

**Priority:** Accountability

**Lead Agency:** Chair

**Program Offer Type:** Program Alternative /

**Program Contact:** Lorenzo Poe

**Related Programs:**

**Program Characteristics:**

**Executive Summary**

The Multnomah County Diversity Office will assist the Chair to lead, plan, implement and monitor the Chair's Equity Initiatives. A Diversity Office within the Chair's Office will be a focused hub to ensure the difficult work of diversity and equity move forward by establishing goals, measuring performance and accomplishing diversity outcomes. The Diversity Office will assist the Chair, Departments and Central Human Resources to develop organizational cultural competency; diversify the County workforce; advise county-wide diversity trainings and succession planning; create and staff the Chair's Diversity Advisory Committee; implement the unfinished work of previous diversity consultants; and work in the community to promote equity, fairness and inclusion.

**Program Description**

The Diversity Office will push forward internal and community equity and inclusion efforts; identify opportunities for County leadership on community equity issues; work with County Human Resources to identify and coordinate workplace equity and inclusion issues and develop concrete action plans to resolve them; function as a central point for reporting issues and concerns related to cultural competence and inclusion in the workplace and coordinate organization-wide response to such concerns; ensure the County remains on the forefront of best and emerging business practices; apply standardized metrics to County diversity efforts and report progress and next steps to the community, the Chair and the Board. Diversity Office staff will include the Chief Diversity Officer, the Affirmative Action Officer and an HR Analyst 2 position. The Chief Diversity Officer is responsible for leadership and coordination of the Chair's Strategic Diversity Initiative Projects, including: County Employment Equity, Contracting Equity, Equity in the Juvenile Justice System, Equity in Education, Central HR redevelopment of diversity trainings and Health Equity. The Diversity Office will partner with Departments, the County Diversity Council, County Human Resources, employee affinity groups and Department diversity and equity committees to carry out projects.

**Program Justification**

Multnomah County has three roles in the region that require a thoughtful diversity strategy. As a major employer it is important that the County demonstrate employment principles and practices of equity and diversity. As a primary human service provider, a diverse workforce increases our ability to effectively serve the most diverse population in the state. As CEO of the second largest unit of local government in Oregon, the County Chair has the leadership responsibility to recognize and address racial and ethnic inequities affecting all residents of the county he serves. This offer supports the following County Guiding Principles: provide cost effective, responsive services; achieve broad citizen support for county services; provide equality in employment opportunities, improve efficiency, productivity and satisfaction and promote excellence.

**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	Complete Chair's Annual Equity Initiative Accountability Report	0	0	0	1
Outcome	Establish baseline for Employee Survey-Have you experienced discrimination	0.0%	0.0%	0.0%	0.0%
Output	Senior Leader contribution to Equity Initiatives included in performance eval	0	0	0	1
Output	Complete twice yearly Affirmative Action reporting.	2	2	2	2

**Performance Measure - Description**

2008 Countywide Employee Survey: full text of survey question  
 "Have you experienced discrimination in the workplace based on actual or perceived race, color, sex, age, religion, national origin, political affiliation, marital status, sexual orientation, gender identity, source of income, familial status, physical/mental disability or other protected status while you have been employed at Multnomah County?"

**Legal/Contractual Obligation**

None.

**Revenue/Expense Detail**

	Proposed General Fund	Proposed Other Funds	Proposed General Fund	Proposed Other Funds
	2008	2008	2009	2009
<b>Program Expenses</b>				
Personnel	\$0	\$0	\$414,445	\$0
Contracts	\$0	\$0	\$30,000	\$0
Materials & Supplies	\$0	\$0	\$14,100	\$0
Internal Services	\$0	\$0	\$30,754	\$0
Subtotal: Direct Exps:	<b>\$0</b>	<b>\$0</b>	<b>\$489,299</b>	<b>\$0</b>
Administration	\$0	\$0	\$0	\$0
Program Support	\$0	\$0	\$0	\$0
Subtotal: Other Exps:	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
Total GF/non-GF:	<b>\$0</b>	<b>\$0</b>	<b>\$489,299</b>	<b>\$0</b>
Program Total:	<b>\$0</b>		<b>\$489,299</b>	
Program FTE	0.00	0.00	3.00	0.00
<b>Program Revenues</b>				
Fees, Permits & Charges	\$0	\$0	\$0	\$0
Program Revenue for Admin	\$0	\$0	\$0	\$0
<b>Total Revenue:</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

**Explanation of Revenues**

This is a General Fund-supported program.

**Significant Program Changes** **Significantly Changed****Last year this program was:** #72001, County Affirmative Action, Diversity, Equity & Cultural Competency

This is a new program for FY 2009, although a portion of the program was budgeted in the Department of County Management in FY 2008. This program adds two positions and associated costs for FY 2009.