

Multnomah County Oregon

Multnomah County Managers Of Color Charter

Adopted 3/20/97

MEMBERS:

Committee Composition & Membership

Exempt employees and managers of color who supervise staff, plan and implement training, design and coordinate programs and policies, make management decisions, function in an advisory capacity and those who are members of The Chair's and The Board of County Commissioner's staff

PURPOSE:

To facilitate, assist, support, actively participate in and maintain cultural diversity and multicultural competence in Multnomah County.

MISSION:

To improve the work environment, support managers of color, and enhance cultural diversity in Multnomah County.

We will accomplish this by providing input and making recommendations to The Chair, Board of County Commissioners, County management and staff regarding employment, policy, budget and service issues affecting people of culturally diverse backgrounds.

VALUES & GUIDING PRINCIPLES:

We, the managers of Color are guided by the following values:

1. Acknowledging cultural competency is a lifelong process.
2. Maintaining a culturally diverse workforce
3. Establishing open and honest communication
4. Nurturing appropriate avenues and mechanisms that ensure equitable opportunities for hiring, promoting, and retaining people of color
5. Maintaining a highly trained and competent workplace
6. Providing high quality services in a culturally sensitive effective and efficient manner

TIME FRAME:

1. Ongoing monthly meetings
2. Every third Thursday
3. 2:30 PM - 4:30 PM

REPRESENTATION:

1. Represent Multnomah County managers and staff of color
2. Provide information and expertise on issues that impact people of culturally diverse backgrounds

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AUTHORITY:

1. Represent perspectives of Multnomah County managers and staff of color
2. Gather and clarify information re issues that impact people of culturally diverse backgrounds
3. Facilitate communication between Managers Of Color, our customers, the community and other County employees
4. Communicate and make recommendations to other Multnomah County managers
5. Facilitate communication between Managers of Color and other managers and staff
6. Make recommendation regarding issues that impact Managers Of Color
7. Provide continuous assessment and recommendations re improvement of services to Multnomah County internal and external customers
8. Provide input and make recommendation to the Chair Board of County Commissioners, County management and staff regarding employment, policy, budget and service issues effecting Multnomah County customers of culturally diverse backgrounds

GOVERNANCE:

Tenure of Officers: 1 year: July through June of the following Year

1996 - 1997 CURRENT OFFICERS

1. **Co-Chairpersons:** Regina Guion and Shirley Orr
2. **Recorder:** Prudence Veach and Hector Roche (Assistant)
3. **Timekeeper:** Carl Goodman
4. **Historian:** Arna Hubbard
5. **Treasurer:** Bryan Walden
6. **Executive Committee:** Christine Khamvongsa
Jerry Walker
7. **Representative To The Countywide Cultural Diversity Committee:**
Karin Johnson and Kathleen Fuller-Poe
Arna Hubbard (Alternate)

CHAIRPERSON RESPONSIBILITIES:

1. Preside at all meetings
2. Serve as official representatives for Multnomah County Managers Of Color
3. See that decisions and resolutions of the membership are carried into effect

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MEMBER RESPONSIBILITIES:

1. Attend meetings on a regular basis
2. Creative problem solving
3. Share and utilize of pertinent information from members, other groups, individuals, committees and communities
4. Share information updates and network
5. Set the next months Managers Of Color Agenda
6. Discuss issues that impact Multnomah County internal and external customers of culturally diverse backgrounds

WHY WE SERVE ON THE MANAGERS OF COLOR:

1. To act as liaisons from Managers Of Color to other groups, individuals, committees and communities
2. To act as liaisons from the Managers Of Color to the Multnomah County Chair and The Board Of County Commissioners
3. To make recommendations and address issues that impact Multnomah County internal and external customers of culturally diverse backgrounds
4. To act as liaisons from the Managers Of Color to Multnomah County departments, committees, and employees