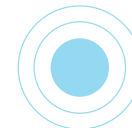




## OMSI'S ONGOING COMMITMENT TO EQUITY

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.



## 2026-2030 STRATEGY

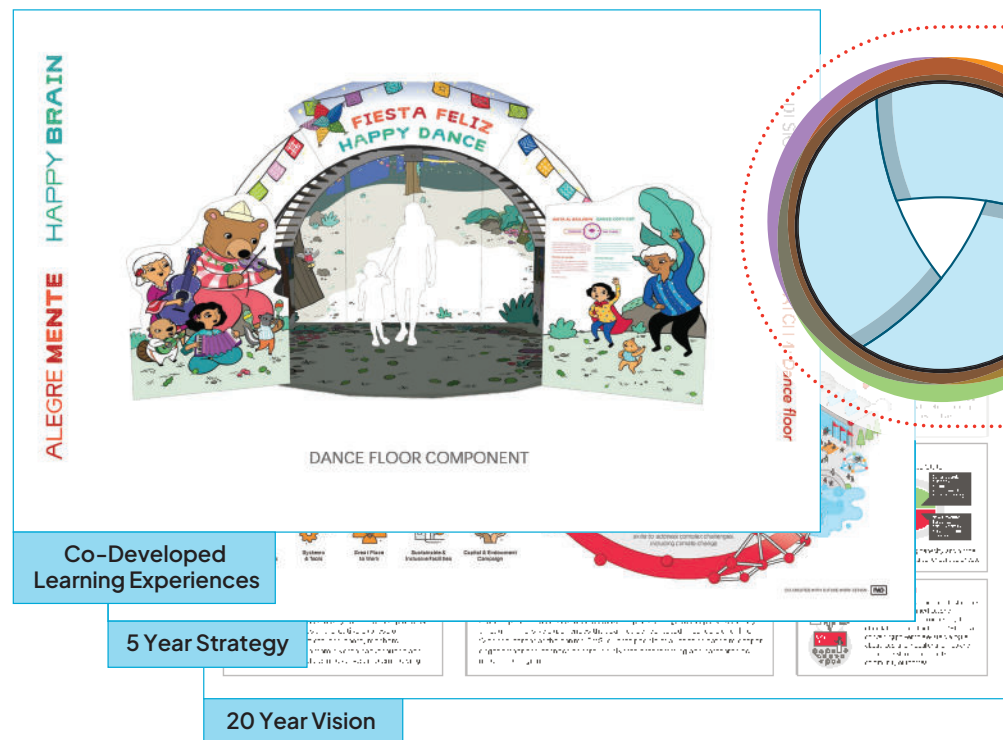
OMSI's 5-Year Strategy defines the investment choices we will make and the associated outcomes we expect in our third 5-year plan toward achieving our 20-Year Vision. Annual roadmaps will detail specific milestones along our journey.



## VALUES

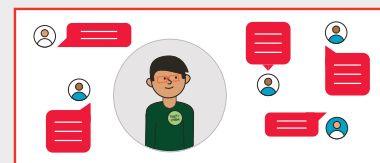
- Learning
- Collaboration
- Belonging
- Stewardship

### 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



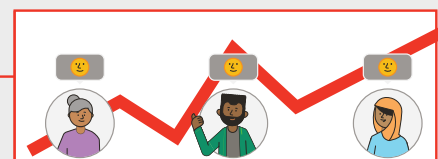
#### EQUITY ACTION FRAMEWORK



#### 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



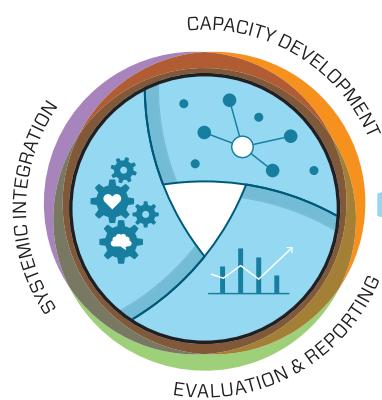
#### EVALUATION & REPORTING

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.



#### EXAMPLE SCENARIOS

DECISION TYPE	DEVELOPING A STRATEGIC INITIATIVE			
	DEVELOPING A NEW EXHIBIT OR PROGRAM			
	HIRING A NEW VENDOR			
STRATEGIC DECISION	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
PROGRAMMING/ GUEST EXPERIENCE DECISION	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
TACTICAL DECISION	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.