



Budget Equity

Using Multnomah County's
Equity & Empowerment Lens
5Ps Framework to Support
Program Offer Review During
FY 27 Budget Season

Office of Diversity & Equity

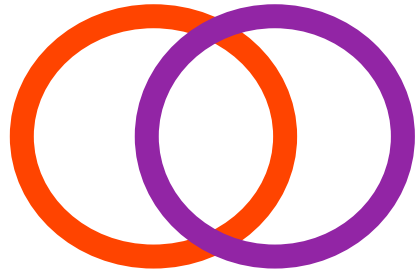
Inclusively leading with race

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

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

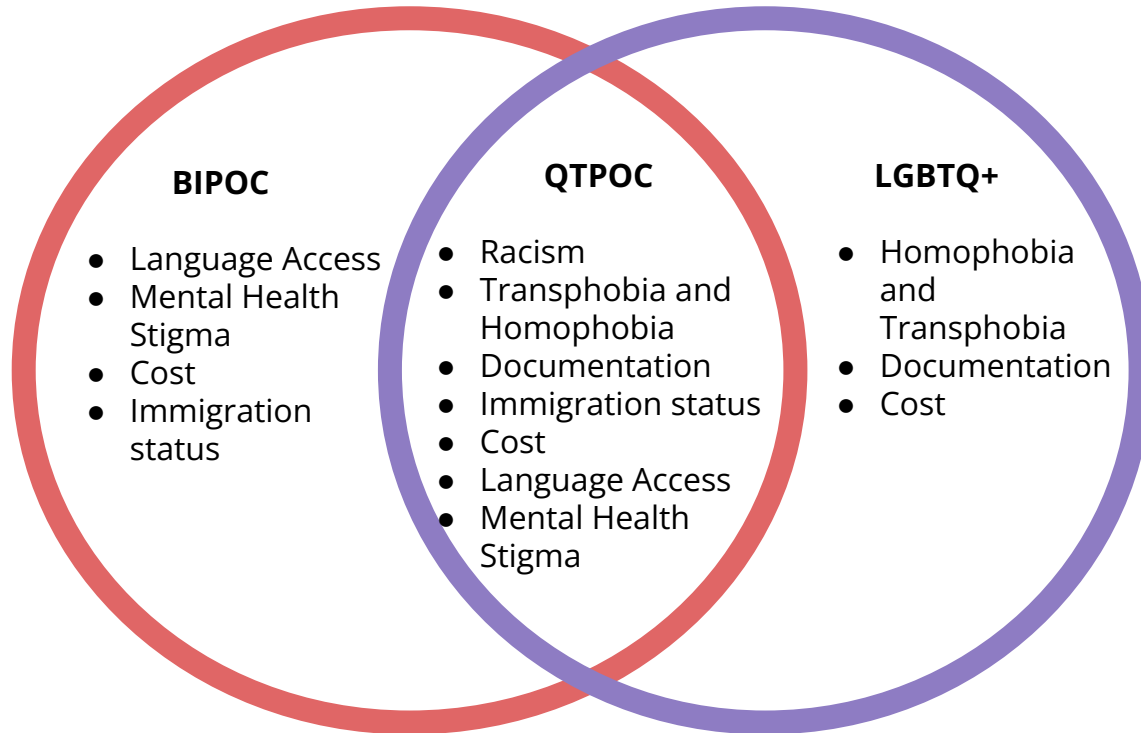
Intersectionality

- 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 this program accessible for all and does the budget account for potential accommodations?

Equity Lens: Place

- How does this program or service remove geographic barriers to access?
- How is this program trauma-informed in creating or selecting their 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