

MULTNOMAH COUNTY BOARD OF COMMISSIONERS' MEETING
PUBLIC COMMENT SIGN-UP SHEET

Please complete this form and return to the Board Clerk
This form is a public record

MEETING DATE: 12-13-18

AGENDA ITEM # _____ OR NON-AGENDA SUBJECT: ~~W~~ EOC - WESP

FOR: _____ AGAINST: _____

NAME: Andrea Archuleta

CONTACT INFORMATION (optional):

ADDRESS: _____

CITY/STATE/ZIP: _____

PHONE: _____

E-MAIL: andrea.j.archuleta@multco.or.us

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MEETING DATE: 12/13/19

EOC

AGENDA ITEM # _____ OR NON-AGENDA SUBJECT: WESB Re-adoption

FOR: AGAINST: _____

NAME: John Ashford JR

CONTACT INFORMATION (optional):

ADDRESS: _____

CITY/STATE/ZIP: _____

PHONE: _____ E-MAIL: _____

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AGENDA ITEM # _____ OR NON-AGENDA SUBJECT: FDC

FOR: _____ AGAINST: _____

NAME: Kayonia Williams

CONTACT INFORMATION (optional):

ADDRESS: 17950 Royal Court

CITY/STATE/ZIP: Lake Oswego, OR 97035

PHONE: 509-301-4707 E-MAIL: Kayonia29@gmail.com

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AGENDA ITEM # _____ OR NON-AGENDA SUBJECT: Workforce Equity EOC

FOR: _____ AGAINST: _____

NAME: Raymond De Silva

CONTACT INFORMATION (optional):

ADDRESS: _____

CITY/STATE/ZIP: _____

PHONE: _____ E-MAIL: raymond.desilva@multco.us

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AGENDA ITEM # _____ OR NON-AGENDA SUBJECT: Wesp Application EOC

FOR: _____ AGAINST: _____

NAME: Larry Turner

CONTACT INFORMATION (optional):

ADDRESS: _____

CITY/STATE/ZIP: _____

PHONE: _____ E-MAIL: _____

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MEETING DATE: 12/13/18

AGENDA ITEM # _R.2_ OR NON-AGENDA SUBJECT: _____

FOR: x AGAINST: _____

NAME: Jill Jessee

CONTACT INFORMATION (*optional*):

ADDRESS: _____

CITY/STATE/ZIP: _____

PHONE: _____ E-MAIL: _____

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- If submitting handouts to the Board, 7 copies are required. If only one copy is provided, it will be received for the file and shared with the Board and County Attorney after the meeting.
- Recordings of meetings are online: http://multnomah.granicus.com/ViewPublisher.php?view_id=3
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AGENDA ITEM # _____ OR NON-AGENDA SUBJECT: EOC Workforce Cg.

FOR: _____ AGAINST: _____

NAME: Jacob Mestmen

CONTACT INFORMATION (optional):

ADDRESS: _____

CITY/STATE/ZIP: _____

PHONE: _____ E-MAIL: _____

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AGENDA ITEM # 27 OR NON-AGENDA SUBJECT: _____

FOR: _____ AGAINST: _____

NAME: Maggie

CONTACT INFORMATION (optional):

ADDRESS: Equity

CITY/STATE/ZIP: _____

PHONE: _____ E-MAIL: _____

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Workforce Equity Strategic Plan
MEETING DATE: 13 Dec 2018
AGENDA ITEM # R2 OR NON-AGENDA SUBJECT: _____

FOR: X AGAINST: _____

NAME: Marilou Carreira

CONTACT INFORMATION (optional):

ADDRESS: 2788 SE 82nd Ave, Suite 209

CITY/STATE/ZIP: Portland, OR 97266

PHONE: 971.340.4838 E-MAIL: Marilou@oregonwithequity.org

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Oregon Health Equity Alliance
Community Powered Change

Testimony, submitted to County Commission on December 13, 2018.

My name is Marilou Carrera and I manage the Oregon Health Equity Alliance's Community Powered Change initiative to build shared health equity.

Chair Kafoury, County Commissioners, thank you for your time. As you know, Community Powered Change is committed to advancing equity strategies defined by community members in Multnomah County's Community Health Improvement Plan (CHIP). I am excited to be here today, because we at OHEA believe in the work of the Workforce Equity Strategic Plan and see a few areas of alignment between that and the CHIP.

First, a specific CHIP strategy looks to "new practices of decision-making that shift composition, character, structure and power relations in Multnomah County decision-making...". We are thrilled to see the recommendation by the HR consultants regarding a standardized racial equity tool - **a lot of work has been done internally to move this recommendation** and it is important to institutionalize this work through policy.

Next, several CHIP strategies call for public agencies to set hiring policies that result in a more diverse workforce. These specify the importance of **transformational** work in human resources regarding hiring, contracting, etc. and are included in your copy of this testimony. To this end, recommendations in the workforce equity strategic plan regarding an HR Equity Toolkit feel especially critical to investing time and capacity in transforming how this work is operationalized.

Multco CHIP Strategy: Public agencies set hiring policies in HR and other relevant strategic plans that result in more diverse workforce.

Multco CHIP Strategy: Public agencies develop measures to track progress to increase hiring, retention, and contracting of underrepresented community members at all levels

Multco CHIP Strategy: Public agencies align budget for all staff and selected contractors to receive annual training on cultural competency and trauma informed care. (needs development)

Multco CHIP Strategy: County agencies and partner institutions increase hiring of communities of color and underserved communities across systems at all levels of employment.

Multco CHIP Strategy: Policies and values in these organizations value diversity and inclusion, that translates to hiring practices, interview panels, diversity goals, accountability standards across management positions.

Finally, as partners in this work, we continue to uplift that leadership and accountability are essential. In the CHIP, community clearly recommends mechanisms to hold leadership accountable and we encourage this not just for your own accountability, but for those who will follow in your place.

It is clear to us how the issues brought forth in the workforce equity strategic plan are intimately tied to the health of our community members. Today we look forward, as supporters of our partners in Workforce Equity, as we know and understand full well that workforce equity is health equity. Thank you.