

Diversity, Equity, & Inclusion (DEI) Plan

Oregon Government Ethics Commission

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Mission and Vision

Mission:

Impartially and effectively administer and enforce Oregon's Government Ethics Laws for the benefit of Oregon's citizens. OGEC will emphasize education in achieving its mission.

Vision:

OGEC envisions an agency that is able to support the training needs of the State of Oregon with regards to Oregon Ethics Law, Public Meetings Law, and Lobby Law, while ensuring effective compliance is in place.

Values:

- Striving to make ethical choices the standard for all public officials.
- Championing government transparency.
- Focusing on education and training.
- Building racial equity into the foundation of OGEC.
- Investing in sustainable operations for a better climate future.
- Serving Oregon Constituents.

OGEC has two primary DEI goals:

- Educate on the laws within OGEC's jurisdiction in a manner that is accessible and inclusive.
- Strive to improve OGEC's internal and external DEI baseline.

Additionally, OGEC recognizes the importance of diversity and inclusion, expertise, personal responsibility, collaboration, effectiveness, accountability, and effective communication in accomplishing our mission.

Who We Are:

The Oregon Government Ethics Commission (OGEC) administers Oregon Ethics Law, Lobby Law, and Public Meetings Law.

The Commission is made up of nine Commissioners. Eight Commissioners are appointed by the Governor upon recommendation, two each by the Democratic and Republican leaders of the Oregon House and Senate. The Governor selects one Commissioner directly. All nine Commissioners must be confirmed by the Senate. No more than three of the Commissioners may be from the same political party.

OGEC staff consists of the Executive Director who is appointed by the Commission and 14 full-time employees (FTE). Prior to the 2023 Legislative session, OGEC's total staff was 9; however, with the passage of OGEC's budget and House Bill 2805, OGEC grew by 6 FTE. This new growth has given OGEC an opportunity to reshape its DEI plan and move forward from previous stagnation. The new FTE has brought in an increased passion for DEI and accessibility which will help OGEC learn from its gaps and shortcomings, while taking the time to appreciate the history of the agency. Previously, DEI attempts were hindered by a lack of buy-in from staff and Commissioners. OGEC is hopeful that the agency will be able to build up the passion and energy of the new staff and those of the existing staff to create a new culture within the agency.

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Our Goals:

The OGEC DEI plan has two fundamental goals to advance its mission for the next three years and beyond:

- Educate on the laws within OGEC’s jurisdiction in a manner that is accessible and inclusive.
- Strive to improve OGEC’s internal and external DEI baseline.

Key Engagement Strategies

The last twelve months have brought significant change in OGEC’s structure and makeup as mentioned in the “Who we are” section. During this time, OGEC has experienced loss of staffing, including a long-term executive director, but have also gained new staff. This has given OGEC an opportunity to learn from past experiences and to hopefully grow and adapt. OGEC utilized contributions from staff, Commissioners, and solicited feedback from the “Ethics Matters’ newsletter to craft OGEC’s DEI plan.

Relationships, both internal and external, play key roles in DEI. OGEC has let previously established relationships lapse and needs to take the time to reestablish those relationships, as well as establish new relationships and connections with other external invested parties, partners, and communities.

OGEC also needs to take the time to engage staff and initiate conversations internally about what DEI and an inclusive culture looks like to OGEC going forward.

Internal

1. Engage Staff – Define what engagement and disengagement looks like

- a. Initiate conversations and staff meetings around diversity, equity, and inclusion.
 - i. This could be small pockets of time set during weekly staff meetings to collaborate as a staff and work forward from there.
 - ii. Invite staff to bring forward ideas or topics that they are passionate about.
- b. Invite the Office of Cultural Change to speak to staff and potentially Commission about the importance of DEI.
- c. Stream sponsored statewide DEI trainings in the large conference room to encourage participation.
- d. Have staff look for free or affordable DEI resources/trainings/activities to spark conversation.

2. Hold Each Other Accountable – Define what an Inclusive Culture looks like to OGEC

- a. Define together what kind of culture OGEC wants to have.
- b. Establish ways to talk to each other when accountability is needed.
- c. Be accountable to each other as established in 2(b).

External

1. (Re)Build Relationships

- a. Re-establish working relationships with external partners that have collapsed over time. This will be a slow, methodical process.

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- a. Review relationships that have fallen behind and reach out in a variety of ways to reestablish contact and move forward at the pace established by the partner.
- b. Establish new relationships with external partners that were overlooked previously. This will take time and will not be an immediate fix.

2. Trainings

- a. Review who attends OGEC trainings and who has access to the trainings.
- b. Extend the reach of OGEC trainings to those that have been historically under-represented. Establish contact with those that have been missing trainings. This will not be a quick process to form those connections.
- c. Ensure trainings are accessible.
 - a. Increase staff exposure to accessibility trainings and resources.
 - b. Utilize tools such as plain language reviews and font/visual aid recommendations.
 - c. Utilize training feedback surveys to gauge success.

Key Development & Operations Strategies

OGEC has identified three key operations and development strategies with actions to work toward that will ultimately help the agency meet the key engagement goals.

1. Assess and Reassess Status Quo

- a. Review current state of OGEC, both internally and externally, with a DEI focused lens.
 - i. This strategy will be repeated with each update of the Strategic Plan as OGEC progresses and changes the lens through which the state of OGEC is viewed.
- b. Determine the DEI related gaps in OGEC's internal and external processes.

2. Evaluate Resources

- a. Review available resources, both free and paid.
- b. Review OGEC resources for accessibility and accuracy.
- c. Coordinate with partners to develop additional resources for both internal and external use to improve equity and accessibility within OGEC's materials.

3. Train and Plan for the Future

- a. Create an agency wide development plan for staff that is more inclusive.
 - i. Note that this plan will take time to develop and implement.
 - ii. Address the gaps in the status quo and work towards closing the gaps.
 - iii. OGEC is looking to develop a more diverse and inclusive workforce and place of employment.
- b. Create a long-term plan for outreach.
 - i. Note that this will take time to develop and implement as the relationships will need to be re-established and developed.
 - ii. Establish short-term and long-term outreach goals.

Monitor & Evaluation

Monitor:

OGEC will work to build processes into the Compliance, Training, and Administration teams' workflows to establish the capability to monitor the progress of OGEC's goals and strategies. As processes are established, the DEI plan will be updated accordingly to reflect those processes, such as:

Training Team:

- Revise and review post-training surveys for feedback.
- Review trainings for accessibility throughout the year.

Compliance Team:

- Take an internal bias training annually to determine where biases may be during investigative process.
- Review and recommend revisions of the penalty matrix annually.

Administration Team

- Review communications to partners, both internally and externally, for accessibility through the year.
- Create and send out post-Statement of Economic Interest Survey to public officials who are required to file an annual Statement of Economic Interest Survey for ways to improve DEI processes, including accessibility and access.

Each year, OGEC is required by the Oregon Legislature to review the Annual Key Performance Measures, which include the review of statutory deadlines and the annual customer satisfaction survey. OGEC has been implementing changes to the customer satisfaction survey to make it a year-round process to give more accurate results throughout the year to allow for more immediate feedback. These Key Performance Measures also give OGEC an opportunity to review customer satisfaction and performance of the agency as a whole.

Evaluation:

The OGEC Leadership Team shall review and evaluate progress and notate on each strategy and goal every six months and update the overall DEI plan every two years.

OGEC acknowledges the growth the agency has to do in terms of DEI. The staff is committed to taking the time to learn and grow together to make OGEC a more welcoming and diverse agency.