

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

Executive Summary

The Office of Diversity and Equity (ODE) is a team of professional resource experts and a partner in advancing equity by designing and delivering tangible resources, expertise, best and promising practices, technical support, data and data analysis. ODE works to advance transformational change at the county and develops empowering tools for internal and external communities.

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 and complement equity and social justice work throughout the County. Projects and resources include: Civil Rights policy development and compliance, Workforce Equity Strategic Plan implementation, policy analysis, Equity and Empowerment Lens technical assistance and consultation, research and best practices for data collection and analysis, training on equity practice and issues, 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 coordination and implementation of the Workforce Equity Strategic Plan, application of the Equity and Empowerment Lens with a Racial Justice focus; technical assistance, training, research, development and guidance on policy advancing equity; staffing and leadership development support for the Multnomah Youth Commission; and coordination of Employee Resource Groups

This offer reflects the additional FTE created in the Civil Rights Policy Unit in FY 2020. This unit is responsible for advancing equity by developing, implementing and monitoring federally required Affirmative Action and Equal Employment requirements, working collaboratively with Human Resources, Department Directors, Executives and Managers to support and ensure best practices in recruitment, hiring, promotion and termination decisions, and ADA accommodation quality improvement.

Performance Measures

Measure Type	Primary Measure	FY19 Actual	FY20 Budgeted	FY20 Estimate	FY21 Offer
Output	Employee Resource Groups managed and coordinated	9	9	9	9
Outcome	Percentage of Workforce Equity Strategic Plan performance measures met	100%	100%	100%	100%
Output	Number of compliance reports completed	1	1	1	3

Performance Measures Descriptions

For performance measure 3, ODE is reflecting new resources in the Civil Rights Policy Unit focused on equity and accommodations for employees with disabilities and our continued obligation to ensure we are meeting federal compliance requirements.

Legal / Contractual Obligation

Title II, Title VI administration for the County
Affirmative Action, Equal Employment Opportunity
Administers discrimination complaint/grievance processes

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Requested General Fund	Requested Other Funds
Program Expenses	2020	2020	2021	2021
Personnel	\$1,046,255	\$0	\$1,181,073	\$0
Contractual Services	\$30,530	\$0	\$15,000	\$0
Materials & Supplies	\$75,918	\$0	\$56,345	\$0
Internal Services	\$201,579	\$0	\$136,262	\$0
Total GF/non-GF	\$1,354,282	\$0	\$1,388,680	\$0
Program Total:	\$1,354,282		\$1,388,680	
Program FTE	7.00	0.00	7.00	0.00

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

Explanation of Revenues

Significant Program Changes

Last Year this program was: FY 2020: 10017A-20 Office of Diversity and Equity

Includes the Civil Rights Policy Unit which was an out of target add in FY 2020.
Separates College to County in its own program offer as ODE is engaging in a process to update the County Code relative to ODE responsibilities, and coordination of the program in Organizational Learning winter/spring of 2020.