

**Minutes of the Board of Commissioners
Multnomah Building, Board Room 100
501 SE Hawthorne Blvd., Portland, Oregon
Tuesday, April 5, 2018**

REGULAR MEETING

Chair Deborah Kafoury called the meeting to order at 9:37 a.m. with Vice-Chair Lori Stegmann and Commissioners Sharon Meieran, Commissioner Jessica Vega Pederson and Commissioner Smith present.

Also attending were Jenny M. Madkour, County Attorney and Lynda Grow, Board Clerk.

Chair Kafoury: REGULAR BOARD MEETING, WELCOME TO MULTNOMAH COUNTY. TODAY IS THURSDAY, APRIL 5, AND THIS IS OUR REGULAR MEETING OF THE BOARD OF MULTNOMAH COUNTY COMMISSIONERS.

CONSENT AGENDA

- C.1 Budget Modification DCA 11-18 Reclassifying Contract Specialist Senior to Procurement Analyst Senior in DCA Administrative Hub
- C.2 Budget Modification DCA 12-18 Reclassification of a Development Analyst Senior to a Database Administrator Senior in PO# 78310-18
- C.3 Budget Modification DCA 13-18 Reclass Position 716678 from Facilities Specialist 3 to Executive Specialist
- C.4 Budget Modification DCM 05-18 Reclassification from a Finance Specialist 2 to a Finance Specialist Senior
- C.5 Budget Modification HD-34-18: Authorizing one position reclassification within the Health Department

Chair Kafoury: MAY I HAVE A MOTION ON THE CONSENT CALENDAR? COMMISSIONER VEGA PEDERSON MOVES, COMMISSIONER STEGMANN SECONDS APPROVAL OF THE CONSENT CALENDAR, ALL THOSE IN FAVOR VOTE AYE. THE CONSENT CALENDAR IS APPROVED.

- C.6 Appointment of Willow Kelleigh to the Library Advisory Board

Chair Kafoury: WE WILL NOW RECESS AS A MULTNOMAH COUNTY BOARD OF COMMISSIONERS AND CONVENE AS THE MULTNOMAH COUNTY LIBRARY DISTRICT. MAY I HAVE A MOTION ON THE LIBRARY CONSENT CALENDAR? COMMISSIONER SMITH MOVES, COMMISSIONER STEGMANN SECONDS APPROVAL OF THE LIBRARY DISTRICT CONSENT CALENDAR. ALL THOSE IN FAVOR VOTE AYE. [UNANIMOUS AYES] THE LIBRARY DISTRICT CONSENT

CALENDAR IS APPROVED. NOW WE WILL ADJOURN AS THE MULTNOMAH COUNTY LIBRARY DISTRICT AND RECONVENE AS THE MULTNOMAH COUNTY BOARD OF COMMISSIONERS AND DO WE HAVE PUBLIC COMMENT THIS MORNING?

PUBLIC COMMENT

Opportunity for Public Comment on non-agenda matters. Testimony limited to three minutes per person. This is a time for the Board to hear public testimony, not for Board deliberation.

Board Clerk: YES, MADAM CHAIR, WE HAVE NINE SIGNED UP FOR NON-AGENDA ITEMS. WHEN I CALL YOUR NAME PLEASE COME FORWARD. I WILL CALL FOUR AT A TIME. [READS NAMES]

Bruce Broussard: GOOD MORNING EVERYBODY. KNOWING WE NORMALLY START WITH THE PLEDGE OF ALLEGIANCE TO THE FLAG. FOR THOSE THAT MIGHT BE NEW TODAY BUT IF WE COULD ALL STAND IF YOU DON'T MIND. APPRECIATE IT. I PLEDGE ALLEGIANCE TO THE FLAG OF THE UNITED STATES OF AMERICA AND TO THE REPUBLIC FOR WHICH IT STANDS, ONE NATION UNDER GOD, INDIVISIBLE, WITH LIBERTY AND JUSTICE FOR ALL. THANK YOU VERY MUCH. JUST A COUPLE OF COMMENCE THAT I WOULD LIKE TO MAKE. THERE WAS SOME INTERESTING ARTICLES IN YESTERDAY'S OREGONIAN, AND THERE WAS A FRONT PAGE ARTICLE ON DR. MARTIN LUTHER KING. TALKING BUT THE HALF CENTURY, OTHERS CONTINUE TO WORK. I THOUGHT THERE WAS INTERESTING POINTS MADE IN THAT ARTICLE, AND THE OTHER THING ON THAT PARTICULAR DAY, IN TODAY'S HISTORY, IT SAYS ON APRIL 4, 1818, CONGRESS DECIDED TO FLAG THE UNITED STATES WITH, WHICH CONSISTS OF 13 RED AND WHITE STRIPES AND 20 STARS WITH A NEW STAR TO BE ADDED FOR EVERY NEW STATE ADMITTED INTO THE UNION.

I THOUGHT THAT THAT WAS VERY INTERESTING. VERY, VERY INTERESTING. AND AS YOU KNOW WHEN PRESIDENT LINCOLN GOT -- THE 16TH PRESIDENT WAS ELECTED TO THE UNITED STATES, IN ALL DUE RESPECT, NOT ONLY DID HE GIVE A CONTRACT BUT HE GAVE FREEDOM, IF YOU WILL, TO ALL AFRICAN-AMERICAN SLAVES IN THIS COUNTRY. AND AS YOU KNOW HE WAS SHOT, AND AT THE SAME TIME AS YOU KNOW, THE CONTRACT WAS RESCINDED. WE ARE STILL BASICALLY LOOKING AT THAT. I THINK THIS WOULD BE INTERESTING. THANK YOU VERY MUCH CHAIR. THANK YOU VERY MUCH COMMISSIONERS. APPRECIATE IT.

Chair Kafoury: THANK YOU.

Injured And Pissedoff: MY NAME IS INJURED AND PISSEDOFF. I HAD IT CHANGED LEGALLY. LAST WEEK OR MARCH, TWO WEEKS AGO, I WAS COMMENTING ABOUT THAT I WAS LUCKY TO BE ALIVE AFTER MY HIP SURGERY WHERE A HALF MILLION PEOPLE HAVE DIED SINCE THEN. THAT'S 70,600 PEOPLE A YEAR THAT LOSE THEIR LIFE DUE TO COMPLICATIONS. THERE IS ONLY AN 80% CHANCE OF

SURVIVAL RATE FOR THE FIRST YEAR. I WAS COMMENTING THAT THERE IS 75,000 SPINAL CORD INJURIES THAT'S PARALYZED, AND I MISQUOTED THE FACT THAT I SAID THAT 12 TO 75,000 OF INCOMPLETE SOMETIME CORD INJURIES, IT'S ACTUALLY 15,000, THAT'S 3,000 MORE, THAT'S INCOMPLETE SOMETIME CORD INJURIES SINCE MY INJURIES OF NOVEMBER 15, 2010.

Injured And Pissedoff: I STILL HADN'T BEEN ABLE TO CONTACT STEVE AT HOMELESS VETERAN TO GIVE YOUR CARD TO, APPARENTLY, THERE IS SOMETHING THAT'S HAPPENED TO HIM OR HE'S IN A CARE FACILITY. 3,000 MORE PEOPLE IS WHAT THEY CALL INCOMPLETE SOMETIME CORD INJURIES MIGHT NOT BE SUCH A BIG NUMBER, BUT WITH 75,000 PEOPLE BEING PARALYZED A YEAR OR SINCE THEN IT FIGURES UP TO 10,000 PEOPLE A YEAR ARE PARALYZED AND ANOTHER 2,000 OR 10,000 MORE OF WHAT THEY CALL INCOMPLETE SPINAL CORD INJURIES BUT PARALYZED PEOPLE, THAT'S 200 PEOPLE A WEEK ON AVERAGE. LUCKILY I WASN'T PARALYZED WITH THE INJURIES BUT WITH THE HALF MILLION PEOPLE THAT DIED OF HIP SURGERY SINCE THEN, I WOULD SAY THAT'S A PRETTY LARGE NUMBER OF PEOPLE. I WILL GIVE UP MY TIME.

Chair Kafoury: THANK YOU. GOOD MORNING.

Bruce Charles: HI, I AM BRUCE CHARLES, AND I AM HERE TO SPEAK BUT THE PURGING OR WEEDING OF THE MUSICAL SCORES THAT IS ONGOING AT THE MULTNOMAH CENTRAL LIBRARY. THE COLLECTION OF MUSICAL SCORES HAS BEEN CAREFULLY BUILT OVER NEARLY 100 YEARS. NOW FOR EXAMPLE THIS BOOK, WHICH IS STILL IN THE COLLECTION OF THE CENTRAL LIBRARY REFERS TO THIS SCORE THREE DIFFERENT TIMES FOR YOUNG PEOPLE OR STUDENTS, WHAT TO CONSULT AS FAR AS THREE CONCEPTS. THIS SCORE IS NO LONGER AVAILABLE BECAUSE I BOUGHT IT FOR A PENNY AT TIDAL WAVE. TIDAL WAVE IS THE OUTLET STORE FOR CENTRAL, AND IT IS NOT THE PROBLEM. EVERY LARGE LIBRARY SYSTEM HAS OUTLET STORES FOR USED BOOKS.

BUT THE TEXT, WHICH ARE STILL IN THE COLLECTION, SECONDLY REFERRED TO THIS BOOK AS THE GOLD STANDARD, THIS IS MUSICAL NOTATION BY GARDNER REED. THIS BY THE WAY WAS [INAUDIBLE] SECOND SERENADE, SO EXCUSE ME FOR THAT. THIS IS A MUSICAL NOTATION. THEY DEFER TO THIS AS THE GOLD STANDARD. THIS IS THE BOOK YOU WOULD REFER TO. IT'S NO LONGER AVAILABLE. IT'S IN IMPECCABLE CONDITION, AS ALL THESE TEARS ARE, AS YOU CAN SEE. IT'S NO LONGER AVAILABLE BECAUSE I BOUGHT IT AT TIDAL WAVE. IN MY LIBRARY IT DOES NOT BELONG THERE. IT BELONGS AT TIDAL WAVE BUT I HAVE TO GO TO -- I HAD TO BUY IT DEFENSIVELY. ANYONE STUDYING FOLK MUSIC RIGHT UP TO THE PH.D. LEVEL HAS TO HAVE ACCESS TO THIS FOLK MUSIC. THIS IS 300 PAGES OF TEXT AND ANALYSIS. IT'S THE DEFINITIVE STUDY OF THE MATTER. IT'S BEEN PURGED. YOU CAN SEE THE CONDITION IS GOOD FOR 1936 WHETHER IT CAME IN THE COLLECTION. I HAD TO BUY IT AT TIDAL WAVE. AGAIN THEY ARE NOT THE PROBLEM. HERE THIS IS

THE LATE QUARTET. THESE ARE -- THIS IS THE PINNACLE OF QUARTET WRITING. I BOUGHT THESE FOR ONE PENNY FOR ALL FOUR. THAT'S THE WAY IT GOES. THE FINDINGS ARE TIGHT.

Bruce Charles: THIS IS PERFECTLY SUITABLE FOR QUARTET PLAYING, AND AGAIN THAT'S AS GOOD AS IT GETS IN QUARTET PLAYING. THIS IS SAMUEL BARBER'S PIECE IN FULL SCORE SO ANY STUDENT WANTING TO STUDY THE SCORE AND THE INSTRUMENTATION HERE, IT'S NO LONGER AVAILABLE. I GOT IT FOR A PENNY WHEN THEY DECIDED TO PERCENTAGE IT. SO THIS ONGOING PURGE, I WOULD ENCOURAGE YOU TO AUDIT AND FIND OUT WHAT'S GOING ON THERE BEFORE THIS COLLECTION, WHICH HAS BEEN SO CAREFULLY ASSEMBLED THROUGH DONATIONS FROM MUSICIANS AND PURCHASES. I WOULD LIKE TO AUDIT THE LIBRARIANS AND SEE WHAT'S GOING ON. TWO MATTERS IN CLOSING -- WELL ONE MATTER IS THERE IS NO ISSUE OF EMAILS. THEY HAVE SPACE.

Chair Kafoury: CAN YOU WRAP IT UP. THANK YOU VERY MUCH FOR COMING. GOOD MORNING.

Thomas Mullen: GOOD MORNING. I AM THOMAS MULLEN. I AM A CONCERNED CITIZEN AND A SHELTER PROVIDER HERE FOR THE WORKING TO OPEN UP AN UNDIVIDED HOUSE SOME TIME AGO, SOME 30 YEARS AGO AND DUE TO THE NEGLIGENCE OF MULTNOMAH COUNTY AND THE STATE OF OREGON IT GOT TAKEN BACK FROM ME, AND WE WERE UNABLE TO WORK. WE HAD A PLACE AND AN OPPORTUNITY TO MAKE THE MONEY, BUT THEY TOOK THE PLACE FROM US, SO NOW THEY GOT THE PLACE WITH NO WORK TO KEEP THE PLACE OPEN. SO 30 YEARS LATER WE ARE BACK IN THE SAME SITUATION. THEREFORE -- AND THEN I GOT INJURED BY THE COUNTY THAT I PUT OFF HERE, 1994, DUE TO THE COUNTY SO THEREFORE NOW I AM UNABLE TO KEEP UP AND TO AFFORD TO OPEN UP THE FACILITY OR TO GET THE FACILITY BACK DUE TO UNLAWFUL ACTIONS OF THE STATE AND THE COUNTY AT THIS TIME. SO I AM NOW THROWING MY HAT TO STOP ALL ACTIONS ON THE WAIVER, ON THE FACILITY OF THE WAPATO PENITENTIARY DUE TO THE AMOUNT OF MONEY THE COUNTY OWED ME AND NEGLIGENCE OF FORECLOSING OF THE UNDIVIDED HOUSE FOR THE NORTH AND THE NORTHEAST COMMUNITIES TO ADDRESS THE SAME PROBLEMS WE ARE ADDRESSING TODAY. I NEED MORE THAN THREE MINUTES AND MORE THAN AN HOUR TO EXPLAIN THE SITUATION AND TO BRING YOU PEOPLE UP TO PAR. HALF OF YOU PEOPLE WASN'T EVEN BORN AT THAT TIME OR INSIDE SITUATION OR KNOW ABOUT THIS SITUATION. I FEEL THAT TO BE ON LEVEL GROUND, I AM NOT ON LEVEL GROUND WITH TIME OR MONEY OR TO EXPLAIN MY SITUATION, AND AS GOD SAID, HE DOES NOT SEND NOBODY TO DO NOTHING. DOES EVERYTHING FOR A REASON AND SITUATION. THESE PROBLEMS WAS BEING ADDRESSED BEFORE I GOT HERE, BUT LIKE I SAID MY FATHER SAYS HE DOES NOT DO NOTHING SO WHY DID HE SEND ME TO DO A JOB THAT WAS SUPPOSED TO HAVE BEEN DONE. I NEED TIME TO EXPLAIN MY SITUATION AND TO GET MY FINANCIALS TOGETHER TO COME TO YOU AS

BUSINESS AS YOU LIKE IT, AS YOU WANT IT IN YOUR FORM AND REGULATION WHERE YOU CAN UNDERSTAND IT IN BLACK AND WHITE AND SHOW YOU WHERE YOU LEGALLY WAS WRONG.

Chair Kafoury: THANK YOU.

Thomas Mullen: I AM SUBMITTING THESE PAPERS TO BE ADDED TO MY FILE.

Chair Kafoury: GREAT. THANK YOU. APPRECIATE YOUR TIME.

Board Clerk: [READS NAMES].

Chair Kafoury: YOU CAN BEGIN SINCE YOU ARE HERE.

Sharon Maxwell: SURE. GOOD MORNING CHAIR AND COMMISSIONERS. I AM SHARON MAXWELL, A MOTHER, A GRANDMOTHER, AND AN AUNT, A COMMUNITY MEMBER, A FAITH-BASED LEADER, WHO HAS WORKED WITH CHILDREN AND FAMILIES FOR THE LAST 35 YEARS IN MY FAITH COMMUNITY. NOW AS A CANDIDATE FOR MULTNOMAH COUNTY COMMISSIONER DISTRICT 2 ONE OF MY PLATFORMS IS STRONG FAMILIES, STRENGTHENING FAMILY ADVOCACY AND FAMILY VOICE. SAY WRITE THIS WITH A HEAVY HEART AS I REFLECT UPON THE REPEAT TRAGEDY THAT HAS BEFALLEN UPON THE HEART FAMILY AND THEIR SIX ADOPTED CHILDREN. AFTER A CAR ACCIDENT IN NORTHERN CALIFORNIA THAT RESULTED IN THE DEATHS OF BOTH JENNIFER AND SARAH, THE ADOPTIVE MOTHERS OF THE SIX CHILDREN AND THREE OF THEIR SIX ADOPTED CHILDREN MARQUIS, 19, ABIGAIL 14, JEREMIAH 14, AND THE THREE THAT ARE MISSING.

WITH MORE NEWS DISSEMINATING FROM MEDIA OUTLETS ON THE STATUS OF THE FAMILY AND THE TREATMENT OF THE CHILDREN PRIOR TO THE CAR CRASH A FEW THINGS HAVE BEEN MADE VERY CLEAR TO ME THAT THE SYSTEM HAS FAILED. THE COMMUNITY HAS FAILED, AND WE HAVE FAILED. THE COMMUNITY HEALING IN HONOR OF THESE FIVE DEATHS WITHIN THE HEART FAMILY AND STILL UNKNOWN, THE STATUS OF THE OTHER THREE CHILDREN. TONIGHT AT THE MARTIN LUTHER KING SCHOOL JR. PARK WE ARE ASKING ALL COMMUNITY MEMBERS JOIN US IN THIS TIME OF REFLECTION AS WE ATTEMPT TO HEAL AS A COMMUNITY AND GIVE SUPPORT TO THOSE IMPACTED BY THE LOSSES WITHIN THE HEART FAMILY, AND A CALL TO ACTION. IT BREAKS ME HEART TO KNOW THAT THESE WOMEN COULDN'T COME TO THE COMMUNITY FOR SUPPORT, AND MORE THAN LIKELY THEY DID NOT FEEL EMPOWERED TO SAY THAT THEY NEEDED OUR HELP. THAT THESE BEAUTIFUL CHILDREN HAD NO ONE TO BELIEVE IN THEM, TO REACH OUT TO. I AM BROKEN LIKE MANY OF YOU WHO HAVE HEARD THIS STORY. WE ARE NOW LEFT PUZZLED AND TRYING TO FIGURE OUT WHAT COULD HAVE BEEN DONE TO PREVENT THIS OR DEAL AND THE SUFFERING THAT LED UP TO IT. AS A MOTHER OF FOUR CHILDREN I

AM SYMPATHETIC TOWARDS THE HARDSHIPS THAT ALL PARENTS FACE IN TRYING TO RAISE THEIR CHILDREN.

Sharon Maxwell: I AM NOW ASKING THAT WE AS A COMMUNITY USE THIS AS A MOMENT OF REALIZATION THAT WE MUST DO MORE TO SUPPORT ONE ANOTHER AND OUR FAMILIES. I CAN THINK OF MANY TIMES WHEN MY CHILDREN WERE SMALL, THEY WERE ALL STAIR STEPS. I NEEDED RESPITE AND A BREAK TO BE AN ADULT, SO LET'S TRY TO REACH OUT TO ALL THOSE WE KNOW WHO WE BELIEVE COULD USE SOME SUPPORT AT THIS TIME. TONIGHT WE WILL BE COMING TO GO TO SHARE PRAYERS, A SONG, A MOMENT OF MEDIATION, MEDITATION, EXCUSE ME, ON WHAT WE CAN DO TO HONOR THEIR LIVES AND MAKE SURE THAT WE ARE ALERT, NOT TO PUNISH PARENTS, BUT TO HELP THEM. THANK YOU. AS WELL I DO WANT TO POINT OUT ON THE ARTICLE FROM THE OREGON LIVE NOT TO SLAM MR. HOMER WILLIAMS BUT WE NEED TO LOOK AT THE BROAD MORE PROPERTY THAT IS UNACCEPTABLE SEEING THAT THE DEA AND THE EPA MAP SHOWS THAT THAT'S THE HIGHEST CONCENTRATION OF POLLUTION FROM INDUSTRIAL BUSINESSES THAT WILL IMPACT THE LIVES OF ALL PEOPLE, AND WE NEED TO MAKE SURE THAT THERE ARE REGULATIONS IN PLACE IF THAT IS CONSIDERED, BUT IT IS UNACCEPTABLE BECAUSE IT ENDS IN AN IN INDUSTRIAL AND UNSAFE AREA FOR CHILDREN AND FAMILIES. THANK YOU. [APPLAUSE]

Lightning: YES. MY NAME IS LIGHTNING SUPER CREATIVITY WATCHDOG. AGAIN TODAY I WILL DECLARE A STATE OF EMERGENCY FOR THE HOMELESS CHILDREN IN THE STATE OF OREGON. AS YOU KNOW FROM THE OREGON DEPARTMENT OF EDUCATION DATA IN 2015 WE WERE AT 20,524, AND 2017, 22,541. WE ARE INCREASING EVERY YEAR. THE GOVERNOR IS FAILING MISERABLY. AND I CHALLENGE GOVERNOR BROWN ON HAVING THE OREGON DEPARTMENT OF EDUCATION AUDITED AS OF THIS TIME. I CHALLENGE GOVERNOR BROWN TO ADDRESS THIS SITUATION, THIS CRISIS, THIS STATE OF EMERGENCY, AND I WANT GOVERNOR BROWN TO UNDERSTAND THAT WE WANT MORE DATA. WE WANT TO UNDERSTAND NOT JUST THE CHILDREN THAT ARE HOMELESS THAT ARE ENROLLED IN SCHOOLS, BUT WE WANT TO KNOW BUT THE CHILDREN THAT ARE NOT ENROLLED IN SCHOOLS BECAUSE THEY ARE HOMELESS. WE WANT THAT DATA PROVIDED. WE WANT TO UNDERSTAND WHAT'S BEING DONE FOR THE TRAUMA THAT THEY ARE EXPERIENCING BEING HOMELESS, NOT BEING ABLE TO GO TO SCHOOL WITH THEIR FRIENDS, AND I WANT TO KNOW WHAT EVERY ONE OF YOU ARE DOING UP HERE TO HELP THESE HOMELESS CHILDREN. I WANT TO KNOW WHAT YOU ARE DOING AS FAR AS WORKING WITH METRO TO GET THAT BOND THEY ARE PUSHING UP TO 1 BILLION. I AM OVER THERE RIGHT NOW TRYING TO GET THEM TO FOCUS ON THE HOMELESS CHILDREN, THE CRISIS THAT WE'RE IN RIGHT NOW, TAKING CARE OF THEIR FAMILIES, PUTTING THEM IN PERMANENT HOUSING, NOT PUTTING THEM IN SHELTERS. NOT PUTTING THEM IN MOTELS. NOT HAVING THEM HAVE TO DOUBLE UP IN HOMES, BUT TO PUT THEM IN PERMANENT HOUSING NEAR THE SCHOOLS THAT THEY WANT TO GO TO. THESE ARE YOUNG

CHILDREN, AND THIS ISSUE NEEDS TO BE ADDRESSED FROM MULTNOMAH COUNTY BASED UPON REAL DATA, REAL NUMBERS, WHICH THE AUDITORS WILL ANALYZE. I AM GOING TO ANALYZE. I WANT TO SEE YOU TALK ABOUT THIS SITUATION.

Lightning: WHAT YOU ARE ACTUALLY DOING FOR THE HOMELESS CHILDREN IN THE STATE OF OREGON. I WANT TO KNOW WHAT YOUR SUCCESS RATE IS ON WHAT YOU ARE DOING. I WANT TO KNOW HOW MANY CHRONIC HOMELESS CHILDREN ARE IN THE STATE OF OREGON. I WANT TO KNOW WHAT YOU ARE DOING ABOUT THIS. I HAVE NEVER HEARD ANY OF YOU SAY ABOUT THIS. I HAVE NEVER HEARD ANY OF YOU AT THE CITY OF PORTLAND ADDRESS THIS ISSUE DIRECTLY. YOU ARE ELECTED OFFICIALS. YOU ARE THE SAFETY NET FOR THE PEOPLE IN THIS COMMUNITY. YOU ARE THE SAFETY NET FOR THE HOMELESS CHILDREN IN THE STATE OF OREGON. WHAT HAVE YOU DONE FOR THE HOMELESS CHILDREN IN THE STATE OF OREGON? LET'S REFER BACK IF WE WANT TO JUST GO TO SCHOOL DISTRICTS. BEAVERTON, 152 HOMELESS STUDENTS. PORTLAND, 1500. MEDFORD 1400. REYNOLDS, 1,200. DO I NEED TO CONTINUE TO UNDERSTAND THIS IS A STATE OF EMERGENCY. I AM ASKING YOU, CHAIR KAFOURY, TO TALK TO GOVERNOR BROWN AND EXPLAIN TO HER YOUR JOB IS TO DECLARE A STATE OF EMERGENCY FOR THE HOMELESS CHILDREN. LET ME TELL YOU CHAIR KAFOURY YOU GETTING RE-ELECTED WILL DEPEND UPON WHAT YOU DO. THANK YOU FOR YOUR TIME.

Amy Anderson: IS IT AUTOMATIC? I AM AMY ANDERSON. I AM HERE TODAY AS YOU KNOW A VERY LONG TERM VOLUNTEER FOR MULTNOMAH COUNTY FOCUSING ON THE ISSUES OF EVERYONE WHO FALLS UNDER MY PURVIEW. MAY 1 OF THIS YEAR I WILL CELEBRATE 20 YEARS AS A VOLUNTEER CHAPLAIN IN MULTNOMAH COUNTY'S DETENTION CENTER. FROM THAT WORK I HAVE SPREAD OUT BECAUSE THAT'S HOW THE SYSTEM IS. I SEE IT AS A GIANT RUBIK'S CUBE. SPIN THE DIAL AND YOU ARE GOING TO GET ALL KINDS OF COLORS. I STILL CAN'T DO THE CUBE, BUT I CAN BRING FORWARD SOME OF THE CONCERNS OF MY POPULATION. ON TUESDAY I UNFORTUNATELY HEARD THE STORIES FROM 40 DIFFERENT PEOPLE AGES 60 ON UP. NONE OF THEM SPOKE ENGLISH. THEY ARE ALL FROM THE HOLGATE MANOR, THAT PROPERTY THAT HAS BEEN BASICALLY DECIMATED BECAUSE OF THE COST TO REPAIR AND UPGRADING, AND I GET THAT EVERYONE HAS TO FIX THEIR UNITS. THESE FOLKS HAVE NEVER MOVED FROM THEIR BUILDING IN 30 PLUS YEARS. NOW THEY HAVE NOWHERE TO GO. I SAID I WOULD BRING THERE TO YOUR ATTENTION BECAUSE THIS IS HAPPENING ALL OVER PORTLAND. ONE OF THE THINGS THAT I REMEMBER WHEN I PURCHASED MY HOME A VERY LONG TIME AGO WAS THAT THEY TOLD ME IF YOU EVER SELL IT FOR MORE THAN IT IS WORTH YOU WILL HAVE TO PAY A CAPITAL GAINS TAX. LET ME DO THE MATH. IF WE WERE TO REALLY GO AFTER SOME OF THE TAXES THAT WE ARE ALLOWED TO ASK AND SAY THIS IS OUR COUNTY, THIS IS OUR PEOPLE, AND WE CANNOT JUST PUT THESE PEOPLE ON THE STREETS. I URGE THE COUNTY TO LOOK INTO OTHER POSSIBLE OPTIONS FOR PEOPLE FROM OUT OF THE

STATE WHO DON'T REALIZE OUR POPULATION. I GET PEOPLE WANT TO MAKE MONEY. THERE IS A POINT AT WHICH HUMAN LIVES ARE MORE VALUABLE. I LEFT YOU A COPY.

Amy Anderson: I DIDN'T BRING ENOUGH. THEY ARE GOING TO GIVE IT TO YOU OF ALL THE INFORMATION THE TENANTS WERE GIVEN SO YOU CAN REVIEW IT. THERE IS ALSO A BRAND NEW COMPREHENSIVE HOUSING REPORT THAT I JUST GOT WHICH SHOWS THE BREAKDOWN OF INCOME, AND IT LOOKS LIKE THAT WE HAVE 62,000 HOUSEHOLDS, NOT PEOPLE, HOUSEHOLDS THAT FALL BELOW 50% OF AREA MEDIAN INCOME, AND WE ONLY HAVE 921 UNITS AVAILABLE FOR FOLKS IN THE 30%. SO I CAN DO THE MATH. YOU CAN DO THE MATH. WE NEED MONEY SET ASIDE TO SAY IF YOU ARE GOING TO COME IN AND DECIMATE 87 LOW INCOME PEOPLE WHO DON'T SPEAK ENGLISH YOU WILL HAVE TO FIND ANOTHER METHOD. I THINK THE COUNTY NEEDS TO COME IN AND LOOK AT WHAT REVENUE WE ARE GIVING AWAY AND WHAT REVENUE WE ARE GENERATING BECAUSE THE CITY GIVES AWAY MILLIONS IN TAX REVENUE TO ADD EXTRA FLOORS. I KNOW YOU KNOW THIS BUT I AM HERE ON THEIR BEHALF. THEY ARE HURTING. Chair Kafoury: AND CONGRATULATIONS ON YOUR 20 YEARS. [APPLAUSE]

Kevin Fitts: GOOD MORNING CHAIR KAFOURY AND COUNTY COMMISSIONERS. I AM KEVIN FITTS WITH THE OREGON MENTAL HEALTH CONSUMER ASSOCIATION. I JUST WANT TO SAY THAT I THINK I ALWAYS GET THE WORST SEAT BECAUSE I COME THE LATEST. I WANT TO SAY, I DON'T KNOW HOW TO QUALIFY IT BUT I DOUBT YOU PROBABLY INTERSECT WITH THE PERSON WHO KNOWS AS MANY PEOPLE WHO HAVE RECEIVED PUBLIC MENTAL HEALTH SERVICES IN THE PACIFIC NORTHWEST AS I DO BECAUSE I'VE BEEN WORKING AS A CONSUMER AND A POLICY PERSON FOR 30 YEARS ON AND OFF WHILE I AM NOT SEEKING SERVICES MYSELF. I WANT TO QUALIFY THAT. I AM NOT HERE TO SPEAK FOR EVERYBODY WHO LIVES WITH THE SEVERE MENTAL HEALTH CHALLENGES OR ADDICTION ISSUES. I WANT TO GIVE A PARTICULAR POINT OF VIEW. THAT IS I APPRECIATE THE PUBLIC SENTIMENT ABOUT WHAT TO DO FOR THE FOLKS WHO ARE HOUSELESS OR HOMELESS. I WOULD NOT QUESTION PEOPLE'S MORALS OR THE MOTIVES ABOUT WHAT THE SOLUTION IS. I DON'T THINK THAT IT MAKES GOOD PUBLIC POLICY TO BUILD ANOTHER INSTITUTION TO ANNOUNCE TO THE WORLD THAT WE HAVE FAILED AT OUR PROMISE TO GIVE HOMES TO ALL OF OUR CITIZENS. ALSO I DON'T THINK THAT PEOPLE ARE BEST SERVED IN MEGA-INSTITUTIONS. HAVING BEEN IN MULTI-MEGA-INSTITUTIONS, JAILS, MILITARY PSYCHIATRIC HOSPITALS, PUBLIC PSYCHIATRIC HOSPITALS, RESIDENTIAL SHELTERS, ETC., ETC., LOTS OF FOLKS WITH SENSITIVITIES LIKE MINE, ADDICTION ISSUES AND SEVERE MENTAL HEALTH CHALLENGES GET LOST. THEY BECOME VICTIMIZED. IT'S A CHALLENGING EXPERIENCE. SO MY SUGGESTION IS TO ONE YEAR, IF YOU ARE ABLE TO SELL THAT PROPERTY, THE WAPATO PROPERTY, IS THAT YOU PUT THAT MONEY, WHATEVER IT TURNS OUT TO BE, \$5 MILLION, INTO 100% HOUSING VOUCHERS FOR FOLKS WHO ARE CURRENTLY HOUSELESS OR HOMELESS AND GIVE THEM

SUPPORTIVE SERVICES SO THEY CAN HAVE A PERMANENT HOME. [APPLAUSE] I WANT TO SAY WE HAVE AN OPIATE AND DRUG ABUSE EPIDEMIC. MY NEPHEW MATTHEW PASSED AWAY LAST JANUARY 30 OF AN OPIATE OVERDOSE, AND IT'S HEART-BREAKING. MY OTHER NEPHEW IS IN AN OREGON EASTERN STATE PRISON BECAUSE OF HIS ADDICTION TO OPIATES. IT'S A HEART-BREAKING SITUATION, NOT JUST OPIATES, DRUG ABUSE AND OVERDOSES.

Chair Kafoury: THANK YOU KEVIN. DO WE HAVE OTHER PUBLIC TESTIMONY?

Board Clerk: TWO MORE. STEVE CHANDLER, PLEASE COME FORWARD, AND CHARLES BRIDGECRANE JOHNSON.

Steve Chandler: HI. MY NAME IS STEVE CHANDLER. I AM A CITIZEN, TAXPAYER IN YOUR DISTRICT, LORI. YOU ARE NOT GOING TO GET MY VOTE. FIRST I WANT TO GIVE THANKS TO LORI SMITH. EVERYBODY KNOWS SHE'S THE ONLY ONE THAT VOTED AGAINST THE SALE OF THE WAPATO. THIS GENTLEMAN JUST BEFORE ME SAID TAKE THE 5 MILLION. I WORK FOR HOFFMAN. WE BUILT IT FOR 70 MILLION. WHAT WAS 70 MILLION WORTH OF REAL ESTATE IN 2003? WE ARE GOING TO SELL IT TO SOME GUY? WHAT'S HIS BACKGROUND? I AM ADDRESSING YOU CHAIR KAFOURY. I AM A NEWSAHOLIC. I SEE YOU ON THE NEWS ALL THE TIME, CHAIR, SAYING HOW IT WON'T WORK. IT WON'T WORK. I TELL YOU WHAT IF I BUY MY QUIZZED AND SAY IT WON'T WORK, I WON'T FUND IT FOR GASOLINE, IT WILL NOT WORK. IT IS OBVIOUS THIS IS A STEAL OF A DEAL. I KNOW THAT YOU GUYS ARE REPRESENTING THE REAL ESTATE COMMUNITY.

THAT'S FINE TO A CERTAIN EXTENT UNTIL YOU ARE PUTTING PEOPLE ON THE STREET BECAUSE OF IT. THE WAPATO -- I AM NOT GOING TO CALL IT A JAIL. IT'S A SHELTER. IT'S A BUILDING. IT'S A PUBLIC BUILDING THAT IS ABOUT TO BE SOLD. YOU HEARD IT. 5 MILLION. LIKE CHAIRMAN SMITH SAID IT'S A FIRE SALE. I AM NOT JUST -- YOU GUYS -- I AM NOT JUST ADDRESSING YOU. I AM ADDRESSING THE CITIZENS. A LOT OF PEOPLE DON'T REALIZE IT. I WENT TO -- THANK YOU VERY MUCH FOR HOLDING THE PRESS CONFERENCE AND SHAME ON YOU OTHERS FOR NOT GOING THERE ESPECIALLY YOU, CHAIR KAFOURY. I GUESS YOU ARE TOO BUSY. IT'S A NO-BRAINER. IT'S A BUILDING. IT'S 18 ACRES. IT COULD BE A COMMUNITY GARDEN. I HAVE FAMILY MEMBERS ADDICTED TO HEROIN. MOST OF US FOR. IT'S AN EPIDEMIC. IT'S NOT A TOTAL SOLUTION BUT SELL IT FOR 5 MILLION AND GIVE VOUCHERS SO THAT PEOPLE CAN PAY HIGH RENTS? COME ON. IT'S ANOTHER THEFT OF PUBLIC MONEY. TO YOU VICE CHAIR THAT YOU ARE NOT EVEN LOOKING AT ME AND YOU ARE BORED, I AM GOING TO CAMPAIGN HARD TO GET YOU NOT ELECTED. I KNOW YOU GET THIS AND YOU GET YOUR ROCKWOOD THING AND PRETTY SOON IT WILL BE LIKE THE PEARL AND EVERYONE THAT OWNS REAL ESTATE WILL GO UP. COME ON. HAVE YOUR LITTLE PET PROJECTS BUT DON'T PUT THESE HOMELESS PEOPLE OUT ON THE STREET ANY LONGER. IT IS A NO-BRAINER.

Steve Chandler: I UNDERSTAND WHY WE DON'T GET THE MEDIA ATTENTION. I TRIED TO GET ON THE NEWS, NO, BUT ALL I HEAR IT WON'T WORK. I WILL LIKE TO ASK YOU CHAIR KAFOURY IF YOU WOULD GIVE ONE REASON, ONE GOOD REASON WITH ALL OF THE MONEY MULTNOMAH COUNTY SPENDS ON ALL OF THE THINGS JUST THIS BUILDING, THE PAYROLL, TELL ME ONE GOOD REASON WHY YOU COULDN'T OPEN UP THOSE 500 BEDS RIGHT NOW AND ALLOW WOMEN AND CHILDREN AND MEN TO GO IN THERE. I KNOW YOU DON'T HAVE TO ANSWER THIS, BUT I AM JUST ASKING THE QUESTION. MAYBE WHEN YOU GET ON -- I KNOW. THE FUNDING. IT COST \$300,000 A YEAR TO MAINTAIN IT. THAT DOES NOT HOLD WATER. PEOPLE COULD LIVE OUT THERE AND GROW THEIR OWN FOOD. IT HAS A HUGE PARKING LOT. YOU COULD HAVE A WEEKLY FARMERS MARKET. AND I HEARD OH, YOU KNOW WHAT, THE LAST THING THAT YOU SAID, IT'S NOT ZONED FOR THAT. WELL, HERE'S THE SOLUTION. ARREST THE HOMELESS.

Chair Kafoury: THANKS FOR COMING. [APPLAUSE] WE HAVE A VERY LONG AGENDA WITH A LOT OF IMPORTANT THINGS THAT PEOPLE IN THIS COMMUNITY HAVE WORKED VERY HARD ON, SO IF WE COULD DO FINGERS WAVING OR SOME OTHER WAVE SHOWING YOUR APPRECIATION WHEN YOU LIKE WHAT PEOPLE SAY INSTEAD OF CLAPPING BECAUSE WE WILL BE HERE FOR A LONG TIME. I WANT EVERYONE TO GET THE OPPORTUNITY TO SPEAK.

Charles BridgeCrane Johnson: GOOD MORNING COMMISSIONERS. FOR THE RECORD CHARLES BRIDGECRANE JOHNSON. IDIOTS SPEND \$60 MILLION AND GIVE IT AWAY FOR 5 OR 7. THIS IS ALL THE WONDERFUL THINGS SAID BY THE GENTLEMAN BEFORE ME, FOR THOSE WHO DON'T KNOW YOU CAN GO ON FACEBOOK OR GOOGLE AND LOOK FOR OREGON HARBOR OF HOPE. ONE LOCAL MILLIONAIRE HAS A PLAN. IT GETS US A 7 MILLION HEADLINE. SOME PEOPLE THAT PARSE THAT SAY THAT THE COUNTY HAS TO KICK IN 4 MILLION SO IT'S ONLY A 3 MILLION OFFER. IN NO MATTER WHETHER IT'S 3 OR 7 MILLION, WE KNOW WE WILL HAVE TO SPEND TENS OF MILLIONS OF DOLLARS TO ADDRESS THE 10,000 PEOPLE THAT ARE SLEEPING OUTSIDE OR DOUBLE BUNKED IN THEIR FRIEND'S HOUSE OR PAYING OUTRAGEOUS HOTEL PRICES LIKE WE SOMETIMES HAVE TO DO WITH FAMILIES FOR CHILDREN. SO LETS HOPE THAT WE CAN GET THIS COMMISSION TO PUT THOSE 18 ACRES INTO WISE PUBLIC SERVICE. THAT IS NOT SOMETHING THAN IDIOT WOULD ASK FOR BUT SOMETHING THAT A GOOD STEWARD WOULD ASK FOR. IT DOES NOT -- IT MAY NOT TURN OUT TO BE OREGON HARBOR OF HOPE, BUT AS THE GENTLEMAN JUST POINTED OUT, WE ARE PAYING CLIMATE CONTROL FOR TEN YEARS WE HAVE CARED MORE BUT THE PIPES INSIDE WAPATO THAN WE HAVE CARED BUT THE PEOPLE ON OUR STREETS. IT'S TIME TO STOP THAT. I DON'T THINK WE NEED TO GO INTO THE THREE MINUTES. WE JUST NEED EMERGENCY ACTION.

WE HAVE A 60, 70, \$80 MILLION CAMPUS. IT'S DIFFICULT TO GET PEOPLE THERE, BUT THE PREVIOUS MAYOR, CHARLIE HALES, WHEN HE DID A ONE-SEASON

SHELTER IN MULTNOMAH VILLAGE, HE JUST GOT A LOCAL TRANSPORTATION COMPANY AND BOUGHT THEM SOME DIESEL. THEY BUSSED PEOPLE ALL WINTER FROM TRANSITION PROJECTS DOWN TO THE AREA. PEOPLE COULD RIDE THE BUS IF THEY WANTED TO BECAUSE THE VILLAGE HAS A BUS SERVICE. YOU ALL ARE POWERFUL, WISE WOMEN. YOU CAN WRANGLE SENSE OUT OF TRI-MET. WE DON'T GET A LOT OF SENSE OUT OF TRI-MET BUT YOU COULD MAKE IT GO CLOSER TO WON -- WAPATO. HUNDREDS OF PEOPLE COULD SLEEP INSIDE. IT'S NOT GOING TO HOLD ALL THE HOUSELESS SO EVEN HIS POINT, SOME DON'T DO WELL IN THIS ENVIRONMENT. THE SCALE OF WAPATO IS NOT LARGE ENOUGH TO FIX THE PROBLEM. IT'S ONLY LARGE ENOUGH TO GET 500 PEOPLE INSIDE LEAVING MORE THAN 500 STILL STUCK IN TENTS AND DOORWAYS. WE COULD ALL FEEL BETTER ABOUT HAVING THE NUMBER OF PEOPLE STUCK SLEEPING OUTSIDE. THANK YOU VERY MUCH. [APPLAUSE]

Chair Kafoury: NOW THE BOARD OF COUNTY COMMISSIONERS WILL CALL A HEARING.

R.1 Hold a Hearing to Legalize a Portion of SW Hewett Boulevard, County Road No. 405, and Adopt Order Legalizing a Portion of SW Hewett Boulevard, as County Road No. 5025. Presenter: Courtney Lords, Assistant County Attorney and Ian Cannon, County Engineer.

Chair Kafoury: COMMISSIONER STEGMANN MOVES, COMMISSIONER MEIERAN SECONDS APPROVAL OF R.1. GOOD MORNING.

Courtney Lords: GOOD MORNING. I AM COURTNEY LORDS WITH THE COUNTY ATTORNEY'S OFFICE. WITH ME IS IAN CANNON, THE COUNTY ENGINEER, AND JIM CLAYTON, THE COUNTY SURVEYOR. WE ARE HERE ON THE LEGALIZATION OF SOUTHWEST HEWETT BOULEVARD. ON DECEMBER 21 OF LAST YEAR 2017 YOU ADOPTED RESOLUTION 2017-103. WHAT THAT DID WAS INITIATE PROCEEDINGS FOR THE LEGALIZATION OF SOUTHWEST HEWETT BOULEVARD AND DIRECTED THE COUNTY SURVEYOR TO SURVEY THAT ROAD. PURSUANT TO OREGON REVISED STATUTE 368-201 THERE ARE SEVERAL BASIS FOR WHEN A COUNTY MAY INITIATE A ROAD LEGALIZATION. THOSE ARE IF THE LOCATION OF THE ROAD CANNOT BE ACCURATELY DETERMINED DUE TO NUMEROUS HER RATIONS, DEFECTIVE SURVEY OF THE ROAD OR ADJACENT PROPERTY, OR IF THE ROAD IS TRAVELED FOR MORE THAN TEN YEARS, DOES NOT CONFORM TO THE LOCATION OF THE ROAD IN THE COUNTY RECORDS. ALL THREE OF THOSE ARE MET IN REGARD TO THE SOUTHWEST HEWETT BOULEVARD. ON JANUARY 25, 2018, THE COUNTY ENGINEER CAUSED A WRITTEN REPORT TO BE FILED WITH THE CLERK OF THE BOARD RECOMMENDING LEGALIZATION OF THIS ROAD.

IN THERE WAS THE SURVEY CONDUCTED BY THE COUNTY SURVEYOR AS REQUIRED UNDER STATE LAW. ON THAT SAME DATE YOU ADOPTED BOARD RESOLUTION 2018-009 TO SCHEDULE A PUBLIC HEARING, WHICH IS WHAT WE

ARE HERE FOR TODAY, AND DIRECTING NOTICE THEREOF. THE COUNTY HAS PROVIDED PUBLIC NOTICE OF THE HEARING IN COMPLIANCE WITH OREGON REVISED STATUTE 368-201. BEFORE YOU TODAY IS BOARD DETERMINATION OF WHETHER YOU WANT TO PROCEED WITH LEGALIZATION OF SOUTHWEST HEWETT BOULEVARD AND WHETHER OR NOT THAT LEGALIZATION IS IN THE PUBLIC INTEREST. IF YOU DO DETERMINE IT IS IN THE PUBLIC INTEREST YOU HAVE AN ORDER TO DECLARE WITH LEGALIZATION OF SOUTHWEST HEWETT BOULEVARD. IF NOT THEN YOU WOULD PRESENT AN ORDER TO ABANDON THE LEGALIZATION OF SOUTHWEST HEWETT BOULEVARD. WITH THAT SAID I WILL TURN IT OVER TO IAN CANNON AND JIM CLAYTON. I DON'T KNOW I AM MESSING UP YOUR NAME TODAY.

Ian Cannon: ACTUALLY I DON'T HAVE A LOT TO OFFER, JUST HERE TO ANSWER ANY QUESTIONS YOU MIGHT HAVE BUT THE LEGALIZATION.

Chair Kafoury: THANK YOU. DO WE HAVE QUESTIONS FROM THE BOARD? COMMISSIONER STEGMANN?

Commissioner Stegmann: THANK YOU CHAIR. SO IN PLAIN LANGUAGE WHAT ARE WE DOING WHEN YOU SAY LEGALIZATION?

Ian Cannon: SO IN PLAIN LANGUAGE FOR EVERY ROAD THAT WE HAVE A PROPERTY DESCRIPTION THAT LAYS OUT THE BOUNDARIES OF THE ROADWAY AND HOW IT ABUTS THE ADJACENT PROPERTIES. OVER TIME THE TRAVELED ROADWAY UP THERE DOESN'T MATCH UP WITH WHAT'S IN OUR 1886 RECORD, SO WHAT WE WANT TO DO IS UPDATE THAT RECORD SO THAT IT MATCHES WHAT IS OUT IN THE FIELD. THEN EVERYBODY WILL HAVE GOOD INFORMATION FOR MOVING FORWARD.

Commissioner Stegmann: SO IT'S A DOCUMENTATION OF WHERE THE ROAD IS, WHAT THE ROAD IS, SO JUST KIND OF CLEARING THAT UP SO EVERYBODY IS ON THE SAME PAGE.

Courtney Lords: CORRECT. MORE OR LESS CORRECTS WHERE THE COUNTY RIGHT-OF-WAY BEGINS AND ENDS AND WHERE THE PROPERTY OWNERS' RIGHTS BEGIN AND END IN TERMS OF THAT RIGHT-OF-WAY.

Commissioner Stegmann: GREAT, THANK YOU.

Commissioner Smith: MADAM CHAIR I HAVE A QUESTION. GOOD MORNING. DURING THE PUBLIC NOTIFICATION PROCESS WAS THERE ANY COMMUNICATION FROM THE PROPERTY OWNERS OR FROM THE COMMUNITY IN REGARDS TO THIS NEW CHANGE?

Ian Cannon: I RECEIVED ONE PHONE CALL FROM A LADY THAT LIVES NEAR THE RIGHT-OF-WAY. ACTUALLY IT TURNED OUT THAT HER PROPERTY IS NOT

AFFECTED BY THIS BUT SHE JUST HAD GENERAL QUESTIONS BUT THE PROCESS. THAT WAS ALL I RECEIVED.

Commissioner Smith: LASTLY, WILL WE HAVE ANY RESPONSIBILITY TO MAINTAIN THE ROAD AFTER WE APPROVE THIS?

Ian Cannon: IT IS A COUNTY ROAD, SO IT'S ONE THAT WE MAINTAIN, SO WE WILL CONTINUE TO MAINTAIN IT.

Commissioner Smith: GREAT. THANK YOU.

Chair Kafoury: ANY OTHER QUESTIONS OR COMMENTS? DO WE HAVE PUBLIC COMMENT LYNDIA.

Board Clerk: WE HAVE ONE.

Chair Kafoury: GOOD MORNING.

Mubasheer Cheema: I AM MUBASHEER CHEEMA. I OWN AN EMPTY LOT ON SOUTHWEST [INAUDIBLE] BOULEVARD AND I'VE BEEN TRYING TO GET A BUILDING PERMIT FOR MY SINGLE FAMILY HOME FOR THREE LONG YEARS. WITHOUT SUCCESS. AT ISSUE IS THE OFFICIAL COUNTY ROAD SURVEY FROM 1886. THAT ACCORDING TO THE COUNTY ENGINEER'S TESTIMONY IS DEFECTIVE AND CANNOT BE SURVEYED. I HAVE COME HERE BEFORE A FEW TIMES ASKING FOR YOUR HELP IN THIS MATTER, AND THAT HAS RESULTED IN THE INITIATION OF THIS ROAD LEGALIZATION PROCESS. I THANK YOU FOR THAT. HOWEVER FOR WHATEVER REASON THE PROCESS FOR THIS ROAD HAS BEEN INITIATED A FEW TIMES BEFORE BUT WAS NOT APPROVED. I AM HERE TO RESPECTFULLY AND STRONGLY URGE YOU TO DO THE RIGHT THING AND NOT KICK THE CAN DOWN THE ROAD ON THIS 130-YEAR-OLD PROBLEM AND FOLLOW THE RECOMMENDATION BEING MADE BY THE COUNTY ENGINEER TODAY AND OTHER COUNTY ENGINEERS BEFORE HIM AND APPROVE THE ROAD LEGALIZATION ORDER FOR SOUTHWEST HEWETT BOULEVARD AND CORRECT THIS WRONG ONCE AND FOR ALL. THANK YOU.

Chair Kafoury: THANKS FOR COMING. ANY OTHER QUESTIONS OR COMMENTS FROM THE BOARD? ALL RIGHT, ALL THOSE IN FAVOR VOTE AYE. THE ORDER IS ADOPTED. THANK YOU. BEFORE WE DO R2 THERE ARE SEATS IN THE FRONT IF PEOPLE WHO ARE STANDING IN THE BACK WANT TO COME FILL IN SOME OF THE SEATS IN THE FRONT ROW OVER ON THIS SIDE. BETTER THAN STANDING.

R.2 Proclamation Declaring April 2-8, 2018 as National Public Health Week in Multnomah County, Oregon. Presenters: Marilou Carrera and Katie Sawicki.

Chair Kafoury: COMMISSIONER VEGA PEDERSON MOVES, COMMISSIONER STEGMANN SECONDS APPROVAL OF R.2.

Rachel Banks: GOOD MORNING CHAIR KAFOURY AND COMMISSIONER MEIERAN AND SMITH AND VEGA PEDERSON AND STEGMANN. FOR THE RECORD I AM RACHAEL BANKS WITH YOUR PUBLIC HEALTH DIVISION. HAPPY PUBLIC HEALTH WEEK. YEAH. ACROSS THE NATION FOLKS ARE CELEBRATING AND RECOGNIZING THE CONTRIBUTIONS THAT PUBLIC HEALTH MAKES TO OUR NATION AND TO OUR LOCAL COMMUNITIES. WE ARE EXCITED TO BE DOING THAT TODAY. BEFORE I START I AM GOING TO ASK MY FABULOUS PARTNERS HERE TO INTRODUCE THEMSELVES AND ALSO I WANT TO SAY FOR THE RECORD THAT MY PREFERRED GENDER PRONOUNCE ARE HE, HER, AND HERS. SO DO YOU WANT TO START AND INTRODUCE YOURSELVES?

Joseph Lyons: HI EVERYONE, JOSEPH LYONS, THE DIRECTOR AT A APONO, AND I USE HE AND HIM.

Ednan Yamu: I AM [INAUDIBLE], I WORK WITH THE OREGON COMMUNITY HEALTH ASSOCIATION. MY PRONOUN IS SHE AND HERS.

Marilou Carrera: I AM MARILOU CARRERA, MY GENDER PRONOUNCE ARE SHE, HER, AND HERS. I AM REPRESENTING FOR THE OREGON HEALTH EQUITY ALLIANCE AND I WOULD LIKE FOR YOU TO KNOW THAT I IDENTIFY AS A FILIPINO AND JAPANESE WOMAN. I AM REALLY EXCITED TO BE HERE TODAY.

Isa Jalo: HI EVERYONE, I AM [INAUDIBLE] AND I AM HERE REPRESENTING AFRICA [INAUDIBLE].

Chair Kafoury: BEFORE WE START COMMISSIONER MEIERAN WANTED TO GIVE YOU A SPECIAL GREETING. DID YOU WANT TO? A SPECIAL GREETING FROM THE DOCTOR.

Commissioner Meieran: I DO WANT TO GIVE YOU A SPECIAL GREETING. I ECHO HAPPY NATIONAL PUBLIC HEALTH WEEK. SO EXCITED ABOUT THIS. JUST IN SPONSORING THIS PROCLAMATION I WANTED TO MENTION JUST BRIEFLY ABOUT PUBLIC HEALTH AND HOW WE CAME ABOUT BRINGING THIS PANEL TOGETHER AND HAVING THIS CONVERSATION HERE TODAY. I THINK THAT THAT'S REALLY AN IMPORTANT BACKDROP. PUBLIC HEALTH IS EXTREMELY BROAD. IT INCLUDES EVERYTHING FROM LIKE VECTOR CONTROL TO -- AND VECTORS IS A NICE WORD OF SAYING LIKE THINGS LIKE MOSQUITOES AND RATS AND YOU KNOW THINGS OF THOSE NATURE TO TOBACCO AND MATERNAL AND CHILD HEALTH TO COMMUNICABLE DISEASE AND FOOD SAFETY AND AIR QUALITY AND SORT OF EVERYTHING IN BETWEEN THAT AFFECTS OUR HEALTH AS A COMMUNITY. IT'S ABOUT OUR BUILT AND NATURAL ENVIRONMENTS AS WELL AS OUR SOCIAL, ECONOMIC, AND POLITICAL ENVIRONMENTS.

THESE ENVIRONMENTS SO OFTEN PRODUCE AND REINFORCE HEALTH INEQUITIES THAT WE SEE. SO THIS YEAR WHEN WE THOUGHT ABOUT ALL OF

THE DIFFERENT WAYS AND PROGRAMS IN WHICH WE COULD LIFT UP AND CELEBRATE NATIONAL PUBLIC HEALTH WEEK WE WOULD REALLY FOCUS ON WHAT ROSE TO THE TOP FOR US THIS YEAR, AND THAT'S OUR COMMUNITY HEALTH IMPROVEMENT PLAN, WHICH SOON WILL BE REBRANDED, WHICH I IMAGINE THAT YOU WILL TALK ABOUT OR WHAT WE HAVE KNOWN AS THE CHIP. MULTNOMAH COUNTY'S CHIP, NOT JUST THE CONTENT OF IT, BUT ALSO THE WAY IN WHICH IT HAS BEEN LED BY YOU AND BY THE COMMUNITY ITSELF. IT HAS UNDERPINNED THIS REALLY UNIQUE AND FANTASTIC PROGRAM. IT IS REALLY WORDS CELEBRATING TODAY, SO PLEASED TO BRING THE PROCLAMATION FORWARD TO NATIONAL HEALTH WEEK, AND EVEN MORE PLEASED THAT WE AT MULTNOMAH COUNTY ARE USING THE WEEK AS AN OPPORTUNITY TO ELEVATE THE WORK AROUND OUR CHIP. SO FANTASTIC PANEL, AND WELCOME TO ALL OF YOU. THANK YOU.

Rachel Banks: THANK YOU COMMISSIONER MEIERAN FOR YOUR LEADERSHIP IN BRINGING THIS PROCLAMATION FORWARD AND YOUR CONTINUED SUPPORT. IT'S MUCH APPRECIATED. TODAY WE ARE GOING TO LAUNCH THE WEBSITE. YOU WILL HEAR MORE ABOUT THAT. TALK TO YOU BUT THE CURRENT EFFORTS AND REALLY INTRODUCE THE IMPLEMENTATION FRAMEWORK. THERE HAS BEEN SO MUCH FABULOUS WORK THAT'S BEEN DONE. WE WERE HERE IN FRONT OF YOU LAST YEAR SHARING SOME OF THE RECOMMENDATIONS AND THE COMMUNITY ENGAGEMENT AND ARE EXCITED TO SHARE THE IMPLEMENTATION PROGRESS THUS FAR. WE WILL ALSO ASK FOR YOUR CONTINUED SUPPORT, AND THANK YOU FOR YOUR SUPPORT THIS FAR AND ASK FOR THAT CONTINUED SUPPORT AS WE MOVE FORWARD ON OUR COMMUNITY HEALTH AND PLANNING PROCESS. YOU MAY HAVE BEEN HERE WHEN WE DID THE PUBLIC HEALTH HEROES WHERE WE HAD A NOMINATION AND SELECTION PROCESS, AND TO ECHO COMMISSIONER MEIERAN'S STATEMENT, WE COULD NOT THINK OF A BETTER WAY TO HONOR PUBLIC HEALTH THAN TO REALLY CELEBRATE AND THANK YOU ALL IN OREGON HEALTH EQUITY ALLIANCE AND THE FOLKS WHO HAVE PARTNERED WITH US IN THIS CHIP. THAT IS REALLY WHAT WE WANTED TO DO TODAY. IN THAT VEIN CAN ANYBODY WHO HAS PARTICIPATED, WENT TO A LISTENING SESSION, INCLUDING YOUR STAFF, IN ANY WAY WITH THE CHIP PLEASE STAND UP. THANK YOU. THANK YOU ALL.

IT'S ALSO REALLY FITTING THAT WE ARE HERE TODAY COMING BEFORE YOUR WORKFORCE EQUITY STRATEGIC PLAN. I JUST WANT TO STAND IN SOLIDARITY WITH ALL OF THE EMPLOYEES OF COLOR OF MULTNOMAH COUNTY WHO HAVE THROUGH THEIR COURAGE AND HOPE AND PERSISTENCE CONTINUED TO ELEVATE EQUITY AND HIGHLIGHT AND CALL OUT RACISM AND ITS IMPACTS ON HEALTH. THERE ARE MANY LINKS BETWEEN HEALTH AND RACISM, A COUPLE BEING THAT SIMPLY PUT AND NO WAY TO SUGAR COAT IT, RACISM IS A PUBLIC HEALTH ISSUE. IT IS BEHIND EVERY DATA REPORT THAT WE DO, EVERY DISPARITY THAT YOU HEAR US TALK ABOUT. WE KNOW THAT THE COMMUNITIES KNOW THAT AND IN ORDER TO MOVE, TO MOVE FORWARD WE

HAVE TO PLAINLY STATE IT AND ADDRESS IT, AND THAT'S WHAT OH, HEY, WE WILL BE HELPING TO DO BUT MORE, NOT MORE SO BUT EQUALLY SO I GUESS. THE EMPLOYEES OF MULTNOMAH COUNTY WHO HAVE ALSO WORKED TOWARDS EQUITY, HELP IN THE HEALTH OF THE COMMUNITY NOT ONLY BY THE SERVICE AND THE INTEGRITY THAT THEY SHOW EVERY DAY IN SERVING OUR BELOVED COMMUNITIES, BUT ANY EFFORT TO HIGHLIGHT AND ADDRESS RACISM AND INEQUITY HELPS HEALTH AND PUBLIC HEALTH. SO A BIG SHOUT OUT TO THE EMPLOYEES OF COLOR AND SOLIDARITY. THANK YOU. [APPLAUSE].

Marilou Carrera: THANK YOU VERY MUCH. IT HAS BEEN A WHILE SINCE WE HAVE HAD THE OPPORTUNITY TO TALK BUT THE COMMUNITY HEALTH IMPROVEMENT PLAN WITH YOU ALL. I WILL PUT MY TEAM ON THE SPOT WITH A LITTLE LIGHTNING ROUND. WHAT IS A CHIP AGAIN? IF THE FOLKS, IF YOU COULD JUST SHARE ONE WORD AND ONE PHRASE ABOUT WHAT A CHIP IS OR WHAT IT MEANS TO YOU.

Ednan Yamu: TO ME IT MEANS COMMUNITY INVOLVEMENT.

Joseph Lyons: TO ME IT MEANS AN ORGANIZED COMMUNITY CAN BEST PROTECT ITSELF.

Rachel banks: BIG ACTIONS.

Isa Jalo: TO ME IT MEANS -- OH. OKAY. IT MEANS COMMUNITY-LED IMPLEMENTATION.

Marilou Carrera; YEAH, ABSOLUTELY. ALL THOSE THINGS AND MORE, AND ABSOLUTELY SOLUTIONS DRIVEN. WHEN WE ENTER THE WORK, COMMUNITIES ARE TAKING THE LEAD IN IDENTIFYING PRIORITY ISSUES AS WELL AS DETERMINING THE PATHWAYS TOWARDS HEALTH IMPROVEMENT, WANTING TO ACKNOWLEDGE IN OUR PROCESS THAT GOVERNMENT IS ABSOLUTELY A PARTNER IN MAKING SURE IMPLEMENTATION HAPPENS, AND THIS CHIP, THIS COMMUNITY HEALTH IMPROVEMENT PLAN IS -- WILL HELP SHAPE, FRAME, AND ADVANCE THE POLICY TO IMPROVE HEALTH. I AM TURNING TO RACHAEL TO GROUND US FARTHER IN OUR EFFORTS.

Rachel Banks: SO THERE ARE A LOT OF REASONS WHY COMMUNITIES DO CHIPS, PUBLIC HEALTH DEPARTMENT ACROSS THE NATION. THEY DO THIS FOR US. IT'S MORE SPECIFIC AND MORE MEANINGFUL, THOUGH. AS ONE OF OUR UNIQUE ROLES AS YOUR PUBLIC HEALTH DIVISION WE PUT OUT DATA, AND WE ARE THE FOLKS WHO LOOK AT THE HEALTH ACROSS THE POPULATION. TIME AFTER TIME, YEAR AFTER YEAR WE HAVE SEEN UNJUST, AVOIDABLE, INEXCUSABLE DISPARITIES AND INEQUITIES BY RACE, GENDER AND A VARIETY OF OTHER IDENTITIES. WE KNOW THAT WE CAN END THAT, AND THIS CHIP IS COMMUNITY CENTERED CHIP IS ONE OF OUR COMMITMENTS, ONE OF THE STRATEGIES TO DOING THAT. WHY? BECAUSE OUR FAMILIES CONTINUE TO BE

TREATED WITHOUT DIGNITY, SO ON HERE YOU HAVE QUOTES THAT HAVE COME FORWARD IN THE COMMUNITY ENGAGEMENT PROCESS.

Rachel Banks: FOR EXAMPLE MEDICAL INSTITUTION TENDS TO TREAT AFRICAN-AMERICAN PEOPLE LIKE SECOND CLASS PEOPLE IN OUR OWN COMMUNITY. MEDICAL PROVIDERS NEED TO TREAT AFRICAN-AMERICAN PEOPLE WITH THE SAME RESPECT AND COURTESY AS ALL OTHERS. THERE ARE STRATEGIES IN HERE THAT WILL, WE'LL TALK ABOUT, CULTURAL, RELEVANT, AND RESPONSIVE PRACTICES. SHELTERS THAT ALLOW YOU TO STAY WHEN YOU ARE SICK, HAVE A NURSE TO CHECK ON YOU AND MAKE SURE THAT YOU ARE DOING OKAY. ALSO THE ABILITY TO LAY DOWN AND REST. SHELTERS WON'T LET YOU DO THAT. AS YOU ALL HAVE DONE SO MUCH WORK ON HOUSING AND UNDERSTAND THE IMPACTS OF HOUSING AS A SOCIAL DETERMINANT OF HEALTH AS WELL THE COMMUNITY HAS LIFTED THAT UP. NEED TO LEARN TO VOICE OUR CONCERNS AND STAND UP TOGETHER IN UNITY AND ADVOCATING FOR OUR ISSUES IS A VERY IMPORTANT, AND WE ARE MISSING THAT. BEING ABLE TO ADVOCATE FOR ONE'S HEALTH AND HAVING A HEALTH DEPARTMENT AND COUNTY GOVERNMENT THAT WILL LISTEN TO THAT, BELIEVE AND TRUST IN THAT IS A HEALTH PROMOTING THING. COMMUNITIES KNOW WHAT NEEDS TO BE DONE. THEY JUST NEED US TO LISTEN AND HELP TO SUPPORT THEM IN DOING THAT. THAT'S WHAT OUR COMMUNITY CENTERED, COMMUNITY-DRIVEN CHIP IS ABOUT.

Joseph Lyons: SO THE WORK OF THE MULTNOMAH COUNTY CHIP HAS BEEN CO-DESIGNED BY AN AMAZING SORT OF ARRAY OF LEADERS AND ORGANIZATIONS THAT HAVE GENERATIONAL, CULTURAL AND PROFESSIONAL EXPERTISE IN HEALTH AND COMMUNITY ORGANIZING HERE IN MULTNOMAH COUNTY. REALLY CENTERING THE COMMUNITIES OF COLOR. THE PROJECT LEADERSHIP TEAM IS COMPOSED OF A PARTNERSHIP WITH COMMUNITY-BASED ORGANIZATIONS AND MULTNOMAH COUNTY, PARTICULARLY THE MULTNOMAH COUNTY HEALTH DEPARTMENT. SOME OF THOSE MEMBERS INCLUDE THE IRCO AFRICA HOUSE, THE NATIVE AMERICAN YOUTH AND FAMILY CENTER, THE OREGON COMMUNITY HEALTH WORKER ASSOCIATION, APANO, OREGON PUBLIC HEALTH NEWT, UNITE OREGON AND URBAN LEAGUE OF PORTLAND. WE ARE ABLY STAFFED BY MARILOU CARRERA, WHO I WANT TO GIVE A SHOUT OUT TO, WHO HAS BEEN THE LEAD STAFF FOR ALMOST THREE YEARS. MUCH LOVED TO MARILOU CARRERA, AND WE REALLY CONTINUE TO PROVIDE A LEVEL OF SORT OF PLANNING, PROCESS, COMMUNITY ENGAGEMENT AND SUPPORT AND REPORTING BACK AND BEING ACCOUNTABLE FOR THE THINGS THAT WE SAY WE ARE GOING TO DO.

Ednan Yamu: WE ALL KNOW THAT HEALTH IS MORE THAN A MENTAL OR PHYSICAL. TREATING OUR HEALTH IS MORE THAN VISITING A DOCTOR OR HOSPITAL. OUR HEALTH IS A QUALITY OF LIFE, AND THIS IS AFFECTED BY MANY FACTORS THAT GO BEYOND THE HEALTH SYSTEM. SO WHEREVER POSSIBLE OUR HEALTH IS GROUNDED ON SOCIAL, ENVIRONMENTAL, AND [INAUDIBLE].

SOME PEOPLE EVEN SAY IT REFERS TO THEIR [INAUDIBLE] EQUITY. THIS DOES INCLUDE THE HEALTH SYSTEM BUT EXTENDS ALSO TO HOUSING, EDUCATION, TRANSPORTATION, WORKFORCE, AND FOOD SYSTEM AMONG OTHERS. THE FRAMEWORK ALLIANCE WITH AN UPSTREAM APPROACH TO ADDRESSING HEALTH BY TARGETING THE ROOT CAUSE OF HEALTH INEQUITIES WHICH ARE OFTEN ROOTED IN THE OPPRESSIVE SYSTEMS-BASED SYSTEM.

Isa Jalo: SO OUR WORK IS GUIDED BY A SET OF GUIDING PRINCIPLES, AND ONE OF THEM IS THAT IT IS COMMUNITY-LED AND TRANSPARENT AND THIS MEANS THAT ALL OF THE WORK THAT HAS BEEN DONE SO FAR IS TO [INAUDIBLE] WITH COMMUNITY MEMBERS, COMMUNITY ORGANIZATION AND COMMUNITIES OF COLOR AND ALSO THE COUNTY HEALTH DEPARTMENT. TWO IS THAT WE USE FEASIBLE RECOMMENDATIONS AND STRATEGIES. WE BUILD UPON EXISTING STRATEGIES THAT WERE RECOMMENDED BY THE COMMUNITY MEMBERS AND FROM THE EFFORT OF OUR KEY STAKEHOLDERS WHO HAVE THE ABILITY TO IMPLEMENT THE STRATEGIES, AND WE ALSO USE CURRENT EVIDENCE AND OUR BEST PRACTICES AND STRATEGIES THAT IS FROM THE COMMUNITY -- THAT IS BUILDUP FROM THE COMMUNITY EVIDENCE, COMMUNITY LEVEL CONDITIONS.

Marilou Carrera: WE HAD SHARED WITH YOU PREVIOUSLY THAT IN THE SUMMER OF 2016 THROUGH OUR EFFORTS WE WERE ABLE TO IDENTIFY PRIORITY AREAS. SINCE THE OUTCOME OF THE 2016 PRESIDENTIAL ELECTIONS THE OUTCOMES HAVE REALLY CREATED A LANDSCAPE IN WHICH WE HAVE SEEN AN INCREASE IN RACE-BASED VIOLENCE TOWARDS OUR COMMUNITIES OF COLOR IN MULTNOMAH COUNTY. THROUGH OUR CONVERSATIONS WITH COMMUNITY MEMBERS IN THE CONTEXT OF SHIFTING PERCEPTIONS OF RACE AND RACISM INCLUDING A GROWING AWARENESS OF OREGON'S OWN LONGSTANDING HISTORY OF RACISM INSTITUTIONALIZED THROUGH THE FOUNDING CONSTITUTION. OUR FIRST PRIORITY IS TRANSFORMATIVE CHANGE TOWARDS EQUITY AND EMPOWERMENT, WHICH ADDRESSES ISSUES OF DISCRIMINATION AND RACISM AND EXPERIENCED BY COMMUNITIES OF COLOR, YOUTH, KRIS LGBTQ AND THE HOUSELESS COMMUNITY.

Ednan Yamu: WE FOCUS ON THE HEALTH CARE SYSTEM THAT CREATES BARRIERS FOR PEOPLE, PEOPLE LIVING IN MULTNOMAH COUNTY INCLUDING PEOPLE OF COLOR, LGBTQ, PEOPLE WITH MENTAL ILLNESS AND PEOPLE WITH DISABILITIES. THEN HOUSING NEEDS FOR LOWER INCOME PEOPLE LIVING IN MULTNOMAH COUNTY. IT GETS TO THE DOUBLE HOUSING ISSUE IS DIFFERENT AND OTHER NEEDS OF THOSE HOUSELESS.

Isa Jalo: WE ALSO FOCUS ON ISSUES THAT ARE OUTSIDE OF THE HEALTH CARE SYSTEM. FOR EXAMPLE TRANSPORTATION, EDUCATION, AND ACCESS FOR HEALTH CARE FOR NEW COMMUNITIES OF COLOR AND YOUTH. THIS IS WHAT WE OFFER AS FAR AS THE DETERMINANTS OF HEALTH.

Joseph Lyons: AND AFTER KEEPING SCORE, NUMBER FIVE, IN THE LAST ONE IS A COMMUNITY CENTERED HEALTH IMPROVEMENT PLAN THAT MUST SPEAK TO THE EXPERIENCES OF THE COMMUNITIES OF COLOR, YOUTH, LESBIAN, GAY, BISEXUAL TRANSGENDER, QUEER, AND QUESTIONING FOLKS, AND HELPS PRESERVING THE TRADITIONAL AND CULTURAL WAYS OF BEING AND THE KNOWLEDGE THAT WE HAVE IN OUR COMMUNITIES OF RESISTANCE AND RESILIENCE TO SUPPORT THE HEALTH AND THE HEALING OF THESE COMMUNITIES TO BUILD THAT CAPACITY TO HAVE THAT CONNECTION TO WHAT WE ALREADY KNOW WORKS.

Marilou Carrera: THANK YOU. SO AS WE MOVED FROM PLANNING TO IMPLEMENTATION IT BECAME REALLY NECESSARY TO TALK ABOUT WHAT OUR DESIRED GOALS REALLY LOOK LIKE, WHAT DO WE KNOW BY EQUITY AT THE END OF THE DAY? WHAT DOES TRANSFORMATION LOOK LIKE IN THE CONTEXT OF EQUITY? THERE ARE MANY CONVERSATIONS AS A LEADERSHIP TEAM. WE SAW CLEAR OPPORTUNITIES TO SHIFT THE WAYS IN WHICH HEALTH EQUITY WORK IS CARRIED OUT WITHIN THE COUNTY, WITHIN [INAUDIBLE], THE OREGON HEALTH EQUITY ALLIANCE, AND AMONG OUR COLLECTIVE AND VARIED PARTNERS. THESE CONVERSATIONS WERE REALLY IMPORTANT TO HELP US TO UNDERSTAND THE DIRECTION THAT WE WERE MOVING IN AND ALSO TO -- WHICH ALSO LED US TO THIS QUESTION, WHEN DOES THE CHIP BECOME MORE THAN A CHIP. I WOULD SAY TO THAT, THAT WHEN THE WORK OF A CHIP IS CENTERED ON THE KNOWLEDGE AND EXPERIENCES OF THE COMMUNITIES, AND IN THIS CASE COMMUNITIES OF COLOR SPECIFICALLY, THE CHIP WILL ALWAYS BE ABOUT TRANSFORMATION. TRANSFORMATION IS COMMUNITY POWERED CHANGE. SO THERE ON THE SLIDE BEFORE YOU I WOULD LIKE YOU TO THINK OF THE COMMUNITY POWERED CHANGE AS A CAMPAIGN FOR BUILDING A SHARED HEALTH EFFECTS NARRATIVE IN MULTNOMAH COUNTY. WHY? BECAUSE HEALTH EQUITY IS NOT ACCOMPLISHED IN A SILO. IT IS DONE IN THOUGHTFUL COLLABORATION WITH THOSE WHO MAY NOT RECOGNIZE THAT THE WORK THAT THEY ARE DOING IS ABOUT HEALTH.

YOU CAN ALSO THINK OF COMMUNITY POWERED CHANGE AS A MECHANISM, AS THE MECHANISM FOR IMPLEMENTING THE STRATEGIES OF THE MULTNOMAH CHIP. COMMUNITY POWER CHANGE HAS ITS OWN BRANDING AS YOU CAN SEE OUR FANCINESS UP THERE. WE HAVE OUR OWN WEBSITE, COMMUNITY POWERED CHANGE, WHICH WE WILL POST AT THE END OF THE PRESENTATION, AND A NEWSLETTER THROUGH WHICH PEOPLE MAY LEARN MORE ABOUT OUR EFFORTS. THERE IS ALSO POST-CARDS ON THE BACK TABLE BY THE DOOR FOR FOLKS TO PICK UP ON THE WAY OUT WITH THIS INFORMATION AS WELL. THESE EFFORTS WILL CONTINUE TO BE SUPPORTED THROUGH A PARTNERSHIP BETWEEN OHAY AND THE PUBLIC HEALTH DIVISION, PARTICULARLY PARTNERS WITHIN THE HEALTH EQUITY INITIATIVE. WE BELIEVE THIS PARTNERSHIP BETWEEN COMMUNITY AND GOVERNMENT IS A SHIFT IN HOW THE COUNTY ENGAGES WITH THE COMMUNITY AND REFLECTS INCREASED SUPPORT OF EQUITY WORK WITHIN THE COMMUNITY. SO IN

ADDITION TO VALIDATING THE MOST PRESSING ISSUES DURING OUR INITIAL COMMUNITY ENGAGEMENT EFFORTS OUR COMMUNITY SHARED WITH US A NUMBER OF RECOMMENDATIONS THEY BELIEVE WOULD IMPROVE THE HEALTH OF THE COMMUNITIES OF COLOR WITHIN MULTNOMAH COUNTY. THESE RECOMMENDATIONS RANGER FROM BASIC INFORMATION SHARING TO INVESTMENT IN CULTURALLY SPECIFIC ORGANIZATIONS TO ADVOCATING FOR POLICY PLATFORMS FOR BETTER DATA COLLECTION WITHIN THE COMMUNITIES OF COLOR.

Marilou Carrera: AGAIN AT THE END OF THE DAY HOW DO WE IMPLEMENT SUCH A BROAD RANGE OF STRATEGIES? THAT WORK REALLY BEGAN FOR US WITH LOOKING AT WHO IS DOING THE WORK THROUGH OUR OPPORTUNITIES ASSESSMENT WE INTERVIEWED OVER 40 ORGANIZATIONAL PARTNERS IN HEALTH SYSTEMS, EDUCATION, WORKFORCE DEVELOPMENT, AND OTHERS. AFTER DOING THOSE INTERVIEWS WE WORKED WITH THE HEALTH EQUITY INITIATIVE STAFF TO ALIGN THE COMMUNITY POWER CHANGE STRATEGIES TO THE EXISTING WORK OF THOSE PARTNERS THAT WE HAD INTERVIEWED. THROUGH THAT PROCESS WE SAW SOME CLEAR SEAMS AROUND -- WITHIN OUR OWN STRATEGIES, AND IN OUR COLLABORATIVE STRATEGY DEVELOPMENT PHASE WE CONVENED THREE WORK GROUPS TO IDENTIFY DIFFERENT PROJECT OPPORTUNITIES TO ADVANCE COMMUNITY POWERED CHANGE STRATEGIES. SO THROUGH THOSE EFFORTS WE EVENTUALLY FINALLY DEVELOPED OUR IMPLEMENTATION FRAMEWORK, WHICH IS PRESENTED ON THE SLIDE UP THERE. BUILDING A SHARED HEALTH EQUITY NARRATIVE MEANS BRAG DOWN SILOS. WE KNOW A NUMBER OF OUR PARTNERS, ORGANIZATIONS AND INSTITUTIONS ARE DOING EQUITY WORK NOW. WE RECOGNIZE ALSO THAT THE IMPORTANT WORK THAT THEY ARE DOING REQUIRES A LOT OF SUPPORT FOR THEM TO BE ABLE TO DO THAT WORK IN A MORE COORDINATED WAY.

SO AS TO HAVE THE STRONGEST IMPACT ON THE PEOPLE WITHIN MULTNOMAH COUNTY. CONSIDERING THAT WE VIEW THE IMPLEMENTATION IN TWO WAYS. YOU SEE AT THE TOP THERE THE FIVE ICONS REPRESENTING THE FIVE PRIORITIES WE JUST SHARED WITH YOU ALL. THEN THOSE FIVE VARIETIES SORT OF HAVE TWO APPROACHES TO IMPLEMENTATION THAT AFFECT EACH OF THEM. ON THE ONE SIDE YOU WILL SEE WHERE IT SAYS PARTNERS, IF YOU ARE FAMILIAR WITH THAT PHRASE START WITH WHERE THE PEOPLE ARE AT, WE WANTED TO CONSIDER STARTING WITH WHERE OUR ORGANIZATIONAL PARTNERS ARE AT. REALLY LOOKING AT THE WORK THAT -- THE EQUITY WORK THAT THEY ARE DOING AND BUILDING WITH THEM IN ORDER TO INTEGRATE THE COMMUNITY POWERED CHANGE STRATEGIES INTO THEIR INTERNAL WORK. AND ON THE OTHER SIDE OF THE FRAMEWORK YOU SEE IT SAYS PROJECTS. THESE ARE COLLABORATIVE EFFORTS WHERE THE PARTNERS FROM DIFFERENT SECTORS ARE AT THE TABLE WORKING ON SPECIFIC AND SHARED GOALS. THROUGH OUR COLLABORATIVE STRATEGY DEVELOPMENT PHASE WORKING WITH STAKEHOLDERS AND COMMUNITY MEMBERS WE

IDENTIFIED 19 PROJECT OPPORTUNITIES, AND FOR OUR INITIAL EFFORTS WE ARE GOING TO FOCUS ON THREE. THAT INCLUDES COORDINATED CARE ORGANIZATION AND HOSPITAL EDUCATION, HEALTH POLICIES AND PRACTICES, AND MAPPING OUT THE HEALTH SYSTEM OPPORTUNITIES FOR OUR COMMUNITY, FOR COMMUNITY HEALTH WORKER COLLABORATION. WE BELIEVE THAT MOVEMENT THROUGH BOTH SIDES OF THIS IMPLEMENTATION FRAMEWORK WILL HAVE A SYNERGISTIC EFFECT IN MULTNOMAH COUNTY.

Joseph Lyons; SO WHAT HAPPENS NOW? WE ARE EXCITED TO BE IN THIS PARTICULAR IMPLEMENTATION PHASE FOR THE WORK, AND BASED ON THE FRAMEWORK THAT WE'VE BEEN SHARING WE ARE GOING TO WORK WITH ORGANIZATIONS TO IDENTIFY OPPORTUNITIES TO INTEGRATE THE STRATEGIES INTO OUR EXISTING WORK WITHIN [INAUDIBLE] PARTNERS AND THE PARTNERS THAT MARILOU CARRERA HAS MENTIONED. WE ARE EXCITED TO SHARE THAT WE HAVE BEGUN TO DO DEEPER WORK WITH SOME OF OUR PARTNERS. I WANT TO HIGHLIGHT THE NATIVE AMERICAN YOUTH AND FAMILY CENTER AND ALSO MULTNOMAH COUNTY HEALTH DEPARTMENT.

Ednan Yamu; SO OUR ONLINE PRESENCE IS GROWING, AND WE ARE VERY EXCITED ABOUT IT. WE HAVE A WEBSITE AND BLOG, AND PLEASE TAKE TIME TO VISIT OUR WEBSITE. YOU WILL BE IMPRESSED. WE ALSO HAVE A FAITH BOOK, AND TWITTER AND INSTAGRAM, AND A NEWSLETTER, ALL GREAT FOR INFORMATION AND MECHANISM FOR REACHING OUT TO OUR TEAM. EQUITY WORK IS ONGOING AND REQUIRES A DYNAMIC TO THE GROUND APPROACH. IT IS IMPORTANT THAT WE CONTINUE BUILDING OUR RELATIONSHIP AND RISING OUR AWARENESS TO OUR EFFORTS.

Isa Jalo: SO THIS WORK IS VERY EXPENSIVE, AND IT REQUIRES -- IT MEANS THAT WE MUST DO OUR PART TO IDENTIFY FUNDING OPPORTUNITIES FOR THE, I WILL START OVER AGAIN. SO THE WORK IS VERY EXPENSIVE, AND THAT MEANS THAT WE MUST DO OUR PART TO IDENTIFY THE HUNDRED DOLLAR OPPORTUNITIES FOR WHAT HAS BEEN MENTIONED EARLIER. THAT IS WHY WE ARE HOLDING A FUNDING BREAKFAST IN MID MAY AND COMMUNITY CONTINUES TO BE THE CORE PART OF OUR WORK. WE WILL BE HOLDING A COMMUNITY ENGAGEMENT WITH LATINO NETWORK AND ALSO OTHER COMMUNITY ORGANIZATIONS THAT ARE REPRESENTING THE LATINO SPEAKING COMMUNITIES, AND IN THE FUTURE WE ALSO HOPE TO ENGAGE OTHER ORGANIZATIONS THAT ARE WORKING WITH OTHER COMMUNITIES.

Marilou Carrera: IN ADDITION YOU KNOW, WE WANT TO CONTINUE SUPPORTING LOCAL POLICY RELATED EFFORTS. WE ABSOLUTELY APPLAUD THE WORK OF THE COMMUNITY ADVOCACY, STAFF AND THE OFFICE OF EQUITY AND DIVERSITY. THE EMPLOYEES OF COLOR AND ALL COMMUNITY AND COUNTY PARTNERS WOULD CONTRIBUTED TO THE PLAN AND COMMITTED TO SEEING THIS PROCESS THROUGH IMPLEMENTATION. IT IS REALLY EXCITING TO SEE EVERYBODY HERE FOR THAT. WE SEE THIS AS ADVANCING OUR WORK AND

SPOTLIGHT -- THROUGH OUR OWN EFFORTS THIS SPOTLIGHTS THE DESIRES NOT, OF NOT ONLY THE STAFF, BUT OF THE COMMUNITY FOR THE CHANGES TO TAKE PLACE. WE ARE ALSO EXCITED TO BE WORKING ON A RESOLUTION FOR THE SUMMER OR FALL FOR THE WORK OF COMMUNITY POWERED CHANGE, AND WE WILL BE CONTINUING TO WORK WITH COMMISSIONER MEIERAN AND KAFOURY'S OFFICE TO DEVELOP THAT RESOLUTION.

Rachel Banks: THANK YOU FOR YOUR CONTINUED SUPPORT. I KNOW THAT TIME AND TIME AGAIN THROUGH FINANCIALLY, THROUGH SHOWING UP, THROUGH SUPPORTING THAT EACH OF YOU ALL AND YOUR STAFF CONTRIBUTED TO THIS EFFORT. WE ARE SIMILARLY COMMITTED WITH A LONG JOURNEY AS MARILOU CARRERA TALKED ABOUT, AND THAT MEANS CONTINUING TO FUND OUR PARTNERSHIP WITH OREGON HEALTH EQUITY ALLIANCE AND LOOKING FOR OTHER OPPORTUNITIES TO ENGAGE OTHER PARTNERS, WHETHER GOVERNMENTAL OR COMMUNITY-BASED PARTNERS TO SUPPORT THE CHIP WORK. THERE ARE MANY EVENTS HAPPENING THIS MONTH AS IT IS PUBLIC HEALTH WEEK BUT ALSO NATIONAL MINORITY HEALTH MONTH. I WANT TO DRAW ONE FOR YOUR ATTENTION, WHICH IS THE FUTURE GENERATION'S COLLABORATIVE, COLLECTIVE IMPACT SUMMIT ON APRIL 30 AT OHSU. PLEASE CONSIDER ATTENDING THAT POWERFUL, EXPERIENTIAL OPPORTUNITY WORK ONCE AGAIN, WE WILL SHARE WITH US THERE WITH THEIR WISDOM. ONCE AGAIN THANK YOU FOR YOUR COMMITMENTS AND TO STATE TO YOU ALL OUR CONTINUED COMMITMENT TO HONOR OUR COMMUNITY WISDOM, TO CONTINUE TO MONITOR AND TRACK THE TRENDS, AND ULTIMATELY WALK THIS JOURNEY TOGETHER UNTIL THESE DISPARITIES AND INEQUITIES END. WITH THAT HERE IS THE MUCH TALKED ABOUT COMMUNITY POWER CHANGE WEBSITE, AND AS MARILOU CARRERA SAID YOU CAN GET MORE INFORMATION ON THE BACK TABLE. THANK YOU. [APPLAUSE]

Chair Kafoury: QUESTIONS AND COMMENTS FROM THE BOARD. COMMISSIONER MEIERAN?

Commissioner Meieran: I JUST WANTED TO THANK EVERYONE FOR COMING TODAY. OUR PANEL AND ALSO EVERYONE WHO IS HERE. I KNOW A LOT OF YOU ARE HERE FOR THE EQUITY STRATEGIC PLAN, AND I THINK THAT THIS TIES IN SO INTIMATELY WITH THIS WORK AS WELL. I AM GLAD YOU ARE ALL HERE TODAY TO HEAR THIS AND RECOGNIZING THAT HEALTH EQUITY IS NOT JUST ABOUT WHAT WE DO BUT HOW WE DO IT. THE WORK AND TIME THAT THE COMMUNITY MEMBERS HAVE INVESTED IN THIS PARTICULAR EFFORT WITH THE CHIP IS TRULY TREMENDOUS. I APPRECIATE THE CALL FOR ACCOUNTABILITY. I APPRECIATE THE CALL FOR US TO CONTINUE TO COMMIT AND INVEST IN THIS WORK IN AN ONGOING WAY WITH ENGAGEMENT WITH THE COMMUNITY. I PERSONALLY AM COMMITTED TO CONTINUING THIS WORK WITH THE COMMUNITY POWERED CHANGE, AND THE HEALTH DEPARTMENT OVER THE COMING MONTHS. WORKING TOWARDS IMPLEMENTING A LOT OF THESE STRATEGIES THAT IT TOOK SO MUCH EFFORT AND WORK TOGETHER IN

COLLABORATION TO COME UP WITH. WE ARE GOING TO GET SOME OF THESE RECOMMENDATIONS REALLY INSTITUTIONALIZED AND GET THESE PRACTICES IN PLACE SO THAT THEY CAN MAKE A DIFFERENCE. THANK YOU AGAIN. HAPPY NATIONAL PUBLIC HEALTH WEEK TO EVERYONE. I DON'T KNOW IF WE ARE READING THE PROCLAMATION?

Chair Kafoury: AFTER COMMENTS.

Commissioner Meieran: THANK YOU.

Commissioner Smith: THANK YOU MADAM CHAIR. THANK YOU RACHAEL AND TO THE PANEL FOR GIVING US A GREAT PRESENTATION. CAN YOU TELL US HOW OUR WORK AROUND VIOLENCE AND THE STRIVE PROGRAM, HOW THAT FITS INTO THIS NEW POLICY?

Rachel Banks: SO GENERALLY, AND THEN AS YOU ALL, IF YOU WANT TO CHIME IN WITH HOW YOU MIGHT HAVE SEEN IT FIT IN AND THE COMMUNITY'S DESIRE TO HAVE THRIVING, OPPORTUNITY-RICH COMMUNITIES. FOR ME THAT'S WHERE STRIVE OR REACH OR SOME OF OUR OTHER EFFORTS FIT IN CREATING THOSE NEIGHBORHOOD CONDITIONS. NO COUPLE WAYS STRIVE IS BOTH WORKING TO EDUCATE AND EMPOWER YOUTH. ONE EXAMPLE IS THROUGH YOUR SUPPORT WITH SUMMER WORKS, GIVING YOUTH JOBS AND OTHER THINGS TO BE DOING BUT ALSO EDUCATION AND SCHOOLS, AND ALSO WORKING ON THE SIDE OF CHANGING THE ENVIRONMENT AND CHANGING THE CONDITIONS SO THAT FOLKS CAN BE HEALTHIER. THINGS LIKE MORE LIGHTING AND NEIGHBORHOODS. THOSE ARE WAYS AND KIND OF THE NEIGHBORHOOD-BASED APPROACH. ANOTHER LINK THAT I CAN SEE IS THROUGH THE COMMUNITY HEALTH WORKERS AND HONORING AND CREATING MULTIPLE PATHWAYS FOR COMMUNITY HEALTH WORKERS. SOME OF IT IS IN THE HEALTH CARE SYSTEM BUT STRIVE IS AN EXAMPLE OF HOW COMMUNITY HEALTH WORKERS ARE WORKING IN AN ADVOCACY OR POLICY ADVOCACY OR EDUCATION WAY AS WELL.

Commissioner Smith: THANK YOU VERY MUCH. I WAS THINKING ABOUT THIS AGENDA ITEM AND THINKING ABOUT HOW DO WE, FROM A POLICY STANDPOINT, TALK ABOUT VIOLENCE AND THINK BUT THE HISTORICAL SIGNIFICANCE. THIS WAS YESTERDAY WAS ACTUALLY THE 50TH ANNIVERSARY OF THE ASSASSINATION OF DR. MARTIN LUTHER KING JR. I DON'T THINK THAT ANYONE IN THIS ROOM CAN THINK OF ANY WAY THAT WE COULD SALUTE HIM TO MAKE IT BETTER FOR OUR COMMUNITY, SO I SAID WHAT COULD I DO TO REALLY MAKE THIS HAPPEN? SO THIS WEEK AS A TRIBUTE TO DR. KING AND HIS FIGHT AGAINST VIOLENCE AND SUPPORTING NON-VIOLENT ACTIVITY I REQUESTED THAT GOVERNOR KATE BROWN THAT SHE EXECUTE EXECUTIVE AUTHORITY TO ORDER FLAGS TO FLY AT HALF STAFF ON PUBLIC BUILDINGS. I AM PROUD TO REPORT AS A RESULT OF THAT SHE ISSUED A PROCLAMATION BECAUSE I THINK THAT THIS IS SO IMPORTANT. WHEN WE THINK ABOUT THIS

ON APRIL 4 THE WORLD LOST A TOWERING VOICE FOR NON-VIOLENCE 50 YEARS AGO.

Commissioner Smith: THIS 50TH ANNIVERSARY OF DR. KING'S ASSASSINATION, IT OCCURS AS SCHOOL CHILDREN CROSS AMERICA CRY FOR PEACE AND SECURITY AGAINST THE CHAOS OF GUN VIOLENCE. SADLY FOR ME IT HAS BECOME DIFFICULT TO IDENTIFY A COMMUNITY IN AMERICA THAT IS SPOTLESS AND REMAINS UNAFFECTED BY SENSELESS VIOLENCE. WHO WOULD HAVE THOUGHT THAT ONE WEEK BEFORE THE ANNIVERSARY MARKING THE 50TH YEAR OF DR. KING'S ASSASSINATION THAT CHILDREN WOULD MARCH UPON OUR NATION'S CAPITOL CRYING FOR RELIEF FROM OUT OF CONTROL GUN VIOLENCE THEY EXPERIENCED IN SCHOOLS, NEIGHBORHOODS, AND COMMUNITY GATHERINGS. NO DOUBT DR. KING WOULD GRIEVE DEEPLY IF WE WERE HERE NOW. HIS SPEECH RENDERED AS THE EULOGIST OF FOUR GIRLS CUT SHORT BY A SUNDAY MORNING BOMBING IN BIRMINGHAM, ALABAMA. THE CHURCH REVEALED HOW DEEPLY HE FELT FOR YOUNG VICTIMS KILLED BY VIOLENCE. CHURCH VIOLENCE ACROSS AMERICA IN RECENT YEARS HAS STRUCK A HORRIFYING NOTE AS WE TAKE THESE SACRED VENUES TO BE OFF LIMITS TO ANY ACTS OF VIOLENCE. TEXAS. SOUTH CAROLINA. OTHER STATES HAVE FELT THE IMMEDIATE PAIN AND DISBELIEF OF GUN VIOLENCE IN OUR CHURCHES, YET IT IS THE EVER GROWING OCCURRENCE OF GUN VIOLENCE AT ELEMENTARY, MIDDLE, AND HIGH SCHOOLS THAT HAVE CAPTURED THE CONSCIENCE OF OUR NATION THAT HAS BROUGHT US TO A CROSSROAD. IN HIS LAST BOOK TITLED, "WHY DO WE GO FROM HERE, CHAOS OR COMMUNITY," AND I THINK THAT THAT'S WHAT YOU ARE BRINGING FORWARD TODAY, COMMUNITY. DR. KING REMINDED US OF THE CHALLENGES A SOCIETY FACES WHEN WE FAIL TO COOPERATE THE MUTUAL INTERESTS OF ALL PEOPLE WHEN WE FAIL TO WORK AGAINST VIOLENCE.

ALTHOUGH VIOLENCE IS A KEY CONVERSATION IN THE LIFE OF OUR NATION PRESENTLY, YET THERE IS SO MUCH PROGRESS THAT DR. KING'S LIFE AND LEGACY HAS BROUGHT FOR THE GOOD OF AMERICA. THIS AMERICAN ICON OFFERED GUIDANCE AND ENCOURAGEMENT FOR OUR SOCIETY TO DESEGREGATE AND TO JUDGE ALL PEOPLE ON THE BASIS OF THEIR CHARACTER. I AM PLEASED BY THE MAJOR STRIDES OF PROGRESS THAT HAS TAKEN PLACE IN MULTNOMAH COUNTY AND IN OREGON AND IN THE UNITED STATES OVER THE PAST 50 YEARS SINCE DR. KING'S DEATH. HIS VOICE REACHED THE MASSES AND SO MANY STATES HAVE RESPONDED TO ALLOW OUR PUBLIC POLICY AND PUBLIC PRACTICES TO MAKE OURS A MORE EQUITABLE AND HARMONIOUS SOCIETY. REGARDLESS OF RACE, COLOR, RELIGION, OR CREED WE ARE A BETTER SOCIETY THAT HAS MORE COMMUNITY TOLERANCE SINCE DR. KING POINTED US TO A BETTER WAY OF COMMUNICATING AND A BETTER WAY OF ENGAGING DIFFERENCES AND LIKE YOU SAID HERE TODAY RACHAEL, EMBRACING DIVERSITY. THERE IS GREATER WORK TO DO AND ROOM FOR IMPROVING OUR COLLECTIVE STRIDE FOR HELPING CITIZENS AND RESIDENTS. DR. KING ADVOCATED FOR THOSE

TIRELESSLY, AND IT IS MY HOPE, HOWEVER, THAT WE WILL DOUBLE OUR EFFORTS TO REACH AN EVEN HIGHER GROUND AND ACHIEVE A GREATER COUNTY AND STATE AND AMERICAN SOCIETY LIKE THE ONE THAT DR. KING DREAMED OF. SO THANK YOU VERY MUCH FOR WHAT YOU DO. [APPLAUSE]

Commissioner Vega Pederson: THANK YOU CHAIR. THANK YOU ALL, AND CONGRATULATIONS ON GETTING THE NEW WEBSITE UP. IT IS REALLY IMPRESSIVE. IT HAS A LOT OF GREAT INFORMATION FOR PEOPLE, AND I THINK ALSO REPRESENTS THE SCOPE AND THE LENGTH OF TIME OF THE WORK THAT YOU GUYS HAVE BEEN DOING TO GET US TO THIS PLACE. THIS IS -- IT HAS BEEN WONDERFUL INFORMATION, WONDERFUL TO HEAR. ALL THE ENGAGEMENT THAT WENT ON WITH THE COMMUNITY BUT TARGETING, YOU KNOW, THOSE UPSTREAM AND SYSTEMIC ISSUES AND REALITIES THAT IMPACT PEOPLE'S PUBLIC HEALTH ON THAT, SO I LOOK FORWARD LIKE MY COLLEAGUES HAVE SAID, LOOK FORWARD TO REALLY AS YOU MOVE INTO I THINK -- IMPLEMENTATION, HELPING TO SUPPORT THIS WORK AND HOW WE ARE INVOLVED IN MAKING SURE THAT THIS IS THE REALITY FOR OUR COMMUNITY. I THINK THAT'S THE MOST IMPORTANT PART OF WHEN YOU PUT TOGETHER A PLAN LIKE THIS SEEING HOW IT IS IMPACTING PEOPLE ON A DAY-TO-DAY LIFE, EVERYTHING FROM HOW PEOPLE ARE TREATED WHEN THEY GO TO THE DOCTOR TO THE KIND OF HOUSING THAT THEY HAVE TO HOW OUR, YOU KNOW, WHAT'S HAPPENING WITH OUR CLIMATE AND POLLUTION IMPACT PEOPLE. SO THANK YOU VERY MUCH FOR THIS WORK.

Commissioner Stegmann: THANK YOU CHAIR. THANK YOU VERY MUCH FOR ALL OF YOU PRESENTING THIS WORK TODAY. AND I WANT TO THANK COMMISSIONER MEIERAN AGAIN. I HAVE SAID THIS BEFORE. IT IS SO GREAT TO HAVE A DOCTOR ON OUR COMMISSION, AND I JUST SO DEPEND ON HER LEADERSHIP AND ESPECIALLY TO SEE YOU KNOW HEALTH WITH A CLEAR LENS. SHE JUST LENGTH SO MUCH TO THIS, SO THANK YOU FOR BRINGING THIS FORWARD. THIS SEEMS TO BE A TOPIC THAT WE ARE CONCENTRATING ON THIS WEEK AND MOVING FORWARD. I AM REALLY EXCITED TO BE PART OF THE EQUITY WORK THAT THE COUNTY IS DOING. WE KNOW THAT THERE ARE DISPARITIES AND OUTCOMES FOR COMMUNITIES OF COLOR, ESPECIALLY WHEN IT COMES TO HEALTH CARE, AND THE FACT THAT YOU ALL ARE HERE TO HELP RECTIFY THAT GIVES ME HOPE AND ENCOURAGEMENT. I LOVE YOUR WEBSITE. I JUST WANT TO SUPPORT YOUR WORK AND ENCOURAGE IT AND THANK YOU VERY MUCH.

Chair Kafoury: I WANT TO THANK YOU FOR COMING TODAY, AND I KNOW THAT WE ARE GOING TO READ THE PROCLAMATION. I AM HOPING THAT ONE OF YOU HAS IT ON YOU? GOOD. WE HAVE HAD A LOT OF CHANGE RECENTLY AT MULTNOMAH COUNTY. IT SEEMS LIKE A LONG TIME AGO BUT IT WASN'T. SOME CHANGE IN THE LEADERSHIP AT THE HEALTH DEPARTMENT. I KNOW THAT THERE WAS QUESTIONS IN THE COMMUNITY ABOUT THAT AMONG OUR STAFF ABOUT WHETHER THIS IMPORTANT WORK WOULD CONTINUE AND WHETHER

THIS BOARD WAS COMMITTED TO DOING WHAT WE HAD SET OUT TO DO. I HOPE BY THIS PRESENTATION TODAY THE COMMUNITY SEES THAT WE ARE NOT ONLY COMMITTED BUT DOUBLING DOWN ON OUR EFFORTS TO MAKE SURE THAT THIS WORK GOES FORWARD. I CAN'T THANK YOU ENOUGH FOR HOW MUCH TIME AND ENERGY YOU HAVE PUT INTO THIS, AND I AM HEARING BUT THE NEXT STEPS AND WHERE YOU ARE GOING TO GO TO GET OTHER COMMUNITY ORGANIZATIONS INVOLVED AS WELL. I AGREE THAT HAVING THIS AGENDA ITEM BEFORE WE TALK ABOUT OUR WORKFORCE EQUITY THEY ARE - - THERE IS A BIG THEME HERE THAT IT IS NOT HARD TO MISS. WE AS THIS BOARD ARE STANDING RIGHT ALONG BESIDE YOU AS WE WORK TO ERADICATE THESE DISPARITIES. THANK YOU VERY MUCH.

Rachel Banks: THANK YOU.

Marilou Carrera: GO DOWN THE LINE. OKAY. SO WE WILL PRESENT THAT PROCLAMATION TO YOU ALL. DECLARING APRIL 2-8, 2018 AS NATIONAL PUBLIC HEALTH WEEK IN MULTNOMAH COUNTY, OREGON. THE MULTNOMAH COUNTY BOARD OF COMMISSIONERS FINDS EVERY YEAR THE FIRST FULL WEEK OF APRIL IS RECOGNIZED AS NATIONAL PUBLIC HEALTH WEEK ACROSS THE NATION.

Ednan Yamu: A PERSONS HEALTH IS NOT JUST SHAPED BY GENETICS AND HEALTH BEHAVIORS BUT IS ALSO SHAPED BY SOCIAL, ECONOMIC, AND ENVIRONMENTAL CONDITIONS WHERE WE LIVE, WORK, LEARN, AND PLAY. THESE FACTORS ARE KNOWN AS SOCIAL DETERMINANTS OF HEALTH.

Joseph Lyons: IN MULTNOMAH COUNTY ONE OF THE CORE, UNIQUE PUBLIC HEALTH FUNCTIONS OF THE HEALTH DEPARTMENT IS MONITORING HEALTH STATUS TO IDENTIFY AND SOLVE THE COMMUNITY HEALTH ISSUES.

Rachel Banks; RACISM IS A LEADING PUBLIC HEALTH ISSUE, AND PUBLIC HEALTH WORK IS RECOGNIZED AS ANTI-RACISM WORK.

Isa Jalo: IN MULTNOMAH COUNTY HEALTH INEQUITIES BETWEEN COMMUNITIES OF COLOR AND NON-LATINO WHITE POPULATIONS ARE SIGNIFICANT AND IN SOME INSTANCES GROWING ACCORDING TO THE MULTNOMAH COUNTY HEALTH DEPARTMENT'S 2014 RACIAL AND ETHNIC DISPARITIES REPORT. ALL RACIAL AND ETHNIC GROUPS EXPERIENCE DISPARITIES RELATING TO THEIR NON-LATINO WHITE COUNTERPARTS.

Marilou Carrera: MULTNOMAH COUNTY RECOGNIZES THAT THE COMMUNITIES OF COLOR ARE BRILLIANT, RESILIENT, AND CARRY UNIQUE KNOWLEDGE AND EXPERIENCES ABOUT HOW TO THRIVE. THAT MEANINGFUL COMMUNITY INPUT, ENGAGEMENT AND LEADERSHIP ARE FUNDAMENTAL TO ELIMINATING THE HEALTH INEQUITIES.

Ednan Yamu: IN 2016 MULTNOMAH COUNTY COMMITTED TO A COMMUNITY-DRIVEN IMPROVEMENT PLAN. AS ONE ELEMENT TO ADDRESS AND END THE HEALTH INEQUITIES. THE GOAL IS TO BE COMMUNITY-OWNED AND TRANSPARENT, GROUNDED IN THE BEST RESEARCH AND ANALYSIS AND THE RECOMMENDATIONS AND IMPLEMENTATION PLAN BE DEVELOPED IN PARTNERSHIP WITH KEY STAKEHOLDERS.

Joseph Lyons: IN 2016 THE HEALTH DEPARTMENT PARTNERED WITH THE OREGON HEALTH EQUITY ALLIANCE, OHEA, TO COMPLETE THE CHIP. OHEA CONDUCTED COMMUNITY ENGAGEMENT EVENTS AND DEVELOPED OBJECTIVES FOR MULTNOMAH COUNTY'S COMMUNITY HEALTH IMPROVEMENT PLAN OR CHIP.

Rachel Banks; IN 2017 THE OREGON HEALTH EQUITY ALLIANCE BROUGHT TOGETHER GROUPS ACROSS COMMUNITY, COUNTY AND REGIONAL STAKEHOLDERS TO REVIEW COMMUNITY HEALTH IMPROVEMENT PLAN STRATEGIES AND DEVELOP RECOMMENDATIONS FOR IMPLEMENTATION.

Isa Jalo: IN 2018 IMPLEMENTATION OF THE CHIP IS SUPPORTED BY TRUE COMMUNITY POWER CHANGE, A COMMUNITY-CENTERED AND DRIVEN CAMPAIGN BUILDING A SHARED HEALTH EQUITY IN MULTNOMAH COUNTY.

Marilou Carrera: THE MULTNOMAH COUNTY BOARD OF COMMISSIONERS PROCLAIMS APRIL 2-8, 2018 AS NATIONAL PUBLIC HEALTH WEEK IN MULTNOMAH COUNTY, OREGON.

Ednan Yamu;; NATIONAL PUBLIC HEALTH WEEK PRESENTS A TIMELY OPPORTUNITY FOR MULTNOMAH COUNTY TO REAFFIRM OUR COMMITMENT TO ELIMINATE HEALTH INEQUITIES IN OUR COMMUNITY AND TO RECOGNIZE THE PARTNERSHIP BETWEEN COMMUNITY AND GOVERNMENT, THAT CONTINUES TO DRIVE MULTNOMAH COUNTY'S COMMUNITY HEALTH IMPROVEMENT PLAN.

Marilou Carrera: ADOPTED THIS 5TH DAY OF APRIL, 2018, THANK YOU.

Chair Kafoury: THANK YOU. [APPLAUSE]

Chair Kafoury: WE HAVE TO VOTE FIRST, FOLKS. THIS IS A NAIL-BITER. WE HAVE TO VOTE FIRST BUT DON'T GIVE AWAY THE END OF THE BOOK. ALL RIGHT. ALL THOSE IN FAVOR VOTE AYE. [UNANIMOUS AYES] THE PROCLAMATION IS ADOPTED. [APPLAUSE]

R.3 Workforce Equity Strategic Plan Adoption. Ben Duncan, Chief Diversity and Equity Officer and Invited Guests.

Chair Kafoury: COMMISSIONER STEGMANN MOVES, COMMISSIONER VEGA PEDERSON SECONDS APPROVAL OF R.3. I THINK I AM STARTING THIS OFF.

TODAY IS A VERY SPECIAL DAY FOR EVERY ONE OF US IN THIS ORGANIZATION. TODAY IS A TRIBUTE TO THE STRENGTH AND COURAGE AND PERSISTENCE OF MULTNOMAH COUNTY EMPLOYEES. TODAY WE ARE GOING TO DISCUSS A DEEP, DETAILED AND COMPREHENSIVE MULTNOMAH COUNTY WORKFORCE EQUITY STRATEGIC PLAN. THAT IS A MOUTHFUL. I CAN'T HELP BUT THINK BACK TO SEPTEMBER 14, 2017. SOMETHING VERY POWERFUL HAPPENED IN THIS BOARDROOM ON THAT DAY. WE HEARD AND FELT EMPLOYEE'S REAL EXPERIENCES AND THEIR CALLS FOR CHANGE. IN THOSE STORIES THERE WAS PAIN, SADNESS, AND FRUSTRATION, BUT THERE WAS ALSO TREMENDOUS COURAGE. THERE WAS HOPE THAT WE WOULD NOT ONLY LISTEN TO OUR EMPLOYEES, OUR PARTNERS, AND OUR COMMUNITY, BUT THAT WE WOULD TAKE REAL ACTION. SINCE THAT TIME WE HAVE TAKEN SOME IMPORTANT STEPS. ELEVATING, COMPLAINTS TO OUR CHIEF OPERATING OFFICER, ENGAGING THE EXPERTISE OF A NATIONAL H.R. CONSULTANT TEAM WHO ARE WITH US TODAY. AND MOST IMPORTANTLY DEEPLY ENGAGING OUR EMPLOYEES AS PARTNERS IN THE CREATION OF THE WORKFORCE EQUITY PLAN. ON TUESDAY WE HEARD MORE BUT THE DATA, THE QUALITATIVE AND QUANTITATIVE THAT SHOWS AREAS OF STRENGTH AND AREAS OF TREMENDOUS CHALLENGE FOR OUR ORGANIZATION. TODAY WE WILL TALK BUT THE STRATEGIES AND THE SOLUTIONS. I WANT TO THANK BEN DUNCAN AND THE OFFICE OF DIVERSITY AND EQUITY STAFF FOR THEIR LEADERSHIP AND THEIR PARTICIPATION. I WANT TO THANK ALL OF THE COMMUNITY PARTNERS WHO HAVE BEEN HIGHLIGHTING AND FOCUSING ON WORKFORCE EQUITY FOR MANY YEARS. I WANT TO ESPECIALLY THANK OUR EMPLOYEE RESOURCE GROUP MEMBERS AND LEADERS FOR YOUR TIME, YOUR COMMITMENT, AND YOUR PASSION AND YOUR GREAT IDEAS AND YOUR INSIGHT INTO THIS WORK AND HOW WE CAN DO BETTER. I WOULD LIKE EVERYBODY EMPLOYEES TO STAND UP AND BE APPRECIATED. [APPLAUSE] THANK YOU, WITH THAT I WOULD LIKE BEN TO TAKE IT OVER.

Ben Duncan: THANKS. BEN DUNCAN, CHIEF DIVERSITY AND EQUITY OFFICER. I WANT TO START BY APPLAUDING THE WORK THAT THE PREVIOUS COALITION BROUGHT FORWARD. THE CONNECTION THAT THE COMMUNITY CENTERED CHIP AND THE THEME OF GROUNDING AND CENTERING WORK IS ONE THAT WILL WEAVE THROUGH THIS DISCUSSION AS WELL. I SAID BEFORE THE BOARD SIX MONTHS AGO, AS THE CHAIR DESCRIBED IN HER OPENING REMARKS. IT WAS ROOM FILLED WITH A MIXTURE OF OPTIMISM AND HOPE, ANGER AND SADNESS, AND OUR EMPLOYEES AND COMMUNITY MEMBERS CAME TO US. SHARED THEIR STORIES AND THEIR FRUSTRATIONS, EXPOSED THEIR SCARS. OUT OF THAT ENERGY HAS EMERGED A BODY OF WORK THAT I AM INCREDIBLY PROUD OF, NOT JUST FOR THE STRATEGIES THAT WE'LL TALK ABOUT TODAY BUT THE SHARED STRUGGLES AND THE RELATIONSHIPS BUILT AND MAINTAINED TO GET TO THIS POINT.

TODAY IS AN EMOTIONAL DAY, COMING INTO THIS SPACE FEELING SO CONNECTED TO A SHARED SENSE OF URGENCY AN CARRYING THE BURDEN

OF THE SHARED WORK THAT WE'RE DOING. AND I KNOW I SHARE THIS WITH SO MANY OF THE LEADERS WHO HAVE HELPED NOT JUST PUSH ME PERSONALLY BUT PUSH THIS ORGANIZATION TO GET TO THIS POINT. AS COMMISSIONER SMITH MENTIONED, AND I'VE BEEN REFLECTING ALSO ON YESTERDAY, THE 50TH ANNIVERSARY OF THE ASSASSINATION OF DR. MARTIN LUTHER KING. HE DIED SUPPORTING WORKERS, PUSHING A CAMPAIGN THAT CONNECTED ORGANIZED LABOR, AFRICAN-AMERICAN, LOW-INCOME WORKERS WITH COMMUNITY ORGANIZERS. I FEEL A CONNECTION TO HIS SPIRIT TODAY. THE LEGACY AND CHALLENGE SET FORTH IN THE POOR PEOPLE'S MOVEMENT FOR ECONOMIC JUSTICE LIVES ON IN EACH OF US IN THIS WORK. AND JUST YESTERDAY, I HAD THE CHANCE TO SPEAK WITH NEW EMPLOYEES AND NEW EMPLOYEE ORIENTATION AND ONE OF DR. KING'S LAST SPEECHES HE ISSUED WORDS THAT I THINK REFLECT, WILL BE HEARD THROUGHOUT THIS ENTIRE PROCESS AND TO PARAPHRASE, HE SAID WE ARE TIRED OF SAYING NOW IS THE TIME TO MAKE REAL THE PROMISES OF DEMOCRACY AND TO TAKE A POSITION FOR THAT, WHICH IS JUST AND HONEST. AND, AS YOU SAID, JUSTICE ROLLS DOWN LIKE WATER AND RIGHTEOUSNESS LIKE A MIGHTY STREAM. AND I CAN FEEL THAT CURRENT IN THIS ROOM TODAY. I'M GOING TO WALK THROUGH SOME BACKGROUND AND CONTEXT, I'LL REVIEW AND SPEAK TO THE STRATEGIES. YOU'LL HEAR FROM OUR EMPLOYEE RESOURCE GROUP PARTNERS WHO WILL SPEAK FROM THEIR OWN EXPERIENCES ABOUT WHY THIS WORK IS SO CRITICAL AND WE'LL SHARE SOME ADDITIONAL CONTEXT FOR HOW THE STRATEGIES WERE DEVELOPED BASED ON WHAT THESE VERY EMPLOYEES NEED. FINALLY WE'LL CLOSE WITH A VISION FOR THE FUTURE.

Ben Duncan: AS WAS ALLUDED TO THIS ALSO CONTINUES THE DISCUSSION OF DATA THAT WAS PRESENTED ON TUESDAY FROM THE COUNTYWIDE EMPLOYEE SURVEY, H.R. TREND REPORTS, DATA THAT LIFTS UP, REFLECTS AND VALIDATES WHAT WE HAVE HEARD OVER THE PAST SIX MONTHS. WHAT I BELIEVE IS SO POWERFUL ABOUT THIS WORK AND THE MODEL IS THE PARTNERSHIP AND IMPORTANTLY THE RELATIONSHIP AND COLLABORATION BETWEEN COMMUNITY ORGANIZATIONS, LABOR, AND EMPLOYEES THAT CAME TOGETHER SEVERAL YEARS AGO TO PUSH US FORWARD. THE MULTNOMAH WORKFORCE EQUITY COALITION, WHICH INCLUDED AFSCME, EMPLOYEES OF COLOR, URBAN LEAGUE, VERDE, APANO, UNITE OREGON AND VOX REALLY WAS A CATALYST FOR OUR INITIAL VISIONING FOR A STRATEGIC PLAN AND WE OWE GRATITUDE FOR THEIR FORESIGHT, VISION, AND COMMITMENT TO THIS WORK. IN SEPTEMBER WE EMBARKED ON A PROCESS MOTIVATED AND INSPIRED BY A MARCH TOWARDS JUSTICE. WE SET A COURSE TO DEVELOP A CHARTER AND A STRUCTURE TO MAKE THIS HAPPEN AND I'M GOING TO CONTINUALLY TRY TO LIFT UP HOW WE DID THIS WORK AS COMMISSIONER MEIERAN JUST TALKED ABOUT, HOW WE DO THIS WORK MATTERS. I'LL TRY TO REFERENCE THAT THROUGHOUT THIS. AGAIN,

ON TUESDAY YOU SAW A DEEPER DIVE INTO DATA AND IN THE STRATEGIC PLAN WE RECOGNIZE THE INTERPLAY BETWEEN WHAT WE COLLECT AND WHAT WE

INVEST IN AND SUPPORT AS AN ORGANIZATION. WITHIN THIS PLAN THERE ARE PERFORMANCE MEASURES FOR EVERY STRATEGY, BUT ALSO HIGH-LEVEL AREA MEASURES AND THESE NEXT SLIDES DESCRIBE WHAT THOSE ARE. SO FOR ORGANIZATIONAL CULTURE, WE'LL BE LOOKING AT HOW IDENTITIES IMPACT EXPERIENCE AS ONE OF THE PRIMARY INDICATORS FOR OUR IMPACT IN THIS AREA. AS WE MOVE TO PROMOTION AND PROFESSIONAL DEVELOPMENT AND IMPLEMENT STRATEGIES RELATED TO THOSE THEMES, OUR HIGH-LEVEL INDICATORS WILL BE ABOUT PERCEIVED OPPORTUNITY AND ACTUAL OPPORTUNITY. AND WE THINK ABOUT RETENTION, WE'LL BE TRACKING SEPARATION, NOT JUST FOR OTHER EMPLOYMENT, BUT IMPORTANTLY INVOLUNTARY SEPARATION AS TWO INDICATORS THAT ALLOW US A HIGH-LEVEL VIEW OF WHY FOLKS LEAVE THIS ORGANIZATION. AND WE THINK ABOUT OUR RECRUITMENT AND PIPELINE PROGRAMS, THIS REPRESENTATION OF AN APPLICANT FLOW ANALYSIS, WHICH WE EXPECT TO BE MUCH EASIER TO CONDUCT WITH OUR NEW INTERNAL DATA SYSTEMS WILL ALLOW US TO BETTER UNDERSTAND OUR APPLICANT FLOW. IN OTHER WORDS, HOW APPLICANTS MOVE THROUGH PROCESS FROM INITIAL APPLICATION TO FINAL HIRING DECISION. IT IS OUR ULTIMATE GOAL TO BOTH HAVE MORE FOLKS MEETING MINIMUM QUALIFICATIONS SO WE HAVE A BROADER CANDIDATE POOL, BUT ALSO ENSURE WE'RE NOT DISPROPORTIONATELY LOSING DIVERSITY THROUGHOUT THE PROCESS.

Ben Duncan: THIS IMAGE REPRESENTS THE IDEA THAT IF WE START WITH A DIVERSE CANDIDATE POOL REFLECTED BY THE THREE DIFFERENT COLOR REPRESENTATIONS OF THESE CANDIDATES, THAT THROUGHOUT OUR PROCESS WE ARE MAINTAINING THAT DIVERSITY AS WE NARROW OUR POOL AND MAKE OUR FINAL HIGHER DECISION. SAFETY, TRUST AND BELONGING. WE THINK ABOUT THESE FOUNDATIONAL CONCEPTS THAT HAVE BEEN GUIDING THIS WORK, THIS POWERFUL YET SIMPLE CONCEPT BUILT FROM THE WORK THAT OUR CHIEF OPERATING OFFICER LED WITH DEPARTMENTAL LEADERSHIP, SERVES AS A FOUNDATION FOR FRAME FOR ALL OF OUR WORK. THE DESIRE FOR SAFETY, TRUST AND BELONGING WAS REFLECTED IN STORIES, IT SHOWS UP IN OUR STRATEGIES. IT IS FUNDAMENTAL TO THE ABILITY TO THRIVE AND FOUNDATIONAL TO WHAT EMPLOYEES NEED. AND NOTABLY WE LEFT THE HEART FROM THE INITIAL MAKEUP BECAUSE IT SPEAKS SO PURELY TO WHAT WE ARE TALKING ABOUT HERE AND WHAT OFTEN WE DON'T SPEAK TO IN GOVERNMENT. AND THAT IS LOVE AND MEANING AND PURPOSE FOR WHAT DRIVES US AND CONNECTS US AS HUMAN BEINGS AND MOTIVATES US TO DO THE INCREDIBLE WORK THAT WE DO EVERY DAY.

ON TUESDAY ONE OF THE CONCEPTS THAT AROSE IN THE QUALITATIVE DATA WAS THE IDEA OF A ZERO SUM CALCULATION. IN OTHER WORDS, THAT IN ORDER TO EFFECT CHANGE FOR THOSE WHO ARE EXPERIENCING INEQUITIES, THAT SOMEONE HAD TO WIN AND SOMEONE HAD TO LOSE. AND THE POWER OF THIS CONCEPT IS TARGETED UNIVERSALISM, WHICH WE'VE PULLED IS THAT WE ARE ALL IN THIS TOGETHER AND THAT WE ARE SETTING UNIVERSAL GOALS

AND NOT IGNORING WHAT THE DATA TELLS US, THAT OUR INTERSECTING IDENTITIES MATTER TO OUR EXPERIENCE, OUR OPPORTUNITY, OUR RETENTION AND OUR PERCEPTION OF THE ORGANIZATION. WHAT TARGETED UNIVERSALISM CHALLENGES US TO DO IS MORE DEEPLY UNDERSTAND THE WAYS THAT IDENTITY, POSITIONALITY AND SITUATEDNESS AFFECT THE BARRIERS THAT EMPLOYEES EXPERIENCE AND UTILIZE AND INVEST IN TARGETED STRATEGIES THAT ULTIMATELY RESULT IN ALL OF OUR EMPLOYEES THRIVING. AND THE LAST PART OF OUR FOUNDATIONAL FRAME IS THE EQUITY AND EMPOWERMENT LENS. THESE TOOLS AND QUESTIONS HAVE INFORMED THIS ENTIRE BODY OF WORK. IT DEMANDS THAT WE KNOW WHO IS MOST NEGATIVELY IMPACTED AND HOW, THAT WE ENGAGE THOSE MOST IMPACTED IN THE PROCESS IN A MEANINGFUL WAY AND THAT MEANS THAT THOSE NEGATIVELY IMPACTED CAN AFFECT THE INFLUENCE THE OUTCOME. THIS TOOL ENSURES THAT WE'RE IDENTIFYING AND SUPPORTING WAYS TO BUILD CAPACITY AND SHARE POWER AND THAT WE WORK TO CREATE SPACES THAT ACCOUNT FOR PEOPLE'S EMOTIONAL, PHYSICAL, AND SPIRITUAL BELONGING. IT IS MY BELIEF THAT THIS PROCESS AS MUCH AS ANY I'VE BEEN A PART OF IN MY 14 YEARS AT MULTNOMAH COUNTY HAS ALIGNED WITH THIS FRAMEWORK AND EMBODIED THE PRINCIPLES WITHIN.

Ben Duncan: THIS SLIDE REFLECTS AN AMBITIOUS TIMELINE. IT REQUIRED A TON OF TIME AND ENERGY FROM EMPLOYEES, TIMELY INPUT FROM OUR LEADERSHIP GROUPS, AND IMPORTANT CONTRIBUTION FROM COMMUNITY AND ACADEMIC PARTNERS WHO HELPED US ENVISION WHAT PIPELINE AND RECRUITMENT MODELS COULD LOOK LIKE. I THINK THE THING THAT I'M MOST PROUD OF THROUGHOUT THIS ENTIRE BODY OF WORK HAS BEEN NOT JUST A COMMITMENT TO, BUT THE SUPPORT FOR AT EVERY LEVEL OF THIS ORGANIZATION, THE SUPPORT FOR CENTERING THE VOICES OF THOSE MOST NEGATIVELY IMPACTED BECAUSE WE HAD THE INFRASTRUCTURE AND THE ENERGY, VISION AND INCREDIBLE LEADERSHIP OF EMPLOYEE RESOURCE GROUPS. WE WERE ABLE TO HARNESS THAT WISDOM AND PASSION IN MOVING THIS WORK FORWARD. I WANT TO PARTICULARLY RECOGNIZE THESE EMPLOYEES OF COLOR LEADERSHIP TEAM WHO HAVE WORKED TIRELESSLY BOTH TO MOVE THE WORK, BUT ALSO TO CREATE ACCOUNTABILITY

THROUGHOUT THIS PROCESS AND ENSURE THAT IN OUR PARTNERSHIP, WE WERE APPLYING AND LIVING OUR VALUES EVERY DAY. [APPLAUSE] THESE GROUPS ORGANIZED AND HOSTED LISTENING SESSIONS AND THEN CODED AND ANALYZED THE DATA, WHICH IS NO SMALL TASK. THIS RESULTED IN THEMES USED IN STRATEGY SESSIONS TO GUIDE THE IDENTIFICATION AND DEVELOPMENT OF STRATEGIES AROUND FOUR FOCUS AREAS THAT COULD BE EMPLOYED ACROSS THE ORGANIZATION. THESE STRATEGIES ORGANIZED BY OBJECTIVE MINIMUM STANDARD AND PERFORMANCE MEASURES ARE DESIGNED TO BE CONSISTENTLY APPLIED AND DONE LARGELY WITHIN CURRENT RESOURCES WITH AN EXPECTATION THAT TARGETED INVESTMENTS WILL BECOME MORE CLEAR AS THE IMPLEMENTATION PROCESS UNFOLDS.

AND I WANT TO BE CLEAR THAT THE FRAMING OF MINIMUM STANDARDS IS JUST THAT.

Ben Duncan: WE HAVE AN OPPORTUNITY TO GET ALIGNMENT AND CONSISTENCY ACROSS THIS ORGANIZATION, BUT I TRUST AND I CHALLENGE US TO RECOGNIZE THAT WE WILL NEED TO GO DEEPER OVER TIME TO CREATE THE TRUE CHANGE AND ORGANIZATIONAL SHIFTS THAT WILL BE NECESSARY TO ADDRESS LONG-STANDING AND PERVASIVE ISSUES. WE'RE GOING TO SPEND SOME TIME AND I WOULD LIKE TO INVITE -- I THINK WE'VE VETERANS, IMMIGRANTS, REFUGEES TO COME UP AND REALLY TALK ABOUT THEIR EXPERIENCES AND EVEN FURTHER FRAME THE WHY WE'RE DOING THIS WORK.

Andres Posada: GOOD MORNING. I HAVE THE HONOR TO REPRESENT THE VETERANS EMPLOYEES RESOURCE GROUP. I WOULD LIKE TO THANK THE CHAIR AND THE COMMISSIONERS FOR YOUR TIME AND ATTENTION TODAY. I WOULD ALSO LIKE TO THANK THE LEADERS OF THE ERGS, AND ANYONE ELSE WHO HELPED IN THIS WORKFORCE EQUITY INITIATIVE. THERE WERE SOME COMMON EXPERIENCES THAT VETERANS DISCUSSED, INCLUDING CHALLENGES WITH TRANSITIONING FROM THE MILITARY TO THE COUNTY, COMMUNICATION HURDLES AND UNDERSTANDING THE PROMOTION AND EDUCATION OPPORTUNITIES. WE ENCOURAGE OUR LEADERSHIP AT ALL LEVELS TO LEVERAGE OUR UNIQUE SKILL SETS AND EXPERIENCES. WHILE THERE ARE AREAS WHERE WE CAN PROVE AS AN ORGANIZATION WE FEEL LIKE THIS IS A GOOD PLACE FOR VETERANS TO WORK. WE ARE ATTRACTED TO THE COUNTY BECAUSE OF THE OPPORTUNITY TO CONTINUE TO SERVE OUR COMMUNITY WITH THE CHANCE OF A HEALTHY WORK LIFE BALANCE AND THE BENEFITS TO TAKE CARE OF US AND OUR FAMILIES. WE FEEL LIKE WE HAVE A UNIQUE PERSPECTIVE AND WE CAN BE A KEY PART TO MOVE IN THIS ORGANIZATION TO OUR DESIRED GOALS. THANK YOU.

Victoria Cross: GOOD MORNING. GOOD MORNING CHAIR KAFOURY, COMMISSIONERS. MY NAME IS VICTORIA AND I AM WITH AN EMPLOYEE GROUP FOR REFUGEES AND IMMIGRANTS. WE HAVE EMPLOYEES FOR ALMOST ALL CONTINENTS. 85 EMPLOYEES APPLIED ON THE WEB PAGE TO BE PART OF THIS GROUP. WE HAVE 147 EMPLOYEES ON OUR COMMUNICATION LIST. IT'S VERY IMPORTANT, THE POWER OF PERSONAL STORY. WE EACH NEED AND HAVE SOMEBODY WHO'S TALKING ABOUT THEIR PERSONAL STORY COMING TO THE UNITED STATES. WE ARE OPEN TO EMPLOYEES AND REFUGEES WHO HAVE THIS EXPERIENCE -- THAT SAID LIKE WHAT'S IMPORTANT FOR YOU? IT'S TO HEAR PERSONAL STORIES. FIVE YEARS AGO HE HEARD THE STORY, ONE OF THE LAWYERS FROM CUBA WHO CAME TO THE UNITED STATES AND WORKED AS A COOK. WE HAVE PEDIATRICIANS DREAMING ABOUT INTERPRETIVE WORK. THAT'S WHY WE FORMED THIS GROUP. AND I JUST NEED TO TELL YOU THIS IS THE FIRST OF ITS KIND IN THE UNITED STATES. THE PURPOSE OF THIS GROUP IS TO ENHANCE AND UTILIZE THOSE EMPLOYEES' SKILLS, ASSIST EMPLOYEES IN ACHIEVING THEIR FULL POTENTIAL, TO HELP EMPLOYEES IN CAREER

PROGRESSION, AND ULTIMATELY TO PREPARE MULTNOMAH COUNTY, WORKFORCE TO MEET FUTURE NEEDS OF THIS DIVERSE WORKFORCE. IT'S GROWING. WE KNOW THE NUMBER OF REFUGEES ALL OVER THE WORLD IS GROWING. RIGHT NOW, IT'S MORE THAN 65 MILLION REFUGEES, ONLY REFUGEES WE'RE TALKING ABOUT. AND IT'S MORE THAN CALIFORNIANS. AND IT'S GROWING. HALF OF THEM DISPLACED IS CHILDREN. SO HELPING THESE EMPLOYEES, THE GROUP OF PEOPLE, I THINK WE'RE HELPING COMMUNITIES BECAUSE WHAT BENEFITS THEY'RE BRINGING TO THE ORGANIZATION? THE EMPLOYEES SKILL NETWORK AND UTILIZATION. ENHANCE ORGANIZATIONAL EFFECTIVENESS. COMMUNITY CONNECTIONS TO ORGANIZATIONS. WHEN I TALK TO MEMBERS, I SAY WHAT'S MOST IMPORTANT FOR YOU WORKING AT MULTNOMAH COUNTY? AND THEY ARE SAYING, YOU KNOW, MEANINGFUL SERVING TO MY COMMUNITY THAT I CAME FROM. SO WE ARE CREATING THOSE BRIDGES BETWEEN MULTNOMAH COUNTY, REFUGEE AND IMMIGRANT ORGANIZATIONS. OUR GROUP VALIDATES THE VOICE AND PERSPECTIVE OF OUR COMMUNITY THAT MIGHT BE OTHERWISE REMAIN QUIET AND UNNOTICED. THANK YOU.

Larry Turner: GOOD MORNING COMMISSIONERS, CHAIR KAFOURY. SPECIAL HONOR TO LORETTA SMITH. I KNEW YOUR MOTHER, CHAIR, KAFOURY, AND DID WORK WITH HER. I WORK FOR MULTNOMAH COUNTY HEALTH AND ADDICTION. CURRENTLY, MY POSITION IS TARGETED POPULATION TO GET AFRICAN-AMERICANS WHO ARE IN NEED OF DRUG AND ALCOHOL TREATMENT INTO TREATMENT. I COME HERE ON BEHALF OF THE EOC AND I REALLY OWE A SPECIAL DEBT TO THE EMPLOYEES OF COLOR GROUP, SPECIFICALLY CHAIR SMITH, [READING NAMES] BUT MOST OF ALL, A YOUNG MAN WHO HAS REALLY IMPRESSED ME, RAYMOND DESILVA. [APPLAUSE] RAYMOND BROUGHT US TO THE RIVER IN SEPTEMBER AND SO I JUST WANT US TO PUT OUR FEET BACK IN THE RIVER SO THAT WE KNOW THE CURRENT IS STILL SWIFT. THE STATE OF AFFAIRS FOR AFRICAN-AMERICANS IN MULTNOMAH COUNTY HAS BEEN IN DESPAIR FOR THE PAST 20 YEARS. THE STATE OF AFFAIRS FOR AFRICAN-AMERICAN EMPLOYEES IN MULTNOMAH COUNTY IS IN SAD SHAPE. IT'S IN SAD SHAPE. YOU KNOW, I STARTED IN 1997 BECAUSE I WANTED TO GIVE BACK TO MY COMMUNITY, I WANTED TO MAKE MY COMMUNITY BETTER. SO I STARTED WORKING WITH YOUNG GANG MEMBERS. WHAT THAT TAUGHT ME IS THAT MY STREET EXPERIENCE ALONE WAS NOT GOING TO TAKE ME TOO FAR SO I GOT AN EDUCATION AND I STARTED WORKING WITH GANG MEMBERS AGAIN.

I WAS FORTUNATE ENOUGH TO GET A POSITION THAT CAME UP IN 2003 HERE AT MULTNOMAH COUNTY, BICULTURAL AFRICAN-AMERICAN ADDICTION SPECIALIST. IT'S UNFORTUNATE THAT THESE POSITIONS HAVE TO BE SPECIFIED FOR AFRICAN-AMERICANS, THAT WE JUST DON'T HAVE A DEPARTMENT OR A SYSTEM WHERE AFRICAN-AMERICANS ARE HERE SO THAT THESE DISPARITIES CAN BE GOTTEN RID OF, BUT I TOOK MY JOB BECAUSE I WANTED TO WORK IN MULTNOMAH COUNTY, IT WAS A GREAT PLACE TO WORK, IT PAID GREAT, AND I THINK I COULD MAKE A DIFFERENCE BEING A SAFETY NET

FOR AFRICAN-AMERICANS IN MULTNOMAH COUNTY. I WORKED HERE FOR SEVEN YEARS, I DID A GREAT JOB ON THE FIRST DAY, NOVEMBER 17TH OF 2003, I WAS INTRODUCED TO THE EMPLOYEES OF COLOR PROGRAM BY MS. PAULEEN REED. I WORKED TIRELESSLY WITH HER AT THE TIME TO TRY TO MAKE A DIFFERENCE IN MULTNOMAH COUNTY. SOME OF THE SAME RACIAL AND MICROAGGRESSIONS THAT I WAS EXPERIENCING THEN I'M EXPERIENCING NOW. IT'S VERY UNFORTUNATE THAT WHEN AFRICAN-AMERICANS TALK ABOUT RACISM AND TALK ABOUT HOW THEY'RE BEING AFFECTED IN THE WORKPLACE, IT'S LOOKED AT AS AN ATTACK, BUT WHEN A WHITE PERSON SAYS THE SAME THING, IT'S FEEDBACK. THERE'S A LOT OF DOUBLE STANDARDS THAT GO ON HERE IN MULTNOMAH COUNTY, PARTICULARLY WITH EMPLOYEES OF COLOR. WE'RE PASSED OVER FOR PROMOTIONS BECAUSE OF WHATEVER REASON, THE NEPOTISM, WHATEVER YOU WANT TO CALL IT. IT'S NOT -- IT'S A WAR ON BLACKS. IT'S A WAR ON BLACKS IN MULTNOMAH COUNTY. THE DATA SHOWS IT. I MEAN, WE CAN COME IN HERE AND TRY TO SUGAR COAT IT AND CALL IT OH, IT'S A DISPARITY. IT'S A WAR ON BLACK IN MULTNOMAH COUNTY. BLACK ARE BEING TARGETED IN THE LEGAL SYSTEM, BLACKS ARE BEING TARGETED IN HOUSING, BLACKS ARE BEING TARGETED IN HEALTH, BLACKS ARE BEING TARGETED WITH ECONOMICS, EDUCATION, GET KICKED OUT OF SCHOOL FASTER THAN ANYBODY ELSE. THERE'S A WAR. THERE'S A SYSTEM IN PLACE HERE IN MULTNOMAH COUNTY THAT'S DESIGNED TO GET THESE RESULTS. IF IT WASN'T, WE COULDN'T BE SAYING THIS FROM 20 YEARS WHEN I FIRST STARTED THIS WORK UNTIL NOW THAT IT'S GOING ON SO OBVIOUSLY, PEOPLE WANT THIS TO GO ON.

Larry Turner: IT DOESN'T TAKE A PH.D. TO KNOW THAT IF 20 YEARS AGO THE SAME THING IS GOING ON, IT'S BECAUSE THEY WANT IT TO HAPPEN. THEY WANT IT TO HAPPEN. [APPLAUSE] THERE'S A TRANSFORMATION THAT NEEDS TO TAKE PLACE. I BELIEVE THAT WE'VE GOTTEN TO THIS POINT BECAUSE PEOPLE IN HERE HAVE COURAGE. THIS IS GOING TO BE UNCOMFORTABLE. YOU'RE NOT GOING TO BE LOOKED ON FAVORABLY. I BELIEVE THAT IF THE MONEY IS SPENT ADDRESSING THIS WAR ON BLACK AND THESE DISPARITIES THAT ARE OCCURRING THAT EVERYTHING ELSE WILL JUST FALL INTO PLACE. I THINK THINGS WILL GET BETTER BECAUSE OF THAT AND EVERYBODY WILL BENEFIT AS A RESULT OF THAT. BLACK PEOPLE WORK HARD IN MULTNOMAH COUNTY. BLACK PEOPLE ARE VERY IMPORTANT EMPLOYEES IN MULTNOMAH COUNTY. SOMETIMES, WE'RE THE ONLY WAY THAT PEOPLE GET THE SERVICES THEY NEED BECAUSE THERE'S ONE BLACK PERSON WORKING WHEN NO WHITE PEOPLE WILL GO OUT THERE AND HELP THE PEOPLE. I GOT A POSITION -- I GOT A POSITION THAT'S FUNDED AND PAID FOR SPECIFICALLY TO WORK WITH AFRICAN-AMERICANS. AND I WANT TO SAY I COME TO WORK, I'M PROUD TO BE A MULTNOMAH COUNTY EMPLOYEE. I WORK HARD.

I DON'T THINK ANYBODY IN THE COUNTY IN MY POSITION'S GOT BETTER NUMBERS THAN ME BECAUSE I'M GOING TO MAKE SURE BECAUSE I KNOW THEIR FAMILIES, THEIR MOTHERS, THEIR CHILDREN, I WALK THE SAME WALK

THEY WALK AND I'M GOING TO MAKE SURE THEY GET THE SERVICES THEY NEED AND WHEN THEY MEET RACISM AT THESE TREATMENT CENTERS I'M GOING TO GO IN AND ADDRESS IT SO WHEN I COME TO WORK EVERY DAY, I COME TO WORK WITH ALL THESE DISPARITIES THAT I MENTIONED FACING ME AS WELL AND I CAN'T GET THE SUPPORT OF MY MANAGEMENT AND WHEN I BRING TO MY MANAGER'S ATTENTION DISCRIMINATION THAT I FEEL IS GOING ON IN THE WORKPLACE HE LOOKS AT ME AS THE PROBLEM? BECAUSE I'M TELLING HIM WHAT I'M BEING FACED WITH? CHANGES HAVE TO BE MADE HERE. ANOTHER THING, TOO. IT'S REAL SIMPLE THAT WE HAVE A SENIORITY SYSTEM IN MULTNOMAH COUNTY. I'VE BEEN KNOWING PEOPLE WHO WORKED IN MULTNOMAH COUNTY FOR 20 YEARS SINCE THESE DISPARITIES HAVE BEEN OCCURRING. I TALKED TO THEM ABOUT THESE DISPARITIES AND HOW WE CAN ADDRESS THEM. NOTHING'S CHANGED. NOTHING'S CHANGED. IF I WAS -- IF I WAS UNDERPERFORMING AT MY JOB, IF THEY TOLD ME YOU'RE COMING IN HERE TO HELP THESE AFRICAN-AMERICANS GET IN TREATMENT AND I WASN'T GETTING NO AFRICAN-AMERICANS IN MY JOB, DO YOU THINK THEY WOULD KEEP ME IN MY JOB?

Larry Turner: WHY DO HE ALLOW THESE PEOPLE TO PUT THESE DISPARITIES ON BLACK PEOPLE AND PUNISH BLACK PEOPLE BECAUSE THEY DON'T WANT TO DO ANY WORK. THIS IS TOUGH WORK. WE'RE NOT COMING IN HERE SITTING UP BECAUSE WE WANT TO BE CUTE AND TALK TO THE COMMISSIONERS AND HANG OUT WITH Y'ALL ALL DAY BECAUSE THERE'S PLENTY OF BLACK PEOPLE OUT THERE I COULD BE HELPING. I'M HERE BECAUSE I WANT TO PUT SOMETHING ON YOUR MINDS AND LET YOU KNOW THAT WE REALLY NEED CHANGE HERE IN MULTNOMAH COUNTY. [APPLAUSE]

WE'RE NOT TALKING ABOUT MAYBE WE'LL TAKE IT INTO CONSIDERATION OR THIS IS SOMETHING WE'RE GOING TO LOOK AT. WE ARE TAX-PAYING CITIZENS IN MULTNOMAH COUNTY. HOW COME WE DON'T DESERVE THE SAME CARE AS EVERYBODY ELSE IS GETTING? HOW COME WE HAVE TO HAVE ONE PERSON WORK FOR ONE SYSTEM? ONE PERSON TO ADDRESS ONE PROBLEM? HOW COME WE DON'T HAVE A DEPARTMENTS BEHIND US FOR BLACKS? MY PROPERTY TAXES ARE SO HIGH I CAN BY ANOTHER HOUSE IN ANOTHER STATE WITH THE PROPERTY TAXES THAT I'M PAYING. WE DESERVE THE SAME BENEFITS AS EVERYONE ELSE.

THEY THROW OUT THESE BUZZ WORDS, CULTURAL COMPETENCY, EQUITY, INCLUSIVENESS. THAT'S ALL BULL. WE NEED TO GET SERIOUS AND WE NEED TO GET HONEST WITH ONE ANOTHER. IT'S GOING TO BE DIFFICULT. IT'S GOING TO BE PAINFUL. THINGS ARE GOING TO BE SAID THAT PEOPLE AREN'T GOING TO LIKE. SOME PEOPLE ARE GOING TO GET UNCOMFORTABLE, SOME PEOPLE ARE GOING TO WALK OUT OF THE ROOM, BUT BLACKS HAVE BEEN DOING THIS THEIR WHOLE LIFE SO IT'S NOT HARD WORK FOR US TO DO. THE HARD WORK IS GOING TO BE FOR YOU GUYS TO DO BECAUSE YOU GUYS HAVE ALL THE

CREATURE COMFORTS OF WHITE DOMINANCE AND PRIVILEGE IN THE COMMUNITY. IT'S US WHO ARE SUFFERING AS A RESULT OF YOUR PRIVILEGE. PEOPLE ARE SUFFERING AS A RESULT OF YOUR PRIVILEGE. WE CAN'T SAY THAT WE'RE THE SAFETY NET WHEN THAT CONTINUES TO HAPPEN. IT'S A LOT OF HYPOCRISY GOING ON HERE. AND I DON'T KNOW WHY IT IS. I DON'T KNOW IF PEOPLE'S -- I DON'T KNOW WHAT THE REASON IS. I DON'T KNOW WHAT THE REASON IS, BUT I KNOW YOU GUYS HAVE THE ABILITY AND THE OPPORTUNITY TO MAKE A CHANGE. WE'RE NOT TALKING ABOUT SIX MONTHS FROM NOW. WE'RE TALKING ABOUT IMMEDIATE CHANGE. BLACKS ARE SUFFERING. PEOPLE GOT DIABETES, HIGH BLOOD PRESSURE. I MEAN, THEN I COME TO WORK AND I'M BRINGING UP WE'LL TALK ABOUT THAT LATER. I CAN'T TALK ABOUT THIS LATER BECAUSE I'VE GOT TO GO OUT AND FACE THE COMMUNITY. THEY ARE ASKING YOU WHAT ARE YOU DOING ABOUT THIS MAN? WHAT ARE YOU DOING TO HELP ME? THEY DON'T TRUST ME. THEY DON'T TRUST THE PROGRAMS THAT WE HAVE TO OFFER BECAUSE THEY FAIL BLACKS FOR SO MANY YEARS.

Larry Turner: IT'S JUST THIS IS IMPORTANT WORK, THAT'S WHY I'M GOING TO CONTINUE TO DO IT, I'M GOING TO CONTINUE TO BE PASSIONATE, I'M GOING TO CONTINUE TO TELL ANYBODY WHO WILL LISTEN, I'M GOING TO CONTINUE TO TELL THE PEOPLE THAT I'M WORKING HARD FOR YOU THAT I'M GOING TO THE COUNTY COMMISSIONERS AND I'M GOING TO MY MANAGERS AND MY SUPERVISORS AND I'M TRYING TO GET THE RESOURCES THAT ARE NECESSARY FOR YOU TO BE ABLE TO MAKE A CHANGE IN YOUR LIFE BECAUSE WHAT I KNOW IS IF THERE'S ONE PERSON, ONE PERSON CAN MAKE A CHANGE THEY CAN CHANGE A LOT OF PEOPLE. [APPLAUSE] YOUR MOTHER BELIEVED IN ME. YOUR MOTHER GAVE ME THE OPPORTUNITY TO MAKE A CHANGE IN MY LIFE SO I WOULD BE REMISS IN NOT COMING HERE AND STANDING UP FOR THE VALUES THAT YOUR MOTHER HAD. YOU'VE GOT TO STAND UP, CHAIR KAFOURY. YOU'VE GOT TO STAND UP, LORETTA. YOU'VE GOT TO STABBED UP -- STAND UP. WE'RE TALKING ABOUT SOME REAL LIFE STUFF HERE. WE'RE TALKING ABOUT BLACKS IN YOUR COUNTY, IN MULTNOMAH COUNTY, THE COUNTY I LOVE, ARE SUFFERING.

NOT ONLY ARE THEY SUFFERING, BUT THE PEOPLE WHO ARE TRYING TO GIVE THEM THE CARE ARE SUFFERING AS WELL WITH THE PEOPLE WHERE THEY WORK MANAGING THEM. WE'VE GOT PEOPLE -- WE'VE GOT PEOPLE WHO ARE MANAGING US THAT DON'T HAVE A CLUE WHAT RACISM IS. WE'VE GOT PEOPLE WHO ARE SUPERVISING US WHO HAVE NEVER HAD A CONVERSATION WITH A BLACK PERSON BEFORE AND GOT HIRED TO SUPERVISE BLACK PEOPLE. WHAT KIND OF SENSE DOES THAT MAKE? WE'VE GOT PROGRAMS HERE IN MULTNOMAH COUNTY DEDICATING TO WORKING WITH AFRICAN-AMERICANS THAT ARE SUPERVISED AND MANAGED BY WHITES. WHAT KIND OF RESULTS DO YOU THINK WE'RE GOING TO GET OUT OF THAT? WE'VE GOT A PROGRAM CALLED THE AFRICAN-AMERICAN PROGRAM THAT'S SUPERVISED BY A WHITE MAN. WE'VE GOT A LEAD PROGRAM. I'M THE PERSON THEY HIRED IN THE COUNTY TO WORK WITH PEOPLE IN ADDICTIONS, AFRICAN-AMERICAN. THEY

SAID I HAD THE EXPERTISE. YOU'RE THE BEST ONE TO DO THE JOB. THEY STARTED THIS PROGRAM, THEY DIDN'T ASK ME A SINGLE QUESTION ABOUT HOW THE PROGRAM SHOULD BE RUN OR DO I HAVE ANY IDEAS AROUND IT, EVEN THOUGH I KNOW PEOPLE WHO STARTED THE SAME PROGRAM IN SEATTLE. THEY DIDN'T COME AND ASK ME ANYTHING. SO WHEN THEY ROLLED THE PROGRAM OUT AND I HAD SOME QUESTIONS ABOUT IT, THEY WANTED TO KNOW WHY. FIRST OF ALL, YOU'VE GOT THREE WHITE WOMEN UP HERE TALKING ABOUT HELPING AFRICAN-AMERICANS AND ONLY ONE BLACK PERSON THERE AND HE'S THE PERSON YOU'VE GOT IN THE BACKGROUND. WE START THESE PROGRAMS, I KNOW SEVERAL PROGRAMS THAT HAVE BEEN STARTED IN MULTNOMAH COUNTY SPECIFICALLY FOR AFRICAN-AMERICANS. AND WHAT HAS HAPPENED AS A RESULT OF THE WHITE LEADERSHIP, THEY'VE WOUND UP PREDOMINANTLY WHITE PROGRAMS. AND IT'S NOT NOTHING WRONG WITH THAT. IT'S NOTHING WRONG WITH THAT, BUT DON'T TELL US YOU'VE GOT A PROGRAM FOR US IF YOU DON'T. SO NOT ONLY DO WE HAVE TO TAKE RESPONSIBILITY, TOO, AS AFRICAN-AMERICANS FOR ALLOWING THIS STUFF TO GO ON BECAUSE A LOT OF US ARE TOO SCARED AND TOO CONCERNED ABOUT OUR JOBS TO SPEAK UP AND SAY HEY, THIS CAN'T HAPPEN, BUT I LOVE MY JOB AND I WANT TO WORK HERE, DON'T GET ME WRONG, BUT IF IT COMES TO THE POINT WHERE I DON'T HAVE TO WORK HERE BECAUSE I'M GOING TO TELL THE TRUTH AND STAND UP FOR WHAT'S GOT -- THAT'S JUST WHAT'S GOT TO HAPPEN. I WANT TO BE A PART OF THE TRANSFORMATION. I WANT TO BE A PART OF THE CHANGE.

Larry Turner: I'M WILLING TO SACRIFICE, I'M WILLING TO DO THE WORK. I WANT TO LET EVERYBODY KNOW UP FRONT. WE CAN SIT HERE TODAY, WE CAN VOTE AYE, BUT THIS IS HARD WORK. IT'S NOT GOING TO BE -- IT'S NOT GOING TO BE EASY. IT'S GOING TO BE DIFFICULT. IT'S GOING TO BE UNCOMFORTABLE. A LOT OF PEOPLE ARE GOING TO CALL YOU NAMES AND NOT VOTE FOR YOU THE NEXT TIME AND ALL THAT KIND OF STUFF, BUT I WILL IF YOU DO THE WORK. [APPLAUSE] SO LASTLY, LASTLY, I'M GOING TO SAY THIS. I REALLY APPRECIATE YOU, LORETTA HONORING ME IN BLACK HISTORY MONTH FOR MY SERVICES TO THE BLACK COMMUNITY AND I LOVE PORTLAND. I LOVE MULTNOMAH COUNTY. I LOVE THE CITY OF PORTLAND. I JUST DON'T LOVE THE HYPOCRISY HERE IN PORTLAND. I LOVE MY COMMUNITY. OUR COMMUNITY, WE HAVE TO FIGURE OUT A WAY HOW TO STICK TOGETHER AND COME TOGETHER AND COME UNITED AS ONE. IF WE WORK ON OUR ISSUES OURSELVES THEY WOULD BE A LOT EASIER TO SOLVE THAN WAITING FOR OTHER PEOPLE TO HELP US. I'M GOING TO CONTINUE TO WORK AS HARD AS I CAN, MAKE THE DENT I CAN IN THE COMMUNITY AND IF YOU GUYS WANT TO PARTNER WITH ME ON THAT, I'M CERTAINLY HERE TO HELP YOU. THANK YOU.

Commissioner Smith: MADAM CHAIR, I THINK SOME TRUTH HAS BEEN SPOKEN AND THANK YOU, LARRY, THANK YOU EVERYBODY FOR YOUR COMMENTS. I THINK AS A BOARD, SITTING HERE LISTENING TO YOU ALL, THAT WE HAVE TO BE VERY DELIBERATE AND DEAL WITH SOME OF THE ISSUES THAT LARRY

TALKED ABOUT WITHIN THE NEXT 60 DAYS. WE CAN'T WAIT. AND SO I COMMIT TODAY TO WORKING WITH THE BOARD, TO TRY TO IDENTIFY SOME OPPORTUNITIES TO MAKE SOME THINGS GO A DIFFERENT DIRECTION AND NOT BE BUSINESS AS USUAL SO THANK YOU FOR TELLING YOUR TRUTH AND SPEAKING TRUTH TO POWER. [APPLAUSE]

Emily Purry: HELLO, EVERYONE, THANK YOU SO MUCH FOR GIVING US THE OPPORTUNITY TO SPEAK TODAY. MY NAME IS EMILY. I FIRST WANT TO SAY THANK YOU FOR THE CLOSED CAPTIONING. THAT'S AWESOME AND I HOPE THAT'S SOMETHING THAT CONTINUES IN ALL BOARD MEETINGS. I AM THE CO CHAIR OF ADAPT, THE ERG SUPPORTING PEOPLE WITH DISABILITIES. AND IN SEPTEMBER, I CAME UP AND TESTIFIED IN ORDER TO ASSURE THAT PEOPLE WITH DISABILITIES HAD A VOICE IN THIS EQUITY RESOLUTION. AS I SIT HERE TODAY, MANY WOULD SAY THAT I AM STRONG, BUT I AM NO STRONGER THAN ANYONE ELSE. I HAVE SPENT DAYS IN THE BATHROOM STALLS CRYING. I HAVE SPENT NIGHTS WORKING OFF THE CLOCK. I -- SORRY. I WORK HARD TO MAKE SURE THAT I COMPLETE MY JOB AND DO THE BEST I CAN, AS MANY OTHER PEOPLE WITH DISABILITIES DO.

Emily Purry: OTHERS WOULD SIT HERE WITH ME IF THEY WEREN'T IN FEAR OF LOSING THEIR JOBS. MY HOPE IN BEING HERE TODAY IS THAT I CAN CONTINUE AND ADAPT AND CONTINUE TO REMIND THE COUNTY THAT DISABILITY NEEDS TO BE INVOLVED IN THESE EQUITY CONVERSATIONS. ON TUESDAY YOU SAW DATA OR A SELECT THEREOF THAT DOES NOT COMPARE DISABILITY WITH HIRING, PROMOTION, RETENTION, PROBATIONARY SEPARATION, ETC., BECAUSE IN THE PAST IT HAS NOT BEEN A PRIORITY. I HOPE THAT CHANGES WITH THIS RESOLUTION. IT ALSO CAUGHT ME OFF GUARD THAT 9% OF PEOPLE HERE AT THE COUNTY, THAT'S APPROXIMATELY 268 PEOPLE, WHICH IS USUALLY HIGHLY UNDERREPORTED, REPORTED HAVING A DISABILITY HERE AT THE COUNTY THAT WORKS HERE. THAT IS MERELY THE EXACT SAME NUMBER THAT WE HAD IN THE LAST TWO YEARS AGO SURVEY. THAT EITHER MEANS THAT WE'RE NOT HIRING OR RETAINING OUR PEOPLE WITH DISABILITIES AND THAT THE PEOPLE THAT COME HERE WITH DISABILITIES WORK THEIR BUTTS OFF AND STAY HERE AND WANT THEIR JOBS AND WANT TO WORK HARD. SO EITHER WAY.

THE OTHER THING I WANTED TO SAY ABOUT THE THINGS ABOVE IS THAT I AM VERY SUPPORTIVE ENVIRONMENT RIGHT NOW. I HAVE A GREAT DIVISION, I HAVE GREAT SUPERVISORS AND MANAGERS AND THERE ARE MANY PEOPLE OUT THERE THAT ARE NOT IN THESE ENVIRONMENTS AND SO THE FACT THAT THEY ARE NOT UP HERE BEHIND ME IS MOST LIKELY BECAUSE THEY ARE SCARED OF LOSING THEIR JOBS. SORRY. IN THE LISTENING SESSIONS, WE HEARD A LOT OF PEOPLE WHO ARE SCARED. THERE WAS A LOT OF FEAR. THERE WAS A LOT OF LACK OF SUPPORT. AND THERE'S ALSO A HUGE CALL TO HOW MANAGEMENT AND SUPERVISORS CAN DETERMINE WHETHER OR NOT WE ARE ABLE TO BRING OUR FULL SELVES TO WORK OR IF WE NEED TO HIDE

AS MUCH AS POSSIBLE, DO WHAT WE HAVE TO DO TO GET OUR JOBS DONE AND MOVE FORWARD. THERE ARE A LOT OF PEOPLE OUT THERE DOING WHAT THEY HAVE TO DO, WHETHER IT'S RIGHT OR WRONG, IN ORDER TO KEEP THEIR EMPLOYMENT, NOT DISCLOSE DISABILITIES, AND WORK WITHOUT THE ACCOMMODATIONS THEY HAVE REQUESTED. I KNOW FOR A FACT PEOPLE WHO HAVE LEFT THE COUNTY OR WE HAVE LOST BECAUSE OF ACCOMMODATIONS WE WERE NOT ABLE TO PROVIDE THAT WE ARE LEGALLY OBLIGATED TO PROVIDE, BUT SINCE THE INEQUITIES ARE SO DEEPLY EMBEDDED INTO OUR SYSTEM, WE WERE NOT ABLE TO PROVIDE WHAT THEY NEEDED SO THEY HAD TO LEAVE. FINALLY, I HAVE TWO ASKS TODAY. ONE IS THAT FOR ANYBODY LISTENING OUT THERE, EMPLOYEES, 268 PLUS, THE PEOPLE WHO HAVE NOT DISCLOSED, I ASK YOU TO COME FORWARD, I ASK YOU TO BE BRAVE, I ASK YOU TO ASK YOUR MANAGERS ONE LAST TIME TO JOIN THE ADAPT ERG, TO JOIN OUR VOICES BECAUSE OUR JOINT VOICES ARE HEARD LOUDLY AND CLEARLY COLLECTIVELY AND WE NEED YOU. I ALSO ASK THAT ADAPT IS NOT ONLY INVOLVED IN THESE CONVERSATIONS BUT ALSO INVOLVED IN THE MAJOR DECISION MAKING, SUCH AS BUILDING PLANS, CUBICLE RECONFIGURATIONS, TECHNOLOGY CHANGES, AND POLICY DEVELOPMENT BECAUSE WHAT MAY SEEM AS A SMALL CHANGE TO SOME OF YOU CAN COMPLETELY MAKE IT IMPOSSIBLE FOR US TO DO OUR JOBS IN A MATTER OF SECONDS. I ASK THAT YOU ALL CONSIDER THIS AND I THANK YOU AGAIN AND I HOPE THAT ALL PERSPECTIVES OF DIVERSITY ARE CONSIDERED IN THE STRATEGIC PLAN AND THOUGHT OF WHILE WE GO THROUGH THESE PROCESSES. THANK YOU. [APPLAUSE]

Scotty Scott: GOOD MORNING CHAIR AND COMMISSIONERS. MY NAME IS SCOTTY SCOTT. I'M THE CO CHAIR OF PRISM, WHICH IS OUR LGBTQ PLUS EMPLOYEE RESOURCE GROUP AND I ALSO HAVE THE BENEFIT OF BEING A STAFF MEMBER IN OUR OFFICE OF DIVERSITY AND EQUITY. NOT ONLY AS A LEADER WAS I ABLE TO HOST ONE OF THE SESSIONS WITH OUR PRISM MEMBERS, BUT I ATTENDED AND HELPED COORDINATE EFFORTS FOR ALL OF THE LISTENING SESSIONS AND ALL OF THE STRATEGY SESSIONS. AND I'M EXHAUSTED. I WANT YOU TO HOLD THAT FOR A MOMENT. OVER AND OVER AGAIN FOR SIX MONTHS I HEARD THE PAIN OF EVERY SINGLE ONE OF OUR EMPLOYEES THAT WAS BRAVE ENOUGH TO STEP INTO THOSE SPACES AND SHARE WITH US HOW DIFFICULT THEIR EXPERIENCE WAS AS A PUBLIC SERVANT IN MULTNOMAH COUNTY. WE'RE IN AN ERA WHERE PUBLIC SERVICE IS IN DECLINE, WHERE MILLENNIALS ARE CHOOSING TO GO INTO THE PRIVATE SECTOR RATHER THAN SERVE THEIR COMMUNITIES. AND HONESTLY, I DON'T BLAME THEM.

IF THEY CARE ANY IDENTITY THAT IS MARGINALIZED AND THAT IS OPPRESSED, THEY WON'T COME HERE BECAUSE THEY KNOW. BUT WHAT I DID HEAR IN OUR SESSION WITH PRISM AND WITH MANY OF THE OTHER SESSIONS IS THAT OUR EMPLOYEES LOVE THEIR JOBS BECAUSE THEY WANT TO SERVE THEIR COMMUNITIES. THEY WANT TO HELP THEIR COMMUNITIES. AND THEY WANT TO MAKE LIFE EASIER FOR PEOPLE THAT LOOK LIKE THEM, THAT COME FROM

WHERE THEY COME AND THAT SHARE THE SAME LIVED EXPERIENCES THAT THEY CARRY. MY HOPE IS THAT SOMEDAY THE LATINA LESBIAN WHO WORKS HERE FOR A BETTER LIFE CAN SERVE HER COMMUNITY AND GO HOME EVERY NIGHT NOT AS EXHAUSTED AS SO MANY OF OUR EMPLOYEES DO ONLY DAILY BASIS. THAT THE BLACK TRANS WOMAN WHO LIVES WITH A DISABILITY CAN COME HERE AND MAKE A LIVING WAGE AND HAVE A FAMILY AND NOT GO HOME IN TEARS EVERY DAY BECAUSE OF SOMETHING HER COWORKER SAID OR HER MANAGER. I'VE BEEN A COUNTY EMPLOYEE FOR 11 YEARS NOW AND I LOST COUNT OF HOW MANY TIMES I WENT HOME CRYING. BUT I GOT BACK UP EVERY DAY AND I CAME BACK IN BECAUSE THERE'S ALSO A COMMUNITY OF PEOPLE WHO ARE WORKING TO MAKE THIS COUNTY A BETTER PLACE. AND I TELL YOU IT STARTS WITH THIS GROUP OF LEADERS RIGHT HERE.

Scotty Scott: I'VE BEEN A CHAIR OF PRISM FOR FIVE YEARS NOW AND HAVE BEEN ABLE TO DEVELOP RELATIONSHIPS WITH THESE OUTSTANDING INDIVIDUALS WHO HAVE MUSTERED THE COURAGE TO SAY I WANT TO MAKE THIS PLACE BETTER. WE OWE IT TO THEM AND TO EVERY SINGLE EMPLOYEE THAT COMES IN ON A DAILY BASIS TO SERVE OUR COMMUNITY, OUR MOST VULNERABLE MEMBERS OF OUR COMMUNITY, BECAUSE THAT'S THEIR COMMUNITY, TOO. IN THIS WORK WE NEED TO MAKE SURE THAT WE'RE TAKING AN INTERSECTIONAL APPROACH BECAUSE NONE OF US IS ONE THING. I AM A WHITE TRANSGENDER NONBINARY IMMIGRANT WHO LIVES WITH A DISABILITY. I HAVE TO HIDE HALF OF THAT HERE ON A DAILY BASIS. BUT I COULDN'T HIDE ANYMORE BECAUSE THAT'S JUST NOT FAIR. IT'S NOT SAFE. WE FORGET ABOUT THE ECONOMIC JUSTICE ASPECT OF THIS. WE PROVIDE A LIVING WAGE. WE PROVIDE GREAT BENEFITS. IF PEOPLE CAN'T ACCESS THAT, THAT IS VIOLENCE. SO I JUST WANT TO TAKE A COUPLE MORE MINUTES TO THANK THE ERG LEADERS, I JUST CAN'T TELL YOU, THESE FOLKS NOT ONLY DID THIS WORK OVER THE LAST SIX MONTHS, THEY HAVE BEEN HOLDING SPACE WITHIN THE COUNTY FOR UPWARDS OF 20 YEARS FOR EMPLOYEES TO BE ABLE TO COMFORT EACH OTHER, TO SUPPORT EACH OTHER, AND TO HELP EACH OTHER BUILD CAREERS HERE WITHIN A SYSTEM THAT WAS NOT BUILT FOR THEM. SO THANK YOU FOR YOUR TIME TODAY. [APPLAUSE]

Irma Jimenez: HELLO. MY NAME IS IRMA, I'M A CO CHAIR OF MANAGERS OF COLOR. I WANT TO THANK YOU FOR LISTENING TO OUR GROUP TODAY. MANAGERS OF COLOR ALSO KNOWN AS MOC IS UNIQUE AS EVERY OTHER ERG IS. WE'RE MANAGERS. WE'RE LEADERS IN THIS ORGANIZATION. BUT WE'RE ALSO EMPLOYEES OF COLOR. JUST TO GIVE YOU SOME BACKGROUND. IN 1984, RESULTS FROM REPORT COMPLETED BY A CONSULTING FIRM FOUND THAT MANAGERS OF COLOR AND THEIR WHITE COUNTERPARTS HELD DIVERGENT PERCEPTIONS OF COMMUNICATION, MANAGEMENT TREATMENT AND OPPORTUNITIES THAT EXISTED IN THE ORGANIZATION. ON DECEMBER 19TH, 1991, MOC WAS FORMED TO ASSIST THE COUNTY IN CLOSING THE GAP AND TO ASSURE GREATER OPPORTUNITY FOR EQUITY AROUND THOSE OPPORTUNITIES. MOC WAS ESTABLISHED BY THE FIRST AND ONLY AFRICAN-

AMERICAN CHAIR, THE LATE GLADYS MCCOY. [APPLAUSE] WE ARE THE FIRST ERG GROUP FORMED AT MULTNOMAH COUNTY AND 26 YEARS LATER, WE ARE STILL STRIVING TO CLOSE THE GAP AND STILL FINDING OURSELVES FIGHTING FOR EQUALITY. WE WERE CHARGED TO HOST A FACILITATED DISCUSSION TO HIGHLIGHT THE POSITIVE AND NEGATIVE EXPERIENCE AND IDEAS FOR MORE EQUITABLE OUTCOMES AROUND THE RETENTION AND SUPPORT, PROFESSIONAL DEVELOPMENT, PROMOTION, ORGANIZATIONAL CULTURE OF TRUSTING ASK BELONGING SO MOC HELD A SESSION.

Irma Jimenez: ALTHOUGH IT WAS HARD TO SUMMARIZE YEARS OF EXPERIENCE IN JUST A FEW HOURS, WE FELT WE HAD GOOD PARTICIPATION AND CONVERSATION. PARTICIPANTS FELT COMFORTABLE AND SAFE AND SUPPORTED IN BEING TRANSPARENT. IT GENERATED PARTICIPATION FROM MANAGERS THAT OTHERWISE WOULD NOT HAVE VOICED CONCERNS. WHY IS THIS? PEOPLE IN THE ROOM LOOK LIKE THEM. HAD EXPERIENCED THE SAME ISSUES THEY HAD AND WHEN THEY SAID I KNOW HOW YOU FEEL, THEY REALLY DID KNOW. THROUGH EXTENSIVE EMOTIONAL AND REAL CONVERSATION, WE WERE ABLE TO GET THROUGH OUR FORUM AND COVER THE AREAS WE WERE CHARGED TO FOCUS ON AND AS A RESULT, OUR MEMBERS ARE TRUSTING OF US TO BRING THEIR VOICES FORWARD. WE FELT THE OPPORTUNITY TO WORK ON THIS PROJECT WAS VERY VALUABLE AND APPRECIATE ALL THE WORK THAT'S BEEN DONE BY EVERYONE.

EOC FOR GETTING THINGS STARTED, ODE WHO HAS TAKEN THE LEAD, THE CHAIR'S OFFICE FOR ALLOWING EMPLOYEES TO TAKE THE TIME TO DO THIS WORK, THE ERGS THAT HOSTED THE FORUMS AND, OF COURSE, THE STAFF AND EMPLOYEES THAT DID THE WORK. WE WANT TO SEE TANGIBLE CHANGES. WE WANT TO SEE THE IMPLEMENTATION OF WORKFORCE EQUITY STRATEGIES THAT WILL PROMOTE A COUNTYWIDE SYSTEM TRANSFORMATION THAT WILL BUILD EQUITY INTO OUR STRUCTURES AS WE DISMANTLE INSTITUTIONAL RACISM AND BIASED PRACTICES. WE DON'T JUST WANT TO SHRINK THE GAP; WE WANT TO ELIMINATE IT. [APPLAUSE] WE FEEL THAT THIS WORK HAS BEEN A STEP IN THE RIGHT DIRECTION AND WE NEED LEADERSHIP'S COMMITMENT AT ALL LEVELS TO SEE CHANGE. WE WOULD LIKE TO SEE THE WORKFORCE EQUITY STRATEGIC PLAN GET IMPLEMENTED. WE ALSO KNOW THAT IT TAKES TIME. IT'S BEEN 26 YEARS THAT I CAN LOOK BACK ON RECORD AND READ THAT THIS WORK WAS STARTED HERE IN MULTNOMAH COUNTY AND OUR HOPE IS IT WON'T TAKE ANOTHER 26.

Chair Kafoury: THANK YOU. [APPLAUSE]

Ben Duncan: SO I CERTAINLY THOUGHT IT WAS CRITICAL THAT THIS BOARD AND THIS AUDIENCE WAS REMINDED BEFORE WE WALK THROUGH STRATEGIES AROUND HOW CRITICAL THIS WORK IS. IT DOESN'T MATTER HOW MANY TIMES I HEAR THE STORIES. IT'S -- I HAVEN'T GOTTEN USED TO IT. AND I HOPE YOU ALL ARE FEELING THE KIND OF PAIN AND SUFFERING THAT FOLKS ARE

EXPERIENCING AND AGAIN THINKING ABOUT THIS AS A FIRST STEP, REFLECTING A LOT OF FITS AND STOPS, SUCH AS THE EXPRESSION, BUT I HOPE IT REMINDS US OF THE URGENCY OF WHAT WE'RE DEALING WITH HERE. SO I AM GOING TO SPEND SOME TIME WALKING THROUGH THE STRATEGIES. I ACTUALLY REALLY WANT TO ENCOURAGE FOLKS TO DOWNLOAD AND READ AND REFLECT ON THE LANGUAGE THAT'S EMBEDDED IN THE STRATEGIC PLAN. AND FOR EACH FOCUS AREA I'LL INTRODUCE SOME FRAMING AND TALK BRIEFLY TO EACH STRATEGY.

Ben Duncan: THE FIRST PIECE IS AROUND ORGANIZATIONAL CULTURE AND CERTAINLY, YOU THINK YOU'VE GOT AS CLEAR AN EXAMPLE OF HOW THAT IMPACTS EMPLOYEES' DAY-TO-DAY EXPERIENCES AS I COULD TALK WITH THE LAST SIX SPEAKERS AND SO MANY OF OUR CONVERSATIONS WITH OUR EMPLOYEES, THIS IS THE AREA THAT HAS THE MOST IMPACT ON OUR DAY-TO-DAY EXPERIENCES AND INTERACTIONS AND IT SHOWS UP IN SO MUCH OF THE DATA THAT YOU WERE PRESENTED WITH ON TUESDAY, AND I THINK TO MR. LARRY'S POINT SHOWS UP IN OUR COMMUNITY DATA, AS WELL. THE WAYS THAT OUR INDIRECT IDENTITIES IMPACT OUR EXPERIENCE AND INFLUENCE HOW WE MOVE THROUGH THE ORGANIZATION ARE TIED DIRECTLY TO HOW POWER AND PRIVILEGE SHOW UP. TO ADDRESS THESE CHALLENGES, EMPLOYEES TALKED IN GREAT DETAIL ABOUT THE NEED TO FOCUS ON TRAINING FOR MANAGERS AROUND INTERCULTURAL COMMUNICATION AND RACIALLY JUST PRACTICE AND SPECIFICALLY HAVING TRAINING FOR H.R. STAFF AND MANAGERS ON WORKING WITH EMPLOYEES WITH DISABILITIES, A DATA METRIC AND EMILY REFLECTED THIS, THAT SHOWS UP IN OUR EMPLOYEE SURVEY FOR THIS POPULATION. EMPLOYEES ALSO FELT IT WAS IMPORTANT THAT WE'RE CONSISTENTLY UNDERSTANDING HOW FOLKS ARE DOING SO WE CAN ADDRESS CHALLENGES EARLY AND LIFT UP WHAT IS WORKING. AND FINALLY, THAT AN INFRASTRUCTURE SUPPORTED BY DEPARTMENTAL EQUITY TEAMS IS CRITICAL TO MOVING THE WORK FORWARD.

MANY EMPLOYEES TALKED ABOUT THE NEED FOR BETTER INVESTMENTS AND SUPPORTS FOR PERSONAL AND PROFESSIONAL DEVELOPMENT AND MORE OPPORTUNITIES TO ADVANCE IN THE ORGANIZATION. MUCH OF THIS WAS VALIDATED AND SUPPORTED BY THE EMPLOYEES SURVEY DATA, AND IT'S CLEAR THAT HOW WE OPERATE, FOR EXAMPLE, IN INTERVIEW PROCESSES CAN CREATE OPPORTUNITY OR CREATE BARRIERS. AND IT WAS SAID OVER AND OVER AGAIN THAT EMPLOYEES BENEFIT FROM MENTORING AND COACHING AND PEER SUPPORT, RELATIONSHIPS THAT HELP FOLKS NAVIGATE THE BUREAUCRACY AND LEARN THE UNSPOKEN RULES OF MULTNOMAH COUNTY. DEMONSTRATING OUR COMMITMENT TO INVESTING IN EMPLOYEES REFLECTS THAT WE VALUE THEM. ENSURING THAT EMPLOYEES RECEIVE TIMELY, APPROPRIATE AND PRODUCTIVE FEEDBACK THROUGH PERFORMANCE REVIEWS, UTILIZING EMPLOYEES TO ASSIST IN CONDUCTING EVALUATION FOR THEIR SUPERVISORS AND MANAGERS AND SUPPORTING MANAGERS IN ORIENTATION TO BE CLEAR ABOUT THE RESOURCES AND

SUPPORTS THAT ARE AVAILABLE TO THEM. WE KNOW IT'S NOT EASY WORK, BUT ALL OF THOSE ARE CRITICAL TO DEMONSTRATING WE VALUE OUR PEOPLE. PLANS TO HELP EMPLOYEES AND MANAGERS HAVE A SHARED VISION FOR SHORT AND LONG-TERM GOALS RELATED NOT JUST TO THEIR DIRECT POSITION, BUT ALSO AS THEY WISH FOR ASPIRATIONS FOR ADVANCEMENT. AND WE KNOW THAT DIVERSE INTERVIEW PANELS AND ADDRESSING IMPLICIT BIAS IN OUR PROCESS, THAT THOSE THINGS ARE BEST PRACTICES.

Ben Duncan: IN ORDER TO BE MOST SUCCESSFUL WORKING WITH DIVERSE EMPLOYEES AND CLIENTS, WE SHOULD CONSIDER THESE SKILLS FOR EVERY MANAGEMENT POSITION. AS WE HEARD ON TUESDAY AND THROUGHOUT THE PROCESS, MANAGERS MATTER. THEY MATTER FOR PEOPLE'S DAY-TO-DAY, THEY MATTER FOR OUR OPPORTUNITY, THEY MATTER FOR OUR PROMOTIONS. THE DATA IS SO CLEAR ON THIS AND AGAIN, MR. LARRY REFERENCED THIS, PARTICULARLY FOR EMPLOYEES OF COLOR AND IF YOU DISAGGREGATE FURTHER FOR BLACK AND AFRICAN-AMERICAN EMPLOYEES AND THIS IS AN AREA IN WHICH WE HAVE INCREDIBLE WORK TO DO. THE BARRIERS AROUND HOW WE INTRODUCE AND BRING FOLKS -- RECOGNIZING THE DISPARITIES AND SERVICE SEPARATIONS, ALL NEW EMPLOYEES WILL BE ASSIGNED A MENTOR OR PEER SUPPORT TO SUPPORT IN ORIENTATION AND ON BOARDING AND WE HEARD THE IMPORTANCE OF THE EMPLOYEE RESOURCE GROUPS. THERE ARE MANY EMPLOYEES WHO SAID THEY WOULD NOT BE HERE WITHOUT THE SOLIDARITY AND COMMUNITY THAT'S ESTABLISHED IN THESE SPACES.

PEOPLE WHO SOMETIMES FOR THE FIRST TIME IN THEIR WORK EXPERIENCE COME AS THEIR FULL SELVES BECAUSE THEY DON'T FEEL LIKE THEY HAVE THAT OPPORTUNITY IN THEIR WORKPLACE. AND I THINK THIS ENTIRE PROCESS HAS FURTHER VALIDATED THAT WE HAVE AN INCREDIBLE RESOURCE HERE. EMPLOYEE RESOURCE GROUPS HAVE AN INCREDIBLE ABILITY TO CONTRIBUTE TO THE FUTURE OF THIS ORGANIZATION AND CREATE THE TYPE OF ORGANIZATION THAT I THINK WE ALL WANT TO BE. AND FINALLY, THAT ONBOARDING NEEDS TO INCLUDE TRAINING ON CULTURAL RESPONSIVENESS AS A BASELINE AND FOUNDATION FOR EVERY EMPLOYEE. SHARED AND COMMON UNDERSTANDINGS OF THESE CONCEPTS ARE INTEGRAL TO OUR INTERPERSONAL RELATIONSHIPS.

ON TUESDAY, I WAS REALLY IMPRESSED BY THE WAY MS. FLINT FROM EMPLOYEES OF COLOR PROVIDED A STRONG ANALYSIS OF THE HISTORICAL AND CONTEMPORANEOUS CONTEXT IN WHICH WE OPERATE IN THIS COUNTRY, IN THIS STATE AND IN THIS COUNTY. RECOGNIZING THAT THE OPPORTUNITIES ACROSS THE ENTIRE -- PARTICULARLY FOR EMPLOYEES OF COLOR HAS BEEN IMPACTED BY SYSTEMIC AND INSTITUTIONAL RACISM. OUR RECRUITMENT AND PIPELINE EFFORTS REFLECT ATTEMPTS TO BUILD ENTRYWAYS INTO MULTNOMAH COUNTY FOR A DIVERSE SET OF COMMUNITIES. WE HEARD FROM OUR PARTNERS THAT YOU NEED TO KNOW US, YOU NEED TO SEE US, YOU NEED TO HAVE RELATIONSHIPS WITH US. BOTH IN TERMS OF HOW WE IDENTIFY

AND RECRUIT STRONG APPLICANTS, BUT ALSO SO OUR PIPELINE PROGRAMS INTO THE COUNTY ARE ROBUST AND LEAD TO SUCCESS. THIS WORK PROVIDES US WITH OPPORTUNITY TO INVEST IN THE MENTORSHIP PROGRAM, WHICH IS NOT ONLY EXPOSING COLLEGE STUDENTS TO COUNTY WORK, BUT ALSO BUILDING THE SKILLS AND EXPERIENCE TO MEET MINIMUM REQUIREMENTS ONCE THEY GRADUATE. CRITICALLY EVERY HIRE, AND SCOTTY ALLUDED TO THIS, EVERY HIRE WE MAKE FROM THIS CANDIDATE POOL IS ANOTHER INDIVIDUAL WHO CAN SET DOWN ROOTS, INVEST IN THEIR FUTURE, AND SUPPORT FAMILIES.

Ben Duncan: WE ALSO HAVE DONE A LOT OF WORK ALREADY THROUGH CENTRAL H.R. AROUND MINIMUM QUALIFICATIONS. WE HAVE GUIDANCE, WE HAVE BEST PRACTICES SET FORWARD. WE NEED TO IMPLEMENT THAT ACROSS THE ORGANIZATION. COMBINING THIS WITH RECRUITERS WHO HAVE RELATIONSHIPS IN COMMUNITIES AND WITH PROFESSIONAL ASSOCIATIONS, EDUCATIONAL INSTITUTIONS AND OTHER STAKEHOLDERS WILL ENSURE THAT OUR DIVERSE AND QUALIFIED CANDIDATE POOLS IN THE FUTURE. I WANT TO INVITE A FEW PARTNERS, I'M GOING TO ASK TONY, ANDREA AND RAYMOND TO COME UP. NOT JUST TO SPEAK ABOUT THEIR WORK AND ROLE, BUT I THINK IT'S IMPORTANT THAT WE HEAR FROM FOLKS AROUND A VISION FOR THIS FUTURE AND IMAGINING WHERE WE CAN BE.

Chair Kafoury: I SAW TONY. WELL, WHY DON'T YOU GET STARTED?

Andrea I WILL GO FIRST THEN.

Chair Kafoury: HERE HE IS. GOOD MORNING. THE WHOLE ROOM IS WAITING FOR YOU.

Chair Kafoury: TONY, WE'RE ALL WAITING FOR YOU, BUDDY.

Tony Defalco: LABOR WAITS FOR NO ONE. THANK YOU. I APPRECIATE THE PATIENCE. IT'S ALWAYS GOOD TO BE HERE WITH YOU ALL IN FRONT OF YOU. MY NAME IS TONY DEFALCO, I'M THE DEPUTY AT VERDE SO I'LL BE BRIEF. I THINK THE MAIN THING I WANT TO CONVEY IS THAT THIS HAS BEEN AND CONTINUES TO BE A JOURNEY. THERE'S STILL AS YOU HEARD EARLIER A LOT OF FRUSTRATION, A LOT OF REAL PAIN AND CHALLENGES THAT EMPLOYEES ARE DEALING WITH AND I WOULD JUST ADD THAT THAT'S HAPPENING ON THE COMMUNITY SIDE, AS WELL. YOU KNOW, I THINK THAT OUR WORK IS TO CREATE GOOD PAYING GREEN JOBS IN A SUSTAINABLE ECONOMY AND TO DO THAT, WE ARE VERY CREATIVE IN WHERE WE APPLY OUR LIMITED RESOURCES AND ONE IS RECENTLY WE HAVE RELEASED THE COMMUNITY ENERGY PLAN, A NEIGHBORHOOD SCALE PLAN TO CREATE ENERGY RESILIENCY, INDEPENDENCE IN THE CULLEY NEIGHBORHOOD, CREATING JOBS, CREATING SOLAR STORAGE, CREATING SOLAR PANELS ON ROOFTOPS AND THAT'S A DIRECT RESPONSE TO THE FACT THAT PEOPLE NEED GOOD-PAYING JOBS. AND

OUR JOB IS TO FIND CREATIVE WAYS TO CREATE THOSE JOBS AND CONTRACTING OPPORTUNITIES FOR MINORITY AND WOMEN OWNED BUSINESSES, WORKING WITH OUR FRIENDS AT LABOR TO MAKE SURE WE'RE GETTING DIVERSE WORKFORCE IN THE TRADES IN PARTICULAR AND SO THE -
- PORTLAND CLEAN ENERGY FUND WOULD GENERATE \$35 MILLION A YEAR TO BUILD APPROXIMATELY \$1 BILLION WORTH OF CLEAN ENERGY INFRASTRUCTURE IN THE CITY OF PORTLAND.

Tony Defalco: THIS IS THE DIRECT RESPONSE TO THE NEEDS OF THE COMMUNITY TO HAVE ENERGY RESILIENCY AND TO CREATE GOOD PAYING JOBS, BUT THE WISE MOVE OF THIS COMMISSION AND THE CITY OF PORTLAND TO CREATE 100% RENEWABLE RESOLUTION THAT PUTS US ON A PATHWAY TO RENEWABLE ENERGY BY 2035. AND SO I BRING THOSE TWO THINGS UP FOR ONE REASON. THIS PROCESS THAT YOU'RE ENGAGED IN HERE HAS CRITICAL IMPORTANCE FOR BEING A MODEL FOR THE CITY OF PORTLAND, FOR METRO, BECAUSE MY EXPERIENCE IN THIS PROCESS HAS BEEN THAT EVEN WITH ALL THE CRITICISM THAT YOU'RE HEARING, EVEN WITH ALL THE PAIN THAT YOU'RE HEARING, THIS PLACE IS BETTER THAN THOSE OTHER PLACES FOR PEOPLE OF COLOR TO WORK WITH.

THAT'S NOT GOOD. OUR EXPERIENCE FOR FOLKS THAT ARE HERE FROM THE CITY, WE WENT TO THE CITY AND HAD THIS CONVERSATION AND THEY PUT THEIR HANDS UP AND SAID NO, WE DON'T WANT TO TALK TO YOU ABOUT THIS STUFF. AND SO FOR US, TO PUT TIME INTO THIS WITH THE COUNTY WAS A WELCOME RESPITE FROM THAT KIND OF REACTION, BUT IT WAS ALSO AN HONOR AND PRIVILEGE TO BE ABLE TO COME BACK TO THE TABLE OVER AND OVER AGAIN TO SAY YES, WE CONTINUE FROM THE COMMUNITY SIDE TO SUPPORT OUR FRIENDS AT AFSCME, OUR FRIENDS AT THE EMPLOYEES OF COLOR, AND SO I JUST, YOU KNOW, I THINK YOU HAVE THIS RESPONSIBILITY HERE TO BE A MODEL CITIZEN FOR OUR FRIENDS IN METRO AND THE CITY, AND IT'S REALLY IMPORTANT BECAUSE WHEN WE TRAIN PEOPLE FOR JOBS, WE NEED WILLING EMPLOYERS FOR THEM TO GO TO AND A WILLING EMPLOYER ISN'T SOMEONE WHO SAYS I'VE GOT A GOOD JOB FOR YOU. IT'S A PLACE WHERE THERE ARE PEOPLE OF COLOR, AND LOW-INCOME PEOPLE ARE WELCOMED, ARE INCLUDED, ARE LIFTED UP,

NOT BECAUSE OF THEIR DIFFERENCE, BUT BECAUSE OF THEIR TALENTS, AND THAT THEY WILL BE RETAINED AND PROMOTED OVER TIME AND THAT'S BEEN A BIG CHALLENGE FOR OUR ORGANIZATION AND MANY OTHER COMMUNITY SERVING ORGANIZATIONS THAT DO WORKFORCE TRAINING IS HAVING THOSE WILLING EMPLOYERS THAT NOT ONLY WANT TO HIRE FOR THOSE GOOD PAYING JOBS, BUT WANT TO RETAIN, PROMOTE THIS CULTURE OF INCLUSIVITY, CREATING A PLACE WHERE PEOPLE WANT TO WORK SO I EXHORT YOU TO CONTINUE STRONGLY ON THIS PATH, TO BE THAT MODEL FOR US ALL AND I WOULD ASK ONE THING TO GO FURTHER ON THIS PLAN THAT'S IN THE PLAN NOW AND THAT IS TO FURTHER DEVELOP THE EXTERNAL PARTNERSHIPS WITH

COMMUNITY SERVING ORGANIZATIONS, IN PARTICULAR ORGANIZATIONS THAT ARE BRINGING TO YOU CANDIDATES, BRINGING TO YOU PEOPLE OF COLOR IN PARTICULAR FROM OUR COMMUNITIES WHO NEED GOOD-PAYING JOBS.

Tony Defalco: THAT ARE GETTING THE SOFT SKILLS AND HARD SKILLS TRAINING THAT YOU NEED AND TO MAKE INVESTMENTS IN THOSE COMMUNITY-SERVING ORGANIZATIONS TO FIND WAYS IN THE TIGHT BUDGETS YOU WORK WITH EVERY DAY TO MAKE INVESTMENTS IN THOSE ORGANIZATIONS AND I KNOW THERE HAS BEEN WORK DONE IN THE PAST TO DO THAT AND I JUST URGE YOU TO STRENGTHEN THAT PART OF THE PLAN AND TO DO MORE. AND LASTLY, I WANT TO THANK THE FOLKS HERE. BEN AND JOHN FROM ODE HAVE BEEN FANTASTIC. I WANT TO HONOR THEIR GOOD WORK. OF COURSE, ALL THE AFSCME AND APANO AND UNITE OREGON AND THE LEAGUE HAVE BEEN STALWART IN STAYING WITH THIS AND STICKING WITH IT OVER TIME, EVEN WHEN WE DON'T HAVE THE RESOURCES TO DO THIS, WE'RE STAYING HERE AND MOST IMPORTANTLY I WANT TO THANK THE EMPLOYEES OF COLOR. WE DIDN'T KNOW EACH OTHER WHEN WE STARTED THIS PROCESS, WE GOT TO KNOW EACH OTHER AND I, TOO, HAVE BEEN SO IMPRESSED BY THEIR COMMITMENT, THEIR PASSION AND CLEARLY, WHAT YOU SEE HERE IN THE LAST SIX MONTHS THE WILLINGNESS TO PUT IN REALLY HARD WORK TO COME UP WITH SOME CONCRETE WAYS THAT THE COUNTY CAN START TO ADDRESS THESE ISSUES SO THANK YOU ALL FOR YOUR GREAT WORK. [APPLAUSE]

Chair Kafoury: THANK YOU.

Andrea Lemoins: HELLO, EVERYONE, HELLO, CHAIR, VICE CHAIR, COMMISSIONERS. I WORK FOR AFSCME, OREGON AFSCME COUNCIL 75. I WANT TO LET YOU KNOW THAT OUR AMAZING EXECUTIVE DIRECTOR AND ALSO OUR PRESIDENT ARE, UNFORTUNATELY, NOT ABLE TO BE WITH US BECAUSE THEY ARE ACTUALLY IN MEMPHIS RIGHT NOW COMMEMORATING DR. KING'S WORK. I WANT TO -- [APPLAUSE] I WOULD LIKE TO REMIND EVERYONE IN HERE THAT HE WAS ASSASSINATED BECAUSE HE WAS FIGHTING FOR ECONOMIC JUSTICE AND ALSO THE UNION THAT WAS STANDING THERE WITH HIM IS THE UNION OF ALL THE PEOPLE SITTING BEHIND ME, AFSCME SO THANK YOU TO ALL OF YOU. SO I DO HAVE A NOTE FROM THE MEMBER PRESIDENT, HE WANTED ME TO TELL YOU ALL, OUR AFSCME STATE PRESIDENT DEEPLY REGRETS BEING UNABLE TO JOIN US THIS MORNING FOR THIS IMPORTANT EVENT. HE HAS BEEN IN MEMPHIS FOR THE PAST FEW DAYS COMMEMORATING THE LEGACY OF DR. KING, WHICH MAKES IT ALL THE MORE PAINFUL IRONIC THAT JEFF ISN'T ABLE TO BE HERE THIS MORNING AS WE CONTINUE DR. KING'S WORK, THESE 50 YEARS LATER. 50 YEARS LATER, OF ELIMINATING INEQUALITY AND DISCRIMINATION IN THE WORKPLACE IS OUR JOB. WE HAVE BEEN HERE, WE WILL BE STAY HERE, WE WILL BE HERE IN THE FUTURE. THANK YOU, JEFF, FROM AFSCME.

Chair Kafoury: AND THANK YOU FOR COMING THIS MORNING.

Andrea Lemoins: THANK YOU. SO AGAIN, I CANNOT SAY IT ENOUGH. THERE ARE PEOPLE IN THIS AUDIENCE WHO ARE WEARING PINS AS I AM. I AM 2018. THAT IS THE PHRASE THAT WE'RE USING TO CELEBRATE THE SANITATION WORKERS WHO WORE THE PLACARDS I AM A MAN. THEY WORE THAT PLACARD BECAUSE THEY KNEW THEY WERE NOT VALUED, THAT THEY WERE TREATED AS LESS THAN, AND THAT THEY HAD TO COME TOGETHER TO FIGHT FOR POWER, TO FIGHT FOR EQUALITY, AND TO BE SEEN AS HUMAN BEINGS, TO BE SEEN AS THE SAME LEVEL OF VALUE AS A WHITE PERSON. AND WE ARE WEARING THE PLACARDS TODAY IN HONOR OF THOSE PEOPLE WHO FOUGHT FOR ALL OF US TO STAND HERE TODAY. AND THIS IS WHY AFSCME IS SO INVESTED IN THIS EQUITY WORK. WE ARE HERE BECAUSE THIS IS WHAT UNIONS DO. UNIONS BRING PEOPLE TOGETHER, PEOPLE WHO ARE DISENFRANCHISED, PEOPLE WHO ARE TAKEN ADVANTAGE OF AND WE FIGHT FOR THEIR RIGHTS. WE FIGHT FOR POWER, WE FIGHT FOR SHARED RESOURCES. AND

THAT'S WHAT THIS EQUITY PLAN IS ABOUT. IT IS ABOUT FIGHTING FOR SHARED RESOURCES FOR WORKERS WHO HAVE LONG SINCE DESERVED TO HAVE ACCESS TO THESE RESOURCES AND THAT'S WHY AFSCME IS HERE. WE ARE EXCITED ABOUT NEXT STEPS. WE ARE EXCITED ABOUT LEADERSHIP ACCOUNTABILITY. WE AS THE UNION, WE ARE LOOKING FORWARD TO CLEAR EXPECTATIONS, PRACTICES AND METRICS. NO MORE TALK. IT IS TIME FOR ACTION. YOU'VE HEARD FROM SO MANY PEOPLE TODAY WHO HAVE TALKED ABOUT THE 20 OR SO YEARS OF CONSTANTLY TALKING, OF CONSTANTLY DOING RESEARCH, OF CONSTANTLY GETTING DATA. HOW MUCH MORE DATA DO YOU NEED? HOW MUCH LONGER DO WE HAVE TO TALK? THE TIME FOR ACTION IS NOW. WE ARE ALSO EXCITED TO SUPPORT THE WORKFORCE EQUITY STRATEGIC PLAN COMMITTEE. WE KNOW THIS COMMITTEE WILL HELP MOVE THIS PROCESS AND I CAN'T SAY THIS ENOUGH, IT IS TIME FOR ACTION, IT IS TIME FOR MOVEMENT. THIS COMMITTEE WILL FOCUS ON MAKING CHANGES IN THE WORKPLACE THAT ARE SEEN AND FELT IMMEDIATELY.

AGAIN, MEASURABLE GOALS, METRICS, WE WANT RECEIPTS. WE WANT TO SEE HOW THIS ACTUALLY AFFECTS WORKERS IN THE WORKPLACE AND THEN HOW THAT IN TURN AFFECTS ALL OF OUR COMMUNITY MEMBERS. ALL OF US ARE MORE THAN WORKERS. WE ARE FAMILY, WE ARE PARENTS, WE ARE COMMUNITY MEMBERS, WE VOLUNTEER. WE ARE NOT JUST HERE FOR THE WORKPLACE. HOW WORKERS ARE TREATED IN THE WORKPLACE AFFECTS HOW THEY LIVE THEIR LIVES IN THE COMMUNITY AND THIS EQUITY PLAN IS GOING TO NOT JUST AFFECT THEM, BUT THEIR FAMILIES AND OUR COMMUNITY AND WE UNDERSTAND THE IMPORTANCE OF THAT AND THE FAR REACHING EFFECTS OF THAT SO THANK YOU SO MUCH FOR ALL THE WORK YOU'VE DONE. I CANNOT TELL YOU HOW HONORED I MEAN TO WORK FOR THE -- HOW HONORED I AM TO WORK FOR THE FOLKS BEHIND ME. I AM THANKFUL THAT THEY ASKED ME TO COME AND SPEAK ON BEHALF OF AFSCME TODAY. THANK YOU SO MUCH. [APPLAUSE]

Raymond De Silva: I'M LOOKING STRAIGHT UP. THE WORDS IN BLUE. IMAGINING THE FUTURE. THAT'S WHY WE'RE HERE TODAY. CHAIR KAFOURY, COMMISSIONERS, THANK YOU AGAIN FOR THIS OPPORTUNITY AND FOR KEEPING YOUR PROMISE, SIX MONTHS LATER, WE STAND HERE TODAY AGAIN. I ALSO WANT TO EXTEND A GREAT GRATITUDE TO THE OFFICE OF DIVERSITY AND EQUITY FOR OUR CHIEF DIVERSITY OFFICER, BEN DUNCAN. HE KNOWS AND PAVED THE WAY FOR THE POWER OF THE STORIES AND YOU'VE HEARD JUST A SMALL SOUND BITE OF WHAT'S BEEN GOING ON. BUT A SOUND BITE THAT IS EXPLOSIVE. I ALSO WANT TO EXTEND A SPECIAL GRATITUDE TO THE EVALUATION AND RESEARCH UNITS FOR THEIR PRESENTATION ON TUESDAY. THE DATA'S REAL. THE DATA IS BLEEDING. IT'S MORE THAN A CRY OF HELP. IT'S A DEMAND TO RESOLVE THESE ISSUES IMMEDIATELY. ALSO, I WANT TO EXTEND OUR GRATITUDE FOR PARA, THE PRACTITIONERS OF ANTI-RACIST ALLYSHIP FOR WORKING WITH EOC AND WITH PEOPLE OF COLOR IN THE COUNTY. WHEN MICROAGGRESSIONS AND MACROAGGRESSIONS, THEY'VE COME ALONG OUR SIDE, AND BEEN A HELPING HAND. AND LAST BUT NOT LEAST, I WANT TO THANK EOC LEADERSHIP, THE EOC MEMBERS, AND THE GREATER ERG FAMILY BECAUSE WHEN WE DO THIS WORK TOGETHER, WE CAN MOVE MOUNTAINS. [APPLAUSE]

AND FOR EVERY PERSON IN THIS ROOM THAT HAS A KINDRED SPIRIT, LIKE MINDED, LIKE HEARTED, MIKE SUPPORTED, WE ARE DOING THIS TOGETHER. AND IT'S A MIRACLE THAT WE'RE HERE TODAY. I DIDN'T THINK WE WOULD GET HERE AGAIN, TELLING OUR STORIES FIVE, 10, 15, 20, 50 YEARS, AGAIN AND AGAIN, AND AGAIN, TELLING THE STRUGGLES, BUT WE DID IT. BECAUSE WE BELIEVE THIS IS THE TIME AND SEASON TO DO IT. THIS IS THE LEADERSHIP THAT CAN HELP US CROSS THE RIVER. WE BELIEVE IN EOC, THE GREATEST ENCOUNTER YOU EVER HAVE IN YOUR LIFE IS IN PERSON NEXT TO YOU BY HONORING THE PERSON NEXT TO YOU, WE'RE ABLE TO ELEVATE EACH OTHER AND THAT IS WHERE WE'RE GOING TO CONTINUE TO DO THIS WORK. FOR THE GREATEST ACTION OF EQUITY IS SELF-FORGIVENESS. TO MOVE OTHERS THROUGH THAT, TO BELIEVE IN SAFETY, TRUST, AND BELONGING, THAT WE CAN MOVE TO ACHIEVE EACH OTHER'S GOALS, AND TO REMOVE THOSE BARRIERS. WE KNOW THAT TRUE EQUITY HAS RE -- WITH THAT THERE IS ACTION AND DISCOMFORT. TODAY, AS DR. KING 50 YEARS AGO, HE STOOD FOR SOMETHING GREATER. AND WE STAND FOR SOMETHING GREATER TODAY, AS WELL. TO CONTINUE THE LEGACY OF JUSTICE, ECONOMIC JUSTICE, AND RACIAL EQUITY FOR ALL. BEFORE I GO ANY FURTHER, I HAD A LONG NIGHT, A SLEEPLESS NIGHT. BUT THERE WAS ONE CONVERSATION THAT I RECALLED OVER A YEAR AGO. IT'S BY A MAN OF COLOR THAT I GREATLY ADMIRE AND RESPECT IN THE COUNTY. COREY MURPHY. THIS MAN SAID -- [LAUGHTER] HE SAID TO ME, TO ODE AND CENTRAL H.R., WAKE UP. YOU HAVE SOMETHING VERY SPECIAL RIGHT NOW WITH EOC. DO YOU SEE THAT EOC IS A THORN TO YOUR SIDE TO THE COUNTY? IT IS TRUE, OUR STORIES ARE THE THORN TO THE SIDE, THEY'RE OPEN WOUNDS, THEY'RE OPEN WARTS, OUR PAIN IS DISPLAYED

FOR EVERYONE TO SEE. ME AND ALL OF US HERE IN THIS ROOM. BUT THE THING ABOUT THE THORN, HERE IN PORTLAND WE ARE KNOWN AS THE CITY OF ROSES.

Raymond De Silva: AND DO YOU KNOW THE THING ABOUT ROSES? ROSES CANNOT LIVE WITHOUT THORNS. IF YOU CUT THE THORN OFF A ROSE, IT WILL DIE. AND WE ARE THE THORNS TO THE COUNTY THAT BLOSSOMED AND BLOOMED TO GIVE LIFE FOR ALL. [APPLAUSE] THE SYSTEM NEEDS TO CHANGE. THE INJUSTICES, DON'T YOU DARE CUT ANOTHER THORN OFF AND BEYOND THAT, DON'T YOU DARE CUT THE ROSE OFF BECAUSE WHEN YOU DO, IT HURTS ALL OF US, EVERY SINGLE ONE OF US IN THE COMMUNITY. LET THE ROSES BREATHE GOOD LIFE. WAKE UP EVERY DAY AND SMELL THE ROSES AND EMBRACE THE POWER OF THE THORN BECAUSE IT DOES GIVING LIFE -- GIVE LIFE. KNOW THAT RACISM IS NOT OUR EQUAL. WE DON'T HAVE ENEMIES THAT ARE EQUAL. WE HAVE THE GREATER POWER THAT IS INSIDE OF US. TODAY, IN THE HOUSE OF EOC, AND EVERYONE HERE, THIS IS OUR HOUSE, THIS IS OUR COMMUNITY, AND RACISM HAS TO GO. [APPLAUSE] IT IS MY ASK, BOARD OF COMMISSIONERS AND LEADERS, DON'T SUSPEND THE IDENTITY OF PEOPLE BECAUSE WHEN YOU DO, PAIN, THE POISON BLEEDS. IN THIS PROCESS, MYSELF AND EOC, WE RECKLESSLY TOLD OUR STORIES. WE TOLD OUR STORIES, BUT EVEN MORE IMPORTANTLY, WE TOLD OUR SECRETS. WE ALL HAVE SECRETS. FOR ME AND LIKELY YOU, YOU ONLY CONFIDE IN THOSE THAT YOU TRUST WITH YOUR SECRETS.

REALIZE THAT EOC, THE ERG FAMILY, WE CONFIDED WITH OUR DEEPEST SECRETS. AND WE ALSO SHARED THOSE SECRETS THAT WERE SHARED ON TUESDAY RELATED TO THE WORKFORCE DATA, RELATED TO THE SURVEY, WE LEARNED THAT HURTING PEOPLE THAT ARE HERE IN THE COUNTY ARE NOT HELPING THE COMMUNITY, BUT RATHER HURTING PEOPLE ARE HURTING OTHER PEOPLE. AND THIS IS AN UNTREATED DISEASE THAT HAS BECOME INFECTIOUS AND HAS KILLED MANY. AND THERE NEEDS TO BE A MEDICINE TO THIS EPIDEMIC, BUT IN THE DATA THAT WAS SHARED I WAS SO FRUSTRATED AND I KNOW SO MANY OF US FROM EOC WERE, TOO, BECAUSE WE SAW OUR VOICE, OURSELVES, AND MANY OF THESE OVERWHELMING AND PAINFUL REMARKS. WHAT DO WE DO WHEN 80% OF MANAGEMENT IS WHITE AND ONLY 18% ARE MANAGERS OF COLOR AND OUT OF THAT 18% THAT ARE MANAGERS OF COLOR AND MIDDLE MANAGEMENT, ONLY 13 ARE AFRICAN-AMERICAN. COUNTYWIDE. WHAT DO WE DO WHEN 10% OF AFRICAN-AMERICANS ARE LEAVING THE COUNTY DUE TO INVOLUNTARY SEPARATION? NOT OUT OF THEIR CHOICE? WHAT DO WE DO WHEN THERE'S A DECLINE OF 14% EMPLOYEE SATISFACTION FROM 77% IN 2015 TO 63% IN 2017. THAT IS 14% LESS SATISFIED. WE'VE ALSO LEARNED FROM TUESDAY, IF YOU ARE A PERSON OF COLOR, LIKE MYSELF, IT WILL TAKE A LONGER TIME TO BE PROMOTED AND WE ALSO LEARNED THAT IF YOU'RE A PERSON OF COLOR, YOU'RE LESS LIKELY TO BE PROMOTED AS A MANAGER. WHY? WE WANT TO HELP THE COMMUNITY. BUT THE MOST HURTFUL COMMENTS WASN'T ONLY THE DATA. THE QUANTITATIVE

AND THE QUALITATIVE. WE TOGETHER SHARED OUR COMMENTS, A SHARED STORY IS POWERFUL. FROM THE 800 COMMENTS, THERE WERE SPECIFIC THEMES THAT AROSE. AND AS STATED,

Raymond De Silva: MY EXPERIENCE WITH REPORTING VIOLENCE HAS PREVENTED ME FROM THE OPPORTUNITY TO GROW AND ADVANCE IN MY CAREER WITH MY DEPARTMENT. IT CREATED AN UNCOMFORTABLE WORK ENVIRONMENT AND LEFT ME UNHEARD AND UNAPPRECIATED. ANOTHER SAID SUPPORTIVE, STRUCTURED, CONSISTENT, CLEAR LEADERSHIP AND PROGRAM MANAGEMENT SEEMS LACKING AND I'M ASSUMING PEOPLE ARE NOT HAPPY IN THEIR JOBS OR THEY DON'T FEEL WELL SUPPORTED BECAUSE SO MANY ARE LEAVING. THERE'S AN EXODUS OF PEOPLE LEAVING AND A RETENTION ISSUE. AND ANOTHER ONE THAT WAS CLOSE TO ME. BOTTOM LINE, I'M INVISIBLE, AND I'M SCARED. THIS IS AN ALARMING MESSAGE, SHARED EXPERIENCE THAT SHOWS THE DISEASE OF DISCRIMINATION IN THE COUNTY. THESE ARE VISUAL PAINS NOW FOR EVERYONE TO KNOW THAT THERE ARE SCARS THAT ARE UNHEALED, UNATTENDED, IGNORED, WOUNDED, TRAUMATIZED, THAT MAKE MANY OF US FEEL DAMAGED AND REJECTED. WE KNOW RACISM DIVIDES, BUT WE MUST UNIT. ALTHOUGH THIS DATA HAS DECIDED FROM THOSE THAT HAVE ACHIEVED, FROM THOSE THAT HAVE NOT. IT'S THE INVISIBLE DIVIDE THAT IS PERVASIVE AND IT MUST STOP. AND IN PARTNERSHIP WITH THE COMMUNITY, THERE HAS BEEN A THEME OF ACCOUNTABILITY, AN ACCOUNTABILITY WITHOUT COMPROMISE.

WE MUST HAVE EQUITY WITHOUT COMPROMISE IN THE FUTURE. IT MUST STOP, NOT AGAIN, NO MORE SUFFERING, WE MUST DO THIS WORK TOGETHER BECAUSE THE GREATEST ENCOUNTER YOU'LL EVER HAVE IN YOUR LIFE, AS I SAID, BEFORE IS IN THE PERSON SEATED NEXT TO YOU. PLEASE DO NOT GIVE ENTITLEMENTS FOR THOSE WHO DO WRONG ANYMORE. RATHER TURN AROUND THE SHIP TO INCREASE THE SAFETY, TRUST AND BELONGING. WE KNOW AS YOU'LL SEE SOME OF THE LARGEST DISPARITIES ARE RELATED TO RACE AND WE MUST LEAD WITH RACE. IN THE FUTURE CREATION OF THE WORKFORCE EQUITY STRATEGIC PLAN ADVISORY COMMITTEE, WE HOPE THAT EOC CAN PARTNER WITH OUR H.R. CONSULTANT TO MAKE ITERATIONS TO STRENGTHEN AND FORTIFY THE STRATEGIC PLAN THAT IS PRESENTED TODAY. WE ALSO KNOW THAT WE IN THE FUTURE IN IMPLEMENTATION WE NEED TOOLS AND INFRASTRUCTURE TO SUPPORT EQUITY WORK, SUCH AS THE EQUITY AND EMPOWERMENT LENS, TO STANDARDIZE EQUITY TOOLS HERE IN THE WORKFORCE AND H.R. AND EQUITY MUST MERGE. THEY MUST MERGE ASAP. IF NOT, THIS PROCESS IS GOING TO DAMAGE THE MOST VULNERABLE AND MARGINALIZED. THERE HAS TO BE SELF-ASSESSMENT TOOLS. AND THERE HAS TO BE STRATEGIES RELATED TO RECRUITMENT, HIRING PANELS, PROMOTION, RETENTION, TO ELIMINATE THESE BARRIERS. AND THERE NEEDS TO BE CLEAR MESSAGING ON COUNTY POLICY, ON EQUITY, INCLUDING PROHIBITED CONDUCT, RESPONSIBILITIES, AND DUTIES OF SUPERVISORS, AND MANAGERS. AND RELATED PENALTIES FOR INACTION AND COMPLAINT DATA. IT IS OUR ASK,

I'LL SAY IT AGAIN THAT EOC MAY WORK WITH THE H.R. CONSULTANT TO RESOLVE THESE ISSUES. AND TO RETURN SIX MONTHS FROM TODAY WITH THE IMPLEMENTATION PLAN THAT HAS TEETH.

Raymond De Silva: IT'S WITH A HEAVY HEART I ASK YOU TO ADOPT THE STRATEGIC PLAN. WE KNOW THE MINIMUM REQUIREMENTS ARE A BASELINE AND IT'S NOT ENOUGH. THIS DOES NOT FULLY AND COMPLETELY ELIMINATE THE DISPARITIES, YET IT IS ONE SMALL STEP, ONE SMALL STEP FORWARD IN THE RIGHT DIRECTION. AND WE MUST GO TOGETHER. TO US THIS IS JUST THE BEGINNING, THE MINIMUM STANDARDS AND THE BASELINE. BUT THIS HEAVINESS THAT'S IN OUR HEARTS CAN BE LIFTED. IT DEPENDS WHAT WE DO NOW UNTIL WE GET IT RIGHT. PLEASE ADOPT THE WORKFORCE EQUITY STRATEGIC PLAN, BUT AS WE CROSSED THE RIVER SIX MONTHS AGO, TODAY, WE NEED TO MOVE MOUNTAINS. WE NEED TO MOVE HEARTS. WE NEED TO MOVE SOULS AND MINDS, NOT JUST A COMMUNITY, BUT THE ORGANIZATIONAL CULTURE. THIS IS AN EQUITY MANDATE, A DEEP CALLING FOR THOSE WHO HAVE STRUGGLED AND WRESTLED IN THE HOUR OF DESPAIR. WE HAVE A LOT OF WORK TO DO TO FINISH WHAT WE STARTED. IS THIS YOUR DREAM? IS THIS REALLY YOUR CALL? WE ASK. PLEASE REFLECT AND MAKE THIS YOUR DREAM.

THERE'S NO OTHER BOARD OF COMMISSIONERS. THERE'S NO OTHER SHARE. THERE'S NO OTHER WORKFORCE, COMMUNITY THAT CAN DO THIS OTHER THAN THIS ONE. THIS IS THE HOUR TO MAKE AMERICA A BETTER NATION AND IT BEGINS HERE AT MULTNOMAH COUNTY TO MAKE THIS HISTORY, TO CHANGE THE TRAJECTORY OF WHAT THE FUTURE LOOKS LIKE. LET'S CHART THAT TERRITORY TOGETHER. AND IF WE CAN'T DO IT, NO ONE CAN. BUT WE MUST DO IT TOGETHER. WE'RE NOT FINISHED. IF WE WENT TO THE RIVER ONCE. WE'LL DO IT AGAIN. THE WATERS DID NOT SWEEP US. WHEN WE PASSED THROUGH THE RIVERS, THE WATERS DID NOT DROWN US. WHEN WE WALKED THROUGH THE FIRE, IT DID NOT BURN US. 50 YEARS AGO, AS DR. KING SAID, WITH HIS PROPHETIC WORDS THAT HE WENT TO THE MOUNTAINTOP. I TOO BELIEVE WE WILL FIND THE ROADS TO THE MOUNTAIN. AND THE HIGHWAYS TO THE RIVER BY DOING THIS WORK TOGETHER. AND I ASK FOR ALL OF US THAT ARE DOING THIS TOGETHER DON'T BE AFRAID, DON'T BE DISCOURAGED. WE WILL HOLD EACH OTHER UP. WITH OUR RIGHT HAND OF VICTORY. THANK YOU.

Ben Duncan: I FEEL LIKE I NEED A FEW MINUTES TO SIT WITH THAT, BUT I REALIZE OUR TIME IS LIMITED. I'M GOING TO MOVE US THROUGH SOME FINAL THOUGHTS. AND SPEAK TO SOME OF THE PIECES AROUND ACCOUNTABILITY. I LOVE THIS QUOTE ON THE SCREEN BECAUSE IT SPEAKS TO THE POWER OF THE WORK, THE CONTRIBUTION OF THOSE WHO HAVE PARTICIPATED IN THE PROCESS AND EQUALLY IMPORTANT TO THOSE WHO HAVE SERVED AND WORKED TO MAKE THIS ORGANIZATION ALL IT CAN BE FOR DECADES AND WE OWE A DEBT OF GRATITUDE TO THE MANY WHOSE SHOULDERS UPON WHICH WE STAND. I WANT TO ONCE AGAIN THANK THE MANY EMPLOYEES, ESPECIALLY EMPLOYEES OF COLOR FOR THEIR WORK INVOLVED IN THE PLAN.

I ALSO WANT TO THANK MY TEAM AT ODE, PUT IN A TON OF WORK AND KEPT ME ON TRACK. I KNOW I'VE BEEN PUSHED BY FIDELITY TO OUR VALUES. FOR THE BENEFIT OF THIS WORK. SHARING POWER AND BUILDING TRUST IS AN ONGOING PROCESS. AND IT'S ALSO FRAGILE. TRUST IS EARNED AND KEPT THROUGH RELATIONSHIP AND TRANSPARENCY, BUT MOST OF ALL, AS YOU'VE HEARD HERE TODAY THROUGH ACTION. AND AS WE WORK TOWARDS THE OUTCOMES LAID OUT IN THE STRATEGIC PLAN WE'LL NEED TO CONTINUE TO ESTABLISH TRUST WITH EMPLOYEES WHO HAVE COME OUT TO SUPPORT, BUT WHO HAVE ALSO BEEN LET DOWN BEFORE.

Ben Duncan: AS LEADERS IN THIS ORGANIZATION IT'S OUR OBLIGATION AND OPPORTUNITY TO BUILD A SENSE OF SAFETY, TRUST AND BELONGING THAT COMES WITH DOING OUR WORK IN RELATIONSHIP, CENTERING THE VOICES AND EXPERIENCES OF THOSE WHO BEAR THE BURDEN OF WORKFORCE INEQUITIES AND UTILIZING LISTENING TO THE WISDOM OF THOSE WHOSE LIVED EXPERIENCES HAVE A LOT TO TEACH US AND CAN HELP US TURN SUFFERING TO THRIVING. IN THE SPIRIT AND -- THIS PLAN MUST BE THOUGHTFULLY IMPLEMENTED AND TRACKED IN ORDER TO LIFT UP PROGRESS AND NAVIGATE CHALLENGES AS THEY ARISE. THIS REQUIRES ACCOUNTABILITY WHICH WILL HAPPEN IN SEVERAL DIFFERENT WAYS. FIRST DEPARTMENTS WILL BE EXPECTED TO DEVELOP DEPARTMENT LEVEL IMPLEMENTATION PLANS AND PROVIDE REGULAR UPDATES TO THE CHAIR, BOARD OF COUNTY COMMISSIONERS AS PART OF ONGOING WORK. THE OFFICE OF DIVERSITY AND EQUITY IS COMMITTED TO SUPPORTING DEPARTMENTS IN THAT ENDEAVOR.

THE BOARD OF COUNTY COMMISSIONERS WILL RECEIVE AT LEAST AN ANNUAL WORKFORCE EQUITY BRIEFING THAT INCLUDES UPDATES ON IMPLEMENTATION AND OUTCOMES. TO SUPPORT THE SUCCESS, IMPLEMENTATION AND TRANSPARENCY OF THIS PLAN, WHICH WE KNOW HAS IMPACTS NOT JUST FOR EMPLOYEES, BUT FOR OUR CLIENTS, PARTNERS AND WIDER COMMUNITY, AN ADVISORY COMMITTEE, WE'VE HEARD THAT REFERENCED, WILL BE ESTABLISHED TO REVIEW AND TRACK PROGRESS AND PROVIDE FEEDBACK. THIS COMMITTEE WILL BE CONVENED BY THE OFFICE OF DIVERSITY AND EQUITY AND SPONSORED BY THE MULTNOMAH COUNTY CHAIR. THE WORKFORCE EQUITY STRATEGIC PLAN IS STRUCTURED AS A FOUR YEAR CYCLE WITH POINTS THROUGHOUT THAT TIME FRAME FOR MINIMUM STANDARD COMPLETION ACROSS THE ORGANIZATION AND TRUTHFULLY WHILE IT GIVES ME INCREDIBLE ANXIETY THINKING ABOUT THE NEXT ITERATION, THE OFFICE OF DIVERSITY AND EQUITY IS COMMITTED TO ORGANIZING OUR EMPLOYEE RESOURCE GROUPS ONCE AGAIN AND ORGANIZE OTHER ADDITIONAL STAKEHOLDERS BEGINNING IN YEAR THREE, 2021, TO UPDATE THE PLAN AND CONTINUE TO SUPPORT DEEPER LEVEL STRATEGIES AND OUTCOMES IN THE FUTURE.

Ben Duncan: AND FINALLY, WE'LL CONTINUE TO TRACK PROGRESS, PERFORMANCE MEASURES INCLUDED AS PART OF THE STRATEGIES WILL BE REGULARLY COLLECTED THROUGH BOTH EXISTING AND NEW MECHANISMS AS THEY EMERGE. ODE WILL PUBLISH ON ITS WEBSITE DEMOGRAPHIC INFORMATION FOR THE ORGANIZATION, BROKEN DOWN BY DEPARTMENT, INCLUDES AT LEAST RACE, GENDER AND AGE AND THE CHIEF OPERATING OFFICER OR OTHER PART OF THE ORGANIZATION INFORMED BY OUR H.R. CONSULTANTS WILL HELP US DETERMINE HOW TO BEST COLLECT INFORMATION THAT CAN BE REPORTED, THAT OUTLINES A NUMBER OF COMPLAINTS AND THEIR RESOLUTION. AS I CLOSE I WANT TO LIFT UP OUR COLLECTIVE ROLE. I THINK RAYMOND REALLY ALLUDED TO THIS, IT'S OUR COLLECTIVE ROLE IN MOVING THIS WORK FORWARD TOGETHER. EACH AND EVERY ONE OF US IN THIS ORGANIZATION HAS THE OPPORTUNITY AND OBLIGATION TO CONTRIBUTE TO A CULTURE OF SAFETY, TRUST AND BELONGING. EACH AND EVERY ONE OF US, EVERY SINGLE DAY, CAN PRACTICE BEHAVIORS THAT LIFT UP THE DIGNITY AND RESPECT OF OUR COLLEAGUES, OUR CLIENTS, AND ALL OF US TOGETHER WILL BENEFIT FROM THE EFFORTS THAT WE MAKE STARTING TODAY TO ADVANCE WORKFORCE EQUITY. SO I WANT TO THANK YOU, CHAIR AND BOARD IN ADVANCE FOR YOUR SUPPORT. I'M HAPPY TO ANSWER ANY QUESTIONS BEFORE TURNING IT OVER TO THE CHAIR FOR COMMENTS AND A VOTE.

Chair Kafoury: THANK YOU. I THINK WE HAVE SOME PUBLIC COMMENTS FIRST. [READING NAMES]

Chair Kafoury: I THINK IT'S YOU.

AJ Mendoza: GOOD AFTERNOON. MY NAME IS AJ. MENDOZA. I'M AN ORGANIZER AT PORTLAND JOBS FOR JUSTICE, A COALITION OF OVER 100 LABOR UNIONS, FAITH UNITS, STUDENT AND COMMUNITY ORGANIZATIONS HERE TO VOICE OUR STRONG SUPPORT FOR THE ADOPTION OF THE WORKFORCE EQUITY STRATEGIC PLAN. AS HAS BEEN PUT SO ELOQUENTLY BY FOLKS BEFORE ME, PUT POWERFULLY, EQUITY ISN'T EASY. AND WE DON'T SEE WORKPLACES BECOME EQUITABLE BY HAPPENSTANCE. LIKE SO MANY OTHER THINGS WORTH DOING, NECESSARILY THERE IS STRUGGLE, INTENTIONALITY, VULNERABILITY, AND HONEST EXAMINATION OF LONG HELD BELIEFS ABOUT OURSELVES AND THE WAYS THAT WE SHOW UP. THE LEADERSHIP OF EMPLOYEES OF COLOR, OF COUNTY WORKERS, OF AFSCME LOCAL 80 IN ADDITION TO DOING THE CRITICAL JOB FUNCTIONS OF LOCAL GOVERNMENT HAVE WORKED HARD TO PRESENT A POWERFUL VISION OF HOW WE MIGHT GET TO WHERE WE WANT TO BE. WE KNOW THAT IN TIMES, SUCH AS THESE, WHEN PEDDLERS IN HATE AND BIGOTRY FEEL EMPOWERED TO LASH OUT WITH THE HOUSING CRISIS WITH OREGONIANS EVERYWHERE STRUG TOO LONG MAKE ENDS MEET, WHEN -- STRUGGLE TO MAKE ENDS MEET, WHEN PEOPLE WHO LIVE AT THE INTERSECTION OF MANY MARGINALIZED IDENTITIES FEEL PUSHED OUT OF PUBLIC LIFE, NOT ONLY DOES LOCAL GOVERNMENT HAVE TO

KEEP WORKING, BUT IT MUST REFLECT THE COMMUNITIES THAT IT SERVES. AGAIN, WE URGE THE SWIFT ADOPTION OF THE PLAN AND I THANK YOU FOR THE OPPORTUNITY TO COME GIVE TESTIMONY THIS MORNING.

Chair Kafoury: THANKS FOR WAITING. DO WE HAVE ANYBODY ELSE WHO WANTED TO TESTIFY? PUBLIC COMMENT? ALL RIGHT. WELL, I WOULD LIKE TO HAVE TIME FOR COMMISSIONERS TO ASK QUESTIONS OR MAKE COMMENTS.

Commissioner Smith: THANK YOU, MADAM CHAIR. THANK YOU, BEN, THIS IS AN AMAZING AMOUNT OF WORK. IT TAKES A LOT OF COURAGE TO WORK ON IT AND I KNOW ME AND YOU, WE'VE TALKED ABOUT STRATEGIES ON HOW TO DEAL WITH SOME OF THE ISSUES THAT RAYMOND AND I HEARD IT FROM LARRY VERY LOUD AND CLEAR THAT WHEN FOLKS COME UP AND SPEAK ABOUT SOME OF THE ISSUES THAT THEY'RE EXPERIENCING THAT THEY'RE NOT RETALIATED AGAINST AND THEY'RE, YOU KNOW, TERMINATED SO I THINK, YOU KNOW, THE FOLKS WHO PARTICIPATED IN THE COMMITTEE, THE EQUITY WORKFORCE COMMITTEE, THAT WE NEED TO HAVE SOME SORT OF BLANKET IMMUNITY ON THOSE FOLKS FOR NOT HAVING THEM BEING TERMINATED BECAUSE THEY SPEAK UP.

NOW, I HAVE TO TELL YOU I'M REALLY CONCERNED BECAUSE WE HAD A LOT OF FOLKS FROM THE EMPLOYEES OF COLOR HERE TODAY WHO SPOKE A LOT OF TRUTH TO POWER IN A STRONG WAY THAT WE HAVE NEVER HEARD BEFORE. I DON'T WANT TO SEE ONE DAY THAT THESE FOLKS IN THE NEAR FUTURE ARE MOVED OR DISMISSED BECAUSE THEY SPOKE AND I CAN TELL YOU FROM FIRST-HAND EXPERIENCE THAT THERE HAVE BEEN PEOPLE THAT I'VE WORKED WITH ON PROGRAMS TO PRODUCE PROGRAMS LIKE THE PROMISE NEIGHBORHOOD AND THEY HAVE BEEN MOVED AND DISMISSED BECAUSE THEY HAVE SPOKEN UP AND THEY HAVE TALKED ABOUT THE THINGS THAT NEED TO HAPPEN AND TALKED ABOUT HOW WE CAN HELP COMMUNITIES OF COLOR IN A BETTER WAY AND BETTER UTILIZE OUR TAXPAYER DOLLARS. I KNOW THAT TO BE TRUE. THIS IS NOT SOMETHING THAT SOMEONE TOLD ME.

THIS IS SOMETHING THAT I KNOW AND IT ONLY REASON WHY I DON'T SAY ANYTHING ABOUT IT IS BECAUSE THEY'RE FEARFUL OF RETALIATION, THEY'RE FEARFUL THAT SOMEONE IS GOING TO TERMINATE THEM AND WHERE THAT DIRECTION COMES FROM IS SOMETHING THAT I'VE ALWAYS BEEN CONCERNED ABOUT. WHEN THAT DIRECTION IS COMING FROM WHERE WE SIT RIGHT HERE, AND WHERE FOLKS SIT IN HUMAN RESOURCES AND WHERE PEOPLE SIT IN THE LEGAL DEPARTMENT, THERE NEEDS TO BE A SEPARATE PLACE FOR FOLKS TO GO SO THAT THEY CAN HAVE A CONVERSATION AND NOT FEEL LIKE THEY'RE GOING TO BE RETALIATED AGAINST. THE WAY OUR SYSTEM IS SET UP RIGHT NOW IS THAT WE DON'T HAVE THAT.

WE HAVE PEOPLE WHO HAVE BEEN DIRECTED TO DO THINGS THAT WORK FOR THE COUNTIES. WE NEED TO HAVE A SET ASIDE ORGANIZATION OR PEOPLE TO

REVIEW THIS BECAUSE WE'RE ONLY GOING TO GO SO FAR. WE'RE ONLY GOING TO GO AS FAR AS THE PEOPLE ABOVE US WHO SAY THIS IS OKAY, THIS PERSON IS OKAY TO REQUIRE TO MEET SOME CRITERION. AND THIS OTHER PERSON IS NOT GIVEN THAT SAME KIND OF BENEFIT. SO I'M NOT GOING TO GO DEEP HERE. I WANT TO KNOW BEFORE I VOTE ON THIS IF THE H.R. CONSULTANTS, IF THE RECOMMENDATIONS THAT YOU ALL GIVE US, IT'S NOT GOING TO BE IN TIME FOR THIS VOTE TODAY, THAT WE HAVE AN OPPORTUNITY TO ADD AN AMENDMENT TO THIS DOCUMENT SOME OF THE RECOMMENDATIONS THAT YOU PUT IN YOUR REPORT BECAUSE IF WE'RE NOT, THEN WE'RE JUST GIVING LIP SERVICE RIGHT NOW.

Ben Duncan: I APPRECIATE IT, COMMISSIONER, I WON'T SPEAK FOR THE H.R. CONSULTANTS, BUT I THINK THE VISION.

Commissioner Smith: CAN THEY COME AND SPEAK?

Ben Duncan: I DON'T MAKE THE RULES AROUND HERE. [LAUGHTER]

Commissioner Smith: BECAUSE I'VE NEVER MET THEM.

Ben Duncan: I THINK WE'VE -- SURE.

Chair Kafoury: WE WOULD BE HONORED TO HAVE YOU COME UP AND INTRODUCE YOURSELF AND YOUR TEAM. [APPLAUSE]

Commissioner Smith: LIKE THE CHAIR SAID IT'S AN HONOR AND A PRIVILEGE TO HAVE YOU COME AND SPEAK BEFORE US TODAY. I'M REALLY HOPEFUL WITH THE DIRECTION THAT HAS BEEN GIVEN FROM THIS BOARD THAT YOU ALL WILL DIG REALLY DEEP AND HOLD OUR -- IT'S NOT SOMETHING THAT ANY OF US WANT ON THIS BOARD SO CAN YOU KIND OF ELABORATE ON SOME OF THE THINGS THAT YOU'RE GOING TO BE WORKING ON AND IF THOSE RECOMMENDATIONS SHOULD ALSO BE PUT IN THIS WORKFORCE EQUITY DOCUMENT? AND INTRODUCE YOURSELF, WHAT YOUR NAME IS?

Fran Jammad: THANK YOU, GOOD MORNING. I'M THE CEO OF THE GROUP AND MY COLLEAGUE --

Latisha Pigmy: THE ADMIN ASSISTANT.

Fran Jammad: GOOD MORNING. CHAIR KAFOURY AND ALL OF THE COMMISSIONERS SOME OF WHOM I HAVE HAD THE PLEASURE TO SPEAK WITH ON THIS VISIT AND A PRIOR VISIT AND I CERTAINLY HOPE THAT WE WOULD GET A CHANCE TO ALSO TALK ONE ON ONE, COMMISSIONER SMITH, SO THAT I CAN HEAR MORE CAREFULLY YOUR CONCERNS. I CAN ONLY SAY AT THIS POINT THAT ALONG WITH BEN AND THE OTHER EXECUTIVES THAT WE'VE HAD THE PRIVILEGE TO WORK WITH, THAT THE CONVERSATIONS, THE CRITICAL

CONVERSATIONS HAVE BEEN CANDID, OPEN, AND REFRESHING. I BELIEVE THAT THE COMMITMENT OF THE PEOPLE THAT WE'VE TALKED TO IS STRONG AND FIRM AND THERE IS A DETERMINATION THAT QUITE FRANKLY, SURPRISED ME. SO I WANT TO ACKNOWLEDGE THAT THERE ARE CONCERNS THAT YOU HAVE. I PROMISE YOU THAT WE WILL CONTINUE TO PROBE AND SEEK OUT RESPONSES THAT ASSOCIATE WITH THOSE CONCERNS AND THAT OUR RECOMMENDATIONS TO YOU THROUGH THE EXECUTIVE TEAM AND TO THE CHAIR WILL REFLECT OUR HONEST OPINIONS AND ANY CONCERNS THAT WE HAVE RELATED TO THE MANY ISSUES PARTICULARLY OF RETALIATION OR DISMISSAL. I WOULD BE VERY DISAPPOINTED IF THERE IS MUCH OF THAT TO REPORT, BUT I PROMISE YOU THAT WE WOULD REPORT IT.

Commissioner Smith: THANK YOU. THANK YOU SO MUCH FOR TAKING ON THIS TASK.

Ben Duncan: IF I COULD ADD COMMISSIONER, I THINK PART OF THE BENEFIT AND I DON'T KNOW IF INSISTENCE IS THE RIGHT WORD FOR THEM TO BE HERE WAS TO BE ABLE TO OBSERVE AND LISTEN AND BE INFORMED BY WHAT CAME OUT TODAY. THE OTHER PIECE I THINK WAS VERY MUCH INTENTIONAL IS THAT THE WORK OF THE H.R. CONSULTANTS IS MEANT TO BE SUPPLEMENTAL TO THIS PLAN SO YOU KNOW, WE WERE VERY INTENTIONAL ABOUT NOT INCLUDING THINGS AROUND H.R., DISCIPLINARY PRACTICES, IN THIS MODEL BECAUSE WE KNEW WE HAD THIS BODY OF WORK COMING. I THINK THAT INTERSECTION AND THE WAYS THAT THESE TWO SETS OF RECOMMENDATIONS TALK TO EACH OTHER WILL BE IMPORTANT IN THE FUTURE.

Commissioner Smith: BUT HOW ARE WE GOING TO BE HELD ACCOUNTABLE IF IT'S NOT A PART OF THE WORKFORCE EQUITY PLAN? IF IT'S GOING TO BE OUTSIDE OF THAT VEHICLE? THERE'S NO -- THERE'S NO TEETH THERE.

Ban Duncan: STRUCTURALLY I DON'T KNOW HOW TO ANSWER THAT QUESTION OTHER THAN I DON'T SEE ANY BARRIER TO INCLUDING IT.

Commissioner Smith: THIS IS THE QUESTION THAT I ASKED YOU, BEN. I SAID CAN WE ONCE THEY FINISHED THEIR EVALUATION AND GIVE US RECOMMENDATIONS, CAN WE OPEN THIS UP AGAIN AND ADD SOME OF THOSE RECOMMENDATIONS TO THIS DOCUMENT SO IT IS A PART OF THE LEGAL DOCUMENT THAT PEOPLE ARE GOING TO BE LOOKING TO, TO MAKE SURE THAT THEY CAN BE TREATED WITH DIGNITY AND RESPECT AND THAT THEIR VOICE NOT THE -- NOT GOING TO BE SILENCED AND THEY HAVE SOME PROTECTION BECAUSE IF IT'S GOING TO BE ANOTHER DOCUMENT AND I RESPECT THE WORK THAT YOU ALL HAVE DONE THUS FAR AND WHAT YOU WILL DO IN THE FUTURE,

I'M REALLY LOOKING FORWARD TO IT, BUT I KNOW LIKE OTHERS DO IN THIS ROOM THAT WE HAVE A LOT OF OTHER REPORTS LIKE YOURS UP ON OUR SHELF AND WE HAVE NEVER REACHED BACK AND LOOKED AT THOSE THINGS

BECAUSE I GUARANTEE YOU, IF YOU GO PULL SOME OF THOSE REPORTS, IT'S GOING TO BE SOME OF THE SAME THINGS THAT YOU'RE GOING TO BE HEARING TODAY BECAUSE IT'S WHAT I HEARD TODAY THAT THE SAME THINGS ARE GOING ON THAT HAVE GONE ON FOR THE LAST 20 YEARS, NOTHING IS GOING TO BE NEW. AND IF YOU DON'T TAKE THOSE RECOMMENDATIONS AND PUT THEM IN THIS DOCUMENT, THIS IS A DOCUMENT THAT THE CHAIR AND THE EMPLOYEES AND THE BOARD HAVE SAID THIS IS OUR LIVING DOCUMENT, THIS IS WHERE WE NEED TO BE. IF THAT'S NOT GOING TO HAPPEN, WE'RE WASTING A LOT OF MONEY RIGHT NOW.

Ben Duncan: I DON'T -- MAYBE A QUESTION FOR THE COUNTY ATTORNEY. I DON'T SEE PHILOSOPHICALLY WHY WE COULDN'T INTEGRATE THEM.

Commissioner Smith: I'M ASKING YOU AS THE PERSON WHO'S LEADING THIS EFFORT WILL WE HAVE AN OPPORTUNITY TO TAKE THOSE RECOMMENDATIONS THAT THE BOARD SEES AS IMPORTANT AND CRITICAL, TAKE SOME OF THOSE RECOMMENDATIONS THAT ARE VERY REAL AND PUT THEM IN THIS ENFORCEMENT PIECE?

Ben Duncan: I'M HAPPY TO SEE THAT HAPPEN, BUT I DON'T HAVE THE ANSWER TO THE PROCEDURAL QUESTIONS.

Commissioner Smith: BECAUSE IF YOU DO THERE MAY BE SOME RETALIATION SO I'M JUST SAYING RIGHT NOW THAT THAT'S WHAT NEEDS TO HAPPEN FROM WHERE I AM SITTING IN DISTRICT 2 FOR THE FOLKS WHO HAVE COME TO ME. I REALLY DIDN'T WANT TO HAVE THIS CONVERSATION BECAUSE WE CAN TALK ABOUT THIS FOR THE NEXT EIGHT HOURS ABOUT SOME OF THE THINGS THAT I'VE SEEN, BUT WHAT I'M SAYING IS THERE ARE A LOT OF PEOPLE WHO HAVE SPOKEN TO ME PRIVATELY WHO ARE AFRAID TO EVEN COME AND TALK TO YOU BEN, WHO ARE AFRAID TO TALK TO ANY OF THE OTHER COMMISSIONERS FOR FEAR IF THEY DO SAY SOMETHING THAT THEY'RE GOING TO BE RETALIATED AGAINST AND SOME HAVE. SO I KNOW THIS TO BE TRUE. SOME HAVE. AND THEY DON'T WANT THEIR INFORMATION PUT INTO YOUR REPORT. AND WITHOUT THEM PUTTING THEIR INFORMATION IN YOUR REPORT, YOU CAN'T GIVE US A REALLY SOLID RECOMMENDATION OF WHAT'S TRULY HAPPENING HERE. SO I DIDN'T SAY THAT TO PUT YOU ON THE SPOT, JUST UNDERSTAND, I'M NOT JUDGING THAT, BUT I HAVE A DIFFERENT VISION AND I HAVE A DIFFERENT IDEA ABOUT WHAT SHOULD HAPPEN WITH THE WORK.

YOU GUYS ARE GOING TO DO SOME HARD WORK AND HAVE SOME COURAGEOUS CONVERSATIONS AND IT WOULD BE A SHAME IF WE DIDN'T TAKE THOSE RECOMMENDATIONS THAT ARE TRUE AND VALID AND PUT IT IN THIS VERY IMPORTANT DOCUMENT OF WORKFORCE EQUITY BECAUSE WE'RE JUST DOING AN EXERCISE IF THAT'S THE CASE. SO THANK YOU BEN AND WE'LL TALK AND I WANT TO WORK MORE WITH THE CHAIR'S OFFICE AND H.R. TO FIGURE OUT HOW WE DO THAT BECAUSE I KNOW -- YOU DO -- RAYMOND SAID IT

CORRECTLY. YOU HAVE THE RIGHT BOARD RIGHT HERE. THE FIRST MAJORITY MINORITY BOARD AND YOU HAVE WOMEN WHO REALLY CARE ABOUT THE PEOPLE IN THIS COMMUNITY AND THEY WANT TO DO THE RIGHT THING. THEY REALLY, REALLY DO. WE DO. I KNOW WE DO. BUT WE'VE LET SOME FOLKS DOWN AND NOW, WE HAVE TO REPAIR THAT. SO THANK YOU. [APPLAUSE]

Chair Kafoury: COMMENTS, QUESTIONS?

Commissioner Stegmann: THANK YOU, CHAIR. THANK YOU, BEN AND TO ALL OF THE ERGS FOR COMING FORWARD TODAY. I DID HAVE SOME SPECIFIC QUESTIONS I'M WONDERING ABOUT. HOW WILL THESE PERFORMANCE MEASURES OR BENCHMARKS, WILL THEY BE, OR HOW WILL THEY BE TIED TO MANAGERS' PERFORMANCE?

Ben Duncan: I DON'T THINK I CAN ANSWER THAT QUESTION. I THINK THE PLACE THAT I THINK ODE COMMITTED TO GETTING US TO WAS TO SET THE STANDARDS. I THINK IT'S AN IMPORTANT QUESTION. I THINK THIS HAS COME UP WITH OUR EMPLOYEES, WHAT HAPPENS IF IT DOESN'T GET DONE? SO I APPRECIATE THE QUESTION. I DON'T KNOW IF I'M IN THE POSITION TO ANSWER IT, BUT I THINK THAT'S SOMETHING AS A BOARD, AS LEADERS IN THE ORGANIZATION BOTH AT A DEPARTMENT DIRECTOR LEVEL, OUR CHIEF OPERATING OFFICER AND OTHERS WE HAVE TO HAVE THAT CONVERSATION.

Commissioner Stegmann: OKAY. AND I APPRECIATE THAT AND I'M CONFIDENT THAT WITH THE HELP OF OUR CONSULTANTS AND OUR INTERNAL LEADERSHIP THAT WE CAN TIE THOSE BENCHMARKS TO PERFORMANCE BECAUSE AS WE'VE HEARD THAT PEOPLE, THERE IS DISTRUST AND THERE'S GOOD REASON FOR IT, BUT I WASN'T HERE FIVE YEARS AGO. I WASN'T HERE 10 YEARS AGO. ALL I CAN SAY AS A COMMISSIONER THAT'S BEEN HERE A YEAR AND A HALF IS THAT I AM COMMITTED TO WORKING ON THIS ISSUE IN GOOD FAITH. AND THE OTHER QUESTION I HAVE IS WHAT ABOUT THE FUNDING? HOW ARE THESE INITIATIVES -- SO AGAIN, I WANT TO MAKE SURE THAT IT'S TIED TO PERFORMANCE AND I ALSO WANT TO MAKE SURE IT'S FUNDED. SO HAVE WE GOTTEN THERE TO TALK ABOUT THAT?

Ben Duncan: I WOULD SAY A COUPLE OF THINGS. FIRST, I THINK OUR INITIAL DESIGN WAS REALLY TO TRY TO IDENTIFY STRATEGIES THAT WE HAD RELATIVELY CURRENT RESOURCES FOR. I'M NOT GOING TO SPEAK FOR THE BOARD IN TERMS OF AS WE UNFOLD THIS PROCESS AND WE SEE OPPORTUNITIES FOR INVESTMENT, I WON'T SPEAK FOR YOU ALL IN TERMS OF WHERE THOSE INVESTMENTS CAN BE MADE AND CERTAINLY, THE CHAIR AND HER EXECUTIVE BUDGET HAS INITIAL DECISION MAKING AROUND SOME OF THOSE THINGS. I THINK IT WILL BECOME CLEAR OVER TIME, PARTICULARLY NOT FOR MINIMUM STANDARDS, BUT AS WE ARE REQUIRED TO DIVE DEEPER, AS WE ARE REQUIRED TO GO THAT NEXT LEVEL OF STRENGTH, THAT THE OPPORTUNITIES FOR NEW INVESTMENTS FOR ADDITIONAL RESOURCES WILL

EMERGE, AND I THINK THOSE ARE DECISIONS WE'LL HAVE TO MAKE, Y'ALL WILL HAVE TO MAKE AS A BOARD.

Chair Kafoury: AND SOME OF THOSE -- REALLY IMPORTANT ISSUES THAT WE'RE TALKING ABOUT. THE NEXT STEPS I WAS PLANNING ON TALKING ABOUT IN MY CLOSING MARKS, BUT WE'LL HAVE HER -- I MEAN, OBVIOUSLY, IF WE HAD PLANNED ALL THE DIFFERENT PIECES TOGETHER, THEY'RE A LITTLE DISPARATE AND THE CONSULTANT MIGHT HAVE BEEN HIRED EARLIER ON IN THE PROCESS, BUT THAT BEING SAID I'M VERY EXCITED THAT THEY ARE ON BOARD. I THINK WE HAVE JUST AN INCREDIBLE TEAM. AS YOU HEARD, YOU HAVE THE COMMITMENT OF THE EXECUTIVE TEAM AT MULTNOMAH COUNTY AND PUTTING ALL OF THESE PIECES TOGETHER AND YOU HAVE THE COMMITMENT OF THE EMPLOYEES TO BE INVOLVED IN THIS PROCESS SO PUTTING ALL THESE PIECES TOGETHER IS GOING TO BE OUR NEXT STEP.

Marissa Madrigal: GOOD AFTERNOON, CHIEF OPERATING OFFICER. JUST WANTED TO SHARE THAT I THINK ALL ASPECTS OF THE WORKFORCE EQUITY PLAN WILL REQUIRE SOME INVESTMENT. THE CHAIR'S BUDGET HAS NOT BEEN RELEASED YET SO IT'S NOT TIME TO DELIBERATE, BUT IF THE BOARD DOES BELIEVE THAT THIS PLAN SHOULD BE IMPLEMENTED AT FULL STRENGTH IT WILL TAKE RESOURCES. AND WE ARE ANALYZING RIGHT NOW EXACTLY WHAT THAT LOOKS LIKE.

Commissioner Stegmann: GREAT, I APPRECIATE THAT MARISSA. GOING BACK TO THE MINIMUM REQUIREMENTS, I JUST WANT TO MAKE SURE. FRANKLY I DON'T WANT TO LET PEOPLE DOWN THIS TIME. PEOPLE HAVE FELT LIKE GOSH WE STARTED DOWN THIS ROAD IT GET PUT ON A BOOKSHELF. AND SO I JUST WANT TO MAKE SURE THAT WE ARE COMMITTED AND THAT WE HAVE TEETH AND THAT WE'RE GOING BACK AND WE'RE MEASURING OUR SUCCESS. AND AS THE FIRST ASIAN AMERICAN AND A MINORITY PART OF THIS HISTORICAL BOARD. I HOPE THAT PEOPLE. I HAVE TO RELATE THIS STORY. I WISH I COULD REMEMBER WHO IT WAS BUT THIS GAL WAS TALKING TO ME ABOUT HOW HER GRAND KIDS WERE OVER AND THEY ALL ARE DIFFERENT RACES AND , SHE WAS LIKE HEY LET'S PRETEND THAT WE ARE COUNTY COMMISSIONERS. THEY ARE ALL GIRLS, AND ONE OF THEM WAS LIKE IS THERE A BLACK COMMISSIONER, YES THERE IS, IS THERE A LATINA, YES THERE IS, IS THERE AN ASIAN AMERICAN, THAT IS SO POWERFUL AND SO THAT'S JUST KIND OF THE COMMITMENT THAT I KNOW THAT MY COLLEAGUES BRING TO THE BOARD. SO ALL IM SAYING TO ALL THE COUNTY EMPLOYEES IS, PLEASE TRUST US ONE MORE TIME. AND WE WILL DO OUR BEST TO SEE THIS THROUGH. THANK YOU.

Ben Duncan: I APPRECIATE THAT COMMISSIONER

Commissioner Vega Pederson: THANK YOU. I JUST WANT TO THANK THE BOARD FOR THEIR LEADERSHIP ON THIS AND ALL THE EMPLOYEES WHO CAME FORWARD TO SHARE THEIR STORIES, TO DO THIS WORK TO CREATE THIS

DOCUMENT. YOU KNOW, WE HEARD A LOT OF STRONG WORDS TODAY, A LOT OF HARD WORDS TODAY AND I HAVE TO SAY THE FOLKS WHO CAME UP AND TESTIFIED WHO WERE ABLE TO ACT AS CONDUITS FOR SOME OF THEIR COLLEAGUES, I AM GLAD THEY CAME INTO THOSE ROLES AND WEREN'T TOO SCARED TO USE THEIR WORDS AND THEIR POSITIONS TO REALLY RELATE TO US WHAT IS HAPPENING AND WHAT PEOPLE ARE FEELING AT THE COUNTY. YOU KNOW, LARRY TALKED ABOUT HOW MUCH HE VALUED PORTLAND, DO I TOO BUT I BELIEVE IT IS ABOUT BEING HONEST SO PEOPLE CAN BE THE BEST THEY NEED TO AND BE THAT IS EXACTLY WHAT WE'RE DOING TODAY AT MULTNOMAH COUNTY.

Commissioner Vega Pederson: WE BE COLLECTING DATA AND HEARING FROM EMPLOYEES ON WHAT WE NEED TO DO AND I DON'T SEE ANY PROBLEM WITH COMMISSIONER SAYING, OKAY, IF THERE'S ADDITIONAL INFORMATION WE THINK WILL STRENGTHEN THIS DOCUMENT AND MAKE IT MORE POWERFUL, THEN LETS AMEND WHAT WE CAN DO. WE HAVE THAT POWER AND THE LEGISLATIVE BODY IS LOOKING TO DO THAT SO LOOKING TO INCORPORATE WHAT WE HAVE LEARNED AS WE IMPLEMENT THIS DOCUMENT AND THE WORK THAT IS GOING TO BE HAPPENING BECAUSE OF THE WORKFORCE EQUITY COALITION. AND FROM THE PEOPLE TODAY, I THINK I AM PARAPHRASING SOMETHING THE CHAIR HAS ALREADY SAID BUT MULTNOMAH COUNTY NEEDS TO SERVE OUR EMPLOYEES AS WELL AS OUR EMPLOYEES ARE SEARCHING MULTNOMAH COUNTY AND THAT IS REALLY WHAT BRINGS IT HOME FOR ME. WHERE WE SIT HERE AT THIS BOARD AS COUNTY COMMISSIONER, YOU KNOW, WE ONLY HAVE AT MOST EIGHT YEARS TO SIT IN THESE SEATS AND WE'RE HEARING ABOUT PROBLEMS THAT HAVE LASTED AND PEOPLE HAVE BEEN EXPERIENCING FOR DECADES. SO WHAT I ASK MYSELF AS I SIT HERE, WHAT CAN DO IN THE TEMPORARY TIME THAT I SIT HERE TO BREAK DOWN THE SYSTEMATIC BARRIERS AND IMPROVE THE DAY-TO-DAY REALITY WE HEARD ABOUT IN SEPTEMBER, THAT WE HEARD ABOUT ON TUESDAY AND HEARD ABOUT TODAY THAT WE KNOW EMPLOYEES ARE FACING AND I THINK A LOT OF THE WORK THAT WE'RE DOING AS COMMISSIONER IS OUTWARD FACING. IT IS TO OTHER GOVERNMENT BODIES, PARTNERS WE WORK WITH IN THE COMMUNITY BUT EVERY WEEK, WE HAVE THE OPPORTUNITY TO COME TOGETHER IN THIS ROOM AND SIT AS THIS BOARD AND IT IS AS THIS BODY THAT WE CAN DO THE MOST IMPORTANT WORK THAT WE DO AS COMMISSIONERS AND IT IS THE WORK OF SHAPING THE PLACE AROUND WHERE EMPLOYEES WORK AND HOW WE SERVE OUR COMMUNITY.

IT IS THE WORK OF APPROVING LABOR CONTRACT, WORK OF APPROVING OUR BUDGET AND TODAY, IT IS THE WORK OF ADOPTING THE WORKFORCE EQUITY STRATEGIC PLAN AND STARTING THE WORK, THE GREAT CHANGE THAT WE NEED TO END THE DISCRIMINATION AND DISPARITIES THAT EMPLOYEES ARE FACING AND IT WILL LAST FAR LONGER THAN THIS BOARD WILL BE HERE AND HOPEFULLY SURPASS THE DECADES OF DISCRIMINATION THAT PRECEDED IT. SO WHEN WE APPROACH WORK AND TAKE ON WORK LIKE THIS, IT IS EASY FOR

FOLKS OUTSIDE OF THIS TO BE JADED OF WHAT WE'RE TRYING TO DO, IF THEY DOUBT THE WORK OR THE NEED FOR THIS KIND OF WORK BUT I THINK THAT THEY REALLY THEN NEED TO STEP BACK AND LET THE PEOPLE WHO ARE ENGAGED IN THIS WORK, WHO BELIEVE IN THIS WORK TO, STEP UP AND DO THE WORK THAT NEEDS TO BE DONE BECAUSE WE KNOW WHAT IS HAPPENING HERE AT MULTNOMAH COUNTY. IT IS JUST A MICROISM OF WHAT IS HAPPENING IN OUR SOCIETY AT LARGE AND WHAT WE'RE DOING HERE DOESN'T STOP AT THE DOORS OF THE COUNTY. IT IS GOING TO INFLUENCE AND CHANGE OUR SOCIETY AND HAS THE POTENTIAL TO DO THAT AND SO IMPORTANT WE'RE DOING THIS WORK TODAY AND GLAD TO SUPPORT THE WORK.

Commissioner Smith: MADAM CHAIR? I WANTED TO ASK A QUESTION ABOUT ADDING LANGUAGE THAT WE CAN PUT INTO THIS DOCUMENT RIGHT NOW THAT SAYS WITHIN 30 DAYS OF THE HR RECOMMENDATION THAT WE COME BACK AND REVIEW THOSE RECOMMENDATIONS AND SEE WHICH ONES WE WANT TO PUT IN THIS DOCUMENT TO AMEND IT SO I CAN ASK THAT AFTER COMMISSIONER MEIERAN.

Chair Kafoury: WELL SINCE YOU JUST ASKED IT, WE MAY AS WELL HAVE HER COME ON UP. COME ON.

Melissa Madrigal: THANK YOU, COMMISSIONERS FOR THAT QUESTION. ONE OF THE THINGS THAT I REALLY APPRECIATE ABOUT THE APPROACH AND ONE OF THE REASONS I AM MOST EXCITED ABOUT THEM BEING HERE IN PARTNERSHIP WITH US AND ALL OF THEIR COLLEAGUES, THEY HAVE AMASSED THIS ALLSTAR TEAM FOR US AT MULTNOMAH COUNTY AND THEIR TRULY COLLABORATIVE APPROACH THAT PUTS SAFETY AT THE CENTER OF THEIR WORK AND WHAT THAT DEMONSTRATES TO ME, ANY CONCERNS THAT YOU HAVE, ANY CONCERNS THAT EMPLOYEES OF COLOR HAVE, ANY STAKEHOLDER IN THIS PROCESS WILL BE ABLE TO HAVE INPUT AND SHAPE WHAT THE ARE RECOMMENDATIONS LOOK LIKE BUT ALSO WHAT THE PROCESS FOR THEIR WORK LOOKS LIKE. THAT IS ONE OF THE REASONS THAT THEY ARE HERE THIS WEEK, IS TO OBSERVE AND HELP US SHAPE THE GOVERNANCE FOR THEIR WORK. IT IS NOT JUST GOING TO BE ME OR BEN OR INDIVIDUALS, THERE IS GOING TO BE STAKEHOLDER GOVERNANCE OF THEIR ENTIRE CONTRACT.

Commissioner Smith: THAT IS WHAT I LIKE ABOUT THIS WHOLE PROCESS OF THEM CREATING THIS DOCUMENT BUT MORE SPECIFICALLY, I AM GOING TO GO BACK TO MY QUESTION AGAIN. SO ONCE THEY GIVE US THE RECOMMENDATION, I WANT YOU TO BE ABLE TO LOOK AT THOSE RECOMMENDATIONS, IDENTIFY SOME OF THE THINGS THEY IDENTIFY AS RECOMMENDATIONS AND PUT THEM IN THIS WORKFORCE EQUITY DOCUMENT AND I WANT TO PUT A PIECE OF LANGUAGE TODAY BEFORE WE VOTE ON IT THAT SAYS WE WILL OPEN THIS BACK UP AGAIN WITHIN 30 DAYS OF THEM RELEASING THEIR REPORT IN THE RECOMMENDATIONS. THAT IS WHAT I AM SAYING, WHAT I AM ASKING.

Marissa Madrigal: COMMISSIONER, YOU MAY PROPOSE ANY LANGUAGE TO YOUR COLLEAGUES FOR INCLUSION IN A RESOLUTION OR IN A PLAN THAT IS

Commissioner Smith: NO, BUT I AM SAYING WOULD THAT PREVENT ME FROM DOING THAT TODAY? THAT IS WHAT I WANT TO DO TODAY --

Marissa Madrigal: JUST BECAUSE WE VOTE TO APPROVE TODAY DOESN'T PREVENT YOU GOING BACK IN --

Commissioner Smith: NO, I JUST WANT TO ADD A PIECE TO THIS CURRENT WORKFORCE EQUITY, THAT IS WHAT I AM ASKING --

Jenny Madkour: OUR PROCESS AT MULTNOMAH COUNTY, UNLIKE STATE LEGISLATURE, WE CAN AMEND ON THE FLOOR. SO WE CAN AMEND CURRENT -
- IF YOU WANT TO MAKE AN AMENDMENT RIGHT NOW --

Commissioner Smith: YES, WITHIN 30 DAYS OF US RECEIVING RECOMMENDATIONS FROM THE CONSULTANT, WE LOOK AT THOSE RECOMMENDATIONS AND IDENTIFY SOME OF THOSE TO PUT IN THIS DOCUMENT BECAUSE THIS IS THE BIG ENFORCEMENT DOCUMENT. I AM NOT SAYING I DON'T WANT THEM TO DO THEIR REPORT, I DO, I AM EAGER TO LEARN MORE ABOUT WHAT THEY LEARN BUT JUST TRYING TO PUT THIS IN HERE SO NOW IT IS REAL. NOW IT IS REAL WHEN WE HAVE THIS PIECE IN HERE SO I WOULD LIKE TO MAKE AN AMENDMENT. SO WE'RE NOT SERIOUS? AND I NEED A SECOND -- THEN WE'RE NOT.

Chair Kafoury: JUST A MOMENT, TAKE A BREATH. SORRY, SHE'S TAKING --

Commissioner Smith: I DIDN'T HEAR IT, I AM SORRY.

Commissioner Vega Pederson: SO THE MOTION IS TO MAKE AN AMENDMENT?

Commissioner Smith: TO MAKE AN AMENDMENT THAT WITHIN 30 DAYS OF RECEIVING THE HR REPORT, IF THEY MAKE RECOMMENDATIONS, NOT SAYING WE HAVE TO BLANKETLY TAKE ALL THEIR RECOMMENDATIONS, BUT WHEN THEY COME BACK, WE LOOK AND SEE WHAT RECOMMENDATIONS WE WANT TO PUT THIS THIS DOCUMENT, BECAUSE THAT IS THE TEETH.

Commissioner Vega Pederson: SO MAY I MAKE A SUGGESTION?

Commissioner Smith: YES.

Commissioner Vega Pederson: CAN WE ADD IT TO THE UPDATE SECTION OF THE REPORT WHERE IT TALKS ABOUT HOW THIS WILL BE UPDATED ON A FOUR-

YEAR CYCLE? WHY DON'T WE ADD A SENTENCE THAT SAYS THIS DOCUMENT WILL ALSO BE UPDATED WITH RECOMMENDATIONS FROM THE --

Commissioner Smith: NO, NO, NO, THAT'S CHANGING MY WHOLE MOTION. YOU CAN ADD THAT TO IT IN YOURS. LIKE WHEN ARE YOU EXPECTED TO FINISH YOUR RECOMMENDATION? [SPEAKER OFF MIC] AM I NOT BEING CLEAR? OKAY, LET ME TRY TO BE CLEAR, SPEAK IN A CLEAR VOICE. WHEN THE HR CONSULTANTS COMPLETE THIS DOCUMENT, WHICH WILL BE IN THE NEXT SIX MONTHS, CORRECT?

Chair Kafoury: WELL, I DON'T KNOW IF THERE MIGHT --

Commissioner Smith: IF IT IS EARLIER, I DON'T WANT TO PUT A TIME LIMIT ON THIS. WHEN YOU FINISH THIS; UPON COMPLETION, THANK YOU, COMMISSIONER AND THANK YOU FOR HELPING ME DOCTOR THIS UP. WHAT I THINK WE SHOULD DO, UPON COMPLETION OF THIS REPORT, WE COME BACK WITHIN 30 DAYS TO IDENTIFY RECOMMENDATIONS THAT WE CAN INCLUDE IN THIS DOCUMENT, NOT FOUR YEARS FROM NOW BUT RIGHT NOW BECAUSE IT IS DEALING WITH REAL TIME STUFF, THAT IS WHAT I AM ASKING YOU. THAT IS THE MOTION AND I NEED A SECOND TO --

Chair Vega Pederson: SO WHERE DO YOU WANT THIS TO GO IN THIS DOCUMENT? I AM AGREEING WITH YOU BUT --

Commissioner Smith: I DON'T HAVE THE DOCUMENT IN FRONT OF ME. NO, IT IS OKAY. I DON'T HAVE THE DOCUMENT IN FRONT OF ME, I DON'T KNOW WHERE TO PUT IT AT BUT WE CAN PUT IT IN THE BEGINNING OR THE END --

Commissioner Vega Pederson: I WOULD SAY PUT IT IN THE UPDATE SECTION, THE SECTION AROUND UPDATES SINCE THIS IS ABOUT UPDATING THE DOCUMENT.

Commissioner Smith: OKAY, I DON'T HAVE THE DOCUMENT IN FRONT OF ME --

Commissioner Meieran: MAY I MAKE A RECOMMENDATION OF LANGUAGE?

Commissioner Smith: YES.

Commissioner Meieran: UPON COMPLETION OF THE HR CONSULTANT REPORT, THE BOARD RECONSIDER IN 30 DAYS FOR INCLUSION OF ANY OR ALL OF THE RECOMMENDATIONS OF THAT REPORT.

Commissioner Smith: I AM GETTING READY TO TREAT Y'ALL TO SOMETHING FOR A SECOND NOW AND THIS IS THE KIND OF STUFF THAT OUR EMPLOYEES EXPERIENCE AND IT IS CALLED MICROAGGRESSION AND I THOUGHT THAT I WAS VERY, VERY CLEAR AND THIS IS THE KIND OF THING THAT MANY OF OUR EMPLOYEES -- YOU JUST WITNESSED IT RIGHT HERE. I WAS VERY CLEAR ON

WHAT I WAS ASKING, VERY CLEAR. AND I WOULD LIKE TO GO BACK TO THE ORIGINAL LANGUAGE AND PUT IT WHERE COMMISSIONER VEGA PEDERSON SAID WE SHOULD PUT IT.

Commissioner Meieran: WHAT IS THE ORIGINAL LANGUAGE THAT YOU SUGGESTED?

Chair Kafoury: COMMISSIONER SMITH, WOULD YOU LIKE JENNY TO READ BACK YOUR WORDS? I THINK SHE HAS IT WRITTEN DOWN --

Jenny Madkour: COMMISSIONER SMITH, I WAS ATTEMPTING TO CAPTURE THE EXACT WORDING OF YOUR AMENDMENT. AT THE END, IT FELL OFF A LITTLE BIT SO LET'S WORK THROUGH THIS TOGETHER. "AMEND THE UPDATE SECTION TO STATE UPON COMPLETION OF THE HR CONSULTANT REPORT, THE BOARD REQUEST A BOARD BRIEFING WITHIN 30 DAYS IDENTIFY WHAT RECOMMENDATIONS SHOULD BE INCORPORATED INTO THE REPORT?"

Commissioner Smith: YES, MA'AM, YES, MA'AM.

Ben Duncan: INTO THE STRATEGIC PLAN.

Jenny Madkour: OKAY, INTO THE STRATEGIC PLAN, I WILL REREAD IT. COMMISSIONER SMITH'S AMENDMENT IS AS FOLLOWS: "AMEND THE UPDATE SECTION TO STATE: UPON COMPLETION OF THE HR CONSULTANT'S REPORT, THE BOARD REQUEST A BOARD BRIEFING WITHIN 30 DAYS IDENTIFY WHAT RECOMMENDATIONS SHOULD BE I WORDED INTO THE STRATEGIC PLAN." AND SO THE COMMISSIONER WILL NEED A SECOND FOR THAT MOTION.

Chair Kafoury: MAY DO I ONE BIT OF WORDSMITHING? YOU MAY CHOOSE TO ACCEPT IT OR NOT. I DON'T THINK WE NEED TO SAY THE BOARD REQUESTS SINCE WE ARE VOTING TO PUT IT IN THERE, JUST THAT WE WILL HAVE THE BRIEFING. JENNY, WOULD YOU LIKE TO READ THAT BACK AGAIN, PLEASE?

Jenny Madkour: AMEND THE UPDATE SECTION TO STATE UPON COMPLETION OF THE HR CONSULTANT'S REPORT, THERE WILL BE A BOARD BRIEFING WITHIN 30 DAYS TO IDENTIFY WHAT RECOMMENDATIONS SHOULD BE INCORPORATED INTO THE STRATEGIC PLAN.

Commissioner Smith: THANK YOU.

Chair Kafoury: AND NOW A SECOND TO THAT MOTION, PLEASE? SO WE ARE NOW GOING TO VOTE ON THE AMENDMENT BEFORE WE CONTINUE CONVERSATION ON THE REST OF THE DOCUMENT. ALL THOSE IN FAVOR OF THE AMENDMENT AS READ BY JENNY MADKOUR, VOTE AYE. OPPOSED? OKAY, NOW WE CAN CONTINUE TO DISCUSS THE DOCUMENT AS AMENDED. COMMISSIONER SMITH,

DID YOU HAVE ANYTHING ELSE YOU WANTED TO ADD? WOULD YOU LIKE TO MAKE CLOSING COMMENTS?

Commissioner Meieran: FIRST OF ALL, I WOULD LIKE TO APOLOGIZE TO COMMISSIONER SMITH IF THERE WAS ANYTHING THAT I SAID THAT IMPLIED ANY DISRESPECT OR ANYTHING -- AND PERHAPS WE CAN TALK ABOUT IT LATER AND DISCUSS IT BECAUSE IT WILL BE A LEARNING OPPORTUNITY FOR ME. AND I WANT TO JUST BASICALLY THANK YOU, BEN, AS WELL AS EVERYONE WHO CAME UP HERE TO SPEAK TODAY INCLUDING OUR ERG LEADERS ABOUT THE WORKFORCE EQUITY STRATEGIC PLAN AND TO SHARE THE STORIES THAT HAVE BEEN ECHOED AND FROM MY FELLOW COMMISSIONERS, THE MOST POWERFUL ASPECT OF THE ENTIRE PROCESS. WE COULD NOT BE DOING IT WITHOUT THE STORIES SO THANK YOU.

AND I KNOW IT HAS BEEN A FEELING OF HAVING TO TELL STORIES OVER AND OVER AND OVER AGAIN WITH THAT SENSE AGAIN ECHOED HERE THAT SOMETHING COULD POTENTIALLY BE PUT BACK ON A DIFFERENT SHELF AND, YOU KNOW, FORGOTTEN ABOUT. BUT I FEEL PERSONALLY VERY PRIVILEGED TO BE A PART OF THIS BOARD IN THIS MOMENT OF TIME RIGHT NOW AND I AGAIN ECHO WHAT MY FELLOW COMMISSIONERS HAVE SAID. THIS WILL NOT GO ON A SHELF. WE ARE COMMITTED TO TAKING ACTION AND I PERSONALLY AS THIS BOARD I KNOW ARE COMMITTED ACTING ON THIS, DOING EVERYTHING WE CAN DO MAKE THIS A REALITY. AND IT SOUNDS LIKE AGAIN WE WERE KIND OF UN-NEW RELATIVELY TO THE BOARD BUT I WANT TO HEAR FROM THE EMPLOYEES DIRECTLY.

I KNOW IT HAS BEEN POTENTIALLY AN ISSUE IN THE PAST FROM WHAT I HAVE HEARD TELL RUMORS BUT I HAVE AN OPEN DOOR. I WOULD LOVE TO HEAR FROM YOU. I WANT TO HEAR DIRECTLY FROM YOU AS WELL BECAUSE THAT IS THE MOST IMPORTANT PART OF THIS PROCESS. SO I FEEL HUMBLLED AND PRIVILEGED TO BE AND AGAIN ALL MY THANKS TO THE EMPLOYEES WHO HAVE BEEN COURAGEOUS AND SPOKEN UP AND TAKING PART IN THIS PROCESS AND TO BEN FOR JUST THE COMMENDABLE WORK HE HAS DONE. THANK YOU.

Chair Kafoury: I ALSO WANT TO THANK ALL OF OUR EMPLOYEES FOR COMING TODAY, FOR SPEAKING AND SHARING THEIR STORIES, THEIR SECRETS AS RAYMOND TALKED ABOUT, THEIR EXPECTATIONS AND THEIR IDEAS AND IF YOU ARE AN EMPLOYEE WHO IS LISTENING AND DIDN'T PARTICIPATE OR FEEL COMFORTABLE COMING FORWARD, I WANT TO THANK YOU FOR STAYING WITH US. MULTNOMAH COUNTY IS CHANGING AND I KNOW THAT CHANGE CANNED COME FAST ENOUGH AND IS LONG OVERDUE BUT WE ARE CHANGING AND TODAY'S VOTE IS AN IMPORTANT MILESTONE IN THAT CHANGE.

IT IS EXCITING AND A LITTLE SCARY AS WE MOVE FORWARD. WE HAVE A LOT OF WORK AS WE WORK WITH THE HR CONSULTANTS TO INTEGRATE THEIR RECOMMENDATIONS IN THE STRATEGY, ADD TO THE ACCOUNTABILITY

STRUCTURE SO WE ARE FAIRLY TRACKING AND MAKING PROGRESS TO OUR GOALS AND THE IMPLEMENTERS NEED GROW AND I LOOK FORWARD TO THEM GETTING HOLD OF THIS DOCUMENT TO BUILD THEIR PLANS SO WE CAN BUILD PARTNERSHIP ALL ACROSS THE COUNTY. IMPERSONALLY COMMITTED TO THIS WORK. THERE ARE MORE THAN 6000 EMPLOYEES AT MULTNOMAH COUNTY AND I AM ONE OF THEM. AND CAN'T EXPECT OTHERS TO REFLECT, TO ENGAGE, TO LEARN AND TO CHANGE IF I AM NOT WILLING TO DO THAT MYSELF SO I AM HERE TO LET YOU KNOW FIRST AND FOREMOST I AM COMMITTED AS AN EMPLOYEE AND AS CHAIR, I AM COMMITTED TO VESTING IN THE FINANCIAL RESOURCES. WE TALKED A BIT ABOUT THE FINANCES, IT WILL COST MONEY AND I AM COMMITTED TO MAKING THOSE INVESTMENTS. AND MOST IMPORTANT, THIS WORK MUST BE DEVELOPED IN A WAY THAT SETS EXPECTATIONS AND A CULTURE THAT PROMOTES WORKFORCE EQUITY NO MATTER WHO IS SITTING UP HERE. THIS IS LONG-TERM WORK AND I BELIEVE IT IS ALL OF OUR RESPONSIBILITY TO HELP BUILD A WORKPLACE WHERE SAFETY, TRUST AND BELONGING IS TRULY REALIZED. ALL THOSE IN FAVOR VOTE AYE. [UNANIMOUS AYES] THE WORKFORCE EQUITY STRATEGIC PLAN AS AMENDED IS ADOPTED. [APPLAUSE]

BOARD COMMENT

BC.1 Opportunity as time allows, for the Commissioners to provide comment on non-agenda items.

Chair Kafoury: NOW IS THE TIME ON OUR AGENDA FOR NON-AGENDA ITEMS. DOES ANYBODY HAVE ANYTHING? ALL RIGHT, SEEING NO FURTHER BUSINESS WE ARE ADJOURNED. [GAVEL]

ADJOURNMENT – 1:12 p.m.

[CAPTIONS PROVIDED BY LNS CAPTIONING AND MAY INCLUDE INACCURATE WORDS OR PHRASES DUE TO SOUND QUALITY, OTHER TECHNICAL DIFFICULTIES AND/OR SOFTWARE ERRORS.]

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Submitted by:
Taja Nelson, Assistant Board Clerk
Board of County Commissioners
Multnomah County, Oregon