

Program #72053 - Equity Focused Organizational Development Contracting
FY 2026 Proposed
Department: County Management

Program Contact: Travis Brown

Program Offer Type: Operating

Program Offer Stage: Proposed

Related Programs:
Program Characteristics: New Request, One-Time-Only Request

Program Description

This program funds equity focused consultation to develop recommendations for addressing identified disparities.

The Complaints Investigation Unit (CIU) is a centralized County unit established in 2019 to investigate discrimination and harassment complaints from employees, ensuring equitable and consistent handling. It operates independently of departments, fostering a safe reporting environment.

A recent evaluation of the CIU by the County's Evaluation and Research Unit (ERU) highlighted the CIU's professionalism and the value employees place on this centralized system. However, it revealed a concerning disparity: Black and African American employees involved in CIU investigations experienced significantly higher separation rates compared to white employees. Notably, the evaluation did not criticize the CIU's investigative quality, and the Protected Class Committee has achieved consistency in corrective actions.

To address this disparity, the County will implement the following actions:

- **Comprehensive Review:** A thorough review will investigate the root causes of the higher separation rates, examining complaint origins, supervisor responses, conflict resolution, processes, cultural factors, and potential biases.
- **Executive Workgroup:** An Executive Workgroup, including key County leaders, will develop a plan to address the ERU's findings and broader cultural issues.
- **Subcommittees:** Subcommittees will consult with Equity Managers, Union leaders, and Employee Resource Groups.
- **Organizational Development:** This program will fund an equity-focused Organizational Development firm to provide recommendations for addressing the identified disparities, working in conjunction with the Executive Workgroup.
- **Fund Management:** Any unused funds will revert to the general fund balance by FY26.

Performance Measures

Measure Type	Performance Measure	FY24 Actual	FY25 Budgeted	FY25 Estimate	FY26 Target
Outcome	Timely formation of the Executive Workgroup, frequency of meetings, and completion of key milestones	N/A	N/A	N/A	100%
Outcome	Track the implementation of recommendations.	N/A	N/A	N/A	100%
Outcome	Regular data collection through employee surveys, separation rate analysis, feedback forms, and progress r	N/A	N/A	N/A	100%

Performance Measures Descriptions

Emphasized focus on ensuring the project's execution and data-driven evaluation. Priorities: Prompt action and consistent progress: Verifying regular activity of the Executive Workgroup and the completion of key project milestones. Effective implementation: Tracking the adoption and impact of recommendations generated by the Organizational Development firm and the Executive Workgroup. Robust data collection and reporting: Establishing a system for gathering relevant data through employee surveys, separation rate analysis, feedback mechanisms, and progress reports.

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2025	2025	2026	2026
Contractual Services	\$0	\$0	\$100,000	\$0
Total GF/non-GF	\$0	\$0	\$100,000	\$0
Program Total:	\$0		\$100,000	
Program FTE	0.00	0.00	0.00	0.00

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

Explanation of Revenues

This program is funded by the General Fund.

Significant Program Changes

Last Year this program was: