



SUMMARY REPORT

Agenda Date: 6/6/2023

To: Board of Supervisors

Department or Agency Name(s): Office of Equity

Staff Name and Phone Number: Alegría De La Cruz 707-565-8709

Vote Requirement: Majority

Supervisory District(s): Countywide

Title:

Second Amendment to Equity & Results Professional Services Agreement

Recommended Action:

Authorize the Department Head to execute second amendment to the agreement with Equity & Results to extend contract term from June 30, 2023 to June 30, 2024.

Executive Summary:

On June 8, 2021 the Office of Equity entered into a contract with Equity & Results, LLC for a Racial Equity Learning Program and to apply a Results Based Accountability model to track internal and external progress in addressing disproportionate outcomes using a set of specific indicators and metrics. Equity & Results uses antiracist principles to transform how systems work and strategically disrupt common practices that perpetuate inequities and replace them with actions that address the root causes of the problem and lead to improved outcomes. On April 19, 2022 the board approved the first amendment to increase the not-to-exceed amount of \$391,900 financed with both ARPA funds and one time General Fund resources, and to add an additional scope of work.

The Office of Equity now requests to amend the existing contract to extend the contract term from June 30, 2023 to June 30, 2024 in order to complete the scope of work outlined in the professional services agreement. □

Discussion:

On June 8, 2021 the Board approved a contract with Equity & Results, LLC to support the development of a Racial Equity Learning Program and to apply an Anti-Racist Results Based Accountability model to track internal and external progress in addressing disproportionate outcomes using a set of specific indicators and metrics. On April 19, 2022, the Board approved a First Amended Contract to expand the scope of work to address new work related to the American Rescue Plan Act (ARPA) for a new total amount not to exceed \$431,275 financed with ARPA funds and one-time General Fund resources. □

The work with Equity & Results has resulted in a trained cohort of Office of Equity Core Team members who have created plans for implementation of Anti-Racist Results Based Accountability methodology to support equity work in their respective departments, and, in our work with our partners at Upstream Investments in the Human Services Department, a clear path towards County-wide implementation. □

There are still several unused hours in the contract due to delays caused by the COVID pandemic, including

travel restrictions, illness, and other delays. The need for technical assistance and other support to ensure successful County-wide implementation of the Anti-Racist Results Based Accountability methodology continues, however, and this amendment will ensure that all previously programmed hours are fully utilized. There are no other changes to the substantive scope of work required. The work still to be performed under the contract should the extension be approved is entirely allocated from the general fund, and not under the ARPA program.

Strategic Plan:

This item directly supports the County's Five-year Strategic Plan and is aligned with the following pillar, goal, and objective.

Pillar: Healthy and Safe Communities

Goal: Goal 2: Establish equitable and data-driven distribution of services

Objective: Objective 3: Identify and eliminate data gaps for underrepresented groups, and collaborate with the community to implement measures to mitigate the negative impacts caused by the lack of access to services by racial and ethnic groups that are disproportionate

Pillar: Racial Equity and Social Justice

Goal: Goal 4: Engage community members and stakeholder groups to develop priorities and to advance racial equity.

Objective: Objective 2: Collaborate with community members and stakeholder groups to develop racial equity strategies for County emergency response, economic recovery and resiliency planning efforts.

Pillar: Racial Equity and Social Justice

Goal: Goal 4: Engage community members and stakeholder groups to develop priorities and to advance racial equity.

Objective: Objective 3: Begin implementing strategies for regular community engagement to guide racial equity efforts.

Pillar: Racial Equity and Social Justice

Goal: Goal 1: Foster a County organizational culture that supports the commitment to achieving racial equity.

Objective: Objective 4: Develop a shared understanding of key racial equity concepts across the County and its leadership

Racial Equity:

Was this item identified as an opportunity to apply the Racial Equity Toolkit?

No

Prior Board Actions:

July 27, 2021, American Rescue Plan Act Funding Plan.

June 8, 2021, Professional Services Agreement with Equity & Results, LLC, to provide consulting services in the development of Racial Equity Learning Program, equity metrics, and resulting action plans.

Agenda Date: 6/6/2023

April 19, 2022 First amendment to the agreement with Equity & Results to increase contract total to a not-to-exceed amount from \$391,900 to \$431,275.

FISCAL SUMMARY

Narrative Explanation of Fiscal Impacts:

No fiscal impacts are expected from the professional services term extension, as the total hours and funding will remain the same through June 30, 2024

Narrative Explanation of Staffing Impacts (If Required):

N/A

Attachments:

Second Amendment

Related Items "On File" with the Clerk of the Board:

None