

Lead Agency: Nondepartmental - All

Program Contact: Daryl Dixon

Program Offer Type: Existing Operating

Related Programs:

Program Characteristics: In Target

Executive Summary

The Office of Diversity and Equity (ODE) is a hub for Multnomah County diversity and equity initiatives. The ODE mission is to hold Multnomah County accountable to ensure access, equity, and inclusion in our services, policies, practices, and procedures. Diversity is a workforce reality and an advantage, positively affecting creativity, problem solving and organizational flexibility and enabling the county to provide stronger services that better serve all county citizens.

ODE services include: data analysis, training and consulting, policy, practice, and procedure review, coordination of diversity and equity initiatives, equal employment opportunity (EEO) and Affirmative Action compliance, stakeholder and community relations, coordination and oversight for the County's Employee Resource Groups, educational resource library, identifying institutional barriers to inclusiveness and opportunity, recruitment outreach audits, public employee diversity conference sponsorship and outreach support and consultation.

Program Description

A healthy workplace with open, respectful communication has been shown to reduce turnover, absenteeism, and employee health problems and to increase job satisfaction and client/customer satisfaction. Successful Diversity, Equity and Inclusion efforts are championed from the top with the whole workforce held accountable for a culture based on healthy behavior, open communication and respect.

In FY 13 ODE continues a two year culture change strategy, the Dignity & Respect pledge campaign is the centerpiece of this work. Outcomes and activities from that effort will include:

Team building: Establishing a county-wide Diversity Committee to communicate and coordinate existing work across the county. Continued development of the Equity Council; a interdepartmental team that meets monthly to review policy and practices and make recommendations for change.

Implementation: Creating a robust informal complaint mechanism including the existing hotline and tracking system. A variety of educational interactive efforts including book groups, Face book and Twitter campaigns, educational videos and focus questions for county-wide discussion. Enhanced communication and best practice sharing strategies will include ODE Website toolkits, social media, video messaging and desktop training,

Accountability and Evaluation: A county-wide equity inventory is being conducted within the FY13 budget process. A baseline scorecard to measure county-wide progress using interactive data display will be published to the Commons .

Sustaining Change: Incorporating behavioral expectations into county-wide trainings, adding a component to the county new-employee-orientation that describes county work culture and behavioral expectations, implementing practice improvements to ensure county hiring processes reflects behavioral expectations and creating procedures to ensure that behavior is directly linked to performance expectations and review.

In FY 13 The Chief Diversity and Equity Officer will begin to cultivate a regional presence, bringing the ODE vision into action in the larger community. The CDEO and staff will work with regional leaders and community members to raise and sustain the visibility of equity and social justice issues and lay the foundations for long-term, permanent change.

The CDEO will: develop relationships and structures to allow him to act as a catalyst for mobilizing the community and supporting effective partnerships and actions; establish and deepen working relationships with community partners for strategic growth and leadership; assist in highlighting, recognizing, and publicizing diversity initiatives to promote county-wide and community-wide cooperation and sharing of information and practices; work with professional and community based organizations to increase opportunities for people of diverse backgrounds; and actively engage in national and international networks of diversity educators.

Performance Measures

Measure Type	Primary Measure	Previous Year Actual (FY10-11)	Current Year Purchased (FY11-12)	Current Year Estimate (FY11-12)	Next Year Offer (FY12-13)
Output	#Monitoring Reports	10	10	2	1

Outcome	Minority Employment Vs. Labor Market	101	101	101	101
Output	# of County-Wide Policies, Plans, Quantitative, and Qualitative Reports	8	16	20	20
Output	County-Wide Diverisy and Equity Inventory/Assessment and Stragic Plans	0	1	1	1

Performance Measure - Description

Our measures will be on the Multco-Commons and public data and records will on the public facing website or available upon request.

Legal/Contractual Obligation

Implement Board Resolution O. 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, 1972, CRF 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 Rule 3-47 Maintaining a Professional and Respectful Workplace; Multnomah County Personnel Rules-Chapter 1 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	2012	2012	2013	2013
Personnel	\$547,672	\$0	\$564,288	\$0
Contracts	\$9,000	\$0	\$0	\$0
Materials & Supplies	\$17,940	\$0	\$22,167	\$0
Internal Services	\$34,149	\$0	\$46,121	\$0
Total GF/non-GF:	\$608,761	\$0	\$632,576	\$0
Program Total:	\$608,761		\$632,576	
Program FTE	5.00	0.00	5.80	0.00
Program Revenues				
Total Revenue:	\$0	\$0	\$0	\$0

Explanation of Revenues

This is a General Fund program.

Significant Program Changes

Last year this program was: #10033, Office of Diversity & Equity
ODE restructured after the retirement of the current AA/EEO Officer. The 0.20 Community Liaison position was eliminated and those responsibilities were incorporated into a new 0.8 FTE Program Specialist, who in addition to serving as a community liaison will also oversee Employee Resource Group coordination, communications, internships, and other special projects as assigned.