



INFORMATION SESSION

DIVERSITY, EQUITY, AND INCLUSION (DEI)

DEI Leaders & Affirmative Action Representatives
March 2023

MEET THE TEAM

- Strategic Initiatives and Enterprise Accountability Division | DAS
- Equity and Racial Justice Office | Office of Governor Kotek
- Office of Cultural Change| DAS



OUR APPROACH

- Lead with intention and adjust as we go
- Meet you where you are in agency DEI/EDI/JEDI journey
- Establish culture of accountability, knowledge sharing, practice and partnership



BY JUNE 1, 2023

Submit 1 (one) of the following:

- A. DEI/EDI/JEDI Plan or;
- B. A project plan to complete development of DEI/EDI/JEDI Plan

DEI Project Plan will address:

- Who are the key partners involved in developing your plan?
- What are the steps required to complete development of your plan?
- What are the barriers/challenges impacting the development of your plan?
- What key strategies and focus areas will your plan address?
- When will your DEI Strategic Plan be completed?



DEI/EDI/JEDI PLAN

DIVERSITY, EQUITY, INCLUSION

EQUITY, DIVERSITY, INCLUSION

JUSTICE, EQUITY, DIVERSITY, INCLUSION

Must be:

- A. Meaningful, Actionable, Measurable
- B. Connected, Aligned and/or Integrated with Agency Strategic Plan and Affirmative Action Plan

Key Strategy and Focus Areas:

- **Community Engagement**
- **Communications**
- **Data**
- **Decision Making and Budgets**
- Contracting and Procurement
- **Diversifying workforce and Internal Culture**
- Service Delivery

DEI PLAN - SAMPLE

Strategy/Focus Area	Challenge	Action	Timeline
Community Engagement	Communities are overburdened by engagement process	Develop a better system to track engagement with community partners	By January 2024
Communications	Communities aren't aware of programs and services available to them	Identify and invest in translation, interpretation, promotion and other access strategies	By September 2023
Data	There is inconsistent data on the communities we serve	Develop a data strategy that gathers quantitative and qualitative data and allows for aggregate and disaggregated reporting	By December 2023
Budget	Resource allocation decisions, including discretionary budget allocation, investments, contracts, grants, and sponsorships aren't informed using an equity lens	Fully incorporate Racial Equity Impact Statement process to ARB	By July 2023

DEI

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AFFIRMATIVE ACTION

They are complementary in function, but different in their origins and goals. While affirmative action focuses on taking positive steps to get individuals into the organization, diversity in the workplace works to change the culture within.

DEI - Internal	Affirmation Action
Diversity: Who does the work	Recruitment
Inclusion: Work culture	Retention
Equity: Employees get their needs met	Retention

DEI - External

Diversity: How are we ensuring that we're serving the diverse community?

Inclusion: How are we effectively engaging the diverse community in decision making?

Equity: How are we prioritizing investments and strategies to eliminate barriers to access and reimagining systems to address past and eliminate future harm?

THANK YOU

