

BEFORE THE BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON

RESOLUTION NO.

Affirming Multnomah County's Commitment to Workforce Equity and the Importance of a Workforce Equity Strategic Plan in Creating Safety, Trust and Belonging for our Communities of Color.

**The Multnomah County Board of Commissioners Finds:**

- a. Workforce equity strives for a workforce inclusive of people of color and other historically and currently underrepresented groups representative of the County's population across all job categories, levels and departments; and
- b. Institutional and structural barriers to equal employment opportunity exist and must be eliminated, and that employees of color and employees from other historically and currently underrepresented groups should be retained, supported and provided opportunities for advancement; and
- c. The County has and will continue to address issues of race, gender, disability and other workforce inequities through targeted investments, education and training, and updates to our Equal Employment Opportunity and Affirmative Action Plan; and
- d. As a public employer in a progressive community, we hold ourselves to the highest standards in promoting Equal Employment Opportunity and strive to ensure that our workforce reflects the diversity of Multnomah County; and
- e. While overall job satisfaction is high, employees of color and employees who are immigrants or refugees experience less satisfaction and feel their work units are less accepting of diversity, as compared to white employees and the countywide average; and
- f. Just as race, ethnicity and gender can intersect as barriers to equal employment opportunity, so too can other social factors such as disability, sexual orientation and class; and
- g. Our communities of color and other vulnerable communities are experiencing increased fear, risk and trauma associated with our current political climate and increased racism, xenophobia, heterosexism, transphobia and ableism, and other forms of oppression, in our communities; and
- h. Along with fear of physical risks and threats, our communities are also facing unprecedented housing, health and financial insecurity as a result of many factors, including reduced social services and political support for working class, lower-income and poor families; and
- i. One of the surest pathways to safety, health and wellbeing is economic security, and as one of the largest public employers in the region, the County has an opportunity to deliver the promise of that security through workforce equity, including but not limited to pipeline programs; and

- j. Community and labor partners, along with the Employees of Color (EOC) Employee Resource Group (ERG), initiated this most recent workforce equity discussion to raise awareness of the urgency the community feels in the need to prioritize racial equity across the County; and
- k. The Office of Diversity and Equity (ODE), Central Human Resources and County leadership, with community partners, presented on workforce equity issues and broad priorities before the County Board of Commissioners on June 28, 2016; and
- l. Workforce equity aligns with the County’s overall values of safety, trust and belonging, and a Workforce Equity Strategic Plan will assist us in putting into practice our values and beliefs that here at Multnomah County, “all are welcome” and “everyone belongs.”

**The Multnomah County Board of Commissioners Resolves:**

- 1. To appreciate and acknowledge community, labor and employee resource partners who have advanced this current workforce equity initiative, specifically Verde, the Urban League of Portland, Portland Jobs with Justice, the Asian Pacific American Network of Oregon, Unite Oregon, Voz, AFSCME Local 88, and our Employees of Color (EOC) resource group, and
- 2. To support internal efforts as directed by the Chair to convene, develop and implement a countywide workforce equity strategy, with the target deadlines established by the Project Charter (see Exhibit 1), and requesting Board briefings on the progress of those efforts; and
- 3. To increase resources to advance workforce equity strategies as identified through this process, including but not limited to targeted recruitment, workforce development and pipeline programs in partnership with community-based organizations; and
- 4. To work with urgency and commitment commensurate with the impacts and risks to our most vulnerable populations, by whose increased security we measure progress.

ADOPTED this 14th day of September, 2017.

BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON

---

Deborah Kafoury, Chair

REVIEWED BY:  
JENNY M. MADKOUR, COUNTY ATTORNEY  
FOR MULTNOMAH COUNTY, OREGON

By \_\_\_\_\_  
Jenny M. Madkour, County Attorney

Submitted by: Chair Kafoury