

CLACKAMAS COUNTY BOARD OF COUNTY COMMISSIONERS

Study Session Worksheet

Presentation Date: 7/17/12 **Approximate Start Time:** 1:30pm **Length:** 60 Minutes

Presentation Title: Resolution Valuing Diversity In Clackamas County

Department: Department of Employee Services (DES)

Presenters: Emmett Wheatfall, Diversity & Inclusion Manager

Other Invitees: Diversity Advisory Council (DAC) and the Diversity Leadership Council (DLC)

WHAT ACTION ARE YOU REQUESTING FROM THE BOARD?

Review and consider for approval at a Board business meeting a Resolution Valuing Diversity In Clackamas County.

EXECUTIVE SUMMARY:

This submission is a follow up response to the request made by the BCC on May 31, 2012. A Clackamas County resolution regarding diversity is ready for BCC consideration and approval.

Since 2001 Clackamas County (the employer) has implemented and developed an ongoing diversity and inclusion program (D&I). The strength of the D&I program was enhanced and continues to be sustained by the hiring of a Diversity and Inclusion Manager.

The DAC and DLC have developed recommendations that will benefit both the County as an employer and the constituents the County serves.

Given the demographic changes since the 2001 census, the recommendations set forth by the DAC and DLC will enhance the County's D&I programs.

The proposed resolution responds to the recommendations and aligns with generally accepted diversity practices at work in organization and workplace culture.

FINANCIAL IMPLICATIONS (current year and ongoing):

At this time there are no financial implications. A plan, timeline and financial impact statement will be developed and submitted for BCC consideration in November 2012 for implementing the recommendations of the Diversity Advisory Council (DAC) and the Diversity Leadership Council (DLC).

LEGAL/POLICY REQUIREMENTS:

None

PUBLIC/GOVERNMENTAL PARTICIPATION:

Responsibility for the development of the Plan is assigned to Emmett Wheatfall, Diversity & Inclusion Manager, who will work with other Clackamas County stakeholders such as the DAC, DLC, Department of Employee Services, County Administration and others as yet to be determined.

OPTIONS:

- Forward the resolution for adoption
- Modify and forward the resolution for adoption
- Do not forward the resolution for adoption


RECOMMENDATION:

Staff respectfully requests that the Board forward this resolution for adoption.

ATTACHMENTS:

A Resolution Valuing Diversity In Clackamas County

SUBMITTED BY:

Division Director/Head Approval 
Department Director/Head Approval _____
County Administrator Approval ASB

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

 **DRAFT****A RESOLUTION VALUING
DIVERSITY IN CLACKAMAS
COUNTY**

Resolution No.

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;

- b. Evaluate 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;
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