



Strategic Plan to Advance Racial Equity, Diversity and Inclusion

Zoo DEI Action Plan



Presentation goals

1. Zoo overview
2. Current initiatives
3. Plan development process
4. Themes
5. Priority actions
6. Lessons learned
7. Next steps



About the Oregon Zoo



Current equity initiatives (external)



Current equity initiatives (internal)



Process for developing zoo plan

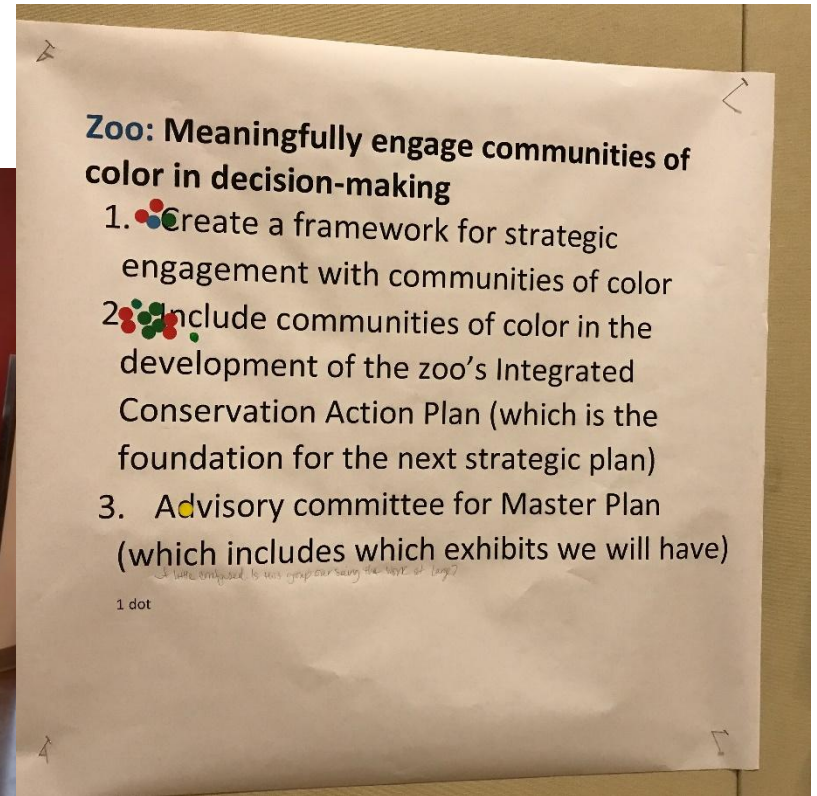
Internal

- Staff awareness (presentations, lunch and learns)
- Staff survey
- Volunteer survey
- Manager discussion group
- Executive team support
- All-staff town hall



Process for developing zoo plan

External



Themes

- Five-year vision for racial equity focused on staff diversity at all levels of the organization
- Staff, volunteer and management training for relevant competencies related to racial equity
- Recognition that communities of color need to be involved in decision-making
- Strong support that the zoo needs to be a welcoming place for community

Priority actions year one

Goal B: Metro meaningfully engages communities of color

B1. Develop best practices and tools around engaging communities of color

B2. Create a culture in which meaningful engagement is considered part of the zoo's operations

B3. Meaningfully collaborate with communities of color on the Integrated Conservation Action Plan (ICAP)

Priority actions year one

Goal C: Metro hires, trains and promotes a racially diverse workforce

- C1. Ensure recruitment process for all levels of the organization intentionally includes communities of color
- C2. Retain staff of color
- C3. Cultivate workforce development for communities of color

Celebrations and challenges



Next steps

CORE review of draft action plan

Share with external stakeholders

Share draft with all staff

Finalize draft

Exec team approval June 2018



Thank you!

