OFFICE OF EQUITY
COUNTY OF SONOMA

Sonoma County Boards and Commissions Plan

Strategy Area	Strategy	Implementation Year(s)	Responsible Partner Department(s)	Fiscal Analysis
1. Hiring and Professional Development	1.1 Hire a permanent Community Engagement Manager position	Ongoing	*OOE*	Yes, the salary and benefits cost is $161,628 for FY 24-25.
	1.2 - Designate new funds for multilingual translation and create/hire a translation and interpretation team to support all Departments, Boards, and Commissions (Included in Draft Language Access Plan, coming to Board in May 2024)	Dependent on the Language Access Plan	*OOE*	*NA*
	1.3 – Provide training to prepare staff for co-design with community	Ongoing	OOE, Health	NO
	1.4 - Increase and clarify expectations for County staff related to Community Engagement practices	Ongoing	OOE, CAO	NO
	1.5 - Allocate and track community engagement resources	Ongoing	OOE, CAO	NO
	1.6 - Develop cross-departmental, centralized community engagement resources for County staff	Ongoing	OOE	NO
2. Policies and Procedures	2.1 - Implement consistent stipend policies across County departments (ex: internal stipend policy, CBO MOU policy)	Year 2	OOE, Auditor, CAO	NO
	2.2 - Implement consistent public meeting policies and approaches. (Ex: Childcare, food, language, location, and time)	Year 2 and ongoing	OOE,HR	NO
	2.3 - Apply existing Racial Equity Analysis policy to assess impact of community engagement work on communities most impacted by systemic inequities	Ongoing	OOE, CAO	NO
3. Training and Collaboration	3.1 - Conduct multilingual community education workshops on local government systems 101	Ongoing	OOE, CAO	NO
	3.2 Create cross-departmental peer learning cohorts for County staff who do Community Engagement	Ongoing	OOE	NO

	3.3 - Conduct training with leaders of public-facing committees on promoting equitable engagement	Ongoing	OOE	NO
4. Accountability	4.1 - Implement accountability mechanisms to ensure for equitable access and impact	Ongoing	OOE, Upstream	NO
	4.2 - Assess language accessibility of County's public facing documents/communications and provide ongoing support (Included in Draft Language Access Plan, coming to Board in May, 2024)	Dependent on the Language Access Plan	OOE	NA
	4.3 - Evaluate the impact of each year of the Racial Equity in Sonoma County Boards and Commissions Plan by applying the Anti-Racist Results-Based Accountability model, which includes identifying "better-off" measures for racial equity impact	Ongoing	OOE	NO
	4.4 - Integrate Racial Equity Analysis results into continued community engagement implementation work	Ongoing	OOE, CAO	NO
	4.5 - Update Racial Equity and Social Justice Strategic Plan Pillar informed by the recommendations, strategies, and learnings of the community engagement implementation	Ongoing	OOE, CAO	NO
5. Opportunities for Equitable Community Governance	5.1 - Strengthen existing governing bodies (Boards and Commissions) to better represent the community	Ongoing	OOE, CAO	NO
	5.2 - Conduct an assessment of Boards and Commissions processes around recruitment, selection, stipends, and collection of demographic information	Year 1	OOE, CAO	YES, 150K in for FY 24-25, is needed for consultant to conduct an assessment of all Boards and Commissions.
	5.3 - Increase transparency and consistent practices for Boards and Commissions to improve equitable representation	Ongoing	OOE, CAO	NO
	5.4 - Lead and resource ongoing racial equity/community engagement training series for Board members	Ongoing	OOE	YES, 15K in FY 24-25, is needed to hold regular meetings, facilitate training, and other administrative costs. Yearly request.