

Program #60105B - Equity & Inclusion Unit Expansion 4/21/2021

Department: Sheriff **Program Contact:** Katie Burgard
Program Offer Type: Innovative/New Program **Program Offer Stage:** As Proposed
Related Programs:
Program Characteristics:

Executive Summary

The Equity and Inclusion Unit builds capacity to both maintain existing obligations for the Equity and Inclusion Manager and meet expanded initiatives included in the County Workforce Equity Strategic Plan, MCSO Strategic Plan and MCSO Wellness Initiative. This unit will be responsible for advancing workforce equity to the over 700-person membership by developing, implementing and monitoring equity, diversity and inclusion initiatives. The Unit will work collaboratively with the Sheriff, Executive Leadership, Human Resources, Command Team, Managers and staff to support and ensure best practices in recruitment, hiring, promotion, training, and education to support organizational culture change to normalize, organize and operationalize Equity, Diversity and Inclusion efforts throughout the agency.

Program Summary

MCSO's Equity and Inclusion Manager will supervise a unit of staff focused on advancing the guidance of the County Workforce Equity Strategic Plan, MCSO Strategic Plan and MCSO Wellness Initiatives.

To develop, maintain, and further expand this work for the Sheriff's Office, an Equity Unit will be created to establish funding for two additional FTE staff:

1. Equity and Inclusion Specialist will focus on developing, coordinating and facilitating training programs to enhance employee understanding of equity, inclusion and diversity tools and practices. This position will work closely with the MCSO Training Unit, Multnomah County's Organizational Learning and community organizations with subject matter expertise to create learning experiences for all sworn and non-sworn members that promotes continual growth and improvement. This role will also research and implement data collection systems for tracking staff competency growth by working closely with the Planning and Research Unit.
2. Workforce Equity and Access Coordinator will seek to identify and address any disproportionate racial and ethnic demographics within the MCSO membership, particularly within the higher leadership ranks by working closely with MCSO HR and Communications to build and maintain relationships with our diverse communities. This position will also focus on supporting retention efforts rooted in workforce wellness by working closely with MCSO's Wellness Committee to support the 2019 Wellness Strategic Plan, Peer Support Program and an MCSO Mentorship and Guidance Program.

Performance Measures

Measure Type	Primary Measure	FY20 Actual	FY21 Budgeted	FY21 Estimate	FY22 Offer
Output	Recruitment, Hiring, Onboarding of new Equity Unit FTE staff	N/A	N/A	N/A	100%
Outcome	# of meetings with collaborative partners within MCSO, Multnomah County and community organizations	N/A	N/A	N/A	18

Performance Measures Descriptions

MCSO Equity Unit will commit time and resources to initiate a comprehensive recruitment strategy for the new FTE positions. The Equity and Inclusion Manager will work closely with HR, MCSO Equity Committee, MCSO leadership and County Equity partners within the recruitment, hiring and onboarding process. Once hired and onboarded, the new FTE positions will focus on establishing relationships while building organizational and agency knowledge to support their subject matter expertise.

Legal / Contractual Obligation**Revenue/Expense Detail**

	Adopted General Fund	Adopted Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2021	2021	2022	2022
Personnel	\$0	\$0	\$240,908	\$0
Materials & Supplies	\$0	\$0	\$20,592	\$0
Total GF/non-GF	\$0	\$0	\$261,500	\$0
Program Total:	\$0		\$261,500	
Program FTE	0.00	0.00	2.00	0.00

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

Explanation of Revenues**Significant Program Changes**

Last Year this program was: