

**Division:** District Attorney Administration

**Program Characteristics:**

**Program Description**

The Equity & Inclusion Unit supports a safe, respectful, and effective workplace at MCDA, with a focus on equity, workforce stability, and employee well-being in a high-stress legal environment. The unit works alongside leadership and staff to strengthen organizational culture and support sustainable workforce practices.

The unit applies an equity lens to recruitment strategies, workforce data, and progress reviews to support retention and long-term workforce sustainability. It also develops and delivers training for employees and leaders, including trauma-informed cultural competency, equity tools, leadership development, and professional growth opportunities.

A key function of the Equity & Inclusion Unit is providing secondary trauma support for employees and grand jurors exposed to graphic evidence and emotionally difficult cases. Through facilitated conversations, education, and trauma-informed resources, the unit helps mitigate the impacts of vicarious trauma and supports staff resilience. The unit also partners with leadership to review policies and practices, supports equity-related data collection, and aligns efforts with the Multnomah County Workforce Equity Strategic Plan.

**Equity Statement**

The Equity & Inclusion Unit advances equity by promoting inclusive practices, reducing barriers to advancement, and supporting employee well-being through trauma-informed approaches. By aligning organizational policies with the County's Workforce Equity Strategic Plan and addressing disparities in representation, the unit helps build a workplace that reflects and serves the community.

**Revenue/Expense Detail**

	2026 General Fund	2026 Other Funds	2027 General Fund	2027 Other Funds
Personnel	\$376,849	\$0	\$239,970	\$0
Materials & Supplies	\$0	\$0	\$3,100	\$0
Internal Services	\$3,985	\$0	\$0	\$0
<b>Total GF/non-GF</b>	<b>\$380,834</b>	<b>\$0</b>	<b>\$243,070</b>	<b>\$0</b>
<b>Total Expenses:</b>	<b>\$380,834</b>		<b>\$243,070</b>	
<b>Program FTE</b>	2.00	0.00	1.00	0.00
<b>Total Revenue</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

**Performance Measures**

Performance Measure	FY25 Actual	FY26 Estimate	FY27 Target
Percent of public-facing staff completing trauma-informed, culturally responsive training	88%	86%	95%
Number of grand jurors offered trauma-informed, culturally responsive support	252	252	252