



Nondepartmental Policy Briefings: Office of Diversity & Equity



April 9, 2013

Overview: Office of Diversity & Equity

The Office of Diversity and Equity is a hub for Multnomah County diversity, equity and inclusion efforts and initiatives. ODE's mission is to hold Multnomah County accountable to ensure access, equity and inclusion in our services, policies, practices and procedures. We also oversee:

Affirmative Action

D.A.T.A

Employee Resource Groups

Equity Council

Youth Leadership Development

Equal Employment Opportunity

Special Projects

Interfaith Initiative

Multnomah Youth Commission

Equity and Empowerment Lens



Policy Discussion: Equity & Empowerment Lens

What is the Lens?

- A discussion tool and guide
 - A quality improvement tool (internal and external)
 - An analysis / diagnosis of who benefits and who is harmed by policies, practices, and processes
 - A method of identifying areas of needed improvement in decision-making, prioritizing, etc., in relation to eliminating institutionalized racism
 - A method to identify and remove barriers to eliminating root causes of inequities, and reinforce Best Practices
 - A way to align our outcomes and practices with our values
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Policy Discussion: Equity Lens

Oct. 2011 – Equity Lens presented at NWPEDC

Oct. 2012 – Equity Lens published

Basic Lens Trainings Completed:

Commissioners and Staff

OPS Council

Equity Council

Managers of Color

Emergency Management

Chair's Office

DCS

DCJ

Health Department

Trainings Planned:

DCHS

SUN Schools

Library

Budget

Aging & Disability Services

IT



Equity Lens: diving deeper

In-depth applications:

DCS

DCJ

SUN

Central HR Strategic Plan

DA



Equity Lens: focus for FY 2014

Institutionalize and Integrate the Lens

Create Regional Equity Leadership

▶ Working with King County, City of Seattle, City of Portland, Metro and others to identify shared equity outcomes and areas for collaboration

Revise and improve the Lens document

▶ Add a workbook section

▶ Revise based on feedback from participants

Train Department Equity Facilitators in partnership with Talent Development



Wrap Up, Q&A, next steps

"These are adverse and challenging times we live in. But while we are all struggling, we know that for some members of our community these adversities and challenges are disproportionate and glaring. Multnomah County faces enormous inequities that are well-documented. Communities of color, immigrants, and refugees are bearing the weight of disparity in poverty, educational attainment, chronic health conditions and mortality... The Equity and Empowerment Lens, which has a racial justice focus, embodies social responsibility policy, program or practice in regards to the fair and just distribution of resources and representation. We are learning great things as we begin the process of integrating and institutionalizing the Lens county-wide. The inequities in our community are unjust, systemic in nature, and avoidable. By holding a laser-like focus to our policies and operations with values like inclusion, social, and racial justice leading the way, we can change the way we do our business to promote more equitable conditions and opportunities for our employees and the entire community."

Chair Jeff Cogen

What is the role of leadership?

