

**Department:** Nondepartmental **Program Contact:** Benjamin Duncan

**Program Offer Type:** Existing Operating Program **Program Offer Stage:** As Requested

**Related Programs:**
**Program Characteristics:** In 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, data 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 reflects ongoing funds for a 1.0 Workforce Equity Coordinator.

The Workforce Equity Coordinator will be responsible for the development, coordination and management of the College to County Mentorship Program. This includes securing organizational departmental participation, job/project development, cultivating relationships with academic and community partners, assisting with target student recruitment, support during application and selection process, cohort curriculum development and implementation, networking facilitation, program evaluation and alumni tracking and recruitment. The position will also pilot and refine structures, metrics and and best practices for countywide mentorship initiative, and support departmental implementation plans, in alignment with the countywide Workforce Equity Strategy.

The College to County Mentorship Program is a workforce development and pipeline initiative that recruits, hires and develops students of color, low-income students, and students with disabilities, many of whom are the first in their family to attend college, through focused mentorship and leadership development opportunities. This program honors and advances the County's commitment to building a diverse workforce, promoting inclusion and being better positioned to fulfill our public service mission for all County clients and residents. The program offers a three month paid internship for substantive work on various County projects across departments. These projects innovate, fill service gaps, and add capacity for existing staff in providing critical services. Students learn, develop and apply the knowledge, skills and abilities required to successfully complete assigned projects while working towards meeting minimum qualifications for permanent positions upon graduation.

**Performance Measures**

Measure Type	Primary Measure	FY19 Actual	FY20 Budgeted	FY20 Estimate	FY21 Offer
Output	Number of C2C jobs funded through departments	36	35	40	40
Outcome	Departmental workforce equity implementation plans in alignment with countywide Workforce Equity Strategy	N/A	N/A	N/A	100%
Output	Number of applications for C2C positions	88	34	100	30
Output	Number of culturally responsive mentors across County	30	18	30	20

**Performance Measures Descriptions**

These performance measures reflect an increased investment across the county for College to County positions, along with increased community interest and applicant pool as a result of expanded and enhanced student and community partner outreach and recruitment.

The third output and final outcome measure represent the development of an intentional structure for culturally responsive

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Requested General Fund	Requested Other Funds
Program Expenses	2020	2020	2021	2021
Personnel	\$130,018	\$0	\$130,160	\$0
<b>Total GF/non-GF</b>	<b>\$130,018</b>	<b>\$0</b>	<b>\$130,160</b>	<b>\$0</b>
<b>Program Total:</b>	<b>\$130,018</b>		<b>\$130,160</b>	
<b>Program FTE</b>	1.00	0.00	1.00	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 2020: 10017A-20 Office of Diversity and Equity