

Priority: Accountability
Program Offer Type: Existing Operating
Related Programs:

Lead Agency: County Management
Program Contact: Robert E Phillips

Program Characteristics:

Executive Summary

The Diversity Conference provides an annual skill building and learning event bringing together the City of Portland, Clackamas County and various public sector and private sector agencies to increase knowledge, improve culturally competency based skills, expand awareness and provide tools on a wide variety of diversity topics.

Program Description

The annual day-long Diversity Conference offers 35 to 45 workshop sessions focused on an extensive range of diversity issues and topics relevant to the workplace. Topic experts from both the public and private sectors are workshop presenters. Multnomah County originated the conference over 14 years ago; being the lead planner for ten of those years; the City of Portland has co-sponsored the event for nine years and Clackamas County has co-sponsored the event for four years, partnering with the county. Over 200 volunteers, vendors and non-profit community organizations participate to assist with coordination, share information and products.

Program Justification

The Diversity Conference supports Accountability strategies by improving employee cultural competency and by building skills necessary to recruit, train and retain a workforce reflective of the community at all levels of the organization; deliver cultural competent services; and by maximizing staff training opportunities across departments and jurisdictions. It supports the training objectives of the Diversity and Affirmative Action Office and the Cultural Competency Framework. Funding contributions by the co-sponsoring jurisdiction lowers the conference cost per employee (\$58 per employee, compared to \$245 per person charged by private agencies sponsoring comparable training) and allows for a quality experience. Due to rising rental and food cost, the price of the conference is expected to go up to \$75, per participant, lowering the number of employees (from 350 to 267) allowed to participate in the conference, at the current budget.

Performance Measures

| Measure Type | Primary Measure | Previous Year Actual (FY06-07) | Current Year Purchased (FY07-08) | Current Year Estimate (FY07-08) | Next Year Offer (FY08-09) |
|--------------|--|--------------------------------|----------------------------------|---------------------------------|---------------------------|
| Output | Number of Multnomah County conference attendees | 300 | 350 | 350 | 275 |
| Outcome | Percentage of conferees rating the conference as a positive experience | 80.0% | 85.0% | 90.0% | 95.0% |

Performance Measure - Description

The performance measures changed this year due to the County moving from an administrative/management role to an overall support/guiding role for the conference. Resource management and accountability for the conference administration went to the City of Portland, resulting in measures reflecting only the County's participation and evaluation results. Overall, 900 employees from all jurisdictions participated in the conference.

Legal/Contractual Obligation

This is not a mandated program. The Diversity Conference supports Multnomah County Diversity Initiative and the Cultural Competency Framework.

Revenue/Expense Detail

| | Proposed General Fund | Proposed Other Funds | Proposed General Fund | Proposed Other Funds |
|---------------------------|-----------------------|----------------------|-----------------------|----------------------|
| Program Expenses | 2008 | 2008 | 2009 | 2009 |
| Contracts | \$20,000 | \$0 | \$20,000 | \$0 |
| Subtotal: Direct Exps: | \$20,000 | \$0 | \$20,000 | \$0 |
| Administration | \$0 | \$0 | \$0 | \$0 |
| Program Support | \$0 | \$0 | \$0 | \$0 |
| Subtotal: Other Exps: | \$0 | \$0 | \$0 | \$0 |
| Total GF/non-GF: | \$20,000 | \$0 | \$20,000 | \$0 |
| Program Total: | \$20,000 | | \$20,000 | |
| Program FTE | 0.00 | 0.00 | 0.00 | 0.00 |
| Program Revenues | | | | |
| Program Revenue for Admin | \$0 | \$0 | \$0 | \$0 |
| Total Revenue: | \$0 | \$0 | \$0 | \$0 |

Explanation of Revenues

Multnomah County and the City of Portland would each contribute \$20,000 and Clackamas County contributes \$15,000 to fund the annual diversity conference. Funding covers facility and equipment rental, printing, security, food and a planning consultant to assist with planning and presenter coordination, and workshop presenter fees.

Significant Program Changes

Last year this program was:

72002 - Cultural Diversity Conference Version