



Program #10017C - Office of Diversity and Equity - Policy & Program Director 2/17/2017

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

Executive Summary

The Office of Diversity and Equity (ODE) is a team of professional resource experts and a partner in making the county a better place to live and work for everyone by providing programming and tangible resources, expertise, best and promising practices, technical support, and data analysis. ODE works to advance transformational change at the county and develops empowering tools for internal and external communities.

Program Summary

This program offer restores ongoing funds for the Office of Diversity and Equity Policy and Program Director. This position researches and analyzes policy, and provides technical assistance on the application of the Equity and Empowerment Lens with a specialized focus on impacting project management across the county to ensure equity considerations are included in project design, implementation and evaluation. This position is also the primary project management expert for the Office of Diversity and Equity and supports the development and coordination of all ODE projects.

The Policy Director also is responsible for developing, coordinating and maintaining a robust Equity Council that connects practitioners across the County who are responsible for implementing equity plans and strategies at departmental levels, and for working with Departmental Equity Teams to ensure consistency and alignment in practice. As part of a broader organizational response to differential experience across racial demographics, this position is leading in developing, coordinating and implementation of a training curriculum "Transforming White Privilege" which focuses on increasing understanding of how privilege shows up in everyday interactions and practice.

This position is critical for the development of internal and external policies to advance equity by identifying stakeholders, developing processes, and creating recommendations. In FY 2017, this work resulted in the development of a framework for one of the first ever governmental Trans/Gender Expansive Inclusive Workplace policies.

Performance Measures

| Measure Type | Primary Measure | FY16 Actual | FY17 Purchased | FY17 Estimate | FY18 Offer |
|--------------|---|-------------|----------------|---------------|------------|
| Output | Number of Equity and Empowerment Lens applications, technical assistance, training and consultation | N/A | N/A | N/A | 12 |
| Outcome | % of practitioners who report increased ability to apply equity to the implementation of projects | N/A | N/A | N/A | 90% |

Performance Measures Descriptions

The program measures reflect both new measures specific to this position, and how the position will help ODE continue to meet the ongoing and increasing demand for equity lens application, technical assistance, training and consultation with both internal and external partners.

Revenue/Expense Detail

| | Proposed General Fund | Proposed Other Funds | Proposed General Fund | Proposed Other Funds |
|------------------------|-----------------------|----------------------|-----------------------|----------------------|
| Program Expenses | 2017 | 2017 | 2018 | 2018 |
| Personnel | \$143,484 | \$0 | \$147,220 | \$0 |
| Total GF/non-GF | \$143,484 | \$0 | \$147,220 | \$0 |
| Program Total: | \$143,484 | | \$147,220 | |
| Program FTE | 1.00 | 0.00 | 1.00 | 0.00 |

| Program Revenues | | | | |
|----------------------|------------|------------|------------|------------|
| Total Revenue | \$0 | \$0 | \$0 | \$0 |

Explanation of Revenues

General Fund

Significant Program Changes

Last Year this program was: FY 2017: 10017A Office of Diversity and Equity

In FY 2017 this position was funded as one-time-only. It has been scaled out of target in order to provide equity lens consultation around project management, capacity for internal and external policy analysis, and coordination and leadership for the Equity Council.