

**BEFORE THE BOARD OF COUNTY COMMISSIONERS  
OF ISLAND COUNTY, WASHINGTON**

**IN THE MATTER OF ADOPTING  
AN EQUITY STATEMENT FOR  
ISLAND COUNTY, WASHINGTON**

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)  
) **RESOLUTION NO. C-34-23**

**WHEREAS** the Island County Board of County Commissioners seeks to promote Diversity Equity and Inclusion (DEI) in the workforce, and acknowledges values and respects the diversity of all employees; 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 the county to promote diversity, equity, and inclusion in the workforce and,

**WHEREAS** in Island County, diversities or differences can be harnessed and optimized to make the county 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** the Island County Board of County Commissioners sought input from other Island County elected officials; and,

**WHEREAS** advancing DEI efforts requires that the County is clear in its intent to not only adopt this statement but actively engage our employees and community in our DEI efforts where community members and employees feel they can thrive, are welcome, and belong; and NOW, THEREFORE,

**BE IT HEREBY RESOLVED**, the Island County Board of County Commissioners (BOCC) does hereby adopt the Island County Equity Statement:

Island County is committed to developing, nurturing, and sustaining an equitable workplace where everyone can thrive. We continue to build an organization that values, supports, and embraces diversity while simultaneously fostering an inclusive and welcoming workforce and community.

We recognize that structural and systemic forms of oppression have and continue to reinforce harmful practices in our society. As we seek to acknowledge and dismantle these practices, we pledge to amplify the voices and provide opportunities to under-represented communities and those who were historically excluded by removing barriers that result from racial, gender, and identity inequity, and social injustice.

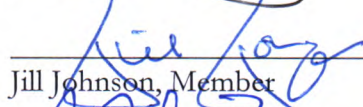
Our goal is for every employee and community member to feel they can thrive, are welcome, and belong. We strive to remove barriers and address the root causes of inequities. We focus on creating an inclusive environment by listening and engaging with our employees and diverse communities. We work to ensure that equity is a cornerstone of our policies, procedures, and practices. Island County's commitment to equity, diversity, and inclusion is unwavering.

ADOPTED this 20<sup>th</sup> day of June 2023.



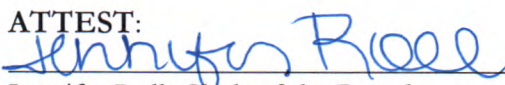
**BOARD OF COUNTY COMMISSIONERS  
ISLAND COUNTY, WASHINGTON**

  
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Janet St. Clair, Chair

  
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Jill Johnson, Member

  
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Melanie Bacon, Member

ATTEST:

  
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Jennifer Roll, Clerk of the Board