



OFFICE OF THE DISTRICT ATTORNEY  
TWENTIETH JUDICIAL DISTRICT

Michael T. Dougherty, District Attorney

**Diversity, Equity, and Inclusivity Statement**

Our office is committed to ensuring that the justice system is fair and equal for all, and this commitment expands across all aspects, roles, and staffing decisions of our Office. As part of that effort, we are committed to the recruitment, hiring, retention, and promotion of a diverse staff. Working to address institutional and systemic barriers to success for diverse staff and providing a welcoming organizational climate improves our office, our profession, and our community. We strive each day to foster a culture of belonging, respect, and wellbeing. We strive to create an inclusive and culturally competent environment that provides all employees an opportunity to advance their careers successfully and values varied experience, knowledges, and backgrounds. Our commitment to diversity includes investing in training, mentoring, and a supportive evaluation process, so that our employees have the tools they need to grow within the office. We understand that promotion of diversity, inclusion, equity, and multiculturalism improves our practices and supports public safety and trust. Our staff should reflect the community we serve, which results in a better office -- one that pursues and projects fair-mindedness to all those encountering the criminal justice system.

Further, in our work at the District Attorney's Office, we must equitably protect community safety and well-being. Racial disparities exist throughout the United States, and in our history, but our office is strongly committed to doing everything we can to address it in our justice system. We believe we can improve public safety while working to correct systemic inequity. We have engaged in a data-informed and data-driven approach to address disproportionalities and disparities that exist in the justice system.

Together, we are working hard to build a more transparent and equitable justice system for victims and defendants. The data continues to inform the concrete action steps already underway. Our office is on the forefront of this important work. We are committed to it.

Our Office works to build trust within the community and educate our community on what the District Attorney Office does, and our commitment to justice and equity. We strive to be approachable, knowledgeable, and available to our community.