

Department: Nondepartmental

Program Contact: Joy Fowler

Program Offer Type: Operating

Program Offer Stage: Adopted

Related Programs:
Program Characteristics:
Executive Summary

The Office of Diversity and Equity (ODE) is a team of subject matter experts focusing on Multnomah County employees and residents affected by systemic racism, other identity based oppression and the impacts of both. ODE provides countywide leadership, consultation and advice while modeling best practices for equity analysis and development. We also conduct research and evaluation while partnering closely with Central HR and Department Equity Managers to create inclusive frameworks for practice, policy and program delivery.

Program Description

ODE works across the organization, providing leadership, initiatives, piloting best practices, consulting, coordinating and collaborating to advance equity. Core to the work of ODE is a commitment to Inclusively Lead 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 partner 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, including the addition of contracted services budget for the WESP Tribal Knowledge Trainings
- The equity policy team's work around disability equity and accommodations, policy development, and initiatives that improve systems and structures
- The consistent compliance reporting, research and evaluation
- Exit interviews, 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 stakeholders

Performance Measures

Measure Type	Performance Measure	FY23 Actual	FY24 Budgeted	FY24 Estimate	FY25 Target
Output	Employee Resource Groups managed and coordinated	10	9	10	11
Outcome	Implementation of WESP in alignment with a phased approach and based on approved recommendations.	N/A	N/A	N/A	75%
Output	Number of guidance documents, evaluation reports or compliance reports completed	5	4	5	5
Output	# of countywide workshops & technical asst. led by ODE (i.e. disability, LGBTQIA2+, Equity Lens, tribal)	N/A	N/A	N/A	15

Performance Measures Descriptions

The 2nd and 4th performance measures are new for FY2025 and reflect new measures and metrics.

Legal / Contractual Obligation

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

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Adopted General Fund	Adopted Other Funds
Program Expenses	2024	2024	2025	2025
Personnel	\$1,795,092	\$0	\$1,917,263	\$0
Contractual Services	\$106,110	\$0	\$60,110	\$0
Materials & Supplies	\$95,317	\$0	\$131,319	\$0
Internal Services	\$141,402	\$0	\$141,405	\$0
Total GF/non-GF	\$2,137,921	\$0	\$2,250,097	\$0
Program Total:	\$2,137,921		\$2,250,097	
Program FTE	9.00	0.00	9.00	0.00

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

Explanation of Revenues

Significant Program Changes

Last Year this program was: FY 2024: 10017A Office of Diversity and Equity

This program combines 10017C WESP Planning and Engagement from FY 2024.

In FY 2025, contractual services is reduced by a net \$46,000 as follows:

- Current service level is reduced by \$71,000 and reallocated within this program to better reflect actual spending. This reallocation includes funding one College to County (C2C) intern in FY 2025.
- \$25,000 in new General Fund is added for WESP Tribal Knowledge trainings.