



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(Revised: 1/11/2016)

Board Clerk Use Only

Meeting Date: 6/28/16
Agenda Item #: B.2
Est. Start Time: 10:40 am
Date Submitted: 6/15/16

Agenda Title: **Informational Board Briefing on Workforce Diversity and Equity**

Note: Title should not be more than 2 lines but be sufficient to describe the action requested.

Requested Meeting Date:	<u>June 28, 2016</u>	Time Needed:	<u>60 minutes</u>
Department:	<u>Non-departmental</u>	Division:	<u>District 1</u>
Contact(s):	<u>Henry Burton, Policy Director</u>		
Phone:	<u>503-988-5882</u>	Ext.:	<u>I/O Address:</u>
Presenter Name(s) & Title(s):	<u>Ben Duncan, Chief Diversity and Equity Officer</u> <u>Travis Graves, Human Resources Director</u> <u>Marissa Madrigal, Chief Operating Officer</u>		

General Information

1. What are you requesting from the Board?

None.

2. Please provide sufficient background information for the Board and the public to understand this issue. Please note which Program Offer(s) this action affects and how it impacts the results.

This briefing follows up on a budget note from the FY 2016 budget. The note requested a report on the status of diversity and equity in the County workforce, as well as a strategy to improve it

Over the past year, Multnomah County leaders have worked with the Metropolitan Workforce Equity Coalition to analyze the County's strengths and weaknesses in the area of workforce equity and to develop strategies for improvement. The Metropolitan Workforce Equity Coalition is a partnership of community organizations, including AFSCME, the Urban League of Portland, the Asian Pacific American Network of Oregon (APANO), the Center for Intercultural Organizing (CIO), Verde, and Voz. Ben Duncan, Chief Diversity and Equity Officer, and Travis Graves, Director of Human Resources, have represented Multnomah County in this effort.

The Metropolitan Workforce Equity Coalition has completed its analysis and offered a set of recommendations. It has identified three goals that the County should work towards, and strategies to support progress in each area. The three goals are:

1. Multnomah County will actively recruit to develop diverse candidate pools.
2. Multnomah County will identify and remove employment barriers that negatively affect the recruitment and hiring of a diverse applicant pool.

3. Multnomah County will strive to retain a diverse workforce and create opportunities for growth and promotion for current employees.

This briefing will discuss the goals and strategies recommended by the Metropolitan Workforce Equity Coalition, and the actions that Multnomah County is taking to achieve those goals.

3. Explain the fiscal impact (current year and ongoing).

There is no direct fiscal impact, although some recommendations would require greater staff time for activities such as outreach and recruiting, employee mentoring, and cross-cultural training for managers.

4. Explain any legal and/or policy issues involved.

Any actions following from this briefing would be related to personnel and human resources, and thus fall within the scope of the County Chair's executive authority.

5. Explain any citizen and/or other government participation that has or will take place.

This briefing results from a community-driven process. The engagement over the past year with the Metropolitan Workforce Equity Coalition has allowed partner organizations from diverse and minority communities to offer input and suggestions to improve Multnomah County's recruitment and management of talented employees.

This briefing will also include testimony from our community partners. The guest speakers will include:

- Kayse Jama, Executive Director, Center for Intercultural Organizing
- Tony DeFalco, Living Cully Coordinator, Verde
- Stacy Chamberlain, Collective Bargaining Director, Oregon AFSCME Council 75
- Katie Sawicki, Policy Director, The Urban League
- Ranfis Villatoro, Grassroots Giving Director, MRG Foundation

Required Signature

**Elected Official
or Department/
Agency Director:**

Jules Bailey /s/

Date:

6/15/16

Note: Please submit electronically. Insert names of your approvers followed by /s/ - we no longer use actual signatures. Please insert date approved for submittal.