

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

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



Resolution No. \_\_\_\_\_

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

**DATED** this \_\_\_\_ day of \_\_\_\_\_, 2020

**BOARD OF COUNTY COMMISSIONERS**

\_\_\_\_\_  
Chair

\_\_\_\_\_  
Recording Secretary