



**AGENDA**

**WASHINGTON COUNTY BOARD OF COMMISSIONERS**

**Agenda Category:** Action – Board of County Commissioners

**Agenda Title:** CONSIDER APPROVAL OF WASHINGTON COUNTY EQUITY RESOLUTION

**Presented by:** Kathryn Harrington, Chair

**SUMMARY:**

After two years of extensive community engagement and relationship-building, the Coalition of Communities of Color released its “Leading with Race: Research Justice in Washington County” report in June of 2018.

In August 2019, the County hired Espousal Strategies to:

1. Enrich the leadership capacity of the Board and department heads with executive coaching, including an assessment of the current leadership’s capacity for advancing diversity, equity and inclusion.
2. Recommend additional leadership-development opportunities for the Board.
3. Provide technical assistance that supports the Board’s creation of a County-wide equity resolution and policy.
4. Assist the Board as it develops criteria for its request for proposal(s), and assessment and selection of the consultant(s) who will deliver an organizational assessment of the Washington County government and provide specific policy, budget and staffing recommendations to the Board.

During the Board’s October 17<sup>th</sup> Round Table, Espousal Strategies worked with the Board to generate key policy elements and intentions for this draft Equity Resolution. That process was in addition to one-on-one meetings with the Chair and Commissioners, conversations with Washington County staff and external stakeholders, and a review of Equity resolutions and programs throughout the region and nation.

(continued)

Link: [Final Washington County Equity Resolution with addenda A & B](#)

RO 20-30

Agenda Item No.	<b>5.b.</b>
Date:	02/25/20

## **CONSIDER APPROVAL OF WASHINGTON COUNTY EQUITY RESOLUTION BOC 02/25/20**

Based on Board and other input, Espousal drafted an Equity Resolution and addenda, and a draft Community Engagement Plan. The Board had a first look at this resolution on December 10, 2019. On January 14, 2020 the Board discussed proposed changes to the resolution being recommended by Commissioners and on February 6, 2020 the Board considered community input collected from forums and a DEI survey. On February 11, 2020 the Board had an opportunity to provide final input.

### **ADDITIONAL INFORMATION:**

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#### **Community Feedback (Known Support/Opposition):**

In addition to input gathered by Espousal Strategies from key stakeholders, there were three additional opportunities for community, staff, and other interested parties to share their feedback:

- Community forums held on January 13, 2020 in Hillsboro and January 21, 2020 in Beaverton
- Online survey open December 17, 2019 – January 24, 2020

Input from all three of these direct engagement formats demonstrated cautious but optimistic support for the DEI resolution and organizational changes highlighted in the addenda. While there was moderate support over all, there seems to be a desire in the community to see action and demonstrate commitment in the form of action plans, resource allocation and outcome measures.

#### **Legal History/Prior Board Action:**

Board Work Session and Round Table discussions on proposed Equity Resolution:

- September 17, 2019
- October 17, 2019
- December 10, 2019
- January 14, 2020
- February 6, 2020
- February 11, 2020

#### **Budget Impacts:**

Costs (wages and benefits) for the five new FTE outlined in the proposed Resolution are estimated at \$750,000. A proposed program budget for a new Office of Equity, Inclusion and Community Engagement is not yet available; budget proposals for FY20-21 are currently being developed.

IN THE BOARD OF COUNTY COMMISSIONERS  
FOR WASHINGTON COUNTY, OREGON

In the Matter of Adopting a Resolution on ) RESOLUTION  
Diversity, Equity and Inclusion )  
) No. 20 - 30

This matter having come before the Washington County Board on February 25, 2020, and

It appearing to the Board that:

**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

**Whereas,**

- Hispanics are significantly under-represented in the Washington County government’s workforce, while non-Hispanic Whites are significantly over-represented;
- African American and Hispanic youth in Washington County are much more likely to be referred to Juvenile Court than White youth; 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% more likely, respectively, compared to those from high-income White (non-Hispanic) home-loan applicants.
  - As many as 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.

**Whereas,** 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 Washington 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 Washington 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 may have historically created obstacles to the success of people of color, members of ethnic communities and any marginalized group; and

**Whereas**, the Washington County government is committed to ensuring that its staff in frontline and management roles mirrors the demographics 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 Diversity, Equity and Inclusion (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; 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 AND ORDERED**, that on this 25<sup>th</sup> day of February, 2020, 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 the inequities that County policies, programs and practices may cause; and
  - c. Continuing to provide the leadership to make Washington County more equitable and inclusive to all marginalized groups; and
  - d. Ensuring that we spend the public's dollars in a way that maximizes benefit for the community and provides equitable access for all suppliers and contractors; and
  - e. Allocating and providing the resources needed to advance diversity, equity and inclusion in Washington County, and ensuring the County's new Office of Equity, Inclusion and Community Engagement is resourced to achieve the goals of this resolution; and

- f. Developing workforce training programs that provide economic empowerment and career advancement opportunities for our employees and those we serve; and,
  - g. Structuring our organization to model services, practices and engagement approaches that equitably meets the needs of all residents.
2. Direct the County Administrator to develop an organizational action plan through fiscal year 2020-21 to create:
- i. The Washington County Office of Equity, Inclusion and Community Engagement, which will be housed in the County Administrative Office; and
  - ii. The Chief Equity Officer position, which will report to the County Administrator; and
  - iii. A staff Leadership Equity Council that will coordinate internal DEI efforts across County departments; and
  - iv. A Communities of Color Advisory Board that will foster collaboration with, and seek input from, communities of color on County policies and programs; and
  - v. A purchasing policy that will provide for access and opportunity for minority and women-owned firms to contract with Washington County to ensure that minority-owned and women-owned businesses have equitable access to these contracting and purchasing opportunities; and

- vi. A workforce pipeline and training program that will promote recruitment, employment, hiring, training and retention opportunities for communities of color and other disparate communities in Washington County; and
- vii. Quarterly reports to the Board on the progress of implementing this resolution and ongoing DEI efforts.

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

DATED this 25th day of February, 2020.

	AYE	NAY	ABSENT
HARRINGTON	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
SCHOUTEN	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
TREECE	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ROGERS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
WILLEY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

BOARD OF COUNTY COMMISSIONERS  
FOR WASHINGTON COUNTY, OREGON

*Kathryn Harrington* 02/25/20  
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CHAIR KATHRYN HARRINGTON

*Erin Jacobson*  
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RECORDING SECRETARY



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 quarterly status reports to the Board about the development, implementation and outcomes of the DEI Strategic Plan, including the progress of each department’s action plans and overall County DEI efforts.
  - Directing the implementation of Washington County’s DEI strategies and efforts, including coordinating and managing the internal Leadership Equity Council, and the external Communities of Color Advisory Board.
- Include within the Office of Equity, in addition to the Chief Equity Officer, the following positions in fiscal year 2020-2021: .
  - **Civil Rights Officer:**  
To compile and report federal data related to the County’s compliance with: Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, and Title II of the Americans with Disabilities Act of 1990.
  - **Data Analyst**  
To compile and analyze data related to the implementation and success of the County’s DEI initiative and related activities.
  - **Policy Coordinator**  
To help train and educate County employees and to support affinity group formation and coordination.
  - **Supplier Diversity Coordinator**  
To enrich and monitor the County’s Certification Office of Business Inclusion and Diversity (COBID) and other activities to increase the diversity of the County’s contractors, suppliers and consultants.

- Move to or create the following roles and functions within 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.
    - **Equal Employment Opportunity (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.
    - **Americans with Disabilities Act (ADA):** Title II of 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:
  - DEI strategic plan and department action plans;
  - DEI contracting, purchasing and procurement strategies and plans;
  - Hiring and recruitment strategies to increase DEI;
  - DEI training and education plans; and
  - Employee affinity groups.
- Ensure that the Council shall meet at least once every month for active collaboration and with the participation of the following:
  - A member of the Board of County Commissioners (Council Co-Chair)
  - County Administrator (Council Co-Chair)
  - Chief Equity Officer
  - Washington County Sheriff
  - Washington County District Attorney

- Department Directors/Managers from Assessment and Taxation, Cooperative Library Services, Community Corrections, Community Development, County Counsel, Fair Complex, Health and Human Services, Housing Services, Juvenile Services, Land Use and Transportation, and Support Services (which includes 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 inequity. This Board will be supported by the new Office of Equity, Inclusion and Community Engagement.

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 the 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 systems of power and privilege. Persistent, systematic and unfair policies, practices and outcomes are the result.
- **Marginalized Groups:** LGBTQIA, elder adults, persons with a disability, refugees and immigrants, and any group that is societally, socially or economically disadvantaged and is considered a protected class by federal or state law.
- **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.