

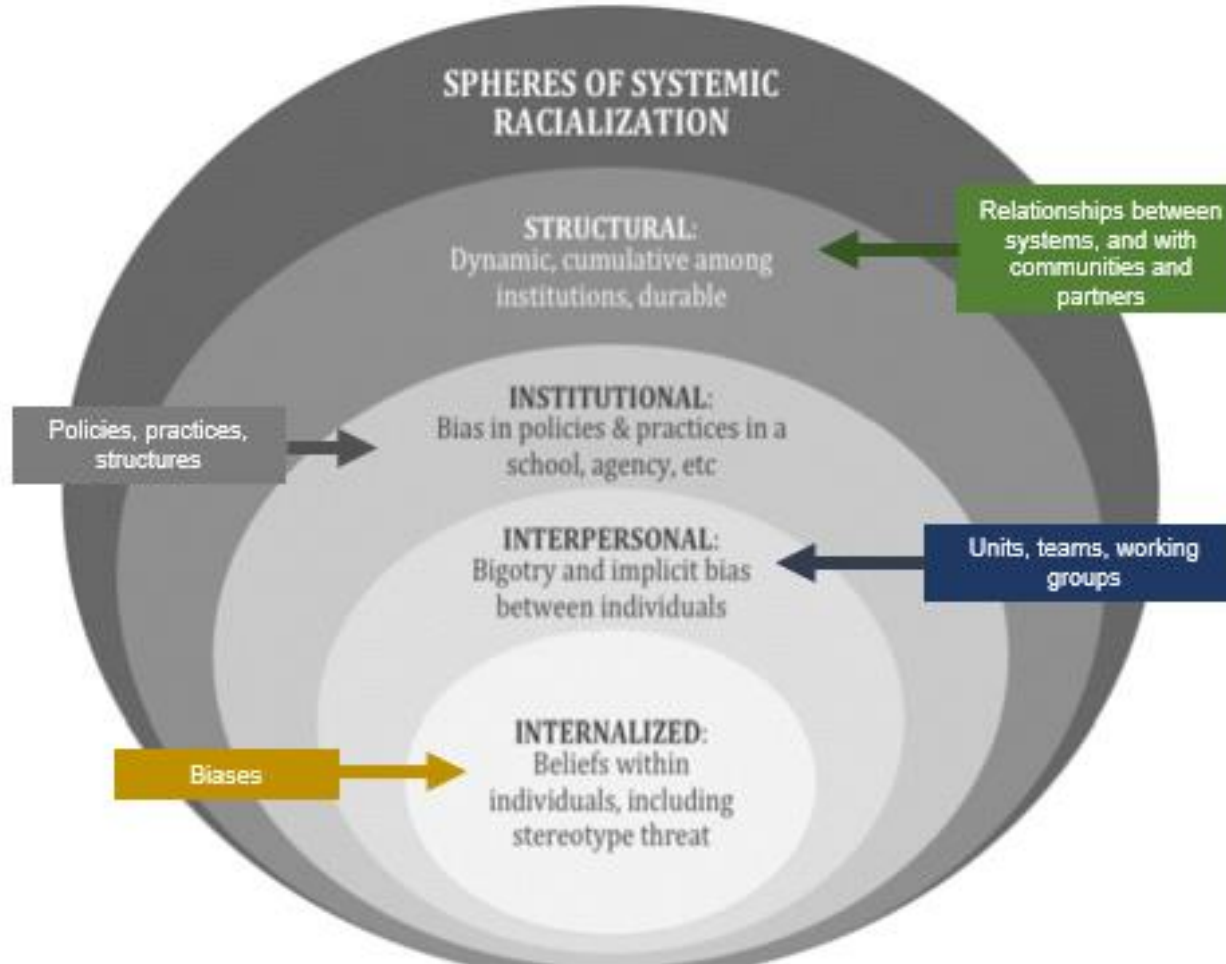


Equity, Diversity, and Inclusion Introduction for Washington County Boards and Commissions

June 15, 2022

Office of Equity, Inclusion and Community Engagement

→ Racism 101



African American Citizenship Status from 1619 to 2022

TIME SPAN	CITIZENSHIP STATUS IN YEARS	PERCENT [%] OF U.S. EXPERIENCE	CITIZENSHIP STATUS*	COMMENTS
1619-1865	246	61.04%	Chattel slavery	Abolition of Atlantic Slave Trade [1808] Black influx stopped. Black immigration since, scant
1865-1965	100	24.81%	Virtually no citizenship rights	13 th , 14 th , and 15 th Amendments virtually nullified. Legal segregation implemented 1896
1965-2022	57	14.14%	Most citizenship rights	School desegregation [1954], Civil Rights Act [1964], Voting Rights Act [1965] passed. Apartheid, discrimination, institutional racism in effect. <i>Brown v. Board</i> reversed June 29, 2007
1619-2022	403	100%	The struggle continues	SUM TOTAL

*According to Thomas Marshall's criteria citizenship carries three distinct kinds of rights relative to the State: [1] *civic rights*, including legal equality, free speech, free movement, free assembly, and organizational and informational rights; [2] *political rights*, including the right to vote and run for office in free elections, and; [3] *socioeconomic rights*, including the right to have a job, collectively bargain, unionize, and access social security and welfare if necessary.

WM Byrd/LA

Clayton, 2008

SOURCES:

Brinkley A. The Unfinished Nation: A Concise History of the American People. New York: Alfred A. Knopf, 1993, 2004.

Higginbotham AL. In the Matter of Color: Race and the American Legal Process, The Colonial Period. New York: Oxford University Press, 1976.

Kluger R. Simple Justice. New York: Alfred A. Knopf, Inc., 1976.

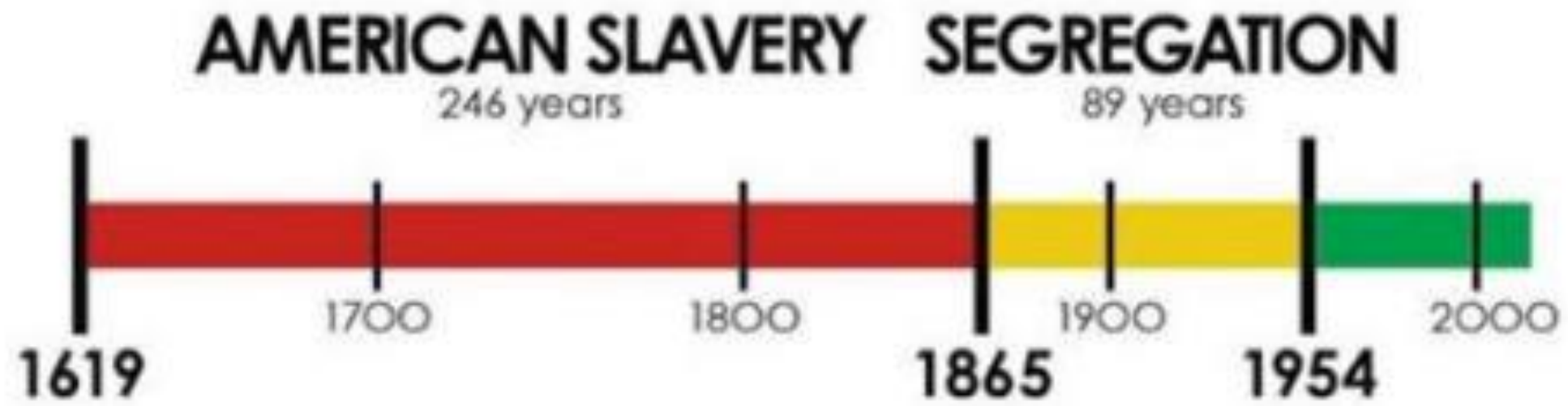
Lewin T. Justices, 5-4, limit use of race for school integration plans. New York Times, Friday, June 29, 2007, p. 1.

Marable M. Race, Reform, and Rebellion: The Second Reconstruction in Black America, 1945-1990. 2nd Edition. Jackson: University Press of Mississippi, 1991.

Marshall TH. Citizenship, Social Class, and Other Essays. Cambridge, England: Cambridge University Press, 1950.

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Department Name Here





Equity in Washington County

County Equity Resolution - Adopted in 2020

Acknowledges a long history of racial discrimination that has produced barriers to people of color, members of ethnic communities and other marginalized groups.

Celebrates Washington County's diversity and rich cultural life

Guides the County's long-term efforts to advance racial equity and create a more inclusive community for all.

Commits us to "develop our understanding of the inequities that County policies, programs and practices may cause."

Commits us to "strive to act with humility and openness as we evolve new and better insights to achieving a more equitable Washington County..."



→ Equity, Diversity, and Inclusion



Courtesy of Portland Office of Equity and Human Rights

→ Equity, Diversity, and Inclusion

Why we focus on equity


- Diversity = representation of all the ways we are different
- Inclusion = access to decision-making, information, and opportunities
- Equity is about **outcomes**
 - *Racial equity exists when we can't predict outcomes by race/ethnicity*
 - *We take a holistic approach to strategy (community, data, policies, programs, procedures, etc.)*
 - *We look at root causes (ask why 5x)*



Equity in Washington County

Discrimination and Harassment-Free Workplace Policy

- Applies to employees, interns, contractors and volunteers



ADMINISTRATIVE POLICIES

SECTION: 300 – Human Resources	
TITLE: Workplace Discrimination, Harassment, Sexual Assault, and Retaliation Prevention	POLICY#: 301
SPONSORING DEPT/DIV: Support Services/Human Resources	R & O #: 20-10
ADOPTED: 01/07/2020	IMPLEMENTED BY PROCEDURE #: 301-A
	REVISED: 01/07/2020

PURPOSE: The purpose of this policy is to (1) prohibit all forms of workplace discrimination, harassment, sexual assault, and retaliation; (2) define workplace discrimination, harassment, sexual assault, and retaliation, (3) establish procedures to create and maintain a work environment that is free of discrimination, harassment, sexual assault or retaliation, and (4) respond to reports of workplace discrimination, harassment, sexual assault or retaliation by conducting a timely and thorough investigation into complaints and taking appropriate action.

APPLICABILITY: This policy and the implementing procedures apply to all elected public officials, employees, volunteers, interns and contractors of Washington County (referred to collectively herein as ‘Staff’).



Equity Centered Civic Engagement

Diversity in County Boards and Commissions

- Members reflect the community
- Complete demographic questions
- Support pathways for participation in decision-making



Equity Centered Civic Engagement

Inclusion in County Boards and Commissions

- Welcoming diverse perspectives and approaches
- Support one another, mentor, advocate
- Language and ADA access





QUESTIONS

