

**Coordinator**

**Department:** Nondepartmental                      **Program Contact:** Ben Duncan  
**Program Offer Type:** Innovative/New Program         **Program Offer Stage:** As Requested  
**Related Programs:**  
**Program Characteristics:** Out of Target

**Executive Summary**

Employee Resource Groups (ERGs) are county-sponsored, employee-run groups that promote diversity values and strategic efforts of the county while promoting personal and professional growth for county employees with shared lived experience around marginalized identities and improving retention by providing a stronger sense of community within the county.

**Program Summary**

This program offer reflects ongoing funds for an ERG Coordinator. This position would represent the first full time dedicated position to support Employee Resource Groups.

For over 30 years, Employee Resource Groups at Multnomah County have been catalysts for change, and vital spaces of connection. Currently, ERG spaces represent the full spectrum of diversity in our organization, including employees of color including a specific group for managers of color, employees with disabilities, LGBTQ+ employees, Veterans, older adults, immigrant and refugees, Queer and Trans Employees of Color, and a group focused on those who are caretakers for children and adults.

The ERG Coordinator reflects alignment and investment with workforce equity by building critical infrastructure to support, enhance, and implement the work of 9 Employee Resource Groups across the county. The Coordinator will provide expertise to support the structure and governance of ERGs. This includes ensuring training and professional development opportunities, building and sustaining partnerships for initiatives and projects, technical and administrative support for ERGs to engage with and support diverse employee membership, and build competency and capacity for ERGs to have a meaningful voice to influence countywide practice and policy.

**Performance Measures**

Measure Type	Primary Measure	FY20 Actual	FY21 Budgeted	FY21 Estimate	FY22 Offer
Output	Number of ERGs supported	9	N/A	9	9
Outcome	Number of cultural events, learning spaces and supportive spaces for employees	N/A	N/A	52	60
Outcome	Percentage of members who express "satisfaction" with ERG experience	N/A	N/A	N/A	80%

**Performance Measures Descriptions**

ERGs have engaged in surveys of membership prior to this year, but as the Office of Diversity and Equity builds more robust evaluation capacity into our approaches to measuring our impact, we will align the "satisfaction" with engagement in similar ways. ERGs have held cultural events, virtual support circles, and provided training to members. FY 2022 would establish a baseline, as FY 2021 was significantly affected by COVID-19 impacts.

**Legal / Contractual Obligation****Revenue/Expense Detail**

	<b>Adopted General Fund</b>	<b>Adopted Other Funds</b>	<b>Requested General Fund</b>	<b>Requested Other Funds</b>
<b>Program Expenses</b>	<b>2021</b>	<b>2021</b>	<b>2022</b>	<b>2022</b>
Personnel	\$0	\$0	\$135,539	\$0
Materials & Supplies	\$0	\$0	\$4,461	\$0
<b>Total GF/non-GF</b>	<b>\$0</b>	<b>\$0</b>	<b>\$140,000</b>	<b>\$0</b>
<b>Program Total:</b>	<b>\$0</b>		<b>\$140,000</b>	
<b>Program FTE</b>	0.00	0.00	1.00	0.00

<b>Program Revenues</b>				
<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: