

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

Lead Agency: County Management
Program Contact: Kalissa Canyon-Scopes

Program Characteristics:

Executive Summary

The Affirmative Action Office, established in 1975 by the Board of County Commissioners, was re-structured by Chair Wheeler in 2009 to centralize, reduce duplication, and monitor Multnomah County equity and inclusion efforts. Renamed the Office of Diversity and Equity (ODE) and incorporating program pieces from HR, the Affirmative Action Office, and the Chair's Equity Initiatives, the ODE works with the Board, Departments and Central HR to develop organizational cultural competency; diversify the County workforce, and works in the community to promote equity, fairness and inclusion.

Program Description

The ODE: 1)Monitors internal Equal Employment Opportunity and ADA compliance and produces the Multnomah County Affirmative Action Plan to ensure that Multnomah County is current and in compliance with its state and federal regulatory obligations; 2)Promotes employment principles and practices of equity and diversity by providing consultation to Department Directors on best practices in recruitment, selection, advancement, promotion, and retention strategies, coordinating sharing of existing expertise and development of compliance strategies; 3)Works to ensure MWESB practice and policies are inclusive and eliminate barriers towards full participation in contracting opportunities with the County by working with Central Procurement and Contract Administration to build community capacity and assist contractors in becoming more culturally competent, and by reviewing MWESB practices and policies and outreach and inclusion strategies; 4) Supports the Diversity Director's participation in ongoing initiatives in the Juvenile Justice System, in Education, and in Health Equity; 6)Provides oversight and coordinates Employee Network Groups, working to strengthen ENG business purpose plans and objectives. For 15 years the County has partnered with over 200 volunteers, vendors, and non-profit community organizations to plan and coordinate an annual City/County Diversity Conference attended by over 900 employees from regional jurisdictions, this offer includes pass through money to support this annual effort. The ODE staff in this offer includes the Affirmative Action/EEO Officer and an HR Analyst Sr.

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 and safety 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 County Guiding Principles, Personnel Rules and County Code. A climate that promotes equal opportunity, fair employment practices, diversity values and culturally competent work skills furthers service satisfaction, increases employee and public trust and confidence, reduces litigation risk, and protects the organization against loss of federal and state grants requiring civil rights compliance.

Performance Measures

Measure Type	Primary Measure	Previous Year Actual (FY07-08)	Current Year Purchased (FY08-09)	Current Year Estimate (FY08-09)	Next Year Offer (FY09-10)
Output	#Monitoring Reports	4	4	4	4
Outcome	Minority Employment vs.Labor Market	96.0%	97.0%	97.0%	100.0%
Output	# Multnomah County conference attendees	300	275	275	275
Quality		0	0	0	0

Performance Measure - Description

Measures from FY09 P.O #72003 & #72004 combined

Legal/Contractual Obligation

Implement Board Resolution NO. 07-072, Affirmative Action Plan 2007-2009. Maintain complaint procedures in accordance with Article 24(b) of Local 88 agreement. Carry out intent of 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; Multnomah County Personnel Rule 3-40, Discrimination and Harassment-free Workplace 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.

Revenue/Expense Detail

	Proposed General Fund	Proposed Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2009	2009	2010	2010
Personnel	\$131,483	\$0	\$242,176	\$0
Contracts	\$21,500	\$0	\$15,000	\$0
Materials & Supplies	\$0	\$0	\$4,800	\$0
Internal Services	\$26,924	\$0	\$14,144	\$0
Subtotal: Direct Exps:	\$179,907	\$0	\$276,120	\$0
Administration	\$2,426	\$0	\$3,400	\$0
Program Support	\$2,438	\$0	\$4,232	\$0
Subtotal: Other Exps:	\$4,864	\$0	\$7,632	\$0
Total GF/non-GF:	\$184,771	\$0	\$283,752	\$0
Program Total:	\$184,771		\$283,752	
Program FTE	0.00	0.00	2.00	0.00
Program Revenues				
Program Revenue for Admin	\$0	\$0	\$0	\$0
Total Revenue:	\$0	\$0	\$0	\$0

Explanation of Revenues

Significant Program Changes

✔ Significantly Changed

Last year this program was:

This program combines 72003-DCM Affirmative Action Office, 72004-DCM Diversity Conference; Employee Network Groups, Lack of Data Analyst means loss of staffing capacity for the Chair's Diversity Advisory Council, and Equity Leadership Group, reduced affirmative action tracking and monitoring, including ability to meet dept. level AA data requests, no internal capacity for ADA compliance assessment or gap assessment. No professional services mean inability to contract for facilitation of large meetings such as the Equity Leadership Group. Staffing is insufficient for staffing or data support for the Chair's Diversity Advisory Council.