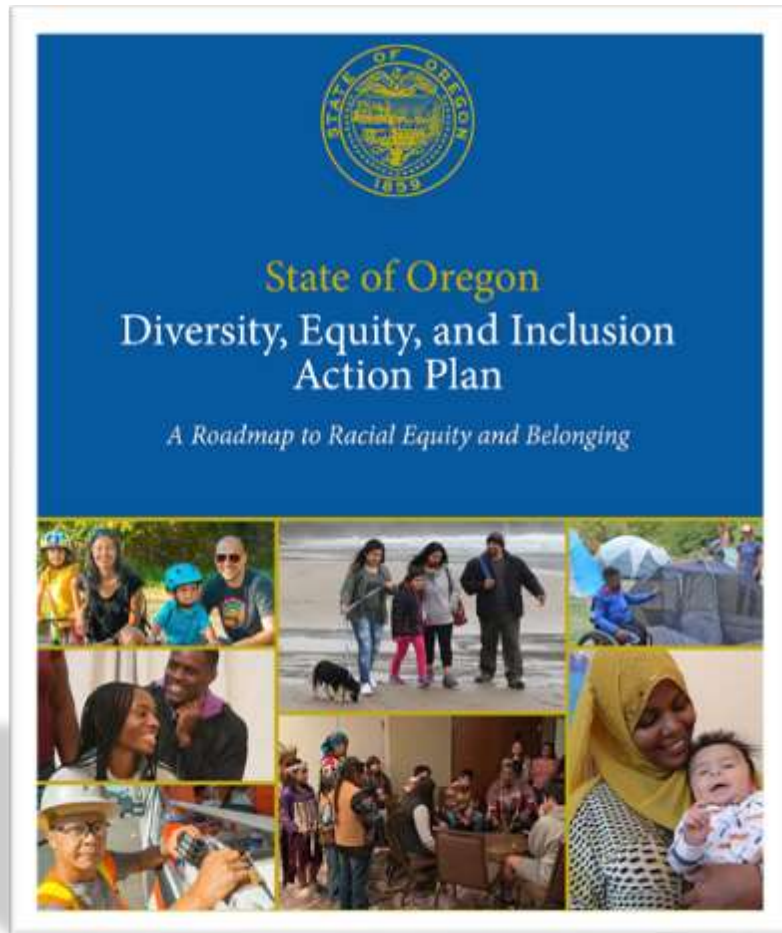


Diversity, Equity and Inclusion in Oregon State Government



- **Diversity:** Increasing representation of the under-represented and under-resourced.
- **Equity:** Achieving fairness by recognizing that not all people are starting from the same place due to historic and current systems and taking steps to account for those difference.
- **Inclusion:** A state of belonging when persons of different backgrounds, identities and experiences are valued and welcomed.



Diversity, Equity and Inclusion in Oregon State Government

Ten Strategies



Develop Agency-specific Racial Equity Plans

Build State Diversity, Equity, and Inclusion Infrastructure

Foster Inclusive Communications

Strengthen Community Engagement

Utilize Disaggregated Data as a Lever for Change

Create Equitable Budget & Inclusive Budget Process; Invest in Target Communities

Advance Contract Equity and Improve State Procurement Processes

Build a More Diverse Workforce and Create an Inclusive Workplace

No Tolerance for Racism, Hate, and Discrimination

Operate with Urgency, Transparency, and Accountability

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Diversity, Equity and Inclusion at DEQ: Affinity Groups



Black, Indigenous,
People of Color (BIPOC)
(Staff and Management
Services)



DEQ Pride
(LGBTQIA2S+)



Veterans/Armed
Services



Allies for Racial Justice



Diversity, Equity and Inclusion at DEQ: DEI Council

- Agency Director (Non-voting member)
- Facilitator: DEI Coordinator (HQ, Facilitator, Management Services, tie breaker)
- Union Represented Staff (10, included a Union representative)
- Management/Management Services (4, includes a HR representative)



Diversity, Equity and Inclusion at DEQ: DEI Council

First Name	Last Name	Job Title	Program/Department/Division	Region
Shamal	Karan	Operations & Policy Analyst 3	Office of Policy & External Reltns	HQ
Michael	Kucinski	Wr Cleanup Manager	Cleanup	Western
Willa	Wilbanks	Human Resource Assistant	Human Resources	HQ/HR
Leela	Yellesetty	Operations & Policy Analyst 3	Training, Operations & Policy	HQ/CSD
Elonda	Abrams	Public Service Rep 2	Training, Operations & Policy	HQ/CSD
Sophia	Cain	Chemist 3	Lab Program-Organic Lab	Lab
Ximena	Cruz Cuevas	Natural Resource Specialist 1	Cleanup & LUST	NWR
Yuki	Puram	Title V Compliance Assur Spec	Air Quality	Western
Emily	Oller	Executive Support Specialist 2	Eastern Region Administration	Eastern
Alex	Bertolucci	Natural Resource Specialist 4	Environmental Partnerships	NWR
Robert	Rahim	Public Service Rep 3	VIP	NE Station
Alexis	Cooley	Program Analyst 2	WQ Point Source	Western
Chamille	Hartman	Office Specialist 2	Watersheds/401	NWR
Karen	Williams	Air Quality Planner	Air Quality Planning	HQ



Diversity, Equity and Inclusion at DEQ: DEI Coordinator/DEI Resources

DEI Coordinator

- Supports DEI Council
- Provides Project Management
- Primary Point of Contact for Work with Other State Agencies
- Contract Administration with DEI Consultant Services

DEI Consultant Services

- Training/Education
- Facilitation
- Support Centering of DEI in Strategic Planning

