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**Date:** 06/30/2019      **Updated:** 06/30/2022      **Date To Be Reviewed:** Three Years – 06/30/2025

## Title of Document: 4.1.3 LOPR\_ Equal Opportunity Employer and Workforce Diversity

### **Background and Actions:**

The City of Lake Oswego aspires to be an organization where every person feels safe, welcomed, supported, and included. Over the past few years, the City has taken a number of actions to break down barriers that, historically, have made it harder for some people in our community to succeed. We invite everyone in our community to stay engaged and work together to make Lake Oswego a welcoming and inclusive community for all.

In 2019, Lake Oswego City Council appointed the Diversity, Equity and Inclusion Task Force to begin identifying barriers to inclusive public engagement and City employment. The Task Force is committed to providing multifaceted and easily-accessible focus groups and surveys for various stakeholders who live, work, recreate or otherwise engage the City of Lake Oswego and its services. The information gathered will help the Task Force provide recommendations to Council and foster discussions centered around creating a community of trust and belonging.

The final community-centered report with recommendations was presented to City Council on Tuesday, 12/15/2020. DEI Taskforce Webpage: [Diversity, Equity and Inclusion](#)

In [September 2017](#), the City Council adopted Resolution 18-54 [resolution \(link is external\)](#) affirming our commitment to welcoming and including all people in our community. Our policy says:

*“The City of Lake Oswego works to welcome and include all of our community’s residents at City facilities, events and meetings. We strive to ensure that City services are relevant and responsive to all residents and that all people can participate in City projects and decisions. Lake Oswego’s economic, cultural, and political environment is made better when all people have access to City programs and services.”*

In 2020, the City Council adopted goals supporting diversity, equity, and inclusion (DEI) that include increasing the diversity of people serving on City Boards, Commissions and Committees and employed by the City of Lake Oswego to meet the needs of all the City’s residents. Initiatives under this goal include formal DEI training for Council, Executive Team, and Board and Commissions, and support the DEI Task Force and implement their recommendations.



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Other tasks include developing a calendar of events to celebrate cultural and religious diversity.

**2022 City Council Goals re: DEI**

**Foster diversity, equity and inclusion in Lake Oswego and in the City as an organization**

*Council Initiatives*

- Support the DEI Advisory Board's work to improve recruitment efforts for Boards and Commissions, increase the number of cultural events, establish relationships with community-based organizations, remove language and accessibility barriers, and increase diversity of the City's workforce.

Lake Oswego Parks & Recreation (LOPR) Parks Policies & Procedures (PP&P) document 2.10 LOPR\_ADA Transition Plan identifies and outlines tasks and responsibilities for ensuring ADA compliance and furthering the City's goals related to ADA.

**References:**

Link to DEI Resolution 18-54

<https://www.ci.oswego.or.us/WebLink/DocView.aspx?id=1125447&page=1&dbid=0&repo=CityOfLakeOswego>

DEI Taskforce Webpage: <https://www.ci.oswego.or.us/deitaskforce>

Link to City Council Goals:

[2022 City Council Goals](#)

[2023 City Council Goals](#)

4.1.3.A LOPR\_Parks & Recreation Equal Opportunity and Diversity

4.1.3.B LOPR\_Parks & Recreation Diversity, Equity and Inclusion Statements

City of Lake Oswego Personnel Policy No. 1-2 Equal Employment Opportunity, Anti-Harassment and Non-Discrimination

ADA Web Page

<https://www.ci.oswego.or.us/ada>

ADA Self Evaluation & Transition Plan Project

<https://www.ci.oswego.or.us/ada/ada-self-evaluation-transition-plan-project>



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PARKS & RECREATION

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**ADA Related Links and Documents:**

ADA Web Page

<https://www.ci.oswego.or.us/ada>

ADA Self Evaluation & Transition Plan Project

<https://www.ci.oswego.or.us/ada/ada-self-evaluation-transition-plan-project>

2.10 LOPR\_ADA Transition Plan

2013 Comprehensive Plan. Vol II, Pg 117, (pg 16 in PDF), D. Accessibility

**Responsibility/Contacts:** Director, Deputy Directors, DEI Coordinator, HR Director