

RESOLUTION NO. 23-10

A RESOLUTION APPROVING OREGON CITY DIVERSITY, EQUITY, AND INCLUSION COMMITMENT STATEMENT AND FRAMEWORK

WHEREAS, the City Commission approved Resolution No. 20-19 declaring Oregon City's stance against racism, discrimination, and social injustices in our country and community, stating we are committed to creating an inclusive, welcoming, and equitable environment for every member of our community; and

WHEREAS, the City Commission established a 2021 Commission goal to Promote Diversity, Equity, and Inclusion for a safe, inclusive community and organization; and

WHEREAS, the City Commission recognizes that DEI work is a journey of constant learning, awareness, and improvement; and

WHEREAS, over the course of the last year, the Oregon City Community DEI Task Force met to learn and consider diversity, equity, and inclusion issues in Oregon City and worked to develop a set of proposed initiatives and strategies for the City to consider; and

WHEREAS, MGT Consulting performed an in-depth assessment of the City policies and practices and provided a detailed report identifying areas of improvement and outline future important initiatives; and

WHEREAS, in collaboration with Staff, MGT Consulting developed a Framework that will guide the efforts of the City in advancing DEI initiatives; and

NOW, THEREFORE, OREGON CITY RESOLVES:

Section 1. In Oregon City, we strive to be a place where all persons, regardless of race, ethnicity, sexual orientation, gender identity, age, religion, or ability feel safe, respected, and valued. We will work to ensure that all staff feel a sense of belonging and all city services and programs are equally available and accessible to everyone. We are committed to sustained improvement by doing the work necessary to achieve this goal.

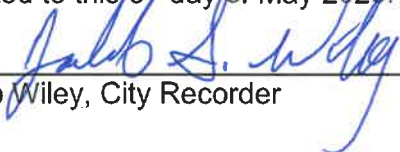
Section 2. The City of Oregon City DEI Framework (exhibit A) identifying principles and strategic priorities for Oregon City is approved by the City Commission.

Section 3. This resolution shall take effect immediately upon its adoption by the City Commission.

Approved and adopted at a regular meeting of the City Commission held on the 3th day of May 2023.


DENYSE C. MCGRIFF
Mayor

Attested to this 3rd day of May 2023:


Jakob Wiley, City Recorder

Approved as to legal sufficiency:


City Attorney

Exhibit A – Oregon City DEI Framework