

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

PROCLAMATION NO. 2011-140

Proclaiming December 2011 as Dignity and Respect Month in Multnomah County, Oregon.

The Multnomah County Board of Commissioners Finds:

- A. In 2008 the Center for Inclusion at UPMC began an initiative to help their employees promote a culture of Inclusion by encouraging behavioral and organizational change. This initiative has grown into a national movement known as the Dignity and Respect Campaign.
- B. In October 2011, Multnomah County became the first County Government to join the Dignity and 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. This campaign promotes the message that inclusion begins with a core belief that everyone deserves dignity and respect.
- E. Employees of Multnomah County have the opportunity to sign the Dignity and Respect pledge. Employees signing the Dignity and 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 Multnomah County Board of Commissioners proclaim December 2011 as Dignity and Respect Month in Multnomah County and gives recognition to the beginning of the Dignity and Respect Campaign.

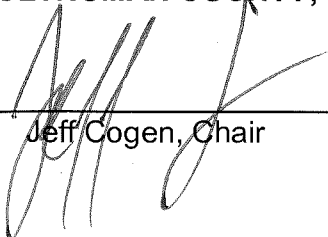
The Multnomah County Board of Commissioners Proclaims:

December 2011 is Dignity & Respect = Inclusion Pledge Campaign Month. The Board agrees to sign the E-pledge and lead the way to a more inclusive Multnomah County.

ADOPTED this 8th day of December, 2011.



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



Jeff Cogen, Chair