



MID-COLUMBIA ECONOMIC DEVELOPMENT DISTRICT, THE DALLES, OR

The District's motivation to create a Diversity, Equity and Inclusion (DEI) statement and plan increased after the death of George Floyd and the social unrest that occurred during the summer of 2020. Staff at the District met in November 2020 and decided to begin creating a statement, with support from their Board. In March staff presented the statement to their Board, in addition to publishing it on the website and in the personnel policy. The District has an ongoing monthly staff meeting to discuss topics related to DEI and to talk about how to include equity in their work, including, for example, hiring practices, business lending, transportation and diversifying boards and committees.

The District just finished the process of updating its CEDS, and within it, they identified two major themes: resilience and equitable outcomes. To better identify community needs while developing it, the District used CARES funding to contract with a local non-profit to conduct focus groups with underrepresented communities to get their feedback on the document/CEDS development. This has resulted in better identification of local needs, including the need to translate select District documentation into Spanish.

The District recommended that other Regional Organizations doing similar work leverage relationships with organizations that already have ties to underserved and/or minority communities. The District is currently researching funding opportunities to pay for staff time and to possibly pay for a consultant to assist in creating a DEI plan.

Diversity, Equity and Inclusion Statement

MCEDD's mission is to promote the creation of family-wage jobs, the diversification of the economic base, and the growth, development and retention of business and industry within the five-county district. We are committed to doing this work in a way that promotes equitable outcomes for the diversity of all businesses and residents in the region. Diversity: While race and gender are historical markers of diversity, we believe that diversity includes categories such as age, disability, nationality, intellectual perspective, socioeconomic background, religion, sexual orientation, and gender identity. Inclusion empowers the voice of all members of a community.

Equity: We believe that equity is achieved when systemic, institutional, and historical barriers based on the categories above are dismantled and no longer predict socioeconomic, education, and health outcomes. We also believe that diversity among our staff and various boards and committees strengthens our work through a variety of perspectives. We will approach our mission through this culture of diversity, equity, and inclusion for the benefit of all residents, businesses, MCEDD employees, board and committee members.

Links:

[DEI Statement](#)

