

Workforce Equity at Multnomah County

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Presentation to the Multnomah County Commission

June 28, 2016

Agenda for today

- Background, history & data
- Recommendations
 - Goals
 - Strategies
- Next Steps
- Testimony from community partners

Background

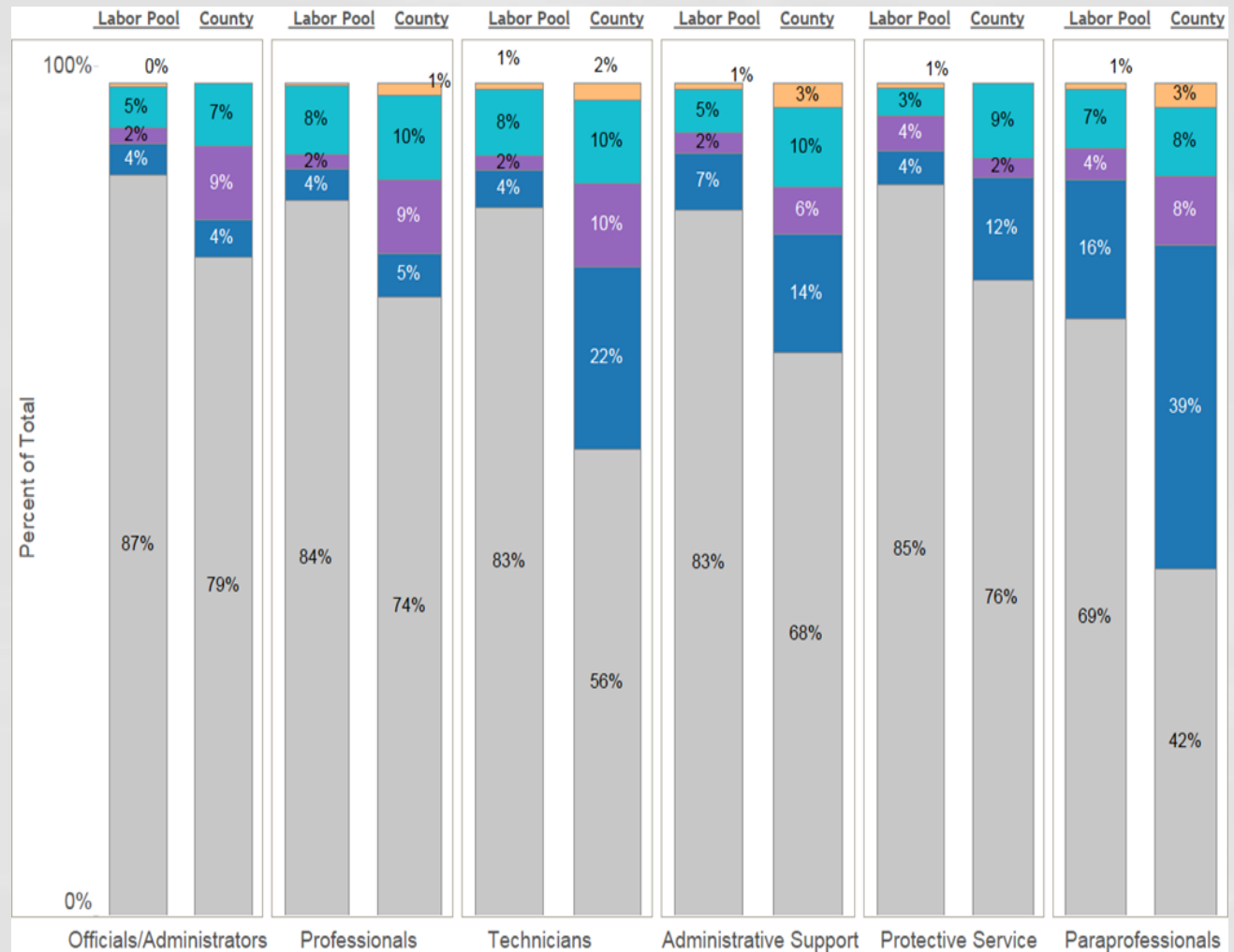
- Commissioner Bailey sponsored a budget note in the FY 2016 budget requesting that County Departments report on the status and trends relating to equity in the County workforce.
- Over the past year, Ben Duncan and Travis Graves have worked with the Metropolitan Workforce Equity Coalition to develop an action plan for promoting diversity and equity in the County workforce.
 - The Metropolitan Workforce Equity Coalition includes AFSCME, the Urban League, APANO, CIO, Verde, and Voz.
 - All parties have been pleased with this fruitful partnership.
- The following slides describe the Coalition's recommendations.

Workforce Equity at Multnomah County: How are we doing?

Some current data on diversity in the County workforce

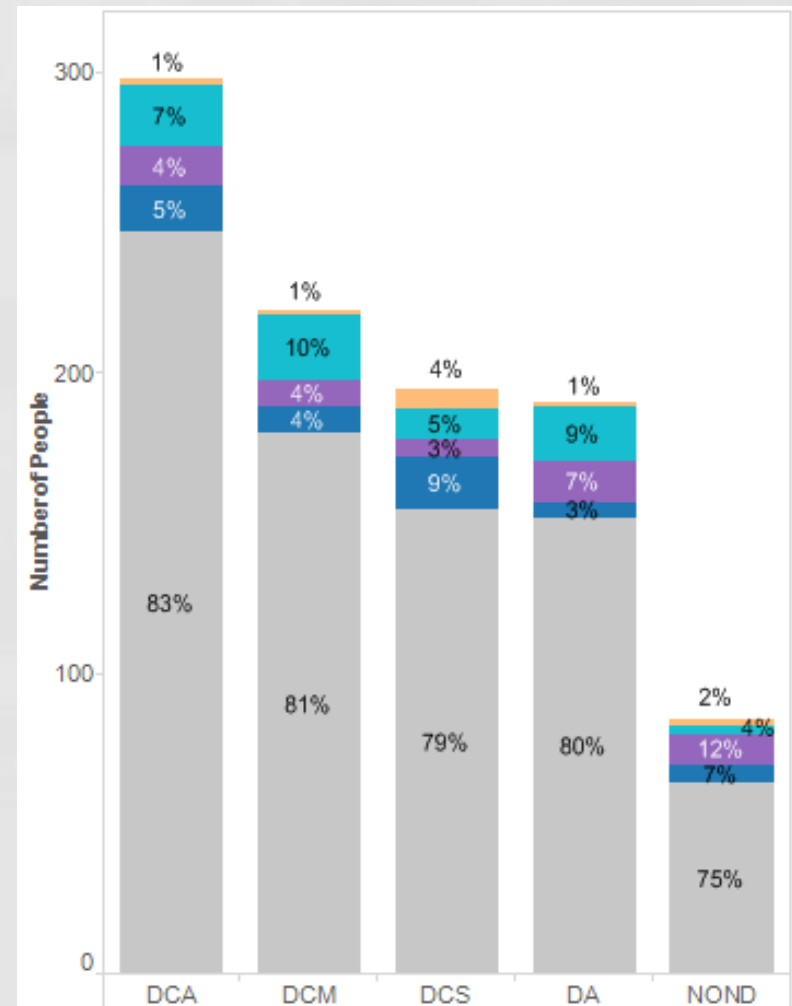
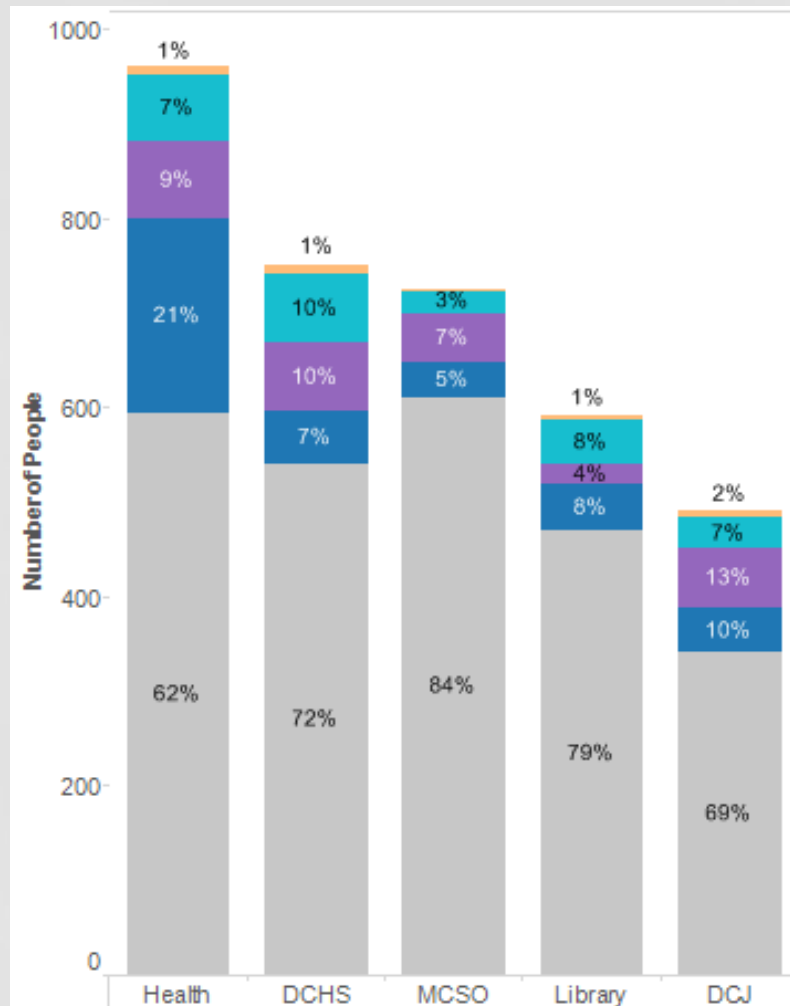
- How do we compare to the labor pool of Multnomah County?
- How does race/ethnicity compare across departments and classifications?
- How does employee experience compare?

Comparison to Labor Pool



County hiring compared to the Labor Pool
Regular Hires, FY 2013 and 2014 combined

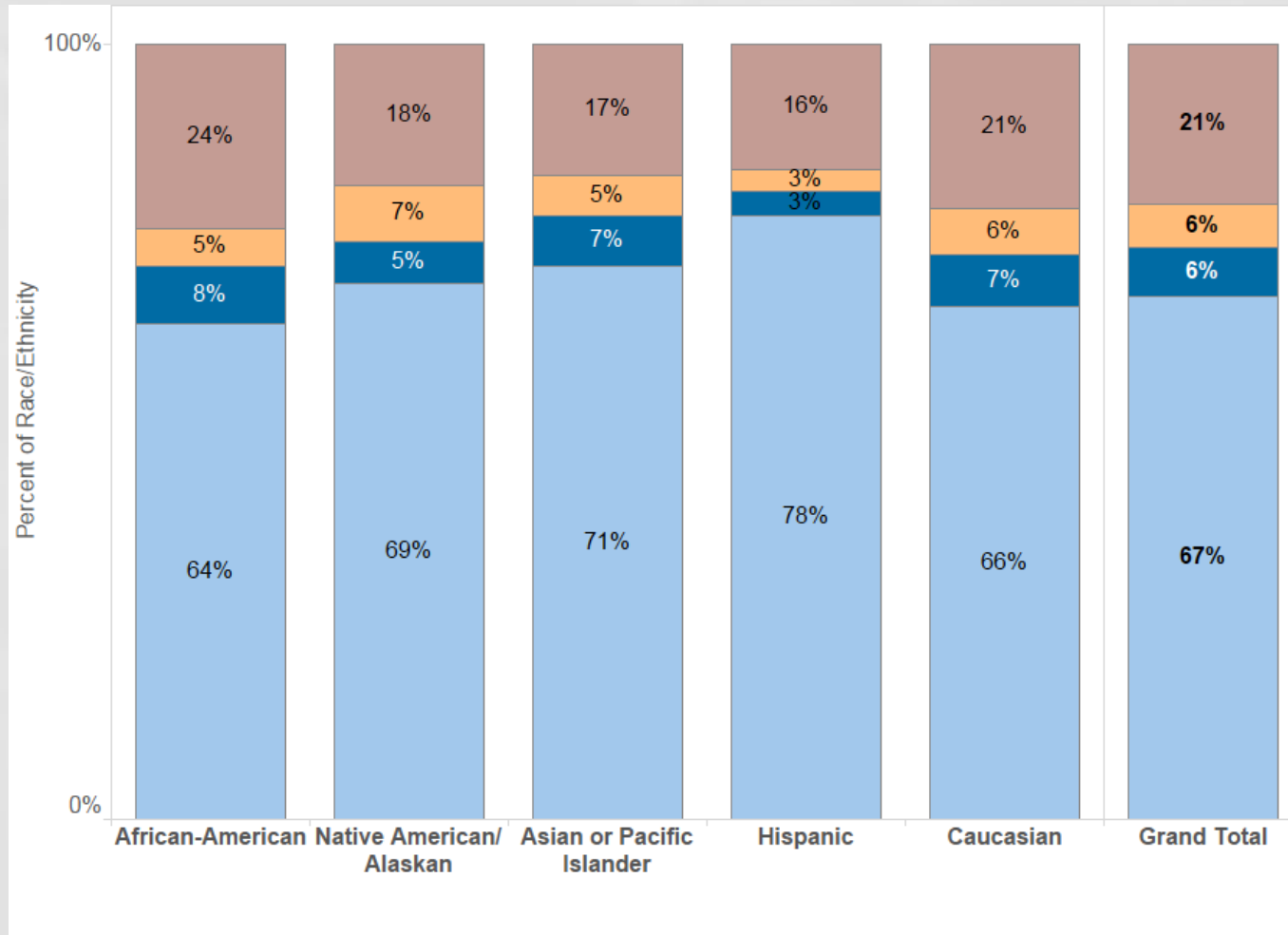
Demographics by department



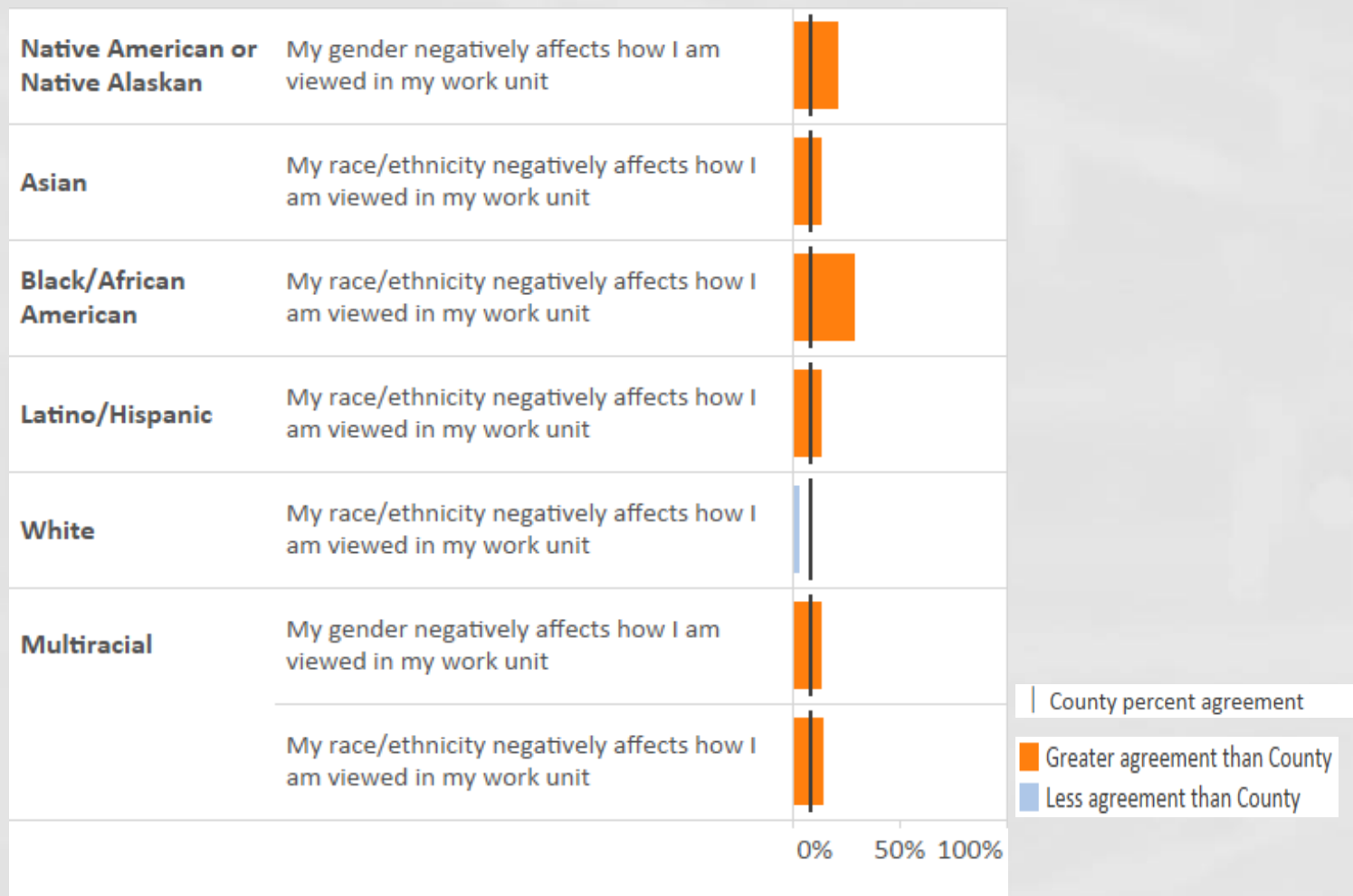
Race/Ethnicity of County Employees by Department
FY 2014

*Axes matched in height to enhance visibility for smaller departments, but number of employees on axes is different.

Classification distribution



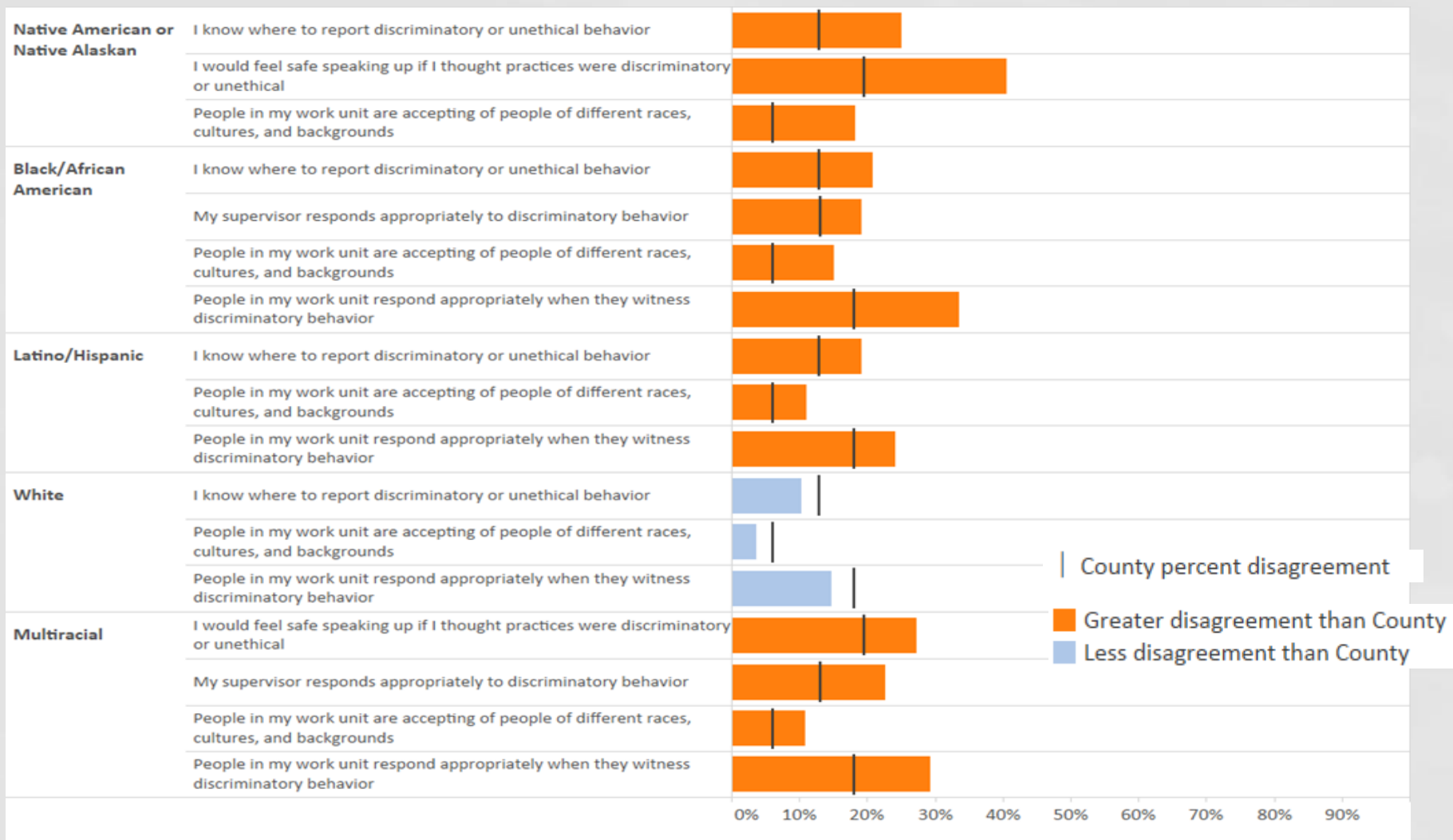
Employee Experience



FY 2015 Countywide Employee Survey Results

Employees of Color are more likely than white employees to feel a negative effect because of their race/ethnicity

Employee Experience



Multnomah County Workforce Equity Goals and Strategies

Workforce Goal #1

Multnomah County will actively recruit to develop diverse candidate pools.

Workforce Goal #2

Multnomah County will identify and remove employment barriers that negatively affect the recruitment and hiring of a diverse applicant pool.

Workforce Goal #3

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

Strategies

- Expand and identify innovative strategies to recruit diverse applicants
- Remove barriers that may affect the diversity of applicant pools or prevent diverse candidates from being hired into Multnomah County positions
- Invest in workforce training and pipeline programs that support communities experiencing racism and discrimination
- Invest in workforce development programs that increase capacity of culturally specific organizations to connect workers to opportunities
- Provide training that supports growth and development for current County employees

Goal 1: Create diverse candidate pools

Strategies:

- Identify and expand innovative strategies to recruit diverse applicants.
- Provide notice of employment opportunities to culturally specific service organizations.
- Develop and build relationships with culturally specific community partners to increase diversity of applicant pools and align efforts across departments to replicate and expand best practices.
- Examine the effects of County recruitment processes on equity

Goal 2: Eliminate barriers to hiring

Strategies:

- Remove unnecessary barriers to County employment.
- Invest in workforce training and pipeline programs that focus on culturally specific organizations and communities.
- Invest in workforce development programs that increase the capacity of culturally specific organizations to connect workers to opportunities

Goal 3: Retain and develop the skills of current employees

Strategies:

- Provide opportunities for current employees to support their professional growth and development
- Prioritize mentoring and coaching of new employees
- Rethink performance management to promote employee retention and growth
- Prioritize manager-employee communication to foster a healthy, culturally sensitive work environment

Workforce Equity at Multnomah County: How are we doing?

- What are we doing well?
 - Adoption of the Equity & Empowerment Lens
 - Establishment and Support of Employee Resource Groups
 - HR Strategic Planning
 - “This Work Matters” campaign
 - Rethinking minimum qualifications
 - Regular engagement survey
 - Hiring (both regular and temporary employees)

Workforce Equity at Multnomah County: How are we doing?

- Where do we have room for improvement?
 - Everywhere!
 - Partnerships - internal and external
 - Systematically review policies, procedures and practices to end inequities
 - Expand use of data to identify opportunities for quality improvement
 - Improve the experience of non-dominant culture employees

Next Steps

- Continue to engage with the Metropolitan Workforce Equity Coalition
- Adopt and expand these goals and strategies into the HR Strategic Plan (estimated completion August 2016)
- Develop trans-inclusive workplace guidelines
- Utilize data from Employee Survey, implement targeted strategies to improve the experiences of employees of color, LGBT and individuals with disabilities
- Strengthen/build relationships with culturally specific community partners

Next Steps

- Support new hires through mentorships/buddy system to improve onboarding and retention
- Create more pathways for career development
- Develop outreach strategies to attract a diverse workforce
- Continue examination of recruitment and selection processes

Testimony from members of the Metropolitan Workforce Equity Coalition

- 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

Questions?