

HECC EQUITY WORK EXPECTATIONS



Foundations

Governor's
Equity
Framework
During
Pandemic
+
Oregon's
Education
Equity Lens



Oregon Commitment

Prioritizing Equity
Addressing Health
& Economic
impacts
Ensuring an
Inclusive &
welcoming
Oregon



HECC Commitment

The HECC will
apply the Equity
Lens to the agency
responsibilities
related to policy,
funding, and
programs,
including internal,
and external
practices as
education and
workforce leaders.

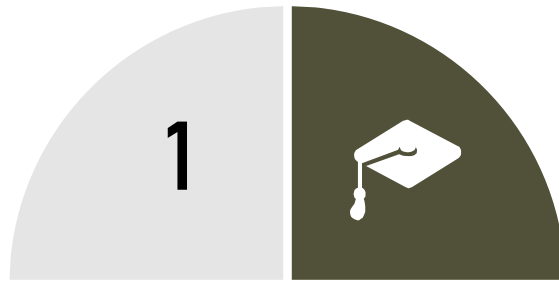


HECC Equity Goals

1. Lead the elimination of structural inequities in postsecondary education and training by centering systemic equity into all decision making.
2. Make diversity, equity, & inclusion an integral component of the agency's identity and culture.
3. Enhance culturally responsive outreach and engagement in all areas of the postsecondary education and training system.
4. Strengthen a culture of continuous learning, collaboration, and improvement.

HECC EQUITY GOALS & STRATEGIES

Lead in the elimination of structural inequities in postsecondary education and training by centering systemic equity into all decision making.



Build organizational capacity:

The HECC commits to agency transformation so that the impact is sustainable.

Operationalize a racial equity lens:

The HECC believes that it is essential to use a racial equity lens when changing and/or considering new policies and practices that no longer perpetuate inequities.



Make diversity, equity, & inclusion an integral component of the agency's identity and culture.

Create culturally responsive outreach and engagement in all areas of the postsecondary education and training system.



Partner with other institutions and communities:

The HECC commits to work in partnership with communities and institutions to achieve meaningful results.

Provide clear communications and access:

The HECC is committed to internal and external collaboration and transparency.



Create a culture of continuous learning, collaboration, and improvement.

Develop leadership fluency:

The HECC will implement ongoing training of its employees in order to build a diverse, inclusive, and equitable workforce.

Use data to guide initiatives and training:

The HECC will use data to measure the success and impact of agency decisions, and progress.

Operate with urgency and accountability:

The HECC will ensure agency accountability by creating a plan of action.

Set priorities and clear expectations regarding the agency's anti-racist equity work:

Each HECC office will set equity goals that support the overall capacity building for the HECC.