

# Oregon Government Ethics Commission's Plan for a Diversity Equity & Inclusion Plan

- OGEC's Mission Statement
  - To impartially and effectively administer and enforce Oregon's government ethics laws for the benefit of Oregon's citizen. The Commission will emphasize education in achieving its mission.
  
- Goals of the Plan for a Plan
  - To develop a community-informed plan that aligns with the State's DEI Action Plan
  - Create actionable items for OGEC staff and Commissioners to act and improve upon
  - To incorporate DEI Plan into Strategic Plan and Budget planning
  
- Timeline
  - DEI Plan: 2024
  - Strategic Plan: June 2024
  - Budget:
    - Policy Option Packages Drafts
      - January/February 2024 for the 2025-27 Budget
  
- Engagement Approach
  - Who to Engage:
    - Commission
    - Staff
    - Department of Administrative Services
    - Organizations such as:
      - Association of Oregon Counties, and other similar associations,
      - Various unions that represent Oregon public officials,
      - Partners in Diversity, and other similar non-profits,
      - Agencies such as the Oregon Advocacy Commission,
      - Organizations that serve under-represented demographics,
      - Any recommended organization
  - Engagement Plans:
    - Commission Meetings
    - Staff Meetings
    - Interactive Website Modals
    - Outreach from Staff:
      - Email,
      - Newsletters, and

- Trainings, etc.
- Expected Plan Components and Strategy Areas
  - Current landscape analysis
    - OGEC Commission & Staff Makeup
  - Community Engagement
    - Create plan and start to implement
  - Disaggregated Data
    - Policy Option Package for Electronic Filing System Updates
  - Plain Language Review/Spanish Translation
    - Guides
    - Trainings
    - Flyers/Handouts
  - Upcoming Budget Policy Option Packages for 2025-27
    - Updates to Electronic Filing System to include option to collect demographic data such as age, race, etc.
    - Updates to website to include online payment system to increase accessibility, potential new Oregon Administrative Rule
  - Service Delivery/Customer Service
    - Increased training/exposure to DEI policies and initiatives for Staff and Commissioners
    - Updates to website to include DEI policies and options for feedback
    - Newsletters to include request for DEI feedback
    - Review of Penalty Matrix and associated policies for equity
    - Review of Key Performance Measures for potential equity changes
    - Review and updates to customer service survey
  - Internal/Affirmative Action/Workforce
    - Increased training/exposure to DEI policies and initiatives for Staff and Commissioners
    - Implement Affirmative Action Plan
      - Updates/Review of recruitment process
      - Update position descriptions to include DEI responsibilities