

CLACKAMAS COUNTY BOARD OF COUNTY COMMISSIONERS

Study Session Worksheet

Presentation Date: 6/9/15 **Approx Start Time:** 2:30PM **Approx Length:** 30 Min.

Presentation Title: A Resolution Valuing Diversity In Clackamas County (July, 2012)

Department: County Administration

Presenters: Emmett Wheatfall, Diversity, Equity, and Inclusion Director

Other Invitees: None

WHAT ACTION ARE YOU REQUESTING FROM THE BOARD?

On May 19, 2015, the Board of County Commissioners discussed a proposal to adopt a draft *Resolution Affirming Equal Pay for Women in Clackamas County*. At that time, the Board asked that staff schedule a policy session to review the adopted 2012 Resolution Valuing Diversity in Clackamas County to determine whether or not the ideas in the Equal Pay Resolution were already included in, or could be added to the 2012 Resolution. Staff suggested that at the same time we could review our progress implementing the 2012 Resolution.

Staff is prepared to answer questions relative to the progress made on action items stipulated in the 2012 Resolution. Therefore, staff asks the BCC to review the resolution in anticipation of dialogue relative to action item progress.

Staff has also prepared a draft *Resolution Affirming Equal Pay for Women in Clackamas County* for the Board to review, and consider adopting as a stand-alone resolution or including as an addition to the 2012 Resolution Valuing Diversity in Clackamas County.

EXECUTIVE SUMMARY:

In July 2012 Clackamas County, by virtue of unanimous vote by the BCC, established a resolution valuing diversity in Clackamas County. This resolution was the first time in the County's history it had established a public declaration valuing diversity for Clackamas County. This resolution has and continues to be a driving force in helping to establish Clackamas County as a welcoming and inclusive community in which to live, work, and recreate.

FINANCIAL IMPLICATIONS (current year and ongoing):

Undetermined at this time. Clackamas County has had an annual diversity, equity, and inclusion program budget of \$50,000, supported by a full-time Director situated in the County Administrator's Office.

LEGAL/POLICY REQUIREMENTS:

The County complies with all EEO laws and has published non-discriminatory policies. Clackamas County voluntarily complies with the tenets of Affirmative Action. In addition, the County continues to develop and administer a Diversity, Equity, and Inclusion Program in an effort to augment its commitment to EEO, Affirmative Action, and emerging Core Values.

PUBLIC/GOVERNMENTAL PARTICIPATION:

N/A

OPTIONS:

The Board of County Commissioners may consider the following options:

1. Direct staff to propose amendments to update the 2012 Resolution to reflect current County work efforts and priorities, for consideration by the Board at a regular business meeting;
2. Direct staff to propose amendments to the 2012 Resolution to include references to Equal Pay that apply to both the County organization and the County as a whole, for consideration at a regular business meeting;
3. Direct staff to schedule for Board consideration at a regular business meeting adoption of a separate Resolution Affirming Equal Pay for Women in Clackamas County; or,
4. Take no further action.

RECOMMENDATION:

Staff respectfully requests that the Board of County Commissioners review and discuss both the 2012 Resolution and the draft Equal Pay Resolution, determine its policy preferences as to how best to proceed, and direct staff to follow up accordingly.

ATTACHMENTS:

- Status Report: A Resolution Valuing Diversity in Clackamas County (July 2012)
- A Draft Resolution Affirming Equal Pay for Women in Clackamas County
- A Resolution Valuing Diversity in Clackamas County (July 2012)

SUBMITTED BY:

Division Director/Head Approval EW

Department Director/Head Approval EW

County Administrator Approval DK

For information on this issue or copies of attachments, please contact
Emmett Wheatfall 503 655-8291

STATUS REPORT

A Resolution Valuing Diversity in Clackamas County

THEREFORE, BE IT RESOLVED THAT:

1. The Board of County Commissioners establishes as a key priority the goals of striving for high quality customer service and equal access to opportunity to people of all backgrounds who live in or do business in Clackamas County, including but not limited to people who live in rural areas, people from historically disadvantaged groups, English Language Learners, seniors, youth and veterans;
2. The Board directs staff to take the following steps to ensure Clackamas County provides excellent service and fair access to opportunity:

- a. Continue to support and recognize the leadership of the DLC and the DAC as a valuable resource for departments in implementing this resolution;

County Commissioners and County Administration has demonstrated proactive support for the Diversity Leadership Council (citizen-based) and the Diversity Advisory Council (employee-based) by attending meetings and Council sponsored events and activities. These efforts are notable to the Councils and County employees.

It is important to note that the Diversity Advisory Council has changed its name to the Diversity, Equity, and Inclusion Council (DEIC). This was done to accentuate the importance of "Equity" as an essential and emerging aspect of the Diversity movement locally and nationally.

- b. Evaluate and consider moving the current diversity manager position within the Department of Employee Services to an executive level position with authority spanning departments to ensure that support for diversity, excellent customer service, and fair access to opportunity is integrated into planning and implementation throughout the organization;

The Diversity and Inclusion Manager position became Diversity and Inclusion Director effective January 1, 2013. Subsequently, in May of 2014 the title came to include the term "Equity." Given the growing influence of Equity as a new and emerging diversity concept, it was decided to add this functional designation and responsibility to the title thereby making it Diversity, Equity, and Inclusion Director.

- c. Conduct an internal review of departments to assess preparedness to meet the needs of our diverse customers and identify steps for improvement and implementation, which may begin with self assessments and pilot projects;

A Diversity Assessment has been conducted. The County employed the services of Masami Nishishiba PhD, a professor at Portland State University and the author of the County's 4-Day Work Week Survey and Analysis. The finished work product consists of two-phases (e.g. Phase-I and Phase II). These findings are pending Board of County Commissioners and County Administrator review. It was thought their findings would result in the establishment of goals contextualized in a Diversity, Equity, and Inclusion Scorecard so as to monitor progress and conduct assessments. However, with the introduction of Performance Clackamas as an integral part of the County's new strategic plan, it has been decided progress and assessment will be addressed via the Administrative Line of Business title "Workforce Character."

- d. Identify and include multilingual information on the Clackamas County website and signage in county buildings to assist English Language Learners in accessing the services they need;

At present, the Clackamas County Title VI Work Group is working to establish a structured methodology to meet the communication and compliance needs of bilingual and Limited English Proficiency (LEP) speaking people requiring access to County Services. This will include contracting with external vendors. This continues to be a work in-progress driven by the need to become Title VI compliant.

- e. Include a diversity training module in the regular training that county managers receive;

Established in 2014 is the new Diversity Management Council (DMC) consisting of a combination of approximately eight to ten Directors. The DMC's purpose is to advise and consult on matters pertaining to diversity, equity, and inclusion from the perspective of management. It's anticipated that over the course of time there will come recommendations relative to specific management training needs. Management training has been offered in the annual "A Day with..." internal training day. A commitment to a more direct and applicable diversity, Equity, and Inclusion training is forecast for the 2015-2016 fiscal-year.

- f. Allow county employees to create affinity groups, on a voluntary basis, so that people can develop camaraderie and get to know one another, as desired, within the workplace;

Currently, efforts are being made to formulate employee affinity groups otherwise known as "Employee Networks." The County's Diversity, Equity, and Inclusion Council (employee-based) has conducted an all employee survey seeking to establish what kinds of employee networks employees want. It is anticipated that a number of networks will be established in fiscal year 2015-2016.

- g. Further develop our multilingual capacity to help customers communicate with other county staff to meet their needs;

See Action Item D.

- h. Integrate our diversity values into the hiring process to help indicate that support for diversity is a core value of the Clackamas County workplace;

The Diversity, Equity, and Inclusion Council has developed some suggestions with regard to how this can happen. However, the DEIC is not prepared at this time to advance those suggestions given the transition of new and departing members, as well as the DEIC's annual election of new Council leaders.

- i. Conduct regular Board of County Commissioner town hall meetings in rural Clackamas communities and other parts of the county to make it easier for residents who lack easy access to Oregon City to provide input to the county commissioners regarding their needs and ideas;

Preliminary discussion on how to practically implement this objective has taken place with the Diversity Leadership Council. Commissioner Martha Schrader has expressed interest in presenting this action item to the Board of County Commissioners for discussion. Further work remains to be done with regard to advancing this stated concept.

DRAFT

BEFORE THE BOARD OF COUNTY COMMISSIONERS OF CLACKAMAS COUNTY, STATE OF OREGON

A Resolution in the Matter of Affirming Equal Pay for Women

WHEREAS, more than 50 years after the passage of the Equal Pay Act, women continue to experience the consequences of unequal pay; and

WHEREAS, women working full-time, year-round in 2013 typically earned 78 percent of what men earned, indicating little change or progress in pay equity; and ¹

WHEREAS, many women are primary breadwinners in their households and nearly two-thirds are primary or significant earners, making pay equity critical to economic security; and ²

WHEREAS, even after accounting for factors known to affect earnings, such as occupation, college major, and hours worked, a 7 percent pay gap persists between male and female college graduates just one year after graduation; and ³

WHEREAS, the wage gap between women and men exists across a wide spectrum of occupations; and

WHEREAS, a lifetime of lower pay means women have less income to save for retirement and less income counted in a Social Security or pension benefit formula; and

WHEREAS, fair pay equity policies can be implemented simply and without undue costs or hardship in both the public and private sectors.

NOW, THEREFORE, the Board of Clackamas County Commissioners do hereby resolve as follows:

1. To affirm equal pay for women in Clackamas County and across the nation; and
2. To encourage other public and private sector organizations to do the same.

Dated this ___ Day of _____, 2015

Clackamas County Board of Commissioners

Sources

1. AAUW (2014). *The Simple Truth about the Gender Pay Gap*. www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/; and the United States Department of Labor. www.dol.gov/equalpay/
2. Pew Research Center). *New Economics of Marriage: The Rise of Wives*. <http://pewresearch.org/pubs/1466/economics-marriage-rise-of-wives>.
3. AAUW (2013). *Graduating to a Pay Gap: The Earnings of Women and Men One Year after College Graduation*. www.aauw.org/research/graduating-to-a-pay-gap/

American Association of University Women (AAUW) cites the U.S. Census Bureau in research articles, above, in which 2013 is most recent data available

**BEFORE THE BOARD OF COUNTY COMMISSIONERS
OF CLACKAMAS COUNTY, STATE OF OREGON**

A RESOLUTION VALUING
DIVERSITY IN CLACKAMAS
COUNTY

Resolution No. 2012-73
(Page 1 of 3)

WHEREAS, Clackamas County is home to a diverse array of residents whose perspectives are shaped by their race, ethnicity, residence in rural or urban areas, language, sexual orientation, gender, age, veteran status, political philosophy, disability, and other life experiences; and

WHEREAS, Clackamas County is a big place – larger than Rhode Island - where there is room for people of all backgrounds and perspectives; and

WHEREAS, Clackamas County draws strength from its diversity in terms of our ability to solve problems, understand different perspectives and meet the needs of local businesses, small cities, and rural communities; and

WHEREAS, Clackamas County residents differ in many ways, but we share the values that people should be treated fairly and with dignity, that residents of all backgrounds should be safe and have the opportunity to thrive, and that all customers of county government should receive the best customer service possible; and

WHEREAS, the Board of County Commissioners have requested input from of a community advisory group called the Diversity Leadership Council (DLC) and an employee advisory group called the Diversity Advisory Council (DAC) on how to improve customer service and access to opportunity for residents of our large, diverse county; and

WHEREAS, Clackamas County is committed to providing the best service possible to our customers and a work environment in which employees from all backgrounds feel welcome and have an opportunity to succeed based on their merit;

THEREFORE, BE IT RESOLVED THAT:

1. The Board of County Commissioners establishes as a key priority the goals of striving for high quality customer service and equal access to opportunity to people of all backgrounds who live in or do business in Clackamas County, including but not limited to people who live in rural areas, people from historically disadvantaged groups, English Language Learners, seniors, youth and veterans;
2. The Board directs staff to take the following steps to ensure Clackamas County provides excellent service and fair access to opportunity:
 - a. Continue to support and recognize the leadership of the DLC and the DAC as a valuable resource for departments in implementing this resolution;

**BEFORE THE BOARD OF COUNTY COMMISSIONERS
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A RESOLUTION VALUING
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- b. Evaluate and consider moving the current diversity manager position within the Department of Employee Services to an executive level position with authority spanning departments to ensure that support for diversity, excellent customer service, and fair access to opportunity is integrated into planning and implementation throughout the organization;
- c. Conduct an internal review of departments to assess preparedness to meet the needs of our diverse customers and identify steps for improvement and implementation, which may begin with self assessments and pilot projects;
- d. Identify and include multilingual information on the Clackamas County website and signage in county buildings to assist English Language Learners in accessing the services they need;
- e. Include a diversity training module in the regular training that county managers receive;
- f. Allow county employees to create affinity groups, on a voluntary basis, so that people can develop camaraderie and get to know one another, as desired, within the workplace;
- g. Further develop our multilingual capacity to help customers communicate with other county staff to meet their needs;
- h. Integrate our diversity values into the hiring process to help indicate that support for diversity is a core value of the Clackamas County workplace;
- i. Conduct regular Board of County Commissioner town hall meetings in rural Clackamas communities and other parts of the county to make it easier for residents who lack easy access to Oregon City to provide input to the county commissioners regarding their needs and ideas;

**BEFORE THE BOARD OF COUNTY COMMISSIONERS
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Resolution No. 2012-73
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3. The Board directs staff to report back in November 2012 with a plan, timeline and budget for implementing next steps and conducting this work in a cost neutral manner that utilizes existing staff wherever possible. The Board recognizes staff needs to integrate this work with other pressing matters. This work is valuable, but it does not have to be expensive.

ADOPTED this 19th day of July, 2012

By the BOARD OF COUNTY COMMISSIONERS

Chair

Recording Secretary