

# Office of Diversity and Equity

Review 2011





# Our Mission

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



# Our Vision

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



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

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





# The Equity & Empowerment Lens and a Racial Justice Focus

Office of Diversity and Equity  
December 8, 2011





## Key Equity & Empowerment Lens Questions

- Who benefits from our policy decisions?
- Who is negatively affected?
- Are we engaging communities most affected by inequities and other unintended consequences of our decisions?
- What are the barriers and opportunities to doing the work?
- How do we effectively take action and evaluate our progress?





# What is the Lens?

- A discussion tool and guide
- A quality improvement tool (internal and external)
- A celebration of accomplishments
- An analysis / diagnosis of who benefits and who is harmed by policies, practices, and processes
- A method of identifying areas of needed improvement in decision-making, prioritizing, etc., in relation to eliminating institutionalized racism
- A method to identify and remove barriers to eliminating root causes of inequities, and reinforce Best Practices





## Why an Equity AND Empowerment Lens?

- Equity is an ideal and a goal, not a process
- Connection to definition of equity: improved and just distribution of resources and voice / power
- Individual, organizational, and community empowerment are the means to achieving equity
- Keeps critical thinking about the social, economic, and environmental context at the forefront







## Brief history and development of Lens

- Following efforts nation-wide, in health departments
- King County and Alameda County learnings
- Multnomah County Health Dept: learning and implementation site
- Countywide rollout (2 years):
  - Shifting cultural norms (leadership development)
  - Strengthening organizational capacity (trainings)
  - Improving policy (applications, development of plan, revising and creating materials)



## Main Outcome Areas and Actions FY13, FY14

- Strengthened Organizational Capacity
  - \*Trainings with Chair's Office, invitation to other leaders (Commissioners, DRMs),
  - \*Training invitation to other leaders (Commissioners, DRMs, other jurisdictions)
  - \*Support Countywide Equity Council
  - \*Create Equity Facilitator structure
  - \*Refine trainings and materials



# Main Outcome Areas and Actions FY13, FY14: Cont.

- Improved Policy

- \*Support coordination of equity efforts

- \*Support policy efforts where possible with application of the Lens (Examples include: Span of Control, Budget, departmental areas, social determinant areas, etc.)



## Main Outcome Areas and Actions FY13, FY14: Cont.

- Shift in Cultural Norms
  - \*Technical assistance on messaging, framing
  - \*Work to raise the salience of equity and racial equity issues and efforts
  - \*Create communication plan for Lens rollout
  - \*Identify and share what is working



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

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



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

- Equity Council
- Interfaith Initiative
- Dignity and Respect Campaign



Our workplaces are safe and our services are culturally responsive.

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



Our workforce reflects community experience, needs and perceptions.

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





# Dignity & Respect Campaign

---

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

# About the Campaign

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

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

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

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

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

Multnomah County  
**Office of Diversity and Equity**



# Inclusion

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

Such a belief makes inclusion everyone's responsibility.

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



# 30 Tips of Dignity & Respect

## 30 Tips of Dignity & Respect

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

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



Office of  
Diversity and Equity  
[www.multco.us/diversity-equity](http://www.multco.us/diversity-equity)  
503-988-3399

[http://www.dignityandrespect.org/akepledge\\_multnomah.php](http://www.dignityandrespect.org/akepledge_multnomah.php)

Multnomah County  
Office of Diversity and Equity



# D&R Journey

## WHO'S NEXT



# D&R Journey

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

WHO'S  
NEXT?

## WE ARE!

Multnomah County  
Office of Diversity and Equity



# Three Phases of the Journey

IMAGINE INCLUSION

EXPERIENCE INCLUSION

CHAMPION INCLUSION



# IMAGINE INCLUSION

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

– Michael Jackson





# D&R Champion

B E C O M E A



c h a m p i o n

## Take The Pledge

Multnomah County  
Office of Diversity and Equity







Dignity & Respect Campaign:

**Dignity & Respect = Inclusion**

Multnomah County

**Office of Diversity and Equity**

