

Workforce Equity Council Guiding Principles

Clackamas Workforce Partnership (CWP) acknowledges there are discrepancies in opportunities available to residents of Clackamas County. Many individuals and communities have been deprived of these opportunities because of a long history of systemic and institutionalized discrimination within the region. Active prejudice and a lack of access to information, resources, and support have perpetuated these inequities. CWP is committed to dismantling the barriers to long term, gainful employment and to the creation of an equitable, diverse, and inclusive workforce. Outlined below are the principles which guide our work:

Vision:

Every person in Clackamas County benefits from fulfilling employment, a living wage, and a thriving business community.

Mission:

To create a more diverse, equitable, and inclusive workforce system through evaluation, education, and advocacy on behalf of the job seekers and residents of Clackamas County.

Guiding Principles:

To attain our Vision and fulfill our Mission, we uphold the following:

1. All people deserve to participate in an inclusive, equitable, and culturally responsive workforce system that honors and values their needs, experiences, and perspectives.
2. All people deserve to pursue a stable, living-wage job with opportunities to advance professionally, meet their needs, and find fulfillment.
3. All people deserve access to supports and services, proportional to their needs as community members and individuals, while pursuing employment, education, or skills training.
4. All people deserve respectful treatment and efficient service in a safe and inclusive environment.
5. All people deserve to be the key decision maker in their job search, education, or skills training process, and to contribute to the growth and development of the services effecting this process.

6. Community support and collective effort are required for developing and sustaining a workforce system that removes barriers (both visible and invisible) and provides support in proportion to the needs of individuals, groups, and greater Clackamas County.
7. Many barriers to successful, long term employment, education, and skills training are imbedded in systemic and institutional ways.
8. Individuals and communities often face multiple barriers to stable, long-term employment, and the actions taken to remove these barriers must be intentional, multi-faceted, and on-going.
9. An equitable, economically just workforce system requires constant commitment, education, evaluation, and modification from stakeholders, with emphasis on those in leadership positions.
10. The process of removing barriers is ineffective unless prioritized by people in positions of power and imbedded in all aspects of decision-making within groups, organizations, institutions, and society.

Please note that this document is a working draft and subject to change.

Versión en español disponible pronto.

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