

OREGON REAL ESTATE AGENCY

AFFIRMATIVE ACTION/DIVERSITY, EQUITY, AND INCLUSION PLAN
2025-2027





Oregon

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Real Estate Agency

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July 31, 2024

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Affirmative Action Manager

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RE: 2025-2027 Affirmative Action Plan

The Oregon Real Estate Agency (OREA) is pleased to submit our 2025-2027 Affirmative Action/Diversity, Equity, and Inclusion Plan.

OREA's mission is to provide quality protection for Oregon consumers of real estate, escrow, and land development services, balanced with a professional environment conducive to a healthy market atmosphere. As a part of this mission, we are building an inclusive and diverse Agency, reflective of the Oregonians we serve.

OREA is committed to diversity and continuing our efforts of creating and maintaining a workforce that parallels the diverse population of Oregon. In doing so, it is imperative that OREA provides a work environment that is positive, respectful, safe, and free from harassment and discrimination of any kind.

In addition, we are committed to integrating diversity and inclusion into how we conduct business to better serve the diverse citizens of Oregon.

Enclosed please find the updated Oregon Real Estate Agency Affirmative Action Plan for the 2025-2027 Biennium for your review and consideration.

If you have any questions or need additional information, please contact Mesheal Tracy, the Agency's AA/DEI Representative, at (971) 719-3544.

Steve Strobe

Real Estate Commissioner

c: Mesheal Tracy, AA/DEI Representative
Anna Higley, Deputy Commissioner
Reba Dunnington, Client Agency HR Manager

OREGON REAL ESTATE AGENCY (OREA)
AFFIRMATIVE ACTION/DIVERSITY, EQUITY, AND
INCLUSION PLAN
2025-2027 BIENNIUM

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AGENCY OVERVIEW

MISSION STATEMENT

The mission of the Oregon Real Estate Agency (OREA) is to provide quality protection for Oregon consumers of real estate, escrow, and land development services, balanced with a professional environment conducive to a healthy market atmosphere.

WHO WE ARE

The OREA is a stand-alone Executive Branch Agency of the State of Oregon charged with administering professional real estate licensing and regulating Oregon real estate license law ([ORS Chapter 696](#)). The Commissioner, who is appointed by the Governor and an employee of the state, directs the Agency. The Commissioner oversees the administration of the Agency and is responsible for assessing sanctions for license law violations.

The Oregon Real Estate Board is a nine-member advisory board. It has authority to waive some application requirements for real estate license and continuing education provider applicants, and to advise the Governor, Commissioner, and Agency on law, rule, and policy.

WE VALUE:

- Equity
- Respect
- Transparency
- Adaptability & Innovation
- Stewardship & Customer Service
- Accountability

OUR STRATEGIC GOALS:

- Ensure equity in the application of laws and rules.
- Increase accessibility and reduce barriers in licensing and information to consumers.
- Improve operational efficiency.

OUR GUIDING PRINCIPLES:

- **Regulatory Effectiveness (Appropriateness and Adaptability to Change)**
We regulate from a perspective of consumer and licensee impact. We are dedicated to adaptability as real estate practice evolves. In collaboration with our stakeholders, we continually evaluate our governing regulatory framework, within the context of the current market atmosphere.
- **Operational Excellence (Innovation & Stewardship)**
As stewards of licensing fees, to fund Agency operations, we are responsible for conducting business efficiently and effectively. We implement innovative, cost-effective tools that deliver a measurable return on the investment.
- **Service Driven (Equity & Transparency)**
We believe that equity is foundational to our purpose. We aim to provide all who engage with

the Agency an opportunity to be heard and understood, providing transparency, resources, and assistance in a timely and thoughtful manner.

- **Professionalism (Customer Service Excellence, Accountability & Respect)**

In all aspects of our work, we are accountable to the public, licensees and all of our stakeholders. We maintain an environment of inclusion, showing respect for all parties we engage with. We provide accurate information, consistently and reliably.

REPRESENTATIVES AND CONTACTS

OREGON REAL ESTATE COMMISSIONER

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OREGON REAL ESTATE DEPUTY COMMISSIONER

Anna Higley

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GOVERNOR'S POLICY ADVISOR

Jody Christensen

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AFFIRMATIVE ACTION REPRESENTATIVE/TRIBAL LIAISON/DIVERSITY & INCLUSION OFFICER

Mesheal Tracy, Administrative Services Manager

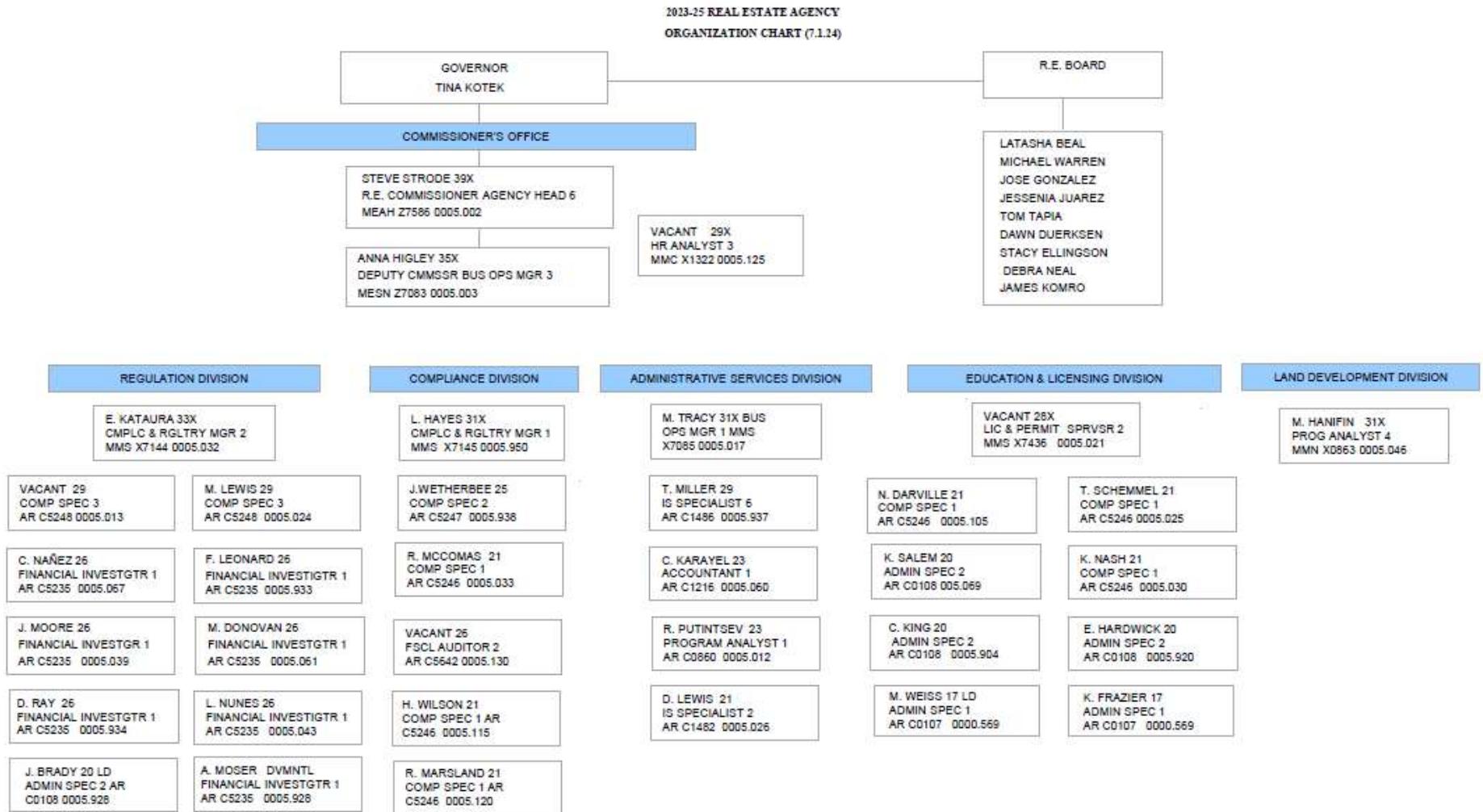
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ORGANIZATIONAL CHART

OREA is an agency of thirty-four (34 FTE) staff primarily composed of professional and managerial personnel specializing in real estate regulation, compliance, licensing, and education. Twenty-nine (29) of the thirty-four positions are at salary range 21 or above. Five (5) positions are classified as administrative specialist/support at salary ranges 17-20.



POLICY STATEMENTS

OREA AFFIRMATIVE ACTION STATEMENT

The Oregon Real Estate Agency (OREA) is committed to fostering diversity, equity, and inclusion (DEI) across all facets of our operations. We believe a diverse workforce and inclusive environment are fundamental to effectively serving Oregon's diverse communities.

OREA values a diverse, inclusive environment where all employees and customers, irrespective of gender, age, race, national origin, color, ethnicity, religion, disability, sexual orientation, veteran status, or other protected status, receive fair and equitable treatment. We are dedicated to recruiting applicants who reflect the rich diversity of Oregon.

We maintain a work environment that is positive, respectful, safe, and free from all forms of harassment and discrimination. Management is committed to promptly addressing any reported incidents and ensuring a supportive environment for all employees. All applicants and staff are protected from coercion, intimidation, interference, or discrimination for filing a complaint or assisting in an investigation under this policy.

OREA will make every reasonable, good faith effort to provide reasonable accommodation in employment and in serving our clients, applicants for services, and members of the public who have disabilities as defined by statute.

OREA makes every reasonable effort to accommodate individuals with disabilities in accordance with statutory requirements.

We ask that employees join us in striving to create and maintain a positive work environment for themselves and their co-workers, reinforcing our commitment to Affirmative Action and DEI goals for a diverse and inclusive workforce.

OREA DIVERSITY, EQUITY & INCLUSION STATEMENT

OREA strives to develop and maintain a diverse and inclusive organizational culture that mirrors the diversity of Oregon's population. Our commitment to fairness and equitable treatment extends to all individuals we engage with, whether employees, clients, or stakeholders.

As our work impacts all Oregonians and involves collaboration across various state agencies, legislative bodies, professional organizations, licensee stakeholders, and the public, we acknowledge and actively address systemic barriers that may hinder our DEI goals. OREA is dedicated to identifying and implementing effective solutions that enhance our agency's performance and service delivery, ensuring equitable outcomes for all.

OREA leverages DEI principles to foster a workplace that is not only stronger and better functioning but also more innovative and dynamic. By embracing diverse perspectives, we enhance our problem-solving capabilities and improve our ability to serve the diverse needs of our employees and customers alike.

We remain committed to continuous improvement in our DEI initiatives, seeking feedback and collaboration from our employees, stakeholders, and community partners. Together, we strive to create an environment where every individual feels valued, respected, and empowered to contribute their best.

ROLES FOR PLAN IMPLEMENTATION

DIRECTORS/ADMINISTRATORS

The Commissioner's Office is comprised of the Commissioner (Agency Head), Deputy (Designee/Administrator) and Communications & DEI Director. The Commissioner's Office sets the Agency's policies concerning equal employment opportunity processes, Affirmative Action and Diversity, Equity and Inclusion. Executive leadership holds responsibility for compliance with policy and achievement of these goals to which the Agency is committed. The Deputy Commissioner provide leadership to Agency managers, evaluates the performance of managers to ensure their work performance reviews include Affirmative Action efforts and accomplishments, and initiates action, directly or through an authorized designee, on reported activities contrary to the Agency's policy.

MANAGERS AND SUPERVISORS

OREA Managers and Supervisors are accountable to the Deputy Commissioner for carrying out the Affirmative Action and Diversity, Equity and Inclusion goals. They are responsible for the following:

- Know the Agency's EEO policies and procedures and the Affirmative Action/Diversity, Equity and Inclusion plan goals.
- Maintain a work environment that is free from harassment, hostility, and discrimination.
- Make a good faith effort to achieve established goals for their respective work unit.
- Encourage upward mobility of employees by making opportunities available for career development and training whenever feasible.
- Initiate contact with Human Resources prior to any action taken to investigate discrimination or sexual harassment complaints.
- Ensure employees are practicing principles of respect and cultural tolerance.
- Maintain a welcoming environment for employees.

AFFIRMATIVE ACTION/DEI REPRESENTATIVE

The target date for hiring the Communications & DEI Director is September 1, 2024. This role operates from within the Commissioner's offices and provides a full range of policy analysis, communication, and diversity, equity, and inclusion services to OREA management, employees, and external partners. This position is dedicated to driving stronger engagement and opening lines of communication.

This role is responsible to:

- Disseminate information through training and management consultation.
- Review personnel practices to identify barriers to equal employment and upward mobility opportunities and recommend any changes in programs and procedures designed to eliminate discriminatory practices.
- Advise the Commissioner of the preparation of equal employment opportunity programs, procedures, regulations, reports, and the Agency plans.
- Monitor progress toward goals.
- Assure that Agency recruitments are carried out in compliance with AA and EEO goals and help managers with efforts to meet Affirmative Action recruitment goals and outreach efforts.
- Monitor recruitment processes and evaluate employment policies and practices to ensure there is equal opportunity for protected class individuals.
- Develop or contract training for staff on cultural competency.

- Communicate internal complaint procedure regarding discrimination to all employees and proceed promptly with fair and unbiased investigations.
- Conduct periodic reviews to ensure that all facilities are accessible to disabled employees and customers.
- Maintain a welcoming environment for employees by modeling and promoting an environment of respect and sensitivity to individuals.
- Attend the Governor's Office of Diversity & Inclusion/Affirmative Action related trainings and workshops.
- Establish, prioritize, and promote Diversity, Equity, Inclusion, and Belonging and Affirmative Action initiatives, internally and externally.

AGENCY HUMAN RESOURCES MANAGER

The Human Resources Manager is responsible for meeting with all new employees to review statewide and Agency policies, including the following:

- [ADA and Reasonable Accommodation in Employment](#) (*Applies to all employees*)
- [Discrimination and Harassment Free](#) (*Applies to all employees*)
- [Violence-Free Workplace](#) (*Applies to all employees except where in conflict with CBA, includes temporary employees and volunteers*)

2023-2025 PROGRESS REPORT NARRATIVE

GOAL 1: FOSTER DIVERSITY AND INCLUSION IN STAKEHOLDER ENGAGEMENT, REDUCE BARRIERS TO ENTRY

In alignment with our goal to foster diversity and inclusion in stakeholder engagement and reduce barriers to entry, OREA has expanded its focus beyond workforce development to actively engage with Oregon's diverse communities. We have identified and reached out to DEI-centered professional organizations in the real estate sector.

The Commissioner's office has attended meetings and special events in the past year, fostering relationships with the members of these organizations. We've also invited representatives from these groups to participate in workgroups and policy discussions, enriching our decision-making processes with diverse perspectives.

To ensure diverse representation at all levels, OREA leadership actively encourages members of these organizations to attend the Oregon Real Estate Board meetings and apply for Board positions. Since implementing this strategy, we've seen a 33% increase in diversity on the Board.

While we have made significant progress, challenges remain, particularly in recruiting for dedicated bilingual positions. As an interim measure, we're leveraging the skills of our existing bilingual Financial Investigator. This staff member receives differential pay to assist colleagues in communicating with Spanish-speaking members of the public. Moving forward, we plan to expand our recruitment channels to target bilingual candidates more effectively and develop partnerships with organizations serving bilingual professionals.

GOAL 2: INCREASE REPRESENTATION OF DIVERSE EMPLOYEES

Over the past year, OREA has made strides in our efforts to increase the representation of diverse employees. This goal remains a cornerstone of our commitment to better reflect and serve the diverse population of Oregon, enhancing our cultural competence and improving our service delivery to all Oregonians.

In our ongoing efforts to foster a diverse and inclusive workforce, we now include language on all job descriptions that addresses the well-documented phenomenon of self-selection bias in job applications. Our postings explicitly state that research has shown women and individuals from other underrepresented groups often hesitate to apply for positions unless they meet 100% of the listed desired attributes. To counter this, we've added encouraging language that invites all qualified candidates to apply, even if they don't meet every single desired attribute.

Additionally, OREA has expanded its recruitment efforts by advertising open positions with Partners in Diversity. This allows us to reach a wider pool of qualified candidates beyond those who rely solely on the state's job page."

We have seen an increase in staff diversity from 17.2% to 20.6% since implementation.

OREA continues to encourage employees leaving the Agency to participate in the Employee Exit Interview through Workday to elicit employee feedback on the work environment and issues that could hinder diversity recruiting and retention efforts. Employees receive a link to the survey through Workday to complete the survey prior to their last day.

While we're heartened by this progress, we recognize that fostering a truly diverse and inclusive workplace is an ongoing process, and we remain committed to continual improvement in this area.

GOAL 3: IMPROVE THE CULTURE OF INCLUSION

OREA continues in our efforts to improve the culture of inclusion within our agency. This goal is crucial for creating an environment where all employees feel valued, respected, and empowered to contribute their best work.

Employee engagement has been at the forefront of our efforts. We have strived to feature DEI-focused articles in our monthly Employee Newsletter and to bring in guest speakers on DEI-centered topics for All Staff Meetings.

We've also updated all management position descriptions to explicitly include responsibilities related to Affirmative Action and DEI. These responsibilities are a key component of performance evaluations for management staff as required by Oregon Revised Statute 659A.012. This has led to more intentional DEI efforts from our leadership team, increasing awareness of their role in fostering an inclusive environment.

Although we have made progress, creating a truly inclusive culture is an ongoing journey. We've faced challenges, particularly in maintaining momentum and engagement amid busy work schedules. To address this, we are aiming to hire a Communications and DEI Director this year. This role is responsible for establishing, prioritizing, and promoting Diversity, Equity, Inclusion, and Belonging and Affirmative Action initiatives internally and externally. This position is dedicated to driving stronger engagement and opening lines of communication.

2023-2025 PROGRESS REPORT

GOAL 1: FOSTER DIVERSITY AND INCLUSION IN STAKEHOLDER ENGAGEMENT, REDUCE BARRIERS TO ENTRY

<i>Number</i>	<i>Strategy</i>	<i>Owner</i>	<i>Status</i>	<i>Implementation target</i>
1.1	Model and demonstrate inclusion <ul style="list-style-type: none"> Establish stakeholder workgroups made up of a diverse group of stakeholders Join Realtor Diversity Committee 	Commissioner's Office	CO CO	September 2021
1.2	Update license applications to collect demographic licensee data to share with industry partners.	Management Team	IP	February 2022, Delayed for New System Launch to 2026 to ensure privacy related to demographic data.
1.3	Implement services in languages other than English <ul style="list-style-type: none"> Dedicate 1-2 positions as Bilingual with pay differential Deploy a Spanish language real estate exam 	Management Team Lic. & Ed. Manager	CO IP	July 2021 June 2023, Delayed, to be requirement in exam vendor RFP set for 2025
1.4	Establish a regulatory framework which applies an equity lens	Regs. Manager	IP	December 2022

GOAL 2: INCREASE REPRESENTATION OF DIVERSE EMPLOYEES

<i>Number</i>	<i>Strategy</i>	<i>Owner</i>	<i>Status</i>	<i>Implementation Target</i>
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2.1	Increase diversity in recruitment pipeline <ul style="list-style-type: none"> • Conduct targeted advertising for recruitments • Update job posting language to encourage a diverse applicant pool 	Management Team	CO	November 2021
2.2	Develop a leadership profile that reflects the State of Oregon workforce.	Commissioner's Office	IP	Ongoing
2.3	Enhance efforts to retain diverse employees	Management Team	CO	Ongoing

GOAL 3: IMPROVE THE CULTURE OF INCLUSION

<i>Number</i>	<i>Strategy</i>	<i>Owner</i>	<i>Status</i>	<i>Implementation Target</i>
3.1	Engage with employees about diversity and inclusion matters and progress toward goals <ul style="list-style-type: none"> • Articles in Employee Newsletter • Share DEI Agency Network info • Schedule AA speakers/trainings at REA All Staff meetings • Encourage staff participation in DEI-centered training 	Admin Svcs. Manager AA/DEI Rep. AA/DEI Rep. Management Team	CO CO CO CO	Ongoing Ongoing Ongoing Ongoing
3.2	Measure the current culture of inclusion by surveying staff on 2022 DEI related activities	HR Rep. & AA/DEI Rep.	N	January 2023
3.3	Executive leadership to monitor and act on diversity and inclusion efforts.	Commissioner's Office, HR & AA/DEI Representative	CO	Ongoing Monthly

3.4	Update Agency management position descriptions to include responsibilities related to Affirmative Action and Diversity, Equity & Inclusion and include as part of performance evaluations of management staff.	Commissioner's Office	CO	March 2022
3.5	Evaluate the Agency's on-boarding experience to make a more inclusive process	Admin Services Manager	IP	March 2025

Key: IP=In Progress CO=Complete & Ongoing CC=Completed & Closed N=Not Completed

LEADERSHIP DEVELOPMENT/TRAINING PROGRAM(S)

All new managers and staff in lead work positions attend the statewide Emerging Managers training program hosted by the Department of Administrative Services. This program is designed to develop management skills necessary in state government leadership as well as provides an opportunity for managers to develop a peer network outside of the Agency.

The Agency also supports managers seeking a certificate in public management from Willamette University and promotes participation in a cohort of Leadership Oregon.

EXECUTIVE ORDER 22-11

OREA understands that this order is intended to guide agencies, and the State of Oregon, in the promotion of Diversity, Equity, and Inclusion in the workplace and the elimination of the past and present effects of discrimination. To this effect, the agency has applied the order in the following ways:

- The commissioner provides support and upholds the principles of affirmative action and diversity, equity, and inclusion. This is demonstrated by working with stakeholder groups, including participation in the Oregon Realtors Diversity Committee, directing the implementation of the agency's affirmative action plan, and serving on the Fair Housing Committee of the Association of Real Estate License Law Officials
- The agency incorporates affirmative action, diversity, equity, and inclusion responsibilities in executive and management job descriptions.
- OREA lists affirmative action resources within its AA/DEI Plan.
- The agency posts the agency's affirmative action plan policy statement and diversity, equity, and inclusion statement on the agency's external website and announces to staff the location of the document.
- OREA reports any discrimination or harassment claims and findings biennially in the AA/DEI plan.
- Evaluations of each manager's performance include their effectiveness in achieving the affirmative action objectives of the agency.

OREA is still working on applying the following directives of the order:

When the agency adopts new systems, OREA will ensure that the system is accessible and easy to interact with. As improvements to existing systems are available, the agency intends to evaluate enhancements for accessibility and support of a diverse, equitable, and inclusive workforce.

OREA is currently in the beginning stages of a project to upgrade the licensing and regulatory software for the 2023-2025 biennium. We intend the new system to improve user experience and integrate our regulatory framework model.

CONTRACTORS/VENDORS

The agency provides vendors with a link to this plan by the Designated Procurement Officer at contract signing. Contractors are expected to comply with all state and federal civil rights laws and in the spirit of this plan.

STATUS OF CONTRACTS TO MINORITY BUSINESS (ORS 659A.015)

The agency budget is generally limited for new contract awards.

The DPO works to resource businesses identified by the Certification Office for Business Inclusion and Diversity (COBID) as a Minority and/or Women Business Enterprise.

STATUS OF CONTRACTS TO MINORITY BUSINESSES (As of June 30, 2024)	
AGENCY TOTAL CONTRACT BUDGET (DOLLARS)	\$59,000
AGENCY TOTAL NEW CONTRACTS IN CURRENT BIENNIUM (DOLLARS)	\$0.00
TOTAL NUMBER OF CONTRACTS	14
TOTAL NUMBER OF CONTRACTS WITH COBID FIRMS	0
TOTAL CONTRACT DOLLARS SPENT ON COBID CONTRACTS	\$0.00
CONTRACT COUNTS BY COBID QUALIFICATION	0
Minority/Women Business Enterprise	0
Emerging Small Business	0
Service-Disabled Veteran	0
Disadvantaged Business Enterprise	0

WORKFORCE REPRESENTATION BY JOB CLASSIFICATION

OREA employees are categorized into three Equal Employment Opportunity tiers— Officials & Managers, Professionals, and Administrative Support. The Agency exceeds state goals for women in all categories.

As of June 2023, Agency employed five people of color and one person with a disability. OREA typically has moderate turnover due to Agency size, therefore there are limited hiring opportunities. The Agency's diversity metrics compare favorably to the statewide representation goals and is above parity with women and near parity with people of color.

- 100% of lead workers are women
- 67% of officials & managers are women
- 65% of all employees are women
- 18% of employees are people of color
- 17% of officials & managers are LGBTQ+
- 7% of employees are veterans
- 3% of employees disclosed that they have a disability

PROGRESS MADE OR LOST SINCE PREVIOUS BIENNIUM

Through June 30, 2023, OREA has maintained representation across all areas.

The agency continues to prioritize the need to promote diversity in management. All recruitments were updated to specifically encourage women and people of color to apply for positions even when they do not meet each of the desired attributes of the role. Statistically, women and minorities are less likely to apply for a position that has some reach attributes. OREA finds it important to actively solicit those individuals in an attempt to overcome this barrier.

STRATEGY AND GOALS JULY 1, 2025 – JUNE 30, 2027

The Agency recognizes that the cultivation of a diverse, equitable, and inclusive environment is an ongoing process that requires sustained effort and dedication. As such, we will build upon the progress achieved in the previous biennium, refining our approaches where necessary and implementing new strategies as appropriate to further advance these objectives. This continuity of purpose underscores our commitment to creating an Agency that reflects and serves the diverse population of Oregon.

GOAL 1: ENHANCE DIVERSITY AND INCLUSION IN STAKEHOLDER ENGAGEMENT

Building on our success, we will continue fostering relationships with DEI-centered organizations and real estate industry affinity groups. Using these connections, we will expand our reach to ensure even greater diversity in our stakeholder engagement.

OBJECTIVES

1. Effect an increase in diverse representation on workgroups.
2. Establish membership and relationships with a minimum of three affinity groups within the real estate sector.

GOAL 2: INCREASE REPRESENTATION WITHIN THE AGENCY'S WORKFORCE

OREA shall build upon previously successful initiatives to attract diverse talent through the refinement of recruitment methodologies, expansion of outreach efforts, and the creation of viable pathways for underrepresented demographic groups to enter and advance within the Agency.

OBJECTIVE

1. Reinstate and expand the student worker program, with a goal of a minimum of 25% of positions to be occupied by students from underrepresented demographic groups.
2. Investigate ways to partner with larger state agencies to leverage their existing mentorship programs for OREA employees.
3. Consult with CHRO Agency HR Manager to determine Enhance and optimize the exit interview process to acquire more comprehensive insights into retention challenges faced by diverse employees.

GOAL 3: IMPROVE THE CULTURE OF INCLUSION

With the forthcoming integration of a Communications and DEI Director, OREA shall intensify efforts to embed DEI principles comprehensively within the organizational culture, thereby ensuring all employees experience a sense of value, respect, and empowerment.

- Develop and execute a comprehensive DEI communication strategy in alignment with Agency objectives.
- Facilitate DEI training for all management personnel, with particular emphasis on inclusive leadership practices.
- Investigate the ability to support an employee resource group program to provide support for diverse employees and allies.

APPENDIX A- AFFIRMATIVE ACTION RESOURCES

All have the right to file grievances or complaints of discrimination with the Bureau of Labor and Industries, the Equal Employment Opportunity Commission, or in accordance with the collective bargaining agreement.

OREGON BUREAU OF LABOR AND INDUSTRIES - CIVIL RIGHTS DIVISION

The Oregon Bureau of Labor and Industries - Civil Rights Division is the Oregon state equivalent of the federal EEOC. As a designated Fair Employment Practices Agency (FEPA), the Oregon Bureau of Labor and Industries -Civil Rights Division may coordinate operations with the EEOC under a work-share agreement. Furthermore, the Oregon Bureau of Labor and Industries-Civil Rights Division investigates state claims that are not covered by federal law or exceed the basic protections of federal law. Individuals filing a charge of discrimination with the EEOC should also file a copy of the charge with the Oregon Bureau of Labor and Industries- Civil Rights Division.

PORTLAND

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SALEM

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U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Seattle Field Office

Federal Office Building 909 First Avenue, Suite 400, Seattle, WA 98104-1061

800-669-4000

The EEOC does not maintain an office in Oregon. The Seattle Field Office is open Monday- Friday from 8:00 a.m. - 4:30 p.m.

APPENDIX B – STATE POLICY DOCUMENTATION

- [ADA and Reasonable Accommodation in Employment Policy \(Statewide Policy 50.020.10\)](#)
- [Discrimination and Harassment Free Workplace - \(Statewide Policy No. 50.010.01\)](#)
- [Veterans Preference in Employment \(ORS 408.230\)](#)
- [Equal Opportunity and Affirmative Action Rule \(OAR 105-040-0001\)](#)
- Executive Orders [05-01](#), [08-18](#), [16-09](#), [17-11](#), and [22-11](#)

APPENDIX C – FEDERAL DOCUMENTATION

- [Age Discrimination in Employment Act of 1967](#)
- [Americans With Disabilities Act of 1990](#)
- [Equal Pay Act of 1963 – 29 USC Chapter 8 Section 206](#)
- [Title VII of the Civil Rights Act of 1964 - 42 USC Chapter 411](#)
- [Genetic Information Nondiscrimination Act of 2008 \(GINA\)](#)
- [Title VII of the Civil Rights Act of 1964](#)
 - National Origin Discrimination
 - Pregnancy Discrimination
 - Race/Color Discrimination
 - Religious Discrimination
 - Sex-Based Discrimination
 - Sexual Harassment Title VII
- [Prohibition on Retaliation](#)