

Multnomah Education Service District

Code: DJCB
Adopted: 7/21/20

MESD Policy on Increasing Diversity, Equity, and Inclusion in Contracting, Procurement and Funding

The purpose of this policy is to increase wealth distribution in the economic spectrum.

The MESD serves a vulnerable population unlike other school districts, and understands that its students learn in many ways through specifically designed curriculum for their learning abilities. It is important that staff who teach, lead, empower and mentor be reflective of the student population served. The MESD's role is to build confidence in its students and fully prepare them for a future of self-sufficiency and independence by modeling diversity, equity and inclusion for them.

This policy, rooted in the greater Diversity, Equity & Inclusion Plan, is a tool for the MESD to meet its commitments to create broader community engagement and increase contracting with the Minority, Women, and Emerging Small Business (MWESB) community and other underrepresented communities.

Create Broader Community Engagement

The Board believes that broadening community engagement will further develop relationships that allow Diversity, Equity and Inclusion work to take root. The Board hereby commits to developing broad, equity-centric relationships through engagement with the MWESB community and other underrepresented communities.

The Board therefore authorizes the superintendent to engage with minority communities to:

1. Publicize information about the MESD, its mission, its needs and its opportunities in diverse, community-focused media outlets.
2. Network with and, develop partnerships with, offer expertise to and collaborate with the MWESB community.
3. Collaborate to develop a scholarship program for underrepresented MESD students furthering their education following high school.

Additionally, the Board therefore urges the superintendent to engage with MESD employees to:

1. Encourage volunteerism from parents and business partners in MESD programs,
2. Offer job opportunities to minorities, women and disabled veterans, and
3. Review contracts, including labor agreements, to foster living wage agreements.

Increase Contracting Opportunities for the MWESB Community

To deepen the MESD's commitment, The Board hereby directs the superintendent to develop a targeted goal for MESD contract and procurement selection processes that demonstrates response from members of the MWESB community at all threshold levels. MESD commits to an aspirational goal that 15% of the MESD's contract and procurement selection processes demonstrate response from members of the MWESB community at all threshold levels.

The Board therefore authorizes the superintendent to cause the following:

1. Develop and promulgate procedures that focus on practices encouraging inclusion of the MWESB community and other underrepresented communities.
2. Engage in conversations with certified MWESB firms, local MWESB Organizations, disabled veteran organizations and individual business community leaders to encourage them to tailor their offerings to the MESD's needs.
3. Assist MWESB firms with understanding the ESD's contract selection and procurement processes.
4. Use the state COBid certified Firms Directory for a resource.

Report Progress to the MESD Board

The Board desires that the MESD strive to increase diversity, equity and inclusion on an ongoing basis.

The Board therefore directs the superintendent to:

1. Develop administrative regulations to implement these commitments, and
2. Make quarterly reports to the Board on the progress of the MESD in these areas.

Acknowledgement by the MESD Board

The Board shall publicly acknowledge those community members and staff members who have committed to achieving high standards pursuant to this policy.

END OF POLICY

Legal Reference(s):

[ORS 334.125](#)