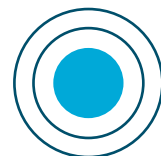




## OMSI'S ONGOING COMMITMENT TO EQUITY

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.



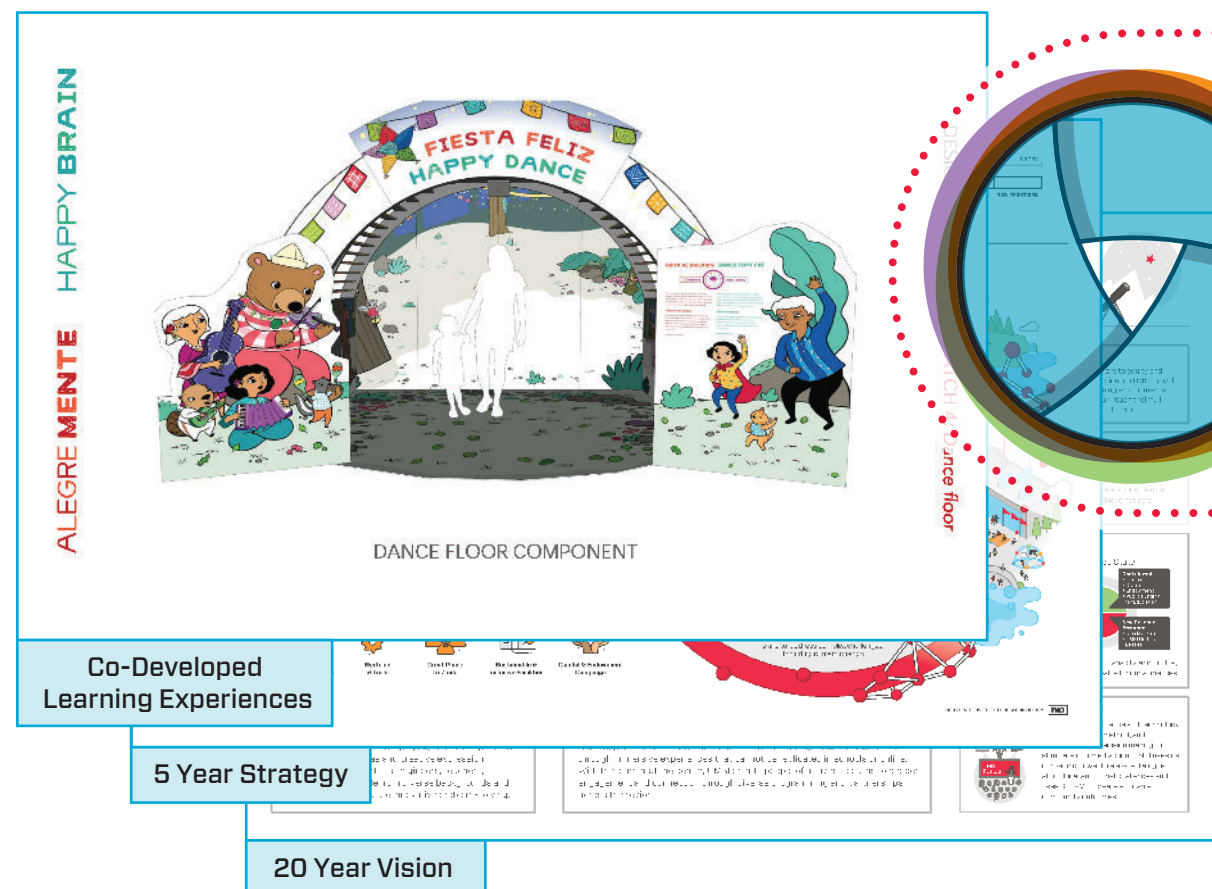
## STRATEGIC VALUES

- Our People
- Collaboration
- Accessibility & Equity

## CORE VALUES

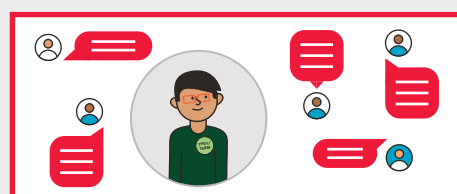
- Learning
- Creativity
- Integrity
- Sustainability

### 1 WE APPLY AN EQUITY LENS TO ALL OF OUR WORK



### 2 CONVERSATIONS LEAD TO ACTIONS

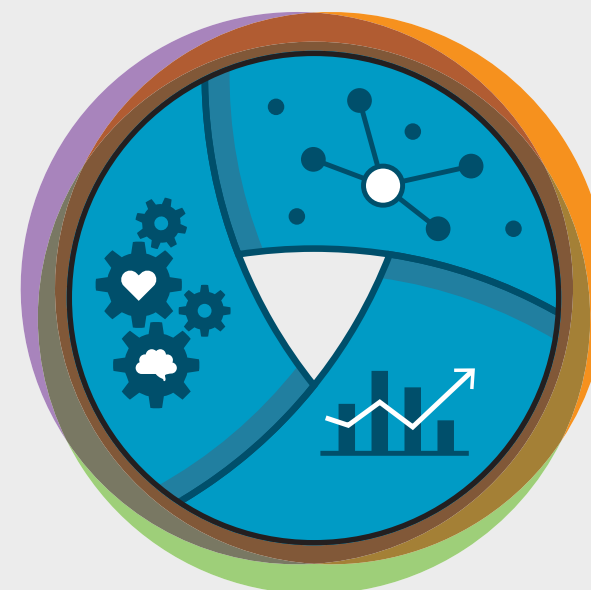
Here's how we are committed to becoming an anti-racist, multicultural, and inclusive organization.



#### SYSTEMIC INTEGRATION

Improving OMSI's equity-related outcomes both internally and externally through changing our systems, processes, policies, and practices.

- Guest Experience
- Staff Experience
- Partnership Development



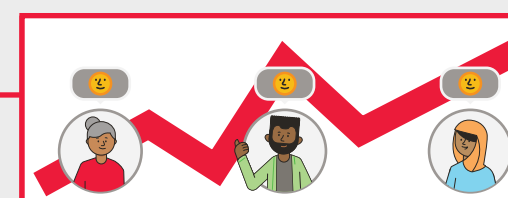
#### EQUITY ACTION FRAMEWORK



#### CAPACITY DEVELOPMENT

Establishing shared knowledge, attitudes, beliefs and values centered in equity.

- Anti-racist Institutional Identity
- Knowledge & Skills for Intersectional Analysis (consider all identity dimensions of a person in relation to socio-economic systems)
- Equity-driven Teamwork



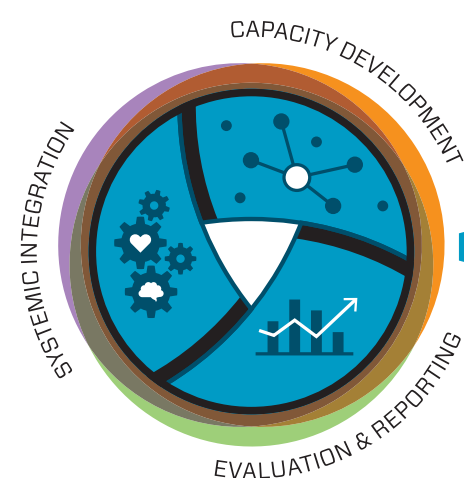
#### EVALUATION & REPORTING

Establishing benchmarks, measuring, and reporting on progress.

- Great Place to Work Survey
- OMSI Equity Climate Survey
- OMSI Key Outcome Indicators
- Department & Individual Goals

### 3 OUR LENS SCALES TO ANY SIZE DECISION

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



#### STRATEGIC DECISION

#### DEVELOPING A STRATEGIC INITIATIVE



#### PROGRAMMING/GUEST EXPERIENCE DECISION

#### DEVELOPING A NEW EXHIBIT OR PROGRAM

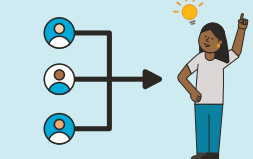


#### TACTICAL DECISION

#### HIRING A NEW VENDOR

#### EXAMPLE SCENARIOS

Facilitate community engagement to understand needs and identify partners



Co-create a shared vision for the initiative



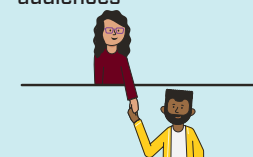
Lead an inclusive design process



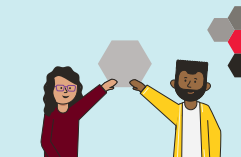
Jointly establish desired outcomes



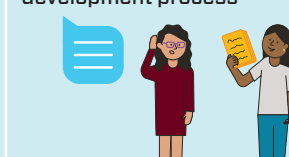
Identify partners relevant to experience and target audiences



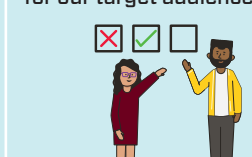
Co-develop process for meaningful engagement



Incorporate partner and audience voices in experience development process



Co-create our evaluation model to measure outcomes for our target audience



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.