



Oregon

Tina Kotek, Governor

Oregon Board of Medical Imaging

800 NE Oregon Street, Suite 1160A

Portland, OR 97232-2162

OBMI.info@OBMI.oregon.gov

www.oregon.gov/obmi

Phone: 971-673-0215

Fax: 971-673-0218

June 1, 2026

RE: OBMI Affirmative Action Plan Cover Memo 27/29 ARB

The Oregon Board of Medical Imaging issues Licenses and Permits to technologists who operate medical imaging equipment. Technologists are trained to capture an image, using the least amount of radiation possible. These are the images that will enable a physician to make an accurate diagnosis and to create a treatment plan.

Patients undergoing medical imaging benefit directly from the Agency's programs by being confident that their medical imaging care is monitored by not only the hospitals, but the technologists are held to a high standard of practice which is regulated by the Agency. Indirectly, the technologists benefit by knowing their practice quality is held to a high standard, ensuring that excellent care is provided across the medical imaging community.

As a regulatory agency, the burden will fall on those who do not adhere to the laws set by the legislature for standard of practice and patient care. Violations of the law may result in disciplinary action taken by the Board. It is notable that OBMI has the responsibility, through licensure and enforcement, to ensure patient safety, licensee skill and ethics because patients themselves are not able to choose their provider for Medical Imaging procedures; this makes OBMI crucial in the continuance of protecting public health and safety.

The OBMI increases greater diversity among Board membership by providing accessible and informative Board-related information on our user-friendly website. The Board has strong and long-standing relationships with the schools that provide education for technologists and uses that partnership to foster racial equity among students by embracing everyone and bringing the Board's mission and good practices to all. The benefits include diversity in the workforce which creates a workplace that fosters bringing the technologist's best self to medical imaging practice.

The OBMI has at least 4 public meetings per year. These meetings are accessible to all and OBMI partners are well represented at meetings. The OBMI also has a diverse group, made up of all aspects of medical imaging partners (educators, hospitals, licensees, credentialing organizations and related agencies etc.) that participate in rulemaking and Board meetings.

If you have any questions regarding the agency's Affirmative Action Statement, please do not hesitate to contact me. stacy.L.katler@OBMI.oregon.gov or 971-673-0216.

Best Regards,

Stacy Katler, DVM

Stacy Katler, DVM

Executive Director

Oregon Board of Medical Imaging



Oregon

Tina Kotek, Governor

Oregon Board of Medical Imaging

800 NE Oregon Street, Suite 1160A

Portland, OR 97232-2162

OBMI.info@OBMI.oregon.gov

www.oregon.gov/obmi

Phone: 971-673-0215

Fax: 971-673-0218

2027-2029 AFFIRMATIVE ACTION STATEMENT

OREGON BOARD OF MEDICAL IMAGING

Policy Statement: It is the policy of the Board to interact with employees and members of the public in a manner that respects diversity, equity, and inclusion, affirmative action, and equal employment opportunity. The Board is committed to operate on the principle that no person shall be discriminated against because of race, religion, national origin, gender, age, marital status, sexual preference or identity, or disability.

Summary Statement:

The Board is committed to aligning goals the Governor's EO 22-11 by having the Executive Director attend Office of Cultural Change (OCC) and the Governor's Office (GO) meetings; supply staff with all manner of educational information regarding Affirmative Action including those supplied by a robust agency connection with HR; track and measure issues regarding agency discrimination via agency surveys, phone conversations and emails; improve agency's affirmative action plan using professional development and performance evaluations and ensure continuous improvement to support a diverse, equitable, and inclusive workforce by utilizing a full HR contract that includes hiring, retirement and terminations.

It is the Board's intent and goal to continue to work towards aligning Affirmative Action objectives with DEI and Strategic planning by improving website accessibility and ease of use, making all public meetings easily accessible via electronic means, and posting videos of all meetings the Board's website, using SiteImprove to keep the website accessible and relying on Board OHA work survey and questionnaire for ways to improve accessibility and diversity representation. The Board will continue to conduct annual leadership performance evaluation in concert with DAS HR. OBMI is a small agency as does not routinely contract with public businesses. OBMI revises a succession plan every two years or as needed should programs change.

Board Complaints: Complaints are easily made and submitted using the Board's online Portal, via fax, email, and hard copy mail. Board Investigator responds to complaints within 3 business days. All complaints are issued a case number, investigated fully, and presented to the Full Board at quarterly meetings.

2025-2027 Objectives: The Board and Board staff will endeavor to continue to treat all people with respect for diversity and inclusion, consistent with the Board's Affirmative Action Policy Statement. Communications with all public, licensees and permit holders, interested parties and others are all treated with respect and compassion. It is the Board's goal to offer excellent and inclusive customer service to everyone. All OBMI Board Meetings will be fully accessible to people with disabilities.

2025-27 Goals: Board staff will continue to regularly meet and work to promote and celebrate diversity and inclusion by improving our in-person and electronic presence. The Board will continue to work and meet 8 times a year. The Board's goals include reaching out to their colleagues to encourage people from underrepresented groups to apply for board membership. The Board has worked hard and achieved nearly equal members with regards to gender diversity.

2025-2027 Unmet Goal: The Board will continue to seek to attain greater diversity among board membership. Through Board newsletter notices, website notices, and applicants who apply for Board membership through the Governor's office, the Board seeks to promote membership that is diverse and without regard to disability. While not completely racially, ethnically or gender-balanced diverse, the current 12-person Board membership has five women and five men (the Board is seeking to fill the last 2 public member positions) that are diverse in their locations in Oregon. Board recruitment notices state that "The Board and the State of Oregon welcome all applications and are fully committed to equal opportunity and diversity in Board membership."

2027-2029 Objectives: The Board and Board staff will endeavor to continue to treat all people with respect for diversity and inclusion, consistent with the Board's Affirmative Action Policy Statement. Communications with all public, licensees and permit holders, interested parties and others are all treated with respect and compassion. It is the Board's goal to offer excellent and inclusive customer service to everyone. All OBMI Board Meetings will be fully accessible to people with disabilities.

2027-29 Goals: Board staff will continue to regularly meet and work to promote and celebrate diversity and inclusion by improving our in-person and electronic presence. The Board will continue to work and meet at least 4 times a year. The Board's goals include reaching out to their colleagues to encourage people from underrepresented groups to apply for board membership. The Board has worked hard and achieved nearly equal members with regards to gender diversity.

Community Engagement: In day-to-day interactions with the public and with OBMI licensees, the Board staff has endeavored to treat all people with respect and to provide equal treatment, regardless of race, religion, national origin, gender, age, marital status, sexual preference or identity, or disability. In this regard, the Board received no complaints of discriminatory treatment from members of the public or Board licensees. All Board meetings include a public session and are conducted in locations and via ZOOM that are fully accessible to people with disabilities; all meeting notices provide Board contact information to obtain disability accommodations to participate in Board activities.

Agency Employee Diversity Training/professional development: Several affiliated health licensing boards coordinate jointly to provide direct or online attendance at DIAAEEEO seminars and share summary notes. The Board's Affirmative Action Representative conducts regular discussions with all staff regarding principles of conducting day-to-day business in a manner that promotes equity and diversity.

Human Resources Agency Support: The OBMI has a contract to receive human resources support on a full contract basis from DAS Enterprise Human Resources Services.

Governor's Policy Advisor to the Board of Medical Imaging – Kristina Narayan



Stacy Katler, DVM
Executive Director and Affirmative Action Representative



Oregon

Tina Kotek, Governor

Oregon Board of Medical Imaging

800 NE Oregon Street, Suite 1160A

Portland, OR 97232-2162

OBMI.info@OBMI.oregon.gov

www.oregon.gov/obmi

Phone: 971-673-0215

Fax: 971-673-0218

June 1, 2026

RE: OBMI Diversity, Equity and Inclusion Cover Memo 27/29 ARB

The Oregon Board of Medical Imaging issues Licenses and Permits to technologists who operate medical imaging equipment. Technologists are trained to capture an image, using the least amount of radiation possible. These are the images that will enable a physician to make an accurate diagnosis and to create a treatment plan.

Patients undergoing medical imaging benefit directly from the Agency's programs by being confident that their medical imaging care is monitored by not only the hospitals, but the technologists are held to a high standard of practice which is regulated by the Agency. Indirectly, the technologists benefit by knowing their practice quality is held to a high standard, ensuring that excellent care is provided across the medical imaging community.

As a regulatory agency, the burden will fall on those who do not adhere to the laws set by the legislature for standard of practice and patient care. Violations of the law may result in disciplinary action taken by the Board. It is notable that OBMI has the responsibility, through licensure and enforcement, to ensure patient safety, licensee skill and ethics because patients themselves are not able to choose their provider for Medical Imaging procedures; this makes OBMI crucial in the continuance of protecting public health and safety.

The OBMI increases greater diversity among Board membership by providing accessible and informative Board-related information on our user-friendly website. The Board has strong and long-standing relationships with the schools that provide education for technologists and uses that partnership to foster racial equity among students by embracing everyone and bringing the Board's mission and good practices to all. The benefits include diversity in the workforce which creates a workplace that fosters bringing the technologist's best self to medical imaging practice.

The OBMI has at least 4 public meetings per year. These meetings are accessible to all and OBMI partners are well represented at meetings. The OBMI also has a diverse group, made up of all aspects of medical imaging partners (educators, hospitals, licensees, credentialing organizations and related agencies etc.) that participate in rulemaking and Board meetings.

If you have any questions regarding the agency's DEI Statement, please do not hesitate to contact me. stacy.L.katler@OBMI.oregon.gov or 971-673-0216.

Best Regards,

Stacy Katler, DVM

Stacy Katler, DVM

Executive Director

Oregon Board of Medical Imaging



Oregon

Tina Kotek, Governor

Oregon Board of Medical Imaging

800 NE Oregon Street, Suite 1160A

Portland, OR 97232-2162

OBMI.info@OBMI.oregon.gov

www.oregon.gov/obmi

Phone: 971-673-0215

Fax: 971-673-0218

2027-2029 DIVERSITY, EQUITY & INCLUSION STATEMENT OREGON BOARD OF MEDICAL IMAGING

Policy Statement: The Agency's approach to diversity is simple: it's about embracing everyone. From cultivating a culture where all employees can bring their best selves to work to deploying diversity, equity and inclusion practices that support all people we interact with. OBMI is doing what it takes to build a more equitable workplace and world.

2027-2029 DEI Data: The Board has four staff persons, including 2 women and 2 men which has been consistent since 2011. Staff diversity includes racial, geographic and age. The current 12-person Board membership has five women and five men (the Board is seeking to fill the last 2 public member positions) that are diverse in their locations in Oregon.

2027-29 Commitment: The Board seeks to increase greater diversity among Board membership by providing accessible and informative Board-related information on our user-friendly website. The Board was successful in meeting diversity among the members. The Board will continue to use referrals from existing members to help meet that goal in the future.

2027-29 Strategy Focus Areas:

1. **Community Engagement:** In day-to-day interactions with the public and with OBMI licensees, the Board staff has endeavored to treat all persons with respect and to provide equal treatment, regardless of race, religion, national origin, gender, age, marital status, sexual preference or identity, or disability. In this regard, the Board received no complaints of discriminatory treatment from members of the public or Board licensees. All Board meetings include a public session and are conducted in locations and via ZOOM that are fully accessible to people with disabilities; all meeting notices provide Board contact information to obtain disability accommodations to participate in Board activities. The challenges include industry burnout and frustration on the part of the licensees with the medical care situation. OBMI is committed to continuing excellent customer service, empathy, and sensitivity to the hardworking licensees. The Board works with stakeholders and educators to provide increased accessibility to the medical imaging field.

2. **Communications:** Communications with all public, licensees and permit holders, interested parties and others are all treated with respect and compassion. It is the Board's goal to offer excellent and inclusive customer service to everyone. All OBMI Board Meetings will be fully accessible to people with disabilities. **2027-29 Goals:** Board staff will continue to regularly meet and work to promote and celebrate diversity and inclusion by improving our in-person and electronic presence. The staff is increasing awareness by adding discussions at staff meetings, using materials from Workday and Human Resources, to supplement those discussions. The Board will continue to work and meet at least 4 times a year. The Board's goals include reaching out to their colleagues to encourage people from underrepresented groups to apply for board membership. The challenges include a lack of awareness in the industry regarding the opportunities to become a member of the Board. OBMI is committed to



Oregon

Tina Kotek, Governor

Oregon Board of Medical Imaging

800 NE Oregon Street, Suite 1160A

Portland, OR 97232-2162

OBMI.info@OBMI.oregon.gov

www.oregon.gov/obmi

Phone: 971-673-0215

Fax: 971-673-0218

continuing to provide a user-friendly website, quarterly Newsletters that are sent to all Interested Parties and are fully committed to equal opportunity and diversity in Board membership.

3. Data: Licensees are required to complete the OHA workforce survey, which provides the Board with the results from the questionnaire. The Board endeavors to seek out additional data sources by asking for diversity representation on all licensure applications. Data is used to see trends in the medical imaging field and use those results to help the Board's focus with regards to the future of Medical Imaging.

4. Budget: The challenge in this area is the amount of expenditure limitation. OBMI is a small Board with limited funds generated from all other funds. The Board is limited to expenditures by the Legislative process. Knowing that the Budget is not always viewed with a complete equity lens, the Board endeavors to fully incorporate the Board's Racial Equity, Diversity and Inclusion Statement commitment in the Agency Request Budget.

Stacy Katler, DVM

Executive Director and AA/DEI Representative