

Oregon City DEI Framework

In 2022, Oregon City hired an independent consultant to conduct an internal assessment focused on diversity, equity, and inclusion (DEI) to determine strengths and weaknesses in aspects of our work that impact Oregon City staff. In 2023, we will continue our evolution by publicly committing to the importance of this effort and by launching future phases of work based on the priorities listed below.

Our DEI Commitment:

In Oregon City, we strive to be a place where all persons, regardless of race, ethnicity, sexual orientation, gender identity, age, religion, or ability feel safe, respected, and valued. We will work to ensure that all staff feel a sense of belonging and all city services and programs are equally available and accessible to everyone. We are committed to sustained improvement by doing the work necessary to achieve this goal.

Strategic Priority #1

Foster and sustain a feeling of belonging and inclusion for all Oregon City staff members.

Initiatives:

- A** Design and implement an ongoing DEI Training Plan to enhance the skills, knowledge, and awareness of all City employees.
- B** Define the desired state of a culture of inclusion and belonging for City employees.
- C** Create a multi-cultural calendar that recognizes events and observances throughout the year.
- D** Examine the need, desire, and potential design of staff-driven employee resource groups.
- E** Solicit regular feedback from City employees on progress, successes, and development opportunities.

Strategic Priority #2

Strengthen approach to talent recruitment, selection, development, and retention.

Initiatives:

- A** Use innovative and consistent strategies to strengthen the employee recruitment process.
- B** Improve review and selection process to ensure equitable opportunity.
- C** Support employee and organization growth through career development opportunities and understanding the various needs of employees.
- D** Assess accessibility of marketing tools and employment materials.

Strategic Priority #3

Demonstrate individual and organization-wide commitment to DEI through communication, training, and accountability at all levels.

Initiatives:

- A** Develop and communicate the City's commitment and desired goal.
- B** Establish an internal DEI committee to support the design and implementation of the organization's work.
- C** Establish clear objectives and priorities that promote inclusion.
- D** Enhance DEI awareness through education and training for members of City boards and commissions.
- E** Hold leadership, City boards, and City committees accountable to incorporating DEI into strategies, resource allocation, and decision making.

Strategic Priority #4

Weave a culture of diversity, equity, and inclusion into the fabric of all external-facing work of Oregon City.

Initiative:

- A** Conduct a community DEI assessment that informs the development of an action plan.
- B** Establish a DEI Community Task Force that provides perspective on the resident experience and action plan progress.
- C** Engage the public on the personal, economic, and community benefits of the City's DEI program and opportunities for active contribution.
- D** Create opportunities for community members across generations and demographic lines to interact with each other and City leadership.
- E** Use a DEI progress report to demonstrate transparency of action plan, progress, and ongoing actions.

