



# County of Monterey

**Item No.**

## Board Report

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

**Legistar File Number: 25-087**

**February 18, 2025**

**Introduced:** 1/29/2025

**Current Status:** Agenda Ready

**Version:** 1

**Matter Type:** General Agenda Item

- a. Receive a presentation of the County of Monterey Community Impact Action Plan 2025-2030;
- b. Approve and adopt the County of Monterey Community Impact Action Plan 2025-2030;
- c. Authorize the County Administrative Officer to execute the approved County of Monterey Community Impact Action Plan 2025-2030;
- d. Authorize the Civil Rights Officer to execute the approved County of Monterey Community Impact Action Plan 2025-2030; and
- e. Direct the Civil Rights Office to implement the County of Monterey Community Impact Action Plan 2025-2030

### RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Receive a presentation of the County of Monterey Community Impact Action Plan 2025-2030;
- b. Approve and adopt the County of Monterey Community Impact Action Plan 2025-2030;
- c. Authorize the County Administrative Officer to execute the approved County of Monterey Community Impact Action Plan 2025-2030;
- d. Authorize the Civil Rights Officer to execute the approved County of Monterey Community Impact Action Plan 2025-2030; and
- e. Direct the Civil Rights Office to implement the County of Monterey Community Impact Action Plan 2025-2030

### SUMMARY:

The Board of Supervisors approved and adopted a 2020-2024 Racial Equity Action Plan, which was put under the direction of the Civil Rights Office in 2022. This report will communicate the accomplishments and lessons learned from the adopted action plan and recommend continuing the work under the 2025-2030 Community Impact Action Plan with the following focus areas:

- Inclusion and Belonging
- Valuing Employees
- Equity in Operations
- Broadband for All
- Streamline Overlapping Strategies
- Strengthening Community Engagement and Participation
- Language Justice
- Environmental Justice
- Housing Justice

- Healthy Life
- Universal Income and Economic Justice

DISCUSSION:

The Civil Rights Office, in collaboration with County of Monterey Equity Leads and key community partners and residents, identified key focus areas for the 2025-2030 Community Impact Action Plan. The focus areas selected are within the jurisdiction of County of Monterey operations and aim to ensure that all residents of Monterey County are supported to live safe, healthy, and vibrant lives free from discrimination. With the approval and adoption of this plan, there is a re-commitment to centering racial equity, dismantling systems that have caused harm in the community, and rebuilding and redesigning policies, programs, and practices to achieve a more equitable and thriving community for all residents as outlined as strategies.

OTHER AGENCY INVOLVEMENT:

The Civil Rights Office worked closely with Equity Leads from various County of Monterey departments, such as the Health Department, Social Services, Child Support Services, Housing and Community Development, to name a few, with additional insight from community members Middlebury Institute of International Studies at Monterey, Watsonville Law Center, Community Foundation for Monterey County, Center for Community Advocacy, and the City of Salinas. Additionally, the plan was sent to a large list of community partners and all County departments for feedback and a comment period, and input was generally submitted anonymously.

FINANCING:

Receipt of this report does not have a financial impact. However, implementation of strategies contained within this plan may require varying degrees of financial resources from various departments which would be addressed through the budget process.

BOARD OF SUPERVISORS' STRATEGIC INITIATIVES:

Mark a check to the related Board of Supervisors' Strategic Initiatives

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

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Approved by: Juan P. Rodriguez, Civil Rights Officer, x6614

Attachments:

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County of Monterey Community Impact Action Plan 2025-2030