

Priority: Accountability
Program Offer Type: Internal Service
Related Programs: 71005, 71007, 71009
Lead Agency: County Business
Program Contact: Dave Boyer
Frameworks:

Executive Summary

The Office provides strategic direction, guidance and leadership for multi-cultural competency, diversity initiatives, and equal opportunity and affirmative action objectives. It is responsible for removing barriers to achieve open and equal access to services, employment and mandatory compliance with federal, state and local laws prohibiting employment discrimination.

Program Description

A - Proactive Prevention: Ensure an inclusive workplace designed to identify and solve potential claims of illegal discrimination; promote workplace policies and practices that foster an inclusive work culture. B - Regulatory Compliance/Eliminate Duplication: maintain the county-wide affirmative action plan in compliance with federal and state guidelines and grant requirements, including preparing statistical reporting, bi-annual monitoring and data collection. C - Initiative Development and Support: provide countywide development and coordination to Cultural Competency policy framework. D - Organizational Development: Manage intercultural assessments, interventions, cultural awareness and evaluations; coordinate departmental diversity committees, employee network groups, and Diversity Conference, provide countywide EEO/AA, diversity, and cultural competency training.

Program Justification

This program contributes to strengthening County workforce competencies and the environment needed to achieve quality results by developing staff competencies related to diversity and inclusion. It develops, markets, and monitors policies, programs and avenues that help create a culturally safe environment where safe communication can occur. Through its training and organizational development efforts, it helps align staff performance with the county's goal of supporting and enabling inclusion and diversity. The AA/EEO functions decrease the county's exposure to risk and ensure the county's compliance with mandated regulations for preventing and eradicating potential employment discrimination.

Performance Measures

1) 85% of training participants rate the training as "exceeding" their expectations. 2) 75% of training participants report application of training on their jobs. 3) Employee survey results show increase in the number of positive responses to diversity questions. 4) Diversity Conference – 80% of evaluations indicate high satisfaction. 5) Affirmative Action Plan is timely and in compliance, data indicates improvement.

Summary of last year's program results and this year's expected results

1) Revised Affirmative Action Plan for 2004-2006 completed and adopted by the Board of County Commissioners. Success includes – maintaining the highest percent of minorities (19.18%) and females (59.9%) of any local government in the state; hiring minorities (20.9%) above the labor market availability of (18.6%) and population of (18.6%); and females (68.4%) compared to labor market availability of (45.4%) and population of (50.7%). 2) Eliminated underutilization of minorities as a group in all job groups and eliminated statistically significant underutilization. 3) Completed 2003-2004: 9 diversity classes (171 participants), 2004-2005: 3 completed (54 participants), 12 more scheduled anticipating 240 additional participants. Evaluations report 85% of participants reported training "exceeded" their expectations. 4) Developed and implemented 1000 person diversity conference. 5) 23 new internal diversity trainers recruited, trained and developed. 6) Completed development of Cultural Competency Policy Framework 7) participation in bi-monthly new employee orientations for 150 new hires will continue in 2006.

Program Mandate: 2 Mandated Program with Funding/Service Level Choice

Federal, state, local laws, county resolutions and Multnomah County personnel rules and union contracts

Revenue/Expense Detail

	Proposed General Fund	Proposed Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2005	2005	2006	2006
Personnel	\$0	\$318,899	\$0	\$325,032
Contracts	\$0	\$11,495	\$0	\$11,771
Materials & Supplies	\$0	\$2,790	\$0	\$3,030
Internal Services	\$0	\$2,300	\$0	\$40,187
Subtotal: Direct Exps:	\$0	\$335,484	\$0	\$380,020
Administration	\$0	\$0	\$0	\$32,451
Program Support	\$0	\$0	\$0	\$0
Subtotal: Other Exps:	\$0	\$0	\$0	\$32,451
Total GF/non-GF:	\$0	\$335,484	\$0	\$412,471
Program Total:	\$335,484		\$412,471	
Program FTE	0.00	0.00	0.00	3.00
Program Revenues				
Fees, Permits & Charges	\$0	\$0	\$0	\$394,308
Program Revenue for Admin	\$0	\$0	\$0	\$26,250
Total Revenue:	\$0	\$0	\$0	\$420,558

Explanation of Revenues

This unit receives its revenues through an allocation methodology based on the number of FTE per department. The FTE data comes from FY04. The cost per department is then allocated back to each department.

Significant Program Changes

1) Technological upgrades of software for affirmative action plan and managing data. 2) Streamlining and managing of discrimination/harassment complaint process. 3) Staffing levels of three FTE is too low for the services demanded and expected compared to similar organizations. Additional resources would allow provision of much needed cultural competency, managing a diverse workforce and EEO training.