

Lead Agency: Non-Departmental - All
Program Offer Type: Innovative/New Program
Related Programs:
Program Characteristics:

Program Contact: Jeff Cogen

Executive Summary

This offer builds upon the Office of Diversity by adding a Chief Diversity Officer position; a Data Analyst position for the Office of Diversity and Equity; and training dollars for diversity training. With these additions, the County Diversity Advisory Council can resume meeting and can proceed with an annual Diversity and Equity assessment and strategic action plan; with data analysis; and with increased workforce diversity training opportunities.

Program Description

The addition of a full time Data Analyst will allow the Office of Diversity and Equity to fully develop internal diversity, equity and inclusion initiatives. The leading edge of diversity management is in measuring and affecting employee engagement across generations and cultural groups. Data collection, evaluation and analysis is required to identify problems, to test solutions and to continue the County's progress toward a robust diversity management program.

The Analyst will provide:

- Quantitative data analysis necessary for true evaluation and metrics. With the addition of the Data Analyst, the County Diversity Advisory Council can resume their meetings and proceed with an annual Diversity and Equity assessment and strategic annual action plan.
- Evaluation, metrics, and quantitative data analysis to ensure that Multnomah County diversity, equity and inclusion efforts, ODE policy analysis and projects are grounded in fact and reliably point the way toward continued improvement.
- Staffing for a diversity management strategy that goes beyond a compliance driven, legalistic, piecemeal approach to diversity issues.
- Staffing for an integrated, efficient, and common approach to diversity management with measurable results that increase cultural competence and deliver strong results that align with the county business goals.
- Affirmative Action monitoring reports that are user friendly, and are useful management tools for Departments.

To meet the higher standard of a strong sustainable, fully engaged workforce with diverse employees and take a leadership role in diversity and equity projects in the community we need accountability. Without data analysis, we do not have the data we need to identify problems, to attempt to solve them, or to hold ourselves accountable.

Diversity Conference: For over 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.

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	# of Quantitative Reports: Layoff, Hiring, Trend, Promotion, Mgmt Placement, etc	0	0	4	12
Outcome	Countywide Diversity & Equity Assessment and Strategic Plan	0	0	0	1
Output	# of Monitoring Reports	0	0	6	6
Output	Diversity Advisory Committee Meetings	0	0	8	10

Performance Measure - Description

Data Analyst will support the annual evaluation of countywide efforts with monthly reports focusing on specific topics related to countywide equity and inclusion. The Data Analyst will provide quantitative data, will review and ensure that the diversity and Equity strategic plan is accurate and a useful tool for continuing improvement. The Data Analyst will shape Affirmative Action monitoring reports for department use, will continue to improve the useability and readability of Affirmative Action plans. All measures assume the purchase of the ODE program offer in addition to this offer. Current year estimates are due to temporary data analyst in the office this year.

Legal/Contractual Obligation

N/A

Revenue/Expense Detail

	Proposed General Fund	Proposed Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2010	2010	2011	2011
Personnel	\$0	\$0	\$262,399	\$0
Contracts	\$0	\$0	\$48,000	\$0
Materials & Supplies	\$0	\$0	\$5,300	\$0
Internal Services	\$0	\$0	\$860	\$0
Total GF/non-GF:	\$0	\$0	\$316,559	\$0
Program Total:	\$0		\$316,559	
Program FTE	0.00	0.00	2.00	0.00
Program Revenues				
Total Revenue:	\$0	\$0	\$0	\$0

Explanation of Revenues

This is a General Fund program.

Significant Program Changes **Significantly Changed**

Last year this program was: