



Monterey County

168 West Alisal Street,
1st Floor
Salinas, CA 93901
831.755.5066

Board Report

Legistar File Number: 15-1152

October 27, 2015

Introduced: 10/16/2015

Current Status: Agenda Ready

Version: 1

Matter Type: General Agenda Item

- a. Receive an oral update of Governing for Racial Equity as a strategy for County initiatives.
- b. Consider approving a staff recommendation for a Special Board of Supervisors meeting dedicated to a half day in-depth orientation on the principles of Governing for Racial Equity.

RECOMMENDATION:

It is recommended that the Monterey County Board of Supervisors:

- a. Receive an oral update of Governing for Racial Equity as a strategy for County initiatives.
- b. Consider approving a staff recommendation for a Special Board of Supervisors meeting dedicated to a half day in-depth orientation on the principles of Governing for Racial Equity.

SUMMARY/DISCUSSION:

The Office of Community Engagement and Advocacy of the CAO functions as the Backbone Agency to the Monterey County Gang Violence Prevention Initiative (MCGVP) and a liaison between Monterey County departments, community based organizations, grass roots organizations and local municipalities to further advance local efforts to reduce youth and gang violence.

Governing for Racial Equity:

The goal of the MCGVP Initiative is to address the root causes and risk factors of violence through systemic and policy change as well as improved collective effort. As the MCGVP Initiative first sought to connect with other County Initiatives, the Health Department's Health in All Policies initiative certainly aligned with its objective to address health equity by incorporating health and wellbeing considerations into policy development for all sectors and in the County's general plan.

Research findings show that root causes of violence and gang involvement include racial and ethnic disparities and the lack of opportunities for academic and economic success. Risk factors for violence increase for ethnic minority populations living in disadvantaged communities are caused by societal and community characteristics, including economic deprivation, inequality and discrimination (Agnew, 1999). Considering that two of the County's collective impact initiatives maintain focus on addressing equity in policy recommendations, collaboration between both initiatives in coordinating the County's participation in Governing for Racial Equity, is key.

Upon connecting with the California Endowment's Building Healthy Communities Program Manager in regards to learning opportunities about systemic changes that have been implemented in government structures to address the root causes of violence, The California Endowment sponsored Supervisor Armenta and MCGVP Initiative Manager's attendance of the Governing for Racial Equity Network Conference in Portland Oregon in April 2014.

While the County remained interested and engaged in the thought process of bringing Governing for Racial Equity tools to Monterey County communities, the California Endowment and Building Healthy Communities-East Salinas introduced Governing for Racial Equity to the City of Salinas. The introduction began with a week-long in-depth training for City of Salinas executive and middle management as well as community partners, with a total of 100 participants. The training session was

led by Race Forward and the National Compadres Network. In June of this year, The California Endowment sponsored a Salinas, 4C4P and Monterey County delegation to attend the annual Governing for Racial Equity (GRE) Network Conference in Seattle, Washington. The Monterey County attendees included representatives of the Office of Community Engagement and Advocacy (MCGVP), Health Department and the Board of Supervisors, City representatives of 4C4P - Gonzales, Soledad and Greenfield.

The training offered a critical view and understanding of systemic practices that impact ethnic minority populations. The understanding of institutional, programmatic and systemic racism as it relates to its pervasiveness in government systems was an essential piece.

Considering the depth and sensitivity of the subject matter, staff recommends that the Board of Supervisors hold a special Board meeting to participate in a similar and condensed half day session where greater understanding of specific Governing for Racial Equity principles can be introduced. In addition, the training would include an introduction to practices that help address the root causes of inequities and racial disparities through tools already developed and implemented in counties and cities such as King County, Multnomah County, City of Portland, and City of Salinas.

The Salinas, 4C4P and Monterey County delegation to the GRE Network Conference reconvened in August 2015 and have expressed interest and commitment in moving forward with creating opportunities for additional training to become available for city government staff who did not attend the conference. Interest in engaging Peninsula city government representatives, was also expressed. The one day special Board of Supervisors meeting and training will be sponsored by The California Endowment and Building Healthy Communities - East Salinas.

OTHER AGENCY INVOLVEMENT:

Partners of the Monterey County Gang Violence Prevention Initiative include: District Attorney's Office, Public Defender's Office, Probation Department, Sheriff's Department, Department of Social Services, Economic Development Department, Health Department, and the Monterey County Free Libraries. Community Partners include: City of Seaside, Blue Ribbon Task Force, City of Salinas, CASP, City of Gonzales, and Four Cities for Peace and The California Endowment's East Salinas Building Healthy Communities.

FINANCING:

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

Prepared and Approved by: Rosemary Soto, Management Analyst III

Manuel T. González

Assistant CAO

Interim Human Resources Director

Date