



RACIAL EQUITY ANALYSIS

In November 2020, the [Board of Supervisors approved](#) the use of the Government Alliance on Race and Equity (GARE) [Racial Equity Analysis toolkit](#) for significant board items, which provided the questions listed here for your exploration. To eliminate racial inequities in our communities, the County of Sonoma continues to integrate explicit consideration of racial equity in decisions and in the development of our policies, programs, and budgets.

Board Item Date	8/12/2025
Board Item Name	Adoption of the General Plan 2020 Safety Element Update and New Environmental Justice Element
Department/Agency	Permit Sonoma <i>If this is an inter-departmental initiative, please identify a lead above.</i>
Person(s) Completing Analysis (Lead)	Katrina Braehmer, Supervising Planner

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

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

<input checked="" type="checkbox"/> Children and youth	<input checked="" type="checkbox"/> Health
<input checked="" type="checkbox"/> Community engagement	<input checked="" type="checkbox"/> Housing
<input type="checkbox"/> Contracting equity	<input checked="" type="checkbox"/> Human services
<input type="checkbox"/> Criminal justice	<input type="checkbox"/> Jobs
<input type="checkbox"/> Economic development	<input checked="" type="checkbox"/> Parks and recreation
<input type="checkbox"/> Education	<input checked="" type="checkbox"/> Planning / development
<input checked="" type="checkbox"/> Environment	<input checked="" type="checkbox"/> Transportation
<input checked="" type="checkbox"/> Food access and affordability	<input checked="" type="checkbox"/> Utilities
<input checked="" type="checkbox"/> Government practices	<input checked="" type="checkbox"/> Workforce equity
<input type="checkbox"/> Other _____	

a. The County is updating the Sonoma County General Plan 2020 Safety Element and developing a new Environmental Justice Element in advance of completing a comprehensive General Plan update to comply with state-mandated deadlines and new requirements. The General Plan is a planning and policy document that guides land use, physical development, and public action through a set of goals, policies, and implementation measures, organized by topical elements. The General Plan is intended to reflect community values, set the vision for future growth, and guide land use, housing, job creation, natural resource management, and social and economic equity.

b. Safety Element

The purpose of the Safety Element is to reduce the potential short- and long-term risks to the community resulting from fires, floods, geologic and seismic hazards, and climate change hazards. The proposed draft carries forward many of the policies from the 2014 Public Safety Element and includes new strategies to address new requirements (e.g. climate adaptation and resilience) and to incorporate ongoing and planned County department/agency work. The Safety Element Update includes a comprehensive set of goal, policies, and implementation measures to reduce risk and improve community safety.

The desired results and outcomes from adoption of the updated Safety Element are a set of realistic and actionable policies and programs that will guide County decision-making and investments over the next 3-8 years as the comprehensive General Plan update evolves and that will reduce the risks of damage, injury, or death from natural hazards. Implementation of the Safety Element Update will result in a more resilient Sonoma County because of County investments in advanced planning and risk reduction. Community members will be better equipped with the resources and institutional systems to adequately prepare for, respond to, and recover from emergency events, such as wildfire or flooding. The Safety Element Update will further provide a consistent framework for land use and development issues in hazardous areas and ensure the County's compliance with state and federal laws and regulations. Equitable community safety is an overarching goal in the Safety Element and reflected in the proposed policies and implementation measures.

Environmental Justice (EJ) Element

The purpose of the Environmental Justice (EJ) Element is to improve health in disadvantaged communities, which are low-income areas disproportionately affected by pollution and other environmental burdens. The EJ Element is required to identify disadvantaged communities in Sonoma County and develop policy and actions to reduce inequitable environmental impacts and prioritize improvements in those areas. In coordination with an advisory group composed of community voices, staff identified 22 disadvantaged community census tracts, proposed as the County's "Environmental Justice Communities." The EJ Element includes new goals, policies, and implementation measures to reduce unique or compounded health risks, prioritize improvements and resource access, and improve civic engagement in the public decision-making process.

The desired results and outcomes from adoption of the EJ Element are a set of realistic and actionable policies and programs that will guide County decision-making and investments over the next 3-8 years as the comprehensive General Plan update evolves and that will reduce health inequities stemming from environmental conditions. The EJ Element commits the County to prioritize the health and safety of disadvantaged communities through improvements across the following areas: pollution exposure, public facilities and promotion of physical activity, overall community health, food access, safe and sanitary housing conditions, and civic engagement and language access. Implementation of the EJ Element will increase access to environmental benefits, such as parks, and reduce barriers to community involvement in government decision making (see goals EJ-9 and EJ-10, and related policies and programs).

The proposed Safety and Environmental Justice Elements complement the County's Strategic Plan goals for racial equity and climate resilience, ensuring that policies and government decisions reflect both community needs and environmental conditions.

2. Data: What's the data? What does the data tell us? What is the "Why"?

- 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 proposed General Plan updates will benefit communities across the unincorporated county and across population groups. (Sonoma County General Plan policies only apply to unincorporated areas and not within city limits.) However, both elements include policies and programs that seek to elevate and address the needs of vulnerable and disadvantaged communities. As part of the Climate Change Vulnerability Assessment prepared for the Safety Element, staff prepared a social sensitivity index to identify where in Sonoma County there are concentrations of population groups that are systemically vulnerable to climate change based on physiological sensitivity to climate hazards (e.g. seniors or young children), the ability to prepare for, cope with or recover from climate hazard events (e.g. low-income households, communities of color, renters), or a combination of both. Using data from the U.S. Census, 2021 American Community Survey and the Center for Disease Control (CDC) PLACES Health Data (2021), the index identifies the distribution of populations made sensitive by systems in unincorporated Sonoma County using 23 population data indicators (including race and income status). The index map shows high sensitivity areas in south and southwest Santa Rosa, the Sonoma Valley, east of Cloverdale, along sections of the lower Russian River, and in northwest County. Most of these high-sensitivity areas are also identified as Environmental Justice Communities in the Environmental Justice Element. As mentioned earlier, EJ Communities are low-income areas (i.e. census tracts) that have disproportionate pollution and housing cost burdens. To achieve equitable outcomes, Safety Element policies and programs direct the County to prioritize systemically vulnerable communities, a term that is inclusive of high sensitivity areas and population groups identified by the index as well as EJ Communities. The EJ Element also includes policies and programs to prioritize improvements in EJ Communities.

Data from the U.S. Census Bureau American Community Survey indicates that approximately 30.3 percent of the Sonoma County population (including city residents) is Hispanic, 59.1 percent is White, 2.2 percent is Black/African American, 5.1 percent is Asian, 2.3 percent is American Indian/Alaska Native, 0.3 percent is Native Hawaiian and Other Pacific Islander, and 4.5 percent is two or more races. The racial demographics of individual EJ Communities vary,

but they generally have higher percentages of people of color than Sonoma County as a whole. The Environmental Justice Technical Report, prepared for and included as an appendix to the EJ Element, includes a table of demographic characteristics of each EJ Community, including race, age, education, and employment information.

b. People's health and opportunity are influenced by multiple factors, including their built and social environments. Analysis from the 2021 update of the Portrait of Sonoma County reveals that the County's overall Human Development Index (HDI) score, comprised of health, education and earnings measures, is 6.19 out of a maximum total score of 10.00. The HDI score for the four largest racial/ethnic groups are as follows: White 6.74, Latino 4.93, Asian 6.86, and Black 3.99. While Latino residents in Sonoma County experienced an increase in HDI from the 2014 Portrait of Sonoma County analysis, Black residents experienced a significant drop, from 4.68 to 3.99. Sonoma County's Black residents further have a lifespan ten years shorter than any other racial and ethnic group in the county and have lower educational attainment rates than the county average. These differences in scores highlight that socioeconomic and racial inequities are complex and can change over time and place for many reasons. Factors such as land use patterns, affordability of housing, immigration status, racial discrimination, employment stability and wages, language barriers, access to health care, and access to education, can be attributed to the differences in well-being scores among racial groups.

Historically, negative environmental impacts have disproportionately affected marginalized populations, including low-income communities and people of color. These communities often face a range of environmental burdens – polluted air, unsafe water, and contaminated soil and buildings – and they commonly have limited access to public resources. Disparities in environmental exposures and resource access are linked to poor health outcomes and can be traced to inequitably designed and applied governmental policies and actions, land-use planning trends, enforcement deficiencies, and lack of meaningful community engagement, among other reasons.

c. Demographic data is readily available through several sources, namely the U.S. Census. Demographics can be overlain with available data and information about where natural hazard risk is higher, where infrastructure and facilities exist or need improvement, and where and to whom resources are provided to identify disparities, track changes, and monitor trends over time. Issues addressed in the Safety and Environmental Justice Elements intersect with many other reports and plans prepared by County departments or agencies, for which quantitative and qualitative data has been collected and can be drawn upon.

d. The foundations of the Safety and Environmental Justice Elements are data-based findings that show differences in environmental and social vulnerabilities, exposures, and access to facilities and resources. Quantitative data can be used to map, measure, and track inequities across geographies and races; but hearing directly from affected communities and service providers can fill gaps in understanding and better illuminate barriers to access. To that end, community engagement that allowed staff to hear directly from communities that are most impacted was critical to developing effective policy for this effort and will continue to be important to measuring implementation performance. For a greater understanding of the issues, staff convened an advisory group ("the Equity Working Committee") composed of

trusted community voices with representation from across supervisorial districts and backgrounds to support development of equitable policy. Hearing from the Equity Working Committee and holding focus group interviews with community-based organizations that serve the County's most vulnerable and under-resourced communities provided insight into barriers to accessing resources and facilities (e.g. language access, distrust in government) and gaps in County services. These conversations, along with engagement completed for other recent county initiatives, continue to highlight the need for more consistent, thorough, inclusive, and equitable engagement with communities in need to accurately measure performance of County policies and programs. Specifically, conducting engagement in multiple languages, at flexible times, and in accessible locations will help the County reach underrepresented groups. Inter-departmental collaboration on engagement efforts would also help reduce outreach fatigue on similar initiatives and amplify opportunities for involvement.

3. Community Engagement: How have communities been engaged?

- a. What does the community need to know about this item?
- b. Who are the most affected community members who are involved with or have lived experience related to this proposal? How have you involved these community members in the development of this proposal?
- c. What has your engagement process told you about the burdens or benefits for different groups? (concerns, facts, potential impacts)
- d. What has your engagement process told you about the factors that produce or perpetuate racial inequity related to this item?
- e. What are ways to minimize any negative impacts (harm to communities of color, increased racial disparities, etc.) that may result? What opportunities exist for increasing racial equity?

a. and b. Since the project began in late 2022, staff has conducted extensive public engagement to identify and integrate community needs and values into draft policy. Staff engaged communities through a community advisory group, stakeholder focus groups, pop-ups at community events and community/neighborhood meetings, an online survey, and meetings with the County's eight Municipal and Community Advisory Councils.

A central component of engagement was the community advisory group, called the Equity Working Committee. At the beginning of the project, the County project team convened a group of 19 members of the public, with representation from all supervisorial districts and trusted local community-based organizations, to serve as community advisors to the Safety and Environmental Justice Element updates. The purpose of the Equity Working Committee (EWC) was to center the experiences of under-resourced and under-represented communities to develop more equitable policy. EWC members were selected through an application process and chosen for their experiences as community leaders with varied personal and professional expertise in community change advocacy, housing, emergency preparedness, conservation, and more. The project team held 6 meetings with the EWC since December 2022 to involve and collaborate with members on key decision points in the planning process for both the Safety and Environmental Justice Elements.

Other engagement activities were designed to provide a range of opportunities for people to communicate with staff and get involved. Across all activities, community input was accepted verbally at virtual or in person events and meetings, in writing by email or in person on comment cards, by dropping tokens in buckets to “vote”, and through responses to online or in person surveys. More than 930 people engaged with County staff across all engagement activities, noting that the number of participants was not collected for every activity. Staff attended 11 community events (such as the Sonoma Valley Emergency Preparedness Fair) and community/neighborhood group meetings (such as with the Russian River Promotoras) to meet people where they are and lower the barrier to participation. These “pop up” events and community meetings were chosen based on their location within EJ Communities and likelihood of attendance by underrepresented communities. Three focus groups were conducted with staff in County departments and agencies and three were conducted with external stakeholders, including representatives from trusted community-based organizations that serve Sonoma County communities. Over 550 people responded to the online survey focused on climate adaptation and resilience. Staff also attended meetings of the County’s eight Municipal and Community Advisory Councils during which staff heard from Council members and community members. Most engagement activities had informational and activity-related materials translated in Spanish, Spanish-speaking staff available, or live Spanish translation to ensure community members had the option to engage in a language they felt comfortable in. Staff also reviewed input from and summaries of engagement activities for different related strategies and plans (such as the Climate Resilience Comprehensive Action Plan, the Climate Resilient Lands Strategy, the Multi-Jurisdictional Hazard Mitigation Plan, the Community Wildfire Protection Plan, and the Office of Equity Language Access Plan and Community Engagement Toolkit).

c., d., and e. The following summarizes what County staff heard during community engagement about the burdens and needs of different groups, how County action or inaction has contributed to inequities, and ways to minimize negative impacts and increase equitable outcomes.

Key Engagement Findings Related to the Safety Element

- Overarching requests to invest more in preparation before disaster by developing relationships with communities most impacted by systemic inequities especially within the context of climate change. Specifically:
 - Community members wanted to see how the County had incorporated lessons from past disasters in order to better meet the needs of the community.
 - Community members wanted to see changes in emergency funding structures so that organizations with existing relationships to the communities most impacted by disasters would receive more funding, and organizations with no relationship to impacted communities would receive less funding, to better enable support getting to the communities most impacted.
- Support for improved processes that encourage transparency, bi-directional information sharing, accountability, trust, and increasing organizational capacity.
- Recommendations for more equitable emergency preparedness and response included:

- Reducing documentation burdens for emergency assistance
- Streamlining contracting processes for emergency response
- Changes to funding tracking and distribution
- Increased language accessibility
- Equity informed hiring practices and representation within County departments
- Investment in communications
- Increased training and oversight for workforce safety
- Disaster and hazard pay/financial assistance
- Culturally responsive safety spaces and evacuation support
- Updated policies for opening of resilience centers for single day extreme heat and cold

Key Engagement Findings Related to the Environmental Justice Element

- A strong call for equitable investment in infrastructure and environmental health improvements, especially in unincorporated areas with aging facilities, failing roads, and unsafe walking conditions.
 - Residents emphasized that their communities had been overlooked in prior planning efforts and requested that future funding decisions be based on historical underinvestment and current outcomes.
 - Community members asked the County to develop specific timelines and benchmarks for improvements in park access, drinking water infrastructure, and pedestrian safety in EJ Communities.
- Widespread concern about water quality and access for renters reliant on private wells and small water systems.
 - Residents described experiencing foul odors, discoloration, and sediment in their tap water, with no recourse due to landlord control of testing and treatment.
 - Stakeholders called for stronger enforcement mechanisms to ensure safe drinking water for renters, including proactive inspection, tenant notification, and financial support for system upgrades.
- Deep concern about housing conditions, displacement, and the potential for environmental improvements to accelerate gentrification.
 - Mobile home park residents and low-income renters reported substandard conditions, including mold, pest infestations, and heat exposure due to lack of insulation or shade.
 - Participants asked the County to adopt protections to ensure that upgrades to infrastructure or air quality would not result in rent increases or evictions.
- Recurring themes of distrust, civic exclusion, and lack of representation in County planning and environmental decisions.
 - Community members shared that they rarely received information about land use decisions, hearings, or environmental health risks in their area.
 - There was broad agreement that the County should fund organizations already embedded in EJ Communities to co-lead outreach and engagement, and limit contracts with organizations that lacked community ties.
- Requests for participatory decision-making processes and transparent, ongoing communication from the County.

- Recommendations included:
 - Creating participatory budgeting processes for infrastructure investments in EJ Communities
 - Providing updates on EJ Element implementation in plain language and multiple languages
 - Tracking outcomes by race, income, and geography to show whether EJ goals are being met
 - Including youth and renter voices in County advisory roles
- Desire for equity-informed approaches to air quality and pesticide exposure.
 - Residents near highways, industrial areas, and vineyards voiced concerns about particulate matter, truck traffic, and pesticide drift.
 - Requests included the establishment of buffer zones near homes and schools, real-time air quality alerts, and phase-out of high-toxicity pesticide use.
- Strong interest in neighborhood-scale climate adaptation investments that promote both environmental and social resilience.
 - Examples included cooling infrastructure, shaded gathering spaces, water-saving retrofits, tree planting, and energy assistance programs tailored to renters and mobile home park residents.
- Persistent language access and cultural responsiveness barriers.
 - While Spanish-language interpretation and materials were available, participants stressed the need for future engagement to include Indigenous language speakers and trauma-informed practices.
 - They also emphasized the importance of building relationships over time, rather than relying on one-time meetings or surveys.

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 your recommended actions increase or decrease racial equity? Who would benefit from or be burdened by your item?
- 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? If not, what will you change in order to create alignment?

a. The Safety and Environmental Justice Elements include a range of policies and programs designed to address structural inequities in public safety and environmental conditions and to advance racial equity and environmental justice in the unincorporated county. These strategies directly respond to the data and community feedback summarized in the Climate Change Vulnerability Assessment and Environmental Justice Technical Report. Of note, there are strategies designed to address inequities in each topic area in the Safety Element, and

there is a specific Equitable Community Safety topic area with numerous strategies for increasing equity in emergency preparedness and disaster response across Sonoma County.

Examples of strategies to increase equity in the Safety Element include:

- **Emergency Preparedness, Response, and Recovery:** Investment and building relationships within impacted communities, integrating Community Based Organizations that have relationships within impacted communities in disaster preparedness and response efforts, increasing community capacity and training, including multiple languages in disaster communications, exploring strategies for improving workforce safety during evacuations, and inclusive disaster recovery efforts.
- **Equitable Community Safety:** Providing resources for risk reduction in systemically vulnerable communities, coordinating with healthcare providers to augment care in socially vulnerable areas during and after emergencies, incorporating diversity, equity, inclusion, and belonging (DEIB) principles into emergency operations and planning, strengthening coordination between departments and agencies and increasing peak capacity of emergency services, promoting household awareness of preparation and supporting evacuation preparation for those with limited access to transportation, and culturally appropriate emergency communications.
- **Resilient Facilities and Infrastructure:** Empower isolated communities by expanding self-sufficiency resources, prioritization of emergency response capital improvements and maintenance where it will benefit the most people and systemically vulnerable communities, prioritizing equity in the capital improvement process, and expanding alternative channels of communication.
- **Flooding:** Supporting efforts to provide cost-effective strategies for reducing flood risk in low-income communities in non-urbanized areas, and prioritizing flood prevention efforts in areas with high flood hazard exposure and systemically vulnerable communities.
- **Sea Level Rise:** Consideration of impacts to systemically vulnerable communities in development of adaptation strategies.
- **Air Quality and Extreme Heat:** Broaden functionality and access to resilience centers beginning in systemically vulnerable communities, consideration of lowering the thresholds for resilience center activation, explore development of private employer programs for provision of hazard pay, and cooling strategies and refuges.
- **Drought:** Prioritize resourcing low-income water-vulnerable households.

Examples of strategies to increase equity in the Environmental Justice Element include:

- **Air and Water Quality:** Implementing land use buffers to reduce exposure to pollution, requiring health risk assessments for large projects in EJ Communities, and identifying ways to expand water testing and remediation accessibility for renters on private wells.
- **Parks and Public Facilities:** Prioritizing infrastructure investments in EJ Communities based on identified service gaps.
- **Community Health.** Promoting awareness of the social determinants of health and systemic inequities, strategically evaluating existing and proposed programs and services for impacts on health, and investing in community health data collection and evaluation.

- **Food Access:** Supporting community level food production and culturally responsive retail options in areas without healthy food stores, measuring food insecurity and need, exploring partnerships, and engaging with communities on their food needs.
- **Safe Housing:** Preventing displacement through code enforcement reforms, home rehabilitation and repair assistance, landlord accountability, and rental housing unit data collection.
- **Civic Engagement:** Reduce barriers to engagement through flexible planning and incentives such as stipends, working with community-based organizations to engage underrepresented communities, requiring community and culturally responsive outreach and engagement in land use decisions, and developing County staff training in racial equity.

b. While many policies and programs in the Safety and Environmental Justice Elements will apply countywide, some direct the County to prioritize highly climate-sensitive communities (as identified in the Climate Change Vulnerability Assessment) and Environmental Justice Communities in activities such as emergency preparedness engagement, funding opportunities, and infrastructure improvements. The intent of these policies and programs is to increase equitable outcomes by shifting systems to center communities on the margins. However, if applied too rigidly or without thoughtful consideration of impacts, this prioritization could inadvertently result in neglect of other households in need if they are not within the predetermined high-priority areas. This risk highlights the importance of inclusive planning from the start, and ongoing evaluation of impacts and need. Both proposed elements include actions for strategic data collection and analysis to inform decision-making to prevent uneven outcomes. The following policies are examples of ongoing assessment:

Policy SE-5g: Prioritize equity in the capital improvement plan process by engaging systemically vulnerable and underserved communities and using data to assess impacts and benefits.

Policy EJ-5b: Assess the County's existing and proposed policies, programs, and services affecting community health for equity and sustainability using data and community input. Consider community-specific needs in the development of policy, programs, and investments.

Policy EJ-5e: Periodically review the boundaries of Environmental Justice Communities and update as appropriate based on data and community input.

c. During community engagement, respondents consistently encouraged the County to leverage partnerships, particularly with community-based organizations, to maximize impacts. The proposed elements incorporate this recommendation through several policies and programs:

Policy SE-1d: Invest in building trust and relationships with community-based organizations to improve communication systems, address language access needs, and develop a shared understanding of community needs and resources available (such as legal or medical support, transportation, and evacuation or resilience centers) as a core strategy for emergency

preparedness. Assist with building community-based organizations capacity to support their community members during a disaster.

Policy EJ-5f: Continue to develop an integrated system of health services across the County organization. Partner with the cities and private, non-profit, and community-based stakeholders on programs and services that seek to improve health outcomes and well-being.

EJ Program 36: Establish guidelines for use by County departments and agencies for providing childcare and stipends for participants of community engagement events, and compensation guidance for community-based organizations supporting County engagement opportunities by incentivizing attendance and compensating participants for their time.

d. Yes, the expected impacts are aligned with the desired community outcomes in Step #1, which include building resiliency to climate impacts and natural hazards and improving public health impacts in a way that closes the gaps between community groups for greater equity.

5. Implementation: What is your plan for implementation?

Describe your plan for implementation:

Implementation of the Safety and Environmental Justice Elements will be coordinated across multiple departments and agencies, and integrated into Countywide strategic initiatives, such as climate resilience planning. Programs identified in the Elements are accompanied by an implementation matrix that specifies:

- **Responsible departments:** The “lead” and “supporting” departments or agencies (e.g. Permit Sonoma, Department of Health Services, Sonoma Public Infrastructure).
- **Timeframes:** Expected timeframe for completion (e.g. 1–3 years, ongoing, annually).
- **Metric:** The measurable outcome of the program.

The Safety Element includes 80 implementation programs to support the policies enumerated in safety topic areas of the element. Numerous policies and programs encourage structural change that supports implementation of emergency planning, preparedness, and response that is culturally responsive, and shaped by ongoing community input. Safety Element programs 17-28 are focused entirely on equitable community safety.

The Environmental Justice Element includes 41 implementation programs to support the policies enumerated in each environmental justice topic area. The County plans to prioritize early actions that build trust and deliver visible benefits in EJ Communities, such as improved community engagement tactics and public information accessibility. Community-based organizations will be key partners in implementation, with the County seeking opportunities to provide funding and technical support to those working on the ground in EJ communities where feasible.

The implementation programs also identify potential funding sources, such as specific grant programs, where applicable to help with funding identification.

Implementation must be adaptable, culturally responsive, and shaped by ongoing community input. County departments are expected to build internal capacity through continued staff training in racial equity, community engagement, and trauma-informed approaches.

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 type="checkbox"/>
Adequately resourced with personnel?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Adequately resourced with mechanisms to ensure successful implementation and enforcement?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Adequately resourced to ensure on-going data collection, public reporting, and community engagement?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If the answer to any of these questions is no or unsure, what resources or actions are needed?

The actions in the Elements were primarily designed to leverage improvements to and expansions of existing efforts across the County's departments and agencies to make progress toward identified goals without significant additional resources. Some implementation programs require additional resources and would not be started until funding was identified. Ongoing changes to federal funding programs may impact the County's budget and funding opportunities in upcoming years. During the comprehensive General Plan Update, the Safety and Environmental Justice Elements may need updates to reflect changing priorities and funding feasibility.

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

- How will impacts be documented and evaluated? Are you achieving the anticipated outcomes? Are you having impact in the community?
- What are your messages and communication strategies that will help advance racial equity?
- 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., b., and c. Currently, staff reports on General Plan implementation progress through an annual report that is transmitted to the Board of Supervisors and Planning Commission. These reports are made available to the public through publication on Permit Sonoma's [website](#). To increase accountability and transparency, staff will explore new strategies to keep the public informed on progress toward County commitments, including but not limited email notices, press releases, webinars, and attending community events.

Metrics were added to the implementation matrices for the Elements to provide a measure of evaluation of program outcomes and a basis for accountability. Proposed policy directs the County to evaluate equity outcomes in infrastructure projects and capital improvements, collaborate with community-based organizations and community members in planning and disaster response efforts, empower and build capacity in impacted communities, and include

multiple languages and communication channels for emergency communications and engagement efforts. Further, using anti-racist results-based accountability (AR-RBA) as the evaluation framework for these activities would ensure results-focused and data-driven decisions. The following program examples illustrate how the Elements make structural changes to County practices for more inclusive representation, transparency and accountability, and ongoing collaboration:

Safety Element Program 22: Continue to integrate Diversity, Equity, Inclusion, and Belonging (DEIB) principles into Emergency Operations Center (EOC) operations through the EOC Management positions of Equity Officer and Access and Functional Needs Coordinator, in alignment with the Sonoma County Strategic Plan Racial Equity and Social Justice Pillar for departments engaged in emergency and safety related and post-disaster recovery programs.

Safety Element Program 27: Address language and accessibility barriers to emergency alert programs and emergency preparedness resources by ensuring County emergency response operations follow the County of Sonoma's Language Access Plan and require that contractors hired by the County follow the County's Language Access Plan.

EJ Element Program 35: Design a community engagement checklist consistent with and complementary to the County's Community Engagement Toolkit prepared by the Office of Equity that acts as a guide containing best practices and options for choosing outreach and engagement opportunity locations, times, incentives, and accessibility features.

EJ Element Program 37: Supported by the Office of Equity, County departments implement the County's Language translation services for their clients, among other actions identified in the Implementation Plan, to improve access to County services and programs and increase engagement with non-English speaking community members.

By embedding these mechanisms into County operations, the Safety and Environmental Justice Elements create an achievable framework for advancing racial equity in public safety and environmental regulations over time.