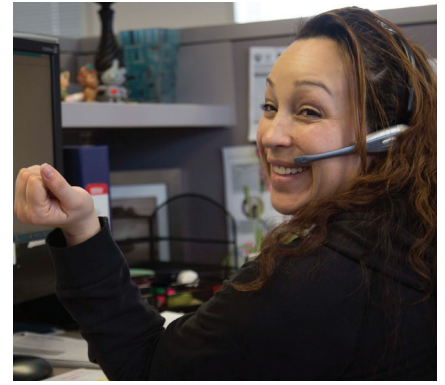




Proposed
**Budget
Equity
Analysis**



Fiscal Year 2022-23

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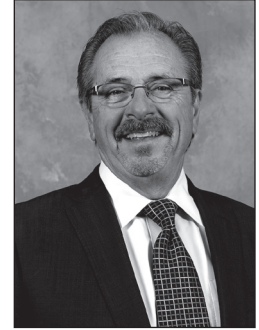
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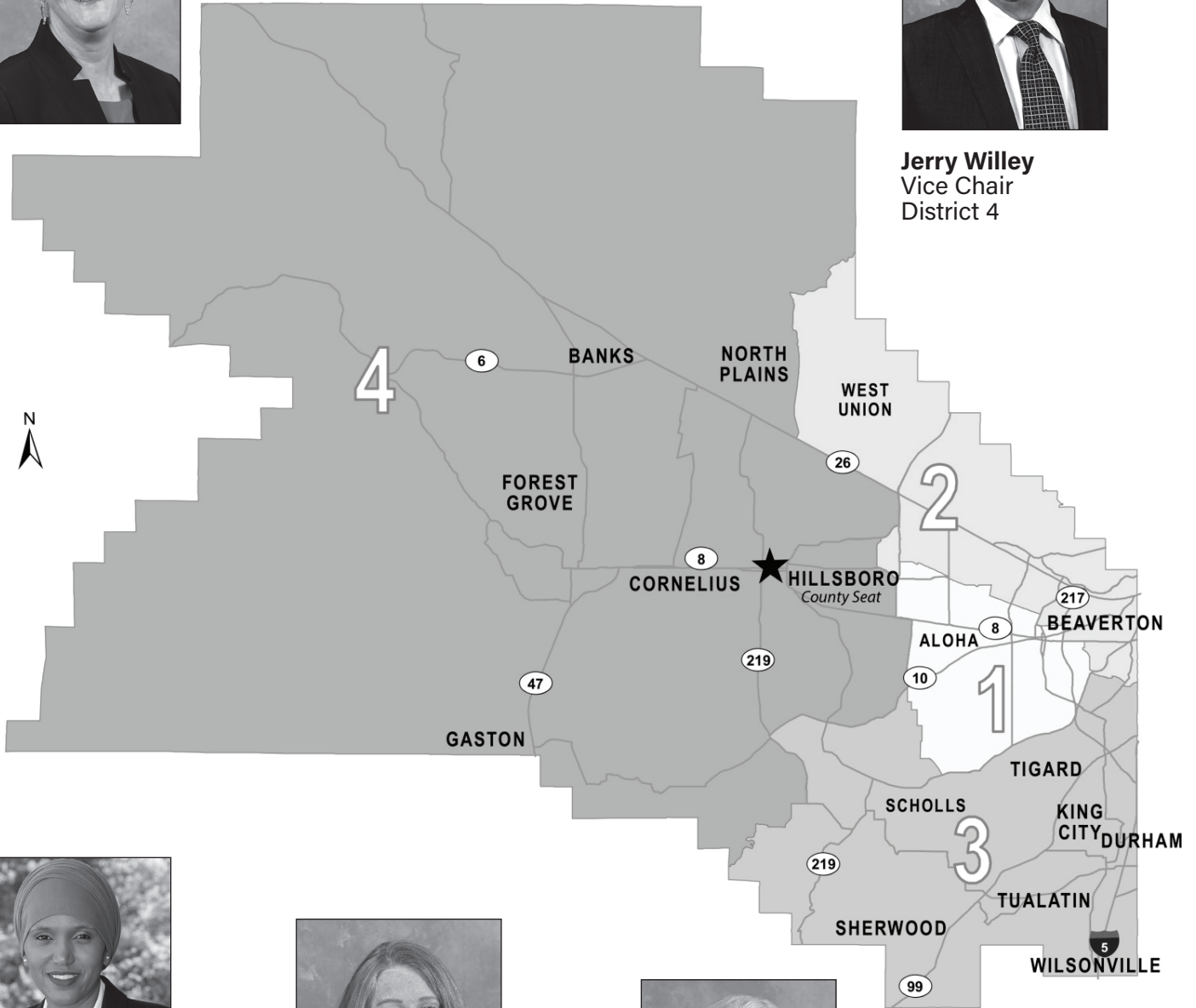
Commissioner Districts



Kathryn Harrington
Board Chair
Commissioner at Large



Jerry Willey
Vice Chair
District 4



Nafisa Fai
District 1



Pam Treece
District 2



Roy Rogers
District 3

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Budget Committees

WASHINGTON COUNTY SERVICE DISTRICT FOR LIGHTING NO. 1

May 9 & May 12, 2022

Board of Commissioners

Kathryn Harrington, Board Chair
Jerry Willey, Board Vice Chair
Nafisa Fai
Roy Rogers
Pam Treece

Lay Budget Committee Members

Karen Bolin
Jennifer Burghardt
Paul Lathrop
Cesar Maldonado
Joseph Ross

ENHANCED SHERIFF'S PATROL DISTRICT URBAN ROAD MAINTENANCE DISTRICT

May 16 & May 19, 2022

Board of Commissioners

Kathryn Harrington, Board Chair
Jerry Willey, Board Vice Chair
Nafisa Fai
Roy Rogers
Pam Treece

Lay Budget Committee Members

Stephen Baron
Raymond L Eck, Jr
J. Sean Fields
Melissa Laird
Fernando Lira

NORTH BETHANY COUNTY SERVICE DISTRICT FOR ROADS

May 19, 2022

Board of Commissioners

Kathryn Harrington, Board Chair
Jerry Willey, Board Vice Chair
Nafisa Fai
Roy Rogers
Pam Treece

Lay Budget Committee Member

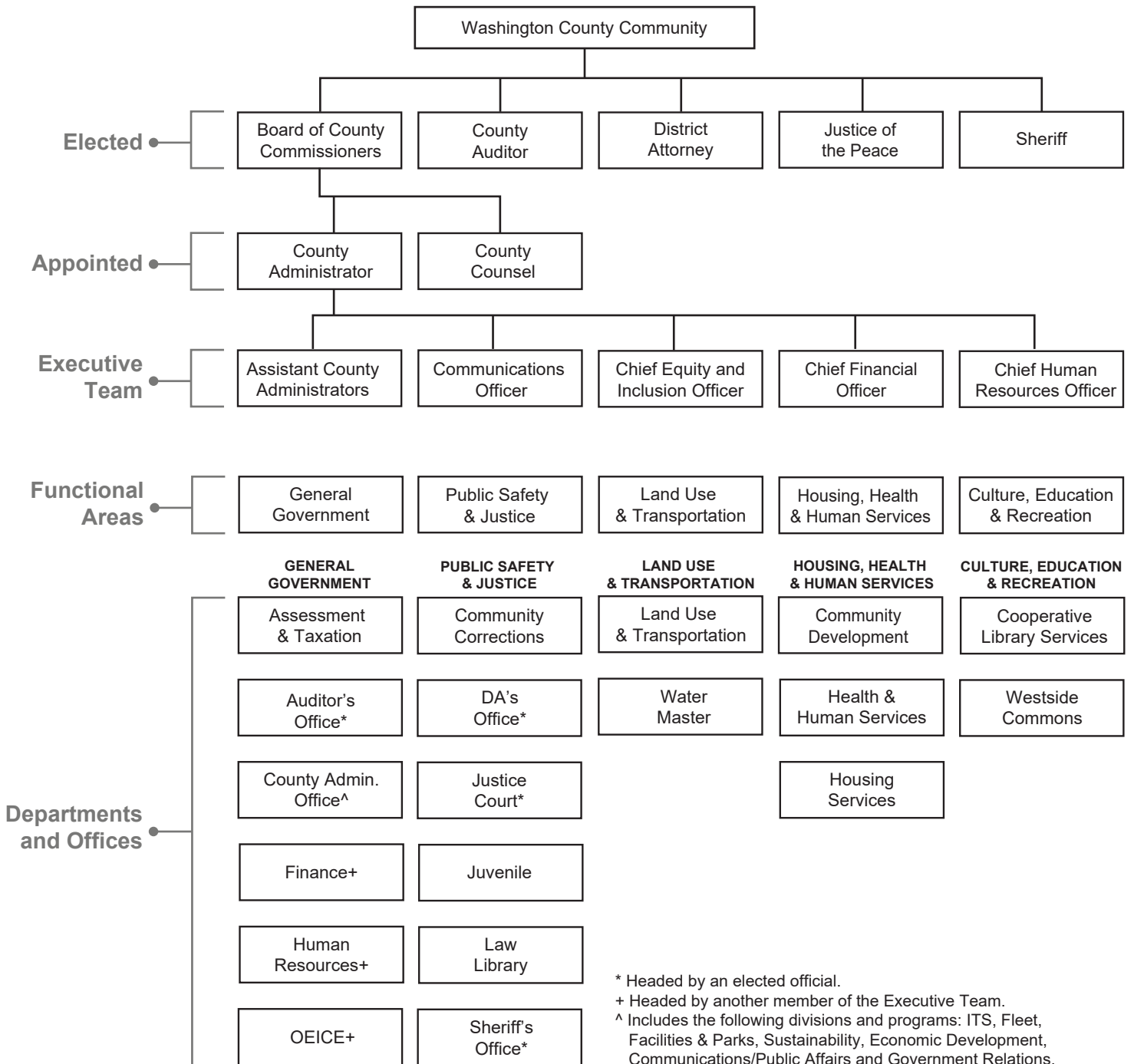
Sarah Beachy
Alicia Gruber
Daniel Reid
Fuhua Xu
Bruce Young

Budget Submitted By:

Tanya Ange, County Administrator

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Functional Area Chart



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Budget Equity Considerations

OVERARCHING CONSIDERATIONS

Washington County's 605,036 population is the second largest in Oregon and among the state's most diverse. Washington County is home to Oregon's largest county population of Latino/Latina/Latinx community members and the highest percentage of Asians and Pacific Islanders. Nearly one in four Washington County residents speaks a language other than English. After English, Spanish is spoken by the largest segment of the county (one in eight county residents speak Spanish).

The County is committed to a comprehensive and engaging equity, diversity and inclusion (EDI) program. Per the direction of executive leadership in fall of 2021, the Office of Equity, Inclusion and Community Engagement (OEICE) worked with the Equity Policy Committee of the Equity Leadership Council to develop a Budget Equity Tool for rollout during the FY 2022-23 budget process. The Washington County's FY 2022-23 Budget Equity Tool is a set of equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of resources. OEICE provided training and consultative support to departments on the implementation of the Budget Equity Tool.

An analysis of submitted Budget Equity Tools reveals numerous equity investments that reflect significant staff work, community engagement, attention to access and outcome data, a commitment to culturally appropriate service delivery and an investment in staff capacity to meet the needs of a very diverse community. The following amounts represent budget requests by departments to advance equity, diversity and inclusion in FY 2022-23.¹

- Culturally specific service delivery: \$21,052,868.
- Staff equity diversity and inclusion capacity building: \$3,409,485.
- Interpretation, translation, and accommodations: \$1,124,528.
- Bilingual staff receiving pay differential: 180.50 FTE (full-time equivalent staff).

¹ These requested amounts, which were made at the beginning of the budgeting process, may differ from those investments that are included in the final adopted budget for the new fiscal year. The difference is due to a more constrained pool of resources available to the County than originally anticipated. Between the development of departmental budget requests and the submission of the proposed budget to the Budget Committee, further cuts were made to achieve balance. The above amounts do not represent the final proposed budget, nor do they reflect which proposed equity investments were cut and which were maintained.

Some noteworthy, requested equity investments include the following:

- **Washington County Cooperative Library Services (WCCLS)** is targeting approximately \$500,000 annually, starting in FY 2022-23, to support focused equity work cooperative-wide, this represents 5% of the Materials and Services budget. In addition to investments to bring WCCLS into compliance with Title VI of the Civil Rights Act of 1964 (representing 3% of the Materials and Services budget), this investment launches a multi-year process to analyze cooperative governance and funding structures, including data analysis, community indicators and community and stakeholder engagement. It funds evaluation of the funding structure and recommendations to address inequities with future funding allocations. This will require contracting with professional services providers. Remaining funds from this allocation will support other cooperative-wide equity initiatives developed in partnership with member libraries.
- **The Washington County District Attorney (DA)** documented a 63% increase in bias crime referrals to the DA's Office in 2020 as compared to 2018. Given that, in 2021 the DA's Office obtained a competitive federal grant to address bias and hate crimes in Washington County and in 2022 launched Oregon's only county-based Bias Crime Multidisciplinary Team. In 2021, 35 hate/bias crime cases were referred by law enforcement to the DA's Office for prosecution and 30 cases were charged. The DA's Office has engaged in extensive community outreach to encourage people to report bias crimes and to enhance the community/system response when they occur.
- **Washington County's COVID-19 Response** has been designed with equity, inclusion and diversity at its core. COVID-19 Response and Recovery programs use race, ethnicity, language and disability data standards to understand inequities related to vaccination rates, COVID-19 infection rates, food, rental and assistance needs, as well as small-business assistance needs. COVID-19 Response and Recovery programs have allocated \$12.9 million to community-based organizations (CBOs) serving Black, Indigenous, Latino/a/x, immigrant and refugee communities residing within Washington County in order to help individuals access available assistance programs including food and shelter, childcare, healthcare, general hygiene and small-business support.
- **Solid Waste and Recycling (SWR)** conducts culturally relevant education and outreach programming for Spanish-speaking community members. The division manually maintains a Spanish version of its website that had 6,660 visits in 2021, or approximately 4% of the 161,000 total unique pageviews. SWR also tracks inbound call and email traffic for Spanish-speaking community members requiring assistance. In 2021 SWR supported 50 community members with general inquiries. Additionally, the Garbage and Recycling Advisory Committee and a volunteer *Promotores Ambientales* (Environmental Community Health Workers) group are supported with translators and Spanish-speaking staff at every meeting.

- **The Aging Program** is allocating \$30,000 in community-led recreation projects that convene older adults from Black, Indigenous and other communities of color, immigrants and refugees and/or LGBTQ+ older adults for social or cultural events and funding two culturally specific congregate meal sites. Culturally specific contracts fund information and assistance, family caregiver and evidence-based health promotion activities.
- **Housing Services** work with culturally specific providers to provide resident communication services and homeownership readiness counseling. Homeless and Supportive Housing Services programs work with culturally specific providers and create trainings for all service providers to ensure culturally responsive services throughout the system of care. Homeless programs are also investing \$50,000 a year in culturally specific organizations for capacity building. Combined, these efforts represent a \$4.4 million investment in culturally specific services, or 3% of the Housing Services budget. An additional \$250,000 is internally allocated for equity-focused staff capacity building to support equitable program delivery and policy improvements.
- **Jail Housing** supports volunteer clergy to provide religious services for several of the more common religions. Jail Housing accommodates special meals for medical purposes and religious purposes. The Jail has some initial lodging protocol for transgender, non-binary adults in custody (AIC), which involves asking the person how they identify and making housing decisions accordingly. Staff also conduct an evaluation process for gender non-conforming AIC before lodging them in general population.
- **The Juvenile Department** is investing \$740,437 (15% of contract budget) to address needs of Latinx and African American youth where they are over-represented in various decision points and in detention. Half of the total training budget for the Juvenile Department is focused on equity, diversity and inclusion professional development for all staff.
- **Land Use and Transportation** allocated more than \$230,000 for community engagement and equity consultation for Major Streets Transportation Improvement Program (MSTIP) and Middle Housing planning efforts. All consultants on this effort are disadvantaged business enterprise (DBE) firms. A portion of this funding is available to compensate community members for their participation.

Equity Infrastructure Improvements

Equity is about outcomes and requires a structural approach. It involves changing organizational culture, policies and procedures, budgets and programming. Implementation and analysis of submitted Budget Equity Tools have helped to surface and illustrate the following systemic gaps in our investment areas. The following need future attention:

- Washington County's Bilingual Pay Policy needs to be updated, which has been documented for some time. The specifics below were noted in relation to the Budget Equity Tool:
 - Departments recommend more flexibility in application of the pay policy to

- increase the number of staff and positions eligible for the bilingual pay differential.
 - Departments requested more nuance in testing thresholds to meet needs of community and to avoid disadvantaging native speakers; some positions may only require verbal bilingual proficiency, rather than both verbal and written proficiency,
 - Departments requested intermittent bilingual staff pay to compensate staff who use their bilingual skills in limited situations.
- Several departments noted that numerous staff in Washington County have primary languages other than English. Investing in more resources and support for employees in other languages would be helpful for recruitment, retention and development of diverse staff.
- Departmental or programmatic investments in positions focused on equity were not quantified for inclusion in the Budget Equity Tool. Departments and budget staff recommended coding intermittent equity work to track staff time focused on equity.
- Departments often noted the need for data equity and demographic data collection improvements to support a more robust understanding of inequities, particularly when it comes to the access to, quality of and outcomes of county services. Departments need access to and a more thorough understanding of equity gaps so that they may target budgetary investments to address barriers and issues. Equity data is fundamental to the stewardship of public funds as well as to continuous quality improvement.
- Departments and divisions within departments often experienced challenges securing demographic data of their workforce. This data should be readily available so that departments can understand where diversity is lacking and where underrepresented employees may need additional investments in training and professional development to support greater retention, leadership and promotional opportunities in support of a diverse and highly qualified workforce.

Budget Equity Infrastructure Improvements

The following improvements are needed in the County's infrastructure to support a more complete accounting of our investments in equity:

- The County Chart of Accounts needs to be modified to allow departments and programs to budget for equity-focused investments. Departments and organization units noted the County Chart of Accounts is not currently set up to differentiate these expenses, as professional services are grouped into one account code.
 - Establish an Interpretation/Translation line item to account for efforts to meet the needs of County residents with limited English proficiency.
 - Establish specific line items for equity investments beyond interpretation and translation, such as training and culturally specific service delivery. Currently the chart of accounts does not have a specific line item for culturally specific and

equity focused professional services.

- Neither the contract management system (ECATS) nor the enterprise resource planning system (WISARD) tracks the data needed to capture supplier diversity expenditure data completely or accurately. Data on marketing solicitations to minority-owned, women-owned or emerging small businesses (MWESBs) and businesses with whom departments work is inconsistently tracked across the County. Thus, our data in these systems are incomplete, entries are made manually and system integration that pulls data from one source and updates another system automatically is currently lacking. Incomplete data gleaned shows that Washington County is not meeting its aspirational EDI supplier diversity goals in its utilization of MWESB contractors or spending. Washington County's procurement software also needs a mechanism for identifying culturally specific community-based organizations and it needs a designated field to identify contracts with organizations for culturally specific services.
- This year, the public had two opportunities to inform equity investments via Budget Equity Town Halls. Additional opportunities for community engagement specific to investments focused on equity need to happen early in the budget development process.
- The budget process needs to formally reconcile any differences between requested departmental equity investments and the ultimate submission of a balanced County budget to accurately represent which requested equity investments were cut and which were maintained.

Budget Equity Tool Improvements

The following improvements are needed to improve the Budget Equity Tool:

- The Budget Equity Tool needs to recognize that while staff prepare a requested budget, they do not finalize the proposed budget or adopt the budget; consequently, it will be challenging to document which equity investments are ultimately adopted. Therefore, the Tool needs to ask questions about both current fiscal year investments, as well as proposed investments for the subsequent fiscal year. This will help establish an accounting of current investments, as well as proposed investments for the next fiscal year, creating a mechanism for tracking investments over time.
- The Tool should be modified to clarify the difference between staff who receive a bilingual pay differential and positions with a bilingual proficiency requirement.
- The Tool needs to allow programs to quantify the value of staff time invested in equity efforts, in the same way that staff code their time for various purposes. Some staff in Washington County are entirely focused on equity, diversity and inclusion, while others spend a fraction of their time focused on equity through committee work or other special or intermittent assignments.
- The Tool needs to clearly differentiate numeric and financial responses from narrative responses. The lack of that clarity reduced efficiency in totaling investments.
- To make the metric of percent of budget spent on interpretation and translation more

meaningful, it should be expressed as the percentage of the operations (Materials and Services) budget, excluding personnel, and excluding funding passed through to other system partners.

- Several internally facing organization units felt a Budget Equity Tool focused on service delivery was not applicable to their budget development. A tool tailored to the work and role of internally facing organization units may help staff identify investments that help advance equity.

Equity Investment Highlights by Department/Office

Assessment & Taxation

Tax Collections, Appraisal, Cartography and Records, Tax Division/Administration 100-302000

Assessment & Taxation (A&T) budget total proposed investment in equity is \$22,000: \$20,000 for EDI training, \$1,000 for printing of materials and \$1,000 for translation and interpretation services. Eleven full-time equivalent (11.00 FTE) positions currently receive a bilingual pay differential for Spanish. If approved, the additional two as identified in the table, would be a Mandarin Chinese speaker and a Spanish speaker. Currently, bilingual FTE represent 10.1% of A&T staff. If approved, the 13.00 FTE would represent 11.9% of A&T staff. A&T requested budget for contracts with culturally specific community organizations to assist the department with developing internships and increase diversity recruitments.

Elections

100-01005

The Elections budget for FY 2022-23 proposes \$5,000 for EDI training, \$250 for printing of materials and \$250 for translation and interpretation services. Currently 3.00 FTE receive bilingual pay differential for Spanish. If approved, a fourth Spanish speaker would increase bilingual staff representation from 30% to 40%.

County Administrative Office/Board of County Commissioners

County Administrative Office 100-1510

The County Communications program provides interpretation and American Sign Language (ASL) for town hall meetings and other key events. The Communications program translates content for media releases and other public communication in keeping with the County's Limited English Proficiency Policy and Procedures. \$15,000 is budgeted for interpretation and translation services. \$2,500 is allocated for proclamation celebrations that include cultural heritage recognition events.

Board of County Commissioners 100-1010

This budget would support \$2,500 for interpretation and translation services.

Office of Equity Inclusion and Community Engagement (OEICE) 100-311000

OEICE budget supports staff and community capacity building efforts to improve efforts to promote equity in all policies and programs. This includes investments in diversifying civic leadership (\$100,000), equity-centered meeting facilitation skill-building (\$20,000), employee resource groups and equity leadership committees (\$30,000) and cultural heritage and equity training (\$30,000).

OEICE proposes a \$13,000 investment in interpretation, translation for community engagement meetings and events, as well as other strategies to support language access countywide, representing 4% of the Materials and Supplies budget. Currently 1.00 FTE receives a bilingual pay differential for Spanish, representing 8% of OEICE staff.

Community Corrections

Administration 188-5510

Community Corrections proposed investment in translation and interpretation services is \$20,000. Currently 11.00 FTE receive a bilingual pay differential for Spanish, representing 8.5% of Community Corrections staff. In

FY 2021-22, staff revamped data dashboards and client engagement surveys to provide the department with better data in terms of the current gaps, potential inequities that might exist in access, quality and outcomes of services. Staff continue to track and review sanctions by race/ethnicity.

Cooperative Library Services

Library Services 184-9710

Washington County Cooperative Library Services (WCCLS) is targeting approximately \$500,000 annually, starting in FY 2022-23, to support focused equity work cooperative-wide, this represents 5% of the Materials and Services budget. In addition to investments to bring WCCLS into compliance with Title VI of the Civil Rights Act of 1964 (representing 3% of the Materials and Services budget), this investment launches a multi-year process to analyze cooperative governance and funding structures, including data analysis, community indicators and community and stakeholder engagement. It funds evaluation of the funding structure and recommendations to address inequities with future funding allocations. This will require contracting with professional services providers. Remaining funds from this allocation will support other cooperative-wide equity initiatives developed in partnership with member libraries.

The WCCLS budget requests \$187,957 for translation, interpretation, providing catalog interface in more languages, printing Title VI compliant inserts for inclusion in library notices and graphic design in more languages. Currently 3.00 FTE receive a bilingual pay differential for Spanish, representing 7% of Library staff. WCCLS provides the digital collections for the whole county, and is expanding the number of languages purchased, including a growing Spanish-language collection, and nascent collections in Chinese, Russian, Hindi, Tamil, Japanese and Korean. WCCLS spends approximately \$37,000 per year to add new titles to build its Spanish-language collection of e-books, audiobooks and purchasing additional copies to fill holds.

West Slope Library 185-9710

In the response to patron requests for Spanish-language materials and disappointment in outdated materials, West Slope Library set aside a substantial part of its collections budget (\$2,250 representing 3.75% of the Materials and Supplies budget) to refresh Spanish-language materials – both items that have been translated into Spanish and with titles written originally in Spanish.

District Attorney

100-4510

Sixteen 16.00 FTE have a Spanish bilingual designation (12% of DA's Office staff); others who are not receiving a pay differential speak a variety of other languages. Additional languages spoken by DA's Office employees include Arabic, German, Korean, Russian, Tagalog and Cebuano.

A key initiative of the DA's Office is supporting services for vulnerable victims, especially child abuse and domestic violence victims, prioritizing the use of bilingual and culturally appropriate trauma-informed victim advocacy. The DA's Office is working with a broad coalition of community partners and agencies to lead an effort to establish the Family Peace Center of Washington County. With significant funding support from the Legislature (\$6.65 million), this new initiative seeks to address the impact of adverse childhood experiences ("ACEs") and trauma as a form of transformative criminal justice reform. This work relates to efforts to address systemic inequities as the U.S. Centers for Disease Control and Prevention has observed that females and several racial/ethnic minorities groups are at greater risk for experiencing four or more ACEs.

The DA 's Office documented a 63% increase in bias crime referrals to the DA's Office in 2020 as compared to 2018. Given that, in 2021 the DA's Office obtained a competitive federal grant to address bias and hate crimes in Washington County and in 2022 launched Oregon's only county-based Bias Crime Multidisciplinary Team. In 2021, 35 hate/bias crime cases were referred by law enforcement for prosecution and 30 cases were charged. The DA's Office has engaged in extensive community outreach to encourage people to report bias crimes and to enhance the community/system response when they occur.

The DA's Office invests in the following equity, diversity and inclusion initiatives:

- Mandatory bias training for all personnel and ongoing continuing legal education training for Deputy District Attorneys;
- Oregon's first and only Legal Diversity Job Fair;
- In cooperation with Muslim Educational Trust, supports Building Bridges of Understanding event series;
- Hillsboro High School Mock Trial team to promote a diverse legal system workforce, representing financially vulnerable or historically marginalized communities.

Finance

Grant Management 164500 - Covid-19 Response and Recovery

Washington County's COVID-19 response has been designed with equity, inclusion and diversity at its core. COVID-19 Response and Recovery programs use Race, Ethnicity, Language and Disability data standards to understand inequities related to vaccination rates, COVID-19 infection rates, food, rental and assistance needs, as well as small-business assistance needs.

COVID-19 Response and Recovery programs have allocated \$12.9 million to community-based organizations from Black, Indigenous, Latino/a/x, immigrant and refugee communities that reside within Washington County in order to help individuals access available assistance programs including food and shelter, childcare, healthcare, general hygiene and small business support.

The program has created a support system for the CBOs to help expand capacity in usage of federal funds as both contractors and sub-recipients. Dedicated contractor time has been added to help provide technical assistance around compliance to increase the flow of money to the communities in a way that will protect not only the County, but the CBOs. The program dedicated approximately \$1.1 million to support culturally specific community partners to build their capacity to lead more robust community engagement efforts.

Health and Human Services

Solid Waste & Recycling Public Health/Solid Waste & Recycling 100-703020

Solid Waste & Recycling (SWR) serves the entire Washington County community and works to ensure all critical program material is available in languages most frequently spoken by people in Washington County who speak limited English.

SWR conducts culturally relevant education and outreach programming for the Spanish speaking community members. The division manually maintains a Spanish version of its website that had 6,660 visits in 2021, or approximately 4% of the 161,000 total unique pageviews. SWR also tracks inbound call and email traffic for Spanish-speaking community members requiring assistance. In 2021, SWR supported 50 community members with general inquiries. Additionally, the Garbage & Recycling Advisory Committee and a volunteer *Promotores Ambientales* group are supported with translators and Spanish-speaking staff at every meeting.

Solid Waste & Recycling (SWR) currently has 4.00 FTE bilingual English/Spanish positions, representing 25% of program staff. These staff support SWR efforts in Administration, Education & Outreach, Code Enforcement and Communication.

The 2030 Regional Waste Plan leads with equity and recognizes that our region is stronger when everyone has access to financial prosperity, a healthy environment and the range of opportunities that allow us to thrive. The plan also recognizes that a variety of inequities appear within our garbage and recycling system, including a lack of workforce diversity, barriers to opportunity in procurement processes and a lack of access to recycling information and services for communities of color. To advance equity, SWR receives approximately \$760,000 annually. This constitutes about 25% of the SWR annual budget. Of this amount, \$57,800 of the SWR annual budget is allocated to culturally specific and equity-focused professional services, \$15,000 is allocated to contracted services for culturally specific services and \$15,000 is allocated to contracting for translation and interpretation services.

The SWR budget supports efforts to address inequities, focusing on more consistent services and equitable access to garbage and recycling services. Example initiatives include:

- Development and implementation of service standards for community members living in multifamily housing.
- Limiting the requirement of personally identifiable information that may not be available to all to access essential garbage and recycling collection services.
- Research and development for a reduced-rate program for community members challenged by the cost of essential garbage and recycling collection services.
- Ensuring access to services, including additional recycling collection services, is what drives planning and program design.
- Researching solutions to limited access to options for disposal of large items or bulky waste.
- Improving education and outreach programming to ensure information is culturally relevant and available in multiple languages for community members.

Developmental Disabilities 191-7065

Within this division of Health and Human Services, 11.00 FTE receive bilingual pay differential, 10.00 FTE for Spanish and 1.00 FTE for Arabic.

Public Health, Children Youth and Families, and Emergency Medical Services 100-7030, 166-7050, 208-7010

Approximately \$118,800 of the \$8 million (1.5%) of the proposed FY 2022-23 Public Health division budget for Materials and Services is dedicated to accommodation, translation and interpretation. The total number of bilingual positions for this division is 48.00 FTE (34% of Public Health), with 47 staff members who are fluent in Spanish and one in Arabic.

The Public Health Division contracts with multiple community-based organizations across its various programs to implement and support the delivery and design of culturally specific services. One program annually partners with at least five community-based organizations to implement and support the delivery and design of culturally specific services. This is accomplished through annual Community Health Improvement Plan (CHIP) grants and annual funding to support the CHIP committees on culturally specific and relevant services, in addition to funding the work of community coalitions and community-based organizations. One new program will contract with at least five of these organizations to help co-create three County plans: 1) climate and health; 2) health equity action plan; and 3) a county all-hazards plan that will inform the design and delivery of culturally specific

services. Public Health allocates \$3.2 million (approximately 11% of the division's budget) to culturally specific and equity-focused professional services.

Animal Services 100-7090

This division includes 2.00 FTE (8% of the Animal Services program) that are designated bilingual positions.

Behavioral Health 192-7060

The Behavioral Health division allocates \$15,852 for interpretation services in Behavioral Health contracts annually. In addition, 2.00 FTE (3% of division staff) are in designated bilingual positions. The Behavioral Health Division budgets approximately \$430,000 a year for culturally specific mental health and substance use disorder services, representing 3% of the division budget).

Disability, Aging and Veteran Services Aging 100-7510

The Aging program has 3.00 FTE Spanish-speaking positions (14% of program staff). The program is allocating \$30,000 in community-led recreation projects that convene older adults from Black, Indigenous and communities of color, immigrants and refugees and/or LGBTQ+ older adults for social or cultural events and funding two culturally specific congregate meal sites. Culturally specific contracts fund information and assistance, family caregiver and evidence-based health promotion activities.

HHS Director's Office/Admin Service 7040

Health and Human Services (HHS) Administration has dedicated a portion of its budget to hiring an HHS Equity Coordinator to help improve the quality and outcomes of the department's equity diversity and inclusion efforts. The budget also has dedicated funds to invest \$12,000 in sponsorship of community-based organizations that HHS partners with to build relationships with key partners who support culturally specific services.

Housing Services

218-651005

The Housing department allocates \$27,500 for interpretation and translation services. Designated bilingual positions total to 6.00 FTE (9.6% of department staff). The department's requested budget for FY 2022-23 includes two additional bilingual positions, which, if funded, would bring the total to 8.00 FTE (9.3%). All bilingual designated positions are Spanish speaking.

The Affordable Housing Development programs contract with culturally specific groups to provide community engagement and each housing project has a goal of awarding at least 20% of construction costs to Minority, Women, or Emerging Small Businesses (MWESB). Public Housing programs work with culturally specific providers to provide resident communication services and homeownership readiness counseling. Homeless and Supportive Housing Services programs work with culturally specific providers and create trainings for all service providers to ensure culturally responsive services throughout the system of care. Homeless programs are also investing \$50,000 a year in culturally specific organizations for capacity building. Combined, these efforts represent a \$4.4 million investment in culturally specific services, or 3% of the Housing Services budget. An additional \$250,000 is internally allocated for equity-focused staff capacity building to support equitable program delivery and policy improvements.

Human Resources

100-35205

Human Resources has 2.00 FTE Spanish speaking employees (representing 8% of HR staff) are in designated bilingual positions. \$70,000 is allocated for increased diversity recruitment, equity-focused staff training, and the development of an internship program focused on diversifying the workforce pipeline.

Emergency Management

100-3210

The Emergency Management program allocates \$5,300 for interpretation and translation services. \$5,000 was allocated to fund community involvement in a disaster-recovery planning project.

Juvenile Department

100-5010, 197-5020, 100-5030, 196-5040, 228-5050, 234-5010

The Juvenile Department allocates \$10,000 for interpretation and translation services, primarily in Spanish. There are 28.50 FTE (34% of department staff) in designated Spanish bilingual positions.

The Juvenile Department is investing \$740,437 (15% of contract budget) to address needs of Latinx and African American youth where they are over-represented at various decision points and in detention. A total of \$18,764 (50% of the total training budget for the Juvenile Department) is focused on equity, diversity and inclusion professional development for all staff.

Land Use and Transportation (LUT)

Public Development Services Long Range Planning 100-6010

Long Range Planning budgeted up to \$10,500 for translation, interpretation and accommodation in accordance with County and department limited English assistance policies and procedures and to meet goals of the Equity Framework for Outreach.

LUT allocated more than \$230,000 for community engagement and equity consultation for the Major Streets Transportation Improvement Program (MSTIP) and Middle Housing planning efforts. All consultants on this effort are disadvantaged business enterprise (DBE) firms. A portion of this funding is available to compensate community members for their participation. LUT is allocating about \$2,000 specifically for staff training in equity, diversity and inclusion and in development opportunities.

Public Development Services Current Planning 172-6020

Current Planning budgeted \$6,000 for translation, interpretation and accommodation.

Engineering, Traffic and Survey 168-6030

This division is budgeting \$4,000 for advertising, public notices and related professional services that is available to be used for translation and interpretation as needed. Costs for traffic signal and pedestrian push-button retrofits for compliance with the Americans with Disabilities Act (ADA) vary each year depending on actual materials, labor and contracting costs. Locations are prioritized by request in coordination with the Commission for the Blind and in conjunction with ADA ramps and paving.

Capital Project Services 168-6050

This division is allocating \$3,500 specifically for individual EDI-focused trainings.

Administrative Services 168-6040

LUT plans to fund and fill two newly created department-wide positions: an Equity Policy Coordinator and a Community Outreach Specialist to improve the department's outreach and help LUT improve efforts to identify and address inequities that may exist in programs and services.

Statewide Transportation Improvement Fund 209-6070

This program allocates \$96,000 for door-to-door transit services to accommodate access to TriMet and essential services for older adults, persons with disabilities and low-income communities. The program also budgets for translation services in both the marketing and planning budgets without specific allocations. Marketing and door-to-door services are about 10% of the budget. Investments are prioritized to serve the needs in low-income communities, older adults, persons with disabilities and to reduce service fragmentation based on input from our transit advisory committee, outreach and ongoing survey and ridership data and ongoing coordination with community-based organizations.

Sustainability

100-3510

An allocation of \$29,845 is part of this requested budget for culturally specific and equity-focused professional services. Support for equity-focused training amounts to \$2,345 (approximately 50% of the division training/professional development funds).

Sustainability division will focus on Black, Indigenous, Latino/a/x, immigrants and refugees, and other people of color or certified minority-owned, women-owned, service-disabled veteran-owned (COBID) businesses, and emerging small businesses whenever possible for activities and purchases (representing a \$1,000 budgeted amount). Sustainability will work with the Partners for a Sustainable Washington County Community, whose project funds (\$26,500) it holds in trust to focus on supporting Black, Indigenous, Latino/a/x, immigrants and refugees, and other people of color or COBID-certified businesses whenever possible.

Community Development

164-9010

This budget includes \$1,500 for translation, interpretation and accommodations for people with disabilities. An allocation of \$37,000 has been made for fair housing testing in FY 2022-23. Funded projects bridge gaps in housing needs, segregation and denial of housing choice resulting in disproportionate housing needs and disproportionate homeownership rates. The recent Analysis of Impediments findings drove budget discussions of the Housing Production Opportunity Fund and the allocation of \$1 million per year for homeownership in new funding in FY 2022-23 for a total amount requested in FY 2022-23 of \$2.9 million. Funding for culturally specific services for FY 2022-23 is approximately \$200,000.

Sheriff's Office

General Fund Administration 100-4010

This budget includes \$5,193 for translation, interpretation and accommodations for people with disabilities. The bilingual pay differential supports two positions (5%).

General Fund Jail 100-4030

This budget includes \$14,500 for translation, interpretation and accommodations for people with disabilities. A bilingual pay differential supports 3.00 FTE (5%) for Spanish. A total of \$77,893 is invested in culturally specific service delivery.

Public Safety Local Option Levy Jail 234-4030

This budget includes \$1,500 for translation, interpretation and accommodations for people with disabilities. The bilingual pay differential supports 1.00 FTE (6%) for Spanish. A total of \$7,953 is invested in culturally specific service delivery.

In addition to providing necessary hard copy documents, instructions and forms in Spanish, adults in custody (AIC) are provided a tablet computer while housed in jail. Translation and other culturally related resources are available on the tablets. Jail library services include a section of books and resources in Spanish. The Jail has ADA accommodations, including audio tapes for people who cannot read, a sign language tablet, walkers, shoes, TTY machine, etc.

Volunteer clergy members are available for religious services for several of the more common religions. Jail housing accommodates special meals for medical or religious purposes. The Jail has some initial lodging protocol for transgender, non-binary AIC, which involves asking the person how they identify and making decisions accordingly. Staff also conducts an evaluation process for gender non-conforming AIC before lodging them in the general jail population.

Jail General Education Development (GED) instruction and testing is offered in English and Spanish to AIC who do not have a High School diploma. The ability to obtain a GED while in custody affords inmates more employment/educational opportunities once released.

General Fund Law Enforcement Services 100-4020

Budget includes \$22,822 for translation, interpretation and accommodations for people with disabilities. Five FTE 3.2% receive a bilingual pay differential for Spanish. \$9,500 is invested in culturally specific service delivery.

District Patrol Local Option Levy Law Enforcement Services 182-4020

Budget includes \$24,666 for translation, interpretation and accommodations for people with disabilities. 10 FTE are bilingual; however only four FTE (2%) receive a bilingual pay differential for Spanish. \$9,200 is invested in culturally specific service delivery.

Public Safety Local Option Levy Law Enforcement Services 234-4020

Budget includes \$10,300 for translation, interpretation and accommodations for people with disabilities. Three FTE (5%) receive a bilingual pay differential for Spanish. \$3,900 is invested in culturally specific service delivery. Staff time is allocated for numerous efforts to address inequities in law enforcement, including:

- Violent Crimes MDT: The DA's Office recently started a Bias Crimes MDT (Multidisciplinary Team). Our violent crimes unit sergeants are on this team. This MDT is in its infancy, however, at a minimum, the team will review and focus on cases that have, or potentially have a bias-based intent by one or more actors.
- HOPE (Homeless Outreach Programs and Engagement): The goal of the team is to work with the unhoused community to provide resources, monitor encampments, and act as a liaison with WCSO and the community. In addition, the team works in conjunction with other public and private partners to address the needs and safety of the unhoused community.
- Mental Health Response Team (MHRT): The MHRT includes a deputy and clinician from the Mental Health Crisis Team paired together in a patrol car. This unique program offers optimum care to those in need – a rapid response from a skilled deputy and immediate intervention with an experienced clinician. The team solves problems on scene and minimizes the risk of a situation escalating. In addition to responding to the

immediate crisis, the team also provides follow-up with individuals to ensure they are getting connected to the services and support they need.

- Presentations, events, social media posts to a Spanish-language Facebook page (*Condado de Washington*), brochures and videos specifically for the Spanish speaking community.

Washington County Justice Court

100-801005

Budget includes \$14,800 for translation, interpretation and accommodations for people with disabilities.

Watermaster

100-9610

Budget includes \$2,020 for translation and interpretation.