



Racial Equity Analysis

Board Item Date	December 16, 2025
Board Item Name	Emergency Operations Plan
Department/Agency (Lead)	Department of Emergency Management
Person(s) Completing Analysis	Mike Main

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

- a. What is the program or policy decision under consideration?

The program under consideration is the update to the Emergency Operations Plan for the County/Operational Area from the 2022 to the 2025 version as part of its 3-year review cycle.

- b. What are the desired results (in the **community**) and outcomes (within your own **organization**)?

The intended results include a total plan update/refresh to include community and public safety partner input and feedback to ensure the plan meets the needs of all partners in a disaster. While the plan is public-facing and accessible, it is not intended to direct the public what to do in emergencies and disasters. That information is available through our Preparedness Division and on our SoCoEmergency.org website. This plan provides a framework and high-level guidance on how the County responds to disaster situations and the systems in place to support coordination and collaboration through the emergency management cycle.

- c. What does this proposal have an ability to impact?

- Alert & warning
- Community engagement
- Community preparedness
- Coordination / response
- Department practices
- Emergency planning
- Grants administration
- Hazard mitigation
- Other:

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?

The plan considers the entire population of Sonoma County and the Operational Area, which includes all cities, towns, and unincorporated areas within the County. Demographic information is included in Section 1 of the plan to highlight the diverse population of Sonoma County and their unique needs.

County population of 485,375 (2024)

2020 Census demographics.

White (Non-Hispanic) 285,792 / 58.5%

Hispanic or Latino (any race) 141,438/ 28.9%

Two or More Races (Non-Hispanic) 24,599/ 5.0%

Asian (Non-Hispanic) 22,239/ 4.5%

Black or African American (Non-Hispanic) 7,125/ 1.5%

Native American / Alaska Native 3,053/ 0.6%

Population of English speaking at home – 341,113 / 73%

Population of other language speakers at home – 122,563 / 26.4%

Population of Spanish speakers – 89,575 / 19% with 47.7 percent reporting limited English proficiency

- 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?

In and following disaster situations, we recognize that there are disproportionate impacts and additional difficulties in recovering for certain segments of the population, to include low-income, unhoused, and persons with access and functional needs. Additionally, Sonoma County has a significant immigrant and migrant population which requires special considerations during emergency incidents for messaging, access to resources, and recovery.

- c. What performance level data do you have available for your proposal? This should include data associated with existing programs or policies.

All real-world incidents that occur in Sonoma County, including floods, wildfires, winter storms, and heat waves, provide information and data to substantiate the plan or highlight areas that need to be improved based on the response actions taken. After actions reports and improvement plans help drive revisions to the EOP as well as partner feedback.

- d. Are there data gaps? What additional data would be helpful in analyzing the proposal? If so, how can you obtain better data?

Inevitably, there will be data gaps when considering the entire population. It would be helpful to have a better understanding of “transient” populations, whether those be tourists, migrant workers, or the unhoused. This data can be potentially obtained through partners in the non-profit community, the tourism sector, and Department of Health Services.

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?

As part of the review process, we have set up a series of community and public outreach and feedback sessions in each Supervisorial District and virtually to allow members of the public a chance to provide feedback and input on the plan. Additionally, we are holding a session specifically for community-based organizations and partners to engage with service providers and community advocates.

- b. What has your engagement process told you about the burdens or benefits for different groups?

There are many unique needs and perspectives when it comes to emergency response and recovery and the needs of each individual community can vary greatly. The plan has to take into account these different perspectives to ensure equitable treatment and access to resources for everyone experiencing disaster impacts or recovering from disaster.

- c. What has your engagement process told you about the factors that produce or perpetuate racial inequity related to this proposal?

The engagement process has shown that most people who sign up for these community meetings are English speaking/non-Latinx. This raises the voices of those who have the means to engage in the process over those who do not. In the current political climate, it is understandable that there may be a mistrust in government meetings and gatherings and a reluctance to participate.

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?

The EOP outlines the County’s emergency response process and procedures, acknowledging the

different groups and communities that may need special considerations or require additional assistance in disaster situations. This plan intends to increase racial equity by ensuring response and recovery processes and procedures take into account the needs of all individuals impacted by a disaster and the special needs and considerations of each group. The entire County would benefit from this proposal as it strengthens the ability for the County to respond and recover from any disaster.

- 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?

Our partnerships with community-based organizations, faith-based communities, the Community Organizations Active in Disaster (COAD), and other local community groups help us build a stronger culture of preparedness within the County while serving as conduits of information (both pushing to their respective populations and collecting feedback and input from them) to help shape and influence future iterations of the EOP.

- d. Are the impacts aligned with your community outcomes defined in Step #1?

Yes, community feedback is invaluable when writing and designing emergency plans.

5. Implementation: What is your plan for implementation?

The draft EOP has gone through internal review before being pushed out to the public. A series of seven community feedback sessions were held, one in each Supervisorial District, one virtual, and one for our community-based organization partners. The plan was then sent to our Operational Area partner list of over 250 public safety and community contacts for review and comment. Comments were incorporated into the plan then sent to the Director and Emergency Council for approval, and then will be presented to the Board of Supervisors for final signature and implementation.			
Realistic?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Adequately funded?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Adequately resourced with personnel?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input 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"/>
<i>If the answer to any of these questions is no, what resources or actions are needed? N/A</i>			

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?

Impacts will be documented and evaluated following disaster situations using after actions reports, lessons learned, and community feedback to understand areas or gaps within the plan and how we can better address them in future revisions of the document. The final plan will be shared publicly on the DEM website and with all Operational Area partners to reference and use as needed. The plan creates a more unified and effective response among different partners and departments, directly impacting our ability to support the community through all phases of a disaster.

- b. What are your messages and communication strategies that will help advance racial equity?

DEM utilizes our Preparedness Division to lead the community outreach efforts for disaster preparedness and reaching diverse populations by working with community-based organizations, faith-based groups, and established community leaders. Their efforts promote readiness activities in all communities, establishing emergency plans before a disaster, and preparing yourself and your family for the potential need to evacuate during an emergency. Our Alert & Warning program also ensures that all emergency messaging is pushed out in both English and Spanish to reach a wider audience that may not be proficient in a single language. Working with our Communications Office, information on the EOP and other emergency management initiatives are shared on both DEM and County social media pages in both languages.

- 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?

Our community-based organizations and partners are a vital part of our emergency management program. We will continue to incorporate them into trainings and exercises to ensure we maintain strong relationships and build new connections to harder to reach populations. Our Preparedness Team is building new capacity in the local communities with

their Community Emergency Response Team (CERT) trainings that are being offered in both English and Spanish to any interested individuals or community groups. We are always looking to develop new relationships and utilize the skills and abilities of our local community organizations to promote emergency preparedness and disaster readiness programs and information.