

Office of Diversity and Equity

FY 22 Budget Presentation
4/29/21



**MULTNOMAH
COUNTY**

**Office of
Diversity and Equity**

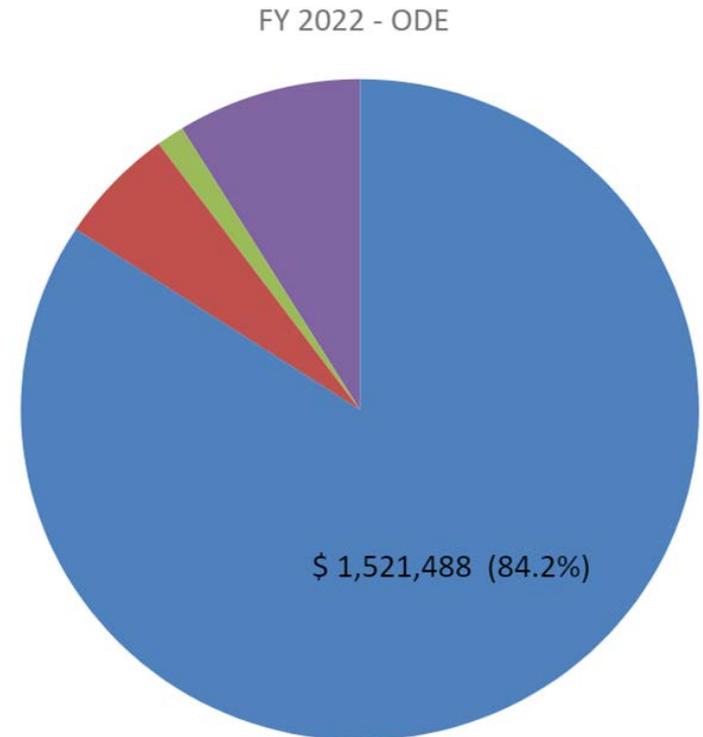
ODE:

FTE:

- 8 existing
- 1 new: ERG Coordination
- \$1,807,100 overall

Budget distribution:

- Personnel: \$1,521,488
- M&S: \$102,794
- Prof Services: \$23,900
- Internal Services: \$158,918

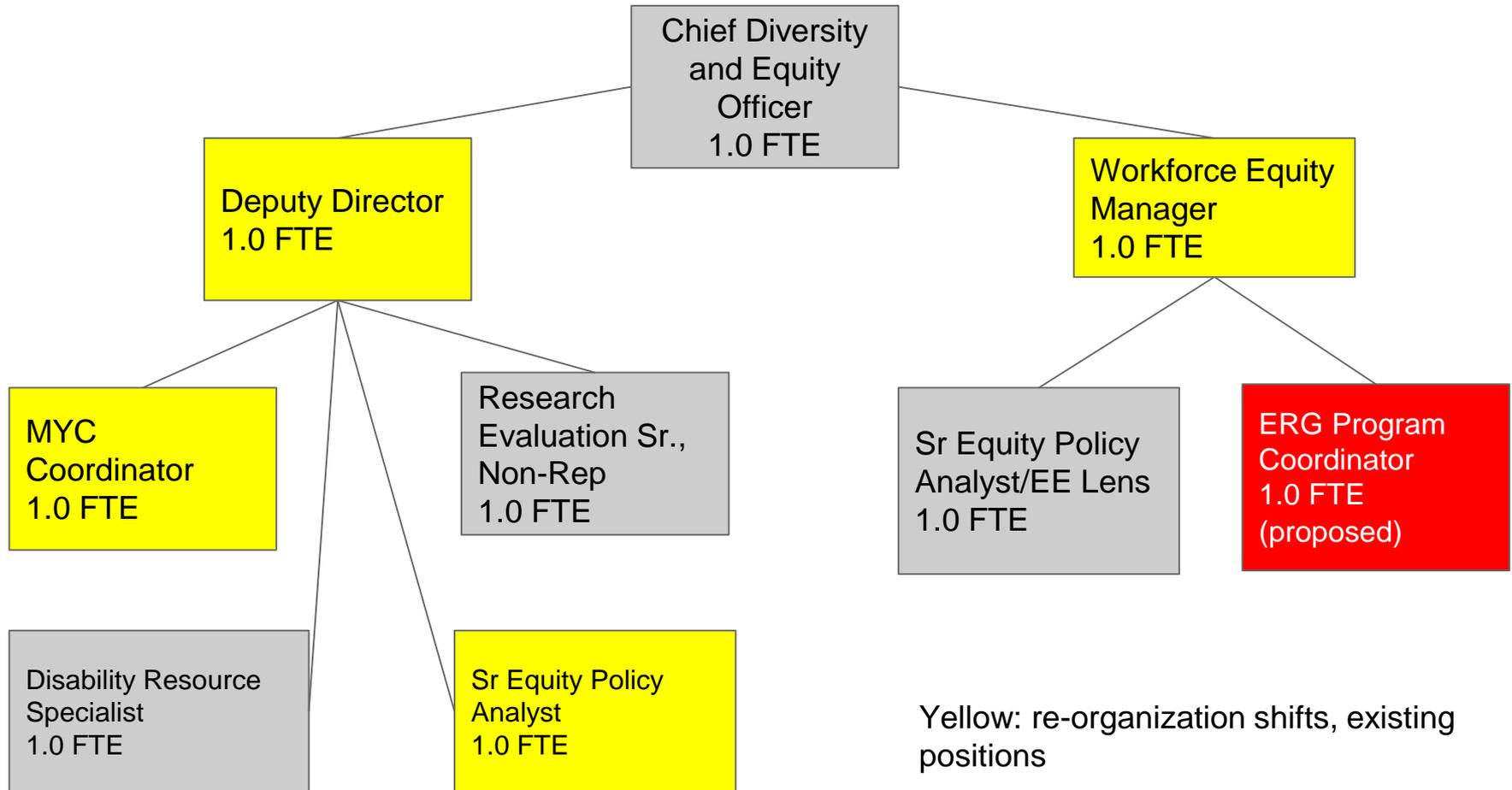


ODE Re-Organization

- 10+ years after office creation
- Focus Area 5: recommendations related to ODE structure
 - Review of positions
 - Documenting and reviewing core pillars of work
- Key Drivers
 - Create two high functioning, productive teams
 - New management team, allowing for CDEO to engage in countywide strategies, policies and systems change work
 - Support for 9 existing Employee Resource Groups



Office of Diversity and Equity // Organization Chart



Yellow: re-organization shifts, existing positions

Red: proposed new investment



ODE Reorganization Proposed Org Chart (9 FTE)

Ben Duncan, Chief Diversity and Equity Officer
Supervise Deputy Director and Workforce Equity Manager (2 FTE)
Staff Assistant

Neisha Saxena, Deputy Director/Civil Rights Administrator
Supervise Equity Policy Team (4 FTE)
HR Manager 2

Scotty Sherington, Sr Equity Policy Analyst
General Policy/Gender Justice/LGBTQ Equity
Sr HR Analyst

Ronnie Cano, Equity Research Evaluation Analyst/EEO Compliance Officer
Research Evaluation Analyst Sr, Non-Rep

Ashley Carroll, Disability Resource Specialist
Sr HR Analyst

Erika Molina-Rodriguez, MYC Coordinator
Sr Program Specialist

Workforce Equity Manager
Supervise Workforce Equity Team (2 FTE)
HR Manager 1

Daniel Garcia, Sr Equity Policy Analyst
EE Lens
Sr HR Analyst

ERG Governance Coordinator
Sr Program Specialist

ODE Pillars of Work

- Countywide Equity Leadership
- Workforce Equity Strategic Plan
- Equity and Empowerment Lens
- Employee Resource Groups
- Policy and Research
- Civil Rights Programs
- Multnomah Youth Commission



Countywide Equity Leadership

- Equity advice, leadership and consultation to elected officials, directors, equity managers, HR, ERGs and other internal and external stakeholders
- Leading Equity Core Team
- Leadership on all equity initiatives
- Disability equity subject matter expertise
- Gender justice subject matter expertise
- Equity and Empowerment Lens subject matter expertise



Workforce Equity

Implementation of the Workforce Equity Strategic Plan (WESP)

FY 2022:

- Ongoing implementation of performance measures and departmental implementation
- Lifting up Inclusively Leading with Race Recommendations
- Beginning to imagine next four year iteration of the plan building upon existing structures and minimum standards



Equity and Empowerment Lens

- Revised rollout of Equity and Empowerment Lens training
- Development of an “Equity Academy” to build practitioners across the organization
- Development of new tools and resources for application across disciplines



Employee Resource Group Support

- New investment in an Employee Resource Group Coordinator focusing on:
 - Support for ERG Cultural Event planning
 - Ensuring ERGs can effectively lift up strategies and approaches that improve experiences
 - Building models for leadership and professional development
 - Ensuring alignment across ERGs



Policy and Research

- WESP evaluation leadership
- Equity and Empowerment Lens evaluation
- Complaints Investigation Unit (CIU) data analysis and evaluations
- Exit interview analysis, templates, best practices and trends
- Leadership, application and updates of ODE Culturally Specific Services Guidance
- Other research relating to workforce equity or other equity initiatives
- Other policy initiatives in coordination with or at request of County Chair or other senior leadership



Civil Rights

- Countywide support for departmental ADA Title II and Title VI compliance
- Supporting departmental implementation and reviewing legal barriers to equity work
- Staffing external facing civil rights grievances
- Collaboration with CIU on employee protected class complaints (research and data, disability navigation, Protected Class Committees)
- Preparing Equal Employment Opportunity (EEO) compliance reports
- Central tracking and informing best practices in workplace accommodations
- Staffing countywide ADA access and workplace accommodations workgroups
- Performing manager and director of color exit interviews



Celebrating 25 years of Impact!

- The official youth policy body of Multnomah County and the City of Portland
- Ages 13-21
- Live, work, or go to school in Multnomah County



Community & Civic Life
Promote the common good



Driving Values

- Adult-Youth Partnership
- Social Justice & Equity
- Positive Youth Development
- Youth Participatory Action Research



MYC Youth Priorities

- MYC Committees:
 - Education/Youth Voice
 - Transit Equity and Environmental Advocacy Committee
 - Youth Against Violence
- COVID-19 Response & EOC Youth Liaison Team
- Work on the horizon



Questions?

