

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

**PROCLAMATION NO. 2012-\_\_\_\_\_**

Proclaiming February 28th, 2012, as Robert Phillips Appreciation Day in Multnomah County, Oregon.

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

- a. Robert E. Phillips, Multnomah County's Equal Opportunity/Affirmative Action Officer, has been with Multnomah County since September 6, 1985.
- b. Robert has served under five elected chairs and three interim chairs; in addition, Robert served for 10 years under two Portland Mayors when the City and County Affirmative Action Programs were combined.
- c. Robert worked with Multnomah County Chair Gladys McCoy to create Managers of Color as an employee resource support group, and the Multnomah County Diversity Conference, which has expanded to the Northwest Public Employees Diversity Conference, involving the participation of multiple jurisdictions.
- d. The Diversity Conference created the "Robert Phillips – Regional Diversity Award," in his honor for promoting diversity, inclusion, equity in the workplace.
- e. Robert was responsible for initiating the first national conference on performance measures for diversity programs, sponsored by the National Quality Institute.
- f. In 1996, the diversity program Robert managed for the City of Portland was recognized as a best practice model by People Management Resources, a division of Watson Wyatt Worldwide.
- g. In 2009, Multnomah County's Managers of Color awarded Robert the Arthur Flemming Award.
- h. Robert currently serves as a commissioner for the Port of Portland's Civil Service Commission.
- i. In 2012 the Worlds Art Foundation awarded Robert a "Lifetime Achievement Award," during their 27<sup>th</sup> Dr. Martin Luther King, Jr. Day celebration.
- j. In retirement from Multnomah County, Robert has an encore career where he will serve as a member of the NW Renal Patients Advisory Board; the Oregon Assembly for Black Affairs Political Convention Planning Committee; and the Port of Portland Fire Department Civil Service Board.

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

February 28, 2012, as Robert Phillips Appreciation Day in Multnomah County Oregon in recognition of his dedication to promoting civil rights, equal employment opportunity, equality, and inclusion in this community.

**ADOPTED this 23<sup>rd</sup> day of February 2012.**

BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON

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Jeff Cogen, County Chair

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Deborah Kafoury  
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: Daryl Dixon, Chief Officer of Diversity & Equity