



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(Revised: Oct. 2017)

Board Clerk Use Only

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| Meeting Date: | 12/13/18 |
| Agenda Item #: | R.2 |
| Est. Start Time: | 10:10 a.m. |
| Date Submitted: | 12/7/18 |

Agenda Title: Public Hearing on Workforce Equity Recommendations and Draft Implementation Plan

Requested Date:
Thursday, December 13th, 2018

Time Needed:
60 minutes

Department/Division:
Chair's Office

Contacts:
Kimberly Melton

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Presenters:
Ben Duncan, Chief Diversity and Equity Officer

General Information:

1. What are you requesting from the Board?

This is an opportunity for public comment on the draft Implementation Plan of the Jemmott Rollins Group recommendations for Workforce Equity improvements. Chief Diversity and Equity Officer Ben Duncan will give a brief overview and a proposed timeline for implementation, followed by public comment.

The next steps outlined in the draft Implementation Plan align with the Multnomah County Workforce Equity Strategic Plan and the recommendations of the Employees of Color Resource Group. Following this public hearing and additional opportunities for employees and employee stakeholder groups to offer feedback, the Board will consider formal adoption in January.

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.

In the fall of 2017, Chair Kafoury directed the Chief Operating Officer to hire an external

consultant to review Multnomah County's human resource policies, practices and structures and to examine how those practices were negatively impacting employees of color and employees in other protected classes. Throughout 2018, the consultants worked to interview current and former employees, convened an advisory council to inform the recommendations and worked to identify specific, concrete actions Multnomah County could take to improve its culture and structures.

Multnomah County briefed the Board of Commissioners on the Jemmott Rollins recommendations on October 30th, 2018 and is now seeking public comment on the recommendations and draft implementation plan.

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

The cost of the consultants was budgeted in the Department of County Management in Fiscal Year 2018 and Fiscal Year 2019. The cost of implementing the recommendations is under evaluation.

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

The consultant recommendations include recommendations for changes to Multnomah County administrative policies.

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

N/A

Required Signature:

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| Elected Official/ Department Director: | Kimberly Melton | Date: | December 7, 2018 |
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