

CLACKAMAS COUNTY BOARD OF COUNTY COMMISSIONERS

Study Session Worksheet

Presentation Date: ^{11/12/13}~~10/22/13~~ Approx Start Time: ^{9:30am}~~2:00pm~~ Approx Length: 30 Minutes

Presentation Title: Diversity and Inclusion Program Overview

Department: County Administration

Presenters: Emmett Wheatfall, Diversity and Inclusion Program Director

WHAT ACTION ARE YOU REQUESTING FROM THE BOARD?

Information Only – Program Overview

EXECUTIVE SUMMARY:

Clackamas County has a diverse and inclusive beginning. Founded in 1843, it covers approximately 1,879 square miles of Oregon territory. Its County seat is located in Oregon City. Named after the Clackamas Indians, members of the Chinookan people, Clackamas County history is one of diversity and inclusion. With a current population of 383,857¹, the County hosts a growing diverse population of people.

Clackamas County's Community Demographics

Persons under 18 years	22.7%
Persons 65 years and over	15.0%
Hispanic or Latino	8.1%
Asian	3.9%
Two or More Races	3.0%
American Indian and Alaska Native	1.1%
Black or African American	1.0%
Native Hawaiian and Other Pacific Islander	0.3%
Language other than English spoken at home, percent age 5+, 2007-2011	11.3%
Persons below poverty level, percent, 2007-2011	9.5%

Clackamas County, as an employer, is committed to serving as a model for what it means to value diversity and inclusivity in its workplace and the communities it serves. Given today's demographics, attracting and retaining a diverse and inclusive workforce is essential. Studies have shown that diverse talent is drawn to organizations that support diversity and inclusion as important organizational, occupational, and operational assets. There is a good business case for addressing diversity and inclusion within the County:

1. Clackamas County's workplace is a microcosm of local and American society.
2. Changing demographics, as represented in 2010 census data, empirically suggest that businesses and organizations must prepare for new and emerging cultural and demographic change.
3. Citizens today expect businesses and organizations to provide culturally competent service.

4. Just as private-sector employers have already, public-sector employers are beginning to understand why diversity, in its many facets, is an essential organizational, operational, and occupational asset.
5. Employers who create and sustain a welcoming and inclusive workplace are far more likely to attract and retain highly qualified diverse talent and employees.
6. Valuing diversity and inclusion enables organizations to maximize their profitability and cultural agility when serving diverse populations.

Diversity and Inclusion Program Features:

Externally, the Program works to maintain positive relationships with diverse communities, businesses, and organizations on the behalf of Clackamas County. We also work with other public-sector employers to collaborate on community and workplace diversity and inclusion. Other activities include advising the Board of County Commissioners and County Administration on matters of community and workplace diversity, as well as assist with targeted diversity recruitment and hiring goals.

Internally, the Program is responsible for the County's Annual Affirmative Action Program, some County internships, developing and maintaining the Diversity Advisory and Diversity Leadership Councils. We also provide diversity training and manage internal events and activities. Other activities include supporting the County's Title VI Compliance Program, assisting with dispute resolution regarding diversity relations, and assisting Employee Services with diverse recruitment.

FINANCIAL IMPLICATIONS (current year and ongoing): Annual Operating Budget: \$50,000

LEGAL/POLICY REQUIREMENTS: Affirmative Action / Equal Employment Opportunity (EEO) / County Policy and Resolution

PUBLIC/GOVERNMENTAL PARTICIPATION: Clackamas County's Diversity Leadership Council, Clackamas County's Diversity Advisory Council, Partners in Diversity, and the Northwest Public Employers Annual Diversity Conference.

OPTIONS: N/A

RECOMMENDATION: N/A

ATTACHMENTS: None

SUBMITTED BY:

Division Director/Head Approval _____
Department Director/Head Approval _____
County Administrator Approval _____ *JLB*

For information on this issue or copies of attachments, please contact Emmett Wheatfall @ 503-655.8291

¹ <http://quickfacts.census.gov/qfd/states/41/41005.html>