



Budget Equity

Using Multnomah County's Equity
& Empowerment Lens 5Ps
Framework to Support Program
Offer Review During FY 26 Budget
Season

Office of Diversity & Equity

Today's Roadmap

- Multnomah County's Equity Commitments
- Equity & Empowerment Lens 5Ps
- Open Discussion

Vision for Equitable County Services

- Fair and just distribution of resources and opportunities
- Sustainable systems for all people
- Meaningful engagement with communities of color
- Authentic embodiment of racial equity
- Bold and courageous commitment to root causes and barriers

Equitable Budgeting: Key Focus Areas

1. Provide robust information at the program level to inform elected decision makers and the community of program objectives and service delivery models
2. Data and outcome measures designed to uncover and address racial and other disparities
3. Align program offer outcomes to department- and county-level commitments to advancing equity

Pronouns

- Sharing pronouns are important for creating inclusive environments
- We honor everyone's right to be referred to in a manner that acknowledges and affirms each person
- This practice is optional
- You may choose to share all parts of your identity including race and ethnicity
- The expectation is that you remain respectful.

To learn more [click here](#)

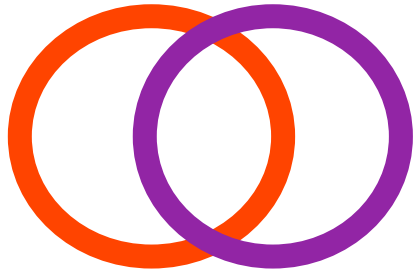
Inclusively leading with race

Across all measures of health and social mobility race is the leading indicator for inequalities and disparities.

- a. Education
 - b. Employment
 - c. Health
 - d. Incarceration
 - e. Wealth
- Within
institutions
and
- a. Gender**
 - b. Sexuality**
 - c. Ability**
 - d. Age**
- Within
demographic
categories

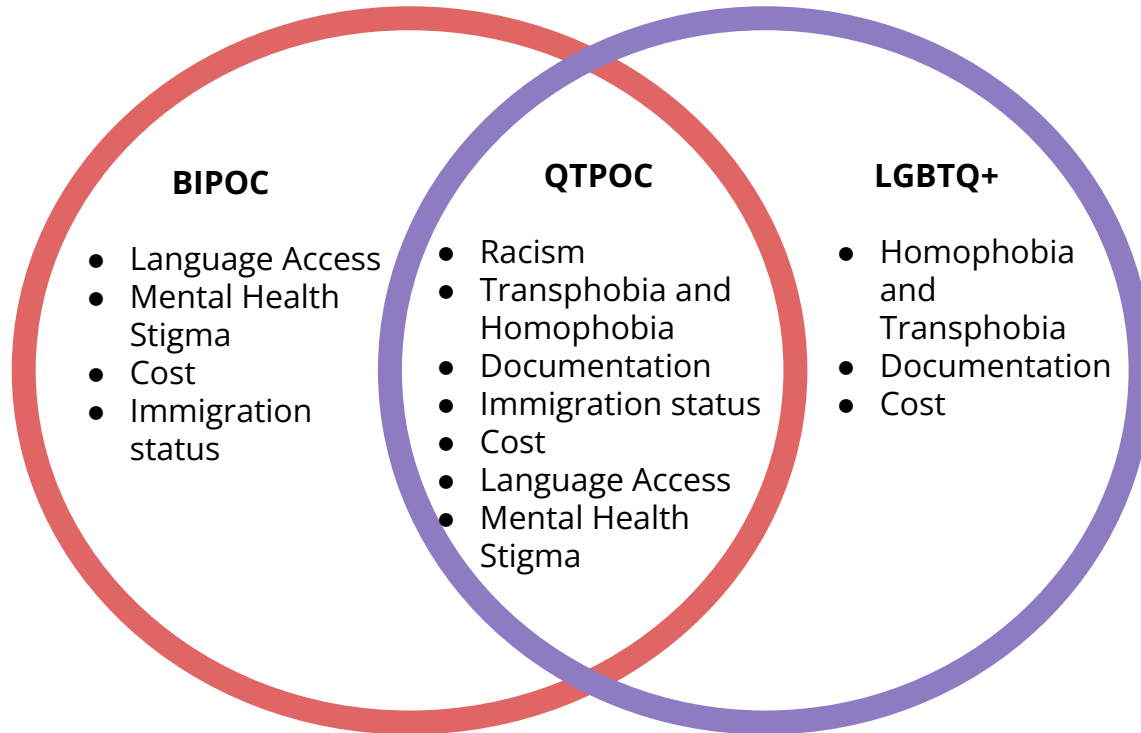
Intersectionality

- Conceptualized by Professor Kimberlé Crenshaw, 1989
- Describes the complex and cumulative impact of holding multiple marginalized identities.



Intersectionality

Barriers to Accessing Behavioral Health



Equity and Empowerment Lens

- Quality improvement tool
- Multnomah County created in 2012
- 5Ps Framework

PURPOSE



PEOPLE

- Positive and negative impacts?
- Different situations and barriers?
- Trauma/re-trauma caused by decision?



PLACE

- Emotionally and physically safe?
- Environmental impacts?
- Where are resources being distributed?

ISSUE OR DECISION



PROCESS

- Including or excluding people?
- Cause of exclusion?
- Any empowering processes?
- Any traumatizing processes?



POWER

- Barriers to equity/racial justice work?
- Benefits and burdens?
- Who is accountable?
- Decision-making structure?
- Integrating voices and priorities of communities of color?

Equity Lens: Purpose

- What is the mission of this work?
- How does this program address racial disparities we see in data?

Equity Lens: People

- Who is most in need of this service?
- How does this program target resources to specific populations?
For example, homeless transgender youth of color or Latinx domestic violence survivors.
- Is your program accessible for all and does your budget account for potential accommodations?

Equity Lens: Place

- How does this program or service remove geographic barriers to access?
- How are we trauma-informed in creating or selecting our physical environment?

Equity Lens: Process

- How is the community most impacted engaged in program design?
- How is the community most impacted engaged in program evaluation?

Equity Lens: Power

- How are we accountable to the community most impacted?
- What are the demographics of the staff providing the service or program? Do they represent the community most in need of the program or service?

Recap - Program Reflective Questions

- What is the mission of this work?
- How does this program address racial disparities we see in data?
- Who is most in need of this service?
- How does this program target resources to specific populations?
- How does this program or service remove geographic barriers to access?
- How are we trauma-informed in creating or selecting our physical environment?
- How is the community most impacted engaged in program design?
- How is the community most impacted engaged in program evaluation?
- How are we accountable to the community most impacted?
- What are the demographics of the staff providing the service or program? Do they represent the community most in need of the program or service?



Questions?

Office of Diversity & Equity