

Strategic Equity, Diversity, Inclusion and Community Engagement Action Plan, 2021-2023

Two foundational bodies will be created to steer, develop and support implementation of the policy changes needed to guide and empower these strategies. Both bodies will have Board leadership embedded in their membership and will bring policy recommendations to the full Washington County Board of Commissioners for consideration and adoption:

- The Advisory Council on Racial Equity (*working title*) is ***externally*** focused on Washington County policy (organizational, public, legislative, and budgetary) and the application of community/community partner experiences to the development and evaluation of those priorities.
- The Equity Leadership Council launched in February 2021 and is comprised of elected leadership and staff from throughout the County. It is ***internally*** focused on development and implementation of organization-wide policy, procedures and practice change to support equity, diversity and inclusion. Policies will be presented to the board for input and approval per administrative rules.
 - Committees within the Equity Leadership Council involve and empower staff from across departments to assure broad buy-in, vetting and engagement. OEICE staff will support the committees:
 - Civil Rights Compliance
 - Data Equity Committee
 - Equity Policy Committee
 - Equity Training Committee
 - Employee and Supplier Diversity and Inclusion Best Practices Committee
 - Board and Commission Diversity and Inclusion Best Practice Committee
- Accountability measure: Progress made in both councils, as well as in all committees, will be delivered to the full board via the Chief Equity and Inclusion Officer in a quarterly and annual report demonstrating policies changed and including metrics of change. The Board is the accountable body for adopting proposed organizational policy changes.

In the following pages, a table that illustrates the strategic equity, diversity and inclusion, and community engagement deliverables the Office of Equity, Inclusion and Community Engagement for which OEICE will provide leadership, policy guidance and project management support.

A draft timeline of deliverables (included below) includes the hiring of staff, the formation and meeting schedule of the two councils and their committees, goals for community engagement as well as specific deliverables including reports to the Board of Commissioners.

Key:

Meetings	*
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Reports/Deliverables	
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**Strategic Equity, Diversity, Inclusion and
Community Engagement Action Plan, 2021-2023**

	2021				2022				2023			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Equity, Diversity and Inclusion												
OEICE Team: Hire and onboard (positions listed above)												
Advisory Council on Racial Equity (<i>external, meets monthly</i>)				**	***	***	**	**	***	***	**	**
Equity Leadership Council (<i>internal, meets quarterly</i>)	*	*	*	*	*	*	*	*	*	*	*	*
<ul style="list-style-type: none"> Launch Equity Leadership Council Committees to advance the following priorities (<i>meets monthly</i>) 												
Civil Rights Compliance												
<ul style="list-style-type: none"> Update Title VI Civil Rights Plan 												
<ul style="list-style-type: none"> Affirmative Action Plan Update 												
<ul style="list-style-type: none"> Americans with Disabilities Act Policy Update 												
<ul style="list-style-type: none"> Limited English Assistance Plan Update 												
Employee and Supplier Diversity and Inclusion Best Practices												
<ul style="list-style-type: none"> Affinity Group/Employee Resource Group Policy 												
<ul style="list-style-type: none"> Bilingual Pay Policy Update 												
<ul style="list-style-type: none"> Diversity Recruitment Policy 												
<ul style="list-style-type: none"> MWESB Policy (including C2P2) 												

Key:

Meetings *

Reports/Deliverables

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	2021				2022				2023			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Data Equity												
• Equal Employment Opportunity Data Reporting												
• MWESB/COBID Reporting												
• Boards and Commissions demographic reporting												
• Client Demographic Data standards												
Board and Commissions Diversity and Inclusion												
• Equity-based community engagement spectrum												
• Web based engagement tools – review types												
• Web based engagement tools – recommendations												
• Boards and Commissions diversification strategy												
• Boards and Commissions annual update												
Equity Policy												
• Equity Review process and tool development												
• Equity Review process and tool training												
• Equity Review process and tool application												
Equity, Diversity and Inclusion (EDI) Training												
• EDI Training Plan												
• EDI Training RFP/Q												

Key:

Meetings *

Reports/Deliverables

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	2021				2022				2023			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Community Engagement												
• Relationships with culturally specific organizations												
• Civic Leadership Training RFP												
• Civic Leadership Training implementation												
• Land acknowledgement												
• Reimagine Oregon												
• Supportive Housing Services, equity policy and community engagement focus												
• ARPA COVID Racial Equity Workgroup												

Key:

Meetings *

Reports/Deliverables