

Program # 72001 - County Affirmative Action, Diversity, Equity & Cultural Competency **Version 4/04/2007 s**

Priority: Accountability **Lead Agency:** County Management
Program Offer Type: Existing Operating **Program Contact:** FORD Carol
Related Programs:
Program Characteristics:

Executive Summary

This program provides Countywide leadership for intercultural competency and diversity initiatives guidance; equal opportunity and affirmative action planning, reporting, and performance monitoring; and program consultation and training, promoting inclusive work environments and leveraging all employee differences for the benefit of the organization. As a countywide office, the program eliminates multiple plans, monitoring reports and duplication of efforts from departments and offices for regulatory compliance. Through the work of the office, the county has met all EEOC and U.S. Department of Justice reporting requirements, without penalties; and has met the Civil Rights reporting requirements for Federal and State grants. Work is done through collaborative relationships throughout the organization for resource sharing, problem solving, benchmarking and best practice development.

Program Description

The Office, established July 31, 1975, by the Board of County Commissioners, acts to support the Accountability objective by enforcing Multnomah County Code 9.060 Equal Employment Opportunity that prohibits discrimination in any employment action; Multnomah County Personnel Rules - Chapter I General Provisions, 1-10-040, requiring affirmative action to prevent current or future discriminatory conditions and eliminate unlawful discrimination. In accordance with recommendations from Portland Future Focus, the office makes a concerted effort to alter those attitudes about differences that create ill will, conflict and legal liability for the organization through diversity awareness training, celebrations, consultation, complaint investigations/tracking/monitoring, and work to create environmental changes.

Program Justification

The program supports the Accountability Strategies, County Code, and Personnel Rules by fostering an organizational climate that promotes equal opportunity, fair employment practices, diversity values and cultural competent work skills that further service satisfaction, increase employee and public trust and confidence, reduces litigation risk, and protects the organization against loss of federal and state grants requiring civil rights compliance. This Countywide program eliminates duplicate efforts by performing mandatory reporting required of the departments, communicating both positive and negative findings for evaluation and continuous improvements. The program oversees a consistent, uniform complaint process to assess organizational climates and advance improvement/consultation options. This program reduces County risk, meet various mandates, develops staff competencies, and defines expected employee performance required to achieve County objectives through policy, consultation, investigation findings and learning events.

Performance Measures

Measure Type	Primary Measure	Previous Year Actual (FY05-06)	Current Year Purchased (FY06-07)	Current Year Estimate (FY06-07)	Next Year Offer (FY07-08)
Output	Number of Monitoring Reports	4	4	4	4
Outcome	Compliance Strategies Completed	0	7	7	7
Outcome	Minority Employment vs. Labor Market	85.7%	95.2%	93.0%	99.0%
Efficiency	Percent of Complaint Reported from Departments	10.0%	20.0%	30.0%	60.0%

Performance Measure - Description

The monitor reporting allows the organization to evaluate numerous levels of personnel actions and to measure conformance with the affirmative action plan, while conforming to regulatory requirements in this area; Compliance strategies creates a formal process for reviewing departments/offices actions to comply with their obligations under the affirmative action plan; Minority Employment vs. Labor Market allows the organization to determine if it is meeting regulatory standards in correcting underutilization; and the Complaint Reporting measure allows the organization to determine how well its reporting system is being used throughout the organization.

Legal/Contractual Obligation

Maintain complaint procedures in accordance with Article 24(b) of Local 88 agreement. Carry out directives in the Diversity Initiative. Presidential Executive Orders 11246, (as amended) and 11478 Congressional Federal Register; Title 41 Part 60-2 Revised Order No. 4 Title VII of the Civil Rights Act of 1964, as amended by the President on March 24, 1972, CFR Titles 28, 29 and 43 Vietnam-era Veterans Readjustment Act of 1974 and American with Disabilities Act (Public Law 101-336); Oregon Revised Statutes ORS 659A.030; Multnomah County's Municipal Code 3.10.270; and Board of County Commissioners for Multnomah County, Oregon Resolutions No. 04-007 and No. 04-186; Multnomah County Personnel Rule 3-40, Discrimination and Harassment-free Workplace

Revenue/Expense Detail

	Proposed General Fund	Proposed Other Funds	Proposed General Fund	Proposed Other Funds
	2007	2007	2008	2008
Program Expenses				
Personnel	\$257,645	\$0	\$130,366	\$0
Contracts	\$21,500	\$0	\$0	\$0
Materials & Supplies	\$15,754	\$0	\$15,645	\$0
Internal Services	\$38,551	\$0	\$38,971	\$0
Subtotal: Direct Exps:	\$333,450	\$0	\$184,982	\$0
Administration	\$101,891	\$286	\$0	\$0
Program Support	\$4,618	\$0	\$1,239	\$0
Subtotal: Other Exps:	\$106,509	\$286	\$1,239	\$0
Total GF/non-GF:	\$439,959	\$286	\$186,221	\$0
Program Total:	\$440,245		\$186,221	
Program FTE	3.00	0.00	1.00	0.00
Program Revenues				
Program Revenue for Admin	\$343	\$0	\$0	\$0
Total Revenue:	\$343	\$0	\$0	\$0

Explanation of Revenues

Significant Program Changes

✔ Significantly Changed

Last year this program was:

72088 - Central Human Resources Affirmative Action, Diversity, Equity & Cultural Competency

As part of a Board requested Central HR \$350,000 reduction in FY2007, 2 FTE were reduced in this program; complaint investigations was sent to the departments; and ADA grievance processing sent to Labor Relations. The Office is currently managed by 1 FTE, with data support coming from the Central Human Resources Quality and Analytics Unit.

The program has been moved from Central Human Resources to the Office of County Management to enhance confidentiality and to leverage the Office role throughout the organization.