

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

Executive Summary

The Equity and Inclusion Manager (EI Manager) for the Sheriff's Office guides the agency's work related to expanding opportunities for inclusion and applying an equity lens to internal processes and external services we provide. As an integrated part of the Executive Team, this position leads the work of equity and inclusion strategies related to agency-wide initiatives including the County Workforce Equity Strategic Plan, MCSO Strategic Plan and MCSO Wellness Initiative. The EI Manager supports the work of the Sheriff, Executive Team, and agency as a partner to MCSO Human Resources, Communication, Strategic Services, as well as, represents the agency in high-level panels, committees, and workgroups.

Program Summary

MCSO's Equity and Inclusion Manager (EI Manager) embraces and effectively engages in the County's Workforce Equity Strategic Plan. The EI Manager acts as MCSO's liaison with the County-wide initiative partners, the EEOC office, community partners, and our own membership while leading and further developing the internal MCSO Equity Committee comprised of a diversity of members across the agency. This position works closely with Executive Leadership to identify and address inequities within organizational policies and practices, ensuring that an equity lens is applied across all business processes, and supporting MCSO employees in understanding and enacting new behavioral expectations to ensure the staff experience a more equitable workplace environment that is rooted in safety, trust and belonging. The EI Manager develops and guides internal processes to support the learning of MCSO members through identifying professional trainings, facilitating discussions, and informing communication strategies.

Performance Measures

Measure Type	Primary Measure	FY20 Actual	FY21 Budgeted	FY21 Estimate	FY22 Offer
Output	Percent of County Workforce Equity Initiative Objectives addressed by MCSO Equity Committee	N/A	N/A	N/A	50%
Outcome	Number of recommendations from MCSO Equity Committee submitted to MCSO Leadership	N/A	N/A	N/A	12
Outcome	Number of Equity Core Team meetings attended	N/A	N/A	N/A	12
Outcome	Number of WESP meetings attended	N/A	N/A	N/A	12

Performance Measures Descriptions

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Requested General Fund	Requested Other Funds
Program Expenses	2021	2021	2022	2022
Personnel	\$174,272	\$0	\$135,221	\$0
Contractual Services	\$0	\$0	\$10,000	\$0
Materials & Supplies	\$0	\$0	\$29,779	\$0
Total GF/non-GF	\$174,272	\$0	\$175,000	\$0
Program Total:	\$174,272		\$175,000	
Program FTE	1.00	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: FY 2021: 60110 Human Resources

In FY22, this position has moved out of the Human Resources Unit program offer and is now in this program offer, Equity & Inclusion.