



# Oregon

Tina Kotek, Governor

Board of Naturopathic Medicine  
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To: Tobias Sherwood, Cultural Change Manager  
From: Mary-Beth Baptista, JD – Executive Director  
Re: Diversity Equity and Inclusion Plan– Oregon Board of Naturopathic Medicine

## 1. Introduction / Overview of Agency Mission

The mission of the Oregon Board of Naturopathic Medicine (Board) is to regulate, through the Oregon Revised Statutes and Administrative Rules, the practices of naturopathic medicine to ensure protection of the public. The Board promotes excellence in the practice of naturopathic medicine by assuring quality education, regulating naturopathic practices, and fostering ongoing public outreach. In this manner, the Board cultivates public trust and safety by ensuring the State of Oregon is served by naturopathic professionals providing the highest standards of care.

## 2. OBNM Diversity, Equity, and Inclusion (DEI) Statement

The Board of Naturopathic Medicine recognizes and appreciates the importance and benefits of inclusion. The Board is dedicated to promoting diversity, equity, and inclusion in all aspects of our work. We believe in developing a nurturing culture that engages and supports all efforts to ensure equity through inclusion, interrupt oppression, prevent discrimination and discriminatory practices; and promote a work force, membership slate and licensee pool that is representative of our diverse community.

The Board recognizes diversity, equity and inclusion go beyond those employed by and serve on the Board. Diversity encompasses a wide range of identities, including but not limited to race, ethnicity, gender, sexual orientation, disability, age, religion, geographic region, socioeconomic status, and residence. At the Board of Naturopathic Medicine, we are committed to values that celebrate diversity, pursue equity in opportunities, and promote inclusion for all individuals within our agency and the naturopathic profession.

Achieving DEI goals requires ongoing effort, collaboration, and accountability. The Board believes the best way to serve our constituents is through learning, evolving, and improving our practices to advance diversity, equity, and inclusion. The Board strives to create an inclusive agency where everyone feels valued and respected because of their difference – a place where all can be themselves to reach their potential, and collectively achieve the Board's DEI goals.

### 3. Developing a Plan and Strategy:

- **Plan:** Diversity, equity, inclusion, is the practice of creating an environment that welcomes people from diverse backgrounds, with diverse identities and perspectives. To ensure everyone feels safe, supported, and respected, a plan requires a comprehensive approach to develop a diverse, equitable and inclusive organizational culture.
- **Strategy:** To achieve the plan goals, the Oregon Board of Naturopathic Medicine developed this action-based strategy designed to reduce disparities and create a culture of inclusion. This plan identifies goals and objectives for increasing diversity through any systemic issues leading to inequity and expanding our equity lens to areas of the organization not previously considered.

### 4. Assessment and Commitment

- **Assessment:** With an equity lens, conduct a broad assessment of the way the Board communicates to and with potential applicants for Board membership and licensure and current licensees; with an emphasis on persons that hail from or practice in communities encompassing a wide geographic range and range of identities, e.g. race, ethnicity, gender, sexual orientation, disability, age, religion, residence - rural areas, tribal lands, economically distressed and disadvantaged communities; through collection of demographic licensure data, surveys, and focus groups across the State of Oregon.
- **Commitment:** The Board is committed to repairing the impact of past or present discrimination, intended or unintended, and increase diversity of potential applicants for Board membership and licensure, and current licensees.

### 5. Outreach and Engagement

- **Outreach:** Develop an outreach strategy to create an inclusive and equitable recruitment and application process that leads to a more diverse pool of applicants for licensure and Board membership, as well as support and retain licensees that serve and practice in communities encompassing a wide geographic range and range of identities, e.g. race, ethnicity, gender, sexual orientation, disability, age, religion, residence - rural areas, tribal lands, economically distressed and disadvantaged communities.
- **Engagement:** Through in-person and virtual engagement activities; listen and learn about experiences, perspectives, real and perceived barriers impacting potential and actual applicants for licensure and Board service, as well as affect retention rates of current licensees, from the afore stated communities and individuals.

## 6. Systemic Process Changes and Objectives

- Goal: From engagement feedback, develop an inclusive and equitable licensee and Board member recruitment and application process to eliminate barriers and increase equity.
- Objective: Through effective communication of the Board's commitment to DEI, broaden and diversify the Board member and licensure applicant pool, as well as retain diversity in the current licensee population from the afore stated communities.

## 7. Policy Review and Implementation

- Goal: Codify the process developed in this plan by revising "OAR 850-030-0030 Fitness for Licensure" through the rule making process, and internally revise the initial licensee application and renewal application to remove real and perceived barriers to licensure by eliminating unnecessary and irrelevant questions, especially those related to criminal history and not related to the practice of naturopathic medicine.
- Objective: Removing extraneous questions asking for irrelevant criminal history records and minimizing the length and complexity of the application process through changes in administrative rules will remove actual and perceived barriers to licensure and Board service and improve retention of current licensees.

Achieving DEI goals requires ongoing effort, collaboration, and accountability. To ensure everyone feels safe, supported, and respected, a plan requires a comprehensive approach to organizational change. To achieve the plan goals, Oregon Board of Naturopathic Medicine has developed this action-based strategy designed to reduce disparities and create a culture of inclusion. This plan identifies goals and objectives for increasing diversity through any systemic issues leading to inequity and expanding our equity lens to areas of organization not previously considered.