

**Department:** Nondepartmental

**Program Contact:** Joy Fowler

**Program Offer Type:** Operating

**Program Offer Stage:** Adopted

**Related Programs:**
**Program Characteristics:**

### Program Description

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.

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;
- The equity policy team's work around disability equity and accommodations, policy development, and other initiatives that improve systems and structures;
- The consistent compliance reporting, research and evaluation,
- Stay 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;
- The digital accessibility team provides employees access to tools/resources needed to perform their work, and residents to have barrier-free access to county services. Will partner with the Department of Community Assets IT Team

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	Performance Measure	FY24 Actual	FY25 Budgeted	FY25 Estimate	FY26 Target
Output	Employee Resource Groups managed and coordinated.	11	11	11	11
Outcome	Implementation of WESP in alignment with a phased approach and based on approved recommendations.	75%	75%	75%	75%
Output	Number of guidance documents, evaluation reports or compliance reports completed.	5	5	5	5
Output	# of countywide workshops & technical asst. led by ODE (i.e. disability, LGBTQIA2+, Equity Lens, tribal).	15	15	25	20

### Performance Measures Descriptions

ADA Digital Accessibility performance measures:

1. Outcome | Staff report high levels of satisfaction with access & utility of digital resources | N/A | N/A | 80% | 80%
2. Output | Create standards for forms and processes that require digitization | N/A | N/A | 1 Doc | 1 Doc
3. Output | Number of countywide staff trained as subject matter experts | N/A | N/A | 12 | 12
4. Output | Number of countywide content creators community of practice | N/A | N/A | 12 | 12

## Legal / Contractual Obligation

ADA Title II Coordination, EEO Reporting

### Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Adopted General Fund	Adopted Other Funds
Program Expenses	2025	2025	2026	2026
Personnel	\$2,276,743	\$0	\$2,232,407	\$0
Contractual Services	\$60,110	\$0	\$61,740	\$0
Materials & Supplies	\$136,339	\$0	\$145,379	\$0
Internal Services	\$142,905	\$0	\$151,959	\$0
<b>Total GF/non-GF</b>	<b>\$2,616,097</b>	<b>\$0</b>	<b>\$2,591,485</b>	<b>\$0</b>
<b>Program Total:</b>	<b>\$2,616,097</b>		<b>\$2,591,485</b>	
<b>Program FTE</b>	11.00	0.00	10.00	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 2025: 10017A Office of Diversity and Equity

This program combines 10017A and 10017C ADA Digital Accessibility from FY 2025.

In FY 2026, a vacant 1.00 FTE Human Resources Analyst 2 is eliminated. This was a new position in FY 2025 dedicated to ADA digital accessibility work. There is still 1.00 FTE remaining in this program that is dedicated to this type of work.