



Program #60105B - Equity & Inclusion Unit Expansion 3/2/2021

Department: Sheriff **Program Contact:** Katie Burgard
Program Offer Type: Innovative/New Program **Program Offer Stage:** As Requested
Related Programs:
Program Characteristics: Out of Target

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 three additional FTE staff:

1. The Diversity Outreach Coordinator will seek to identify and address any disproportionate racial and ethnic demographics within the MCSO membership, particularly within the higher leadership ranks. This position will focus on building and maintaining relationships with diverse professional communities and focus on developing retention and promotional programs that support an increase in the diversity of those employed within the agency.
2. The Equity and Inclusion Specialist will focus on promoting, coordinating and facilitating training programs to enhance employee understanding of equity, inclusion and diversity tools and practices. This role will also research and implement data systems for tracking staff competency growth.
3. The Equity and Wellness Coordinator will support the work of MCSO's 2019 Wellness Strategic Plan which interlocks traditional employee wellness programming with equity, diversity and inclusion strategies. This position will coordinate and facilitate the Wellness Committee meetings and oversee the work completed by the subcommittees while building relationships with and collaborating with Multnomah County Wellness Program Coordinators and other local criminal justice wellness programs.

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	Requested General Fund	Requested Other Funds
Program Expenses	2021	2021	2022	2022
Personnel	\$0	\$0	\$361,362	\$0
Materials & Supplies	\$0	\$0	\$38,638	\$0
Total GF/non-GF	\$0	\$0	\$400,000	\$0
Program Total:	\$0		\$400,000	
Program FTE	0.00	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: