



Proposed
Budget
Equity Analysis
Public Safety & Justice

Fiscal Year 2023-24



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View results

Respondent

27 Anonymous

24:44

Time to complete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

1. Client Civil Rights
2. Equity Data
3. Community Engagement
4. Equitable Services, and
5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible**, with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
6. All submissions must be made using the Budget Equity Tool Microsoft Form.
7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1. Name: *

Kevin Barton

2. Role / Position Title: *

District Attorney

3. What is your department? *

District Attorney

4. Please select your Budget Operating Area from the dropdown menu. *

- General Government
- Public Safety and Justice
- Land Use and Transportation
- Housing, Health and Human Services
- Culture, Education and Recreation
- Transportation
- Service Districts
- Facilities and Technology
- Risk Management and Insurance
- Replacement and Reserve
- Debt Service
- Miscellaneous and Non-Departmental

5. Public Safety and Justice Organizational Unit Number *

- 100-4010 Sheriff's Office Administration
- 100-4020 Law Enforcement
- 100-4030 Jail
- 100-4035 Jail Health Care
- 100-4510 District Attorney
- 100-5010 Juvenile
- 100-5030 Juvenile Administration
- 100-8010 County Justice Court
- 176-8510 Law Library
- 182-4020 Law Enforcement District Patrol
- 186-4060 Sheriff's Office Contract Services
- 188-5510 Community Corrections
- 196-5040 Juvenile Grants
- 197-5020 Juvenile - Conciliation Services
- 224-4050 Grants and Donations
- 226-4030 Jail Commissary
- 228-5050 State High Risk Prevention Funds
- 234-4010 Local Office Levy - Sheriff's Office Administration
- 234-4020 Local Option Levy - Law Enforcement
- 234-4030 Local Option Levy - Jail
- 234-4510 Local Option Levy - District Attorney
- 234-5010 Local Option Levy - Juvenile
- 234-5515 Local Option Levy - Community Corrections
- Other

6. Is this Org Unit Community-facing? *

- Yes
- No

7. How many FTE positions are **currently** funded within this Org Unit in **FY 22-23**? *

141.03

The value must be a number

8. How many FTE positions are funded within this Org Unit in your **FY 23-24 base budget**? *

141.03

The value must be a number

9. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 4% decision scenario**? *

121.03

The value must be a number

10. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 7% decision scenario**? *

117.83

The value must be a number

11. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 10% decision scenario**? *

113.83

The value must be a number

12. What is your **current** Materials and Services budget for **FY 22-23**? *

1957869

The value must be a number

13. What is your Materials and Services budget in your **base budget** for **FY 23-24**? *

1957869

The value must be a number

14. What is your **proposed** Materials and Services budget for **FY 23-24 in your 4% decision scenario?**

*

1866006

The value must be a number

15. What is your **proposed** Materials and Services budget for **FY 23-24 in your 7% decision scenario?**

*

1835500

The value must be a number

16. What is your **proposed** Materials and Services budget for **FY 23-24 in your 10% decision scenario?** *

1824932

The value must be a number

Client Civil Rights

Ensuring equitable access to programs and services: accommodations, translation and interpretation

Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge to the client.

Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of **vital** documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).

17. What **percentage** of the clients and/or communities you serve need interpretation, translation, or accommodation services? *

Please enter *percentage* only. If needed, further explanation can be provided in the next question. If you are unsure, please enter 999.

20

The value must be a number

18. If you are uncertain about the % of your population needing interpretation, translation, or accommodations, please briefly share how you estimate your budgetary allocations for these services:

Please provide any information you wish regarding your answer to the question above.

We serve the entire Washington County community, which means that the need for interpretation, translation or accommodation generally mirrors that of the county population. Victim data from VOCA grant reporting indicates that the percentage of victims with limited English proficiency is approximately 20%

19. What **dollar amount** of your FY 22-23 Materials and Services budget does your Org Unit **currently** allocate for accommodations, translation and interpretation? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

30000

The value must be a number

20. Details/more information:

Please provide any information you wish regarding your answer to the question above.

21. What **dollar amount** of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's **FY2023-24 base budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

30000

The value must be a number

22. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 4% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

30000

The value must be a number

23. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

30000

The value must be a number

24. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

30000

The value must be a number

25. Details/more information:

Please provide any information you wish regarding your answer to the question above.

We do not reduce accommodations, translations, or interpretation in our 4,7 & 10 percent reduction scenarios.

26. Do you have **bilingual-required positions** in your Org Unit?

Position where bilingual skills are **required** (as opposed to bilingual *preferred*).

Yes

No

27. Please specify what **class specifications** are designated as bilingual-required and how many employees serve in each class specification. *

If needed, further explanation can be provided in the "Details/more information" question.

Victim Assistance Specialist -7
Restitution Specialist-1
Legal Specialist Senior-3
Legal Specialist Lead-1
Legal Administrative Supervisor -1
Legal Specialist I-4
Legal Specialist II -5
Digital Evidence Tech -2

28. Details/more information:

Please provide any information you wish regarding your answer to the questions above.

29. What total **number** of your staff receive a bilingual pay differential? *

Please enter *number* only. Staff may be eligible to receive the bilingual pay differential even if they are not in a "bilingual required" position. If needed, further explanation can be provided in "Details/more information" question below.

For information on Washington County Bilingual Pay Policy:

https://www.co.washington.or.us/Support_Services/upload/Bilingual-Pay-Policy-with-Fillable-Form.pdf

The value must be a number

30. Details/more information:

Please provide any information you wish regarding your answer to the questions above.

31. What languages do the staff receiving bilingual pay speak? *

Please specify number of staff per language.

Equity Data

Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.

32. What data on client utilization, quality, and outcomes did you use to develop your **proposed** budget? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

The DA's Office budget is primarily focused on personnel who perform the statutorily required duties of the District Attorney. This personnel includes prosecutors, victim advocates, legal support staff, and child support enforcement. The bulk of our criminal prosecution operations are statutorily driven by law enforcement arrests, citations and incident reports provided to the DA's Office for a charging consideration. Throughout this Budget Equity Tool, when the word "client" is used we interpret that to mean "Washington County community." The legal client of the DA's Office in criminal matters is the State of Oregon. There is a large volume of data available regarding the criminal justice system. It is not possible to detail all the data in the space allotted for this question. A non-exclusive list of the types of data used to help develop the DA's Office budget includes: countywide crime data (police reports, referrals, arrests, citations, etc.), community corrections supervision data; jail data; Juvenile Department data; Department of Corrections data; census bureau data; PSU population estimates; Oregon Judicial Department data; specialty and treatment court data (including Drug Court and JRI grant data); DA's Office case management system data; victimization from federal and state victimization survey data; sociodemographic data related to victims and defendants; LEAP data; data from community partners such as Family Justice Center, CARES NW, etc.; victims of Crime Act (VOCA) grant data; FBI Uniform Crime Reporting (UCR) data and National Incident Based Reporting System (NIBRS) data; data from the Bureau of Justice Statistics (BJS); data from the Oregon Criminal Justice Commission (CJC); child abuse and child fatality data; major crimes team data; bias incident and crime reporting data; community feedback through community forums, town halls, and other related community interaction; public opinion polling data to assess community feedback; direct experience of DA's Office personnel interacting with criminal justice system and community.

33. What data disaggregated by race/ethnicity/language did you consider? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

We considered sociodemographic data related to victims, witnesses, defendants and the community as a whole. This includes language needs, socio-demographic trends, population demographics; crime trends; reporting and non-reporting rates of various crimes, victimization data, CJC data, and other data sources referenced in Q. 25. We endeavor to obtain accurate and complete data regarding race/ethnicity/language so that we can serve the Washington County community. It should be noted that several data sets of criminal justice data (such as LEDS) have known discrepancies between third-party reported race/ethnicity values and self-reported race/ethnicity values. For more information, please see the discussion on the CJC website regarding this issue.

34. What racial inequities exist in access, quality, and outcomes of your services? *

Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services?

Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)?

Outcomes - do service recipients experience the desired service outcomes at the same rate?

Many of the racial inequities that exist throughout our Washington County community are also reflected in the criminal justice system. The nature of these is well documented for victims, defendants and witnesses. In many instances individuals who are financially vulnerable or identify as members of historically marginalized communities may be adversely impacted as crime victims. For example, in 2020 we observed a 63% increase in bias crime referrals to the DA's Office over a two-year period. We therefore obtained a competitive federal grant in 2021 to address hate/bias crimes and form Oregon's only county-based Bias Crime Multidisciplinary Team. We have worked to grow this effort in collaboration with the community. We have engaged in extensive community outreach to encourage people to report bias crimes and to enhance the community/system response when they occur. In 2022, 27 hate/bias crime cases were referred by law enforcement to our office for prosecution and 21 cases were charged and 3 are pending review. In 2022, we served 15,731 crime victims, including 2,754 victims of domestic violence, 1,901 child abuse victims, 426 sexual assault victims, and 118 elder abuse victims.

The justice system is facing multiple challenges that result in a disproportionate impact on the financially vulnerable and historically marginalized. They also especially impact vulnerable victim cases such as DV, child abuse, sexual assault, and elder abuse. Challenges include backlogs coming out of the pandemic, court appointed attorney crisis backlogs, resource limitation backlogs, jail capacity issues, rising failures to appear, etc. According to the Centers for Disease Control and Prevention (CDC), Adverse Childhood Experiences ("ACEs") are disproportionately present in females and several racial/ethnic minority groups. Additionally, addressing these issues is complicated by the fact that the Washington County DA's Office is underfunded as compared to other DA's Offices in the metropolitan area. This lack of resources creates challenges as we work to address these issues. For example, Washington County victim advocates and DDAs carry a caseload that is more than 150% times the size of their Multnomah County counterparts. We work collaboratively with stakeholders (including law enforcement, community corrections, juvenile department, courts, etc.) to address racial inequities in all areas of our work. Ensuring fair and equal treatment under the law is a priority. Examples of this are too numerous to list due to the word limit for this text field. Please refer to our previous description of this work on the FY 2022-23 Budget Equity Tool.

35. How did consideration of this data drive your **proposed** allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *

We have allocated existing resources to address the challenges described above. Additionally, we have advised the county of the pressing need for additional resources to serve vulnerable individuals. Our dedicated specialty units for domestic violence and child abuse help ensure we serve the needs of victims and families in those unique and challenging cases. Additionally, we collaborate with partners such as the Family Justice Center, CARES NW, Domestic Violence Resource Center (DVRC), Sexual Assault Resource Center (SARC), Safety Compass, the DV Units at Beaverton and Hillsboro police departments, OHS, and culturally specific programs such as IRCO, Lutheran Community Services NW, African Youth Community Organization, and El Program Hispano, and others.

We also prioritize the use of bilingual and culturally appropriate trauma informed victim advocacy. We have victim advocates who speak languages including Spanish, Hindi, Punjabi, and Arabic. When we are unable to meet language needs of a victim, we use court interpreters or language line resources to ensure communication. Additionally, advocates also provide immediate comprehensive support and services to DV victims with safety planning, needs assessments, education on the criminal justice process and provide emotional support. We also have a dedicated bias/hate crime advocate. Our DDAs work with this advocate and community partners to provide a comprehensive response to these highly vulnerable victims. Two of our advocates are dedicated specifically to our Child Abuse Team (CAT). Our CAT advocates and Vulnerable Victims Program Coordinator participate in bi-monthly meetings with the CARES NW Family Navigator team to enhance communication, collaboration, and to provide a continuum of care for child abuse victims and their non-offending family members. This partnership ensures children and families are provided important resources, information about the criminal justice process, and continuity as they are passed off from one agency to another. Our child abuse advocates are both Spanish-speaking to meet the needs of our Hispanic/Latinx populations. We also have dedicated restitution specialist positions as we focus on ways to increase services to our person-crime victims and to create more efficiency and better use of resources regarding property crime victims. We invite culturally-specific/population-specific community organizations to attend monthly meetings to share information about the services they provide, strengthening our partnerships and increasing the number of victims we refer to their agencies. We also endeavor to translate written materials into multiple languages (brochures, letters/documents). For example, we recently drafted a new Bias/Hate crime informational brochure that will be vetted by the Bias Crime MDT, then finalized for distribution in multiple languages. We work with our DA's Office PIO to ensure victim resources and information is available on our website in multiple languages. We prioritize racial-equity/culturally-specific training opportunities to strengthen our understanding of the diverse needs of the victims we serve. And we host events, trainings, and round tables in collaboration with community partners that address issues of equity and access in the criminal justice system.

Community Engagement

In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision-making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision-making.

The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is located at <https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline>

36. How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities in the development of your **proposed** budget? (Please specify the names of the individuals, organizations, or groups with which you consulted.) *

We use a variety of methods to engage all members of the Washington County community, including the Black, Indigenous, Latina/o/x, immigrant, and refugee communities. One example of our longstanding outreach in this area is our work as founders and steering committee members of the Building Bridges of Understanding initiative. Building Bridges is a collaborative effort of the Muslim Educational Trust, law enforcement agencies and civil society organizations to examine and understand the racial and ethnic disparities that exist in our communities and explore ways to remove them. For more information: www.buildingbridgesoregon.org. Another example is our partnership with The Urban League of Portland to establish and sponsor the Oregon Diversity Legal Job Fair. This is a direct effort to engage with people who identify as being members of historically marginalized groups. For more information: www.ODJLF.org. Additionally, we work with and engage with many community-based and culturally specific programs and organizations including, but not limited to, IRCP, Hillsboro Bilingual Career Fair, Oregon Diversity Legal Job Fair, Lutheran Community Services NW, African Youth Community Organization, El Program Hispano, Centro Cultural, Virginia Garcia. We participate in community outreach efforts, such as attending town halls, community meetings, faith based meetings, etc. We also have a track record of participating in events such as a food and supply drive in partnership with Muslim Educational Trust for Afghan Refugees, a similar drive in partnership with IRCO and Centro Cultural, and ongoing sponsorship of a high school mock trial team at Hillsboro High School.

37. What did the communities most impacted by inequities tell you about their priorities and unmet needs? *

We know from our extensive interactions with the Washington County community, including members who have been most impacted by inequity, that safety is a universal and fundamental right. Safety includes being safe and feeling safe. Residents have a universal desire to be safe in their homes and community.

We also know that trust is a critically important issue. Building trust and understanding is important. Communities have a desire to know that they can rely on the criminal justice system and to trust and access services when needed.

A fully funded public safety is an important aspect of an equitable public safety system. This allows public safety to be proactive to prevent crime rather than simply reactive in responding to crime. We also know from watching the collapse of the public safety system in Multnomah County that a lack of resources and support for public safety often disproportionately impacts historically marginalized and financially vulnerable.

38. How did you incorporate that community feedback into your **proposed** budget? *

This community feedback was not new information. We were already aware of this community sentiment from our extensive community engagement and outreach and had already incorporated this into our proposed budget.

39. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in your FY2023-24 base budget**? *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

1957869

The value must be a number

40. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 4% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

1866006

The value must be a number

41. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

1835500

The value must be a number

42. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

1824932

The value must be a number

43. Details/more information:

Please provide any information you wish regarding your answer to the question above.

All of the work of the DA's Office is considered community engagement and our M&S budget supports that work. We therefore considered our entire M&S budget when responding to the questions above.

4% = \$91,863 reduction in M&S

7% = an additional \$30,506 reduction (\$122,369 cumulative with 4% scenario)

10%= an additional \$10,568 reduction (\$132,937 cumulative with 4% & 7% scenarios)

Equitable Quality of Services

Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.

44. How are you investing in culturally specific services? *

We serve all members of the community and focus on providing services for crime victims in a culturally responsive, appropriate, and trauma-informed manner. We invest in culturally specific services through personnel training, recruitment, retention efforts, sponsorship of community events, volunteerism, community outreach, social media and web outreach, interpretation, and translation efforts, mentorship efforts, and joint initiatives with the community such as Building Bridges of Understanding, the bias and hate crimes multidisciplinary team, and the Oregon Diversity Legal Job Fair efforts.

45. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? *

We do not use written contracts for the other community-based organizations that we partner with. We partner with several organizations for culturally specific services. For example, these include but are not limited to: IRCO, Lutheran Community Services NW, African Youth Community Organization, El Program Hispanico, Bradley Angle House and Monika's House, Muslim Educational Trust, Centro Cultural, CARE NW, Family Justice Center, Domestic Violence Resource Center, Sexual Assault Resource Center, Safety Compass, etc. However, these partnerships do not require a written contract. Through the county, we have written contracts with vendors for interpretation/translation services and with CARES NW for child abuse intervention services which is performed in a culturally appropriate and trauma-informed manner.

46. What **dollar amount** of your Org Unit's Materials and Services budget is **currently allocated** for culturally specific services? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

74000

The value must be a number

47. Details/more information:

Please provide any information you wish regarding your answer to the question above.

48. What **dollar amount** of your Org Unit's Materials and Services **in your FY2023-24 base budget** is allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

74000

The value must be a number

49. What **dollar amount** of your Org Unit's Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

74000

The value must be a number

50. What **dollar amount** of your Org Unit's Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

74000

The value must be a number

51. What **dollar amount** of your Org Unit's Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

74000

The value must be a number

52. Details/more information:

Please provide any information you wish regarding your answer to the question above.

The answers to Q.46 & 48-51 are comprised of M&S funds related to PIO, interpreter services, child abuse multidisciplinary intervention fund, and hate & bias crime multidisciplinary team funds.

The answers to Q. 49-51 reflect that there are no reductions to budget allocations in our 4/7/10% reduction scenarios.

53. Beyond culturally specific investments, how will you target resources in your **proposed budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

We use our resources to improve outcomes for all members of our Washington County community.

We also place a priority on addressing systemic inequities and improving access and quality of services. Prioritizing equity and justice is essential to the DA's Office mission of seeking justice and protecting our community. While crime impacts all members of our community, it often has a disproportionate impact on those who are financially vulnerable or who identify as being members of historically marginalized groups. Indeed, multiple data points indicate that victims of crime are often financially vulnerable or identify as being members of historically marginalized communities. Given that reality, working to enhance our prosecution services and our ability to support crime victims and survivors is key to improving outcomes for all members of our community, especially including those who identify as members of historically marginalized populations. For example, a key initiative of the DA's Office is supporting services for vulnerable victims, especially child abuse and domestic violence victims. We are working with a broad coalition of community partners and agencies to lead an effort to establish the Family Peace Center of Washington County. This initiative seeks to address the impact of Adverse Childhood Experiences ("ACEs") and trauma as a form of transformative criminal justice reform. This work relates to our efforts to address systemic inequities as the Centers for Disease Control and Prevention has observed that females and several racial/ethnic minorities groups are at greater risk for experiencing four or more ACEs. Additionally, we will continue to do the work discussed in response to previous questions (such as Building Bridges, Oregon Diversity Legal Job Fair, Hillsboro High School Mock Trial program, etc.).

54. What **dollar amount** of your Org Unit's Materials and Services is allocated **in your FY2023-24 base budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

1957869

The value must be a number

55. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 4% decision scenario of your proposed FY2023-24 budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

1866006

The value must be a number

56. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 7% decision scenario of your proposed FY2023-24 budget** to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

1835500

The value must be a number

57. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 10% decision scenario of your proposed FY2023-24 budget** to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

1824932

The value must be a number

58. Details/more information:

Please provide any information you wish regarding your answer to the question above.

The DA's Office budget is not categorized by socio-demographic classifications. Communities impacted by inequities are disproportionately impacted by crime and are served by every aspect of our work.

We want to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services through all of our work, which our M&S budget supports. Therefore, when calculating the answers to the questions above, we used our entire M&S budget.

4% = \$91,863.00 reduction in M&S

7% = an additional \$30,506 reduction (\$122,369 cumulative with 4% scenario)

10%= an additional \$10,568 reduction (\$132,937 cumulative with 4% & 7% scenarios)

Equitable Organizational Development

Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization.

Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.

59. Looking at your Equal Employment Opportunity and workforce diversity data, is the **workforce** of your organizational unit representative/reflective of the communities you serve **and the communities experiencing the most inequitable outcomes?** *

- Yes
- No
- Unsure

60. Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your **workforce** becomes more representative of the communities you serve, **especially the communities experiencing the most inequitable outcomes?** *

Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list

- EEO data
- OEICE-provided workforce diversity data by department
- Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive)).

- Hispanic or Latina/o/x of any race
- Black/African American
- American Indian or Alaska Native
- Asian
- Native Hawaiian or Pacific Islander
- Two or more races
- White

61. Looking at your Equal Employment Opportunity and workforce diversity data, is the **leadership** of your organizational unit representative/reflective of the communities you serve **and the communities experiencing the most inequitable outcomes?** *

- Yes
- No
- Unsure

62. Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your **leadership** becomes more representative of the communities you serve, **especially the communities experiencing the most inequitable outcomes?** *

Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list

- EEO data
- OEICE-provided workforce diversity data by department
- Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive)).

- Hispanic or Latina/o/x of any race
- Black/African American
- American Indian or Alaska Native
- Asian
- Native Hawaiian or Pacific Islander
- Two or more races
- White

63. Beyond direct service delivery, what **dollar amount** of your Materials and Services budget is **currently allocated in FY 22-23** to culturally specific, diversity, inclusion and equity-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

10000

The value must be a number

64. Details/more information:

Please provide any information you wish regarding your answer to the question above.

This amount includes the DA Office annual DEI speaker, culturally specific training for DDAs and VAS, and portions of larger conferences where a component of the training focused on DEI concepts.

65. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in your FY2023-24 base budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

66. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

67. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

68. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

69. Details/more information:

Please provide any information you wish regarding your answer to the question above.

There is no reduction in budget allocation for DEI or culturally specific training in our 4%, 7% & 10% reduction scenarios.

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

70. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

We appreciate the county's invitation for the DA's Office to participate in this Budget Equity Tool. This process provides an important opportunity to highlight the work that has already occurred in this important area and an opportunity to identify important work that still needs to occur. The mission of the DA's Office is to seek justice and protect our community. As many victims of crime in our community identify as members of historically marginalized groups, we believe that additional resources to enhance the work we perform will help address many of our justice and equity goals as we meet community needs.

Please see the attached Budget Equity Tool Supplemental Memorandum which we incorporate by reference.

71. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

Form does now allow us to select multiple operating areas under the Departmental and Organizational Unit Information section. Our responses to this tool include both 100.4510 and 234.4510 funds.

The Budget Equity Tool software did not allow a narrative answer to Q 43-46 where a narrative answer was more appropriate. We therefore are providing a narrative answer in our attached Budget Equity Tool memo.

Other form improvements are: allowing progress to be saved and allowing us to review our responses as a final draft before submitting.

The questions mostly focus on M&S. The only questions around personnel relate to bilingual employees in our department. Given that our budget is 90% personnel services, I think there should be questions regarding how our labor is used. Labor is a huge resource that seems to be overlooked in BET. We have employees who spend a lot time on programs/activities that are not captured in BET. We tried to reflect that in our narratives, but I think there needs to be questions reflecting the cost of labor. These programs/activities are not required by law but yet we feel they are important enough to allocate time, which is at a premium in our office.



View results

Respondent

28 Anonymous

40:37

Time to complete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

1. Client Civil Rights
2. Equity Data
3. Community Engagement
4. Equitable Services, and
5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible**, with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
6. All submissions must be made using the Budget Equity Tool Microsoft Form.
7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1. Name: *

Tim Ellsworth

2. Role / Position Title: *

Admin Manager

3. What is your department? *

Community Corrections

4. Please select your Budget Operating Area from the dropdown menu. *

- General Government
- Public Safety and Justice
- Land Use and Transportation
- Housing, Health and Human Services
- Culture, Education and Recreation
- Transportation
- Service Districts
- Facilities and Technology
- Risk Management and Insurance
- Replacement and Reserve
- Debt Service
- Miscellaneous and Non-Departmental

5. Public Safety and Justice Organizational Unit Number *

- 100-4010 Sheriff's Office Administration
- 100-4020 Law Enforcement
- 100-4030 Jail
- 100-4035 Jail Health Care
- 100-4510 District Attorney
- 100-5010 Juvenile
- 100-5030 Juvenile Administration
- 100-8010 County Justice Court
- 176-8510 Law Library
- 182-4020 Law Enforcement District Patrol
- 186-4060 Sheriff's Office Contract Services
- 188-5510 Community Corrections
- 196-5040 Juvenile Grants
- 197-5020 Juvenile - Conciliation Services
- 224-4050 Grants and Donations
- 226-4030 Jail Commissary
- 228-5050 State High Risk Prevention Funds
- 234-4010 Local Office Levy - Sheriff's Office Administration
- 234-4020 Local Option Levy - Law Enforcement
- 234-4030 Local Option Levy - Jail
- 234-4510 Local Option Levy - District Attorney
- 234-5010 Local Option Levy - Juvenile
- 234-5515 Local Option Levy - Community Corrections
- Other

6. Is this Org Unit Community-facing? *

- Yes
- No

7. How many FTE positions are **currently** funded within this Org Unit in **FY 22-23**? *

The value must be a number

8. How many FTE positions are funded within this Org Unit in your **FY 23-24 base budget**? *

The value must be a number

9. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 4% decision scenario**? *

The value must be a number

10. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 7% decision scenario**? *

The value must be a number

11. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 10% decision scenario**? *

The value must be a number

12. What is your **current** Materials and Services budget for **FY 22-23**? *

The value must be a number

13. What is your Materials and Services budget in your **base budget** for **FY 23-24**? *

The value must be a number

14. What is your **proposed** Materials and Services budget for **FY 23-24 in your 4% decision scenario?**

*

6097437

The value must be a number

15. What is your **proposed** Materials and Services budget for **FY 23-24 in your 7% decision scenario?**

*

6016558

The value must be a number

16. What is your **proposed** Materials and Services budget for **FY 23-24 in your 10% decision scenario?** *

5994296

The value must be a number

Client Civil Rights

Ensuring equitable access to programs and services: accommodations, translation and interpretation

Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge to the client.

Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of **vital** documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).

17. What **percentage** of the clients and/or communities you serve need interpretation, translation, or accommodation services? *

Please enter *percentage* only. If needed, further explanation can be provided in the next question. If you are unsure, please enter 999.

999

The value must be a number

18. If you are uncertain about the % of your population needing interpretation, translation, or accommodations, please briefly share how you estimate your budgetary allocations for these services:

Please provide any information you wish regarding your answer to the question above.

We currently do not track the exact percentage of translation required, however ~30% of our population designates themselves as not white.
Our current caseloads have the following race's identified: White(70%), Hispanic(18%), Black(7%), Asian(3%), Indian(1%), Pacific Islander(<1%) and Unknown(<1%)

19. What **dollar amount** of your FY 22-23 Materials and Services budget does your Org Unit **currently** allocate for accommodations, translation and interpretation? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

20000

The value must be a number

20. Details/more information:

Please provide any information you wish regarding your answer to the question above.

NA

21. What **dollar amount** of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's **FY2023-24 base budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

20000

The value must be a number

22. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 4% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

20000

The value must be a number

23. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

20000

The value must be a number

24. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

20000

The value must be a number

25. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Community corrections uses these dollars in the following ways:

1. Translation services for our clients for office visits, documentation review, etc.
2. Translation of key documents to ensure following guidelines of the LEAP working group.

26. Do you have **bilingual-required positions** in your Org Unit?

Position where bilingual skills are **required** (as opposed to bilingual *preferred*).

Yes

No

27. Please specify what **class specifications** are designated as bilingual-required and how many employees serve in each class specification. *

If needed, further explanation can be provided in the "Details/more information" question.

Parole and Probation Officers II, Residential Counselors, Community Corrections Specialists II, Administrative Specialists and Parole and Probation Supervisors.

28. Details/more information:

Please provide any information you wish regarding your answer to the questions above.

NA

29. What total **number** of your staff receive a bilingual pay differential? *

Please enter *number* only. Staff may be eligible to receive the bilingual pay differential even if they are not in a "bilingual required" position. If needed, further explanation can be provided in "Details/more information" question below.

For information on Washington County Bilingual Pay Policy:

https://www.co.washington.or.us/Support_Services/upload/Bilingual-Pay-Policy-with-Fillable-Form.pdf

14

The value must be a number

30. Details/more information:

Please provide any information you wish regarding your answer to the questions above.

NA

31. What languages do the staff receiving bilingual pay speak? *

Please specify number of staff per language.

Spanish

Equity Data

Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.

32. What data on client utilization, quality, and outcomes did you use to develop your **proposed** budget? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

Community Corrections has implemented/revamped a couple of tools to enhance the collection of data on client utilization, quality, and outcomes. The first is our Client Engagement Surveys – these are used in all divisions within our department. This data is reviewed by supervisors and senior management. In addition, Within the last few months we have enhanced our client engagement surveys by incorporating a better series of questions to gage how we are doing with our clients in terms of equity and inclusion. We have transitioned our client engagement surveys from paper to and electronic form utilizing Qualtrics so we can get a snapshot of our results at any given time.

The second data tool we are using is our data dashboards. These dashboards allow us to review the data within both divisions quickly. One way we utilize this data is to review our caseloads of BIPOC individuals to determine if we need to adjust caseload management and a second is we utilize this data to see sanctioning data as it pertains to our clients and how they self identify their ethnicity.

33. What data disaggregated by race/ethnicity/language did you consider? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

Currently we use our dashboard data that outlines all of clients by race. We can then review this data and determine if case load assignments or case load alignment needs to be done to better meet our clients race and ethnical backgrounds

34. What racial inequities exist in access, quality, and outcomes of your services? *

Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services?

Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)?

Outcomes - do service recipients experience the desired service outcomes at the same rate?

Community Corrections is in a unique position because we have limited control of the clients that are assigned to our department via the courts, DA and/or Sheriff's Office. However, we have identified a need to enhance our data collection and utilization of data to adjust our programming to best meet the needs of all our clients. Based on this over the course of this last year, we have revamped our dashboards and client engagement surveys to provide our department with better data in terms of the current gaps and potential inequities that might exist in access, quality, and outcomes of services that we provide. We will continue to monitor this data as we begin to have a large enough data set and begin adjusting as required. Things we are beginning to track and review sanctions by race/ethnicity, Subsidy for services by race/ethnicity and collecting better client engagement feedback based on race/ethnicity

35. How did consideration of this data drive your **proposed** allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *

In the last year, Community Corrections has been reviewing our data with Coalition of Communities of Color to gain insights on what outcome changes should and could be made. During these conversations it was determined to create an Afrocentric Caseload. This caseload will be supervised by an African American PO, in addition we have developed a relationship with the organization Going Home 2 to that will provide an African American Mentor to help guide the Justice Involved Individuals on this case load. We were able to obtain 3 small grants to help with the funding for Part of the FTE cost and for the cost of the mentor.

Community Engagement

In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision-making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision-making.

The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is located at <https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline>

36. How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities in the development of your **proposed** budget? (Please specify the names of the individuals, organizations, or groups with which you consulted.) *

Community Corrections initiated a relationship in 2022 with the Coalition of the Communities of Color, over this last year we have strived to enhance this relationship. We recently held a meeting with them to review our plans to develop and implement our caseload that will focus strictly on African American JII's. In addition, we have recently developed a relationship with Going Home II, a partial mission statement for this organization states: "As inmates look forward to their release, we commit to helping individuals gain skills that improve their decision making, planning and job or career prospects. After release we provide safe housing and supplies that enable a confident personal presentation and a successful job search. We then maintain an ongoing presence that enables personal and professional support as needed." Full background can be found at: <https://www.goinghome2.org/about>

Community Corrections continues to build these relationships and additionally has met with The Miracle Club, and we hope to enhance this partnership and continue to build a strong alliance with all our community partners.

37. What did the communities most impacted by inequities tell you about their priorities and unmet needs? *

In a meeting with Coalition of Communities of Color in 2022, Marcus Mundy noted that the department's senior management team did not seem to include any people of color (POC) and he expressed the importance of ensuring that POC are represented in upper leadership.

As a result of this communication, we continue to work with our HR partners to enhance our recruiting, to ensure we are hiring staff that represents the community and JII's we serve.

During this last year our department has hired a parole and probation senior manager who identifies as non-white and a PO Supervisor who identifies as Black.

In our most recent roundtable with our community partners, we received very positive feedback in regards to holding the roundtables and the proposed plans for our new African American Caseload.

38. How did you incorporate that community feedback into your **proposed** budget? *

We continue to work with our HR partners to find improved processes and recruiting strategies to attract applicants that better match both our community demographics as well as our client demographics.

39. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in your FY2023-24 base budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

40. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 4% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

41. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

42. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

43. Details/more information:

Please provide any information you wish regarding your answer to the question above.

We do not specifically identify any of our budget towards this, however we do recognize the need to partner with them and have used funds in the past to provide snacks, lunch and drinks during our engagement meetings.

Equitable Quality of Services

Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.

44. How are you investing in culturally specific services? *

Washington County Community Corrections currently contracts with providers that value and are highly supportive of to the need for culturally specific services. We have treatment, mentor services and translation service contract providers that assist as with our delivery of culturally specific needs. Finally, the department has been actively engaged in the Limited English Assistance Plan (LEAP) implementation and is currently updating vital documents to be following federal and state laws.

In addition, based on our conversations with our community partners and analyzing data we have determined a new case load focused on our African American JII's is a priority to our department. Over the last 6 months we have received 3 separate smaller grants from the State of Oregon and DOJ that will help us stand up this caseload. We worked with HR to do a recruitment that focused on hiring a POII specifically for this caseload, we should be hiring this staff in the next few weeks. Initially, one of our African American PO's will serve as our POII as we kick off this initiative, will train the new POII and transition this caseload upon his retirement. Additionally, these funds will help pay for our new mentor with Going Home II, to provide wrap around services, assist with he transitions from prison/jail to the community and provide support and lived experience to ensure success.

45. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? *

Going Home 2 – this contract will be in place by the end of the 2022-23 budget cycle, and we plan to fund the contract throughout the 2023-24 budget year.

Other Providers we work with that provide some culturally specific services are: Bridges to Change, El Enfoque De La Familia, Cedar Counseling Center, and Buena Vida Counseling all provide culturally specific services to our Hispanic population.

46. What **dollar amount** of your Org Unit's Materials and Services budget is **currently allocated** for culturally specific services? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

90000

The value must be a number

47. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Community Corrections provides various services, such as housing, treatment, and mentors for our JII, however the dollars are not specifically allocated for culturally specific services.

48. What **dollar amount** of your Org Unit's Materials and Services **in your FY2023-24 base budget** is allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

90000

The value must be a number

49. What **dollar amount** of your Org Unit's Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

90000

The value must be a number

50. What **dollar amount** of your Org Unit's Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

90000

The value must be a number

51. What **dollar amount** of your Org Unit's Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

90000

The value must be a number

52. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Community Corrections will be adding a mentor specifically for our African American Caseload, this is \$90,000 of our base budget. Additionally, Community Corrections provides various services, such as housing, treatment, and mentors for our JII, however the dollars are not specifically allocated for culturally specific services.

53. Beyond culturally specific investments, how will you target resources in your **proposed budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

The Department's data dashboards, and contracted data analyst, is developing real-time data that helps the department explore potential inequities and disparities for BIPOC clients. As an example, the department was recently able to review data that suggests a potential correlation between sanctions and race; enabling us to support conversations and strategies to illuminate potential implicit bias in sanctioning. Further, the department's updating of its Client Engagement Surveys to include questions specific to the experiences of BIPOC, LGBTQ+, and physically disabled persons will help better understand and address potential barriers.

54. What **dollar amount** of your Org Unit's Materials and Services is allocated **in your FY2023-24 base budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

55. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 4% decision scenario of your proposed FY2023-24 budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

56. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 7% decision scenario of your proposed FY2023-24 budget** to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

57. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 10% decision scenario of your proposed FY2023-24 budget** to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

58. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Additionally, Community Corrections provides various services, such as housing, treatment, and mentors for our JII, however the dollars are not specifically allocated for culturally specific services.

Equitable Organizational Development

Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization.

Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.

59. Looking at your Equal Employment Opportunity and workforce diversity data, is the **workforce** of your organizational unit representative/reflective of the communities you serve **and the communities experiencing the most inequitable outcomes?** *

Yes

No

Unsure

60. Looking at your Equal Employment Opportunity and workforce diversity data, is the **leadership** of your organizational unit representative/reflective of the communities you serve **and the communities experiencing the most inequitable outcomes?** *

- Yes
- No
- Unsure

61. Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your **leadership** becomes more representative of the communities you serve, **especially the communities experiencing the most inequitable outcomes?** *

Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list

- EEO data
- OEICE-provided workforce diversity data by department
- Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive)).

- Hispanic or Latina/o/x of any race
- Black/African American
- American Indian or Alaska Native
- Asian
- Native Hawaiian or Pacific Islander
- Two or more races
- White

62. Beyond direct service delivery, what **dollar amount** of your Materials and Services budget is **currently allocated in FY 22-23** to culturally specific, diversity, inclusion and equity-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

1500

The value must be a number

63. Details/more information:

Please provide any information you wish regarding your answer to the question above.

In reviewing our workforce diversity data, our department has moved closer to both the demographics of our community we serve as well as the clients we serve.

Dept Staff Community Client

White 71% 65% 70%

Hispanic or Latino 14% 17% 18%

Black or African American 6% 2% 7%

Asian 2% 11% 3%

Indian 0.80% 0.30% 1%

Native Hawaiian/Pacific Isl. 2% 0.40% <1%

Other 5% 4% <1%

We continue to work with our HR department to grow the diversity of our entire department. As mentioned in our budget equity narrative we are beginning to build out a case load that will focus on our African American clients and feel that this focus will better support equitable outcomes.

As outlined above, we have focused our efforts after conversations with our community partners to have our management team better reflect the demographics of our community as well as our client base. This last year we have brought in 2 managers to our leadership team that help us better align to the demographics of our community

64. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in your FY2023-24 base budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

1500

The value must be a number

65. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

1500

The value must be a number

66. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

1500

The value must be a number

67. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

1500

The value must be a number

68. Details/more information:

Please provide any information you wish regarding your answer to the question above.

NA

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

69. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

By prioritizing equity, departments can reduce the pain experienced by disadvantaged parts of the community and reduce the pain experienced by the community. Further, in relationship to the population Community corrections serves directly, Justice Involved Individuals (JIIs), we have learned to acknowledge the inherent intersectionality for this historically underserved and marginalized population. In our recent community engagement conversation with the Latino Advisory Committee, one of their members pointed out that JIIs are an underserved population due to the discrimination they experience due to their criminal history and the labels put on them, even after they exit the system. Then many JIIs experience additional barriers due to factors such as race, disabilities, and mental illness that further marginalize people and inhibit their ability to thrive in our community. It was important for our department to draw a distinction between equality and equity. Equality means treating all people the same. Equal treatment of all constituents has been a long-standing aspiration of local governments. Though equality is a time-honored and important principle in a democratic system, it is not perfect. There are cases where the principle of equity has much to offer. Equity means people could be treated differently in the interest of giving all people access to health, safety, and welfare (the fundamental purposes of local government). A central tension between equality and equity has to do with fairness. Perceptions of fairness are essential to any decision-making system; without it, the system will likely fail. One of the great advantages of equality as an organizing principle for budgeting is that it provides a simple and straightforward definition of fairness: everyone is treated the same. Equity brings a different perspective to fairness, one that is more nuanced. With this nuance comes practical concerns about measurement and allocation of resources. As an example of how the difference between equity and equality might be applied, the health and welfare of a community is important. Access to medical services and treatment system supports wellness. An equal system of funding would provide services at the same level in every area of the community. An equitable system would allocate more funding where access to medical services is experiencing the most impediments to people accessing medical services. This approach gets everyone the medical services they need to realize a healthy thriving community. We also learned we have gaps in our data and we identified areas where we can collect additional feedback. An example is our "Client Engagement Surveys" where we recently added questions to better understand if people of color, LGBTQ+, and people with disabilities experience any additional barriers in relationship to their community supervision services. Finally, we are better understanding the costs associated with implementing the County's EDI initiatives and building equitable practices. In a time when we have been asked to reduce operational costs, we are also asked to implement and refine equity areas such as LEAP, Employee Resource Groups, and culturally specific services (housing, treatment, mentoring). In order to be most effective and equitable, we will need additional funding support from the county to ensure we can both maintain our core services and implement equity practices, while also ensuring our employees and leaders have the bandwidth to perform their duties without becoming overly fatigued and burned out. What We Have Accomplished The Budget Equity Tool has served as a valuable template for conversations and budget planning. By using the tool, we have been able to better convey the costs inherent in EDI implementation and also keep EDI centered in our process.

70. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

Community Corrections suggests the following improvements:

- 1) Create feedback loops with the departments to ensure plans, dollars and BET meet the desired outcomes of the Office of Equity and Inclusion
- 2) Improve the platform for reporting this data.



View results

Respondent

23

Anonymous

8848:38

Time to complete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

1. Client Civil Rights
2. Equity Data
3. Community Engagement
4. Equitable Services, and
5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible**, with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
6. All submissions must be made using the Budget Equity Tool Microsoft Form.
7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1. Name: *

Nicole Guzman Colburn

2. Role / Position Title: *

Justice Court Operations Supervisor

3. What is your department? *

Justice Court

4. Please select your Budget Operating Area from the dropdown menu. *

- General Government
- Public Safety and Justice
- Land Use and Transportation
- Housing, Health and Human Services
- Culture, Education and Recreation
- Transportation
- Service Districts
- Facilities and Technology
- Risk Management and Insurance
- Replacement and Reserve
- Debt Service
- Miscellaneous and Non-Departmental

5. Public Safety and Justice Organizational Unit Number *

- 100-4010 Sheriff's Office Administration
- 100-4020 Law Enforcement
- 100-4030 Jail
- 100-4035 Jail Health Care
- 100-4510 District Attorney
- 100-5010 Juvenile
- 100-5030 Juvenile Administration
- 100-8010 County Justice Court
- 176-8510 Law Library
- 182-4020 Law Enforcement District Patrol
- 186-4060 Sheriff's Office Contract Services
- 188-5510 Community Corrections
- 196-5040 Juvenile Grants
- 197-5020 Juvenile - Conciliation Services
- 224-4050 Grants and Donations
- 226-4030 Jail Commissary
- 228-5050 State High Risk Prevention Funds
- 234-4010 Local Office Levy - Sheriff's Office Administration
- 234-4020 Local Option Levy - Law Enforcement
- 234-4030 Local Option Levy - Jail
- 234-4510 Local Option Levy - District Attorney
- 234-5010 Local Option Levy - Juvenile
- 234-5515 Local Option Levy - Community Corrections
- Other

6. Is this Org Unit Community-facing? *

- Yes
- No

7. How many FTE positions are **currently** funded within this Org Unit in **FY 22-23**? *

The value must be a number

8. How many FTE positions are funded within this Org Unit in your **FY 23-24 base budget**? *

The value must be a number

9. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 4% decision scenario**? *

The value must be a number

10. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 7% decision scenario**? *

The value must be a number

11. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 10% decision scenario**? *

The value must be a number

12. What is your **current** Materials and Services budget for **FY 22-23**? *

The value must be a number

13. What is your Materials and Services budget in your **base budget** for **FY 23-24**? *

The value must be a number

14. What is your **proposed** Materials and Services budget for **FY 23-24 in your 4% decision scenario?**

*

194000

The value must be a number

15. What is your **proposed** Materials and Services budget for **FY 23-24 in your 7% decision scenario?**

*

194000

The value must be a number

16. What is your **proposed** Materials and Services budget for **FY 23-24 in your 10% decision scenario?** *

194000

The value must be a number

Client Civil Rights

Ensuring equitable access to programs and services: accommodations, translation and interpretation

Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge to the client.

Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of **vital** documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).

17. What **percentage** of the clients and/or communities you serve need interpretation, translation, or accommodation services? *

Please enter *percentage* only. If needed, further explanation can be provided in the next question. If you are unsure, please enter 999.

25

The value must be a number

18. If you are uncertain about the % of your population needing interpretation, translation, or accommodations, please briefly share how you estimate your budgetary allocations for these services:

Please provide any information you wish regarding your answer to the question above.

19. What **dollar amount** of your FY 22-23 Materials and Services budget does your Org Unit **currently** allocate for accommodations, translation and interpretation? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

20. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Data from the US Census Bureau and the National Equity Atlas shows approximately 25% of Washington County community members speak a language other than English. To accommodate our Spanish speaking community members which make up the highest number of that percentage, Justice Court holds a designated Spanish speaking docket every Tuesday afternoon to ensure court services are available with a court certified interpreter. Additionally, for all individuals whose primary language is other than English, interpreters and language lines are available and accessed as needed to assist those individuals accessing the Court's services.

21. What **dollar amount** of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's **FY2023-24 base budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

22. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 4% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

23. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

14800

The value must be a number

24. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

14800

The value must be a number

25. Details/more information:

Please provide any information you wish regarding your answer to the question above.

CFO Greg Munn, County Counsel, and the CAO's office approved retention of fees collected by Justice Court from successful Diversion cases resulting in a projected additional revenue amount of approximately \$40,000.00. This projected total goes well above each of the requested 4,7, and 10% budget cut scenarios.

26. Do you have **bilingual-required positions** in your Org Unit?

Position where bilingual skills are **required** (as opposed to bilingual *preferred*).

Yes

No

27. Please specify what **class specifications** are designated as bilingual-required and how many employees serve in each class specification. *

If needed, further explanation can be provided in the "Details/more information" question.

Justice Court has two 2 FTE Spanish bilingual designated positions (25% of Justice Court staff). Both positions are Administrative Specialists. Other languages spoken by employees that are not receiving a pay differential are ASL, Swahili, Kamba, and Japanese.

28. Details/more information:

Please provide any information you wish regarding your answer to the questions above.

29. What total **number** of your staff receive a bilingual pay differential? *

Please enter *number* only. Staff may be eligible to receive the bilingual pay differential even if they are not in a "bilingual required" position. If needed, further explanation can be provided in "Details/more information" question below.

For information on Washington County Bilingual Pay Policy:

https://www.co.washington.or.us/Support_Services/upload/Bilingual-Pay-Policy-with-Fillable-Form.pdf

The value must be a number

30. Details/more information:

Please provide any information you wish regarding your answer to the questions above.

31. What languages do the staff receiving bilingual pay speak? *

Please specify number of staff per language.

Equity Data

Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.

32. What data on client utilization, quality, and outcomes did you use to develop your **proposed** budget? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

Justice Court utilized data provided by the US Census Bureau, The National Equity Atlas, and the 2022 STOP report from the Criminal Justice Commission of the State of Oregon to inform our proposed budgeting decisions. Each report showed similar percentages of communities speaking other languages than English as a primary language (approximately 25% total).

33. What data disaggregated by race/ethnicity/language did you consider? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

Justice Court utilized data from translation services invoices with the following break down: Latinx (75%), Arabic (5.8%), Korean (4.7%), Mandarin (3.5%), Farsi/ Somali/Vietnamese (2.35% each), followed by Pashto/ Rohingya/Ukrainian (1.18% each).

34. What racial inequities exist in access, quality, and outcomes of your services? *

Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services?

Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)?

Outcomes - do service recipients experience the desired service outcomes at the same rate?

Justice Court has not experienced any inabilities to provide sufficient quality access to our services. Outcomes from Judicial decisions are not based nor influenced by race/ethnicity/language considerations.

35. How did consideration of this data drive your **proposed** allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *

The Court will research the most fiscally responsible way to translate all court forms into Spanish and include a section on the Court's informational web page in Spanish for improved accessibility. This process will inform the Court of budgetary needs and expectations for other languages in the years to come.

Community Engagement

In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision-making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision-making.

The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is located at <https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline>

36. How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities in the development of your **proposed** budget? (Please specify the names of the individuals, organizations, or groups with which you consulted.) *

While the court, as the Judicial branch of Government, cannot participate in what is typically meant by the term of community engagement, the Court does note that the following statistics reflect this community's need of interpreter services in order to provide access to the justice they require. Latinx (75%), Arabic (5.8%), Korean (4.7%), Mandarin (3.5%), Farsi/ Somali/Vietnamese (2.35% each), followed by Pashto/ Rohingya/Ukrainian (1.18% each). The Court was able to provide language assistance to each but found difficulty in providing in depth assistance for required mediation process for Small Claims. This includes court forms often requiring the participant find an outside party to help them fill out forms in English.

37. What did the communities most impacted by inequities tell you about their priorities and unmet needs? *

Customer feedback has been regarding the Court's need to provide forms in languages other than English.

38. How did you incorporate that community feedback into your **proposed** budget? *

The Court has budgeted \$14,800 for interpretation services and \$200.00 to order forms.

39. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in your FY2023-24 base budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

40. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 4% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

41. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

42. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

43. Details/more information:

Please provide any information you wish regarding your answer to the question above.

The Judicial Branch does not participate in community engagement as it is being used in this manner. The Judicial Branch is separate, and unique, from the Executive Branch holding different functions and responsibilities, and much of what goes into the Executive Branch's engagement in the community is not appropriate nor permissible for the Judicial Branch to engage in.

Equitable Quality of Services

Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.

44. How are you investing in culturally specific services? *

The Judicial Branch does not participate in providing culturally specific services.

45. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? *

Justice Court does not contract with community-based organizations for culturally specific services.

46. What **dollar amount** of your Org Unit's Materials and Services budget is **currently allocated** for culturally specific services? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

47. Details/more information:

Please provide any information you wish regarding your answer to the question above.

48. What **dollar amount** of your Org Unit's Materials and Services **in your FY2023-24 base budget** is allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

49. What **dollar amount** of your Org Unit's Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

50. What **dollar amount** of your Org Unit's Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

51. What **dollar amount** of your Org Unit's Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

52. Details/more information:

Please provide any information you wish regarding your answer to the question above.

53. Beyond culturally specific investments, how will you target resources in your **proposed budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

As part of the Judicial Branch of Government, Justice Court does not and can not invest in resources to improve outcomes for any community member.

54. What **dollar amount** of your Org Unit's Materials and Services is allocated **in your FY2023-24 base budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

55. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 4% decision scenario of your proposed FY2023-24 budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

56. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 7% decision scenario of your proposed FY2023-24 budget** to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

57. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 10% decision scenario of your proposed FY2023-24 budget** to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

58. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Equitable Organizational Development

Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization.

Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.

59. Looking at your Equal Employment Opportunity and workforce diversity data, is the **workforce** of your organizational unit representative/reflective of the communities you serve **and the communities experiencing the most inequitable outcomes?** *

Yes

No

Unsure

60. Looking at your Equal Employment Opportunity and workforce diversity data, is the **leadership** of your organizational unit representative/reflective of the communities you serve **and the communities experiencing the most inequitable outcomes?** *

Yes

No

Unsure

61. Beyond direct service delivery, what **dollar amount** of your Materials and Services budget is **currently allocated in FY 22-23** to culturally specific, diversity, inclusion and equity-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

10000

The value must be a number

62. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Justice Court is actively reaching out to Washington County Bar members to extend professional contracts for Pro Tem work to attorneys that are members of diverse communities for increased representation in Justice Court.

63. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in your FY2023-24 base budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

64. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

65. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

66. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

67. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

68. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

This tool has facilitated the Court to dig deeper into looking at the services we currently provide to the community and where we can focus on improving those services; ensuring consistent unbiased access to the Court.

69. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

Justice Court's recommendation for improving the Budget Equity Tool for the future is to allow for customization by individual departments. As previously mentioned, Justice Court is unique within the County as we are a court that must follow all Judicial Ethical Rules which prohibits showing favoritism towards any person regardless of their ethnic or racial origin.



View results

Respondent

24 Anonymous

139:04

Time to complete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

1. Client Civil Rights
2. Equity Data
3. Community Engagement
4. Equitable Services, and
5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible**, with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
6. All submissions must be made using the Budget Equity Tool Microsoft Form.
7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1. Name: *

Kevin Barton

2. Role / Position Title: *

District Attorney

3. What is your department? *

District Attorney

4. Please select your Budget Operating Area from the dropdown menu. *

- General Government
- Public Safety and Justice
- Land Use and Transportation
- Housing, Health and Human Services
- Culture, Education and Recreation
- Transportation
- Service Districts
- Facilities and Technology
- Risk Management and Insurance
- Replacement and Reserve
- Debt Service
- Miscellaneous and Non-Departmental

5. Public Safety and Justice Organizational Unit Number *

- 100-4010 Sheriff's Office Administration
- 100-4020 Law Enforcement
- 100-4030 Jail
- 100-4035 Jail Health Care
- 100-4510 District Attorney
- 100-5010 Juvenile
- 100-5030 Juvenile Administration
- 100-8010 County Justice Court
- 176-8510 Law Library
- 182-4020 Law Enforcement District Patrol
- 186-4060 Sheriff's Office Contract Services
- 188-5510 Community Corrections
- 196-5040 Juvenile Grants
- 197-5020 Juvenile - Conciliation Services
- 224-4050 Grants and Donations
- 226-4030 Jail Commissary
- 228-5050 State High Risk Prevention Funds
- 234-4010 Local Office Levy - Sheriff's Office Administration
- 234-4020 Local Option Levy - Law Enforcement
- 234-4030 Local Option Levy - Jail
- 234-4510 Local Option Levy - District Attorney
- 234-5010 Local Option Levy - Juvenile
- 234-5515 Local Option Levy - Community Corrections
- Other

6. Is this Org Unit Community-facing? *

- Yes
- No

7. How many FTE positions are **currently** funded within this Org Unit in **FY 22-23**? *

141.03

The value must be a number

8. How many FTE positions are funded within this Org Unit in your **FY 23-24 base budget**? *

141.03

The value must be a number

9. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 4% decision scenario**? *

121.03

The value must be a number

10. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 7% decision scenario**? *

117.83

The value must be a number

11. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 10% decision scenario**? *

113.83

The value must be a number

12. What is your **current** Materials and Services budget for **FY 22-23**? *

1957869

The value must be a number

13. What is your Materials and Services budget in your **base budget** for **FY 23-24**? *

1957869

The value must be a number

14. What is your **proposed** Materials and Services budget for **FY 23-24 in your 4% decision scenario?**

*

1866006

The value must be a number

15. What is your **proposed** Materials and Services budget for **FY 23-24 in your 7% decision scenario?**

*

1835500

The value must be a number

16. What is your **proposed** Materials and Services budget for **FY 23-24 in your 10% decision scenario?** *

1824932

The value must be a number

Client Civil Rights

Ensuring equitable access to programs and services: accommodations, translation and interpretation

Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge to the client.

Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of **vital** documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).

17. What **percentage** of the clients and/or communities you serve need interpretation, translation, or accommodation services? *

Please enter *percentage* only. If needed, further explanation can be provided in the next question. If you are unsure, please enter 999.

5

The value must be a number

18. If you are uncertain about the % of your population needing interpretation, translation, or accommodations, please briefly share how you estimate your budgetary allocations for these services:

Please provide any information you wish regarding your answer to the question above.

We serve the entire Washington County community, which means that the need for interpretation, translation or accommodation generally mirrors that of the county population. Victim data from VOCA grant reporting indicates that the percentage of victims with limited English proficiency is approximately 5%

19. What **dollar amount** of your FY 22-23 Materials and Services budget does your Org Unit **currently** allocate for accommodations, translation and interpretation? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

30000

The value must be a number

20. Details/more information:

Please provide any information you wish regarding your answer to the question above.

21. What **dollar amount** of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's **FY2023-24 base budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

30000

The value must be a number

22. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 4% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

30000

The value must be a number

23. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

30000

The value must be a number

24. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

30000

The value must be a number

25. Details/more information:

Please provide any information you wish regarding your answer to the question above.

We do not reduce accommodations, translations, or interpretation in our 4,7 & 10 percent reduction scenarios.

26. Do you have **bilingual-required positions** in your Org Unit?

Position where bilingual skills are **required** (as opposed to bilingual *preferred*).

Yes

No

27. Please specify what **class specifications** are designated as bilingual-required and how many employees serve in each class specification. *

If needed, further explanation can be provided in the "Details/more information" question.

Victim Assistance Specialist -7
Restitution Specialist-1
Legal Specialist Senior-3
Legal Specialist Lead-1
Legal Administrative Supervisor -1
Legal Specialist I-4
Legal Specialist II -5
Digital Evidence Tech -2

28. Details/more information:

Please provide any information you wish regarding your answer to the questions above.

29. What total **number** of your staff receive a bilingual pay differential? *

Please enter *number* only. Staff may be eligible to receive the bilingual pay differential even if they are not in a "bilingual required" position. If needed, further explanation can be provided in "Details/more information" question below.

For information on Washington County Bilingual Pay Policy:

https://www.co.washington.or.us/Support_Services/upload/Bilingual-Pay-Policy-with-Fillable-Form.pdf

The value must be a number

30. Details/more information:

Please provide any information you wish regarding your answer to the questions above.

31. What languages do the staff receiving bilingual pay speak? *

Please specify number of staff per language.

Equity Data

Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.

32. What data on client utilization, quality, and outcomes did you use to develop your **proposed** budget? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

The DA's Office budget is primarily focused on personnel who perform the statutorily required duties of the District Attorney. This personnel includes prosecutors, victim advocates, legal support staff, and child support enforcement. The bulk of our criminal prosecution operations are statutorily driven by law enforcement arrests, citations and incident reports provided to the DA's Office for a charging consideration. Throughout this Budget Equity Tool, when the word "client" is used we interpret that to mean "Washington County community." The legal client of the DA's Office in criminal matters is the State of Oregon. There is a large volume of data available regarding the criminal justice system. It is not possible to detail all the data in the space allotted for this question. A non-exclusive list of the types of data used to help develop the DA's Office budget includes: countywide crime data (police reports, referrals, arrests, citations, etc.), community corrections supervision data; jail data; Juvenile Department data; Department of Corrections data; census bureau data; PSU population estimates; Oregon Judicial Department data; specialty and treatment court data (including Drug Court and JRI grant data); DA's Office case management system data; victimization from federal and state victimization survey data; sociodemographic data related to victims and defendants; LEAP data; data from community partners such as Family Justice Center, CARES NW, etc.; victims of Crime Act (VOCA) grant data; FBI Uniform Crime Reporting (UCR) data and National Incident Based Reporting System (NIBRS) data; data from the Bureau of Justice Statistics (BJS); data from the Oregon Criminal Justice Commission (CJC); child abuse and child fatality data; major crimes team data; bias incident and crime reporting data; community feedback through community forums, town halls, and other related community interaction; public opinion polling data to assess community feedback; direct experience of DA's Office personnel interacting with criminal justice system and community.

33. What data disaggregated by race/ethnicity/language did you consider? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

We considered sociodemographic data related to victims, witnesses, defendants and the community as a whole. This includes language needs, socio-demographic trends, population demographics; crime trends; reporting and non-reporting rates of various crimes, victimization data, CJC data, and other data sources referenced in Q. 25. We endeavor to obtain accurate and complete data regarding race/ethnicity/language so that we can serve the Washington County community. It should be noted that several data sets of criminal justice data (such as LEDS) have known discrepancies between third-party reported race/ethnicity values and self-reported race/ethnicity values. For more information, please see the discussion on the CJC website regarding this issue.

34. What racial inequities exist in access, quality, and outcomes of your services? *

Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services?

Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)?

Outcomes - do service recipients experience the desired service outcomes at the same rate?

Many of the racial inequities that exist throughout our Washington County community are also reflected in the criminal justice system. The nature of these is well documented for victims, defendants and witnesses. In many instances individuals who are financially vulnerable or identify as members of historically marginalized communities may be adversely impacted as crime victims. For example, in 2020 we observed a 63% increase in bias crime referrals to the DA's Office over a two-year period. We therefore obtained a competitive federal grant in 2021 to address hate/bias crimes and form Oregon's only county-based Bias Crime Multidisciplinary Team. We have worked to grow this effort in collaboration with the community. We have engaged in extensive community outreach to encourage people to report bias crimes and to enhance the community/system response when they occur. In 2022, 27 hate/bias crime cases were referred by law enforcement to our office for prosecution and 21 cases were charged and 3 are pending review. In 2022, we served 15,731 crime victims, including 2,754 victims of domestic violence, 1,901 child abuse victims, 426 sexual assault victims, and 118 elder abuse victims.

The justice system is facing multiple challenges that result in a disproportionate impact on the financially vulnerable and historically marginalized. They also especially impact vulnerable victim cases such as DV, child abuse, sexual assault, and elder abuse. Challenges include backlogs coming out of the pandemic, court appointed attorney crisis backlogs, resource limitation backlogs, jail capacity issues, rising failures to appear, etc. According to the Centers for Disease Control and Prevention (CDC), Adverse Childhood Experiences ("ACEs") are disproportionately present in females and several racial/ethnic minority groups. Additionally, addressing these issues is complicated by the fact that the Washington County DA's Office is underfunded as compared to other DA's Offices in the metropolitan area. This lack of resources creates challenges as we work to address these issues. For example, Washington County victim advocates and DDAs carry a caseload that is more than 150% times the size of their Multnomah County counterparts. We work collaboratively with stakeholders (including law enforcement, community corrections, juvenile department, courts, etc.) to address racial inequities in all areas of our work. Ensuring fair and equal treatment under the law is a priority. Examples of this are too numerous to list due to the word limit for this text field. Please refer to our previous description of this work on the FY 2022-23 Budget Equity Tool.

35. How did consideration of this data drive your **proposed** allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *

We have allocated existing resources to address the challenges described above. Additionally, we have advised the county of the pressing need for additional resources to serve vulnerable individuals. Our dedicated specialty units for domestic violence and child abuse help ensure we serve the needs of victims and families in those unique and challenging cases. Additionally, we collaborate with partners such as the Family Justice Center, CARES NW, Domestic Violence Resource Center (DVRC), Sexual Assault Resource Center (SARC), Safety Compass, the DV Units at Beaverton and Hillsboro police departments, OHS, and culturally specific programs such as IRCO, Lutheran Community Services NW, African Youth Community Organization, and El Program Hispano, and others.

We also prioritize the use of bilingual and culturally appropriate trauma informed victim advocacy. We have victim advocates who speak languages including Spanish, Hindi, Punjabi, and Arabic. When we are unable to meet language needs of a victim, we use court interpreters or language line resources to ensure communication. Additionally, advocates also provide immediate comprehensive support and services to DV victims with safety planning, needs assessments, education on the criminal justice process and provide emotional support. We also have a dedicated bias/hate crime advocate. Our DDAs work with this advocate and community partners to provide a comprehensive response to these highly vulnerable victims. Two of our advocates are dedicated specifically to our Child Abuse Team (CAT). Our CAT advocates and Vulnerable Victims Program Coordinator participate in bi-monthly meetings with the CARES NW Family Navigator team to enhance communication, collaboration, and to provide a continuum of care for child abuse victims and their non-offending family members. This partnership ensures children and families are provided important resources, information about the criminal justice process, and continuity as they are passed off from one agency to another. Our child abuse advocates are both Spanish-speaking to meet the needs of our Hispanic/Latinx populations. We also have dedicated restitution specialist positions as we focus on ways to increase services to our person-crime victims and to create more efficiency and better use of resources regarding property crime victims. We invite culturally-specific/population-specific community organizations to attend monthly meetings to share information about the services they provide, strengthening our partnerships and increasing the number of victims we refer to their agencies. We also endeavor to translate written materials into multiple languages (brochures, letters/documents). For example, we recently drafted a new Bias/Hate crime informational brochure that will be vetted by the Bias Crime MDT, then finalized for distribution in multiple languages. We work with our DA's Office PIO to ensure victim resources and information is available on our website in multiple languages. We prioritize racial-equity/culturally-specific training opportunities to strengthen our understanding of the diverse needs of the victims we serve. And we host events, trainings, and round tables in collaboration with community partners that address issues of equity and access in the criminal justice system.

Community Engagement

In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision-making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision-making.

The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is located at <https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline>

36. How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities in the development of your **proposed** budget? (Please specify the names of the individuals, organizations, or groups with which you consulted.) *

We use a variety of methods to engage all members of the Washington County community, including the Black, Indigenous, Latina/o/x, immigrant, and refugee communities. One example of our longstanding outreach in this area is our work as founders and steering committee members of the Building Bridges of Understanding initiative. Building Bridges is a collaborative effort of the Muslim Educational Trust, law enforcement agencies and civil society organizations to examine and understand the racial and ethnic disparities that exist in our communities and explore ways to remove them. For more information: www.buildingbridgesoregon.org. Another example is our partnership with The Urban League of Portland to establish and sponsor the Oregon Diversity Legal Job Fair. This is a direct effort to engage with people who identify as being members of historically marginalized groups. For more information: www.ODJLF.org. Additionally, we work with and engage with many community-based and culturally specific programs and organizations including, but not limited to, IRCP, Hillsboro Bilingual Career Fair, Oregon Diversity Legal Job Fair, Lutheran Community Services NW, African Youth Community Organization, El Program Hispano, Centro Cultural, Virginia Garcia. We participate in community outreach efforts, such as attending town halls, community meetings, faith based meetings, etc. We also have a track record of participating in events such as a food and supply drive in partnership with Muslim Educational Trust for Afghan Refugees, a similar drive in partnership with IRCO and Centro Cultural, and ongoing sponsorship of a high school mock trial team at Hillsboro High School.

37. What did the communities most impacted by inequities tell you about their priorities and unmet needs? *

We know from our extensive interactions with the Washington County community, including members who have been most impacted by inequity, that safety is a universal and fundamental right. Safety includes being safe and feeling safe. Residents have a universal desire to be safe in their homes and community.

We also know that trust is a critically important issue. Building trust and understanding is important. Communities have a desire to know that they can rely on the criminal justice system and to trust and access services when needed.

A fully funded public safety is an important aspect of an equitable public safety system. This allows public safety to be proactive to prevent crime rather than simply reactive in responding to crime. We also know from watching the collapse of the public safety system in Multnomah County that a lack of resources and support for public safety often disproportionately impacts historically marginalized and financially vulnerable.

38. How did you incorporate that community feedback into your **proposed** budget? *

This community feedback was not new information. We were already aware of this community sentiment from our extensive community engagement and outreach and had already incorporated this into our proposed budget.

39. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in your FY2023-24 base budget**? *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

1957869

The value must be a number

40. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 4% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

1866006

The value must be a number

41. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

1835500

The value must be a number

42. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

1824932

The value must be a number

43. Details/more information:

Please provide any information you wish regarding your answer to the question above.

All of the work of the DA's Office is considered community engagement and our M&S budget supports that work. We therefore considered our entire M&S budget when responding to the questions above.

4% = \$91,863 reduction in M&S

7% = an additional \$30,506 reduction (\$122,369 cumulative with 4% scenario)

10%= an additional \$10,568 reduction (\$132,937 cumulative with 4% & 7% scenarios)

Equitable Quality of Services

Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.

44. How are you investing in culturally specific services? *

We serve all members of the community and focus on providing services for crime victims in a culturally responsive, appropriate, and trauma-informed manner. We invest in culturally specific services through personnel training, recruitment, retention efforts, sponsorship of community events, volunteerism, community outreach, social media and web outreach, interpretation, and translation efforts, mentorship efforts, and joint initiatives with the community such as Building Bridges of Understanding, the bias and hate crimes multidisciplinary team, and the Oregon Diversity Legal Job Fair efforts.

45. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? *

We do not use written contracts for the other community-based organizations that we partner with. We partner with several organizations for culturally specific services. For example, these include but are not limited to: IRCO, Lutheran Community Services NW, African Youth Community Organization, El Program Hispanico, Bradley Angle House and Monika's House, Muslim Educational Trust, Centro Cultural, CARE NW, Family Justice Center, Domestic Violence Resource Center, Sexual Assault Resource Center, Safety Compass, etc. However, these partnerships do not require a written contract. Through the county, we have written contracts with vendors for interpretation/translation services and with CARES NW for child abuse intervention services which is performed in a culturally appropriate and trauma-informed manner.

46. What **dollar amount** of your Org Unit's Materials and Services budget is **currently allocated** for culturally specific services? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

74000

The value must be a number

47. Details/more information:

Please provide any information you wish regarding your answer to the question above.

48. What **dollar amount** of your Org Unit's Materials and Services **in your FY2023-24 base budget** is allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

74000

The value must be a number

49. What **dollar amount** of your Org Unit's Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

74000

The value must be a number

50. What **dollar amount** of your Org Unit's Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

74000

The value must be a number

51. What **dollar amount** of your Org Unit's Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

74000

The value must be a number

52. Details/more information:

Please provide any information you wish regarding your answer to the question above.

The answers to Q.46 & 48-51 are comprised of M&S funds related to PIO, interpreter services, child abuse multidisciplinary intervention fund, and hate & bias crime multidisciplinary team funds.

The answers to Q. 49-51 reflect that there are no reductions to budget allocations in our 4/7/10% reduction scenarios.

53. Beyond culturally specific investments, how will you target resources in your **proposed budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

We use our resources to improve outcomes for all members of our Washington County community.

We also place a priority on addressing systemic inequities and improving access and quality of services. Prioritizing equity and justice is essential to the DA's Office mission of seeking justice and protecting our community. While crime impacts all members of our community, it often has a disproportionate impact on those who are financially vulnerable or who identify as being members of historically marginalized groups. Indeed, multiple data points indicate that victims of crime are often financially vulnerable or identify as being members of historically marginalized communities. Given that reality, working to enhance our prosecution services and our ability to support crime victims and survivors is key to improving outcomes for all members of our community, especially including those who identify as members of historically marginalized populations. For example, a key initiative of the DA's Office is supporting services for vulnerable victims, especially child abuse and domestic violence victims. We are working with a broad coalition of community partners and agencies to lead an effort to establish the Family Peace Center of Washington County. This initiative seeks to address the impact of Adverse Childhood Experiences ("ACEs") and trauma as a form of transformative criminal justice reform. This work relates to our efforts to address systemic inequities as the Centers for Disease Control and Prevention has observed that females and several racial/ethnic minorities groups are at greater risk for experiencing four or more ACEs. Additionally, we will continue to do the work discussed in response to previous questions (such as Building Bridges, Oregon Diversity Legal Job Fair, Hillsboro High School Mock Trial program, etc.).

54. What **dollar amount** of your Org Unit's Materials and Services is allocated **in your FY2023-24 base budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

1957869

The value must be a number

55. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 4% decision scenario of your proposed FY2023-24 budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

1866006

The value must be a number

56. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 7% decision scenario of your proposed FY2023-24 budget** to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

1835500

The value must be a number

57. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 10% decision scenario of your proposed FY2023-24 budget** to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

1824932

The value must be a number

58. Details/more information:

Please provide any information you wish regarding your answer to the question above.

The DA's Office budget is not categorized by socio-demographic classifications. Communities impacted by inequities are disproportionately impacted by crime and are served by every aspect of our work.

We want to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services through all of our work, which our M&S budget supports. Therefore, when calculating the answers to the questions above, we used our entire M&S budget.

4% = \$91,863.00 reduction in M&S

7% = an additional \$30,506 reduction (\$122,369 cumulative with 4% scenario)

10%= an additional \$10,568 reduction (\$132,937 cumulative with 4% & 7% scenarios)

Equitable Organizational Development

Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization.

Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.

59. Looking at your Equal Employment Opportunity and workforce diversity data, is the **workforce** of your organizational unit representative/reflective of the communities you serve **and the communities experiencing the most inequitable outcomes?** *

- Yes
- No
- Unsure

60. Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your **workforce** becomes more representative of the communities you serve, **especially the communities experiencing the most inequitable outcomes?** *

Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list

- EEO data
- OEICE-provided workforce diversity data by department
- Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive)).

- Hispanic or Latina/o/x of any race
- Black/African American
- American Indian or Alaska Native
- Asian
- Native Hawaiian or Pacific Islander
- Two or more races
- White

61. Looking at your Equal Employment Opportunity and workforce diversity data, is the **leadership** of your organizational unit representative/reflective of the communities you serve **and the communities experiencing the most inequitable outcomes?** *

- Yes
- No
- Unsure

62. Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your **leadership** becomes more representative of the communities you serve, **especially the communities experiencing the most inequitable outcomes?** *

Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list

- EEO data
- OEICE-provided workforce diversity data by department
- Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive)).

- Hispanic or Latina/o/x of any race
- Black/African American
- American Indian or Alaska Native
- Asian
- Native Hawaiian or Pacific Islander
- Two or more races
- White

63. Beyond direct service delivery, what **dollar amount** of your Materials and Services budget is **currently allocated in FY 22-23** to culturally specific, diversity, inclusion and equity-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

10000

The value must be a number

64. Details/more information:

Please provide any information you wish regarding your answer to the question above.

This amount includes the DA Office annual DEI speaker, culturally specific training for DDAs and VAS, and portions of larger conferences where a component of the training focused on DEI concepts.

65. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in your FY2023-24 base budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

66. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

67. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

68. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

69. Details/more information:

Please provide any information you wish regarding your answer to the question above.

There is no reduction in budget allocation for DEI or culturally specific training in our 4%, 7% & 10% reduction scenarios.

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

70. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

We appreciate the county's invitation for the DA's Office to participate in this Budget Equity Tool. This process provides an important opportunity to highlight the work that has already occurred in this important area and an opportunity to identify important work that still needs to occur. The mission of the DA's Office is to seek justice and protect our community. As many victims of crime in our community identify as members of historically marginalized groups, we believe that additional resources to enhance the work we perform will help address many of our justice and equity goals as we meet community needs.

Please see the attached Budget Equity Tool Supplemental Memorandum which we incorporate by reference.

71. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

Form does now allow us to select multiple operating areas under the Departmental and Organizational Unit Information section. Our responses to this tool include both 100.4510 and 234.4510 funds.

The Budget Equity Tool software did not allow a narrative answer to Q 43-46 where a narrative answer was more appropriate. We therefore are providing a narrative answer in our attached Budget Equity Tool memo.

Other form improvements are: allowing progress to be saved and allowing us to review our responses as a final draft before submitting.

The questions mostly focus on M&S. The only questions around personnel relate to bilingual employees in our department. Given that our budget is 90% personnel services, I think there should be questions regarding how our labor is used. Labor is a huge resource that seems to be overlooked in BET. We have employees who spend a lot time on programs/activities that are not captured in BET. We tried to reflect that in our narratives, but I think there needs to be questions reflecting the cost of labor. These programs/activities are not required by law but yet we feel they are important enough to allocate time, which is at a premium in our office.



View results

Respondent

34 Anonymous

63:00

Time to complete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

1. Client Civil Rights
2. Equity Data
3. Community Engagement
4. Equitable Services, and
5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible**, with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
6. All submissions must be made using the Budget Equity Tool Microsoft Form.
7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1. Name: *

Erika Crenshaw

2. Role / Position Title: *

Senior Financial Analyst

3. What is your department? *

Sheriff's Office

4. Please select your Budget Operating Area from the dropdown menu. *

- General Government
- Public Safety and Justice
- Land Use and Transportation
- Housing, Health and Human Services
- Culture, Education and Recreation
- Transportation
- Service Districts
- Facilities and Technology
- Risk Management and Insurance
- Replacement and Reserve
- Debt Service
- Miscellaneous and Non-Departmental

5. Public Safety and Justice Organizational Unit Number *

- 100-4010 Sheriff's Office Administration
- 100-4020 Law Enforcement
- 100-4030 Jail
- 100-4035 Jail Health Care
- 100-4510 District Attorney
- 100-5010 Juvenile
- 100-5030 Juvenile Administration
- 100-8010 County Justice Court
- 176-8510 Law Library
- 182-4020 Law Enforcement District Patrol
- 186-4060 Sheriff's Office Contract Services
- 188-5510 Community Corrections
- 196-5040 Juvenile Grants
- 197-5020 Juvenile - Conciliation Services
- 224-4050 Grants and Donations
- 226-4030 Jail Commissary
- 228-5050 State High Risk Prevention Funds
- 234-4010 Local Office Levy - Sheriff's Office Administration
- 234-4020 Local Option Levy - Law Enforcement
- 234-4030 Local Option Levy - Jail
- 234-4510 Local Option Levy - District Attorney
- 234-5010 Local Option Levy - Juvenile
- 234-5515 Local Option Levy - Community Corrections
- Other

6. Is this Org Unit Community-facing? *

- Yes
- No

7. How many FTE positions are **currently** funded within this Org Unit in **FY 22-23**? *

The value must be a number

8. How many FTE positions are funded within this Org Unit in your **FY 23-24 base budget**? *

The value must be a number

9. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 4% decision scenario**? *

The value must be a number

10. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 7% decision scenario**? *

The value must be a number

11. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 10% decision scenario**? *

The value must be a number

12. What is your **current** Materials and Services budget for **FY 22-23**? *

The value must be a number

13. What is your Materials and Services budget in your **base budget** for **FY 23-24**? *

The value must be a number

14. What is your **proposed** Materials and Services budget for **FY 23-24 in your 4% decision scenario?**

*

82000

The value must be a number

15. What is your **proposed** Materials and Services budget for **FY 23-24 in your 7% decision scenario?**

*

82000

The value must be a number

16. What is your **proposed** Materials and Services budget for **FY 23-24 in your 10% decision scenario?** *

82000

The value must be a number

Client Civil Rights

Ensuring equitable access to programs and services: accommodations, translation and interpretation

Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge to the client.

Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of **vital** documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).

17. What **percentage** of the clients and/or communities you serve need interpretation, translation, or accommodation services? *

Please enter *percentage* only. If needed, further explanation can be provided in the next question. If you are unsure, please enter 999.

999

The value must be a number

18. If you are uncertain about the % of your population needing interpretation, translation, or accommodations, please briefly share how you estimate your budgetary allocations for these services:

Please provide any information you wish regarding your answer to the question above.

Estimated based on Language Line usage in the Jail

19. What **dollar amount** of your FY 22-23 Materials and Services budget does your Org Unit **currently** allocate for accommodations, translation and interpretation? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

20. Details/more information:

Please provide any information you wish regarding your answer to the question above.

21. What **dollar amount** of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's **FY2023-24 base budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

1000

The value must be a number

22. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 4% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

1000

The value must be a number

23. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

1000

The value must be a number

24. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

1000

The value must be a number

25. Details/more information:

Please provide any information you wish regarding your answer to the question above.

This allocation is for library books in languages other than English.

26. Do you have **bilingual-required positions** in your Org Unit?

Position where bilingual skills are **required** (as opposed to bilingual *preferred*).

Yes

No

27. Please specify what **class specifications** are designated as bilingual-required and how many employees serve in each class specification. *

If needed, further explanation can be provided in the "Details/more information" question.

Program Communication and Education Specialist- 1

28. Details/more information:

Please provide any information you wish regarding your answer to the questions above.

29. What total **number** of your staff receive a bilingual pay differential? *

Please enter *number* only. Staff may be eligible to receive the bilingual pay differential even if they are not in a "bilingual required" position. If needed, further explanation can be provided in "Details/more information" question below.

For information on Washington County Bilingual Pay Policy:

https://www.co.washington.or.us/Support_Services/upload/Bilingual-Pay-Policy-with-Fillable-Form.pdf

1

The value must be a number

30. Details/more information:

Please provide any information you wish regarding your answer to the questions above.

31. What languages do the staff receiving bilingual pay speak? *

Please specify number of staff per language.

Spanish

Equity Data

Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.

32. What data on client utilization, quality, and outcomes did you use to develop your **proposed** budget? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

The variable population of the adults in custody (AIC's) in the jail requires a broad span of services and and supplies. Providing GED education and testing to AIC's, providing wheelchairs to AIC's with disabilities, offering classes that provide workforce training and job assistance to reduce recidivism. Bilingual/multi-lingual staff to provide programs services to AIC's. Providing reading materials in multiple languages.

33. What data disaggregated by race/ethnicity/language did you consider? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

Language Line usage – trends; more than 20 different languages utilized. The predominate need is Spanish (89%)

34. What racial inequities exist in access, quality, and outcomes of your services? *

Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services?

Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)?

Outcomes - do service recipients experience the desired service outcomes at the same rate?

Programs services are available to AIC.

35. How did consideration of this data drive your **proposed** allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *

The variable population of the adults in custody (AIC's) in the jail requires a broad span of services and and supplies. Consideration was made to have funds allocated in a manner appropriate to meet the varying needs as they arise.

Community Engagement

In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision-making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision-making.

The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is located at <https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline>

36. How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities in the development of your **proposed** budget? (Please specify the names of the individuals, organizations, or groups with which you consulted.) *

none

37. What did the communities most impacted by inequities tell you about their priorities and unmet needs? *

not applicable

38. How did you incorporate that community feedback into your **proposed** budget? *

not applicable

39. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in your FY2023-24 base budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

40. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 4% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

41. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

42. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

43. Details/more information:

Please provide any information you wish regarding your answer to the question above.

This fund is to be utilized for inmate benefit only.

Equitable Quality of Services

Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.

44. How are you investing in culturally specific services? *

Not applicable

45. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? *

none

46. What **dollar amount** of your Org Unit's Materials and Services budget is **currently allocated** for culturally specific services? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

47. Details/more information:

Please provide any information you wish regarding your answer to the question above.

48. What **dollar amount** of your Org Unit's Materials and Services **in your FY2023-24 base budget** is allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

49. What **dollar amount** of your Org Unit's Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

50. What **dollar amount** of your Org Unit's Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

51. What **dollar amount** of your Org Unit's Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

52. Details/more information:

Please provide any information you wish regarding your answer to the question above.

53. Beyond culturally specific investments, how will you target resources in your **proposed budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Providing GED education and testing to AIC's. Providing classes on workforce training and job assistance to reduce recidivism.

54. What **dollar amount** of your Org Unit's Materials and Services is allocated **in your FY2023-24 base budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

30000

The value must be a number

55. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 4% decision scenario of your proposed FY2023-24 budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

30000

The value must be a number

56. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 7% decision scenario of your proposed FY2023-24 budget** to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

30000

The value must be a number

57. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 10% decision scenario of your proposed FY2023-24 budget** to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

30000

The value must be a number

58. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Equitable Organizational Development

Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization.

Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.

59. Looking at your Equal Employment Opportunity and workforce diversity data, is the **workforce** of your organizational unit representative/reflective of the communities you serve **and the communities experiencing the most inequitable outcomes?** *

Yes

No

Unsure

60. Looking at your Equal Employment Opportunity and workforce diversity data, is the **leadership** of your organizational unit representative/reflective of the communities you serve **and the communities experiencing the most inequitable outcomes?** *

Yes

No

Unsure

61. Beyond direct service delivery, what **dollar amount** of your Materials and Services budget is **currently allocated in FY 22-23** to culturally specific, diversity, inclusion and equity-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

62. Details/more information:

Please provide any information you wish regarding your answer to the question above.

63. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in your FY2023-24 base budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

64. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

65. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

66. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

67. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

68. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

This tool is a great way to analyze how budgeted money is allocated and what needs to be addressed in current and future years to meet the equity, diversity and inclusion priorities of Washington County in the services we provide.

69. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

It may be better to do one submission per department/office instead of one per org.



View results

Respondent

11 Anonymous

160:38

Time to complete

Budget Equity Tool Summary and Instructions

Budget Equity Tool Strategies and Questions

Washington County's FY2023-24 Budget Equity Tool for internally facing Org Units is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of two (2) strategy areas and associated questions:

1. Civil Rights
2. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

1. All Internally facing Org Units with Personnel Costs are required to complete this Budget Equity Tool.
2. If an Org Unit determines it cannot complete any question in this Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible**, with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, dedicated equity and community engagements staff, etc.
4. Please attend one of the scheduled Budget Equity Tool - Internally-facing Org Unit trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
6. All submissions must be made using the Budget Equity Tool Microsoft Form.
7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1. Name: *

Erika Crenshaw

2. Role / Position Title: *

Senior Financial Analyst

3. What is your Department? *

- General Government
- Public Safety and Justice
- Land Use and Transportation
- Housing, Health and Human Services
- Culture, Education and Recreation

4. Public Safety and Justice Organizational Unit Number: *

- 100-4010 Sheriff's Office Administration
- 100-4020 Law Enforcement
- 100-4030 Jail
- 100-4035 Jail Health Care
- 100-4510 District Attorney
- 100-5010 Juvenile
- 100-5030 Juvenile Administration
- 100-8010 County Justice Court
- 176-8510 Law Library
- 182-4020 Law Enforcement District Patrol
- 186-4060 Sheriff's Office Contract Services
- 188-5510 Community Corrections
- 196-5040 Juvenile Grants
- 197-5020 Juvenile - Conciliation Services
- 224-4050 Grants and Donations
- 226-4030 Jail Commissary
- 228-5050 State High Risk Prevention Funds
- 234-4010 Local Office Levy - Sheriff's Office Administration
- 234-4020 Local Option Levy - Law Enforcement
- 234-4030 Local Option Levy - Jail
- 234-4510 Local Option Levy - District Attorney
- 234-5010 Local Option Levy - Juvenile
- 234-5515 Local Option Levy - Community Corrections
- Other

5. Is this Org Unit internally-facing? *

- Yes
- No

6. How many FTE positions are currently funded within this Org Unit in **FY 22-23**? *

199.95

The value must be a number

7. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your base budget**? *

206.8

The value must be a number

8. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 4% decision scenario**? *

195.3

The value must be a number

9. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 7% decision scenario**? *

187.55

The value must be a number

10. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 10% decision scenario**? *

181.55

The value must be a number

11. What is your **current** Materials and Services Budget for **FY 22-23**? *

2162469

The value must be a number

12. What is your Materials and Services Budget for **FY 23-24 in your base budget**? *

2509167

The value must be a number

13. What is your **proposed** Materials and Services Budget for **FY 23-24 in your 4% decision scenario?**

*

2509167

The value must be a number

14. What is your **proposed** Materials and Services Budget for **FY 23-24 in your 7% decision scenario?**

*

2509167

The value must be a number

15. What is your **proposed** Materials and Services Budget for **FY 23-24 in your 10% decision scenario?** *

2509167

The value must be a number

Civil Rights

Ensuring equitable access to programs and services: accommodations, translation and interpretation

Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge.

Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of **vital** documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).

Internal org units, while not providing client services, may still need to provide language access, for example, via web site development, wayfinding in facilities.

16. What **dollar amount** of your FY 22-23 Materials and Services budget does your Org Unit **currently** allocate for accommodations, translation and interpretation? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

8100

The value must be a number

17. Details/more information:

Please provide any information you wish regarding your answer to the question above.

18. What **dollar amount** of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's **FY2023-24 base budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

8100

The value must be a number

19. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 4% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

8100

The value must be a number

20. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

8100

The value must be a number

21. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

8100

The value must be a number

22. Details/more information:

Please provide any information you wish regarding your answer to the question above.

23. Do you have **bilingual-required positions** in your Org Unit?

Position where bilingual skills are **required** (as opposed to bilingual *preferred*).

Yes

No

24. How many **bilingual-required positions** do you have in your Org Unit? *

Position where bilingual skills are **required** (as opposed to bilingual *preferred*).

4

The value must be a number

25. Please specify what **class specifications** are designated as bilingual-required and how many employees serve in each class specification. *

If needed, further explanation can be provided in the "Details/more information" question.

Jail Deputy-3
Jail Services Tech II-1

26. What total **number** of your staff receive a bilingual pay differential? *

Please enter *number* only. Staff may be eligible to receive the bilingual pay differential even if they are not in a "bilingual required" position. If needed, further explanation can be provided in "Details/more information" question below.

For information on Washington County Bilingual Pay Policy:

https://www.co.washington.or.us/Support_Services/upload/Bilingual-Pay-Policy-with-Fillable-Form.pdf

4

The value must be a number

27. Details/more information:

Please provide any information you wish regarding your answer to the questions above.

The Sheriff's Office doesn't limit bilingual requirements to positions. While we have people designated as bilingual, and some receive a bilingual pay incentive, we do not have specific positions designated as bilingual. This allows the flexibility of having bilingual and multi-lingual staff across the organization without limiting it to specific positions.

28. What languages do the staff receiving bilingual pay speak? *

Please specify number of staff per language.

Spanish

Equitable Organizational Development

A diverse and inclusive workforce with representation from disproportionately burdened communities and information accessibility and quality of programs and services helps make our government more responsive to the community we serve. We also need to invest in our workforce's knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services can help build equity, diversity and inclusion best practices into all aspects of the organization.

Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Looking at your staff and leadership diversity can help you determine where you need to invest in staff diversity learning, recruitment, leadership development, skill development and retention efforts.

Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data.

29. Looking at your Equal Employment Opportunity and workforce diversity data, is the **workforce** of your organizational unit representative/reflective of the Washington County community? *

- Yes
- No
- Unsure

30. Looking at your Equal Employment Opportunity and workforce diversity data, is the **leadership** of your organizational unit representative/reflective of the Washington County community? *

- Yes
- No
- Unsure

31. Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your **leadership** becomes more representative of the communities you serve, **especially the communities experiencing the most inequitable outcomes?** *

Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list

- EEO data
- OEICE-provided workforce diversity data by department
- Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

- Hispanic or Latina/o/x of any race
- Black/African American
- American Indian or Alaska Native
- Asian
- Native Hawaiian or Pacific Islander
- Two or more races
- White

32. Beyond direct service delivery, what **dollar amount** of your Materials and Services budget is **currently allocated in FY 22-23** to culturally specific, diversity, inclusion and equity-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

33. Details/more information:

Please provide any information you wish regarding your answer to the question above.

There is annual training provided to all staff related to leadership development and staff training to include culturally specific, diversity, inclusion and equity education.

34. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in your FY2023-24 base budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

35. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

36. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

37. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

38. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

39. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

40. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

Some of the questions – such as the process evaluation – could be asked once for each department/office to reduce redundancy.



View results

Respondent

13 Anonymous

52:01

Time to complete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

1. Client Civil Rights
2. Equity Data
3. Community Engagement
4. Equitable Services, and
5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible**, with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
6. All submissions must be made using the Budget Equity Tool Microsoft Form.
7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1. Name: *

Cheryl Vandlac

2. Role / Position Title: *

Administrative Manager

3. What is your department? *

Juvenile

4. Please select your Budget Operating Area from the dropdown menu. *

- General Government
- Public Safety and Justice
- Land Use and Transportation
- Housing, Health and Human Services
- Culture, Education and Recreation
- Transportation
- Service Districts
- Facilities and Technology
- Risk Management and Insurance
- Replacement and Reserve
- Debt Service
- Miscellaneous and Non-Departmental

5. Public Safety and Justice Organizational Unit Number *

- 100-4010 Sheriff's Office Administration
- 100-4020 Law Enforcement
- 100-4030 Jail
- 100-4035 Jail Health Care
- 100-4510 District Attorney
- 100-5010 Juvenile
- 100-5030 Juvenile Administration
- 100-8010 County Justice Court
- 176-8510 Law Library
- 182-4020 Law Enforcement District Patrol
- 186-4060 Sheriff's Office Contract Services
- 188-5510 Community Corrections
- 196-5040 Juvenile Grants
- 197-5020 Juvenile - Conciliation Services
- 224-4050 Grants and Donations
- 226-4030 Jail Commissary
- 228-5050 State High Risk Prevention Funds
- 234-4010 Local Office Levy - Sheriff's Office Administration
- 234-4020 Local Option Levy - Law Enforcement
- 234-4030 Local Option Levy - Jail
- 234-4510 Local Option Levy - District Attorney
- 234-5010 Local Option Levy - Juvenile
- 234-5515 Local Option Levy - Community Corrections
- Other

6. Is this Org Unit Community-facing? *

- Yes
- No

7. How many FTE positions are **currently** funded within this Org Unit in **FY 22-23**? *

13

The value must be a number

8. How many FTE positions are funded within this Org Unit in your **FY 23-24 base budget**? *

13

The value must be a number

9. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 4% decision scenario**? *

13

The value must be a number

10. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 7% decision scenario**? *

13

The value must be a number

11. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 10% decision scenario**? *

13

The value must be a number

12. What is your **current** Materials and Services budget for **FY 22-23**? *

28700

The value must be a number

13. What is your Materials and Services budget in your **base budget** for **FY 23-24**? *

339175

The value must be a number

14. What is your **proposed** Materials and Services budget for **FY 23-24 in your 4% decision scenario?**

*

339175

The value must be a number

15. What is your **proposed** Materials and Services budget for **FY 23-24 in your 7% decision scenario?**

*

339175

The value must be a number

16. What is your **proposed** Materials and Services budget for **FY 23-24 in your 10% decision scenario?** *

339175

The value must be a number

Client Civil Rights

Ensuring equitable access to programs and services: accommodations, translation and interpretation

Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge to the client.

Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of **vital** documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).

17. What **percentage** of the clients and/or communities you serve need interpretation, translation, or accommodation services? *

Please enter *percentage* only. If needed, further explanation can be provided in the next question. If you are unsure, please enter 999.

20.3

The value must be a number

18. If you are uncertain about the % of your population needing interpretation, translation, or accommodations, please briefly share how you estimate your budgetary allocations for these services:

Please provide any information you wish regarding your answer to the question above.

19. What **dollar amount** of your FY 22-23 Materials and Services budget does your Org Unit **currently** allocate for accommodations, translation and interpretation? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

20. Details/more information:

Please provide any information you wish regarding your answer to the question above.

21. What **dollar amount** of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's **FY2023-24 base budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

22. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 4% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

23. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

24. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

25. Details/more information:

Please provide any information you wish regarding your answer to the question above.

26. Do you have **bilingual-required positions** in your Org Unit?

Position where bilingual skills are **required** (as opposed to bilingual *preferred*).

Yes

No

27. Please specify what **class specifications** are designated as bilingual-required and how many employees serve in each class specification. *

If needed, further explanation can be provided in the "Details/more information" question.

28. Details/more information:

Please provide any information you wish regarding your answer to the questions above.

29. What total **number** of your staff receive a bilingual pay differential? *

Please enter *number* only. Staff may be eligible to receive the bilingual pay differential even if they are not in a "bilingual required" position. If needed, further explanation can be provided in "Details/more information" question below.

For information on Washington County Bilingual Pay Policy:

https://www.co.washington.or.us/Support_Services/upload/Bilingual-Pay-Policy-with-Fillable-Form.pdf

4

The value must be a number

30. Details/more information:

Please provide any information you wish regarding your answer to the questions above.

31. What languages do the staff receiving bilingual pay speak? *

Please specify number of staff per language.

Spanish

Equity Data

Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.

32. What data on client utilization, quality, and outcomes did you use to develop your **proposed** budget? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

We reviewed data on each of our major decision points in the Juvenile system, including referrals to the department (typically from law enforcement), cases diverted or handled through informal means, cases involving secure detention, and cases petitioned (filed with the Court). We also reviewed data on crime types of allegations received, dispositions, victim referrals, youth risk assessment levels, caseload sizes and case length for juvenile counselors, length of supervision of youth, use of alternatives to secure detention including Harkins House and electronic monitoring/home detention, recidivism for youth on various levels of supervision, program intake and participation rates, and preliminary outcome data for some of our programs. Data on the use of secure detention was also reviewed in depth, including longitudinal data on our detention daily population and annual detention use by admission reason.

33. What data disaggregated by race/ethnicity/language did you consider? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

The decision point data was broken down by demographics, specifically by race/ethnicity. Our statewide data system is currently quite limited in recording demographic data and only allows for an individual to identify as one race, with limited categories for race (American Indian/Alaskan Native, Asian/Pacific Islander/Black, White and Unknown) and ethnicity (Chinese, Hispanic, Japanese, Vietnamese, Other/None, and Unknown) and reports that conflate race and ethnicity. The State is working on expanding these options but the timeline for completing this update is currently unknown.

34. What racial inequities exist in access, quality, and outcomes of your services? *

Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services?

Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)?

Outcomes - do service recipients experience the desired service outcomes at the same rate?

For 2021, Hispanic youth had disparate rates of system contact relative to white youth at each of the decision points, being 1.4 times more often referred to the department, 1.93 times more often held in secure detention, 0.77 times less often diverted or handled through informal means, and 1.28 times more often petitioned in Court. Similarly, African American youth also had disparate rates of system contact relative to white youth at each of the decision points, being 2.74 times more often referred to the department, 1.24 times more often held in secure detention, 0.67 times less often diverted or handled through informal means, and 1.27 times more often petitioned in Court. Although Asian youth and Native American youth only has sufficient numbers for calculating their representativeness at one decision point, Asian youth were found not to be overrepresented relative to white youth in their system contact (0.64 times less often referred to the department), while Native American youth were disproportionately high in their rates of contact and were referred to the department 3.75 times more often. In addition, detention admissions for the past several years have been between 50-60% youth of color and reached over 60% youth of color in 2022, with Hispanic youth being over 45% of all admissions. Many of our most recent programs, including Family Navigators (RAICES), Mentoring, a Diversion program for Middle School-aged youth (ROSA), and the new Diversion program (RAICES EI) have been developed to address these disparities and continue to target the needs of these overrepresented populations (particularly intersecting groups of Hispanic, Immigrant, and African American youth).

35. How did consideration of this data drive your **proposed** allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *

Addressing racial and ethnic disparities is always a priority in our budgeting and programming. Youth of color are more highly referred to our department, more likely to move deeper into our system and more likely to be detained. Our 4% budget reduction proposal reduces the number of detention beds we pay for. This increases our need and reliance on our home detention/electronic monitoring program and Harkins House, both of which are less restrictive than detention and more focused on youth resiliency, which will have a positive impact on youth of color. We are making every effort to retain our community programming and contracts to divert youth from our system, to provide early intervention to middle school aged youth, to provide mentoring and family navigation to youth and families, primarily families of color. At the 10% reduction, we would lose a senior bilingual juvenile counselor. This would have a negative impact on our families with a reduction in bilingual services. Because we have so many bilingual positions there is a potential impact on that resource with reductions, despite our needs.

In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision-making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision-making.

The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is located at <https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline>

36. How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities in the development of your **proposed** budget? (Please specify the names of the individuals, organizations, or groups with which you consulted.) *

We met with the Juvenile Department Crime Prevention Advisory Committee (JCPAC) to solicit their feedback on their priorities for programs and services funded by the Juvenile Department. To the meeting, we invited our Breakthrough Series Collaborative Core Team (BSC), which has been pulled together to address racial and ethnic disparities in our Juvenile system. Members on the JCPAC include; Black, Indigenous, Latinx, Asian and immigrant community members, some who are professionals working with youth in the community and some who have been consumers in our system.

37. What did the communities most impacted by inequities tell you about their priorities and unmet needs? *

Feedback included that youth and families, especially youth and families of color, are not getting the same level of support they need at every level of service, especially in the behavioral health system. Some of the school systems have focused on culturally responsive services and some access those services through the contracts Juvenile has with community providers. Families feel supported by these services, but the focus more and more has been on basic needs - food, electricity, housing, etc. Lack of meeting these basic needs leads to more mental health issues. Attendance at school is still an issue and youth are presenting with increased drug/alcohol use, inappropriate sexual behaviors, bullying, increased youth violence and a rise in gang affiliation/impact.

The requests participants asked for from the County include: Maintain funding for community programs, especially culturally responsive programs; Focus on workforce equity-hire employees that reflect the community and work to retain them through mentoring and development; Give technical assistance to culturally focused agencies that don't get contracts to support them in getting contracts; Continue proactive planning between the Juvenile Department and community partners for services; Continue the work of the BSC with Georgetown University.

38. How did you incorporate that community feedback into your **proposed** budget? *

We did not make cuts to the community contracts with cultural organizations that provide services to youth and families. We did not identify any bilingual positions in the department to be cut. We recommended a reduction in detention, which has historically had an overrepresentation of youth of color and emphasize the use of electronic monitoring and treatment in the community, when appropriate for public safety. We will continue our collaborative efforts with the JCPAC, with the School Justice Committee and with the BSC on addressing racial and ethnic disparities.

39. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in your FY2023-24 base budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

40. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 4% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

41. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

42. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

43. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Equitable Quality of Services

Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.

44. How are you investing in culturally specific services? *

We have contracts with Latino Network and Portland Opportunities Industrialization Center (POIC) to provide: Family Navigation support for high risk youth and parents, for mentoring support to youth, for a diversion program that works with middle school youth who are at risk for deeper involvement in the system and for front-end diversion of lower level first-time offenses. We are paying stipends to participants with lived experience in our system to help look at system reform through our BSC project.

45. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? *

Latino Network, POIC, Karla Flores Martinez, dba, Healing Sol.

46. What **dollar amount** of your Org Unit's Materials and Services budget is **currently allocated** for culturally specific services? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

47. Details/more information:

Please provide any information you wish regarding your answer to the question above.

48. What **dollar amount** of your Org Unit's Materials and Services **in your FY2023-24 base budget** is allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

49. What **dollar amount** of your Org Unit's Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

50. What **dollar amount** of your Org Unit's Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

51. What **dollar amount** of your Org Unit's Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

52. Details/more information:

Please provide any information you wish regarding your answer to the question above.

53. Beyond culturally specific investments, how will you target resources in your **proposed budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

We will provide culturally responsive training to our staff to support them to be effective and responsive to youth and families from cultures other than theirs. We will continue to have our staff collaborate with schools and community partners to best support youth and families to be successful. We will continue to emphasize our values with Leadership to support staff of color and address barriers to their advancement.

54. What **dollar amount** of your Org Unit's Materials and Services is allocated **in your FY2023-24 base budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

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The value must be a number

55. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 4% decision scenario of your proposed FY2023-24 budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

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56. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 7% decision scenario of your proposed FY2023-24 budget** to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

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The value must be a number

58. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Equitable Organizational Development

Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization.

Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.

59. Looking at your Equal Employment Opportunity and workforce diversity data, is the **workforce** of your organizational unit representative/reflective of the communities you serve **and the communities experiencing the most inequitable outcomes?** *

- Yes
- No
- Unsure

60. Looking at your Equal Employment Opportunity and workforce diversity data, is the **leadership** of your organizational unit representative/reflective of the communities you serve **and the communities experiencing the most inequitable outcomes?** *

- Yes
- No
- Unsure

61. Beyond direct service delivery, what **dollar amount** of your Materials and Services budget is **currently allocated in FY 22-23** to culturally specific, diversity, inclusion and equity-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

6700

The value must be a number

62. Details/more information:

Please provide any information you wish regarding your answer to the question above.

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6700

The value must be a number

67. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

68. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

We learned we need to sustain the direction we are going and continue to support opportunities for advancement for our staff of color.

69. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

It would be great if we could provide some of these answers in narrative form and not need to insert them into each Organization Unit. Our budget is not divided into Organization Units by our service delivery. It would be easier to tell the whole story in a narrative.

View results

Respondent

15 Anonymous

189:30

Time to complete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

1. Client Civil Rights
2. Equity Data
3. Community Engagement
4. Equitable Services, and
5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible**, with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
6. All submissions must be made using the Budget Equity Tool Microsoft Form.
7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1. Name: *

JoEll Cherry

2. Role / Position Title: *

Financial Analyst

3. What is your department? *

Juvenile Services

4. Please select your Budget Operating Area from the dropdown menu. *

- General Government
- Public Safety and Justice
- Land Use and Transportation
- Housing, Health and Human Services
- Culture, Education and Recreation
- Transportation
- Service Districts
- Facilities and Technology
- Risk Management and Insurance
- Replacement and Reserve
- Debt Service
- Miscellaneous and Non-Departmental

5. Public Safety and Justice Organizational Unit Number *

- 100-4010 Sheriff's Office Administration
- 100-4020 Law Enforcement
- 100-4030 Jail
- 100-4035 Jail Health Care
- 100-4510 District Attorney
- 100-5010 Juvenile
- 100-5030 Juvenile Administration
- 100-8010 County Justice Court
- 176-8510 Law Library
- 182-4020 Law Enforcement District Patrol
- 186-4060 Sheriff's Office Contract Services
- 188-5510 Community Corrections
- 196-5040 Juvenile Grants
- 197-5020 Juvenile - Conciliation Services
- 224-4050 Grants and Donations
- 226-4030 Jail Commissary
- 228-5050 State High Risk Prevention Funds
- 234-4010 Local Office Levy - Sheriff's Office Administration
- 234-4020 Local Option Levy - Law Enforcement
- 234-4030 Local Option Levy - Jail
- 234-4510 Local Option Levy - District Attorney
- 234-5010 Local Option Levy - Juvenile
- 234-5515 Local Option Levy - Community Corrections
- Other

6. Is this Org Unit Community-facing? *

- Yes
- No

7. How many FTE positions are **currently** funded within this Org Unit in **FY 22-23**? *

4

The value must be a number

8. How many FTE positions are funded within this Org Unit in your **FY 23-24 base budget**? *

4

The value must be a number

9. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 4% decision scenario**? *

4

The value must be a number

10. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 7% decision scenario**? *

4

The value must be a number

11. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 10% decision scenario**? *

4

The value must be a number

12. What is your **current** Materials and Services budget for **FY 22-23**? *

10049

The value must be a number

13. What is your Materials and Services budget in your **base budget** for **FY 23-24**? *

125236

The value must be a number

14. What is your **proposed** Materials and Services budget for **FY 23-24 in your 4% decision scenario?**

*

125236

The value must be a number

15. What is your **proposed** Materials and Services budget for **FY 23-24 in your 7% decision scenario?**

*

125236

The value must be a number

16. What is your **proposed** Materials and Services budget for **FY 23-24 in your 10% decision scenario?** *

125236

The value must be a number

Client Civil Rights

Ensuring equitable access to programs and services: accommodations, translation and interpretation

Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge to the client.

Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of **vital** documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).

17. What **percentage** of the clients and/or communities you serve need interpretation, translation, or accommodation services? *

Please enter *percentage* only. If needed, further explanation can be provided in the next question. If you are unsure, please enter 999.

20.3

The value must be a number

18. If you are uncertain about the % of your population needing interpretation, translation, or accommodations, please briefly share how you estimate your budgetary allocations for these services:

Please provide any information you wish regarding your answer to the question above.

N/A

19. What **dollar amount** of your FY 22-23 Materials and Services budget does your Org Unit **currently** allocate for accommodations, translation and interpretation? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

2000

The value must be a number

20. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Currently, 20.3% of all youth on caseloads have parents/guardians identified as requiring interpretation services (82 out of 404 youth in Jan. 2023). Multiple parents/guardians per youth need these services (130 total); 86.2% require services in Spanish, 4.6% in Arabic, 4.6% in Somali, 1.5% in Vietnamese, and 3.1% in other languages. We are working on a solution for tracking this data historically in our Juvenile Justice Information System and to improve language data entry in this system.

21. What **dollar amount** of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's **FY2023-24 base budget**? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

2000

The value must be a number

22. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 4% decision scenario of your proposed FY2023-24 budget**? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

2000

The value must be a number

23. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

2000

The value must be a number

24. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

2000

The value must be a number

25. Details/more information:

Please provide any information you wish regarding your answer to the question above.

26. Do you have **bilingual-required positions** in your Org Unit?

Position where bilingual skills are **required** (as opposed to bilingual *preferred*).

Yes

No

27. Please specify what **class specifications** are designated as bilingual-required and how many employees serve in each class specification. *

If needed, further explanation can be provided in the "Details/more information" question.

Administrative Specialist II - 1.00 FTE
Conciliation Counselor - 1.00 FTE

28. Details/more information:

Please provide any information you wish regarding your answer to the questions above.

29. What total **number** of your staff receive a bilingual pay differential? *

Please enter *number* only. Staff may be eligible to receive the bilingual pay differential even if they are not in a "bilingual required" position. If needed, further explanation can be provided in "Details/more information" question below.

For information on Washington County Bilingual Pay Policy:

https://www.co.washington.or.us/Support_Services/upload/Bilingual-Pay-Policy-with-Fillable-Form.pdf

2

The value must be a number

30. Details/more information:

Please provide any information you wish regarding your answer to the questions above.

31. What languages do the staff receiving bilingual pay speak? *

Please specify number of staff per language.

Spanish (bilingual/bicultural)

Equity Data

Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.

32. What data on client utilization, quality, and outcomes did you use to develop your **proposed** budget? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

We reviewed data on each of our major decision points in the Juvenile system, including referrals to the department (typically from law enforcement), cases diverted or handled through informal means, cases involving secure detention, and cases petitioned (filed with the Court). We also reviewed data on crime types of allegations received, dispositions, victim referrals, youth risk assessment levels, caseload sizes and case length for juvenile counselors, length of supervision of youth, use of alternatives to secure detention including Harkins House and electronic monitoring/home detention, recidivism for youth on various levels of supervision, program intake and participation rates, and preliminary outcome data for some of our programs. Data on the use of secure detention was also reviewed in depth, including longitudinal data on our detention daily population and annual detention use by admission reason.

33. What data disaggregated by race/ethnicity/language did you consider? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

The decision point data was broken down by demographics, specifically by race/ethnicity. Our state-wide data system is currently quite limited in recording demographic data and only allows for an individual to identify as one race, with limited categories for race (American Indian/Alaskan Native, Asian/Pacific Islander, Black, White, and Unknown) and ethnicity (Chinese, Hispanic, Japanese, Vietnamese, Other/None, and Unknown) and reports that conflate race and ethnicity. The State is working on expanding these options but the timeline for completing this update is currently unknown.

34. What racial inequities exist in access, quality, and outcomes of your services? *

Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services?

Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)?

Outcomes - do service recipients experience the desired service outcomes at the same rate?

For 2021, Hispanic youth had disparate rates of system contact relative to white youth at each of the decision points, being 1.4 times more often referred to the department, 1.93 times more often held in secure detention, 0.77 times less often diverted or handled through informal means, and 1.28 times more often petitioned in Court. Similarly, African American youth also had disparate rates of system contact relative to white youth at each of the decision points, being 2.74 times more often referred to the department, 1.24 times more often held in secure detention, 0.67 times less often diverted or handled through informal means, and 1.27 times more often petitioned in Court. Although Asian youth and Native American youth only had sufficient numbers for calculating their representativeness at one decision point, Asian youth were found not to be overrepresented relative to white youth in their system contact (0.64 times less often referred to the department), while Native American youth were disproportionately high in their rates of contact and were referred to the department 3.75 times more often. In addition, detention admissions for the past several years have been between 50-60% youth of color and reached over 60% youth of color in 2022, with Hispanic youth being over 45% of all admissions. Many of our most recent programs, including Family Navigators (RAICES), Mentoring, a Diversion program for Middle School-aged youth (ROSA), and the new Diversion program (RAICES EI) have been developed to address these disparities and continue to target the needs of these overrepresented populations (particularly intersecting groups of Hispanic, Immigrant, and African American youth).

35. How did consideration of this data drive your **proposed** allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *

N/A

Community Engagement

In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision-making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision-making.

The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is located at <https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline>

36. How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities in the development of your **proposed** budget? (Please specify the names of the individuals, organizations, or groups with which you consulted.) *

We met with the Juvenile Department Crime Prevention Advisory Committee to solicit their feedback on their priorities for programs and services funded by the Juvenile Department. To the meeting we invited our Breakthrough Series Collaborative Core Team which has been pulled together to address racial and ethnic disparities in our Juvenile system. Members on the JCPAC include Black, Indigenous, Latinx, Asian and immigrant community members, some who are professionals working with youth in the community and some who have been consumers in our system.

37. What did the communities most impacted by inequities tell you about their priorities and unmet needs? *

Feedback included that youth and families, especially youth and families of color, are not getting the same level of support they need at every level of service, especially in the behavioral health system. Some of the school systems have focused on culturally responsive services and some access those services through the contracts Juvenile has with community providers. Families feel supported by these services, but the focus more and more has been on basic needs—food, electricity, housing, etc. Lack of meeting these basic needs leads to more mental health issues. Attendance at school is still an issue and youth are presenting with increased drug/alcohol use, inappropriate sexual behaviors, bullying, increased youth violence and a rise in gang affiliation/impact.

The requests participants asked for from the County include: Maintain funding for community programs, especially culturally responsive programs; Focus on workforce equity—hire employees that reflect the community and work to retain them through mentoring and development; Give technical assistance to culturally focused agencies that don't get contracts to support them in getting contracts; Continue proactive planning between the Juvenile Department and community partners for services; Continue the work of the BSC work with Georgetown.

38. How did you incorporate that community feedback into your **proposed** budget? *

We did not make cuts to the community contracts with cultural organizations that provide services to youth and families. We did not identify any bilingual positions in the department to be cut. We recommended a reduction in detention, which has historically had an overrepresentation of youth of color and emphasize the use of electronic monitoring and treatment in the community, when appropriate for public safety. We will continue our collaborative efforts with the JCPAC, with the School Justice Committee and with the Breakthrough Series Collaborative on addressing racial and ethnic disparities.

39. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in your FY2023-24 base budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

40. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 4% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

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The value must be a number

43. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Equitable Quality of Services

Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.

44. How are you investing in culturally specific services? *

We have contracts with Latino Network and POIC to provide: Family Navigation support for high risk youth and parents, for mentoring support to youth, for a diversion program that works with middle school youth who are at risk for deeper involvement in the system and for front end diversion of lower level first time offenses. We are paying stipends to participants with lived experience in our system to help look at system reform through our BSC project.

45. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? *

Latino Network, Portland Opportunities Industrialization Center (POIC), Karla Flores Martinez, dba Healing Sol

46. What **dollar amount** of your Org Unit's Materials and Services budget is **currently allocated** for culturally specific services? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

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Please provide any information you wish regarding your answer to the question above.

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0

The value must be a number

52. Details/more information:

Please provide any information you wish regarding your answer to the question above.

53. Beyond culturally specific investments, how will you target resources in your **proposed budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

We will provide culturally responsive training to our staff to support them to be effective and responsive to youth and families from cultures other than theirs. We will continue to have our staff collaborate with schools and community partners to best support youth and families to be successful. We will continue to emphasize our values within Leadership to support staff of color and address barriers to their advancement.

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Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

58. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Nothing in addition to previously noted translation services and cultural specific services.

Equitable Organizational Development

Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization.

Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.

59. Looking at your Equal Employment Opportunity and workforce diversity data, is the **workforce** of your organizational unit representative/reflective of the communities you serve **and the communities experiencing the most inequitable outcomes?** *

- Yes
- No
- Unsure

60. Looking at your Equal Employment Opportunity and workforce diversity data, is the **leadership** of your organizational unit representative/reflective of the communities you serve **and the communities experiencing the most inequitable outcomes?** *

- Yes
- No
- Unsure

61. Beyond direct service delivery, what **dollar amount** of your Materials and Services budget is **currently allocated in FY 22-23** to culturally specific, diversity, inclusion and equity-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

1200

The value must be a number

62. Details/more information:

Please provide any information you wish regarding your answer to the question above.

63. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in your FY2023-24 base budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

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Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

1200

The value must be a number

67. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

68. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

We learned that we need to sustain the direction we are going and continue to support opportunities for advancement for our staff of color.

69. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

It would be great if we could provide some of these answers in narrative form and not need to insert them into each org unit. Our budget is not divided into org units by our service delivery. It would be easier to tell the whole story in a narrative.



View results

Respondent

16 Anonymous

35:23

Time to complete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

1. Client Civil Rights
2. Equity Data
3. Community Engagement
4. Equitable Services, and
5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible**, with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
6. All submissions must be made using the Budget Equity Tool Microsoft Form.
7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1. Name: *

Cheryl Vandlac

2. Role / Position Title: *

Administrative Manager

3. What is your department? *

Juvenile

4. Please select your Budget Operating Area from the dropdown menu. *

- General Government
- Public Safety and Justice
- Land Use and Transportation
- Housing, Health and Human Services
- Culture, Education and Recreation
- Transportation
- Service Districts
- Facilities and Technology
- Risk Management and Insurance
- Replacement and Reserve
- Debt Service
- Miscellaneous and Non-Departmental

5. Public Safety and Justice Organizational Unit Number *

- 100-4010 Sheriff's Office Administration
- 100-4020 Law Enforcement
- 100-4030 Jail
- 100-4035 Jail Health Care
- 100-4510 District Attorney
- 100-5010 Juvenile
- 100-5030 Juvenile Administration
- 100-8010 County Justice Court
- 176-8510 Law Library
- 182-4020 Law Enforcement District Patrol
- 186-4060 Sheriff's Office Contract Services
- 188-5510 Community Corrections
- 196-5040 Juvenile Grants
- 197-5020 Juvenile - Conciliation Services
- 224-4050 Grants and Donations
- 226-4030 Jail Commissary
- 228-5050 State High Risk Prevention Funds
- 234-4010 Local Office Levy - Sheriff's Office Administration
- 234-4020 Local Option Levy - Law Enforcement
- 234-4030 Local Option Levy - Jail
- 234-4510 Local Option Levy - District Attorney
- 234-5010 Local Option Levy - Juvenile
- 234-5515 Local Option Levy - Community Corrections
- Other

6. Is this Org Unit Community-facing? *

- Yes
- No

7. How many FTE positions are **currently** funded within this Org Unit in **FY 22-23**? *

3.5

The value must be a number

8. How many FTE positions are funded within this Org Unit in your **FY 23-24 base budget**? *

3.5

The value must be a number

9. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 4% decision scenario**? *

3.5

The value must be a number

10. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 7% decision scenario**? *

3.5

The value must be a number

11. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 10% decision scenario**? *

3.5

The value must be a number

12. What is your **current** Materials and Services budget for **FY 22-23**? *

379999

The value must be a number

13. What is your Materials and Services budget in your **base budget** for **FY 23-24**? *

374363

The value must be a number

14. What is your **proposed** Materials and Services budget for **FY 23-24 in your 4% decision scenario?**

*

374363

The value must be a number

15. What is your **proposed** Materials and Services budget for **FY 23-24 in your 7% decision scenario?**

*

374363

The value must be a number

16. What is your **proposed** Materials and Services budget for **FY 23-24 in your 10% decision scenario?** *

374363

The value must be a number

Client Civil Rights

Ensuring equitable access to programs and services: accommodations, translation and interpretation

Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge to the client.

Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of **vital** documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).

17. What **percentage** of the clients and/or communities you serve need interpretation, translation, or accommodation services? *

Please enter *percentage* only. If needed, further explanation can be provided in the next question. If you are unsure, please enter 999.

20.3

The value must be a number

18. If you are uncertain about the % of your population needing interpretation, translation, or accommodations, please briefly share how you estimate your budgetary allocations for these services:

Please provide any information you wish regarding your answer to the question above.

19. What **dollar amount** of your FY 22-23 Materials and Services budget does your Org Unit **currently** allocate for accommodations, translation and interpretation? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

20. Details/more information:

Please provide any information you wish regarding your answer to the question above.

21. What **dollar amount** of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's **FY2023-24 base budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

22. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 4% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

23. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

24. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

25. Details/more information:

Please provide any information you wish regarding your answer to the question above.

26. Do you have **bilingual-required positions** in your Org Unit?

Position where bilingual skills are **required** (as opposed to bilingual *preferred*).

Yes

No

27. Please specify what **class specifications** are designated as bilingual-required and how many employees serve in each class specification. *

If needed, further explanation can be provided in the "Details/more information" question.

28. Details/more information:

Please provide any information you wish regarding your answer to the questions above.

29. What total **number** of your staff receive a bilingual pay differential? *

Please enter *number* only. Staff may be eligible to receive the bilingual pay differential even if they are not in a "bilingual required" position. If needed, further explanation can be provided in "Details/more information" question below.

For information on Washington County Bilingual Pay Policy:

https://www.co.washington.or.us/Support_Services/upload/Bilingual-Pay-Policy-with-Fillable-Form.pdf

1

The value must be a number

30. Details/more information:

Please provide any information you wish regarding your answer to the questions above.

31. What languages do the staff receiving bilingual pay speak? *

Please specify number of staff per language.

Spanish

Equity Data

Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.

32. What data on client utilization, quality, and outcomes did you use to develop your **proposed** budget? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

We reviewed data on each of our major decision points in the Juvenile system, including referrals to the department (typically from law enforcement), cases diverted or handled through informal means, cases involving secure detention, and cases petitioned (filed with the Court). We also reviewed data on crime types of allegations received, dispositions, victim referrals, youth risk assessment levels, caseload sizes and case length for juvenile counselors, length of supervision of youth, use of alternatives to secure detention including Harkins House and electronic monitoring/home detention, recidivism for youth on various levels of supervision, program intake and participation rates, and preliminary outcome data for some of our programs. Data on the use of secure detention was also reviewed in depth, including longitudinal data on our detention daily population and annual detention use by admission reason.

33. What data disaggregated by race/ethnicity/language did you consider? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

The decision point data was broken down by demographics, specifically by race/ethnicity. Our statewide data system is currently quite limited in recording demographic data and only allows for an individual to identify as one race, with limited categories for race (American Indian/Alaskan Native, Asian/Pacific Islander, Black, White and Unknown) and ethnicity (Chinese, Hispanic, Japanese, Vietnamese, Other/None and Unknown) and reports that conflate race and ethnicity. The State is working on expanding these options but the timeline for completing this update is currently unknown.

34. What racial inequities exist in access, quality, and outcomes of your services? *

Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services?

Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)?

Outcomes - do service recipients experience the desired service outcomes at the same rate?

For 2021, Hispanic youth has disparate rates of system contact relative to white youth at each of the decision points, being 1.4 times more often referred to the department, 1.93 times more often held in secure detention, 0.77 times less often diverted or handled through informal means, and 1.28 times more often petitioned in Court. Similarly, African American youth also has disparate rates of system contact relative to white youth at each of the decision points, being 2.74 times more often referred to the department, 1.24 times more often held in secure detention, 0.67 times less often diverted or handled through informal means, and 1.27 times more often petitioned in Court. Although Asian youth and Native American youth only had sufficient numbers for calculating their representativeness at one decision point, Asian youth were found not to be overrepresented relative to white youth in their system contact (0.64 times less often referred to the department), while Native American youth were disproportionately high in their rates of contact and were referred to the department 3.75 times more often. In addition, detention admissions for the past several years have been between 50-60% youth of color and reached over 60% youth of color in 2022, with Hispanic youth being over 45% of all admissions. Many of our most recent programs, including Family Navigators (RAICES), Mentoring, a Diversion program for Middle School-aged youth (ROSA), and the new Diversion program (RAICES EI) have been developed to address these disparities and continue to target the needs of these overrepresented populations (particularly intersecting groups of Hispanic, Immigrant, and African American youth).

35. How did consideration of this data drive your **proposed** allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *

Addressing racial and ethnic disparities is always a priority in our budgeting and programming. Youth of color are more highly referred to our department, more likely to move deeper into our system and more likely to be detained. Our 4% budget reduction proposal reduces the number of detention beds we pay for. This increases our need and reliance on our home detention/electronic monitoring program and Harkins House, both of which are less restrictive than detention and more focused on youth resiliency, which will have a positive impact on youth of color. We are making every effort to retain our community programming and contracts to divert youth from our system, to provide early intervention to middle school aged youth, to provide mentoring and family navigation to youth and families, primarily families of color. At the 10% reduction we would lose a senior bilingual juvenile counselor. This would have a negative impact on our families with a reduction in bilingual services. Because we have so many bilingual positions there is a potential impact on that resource with reductions, despite our needs.

Community Engagement

In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision-making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision-making.

The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is located at <https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline>

36. How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities in the development of your **proposed** budget? (Please specify the names of the individuals, organizations, or groups with which you consulted.) *

We met with the Juvenile Department Crime Prevention Advisory Committee to solicit their feedback on their priorities for programs and services funded by the Juvenile Department. To the meeting we invited our Breakthrough Series Collaborative Core Team which has been pulled together to address racial and ethnic disparities in our Juvenile system. Members on the JCPAC include Black, Indigenous, Latinx, Asian and immigrant community members, some who are professionals working with youth in the community and some who have been consumers in our system.

37. What did the communities most impacted by inequities tell you about their priorities and unmet needs? *

Feedback included that youth and families, especially youth and families of color, are not getting the same level of support they need at every level of service, especially in the behavioral health system. Some of the school systems have focused on culturally responsive services and some access those services through the contracts Juvenile has with community providers. Families feel supported by these services, but the focus more and more has been on basic needs—food, electricity, housing, etc. Lack of meeting these basic needs leads to more mental health issues. Attendance at school is still an issue and youth are presenting with increased drug/alcohol use, inappropriate sexual behaviors, bullying, increased youth violence and a rise in gang affiliation/impact.

The requests participants asked for from the County include: Maintain funding for community programs, especially culturally responsive programs; Focus on workforce equity—hire employees that reflect the community and work to retain them through mentoring and development; Give technical assistance to culturally focused agencies that don't get contracts to support them in getting contracts; Continue proactive planning between the Juvenile Department and community partners for services; Continue the work of the BSC work with Georgetown.

38. How did you incorporate that community feedback into your **proposed** budget? *

We did not make cuts to the community contracts with cultural organizations that provide services to youth and families. We did not identify any bilingual positions in the department to be cut. We recommended a reduction in detention, which has historically had an overrepresentation of youth of color and emphasize the use of electronic monitoring and treatment in the community, when appropriate for public safety. We will continue our collaborative efforts with the JCPAC, with the School Justice Committee and with the Breakthrough Series Collaborative on addressing racial and ethnic disparities.

39. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in your FY2023-24 base budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

40. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 4% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

41. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

42. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 10% decision scenario of your proposed FY2023-24 budget?** *

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The value must be a number

43. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Equitable Quality of Services

Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.

44. How are you investing in culturally specific services? *

We have contracts with Latino Network and POIC to provide: Family Navigation support for high risk youth and parents, for mentoring support to youth, for a diversion program that works with middle school youth who are at risk for deeper involvement in the system and for front end diversion of lower level first time offenses. We are paying stipends to participants with lived experience in our system to help look at system reform through our BSC project.

45. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? *

Latino Network, Portland Opportunities Industrialization Center (POIC) and Karla Flores Martinez, dba, Healing Sol.

46. What **dollar amount** of your Org Unit's Materials and Services budget is **currently allocated** for culturally specific services? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

247291

The value must be a number

47. Details/more information:

Please provide any information you wish regarding your answer to the question above.

48. What **dollar amount** of your Org Unit's Materials and Services **in your FY2023-24 base budget** is allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

172241

The value must be a number

49. What **dollar amount** of your Org Unit's Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

172241

The value must be a number

50. What **dollar amount** of your Org Unit's Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

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172241

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172241

The value must be a number

52. Details/more information:

Please provide any information you wish regarding your answer to the question above.

53. Beyond culturally specific investments, how will you target resources in your **proposed budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

We will provide culturally responsive training to our staff to support them to be effective and responsive to youth and families from cultures other than theirs. We will continue to have our staff collaborate with schools and community partners to best support youth and families to be successful. We will continue to emphasize our values within Leadership to support staff of color and address barriers to their advancement.

54. What **dollar amount** of your Org Unit's Materials and Services is allocated **in your FY2023-24 base budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

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The value must be a number

56. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 7% decision scenario of your proposed FY2023-24 budget** to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

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The value must be a number

58. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Equitable Organizational Development

Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization.

Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.

59. Looking at your Equal Employment Opportunity and workforce diversity data, is the **workforce** of your organizational unit representative/reflective of the communities you serve **and the communities experiencing the most inequitable outcomes?** *

- Yes
- No
- Unsure

60. Looking at your Equal Employment Opportunity and workforce diversity data, is the **leadership** of your organizational unit representative/reflective of the communities you serve **and the communities experiencing the most inequitable outcomes?** *

- Yes
- No
- Unsure

61. Beyond direct service delivery, what **dollar amount** of your Materials and Services budget is **currently allocated in FY 22-23** to culturally specific, diversity, inclusion and equity-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

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The value must be a number

67. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Process Evaluation

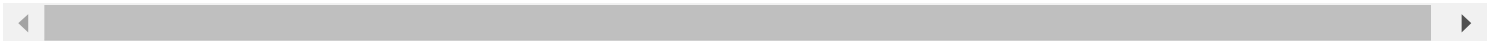
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View results

Respondent

11 Anonymous

81:10
Time to complete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

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5. Equitable Organizational Development

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3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
6. All submissions must be made using the Budget Equity Tool Microsoft Form.
7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1. Name: *

Cheryl Vandlac

2. Role / Position Title: *

Administrative Manager

3. What is your department? *

Juvenile

4. Please select your Budget Operating Area from the dropdown menu. *

- General Government
- Public Safety and Justice
- Land Use and Transportation
- Housing, Health and Human Services
- Culture, Education and Recreation
- Transportation
- Service Districts
- Facilities and Technology
- Risk Management and Insurance
- Replacement and Reserve
- Debt Service
- Miscellaneous and Non-Departmental

5. Public Safety and Justice Organizational Unit Number *

- 100-4010 Sheriff's Office Administration
- 100-4020 Law Enforcement
- 100-4030 Jail
- 100-4035 Jail Health Care
- 100-4510 District Attorney
- 100-5010 Juvenile
- 100-5030 Juvenile Administration
- 100-8010 County Justice Court
- 176-8510 Law Library
- 182-4020 Law Enforcement District Patrol
- 186-4060 Sheriff's Office Contract Services
- 188-5510 Community Corrections
- 196-5040 Juvenile Grants
- 197-5020 Juvenile - Conciliation Services
- 224-4050 Grants and Donations
- 226-4030 Jail Commissary
- 228-5050 State High Risk Prevention Funds
- 234-4010 Local Office Levy - Sheriff's Office Administration
- 234-4020 Local Option Levy - Law Enforcement
- 234-4030 Local Option Levy - Jail
- 234-4510 Local Option Levy - District Attorney
- 234-5010 Local Option Levy - Juvenile
- 234-5515 Local Option Levy - Community Corrections
- Other

6. Is this Org Unit Community-facing? *

- Yes
- No

7. How many FTE positions are **currently** funded within this Org Unit in **FY 22-23**? *

The value must be a number

8. How many FTE positions are funded within this Org Unit in your **FY 23-24 base budget**? *

The value must be a number

9. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 4% decision scenario**? *

The value must be a number

10. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 7% decision scenario**? *

The value must be a number

11. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 10% decision scenario**? *

The value must be a number

12. What is your **current** Materials and Services budget for **FY 22-23**? *

The value must be a number

13. What is your Materials and Services budget in your **base budget** for **FY 23-24**? *

The value must be a number

14. What is your **proposed** Materials and Services budget for **FY 23-24 in your 4% decision scenario?**

*

4440762

The value must be a number

15. What is your **proposed** Materials and Services budget for **FY 23-24 in your 7% decision scenario?**

*

4358992

The value must be a number

16. What is your **proposed** Materials and Services budget for **FY 23-24 in your 10% decision scenario?** *

4358992

The value must be a number

Client Civil Rights

Ensuring equitable access to programs and services: accommodations, translation and interpretation

Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge to the client.

Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of **vital** documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).

17. What **percentage** of the clients and/or communities you serve need interpretation, translation, or accommodation services? *

Please enter *percentage* only. If needed, further explanation can be provided in the next question. If you are unsure, please enter 999.

20.3

The value must be a number

18. If you are uncertain about the % of your population needing interpretation, translation, or accommodations, please briefly share how you estimate your budgetary allocations for these services:

Please provide any information you wish regarding your answer to the question above.

N/A

19. What **dollar amount** of your FY 22-23 Materials and Services budget does your Org Unit **currently** allocate for accommodations, translation and interpretation? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

10000

The value must be a number

20. Details/more information:

Please provide any information you wish regarding your answer to the question above.

21. What **dollar amount** of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's **FY2023-24 base budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

10000

The value must be a number

22. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 4% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

10000

The value must be a number

23. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

10000

The value must be a number

24. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

10000

The value must be a number

25. Details/more information:

Please provide any information you wish regarding your answer to the question above.

26. Do you have **bilingual-required positions** in your Org Unit?

Position where bilingual skills are **required** (as opposed to bilingual *preferred*).

Yes

No

27. Please specify what **class specifications** are designated as bilingual-required and how many employees serve in each class specification. *

If needed, further explanation can be provided in the "Details/more information" question.

Juvenile Counselor I - 2.00 FTE
Juvenile Counselor II - 8.00 FTE
Sr. Juvenile Counselor - 2.00 FTE

28. Details/more information:

Please provide any information you wish regarding your answer to the questions above.

29. What total **number** of your staff receive a bilingual pay differential? *

Please enter *number* only. Staff may be eligible to receive the bilingual pay differential even if they are not in a "bilingual required" position. If needed, further explanation can be provided in "Details/more information" question below.

For information on Washington County Bilingual Pay Policy:

https://www.co.washington.or.us/Support_Services/upload/Bilingual-Pay-Policy-with-Fillable-Form.pdf

13

The value must be a number

30. Details/more information:

Please provide any information you wish regarding your answer to the questions above.

31. What languages do the staff receiving bilingual pay speak? *

Please specify number of staff per language.

Spanish

Equity Data

Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.

32. What data on client utilization, quality, and outcomes did you use to develop your **proposed** budget? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

We reviewed data on each of our major decision points in the Juvenile system, including referrals to the department (typically from law enforcement), cases diverted or handled through informal means, cases involving secure detention, and cases petitioned (filed with the Court). We also reviewed data on crime types of allegations received, dispositions, victim referrals, youth risk assessment levels, caseload sizes and case length for juvenile counselors, length of supervision of youth, use of alternatives to secure detention including Harkins House and electronic monitoring/home detention, recidivism for youth on various levels of supervision, program intake and participation rates, and preliminary outcome data for some of our programs. Data on the use of secure detention was also reviewed in depth, including longitudinal data on our detention daily population and annual detention use by admission reason.

33. What data disaggregated by race/ethnicity/language did you consider? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

The decision point data was broken down by demographics, specifically by race/ethnicity. Our statewide data system is currently quite limited in recording demographic data and only allows for an individual to identify as one race, with limited categories for race (American Indian/Alaskan Native, Asian/Pacific Islander, Black, White, and Unknown) and ethnicity (Chinese, Hispanic, Japanese, Vietnamese, Other/None, and Unknown) and reports that conflate race and ethnicity. The State is working on expanding these options but the timeline for completing this update is currently unknown.

34. What racial inequities exist in access, quality, and outcomes of your services? *

Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services?

Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)?

Outcomes - do service recipients experience the desired service outcomes at the same rate?

For 2021, Hispanic youth had disparate rates of system contact relative to white youth at each of the decision points, being 1.4 times more often referred to the department, 1.93 times more often held in secure detention, 0.77 times less often diverted or handled through informal means, and 1.28 times more often petitioned in Court. Similarly, African American youth also had disparate rates of system contact relative to white youth at each of the decision points, being 2.74 times more often referred to the department, 1.24 times more often held in secure detention, 0.67 times less often diverted or handled through informal means, and 1.27 times more often petitioned in Court. Although Asian youth and Native American youth only had sufficient numbers for calculating their representitiveness at one decision point, Asian youth were found not to be overrepresented relative to white youth in their system contact (0.64 times less often referred to the department), while Native American youth were disproportionately high in their rates of contact and were referred to the department 3.75 times more often. In addition, detention admissions for the past several years have been between 50-60% youth of color and reached over 60% youth of color in 2022, with Hispanic youth being over 45% of all admissions. Many of our most recent programs, including Family Navigators (RAICES), Mentoring, a Diversion program for Middle School-aged youth (ROSA), and the new Diversion program (RAICES EI) have been developed to address these disparities and continue to target the needs of these overrepresented populations (particularly intersecting groups of Hispanic, Immigrant, and African American youth).

35. How did consideration of this data drive your **proposed** allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *

Addressing racial and ethnic disparities is always a priority in our budgeting and programming. Youth of color are more highly referred to our department, more likely to move deeper into our system and more likely to be detained. Our 4% budget reduction proposal reduces the number of detention beds we pay for. This increases our need and reliance on our home detention/electronic monitoring program and Harkins House, both of which are less restrictive than detention and more focused on youth resiliency, which will have a positive impact on youth of color. We are making every effort to retain our community programming and contracts to divert youth from our system, to provide early intervention to middle school aged youth, to provide mentoring and family navigation to youth and families, primarily families of color. At the 10% reduction we would lose a senior bilingual juvenile counselor. This would have a negative impact on our families with a reduction in bilingual services. Because we have so many bilingual positions, there is a potential impact on that resource with reductions, despite our needs.

Community Engagement

In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision-making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision-making.

The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is located at <https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline>

36. How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities in the development of your **proposed** budget? (Please specify the names of the individuals, organizations, or groups with which you consulted.) *

We met with the Juvenile Department Crime Prevention advisory Committee (JCPAC) to solicit their feedback on their priorities for programs and services funded by the Juvenile Department. To the meeting, we invited our Breakthrough Series Collaborative Core Team (BSC) which has been pulled together to address racial and ethnic disparities in our Juvenile system. Members on the JCPAC include; Black, Indigenous, Latinx, Asian and immigrant community members, some who are professionals working with youth in the community and some who have been consumers in our system.

37. What did the communities most impacted by inequities tell you about their priorities and unmet needs? *

Feedback included that youth and families, especially youth and families of color, are not getting the same level of support they need at every level of service, especially in the behavioral health system. Some of the school systems have focused on culturally responsive services and some access those services through the contracts Juvenile has with community providers. Families feel supported by these services, but the focus more and more has been on basic needs - food, electricity, housing, etc. Lack of meeting these basic needs leads to more mental health issues. Attendance at school is still an issue and youth are presenting with increased drug/alcohol use, inappropriate sexual behaviors, bullying, increased youth violence and a rise in gang affiliation/impact.

38. How did you incorporate that community feedback into your **proposed** budget? *

We did not make cuts to the community contracts with cultural organizations that provide services to youth and families. We did not identify any bilingual positions in the department to be cut. We recommended a reduction in detention, which has historically had an overrepresentation of youth of color and emphasize the use of electronic monitoring and treatment in the community, when appropriate for public safety. We will continue our collaborative efforts with the JCPAC, with the School Justice Committee and with the BSC on addressing racial and ethnic disparities.

39. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in your FY2023-24 base budget**? *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

1000

The value must be a number

40. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 4% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

41. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

42. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

43. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Equitable Quality of Services

Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.

44. How are you investing in culturally specific services? *

We have contracts with Latino Network and Portland Opportunities Industrialization Center (POIC) to provide: Family Navigation support for high risk youth and parents, for mentoring support to youth, for a diversion program that works with middle school youth who are at risk for deeper involvement in the system and for front-end diversion of lower level first-time offenses. We are paying stipends to participants with lived experience in our system to help look at system reform through our BSC project.

45. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? *

Latino Network, POIC, Karla Flores Martinez, dba, Healing Sol.

46. What **dollar amount** of your Org Unit's Materials and Services budget is **currently allocated** for culturally specific services? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

287000

The value must be a number

47. Details/more information:

Please provide any information you wish regarding your answer to the question above.

48. What **dollar amount** of your Org Unit's Materials and Services **in your FY2023-24 base budget** is allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

287000

The value must be a number

49. What **dollar amount** of your Org Unit's Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

287000

The value must be a number

50. What **dollar amount** of your Org Unit's Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

287000

The value must be a number

51. What **dollar amount** of your Org Unit's Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

287000

The value must be a number

52. Details/more information:

Please provide any information you wish regarding your answer to the question above.

53. Beyond culturally specific investments, how will you target resources in your **proposed budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

We will provide culturally responsive training to our staff to support them to be effective and responsive to youth and families from cultures other than theirs. We will continue to have our staff collaborate with schools and community partners to best support youth and families to be successful. We will continue to emphasize our values within Leadership to support staff of color and address barriers to their advancement.

54. What **dollar amount** of your Org Unit's Materials and Services is allocated **in your FY2023-24 base budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

55. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 4% decision scenario of your proposed FY2023-24 budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

56. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 7% decision scenario of your proposed FY2023-24 budget** to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

57. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 10% decision scenario of your proposed FY2023-24 budget** to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

58. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Equitable Organizational Development

Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization.

Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.

59. Looking at your Equal Employment Opportunity and workforce diversity data, is the **workforce** of your organizational unit representative/reflective of the communities you serve **and the communities experiencing the most inequitable outcomes?** *

- Yes
- No
- Unsure

60. Looking at your Equal Employment Opportunity and workforce diversity data, is the **leadership** of your organizational unit representative/reflective of the communities you serve **and the communities experiencing the most inequitable outcomes?** *

- Yes
- No
- Unsure

61. Beyond direct service delivery, what **dollar amount** of your Materials and Services budget is **currently allocated in FY 22-23** to culturally specific, diversity, inclusion and equity-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

18300

The value must be a number

62. Details/more information:

Please provide any information you wish regarding your answer to the question above.

63. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in your FY2023-24 base budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

18300

The value must be a number

64. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

18300

The value must be a number

65. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

18300

The value must be a number

66. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

18300

The value must be a number

67. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

68. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

We learned that we need to sustain the direction we are going and continue to support opportunities for advancement for our staff of color.

69. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

It would be great if we could provide some of these answers in narrative form and not need to insert them into each Organizational Unit. Our budget is not divided into Organizational Units by our service delivery. It would be easier to tell the whole story in a narrative.

It is also important to note that we included all FTE in our responses (permanent and temporary).



View results

Respondent

32 Anonymous

21:25

Time to complete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

1. Client Civil Rights
2. Equity Data
3. Community Engagement
4. Equitable Services, and
5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible**, with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
6. All submissions must be made using the Budget Equity Tool Microsoft Form.
7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1. Name: *

John Styer

2. Role / Position Title: *

Administrative Manager

3. What is your department? *

Sheriff's Office

4. Please select your Budget Operating Area from the dropdown menu. *

- General Government
- Public Safety and Justice
- Land Use and Transportation
- Housing, Health and Human Services
- Culture, Education and Recreation
- Transportation
- Service Districts
- Facilities and Technology
- Risk Management and Insurance
- Replacement and Reserve
- Debt Service
- Miscellaneous and Non-Departmental

5. Public Safety and Justice Organizational Unit Number *

- 100-4010 Sheriff's Office Administration
- 100-4020 Law Enforcement
- 100-4030 Jail
- 100-4035 Jail Health Care
- 100-4510 District Attorney
- 100-5010 Juvenile
- 100-5030 Juvenile Administration
- 100-8010 County Justice Court
- 176-8510 Law Library
- 182-4020 Law Enforcement District Patrol
- 186-4060 Sheriff's Office Contract Services
- 188-5510 Community Corrections
- 196-5040 Juvenile Grants
- 197-5020 Juvenile - Conciliation Services
- 224-4050 Grants and Donations
- 226-4030 Jail Commissary
- 228-5050 State High Risk Prevention Funds
- 234-4010 Local Office Levy - Sheriff's Office Administration
- 234-4020 Local Option Levy - Law Enforcement
- 234-4030 Local Option Levy - Jail
- 234-4510 Local Option Levy - District Attorney
- 234-5010 Local Option Levy - Juvenile
- 234-5515 Local Option Levy - Community Corrections
- Other

6. Is this Org Unit Community-facing? *

- Yes
- No

7. How many FTE positions are **currently** funded within this Org Unit in **FY 22-23**? *

140.7

The value must be a number

8. How many FTE positions are funded within this Org Unit in your **FY 23-24 base budget**? *

140.7

The value must be a number

9. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 4% decision scenario**? *

140.7

The value must be a number

10. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 7% decision scenario**? *

140.7

The value must be a number

11. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 10% decision scenario**? *

140.7

The value must be a number

12. What is your **current** Materials and Services budget for **FY 22-23**? *

1813460

The value must be a number

13. What is your Materials and Services budget in your **base budget** for **FY 23-24**? *

6914276

The value must be a number

14. What is your **proposed** Materials and Services budget for **FY 23-24 in your 4% decision scenario?**

*

6914276

The value must be a number

15. What is your **proposed** Materials and Services budget for **FY 23-24 in your 7% decision scenario?**

*

6914276

The value must be a number

16. What is your **proposed** Materials and Services budget for **FY 23-24 in your 10% decision scenario?** *

6914276

The value must be a number

Client Civil Rights

Ensuring equitable access to programs and services: accommodations, translation and interpretation

Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge to the client.

Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of **vital** documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).

17. What **percentage** of the clients and/or communities you serve need interpretation, translation, or accommodation services? *

Please enter *percentage* only. If needed, further explanation can be provided in the next question. If you are unsure, please enter 999.

999

The value must be a number

18. If you are uncertain about the % of your population needing interpretation, translation, or accommodations, please briefly share how you estimate your budgetary allocations for these services:

Please provide any information you wish regarding your answer to the question above.

While the exact percentage is unknown, we know that census data shows: 17% Hispanic or Latino; 11% Asian; and a small percentage are two or more races or unknown; in addition, we have language line usage that has been used for translating more than 20 languages; preponderance is Spanish.
Washington County Sheriff's Office employees utilize Language Line services for immediate interpretation. The budget allocations are based on actual costs from previous fiscal years for these services. If we have a project we need to be translated, staff use one of the county-approved vendors.

19. What **dollar amount** of your FY 22-23 Materials and Services budget does your Org Unit **currently** allocate for accommodations, translation and interpretation? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

8250

The value must be a number

20. Details/more information:

Please provide any information you wish regarding your answer to the question above.

21. What **dollar amount** of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's **FY2023-24 base budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

8250

The value must be a number

22. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 4% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

8250

The value must be a number

23. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

8250

The value must be a number

24. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

8250

The value must be a number

25. Details/more information:

Please provide any information you wish regarding your answer to the question above.

26. Do you have **bilingual-required positions** in your Org Unit?

Position where bilingual skills are **required** (as opposed to bilingual *preferred*).

Yes

No

27. Please specify what **class specifications** are designated as bilingual-required and how many employees serve in each class specification. *

If needed, further explanation can be provided in the "Details/more information" question.

Program Education & Communication Specialist (1); Program Education & Communication Specialist, Sr (1)

The Sheriff's Office doesn't limit bilingual requirements to positions. While we have people designated as bilingual, and some receive a bilingual pay incentive, we do not have specific positions designated as bilingual. This allows the flexibility of having bilingual and multi-lingual staff across the organization without limiting it to specific positions. Designated bi-lingual: deputy (2);

28. Details/more information:

Please provide any information you wish regarding your answer to the questions above.

29. What total **number** of your staff receive a bilingual pay differential? *

Please enter *number* only. Staff may be eligible to receive the bilingual pay differential even if they are not in a "bilingual required" position. If needed, further explanation can be provided in "Details/more information" question below.

For information on Washington County Bilingual Pay Policy:

https://www.co.washington.or.us/Support_Services/upload/Bilingual-Pay-Policy-with-Fillable-Form.pdf

The value must be a number

30. Details/more information:

Please provide any information you wish regarding your answer to the questions above.

31. What languages do the staff receiving bilingual pay speak? *

Please specify number of staff per language.

Equity Data

Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.

32. What data on client utilization, quality, and outcomes did you use to develop your **proposed** budget? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

Client utilization.

- Public affairs outreach (understanding the community and translation/interpretation needs)
- Leadership engagement in community forums and boards/commissions
- Officers per thousand population metric
- Service levels - calls for service; critical incidents; traffic stops
- Records requests

Quality.

- Compliance with policy, procedures, and laws
- Community feedback

Outcomes.

- Ability to keep pace with workload (civil, evidence, forensics, investigations, permits, and records)
- Response times
- Stop data

33. What data disaggregated by race/ethnicity/language did you consider? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

Language Line usage – trends; more than 20 different languages utilized. The predominate need is Spanish (89%)

34. What racial inequities exist in access, quality, and outcomes of your services? *

Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services?

Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)?

Outcomes - do service recipients experience the desired service outcomes at the same rate?

This Org provides Law Enforcement services and is comprised of programs that perform specific functions and interact with the community in different ways for specific purposes. Programs include: Investigations, Patrol, Records, Evidence, Forensics, Public Affairs, Civil, and Services Administration.

Access: some language barriers, needing interpretation

Quality: individuals are treated with respect and dignity; receive the same level of services

35. How did consideration of this data drive your **proposed** allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *

Patrol - continued support for language line in M&S – clear evidence in usage rates that there is a need for patrol deputies to have translation capabilities across many languages

In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision-making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision-making.

The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is located at <https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline>

36. How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities in the development of your **proposed** budget? (Please specify the names of the individuals, organizations, or groups with which you consulted.) *

Dedicated engagement with these communities is challenging without investment in additional FTE and resources to shape engagement plans and coordinate events.
Over the year, Sheriff's Office leadership participates in various boards and events that provide information on public safety topics allowing for understanding and feedback that helps to shape policy and inform budget requirements and commissions such as: The Latino Advisory Commission; Building Bridges Bilal Mosque; Latino Townhalls in Cornelius

37. What did the communities most impacted by inequities tell you about their priorities and unmet needs? *

Some current challenges are Mental health challenges and housless encampment public safety.

38. How did you incorporate that community feedback into your **proposed** budget? *

Directly interfacing with the community allows us to incorporate community feedback into the proposed budget. Specifically, support for special teams and assignments: the Mental Health Response Team, Family Justice Center, Investigations – Domestic Violence, Child Abuse, and Property Crimes

39. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in your FY2023-24 base budget**? *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

53075

The value must be a number

40. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 4% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

53075

The value must be a number

41. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

46475

The value must be a number

42. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

42075

The value must be a number

43. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Equitable Quality of Services

Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.

44. How are you investing in culturally specific services? *

- Violent Crimes MDT: The DA's Office Bias Crimes MDT (Multidisciplinary Team). Our violent crimes unit sergeants are on this team. This reviews and focuses on cases that have, or potentially have a bias-based intent by one or more actors.

- HOPE (Homeless Outreach Programs and Engagement: The goal of the team is to work with the unhoused community to provide resources, monitor encampments, and act as a liaison with WCSO and the community. In addition, the team works with other public and private partners to address the needs and safety of the unhoused community.

- MHRT (Mental Health Response Team): The Mental Health Response Team (MHRT) is a unique program offering optimum care to those in crisis anywhere in the county. It is not uncommon for individuals in an emotional crisis or suffering from mental illness to have contact with law enforcement. Deputies and clinicians from the Mental Health Response Team pair together to provide a rapid response from a skilled law enforcement officer and immediate intervention with an experienced clinician.

Presentations, Events, Social Media Posts to Condado de Washington, Brochures, and Videos specifically for the Spanish-speaking community: Sheriff's Showcase video recording

- One Pill Can Kill campaign
- See Something, Say Something
- Kid internet safety
- Stranger Awareness
- National Night Out
- Centro Cultural youth event at Hagg Lake
- Video Shoot with Mexican Consulate
- ESPD listening sessions
- Newsletter articles and news videos
- Shop with a Cop
- Back to School with a Deputy
- Building Bridges Event – Muslim Community
- Aloha Mall Post Incident Outreach – Vietnamese and Latinx business owners
- Elder Safe Program, Elder Abuse Awareness and Scams presentations – Specifically for Older adult population.
- Project LifeSaver and Help Me Home Program – Specifically for cognitive or developmentally disabled population
- International Women's Day

45. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? *

We are not contracting with any community-based organizations, but we do partner with other County Departments that may. We also utilize and partner with community-based organizations as resources and to refer community members to in need.

46. What **dollar amount** of your Org Unit's Materials and Services budget is **currently allocated** for culturally specific services? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

47. Details/more information:

Please provide any information you wish regarding your answer to the question above.

We don't currently have materials and services budget that is allocated for culturally specific services.

48. What **dollar amount** of your Org Unit's Materials and Services **in your FY2023-24 base budget** is allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

49. What **dollar amount** of your Org Unit's Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

50. What **dollar amount** of your Org Unit's Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

51. What **dollar amount** of your Org Unit's Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

52. Details/more information:

Please provide any information you wish regarding your answer to the question above.

53. Beyond culturally specific investments, how will you target resources in your **proposed budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

- Focus recruiting efforts on critical demographics
- Continue community and safety events targeting Latina/o/x, immigrant, and refugee communities (i.e., One Pill Can Kill campaign; See Something, Say Something; Kid internet safety; Stranger Awareness; National Night Out; Shop with a Cop; Back to School with a Deputy).
- Discussion and guidance from the Latino Advisory Board, Public Safety Coordinating Council, Building Bridges, and the Vision Action Network.
- Continued review and update of policies.
- Continue professional development/leadership training and strategic planning.
- Future: Develop a specific plan and data collection system to analyze and document needs/goals better.

54. What **dollar amount** of your Org Unit's Materials and Services is allocated **in your FY2023-24 base budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

55. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 4% decision scenario of your proposed FY2023-24 budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

56. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 7% decision scenario of your proposed FY2023-24 budget** to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

57. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 10% decision scenario of your proposed FY2023-24 budget** to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

58. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Equitable Organizational Development

Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization.

Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.

59. Looking at your Equal Employment Opportunity and workforce diversity data, is the **workforce** of your organizational unit representative/reflective of the communities you serve **and the communities experiencing the most inequitable outcomes?** *

Yes

No

Unsure

60. Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your **workforce** becomes more representative of the communities you serve, **especially the communities experiencing the most inequitable outcomes?** *

Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list

- EEO data
- OEICE-provided workforce diversity data by department
- Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive)).

- Hispanic or Latina/o/x of any race
- Black/African American
- American Indian or Alaska Native
- Asian
- Native Hawaiian or Pacific Islander
- Two or more races
- White

61. Looking at your Equal Employment Opportunity and workforce diversity data, is the **leadership** of your organizational unit representative/reflective of the communities you serve **and the communities experiencing the most inequitable outcomes?** *

- Yes
- No
- Unsure

62. Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your **leadership** becomes more representative of the communities you serve, **especially the communities experiencing the most inequitable outcomes?** *

Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list

- EEO data
- OEICE-provided workforce diversity data by department
- Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive)).

- Hispanic or Latina/o/x of any race
- Black/African American
- American Indian or Alaska Native
- Asian
- Native Hawaiian or Pacific Islander
- Two or more races
- White

63. Beyond direct service delivery, what **dollar amount** of your Materials and Services budget is **currently allocated in FY 22-23** to culturally specific, diversity, inclusion and equity-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

64. Details/more information:

Please provide any information you wish regarding your answer to the question above.

We are doing work in diversity, culturally specific, inclusion and equity focused professional services..
Strategic planning – key component of this is assessing internal and external demographics..
Mentoring – Steven Fulmer Contract – works to build culturally sensitive workforce and improve team dynamics and communication; leadership coaching
Leadership Training for Supervisors – will train all supervisors at the Sheriff’s Office.. grant supported.

65. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in your FY2023-24 base budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

66. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

67. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

68. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

69. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

70. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

This is the second year of using the tool. We continue to gain understanding of how resources are applied to promote equity and improve our ability to support the communities we serve. This work needs to be integrated into strategic planning, particularly to set goals and metrics across the organization.

71. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

We would like this integrated into the Budget submission process instead of a separate tool.
An HR dashboard for diversity metrics should be developed to track more detailed breakout of data that is relevant to each Org.
Where we have the same programs across Orgs – eg. The program Patrol Operations (402005) is funded in the general fund, public safety local option levy and ESPD. There is a lot of extra work to do all of these separately.



View results

Respondent

31 Anonymous

46:22

Time to complete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

1. Client Civil Rights
2. Equity Data
3. Community Engagement
4. Equitable Services, and
5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible**, with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
6. All submissions must be made using the Budget Equity Tool Microsoft Form.
7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1. Name: *

John Styer

2. Role / Position Title: *

Administrative Manager

3. What is your department? *

Sheriff's Office

4. Please select your Budget Operating Area from the dropdown menu. *

- General Government
- Public Safety and Justice
- Land Use and Transportation
- Housing, Health and Human Services
- Culture, Education and Recreation
- Transportation
- Service Districts
- Facilities and Technology
- Risk Management and Insurance
- Replacement and Reserve
- Debt Service
- Miscellaneous and Non-Departmental

5. Public Safety and Justice Organizational Unit Number *

- 100-4010 Sheriff's Office Administration
- 100-4020 Law Enforcement
- 100-4030 Jail
- 100-4035 Jail Health Care
- 100-4510 District Attorney
- 100-5010 Juvenile
- 100-5030 Juvenile Administration
- 100-8010 County Justice Court
- 176-8510 Law Library
- 182-4020 Law Enforcement District Patrol
- 186-4060 Sheriff's Office Contract Services
- 188-5510 Community Corrections
- 196-5040 Juvenile Grants
- 197-5020 Juvenile - Conciliation Services
- 224-4050 Grants and Donations
- 226-4030 Jail Commissary
- 228-5050 State High Risk Prevention Funds
- 234-4010 Local Office Levy - Sheriff's Office Administration
- 234-4020 Local Option Levy - Law Enforcement
- 234-4030 Local Option Levy - Jail
- 234-4510 Local Option Levy - District Attorney
- 234-5010 Local Option Levy - Juvenile
- 234-5515 Local Option Levy - Community Corrections
- Other

6. Is this Org Unit Community-facing? *

- Yes
- No

7. How many FTE positions are **currently** funded within this Org Unit in **FY 22-23**? *

The value must be a number

8. How many FTE positions are funded within this Org Unit in your **FY 23-24 base budget**? *

The value must be a number

9. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 4% decision scenario**? *

The value must be a number

10. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 7% decision scenario**? *

The value must be a number

11. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 10% decision scenario**? *

The value must be a number

12. What is your **current** Materials and Services budget for **FY 22-23**? *

The value must be a number

13. What is your Materials and Services budget in your **base budget** for **FY 23-24**? *

The value must be a number

14. What is your **proposed** Materials and Services budget for **FY 23-24 in your 4% decision scenario?**

*

9363179

The value must be a number

15. What is your **proposed** Materials and Services budget for **FY 23-24 in your 7% decision scenario?**

*

9291455

The value must be a number

16. What is your **proposed** Materials and Services budget for **FY 23-24 in your 10% decision scenario?** *

9283455

The value must be a number

Client Civil Rights

Ensuring equitable access to programs and services: accommodations, translation and interpretation

Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge to the client.

Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of **vital** documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).

17. What **percentage** of the clients and/or communities you serve need interpretation, translation, or accommodation services? *

Please enter *percentage* only. If needed, further explanation can be provided in the next question. If you are unsure, please enter 999.

999

The value must be a number

18. If you are uncertain about the % of your population needing interpretation, translation, or accommodations, please briefly share how you estimate your budgetary allocations for these services:

Please provide any information you wish regarding your answer to the question above.

While the exact percentage is unknown, we know that census data shows: 17% Hispanic or Latino; 11% Asian; and a small percentage are two or more races or unknown; in addition, we have language line usage that has been used for translating more than 20 languages; preponderance is Spanish, Washington County Sheriff's Office employees utilize Language Line services for immediate interpretation. The budget allocations are based on actual costs from previous fiscal years for these services. If we have a project we need to be translated, staff use one of the county-approved vendors.

19. What **dollar amount** of your FY 22-23 Materials and Services budget does your Org Unit **currently** allocate for accommodations, translation and interpretation? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

15000

The value must be a number

20. Details/more information:

Please provide any information you wish regarding your answer to the question above.

21. What **dollar amount** of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's **FY2023-24 base budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

15000

The value must be a number

22. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 4% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

10500

The value must be a number

23. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

10500

The value must be a number

24. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

10500

The value must be a number

25. Details/more information:

Please provide any information you wish regarding your answer to the question above.

The 4% decision scenario of our proposed FY2023-24 budget includes a reduced allocation of \$12000 for accommodations, translation and interpretation. GF \$4500; DP \$8250; LOL \$2250. This reduction is specific to the printing of materials and brochures. Reducing the printing budget impacts the ability to print multi-lingual material that contributes to increasing community outreach, especially in underserved communities. Printed materials also help promote Sheriff's Office services and key initiatives and support awareness of critical public safety activities and metrics; these publications also increasingly contribute to recruiting efforts to address significant vacancy rates in the Jail and Records Unit.

26. Do you have **bilingual-required positions** in your Org Unit?

Position where bilingual skills are **required** (as opposed to bilingual *preferred*).

Yes

No

27. Please specify what **class specifications** are designated as bilingual-required and how many employees serve in each class specification. *

If needed, further explanation can be provided in the "Details/more information" question.

The Sheriff's Office doesn't limit bilingual requirements to positions. While we have people designated as bilingual, and some receive a bilingual pay incentive, we do not have specific positions designated as bilingual. This allows the flexibility of having bilingual and multi-lingual staff across the organization without limiting it to specific positions. Classifications include Deputy (3), Sergeant (1), Law Enforcement Public Affairs & Communications Manager (1), Administrative Specialist II (1), Criminal Records Specialist II (1), and a Senior Program Coordinator.

28. Details/more information:

Please provide any information you wish regarding your answer to the questions above.

29. What total **number** of your staff receive a bilingual pay differential? *

Please enter *number* only. Staff may be eligible to receive the bilingual pay differential even if they are not in a "bilingual required" position. If needed, further explanation can be provided in "Details/more information" question below.

For information on Washington County Bilingual Pay Policy:

https://www.co.washington.or.us/Support_Services/upload/Bilingual-Pay-Policy-with-Fillable-Form.pdf

The value must be a number

30. Details/more information:

Please provide any information you wish regarding your answer to the questions above.

31. What languages do the staff receiving bilingual pay speak? *

Please specify number of staff per language.

Equity Data

Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.

32. What data on client utilization, quality, and outcomes did you use to develop your **proposed** budget? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

Client utilization.

- Public affairs outreach (understanding the community and translation/interpretation needs)
- Leadership engagement in community forums and boards/commissions
- Officers per thousand population metric
- Service levels - calls for service; critical incidents; traffic stops
- Records requests

Quality.

- Compliance with policy, procedures, and laws
- Community feedback

Outcomes.

- Ability to keep pace with workload (civil, evidence, forensics, investigations, permits, and records)
- Response times
- Stop data

33. What data disaggregated by race/ethnicity/language did you consider? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

Language Line usage – trends; more than 20 different languages utilized. The predominate need is Spanish (89%)

34. What racial inequities exist in access, quality, and outcomes of your services? *

Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services?

Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)?

Outcomes - do service recipients experience the desired service outcomes at the same rate?

This Org provides Law Enforcement services and is comprised of programs that perform specific functions and interact with the community in different ways for specific purposes. Programs include: Investigations, Patrol, Records, Evidence, Forensics, Public Affairs, Civil, and Services Administration.

Access: some language barriers, needing interpretation

Quality: individuals are treated with respect and dignity; receive the same level of services

35. How did consideration of this data drive your **proposed** allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *

Patrol - continued support for language line in M&S – clear evidence in usage rates that there is a need for patrol deputies to have translation capabilities across many languages

Public Affairs – outreach to community across multiple platforms and website translation services available through GoogleTranslate; posting on el “Condado de Washington”

Records – need for interpreter support and document translation in assisting community members that are non-English speakers

Community Engagement

In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision-making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision-making.

The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is located at <https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline>

36. How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities in the development of your **proposed** budget? (Please specify the names of the individuals, organizations, or groups with which you consulted.) *

Dedicated engagement with these communities is challenging without investment in additional FTE and resources to shape engagement plans and coordinate events.
Over the year, Sheriff's Office leadership participates in various boards and events that provide information on public safety topics allowing for understanding and feedback that helps to shape policy and inform budget requirements and commissions such as: The Latino Advisory Commission; Building Bridges Bilal Mosque; Latino Townhalls in Cornelius

37. What did the communities most impacted by inequities tell you about their priorities and unmet needs? *

Some current challenges are Mental health challenges and houseless encampment public safety.

38. How did you incorporate that community feedback into your **proposed** budget? *

Directly interfacing with the community allows us to incorporate community feedback into the proposed budget. Specifically, support for special teams and assignments: the Mental Health Response Team, Family Justice Center, Investigations – Domestic Violence, Child Abuse, and Property Crimes

39. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in your FY2023-24 base budget**? *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

28950

The value must be a number

40. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 4% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

41. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

42. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

43. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Equitable Quality of Services

Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.

44. How are you investing in culturally specific services? *

- Violent Crimes MDT: The DA's Office Bias Crimes MDT (Multidisciplinary Team). Our violent crimes unit sergeants are on this team. This reviews and focuses on cases that have, or potentially have a bias-based intent by one or more actors.

- HOPE (Homeless Outreach Programs and Engagement: The goal of the team is to work with the unhoused community to provide resources, monitor encampments, and act as a liaison with WCSO and the community. In addition, the team works with other public and private partners to address the needs and safety of the unhoused community.

- MHRT (Mental Health Response Team):

- The Mental Health Response Team (MHRT) is a unique program offering optimum care to those in crisis anywhere in the county. It is not uncommon for individuals in an emotional crisis or suffering from mental illness to have contact with law enforcement. Deputies and clinicians from the Mental Health Response Team pair together to provide a rapid response from a skilled law enforcement officer and immediate intervention with an experienced clinician.

Presentations, Events, Social Media Posts to Condado de Washington, Brochures, and Videos specifically for the Spanish-speaking community: Sheriff's Showcase video recording

- One Pill Can Kill campaign
- See Something, Say Something
- Kid internet safety
- Stranger Awareness
- National Night Out
- Centro Cultural youth event at Hagg Lake
- Video Shoot with Mexican Consulate
- ESPD listening sessions
- Newsletter articles and news videos
- Shop with a Cop
- Back to School with a Deputy
- Building Bridges Event – Muslim Community
- Aloha Mall Post Incident Outreach – Vietnamese and Latinx business owners
- Elder Safe Program, Elder Abuse Awareness and Scams presentations – Specifically for Older adult population.
- Project LifeSaver and Help Me Home Program – Specifically for cognitive or developmentally disabled population
- International Women's Day

45. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? *

We are not contracting with any community-based organizations, but we do partner with other County Departments that may. We also utilize and partner with community-based organizations as resources and to refer community members to in need.

46. What **dollar amount** of your Org Unit's Materials and Services budget is **currently allocated** for culturally specific services? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

47. Details/more information:

Please provide any information you wish regarding your answer to the question above.

We didn't include materials and services dollars in our FY2023-24 base budget for culturally specific services.

48. What **dollar amount** of your Org Unit's Materials and Services **in your FY2023-24 base budget** is allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

49. What **dollar amount** of your Org Unit's Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

50. What **dollar amount** of your Org Unit's Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

51. What **dollar amount** of your Org Unit's Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

52. Details/more information:

Please provide any information you wish regarding your answer to the question above.

53. Beyond culturally specific investments, how will you target resources in your **proposed budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

- Focus recruiting efforts on critical demographics
- Continue community and safety events targeting Latina/o/x, immigrant, and refugee communities (i.e., One Pill Can Kill campaign; See Something, Say Something; Kid internet safety; Stranger Awareness; National Night Out; Shop with a Cop; Back to School with a Deputy).
- Discussion and guidance from the Latino Advisory Board, Public Safety Coordinating Council, Building Bridges, and the Vision Action Network.
- Continued review and update of policies.
- Continue professional development/leadership training and strategic planning.
- Future: Develop a specific plan and data collection system to analyze and document needs/goals better.

54. What **dollar amount** of your Org Unit's Materials and Services is allocated **in your FY2023-24 base budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

55. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 4% decision scenario of your proposed FY2023-24 budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

56. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 7% decision scenario of your proposed FY2023-24 budget** to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

57. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 10% decision scenario of your proposed FY2023-24 budget** to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

58. Details/more information:

Please provide any information you wish regarding your answer to the question above.

We didn't include materials and services dollars in our FY2023-24 base budget to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services.

Equitable Organizational Development

Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization.

Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.

59. Looking at your Equal Employment Opportunity and workforce diversity data, is the **workforce** of your organizational unit representative/reflective of the communities you serve **and the communities experiencing the most inequitable outcomes?** *

Yes

No

Unsure

60. Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your **workforce** becomes more representative of the communities you serve, **especially the communities experiencing the most inequitable outcomes?** *

Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list

- EEO data
- OEICE-provided workforce diversity data by department
- Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive)).

- Hispanic or Latina/o/x of any race
- Black/African American
- American Indian or Alaska Native
- Asian
- Native Hawaiian or Pacific Islander
- Two or more races
- White

61. Looking at your Equal Employment Opportunity and workforce diversity data, is the **leadership** of your organizational unit representative/reflective of the communities you serve **and the communities experiencing the most inequitable outcomes?** *

- Yes
- No
- Unsure

62. Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your **leadership** becomes more representative of the communities you serve, **especially the communities experiencing the most inequitable outcomes?** *

Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list

- EEO data
- OEICE-provided workforce diversity data by department
- Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive)).

- Hispanic or Latina/o/x of any race
- Black/African American
- American Indian or Alaska Native
- Asian
- Native Hawaiian or Pacific Islander
- Two or more races
- White

63. Beyond direct service delivery, what **dollar amount** of your Materials and Services budget is **currently allocated in FY 22-23** to culturally specific, diversity, inclusion and equity-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

64. Details/more information:

Please provide any information you wish regarding your answer to the question above.

We are doing work in diversity, culturally specific, inclusion and equity focused professional services.. Funded in other Org and/or difficult to break out specific \$ amount.
Strategic planning – key component of this is assessing internal and external demographics..
Mentoring – Steven Fulmer Contract – works to build culturally sensitive workforce and improve team dynamics and communication; leadership coaching
Leadership Training for Supervisors – will train all supervisors at the Sheriff’s Office.. grant supported.

65. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in your FY2023-24 base budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

66. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

67. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

68. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

69. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

70. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

This is the second year of using the tool. We continue to gain understanding of how resources are applied to promote equity and improve our ability to support the communities we serve. This work needs to be integrated into strategic planning, particularly to set goals and metrics across the organization.

71. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

We would like this integrated into the Budget submission process instead of a separate tool.
An HR dashboard for diversity metrics should be developed to track more detailed breakout of data that is relevant to each Org.
Where we have the same programs across Orgs – eg. The program Patrol Operations (402005) is funded in the general fund, public safety local option levy and ESPD. There is a lot of extra work to do all of these separately.



View results

Respondent

25 Anonymous

09:02

Time to complete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

1. Client Civil Rights
2. Equity Data
3. Community Engagement
4. Equitable Services, and
5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible**, with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
6. All submissions must be made using the Budget Equity Tool Microsoft Form.
7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1. Name: *

Lee Van Duzer

2. Role / Position Title: *

Law Librarian

3. What is your department? *

Law Library

4. Please select your Budget Operating Area from the dropdown menu. *

- General Government
- Public Safety and Justice
- Land Use and Transportation
- Housing, Health and Human Services
- Culture, Education and Recreation
- Transportation
- Service Districts
- Facilities and Technology
- Risk Management and Insurance
- Replacement and Reserve
- Debt Service
- Miscellaneous and Non-Departmental

5. Public Safety and Justice Organizational Unit Number *

- 100-4010 Sheriff's Office Administration
- 100-4020 Law Enforcement
- 100-4030 Jail
- 100-4035 Jail Health Care
- 100-4510 District Attorney
- 100-5010 Juvenile
- 100-5030 Juvenile Administration
- 100-8010 County Justice Court
- 176-8510 Law Library
- 182-4020 Law Enforcement District Patrol
- 186-4060 Sheriff's Office Contract Services
- 188-5510 Community Corrections
- 196-5040 Juvenile Grants
- 197-5020 Juvenile - Conciliation Services
- 224-4050 Grants and Donations
- 226-4030 Jail Commissary
- 228-5050 State High Risk Prevention Funds
- 234-4010 Local Office Levy - Sheriff's Office Administration
- 234-4020 Local Option Levy - Law Enforcement
- 234-4030 Local Option Levy - Jail
- 234-4510 Local Option Levy - District Attorney
- 234-5010 Local Option Levy - Juvenile
- 234-5515 Local Option Levy - Community Corrections
- Other

6. Is this Org Unit Community-facing? *

- Yes
- No

7. How many FTE positions are **currently** funded within this Org Unit in **FY 22-23**? *

3.5

The value must be a number

8. How many FTE positions are funded within this Org Unit in your **FY 23-24 base budget**? *

3.5

The value must be a number

9. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 4% decision scenario**? *

3.5

The value must be a number

10. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 7% decision scenario**? *

3.5

The value must be a number

11. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 10% decision scenario**? *

3.5

The value must be a number

12. What is your **current** Materials and Services budget for **FY 22-23**? *

60727

The value must be a number

13. What is your Materials and Services budget in your **base budget** for **FY 23-24**? *

60941

The value must be a number

14. What is your **proposed** Materials and Services budget for **FY 23-24 in your 4% decision scenario?**

*

60941

The value must be a number

15. What is your **proposed** Materials and Services budget for **FY 23-24 in your 7% decision scenario?**

*

60941

The value must be a number

16. What is your **proposed** Materials and Services budget for **FY 23-24 in your 10% decision scenario?** *

60941

The value must be a number

Client Civil Rights

Ensuring equitable access to programs and services: accommodations, translation and interpretation

Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge to the client.

Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of **vital** documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).

17. What **percentage** of the clients and/or communities you serve need interpretation, translation, or accommodation services? *

Please enter *percentage* only. If needed, further explanation can be provided in the next question. If you are unsure, please enter 999.

999

The value must be a number

18. If you are uncertain about the % of your population needing interpretation, translation, or accommodations, please briefly share how you estimate your budgetary allocations for these services:

Please provide any information you wish regarding your answer to the question above.

Requests for interpretation are minimal.

19. What **dollar amount** of your FY 22-23 Materials and Services budget does your Org Unit **currently** allocate for accommodations, translation and interpretation? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

100

The value must be a number

20. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Because requests are minimal, this is included in our total professional services budget line.

21. What **dollar amount** of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's **FY2023-24 base budget**? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

300

The value must be a number

22. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 4% decision scenario of your proposed FY2023-24 budget**? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

300

The value must be a number

23. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

300

The value must be a number

24. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

300

The value must be a number

25. Details/more information:

Please provide any information you wish regarding your answer to the question above.

As a special fund, no reduction scenarios are submitted.

26. Do you have **bilingual-required positions** in your Org Unit?

Position where bilingual skills are **required** (as opposed to bilingual *preferred*).

Yes

No

Equity Data

Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.

27. What data on client utilization, quality, and outcomes did you use to develop your **proposed** budget? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

Usage is assumed to be similar to prior years.

28. What data disaggregated by race/ethnicity/language did you consider? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

n/a

29. What racial inequities exist in access, quality, and outcomes of your services? *

Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services?

Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)?

Outcomes - do service recipients experience the desired service outcomes at the same rate?

Unknown

30. How did consideration of this data drive your **proposed** allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *

n/a

Community Engagement

In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision-making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision-making.

The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is located at <https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline>

31. How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities in the development of your **proposed** budget? (Please specify the names of the individuals, organizations, or groups with which you consulted.) *

n/a

32. What did the communities most impacted by inequities tell you about their priorities and unmet needs? *

n/a

33. How did you incorporate that community feedback into your **proposed** budget? *

n/a

34. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in your FY2023-24 base budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

35. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 4% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

36. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

37. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

38. Details/more information:

Please provide any information you wish regarding your answer to the question above.

The Law Library has no formal community engagement program.

Equitable Quality of Services

Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.

39. How are you investing in culturally specific services? *

n/a

40. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? *

n/a

41. What **dollar amount** of your Org Unit's Materials and Services budget is **currently allocated** for culturally specific services? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

42. Details/more information:

Please provide any information you wish regarding your answer to the question above.

43. What **dollar amount** of your Org Unit's Materials and Services **in your FY2023-24 base budget** is allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

44. What **dollar amount** of your Org Unit's Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

45. What **dollar amount** of your Org Unit's Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

46. What **dollar amount** of your Org Unit's Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

47. Details/more information:

Please provide any information you wish regarding your answer to the question above.

48. Beyond culturally specific investments, how will you target resources in your **proposed budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

n/a

49. What **dollar amount** of your Org Unit's Materials and Services is allocated **in your FY2023-24 base budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

50. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 4% decision scenario of your proposed FY2023-24 budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

51. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 7% decision scenario of your proposed FY2023-24 budget** to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

52. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 10% decision scenario of your proposed FY2023-24 budget** to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

53. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Equitable Organizational Development

Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization.

Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.

54. Looking at your Equal Employment Opportunity and workforce diversity data, is the **workforce** of your organizational unit representative/reflective of the communities you serve **and the communities experiencing the most inequitable outcomes?** *

Yes

No

Unsure

55. Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your **workforce** becomes more representative of the communities you serve, **especially the communities experiencing the most inequitable outcomes?** *

Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list

- EEO data
- OEICE-provided workforce diversity data by department
- Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive)).

- Hispanic or Latina/o/x of any race
- Black/African American
- American Indian or Alaska Native
- Asian
- Native Hawaiian or Pacific Islander
- Two or more races
- White

56. Looking at your Equal Employment Opportunity and workforce diversity data, is the **leadership** of your organizational unit representative/reflective of the communities you serve **and the communities experiencing the most inequitable outcomes?** *

- Yes
- No
- Unsure

57. Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your **leadership** becomes more representative of the communities you serve, **especially the communities experiencing the most inequitable outcomes?** *

Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list

- EEO data
- OEICE-provided workforce diversity data by department
- Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive)).

- Hispanic or Latina/o/x of any race
- Black/African American
- American Indian or Alaska Native
- Asian
- Native Hawaiian or Pacific Islander
- Two or more races
- White

58. Beyond direct service delivery, what **dollar amount** of your Materials and Services budget is **currently allocated in FY 22-23** to culturally specific, diversity, inclusion and equity-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

59. Details/more information:

Please provide any information you wish regarding your answer to the question above.

The Law Library has 3.0 FTE with low turnover. This makes it difficult to address staff representation and community diversity.

60. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in your FY2023-24 base budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

61. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

62. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

63. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

64. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

65. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

Equity initiatives are difficult to address in small departments.

66. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

Small departments have different constraints and resources than large departments. Also, some equity concerns exist at levels beyond the control of County staff.



View results

Respondent

12 Anonymous

18:30
Time to complete

Budget Equity Tool Summary and Instructions

Budget Equity Tool Strategies and Questions

Washington County's FY2023-24 Budget Equity Tool for internally facing Org Units is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of two (2) strategy areas and associated questions:

1. Civil Rights
2. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

1. All Internally facing Org Units with Personnel Costs are required to complete this Budget Equity Tool.
2. If an Org Unit determines it cannot complete any question in this Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible**, with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, dedicated equity and community engagements staff, etc.
4. Please attend one of the scheduled Budget Equity Tool - Internally-facing Org Unit trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
6. All submissions must be made using the Budget Equity Tool Microsoft Form.
7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1. Name: *

Erika Crenshaw

2. Role / Position Title: *

Senior Financial Analyst

3. What is your Department? *

- General Government
- Public Safety and Justice
- Land Use and Transportation
- Housing, Health and Human Services
- Culture, Education and Recreation

4. Public Safety and Justice Organizational Unit Number: *

- 100-4010 Sheriff's Office Administration
- 100-4020 Law Enforcement
- 100-4030 Jail
- 100-4035 Jail Health Care
- 100-4510 District Attorney
- 100-5010 Juvenile
- 100-5030 Juvenile Administration
- 100-8010 County Justice Court
- 176-8510 Law Library
- 182-4020 Law Enforcement District Patrol
- 186-4060 Sheriff's Office Contract Services
- 188-5510 Community Corrections
- 196-5040 Juvenile Grants
- 197-5020 Juvenile - Conciliation Services
- 224-4050 Grants and Donations
- 226-4030 Jail Commissary
- 228-5050 State High Risk Prevention Funds
- 234-4010 Local Office Levy - Sheriff's Office Administration
- 234-4020 Local Option Levy - Law Enforcement
- 234-4030 Local Option Levy - Jail
- 234-4510 Local Option Levy - District Attorney
- 234-5010 Local Option Levy - Juvenile
- 234-5515 Local Option Levy - Community Corrections
- Other

5. Is this Org Unit internally-facing? *

- Yes
- No

6. How many FTE positions are currently funded within this Org Unit in **FY 22-23?** *

The value must be a number

7. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your base budget?** *

The value must be a number

8. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 4% decision scenario?** *

The value must be a number

9. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 7% decision scenario?** *

The value must be a number

10. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 10% decision scenario?** *

The value must be a number

11. What is your **current** Materials and Services Budget for **FY 22-23?** *

The value must be a number

12. What is your Materials and Services Budget for **FY 23-24 in your base budget?** *

The value must be a number

13. What is your **proposed** Materials and Services Budget for **FY 23-24 in your 4% decision scenario?**

*

325971

The value must be a number

14. What is your **proposed** Materials and Services Budget for **FY 23-24 in your 7% decision scenario?**

*

325971

The value must be a number

15. What is your **proposed** Materials and Services Budget for **FY 23-24 in your 10% decision scenario?** *

325971

The value must be a number

Civil Rights

Ensuring equitable access to programs and services: accommodations, translation and interpretation

Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge.

Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of **vital** documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).

Internal org units, while not providing client services, may still need to provide language access, for example, via web site development, wayfinding in facilities.

16. What **dollar amount** of your FY 22-23 Materials and Services budget does your Org Unit **currently** allocate for accommodations, translation and interpretation? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

900

The value must be a number

17. Details/more information:

Please provide any information you wish regarding your answer to the question above.

18. What **dollar amount** of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's **FY2023-24 base budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

900

The value must be a number

19. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 4% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

900

The value must be a number

20. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

900

The value must be a number

21. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

900

The value must be a number

22. Details/more information:

Please provide any information you wish regarding your answer to the question above.

There are no 4, 7, 10 budget reduction scenarios aren't applicable to specific to special funds.

23. Do you have **bilingual-required positions** in your Org Unit?

Position where bilingual skills are **required** (as opposed to bilingual *preferred*).

Yes

No

24. How many **bilingual-required positions** do you have in your Org Unit? *

Position where bilingual skills are **required** (as opposed to bilingual *preferred*).

1

The value must be a number

25. Please specify what **class specifications** are designated as bilingual-required and how many employees serve in each class specification. *

If needed, further explanation can be provided in the "Details/more information" question.

Mental Health Specialist II - 1

26. What total **number** of your staff receive a bilingual pay differential? *

Please enter *number* only. Staff may be eligible to receive the bilingual pay differential even if they are not in a "bilingual required" position. If needed, further explanation can be provided in "Details/more information" question below.

For information on Washington County Bilingual Pay Policy:

https://www.co.washington.or.us/Support_Services/upload/Bilingual-Pay-Policy-with-Fillable-Form.pdf

1

The value must be a number

27. Details/more information:

Please provide any information you wish regarding your answer to the questions above.

28. What languages do the staff receiving bilingual pay speak? *

Please specify number of staff per language.

Equitable Organizational Development

A diverse and inclusive workforce with representation from disproportionately burdened communities and information accessibility and quality of programs and services helps make our government more responsive to the community we serve. We also need to invest in our workforce's knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services can help build equity, diversity and inclusion best practices into all aspects of the organization.

Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Looking at your staff and leadership diversity can help you determine where you need to invest in staff diversity learning, recruitment, leadership development, skill development and retention efforts.

Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data.

29. Looking at your Equal Employment Opportunity and workforce diversity data, is the **workforce** of your organizational unit representative/reflective of the Washington County community? *

- Yes
- No
- Unsure

30. Looking at your Equal Employment Opportunity and workforce diversity data, is the **leadership** of your organizational unit representative/reflective of the Washington County community? *

- Yes
- No
- Unsure

31. Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your **leadership** becomes more representative of the communities you serve, **especially the communities experiencing the most inequitable outcomes?** *

Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list)

- EEO data
- OEICE-provided workforce diversity data by department
- Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

- Hispanic or Latina/o/x of any race
- Black/African American
- American Indian or Alaska Native
- Asian
- Native Hawaiian or Pacific Islander
- Two or more races
- White

32. Beyond direct service delivery, what **dollar amount** of your Materials and Services budget is **currently allocated in FY 22-23** to culturally specific, diversity, inclusion and equity-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

33. Details/more information:

Please provide any information you wish regarding your answer to the question above.

There is annual training provided to all staff related to leadership development and staff training to include culturally specific, diversity, inclusion and equity education.

34. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in your FY2023-24 base budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

35. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

36. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

37. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

38. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

39. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

This tool is a great way to analyze how budgeted money is allocated and what needs to be addressed in current and future years to meet the equity, diversity and inclusion priorities of Washington County in the services we provide.

40. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

All of the question pertaining to the 4, 7, 10% reduction scenarios are only applicable to General Fund. Those could all be removed for the special funds.



View results

Respondent

19 Anonymous

24:19

Time to complete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

1. Client Civil Rights
2. Equity Data
3. Community Engagement
4. Equitable Services, and
5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible**, with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
6. All submissions must be made using the Budget Equity Tool Microsoft Form.
7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1. Name: *

JoEll Cherry

2. Role / Position Title: *

Financial Analyst

3. What is your department? *

Juvenile Services

4. Please select your Budget Operating Area from the dropdown menu. *

- General Government
- Public Safety and Justice
- Land Use and Transportation
- Housing, Health and Human Services
- Culture, Education and Recreation
- Transportation
- Service Districts
- Facilities and Technology
- Risk Management and Insurance
- Replacement and Reserve
- Debt Service
- Miscellaneous and Non-Departmental

5. Public Safety and Justice Organizational Unit Number *

- 100-4010 Sheriff's Office Administration
- 100-4020 Law Enforcement
- 100-4030 Jail
- 100-4035 Jail Health Care
- 100-4510 District Attorney
- 100-5010 Juvenile
- 100-5030 Juvenile Administration
- 100-8010 County Justice Court
- 176-8510 Law Library
- 182-4020 Law Enforcement District Patrol
- 186-4060 Sheriff's Office Contract Services
- 188-5510 Community Corrections
- 196-5040 Juvenile Grants
- 197-5020 Juvenile - Conciliation Services
- 224-4050 Grants and Donations
- 226-4030 Jail Commissary
- 228-5050 State High Risk Prevention Funds
- 234-4010 Local Office Levy - Sheriff's Office Administration
- 234-4020 Local Option Levy - Law Enforcement
- 234-4030 Local Option Levy - Jail
- 234-4510 Local Option Levy - District Attorney
- 234-5010 Local Option Levy - Juvenile
- 234-5515 Local Option Levy - Community Corrections
- Other

6. Is this Org Unit Community-facing? *

- Yes
- No

7. How many FTE positions are **currently** funded within this Org Unit in **FY 22-23**? *

10

The value must be a number

8. How many FTE positions are funded within this Org Unit in your **FY 23-24 base budget**? *

10.5

The value must be a number

9. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 4% decision scenario**? *

10.5

The value must be a number

10. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 7% decision scenario**? *

10.5

The value must be a number

11. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 10% decision scenario**? *

10.5

The value must be a number

12. What is your **current** Materials and Services budget for **FY 22-23**? *

481293

The value must be a number

13. What is your Materials and Services budget in your **base budget** for **FY 23-24**? *

731660

The value must be a number

14. What is your **proposed** Materials and Services budget for **FY 23-24 in your 4% decision scenario?**

*

731660

The value must be a number

15. What is your **proposed** Materials and Services budget for **FY 23-24 in your 7% decision scenario?**

*

731660

The value must be a number

16. What is your **proposed** Materials and Services budget for **FY 23-24 in your 10% decision scenario?** *

731660

The value must be a number

Client Civil Rights

Ensuring equitable access to programs and services: accommodations, translation and interpretation

Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge to the client.

Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of **vital** documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).

17. What **percentage** of the clients and/or communities you serve need interpretation, translation, or accommodation services? *

Please enter *percentage* only. If needed, further explanation can be provided in the next question. If you are unsure, please enter 999.

20.3

The value must be a number

18. If you are uncertain about the % of your population needing interpretation, translation, or accommodations, please briefly share how you estimate your budgetary allocations for these services:

Please provide any information you wish regarding your answer to the question above.

Currently, 20.3% of all youth on caseloads have parents/guardians identified as requiring interpretation services (82 out of 404 youth in Jan. 2023). Multiple parents/guardians per youth need these services (130 total); 86.2% require services in Spanish, 4.6% in Arabic, 4.6% in Somali, 1.5% in Vietnamese, and 3.1% in other languages. We are working on a solution for tracking this data historically in our Juvenile Justice Information System and to improve language data entry in this system.

19. What **dollar amount** of your FY 22-23 Materials and Services budget does your Org Unit **currently** allocate for accommodations, translation and interpretation? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

20. Details/more information:

Please provide any information you wish regarding your answer to the question above.

21. What **dollar amount** of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's **FY2023-24 base budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

22. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 4% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

23. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

24. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

25. Details/more information:

Please provide any information you wish regarding your answer to the question above.

26. Do you have **bilingual-required positions** in your Org Unit?

Position where bilingual skills are **required** (as opposed to bilingual *preferred*).

Yes

No

27. Please specify what **class specifications** are designated as bilingual-required and how many employees serve in each class specification. *

If needed, further explanation can be provided in the "Details/more information" question.

28. Details/more information:

Please provide any information you wish regarding your answer to the questions above.

29. What total **number** of your staff receive a bilingual pay differential? *

Please enter *number* only. Staff may be eligible to receive the bilingual pay differential even if they are not in a "bilingual required" position. If needed, further explanation can be provided in "Details/more information" question below.

For information on Washington County Bilingual Pay Policy:

https://www.co.washington.or.us/Support_Services/upload/Bilingual-Pay-Policy-with-Fillable-Form.pdf

2

The value must be a number

30. Details/more information:

Please provide any information you wish regarding your answer to the questions above.

31. What languages do the staff receiving bilingual pay speak? *

Please specify number of staff per language.

Spanish (bilingual/bicultural)

Equity Data

Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.

32. What data on client utilization, quality, and outcomes did you use to develop your **proposed** budget? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

We reviewed data on each of our major decision points in the Juvenile system, including referrals to the department (typically from law enforcement), cases diverted or handled through informal means, cases involving secure detention, and cases petitioned (filed with the Court). We also reviewed data on crime types of allegations received, dispositions, victim referrals, youth risk assessment levels, caseload sizes and case length for juvenile counselors, length of supervision of youth, use of alternatives to secure detention including Harkins House and electronic monitoring/home detention, recidivism for youth on various levels of supervision, program intake and participation rates, and preliminary outcome data for some of our programs. Data on the use of secure detention was also reviewed in depth, including longitudinal data on our detention daily population and annual detention use by admission reason.

33. What data disaggregated by race/ethnicity/language did you consider? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

The decision point data was broken down by demographics, specifically by race/ethnicity. Our state-wide data system is currently quite limited in recording demographic data and only allows for an individual to identify as one race, with limited categories for race (American Indian/Alaskan Native, Asian/Pacific Islander, Black, White, and Unknown) and ethnicity (Chinese, Hispanic, Japanese, Vietnamese, Other/None, and Unknown) and reports that conflate race and ethnicity. The State is working on expanding these options but the timeline for completing this update is currently unknown.

34. What racial inequities exist in access, quality, and outcomes of your services? *

Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services?

Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)?

Outcomes - do service recipients experience the desired service outcomes at the same rate?

For 2021, Hispanic youth had disparate rates of system contact relative to white youth at each of the decision points, being 1.4 times more often referred to the department, 1.93 times more often held in secure detention, 0.77 times less often diverted or handled through informal means, and 1.28 times more often petitioned in Court. Similarly, African American youth also had disparate rates of system contact relative to white youth at each of the decision points, being 2.74 times more often referred to the department, 1.24 times more often held in secure detention, 0.67 times less often diverted or handled through informal means, and 1.27 times more often petitioned in Court. Although Asian youth and Native American youth only had sufficient numbers for calculating their representativeness at one decision point, Asian youth were found not to be overrepresented relative to white youth in their system contact (0.64 times less often referred to the department), while Native American youth were disproportionately high in their rates of contact and were referred to the department 3.75 times more often. In addition, detention admissions for the past several years have been between 50-60% youth of color and reached over 60% youth of color in 2022, with Hispanic youth being over 45% of all admissions. Many of our most recent programs, including Family Navigators (RAICES), Mentoring, a Diversion program for Middle School-aged youth (ROSA), and the new Diversion program (RAICES EI) have been developed to address these disparities and continue to target the needs of these overrepresented populations (particularly intersecting groups of Hispanic, Immigrant, and African American youth).

35. How did consideration of this data drive your **proposed** allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *

Addressing racial and ethnic disparities is always a priority in our budgeting and programming. Youth of color are more highly referred to our department, more likely to move deeper into our system and more likely to be detained. Our 4% budget reduction proposal reduces the number of detention beds we pay for. This increases our need and reliance on our home detention/electronic monitoring program and Harkins House, both of which are less restrictive than detention and more focused on youth resiliency, which will have a positive impact on youth of color. We are making every effort to retain our community programming and contracts to divert youth from our system, to provide early intervention to middle school aged youth, to provide mentoring and family navigation to youth and families, primarily families of color. At the 10% reduction we would lose a senior bilingual juvenile counselor. This would have a negative impact on our families with a reduction in bilingual services. Because we have so many bilingual positions there is a potential impact on that resource with reductions, despite our needs.

Community Engagement

In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision-making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision-making.

The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is located at <https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline>

36. How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities in the development of your **proposed** budget? (Please specify the names of the individuals, organizations, or groups with which you consulted.) *

We met with the Juvenile Department Crime Prevention Advisory Committee to solicit their feedback on their priorities for programs and services funded by the Juvenile Department. To the meeting we invited our Breakthrough Series Collaborative Core Team which has been pulled together to address racial and ethnic disparities in our Juvenile system. Members on the JCPAC include Black, Indigenous, Latinx, Asian and immigrant community members, some who are professionals working with youth in the community and some who have been consumers in our system.

37. What did the communities most impacted by inequities tell you about their priorities and unmet needs? *

Feedback included that youth and families, especially youth and families of color, are not getting the same level of support they need at every level of service, especially in the behavioral health system. Some of the school systems have focused on culturally responsive services and some access those services through the contracts Juvenile has with community providers. Families feel supported by these services, but the focus more and more has been on basic needs—food, electricity, housing, etc. Lack of meeting these basic needs leads to more mental health issues. Attendance at school is still an issue and youth are presenting with increased drug/alcohol use, inappropriate sexual behaviors, bullying, increased youth violence and a rise in gang affiliation/impact.

The requests participants asked for from the County include: Maintain funding for community programs, especially culturally responsive programs; Focus on workforce equity—hire employees that reflect the community and work to retain them through mentoring and development; Give technical assistance to culturally focused agencies that don't get contracts to support them in getting contracts; Continue proactive planning between the Juvenile Department and community partners for services; Continue the work of the BSC work with Georgetown.

38. How did you incorporate that community feedback into your **proposed** budget? *

We did not make cuts to the community contracts with cultural organizations that provide services to youth and families. We did not identify any bilingual positions in the department to be cut. We recommended a reduction in detention, which has historically had an overrepresentation of youth of color and emphasize the use of electronic monitoring and treatment in the community, when appropriate for public safety. We will continue our collaborative efforts with the JCPAC, with the School Justice Committee and with the Breakthrough Series Collaborative on addressing racial and ethnic disparities.

39. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in your FY2023-24 base budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

40. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 4% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

41. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

42. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

43. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Equitable Quality of Services

Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.

44. How are you investing in culturally specific services? *

We have contracts with Latino Network and POIC to provide: Family Navigation support for high risk youth and parents, for mentoring support to youth, for a diversion program that works with middle school youth who are at risk for deeper involvement in the system and for front end diversion of lower level first time offenses. We are paying stipends to participants with lived experience in our system to help look at system reform through our BSC project.

45. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? *

Latino Network, Portland Opportunities Industrialization Center (POIC), Karla Flores Martinez, dba Healing Sol

46. What **dollar amount** of your Org Unit's Materials and Services budget is **currently allocated** for culturally specific services? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

280250

The value must be a number

47. Details/more information:

Please provide any information you wish regarding your answer to the question above.

48. What **dollar amount** of your Org Unit's Materials and Services **in your FY2023-24 base budget** is allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

256250

The value must be a number

49. What **dollar amount** of your Org Unit's Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

256250

The value must be a number

50. What **dollar amount** of your Org Unit's Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

256250

The value must be a number

51. What **dollar amount** of your Org Unit's Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

256250

The value must be a number

52. Details/more information:

Please provide any information you wish regarding your answer to the question above.

53. Beyond culturally specific investments, how will you target resources in your **proposed budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

We will provide culturally responsive training to our staff to support them to be effective and responsive to youth and families from cultures other than theirs. We will continue to have our staff collaborate with schools and community partners to best support youth and families to be successful. We will continue to emphasize our values within Leadership to support staff of color and address barriers to their advancement.

54. What **dollar amount** of your Org Unit's Materials and Services is allocated **in your FY2023-24 base budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

55. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 4% decision scenario of your proposed FY2023-24 budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

56. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 7% decision scenario of your proposed FY2023-24 budget** to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

57. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 10% decision scenario of your proposed FY2023-24 budget** to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

58. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Equitable Organizational Development

Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization.

Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.

59. Looking at your Equal Employment Opportunity and workforce diversity data, is the **workforce** of your organizational unit representative/reflective of the communities you serve **and the communities experiencing the most inequitable outcomes?** *

Yes

No

Unsure

60. Looking at your Equal Employment Opportunity and workforce diversity data, is the **leadership** of your organizational unit representative/reflective of the communities you serve **and the communities experiencing the most inequitable outcomes?** *

Yes

No

Unsure

61. Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your **leadership** becomes more representative of the communities you serve, **especially the communities experiencing the most inequitable outcomes?** *

Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list

- EEO data
- OEICE-provided workforce diversity data by department
- Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive)).

- Hispanic or Latina/o/x of any race
- Black/African American
- American Indian or Alaska Native
- Asian
- Native Hawaiian or Pacific Islander
- Two or more races
- White

62. Beyond direct service delivery, what **dollar amount** of your Materials and Services budget is **currently allocated in FY 22-23** to culturally specific, diversity, inclusion and equity-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

3500

The value must be a number

63. Details/more information:

Please provide any information you wish regarding your answer to the question above.

64. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in your FY2023-24 base budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

65. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

66. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

67. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

68. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

69. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

We learned that we need to sustain the direction we are going and continue to support opportunities for advancement for our staff of color.

70. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

It would be great if we could provide some of these answers in narrative form and not need to insert them into each org unit. Our budget is not divided into org units by our service delivery. It would be easier to tell the whole story in a narrative.



View results

Respondent

33 Anonymous

18:08

Time to complete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

1. Client Civil Rights
2. Equity Data
3. Community Engagement
4. Equitable Services, and
5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible**, with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
6. All submissions must be made using the Budget Equity Tool Microsoft Form.
7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1. Name: *

John Styer

2. Role / Position Title: *

Administrative Manager

3. What is your department? *

Sheriff's Office

4. Please select your Budget Operating Area from the dropdown menu. *

- General Government
- Public Safety and Justice
- Land Use and Transportation
- Housing, Health and Human Services
- Culture, Education and Recreation
- Transportation
- Service Districts
- Facilities and Technology
- Risk Management and Insurance
- Replacement and Reserve
- Debt Service
- Miscellaneous and Non-Departmental

5. Public Safety and Justice Organizational Unit Number *

- 100-4010 Sheriff's Office Administration
- 100-4020 Law Enforcement
- 100-4030 Jail
- 100-4035 Jail Health Care
- 100-4510 District Attorney
- 100-5010 Juvenile
- 100-5030 Juvenile Administration
- 100-8010 County Justice Court
- 176-8510 Law Library
- 182-4020 Law Enforcement District Patrol
- 186-4060 Sheriff's Office Contract Services
- 188-5510 Community Corrections
- 196-5040 Juvenile Grants
- 197-5020 Juvenile - Conciliation Services
- 224-4050 Grants and Donations
- 226-4030 Jail Commissary
- 228-5050 State High Risk Prevention Funds
- 234-4010 Local Office Levy - Sheriff's Office Administration
- 234-4020 Local Option Levy - Law Enforcement
- 234-4030 Local Option Levy - Jail
- 234-4510 Local Option Levy - District Attorney
- 234-5010 Local Option Levy - Juvenile
- 234-5515 Local Option Levy - Community Corrections
- Other

6. Is this Org Unit Community-facing? *

- Yes
- No

7. How many FTE positions are **currently** funded within this Org Unit in **FY 22-23**? *

60.8

The value must be a number

8. How many FTE positions are funded within this Org Unit in your **FY 23-24 base budget**? *

61.8

The value must be a number

9. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 4% decision scenario**? *

61.8

The value must be a number

10. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 7% decision scenario**? *

61.8

The value must be a number

11. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 10% decision scenario**? *

61.8

The value must be a number

12. What is your **current** Materials and Services budget for **FY 22-23**? *

1135148

The value must be a number

13. What is your Materials and Services budget in your **base budget** for **FY 23-24**? *

3335381

The value must be a number

14. What is your **proposed** Materials and Services budget for **FY 23-24 in your 4% decision scenario?**

*

3335381

The value must be a number

15. What is your **proposed** Materials and Services budget for **FY 23-24 in your 7% decision scenario?**

*

3335381

The value must be a number

16. What is your **proposed** Materials and Services budget for **FY 23-24 in your 10% decision scenario?** *

3335381

The value must be a number

Client Civil Rights

Ensuring equitable access to programs and services: accommodations, translation and interpretation

Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge to the client.

Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of **vital** documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).

17. What **percentage** of the clients and/or communities you serve need interpretation, translation, or accommodation services? *

Please enter *percentage* only. If needed, further explanation can be provided in the next question. If you are unsure, please enter 999.

999

The value must be a number

18. If you are uncertain about the % of your population needing interpretation, translation, or accommodations, please briefly share how you estimate your budgetary allocations for these services:

Please provide any information you wish regarding your answer to the question above.

While the exact percentage is unknown, we know that census data shows: 17% Hispanic or Latino; 11% Asian; and a small percentage are two or more races or unknown; in addition, we have language line usage that has been used for translating more than 20 languages; preponderance is Spanish.
Washington County Sheriff's Office employees utilize Language Line services for immediate interpretation. The budget allocations are based on actual costs from previous fiscal years for these services. If we have a project we need to be translated, staff use one of the county-approved vendors.

19. What **dollar amount** of your FY 22-23 Materials and Services budget does your Org Unit **currently** allocate for accommodations, translation and interpretation? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

2250

The value must be a number

20. Details/more information:

Please provide any information you wish regarding your answer to the question above.

21. What **dollar amount** of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's **FY2023-24 base budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

2250

The value must be a number

22. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 4% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

2250

The value must be a number

23. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

2250

The value must be a number

24. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

2250

The value must be a number

25. Details/more information:

Please provide any information you wish regarding your answer to the question above.

26. Do you have **bilingual-required positions** in your Org Unit?

Position where bilingual skills are **required** (as opposed to bilingual *preferred*).

Yes

No

27. Please specify what **class specifications** are designated as bilingual-required and how many employees serve in each class specification. *

If needed, further explanation can be provided in the "Details/more information" question.

The Sheriff's Office doesn't limit bilingual requirements to positions. While we have people designated as bilingual, and some receive a bilingual pay incentive, we do not have specific positions designated as bilingual. This allows the flexibility of having bilingual and multi-lingual staff across the organization without limiting it to specific positions. Administrative Specialist II (1); Investigative Support Specialist II (1)

28. Details/more information:

Please provide any information you wish regarding your answer to the questions above.

29. What total **number** of your staff receive a bilingual pay differential? *

Please enter *number* only. Staff may be eligible to receive the bilingual pay differential even if they are not in a "bilingual required" position. If needed, further explanation can be provided in "Details/more information" question below.

For information on Washington County Bilingual Pay Policy:

https://www.co.washington.or.us/Support_Services/upload/Bilingual-Pay-Policy-with-Fillable-Form.pdf

The value must be a number

30. Details/more information:

Please provide any information you wish regarding your answer to the questions above.

31. What languages do the staff receiving bilingual pay speak? *

Please specify number of staff per language.

Equity Data

Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.

32. What data on client utilization, quality, and outcomes did you use to develop your **proposed** budget? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

Client utilization.

- Public affairs outreach (understanding the community and translation/interpretation needs)
- Leadership engagement in community forums and boards/commissions
- Officers per thousand population metric
- Service levels - calls for service; critical incidents; traffic stops
- Records requests

Quality.

- Compliance with policy, procedures, and laws
- Community feedback

Outcomes.

- Ability to keep pace with workload (civil, evidence, forensics, investigations, permits, and records)
- Response times
- Stop data

33. What data disaggregated by race/ethnicity/language did you consider? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

Language Line usage – trends; more than 20 different languages utilized. The predominate need is Spanish (89%)

34. What racial inequities exist in access, quality, and outcomes of your services? *

Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services?

Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)?

Outcomes - do service recipients experience the desired service outcomes at the same rate?

This Org provides Law Enforcement services and is comprised of programs that perform specific functions and interact with the community in different ways for specific purposes. Programs include: Investigations, Patrol, Records, Evidence, Forensics, Public Affairs, Civil, and Services Administration.

Access: some language barriers, needing interpretation

Quality: individuals are treated with respect and dignity; receive the same level of services

35. How did consideration of this data drive your **proposed** allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *

- Patrol - continued support for language line in M&S – clear evidence in usage rates that there is a need for patrol deputies to have translation capabilities across many languages
- Public Affairs – outreach to community across multiple platforms and website translation services available through GoogleTranslate; posting on el “Condado de Washington”
- Records – need for interpreter support and document translation in assisting community members that are non-English speakers

Community Engagement

In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision-making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision-making.

The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is located at <https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline>

36. How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities in the development of your **proposed** budget? (Please specify the names of the individuals, organizations, or groups with which you consulted.) *

Dedicated engagement with these communities is challenging without investment in additional FTE and resources to shape engagement plans and coordinate events.
Over the year, Sheriff's Office leadership participates in various boards and events that provide information on public safety topics allowing for understanding and feedback that helps to shape policy and inform budget requirements and commissions such as: The Latino Advisory Commission; Building Bridges Bilal Mosque; Latino Townhalls in Cornelius

37. What did the communities most impacted by inequities tell you about their priorities and unmet needs? *

Some current challenges are Mental health challenges and houseless encampment public safety.

38. How did you incorporate that community feedback into your **proposed** budget? *

Directly interfacing with the community allows us to incorporate community feedback into the proposed budget. Specifically, support for special teams and assignments: the Mental Health Response Team, Family Justice Center, Investigations – Domestic Violence, Child Abuse, and Property Crimes

39. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in your FY2023-24 base budget**? *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

14475

The value must be a number

40. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 4% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

14475

The value must be a number

41. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

12675

The value must be a number

42. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

11475

The value must be a number

43. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Equitable Quality of Services

Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.

44. How are you investing in culturally specific services? *

- Violent Crimes MDT: The DA's Office Bias Crimes MDT (Multidisciplinary Team). Our violent crimes unit sergeants are on this team. This reviews and focuses on cases that have, or potentially have a bias-based intent by one or more actors.

- HOPE (Homeless Outreach Programs and Engagement: The goal of the team is to work with the unhoused community to provide resources, monitor encampments, and act as a liaison with WCSO and the community. In addition, the team works with other public and private partners to address the needs and safety of the unhoused community.

- The Mental Health Response Team (MHRT) is a unique program offering optimum care to those in crisis anywhere in the county. It is not uncommon for individuals in an emotional crisis or suffering from mental illness to have contact with law enforcement. Deputies and clinicians from the Mental Health Response Team pair together to provide a rapid response from a skilled law enforcement officer and immediate intervention with an experienced clinician.

Presentations, Events, Social Media Posts to Condado de Washington, Brochures, and Videos specifically for the Spanish-speaking community: Sheriff's Showcase video recording

- One Pill Can Kill campaign
- See Something, Say Something
- Kid internet safety
- Stranger Awareness
- National Night Out
- Centro Cultural youth event at Hagg Lake
- Video Shoot with Mexican Consulate
- ESPD listening sessions
- Newsletter articles and news videos
- Shop with a Cop
- Back to School with a Deputy
- Building Bridges Event – Muslim Community
- Aloha Mall Post Incident Outreach – Vietnamese and Latinx business owners
- Elder Safe Program, Elder Abuse Awareness and Scams presentations – Specifically for Older adult population.
- Project LifeSaver and Help Me Home Program – Specifically for cognitive or developmentally disabled population
- International Women's Day

45. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? *

We are not contracting with any community-based organizations, but we do partner with other County Departments that may. We also utilize and partner with community-based organizations as resources and to refer community members to in need.

46. What **dollar amount** of your Org Unit's Materials and Services budget is **currently allocated** for culturally specific services? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

47. Details/more information:

Please provide any information you wish regarding your answer to the question above.

We are not contracting with any community-based organizations, but we do partner with other County Departments that may. We also utilize and partner with community-based organizations as resources and to refer community members to in need.

48. What **dollar amount** of your Org Unit's Materials and Services **in your FY2023-24 base budget** is allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

49. What **dollar amount** of your Org Unit's Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

50. What **dollar amount** of your Org Unit's Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

51. What **dollar amount** of your Org Unit's Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

52. Details/more information:

Please provide any information you wish regarding your answer to the question above.

53. Beyond culturally specific investments, how will you target resources in your **proposed budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

- Focus recruiting efforts on critical demographics
- Continue community and safety events targeting Latina/o/x, immigrant, and refugee communities (i.e., One Pill Can Kill campaign; See Something, Say Something; Kid internet safety; Stranger Awareness; National Night Out; Shop with a Cop; Back to School with a Deputy).
- Discussion and guidance from the Latino Advisory Board, Public Safety Coordinating Council, Building Bridges, and the Vision Action Network.
- Continued review and update of policies.
- Continue professional development/leadership training and strategic planning.
- Future: Develop a specific plan and data collection system to analyze and document needs/goals better.

54. What **dollar amount** of your Org Unit's Materials and Services is allocated **in your FY2023-24 base budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

55. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 4% decision scenario of your proposed FY2023-24 budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

56. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 7% decision scenario of your proposed FY2023-24 budget** to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

57. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 10% decision scenario of your proposed FY2023-24 budget** to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

58. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Equitable Organizational Development

Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization.

Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.

59. Looking at your Equal Employment Opportunity and workforce diversity data, is the **workforce** of your organizational unit representative/reflective of the communities you serve **and the communities experiencing the most inequitable outcomes?** *

Yes

No

Unsure

60. Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your **workforce** becomes more representative of the communities you serve, **especially the communities experiencing the most inequitable outcomes?** *

Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list

- EEO data
- OEICE-provided workforce diversity data by department
- Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive)).

- Hispanic or Latina/o/x of any race
- Black/African American
- American Indian or Alaska Native
- Asian
- Native Hawaiian or Pacific Islander
- Two or more races
- White

61. Looking at your Equal Employment Opportunity and workforce diversity data, is the **leadership** of your organizational unit representative/reflective of the communities you serve **and the communities experiencing the most inequitable outcomes?** *

- Yes
- No
- Unsure

62. Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your **leadership** becomes more representative of the communities you serve, **especially the communities experiencing the most inequitable outcomes?** *

Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list

- EEO data
- OEICE-provided workforce diversity data by department
- Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive)).

- Hispanic or Latina/o/x of any race
- Black/African American
- American Indian or Alaska Native
- Asian
- Native Hawaiian or Pacific Islander
- Two or more races
- White

63. Beyond direct service delivery, what **dollar amount** of your Materials and Services budget is **currently allocated in FY 22-23** to culturally specific, diversity, inclusion and equity-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

64. Details/more information:

Please provide any information you wish regarding your answer to the question above.

We are doing work in diversity, culturally specific, inclusion and equity focused professional services..
Strategic planning – key component of this is assessing internal and external demographics..
Mentoring – Steven Fulmer Contract – works to build culturally sensitive workforce and improve team dynamics and communication; leadership coaching
Leadership Training for Supervisors – will train all supervisors at the Sheriff’s Office.. grant supported.

65. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in your FY2023-24 base budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

66. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

67. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

68. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

69. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

70. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

This is the second year of using the tool. We continue to gain understanding of how resources are applied to promote equity and improve our ability to support the communities we serve. This work needs to be integrated into strategic planning, particularly to set goals and metrics across the organization.

71. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

We would like this integrated into the Budget submission process instead of a separate tool.

An HR dashboard for diversity metrics should be developed to track more detailed breakout of data that is relevant to each Org.

Where we have the same programs across Orgs – eg. The program Patrol Operations (402005) is funded in the general fund, public safety local option levy and ESPD. There is a lot of extra work to do all of these separately.



View results

Respondent

13 Anonymous

13:22
Time to complete

Budget Equity Tool Summary and Instructions

Budget Equity Tool Strategies and Questions

Washington County's FY2023-24 Budget Equity Tool for internally facing Org Units is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of two (2) strategy areas and associated questions:

1. Civil Rights
2. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

1. All Internally facing Org Units with Personnel Costs are required to complete this Budget Equity Tool.
2. If an Org Unit determines it cannot complete any question in this Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible**, with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, dedicated equity and community engagements staff, etc.
4. Please attend one of the scheduled Budget Equity Tool - Internally-facing Org Unit trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
6. All submissions must be made using the Budget Equity Tool Microsoft Form.
7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1. Name: *

John Styer

2. Role / Position Title: *

Administrative Manager

3. What is your Department? *

- General Government
- Public Safety and Justice
- Land Use and Transportation
- Housing, Health and Human Services
- Culture, Education and Recreation

4. Public Safety and Justice Organizational Unit Number: *

- 100-4010 Sheriff's Office Administration
- 100-4020 Law Enforcement
- 100-4030 Jail
- 100-4035 Jail Health Care
- 100-4510 District Attorney
- 100-5010 Juvenile
- 100-5030 Juvenile Administration
- 100-8010 County Justice Court
- 176-8510 Law Library
- 182-4020 Law Enforcement District Patrol
- 186-4060 Sheriff's Office Contract Services
- 188-5510 Community Corrections
- 196-5040 Juvenile Grants
- 197-5020 Juvenile - Conciliation Services
- 224-4050 Grants and Donations
- 226-4030 Jail Commissary
- 228-5050 State High Risk Prevention Funds
- 234-4010 Local Office Levy - Sheriff's Office Administration
- 234-4020 Local Option Levy - Law Enforcement
- 234-4030 Local Option Levy - Jail
- 234-4510 Local Option Levy - District Attorney
- 234-5010 Local Option Levy - Juvenile
- 234-5515 Local Option Levy - Community Corrections
- Other

5. Is this Org Unit internally-facing? *

- Yes
- No

6. How many FTE positions are currently funded within this Org Unit in **FY 22-23?** *

17.5

The value must be a number

7. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your base budget?** *

16.5

The value must be a number

8. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 4% decision scenario?** *

16.5

The value must be a number

9. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 7% decision scenario?** *

16.5

The value must be a number

10. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 10% decision scenario?** *

16.5

The value must be a number

11. What is your **current** Materials and Services Budget for **FY 22-23?** *

171382

The value must be a number

12. What is your Materials and Services Budget for **FY 23-24 in your base budget?** *

844456

The value must be a number

13. What is your **proposed** Materials and Services Budget for **FY 23-24 in your 4% decision scenario?**

*

844456

The value must be a number

14. What is your **proposed** Materials and Services Budget for **FY 23-24 in your 7% decision scenario?**

*

844456

The value must be a number

15. What is your **proposed** Materials and Services Budget for **FY 23-24 in your 10% decision scenario?** *

844456

The value must be a number

Civil Rights

Ensuring equitable access to programs and services: accommodations, translation and interpretation

Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge.

Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of **vital** documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).

Internal org units, while not providing client services, may still need to provide language access, for example, via web site development, wayfinding in facilities.

16. What **dollar amount** of your FY 22-23 Materials and Services budget does your Org Unit **currently** allocate for accommodations, translation and interpretation? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

17. Details/more information:

Please provide any information you wish regarding your answer to the question above.

ORG 4010 doesn't currently have materials and services budgeted funds for accommodations, translation and interpretation. Should services be needed in this ORG, associated costs would be covered under the communications budget allocation.

18. What **dollar amount** of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's **FY2023-24 base budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

19. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 4% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

20. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

21. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

22. Details/more information:

Please provide any information you wish regarding your answer to the question above.

23. Do you have **bilingual-required positions** in your Org Unit?

Position where bilingual skills are **required** (as opposed to bilingual *preferred*).

Yes

No

Equitable Organizational Development

A diverse and inclusive workforce with representation from disproportionately burdened communities and information accessibility and quality of programs and services helps make our government more responsive to the community we serve. We also need to invest in our workforce's knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services can help build equity, diversity and inclusion best practices into all aspects of the organization.

Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Looking at your staff and leadership diversity can help you determine where you need to invest in staff diversity learning, recruitment, leadership development, skill development and retention efforts.

Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data.

24. Looking at your Equal Employment Opportunity and workforce diversity data, is the **workforce** of your organizational unit representative/reflective of the Washington County community? *

- Yes
- No
- Unsure

25. Looking at your Equal Employment Opportunity and workforce diversity data, is the **leadership** of your organizational unit representative/reflective of the Washington County community? *

- Yes
- No
- Unsure

26. Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your **leadership** becomes more representative of the communities you serve, **especially the communities experiencing the most inequitable outcomes?** *

Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list

- EEO data
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- Hispanic or Latina/o/x of any race
- Black/African American
- American Indian or Alaska Native
- Asian
- Native Hawaiian or Pacific Islander
- Two or more races
- White

27. Beyond direct service delivery, what **dollar amount** of your Materials and Services budget is **currently allocated in FY 22-23** to culturally specific, diversity, inclusion and equity-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

28. Details/more information:

Please provide any information you wish regarding your answer to the question above.

29. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in your FY2023-24 base budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

30. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

31. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

32. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

33. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

34. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

35. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

We would like this integrated into the Budget submission process instead of a separate tool.

An HR dashboard for diversity metrics should be developed to track more detailed breakout of data that is relevant to each Org.

Where we have the same programs across Orgs – eg. The program Patrol Operations (402005) is funded in the general fund, public safety local option levy and ESPD. There is a lot of extra work to do all of these separately.



View results

Respondent

10 Anonymous

58:03

Time to complete

Budget Equity Tool Summary and Instructions

Budget Equity Tool Strategies and Questions

Washington County's FY2023-24 Budget Equity Tool for internally facing Org Units is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of two (2) strategy areas and associated questions:

1. Civil Rights
2. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

1. All Internally facing Org Units with Personnel Costs are required to complete this Budget Equity Tool.
2. If an Org Unit determines it cannot complete any question in this Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible**, with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, dedicated equity and community engagements staff, etc.
4. Please attend one of the scheduled Budget Equity Tool - Internally-facing Org Unit trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
6. All submissions must be made using the Budget Equity Tool Microsoft Form.
7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1. Name: *

John Styer

2. Role / Position Title: *

Administrative Manager

3. What is your Department? *

- General Government
- Public Safety and Justice
- Land Use and Transportation
- Housing, Health and Human Services
- Culture, Education and Recreation

4. Public Safety and Justice Organizational Unit Number: *

- 100-4010 Sheriff's Office Administration
- 100-4020 Law Enforcement
- 100-4030 Jail
- 100-4035 Jail Health Care
- 100-4510 District Attorney
- 100-5010 Juvenile
- 100-5030 Juvenile Administration
- 100-8010 County Justice Court
- 176-8510 Law Library
- 182-4020 Law Enforcement District Patrol
- 186-4060 Sheriff's Office Contract Services
- 188-5510 Community Corrections
- 196-5040 Juvenile Grants
- 197-5020 Juvenile - Conciliation Services
- 224-4050 Grants and Donations
- 226-4030 Jail Commissary
- 228-5050 State High Risk Prevention Funds
- 234-4010 Local Office Levy - Sheriff's Office Administration
- 234-4020 Local Option Levy - Law Enforcement
- 234-4030 Local Option Levy - Jail
- 234-4510 Local Option Levy - District Attorney
- 234-5010 Local Option Levy - Juvenile
- 234-5515 Local Option Levy - Community Corrections
- Other

5. Is this Org Unit internally-facing? *

- Yes
- No

6. How many FTE positions are currently funded within this Org Unit in **FY 22-23?** *

39.15

The value must be a number

7. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your base budget?** *

42.75

The value must be a number

8. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 4% decision scenario?** *

40.5

The value must be a number

9. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 7% decision scenario?** *

38.8

The value must be a number

10. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 10% decision scenario?** *

37.8

The value must be a number

11. What is your **current** Materials and Services Budget for **FY 22-23?** *

810996

The value must be a number

12. What is your Materials and Services Budget for **FY 23-24 in your base budget?** *

3522260

The value must be a number

13. What is your **proposed** Materials and Services Budget for **FY 23-24 in your 4% decision scenario?**

*

3483260

The value must be a number

14. What is your **proposed** Materials and Services Budget for **FY 23-24 in your 7% decision scenario?**

*

3452510

The value must be a number

15. What is your **proposed** Materials and Services Budget for **FY 23-24 in your 10% decision scenario?** *

3452510

The value must be a number

Civil Rights

Ensuring equitable access to programs and services: accommodations, translation and interpretation

Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge.

Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of **vital** documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).

Internal org units, while not providing client services, may still need to provide language access, for example, via web site development, wayfinding in facilities.

16. What **dollar amount** of your FY 22-23 Materials and Services budget does your Org Unit **currently** allocate for accommodations, translation and interpretation? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

17. Details/more information:

Please provide any information you wish regarding your answer to the question above.

ORG 4010 doesn't currently have materials and services budgeted funds for accommodations, translation and interpretation. Should services be needed in this ORG, associated costs would be covered under the communications budget allocation.

18. What **dollar amount** of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's **FY2023-24 base budget**? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

19. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 4% decision scenario of your proposed FY2023-24 budget**? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

20. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 7% decision scenario of your proposed FY2023-24 budget**? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

21. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

22. Details/more information:

Please provide any information you wish regarding your answer to the question above.

23. Do you have **bilingual-required positions** in your Org Unit?

Position where bilingual skills are **required** (as opposed to bilingual *preferred*).

Yes

No

Equitable Organizational Development

A diverse and inclusive workforce with representation from disproportionately burdened communities and information accessibility and quality of programs and services helps make our government more responsive to the community we serve. We also need to invest in our workforce's knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services can help build equity, diversity and inclusion best practices into all aspects of the organization.

Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Looking at your staff and leadership diversity can help you determine where you need to invest in staff diversity learning, recruitment, leadership development, skill development and retention efforts.

Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data.

24. Looking at your Equal Employment Opportunity and workforce diversity data, is the **workforce** of your organizational unit representative/reflective of the Washington County community? *

- Yes
- No
- Unsure

25. Looking at your Equal Employment Opportunity and workforce diversity data, is the **leadership** of your organizational unit representative/reflective of the Washington County community? *

- Yes
- No
- Unsure

26. Beyond direct service delivery, what **dollar amount** of your Materials and Services budget is **currently allocated in FY 22-23** to culturally specific, diversity, inclusion and equity-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

85000

The value must be a number

27. Details/more information:

Please provide any information you wish regarding your answer to the question above.

ORG 4010 has \$85,000 materials and services dollars currently budgeted for culturally specific, equity, diversity and inclusion-focused professional services to include leadership development, mentoring, policy analysis and strategic planning.

28. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in your FY2023-24 base budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

85000

The value must be a number

29. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

45000

The value must be a number

30. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

45000

The value must be a number

31. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

45000

The value must be a number

32. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

33. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

This is the second year of using the tool. We continue to gain understanding of how resources are applied to promote equity and improve our ability to support the communities we serve.

34. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

We would like this integrated into the Budget submission process instead of a separate tool. There should be dashboard metrics provided by HR to fund-org level if that is needed to review; more practicable would be to look at these metrics in ORG's across Funds.. for example, where we have programs that are funded by general fund and the Public Safety Local Option Levy, in looking at each separately, we don't see the whole view.



View results

Respondent

18 Anonymous

56:26

Time to complete

Budget Equity Tool for Community-facing Org Units - Strategies and Instructions

Budget Equity Tool Strategies

Washington County's FY2023-24 Budget Equity Tool is a set of several equity-focused strategies and questions used to drive informed and targeted decision-making about the allocation of government resources. Specifically, it is comprised of five (5) strategy areas and associated questions that build equity into County budgeting:

1. Client Civil Rights
2. Equity Data
3. Community Engagement
4. Equitable Services, and
5. Equitable Organizational Development

The final section focuses on process evaluation.

Budget Equity Tool Instructions

1. All Org Units with Personnel Costs are required to complete the Budget Equity Tool.
2. If an Org Unit determines it cannot complete any question in the Budget Equity Tool, it will need to **provide a justification as to why not by email, as soon as possible**, with its Department Director, OEICE and its Assistant County Administrator. Your feedback helps us learn and adjust the process going forward.
3. We recommend Department Directors, budget analysts, and others who play a lead role in developing budget proposals complete the tool. Additionally, we suggest that Departments work with imbedded resources such as Equity Leadership Council committee members, LEAP Committee members, dedicated equity and community engagements staff, etc.
4. Please attend one of the scheduled Budget Equity Tool trainings or participate in a recorded one, and utilize the Office of Equity, Inclusion, and Community Engagement (OEICE) for support.
6. All submissions must be made using the Budget Equity Tool Microsoft Form.
7. Concise answers are encouraged. Please keep answers to no longer than 400 words in length.

Departmental and Organizational Unit Information

1. Name: *

JoEll Cherry

2. Role / Position Title: *

Financial Analyst

3. What is your department? *

Juvenile Services

4. Please select your Budget Operating Area from the dropdown menu. *

- General Government
- Public Safety and Justice
- Land Use and Transportation
- Housing, Health and Human Services
- Culture, Education and Recreation
- Transportation
- Service Districts
- Facilities and Technology
- Risk Management and Insurance
- Replacement and Reserve
- Debt Service
- Miscellaneous and Non-Departmental

5. Public Safety and Justice Organizational Unit Number *

- 100-4010 Sheriff's Office Administration
- 100-4020 Law Enforcement
- 100-4030 Jail
- 100-4035 Jail Health Care
- 100-4510 District Attorney
- 100-5010 Juvenile
- 100-5030 Juvenile Administration
- 100-8010 County Justice Court
- 176-8510 Law Library
- 182-4020 Law Enforcement District Patrol
- 186-4060 Sheriff's Office Contract Services
- 188-5510 Community Corrections
- 196-5040 Juvenile Grants
- 197-5020 Juvenile - Conciliation Services
- 224-4050 Grants and Donations
- 226-4030 Jail Commissary
- 228-5050 State High Risk Prevention Funds
- 234-4010 Local Office Levy - Sheriff's Office Administration
- 234-4020 Local Option Levy - Law Enforcement
- 234-4030 Local Option Levy - Jail
- 234-4510 Local Option Levy - District Attorney
- 234-5010 Local Option Levy - Juvenile
- 234-5515 Local Option Levy - Community Corrections
- Other

6. Is this Org Unit Community-facing? *

- Yes
- No

7. How many FTE positions are **currently** funded within this Org Unit in **FY 22-23**? *

15.25

The value must be a number

8. How many FTE positions are funded within this Org Unit in your **FY 23-24 base budget**? *

15

The value must be a number

9. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 4% decision scenario**? *

15

The value must be a number

10. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 7% decision scenario**? *

15

The value must be a number

11. How many FTE positions are **proposed** within this Org Unit for **FY 23-24 in your 10% decision scenario**? *

15

The value must be a number

12. What is your **current** Materials and Services budget for **FY 22-23**? *

1574656

The value must be a number

13. What is your Materials and Services budget in your **base budget** for **FY 23-24**? *

1649202

The value must be a number

14. What is your **proposed** Materials and Services budget for **FY 23-24 in your 4% decision scenario?**

*

1649202

The value must be a number

15. What is your **proposed** Materials and Services budget for **FY 23-24 in your 7% decision scenario?**

*

1649202

The value must be a number

16. What is your **proposed** Materials and Services budget for **FY 23-24 in your 10% decision scenario?** *

1649202

The value must be a number

Client Civil Rights

Ensuring equitable access to programs and services: accommodations, translation and interpretation

Our communities are entitled to equitable access to our County programs and services, and we must eliminate barriers that prevent or obstruct their access. Many of our community members have physical disabilities and/or speak languages other than English. Per Civil Rights Law, we are required to offer reasonable accommodations, translation and interpretation services at no charge to the client.

Departments should ensure that public documents, policies, plans, meetings, and hearings are readily accessible to the public, which includes proactive translation of **vital** documents into languages spoken by over 1,000 or 5% (whichever is less) of current/potential clients with limited English proficiency, and ensuring interpretation services are available to clients and the public (at service desks, service phone lines, open houses, public meetings, etc.).

17. What **percentage** of the clients and/or communities you serve need interpretation, translation, or accommodation services? *

Please enter *percentage* only. If needed, further explanation can be provided in the next question. If you are unsure, please enter 999.

20.3

The value must be a number

18. If you are uncertain about the % of your population needing interpretation, translation, or accommodations, please briefly share how you estimate your budgetary allocations for these services:

Please provide any information you wish regarding your answer to the question above.

Currently, 20.3% of all youth on caseloads have parents/guardians identified as requiring interpretation services (82 out of 404 youth in Jan. 2023). Multiple parents/guardians per youth need these services (130 total); 86.2% require services in Spanish, 4.6% in Arabic, 4.6% in Somali, 1.5% in Vietnamese, and 3.1% in other languages. We are working on a solution for tracking this data historically in our Juvenile Justice Information System and to improve language data entry in this system.

19. What **dollar amount** of your FY 22-23 Materials and Services budget does your Org Unit **currently** allocate for accommodations, translation and interpretation? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

20. Details/more information:

Please provide any information you wish regarding your answer to the question above.

21. What **dollar amount** of your Materials and Services budget is allocated for accommodations, translation and interpretation in your Org Unit's **FY2023-24 base budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

22. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 4% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

0

The value must be a number

23. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

24. What **dollar amount** of your Org Unit's Materials and Services budget is allocated for accommodations, translation and interpretation **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

25. Details/more information:

Please provide any information you wish regarding your answer to the question above.

26. Do you have **bilingual-required positions** in your Org Unit?

Position where bilingual skills are **required** (as opposed to bilingual *preferred*).

Yes

No

27. Please specify what **class specifications** are designated as bilingual-required and how many employees serve in each class specification. *

If needed, further explanation can be provided in the "Details/more information" question.

28. Details/more information:

Please provide any information you wish regarding your answer to the questions above.

29. What total **number** of your staff receive a bilingual pay differential? *

Please enter *number* only. Staff may be eligible to receive the bilingual pay differential even if they are not in a "bilingual required" position. If needed, further explanation can be provided in "Details/more information" question below.

For information on Washington County Bilingual Pay Policy:

https://www.co.washington.or.us/Support_Services/upload/Bilingual-Pay-Policy-with-Fillable-Form.pdf

5

The value must be a number

30. Details/more information:

Please provide any information you wish regarding your answer to the questions above.

31. What languages do the staff receiving bilingual pay speak? *

Please specify number of staff per language.

Spanish (bilingual/bicultural)

Equity Data

Several County Departments collect client demographic data on utilization of several programs and services. Departments may analyze census or other community level data to inform community needs and inequities that exist at a community level. Peer reviewed research may also inform inequities known to be present in the general field of work performed by the org unit. These data should be used along with org unit-specific service quality and outcomes data to inform how you allocate resources to close known or suspected equity gaps in our County programs and services.

32. What data on client utilization, quality, and outcomes did you use to develop your **proposed** budget? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

We reviewed data on each of our major decision points in the Juvenile system, including referrals to the department (typically from law enforcement), cases diverted or handled through informal means, cases involving secure detention, and cases petitioned (filed with the Court). We also reviewed data on crime types of allegations received, dispositions, victim referrals, youth risk assessment levels, caseload sizes and case length for juvenile counselors, length of supervision of youth, use of alternatives to secure detention including Harkins House and electronic monitoring/home detention, recidivism for youth on various levels of supervision, program intake and participation rates, and preliminary outcome data for some of our programs. Data on the use of secure detention was also reviewed in depth, including longitudinal data on our detention daily population and annual detention use by admission reason.

33. What data disaggregated by race/ethnicity/language did you consider? *

Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive).

The decision point data was broken down by demographics, specifically by race/ethnicity. Our state-wide data system is currently quite limited in recording demographic data and only allows for an individual to identify as one race, with limited categories for race (American Indian/Alaskan Native, Asian/Pacific Islander, Black, White, and Unknown) and ethnicity (Chinese, Hispanic, Japanese, Vietnamese, Other/None, and Unknown) and reports that conflate race and ethnicity. The State is working on expanding these options but the timeline for completing this update is currently unknown.

34. What racial inequities exist in access, quality, and outcomes of your services? *

Access - what are the demographics of the individuals using the services you provide? Do they reflect the demographics of the community eligible for services?

Quality - do individuals served receive the same quality of service (defined by timeliness, cultural appropriateness, empathy, cultural values alignment, etc.)?

Outcomes - do service recipients experience the desired service outcomes at the same rate?

For 2021, Hispanic youth had disparate rates of system contact relative to white youth at each of the decision points, being 1.4 times more often referred to the department, 1.93 times more often held in secure detention, 0.77 times less often diverted or handled through informal means, and 1.28 times more often petitioned in Court. Similarly, African American youth also had disparate rates of system contact relative to white youth at each of the decision points, being 2.74 times more often referred to the department, 1.24 times more often held in secure detention, 0.67 times less often diverted or handled through informal means, and 1.27 times more often petitioned in Court. Although Asian youth and Native American youth only had sufficient numbers for calculating their representativeness at one decision point, Asian youth were found not to be overrepresented relative to white youth in their system contact (0.64 times less often referred to the department), while Native American youth were disproportionately high in their rates of contact and were referred to the department 3.75 times more often. In addition, detention admissions for the past several years have been between 50-60% youth of color and reached over 60% youth of color in 2022, with Hispanic youth being over 45% of all admissions. Many of our most recent programs, including Family Navigators (RAICES), Mentoring, a Diversion program for Middle School-aged youth (ROSA), and the new Diversion program (RAICES EI) have been developed to address these disparities and continue to target the needs of these overrepresented populations (particularly intersecting groups of Hispanic, Immigrant, and African American youth).

35. How did consideration of this data drive your **proposed** allocation of resources to address identified racial equity gaps in access, quality, and outcomes? *

Addressing racial and ethnic disparities is always a priority in our budgeting and programming. Youth of color are more highly referred to our department, more likely to move deeper into our system and more likely to be detained. Our 4% budget reduction proposal reduces the number of detention beds we pay for. This increases our need and reliance on our home detention/electronic monitoring program and Harkins House, both of which are less restrictive than detention and more focused on youth resiliency, which will have a positive impact on youth of color. We are making every effort to retain our community programming and contracts to divert youth from our system, to provide early intervention to middle school aged youth, to provide mentoring and family navigation to youth and families, primarily families of color. At the 10% reduction we would lose a senior bilingual juvenile counselor. This would have a negative impact on our families with a reduction in bilingual services. Because we have so many bilingual positions there is a potential impact on that resource with reductions, despite our needs.

Community Engagement

In 2022, the Washington County Board adopted policy that guides equitable community engagement. The policy recognizes that engaging communities most likely to be adversely impacted by a decision in the actual decision-making process is one of the cornerstones of good governance. Community can share important information about lived experiences, access issues, as well as unmet needs to inform budget decision-making.

The Washington County Board adopted a policy on Equitable Community Engagement that provides support for budgeting for engagement of communities that experience historic and present barriers to engagement. Policy 210 is located at <https://www.washingtoncountyor.gov/oeice/documents/210-equitable-community-engagement/download?inline>

36. How did you engage Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities in the development of your **proposed** budget? (Please specify the names of the individuals, organizations, or groups with which you consulted.) *

We met with the Juvenile Department Crime Prevention Advisory Committee to solicit their feedback on their priorities for programs and services funded by the Juvenile Department. To the meeting we invited our Breakthrough Series Collaborative Core Team which has been pulled together to address racial and ethnic disparities in our Juvenile system. Members on the JCPAC include Black, Indigenous, Latinx, Asian and immigrant community members, some who are professionals working with youth in the community and some who have been consumers in our system.

37. What did the communities most impacted by inequities tell you about their priorities and unmet needs? *

Feedback included that youth and families, especially youth and families of color, are not getting the same level of support they need at every level of service, especially in the behavioral health system. Some of the school systems have focused on culturally responsive services and some access those services through the contracts Juvenile has with community providers. Families feel supported by these services, but the focus more and more has been on basic needs—food, electricity, housing, etc. Lack of meeting these basic needs leads to more mental health issues. Attendance at school is still an issue and youth are presenting with increased drug/alcohol use, inappropriate sexual behaviors, bullying, increased youth violence and a rise in gang affiliation/impact.

The requests participants asked for from the County include: Maintain funding for community programs, especially culturally responsive programs; Focus on workforce equity—hire employees that reflect the community and work to retain them through mentoring and development; Give technical assistance to culturally focused agencies that don't get contracts to support them in getting contracts; Continue proactive planning between the Juvenile Department and community partners for services; Continue the work of the BSC work with Georgetown.

38. How did you incorporate that community feedback into your **proposed** budget? *

We did not make cuts to the community contracts with cultural organizations that provide services to youth and families. We did not identify any bilingual positions in the department to be cut. We recommended a reduction in detention, which has historically had an overrepresentation of youth of color and emphasize the use of electronic monitoring and treatment in the community, when appropriate for public safety. We will continue our collaborative efforts with the JCPAC, with the School Justice Committee and with the Breakthrough Series Collaborative on addressing racial and ethnic disparities.

39. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in your FY2023-24 base budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

40. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 4% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

41. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 7% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

42. What **dollar amount** of your Org Unit's Materials and Services is allocated to community engagement **in the 10% decision scenario of your proposed FY2023-24 budget?** *

Please enter *dollar amount* based on FY 2023-24 budget only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

43. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Equitable Quality of Services

Equity ensures that each community can expect the highest possible level of access, quality of service, and outcomes. Culturally specific services delivered by culturally specific organizations is one way to assure high quality access, service and outcomes. These organizations are typically best equipped to offer trusted, affirming and tailored services to diverse communities.

44. How are you investing in culturally specific services? *

We have contracts with Latino Network and POIC to provide: Family Navigation support for high risk youth and parents, for mentoring support to youth, for a diversion program that works with middle school youth who are at risk for deeper involvement in the system and for front end diversion of lower level first time offenses. We are paying stipends to participants with lived experience in our system to help look at system reform through our BSC project.

45. Which community-based organizations are you contracting with for the design/delivery of culturally specific services? *

Latino Network, Portland Opportunities Industrialization Center (POIC), Karla Flores Martinez, dba Healing Sol

46. What **dollar amount** of your Org Unit's Materials and Services budget is **currently allocated** for culturally specific services? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

553150

The value must be a number

47. Details/more information:

Please provide any information you wish regarding your answer to the question above.

48. What **dollar amount** of your Org Unit's Materials and Services **in your FY2023-24 base budget** is allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

439807

The value must be a number

49. What **dollar amount** of your Org Unit's Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

439807

The value must be a number

50. What **dollar amount** of your Org Unit's Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

439807

The value must be a number

51. What **dollar amount** of your Org Unit's Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is being allocated for culturally specific services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

439807

The value must be a number

52. Details/more information:

Please provide any information you wish regarding your answer to the question above.

53. Beyond culturally specific investments, how will you target resources in your **proposed budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

We will provide culturally responsive training to our staff to support them to be effective and responsive to youth and families from cultures other than theirs. We will continue to have our staff collaborate with schools and community partners to best support youth and families to be successful. We will continue to emphasize our values within Leadership to support staff of color and address barriers to their advancement.

54. What **dollar amount** of your Org Unit's Materials and Services is allocated **in your FY2023-24 base budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

55. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 4% decision scenario of your proposed FY2023-24 budget** to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

56. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 7% decision scenario of your proposed FY2023-24 budget** to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

57. What **dollar amount** of your Org Unit's Materials and Services is being allocated **in the 10% decision scenario of your proposed FY2023-24 budget** to improve to improve outcomes for Black, Indigenous, Latina/o/x, Asian and Pacific Islander, and immigrant and refugee communities experiencing inequities in access and quality of services? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

58. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Equitable Organizational Development

Input from impacted communities, existing data, and information about accessibility and quality of programs and services is collected and analyzed can also inform the ways your organization can grow its internal knowledge, skills, ability and capacity to assure equity. Workforce and leadership diversity, equitable access to training, and other equity-focused professional services help build equity, diversity and inclusion best practices into all aspects of the organization.

Your HR department is your resource for workforce demographic data and Equal Employment Opportunity data. Looking at your staff and leadership diversity will help you determine where you need to invest in staff diversity, learning, recruitment, leadership development, skill development and retention efforts.

59. Looking at your Equal Employment Opportunity and workforce diversity data, is the **workforce** of your organizational unit representative/reflective of the communities you serve **and the communities experiencing the most inequitable outcomes?** *

- Yes
- No
- Unsure

60. Looking at your Equal Employment Opportunity and workforce diversity data, is the **leadership** of your organizational unit representative/reflective of the communities you serve **and the communities experiencing the most inequitable outcomes?** *

- Yes
- No
- Unsure

61. Looking at your Equal Employment Opportunity data and workforce diversity data, on what specific demographics can you focus attention in FY 23-24 so that your **leadership** becomes more representative of the communities you serve, **especially the communities experiencing the most inequitable outcomes?** *

Equal Employment Opportunity data specifically identifies which demographics may be underrepresented in your workforce as compared to the available workforce and the Washington County community. Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive). (Pull out and make bullet list

- EEO data
- OEICE-provided workforce diversity data by department
- Your outcomes data (Include data sources such as program, community, population, and research data. Data may be quantitative (numeric) or qualitative (descriptive)).

- Hispanic or Latina/o/x of any race
- Black/African American
- American Indian or Alaska Native
- Asian
- Native Hawaiian or Pacific Islander
- Two or more races
- White

62. Beyond direct service delivery, what **dollar amount** of your Materials and Services budget is **currently allocated in FY 22-23** to culturally specific, diversity, inclusion and equity-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* based on FY 2022-23 budget only. If needed, further explanation can be provided in the "Details/more information" question.

13000

The value must be a number

63. Details/more information:

Please provide any information you wish regarding your answer to the question above.

64. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in your FY2023-24 base budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

65. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 4% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

66. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 7% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

67. Beyond direct service delivery, what **dollar amount** of your Materials and Services **in the 10% decision scenario of your proposed FY2023-24 budget** is allocated to culturally specific, equity, diversity and inclusion-focused **professional services** (i.e. staff training, facilitation, strategic planning, policy analysis, recruitment, mentoring, research, consulting, paid internships, leadership development, professional development, etc.)? *

Please enter *dollar amount* only. If needed, further explanation can be provided in the "Details/more information" question.

The value must be a number

68. Details/more information:

Please provide any information you wish regarding your answer to the question above.

Process Evaluation

Please provide any feedback on how this tool helped inform your budget process and how the tool could be improved.

69. What did your Department/Org Unit accomplish by using this tool? What did you learn about equity in the process of building your proposed budget? *

We learned that we need to sustain the direction we are going and continue to support opportunities for advancement for our staff of color.

70. What does your Department/Org Unit recommend for improving the Budget Equity Tool for future budget processes? *

It would be great if we could provide some of these answers in narrative form and not need to insert them into each org unit. Our budget is not divided into org units by our service delivery. It would be easier to tell the whole story in a narrative.

