

IDEA FRAMEWORK



**Inclusion, Diversity,
Equity and Inclusion**

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Executive Summary

The Oregon Department of Emergency Management (ODEM) is undergoing transformational change in the form of new leadership, new vision and new direction. As we shape the future of emergency management in Oregon, we want to engage our partners and the whole community in this transformation.

This framework outlines objectives and strategies for inclusion, diversity, equity, and accessibility (IDEA) as the foundation of ODEM internal culture, and in our relations and service provisions to the communities we serve. The plan explains why an IDEA lens is critically needed in emergency management generally, followed by our agency-specific definition of equity, with corresponding principles guiding our departmental objectives. The objectives we describe in the plan, and detailed steps to achieving them, provide a roadmap for all ODEM staff, management, and leadership to invest in this IDEA strategy, which will make our agency a leader in supporting whole community resilience.

Equity Vision Statement

Oregon Department of Emergency Management is committed to equity as a fundamental value in everything we do. We envision equity as the consistent and just distribution of resources, opportunities, knowledge, and support to all communities during all phases of the disaster cycle. This requires that historically marginalized and underserved communities can prepare for, respond to, and recover from disasters and that their diverse experiences inform the way our agency operates.

Strategy 1

Create and sustain an internal culture at ODEM that prioritizes inclusion, diversity, equity and accessibility.

Objective 1: Develop new employee onboarding, training, and offboarding procedures to allow a better understanding of our workplace environment to continuously advance IDEA.

Objective 2: Implement a new annual survey specifically targeting IDEA-related concerns in our department, improving internal culture relevant to members of marginalized communities and their experiences as employees at ODEM.

Objective 3: Establish an advisory committee to ensure the agency's ongoing commitment to IDEA in our internal and external strategic initiatives and operations.

Strategy 2

Identify and eliminate obstacles to recruiting and retaining diverse talent, incorporating meaningful support structures and professional development opportunities to ensure equitable career advancement and a sense of belonging.

Objective 1: Research and discovery of other agency practices around IDEA-informed recruitment and hiring across the enterprise.

Objective 2: Coordinate with agency human resources to ensure agency job openings reference the agency's commitment to IDEA.

Objective 3: Ensure that onboarding and day one readiness processes include an IDEA overview.

Objective 4: Ensure all job openings are advertised on the Partners in Diversity platform and with the Oregon Advisory Commissions and community-based organizations' mailing lists.

Strategy 3

Eliminate obstacles hindering equitable community engagement, particularly among those disproportionately vulnerable during disasters or emergencies, while also developing preparedness, response, mitigation, and recovery measures to address inequities across all phases of the disaster cycle.

Objective 1: Continuously seek external funding sources for compensating members of CBOs for their time and expertise in informing agency strategies and outreach efforts.

Objective 2: Renew ODEM's commitment to the Disability Emergency Management Advisory Committee ([DEMAC](#)), a cross-disability council that works toward equity in emergency management, to help ensure the group can recover from the impacts of the COVID-19 pandemic, which limited its ability to function effectively as a council advocating for communities with access and functional needs.

Objective 3: Amend the role of regional coordinators (RCs) to enable a more streamlined communication process whereby community input gathered from RCs will more directly inform agency-wide initiatives, ensuring agility in the agency's ability to respond to community crises in real-time and enabling communities across our state to elevate their concerns to leadership in a more responsive manner.

Objective 4: Recognizing the Tribal Liaison's key role in supporting the nine federally recognized tribes of Oregon, restructure the position to bring a standing presence in leadership meetings and dedicate time to update the ODEM director and deputy director on important issues related to tribal engagement.

Strategy 4

Explore and develop new structures for procurement and business practices that prioritize equity in vendor selection.

Objective 1: Expand the use of the Certification Office for Business Inclusion and Diversity (COBID) Database as a mechanism for improving relationships and contracting practices with minority-owned, women-owned, service-disabled veteran-owned businesses, and emerging small businesses.

Objective 2: Instill IDEA throughout finance and procurement sections by updating position descriptions, and fundamental job performance and evaluation to include IDEA.

Strategy 5

Build in equity as a fundamental element of budget decision-making processes, with special attention to how distributive, procedural, systemic and recognitional equity can inform resource allocation decisions.

Objective 1: Develop new mechanisms for incorporating IDEA data in the sub-application phase of grants.

Objective 2: Provide fiscal and operational support for language translation and accessibility resources.

Objective 3: Cooperate with state and federal partners to develop plans to build IDEA into state management costs at state and federal levels.