

# OHSU Evaluation Core Diversity, Equity, and Inclusion Statement

OCTRI's Evaluation Core strives to honor diversity across programs and participants at each step of the evaluation process through the following practices:

- 1. Promoting a participatory evaluation process, listening with openness to each client and taking into account what the client already knows. This includes:**
  - a. Building relationships with the client and the community in which it resides.
  - b. Seeking to understand the social diversity and power dynamics within the communities we partner with.
  - c. Recognizing the historical traumas conducted by researchers and experienced by marginalized groups.
- 2. Ensuring that the data collected support evaluation outcomes that are respectful, relevant, and meaningful to the client. This includes:**
  - a. Asking inclusive questions during the data collection process.
  - b. Designing evaluations that focus on strengths over risks.
  - c. Recognizing research biases that often prioritize some evaluation methods over others, and consider cultural relevance when choosing a method.
- 3. Making the evaluation process and its results transparent and accessible across a variety of stakeholders. This includes:**
  - a. Creating community-friendly reports and graphics.
  - b. Avoiding scientific and research jargon.
  - c. Translating reports when appropriate.
- 4. Using cultural humility<sup>1</sup> to guide our work by:**
  - a. Continuing our own DEI training so we can grow in understanding and compassion.
  - b. Continually reflecting on our own evaluation practices through the lenses of equity and inclusion.
  - c. Admitting when we make mistakes, and learning from them.

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<sup>1</sup> Cultural humility is a life-long process of self-reflection and discovery to understand oneself and then others in order to build honest and trustworthy relationships (<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3834043/>).