

**Lead Agency:** Nondepartmental - All

**Program Contact:** Daryl Dixon

**Program Offer Type:** Existing Operating

**Related Programs:**

**Program Characteristics:**

### Executive Summary

The Office of Diversity and Equity (ODE) is a hub for Multnomah County's diversity equity and inclusion (DEI) efforts and initiatives. ODE's mission is to hold Multnomah County accountable to ensure access, equity and inclusion in our services, policies, practices and procedures. ODE works within the County to improve workforce collaboration, communication and accountability. ODE collaborates with jurisdictions across the region to change the underlying systems that create social injustice and race-based disparities in our communities and to increase the economic success of all county residents.

### Program Description

A focused needs assessment (including Arthatree Audit, 2012 employee survey, interviews with Equity Council, Employee Resource Group members, Board of County Commissioners, Department Directors and other County leadership) will shape the work of ODE in 2013-2014. Our strategic plan will be based on needs identified, actions we believe will address those needs and the metric we will use to determine whether the action or the initiative is successful. Activities (included in this program offer) will include a Leadership Scorecard; Continued expansion of the Summer Youth Leadership Development Program; Workforce educational efforts including website toolkits, speakers, and films; the annual Equity Inventory; activities to support a cultural shift toward Open Government and transformative innovation; and Several special-focus projects to improve policy, practice and accountability in recruitment, hiring and retention.

### Performance Measures

Measure Type	Primary Measure	Previous Year Actual (FY11-12)	Current Year Purchased (FY12-13)	Current Year Estimate (FY12-13)	Next Year Offer (FY13-14)
Output	# Monitoring Reports	2	1	1	1
Outcome	Minority Employment Vs Labor Market	100.0%	100.0%	100.0%	100.0%
Output	# of County-Wide Policies and Plans	16	20	20	20
Output	County-Wide Diversity and Equity Inventory/Assessment and Strategic Plans	1	1	3	3

### Performance Measure - Description

**Legal/Contractual Obligation****Revenue/Expense Detail**

	Proposed General Fund	Proposed Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2013	2013	2014	2014
Personnel	\$563,998	\$0	\$586,479	\$0
Contracts	\$0	\$0	\$2,000	\$0
Materials & Supplies	\$22,457	\$0	\$14,585	\$0
Internal Services	\$46,121	\$0	\$60,736	\$0
Total GF/non-GF:	<b>\$632,576</b>	<b>\$0</b>	<b>\$663,800</b>	<b>\$0</b>
Program Total:	<b>\$632,576</b>		<b>\$663,800</b>	
Program FTE	5.20	0.00	5.00	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: #10033, Office of Diversity & Equity