

Draft Resolution

In the Matter of Denouncing Racism, Condemning Violence, and Countering Systemic Discrimination

Whereas, the Board of County Commissioners is shocked and appalled at the heinous murder of George Floyd, numerous Black Americans and other People of Color throughout the country who have been wrongfully targeted and persecuted because of their skin color, and feel these and other acts of violence against them are horrible and in blatant disregard for the dignity and sanctity of human life; and

Whereas, the subsequent national, state and local protests that have followed are indicative that changes must be made to address and stop systemic racism in national, state and local policies; and

Whereas, Clackamas County has a strategic priority to ensure safe, healthy and secure communities, and we can only accomplish this if all county residents are free from racially-based and systemic discrimination; and

Whereas, the county's residents that are Black or other People of Color must have faith in their local governments to treat all residents fairly and equitably, and that Clackamas County strives for a welcoming environment for all; and

Whereas, Clackamas County has practiced and championed the principles of equity, diversity and inclusion for years, including codifying those principles as a lens through which policy is made and county operations are conducted; having constructive dialogue with both the externally-based *Leaders for Equity, Diversity and Inclusion Council* and the employee-driven *Equity, Diversity and Inclusion Council*; partnering with the *Coalition of Communities of Color* to help us better understand the lived experiences of our residents; and creating an County Office of Equity and Inclusion with dedicated staff; and

Whereas, Clackamas County is committed to respecting every individual's right to dream and their history and cultural heritage to be celebrated; and

Whereas, this Board absolutely and unequivocally denounces racism, and recognizes that persons may be engaging in discriminatory actions or hurtful language, such as micro aggressions, without realizing they are doing so; and

Whereas, this Board commits itself as the governing body of Clackamas County to ensure that its priorities and mindset will permeate the culture of the entire organization.

NOW THEREFORE, the Clackamas County Board of County Commissioners resolves as follows:

1. The Board of County Commissioners and all county staff join with America in sharing its anger, shame and sorrow about the intolerable violence directed at Black individuals or other People of Color.
2. We direct County Counsel to review all Clackamas County laws and ordinances for express or implied racial bias, so that the Board of County Commissioners can make the necessary changes,

and to ask the cities of Clackamas County to commit to do the same.

3. To set as a Key Initiative of this Board: To facilitate changes in Oregon State Statute that eliminates any and all racial biases.
4. Recognizing our collective limited worldview and experiences, that this Board will have extensive conversations over the next several months with both internal groups of employees and external stakeholder groups made up of residents who are Black and other People of Color, to best decide how to appropriately change county policies and practices that include, but not limited to law enforcement, justice system, economic disparities, education disparities, and land use and transportation policies that displace communities and low income families disproportionately.
5. That all county staff will receive trainings on equity, diversity and inclusion issues in order to tackle micro aggressions and better understand the lived experiences of our residents of different races, origins and ethnicities.

DATED this 11 day of June, 2020

DeSantis, Kimberlee

From: Hildick, Sue
Sent: Wednesday, June 3, 2020 3:26 PM
To: BCC - All County Administration Staff
Cc: Blaylock, Dylan
Subject: Revised Statement on Racial Injustice for BCC Consideration

The following is a message from Clackamas County Commissioners:

We were shocked and appalled by the horrific actions leading to George Floyd's death, and we stand with his family, community and this country in a call for justice. Our country must change, because all Americans do not receive fair and equal treatment.

This is one of a number of wake-up calls for both our nation and immediate community. We've seen unacceptable practices against people of color by some law enforcement. Ensuring safe, healthy and secure communities is a key priority of this Board. We can only accomplish this if all of our residents are free from racially-based persecution and systemic discrimination.

Clackamas County has practiced and is committed to the principles of equity, diversity and inclusion. All people of Clackamas County, especially people of color, must know that their local government treats them fairly and equitably. But still we have racially motivated events happen in our own county and we must do more.

Clackamas County has begun working with the Coalition of Communities of Color (CCC) to improve our understanding of, and practices serving, our residents of color. That group recently penned an open letter to the greater Portland community, calling for several important actions to be taken (see Coalition of Communities of Color website). We look forward to partnering with the CCC to build a new gathering table in our county that includes people of color, partners in our schools and cities and our own county leaders to jointly examine our history and our future as it relates to creating safety and conditions to thrive for all of our people.

We commit to working with our law enforcement officials to eliminate racial injustice in our county and that will require examining our policies, implementing equity commitments in partnership with people of color in our community; training our employees and all law enforcement officers, and training ourselves as elected leaders of the County. We know we start from a place of strength in that most of our employees value diversity, equity and inclusion as key values for the County and want us to focus more deeply on the issues. We will be meeting with our Leaders of Equity, Diversity and Inclusion Council soon to discuss our shared steps forward. We will insure that county staff receive the tools they need to help create a more equitable county. We will make sure that any vacancies in county positions are filled through open searches and that our workforce reflects the diversity of our community. Finally, we pledge to be a partner of action with our colleagues across the county to change our current path forward.

We urge leaders throughout Oregon from law enforcement, to city councilors, to state legislators to our Governor to join us in our advocacy for justice.

We all seek to better understand the lived experiences of our residents of different races, origins and ethnicities so that we can better build a more just and equitable community.
www.clackamas.us/diversity

RESOLUTION CONDEMNING VIOLENCE AND RACISM DIRECTED AT BLACK AND AFRICAN AMERICANS

WHEREAS, our nation has been guilty of committing acts of oppression against Black and African Americans for more than four hundred years, and urgent progress must be made to achieve racial justice; and

WHEREAS, recent incidents of violence directed toward Black and African Americans is an outrage; and

WHEREAS, these acts represent a blatant disregard for the dignity and sanctity of human life; and

WHEREAS, too many Black and African Americans in our country live in fear of losing their lives because of the color of their skin; and

WHEREAS, our nation's future well-being relies on confronting systemic bias, institutionalized racism and supports efforts to ensure that Black and African American residents and families, thrive in the communities where they live, work, and play.

WHEREAS, The Clackamas County Commission and Administrator as follows:

1. The Clackamas County Commission, Department Directors, and employees join with America in sharing its anger, shame and sorrow about the intolerable violence directed at Black and African Americans.
2. The Clackamas County Commission condemns the violent and disrespectful treatment of Black and African Americans. Our organization does not and will not tolerate, nor accept in any way, treatment of Black and African Americans that degrades their dignity or disregards their human life.
3. The Clackamas County Commission calls on all government agencies to recognize the value and contribution of the lives of Black and African Americans.
4. The Clackamas County Commission commits to uplifting and honoring the voices and experiences of Black and African Americans students, families, and staff in order to ensure inclusive learning and work environments.
5. The Clackamas County Commission will counteract biased practices and remove systemic barriers that perpetuate academic achievement disparities and lead to disproportionate levels of student discipline.

Draft Resolution Condemning Violence And Racism Directed At Black, African-Americans, and People of Color

Discussion:

- This resolution is an act in support of members of our communities of color, residents, community and our staff members.
- It affirms the Board of Commissioners equity stance as a foundation for ensuring welcoming communities and the success of every individual.

RESOLUTION CONDEMNING VIOLENCE AND RACISM DIRECTED AT BLACK, AFRICAN AMERICANS, and all people of color.

WHEREAS, We are shocked and appalled by the horrific actions leading to George Floyd's death, and we stand with his family, community and this country in a call for justice; and

WHEREAS, our nation has been guilty of committing acts of oppression against Black and African Americans for more than four hundred years, and urgent progress must be made to achieve racial justice; and

WHEREAS, recent incidents of violence directed toward Black and African Americans is an outrage; and

WHEREAS, these acts represent a blatant disregard for the dignity and sanctity of human life; and

WHEREAS, too many Black, African Americans and People of Color in our country live in fear of losing their lives because of the color of their skin; and

WHEREAS, our nation's future well-being relies on a public system that confronts systemic bias, institutionalized racism and supports efforts to ensure that Black, African American and all People of Color thrive in the communities where they live; and

WHEREAS, Clackamas County has a shared core value of equity and is committed to respecting every individuals right to dream and their history and cultural heritage being celebrated; and

WHEREAS, Clackamas County has a shared core value of care, in that we develop inclusive and welcoming environments for all people.

THEREFORE, BE IT RESOLVED, by the Board of Directors of the Clackamas County Board of Commissioners, as follows:

1. Clackamas County Board of Commissioners and all its staff join with America in sharing its anger, shame and sorrow about the intolerable violence directed at Black, African Americans and People of Color.

2. Clackamas County Board of Commissioners condemns the violent and disrespectful treatment of Black, African Americans and People of Color. Our organization does not and will not tolerate, nor accept in any way, treatment of Black, African American or People of Color that degrades their dignity or disregards their human life.

3. Clackamas County Board of Commissioners calls on all elected officials and all government agencies to recognize the value and contribution of the lives of Black, African Americans, and all People of Color to remove barriers to greater to equality.

4. Clackamas County will review all of its policies and ordinances for any discriminatory impacts and practices.

5. Clackamas County Board of Commissioners will engage in listening and learning opportunities with communities of color to learn of their experiences to better help in improving policies and practices that include but not limited to law enforcement, justice system, economic disparities, education disparities, and land use and transportation policies that displace communities and low income families disproportionately.

RESOLUTION CONDEMNING VIOLENCE AND RACISM DIRECTED AT BLACK AND AFRICAN AMERICANS

WHEREAS, our nation has been guilty of committing acts of oppression against Black and African Americans for more than four hundred years, and urgent progress must be made to achieve racial justice; and

WHEREAS, recent incidents of violence directed toward Black and African Americans is an outrage; and

WHEREAS, these acts represent a blatant disregard for the dignity and sanctity of human life; and

WHEREAS, too many Black and African Americans in our country live in fear of losing their lives because of the color of their skin; and

WHEREAS, our nation's future well-being relies on confronting systemic bias, institutionalized racism and supports efforts to ensure that Black and African American residents and families, thrive in the communities where they live, work, and play.

WHEREAS, the Black and African American struggle highlights the historic and unconscionable racism that exists against people of color.

WHEREAS, Clackamas County has as shared core value of care, in that we develop inclusive and welcoming environments for all people.

THEREFORE, BE IT RESOLVED,

1. The Clackamas County Commission, Department Directors, and employees join with America in sharing its anger, shame and sorrow about the intolerable violence directed at Black and African Americans.
2. The Clackamas County Commission condemns the violent and disrespectful treatment of Black and African Americans. Our organization does not and will not tolerate, nor accept in any way, treatment of Black and African Americans that degrades their dignity or disregards their human life.
3. The Clackamas County Commission calls on all government agencies to recognize the value and contribution of the lives of Black and African Americans.
4. The Clackamas County Commission recognizes the unique struggles of all people of color and commit to a renewed focus on listening to our stakeholders to better target effective strategies for the elimination of racism in our community.
5. The Clackamas County Commission commits to uplifting and honoring the voices and experiences of Black and African Americans individuals, families, and staff in order to recognize and break down racist systems of oppression throughout the public services we provide.

6. The Clackamas County Commission calls on our county counsel to review our code and ordinances for expressed or implied racial bias so that the commission can make necessary changes and ask the cities of Clackamas County to do the same.

7. The Clackamas County Commission commits to being a constructive voice in the development of local, state and federal laws to promote accountability throughout our public institutions to achieve racial justice.

Draft Statement on George Floyd and Denouncing Racism

The Board of County Commissioners is shocked and appalled at the heinous murder of George Floyd and other numerous Black Americans who have been wrongfully targeted and persecuted because of their skin color. These acts of violence are horrible and in blatant disregard for the dignity and sanctity of human life.

We absolutely and unequivocally denounce racism. We join with America in sharing our anger, shame and sorrow about the intolerable violence directed at Black Americans.

Clackamas County has **declared its value** of practiced and championed the principles of equity, diversity, and inclusion for years. Now is the time to go further **and put those words into action**. ~~With today's resolution, we take several actions to continue our path to ensuring county operations operate fairly for all and are free of systemic discrimination.~~

Black Americans must have faith that their local governments treat all residents fairly and equitably. At Clackamas County, we strive to create a welcoming environment and continually work to achieve that.