



Oregon

Tina Kotek, Governor

Oregon Board of Medical Imaging

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2023-2025 DIVERSITY & INCLUSION/AFFIRMATIVE ACTION STATEMENT OREGON BOARD OF MEDICAL IMAGING

Policy Statement: It is the policy of the Board to interact with employees and members of the public in a manner that respects diversity, equity, and inclusion, affirmative action, and equal employment opportunity. The Board is committed to operate on the principle that no person shall be discriminated against because of race, religion, national origin, gender, age, marital status, sexual preference or identity, or disability.

2021-2023 Objectives: For 2021-2023, the Board and Board staff endeavored to continue to treat all people with respect for diversity and inclusion, consistent with the Board's Affirmative Action Policy Statement. The Board of Medical Imaging has continued to recruit staff and Board members who reflect the Board's commitment to diversity and inclusion. The Board has four staff persons, including 2 women and 2 men which has been consistent since 2011. All OBMI activities will be fully accessible to people with disabilities.

2021-23 Goals: The Board seeks to increase greater diversity among membership by providing accessible and informative Board-related information on our user-friendly website. The Board was successful in meeting diversity among the members except for gender. The Board will continue to use referrals from existing members to help meet that goal in the future. The Board continued to meet, 8 times a year which included work to promote and celebrate diversity and inclusion. The Board will continue to encourage people from underrepresented groups to apply for board membership.

2021-2023 Unmet Goal: The Board seeks to continue to attain greater diversity among board membership. Except for gender balance, this goal is mostly met. Through Board newsletter notices, website notices, and applicants who apply for Board membership through the Governor's office, the Board seeks to promote membership that is diverse and without regard to disability. While not completely racially, ethnically or gender-balanced diverse, the current 12-person Board membership has eight women and four men that are diverse in their locations in Oregon. Board recruitment notices state that "The Board and the State of Oregon welcome all applications and are fully committed to equal opportunity and diversity in Board membership."

Community Engagement: In day-to-day interactions with the public and with OBMI licensees, the Board staff has endeavored to treat all persons with respect and to provide equal treatment, regardless of race, religion, national origin, gender, age, marital status, sexual preference or identity, or disability. In this regard, the Board received no complaints of discriminatory treatment from members of the public or Board licensees. All Board meetings include a public session and are conducted in locations and via ZOOM that are fully accessible to people with disabilities; all meeting notices provide Board contact information to obtain disability accommodations to participate in Board activities.

2023-2025 Objectives: For 2023-2025, the Board and Board staff will endeavor to continue to treat all persons with respect for diversity and inclusion, consistent with the Board's Affirmative Action Policy



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Statement. Communications with all public, licensees and permit holders, interested parties and others are all treated with respect and compassion. It is the Board's goal to offer excellent and inclusive customer service to everyone. All OBMI Board Meetings will be fully accessible to people with disabilities. **2023-25 Goals:** Board staff will continue to regularly meet and work to promote and celebrate diversity and inclusion by improving our in-person and electronic presence. The Board will continue to work and meet 8 times a year. The Board's goals include reaching out to their colleagues to encourage people from underrepresented groups to apply for board membership.

Agency Employee Diversity Training/professional development: Several affiliated health licensing boards coordinate jointly to provide direct or online attendance at DIAAEEEO seminars and share summary notes. The Board's Affirmative Action Representative conducts regular discussions with all staff regarding principles of conducting day-to-day business in a manner that promotes equity and diversity.

Human Resources Agency Support: The OBMI has a contract to receive human resources support on a full contract basis from DAS Enterprise Human Resources Services.

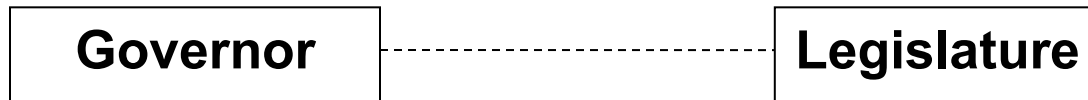
Governor's Policy Advisor to the Board of Medical Imaging – Rachel Currans-Henry

Stacy Katler, DVM

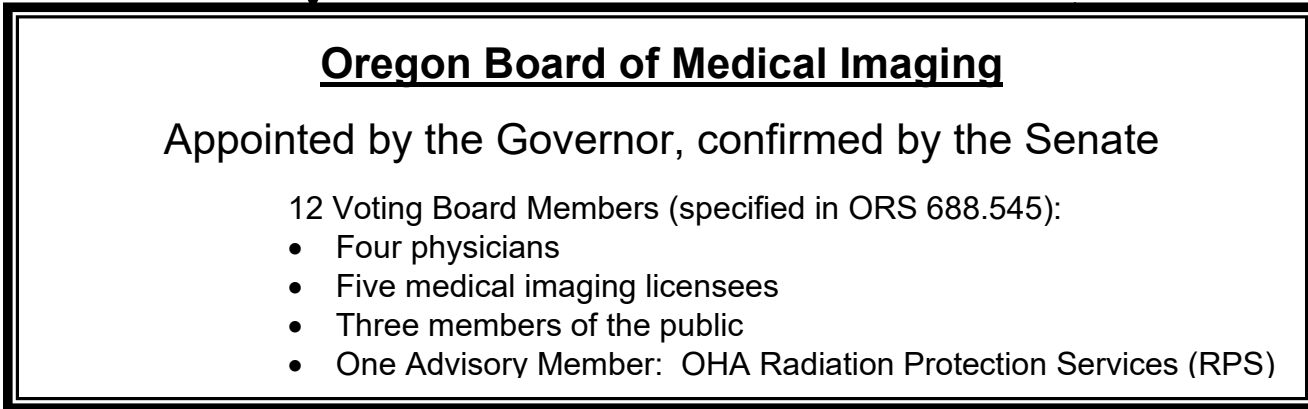
Executive Director and Affirmative Action Representative

OREGON BOARD OF MEDICAL IMAGING

2023-2025 Table of Organization



DAS Chief Operating Officer



Department of Justice –
Legal Services

Executive Director
Agency Head 9
One FTE

