Multnomah County				
Program #10017A - Offi	ce of Diversity and Equity			4/18/2018
Department:	Nondepartmental	Program Contact:	Ben Duncan	
Program Offer Type:	Existing Operating Program	Program Offer Stage:	As Proposed	
Related Programs:				
Program Characteristic	s:			

Executive Summary

The Office of Diversity and Equity (ODE) is a team of professional resource experts and a partner in advancing equity by designing and delivering 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

ODE provides leadership and resources for advancing organizational equity and inclusion change efforts that support the business of the county.

ODE works with and within departments to lead, support and complement equity and social justice work throughout the County. Projects and resources include: Civil Rights policy development and compliance, Workforce Equity Strategic Plan development and implementation, policy analysis, Equity and Empowerment Lens technical assistance and consultation, research and best practices for data collection and analysis, training on equity practice and issues, and participates in regional and national networks. ODE is represented as a Steering Committee jurisdiction for the National Governing Alliance for Racial Equity, and planning partner for the NW Public Employee Diversity Conference.

ODE also works with community based stakeholders to identify critical issues of importance with the goal of lifting up underrepresented voices for systems and policy change.

This offer funds FTE for the ongoing roll-out and evaluation of the Equity and Empowerment Lens with a Racial Justice focus, technical assistance, training, research, development and guidance on policy advancing equity, staffing and leadership development support for the Multnomah Youth Commission, and coordination of Employee Resource Groups and the Equity Core Team.

This offer also ensures compliance with federal statutes related to Americans with Disabilities, Affirmative Action/Equal Employment Opportunity, and discrimination through Title VI administration.

Performance Measures							
Measure Type	Primary Measure	FY17 Actual	FY18 Purchased	FY18 Estimate	FY19 Offer		
Output	Employee Resource Groups	10	10	10	9		
Outcome	Number of Equity and Empowerment Lens applications, technical assistance. training and consultation	8	12	124	100		

For performance measure 2, ODE has expanded its definition to not just include Equity Lens focused activities, but also training, Human Resources functional supports, Internal/external policy discussions, conflict resolution and facilitation and employee/management support and training support requests

Legal / Contractual Obligation

Title II, Title VI administration for the County Affirmative Action, Equal Employment Opportunity Administers discrimination complaint/grievance processes

Revenue/Expense Detail

	Proposed General Fund	Proposed Other Funds	Proposed General Fund	Proposed Other Funds			
Program Expenses	2018	2018	2019	2019			
Personnel	\$701,838	\$0	\$759,246	\$0			
Contractual Services	\$20,000	\$0	\$20,700	\$0			
Materials & Supplies	\$47,073	\$0	\$39,210	\$0			
Internal Services	\$114,353	\$0	\$118,279	\$0			
Total GF/non-GF	\$883,264	\$0	\$937,435	\$0			
Program Total:	\$883	\$883,264		\$937,435			
Program FTE	4.80	0.00	5.00	0.00			
Program Revenues							
Total Revenue	\$0	\$0	\$0	\$0			

Explanation of Revenues

Significant Program Changes

Last Year this program was: FY 2018: 10017A Office of Diversity and Equity

This program does not fund the College to County Mentorship program, which has been developed and implemented utilizing temporary dollars that no longer can support the staffing model. Program Offer 10017C submitted to fund a Workforce Equity Coordinator at 1.00 FTE adding critical additional resource to support the implementation of the countywide Workforce Equity Strategy and maintain the College to County program.