

# FY 2027 Proposed Budget Multnomah County Budget Equity Framework

---

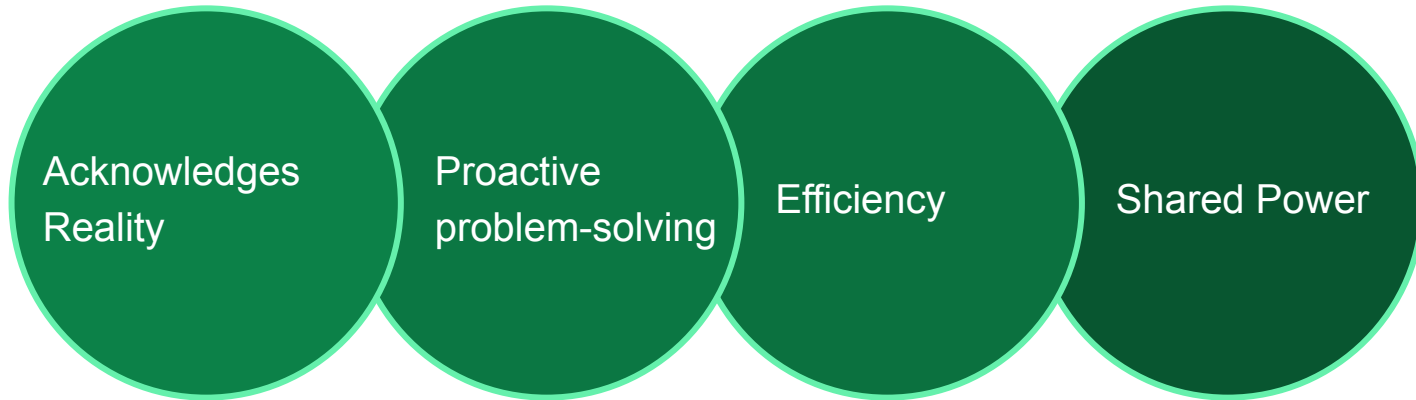
Laura N. Shepherd, Chief Diversity & Equity Officer

D'Metri Mattocks, Equity & Inclusion Manager

April 21, 2026

[www.multco.us/budget](http://www.multco.us/budget)


# Equity in Budgeting: Aligning Resources with Mission, Community and Outcomes



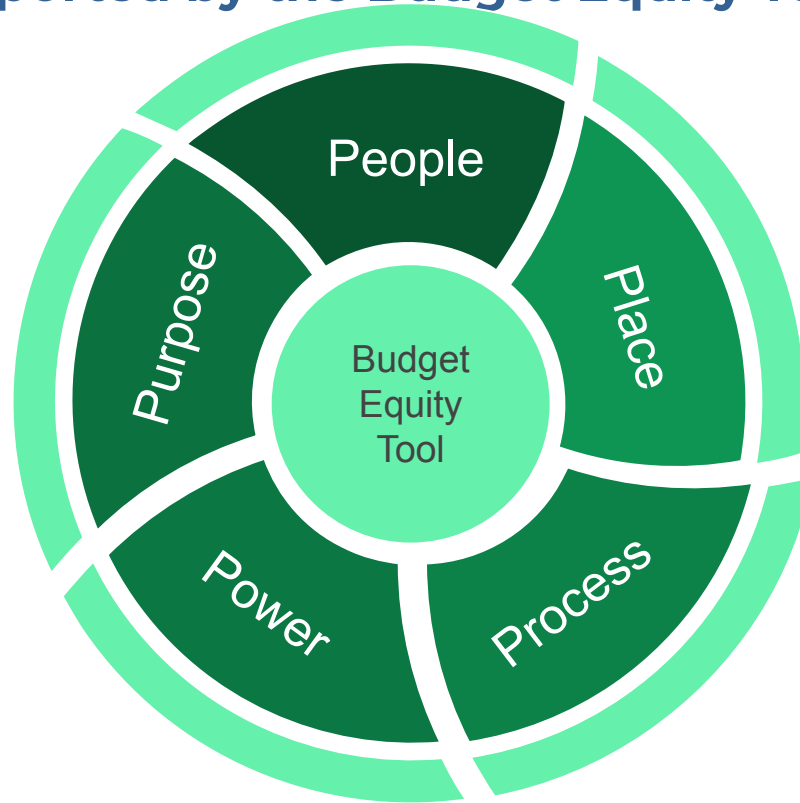
# Equity in Budgeting: Using the Equity & Empowerment Lens

---

## A Better Way to Make Decisions About Resources

- A structured approach to planning, decision-making and resource allocation
- Centers equity and community impact
- Moves us from intention  Impact

# Equity in Budgeting: How We Apply the Equity & Empowerment Lens-The 5Ps Supported by the Budget Equity Tool



# Equity in Budgeting: What Changes When We Use the Lens

## Traditional Approach



## Equity Lens Approach

Equal Distribution

Targeted investment based on need

Program-focused

Outcome-focused

Limited engagement

Community-informed decisions

Static decisions

Continuous Improvement

# Equity in Budgeting: Accountability & Leadership in Departments

---

- Translating the Lens into real budget decisions consistently across departments
- Supporting departments through the 5Ps and the Budget Equity Tool
- Embedding equity into planning, not adding it to the end
- Moving from concept to implementation

## Department Implementation and Tool Use

D'Metri Mattocks, Equity and Inclusion Manager,  
Department of Community Services (DCS)





The budget is a reflection of our...

Values  
Priorities  
Vision  
Story

# DCS: Equity Commitment

---

“We recognize that we represent a large government organization with an unjust legacy, and we must use our power and momentum to be the place where all people, from diverse identities and backgrounds find accessible information and resources...”



...to ensure their **vote** counts



...to support the health, safety, and welfare of their **pets**



...to determine the most fair and responsible ways to **use and develop land** and preserve nature



...and to improve the **roads and bridges** to support community vitality and preserve the health of the environment.

# DCS Constraints & Prioritizations



## Core Services

Essential Services



## Equity

Workforce Equity &  
Equitable Service Delivery



## Compliance

Legal / Ethical  
Requirements



## Safety

Worker & Public Safety



## Credibility

Maintaining Promises  
made to the public



## Staff Success

Staff Morale &  
Professional Development



# DCS Program Offer Key Touch Points



**1** Budget Guidance & Workshop (ODE Equity Tool & Plain Language Practice)

**2** Managers use Equity Toolkit to draft program offers  
• Consultation 1:1 with DCS Equity Manager (Preliminary & Program offer Review)

**3** Leadership Team evaluates Equity Impact Scores  
• Consultation 1:1 with DCS Equity Manager

**4** Community Budget Advisory Committee engagement

**5** Department & Division Narrative Review

# Questions?

