

**Department:** Sheriff **Program Contact:** Katie Burgard  
**Program Offer Type:** Existing Operating Program **Program Offer Stage:** As Adopted  
**Related Programs:**  
**Program Characteristics:**

**Executive Summary**

The Equity and Inclusion (EI) Unit under the leadership of the Equity and Inclusion Manager, leads and guides the agency in developing a data-driven strategy for integrating equity into the three divisions of the Sheriff's Office; Law Enforcement, Corrections and Business Services, and leads approved plans for an organizational culture shift toward one of inclusion and belonging, particularly for historically excluded and underrepresented groups. As an integrated part of the Executive Team, this Unit manages strategies related to agency-wide initiatives including the County Workforce Equity Strategic Plan and the agency Strategic Plan and Wellness Initiative.

**Program Summary**

The Equity and Inclusion Unit serves all MCSO employees by providing leadership, strategic direction, operational assessment and oversees accountability to ensure the agency Diversity, Equity and Inclusion goals are met. The EI Unit works to create welcoming and inclusive workplace environment for all employees regardless protected class identities. The EI Unit consults and collaborates directly with the Sheriff, and executive team and individual units to build the structural framework that is necessary to accomplish the Unit's work. In addition, the EI Unit represents MCSO within high-level committees and workgroups throughout Multnomah County, and connects MCSO with the diverse communities of our unincorporated city partners and regional EI practitioners working within public safety.

The work of the EI Unit focuses on:

- Increasing diversity numbers of staff through recruitment and retention by applying an equity lens to the strategies, data collection systems and progress reviews and analysis.
- Expanding training opportunities on cultural competency and equity concepts and tools application, leadership skills and professional development for all sworn and non-sworn members which includes best practices research and the implementation of a data collection system to tracking staff competency growth in these areas.
- Addressing any disproportionate protected class demographics within the MCSO membership, particularly within the higher leadership ranks and establish agency programs that support retention and workforce wellness.

The EI Unit members actively participate in the MCSO Equity and Inclusion Committee. The EI Unit act as facilitators and subject matter experts to support the Committee work to examine agency policies and practices to ensure alignment with the Multnomah County Workforce Equity Strategic Plan, by elevating their lived experiences and work-related subject matter expertise to lead transformative change efforts across the agency.

**Performance Measures**

Measure Type	Primary Measure	FY21 Actual	FY22 Budgeted	FY22 Estimate	FY23 Offer
Output	Percent of County Workforce Equity Initiative Objectives addressed by MCSO Equity Committee	N/A	50%	50%	50%
Outcome	Number of recommendations from MCSO Equity Committee submitted to MCSO Leadership	N/A	12	8	10
Outcome	Number of Equity Core Team meetings attended	N/A	12	22	22
Outcome	Number of WESP meetings attended	N/A	12	8	12

**Performance Measures Descriptions**

Note: Equity Core Team meetings occurred 2x/month. Due to transitions of the ODE Chief Diversity Officer and WESP Program Manager, cross-county WESP meetings were unable to be completed per schedule projections. MCSO Equity and Inclusion Manager met with new WESP Program Manager 1:1 to review WESP work.

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Adopted General Fund	Adopted Other Funds
Program Expenses	2022	2022	2023	2023
Personnel	\$376,129	\$0	\$424,996	\$0
Contractual Services	\$10,000	\$0	\$10,000	\$0
Materials & Supplies	\$50,371	\$0	\$50,371	\$0
Internal Services	\$0	\$0	\$900	\$0
<b>Total GF/non-GF</b>	<b>\$436,500</b>	<b>\$0</b>	<b>\$486,267</b>	<b>\$0</b>
<b>Program Total:</b>	<b>\$436,500</b>		<b>\$486,267</b>	
<b>Program FTE</b>	3.00	0.00	3.00	0.00

Program Revenues				
<b>Total Revenue</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

Explanation of Revenues

Significant Program Changes

Last Year this program was: FY 2022: 60105A Equity & Inclusion Unit