



Office of Diversity and Equity FY 2023 Proposed Budget

Presented to the
Board of County Commissioners

Multnomah County
May 12, 2022

Located at: www.multco.us/budget

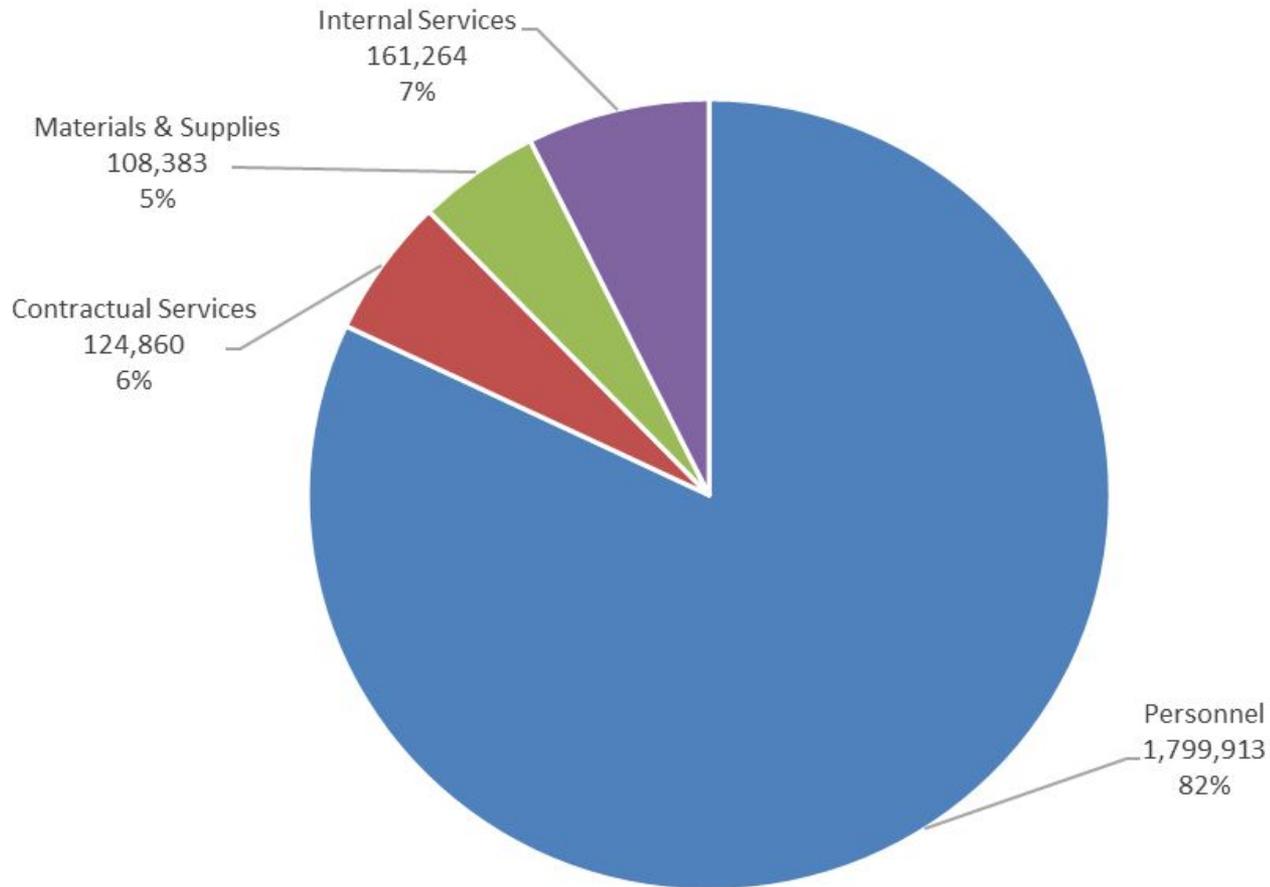
Office of Diversity and Equity - Agenda

- FY 2023 Budget and Team Overview
- CDEO 90-day Outlook
- Office In Review
- Office Goals
- FY 2023 Program Offer

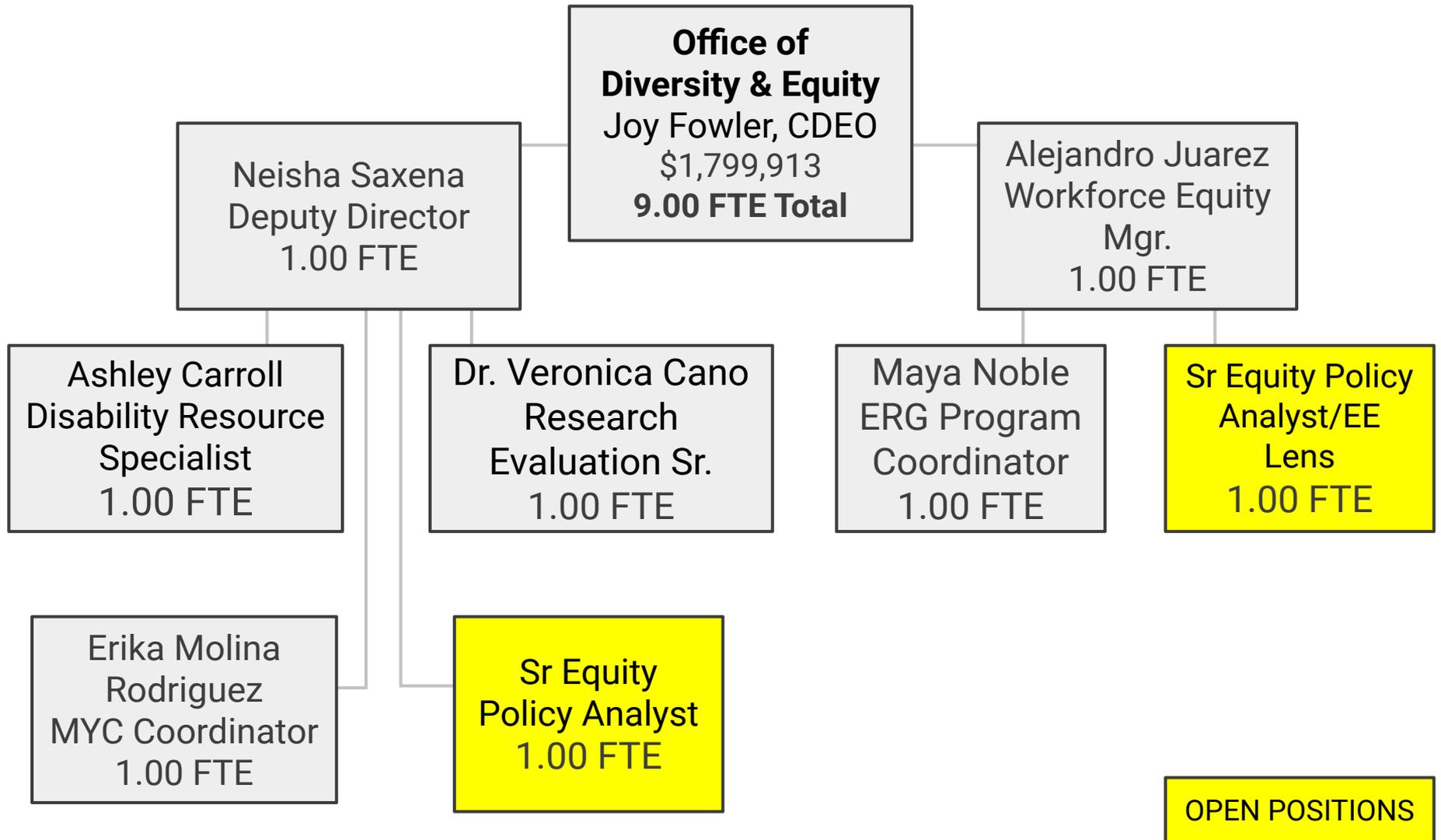


Budget by Category - **\$2,194,420** and 9.00FTE

FY 2023 - Office of Diversity & Equity
(Includes OTO funding)



Organizational Chart



Office of Diversity and Equity

CDEO Recruitment

- Position Filled
- 90-Day Expectations and Outlook



Equity Policy Team and Civil Rights Administration

Deputy Director/Civil Rights Administrator:

- ODE leadership and guidance
- Partnered with Central HR to create structures for our vaccine mandate exemption processes

EEO-4 Reporting:

- Federal obligations require we report our workforce data to the US Department of Labor
- In-depth data analysis regarding race/gender performed and EEO-4 report submission completed in 2022



Office of Diversity and Equity - FY 2022

Equity Policy Team and Civil Rights Administration

Government Alliance on Race and Equity (GARE):

- ODE, DCM and DCHS staff served on the jurisdictional host committee for the 2022 Conference in Portland

Disability Resources:

- Accessibility Guidelines for Events developed and on the Commons under Learning Resources for countywide use
- Project team dedicated to updating and standardizing county employee accommodations processes

Multnomah Youth Commission:

- 25 year anniversary of the Multnomah Youth Commission
- Youth commissioners engagement and policy work



Workforce Equity

Workforce Equity Manager

- Aligning and building relationships
- WESP Process Evaluation and stakeholder presentations

Budget Equity Work

- Collaboration on updating the Budget Equity Tool and curriculum for FY 2023
- Provided one on one technical assistance

Resource Groups

- November 2021 Hired our ERG Program Coordinator
- Coordinator Role Engagement



Workforce Equity Strategic Plan (WESP) Update

Evaluation Report FY 2022- Findings



- **Countywide Expectations**

- County departments meeting WESP minimum standards

- **Successful Completion Areas**

- Stay interviews conducted in 8 of the 8 depts
- 100% Established equity teams in departments
- All depts developed questions that focus on culturally responsive, equitable, and racially just practices for management hiring

- **Future WESP Opportunities**

- Implementation of specific components within Focus Areas 1-4
- Clarifying and Communicating our Vision - Focus Area 5



Workforce Equity Strategic Plan (WESP) Update

Evaluation Report FY 2022 - Recommendations



Training



Training and tools create change accompanied by actions to measure changes resulting from trainings.

Capacity



Support for department Equity Teams and WESP performance measure data tracking & reporting

Engagement



Improved communication and engagement on roles and responsibilities related to the WESP



Office of Diversity and Equity: 2023 Goals

ODE/CDEO

- Alignment as an office
- Countywide understanding and knowledge of ODE
- Continuance and elevation of ODE pillars

Equity Policy Team and Civil Rights Administration

- Sr Policy Analyst recruitment policy generalist with a focus on LGBTQ+ topics and gender justice
- Begin implementation of Employee Accommodations Workgroup recommendations and countywide best practices
- Continue ongoing policy, civil rights and MYC projects



Office of Diversity and Equity: 2023 Goals

Workforce Equity

- Sr Policy Analyst recruitment focusing on the Equity and Empowerment Lens
- Equity and Empowerment Lens
- Continued Budget Equity training and engagement
- Engaging the organization around the next iteration of the WESP



Significant Program Changes

Next Iteration of the WESP

- Program Offer | \$200k Investment
- Expected Outcomes

INVESTMENT

- Based on Results of WESP Evaluation
- Will support analysis and implementation of 2023-2028 WESP

EXPECTED OUTCOMES

- Enterprise wide engagement of staff across all levels of the County around the WESP
- Countywide strategy that prioritizes centralized workforce resources
- Department alignment and collaboration around workforce equity goals



Questions

