



Program #15023 - Equity - Leadership

5/2/2022

Department: District Attorney **Program Contact:** Jamila Williams
Program Offer Type: Innovative/New Program **Program Offer Stage:** As Proposed
Related Programs:
Program Characteristics:

Executive Summary

MCDA is currently the only county department that does not have a budgeted equity manager. The acquisition of an Equity and Inclusion Manager position will assist the efforts of MCDA in the areas of equity and inclusion. An Equity and Inclusion Manager will allow MCDA to develop, update and implement policies and processes with prosecutorial strategies while applying an equity lens. Equity work will focus on the following but not limited to the areas of implicit bias, creation and implementation of policies and procedures that ensure fairness and equity in prosecution and addressing inequities that are inherent in the criminal justice system. This program will also be responsible for creation and implementation of an equity strategic plan and align the planning and outcome with the County’s WESP initiatives.

Program Summary

This position will work with the Human Resources Manager to review recruitment hiring and selection processes to increase and diversify the recruitment pool and outreach, analyze retention among employees and candidates of diverse backgrounds etc. The Equity and Inclusion Manager will also lead the work of the internal MCDA Equity Panel, collaborate with members of the DA Executive Team, lead the work of the Training Coordinator to create equity training for MCDA employees and work with the Research & Evaluation Unit to analyze data and seek out inequities in the data captured. This position will work with internal stakeholder groups to develop, coordinate, and facilitate training programs to enhance employee understanding of equity, inclusion and diversity practices that focus on equity. This position will partner with other County Equity and Inclusion Managers to collaborate and implement best practices surrounding equity and inclusion. This will involve attending Countywide Equity Management meetings and reporting back to the executive team.

Performance Measures

Measure Type	Primary Measure	FY21 Actual	FY22 Budgeted	FY22 Estimate	FY23 Offer
Output	Number of equity and inclusion trainings conducted	N/A	N/A	N/A	5
Outcome	Number of stakeholders meetings with law enforcement, Multnomah County, community partners, & MCDA	N/A	N/A	N/A	15

Performance Measures Descriptions

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Proposed General Fund	Proposed Other Funds
	2022	2022	2023	2023
Program Expenses				
Personnel	\$0	\$0	\$167,273	\$0
Materials & Supplies	\$0	\$0	\$2,000	\$0
Total GF/non-GF	\$0	\$0	\$169,273	\$0
Program Total:	\$0		\$169,273	
Program FTE	0.00	0.00	1.00	0.00

Program Revenues				
Total Revenue	\$0	\$0	\$0	\$0

Explanation of Revenues

Significant Program Changes

Last Year this program was: