

Division: Nondepartmental - All Other

Program Characteristics:**Program Description**

The Office of Diversity and Equity (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, multiidentity, 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 program funds the ongoing implementation of core pillars of ODE work:

- Advancing workforce equity and the Workforce Equity Strategic Plan through sustained partner engagement;
- Sustaining the equity policy team's efforts related to disability equity and accommodations, policy development, and other initiatives that strengthen systems and structures;
- Ensuring consistent compliance reporting, research and evaluation;
- Conducting 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;
- Providing digital accessibility support to ensure employee access to tools/resources needed to perform their work, and that residents experience 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 stakeholders.

Equity Statement

The Office of Diversity and Equity 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 Human Resources and Department Equity Managers to create inclusive frameworks for practice, policy and program delivery.

Revenue/Expense Detail

	2026 General Fund	2026 Other Funds	2027 General Fund	2027 Other Funds
Personnel	\$2,232,407	\$0	\$2,299,748	\$0
Contractual Services	\$61,740	\$0	\$64,000	\$0
Materials & Supplies	\$145,379	\$0	\$133,300	\$0
Internal Services	\$151,959	\$0	\$238,842	\$0
Total GF/non-GF	\$2,591,485	\$0	\$2,735,890	\$0
Total Expenses:	\$2,591,485			\$2,735,890
Program FTE	10.00	0.00	10.00	0.00
Total Revenue	\$0	\$0	\$0	\$0

Performance Measures

Performance Measure	FY25 Actual	FY26 Estimate	FY27 Target
Review internal and external digital documents to ensure the remediation of digital barriers across County websites and applications.	N/A	N/A	50%
Translate stay interview insights into actionable recommendations.	N/A	N/A	75%