Office of Equity & Human Rights

Management Data

Commissioner in Charge: Amanda Fritz

Bureau Director: Dante James Website: not yet developed

Administration: 18%

M/W/ESB Contract \$: 100% Prime

Workforce Data

Minorities: 100.0% Female: 33.3%

Non-Represented: 100.0%

Span of Control: 3.0 positions per supervisor

Management Layers: 1 to 3

Resource and FTE Summary

	FY 2011-12	FY 2012-13	FY 2012-13	FY 2012-13	FY 2012-13
	Adopted	Base	Reductions	Add Packages	Requested
GF Ongoing	\$0	\$1,306,498	(\$104,520)	\$0	\$1,201,978
GF One-Time	0	0	0	0	0
GF Overhead	0	0	0	0	0
Bureau's Choice	0	0	0	0	0
Other Revenues	0	0	0	0	0
Total Revenues	\$0	\$1,306,498	(\$104,520)	\$0	\$1,201,978
FTE	0.00	6.00	0.00	0.00	6.00

Bureau Overview and Significant Issues

The new Office of Equity and Human Rights has many challenges ahead with regard to starting a new Equity Initiative in City Government. Starting the conversation with bureaus will take some time and resources. Each bureau has different perspectives, needs, and practices regarding issues of equity. Getting consensus will take time to communicate and research the issues and will require additional staffing as already planned for in the current budget (OSS III, Policy Analyst, Human Rights Commission staff). The primary tasks for the office will be integrating the new office into City government, assisting the new director as he develops the Office of Equity programs and agenda, locating to a new office space, and maintaining the existing bureau programs (New Portlander program, Education and Peace Building program, Diverse and Empowered Employees Program, Intergroup Dialogue program, the Disability Commission, the Restorative Listening and Facilitation program, and Human Rights Commission) will require consistent attention from the Commissioners and Council to keep Equity issues and opportunities at the forefront of the City's agenda.

INSERT PERFORMANCE DASHBOARD HERE

As the office is in formation and a final work plan will not be established until a new Director is hired this section will remain blank.

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Operating and Capital Requirements

	FY 2010-11	FY 2011-12	FY 2012-13	FY 2012-13	FY 2013-14
	Actuals	Adopted	Base	Request	Estimate
Operating - Base	\$0	\$0	\$1,306,498	\$1,201,978	\$1,250,057
Operating - One-Time Initiatives	0	0	0	0	0
Capital - New Construction	0	0	0	0	0
Capital - Major Maintenance	0	0	0	0	0
Unappropriated Ending Balance	0	0	0	0	0
Total	\$0	\$0	\$1,306,498	\$1,201,978	\$1,250,057

Overview of Major Projects and Initiatives

Project/Initiative Title: Development of the Equity Office strategic work plan. Establishing and working with an advisory committee, the Director and Commissioner will work to establish a work plan that will guide the Office in the coming years.

Project/Initiative Title: City/ Community Dialogue and Facilitation: This includes the existing train-the-trainer and Community Intergroup Dialogues, the Leaders' Dialogue series and will also include facilitation on equity education in Bureaus and the community.

Project/Initiative Title: Disparity Data Inventory Study – research available city and community data on disparities that exist in hiring, contracting, and access for minorities and the disabled in the City.