

Program #78000A - Equity Position

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Department: County Assets

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

Related Programs:

Program Characteristics: One-Time-Only Request, Out of Target

Executive Summary

The Department of County Assets promotes equity in a variety of ways. The Department Director is a current member of the Equity Council and equity is explicitly addressed in our mission, vision, values and tagline, as well as our FY 2015-16 goals. Dedicated resources will allow the department to focus and formalize our efforts to integrate equity into all of our work.

Program Summary

This program provides funding for dedicated resources to lead the departments current efforts and develop plans for future work that will institutionalize equity into all of the work of DCA. Currently the DCA senior management team utilizes the equity and empowerment lens to evaluate both processes and projects. One example underway is evaluting the proposed departmental dress code through the equity and empowerment lens.

The department targets a diverse workforce through our sourcing, recruiting and hiring practices. One of our key hires was a new recruiter who specializes in sourcing diverse candidates. The department also provides significant intern opportunities through participation in the College to County Internship Program and the Summer Youth Connect program, PCC Occupational Skills program and the PSU/PDX Cooperative Education program. The iUrban Teen Tech program, a local, nationally-recognized STEM+Arts educational program for male youth of color that is quickly becoming a national model is also supported. And finally, a voluntary group of employees, our "think tank", are focusing on how DCA can make an impact on systemic sustainability or the triple bottom line: economy, equity, and environment since we know that the most vulnerable populations are negatively affected by these dynamics. The first recommendation from this group is the reduction of carbon emissions produced by the assets managed by DCA. This recommendation is addressed in our departmental goals. The next challenge for this group is equity.

The dedicated resources will allow the formalization of DCA's equity work and the development and implementation of the DCA Equity plan.

Performance Measures								
Measure Type	Primary Measure	FY14 Actual	FY15 Purchased	FY15 Estimate	FY16 Offer			
Output	Number of projects/processes evaluated using the Equity and Empowerment Lens	N/A	N/A	N/A	6			
Outcome	Percent completion of Departmental Equity Assessment	N/A	N/A	N/A	100%			

Performance Measures Descriptions

PM #1--This measure reflects the number of projects and/or processes that will be evaluated utilizing the equity and empowerment lens.

PM #2--This measure reflects the percent of the equity assessment that will be completed in FY 2016.

Revenue/Expense Detail

	Proposed General Fund	Proposed Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2015	2015	2016	2016
Personnel	\$0	\$0	\$122,476	\$0
Contractual Services	\$0	\$0	\$14,000	\$0
Materials & Supplies	\$0	\$0	\$3,524	\$0
Total GF/non-GF	\$0	\$0	\$140,000	\$0
Program Total:	\$0		\$140,000	
Program FTE	0.00	0.00	1.00	0.00

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

Explanation of Revenues

This program will be funded by one time only General Funds in FY 16 and ongoing funding through internal service rates.

Significant Program Changes

Last Year this program was: