



View results

Respondent

14 Anonymous

Time to complete

Budget Equity Tool Summary and Instructions

Budget Equity Tool Strategies and Questions

Washington County's FY2023-24 Budget Equity Tool for internally facing Org Units is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of two (2) strategy areas and associated questions:

- 1. Civil Rights
- 2. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

- 1. All Internally facing Org Units with Personnel Costs are required to complete this Budget Equity Tool.
- 2. If an Org Unit determines it cannot complete any question in this Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible,** with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
- 3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, dedicated equity and community engagements staff, etc.
- 4. Please attend one of the scheduled Budget Equity Tool Internally-facing Org Unit trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
- 6. All submissions must be made using the Budget Equity Tool Microsoft Form.
- 7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1. Na	me: *
N	fichelle Morato
2. Ro	le / Position Title: *
N	1anagement Analyst II
3. Wł	nat is your Department? *
	General Government
	Public Safety and Justice
	Land Use and Transportation
	Housing, Health and Human Services
	Culture, Education and Recreation
4. Lar	nd Use and Transportation Organizational Unit Number: *
	100-6010 Long Range Planning
	100-9610 Watermaster
	168-6030 Engineering/Surveying
	168-6040 LUT Administration
	168-6050 Capital Project Services
	168-6060 LUT Operations & Maintenance
	170-6030 Public Land Corners
	172-6020 Current Planning
	174-6020 Building Services
	216-6030 County Surveyor
	168-6045

5.	Is this Org Unit internally-facing? *
	○ Yes
	○ No
6.	How many FTE positions are currently funded within this Org Unit in FY 22-23 ? *
	0
	The value must be a number
7.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your base budget ? *
	0
	The value must be a number
8.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 4% decision scenario? *
	0
	The value must be a number
9.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 7% decision scenario? *
	0
	The value must be a number
10.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 10% decision scenario? *
	0
	The value must be a number
11.	What is your current Materials and Services Budget for FY 22-23 ? *
	20818538

The value must be a number

	25620717
	The value must be a number
١.	What is your proposed Materials and Services Budget for FY 23-24 in your 4% decision scenario ?
	25620717
	The value must be a number
	What is your proposed Materials and Services Budget for FY 23-24 in your 7% decision scenario ? *
•	
١.	*
	* 25620717

Civil Rights

Ensuring equitable access to programs and services: accommodations, translation and interpretation

Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge.

Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of *vital* documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).

Internal org units, while not providing client services, may still need to provide language access, for example, via web site development, wayfinding in facilities.

What dollar amount of your FY 22-23 Materials and Services budget does your Org Unit currently allocate for accommodations, translation and interpretation? *
Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.
0
The value must be a number
Details/more information:
Please provide any information you wish regarding your answer to the question above.
This program has access to the LUT Administrative Services 168-6040 translation and interpretation services contract.
What dollar amount of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's FY2023-24 base budget ? *
Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
0
The value must be a number
What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 4% decision scenario of your proposed FY2023-24 budget? *
Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
0
The value must be a number
What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 7% decision scenario of your proposed FY2023-24 budget? *
Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
0
The value must be a number

What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 10% decision scenario of your proposed FY2023-24 budget? *
Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
0
The value must be a number
Details/more information:
Please provide any information you wish regarding your answer to the question above.
This is a special fund and not subject to the decision reduction scenarios. This fund is used for SDC/TDT Fee collection. Funds are transferred and allocated under other funds.
Do you have bilingual-required positions in your Org Unit?
Position where bilingual skills are <i>required</i> (as opposed to bilingual <i>preferred</i>).
Yes
○ No

Equitable Organizational Development

A diverse and inclusive workforce with representation from disproportionately burdened communities and information accessibility and quality of programs and services helps make our government more responsive to the community we serve. We also need to invest in our workforce's knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services can help build equity, diversity and inclusion best practices into all aspects of the organization.

Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Looking at your staff and leadership diversity can help you determine where you need to invest in staff diversity learning, recruitment, leadership development, skill development and retention efforts.

Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data.

24. Looking at your Equal Employment Opportunity and workforce diversity data, is the workforce of your organizational unit representative/reflective of the Washington County community? *	of
Yes	
○ No	
Unsure	
25. Looking at your Equal Employment Opportunity data and workforce diversity data, on what speci demographics can you focus attention in FY 23-24 so that your workforce becomes more representative of the communities you serve, especially the communities experiencing the moinequitable outcomes? *	
Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (out and make bullet list	
 EEO data OEICE-provided workforce diversity data by department Your outcomes data (Include data sources such as program, community, population, and research data. Data may b quantitative (numeric) or qualitative (descriptive). 	е
Hispanic or Latina/o/x of any race	
Black/African American	
American Indian or Alaska Native	
Asian	
Native Hawaiian or Pacific Islander	
✓ Two or more races	
White	
26. Looking at your Equal Employment Opportunity and workforce diversity data, is the leadership of your organizational unit representative/reflective of the Washington County community? *	of
Yes	
○ No	
Unsure	

27.	Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your leadership becomes more representative of the communities you serve, especially the communities experiencing the most inequitable outcomes? *
	Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list
	 EEO data OEICE-provided workforce diversity data by department Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).
	Hispanic or Latina/o/x of any race
	Black/African American
	American Indian or Alaska Native
	Asian
	Native Hawaiian or Pacific Islander
	Two or more races
	White
28.	Beyond direct service delivery, what dollar amount of your Materials and Services budget is currently allocated in FY 22-23 to culturally specific, diversity, inclusion and equity-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
29.	Details/more information:
	Please provide any information you wish regarding your answer to the question above.

30.	Beyond direct service delivery, what dollar amount of your Materials and Services in your FY2023-24 base budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
31.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
32.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
33.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number

34. Details/more information:

Please provide any information you wish regarding your answer to the question above.

This is a special fund and not subject to the decision reduction scenarios. This fund is used for SDC/TDT Fee collection. Funds are transferred and allocated under other funds.

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

35. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

N/A. This fund is used for SDC/TDT Fee collection. Funds are transferred and allocated under other funds.

36. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

N/A. This fund is used for SDC/TDT Fee collection. Funds are transferred and allocated under other funds.

View results

Respondent

44 Anonymous

06:12

Time to comp**l**ete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

- 1. Client Civil Rights
- 2. Equity Data
- 3. Community Engagement
- 4. Equitable Services, and
- 5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

- 1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
- 2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible,** with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
- 3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
- 4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
- 6. All submissions must be made using the Budget Equity Tool Microsoft Form.
- 7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1.	Nam	ne: *
	Mic	chelle Morato
2.	Role	/ Position Title: *
	Ма	nagement Analyst II
3.	Wha	it is your department? *
	LU	T Administration
4.	Plea	se select your Budget Operating Area from the dropdown menu. *
		General Government
		Public Safety and Justice
		Land Use and Transportation
		Housing, Health and Human Services
		Culture, Education and Recreation
		Transportation
		Service Districts
		Facilities and Technology
		Risk Management and Insurance
		Replacement and Reserve
		Debt Service
		Miscellaneous and Non-Departmental

5.	Land Use and Transportation Organizational Unit Number *
	100-6010 Long Range Planning.
	100-9610 Watermaster
	168-6030 Engineering/Surveying
	168-6040 LUT Administration
	168-6050 Capital Project Services
	168-6060 LUT Operations & Maintenance
	170-6030 Public Land Corners
	172-6020 Current Planning
	174-6020 Building Services
	216-6030 County Surveyor
	0 - Statewide Transportation Improvement Fund
	Is this Org Unit Community-facing? * Yes No How many FTE positions are currently funded within this Org Unit in FY 22-23? *
	0
	The value must be a number
8.	How many FTE positions are funded within this Org Unit in your FY 23-24 base budget ? *
	0
	The value must be a number
9.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 4% decision scenario? *
	0
	The value must be a number

10.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 7% decision scenario? *
	0
	The value must be a number
11.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 10% decision scenario? *
	0
	The value must be a number
12.	What is your current Materials and Services budget for FY 22-23 ? *
	3470262
	The value must be a number
13.	What is your Materials and Services budget in your base budget for FY 23-24? *
	5807805
	The value must be a number
14.	What is your proposed Materials and Services budget for FY 23-24 in your 4% decision scenario ?
	5807805
	The value must be a number
15.	What is your proposed Materials and Services budget for FY 23-24 in your 7% decision scenario ?
	5807805
	The value must be a number

	5807805
Т	ne value must be a number
	Client Civil Rights
	Ensuring equitable access to programs and services: accommodations, translation and interpretation
	Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge to the client.
	Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of <i>vital</i> documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).
. V	/hat percentage of the clients and/or communities you serve need interpretation, translation, or
a P	/hat percentage of the clients and/or communities you serve need interpretation, translation, or ccommodation services? * ease enter <i>percentage</i> only. If needed, further explanation can be provided in the next question. If you are unsure, ease enter 999.
a P	ease enter <i>percentage</i> only. If needed, further explanation can be provided in the next question. If you are unsure,
a P p	ease enter <i>percentage</i> only. If needed, further explanation can be provided in the next question. If you are unsure, ease enter 999.
a P p T	ease enter <i>percentage</i> only. If needed, further explanation can be provided in the next question. If you are unsure, ease enter 999.
a P P T T	ease enter percentage only. If needed, further explanation can be provided in the next question. If you are unsure, ease enter 999. 25 The value must be a number you are uncertain about the % of your population needing interpretation, translation, or accommodations, please briefly share how you estimate your budgetary allocations for these

16. What is your **proposed** Materials and Services budget for **FY 23-24 in your 10% decision**

scenario? *

	ease enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the Details/more information" question.
	0
Т	ne value must be a number
. [etails/more information:
Р	ease provide any information you wish regarding your answer to the question above.
	These costs are folded into our marketing budget and planning budgets without specific break out.
	/hat dollar amount of your Materials and Services budget is allocated for accommodations, anslation and interpretation in your Org Unit's FY2023-24 base budget ? *
	ease enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" uestion.
	1000
Τ	ne value must be a number
2. V a	The value must be a number I/hat dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 4% decision scenario of your proposed Y2023-24 budget? *
:. V a F P	hat dollar amount of your Org Unit's Materials and Services budget is allocated for commodations, translation and interpretation in the 4% decision scenario of your proposed
2. V a F	/hat dollar amount of your Org Unit's Materials and Services budget is allocated for ccommodations, translation and interpretation in the 4% decision scenario of your proposed Y2023-24 budget? * ease enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information"
2. W aa F P q	That dollar amount of your Org Unit's Materials and Services budget is allocated for ecommodations, translation and interpretation in the 4% decision scenario of your proposed Y2023-24 budget? * Lease enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" uestion.
2. W aa F P q T T 3. W aa	That dollar amount of your Org Unit's Materials and Services budget is allocated for ecommodations, translation and interpretation in the 4% decision scenario of your proposed Y2023-24 budget? * Lease enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" destion.
2. W aa F P q T T aa F P	That dollar amount of your Org Unit's Materials and Services budget is allocated for ecommodations, translation and interpretation in the 4% decision scenario of your proposed Y2023-24 budget? * ease enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" uestion. 1000 The value must be a number That dollar amount of your Org Unit's Materials and Services budget is allocated for ecommodations, translation and interpretation in the 7% decision scenario of your proposed

	accommodations, translation and interpretation in the 10% decision scenario of your proposed FY2023-24 budget? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	1000
	The value must be a number
25.	Details/more information:
	Please provide any information you wish regarding your answer to the question above.
	This is a special fund and not subject to the decision reduction scenarios
26.	Do you have bilingual-required positions in your Org Unit?
	Position where bilingual skills are <i>required</i> (as opposed to bilingual <i>preferred</i>).
	Yes
	○ No

24. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for

Equity Data

Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.

27. What data on client utilization, quality, and outcomes did you use to develop your **proposed** budget? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

This program supports public transportation by contracting with Ride Connection Inc., a non-profit service provider, that leverages multiple funding sources. The program is approved by the Board of Commissioners with input from the Washington County Transit Advisory Committee and the community.

Maintaining and enhancing existing services, as well as planning for new services in areas based on equity and growing ridership are the primary factors in developing the proposed yearly budget. Project budgets are built based on operating assistance (driver hours, vehicle miles, maintenance and general overhead) and include planning and community engagement.

28. What data disaggregated by race/ethnicity/language did you consider? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

A data-driven assessment of community characteristics informs the decision-making process by identifying where potential transit customers live and better serve population groups that have unique transportation needs. The assessment includes eight demographic factors (people of color, lower income households, limited English proficiency, older adults, youth, people with disabilities, limited vehicle access and lower wage jobs). Data from current riders and outcomes from previous year's experience are considered as the proposed budget is developed. Data from current riders and outcomes from previous year's experience are also considered as the proposed program budget is developed.

29. What racial inequities exist in access, quality, and outcomes of your services? *

Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services?

Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)?

Outcomes - do service recipients experience the desired service outcomes at the same rate?

Some demographic data is collected by Ride Connection Inc. as part of the annual onboard rider survey. Based on the 2022 survey current riders represent a higher proportion than the countywide average of older adults and person with disability, non-white and non-English speakers. The STIF funded services are available to all community members free of charge. STIF rules require funding is prioritized to reduce service fragmentation for lower-income households

30. How did consideration of this data drive your **proposed** allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *

Race is a consideration but not the singular element considered in the targeting of quality services to the client population.

Community Engagement

In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision-making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision-making.

The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is located at https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline

31. How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities in the development of your **proposed** budget? (Please specify the names of the individuals, organizations, or groups with which you consulted.) *

We consulted our Board-appointed County Transit Advisory Committee to inform our budget proposal and conducted outreach in Spanish and English. Members of the County committee reflect diverse perspectives including older adults, persons with disabilities and low-income and historically under-represented areas.

- 32. What did the communities most impacted by inequities tell you about their priorities and unmet needs? *
 - Lack of awareness of services, first/last mile connections, frequency, travel time and abundance of free parking are big barriers to transit use.
 - Need for new and better coordination with other transit services
 - More comfortable walks to transit stops and improved stop amenities (shelters, lighting, schedule information, benches and bike racks).
 - Connecting to other regional transit services as well as major regional, jobs and shopping centers like Portland and Hillsboro followed by coastal communities and recreational opportunities were identified as key destinations. Other noted destinations include Downtown Hillsboro, Tanasbourne, Beaverton, Forest Grove, Portland Community College campuses at Rock Creek and Willow Creek, Banks and North Hillsboro."
- 33. How did you incorporate that community feedback into your **proposed** budget? *

We prioritized forecasted revenue to increase transit service, access to transit and awareness and applied for discretionary grants to increase revenue for these priorities.

34. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in your FY2023-24 base budget**? *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

1000

The value must be a number

35. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget? *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

1000

The value must be a number

	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 7% decision scenario of your proposed FY2023-24 budget? *
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.
	1000
	The value must be a number
37.	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 10% decision scenario of your proposed FY2023-24 budget? *
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.
	"Details/more information" question.
38.	"Details/more information" question. 1000

Equitable Quality of Services

\$1,000 or cost to be borne by the contractor.

Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.

39. How are you investing in culturally specific services? *

This is not part of our budget - however our contractor provides multi-language travel training to build skills/abilities for transit use by immigrant and other culturally specific populations from which our program benefits.

40. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? *

A representative from Centro Cultural serves on our transit advisory committee and we coordinate outreach with the county's disability, aging and veteran services. Other members of the committee represent other services and we promote services to other community based organizations through Ride Connection.

	Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
42.	Details/more information:
	Please provide any information you wish regarding your answer to the question above.
	Ride Connection translates information about transit services on their website in Spanish. This cost is folded into their overa budget and not broken out separately. Our budget for marketing and outreach includes translation services that are not identified specifically.
43.	What dollar amount of your Org Unit's Materials and Services in your FY2023-24 base budget is allocated for culturally specific services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	1000
	The value must be a number
44.	<pre>proposed FY2023-24 budget is being allocated for culturally specific services? *</pre>
14.	·
14.	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information"
44.	proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.

	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	1000
	The value must be a number
7.	Details/more information:
	Please provide any information you wish regarding your answer to the question above.
	\$1,000 or cost to be borne by the contractor. Not subject to budget scenario effort
8.	Beyond culturally specific investments, how will you target resources in your proposed budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	We would seek to target those communities with marketing/advertising/service information.
	· · ·
	budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	immigrant and refugee communities experiencing inequities in access and quality of services? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information"
	budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question. The value must be a number What dollar amount of your Org Unit's Materials and Services is being allocated in the 4% decision scenario of your proposed FY2023-24 budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee

, ,	What dollar amount of your Org Unit's Materials and Services is being allocated in the 7% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *			
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			
	The value must be a number			
52.	What dollar amount of your Org Unit's Materials and Services is being allocated in the 10% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *			
52.	decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee			
52.	decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information"			

53. Details/more information:

Please provide any information you wish regarding your answer to the question above.

None focused with that degree of specificity, but should be accomplished by the contractor.

Equitable Organizational Development

Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization.

Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.

54.	you	king at your Equal Employment Opportunity and workforce diversity data, is the workforce of organizational unit representative/reflective of the communities you serve and the munities experiencing the most inequitable outcomes? *
		Yes
		No
		Unsure
55.	dem repr	king at your Equal Employment Opportunity data and workforce diversity data, on what specific nographics can you focus attention in FY 23-24 so that your workforce becomes more esentative of the communities you serve, especially the communities experiencing the most quitable outcomes? *
	work	I Employment Opportunity data specifically identifies which demographics may be underrepresented in your force as compared to the available workforce and the Washington County community. Include data sources such as ram, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull and make bullet list
	- OEI - You	O data CE-provided workforce diversity data by department outcomes data (Include data sources such as program, community, population, and research data. Data may be titative (numeric) or qualitative (descriptive)).
		Hispanic or Latina/o/x of any race
		Black/African American
		American Indian or Alaska Native
		Asian
		Native Hawaiian or Pacific Islander
		Two or more races
		White
56.	you	king at your Equal Employment Opportunity and workforce diversity data, is the leadership of organizational unit representative/reflective of the communities you serve and the immunities experiencing the most inequitable outcomes ? *
		Yes
		No
		Unsure

57.	Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your leadership becomes more representative of the communities you serve, especially the communities experiencing the most inequitable outcomes? *				
	Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list				
	 EEO data OEICE-provided workforce diversity data by department Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive)). 				
	Hispanic or Latina/o/x of any race				
	Black/African American				
	American Indian or Alaska Native				
	Asian				
	Native Hawaiian or Pacific Islander				
	Two or more races				
	White				
58.	Beyond direct service delivery, what dollar amount of your Materials and Services budget is currently allocated in FY 22-23 to culturally specific, diversity, inclusion and equity-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *				
	Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				
59.	Details/more information:				
	Please provide any information you wish regarding your answer to the question above.				
	This fund does not have a personnel budget				

60.	D. Beyond direct service delivery, what dollar amount of your Materials and Services in your FY2023-24 base budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				
61.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				
62.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				
63.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				

64. Details/more information:

Please provide any information you wish regarding your answer to the question above.

This fund does not have a personnel budget. Not subject to scenario allocation effort

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

65. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

The questions reaffirmed the value of providing transit services funded through STIF in meeting equity diversity and inclusion goals and objectives and that we could be working with Ride Connection to collect more data.

66. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

In addition to the training sessions, it could be helpful for us to have time to learn from each other about what tools the other org/units have found helpful and share our experiences and lessons learned

View results

Respondent

45 Anonymous

04:19
Time to complete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

- 1. Client Civil Rights
- 2. Equity Data
- 3. Community Engagement
- 4. Equitable Services, and
- 5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

- 1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
- 2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible,** with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
- 3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
- 4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
- 6. All submissions must be made using the Budget Equity Tool Microsoft Form.
- 7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1.	Nam	me: *		
	Mic	chelle Morato		
2.	Role	/ Position Title: *		
	Ма	nagement Analyst II		
3.	Wha	it is your department? *		
	LU	T Administration		
4.	Plea	se select your Budget Operating Area from the dropdown menu. *		
		General Government		
		Public Safety and Justice		
		Land Use and Transportation		
		Housing, Health and Human Services		
		Culture, Education and Recreation		
		Transportation		
		Service Districts		
		Facilities and Technology		
		Risk Management and Insurance		
		Replacement and Reserve		
		Debt Service		
		Miscellaneous and Non-Departmental		

5.	Land Use and Transportation Organizational Unit Number *
	100-6010 Long Range Planning.
	100-9610 Watermaster
	168-6030 Engineering/Surveying
	168-6040 LUT Administration
	168-6050 Capital Project Services
	168-6060 LUT Operations & Maintenance
	170-6030 Public Land Corners
	172-6020 Current Planning
	174-6020 Building Services
	216-6030 County Surveyor
	2-6075 Maintenance Local Improvement District
	Is this Org Unit Community-facing? * Yes No No How many FTE positions are currently funded within this Org Unit in FY 22-23? *
	0
	The value must be a number
8.	How many FTE positions are funded within this Org Unit in your FY 23-24 base budget ? *
	0
	The value must be a number
9.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 4% decision scenario? *
	0
	The value must be a number

10.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 7% decision scenario? *
	0
	The value must be a number
11.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 10% decision scenario? *
	0
	The value must be a number
12.	What is your current Materials and Services budget for FY 22-23 ? *
	0
	The value must be a number
13.	What is your Materials and Services budget in your base budget for FY 23-24 ? *
	1801
	The value must be a number
14.	What is your proposed Materials and Services budget for FY 23-24 in your 4% decision scenario ?
	1801
	The value must be a number
15.	What is your proposed Materials and Services budget for FY 23-24 in your 7% decision scenario ?
	1801
	The value must be a number

	1801
Th	ne value must be a number
	Client Civil Rights
	Ensuring equitable access to programs and services: accommodations, translation and interpretation
	Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge to the client.
	Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of <i>vital</i> documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).
	/hat percentage of the clients and/or communities you serve need interpretation, translation, or ccommodation services? *
	ease enter <i>percentage</i> only. If needed, further explanation can be provided in the next question. If you are unsure, ease enter 999.
Th	ne value must be a number
ac	you are uncertain about the % of your population needing interpretation, translation, or commodations, please briefly share how you estimate your budgetary allocations for these ervices:
	ease provide any information you wish regarding your answer to the question above.

We create an MLID for any new development adding County roads. We don't determine who receives our service. The

determination is made by new development. Budgeted through the Administrative Services budget

16. What is your **proposed** Materials and Services budget for **FY 23-24 in your 10% decision**

	What dollar amount of your FY 22-23 Materials and Services budget does your Org Unit currently allocate for accommodations, translation and interpretation? *		
	Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.		
	0		
	The value must be a number		
20.	Details/more information:		
	Please provide any information you wish regarding your answer to the question above.		
	None, as these costs are included in our Administrative Services budget 168-6040.		
	What dollar amount of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's FY2023-24 base budget ? *		
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.		
	0		
	The value must be a number		
	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 4% decision scenario of your proposed FY2023-24 budget? *		
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.		
	0		
	The value must be a number		
	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 7% decision scenario of your proposed FY2023-24 budget ? *		
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.		
	0		
	The value must be a number		

24.	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 10% decision scenario of your proposed FY2023-24 budget ? *		
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.		
	0		
	The value must be a number		
25.	Details/more information:		
	Please provide any information you wish regarding your answer to the question above.		
26.	Do you have bilingual-required positions in your Org Unit?		
	Position where bilingual skills are <i>required</i> (as opposed to bilingual <i>preferred</i>).		
	Yes		
	○ No		
	Equity Data		
	Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.		
27.	What data on client utilization, quality, and outcomes did you use to develop your proposed budget? *		
	Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).		
	Data is based on annual assessment to each active MLID and historical data on work services provided.		

28.	What data disaggregated by race/ethnicity/language did you consider? *
	Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).
	None, data is determined by development
29.	What racial inequities exist in access, quality, and outcomes of your services? *
	Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services? Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)?
	Outcomes - do service recipients experience the desired service outcomes at the same rate?
	Unknown as this program's work is determined by development.
30.	How did consideration of this data drive your proposed allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *
	N/A
	Community Engagement
	In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision-making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision-making.
	The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is located at https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline
31.	How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities in the development of your proposed budget? (Please specify the names of the individuals, organizations, or groups with which you consulted.) *
	N/A

32.	What did the communities most impacted by inequities tell you about their priorities and unmet needs? *			
	N/A			
33.	How did you incorporate that community feedback into your proposed budget? *			
	N/A			
34.	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in your FY2023-24 base budget ? *			
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			
	The value must be a number			
35.	. What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget? *			
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			
	The value must be a number			
36.	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 7% decision scenario of your proposed FY2023-24 budget? *			
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			
	The value must be a number			
37.	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 10% decision scenario of your proposed FY2023-24 budget? *			
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			
	The value must be a number			

38. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Administrative Services program 100-6040 budgets for Community Engagement Activities for this Fund. This is a special fund and not subject to the decision-reduction scenarios

Equitable Quality of Services

Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.

39. How are you investing in culturally specific services? *

Hiring a department-wide community outreach coordinator and equity policy coordinator to work with our Communications Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future.

40. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? *

We create an MLID for any new development adding County roads. We don't determine who receives our service. The determination is made by new development.

41. What **dollar amount** of your Org Unit's Materials and Services budget is **currently allocated** for culturally specific services? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

42. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Administrative Services program 100-6040 budgets for culturally specific services for this Fund. This is a special fund and not subject to the decision reduction scenarios

13.	What dollar amount of your Org Unit's Materials and Services in your FY2023-24 base budget is allocated for culturally specific services? *		
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.		
	0		
	The value must be a number		
4.	What dollar amount of your Org Unit's Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *		
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.		
	0		
	The value must be a number		
ļ5.	What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information"		
	question.		
	0		
	The value must be a number		
6.	What dollar amount of your Org Unit's Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.		
	0		
	The value must be a number		
7.	Details/more information:		
	Please provide any information you wish regarding your answer to the question above.		
	Administrative Services program 100-6040 budgets for culturally specific services for this Fund. This is a special fund and not subject to the decision reduction scenarios		

48.	Beyond culturally specific investments, how will you target resources in your proposed budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Communications Team staff hopes to incorporate plain language updates and improve language access to key webpages and documents and facilitate translation and interpretation services.
49.	What dollar amount of your Org Unit's Materials and Services is allocated in your FY2023-24 base budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
50.	What dollar amount of your Org Unit's Materials and Services is being allocated in the 4% decision scenario of your proposed FY2023-24 budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
51.	What dollar amount of your Org Unit's Materials and Services is being allocated in the 7% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

52.	What dollar amount of your Org Unit's Materials and Services is being allocated in the 10% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
53.	Details/more information:
	Please provide any information you wish regarding your answer to the question above.
	Administrative Services program 100-6040 budgets for culturally specific services for this Fund. This is a special fund and not subject to the decision reduction scenarios
	Equitable Organizational Development Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization. Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.
	Looking at your Equal Employment Opportunity and workforce diversity data, is the workforce of your organizational unit representative/reflective of the communities you serve and the communities experiencing the most inequitable outcomes ? *
	Yes
	O No
	Unsure

55.	dem repr	king at your Equal Employment Opportunity data and workforce diversity data, on what specific nographics can you focus attention in FY 23-24 so that your workforce becomes more esentative of the communities you serve, especially the communities experiencing the most quitable outcomes? *
	work prog	I Employment Opportunity data specifically identifies which demographics may be underrepresented in your force as compared to the available workforce and the Washington County community. Include data sources such as ram, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull and make bullet list
	- OEI - You	O data CE-provided workforce diversity data by department Ir outcomes data (Include data sources such as program, community, population, and research data. Data may be titative (numeric) or qualitative (descriptive)).
		Hispanic or Latina/o/x of any race
		Black/African American
		American Indian or Alaska Native
		Asian
		Native Hawaiian or Pacific Islander
		Two or more races
		White
56.	you	king at your Equal Employment Opportunity and workforce diversity data, is the leadership of rorganizational unit representative/reflective of the communities you serve and the munities experiencing the most inequitable outcomes? *
		Yes
		No

Unsure

57.	Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your leadership becomes more representative of the communities you serve, especially the communities experiencing the most inequitable outcomes? *
	Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list
	 EEO data OEICE-provided workforce diversity data by department Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive)).
	Hispanic or Latina/o/x of any race
	Black/African American
	American Indian or Alaska Native
	Asian
	Native Hawaiian or Pacific Islander
	Two or more races
	White
58.	Beyond direct service delivery, what dollar amount of your Materials and Services budget is currently allocated in FY 22-23 to culturally specific, diversity, inclusion and equity-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? * Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
59.	Details/more information:
	Please provide any information you wish regarding your answer to the question above.

60.	Beyond direct service delivery, what dollar amount of your Materials and Services in your FY2023-24 base budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
61.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
62.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
63.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number

	Process Evaluation
	Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.
	at did your Department/Org Unit accomplish by using this tool? What did you learn about equity ne process of building your proposed budget? *
	nas become apparent that we have limited data; yet we don't decide who our community members are for this program. It is termined by development.
	at does your Department/Org Unit recommend for improving the Budget Equity Tool for future lget processes? *
No	othing to add

View results

Respondent

46 Anonymous

05:47
Time to complete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

- 1. Client Civil Rights
- 2. Equity Data
- 3. Community Engagement
- 4. Equitable Services, and
- 5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

- 1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
- 2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible,** with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
- 3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
- 4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
- 6. All submissions must be made using the Budget Equity Tool Microsoft Form.
- 7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1.	Nam	ne: *
	Mic	chelle Morato
2.	Role	· / Position Title: *
	Ма	nagement Analyst II
3.	Wha	at is your department? *
	LU	T Administration
4.	Plea	se select your Budget Operating Area from the dropdown menu. *
		General Government
		Public Safety and Justice
		Land Use and Transportation
		Housing, Health and Human Services
		Culture, Education and Recreation
		Transportation
		Service Districts
		Facilities and Technology
		Risk Management and Insurance
		Replacement and Reserve
		Debt Service
		Miscellaneous and Non-Departmental

5.	Land Use and Transportation Organizational Unit Number *
	100-6010 Long Range Planning.
	100-9610 Watermaster
	168-6030 Engineering/Surveying
	168-6040 LUT Administration
	168-6050 Capital Project Services
	168-6060 LUT Operations & Maintenance
	170-6030 Public Land Corners
	172-6020 Current Planning
	174-6020 Building Services
	216-6030 County Surveyor
	4-6080 Urban Road Maintenance Service District
6.	Is this Org Unit Community-facing? * Yes
	No No
	NO NO
7.	How many FTE positions are currently funded within this Org Unit in FY 22-23 ? *
	0
	The value must be a number
8.	How many FTE positions are funded within this Org Unit in your FY 23-24 base budget ? *
	0
	The value must be a number
9.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 4% decision scenario? *
	0
	The value must be a number

	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 7% decision scenario? *
	0
	The value must be a number
	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 10% decision scenario? *
	0
	The value must be a number
2.	What is your current Materials and Services budget for FY 22-23 ? *
	8126367
,	The value must be a number
3.	What is your Materials and Services budget in your base budget for FY 23-24 ? *
	The value must be a number
	The value must be a number
4.	What is your proposed Materials and Services budget for FY 23-24 in your 4% decision scenario ?
	10739924
	The value must be a number
	What is your proposed Materials and Services budget for FY 23-24 in your 7% decision scenario ?
	10739924

The val	ue must be a number
C	lient Civil Rights
En	suring equitable access to programs and services: accommodations, translation and interpretation
ba sp	ir communities are entitled to equitable access to our County programs and services, and we must eliminate rriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or eak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, nslation and interpretation services at no charge to the client.
the	partments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to e public, which includes proactive translation of <i>vital</i> documents into languages spoken by over 1,000 or 5% hichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are ailable to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).
	percentage of the clients and/or communities you serve need interpretation, translation, or imodation services? *
	enter <i>percentage</i> only. If needed, further explanation can be provided in the next question. If you are unsure, enter 999.
25	
The val	ue must be a number
-	are uncertain about the % of your population needing interpretation, translation, or modations, please briefly share how you estimate your budgetary allocations for these

16. What is your proposed Materials and Services budget for FY 23-24 in your 10% decision

scenario? *

10739924

We work with community members providing Community Service who often require translation or interpretation services. One of our Community Service Monitors is bilingual and uses Spanish almost daily.

We do not have accurate information on this need. Based on demographic profiles of our county (nearly 25% report speaking a language other than English at home), we are certain that there are members of equity priority communities that may be in

Please provide any information you wish regarding your answer to the question above.

need of translation/interpretation that we are not currently reaching or serving.

19.	What dollar amount of your FY 22-23 Materials and Services budget does your Org Unit currently allocate for accommodations, translation and interpretation? *				
	Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				
20.	Details/more information:				
	Please provide any information you wish regarding your answer to the question above.				
	This program has access to the Operations and Maintenance program 168-6060 translation and interpretation services contract.				
	What dollar amount of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's FY2023-24 base budget ? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				
22.	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 4% decision scenario of your proposed FY2023-24 budget? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				
23.	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 7% decision scenario of your proposed FY2023-24 budget ? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				

24.	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 10% decision scenario of your proposed FY2023-24 budget? *			
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			
	The value must be a number			
25.	Details/more information:			
	Please provide any information you wish regarding your answer to the question above.			
	This program has access to the Operations and Maintenance program 168-6060 translation and interpretation services contract.			
26.	Do you have bilingual-required positions in your Org Unit?			
	Position where bilingual skills are <i>required</i> (as opposed to bilingual <i>preferred</i>).			
	Yes			
	O No			

Equity Data

Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.

27. What data on client utilization, quality, and outcomes did you use to develop your **proposed** budget? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

Client utilization data (requests for service) is used to plan future budgets. Quality and outcomes data is limited and not currently used to develop the budget. Transportation infrastructure is generally maintained using a condition-based approach. We prioritize our work based on the Board-adopted Road Maintenance Priority Matrix, which tends to give preference to more heavily-used roads which serve the greatest number of people.

28.	8. What data disaggregated by race/ethnicity/language did you consider? *		
	Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).		

None			

29. What racial inequities exist in access, quality, and outcomes of your services? *

Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services?

Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)?

Outcomes - do service recipients experience the desired service outcomes at the same rate?

As additional 2020 Census data is available, we will do more community demographic analysis to look for potential inequities in our communities.

30. How did consideration of this data drive your **proposed** allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *

We anticipate using more equity-focused evaluation criteria to allocate funding for future URMD-funded pedestrian and biking improvement projects.

Community Engagement

In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision—making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision—making.

The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is located at https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline

31. How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities in the development of your **proposed** budget? (Please specify the names of the individuals, organizations, or groups with which you consulted.) *

Community input is a consideration in the funding allocation process for URMD-funded pedestrian and biking improvement projects.

	Community input often includes request for more sidewalks and pedestrian crossings, bike lanes, street lighting, and access t transit.
	How did you incorporate that community feedback into your proposed budget? *
	"Departmentwide equity-focused positions in Administrative Services.
	Community input informs budget priorities as well as actual spending of funds earmarked to complete service requests throughout the year. "
	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in your FY2023-24 base budget? *
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
,	The value must be a number What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget ? * Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the
, ,	The value must be a number What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget ? * Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.
1	The value must be a number What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget ? * Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.
· · · · · · · · · · · · · · · · · · ·	The value must be a number What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question. O The value must be a number What dollar amount of your Org Unit's Materials and Services is allocated to community
	The value must be a number What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question. O The value must be a number What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 7% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the

37.	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 10% decision scenario of your proposed FY2023-24 budget ? * Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.				
38.	0				
	The value must be a number				
	Details/more information:				
	Please provide any information you wish regarding your answer to the question above.				
	Departmentwide equity-focused positions in Administrative Services. Community input informs budget priorities as well as actual spending of funds earmarked to complete service requests throughout the year. This is a special fund and not subject to the decision reduction scenarios.				
	Equitable Quality of Services Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.				
39.	How are you investing in culturally specific services? * Hiring a department-wide community outreach coordinator and equity policy coordinator to work with our Communications				
	Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future.				
40.	Which community-based organizations are you contracting with for the design/delivery of culturally specific services? *				
	None at this time				
41.	What dollar amount of your Org Unit's Materials and Services budget is currently allocated for culturally specific services? *				
	Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				

42.	Details/more information:
	Please provide any information you wish regarding your answer to the question above.
	None at this time
43.	What dollar amount of your Org Unit's Materials and Services in your FY2023-24 base budget is allocated for culturally specific services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
44.	What dollar amount of your Org Unit's Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
45.	What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
46.	What dollar amount of your Org Unit's Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number

47.	Details/more information:
	Please provide any information you wish regarding your answer to the question above.
48.	Beyond culturally specific investments, how will you target resources in your proposed budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	We will continue to focus more attention and effort on the consideration of equity in all of our ongoing work with the goal of improving outcomes for equity communities of concern.
	We are working with the Communications Team staff as they incorporate plain language updates and improve language access to project webpages and documents and facilitate translation and interpretation services.
49.	What dollar amount of your Org Unit's Materials and Services is allocated in your FY2023-24 base budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
50.	What dollar amount of your Org Unit's Materials and Services is being allocated in the 4% decision scenario of your proposed FY2023-24 budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
51.	What dollar amount of your Org Unit's Materials and Services is being allocated in the 7% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0

The value must be a number

52.	What dollar amount of your Org Unit's Materials and Services is being allocated in the 10% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *					
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.					
	0					
	The value must be a number					
53.	Details/more information:					
	Please provide any information you wish regarding your answer to the question above.					
	Equitable Organizational Development					
	Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization.					
	Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.					
54.	Looking at your Equal Employment Opportunity and workforce diversity data, is the workforce of your organizational unit representative/reflective of the communities you serve and the communities experiencing the most inequitable outcomes ? *					
	Yes					
	○ No					
	Unsure					

55.	den repr	king at your Equal Employment Opportunity data and workforce diversity data, on what specific nographics can you focus attention in FY 23-24 so that your workforce becomes more resentative of the communities you serve, especially the communities experiencing the most quitable outcomes? *
	work prog	I Employment Opportunity data specifically identifies which demographics may be underrepresented in your force as compared to the available workforce and the Washington County community. Include data sources such as ram, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull and make bullet list
	- OEI - You	O data CE-provided workforce diversity data by department Ir outcomes data (Include data sources such as program, community, population, and research data. Data may be Ititative (numeric) or qualitative (descriptive)).
		Hispanic or Latina/o/x of any race
		Black/African American
		American Indian or Alaska Native
		Asian
		Native Hawaiian or Pacific Islander
		Two or more races
		White
56.	you	king at your Equal Employment Opportunity and workforce diversity data, is the leadership of r organizational unit representative/reflective of the communities you serve and the munities experiencing the most inequitable outcomes? *
		Yes
		No

Unsure

57.	Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your leadership becomes more representative of the communities you serve, especially the communities experiencing the most inequitable outcomes ? *
	Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list
	 - EEO data - OEICE-provided workforce diversity data by department - Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive)).
	Hispanic or Latina/o/x of any race
	Black/African American
	American Indian or Alaska Native
	Asian
	Native Hawaiian or Pacific Islander
	Two or more races
	White
58.	Beyond direct service delivery, what dollar amount of your Materials and Services budget is currently allocated in FY 22-23 to culturally specific, diversity, inclusion and equity-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number

59. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Trainings and professional development costs are allocated under the 168-6060 Operations and Maintenance program.

60.	Beyond direct service delivery, what dollar amount of your Materials and Services in your FY2023-24 base budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *								
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.								
	0								
	The value must be a number								
61.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *								
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.								
	0								
	The value must be a number								
62.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *								
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.								
	0								
	The value must be a number								
63.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *								
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.								
	0								
	The value must be a number								

64. Details/more informatio	n:
-----------------------------	----

Please provide any information you wish regarding your answer to the question above.

N/A			

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

65. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

We realize that we have limited data and that few resources are directed specifically to equity priority communities. We learned that we can do more to engage the people that we serve so that everyone has access to our services and is able to understand the information we provide relating to our projects.

66. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

Data consolidation opportunities for a single tab with filters and friendly column alignment so everything can fit on one screen without having to scroll for easier data entry. Perhaps pre-populate data using inputs from the previous year to allow for easier adjustments with new year updates. Another consideration would be to keep question numbers the same for easier comparison year over year, and/or having historical data captured in a column to the right for easy reference, etc.

View results

Respondent

47 Anonymous

05:04
Time to complete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

- 1. Client Civil Rights
- 2. Equity Data
- 3. Community Engagement
- 4. Equitable Services, and
- 5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

- 1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
- 2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible,** with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
- 3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
- 4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
- 6. All submissions must be made using the Budget Equity Tool Microsoft Form.
- 7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1.	Nam	ne: *
	Mic	chelle Morato
2.	Role	/ Position Title: *
	Ма	nagement Analyst II
3.	Wha	it is your department? *
	LU	T Administration
4.	Plea	se select your Budget Operating Area from the dropdown menu. *
		General Government
		Public Safety and Justice
		Land Use and Transportation
		Housing, Health and Human Services
		Culture, Education and Recreation
		Transportation
		Service Districts
		Facilities and Technology
		Risk Management and Insurance
		Replacement and Reserve
		Debt Service
		Miscellaneous and Non-Departmental

5.	Land Use and Transportation Organizational Unit Number *
	100-6010 Long Range Planning.
	100-9610 Watermaster
	168-6030 Engineering/Surveying
	168-6040 LUT Administration
	168-6050 Capital Project Services
	168-6060 LUT Operations & Maintenance
	170-6030 Public Land Corners
	172-6020 Current Planning
	174-6020 Building Services
	216-6030 County Surveyor
	!15-6085 - North Bethany County Service District
	Is this Org Unit Community-facing? * Yes No How many FTE positions are currently funded within this Org Unit in FY 22-23? *
	0
	The value must be a number
8.	How many FTE positions are funded within this Org Unit in your FY 23-24 base budget ? *
	0
	The value must be a number
9.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 4% decision scenario? *
	0
	The value must be a number

	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 7% decision scenario? *
	0
7	The value must be a number
	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 10% decision scenario? *
	0
7	he value must be a number
2. \	What is your current Materials and Services budget for FY 22-23 ? *
	18034168
٦	he value must be a number
3. \	What is your Materials and Services budget in your base budget for FY 23-24 ? *
	18275859
٦	he value must be a number
4. \ ,	What is your proposed Materials and Services budget for FY 23-24 in your 4% decision scenario ?
	18275859
٦	The value must be a number
5. \ ,	What is your proposed Materials and Services budget for FY 23-24 in your 7% decision scenario ?
	18275859
٦	he value must be a number

	The value must be a number
	Client Civil Rights
	Ensuring equitable access to programs and services: accommodations, translation and interpretation
	Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge to the client.
	Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of <i>vital</i> documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).
17.	. What percentage of the clients and/or communities you serve need interpretation, translation, or accommodation services? *
	Please enter <i>percentage</i> only. If needed, further explanation can be provided in the next question. If you are unsure, please enter 999.
	25
	The value must be a number
18.	. If you are uncertain about the % of your population needing interpretation, translation, or accommodations, please briefly share how you estimate your budgetary allocations for these services:
	Please provide any information you wish regarding your answer to the question above.
	This would be consistent with demographic data for all people that live and work in Washington County. This program has

access to the LUT Administrative Services translation and interpretation services contract. Allocations are not set in this fund for

16. What is your **proposed** Materials and Services budget for **FY 23-24 in your 10% decision**

scenario? *

18275859

these services.

	allocate for accommodations, translation and interpretation? * Please enter dollar amount based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
١.	Details/more information:
	Please provide any information you wish regarding your answer to the question above.
	This program has access to the LUT Administrative Services translation and interpretation services contract. Allocations are not set in this fund for these services.
	What dollar amount of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's FY2023-24 base budget ? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 4% decision scenario of your proposed FY2023-24 budget? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 7% decision scenario of your proposed FY2023-24 budget? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number

24.	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 10% decision scenario of your proposed FY2023-24 budget ? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
25.	Details/more information:
	Please provide any information you wish regarding your answer to the question above.
	This is a special fund and not subject to the decision reduction scenarios
26.	Do you have bilingual-required positions in your Org Unit?
	Position where bilingual skills are <i>required</i> (as opposed to bilingual <i>preferred</i>).
	Yes
	○ No

Equity Data

Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.

27. What data on client utilization, quality, and outcomes did you use to develop your **proposed** budget? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

This program supports construction of a defined list of capital improvement projects for roads in the North Bethany area. Annual project expenditures are recommended by the North Bethany County Service District for Roads (NBCSDR) Budget Committee and approved by the Board of Commissioners. Community input is a consideration in the annual funding allocation process.

_	, ,	_	,			_	_	,		
Include data source	es su	ch as pro	gram,	community	, popu	ılatic	n, and	research data.	Data may be quantitative (numeric) or	
qualitative (descrip	tive).									

None			
None			

29. What racial inequities exist in access, quality, and outcomes of your services? *

28. What data disaggregated by race/ethnicity/language did you consider? *

Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services?

Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)?

Outcomes - do service recipients experience the desired service outcomes at the same rate?

None are known at this time. This program supports construction of a defined list of capital improvement projects for roads in the North Bethany area.

As additional 2020 Census data is available, we will do more community demographic analysis to look for potential racial inequities in our communities.

30. How did consideration of this data drive your **proposed** allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *

No changes are anticipated. This program supports construction of a defined list of capital improvement projects for roads in the North Bethany area.

Community Engagement

In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision-making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision-making.

The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is located at https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline

31. How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities in the development of your **proposed** budget? (Please specify the names of the individuals, organizations, or groups with which you consulted.) *

County budget town hall. Community input is a consideration in the annual funding allocation process.

Limited input from these communities tells us that we are not reaching and/or engaging with them effectively.
Community input often includes request for more sidewalks and pedestrian crossings, bike lanes, street lighting, and improvaccess to transit.
How did you incorporate that community feedback into your proposed budget? *
Community input informs budget allocations each year.
What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in your FY2023-24 base budget ? *
Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.
0
The value must be a number
What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget ? * Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.
0
The value must be a number
What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 7% decision scenario of your proposed FY2023-24 budget? *
Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

37. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement in the 10% decision scenario of your proposed FY2023-24 budget? *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

38. Details/more information:

Please provide any information you wish regarding your answer to the question above.

This is a special fund and not subject to the decision reduction scenarios

Equitable Quality of Services

Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.

39. How are you investing in culturally specific services? *

Hiring a department-wide community outreach coordinator and equity policy coordinator to work with our Communications Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future.

40. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? *

None at this time; Hiring a department-wide community outreach coordinator and equity policy coordinator to work with our Communications Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future.

	Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the
	"Details/more information" question.
	0
	The value must be a number
12.	Details/more information:
	Please provide any information you wish regarding your answer to the question above.
	None at this time; Hiring a department-wide community outreach coordinator and equity policy coordinator to work with o Communications Team and our divisions, will better position the department to develop and advance a strategy to reach arbuild relationships with historically excluded or marginalized communities. This should lead to more culturally-specific service being provided in the future.
13.	What dollar amount of your Org Unit's Materials and Services in your FY2023-24 base budget is allocated for culturally specific services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
14.	What dollar amount of your Org Unit's Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
45.	What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.

	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
47.	Details/more information:
	Please provide any information you wish regarding your answer to the question above.
	This is a special fund and not subject to the decision reduction scenarios
48.	Beyond culturally specific investments, how will you target resources in your proposed budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	We will continue to focus more attention and effort on the consideration of equity in all of our ongoing work with the goal improving outcomes for equity communities of concern.
	We are working with the Communications Team staff as they incorporate plain language updates and improve language at to project webpages and documents and facilitate translation and interpretation services.
19.	What dollar amount of your Org Unit's Materials and Services is allocated in your FY2023-24 bas budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
	. What dollar amount of your Org Unit's Materials and Services is being allocated in the 4% decision scenario of your proposed FY2023-24 budget to improve outcomes for Black,
50.	Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
50.	Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee

51.	What dollar amount of your Org Unit's Materials and Services is being allocated in the 7% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
52.	What dollar amount of your Org Unit's Materials and Services is being allocated in the 10% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
53.	Details/more information:

Please provide any information you wish regarding your answer to the question above.

This is a special fund and not subject to the decision reduction scenarios

Equitable Organizational Development

Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization.

Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.

you	oking at your Equal Employment Opportunity and workforce diversity data, is the workforce of ur organizational unit representative/reflective of the communities you serve and the mmunities experiencing the most inequitable outcomes? *
	Yes
	No
	Unsure
dei rep	oking at your Equal Employment Opportunity data and workforce diversity data, on what specific mographics can you focus attention in FY 23-24 so that your workforce becomes more presentative of the communities you serve, especially the communities experiencing the most equitable outcomes? *
wor	ial Employment Opportunity data specifically identifies which demographics may be underrepresented in your kforce as compared to the available workforce and the Washington County community. Include data sources such as gram, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pu and make bullet list
- O - Yo	EO data EICE-provided workforce diversity data by department our outcomes data (Include data sources such as program, community, population, and research data. Data may be antitative (numeric) or qualitative (descriptive)).
	Hispanic or Latina/o/x of any race
	Black/African American
	American Indian or Alaska Native
	Asian
	Native Hawaiian or Pacific Islander
	Two or more races
	White

	Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your leadership becomes more representative of the communities you serve, especially the communities experiencing the most inequitable outcomes? *
	Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list
	 EEO data OEICE-provided workforce diversity data by department Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive)).
	Hispanic or Latina/o/x of any race
	Black/African American
	American Indian or Alaska Native
	Asian
	Native Hawaiian or Pacific Islander
	Two or more races
	White
	Beyond direct service delivery, what dollar amount of your Materials and Services budget is currently allocated in FY 22-23 to culturally specific, diversity, inclusion and equity-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? * Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
59.	Details/more information:
	Please provide any information you wish regarding your answer to the question above.

60.	Beyond direct service delivery, what dollar amount of your Materials and Services in your FY2023-24 base budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
61.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
62.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
63.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number

64.	Details/more information:
	Please provide any information you wish regarding your answer to the question above.

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

65. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

We realize that we have limited data and that few resources are directed specifically to equity priority communities. We learned that we can do more to engage the people that we serve so that everyone has access to our services and is able to understand the information we provide relating to our projects.

66. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

The budget takes so much attention and focus. Doing the equity work at a different time of year could be more effective.

View results

Respondent

49 Anonymous

07:24
Time to complete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

- 1. Client Civil Rights
- 2. Equity Data
- 3. Community Engagement
- 4. Equitable Services, and
- 5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

- 1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
- 2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible,** with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
- 3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
- 4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
- 6. All submissions must be made using the Budget Equity Tool Microsoft Form.
- 7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1.	Nam	ne: *
	Mic	chelle Morato
2.	Role	· / Position Title: *
	Ма	nagement Analyst II
3.	Wha	at is your department? *
	LU	T Administration
4.	Plea	se select your Budget Operating Area from the dropdown menu. *
		General Government
		Public Safety and Justice
		Land Use and Transportation
		Housing, Health and Human Services
		Culture, Education and Recreation
		Transportation
		Service Districts
		Facilities and Technology
		Risk Management and Insurance
		Replacement and Reserve
		Debt Service
		Miscellaneous and Non-Departmental

5.	Land Use and Transportation Organizational Unit Number *
	100-6010 Long Range Planning.
	100-9610 Watermaster
	168-6030 Engineering/Surveying
	168-6040 LUT Administration
	168-6050 Capital Project Services
	168-6060 LUT Operations & Maintenance
	170-6030 Public Land Corners
	172-6020 Current Planning
	174-6020 Building Services
	216-6030 County Surveyor
	362-6065 MSTIP 3
	Is this Org Unit Community-facing? * Yes No No How many FTE positions are currently funded within this Org Unit in FY 22-23? *
	0
	The value must be a number
8.	How many FTE positions are funded within this Org Unit in your FY 23-24 base budget ? *
	0
	The value must be a number
9.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 4% decision scenario? *
	0
	The value must be a number

0.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 7% decision scenario? *
	0
	The value must be a number
11.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 10% decision scenario? *
	0
	The value must be a number
2.	What is your current Materials and Services budget for FY 22-23 ? *
	155848218
	The value must be a number
3.	What is your Materials and Services budget in your base budget for FY 23-24 ? *
	147529299
	The value must be a number
14.	What is your proposed Materials and Services budget for FY 23-24 in your 4% decision scenario ? *
	147529299
	The value must be a number
5.	What is your proposed Materials and Services budget for FY 23-24 in your 7% decision scenario ?
	147529299

Th	ne value must be a number
	Client Civil Rights
	Ensuring equitable access to programs and services: accommodations, translation and interpretation
	Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge to the client.
	Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of <i>vital</i> documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).
ac Ple	That percentage of the clients and/or communities you serve need interpretation, translation, or ecommodation services? * ease enter <i>percentage</i> only. If needed, further explanation can be provided in the next question. If you are unsure, ease enter 999.
i	
Th	ne value must be a number
ac	you are uncertain about the % of your population needing interpretation, translation, or commodations, please briefly share how you estimate your budgetary allocations for these ervices:
Ple	ease provide any information you wish regarding your answer to the question above.
(Based on demographic profiles of our county (nearly 25% report speaking a language other than English at home), we are certain that there are members of equity priority communities that may be in need of translation/interpretation that we are not currently reaching or serving. Translation and interpretation costs are rolled into the project expenditures where they are included in Public Notices and in costs for Open Houses and community outreach events as a professional service.

16. What is your **proposed** Materials and Services budget for **FY 23-24 in your 10% decision**

scenario? *

147529299

19.	What dollar amount of your FY 22-23 Materials and Services budget does your Org Unit currently allocate for accommodations, translation and interpretation? *		
	Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.		
	2000		
	The value must be a number		
20.	Details/more information:		
	Please provide any information you wish regarding your answer to the question above.		
	\$2,000. Translation and interpretation costs are rolled into the project expenditures where they are included in Public Notices and in costs for Open Houses and community outreach events as a professional service.		
21.	What dollar amount of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's FY2023-24 base budget ? *		
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.		
	2000		
	The value must be a number		
22.	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 4% decision scenario of your proposed FY2023-24 budget? *		
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.		
	1000		
	The value must be a number		
23.	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 7% decision scenario of your proposed FY2023-24 budget? *		
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.		
	1000		

24.	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 10% decision scenario of your proposed FY2023-24 budget ? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	1000				
	The value must be a number				
25.	Details/more information:				
	Please provide any information you wish regarding your answer to the question above.				
26.	Do you have bilingual-required positions in your Org Unit?				
	Position where bilingual skills are <i>required</i> (as opposed to bilingual <i>preferred</i>).				
	Yes				
	○ No				

Equity Data

Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.

27. What data on client utilization, quality, and outcomes did you use to develop your **proposed** budget? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

This fund delivers projects on major streets to improve road safety and capacity, including walking and biking. Our project budgets are built based on cost of design, right-of-way, and construction and include funding for open houses and community engagement. We have developed an Equity Framework for Community Engagement, an equity-focused mapping tool, and are developing more equity-focused criteria to help guide future funding allocations. We have included OEICE and Espousal Strategies in our project selection process.

28. What data disaggregated by race/ethnicity/language did you consider? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

None for projects currently in the project delivery process. We have developed an Equity Framework and an equity-focused mapping tool, and are developing more equity-focused evaluation criteria for Community Engagement to help guide future funding allocations.

29. What racial inequities exist in access, quality, and outcomes of your services? *

Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services?

Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)?

Outcomes - do service recipients experience the desired service outcomes at the same rate?

While not directly racial, we believe language access remains a potential barrier to accessing our public-facing services, as well as knowing who to call for what service. Translation and interpretation services are provided when requested.

As additional 2020 Census data is available, we will do more community demographic analysis to look for potential inequities in our communities.

30. How did consideration of this data drive your **proposed** allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *

We anticipate spending more on language assistance and making it easier for people to get information about our projects and easier for the public to reach out to the County when they need our services. In addition, future MSTIP projects will be selected with the benefit of the MSTIP Equity Framework for Community Engagement, an equity-focused mapping tool and more equity-focused evaluation criteria.

Community Engagement

In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision—making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision—making.

The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is located at https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline

31.	How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific	Islander,	and immigr	ant and
	refugee communities in the development of your proposed budget?	(Please	specify the	names of
	the individuals, organizations, or groups with which you consulted.) *			

We are developing an Equity Framework for Community Engagement, an equity-focused mapping tools, and are developing more equity-focused criteria to help guide future funding allocations. These efforts are done at the Department level.

32. What did the communities most impacted by inequities tell you about their priorities and unmet needs? *

Limited input from these communities tells us that we are not reaching and/or engaging with them effectively.

Community input, including recent CBO-led focus groups, included request for more sidewalks and pedestrian crossings, bike lanes, street lighting, and improved access to transit.

33. How did you incorporate that community feedback into your **proposed** budget? *

Limited input from these communities tells us that we are not reaching and/or engaging with them effectively.

Community input, including recent CBO-led focus groups, included request for more sidewalks and pedestrian crossings, bike lanes, street lighting, and improved access to transit.

34. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement in your FY2023-24 base budget? *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

2600

The value must be a number

35. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget? *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

2600

The value must be a number

36. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement in the 7% decision scenario of your proposed FY2023-24 budget? *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

2600

The value must be a number

37. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement in the 10% decision scenario of your proposed FY2023-24 budget? *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

7200

The value must be a number

38. Details/more information:

Please provide any information you wish regarding your answer to the question above.

A portion of the \$70,300 for ½ Senior Communication and Education Specialist position housed in Capital Projects Operating Budget, in addition translation and interpretation costs are rolled into the project expenditures where they are included in Public Notices and in costs for Open Houses and community outreach events as a professional service. No impact from 10% decision scenario.

Equitable Quality of Services

Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.

39. How are you investing in culturally specific services? *

We have worked with Espousal Strategies to develop an Equity Framework for Community Engagement for MSTIP, an equity-focused mapping tool, and are developing more equity-focused criteria to help guide future funding allocations.

Hiring a department-wide community outreach coordinator and equity policy coordinator to work with our Communications Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future.

	We work with the State Historic Preservation Office to help us to protect and preserve culturally and significant resources, whi includes consultation with Oregon Tribes. We use consultants to identify and address any archaeological impacts.
	What dollar amount of your Org Unit's Materials and Services budget is currently allocated for culturally specific services? *
	Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the Details/more information" question.
	0
Τ	The value must be a number
	Details/more information:
Ρ	Please provide any information you wish regarding your answer to the question above.
	\$0. Some culturally specific services are rolled into the project expenditures where they are included as part of preliminary engineering cost.
V a P	\$0. Some culturally specific services are rolled into the project expenditures where they are included as part of preliminary
V a	\$0. Some culturally specific services are rolled into the project expenditures where they are included as part of preliminary engineering cost. What dollar amount of your Org Unit's Materials and Services in your FY2023-24 base budget is allocated for culturally specific services? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information"
V a P q	\$0. Some culturally specific services are rolled into the project expenditures where they are included as part of preliminary engineering cost. What dollar amount of your Org Unit's Materials and Services in your FY2023-24 base budget is allocated for culturally specific services? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
V a P q	\$0. Some culturally specific services are rolled into the project expenditures where they are included as part of preliminary engineering cost. What dollar amount of your Org Unit's Materials and Services in your FY2023-24 base budget is allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question.
Va Pq T VP P	\$0. Some culturally specific services are rolled into the project expenditures where they are included as part of preliminary engineering cost. What dollar amount of your Org Unit's Materials and Services in your FY2023-24 base budget is allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question. O The value must be a number What dollar amount of your Org Unit's Materials and Services in the 4% decision scenario of your
V a P q T T V p P	\$0. Some culturally specific services are rolled into the project expenditures where they are included as part of preliminary engineering cost. What dollar amount of your Org Unit's Materials and Services in your FY2023-24 base budget is allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question. O The value must be a number What dollar amount of your Org Unit's Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information"

	What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				
46.	What dollar amount of your Org Unit's Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				
47.	Details/more information: Please provide any information you wish regarding your answer to the question above.				
	Some culturally specific services are rolled into the project expenditures where they are included as part of preliminary engineering cost. Less than \$10,000 impacted in the 10% decision scenario.				
18.	Some culturally specific services are rolled into the project expenditures where they are included as part of preliminary engineering cost. Less than \$10,000 impacted in the 10% decision scenario. Beyond culturally specific investments, how will you target resources in your proposed budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? * We will continue to focus more attention and effort on the consideration of equity in all of our ongoing work with the goal of				
↓8.	Some culturally specific services are rolled into the project expenditures where they are included as part of preliminary engineering cost. Less than \$10,000 impacted in the 10% decision scenario. Beyond culturally specific investments, how will you target resources in your proposed budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *				
.8.	Some culturally specific services are rolled into the project expenditures where they are included as part of preliminary engineering cost. Less than \$10,000 impacted in the 10% decision scenario. Beyond culturally specific investments, how will you target resources in your proposed budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? * We will continue to focus more attention and effort on the consideration of equity in all of our ongoing work with the goal of improving outcomes for equity communities of concern. We are working with the Communications Team staff as they incorporate plain language updates and improve language access				
48.	Some culturally specific services are rolled into the project expenditures where they are included as part of preliminary engineering cost. Less than \$10,000 impacted in the 10% decision scenario. Beyond culturally specific investments, how will you target resources in your proposed budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? * We will continue to focus more attention and effort on the consideration of equity in all of our ongoing work with the goal of improving outcomes for equity communities of concern. We are working with the Communications Team staff as they incorporate plain language updates and improve language access to project webpages and documents and facilitate translation and interpretation services.				

	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
	What dollar amount of your Org Unit's Materials and Services is being allocated in the 4% decision scenario of your proposed FY2023-24 budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
1.	The value must be a number What dollar amount of your Org Unit's Materials and Services is being allocated in the 7% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
1.	The value must be a number What dollar amount of your Org Unit's Materials and Services is being allocated in the 7% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee
۱.	The value must be a number What dollar amount of your Org Unit's Materials and Services is being allocated in the 7% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information"
1.	The value must be a number What dollar amount of your Org Unit's Materials and Services is being allocated in the 7% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
1. 2.	The value must be a number What dollar amount of your Org Unit's Materials and Services is being allocated in the 7% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
1.	The value must be a number What dollar amount of your Org Unit's Materials and Services is being allocated in the 7% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question. 0 The value must be a number What dollar amount of your Org Unit's Materials and Services is being allocated in the 10% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee
2.	The value must be a number What dollar amount of your Org Unit's Materials and Services is being allocated in the 7% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question. 0 The value must be a number What dollar amount of your Org Unit's Materials and Services is being allocated in the 10% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information"

This is a Department wide effort, no unit budget allocation for this.

Equitable Organizational Development

Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization.

Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.

54.	you	king at your Equal Employment Opportunity and workforce diversity data, is the workforce of r organizational unit representative/reflective of the communities you serve and the nmunities experiencing the most inequitable outcomes? *
		Yes
		No
		Unsure

55.	dem repr	king at your Equal Employment Opportunity data and workforce diversity data, on what specific nographics can you focus attention in FY 23-24 so that your workforce becomes more esentative of the communities you serve, especially the communities experiencing the most quitable outcomes? *
	work progi	I Employment Opportunity data specifically identifies which demographics may be underrepresented in your force as compared to the available workforce and the Washington County community. Include data sources such as ram, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull and make bullet list
	- OEI - You	O data CE-provided workforce diversity data by department outcomes data (Include data sources such as program, community, population, and research data. Data may be titative (numeric) or qualitative (descriptive)).
		Hispanic or Latina/o/x of any race
		Black/African American
		American Indian or Alaska Native
		Asian
		Native Hawaiian or Pacific Islander
		Two or more races
		White
	your	king at your Equal Employment Opportunity and workforce diversity data, is the leadership of organizational unit representative/reflective of the communities you serve and the munities experiencing the most inequitable outcomes? *
		Yes
		No

Unsure

57.	. Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your leadership becomes more representative of the communities you serve, especially the communities experiencing the most inequitable outcomes ? *				
	Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list				
	- EEO data				
	- OEICE-provided workforce diversity data by department - Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive)).				
	Hispanic or Latina/o/x of any race				
	Black/African American				
	American Indian or Alaska Native				
	Asian				
	Native Hawaiian or Pacific Islander				
	Two or more races				
	White				
58.	Beyond direct service delivery, what dollar amount of your Materials and Services budget is currently allocated in FY 22-23 to culturally specific, diversity, inclusion and equity-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *				
	Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.				

The value must be a number

59. Details/more information:

Please provide any information you wish regarding your answer to the question above.

We will continue to focus more attention and effort on the consideration of equity in all of our ongoing work with the goal of improving outcomes for equity communities of concern.

We are working with the Communications Team staff as they incorporate plain language updates and improve language access to project webpages and documents and facilitate translation and interpretation services.

We will continue to ensure consultants selected to design capital projects meet E&I goals as stated in their RFP response. For FY 23-24, we anticipate approximately \$10,000,000 spent on these consultants.

We will use new purchasing guidelines to assist COBID contractors to quote or bid on capital projects.

Participation in C2P2 (Construction Career Pathways Project) with Metro and other area jurisdictions should help improve workforce participation of women and Black, Indigenous, and people of color in transportation project construction.

60. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in your FY2023-24 base budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

61. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

62.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 7%
	decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity,
	diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic
	planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership
	development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

63. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

64. Details/more information:

Please provide any information you wish regarding your answer to the question above.

This fund does not have personnel - this Org Unit is fully direct-delivery.

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

65. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

We realized that we have limited data and that few resources are directed specifically to equity priority communities. We learned that we can do more to engage the people that we serve so that everyone has improved access to our services and is able to understand the information we provide relating to our projects. In an effort to think critically and make valuable change, early access to the tools the County has available would be beneficial.

66. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

It would be beneficial to have easy access to the data available to us via SharePoint, or some other saveable location. We would really like the opportunity to review and analyze through out the year. We want to proactively use this valuable information to make measurable progress in our equity goals.

4

View results

Respondent

50 Anonymous

04:42

Time to complete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

- 1. Client Civil Rights
- 2. Equity Data
- 3. Community Engagement
- 4. Equitable Services, and
- 5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

- 1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
- 2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible,** with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
- 3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
- 4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
- 6. All submissions must be made using the Budget Equity Tool Microsoft Form.
- 7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1.	Name: *				
	Mic	helle Morato			
)	Role	/ Position Title: *			
	Noie	/ FOSIGOTI Title.			
	Ма	nagement Analyst II			
3.	Wha	t is your department? *			
	LU	T Administration			
4.	Plea	se select your Budget Operating Area from the dropdown menu. *			
		General Government			
		Public Safety and Justice			
		Land Use and Transportation			
		Housing, Health and Human Services			
		Culture, Education and Recreation			
		Transportation			
		Service Districts			
		Facilities and Technology			
		Risk Management and Insurance			
		Replacement and Reserve			
		Debt Service			
		Miscellaneous and Non-Departmental			

5.	Land Use and Transportation Organizational Unit Number *
	100-6010 Long Range Planning.
	100-9610 Watermaster
	168-6030 Engineering/Surveying
	168-6040 LUT Administration
	168-6050 Capital Project Services
	168-6060 LUT Operations & Maintenance
	170-6030 Public Land Corners
	172-6020 Current Planning
	174-6020 Building Services
	216-6030 County Surveyor
	368-6065 Road Capital Fund
6.	Is this Org Unit Community-facing? * Yes
	O No
7.	How many FTE positions are currently funded within this Org Unit in FY 22-23 ? *
	0
	The value must be a number
8.	How many FTE positions are funded within this Org Unit in your FY 23-24 base budget ? *
	0
	The value must be a number
9.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 4% decision scenario? *
	0
	The value must be a number

0.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 7% decision scenario? *
	0
	The value must be a number
11.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 10% decision scenario? *
	0
	The value must be a number
2.	What is your current Materials and Services budget for FY 22-23 ? *
	35130451
	The value must be a number
3.	What is your Materials and Services budget in your base budget for FY 23-24 ? *
	28387829
	The value must be a number
4.	What is your proposed Materials and Services budget for FY 23-24 in your 4% decision scenario ? *
	28387829
	The value must be a number
	What is your proposed Materials and Services budget for FY 23-24 in your 7% decision scenario ?
	28387829
	The value must be a number

Th	ne value must be a number
	Client Civil Rights
	Ensuring equitable access to programs and services: accommodations, translation and interpretation
	Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge to the client.
	Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of <i>vital</i> documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).
ac Ple	/hat percentage of the clients and/or communities you serve need interpretation, translation, or ccommodation services? * ease enter <i>percentage</i> only. If needed, further explanation can be provided in the next question. If you are unsure, ease enter 999.
Pi	ease effect 955.
í	25
Th	ne value must be a number
ac	you are uncertain about the % of your population needing interpretation, translation, or ccommodations, please briefly share how you estimate your budgetary allocations for these ervices:
Ple	ease provide any information you wish regarding your answer to the question above.
(Based on demographic profiles of our county (nearly 25% report speaking a language other than English at home), we are certain that there are members of equity priority communities that may be in need of translation/interpretation that we are not currently reaching or serving. Translation and interpretation costs are rolled into the project expenditures where they are

included in Public Notices and in costs for Open Houses and community outreach events as a professional service.

16. What is your **proposed** Materials and Services budget for **FY 23-24 in your 10% decision**

scenario? *

28387829

	What dollar amount of your FY 22-23 Materials and Services budget does your Org Unit currently allocate for accommodations, translation and interpretation? *								
	Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.								
	1000								
	The value must be a number								
).	Details/more information:								
	Please provide any information you wish regarding your answer to the question above.								
	\$1,000. Translation and interpretation costs are rolled into the project expenditures where they are included in Public Notices and in costs for Open Houses and community outreach events as a professional service.								
21.	What dollar amount of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's FY2023-24 base budget ? *								
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.								
	2000								
	The value must be a number								
22.	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 4% decision scenario of your proposed FY2023-24 budget? *								
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.								
	2000								
	The value must be a number								
3.	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 7% decision scenario of your proposed FY2023-24 budget ? *								
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.								
	2000								

	accommodations, translation and interpretation in the 10% decision scenario of your proposed FY2023-24 budget? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	2000
	The value must be a number
25.	Details/more information:
	Please provide any information you wish regarding your answer to the question above.
	This is a special fund and not subject to the decision reduction scenarios
26.	Do you have bilingual-required positions in your Org Unit?
	Position where bilingual skills are <i>required</i> (as opposed to bilingual <i>preferred</i>).
	Yes
	O No

24. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for

Equity Data

Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.

27. What data on client utilization, quality, and outcomes did you use to develop your **proposed** budget? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

This fund delivers projects on major streets to improve road safety and capacity, including walking and biking. Our project budgets are built based on cost of design, right-of-way, and construction and include funding for open houses and community engagement. We have developed an Equity Framework for Community Engagement, an equity-focused mapping tool, and are developing more equity-focused criteria to help guide future funding allocations. We have included OEICE and Espousal Strategies in our project selection process.

		, ,	9	,	•	<i>J</i> .	9	9	,	
Include dat	a source	s su	uch as p	rogram,	commur	nity, pop	ulatio	on, ar	nd research data.	Data may be quantitative (numeric) or
qualitative	(descript	tive)).							

None			

29. What racial inequities exist in access, quality, and outcomes of your services? *

28. What data disaggregated by race/ethnicity/language did you consider? *

Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services?

Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)?

Outcomes - do service recipients experience the desired service outcomes at the same rate?

While not directly racial, we believe language access remains a potential barrier to accessing our public-facing services, as well as knowing who to call for what service. Translation and interpretation services are provided when requested.

As additional 2020 Census data is available, we will do more community demographic analysis to look for potential inequities in our communities.

30. How did consideration of this data drive your **proposed** allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *

We anticipate spending more on language assistance and making it easier for people to get information about our projects and easier for the public to reach out to the County when they need our services.

Community Engagement

In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision-making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision-making.

The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is located at https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline

31. How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities in the development of your **proposed** budget? (Please specify the names of the individuals, organizations, or groups with which you consulted.) *

We are developing an Equity Framework for Community Engagement, an equity-focused mapping tools, and are developing more equity-focused criteria to help guide future funding allocations. These efforts are done at the Department level.

32.	What did the communities most impacted by inequities tell you about their priorities and unmet needs? *								
	Limited input from these communities tells us that we are not reaching and/or engaging with them effectively.								
	Community input, including recent CBO-led focus groups, included request for more sidewalks and pedestrian crossings, bike lanes, street lighting, and improved access to transit.								
33.	How did you incorporate that community feedback into your proposed budget? *								
Limited input from these communities tells us that we are not reaching and/or engaging with them effectively.									
	Community input, including recent CBO-led focus groups, included request for more sidewalks and pedestrian crossings, bike lanes, street lighting, and improved access to transit.								
34.	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in your FY2023-24 base budget ? *								
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.								
	7200								
	The value must be a number								
35.	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget? *								
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.								
	7200								
	The value must be a number								
36.	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 7% decision scenario of your proposed FY2023-24 budget? *								
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.								
	7200								
	The value must be a number								

37. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement in the 10% decision scenario of your proposed FY2023-24 budget? *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

7200

The value must be a number

38. Details/more information:

Please provide any information you wish regarding your answer to the question above.

A portion of the \$70,300 for ½ Senior Communication and Education Specialist position housed in Capital Projects Operating Budget, in addition translation and interpretation costs are rolled into the project expenditures where they are included in Public Notices and in costs for Open Houses and community outreach events as a professional service. No impact from 10% decision scenario.

Equitable Quality of Services

Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.

39. How are you investing in culturally specific services? *

Hiring a department-wide community outreach coordinator and equity policy coordinator to work with our Communications Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future.

40. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? *

We work with the State Historic Preservation Office to help us to protect and preserve culturally and significant resources, which includes consultation with Oregon Tribes. We use consultants to identify and address any archaeological impacts.

	What dollar amount of your Org Unit's Materials and Services budget is currently allocated for culturally specific services? *
	Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the 'Details/more information" question.
	0
٦	The value must be a number
42. [Details/more information:
F	Please provide any information you wish regarding your answer to the question above.
	What dollar amount of your Org Unit's Materials and Services in your FY2023-24 base budget is allocated for culturally specific services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
7	The value must be a number
	What dollar amount of your Org Unit's Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *
	Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question.
	0
7	The value must be a number
	What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
1	The value must be a number

	0
	The value must be a number
	Details/more information:
	Please provide any information you wish regarding your answer to the question above.
	Some culturally specific services are rolled into the project expenditures where they are included as part of preliminary engineering cost. This fund is not impacted by the decision scenarios.
i	Beyond culturally specific investments, how will you target resources in your proposed budget to mprove outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? * We will continue to focus more attention and effort on the consideration of equity in all of our ongoing work with the goal of
	improving outcomes for equity communities of concern.
	We are working with the Communications Team staff as they incorporate plain language updates and improve language access to project webpages and documents and facilitate translation and interpretation services.
	We will continue to ensure consultants selected to design capital projects meet E&I goals as stated in their RFP response.
	We will use new purchasing guidelines to assist COBID contractors to quote or bid on capital projects.
	Participation in C2P2 (Construction Career Pathways Project) with Metro and other area jurisdictions should help improve workforce participation of women and Black, Indigenous, and people of color in transportation project construction.
	What dollar amount of your Org Unit's Materials and Services is allocated in your FY2023-24 base budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
I	Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information"
	question.

50.	What dollar amount of your Org Unit's Materials and Services is being allocated in the 4% decision scenario of your proposed FY2023-24 budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
51.	What dollar amount of your Org Unit's Materials and Services is being allocated in the 7% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
52.	What dollar amount of your Org Unit's Materials and Services is being allocated in the 10% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
i3.	The value must be a number Details/more information:
53.	

Equitable Organizational Development

Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization.

Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.

54.	Looking at your Equal Employment Opportunity and workforce diversity data, is the workforce of your organizational unit representative/reflective of the communities you serve and the communities experiencing the most inequitable outcomes ? *
	Yes
	○ No
	Unsure
55.	Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your workforce becomes more representative of the communities you serve, especially the communities experiencing the most inequitable outcomes ? *
	Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pul out and make bullet list
	 - EEO data - OEICE-provided workforce diversity data by department - Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive)).
	Hispanic or Latina/o/x of any race
	Black/African American
	American Indian or Alaska Native
	Asian
	Native Hawaiian or Pacific Islander
	Two or more races
	White

56.	you	king at your Equal Employment Opportunity and workforce diversity data, is the leadership of organizational unit representative/reflective of the communities you serve and the imunities experiencing the most inequitable outcomes? *
		Yes
		No
		Unsure
57.	dem repr	king at your Equal Employment Opportunity data and workforce diversity data, on what specific alographics can you focus attention in FY 23-24 so that your leadership becomes more esentative of the communities you serve, especially the communities experiencing the most juitable outcomes? *
	work	Employment Opportunity data specifically identifies which demographics may be underrepresented in your force as compared to the available workforce and the Washington County community. Include data sources such as ram, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull nd make bullet list
	- OEl - You	data CE-provided workforce diversity data by department r outcomes data (Include data sources such as program, community, population, and research data. Data may be titative (numeric) or qualitative (descriptive)).
		Hispanic or Latina/o/x of any race
		Black/African American
		American Indian or Alaska Native
		Asian
		Native Hawaiian or Pacific Islander
		Two or more races
		White
58.	curr prof men	ond direct service delivery, what dollar amount of your Materials and Services budget is rently allocated in FY 22-23 to culturally specific, diversity, inclusion and equity-focused fessional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, storing, research, consulting, paid internships, leadership development, professional elopment, etc.)? *
		e enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the ails/more information" question.
	0	

59. Details/more information:

Please provide any information you wish regarding your answer to the question above.

We will continue to focus more attention and effort on the consideration of equity in all of our ongoing work with the goal of improving outcomes for equity communities of concern.

We are working with the Communications Team staff as they incorporate plain language updates and improve language access to project webpages and documents and facilitate translation and interpretation services.

We will continue to ensure consultants selected to design capital projects meet E&I goals as stated in their RFP response. For FY 23-24, we anticipate approximately \$3,700,000 spent on these consultants.

We will use new purchasing guidelines to assist COBID contractors to quote or bid on capital projects.

Participation in C2P2 (Construction Career Pathways Project) with Metro and other area jurisdictions should help improve workforce participation of women and Black, Indigenous, and people of color in transportation project construction.

60. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in your FY2023-24 base budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

61. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

62.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 7%
	decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity,
	diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic
	planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership
	development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

63. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

64. Details/more information:

Please provide any information you wish regarding your answer to the question above.

This fund does not have personnel - this Org Unit is fully direct-delivery.

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

65. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

We realized that we have limited data and that few resources are directed specifically to equity priority communities. We learned that we can do more to engage the people that we serve so that everyone has improved access to our services and is able to understand the information we provide relating to our projects. In an effort to think critically and make valuable change, early access to the tools the County has available would be beneficial.

66. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

It would be beneficial to have easy access to the data available to us via SharePoint, or some other saveable location. We would really like the opportunity to review and analyze through out the year. We want to proactively use this valuable information to make measurable progress in our equity goals.

4

View results

Respondent

51 Anonymous

05:23

Time to complete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

- 1. Client Civil Rights
- 2. Equity Data
- 3. Community Engagement
- 4. Equitable Services, and
- 5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

- 1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
- 2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible,** with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
- 3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
- 4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
- 6. All submissions must be made using the Budget Equity Tool Microsoft Form.
- 7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1.	Nan	ame: *	
	Mic	chelle Morato	
2.	Role	P / Position Title: *	
	Ма	nagement Analyst II	
3.	Wha	at is your department? *	
	LU	T Administration	
4.	Plea	se select your Budget Operating Area from the dropdown menu. *	
		General Government	
		Public Safety and Justice	
		Land Use and Transportation	
		Housing, Health and Human Services	
		Culture, Education and Recreation	
		Transportation	
		Service Districts	
		Facilities and Technology	
		Risk Management and Insurance	
		Replacement and Reserve	
		Debt Service	
		Miscellaneous and Non-Departmental	

5.	Land Use and Transportation Organizational Unit Number *
	100-6010 Long Range Planning.
	100-9610 Watermaster
	168-6030 Engineering/Surveying
	168-6040 LUT Administration
	168-6050 Capital Project Services
	168-6060 LUT Operations & Maintenance
	170-6030 Public Land Corners
	172-6020 Current Planning
	174-6020 Building Services
	216-6030 County Surveyor
	374 - Transportation Development Tax
6.	Is this Org Unit Community-facing? * Yes
	No No
7.	How many FTE positions are currently funded within this Org Unit in FY 22-23 ? *
	0
	The value must be a number
8.	How many FTE positions are funded within this Org Unit in your FY 23-24 base budget ? *
	0
	The value must be a number
9.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 4% decision scenario? *
	0
	The value must be a number

	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 7% decision scenario? *	
0		
The v	llue must be a number	
	many FTE positions are proposed within this Org Unit for FY 23-24 in your 10% decision ario? *	
0		
The v	alue must be a number	
Wha	t is your current Materials and Services budget for FY 22-23 ? *	
393	39459	
The v	alue must be a number	
\ \ /ba		
	t is your Materials and Services budget in your base budget for FY 23-24 ? *	
311	t is your Materials and Services budget in your base budget for FY 23-24 ? *	
311 The va	t is your Materials and Services budget in your base budget for FY 23-24 ? *	
311 The value when th	t is your Materials and Services budget in your base budget for FY 23-24 ? * 14049 Blue must be a number	
311 The va Wha *	t is your Materials and Services budget in your base budget for FY 23-24 ? * 14049 It is your proposed Materials and Services budget for FY 23-24 in your 4% decision scenario ?	
311 The va Wha * 311 The va	t is your Materials and Services budget in your base budget for FY 23-24? * 14049 It is your proposed Materials and Services budget for FY 23-24 in your 4% decision scenario?	
311 The value with th	t is your Materials and Services budget in your base budget for FY 23-24? * 14049 It is your proposed Materials and Services budget for FY 23-24 in your 4% decision scenario? 14049 Idue must be a number	

The v	value must be a number
	Client Civil Rights
·	Ensuring equitable access to programs and services: accommodations, translation and interpretation
:	Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge to the client.
-	Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of <i>vital</i> documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).
	at percentage of the clients and/or communities you serve need interpretation, translation, or ommodation services? *
	se enter <i>percentage</i> only. If needed, further explanation can be provided in the next question. If you are unsure, se enter 999.
25	
The v	value must be a number
-	ou are uncertain about the % of your population needing interpretation, translation, or ommodations, please briefly share how you estimate your budgetary allocations for these ices:
Pleas	e provide any information you wish regarding your answer to the question above.
cert	sed on demographic profiles of our county (nearly 25% report speaking a language other than English at home), we are tain that there are members of equity priority communities that may be in need of translation/interpretation that we are not trently reaching or serving. Translation and interpretation costs are rolled into the project expenditures where they are

included in Public Notices and in costs for Open Houses and community outreach events as a professional service.

16. What is your **proposed** Materials and Services budget for **FY 23-24 in your 10% decision**

scenario? *

31114049

19.	What dollar amount of your FY 22-23 Materials and Services budget does your Org Unit currently allocate for accommodations, translation and interpretation? *			
	Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.			
	1000			
	The value must be a number			
20.	Details/more information:			
	Please provide any information you wish regarding your answer to the question above.			
	\$1,000. Translation and interpretation costs are rolled into the project expenditures where they are included in Public Notices and in costs for Open Houses and community outreach events as a professional service.			
21.	What dollar amount of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's FY2023-24 base budget ? *			
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			
	The value must be a number			
22.	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 4% decision scenario of your proposed FY2023-24 budget? *			
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			
	The value must be a number			
23.	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 7% decision scenario of your proposed FY2023-24 budget? *			
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			
	The value must be a number			

24	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 10% decision scenario of your proposed FY2023-24 budget ? *		
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.		
	0		
	The value must be a number		
25.	Details/more information:		
	Please provide any information you wish regarding your answer to the question above.		
	This is a special fund and not subject to the decision reduction scenarios		
26.	Do you have bilingual-required positions in your Org Unit?		
	Position where bilingual skills are <i>required</i> (as opposed to bilingual <i>preferred</i>).		
	Yes		
	○ No		

Equity Data

Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.

27. What data on client utilization, quality, and outcomes did you use to develop your **proposed** budget? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

This fund delivers projects on major streets to improve road safety and capacity, including walking and biking. Our project budgets are built based on cost of design, right-of-way, and construction and include funding for open houses and community engagement. We have developed an Equity Framework for Community Engagement, an equity-focused mapping tool, and are developing more equity-focused criteria to help guide future funding allocations. We have included OEICE and Espousal Strategies in our project selection process.

28.	What data disaggregated by race/ethnicity/language did you consider? *
	Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or
	qualitative (descriptive).

None			
None			

29. What racial inequities exist in access, quality, and outcomes of your services? *

Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services?

Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)?

Outcomes - do service recipients experience the desired service outcomes at the same rate?

While not directly racial, we believe language access remains a potential barrier to accessing our public-facing services, as well as knowing who to call for what service. Translation and interpretation services are provided when requested.

As additional 2020 Census data is available, we will do more community demographic analysis to look for potential inequities in our communities.

30. How did consideration of this data drive your **proposed** allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *

We anticipate spending more on language assistance and making it easier for people to get information about our projects and easier for the public to reach out to the County when they need our services.

Community Engagement

In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision-making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision-making.

The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is located at https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline

31. How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities in the development of your **proposed** budget? (Please specify the names of the individuals, organizations, or groups with which you consulted.) *

We are developing an Equity Framework for Community Engagement, an equity-focused mapping tools, and are developing more equity-focused criteria to help guide future funding allocations. These efforts are done at the Department level.

	eeds? *
	Limited input from these communities tells us that we are not reaching and/or engaging with them effectively.
	Community input, including recent CBO-led focus groups, included request for more sidewalks and pedestrian crossings, bike lanes, street lighting, and improved access to transit.
. ⊦	low did you incorporate that community feedback into your proposed budget? *
	"Limited input from these communities tells us that we are not reaching and/or engaging with them effectively.
	Community input often includes request for more sidewalks and pedestrian crossings, bike lanes, street lighting, and improved access to transit.
	What dollar amount of your Org Unit's Materials and Services is allocated to community ngagement in your FY2023-24 base budget? *
	lease enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the Details/more information" question.
	0
l	
T	he value must be a number
. V	he value must be a number What dollar amount of your Org Unit's Materials and Services is allocated to community ngagement in the 4% decision scenario of your proposed FY2023-24 budget? *
. V e	What dollar amount of your Org Unit's Materials and Services is allocated to community
. V e	What dollar amount of your Org Unit's Materials and Services is allocated to community ngagement in the 4% decision scenario of your proposed FY2023-24 budget ? * lease enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the
. W	What dollar amount of your Org Unit's Materials and Services is allocated to community ngagement in the 4% decision scenario of your proposed FY2023-24 budget ? * lease enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the Details/more information" question.
F. W	What dollar amount of your Org Unit's Materials and Services is allocated to community ngagement in the 4% decision scenario of your proposed FY2023-24 budget ? * lease enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the Details/more information" question.
5. W P T T	What dollar amount of your Org Unit's Materials and Services is allocated to community ingagement in the 4% decision scenario of your proposed FY2023-24 budget? * lease enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the Details/more information" question. 0 the value must be a number What dollar amount of your Org Unit's Materials and Services is allocated to community
5. W P T T	What dollar amount of your Org Unit's Materials and Services is allocated to community ngagement in the 4% decision scenario of your proposed FY2023-24 budget? * lease enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the Details/more information" question. Ohe value must be a number What dollar amount of your Org Unit's Materials and Services is allocated to community ngagement in the 7% decision scenario of your proposed FY2023-24 budget? * lease enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the

37.	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 10% decision scenario of your proposed FY2023-24 budget? *			
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			
	The value must be a number			
38.	Details/more information:			
	Please provide any information you wish regarding your answer to the question above.			
	N/A			
	Equitable Quality of Services			
	Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.			
39.	How are you investing in culturally specific services? *			
	Hiring a department-wide community outreach coordinator and equity policy coordinator to work with our Communications Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future.			
40.	Which community-based organizations are you contracting with for the design/delivery of culturally specific services? *			
	We work with the State Historic Preservation Office to help us to protect and preserve culturally and significant resources, which includes consultation with Oregon Tribes. We use consultants to identify and address any archaeological impacts.			
41.	What dollar amount of your Org Unit's Materials and Services budget is currently allocated for culturally specific services? *			
	Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			
	The value must be a number			

Please provide any information you wish regarding your answer to the question above.
Some culturally specific services are rolled into the project expenditures where they are included as part of preliminary engineering cost.
What dollar amount of your Org Unit's Materials and Services in your FY2023-24 base budget is allocated for culturally specific services? *
Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
0
The value must be a number
What dollar amount of your Org Unit's Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *
Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
0
The value must be a number
What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *
Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
0
The value must be a number
What dollar amount of your Org Unit's Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *
Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
0
The value must be a number

42. Details/more information:

	lease provide any information you wish regarding your answer to the question above.
	Some culturally specific services are rolled into the project expenditures where they are included as part of preliminary engineering cost. This fund is not impacted by the decision scenarios.
ir	eyond culturally specific investments, how will you target resources in your proposed budget to mprove outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and efugee communities experiencing inequities in access and quality of services? *
	We will continue to focus more attention and effort on the consideration of equity in all of our ongoing work with the goal of improving outcomes for equity communities of concern.
	We are working with the Communications Team staff as they incorporate plain language updates and improve language access to project webpages and documents and facilitate translation and interpretation services.
	We will continue to ensure consultants selected to design capital projects meet E&I goals as stated in their RFP response.
	We will use new purchasing guidelines to assist COBID contractors to quote or bid on capital projects.
	Participation in C2P2 (Construction Career Pathways Project) with Metro and other area jurisdictions should help improve workforce participation of women and Black, Indigenous, and people of color in transportation project construction.
lb ir P	What dollar amount of your Org Unit's Materials and Services is allocated in your FY2023-24 base budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and mmigrant and refugee communities experiencing inequities in access and quality of services? * lease enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" uestion.
	0
- (

51.	What dollar amount of your Org Unit's Materials and Services is being allocated in the 7% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
52.	What dollar amount of your Org Unit's Materials and Services is being allocated in the 10% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number

53. Details/more information:

Please provide any information you wish regarding your answer to the question above.

This Org Unit is not doing a 4%, 7% or 10% reduction scenario

Equitable Organizational Development

Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization.

Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.

54.	Looking at your Equal Employment Opportunity and workforce diversity data, is the workforce of your organizational unit representative/reflective of the communities you serve and the communities experiencing the most inequitable outcomes ? *
	Yes
	○ No
	Unsure
55.	Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your workforce becomes more representative of the communities you serve, especially the communities experiencing the most inequitable outcomes ? *
	Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list
	 EEO data OEICE-provided workforce diversity data by department Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive)).
	Hispanic or Latina/o/x of any race
	Black/African American
	American Indian or Alaska Native
	Asian
	Native Hawaiian or Pacific Islander
	Two or more races
	White
56.	Looking at your Equal Employment Opportunity and workforce diversity data, is the leadership of your organizational unit representative/reflective of the communities you serve and the communities experiencing the most inequitable outcomes ? *
	Yes
	○ No
	Unsure

57.	Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your leadership becomes more representative of the communities you serve, especially the communities experiencing the most inequitable outcomes? *
	Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list
	 EEO data OEICE-provided workforce diversity data by department Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive)).
	Hispanic or Latina/o/x of any race
	Black/African American
	American Indian or Alaska Native
	Asian
	Native Hawaiian or Pacific Islander
	Two or more races
	White
58.	Beyond direct service delivery, what dollar amount of your Materials and Services budget is currently allocated in FY 22-23 to culturally specific, diversity, inclusion and equity-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

59. Details/more information:

Please provide any information you wish regarding your answer to the question above.

We will continue to focus more attention and effort on the consideration of equity in all of our ongoing work with the goal of improving outcomes for equity communities of concern.

We are working with the Communications Team staff as they incorporate plain language updates and improve language access to project webpages and documents and facilitate translation and interpretation services.

We will continue to ensure consultants selected to design capital projects meet E&I goals as stated in their RFP response.

We will use new purchasing guidelines to assist COBID contractors to quote or bid on capital projects.

Participation in C2P2 (Construction Career Pathways Project) with Metro and other area jurisdictions should help improve workforce participation of women and Black, Indigenous, and people of color in transportation project construction.

60. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in your FY2023-24 base budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

61. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

62.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 7%
	decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity,
	diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic
	planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership
	development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

63. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

64. Details/more information:

Please provide any information you wish regarding your answer to the question above.

This fund does not have personnel - Not subject to budget scenario effort

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

65. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

We realized that we have limited data and that few resources are directed specifically to equity priority communities. We learned that we can do more to engage the people that we serve so that everyone has improved access to our services and is able to understand the information we provide relating to our projects. In an effort to think critically and make valuable change, early access to the tools the County has available would be beneficial.

66. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

It would be beneficial to have easy access to the data available to us via SharePoint, or some other saveable location. We would really like the opportunity to review and analyze through out the year. We want to proactively use this valuable information to make measurable progress in our equity goals.

4

View results

Respondent

15 Anonymous

05.51

Time to complete

Budget Equity Tool Summary and Instructions

Budget Equity Tool Strategies and Questions

Washington County's FY2023-24 Budget Equity Tool for internally facing Org Units is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of two (2) strategy areas and associated questions:

- 1. Civil Rights
- 2. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

- 1. All Internally facing Org Units with Personnel Costs are required to complete this Budget Equity Tool.
- 2. If an Org Unit determines it cannot complete any question in this Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible,** with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
- 3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, dedicated equity and community engagements staff, etc.
- 4. Please attend one of the scheduled Budget Equity Tool Internally-facing Org Unit trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
- 6. All submissions must be made using the Budget Equity Tool Microsoft Form.
- 7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1.	Nan	ne: *
	Mid	chelle Morato
2.	Role	e / Position Title: *
	Ma	nagement Analyst II
3.	Wha	at is your Department? *
		General Government
		Public Safety and Justice
		Land Use and Transportation
		Housing, Health and Human Services
		Culture, Education and Recreation
4.	Land	d Use and Transportation Organizational Unit Number: *
		100-6010 Long Range Planning
		100-9610 Watermaster
		168-6030 Engineering/Surveying
		168-6040 LUT Administration
		168-6050 Capital Project Services
		168-6060 LUT Operations & Maintenance
		170-6030 Public Land Corners
		172-6020 Current Planning
		174-6020 Building Services
		216-6030 County Surveyor
		376-6065 North Bethany SDC

5.	Is this Org Unit internally-facing? *
	○ Yes
	O No
6.	How many FTE positions are currently funded within this Org Unit in FY 22-23 ? *
	0
	The value must be a number
7.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your base budget ? *
	0
	The value must be a number
8.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 4% decision scenario? *
	0
	The value must be a number
9.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 7% decision scenario? *
	0
	The value must be a number
10.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 10% decision scenario? *
	0
	The value must be a number
11.	What is your current Materials and Services Budget for FY 22-23 ? *
	150000

	150000
	The value must be a number
3.	What is your proposed Materials and Services Budget for FY 23-24 in your 4% decision scenario ?
	150000
	The value must be a number
4.	What is your proposed Materials and Services Budget for FY 23-24 in your 7% decision scenario ?
	150000
	The value must be a number
	What is your proposed Materials and Services Budget for FY 23-24 in your 10% decision scenario? *
	150000
	The value must be a number
	Civil Rights

12. What is your Materials and Services Budget for FY 23-24 in your base budget? *

Ensuring equitable access to programs and services: accommodations, translation and interpretation

Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge.

Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of *vital* documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).

Internal org units, while not providing client services, may still need to provide language access, for example, via web site development, wayfinding in facilities.

	What dollar amount of your FY 22-23 Materials and Services budget does your Org Unit currently allocate for accommodations, translation and interpretation? *		
	Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.		
	0		
	The value must be a number		
17.	Details/more information:		
	Please provide any information you wish regarding your answer to the question above.		
	This program has access to the LUT Administrative Services 168-6040 translation and interpretation services contract.		
	What dollar amount of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's FY2023-24 base budget ? *		
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.		
	0		
	The value must be a number		
	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 4% decision scenario of your proposed FY2023-24 budget? *		
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.		
	0		
	The value must be a number		
	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 7% decision scenario of your proposed FY2023-24 budget? *		
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.		
	0		
	The value must be a number		

21.	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 10% decision scenario of your proposed FY2023-24 budget? *		
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.		
	0		
	The value must be a number		
22.	Details/more information:		
	Please provide any information you wish regarding your answer to the question above.		
	This is a special fund and not subject to the decision reduction scenarios. This fund is used for SDC/TDT Fee collection. Funds are transferred and allocated under Fund 215-0685 North Bethany County Service District.		
23.	Do you have bilingual-required positions in your Org Unit?		
	Position where bilingual skills are <i>required</i> (as opposed to bilingual <i>preferred</i>).		
	Yes		
	○ No		

Equitable Organizational Development

A diverse and inclusive workforce with representation from disproportionately burdened communities and information accessibility and quality of programs and services helps make our government more responsive to the community we serve. We also need to invest in our workforce's knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services can help build equity, diversity and inclusion best practices into all aspects of the organization.

Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Looking at your staff and leadership diversity can help you determine where you need to invest in staff diversity learning, recruitment, leadership development, skill development and retention efforts.

Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data.

24.		king at your Equal Employment Opportunity and workforce diversity data, is the workforce of organizational unit representative/reflective of the Washington County community? *
		Yes
		No
		Unsure
25.	dem repr	king at your Equal Employment Opportunity data and workforce diversity data, on what specific tographics can you focus attention in FY 23-24 so that your workforce becomes more essentative of the communities you serve, especially the communities experiencing the most juitable outcomes ? *
	work	Employment Opportunity data specifically identifies which demographics may be underrepresented in your force as compared to the available workforce and the Washington County community. Include data sources such as ram, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull nd make bullet list
	- OEI - You	data CE-provided workforce diversity data by department r outcomes data (Include data sources such as program, community, population, and research data. Data may be titative (numeric) or qualitative (descriptive).
		Hispanic or Latina/o/x of any race
		Black/African American
		American Indian or Alaska Native
		Asian
		Native Hawaiian or Pacific Islander
		Two or more races
		White
26.		king at your Equal Employment Opportunity and workforce diversity data, is the leadership of organizational unit representative/reflective of the Washington County community? *
		Yes
		No
		Unsure

27.	Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your leadership becomes more representative of the communities you serve, especially the communities experiencing the most inequitable outcomes? *					
	Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list					
	 EEO data OEICE-provided workforce diversity data by department Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). 					
	Hispanic or Latina/o/x of any race					
	Black/African American					
	American Indian or Alaska Native					
	Asian					
	Native Hawaiian or Pacific Islander					
	Two or more races					
	White					
28.	Beyond direct service delivery, what dollar amount of your Materials and Services budget is currently allocated in FY 22-23 to culturally specific, diversity, inclusion and equity-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *					
	Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.					
	0					
	The value must be a number					
29.	Details/more information:					
	Please provide any information you wish regarding your answer to the question above.					

30.	Beyond direct service delivery, what dollar amount of your Materials and Services in your FY2023-24 base budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
31.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
32.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
33.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic
	planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership
	planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information"

34. Details/more information:

Please provide any information you wish regarding your answer to the question above.

This is a special fund and not subject to the decision reduction scenarios. This fund is used for SDC/TDT Fee collection. Funds are transferred and allocated under Fund 215-0685 North Bethany County Service District.

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

35. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

N/A. This fund is used for SDC/TDT Fee collection. Funds are transferred and allocated under Fund 215-0685 North Bethany County Service District.

36. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

N/A. This fund is used for SDC/TDT Fee collection. Funds are transferred and allocated under Fund 215-0685 North Bethany County Service District.

View results

Respondent

16 Anonymous

Time to complete

Budget Equity Tool Summary and Instructions

Budget Equity Tool Strategies and Questions

Washington County's FY2023-24 Budget Equity Tool for internally facing Org Units is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of two (2) strategy areas and associated questions:

- 1. Civil Rights
- 2. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

- 1. All Internally facing Org Units with Personnel Costs are required to complete this Budget Equity Tool.
- 2. If an Org Unit determines it cannot complete any question in this Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible,** with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
- 3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, dedicated equity and community engagements staff, etc.
- 4. Please attend one of the scheduled Budget Equity Tool Internally-facing Org Unit trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
- 6. All submissions must be made using the Budget Equity Tool Microsoft Form.
- 7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1.	Nan	Name: *		
	Mid	chelle Morato		
2.	Role	e / Position Title: *		
	Ма	nagement Analyst II		
3.	Wha	at is your Department? *		
		General Government		
		Public Safety and Justice		
		Land Use and Transportation		
		Housing, Health and Human Services		
		Culture, Education and Recreation		
4.	Land	d Use and Transportation Organizational Unit Number: *		
		100-6010 Long Range Planning		
		100-9610 Watermaster		
		168-6030 Engineering/Surveying		
		168-6040 LUT Administration		
		168-6050 Capital Project Services		
		168-6060 LUT Operations & Maintenance		
		170-6030 Public Land Corners		
		172-6020 Current Planning		
		174-6020 Building Services 216-6030 County Surveyor		
		78-6065 - Bonny Slope West Transportation SDC		

5.	Is this Org Unit internally-facing? *
	○ Yes
	○ No
6.	How many FTE positions are currently funded within this Org Unit in FY 22-23 ? *
	0
	The value must be a number
7.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your base budget ? *
	0
	The value must be a number
8.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 4% decision scenario? *
	0
	The value must be a number
9.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 7% decision scenario? *
	0
	The value must be a number
10.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 10% decision scenario? *
	0
	The value must be a number
11.	What is your current Materials and Services Budget for FY 22-23 ? *
	5788783

The value must be a number

12.	What is your Materials and Services Budget for FY 23-24 in your base budget ? *		
	4998338		
	The value must be a number		
13.	What is your proposed Materials and Services Budget for FY 23-24 in your 4% decision scenario ?		
	4998338		
	The value must be a number		
14.	What is your proposed Materials and Services Budget for FY 23-24 in your 7% decision scenario ?		
	4998338		
	The value must be a number		
15.	What is your proposed Materials and Services Budget for FY 23-24 in your 10% decision scenario? *		
	4998338		
	The value must be a number		

Civil Rights

Ensuring equitable access to programs and services: accommodations, translation and interpretation

Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge.

Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of *vital* documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).

Internal org units, while not providing client services, may still need to provide language access, for example, via web site development, wayfinding in facilities.

16.	What dollar amount of your FY 22-23 Materials and Services budget does your Org Unit currently allocate for accommodations, translation and interpretation? *		
	Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.		
	0		
	The value must be a number		
17.	Details/more information:		
	Please provide any information you wish regarding your answer to the question above.		
	This program has access to the LUT Administrative Services 168-6040 translation and interpretation services contract.		
	What dollar amount of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's FY2023-24 base budget ? *		
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.		
	0		
	The value must be a number		
19.	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 4% decision scenario of your proposed FY2023-24 budget? *		
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.		
	0		
	The value must be a number		
20.	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 7% decision scenario of your proposed FY2023-24 budget? *		
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.		
	0		
	The value must be a number		

21.	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 10% decision scenario of your proposed FY2023-24 budget? *			
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			
	The value must be a number			
22.	Details/more information:			
	Please provide any information you wish regarding your answer to the question above.			
	This is a special fund and not subject to the decision reduction scenarios. This fund is used for SDC/TDT Fee collection.			
23.	Do you have bilingual-required positions in your Org Unit?			
	Position where bilingual skills are <i>required</i> (as opposed to bilingual <i>preferred</i>).			
	Yes			
	○ No			

Equitable Organizational Development

A diverse and inclusive workforce with representation from disproportionately burdened communities and information accessibility and quality of programs and services helps make our government more responsive to the community we serve. We also need to invest in our workforce's knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services can help build equity, diversity and inclusion best practices into all aspects of the organization.

Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Looking at your staff and leadership diversity can help you determine where you need to invest in staff diversity learning, recruitment, leadership development, skill development and retention efforts.

Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data.

24.		Looking at your Equal Employment Opportunity and workforce diversity data, is the workforce of your organizational unit representative/reflective of the Washington County community? *		
		Yes		
		No		
		Unsure		
25.	dem repr	king at your Equal Employment Opportunity data and workforce diversity data, on what specific tographics can you focus attention in FY 23-24 so that your workforce becomes more essentative of the communities you serve, especially the communities experiencing the most juitable outcomes ? *		
	work	Employment Opportunity data specifically identifies which demographics may be underrepresented in your force as compared to the available workforce and the Washington County community. Include data sources such as ram, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull nd make bullet list		
	- OEI - You	data CE-provided workforce diversity data by department r outcomes data (Include data sources such as program, community, population, and research data. Data may be titative (numeric) or qualitative (descriptive).		
		Hispanic or Latina/o/x of any race		
		Black/African American		
		American Indian or Alaska Native		
		Asian		
		Native Hawaiian or Pacific Islander		
		Two or more races		
		White		
26.		king at your Equal Employment Opportunity and workforce diversity data, is the leadership of organizational unit representative/reflective of the Washington County community? *		
		Yes		
		No		
		Unsure		

27.	Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your leadership becomes more representative of the communities you serve, especially the communities experiencing the most inequitable outcomes? *			
	Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list			
	 EEO data OEICE-provided workforce diversity data by department Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). 			
	Hispanic or Latina/o/x of any race			
	Black/African American			
	American Indian or Alaska Native			
	Asian			
	Native Hawaiian or Pacific Islander			
	Two or more races			
	White			
28.	Beyond direct service delivery, what dollar amount of your Materials and Services budget is currently allocated in FY 22-23 to culturally specific, diversity, inclusion and equity-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *			
	Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			
	The value must be a number			
29.	Details/more information:			
	Please provide any information you wish regarding your answer to the question above.			

30.	Beyond direct service delivery, what dollar amount of your Materials and Services in your FY2023-24 base budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				
31.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				
32.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				
33.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				

34. Details/more information:

Please provide any information you wish regarding your answer to the question above.

This is a special fund and not subject to the decision reduction scenarios. This fund is used for SDC/TDT Fee collection.

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

35. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

N/A. This fund is used for SDC/TDT Fee collection. Funds are transferred and allocated under other funds.

36. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

N/A. This fund is used for SDC/TDT Fee collection. Funds are transferred and allocated under other funds.

View results

Respondent

52 Anonymous

04:22

Time to complete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

- 1. Client Civil Rights
- 2. Equity Data
- 3. Community Engagement
- 4. Equitable Services, and
- 5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

- 1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
- 2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible,** with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
- 3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
- 4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
- 6. All submissions must be made using the Budget Equity Tool Microsoft Form.
- 7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1.	Nam	Name: *		
	Mic	helle Morato		
2.	Role	/ Position Title: *		
	Ма	nagement Analyst II		
3.	Wha	t is your department? *		
	LU	T Administration		
4.	Plea	se select your Budget Operating Area from the dropdown menu. *		
		General Government		
		Public Safety and Justice		
		Land Use and Transportation		
		Housing, Health and Human Services		
		Culture, Education and Recreation		
		Transportation		
		Service Districts		
		Facilities and Technology		
		Risk Management and Insurance		
		Replacement and Reserve		
		Debt Service		
		Miscellaneous and Non-Departmental		

Э.	Land Ose and Transportation Organizational Onlt Number "
	100-6010 Long Range Planning.
	100-9610 Watermaster
	168-6030 Engineering/Surveying
	168-6040 LUT Administration
	168-6050 Capital Project Services
	168-6060 LUT Operations & Maintenance
	170-6030 Public Land Corners
	172-6020 Current Planning
	174-6020 Building Services
	216-6030 County Surveyor
	434-6090
6.	Is this Org Unit Community-facing? *
	Yes
	○ No
7.	How many FTE positions are currently funded within this Org Unit in FY 22-23 ? *
	0
	The value must be a number
8.	How many FTE positions are funded within this Org Unit in your FY 23-24 base budget ? *
	0
	The value must be a number
9.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 4% decision scenario? *
	0
	The value must be a number

	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 7% decision scenario? *
	0
	The value must be a number
	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 10% decision scenario? *
	0
	The value must be a number
2.	What is your current Materials and Services budget for FY 22-23 ? *
	2193732
	The value must be a number
3.	What is your Materials and Services budget in your base budget for FY 23-24 ? *
	2221880
	The value must be a number
4.	What is your proposed Materials and Services budget for FY 23-24 in your 4% decision scenario ?
	2221880
	The value must be a number
	What is your proposed Materials and Services budget for FY 23-24 in your 7% decision scenario ? *
	2221880
	The value must be a number

The value must be a number	
Client Civil Rights	
Ensuring equitable access to programs and services: accommodations, translation and interpretation	
Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/o speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge to the client.	-
Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible the public, which includes proactive translation of <i>vital</i> documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation service available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).	
17. What percentage of the clients and/or communities you serve need interpretation, translation accommodation services? * Please enter <i>percentage</i> only. If needed, further explanation can be provided in the next question. If you are unsupplease enter 999.	
25	
The value must be a number	
18. If you are uncertain about the % of your population needing interpretation, translation, or accommodations, please briefly share how you estimate your budgetary allocations for these services:	
Please provide any information you wish regarding your answer to the question above.	
We create an SDL for any new development adding streetlights not on arterials or collectors. We don't determine wour service. The determination is made by new development. We have not budgeted for this previously, but have a budgeted amount to our FY 2023-24 budget as an estimate.	

16. What is your **proposed** Materials and Services budget for **FY 23-24 in your 10% decision**

scenario? *

2221880

Please enter dollar amount based on FY 2022-23 budget only. If needed, further explanation can be provided in the
Details/more information" question.
0
The value must be a number
Details/more information:
Please provide any information you wish regarding your answer to the question above.
None, as these costs have been included in our Administrative Services budget.
What dollar amount of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's FY2023-24 base budget ? *
Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
500
The value must be a number
What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 4% decision scenario of your proposed FY2023-24 budget? *
Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
•
500
500
500
The value must be a number What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 7% decision scenario of your proposed

24.	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 10% decision scenario of your proposed FY2023-24 budget ? *		
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.		
	500		
	The value must be a number		
25.	Details/more information:		
	Please provide any information you wish regarding your answer to the question above.		
	\$500 for translation services. This is a special fund and not subject to the decision reduction scenarios		
26.	Do you have bilingual-required positions in your Org Unit?		
	Position where bilingual skills are <i>required</i> (as opposed to bilingual <i>preferred</i>).		
	Yes		
	○ No		

Equity Data

Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.

27. What data on client utilization, quality, and outcomes did you use to develop your **proposed** budget? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

This is a special district with an established database to track all lighting costs, tax assessment rates and a large portion of this budget is based on PGE rates and charges.

28.	. What data disaggregated by race/ethnicity/language did you consider? *				
	Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).				
	None, data is determined by development				
29.	What racial inequities exist in access, quality, and outcomes of your services? *				
	Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services? Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)? Outcomes - do service recipients experience the desired service outcomes at the same rate?				
	Unknown as this program's work is determined by development.				
30.	How did consideration of this data drive your proposed allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *				
	We determined we needed to increase our budget to include translation services.				
	Community Engagement In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision-making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision-making. The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is				
31.	located at https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities in the development of your proposed budget? (Please specify the names of the individuals, organizations, or groups with which you consulted.) *				

N/A

32.	What did the communities most impacted by inequities tell you about their priorities and unmet needs? *			
	N/A			
33.	How did you incorporate that community feedback into your proposed budget? *			
	N/A			
34.	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in your FY2023-24 base budget ? *			
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			
	The value must be a number			
35.	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget? *			
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			
	The value must be a number			
36.	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 7% decision scenario of your proposed FY2023-24 budget? *			
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			
	The value must be a number			
37.	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 10% decision scenario of your proposed FY2023-24 budget? *			
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			
	The value must be a number			

38. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Administrative Services program 100-6040 budgets for Community Engagement Activities for this Fund. This is a special fund and not subject to the decision reduction scenarios

Equitable Quality of Services

Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.

39. How are you investing in culturally specific services? *

Hiring a department-wide community outreach coordinator and equity policy coordinator to work with our Communications Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future.

40. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? *

We create an SDL for any new development adding streetlights not on arterials or collectors. We don't determine who receives our service. The determination is made by new development.

41. What **dollar amount** of your Org Unit's Materials and Services budget is **currently allocated** for culturally specific services? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

42. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Hiring a department-wide community outreach coordinator and equity policy coordinator to work with our Communications Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future.

	What dollar amount of your Org Unit's Materials and Services in your FY2023-24 base budget is allocated for culturally specific services? *		
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.		
	500		
-	The value must be a number		
	What dollar amount of your Org Unit's Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *		
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.		
	500		
-	The value must be a number		
. \	What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your		
	What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.		
	proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information"		
	proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question.		
	proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question.		
	Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question. 500 The value must be a number What dollar amount of your Org Unit's Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information"		
	Proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question. 500 The value must be a number What dollar amount of your Org Unit's Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question.		
	Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question. 500 The value must be a number What dollar amount of your Org Unit's Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question. 500 The value must be a number		
	Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question. 500 The value must be a number What dollar amount of your Org Unit's Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question. 500 The value must be a number		
	Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question. 500 The value must be a number What dollar amount of your Org Unit's Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question. 500 The value must be a number		

We have added translation services funds to our FY 2023-24 budget.
What dollar amount of your Org Unit's Materials and Services is allocated in your FY2023-24 base budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
0
The value must be a number
What dollar amount of your Org Unit's Materials and Services is being allocated in the 4% decision scenario of your proposed FY2023-24 budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
0
The value must be a number
What dollar amount of your Org Unit's Materials and Services is being allocated in the 7% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
0

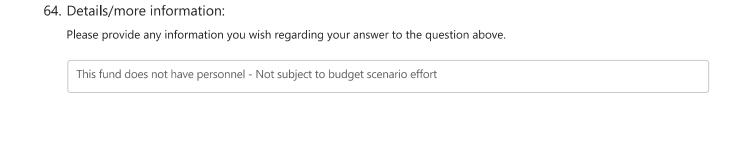
52.	What dollar amount of your Org Unit's Materials and Services is being allocated in the 10% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *			
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			
	The value must be a number			
53.	Details/more information:			
	Please provide any information you wish regarding your answer to the question above.			
	This is a special fund and not subject to the decision reduction scenarios			
	Equitable Organizational Development			
	Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization.			
	Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.			
54.	Looking at your Equal Employment Opportunity and workforce diversity data, is the workforce of your organizational unit representative/reflective of the communities you serve and the communities experiencing the most inequitable outcomes ? *			
	Yes			
	O No			
	Unsure			

55.	. Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your workforce becomes more representative of the communities you serve, especially the communities experiencing the most inequitable outcomes? *			
	work	l Employment Opportunity data specifically identifies which demographics may be underrepresented in your force as compared to the available workforce and the Washington County community. Include data sources such as ram, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pul nd make bullet list		
	- OEI - You	data CE-provided workforce diversity data by department r outcomes data (Include data sources such as program, community, population, and research data. Data may be titative (numeric) or qualitative (descriptive)).		
		Hispanic or Latina/o/x of any race		
		Black/African American		
		American Indian or Alaska Native		
		Asian		
		Native Hawaiian or Pacific Islander		
		Two or more races		
		White		
56.	you	king at your Equal Employment Opportunity and workforce diversity data, is the leadership of organizational unit representative/reflective of the communities you serve and the munities experiencing the most inequitable outcomes? *		
		Yes		
		No		

Unsure

57.	Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your leadership becomes more representative of the communities you serve, especially the communities experiencing the most inequitable outcomes? *			
	Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list			
	 EEO data OEICE-provided workforce diversity data by department Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive)). 			
	Hispanic or Latina/o/x of any race			
	Black/African American			
	American Indian or Alaska Native			
	Asian			
	Native Hawaiian or Pacific Islander			
	Two or more races			
	White			
58.	Beyond direct service delivery, what dollar amount of your Materials and Services budget is currently allocated in FY 22-23 to culturally specific, diversity, inclusion and equity-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? * Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the			
	"Details/more information" question.			
	0			
	The value must be a number			
59.	Details/more information:			
	Please provide any information you wish regarding your answer to the question above.			

60.	Beyond direct service delivery, what dollar amount of your Materials and Services in your FY2023-24 base budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				
61.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				
62.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				
63.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				



Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

65. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

It has become apparent that we have limited data; yet we don't decide who our community members are for this program. It is determined by development.

66. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

Nothing to add

View results

Respondent

62 Anonymous

13:08

Time to complete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

- 1. Client Civil Rights
- 2. Equity Data
- 3. Community Engagement
- 4. Equitable Services, and
- 5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

- 1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
- 2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible,** with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
- 3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
- 4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
- 6. All submissions must be made using the Budget Equity Tool Microsoft Form.
- 7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1.	Name: *
	Michelle Morato
2.	Role / Position Title: *
	Management Analyst II

3.	What is your department? *
	LUT
4.	Please select your Budget Operating Area from the dropdown menu. *
	Land Use and Transportation
5.	Land Use and Transportation Organizational Unit Number *
	100-6010 Long Range Planning.
	100-9610 Watermaster
	168-6030 Engineering/Surveying
	168-6040 LUT Administration
	168-6050 Capital Project Services
	168-6060 LUT Operations & Maintenance
	170-6030 Public Land Corners
	172-6020 Current Planning
	174-6020 Building Services
	216-6030 County Surveyor
	Other
6.	Is this Org Unit Community-facing? *
	● Yes
	O No
7.	How many FTE positions are currently funded within this Org Unit in FY 22-23 ? *
	26.1
	The value must be a number

8. F	How many FTE positions are funded within this Org Unit in your FY 23-24 base budget ? *
	26.1
T	he value must be a number
	low many FTE positions are proposed within this Org Unit for FY 23-24 in your 4% decision cenario? *
	26.1
T	he value must be a number
	low many FTE positions are proposed within this Org Unit for FY 23-24 in your 7% decision cenario? *
	26.1
T	he value must be a number
	low many FTE positions are proposed within this Org Unit for FY 23-24 in your 10% decision cenario? * 26.1
Τ	he value must be a number
. V	What is your current Materials and Services budget for FY 22-23 ? *
	276149
Т	he value must be a number
. V	What is your Materials and Services budget in your base budget for FY 23-24 ? *
	1010985
Т	he value must be a number
. \	What is your proposed Materials and Services budget for FY 23-24 in your 4% decision scenario ?
	1010985
Т	he value must be a number

15.	What is your proposed Materials and Services budget for FY 23-24 in your 7% decision scenario ? *
	1010985
	The value must be a number
16.	What is your proposed Materials and Services budget for FY 23-24 in your 10% decision scenario? *
	1010985
	The value must be a number
	Client Civil Rights
	Ensuring equitable access to programs and services: accommodations, translation and interpretation
	Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge to the client.
	Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of <i>vital</i> documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).
17.	What percentage of the clients and/or communities you serve need interpretation, translation, or accommodation services? *
	Please enter <i>percentage</i> only. If needed, further explanation can be provided in the next question. If you are unsure, please enter 999.
	25
	The value must be a number

18. If you are uncertain about the % of your population needing interpreta	
accommodations, please briefly share how you estimate your budgetar services:	y allocations for these
Please provide any information you wish regarding your answer to the question above	.
Based on demographic profiles of our county (nearly 25% report speaking a language certain that there are members of equity priority communities that may be in need of tr currently reaching or serving.	
19. What dollar amount of your FY 22-23 Materials and Services budget dallocate for accommodations, translation and interpretation? *	loes your Org Unit currently
Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explain "Details/more information" question.	nation can be provided in the
2000	
The value must be a number	
20. Details/more information: Please provide any information you wish regarding your answer to the question above\$2000 (Estimate) Comes out of Services-professional. \$1,400 has been spent so far in 22	
21. What dollar amount of your Materials and Services budget is allocated translation and interpretation in your Org Unit's FY2023-24 base budg	
Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the question.	"Details/more information"
10000	
The value must be a number	
22. What dollar amount of your Org Unit's Materials and Services budget accommodations, translation and interpretation in the 4% decision sc FY2023-24 budget? *	
Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the question.	"Details/more information"
10000	
The value must be a number	

Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.		
10000		
The value must be a number		
What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 10% decision scenario of your proposed FY2023-24 budget? *		
Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.		
10000		
The value must be a number		
Details/more information: Please provide any information you wish regarding your answer to the question above.		
Please provide any information you wish regarding your answer to the question above.		
Please provide any information you wish regarding your answer to the question above. This is a special fund and not subject to the decision reduction scenarios		
Please provide any information you wish regarding your answer to the question above. This is a special fund and not subject to the decision reduction scenarios Do you have bilingual-required positions in your Org Unit?		
Please provide any information you wish regarding your answer to the question above. This is a special fund and not subject to the decision reduction scenarios Do you have bilingual-required positions in your Org Unit? Position where bilingual skills are required (as opposed to bilingual preferred).		
Please provide any information you wish regarding your answer to the question above. This is a special fund and not subject to the decision reduction scenarios Do you have bilingual-required positions in your Org Unit? Position where bilingual skills are required (as opposed to bilingual preferred). Yes		

proposes to hire a Community Program Outreach Specialist bi-lingual person to provide additional language support across

the department.

23. What dollar amount of your Org Unit's Materials and Services budget is allocated for

accommodations, translation and interpretation in the 7% decision scenario of your proposed

Details/more information:			
Please provide any information you wish regarding your answer to the questions above.			
What total number of your staff receive a bilingual pay differential? *			
Please enter <i>number</i> only. Staff may be eligible to receive the bilingual pay differential even if they are not in a "bilingual required" position. If needed, further explanation can be provided in "Details/more information" question below.			
For information on Washington County Bilingual Pay Policy: https://www.co.washington.or.us/Support Services/upload/Bilingual-Pay-Policy-with-Fillable-Form.pdf			
2			
The value must be a number			
Details/more information:			
Please provide any information you wish regarding your answer to the questions above.			
What languages do the staff receiving bilingual pay speak? *			
Please specify number of staff per language.			
Spanish and English			

Equity Data

Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.

32. What data on client utilization, quality, and outcomes did you use to develop your **proposed** budget? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

The need to engage with all people, particularly those traditionally excluded from the decision-making processes, is critical. While our population data indicates that nearly 25% report speaking a language other than English at home, those who engage with our processes is not even measurable. We need to do more, and we need to do it better

33. What data disaggregated by race/ethnicity/language did you consider? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

We did not consider data so much as we considered a lack of data. We are not reaching those whose first language is not English. We need to do more. Translations/interpretation is a tool to help us do that.

34. What racial inequities exist in access, quality, and outcomes of your services? *

Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services?

Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)?

Outcomes - do service recipients experience the desired service outcomes at the same rate?

While we are reaching those who place their racial or ethnic identity as white, we are not reaching statistically significant numbers of nonwhites. If we're not reaching them, if they're not hearing about our services, we don't know if there are access, quality, or outcome issues.

35. How did consideration of this data drive your **proposed** allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *

We are hopeful that our hiring of the equity manager and outreach coordinator will justify the need for increased translation and interpretation as awareness of our services and initiatives grows.

Community Engagement

In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision—making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision—making.

The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is located at https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline

36. How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities in the development of your proposed budget? (Please specify the names of the individuals, organizations, or groups with which you consulted.) *
County budget town hall. Boards and Commissions. Participated in hiring process for Equity Policy Manager.
37. What did the communities most impacted by inequities tell you about their priorities and unmet needs? *
During the MSTIP and Middle Housing Focus Groups and Listening Sessions, we heard that safety - primarily incomplete sidewalks, lighting improvement, etc was an issue. Houselessness, walking distance to amenities and public transportation, access to airport and traffic congestion were also common themes.
38. How did you incorporate that community feedback into your proposed budget? *
Focus groups and listening sessions will likely fall under the purview of the Public Outreach Specialist. The Communications Team involvement is yet to be determine, but is likely to be more of a support role in terms of creating materials that support, promote and report out on outreach events. In addition, the Communications Team will likely continue to create and promote online events and support table participation at community events.
39. What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in your FY2023-24 base budget ? *
Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.
10360
The value must be a number
40. What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget? *
Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

10360

	engagement in the 7% decision scenario of your proposed FY2023-24 budget? *
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.
	10360
	The value must be a number
2.	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 10% decision scenario of your proposed FY2023-24 budget? *
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.
	10360
	The value must be a number
3.	Details/more information:
	Please provide any information you wish regarding your answer to the question above.

41. What **dollar amount** of your Org Unit's Materials and Services is allocated to community

Equitable Quality of Services

Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.

44. How are you investing in culturally specific services? *

Hiring a department-wide community outreach coordinator and equity policy coordinator to work with our Communications Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future.

	specific services? *
	Hiring a department-wide community outreach coordinator and equity policy coordinator to work with our Communications Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future.
46.	What dollar amount of your Org Unit's Materials and Services budget is currently allocated for culturally specific services? *
	Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.
	10000
	The value must be a number
47.	Details/more information:
	Please provide any information you wish regarding your answer to the question above.
48.	What dollar amount of your Org Unit's Materials and Services in your FY2023-24 base budget is allocated for culturally specific services? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information"
	question.
	10000
	The value must be a number
49.	What dollar amount of your Org Unit's Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	10000
	The value must be a number

45. Which community-based organizations are you contracting with for the design/delivery of culturally

50.	What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	10000
	The value must be a number
51.	What dollar amount of your Org Unit's Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	10000
	The value must be a number
52.	Details/more information:
	Please provide any information you wish regarding your answer to the question above.
53.	Beyond culturally specific investments, how will you target resources in your proposed budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	A key element to improving outcomes to communities experiencing inequities is to more stringently apply our Plain Language initiative, as technical jargon limits the understanding, relevance and interest in our messages, irrespective of language barriers.
54.	What dollar amount of your Org Unit's Materials and Services is allocated in your FY2023-24 base budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number

	What dollar amount of your Org Unit's Materials and Services is being allocated in the 4% decision scenario of your proposed FY2023-24 budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
	What dollar amount of your Org Unit's Materials and Services is being allocated in the 7% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
	What dollar amount of your Org Unit's Materials and Services is being allocated in the 10% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
3.	Details/more information:
	Please provide any information you wish regarding your answer to the question above.
	None focused with that degree of specificity. More support and/or normalizing of Plain Language is needed from Leadership

Equitable Organizational Development

Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization.

Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.

59.	Looking at your Equal Employment Opportunity and workforce diversity data, is the workforce of your organizational unit representative/reflective of the communities you serve and the communities experiencing the most inequitable outcomes? *
	Yes
	○ No
	Unsure
60.	Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your workforce becomes more representative of the communities you serve, especially the communities experiencing the most inequitable outcomes ? *
	Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pul out and make bullet list
	 EEO data OEICE-provided workforce diversity data by department Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive)).
	Hispanic or Latina/o/x of any race
	Black/African American
	American Indian or Alaska Native
	Asian
	Native Hawaiian or Pacific Islander
	Two or more races
	White

51.	you	king at your Equal Employment Opportunity and workforce diversity data, is the leadership of organizational unit representative/reflective of the communities you serve and the imunities experiencing the most inequitable outcomes? *
		Yes
		No
		Unsure
62.	dem repr	king at your Equal Employment Opportunity data and workforce diversity data, on what specific alographics can you focus attention in FY 23-24 so that your leadership becomes more esentative of the communities you serve, especially the communities experiencing the most puitable outcomes? *
	work prog	Employment Opportunity data specifically identifies which demographics may be underrepresented in your force as compared to the available workforce and the Washington County community. Include data sources such as ram, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull nd make bullet list
	- OEI - You	data CE-provided workforce diversity data by department r outcomes data (Include data sources such as program, community, population, and research data. Data may be titative (numeric) or qualitative (descriptive)).
		Hispanic or Latina/o/x of any race
		Black/African American
		American Indian or Alaska Native
		Asian
		Native Hawaiian or Pacific Islander
	~	Two or more races
		White
53.	curr prof men	and direct service delivery, what dollar amount of your Materials and Services budget is ently allocated in FY 22-23 to culturally specific, diversity, inclusion and equity-focused fessional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, atoring, research, consulting, paid internships, leadership development, professional elopment, etc.)? *
		e enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the ails/more information" question.
	294	100

64.	Details/more information:
	Please provide any information you wish regarding your answer to the question above

\$2,500 for EDI certification + \$1,900 for EDI focused training in Admin Services. \$25,000 for department wide EDI training.

65. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in your FY2023-24 base budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

179400

The value must be a number

66. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

179400

The value must be a number

67. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

179400

68. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

179400

The value must be a number

69. Details/more information:

Please provide any information you wish regarding your answer to the question above.

"\$2,500 for EDI certification + \$1,900 for EDI focused training. An increase over last year. We have also allocated \$125,000 towards a strategic investment that will be EDI focused with an additional \$25,000 to be used for Coaching and employee development and \$25,000 for Department wide EDI training.

Recruitments: a) Target advertising to reach a more diverse applicant pool. (i.e. Spanish radio, Black Engineers Assn.) b) Offering interview candidates questions in their first language as they prepare to interview. c) Revisit interview practices for maintenance workers to make the process more inclusive and equitable. (i.e. job fair) d) Include statements in job postings encouraging applications from under-represented groups."

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

70. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

This tool has emphasized the need to focus our funding on those who have historically been overlooked in the allocation of government resources.

71. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

Too early to tell? I think this question might be best asked after the allocation process has been finalized.

View results

Respondent

43 Anonymous

05:15
Time to complete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

- 1. Client Civil Rights
- 2. Equity Data
- 3. Community Engagement
- 4. Equitable Services, and
- 5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

- 1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
- 2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible,** with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
- 3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
- 4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
- 6. All submissions must be made using the Budget Equity Tool Microsoft Form.
- 7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1.	Nan	ne: *
	Mic	helle Morato
2.	Role	/ Position Title: *
	Ма	nagement Analyst II
3.	Wha	t is your department? *
	LU	T Administration
4.	Plea	se select your Budget Operating Area from the dropdown menu. *
		General Government
		Public Safety and Justice
		Land Use and Transportation
		Housing, Health and Human Services
		Culture, Education and Recreation
		Transportation
		Service Districts
		Facilities and Technology
		Risk Management and Insurance
		Replacement and Reserve
		Debt Service
		Miscellaneous and Non-Departmental

5.	Land Use and Transportation Organizational Unit Number *
	100-6010 Long Range Planning.
	100-9610 Watermaster
	168-6030 Engineering/Surveying
	168-6040 LUT Administration
	168-6050 Capital Project Services
	168-6060 LUT Operations & Maintenance
	170-6030 Public Land Corners
	172-6020 Current Planning
	174-6020 Building Services
	216-6030 County Surveyor
	Other
6.	Is this Org Unit Community-facing? * Yes
	○ No
7.	How many FTE positions are currently funded within this Org Unit in FY 22-23 ? *
	54.02
	The value must be a number
8.	How many FTE positions are funded within this Org Unit in your FY 23-24 base budget ? *
	49.71
	The value must be a number
9.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 4% decision scenario? *
	49.71
	The value must be a number

How many FTE positions are proposed within this Org Unit for FY 23-24 in your 7% decision scenario ? *
49.71
The value must be a number
How many FTE positions are proposed within this Org Unit for FY 23-24 in your 10% decision scenario ? *
49.71
The value must be a number
What is your current Materials and Services budget for FY 22-23 ? *
391742
The value must be a number
What is your Materials and Services budget in your base budget for FY 23-24? *
2285184
The value must be a number
What is your proposed Materials and Services budget for FY 23-24 in your 4% decision scenario ?
2285184
The value must be a number
What is your proposed Materials and Services budget for FY 23-24 in your 7% decision scenario ?
2285184
The value must be a number

	2285184
٦	he value must be a number
	Client Civil Rights
	Ensuring equitable access to programs and services: accommodations, translation and interpretation
	Ensuring equitable access to programs and services, accommodations, translation and interpretation
	Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge to the client.
	Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of <i>vital</i> documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).
F	What percentage of the clients and/or communities you serve need interpretation, translation, or ccommodation services? * lease enter <i>percentage</i> only. If needed, further explanation can be provided in the next question. If you are unsure,
Ē	ccommodation services? *
Ē	ccommodation services? * lease enter <i>percentage</i> only. If needed, further explanation can be provided in the next question. If you are unsure,
F	ccommodation services? * lease enter <i>percentage</i> only. If needed, further explanation can be provided in the next question. If you are unsure, lease enter 999.
8 F F F F F F F F F F F F F F F F F F F	ccommodation services? * lease enter percentage only. If needed, further explanation can be provided in the next question. If you are unsure, lease enter 999.
33. I	lease enter percentage only. If needed, further explanation can be provided in the next question. If you are unsure, lease enter 999. 25 The value must be a number Tyou are uncertain about the % of your population needing interpretation, translation, or ccommodations, please briefly share how you estimate your budgetary allocations for these

16. What is your **proposed** Materials and Services budget for **FY 23-24 in your 10% decision**

scenario? *

9.	What dollar amount of your FY 22-23 Materials and Services budget does your Org Unit currently allocate for accommodations, translation and interpretation? *						
	Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.						
	1000						
	The value must be a number						
).	Details/more information:						
	Please provide any information you wish regarding your answer to the question above.						
	Professional Services - budgeted up to \$1,000 for translation, interpretation and accommodation in accordance with County and Department LEAP policies/procedures and to meet goals of the Equity Framework for Outreach.						
١.	What dollar amount of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's FY2023-24 base budget ? *						
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.						
	1000						
	The value must be a number						
2.	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 4% decision scenario of your proposed FY2023-24 budget? *						
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.						
	1000						
	The value must be a number						
	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 7% decision scenario of your proposed FY2023-24 budget? *						
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.						
	1000						

	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 10% decision scenario of your proposed FY2023-24 budget ? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	1000
	The value must be a number
).	Details/more information:
	Please provide any information you wish regarding your answer to the question above.
	Professional Services - budgeted up to \$1,000 for translation, interpretation and accommodation in accordance with County and Department LEAP policies/procedures and to meet goals of the Equity Framework for Outreach.
5.	Do you have bilingual-required positions in your Org Unit?
	Position where bilingual skills are <i>required</i> (as opposed to bilingual <i>preferred</i>).
	Yes
	○ No
7.	Please specify what class specifications are designated as bilingual-required and how many employees serve in each class specification. *
	If needed, further explanation can be provided in the "Details/more information" question.
	Senior Permit Tech
3.	Details/more information:
	Please provide any information you wish regarding your answer to the questions above.
9.	What total number of your staff receive a bilingual pay differential? *
	Please enter <i>number</i> only. Staff may be eligible to receive the bilingual pay differential even if they are not in a "bilingual required" position. If needed, further explanation can be provided in "Details/more information" question below.

	Details/more information: Please provide any information you wish regarding your answer to the questions above.
21	NAME at law are smaller than at affine as it is a billion and a second 2. *
	What languages do the staff receiving bilingual pay speak? * Please specify number of staff per language.
	Spanish and English
	Equity Data
	Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.
	What data on client utilization, quality, and outcomes did you use to develop your proposed budget? *
	Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).
	Client utilization data (number of permits, inspections and customer contacts) is used to plan future budgets. Quality and outcomes data is limited and not currently used to develop the budget. Anticipated level of development and customer activity are the primary factors in developing the proposed budget
33	What data disaggregated by race/ethnicity/language did you consider? *
	Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).
	None

34. What racial inequities exist in access, quality, and outcomes of your services? *

Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services?

Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)?

Outcomes - do service recipients experience the desired service outcomes at the same rate?

While not directly racial, we believe language access remains a potential barrier to accessing our public-facing services, as well as knowing who to call for what service. Translation and interpretation services are provided when requested.

35. How did consideration of this data drive your **proposed** allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *

We anticipate spending more on language assistance and making it easier for people to reach the county when they need our services.

Community Engagement

In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision-making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision-making.

The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is located at https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline

36. How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities in the development of your **proposed** budget? (Please specify the names of the individuals, organizations, or groups with which you consulted.) *

County	budget	town	hall.
--------	--------	------	-------

37. What did the communities most impacted by inequities tell you about their priorities and unmet needs? *

Limited input from these communities tells us that we are not reaching and/or engaging with them effectively.

50.	Tiow did you incorporate that community reedback into your proposed budget:
	Focus groups and listening sessions will likely fall under the purview of the Public Outreach Specialist. The Communications Team involvement is yet to be determine, but is likely to be more of a support role in terms of creating materials that support, promote and report out on outreach events. In addition, the Communications Team will likely continue to create and promote online events and support table participation at community events.
9.	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in your FY2023-24 base budget ? *
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
0.	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget? *
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
1.	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 7% decision scenario of your proposed FY2023-24 budget? *
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
2.	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 10% decision scenario of your proposed FY2023-24 budget? *
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number

	Details/more information: Please provide any information you wish regarding your answer to the question above.
	Equitable Quality of Services
	Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.
ļ.	How are you investing in culturally specific services? *
	Hiring a department-wide community outreach coordinator and equity policy coordinator to work with our Communications Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future.
	Which community-based organizations are you contracting with for the design/delivery of culturally specific services? *
;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;	None at this time; Hiring a department-wide community outreach coordinator and equity policy coordinator to work with our Communications Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future. What dollar amount of your Org Unit's Materials and Services budget is currently allocated for
5.	None at this time; Hiring a department-wide community outreach coordinator and equity policy coordinator to work with our Communications Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future.
5.	None at this time; Hiring a department-wide community outreach coordinator and equity policy coordinator to work with our Communications Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future. What dollar amount of your Org Unit's Materials and Services budget is currently allocated for culturally specific services? * Please enter dollar amount based on FY 2022-23 budget only. If needed, further explanation can be provided in the
5.	None at this time; Hiring a department-wide community outreach coordinator and equity policy coordinator to work with our Communications Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future. What dollar amount of your Org Unit's Materials and Services budget is currently allocated for culturally specific services? * Please enter dollar amount based on FY 2022-23 budget only. If needed, further explanation can be provided in the Details/more information" question.
5. Y	None at this time; Hiring a department-wide community outreach coordinator and equity policy coordinator to work with our Communications Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future. What dollar amount of your Org Unit's Materials and Services budget is currently allocated for culturally specific services? * Please enter dollar amount based on FY 2022-23 budget only. If needed, further explanation can be provided in the Details/more information" question.
5. `. 7.	None at this time; Hiring a department-wide community outreach coordinator and equity policy coordinator to work with our Communications Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future. What dollar amount of your Org Unit's Materials and Services budget is currently allocated for culturally specific services? * Please enter dollar amount based on FY 2022-23 budget only. If needed, further explanation can be provided in the Details/more information" question.

	What dollar amount of your Org Unit's Materials and Services in your FY2023-24 base budget is allocated for culturally specific services? *						
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.						
	0						
	The value must be a number						
	What dollar amount of your Org Unit's Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *						
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.						
	0						
	The value must be a number						
50.	What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *						
50.	What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your						
50.	What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information"						
50.	What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.						
50. 51.	What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.						
50.	What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question. O The value must be a number What dollar amount of your Org Unit's Materials and Services in the 10% decision scenario of						
50.	What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question. O The value must be a number What dollar amount of your Org Unit's Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information"						
51.	What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question. 0 The value must be a number What dollar amount of your Org Unit's Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question.						
51.	What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question. 0 The value must be a number What dollar amount of your Org Unit's Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question.						
50. 51.	What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question. 0 The value must be a number What dollar amount of your Org Unit's Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question.						

53.	Beyond culturally specific investments, how will you target resources in your proposed budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	We will continue to focus more attention and effort on the consideration of equity in all of our ongoing work with the goal of improving outcomes for equity communities of concern.
54.	What dollar amount of your Org Unit's Materials and Services is allocated in your FY2023-24 base budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
55.	What dollar amount of your Org Unit's Materials and Services is being allocated in the 4% decision scenario of your proposed FY2023-24 budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
56.	What dollar amount of your Org Unit's Materials and Services is being allocated in the 7% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information"

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

57.	What dollar amount of your Org Unit's Materials and Services is being allocated in the 10% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *							
58.	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.							
	0							
	The value must be a number							
	Details/more information:							
	Please provide any information you wish regarding your answer to the question above.							
	Not subject to budget scenario effort							
	Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization. Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.							
59.	Looking at your Equal Employment Opportunity and workforce diversity data, is the workforce of your organizational unit representative/reflective of the communities you serve and the communities experiencing the most inequitable outcomes ? *							
	Yes							
	○ No							
	Unsure							

60.	Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your workforce becomes more representative of the communities you serve, especially the communities experiencing the most inequitable outcomes? *						
	work progi	Employment Opportunity data specifically identifies which demographics may be underrepresented in your force as compared to the available workforce and the Washington County community. Include data sources such as ram, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull nd make bullet list					
	- OEI - You	data CE-provided workforce diversity data by department r outcomes data (Include data sources such as program, community, population, and research data. Data may be titative (numeric) or qualitative (descriptive)).					
		Hispanic or Latina/o/x of any race					
		Black/African American					
		American Indian or Alaska Native					
		Asian					
		Native Hawaiian or Pacific Islander					
		Two or more races					
		White					
61.	your	king at your Equal Employment Opportunity and workforce diversity data, is the leadership of organizational unit representative/reflective of the communities you serve and the imunities experiencing the most inequitable outcomes ? *					
		Yes					

No

Unsure

62. Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your **leadership** becomes more representative of the communities you serve, **especially the communities experiencing the most inequitable outcomes?** *

Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list

	_	_	_		
_	-	⊢.	()	3	to

- OEICE-provided workforce diversity data by department

-	Your outcomes data (Include data sources such as program, community, population, and research data. Data may be uantitative (numeric) or qualitative (descriptive)).
	Hispanic or Latina/o/x of any race
	Black/African American
	American Indian or Alaska Native
	Asian
	Native Hawaiian or Pacific Islander
	Two or more races
	White
r c	Beyond direct service delivery, what dollar amount of your Materials and Services budget is currently allocated in FY 22-23 to culturally specific, diversity, inclusion and equity-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional levelopment, etc.)? *
	lease enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the Details/more information" question.
	4000

The value must be a number

64. Details/more information:

Please provide any information you wish regarding your answer to the question above.

In addition to a department-wide EDI-focused training allocation, for FY 23-24 we area allocating about \$4,000 for EDI-focused training. Staff time is provided to participate in equity programs, committees, affinity groups, and training.

65.	Beyond direct service delivery, what dollar amount of your Materials and Services in your FY2023-24 base budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	4000
	The value must be a number
66.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	4000
	The value must be a number
67.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	4000
	The value must be a number
68.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	4000
	The value must be a number

69. Details/more information:

Please provide any information you wish regarding your answer to the question above.

In addition to a department-wide EDI-focused training allocation, for FY 23-24 we area allocating about \$4,000 for EDI-focused training. Staff time is provided to participate in equity programs, committees, affinity groups, and training.

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

70. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

Identified opportunities to improve accommodations and language support for customers.

71. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

It would be beneficial to have easy access to the data available to us via SharePoint, or some other saveable location. We would really like the opportunity to review and analyze through out the year. We want to proactively use this valuable information to make measurable progress in our equity goals.

View results

Respondent

39 Anonymous

05:52

Time to complete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

- 1. Client Civil Rights
- 2. Equity Data
- 3. Community Engagement
- 4. Equitable Services, and
- 5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

- 1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
- 2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible,** with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
- 3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
- 4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
- 6. All submissions must be made using the Budget Equity Tool Microsoft Form.
- 7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1.	Nan	ne: *
	Mic	helle Morato
2.	Role	/ Position Title: *
	Ма	nagement Analyst II
3.	Wha	t is your department? *
	LU	T Administration
4.	Plea	se select your Budget Operating Area from the dropdown menu. *
		General Government
		Public Safety and Justice
		Land Use and Transportation
		Housing, Health and Human Services
		Culture, Education and Recreation
		Transportation
		Service Districts
		Facilities and Technology
		Risk Management and Insurance
		Replacement and Reserve
		Debt Service
		Miscellaneous and Non-Departmental

5.	Land Use and Transportation Organizational Unit Number *
	100-6010 Long Range Planning.
	100-9610 Watermaster
	168-6030 Engineering/Surveying
	168-6040 LUT Administration
	168-6050 Capital Project Services
	168-6060 LUT Operations & Maintenance
	170-6030 Public Land Corners
	172-6020 Current Planning
	174-6020 Building Services
	216-6030 County Surveyor
	Other
6.	Is this Org Unit Community-facing? *
	Yes
	○ No
7.	How many FTE positions are currently funded within this Org Unit in FY 22-23 ? *
	46.35
	The value must be a number
8.	How many FTE positions are funded within this Org Unit in your FY 23-24 base budget ? *
	46.35
	The value must be a number
9.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 4% decision scenario? *
	46.35
	The value must be a number

	scenario? *	
	46.35	
	The value must be a number	
11.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 10% decision scenario? *	
	46.35	
	The value must be a number	
2.	What is your current Materials and Services budget for FY 22-23 ? *	
	366652	
	The value must be a number	
3.	What is your Materials and Services budget in your base budget for FY 23-24 ? *	
	2049780	
	The value must be a number	
4.	What is your proposed Materials and Services budget for FY 23-24 in your 4% decision scenario ?	
	2049780	
	The value must be a number	
5.	What is your proposed Materials and Services budget for FY 23-24 in your 7% decision scenario ?	
	2049780	

10. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 7% decision**

The value r	must be a number
	ent Civil Rights
Ensur	ring equitable access to programs and services: accommodations, translation and interpretation
barrie speak	ommunities are entitled to equitable access to our County programs and services, and we must eliminate ers that prevent or obstruct their access. Many of our community members have physical disabilities and/or a languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, ation and interpretation services at no charge to the client.
the pu (which	rtments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to ublic, which includes proactive translation of <i>vital</i> documents into languages spoken by over 1,000 or 5% hever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are ble to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).
accommo	rcentage of the clients and/or communities you serve need interpretation, translation, or odation services? * er percentage only. If needed, further explanation can be provided in the next question. If you are unsure, er 999
25	
The value r	must be a number
-	e uncertain about the % of your population needing interpretation, translation, or odations, please briefly share how you estimate your budgetary allocations for these
Please pro	vide any information you wish regarding your answer to the question above.
certain th	n demographic profiles of our county (nearly 25% report speaking a language other than English at home), we are not there are members of equity priority communities that may be in need of translation/interpretation that we are no reaching or serving. Translation and interpretation costs are rolled into the project expenditures where they are

included in Public Notices and in costs for Open Houses and community outreach events as a professional service. Bilingual pay

needs to be considered in future budgets.

16. What is your **proposed** Materials and Services budget for **FY 23-24 in your 10% decision**

scenario? *

2049780

	allocate for accommodations, translation and interpretation? * Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
).	Details/more information:
	Please provide any information you wish regarding your answer to the question above.
	\$0 in Operating Budget. Translation and interpretation costs are rolled into the project expenditures where they are included in Public Notices and in costs for Open Houses and community outreach events as a professional service.
	What dollar amount of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's FY2023-24 base budget ? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 4% decision scenario of your proposed FY2023-24 budget? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 7% decision scenario of your proposed FY2023-24 budget? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number

	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
5.	Details/more information:
	Please provide any information you wish regarding your answer to the question above.
	This budget does not have accommodations, translation and interpretation. These costs are rolled into project expenditures. Translation and interpretation services are paid for by the individual project based on needs (Funds 362, 368, 374)
6	Do you have bilingual-required positions in your Org Unit?
Ο.	Position where bilingual skills are <i>required</i> (as opposed to bilingual <i>preferred</i>).
	Yes
	○ No
	Equity Data
	Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of

data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.

27. What data on client utilization, quality, and outcomes did you use to develop your proposed budget? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

This program supports construction of capital projects using multiple funding sources. Projects are approved by the Board of Commissioners with input from the Washington County Coordinating Committee and the community. Improving engagement with under-represented communities is a high priority.

Prior capital project funding commitments are the primary factors in developing the proposed yearly budget. Project budgets are built based on cost of design, right-of-way, and construction and include allowances for open houses and community engagement.

28. What data disaggregated by race/ethnicity/language did you consider? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

This data is not currently available. We are developing tools to help us collect & disaggregate data by race, language, and ethnicity.

29. What racial inequities exist in access, quality, and outcomes of your services? *

Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services?

Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)?

Outcomes - do service recipients experience the desired service outcomes at the same rate?

While not directly racial, we believe language access remains a potential barrier to accessing our public-facing services, as well as knowing who to call for what service. Translation and interpretation services are provided when requested.

As additional 2020 Census data is available, we will do more community demographic analysis to look for potential inequities in our communities.

30. How did consideration of this data drive your **proposed** allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *

We anticipate spending more on language assistance and making it easier for people to get information about our projects and easier for the public to reach out to the County when they need our services.

Community Engagement

In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision-making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision-making.

The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is located at https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline

31. How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities in the development of your **proposed** budget? (Please specify the names of the individuals, organizations, or groups with which you consulted.) *

County budget town hall and various project-focused open houses and community meetings. Staff also attend CPO meetings to discuss specific projects. This outreach is done at the Department level.

Limited input from these communities tells us that we are still not reaching and/or engaging with them effectively. Community input often includes request for more sidewalks and pedestrian crossings, bike lanes, street lighting, and improved access to transit. 33. How did you incorporate that community feedback into your proposed budget? * Limited input from these communities tells us that we are still not reaching and/or engaging with them effectively. Community input often includes request for more sidewalks and pedestrian crossings, bike lanes, street lighting, and improved access to transit. 34. What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in your FY2023-24 base budget? * Please enter dollar amount based on FY 2023-24 budget only, If needed, further explanation can be provided in the "Details/more information" question. 70300 The value must be a number 35. What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only, If needed, further explanation can be provided in the "Details/more information" question. 70300 The value must be a number 36. What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 7% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only, If needed, further explanation can be provided in the "Details/more information" question.		hat did the communities most impacted by inequities tell you about their priorities and unmet eds? *
33. How did you incorporate that community feedback into your proposed budget? * Limited input from these communities tells us that we are still not reaching and/or engaging with them effectively. Community input often includes request for more sidewalks and pedestrian crossings, bike lanes, street lighting, and improved access to transit. 34. What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in your FY2023-24 base budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question. 70300 The value must be a number 35. What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question. 70300 The value must be a number 36. What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 7% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.	L	imited input from these communities tells us that we are still not reaching and/or engaging with them effectively.
Limited input from these communities tells us that we are still not reaching and/or engaging with them effectively. Community input often includes request for more sidewalks and pedestrian crossings, bike lanes, street lighting, and improved access to transit. 34. What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in your FY2023-24 base budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question. 70300 The value must be a number 35. What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question. 70300 The value must be a number 36. What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 7% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.		
Community input often includes request for more sidewalks and pedestrian crossings, bike lanes, street lighting, and improved access to transit. 34. What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in your FY2023-24 base budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question. 70300 The value must be a number 35. What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question. 70300 The value must be a number 36. What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 7% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.	33. Ho	ow did you incorporate that community feedback into your proposed budget? *
34. What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in your FY2023-24 base budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question. 70300 The value must be a number 35. What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question. 70300 The value must be a number 36. What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 7% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.	L	imited input from these communities tells us that we are still not reaching and/or engaging with them effectively.
engagement in your FY2023-24 base budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question. 70300 The value must be a number 35. What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question. 70300 The value must be a number 36. What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 7% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.		
The value must be a number 35. What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question. 70300 The value must be a number 36. What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 7% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.	en Ple	gagement in your FY2023-24 base budget ? * ase enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the
35. What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question. 70300 The value must be a number 36. What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 7% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.	7	0300
engagement in the 4% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question. 70300 The value must be a number 36. What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 7% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.	The	e value must be a number
"Details/more information" question. 70300 The value must be a number 36. What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 7% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.		, ,
The value must be a number 36. What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 7% decision scenario of your proposed FY2023-24 budget ? * Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.		
36. What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 7% decision scenario of your proposed FY2023-24 budget ? * Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.	7	0300
engagement in the 7% decision scenario of your proposed FY2023-24 budget ? * Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.	The	e value must be a number
"Details/more information" question.		
70300		· · · · · · · · · · · · · · · · · · ·
	7	0300

The value must be a number

37. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement in the 10% decision scenario of your proposed FY2023-24 budget? *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

70300

The value must be a number

38. Details/more information:

Please provide any information you wish regarding your answer to the question above.

\$70,300 for $\frac{1}{2}$ Senior Communication and Education Specialist position, in addition translation and interpretation costs are rolled into the project expenditures where they are included in Public Notices and in costs for Open Houses and community outreach events as a professional service. No impact from 4% decision scenario.

Equitable Quality of Services

Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.

39. How are you investing in culturally specific services? *

Hiring a department-wide community outreach coordinator and equity policy coordinator to work with our Communications Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future.

40. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? *

Some culturally specific services are rolled into the project expenditures where they are included as part of preliminary engineering cost.

41.	What dollar amount of your Org Unit's Materials and Services budget is currently allocated for culturally specific services? *
	Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
42.	Details/more information:
	Please provide any information you wish regarding your answer to the question above.
43.	What dollar amount of your Org Unit's Materials and Services in your FY2023-24 base budget is allocated for culturally specific services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
44.	What dollar amount of your Org Unit's Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
45.	What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number

46.	What dollar amount of your Org Unit's Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
47.	Details/more information:
	Please provide any information you wish regarding your answer to the question above.
48.	Beyond culturally specific investments, how will you target resources in your proposed budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	We will continue to focus more attention and effort on the consideration of equity in all of our ongoing work with the goal of improving outcomes for equity communities of concern.
	We are working with the Communications Team staff as they incorporate plain language updates and improve language access to project webpages and documents and facilitate translation and interpretation services.
	We will continue to ensure consultants selected to design capital projects meet E&I goals as stated in their RFP response.
	We will use new purchasing guidelines to assist COBID contractors to quote or bid on capital projects.
	Participation in C2P2 (Construction Career Pathways Project) with Metro and other area jurisdictions should help improve workforce participation of women and Black, Indigenous, and people of color in transportation project construction.
49.	What dollar amount of your Org Unit's Materials and Services is allocated in your FY2023-24 base budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number

50.	What dollar amount of your Org Unit's Materials and Services is being allocated in the 4% decision scenario of your proposed FY2023-24 budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
51.	What dollar amount of your Org Unit's Materials and Services is being allocated in the 7% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
52.	What dollar amount of your Org Unit's Materials and Services is being allocated in the 10% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
i3.	The value must be a number Details/more information:
53.	

Equitable Organizational Development

Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization.

Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.

54.	Looking at your Equal Employment Opportunity and workforce diversity data, is the workforce of your organizational unit representative/reflective of the communities you serve and the communities experiencing the most inequitable outcomes? *
	Yes
	○ No
	Unsure
55.	Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your workforce becomes more representative of the communities you serve, especially the communities experiencing the most inequitable outcomes? *
	Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pul out and make bullet list
	 EEO data OEICE-provided workforce diversity data by department Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive)).
	Hispanic or Latina/o/x of any race
	Black/African American
	American Indian or Alaska Native
	Asian
	Native Hawaiian or Pacific Islander
	Two or more races
	White

56.	ooking at your Equal Employment Opportunity and workforce diversity data, is the leadership of our organizational unit representative/reflective of the communities you serve and the ommunities experiencing the most inequitable outcomes? *	
	Yes	
	No	
	Unsure	
57.	ooking at your Equal Employment Opportunity data and workforce diversity data, on what specific lemographics can you focus attention in FY 23-24 so that your leadership becomes more epresentative of the communities you serve, especially the communities experiencing the most nequitable outcomes? *	
	qual Employment Opportunity data specifically identifies which demographics may be underrepresented in your vorkforce as compared to the available workforce and the Washington County community. Include data sources such as rogram, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pulut and make bullet list	I
	EEO data OEICE-provided workforce diversity data by department Your outcomes data (Include data sources such as program, community, population, and research data. Data may be uantitative (numeric) or qualitative (descriptive)).	
	Hispanic or Latina/o/x of any race	
	Black/African American	
	American Indian or Alaska Native	
	Asian	
	Native Hawaiian or Pacific Islander	
	Two or more races	
	White	
58.	seyond direct service delivery, what dollar amount of your Materials and Services budget is urrently allocated in FY 22-23 to culturally specific, diversity, inclusion and equity-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, nentoring, research, consulting, paid internships, leadership development, professional levelopment, etc.)? *	
	lease enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the Details/more information" question.	
	29000	

The value must be a number

	Please provide any information you wish regarding your answer to the question above.
	In addition to a department-wide EDI-focused training allocation, for FY 22-23, we are allocating about \$29,000 for profession and leadership development, with about \$3,500 specifically for individual EDI-focused trainings. Staff time is provided to participate in equity programs, committees, affinity groups, and training.
1	Beyond direct service delivery, what dollar amount of your Materials and Services in your FY2023-24 base budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	3400
-	The value must be a number
	Beyond direct service delivery, what dollar amount of your Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	3400

62. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

63. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

3400

The value must be a number

64. Details/more information:

Please provide any information you wish regarding your answer to the question above.

This Org Unit is not doing a 4%, 7% or 10% reduction scenario

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

65. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

We realized that we have limited data and that few resources are directed specifically to equity priority communities. We learned that we can do more to engage the people that we serve so that everyone has improved access to our services and is able to understand the information we provide relating to our projects. In an effort to think critically and make valuable change, early access to the tools the County has available would be beneficial.

66. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

It would be beneficial to have easy access to the data available to us via SharePoint, or some other saveable location. We would really like the opportunity to review and analyze through out the year. We want to proactively use this valuable information to make measurable progress in our equity goals.

View results

Respondent

48 Anonymous

05:59

Time to complete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

- 1. Client Civil Rights
- 2. Equity Data
- 3. Community Engagement
- 4. Equitable Services, and
- 5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

- 1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
- 2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible,** with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
- 3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
- 4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
- 6. All submissions must be made using the Budget Equity Tool Microsoft Form.
- 7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1.	Nam	ne: *
	Mic	chelle Morato
2.	Role	/ Position Title: *
	Ма	nagement Analyst II
3.	Wha	at is your department? *
	LU	T Administration
4.	Plea	se select your Budget Operating Area from the dropdown menu. *
		General Government
		Public Safety and Justice
		Land Use and Transportation
		Housing, Health and Human Services
		Culture, Education and Recreation
		Transportation
		Service Districts
		Facilities and Technology
		Risk Management and Insurance
		Replacement and Reserve
		Debt Service
		Miscellaneous and Non-Departmental

5.	Land Use and Transportation Organizational Unit Number *
	100-6010 Long Range Planning.
	100-9610 Watermaster
	168-6030 Engineering/Surveying
	168-6040 LUT Administration
	168-6050 Capital Project Services
	168-6060 LUT Operations & Maintenance
	170-6030 Public Land Corners
	172-6020 Current Planning
	174-6020 Building Services
	216-6030 County Surveyor
	Other
6.	Is this Org Unit Community-facing? * Yes No
7.	How many FTE positions are currently funded within this Org Unit in FY 22-23 ? *
	4.75
	The value must be a number
8.	How many FTE positions are funded within this Org Unit in your FY 23-24 base budget ? *
	4.58
	The value must be a number
9.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 4% decision scenario? *
	4.58
	The value must be a number

10.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 7% decision scenario? *
	4.58
	The value must be a number
	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 10% decision scenario ? *
	4.58
	The value must be a number
12.	What is your current Materials and Services budget for FY 22-23 ? *
	19390
	The value must be a number
13.	What is your Materials and Services budget in your base budget for FY 23-24? *
	217508
	The value must be a number
14.	What is your proposed Materials and Services budget for FY 23-24 in your 4% decision scenario ?
	217508
	The value must be a number
15.	What is your proposed Materials and Services budget for FY 23-24 in your 7% decision scenario ?
	217508
	The value must be a number

	508
The va	llue must be a number
(Client Civil Rights
E	nsuring equitable access to programs and services: accommodations, translation and interpretation
b s _l	Our communities are entitled to equitable access to our County programs and services, and we must eliminate arriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or peak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, ranslation and interpretation services at no charge to the client.
th (v	Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of <i>vital</i> documents into languages spoken by over 1,000 or 5% whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are vailable to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).
	percentage of the clients and/or communities you serve need interpretation, translation, or mmodation services? *
	enter <i>percentage</i> only. If needed, further explanation can be provided in the next question. If you are unsure, enter 999.
25	
The va	llue must be a number

16. What is your proposed Materials and Services budget for FY 23-24 in your 10% decision

scenario? *

services:

Please provide any information you wish regarding your answer to the question above.

This work group serves walk-in developer/builder clients. A percentage breakdown of that clientele is not available but we can report that the need for interpretation/translation has been an extreme rarity--but can be met with the assistance of nearby bilingual staff. Budgetary allocations have been based on experienced/historical need.

	Please enter dollar amount based on FY 2022-23 budget only. If needed, further explanation can be provided in the
	Details/more information" question.
	0
	The value must be a number
	Details/more information:
ı	Please provide any information you wish regarding your answer to the question above.
	None currently, but will when the need is evident.
	What dollar amount of your Materials and Services budget is allocated for accommodations, cranslation and interpretation in your Org Unit's FY2023-24 base budget ? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	300
	The value must be a number
i	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 4% decision scenario of your proposed FY2023-24 budget? *
1	·
	accommodations, translation and interpretation in the 4% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information"
	reccommodations, translation and interpretation in the 4% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question.
	accommodations, translation and interpretation in the 4% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question.
;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;	accommodations, translation and interpretation in the 4% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question.
3. 1	Accommodations, translation and interpretation in the 4% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question. 300 The value must be a number What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 7% decision scenario of your proposed

24. What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 10% decision scenario of your proposed FY2023-24 budget ? *	
Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.	
300	
The value must be a number	
25. Details/more information:	
Please provide any information you wish regarding your answer to the question above.	
This is a special fund and not subject to the decision reduction scenarios	
26. Do you have bilingual-required positions in your Org Unit?	
Position where bilingual skills are <i>required</i> (as opposed to bilingual <i>preferred</i>).	
Yes	
○ No	

Equity Data

Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.

27. What data on client utilization, quality, and outcomes did you use to develop your **proposed** budget? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

This program does not choose or select its clients; it serves all comers--walk-in traffic. Interactions with clients/public in the past have been successful, providing little/no data that would prompt a change in budget development.

Include data s qualitative (de	orogram, commu	inity, population, ar	nd research data.	Data may be quantitative (numeric) or
None				

29. What racial inequities exist in access, quality, and outcomes of your services? *

28. What data disaggregated by race/ethnicity/language did you consider? *

Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services?

Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)?

Outcomes - do service recipients experience the desired service outcomes at the same rate?

None. This program does not have any control over who becomes a client.

30. How did consideration of this data drive your **proposed** allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *

This program is unable to specifically target any group or sub-group of clients.

Community Engagement

In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision-making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision-making.

The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is located at https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline

31. How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities in the development of your **proposed** budget? (Please specify the names of the individuals, organizations, or groups with which you consulted.) *

Throught the County Budget Town Hall meetings and budget hearings/presentations open to the public.

	here were no comments/responses.
Н	ow did you incorporate that community feedback into your proposed budget? *
T	Focus groups and listening sessions will likely fall under the purview of the Public Outreach Specialist. The Communications Feam involvement is yet to be determine, but is likely to be more of a support role in terms of creating materials that support promote and report out on outreach events. In addition, the Communications Team will likely continue to create and promote online events and support table participation at community events.
	hat dollar amount of your Org Unit's Materials and Services is allocated to community gagement in your FY2023-24 base budget? *
	ease enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the etails/more information" question.
3	300
	e value must be a number
The W en	
The Wen	hat dollar amount of your Org Unit's Materials and Services is allocated to community agagement in the 4% decision scenario of your proposed FY2023-24 budget ? * tease enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the
The Wen	hat dollar amount of your Org Unit's Materials and Services is allocated to community agagement in the 4% decision scenario of your proposed FY2023-24 budget? * lease enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the etails/more information" question.
The Ple "De The The The The The The The The The Th	hat dollar amount of your Org Unit's Materials and Services is allocated to community agagement in the 4% decision scenario of your proposed FY2023-24 budget? * lease enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the etails/more information" question.
The en Ple	hat dollar amount of your Org Unit's Materials and Services is allocated to community agagement in the 4% decision scenario of your proposed FY2023-24 budget? * wase enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the etails/more information" question.
The Wen Plee "De W	that dollar amount of your Org Unit's Materials and Services is allocated to community agagement in the 4% decision scenario of your proposed FY2023-24 budget? * The sease enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the etails/more information" question. The sease enter dollar amount of your Org Unit's Materials and Services is allocated to community agagement in the 7% decision scenario of your proposed FY2023-24 budget? * The sease enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the

depertment Communications Team and our various divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future. Equitable Quality of Services Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities. How are you investing in culturally specific services? * Services are provided to all clients regardless of their cultural background. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? * None What dollar amount of your Org Unit's Materials and Services budget is currently allocated for culturally specific services? * Please enter dollar amount based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.		Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the 'Details/more information" question.
Details/more information: Please provide any information you wish regarding your answer to the question above. The Department is hiring a department-wide community outreach coordinator and equity policy coordinator to work with depertment Communications Team and our various divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future. Equitable Quality of Services Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities. How are you investing in culturally specific services? * Services are provided to all clients regardless of their cultural background. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? * None What dollar amount of your Org Unit's Materials and Services budget is currently allocated for culturally specific services? * Please enter dollar amount based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.		300
Please provide any information you wish regarding your answer to the question above. The Department is hiring a department-wide community outreach coordinator and equity policy coordinator to work with department Communications Team and our various divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future. **Equitable Quality of Services** Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities. How are you investing in culturally specific services? * Services are provided to all clients regardless of their cultural background. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? * None What dollar amount of your Org Unit's Materials and Services budget is currently allocated for culturally specific services? * Please enter dollar amount based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.	7	The value must be a number
The Department is hiring a department-wide community outreach coordinator and equity policy coordinator to work with the department Communications Team and our various divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future. **Equitable Quality of Services** Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities. How are you investing in culturally specific services? * Services are provided to all clients regardless of their cultural background. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? * None What dollar amount of your Org Unit's Materials and Services budget is currently allocated for culturally specific services? * Please enter dollar amount based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.	[Details/more information:
depertment Communications Team and our various divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future. Equitable Quality of Services Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities. How are you investing in culturally specific services? * Services are provided to all clients regardless of their cultural background. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? * None What dollar amount of your Org Unit's Materials and Services budget is currently allocated for culturally specific services? * Please enter dollar amount based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.	F	Please provide any information you wish regarding your answer to the question above.
Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities. How are you investing in culturally specific services? * Services are provided to all clients regardless of their cultural background. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? * None What dollar amount of your Org Unit's Materials and Services budget is currently allocated for culturally specific services? * Please enter dollar amount based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.		
Which community-based organizations are you contracting with for the design/delivery of culturally specific services? * None What dollar amount of your Org Unit's Materials and Services budget is currently allocated for culturally specific services? * Please enter dollar amount based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.		Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services
Which community-based organizations are you contracting with for the design/delivery of culturally specific services? * None What dollar amount of your Org Unit's Materials and Services budget is currently allocated for culturally specific services? * Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.	ŀ	How are you investing in culturally specific services? *
None What dollar amount of your Org Unit's Materials and Services budget is currently allocated for culturally specific services? * Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.		Services are provided to all clients regardless of their cultural background.
What dollar amount of your Org Unit's Materials and Services budget is currently allocated for culturally specific services? * Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.		
culturally specific services? * Please enter dollar amount based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.		None
300	F	culturally specific services? * Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the

Details/more information:
Please provide any information you wish regarding your answer to the question above.
What dollar amount of your Org Unit's Materials and Services in your FY2023-24 base budget is allocated for culturally specific services? *
Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
300
The value must be a number
What dollar amount of your Org Unit's Materials and Services in the 4% decision scenario of you proposed FY2023-24 budget is being allocated for culturally specific services? *
Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
300
The value must be a number
What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of you proposed FY2023-24 budget is being allocated for culturally specific services? *
Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
300
The value must be a number

Details/more information: Please provide any information you wish regarding your answer to the question above.
Beyond culturally specific investments, how will you target resources in your proposed budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
This objective would require some study and planning, but even then improving outcomes for the groups mentioned could be assured.
What dollar amount of your Org Unit's Materials and Services is allocated in your FY2023-24 base budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
0
The value must be a number
What dollar amount of your Org Unit's Materials and Services is being allocated in the 4% decision scenario of your proposed FY2023-24 budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
0
The value must be a number
What dollar amount of your Org Unit's Materials and Services is being allocated in the 7% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
0
The value must be a number

52.	What dollar amount of your Org Unit's Materials and Services is being allocated in the 10% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
53.	Details/more information:
	Please provide any information you wish regarding your answer to the question above.
	None focused with that degree of specificity. Not subject to budget scenario effort.
	Equitable Organizational Development
	Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization.
	Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.
54.	Looking at your Equal Employment Opportunity and workforce diversity data, is the workforce of your organizational unit representative/reflective of the communities you serve and the communities experiencing the most inequitable outcomes ? *
	Yes
	○ No
	Unsure

55.	dem repr	king at your Equal Employment Opportunity data and workforce diversity data, on what specific lographics can you focus attention in FY 23-24 so that your workforce becomes more esentative of the communities you serve, especially the communities experiencing the most juitable outcomes? *
	work	I Employment Opportunity data specifically identifies which demographics may be underrepresented in your force as compared to the available workforce and the Washington County community. Include data sources such as ram, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pul nd make bullet list
	- OEI - You	data CE-provided workforce diversity data by department r outcomes data (Include data sources such as program, community, population, and research data. Data may be titative (numeric) or qualitative (descriptive)).
		Hispanic or Latina/o/x of any race
		Black/African American
		American Indian or Alaska Native
		Asian
		Native Hawaiian or Pacific Islander
		Two or more races
		White
56.	you	king at your Equal Employment Opportunity and workforce diversity data, is the leadership of organizational unit representative/reflective of the communities you serve and the imunities experiencing the most inequitable outcomes? *
		Yes
		No

Unsure

57.	Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your leadership becomes more
	representative of the communities you serve, especially the communities experiencing the most inequitable outcomes? *
	Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list
	 EEO data OEICE-provided workforce diversity data by department Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive)).
	Hispanic or Latina/o/x of any race
	Black/African American
	American Indian or Alaska Native
	Asian
	Native Hawaiian or Pacific Islander
	Two or more races
	White
58.	Beyond direct service delivery, what dollar amount of your Materials and Services budget is currently allocated in FY 22-23 to culturally specific, diversity, inclusion and equity-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number

59. Details/more information:

Please provide any information you wish regarding your answer to the question above.

There is no budget amount set aside within this program, but there is within the Department of LUT. This org/program is a small program of fewer than 5 FTE.

60.	Beyond direct service delivery, what dollar amount of your Materials and Services in your FY2023-24 base budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	300
	The value must be a number
61.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	300
	The value must be a number
62.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	300
	The value must be a number
63.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	300
	The value must be a number

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

65. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

It has become apparent that we have limited data; yet we don't decide who our community members are for this program. It is determined by development.

66. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

Nothing to add

View results

Respondent

42 Anonymous

12:02

Time to comp**l**ete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

- 1. Client Civil Rights
- 2. Equity Data
- 3. Community Engagement
- 4. Equitable Services, and
- 5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

- 1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
- 2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible,** with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
- 3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
- 4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
- 6. All submissions must be made using the Budget Equity Tool Microsoft Form.
- 7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1.	Nan	ne: *
	Mic	helle Morato
2.	Role	/ Position Title: *
	Ма	nagement Analyst II
3.	Wha	t is your department? *
	LU	T Administration
4.	Plea	se select your Budget Operating Area from the dropdown menu. *
		General Government
		Public Safety and Justice
		Land Use and Transportation
		Housing, Health and Human Services
		Culture, Education and Recreation
		Transportation
		Service Districts
		Facilities and Technology
		Risk Management and Insurance
		Replacement and Reserve
		Debt Service
		Miscellaneous and Non-Departmental

5.	Land Use and Transportation Organizational Unit Number *
	100-6010 Long Range Planning.
	100-9610 Watermaster
	168-6030 Engineering/Surveying
	168-6040 LUT Administration
	168-6050 Capital Project Services
	168-6060 LUT Operations & Maintenance
	170-6030 Public Land Corners
	172-6020 Current Planning
	174-6020 Building Services
	216-6030 County Surveyor
	Other
6.	Is this Org Unit Community-facing? * Yes
	○ No
7.	How many FTE positions are currently funded within this Org Unit in FY 22-23 ? *
	16.31
	The value must be a number
8.	How many FTE positions are funded within this Org Unit in your FY 23-24 base budget ? *
	13.52
	The value must be a number
9.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 4% decision scenario ? *
	13.52
	The value must be a number

	13.52
	The value must be a number
	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 10% decision scenario ? *
	13.52
	The value must be a number
	What is your current Materials and Services budget for FY 22-23 ? *
	170868
	17000
	The value must be a number What is your Materials and Services budget in your base budget for FY 23-24? *
	The value must be a number
	The value must be a number What is your Materials and Services budget in your base budget for FY 23-24? *
•	The value must be a number What is your Materials and Services budget in your base budget for FY 23-24? * 710211 The value must be a number
•	The value must be a number What is your Materials and Services budget in your base budget for FY 23-24? * 710211 The value must be a number
	The value must be a number What is your Materials and Services budget in your base budget for FY 23-24? * 710211 The value must be a number What is your proposed Materials and Services budget for FY 23-24 in your 4% decision scenario? *
	The value must be a number What is your Materials and Services budget in your base budget for FY 23-24? * 710211 The value must be a number What is your proposed Materials and Services budget for FY 23-24 in your 4% decision scenario? * 710211

710211	
The value must be a number	
Client Civil Rights	
Ensuring equitable access to programs and services: accommodations, translation and interpret	tation
Our communities are entitled to equitable access to our County programs and services, and we must barriers that prevent or obstruct their access. Many of our community members have physical disabili speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accomm translation and interpretation services at no charge to the client.	ties and/or
Departments should ensure that public documents, policies, plans, meetings, and hearings are readily the public, which includes proactive translation of <i>vital</i> documents into languages spoken by over 1,0 (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpreta available to clients and the public (at service desks, service phone lines, open houses, public meetings	000 or 5% tion services are
. What percentage of the clients and/or communities you serve need interpretation, t accommodation services? *	ranslation, or
Please enter <i>percentage</i> only. If needed, further explanation can be provided in the next question. If you please enter 999.	u are unsure,
25	
The value must be a number	
If you are uncertain about the % of your population needing interpretation, translation accommodations, please briefly share how you estimate your budgetary allocations for services:	
Please provide any information you wish regarding your answer to the question above.	
Based on demographic profiles of our county (nearly 25% report speaking a language other than English certain that there are members of equity priority communities that may be in need of translation/interpre	

currently reaching or serving. We do not have accurate information on this need. We budgeted \$1,000 to ensure that services is

16. What is your **proposed** Materials and Services budget for **FY 23-24 in your 10% decision**

scenario? *

available

19.	What dollar amount of your FY 22-23 Materials and Services budget does your Org Unit currently allocate for accommodations, translation and interpretation? *
	Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.
	6000
	The value must be a number
	Details/more information:
	Please provide any information you wish regarding your answer to the question above.
	Professional Services - budgeted up to \$6,000 for translation, interpretation and accommodation in accordance with County and Department LEAP policies/procedures and to meet goals of the Equity Framework for Outreach.
	What dollar amount of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's FY2023-24 base budget ? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	6000
	The value must be a number
22.	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 4% decision scenario of your proposed FY2023-24 budget? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	6000
	The value must be a number
23.	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 7% decision scenario of your proposed FY2023-24 budget? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	6000

24.	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 10% decision scenario of your proposed FY2023-24 budget ? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	6000
	The value must be a number
25.	Details/more information:
	Please provide any information you wish regarding your answer to the question above.
	Professional Services - budgeted up to \$6,000 for translation, interpretation and accommodation in accordance with County and Department LEAP policies/procedures and to meet goals of the Equity Framework for Outreach.
26.	Do you have bilingual-required positions in your Org Unit?
	Position where bilingual skills are <i>required</i> (as opposed to bilingual <i>preferred</i>).
	Yes
	○ No

Equity Data

Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.

27. What data on client utilization, quality, and outcomes did you use to develop your **proposed** budget? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

Client utilization data (number of permits, inspections and customer contacts) is used to plan future budgets. Quality and outcomes data is limited and not currently used to develop the budget. Anticipated level of development and customer activity are the primary factors in developing the proposed budget

28.	What data disaggregated by race/ethnicity/language did you consider? *
	Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).
	None
29.	What racial inequities exist in access, quality, and outcomes of your services? *
	Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services? Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)? Outcomes - do service recipients experience the desired service outcomes at the same rate?
	Generally none. Requirement need is translation/in office bilingual individuals available. Existing public facing docs noted as not in Spanish, the predominant second language in the area.
30.	How did consideration of this data drive your proposed allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *
	N/A
	Community Engagement
	In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision-making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision-making.

The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is located at https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline

31. How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities in the development of your **proposed** budget? (Please specify the names of the individuals, organizations, or groups with which you consulted.) *

County budget town hall.			
--------------------------	--	--	--

r	needs? *
	N/A
. ŀ	How did you incorporate that community feedback into your proposed budget? *
	Focus groups and listening sessions will likely fall under the purview of the Public Outreach Specialist. The Communications Team involvement is yet to be determine, but is likely to be more of a support role in terms of creating materials that support, promote and report out on outreach events. In addition, the Communications Team will likely continue to create and promote online events and support table participation at community events.
	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in your FY2023-24 base budget ? *
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the Details/more information" question.
	0
	0 The value must be a number
т Б. \ Е	
Б. \ Б. \	The value must be a number What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget ? * Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the
∏ 5. \ € F	The value must be a number What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget ? * Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the Details/more information" question.
5. \ 6 F "	The value must be a number What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget ? * Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the Details/more information" question.
	The value must be a number What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the Details/more information" question. O The value must be a number What dollar amount of your Org Unit's Materials and Services is allocated to community
755. \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the Details/more information" question. O The value must be a number What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 7% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the

32. What did the communities most impacted by inequities tell you about their priorities and unmet

37. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement in the 10% decision scenario of your proposed FY2023-24 budget? *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

38. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Administrative Services program 100-6040 budgets for Community Engagement Activities for this Fund.

Equitable Quality of Services

Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.

39. How are you investing in culturally specific services? *

Hiring a department-wide community outreach coordinator and equity policy coordinator to work with our Communications Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future.

40. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? *

None at this time; Hiring a department-wide community outreach coordinator and equity policy coordinator to work with our Communications Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future.

41.	What dollar amount of your Org Unit's Materials and Services budget is currently allocated for culturally specific services? *				
	Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				
42.	Details/more information:				
	Please provide any information you wish regarding your answer to the question above.				
43.	What dollar amount of your Org Unit's Materials and Services in your FY2023-24 base budget is allocated for culturally specific services? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				
44.	What dollar amount of your Org Unit's Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				
45.	What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				

40.	What dollar amount of your Org Unit's Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *		
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.		
	0		
	The value must be a number		
7.	Details/more information:		
	Please provide any information you wish regarding your answer to the question above.		
	Not subject to budget scenario effort		
48.	Beyond culturally specific investments, how will you target resources in your proposed budget to		
Ο.	improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *		
0.			
	refugee communities experiencing inequities in access and quality of services? * Working with communications teams in translation services of public website and forms What dollar amount of your Org Unit's Materials and Services is allocated in your FY2023-24 base budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information"		
	refugee communities experiencing inequities in access and quality of services? * Working with communications teams in translation services of public website and forms What dollar amount of your Org Unit's Materials and Services is allocated in your FY2023-24 base budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *		
	what dollar amount of your Org Unit's Materials and Services is allocated in your FY2023-24 base budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question.		
9.	what dollar amount of your Org Unit's Materials and Services is allocated in your FY2023-24 base budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question.		
9.	Working with communications teams in translation services of public website and forms What dollar amount of your Org Unit's Materials and Services is allocated in your FY2023-24 base budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question. 0 The value must be a number What dollar amount of your Org Unit's Materials and Services is being allocated in the 4% decision scenario of your proposed FY2023-24 budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee		

51.	What dollar amount of your Org Unit's Materials and Services is being allocated in the 7% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				
52.	What dollar amount of your Org Unit's Materials and Services is being allocated in the 10% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				
53.	Details/more information:				
	Please provide any information you wish regarding your answer to the question above.				

Not subject to budget scenario effort

Equitable Organizational Development

Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization.

Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.

54.	your	king at your Equal Employment Opportunity and workforce diversity data, is the workforce of organizational unit representative/reflective of the communities you serve and the munities experiencing the most inequitable outcomes? *
		Yes
		No
		Unsure
55.	dem repr	king at your Equal Employment Opportunity data and workforce diversity data, on what specific nographics can you focus attention in FY 23-24 so that your workforce becomes more esentative of the communities you serve, especially the communities experiencing the most quitable outcomes? *
	work	I Employment Opportunity data specifically identifies which demographics may be underrepresented in your force as compared to the available workforce and the Washington County community. Include data sources such as ram, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull and make bullet list
	- OEI - You	O data CE-provided workforce diversity data by department outcomes data (Include data sources such as program, community, population, and research data. Data may be titative (numeric) or qualitative (descriptive)).
		Hispanic or Latina/o/x of any race
		Black/African American
		American Indian or Alaska Native
		Asian
		Native Hawaiian or Pacific Islander
		Two or more races
		White
56.	you	king at your Equal Employment Opportunity and workforce diversity data, is the leadership of organizational unit representative/reflective of the communities you serve and the immunities experiencing the most inequitable outcomes ? *
		Yes
		No
		Unsure

57.	Loo	king at your Equal Employment Opportunity data and workforce diversity data, on what specific
	den repr	nographics can you focus attention in FY 23-24 so that your leadership becomes more resentative of the communities you serve, especially the communities experiencing the most quitable outcomes? *
	work prog	I Employment Opportunity data specifically identifies which demographics may be underrepresented in your force as compared to the available workforce and the Washington County community. Include data sources such as ram, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull and make bullet list
	- OEI - You	O data CE-provided workforce diversity data by department Ir outcomes data (Include data sources such as program, community, population, and research data. Data may be Ititative (numeric) or qualitative (descriptive)).
		Hispanic or Latina/o/x of any race
		Black/African American
		American Indian or Alaska Native
		Asian
		Native Hawaiian or Pacific Islander
		Two or more races
		White
58.	curi pro mer	cond direct service delivery, what dollar amount of your Materials and Services budget is rently allocated in FY 22-23 to culturally specific, diversity, inclusion and equity-focused fessional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, atoring, research, consulting, paid internships, leadership development, professional elopment, etc.)? *
		se enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the ails/more information" question.
	120	00

59. Details/more information:

The value must be a number

Please provide any information you wish regarding your answer to the question above.

In addition to a department-wide EDI-focused training allocation, for FY 23-24 we are allocating about \$1,200 for EDI-focused training. Staff time is provided to participate in equity programs, committees, affinity groups, and training.

60.	Beyond direct service delivery, what dollar amount of your Materials and Services in your FY2023-24 base budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	1200
	The value must be a number
61.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	1200
	The value must be a number
62.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	1200
	The value must be a number
	Beyond direct service delivery, what dollar amount of your Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	1200
	The value must be a number



Please provide any information you wish regarding your answer to the question above.

Not subject to scenario allocation effort

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

65. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

Need a more systemic approach in CP budget to better answer questions. Same as comments below

66. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

Need a more systemic approach in CP budget to better answer questions.

View results

Respondent

37 Anonymous

Ub:53
Time to complete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

- 1. Client Civil Rights
- 2. Equity Data
- 3. Community Engagement
- 4. Equitable Services, and
- 5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

- 1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
- 2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible,** with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
- 3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
- 4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
- 6. All submissions must be made using the Budget Equity Tool Microsoft Form.
- 7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1.	Nan	Name: *			
	Mic	helle Morato			
2.	Role	/ Position Title: *			
	Ма	nagement Analyst II			
3.	Wha	t is your department? *			
	LU	T Administration			
4.	Plea	se select your Budget Operating Area from the dropdown menu. *			
		General Government			
		Public Safety and Justice			
		Land Use and Transportation			
		Housing, Health and Human Services			
		Culture, Education and Recreation			
		Transportation			
		Service Districts			
		Facilities and Technology			
		Risk Management and Insurance			
		Replacement and Reserve			
		Debt Service			
		Miscellaneous and Non-Departmental			

5.	5. Land Use and Transportation Organizational Unit Number *		
	100-6010 Long Range Planning.		
	100-9610 Watermaster		
	168-6030 Engineering/Surveying		
	168-6040 LUT Administration		
	168-6050 Capital Project Services		
	168-6060 LUT Operations & Maintenance		
	170-6030 Public Land Corners		
	172-6020 Current Planning		
	174-6020 Building Services		
	216-6030 County Surveyor		
	Other		
6.	Is this Org Unit Community-facing? * Yes		
	○ No		
7.	How many FTE positions are currently funded within this Org Unit in FY 22-23 ? *		
	52.45		
	The value must be a number		
8.	How many FTE positions are funded within this Org Unit in your FY 23-24 base budget ? *		
	51.18		
	The value must be a number		
9.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 4% decision scenario ? *		
	51.18		
	The value must be a number		

	low many FTE positions are proposed within this Org Unit for FY 23-24 in your 7% decision cenario? *		
51.18			
The val	ue must be a number		
How r	nany FTE positions are proposed within this Org Unit for FY 23-24 in your 10% decision rio? *		
51.18			
The val	ue must be a number		
What	is your current Materials and Services budget for FY 22-23 ? *		
19868	333		
The val	ue must be a number		
What 36976	is your Materials and Services budget in your base budget for FY 23-24 ? *		
36976			
36976 The val	592		
36976 The val	ue must be a number is your proposed Materials and Services budget for FY 23-24 in your 4% decision scenario ?		
36976 The val What *	ue must be a number is your proposed Materials and Services budget for FY 23-24 in your 4% decision scenario ?		
36976 The val What * 36976 The val	ue must be a number is your proposed Materials and Services budget for FY 23-24 in your 4% decision scenario ?		
36976 The val What * 36976 The val	the must be a number is your proposed Materials and Services budget for FY 23-24 in your 4% decision scenario ? The must be a number is your proposed Materials and Services budget for FY 23-24 in your 7% decision scenario ?		

scenari	io? *
369769	02
The value	e must be a number
Cli	ent Civil Rights
Ensu	uring equitable access to programs and services: accommodations, translation and interpretation
barri spea	communities are entitled to equitable access to our County programs and services, and we must eliminate riers that prevent or obstruct their access. Many of our community members have physical disabilities and/or ak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, slation and interpretation services at no charge to the client.

16. What is your proposed Materials and Services budget for FY 23-24 in your 10% decision

Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of *vital* documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).

17. What **percentage** of the clients and/or communities you serve need interpretation, translation, or accommodation services? *

Please enter *percentage* only. If needed, further explanation can be provided in the next question. If you are unsure, please enter 999.

25

The value must be a number

18. If you are uncertain about the % of your population needing interpretation, translation, or accommodations, please briefly share how you estimate your budgetary allocations for these services:

Please provide any information you wish regarding your answer to the question above.

"Clients - ETS had 0 charges for translation in FY 22/23 so far.

Communities - This would be consistent with demographic data for all people that live and work in WC because they are likely users of the transportation system

Historical usage, but continue to budget a baseline amount to ensure services are available."

allocate for accommodations, translation and interpretation? *
Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.
2000
The value must be a number
Details/more information:
Please provide any information you wish regarding your answer to the question above.
What dollar amount of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's FY2023-24 base budget ? *
Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
2000
The value must be a number
What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 4% decision scenario of your proposed FY2023-24 budget? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
question.
2000
The value must be a number
What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 7% decision scenario of your proposed FY2023-24 budget? *
Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
2000
The value must be a number

19. What dollar amount of your FY 22-23 Materials and Services budget does your Org Unit currently

24.	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 10% decision scenario of your proposed FY2023-24 budget? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	2000				
	The value must be a number				
25.	Details/more information:				
	Please provide any information you wish regarding your answer to the question above.				
26.	Do you have bilingual-required positions in your Org Unit?				
	Position where bilingual skills are <i>required</i> (as opposed to bilingual <i>preferred</i>).				
	Yes				
	○ No				

Equity Data

Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.

27. What data on client utilization, quality, and outcomes did you use to develop your **proposed** budget? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

Client utilization data (requests for service) is available and used to plan future budgets. Quality and outcomes data is limited and not currently used to develop the budget. Community-driven requests for service, past expenditures, meeting statutory/federal obligations, and equipment lifecycle are the primary factors in developing the proposed budget.

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or
qualitative (descriptive).

None			

29. What racial inequities exist in access, quality, and outcomes of your services? *

28. What data disaggregated by race/ethnicity/language did you consider? *

Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services?

Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)?

Outcomes - do service recipients experience the desired service outcomes at the same rate?

While not directly racial, we believe language access remains a potential barrier to accessing our services, as well as knowing who to call for what service. Translation and interpretation services are provided when requested.

Neighborhood Streets Program: Traffic calming requests and safety campaigns are community-initiated and led. There are likely individual and community socio-economic factors in both time and resources that affect participation rates in these programs.

As additional 2020 Census data is available, we will do more community demographic analysis to look for potential inequities in our communities.

30. How did consideration of this data drive your **proposed** allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *

We anticipate spending more on language assistance and making it easier for people to reach the county when they need our services.

Community Engagement

In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision-making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision-making.

The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is located at https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline

31. How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities in the development of your **proposed** budget? (Please specify the names of the individuals, organizations, or groups with which you consulted.) *

County budget town hall. Boards and Commissions.

32.	What did the communities most impacted by inequities tell you about their priorities and unmet needs? *			
	Community input often includes requests for more sidewalks and pedestrian crossings, bike lanes, street lighting and improved access to transit; and concerns about parking and speeding.			
33.	How did you incorporate that community feedback into your proposed budget? *			
	Community input informs budget priorities as well as actual spending of funds earmarked to complete service requests throughout the year.			
34.	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in your FY2023-24 base budget ? *			
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			
	The value must be a number			
35.	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget? *			
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			
	The value must be a number			
36.	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 7% decision scenario of your proposed FY2023-24 budget? *			
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			
	The value must be a number			

37.	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 10% decision scenario of your proposed FY2023-24 budget? *				
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				
38.	Details/more information:				
	Please provide any information you wish regarding your answer to the question above.				
	Administrative Services program 100-6040 budgets for Community Engagement Activities for this Fund.				
	Equitable Quality of Services				
	Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.				
39.	How are you investing in culturally specific services? *				
	Hiring a department-wide community outreach coordinator and equity policy coordinator to work with our Communications Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future. Start subscription to Sproutsocial, a tool to allow us to better identify, analyze and reach historically marginalized populations.				
40.	Which community-based organizations are you contracting with for the design/delivery of culturally specific services? *				
	None at this time				
41.	What dollar amount of your Org Unit's Materials and Services budget is currently allocated for culturally specific services? *				
	Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				

42.	Details/more information:				
	Please provide any information you wish regarding your answer to the question above.				
43.	What dollar amount of your Org Unit's Materials and Services in your FY2023-24 base budget is allocated for culturally specific services? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				
44.	What dollar amount of your Org Unit's Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				
45.	What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				
46.	What dollar amount of your Org Unit's Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				

47.	Details/more information:			
	Please provide any information you wish regarding your answer to the question above.			
48.	Beyond culturally specific investments, how will you target resources in your proposed budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *			
	We will continue to focus more attention and effort on the consideration of equity in all of our ongoing work with the goal of improving outcomes for equity communities of concern.			
	We are working with the Communications Team staff as they incorporate plain language updates and improve language access to project webpages and documents and facilitate translation and interpretation services.			
49.	What dollar amount of your Org Unit's Materials and Services is allocated in your FY2023-24 base budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			
	The value must be a number			
50.	What dollar amount of your Org Unit's Materials and Services is being allocated in the 4% decision scenario of your proposed FY2023-24 budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *			
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			
	The value must be a number			
51.	What dollar amount of your Org Unit's Materials and Services is being allocated in the 7% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *			
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			

The value must be a number

52.	. What dollar amount of your Org Unit's Materials and Services is being allocated in the 10% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				
53.	Details/more information:				
	Please provide any information you wish regarding your answer to the question above.				
	Equitable Organizational Development				
	Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization.				
	Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.				
54.	Looking at your Equal Employment Opportunity and workforce diversity data, is the workforce of your organizational unit representative/reflective of the communities you serve and the communities experiencing the most inequitable outcomes ? *				
	Yes				
	○ No				
	Unsure				

55.	dem repr	king at your Equal Employment Opportunity data and workforce diversity data, on what specific nographics can you focus attention in FY 23-24 so that your workforce becomes more esentative of the communities you serve, especially the communities experiencing the most quitable outcomes? *
	work prog	I Employment Opportunity data specifically identifies which demographics may be underrepresented in your force as compared to the available workforce and the Washington County community. Include data sources such as ram, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull and make bullet list
	- OEI - You	O data CE-provided workforce diversity data by department It outcomes data (Include data sources such as program, community, population, and research data. Data may be titative (numeric) or qualitative (descriptive)).
		Hispanic or Latina/o/x of any race
		Black/African American
		American Indian or Alaska Native
		Asian
		Native Hawaiian or Pacific Islander
		Two or more races
		White
56.	you	king at your Equal Employment Opportunity and workforce diversity data, is the leadership of r organizational unit representative/reflective of the communities you serve and the munities experiencing the most inequitable outcomes? *
		Yes
		No

Unsure

der rep	oking at your Equal Employment Opportunity data and workforce diversity data, on what specific mographics can you focus attention in FY 23-24 so that your leadership becomes more resentative of the communities you serve, especially the communities experiencing the most quitable outcomes? *
wor	al Employment Opportunity data specifically identifies which demographics may be underrepresented in your kforce as compared to the available workforce and the Washington County community. Include data sources such as gram, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull and make bullet list
- OE - Yo	O data EICE-provided workforce diversity data by department ur outcomes data (Include data sources such as program, community, population, and research data. Data may be ntitative (numeric) or qualitative (descriptive)).
	Hispanic or Latina/o/x of any race
	Black/African American
	American Indian or Alaska Native
	Asian
	Native Hawaiian or Pacific Islander
	Two or more races
	White
cur pro me	rond direct service delivery, what dollar amount of your Materials and Services budget is rently allocated in FY 22-23 to culturally specific, diversity, inclusion and equity-focused ofessional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, ntoring, research, consulting, paid internships, leadership development, professional relopment, etc.)? *
Plea	ise enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the tails/more information" question.

59. Details/more information:

Please provide any information you wish regarding your answer to the question above.

In addition to a department-wide EDI-focused training allocation, for FY 22-23, we are allocating about \$3,735 for individual EDI-focused trainings.

60.	Beyond direct service delivery, what dollar amount of your Materials and Services in your FY2023-24 base budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	3735
	The value must be a number
61.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	3735
	The value must be a number
62.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	3735
	The value must be a number
63.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	3735
	The value must be a number

64. Details/more information:

Please provide any information you wish regarding your answer to the question above.

In addition to a department-wide EDI-focused training allocation, for FY 23-24, we are allocating about \$3,735 for individual EDI-focused trainings.

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

65. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

This has helped us to think about how equity factors into our budget development. There is limited data and that few resources are directed specifically to equity priority communities. We can do more to engage the people that we serve so that everyone has awareness of, and access to our services. We were able to set some short-term and longer-term goals to make improvements on how we think strategically to connect with our equity priority communities.

One of the primary ways we can get better data is to collect more demographic information during requests for service and to make reaching the County to access services easier through translation.

66. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

Nothing to add

View results

Respondent

35 Anonymous

07:40
Time to complete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

- 1. Client Civil Rights
- 2. Equity Data
- 3. Community Engagement
- 4. Equitable Services, and
- 5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

- 1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
- 2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible,** with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
- 3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
- 4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
- 6. All submissions must be made using the Budget Equity Tool Microsoft Form.
- 7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1.	Nan	Name: *				
	Mic	helle Morato				
2.	Role	/ Position Title: *				
	Ма	nagement Analyst II				
3.	Wha	t is your department? *				
	LUT	Administration				
4.	Plea	se select your Budget Operating Area from the dropdown menu. *				
		General Government				
		Public Safety and Justice				
		Land Use and Transportation				
		Housing, Health and Human Services				
		Culture, Education and Recreation				
		Transportation				
		Service Districts				
		Facilities and Technology				
		Risk Management and Insurance				
		Replacement and Reserve				
		Debt Service				
		Miscellaneous and Non-Departmental				

5.	Land Use and Transportation Organizational Unit Number *
	100-6010 Long Range Planning.
	100-9610 Watermaster
	168-6030 Engineering/Surveying
	168-6040 LUT Administration
	168-6050 Capital Project Services
	168-6060 LUT Operations & Maintenance
	170-6030 Public Land Corners
	172-6020 Current Planning
	174-6020 Building Services
	216-6030 County Surveyor
	Other
6.	Is this Org Unit Community-facing? * Yes No
7.	How many FTE positions are currently funded within this Org Unit in FY 22-23 ? *
	26.27
	The value must be a number
8.	How many FTE positions are funded within this Org Unit in your FY 23-24 base budget ? *
	26.77
	The value must be a number
9.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 4% decision scenario ? *
	24.77
	The value must be a number

	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 7% decision scenario? *		
	24.27		
7	The value must be a number		
	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 10% decision scenario? *		
	24.27		
٦	The value must be a number		
2. \	What is your current Materials and Services budget for FY 22-23 ? *		
	1245353		
7	The value must be a number		
3. \	What is your Materials and Services budget in your base budget for FY 23-24 ? *		
	2022099		
7	The value must be a number		
	What is your proposed Materials and Services budget for FY 23-24 in your 4% decision scenario ? *		
	2022099		
٦	The value must be a number		
5. \ ,	What is your proposed Materials and Services budget for FY 23-24 in your 7% decision scenario ?		
	2022099		
٦	The value must be a number		

997036
The value must be a number
Client Civil Rights
Ensuring equitable access to programs and services: accommodations, translation and interpretation
Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge to the client.
Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of <i>vital</i> documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).
What percentage of the clients and/or communities you serve need interpretation, translation, or accommodation services? *
Please enter <i>percentage</i> only. If needed, further explanation can be provided in the next question. If you are unsure, please enter 999.
25
The value must be a number
If you are uncertain about the % of your population needing interpretation, translation, or accommodations, please briefly share how you estimate your budgetary allocations for these services:
Please provide any information you wish regarding your answer to the question above.

Data collected through planning study online open house surveys did not yield enough diversity in the sample to provide an accurate estimate. The vast majority of respondents selected "white" and spoke English as their main language. Based on demographic profiles of our county (nearly 25% report speaking a language other than English at home), we are certain there are members of equity priority communities that may be in need of translation/interpretation that we are not currently reaching or serving. We prepare our budgetary allocation for these services based on historical usage, but continue to budget a

baseline amount to ensure services are available and can be expanded.

16. What is your proposed Materials and Services budget for FY 23-24 in your 10% decision

scenario? *

What dollar amount of your FY 22-23 Materials and Services budget does your Org Unit currently allocate for accommodations, translation and interpretation? *				
Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.				
10500				
The value must be a number				
Details/more information:				
Please provide any information you wish regarding your answer to the question above.				
What dollar amount of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's FY2023-24 base budget ? *				
Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
10500				
The value must be a number				
What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 4% decision scenario of your proposed FY2023-24 budget? *				
Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
10500				
The value must be a number				
What dollar amount of your Org Unit's Materials and Services budget is allocated for				
accommodations, translation and interpretation in the 7% decision scenario of your proposed FY2023-24 budget? *				
accommodations, translation and interpretation in the 7% decision scenario of your proposed				

24.	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 10% decision scenario of your proposed FY2023-24 budget ? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	10500				
	The value must be a number				
25.	Details/more information:				
	Please provide any information you wish regarding your answer to the question above.				
26.	Do you have bilingual-required positions in your Org Unit?				
	Position where bilingual skills are <i>required</i> (as opposed to bilingual <i>preferred</i>).				
	Yes				
	○ No				
27.	Please specify what class specifications are designated as bilingual-required and how many employees serve in each class specification. *				
	If needed, further explanation can be provided in the "Details/more information" question.				
	Senior Administrative Specialist and Community Service Monitor				
28.	Details/more information:				
	Please provide any information you wish regarding your answer to the questions above.				
29.	What total number of your staff receive a bilingual pay differential? *				
	Please enter <i>number</i> only. Staff may be eligible to receive the bilingual pay differential even if they are not in a "bilingual required" position. If needed, further explanation can be provided in "Details/more information" question below.				
	For information on Washington County Bilingual Pay Policy: https://www.co.washington.or.us/Support Services/upload/Bilingual-Pay-Policy-with-Fillable-Form.pdf				
	2				

The value must be a number

30.	Details/more information: Please provide any information you wish regarding your answer to the questions above.				
31.	What languages do the staff receiving bilingual pay speak? * Please specify number of staff per language.				
	Spanish				
	Equity Data				
	Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.				
32.	What data on client utilization, quality, and outcomes did you use to develop your proposed budget? *				
	Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).				
	Client utilization, quality and outcomes data is limited and not currently used to develop the budget. Proposed planning projects, recurring workload tasks and community input are the primary factors in developing the proposed budget.				
33.	What data disaggregated by race/ethnicity/language did you consider? *				
	Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).				
	None				

34. What racial inequities exist in access, quality, and outcomes of your services? *

Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services?

Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)?

Outcomes - do service recipients experience the desired service outcomes at the same rate?

Data collected through planning study online open house surveys did not yield enough diversity in the sample. The vast majority of respondents selected "white" and spoke English as their primary language. While not directly racial, we believe language access remains a potential barrier. Translation and interpretation services are provided when requested. As additional 2020 Census data is available, we will do more community demographic analysis to look for potential racial inequities in our communities.

35. How did consideration of this data drive your **proposed** allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *

We have maintained a high funding allocation for language assistance.

Community Engagement

In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision-making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision-making.

The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is located at https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline

36. How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities in the development of your **proposed** budget? (Please specify the names of the individuals, organizations, or groups with which you consulted.) *

County budget town hall and outreach on various planning projects. Staff also regularly attends Community Participation Organization (CPO) meetings and organizes open houses to reach out to various community or special-interest groups about proposed ordinances, future plans related to land development and roads, etc.

37. What did the communities most impacted by inequities tell you about their priorities and unmet needs? *

Limited input from these communities tells us that we are not reaching and/or engaging with them effectively.

	Community input informs budget priorities as well as actual spending of funds earmarked to complete service requests throughout the year.
	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in your FY2023-24 base budget? *
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget? *
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 7% decision scenario of your proposed FY2023-24 budget? *
	engagement in the 7% decision scenario of your proposed FY2023-24 budget ? * Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the
	engagement in the 7% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.
2.	engagement in the 7% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.
2.	engagement in the 7% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question. O The value must be a number What dollar amount of your Org Unit's Materials and Services is allocated to community
2.	engagement in the 7% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question. O The value must be a number What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 10% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the

43	. Details/more information:
	Please provide any information you wish regarding your answer to the question above.
	This is part of individual projects we work on as well. For instance, about \$50k is earmarked for community engagement as par of the Significant Natural Resources consultant work. [More examples from Transportation Planning] No cuts were made. I don have a specific budget number

Equitable Quality of Services

Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.

44. How are you investing in culturally specific services? *

Consultant and community-based organization work this past year help us develop an equity framework that we intend to use for upcoming projects to engage historically excluded communities and help build relationships in more communities of equity concern. Hiring a department-wide community outreach coordinator and equity policy coordinator to work with our Communications Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future.

45. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? *

	one at this time	
l		

46. What **dollar amount** of your Org Unit's Materials and Services budget is **currently allocated** for culturally specific services? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

0			

The value must be a number

47. Details/more information:

Please provide any information you wish regarding your answer to the question above.

48.	What dollar amount of your Org Unit's Materials and Services in your FY2023-24 base budget is allocated for culturally specific services? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				
49.	What dollar amount of your Org Unit's Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				
50.	What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				
51.	What dollar amount of your Org Unit's Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				
52.	Details/more information:				
	Please provide any information you wish regarding your answer to the question above.				

53.	Beyond culturally specific investments, how will you target resources in your proposed budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	We will continue to focus more attention and effort on the consideration of equity in all of our ongoing work with the goal of improving outcomes for equity communities of concern. Communications Team staff hopes to incorporate plain language updates and improve language access to project webpages and documents and facilitate translation and interpretation services. We intend to use the equity framework, developed last year with an equity consultant and community based organizations, on upcoming projects.
54.	What dollar amount of your Org Unit's Materials and Services is allocated in your FY2023-24 base budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
55.	What dollar amount of your Org Unit's Materials and Services is being allocated in the 4% decision scenario of your proposed FY2023-24 budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number

56. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 7% decision scenario of your proposed FY2023-24 budget** to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

57.	. What dollar amount of your Org Unit's Materials and Services is being allocated in the 10% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *		
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.		
	0		
	The value must be a number		
58.	Details/more information:		
	Please provide any information you wish regarding your answer to the question above.		
	Equitable Organizational Development		
	Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization.		
	Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.		
59.	Looking at your Equal Employment Opportunity and workforce diversity data, is the workforce of your organizational unit representative/reflective of the communities you serve and the communities experiencing the most inequitable outcomes ? *		
	Yes		
	○ No		
	Unsure		

60		
60.	dem repr	king at your Equal Employment Opportunity data and workforce diversity data, on what specific nographics can you focus attention in FY 23-24 so that your workforce becomes more esentative of the communities you serve, especially the communities experiencing the most quitable outcomes? *
	work prog	I Employment Opportunity data specifically identifies which demographics may be underrepresented in your force as compared to the available workforce and the Washington County community. Include data sources such as ram, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull and make bullet list
	- EEC) data
		CE-provided workforce diversity data by department
		r outcomes data (Include data sources such as program, community, population, and research data. Data may be titative (numeric) or qualitative (descriptive)).
		Hispanic or Latina/o/x of any race
		Black/African American
		American Indian or Alaska Native
		Asian
		Native Hawaiian or Pacific Islander
		Two or more races
		White
61.	youi	king at your Equal Employment Opportunity and workforce diversity data, is the leadership of organizational unit representative/reflective of the communities you serve and the munities experiencing the most inequitable outcomes? *
		Yes

No

Unsure

62. Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your **leadership** becomes more representative of the communities you serve, **especially the communities experiencing the most inequitable outcomes?** *

Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list

- EEO c	lata
---------	------

	- You	ICE-provided workforce diversity data by department ur outcomes data (Include data sources such as program, community, population, and research data. Data may be ntitative (numeric) or qualitative (descriptive)).
		Hispanic or Latina/o/x of any race
		Black/African American
		American Indian or Alaska Native
		Asian
		Native Hawaiian or Pacific Islander
		Two or more races
		White
63.	curi pro mer	ond direct service delivery, what dollar amount of your Materials and Services budget is rently allocated in FY 22-23 to culturally specific, diversity, inclusion and equity-focused fessional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, ntoring, research, consulting, paid internships, leadership development, professional elopment, etc.)? *
		se enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the ails/more information" question.
	20	00

The value must be a number

64. Details/more information:

Please provide any information you wish regarding your answer to the question above.

In addition to a department-wide EDI-focused training allocation, for FY 22-23 we are allocating about \$2,000 specifically for staff EDI training and development opportunities. Staff time is provided to participate in equity programs, committees, affinity groups, and training. [Mark is trying to figure out where this figure came from and if we should include in budget for this year]

65.	Beyond direct service delivery, what dollar amount of your Materials and Services in your FY2023-24 base budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	2000
	The value must be a number
66.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	2000
	The value must be a number
67.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	2000
	The value must be a number
68.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	2000
	The value must be a number

69. Details/more information:

Please provide any information you wish regarding your answer to the question above.

In addition to a department-wide EDI-focused training allocation, for FY 22-23 we are allocating about \$2,000 specifically for staff EDI training and development opportunities. Staff time is provided to participate in equity programs, committees, affinity groups, and training. [Mark is trying to figure out where this figure came from and if we should include in budget for this year]

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

70. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

We discovered opportunities to improve data collection and analysis, and to think more strategically about how we can engage effectively with equity priority committees in more of our work.

71. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

Nothing to add

View results

Respondent

40 Anonymous

07:08

Time to complete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

- 1. Client Civil Rights
- 2. Equity Data
- 3. Community Engagement
- 4. Equitable Services, and
- 5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

- 1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
- 2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible,** with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
- 3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
- 4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
- 6. All submissions must be made using the Budget Equity Tool Microsoft Form.
- 7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1.	Name: *			
	Mic	helle Morato		
2.	Role	/ Position Title: *		
	Ма	nagement Analyst II		
3.	Wha	it is your department? *		
	LU	T Administration		
4.	Plea	se select your Budget Operating Area from the dropdown menu. *		
		General Government		
		Public Safety and Justice		
		Land Use and Transportation		
		Housing, Health and Human Services		
		Culture, Education and Recreation		
		Transportation		
		Service Districts		
		Facilities and Technology		
		Risk Management and Insurance		
		Replacement and Reserve		
		Debt Service		
		Miscellaneous and Non-Departmental		

5.	Land Use and Transportation Organizational Unit Number *
	100-6010 Long Range Planning.
	100-9610 Watermaster
	168-6030 Engineering/Surveying
	168-6040 LUT Administration
	168-6050 Capital Project Services
	168-6060 LUT Operations & Maintenance
	170-6030 Public Land Corners
	172-6020 Current Planning
	174-6020 Building Services
	216-6030 County Surveyor
	Other
6.	Is this Org Unit Community-facing? *
	○ Yes
	○ No
7	Harris and ETF and it is a superconduction of an electric thing the Complete in EV 22, 222 at
7.	How many FTE positions are currently funded within this Org Unit in FY 22-23 ? *
	111
	The value must be a number
8.	How many FTE positions are funded within this Org Unit in your FY 23-24 base budget ? *
	109
	The value must be a number
9.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 4% decision scenario? *
	109
	The value must be a number

10.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 7% decision scenario ? *
	109
	The value must be a number
11.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 10% decision scenario ? *
	109
	The value must be a number
12.	What is your current Materials and Services budget for FY 22-23 ? *
	17538904
	The value must be a number
13.	What is your Materials and Services budget in your base budget for FY 23-24 ? *
	17824696
	The value must be a number
14.	What is your proposed Materials and Services budget for FY 23-24 in your 4% decision scenario ?
	17824696
	The value must be a number
15.	What is your proposed Materials and Services budget for FY 23-24 in your 7% decision scenario ?
	17824696
	The value must be a number

	The value must be a number
	Client Civil Rights
	Ensuring equitable access to programs and services: accommodations, translation and interpretation
	Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge to the client.
	Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of <i>vital</i> documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).
17.	What percentage of the clients and/or communities you serve need interpretation, translation, or accommodation services? *
	Please enter <i>percentage</i> only. If needed, further explanation can be provided in the next question. If you are unsure, please enter 999.
	25
	The value must be a number
18.	If you are uncertain about the % of your population needing interpretation, translation, or accommodations, please briefly share how you estimate your budgetary allocations for these services:

We do not have accurate information on this need. Based on demographic profiles of our county (nearly 25% report speaking a language other than English at home), we are certain that there are members of equity priority communities that may be in

We work with community members providing Community Service who often require translation or interpretation services. One

Please provide any information you wish regarding your answer to the question above.

need of translation/interpretation that we are not currently reaching or serving.

of our Community Service Monitors is bilingual and uses Spanish almost daily.

16. What is your proposed Materials and Services budget for FY 23-24 in your 10% decision

scenario? *

17824696

19.	What dollar amount of your FY 22-23 Materials and Services budget does your Org Unit currently allocate for accommodations, translation and interpretation? *			
	Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			
	The value must be a number			
20.	Details/more information:			
	Please provide any information you wish regarding your answer to the question above.			
	Contracted translation and interpretation services are paid through Professional Services.			
21.	What dollar amount of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's FY2023-24 base budget ? *			
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			
	The value must be a number			
22.	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 4% decision scenario of your proposed FY2023-24 budget? *			
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			
	The value must be a number			
23.	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 7% decision scenario of your proposed FY2023-24 budget ? *			
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			
	The value must be a number			

24.	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 10% decision scenario of your proposed FY2023-24 budget ? *		
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.		
	0		
	The value must be a number		
25.	Details/more information:		
	Please provide any information you wish regarding your answer to the question above.		
	Contracted translation and interpretation services are paid through Professional Services.		
26.	Do you have bilingual-required positions in your Org Unit?		
	Position where bilingual skills are <i>required</i> (as opposed to bilingual <i>preferred</i>).		
	Yes		
	O No		
27.	Please specify what class specifications are designated as bilingual-required and how many employees serve in each class specification. *		
	If needed, further explanation can be provided in the "Details/more information" question.		
	Community Service Program Monitor		
28.	Details/more information:		
	Please provide any information you wish regarding your answer to the questions above.		
29.	What total number of your staff receive a bilingual pay differential? *		
	Please enter <i>number</i> only. Staff may be eligible to receive the bilingual pay differential even if they are not in a "bilingual required" position. If needed, further explanation can be provided in "Details/more information" question below.		
	For information on Washington County Bilingual Pay Policy: https://www.co.washington.or.us/Support Services/upload/Bilingual-Pay-Policy-with-Fillable-Form.pdf		
	1		

The value must be a number

30.	Details/more information:				
	Please provide any information you wish regarding your answer to the questions above.				
31.	What languages do the staff receiving bilingual pay speak? *				
	Please specify number of staff per language.				
	Spanish and English				
	Equity Data				
	Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.				
32.	What data on client utilization, quality, and outcomes did you use to develop your proposed budget? *				
	Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).				
	Client utilization data (requests for service) is used to plan future budgets. Quality and outcomes data is limited and not currently used to develop the budget. Transportation infrastructure is generally maintained using a condition-based approach. We prioritize our work based on the Board-adopted Road Maintenance Priority Matrix, which tends to give preference to more heavily-used roads which serve the greatest number of people.				
33.	What data disaggregated by race/ethnicity/language did you consider? *				
	Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).				
	None				

34. What racial inequities exist in access, quality, and outcomes of your services? *

Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services?

Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)?

Outcomes - do service recipients experience the desired service outcomes at the same rate?

While not directly racial, we believe language access remains a potential barrier to accessing our public-facing services, as well as knowing who to call for what service. Translation and interpretation services are provided when requested.

As additional 2020 Census data is available, we will do more community demographic analysis to look for potential inequities in our communities.

35. How did consideration of this data drive your **proposed** allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *

We anticipate spending more on language assistance and making it easier for people to reach the county when they need our services.

Community Engagement

In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision-making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision-making.

The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is located at https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline

36. How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities in the development of your **proposed** budget? (Please specify the names of the individuals, organizations, or groups with which you consulted.) *

County budget town hall.

37. What did the communities most impacted by inequities tell you about their priorities and unmet needs? *

Limited input from these communities tells us that we are not reaching and/or engaging with them effectively.

Community input often includes request for more sidewalks and pedestrian crossings, bike lanes, street lighting, and improved access to transit.

38.	How did you incorporate that community feedback into your proposed budget? *			
	Community input informs budget priorities as well as actual spending of funds earmarked to complete service requests throughout the year.			
39.	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in your FY2023-24 base budget ? *			
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			
	The value must be a number			
).	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget? *			
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			
	The value must be a number			
	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 7% decision scenario of your proposed FY2023-24 budget? *			
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			
	The value must be a number			
2.	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 10% decision scenario of your proposed FY2023-24 budget? *			
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.			
	0			

	Details/more information:
	Please provide any information you wish regarding your answer to the question above.
	Equitable Quality of Services
	Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.
14.	How are you investing in culturally specific services? *
	Hiring a department-wide community outreach coordinator and equity policy coordinator to work with our Communications
	Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future.
	Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in
	Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future. Which community-based organizations are you contracting with for the design/delivery of culturally
·6.	Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? * None. Hiring a department-wide community outreach coordinator and equity policy coordinator to work with our Communications Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services
l 6.	Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? * None. Hiring a department-wide community outreach coordinator and equity policy coordinator to work with our Communications Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future. What dollar amount of your Org Unit's Materials and Services budget is currently allocated for
l 6.	Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? * None. Hiring a department-wide community outreach coordinator and equity policy coordinator to work with our Communications Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future. What dollar amount of your Org Unit's Materials and Services budget is currently allocated for culturally specific services? * Please enter dollar amount based on FY 2022-23 budget only. If needed, further explanation can be provided in the

\$0. Hiring a department-wide community outreach coordinator and equity policy coordinator to work with our Communications Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future.

	What dollar amount of your Org Unit's Materials and Services in your FY2023-24 base budget is allocated for culturally specific services? *		
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.		
	0		
	The value must be a number		
	What dollar amount of your Org Unit's Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *		
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.		
	0		
	The value must be a number		
	question.		
	The value must be a number		
	The value mast be a namber		
	What dollar amount of your Org Unit's Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *		
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.		
	0		
	The value must be a number		
2.	Details/more information:		
	Please provide any information you wish regarding your answer to the question above.		
	Hiring a department-wide community outreach coordinator and equity policy coordinator to work with our Communications		

Hiring a department-wide community outreach coordinator and equity policy coordinator to work with our Communications Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future.

53.	Beyond culturally specific investments, how will you target resources in your proposed budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	We will continue to focus more attention and effort on the consideration of equity in all of our ongoing work with the goal of improving outcomes for equity communities of concern.
	We are working with the Communications Team staff as they incorporate plain language updates and improve language access to project webpages and documents and facilitate translation and interpretation services.
54.	What dollar amount of your Org Unit's Materials and Services is allocated in your FY2023-24 base budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information"
	question.
	0
	The value must be a number
55.	What dollar amount of your Org Unit's Materials and Services is being allocated in the 4% decision scenario of your proposed FY2023-24 budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
56.	What dollar amount of your Org Unit's Materials and Services is being allocated in the 7% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

57.	. What dollar amount of your Org Unit's Materials and Services is being allocated in the 10% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	0				
	The value must be a number				
58.	Details/more information:				
	Please provide any information you wish regarding your answer to the question above.				
	Hiring a department-wide community outreach coordinator and equity policy coordinator to work with our Communications Team and our divisions, will better position the department to develop and advance a strategy to reach and build relationships with historically excluded or marginalized communities. This should lead to more culturally-specific services being provided in the future.				
	Equitable Organizational Development Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization.				
	Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.				
59.	Looking at your Equal Employment Opportunity and workforce diversity data, is the workforce of your organizational unit representative/reflective of the communities you serve and the communities experiencing the most inequitable outcomes? *				
	Yes				
	○ No				
	Unsure				

60.	Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your workforce becomes more representative of the communities you serve, especially the communities experiencing the most inequitable outcomes ? *				
	work	Employment Opportunity data specifically identifies which demographics may be underrepresented in your force as compared to the available workforce and the Washington County community. Include data sources such as ram, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull nd make bullet list			
	- OEI - You	data CE-provided workforce diversity data by department r outcomes data (Include data sources such as program, community, population, and research data. Data may be titative (numeric) or qualitative (descriptive)).			
		Hispanic or Latina/o/x of any race			
		Black/African American			
		American Indian or Alaska Native			
		Asian			
		Native Hawaiian or Pacific Islander			
		Two or more races			
		White			
61.	your	king at your Equal Employment Opportunity and workforce diversity data, is the leadership of organizational unit representative/reflective of the communities you serve and the imunities experiencing the most inequitable outcomes ? *			
		Yes			

No

Unsure

62. Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your leadership becomes more representative of the communities you serve, especially the communities experiencing the most inequitable outcomes ? *	
Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such a program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pout and make bullet list	
- EEO data - OEICE-provided workforce diversity data by department	

	out a	and make bullet list
	- OEI - You	D data ICE-provided workforce diversity data by department Ir outcomes data (Include data sources such as program, community, population, and research data. Data may be Intitative (numeric) or qualitative (descriptive)).
		Hispanic or Latina/o/x of any race
		Black/African American
		American Indian or Alaska Native
		Asian
		Native Hawaiian or Pacific Islander
		Two or more races
		White
63.	pro- mer	ond direct service delivery, what dollar amount of your Materials and Services budget is rently allocated in FY 22-23 to culturally specific, diversity, inclusion and equity-focused fessional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, ntoring, research, consulting, paid internships, leadership development, professional elopment, etc.)? *
		se enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the ails/more information" question.
	800	00

The value must be a number

64. Details/more information:

Please provide any information you wish regarding your answer to the question above.

In addition to a department-wide EDI-focused training allocation, we allocate about \$8k for EDI-focused training and development. Staff time is provided to participate in equity programs, committees, affinity groups, and training.

65.	. Beyond direct service delivery, what dollar amount of your Materials and Services in your FY2023-24 base budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	8200				
	The value must be a number				
66.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	8200				
	The value must be a number				
67.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	8200				
	The value must be a number				
68.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *				
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.				
	8200				
	The value must be a number				

05.	5. Betails, more imarrialism.		
	Please provide any information you wish regarding your answer to the question above.		

Process Evaluation

69 Details/more information:

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

70. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

This has helped us to think critically about how equity factors into our budget development. We realize that we collect and have limited data and that few resources are directed specifically to equity priority communities. We learned that we can do more to engage the people that we serve so that everyone has awareness of, and access to our services. We were able to set some short-term and longer-term goals to make improvements on how we think strategically to connect with our equity priority communities.

One of the primary ways we can get better data is to collect more demographic information during requests for service and to make reaching the County to access services easier through translation.

71. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

Data consolidation opportunities for a single tab with filters and friendly column alignment so everything can fit on one screen without having to scroll for easier data entry. Perhaps pre-populate data using inputs from the previous year to allow for easier adjustments with new year updates. Another consideration would be to keep question numbers the same for easier comparison year over year, and/or having historical data captured in a column to the right for easy reference, etc.

View results

Respondent

41 Anonymous

11:18

Time to complete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

- 1. Client Civil Rights
- 2. Equity Data
- 3. Community Engagement
- 4. Equitable Services, and
- 5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

- 1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
- 2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible,** with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
- 3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
- 4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
- 6. All submissions must be made using the Budget Equity Tool Microsoft Form.
- 7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1.	Nan	lame: *			
	Mic	helle Morato			
2.	. Role / Position Title: *				
	Ма	nagement Analyst II			
3.	Wha	t is your department? *			
	LU	T Administration			
4.	Plea	se select your Budget Operating Area from the dropdown menu. *			
		General Government			
		Public Safety and Justice			
		Land Use and Transportation			
		Housing, Health and Human Services			
		Culture, Education and Recreation			
		Transportation			
		Service Districts			
		Facilities and Technology			
		Risk Management and Insurance			
		Replacement and Reserve			
		Debt Service			
		Miscellaneous and Non-Departmental			

5.	Land Use and Transportation Organizational Unit Number *
	100-6010 Long Range Planning.
	100-9610 Watermaster
	168-6030 Engineering/Surveying
	168-6040 LUT Administration
	168-6050 Capital Project Services
	168-6060 LUT Operations & Maintenance
	170-6030 Public Land Corners
	172-6020 Current Planning
	174-6020 Building Services
	216-6030 County Surveyor
	Other
6.	Is this Org Unit Community-facing? * Yes
	No No
7.	How many FTE positions are currently funded within this Org Unit in FY 22-23 ? *
	3.96
	The value must be a number
8.	How many FTE positions are funded within this Org Unit in your FY 23-24 base budget ? *
	3.79
	The value must be a number
9.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 4% decision scenario? *
	3.79
	The value must be a number

10.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 7% decision scenario? *
	3.79
	The value must be a number
11.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 10% decision scenario? *
	3.79
	The value must be a number
12.	What is your current Materials and Services budget for FY 22-23 ? *
	50959
	The value must be a number
13.	What is your Materials and Services budget in your base budget for FY 23-24 ? *
	205352
	The value must be a number
14.	What is your proposed Materials and Services budget for FY 23-24 in your 4% decision scenario ?
	205352
	The value must be a number
15.	What is your proposed Materials and Services budget for FY 23-24 in your 7% decision scenario ?
	205352
	The value must be a number

205	352
The v	alue must be a number
	Client Civil Rights
	Ensuring equitable access to programs and services: accommodations, translation and interpretation
! !	Our communities are entitled to equitable access to our County programs and services, and we must eliminate parriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge to the client.
1	Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of <i>vital</i> documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).
	t percentage of the clients and/or communities you serve need interpretation, translation, or mmodation services? *
	e enter <i>percentage</i> only. If needed, further explanation can be provided in the next question. If you are unsure, e enter 999.
25	
The v	alue must be a number
-	u are uncertain about the % of your population needing interpretation, translation, or mmodations, please briefly share how you estimate your budgetary allocations for these ces:

Clients - Hard to know other than what are we spending on the services. PLC had 0 charges for translation in FY 22/23 so far Communities - This would be consistent with demographic data for all people that live and work in WC because they are likely

Please provide any information you wish regarding your answer to the question above.

Historical usage, but continue to budget a baseline amount to ensure services are available.

users of the transportation system

16. What is your proposed Materials and Services budget for FY 23-24 in your 10% decision

scenario? *

19.	What dollar amount of your FY 22-23 Materials and Services budget does your Org Unit currently allocate for accommodations, translation and interpretation? *
	Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
20.	Details/more information:
	Please provide any information you wish regarding your answer to the question above.
	\$0 budgeted but Contracted translation and interpretation services can be paid through Professional Services if needed.
	What dollar amount of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's FY2023-24 base budget ? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
22.	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 4% decision scenario of your proposed FY2023-24 budget? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
23.	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 7% decision scenario of your proposed FY2023-24 budget? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number

ac	hat dollar amount of your Org Unit's Materials and Services budget is allocated for commodations, translation and interpretation in the 10% decision scenario of your proposed 72023-24 budget? *
	ease enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" estion.
Th	e value must be a number
25. De	etails/more information:
Ple	ease provide any information you wish regarding your answer to the question above.
	\$0 budgeted but Contracted translation and interpretation services can be paid through Professional Services if needed.
26. Do	you have bilingual-required positions in your Org Unit?
Ро	sition where bilingual skills are required (as opposed to bilingual <i>preferred</i>).
	Yes
	No
	Equity Data
	Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.
	hat data on client utilization, quality, and outcomes did you use to develop your proposed udget? *
	clude data sources such as program, community, population, and research data. Data may be quantitative (numeric) or alitative (descriptive).
I	None

28.	What data disaggregated by race/ethnicity/language did you consider? *
	Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).
	None
9.	What racial inequities exist in access, quality, and outcomes of your services? *
	Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services? Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)? Outcomes - do service recipients experience the desired service outcomes at the same rate?
	Services are provided to all equally.
1	How did consideration of this data drive your proposed allocation of resources to address identified
	How did consideration of this data drive your proposed allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *
	racial equity gaps in access, quality, and outcomes? * N/A
	racial equity gaps in access, quality, and outcomes? *
	racial equity gaps in access, quality, and outcomes? * N/A

refugee communities in the development of your **proposed** budget? (Please specify the names of

the individuals, organizations, or groups with which you consulted.) *

None specific to this section

r	needs? *
	N/A
. H	How did you incorporate that community feedback into your proposed budget? *
	Focus groups and listening sessions will likely fall under the purview of the Public Outreach Specialist. The Communications Team involvement is yet to be determine, but is likely to be more of a support role in terms of creating materials that support, promote and report out on outreach events. In addition, the Communications Team will likely continue to create and promote online events and support table participation at community events.
	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in your FY2023-24 base budget ? *
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the Details/more information" question.
	0
	0 The value must be a number
т. Б. V	
5. V	The value must be a number What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget ? * Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the
Τ	The value must be a number What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget ? * Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the Details/more information" question.
5. V 6 F T	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget ? * Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the Details/more information" question.
5. V F T T F	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the Details/more information" question. O The value must be a number What dollar amount of your Org Unit's Materials and Services is allocated to community
T	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 4% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the Details/more information" question. Ohe value must be a number What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 7% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount based on FY 2023-24 budget only. If needed, further explanation can be provided in the

32. What did the communities most impacted by inequities tell you about their priorities and unmet

What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 10% decision scenario of your proposed FY2023-24 budget? *
Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the 'Details/more information" question.
0
The value must be a number
Details/more information:
Please provide any information you wish regarding your answer to the question above.
Administrative Services program 100-6040 budgets for Community Engagement Activities for this Fund.
Equitable Quality of Services
Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.
How are you investing in culturally specific services? *
Services are provided to all clients regardless of their cultural background.
Which community-based organizations are you contracting with for the design/delivery of culturally specific services? *
None at this time.
What dollar amount of your Org Unit's Materials and Services budget is currently allocated for culturally specific services? *
Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the 'Details/more information" question.
0
The value must be a number

42.	Details/more information:
	Please provide any information you wish regarding your answer to the question above.
	0
	What dollar amount of your Org Unit's Materials and Services in your FY2023-24 base budget is allocated for culturally specific services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
	What dollar amount of your Org Unit's Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
45.	
45.	The value must be a number What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your
45.	The value must be a number What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information"
45.	The value must be a number What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question.
45.	The value must be a number What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question.
4 5.	The value must be a number What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question. O The value must be a number What dollar amount of your Org Unit's Materials and Services in the 10% decision scenario of
4 5.	The value must be a number What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question. 0 The value must be a number What dollar amount of your Org Unit's Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information"
45.	The value must be a number What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question. 0 The value must be a number What dollar amount of your Org Unit's Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question.
45.	The value must be a number What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question. 0 The value must be a number What dollar amount of your Org Unit's Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question.

9. W bu im Pla qu	Services are provided to all clients regardless of their cultural background. That dollar amount of your Org Unit's Materials and Services is allocated in your FY2023-24 base udget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and amigrant and refugee communities experiencing inequities in access and quality of services? *
bu im Ple qu	udget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and migrant and refugee communities experiencing inequities in access and quality of services? *
qu	
	ease enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" sestion.
Th	e value must be a number
de In	That dollar amount of your Org Unit's Materials and Services is being allocated in the 4% ecision scenario of your proposed FY2023-24 budget to improve outcomes for Black, digenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee ommunities experiencing inequities in access and quality of services? *
	ease enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" lestion.
	0
Th	e value must be a number
d e	That dollar amount of your Org Unit's Materials and Services is being allocated in the 7% ecision scenario of your proposed FY2023-24 budget to improve to improve outcomes or Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee ommunities experiencing inequities in access and quality of services? *
	ease enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" sestion.
	0
Th	e value must be a number

52.	What dollar amount of your Org Unit's Materials and Services is being allocated in the 10% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
53.	Details/more information:
	Please provide any information you wish regarding your answer to the question above.
	Equitable Organizational Development
	Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization.
	Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.
54.	Looking at your Equal Employment Opportunity and workforce diversity data, is the workforce of your organizational unit representative/reflective of the communities you serve and the communities experiencing the most inequitable outcomes ? *
	Yes
	○ No
	Unsure

55.	dem repr	king at your Equal Employment Opportunity data and workforce diversity data, on what specific nographics can you focus attention in FY 23-24 so that your workforce becomes more esentative of the communities you serve, especially the communities experiencing the most quitable outcomes? *
	work prog	I Employment Opportunity data specifically identifies which demographics may be underrepresented in your force as compared to the available workforce and the Washington County community. Include data sources such as ram, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull and make bullet list
	- OEI - You	O data CE-provided workforce diversity data by department Ir outcomes data (Include data sources such as program, community, population, and research data. Data may be titative (numeric) or qualitative (descriptive)).
		Hispanic or Latina/o/x of any race
		Black/African American
		American Indian or Alaska Native
		Asian
		Native Hawaiian or Pacific Islander
		Two or more races
		White
56.	youi	king at your Equal Employment Opportunity and workforce diversity data, is the leadership of rorganizational unit representative/reflective of the communities you serve and the munities experiencing the most inequitable outcomes? *
		Yes
		No

Unsure

57.	Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your leadership becomes more representative of the communities you serve, especially the communities experiencing the most inequitable outcomes? *
	Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list
	 EEO data OEICE-provided workforce diversity data by department Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive)).
	Hispanic or Latina/o/x of any race
	Black/African American
	American Indian or Alaska Native
	Asian
	Native Hawaiian or Pacific Islander
	Two or more races
	White
58.	Beyond direct service delivery, what dollar amount of your Materials and Services budget is currently allocated in FY 22-23 to culturally specific, diversity, inclusion and equity-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? * Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.
	The value must be a number

59. Details/more information:

Please provide any information you wish regarding your answer to the question above.

In addition to a department-wide EDI-focused training allocation, for FY 22-23, we are allocating about \$281 for individual EDI-focused trainings.

60.	Beyond direct service delivery, what dollar amount of your Materials and Services in your FY2023-24 base budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	300
	The value must be a number
61.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	300
	The value must be a number
62.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	300
	The value must be a number
63.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	300
	The value must be a number

64. Details/more information:		
	Please provide any information you wish regarding your answer to the question above.	
	In addition to a department wide EDI focused training allocation for EV 22, 24 we are allocating about \$200 for individual EDI	
	In addition to a department-wide EDI-focused training allocation, for FY 23-24, we are allocating about \$300 for individual EDI-focused trainings.	

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

65. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

Nothing to add

66. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

Nothing to add

4

View results

Respondent

36 Anonymous

06:33

Time to complete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

- 1. Client Civil Rights
- 2. Equity Data
- 3. Community Engagement
- 4. Equitable Services, and
- 5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

- 1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
- 2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible,** with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
- 3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
- 4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
- 6. All submissions must be made using the Budget Equity Tool Microsoft Form.
- 7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1.	Nan	ne: *
	Mic	helle Morato
2.	Role	/ Position Title: *
	Ма	nagement Analyst II
3.	Wha	t is your department? *
	LU	T Administration
4.	Plea	se select your Budget Operating Area from the dropdown menu. *
		General Government
		Public Safety and Justice
		Land Use and Transportation
		Housing, Health and Human Services
		Culture, Education and Recreation
		Transportation
		Service Districts
		Facilities and Technology
		Risk Management and Insurance
		Replacement and Reserve
		Debt Service
		Miscellaneous and Non-Departmental

5.	Land Use and Transportation Organizational Unit Number *
	100-6010 Long Range Planning.
	100-9610 Watermaster
	168-6030 Engineering/Surveying
	168-6040 LUT Administration
	168-6050 Capital Project Services
	168-6060 LUT Operations & Maintenance
	170-6030 Public Land Corners
	172-6020 Current Planning
	174-6020 Building Services
	216-6030 County Surveyor
	Other
6.	Is this Org Unit Community-facing? * Yes
	No No
7.	How many FTE positions are currently funded within this Org Unit in FY 22-23 ? *
	1.98615
	The value must be a number
8.	How many FTE positions are funded within this Org Unit in your FY 23-24 base budget ? *
	1.98615
	The value must be a number
9.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 4% decision scenario? *
	1.74615
	The value must be a number

	scenario? *
	1.74615
	The value must be a number
1.	How many FTE positions are proposed within this Org Unit for FY 23-24 in your 10% decision scenario ? *
	1.74615
	The value must be a number
2.	What is your current Materials and Services budget for FY 22-23 ? *
	31413
	The value must be a number
3.	What is your Materials and Services budget in your base budget for FY 23-24? *
	159614
	The value must be a number
14.	What is your proposed Materials and Services budget for FY 23-24 in your 4% decision scenario ?
	159614
	The value must be a number
15.	What is your proposed Materials and Services budget for FY 23-24 in your 7% decision scenario ?
	159614

10. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 7% decision**

The value must be a number
Client Civil Rights
Ensuring equitable access to programs and services: accommodations, translation and interpretation
Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge to the client.
Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of <i>vital</i> documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).
What percentage of the clients and/or communities you serve need interpretation, translation, or accommodation services? *
Please enter <i>percentage</i> only. If needed, further explanation can be provided in the next question. If you are unsure, please enter 999.
25
The value must be a number
If you are uncertain about the % of your population needing interpretation, translation, or accommodations, please briefly share how you estimate your budgetary allocations for these services: Please provide any information you wish regarding your answer to the question above.
Based on demographic profiles of our county (nearly 25% report speaking a language other than English at home), we are certain that there are members of equity priority communities that may be in need of translation/interpretation that we are not

currently reaching or serving. By utilizing demographic data for all people that live and work in Washington County.

16. What is your **proposed** Materials and Services budget for **FY 23-24 in your 10% decision**

scenario? *

159614

	Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the Details/more information" question.
	2020
	he value must be a number
	Details/more information:
	Please provide any information you wish regarding your answer to the question above.
	What dollar amount of your Materials and Services budget is allocated for accommodations, ranslation and interpretation in your Org Unit's FY2023-24 base budget? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	2020
	The value must be a number
•	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 4% decision scenario of your proposed FY2023-24 budget? *
	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 4% decision scenario of your proposed
	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 4% decision scenario of your proposed FY2023-24 budget? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information"
)	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 4% decision scenario of your proposed FY2023-24 budget? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 4% decision scenario of your proposed *Y2023-24 budget? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
· · · · · · · · · · · · · · · · · · ·	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 4% decision scenario of your proposed FY2023-24 budget? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question. 2020 The value must be a number What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 7% decision scenario of your proposed

19. What dollar amount of your FY 22-23 Materials and Services budget does your Org Unit currently

24.	What dollar amount of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation in the 10% decision scenario of your proposed FY2023-24 budget? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	2020
	The value must be a number
25.	Details/more information:
	Please provide any information you wish regarding your answer to the question above.
26.	Do you have bilingual-required positions in your Org Unit?
	Position where bilingual skills are <i>required</i> (as opposed to bilingual <i>preferred</i>).
	Yes
	○ No
	Equity Data
	Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.
27.	What data on client utilization, quality, and outcomes did you use to develop your proposed budget? *
	Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).
	This data is not currently available.

28.	What data disaggregated by race/ethnicity/language did you consider? *
	Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).
	None
29.	What racial inequities exist in access, quality, and outcomes of your services? *
	Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services? Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)?
	Outcomes - do service recipients experience the desired service outcomes at the same rate? N/A
30.	How did consideration of this data drive your proposed allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *
	We currently don't collect this data but do understand and acknowledge that there are racial equity gaps out there."

Community Engagement

In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision-making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision-making.

The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is located at https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline

31. How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities in the development of your **proposed** budget? (Please specify the names of the individuals, organizations, or groups with which you consulted.) *

For fiscal year 22-23 we operated primarily as a field office of the State Water Resources Department.

32.	What did the communities most impacted by inequities tell you about their priorities and unmet needs? *
	N/A. We have not had any complaints or concerns from the public we serve.
33.	How did you incorporate that community feedback into your proposed budget? *
	"We would like to contribute to the design of pamphlets and translating services to the county services so that the diverse community in Washington County will have a better understanding of all our services."
	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in your FY2023-24 base budget ? *
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.
	The value must be a number
6.	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 7% decision scenario of your proposed FY2023-24 budget? *
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
7.	What dollar amount of your Org Unit's Materials and Services is allocated to community engagement in the 10% decision scenario of your proposed FY2023-24 budget? *
	Please enter <i>dollar amount</i> based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number

	Equitable Quality of Services
	Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.
. ⊢	low are you investing in culturally specific services? *
	Services are provided to all clients regardless of their cultural background.
. v	
. V	Services are provided to all clients regardless of their cultural background. Which community-based organizations are you contracting with for the design/delivery of culturally pecific services? *
). V s	Services are provided to all clients regardless of their cultural background. Which community-based organizations are you contracting with for the design/delivery of culturally pecific services? *
. V c	Services are provided to all clients regardless of their cultural background. Which community-based organizations are you contracting with for the design/delivery of culturally pecific services? * None at this time. What dollar amount of your Org Unit's Materials and Services budget is currently allocated for
. V c	Services are provided to all clients regardless of their cultural background. Which community-based organizations are you contracting with for the design/delivery of culturally pecific services? * None at this time. What dollar amount of your Org Unit's Materials and Services budget is currently allocated for ulturally specific services? * lease enter dollar amount based on FY 2022-23 budget only. If needed, further explanation can be provided in the
. V s	Services are provided to all clients regardless of their cultural background. Which community-based organizations are you contracting with for the design/delivery of culturally pecific services? * None at this time. What dollar amount of your Org Unit's Materials and Services budget is currently allocated for ulturally specific services? * lease enter dollar amount based on FY 2022-23 budget only. If needed, further explanation can be provided in the Details/more information" question.
. V c P "I	Services are provided to all clients regardless of their cultural background. Which community-based organizations are you contracting with for the design/delivery of culturally pecific services? * None at this time. What dollar amount of your Org Unit's Materials and Services budget is currently allocated for ulturally specific services? * lease enter dollar amount based on FY 2022-23 budget only. If needed, further explanation can be provided in the Details/more information" question.

	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
	What dollar amount of your Org Unit's Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
•	What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? *
•	What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your
•	What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
•	What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question. 0 The value must be a number What dollar amount of your Org Unit's Materials and Services in the 10% decision scenario of
	What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question. O The value must be a number What dollar amount of your Org Unit's Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information"
	What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question. O The value must be a number What dollar amount of your Org Unit's Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question.
	What dollar amount of your Org Unit's Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question. 0 The value must be a number What dollar amount of your Org Unit's Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is being allocated for culturally specific services? * Please enter dollar amount only. If needed, further explanation can be provided in the "Details/more information" question.

	nat dollar amount of your Org Unit's Materials and Services is allocated in your FY2023-24 base dget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and migrant and refugee communities experiencing inequities in access and quality of services? *
	ase enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" estion.
0	
The	value must be a number
de Inc	nat dollar amount of your Org Unit's Materials and Services is being allocated in the 4% cision scenario of your proposed FY2023-24 budget to improve outcomes for Black, ligenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee mmunities experiencing inequities in access and quality of services? *
	ase enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" estion.
0	
The	value must be a number
de for	nat dollar amount of your Org Unit's Materials and Services is being allocated in the 7% cision scenario of your proposed FY2023-24 budget to improve to improve outcomes Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee mmunities experiencing inequities in access and quality of services? *
	ase enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" estion.
0	

52.	What dollar amount of your Org Unit's Materials and Services is being allocated in the 10% decision scenario of your proposed FY2023-24 budget to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	0
	The value must be a number
53.	Details/more information:
	Please provide any information you wish regarding your answer to the question above.
	Equitable Organizational Development
	Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization.
	Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.
54.	Looking at your Equal Employment Opportunity and workforce diversity data, is the workforce of your organizational unit representative/reflective of the communities you serve and the communities experiencing the most inequitable outcomes ? *
	Yes
	○ No
	Unsure

55.	dem repr	king at your Equal Employment Opportunity data and workforce diversity data, on what specific tographics can you focus attention in FY 23-24 so that your workforce becomes more esentative of the communities you serve, especially the communities experiencing the most juitable outcomes? *
	work prog	Employment Opportunity data specifically identifies which demographics may be underrepresented in your force as compared to the available workforce and the Washington County community. Include data sources such as ram, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull nd make bullet list
	- OEI - You	data CE-provided workforce diversity data by department r outcomes data (Include data sources such as program, community, population, and research data. Data may be titative (numeric) or qualitative (descriptive)).
		Hispanic or Latina/o/x of any race
		Black/African American
		American Indian or Alaska Native
		Asian
		Native Hawaiian or Pacific Islander
		Two or more races
		White
56.	your	king at your Equal Employment Opportunity and workforce diversity data, is the leadership of organizational unit representative/reflective of the communities you serve and the munities experiencing the most inequitable outcomes ? *
		Yes
		No

Unsure

57.	Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your leadership becomes more representative of the communities you serve, especially the communities experiencing the most inequitable outcomes? *
	Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list
	 EEO data OEICE-provided workforce diversity data by department Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive)).
	Hispanic or Latina/o/x of any race
	Black/African American
	American Indian or Alaska Native
	Asian
	Native Hawaiian or Pacific Islander
	Two or more races
	White
58.	Beyond direct service delivery, what dollar amount of your Materials and Services budget is currently allocated in FY 22-23 to culturally specific, diversity, inclusion and equity-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? * Please enter <i>dollar amount</i> based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.
	2020
	The value must be a number
59.	Details/more information:
	Please provide any information you wish regarding your answer to the question above.

60.	Beyond direct service delivery, what dollar amount of your Materials and Services in your FY2023-24 base budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	2020
	The value must be a number
61.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 4% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	2020
	The value must be a number
62.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 7% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	2020
	The value must be a number
63.	Beyond direct service delivery, what dollar amount of your Materials and Services in the 10% decision scenario of your proposed FY2023-24 budget is allocated to culturally specific, equity, diversity and inclusion-focused professional services (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *
	Please enter <i>dollar amount</i> only. If needed, further explanation can be provided in the "Details/more information" question.
	2020
	The value must be a number

	Process Evaluation
	Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.
	/hat did your Department/Org Unit accomplish by using this tool? What did you learn about equity the process of building your proposed budget? *
	It calls attention to racial equity and how we can come together as a county to try and resolve this issue, be it monetary or staff training.
b	/hat does your Department/Org Unit recommend for improving the Budget Equity Tool for future udget processes? *
	Nothing to add