



AGENDA ITEM

WASHINGTON COUNTY BOARD OF COMMISSIONERS

MO 23-18

Meeting Date: January 24, 2023
Agenda Category: PRESENTATIONS
Department(s): County Administrative Office
Presented by: Latricia Tillman, Chief Equity Officer

CPO:

Agenda Title: Office of Equity, Inclusion and Community Engagement (OEICE) Quarterly Report: October-December, 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 Q4 Jan 2023](#)

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

January 24, 2023

Date Signed

MO 23-18



Office of Equity, Inclusion and Community Engagement

Quarterly Update

October– December 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



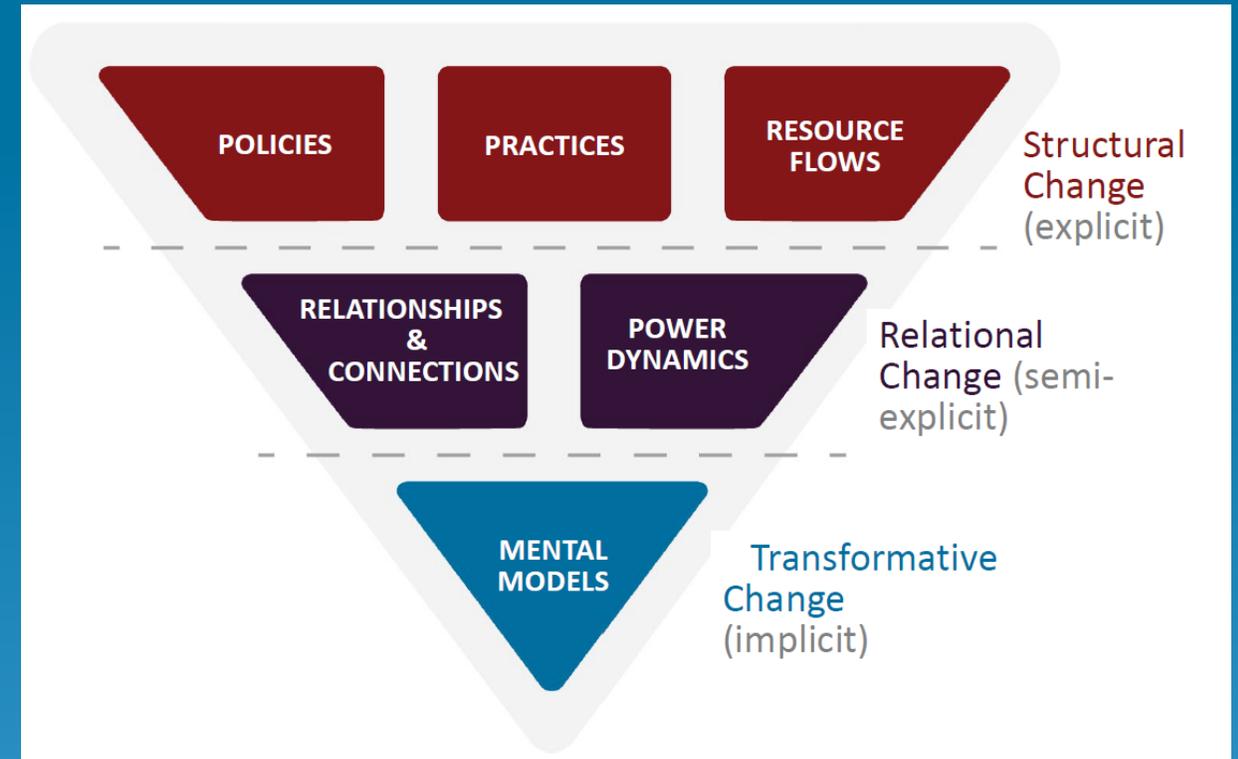
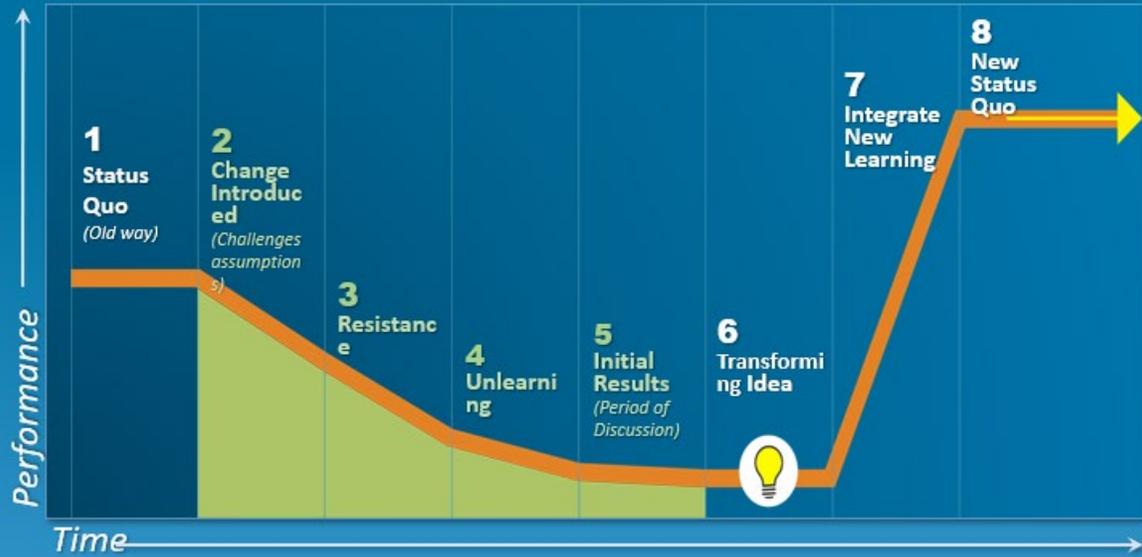
→ Equity and Inclusion 2.0

Equity: The result of fairness and justice in the creation and delivery of public policy.

Equity 2.0: Equity 2.0 is achieving a community-wide goal with investments and strategies based on current community-specific conditions, experiences and barriers



→ Change Management



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
Samsam Abdi, Program Coordinator
Ty Schwoeffermann, Program Coordinator, SHS

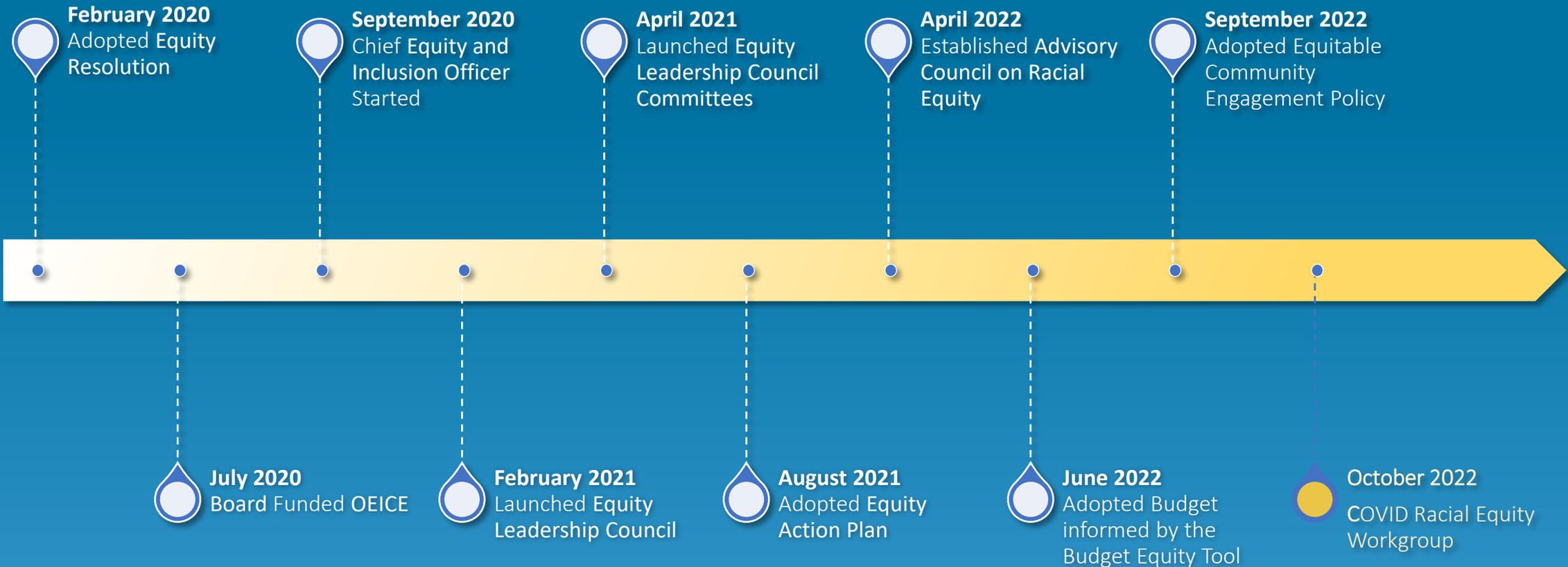
Team: Administration



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



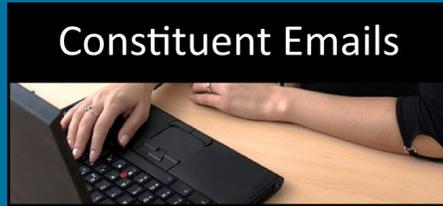
Equity, Diversity, Inclusion Timeline





COMMUNITY ENGAGEMENT

→ Community Engagement Opportunities



COMMUNITY



ENGAGEMENT



→ Community Engagement

Key Accomplishments:

Impacting Policy

- Equitable Community Engagement Policy
- Land Acknowledgement Adoption
- Reapportionment Community Engagement

Improving Practice:

- Boards and Commissions (Increased member diversity)
- Community Participation Organization Hybrid Meeting Kits

→ Community Engagement

Key Accomplishments (cont'd):

Increasing Equitable Engagement:

- Board Quarterly Town Halls
- Department Support
 - Juvenile, Sheriff's Office, Health and Human Services, Housing, Westside Commons, Finance, Economic Development
- Civic Leadership Training
 - American Rescue Plan Act expansion - Unite, APANO & Adelante Mujeres
- Cultural Heritage Celebrations

→ Community Engagement

Works in Progress: Impacting Policy

Committee for Community Involvement Service Level Agreement

Community Participation Organization (CPO) Re-envisioning

- Phase 1: Assess boundaries and potential changes
 - Updated population within each boundary - *completed*
 - Develop level-setting and Commissioner district aligned boundary proposal
- Phase 2: Align with County Strategic Plan
- Phase 3: CPO Structure
- Phase 4: Update Resolution and Order 86-58

→ Community Engagement

Works in Progress (cont'd):

Improving Practice

- Procedures
 - Land Acknowledgment Implementation – *April 2023*
 - Equitable Community Engagement - *April 2023*

Increasing Equitable Engagement

- Board Engagement – town halls and beyond
- In-depth Community Based Organization relationship building

→ Demographic Data Improvement

2021

Of the 115 total applicants
and appointees to
boards and commissions

90.4%
provided
demographic data

2022

Of the 129 total applicants
and appointees to
boards and commissions

91.4%
provided
demographic data



Demographic Data Improvement

Year of Birth

	Appointees	
	2021	2022
No response	29.3%	24.3%
1930s	1.3%	0%
1940s	1.3%	2.7%
1950s	14.6%	8.1%
1960s	14.6%	18.9%
1970s	17.3%	16.2%
1980s	14.6%	24.3%
1990s	6.7%	5.4%

Race/Ethnicity

	Appointees	
	2021	2022
No response	28%	24.3%
Asian	5.3%	8.1%
Black	5.3%	13.5%
Latino/a/x	5.3%	8.1%
Pacific Islander	1.3%	2.7%
2+ races	5.3%	16.2%
White	49.3%	24.3%

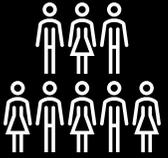
→ Equity, Diversity, Inclusion Structure

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



Board and Commission Diversity and Inclusion

Onboarding & Training

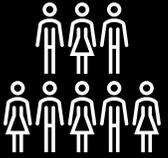
- Toolkit for staff liaisons with shared practices
- Supporting new members to be successful

All Things Bylaws

- Consistent public access to governance documents
- Equity centered language
- Term limits, applications vs legacy members

Recruitment & Retention

- Member application and selection guidance
- Addressing application process barriers
- Best practices for recruitment practices



Equity, Diversity and Inclusion

Key Accomplishments:

- **Strengthening our work:** Inter-departmental partnerships
 - Finance
 - Procurement
 - Economic Development
 - Human Resources (HR)
 - Government Relations
 - Health and Human Services (HHS)
 - Housing
 - Land Use and Transportation (LUT)



Equity, Diversity and Inclusion

Key Accomplishments:

- **Operationalizing Infrastructure to Advance Equity:**
 - Shared Leadership: Equity Leadership Council (ELC) Committees
 - Budget Equity Tools
 - Legislative Equity Tool



Equity, Diversity and Inclusion

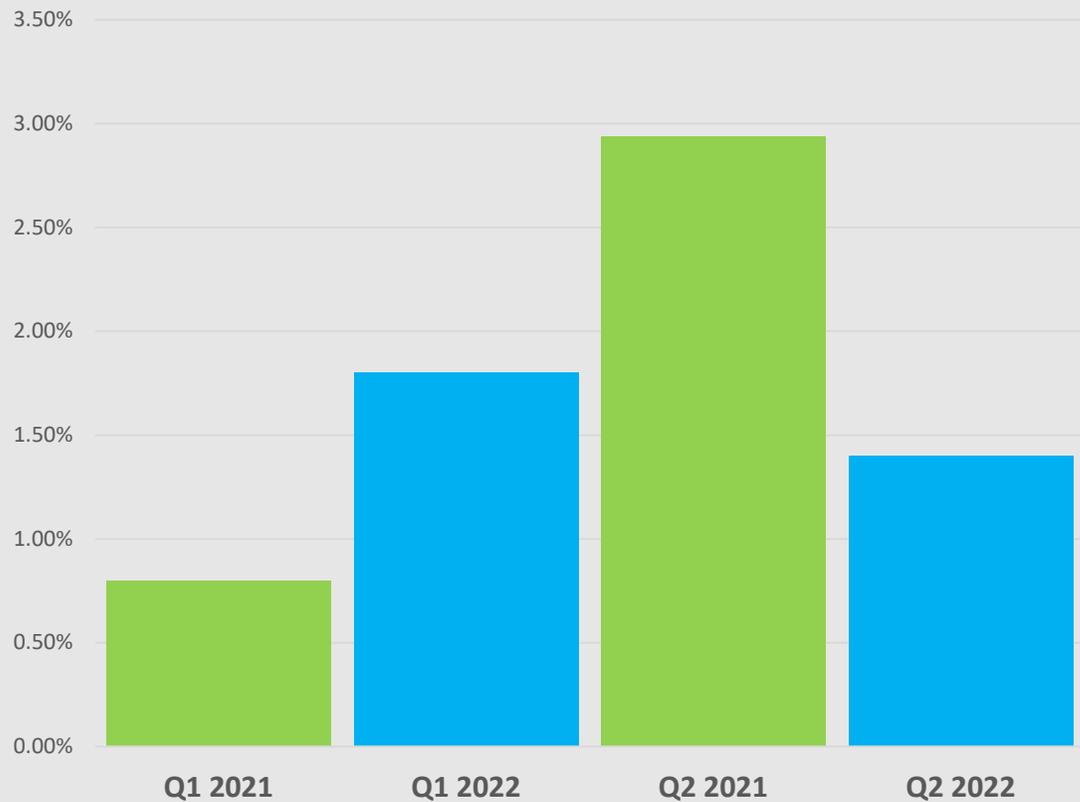
Supplier Diversity Partnerships: Procurement and Economic Development Teams

- **Key Accomplishments:**
 - Developing metrics to measure progress
- **Works in Progress:**
 - Supplier Diversity Strategy

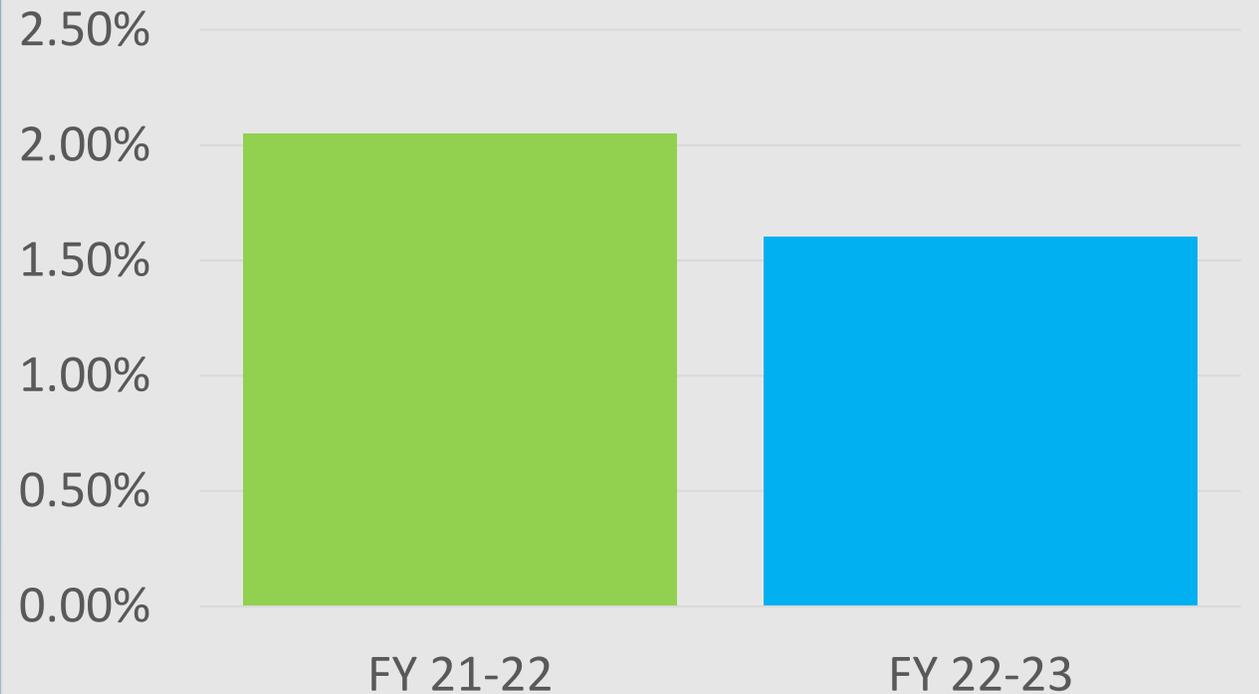


Supplier Diversity Strategy

% COBID Spend from FY 21-22 to FY 22-23



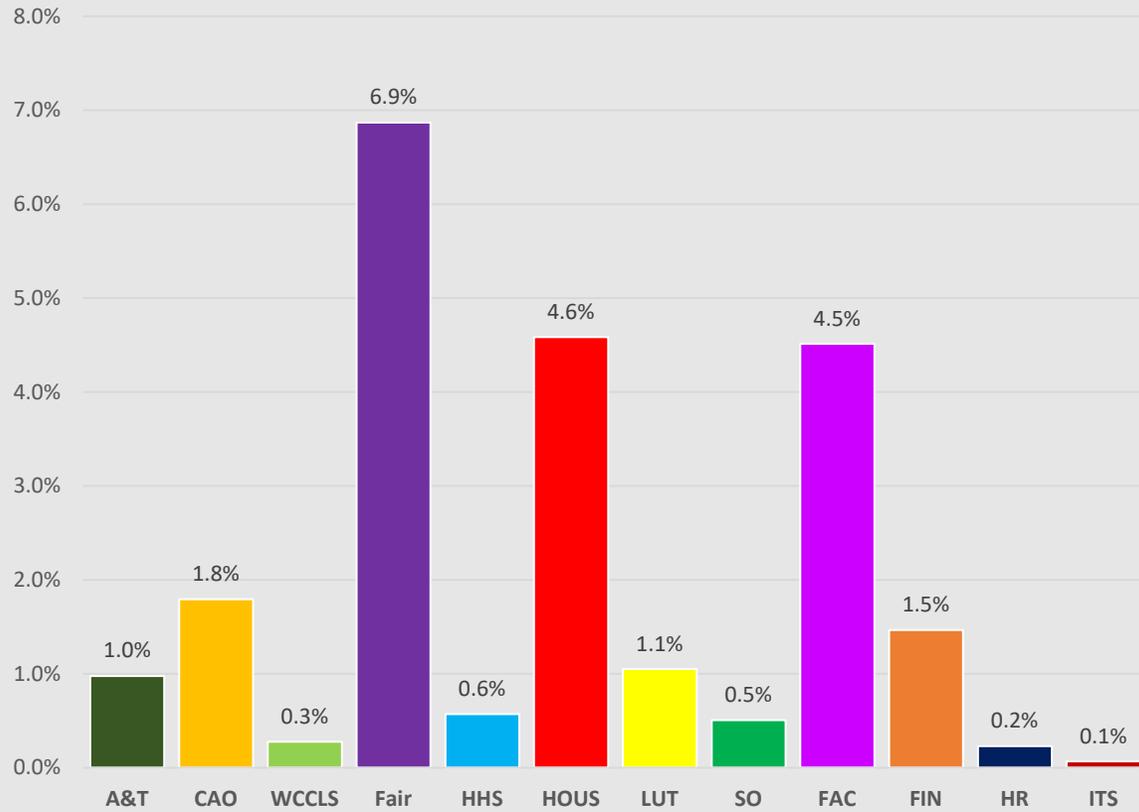
% COBID Spend
Q1 & Q2 totals



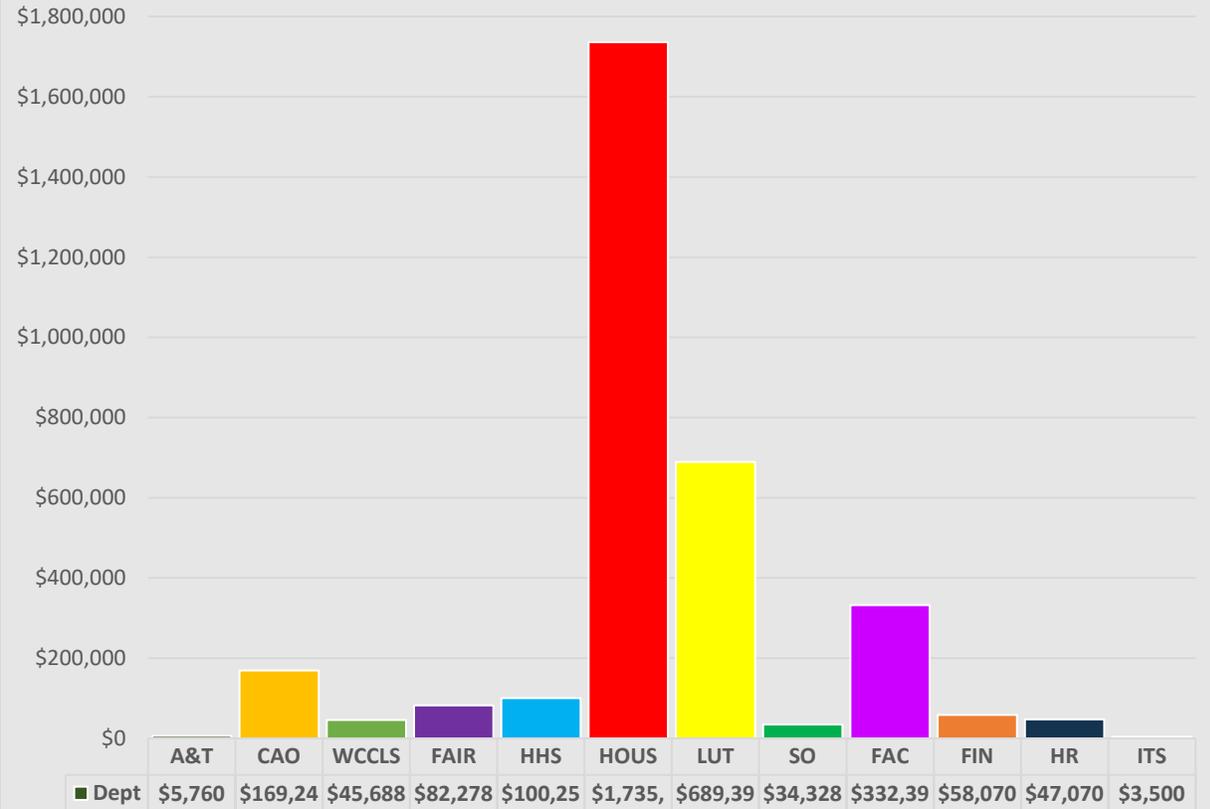


Supplier Diversity Strategy

% COBID Spend in Departments



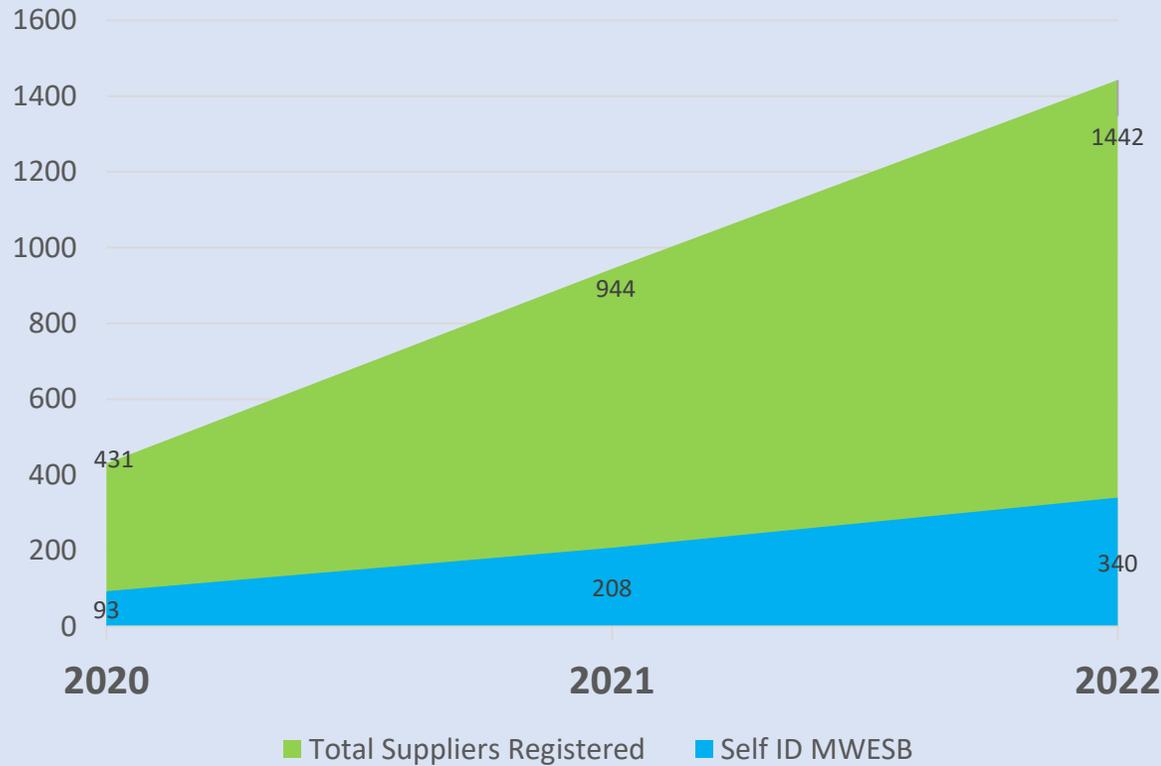
COBID Spend by Department



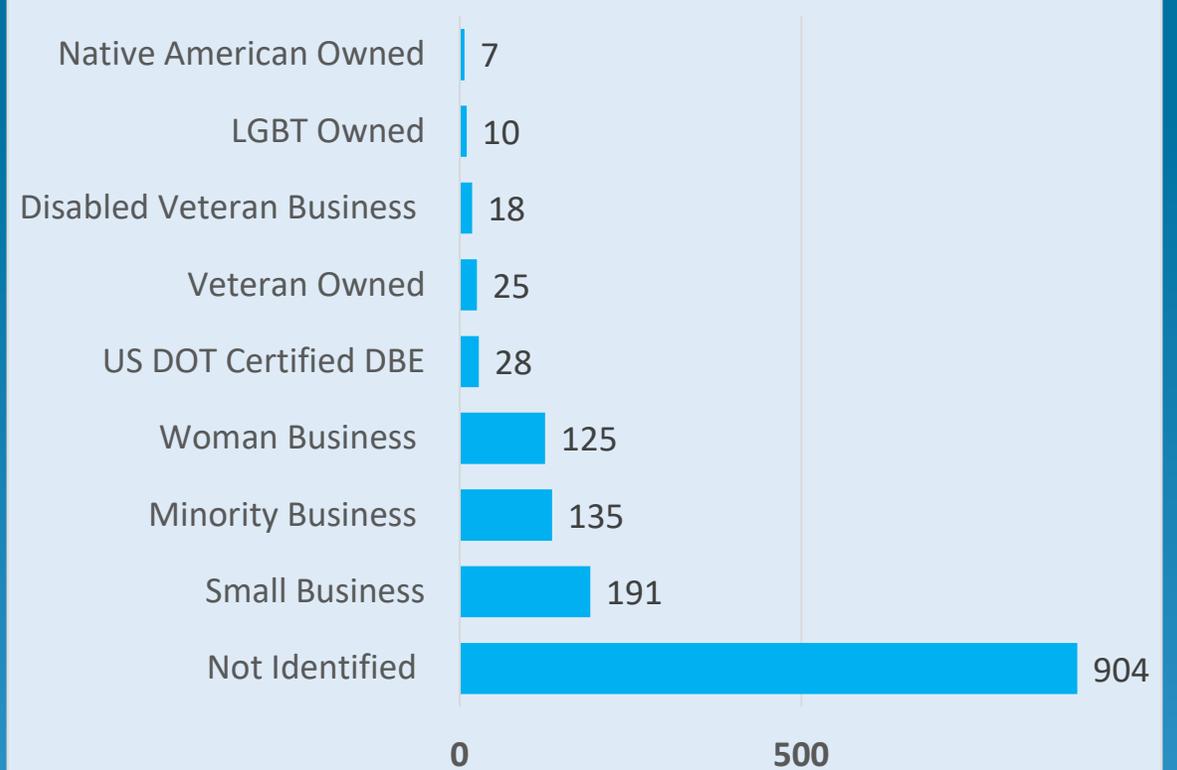


Supplier Diversity Strategy

Registered Suppliers in OpenGov

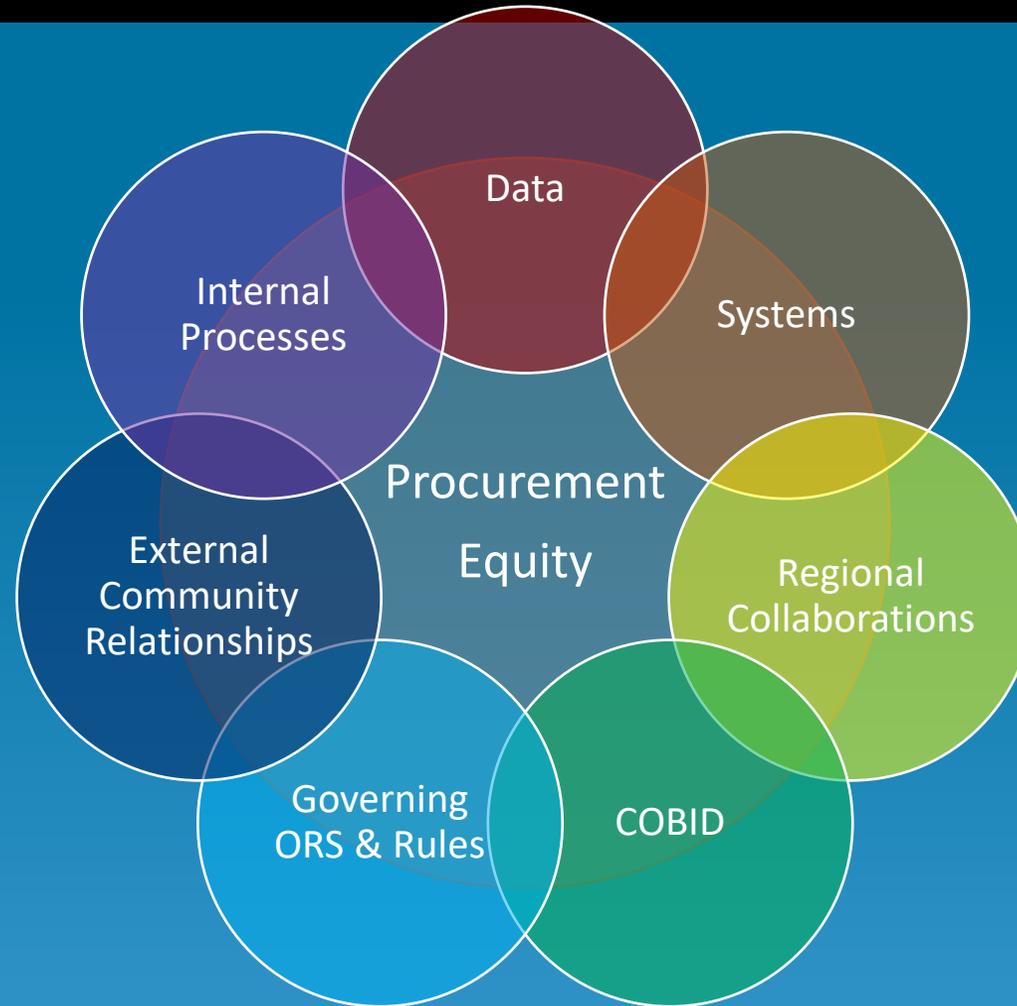


Self Identified Suppliers in OpenGov





Supplier Diversity Strategy





Supplier Diversity Strategy

2021

- Established Community Relationships
- Construction Careers Pathways Program Groundwork
- Budgeted for Community Investment
- Researched Available Data
- Promoted OpenGov & Increased Supplier Registration

2022

- Increased Outreach Participation
- Increased OpenGov Registrations
- Updated Procurement Rules
- Hired Construction Career Pathways Coordinator
- Partnered with Community Based Organizations
- Economic Development Collaboration
- Conducted Public Education
- Inaugural West Side Open House

2023

- Improve Data Scrubbing & Countywide Data Assessment
- RFP for Contract Management System
- Invest Community Based Organizations
- Westside Open House 2.0
- Internal Process Improvement
- Explore Regional Collaborations
- Launch Construction Careers Pathways Program



Equity, Diversity and Inclusion

Partnerships: HR

- Equal Employment Opportunity Plan Implementation
 - Bilingual Pay Policy
 - Equitable Talent Acquisition Process Improvements
 - Diversity Recruitment Policy
 - Employee Resource Group Policy and Procedures
 - Discrimination, Harassment & Retaliation Free Workplace Training
- Equity, Diversity and Inclusion Training Plan
 - Learning & Development Request for Pre-Qualification (RFPQ)



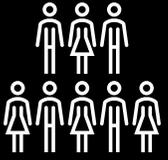
Equity, Diversity and Inclusion

Partnerships: LUT, HHS, Housing

Building OEICE Equity Team and Supporting Departmental Equity Leadership Capacity:

Upcoming key position:

- Land Use and Transportation Equity Policy Position



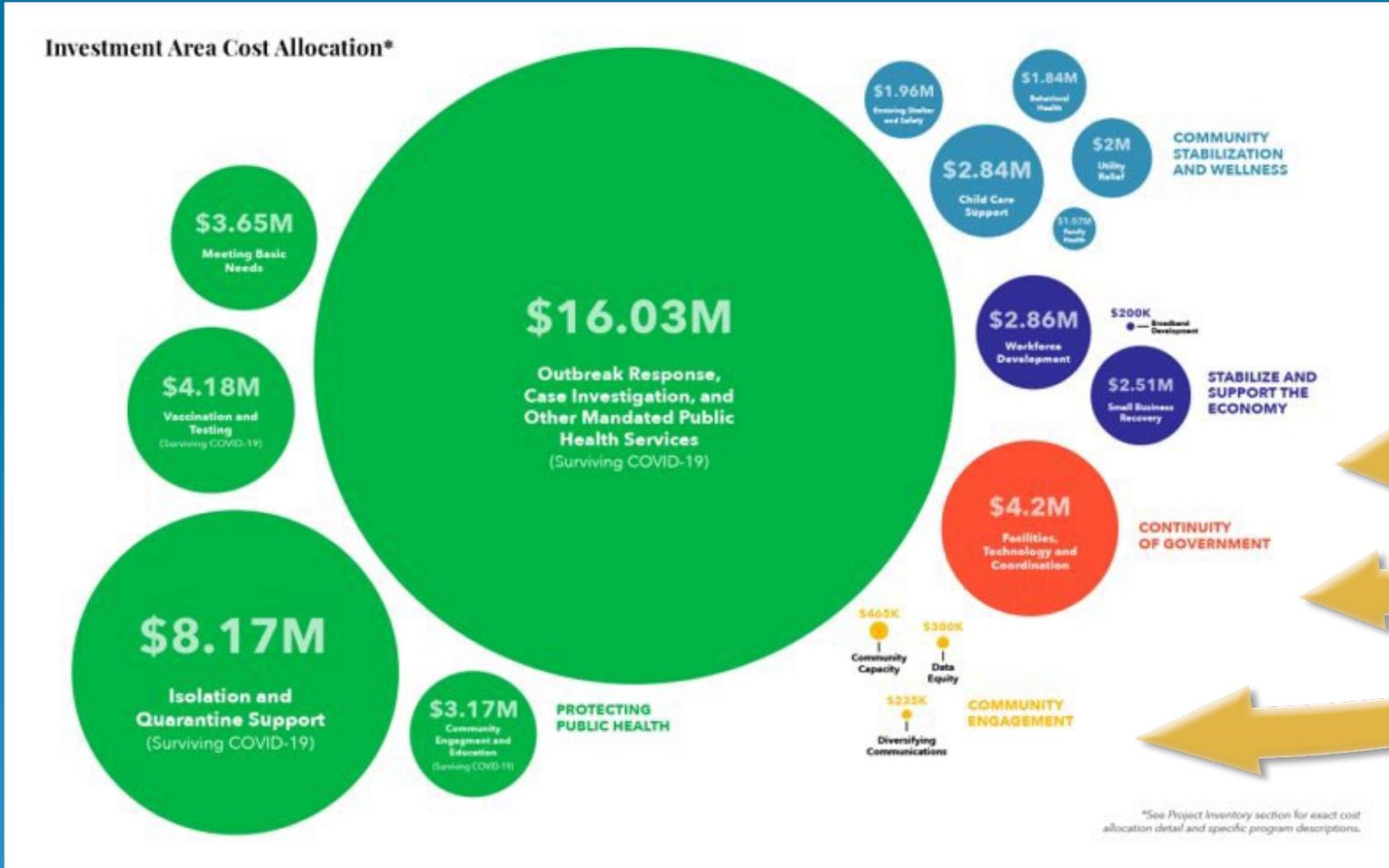
Equity, Diversity and Inclusion

Partnerships: Health and Human Service

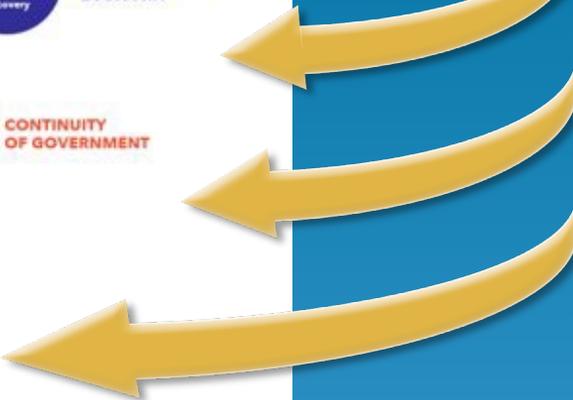
- Key Accomplishments:
 - Hiring of New Equity Coordinator
- Works in Progress:
 - Collaborative management/support of equity portfolio
 - Equity, Diversity and Inclusion definitions
 - Limited English Assistance Implementation Plan (with Housing Department)
 - Budget Equity Tool implementation

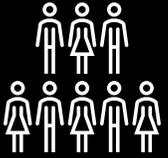


American Rescue Plan Act (ARPA)



**OEICE
ARPA
Work**





American Rescue Plan Act (ARPA)

Multi-jurisdictional Partnership

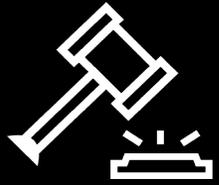
Equity in COVID response and recovery

Monthly CREW meetings

- November 2022 – January 2023 focus on Tranche 2 investments
- Future meetings focus on equitable community engagement policy and CBO capacity building

ARPA Regional Community Engagement Partners:

- COVID Racial Equity Workgroup (CREW)
- Washington County
- City of Hillsboro
- City of Beaverton
- Economic Development
- Public Health

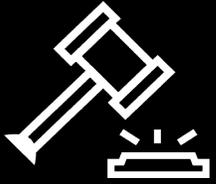


American Rescue Plan Act (ARPA)

COVID Racial Equity Workgroup (CREW) - Key Takeaways for Investments in Equity and Resilience

Cross-sectoral community needs:

- Workforce
- Housing
- Prioritizing is difficult as needs intersect.
- Culturally specific investments and programming
- Address the Racial Wealth Gap



American Rescue Plan Act (ARPA)

- Civil Rights Compliance:
 - Compliance Training for staff, contractors
 - Client Notifications and Training
 - Language Access Coordination
 - Americans with Disabilities Act
 - Equal Employment Opportunity
 - Complaints investigation standards and process improvements
- Equity Coaching and Support for ARPA funded projects
- Countywide Equity Data Assessment (Equity Data Committee)



QUESTIONS

