



# Office of Diversity and Equity

## FY 2026 Approved Budget

Presented to the  
Board of County Commissioners

Multnomah County  
May 21, 2025

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

# Office of Diversity and Equity - Our Vision

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- We ensure our investments in the community build a more just and equitable Multnomah County
- We have a culture of open collaboration, respectful, courageous conversations about institutional barriers to equity
- We unite around shared values of access, equity, inclusion and equity
- Our workplaces are safe and our services are culturally responsive
- Our workforce reflects community experience, needs and perceptions

<https://multco.us/departments/office-diversity-and-equity>

# Office of Diversity & Equity: Pillars of Work



# Current Year Successes: Enterprisewide

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Led by Trisa Kelly | Deputy Director ODE

- Team Management and Leadership
- Countywide Collaborations
- Key Partnerships

# Current Year Successes: ADA Accessibility

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Led by Ashley Carroll, MSW | Disability Equity Policy Analyst Sr

- Disability Experience Survey
- Professional Development
- Training and Conference Participation
- Resource Group Support

# Current Year Successes: Data and Research

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Led by Dr. Veronica Cano | Sr. Research and Evaluation Analyst

- WESP Data, Metrics and Leadership
- Countywide Data Analysis
- Collaborations with Key Partners

# Current Year Successes: Equity & Inclusion

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Led by Terralyn Escamilla | Senior Equity & Inclusion Policy Analyst

- Equity & Empowerment Lens workshop Series
- Budget Equity Workshops
- Projects and Support

# Current Year Successes: ERG Governance

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Led by the ERG Governance Coordinator

- Coordinated programs and projects
- Financial Responsibility and Management
- Support and Participation in Cultural Events and Activities



# Current Year Successes: LGBTQIA2S+ Policy

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Led by Sam Silverman | Senior Equity Policy Analyst  
2SLGBTQIA+ Equity and Inclusion Advisor

- External partnerships to further enhance creating culturally specific services for LGBTQIA2S+ community
- Working across the organization with partners and leadership
- Supports WESP engagement and strategic communications

# Current Year Successes: Multnomah Youth Commission

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Led by Erika Molina Rodriguez | Youth Development Coordinator

- Commission Overview
- Multnomah Youth Commission Activities
- Legislative Engagements

# Current Year Successes: Workforce Equity

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## Workforce Equity Strategic Plan 2024-28

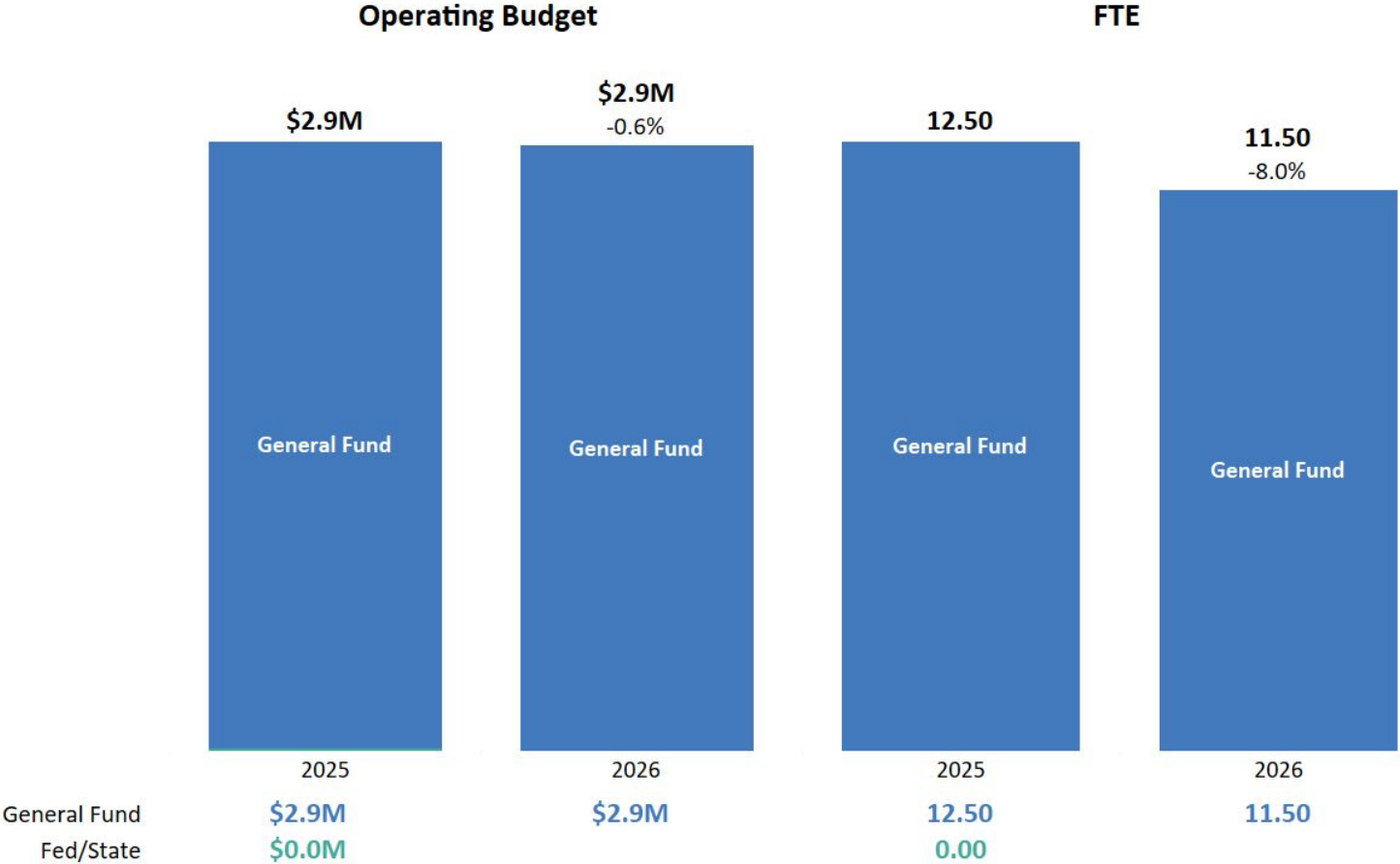
- Workforce Equity Initiatives
- WESP Implementation Committee Structure and Future Expectations
- Workforce Equity Commitment

# Budget Approach: Vision for Equitable Services

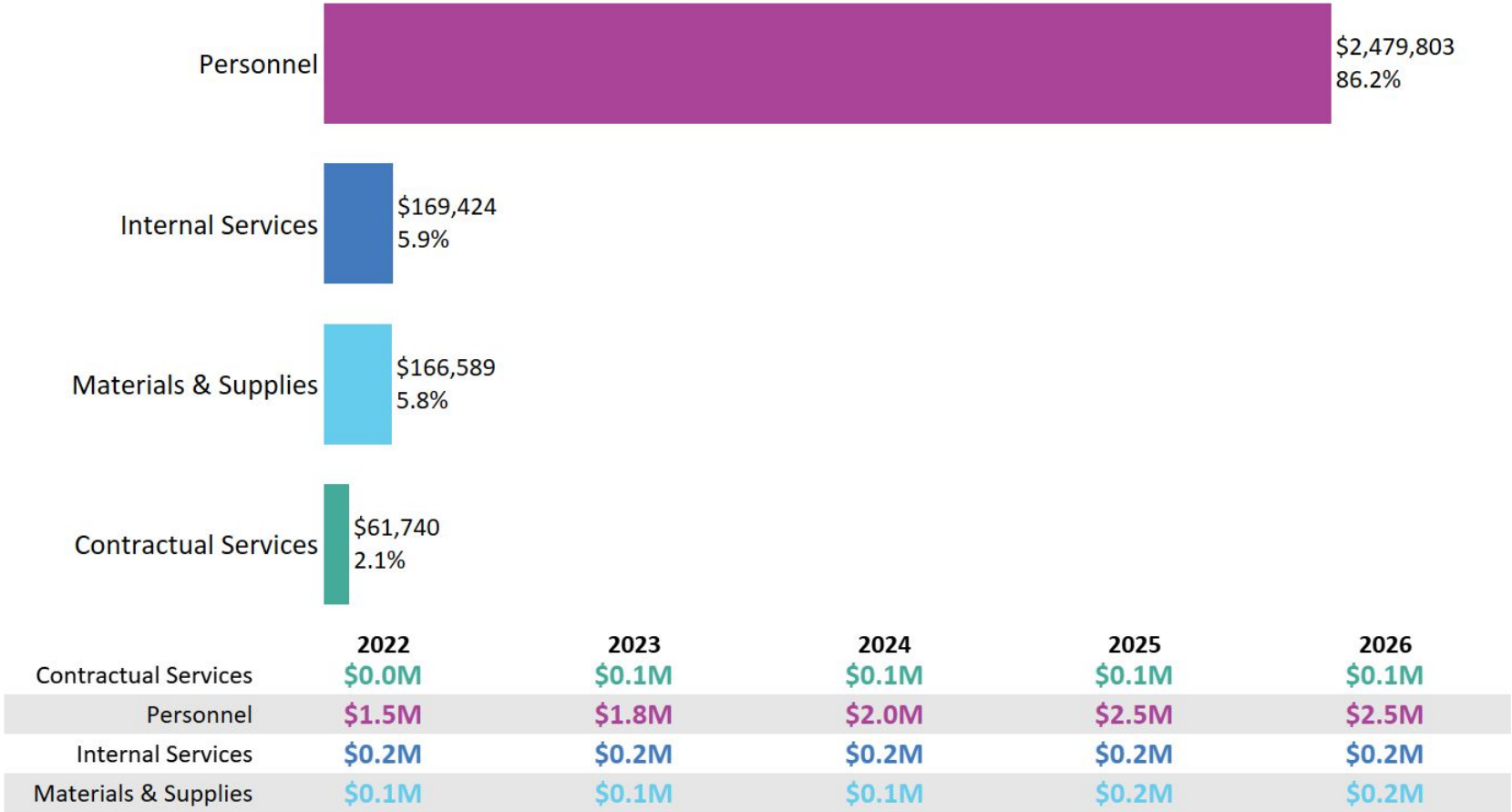
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- Fair and just distribution of resources and opportunities
- Sustainable systems for all people
- Meaningful engagement with communities of color
- Authentic embodiment of racial equity
- Bold and courageous commitment to root causes and barriers

# Operating Budget & FTE



# Operating Budget by Category - \$2,877,556



# Reductions

PO #	Reduction Description	General Fund Reductions	GF FTE Red.
10017A	Reduce one position dedicated to digital accessibility work (Human Resources Analyst 2, vacant).	(\$171,034)	(1.00)

# New, OTO, & Backfill

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**No new, OTO, & backfill**





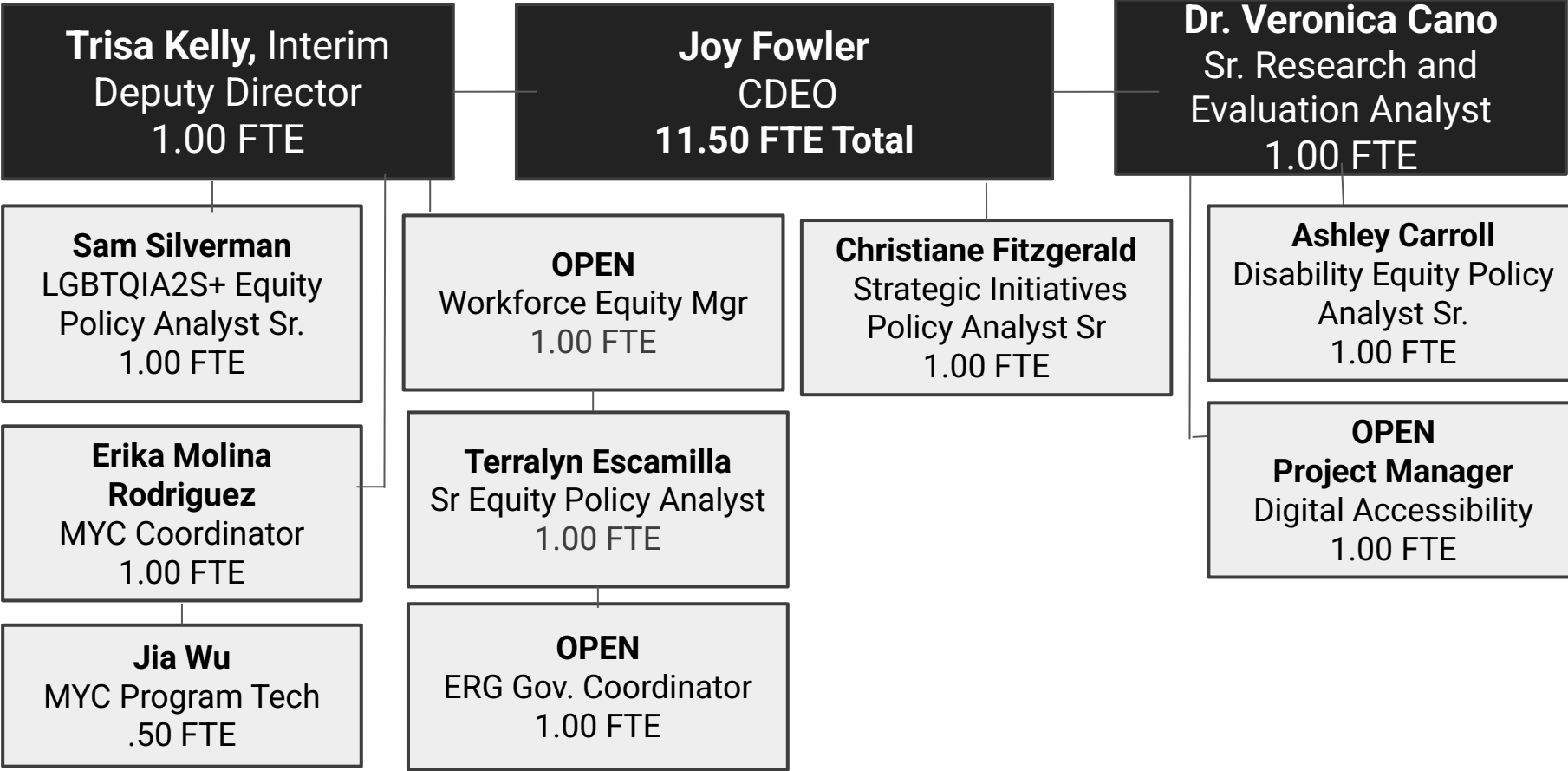
# Questions



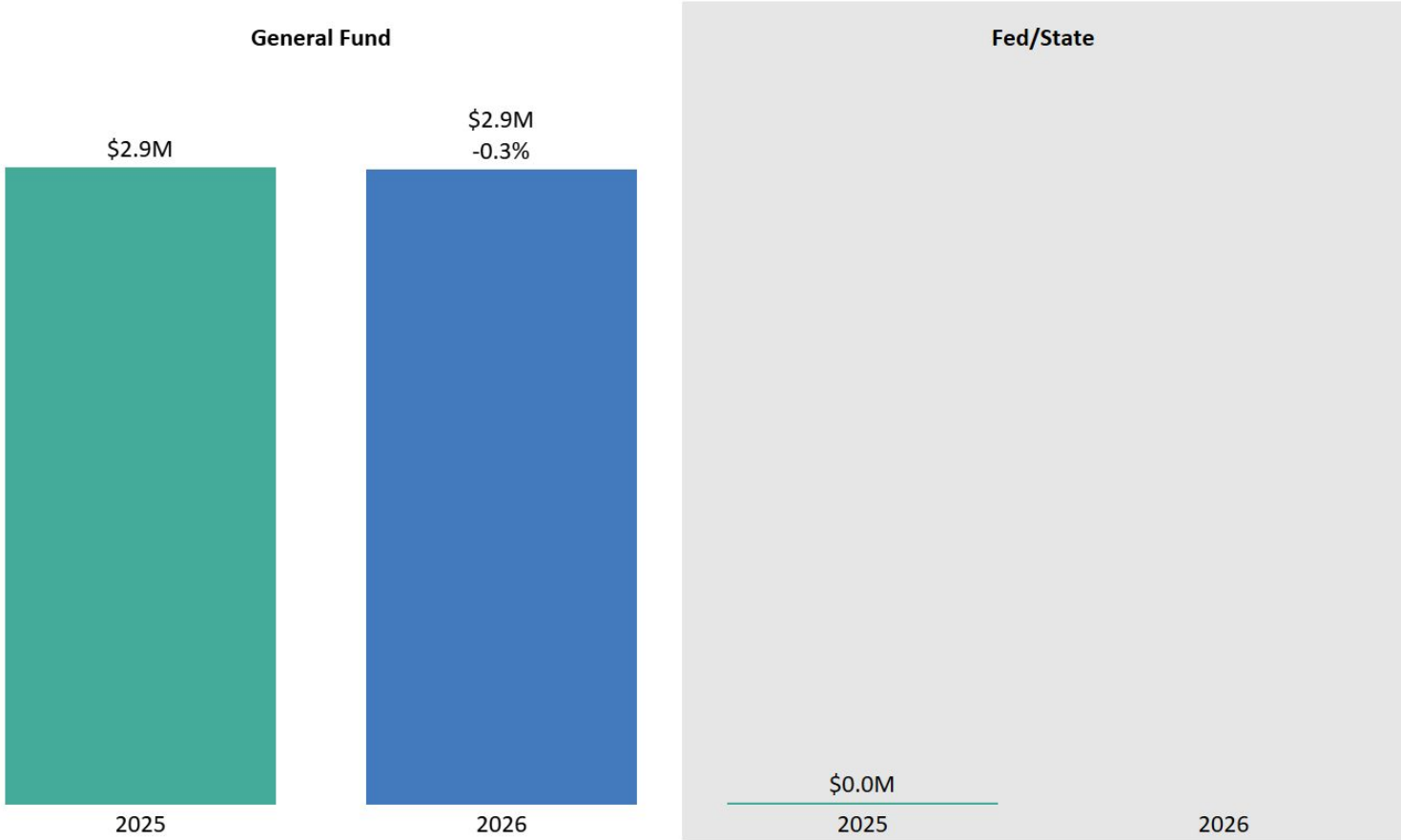
# Appendices

The following slides  
are provided for reference.

# Organizational Chart



# Operating Budget by Fund: \$2,877,556



# FTE Trend FY 2019-2026



# Significant Operating Funds FY 2019-2026



# FY 2026 Budgeted Vacancies

PO #	JCN	Title	FTE	Total Personnel Expense
10017A	9715	Human Resources Manager 1	1.00	\$237,768
10017A	9364	Project Manager (Digital Accessibility)	1.00	\$204,060
Total			2.00	\$441,828