



Workforce Equity Investments and the FY 2023 Proposed Budget

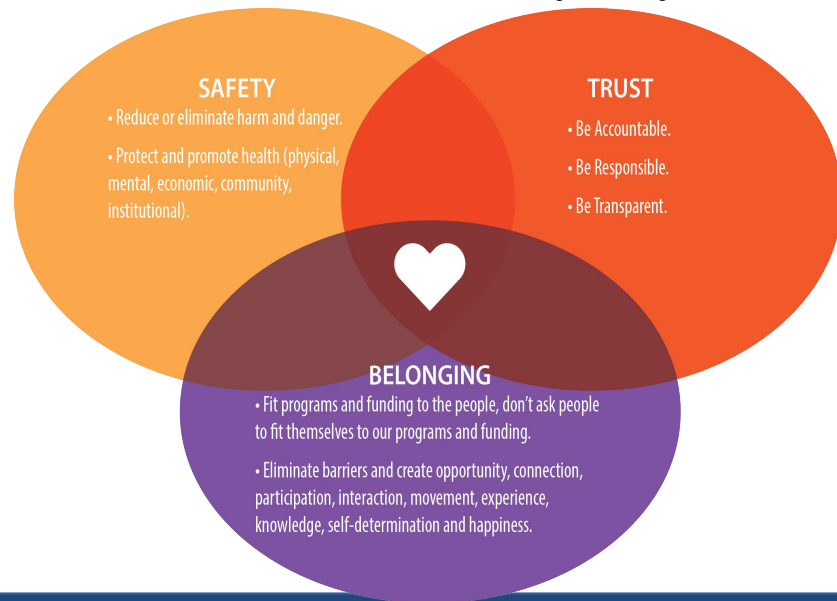
Board of County Commissioners

Multnomah County
May 13, 2022

The Continued Case for Workforce Equity

“Investing in workforce equity is critical to becoming a better version of Multnomah County for all of our employees and the communities we serve. The County’s budget is more than numbers and program offers; it’s a reflection of our values and our priorities. Even as the County’s ongoing response to COVID-19 shifts what our daily operations look like and how we perform them, we remain committed to aligning our daily operations with workforce equity strategies. During a time of crisis, the need for equity to guide our work becomes even more clear, as communities of color and other marginalized populations face disproportionate risks of experiencing COVID-19’s social, economic and health impacts.”

-Chair Deborah Kafoury, May 18, 2020



MULTNOMAH COUNTY
DEPARTMENT OF
WORKFORCE EQUITY

WORKFORCE EQUITY
STRATEGIC PLAN
2020-2025

WORKFORCE EQUITY
STRATEGIC PLAN
2020-2025

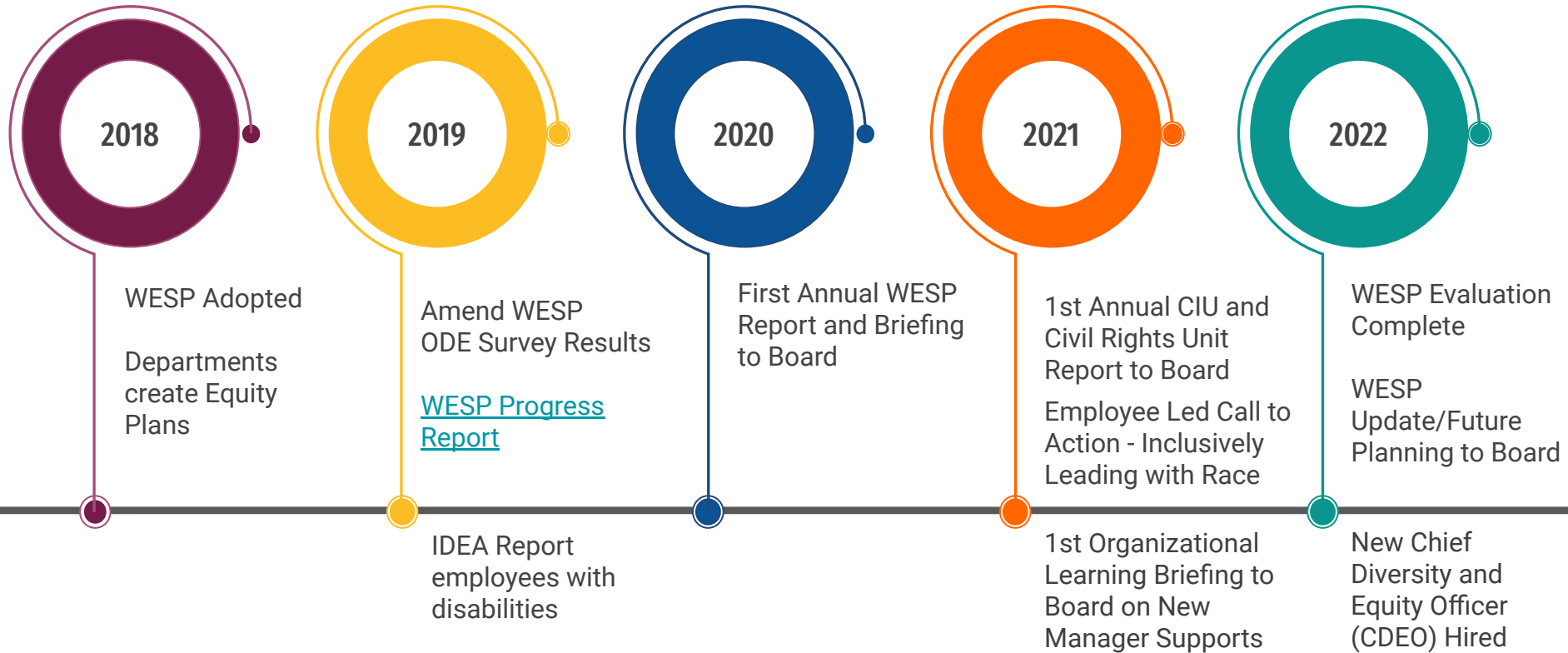
WORKFORCE EQUITY
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2020-2025

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Our Workforce Equity Journey



- Equity Managers
- Equity Committees
- Non-protected class complaint resolution

Departments

Complaints Investigation Unit

- Protected class investigations & restorative resolutions

Workforce Equity Efforts

Office of Diversity and Equity

Organizational Learning

- Leadership Development
- Core Competencies
- Equity Learning
- Mediation (Local 88 contract)
- Talent Acquisition Strategy

DCM and Central HR

- Workforce Equity Strategic Plan
- Civil Rights, Disability Equity
- E & E Lens, Equity Tools
- Employee Resource Groups
- Multnomah Youth Commission

- Countywide Employee Survey (ERU)
- HR Trends Report & Analysis (ERU)
- Policy & Compliance
- Pay Equity Analysis (ERU)



Countywide Workforce Equity Investments

FY 2020
\$2.4M

\$1.34M Complaints Investigation Unit - 6.00 FTE (10040)

\$357K ODE Civil Rights Unit - 2.00 FTE (10017D)

\$695K Management Development & Mediation (72017 one-time-only)

FY 2021
\$350,000

Maintained all equity investments while facing a \$58 million deficit

\$182K Leadership Development & Accountability 1.00 FTE (72017B)

\$167K WESP - Conflict Mediation & Resolution 1.00 FTE (72017C)

FY 2022
\$566,000

\$140K Employee Resource Group Coordinator - 1.00 FTE (10017C)

\$165K Tribal Relations Liaison - 1.00 FTE (10016B)

\$261K WESP College to County (72017B one-time-only)

FY 2023
\$690,000

\$200K WESP Update Planning & Engagement (10017C one-time-only)

\$190K Resolution & Development Coordinator Pilot (CIU) (10040B one-time-only)

\$300k College to County (72051) funded with Ongoing General Funds



FY 2023 Countywide Equity Investments - \$5.0M/21.00 FTE

Office of Diversity & Equity
\$2,194,420 and 9.00FTE

FTE Growth since 2019

33% 

FTE Increase

Office of Diversity & Equity
(10017A/B)

\$1,994,420 9.00 FTE

WESP Update & Engagement
(10017C - OTO)

\$200,000 0.00 FTE

Complaints Investigation Unit
\$1,310,260 and 5.00FTE

Complaints Investigation Unit
(10040A)

\$1,120,260 5.00 FTE

Resolution & Development
Coordinator Pilot (10040B-OTO)

\$190,000 0.00 FTE

Investigations Completed
(since 2020)

93

Central HR- CHR Services
\$1,589,575 and 7.00FTE



College to County (72051)

2022 summer cohort of more than 70 interns countywide



New Manager Orientation

Cohort based learning for new managers promoting leadership development



Countywide WESP Efforts

New training offerings for managers, revised ADA process and training for HR, new career development support resources for employees



Department Equity Investments

Goal: Ensure resources are available to implement department workforce equity strategies.

FY 2020 – Foundational investment in equity & inclusion managers in DCM, DCS and MCSO.

FY 2022 – additional staffing to support implementation of WESP and equity goals in Health, DCHS, JOHS, Library and MCSO.

FY 2023 – additional staffing to support implementation of WESP and equity goals in DCS, DCJ, MCDA.

Department	FY 2021 FTE	FY 2022 FTE	FY 2023 FTE
County Management	1.00	2.00	2.00
County Assets	1.00	2.00	2.00
Community Services	1.00	1.00	2.00
Library	1.00	1.00	1.00
Community Justice	1.00	1.00	2.00
District Attorney	No designated equity manager		1.00
Sheriff's Office	1.00	3.00	3.00
Health Department	1.00	3.00	3.50
County Human Services	1.00	2.00	2.00
Joint Office	1.00	2.00	2.00
Total	9.00	17.00	20.50

