

CLACKAMAS COUNTY BOARD OF COUNTY COMMISSIONERS

Study Session Worksheet

Presentation Date: 9/8/15 **Approx Start Time:** ^{3:30}~~2:00~~PM **Approx Length:** 30 Min.

Presentation Title: A New Resolution Valuing Diversity, Equity and Inclusion in Clackamas County

Department: County Administration

Presenters: Emmett Wheatfall, Diversity, Equity and Inclusion Director

Other Invitees: None

WHAT ACTION ARE YOU REQUESTING FROM THE BOARD?

Staff was asked to prepare a new resolution that addresses the inclusion of equal pay for women, as well as a more broad based set of 'whereas' that speak to the County's evolving commitment to diversity, equity and inclusion.

Staff has drafted a new resolution for Board consideration. This newly proposed resolution will supplement and augment the 2012 Resolution Valuing Diversity in Clackamas County. It will be titled A New Resolution Valuing Diversity, Equity and Inclusion in Clackamas County.

EXECUTIVE SUMMARY:

In July 2012 the Clackamas County Commission, by unanimous vote, established a resolution valuing diversity in Clackamas County. This resolution was the first time in the County's history whereby 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 wherein to live, work and recreate.

FINANCIAL IMPLICATIONS (current year and ongoing):

None 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 and maintains compliance with ADA/Civil Rights requirements. 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 place the proposed resolution titled A New Resolution Valuing Diversity, Equity and Inclusion in Clackamas County on a business meeting agenda for formal adoption.
2. Direct staff to incorporate Board recommendations to the proposed resolution and present a new draft at either a policy session or business meeting of the Board.

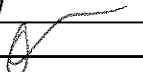
RECOMMENDATION:

Staff respectfully requests that the Board of County Commissioners approve moving the proposed A New Resolution Valuing Diversity, Equity and Inclusion in Clackamas County forward to a business meeting for adoption.

ATTACHMENTS:

- A New Resolution Valuing Diversity, Equity and Inclusion in Clackamas County.

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

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

In keeping with Clackamas County's 2012 Resolution Valuing Diversity: A New Resolution Valuing Diversity, Equity and Inclusion in Clackamas County;

WHEREAS, the founding principles of our nation set forth the fundamental ideals of equality, equity and inclusion; the basic right of people to life, liberty and the pursuit of happiness; and equal protection as expressed in the United States Constitution; and

WHEREAS, the County values the multifaceted ways embracing diversity enables it to be a welcoming and inclusive place to live, work and enjoy life; and

WHEREAS, the County is committed to good governance, quality customer service, nondiscrimination, equal employment opportunity, equal pay for women, safe and healthy work environments, and cultural agility; and

WHEREAS, the County does not discriminate in public accommodations; the County welcomes all people to its places of work and service. Everyone should feel welcome at County public facilities and events; and

WHEREAS, the County is committed to promoting equity by calling upon the knowledge and experience of its employees and community members, especially those who serve in advisory capacities as members of the County's diversity councils; and

WHEREAS, the Board of County Commissioners, County Administration, and its Executive Management Team are committed to supporting and participating in training opportunities as they pertain to best practices in diversity awareness, equity, workplace harassment prevention, employment law, disability awareness and fair housing.

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

1. To affirm as matters of principle the values of diversity, equity and inclusion in every aspect of County governance, operations and services rendered to County residents and the public at large; and
2. To establish by example and leadership the County's commitment to these principles.

Dated this ____ Day of _____, 2015

Clackamas County Board of Commissioners