



## Racial Equity Analysis

<b>Board Item Date</b>	05/06/2025
<b>Board Item Name</b>	District 4 Infrastructure Funds - City of Healdsburg, Abel De Luna Community Center and Resilience Hub
<b>Department/Agency (Lead)</b>	Department of Emergency Management
<b>Person(s) Completing Analysis</b>	Jorge Rodriguez

### 1. Overview: Describe your program or policy and the desired results and outcomes?

- What is the program or policy decision under consideration?
- What are the desired results (in the **community**) and outcomes (within your own **organization**)?
- What does this proposal have an ability to impact?
 

<input type="checkbox"/> Alert & warning	<input checked="" type="checkbox"/> Emergency planning
<input type="checkbox"/> Community engagement	<input type="checkbox"/> Grants administration
<input checked="" type="checkbox"/> Community preparedness	<input type="checkbox"/> Hazard mitigation
<input checked="" type="checkbox"/> Coordination / response	<input checked="" type="checkbox"/> Other: <u>Disaster Recovery</u>
<input checked="" type="checkbox"/> Department practices	

This item seeks the Board's authorization to allocate \$500,000 in District 4 Infrastructure Funds to the City of Healdsburg for capital improvements at the Abel De Luna Community Center. The funding will support the transformation of the facility into a fully equipped Multicultural & Resilience Center that will expand its emergency preparedness functions while serving as a year-round hub for culturally responsive community services in Northern Sonoma County.

The Community Center has a proven history as a trusted location for emergency response, sheltering, resource distribution, and multilingual support during wildfires, winter storms, and public health emergencies. Through partnership between the City of Healdsburg with Corazón Healdsburg, the Center currently offers a wide array of essential services including legal aid, early childhood education, mental health support, civic engagement programs, and emergency relief intake. Enhancing this space will reinforce its role in disaster resilience and expand equitable access to services for historically underserved populations.

The project will focus on improvements to general facility infrastructure, ensuring it remains fully operational during emergencies while also accommodating year-round multicultural programming such as financial literacy workshops, preparedness education, and community gatherings that reflect the diversity of the region. The initiative will integrate community-informed design elements—including multilingual signage, ADA improvements and culturally inclusive spatial features, based on findings from a year-long series of listening sessions with

marginalized community members.

This proposal directly supports the County of Sonoma's Five-Year Strategic Plan and is aligned with the following:

- Pillar: Racial Equity and Social Justice
- Goal 4: Engage community members and stakeholder groups to develop priorities and to advance racial equity
- Objective 2: Collaborate with community members and stakeholder groups to develop racial equity strategies for County emergency response, economic recovery, and resiliency planning efforts.

By expanding the Center's physical and programmatic capacity through this infrastructure investment, the County and its partners will foster a more connected, culturally responsive, and resilient Northern Sonoma County. The project is expected to positively impact areas including community engagement, emergency preparedness, response & recovery coordination, equity in service delivery, and inclusive disaster planning.

**2. Data: What's the data? What does the data tell us?**

- a. Will the proposal have impacts in specific geographic areas (neighborhoods, areas, or regions)? What are the racial demographics of those living in the area?
- b. What does population level data, including quantitative and qualitative data, tell you about existing racial inequities? What does it tell you about root causes or factors influencing racial inequities?
- c. What performance level data do you have available for your proposal? This should include data associated with existing programs or policies.
- d. Are there data gaps? What additional data would be helpful in analyzing the proposal? If so, how can you obtain better data?

- A.** The proposal provides for the Abel De Luna Community Center to serve a majority of Northern Sonoma County, including surrounding communities, north to Cloverdale and south to Windsor, during response and recovery of a disaster. It also provides day-to-day operations of local organizations for the communities surrounding Healdsburg. According to the most recent Portrait of Sonoma County, this region contains several census tracts with lower Human Development Index (HDI) scores, reflecting long-standing inequities in health, income, and education. The area has a significant Latino population—approximately 27.82% in Healdsburg alone—with many families facing language, income, and mobility barriers.
- B.** Healdsburg, while small in population (approx. 11,000), reflects significant disparities in health, income, and education across its three census tracts. According to the 2021 Portrait of Sonoma and the Multicultural Center Report, provided by the City of Healdsburg, North Healdsburg experiences the lowest Human Development Index (HDI) in the city (5.84) and the shortest life expectancy (79.4 years). It also has the highest proportion of Latine community members, a group historically underrepresented in civic infrastructure investments and more vulnerable during emergencies due to language, income, and trust barriers.  
Demographic highlights:
  - a. Latine population: 27.82%
  - b. Renters: 42.9% of households
  - c. People with disabilities: 11.2%
- C.** Performance data from the Center's operations during past disasters highlights its effectiveness as a trusted relief hub. It served as a Local Assistance Center, an intake site, an emergency shelter, and a COVID-19 testing site. It has also been a hosting site for education workshops centered around preparedness and planning. This proposal builds on that history by funding infrastructure improvements that will enhance the Center's ability to deliver critical services in both every day and disaster scenarios, with particular emphasis on reaching underserved populations.
- D.** While qualitative data from community listening sessions has informed this proposal, there remain gaps in disaggregated data specific to emergency preparedness levels, service usage by race/ethnicity, and long-term recovery outcomes. Strengthening collaboration with CBOs on community-led research and evaluation efforts will be key to addressing these gaps.

**3. Community Engagement: How have communities been engaged? Are there opportunities to expand engagement?**

- a. Who are the most affected community members who are concerned with or have experience related to this proposal? How have you involved these community members in the development of this proposal?
- b. What has your engagement process told you about the burdens or benefits for different groups?
- c. What has your engagement process told you about the factors that produce or perpetuate racial inequity related to this proposal?

- A.** The development of this proposal was shaped after a year-long series of listening sessions with community members of Healdsburg and Northern Sonoma County, with particular emphasis on the voices of historically marginalized communities. These sessions were facilitated by On the Margins, Inc. through an initiative spearheaded by the Healthcare Foundation of Northern Sonoma County, and elevated the priorities, needs, and lived experiences of community members who have repeatedly faced barriers to disaster recovery, public health access, and economic relief (reference City of Healdsburg Multicultural Center Report).
- B.** Participants consistently highlighted the need for a trusted, bilingual space for both everyday services and crisis response. Themes emerging from engagement included language access, fear of displacement during disasters, lack of accessible information, and a desire for more culturally relevant programming. These insights helped guide the vision for a Multicultural & Resilience Center that centers the lived realities of the community. In addition to Corazón Healdsburg, the City of Healdsburg and several County departments, including the Department of Emergency Management and Office of Equity, have been engaged as implementation partners. This proposal reflects not only the community's feedback but also the County's broader commitment to equity-centered governance, under the Racial Equity and Social Justice Pillar.
- C.** While outside the scope of this proposal, opportunities remain to expand engagement through participatory evaluation processes and co-created programming decisions between the organizations operating out of the Center. These efforts will ensure the space evolves to meet the community's needs while reinforcing trust and collaboration.

**4. Analysis and Strategies: What are your strategies for advancing racial equity?**

- a. Given what you have learned from research and stakeholder involvement, how will the proposal increase or decrease racial equity? Who would benefit from or be burdened by your proposal?
- b. What are potential unintended consequences? What are the ways in which your proposal could be modified to enhance positive impacts or reduce negative impacts?
- c. Are there complementary strategies that you can implement? What are ways in which existing partnerships could be strengthened to maximize impact in the community? How will you partner with stakeholders for long-term positive change?
- d. Are the impacts aligned with your community outcomes defined in Step #1?

- A.** This proposal advances racial equity by investing in a facility that is both physically and culturally accessible to populations that have been historically underserved by traditional emergency infrastructure. By incorporating a multicultural lens into the design, signage, services, and programming, the Center will become a model for equity-driven resilience infrastructure in Sonoma County. The primary beneficiaries of this proposal include Latino community members, low-income families, undocumented individuals, and others who live or work in Northern Sonoma County and face systemic barriers to emergency services and civic participation. No burdens are anticipated from this investment. However, to ensure sustainability and avoid over-reliance on community-based partners, it will be essential to identify long-term funding and staffing strategies to enhance the County's emergency response organization.
- B.** Potential unintended consequences could include community frustration if infrastructure improvements are not matched by robust programming and operational funding. To address this, the County should collaborate with the City of Healdsburg and Corazón Healdsburg on sustainability planning and emergency/disaster operation agreements.
- C.** Complementary strategies include leveraging existing partnerships with DEM, COAD Sonoma County, and the Office of Equity; seeking grant opportunities for resilience building investments; and integrating the Center into broader county emergency frameworks. The proposed impacts are fully aligned with the proposal's original goals: to create an inclusive, resilient, and connected community space that supports both disaster response and day-to-day well-being.
- D.** Yes, the proposal is aligned with the stated goals of improving resilience, expanding access to culturally competent services, and deepening equitable emergency preparedness.

## 5. Implementation: What is your plan for implementation?

Describe your plan for implementation:			
<p>Upon Board approval, the County Executive Officer or designee will execute a funding agreement with the City of Healdsburg. The City will be responsible for managing the upgrades of the Abel De Luna Community Center, in partnership with Corazón Healdsburg. Work will focus on facility infrastructure enhancements that support resilience and community resource operations to support the Northern Sonoma County region.</p>			
Is this implementation plan:	Yes	No	I'm Not Sure
Realistic?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Adequately funded?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Adequately resourced with personnel?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Adequately resourced with mechanisms to ensure successful implementation and enforcement?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Adequately resourced to ensure on-going data collection, public reporting, and community engagement?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p><i>If the answer to any of these questions is no, what resources or actions are needed?</i></p> <p>The \$500,000 in District 4 Infrastructure Funds from the County of Sonoma will support many of the infrastructure improvements addressed, but likely not the entirety of the improvements needed. One area that remains underdeveloped is a mechanism for long-term public reporting and data collection. To ensure transparency and alignment with community priorities, additional tools, such as shared performance metrics and public dashboards, may be needed. Furthermore, engagement with community members during emergency response and recovery will be essential to track effectiveness and adjust services accordingly.</p>			

**6. Accountability and Communication: How will you ensure accountability, communicate, and evaluate results?**

- a. How will impacts be documented and evaluated? Are you achieving the anticipated outcomes? Are you having impact in the community?
- b. What are your messages and communication strategies that will help advance racial equity?
- c. How will you continue to partner and deepen relationships with communities to make sure your work to advance racial equity is working and sustainable for the long-haul?

- A.** The proposal does not provide a scope for impact monitoring as the facility is a resource of the City of Healdsburg. Accountability should be maintained through a joint implementation and evaluation process involving the City of Healdsburg and Corazón Healdsburg during the enhancements to the center. Regular reporting on progress, service access, and community engagement should take place. Metrics for success should include the number of individuals served, languages in which services are provided, and community satisfaction data gathered through community feedback mechanisms. Again, this is outside the scope of the proposal.
- B.** The proposal does not provide a scope for measuring communication strategies. However, prioritizing multilingual, culturally relevant outreach using trusted messengers and platforms, including in-person outreach, digital channels, flyers, and partnerships with ethnic media should be considered. Public education efforts will ensure community members know how to access services and resources provided in both emergency and non-emergency operations.
- C.** To ensure long-term sustainability, the County should support the development of formal agreements (e.g., MOUs) and funding streams that reinforce this capability role in other regional emergency infrastructure. Embedding racial equity goals into facility operations, and integrating community voices through advisory boards or program co-design, will help maintain accountability and allow the County to be responsive to evolving community needs.