

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

**PROCLAMATION NO. \_\_\_\_\_**

Proclaiming January 2014 as Dignity & Respect Month in Multnomah County, Oregon.

**The Multnomah County Board of Commissioners Finds:**

- A. In 2008 the Center for Inclusion at the University of Pittsburgh Medical Center (UPMC) began an initiative to help their employees promote culture of Inclusion by encouraging behavioral and organizational change. This initiative has grown into a national movement known as the Dignity & Respect Campaign.
- B. In October 2011, Multnomah County became the first County Government in Oregon to join the Dignity & Respect Campaign.
- C. Multnomah County finds that dignity and respect are critical behaviors in creating an inclusive workplace and community. Not only for our employees, but also for the clients, customers, and residents that we serve, as well as for our families and friends.
- D. The campaign promotes the message that inclusion begins with the core belief that everyone deserves dignity and respect.
- E. Employees of Multnomah County have the opportunity to participate in the Dignity & Respect Campaign by practicing the 30 inclusion tips, attending Lunch & Learns, and signing the Dignity & Respect pledge. Employees signing the Dignity & Respect Pledge acknowledge that everyone deserves dignity and respect at home, at work, and everywhere in between. The Pledge reads, "I will support inclusion by treating my colleagues, our customers, our business partners, and the members of my community with dignity and respect. I will do my part to ensure that inclusion is at the core of what I do every day."
- F. The employee resource group AdAPT (Able and DisAbled Advocates Partnering Together) was formed on March 20, 2013. The mission of AdAPT is to enhance a culture of inclusion by leveraging each employee's unique abilities, raising awareness, valuing differences, removing barriers, and encouraging a workplace built on dignity, trust and respect. In the next year, AdAPT will become a key partner in furthering the Dignity & Respect campaign to foster a more inclusive work culture.
- G. The Journey of Dignity & Respect has led us to the practice of inclusion and in 2014 we are celebrating our community with disabilities. We hope to give voice to the unique experience of each person with disabilities and pay particular attention to how race, gender, sexual orientation, age, and hierarchy affect each individual.

**The Multnomah County Board of Commissioners Proclaims:**

January 2014 as Dignity & Respect Month in Multnomah County and gives recognition to the importance of the Dignity & Respect Campaign.

**ADOPTED** this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

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

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**Marissa Madrigal, Acting Chair**

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**Liesl Wendt  
Acting Commissioner District 1**

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**Loretta Smith  
Commissioner District 2**

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**Judy Shiprack  
Commissioner District 3**

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**Diane McKeel  
Commissioner District 4**

**SUBMITTED BY:**