

## RESOLUTION NO. 3459

### A RESOLUTION ESTABLISHING CITY OF GRESHAM DIVERSITY EQUITY AND INCLUSION (DEI)

#### THE CITY OF GRESHAM FINDS:

**Whereas**, the City of Gresham acknowledges that it values and respects the diversity of all community members, businesses, community- and faith-based organizations, employees and leaders; and

**Whereas**, the City of Gresham recognizes rapidly diversifying demographic shifts and the need to collect and utilize Race, Ethnicity, Age, Language and Disability (REAL-D) data on workforce and service delivery outcomes; and

**Whereas**, the City of Gresham recognizes and upholds the inherent dignity of and right for all to equitable access, opportunity, and participation; and

**Whereas**, the City of Gresham defines **diversity** as difference or variance, we recognize it is often considered in terms of human differences such as age, gender, race and ethnicity, religion, sexual orientation or identity, and other forms of identity. Diversity alludes to the reality that all people are unique, thus all people are diverse; and

**Whereas**, in the City of Gresham, differences or diversity can be harnessed and optimized to make the city more welcoming, productive, and essentially improved. Diversity is about the power of the collective, and the benefits different perspectives can have on the outcome, performance, and general effectiveness of a collection of people; and

**Whereas**, **inclusion** has to do with how diverse people with different identities are included, respected, and valued. It concerns how they are welcomed in a group or organization and have their attributes utilized or leveraged to make that group perform better in pursuit of a common goal or mission; and

**Whereas**, there is mounting evidence that diverse and inclusive organizations work more effectively, have higher employee and community engagement, and better outcomes. Thus, it is in the best interest of a given organization and its constituents or stakeholders; and

**Whereas**, **equity** is more concerned with fairness than equality, it recognizes that all individuals do not start at the same place. What is fair might in fact vary across groups or individuals, recognizing there is variance in both barriers and advantages, and access to opportunity; and

**Whereas**, beginning a DEI effort with equity leads to diversity and inclusion as positive consequences. In the context of leveling the playing field or competition therein, equity is the process organizations or groups undergo to ensure all people, including those from disadvantaged or marginalized groups can achieve, grow, and otherwise add to the mission or goal; and

**Whereas**, diverse and unique viewpoints can greatly enhance the City of Gresham and the mission of its Council, staff, and stakeholders and generally lead to;

**A. Informed Change and Transformation** – The City of Gresham is entering a new era. Demographic, economic, and social changes are increasingly evident. The City must not only react to these changes but must be proactive and seize the opportunity to lead. DEI must be pursued and

promoted in ways that reassure existing and emerging populations. Gresham must speak the language of DEI that persuades community members, employees, and businesses that this change is meaningful and positive. The old ways of being oblivious to group- or community-specific barriers and challenges is no longer financially or socially affordable. Gresham must help heal and close division between groups that were otherwise estranged and create positive and productive living and working spaces for all. The apparent diversity is a harbinger of the future. Creating safe spaces for workers and community members to have these crucial conversations, find ways to reconcile differences, and regain a sense of community is essential to a prosperous future.

**B. Enhanced Morale** - Inclusion can make City employees and community members feel valued, respected, and able to be their authentic selves. This enthusiasm often leads to higher engagement including greater loyalty, emotional investment, and desire for the City to thrive. This potential benefit to the City's efforts may be especially true when training and development activities increase cultural awareness and competence; and ensure leaders are effective in developing multicultural teams, managing intercultural conflict, and ensuring safe and welcoming environments.

**C. Boosted Productivity** - When people feel valued and they matter, innovations, efficiencies, and employee satisfaction will be more manifest. When people feel supported they are more likely to overcome or ignore barriers that might have otherwise hindered productivity. Thus, when done effectively DEI can improve organizational climate, and likelihood of getting the fullest effort out of its workforce, and in this instance, the best for community members and stakeholders. When DEI is supported and valued in the workforce, it allows managers and leaders to be true stewards of public monies, achieve fiscal and other efficiencies, and optimize their respective teams in the City's goals and objectives.

**D. Heightened Justice and Awareness** - Often an overlooked concern that might be more important than ever is the focus on social justice and equity. Linked to morale and productivity, a growing number of employees seek employers with a value for justice, social, racial, and otherwise. This is an ongoing responsibility of civic bodies, leaders, and policy makers that reflects a growing important and ongoing responsibility to right wrongs, respectfully serve and treat everyone, and ensure the City's focus and purpose is just and equitable. This goes beyond benefitting historically disaffected groups and is in everyone's best interest. Focusing on justice when properly executed, ensures no one is an island, all are valued and appreciated, and everyone feels they matter and belong. Cities excel when DEI values diversity but builds on commonality, acknowledges we are all in this together, and no one is excluded or diminished.

**E. Improved Organizational Efficiency** - Fiscal efficiency is a byproduct of enhanced morale, boosted productivity, and a heightened social conscience, which is often equated with seeking better ways to produce or innovate new pathways to identifying issues and solving problems. DEI is in alignment with community satisfaction and subsequent respect for government, and the pursuit of a more livable community. DEI, when efficiencies are considered, not only benefits community members, but also businesses and employers who may value existing within such a positive and upbeat community.

**Adapted from and inspired by:**

**[Five Major Benefits Of Increasing Diversity & Inclusion In Your Organization \(forbes.com\)](#)**  
**[5 Benefits of Diversity in the Workplace \(indeed.com\)](#)**

## **THE CITY OF GRESHAM RESOLVES:**

1. Establish a DEI Executive Subcommittee; and
2. Hire a DEI Manager; and
3. Adopt a Diversity, Equity, and Inclusion Statement; (attached) and
4. Support community engagement, staff development and DEI workforce development; and
5. Develop, recruit, hire and retain a DEI workforce; and
6. Engage in DEI Strategic Planning and Organizational Development; and
7. Submit quarterly reports on DEI progress.

**Let it further be resolved** that the City of Gresham City Council adopts and certifies this resolution No. 3459.

### **City of Gresham Diversity, Equity, and Inclusion Statement**

The City of Gresham endeavors to promote a work environment, government, and civic life that reflects and values diversity, equity, and inclusion. The City will engage in staff and organizational development, community education, volunteer and advisory body member orientation, and community engagement activities that promote a safe, inclusive, and accepting workforce and community.

Therefore, the City stands against all forms of bias, racism and discrimination. The City recognizes that a community is enriched and graced by its diversity, and that City facilities, services, opportunities and amenities exist to everyone's benefit. Bias, racism and discrimination (interpersonal or institutional) are never to be supported or abided and should be systemically eliminated. The City of Gresham unapologetically:

- Supports the civil rights of all community members, including employees, volunteers, customers, visitors and vendors.
- Values the contributions to the City that are possible when community members are afforded equitable access and opportunity.
- Strives to remove barriers to accessing information and engagement opportunities like language, accessibility challenges and the like.
- Creates welcoming work, living, and business environments that ensure everyone is safe, valued, and allowed to be their authentic selves.
- Promotes signage, visuals, informational materials, and messaging strategies that reflect the diversity within Gresham.
- Evaluates service outcomes and employee experiences to promote equity and inclusion, while eliminating disparate outcomes attributable to bias and discrimination (implicit and explicit), ensuring everyone has equitable access and are treated fairly by City government.
- Endeavors to improve interaction and communication between community members and public safety.

The City is a learning organization and will actively engage in ongoing learning and continuous improvement processes to ensure transparency and growth to facilitate employees' DEI journeys. This requires that the City:

1. Avows all community members as well as visitors will be welcomed, respected, and equitably served when engaging with City employees.
2. Makes strides to develop, promote, and utilize processes to respond to DEI complaints, and addresses complaints in pursuing justice and eradicating institutional bias within the City. This includes having and disseminating approaches to investigate and respond to said complaints.
3. Promises that all communal spaces, facilities, and City-sponsored activities remain safe and responsive for all, including those exercising their constitutional rights to free speech.
4. Pursues strategies to ensure diverse representation in staff and leadership roles, advisory and other board memberships, public committees, and other civic bodies to ensure all voices are adequately valued and heard.
5. Provides equitable and reasonable access to business opportunities and procurement opportunities to a wide swath of the community.
6. Engages with community-based organizations, trusted voices, and other key individuals to promote collaboration and buy-in around major initiatives impacting the City.
7. Engages in an open and honest effort to identify and eliminate injustice while supporting culturally specific and multicultural events and activities designed to promote intercultural harmony, peace, and prosperity.

The City of Gresham encourages all its members to join us in creating a wonderful community that serves as a model of how people come together to promote a great working, living and welcoming place.

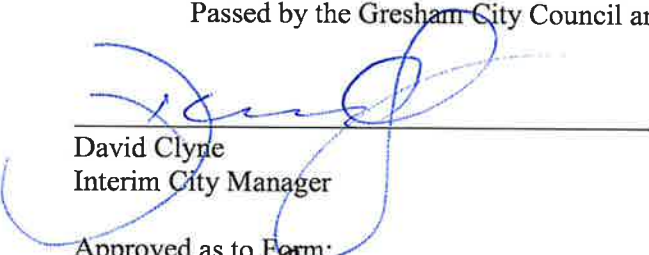
Yes: Stovall, DiNucci, Gladfelter, Jones-Dixon, Morales, Palmero


No: None

Absent: None

Abstain: Piazza

Passed by the Gresham City Council and effective on June 15, 2021.

  
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David Clyne  
Interim City Manager

  
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Travis Stovall  
Mayor

Approved as to Form:

  
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Kevin McConnell  
City Attorney