



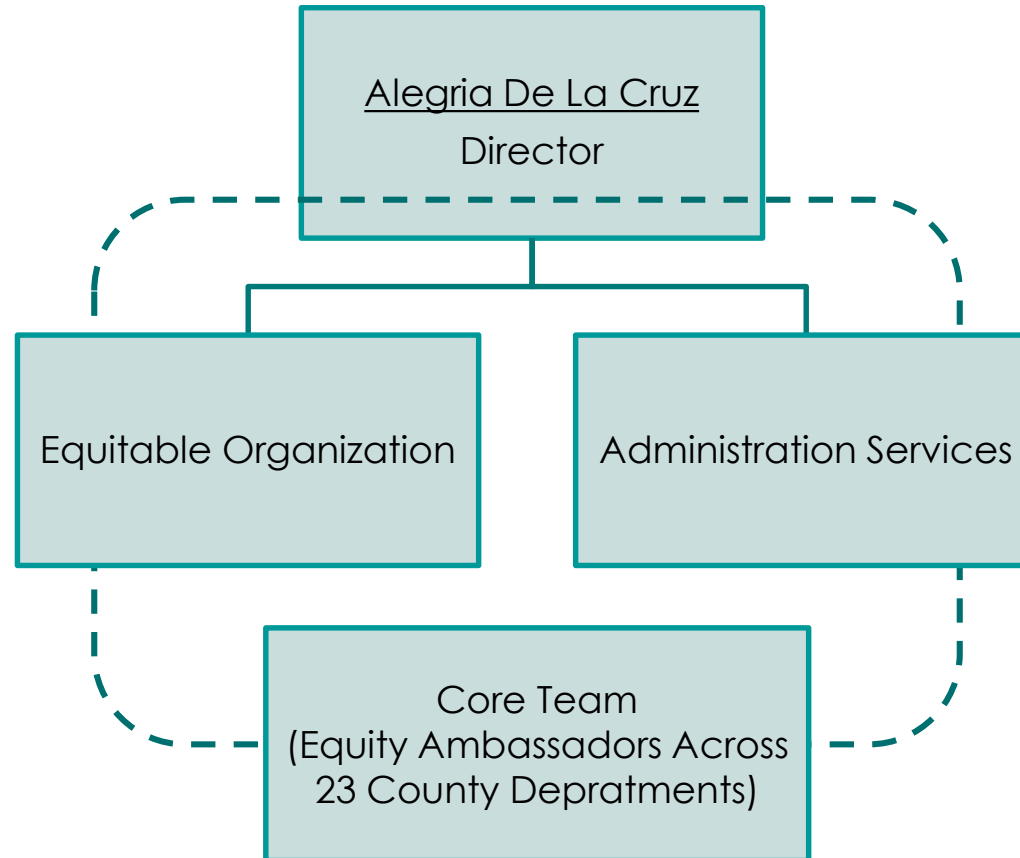
Office of Equity FY 2021-22 Recommended Budget

Picture by: Cheryl Holt



Department Overview

	Budget	FTE
FY 2020-21 Adopted	\$616,229	2.0
FY 2021-22 Recommended	\$738,083	2.0
Net Change	\$ 121,854	0.0



Departmental Sources

FY 2021-22 Revenue Sources	
General Fund Contribution	\$ 738,083



Departmental Expenditures

FY 2021-22	Budget	FTE
Equitable Organization*	\$541,807	1.0
Administration Services	\$196,276	1.0
Total	\$738,083	2.0

*Additional position currently on loan from CAO. Position will be made permanent in 2020-21 per Board direction when department was created.



Key Operational Challenges and Opportunities

- Need for investment in ongoing learning, development, and evaluation.
- Need for expanded data and coordination capacity to support the Core Team, the Portrait of Sonoma, and creation of County-wide Equity Metrics and Action Plan.



Key Operational Challenges and Opportunities, Continued

- By design and with intention, the success of the Office of Equity depends on the collaboration of County departments, with participating Equity Ambassadors in our Core Team, to embed equity in their service areas and operations. Widespread County Departments' commitment to equity is needed in order to successfully and effectively operationalize equity efforts across the organization.



Strategic Plan Alignment - Pillars

OoE is working 2 of 5 pillars as follows:

- Racial Equity and Social Justice
- Healthy and Safe Communities

Strategic Plan Alignment – Objectives

- Invest in an ongoing racial equity learning program for County leadership and staff by end of 2021.
- Develop a shared understanding of key racial equity concepts across the County and its leadership.
- Collaborate with community members and stakeholder groups to develop racial equity strategies for County emergency response, economic recovery and resiliency planning efforts.
- Develop and establish a language access policy for the County by end of 2021.



Strategic Plan Alignment - Objectives

- Identify opportunities to enhance recruitment, hiring, employee development, and promotional processes to reflect the value of having the perspectives of people of color represented at all levels in the County workforce.
- Conduct an assessment of racial equity awareness and understanding among County staff by mid-2022 and develop a process to assess progress annually.
- Begin implementing strategies for regular community engagement to guide racial equity efforts.
- Establish regular and publicly available reports on racial equity in County policies, programs, and services.

