we review the importance of cultural competency and provide resources, including a list of OHA's recommendations, for licensees to participate in. For some disciplinary cases, the Board has required that OHA's cultural competency curriculum be utilized.

We've been working with the OHA's Healthcare Workforce survey staff to implement the requirements of SB 230 (2015) to collect data from our licensees.

Additionally, the Executive Director is an alumna of Oregon Health Authority's Office of Equity and Inclusion's DELTA (Developing Leadership through Training and Action) program and participates with past and current members as often as possible.

4. *Propose a Board mandate of cultural competency education as part of its annual renewal continuing education requirements.*

The staff proposed this mandate and continues to raise this as a possibility for mandated continuing education. The Board has not mandated the cultural competency CE but has allowed credit to be received for trauma-informed classes and other cultural competency classes.

5. *Continue to provide information and opportunities for staff to participate in diversity training and multi-cultural events, and seek new opportunities for working with higher education and local ethnic groups. The Board will continue to develop strategies to recruit, retain, and promote a diverse staff. The Board recognizes the value of individual and cultural difference and creates a work environment where*

talents and abilities are valued. If vacancies occur, OBCE will explore new and different venues to promote a diverse pool of applicants, including attending job fairs and trade shows.

2018 was the second year that the OBCE helped sponsor the Statewide Diversity Conference. Unfortunately, both years, we weren't able to take advantage of any employees attending as it conflicted with our schedules, but we will continue to sponsor the event and encourage staff and Board members to attend in future years.

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

Staff is provided notices of events that are occurring within state government and throughout the state that they are encouraged to participate in. The agency's Executive Director and Investigator are both involved in many multicultural professional and recreational organizations and share events through those groups with staff as well.

ii. Goals not met or not expected to meet

1. *Identify and implement a Cultural Competency Assessment within the existing budget limitation.*

We have not yet initiated this assessment.

h. Affirmative Action 2019-2021 objectives

1. *Identify and implement a Cultural Competency Assessment within the existing budget limitation.*
2. *Continue to advertise and recruit for diversity for the Board and the Board's committees and have demonstrable results.*
3. *Review the Oregon Health Authority's recommendations for culturally appropriate continuing education and encourage licensees to attend those courses.*
4. *Continue to propose a Board mandate of cultural competency education as part of its annual renewal continuing education requirements.*
5. *Continue to provide information and opportunities for staff to participate in diversity training and multi-cultural events, and seek new opportunities for working with higher education and local groups. The Board will continue to develop strategies to recruit, retain, and promote a diverse staff. The Board recognizes the value of individual and cultural difference and creates a work environment where talents and abilities are valued. If vacancies occur, OBCE will explore new and different venues*

to promote a diverse pool of applicants, including attending job fairs and trade shows.

6. *Continue the focus on developing a work environment that is attractive to a diverse pool of applicants, retains employees, and is accepting and respectful of employees' differences. Respectful workplace behaviors are expected and enforced.*
7. *Continue to encourage employees to avail themselves of promotional and job developmental opportunities within Oregon State Government.*

The OBCE remains committed to its policy on Affirmative Action and Equal Opportunity and to a rigorous and active affirmative action program. My personal commitment to these ideas is represented in the Affirmative Action Statement. Likewise, the Statement represents the Board's commitment to equal opportunity and affirmative action in employment and public service consistent with all applicable federal and state laws, including, but not limited to: Executive Order 11246; Title VII of the Civil Rights Act of 1964; Sections 503 and 504 of the Rehabilitation Act of 1974; the Vietnam Era Veterans Readjustment Assistance Act; and the Americans with Disabilities Act. This Affirmative Action Plan has my complete authorization and commitment.

Cassandra C. McLeod-Skinner, J.D.
Executive Director

Date

If you have any questions regarding the agency's Affirmative Action Statement, please contact the Affirmative Action Representative listed below.

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