



AGENDA ITEM

WASHINGTON COUNTY BOARD OF COMMISSIONERS

MO 22-292

Meeting Date: October 25, 2022

CPO:

Agenda Category: PRESENTATIONS

Department(s): County Administrative Office

Presented by: Latricia Tillman, Chief Equity Officer
Amanda Garcia-Snell, Community Engagement Manager
Ashley Horne, Equity Policy Manager

Agenda Title: Office of Equity, Inclusion and Community Engagement (OEICE) Quarterly Report: July-September, 2022

REQUESTED ACTION:

N/A

SUMMARY:

Provide an update on the priorities of the Office of Equity, Inclusion and Community Engagement (OEICE)

ADDITIONAL INFORMATION:

Community Feedback (Known Support/Opposition):

N/A

Legal History/Prior Board Action:

OEICE was established as part of the Washington County Equity Resolution. The resolution also established the Chief Equity and Inclusion Officer role need for the CEIO to provide quarterly updates for the Board.

Budget Impacts:

N/A

ATTACHMENTS:

[OEICE Quarterly Update to BOC Q3 October 2022 Presentation](#)

Approved by the
Washington County Board of Commissioners
also serving as the governing body of Clean Water Services and all other County Districts



Kevin Moss, Board Clerk

October 25, 2022

Date Signed

MO 22-292



Office of Equity, Inclusion and Community Engagement

Quarterly Update

July – September 2022

Office of Equity, Inclusion and Community Engagement



THIS IS
KALAPUYAN
LAND

Historical Context



16,000 BP (*Before Present*)
First Native Americans

~350,000-260,000 BP (*Before Present*)
Pre-Transatlantic Slave Trade

1492
Colonialism

1983 to Today –
Self Determination

1954
Termination Act

1619
American Slavery

1954 to Today –
Civil Rights

1865
Segregation



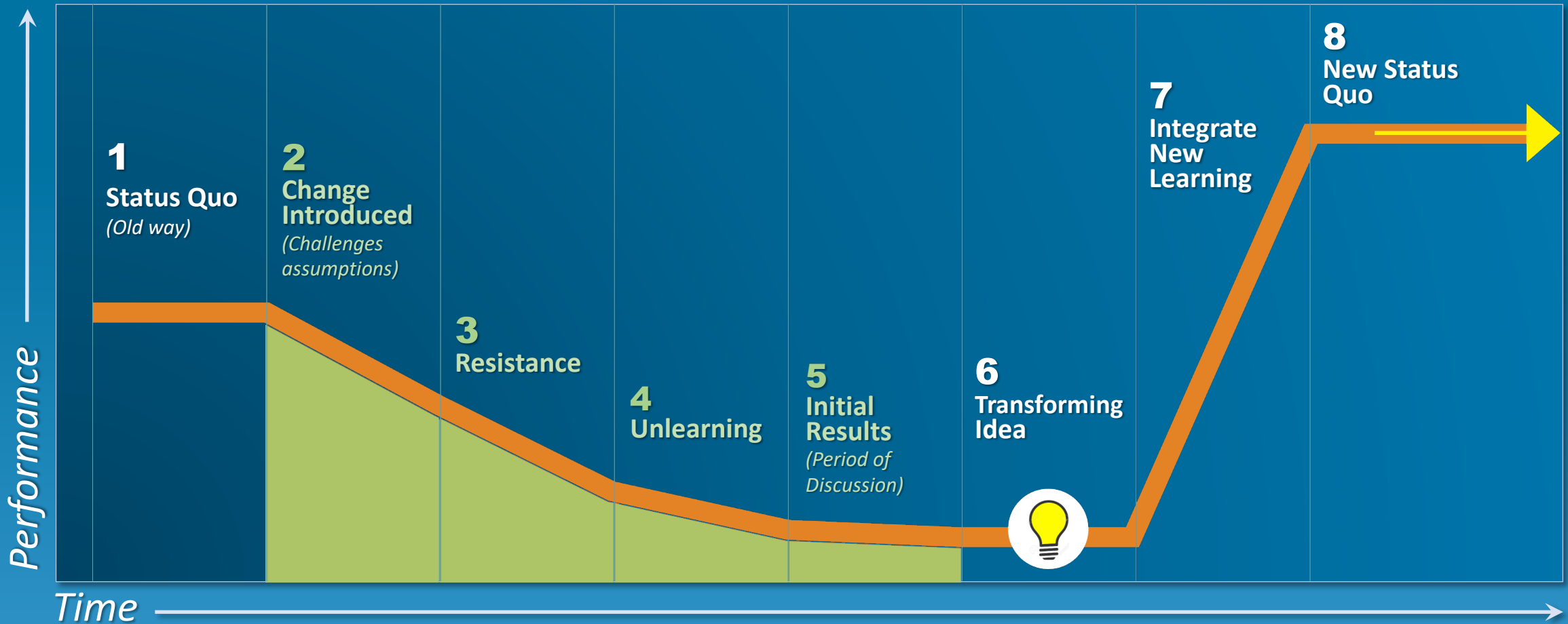
→ Equity and Inclusion 2.0

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.

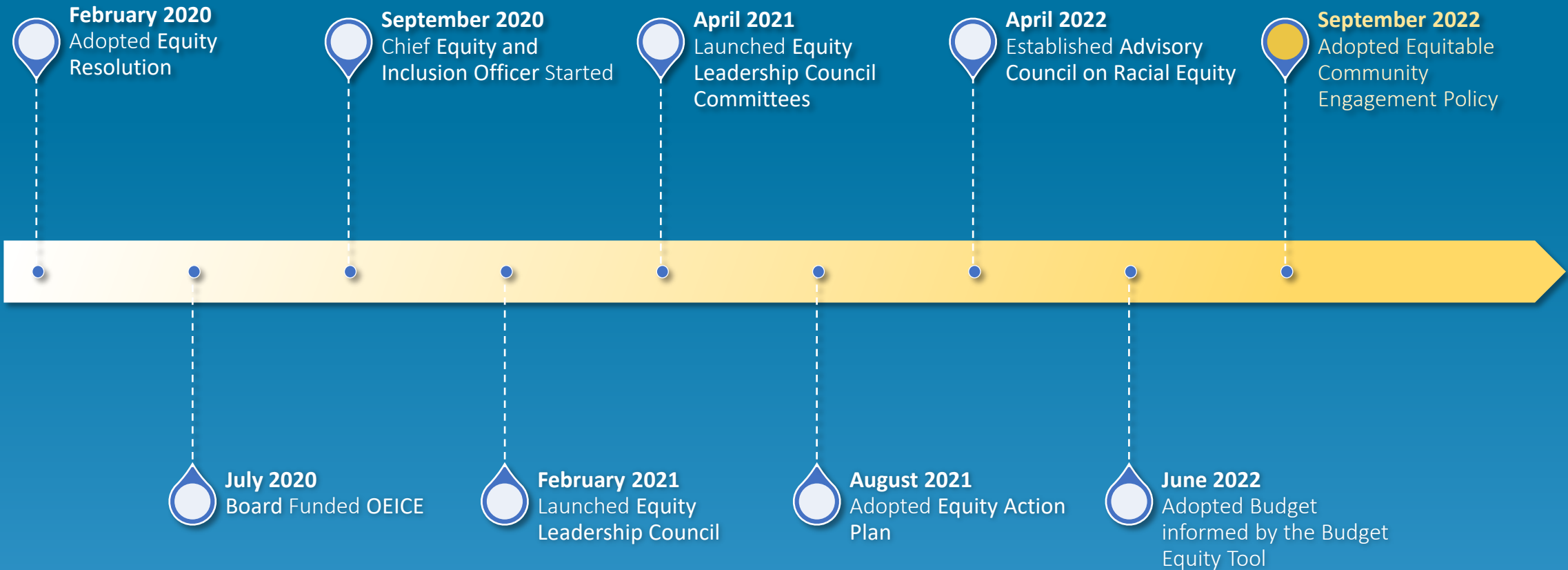


→ Change Management





Equity, Diversity, Inclusion Timeline



Team: Equity and Inclusion

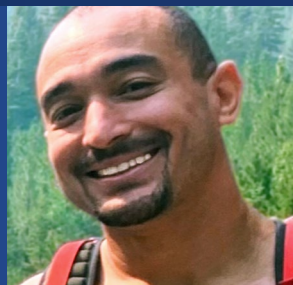


Latricia Tillman
Chief Equity Officer



Ashley Horne, Equity Policy Manager
Kittie Kong, Supplier Diversity Coordinator
Anna Menon, Equity Data Analyst
Janeen Smith, Sr. Housing Justice Coordinator,
SHS

Team: Community Engagement



Amanda Garcia-Snell, Program Manager
Christina Barboza, Program Coordinator
Marcus Ford, Program Coordinator
Ty Schwoeffermann, Program Coordinator, SHS

Team: Administration



Lewis Ferguson, Program Specialist
Alfredo Haro, ARPA Equitable Recovery Coordinator
Tricia Kennedy, Senior Administrative Specialist
Carol Renaud, Program Specialist

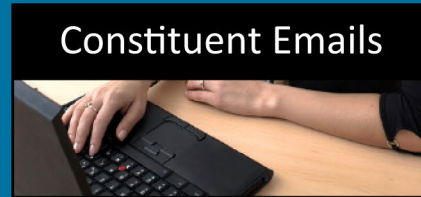




COMMUNITY ENGAGEMENT



→ Community Engagement Opportunities





Community Engagement - External

Reapportionment Community Engagement

- Completed and summary presented on 9/27/2022

CPO Re-envisioning

- Small group meetings for interim service agreements
- First phase – Assess CPO boundaries

Civic Leadership Training

- Expanded to include Unite, APANO, and Adelante Mujeres
- Aligned with American Rescue Plan Act priorities

Board Quarterly Town Halls

- 9/28/2022 - 3 in person, 22 on Zoom, 7 on YouTube



Community Engagement - Internal

Equitable Community Engagement Policy

- Approved on 9/20/22; procedures in development

Boards and Commissions

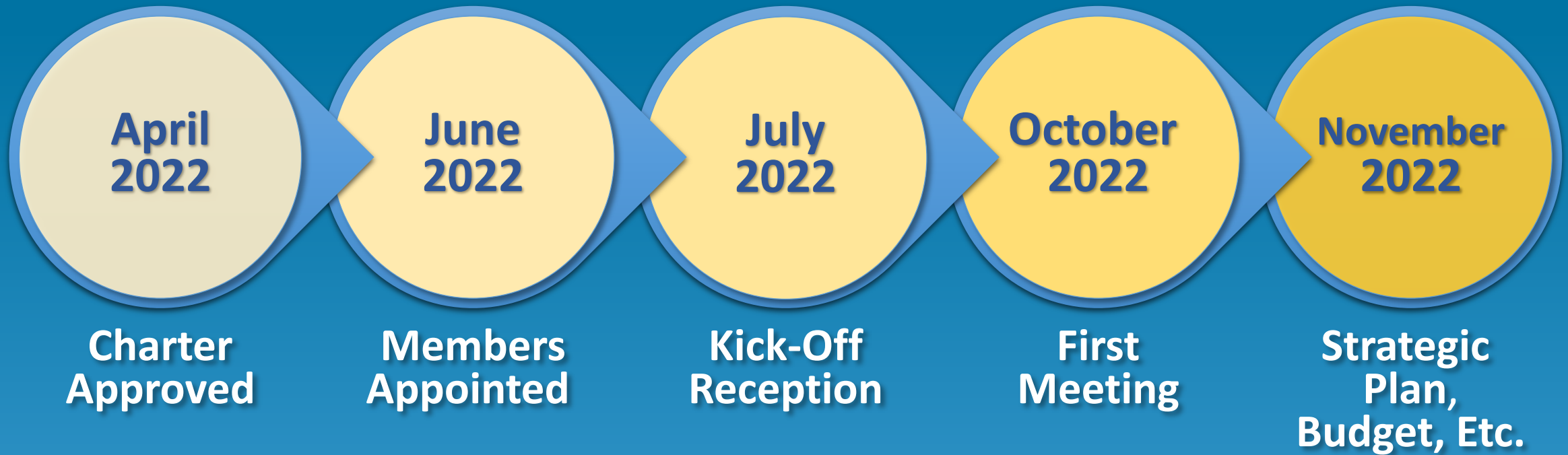
- Continue to track diversity data, inform recruitment

Land Acknowledgment Implementation Plan

- Internal workgroup continues to meet

→ Equity, Diversity, Inclusion Structure

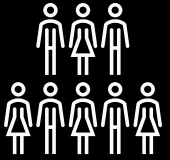
External Advisory Council for Racial Equity (ACRE)





EQUITY, DIVERSITY & INCLUSION





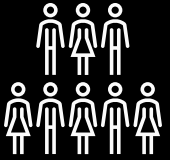
Equity, Diversity, Inclusion Structure

Internal Equity Leadership Council (ELC)

- Focused on **development** and **implementation** of Washington County's equity, diversity, and inclusion (EDI) strategies, standards, policies, and tools
- Based on Emerging Best EDI Practices

Equity Leadership Council Committees

	Civil Rights Compliance
	Board and Commission Diversity and Inclusion
	Employee and Supplier Diversity and Inclusion
	Equity and Inclusion Training
	Equity Data
	Equity Policy



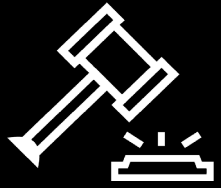
Equity Leadership Council

Accomplishments:

- Equal Employment Opportunity Plan (EEO) - November 1 BCC presentation
- Limited English Assistance Policy implementation cont'd

Work in progress:

- Budget Equity Tools
 - Community-serving Org Units
 - Internally-facing Org Units
- Co-creation of Legislative Equity Tool with Government Relations and ELC Equity Policy Committee
- Employee Resource Group policy and procedures



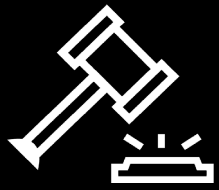
Equity, Diversity and Inclusion

Bilingual Pay Policy

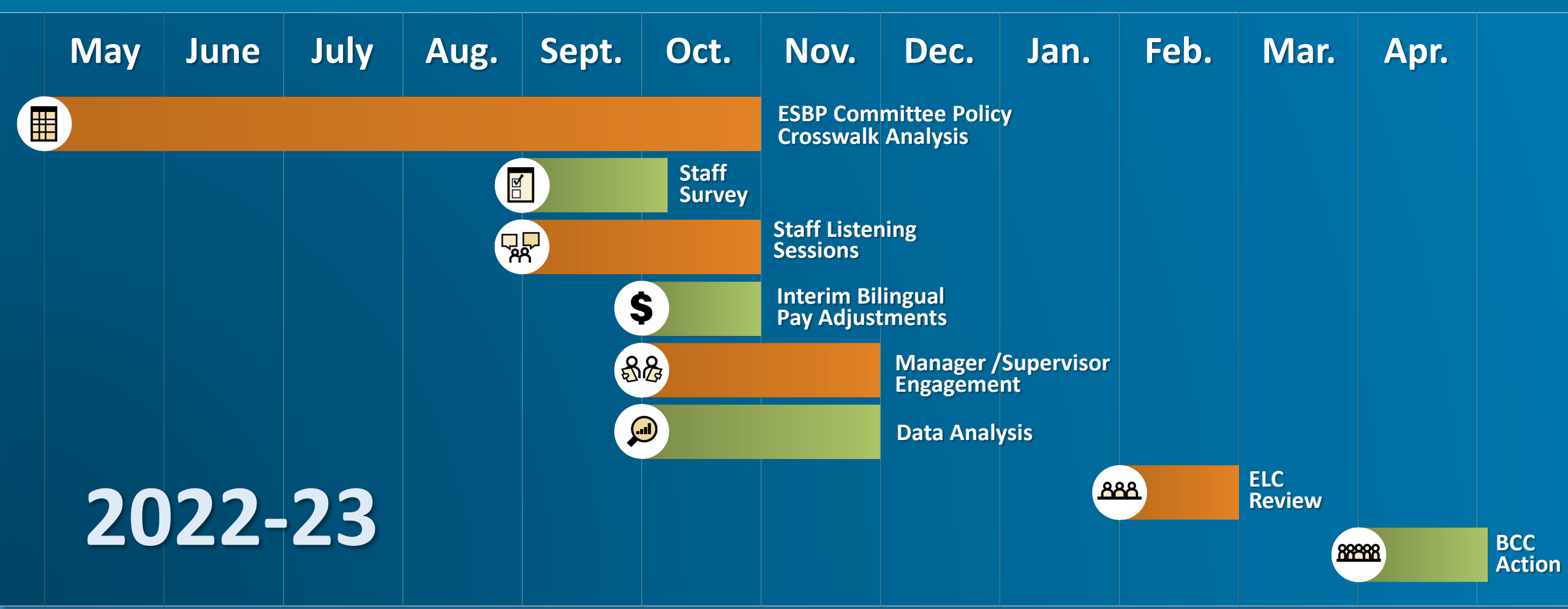
Context:

- Title VI of the Civil Rights Act requires assistance for community members with Limited English Proficiency
- Washington County Equity Resolution - February 2020
- Washington County Limited English Assistance Policy – November 2020

Language	Percent of staff who receive bilingual pay	Percent of residents who speak a language other than English at home
Spanish	10%	12%
Vietnamese	0	1%
Chinese	0	1%
Korean	0	1%
Russian, Polish, or other Slavic	0	1%
Arabic	0	1%
Tagalog	0	1%
Other Asian/Pacific Islander	0	3%
Other Indo-European	0	3%



Bilingual Pay Policy Update

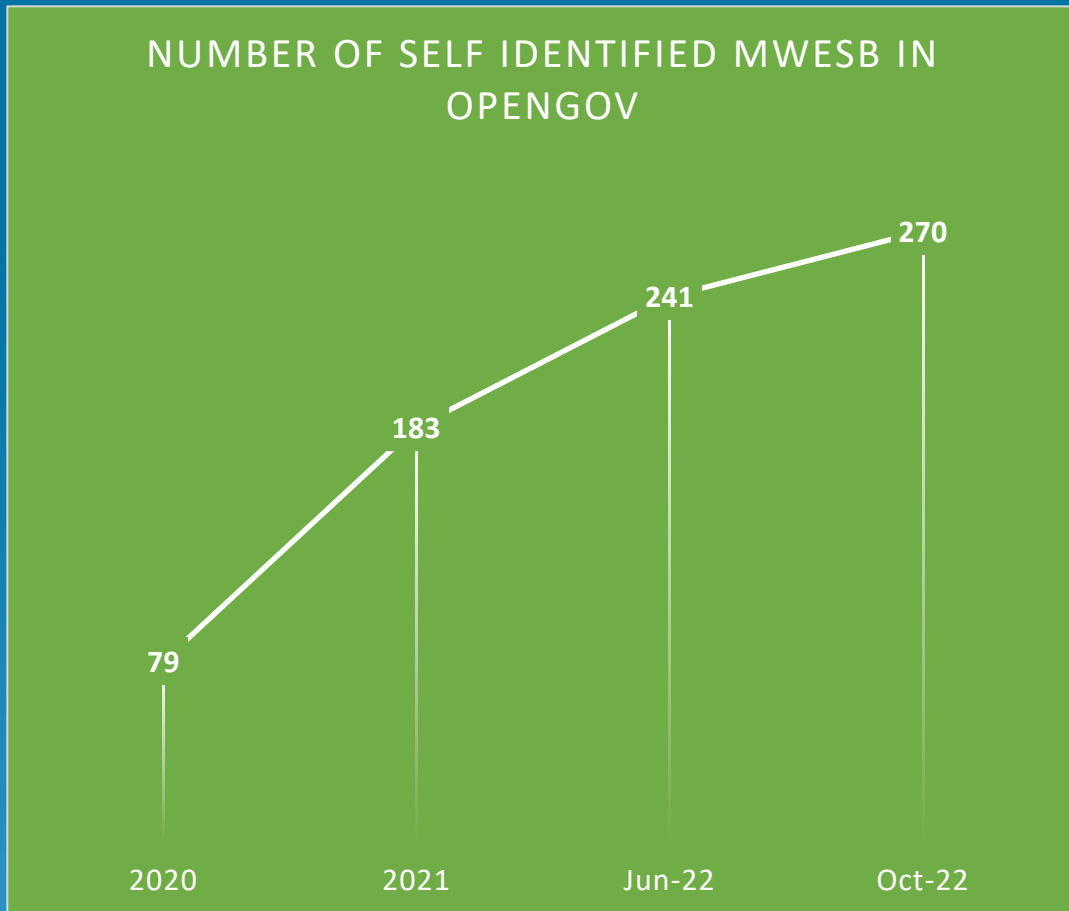


2022-23





Supplier Diversity Strategy

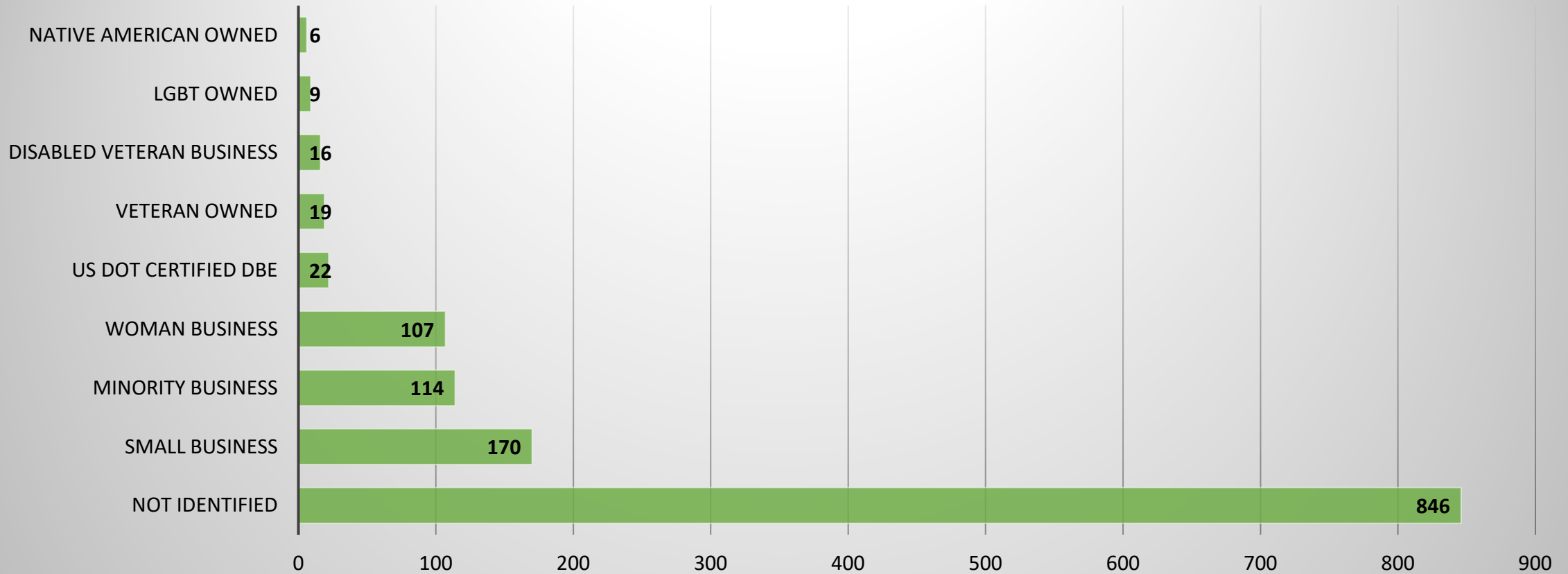


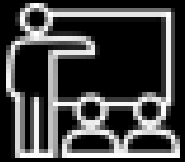
- Community Based Organizations Partnerships
- Westside Open House
- Construction Careers Pathways Program Coordinator Recruitment
- Increase Self Identified MWESBs in OpenGov



Supplier Diversity Strategy

Self Identified Businesses Registered in OpenGov





Equity, Diversity and Inclusion

Partnerships: HR

- Bilingual Pay Policy
 - Testing process improvements
 - Policy clarifications
 - Manager/supervisor engagement
- Discrimination, Harassment and Retaliation-Free Workplace training
 - 77% staff completed training
 - 95% supervisors completed training



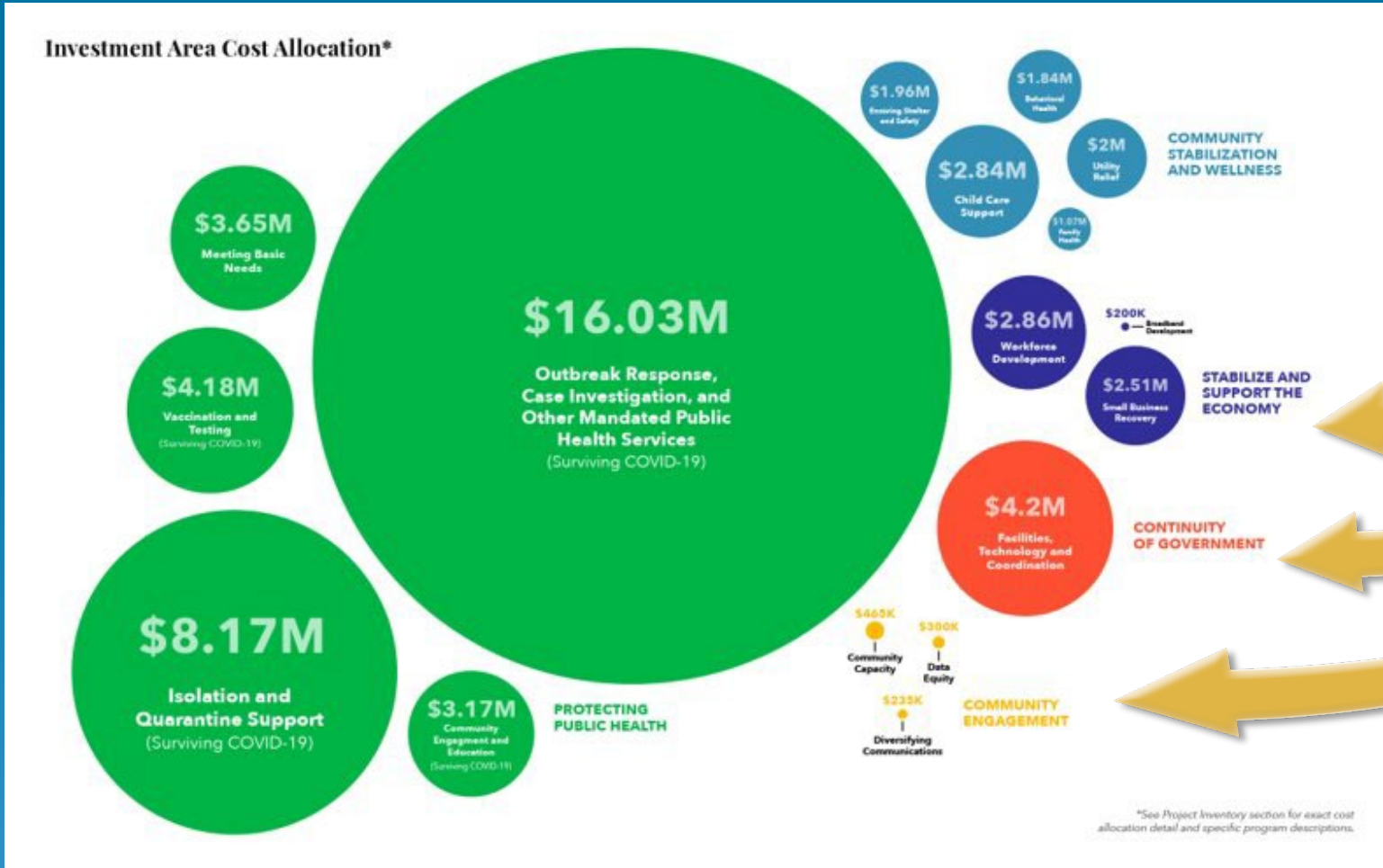
Equity, Diversity and Inclusion

Partnerships: Housing

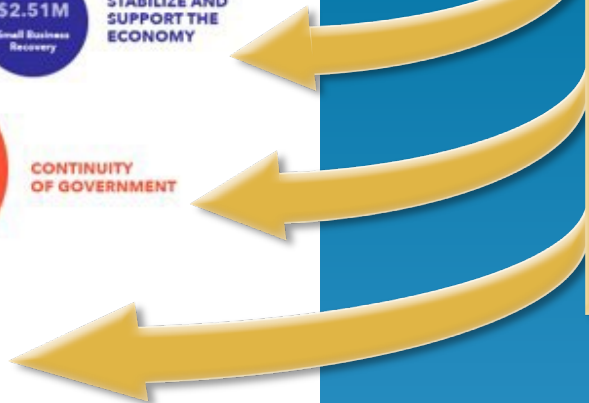
- Equitable Access to Services: LEAP Project
- Quality of Care – Culturally Responsive Services: EDI learning and development
- Equitable Outcomes (data analysis)

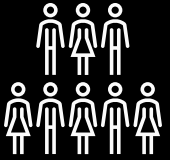


American Rescue Plan Act (ARPA)



**OEICE
ARPA
Work**





American Rescue Plan Act (ARPA)

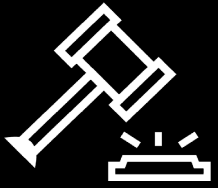
Multi-jurisdictional Partnership

Equity in American Rescue Plan Act (ARPA) Funding

- Transition COVID Advisory to Community Engagement Advisory Committee
- Agency and Community Engagement assessments

ARPA Regional Community Engagement Partners:

- COVID Racial Equity Advisory Group
- Washington County
- City of Hillsboro
- City of Beaverton
- Economic Development
- Public Health



American Rescue Plan Act (ARPA)

- Recruitments:
 - Client Civil Rights: Compliance Trainer
 - Client Civil Rights: Language Access Coordinator
 - Equity Coach
- Countywide Equity Data Assessment (Equity Data Committee)
- Civil Rights Compliance Training
- Equity Support for ARPA funded projects
- Multi-jurisdictional Community Engagement



QUESTIONS

