

Artharee & Associates

Multnomah County
Office of Diversity and Equity
2012 Diversity Audit

Executive Summary

The Chair's Office of Multnomah County engaged Artharee & Associates to conduct an audit on the progress of the Office of Diversity and Equity (ODE) in meeting the goals adopted in 2010. The purpose of the project is to provide the Chair's Office with an independent review of the opportunities and challenges of ODE.

The project *methodology* involved:

1. Focus group meetings with the Equity Council; Operations Council; HR Executive Leadership; Department Directors; ODE staff; Employee Resource Group Co-chairs and a cross section of employees from the smaller departments.
2. Individual meetings with key senior county executives, two county commissioners; and several department directors.
3. Background research included various reports such as Multnomah Evolves; The Coraggio Group Report; the 2011 Employee Survey; ODE documents and HR policies.

The *assessment* asked for feedback on the 2010 diversity and equity goals:

- Consistent senior leadership commitment for diversity and equity
- Increase the visibility and role of ODE
- Clarify the ODE mission and responsibilities
- Need for standard and accessible complaint process
- Address perception of legal and HR barriers
- Clarify role of the Diversity Advisory Council
- Resolve the inadequate collection and analysis of data
- Increase overall organizational understanding of equity and diversity issues
- Maintain the wide employee support of diversity and equity

The *final report* is presented with the current findings related to each of the 2010 diversity goals based on feedback from a cross section of employees. The new findings generated an updated list of recommendations to enhance the Office of Diversity and Equity. (see attachment)

It is a pleasure to work with the Office of Diversity and Equity staff and other county employees. You are to be commended on the progress to date. The next level for the Office of Diversity and Equity is to become more systemic in building partnerships and programs.