

Diversity, Equity, & Inclusion Action Plan

2023-2024



Oregon

Department of
Public Safety and Training



Mission Statement

The Department of Public Safety Standards and Training's (DPSST) mission is to cultivate excellence in Public Safety by developing and delivering training and upholding established professional standards.

Diversity, Equity, & Inclusion Statement

Our fundamental mission as an agency is to provide public safety training to upcoming public safety officers who serve the citizens of Oregon. We strive to respect the communities we serve around the state by representing their background and belief, origin and orientation, color and creed, skill and perspective. DPSST seeks to intentionally foster diversity, equity & inclusion by creating an environment where everyone is valued, respected, included, and heard; and, where employees have equal access to opportunities.

Inclusion

The Department of Public Safety Standards and Training serves as a diverse, inclusive, equal, and accessible employer. We abide by the legal requirements and principles of Equal Employment Opportunity (EEO) and Disability Inclusion.

Commitment to Transparency and Accountability

We will work together to identify needs, develop and test solutions, reflect on results and impact, and hold ourselves and each other accountable to what we say and do.

Diversity, Equity and Inclusion work at the DPSST will require transparency, continuous reflection, decision and power sharing, a willingness to adjust, and an equity lens at every touchpoint. For that reason, this plan is a living document that will be revisited and updated to reflect lessons learned and changing needs. This DEI plan will eventually be incorporated into the DPSST strategic plan that will reflect a commitment to equity with specific outcomes. The strategies used, the outcomes we are working to achieve, and the metrics tracking success will evolve as we grow and learn from our engagements and commitments.

DPSST is a model for public safety training in Oregon and across the Nation. We have an important opportunity to model DEI in our organization with our own employees, with the public safety constituents we serve and the diverse students we train. We are striving to become an organization with an advanced DEI culture working to eliminate institutional and systemic bias for our people, in our policy, and within our public service.

Using intentional and strategic; communication, initiatives, training, while emulating inclusion. DPSST strives to work and operate in an atmosphere that nurtures Diversity, Equity, & Inclusion. Our efforts are designed to embrace and endorse principles of DEI that ensures the Agency best reflects, serves, values, and includes Oregon's diversity in our People, Agency Processes, Agency Training, and overall Agency Outcomes.

Guiding Principles

Historically, DPSST’s engagement in DEI has included informing employees of Affirmative Action goals, employee programs, educational opportunities and providing yearly diversity trainings. Moving forward, we will incorporate a path for employees and customers to engage in the creation of mutual DEI objectives that will continue diversification within DPSST.

Our employee and customer engagement will be guided by these principles:

Guiding principle	What this looks like
Employee/Customer - Centered Engagement needs to be anchored within Leadership, our employees’ and customers’ interests.	<ul style="list-style-type: none">- Get to know and understand the employee/customer, including its norms, history and experience with engagement efforts- Connect DPSST interests and capacities with public safety and constituent concerns, and employee aspirations- Consider the levels of appropriateness for engagement- Reach beyond usual partners and program delivery modes
Collaborative and Inclusive Engagement efforts will be formed through collaborative and inclusive relationships, partnerships.	<ul style="list-style-type: none">- Be clear about the goals of the effort- Value and incorporate diversity, equity and inclusion- Plan and implement collaboratively- Learn from and resolve conflict- Build coalitions and partnerships strategically
Long-Term Investment in Change Working to create change is typically a long-term initiative, requiring a commitment to relationship building and an ongoing and evolving process of engagement.	<ul style="list-style-type: none">- Assess individual and organizational readiness for engagement- Incorporate learning, improvement and adaptation- Plan for long-term support and viability- Embrace change and celebrate progress

Statement of Commitments

DPSST's purpose is to maintain a highly skilled, professional, and ethical workforce that provides excellent service to the citizens of Oregon and fulfills the agency's mission. By eliminating bias and inequities is how we interact, engage, and assist our diverse population of Oregonians is how we will achieve more equitable, accessible, and culturally competent public service.

We make the following commitments to ensure we continue to improve our internal and external equity by examining our public service models to remove barriers as we deliver services, ultimately removing systemic barriers in how DPSST programs provide public service to Oregonians.

Our People

- Build a workforce that is representative of the communities of Oregon. Retain a workforce that drives systematic change and promotes diversity within recruitment.
- Invest in our workforce to promote principles of diversity, equity and inclusion.

Our Policy

- Maintain a zero-tolerance approach to discrimination and explicit bias in all agency policy, practice, and processes.
- Work within each DPSST system (to include constituents input) to jointly seek out and eliminate systemic bias and barriers in training, policy, practices, and processes that may inhibit opportunity for employees, constituents and students.
- Seek out and eliminate implicit and institutional bias and barriers in agency policy, practice, and processes that may prohibit opportunity.

Our Public Service

- Utilize culturally competent practices and standards in service delivery to ensure equity and positive public service experiences.
- Promote the economic prosperity of businesses through equitable public contracting.

Our People

DPSST’s greatest assets are the state employees who are charged with carrying out the mission of the agency. Valuing, respecting, and including all their dimensions of diversity assists in the delivery of mission focused service. DPSST is committed to becoming a model employer that values diversity, equity and inclusion.

As a result, we make the following Commitments to ensure we continue to improve our internal equity through meaningful opportunity and inclusion for all our people.

<p>Commitment: Build a workforce that is representative of the communities of Oregon. Retain a workforce that drives systematic change and promotes diversity within recruitment. DPSST will represent and value our employees’ many dimensions of diversity to promote equity and eliminate institutional bias. To maintain this diverse workforce, we are committed to the following retention efforts:</p>	
<p>Racial, Ethnic, and Gender Inclusion & Equality: Monitor and measure our Affirmative Action Strategy designed to identify and correct past systemic disparity.</p>	<p>Disability, Inclusion and Equality: Encourage and engage individuals with disabilities in competitive integrated employment, including having access and opportunity to agency employment.</p>
<p>Commitment: Invest in our workforce to promote principles of diversity, equity and inclusion. DPSST will provide opportunity for employees, managers and leadership to learn and engage in topics of DEI and to promote equity and eliminate institutional bias. To make this investment in our employees and leadership, we are committed to the following professional development retention efforts:</p>	
<p>Education & Professional Development: Create, implement, and measure a Diversity, Equity, and Inclusion Education Plan, designed to educate and encourage employees and supervisors to engage in their own personal exploration of DEI topics with a goal of strengthening work-culture and to promote culturally competent public servants.</p>	<p>Leadership Development: Create, implement, and measure a Diversity, Equity, and Inclusion Leadership Education Plan designed to educate leaders on DEI topics with a goal of maintaining legal compliance, promote and maintain an inclusive work-culture, identify and remove institutional barriers, promote culturally competent public servants, and an appreciation of systemic bias in government service.</p>

Our Policy

The work of DPSST is implemented through its internal and external policy, practice, and process. Achieving systemic change and better service to DPSST will require identifying and removing barriers and oppressive impacts, correcting institutional bias, and working toward equitable and holistic systemic transformation.

As a result, we make the following Commitments to ensure we continue to improve our internal and external DEI, continually examining our policies, practices and processes to identify, correct, and remove institutional and systemic barriers, bias, and oppression.

Commitment: Maintain a zero-tolerance approach to discrimination and explicit bias in all agency policy, practice, and processes.

Equal Employment Opportunity and Anti-Discrimination Policy: Maintain, monitor, and train on agency policy and practice on Equal Employment Opportunity and Anti-Discrimination and to promptly identify, investigate, and correct violations, as required by State and Agency policy and Directives.

Disability Inclusion and ADA Law: Maintain, monitor, and train on agency policy and practice on the Americans with Disabilities Act, including a process to request reasonable accommodations, and to promptly identify and correct violations, as required by State Policy and Directives.

Commitment: Work within each DPSST system (to include constituents' input) to jointly seek out and eliminate systemic bias and barriers in training, policy, practices, and processes that may inhibit opportunity for employees, constituents and students.

Collaboration in Systemic Review: DPSST will work in collaboration with other state and public agencies to identify and eliminate systemic bias and barriers within State Government policies and design corrective measures to eliminate bias.

Commitment: Seek out and eliminate implicit and institutional bias and barriers in agency policy, practice, and processes that may inhibit opportunity. DPSST will uphold the values of respect and inclusion in its practices and strengthen internal and external processes to seek out and eliminate implicit and institutional bias and barriers. To ensure institutional bias is eliminated, we are committed to the following efforts:

Equity Review of Internal Diversity Programs & Policy: To create, implement, and measure an Equity Review Strategy designed specifically for DPSST to evaluate EEO Policy (including investigations), ADA Title I Policy (including reasonable accommodations), and Affirmative Action Plans outcomes for disparate trends, determining if implicit and/or institutional bias is a contributing factor to the outcome, and design corrective measures to eliminate the bias.

Our Public Service

We make the following Commitments to ensure we continue to improve our internal and external DEI by continually examining our DEI plan and to ultimately remove systemic barriers in how DPSST provides public service to our customers and how we engage and grow with employees.

Commitment: Utilize culturally competent practices and standards in service delivery to ensure equity and positive public/constituent experiences. DPSST will provide its public service using methods that promote cultural connection, understanding, and respect to all Oregonians it serves. To ensure we are providing culturally competent public service, we are committed to the following efforts:

Service Delivery Cultural Competency Review: To create, implement, and measure a Review Strategy to evaluate agency programs and services based on the variety of cultures (ethnic, regional, religious, generational, etc.) found in Oregon to determine if barriers exist within the service delivery model, and design corrective measures to eliminate the bias.

Commitment: Promote the economic prosperity of businesses through equitable public contracting. DPSST, as a procurer of goods and services, will correct past systemic oppression and work to increase proactive outreach to minority-owned, women owned, service-disabled veteran owned, and emerging small businesses. To ensure equitable public contracting, we are committed to the following efforts: will uphold the values of respect and inclusion in its practices and strengthen internal and external processes to seek out and eliminate implicit and institutional bias and barriers.

Minority Business Enterprise: To create, implement, and measure Procurement Strategy designed to promote equal opportunity for businesses by meeting the procurement requirements as defined under Oregon Procurement Rule.

State of Oregon’s Definitions for Racial Equity, Diversity, Equity, and Inclusion

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.

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.



Resources

Additional resources compiled by the Governor’s Office of Diversity, Equity, and Inclusion and the DAS Office of Cultural Change.

Racial Justice

<https://www.oregon.gov/gov/policy/Documents/racial-justice-resources.pdf>

Equity toolkits

Racial Equity Toolkit: An Opportunity to Operationalize Equity, Government Alliance on Race and Equity (GARE):

https://www.racialequityalliance.org/wp-content/uploads/2015/10/GARE-Racial_Equity_Toolkit.pdf

Racial Equity Impact Assessment Toolkit, Race Forward:

https://www.raceforward.org/sites/default/files/RacialJusticeImpactAssessment_v5.pdf

Results-Based Accountability Implementation Guide: <http://raguide.org/>

Putting Equity at the Forefront: State of Oregon Agency Strategic Plan

Oregon Housing and Community Services Statewide Housing Plan 2019-2021:

<https://www.oregon.gov/ohcs/Documents/swhp/swhp-executive-Summary.pdf>

National and local organizations:

Haywood Burns Institute: <https://burnsinstitute.org/>

Migration Policy Institute: <https://www.migrationpolicy.org/>

National Equity Atlas: <https://nationalequityatlas.org/>

Oregon ADA toolkit: <https://www.oregon.gov/das/HR/Pages/ADA.aspx>

Oregon State University DEI Land Acknowledgement:

<https://outdoorschool.oregonstate.edu/equity-diversity-and-inclusion/land-acknowledgements>

Oregon State University Land Acknowledgement:

<https://diversity.oregonstate.edu/feature-story/land-acknowledgement>

Othering and Belonging Institute: <https://belonging.berkeley.edu/>

Policy Link: <https://www.policylink.org/>

Race Forward: <https://www.raceforward.org/>

U.S. Department of Justice: A guide to Disability Rights Laws.

<https://www.ada.gov/cguide.htm>

U.S. Department of Justice: ADA Update: A Primer for State and Local Governments.

https://www.ada.gov/regs2010/titleII_2010/title_ii_primer.html