



**Program #10017A - Office of Diversity and Equity** **FY 2024 Department Requested**

**Department:** Nondepartmental **Program Contact:** Joy Fowler  
**Program Offer Type:** Existing **Program Offer Stage:** Department Requested  
**Related Programs:**  
**Program Characteristics:** In Target

**Executive Summary**

The Office of Diversity is a team of subject matter experts focusing on the impacts on Multnomah County residents and employees disproportionately affected by institutional and systemic racism and other identity-based oppression. ODE provides countywide leadership, models and builds best practices for equity policy analysis and development, conducts research and evaluation, and creates intersectional and inclusive frameworks for practice, policy and program delivery.

**Program Description**

ODE works across the organization, providing leadership, leading initiatives, piloting best practices, consulting, coordinating and collaborating to advance equity. Core to the work of ODE is a commitment to Inclusively Leading with Race and modeling intersectional approaches that recognize how multiple and compounding forms of marginalization impact communities, employee experience and wellbeing.

ODE advances this work by providing countywide leadership as a multiracial, multi-identity, and diverse team of experts who are available to provide guidance and counsel across the organization, modeling best practices to inform and influence change.

This offer funds the ongoing implementation of key pillars of ODE work: Workforce equity and the Workforce Equity Strategic Plan through stakeholder engagement, developing communications strategies, and evaluating impacts as well as ensuring accountability to performance measures; training and internal policy toward Safety, Trust and Belonging for all employees; the Equity Policy Team’s work around disability equity and accommodations, compliance reporting, research and evaluation, exit interviews, policy development, and other initiatives that improve systems and structures; the ongoing utilization, tools, frameworks and capacity building around the Equity and Empowerment Lens: Racial Justice Focus; support, coordination and governance of Employee Resource Groups; coordination of the Multnomah Youth Commission, representing Black, Indigenous, and People of Color communities, and utilizing youth-adult partnership to advance policies and practices that reflect the priorities of youth across Multnomah County. ODE also convenes the Equity Core Team made up of equity managers across the organization and other key stakeholder groups around specific or emerging organizational equity issues.

**Performance Measures**

Measure Type	Primary Measure	FY22 Actual	FY23 Budgeted	FY23 Estimate	FY24 Offer
Output	Employee Resource Groups managed and coordinated	9	9	9	9
Outcome	Compliance on Workforce Equity Strategic Plan performance measure adherence	90%	90%	90%	90%
Output	Number of guidance documents, evaluation reports or compliance reports completed	5	4	4	5
Output	Number of disability accommodation consults	25	25	35	35

**Performance Measures Descriptions**

## Legal / Contractual Obligation

ADA Title II Coordination, EEO Reporting, Civil Rights Grievance Staffing

## Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Department Requested General Fund	Department Requested Other Funds
<b>Program Expenses</b>	<b>2023</b>	<b>2023</b>	<b>2024</b>	<b>2024</b>
Personnel	\$1,556,876	\$0	\$1,631,037	\$0
Contractual Services	\$24,860	\$0	\$26,110	\$0
Materials & Supplies	\$88,366	\$0	\$92,816	\$0
Internal Services	\$161,264	\$0	\$141,402	\$0
<b>Total GF/non-GF</b>	<b>\$1,831,366</b>	<b>\$0</b>	<b>\$1,891,365</b>	<b>\$0</b>
<b>Program Total:</b>	<b>\$1,831,366</b>		<b>\$1,891,365</b>	
<b>Program FTE</b>	8.00	0.00	8.00	0.00

Program Revenues				
<b>Total Revenue</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

## Explanation of Revenues

## Significant Program Changes

**Last Year this program was:** FY 2023: 10017A Office of Diversity and Equity

Beginning in FY 2024, funding for Multnomah Youth Commission (MYC) on-call staff will be reflected in the MYC program offer (10017B).