

Equity Ad-Hoc Committee Quarterly Update

July 2022

Purpose and Scope

The purpose of the Equity Ad Hoc is to guide the Office of Equity's (OoE) work plan. As part of this scope, the Ad Hoc will provide input on development of OoE's Values, Mission, and Vision statements. The Ad Hoc will return to the full Board by the end of this calendar year with recommendations on the Values, Mission, and Vision statements and work plan.

Ad Hoc Members

Supervisor James Gore
Supervisor Lynda Hopkins

Attendees

County Staff

- Office of Equity (lead)
- County Administrator's Office
- County Counsel
- As-needed subject matter support may also be provided by other departments and staff

Meetings Held

6/28/2022 – Agenda topics: Approve Scope and Purpose of Ad Hoc Committee; review 18-month Work Plan; provide update on work and additional areas in which the OOE has been directed to provide support; and review timeline and process for upcoming Board trainings; propose and approve schedule of meetings for fall to develop proposed presentation to the full Board of Supervisors in December, 2022.

7/14/2022 – Agenda topics: Review and Comment on draft Values, Vision, and Mission and provide recommendations on outreach strategy; provide update on work and additional areas in which the OOE has been directed to provide support.

Status

The Equity Ad Hoc first met on June 28, 2022. During the 50 minute session, the Office of Equity reviewed the work proposed and approved in the Director's 18-month Work Plan, and shared the progress being made by staff and Core Team members so that Board members and County colleagues are familiar with all efforts and opportunities to collaborate. In addition, the Office of Equity described the 3 paths of work before the Core Team after the close of the Racial Equity Learning Foundations work from this past fall and spring in facilitated and support racial affinity groups. Core Team members have chosen one or more of the following opportunities:

- Train the Trainer: Three-day intensive learning experience conducted in early June, 2022. Core Team members learned basic tools and techniques used to help facilitators navigate and lead conversations about racial equity and racism in groups. We will continue to meet

with trainees over the summer to co-design and deliver trainings to County Department Heads and Elected Officials in October.

Results-Based Accountability began in May, 2022 and continues through October, 2023: This rigorous and data-rich seven-step process is designed to achieve equitable outcomes. It begins by teaching participants about impact and then backs into solutions that focus on addressing the roots of inequities and requires decision-makers to ask whether Black, Indigenous and communities of color are better off in response to those solutions.

- Core Team Steering Committee, not yet convened: The Steering Committee is to be an activated and engaged group, working as the heart of the Core Team and designed to keep the pulse of our County community and be responsive to the needs of County leadership, departments, and community. The Steering Committee will work to co-develop the Racial Equity Action Plan and then to implement the Plan throughout the County. The Steering Committee will also help finalize the values, vision, and mission statement of the OOE. We are currently developing an intentional selection process that is grounded in Anti-Racist principles.
- This Ad Hoc session concluded with setting forth a proposed schedule and receiving input on the design for training cohorts for upcoming Board of Supervisor and Department Head Racial Equity Foundations training and for a leadership workshop on the Racial Equity and Social Justice pillar.

The Equity Ad Hoc met for the second time on July 14, 2022. During the 50-minute session, the Office of Equity reviewed the process and outcomes on the Office's current draft Values, Vision, and Mission and sought recommendations for the Office's outreach strategy to work with community based organizations and leaders to seek input on the draft Values, Vision, and Mission statements. Supervisors suggested reconvening the ARPA Equity Work Group members and recognized the importance of Supervisors' inviting Native American governments and organizations and other local government organizations to participate in the direction of the Office of Equity's work.

Upcoming Meetings

- August 23, 2022

Fiscal Update

ARPA Projects	Board Date	Amount
Community Engagement Workshop and Staff Recommendations	Summer, 2023	\$400,000
Language Access and Justice Workshop and Staff Recommendations	Summer, 2023	\$310,000
Culturally Responsive Disaster Response & Recovery: The Unified Recovery Program	Summer, 2025	\$360,000

With American Rescue Plan Act funding, the Board of Supervisors made significant investments to develop the County's equity infrastructure, including approving investments in a Community Engagement Plan, a Language Access and Justice Policy and Plan, and in a Culturally Responsive Disaster Response and Recovery Program. The Office of Equity will play a leadership role in each of these efforts in the coming months and years, yet corresponding requests for ongoing staff resources and administrative costs for the Office of Equity's operations have not been approved. The Office will continue to make requests for both General Fund and Strategic Planning funds to support its ongoing needs.