

**Lead Agency:** Non-Departmental - All

**Program Contact:** Jeff Cogen

**Program Offer Type:** Existing Operating

**Related Programs:**

**Program Characteristics:**

**Executive Summary**

The Office of Diversity and Equity (ODE) is a hub for Multnomah County Diversity, Management efforts. ODE works with the Board, Departments and Central HR to develop organizational cultural competency, engage the county workforce and participate in the community that surrounds us. Diversity is a workforce reality and an advantage, positively affecting creativity, problem solving and organizational flexibility and enabling the County to provide stronger services and better serve all county citizens.

**Program Description**

The Multnomah County Office of Diversity and Equity is the hub for diversity-management practices to increase cultural competence and deliver results that align with the county business goals. The foundations of this effort are in partnerships the ODE has throughout the County and include:

- County-wide Best Practice Sharing: Working with the Chair's Office, County Attorneys, Central HR and County Department leadership to promote shared employment principles and practices of equity, diversity, inclusion and employee engagement. Developing internal diversity, equity and inclusion policies, practices and initiatives and best practices in recruitment, selection, advancement, promotion, and retention strategies, coordinating sharing of existing expertise and development of compliance strategies.
- Formal Training and Mentoring Programs: Collaboration with and support for Talent Development's formal diversity and cross-cultural training series, and mentoring programs to ensure cultural competence across the organization.
- EEO/AA Compliance: Monitoring Equal Employment Opportunity internal compliance and authoring and monitoring the Multnomah County Affirmative Action Plan to ensure that Multnomah County is current and in compliance with its state and federal regulatory obligations. The Affirmative Action/EEO Officer supports departments in meeting ad hoc program and grant obligations.
- MWESB and Contracting Equity: Working with Central Procurement and Contract Administration to ensure Minority, Women, and Emerging Small Business practice and policies are inclusive and County contracts serve our diverse communities and eliminate barriers towards full participation in contracting opportunities with the County.
- Employee Network Groups: Coordinate County Employee Network Groups (ENG), to strengthen ENG business purpose plans and objectives. ENGs are a diversity management best practice for diversity hiring and recruiting, diversity retention, employee engagement and increasing organizational cultural competence.
- Community Participation: As the second largest unit of local government in Oregon, and one of the largest employers in the region, the County has a leadership responsibility to recognize and address racial and ethnic inequities affecting all residents of the county. ODE works to identify and develop strategic community partnerships supportive of the County's values.
- Metrics: Qualitative evaluation, policy analysis, and project management for ongoing Multnomah County efforts in diversity and inclusion.

**Performance Measures**

Measure Type	Primary Measure	Previous Year Actual (FY08-09)	Current Year Purchased (FY09-10)	Current Year Estimate (FY09-10)	Next Year Offer (FY10-11)
Output	# Monitoring Reports	4	4	10	4
Outcome	Minority Employment vs. Labor Market	97.0%	100.0%	113.9%	100.0%
Output	# of County-wide policies, projects, plans, and qualitative reports	0	0	0	4

**Performance Measure - Description**

✔ **Measure Changed**

Program Coordinator will provide at least 4 new polices, projects, plans or qualitative reports. Current year estimate for monitoring reports is higher due to temporary data analyst in the office this year.

## 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
<b>Program Expenses</b>	2010	2010	2011	2011
Personnel	\$0	\$0	\$249,452	\$0
Internal Services	\$0	\$0	\$27,074	\$0
Total GF/non-GF:	<b>\$0</b>	<b>\$0</b>	<b>\$276,526</b>	<b>\$0</b>
Program Total:	<b>\$0</b>		<b>\$276,526</b>	
Program FTE	0.00	0.00	2.00	0.00
<b>Program Revenues</b>				
Total Revenue:	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

## Explanation of Revenues

This is a General Fund Program.

## Significant Program Changes

**Last year this program was:** #72002A, Office of Diversity & Equity

For FY 2011, this program has been moved from the Department of County Management into the Nondepartmental program group.