

Division: Executive Office

Program Characteristics:

Program Description

The Wellness and Equity Unit leads and facilitates, alongside the Sheriff and executive team, the development and implementation of wellness programs and workforce equity/organizational culture efforts and initiatives for the Multnomah County Sheriff's Office (MCSO). This Unit is responsible for providing partnership guidance, coaching, training and expertise to the MCSO management team on the issues of wellness, equity, inclusion, diversity, accessibility and trauma-informed methods as they relate to policy, procedures, best practices, and applicable laws related to public safety wellness mandates. The Unit implements approved plans aimed at improving organizational culture to create a welcoming and inclusive environment for all employees, including those from historically excluded and underrepresented groups. The Unit manages strategies related to County-wide and agency-wide initiatives including the County's Workforce Equity Strategic Plan and the MCSO Wellness and Equity Strategic Plan. This Unit also represents MCSO in high-level committees and workgroups throughout Multnomah County. Unit members connect MCSO with the diverse communities of our unincorporated county areas, city partners, and regional equity practitioners working within public safety. The Unit members manage the MCSO Equity Committee and the MCSO Wellness Committee. They act as facilitators and subject matter experts to support the Committees' work to guide wellness initiatives and examine agency policies and practices with an Equity Lens. They elevate their lived experiences and work-related subject matter expertise to lead change efforts across the agency.

The work of the Wellness and Equity Unit focuses on:

- Increasing diversity numbers of staff by applying an equity lens to recruitment and retention strategies.
- Establishing agency programs that support retention and employee wellness.

Equity Statement

The MCSO Wellness and Equity Unit applies an equity lens to MCSO practices, policies and systems and provides guidance, coaching, and staff training to ensure a welcoming, supportive, and inclusive environment for our diverse workforce.

Revenue/Expense Detail

	2026 General Fund	2026 Other Funds	2027 General Fund	2027 Other Funds
Personnel	\$558,558	\$0	\$630,186	\$0
Contractual Services	\$10,000	\$0	\$54,000	\$0
Materials & Supplies	\$6,000	\$0	\$9,000	\$0
Internal Services	\$2,506	\$0	\$1,461	\$0
Total GF/non-GF	\$577,064	\$0	\$694,647	\$0
Total Expenses:	\$577,064		\$694,647	
Program FTE	3.00	0.00	3.00	0.00
Total Revenue	\$0	\$0	\$0	\$0

Performance Measures

Performance Measure	FY25 Actual	FY26 Estimate	FY27 Target
Managers who have documented training and/or coaching that focuses on racially just leadership practices and intercultural communication	29	35	42
Number of WESP meetings attended	6	9	8