

Lead Agency: Nondepartmental - All

Program Contact: Daryl Dixon

Program Offer Type: Existing Operating

Related Programs:

Program Characteristics: Out of Target

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

This offer funds 1 FTE Administrative Specialist; A one time only (\$2,400) investment in data visualization software; The County's contribution to the Public Employee Diversity Conference (15,000); The 7 County Employee Resource Groups; and a one time only investment in certification for the Affirmative Action/EEO Specialist(\$5,000). This offer will allow ODE/Multnomah County to: Continue fiscal and project oversight and support for 7 Employee Resource Groups and to start an 8th for Employees with Disabilities; Continue democratization of data through production of interactive, accessible and actionable data dashboards; Continue the Dignity and Respect Campaign; Pursue Model Employer for Persons with Disabilities activities and improvements; Continue staffing for the Equity Council; Participate in the 20th Annual Public Employee Diversity Conference; Provide AA/EEO Certification training for AA/EEO Specialist. The ODE Administrative Specialist provides scheduling and public relations interface for the Multnomah County Chief Diversity and Equity Officer, supports 10 staff, coordinates multiple recurring meetings, staffs the Equity Council and the ERG Leadership Meeting, manages ODE finance and travel, and oversees and supports 7 Employee Resource Groups.

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	Public Employee Diversity Conference sponsorship	1	1	1	1
Outcome	Model Employer for People with Disabilities	0	0	0	1
Output	Employee Resource Groups	6	7	7	8
Output	Interactive Data Dashboards: Affirmative Action, Recruitment, Hiring, Probation	0	1	3	15

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	\$69,188	\$0
Contracts	\$0	\$0	\$15,000	\$0
Materials & Supplies	\$0	\$0	\$28,000	\$0
Total GF/non-GF:	\$0	\$0	\$112,188	\$0
Program Total:	\$0		\$112,188	
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: