

Multnomah County
Office of Diversity and Equity



Overview 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



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



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?



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 other jurisdictions),
 - *Support Countywide Equity Council
 - *Create Equity Facilitator structure
 - *Refine trainings and materials



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.)



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 Clubs
- 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
- Technical Assistance
- Respectful Workforce Policy



Our workforce reflects community experience, needs and perceptions.

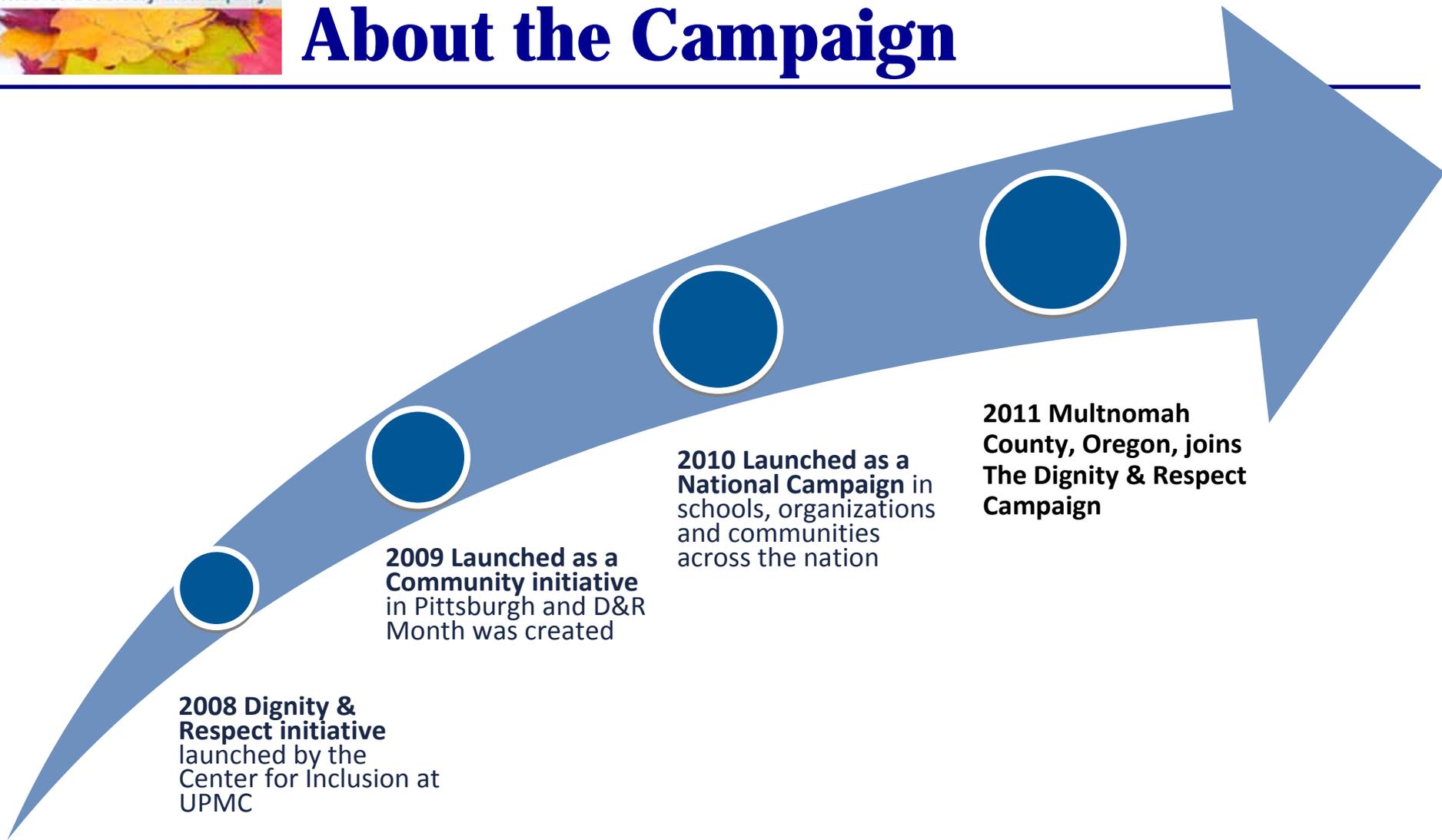
- Hiring/Recruitment/Retention
- Internships
- Span of Control
- Employee Resource Groups
 - MOC, EOC, VAN, PRISM, Veterans, Immigrants & Refugees, Working Parents

Dignity & Respect Campaign

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



About the Campaign



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



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.

		<p>Tip 1 Sweat the small stuff. It's often the small things, such as being kind and courteous, that make a difference.</p>	<p>Tip 2 Smile. A smile can be contagious.</p>	<p>Tip 3 Listen. People feel respected when they know you're listening to their point of view.</p>	<p>Tip 4 Say "Hello." You could make someone's day.</p>	<p>Tip 5 Say "Thank you." Gratitude is a gift that's never too small to give.</p>		
<p>Tip 6 Reinvent the wheel. Do something that hasn't already been done.</p>	<p>Tip 7 Be open. Try to experience new thoughts and ideas as learning opportunities.</p>	<p>Tip 8 Be flexible. Things don't always go as planned. Adapt to changing conditions when necessary.</p>	<p>Tip 9 Join the team. Do your part to support teamwork.</p>	<p>Tip 10 Be a relationship builder. Seek ways to expand your network.</p>	<p>Tip 11 Treat others the way they want to be treated. R-E-S-P-E-C-T find out what it means to me. <small>— Performed by Audra Finkbein, 1987</small></p>	<p>Tip 12 Be culturally competent. Differences are barriers only if we allow them to be.</p>		
<p>Tip 13 Break the ice. Start a conversation with someone new.</p>	<p>Tip 14 Demonstrate mutual respect. Inclusion means being respectful regardless of position or title.</p>	<p>Tip 15 Ask. It's okay to ask when you're not sure.</p>	<p>Tip 16 Find common ground. Discover what you have in common.</p>	<p>Tip 17 Communicate respectfully. It's not just what you say, but how you say it.</p>	<p>Tip 18 Practice patience. Take time to get the full story.</p>	<p>Tip 19 Seek understanding. It's better to not fully understand than to fully misunderstand.</p>		
<p>Tip 20 Share your point of view. Everyone has a perspective. Let others benefit from yours.</p>	<p>Tip 21 Get someone else's point of view. After sharing your perspective, give others a chance to share theirs.</p>	<p>Tip 22 Lead the way. Let your inclusive behavior light a path for others.</p>	<p>Tip 23 Do the right thing. Be fair.</p>	<p>Tip 24 Be considerate. Your words and actions affect others.</p>	<p>Tip 25 Remember, we all make mistakes. Resist the urge to point out the ones others make.</p>	<p>Tip 26 Get involved. Make a difference. Get caught being good.</p>		
<p>Tip 27 Become a mentor. You—yes, you—can help others realize their potential.</p>	<p>Tip 28 Take a healthy step. Do something good for your health and encourage a friend to join you.</p>	<p>Tip 29 Lend a hand. A little help can go a long way.</p>	<p>Tip 30 Be a champion of dignity and respect. Encourage others to do the same.</p>	 MULTNOMAH COUNTY			<p>Office of Diversity and Equity www.multco.us/diversity-equity 503-988-3399</p>	

http://www.dignityandrespect.org/takepledge_multnomah.php



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!



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



Dignity & Respect Campaign:

Dignity & Respect = Inclusion