



OCCMA

Oregon City/County Management Association

A State Affiliate of ICMA

The DEI Ad Hoc Committee presented three strategies for Board consideration at the January 29, 2021 meeting. Strategy #1 was for the creation of an OCCMA Statement of Belonging, which was approved by the OCCMA Board of Directors on July 9, 2021.

The task of developing the Statement of Belonging was completed by the following leaders:

Sarah Medary – City of Eugene – Chair

Megan George – City of Tualatin

Zoe Monahan-Mombert – City of Wilsonville

Eileen Stein – OCCMA Member

Dan Weinheimer – City of Newberg

The Statement of Belonging was also reviewed and comments incorporated by members of; NW Women’s Leadership Academy, Veterans in the Profession, and Local Government Hispanic Network.

OCCMA STATEMENT OF BELONGING

Our statement of belonging is intended to elevate and highlight our commitment, responsibility and shared passion for advancing equity and inclusion in our association, profession and communities. At the core of our work is growing trust and confidence and we know that is built as we “work to achieve equity and social justice, to affirm human dignity, and to improve the quality of life for the individual and the community.”¹ Our values and goals are strongly aligned with ICMA and is built on the foundation of the Code of Ethics, Declaration of Ideals and their Approach to Equity and Inclusion.

Oregon has an undisputed history of racism that dates back to 1857 and a vote of the people against slavery, but in favor of excluding “free negroes” from living in the state. That

¹ [ICMA Declaration of Ideals](#)

was over 150 years ago and only one example of the marginalization and exclusion faced by Oregonians. We acknowledge that in 2021, our individual and collective systems need continuous work to heal the wounds of historic and ongoing inequalities and to achieve equity in our systems and communities. Social inequalities in Oregon, and around the country, continue to be most predictable by race. Our work impacts and influences the structures and policies that can benefit the most disproportionately impacted in our communities. We are inspired and called to do this work and we are ready to listen, learn and act.

Cultivating true belonging takes courage and a commitment to:

Reflect on ourselves as individuals and as a group to understand our strengths and biases and the role we must play in advancing equity and dismantling inequity.

Listen to the voices and experiences of all, and especially those who have been marginalized or excluded in our association, organizations and communities.

Learn and stay open to new ideas and better practices of advancing and operationalizing diversity, equity and inclusion.

Act on what we learn and be accountable to ourselves and each other.

Sustain our energy and focus; equity is not an initiative or a program.

Together, we have the opportunity and responsibility to cultivate belonging in our individual organizations and communities and we understand the power we have to significantly impact people's lives. With humility, we embrace the power we have to make change and step willingly and courageously forward for the best of Oregon.