

From: OSP_Inclusion
Sent: Monday, April 29, 2019
Subject: June Recruitment Events - you are invited

On Sunday, June 16, 2019, the agency Inclusion Team has coordinated a more visible role in the annual [Portland Pride Waterfront Festival and Parade](#). In previous years, staff members have been on the parade route as part of their public safety and security responsibilities, but not one of community outreach and engagement. This year, the agency was provided an entry to the parade, allowing for staff, and their families, to take part in the event.

We would like to invite all OSP employees to participate, inclusive of staff outside of the Portland commuting area. Employees will have the option of wearing their uniforms, or wearing a t-shirt specifically designed and donated for the occasion.

Additionally, the agency will be represented at the [Central Oregon Summer Pride](#), on Saturday June 22nd from 12 pm to 6 pm. This event at Drake park will allow our agency to speak with attendees about our agency and provide an opportunity to showcase OSP employment opportunities. This event occurs immediately following the [Bend Pride Fun Run/Walk](#).

The inclusion team would like to have plans finalized ahead of these events so that we can appropriately prepare for your participation. We want to reduce any transportation barriers for employees, so the Inclusion Team will assist employees in identifying those that are driving personal vehicles and match them to employees in need of a ride to the parade to the events listed.

If you are interested in attending **Portland Pride**, [please complete this survey](#) by May 20th
If you are interested in attending the **Central Oregon Summer Pride**, [please complete this survey](#) by May 20th.

OSP participation in this event aligns with our goals to encourage inclusive practices in outreach. If you are interested in learning more about the intersection of law enforcement and the LGBT+ community, the organization [Out to Protect](#) provides resources on their site. Participation also provides an opportunity to create, foster and strengthen relationships to communities that, [studies have shown](#), have had issues with trust with law enforcement, which unfortunately [leads to underreporting of crimes](#).

The Superintendent has authorized some on-duty time for these events, depending on roles, interest and responsibilities, but no overtime or other premium expenses (mileage, per diem, and lodging) will be paid for employees that simply participate without assigned duties. Meals, lodging, and travel to and from these events are the responsibility of the employee.

Thank you, we hope you can join us.

OSP Inclusion Team

From: OSP_Inclusion
Sent: Tuesday, May 14, 2019
Subject: Inclusion Team - FAQ responses

Greetings from your Inclusion Team,

We wanted to provide an update of our activities and operations and respond to a number of comments and inquiries received since our April 29, 2019 correspondence. This email includes the action item of responding to the survey prior to the May 20th deadline.

The OSP Inclusion team was a project that was more than a year in the making. The agency had been incrementally introducing concepts of diversity, equity and inclusion (DEI) and the Superintendent felt it was necessary to have an operational team representative of the agency, to implement this work.

Staff was asked if they had an interest in working on DEI topics and more than 15 people answered the call. After members were selected, they engaged in an intensive professional development process laying the ground work to become a fully functional Special Operations Team. The team then created a structure, writing a policy (located on PolicyTech) and Team Charter by which to follow. All team members are responsible for maintaining a high level of understanding of inclusion practices which comes in the form of literature review, training and other forms of continuing education.

As stated in the charter, the role of the Inclusion Team is to provide guidance and leadership in the areas of diversity, equity, and inclusion by:

1. Serving as a forum for understanding differences and discussing equity concerns in the workplace
2. Providing learning and engagement opportunities to OSP employees
3. Advocating for employees and potential future employees of OSP who are part of an underrepresented group, and
4. Reviewing existing policies and common practices with an inclusion focus

We are a personally, geographically, and professionally diverse team of OSP employees that dedicate a portion of our work hours to assist leadership in meeting their organizational goals. The team meets monthly to work on short term and long term projects. Some of these can include policy development, community engagement or strategic planning. The attendance requirement is in addition to meeting the expected work demands of their position and the committee.

Our members find the substantial amount of work associated with team membership to be both challenging and rewarding. The annual State of Oregon Diversity and Inclusion Conference in the fall will continue to be used as a vehicle for solicitation for team membership. If you are interested in serving on the Inclusion Team but are unable to attend the conference, please reach out to one of the members or the Inclusion Team email address (see below) for more information.

Although the concept of an Inclusion Team is not new and has been implemented in many organizations, from government agencies to Fortune 500 companies, your team recognizes that it is a

new endeavor for OSP, and that you may have questions pertaining to the team and its mission. We have created an email address where you can route your inquiries and suggestions:

OSP_Inclusion@osp.oregon.gov

You may have seen previous messages come from this address that have shown some of the programmatic efforts of the Inclusion Team. A recent message announced OSP's participation in the [Portland Pride Parade](#) on Sunday June 16th, and the [Central Oregon Summer Pride](#) on Saturday June 22nd.

We are seeking additional staff to participate, so if you have not already done so, and you are interested in attending **Portland Pride**, [please complete this survey](#) by May 20th

If you are interested in attending the **Central Oregon Summer Pride**, [please complete this survey](#) by May 20th.

Since our initial message of April 29th was sent, we have received a number of questions regarding our participation in these events. The responses below are to address what has been received.

- 1- The events scheduled June 16 and June 22 add to the assortment of outreach events in which the department participates. The agency has participated in hundreds of similar events where staff have represented the agency during past biennia, ranging from parades to festivals to school functions. Outreach is a key component of all executive branch agencies. Agencies that operate on public dollars should remain accessible and visible to all the communities they serve. Additionally, outreach is a critical function as it relates to attracting talent to the agency workforce. The International Association of Chiefs of Police sites recruiting sufficient numbers of qualified applicants as a best practice for law enforcement agencies.
- 2- The Portland Parade is organized by [Pride Northwest](#), a 501(c)(3) nonprofit organization serving Oregon and SW Washington. The organization does not have a political affiliation or political mission listed in their materials. The parade is a non-partisan event that includes participants from the public sector, private industry and not-for-profit and volunteer organizations. Participation in this event does not constitute a political activity. OSP participation in this event does not violate the rules mentioned in ORS 260.432 (related to public employees and political activities).
- 3- Participation in the June events is strictly voluntary. The agency has not compelled any of the employees that have stepped up to represent the agency on this large public stage. The event customarily draws more than 45,000 spectators to view the 8,000 parade participants. Given that Pride Northwest provided a parade entry to OSP at no cost, participation is a smart business decision to capitalize on positive brand exposure that other organizations would pay tens of thousands of dollars to replicate.
- 4- Employees that have chosen to participate in the OSP contingent have been provided an opportunity to wear their existing uniforms, or a tee shirt designed for the event. There have

been no uniform modifications encouraged or authorized. The shirts provided were donated by an outside entity, resulting in no public funds being used to provide these shirts.

- 5- The vehicles that will have the agency logo displayed in themed colors will be utilized in functions across the state. There have been a number of sworn employees that have stated they would be honored to represent OSP by not only driving the vehicle to functions, but also utilizing it on patrol. The Superintendent has plans to utilize patrol vehicles at other events in the near future in a similar way. They may utilize details and decorations that are tasteful, but in “theme” for the event. When the Superintendent authorized the rainbow themed stickers for the Pride events in Oregon, he also ordered American flag themed/patriotic decals that can be used for Veteran’s Day, Memorial Day, Veteran’s home type events or 4th of July. At the conclusion of these planned events, the vehicles will be outfitted with standard fleet issue decals and returned to general service. The agency sees the \$300 per vehicle decal cost as minimal, when viewed as an investment that will yield constructive publicity and positive attention of an agency that serves all Oregonians.
- 6- It is our moral and professional obligation to build trust with all our communities in Oregon, especially those that are disproportionally targeted for violent crime ([see California Law Review article here](#)). These are ancillary benefits of participation, which also increase our visibility as a desirable employer and keeps our agency in the forefront of goodwill- no different than handing out stickers or plastic trooper hats and any other community function.

The importance of inclusion work to an organization’s mission is too frequently overlooked. This team is excited to be a part of the conversation and we look forward to having additional OSP employees show an interest and participate in related activities.

Thank You



OSP Inclusion Team
3565 Trelstad Ave SE, Salem, OR 97317
OSP_Inclusion@osp.oregon.gov

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