

Program #40046B - Organizational Development - Office of Equity and Inclusion 3/7/2022

Department: Health Department **Program Contact:** Maria Lisa Johnson
Program Offer Type: Innovative/New Program **Program Offer Stage:** As Requested
Related Programs:
Program Characteristics: Out of Target

Executive Summary

The Office of Equity and Inclusion supports the Health Department in growing leaders to advance equity and inclusion through policy change, leader development and workplace culture transformation. The team supports the Health Department to meet the WESP performance measures. This includes staffing the Health Department Workforce Equity Committee.

Program Summary

The Office of Equity and Inclusion (OEI) plays an integral role in supporting managers and supervisors to develop leadership skills that create workplace environments where employees experience trust, safety and belonging. With the addition of an Equity Coach and a Culture Change Agent, OEI can extend its reach and capacity to carry out the following strategic goals:

1. Accelerate culture change efforts to support our organization’s recovery from the trauma and intensity of the COVID response and help institute healthy, inclusive and equitable work environments for employees across the department.
2. Ensure the Health Department implements recommendations prioritized in Phase I of the Workforce Equity Strategic Plan (WESP).
3. Build capacity among health department managers and supervisors to lead inclusively with race.

In FY 2023, the Health Department is prioritizing culture change work in support of employee wellness, recognition and recovery from the pandemic response. This is a culture transformation and a retention strategy.

Performance Measures

Measure Type	Primary Measure	FY21 Actual	FY22 Budgeted	FY22 Estimate	FY23 Offer
Output	Number of managers attending equity focused training.	95	160	175	200
Outcome	% of managers participating in equity training/coaching who report improved skill in their skill in leading inclusive	N/A	N/A	70%	80%

Performance Measures Descriptions

Targeted leadership development investments for supervisors and managers have been demonstrated to have a positive impact on culture change. Multnomah County leads inclusively with race and the Health Department is adding training and evaluation to assess the impact of culture change efforts.

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Requested General Fund	Requested Other Funds
Program Expenses	2022	2022	2023	2023
Personnel	\$0	\$0	\$297,886	\$0
Contractual Services	\$0	\$0	\$10,000	\$0
Materials & Supplies	\$0	\$0	\$1,960	\$0
Total GF/non-GF	\$0	\$0	\$309,846	\$0
Program Total:	\$0		\$309,846	
Program FTE	0.00	0.00	2.00	0.00

Program Revenues				
Total Revenue	\$0	\$0	\$0	\$0

Explanation of Revenues

Significant Program Changes

Last Year this program was: FY 2022: 40046 Organizational Development

This request adds staff to support the Health Department's workforce equity initiatives.