




COVID-19 PANDEMIC

DISPARATE IMPACT REPORT

STRATEGIES FOR ADDRESSING THE DISPARATE IMPACT OF THE
COVID-19 PANDEMIC ON COMMUNITIES OF COLOR IN MONTEREY COUNTY

Monterey County Board of Supervisors

Tuesday, August 18, 2020



Why lead with Race?



Governing for Racial Equity (GRE)

Dismantling Systemic and Institutional
Racism

No one is left behind



TABLE 1
Confirmed Cases of COVID-19 Among Monterey County Residents
by Race and Ethnicity, as of July 31, 2020

Race and Ethnicity	Number of Cases (N)	Proportion of Cases* (%)	Proportion of Monterey County Population	Rate per 100,000 Population	95% Confidence Interval
Asian and Pacific Islander, Non-Latinx	51	1%	6%	207.4	(154.4 – 272.7)
Black and African American, Non-Latinx	27	1%	2%	253.7	(167.2 – 369.1)
Other Races and Multi-Racial, Non-Latinx	18	<1%	3%	141.9	(84.1 – 224.3)
White, Non-Latinx	177	5%	28%	140.1	(119.5 – 160.8)
Hispanic, Any Race	3,415	93%	61%	1,255.4	(1,213.3 – 1,297.5)
Unknown/Missing	1,027				
Total	4,697	100%	100%	1,052.5	(1,022.4 – 1,082.6)

*Among those for which race and ethnicity information was available.

Morbidity



TABLE 2
Severe COVID-19 Among Monterey County Residents
by Race and Ethnicity, as of July 31, 2020

Race and Ethnicity	Number of Hospitalized Cases (N)	Percent of Hospitalized Cases (%)	Number of Fatalities (N)	Proportion of Fatalities (%)	Percent of Monterey County Population
Asian and Pacific Islander, Non-Latinx	7	3%	7	23%	6%
Black and African American, Non-Latinx	6	2%			2%
Other Races and Multi-Racial, Non-Latinx					3%
White, Non-Latinx	28	10%			28%
Hispanic, Any Race	233	85%	23	77%	61%
Unknown/Missing	15				
Total	289	100%	30	100%	100%

Severe Illness
and
Mortality



TABLE 3
COVID-19 Tests Among Monterey County Residents
by Race and Ethnicity, as of July 31, 2020

Race and Ethnicity	Number of Tests Completed (N)	Proportion of Tests* (%)	Proportion of Monterey County Population	Rate per 1,000 Population	95% Confidence Interval
Asian and Pacific Islander, Non-Latinx	439	3%	6%	17.9	(16.2 – 19.5)
Black and African American, Non-Latinx	196	2%	2%	18.4	(15.8 – 21.0)
Other Races and Multi-Racial, Non-Latinx	418	3%	3%	33.0	(29.8 – 36.1)
White, Non-Latinx	2,744	21%	28%	21.7	(20.9 – 22.5)
Hispanic, Any Race	9,073	70%	61%	33.4	(32.7 – 34.0)
Unknown/Missing	34,441				
Total	48,311	100%	100%	108.3	(107.3 – 109.2)

* Among those for which race and ethnicity information was available.

COVID-19 Testing



Strategies for Addressing Disparities



- Health
- Public Assistance for Basic Needs
- Housing
- Homelessness and Housing Instability
- Economic Development
- Justice System
- Legislative Advocacy
- Community Engagement

Health: Testing



Allocation of limited resources to impacted communities



Expand testing services in communities with low testing rates and high case rates



Collaborate with primary care providers to provide and/or expand services to their patients/uninsured



Increase messaging about who should get testing in compliance with guidance

Health: Case Investigation and Contact Tracing



Recruit and
train

Recruit and train individuals representative of disparately impacted groups

Collaborate

Collaborate with healthcare partners and to support individuals impacted by COVID

Ensure

Ensure communication methods meet needs of individuals

Collaborate

Collaborate with community-based organizations to help with engagement and education efforts

Health: Alternate Housing Access



Provide housing to unhoused individuals needing to safely self-isolate/quarantine

Provide housing to high risk homeless individuals

Explore expanding eligibility for isolation spaces (i.e. DV victims)

Support homeless encampments with sanitization services

Health: Literacy



Strengthen outreach and effective communications through community partnerships

Haz la Seguridad una Prioridad

Los brincolines son una gran actividad para que los niños usen toda esa energía extra, pero asegúrese de que sea de manera segura.

Preven la propagación del COVID-19

- Recuerde, el estado no permite reuniones. El brincolín solo debe ser utilizado por miembros del hogar o círculo social.
- Lávese las manos antes y después de usar el brincolín y limpie las superficies con productos desinfectantes entre los usuarios.
- Solo los niños del mismo hogar deben estar juntos en el brincolín.

COVID-19 no es la única razón para tomar la seguridad en serio

- No permita saltos mortales, volteretas y lucha libre.
- Coloque el brincolín en un terreno nivelado lejos de árboles, cercas y otros peligros. Asegúrese de que se mantenga correctamente inflado.
- Haga que los niños vacíen sus bolsillos y se quiten joyas, sombreros, zapatos, ropa holgada o cordones que puedan engancharse.
- No permita que los niños se suban a las paredes exteriores. Pega los requisitos de altura y peso recomendados.
- No exceda la cantidad máxima de niños permitidos al mismo tiempo.
- No permita que los niños de diferentes tamaños brinquen al mismo tiempo.

COUNTY OF MONTEREY HEALTH DEPARTMENT For COVID-19 information: <http://mtyhd.org/covid19>

Work with community partners as liaisons, ambassadors, and media consultants



Expand library of resource documents with focus on ease of use and access

PROTEGIENDO A TRABAJADORES AGRÍCOLAS DEL COVID-19

¿Qué es COVID-19?
COVID-19 es una enfermedad respiratoria contagiosa causada por el nuevo coronavirus.

¿Cómo se propaga COVID-19?
Contacto personal cercano, Gotitas respiratorias, Superficies contaminadas

Trabajo Esencial
El trabajo agrícola se considera esencial. Los trabajadores agrícolas ayudan a garantizar un suministro adecuado de alimentos, productos que muchos consumidores están en aislamiento y carencias.

Síntomas Comunes

- Fiebre (más alta de 100.4 °F/38 °C)
- Tos seca
- Dificultad para respirar

¿Quién es más probable de enfermarse gravemente de COVID-19?

- Adultos mayores de 65 años
- Personas con condiciones médicas como:
 - Enfermedad del corazón
 - Diabetes
 - Enfermedad respiratoria

¿Cuándo aparecen los síntomas?
Los síntomas pueden aparecer de 2 a 14 días después de la infección. Sin embargo, puede infectar a otros antes de mostrar algunos síntomas.

¿Dónde puede recibir cuidado médico?
Pruebas gratuitas de COVID-19. Llame al 1.888.634.1122 o visite <https://hi.com/covidtesting>

Si tiene síntomas: Evite y déjale del hogar. Nota: Los síntomas pueden variar de persona a persona. Si tiene síntomas: Evite y déjale del hogar. Nota: Los síntomas pueden variar de persona a persona.

Develop innovative approaches for reaching vulnerable populations

WhatsApp

Mantente informado sobre COVID-19

Únete al grupo de WhatsApp del Departamento de Salud del Condado de Monterey para obtener información, noticias y medidas de precaución durante la pandemia de COVID-19.

Insert phone number here

COUNTY OF MONTEREY HEALTH DEPARTMENT



Health: Access to Health Care



Short term Strategies



Support local
UndocuFund for
disaster relief



Increase access to
healthcare and
address equity
gaps



Expand supports for
social determinants of
health (Medical-Legal
Partnership)

Long term Strategies



Shift messaging on
importance of
access to mental
health services



Develop process to
prioritize certain
groups to get
access to
medications and
vaccines

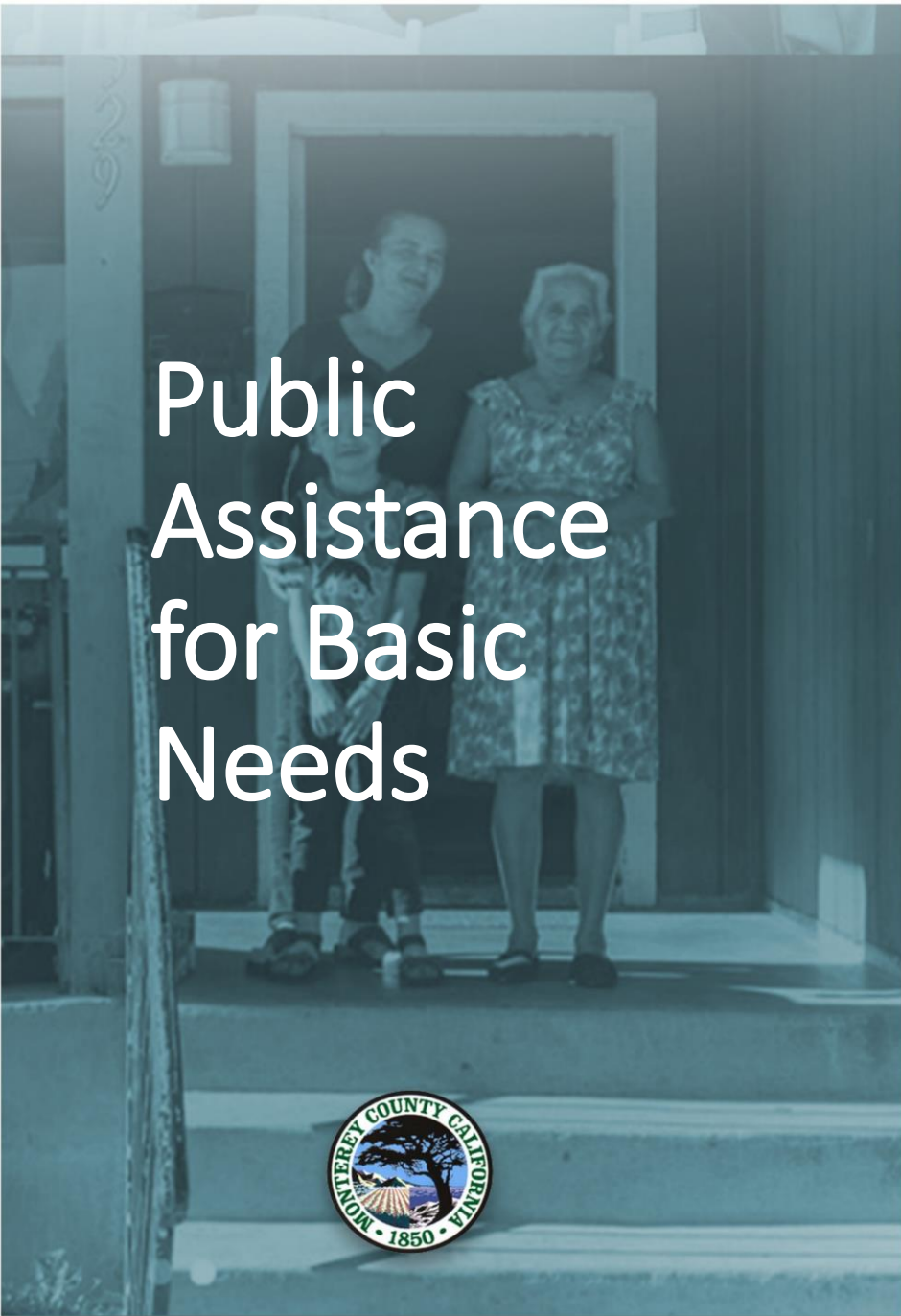


Provide access to
clinical
trials/treatment for
communities of
color

Public Assistance for Basic Needs



Demographics List						
	County Population 2020 (projected)	County Population Ratio	MCDSS Client Population (05/2020)	MCDSS Population Ratio	County COVID-19 Incident Cases	COVID-19 Population Ratio
Hispanic (any race)	268,788	59.90%	132,918	78.10%	1,158	81.04%
Multiracial (Non-Hispanic)	6,402	1.43%	15,405	9.05%	182	12.74%
White (Non-Hispanic)	129,122	28.77%	14,820	8.71%	67	4.69%
Asian (Non-Hispanic)	28,238	6.29%	4,358	2.56%		
Native Hawaiian or Pacific Islander (Non-Hispanic)	1,991	0.44%	361	0.21%	17	1.19%
Black (Non-Hispanic)	12,696	2.83%	2,174	1.28%	5	0.35%
American Indian or Alaska Native (Non-Hispanic)	1,495	0.33%	154	0.09%		0.00%
Totals	<u>448,732</u>	-	<u>170,190</u>	-	<u>1,429</u>	-



Public Assistance for Basic Needs



MONTEREY COUNTY
MCDSS
DEPARTMENT OF SOCIAL SERVICES
WORKING TOGETHER
FOR OUR COMMUNITY

1. Cash Assistance Programs

(CalWORKs, GA, SSI Advocacy)

2. Health Insurance Access

(Medi-Cal, IHSS, Covered CA)

3. Addressing Food Insecurity

(CalFresh, WIC, Food Bank, Meal Delivery Programs)

4. Employment Supports

(CalWORKs, Vocational Assessment, Job Training)

5. Other Social Services Supports

(Local Non-Profit Services & Faith-Based Partners)

Public Assistance for Basic Needs



STRATEGIES TO IMPROVE ACCESS: *Short Term*

- a. Increase outreach via virtual methods and expand partnerships with community-based organizations.
- b. Improve and expand phone interviews for eligibility determination
- c. Advocate and support Electronic Benefit Transfer (EBT) card eligibility for online use through web-based marketplaces (ie Amazon and Wal-Mart).
- d. Waive requirements for in-person reassessments through August 2020 per CDSS allowance.
- e. Implement job readiness workshops via remote platforms and provide virtual appointments for one-on-one job search services.
- f. Support our community partners in accessing PPE, adopting virtual service delivery methods, provide technical assistance as needed, provide contractual accommodations that streamline service agreement terms (i.e. electronic submissions and DocuSign).

Public Assistance for Basic Needs



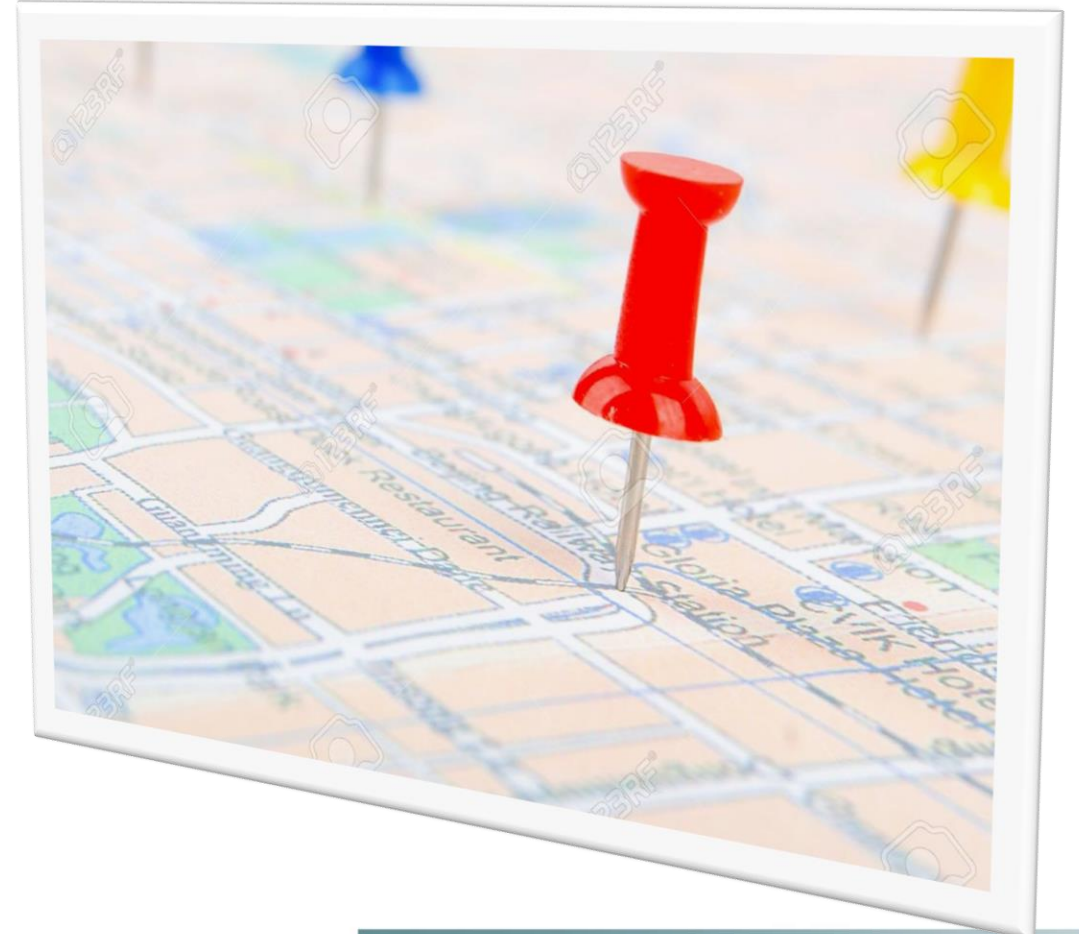
STRATEGIES TO IMPROVE ACCESS: *Long Term*

- a. Adopt long term methods for remote access & eligibility determination for benefit programs
- b. Implement remote-accessible outreach strategies such as increased utilization of social media outlets and maximizing online features of C-IV eligibility system for customers.
- c. Continue advocacy to expand EBT card acceptance and long-term online food purchase access.
- d. Incorporate online job readiness into service delivery system as an on-going mainstay to better serve all types of customers.
- e. Create policy for providing broad scale access to Wi-Fi and the internet.
- f. Establish long term methods for online data and financial reporting for contracts with local non-profit service providers.

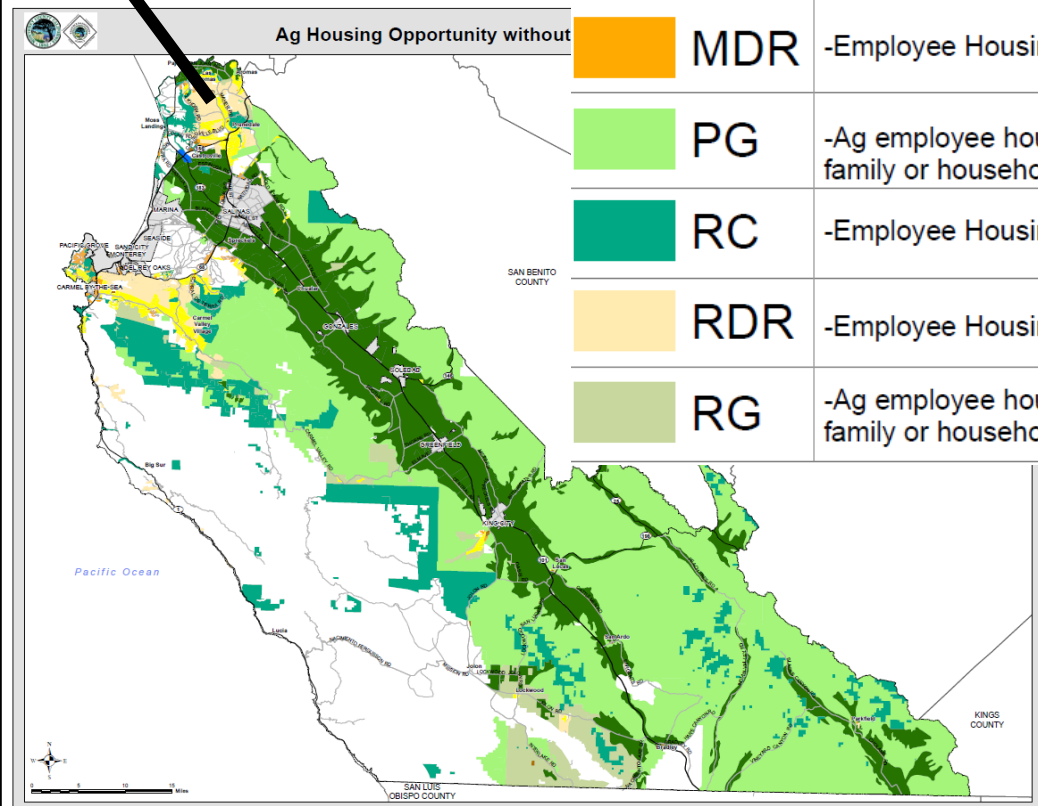
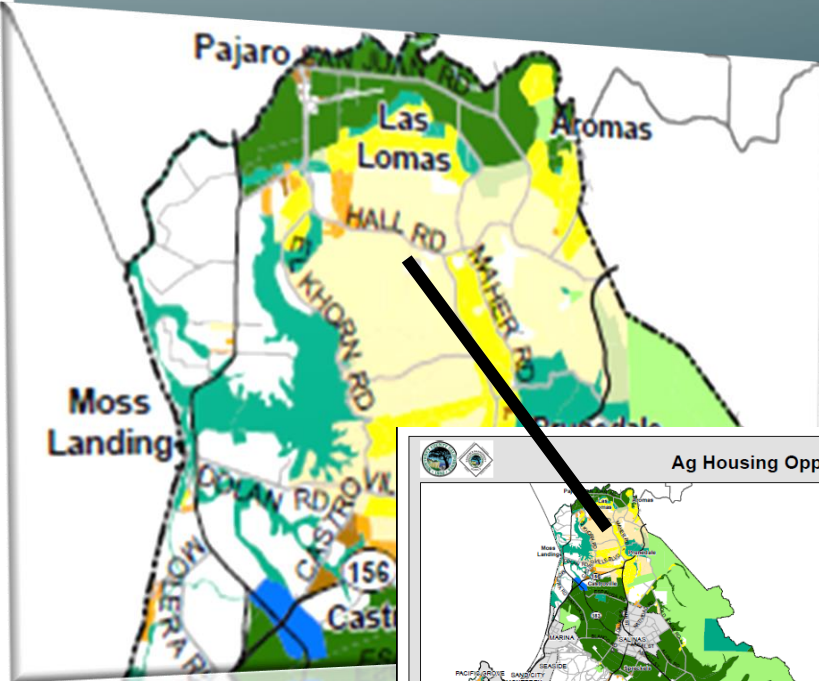
Housing: Site Selection






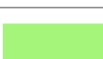

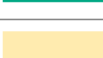



- Site Selection Considerations (Services)
 - Shopping
 - Recreation
 - Wastewater
 - No sewer service in many target areas
 - Expensive treatment options
 - Flood Zones
 - Funding for regional system needed
 - Transportation
 - Water Supply
 - Zone 2C
 - Seawater Intrusion
 - Critical Overdraft
 - Long Term Sustainability



Housing: Site Selection



Zoning	Ag Housing Opportunity Description
 CP	-Employee Housing providing accommodations for up to six employees if consistent with Community Plan
 F	-Ag employee housing of not more than 36 beds in a group quarters or 12 units for use by a single family or household
 HDR	-Employee Housing providing accommodations for up to six employees
 LDR	-Employee Housing providing accommodations for up to six employees
 MDR	-Employee Housing providing accommodations for up to six employees
 PG	-Ag employee housing of not more than 36 beds in a group quarters or 12 units for use by a single family or household
 RC	-Employee Housing providing accommodations for up to six employees
 RDR	-Employee Housing providing accommodations for up to six employees
 RG	-Ag employee housing of not more than 36 beds in a group quarters or 12 units for use by a single family or household

- Different Permit Requirements based on zoning
- Provide developers early Information for site selection

Housing – Process



- Time

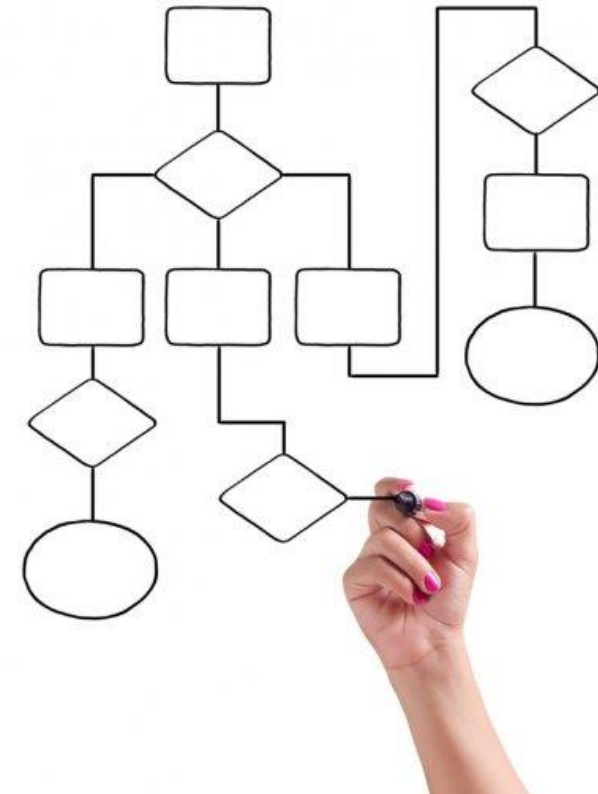
- Planning Review

- Multiple land use agencies: RMA, EHB, Fire, CCC
 - Discretionary Hearing(s)
 - CEQA analysis
 - Initial Study/Mitigated Negative Declaration
 - VMT vs. LOS (Traffic Fees)
 - Appeals/Litigation
 - Condition Compliance

- Building Review

- Costs

- Application fees, Impact fees, School fees, technical reports, etc.



Environmental Health & Frontline Worker Protections



Employee Housing Inspection Program

- H2A and non H2A
- Space / living requirements
- Sanitation – water and sewage
- Coordination with Code Compliance

Ag field workers

- Field toilet program
- Outreach and education
- Coordination with Grower Shippers, Farm Bureau and Ag Commissioner

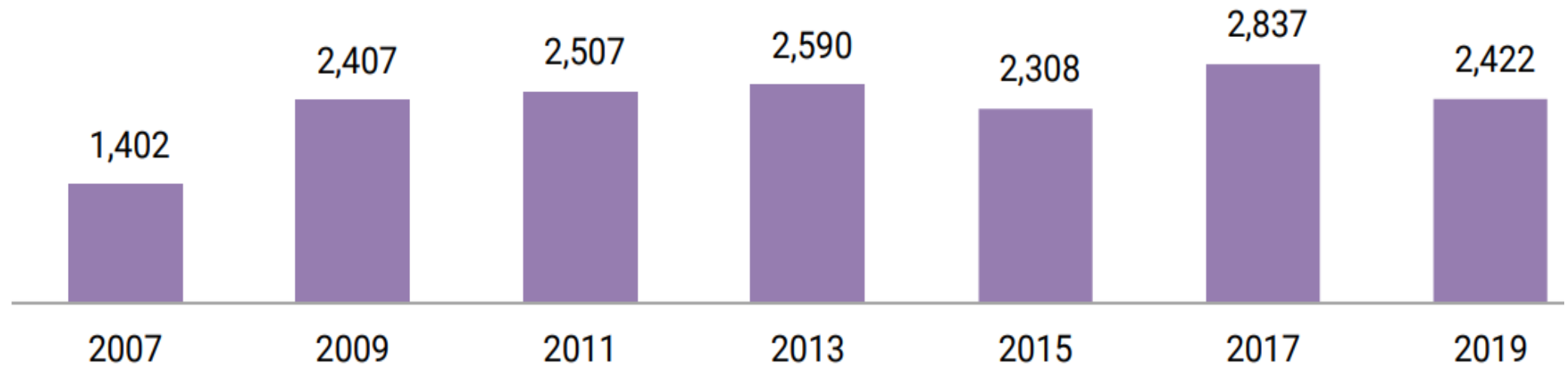
Foodservice workers

- State Guidance
- Tiered recognition (Gold Seal Program)

Homelessness & Housing Instability



FIGURE 1. TOTAL POINT-IN-TIME COUNT OF PERSONS EXPERIENCING HOMELESSNESS



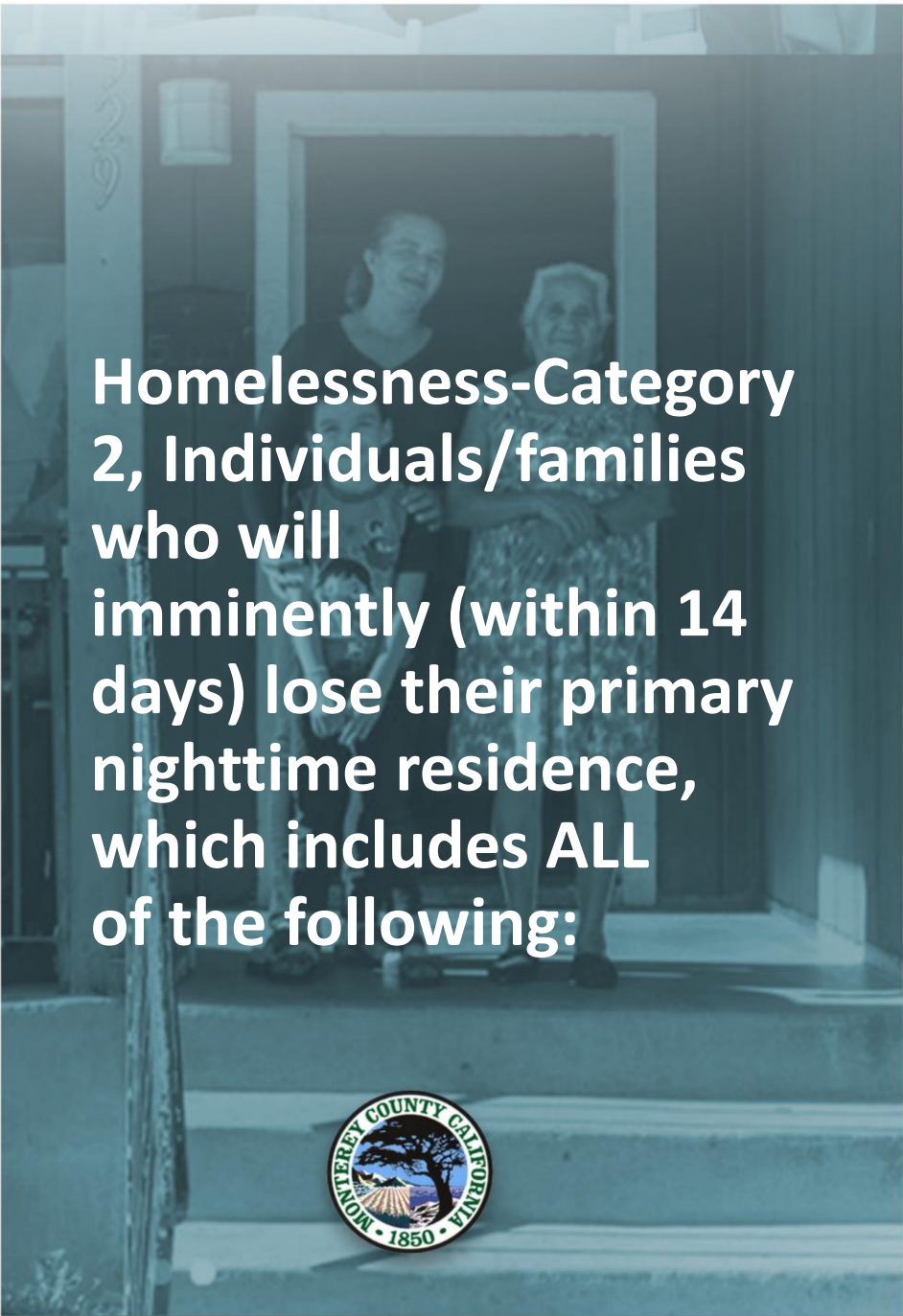
Source: 2019 Monterey County Homeless Census



Homelessness- Category 1, Literally Homeless



- Individuals and families who lack a fixed, regular, and adequate nighttime residence, which includes one of the following:
- Place not meant for human habitation
- Living in a shelter (Emergency shelter, hotel/motel paid by government or charitable organization)
- Exiting an institution (where they resided for 90 days or less AND were residing in emergency shelter or place not meant for human habitation immediately before entering institution)

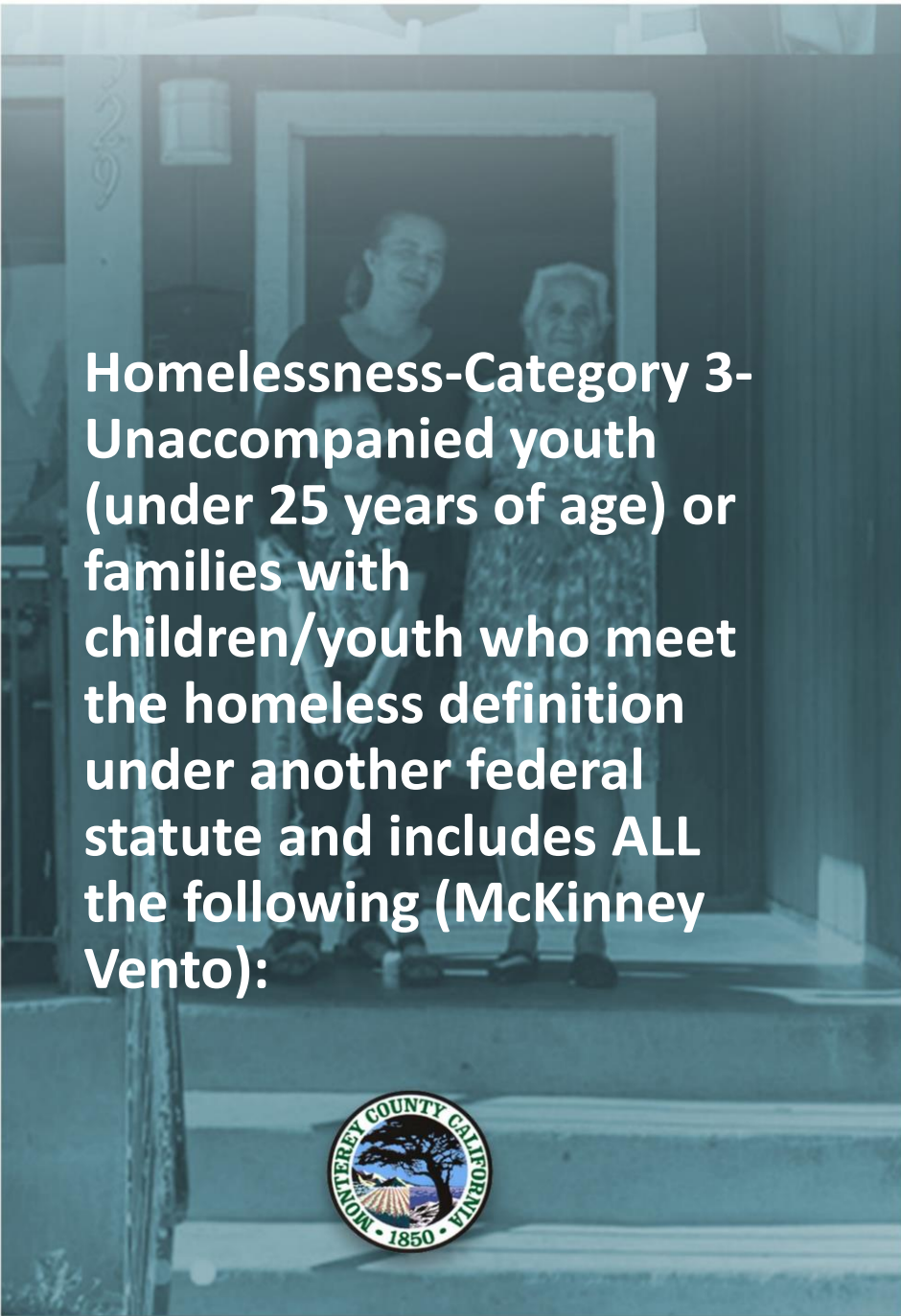


Homelessness-Category 2, Individuals/families who will imminently (within 14 days) lose their primary nighttime residence, which includes ALL of the following:



Have no subsequent residence identified
AND

Lack the resources or support networks needed to obtain other permanent housing



**Homelessness-Category 3-
Unaccompanied youth
(under 25 years of age) or
families with
children/youth who meet
the homeless definition
under another federal
statute and includes ALL
the following (McKinney
Vento):**



Have not had lease, ownership interest, or occupancy agreement in permanent housing at any time during last 60 days

Have experienced two or more moves during last 60 days

Can be expected to continue in such status for an extended period of time because of: chronic disabilities, OR chronic physical health or mental health conditions, OR substance addiction, OR histories of domestic violence or childhood abuse (including neglect) OR presence of a child or youth with a disability, OR two or more barriers to employment

**Homelessness-Category 4-
Individuals/families fleeing
or attempting to flee
domestic violence, dating
violence, violence, sexual
assault, stalking, or other
dangerous or life-
threatening conditions
that relate to violence
against the individual or
family member
and includes ALL of the
following:**



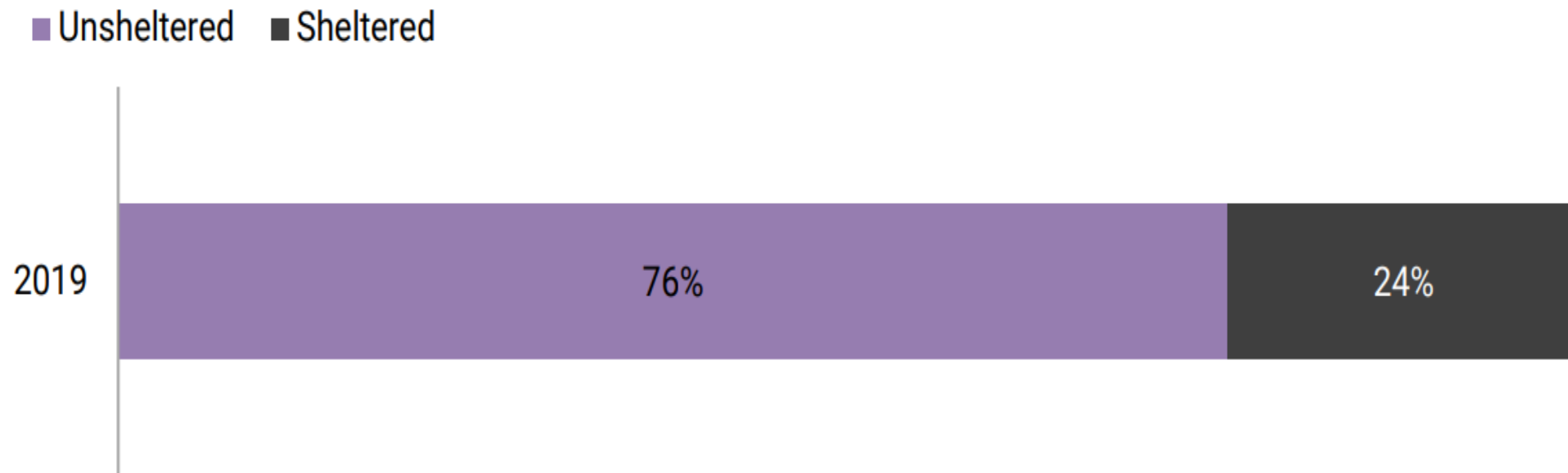
have no identified residence,
resources or support
networks

Lack the resources and
support networks needed to
obtain other permanent
housing

Experiencing Homelessness During COVID



FIGURE 2. HOMELESS CENSUS POPULATION BY SHELTER STATUS



Unsheltered Homeless during COVID



Unsheltered homeless in Monterey County have difficulty finding shelter and find difficulty to shelter in place due to policies and actions to move their encampments, whether it is a car or a tent.

Homeless people on the streets or staying in their vehicles face a critical lack of access to food, water, bathrooms, showers, and laundry as well as places to warm themselves, access to the internet, a place to store their belongings, and charge electronic devices and electric equipment such as wheelchairs.

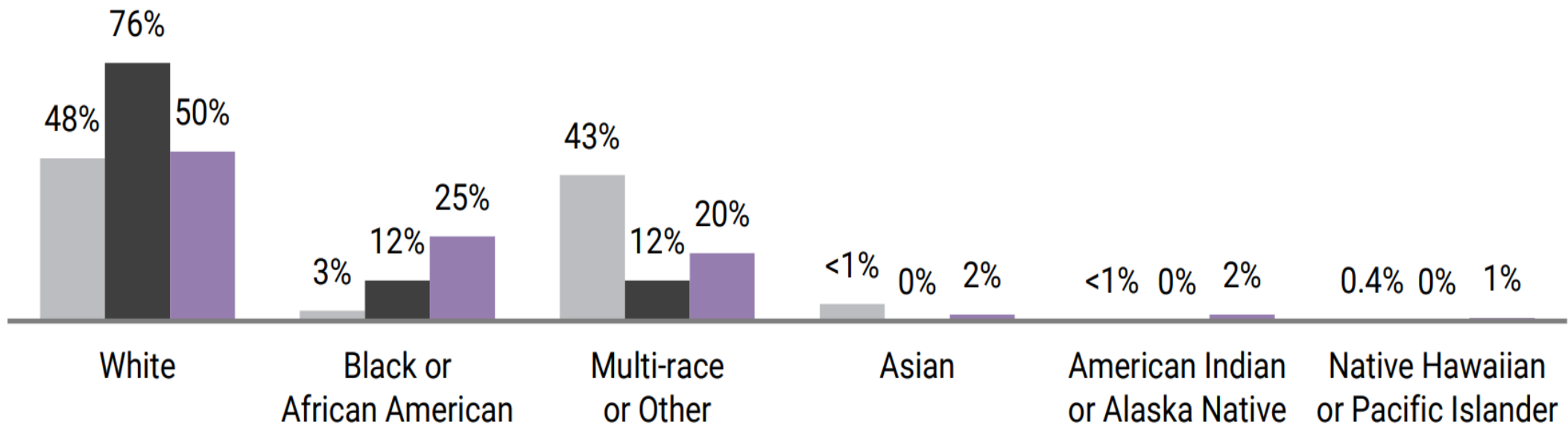
Homeless do not have access to basic supplies including hand sanitizer, wipes, clothing, socks, toiletries, and blankets. They experience highly intensified levels of stress and isolation on the streets that exacerbate symptoms of serious mental illnesses as well as chronic and acute physical health conditions.

COVID exacerbates the difficulty and conditions for those experiencing homelessness to shelter in place and find services.

Point in Time Homeless Population by Race



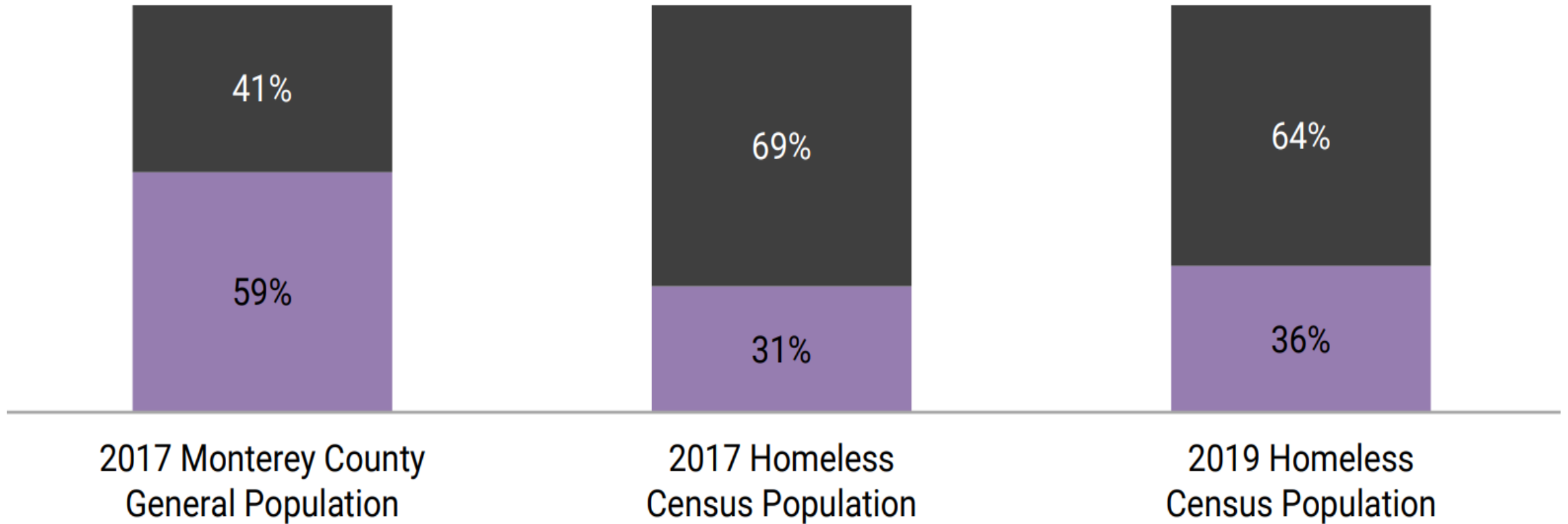
■ 2017 Monterey County General Population ■ 2017 Homeless Population ■ 2019 Homeless Population



2019 Homeless Census Population by Hispanic or Latinx Origin



■ Hispanic/Latinx ■ Non-Hispanic/Non-Latinx



Strategies for those experiencing homelessness during COVID



1

Ensure homeless are provided non-congregate shelter options, such as project Room Key

2

Provide services to encampments such as Sanitation Stations and bathrooms

3

Continue to partner with the Coalition of Homeless Service Providers

4

Build enough supportive service housing to get to functional zero in homelessness

Race in Monterey County based on the 2010 Census



According to the 2010 Census, the racial/ethnic composition of the Urban County's population was:

44 percent White (non-Hispanic);

49 percent Hispanic;

Four percent Asian and Pacific Islander;

one percent Black; and

two percent indicating other ethnic groups.

2010 Census Data Hispanic Populations



Salinas 75 percent

Seaside 43 percent

Monterey 14 percent

Urban County 50 percent

Greenfield 91 percent

Gonzales 89 percent

Minority Resident Concentrations are linked to housing disparity



Areas with concentrations of minority residents may have different needs. A "concentration" is defined as a block group whose proportion of minority households is greater than the overall Monterey County average of 67.1 percent.

Racial and ethnic composition varies considerably across the region. Minority concentration areas are found in Salinas and Seaside.

Specifically, in comparison to the countywide average, almost the entire City of Salinas is considered minority concentrated. Minority workers also tend to work in the hospitality industry on the peninsula but face significant affordability barriers to living on the peninsula.

Within the Urban County, minority concentrations are located primarily in the eastern portions of the County, including Gonzales, where vegetable growing is a key industry. Northern portions of the unincorporated County also have minority concentration areas, specifically the areas of Boronda, Moss Landing, and Pajaro.

Strategies to Assist areas with minority concentrations



INCREASE HOUSING STOCK



**ENSURE AFFORDABLE HOUSING STOCK
ACCOMMODATES LARGER FAMILIES
WHERE NEEDED**



**INCLUSIONARY HOUSING POLICY ON NEW
DEVELOPMENTS MEETS DEEPER AFFORDABILITY
TO ENSURE PEOPLE WITH LOWER INCOMES ARE
ABLE TO FIND HOUSING OPPORTUNITIES
WHERE THEY WORK**

Family Households



According to the 2010 Census, in Monterey County about 72 percent of households were family households – and similar proportions were reported in Salinas (78 percent) and Seaside (73 percent). However, Monterey had a significantly lower percentage of family households (49 percent). Similar to the County as a whole, a majority of the households in the Urban County (76 percent) were family households.



Families with children often face housing discrimination by landlords who fear that children will cause property damage, or the landlords have cultural biases against children of opposite sex sharing a bedroom. The 2010 Census also documented household size by the race/ethnicity of the householder.



In 2010, household size in Monterey County varied from 2.73 for White households to 4.38 persons for Hispanic households. Greenfield, Gonzales, Salinas, and some unincorporated communities had a high concentration of Hispanic households and likely Hispanic households in these cities are disproportionately impacted by overcrowding, given the larger average households size.

Strategies for Family Households



Provide Tenant/Landlord, Fair Housing and Mediation Services to families



Increase affordable housing stock county-wide



Ensure deeper affordability in Inclusionary Housing

Housing Cost Burden



Countywide, 73 percent of low and moderate income households were affected by a housing cost burden, of which 43 percent were paying at least 50 percent of their income towards housing.

In Monterey, Salinas, and Seaside, similar proportions of low and moderate income households were experiencing housing cost burdens. About 25 to 35 percent are experiencing a cost burden, while another 40 to 55 percent are experiencing a severe cost burden of at least 50 percent of their income spent on housing cost.

In the Urban County, the majority of lower and moderate income households experience a housing cost burden, with approximately 70 percent of all lower and moderate income households experiencing a severe housing cost burden.

Renter-occupied households in all three jurisdictions are more likely to experience housing cost burden than owner-occupied households.

Strategies for Housing Cost Burden

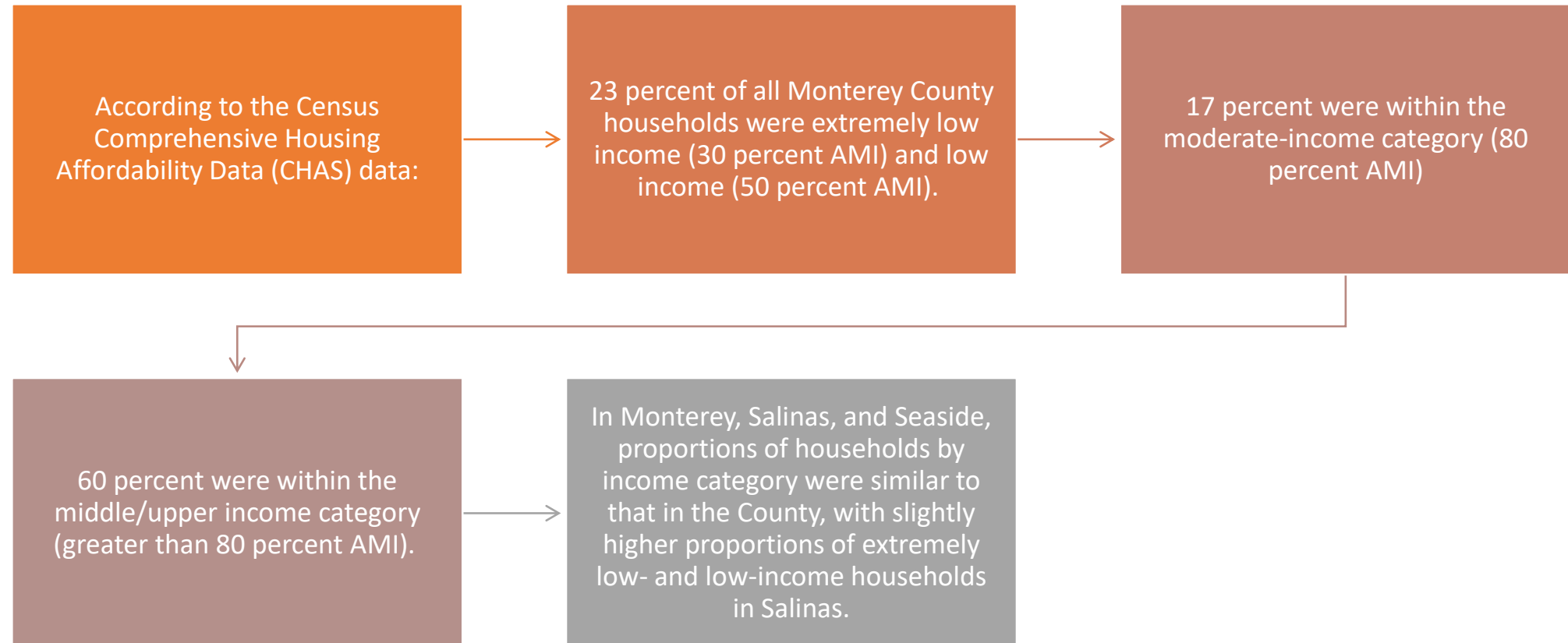


Short-term Strategy: Homeless Prevention and find housing solutions for homeless in Monterey County

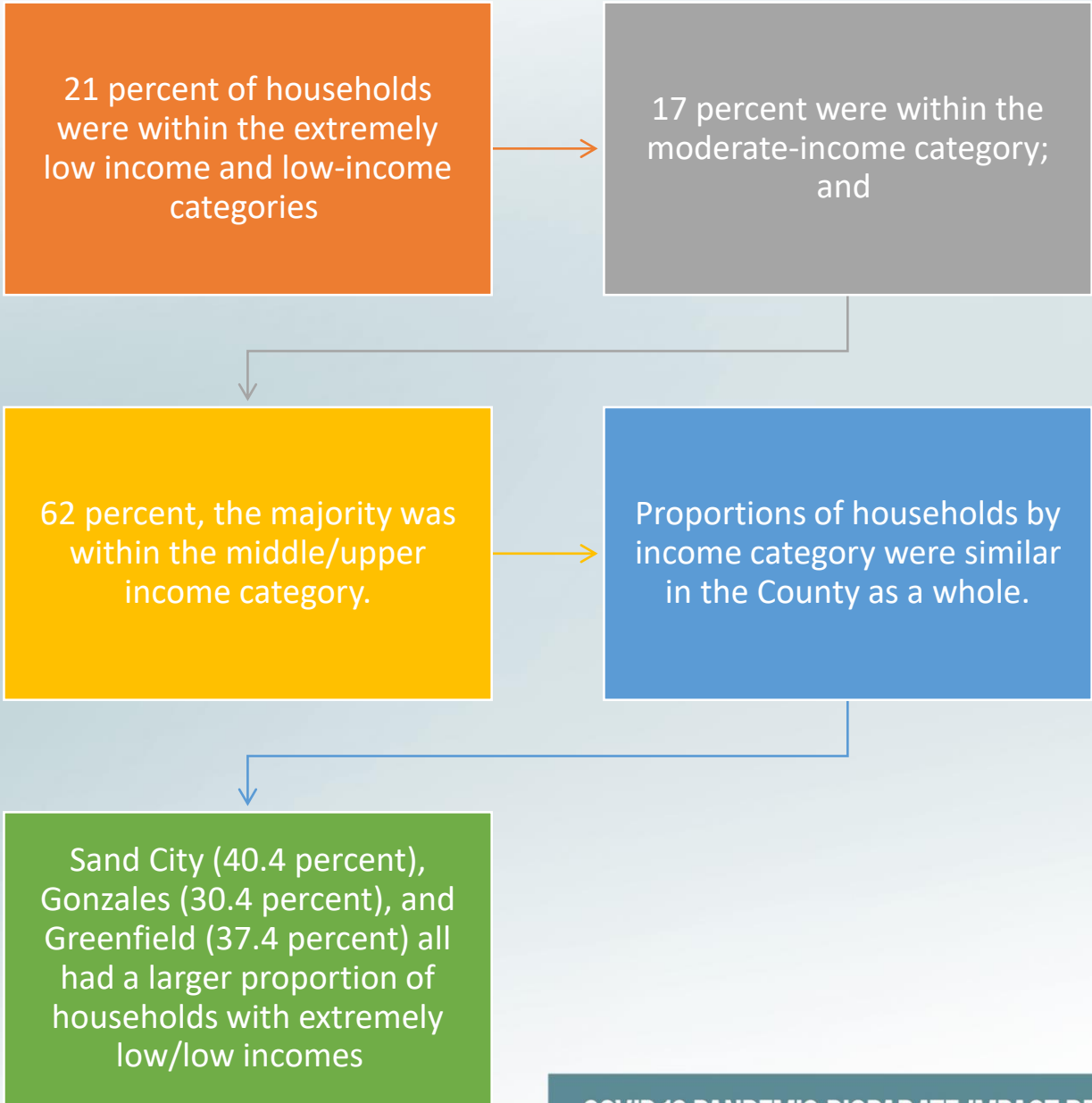


Long-term Strategy: Build affordable housing and find other housing opportunities, such as home share programs

Economic Development



Urban County Income Categories





COVID ED



- Monterey County families are faced with financial threats to their quality of life on a daily basis with significant income inequities by race. Shrinking wages, increased costs, and depletion of savings are the main causes of financial instability for many working families and have contributed to the disparate impacts from the COVID pandemic.

Strategies to Address Income Inequities and for Economic Recovery Post COVID



Inclusive workforce development and entrepreneurship programs

Allocate grant funds for wage loss, small business loss or create fund for immediate no-interest loans to keep small businesses afloat; eviction moratorium for small businesses

Increased grants and loans for small businesses, social enterprises, worker collectives, etc.

Classification of front-line workers as “essential” to receive county level and state level free childcare benefits,



Justice System



- a. Ensure health protections for both incarcerated and workforce populations; promote health-protecting and equitable COVID-related prisoner releases.
- b. Monterey County issued its own temporary bail schedule modeled after that of the Chief Justice's emergency bail schedule.
- c. Sheriff's Department: identifies inmates of high vulnerability due to underlying health conditions and presents recommendations to the Court for early release.
- d. Public Defender: works with the District Attorney's Office to resolve cases earlier to remove defendants from custody.

Legislative Advocacy



- 2020 Legislative Program
- Pandemic Related Advocacy (*partial list*)
 - Communicating the County's needs and challenges
 - Direct funding to counties (e.g., CARES Act)
 - Increasing testing
 - PPE for essential workers
 - Disaster Relief Fund for undocumented community members
 - Food security
 - Wage supports
 - Alternate housing
 - Spanish translation of State communication and guidance
 - All-mail elections
 - Education

Legislative Advocacy - continued



- 2020 Census
 - Support efforts to achieve a complete count, especially in hard to count communities.
- State and Federal Support and Investment
 - Support additional direct fiscal relief to counties.
 - Support maximum flexibility in the use of funds.
 - Support an extension of the funding expenditure deadline.
- Health
 - Support efforts to expand access to health care (e.g., universal coverage, Medi-Cal expansion to undocumented seniors).
 - Support funding for public health departments to continue to conduct essential activities, enhance public health workforce staffing, infrastructure, and capacity.
 - Support increased funding for testing and testing supplies.
 - Support increased funding for state and local public health laboratories.
 - Support increased oversight and enforcement of commercial lab responsibilities

Legislative Advocacy - continued



- Food Security
 - Support efforts to increase SNAP/CalFresh benefits and eliminate eligibility barriers
 - Support funding for local food banks.
 - Support funding for meal delivery programs (e.g., Great Plates).
- Spanish Translation of State Communications and Guidance
- Economic Supports
 - Support increased unemployment benefits – and extending benefits to undocumented workers.
 - Support additional economic stimulus payments – including funding to undocumented residents.
 - Support policies that expand sick leave and family leave to support workers and their families.
 - Support worker protection through the provision of PPE and educational materials.
 - Support efforts aimed at assisting minority owned businesses.

Legislative Advocacy - continued



- Broadband Expansion
 - Support efforts to secure funding for the expansion of broadband and cellular services.
- Housing
 - Support efforts to expand eligibility for alternate housing
 - Support efforts to prevent evictions and foreclosures.
 - Support efforts that promote the development of affordable housing.
 - Support efforts to streamline processes (e.g., CEQA exemptions for farmworker housing).
 - Support non-profit housing developments through additional tax credits.
- Safety Net and Employment Support Resources
 - Support funding for basic assistance programs (e.g., CalFresh, SNAP, WIC, CalWORKs/TANF).
 - Support funding to prevent homelessness and rapidly secure housing.
 - Support improvements to the TANF program to expand benefits/eligibility.
 - Support expansion of wage subsidy programs (CalFresh/SNAP and CalWORKs/TANF households).

Legislative Advocacy - continued



- Protecting Youth and Families
 - Support efforts to expand eligibility for isolation spaces (e.g. hotels) for people experiencing domestic violence.
 - Support efforts to protect youth at heightened risk for abuse and mistreatment.
 - Support efforts to strengthen social programs and family resources to keep families connected to county support systems and services (e.g., mental health, virtual counseling).
- Childcare
 - Support improved access to safe, affordable high-quality childcare.
- Education
 - Support efforts to expand broadband access and technology supports.
 - Support funding for testing, rapid results, and appropriate PPE for students and teachers.
 - Support efforts for removing barriers for access to higher education opportunities (e.g. need-based tuition reductions).

Community Engagement



Mamas que Abogan



Meaningful | Influential | Continuous

Acknowledgments



County Administrative Office

County Counsel

Internal Governmental & Legislative Affairs (IGLA)

Health Department

Department of Social Services

Resource Management Agency

Civil Rights Office

District Attorney's Office

Natividad Medical Center

Sheriff's Department



Thank you

HEALTH
DEPARTMENT