



AGENDA ITEM

WASHINGTON COUNTY BOARD OF COMMISSIONERS

MO 23-103

Meeting Date: April 25, 2023
Agenda Category: PRESENTATIONS
Department(s): County Administrative Office
Presented by: Latricia Tillman, Chief Equity Officer
Ashley Horne, Equity Policy Manager
Amanda Garcia-Snell, Community Engagement Manager

CPO:

Agenda Title: Office of Equity, Inclusion and Community Engagement (OEICE) Quarterly Report: January-March, 2023

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:

The Office of Equity, Inclusion and Community Engagement (OEICE) was established as part of the Washington County Equity Resolution of 2020. The resolution also established the requirement for the Chief Equity and Inclusion Officer to provide quarterly updates to the Board.

Budget Impacts:

N/A

ATTACHMENTS:

[OEICE Quarterly Presentation Q1 April 2023](#)

[Strategic Equity Diversity and Inclusion and Community Engagement Action Plan Board Adoption August 24 2021](#)

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

April 25, 2023

Date Signed

MO 23-103



Office of Equity, Inclusion and Community Engagement

Quarterly Update

January – March 2023

Office of Equity, Inclusion and Community Engagement

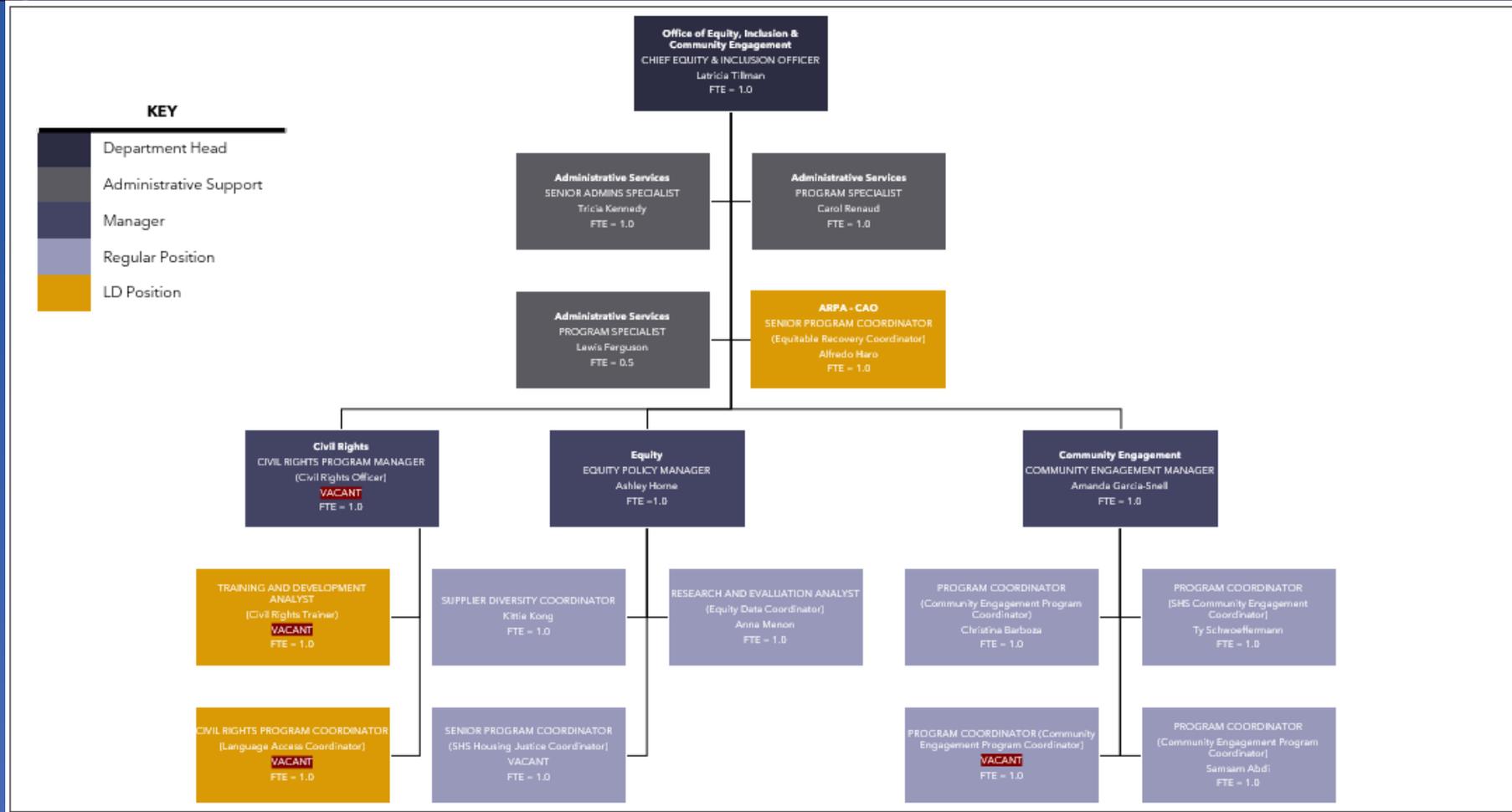


Equity, Diversity, Inclusion Timeline





OEICE Organizational Chart





Equity Strategic Action Plan Background

- A requirement of the Equity Resolution
- Developed based on an initial understanding of readiness, supportive infrastructure, and partner capacity; new learning impacted timelines
- Strategic Action Plan intended to bridge until the Countywide Strategic Plan is in place; time to update in preparation for the broader strategic planning process



Equity, Diversity, Inclusion Strategic Action Plan, August 2021 – December 2023

Equity, Diversity and Inclusion	
OEICE Team: Hire and onboard	Not Started
Advisory Council on Racial Equity (external, meets monthly)	Not Started
Equity Leadership Council (internal, meets quarterly)	Not Started
Equity Leadership Council Committees (internal, meets every 1-1.5 months)	Not Started
Civil Rights Compliance	
• Update Title VI Civil Rights Plan	In progress
• Affirmative Action Plan Update	In progress
• Americans with Disabilities Act Policy Update	In progress
• Limited English Assistance Policy	Complete
Employee and Supplier Best Practices	
• Affinity Group/Employee Resource Group Policy	In progress
• Bilingual Pay Policy Update	In progress
• Diversity Recruitment Policy	In progress
• MWESB Policy (including C2P2)	Complete

Key:

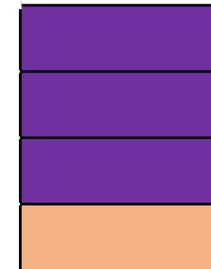
Not Started	In progress	Complete
In progress	Ongoing	Not Started



Equity, Diversity, Inclusion Strategic Action Plan, August 2021 – December 2023

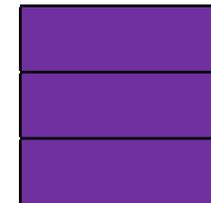
Data Equity

- Equal Employment Opportunity Data Reporting
- MWESB/COBID Reporting
- Boards and Commissions demographic reporting
- Client Demographic Data standards



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:

Not Started	Red	Complete	Green
In progress	Orange	Ongoing	Purple



Equity, Diversity, Inclusion Strategic Action Plan, August 2021 – December 2023

Community Engagement	
• Relationships with culturally specific organizations	Complete
• Civic Leadership Training RFP	In progress
• Civic Leadership Training implementation	In progress
• Land acknowledgement policy	In progress
• Reimagine Oregon	In progress
• ARPA COVID Racial Equity Workgroup	In progress
Board and Commissions Diversity and Inclusion	
• Equity-based community engagement spectrum	In progress
• Web based engagement tools – review types	In progress
• Web based engagement tools – recommendations	In progress
• Boards and Commissions diversification strategy	In progress
• Boards and Commissions annual update	Ongoing

Key:

Not Started	Complete
In progress	Ongoing



Equity, Diversity, Inclusion Strategic Actions

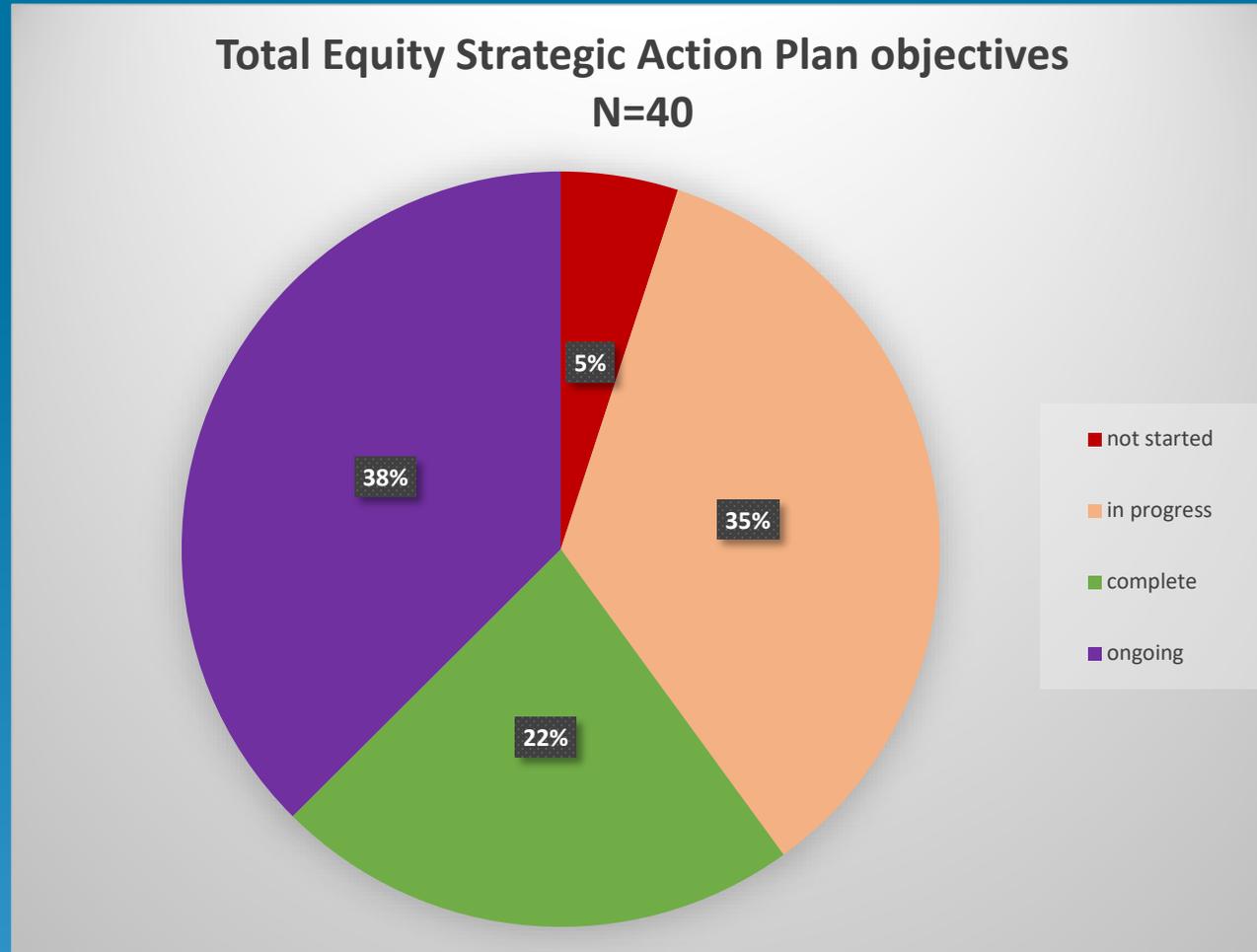
Strategic Actions (not reflected in the initial Plan)	
• Legislative Equity tool development	Complete
• Legislative Equity tool application	Ongoing
• CPO/CCI Re-Envisioning	In progress
• Land Acknowledgement implementation	In progress
• Equitable Community Engagement Policy	Complete
• Equitable Community Engagement Procedure	In progress
• Supportive Housing Community Engagement	Ongoing
• Community Engagement for new and emerging shelters	Ongoing

Key:

Not Started	Red	Complete	Green
In progress	Orange	Ongoing	Purple



Strategic Action Plan – Interim Summary





Strategic Action Plan Next Steps (1 of 2)

April - December, 2023

- Advance objectives not yet started and in progress towards completion/maintenance

August - December, 2023

- Equity, Diversity, Inclusion and Civil Rights Assessment
 - Organizational climate assessment
 - Community perceptions survey
 - EEO/Affirmative Action data
 - Benchmarking

Alignment with the Countywide Strategic Planning Process



Strategic Action Plan Next Steps (2 of 2)

- Co-Create Equity Strategic Action Plan for FY 2024/25 – 2025/26
 - Equity Leadership Council committees
 - Equity Leadership Council
 - Advisory Council on Racial Equity
 - Broader community input
- Board discussion and adoption

**January – April,
2024**

May – June, 2024

Alignment with the Countywide Strategic Planning Process



QUESTIONS





AGENDA ITEM

WASHINGTON COUNTY BOARD OF COMMISSIONERS

Meeting Date: August 24, 2021 **CPO:**
Agenda Category: ACTION
Department(s): Office of Equity, Inclusion and Community Engagement; County Counsel
Presented by: Latricia Tillman, Chief Equity and Inclusion Officer
Tom Carr, County Counsel Designate (Oregon Admission Pending)

Agenda Title: Adoption of the Equity, Diversity and Inclusion Strategic Action Plan

REQUESTED ACTION:

Adopt the Washington County Equity, Diversity and Inclusion Strategic Action Plan.

SUMMARY:

The Washington County Board of Commissioners adopted an Equity Resolution in early 2020 which specified the need to complete an Equity Strategic Plan to be completed by August 2021. Given the desire to align the Equity Strategic Plan with the upcoming Washington County Strategic Plan process and product, this Strategic Equity Diversity and Inclusion **Action** Plan provides an interim step toward a forthcoming Equity Strategic Plan, including a high level overview of the strategic work of the Office of Equity, Inclusion and Community Engagement (OEICE) as directed by the Equity Resolution until the Washington County Strategic Plan is adopted. This action plan will guide future OEICE reports to the Board.

ADDITIONAL INFORMATION:

Community Feedback (Known Support/Opposition):

Maria Caballero Rubio, Centro Cultural, Executive Director (support)

Legal History/Prior Board Action:

Board had a work session on the Equity, Diversity and Inclusion Strategic Action Plan on July 27, 2021. Staff recommends that the Board formally adopt the Equity, Diversity and Inclusion Strategic Action Plan.

Budget Impacts:

None

ATTACHMENTS:

Resolution and Order

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

August 17, 2021

Date Signed

1 IN THE BOARD OF COUNTY COMMISSIONERS

2 FOR WASHINGTON COUNTY, OREGON

3 In the Matter of the Equity, Diversity and) RESOLUTION AND ORDER
4 Inclusion Strategic Action Plan)
5) No. _____

6 This matter having come before the Washington County Board of County Commissioners
7 at its regular meeting on August 24, 2021; and

8 WHEREAS, Washington County is one of the most racially and ethnically diverse counties
9 in the State of Oregon, and this diversity fuels innovation and supports robust communities and a
10 rich cultural life in the county, the State of Oregon and the nation; and

11 WHEREAS, Oregon and America have a long history of racial discrimination that has
12 resulted in barriers that impede diversity, equity and inclusion, and

13 WHEREAS, racial inequity must be addressed because Washington County has a moral and
14 legal responsibility to provide all its residents with equitable access to the County's public
15 resources; and

16 WHEREAS, on February 25, 2020 the Washington County Board or Commissioners
17 adopted a Resolution on Diversity, Equity and Inclusion;

18 WHEREAS, the Resolution on Diversity, Equity and Inclusion required the Chief Equity
19 Officer to develop and present to the Board a Diversity, Equity and Inclusion Strategic Plan,
20 including department action plans no later than August 31, 2021; and
21 It appearing to the Board that the foregoing affects the entire County; and

Now therefore it is

