



# GOVERNMENT AGENCY REFORM

*I believe in advocating for our workforce.*

- Rewrite state agency Human Resources (HR) Department mission statement and policy to no longer mitigate risk to the agency, but rather do what is in the best interest of Oregonians.

- **Consolidate Human Resources Departments**

- » HR will be a separate entity that reports to the Department of Administrative Services (DAS) to lead investigations and correct leadership on appropriate implementation of diversity, equity, and inclusion practices and expectations. This will create accountability and separation from the governor.

- » DAS will report HR findings to the Governor's office.

- » There will be a separate unit that will conduct investigations on misconduct by anyone in the governor's cabinet and management services that will be completely neutral.

- » HR Specialists will focus on streamlining equitable practices that include recruitment, onboarding, retention, training, and leadership development.



- **There will be a new Director of Human Resources appointed to the highest position within government. They will be able to hold every single person in my cabinet accountable.**
- **Unions**
  - » Unions will receive funding to allow for increased full time positions.
  - » Unions will work in collaboration with HR to develop new equitable recruitment, hiring, onboarding, training, and leadership development processes.
  - » Unions will have access to data on hiring, progressive discipline, demographics, and be able to perform annual equity audits.
- **Fix all state programs backlog**
  - » Streamline current business processes with fair and equitable practices; based on new processes, reallocate staff to positions that will provide the necessary support to each program.
- **Ongoing training on cultural humility, implicit bias (including biases based on race, gender identity, sexual orientation, disability, religion, ethnicity, and class)**
- **Create paid oversight committees to work with departments within our government. All oversight**



committees report to the governor. The oversight committees will establish networks throughout the state to coordinate efforts to engage communities on program implementation and solutions to the current system. Agencies will implement strategies that the oversight committee brings forward and will work in a collaborative approach to discuss desired outcomes. Oversight committees will be tasked to engage community members from populations directly impacted by decisions, including but not limited to the following populations:

- » Older adults
- » BIPOC
- » LGBTQIA2S+
- » Disability
- » Immigrant and Refugee
- » Low Income
- » Homeless
- » Youth