



OUT Central Oregon  
PO BOX 1204  
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<https://outcentraloregon.com>

## OUT Central Oregon DEI Policy

### Purpose:

OUT Central Oregon is deeply committed to fostering a culture of diversity, equity, and inclusion (DEI) within the organization and in the broader community of Central Oregon; Crook, Deschutes and Jefferson counties. The Board of Directors recognize and honor the richness of diverse perspectives and experiences within the LGBTQ+ community and believe that promoting DEI is essential in achieving our mission. This DEI policy sets the framework for promoting fairness, equity, and inclusivity within the organization and the LGBTQ+ community .

### Scope:

This policy applies to all board members, volunteers, partners, stakeholders, and participants in any OUT Central Oregon program, event, or initiative.

### Policy Statements:

**Diversity Recognition:** We will recognize and celebrate the broad spectrum of identities, including but not limited to: race, ethnicity, religion, creed, gender, gender expression, age, national origin, ancestry, disability, marital status, sexual orientation, formerly incarcerated, and military status.

**Equitable Opportunities:** We will ensure equitable access to opportunities, resources, and support for all community members and participants. This includes creating opportunities to listen to community members to better understand and address any barriers to participation. We are committed to working towards and finding solutions to remove barriers to opportunities, resources, and support for all our members and participants

**Inclusive Environment:** We will cultivate an environment where every individual feels valued, heard, and respected. We are dedicated to providing a safe space for expression, dialogue, and collaboration where all individuals, regardless of how they identify, feel like they belong.



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**Ongoing Learning:** We are committed to ongoing education for continued learning and awareness on DEI topics, and we continually seek feedback to improve our practices.

**Representation:** We aim to have representation from diverse groups within our decision-making bodies, programs, and outreach efforts. This includes race, ethnicity, religion, creed, gender, gender expression, age, national origin, ancestry, disability, marital status, sexual orientation, formerly incarcerated and military status.

**Partnerships:** We prioritize partnerships with organizations and entities that share our commitment to DEI, and we work collaboratively to promote and advance these values in the broader community. We will evaluate the partnerships and organizations who donate funds and promote LGBTQ+ programs and activities on behalf of OUT Central Oregon, agree to abide by our discrimination and harassment policies and are committed to educational opportunities on DEI topics.

**Accountability:** We will measure our progress in achieving our DEI goals and will be transparent in sharing our successes and challenges. We will hold ourselves accountable for creating an inclusive environment and will promptly address any acts of discrimination, bias, or exclusion.

**Zero Tolerance:** OUT Central Oregon has a zero-tolerance policy towards discrimination, harassment, or retaliation of any kind. Any such behaviors are grounds for disciplinary action, up to and including termination from the board, or volunteering in any OUT Central Oregon events and programs.

### **Implementation Strategies:**

**Training & Workshops:** We will offer regular internal and external training and workshops on DEI topics to ensure that all members, partners, and volunteers understand our commitment to fostering a culture of diversity, equity, and inclusion within the organization and in the broader community of Central Oregon; Crook, Deschutes and Jefferson counties.

**Feedback Mechanisms:** We will implement mechanisms for feedback and suggestions regarding our DEI efforts, allowing for continuous improvement.



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**Regular Reviews:** We will annually review this policy, and our practices, ensuring they remain relevant and effective.

**Outreach Efforts:** We will actively engage with diverse communities and groups within Central Oregon to ensure broad representation and collaboration.

**Reporting:** We will establish clear channels for reporting incidents of discrimination or exclusion, ensuring that any reported incidents are dealt with swiftly and fairly.

**Conclusion:**

At OUT Central Oregon, we strive to create a community where everyone, regardless of their identity, feels seen, heard, and valued. This DEI policy is a living document, and we pledge to remain proactive in our efforts to ensure that our community is inclusive and equitable for all.

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Approved by the Board of Directors of OUT Central Oregon on 11/2/2023.

Name, Title: Brayan Gonzalez, Acting President

Date: November 2, 2023

Name, Title: AJ Hinojosa, Secretary

Date: November 2, 2023