



OREGON

Oregon
Convention
Center

Living
Our

GO

RACIAL EQUITY ACTION PLAN REPORT

FY22-23

Advancing racial equity, diversity, and inclusion at the
Oregon Convention Center and in our communities.

WE ARE A CENTER IN MOTION.

Defined by you and what you can accomplish inside our walls.

We don't decide the future.

We provide a place where you can.

Where you can

Join. Change. Dismantle. Engage.

Cherish, Love, Uphold, Refute, Challenge, Galvanize and Improvise –
until you figure out what will come next.

THIS IS A PLACE OF ACTION.

There are no nos, no if onlys, no maybes.

There is only right now.

Ready? Go.

ABOUT THIS REPORT

I believe in the power of spaces. Not just physical spaces, like the soaring halls and vibrant lobbies of the Oregon Convention Center (OCC), but the spaces we create for connection, understanding, and growth. Since 2020, my space has been within our Racial Equity Action Plan. It's been a privilege to serve as its steward, witnessing firsthand the incredible progress we've made together.

We, at the OCC, are actively building spaces where every voice resonates, where diverse backgrounds are celebrated, and where everyone feels empowered to thrive. It's no mere aspiration; it's the driving force behind every decision we make and every initiative we launch. The Digital Devices for Frontline Workers program, for example, shows our commitment to empowering all OCC team members by eliminating barriers. Equipping workers with technology and access, not only bridges the digital divide, but unlocks unimaginable potential.

This report is a testament to the collaborative effort made by so many that has propelled us forward. But this isn't a victory lap; it's a map, laying bare the challenges we face, because transparency is our North Star.

We haven't shied away from the roadblocks. This report shares them openly, because genuine progress demands vulnerability. It invites you to join us on this journey, not just as readers, but as active participants. Learn from our successes, collaborate through challenges, and celebrate the collective power of positive action.

The OCC is more than just a venue. It's a platform for progress, a bridge connecting communities, and a beacon of hope for a more equitable future. That is the promise of our Racial Equity Action Plan, and it's a promise I invite you to share.

With gratitude and optimism,



Michelle Hedegard

Director of Equity, Culture, and Communications
Oregon Convention Center

503-731-7924

michellehedegard@oregoncc.org

For a deeper dive into our operations and more about our Racial Equity Action Plan, please visit oregoncc.org/en/diversity-equity-inclusion



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Update: Closing the technology gap for frontline workers

In January of 2022, we launched the Digital Devices for Frontline Workers program at OCC to ensure equitable communication and technological access for our dedicated frontline staff. Previously relying on paper resources and verbal communications, our frontline employees now have access to OCC email and the Internet, so they may participate in all the ways desk-based employees do. OCC's commitment to digital equity empowers frontline workers, paving the way for a more connected and inclusive workplace.

WHAT WE'RE LEARNING

Six months into the digital device and email programs we gathered feedback from employees through a voluntary survey to inform valuable insights into their baseline technology experience and the program's initial impact. Here are some key findings revealed in the charts on the following pages.

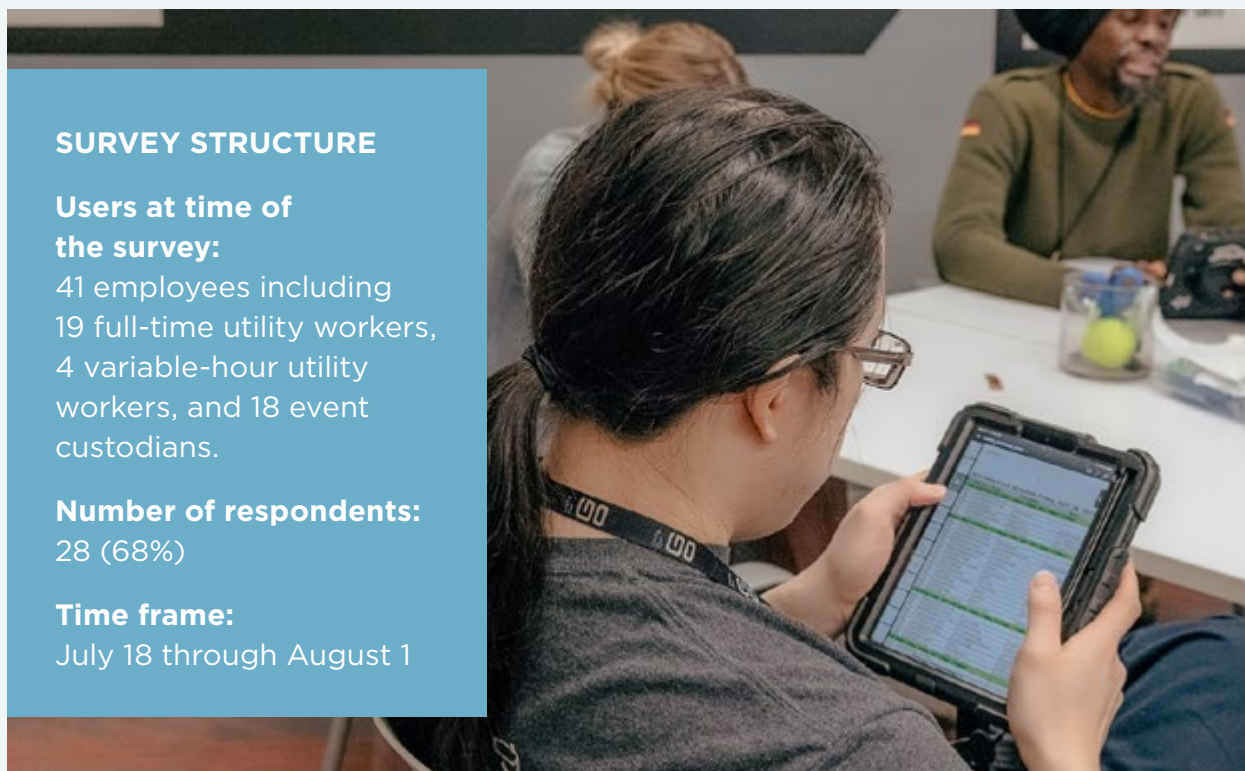
SURVEY STRUCTURE

Users at time of the survey:

41 employees including 19 full-time utility workers, 4 variable-hour utility workers, and 18 event custodians.

Number of respondents:
28 (68%)

Time frame:
July 18 through August 1



Which statement best describes your experience with technology in the workplace?

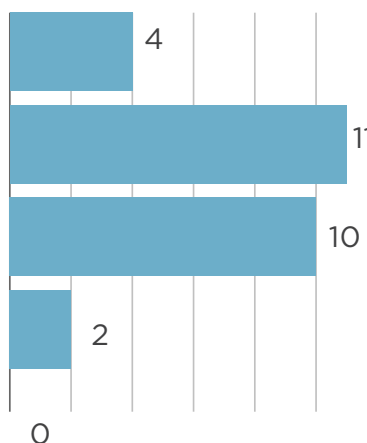
I feel overwhelmed with all the technology.

I don't feel overwhelmed, but I don't have time to learn everything.

I have no problem with new technologies or the pace of adoption.

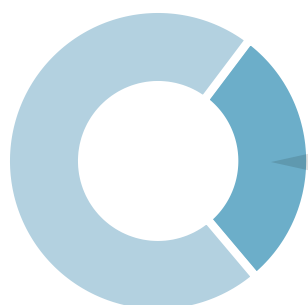
I wish there was more technology to support my work.

I can't keep up with the pace of technology and implementation.



Do you usually rely on others to handle tasks that require technical know-how?

No
20

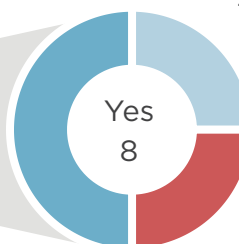


Why do you rely on others to handle these tasks?

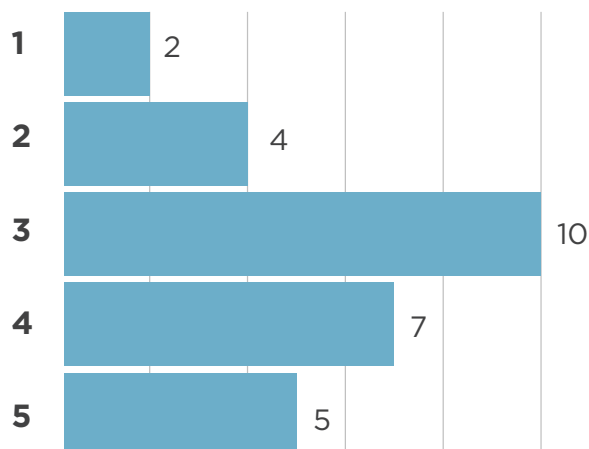
I don't like work tasks that require technology
2

I need more training
4

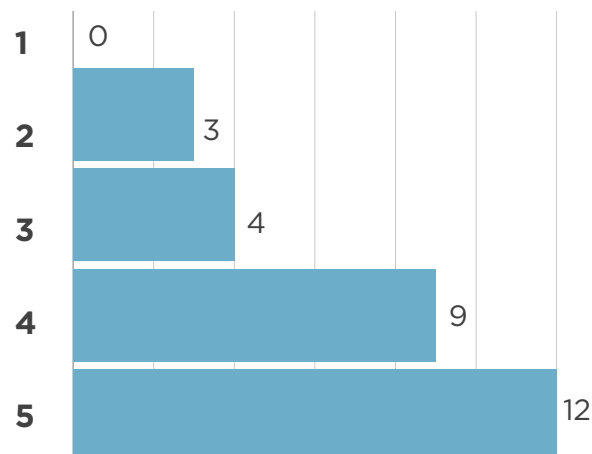
I don't feel confident
2



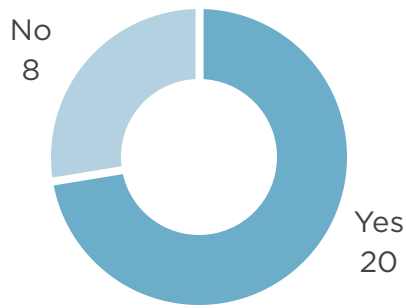
On a scale of 1 (very little skill) to 5 (extremely skilled), how would you rate your technology skills?



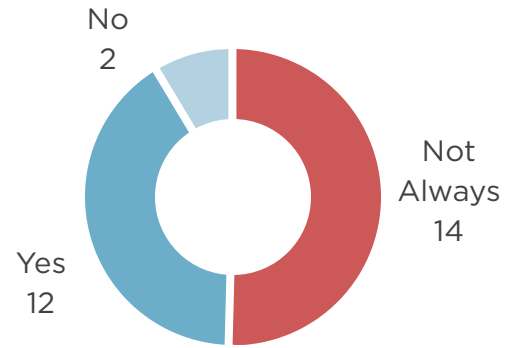
On a scale of 1 (not at all satisfied) to 5 (very satisfied), how satisfied are you with the technology training provided by OCC?



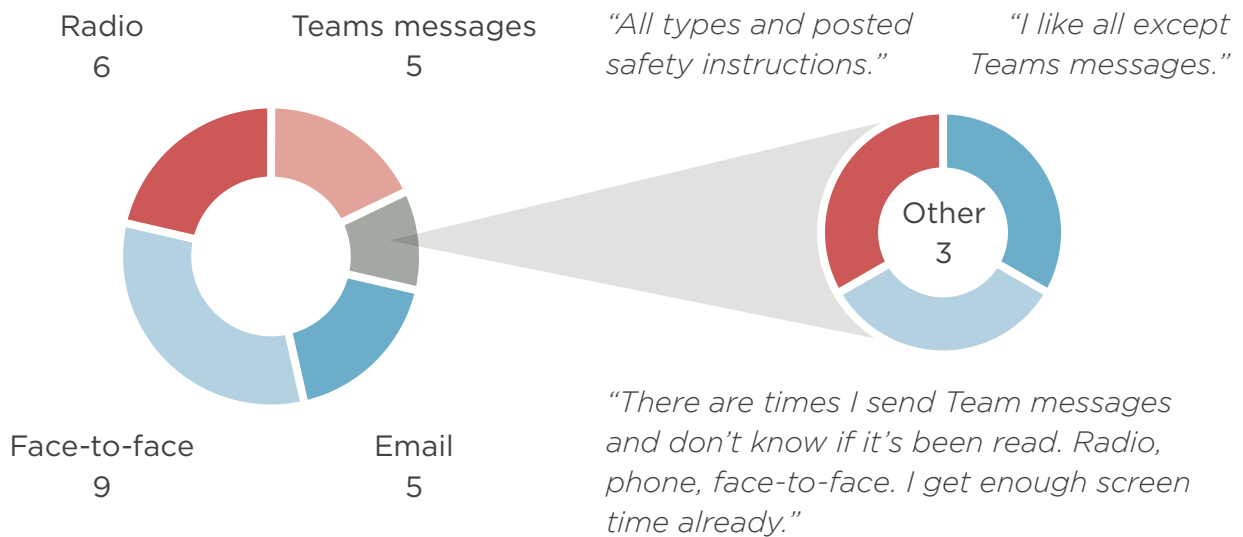
Do you feel that you have regular opportunities to improve your technology skills?



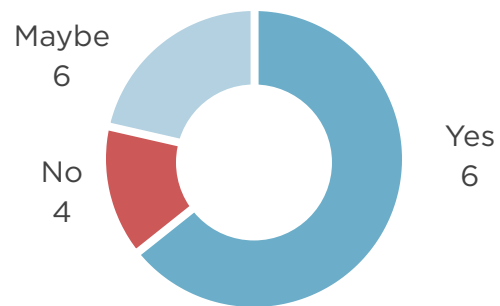
Do you have reliable and fast internet access in your workspaces?



Which types of communication do you find most effective in your work?



Is it clear to you how email and iPads support your team's objectives, productivity, and accountability?



EARLY FEEDBACK REVEALS OPPORTUNITIES FOR GROWTH

This initial survey paints a picture of transition and adaptation and sets the stage for continuous improvement as the program progresses. We plan to re-survey after one year, allowing us to track progress, measure the effectiveness of adjustments made based on this feedback, and identify any new needs that may arise.

Gender-inclusive signage paves the way for all-user restrooms at the OCC

We're proud to announce the installation of inclusive signage near all our existing gendered restrooms at OCC.

This is a temporary step towards our commitment to creating fully inclusive facilities for everyone.

While we currently only have two single-user all-gender restrooms, this signage is an immediate action to show our respect for all guests, regardless of gender identity or expression. We plan to launch a larger capital project in the future to renovate large sections of existing gendered restrooms into multi-user, all-gender facilities.

This commitment to inclusivity is at the heart of who we are at the OCC. We believe everyone deserves to feel safe and respected when visiting our center, and we're taking steps to make that happen.



Building a more inclusive and safe OCC: Insights from client survey on attendee experience

In our ongoing efforts to assess sentiment and take steps to enhance the client and guest experience, particularly in the areas of inclusion and safety, the FY23 survey conducted at the OCC was designed to gather insights from clients about their attendees' experiences and perceptions of various aspects of the event environment.

The results reveal a generally positive perception of OCC's initiatives in fostering a welcoming, safe, and inclusive atmosphere for all attendees.

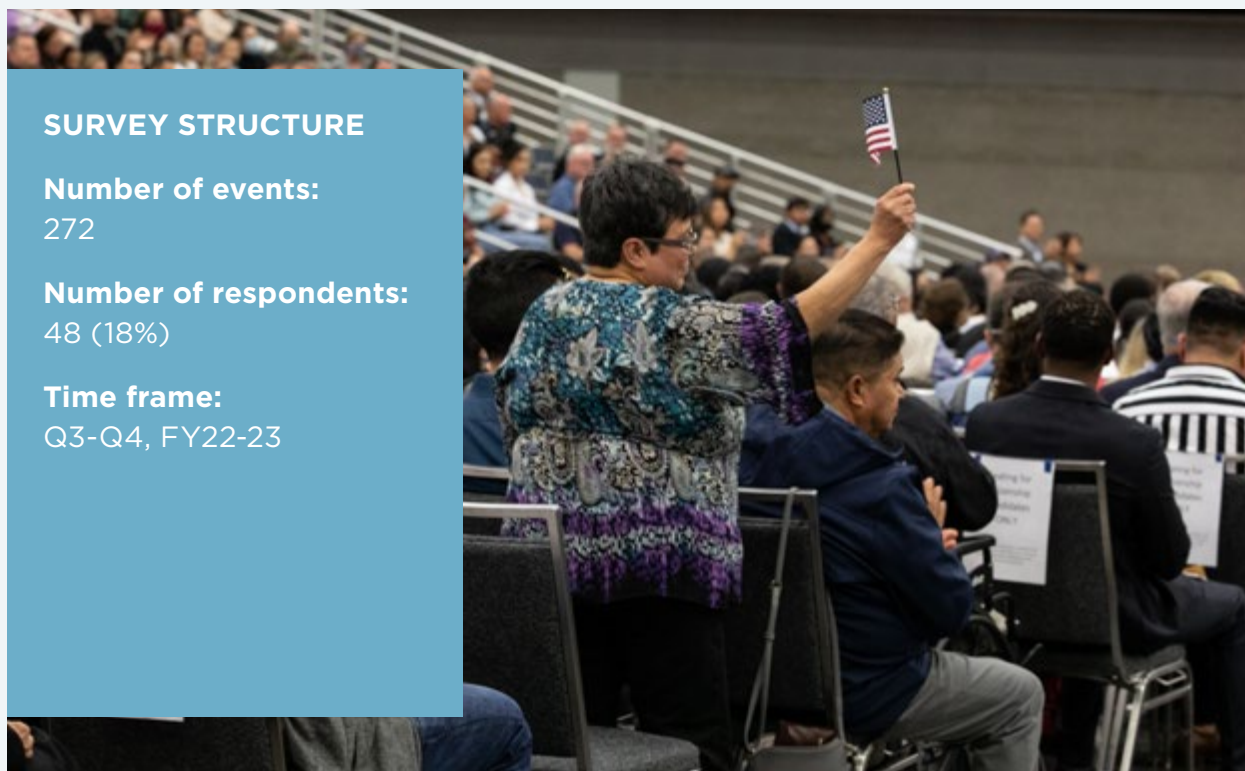
While the results are largely positive, there is an opportunity for improvement in ensuring that all attendees are aware of the procedures for reporting unwelcome conduct and that efforts continue to be made to enhance attendees' feelings of inclusivity. These findings provide valuable insights for OCC to enhance its efforts and maintain a positive event experience for all attendees.

SURVEY STRUCTURE

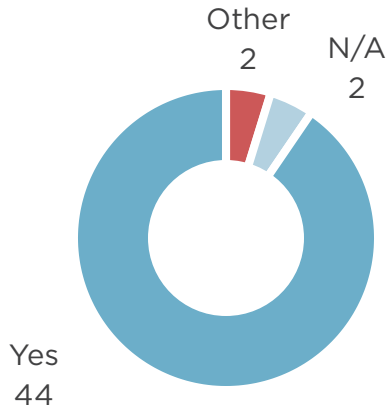
Number of events:
272

Number of respondents:
48 (18%)

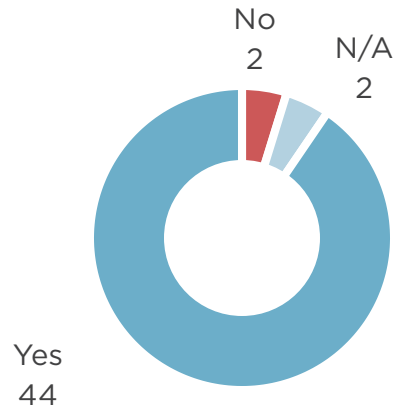
Time frame:
Q3-Q4, FY22-23



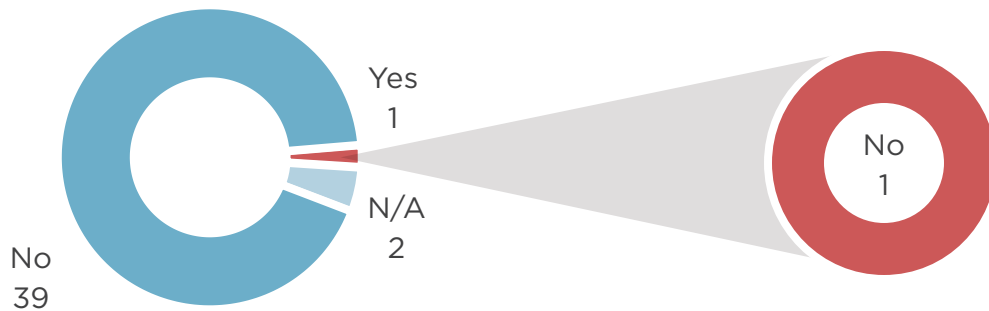
Do you think your attendees felt welcome at the Oregon Convention Center?



Did you feel safe and supported by the OCC staff while at OCC?

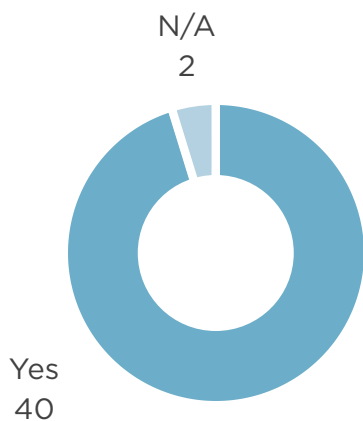


Have you experienced any unwelcome conduct that was offensive, hurtful, or discriminatory?

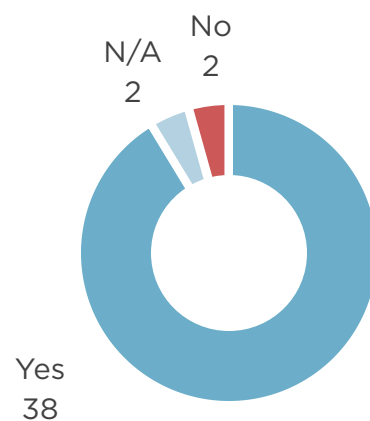


If you did experience harassment or racism did you know where or how to file a complaint?

Did you feel that OCC was an accessible venue to all of your attendees?



Do you feel that your unique background or experience was valued by the OCC staff?



Fostering opportunities for clients hosting diverse group events

Prior to 2021, our main method of tracking events was through their self-assigned Market Segment, which encompassed categories such as Government, Public Affairs, Culture, Trade and Commercial, and a Diverse Group category. However, we realized that while events might classify themselves within these segments, their actual attendees often represented a diverse range of ethnic, cultural, identity, and ability backgrounds. To address this, we introduced a new data point to record the demographic makeup of event attendees, specifically identifying diverse groups within the audience.

This enhancement enables us to present a more inclusive and accurate portrayal of the audience and community we serve. For instance, take Multifamily NW, typically categorized under the “Trade and Commercial” segment. Our interactions with them revealed that the majority of their attendees fall under the “diverse group” category. With the introduction of the “Event Market Segment” data point, we can now better account for diversity within events like these.

Travel Portland and OCC acknowledge events that either target or predominantly attract attendees from various communities, including those identifying as Black or African American, Asian or Asian American, South Asian, Hispanic, Latino/a/x, Middle Eastern or North African, Native American, Indigenous or Alaska Native, Pacific Islander or Native Hawaiian, Multiracial, LGBTQ+, and People with Disabilities, as diverse groups.



9,714
Total national
accounts

361

Total national accounts
self-identified as diverse
group

272
Total FY22-23
events booked
at OCC

14

Total FY22-23 self-
identified diverse group
events booked at OCC

22

Total FY22-23 events
assigned as diverse group
by event market segment

Ensuring equity in work processes

The scheduling process for the various workgroups at OCC adheres to their collective bargaining agreements, where applicable, which work within a seniority-based system, including a shift-bid process.

Although these are essential factors in managing work schedules, managers consider individual preferences wherever possible, aiming to support various personal needs.

Some teams operate within an event self-selection model with guidance from the department directors to ensure balanced workload distributions. This approach fosters autonomy and inclusivity, allowing team members to choose events that align with their expertise and interests.

Work assignments are tracked to ensure equitable distribution of tasks among the teams as well, pivoting as needed to meet operational demands and staffing availability. This approach aims to distribute workload fairly and prevent potential disparities.



Employee parking evolution in response to equity and safety objectives

In a direct response to its equity objective of scrutinizing the potentially uneven impact of employee parking pass pay structures, OCC took significant strides in September 2022 to enhance its employee parking options. Recognizing the critical intersection of equity and personal safety, this initiative also aligned with the center's strategy to address employees' safety concerns.

Historically, the OCC had allowed only full-time employees access to the OCC parking garage, charging a \$65 monthly fee through payroll deductions, while variable-hour employees were limited to the outdoor I-5 Lot, coupled with a \$2 egress fee.

To rectify this imbalance and concurrently enhance personal safety, OCC undertook a comprehensive overhaul of its Employee Parking Program. A new policy was developed, granting all OCC staff members, regardless of their employment status, the option to park in the OCC parking garage. This revamped program offers two choices: a \$65 monthly fee deducted from their payroll or a \$2 fee each time they entered the garage.

This change provides uniform access and safety for all employees using the parking facilities, recognizing that employee safety is a fundamental aspect of a fair and inclusive workplace at the OCC.



Updates on our actions

The 43 items outlined below represent actionable steps necessary to fulfill the equity action plan's desired outcomes.

OCC has completed year four of the plan's implementation. While some efforts were put on pause due to the COVID-19 health and economic crisis, many action items are in process or complete. This report details the status of all actions outlined below.

Status of our actions

OBJECTIVE A1

The OCC utilizes its sphere of influence to advance racial equity.

ACTION TITLE	STATUS	MORE INFORMATION
A1.1.1 Engage industry partners on equity best practices; co-create and share policies and procedures.	In progress	Partnering with Travel Portland and Levy, OCC is actively engaged in developing and deploying concrete sales and service strategies that further diversity, equity, and inclusion within the industry. Efforts to create similar synergistic collaboration with ProPark, Edlen, and ON Site Audio Visual are underway.
A1.1.2 Publish an annual report, inclusive of progress updates, to be shared with internal and external stakeholders.	Completed and ongoing	Regular communication, in-person presentations, and comprehensive annual reports ensure key groups and staff are kept informed throughout the year.
A1.2.1 Participate in regular meetings and workshops to strengthen the role of government in the advancement of racial equity.	Completed and ongoing	OCC strategically leverages its voice by consistently participating in relevant Metro committees, tables and workgroups on equity and inclusion. This ensures engagement on specific outcomes while fostering collaboration.

A1.2.2 Partner with the Metro DEI Team to create a Racial Equity Lens tool for the OCC.	Shifted and ongoing	OCC currently leverages the existing Racial Equity Framework tool developed by Metro, promoting efficiency and collaboration between the two teams, rather than creating a separate Racial Equity Lens tool. This decision aligns with our commitment to streamlining efforts and utilizing available resources effectively.
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OBJECTIVE B1

The OCC has strong relationships with, and fosters opportunities for, clients hosting diverse group events.

ACTION TITLE	STATUS	MORE INFORMATION
B1.1.1 Develop a historic baseline trend and target goal for multi-cultural events.	Completed	OCC and Travel Portland have successfully established a historical baseline for diverse group events, and their collaborative efforts are now focused on boosting the percentage of these groups booking business with OCC.
B1.1.2 Design and administer a survey for event planners to identify opportunities for improvement.	Completed and ongoing	In 2021, OCC completed a comprehensive survey of diverse group clients, gathering valuable insights on how to create even more welcoming spaces for their attendees. These findings are now guiding ongoing improvements at the center.
B1.2.1 Design a pilot grant program, including target goals and an implementation strategy, to support events with a focus on Communities of Color.	In progress	With this program slated for FY24, OCC is actively engaged in a community engagement project. This collaborative initiative fosters open dialogue with Communities of Color, informing the program's design, target goals, and implementation strategy for maximum inclusivity and effectiveness.

B1.2.2 Track grant program return rates and collect feedback.	On hold	Launching alongside the pilot grant program, B1.2.2 will closely monitor return rates and gather insightful feedback from diverse groups. This data-driven approach enables ongoing learning and informed adjustments, ensuring the program effectively fosters meaningful support for clients and their events.
B1.3.1 Leverage the existing relationships of other Metro departments to help foster authentic partnerships.	Completed and ongoing	Regular meetings, strategic partnerships, and active committee participation across departments showcase OCC's unwavering commitment to a collaborative future.
B1.3.2 Expand avenues of community outreach, so as to broadcast meaningful job opportunities, upcoming events of interest and opportunities for learning.	Completed and ongoing	Working alongside the Metro Recruitment Team, we implement comprehensive outreach strategies to ensure all job openings reach diverse Communities of Color.
B1.3.3 Investigate how OCC management can better support the needs of local Community Groups of Color.	In progress	As part of our Community Engagement project, we will engage in meaningful conversations to discover how OCC can better support the needs of local community groups as part of our initiative aims to identify strategies that will facilitate increased access and utilization of our venue for events by Communities of Color.

OBJECTIVE C1

The OCC is equitable in its hiring practices.

ACTION TITLE	STATUS	MORE INFORMATION
C1.1.1 With support from Metro HR, develop a racial diversity baseline for all OCC work teams. Identify areas of opportunity to increase equitable practices.	Shifted, completed, and ongoing	Using Metro's Equity Dashboard, we consistently monitor progress and identify opportunities for improving diversity and equitable practices with particular focus on enhancing leadership diversity. We are actively developing internal talent and implementing outreach strategies to attract diverse candidates, ensuring our workforce reflects the vibrant community we serve.
C1.1.2 With Metro HR (Class/Comp) and OCC hiring managers, revisit job duties, minimum qualifications and prerequisites to eliminate equity gaps.	Completed and ongoing	OCC hiring managers collaborate with OCC's Director of Equity, Culture, and Communications during the recruitment and interview process to ensure equitable practices, including using inclusive language and mitigating bias.
C1.2.1 Survey hiring managers to prioritize where additional support is most needed.	In progress	A survey identified management needs for enhancing equitable hiring at OCC. Addressing feedback directly, OCC is developing: guidelines and resources for crafting inclusive job descriptions, announcements, and interview questions with a review process for compliance. These actions align with OCC's commitment to inclusivity and empower managers to contribute meaningfully.

C1.2.2

Work with Metro HR to develop additional resources that increase equitable recruitment outcomes, including sample questions and interviewing best practices documents, for each OCC hiring manager.

In progress

OCC is actively participating in Metro's agency-wide Equitable Recruitment workgroup, to create resources like sample questions and best practices documents for OCC hiring managers. This effort involves reviewing and providing feedback on recruitment and hiring processes and aims to ensure consistent practices across the agency, addressing racial and other inequities to promote inclusive and equitable hiring.

C1.2.3

Formalize measures of accountability by creating standing meetings between OCC hiring managers and Metro HR.

Completed and ongoing

With the introduction of Metro's HR Business Partners, OCC added their HRBP to their Leadership Team, which includes a weekly meeting to share updates and information outcomes.

OBJECTIVE C2

The OCC has formal onboarding, training, professional development, and performance review programs that support and improve retention of a racially diverse workforce.

ACTION TITLE	STATUS	MORE INFORMATION
C2.1.1 Create a system for effectively tracking employee onboarding.	Completed and ongoing	OCC has made significant progress in this area by establishing OCC's Onboarding Program, which includes a dedicated FTE and a web-based project management system to effectively track employee onboarding progress. We're able to provide managers information about their employees' onboarding journey, task completion, and ensuring a seamless onboarding experience.

C2.1.2 With hiring managers, tailor onboarding content to meet the needs of specific work teams and positions.	In progress	As we enhance our revamped Onboarding Process, our toolkit of tools, roles, and best practices is continuously evolving to better serve essential users. We actively gather feedback through periodic surveys and engagement, ensuring ongoing improvement in our onboarding process.
C2.1.3 Utilize Microsoft 365 to house equity-focused hiring documents and materials.	Completed and ongoing	OCC has been a pioneer within Metro in adopting Microsoft's cloud-based environment for document storage, information sharing, and work collaboration. Equity, Culture, and Communication program files and materials are available online, with accessibility given to contributors and partners within the agency.
C2.2.1 Close the equity gap in training opportunities, with a focus on Employees of Color and variable-hour staff.	In progress	By allocating resources to equip all OCC employees with email/network accounts and devices, we ensure that they have the essential tools for upskilling and advancing in their careers. Additionally, we have received approval for an FTE position for a Training and Development Coordinator. Once budget stability is achieved, we will proceed with funding and recruitment for this role, further bolstering our efforts to enhance training and development opportunities.
C2.2.2 With Metro HR, design a training program that supports professional growth, and that keeps employees knowledgeable and engaged.	On hold	We have obtained approval for an FTE position, the Training and Development Coordinator, and plan to secure funding and commence recruitment once budget stability is achieved. Collaborating with HR, we will design the program that this role will support, with the Training and Development Coordinator's expertise guiding the initiative, reaffirming our commitment to improving training and development opportunities.

C2.3.1

Design a phased approach to increase the focus on racial equity in employee performance reviews.

Shifted and in progress

The performance review process is currently being redesigned by Metro. OCC has been an active partner in this process and will continue supporting, contributing, and collaborating to ensure implementation success.

C2.3.2

Spotlight potential career pathways and opportunities for employees' professional advancement, with a priority on employees of color.

Completed and ongoing

OCC features job opportunities in the Weekly Wrap Up email communication while managers consistently conduct one-on-one check-ins with their team members, actively sharing advancement opportunities and identifying and addressing any potential barriers that may hinder career progression, with a particular focus on promoting opportunities for employees of color.

OBJECTIVE D1

The OCC is a welcoming space for all guests.

ACTION TITLE	STATUS	MORE INFORMATION
D1.1.1 Assess needs and opportunities for equity focused professional development within specific work teams.	Completed and ongoing	OCC is actively engaged in promoting equitable professional development opportunities for all staff. We encourage each department to allocate funds for professional development in their annual budgets. This allocation is intended to support staff participation in upskilling, certification programs, and various training initiatives. Our goal is to ensure that every team and individual has the resources and motivation needed to enhance their skills and advance their careers.

D1.1.2

Partner with Metro HR and Metro DEI Teams to pilot equity-focused trainings tailored to managers and specific work teams (ex: trauma-informed care, cultural sensitivity)

Shifted, completed, and ongoing

Leveraging Metro's DEI training courses, we collaborate with all teams and team leaders to guarantee they have the necessary time and support to successfully complete the required trainings.

D1.2.1

Develop a communication plan for the OCC Land Acknowledgment Statement so that it can be shared with all clients, staff and guests.

On hold

Given the evolving sentiment surrounding Land Acknowledgments since this action item's initiation in 2019, we are collaborating with Metro's Tribal Liaison and their jurisdictional partners, as well as sovereign Tribal governments, to gain additional insights and perspectives. This collaborative effort aims to further inform and refine our approach to the development of meaningful and respectful actions.

D1.2.2

Create a public-facing educational display on the history of the Albina neighborhood.

In progress

We are currently in the initial stages of our community engagement project, where we are seeking input from the community to inform our approach to this endeavor. Our primary objectives are to ensure cultural sensitivity, address historical harms, and instill confidence in our actions as we work towards creating a public-facing space at OCC that acknowledges the history of the Albina neighborhood and our efforts to improve outcomes for those who were displaced, both individuals and businesses.

D1.3.1

On hold

Convert OCC's existing inventory of public-facing single-occupant restrooms to all-user for use by any person, regardless of sex, gender identity or gender expression, ensuring ADA compliance.

Due to budget challenges, currently, OCC does not have the capital needed to invest in this large-scale project. In the interim, OCC is working to install additional inclusive language signage for all gendered public restrooms that reads,

D1.3.2

On hold

Develop a plan to create all-user restrooms for use by any person, regardless of sex, gender identity or gender expression, ensuring ADA compliance including attendants or caregivers of a different gender identity of expression for future renovations when financially feasible.

“All are welcome to use the restroom that aligns with their gender identity or expression.”

OBJECTIVE D2

All employees of color at the Oregon Convention Center feel included, valued, and empowered while at work.

ACTION TITLE	STATUS	MORE INFORMATION
D2.1.1 Use an equity lens to assess and improve scheduling processes and work assignments, with a focus on Employees of Color.	Completed and ongoing	Our management teams are actively utilizing various methods to collect historical work assignment and scheduling data, enabling more equitable tracking, scheduling, and assignment of work.
D2.1.2 Update and formalize shift coverage practices to ensure equitable work assignments.	Completed and ongoing	Our management teams have taken steps to establish systematic approaches for task assignments, incorporating historical data from previous periods to ensure that work is distributed fairly and equitably among all employees. We place a particular emphasis on supporting Employees of Color, whether through self-selection processes for events and projects whenever possible or through targeted assignments based on historical records, to ensure an equitable distribution of work.
D2.2.1 Survey staff to determine preferred types of recognition and engagement.	In progress	We have been actively collecting staff preferences regarding recognition and engagement through one-on-one conversations. However, plans to establish an Equity and Engagement Committee for further insights and actions have been postponed due to limited interest and team members' capacity constraints.

D2.2.2

Compose a team of employees to advise and oversee events designed for all-staff engagement and work recognition.

On hold

OCC initiated efforts to establish an Equity and Engagement committee in February 2022. Due to staff availability, limited interest, and capacity limitation issues, the formation of this committee has been challenging and is currently on hold.

OBJECTIVE E1

The OCC advances racial equity with its procurement policy and processes.

ACTION TITLE	STATUS	MORE INFORMATION
E1.1.1 Determine a current baseline of COBID contracting, by percent of contracts, amount awarded, and amount spent.	Completed	2022 Data Total awards: \$2.5M Total COBID-eligible awards: \$2.4M COBID Awards: \$500,000 COBID Spent: \$0 Non COBID Awards: \$1.9M Non COBID Spent: \$233,310
E1.1.2 Create parity between the percentage of money awarded and the percentage of money spent on COBID contracts.	On hold	Since reopening after the pandemic, OCC has restricted its contracting activities to essential needs only. However, as business gradually recovers and expands, our commitment to achieving equity between contract awards and the funds allocated to COBID contracts will become a significant focus of our efforts.
E1.2.1 Revisit the checklist for Equity Strategy Meetings held for formal contract solicitations..	Completed and ongoing	OCC consistently prioritizes equity considerations in every RFP, ensuring that contract managers align scope and requirements to promote a robust COBID response. Our equity meetings formalize a predefined plan to maintain equitable practices in contract solicitations.

E1.2.2

Attend outreach events to broaden the network of local COBID businesses.

Completed and ongoing

OCC actively hosts and participates in Metro's annual small business open house event. This event provides a valuable opportunity for small businesses in the region to connect with project managers from both agencies, gain insights into upcoming opportunities for the year, and receive guidance on conducting business with the government. This initiative effectively broadens our network of local COBID businesses.

OBJECTIVE E2

The OCC weaves racial equity throughout venue operations.

ACTION TITLE	STATUS	MORE INFORMATION
E2.1.1 Approve an annual budget for racial equity work.	Completed and ongoing	We consistently develop and approve a budget for the Equity and Belonging program during each budget cycle, ensuring ongoing financial support for our racial equity initiatives.
E2.1.2 Create a job description for, and hire, an Equity and Belonging Manager.	Completed	The position was established and filled in October 2020, promoting progress and accountability toward our racial equity objectives. In June 2023, this title was updated to Director of Equity, Culture, and Communications to better reflect the position's nature and provide the necessary influence for driving significant change.
E2.1.3 Ensure that the OCC Equity Team has representation from every internal department, and that quarterly opportunities for equity engagement are offered to all employees.	In progress	Starting in February 2022, OCC initiated efforts to establish its inaugural Equity and Engagement committee. However, due to constraints related to staff availability and limited interest, the formation of this committee has been challenging. As an alternative approach, we maintain consistent connection with staff by utilizing the services of our Employee Experience Coordinator to ensure ongoing engagement and recognition initiatives.

<p>E2.1.4</p> <p>Use an equity lens to study the potentially disparate effects of employee parking pass pay structures.</p>	<p>Completed</p>	<p>OCC took significant steps in September 2022 to improve parking options for all staff members. This initiative not only aligned with the center’s safety strategy but also rectified historical disparities by granting equal access to the OCC parking garage for all employees, either through a \$65 monthly fee or a \$2 per entry option, ensuring uniform access and safety measures for all.</p>
<p>E2.2.1</p> <p>Determine a method for effectively tracking progress on the actions and strategies that advance OCC’s racial equity objectives.</p>	<p>Completed and ongoing</p>	<p>To effectively track progress on OCC’s racial equity objectives, a dedicated online dashboard is in place. The Director of Equity, Culture, and Communications is responsible for monitoring and updating this dashboard, which provides a real-time status of each action item. Furthermore, the progress of the Racial Equity Action Plan is reviewed during bi-weekly meetings with OCC’s Executive Director. Additionally, an annual report summarizing the progress is published on OCC’s public-facing website for transparency and accountability.</p>
<p>E2.2.2</p> <p>Regularly report progress and provide updates to all OCC staff.</p>	<p>Completed and ongoing</p>	<p>Progress updates and information on OCC’s Racial Equity Action Plan actions and objectives are communicated to all OCC staff through weekly emails and annual reports, along with annual all-staff meetings.</p>

The insights in this report will guide our future actions.

We're committed to working together to prioritize short-term and long-term initiatives that align with our goals.

As we move forward, the OCC will take a flexible and inclusive approach to our efforts. We understand that this journey will continue throughout the life of our organization, providing opportunities for improvement in the years ahead.

We promise to keep you informed about our progress toward our goals. We encourage our team, community, and clients to help us stay on track and join us in making a fairer future.

For questions or more information, please contact:

Michelle Hedegard

Director of Equity, Culture, and Communications
Oregon Convention Center

503-731-7924

michellehedegard@oregoncc.org





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Center

777 NE Martin Luther King Jr. Blvd
Portland, Oregon 97232

OREGONCC.ORG