

Program #10005C - Auditor's Office - Advancing Equity and Inclusion 2/20/2019

Department: Nondepartmental **Program Contact:** Jennifer McGuirk
Program Offer Type: Innovative/New Program **Program Offer Stage:** As Requested
Related Programs:
Program Characteristics: Out of Target

Executive Summary

This program will integrate equity concepts into the Auditor's Office's work to help the Office identify root causes of systemic issues. The program includes several components: 1) incorporate an equity lens and the voices of underserved populations as consistent practices in the work of the Auditor's Office, 2) support inclusion of our diverse communities in the Auditor's work, and 3) support the professional development of diverse professionals who can go on to serve government as auditors or in related fields.

Program Summary

To achieve #1, the Auditor's Office will integrate equity tools into our foundational methodology. We will enhance our audit team by adding an auditor who has significant experience in the field of diversity, equity, and inclusion. With this staff member, our team will build off the County's community-based research practices and the efforts of community-based organizations to develop audit-appropriate tools for including the perspectives of underserved populations in our work. We will take care to ensure these tools are respectful, accessible, and reflect cultural humility. Anticipated tools include conversation guides, use of translation services, pre-paid mailers, and other mechanisms.

For #2, the Auditor's Office will develop and carry out events across our county that give community members an opportunity to share information and concerns with each other and the Auditor, as well as learn about the work the Auditor is doing. Events will include informal coffee-type gatherings and two community listening sessions. In addition to adhering to public meeting guidelines, we seek to model public involvement best practices through listening sessions, such as holding events in accessible venues, as well as offering translation services and child care with advance notice.

For program element #3, we will participate in the College to County program to help develop individuals, particularly from underrepresented and low-income backgrounds, who can go on to serve government in fields such as program evaluation and research, process improvement, organizational development, accounting, and auditing.

Performance Measures

Measure Type	Primary Measure	FY18 Actual	FY19 Purchased	FY19 Estimate	FY20 Offer
Output	Number of community listening sessions	N/A	N/A	N/A	2
Outcome	Number of reports that include the perspectives of underserved populations in relation to the studied/audited area	N/A	N/A	N/A	7
Input	Diversity, equity, inclusion expertise by FTE	N/A	N/A	N/A	1

Performance Measures Descriptions

The above-listed input measure will ensure the Office has necessary resources to integrate equity effectively into our work. Output measures describe tangible activities and products. The listed outcome measure describes anticipated results.

Legal / Contractual Obligation

County Charter 8.10 states, "The auditor shall conduct performance audits of all county operations and financial affairs and make reports thereof to the board of county commissioners according to generally accepted government auditing standards. The auditor may also conduct studies intended to measure or improve the performance of county efforts."

Revenue/Expense Detail

	Proposed General Fund	Proposed Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2019	2019	2020	2020
Personnel	\$0	\$0	\$155,000	\$0
Materials & Supplies	\$0	\$0	\$20,000	\$0
Total GF/non-GF	\$0	\$0	\$175,000	\$0
Program Total:	\$0		\$175,000	
Program FTE	0.00	0.00	1.00	0.00

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

Explanation of Revenues

Significant Program Changes

Last Year this program was: