



**Program #72000B - Organizational Development** 4/18/2018

**Department:** County Management **Program Contact:** Marissa Madrigal  
**Program Offer Type:** Innovative/New Program **Program Offer Stage:** As Proposed  
**Related Programs:**  
**Program Characteristics:** One-Time-Only Request

**Executive Summary**

In FY 2018, the County hired a human resources consulting firm to perform a detailed review and analysis of County Human Resources policies and practices to identify where County policies and practices may support or further institutional racism and oppression and/or create unjust barriers for employees in protected classes. This scaled program offer includes the anticipated cost for the consultant in FY 2019 and one year of a limited duration management assistant to help implement the recommendations identified.

**Program Summary**

The County is committed to providing an equitable, supportive, and inclusive work environment that fosters safety, trust, and a feeling of belonging for all its employees. In its Fiscal Year 2017 – 2019 Strategic Plan, Multnomah County Human Resources highlighted “Equitable and Empowering Practices” as one of four goal areas and committed to “end inequities and injustices in the work of human resources through an examination of how our policies, procedures and practices can perpetuate forms of institutional oppression.” However, employee data and testimony revealed that employees in protected classes continue to experience racism and other forms of bias, despite these commitments and County policies and practices designed to prevent this.

In FY 2018, the County hired a human resources consulting firm to perform a detailed review and analysis of County Human Resources policies and practices to identify where County policies and practices may support or further institutional racism and oppression and/or create unjust barriers for employees in protected classes. This firm will produce a comprehensive report and detailed recommendations.

This project will be led by the County Chief Operating Officer (COO). The consulting firm will work closely with the COO, the Office of Diversity and Equity, Central and Department Human Resources Offices, County leadership, representatives from County Employee Resource Groups and other county groups.

This scaled offer includes the estimated FY 2019 cost for the human resources consultant contract and one year of a limited duration management assistant to help implement the recommendations identified.

**Performance Measures**

Measure Type	Primary Measure	FY17 Actual	FY18 Purchased	FY18 Estimate	FY19 Offer
Output	Produce a detailed narrative report with with concrete recommendations for changes to policies and practices	0	0	0	1
Outcome	Creation of a detailed plan to implement recommended improvements, including timelines and metrics	0	0	0	1

**Performance Measures Descriptions**

## Legal / Contractual Obligation

Multnomah County Code Chapters 7 and 9. Federal, state, local laws, rules and regulations covering discrimination, harassment, privacy, and hiring.

## Revenue/Expense Detail

	Proposed General Fund	Proposed Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2018	2018	2019	2019
Personnel	\$0	\$0	\$134,998	\$0
Contractual Services	\$0	\$0	\$150,000	\$0
<b>Total GF/non-GF</b>	<b>\$0</b>	<b>\$0</b>	<b>\$284,998</b>	<b>\$0</b>
<b>Program Total:</b>	<b>\$0</b>		<b>\$284,998</b>	
Program FTE	0.00	0.00	0.00	0.00

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

## Explanation of Revenues

This program is supported by County General Fund revenues.

## Significant Program Changes

Last Year this program was: