

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 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. The Equity and Empowerment Lens is ODE's analysis, critical thinking and quality improvement tool.

Program Description

The Equity and Empowerment Lens with a Racial Justice Focus is a groundbreaking tool that is changing equity and social justice work nation-wide. This offer supports 1 FTE Program Specialist Senior and materials and printing costs for ongoing County-Wide training on the Lens. Chair Cogen, in the introduction to the Lens, articulates it's importance and function, "These are adverse and challenging times we live in. But while we are all struggling, we know that for some members of our community these adversities and challenges are disproportionate and glaring. Multnomah County faces enormous inequities that are well-documented. Communities of color, immigrants, and refugees are bearing the weight of disparity in poverty, educational attainment, chronic health conditions and mortality... The Equity and Empowerment Lens, which has a racial justice focus, embodies social responsibility policy, program or practice in regards to the fair and just distribution of resources and representation. We are learning great things as we begin the process of integrating and institutionalizing the Lens county-wide. The inequities in our community are unjust, systemic in nature, and avoidable. ..By holding a laser-like focus to our policies and operations with values like inclusion, social, and racial justice leading the way, we can change the way we do our business to promote more equitable conditions and opportunities for our employees and the entire community."

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 | Lens Intro Trainings | 0 | 20 | 20 | 25 |
| Outcome | Strengthened Organizational Capacity (technical assistance sessions) | 0 | 3 | 0 | 5 |
| Outcome | Improved Policy | 0 | 0 | 0 | 5 |
| Output | Strengthened Alliances (Intro to Lens Community sessions) | 0 | 0 | 0 | 5 |

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 | \$0 | \$0 | \$119,175 | \$0 |
| Contracts | \$0 | \$0 | \$5,000 | \$0 |
| Materials & Supplies | \$0 | \$0 | \$7,500 | \$0 |
| Internal Services | \$0 | \$0 | \$8,630 | \$0 |
| Total GF/non-GF: | \$0 | \$0 | \$140,305 | \$0 |
| Program Total: | \$0 | | \$140,305 | |
| Program FTE | 0.00 | 0.00 | 1.00 | 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: