

MULTNOMAH COUNTY  
 FY 2024 Budget Work Session Follow Up  
**Office of Diversity and Equity (ODE)**  
 May 4, 2023

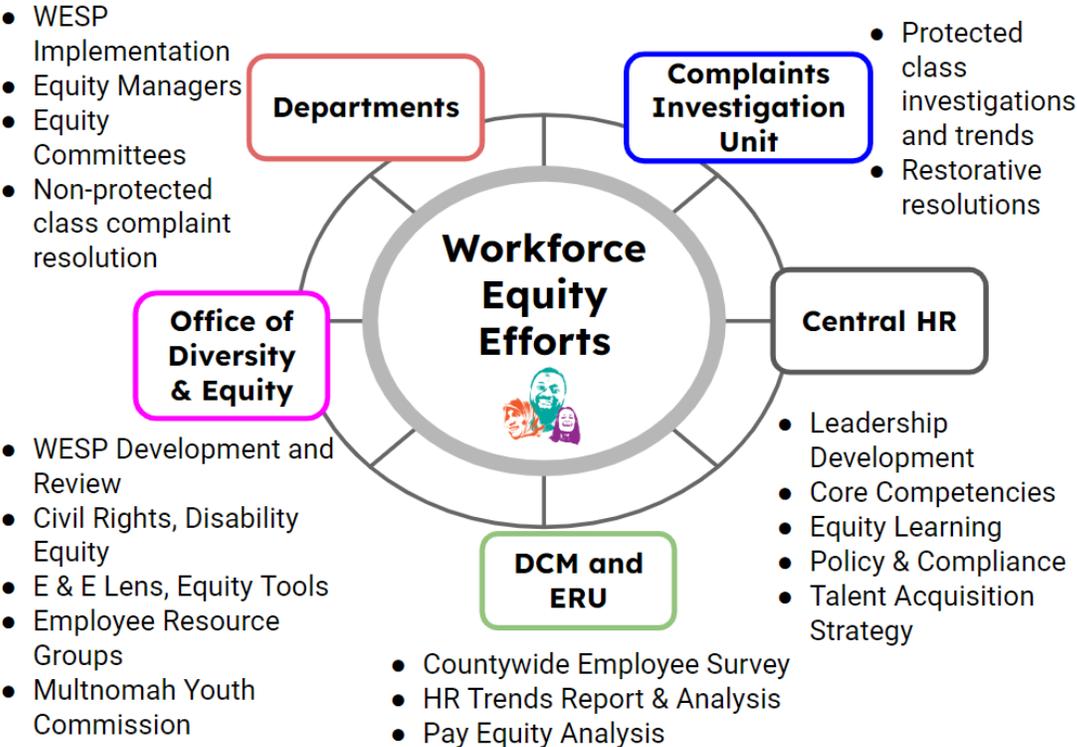


**Question 1**

**Commissioner Meieran (District 1):** Please provide the Board a diagram outlining the Equity efforts across the County.

**Response:**

See the [FY 2024 Equity Investments Presentation](#) for additional information



## **Question 2**

**Commissioner Jayapal (District 2):** Please describe the relationship between ODE, Central Human Resources and the Department Equity Managers>

**Response:** The first iteration of the WESP called for and supported the hiring of Equity Managers for every department within the County acknowledging their expertise and specialization with principles of equity and inclusion. Simultaneously, the WESP recommended Central HR be reorganized to strategically align countywide recruitment, on-boarding and leadership development efforts with an explicit goal of strengthening managers' ability in creating workplace culture that reduces disparities. With the Office of Diversity and Equity being responsible for WESP oversight, Central HR (including Department HR teams) are responsible for ensuring each component of the WESP is implemented within their departments. Equity Managers support that implementation providing partnership, guidance, and structure along with their departmental responsibilities. Last, ODE and equity managers align on goals, objectives and outcomes related to equity.

## **Question 3**

**Commissioner Jayapal (District 2):** Does the LGBTQIA Resource guide include Health Resources? Please confirm.

**Response:** The intent is to definitely include health care resources in the LGBTQIA Resource guide.

## **Question 4**

**Commissioner Rosenbaum (District 3):** Please confirm the number of Multnomah Youth Commissioners (MYC) there are ([Multnomah Youth Commission 10017B](#)).

**Response:** MYC can have up to 42 commissioners each year. However, based upon nearly 30 years of experience and considering best practices in positive youth development and engagement, we have concluded that the optimal number is closer to 30. This year we had a record number of youth applicants and will likely staff a commission with membership closer to 35, which is larger than our preferred number. This year's commission will also include several

young middle school aged youth. Multnomah County Youth Commissioners are highly diverse in terms of identity, geography, and economic status. This is often their first experience in a policy role, and sometimes in a leadership role.