

ANALYSIS

Item 25: Oregon Youth Authority Diversity, Equity, and Inclusion

Analyst: John Terpening

Request: Transfer a position and associated funding from both Facility Services and from Community Services to Program Support, to enhance the agency's Diversity, Equity, and Inclusion Office.

Analysis: The Oregon Youth Authority's (OYA) Diversity, Equity, and Inclusion (DEI) Office, first developed during the 2019-21 biennium, has worked to diversify the agency's workforce to better reflect the demographic populations of youth in custody. The agency has determined that to continue in those efforts, the DEI Office needs additional resources.

To meet those resource needs, OYA is requesting to transfer a permanent full-time Operations and Policy Analyst 2 position (1.00 FTE) from Facility Services, totaling \$188,357 General Fund, to Program Support where the DEI Office is housed. This position would be the agency's DEI Strategic Coordinator tasked with agency-wide oversight of all projects and programs that impact equitable outcomes for marginalized youth and staff. The position proposed for transfer has been vacant since August 2021 and its former responsibilities have been distributed to existing staff.

OYA is also requesting to transfer a permanent full-time Juvenile Parole and Probation Officer (1.00 FTE) from Community Services, totaling \$191,677 General Fund and \$13,293 Federal Funds, to Program Support. This position would need to also be reclassified to an Operations and Policy Analyst 3 position to be utilized as a DEI Engagement Specialist, tasked with communication focused on DEI engagement strategies with both internal and external stakeholders. The position proposed for transfer has been vacant since February 2020 and with decreased youth in custody populations, has not been needed.

The budget impact of the position transfers, reclassification, and associated fund shifts would be net zero across the agency's overall budget.

Recommendation: The Legislative Fiscal Office recommends that the Joint Interim Committee on Ways and Means recommend including budget adjustments to support the transfer of two vacant permanent full-time positions between programs, along with associated reclassification, funding, or step changes, for the Oregon Youth Authority, in a budget reconciliation bill during the 2022 legislative session, to enhance the agency's Diversity, Equity, and Inclusion Office.

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Request: The Oregon Youth Authority is requesting to transfer a total of \$380,034 General Fund, \$13,293 Federal Funds expenditure limitation, and one position each (2.00 FTE) from the Facilities appropriation and the Community Services appropriation to the Program Support appropriation for the Diversity, Equity and Inclusion office.

Recommendation: Approve the request during the February 2022 Legislative Session.

Discussion: The Oregon Youth Authority (OYA) formally developed and engaged their Diversity, Equity and Inclusion (DEI) Office during the 2019-21 biennium. Since that inception, OYA has determined the need for additional staffing within their DEI Office to further their policy and strategic plan goals. These efforts focus on the need to diversify their workforce based on the demographic populations of youth in custody. These positions will communicate and perform outreach to both internal and external stakeholders.

The Agency's request to transfer a vacant permanent, full-time Operation Policy Analyst 2 from Facilities to Program Support will be utilized as a DEI Strategic Coordinator. The position will be tasked to provide agency-wide oversight of all projects and programs impacting equitable outcomes for marginalized youth and staff. The position will work closely with the Agency's DEI Manager. The requested fund transfer from Facilities to Program Support is \$188,357 General Fund.

The Agency's request to transfer a vacant permanent, full-time Juvenile Parole and Probation Officer from the Community Services to Program Support requires a reclassification to an Operation Program Analyst 3 position. The position will be utilized as a DEI Engagement Specialist, which will be responsible for communicating and promoting positive organizational cultural changes to both internal and external stakeholders, while focusing on DEI engagement strategies. The requested fund transfer from Community Services is \$191,677 General Fund and \$13,293 Federal Funds expenditure limitation.

Legal Reference: Transfer of \$188,357 General Fund appropriation made by chapter 430, section 1, Oregon State laws 2021, for the 2021-23 biennium as follows:

<u>Subsection</u>	<u>Amount</u>
(1) Facilities programs	\$-188,357
(3) Program support	\$+188,357

Transfer of \$191,677 General Fund appropriation made by chapter 430, section 1, Oregon State Laws 2021, for the 2021-23 biennium as follows:

<u>Subsection</u>	<u>Amount</u>
(2) Community programs	\$-191,677
(3) Program support	\$+191,677

Transfer of \$13,293 Federal Funds limitation made by chapter 430, Section 3, Oregon State Laws 2021, for the 2021-23 biennium as follows:

<u>Subsection</u>	<u>Amount</u>
(1) Community Programs	\$-13,293
(2) Program support	\$+13,293



Oregon

Kate Brown, Governor

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December 6, 2021

Senator Elizabeth Steiner Hayward, Co-Chair
Representative Dan Rayfield, Co-Chair
Interim Joint Committee on Ways and Means
900 Court Street NE
H-178 State Capitol
Salem, OR 97301

Dear Co-Chairpersons:

Nature of the Request

In the 2019-2021 biennium, the Oregon Youth Authority (OYA) created our DEI Strategic Manager and Diversity Workforce Recruiter positions to develop our implementation plan for infusing diversity, equity, and inclusion (DEI) practices throughout our agency and to address the need to further diversify our workforce to better match the demographics of the youth in our care. Since that time, it has become evident that to maintain traction and ensure sustainability in these efforts, we need to further invest in our DEI office by adding two positions.

OYA now seeks to move 2 positions and associated funds across appropriations to our DEI office. These positions will then be reclassified to an Operations and Policy Analyst (OPA) 2 – DEI Strategic Coordinator and an OPA 3 – DEI Engagement Specialist.

The DEI Strategic Coordinator (OPA 2) will assist the agency and the DEI Manager with the Governor's statewide equity infrastructure plan by coordinating agency-wide oversight of all projects and programs that impact equitable outcomes for marginalized youth and staff. This position is a dedicated equity-focused position to support, operationalize, and implement DEI work across the agency. This position will support OYA's mission to protect the public and reduce crime by holding youth in our custody accountable and providing opportunities for reformation in safe environments. The position will assist the DEI Manager and agency with:

1. Agency-specific, data-informed Equity Strategic Plans
2. Equitable and inclusive policymaking
3. Proactive and meaningful community engagement
4. Workforce diversity and workplace inclusion
5. Supplier diversity and contract equity

The DEI Engagement Specialist (OPA 3) will be dedicated to assisting to create and maintain stronger engagement and opening lines of communication internally with OYA staff, and externally with community stakeholders. The DEI Engagement Specialist is a project and change management specialist, responsible for helping promote a positive organizational culture, and will develop and execute DEI-focused engagement strategies. Agency engagement with current and potential employees will consist of managing town hall meetings, supporting departmental employee engagement activities, and supporting the agencywide employee resource groups. External engagement with the community will consist of developing strategic partnerships with community organizations, advocates, contractors, volunteers, and mentors.

This position collaborates with all department leadership, and will work with the Communications, Human Resources, and employees across the agency to drive awareness and engagement that promote the key DEI initiatives of the organization. This position supports agency leaders in creating environments that are emotionally, psychologically, and physically safe for all employees, especially for employees from historically marginalized communities.

Action Requested

OYA seeks to move the following two full time positions:

- 1) An OPA 2 (0789237) from appropriation 80007 - Facility Services to appropriation 80001 - Program Support to transition to the OPA 2 - DEI Coordinator at step 4. This transfer includes \$164,589 GF in Personal Services and \$23,768 GF in Services and Supplies in funds and limitation.
- 2) A Juvenile Parole and Probation Officer (position 2000202) from appropriation 80008 - Community Services to appropriation 80001- Program Support to reclass to an OPA 3 – DEI Engagement Specialist at step 4. This transfer includes \$167,909 GF in Personal Services and \$23,768 GF in Services and Supplies in funds and limitation. This transfer also includes \$11,631 FF in Personal Services and \$1,662 FF in Services and Supplies in funds and limitation.

Legislation Affected

Chap Law	Section/ Subsection	Appd Fund	Description	Appn No
430	01.01.00	8000	Facility Programs	80007
430	01.02.00	8000	Community Programs	80008
430	01.03.00	8000	Program Support	80001
430	03.01.00	6400	Community Programs	60002
430	03.02.00	6400	Program Support	60001

Sincerely,



Joe O'Leary
Director