



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(Revised: 8/18/11)

Board Clerk Use Only

Meeting Date: 12/20/12
Agenda Item #: R.6
Est. Start Time: 10:36 am
Date Submitted: 12/10/12

Agenda Title: Proclaiming January 2013 as Dignity & Respect Month in Multnomah County, Oregon.

Note: If Ordinance, Resolution, Order or Proclamation, provide exact title. For all other submissions, provide a clearly written title sufficient to describe the action requested.

Requested Meeting Date: 12/20/2012 **Time Needed:** 10
Departments: AFSME & Office of Diversity & Equity **Division:**
Contact(s): Charmaine Kinney, Liz Rodriguez and Shawn Postera
Phone: 503-539-6295 **Ext.** **I/O Address:**
Presenter Name(s) & Title(s): Daryl Dixon Chief Diversity and Equity Officer (Introductions) Charmaine Kinney Dept and Change Agent, Liz Rodriguez Dept and AFSME President & Change Agent, Mike Hanna

General Information

1. What action are you requesting from the Board?

Proclaim January 2013 as Dignity & Respect Month. This is a great way to start the year. Please go to our website for more information and to sign our E-Pledge, <http://web.multco.us/diversity-equity/dignity-respect-inclusion-2>.

2. Please provide sufficient background information for the Board and the public to understand this issue. Please note which Program Offer this action affects and how it impacts the results.

The Dignity & Respect Campaign works to change the culture and encourage open, respectful and courageous conversations. The tools such as the pledge and tips are tools employees use to create culture change in their daily work and have paved the way for employees to be empowered and create culture change with their talents. This culture change campaign assists in us treating our colleagues, our customers, our business partners and members of our community with dignity and respect. We are ready to continue our culture change campaign with your support of this proclamation.

3. Explain the fiscal impact (current year and ongoing).

Our culture change campaign is a part of creating a culture that is open to using tools like the Equity and Empowerment lens with a racial justice focus as a way to meet the needs of our most vulnerable community members, just as much as it is a way for employees being open with each other.

4. Explain any legal and/or policy issues involved.

This campaign supports the Mission, Vision and Values of the county by promoting social justice, creativity and innovation, sustainability, stewardship, integrity, public safety and health. Furthermore, the campaign supports current county policies such as the respect in the workplace policy and federal EEO protections.

5. Explain any citizen and/or other government participation that has or will take place.

We encourage all employees and citizens to get involved with their community either with volunteering or any of the MLK events our Employee Resource Groups are sharing.

<https://web.multco.us/events/2013/01/19/2013-united-way-mlk-service-weekend>

Required Signature

**Elected
Official or
Department
Director:**

Daryl Dixon /s/

Date:

12/10/12