



Complaints Investigation Unit FY 2023 Proposed Budget

Presented to the
Board of County Commissioners

Multnomah County
May 12, 2022

Located at: www.multco.us/budget

Applying an Equity Lens

- The CIU process is one that takes equity into its very core: we are at the heart of identity-based conflict.
- Our number one complaint area is discrimination based on race, followed by sex, and often the intersection of the two.
- Retaining staff of color is a high priority for the WESP, and based on feedback from stakeholders and participants in our process, we are requesting \$190,00 for a one-time-only pilot position aimed at helping employees restore relationships post investigation to create greater feelings of safety, trust and belonging.



Workforce Equity Strategic Plan (WESP) Update

- Diverse team with varied lived experience examines how intersectional identities impact experience
- Approach our investigations with compassion and believing the experience of the reporting party
- Our investigations have a legal standard of preponderance of the evidence, meaning that we cannot through investigation validate every complaint that comes to us with a sustained finding. However, we are working to direct attention to race and other systemic issues that we find during investigation, no matter the outcome.
- Partnership with Departments matters in this.

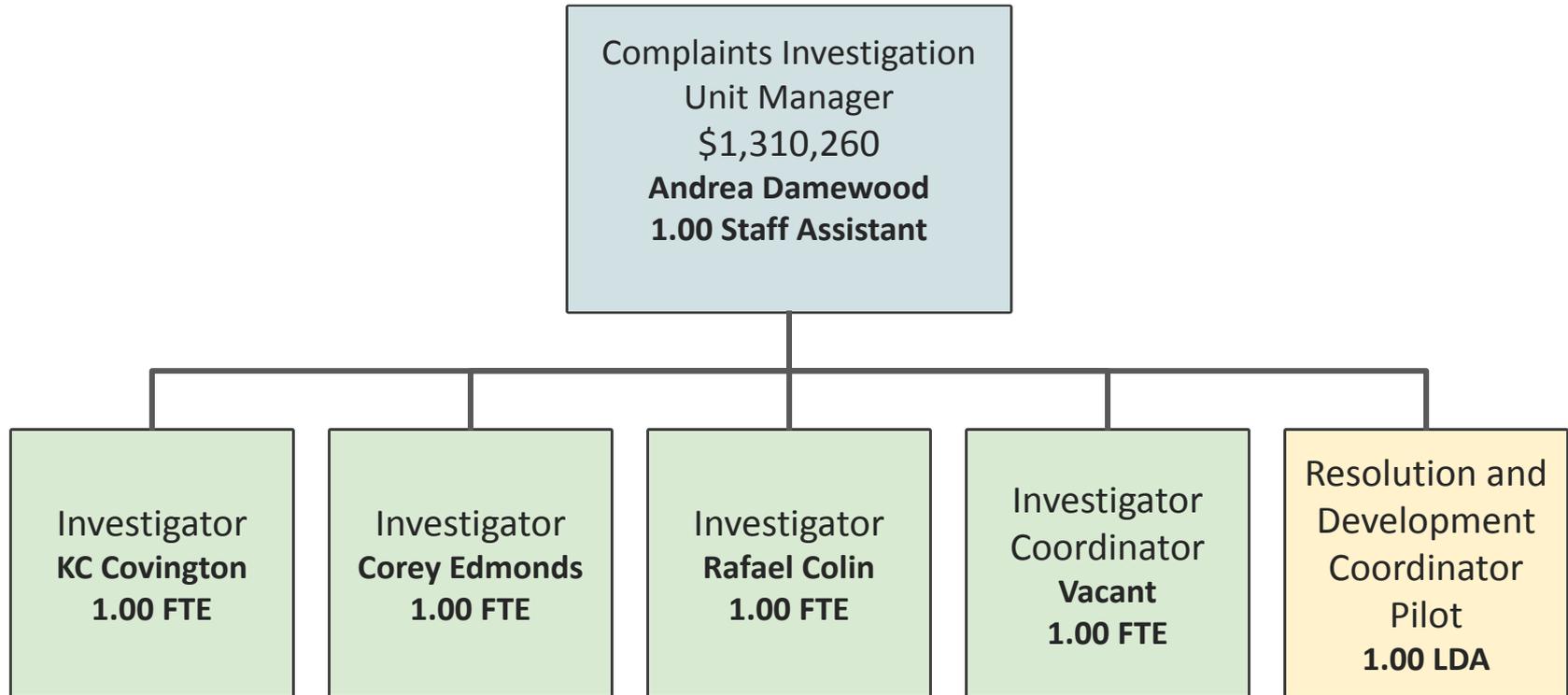


Workforce Equity Strategic Plan (WESP) Update

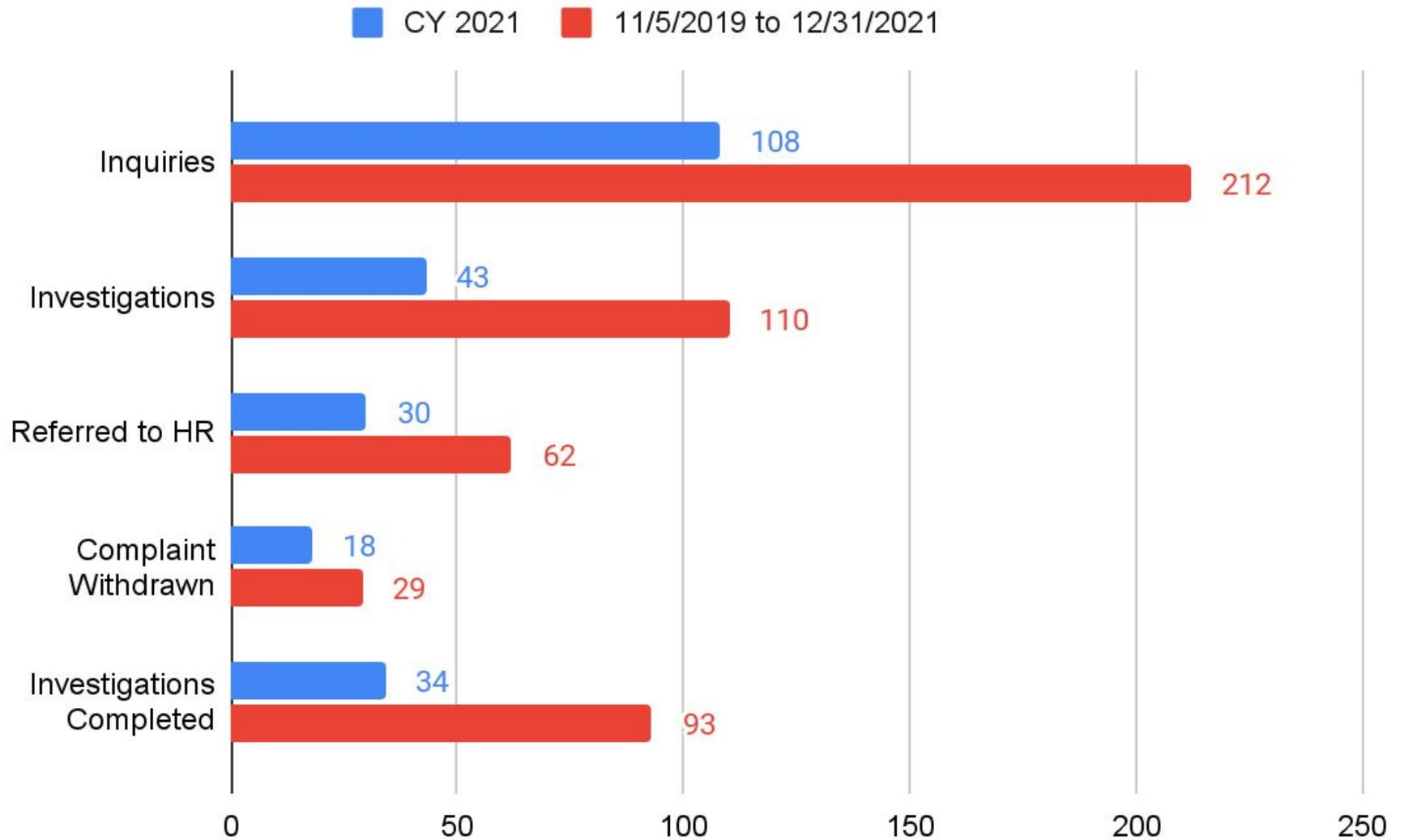
- Along with new pilot, in FY 2023 will partner with Departments and Central HR/Organizational Learning to expand the definition of our intake process to evaluate best path forward from a suite of options including mediation, restorative practice, training or investigation.



Organizational Chart - Who We Are



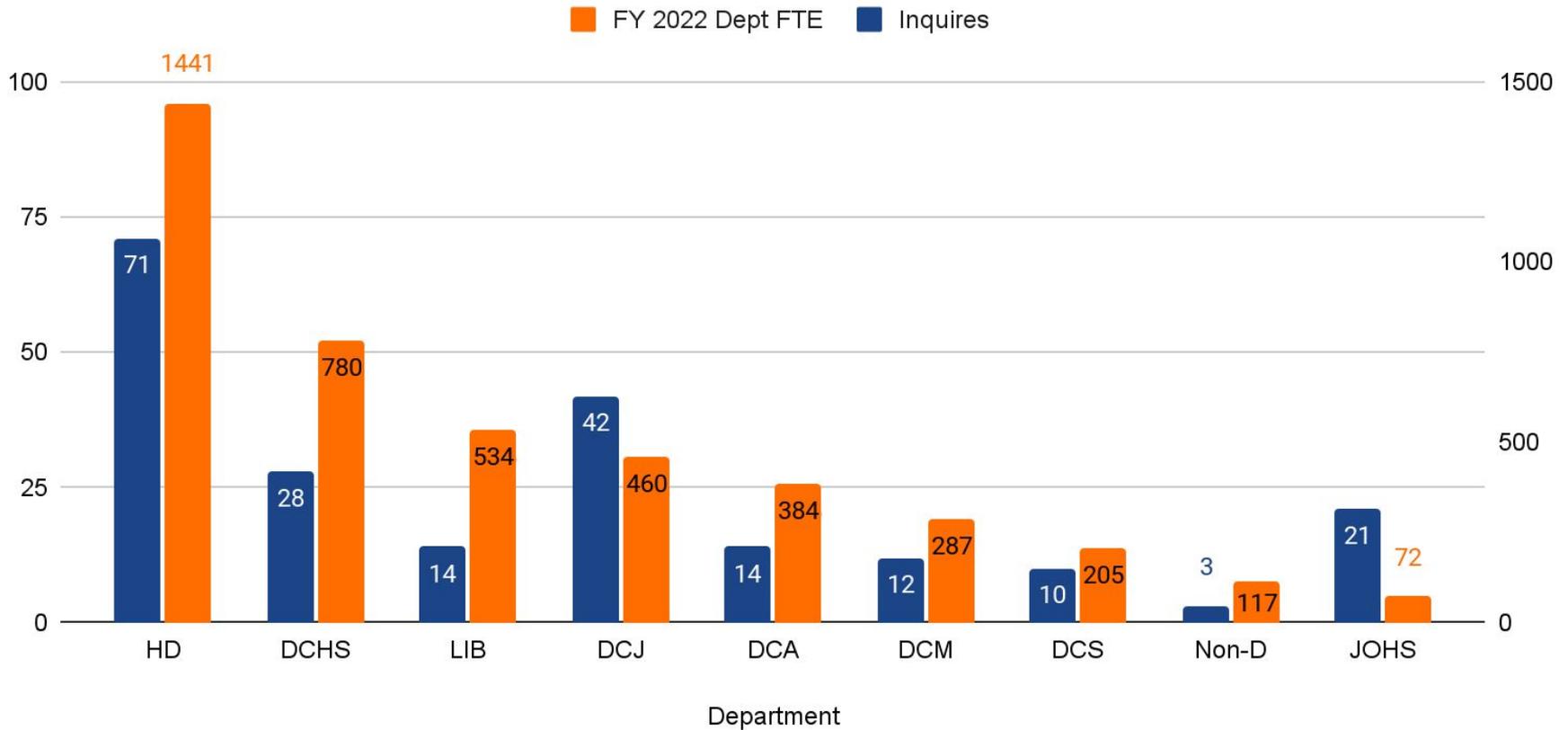
Overall Data



All Inquiries by Department

Inquiries by Departments

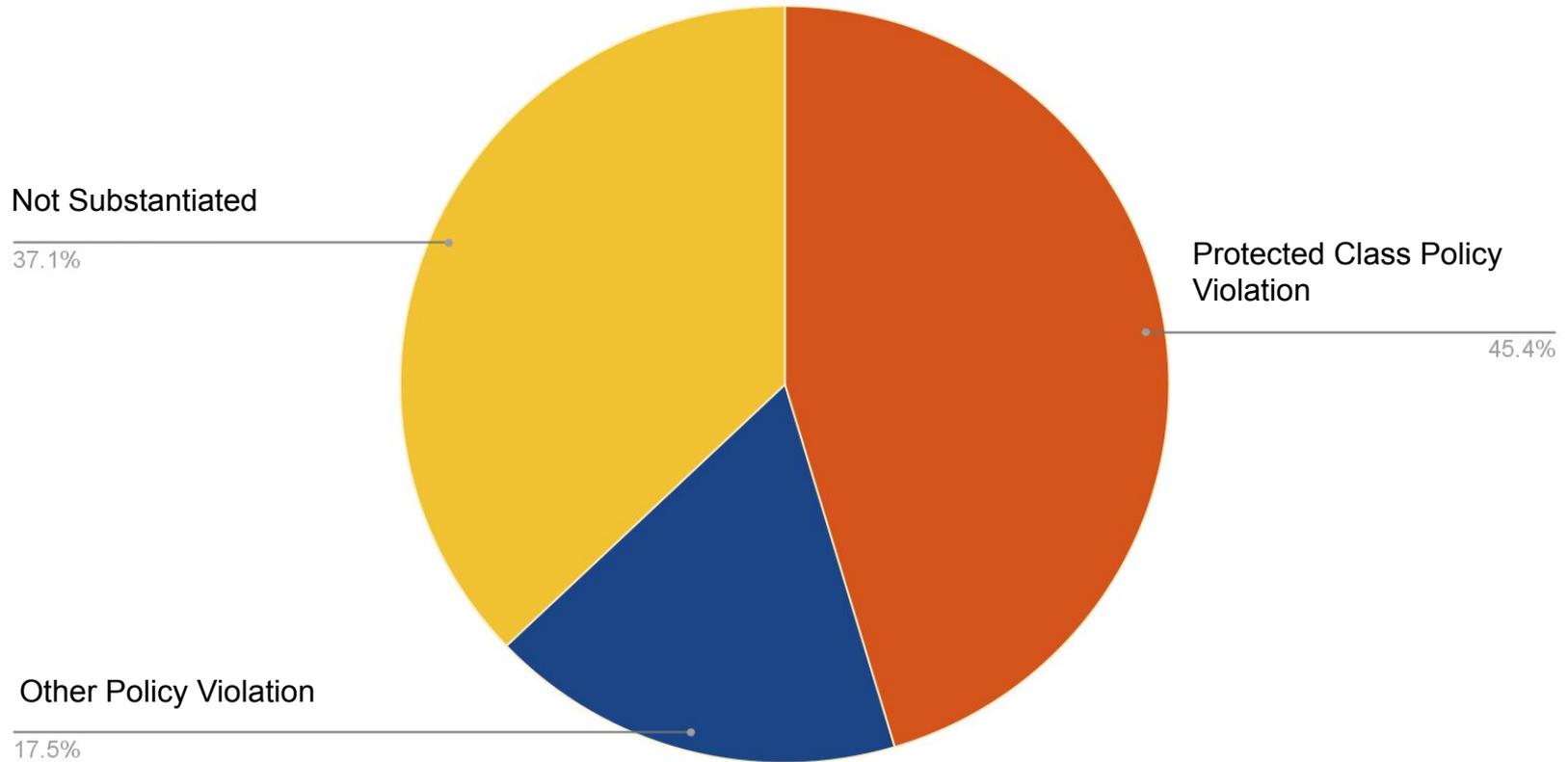
11/5/2019-12/31/2021



Outcomes of Closed Investigations (110 total)

11/5/2019-12/30/2021

Outcomes of Closed Investigations



Total Investigations: 110





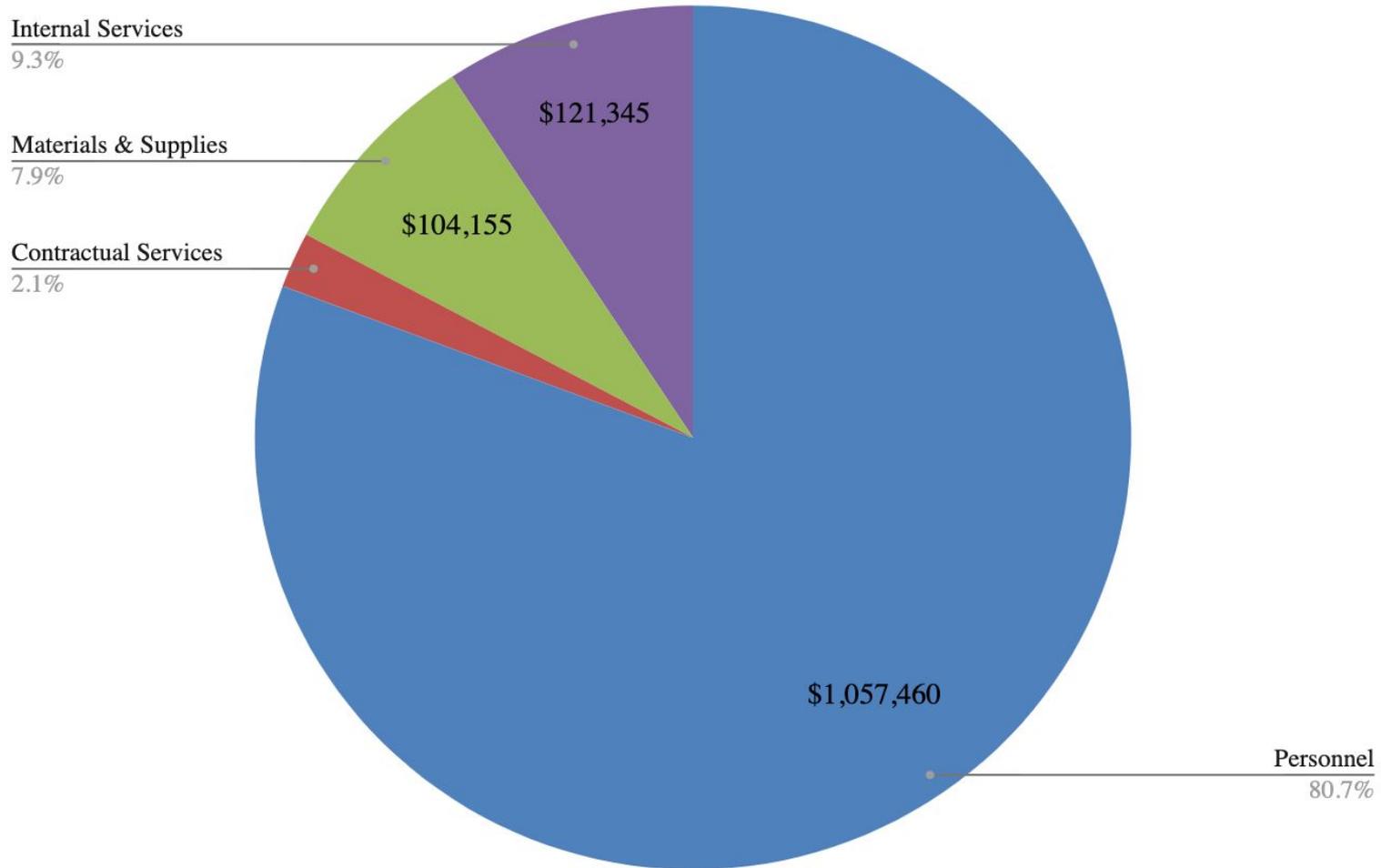
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Summary and Impacts

May 12, 2022

Budget by Category - \$1,310,260

FY 2023 Complaints Investigation Unit
(includes OTO)



Significant Program Changes

Addition of one-time-only pilot of the Resolution and Development Coordinator

- Program Offer Number: 10040B
- Total expenditure: \$190,000 OTO
- Work with participants following a Protected Class investigation to determine what steps can be taken to provide restoration for the individual(s) involved, and, when appropriate, the larger workgroup



Significant Program Changes

- Work collaboratively with reporting party in CIU case to assess needs and make a plan
- Provide coaching to involved HR and managers on restorative practices
- Remain in communication with CIU investigators during the course of their cases and at the completion of a report to have full awareness of cases
- Serve as a connector to additional County resources in Central HR, Equity Management, or even external trainings



Questions

