



# Office of Diversity and Equity

Presented to the  
Board of County Commissioners

Multnomah County  
May 9, 2024

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

# Agenda

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- Introduction
- FY 2024 Budget and Team Overview
- Office of Diversity and Equity: A Year in Review
- Our Goals and FY 2025 Program Offers
- Comments & Questions



# Operating Budget by Category - \$2,896,151

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155,978 **Internal Services**

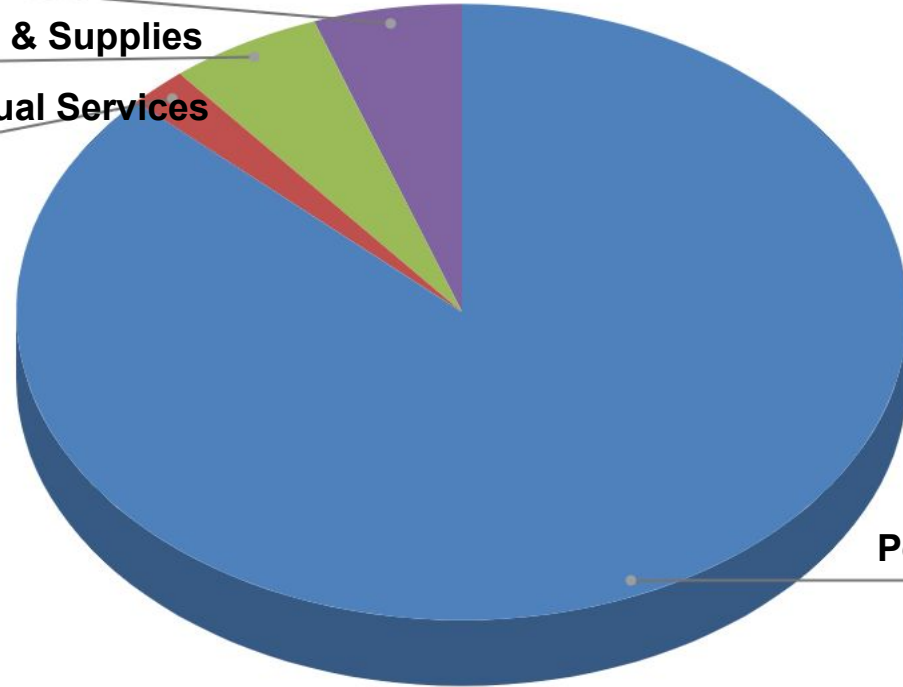
5.4%

160,203 **Materials & Supplies**

5.5%

62,110 **Contractual Services**

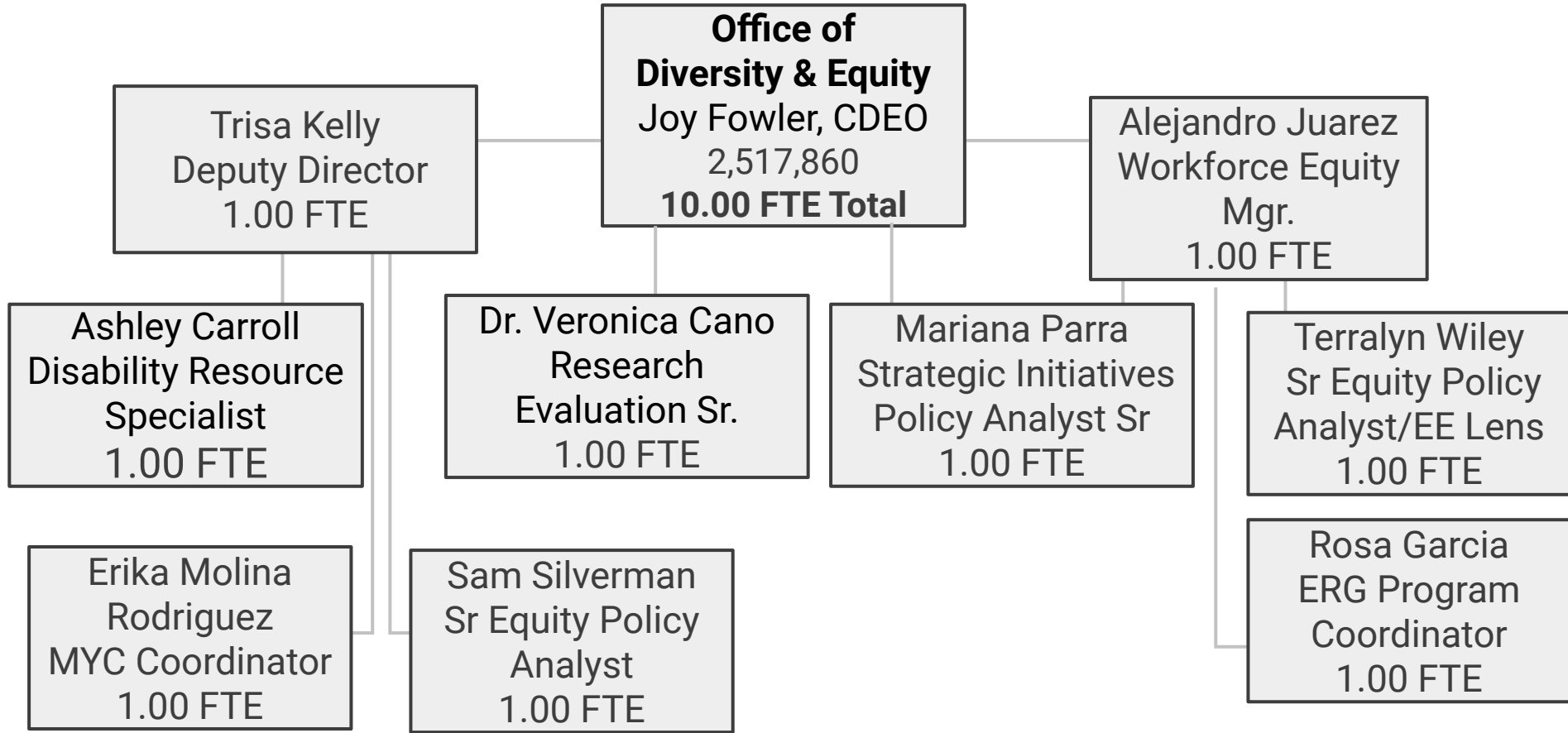
2.1%



**Personnel** 2,517,860  
86.9%



# Organizational Chart



# Strategic Initiatives and Research & Evaluation

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## **ODE Strategic Initiatives**

- Coordinating and Aligning ODE Efforts
- Examining Processes and Procedures

## **Research and Evaluation**

- Survey Development and Analysis
  - Department of County Assets Gender Inclusion
  - ADA Accommodation
- Disability Experience Survey Development
- Multnomah Youth Commission Police/Youth Engagement
  - Survey Development Consulting
- EEO-4 Federal Reporting



# Deputy Director Engagement and Equity Policy

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## Deputy Engagement

- Multnomah Youth Commission and Government Relations
- Contracting Equity Workgroup
- Partnership with Department of Community Justice
- Hiring Panelist support
- County Learning Opportunities
  - Executive Learning Series
  - Management Conference



# Deputy Director Engagement and Equity Policy

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## Disability Equity

- Manager ADA and Accommodations Training
  - Initial Pilot
  - Organizational Change team partnership
- Disability Equity WESP Workgroup
  - Disability-specific recommendations
- “Disability and Racial Justice” and “Disability Justice Foundations” Trainings



# Deputy Director Engagement and Equity Policy

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## **LGBTQIA2S+ Equity**

- LGBTQIA2S+ Workforce Equity Workgroup
- Workday Updates
  - Sexual orientation
  - Pronoun options
- Collaboration: New Year, Better Connections Campaign
  - Phonetic pronunciation
  - Pronoun features
  - Testimonial videos





# Deputy Director Engagement and Equity Policy

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## Multnomah Youth Commission

- Survey Creation
  - Student safety
  - Promotion of positive youth/police relations
- High School Late Start Proposal
- Climate Justice Steering Committee
- 2024 Mini Grant Awards



# Workforce Equity

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## Equity and Empowerment Lens

- Annual Department-specific Budget Equity trainings
- Department Collaboration
  - DCM Equity Manager and COO's office collaboration
- Department Specific Equity & Empowerment Lens
  - Workshop series
  - Equity Lens trainings
  - County-wide Equity & Empowerment Lens training
  - Justice Fellowship Program



# Workforce Equity

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## Employee Resource Groups (ERGs)

- New Governance Coordinator
  - Coordinator operations and management
- Workforce Equity Strategic Plan (WESP) Forums
- Leader Partnership
  - WESP process and implementation
- Proclamations and Event Coordination



# Workforce Equity Strategic Plan Renewal

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# Workforce Equity Strategic Plan Renewal

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## Our Future State



Strengthen our commitment to diversity by fostering countywide collaboration among HR and Equity Teams.



Implement institutional and strategic processes to systematically identify workforce equity disparities.



Provide effective solutions and allocate necessary resources to address these disparities proactively.

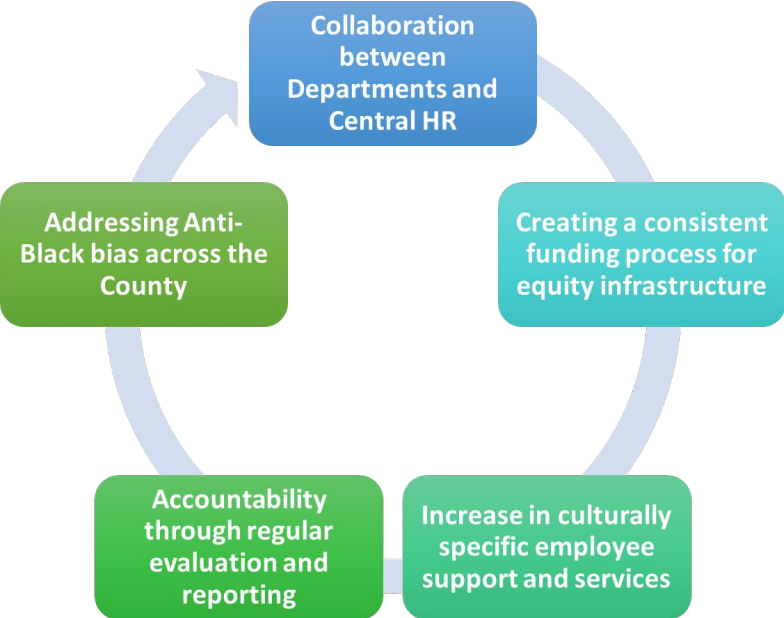


Foster accountability by promoting consistent reporting and intentional engagement from employees.



# Workforce Equity Strategic Plan Renewal

## Themes & Approach

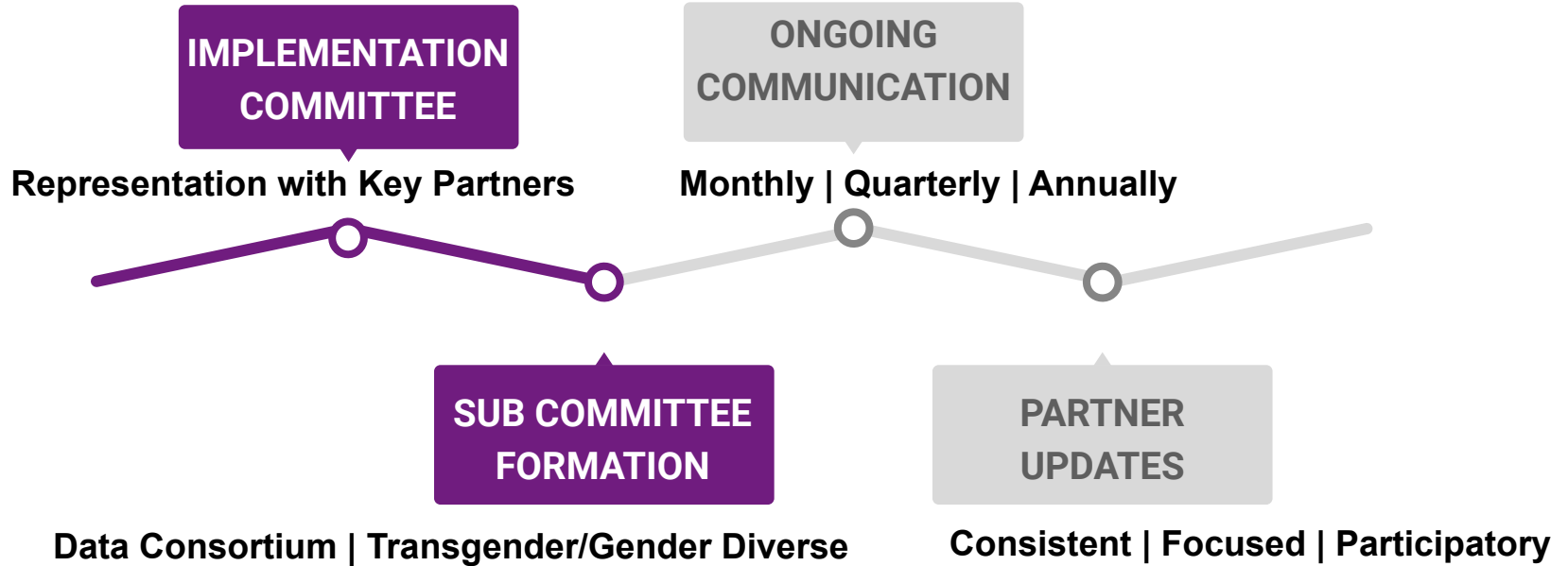


2024 - 2028 IMPLEMENTATION SCHEDULE



# FY 2025 Goals and Program Offers

## Workforce Equity Strategic Plan: Implementation



# FY 2025 Goals and Program Offers

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## Ongoing Policy Work and Resource Group Engagement

### Multnomah Youth Commission

- On-call Position to Permanent Part-time
  - \$19,361.00 investment
  - 0.50 FTE added to ODE Team

### Digital Accessibility

- \$366,000 and 2.00 FTE
  - Digital Accessibility Program
  - Tools and resources
  - Barrier-free access





# Comments and Questions

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