



# Oregon

Tina Kotek, Governor

## Oregon Board of Medical Imaging

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Portland, OR 97232-2162

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## 2025-2027 DIVERSITY & INCLUSION/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:** 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, 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 accessed 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.

**2023-2025 Objectives:** For 2023-2025, the Board and Board staff will endeavor to continue to treat all persons 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.

**2023-25 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.

**2023-2025 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 six women and five men (the Board is seeking to fill the last public member position) that are diverse in their locations in Oregon. Board recruitment notices state that



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“The Board and the State of Oregon welcome all applications and are fully committed to equal opportunity and diversity in Board membership.”

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**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 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 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.

**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 BOARD OF MEDICAL IMAGING

## 2025-2027 Table of Organization

