

Office of Diversity and Equity

Annual Review 2011





Our Mission

Serving by holding Multnomah County accountable to ensure access, equity, and inclusion in its services, policies, practices, and procedures.



Our Vision

- We ensure our investments in the community build a more just and equitable Multnomah County.
- We have a culture of open collaboration, respectful, courageous conversations about institutional barriers to equity, and inclusion.
- We unite around shared values of access, equity and inclusion.
- Our workplaces are safe and our services are culturally responsive.
- Our workforce reflects community experience, needs and perceptions.



We ensure our investments in the community build a more just and equitable Multnomah County

- MWESB
- Race/Ethnic Data Collection
- Cultural Specific Contracting
- Diversity Conference
- Equity Lens



We have a culture of open collaboration, respectful, courageous conversations about institutional barriers to equity.

- ODE Book Club
- Social Media
- Proclamations
- Employee Resource Groups
- Diversity Training
- Ops Council
- DRM



We unite around shared values of access, equity, and inclusion.

- Equity Council
- Interfaith Initiative
- Dignity and Respect Campaign



Our workplaces are safe and our services are culturally responsive.

- EEO Investigations
- Complaint Process
- Coalition of Communities of Color
- Urban League
- Technical Assistance
- Respectful Workforce Policy



Our workforce reflects community experience, needs and perceptions.

- Hiring
- Internships
- Span of Control
- Recruitment
- Diversity Conference



Dignity & Respect Campaign

**Making the world a better place for
all to live—with all of our differences.**

About the Campaign

A large, light blue arrow pointing from the bottom left towards the top right, curving upwards. Along its path are four dark blue circles, each containing a year and a description of a campaign milestone.

2008 Dignity & Respect initiative launched by the Center for Inclusion at UPMC

2009 Launched as a Community initiative in Pittsburgh and D&R Month was created

2010 Launched as a National Campaign in schools, organizations and communities across the nation

2011 Multnomah County, Oregon, joins The Dignity & Respect Campaign

Multnomah County
Office of Diversity and Equity



Inclusion

Inclusion begins with a core belief that everyone deserves **dignity and respect**.

Such a belief makes inclusion everyone's responsibility.

Inclusion is not limited to employees; it extends to customers, business partners, and the community.



30 Tips of Dignity & Respect

30 Tips of Dignity & Respect

The following tips highlight how you can incorporate acts of dignity and respect in everything you do. By practicing a tip each day, we can all work to achieve a more inclusive community.

Tip 1 Sweat the small stuff. It's often the small things, such as being kind and courteous, that make a difference.	Tip 2 Smile. A smile can be contagious.	Tip 3 Listen. People feel respected when they know you're listening to their point of view.	Tip 4 Say "Hello." You could make someone's day.	Tip 5 Say "Thank you." Gratitude is a gift that's never too small to give.
Tip 6 Reinvent the wheel. Do something that hasn't already been done.	Tip 7 Be open. Try to experience new thoughts and ideas as learning opportunities.	Tip 8 Be flexible. Things don't always go as planned. Adapt to changing conditions when necessary.	Tip 9 Join the team. Do your part to support teamwork.	Tip 10 Be a relationship builder. Seek ways to expand your network.
Tip 11 Treat others the way they want to be treated. R-E-S-P-E-C-T find out what it means to me. <small>—Paraphrased by Audrey Cardillo, T&T</small>	Tip 12 Be culturally competent. Differences are barriers only if we allow them to be.	Tip 13 Break the ice. Start a conversation with someone new.	Tip 14 Demonstrate mutual respect. Inclusion means being respectful regardless of position or title.	Tip 15 Ask. It's okay to ask when you're not sure.
Tip 16 Find common ground. Discover what you have in common.	Tip 17 Communicate respectfully. It's not just what you say, but how you say it.	Tip 18 Practice patience. Take time to get the full story.	Tip 19 Seek understanding. It's better to not fully understand than to fully misunderstand.	Tip 20 Share your point of view. Everyone has a perspective. Let others benefit from yours.
Tip 21 Get someone else's point of view. After sharing your perspective, give others a chance to share theirs.	Tip 22 Lead the way. Let your inclusive behavior light a path for others.	Tip 23 Do the right thing. Be fair.	Tip 24 Be considerate. Your words and actions affect others.	Tip 25 Remember, we all make mistakes. Resist the urge to point out the ones others make.
Tip 26 Get involved. Make a difference. Get caught being good.	Tip 27 Become a mentor. You—yes, you—can help others realize their potential.	Tip 28 Take a healthy step. Do something good for your health and encourage a friend to join you.	Tip 29 Lend a hand. A little help can go a long way.	Tip 30 Be a champion of dignity and respect. Encourage others to do the same.



**MULTNOMAH
COUNTY**

**Office of
Diversity and Equity**
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http://www.dignityandrespect.org/akepledge_multnomah.php

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D&R Journey

WHO'S NEXT



D&R Journey

No matter where you begin,
we're on the **SAME PATH**

WHO'S
NEXT?

WE ARE!

Multnomah County
Office of Diversity and Equity



Three Phases of the Journey

IMAGINE INCLUSION

EXPERIENCE INCLUSION

CHAMPION INCLUSION



IMAGINE INCLUSION

“If you want to make the world a better place take a look at yourself and make a change.”

– Michael Jackson



D&R Champion

B E C O M E A



c h a m p i o n

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