



HUMAN RESOURCES AND LABOR RELATIONS DEPARTMENT

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To: County Staff

From: Andrew S. McKinnon, Director
Human Resources and Labor Relations

Date: November 22, 2020

Re: The Dignity Campaign

Many of you have reviewed our kickoff [video](#) for our Dignity Campaign. Now we want to start sharing the foundations of our dignity campaign, "*Principles of Dignity.*"

This campaign is something we have been contemplating, discussing, refining, and finally creating for many months, perhaps over a year, both in the HRLR office and with the Office of County Executive. Instead of my usual long-winded communication, I am simply going to thank the people who made this possible. Thank you to the County Executive for blessing this. Thank you to Planning and Economic Development for making it look good. Thank you to the HRLR team for the exceptional quality of the message, especially Karlyn, Mia, Jen B., Caroline and Wendy S.

Finally, and most importantly thank you to our many staff who show up every day and conduct themselves with the dignity that builds trust with our citizens and who treat each citizen and each other with the dignity every human being deserves.

This will be an ongoing campaign, but I hope you like how we are starting.

Take care and have a great Thanksgiving Week.

dig·ni·ty
/'dignətē/

noun. The state or quality of being worthy of honor or respect

Creating a culture of dignity is a process, and it begins with acknowledging the value of every person we encounter, including ourselves. Dignity does not have to be earned, we are all born worthy of honor; it is inherent in our very existence. Dignity is demonstrated through action, and refined through practice. It is spoken, heard, seen and felt in every interaction we have, within ourselves, with our coworkers and with our communities.



Principles of Dignity

INDIVIDUAL

Self worth
Acceptance
Integrity
Self respect

RELATIONSHIPS

Open-mindedness
Compassion
Empathy
Goodwill

ORGANIZATIONAL

Fairness
Appreciation
Inclusion
Safety

CULTURE OF DIGNITY

Trust
Transparency
Recognition
Belonging

