



# Office of Diversity and Equity FY 2024 Proposed Budget

Presented to the  
Board of County Commissioners

Multnomah County  
May 4, 2023

Located at: [www.multco.us/budget](http://www.multco.us/budget)

# Agenda

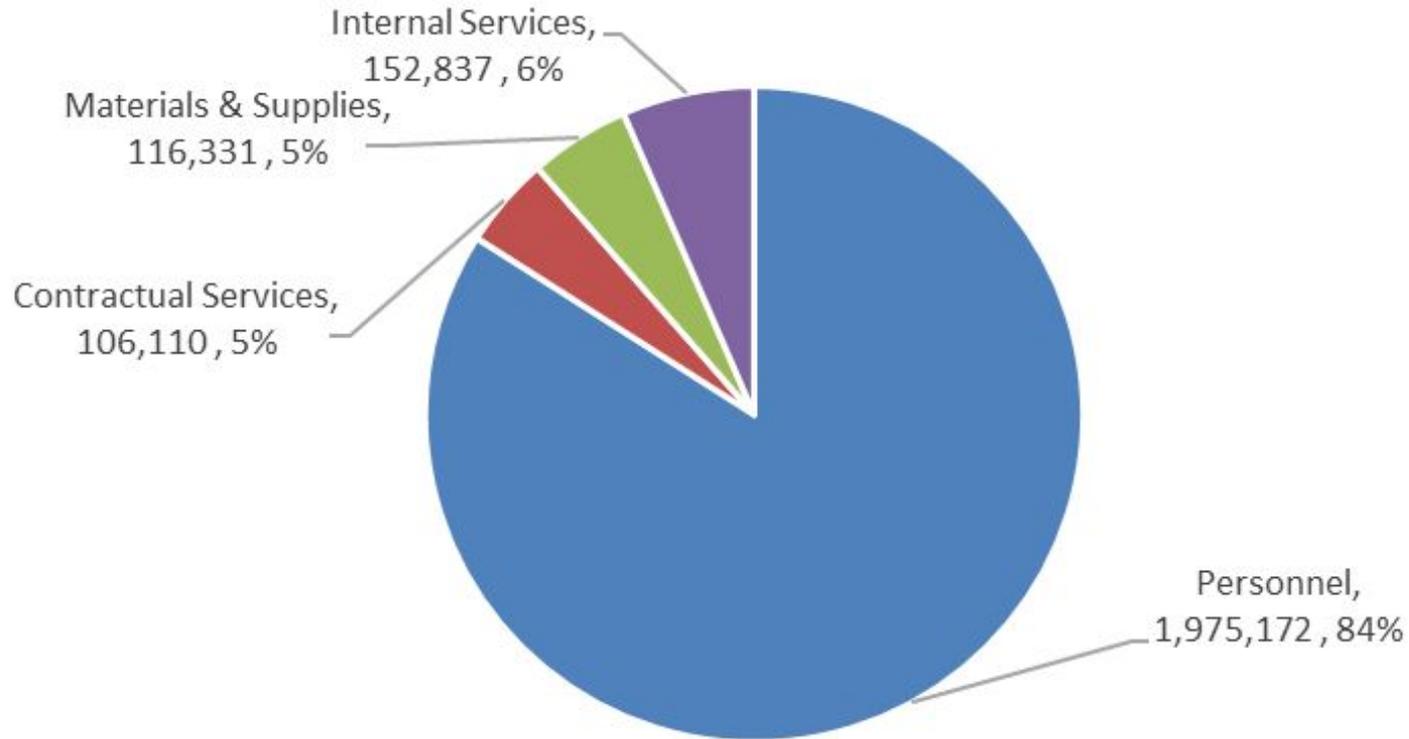
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- Introduction
- FY 2023 Budget and Team Overview
- Office In Review
- ODE goals and FY 2023 Program Offer
- Questions

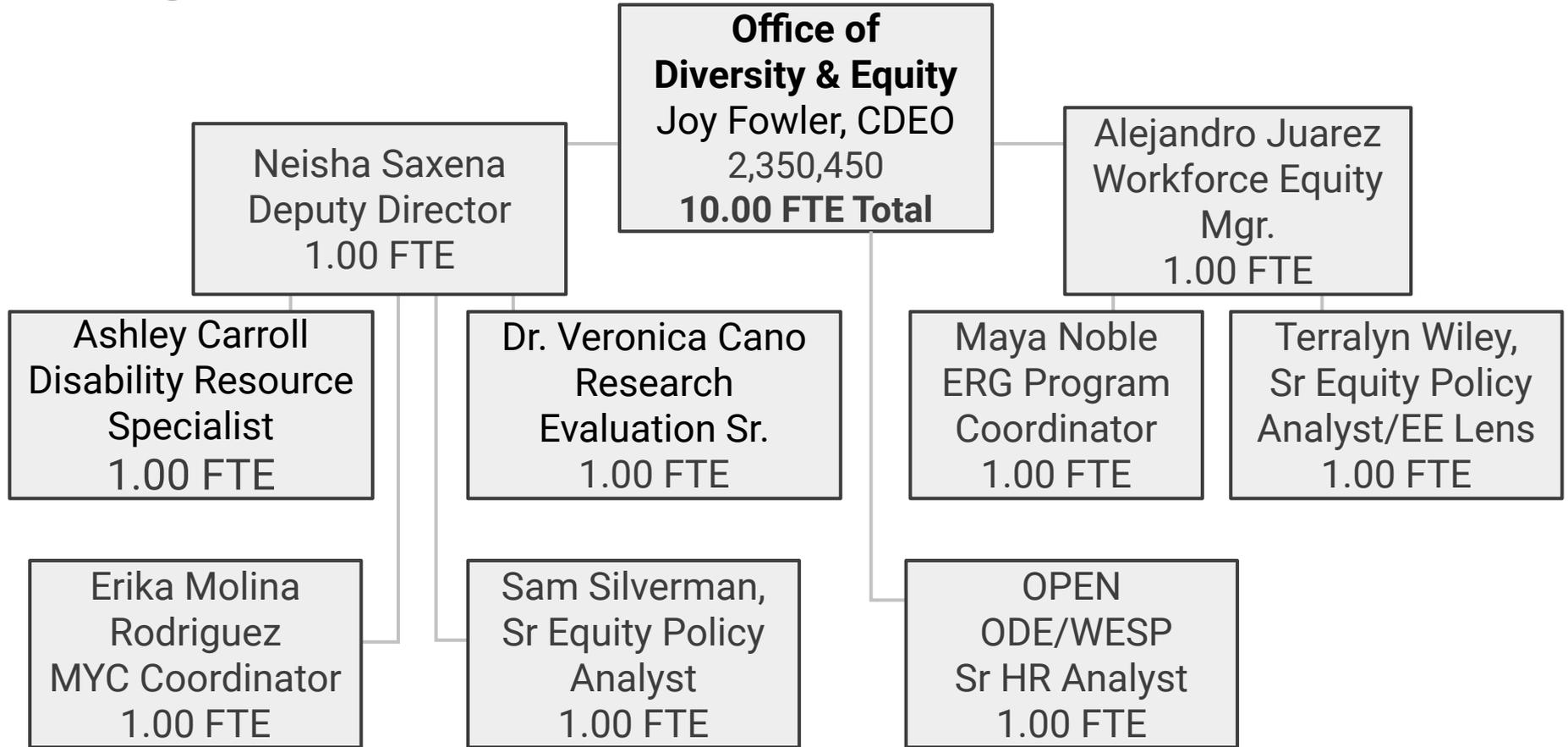


# Budget by Category - \$2,350,450

## FY 2024 - Office of Diversity & Equity



# Organizational Chart



## **Deputy Director Engagement**

- Supervision and Support
- Portland Independent District Commission
- Training and Education



## **Research and Evaluation:**

- EEO Compliance and Data
- WESP metrics and evaluation
- Employment Trends
- Gender Inclusive Survey Development and Analysis



## **Disability Equity:**

- Employee ADA Accommodations Process
  - Big update rolled out in October 2022
  - Training for HR and Managers
- Partnership with departments:
  - ADA and Recruitment pilot
  - Pre-approved Assistive Technology project
- Disability Trainings



## **LGBTQ+ Equity**

- Gender Identity Demographics and Workday Updates
- Gender Affirming County Identification Access Survey
- Gender Inclusion Training and Policy Review
- LGBTQ+ Resource Commons Site



## **Multnomah Youth Commission**

- **Advocating/testifying to Reynolds School Board**
- **Environmental & Climate Justice through Oregon Community Foundation**
- **Partnership with Juvenile Detention Alternatives Workgroup**



# Workforce Equity

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- WESP Process Evaluation Convenings
- WESP FY 2021-2022 Annual Report and Board Briefings
- Inclusively Leading with Race Convenings
- Equity and Empowerment Lens Position Hire
- WESP Renewal Process Engagement



## **Equity and Empowerment Lens**

- **County Wide Budget Equity Training Series**
- **Individual Team Equity Training**
- **Equity and Empowerment Lens Workshops Series**
- **WESP 101 Training Development**



## **Employee Resource Groups**

- **Monthly Employee Resource Group Leader Meetings**
- **Quarterly Support Circles**
- **Yearly cultural and recognition celebrations and proclamations**
- **ERG Annual Retreat**



# Office of Diversity and Equity FY23 Goals

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- Continued Civil Rights Support
- Ongoing Research and Evaluation Partnerships
- LGBTQ+ Equity and WESP Renewal
- Updating the Equity and Empowerment Lens
- Future Disability Equity Trainings



# FY23 Goals: Workforce Equity Strategic Plan

- Program Offer | \$240k Investment
- Phases and Expected Outcomes



## Research and Launch



Analysis of workforce-related commissioned reports, employment data, engagements, and audits to be prioritized by the WESP Committee

## Design



Committees engage in design processes examining organizational concerns: funding, capacity, culture, and policies to prioritize areas for recommendations

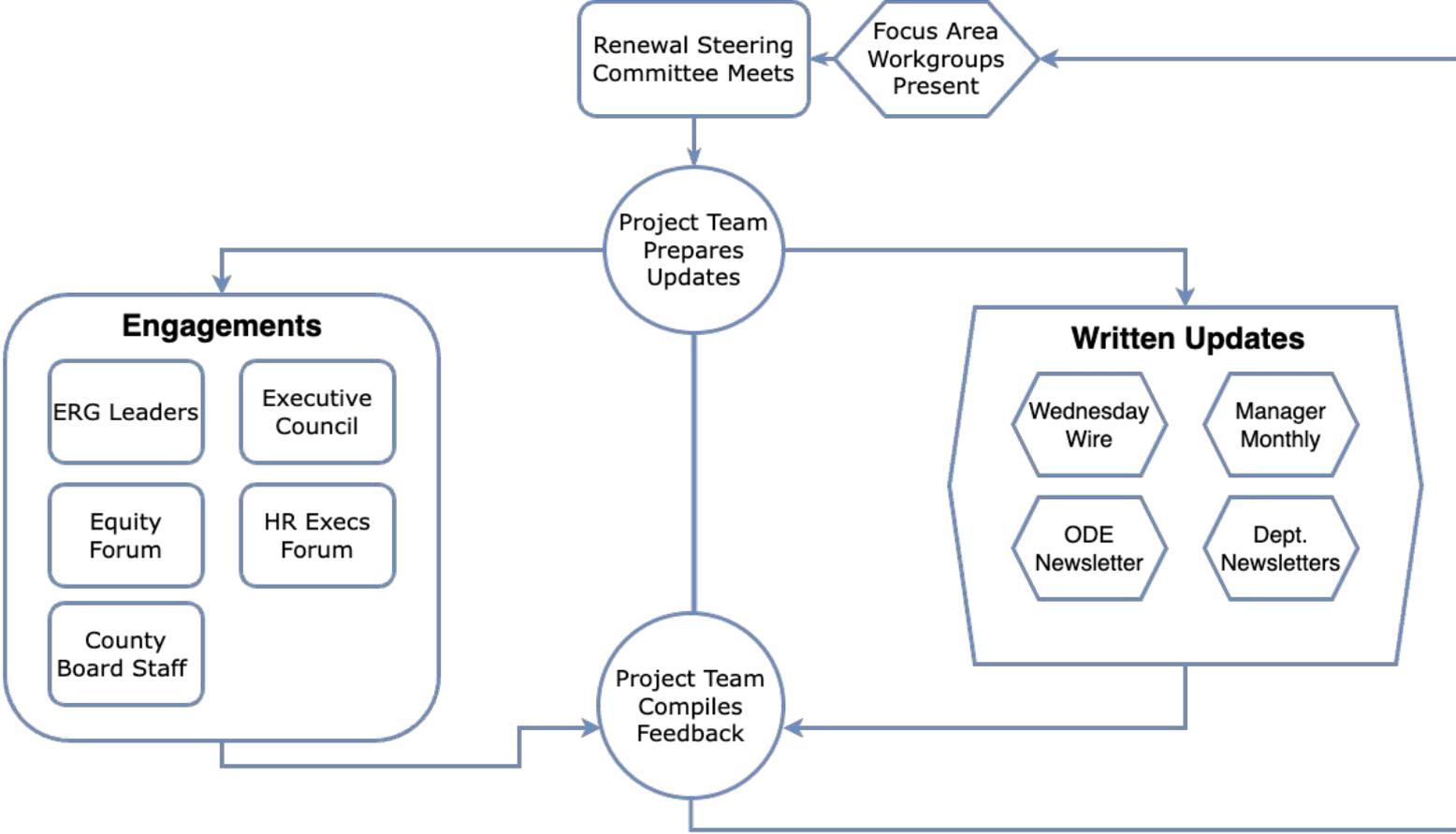
## Drafting



Recommendations prioritized, reviewed, and approved by the WESP Review and Executive Committees, before presented to the Multnomah County Board of Commissioners



# WESP Reporting and Communication Flow



# WESP Project Timeline

2023										
Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov
<b>2023 WESP Renewal Process</b>										
<b>Phase 1 Research</b>			<b>WESP Committee Convening</b>	<b>Orientation and Training</b>	<b>Phase 2 Design</b>			<b>Phase 3 Proposal and Approval</b>		
Collect reports, data, and other qualitative data	Analyze data and draft report	Draft report summaries for WESP Renewal Convening  Recruit WESP Committee Convening	Present report and summaries to committee and identify subcommittees  Recruit for subcommittees	Orientation and Project Management Training	Charters Drafted  Identify strategies	Meetings with stakeholders to discuss strategies	Outline draft proposals  Present to WESP Renewal Committee	Draft proposals	Edit and finalize proposals	Present proposals to WESP Renewal Committee  Present 2024 - 2028 WESP To Board of County Commissioners



# Questions

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