

2024

DIVERSITY, EQUITY, & INCLUSION PLAN



PREPARED MAY 2024

WHERE WE ARE

The Oregon State Fire Marshal became an independent executive branch state agency on July 1, 2023. House Bill 2927 provided the OSFM with more staff to facilitate this move including a diversity, equity, and inclusion manager and established a diversity, equity, and inclusion program.

Diversity, equity, and inclusion represent the reality that different groups have different experiences. Ignoring that reality doesn't make it go away. Embracing diversity, equity, and inclusion in our daily work is not just a one-time effort

but a continuous journey. All agency employees must actively apply diversity, equity, and inclusion insights and learnings in their day-to-day tasks.

Our goal is to position diversity, equity, and inclusion as an agency wide core competency and priority, unlocking transformational and meaningful change. **A data-driven strategy will serve as a compass to guide our efforts.** Results do not simply appear; data is our tool to demonstrate the potential for change and secure the necessary support to make it a reality.

AGENCY HISTORY

- In 1917, the OSFM was established and operated within the state insurance commissioner serving as ex-officio state fire marshal.
- In 1963, the OSFM separated from the insurance commissioner and served under the governor.
- In 1971, the legislature incorporated the OSFM under the Department of Commerce and provided for the appointment of a state fire marshal and the establishment of a separate administration office. The Department of Commerce was dismantled in 1987, and the OSFM was transferred to the Executive Department in 1993.
- The OSFM combined with the Oregon State Police in 1993 to consolidate public safety responsibilities.
- On July 1, 2023, OSFM became an independent, standalone executive branch agency.

OREGON STATE FIRE MARSHAL

MISSION & VALUES

OUR MISSION

To protect people, property, and the environment from fire and hazardous materials.

VISION

A prepared, protected, and resilient Oregon.



OUR VALUES

INTEGRITY

We believe in being honest, fair, and doing the right thing in everything we do.

DEDICATION

We are committed to performing our work the best we can in support of our mission, our customers, our stakeholders, the public, and each other.

LEADERSHIP

We are committed to be a leader in the Oregon fire service, to lead our organization, and ourselves as individuals in our day-to-day work.

PARTNERSHIPS

We believe our success and the success of others depends on collaboration with our partners.

SERVICE TO OTHERS

We believe that serving others is a cornerstone of our mission, our day-to-day work, and is all-inclusive.

AGENCY FUNCTION

The Oregon State Fire Marshal (OSFM) protects Oregonians, their property, and the environment from fire and hazardous materials. Employees achieve our mission through prevention, preparedness, and response activities. The department provides expertise, technical assistance, model programs, and materials to local, state, private, and public groups to reduce fire losses collaboratively. The department develops, adopts, and interprets the Oregon Fire Code and coordinates with other agencies on statewide issues and during conflagrations, mobilizations, and major emergency incidents.

The OSFM plans, coordinates, and manages emergency response by local fire service providers for the Emergency Conflagration Act, natural disasters, and structural collapses. Through the Community Right to Know program, the OSFM locates and identifies types and amounts of hazardous substances manufactured, stored, and used within Oregon to keep the public informed. The hazardous materials (hazmat) program equips, trains, and administers 13 regional response and incident management teams.

The OSFM sets statewide policy and directs the department, all divisions, and programs. It provides guidance and policy resources for the Oregon fire service and oversees biennial budgeting, workforce development, annual reporting, and strategic planning. Finally, it leads the response and prevention functions within Oregon's structural fire service jurisdictions, including the wildland-urban interface.

We recognize and understand the need for diversity, equity, and inclusion work around our communities; no two communities are the same, and there can be misunderstandings about race, class, education, culture, etc. We also recognize that rural communities can be diverse, similar to urban communities. We will use data and community partners to serve all Oregon communities best. Last year, we held town halls across Oregon to gain understanding and find pathways to serve Oregonians better.

EQUITY STATEMENT

We are a team representing all Oregon communities at the Oregon State Fire Marshal. Our goal is to embrace diversity, practice inclusive excellence, and strive for equity and belonging in all we do. Everyone is treated with respect and dignity regardless of race, color, national origin, religion, sex, sexual orientation, geographic location, gender, marital status, age, veteran status, or disability. This policy applies to all aspects of our fire safety and emergency response public service mandate. We include these principles in our employment practices including retention, promotion, and training.

The Oregon State Fire Marshal prioritizes strategies that enhance our work statewide. Our goals are not just aspirations but a roadmap for how we will engage and attract new team members who represent the cultural competency of Oregonians to ensure our agency truly reflects those we serve.

The Oregon State Fire Marshal is deeply committed to acknowledging and supporting our state's rich cultural diversity. Our agency will continue to work tirelessly to best serve Oregonians, the fire service, and our partners through intentional community engagement and fostering an inclusive and supportive environment where everyone feels valued.





GOALS, STRATEGIES, AND MEASUREMENT

GOAL

Our goal to position diversity, equity, and inclusion as an agency-wide core competency and priority to unlock transformational and meaningful change. This includes developing the agency's cultural competence and responsiveness to maximize our effective engagement with employees, communities, tribes, and partners. We will consider and respect unique perspectives, experiences, and needs.

OBJECTIVE AND STRATEGIES

1. Foster an inclusive and supportive work environment where everyone feels valued.
 - o Include a standing agenda item about diversity, equity, and inclusion in all staff meetings.
 - o Develop the agency's diversity, equity, and inclusion committee charter and establish the committee.
 - o Develop and conduct an agency-wide diversity, equity, and inclusion journey assessment so all employees can determine their diversity, equity, and inclusion journey.

OBJECTIVE AND STRATEGIES

2. Commitment to working with communities and partner organizations to develop and deliver equitable policies and programs that produce the desired outcomes for underserved groups.
 - Build equity in fire safety and fire prevention outreach programs.
 - Provide equity guidance and insights to regulatory, fire safety, and fire prevention outreach programs.
3. Support the fire service in building capability and competency to recruit, lead, and retain a diverse workforce and ensure equitable access to professional growth and advancement opportunities.
 - Provide expertise and guidance on diversity, equity, and inclusion to state and national fire service industry associations, serve on committees, and participate in industry conferences as needed.
 - Provide equity guidance and insights to the health and safety collaborative for the Oregon fire service.

MILESTONES

1. Establish the diversity, equity, and inclusion (DEI) committee to develop recommendations for training, policies, and practices that foster a more diverse, equitable, and inclusive culture for employees, Oregonians, and agency partners.
2. Provides resources and training to guide employees through their continuous diversity, equity, and inclusion journey.
3. Develop proprietary diversity, equity, and inclusion data equity ecosystem/framework.
 - Including diversity, equity, and inclusion journey assessment tool unique to the fire service.
 - Develop equity insights from interconnected communities and fire prevention outreach.
 - Develop a baseline for measuring success and progress.




MEASUREMENT

- Proprietary diversity, equity, and inclusion data equity ecosystem/framework
 - DEI journey assessment tool - (Internal to the agency)
 - Equity insights using community outreach - (External to the agency)
- Annual Gallup's Q12® Employee Engagement Survey
- Internal pulse surveys of diversity, equity, and inclusion training and educational programming



APPENDIX

2023 DEI SCORECARD

2023 DEI PLAN GOALS/MILESTONES	STATUS
Work department-wide to develop a plan that aligns with the state's Diversity, Equity, and Inclusion Action Plan.	
While developing policy for the Oregon State Fire Marshal, we will apply a thoughtful and equitable process.	
Work to develop department tracking of community engagement activities.	
Ensure new websites and programs are accessible to all.	
Ensure all communities are included in communications and data collection.	
Continue work with our tribal liaison to ensure access to programs with tribal partners.	
Hire diversity, equity, and inclusion manager.	
Develop a diversity, equity, and inclusion committee.	
Work with public affairs on accessibility.	
Develop a diversity, equity, and inclusion charter.	
Deliver updated diversity, equity, and inclusion plan to governor's office by June 1, 2024.	



Complete



In Progress



Delayed

APPENDIX

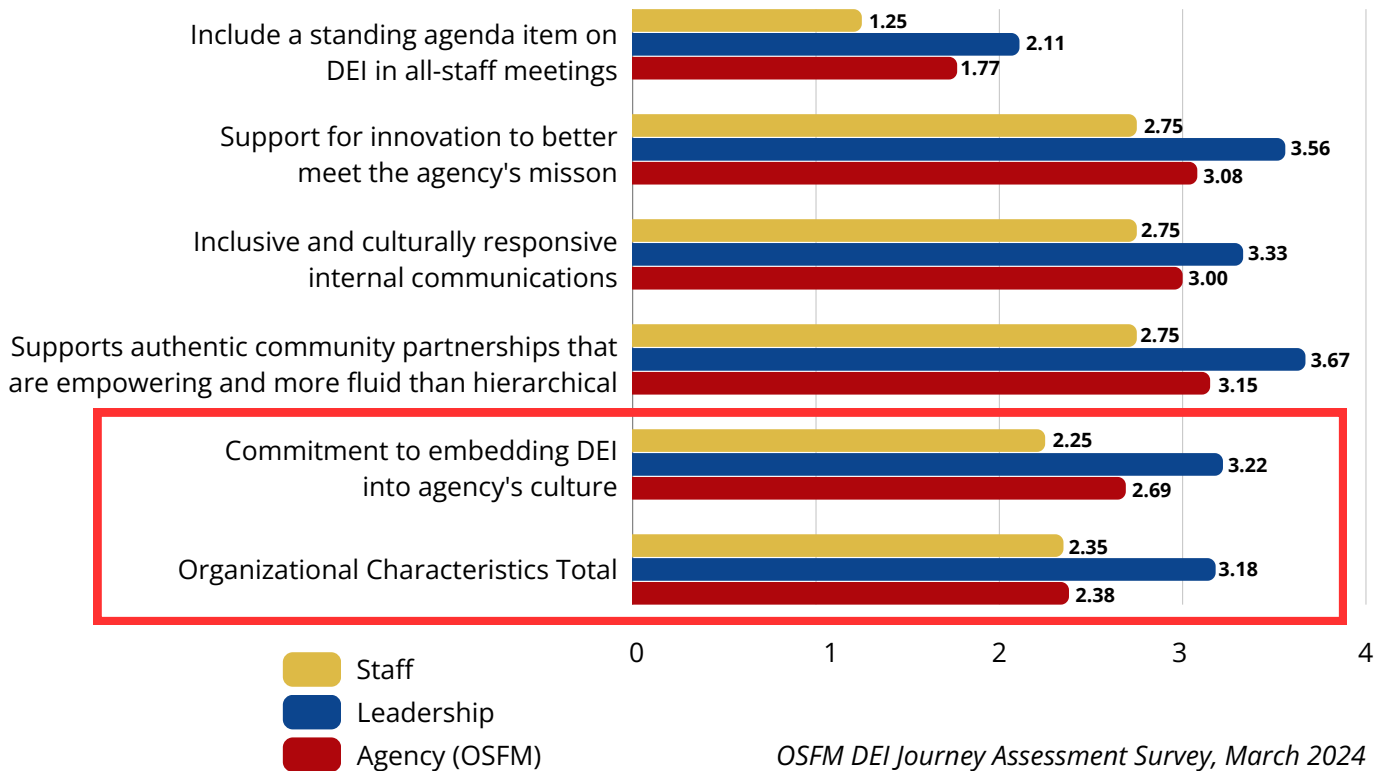
DEI JOURNEY ASSESSMENT FRAMEWORK

DEI LIFECYCLE/DEI CONTINUUM



ORGANIZATIONAL CHARACTERISTICS

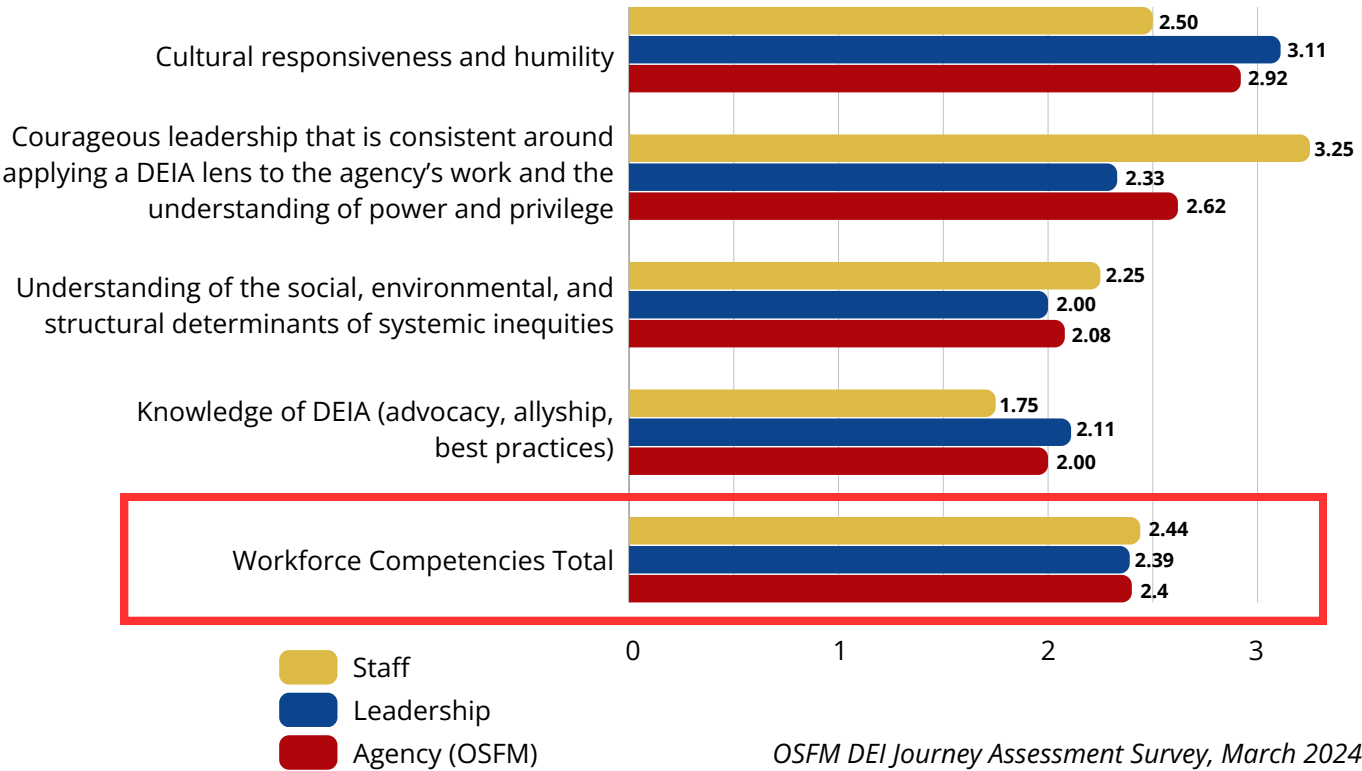
- The agency's leadership is ready to launch diversity, equity, and inclusion, and is committed to embedding it into its culture.
- The agency's staff is ready to start.



APPENDIX

WORKFORCE COMPETENCIES

- Both leadership and staff assess the agency’s workforce as ready to start the diversity, equity, and inclusion journey.



ONE WORD TO DESCRIBE THE AGENCY CULTURE





This report was prepared by:

OREGON STATE FIRE MARSHAL

www.oregon.gov/osfm