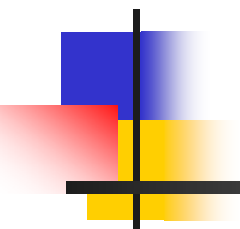


Multnomah County

Office of Diversity and Equity





ODE Staff

- Daryl Dixon, CDEO
- Robert Phillips, Affirmative Action, EEO Officer.
- Kalissa Canyon-Scopes, Project Manager
- Vee Souryamat, Data Analyst
- Shawn Postera, Administrative Assistant
- Allyson Spencer, Community Liaison



Mission

Serving by holding Multnomah County accountable to ensure access, equity and inclusion in our services, policies, practices and procedures.



Vision

- We ensure our investments in the community build a more just and equitable Multnomah County.
- We have a culture of open collaboration, respectful, courageous conversations about institutional barriers to equity.
- We unite around shared values of access, equity, and inclusion.



Vision (continued)

- Our workplaces are safe and our services are culturally responsive.
- Our workforce reflects community experience, needs and perceptions.



How We Will Do This



Sustaining Commitment to Mission

- Equity Council
- Countywide Diversity Committee
- Affirmative Action
- Countywide Equity Inventory*
- Data Analysis
- Countywide Diversity & Equity Training



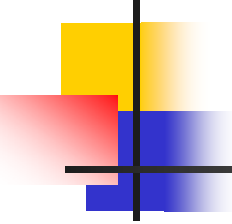
Community Outreach

- Investments
- Services
- Partnerships
- County Presence
- Two-way Communication



Inclusion & Engagement

- Identify institutional barriers to inclusion and opportunity
- Recruitment outreach audits
- ENGs (ERGs)
 - MOC (Managers of Color)
 - MEOC (Employees of Color)
 - PRISM (Pride Respect Integrity for Sexual Minorities)
 - VAN (Vital Aging Network)



Inclusion & Engagement (continued)

- ENG expansion
 - Veterans
 - Immigrants & Refugees
 - Working Parents
- Field Trip Fridays
- ODE To Go



Communication

- Key Communicators
- Stakeholders
- Postcard
- Brochure
- Website
- Facebook
- Twitter
- Video



A Courageous Campaign for Equity

“Equity is not about being equal. Equity is making sure people have what they need in order to be successful.”

-Daryl Dixon



A Courageous Campaign for Equity

Courageous Leadership

Courageous Conversations

Courageous Action

Courageous Commitment



Courageous Leadership

- Commitment and Involvement
 - Department Directors
 - Equity Council
 - ✓ Policies, Practices, Procedures, Recommendations, Commendations
- Unions
- Sheriff
- Chair
- Board



Courage Conversation

Engaging all staff in identifying healthy vs. harmful behaviors so that standards of behavior are agreed upon throughout the organization.

- Employee Focus Groups
- Employee Surveys
- Book Club Discussions
- Facilitated Discussions



Courageous Action

- Policy Review
- Equity Lens
- Training
- Diversity Policy
- Educational Campaign
- Zero Tolerance
- Complaint Mechanism
- Annual Scorecard



Courageous Commitment

- New Employee Orientation
- Affirmative Action & EEO
- Healthy Workplace E-policy
- Cultural Competency linked to performance evaluation
- On-going education & training
- Financial Investment
- DRM models all four kinds of courage
- Communicate Commitment



Dignity & Respect Campaign

“History has shown diversity for its own sake is not the surest path to inclusion. Inclusion, however is the surest path to diversity.”

- Candi Singleton, CDO, UPMC



QUESTIONS

