

### Program #10017C - WESP Update Planning and Engagement

7/14/2022

**Department:** Nondepartmental **Program Contact:** Joy Fowler

Program Offer Type: Innovative/New Program Program Offer Stage: As Adopted

**Related Programs:** 

Program Characteristics: One-Time-Only Request

### **Executive Summary**

Workforce equity demands that the County identify and address structural and policy barriers to equal employment opportunity faced by our employees and communities because of their race, ethnicity, national origin, disability, gender and gender identity, sexual orientation and other protected classes. County employees across the organization stepped forward to develop the Workforce Equity Strategic Plan ("WESP") to create a workplace where everyone can reach their full potential. The WESP is designed to be regularly reviewed and updated.

## **Program Summary**

The Multnomah County Board of County Commissioners approved the County's groundbreaking WESP in April 2018, as amended in January 2019. The WESP contains five focus areas relating to: 1) organizational culture; 2) promotion and professional development; 3) retention; 4) recruitment and pipeline programs; and 5) the recommendations of the Jemmott Rollins Group Report.

Each focus area has corresponding objectives, minimum standards, and performance measures. The last of these performance measures has a target date of 2022. As a result, in FY 2023, the County will engage in a process to update the WESP with new performance measures extending from 2023 through 2028. This program offer supports an investment in designing and executing on a stakeholder engagement process resulting in an updated WESP.

The initial WESP was developed through advocacy from the County's Employee Resource Groups, AFSCME Local 88, and external organizations in conjunction with the Office of Diversity and Equity and the County's Chief Operating Officer. In order to update the WESP, additional stakeholders will include: County leadership, Central and departmental Human Resources, departmental Equity Managers and their staff, departmental equity committees, the Complaint Investigations Unit, and other County staff. It is imperative that those stakeholders implementing the WESP are included in this next iteration providing clarity, rationale and understanding as measures/metrics are outlined.

Utilizing these funds, the Office of Diversity and Equity will design, lead and implement a process that includes conversations, focus groups, listening sessions, surveys, and other methods to gather and analyze feedback. This will allow the Office of Diversity and Equity to make solid recommendations for the purpose of updating the WESP focus areas, objectives, base standards, and performance measures/metrics.

Performance Measures								
Measure Type	Primary Measure	FY21 Actual	FY22 Budgeted	FY22 Estimate	FY23 Offer			
Output	Number of meetings engaging with project team leads on process design and updates.	N/A	N/A	N/A	10			
Outcome	Updated WESP where all stakeholders are invited to engage in meeting outlined objectives.	N/A	N/A	N/A	5			
Output	Number of stakeholder engagement process sessions.	N/A	N/A	N/A	20			
Output	Number of WESP focus areas reviewed and updated.	N/A	N/A	N/A	5			

#### **Performance Measures Descriptions**

# Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Adopted General Fund	Adopted Other Funds	
Program Expenses	2022	2022	2023	2023	
Personnel	\$0	\$0	\$100,000	\$0	
Contractual Services	\$0	\$0	\$100,000	\$0	
Total GF/non-GF	\$0	\$0	\$200,000	\$0	
Program Total:	\$0		\$200,000		
Program FTE	0.00	0.00	0.00	0.00	

Program Revenues					
Total Revenue	\$0	\$0	\$0	\$0	

# **Explanation of Revenues**

# Significant Program Changes

Last Year this program was: