



MULTNOMAH COUNTY

# Managers of Color

## OUR MOTTO

If you tell me,  
I will forget.

If you show me,  
I will remember.

If you involve me,  
I will understand.

*– Chinese proverb*



MOC members show their commitment to the advancement of people of color in Multnomah County by involving themselves and fostering other's growth in leadership and participation in MOC. Together, we can change the times for the better while accomplishing personal and professional goals.



The Multnomah County MOC meets on the  
3rd Thursday of every month  
2:30pm to 4:30pm  
Multnomah Building • 501 SE Hawthorne  
Room 112 - Board Conference Room



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*For more information, contact a member of the MOC leadership team or visit our website at [www.mocolor.org](http://www.mocolor.org)*



MULTNOMAH COUNTY

# Managers of Color

*Creating  
Possibilities for*  
**GROWTH &  
PROGRESS**



# MOC MISSION

The mission of Multnomah County Managers of Color is to improve the work environment, support managers of color and enhance cultural diversity in Multnomah County. We accomplish this by providing input and making recommendations to the Multnomah County Chair, Board of County Commissioners, County management and staff regarding policy, employment, budget and service issues affecting people of culturally diverse backgrounds.



# PURPOSE

Our purpose is to facilitate, assist, support, actively participate in, maintain cultural diversity and competence in Multnomah County.

# WHO WE ARE

## Membership

Multnomah County Managers of Color is comprised of Multnomah County employees of color who are exempt or who supervise staff, develop programs and policies or act in an advisory capacity to the County Commissioners.

## MOC Exists to:

- Identify and share problems that managers of color encounter
- Develop solutions, network and support each other
- Mentor and advise managers and employees of color
- Promote cultural diversity within County systems
- Advocate program decisions and funding of County services
- Address issues regarding selection, hiring, discipline and retention of managers of color
- Increase our knowledge of political issues and their impact on managers of color and our constituents
- Serve as a resource for issues that impact people of color in Multnomah County
- Increase the visibility of managers of color by working cooperatively with all levels of management.



# VALUES & PRINCIPLES

We are guided by these values:



- Cultural competency as a lifelong process
- A culturally diverse workforce
- Open and honest communication
- Appropriate avenues and mechanisms that ensure equitable opportunities for hiring, promoting and retaining people of color
- A highly trained and competent workforce
- High quality services provided in a culturally sensitive, effective and efficient manner