



Oregon

Kate Brown, Governor

Oregon Board of Medical Imaging

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2019-2021 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, disability, or for any reason prohibited by state or federal law.

2017-2019 Objectives: The Board of Medical Imaging's goal for 2017-2019 has been to continue to maintain the Board's commitment to affirmative action and equal opportunity, and to recruit staff and Board members who reflect the Board's commitment to diversity and inclusion. The Board has three staff persons, including two men and one woman, which has remained constant since 2011.

2017-2019 Unmet Goal: The Board seeks greater diversity among board membership. Except for gender balance, this goal is unmet. Through Board newsletter notices, website notices, and with regard to 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 racially or ethnically diverse, the current 12-person Board membership is gender-balanced with seven women and five men. 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."

Community Engagement: In day-to-day interactions with the general 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 activities are conducted in locations that are fully accessible to disabled persons; all meeting notices provide Board contact information to obtain disability accommodations to participate in Board activities.

2019-2021 Objectives: For 2019-2021, 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. All OBMI activities will be fully accessible to persons with disabilities. **2019-21 Goals:** Board staff will continue to regularly meet and discuss strategies to promote and celebrate diversity and inclusion. The Board will continue to encourage persons from underrepresented groups to apply for board membership.

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, as needed and on an hourly basis, from DAS Enterprise Human Resources Services.

Governor's Policy Advisor to the Board of Medical Imaging – Tina Edlund

Ed Conlow

Executive Director and Affirmative Action Representative