

**BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON**

PROCLAMATION NO.

Proclaiming October 11, 2014 as National Coming Out Day in Multnomah County, Oregon.

The Multnomah County Board of Commissioners Finds:

- a. National Coming Out Day is recognized internationally as a day of self affirmation and awareness of lesbian, gay, bisexual, transgender, and queer (LGTBQ) issues, observed on October 11th by members of the LGTBQ community, their families, friends, and allies.
- b. National Coming Out Day was founded in 1988 to celebrate the second National March on Washington for Lesbian and Gay rights in 1987, in which 500,000 people marched on our Nation's Capital to raise awareness of and garner support for the LGTBQ community.
- c. Coming Out, which is the public self-acknowledgement of belonging to the LGTBQ community, is not a one-time event. Every new job, school neighborhood or acquaintance can mean another Coming Out. Our vision is to have a world community that allows everyone the opportunity to bring their full selves to their daily lives and will embrace everyone's coming out.
- d. For students throughout Multnomah County, being your full self can result in bullying and harassment in schools and on social media platforms. The 2011 National School Climate Survey conducted by the Gay, Lesbian & Straight Education Network (GLSEN) found that nationally, over 80% of LGBT students ages 13-20 reported being verbally harassed and over 55% experienced electronic harassment.
- e. The study found that the inclusion of Gay-Straight Alliances (GSA) and LGBT inclusive curriculum in schools reduce homophobic remarks and feelings of insecurity among LGBT students by nearly 20%. Organizations working in Multnomah County towards creating accepting and supportive schools and communities for all students include the Oregon Safe Schools & Communities Coalition, Parents, Families & Friends of Lesbians and Gays (PFLAG), the Gay, Lesbian, & Straight Education Network, the Sexual Minority Resource Center, SMYRC a program of Q Center, and Queer Zone at Outside In.
- f. Multnomah County affirms its commitment to creating and maintaining an environment in which everyone is respected and valued by championing equity, diversity and inclusion, including same sex partner health benefits, gender-neutral bathrooms, and adhering to an antidiscrimination policy that includes protections for LGTBQ employees, and by establishing the Office of Diversity and Equity that oversees Employee Resource Groups including Prism for LGTBQ and allied employees.

- g. Multnomah County continues to champion data equity by creating the “LGBT Data Task Force” to explore LGBT workforce data collection.

The Multnomah County Board of Commissioners Proclaims:

October 11, 2014, as National Coming Out Day in Multnomah County, Oregon, in recognition of the courage it takes to come out, as well as the importance of respect for the diversity and dignity of all LGBTQ community members and employees in Multnomah County.

ADOPTED this 9th day of October, 2014.

**BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON**

Deborah Kafoury, Chair

REVIEWED:

JENNY M. MADKOUR, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON

By _____
Jenny M. Madkour, County Attorney

SUBMITTED BY:

Ben Duncan, Director, Office of Diversity & Equity
Commissioner Loretta Smith, District 2
Commissioner Diane McKeel, District 4