

Department: Nondepartmental **Program Contact:** Ben Duncan
Program Offer Type: Existing Operating Program **Program Offer Stage:** As Adopted
Related Programs:
Program Characteristics:

Executive Summary

The Office of Diversity and Equity (ODE) is a team of professional resource experts and a partner in making the county a better place to live and work for everyone by providing programming and tangible resources, expertise, best and promising practices, technical support, data and data analysis. ODE works to advance transformational change at the county and incubates empowering tools for the community.

Program Summary

ODE provides leadership and resources for advancing organizational equity and inclusion change efforts that support the business of the county.

ODE works with and within departments to lead, support or complement equity and social justice work throughout the County. Projects and resources include: Equity Council, Employee Resource Groups, Civil Rights, Workforce Equity, policy analysis, Equity and Empowerment Lens technical assistance and consultation, interactive actionable workforce data and analysis for Department Directors and HR Managers, and develops resources for and participates in regional and national networks. ODE is represented as a Steering Committee jurisdiction for the National Governing Alliance for Racial Equity, and planning partner for the NW Public Employee Diversity Conference.

This offer funds FTE for the ongoing roll-out and evaluation of the Equity and Empowerment Lens with a Racial Justice focus, technical assistance, development and guidance on policy advancing racial equity, staffing and leadership development support for the Multnomah Youth Commission, coordination of the College to County program, and coordination of Employee Resource Groups and Equity Council.

This offer also ensures compliance with federal statutes related to Americans with Disabilities, Affirmative Action/Equal Employment Opportunity, and discrimination through Title VI administration.

Performance Measures

Measure Type	Primary Measure	FY15 Actual	FY16 Purchased	FY16 Estimate	FY17 Offer
Output	# Employee Resource Groups	10	12	10	12
Outcome	Development of unique data metrics related to racial equity	N/A	N/A	1	5
Output	# Unique Data Dashboards, data reports, compliance reports submitted	15	15	15	15
Output	Number of Equity and Empowerment Lens applications, technical assistance, training and consultation	12	12	15	12

Performance Measures Descriptions

Legal / Contractual Obligation

Title II, Title VI administration for the County

Affirmative Action, Equal Employment Opportunity

Revenue/Expense Detail

	Proposed General Fund	Proposed Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2016	2016	2017	2017
Personnel	\$751,511	\$0	\$816,975	\$0
Contractual Services	\$24,000	\$0	\$25,000	\$0
Materials & Supplies	\$72,351	\$0	\$51,631	\$0
Internal Services	\$97,270	\$0	\$105,655	\$0
Total GF/non-GF	\$945,132	\$0	\$999,261	\$0
Program Total:	\$945,132		\$999,261	
Program FTE	5.00	0.00	5.50	0.00

Program Revenues				
Total Revenue	\$0	\$0	\$0	\$0

Explanation of Revenues

General Fund.

Significant Program Changes

Last Year this program was: FY 2016: 10017A-16 Office of Diversity and Equity

Revised position description and new staff serving as Civil Rights Administrator. Converted temporary funding into a 0.50 FTE. \$148,000 supporting a 1.00 FTE is funded with one-time-only General Funds.