

Department: Sheriff

Program Contact: Katie Burgard

Program Offer Type: Administration

Program Offer Stage: Adopted

Related Programs:
Program Characteristics:

Program Description

The Equity and Inclusion (EI) Unit under the leadership of its manager, leads and facilitates, alongside the Sheriff and executive team, to guide the agency in developing data-driven strategies or integrating EI principles and actions into the Sheriff's Office; implements approved plans aimed at improving organizational culture to 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, agency policy, and wellness Initiative.

The EI Unit serves all MCSO employees by providing leadership, strategic direction, operational assessment and oversees accountability to ensure the agency Equity and Inclusion goals are met. The unit works to create a welcoming and inclusive workplace environment for all employees regardless of protected class identities. Unit staff consults and collaborates directly with the Sheriff, the executive team and individual units to build the structural framework that is necessary to incorporate EI within each 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, progress reviews and analysis.
- Expanding training opportunities on cultural competency, 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 track staff competency growth in these areas.
- Collaborate to establish agency programs that support retention and workforce wellness.

The EI Unit members actively participate in the MCSO Equity and Inclusion Committee. They act as facilitators and subject matter experts to support the Committee's 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.

The Equity & Inclusion Program:

- Supports all MCSO members through expanding trainings and skills development opportunities
- Increases diversity of agency members by applying an equity lens to recruitment and retention practices

Performance Measures

Measure Type	Performance Measure	FY24 Actual	FY25 Budgeted	FY25 Estimate	FY26 Target
Output	Managers who have documented training and/or coaching that focuses on racially just leadership practice	38	50	40	50
Output	Number of WESP meetings attended	11	12	12	12

Performance Measures Descriptions

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Adopted General Fund	Adopted Other Funds
Program Expenses	2025	2025	2026	2026
Personnel	\$531,562	\$0	\$558,558	\$0
Contractual Services	\$10,000	\$0	\$10,000	\$0
Materials & Supplies	\$5,000	\$0	\$6,000	\$0
Internal Services	\$1,913	\$0	\$2,506	\$0
Total GF/non-GF	\$548,475	\$0	\$577,064	\$0
Program Total:	\$548,475		\$577,064	
Program FTE	3.00	0.00	3.00	0.00

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

Explanation of Revenues

Significant Program Changes

Last Year this program was: FY 2025: 60105 Equity & Inclusion Unit