



## MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(Revised: 8/18/11)

### Board Clerk Use Only

Meeting Date: 6/11/13  
Agenda Item #: B.3  
Est. Start Time: 11:00 am  
Date Submitted: 5/22/13

### Agenda Title: Informational Board Briefing on LGBTQ Data Collection

*Note: If Ordinance, Resolution, Order or Proclamation, provide exact title. For all other submissions, provide a clearly written title sufficient to describe the action requested.*

Requested Meeting Date: 06/11/2013 Time Needed: 1 Hour  
Department: ND: Office of Diversity and Equity Division:  
Contact(s): Shawn Postera  
Phone: 503-539-6592 Ext. I/O Address:  
Presenter Name(s) & Title(s): Khalil Edwards PFLAG Portland Black Chapter Coordinator, Katie Sawicki Urban League Policy Associate, Daryl Dixon Multnomah County Chief Officer of Diversity and Equity, (Liz Rodriguez, Multnomah County Prism Employee Resource Group Co-Chair) Steven Leider, Graduate Teaching Assistant Oregon State University.

### General Information

#### 1. What action are you requesting from the Board?

Informing the board about an opt-in and self-reporting collection of sexual orientation and gender identity information.

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

Multnomah County has worked hard to put employment policies, benefits and other practices in place to ensure equitable treatment of our lesbian, gay, bisexual, transgender, queer (LGBTQ) employees. Unfortunately we have no way of knowing whether these policies, benefits or practices have made a difference for LGBTQ employees. The County collects demographic data including race, sex and age for all employees. This allows analysis of trends in hiring, retention, promotion, and termination and identifies areas for specific improvement. Collecting sexual orientation and gender identity data would allow the County to conduct more comprehensive workforce data analysis. Currently we do not know how many LGBTQ employees we have, in what classifications, where they are a representative percentage of our workforce and where they are not represented at all. We don't know how LGBTQ employees are faring during layoff or if promotional opportunities are open to them. Having metrics to quantitatively evaluate our programs, practices and policies is critical to a viable, fully inclusive diversity equity and inclusion program.

One of the core findings of the 2012 Lift Every Voice: The Black LGBTQ Oregonian Experience was the need for improved data collection. Data gathered through existing local and national reports show that employment, health, and education disparities persist within the Black LGBTQ community. For example, Multnomah County research found that 25 percent of all LGBTQ people of color live on less than \$20,000. In addition, 47% of Black transgender persons report physical abuse by medical professionals. Multnomah County can play an active role in addressing these disparities with data collection. With this data we can accomplish a number of goals: gaining a better understanding of who Multnomah county serves; raising the visibility of a community that has been often overlooked; having the base information to set disparity-reduction goals and begin to craft solutions; and ultimately improve Multnomah county services and how they are funded.

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

We do not know if there are any fiscal impacts in collecting LGTBQ data for our clients and employees.

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

Considerations for practice and policy include: The need for careful, deliberate appropriate and clear terminology; Privacy and confidentiality - the County is obliged to preserve the confidentiality of this and all personal information; Review of current policies pertaining to personal data collection and dissemination; The need for a careful communications and implementation strategy.

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

PFLAG the Black Portland Chapter and the Urban League of Portland have conducted research and are presenting it in this briefing.

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**Required Signature**

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

Daryl Dixon /s/

**Date:** 5/22/13