

## **Adolescent, Genetics, and Reproductive Health (AGRH) Section Racial Equity Values and Principles**

AGRH is a collection of committed public health professionals working to advance the health and wellness of Oregonians – youth and adults, individuals and families, communities and systems.

We are a team of 45 staff managing a \$100 million budget with three programs:

- Adolescent & School Health
- ScreenWise
- Reproductive Health

We advance the foundational capabilities of Public Health Modernization, equip our providers and partners through leadership and organizational competencies; health equity and cultural responsiveness; community partnership development; assessment and epidemiology; policy and planning; communications.

We believe in an equity-based model, recognizing;

- People make health decisions in a broader social context;
- Health is often driven by social and environmental determinants;
- Inequities are real;
- Structural inequities exist;
- Access is limited for some

### **Commitment and Vision for Racial Equity**

The Adolescent, Genetics and Reproductive Health (AGRH) Section commits to working towards racial equity by addressing racism, acknowledging implicit bias, and shifting how we do what we do.

We acknowledge the past and present role of government in creating inequities and doing harm to communities of color and tribal and indigenous communities in Oregon, leading to historical and ongoing trauma. We envision an Oregon where all community members thrive and racial inequities are eliminated.

We will create policies, programs and procedures to address systemic, structural and institutional racism, and create a culture which holds ourselves and each other accountable to those policies and commitments.

We will work collaboratively with partner organizations and community members who share in our commitment to racial equity and move others towards this vision.

We will provide resources, data and funding to amplify racial equity within our programs throughout the State and prioritize developing meaningful partnerships with diverse community stakeholders.

We will develop an AGRH Racial Equity implementation plan in order to operationalize anti-racist strategies which will guide us in making AGRH's vision a reality.

We accept that our commitment to diversity, equity and inclusion (DEI) means a commitment to constant learning – we will make mistakes, but we are determined to learn from them and to improve.

### **Racial Equity Values and Principles**

The Adolescent, Genetic and Reproductive Health (AGRH) Section shall be a welcoming and trauma-informed work environment that reflects and supports the racial and ethnic diversity of our community members and partners. The section shall promote and encourage culturally responsive and accessible communication methods. AGRH managers and staff work shall recruit, employ, support and retain a racially diverse and culturally responsive staff and leadership.

#### *Staff Development*

AGRH shall provide onboarding support and host development opportunities focused on racial equity and shall encourage and support employees to seek out additional training and support. AGRH Managers shall support staff engagement and connection with the OHA People of Color Employee Resource Group.

#### *Culture Shift*

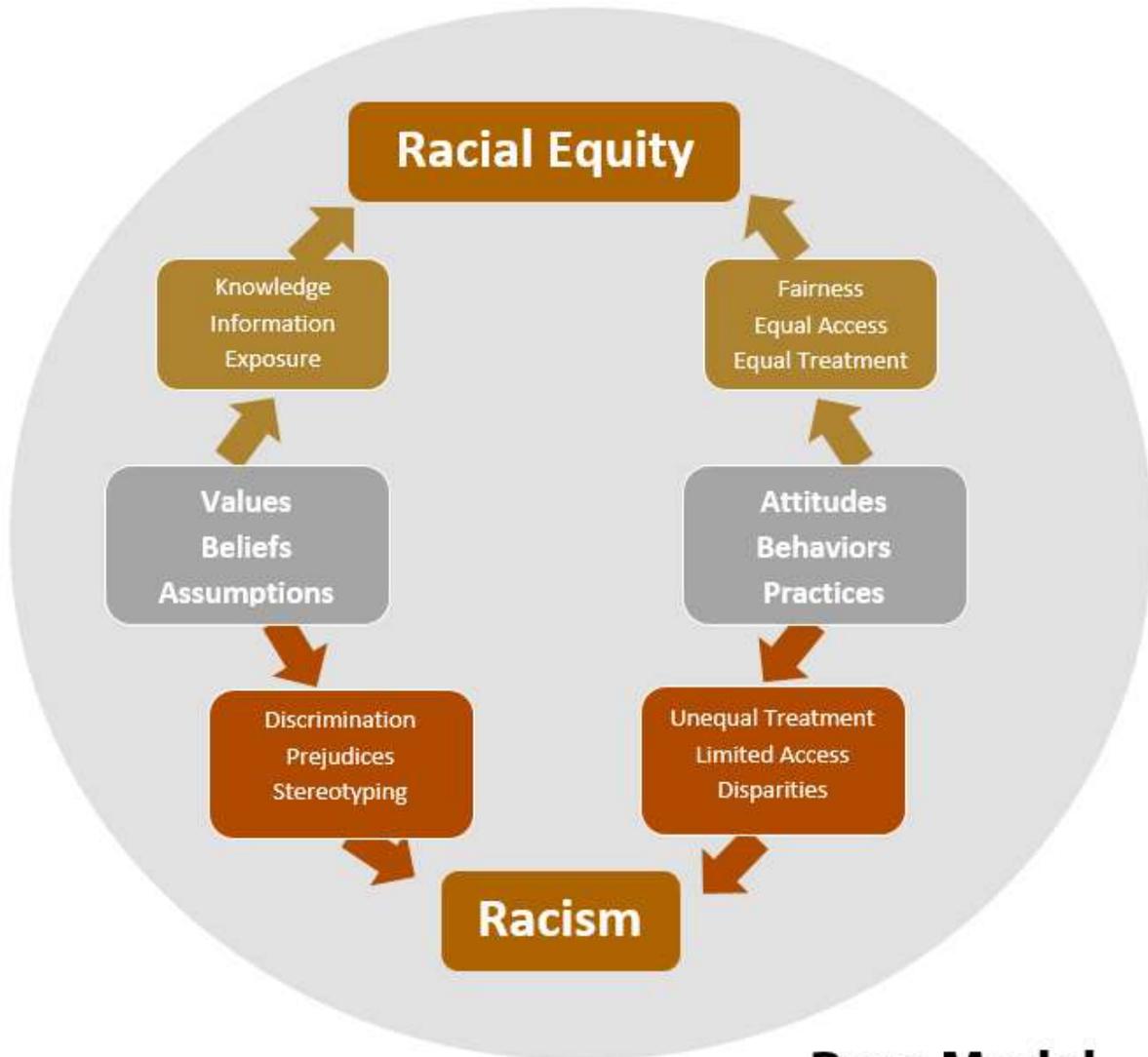
To build a culture of shared learning and growth, the naming and interrupting of racist and oppressive language, actions, and systems using trauma-informed principles shall be supported and encouraged in all section activities. All AGRH staff shall be given tools to examine their biases and participation in structural and institutional racism and systems of oppression.

#### *Accountability*

Staff and programs shall be evaluated for their ability to practice and implement AGRH policies and procedures for racial equity and cultural responsiveness. AGRH staff shall regularly identify racial inequities in all aspects of their work and generate improvement plans. AGRH Staff and Managers shall include racial equity goals within Employee Development Plans.

#### *Partnerships:*

AGRH shall welcome and include people of color and those whose first language may not be English as essential partners in planning, decision-making, delivering and monitoring of policies and services to enhance programming and population health. AGRH shall build reciprocal relationships with communities of color which have historically been left out of state government decisions and policymaking. AGRH shall create mechanisms for ongoing feedback from communities of color to ensure continuous inclusion and improvement.



## Race Model

Developed by Michael R. Twyman, Ph.D.  
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