

Whereas, the government of Washington County is of and for all the people of Washington County; and

Whereas, Washington County is one of the most racially and ethnically diverse counties in the State of Oregon, and this diversity fuels innovation and supports robust communities and a rich cultural life in the County, the State of Oregon, and the nation; and

Whereas, areas and regions of the country that are more racially and ethnically diverse enjoy stronger economies – and often, better social and health outcomes – than those that are less diverse; and

Whereas, we, the Washington County Board of Commissioners, recognize Oregon’s and America’s long history of racial discrimination, and the many barriers in our County that impede diversity, equity, and inclusion; and

Whereas, Washington County residents of color, on average, experience higher rates of poverty and unemployment, and have lower median incomes, than the County’s White, non-Hispanic residents; and the 2018 “Leading with Race” report from the Coalition of Communities of Color noted, among other findings, that:

- Lenders in Washington County are more likely to reject home-loan applications from high-income African Americans and Latinos 86% and 125% respectively, compared to those from high-income White (non-Hispanic) home loan applicants.
- 68% of Native American single mothers with children are in poverty in Washington County, a rate even higher than the national poverty rate of 48% for Native American single mothers.
- Despite these and other challenges, racial and ethnic communities in Washington County continue to build and nourish thriving families, businesses, and neighborhoods; and

Whereas, these inequities can and must be addressed as Washington County has a moral and legal responsibility to provide all its residents with equitable access to the County’s public resources; and

Whereas, we recognize and reaffirm the County’s commitment to creating an inclusive culture that values and celebrates the diversity of the County’s residents and employees; and

Whereas, we will lead the equitable delivery of County’s services to every County resident, and will provide equitable opportunities for growth, development, and access to resources; and

Whereas, the government of Washington County is committed to dismantling long-standing systems, programs, policies, and practices that have, unintentionally or not, created and continue to cause harm to people of color, members of ethnic communities and any marginalized group; and

Whereas, the Washington County government has yet to ensure that its staff in frontline and management roles mirrors the population of the community it serves; and

Whereas, the Board of Commissioners is taking a systematic approach to diversity, equity, and inclusion and will proceed with care and thoughtfulness; and

Whereas, we acknowledge the diligent efforts and commitment to improving diversity, equity, inclusion, and effectiveness provided by County frontline employees and leadership staff, including members of the DEI Think Tank and the staff Equity Committee; and

Whereas, the Board of County Commissioners values and will be responsive to the community's evaluation of and feedback about the County's diversity, equity, and inclusion initiative; and

Whereas, Washington County government procures goods and services through the issuance of contracts and purchase orders with taxpayer funds yet does not know if enterprises owned by minorities or women are accessing these contracting and purchasing opportunities; and

Whereas, we strive to act with humility and openness as we evolve new and better insights and solutions to achieving a more equitable Washington County and that this is a journey with a long continuum that will require a long-term and ongoing commitment from this and future boards.

NOW, THEREFORE, BE IT RESOLVED, that on this ___ day of February 2020, that the Washington County Board of Commissioners will:

1. Commit to:
 - a. Fostering, supporting, and strengthening equity and inclusion in the County's programs, practices, and policies; and
 - b. Continuing to develop our understanding of inequities to more effectively dismantle any systemic and systematic harm that – intentionally or unintentionally – County policies, programs, and practices may cause; and
 - c. Continuing to provide the leadership to make Washington County more equitable and inclusive; and
 - d. Ensuring that we spend the public's dollars in a way that maximizes benefit to the community and provides equitable access for all suppliers & contractors; and
 - e. Developing workforce training programs that provide economic empowerment and career advancement opportunities for our employees and those we serve; and,
 - f. Structuring our organization to model services, practices and engagement approaches that equitably meets the needs of all residents.
2. Direct the County Administrator to:

- a. Allocate and provide the resources needed to advance diversity, equity, and inclusion in Washington County, and ensure the County's new Office of Equity, Inclusion and Community Engagement receives a budget commensurate with those of equity and inclusion offices for counties with similar populations and numbers of employees.
- b. Develop an organizational action plan in FY19-20 to create:
 - i. The Washington County Office of Equity, Inclusion and Community Engagement, which will be housed in the County Administrative Office;
 - ii. The Chief Equity Officer position, which will report to the County Administrator;
 - iii. A staff Leadership Equity Council;
 - iv. A Communities of Color Advisory Board;
 - v. A purchasing policy that provides for access and opportunity for minority and women-owned firms to contract with Washington County; and
 - vi. A workforce pipeline and training program.

LET IT FURTHER BE RESOLVED that the Board of Commissioners adopts and certifies that the attached addenda (Attachments A&B) are integral parts of this resolution and shall be used as a guide for implementation.

Per the adopted Equity Resolution, the County Administrator shall:

- **Create the Washington County Office of Equity, Inclusion and Community Engagement**, which will be housed in the County Administrative Office;
- **Create the Chief Equity Officer position**, which will report to the County Administrator. The Chief Equity Officer is responsible for:
 - Managing implementation of Washington County’s diversity, equity, and inclusion (DEI) and community engagement strategies, activities and staff;
 - Developing and presenting to the Board of County Commissioners a three- to five-year DEI Strategic Plan for Washington County, including department action plans, no later than August 31, 2021.
 - Delivering regular status reports to the Board about the development, implementation, and outcomes of the Strategic Plan, including the progress of each department’s action plans.
 - Directing the implementation of Washington County’s DEI strategies and efforts, including coordinating the Leadership Equity Council.
- Ensuring the successful implementation of the Chief Equity Officer’s charge, resourcing the Office with a budget commensurate with those of successful equity and inclusion offices for counties with similar populations and number of employees.
 - In addition to the Chief Equity Officer, create and fund the following positions in Year 1 (FY20-21)
 - **Civil Rights Officer:**
Compile and report federal data related to the County’s compliance with, for example: Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964 and The Americans with Disabilities Act of 1990.
 - **Data Analyst**
Compilation and analysis of data related to the implementation and success of the County’s DEI initiative and related activities.
 - **Policy Coordinator**
Training, education, and affinity group formation, coordination and support.
 - **Supplier Diversity Coordinator**
Enrich and monitor the County’s COBID and other activities to increase the diversity of the County’s contractors, suppliers, and consultants.

- Move or create the following roles and functions to or in the Office of Equity, Inclusion and Community Engagement:
 - Federal Civil rights compliance including:
 - **Title VI:** Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, or national origin in programs and activities receiving federal financial assistance
 - **EEO/Affirmative Action:** Title VII of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, or national origin in any aspect of employment
 - **ADA:** The Americans with Disabilities Act prohibits discrimination on the basis of disability or perceived disability
 - The Office of Community Engagement
 - Employee affinity group coordination
 - DEI data analysis and reporting
- **Empanel a staff Leadership Equity Council**, which will be co-chaired by the County Administrator and a member of the Board of County Commissioners, selected by the Board for a period that the Board deems appropriate. The council is tasked with fostering interdepartmental coordination and assisting the Chief Equity Officer with implementation of Washington County's:
 - Strategic plan and department action plans for DEI;
 - Contracting, purchasing and procurement strategy for its DEI supplier diversity plan;
 - Hiring and recruitment strategies to increase DEI;
 - DEI training and education plans; and
 - Employee affinity groups
- The Council shall meet at least once every other month and will require mandatory participation of the following:
 - County Administrator (Council Co-Chair)
 - Member of the Board of County Commissioners (Council Co-Chair)
 - Chief Equity Officer
 - Washington County Sheriff
 - Washington County District Attorney

Equity Resolution Structure Addendum A
Direction to Staff

- Department Directors/Managers from Assessment and Taxation, Cooperative Library Services, Community Corrections, Community Development, Health and Human Services, Housing Services, Juvenile Services, Disability, Aging and Veterans services, Land Use and Transportation, Human Resources and Purchasing.
- **Empanel** a community-led Communities of Color Advisory Board, appointed by the Board of Commissioners, comprised primarily of county residents and community partners with lived experience of racial and or ethnic inequality, and supported by the new Office of Equity, Inclusion and Community Engagement.

DRAFT

Adopt and use, from this day forward, the following definitions to guide the County's internal and external diversity, equity, and inclusion (DEI) efforts:

- **Diversity:** In an organization, the ways in which people differ. Diversity encompasses all of the different characteristics that make one individual or group different from another.
- **Equity:** The result of fairness and justice in the creation and delivery of public policy. Equity in Washington County will exist when every county resident participates fully in the region's economic vitality, has access to the County's services and other resources, and has the opportunity to reach their full potential.
- **Inclusion:** Welcoming and supporting the active engagement and participation of diverse individuals in decision-making process of an organization or group.
- **Inclusive Workplace:** A workplace that provides equal access and participation, skill utilization, assignments, learning and growth opportunities, compensation and benefits, career opportunities and promotions, work-life balance, recognition, respect, and supportive workplace interactions regardless of race, ethnicity, gender, gender identity, age, sex, sexual orientation, physical ability, or other personal characteristics.
- **Inequity:** Differences in health, well-being, socio-economic status, and similar outcomes that privilege one or more groups at the expense of others. Inequities are not random; they arise from the implementation of historical and current policies and systems of power and privilege. Persistent, systematic, and unfair policies, practices, and outcomes are the result.
- **Racial Equity:** The condition that results when race no longer determines one's socio-economic outcomes. Resources contributing to racial equity include strategic investments, policies, and practices that reverse racial disparities, eliminate institutional racism, and ensure that outcomes and opportunities for all people are no longer predictable by race.

