

# COUNTY OF SONOMA RACIAL EQUITY ACTION PLAN

<b>Result Statement</b> (Goal)	All County staff, especially staff of color, feel a sense of belonging and are supported to achieve their career goals within the County organization.		
<b>Internal Indicators</b> (Barriers)	County management is not representative of the racial demographics of Sonoma County.	Staff of color report disproportionate dissatisfaction levels with management practices.	
<b>Hot Roots</b> (Whys)	There are few mechanisms supporting managers in hiring and promoting qualified staff members of color to leadership levels.	Management practices do not reflect sufficient capacity, skill sets, and/or interest to contribute to the empowerment of staff, especially staff of color.	The County system values productivity over the impact that working conditions have on people, especially staff of color.
<b>Strategies &amp; Sub-Strategies</b>	<p><b>Strategy 1: County creates capacity for equity work and expands pipelines for hiring and career advancement.</b></p> <p><b>a.</b> Department Heads create staff capacity to operationalize equity work by: 1) Designating a Core Team 2.0 Liaison, and 2) Creating equity positions, or 3) Redirecting capacity of existing staff.</p> <p><b>b.</b> OOE creates and convenes Core Team 2.0 to lead the implementation of the Plan across departments.</p> <p><b>c.</b> Department Heads support and include in annual operational budgets resources to support professional and leadership development opportunities to reach all staff, especially staff of color.</p> <p><b>d.</b> Central HR conducts an assessment of County job descriptions and hiring practices, and engages in a codesign process to remove barriers and elevate the value of lived experience.</p>	<p><b>Strategy 2: County offers support and creates accountability for management at all levels to develop an understanding of racial equity principles and practices.</b></p> <p><b>a.</b> All managers actively participate in learning and training spaces about racial equity principles and practices.</p> <p><b>b.</b> Department Heads, supervisors, and managers are evaluated on their competencies on racial equity principles and practices.</p>	<p><b>Strategy 3: County invests in data collection and reporting systems to drive change that is responsive to staff experiences.</b></p> <p><b>a.</b> Central HR publishes disaggregated data on recruitment, hiring, promotions, and turnover rates of employees.</p> <p><b>b.</b> Central HR conducts a standard employee survey that consistently collects data on staff experiences, in particular around belonging and career advancement.</p> <p><b>c.</b> All Managers learn how to apply Anti-Racist Results-Based Accountability (AR-RBA) methodology to address racial inequities from survey data.</p> <p><b>d.</b> County institutionalizes spaces for healing, belonging, and connection.</p>
<b>Headline Better-Off Measures</b> (Accountability)	<ul style="list-style-type: none"> <li>Percentage of staff hired and promoted into management positions.</li> </ul>	<ul style="list-style-type: none"> <li>Percentage of Department Heads, supervisors, and managers implementing anti-racist practices.</li> <li>Percentage of staff who see management taking new kinds of actions in service of equity.</li> </ul>	<ul style="list-style-type: none"> <li>Percentages of staff retention and turnover.</li> <li>Percentage of staff who feel like the County is offering a positive space to support their work and well-being.</li> </ul>