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 humility¹ 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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¹ 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 [link to source].