

# All about The DEI Team

DIVERSITY

EQUITY

INCLUSION



**INTRODUCTION:** The expanded DEI Team is part of the OYA Director's Office. This team provides specialized systemic oversight and guidance across the agency by:

- Supporting the Agency's goals for equitable programming and improved outcomes for youth of color, and all marginalized identities;
- Working collaboratively with Human Resources to diversify our workforce; and
- Infusing the equity lens guide into all new and existing processes, policies, and practices.

We provide strategic equity planning, engagement strategies, and DEI coordination to ensure alignment across the agency. More questions? Keep reading...

## WHY is DEI work important?

**Short answer: Diversity, equity, and inclusion are necessary elements to create safer, more just, and thoughtful systems of care, communities, and employment for everyone.**

- Youth of color, youth who identify as LGBTQ+ (lesbian, gay, bisexual, transgender, queer, questioning, or intersex), and youth from other marginalized populations are disproportionately represented in the justice system and more likely than their peers to experience abuse, neglect, and discrimination. We want all our youth to feel seen and supported and work together to create a safer environment.
- OYA leadership and the Oregon Governor's office recognize the need to diversify our staff and to improve equitable supports for youth and staff of color.

## WHAT does the DEI team do?

**Short answer: Support youth, staff, and providers by ensuring DEI is part of all OYA's work and policies. Everyone deserves to be seen, heard, and represented.**

- Infuse diversity, equity, and inclusion principles of racial equity into everything we do. We lead with race and embed the equity lens into new and existing policies, practices, and programs.
- Provide systemic oversight and guidance to help OYA reach its goals of equitable programming and outcomes for youth of color, and of diversifying our workforce.
- Work with OYA staff, youth, and community members to learn what supports they need and create meaningful and tangible plans of action.

## WHO does this impact?

**Short answer: Everyone. The DEI team works with various stakeholders (OIIR, OYA staff, youth, providers, community members) to create systems and services that are equitable and inclusive, which leads to:**

- Policies and protocols that better reflect the needs of underserved and marginalized communities.
- Staff having resources, support, and training opportunities to develop cultural awareness, voice their needs, and better support one another and youth.
- Youth, families, and stakeholders having more opportunities to inform and participate in the types of services and supports available to youth in OYA care.

\* If you have more questions, contact us at [dei@oya.oregon.gov](mailto:dei@oya.oregon.gov)