

DIVERSITY, EQUITY AND INCLUSION AT A GLANCE

Oregon Youth Authority | March 2021



Why is DEI important?

OYA is part of a juvenile system rife with longstanding and persistent racial and ethnic disparities. We acknowledge the disproportionate number of youth of color and youth who identify as LGBTQ+ (lesbian, gay, bisexual, transgender, queer, questioning, or intersex) in our system. We also recognize the need to diversify our staff and to improve support for youth and staff of color.

In 2019, we began laying the groundwork for an agency-wide diversity, equity, and inclusion (DEI) initiative.

The goal is to foster a culture that values diversity, equity, and inclusion throughout our agency, and to ensure the diverse communities we employ and serve feel safe and supported to reach their highest potential.

OYA's DEI Initiative



Improve outcomes for marginalized youth



Diversify and support the agency's workforce



Address systemic issues and embed equity in our business operations

Definitions

Diversity:

The appreciation and prioritization of different backgrounds, identities, and experiences, both collectively and as individuals. It emphasizes the need for representation of communities that are systemically underrepresented and under-resourced.

Equity:

Acknowledges that not all people, or all communities, are starting from the same place due to historic and current systems of oppression. Equity is the effort to provide different levels of support based on an individual's or group's needs in order to achieve fairness in outcomes.

Inclusion:

A state of belonging when people of different backgrounds, experiences, and identities are valued, integrated, and welcomed equitably as decision-makers, collaborators, and colleagues.



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MISSION

OYA protects the public and reduces crime by holding youth accountable and providing opportunities for reformation in safe environments.

VISION

Youth who leave OYA go on to lead productive, crime-free lives.

VALUES

Integrity
Professionalism
Accountability
Respect

Racial Disparities in the Juvenile Justice System

Race/Ethnicity	All Oregon Youth	OYA Youth		OYA Staff
		Community Supervision	Close-Custody Facilities	
African American	4%	12%	15%	5.8%
Asian/Pacific Islander	6%	2%	2%	4.1%
Latino/a	22%	21%	24%	12%
Native American	1%	5%	5%	2.7%
White	67%	55%	52%	72.7%
Other/Unreported	—	4%	2%	—

Recent Work at OYA

- Hired a DEI manager to oversee our agency's efforts.
- Hired a diverse workforce recruiter to focus on diversifying our hiring practices.
- Conducted youth forums in our close-custody facilities to get their views on DEI.
- Engaged staff statewide at all levels in forums to discuss DEI.
- Contracted with TsaiComms LLC to conduct an equity assessment of our policies and procedures.
- Conducted DEI development and education with our executive team, led by an outside expert, ITBOM LLC.
- Conducted a racial equity assessment with our staff in consultation with the Government Alliance on Race and Equity.
- Devoted our most recent joint management team meetings (managers from all areas of the agency) to DEI and racial justice.
- Developed an equity scorecard, equity lens guide, and DEI steering committee.
- Created an LGBTQ+ advisory committee and a policy on working with transgender youth.
- Developing a strategic action plan based on findings from the GARE survey, staff and youth forums, and external assessments.



Office of Inclusion and Intercultural Relations (OIIR)

OIIR supports diversity, equity, and inclusion for youth and staff in these ways:

- Provides cultural and education groups and events
- Supports marginalized youth in reaching their treatment goals
- Provides language services for youth, families, and staff
- Helps youth navigate immigration issues
- Leads trainings in cross-cultural communication and LGBTQ+ issues
- Runs the tattoo removal program that is free to all OYA youth
- Leads culturally-specific advisory committees
- Supports government-to-government relationships with consulates and tribes