

**TRANSCRIPT FROM THE MEETING OF THE
MULTNOMAH COUNTY BOARD OF COMMISSIONERS
501 SE HAWTHORNE BLVD. PORTLAND, OREGON
THURSDAY, SEPT. 14, 2017 @ 9:30 AM**

REGULAR MEETING

CHAIR DEBORAH KAFOURY CALLED THE MEETING TO ORDER AT 9:38 A.M. WITH VICE-CHAIR JESSICA PEDERSON, COMMISSIONERS SHARON MEIERAN, LORETTA SMITH AND LORI STEGMANN PRESENT.

ALSO ATTENDING WERE JENNY MADKOUR, COUNTY ATTORNEY, AND LYNDA GROW, BOARD CLERK.

WE'RE GOING TO GET STARTED. SOMETIMES YOU HAVE GOT TO BE A LITTLE LOUD TO GET YOUR POINT ACROSS. GOOD MORNING. THERE IS EMPTY SEATS UP FRONTS HERE IF PEOPLE NEED SPOTS TO SIT. I DON'T WANT PEOPLE TO HAVE TO STAND, AND I THINK THAT WE ARE PUTTING OUT MORE CHAIRS. ARE THERE MORE CHAIRS? IF STAFF COULD PUT OUT MORE CHAIRS. WELCOME TO THE REGULAR MEETING OF THE BOARD OF MULTNOMAH COUNTY BOARD OF COMMISSIONERS.

[ALL CAPS TEXT IS THE BYPRODUCT OF CAPTIONING THIS PROGRAM.]

CONSENT AGENDA – 9:30 AM

C.1 RESOLUTION AUTHORIZING CANCELLATION OF UNCOLLECTIBLE PERSONAL PROPERTY TAXES FOR TAX YEARS 1997/98 THROUGH 2015/16.

C.2 RATIFICATION OF THE VOTE FILLING A VACANCY IN THE LEGISLATIVE ASSEMBLY, OREGON HOUSE DISTRICT 38

C.3 BUDGET MODIFICATION HD-05-18 AUTHORIZING ONE POSITION RECLASSIFICATION WITHIN THE HEALTH DEPARTMENT

C.4 BUDGET MODIFICATION DCA-01-18: FPM RECLASS POSITION 703973 FROM FACILITIES SPECIALIST 3 TO FACILITIES SPECIALIST 2

C.5 BUDGET MODIFICATION DCHS 08-18 RECLASSIFICATION OF 7 FULL TIME POSITIONS AND INCUMBENTS IN DCHS

C.6 NOTICE OF INTENT TO SUBMIT AN APPLICATION FOR UP TO \$50,000 FROM STATE, TERRITORIAL, LOCAL AND TRIBAL BASED PROJECTS TO ASSESS EMERGING SURVEILLANCE ISSUES IN SUBSTANCE USE AND MENTAL HEALTH MAY I HAVE A MOTION ON THE CONSENT CALENDAR?

COMMISSIONER SMITH MOVES. COMMISSIONER MEIERAN SECONDS APPROVAL OF THE CONSENT CALENDAR. ALL THOSE IN FAVOR VOTE AYE. THE CONSENT CALENDAR IS APPROVED.

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. Fill out a speaker form available at the back of the board room and give it to the Board Clerk. Unless otherwise recognized by the presiding officer, testimony is taken in the order the forms are submitted.

CHAIR KAFOURY: WE HAVE PUBLIC COMMENT THIS MORNING?

BOARD CLERK: YES, MADAM CHAIR, WE HAVE SIX LINED UP FOR NON-AGENDA ITEMS. WHEN I CALL YOUR NAME COME FORWARD. [READS NAMES]

CHAIR KAFOURY: THIS IS PUBLIC TESTIMONY FOR ITEMS NOT ON THE AGENDA, SIGN UP IN THE BACK AND IF YOU WANT TO SPEAK ON ANY OF THE AGENDA ITEMS THERE IS SIGN-UP SHEET IN THE BACK. GOOD MORNING.

JIM ROBINSON: GOOD MORNING. MY NAME IS JIM ROBINSON, LIVE IN NORTH PORTLAND. I AM PRESIDENT OF [INAUDIBLE] FOR OREGON ACTION. THE REASON I CAME HERE TODAY IS JUST TO START A CONVERSATION. WE HAVE A TREMENDOUS OPPORTUNITY RIGHT NOW TO WORK ON WINNING HEALTH CARE FOR EVERYONE. AND THAT WOULD BE A FANTASTIC ADVANTAGE FOR THE COUNTY AS WELL AS EVERY OTHER PUBLIC EMPLOYER BECAUSE OF ALL OF THE COSTS INVOLVED WITH PROVIDING HEALTH CARE FOR ALL OF YOUR EMPLOYEES. IF WE COULD ESTABLISH A NATIONAL UNIVERSAL HEALTH CARE SYSTEM LIKE WHAT BERNADETTE NUNLEY -- WHAT BERNIE SANDERS PROPOSED, THAT WOULD BE FANTASTIC, THE FIRST CHOICE. BUT IF IT'S NOT GOING TO HAPPEN AT THE NATIONAL LEVEL, WE NEED TO MAKE IT HAPPEN AT THE STATE LEVEL. SO I AM GOING TO BE TALKING WITH YOU OVER THE NEXT FEW WEEKS AND STARTING NEXT WEEK WE'LL BE MEETING AND TALKING AND WORKING ON WHAT CAN BE DONE BY THE COUNTY TO SUPPORT GETTING UNIVERSAL HEALTH CARE FOR EVERYONE IN THE STATE. SO THAT'S, MY MAIN PURPOSE FOR BEING HERE IS JUST TO HELP TO GET THIS CONVERSATION STARTED. AND RECOGNIZING THAT WE HAVE A LOT OF MEMBERS OF OREGON AFSCME HERE, AND I WILL MENTION THAT AFSCME IS A MEMBER OF THE COALITION, AS WELL.

CHAIR KAFOURY: GREAT, THANK YOU. GOOD MORNING.

HYUNG NAM: I AM HYUNG NAM, A RESIDENT OF THE BUCHMAN NEIGHBORHOOD, AND I AM ALSO HERE TO SPEAK FOR HEALTH CARE FOR ALL OREGON. WITH BERNIE SANDERS ANNOUNCING THE SENATE BILL

YESTERDAY, WE CAN SEE THAT THERE IS A NATIONAL MOMENTUM, AND A GREAT NEED FOR THIS. I KNOW THAT IN OREGON WE PAT OURSELVES ON THE BACK SAYING THAT WE REALLY IMPLEMENTED THE ACA AND HAVE HIGH INSURANCE RATES, BUT LET'S REMEMBER THAT WE HAVE A LOT OF PEOPLE, INCLUDING WORKERS THAT ARE UNDER-INSURED. WHEN PEOPLE ARE STRUGGLING TO PAY RENT AND AVERAGE AMERICAN DOESN'T HAVE \$500 IN SAVINGS, WHEN PEOPLE ARE STUCK IN THESE HIGH DEDUCTIBLE PLANS, THAT'S NOT INSURANCE. THAT'S NOT ACCESS TO HEALTH CARE. THIS IS WHY WE CONTINUE TO SPEND MORE MONEY ON HEALTH CARE THAN ANY OTHER COUNTRY IN THE WORLD, AND HAVE WORST RESULTS THAN MOST, SO I URGE YOU TO SUPPORT THE EFFORTS HERE IN OREGON AND NATIONALLY TO HAVE AN IMPROVED MEDICARE FOR ALL SO WE CAN GIVE ALL PEOPLE ACCESS TO THE HEALTH CARE AND REALLY CONTROL THE COSTS. THANK YOU.

CHAIR KAFOURY: THANK YOU.

ELLEN INU: I AM ELLEN INU, ALSO A RESIDENT OF NORTH PORTLAND. COMMISSIONER SMITH IS MY COMMISSIONER. I WORK AT THE OREGON ZOO, AND I AM A SHOP STEWARD TO A LOT OF SEASONAL AND TEMPORARY EMPLOYEES. WITHOUT ACA AND THE FINE IMPLEMENTATION THAT MULTNOMAH COUNTY HAS DONE, A LOT OF MY MEMBERS WOULD GO WITHOUT INSURANCE AND WITHOUT MEDICAL CARE. WE NEED TO EXPAND IT, AND I HOPE THAT THIS COUNTY COMMISSION BOARD WILL LOOK AT A RESOLUTION AND HELP TO SUPPORT THE EFFORTS THAT MERKLEY AND SANDERS ARE PUTTING FORTH NATIONALLY. INCIDENTALLILY IF IT'S PASSED NATIONALLY SOME OF THE TRADES UNION ISSUES WITH UNIVERSAL SINGLE PAYER HEALTH CARE MIGHT BE RELEASED BY A FEDERAL PASSAGE OF MEDICARE FOR ALL OR SOMETHING LIKE IT. BUT AT THE LOCAL LEVEL, AT THE STATE LEVEL, WE WILL STILL BE STRUGGLING WITH IMPLEMENTATION AND THE WORDING OF THE HEALTH CARE FOR ALL. MY MAIN POINT IS I AM A PUBLIC SECTOR EMPLOYEE, AND PUBLIC SECTOR EMPLOYEES SHOULD BE THE SHINING STAR OF HOW EMPLOYEES SHOULD BE AND HOW MANAGEMENT SHOULD BE. THESE WORKERS WORKED HARD, AND WE, IF YOU DID NOT KNOW, QUALIFY FOR AFFORDABLE CARE ACT, FOOD STAMPS AND OTHER SERVICES.

CHAIR KAFOURY: THANKS, THANKS FOR COMING. GOOD MORNING.

SIERRA CLARK: I AM SIERRA CLARK, AND I AM CONFUSED IF THIS IS THE RIGHT MOMENT FOR ME TO BE TALKING OR NOT. THIS IS --

CHAIR KAFOURY: THIS IS FOR ITEMS NOT ON THE AGENDA. IF YOU WANT TO TALK ABOUT SOMETHING ON THE AGENDA YOU CAN TALK THEN AND YOU CAN TALK NOW AS WELL.

SIERRA CLARK: SO IF I HAVE A STATEMENT TO READ WOULD I DO THAT NOW?

CHAIR KAFOURY: YEAH.

SIERRA CLARK: OK. SO I AM SIERRA CLARK, AND I AM HERE TO MAKE A STATEMENT ABOUT THE DISMISSAL OF TRISHA TILLMAN FROM HER ROLE AS PUBLIC HEALTH DIRECTOR FOR MULTNOMAH COUNTY HEALTH DEPARTMENT. I MET TRISHA TILLMAN IN FEBRUARY OF 2016 AFTER THE FOREST SERVICE MOSS STUDY WAS PUBLISHED. IT SHOWED ELEVATED LEVELS OF HEAVY METAL THIS IS POCKETS IN OREGON. I WAS AT SCHOOL DEMANDING A MEETING FOR BRENTWOOD DARLINGTON TO ADDRESS OUR CONCERNS ABOUT THE NICKEL PLUME SHOWN IN THE MAP AND WAS TOLD THAT AFTER APRIL IT COULD HAPPEN. THAT TIME FRAME WAS COMPLETELY UNACCEPTABLE, AND I WAS FRUSTRATED BY THE RESPONSE FROM THE PANEL. AFTER THE MEETING TRISHA REACHED OUT TO ME TO LET ME KNOW THAT SHE WOULD WORK WITH THE UN COMA TO MAKE A MEETING HAPPEN BEFORE APRIL, AND SHE WAS TRUE TO HER WORD. DURING THE PLANNING PROCESS SHE LISTENED TO ALL OUR NEEDS. AND SHE HONORED THE ROLE OF THE COMMUNITY AND SUPPORTED RATHER THAN DIRECTED. BECAUSE OF OUR MARCH -- BECAUSE OF HER OUR MARCH 2016 AIR QUALITY MEETING WAS A JOINT EFFORT BETWEEN US, MULTNOMAH COUNTY HEALTH DEPARTMENT, AND DEQ, AND OHA. BECAUSE OF HER I WAS INCLUDED ON ALL OF THE PLANNING CALLS WITH THE PARTICIPATING AGENCIES.

BECAUSE OF HER, WE HAD FLYERS AND NOTICES TRANSLATED INTO MULTIPLE LANGUAGES. BECAUSE OF HER WE WERE ALLOWED A VOICE ON THE PANEL OF SPEAKERS. BECAUSE OF HER WE WERE ABLE TO OVERCOME PLANNING OBSTACLES THAT COULD HAVE EASILY DERAILED THE MEETING. BECAUSE OF HER THAT MEETING NOT ONLY HAS HAPPENED BUT IT WAS A SUCCESS FOR OUR NEIGHBORHOOD AND COMMUNITY. THOSE MAY SOUND LIKE SMALL THINGS, BUT THEY WEREN'T. EVERY IMPACTED NEIGHBORHOOD WAS CITING TO BE HEARD, TO GET ANSWERS, AND TO HAVE SWIFT ACTION TAKEN. BRENTWOOD DARLINGTON HAS A HIGH LEVEL OF POVERTY. OUR FAMILIES SPEAK OVER 11 LANGUAGES, AND THERE IS A LONG HISTORY OF A LACK OF RESOURCES AND INFRASTRUCTURE FOR OUR NEIGHBORHOOD. WE NEEDED EVERY LEG UP THAT WE COULD GET TO ADDRESS THIS ISSUE. TRISHA WAS KIND, RESPECTFUL, RESPONSIVE, AND SHE USED HER POSITION AND RESOURCES TO SUPPORT OUR COMMUNITY AS WE GRAPPLED WITH THE NEWS ABOUT OUR AIR QUALITY. SHE WAS A BEAM OF LIGHT WHEN DEQ, OHA AND THE MAYOR'S OFFICE, THE CITY COMMISSIONERS WERE GIVING US THE RUN-AROUND, DISMISSING OUR CONCERNS, AND SPEAKING WITH CON DETENTION AND TRYING TO PUT US OFF AT EVERY TURN. IN HER ROLE AS PUBLIC HEALTH DIRECTOR FOR THE MULTNOMAH COUNTY HEALTH DEPARTMENT, SHE STOOD SHOULDERS ABOVE HER COLLEAGUES AT DEQ AND OHA, AND THROUGHOUT THE LAST 18 MONTHS AS THE AIR QUALITY ISSUE HAD CONTINUED TO UNFOLD, MULTNOMAH COUNTY HEALTH DEPARTMENT HAS GARNERED A REPUTATION FOR BEING A RESOURCE AND

FOR TAKING THOUGHTFUL ACTION, AND I HAVE TO THINK THAT THAT IS IN NO SMALL WAY DUE TO HER ROLE. I HAVE THE HIGHEST RESPECT FOR TRISHA AND I AM DEEPLY GRATEFUL FOR EVERYTHING THAT SHE DID FOR OUR NEIGHBORHOOD.

SIERRA CLARK: INITIALA WAS A TRUE ASSET TO OUR COUNTY'S PUBLIC HEALTH SYSTEM, AND AS A COMMUNITY WE HAVE SUFFERED A LOSS FOR HER DISMISSAL. AS CHAIR KAFOURY REVIEWS TRISHA'S DISMISSAL, SHE MUST INCLUDE THE QUESTION WHAT DO IMPACTED COMMUNITIES AND INDIVIDUALS HAVE TO SAY ABOUT TRISHA'S WORK? THIS MUST BE INVESTIGATED AND INCLUDED IN THE FINAL REPORT. IN RECENT YEARS MULTNOMAH COUNTY HAS HAD SEVERAL ALLEGATIONS OF RACIAL DISCRIMINATION IN THE WORKPLACE FILED AGAINST THEM PAINTING A PATTERN OF SYSTEMIC RACISM. AS ONE OF THE LARGEST EMPLOYERS IN THE COUNTY IS, THEIR EQUITY AND INCLUSION PRACTICES IMPACT MANY PEOPLE OF COLOR AND THEIR FAMILIES. THE COUNTY'S ADOPTION OF THE WORKFORCE EQUITY RESOLUTION THAT IS BEING PUT FORTH IS A MUCH NEEDED STEP IN THE RIGHT DIRECTION. IF MULTNOMAH COUNTY IS SERIOUS ABOUT ADDRESSING THEIR H.R. POLICIES AND ELIMINATING RACIAL DISCRIMINATION THEN THEIR DISMISSAL OF TRISHA TILLMAN MUST BE INCLUDED IN THE DISCUSSION AND REFORM. I CALL ON THE COUNTY BOARD OF COMMISSIONERS TO OPEN AN INDEPENDENT INVESTIGATION TO REVIEW A PATTERN OF RACIAL DISCRIMINATION IN THE MULTNOMAH COUNTY WORKFORCE. THANK YOU. [APPLAUSE]

CHAIR KAFOURY: THANK YOU ALL FOR COMING AND WE HAVE MORE SPEAKERS, I THINK, SIGNED UP?

BOARD CLERK: YES, WE HAVE THREE MORE. [READS NAMES]

CHAIR KAFOURY: WHO WANTS TO GO FIRST? ALL RIGHT, GOOD MORNING.

INJURED AND PISSED OFF: GOOD MORNING. MY NAME IS INJURED AND PISSED OFF, AND THE SUBJECT IS THE CITY COUNCIL, PORTLAND CITY COUNCIL MEETING OF YESTERDAY, AM SESSION, AND I SPOKE THERE, AND OF COURSE IT'S ONLINE. I HAVE SEEN IT THIS MORNING. THE MAYOR HAS DECIDED TO SPEND \$1,000 A WEEK TO ADVERTISE THE CITY COUNCIL MEETINGS. I EXPLAINED THAT THE MULTNOMAH COUNTY BOARD MEETING, THEY DON'T ADVERTISE IN THE NEWSPAPERS. HE'S WILLING TO SPEND 1,000 EVERY WEEK, THAT'S \$50,000 A YEAR THAT COULD BE GOING FOR PROJECTS SUCH AS THERE WAS THREE PEOPLE THAT WERE SPEAKING YESTERDAY, TALKING ABOUT THE PROBLEMS WITH THE HOMELESS PEOPLE, AND BEHAVIOR PROBLEMS, AND EVERYTHING. AND THE MAYOR DECIDED THAT THEY WOULD HAVE THE PROS AND, IN THE NEIGHBORHOOD, AND THEY HAD SUSPENDED THE [INAUDIBLE]. NOW THEY ARE STARTING THEM AGAIN BUT HE STILL IS SPENDING THAT \$1,000 A WEEK, AND THERE WAS ANOTHER SUBJECT THAT I

WANTED TO BRING UP BESIDES THAT MEETING THAT WAS YESTERDAY, AS THE HOME FORWARD IN THE CITY AND IN THE COUNTY, APPARENTLY, HAS SUSPENDED -- I PAY 75 CENTS EACH TAXPAYER OR HOMEOWNER OR APARTMENT DWELLER, PAY 75 CENTS A MONTH FOR LOW INCOME ENERGY ASSISTANCE.

INJURED AND PISSED OFF: THE MANAGER AT MY BUILDING SAID THAT THEY WOULD NOT HAVE THAT THIS YEAR, THAT THEY WOULD START IT NEXT MAY. I PAY THAT 75 CENTS A YEAR, AND OF COURSE I AM LOW INCOME, AND THEY HAVE PAID IN THE LAST YEARS \$250 FOR LOW INCOME PEOPLE, AND APPARENTLY THE CITY HAS SPENT THE MONEY, EVEN THOUGH PG&E WHICH I AM GOING TO GO TO AFTER THIS MEETING TO FIND OUT IF IT'S TRUE THAT THEY SUSPENDED THAT, AND MAYBE DEBORAH KAFOURY COULD ANSWER THAT. THEY HAVE HAD FLOODING TO MY BUILDING, 35 APARTMENTS WERE DAMAGED LAST YEAR. AND OF COURSE THE CITY OWNS THE BUILDING, SO THEY HAD TO PAY THAT. AND THEN THERE WAS -- OH, THEY HAD IN WINDOWS INSTALLED, AND SO MAYBE THEY HAVE SPENT THAT MONEY FOR THE FIXING UP OF THE BUILDING AND JUST NOT ALLOWING ANY LOW INCOME PERSON TO RECEIVE ENERGY ASSISTANCE. AND I WOULD LIKE TO HEAR THAT FROM YOU.

CHAIR KAFOURY: MY STAFF IS IN THE BACK OF THE ROOM BY THE DOOR. ADAM AND CHRISTIAN AND MEGAN IF YOU WOULD TALK WITH THEM THEY CAN HELP YOU.

INJURED AND PISSED OFF: THANK YOU.

CHAIR KAFOURY: GOOD MORNING.

LIGHTNING: GOOD MORNING, MY NAME IS LIGHTNING AND I REPRESENT LIGHTNING SUPER WATCHDOG X. MULTNOMAH COUNTY, THE FIRST COUNTY AND LARGEST PUBLIC EMPLOYER IN OREGON TO ADOPT A \$15 MINIMUM WAGE, CONGRATULATIONS. TAKING CARE OF EVERYBODY IN THE COMMUNITY. NO, YOU ARE NOT. NO, YOU ARE NOT. WHAT ABOUT MULTNOMAH COUNTY JAIL? WHAT ABOUT THE WORK CREWS GETTING \$1 A DAY? WHAT ABOUT THEM? WHY NOT A MINIMUM WAGE TO THEM? WHY NOT ALLOW THAT TO HAPPEN SO THAT THEY CAN ACTUALLY, INSTEAD OF YOU JUST PUNISHING THEM, YOU ALSO PUNISH THEIR KIDS. YOU PAY THEM A MINIMUM WAGE, GUESS WHAT HAPPENS, THEY CAN SEND THAT MONEY TO THEIR KIDS AND FAMILY TO TAKE CARE OF THEM. THEY WORK FOR \$1 A DAY. 13TH AMENDMENT, NEITHER SLAVERY NOR INVOLUNTARY SERVITUDE EXCEPT AS PUNISHMENT FOR A CRIME, WHERE THE PARTY SHALL HAVE BEEN DULY CONVICTED. GUESS WHAT, THERE IS PEOPLE IN MULTNOMAH COUNTY THAT HAVEN'T BEEN CONVICTED YET. DO YOU HAVE THEM ON THE WORK CREW? GUESS WHAT THAT'S CALLED, UNCONSTITUTIONAL. UNCONSTITUTIONAL. I WANT A FULL AUDIT ON EVERY REVENUE SOURCE IN YOUR MULTNOMAH COUNTY JAIL, AND I AM GOING TO GET THAT AUDIT ONE WAY OR THE OTHER.

I WANT TO LOOK AT EVERY AGREEMENT AND CONTRACT YOU HAVE WITH ANY OUTSIDE CORPORATIONS. HOW MUCH ARE THEY PAYING YOU, AND THEN HOW MUCH DO YOU PAY THE INMATES?

LIGHTNING: WHERE DOES THAT ADDITIONAL MONEY GO? DOES ANYBODY IN HERE KNOW? ARE THEY BEING ACTUALLY PAID IN THESE CONTRACTS A MINIMUM WAGE, AND THEY ARE NOT GETTING THAT MINIMUM WAGE? YOU REALLY THINK THAT YOU ARE TREATING THE PEOPLE IN THIS COMMUNITY FAIR? YOU WANT TO STAND OUT? MAKE A STAND FOR THE PEOPLE IN THESE JAILS. WHY DO YOU THINK THAT THEY ARE NOT HUMAN BEINGS AND DESERVE A MINIMUM WAGE? 1865, WELL THAT'S A LONG TIME AGO. AND YOU KNOW THAT'S BY YOUR CHOICE. YOU CAN PAY THEM A MINIMUM WAGE. BUT YOU CHOOSE NOT TO. WHY? BECAUSE IT'S NOT IN YOUR BUDGET? IT'S NOT IN YOUR BUDGET? DOESN'T MAKE ECONOMIC SENSE? YOU SAVE MONEY? OFF THE BACKS OF THE INMATES? NOT ANY MORE. GUESS WHAT, TIMES HAVE CHANGED. PAY THEM A MINIMUM WAGE FOR ANY WORK OUTSIDE OF THE MULTNOMAH COUNTY JAIL THAT IS UNDER CONTRACT TO ANY CORPORATION, STARBUCKS, WAL-MART, WHOLE FOODS, GUESS WHAT, IF YOU ARE NOT PAYING A MINIMUM WAGE, IT'S TIME THAT YOU ARE GOING TO BE SHAMED. IT'S TIME THAT YOU BECOME MORE SOCIALLY AND MORALLY RESPONSIBLE SUCH AS YOU PAYING \$15 AN HOUR TO THE COUNTY EMPLOYEES, AND GUESS WHAT, HOW DO YOU VIEW THE INMATES IN MULTNOMAH COUNTY JAIL? HOW DO YOU VIEW THEIR CHILDREN? HOW DO YOU VIEW THE PEOPLE TAKING CARE OF THEIR CHILDREN. HOW DO YOU VIEW THEM? A BUCK A DAY? A BUCK A DAY? TIMES HAVE CHANGED. YOU ARE GOING TO MAKE THE CHANGES. I WANT A FULL AUDIT, ANY AND ALL REVENUE, ANY AND ALL CONTRACTS, AND I WILL HAVE THAT AUDIT. THANK YOU FOR YOUR TIME.

CHAIR KAFOURY: THANK YOU FOR COMING.

STEVE ANTWHISTLE: IS THIS ON? OK. HI, I AM STEVE ANTWHISTLE. I SPEAK ON BEHALF OF INDIVIDUALS FOR JUSTICE TODAY. BACK IN THE 1990S, I GREW AN ILLEGAL HERB IN MY GARAGE, AND SOMEBODY ELSE GOT CAUGHT. HE WAS GROWING A WHOLE BUNCH OF HERBS AND HIS -- AND IN THE HOUSES THAT HE HAD, AND ANYWAY, LONG STORY SHORT, I ENDED UP GETTING -- I HAD NEVER BEEN ARRESTED IN MY LIFE. THIS IS THE FIRST TIME. I ENDED UP GETTING A FELONY AND ENDED UP GOING TO JAIL. WHEN I, WHAT I EXPERIENCED IN JAIL WAS QUITE EXASPERATING. IF YOU WERE ON A WORK CREW AND YOU DID NOT -- YOU DID NOT BOW DOWN TO THE DEMANDS AND - - OF THE SHERIFF'S DEPUTIES, THEY WOULD GET FOUR OR FIVE AND THEY WOULD HOG TIE YOU UP AND THEY WOULD THROW YOU IN THE HOLE. WE SAW THAT A FEW TIMES. THERE WAS ONE PARTICULAR TIME, AND THE SHERIFF'S DEPUTIES GO, IF YOU WATCH, IF YOU WATCH, YOU WILL BE THROWN IN THE HOLE, TOO. OK. I LEARNED TO DO SOME MASONRY WORK IN A BASEMENT. WE REARDZ BASEMENTS THAT WERE LATER SOLD BY SOME REAL ESTATE OUTFIT OR SOMETHING BUT THEY WERE USING THE LABOR AND I WAS NOT GETTING

PAID ANYTHING. BUT I WAS JUST GLAD TO GET OUT OF THE JAIL, YOU KNOW. AND I DIDN'T MIND WORKING. BUT THE CONDITIONS THAT THEY PUT PEOPLE THROUGH IS, FROM WHAT I HAVE READ, IS SIMILAR TO SLAVERY. IT'S VERY TRAUMATIC. PEOPLE LOSE IT.

STEVE ANTWHISTLE: AND THE FAMILIES THAT SUFFER AFTERWARDS IS, YOU KNOW, IS INCREDIBLE. IT'S A STIGMA THAT YOU CAN'T GET RID OF, AND IT'S ALWAYS GOING TO BE THERE, AND NO MATTER HOW HARD OR WHAT YOU DO, YOU KNOW, IT'S ALWAYS THERE, AND IT'S ALWAYS THERE TO REMIND YOU THAT IT'S A CONSTANT PUNISHMENT THAT KEEPS GOING ON AND ON, JUST FOR THE REST OF YOUR LIFE. THE FAMILIES FEEL THAT BURDEN, TOO, THE CHILDREN FEEL IT. NO MATTER HOW HARD YOU TRY TO MAKE AMENDS TO ALL OF THE THINGS THAT HAPPEN DURING THAT TIME. THAT NEEDS TO CHANGE. THAT'S WHY WHEN I RAN FOR MAYOR, I WAS VERY ADAMANT ABOUT LAW ENFORCEMENT AND THEIR ABUSES, AND THE, "WHAT PEOPLE SAY IS NECESSARY EVIL." I DON'T THINK THAT ANY EVIL IS NECESSARY WHEN IT COMES TO THAT. WHEN PEOPLE SAY THAT WE'RE GOING TO REFORM THE POLICE, WE'RE GOING TO REFORM LAW ENFORCEMENT, WE'RE GOING TO REFORM ALL OF THE STUFF, YOU CANNOT REFORM A RACIST INSTITUTION. THAT'S LIKE SAYING THAT YOU CAN REFORM RACISM, YOU CANNOT DO IT. ALL RIGHT. YOU HAVE TO ABOLISH IT AND ABOLISH IT AS WE KNOW IT. THANK YOU.

CHAIR KAFOURY: THANK YOU. [APPLAUSE]

R.1 Resolution Affirming Multnomah County's Commitment to Workforce Equity and the Importance of a Workforce Equity Strategic Plan in Creating Safety, Trust and Belonging for our Communities of Color. Presenters: Ben Duncan, Chief Diversity and Equity Officer and Invited Guests

CHAIR KAFOURY: WE ARE GOING TO HEAR A PRESENTATION -- I AM SORRY. DO I HAVE A MOTION? COMMISSIONER VEGA PEDERSON MOVES AND COMMISSIONER STEGMANN, SECONDS APPROVAL OF R1. WE ARE GOING TO HEAR A PRESENTATION AND REMARKS ABOUT THE UPCOMING WORKFORCE EQUITY INITIATIVE. THIS WORK IS INCREDIBLY IMPORTANT TO BECOMING THE COUNTY THAT WE PROFESS TO BE. I KNOW THAT MANY OF YOU ARE HERE TO SUPPORT AND SPEAK TO THESE EFFORTS, AND SOME OF YOU ARE ALSO HERE TO RAISE QUESTIONS AND CONCERNS ABOUT THE STATUS AND TREATMENT OF PUBLIC HEALTH DIRECTOR TRISHA TILLMAN, AND I WANT TO START BY SAYING THIS. ANY COMPLAINT OF MISTREATMENT, DISCRIMINATION, AND RETALIATION IS ONE THAT I TAKE EXTREMELY SERIOUSLY, AND I AM ACTIVELY INVOLVED IN INSURING A FAIR AND JUST RESOLUTION. AND I WANT TO DO SO BY PAYING PARTICULAR ATTENTION TO THE HISTORY AND THE LEGACY OF DISCRIMINATION IN OUR COMMUNITY, IN OUR COUNTY, AND IN OUR NATION. I KNOW THAT THERE ARE PEOPLE AT ALL LEVELS OF OUR ORGANIZATION WHO HAVE EXPERIENCED RACISM AND FELT UNDERVALUED. IT IS CRITICAL THAT WE LOOK AT THE SYSTEMIC BARRIERS

WITHIN THIS ORGANIZATION, THEIR ROOTS, AND TAKE ACTION. AND THAT IS WHY TODAY'S RESOLUTION IS SO IMPORTANT. INSTITUTIONAL RACISM IS VERY REAL, AND IT'S PRESENT IN GOVERNMENT INSTITUTIONS, INCLUDING MULTNOMAH COUNTY IN WAYS THAT ARE BOTH OVERT AND INSIDIOUS. THIS DOES NOT HAVE TO BE THE FUTURE. IT WILL NOT BE -- IT CANNOT BE. WE MUST TEAR DOWN BARRIERS TO HIRING, PROMOTING AND RETAINING A DIVERSE WORKFORCE. I AM THANKFUL FOR THE LEADERSHIP OF OUR OFFICE AND DIVERSITY AND EQUITY, AND FOR THE EMPLOYEE RESOURCE GROUPS, COMMUNITY MEMBERS, AND ORGANIZATIONS THAT HAVE KEPT THIS IMPORTANT ISSUE AT THE FOREFRONT. YOUR ADDS ADVOCACY AND PARTNERSHIP HAS BEEN NECESSARY AND INTEGRAL, AND WILL CONTINUE TO BE AS WE DIVE INTO THE DATA AND DRAFT ACTION STEPS. THANKS, BEN. GOOD MORNING.

BEN DUNCAN: GOOD MORNING. THANK YOU CHAIR AND COMMISSIONERS, BEN DUNCAN, CHIEF DIVERSITY AND EQUITY OFFICER, MULTNOMAH COUNTY. IT'S A PLEASURE TO BE ABLE TO KICK OFF THE DISCUSSION. THE RESOLUTION THAT THE BOARD WILL BE VOTING ON TODAY IS BOTH A SYMBOLIC ONE, RECOGNIZING THE IMPORTANCE AND IMPACT OF A WORKFORCE THAT IS INCLUSIVE OF PEOPLE OF COLOR AND OTHER HISTORICALLY AND CURRENTLY UNDER-REPRESENTED GROUPS, AND A CATALYST FOR THE CREATION OF A WORKFORCE EQUITY, STRATEGIC PLAN, YOU AND THAT WILL HELP TO ADVANCE THE EQUITY AND RECRUITMENT, RETENTION, AND PROMOTION, AND DEVELOPMENT. I WANT TO ACKNOWLEDGE AND APPRECIATE THE CHAIR'S RECOGNITION OF THE TENSION IN THE ROOM TODAY. WE KNOW THAT THE TESTIMONY CALLS US OUT. FOLKS WHO I KNOW WELL AND RESPECT DEEPLY, AND WE NEED TO HEAR THEM. THIS IS ONE OF THOSE TIMES WHEN WE NEED TO BE CHALLENGED AS AN ORGANIZATION. CHALLENGED TO LIVE UP TO THE VALUES THAT WE STRIVE FOR, QUESTIONS AND DECISIONS THAT WE MAKE AT MULTNOMAH COUNTY, AND THERE ARE NEGATIVE INDIVIDUALS, STORIES AND EXPERIENCES THAT OCCUR EVERY DAY IN THIS ORGANIZATION.

LET US BE CLEAR THAT WE ARE NOT IMMUNE TO THE REALITIES OF HOW RACISM AND OTHER SYSTEMS OF OPPRESSION SHOW UP. IT'S OUR OBLIGATION TO ACT AND TO BE WILLING TO WHICH I WANT TO SYSTEMIC CHANGES, TO QUESTION OUR PRACTICES, AND RETHINK OUR APPROACHES, AND HONOR THE MULTIPLE WAYS OF SHOWING UP AND LEADING IN THIS ORGANIZATION. THIS WORK IS MORE CRITICAL AT THIS TIME IN OUR COMMUNITY AND OUR ORGANIZATION THAN EVER BEFORE. THIS RESOLUTION IS A RESPONSE TO THE UNFORTUNATE REALITY THAT OUR COMMUNITIES OF COLOR AND OTHER OPPRESSED COMMUNITIES ARE EXPERIENCING INCREASED FEAR, RISK, AND TRAUMA FOR MULTIPLE FORMS OF SOCIETAL AND INSTITUTIONAL OPPRESSION AND FROM AN ECONOMY THAT HAS NOT BENEFITED THOSE WHO ARE MOST VULNERABLE. THIS BOARD AND BOARDS BEFORE IT HAVE HEARD FROM OUR COMMUNITIES. WE HAVE SEEN THE DATA.

WE KNOW THE ANALYSIS THAT SHOW COMMUNITIES OF COLOR AND OTHER POPULATIONS EXPERIENCED DISPARITIES ACROSS A WIDE RANGE OF ECONOMIC AND SOCIAL INDICATORS. OUR OWN INTERNAL DATA HAS SHOWN THAT EMPLOYEES OF COLOR, KRIS LEIJA EMPLOYEES AND EMPLOYEES WITH -- LGBTQ EMPLOYEES, ARE REFLECTIVE OF THOSE IDENTITIES AND, AND WHILE OUR EMPLOYEE POPULATION IS REPRESENTATIVE OF THE DIVERSITY OF MULTNOMAH COUNTY AS A WHOLE, THE CONCENTRATION OF THESE COMMUNITIES TENDS TO RESIDE IN LOWER CLASSIFICATIONS.

BEN DUNCAN: I DON'T SAY THAT AS AN INDICTMENT, AND WE ARE NOT UNIQUE IN THESE REGARDS. I WORKED FOR MULTNOMAH COUNTY FOR OVER 12 YEARS. STARTING AS AN ON-CALL EMPLOYEE AND I HAVE HAD SIX JOB TITLES IN THAT TIME. I AM PROUD TO WORK FOR THIS ORGANIZATION. EVERY DAY I SEE THE INCREDIBLE AND INNOVATIVE WORK THAT THIS COUNTY IS TAKING ON, COUNTY-WIDE AND DEPARTMENTAL LEVELS. MEANINGFUL WORK THAT CHANGES PEOPLE'S LIVES FOR THE BETTER. THIS IS AN ORGANIZATION THAT SUPPORTS 10 EMPLOYEE RESOURCE GROUPS, INCLUDING ONE OF, IF NOT THE ONLY DEDICATED RESOURCE GROUP FOR YOUR IMMIGRANT AND REFUGEES. WE HAVE INVESTED IN BEST PRACTICES FOR RECRUITMENT, EXPANDED CANDIDATE POOLS AND BUILT PROFESSIONAL DEVELOPMENT AND CAREER PIPELINE PROGRAMS LIKE LEADERSHIP ACADEMY, AND COLLEGE TO COUNTY, AND WE HAVE INVESTED SIGNIFICANTLY IN CULTURALLY SPECIFIC SERVICE ALLOCATIONS AND DELIVERY.

IN MY POSITION, I HEAR AND WITNESS STORIES THAT ARE NOT LIKE MY OWN. EMPLOYEES WHO HAVEN'T FELT SUPPORTED, WHO DON'T FEEL THEY ARE VALUED OR THAT THEY HAVE ANYWHERE TO GO IN THEIR CAREER, SCARED THAT THEY WON'T PASS PROBATION, WHO HAVE APPLIED FOR POSITIONS THAT THEY HOPE TO FEEL THAT THEY DID NOT GET BECAUSE OF THEIR SKIN COLOR, GENDER IDENTITY, OH, ACCENT OR DISABILITY. THIS IS NOT THE MAJORITY OF EMPLOYEES. WHEN ANY OF OUR EMPLOYEES FEEL THAT WAY, WE STILL HAVE WORK TO DO. THIS WORK THAT WE ARE EMBARKING ON FOCUSES ON CONCRETE ACTIONS THAT WE CAN TAKE AROUND RECRUITMENT, RETENTION, AND PROMOTION, BUT ALSO WILL EXAMINE AND IDENTIFY INNOVATIVE WAYS TO UNDERSTAND HOW WE BUILD AN ORGANIZATIONAL CULTURE THAT WORKS FOR EVERYONE. THIS WORK HAS INCREDIBLE POTENTIAL. I KNOW THAT WHENEVER I SPOKE TO THE LINE LEVEL EMPLOYEES, SENIOR LEADERS, COMMUNITY PARTNERS, AND ELECTED OFFICIALS, AND I HAVE HEARD A SHARED COMMITMENT TO MOVING THIS WORK FORWARD, CHALLENGING OURSELVES TO ALWAYS GET BETTER AND ENSURE THAT WE CAN CONTINUE TO MEASURE OUR SUCCESS. THIS IS AN OPPORTUNITY AND OUR OBLIGATION. TO DEVELOP A ROAD MAP TOWARDS MORE EQUITABLE AND INCLUSIVE ORGANIZATIONS, AND THAT IS WILLING TO NAME AND EXAMINE AND SHIFT PRACTICES THAT WE KNOW, CONTINUE THE SYSTEMIC EXCLUSION AND OPPRESSION OF MARGINALIZED PEOPLES. I WANT TO ESPECIALLY THANK THE PARTNERS WHO HAVE BEEN INSTRUMENTAL IN

GETTING US TO THIS POINT. IS A FEW OF THEM ARE HERE TODAY INCLUDING EMPLOYEES OF COLOR, EMPLOYEE RESOURCE GROUP, AFSCME, VERDE, AS WELL AS MANY OTHER ORGANIZATIONS AND INDIVIDUALS WHO HAVE BEEN ENGAGED AT DIFFERENT LEVELS OVER THE PAST NUMBER OF YEARS. I TRUST THAT EACH OF OUR PARTNERS, AND EVERYBODY IN THIS ROOM WILL PUSH US TO GET BETTER AND HOLD US ACCOUNTABLE IN THIS WORK. I WANT TO THANK YOU AS A BOARD FOR YOUR SUPPORT OF THIS WORK, AND I WILL PASS IT ONTO TONY NEXT.

TONY DEFALCO: GOOD MORNING. CHAIR KAFOURY AND COMMISSIONERS. IT'S ALWAYS A PLEASURE AND AN HONOR TO BE WITH YOU. GOOD TIMES AND IN TRYING TIMES. WE VALUING THE PARTNERSHIP WITH THE COUNTY, AND WE LOOK FORWARD TO CONTINUING A PARTNERSHIP WITH THE COUNTY. MY NAME IS TONY DEFALCO, THE DEPUTY DIRECTOR AT VIRGINIA VERDE, A NONPROFIT, AND WE WORK TO CREATE ENVIRONMENTAL WEALTH, GOOD PAYING JOBS, AND IN PARTICULAR FOR THE COUNTY WE ARE LOOKING FORWARD TO PARTNERING WITH YOU AGGRESSIVELY ON IMPLEMENTATION OF THE 100% RENEWABLE RESOLUTION YOU RECENTLY PASS SAID. THANK YOU FOR YOUR VISION AND LEADERSHIP TO PASS THAT RESOLUTION. AND THE RESOLUTION IN PARTICULAR CREATES A BILLION DOLLARS WORTH OF ECONOMIC OPPORTUNITY FOR OUR COMMUNITIES, AND WE REALLY ARE LOOKING FORWARD TO AGGRESSIVE IMPLEMENTATION, AND SO THE HANDS ARE EXTENDED ON BOTH SIDES AND WE LOOK FORWARD TO WORKING HARD TOGETHER ON THAT. WE ALSO [INAUDIBLE] FOR HABITAT FOR HUMANITY, AND VERDE, AND THE GOAL OF THIS IS TO PREVENT DISPLACEMENT OF LOW INCOME PEOPLE AND PEOPLE OF COLOR FROM OUR REGION. THE AND THAT IS UNFORTUNATELY SOMEWHAT UNIQUE AMONG THAT KIND OF COLLABORATIVE EFFORT.

AND SO WHAT WE HAVE DONE IS CREATED POLICY SOLUTIONS AND ON THE GROUND SOLUTIONS TO PREVENTED LOW INCOME PEOPLE AND PEOPLE OF COLOR FROM BEING DISPLACED AS GENTRIFICATION CONTINUES, AND HOUSING PRICES RISE, AND REAL INCOMES STAY FLAT FOR PEOPLE OF COLOR IN PARTICULAR. SO IT WAS WITH THAT IN MIND, THOSE TWIN GOALS OF CREATING ACCESS TO GOOD PAYING JOBS AND PREVENT, DISPLACEMENT OF PEOPLE FROM OUR COMMUNITY, THAT WE HELP TO START THE WORKFORCE EQUITY COALITION. IT'S BEEN KIND OF A LONG JOURNEY TO GET HERE TODAY, AND AT TIMES I WILL CONFESS THAT YOU KNOW, FATIGUE AND DESIRE TO THROW IN THE TOWEL, IN THE FACE OF INSTITUTIONAL SLOWNESS, BUT WE ARE STILL HERE, AND WE ARE VERY PROUD OF THE FACT THAT WE HAVE GOTTEN TO THIS POINT OF BRINGING THIS RESOLUTION FORWARD AND YOUR LEADERSHIP TO PASS IT TODAY. WHAT WE'RE SEEING IN THE COMMUNITY IS DISPLACEMENT. YOU DON'T GET THAT BACK. ONCE SOMEBODY IS GONE THEY ARE GONE, AND IT'S REALLY HARD TO GET PEOPLE BACK INTO OUR COMMUNITY. WE HAVE GOT TO WORK AGGRESSIVELY, AND SO THE REASON THAT WE FOCUSED ON THE COUNTY IS THAT THESE ARE

GOOD PAYING JOBS, AND WE KNOW THAT THERE IS A COMMITMENT TO EQUITY AND A REAL INVESTMENT OF DOLLARS IN THE DIVERSITY AND EQUITY OFFICE AND PEOPLE LIKE THAT. SO IT MADE A LOT OF SENSE TO PARTNER. IT'S BEEN AN HONOR AND A PRIVILEGE TO LEAD WITH OUR PARTNERS AT AFSCME AND UNITE OREGON AND THE RECENTLY THE EMPLOYEES OF COLOR AND THE URBAN LEAGUE. THIS EFFORT TO GET DOWN ON THE WEEDS WITH YOUR STAFF AND REALLY UNDERSTAND HOW WE CAN MOVE THE NEEDLE ON RECRUITMENT, RETENTION, PROMOTION OF PEOPLE OF COLOR IN YOUR WORKFORCE. I AM TORN TODAY TO BE HONEST.

TONY DEFALCO: IT'S A TOUGH SPOT HERE BECAUSE WHEN A SENIOR ADMINISTRATOR OF COLOR IS DISMISSED, IT HURTS US ALL. IT MAKES IT HARDER TO MAKE THE CASE FOR THE COUNTY AS AN EMPLOYER OF CHOICE. SO I THINK THAT WE NEED GOOD PEOPLE. WE NEED GOOD PAYING JOBS. WE NEED TO KNOW THAT THIS IS A SAFE AND INCLUSIVE WORKFORCE THAT VALUES ALL. WE NEED TO KNOW THAT THERE IS A TRANSPARENCY THERE WHEN THINGS GO WRONG. SO I REALLY APPRECIATE YOUR WORDS COMMISSIONER KAFOURY, AND I JUST WANT TO IDENTIFY THAT THE RESOLUTION IS A STEP, AND YOU WILL HEAR THAT A LOT, BUT IT REALLY IS. IT IS A MODEST STEP, AND WE PROPOSE VERY SIMILAR THINGS FOR THE LAST TWO YEARS. WHAT I AM REALLY LOOKING FOR YOU TO DO TODAY IS NOT SIMPLY PASS THE RESOLUTION UNANIMOUSLY, BUT SPEAK STRONGLY AND GIVE THE STAFF THE ABILITY TO CONFRONT WHITE SUPREMACY AND HOMOPHOBIA. CONFRONT -- [APPLAUSE]

CHAIR KAFOURY: I AM SORRY, TONY. WE HAVE A LOT OF SPEAKERS, AND I THINK THAT IT'S REALLY IMPORTANT THAT WE HEAR FROM EVERYONE WHO WANTS TO TALK TODAY, SO IF WE COULD NOT CLAP BETWEEN EVERYBODY BUT DO THE HANDS UP IN THE AIR, IT JUST MAKES IT GO A LITTLE SMOOTHER BECAUSE I REALLY DO WANT TO HAVE THE TIME TO HEAR FROM EVERYBODY THIS MORNING. THANK YOU. GO AHEAD.

TONY DEFALCO: THANK YOU. AND I THINK THE MORE AGGRESSIVELY AND THE MORE CLEARLY THAT WE GIVE THE FOLKS AND THE STAFF THE MARCHING ORDERS TO DO THOSE THINGS, THE MORE QUICKLY WE WILL COME TO RESOLUTION ON SOME OF THESE THORNY ISSUES THAT CONTINUE TO PLAGUE A PROGRESSIVE INSTITUTION LIKE THE COUNTY. WE LOOK FORWARD TO CONTINUING WITH YOU ON THE JOURNEY, BUT I WANT TO MAKE A SHOUT OUT TO SOME NEW FRIENDS WITH THE EMPLOYEES OF COLORS RESOURCE GROUP, AND IT HAS BEEN AN HONOR AND PRIVILEGE FOR US TO GET TO KNOW FOLKS, TO REALIZE THAT WE HAD A LOT IN COMMON IN TERMS OF THE THINGS THAT WE WERE TALKING ABOUT RELATIVE TO GOOD PAYING JOBS, RETENTION, RECRUITMENT, PROMOTION. I HAVE SEEN NOTHING BUT SOLID PERFORMANCE, CONTINUED PARTICIPATION, STELLAR INSIGHTS, AND I AM REALLY LOOKING FOR YOU ALL TO GIVE THEM A STRONG HAND IN IMP -- IMPLEMENTATION BY AUGUST 15 OF NEXT YEAR THAT WE CAN SEE

CONCRETE RESULTS THAT, COMMUNITY FOLKS THAT DON'T HAVE A LOT OF TIME TO PARTICIPATE IN THIS PROCESS CAN JUMP IN FROM TIME TO TIME AND SAY YES, THAT'S REAL PROGRESS. YES THAT'S SUPPORTED AND WE IN THE COMMUNITY CAN SUPPORT THAT FROM THE OUTSIDE. AND THE LAST THING, WE HAVE A DESIRE TO INCREASE THE PARTNERSHIP WITH YOU ON THIS PIECE, AND WE'RE LOOKING FOR OPPORTUNITIES FOR PARTNERSHIPS AROUND CREATING OPPORTUNITIES FOR OUR COMMUNITY PARTNERS TO HELP YOU WITH RECRUITMENT ON THIS ISSUE. SO I JUST WANT TO THANK BEN IN PARTICULAR, AND JOHN, AND THE OFFICE OF THE, THE OFFICE AS WELL, AND THE EMPLOYEES OF COLOR GROUP. THANK YOU VERY MUCH.

CHAIR KAFOURY: THANK YOU. GOOD MORNING.

JEROME ASAD: GOOD MORNING. THANK YOU MADAM CHAIR AND COMMISSIONERS FOR OPENING UP YOUR TIME AND SPACE. I AM JEROME ASAD, COLLEGE COUNTY INTERN WITH MENTAL HEALTH AND ADDICTION SERVICES. I AM BI-RACIAL, NATIVE AMERICAN AND BLACK. MY ROOTS BEGIN ON THE WARM SPRINGS RESERVATION AND GO SOUTH TO BIRMINGHAM, ALABAMA. I AM THE FIRST PERSON IN MY IMMEDIATE FAMILY TO GRADUATE HIGH SCHOOL, AND THIS UPCOMING MONDAY I WILL EMBARK ON A NEW JOURNEY AS I STUDY AS A GRADUATE STUDENT AT PORTLAND STATE UNIVERSITY. [APPLAUSE] THANK YOU. THROUGHOUT MY LIFE I HAVE LEARNED TO OVERCOME ADVERSITY AND THAT IS NOW ONE OF MY GREATEST STRENGTHS. GROWING UP IN A LOW SOCIOECONOMIC COMMUNITY MANY OF MY PEERS NEVER FOUND A WAY TO OVERCOME THE BARRIERS THAT WERE ASCRIBED TO THEM. AND I WAS FORTUNATE ENOUGH TO HAVE MENTORS IN VARIOUS TIMES WHO HAVE HELPED ME TO BECOME THE PERSON THAT I AM TODAY. THE MENTORSHIP PROGRAM OPENED DOORS TO WHAT WAS NEW TO ME AND UNFAMILIAR TO MANY OF THOSE AROUND ME.

AFTER TWO CONSECUTIVE SUMMERS IN THE PROGRAM, I WAS ABLE TO LEARN A PLETHORA OF KNOWLEDGE AND SKILLS TO ENHANCE MYSELF AS A PROFESSIONAL, MUCH OF THE SUCCESS AND GROWTH AND DEVELOPMENT CAME FROM THE INVESTMENT AND GUIDANCE FROM MY MENTORS, MELVIN HAWKINS FROM WRAP-AROUND AND TINA BOUILLON FROM CLINICAL SERVICES. THEY ARE CHAMPIONS OF WHAT IT MEANS TO BE A MENTOR IN THE PROGRAM. I AM SURE YOU ARE AWARE OF THE PROGRAM BUT I WOULD LIKE TO TAKE A MOMENT TO SPEAK TO THE PROGRAM ITSELF. THE MENTORSHIP PROGRAM BRINGS IN STUDENTS FROM UNDERREPRESENTED COMMUNITIES AND PROVIDES STRATEGIC MENTORSHIP FOR INTERNS LIKE REPLIES TO BE - - LIKE MYSELF TO BE SUCCESSFUL AND TO HOPEFULLY WORK FOR MULTNOMAH COUNTY AS PROFESSIONALS IN THE FUTURE. IN TERMS OF THE RECRUIT, EDUCATION SUPPORT PROGRAMS, WITHIN SEVERAL COLLEGES AND UNIVERSITIES AND THE REGION, AS WELL AS COMMUNITY ORGANIZATIONS SUCH AS NATIVE AMERICAN YOUTH ASSOCIATION AND SELF ENHANCEMENT INCORPORATION. THE PROGRAM STARTED SIX YEARS AGO

WITH FOUR STUDENTS AND ONE COUNTY DIVISION. THIS YEAR 33 STUDENTS WORKED IN ALL COUNTY DEPARTMENTS AND THE LIBRARY WHICH SPEAKS TO THE TREMENDOUS SUPPORT IT HAS RECEIVED FROM THE COUNTY MANAGERS, MENTORS AND STAFF. TO DATE 126 STUDENTS HAVE PARTICIPATED IN THE AM PRACTICE WITH 10 BEING HIRED PERMANENTLY AFTER GRADUATION. I AM THE FIRST NATIVE AMERICAN INTERN WITH COLLEGE ACCOUNTING AND I CANNOT THANK THIS PROGRAM ENOUGH FOR BEING A PILLAR OF MY SUCCESS. THROUGH THIS I CAN NOT ONLY EXECUTE THE JOB DESCRIPTIONS BUT ALSO DEVELOP AS A LEADER BY TAKING ON ADDITIONAL PROJECTS SUCH AS TRAVELING NATIONAL COMMERCES AND PRESENTING NEW FINDINGS TO MY TEAMS AND DEVELOPING AND HOLDING TRAININGS FOR YOUTH IN OUR COMMUNITIES, AND EXPANDING EMPLOYEES OF COLOR INTO EAST COUNTY, AND PARTICIPATING ON HIRING PANELS, PLANNING EVENTS FOR BOTH STAFF AND COMMUNITY MEMBERS, AND ONE OF MY FAVORITE IS [INAUDIBLE].

JEROME ASAD: ALL OF THESE WONDERFUL EXPERIENCES HAVE HELPED ME TO BECOME A LEADER FOR THE COMMUNITY. I HOPE TO RETURN TO MULTNOMAH COUNTY ONCE I HAVE COMPLETED MY EDUCATIONAL GOALS AND PLAN TO SERVE AS A BRIDGE FOR UNDER-REPRESENTED COMMUNITIES TO GAIN ACCESS TO THE SERVICES THAT MULTNOMAH COUNTY HAS TO OFFER. WITH THAT BEING SAID I WOULD LIKE TO SEND A THANK YOU TO MY NATIVE AMERICAN AND AFRICAN-AMERICAN COMMUNITY, THE OFF OF DIVERSITY AND EQUITY FOR ESTABLISHING THE COLLEGE MENTORSHIP PROGRAM. EMPLOYEES OF COLOR FOR PROVIDING A SPACE FOR HEALING, SUPPORT, AND CONNECTION, ESPECIALLY RAYMOND DESILVA WHO WENT ABOVE AND BEYOND AND BECAME ONE OF MY NON-FORMAL COLLEGE MENTORS DURING MY TIME AT MULTNOMAH COUNTY. ALISON SPENCER THE MANAGER FOR COLLEGE ACCOUNTING FOR DOING THE TREMENDOUS JOB OF BRINGING IN INTERNS, AND ALL THE MENTORS WHO TAKE THEIR TIME TO INVEST IN US INTERNS EACH SUMMER AND LAST BUT NOT LEAST MELVIN HAWKINS AND TINA BOUILLON, MY MENTORS THE PAST TWO SUMMERS. THANK YOU FOR YOUR TIME TODAY.

CHAIR KAFOURY: THANK YOU FOR COMING AND THANK YOU FOR BEING A PART OF THE ORGANIZATION. WE ARE LUCKY TO HAVE YOU.

DARRINA MOHAMMED: GOOD MORNING. I AM DARRINA MUHAMMAD AND I AM A NATIVE PORTLAND, OREGON RESIDENT, CURRENTLY I AM A WORKFORCE EMPLOYMENT SPECIALIST, AND A CAREER COACH FOR URBAN LEAGUE OF PORTLAND. I HAVE TWO PROGRAMS THAT I DO, THE COMMUNITY ECONOMIC OPPORTUNITY PROGRAM AND I ALSO DO THE GENERAL WORKFORCE PROGRAM. THE GENERAL WORKFORCE PROGRAM IS A PROGRAM THAT PROVIDES OPPORTUNITY JUST AS WELL AS THE CEO PROGRAM, BOTH OF THEM PROVIDE OPPORTUNITIES FOR MARGINALIZED COMMUNITIES AND FOR MIDDLE AGED WORKERS AS WELL SINCE WE SEE A LOT OF THOSE, AND JUST

ME, I CONSIDER MYSELF TO BE A VOICE FOR THOSE THAT ARE UNHEARD, FOR THOSE WHO MAY NOT HAVE THE COURAGE TO STEP UP AND SPEAK, YOU KNOW. I HAVE WORKED WITHIN THE COMMUNITY DOING CASE MANAGEMENT AND DOING WORK THAT IS SUPPOSED TO HELP BRING PEOPLE TO SELF SUFFICIENCY FOR SO MANY YEARS. I HAVE NEVER WORKED FOR THE COUNTY.

DARRINA MUHAMMAD: I HAVE APPLIED FOR THE COUNTY POSITIONS. I HAVE GOTTEN CLOSE TO OBTAINING THE COUNTY POSITIONS BUT I NEVER HAVE GOTTEN ONE, BUT I HAVE ALWAYS WORKED NON-FOR-PROFIT. ONE THING THAT I WANT TO SAY IS JUST THAT, YOU KNOW, JUST IN THE WORK THAT I AM DOING AND JUST THE TABLES THAT I HAVE SAT AT WITH MOLLIE, METROPOLITAN ALLIANCE WORKFORCE EQUITY AS WELL AS WITH AFSCME. I HAVE SAT ON THE TABLE WITH -- I AM ALSO CURRENTLY A PART OF THE PAN AFRICAN PLANNING GROUP, AND I AM SURE THAT YOU ALL HAVE GONE TO THE FESTIVAL THIS PAST AUGUST. IN THE WORK THAT I DO YOU ALWAYS SEE ME IN THE COMMUNITY. IT'S NOT SOMETHING THAT I DO BECAUSE IT'S FOR MY JOB. I DO IT BECAUSE IT'S IN MY HEART, AND THE REASON THAT I AM SAYING THIS IS BECAUSE, YOU KNOW, AS A PERSON OF COLOR I KNOW THAT THERE IS CHANGE THAT NEEDS TO HAPPEN. AND HOW THAT CHANGE IS GOING TO HAPPEN IS IF YOU HAVE THE EXPERIENCE, AND YOU, YOU HAVE BEEN THERE AND YOU HAVE DONE THAT AND YOU KNOW WHAT THE PEOPLE NEED, AND YOU KNOW WHAT MARGINALIZED COMMUNITIES ARE IN NEED OF AND IT'S PAINFUL AND IT'S IN THE WEEDS AND IT'S NOT PRETTY AND IT'S NOT GLAMOROUS,

BUT I AM GOING TO TELL YOU AS THE URBAN LEAGUE OF PORTLAND, AS A EMPLOYEE OF THE URBAN LEAGUE OF PORTLAND, WHICH IS DEFINITELY A STAKEHOLDER, AND EVERYBODY WANTS TO COME TO THE URBAN LEAGUE AND EVERYBODY WANTS THE URBAN LEAGUE TO BE YOU KNOW, ON THE DOCUMENTS, YOU KNOW, BECAUSE WE ARE A SOCIAL JUSTICE AGENCY. I AM A SOCIAL JUSTICE PERSON. JUST BEFORE I EVEN CAME THERE, SO I AM MY OWN PERSON FIRST, AND I JUST WANTED TO SAY THAT I WANT TO SEE SOME CHANGES HAPPEN, I WANT TO SEE SOME TRUE EC, YOU KNOW. THERE IS A LOT OF TABLES TO SIT AT AND A LOT OF MEETINGS TO GO TO, BUT SOMETIMES I DON'T WANT TO GO TO THE MEETINGS. SOMETIMES THE WORK NEEDS TO BE DONE, AND I DON'T HAVE TIME A LOT OF TIMES TO SIT AND TALK ABOUT CHANGE. NOW IS THE TIME TO SEE ACTION, AND I WOULD LIKE TO SEE -- I WOULD LIKE TO SEE POLICIES CHANGE WITHIN YOU KNOW, WITHIN PARTICULARLY THE COUNTY AND I WANT TO SEE PEOPLE BE ABLE TO GET, YOU KNOW, GET THROUGH AND GET HIRED, AND I WOULD LIKE TO SEE, JUST A PROBATION PROTECTSARY PERIOD. PERHAPS -- THIS SOUNDS FAR-FETCHED BUT DOING AWAY WITH THAT AND JUST GETTING MORE TRANSPARENCY, YOU KNOW, THERE IS THAT HALO HORN EFFECT THAT GOOD REVIEWS, AND AT THE SIXTH MONTH PERIOD, YOU KNOW, IT TURNS INTO NEGATIVE REVIEWS, AND PEOPLE, IT'S HARD ENOUGH FOR PEOPLE OF COLOR

TO ALWAYS THINK THAT, AM I GOOD ENOUGH? YOU KNOW, AM I GOING TO PASS THIS. I ALREADY HAVE TO WORK TWICE AS HARD OR PEOPLE WITH CRIMINAL HISTORY, THEY CANNOT EVEN GET JOBS THAT ARE NOT LABOR INTENSIVE HALF THE TIME TO WHERE THEY ARE BREAKING THE BACKS AND HURTING THEMSELVES AND JUST -- PEOPLE, YOU KNOW, I DON'T MEAN LITERALLY BUT PUTTING THEIR HEALTH AT RISK AND THERE IS A LOT THAT GOES INTO IT. AND THE MICRO-AGGRESSIONS THAT PEOPLE EXPERIENCE, AND IT AFFECTS THE MENTAL HEALTH, AND EMOTIONAL, PHYSICAL, AND EVERYTHING YOU KNOW, WE NEED TO PUSH FORWARD. WE NEED TO SEE SOME TRANSPARENCY. I JUST WANT TO SEE SOME CHANGE.

DOREEN MUHAMMAD: I JUST WANTED TO SPEAK FROM MY HEART. I DON'T HAVE A LOT ON PAPER. THAT'S NEVER ME WHEN IT COMES TIME TO SPEAK, SPEAKING UP FOR PEOPLE OF COLOR. YOU WILL SEE ME AT THE LOBBY DAY, AND I LOOK FORWARD TO SEEING YOU. SUPPORT THE URBAN LEAGUE AND HELP US TO PASS THE AGENDAS AND LET'S GET GOING AND LET'S CONTINUE TO DO THE WORK IN THE COMMUNITY, AND LET'S PUSH FORWARD AND CHANGE. LET'S CHANGE THINGS. LET'S CHANGE THINGS. LET'S BE TRANSPARENT AND PUT ASIDE THE STATISTICS, YOU KNOW, AND EVERYTHING -- THERE IS STUDIES ON EVERYTHING, BUT THE REALITY IS THERE IS STUDIES THAT KEEP HAPPENING. PEOPLE ARE GETTING PAID UP TOP FOR THE STUDIES. THERE IS VERY LITTLE CHANGE. IT'S TIME FOR CHANGE. [APPLAUSE]

CHAIR KAFOURY: DO WE HAVE OTHER PEOPLE ON THIS PANEL? I THINK WE HAVE MORE -- BEN? I KNOW JEFF IS HERE. RAYMOND? GOOD MORNING. YOU ARE FIRST. GOOD MORNING.

JEFF KLATKE: GOOD MORNING CHAIR AND COMMISSIONERS. FOR THE RECORD I AM JEFF KLATKE THE PRESIDENT OF OREGON AFSCME, WE REPRESENT OVER 27,000 PUBLIC SERVICES, WORKERS IN THE STATE OF OREGON. AND OVER 3,000 OF YOUR OWN EMPLOYEES HERE AT MULTNOMAH COUNTY. ON BEHALF OF OREGON AFSCME I WANT TO THANK YOU FOR YOUR PARTNERSHIP IN ENHANCING THE WORKFORCE EQUITY, AND FOR THIS RESOLUTION, THAT IS THE RESULT OF MANY MONTHS OF COLLABORATION, WITH MANY INDIVIDUALS, EMPLOYEES, AND ORGANIZATIONS. OREGON AFSCME ENGAGED OTHER AREAS OF PUBLIC EMPLOYERS IN THE SAME DISCUSSION, BUT YOU ARE THE FIRST TO COME TO AN AGREEMENT WITH YOUR EMPLOYEES AND COMMUNITY PARTNERS AND TO FORMALLY ADOPT A RESOLUTION WHICH MAKES A COMMITMENT TO IMPROVING THE WORKING EXPERIENCES AND THE LIVES OF PEOPLE WHO HAVE BEEN MARGINALIZED. GIVEN OUR PRESENT POLITICAL CLIMATE, PREVIOUS COMMENTS NOT WITHSTANDING I HOPE THAT THIS RESOLUTION SIGNALS TO OUR COMMUNITY THAT FAMILIES AND INDIVIDUALS WHO HAVE BEEN MARGINALIZED ARE MORE THAN JUST WELCOMED BUT ARE DESIRED. I THINK THAT THIS RESOLUTION WILL HOPEFULLY HELP THE COUNTY POSITION ITSELF AS AN EMPLOYER OF

CHOICE IN A REGION THAT CONTINUES TO DIVERSIFY. IT IS IMPORTANT FOR US TO KEEP IN MIND THAT THE POLICY WORK THAT WILL FOLLOW TODAY'S RESOLUTION SHOULD NOT BE ABOUT TAKING THE CULTURES THAT EVERYONE BRINGS WITH THEM, AND FORCING THEM TO BE ASSIMILATED INTO A DOMINANT CULTURE. IT SHOULD BE ABOUT HONORING THE CULTURE THAT EVERYONE BRINGS WITH THEM. SOME EMPLOYERS ADVERTISE WITH AN ERR OF PRIDE THAT IS DIFFICULT TO UNDERSTAND, THAT THEY COMPLY WITH THE EEOC AND AFFIRMATIVE ACTION STANDARDS. THERE SHOULD BE NO PRIDE IN COMPLYING WITH THE MINIMUM. [APPLAUSE] THIS RESOLUTION VERY INTENTIONALLY GOES BEYOND THE BARE MINIMUM. ALL OF US WHO WORKED ON THIS RESOLUTION WANT BETTER THAN THE BARE MINIMUM. HOPEFULLY THIS CAN BECOME A MODEL THAT OTHER EMPLOYERS CAN FOLLOW. THIS RESOLUTION SETS AN AMBITIOUS TIME LINE. MARCH 2018, TO IMPLEMENT IS A WORKFORCE EQUITY STRATEGY AND DOES SO DURING AN ELECTION YEAR, SO THIS PUTS PARTICULAR PRESSURE ON YOU, CHAIR KAFOURY, TO DELIVER ON THIS RESOLUTION. WE WANT THIS WORK TO SUCCEED. WE WILL STAY ENGAGED THROUGHOUT THE POLICY-MAKING PROCESS THAT FOLLOWS. AND FINALLY OREGON AFSCME WOULD LIKE TO WHOLEHEARTEDLY THANK THE EMPLOYEES, THE COMMUNITY PARTNERS, ALL OF THE INDIVIDUALS THAT WORKED SO HARD AND LENT THEIR TALENTS, THEIR COMMITMENT TO EQUITY, AND TO MAKE OUR COMMUNITY MORE WELCOMING. THANK YOU, AND THANK YOU FOR YOUR TIME.

CHAIR KAFOURY: GOOD MORNING.

COMMISSIONER SMITH: GOOD MORNING.

RAYMOND DESILVA: MY NAME IS RAYMOND DESILVA. A FRIEND OF EMPLOYEES OF COLOR. CHAIR KAFOURY, COMMISSIONERS, I THANK YOU FOR THIS HISTORIC MOMENT. BEFORE I PROCEED I COULDN'T GIVE THIS TESTIMONY TODAY WITHOUT MY FAMILY. IN THE HOUSE OF EOC, WE HAVE COME TOGETHER LIKE NO OTHER TIME AS OF NOW. BY THE DELEGATED AUTHORITY OF THE ELDERS OF EOC AND THE LEADERSHIP THAT STANDS BEHIND ME WITH THE EMPLOYEES OF COLOR AND ALL EOC MEMBERS COUNTY-WIDE, WE ARE HERE IN SOLIDARITY FOR THE WORKFORCE EQUITY RESOLUTION. TODAY I HAVE A HEAVY HEART. IT'S NOT A HEAVY HEART OF DESPAIR. IT'S A HEART WEIGHED WITH LIGHTS. WITH THAT LIGHT IT OUTWEIGHS THE DARKNESS. AND THAT IS WHAT WE ARE HERE TODAY IN THE EOC. OUR WORDS ARE FILLED WITH LIGHT, PEACE, AND A GREATER FUTURE. TWO YEARS AGO AS I STEPPED INTO THIS POSITION, I WAS SHAKED, IT'S IMPOSSIBLE. IT'S IMPOSSIBLE TO PASS THE WORKFORCE EQUITY RESOLUTION. I REMEMBER IT WAS OUT OF THE CORNER OF 3RD AND PINE IN A CAFE. NO. IMPOSSIBILITIES WERE MEANT TO BE BROKEN. AND THIS IS THAT MOMENT FOR WE AT MULTNOMAH COUNTY DO THAT TOGETHER. WITH THAT NOTE WE ARE SINGING A NEW MELODY. A NEW MELODY THAT CHANGES THE COURSE OF HISTORY. I HAVE HEARD THE CRIES OF EOC, THE CHALLENGES,

THE HARDSHIPS, AND JUST YESTERDAY I WAS TOLD THAT RAYMOND I DON'T KNOW IF I COULD SEE GO ANOTHER DAY GOING THROUGH THIS, WITH THE RACISM, WITH THE DISPARITIES, AND THE INEQUITIES IN THE WORKPLACE. NO MORE. NO MORE, NO MORE. I KNOW THAT YOU HEARD OUR CRY, AND THAT IS WHY WE'RE HERE TODAY. THERE IS A STRUGGLE IN PORTLAND, BUT THAT STRUGGLE HAS A LONG HISTORY. I'VE BEEN TOLD PORTLAND, OREGON IS KNOWN AS ONE OF THE RACIST CITIES IN AMERICA.

RAYMOND DESILVA: I'VE BEEN TOLD WE ARE THE FASTEST GROWING CITY IN DIVERSITY, BUT IN THE MIST OF -- IN THE MIDST OF THAT THERE HAS BEEN HATE, JUST THIS YEAR WE HAD FEARS OF A BLOOD BATH IN THE GOOD IN THE HOOD BY THE KKK. WE HAVE IMMIGRANTS AND REFUGEES THAT ARE SCARED TO BE SENT TO A LAND THAT THEY DON'T KNOW. THERE IS FEAR IN PUBLIC TRANSIT AND THE BUSES AND THE MAX OF THEIR OWN SAFETY. THERE IS THIS CURRENT OF A LACK OF TRUST, A LACK OF BELONGING. A LACK OF A BRIGHTER DAY. BUT I BELIEVE THAT RIGHT NOW IT IS THROUGH LOVE AND BELONGING AND JUSTICE THAT WE WILL DETHRONE RACISM. [APPLAUSE] BUT WE MUST DO IT TOGETHER. IN THE WORDS OF ONE OF MY EOC ELDERS, MISS KENYA. YOU SAID ON MY FIRST MONTH OF EOC AS CHAIR, TAKE US THERE. TAKE US THERE. WE HAVE NOT BEEN ABLE TO GET TO THAT LAND OF MILK AND HONEY. TAKE US THERE! WE NEED A MILLENNIAL TO STEP US AND TAKE US THERE BECAUSE THE OLD WAYS HAVEN'T WORKED NO MORE. WITH THAT, WITH THE OLD WAYS, THERE IS A LANDMARK THAT I SAW THIS MORNING THAT DIVIDES THE CITY. IT IS THE RIVER. IT IS THE RIVER THAT DIVIDES OUR LAND. BUT THE VERY THING THAT DIVIDES US MUST UNITE US. AS FAR AS THE EAST, TO THE WEST. AS HIGH AS NORTH TO THE SOUTH.

WE AS A PEOPLE, AT MULTNOMAH COUNTY MUST COME TOGETHER TO STAND FOR RACIAL EQUITY. WE MUST MOVE FORWARD INTO IS A LAND WHERE WE BREAK THE CHAINS OF RACISM, TO BREAK THE CHAINS OF INEQUITIES, TO BREAK THE CHAINS OF DISPARITIES. WE HAVE A NEW MELODY TODAY. WE MUST GET TO THE RIVER. THAT RIVER IS A RIVER OF LIFE IN THAT RIVER. IN THE RIVER THERE IS A NEW, THERE IS A WASHING OF THE OLD WAYS. BUT WE MUST GET TO THE RIVER TO GET TO THE NEW, TO THE NEW DAY. AS YOU SEE IF WE GET TO THE RIVER AS A PEOPLE, WE WILL SEE A NEW LANDS THAT STRETCHES IN THE DISTANCE. THAT'S WHERE WE WANT TO GO. ISAIAH 33. IT IS IN THE RIVER THAT UNITES WITH SAFETY AROUND THE CITY. IT'S IN THE RIVER THAT UNITES BELONGING. IT'S IN THE RIVER THAT WE ARE ABLE TO MOVE FORWARD. WE IN THE RIVER IN THE CITY FOR THE CITY, THROUGHOUT THE CITY. WE MUST BUILD A NEW DEEP FOUNDATION BECAUSE WITH DEEP FOUNDATIONS, WE ARE ABLE TO BUILD TALL BUILDINGS, AND WE MUST BUILD A NEW TALL BUILDING THAT IS FOR EQUITY AND LOVE. TO CAST OUR BEST YEAR. AS MANY HAVE SAID, THERE IS AN URGENCY. YOU FEEL IT. I DON'T HAVE TO SAY ANYTHING, YOU JUST FEEL IT COMING OFF OF MY HEART. PLEASE STAND WITH THE EMPLOYEES OF COLOR TODAY. PLEASE WORK FAST AND QUICKLY FOR MARCH OF 2018 TO IMPLEMENT THE STRATEGIES. WE MUST

COME TO THE RIVER AND FIND A NEW LIFE. CHAIR KAFOURY, COMMISSIONERS, COMMISSIONER STEGMANN, COMMISSIONER VEGA PEDERSON, COMMISSIONER SMITH, COMMISSIONER MEIERAN, CHAIR KAFOURY THANK YOU FOR YOUR FRIENDSHIP WITH EOC AND MYSELF, AND I ASK YOU TODAY TO TAKE US TO THE LAND IN THE DISTANCE WITH MILK AND HONEY BY PASSING AND ADOPTING THE WORKFORCE EQUITY RESOLUTION, AND MAY THIS BE THE BEGINNING OF A NEW LIGHT, IS A NEW CHAPTER IN PORTLAND, OREGON. [APPLAUSE]

CHAIR KAFOURY: EMPLOYEE OF THE YEAR AWARD. I'M TELLING YOU. BEN, ARE THERE OTHER PEOPLE ON THE PANEL TO SPEAK? OK.

BEN DUNCAN: YES, THANK YOU.

CHAIR KAFOURY: THANK YOU. I THINK THAT WE HAVE SOME FOLKS WHO HAVE SIGNED UP FOR PUBLIC TESTIMONY AS WELL. LYNDA.

BOARD CLERK: MADAM CHAIR WE HAVE 12 SIGNED UP. WHEN I CALL YOUR NAME PLEASE COME FORWARD.

CHAIR KAFOURY: I AM SORRY FOR WHOEVER HAS TO SPEAK AFTER THAT. JUST GOING TO PUT THAT OUT RIGHT THERE. SORRY, GO AHEAD. WHO IS UP NEXT?

BOARD CLERK: [READS NAMES][INAUDIBLE]

CHAIR KAFOURY: BEFORE PEOPLE START WE HAVE A TIME LIMIT ON THE SPEAKERS. WE HAVE A LOT OF PEOPLE WHO WANT TO SPEAK, AND I WANT TO MAKE SURE THAT EVERYONE WHO WANTS TO BE HEARD IS HEARD. WE ALSO HAVE SOME OTHER, OTHER VERY IMPORTANT ITEMS ON THE AGENDAS, AND I WANT TO LET THE PEOPLE WHO ARE HERE FOR OTHER ITEMS KNOW THAT SIT TIGHT. IT WILL BE A WHILE BUT THAT'S OK. AND THANK YOU FOR COMING. ALL RIGHT. WHO IS UP? TRACEY DO YOU WANT TO GO FIRST?

TERESA RAYFORD: YEAH. THANK YOU RAYMOND AND IT'S UNFORTUNATE THAT I HAVE TO SPEAK AFTER HIM. BUT FOR THE RECORD I AM TERESA RAYFORD, A LOCAL ORGANIZER, CIVIL RIGHTS LEADER, AND NATIVE OREGONIAN, FOURTH GENERATION, MULTNOMAH COUNTY. I WANTED TO SAY FIRST OF ALL THAT FROM THE TIME THE EMPLOYEES OF COLOR INVITED ME TO SPEAK AT THEIR JUNETEENTH CELEBRATION, TWO YEARS AGO AT THE LINCOLN ROOM, I FELT OVERWHELMED WITH LOVE BECAUSE I HAD NOT FELT AS AN ACTIVIST, AS A PROTESTER, SOMEONE WHO IS OUT HERE DEFENDING MY COMMUNITY THROUGH MY POLITICAL ACTIVISM, I DIDN'T FEEL THAT THE INFRASTRUCTURES THAT HAD THE SUPPORT SYSTEMS RESPECTED ME OR SAW ME AS A HUMAN OR UNDERSTOOD WHAT WAS COMING OUT OF MY MOUTH WAS SOMETHING THAT THEY HAD THE MAUER TO -- POWER TO

CHANGE, BUT IT IS FROM TIME THAT THEY INVITED ME AND I WAS ABLE TO SPEAK TO THE EMPLOYEES THE THINGS THAT CAME OUT OF MY HEART WERE SIMILAR TO WHAT RAYMOND IS SAYING, AND WE WERE NOT IN THE SAME ATMOSPHERE. WE DID NOT HAVE THE SAME SOCIAL CLIMATE WHERE PEOPLE, EMPLOYEES OF COLOR WERE SPEAKING OUT TO THEIR COMMISSIONERS AND TO THE CITY AND TO THE GLOBE IN THIS WAY.

TERESA RAYFORD: SO PART OF MY KEYNOTE WAS TO DEMAND THAT ATTENTION, AND I WAS NOT DOING IT IN A CONDESCENDING WAY OR BEING AIR DEPENDENT ABOUT WHAT I WAS ASKING THEM FOR. I WAS ADVISING THEM THAT THE WORK THAT WE DO AS ACTIVISTS, THAT THE THINGS THAT HAPPEN TO US AS CHILDREN THAT ARE VIOLATED BY THE OPPRESSIVE SYSTEMS AND POLICIES IN THIS COUNTY, DEPRIVED OF OUR FAMILIES, DEPRIVED OF SOLUTIONS THAT WE COUNTED ON THE PEOPLE IN THIS COUNTY THAT WORKED FOR US. THE ONES THAT HAD UNIONS AVAILABLE TO SUPPORT THEIR VOICES WHEN THEY SPOKE OUT ABOUT THE INEQUITIES THAT EXIST IN THEIR JOBS. IN THIS INDUSTRY. I TOLD THEM THAT OUR EXPECTATIONS OF THEIR SUPPORT WASN'T SOMETHING THAT SHOULD DIVIDE US OR MAKE US FEEL DEFENSIVE ABOUT EACH OTHER WHEN WE COME INTO CONTACT, BUT IT SHOULD ENHANCE THE RELATIONSHIPS IN OUR COMMUNITY BECAUSE WHAT'S GOOD FOR THOSE OF US THAT ARE MOST VULNERABLE IS GOODS FOR ALL OF US IF WE ARE TAKING -- TAKEN CARE OF.

THAT'S WHAT NEIGHBORS DO FOR EACH OTHER, THAT'S WHAT COMMUNITY MEANS, IT MEANS COMMON UNITY, A REASON TO BE UNIFIED. WORKING FOR THE COUNTY IS A PRIVILEGE. IT IS AN ASSET TO THOSE OF US THAT ARE MOST VULNERABLE BECAUSE WE KNOW THAT THE PEOPLE WORKING THERE REPRESENT US BECAUSE THEY ARE OUR FAMILY MEMBERS. IT IS A STRANGE CONTRADICTION WHEN THEY TELL US IT'S UNFORTUNATE THAT THEY CAN SUPPORT US. IT'S A STRANGE CONTRADICTION, THOUGH, WHEN THEY HAVE TO MEET WITH US IN COFFEE SHOPS INSTEAD OF THEIR OFFICES. IT'S A STRANGE CONTRADICTION, THOUGH, WHEN THEY KNOW THAT WE ARE DYING AND THAT THERE IS RESOURCES WITHIN THE COUNTY THAT COULD BE UTILIZED TO CREATE SOLID SOLUTIONS. BUT THE MANDATES AREN'T THERE BECAUSE THE PRIORITIES FOR US ARE MINOR. I HOPE THAT YOU DO WHAT'S NECESSARY, AND I HOPE THAT YOU PASS THIS RESOLUTION BECAUSE THE HOPE THAT WE HAVE FOR THE EMPLOYEES THAT WORK HERE IS THAT THEY ARE THE SOLUTION THAT'S NEEDED TO MOVE THIS FORWARD. THANK YOU.

DARRINA MUHAMMAD: TRISHA TILLMAN. THAT IS A REALLY IMPORTANT PERSON TO ME. SHE'S VERY DEAR, YOU KNOW, JUST FOR ME TO HEAR ABOUT WHAT HAPPENED TO HER. IT HURTS MY FEELINGS BECAUSE SHE'S A GREAT PERSON. SHE'S A HARD WORKER. AND I DON'T THINK THAT IT'S SOMETHING THAT IS TRANSPARENT, I THINK THAT NEEDS TO BE LOOKED AT. I THINK THAT THERE NEEDS TO BE A LOT OF CHANGES AND YOU KNOW, I AM GLAD THAT I GOT CALLED BACK UP HERE BECAUSE I WANTED TO MENTION HER NAME AND

TO LET HER KNOW THAT WE ARE AT URBAN LEAGUE ARE HERE TO SUPPORT HER. THAT'S ALL I AM GOING TO SAY FOR RIGHT NOW. [APPLAUSE]

CHAIR KAFOURY: I AM SORRY WOULD YOU JUST SAY YOUR NAME?

DORERINA MUHAMMAD.

CHAIR KAFOURY: THANK YOU.

WILL LANG: GOOD MORNING CHAIR KAFOURY AND MEMBERS OF THE MULTNOMAH COUNTY BOARD OF COMMISSIONERS, I AM WILL LANG, THE EXECUTIVE DIRECTOR OF PORTLAND JOBS FOR JUSTICE, JOJ IS A 100 MEMBER COALITION OF UNIONS AND COMMUNITY AND FAITH GROUPS THAT SUPPORTS WORKERS RIGHTS WITH THE RACIAL AND GENDER JUSTICE EQUITY LENS IN OUR COMMUNITY I AM EXCITED TO BE HERE TODAY WITH THE POWERFUL SPEAKERS AND THE POWERFUL REPRESENTATION FROM LOCAL ADA MEMBERS AND MULTNOMAH COUNTY EMPLOYEES AND SUPPORT THE RESOLUTION. THIS IS A GREAT OPPORTUNITY FOR MULTNOMAH COUNTY TO, ALONG WITH AFSCME TO LEAD ON ISSUES OF EQUITY. YOU ARE ONE OF THE LARGEST EMPLOYERS IN THE COMMUNITY SO WE ALL LOOK TO YOU TO REALLY HELP TO LEAD THE WAY ON ISSUES OF EQUITY AND INCLUSION IN THE WORKPLACE. THE WORK STARTS NOW TO IMPLEMENT THIS RESOLUTION SO EVEN THOUGH THIS WILL BE A GREAT MOMENT AND WE LOOK FORWARD TO THE VOTE, IN SUPPORT OF IT IT'S ALL ABOUT HOW WE WORK TO MAKE IT REAL IN MULTNOMAH COUNTY, AND JOBS FOR JUSTICE IS WILLING TO HELP CONTINUE SUPPORTING AND HELP LIFTING UP THE WORK THIS WE DO HERE FOR MULTNOMAH COUNTY AND FOR MULTNOMAH COUNTY EMPLOYEES OF COLOR. I WANT TO ALSO APPLAUD AFSCME COUNCIL 88 AND 75 FOR HELPING LEAD OUR LOCAL LABOR MOVEMENT AND PIONEERING THE CONNECTIONS BETWEEN LABOR UNIONS AND COMMUNITY ALLIES TO PRIORITIZE THE EQUITY AND INCLUSION, AND NOT JUST IN THE BARGAINING UNIT BUT IN OUR COMMUNITY. THANK YOU FOR ALL YOUR WORK ON THERE AND FOR ISSUES OF EQUITY AND INCLUSION IN MULTNOMAH COUNTY. THANK YOU.

CHAIR KAFOURY: THANK YOU. GOOD MORNING.

PROMISE KING: GOOD MORNING. I AM PROMISE KING, THE PRESIDENT OF THE LEAGUE OF MINORITY VOTERS. I AM NOT HERE TO ENTERTAIN OR TO CAUSE THE ABOMINATION THAT IS OUT THERE OF THIS PLACE. MULTNOMAH COUNTY BUILDS ON RACISM, BUILDS ON HUMANIZATION, IT IS BUILT ON EVERYTHING THAT MIXES ON AMERICAN. I AM NOT GOING TO SUGAR COAT THAT. WE CAN LOOK BACK TO THE DAYS OF [INAUDIBLE], TO THE DAYS OF BETH STEIN, TO THE DAYS OF JEFF COGEN. TO THE DAYS OF, WHAT'S HIS NAME -- LET US BE HONEST, LET US BE HONEST, RACE DID NOT START HERE, IT DID NOT START WITH CHAIR KAFOURY AND NOT GOING TO END WITH CHAIR KAFOURY. LET US BE HONEST RESOLUTION, ACUTE AND SEXY. THEY WILL NOT FIX WHAT WE

ARE FIXING. LET US BE HONEST, WE NEED TO DO MORE, DRESSING UP THE SYSTEM, TO LOOK PRETTY, IT IS NOT GOING TO CHANGE ANYTHING. LET US BE HONEST WHAT WE FACE, NEED ATTENTION, INTENTIONAL ACTIONS, TO CHANGE THE CULTURE THAT IS MULTNOMAH COUNTY, BUILT AROUND DECADES OF BIGOTRY. LET US BE HONEST. THE LEAGUE OF MINORITY VOTERS SAW THIS EIGHT YEARS AGO. WE WENT INTO ACTION. WE SAID FIRST WE ARE GOING TO DIVERSIFY THE COUNTY LEADERSHIP. LET US BE HONEST WE WENT, BROUGHT LORETTA SMITH TO THIS COUNTY. LET US BE HONEST, RECENTLY I BROUGHT LOWER SEGMAN TO THIS COUNTY.

PROMISE KING: LET US BE HONEST BECAUSE WE WANTED TO CHANGE THE SYSTEM ENOUGH OF KUMBAYA. I'VE BEEN SAYING THAT SINCE I WAS THREE YEARS OLD. LET US BE HONEST, I SEE THE CHAIR NOW WHEN PEOPLE SAY RESOLUTION, RESOLUTION IS CUTE BUT I KNOW THE SENSE OF THE CHAIR. WHEN I WAS YOUNGER, A LITTLE YOUNGER, I WORKED FOR DEBORAH. I SAW HER STAND IN SALEM FIGHTING FOR ACTION. THE LEGAL MINORITY VOTERS IS TRYING TO OPEN AN OFFICE IN SEATTLE NOW. THERE IS NO AFFIRMATIVE ACTION IN SEATTLE. THERE IS NO AFFIRMATIVE ACTION IN CALIFORNIA. LET US BE HONEST DEBORAH STOOD IN THE HALLS OF SALEM TO REALLY LOOK INTO MEASURE 11. I ASK OUR, WHICH OUR COMMUNITY REJECTED. SO WHAT AM I SAYING? I AM SAYING THAT THIS WORK WILL REQUIRE ALL OF US, ALL OF OUR SPIRIT, ALL OF OUR DETERMINATION, ALL OF OUR OWE DASSITY. ALL OF OUR PRAYERS TO ENSURE THAT NO EMPLOYEE IS DOWNGRADED, DENIGRATED, OR SIMPLY FIRED. THIS IS NOT NEW. WE WILL BE SILENT NO MORE. THANK YOU.

CHAIR KAFOURY: THANK YOU. LYNDIA. WE HAVE MORE SPEAKERS?

COMMISSIONER SMITH: MADAM CHAIR, CAN YOU HEAR ME?

CHAIR KAFOURY: YEAH.

COMMISSIONER SMITH: THANK YOU.

CHAIR KAFOURY: WE HAVE MORE PUBLIC SPEAKERS. MORE PUBLIC TESTIMONY. SORRY COMMISSIONER.

BOARD CLERK: [READS NAMES]

CHAIR KAFOURY: YOU CAN GO FIRST.

ONISHA COCHRAN: I AM ONISHA COCHRAN. THANK YOU COMMISSIONERS FOR ALLOWING PLEA TO COME AND TALK TO YOU TODAY. THERE IS A LOT OF STUFF ON MY HEART TODAY. I REALLY FEEL WHAT A LOT OF THE OTHER SPEAKERS HAVE BEEN TALKING ABOUT, ABOUT THE PEOPLE OF COLOR IN THE WORK PLACE. I WORK AT OHSU AND SINCE I'VE BEEN WORKING IN THE

FIELD OF RECOVERY I HAVE SEEN THAT A LOT OF ORGANIZATIONS WILL BRING IN THE TOKEN NEGRO BUT ONCE THEY GET THERE THEY WANT US TO ASSIMILATE. IT'S SOMETHING THAT WE FIGHT, AND I THINK THAT IT'S A SHAME THAT THE CHILDREN IN OUR COMMUNITIES CANNOT SEE PEOPLE OF COLOR IN POSITIONS OF POWER, AND WHEN THEY GET IN POSITIONS OF POWER THEY HAVE SO MANY FORCES SURROUNDING THEM TO TAKE THEM DOWN. IT'S NOT RIGHT. OUR COMMUNITIES ARE DYING. PEOPLE ARE DYING FROM ADDICTION. ADDICTION IS NOT A SOURCE OF ALL OUR PROBLEMS, BUT INTENSIFIES EVERYTHING.

ONISHA COCHRAN: IT INTENSIFIES US IF WE ARE ON DRUGS AND WE HAVE TO INTERACT WITH POLICE WHO MAY WANT TO BRUTALIZE US. IT MAKES US VULNERABLE THAT WE CANNOT INTERACT IN SUCH A WAY TO LIVE, TO STAY ALIVE. IT INTENSIFIES POVERTY. IT INTENSIFIES OUR ABILITY TO GET AN EDUCATION. I FEEL LIKE PEOPLE THAT ARE IN POSITIONS OF COLOR CAN SUPPORT US BETTER IF THEY HAVE THAT LOVE AND THAT CONNECTION TO THE COMMUNITY, AND WE CAN SEE THEM IN POSITIONS OF POWER. IT MAKES US STRIVE MORE. I REALLY FEEL LIKE YOU GUYS COULD SUPPORT US MORE, ESPECIALLY IN THE RECOVERY FIELD. WE ARE HAVING A RALLY. WE WOULD LIKE TO SEE ALL OF YOU GUYS THERE ON SEPTEMBER 30 IN THE PSU PARK BLOCKS. WE WANT TO START SEEING COMMISSIONERS AND HIGHER-UPS AND SENATORS AND POLITICIANS PUT THAT YOU ARE MONEY WHERE THEIR MOUTH IS, AND WHEN YOU BECOME A POSITION THAT YOU ARE IN, YOU ARE IN A POSITION OF POWER AND A PRIVILEGE.

YOU KNOW ESPECIALLY IF YOU ARE A WHITE PERSON AND YOU HAVE ANOTHER KIND OF PRIVILEGE, AND IF YOU REALLY WANT TO REPRESENT THE COMMUNITY YOU WANT TO REPRESENT THE ENTIRE COMMUNITY, AND IT IS POSSIBLE. I AM SITTING HERE BECAUSE IT IS POSSIBLE. 15 YEARS IN PRISON, 25 YEARS OF CRACK ADDICTION, AND SOMEBODY HAD HELP FOR ME, AND I AM STANDING HERE IN THE GAP FOR MY COMMUNITY, AND I NEEDS YOU GUYS TO STAND UP, YOU KNOW, REALLY REPRESENT THAT WHAT YOU ARE SAYING IS REAL AND TRUE TALK BECAUSE MY PEOPLE ARE DYING. I AM, I AM WORKING AT OHSU NOW, BUT YEAH, DO I HAVE THE TEMPTATION TO STOP AND GO ALL OUT AND SEE WHAT I COULD DO FOR MY COMMUNITY WITHOUT A PAYCHECK BECAUSE I FEEL LIKE IT'S GETTING THAT DESPERATE. I FEEL THE URGENCY. I FEEL WHEN YOU ARE SCARED TO RIDE THE MAX BECAUSE ONE MAN IS ABLE TO SLICE THREE MEN'S NECKS, AND THEY KICKING PEOPLE, BLACK PEOPLE OFF THE MAX BECAUSE THEY ARE HIGH OR DRUNK, AND MAYBE THEY ARE BECAUSE THEY ARE SCARED TO DEATH. I KNOW I AM SCARED TO DEATH. I WALK EVERY DAY SCARED TO DEATH. I GO INTO MY OFFICE AT WORK AND AT OHSU, SCARED TO DEATH BECAUSE ANY WRONG MOVE I COULD LOSE A JOB BECAUSE I KNOW THAT I AM A TOKEN NEGRO, AND NOBODY SHOULD HAVE TO LIVE AND FEEL THAT WAY.

CHAIR KAFOURY: THANK YOU. [APPLAUSE] GOOD MORNING.

GOOD MORNING CHAIR KAFOURY AND TO THE REST OF YOU COMMISSIONERS. I AM APRIL JOHNSON, AND I AM HERE TODAY TO HAVE, TO FURTHER THE DISCUSSION ABOUT THE DISMISSAL OF TRISHA TILLMAN. I WANTED TO FIRST START OUT BY -- I AM SORRY.

CHAIR KAFOURY: PUT THE MICROPHONE A BIT CLOSER.

I WANTED TO START OUT BY TELLING YOU I MET TRISHA WHEN WORKING FOR THE OREGON HEALTH AUTHORITY AS THE BEHAVIORAL BLOCK GRANT WRITER WITH THE ADDICTIONS AND MENTAL HEALTH DIVISION WHICH IS THE HEALTH SERVICES DIVISION NOW. WHEN I TOOK THAT JOB IT WAS A VERY HUGE JOB BECAUSE MY WORK ENTAILED MAKING SURE THAT I PLANS FOR COMMUNITIES OF COLOR AND FOR OTHER VULNERABLE COMMUNITIES WHO WERE SUFFERING FROM ADDICTION AND MENTAL HEALTH. I REALLY APPRECIATE THE STORY THAT THIS YOUNG WOMAN SITTING NEXT TO ME JUST TALKED ABOUT. HAD IT NOT BEEN FOR TRISHA BEING AT OHA AT THAT TIME YOU KNOW, TRYING TO ADVANCE THAT WORK AND BEING IN AN ENVIRONMENT WHERE I, TOO, WAS THE FIRST BLACK PERSON TO WORK FOR THE HEALTH SYSTEMS DIVISION, AND HAVING TO, AND HAVING THE BURDEN OF PLANNING FOR PEOPLE THAT NOBODY WANTED TO HEAR ABOUT, SITTING IN A ROOM WITH POLICY-MAKERS THAT, WHERE NOBODY WANTED TO HEAR ABOUT THE NEEDS OF THE PEOPLE OF COLOR AND EVERY TIME YOU SAY SOMETHING ABOUT BLACK OR HISPANIC OR NATIVE AMERICAN PEOPLE YOUR VOICE IS DROWNED OUT. THAT WAS A VERY DIFFICULT PROCESS TO WALK THROUGH. HAD IT NOT BEEN FOR TRISHA BEING THERE AT THAT TIME AND BEING IS A PART OF THE CABINET AND LEADERSHIP AND SHOWING ME HOW TO BE STRATEGIC AND HOW TO USE DATA AND HOW TO GET PEOPLE TO COME IN AND TO BE A PART OF THE PLANNING AND BE A PART OF THE MOVING THE NEEDLE IN ADVANCING HEALTH EQUITY AND DISMISSING, DISMISSING THE, DISMISSING THE INEQUITIES THAT PEOPLE OF COLOR ARE EXPERIENCING, THE DEATHS THAT PEOPLE ARE EXPERIENCING HERE IN OUR COMMUNITIES, JUST NOT ONLY IN MULTNOMAH COUNTY BUT ACROSS OREGON. TRISHA TALKING ME HOW TO GO IN AND TO SIT AT THE TABLE WITH MY LEADERSHIP AND TALK ABOUT WHAT PEOPLE NEED IN A WAY THAT MADE SENSE AND IN A WAY THAT WAS STRATEGIC AND IN A WAY THAT ACTUALLY MOVED THE NEEDLE. BECAUSE OF TRISHA JUST LIKE THE EOC FOLKS CAME AND STOOD HERE TODAY AND SHARED ABOUT ALL OF THE ADVANCEMENTS THAT THEY HAVE MADE, I WAS ABLE TO MAKE INVESTMENTS USING BLOCK GRANT FUNDS AND WORKFORCE DEVELOPMENT THAT MEANT THAT TEN FULL RIDE SCHOLARSHIPS TO PORTLAND COMMUNITY COLLEGE AND ADDICTION AND CERTIFICATION DEGREE WAS HANDED OUT, NOT HANDED OUT BUT PEOPLE HAD THE OPPORTUNITY, AFRICAN-AMERICANS HAD THE OPPORTUNITY TO GO THROUGH THE PROGRAMS AND GET THOSE DEGREES, AND AS A RESULT OF THAT FIRST CONTRACT, IT HAS TO BE RENEWED THREE TIMES NOW, SO THAT MEANS 30 AFRICAN-AMERICANS NOW GET TO GO THROUGH THE PORTLAND

COMMUNITY COLLEGE'S ADDICTIONS SERVICES PROGRAM AND OBTAIN COLLEGE DEGREES AND CREATE PATHWAYS TO HIGHER EDUCATION WHERE THEY CAN GO ON TO GET MASTER LEVEL DEGREES OR BACHELORS AND MASTERS DEGREES. THE OTHER THING WE WERE ABLE TO MOVE THE NEEDLE IN PREVENTION AROUND DRUG AND ALCOHOL. MAKING SURE THAT THE AFRICAN-AMERICAN COMMUNITY AGAIN, AND I WAS NOT AFRAID TO STAND UP AND SAY THAT MY COMMUNITY NEEDS THIS. BEING THE ONLY BLACK PERSON COMING TO WORK EVERY DAY WITH WHITE PEOPLE ASKING ME, WE THOUGHT THEY FIRED YOU BY NOW. YOU KNOW. HAVING TO COME TO WORK IN THE FEAR THAT EVERYBODY IS TALKING ABOUT, WHEN YOU WORK IN GOVERNMENT, WHEN YOU WORK INN WHITE ENVIRONMENTS, I AM GOING TO BE QUIET IN A MINUTE BUT I JUST NEED TO TELL YOU GUYS THAT THE WORK THAT THIS WOMAN SHOWED ME HOW TO DO, SHOWED ME HOW TO DO, TO SAVE LIVES. [APPLAUSE] POURING INTO OTHER PEOPLE, THE MANIFESTATION OF THE WORK THAT TRISHA HAS DONE IN OUR COMMUNITY HAS BEEN PHENOMENAL. IT HAS BEEN PHENOMENAL. AND I JUST WANT TO CONTINUE TO ASK YOU WHEN I SIT HERE AND LISTEN, I WATCHED THE EMPLOYEES STAND UP HERE, TRISHA TILLMAN STARTED THAT EQUITY WORK HERE IN THE COUNTY. TRISHA TILLMAN MOVED THAT WORK TO THE PLACE TO WHERE IT IS TODAY, AND SO WATCH HER BE, TO WATCH HER BE DISMISSED AT THIS TIME IS -- IT'S A PAINFUL. I AM SITTING IN THE AUDIENCE TODAY AND I AM CRYING BECAUSE MY FRIEND HAS BEEN PICKED OFF, LITERALLY PICKED OFF. IT IS NOT OK THAT THE EQUITY WORK IS ONLY ADVANCED IN LOGIC OR IN THEORY. THAT'S NOT OK. ECWORK, IT WORKS FOR THE WORK THAT THE WOMAN HAS DONE HAS WORKED FOR ALL OF US.

CHAIR KAFOURY: THANK YOU.

I WANT TO THANK YOU FOR YOUR TIME.

CHAIR KAFOURY: THANK YOU.

EBONY BELL: GOOD MORNING. MY NAME IS EBONY BELL. I AM A LIBRARY OUTREACH SPECIALIST FOR THE MISCONDUCT LIBRARY. MY BROTHER RAYMOND ASKED ME TO SPEAK TODAY, AND BECAUSE HE ASKED ME TO SPEAK I AM HERE. I WOULD NOT HAVE COME BEFORE YOU IF NOT FOR HIS REQUEST. I AM VERY HAPPY TO DO SO, AND I THANK YOU FOR HEARING ME CHAIR KAFOURY AND COMMISSIONER STEGMANN AND VEGA PEDERSON AND SMITH AND COMMISSIONER MEIERAN. I AM VERY HAPPY TO SUPPORT THE WORK OF THE WORKFORCE EQUITY RESOLUTION. I WORKED TO TRY TO GET IT PASSED FOR MANY, MANY YEARS. ALONG WITH THE OTHER EMPLOYEES OF COLOR CHAIRS WITH THE EMPLOYEES OF COLOR MEMBERSHIP AND WITH THE OFFICE OF EQUITY AND DIVERSITY. AND I AM HAPPY WITH THE DOCUMENT THAT EXISTS IN ITS PRESENT FORM. I WANT TO ACKNOWLEDGE THAT WHEN I FIRST BEGAN WORKING FOR THE LIBRARY TEN YEARS AGO, WHEN I WENT TO WORK I KNEW ALL OF THE OTHER BLACK PEOPLE WHO WORKED FOR THE

LIBRARY. I COULD NAME THEM BY NAME. THAT'S NO LONGER TRUE. I DO NOT KNOW EVERYBODY BLACK EMPLOYEE. LIBRARY FULLY MORE. THE LIBRARY HAS MADE PROGRESS IN ITS HIRING, AND IT'S BECOME MORE CREATIVE IN ITS HIRING. I WANT TO ACKNOWLEDGE THAT FIRST. TEN YEARS AGO WHEN I WAS HIRED BY THE LIBRARY, I HAD A COLLEAGUE, AND IT SEEMED TO ME THAT SHE -- HER SOLE PURPOSE IN LIFE WAS TO MAKE MY PROBATIONARY PERIOD HERE A HELL, AND SHE DID. SHE SUCCEEDED IN THAT. SHE HAD UNCONTROLLABLE MOOD SWINGS. SHE MADE UP RULES FOR ME ON THE FLY. SHE DISREGARDED MY EXEMPLARY WORK, AND SHE HAD A DIFFERENT STANDARD FOR ME THAN SHE HAD FOR ANYONE ELSE. SHE WAS NOT MY SUPERIOR. SHE WAS MY EQUAL, AND A COLLEAGUE. WHEN I TYPED THESE DIFFERENT ITEMS INTO GOOGLE I CAME UP WITH A TERM THAT I HAD NEVER HEARD BEFORE. IT WAS CALLED "WORKPLACE BULLY." AT THAT TIME THAT TERM WAS BRAND NEW AND I HAD NEVER HEARD OF IT. WELL TIME PASSED. MY COLLEAGUE WAS LET GO AND I REMAINED. SHE DID NOT ACTUALLY SUCCEED EXCEPT THAT SHE SUCCEEDED IN BULLY ME EVERY DAY. AND LAST YEAR A YOUNG, HANDSOME, AFRICAN-AMERICAN MAN CAME TO AN EMPLOYEE OF COLOR MEETING, AND HE EXPLAINED THAT HE WAS A LARGER GENTLEMAN, 6'4", 250 POUNDS, AND HE EXPLAINED THAT SOME OF THE WHITE WOMEN WITH WHOM HE WORKED FOUND HIM THREATENING. AND HE WAS WORRIED THAT HE WOULDN'T PASS HIS PROBATIONARY PERIOD. AND I WAS HAPPY TO LEND MY ADVICE TO HIM ABOUT WHAT THINGS HE MIGHT DO. THAT GENTLEMAN IS NOT HERE TODAY. HE WAS NOT HIRED ON AT THE COUNTY SO WHEN RAYMOND ASKED ME TO SPEAK TODAY I THOUGHT THAT YES, I WILL DO SO BECAUSE THAT GENTLEMAN IS NOT HERE TO SPEAK FOR HIMSELF. HE WAS NOT ABLE TO PROTECT HIMSELF. HE WAS NOT LUCKY AS I WAS. SO COMMISSIONERS AND CHAIR I AM HERE TODAY ON BEHALF OF THE PEOPLE WHO AREN'T HERE TODAY AND CAN'T BE SO. I AM HOPING THAT THE WORKFORCE EQUITY RESOLUTION WILL PUT IN PLACE PLANS THAT WILL PROTECT THE EMPLOYEES OF MULTNOMAH COUNTY IN SITUATIONS LIKE THAT, THAT THE YOUNG MAN FACED. I AM KEEPING MY REMARKS BRIEF BUT I HOPE THAT YOU WILL RETAIN THE SPIRIT OF WHAT I HAVE SHARED WITH YOU TODAY. THANK YOU VERY MUCH.

CHAIR KAFOURY: THANK YOU.

LESLIE THOMAS: I AM LESLIE THOMAS, AND I WORK FOR MULTNOMAH COUNTY'S AGING AND DISABILITY VETERAN SERVICES. AND I THINK ONESHA AND APRIL AND EBONY FOR THEIR TESTIMONY BEFORE ME. AND WHILE I AM NERVOUS I, TOO, WAS JUST PRESENTED -- I AM GOING TO BREATHE. I AM GOING TO READ MY ACCOUNT SO I DON'T GO ALL OVER THE MAP. AND I AM GOING TO SHARE WITH YOU A VERY PERSONAL EXPERIENCE THAT I ENCOUNTERED, I ENDURED, AN EXPERIENCE MOST RECENTLY AT MULTNOMAH COUNTY AT MY WORK SITE. I ALSO WANT TO SAY THAT MY FATHER PASSED AWAY SEVERAL YEARS AGO BUT I THANK HIM TODAY I UNDERSTAND AND I THANK HIM FOR NOT ALLOWING HIS CHILDREN TO EVER

USE THE "N" WORD, NOT AS A TERM OF ENDEARMENT. HE TAUGHT US TO DISLIKE -- IT WAS DISRESPECTFUL. HE WOULD RATHER HEAR US SAY THE "B" WORD INSTEAD OF THE "N" WORD, AND TODAY I REALLY THANK HIM FOR THAT. THIS IS MY ABILITY -- I RECENTLY EXPERIENCED. AND THE LACK OF RESPONSE THAT I HAVE GOTTEN SO FAR FROM MANAGEMENT TO INCLUDE H.R., APPROXIMATELY 10:30 IN THE MORNING, 8:30, THERE WAS A CONVERSATION THAT OCCURRED AROUND MY CUBE AREA BETWEEN A FEW CASE MANAGERS ABOUT THE DEVASTATION IN TEXAS. THE HURRICANES IN TEXAS.

KATHY MATHEWS: WHEN I HEARD A CO-WORKER, KATHY MATTHEWS, SAY CLEAN TEXAS STANDS FOR KILLING EVERY NIGGER IN SIGHT. THE CONVERSATION BROKE UP A COUPLE OF MINUTES, AND EVERYONE WENT THEIR WAY AND I SAT THERE AND I SAT THERE, BECAUSE YOU KNOW SOMETIMES I MIGHT NOT BE THE SHARPEST KNIFE IN THE DRAWER BUT I AM IN THE DAMN DRAWER. AROUND A HALF AN HOUR TO 45 MINUTES LATER I ASKED IT SPEAK TO MISS MATTHEWS, AND I SAID I DON'T KNOW WHERE OR WHY YOU HEARD AND REPEATED WHAT THE MEANING OF "CLEAN" IS, BUT IT'S OFFENSIVE. I REALLY, AND I REALLY WOULD APPRECIATE IF SHE WOULDN'T HAVE SHARED THAT BECAUSE YOU COULD REALLY MAKE A SAYING FOR ANY TOWN, CITY, OR STATE. IT WAS NOT APPROPRIATE FOR HER TO SHARE IT. THIS LADY RESPONDED WITH, THIS IS A FACT. SHE WENT ON TO SAY THAT WHILE IT WAS OFFENSIVE TO ME, SHE HAD THE RIGHT TO SAY ANYTHING THAT SHE WANTED TO. IT WAS AT THAT TIME THAT I SAID NOT WITHOUT CONSEQUENCES AND REPERCUSSIONS. HELLO! AND SHE THOUGHT THIS WAS OK, IT SADDENED ME, TO REPEAT. AFTER AN EXCHANGE OF WORDS I WENT ON TO SPEAK TO THE GENERAL MANAGER, SUPERVISORS, AND SOMEONE ELSE AT THE TIME. I EVENTUALLY TOLD MY SUPERVISOR OF THE SITUATION. THE FOLLOWING DAY I WAS MET WITH THE GENERAL MANAGER, MY SUPERVISORS, AND THE LEAD OF H.R., AND SETH MOORE, WHO I'VE BEEN COMMUNICATING WITH.

THE MEETING STARTED WITH THE FOLLOWING WORDS DELIVERED BY THE LEAD OF H.R., WE HAVE MET WITH KATHY, AND THE MEETING WAS VERY GREAT. WE WENT ON TO DISCUSS THAT ANISHA LABELED THE SITUATION AS A CONFLICT BETWEEN ME AND A WORKER, AND I NEED TO ASK YOU, NOT TO TAKE MY WORDS AS MISINTERPRETING MY WORDS AS BEING ANGRY. OF THE COUNTIES AND DIFFERENT AGENCIES TRAINING MODULES ON THE TOPIC. I COULD NOT HAVE PREPARED MYSELF BETTER TO BE WITHIN EARSHOT OF WHAT I HEARD. AND YET, THE WOUND CUT DEEP AND CONTINUES TO BLEED. AS A DIRECT RESULT OF THE INACTIVE ROLE THE COUNTY AND MY DEPARTMENT HAS TAKEN ON THIS CASE! LAST WEEK, I WAS ASKED TO DEBRIEF WITH MY SUPERVISORS AND GENERAL MANAGER. I WENT IN WITH THE FULL INTENT OF OFFERING UP GRACE. A LITTLE BIT OF MERCY AND SOME FORGIVENESS BECAUSE LORD KNOWS, IN MY DAYS, I'VE SAID AND DONE THINGS THAT NEED TO BE FORGIVEN! SO I UNDERSTAND. IT WAS 20 MINUTES INTO THIS MEETING THAT THE LADY SITTING ACROSS FROM ME, KATHY'S

DEMEANOR AND ALL HER COMFORT, POWER AND PRIVILEGE, SHE WAS WAITING ON SOMETHING. SO I ASKED -- ARE YOU WAITING FOR ME TO APOLOGIZE TO YOU? AND SHE SAID YES. SHE DIDN'T FEEL LIKE I HANDLED THE SITUATION PROFESSIONALLY. IT WAS AT THIS TIME, IT WAS AT THIS TIME THAT ALL FORMS OF RECONCILIATION, FORGIVENESS, I WITHDREW! LISTEN. I DID NOT START THIS! I DID NOT DO THIS! I CAME TO YOU AND SAID THIS WAS OFFENSIVE! I'M NOT GOING TO APOLOGIZE! I DIDN'T FEEL -- SO YESTERDAY, I'M GOING TO GO YESTERDAY, A FRIEND AND AN ALLY WHO SITS ACROSS FROM ME INFORMED ME SHE FINALLY WENT TO MANAGEMENT AND ASKED THAT THE CUBE OF KATHY BE REMOVED FROM OURS BECAUSE EVERY TIME THIS LADY LAUGHS, YESTERDAY SHE TALKED ABOUT GOING TO HAPPY HOUR. IT'S LIKE A SLASH ON MY SOUL. AND THE WOUND CONTINUES TO BLEED. SO I ASK, CHAIR KAFOURY, LIKE NO -- NO, I DEMAND, LET'S PUT IT LIKE THIS. THAT THIS INCIDENT BE ADDRESSED! AND THAT IT NOT BE SWEEPED UP UNDER THE RUGS AND THAT THE PARTIES THAT BE, BE HELD ACCOUNTABLE. THAT THE COUNTY DO NOT TOLERATE OR CONDONE THE RACIST, HATEFUL STATEMENT THAT WAS MADE. I EXPECT CHAIR KAFOURY TO PUT SOME SUBSTANCE INTO THE WORDS THAT YOU HAVE PUT OUT THERE AGAIN AND AGAIN. THE COMFORTING WORDS THAT THIS COUNTY STANDS WITH THIS COMMUNITY! AND UPHOLDS THE DIGNITY OF EVERY MEMBER OF THIS COMMUNITY. SO I ASK FOR SOME SUBSTANCE TO THOSE WORDS. [APPLAUSE]

CHAIR KAFOURY: I WANT TO THANK YOU FOR YOUR COURAGE COMING FORWARD AND TELLING THIS STORY AND I CAN ASSURE YOU WE ARE STANDING WITH YOU. PEGGY BREY, CAN YOU PLEASE TALK WITH THIS LOVELY WOMAN AND FIND OUT AND ACTUALLY MAKE IT BETTER, PLEASE? THANK YOU.

BOARD CLERK: [BOARD CLERK]

CHAIR KAFOURY: WHO WANTS TO GO FIRST? I THINK IT'S YOU. YOU'RE IN THE HOT SEAT.

SHERELL JACKSON: I'M IN THE HOT SEAT. GOOD MORNING. I'M SHERELL JACKSON, MANAGER WITH THE DEPARTMENT OF COUNTY HUMAN SERVICES CURRENTLY IN THE DIRECTOR'S OFFICE. THANK YOU FOR THIS OPPORTUNITY TO SPEAK WITH YOU THIS MORNING. I WASN'T PLANNING TO -- I CAME JUST TO SIT IN THE AUDIENCE AS A PERSON IN SUPPORT OF THIS AGENDA. BUT I'M SO COMPELLED TO GIVE VOICE TO AN ISSUE THAT IS RAMPANT AND PREVALENT IN OUR COUNTY. WE DO GREAT WORK. AWESOME PEOPLE WORK HERE. AND IT'S BEEN A BLESSING TO BE A PART OF SUCH GREAT WORK. AND PARTNER AND CO-WORKER TO GREAT PEOPLE. BUT THAT SAID, IT'S ALSO A CULTURE THAT NEEDS SORELY TO BE ADDRESSED. WE HAVE TO BECOME MORE CULTURALLY RESPONSIVE. I'VE BEEN WITH THIS COUNTY 18 YEARS NEXT MONTH. I STARTED AS AN INFORMATION SPECIALIST. I'VE HELD EIGHT POSITIONS. I'VE WORKED IN SEVERAL DIVISIONS IN DIFFERENT DEPARTMENTS. IN MY TENURE, I'VE HAD FALSE CLAIMS AND INVESTIGATIONS

AGAINST ME. THEY'VE ALL FOUND ME INNOCENT. I'VE HAD TO REQUEST INDEPENDENT DESK AUDITS TO INVESTIGATE THIS DISPROPORTIONATE AND TREATMENT IN PAY DUE TO MY CLASSIFICATION WHO WERE FOUNDED RESULTED IN MY PAY BEING MADE EQUAL WITH MY CLASSIFICATION.

SHERELL JACKSON: AND BACK PAY AWARDED TO ME FOR SIX MONTHS BECAUSE THAT WAS THE MAXIMUM TIME ALLOWED. DESPITE THE CIRCUMSTANCES BEING MUCH LONGER. I'VE HAD JOBS OFFERED TO ME AND GIVEN EXPECTED START DATES, AND THOSE SAME JOBS BEING REPOSTED WITHOUT MY KNOWLEDGE. WHEN I INQUIRED ABOUT IT, I HAD A SCATHING LETTER WRITTEN TO ME BY A PREVIOUS H.R. DIRECTOR AND PLACED IN MY H.R. FILE. BUT I CHOSE TO FIGHT THIS. I WAS FEELING BULLIED FOR HAVING A VOICE AND SPEAKING OUT AGAINST DISCRIMINATION. I WAS HEARD. THE FORMER DIRECTOR WHO BECAME COUNTY C.O.O. DIRECTED THAT THE LETTER BE RESCINDED AND WROTE ME A GREAT LETTER OF APOLOGY WHICH REPLACED THE SCATHING, BULLYING LETTER THAT WAS ADDED TO MY H.R. FILE.

I REPORTED ISSUES TO H.R. BEFORE ABOUT DISCRIMINATORY ALLEGATIONS I EXPERIENCED AND/OR WAS SHARED WITH ME AS A MANAGER AND RESPONSES WERE "HOW DO I KNOW IT WAS DISCRIMINATION AND I DIDN'T MISINTERPRET IT"? WHICH AMOUNTED TO MARGINALIZING MY COMPLAINT, MY INTEGRITY AND THE MANY YEARS OF EXPERIENCE I HAVE DEALING WITH DISCRIMINATION. I'VE HAD MY PROMOTIONS CHALLENGED BY CO-WORKERS WHO WENT TO MY DIRECTOR AND/OR H.R. DEMANDING IT BE RESCINDED. CHALLENGING MY PROMOTION AND CHALLENGING MY POSITION AND EVEN AS A MANAGER, I'VE HAD STAFF POINT THEIR FINGER IN MY FACE. AND SAY THEY DON'T WANT TO WORK FOR ME. AND THEY DON'T LIKE THE FACT THAT I WAS PROMOTED. WHEN I'VE HIRED PERSONS OF COLOR, I'VE HAD PEOPLE CHALLENGE THEIR MERIT, DEMAND INQUIRIES AND DOOVERS. AS A MANAGER, I'VE HAD TO GO ABOVE AND BEYOND STANDARDS AND PROCEDURES IN HIRING PROCESSES WHEN IT APPEARED I WAS POSSIBLY GOING TO PROMOTE A PERSON OF COLOR THAT THE BACKLASH OF WHAT WOULD HAPPEN WHEN THEY GOT HIRED COULD BE SQUASHED DEFINITELY BY H.R. I'VE BEEN HERE 18 YEARS.

I HOLD SEVERAL DEGREES. I HAVE A DEGREE IN PSYCHOLOGY. I HAVE A MASTER'S DEGREE IN SOCIAL WORK. I HAVE A CLINICAL LICENSE IN SOCIAL WORK. I TRAINED SOCIAL WORKERS AS A CLINICAL SOCIAL WORK ASSOCIATE SUPERVISOR WITH THE STATE BOARD OF SOCIAL WORK. I'M A MULTNOMAH COUNTY LEADERSHIP ACADEMY GRADUATE. I REPRESENTED OUR DEPARTMENT ON THE COUNTY'S EQUITY COUNCIL. I WAS OUR DEPARTMENT'S CHAMPION FOR CHANGE AGENTS WITH THE DIVERSITY INITIATIVE, I CHAMPIONED OUR DEPARTMENT'S VERY FIRST CULTURALLY SPECIFIC AFRICAN-AMERICAN K.S.A. WHICH WAS MET WITH EXTREME BACKLASH BY SEVERAL UNION AND LABOR RELATIONS COMMITTEE MEMBERS. I WAS OUR

DIVISION'S CHAMPION FOR OUR PEOPLE OF CHANGE COMMITTEE AND I'VE BEEN A MENTOR WITH THE COUNTY'S TALENT AND DEVELOPMENT OFFICE FOR SEVERAL NOW GRADUATES OF THE LEADERSHIP ACADEMY. I AM VERY INVOLVED IN MY COMMUNITY. I SHARE THAT NOT TO BRAG BUT TO VALIDATE MY VOICE IN THIS SPACE. WE NEED YOUR HELP TO CHANGE OUR WORK CULTURE.

SHERELL JACKSON: I'VE HAD TO SYSTEMICALLY WATCH MY MENTORS ONE BY ONE GET PLUCKED AND I SILENTLY SIT AND WONDER IF I'M HIRED IN THE COUNTY AM I POSSIBLY GOING TO BE NEXT? BECAUSE THERE SEEMS TO BE A CEILING FOR PEOPLE AND WOMEN OF COLOR SPECIFICALLY WHO PROMOTE IN THE COUNTY, THE WORK FORCE EQUITY RESOLUTION IS VERY NECESSARY. THIS IS PERSONAL TO ME AND TO EVERY EMPLOYEE WHOSE PULLED ME IN A CORNER, WHOSE PULLED ME IN A ROOM, WHOSE SENT ME AN E-MAIL ASKING FOR HELP BECAUSE OF DISCRIMINATIONS THEY WERE FACING. BUT ARE TOO AFRAID OF THE CONSEQUENCES OR THE INACTION FOR IF THEY DO. AND SPEAKING UP TODAY, I PRAY THAT MY WORDS ARE HEARD WITH OPENNESS AND DESIRE TO ACT. I HOPE I'M HEARD WITH EMPATHY AND COMPASSION. I HOPE YOU HEAR A WOMAN OF COLOR LEADER IN THE COUNTY SPEAKING OUT DESPITE FEAR, ANXIETY, TREPIDATION, WORRY OF BACKLASH AND BEING MISUNDERSTOOD. I HOPE YOU HEAR A PROUD MULTNOMAH COUNTY EMPLOYEE SPEAKING UP ON BEHALF OF MANY WHO ARE TOO SCARED TO DO SO. OR WHO FEEL THEY HAVEN'T BEEN HERE LONG ENOUGH OR HAVEN'T ACHIEVED A JOB CLASS HIGH ENOUGH TO BE BELIEVED. I HOPE YOU HEAR SOMEONE WHO IS HOPEFUL. THANK YOU. [APPLAUSE]

DR. TIA HO: GOOD MORNING, EVERYONE. MY NAME IS DR. TIA HOU AND HONOR TO SPEAK WITH YOU THIS MORNING. I'M NOT GOING TO TAKE UP MUCH TIME. I WANT TO COMMEND YOU FOR THIS RESOLUTION MUCH AS WE'RE HEARING TODAY, IT'S LONG OVERDUE AND SORELY NEEDED AND I'M HERE TO ECHO THE WORDS THAT HAVE ALREADY BEEN SPOKEN MUCH MORE GRACEFULLY THAN I COULD SPEAK THEM. I REQUEST THAT YOU INVESTIGATE THE HISTORY OF UPPER LEVEL DISMISSALS, OF PEOPLE LIKE DIRECTOR TILMAN WHO HAS DONE VOLUMES OF WORK TO HELP THE PEOPLE IN THIS COMMUNITY. I LIVE IN THE JAY DISTRICT, THE PEOPLE AND MY NEIGHBORS REALLY NEED LEADERS LIKE HER. PLEASE IDENTIFY THE INEQUITIES AND DISPARITIES IN DISMISSAL, IN LACK OF NOTICE, IN LACK OF REASON OR CAUSE AND WHAT THE CONSEQUENCES AND IMPACTS OF THOSE ARE. THANK YOU VERY MUCH.

CHAIR KAFOURY: THANK YOU.

KASEY JAMA: GOOD MORNING, CHAIR KAFOURY AND COMMISSIONERS. I'M THE DIRECTOR OF UNITE OREGON. UNITE OREGON HAS BEEN PART OF THE WORK FORCE EQUITY COALITION AND WE'VE BEEN LAST TWO YEARS, BEEN REALLY SITTING DOWN WITH THE COUNTY TO REALLY TALK ABOUT THE --

HOW DO WE CREATE EQUITABLE WORK FORCE IN THE COUNTY? AND I APPRECIATE THE SOLUTION IN FRONT OF US TODAY. SO I DON'T WANT TO TAKE TOO MUCH TIME. I WANT TO ENCOURAGE YOU, FIRST OF ALL, TO PASS THIS WORK FORCE EQUITY RESOLUTION UNANIMOUSLY SO I ENCOURAGE THAT. WITH THAT SAID, I FIRST OF ALL WANT TO THANK ALL THE EMPLOYEES OF COLOR WHO CAME FORWARD TODAY AND REALLY BRAVEFULLY SHARED THEIR EXPERIENCES. CLEARLY --

[APPLAUSE]

KASEY JAMA: ALL IS NOT WELL. AND MY HEART IS BROKEN TO LISTEN TO THEIR STORIES. I THINK WE NEED TO DO MORE THAN THIS RESOLUTION. I ALSO KNOW THAT MANY OF THE COMMUNITY HERE ARE ALSO HEART BROKEN. AND SHOCKED WHAT HAPPENED TO TRICIA TILLMAN. I THINK IF WE STEP BACK FOR A SECOND AND REFLECT, THE TREATMENT THAT TRICIA RECEIVED FROM THE COUNTY IS NOT ONLY ABOUT HER. IT'S ALL OF US. LET ME TELL YOU MY EXPERIENCE WITH TRICIA TILLMAN. I WORKED WITH HER VERY, VERY CLOSELY WITH TRICIA. I HAVE SEEN HOW INCREDIBLE, TALENTED SHE IS. HOW SHE CREATED WAYS, YOU KNOW, WAYS THAT I HAVE NEVER SEEN COUNTY ENGAGE AND THIS STATE ENGAGE WITH THE COMMUNITY OF COLOR. WITH HER TENACITY AND HER ABILITY TO REALLY EXPAND THE TABLE, TO PROVIDE VOICES THAT HAS NEVER BEEN AT THE TABLE, TO BE STRATEGIC AND SMART, HOW WE MOVE FORWARD INEQUITY AND INCLUSION IN OUR STATE AND COUNTY. EVERY SINGLE THING THAT THE COUNTY IS DOING TODAY ABOUT EQUITY, TRICIA TILLMAN HAS HER MARK. I PERSONALLY ALSO BENEFITED FROM TRICIA TILLMAN'S LEADERSHIP. HER ABILITY TO HELP, TO UNDERSTAND THE COMPLEXITY OF THE ISSUES THAT WE ARE FACING AS A COUNTY AND A STATE. I THINK IT'S A TIME FOR US, ALL OF US, AS COMMUNITY MEMBERS TO STEP BACK AND SOMETIMES REFLECT.

I WANT TO ASK YOU THAT WE SHOULD AUDIT THE LAST DECADE OF THE COUNTY'S DISMISSALS AND REALLY COME UP UNDERSTANDING WHO HAS BEEN DISMISSED, WHAT DISPARITY LOOKS LIKE. DATA CAN TELL US A LOT. I ALSO ASK YOU TO CONSIDER ENSURING THOSE FOLKS WHO SPOKE TO GET JUSTICE FROM THE COUNTY. AND THOSE WHO HAVE NO ABILITY TO SPEAK GET JUSTICE FROM THE COUNTY. IN MY CONCLUSION, I WOULD LIKE TO ASK THAT EVERY FOLLOWING YEAR, THAT THE COUNTY ALSO AUDIT WHO HAS BEEN HIRED AND WHO HAS BEEN NOT ABLE TO MAKE THE TIME. WE NEED REAL CHANGE. I KNOW YOU'RE COMMITTED. I KNOW YOU WANT TO DO THIS. BUT I THINK THE COMMUNITY EXPERIENCING WHAT HAS HAPPENED TO TRICIA IS TELLING US THAT IF YOU ARE A COMMUNITY OF COLOR WORKER IN THE COUNTY, YOU BETTER WATCH OUT. THAT IS THE MESSAGE THAT WE ARE GETTING. AND I WANT TO ENCOURAGE ALL OF US, WE'RE HERE. I, MYSELF AND OTHER COMMUNITY LEADERS HAVE BEEN THERE. WE WILL WORK WITH YOU. BUT WE WANT TO RESOLVE THIS ISSUE AND WE WANT TO MAKE OUR COUNTY TO BE MORE EQUITABLE AND I KNOW YOU'RE COMMITTED. BUT IT'S TIME FOR

US TO REFLECT AND TAKE ACTION. MORE THAN A SOLUTION MOVING FORWARD. I THANK YOU AND I'M LOOKING FORWARD TO BE WORKING WITH YOU. THANK YOU.

CHAIR KAFOURY: THANK YOU. [APPLAUSE]

BOARD CLERK: WE HAVE ONE MORE. EMILY PURRY, PLEASE COME FORWARD.

EMILY PURRY: HELLO, MY NAME IS EMILY PURRY AND LIKE SHARELL I HAD ABSOLUTELY NO INTENTION SPEAKING TODAY. JUST HERE IN SUPPORT. BUT I FELT THAT I NEEDED TO REPRESENT MY COMMUNITY IN THIS ISSUE AND THAT IS THE COMMUNITY OF PEOPLE WITH DISABILITIES. AND I WAS REALLY TOUCHED TO SEE ALL OF THE E.O.C. COME UP HERE AND SUPPORT EACH OTHER AND HAVE A FAMILY TO SUPPORT EACH OTHER BECAUSE PEOPLE WITH DISABILITIES HERE AT THE COUNTY HAVE VERY LITTLE SUPPORT AND THEY ARE SO SCARED TO COME FORWARD. THAT IT'S HARD TO GET PEOPLE TO WRAP AROUND THIS COMMUNITY. I DON'T KNOW WHY I'VE BEEN CHOSEN TO BE THAT TRAIL BLAZER IN MY LIFE AND IN MY WORK AND IN MY EXPERIENCES BUT I AM PROUD TO BE. I'M PROUD TO BE AN EMPLOYEE OF MULTNOMAH COUNTY. MANY OF MY COMMUNITY MEMBERS AREN'T ABLE TO GET JOBS AND AREN'T ABLE TO HIDE THEIR DISABILITY AS WELL AS I CAN. TO PROVE TO THE WORK FORCE THAT WE ARE ABLE TO HOLD JOBS. EVEN THOUGH WE WORK LONGER HOURS THAN WE'RE SUPPOSED TO, WE DO THINGS WE'RE NOT SUPPOSED TO BECAUSE WE'RE AFRAID TO GET FIRED.

OR TO ADMIT THAT WE CAN'T COMPLETE THE TASK IN THE GIVEN AMOUNT OF TIME. AND SO WE DO EVERYTHING WE CAN TO KEEP OUR JOBS. I AM FORTUNATE TO BE AN EXTREMELY SUPPORTIVE WORK ENVIRONMENT CURRENTLY. BUT I HAVEN'T BEEN IN THE PAST. MY SUPERVISORS ARE GREAT. MY DEPARTMENT IS AMAZING. BUT I KNOW I AM VERY FORTUNATE FOR THAT. AND I KNOW THERE ARE PEOPLE IN THE COUNTY THAT STRUGGLE. AND THAT ARE TOO AFRAID TO STEP UP TO EVEN ANSWER A SURVEY. BECAUSE THEY'LL GET FIRED. THERE WILL BE THAT HOSTILITY, THERE WILL BE TENSION, THEY'LL BE TOO MUCH TO DEAL WITH ON A DAILY BASIS AND IT'S STRESSFUL ENOUGH TO TRY TO COMPLETE YOUR WORK AND NOT FEEL LIKE YOU'RE LESS OF A PERSON BECAUSE OF THE CARDS YOU WERE DEALT. I APPRECIATE THAT THIS IS HERE AT THE TABLE TODAY AND I APPRECIATE THE OPPORTUNITY TO STEP FORWARD AND REPRESENT MY COMMUNITY AND I APPRECIATE THE WORK THAT THE COUNTY IS DOING AROUND EMPLOYEES WITH DISABILITIES AND TRYING TO LOOK AT WHY THIS IS A PROBLEM. WHY THE STATISTICS ARE WHAT THEY ARE. AND I KNOW TODAY IS PRIMARILY AROUND RACIAL EQUITY BUT IT IS ALL EQUITY AND ALL NEEDS TO BE ADDRESSED. AND THOUGH THE E.O.C. HAS AN AWESOME SUPPORT GROUP, I HOPE THAT SOME DAY PEOPLE WITH DISABILITIES HAVE THAT SUPPORT AS WELL. SO I PLEASE ENCOURAGE YOU TO PASS THIS AND TAKE ALL LEVELS OF EQUITY INTO CONSIDERATION.

CHAIR KAFOURY: THANK YOU. THANK YOU. [APPLAUSE]

COMMISSIONER SMITH: LINDA, COULD YOU PUT MY MIC UP, PLEASE? I HAVE NEVER BEEN MORE PROUD TODAY THAN OF THE EMPLOYEES OF MULTNOMAH COUNTY THAN I AM TODAY. PARTICULARLY FOR THOSE WHO HAVE COME UP AND SHARED STORIES ABOUT SITUATIONS THAT THEY'VE EXPERIENCED WITH MANAGEMENT OR OTHERWISE. CONSISTENT SITUATIONS. AND I JUST WANT TO SAY THANK YOU. THANK YOU FOR COMING UP. THANK YOU, BEN, FOR WORKING ON THIS. IT'S NOT JUST ABOUT PASSING A PIECE OF LEGISLATION. WE CANNOT LEGISLATE GOOD SENSE AND FAIRNESS. IT'S ABOUT ENFORCING THE RULES THAT WE PUT INTO PLACE. MANY OF YOU KNOW ME, I AM THE COUNTY COMMISSIONER FROM DISTRICT 2.

IT HAS BEEN SUCH AN HONOR TO REPRESENT ALL OF YOU OVER THIS LAST SEVEN YEARS. I'M THE SECOND AFRICAN-AMERICAN IN THE HISTORY OF MULTNOMAH COUNTY'S 163 YEARS TO SIT IN THIS SEAT. AND IT HAS BEEN TRULY ONE OF THE GREATEST HONORS OF MY LIFE. AND WORKING FOR MULTNOMAH COUNTY REPRESENTING ALL OF YOU AND BEING ABLE TO SAY, HERE ARE PROGRAMS THAT WE HAVE THAT CAN BE HELPFUL. THAT CAN ADD VALUE TO YOUR LIFE. THAT'S WHAT I TRY TO DO EVERY SINGLE DAY IS TRY TO FIGURE OUT HOW CAN I MAKE MY COMMUNITY A LITTLE BIT STRONGER, HAVE A LITTLE BIT MORE WISDOM, BE ABLE TO PARTICIPATE AND GET DIRECT SERVICES IN A WAY THAT THEY HAVE NOT BEEN ABLE TO GET IN THE PAST. ONE OF THOSE HIGHLIGHTS FOR ME HAS BEEN TRICIA TILLMAN. COMING TO WORK FOR MULTNOMAH COUNTY AFTER BEING WITH THE U.S. SENATOR FOR 21 YEARS WAS A NEW EXPERIENCE FOR ME. I DIDN'T REALIZE ALL THE TWISTS, THE TURNS, THE POLITICAL THINGS YOU CAN DO AND SAY AND LISTENING TO SHERELL EVEN AS A COMMISSIONER WHO SITS HERE AND WHO WAS VOTED IN HERE, I, TOO, FEEL THE SAME WAY THAT IF I SAY THE WRONG THING OR IF I SPEAK UP ABOUT SOMETHING,

THAT MAYBE, MAYBE PEOPLE WHO WORK FOR ME OR WHO SIT NEXT TO ME, THEY MIGHT TAKE OFFENSE TO THAT. BUT AS A COUNTY COMMISSIONER, I HAVE A VOICE. AND SO I'M GOING TO USE THAT VOICE TODAY. JUST SO YOU ALL KNOW I AM SO DEEPLY TROUBLED ABOUT WHAT I HEARD IN TRICIA TILLMAN'S LETTER IN REGARDS TO HER TREATMENT AT THE HEALTH DEPARTMENT. I DON'T THINK MULTNOMAH COUNTY SHOULD BE KNOWN FOR CHRONIC INSTITUTIONAL RACISM AS MISS TILLMAN ASSERTS IN HER LETTER. AND MANY OF YOU MAY KNOW THAT MISS TILLMAN IS AN EXPERT IN DESPERATE TREATMENT, IN EQUITY AND IN DIVERSITY. SHE KNOWS WHEN HER RIGHTS ARE BEING VIOLATED. AND I THINK IT'S GOING TO COME TO A TIME THAT WE ALL HAVE TO -- WE HAVE TO GO TO A PLACE DEEP IN OUR HEARTS AND DEEP IN OUR STOMACH AND AT THE PIT OF EVERYTHING THAT WE KNOW IS RIGHT AND SAY LOOK, SOMETHING IS WRONG HERE. AND I WANT TO THANK ALL OF YOU FOR COMING OUT AND FIGHTING FOR TRICIA. WE DON'T KNOW ALL OF THE FACTS. BUT WHAT WE DO KNOW AND WHAT WE'VE HEARD

HERE THAT THERE IS INSTITUTIONAL RACISM IN THIS BODY. WHAT I DO KNOW IS THAT THE FOLKS SITTING UP HERE, WE'RE INTERESTED AND WE WANT TO DO SOMETHING ABOUT THIS. WE WANT TO TAKE SOME ACTION. I HAVE NEVER BEEN SO PROUD THAN I AM TODAY.

COMMISSIONER SMITH: I BELIEVE IN THIS RESOLUTION, BUT IF IT'S ONLY GOING TO BE A PIECE OF PAPER, I JUST DON'T THINK WE SHOULD BOTHER. AND AS AN INSTITUTION JUST LIKE ANY OTHER LARGE INSTITUTION, THAT'S IN THE PRIVATE SECTOR OR MULTNOMAH COUNTY, THERE'S GOING TO BE RACISM, IMPLICIT BIAS IN THE WORKPLACE. WE KNOW THAT. THE SYSTEMS THAT HAVE REWARDED ACHIEVEMENT, WERE HONED OVER MANY YEARS AND SHAPED TO REWARD THE MAJORITY. CURRENTLY, THERE APPEARS TO BE A PATTERN OF BEHAVIOR AND PRACTICE WITHIN THE PERSONNEL STRUCTURE OF MULTNOMAH COUNTY.

THAT DIFFERENTLY IMPACTS AFRICAN-AMERICAN STAFF MEMBERS AS IT RELATES TO TERMINATION, PROCESSES AND DISCIPLINE. AS SUCH, I BELIEVE THERE SHOULD BE A THOROUGH INDEPENDENT INVESTIGATION THAT'S IMPARTIAL, THAT IS NONBIASSED, THAT EXAMINES HISTORICAL PRACTICES TO ESTABLISH WHETHER RACISM DOES INDEED EXIST AS A PATTERN OF INSTITUTIONAL PROCEDURES WHICH ARE APPLIED INAPPROPRIATELY TO AFRICAN-AMERICANS AND OTHER STAFF OF COLOR. BEFORE I AM CALLED OUT ON THE CARPET, I MUST ACKNOWLEDGE THAT I AM NOT SAYING THAT MULTNOMAH COUNTY EMPLOYEES AS A WHOLE ARE RACIST. IN THEIR ENTIRETY. OR BIASSED IN THEIR EMPLOYMENT DECISION MAKING. BUT WHAT I AM SAYING AND WHAT I AM STANDING FOR IS ON THE BELIEF THAT THE COUNTY WE LOVE AND THAT WE WORK FOR ON A DAILY BASIS MAINTAINS THE VESTIGES OF INSTITUTIONAL RACISM AND UTILIZES STRUCTURAL BARRIERS TO MAINTAIN PEOPLE OF COLOR AND OTHERS IN THEIR EMPLOYMENT PLACE. THAT IS NOT SOMETHING THAT I TAKE LIGHTLY.

AND I WANT TO MAKE SURE THAT THIS INVESTIGATION THAT I'M CALLING THE CHAIR AND THE BOARD OF COUNTY COMMISSIONERS TO OVERSEE IT SHOULD NOT OCCUR IN A VACUUM. AND IT SHOULD OCCUR IN TANDEM WITH COMMUNITY OVERSIGHT. COMMUNITY OVERSIGHT THAT WILL ALLOW US THE OPPORTUNITY TO GET YOUR TRUST BACK BECAUSE THIS JOB IS ALL ABOUT TRUST. DO YOU TRUST THAT WE'RE GOING TO DO THE THINGS THAT WE SHOULD DO TO HELP THE MOST VULNERABLE IN OUR COMMUNITY OUTSIDE THESE DOORS AND INSIDE THE DOORS? SO I WANT TO EARN YOUR TRUST BACK. THE CHAIR ASKED ME WHY DON'T PEOPLE COME AND TALK TO HER? I SAID BECAUSE THERE'S NO TRUST. AND WE NEED TO BUILD THAT TRUST BACK. IT CANNOT ONLY JUST BE WITH ME. WE HAVE TO TRUST EVERYBODY UP HERE ON THIS STAGE AND IN THE DEPARTMENT THAT THEY'RE GOING TO DO THE RIGHT THING. I WILL BE THE FIRST TO SAY IF I MAKE A MISTAKE, THEN I APOLOGIZE FOR IT. THAT IS NOT MY INTENT. BUT TODAY, IT JUST REALLY CONFIRMED TO ME THAT WE GOT A BIG PROBLEM IN MULTNOMAH COUNTY.

AND I WANT YOU TO HELP US SOLVE IT. HELP US COME TOGETHER TO BE A BETTER MULTNOMAH COUNTY BECAUSE I AM SO PROUD TO REPRESENT YOU ALL. I AM SO PROUD TO BE ABLE TO DO THE PEOPLE'S BUSINESS. I'VE DONE IT FOR 7 1/2 YEARS. AND WE WANT TO CONTINUE DOING THAT AT A HIGH LEVEL. THANK YOU, MADAM CHAIR.

COMMISSIONER MEIERAN: THANK YOU. THANK YOU. THANK YOU TO ALL OF YOU WHO ARE HERE TODAY. IT'S -- SO MANY OF YOU ARE SO ELOQUENT AND I'M NOT EVEN SURE HOW TO FOLLOW THAT. YOUR WORDS HAVE BEEN INCREDIBLY POWERFUL. AND I, AND I THINK ALL OF US, HAVE HEARD THEM. THANK YOU ESPECIALLY TO PEOPLE WHO HAVE SHARED THEIR STORIES AND COME UP BRAVELY TO SPEAK. WHEN THEY'RE COMING UP TO THIS BOARD AND SAYING, YOU KNOW, YOU'RE THE ONES IN POWER HERE. AND YOU CAN SEE WHAT'S GOING ON. YOU CAN MAKE A DIFFERENCE. I'M COMING TO YOU FOR HELP. AND THEY'RE PUTTING EVERYTHING AT RISK IN DOING THAT. AND I SO APPRECIATE THEIR COURAGE AND BRAVERY.

I WANT TO ADDRESS FIRST THAT THE ISSUE OF TRICIA TILLMAN WHO I, AS A PHYSICIAN AND AS A HEALTH CARE PROFESSIONAL, HAD WORKED WITH PRIOR TO COMING TO THIS ROLE AT THE COUNTY. AND HAVE TO SAY, I ADORE AND RESPECT TRICIA VERY, VERY MUCH. I LEARNED ABOUT THE ISSUE HERE THAT MANY OF YOU WHO HAVE SPOKEN TO WHEN I RECEIVED A LETTER A FEW DAYS AGO FROM TRICIA AND I'LL BE HONEST, I WAS SHOCKED. AS A COMMISSIONER, WE ARE NOT -- WE'RE NOT INVOLVED IN PERSONNEL MATTERS AS A MATTER OF COURSE. AND SO DON'T LEARN ABOUT THEM UNTIL THERE'S AN ISSUE. THE ISSUES MANY OF YOU HAVE RAISED AND THAT WE'VE DISCUSSED HERE IN THE CONTEXT OF THE RESOLUTION CUT TO THE CORE OF OUR MISSION AT THE COUNTY. ALTHOUGH I DON'T HAVE ANSWERS RIGHT NOW WITH REGARD TO TRICIA TILLMAN, I AM JOINING, I THINK, AND I HOPE WITH MY FELLOW COMMISSIONERS IN DEMANDING THAT THERE BE A SWIFT, THOROUGH AND TRANSPARENT PROCESS REGARDING THE CONCERNS THAT HAVE BEEN VOICED BY TRICIA AND BY SO MANY OF YOU HERE TODAY. IN ADDITION TO THE INDIVIDUAL CASE OF MISS TILLMAN, THERE IS CLEARLY A LARGER ISSUE AT STAKE HERE.

THE COUNTY MUST BE A LEADER IN APPROACHING ISSUES OF RACIAL EQUITY IN THE WORK THAT WE DO EVERY DAY. NOT JUST IN THE OUTSIDE WORLD AND THE COMMUNITIES OUTSIDE WHERE WE PARTNER WITH SO MANY OF YOU, BUT INTERNALLY WE NEED TO DO THE WORK OURSELVES, WE NEED TO BE LEADERS OURSELVES. IN OUR WORK PLACE. SO I KNOW THAT MUCH WORK HAS BEEN STARTED AND I ALSO KNOW THAT WE HAVE A VERY LONG WAY TO GO. I WILL BE THERE AS A PARTNER TO ENSURE THAT OUR MISSION OF RACIAL JUSTICE WITHIN OUR COUNTY IS ABSOLUTELY UPHELD. TO THIS END I AM VERY EXCITED AND HONORED THAT WE WILL BE PASSING A RESOLUTION TODAY REGARDING WORK FORCE EQUITY. AND A SPECIAL THANK YOU AND SHOUT OUT TO OUR COLOR FOR THAT INCREDIBLE EXPERIENCE. THE WAY

THAT THEY SPOKE TO THIS ISSUE. AND WHEN THEY SPOKE TO ME AND COMMISSIONER STEGMANN A WHILE BACK. I SUPPORT THE RESOLUTION AND I LOOK FORWARD TO NOT JUST PASSING IT AS A PIECE OF PAPER AND GETTING IT SIGNED BUT TO DOING THE HARD WORK WITH YOU AS A PARTNER. SO THANK YOU.

COMMISSIONER STEGMANN: THANK YOU CHAIR. I JUST WANT TO ACKNOWLEDGE THE PAIN AND THE BRAVERY AND THE COURAGE THAT I HAD THE PRIVILEGE OF WITNESSING TODAY, BUT I ALSO WANT TO ACKNOWLEDGE MORE OVER THE LOVE THAT I SEE IN THIS ROOM. AND THAT WHAT GIVES ME HOPE AND I WANT YOU KNOW THAT I SEE YOU. AND I FEEL THE PAIN THAT YOU HAVE ALL SHARED WITH US AND IT HAS MADE A DEEP IMPACT ON ME. AND I AM SO PROUD THAT WE A BRINGING FORTH THE WORKFORCE EQUITY STRATEGIC PLAN, AS AN IMMIGRANT AND THE FIRST ASIAN AMERICA, I'M JUST GOING TO CRY SO. FIRST ASIAN AMERICAN EVER ELECTED TO THE BOARD I WANT YOU TO KNOW THAT THIS IS A VERY PERSONAL ISSUE TO ME AND I SO APPRECIATE THE EMPLOYEE RESOURCE GROUP AND OUR EMPLOYEES OF COLOR FOR BRINGING THIS FORWARD. AND ALL OF THE OTHER PARTNERS AS WELL. THIS IS AN ISSUE THAT THE COUNTY SHOULD AND MUST TAKE A LEADERSHIP ROLE IN AND I'M GLAD TO SEE THAT IS OCCURRING. TAKING THIS FIRST STEP TO MEMORIALIZE OUR INITIATIVE TO EQUITY IS PARAMOUNT. EQUITY IS NOT SOMETHING THAT OCCURS BY ONE ACT, ONE RALLY OR ONE CALL TO ACTION. IT IS A CONTINUOUS PROCESS FULL OF OPPORTUNITIES AND CHALLENGES. IT WILL PROVIDE US A MUCH NEEDED FRAMEWORK TO EXAMINE AND RE-EXAMINE OURSELVES, OUR PRACTICES, AND OUR VALUES. I BELIEVE THAT THIS BOARD IS COMMITTED TO ADDRESSING RACISM, OPPRESSION, PRIVILEGE, AND INSTITUTIONAL BIAS. I HOPE THAT THE FACT THAT WE ARE THE FIRST MAJORITY, MINORITY BOARD SETS A GOOD EXAMPLE OF JUST HOW IMPORTANT DIVERSITY IS. I BELIEVE IT WILL TAKE THIS KIND OF LEADERSHIP TO HELP US INTERNALIZE AND GUIDE THE COUNTY IN A MEANINGFUL WAY. THAT MEANS THAT EVERY LEVEL OF OUR ORGANIZATION IN EVERY LAYER OF OUR BUREAUCRACY THAT WE STRIVE TO BE INCLUSIVE AND EMPATHETIC AND MAKE NO MISTAKE, AS YOU ALL KNOW, IT IS AND WILL BE HARD WORK. BUT I KNOW THAT THIS BOARD AND ALL OF YOU ARE UP TO THE CHALLENGE. YOU BELONG. WE ALL DO. I STAND WITH YOU AND WILL DO EVERYTHING IN MY POWER TO HELP US ALL REACH THE RIVER. THANK YOU ALL SO MUCH FOR YOUR COURAGE AND YOUR HEART AND YOUR BRAVERY. [APPLAUSE]

COMMISSIONER VEGA PEDERSON: SO FIRST OF ALL, I WANT TO THANK BEN AND I WANT TO THANK ALL THE COMMUNITY -- THE COUNTY EMPLOYEES AND ALL OF OUR COMMUNITY PARTNERS FOR BRINGING FORWARD THIS RESOLUTION TODAY. HEARING THAT IT TOOK SO MUCH HARD WORK JUST TO GET TO THE RESOLUTION STANDPOINT JUST SHOWS HOW BIG THE JOB IS IN FRONT OF US THAT WE HAVE. AND I WANT TO ACKNOWLEDGE THAT IT WAS A LONG PROCESS THAT BEGAN IN 2015, BUT I DO COMMEND THE INCLUSIVE

NATURE OF THE PROCESS AND I THINK IT'S IMPORTANT TO NOTE THAT WHEN YOU HAVE PARTNERS THAT ARE ACROSS GOVERNMENT, ACROSS THE COMMUNITY, IN CONJUNCTION WITH LABOR WHEN THEY COME TOGETHER, THE RESULTING POLICIES CAN AND SHOULD BE STRONG AND IMPACTFUL. BUT THE RESOLUTION HAS A PARTICULARLY HEAVY WEIGHT TODAY. TOO OFTEN, WHEN ISSUES OF WORKPLACE INEQUITIES ARISE, PEOPLE OF COLOR AND PEOPLE FROM UNDERREPRESENTED BACKGROUNDS ARE NOT INCLUDED IN THE CONVERSATION ABOUT HOW TO SOLVE THE ISSUES THAT ARE AT THE ROOT OF DISCRIMINATION AND DESPERATE TREATMENT.

I WANT TO THANK EVERYONE TO TOOK THE TIME TO TESTIFY TODAY AND SHARE THEIR STORIES AND BROUGHT THEIR VOICE INTO THIS CONVERSATION. TODAY, ALL OF THE COMMISSIONERS BEFORE YOU ARE WOMEN AND THE MAJORITY ARE WOMEN OF COLOR. THE LIVED EXPERIENCES THAT WE BRING TO OUR PUBLIC SERVICE ARE ENOUGH FOR US TO KNOW JUST HOW IMPORTANT THIS ISSUE IS AND HOW URGENTLY WE MUST WORK TO BRING ABOUT CHANGE. AND HONESTLY, IF THIS KIND OF BOARD CAN'T DO THE WORK THAT NEEDS TO BE DONE AND FACE THE ISSUES IN FRONT OF US, THEN I DON'T KNOW WHAT WE NEED. SO WE HAVE TO BE COMMITTED TO THIS WORK. WORKPLACE EQUITY ITSELF IS PRINCIPLED ON VALUES OF FAIRNESS, JUSTICE. BUT THE PRACTICAL IMPLICATIONS FOR FAIR EMPLOYMENT GO BEYOND THE PHILOSOPHICAL. EMPLOYMENT AND ECONOMIC SECURITY ARE PARAMOUNT OF IMPORTANCE TO THE WELL BEING, SUCCESS AND HEALTH OF ALL OF OUR COMMUNITIES. WITHOUT ACCESS TO THESE THINGS, OUR EMPLOYEES CANNOT PROPERLY CARE FOR THEMSELVES AND THEIR FAMILIES NOR CAN THEY SERVE THE PUBLIC AT THE STANDARD OF EXCELLENCE THAT WE VALUE AT MULTNOMAH COUNTY. BECAUSE OF THE INSIDIOUS NATURE OF IMPLICIT BIAS, THERE IS NO DOUBT IN MY MIND THAT WE HAVE A VERY SERIOUS TASK AHEAD OF US. CULTURE CHANGE, REFRAMING MINDSETS AND UNDOING RACISM ARE LONG TERM CHALLENGING PROCESSES BUT MAKE NO MISTAKE, THIS BOARD AND THIS COMMISSION TODAY SENDS THE CLEAREST MESSAGE POSSIBLE TO OUR WORK FORCE. WE MUST DO BETTER. WE MUST BE BETTER. AND WE WILL NOT QUIT UNTIL WE UPROOT THE LAST TRACE OF BIAS FROM THIS INSTITUTION. YESTERDAY, I RELEASED A STATEMENT ABOUT THE TRICIA TILLMAN SITUATION. IT'S ON MY FACEBOOK PAGE, SO I'M NOT GOING TO GO INTO ALL THE DETAILS. BUT IN IT, I SAID THAT RACIST, UNFAIR AND DISPIRATE TREATMENT HAVE NO PLACE AT MULTNOMAH COUNTY.

WE MUST BE VIGILANT AND SELF-CRITICAL IN CONFRONTING AND ABOLISHING IT. YOU KNOW, MY MOM WORKED ON AN ISSUE IN NORTHWEST INDIANA WHERE I'M FROM, SHE WAS PART OF A GROUP THAT WORKED TO HAVE THE FIRST AFFIRMATIVE ACTION CONTRACT FOR THE CITY OF EAST CHICAGO. THAT WAS THE WORK THAT IT WAS TAKING AS ACTIVISTS IN THE COMMUNITY TO JUST GET IN THE DOOR. AND I SEE THIS WORK, MY WORK IN THIS GENERATION, WE ARE IN THE DOOR. NOW WE HAVE TO MAKE SURE NOW THAT

WE'RE IN THE ROOM, OUR VOICES, OUR EXPERIENCES ARE VALUED. I'D LIKE TO CLOSE BY ADDRESSING THE COMMUNITY MEMBERS THAT TESTIFIED AND THE EMPLOYEES THAT TESTIFIED TODAY. I'D LIKE FOR YOU TO KNOW THAT THIS RESOLUTION REPRESENTS A COMMITMENT IN THE STRONGEST POSSIBLE TERMS TO ALIGN OUR PRACTICES WITH OUR VALUES. I HEAR YOUR STORIES AND ACKNOWLEDGE THE DAMAGE THAT WORKPLACE AND -- INEQUALITIES HAVE CAUSED. NO ONE, NO ONE SHOULD HAVE TO APOLOGIZE FOR WHO THEY ARE, FEEL THAT THEY NEED TO MAKE THEMSELVES SMALLER OR BE LESS THAN WHO THEY ARE BECAUSE THEY ARE A PERSON OF COLOR, BECAUSE THEY'RE A WOMAN, BECAUSE THEY ARE LGBTQ OR BECAUSE THEY HAVE A DISABILITY OR ANY OTHER UNDERREPRESENTED COMMUNITY HERE AT MULTNOMAH COUNTY. WE, MYSELF, MY FELLOW COMMISSIONERS WILL NOT SHY AWAY FROM THE DIFFICULT WORK OF MAKING THINGS RIGHT BY YOU, FOR YOU, AND WITH YOU. THANK YOU.

CHAIR KAFOURY: RAYMOND, SHARELL, EBONY AND THE REST OF YOU THAT CAME FORWARD TO SHARE YOUR STORIES IN WHAT IS A VERY DIFFICULT PERSONAL MOVING WAY, WE'RE DOING THIS FOR YOU. WE'RE DOING THIS WITH YOU. AND IT IS LONG, LONG, LONG OVERDUE. AND FOR THAT, I AM SORRY. BUT WE'RE GOING TO GET THERE AND GET THERE TOGETHER AND IT'S GOING TO BE HARD AND IT'S GOING TO BE PAINFUL AND IT'S GOING TO BE REALLY DIFFICULT BUT IT'S NOTHING COMPARED TO WHAT YOU ALL HAVE HAD TO ENDURE THROUGHOUT YOUR LIVES AND THROUGHOUT YOUR WORK HERE AT MULTNOMAH COUNTY AND THAT IS NOT OK. SO ALL THOSE IN FAVOR OF COMMITTING THEMSELVES TO THIS REALLY TOUGH TASK AHEAD BUT SOMETHING THAT HAS TO BE DONE, VOTE AYE. THE RESOLUTION IS ADOPTED. THANK YOU.

CHAIR KAFOURY: ALL RIGHT. WE'RE GOING TO GET STARTED. WE HAVE A LOT MORE ON OUR AGENDA. WE'VE GOT MORE ON THE AGENDA. THANKS FOR COMING. THANK YOU. ALL RIGHT. WE'RE GOING TO GET STARTED. WE HAVE SOME MORE AGENDA ITEMS SO IF EVERYONE COULD EITHER TAKE YOUR CONVERSATIONS OUTSIDE IN THE HALLWAY AND LISTEN UP, ALL RIGHT. CAN WE HAVE QUIET IN THE ROOM, PLEASE? I NEED PEOPLE TO BE QUIET AND WE'RE TRYING TO FINISH OUR AGENDA. THANK YOU. ALL RIGHT. WE'D LIKE TO GET TO OUR VERY IMPORTANT OTHER AGENDA ITEMS THAT OUR GUESTS HAVE WAITED VERY PATIENTLY FOR. R-2. ALL RIGHT.

R.2 Proclamation Proclaiming September 25 through September 29, 2017 as Minority Enterprise Development (MED) Week in Multnomah County, Oregon. Presenters: Lee Fleming, SDO Multnomah County; Charissa Rotramel, Marketing and Small Business Inclusion Manager for WSP Brinkerhoff and Guests

CHAIR KAFOURY: COMMISSIONER VEGA PEDERSON MOVES AND COMMISSIONER STEGMANN SECOND. YOU'RE UP, LEE. GOOD MORNING.

LEE FLEMING: GOOD MORNING, CHAIR. GOOD MORNING, COMMISSIONERS, IN THE PROCESS OF ALL THE ACTIVITY, THIS IMPORTANT ACTIVITY THIS MORNING, WE HAVE LOST A COUPLE OF OUR GUESTS. BUT WE'RE STILL VERY GLAD TO BE HERE AND I WANT TO THANK YOU FOR THIS OPPORTUNITY TO PRESENT BEFORE YOU. MY GUESTS AND I WOULD LIKE TO REQUEST YOUR APPROVAL TO PROCLAIM THE WEEK OF SEPTEMBER 25 THROUGH THE 29TH AS MINORITY ENTERPRISE DEVELOPMENT WEEK OR MED WEEK FOR SHORT IN MULTNOMAH COUNTY.

CHARISSA ROTRAMEL, OF THE B.D.I. BOARD AND SHE HAS A NEW TITLE SO I'M TRIPPING OVER IT A LITTLE BIT. NORTHWEST MARKETING MANAGER FOR W.S.P. HAD TO LEAVE. SHE HAD A 12:00 MEETING SHE HAD TO GET BACK FOR AND SENDS HER APOLOGIES. WOW. BUT OTHER GUESTS WITH ME TODAY AND I'M SO PROUD THEY'RE HERE WITH ME, I ONLY LOST ONE IS -- AND WOULD YOU STAND WHEN I CALL YOUR NAME? ELY JEN, FOUNDING PRINCIPAL FOR ENERGY PERFORMANCE ENGINEERING, MAURICE RAHMING, PRESIDENT O'NEAL CONSTRUCTION GROUP, JAMES FAISAN, OWNER OF FAISAN CONSTRUCTION, NYEEM HASSAN, OWNER PHOTOGRAPHY, FOUNDING PRINCIPAL OF RHINO ONE GEOTECHNICAL SERVICES. JENNY RODRIGUEZ, PRESIDENT OF TWIRL ADVERTISING AND DESIGN HAD TO LEAVE AS WELL TO TAKE CARE OF SOME BUSINESS THAT IS VERY IMPORTANT TO HER BUSINESS. BUT THESE BUSINESS OWNERS ARE A FEW -- OK, YOU'RE SEATED. THANK YOU. ARE A FEW OF THE STRONG SUPPORTERS OF B.D.I. AS WELL AS OF MULTNOMAH COUNTY. AND EACH OF THEM HAVE BEEN RECOGNIZED IN VARIOUS WAYS OVER THE YEARS FOR -- BY BOTH ORGANIZATIONS FOR THEIR OUTSTANDING WORK AND THEIR CONTRIBUTIONS TO THEIR COMMUNITIES. NOW, DOING MY BEST CHARISSA IMITATION, I WILL PROVIDE YOU AN OVERVIEW OF B.D.I., BRIEF HISTORY OF MED WEEK AND ITS IMPORTANCE AND HIGHLIGHT THIS YEAR'S CELEBRATION ACTIVITIES. THEN AFTERWARDS, I WILL READ THE PROCLAMATION FOR YOUR CONSIDERATION AND APPROVAL. B.D.I. IS A 501C3 ORGANIZATION COMMITTED TO SUPPORTING SMALL BUSINESSES AND DIVERSITY PRACTITIONERS THROUGHOUT THE REGION.

WE ACCOMPLISHED THIS MISSION THROUGH INTENSIVE TRAINING, EDUCATIONAL PROGRAMS AND RESOURCE DEVELOPMENT. B.D.I.'S PROGRAMS INCLUDE BREAKTHROUGH BREAKFASTS WHICH ARE HELD EVERY OTHER MONTH, PROVIDING TRAINING AND EDUCATIONAL TOPICS FOR SMALL BUSINESS OWNERS, QUARTERLY, DIVERSITY PRACTITIONERS SUMMITS WHICH BRING BUSINESS AND -- BUSINESS DIVERSITY AND INCLUSION, PRACTITIONERS LIKE MYSELF THROUGHOUT THE REGION TOGETHER FOR EDUCATION, TRAINING AS WELL AS PROVIDING A FORUM TO EXAMINE BEST PRACTICES AMONG PRIVATE AND PUBLIC ORGANIZATIONS. THE ANNUAL MED WEEK CELEBRATION WHICH IS A CULMINATION AND CELEBRATION OF THOSE EFFORTS THROUGHOUT THE YEAR. JUST A LITTLE BIT MORE ABOUT B.D.I. IN 2016, WE HAD SEVERAL ACCOMPLISHMENTS. FOR INSTANCE, B.D.I. SERVED

MORE THAN 81 SMALL BUSINESS OWNERS AND STAFF THROUGH EDUCATIONAL PROCESSES IN 2016. WE ALSO PROVIDED MORE THAN 20 HOURS OF LOW COST TRAINING DURING -- THROUGH 13 TAILORED WORKSHOPS IN 2016. WE ENGAGED OVER 86 DIVERSITY PRACTITIONERS FROM PUBLIC AND PRIVATE ORGANIZATIONS THROUGH QUARTERLY SUMMITS.

LEE FLEMING: WE CELEBRATED AND AWARDED MINORITY OWNED BUSINESS SUCCESS WITH MORE THAN 300 ATTENDEES AT THE 2016 AWARDS LUNCHEON. B.D.I. IS GRATEFUL FOR THE SUPPORT OF MULTNOMAH COUNTY WHICH HAS BECOME THE UNOFFICIAL HOME OF B.D.I. THROUGH YOUR SUPPORT OF SPONSORING EVENTS, INVALUABLE MEETING SPACE PROVISIONS, AND THIS SUPPORT HAS ENABLED THE ORGANIZATION TO IMPACT SMALL BUSINESS -- THE SMALL BUSINESS COMMUNITY THROUGH THE PROGRAMS THAT WE PROVIDE AND WE ARE DOING EVEN MORE IN 2017. I CURRENTLY SERVE AS THE VICE CHAIR OF B.D.I. AND WITH ME, THERE'S OTHER MEMBERS THROUGHOUT VARIOUS AREAS THAT SERVE ALONG -- WE ARE A WORKING BOARD AND ALL VOLUNTEER BOARD. FOR INSTANCE, THE TREASURER IS ANDY GRESH, RATHER, FROM CITY OF PORTLAND. OUR SECRETARY IS TRACY SEGALL FROM METRO REGIONAL GOVERNMENT AND IMMEDIATE PAST CHAIR IS TRACY PHILLIPS FROM THE PORT OF PORTLAND. KIM WITTEN IS ONE OF OUR GENERAL BOARD MEMBERS.

TIFFANY PENCEMAN FROM THE CITY OF PORTLAND IS A GENERAL BOARD MEMBER AND RON WHITE OF BEST H.Q. AND PROBITY BUILDERS IS A GENERAL BOARD MEMBER. A LITTLE BIT ABOUT MED WEEK. MED WEEK IS AN ANNUAL CELEBRATION THAT ORIGINATED WITH PRESIDENT RONALD REAGAN DURING A PROCLAMATION IN 1983. EACH YEAR, THERE HAS BEEN A PRESIDENTIAL PROCLAMATION FOR A NATIONAL MED WEEK OBSERVANCE TO RECOGNIZE THE OUTSTANDING CONTRIBUTIONS AND ACHIEVEMENTS OF MINORITY-OWNED BUSINESSES AS WELL AS THEIR IMPACT ON THE NATIONAL AND LOCAL ECONOMIES. MUNICIPALITIES AND METROPOLITAN AREAS ACROSS THE NATION WILL HAVE EVENTS TO CELEBRATE AND HONOR MINORITY-OWNED BUSINESSES IN CONJUNCTION WITH THE NATIONAL MED WEEK OBSERVANCE. THIS YEAR'S LOCAL -- 2017 MED WEEK CELEBRATION WILL FEATURE SUCH ACTIVITIES AS MED WEEK TRAINING WORKSHOPS WHICH WILL FEATURE THE EVER POPULAR BUSINESS DEVELOPMENT LIVE, MED TALKS, ALONG WITH THE MED WEEK CELEBRATION THAT WILL BE HELD ON THE 26TH. IT WILL CULMINATE WITH A PRACTITIONERS SUMMIT AND THE MED WEEK AWARDS LUNCHEON ON SEPTEMBER 28TH AND LET ME THROW IN A SELFISH PLUG IN THAT IF YOU'RE AVAILABLE TO MAKE THE DIVERSITY PRACTITIONERS SUMMIT I WOULD ENCOURAGE YOU TO DO SO AND BE HONORED IF YOU WOULD. WE HAVE A COUPLE OF FANTASTIC SPEAKERS COMING IN. THEY'RE NATIONALLY KNOWN -- RENOWNED FOR THEIR EXPERTISE IN THE AREA OF BUSINESS EQUITY AND DIVERSITY. AND I THINK YOU'D BE NOT ONLY ENTERTAINED BUT DEFINITELY GET SOME GOOD TIPS FROM THEM. WE'RE

ALSO EXCITED ON THAT SAME NOTE TO HAVE CHAIR KAFOURY ONE OF OUR FEATURED PANELISTS FOR THE AWARDS LUNCHEON. I AM SO LOOKING FORWARD TO THAT.

LEE FLEMING: AND AS I SAID BEFORE, THIS WAS SUPPOSED TO BE CHARISSA TALKING BUT WE'RE SO APPRECIATIVE OF WHAT THE COUNTY HAS DONE OVER THE YEARS, STRONG SUPPORT AND LEADERSHIP THAT WE HAVE ENJOYED AS AN ORGANIZATION EVEN BEFORE I BECAME A MEMBER OF B.D.I. AND WE LOOK FORWARD TO CONTINUED PARTNERSHIP ESPECIALLY WITH ME THERE AND WITH OTHER ORGANIZATIONS AS WE CONTINUE OUR MISSION OF SUPPORTING SMALL BUSINESSES IN THIS REGION. I HOPE THAT I WILL SEE YOU AT MED WEEK. NOW, I'D LIKE TO READ THE PROCLAMATION FOR YOUR CONSIDERATION. BEFORE THE BOARD OF COUNTY COMMISSIONERS FOR MULTNOMAH COUNTY OREGON PROCLAIMING SEPTEMBER 25 THROUGH SEPTEMBER 29, 2017, AS MINORITY ENTERPRISE DEVELOPMENT WEEK IN MULTNOMAH COUNTY.

THE MULTNOMAH COUNTY BOARD OF COMMISSIONERS FINDS -- MULTNOMAH COUNTY'S GROWTH AND PROSPERITY DEPENDS ON THE FULL PARTICIPATION OF ALL RESIDENTS AT EVERY LEVEL OF OUR ECONOMY. EACH YEAR, MINORITY ENTREPRENEURS RETURN VALUABLE RESOURCES TO OUR COMMUNITY IN THE FORM OF TAXES, WAGES AND EMPLOYMENT FOR THOUSANDS OF WORKERS. MINORITY ENTREPRENEURS ARE AN INDISPENSABLE FORCE IN OUR ECONOMY. MORE MINORITIES OWN BUSINESSES THAN EVER BEFORE PROVIDING INNOVATIONS, PRODUCTS, AND SERVICES ACROSS MULTNOMAH COUNTY. SMALL BUSINESSES ACCOUNT FOR NEARLY 95% OF ALL BUSINESSES IN MULTNOMAH COUNTY, MANY OF WHOM ARE MINORITY OWNED. MINORITY ENTREPRENEURS SERVE AS LEADERS, MENTORS, TEACHERS, AND MODELS FOR OUR YOUTH WHO ARE BUSINESS AND CIVIC LEADERS FOR TOMORROW.

RECOGNIZING THE CONTRIBUTIONS THAT MINORITY ENTERPRISES MAKE TO THE SOCIAL AND ECONOMIC FABRIC OF OUR COUNTY, WE WILL CONTINUE TO REMOVE ANY BARRIERS THAT PREVENT TALENTED MEN AND WOMEN OF EVERY RACIAL AND ETHNIC BACKGROUND FROM PARTICIPATING FULLY IN MULTNOMAH COUNTY'S ECONOMY. MULTNOMAH COUNTY CELEBRATES THE ACHIEVEMENTS AND ACCOMPLISHMENTS OF MINORITY BUSINESS OWNERS, WE ARE DELIGHTED TO PAY TRIBUTE TO THEM FOR THEIR CONTRIBUTIONS ON BEHALF OF MULTNOMAH COUNTY'S ECONOMIC GROWTH. THE MULTNOMAH COUNTY BOARD OF COMMISSIONERS PROCLAIMS SEPTEMBER 25 THROUGH SEPTEMBER 29, 2017, AS MINORITY ENTERPRISE DEVELOPMENT WEEK IN MULTNOMAH COUNTY, OREGON, TO THANK ALL MINORITY BUSINESS OWNERS FOR THEIR CONTRIBUTIONS TO THE COUNTY AND TO SHOW OUR CONTINUING COMMITMENT TO THE PROMOTION OF MINORITY BUSINESS OPPORTUNITIES.

CHAIR KAFOURY: VERY WELL DONE, THANK YOU. DO WE HAVE QUESTIONS OR COMMENTS FROM --

COMMISSIONER SMITH: THANK YOU, LEE, FOR THE WORK THAT YOU'RE DOING WORKING FOR DEVELOPMENT. I KNOW YOU WORK EVERY DAY OF THE YEAR FOR THIS. CAN YOU PROVIDE FOR US AN OVERVIEW OF WHAT THE WEEK IS GOING TO LOOK LIKE? ARE WE DOING ANYTHING SPECIFICALLY DURING THAT WEEK THAT WE SHOULD KNOW ABOUT OTHER THAN A LUNCH?

LEE FLEMING: ON TUESDAY, THAT TUESDAY AFTERNOON, WORKSHOPS WILL BEGIN APPROXIMATELY 2:00 ENDING ABOUT 5:00 P.M. THERE ARE THREE WORKSHOPS SCHEDULED AND NOW I WISH I HAD PRINTED OUT THE SCHEDULE. BUT WE HAVE SOME FANTASTIC PRESENTERS. ONE OF WHICH I KNOW IS MICHAEL MONTGOMERY WHO IS ONE OF THE VICE PRESIDENTS FROM U.S. BANK WHO WILL BE TALKING TO OUR SMALL BUSINESS OWNERS ABOUT HOW TO SUCCEED AS A SMALL BUSINESS OWNER. AND HOW THE BANKING COMMUNITY CONTRIBUTES TO THAT SUCCESS. THEN AFTER THAT WILL BE THE KICKOFF RECEPTION FROM 5:00 TO 7:30. AND THEN WE WILL COME BACK ON THURSDAY AT -- STARTING OFF AT 8:00 A.M., P.M., WOW. 8:00 A.M. WITH THE SPECIAL EDITION OF THE UNIVERSITY PRACTITIONERS SUMMIT.

I SAY THAT BECAUSE NORMALLY THE DIVERSITY PRACTITIONERS SUMMIT IS A CLOSED SESSION FOR PRACTITIONERS ONLY. WE OPEN IT UP DURING MED WEEK AND BECAUSE IT IS THE LEVEL OF THE SPEAKERS THAT WE BRING IN THAT CAN SPEAK TO SUCH THINGS AS THE LEGAL LANDSCAPE FOR BUSINESS EQUITY AND INCLUSION ESPECIALLY IN THESE CURRENT POLITICAL TIMES. WE HAVE COLLETTE HAUTE WHO WILL BE COMING TO US AND BRINGING THAT MESSAGE TO US. AND THEN WE HAVE A GENTLEMAN BY THE NAME OF SIMEON TERRY WHO IS THE VICE PRESIDENT OF DIVERSITY AND INCLUSION FOR AUSTIN COMMERCIAL OUT OF DOLL F OF DALLAS, TEXAS WILL BE WITH US AND HE'LL BE TALKING ABOUT HOW TO BUILD A SUCCESSFUL SUPPLIER PROGRAM AND WE HAVE OUR OWN BRIAN SMITH, MY BOSS, WHO WILL BE GIVING US AN OREGON LEGAL UPDATE. LEGISLATIVE UPDATE AND HE ALWAYS DOES A FANTASTIC JOB PROVIDING THAT UPDATE. THEN WE WILL TRANSITION FROM THE SUMMIT TO THE AWARDS LUNCHEON WHICH WILL BEGIN AT NOON. AND I BELIEVE THAT RUNS UNTIL 1:30. AND THAT WILL CONCLUDE THE EVENTS THAT B.D.I. IS HOSTING.

COMMISSIONER SMITH: SECOND QUESTION, DO WE HAVE A LIST OF OFFICE SUPPLIES THAT WE NEED FROM THE COURTHOUSE AND THE HEALTH DEPARTMENT FOR NOT NECESSARILY THE CONTRACTORS BUT THE CONTRACTORS WILL BE SERVING SUPPLIES. DO WE HAVE A LIST OF THOSE FOLKS WHO THE MINORITIES --

LEE FLEMING: I MISSED THE FIRST PART OF YOUR QUESTION.

COMMISSIONER SMITH: PROVIDE IT TO DO THE WORK.

LEE FLEMING: YES, MA'AM.

COMMISSIONER SMITH: DO WE HAVE A LIST OF SUPPLY VENDORS?

LEE FLEMING: WOW. YOU'RE READING MY MIND. JUST YESTERDAY, I ASKED THE TEAM TO PROVIDE -- OR HAD THIS WEEK, I ASKED THE TEAMS TO PROVIDE ME A LIST OF NOT ONLY THE ONES. WE HAVE THE ONES THAT WE ARE CURRENTLY UNDER CONTRACT THROUGH THE PRIMES ON OUR REPORTS BUT I'VE ASKED THEM TO PROVIDE ME A LIST OF THOSE THAT WILL BE BEING SUBCONTRACTED WITHIN THE FUTURE AS WELL AS THEIR CERTIFICATION SO WE CAN HAVE THAT INFORMATION AVAILABLE AS WELL.

COMMISSIONER SMITH: OK. THANK YOU.

LEE FLEMING: YOU'RE WELCOME.

CHAIR KAFOURY: COMMISSIONER STEGMANN?

COMMISSIONER STEGMANN: COMMISSIONER STEGMANN: I WANTED TO THANK YOU FOR BRINGING THIS PROCLAMATION FORWARD AS A MINORITY SMALL BUSINESS OWNER, I UNDERSTAND SOME OF THE CHALLENGES THAT THOSE BUSINESSES ARE FACED WITH. AND IT TAKES A LOT TO RUN YOUR OWN BUSINESS. AND MEET PAYROLL. AND PAY YOURSELF. AND COMPETE. AND SO I APPRECIATE EVERYTHING THAT YOU'RE DOING, LEE, TO HELP PROMOTE BUSINESSES THAT ARE, YOU KNOW, WANTING TO BE SUCCESSFUL AND HOPEFULLY WE CAN GET MORE CONTRACTS WITH THOSE SMALL BUSINESSES AND I THANK YOU FOR THE WORK.

COMMISSIONER VEGA PEDERSON: I WANTED TO THANK YOU FOR BRINGING THIS FORWARD AND THANK EVERYONE WHO IS HERE TODAY FOR STICKING WITH US. AND BEING HERE AND BEING PRESENT FOR THIS. I'M REALLY HAPPY TO SUPPORT THIS PROCLAMATION AND LOOK FORWARD TO SOME OF THE EVENTS OF MED WEEK.

COMMISSIONER MEIERAN: DITTO.

CHAIR KAFOURY: THANK YOU ALL FOR WAITING PATIENTLY. OBVIOUSLY, WE HAD SOME REALLY IMPORTANT CONVERSATIONS THAT NEEDED TO HAPPEN. AND NEED TO CONTINUE TO HAPPEN. AND I THINK THIS IS ACTUALLY A VERY APPROPRIATE TIME TO BE TALKING ABOUT MED WEEK BECAUSE I THINK WE ALL NEED TO RECOMMIT OUR EFFORTS TO MAKING SURE THAT EVERYONE IN OUR COMMUNITY BENEFITS FROM THE WORK THAT WE DO AT MULTNOMAH COUNTY. AND I AM VERY EXCITED TO BE ON THE PANEL DISCUSSION NEXT

WEEK. THANK YOU, LEE, FOR THE INVITATION. AND THANK YOU ALL FOR COMING. ALL THOSE IN FAVOR, VOTE AYE? THE PROCLAMATION IS ADOPTED.

LEE FLEMING: THANK YOU.

R.3 Notice of Intent: The Multnomah County Sheriff's Office Intends to Request ODOT Reimbursement of Versaterm Mobile Report Entry Citation and Crash Printer expenses in Fiscal Year 2018. Presenter: Jason Gates, Chief Deputy of Law Enforcement

CHAIR KAFOURY: COMMISSIONER STEGMANN MOVES, COMMISSIONER MEIERAN SECONDS. R.3. A

JASON GATES: THIS IS A NOTICE OF INTENT TO APPLY FOR A GRANT TO UP TO \$45,000 FROM THE OREGON DEPARTMENT OF TRANSPORTATION AND HAS A PURPOSE OF PURCHASING AND INSTALLING 32 ELECTRONIC CITATION PRINTERS TO BE INSTALLED IN OUR PATROL VEHICLES. I'M COMING TO YOU THIS MORNING, THIS GRANT HAS AN INITIAL REQUIRED MATCH OF \$9,608. HOWEVER, WE HAVE A REMAINING MATCH IN THE AMOUNT OF \$876 DUE TO A PREVIOUSLY PURCHASED EQUIPMENT. SO THIS IS A TERRIFIC OPPORTUNITY TO IMPROVE EFFICIENCIES, RECORD TRAFFIC DATA, IMPROVE COLLABORATION AND REDUCE ADMINISTRATIVE AND RECORDS STAFF WORKLOAD. AND AS WELL AS THE COURT ADMINISTRATORS WORKLOAD. AND I'D BE GLAD TO ANSWER ANY QUESTIONS.

CHAIR KAFOURY: QUESTIONS OR COMMENTS?

COMMISSIONER STEGMANN: THANK YOU, SO WHAT WILL THIS ENABLE OUR SHERIFFS TO DO?

JASON GATES: SO ESSENTIALLY, ELECTRONIC PRINTER WILL BE ATTACHED TO OUR MOBILE COMPUTERS IN THE CARS SO INSTEAD OF THE DEPUTY ISSUING A HANDWRITTEN CITATION, UNIFORM CITATION, WITH MULTIPLE COPIES, THIS EQUIPMENT WILL ESSENTIALLY BE ABLE TO INTERFACE WITH THE COURT SYSTEMS AND CIRCUIT COURT AND POTENTIALLY CITY OF TROUTDALE AND CITY OF FAIRVIEW SO THAT WILL ESSENTIALLY ELIMINATE THE WORKLOAD OF OUR STAFF IN RECORDS THAT HAS TO DO A HAND PROCESSING AND ALSO THE HAND PROCESSING OF THE DATA THAT COMES FROM THOSE CITATIONS.

SOUNDS LIKE A GREAT IDEA. THANK YOU.

JASON GATES: THANK YOU.

CHAIR KAFOURY: THANK YOU AND I ALSO WANT TO THANK YOU FOR ALL OF THE WORK THAT YOU AND YOUR TEAM HAVE BEEN DOING ON THIS EAGLE

CREEK FIRE. I KNOW IT'S TAKEN A LOT OFF -- ADDED A LOT OF WORK TO YOUR ALREADY VERY BUSY SCHEDULE SO IT WAS A PLEASURE TO SEE YOU OUT IN THE COMMAND VEHICLE LAST WEEK. AND I WANT TO THANK YOU.

JASON GATES: THANK YOU VERY MUCH FOR THE FEEDBACK, CHAIR, APPRECIATE THAT.

CHAIR KAFOURY: ALL THOSE IN FAVOR, VOTE AYE. THE NOTICE OF INTENT IS APPROVED. THANKS.

JASON GATES: THANK YOU.

R.4 Proclamation Proclaiming September 2017 as Recovery Month in Multnomah County. Presenters: Anthony Jordan- MHASD Addictions Manager; David Hidalgo- MHASD Director, and Invited Guests

CHAIR KAFOURY: HAVE A MOTION? COMMISSIONER STEGMANN MOVES AND COMMISSIONER SMITH SECONDS APPROVAL OF R.4.

DAVID HIDALGO: GOOD MORNING, COMMISSIONER -- OR CHAIR KAFOURY AND COMMISSIONERS. WE'RE GETTING OUR GUESTS SITUATED HERE. WE HAVE REACHED AFTERNOON.

CHAIR KAFOURY: YOU CAN SAY MORNING.

DAVID HIDALGO: ALL RIGHT. GREAT. SO THANK YOU FOR HAVING US AND THANK YOU FOR CONTINUING TO HONOR THIS VERY IMPORTANT CONVERSATION AS WELL. I THINK WE'VE ALL BEEN PLEASED TO BE A PART OF THE IMPORTANT CONVERSATION THAT HAS TAKEN PLACE IN OUR COUNTY TODAY TO HEAR FROM EMPLOYEES, TO HEAR FROM YOU AND WE HAVE ANOTHER VERY IMPORTANT CONVERSATION IN RECOGNITION TODAY. TODAY, I AM HERE WITH ANTHONY WHO ANTHONY JORDAN IS OUR ADDICTIONS MANAGER FOR OUR DIVISION. ANTHONY HAS BEEN WITH US FOR A COUPLE OF MONTHS SO WE'RE VERY PLEASED TO HAVE HIM COME FORWARD. THERE WE GO. FOR HIS FIRST BOARD PRESENTATION. AND THEN WE ALSO HAVE TWO OTHER INDIVIDUALS WHO ARE GOING TO SHARE THEIR PERSONAL EXPERIENCES OF RECOVERY AND WHY RECOVERY MONTH IS IMPORTANT TO THEM. ALTON HARVEY AND SHANE WELLSON AS WELL. I WILL DO A BRIEF INTRODUCTION BECAUSE THE MAJORITY OF WHAT WE WANT TO HEAR TODAY IS ABOUT THE RECOVERY EXPERIENCES OF INDIVIDUALS. THE OTHER THING I'D LIKE TO ACKNOWLEDGE IS WE HAVE A RECOVERY COMMUNITY IN THE ROOM WHICH HAS ALSO STAYED WITH US AND I WOULD LIKE TO RECOGNIZE THEM AS WELL FOR STICKING WITH AND I BELIEVE WE DO HAVE SOME PUBLIC COMMENT AFTERWARDS AS WELL FOR ALL OF US TO HEAR. GREAT. SO EVERY SEPTEMBER FOR THE PAST 27 YEARS, RECOVERY MONTH HAS CELEBRATED THE INDIVIDUAL EXPERIENCES AND ACHIEVEMENTS OF PEOPLE IN

RECOVERY. THE IMPORTANCE OF SUPPORT FROM FAMILY, LOVED ONES, OTHER NATURAL SUPPORTS, TREATMENT PROVIDERS, PEERS. INDIVIDUALS WITH LIVED EXPERIENCE AND RECOVERY MENTORS. IT'S ALSO BEEN A TIME TO PROMOTE A MESSAGE, A POSITIVE MESSAGE AND A MESSAGE OF HOPE THAT BEHAVIORAL HEALTH IS ESSENTIAL TO OVERALL HEALTH. AND THAT PREVENTION WORKS, TREATMENT IS EFFECTIVE AND RECOVERY HAPPENS AND CAN HAPPEN FOR ALL INDIVIDUALS.

DAVID HIDALGO: THIS YEAR, THE THEME FOR RECOVERY MONTH IS STRENGTHEN FAMILIES AND COMMUNITIES. TO ME, I THINK THAT'S A VERY IMPORTANT PART OF WHAT HISTORICALLY WE HAVE COMMITTED TO HERE IN MULTNOMAH COUNTY. I'M VERY PROUD TO BE A PART OF A COUNTY THAT CONTINUES TO FUND BEHAVIORAL HEALTH PROGRAMS, THAT MEET THE NEEDS AND ARE CONTINUING TO MEET THE NEEDS FOR INDIVIDUALS TO MOVE ALONG ON THEIR PATH TO RECOVERY AND TO HELP CHANGE THEIR LIVES. AND THE LIVES OF THEIR FAMILIES FOR GENERATIONS. ONE OF THE THINGS THAT I THINK IS ALSO IMPORTANT FOR US TO NOTE THAT RECOVERY IS A VERY INDIVIDUAL EXPERIENCE. I THINK WE'RE GOING TO HEAR SOME OF THAT TODAY. THERE'S SOME VERY COMMON NEEDS THAT PEOPLE HAVE AS THEY WALK THROUGH THE PATH TO RECOVERY. BUT EACH AND EVERY INDIVIDUAL STORY IS UNIQUE AND IMPORTANT. SO I'D LIKE TO ALSO THANK ALL OF YOU AS OUR BOARD TO CONTINUE TO SUPPORT THE IMPORTANT PROGRAMS THAT ARE CHANGING LIVES, PROVIDING HOPE FOR RECOVERY AND A PATHWAY TO WELLNESS. SO WITH THAT, I'LL HAND IT OVER TO ANTHONY AND TAKE US AWAY, ANTHONY.

ANTHONY JORDAN: THANK YOU. GOOD TO BE HERE. I'D LIKE TO THANK THE CHAIR, AND THE COMMISSIONERS FOR CELEBRATING RECOVERY MONTH. AND IN THE TRADITIONS OF RECOVERY, I'D LIKE TO TAKE A MOMENT OF SILENCE TO REFLECT ON THE PEOPLE WHO ARE STILL SUFFERING FROM THE DISEASE OF ADDICTION WHO HAVEN'T FOUND RECOVERY YET. THANK YOU. YOU KNOW, IT'S SORT OF AN HONOR TO BE HERE. I WAS THINKING THREE DAYS FROM NOW, I'D BE CELEBRATING 26 YEARS. [APPLAUSE] SO SEPTEMBER IS A GOOD MONTH FOR ME. YOU KNOW, AND I WAS THINKING, YOU KNOW, WHEN DAVID ASKED ME TO TELL YOU A LITTLE BIT ABOUT WHO I AM, I WAS THINKING ABOUT LIKE 25 YEARS, 362 DAYS AGO, I WAS HOPELESS, HELPLESS, HOMELESS. I WAS SPIRITUALLY BANKRUPT. I DIDN'T HAVE ANY PLACE TO GO. AND I HAD -- AS PEOPLE WHO COME INTO RECOVERY DO, WE ALWAYS TRYING TO FIND A WAY TO MANIPULATE A WAY TO GET OUT OF THE COLD. SO I HAD BEEN TO TREATMENT NUMEROUS TIMES BUT FAILED. BUT I KNEW TREATMENT WAS A PLACE THAT WOULD TAKE YOU IN. AND I WAS ABLE TO CALL. I HAD LOST A JOB AND I HAD AN INSURANCE CARD THAT WAS LONG OVERDUE BUT I WAS GOING TO GIVE IT A TRY. AND ONE OF THE THINGS THEY HAD SENT TO MY HOUSE WAS THIS COBRA PAYMENT. I DIDN'T KNOW WHAT THAT WAS. I CALLED UP THE TREATMENT CENTER AND THEY SAID OH, YEAH, WE'LL LET YOU IN. AND NEXT THING I KNOW, I HAD A -- WHICH IS INTERESTING. I DIDN'T GROW

UP IN PORTLAND BUT I WAS ON THE EAST COAST LIVING IN A NEIGHBORHOOD, SO I HAD THIS WHITE GUY WHO HAD REAL BAD ARTHRITIS, COULD BARELY WALK NAMED J.J. HE WAS MY ANGEL. HE SHOWED UP. AND BASICALLY, WHAT HE TOLD ME WAS YOU WON'T EVER HAVE TO USE AGAIN IF YOU WANT TO. AND THAT WE WERE GOING TO TAKE YOU TO A TREATMENT CENTER AND YOU GET TO CHOOSE WHATEVER YOU WANTED TO DO AND THE OTHER THING HE SAID. HE SAID LISTEN, JUST GIVE IT 90 DAYS.

ANTHONY JORDAN: AND AFTER 90 DAYS, YOU CAN GO BACK TO WHATEVER YOU WANT TO DO. OR YOU CAN KEEP THIS PATH. AND I'VE BEEN ON THIS PATH SINCE THAT DAY. YOU KNOW, I'VE HAD A LOT OF UPS AND DOWNS. YOU KNOW, ONE OF THE THINGS I WAS REFLECTING ON. WHEN I FIRST GOT CLEAN, I WAS TRYING TO THINK WHAT KEPT ME GOING? ONE OF THE THINGS THAT KEPT ME GOING WAS A BUNCH OF PEOPLE JUST LIKE ME. WE STARTED THIS CLUB CALLED A NO MATTER WHAT CLUB. ONE OF THE COMMITMENTS WE MADE WAS NO MATTER WHAT HAPPENED IN OUR LIVES, WE WERE GOING TO STAY CLEAN. IF ANYTHING ELSE FAILED, JAIL, OR WHATEVER ELSE, WE WERE NOT GOING TO USE NO MATTER WHAT. I'M STILL PART OF THAT CLUB. AND BY THE GRACE THAT I'M STILL HERE TALKING. YOU KNOW, BUT I WANT TO TALK ABOUT THE HOPES AND THE JOYS OF RECOVERY AS WELL. MANY PEOPLE CAN TESTIFY TO WHAT I'M SAYING. SINCE I'VE BEEN CLEAN 26 YEARS, I'VE BEEN ABLE TO GO BACK TO SCHOOL. I BECAME ADDICTIONS COUNSELOR. I HAVE A BACHELOR'S DEGREE AND A MASTER'S DEGREE AND I'VE BEEN WORKING IN THE FIELD OF ADDICTION FOR OVER 20 YEARS. AND I'M NOT SAYING THAT'S EVERYTHING BECAUSE I THINK THE GREATEST JOYS I'VE HAD IS THAT I HAVE A RELATIONSHIP WITH MY SON AND MY KIDS MORE THAN I EVER HAD IN MY LIFE. HE WAS TALKING ABOUT FAMILY.

ME AND MY MOTHER BEFORE I GOT CLEAN, MY MOTHER WOULDN'T LET ME IN THE HOUSE. AND I REMEMBER WHEN I WAS A YEAR CLEAN, SHE GAVE ME THE KEY TO THE HOUSE AND I LIKE FELL OUT. I WAS LIKE SHE GAVE ME THE KEY TO THE HOUSE. AND ME AND MY MOTHER TALK EVERY WEEKEND. EVERY WEEKEND WE TALK AND IT'S LIKE THIS KIND OF RENEWED RELATIONSHIP THAT I GAINED THROUGH BEING CLEAN. I'M A FATHER. I DIDN'T GROW UP WITH A FATHER. I'VE BEEN IN MY KIDS' LIFE SINCE I'VE BEEN CLEAN. SO THOSE ARE SOME OF THE OTHER JOYS ABOUT RECOVERY. IT'S NOT JUST BEEN ABOUT LIKE THE SCHOOL AND THE JOBS AND THE MATERIAL THINGS. IT'S ACTUALLY BEEN A SPIRITUAL AWAKENING FOR ME. AND I'M REALLY GLAD TO BE IN THIS POSITION BECAUSE I THINK WHAT I WANT TO TRY TO DO IS PROMOTE RECOVERY ON A REGULAR BASIS, NOT JUST IN SEPTEMBER, RIGHT? TRY TO FIND WAYS FOR PEOPLE TO GET ACCESS TO RECOVERY SERVICES. AND THAT'S MY COMMITMENT TO THIS POSITION AND TO MULTNOMAH COUNTY. SO I WANT TO THANK YOU FOR HAVING ME. I REALLY APPRECIATE EVERYTHING DAVE -- HE'S BEEN A GREAT SUPPORT FOR ME. AND I WANT TO TURN IT OVER TO DAVID FOR THE OTHER PEOPLE. I KNOW BOTH OF THEM, TOO, IT'S INTERESTING. WHAT'S THE INTERESTING THING, THIS GUY HERE, SHANE,

CAME UP TO ME AND SAID MAN, YOU DON'T REMEMBER ME, DO YOU? AND I SAID NO. BECAUSE I KNOW A LOT OF PEOPLE SAID USED TO BE MY COUNSELOR IN TREATMENT. AND THIS IS A TESTAMENT OF WHAT TREATMENT CAN DO. GOOD TO HAVE HIM BESIDE ME TODAY. THANK YOU.

CHAIR KAFOURY: THANK YOU.

DAVID HIDALGO: THANKS, ANTHONY. ANY QUESTIONS THAT YOU HAVE OF ANTHONY FOR THE MOMENT?

CHAIR KAFOURY: NO, I JUST WANTED TO SAY WELCOME TO MULTNOMAH COUNTY AND WE'RE REALLY HAPPY THAT YOU'RE HERE AND THANKFUL THAT WE HAVE THIS OPPORTUNITY TO MEET YOU.

ANTHONY JORDAN: THANK YOU.

DAVID HIDALGO: I THINK THERE WILL BE MORE OPPORTUNITIES.

CHAIR KAFOURY: YEP. KIND OF AN ISSUE THAT WE CARE ABOUT.

DAVID HIDALGO: IT IS. I THINK WHAT'S ALSO REALLY REMARKABLE AND I THINK WE'LL HEAR FROM ALTON AND SHANE IS THE RECOVERY COMMUNITY OVER THE YEARS HAS CONTINUED TO PROMOTE LEADERSHIP WITHIN THE RECOVERY COMMUNITY TO HELP EACH OTHER AND FOR PEOPLE TO MOVE FORWARD TO LEAD RECOVERY EFFORTS IN OUR COMMUNITY SO I LOVE THE FACT THAT THESE GUYS ARE ALREADY CONNECTED AND HAVE A WAY TO CONTINUE TO PUSH FORWARD AND TO ASSIST OTHER PEOPLE -- OTHER INDIVIDUALS TO GET HELP. SO I'D LIKE TO GO TO YOU NEXT IF YOU'D BE WILLING TO SHARE YOUR STORY AND WHY RECOVERY MONTH IS IMPORTANT TO YOU.

ALTON HARVEY: THANKS, DAVID AND ANTHONY. MADAM CHAIR, MADAM COMMISSIONERS, IT'S AN HONOR AND A PRIVILEGE. THIS IS MY SECOND TIME THIS YEAR SPEAKING TO YOU LADIES. AND THE FIRST TIME I WAS SPEAKING ON BEHALF OF THE M.R.C., VOLUNTEERS OF AMERICA MEN'S RESIDENTIAL CENTER. WHICH I'M AN ALUMNI FROM. AND NOW, I'M SPEAKING ON BEHALF OF RECOVERY MONTH, MULTNOMAH COUNTY, AND MY FRIEND NOW AND COLLEAGUE WHO ASKED ME TO COME TO SPEAK TO YOU TODAY. REAL BRIEFLY, WHAT IT WAS LIKE BEFORE. HOPELESSNESS, DEPRESSION, THE CRIMINAL SYSTEM, LONELINESS. I'M NOT ORIGINALLY FROM HERE. I'M ORIGINALLY FROM CHICAGO, IF YOU REMEMBER, I HAD MY CUBS JERSEY ON THAT NIGHT I SPOKE TO YOU PEOPLE. AND, YOU KNOW, IT -- IN MIGRATING OUT HERE, THINKING I COULD GET AWAY FROM ONE THING AND CHANGE ENVIRONMENTS. AND IT WILL CHANGE YOUR LIFE. WELL, IT DIDN'T WORK. IT BECAME WHERE I GOT INTO THE SYSTEM AT THAT POINT. I HAD NEVER BEEN IN THE SYSTEM BEFORE. BUT I GOT IN THE SYSTEM HERE. AND IT WAS

PROBABLY THE WORST THING THAT EVER HAPPENED ON ONE HAND. AND THEN ON THE OTHER HAND, IT WAS THE BEST THING THAT EVER HAPPENED BECAUSE IT ALLOWED ME AN OPPORTUNITY TO TAKE ADVANTAGES OF SOME OF THE SERVICES THAT ARE OFFERED BY THE COUNTY. WHAT IT WAS LIKE BEFORE, WHAT IT'S LIKE NOW, I HAVE A BEAUTIFUL 2-YEAR-OLD DAUGHTER THAT I GO TO WORK FOR AND I TAKE CARE OF. ACTUALLY SHE'LL BE 3 NEXT MONTH. I CELEBRATE FIVE YEARS, GOD WILLING, ON THE 19TH OF OCTOBER. FOR ME, THAT'S THE BIGGEST ACCOMPLISHMENT EVER. I'M NO LONGER IN THE SYSTEM.

ALTON HARVEY: I MENTOR NOW. I'M A CERTIFIED RECOVERY MENTOR FOR VOLUNTEERS OF AMERICA IN CONJUNCTION WITH MULTNOMAH COUNTY, THE DEPARTMENT OF COMMUNITY JUSTICE. AND YOU KNOW, THAT HOPELESSNESS THAT I SPOKE OF WHAT IT WAS LIKE FOR ME BEFORE, I SEE IT EVERY DAY IN THESE GUYS. AND THE ONE THING THEY TELL ME IS -- AND THEY'RE VERY UP FRONT. THEY'RE NOT -- THEY'RE NOT READY YET. BUT WHAT THEY TELL ME IS THAT SEEING ME IS GIVING THEM SOME INSPIRATION. AND SO I WOULD HOPE THAT THE COUNCIL, MY FELLOW COLLEAGUES WOULD UNDERSTAND THE IMPORTANCE OF REACHING OUT TO THE NEXT MAN. I WASN'T NERVOUS UNTIL I SAT IN THIS CHAIR. I THOUGHT I WAS GOING TO BE OK. BUT I'M TOTALLY NERVOUS NOW. AND I'M LOST FOR WORDS. BUT IN MY HEART OF HEARTS, THIS IS MY PASSION TO HELP THE NEXT ADDICT OR ALCOHOLIC. I'LL SAY THIS IN CLOSING. I TOOK MY DAUGHTER TO A MARINERS GAME A COUPLE OF WEEKS AGO. FIRST TIME SHE AND I -- AND I'M MARRIED AND HAVE TWO STEPCHILDREN AND WE HAVE A CHILD OF OUR OWN AND THIS WAS THE OLDEST. SO SHE'S MY STEPDAUGHTER, 13 YEARS OLD. AND THIS IS KIND OF A ROAD TRIP. FIRST MARINERS GAME. FIRST REAL FATHER AND DAUGHTER INTERACTION. AND WE WERE TALKING AND SHE GOES DAD, YOU KNOW, I'VE NEVER HEARD THAT MUCH OF YOUR STORY. SO I STARTED TELLING HER SOME OF IT AND I WASN'T GOING INTO DETAIL THAT MUCH. I JUST TOLD HER A LITTLE BIT.

BUT WE HAD TO STOP AT A REST STOP. AND TAKE CARE OF OUR BUSINESS. WELL, I GET OUT OF THE CAR. SHE GOES TO THE BATHROOM. I'M ON MY WAY AND I HEAR SOMEONE CALL MY NAME. AND I TURN AROUND AND IT'S OFFICER HUBBARD, I DON'T KNOW IF ANY OF YOU KNOW OFFICER HUBBARD, BUT I KNEW HIM VERY WELL FROM WHEN I WAS OUT THERE AND IT WAS JUST IRONIC TO ME THAT THE FIRST TIME I'M TELLING MY DAUGHTER ABOUT SOME OF MY PAST, WE STOP IN THE MIDDLE OF I-5 ON OUR WAY TO A MARINERS GAME AND RUN INTO SOMEONE WHO WAS INSTRUMENTAL IN GETTING ME TO THIS PART OF JOURNEY. I GOT A CHANCE TO INTRODUCE HIM TO MY DAUGHTER. HE HAD A CHANCE TO TELL HER HOW PROUD HE WAS OF WHERE I'VE COME FROM AND WHERE I AM NOW. AND HE ALSO MENTIONED THAT HE HAD BEEN GETTING REPORTS OF ME NOT OVER THE RADIO BUT FROM PEOPLE THAT WERE -- THAT HAD BEEN SEEING ME AND TELLING HIM HOW WELL I WAS DOING. SO THAT'S WHAT RECOVERY HAS GIVEN TO ME. IT'S GIVEN

ME AN OPPORTUNITY TO BE A HUSBAND, IT'S GIVEN ME AN OPPORTUNITY TO BE A FATHER AND IT'S GIVEN ME AN OPPORTUNITY TO BE A MAN GIVING BACK TO THE COMMUNITY. SO AGAIN, THANK YOU FOR ALLOWING ME TO SPEAK WITH YOU. IT'S REALLY NICE TO SEE ALL OF YOU AGAIN. AND THANK YOU VERY MUCH.

CHAIR KAFOURY: THANK YOU.

DAVID HIDALGO: WONDERFUL. THANK YOU, ALTON. ANY COMMENT? ANYTHING YOU'D LIKE TO SAY? ALTON'S EXPERIENCE.

CHAIR KAFOURY: WE WILL PROBABLY HAVE COMMENTS AFTER EVERYTHING.

DAVID HIDALGO: AT THE END. SO ALTON, I THINK, FOR ME THE STORY AS YOU DESCRIBE IT, REALLY POINTS TO HOW IMPORTANT EVERY PERSON ALONG THE PATH CAN BE AND THAT EACH PERSON CAN ACTUALLY BE ONE OF THOSE INDIVIDUALS THAT GETS YOU TO THE NEXT SPOT. YOU NEVER REALLY KNOW HOW SOMEONE WILL TOUCH YOU AND THE FACT THAT REALLY LED YOU TO THE SPOT THAT YOU ARE NOW BEING A PEER MENTOR AND HAVING A FAMILY AND LIVING YOUR LIFE IN A VERY DIFFERENT WAY. SO CONGRATULATIONS ON YOUR FIVE YEARS OF SOBRIETY. THAT'S VERY COOL. ABSOLUTELY. SO NEXT, SHANE, WE'D LIKE TO HAVE YOU SHARE YOUR EXPERIENCE AND WHY RECOVERY MONTH IS IMPORTANT TO YOU, PLEASE.

SHANE WILSON: MY NAME IS SHANE WILSON. I'VE BEEN FREE OF EVERYTHING LIKE DRUGS AND ALCOHOL SINCE SEPTEMBER 26, 2015 SO I'M COMING UP TO TWO YEARS. THIS ISN'T THE FIRST TIME I'VE BEEN CLEAN BUT IT'S THE LONGEST I'VE BEEN SUCCESSFUL ON MY OWN WITHOUT INSTITUTIONS BEING INVOLVED. SO A LITTLE BIT OF MY STORY IS, YOU KNOW, VERY LOST KID. AND SO 1995, I BECAME, YOU KNOW, HEROIN WAS MY DRUG OF CHOICE. I DISCOVERED THAT THROUGH A SERIES OF EVENTS. AND SO FOR THE NEXT 20 YEARS, I SPIRALLED MY LIFE. JUST CONTINUALLY. MAKING POOR CHOICES FOR MYSELF, GETTING INVOLVED IN THE JUSTICE SYSTEM AND ALL THAT. AND SO FAST FORWARD UP TO 2015, I HAD GOTTEN TO A POINT WHERE LIKE MY LIFE WAS SO UNMANAGEABLE. LIKE WHEN YOU GO TO OLD TOWN AND SEE PEOPLE DIGGING IN GARBAGE CANS AT 2:00 IN THE MORNING, THAT WAS ME, YOU KNOW, WITH A FRACTURED MIND AND A FRACTURED -- SORRY, I'M REALLY NERVOUS.

CHAIR KAFOURY: YOU'RE DOING GREAT.

SHANE WILSON: MY VOICE IS REALLY SHAKY. I'M TRYING TO CALM MYSELF DOWN. BUT YOU KNOW, I HAD A FRACTURED MIND AND I WAS LOST IN THIS WORLD. SO I -- YOU KNOW, I WENT TO HOOPER ONE LAST TIME. THIS WAS MY 15TH TIME IN HOOPER DETOX AND YOU KNOW, SOMETHING WAS DIFFERENT. I WAS AT THE POINT WHERE LIKE IT GOT -- IT GOT HARD ENOUGH FOR ME

WHERE I WANTED TO REALLY DO SOMETHING DIFFERENT. SO WHEN I GOT -- WHEN I WENT IN THERE, I REMEMBER THE MORNING THAT I CHECKED IN, I WAS HALF-HOUR LATE. AND SINCE I'VE BEEN THERE SO MUCH, THE STAFF KNEW ME AND ONE OF THEM CAME OUT AND THEY SAID, WHAT'S GOING ON? I SAID I KNOW I'M LATE. BUT I TOLD MYSELF I'D SHOW UP ANYWAY. AT LEAST IF I CAN GET ON THE LIST AND COME BACK TOMORROW.

SHANE WILSON: AND THEY SAID GRAB YOUR BACKPACK, SIT DOWN AND DON'T SAY A WORD. AND I KNEW AT THAT MOMENT THAT WAS MY ESCAPE FROM EVERYTHING THAT I HAD CREATED FOR MYSELF, ALL THE PROBLEMS. AND SO I DID THAT. AND FROM THAT POINT ON, I KEPT AN OPEN MIND AND I DID WHAT THEY TOLD ME TO DO. SO I GOT THROUGH THAT EXPERIENCE OF DETOXING AND ALL THAT FOR THE UMPTEENTH TIME AND GOT INVOLVED IN EIGHT BY EIGHT. THAT'S THE PIECE I WANTED TO SHARE HOW SUPPORTIVE HOUSING HELPS HE AND STILL HELPS ME TODAY. I GOT INVOLVED WITH THE EIGHT BY EIGHT AND THEY SAID -- I REMEMBER WHEN THEY -- I HAD BEEN HOMELESS FOR YEARS AT THIS POINT. THEY TOOK ME UP TO MY LITTLE SINGLE OCCUPANCY ROOM AND GAVE ME A KEY AND SHOWED ME AROUND. AND THEY SAID HERE YOU GO. THEY HANDED ME THE KEY AND I SAID LIKE, I GET TO LIKE LOCK MY DOOR? I GET TO KEEP MY STUFF IN HERE? THEY'RE LIKE YEAH, TOTALLY. AND I WAS BLOWN AWAY BECAUSE I HAD BEEN OUTSIDE AND I'D BEEN INSTITUTIONALIZED FOR SO LONG THAT, YOU KNOW, THIS WAS THE FOREIGN CONCEPT FOR ME. I HAD BEEN THAT DISCONNECTED. AND THEY SAID ALL YOU GOT TO DO IS YOU GOT TO GO TO GROUPS, STAY CLEAN AND YOU GOT TO DO LIKE A 12-STEP AND DO A COUPLE OF THINGS. AND I WAS ALL ABOUT IT BECAUSE I'M LIKE, THAT'S PRETTY GOOD DEAL FOR RENT. YOU KNOW WHAT I MEAN? I JUST GOT TO BE THERE AND SHOW UP. SO I DID THAT.

SO THROUGH THE NEXT 10 MONTHS, I CONTINUED TO JUST STAY OPEN AND GO TO MY GROUPS AND JUST STARTED TO BE ACCOUNTABLE TO MYSELF. AND PRETTY SOON, YOU KNOW, I GOT OFFERED A JOB THROUGH CENTRAL CITY CONCERN AND I HADN'T WORKED IN SO LONG BECAUSE I WAS SO DYSFUNCTIONAL THAT MY SKILLS WERE REALLY POOR. BUT THEY STARTED OUT IN THIS LITTLE SIMPLE JOB. AND SO I PROGRESSED FROM THERE. AFTER ABOUT 10 MONTHS, THEY SAID OK, IT'S TIME TO LEAVE THE NEST. YOU GOT TO MOVE FORWARD. AND, YOU KNOW, I REALLY LIKED THAT ENVIRONMENT BECAUSE IT WAS SAFE AND SO MY NEXT STEP FORWARD WAS I GOT OFFERED AFFORDABLE HOUSING AND THAT'S WHERE I LIVE TODAY AND I'VE BEEN THERE ABOUT A YEAR NOW. AND YOU KNOW, IT WAS MY GOAL IN THE FIRST YEAR TO GET OFF OF ALL SORT OF ASSISTANCE BECAUSE I WAS ON FOOD STAMPS, OREGON HEALTH PLAN, ANY -- YOU KNOW, I WAS BASICALLY BEING CARRIED BY THE SYSTEM. UNTIL IT WAS MY GOAL. I MET THAT GOAL, YOU KNOW, I HAD -- I STARTED WORKING FOR TRANSITION PROJECTS WHO I WORK FOR NOW. AND YOU KNOW, LIKE I HAVE INSURANCE. LIKE I BUY MY OWN FOOD A DAY. I PAY MY WAY! AND THAT WAS LIKE A GOAL. AND I NEVER THOUGHT LIKE I'D HAVE MY OWN APARTMENT, YOU KNOW, NEEDLESS TO SAY. AND HERE

I -- YOU KNOW, AFTER 20 YEARS OF DEVASTATION, IN LIKE TWO YEARS, I'M COMING UP TO TWO YEARS, I GOT A PLACE LIKE MY BILLS ARE PAID, YOU KNOW, I'M LIKE -- I'M PRODUCTIVE, YOU KNOW, MY WORK LIKES ME. I JUST GOT CERTIFIED AS A PEER SUPPORT SPECIALIST, YOU KNOW, I'M PEER HEALTH NAVIGATOR NOW AND THERE'S OTHER, YOU KNOW, CADC1, THAT'S IN MY FUTURE HERE. THERE'S ALL THESE THINGS THAT I NEVER THOUGHT AND THAT WAS LIKE SUPPORT THAT I HAD WITH THE PEOPLE, LIKE MY CASE MANAGER WHO HELPED ME IN THE BEGINNING, I STILL HAVE CONTACT WITH HER AND WE KNOW WHAT'S GOING ON IN EACH OTHER'S LIVES. AND SO THAT PIECE, THAT SUPPORTIVE HOUSING PIECE AND I STILL HAVE THAT IN MY BUILDING BECAUSE THERE'S ACCOUNTABILITY THERE, I LIKE THAT I NEED THAT STILL. I'M STILL REALLY YOUNG IN MY RECOVERY AND I'M ALL ABOUT WHATEVER I HAVE TO DO TO MAINTAIN THIS, SO, YOU KNOW, I THINK IT'S GREAT WE'RE GOING TO DO RECOVERY MONTH. I'M ALL ABOUT IT BECAUSE THERE IS A BIG COMMUNITY AND I GET TO WORK WITH PEOPLE EVERY DAY I'M LIKE THEIR FIRST CONTACT TOWARDS THAT. BUT I KNOW, I KNOW THE STRUGGLES. I KNOW THE MINDSET BUT I ALSO KNOW WHAT'S POSSIBLE. AND THIS IS A GREAT OPPORTUNITY FOR THIS TO KIND OF LIKE BE SHOT OUT THROUGH THE CITY OF LIKE HEY, DO WE SUPPORT EVERYBODY WHO IS ABOUT DOING SOMETHING TO HELP THEMSELVES? SO THAT'S ALL I GOT. THANK YOU.

CHAIR KAFOURY: THANK YOU.

DAVID HIDALGO: THANK YOU, SHANE, VERY MUCH. AND I APPRECIATE KIND OF HOW YOU WALKED US THROUGH WHAT A PATHWAY OF RECOVERY LOOKS LIKE. WHERE SOMEONE CAN START AND ALSO I THINK THE IMPORTANCE AGAIN OF HOPE. HOW YOU KEPT HOPE ALIVE AT EACH AND EVERY POINT AND HOW PEOPLE RESPOND TO THAT AND THE DOORS OPEN AT THE RIGHT TIME HOPEFULLY SO CONGRATULATIONS ON YOUR TWO YEARS OF RECOVERY. I THINK WE HAVE 36 SITTING AT THIS TABLE RIGHT NOW. AND I BELIEVE THAT WE HAVE SOME PUBLIC COMMENT AND I KNOW FOLKS HAVE WAITED AND THEY ALSO WANT TO MAKE SURE WE'RE AWARE ABOUT THE RALLY FOR RECOVERY AS WELL. SO I'M GOING TO STEP BACK AND LET SOME OF THOSE FOLKS WHO HAVE SIGNED UP, DOES THAT SOUND --

CHAIR KAFOURY: DO FOLKS HAVE ANY COMMENTS OR QUESTIONS OF OUR SPEAKERS HERE BEFORE WE HAVE PUBLIC COMMENT?

COMMISSIONER SMITH: I WANT TO SAY THANK YOU FOR COMING FORWARD. IT'S A HUGE DEAL. I KNOW THAT MY DAD, HE STRUGGLED WITH ADDICTION TO HEROIN FOR MOST OF HIS LIFE. AND WHEN HE DID GET CLEAN, HE LOVED IT AND HE ENDED UP FINDING OUT, GOING TO THE DOCTOR LIKE YOU WERE TALKING ABOUT GETTING A SECOND FAMILY. AND HE LEARNED THAT HE HAD CANCER. AND SO WHEN YOU'RE IN THIS WORLD AND TO BE ABLE TO HAVE, YOU KNOW, GOOD HEALTH AND A HOUSE AND THOSE KINDS OF THINGS, AND

YOU REALIZE LATE IN LIFE THAT THIS IS SO IMPORTANT TO BE ABLE TO CELEBRATE AND APPLAUD THE RECOVERY THAT YOU ALL HAVE BEEN ABLE TO MAINTAIN FOR MANY, MANY YEARS AND YOU HAVE A LOT MORE TO GO. I WANT TO APPLAUD YOU FOR YOUR EFFORTS. AND TO SAY KEEP UP THE GOOD WORK.

CHAIR KAFOURY: COMMISSIONER STEGMANN?

COMMISSIONER STEGMANN: THANK YOU, CHAIR. LIKE MANY OF US PROBABLY IN THE ROOM, I THINK WE'RE ALL AFFECTED TO SOME GREATER OR LESSER DEGREE WITH ADDICTION AND RECOVERY. AND SO I DO HAVE A LITTLE BIT OF AN UNDERSTANDING OF THE CHALLENGES AND SOME OF THE THINGS THAT I'VE LEARNED IN MY JOURNEY AND ONE OF THE THINGS I ALWAYS LOVED WAS THE SAYING OF KEEP COMING BACK, IT WORKS. AND CLEARLY, YOU GENTLEMEN, EXEMPLIFY THAT. CONGRATULATIONS AND YOU SHOULD BE VERY PROUD OF WHERE YOU ARE. YOU HAVE JUST OVERCOME OBSTACLES AND IT'S A DELIGHT TO SEE YOU HERE AND SEE YOUR SUCCESSES.

COMMISSIONER VEGA PEDERSON: THANK YOU JUST TO ADD MY THANKS FOR SHARING YOUR STORIES AND FOR BRINGING THIS FORWARD. I'M VERY HAPPY TO SUPPORT THIS. AND I GUESS THE ONLY THING I WOULD SAY IS I HOPE WHEN YOU'RE GOING UP TO THE GAME, IT WAS TO SEE THE CUBS BEAT THE MARINERS?

ALTON HARVEY: IT REALLY WASN'T THE CUBS. BUT, OF COURSE, WHEREVER I AM, I'M ROOTING FOR THE CUBS. THANK YOU, THOUGH.

COMMISSIONER MEIERAN: THANK YOU FOR DAVID AND ALL OF YOU BRINGING FORWARD THIS PROCLAMATION. AND THEN ALSO ALTON AND SHANE AND ANTHONY FOR SHARING YOUR STORIES. I MEAN, IT REALLY -- IT'S INCREDIBLY POWERFUL TO HEAR THOSE STORIES AND ONE THING THAT REALLY STICKS OUT TO ME ABOUT THIS PRESENTATION WHICH I LOVE IN TALKING ABOUT RECOVERY MONTH IS THERE'S -- IT'S A VERY DIFFERENT TONE FROM A LOT OF WHAT WE TALK ABOUT HERE AT THE COUNTY AND JUST THAT WE SEE IN THE NEWS EVERY DAY. WHEN WE TALK ABOUT THESE ISSUES SO OFTEN, IT IS ABOUT ISSUES LIKE ADDICTIONS AND SUBSTANCE ABUSE AND USE AND MENTAL HEALTH ISSUES. IT'S REALLY HEAVY AS IT SHOULD BE AND WHAT YOU'VE SAID IS HEAVY AS WELL. BUT IN -- IT'S LIKE WE TALK ABOUT THE GRAVITY OF THE PROBLEMS SO WE'RE TALKING ABOUT A LOT OF THOSE DEEP ISSUES, THE DAMAGE AND THE HURT. AND TODAY, WHAT REALLY DOES STAND OUT IS THE ELEMENT OF HOPE AND THAT RECOVERY IS POSSIBLE AND IS SO WONDERFUL TO SEE HERE IN YOU AND I'M THRILLED THAT THE RECOVERY -- YOUR COMMUNITY IS ALSO HERE AS WELL. AND I LOOK FORWARD TO HEARING FROM OTHERS THAT TESTIFY HERE TODAY. SO IT'S REALLY INSPIRING. AND SO I WANTED TO ACKNOWLEDGE THAT AND I'M HOPEFULLY GOING TO BE AT YOUR RALLY SO THAT'S -- I UNDERSTAND AND

SOMEONE ELSE WILL SAY THIS, SATURDAY SEPTEMBER 30, 10:00 A.M. TO 12:00 P.M. BUT THANK YOU FOR BRINGING THIS FORWARD AND KEEPING US GROUNDED IN A RECOVERY ORIENTED MODEL AS THE COUNTY TACKLES THESE REALLY CHALLENGING ISSUES.

DAVID HIDALGO: THANK YOU, COMMISSIONER MEIERAN AND FOR THAT PLUG ON THAT RALLY. I WOULD LIKE TO ACKNOWLEDGE AND I THINK WE ARE ALL AWARE AS WELL THAT WE APPRECIATE YOUR LEADERSHIP IN SPONSORING THIS PROCLAMATION FOR RECOVERY MONTH. THANK YOU VERY MUCH. VERY IMPORTANT TO HAVE THAT SUPPORT FOR ALL OF US AND FOR THE RECOVERY COMMUNITY IN THIS ROOM SO WE REALLY APPRECIATE YOU STANDING IN AND WE'LL HAVE THE PUBLIC COMMENT AND THEN I BELIEVE THAT WE WILL HAVE YOU READ THE PROCLAMATION.

CHAIR KAFOURY: YES. I NEED TO SAY SOMETHING.

DAVID HIDALGO: PLEASE DO, CHAIR KAFOURY!

CHAIR KAFOURY: OH! WE HAD A REALLY EMOTIONAL MORNING AND WE HEARD SOME REALLY HEARTFELT STORIES OF PEOPLE'S REAL PAIN AND SUFFERING. AND SO I'M REALLY APPRECIATIVE THAT THIS AGENDA ITEM HAS COME SO WE CAN HEAR ABOUT STORIES OF HOPE. AND SUCCESS. AND I -- I MEAN, YOUR STORIES OBVIOUSLY ALSO INCLUDE A LOT OF PAIN AND SUFFERING. AND I'M JUST REALLY THANKFUL THAT YOU HAVE SHARED THIS WITH US HERE TODAY. AND I'M REALLY GLAD THAT WE HAVE AND ARE STILL BUILDING THIS STRONG RECOVERY COMMUNITY WHERE YOUR LIFE EXPERIENCES ARE VALUED AND THAT YOU CAN USE THOSE LIFE EXPERIENCES TO HELP OTHER PEOPLE WHO ARE STRUGGLING AS WELL. SO JUST THANK YOU SO MUCH.

ALTON HARVEY: : THANK YOU.

CHAIR KAFOURY: NOW, WE CAN HEAR. THANK YOU VERY MUCH. WE WILL STEP BACK AND THEN THE PEOPLE WHO HAVE SIGNED UP.

BOARD CLERK: YES WHEN I CALL YOUR NAME, PLEASE COME FORWARD. JOHN HACKER, KURT CUTE, ANTHONY CLARK, CODY ROBERTS.

CODY ROBERTS: YOU LADIES ALL HAVE A FLYER?

CHAIR KAFOURY: WE SURE DO. ALL RIGHT. YOU CAN GO FIRST HERE ON THE END. YEP, WE'RE ON.

CODY ROBERTS: OK. HELLO, MY NAME IS CODY ROBERTS. I AM A PERSON THAT IDENTIFIES IN LONG TERM RECOVERY. I'VE BEEN CLEAN SINCE APRIL 9, 2013. SO WHEN I SIT HERE, I ALWAYS THINK LIKE HOW DID I GET HERE? YOU KNOW, HOW DID I GET IN THIS SEAT TALKING TO YOU GUYS? BECAUSE IT

WASN'T EASY. THIS REMINDS ME OF LIKE A COURTROOM THAT I WAS SENTENCED IN BEFORE.

CHAIR KAFOURY: WE'RE NICER.

CODY ROBERTS: YOU KNOW, AND SO A LITTLE BIT ABOUT ME. I COME FROM A FAMILY OF CRIMINALS AND DRUG ADDICTS AND I'M THE FIRST TO BREAK THE CYCLE OF MY FAMILY. I -- YOU KNOW, THERE'S A PLACE AND A POINT IN MY LIFE WHERE, YOU KNOW, I THOUGHT I WAS GOING TO CONTINUE TO DO DRUGS UNTIL IT KILLED ME. AND I WAS OK WITH THAT. I THOUGHT THAT EITHER I WAS GOING TO END UP DEAD OR GO TO A PRISON FOR LIFE. AND, YOU KNOW, I WAS OK WITH THAT. I WAS ABLE TO GO TO TREATMENT. TREATMENT FOUND ME. AND THE NEIGHBORHOOD I GREW UP IN, THERE WAS NO INFORMATION ABOUT TREATMENT. WE DIDN'T KNOW IT EXISTED. MY FAMILY DIDN'T KNOW THAT THIS SORT OF LIFESTYLE EXISTED. NORMAL LIFESTYLE AS WE CALL IT. BY THE GRACE OF GOD, I MADE IT TO TREATMENT. I GOT CLEAN. I ENDED UP GOING BACK AND WORKING AT THE TREATMENT CENTER THAT I WAS IN. WHICH IS, YOU KNOW, A MIRACLE. I'M A MENTOR FOR FOURTH DIMENSION RECOVERY CENTER WHICH IS FUNDED BY MULTNOMAH COUNTY. AND I JUST WANT TO SAY THANK YOU BECAUSE -- BECAUSE OF TREATMENT SERVICES, I'M ABLE TO GIVE BACK AND PROVIDE PEOPLE WITH SERVICES AND HELP PEOPLE CHANGE THEIR LIFE, YOUNGER GUYS THAT ARE -- THAT WERE EXACTLY WHERE I WAS. THE RECOVERY RALLY IS COMING UP. IT'S IMPORTANT, YOU KNOW, WE SPEND A LOT OF MONEY ON ADDICTION EACH YEAR. AND I'M GRATEFUL FOR THAT. I JUST WANT TO SAY THANKS.

CHAIR KAFOURY: THANK YOU.

THANKS, MAN.

KURT CUTTY: HI, MY NAME IS KURT CUTTY. LIKE TO THANK MADAM CHAIRS, MADAM COMMISSIONERS FOR ALLOWING ME THE OPPORTUNITY TO SPEAK TODAY.

CHAIR KAFOURY: CAN YOU SPEAK INTO THE MICROPHONE? WE CAN'T HEAR YOU.

KURT CUTTY: IS THAT BETTER? ALL RIGHT. COOL. SO MY WHOLE LIFE WAS AROUND DRUGS, VIOLENCE, CRIMINAL ACTIVITIES. THAT'S WHAT I GREW UP AROUND. THAT'S WHAT I KNEW. I CAME TO A POINT IN MY LIFE WHERE I WAS HOMELESS AND I WAS LIKE GOING CRAZY AND I HAD REACHED THE POINT OF DESPERATION WHERE I WAS LIKE WILLING TO DO ANYTHING LIKE WHATEVER -- WHATEVER WOULD HELP ANYTHING. AND I CAME TO PORTLAND, OREGON, AND I FEEL THIS IS IMPORTANT FOR ME TO TALK ABOUT BECAUSE FIRST THING I DID WAS I GOT ON TO THE OREGON HEALTH PLAN. AND IT WAS SUGGESTED TO ME BY SOME PEOPLE THAT I KNEW THAT I GOT INTO INPATIENT

TREATMENT. SO WHILE I WAS WAITING TO GET INTO INPATIENT, IT WAS A FOUR TO SIX MONTHS WAITING PERIOD BEFORE I COULD GET IN THERE. AND I WAS STILL IN MY ADDICTION. I WANTED TO QUIT MORE THAN ANYTHING. I JUST DIDN'T KNOW HOW. I'VE BEEN DOING IT MY WHOLE LIFE. AND I WAS SUFFERING AND THAT'S WHAT I KNEW. DURING THIS FOUR TO SIX MONTH WAITING PERIOD, I ENDED UP OVERDOSING THREE DIFFERENT TIMES.

KURT CUTTY: AND I ALMOST DIED ALL THREE OF THOSE TIMES I COULD HAVE BEEN DEAD, YOU KNOW, IF IT WASN'T FOR THE PARAMEDICS SHOWING UP OR PEOPLE CALLING 911. SO LIKE I BELIEVE IT'S VERY IMPORTANT FOR PEOPLE THAT WANT TO GET CLEAN AND THAT, YOU KNOW, HAVE THAT DESIRE TO STOP USING TO BE ABLE TO GET INTO TREATMENT CENTERS AS FAST AS POSSIBLE. SO FOR ME LIKE LUCKILY I SURVIVED, YOU KNOW, I MADE IT INTO TREATMENT. WHAT HAPPENED WHEN I GOT INTO TREATMENT WAS IT WAS THE FIRST TIME I'D EVER BEEN IN RECOVERY IN ANY KIND OF TREATMENT AND OUTSIDE GROUPS FROM DIFFERENT 12-STEP MEETINGS WOULD COME INTO THE TREATMENT CENTER AND I COULD RELATE TO THESE PEOPLE, YOU KNOW, THEY HAD A STORY THAT WAS SIMILAR TO MINE. AND THEY WERE SUCCESSFUL AND THEY WERE STAYING CLEAN. AND IT GAVE ME -- IT PLANTED THAT SEED IN MY HEAD THAT, YOU KNOW, MAYBE I CAN DO THIS, TOO. SO IT WAS VERY BENEFICIAL FOR ME TO -- FOR THAT TREATMENT CENTER. IT WAS CODA THROUGH LIFEWORKS NORTHWEST.

AND I GOT OUT OF TREATMENT AND I CONTINUED DOING THE MEETINGS AND MY LIFE HAS JUST DRAMATICALLY CHANGED. IT'S COOL THAT SEPTEMBER IS RECOVERY MONTH BECAUSE MY CLEAN DATE IS SEPTEMBER 29, 2016. SO GOD WILLING, I'LL HAVE A YEAR ON THE 29TH OF THIS MONTH. LONGEST I'VE EVER BEEN CLEAN. IN THIS SHORT AMOUNT OF TIME, I'VE BEEN ABLE TO, YOU KNOW, I'M ALMOST OFF PROBATION, AND I'VE GOT MY LICENSE BACK. I JUST FINISHED MY TERM AT PORTLAND COMMUNITY COLLEGE AND GOT A SCHOLARSHIP TO DO PEER WELLNESS SUPPORT TRAINING, YOU KNOW, BECAUSE I'M VERY INVOLVED IN THE RECOVERY COMMUNITY. I GO TO MEETINGS EVERY DAY. AND I'M JUST OUT THERE. I'M DOWNTOWN EVERY DAY AND I'M IN THE FIELD SO I SEE PEOPLE SUFFERING EVERY DAY AND A LOT OF PEOPLE REACH OUT TO ME. I REACH OUT TO A LOT OF PEOPLE AND I FEEL LIKE -- I TRULY FEEL LIKE GOD HAS BLESSED ME AND GIVEN ME ANOTHER CHANCE TO HELP OTHER PEOPLE. SO, YOU KNOW, I'M JUST LOOKING FORWARD TO KEEP MOVING FORWARD AND, YOU KNOW, ONCE I GET THIS -- THIS TRAINING, I'M JUST GOING TO, YOU KNOW, KEEP MOVING FORWARD. SO THANK YOU GUYS FOR ALLOWING ME TO SHARE. THANKS.

CHAIR KAFOURY: THANKS.

JOHN HACKER: MY NAME IS JOHN HACKER. I'M SOMEONE THAT IDENTIFIES AS BEING IN LONG TERM RECOVERY. I HAVEN'T USED ANY MOOD OR MIND ALTERING SUBSTANCE SINCE JANUARY 21, 2007. FORMER ADDICTIONS

COUNSELOR AND PEER MENTOR. I'VE RECENTLY SWITCHED OVER AND JUST BEEN WITH THE BACHELOR'S IN PUBLIC HEALTH. SO I ALSO HAVE SOME EDUCATION ON DISPARITIES WITHIN -- WHEN IT COMES TO ADDICTION AND ISSUES WITHIN HOMELESSNESS. THE REASON I THINK IT'S IMPORTANT TO BE HERE, ONE OF THE MAIN REASONS IS IT'S A HUGE STIGMA AND IT'S EASIER -- PEOPLE ARE MORE RECEPTIVE IN PLACES LIKE THIS.

JOHN HACKER: PEOPLE THAT I'VE DEALT WITH. AND KNOW ABOUT THE SERVICES OUT THERE AND ILLNESS AND ADDICTION. BUT THE GENERAL PUBLIC, THERE'S STILL A HUGE STIGMA AND PEOPLE IN RECOVERY DON'T SPEAK UP ENOUGH AND I BLAME THAT LARGELY ON THE STIGMA. AND SO I FEEL IT'S IMPORTANT THAT I'M HERE TO ADVOCATE FOR THE PEOPLE THAT DON'T HAVE A VOICE. AND AND, YOU KNOW, I GOT CLEAN -- I HAVE A CRIMINAL RECORD. I'VE BEEN TO JAIL MANY TIMES. AND EVERY TIME I WENT TO JAIL, IT WAS OK, I'M GOING TO GET CLEAN UNTIL THE LAST TIME, IT NEVER WORKED. AND I WENT TO TREATMENT AT DEPAUL TREATMENT CENTER AND THAT PLACE SAVED MY ASS AND EXCUSE MY LANGUAGE. BUT THE OTHER THING I WILL SAY ABOUT THAT IS I GOT INTO TREATMENT AS QUICK AS I DID BECAUSE I HAD MONEY. AND THE REASON WHY I HAD MONEY WAS BECAUSE OF AN ACCIDENT THAT I GOT IN 2003. I SUED GENERAL MOTORS.

BECAUSE I -- THE TRUCK THAT I WAS IN EXPLODED ON ME. ANOTHER REASON THAT REALLY FUELED MY ADDICTION. AND SO I WAS LIKE I WAS LUCKY THAT I CAN GET INTO TREATMENT BECAUSE I HAD MONEY AND MOST OF YOU KNOW THAT PEOPLE THAT SUFFER FROM ADDICTION, DON'T HAVE MONEY. RIGHT? SO THERE'S A LOT OF PEOPLE THAT ARE, YOU KNOW, LEFT BEHIND AND DON'T HAVE ACCESS AND WHAT -- WHAT I WANT TO BE ABLE TO SEE THAT I'VE -- THAT I -- THAT IS SHARED AMONGST SOME OF MY PEERS HERE IS THAT WHEN SOMEBODY SAYS THEY WANT TREATMENT, AND THEY'RE SEEKING HELP THAT THEY GET TREATMENT. AND THEY DON'T HAVE TO WAIT FOUR TO SIX MONTHS. PEOPLE DIE EVERY DAY IN OREGON. WAITING FOR TREATMENT. PEOPLE DIE WAITING FOR TREATMENT SO IT'S IMPORTANT THAT -- AND WE RANK LAST AS FAR AS ACCESSIBILITY TO TREATMENT. WE NEED TO -- MULTNOMAH COUNTY DOES PRETTY GOOD. BUT WE NEED LOTS OF IMPROVEMENTS. SO THAT REALLY I'M HERE MORE THAN JUST TO SAY OH, THIS IS RECOVERY MONTH. IT'S IMPORTANT. I APPRECIATE THAT. BUT THINGS ALSO NEED TO BE DONE AND WE NEED SUPPORT AND HELP AND SO HOPEFULLY YOU GUYS CAN ALL SHOW AND SPREAD THE WORD FOR THE RALLY.

CHAIR KAFOURY: THANK YOU.

ANTHONY CLACK: THANKS, JOHN. MY NAME IS ANTHONY CLACK. I'M A PERSON THAT CONSIDERS HIMSELF IN RECOVERY. MY CLEAN DATE IS 9/2/14. I HAVEN'T USED ANY MIND ALTERING SUBSTANCES SINCE THAT TIME. LET ME GATHER MYSELF HERE FOR A SECOND. SIX OR SEVEN YEARS AGO, I WOULD NEVER SEE MYSELF SITTING HERE. GET KIND OF NOSTALGIC BECAUSE SIX OR SEVEN

YEARS AGO, AT A PUB HANGING OUT WITH ALTON. AND TWO YEARS PRIOR -- AFTER THAT, I SEE ALTON WALKING DOWNTOWN BURNSIDE LOOKING REALLY CLEAN. AND NICE. AND HE SAID HEY, I'M IN TREATMENT. SO THAT'S KIND OF MY FIRST ASPECT OF A GLIMMER OF HOPE SO TO SPEAK. AND I FOUND MYSELF IN TREATMENT. NOW, I DIDN'T GET IT RIGHT THE FIRST, SECOND, THIRD, FOURTH TIME AT ALL. I WAS ONE OF THOSE GUYS I WAS WALKING AROUND, WOULD HAVE THOUGHT WAS CRAZY, HOMELESS. IN AND OUT OF JAIL OR PRISON. BASICALLY BURDEN ON SOCIETY. THESE LAST FEW YEARS, I'VE GRADUATED FROM COLLEGE AND STILL IN. I'M CERTIFIED MENTOR, FOURTH DIMENSION. I ALSO WORK FOR CRESTVIEW TREATMENT FACILITY. I TRY TO KEEP A SUPPORT GROUP AROUND ME OF PEOPLE THAT LIKE WHEN I STARTED IN MY RECOVERY, PEOPLE THAT HAVE SEEN SOMETHING IN ME THAT I DIDN'T SEE. LIKE I SAID, I WOULD HAVE NEVER SEEN MYSELF UP HERE. THEIR BELIEF IN ME HAS PROPELLED ME TO DO OTHER THINGS THAT I STILL THINK ARE INVALUABLE. BECAUSE FOR ME, I'D STILL BE UNDER A BRIDGE OR IN A BATHROOM SOMEWHERE. I AGAIN THANK YOU GUYS FOR ADDRESSING THIS. AND I'M NOT GOING TO SAY ANYTHING ELSE, THANK YOU.

CHAIR KAFOURY: THANK YOU. OTHER SPEAKERS, LYNDA?

BOARD CLERK: WE HAVE ONE MORE. TONY VOZITA, I THINK.

CHAIR KAFOURY: CLOSE ENOUGH.

TONY VOZITA: HEY. I GOT PUT UP HERE BY MYSELF.

CHAIR KAFOURY: NEED SOME TEAM AROUND YOU. YEAH.

TONY VOZITA: HEY, MY NAME IS TONY AND I'M IN RECOVERY. I'VE SPOKEN IN FRONT OF YOU GUYS BEFORE. I APPRECIATE, YOU KNOW, THE FACT THAT YOU GUYS ARE COMMITTED TO RECOVERY MONTH AND YOU PUBLICIZED THIS, YOU KNOW, AS A PROVIDER, I APPRECIATE THE INVESTMENT IN PEER SERVICES IN MY ORGANIZATION, THE FOURTH DIMENSION. AND I APPRECIATE THE SPIRIT OF SOCIAL JUSTICE THAT WAS IN THE ROOM TODAY. AND SO I'M INSPIRED BUT I'M ALSO A LITTLE SAD BECAUSE I LOOK AROUND THE ROOM AND I DON'T SEE THE PEOPLE FROM MY COMMUNITY THAT SHOWED UP EARLIER FOR PEOPLE OF COLOR. YOU KNOW, AND I THINK WHAT HAPPENED EARLIER TODAY WAS REALLY BEAUTIFUL. AND I WANT TO CULTIVATE THAT SAME KIND OF ENERGY FOR PEOPLE IN RECOVERY BECAUSE WE'RE DYING AT AN ALARMING RATE. AND SO, YOU KNOW, I'M REALLY HERE TODAY TO ELICIT YOUR SUPPORT LIKE LORETTA, I DON'T KNOW WHAT IT'S LIKE TO BE A BLACK WOMAN BUT I FEEL WHAT YOU'RE SAYING AND I'LL SHOW UP FOR YOU. AND YOU KNOW, IF YOU GUYS DON'T IDENTIFY IN RECOVERY, YOU MIGHT NOT BE ABLE TO INTELLECTUALIZE MY PLIGHT BUT I THINK YOU CAN FEEL MY PAIN AND YOU CAN SHOW UP FOR PEOPLE IN RECOVERY AS WELL. SO WE'RE HAVING A RALLY. AND I APPRECIATE DEBORAH'S COMMITMENT TO COMING

AND SHARON, IT SOUNDS LIKE YOU'RE COMING. I WONDER IF YOU CAN BRING FIVE PEOPLE WITH YOU. IF WE CAN ALL BRING FIVE PEOPLE, WE CAN GET 1,000 PEOPLE THERE. I KNOW 15 PEOPLE WHO HAVE DIED IN THE LAST TWO MONTHS WHO ARE YOUNG. LOT OF THEM WERE MY FRIENDS. SOME OF THEM WERE MY CLIENTS. I CAN'T TAKE IT ANYMORE. I DON'T KNOW WHAT WE HAVE TO DO TO GET OREGON TO UNDERSTAND THAT ONE, YOU KNOW, ADDICTION IS A PROBLEM. I THINK WE ALL KNOW THAT. YOU SPOKE ABOUT IT.

TONY VOZITA: THE DATA IS THERE. WE KNOW, WE ALWAYS TALK ABOUT IT. BUT SOME THINGS WE DON'T TALK ABOUT IS THE FACT THAT RECOVERY WORKS. YOU KNOW, PEOPLE IN RECOVERY KNOW HOW TO RECOVER. THAT'S WHAT WE'RE SAYING IS LIKE OREGON RECOVERS IS PEOPLE IN RECOVERY BASICALLY STATING WE KNOW WHAT WORKS, YOU KNOW, WE NEED YOU GUYS TO GET BEHIND OUR LEGISLATIVE ACTION PLAN. WE JUST SHOW UP AT THIS RALLY. NEED TO LISTEN TO US. WE KNOW. YOU KNOW, I'M REALLY GRATEFUL THAT ANTHONY JORDAN IS IN THE POSITION OF POWER HE'S IN IN MULTNOMAH COUNTY BECAUSE HE'S A PERSON IN RECOVERY LIKE WHEN I SEE THAT, I'M LIKE COOL, I KNOW HE'S GOT MY BACK, YOU KNOW, I KNOW HE'S GOT MY BACK AND THAT'S REALLY NICE TO KNOW. WE HAVE OTHER LEADERS IN RECOVERY LIKE KEISHA WORKING AT THE COUNTY DOING GREAT WORK HELPING MOBILIZE OUR COMMUNITY. THE LAST THING THAT I'LL SAY TODAY IS THAT I'M GRATEFUL TO BE HERE. I'M GRATEFUL TO HAVE RECEIVED SERVICE IN MULTNOMAH COUNTY.

YOU KNOW, I'M A FATHER AND 5 1/2 YEARS AGO, I WAS THAT PERSON YOU DROVE YOUR CAR BY WHO WAS LIKE TALKING TO THEMSELVES BEGGING FOR MONEY. I WAS THE PERSON THAT YOU TRIED TO AVOID ON THE STREET BECAUSE I SMELLED FUNNY AND I WAS JUST -- I NEEDED SOMETHING FROM YOU. YOU MIGHT HAVE BEEN SCARED THAT I WAS GOING TO TRY TO ROB YOU. ON THE STREET, I WAS THAT PERSON WHO WAS, YOU KNOW, EXPERIENCING, YOU KNOW, OR MAYBE EXHIBITING LIKE SCHIZOPHRENIC BEHAVIOR. YOU KNOW, BUT I WAS JUST STRUNG OUT AND I NEEDED HELP AND I HAD PEOPLE INVEST IN ME, YOU KNOW, AND I'VE HAD PEOPLE INVEST IN ME THIS ENTIRE TIME AND I'VE BEEN ABLE TO ACCOMPLISH GREAT THINGS WITH MY LIFE AND I BELIEVE THAT ANYONE IS CAPABLE OF DOING WHAT I'VE DONE IF WE INVEST IN THEM. AND SO NEXT YEAR AT RECOVERY MONTH AT THE PROCLAMATION, I WOULD LIKE TO SEE THIS ROOM FILLED. AND I THINK THE ONLY WAY THAT'S GOING TO HAPPEN IS IF PEOPLE IN RECOVERY COME OUT AND DISCLOSE THAT THEY'RE IN RECOVERY AND IF WE GET SUPPORT, YOU KNOW, FROM THE GENERAL COMMUNITY AND OUR ELECTED OFFICIALS. THANKS FOR HAVING ME TODAY.

CHAIR KAFOURY: THANK YOU.

DAVID HIDALGO: THANK YOU, TONY. AND WE ARE HAPPY TO HELP YOU FILL THIS ROOM. THE OTHER THING THAT I THINK AND I APPRECIATE YOUR KIND

OF REQUEST IS IF EVERY ONE OF US CAN IDENTIFY FIVE INDIVIDUALS BECAUSE WE KNOW FIVE INDIVIDUALS, WE KNOW ARE IMPACTED BY ADDICTION, IF WE CAN BRING THEM ALONG, THAT THAT REALLY WILL CONTRIBUTE TO THE SUCCESS OF THE RALLY AND REALLY WHAT I LOVE IS THIS IS THE RECOVERY COMMUNITY COMING TO US. SAYING WE WANT TO CONTINUE TO IMPROVE AND IT'S URGENT. WE'VE HEARD A LOT OF SUCCESS STORIES TODAY FROM MANY INDIVIDUALS HERE WHO HAVE HAD THE BENEFIT OF RECOVERY AND SUPPORT IN THIS COMMUNITY, AND WE KNOW THOSE ARE -- THERE ARE OTHERS THAT HAVEN'T BEEN AS FORTUNATE. THAT'S WHY THIS IS URGENT AND VERY IMPORTANT. THANK YOU FOR SPONSORING THE RALLY AND THANK YOU TO EVERYONE IN THE ROOM THAT STOOD UP AND SHARED THEIR EXPERIENCE TODAY AS WELL. WITH THAT, COMMISSIONER MEIERAN, CAN I PASS THAT OVER TO YOU TO READ?

COMMISSIONER MEIERAN: [READS PROCLAMATION]

CHAIR KAFOURY: ANY OTHER QUESTIONS OR COMMENTS, BEFORE WE GO HAVE SOME LUNCH

COMMISSIONER STEGMANN: THANK YOU CHAIR, I JUST WANT TO EXPRESS MY GRATITUDE FOR YOUR LEADERSHIP, BECAUSE YOU ARE IN A POSITION TO PROVIDE THAT PEER TO PEER SUPPORT THAT I KNOW IS SO MEANINGFUL TO OTHER PEOPLE WHO HAVE BEEN ON THIS JOURNEY THAT YOU HAVE, AND THAT SHARED EXPERIENCE THERE'S NOTHING THAT CAN REPLACE IT. AND I HOPE THAT YOUR STORIES ENCOURAGE OTHERS TO FOLLOW IN THE SAME TRACKS THAT YOU HAVE. THANK YOU SO MUCH FOR BEING HERE AND SHARING. I REALLY APPRECIATE IT.

COMMISSIONER VEGA PEDERSON: I JUST WANT TO REITERATE MY THANKS FOR BEING HERE. IM SO GLAD BE ARE ABLE TO DO THIS TODAY, AND I THINK THAT THIS IS APART OF THE CORE OF WHAT MULTNOMAH COUNTY DOES AND IS REALLY IMPORTANT TO OUR COMMUNITY AND I JUST THANK YOU FOR THE WORK THAT YOU'RE DOING DAY IN AND DAY OUT FOR YOUR SELVES AND FOR OUR COMMUNITY AND FOR YOUR FAMILIES. I THINK IT'S SO IMPORTANT, AND I THINK WE ALL KNOW PEOPLE IN RECOVERY WHO HAVE EXPERIENCED ADDICTION. SHARING YOUR STORY IS IMPORTANT, AND I AM GOING TO REACH OUT COMMUNITY ABOUT COMING TO THE RALLY, JOINING ME AT THE RALLY.

COMMISSIONER SMITH: THANK YOU FOR COMING AND TELLING YOUR STORIES. IT'S JUST SO VALUABLE.

COMMISSIONER MEIERAN: ALSO THANK YOU AGAIN TO EVERYONE WHO IS HERE, AND WHO HAS SHARED THEIR STORIES. AND ALONG WITH THE MESSAGE OF HOPE, THE NEED IS URGENT. I SEE IN THE ER WORKING AS A DOCTOR. PEOPLE COME IN AND THEY ARE LIKE I JUST WANT TO GET OFF, WHATEVER IT IS THAT THEY ARE ON. AND I HAVE SO LITTLE TO OFFER. AND

PEOPLE DIE WHILE THEY ARE WAITING TO GET INTO RECOVERY AND TREATMENT. SO THE NEED IS URGENT, WE HEAR YOU LOUD AND CLEAR AND YOU ARE A VOICE HOPE, SO THANK YOU.

CHAIR KAFOURY: SO THIS IS THE 28TH YEAR OF THE NATIONAL RECOVERY MONTH AND WHILE I THINK THAT'S REALLY GREAT. I HEAR YOU IN THAT WE REALLY NEED TO CONTINUE TO BUILD ION THIS A REDUCE THE STIGMA THAT WA STALKED ABOUT, BECAUSE WE ALL KNOW SOMEONE, ALL OF OUR LIVES HAVE BEEN TOUCHED, BY A PARENT A CHILD, PEOPLE THEMSELVES. AND IT'S NOT GOING TO CHANGE UNTIL WE DECIDE TO TALK ABOUT. SO YOU GUYS ARE REALLY HELPFUL TODAY TO COME TELL YOUR STORIES. AND I THINK THE MESSAGE YOU ARE SENDING TO EVERYONE IS THAT TREATMENT WORKS, PEOPLE CAN AND DO RECOVER. AND THERE IS SOMEONE THERE TO HELP YOU WALK THE PATH. LOOKING FORWARD TO SEEING YOU ALL ON SATURDAY SEPTEMBER 30TH FROM 10 AM TO NOON AT SCHEMSKI PARK 1010 PSU PARK BLOCKS. WE WILL BE THERE. NOW WE GET TO VOTE, ALL THOSE IN FAVOR OF THE PROCLAMATION VOTE AYE. THE PROCLAMATION IS ADOPTED.

ADJOURNMENT – 1:07P.M

CHAIR KAFOURY: ALL RIGHT. WE ARE ADJOURNED.

[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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