



County of Monterey

Item No.

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: 22-1000

October 25, 2022

Introduced: 10/18/2022

Current Status: Agenda Ready

Version: 1

Matter Type: General Agenda Item

- a. Receive information on the role of the Monterey County Governing for Racial Equity Initiative (GRE) for planning and participation in the countywide racial equity learning cohort Collaboratively Organizing for Liberation, Inclusion, and Breaking Racial Inequities (COLIBRI); and
- b. Consider adopting a resolution revising Board Resolution No. 17-349, proclaiming a Reaffirmation of Monterey County Values and Commitment to Ensure Equitable Outcomes and Opportunities for Every Resident of Monterey County and the County’s commitment to further advance the education and implementation of Governing for Racial Practices in County government, and incorporating a Racial Equity Statement; and
- c. Provide direction as appropriate. -

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Receive information on the role of the Monterey County Governing for Racial Equity Initiative (GRE) for planning and participation in the countywide racial equity learning cohort Collaboratively Organizing for Liberation, Inclusion, and Breaking Racial Inequities (COLIBRI); and
- b. Consider adopting a resolution revising Board Resolution No. 17-349, proclaiming a Reaffirmation of Monterey County Values and Commitment to Ensure Equitable Outcomes and Opportunities for Every Resident of Monterey County and the County’s commitment to further advance the education and implementation of Governing for Racial Practices in County government, and incorporating a Racial Equity Statement; and
- c. Provide direction as appropriate. -

SUMMARY:

The Office of Community Engagement and Advocacy (OCESA) of the County Administrative Office (CAO) developed and led the Monterey County Governing for Racial Equity Initiative.

DISCUSSION:

Governing for Racial Equity Initiative (GRE) Background:

The GRE Initiative was formally introduced to the Board of Supervisors in 2014 under the leadership of former Assistant County Administrative Officer Manny Gonzalez and Rosemary Soto, with training and learning experiences supported by The California Endowment.

On September 17, 2017, the Board of Supervisors adopted Resolution No. 17-349, proclaiming the Reaffirmation of Monterey County Values and Commitment to Ensure Equitable Outcomes and Opportunities for Every Resident of Monterey County and the County's commitment to further advance the education and implementation of Governing for Racial Practices in County government. The resolution should have included a Racial Equity Statement, attached as Attachment A to the Board report but not included in the text of Resolution No. 17-349.

Five years later, OCESA requests Board approval of a revised resolution, re-stating the text of Resolution No. 17-349, but also incorporating the Racial Equity Statement, whereby the Board may proclaim its commitment to reducing inequities, caused by racism, both structural and interpersonal and by the complex mix of environmental and social factors which play out in a local area, or place.

Racial Equity is both a process and an outcome. As an outcome, we achieve racial equity when race no longer determines one's socioeconomic outcomes; when everyone in every community is adequately resourced and will no longer simply survive but thrive, no matter where they live. As a process, we apply racial equity when those most impacted by structural racial inequity are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives.

Government Alliance on Race and Equity (GARE): Monterey County is a member of GARE, a national network of government agencies working to achieve racial equity and advance opportunities for all. County representatives participated in the year-long GARE learning-year cohort in 2017, 2018, and 2019 for both Introductory and Implementation cohorts. The outcome of the GARE cohorts included the development of Race and Equity Action Plan (REAP), adopted by the Board of Supervisors on September 17, 2020. The plan outlines strategies for applying GRE principles and use of Racial Equity Assessment Tools in policy areas, common practices, and procedures, across County Departments and Board decision making processes. GARE membership is made possible with funding provided by The California Endowment through 2024.

The Monterey County GRE Initiative partnered with the Action Council, Building Health Communities - Towards a Racially Equitable Monterey County (TREMCO), the City of Salinas and the Monterey County Office of Education to develop a local learning-year curriculum tailored to the local needs and challenges in Monterey County. With support of Race Forward, the five-month introductory racial equity learning series was launched in August of 2020 followed by a year-long cohort in August of 2021, known as Collaboratively Organizing for Liberation, Inclusion, and Breaking Racial Inequities (COLIBRI).

COLIBRI focused on specific issues such as housing, access to healthcare for all, justice reform, The following departments participated in the COLIBRI learning cohort: County Administrative Office, Health Department, Housing and Community Development Department, District Attorney's Office, Department of Social Services, Probation Department, Natividad Medical Center, and Natividad Medical Foundation. Community resident leaders participated in the learning cohort alongside County representatives.

The outcome of COLIBRI included teams that will focus on further developing and implementing strategies to address racial inequities in each of the issues the teams focused on and achieve the universal goals established by the teams:

Housing universal goal: Everyone having a right to housing and our system shall be equitable and accessible to provide each person and family with a safe, stable, and healthy home in their community.

Legistar File Number: 22-1000

Health Care Access universal goal: All Monterey County residents will have access to free, quality, holistic, comprehensive medical/vision/dental/mental health care and its available in a timely manner, regardless of immigration or socioeconomic status, healthcare that is culturally and linguistically congruent, competent, and compassionately delivered.

Early Childhood universal goal: The wellbeing of all young children and families is nurtured by responsive services, just systems, and safe, welcoming environments.

Justice Reform universal goal: All people are treated with respect and dignity with all rights protected during interactions with the justice system as measured by increasing justice systems' data management and transparency, changing hiring practices, retention, and upward mobility.

COLIBRI cohort teams will continue to work together to develop and implement strategies, build partnerships with key community leaders and systems representatives to help achieve the universal goals.

Coordination of the COLIBRI cohort teams and the continued efforts of the GRE Initiative as well as implementation of the Racial Equity Action Plan will continue under the purview of the Civil Rights Office as approved by the Board of Supervisors on January 11, 2022.

OTHER AGENCY INVOLVEMENT:

The Monterey County Governing for Racial Equity Initiative includes collaboration with the following partners: County Administrative Office, Health Department, Housing and Community Development Department, District Attorney's Office, Department of Social Services, Probation Department, Natividad Medical Center, and Natividad Medical Foundation, First 5 Monterey County and Building Healthy Communities for Towards a Racially Equitable Monterey County (TREMCO).

FINANCING:

Accepting this oral report has no impact on the County General Fund Contribution.

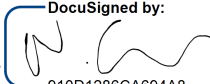
BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

Mark a check to the related Board of Supervisors Strategic Initiatives

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared by: Rosemary Soto, Management Analyst III, x5840

Approved by: Nick Chiulos, Assistant County Administrative Officer

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Attachments:

10/18/2022 | 12:36 PM PDT

Board Resolution No. 17-349

Racial Equity Statement, Attachment A to Board Resolution No. 17-349

Board Resolution revising Board Resolution No. 17-349 and incorporating the Racial Equity

Legistar File Number: 22-1000

Statement.