

Multnomah County Office of Diversity and Equity FY 2019 Budget Presentation



**MULTNOMAH
COUNTY**

**Office of
Diversity and Equity**

Mission: Ensure access, equity, and inclusion in Multnomah County's services, policies, practices, and procedures.

Budget Quick Facts

FTE - 7.00

GF Year over Year Increase - 16%

GF Reduction - \$0

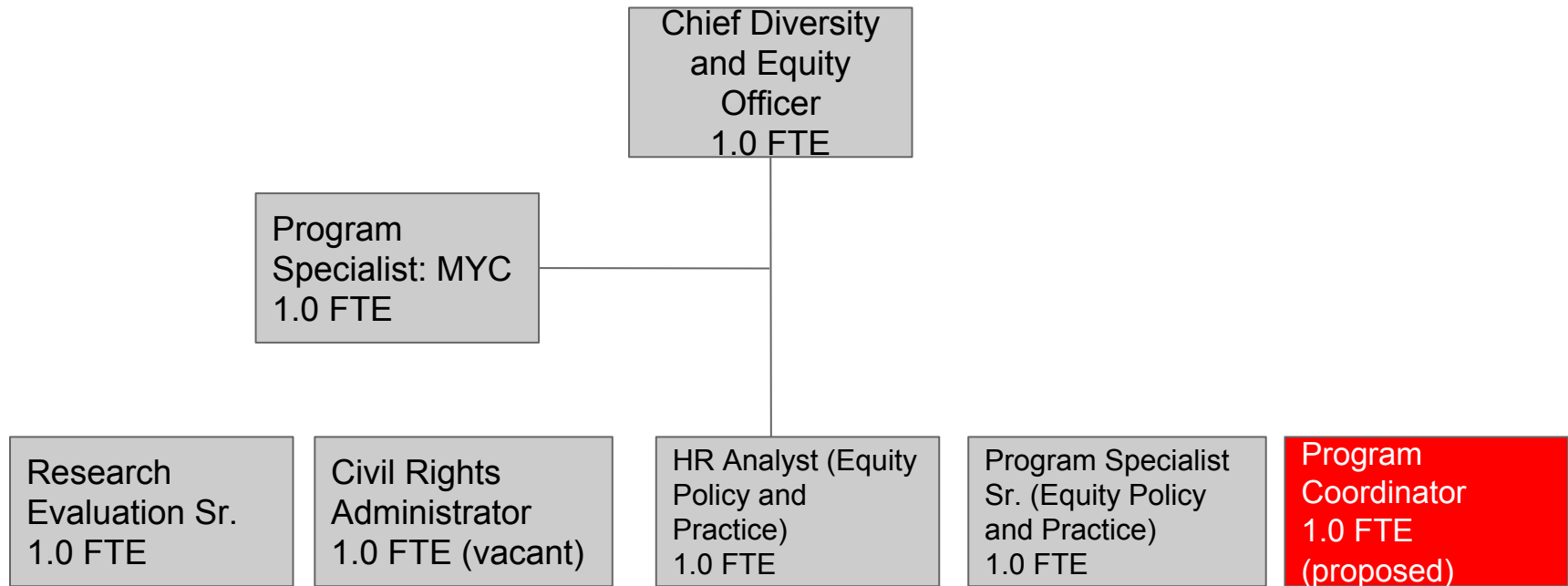
1 New GF Program Request - \$95,517

No OTO Requests

Funding Source: General Fund



Office of Diversity and Equity // Organization Chart



Workforce Equity

Development and adoption of Workforce Equity Strategic Plan

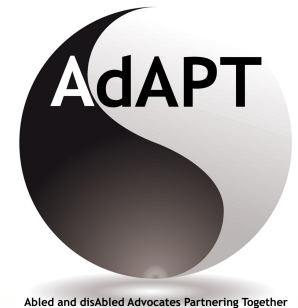
FY 2019: Guidance and structure for implementation

- Development of Governance Structure in partnership with Chair's Office and COO
- Action on areas ODE can impact and influence
- Support COO in allocation of targeted resources/investments for operationalizing implementation



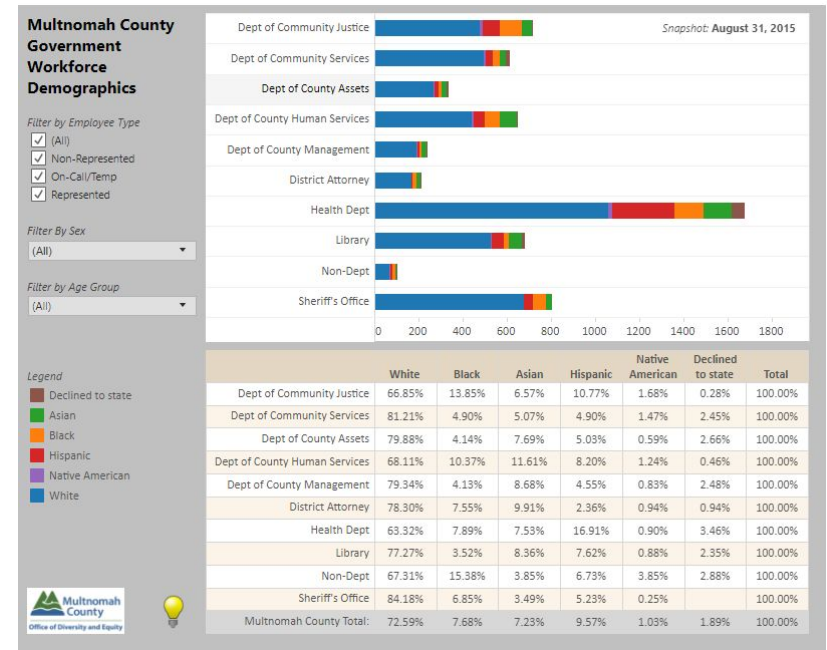
Employee Resource Group Support

- Increase of .2 FTE (Program Specialist Sr.) to expand capacity to support and engage with ERGs
- Support Strategies in alignment with WESP including update to ERG policy, capacity building and increasing participation, onboarding and orientation at departmental level



Research and Evaluation

- Study on Disabilities in partnership with AdAPT and Evaluation Research Unit
- Support for Trauma informed approach and racial equity practice in research, evaluation and communications
- Maintain and publish data for public on ODE website (WESP)



Civil Rights

- Compliance for Affirmative Action/Equal Employment Opportunity
- ADA Coordinator (external complaints and infrastructure support to ensure compliance)
- External protected class complaints, working with departments
- Will be informed by HR Consultant Report

MULTNOMAH COUNTY

Notice of Non-Discrimination

Multnomah County strives to treat all people equally. It is our policy not to discriminate on the basis of race, color, national origin, disability, religion, age, sex/gender, sexual orientation, gender identity and expression, marital status, veteran status, source of income, or any other basis prohibited by federal, state, or local law.

We want you to receive quality service and care no matter who you are. One way we do this is by helping people with Limited English Proficiency or people with visual or hearing impairments. Please tell us what kind of help you need, and we will provide you with free services, such as:

- Qualified language interpreters (including sign language)
- Translations of written materials (including alternative formats)
- Culturally appropriate assistance and care

If you think Multnomah County has discriminated against you because of your race, color, national origin, disability, religion, age, sex/gender, sexual orientation, gender identity and expression, marital status, veteran status, source of income, or any other basis prohibited by federal, state, or local law, please tell us immediately. Multnomah County also prohibits retaliation against any person who complains or participates in any investigation of discrimination. We review all concerns.



Multnomah Youth Commission

- Strong Focus on Youth Against Violence in partnership with STRYVE and LPSCC
- Partnerships with Electeds (e.g Know Your Rights training)
- Sustainability
- Education Youth Voice



College to County: Program Offer 10017c

- 188 applications for 33 positions this year with all departments, including Sheriff office represented
- Academic partnerships that include PSU, OSU, Warner Pacific, George Fox, CBOs, HBCUs and past C2C mentees
- FTE increase of .5 to support goal of 50 positions (WESP), strengthen program elements, expand partnerships, and support workforce equity by developing trainings, mentorship best practices, and supporting graduating students in gaining access to county employment



Questions?

