

DOGAMI Diversity, Equity, and Inclusion Action Plan

Oregon Department of Geology and Mineral Industries

April 2024

OVERVIEW OF AGENCY MISSION

The Department of Geology and Mineral Industries (DOGAMI) provides earth science information and regulation to make Oregon safe and prosperous.

Through science and stewardship, DOGAMI is working toward an Oregon where:

- People and places are prepared for natural hazards;
- Decisions for Oregon’s future always consider natural hazards;
- Resource potential is fully understood and responsibly developed;
- Earth science contributes to the health of our coast, rivers, forests, and other ecosystems; and
- Geologic learning and discovery abound.

The Geological Survey and Services (GSS) program develops maps, reports, and data to help Oregon manage natural resources and prepare for natural hazards such as earthquakes, tsunamis, landslides, floods, volcanoes, coastal erosion, and climate change.

The Mineral Land Regulation and Reclamation (MLRR) program oversees the state’s mineral production and works to minimize the impacts of natural resource extraction and to maximize the opportunities for land reclamation.

AGENCY VISION

DOGAMI envisions an Oregon where people and places are prepared for natural hazards; where decisions for Oregon’s future always consider natural hazards; where resource potential is fully understood and responsibly developed; where earth science contributes to the health of our coast, rivers, forests, and other ecosystems; and where geologic learning and discovery abound.

EQUITY STATEMENT

We acknowledge the systemic inequities that have created disparate outcomes for Oregon’s diverse communities and understand our responsibility in addressing these challenges is built on the principles of fairness, respect, and equality. We are firm in our commitment to equity and environmental justice, recognizing the importance of diversity in fulfilling our mission to make all of Oregon’s communities safe and prosperous. We are dedicated to creating and sustaining an environment – within the agency and in the broader community – where all individuals, irrespective of race, ethnicity, gender, gender identity, age, disability, sexual orientation, religion, or socioeconomic status, can engage with and benefit from our work.

STATE OF OREGON DEFINITIONS

Racial Equity means closing the gaps so that race can no longer predict any person’s success, which simultaneously improves outcomes for all. To achieve racial equity, we must transform our institutions and structures to create systems that provide the infrastructure for communities to thrive equally. This commitment requires a paradigm shift on our path to recovery through the intentional integration of racial equity in every decision.

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Diversity means honoring and including people of different backgrounds, identities, and experiences collectively and as individuals. It emphasizes the need for sharing power and increasing representation of communities that are systemically underrepresented and under-resourced. These differences are strengths that maximize the state's competitive advantage through innovation, effectiveness, and adaptability.

Equity acknowledges that not all people, or all communities, are starting from the same place due to historic and current systems of oppression. Equity is the effort to provide different levels of support based on an individual's or group's needs in order to achieve fairness in outcomes. Equity actionably empowers communities most impacted by systemic oppression and requires the redistribution of resources, power, and opportunity to those communities.

Inclusion is a state of belonging when persons of different backgrounds, experiences, and identities are valued, integrated, and welcomed equitably as decision-makers, collaborators, and colleagues. Ultimately, inclusion is the environment that organizations create to allow these differences to thrive.

GOALS OF THE DEI PLAN

Goal 1: DOGAMI leadership and staff recognize diversity, equity, and inclusion as core components of the agency's mission.

Objective 1: Increase awareness among DOGAMI leadership and staff about how diversity benefits the agency, and the earth sciences in Oregon.

Objective 2: Increase outreach efforts to provide opportunities for DOGAMI scientists to engage with community members, particularly those from communities historically underrepresented in geology or the earth sciences.

Objective 3: Identify funding opportunities intended to support engagement with communities historically underrepresented in geology and the earth sciences.

Objective 4: Implement systems for regularly assessing agency demographic information for use in evaluating the agency's DEI Plan and actions.

Objective 5: Develop a repository of resources to help build cultural competency within the agency.

Goal 2: DOGAMI maintains a work environment and inclusive culture that supports diverse staff and advances diversity, equity, and inclusion in the agency and in geology and the earth sciences in general.

Objective 1: Provide DOGAMI staff with training and resources related to State of Oregon and DOGAMI policies on harassment and discrimination in the workplace.

Objective 2: Establish and communicate to staff procedures for addressing allegations of harassment or discrimination in the workplace.

Objective 3: Continue and expand DOGAMI procedures related to job advertisement and new employee recruitment. Ensure that DOGAMI leadership and staff complete implicit bias training

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to better understand their own reactions to candidates who may differ in background from themselves *before* participating in hiring committees.

Objective 4: Ensure that DOGAMI staff feel physically and psychologically safe and valued in their work. This includes action from management to minimize discrimination and mistreatment within and beyond the agency. Staff believe that their complaints will be taken seriously, and their opinions upheld equally to other staff, management proactively asks for feedback, etc.

Goal 3: DOGAMI staff are empowered to create change in diversity, equity, and inclusion at the agency and in geology and the earth sciences in general.

Objective 1: Create support among agency leadership and staff for allocating funding and resources for the implementation of diversity, equity, and inclusion efforts and activities.

Objective 2: Expand opportunities for leadership and staff to interact with members of diverse communities.

Objective 3: Recognize and reward efforts by staff that advance diversity, equity, and inclusion at the agency and in geology and the earth sciences in general.

Goal 4: DOGAMI leadership and staff understand and embrace their roles as leaders in advancing diversity, equity, and inclusion in geology and the earth sciences in Oregon.

Objective 1: DOGAMI staff are familiar with the principles of environmental justice and understand its intersection with their work.

Objective 2: Build relationships with educational institutions to expand educational opportunities for Oregon students, focusing on communities historically underrepresented in geology or the earth sciences.

Objective 3: DOGAMI leadership and staff understand Oregon's specific historical context that has led to modern inequity.

Goal 5: DOGAMI serves as a model agency for advancing diversity, equity, and inclusion in state government.

Objective 1: Ensure that DOGAMI DEI procedures and activities are well documented to facilitate a two-way knowledge transfer with other State of Oregon agencies.

Objective 2: Expand engagement with State of Oregon agencies overseeing diversity, equity, and inclusion efforts including the Office of Cultural Change, the Environmental Justice Commission, and the Racial Justice Council.

Objective 3: Formally integrate DEI tasks and responsibilities into position descriptions and the agency organizational structure.

ALIGNMENT WITH STATE OF OREGON POLICY

This DEI Plan has been developed in alignment with applicable State of Oregon policies, statutes, and regulations including:

- the State of Oregon Diversity, Equity, and Inclusion Action Plan (2021)
- Executive Order 22-11, Relating to Affirmative Action, Equal Employment Opportunity, Diversity, Equity, and Inclusion

DOGAMI's existing policies and procedures related to DEI and AA include:

- The 2023 DOGAMI Affirmative Action Plan
- DOGAMI's 2015-2021 Strategic Plan (currently undergoing revisions)

KEY STRATEGIES

Stakeholder Analysis and Community Engagement

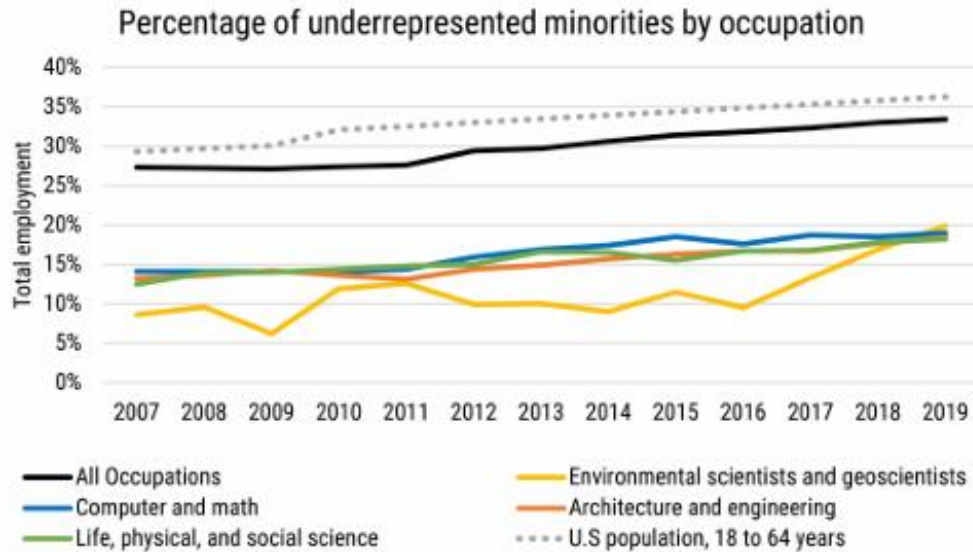
DOGAMI will engage with impacted stakeholders to produce and refine an analysis that documents the needs, concerns, and ideas provided by community members impacted by the agency's work. Engagement with community members and community organizations will be central to this effort with a particular focus on environmental justice communities and communities underrepresented in the geosciences. As DOGAMI's work on natural hazards is particularly important for community safety, the stakeholder analysis will also examine the accessibility of DOGAMI data to all communities.

DEI in the Geosciences

As is other STEM fields, participation in geology and the earth sciences by women and members of racial and ethnic minority communities has been historically low. Based on an analysis of U.S. Census data:

- although participation in the environmental science and geoscientists occupational categories by women rose from 22.5% to 33% from 2005 to 2019.
- participation by Black and African Americans in the environmental science and geoscientists occupational categories between 2005 and 2009 has fluctuated between 1% and 7.8%.
- the rates of participation of Hispanics in the environmental science and geoscientist occupational categories has increased dramatically in recent years. (AGI, 2020)

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Credit: AGI, data derived from the U.S. Census Bureau and U.S. Bureau of Labor Statistics

Budget for Implementation of DEI Plan

Recognizing the importance of sustained action related to DEI, DOGAMI will allocate sufficient resources for DEI program implementation.

Tasks related to the development and implementation of DOGAMI's plans related to DEI, Affirmative Action, and Environmental Justice will be performed primarily by the Public Affairs Coordinator and Executive Assistant. Tasks include participation in state-level meetings and planning sessions, developing DEI, AA, and EJ plans, completing state required reporting tasks, and implementing the strategies outlined in the written plans.

Resources will also be allocated for participation in DEI-related activities by all other agency staff. Tasks include participation in community outreach events, research on community impacts of agency work, training on internalized bias, participation on hiring committees, and providing feedback for required reporting.

DOGAMI will allocate resources for increasing accessibility of information related to natural hazards and community impacts of resource extraction, with a focus on the agency website and outreach materials. Tasks include review of existing online and printed materials for language availability and reading level, revisions of DOGAMI website and outreach materials, engagement with other state agencies for coordination of accessible messaging, and translation services.

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Evaluation and Monitoring of DEI Plan Performance

Each of the goals included in this plan have associated metrics for monitoring plan implementation.

Goal	Metrics
Goal 1: DOGAMI leadership and staff recognize diversity, equity, and inclusion as core components of the agency’s mission.	<ul style="list-style-type: none">• Number of agency-wide trainings or events related to DEI conducted annually• Inclusion of DEI related activities in employee goals and assigned tasks
Goal 2: DOGAMI maintains a work environment and inclusive culture that supports diverse staff and advances diversity, equity, and inclusion in the agency and in geology and the earth sciences in general.	<ul style="list-style-type: none">• Percentage of staff attending all required state trainings on workplace harassment and discrimination• Number of online venues or websites specifically targeted towards communities underrepresented in the geosciences where job recruitment announcements are posted.• Results of annual survey of agency demographic information
Goal 3: DOGAMI staff are empowered to create change in diversity, equity, and inclusion at the agency and in geology and the earth sciences in general.	<ul style="list-style-type: none">• Number of staff participating in DEI-related trainings or events• Number of completed projects that further DEI goals.
Goal 4: DOGAMI leadership understand and embrace their roles as leaders in advancing diversity, equity, and inclusion in geology and the earth sciences in Oregon.	<ul style="list-style-type: none">• Number of leadership staff participating in DEI-related trainings or events
Goal 5: DOGAMI serves as a model agency for advancing diversity, equity, and inclusion in state government.	<ul style="list-style-type: none">• Annual qualitative assessment of collaboration between DOGAMI and other State of Oregon agencies on DEI-related efforts

Communications

Recognizing the importance of consistent communications with both agency staff and community members, DOGAMI will establish procedures for distribution of information related to DEI efforts.

Within the agency, DOGAMI will convene staff on an annual basis to review and discuss the finalized DEI plan. Additionally, leadership will periodically update staff on ongoing DEI efforts, solicit input from staff on program progress, and advertise opportunities for staff to participate in DEI-related activities.

DOGAMI will create and maintain a DEI section on the agency website that will provide information to the public on agency DEI efforts. In addition to documenting ongoing project activities, this area of the website can also be used to highlight the contributions of scientists from communities historically underrepresented in geology and the earth sciences.