OMSI’s commitment to equity is vital to achieving our 20-year goals. Our 5-year strategic plans and operations will help us systemically evolve to become an anti-racist, multicultural, and inclusive organization.

OMSI’s Ongoing Commitment to Equity

OMSI is committed to including diverse perspective in the learning experiences we provide, and dismantling systemic barriers by addressing disparities in our staffing, business practices, and public engagement. We invite community conversations so we can evolve and create opportunities for all people to reach their full potential. We are committed to leading with race.

20 Year Vision

OMSI, collaborating with partners, will ignite an education transformation at the intersection of science, technology and design, and weave a thriving innovation district into the fabric of Portland, that spreads opportunities across the Northwest.

2020-2025 Strategy

OMSI’s 5-Year Strategy defines the commitments and investments we will make and the associated outcomes we expect to achieve in the next 5 years as we build toward our 20-year vision goals. Annual roadmaps will detail specific milestones along our journey.

Strategic Values

• Our People
• Collaboration
• Accessibility & Equity

Core Values

• Learning
• Creativity
• Integrity
• Sustainability

We Apply an Equity Lens to all of Our Work

We want a culture of activism where both OMSI staff and community members identify and interrupt patterns in our systems that perpetuate inequalities.

Our Lens Scales to any Size Decision

We apply an equity lens to all of our work. Conversations lead to actions. Here’s how we are committed to becoming an anti-racist, multicultural, and inclusive organization.

Conversations Lead to Actions

Here’s how we are committed to becoming an anti-racist, multicultural, and inclusive organization.

2020-2025 Strategy

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Example Scenarios

Developing a Strategic Initiative

- Facilitate community engagement to understand needs and identify partners
- Co-create a shared vision for the initiative
- Lead an inclusive design process
- Jointly establish desired outcomes

Developing a New Exhibit or Program

- Identify partners relevant to experience and target audiences
- Co-develop process for meaningful engagement
- Incorporate partner and audience voices in experience development process
- Co-create our evaluation model to measure outcomes for our target audience

Hiring a New Vendor

- Recruit a diverse pool of service providers
- Design a fair, equitable interview process
- Onboard with a shared understanding of our values
- Agree upon outcomes and measures

The cumulative effect of our actions adds up to a big overall impact.

OMSI’s commitment to equity is vital to achieving our 20-year goals. Our 5-year strategic plans and operations will help us systemically evolve to become an anti-racist, multicultural, and inclusive organization.

At times, we may improve in some areas and regress in others. We are confident that even our mistakes will generate knowledge necessary to improve our equity outcomes over time.