

Strategic 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. The Oregon Government Ethics Commission (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:

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

OGEC has three primary strategic goals:

- Serve Oregonians by educating public officials on the laws within OGEC's jurisdiction.
- Ensure OGEC resources are available, and used efficiently, effectively, and transparently.
- Strive for excellence and be accountable to the public we serve.

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

Equity Statement:

We are working towards a commitment to diversity, equity, and inclusion. The State of Oregon is committed to establishing strong leadership to eradicate racial and other forms of disparities in all aspects of state government.

We look to center equity in rulemaking, training, investigation process, and resource availability. We are beginning to strengthen public involvement through community engagement, access to information, and decision-making opportunities.

We are working towards improving equitable access to our services and resources. We are taking steps to foster an inclusive workplace culture, such as creating an actionable Diversity, Equity, and Inclusion (DEI) Plan.

Who We Are:

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 Commissioners must be confirmed by the Senate. No more than three of the Commissioners

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may be from the same political party.

OGEC staff consist 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.

Our Goals and Plans:

OGEC's Strategic plan has three fundamental plans that are used to support, advance, and grow its mission for the next three years and beyond:

- Diversity, Equity, & Inclusion (DEI) Plan
- Succession Plan
- Affirmative Action Plan

Key Strategic Goals

OGEC has identified three key strategic goals with objectives and subgoals to work toward. As mentioned above, these goals directly tie into OGEC's Diversity, Equity, and Inclusion Plan, Succession Plan, and Affirmative Action Plan. OGEC utilized contributions from staff, Commissioners, and solicited feedback from the "Ethics Matters" newsletter to define the goals.

- 1. Serve Oregonians by educating public officials on laws within OGEC's jurisdiction.**
 - a. Regulate in a manner that supports education and compliance.
 - b. Educate in a manner that is accessible and inclusive, as stated in OGEC's DEI plan, by updating materials continuously to meet accessibility standards.
 - c. Continuously provide resources and opportunities for staff to gain knowledge and skills, including ways to make OGEC more accessible.
- 2. Ensure OGEC resources are available, and used efficiently, effectively, and transparently.**
 - a. Educate in a manner than is accessible and inclusive, as stated in OGEC's DEI plan, by updating materials continuously to meet accessibility standards.
 - b. Evaluate annually where resources are not available or being accessed to assess and address ways to increase access.
 - c. Utilize, publicize, and update technology (IT), such as the Electronic Filing System and Case Management System, to share resources with the public.
- 3. Strive for excellence and be accountable to the public we serve.**
 - a. Implement and continuously update an agency wide Succession Plan.
 - b. Implement and continuously update an agency wide Affirmative Action Plan.
 - c. Implement and continuously update an agency wide DEI Plan.

Strategies

- 1. Assess and Reassess Status Quo**
 - a. Review current state of OGEC.
 - b. Determine and analyze gaps.
 - c. Coordinate with staff to develop skills.

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d. Follow up with staff on skill development.

2. Evaluate Resources

- a. Review current state of OGEC's resources, especially IT related.
- b. Understand the gaps in OGEC's resources.
- c. Create short-term and long-term plans to address inadequacies.

3. Train & Plan for the Future

- a. Utilize Performance reviews and Succession planning to gauge staff improvement.
- b. Implement quarterly work sessions to discuss ongoing projects.
- c. Review opportunities for staff trainings.
- d. Create a plan to monitor and adapt for future improvements.
- e. Survey partners that utilize IT resources, such as Electronic Filing System, to determine unaddressed shortcomings.

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 sub-goals. As processes are established, the Strategic 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:

- Review current administrative process of opening and closing a case for ways to improve.

Administration Team

- Build survey to send to external partners that utilize Electronic Filing System in stages.

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 goal every six months and update the overall Strategic plan every two years. Every six months, OGEC leadership will post updates through the newsletter "Ethics Matters" to keep the public and interested parties informed.