



County Administrator's Office
Human Resources Department

Office of Equity

July 7, 2020





Agenda

- Why Equity is important
- County efforts and Equity work to date
- Equity as a new Strategic Plan Priority
- Office of Equity recommendations
- Shared Administrative Management and Estimated Budget
- Recommended Actions/Next Steps
- Questions/Discussion





Why Equity Should Be a Priority for Local Government

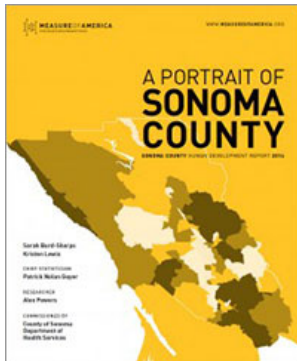


- History has shown how government has instituted laws, policies, procedures that have led to institutionalized disparate impacts on people of color
- Control and allocate policies and resources
- Rapidly changing demographics
- Leading with Racial Equity
- Race and Place predict outcomes – economic, education, and health
- Improved outcomes uplift entire community



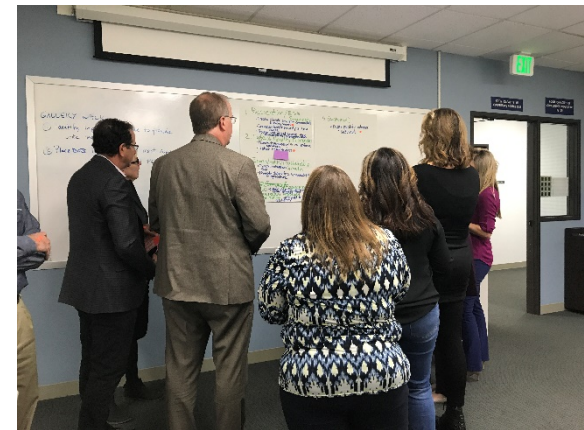
Starting the Path Towards Equity Work

- Health Action and Portrait of Sonoma
- Upstream Investments
- Human Resources diversity and inclusion strategy
- Departmental training
- Government Alliance on Race and Equity (GARE) membership and training
- Sonoma County Racial Equity and Alliance Leadership (SoCoREAL)
- Sonoma County Latinx Employee Resources Network (SoCoLERN)



Racial Equity and Social Justice as New Strategic Plan Priority

- January 2020 Strategic Planning Session – Racial Equity and Social Justice is identified as new strategic planning pillar
- Steering Committees developed
- Collective efforts coordinated
- First Step towards strategic priority – today's recommendations
- Much more work to come





Evaluation

- King County (Seattle), San Francisco, and Multnomah County (Portland), Marin, Santa Clara
- Special Office located in County Administrator's Office vs. new department
- Leverage resources if possible
- Initial staff





Office of Equity

- Central hub to lead County's efforts towards achieving equity and improving community outcomes
 - Works collaboratively with departments and community to evaluate policies and procedures
 - Policy recommendations aimed at closing gaps related to disparities
 - Build infrastructure to ensure policies are evaluated with an equity lens
 - Develop and implement change management and practices around racial equity
- Carries out the Equity and Social Justice Strategic Plan objectives
- New department led by an Equity Officer
- Appropriate staff and resources to support the work



Shared Administrative Management Services

- Ensure sufficient resources for smaller departments
- Increase capacity to focus on mission goals
- Management level support
- Admin Manager located at CAO



CAO/BOS

60%

Office of
Equity

20%

IOLERO

20%

Administrative Management Services

- Budget
- Personnel
- Contracts
- Invoices
- COOP
- Safety
- Recruitment
- Procurement
- Payroll
- General Office





Preliminary Budget

- Board approved **\$500K** from contingency
- **3.0** FTES
- Equity Officer annual salary range: **\$136K-\$165K**
- Assumes **3%** salary and benefit increase per year
- Leased office space
- Up to **\$175K** savings due to recruitment processes

	FY 20-21 <u>Annualized</u>	FY 21-22 <u>Projected</u>	FY 22-23 <u>Projected</u>
Equity Officer	\$279,833	\$288,228	\$296,874
Program Support	\$162,980	\$167,870	\$172,906
Administrative Aide	\$133,331	\$137,331	\$141,451
20% Admin Mgr	\$41,971	\$43,230	\$44,527
Sub-Total	\$618,115	\$636,659	\$655,758
Leased Office Space	\$37,950	\$37,950	\$37,950
Services & Supplies	\$100,000	\$100,000	\$100,000
Sub-Total	\$137,950	\$137,950	\$137,950
TOTAL	\$756,065	\$774,609	\$793,708





Next Steps

- Appoint Interim position to focus on COVID-19 equity impacts and other preliminary equity work
- End of July:
 - Establish new Equity Officer job classification
 - Approve recruitment plan
 - Approve position allocations and budget for Office
 - Adopt Resolution establishing the Office of Equity
- Work towards Equity and Social Justice Strategic Priority continues





Recommended Actions

1. Approve staff recommendation to establish new Office of Equity as new County department;
2. Direct staff to return to the Board end of July to solidify positions and budget, and develop resolution to establish Office; and
3. Direct staff to start process to find Interim position to act as Equity Officer.





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