



Governing for Racial Equity Initiative | 2022 COLIBRI Racial Equity Learning Cohort

Monterey County Board of Supervisors
Tuesday, October 25, 2022

Rosemary Soto, County Administrative Office

Dr. Chad Harris, Natividad Medical Center

Dr. Krista Hanni, Health Department

Vicente Lara, Health Department

Melanie Beretti, Housing and Community Development

Juan P. Rodriguez, Civil Rights Office

Natalie Alfaro Frazier, Civil Rights Office



COleIBri

MONTEREY COUNTY

COLLABORATIVELY ORGANIZING FOR LIBERATION, INCLUSION, AND BREAKING RACIAL INEQUITIES



WHITE SUPREMACY, PATRIARCHY & ECONOMIC OPPRESSION



PATRIARCADO



**LA SUPREMACÍA DE
LA RAZA BLANCA**



**ENCARCELAMIENTO
MASIVO**



**OPRESIÓN
ECONÓMICA**

HISTORY OF RESISTANCE IN MONTEREY COUNTY



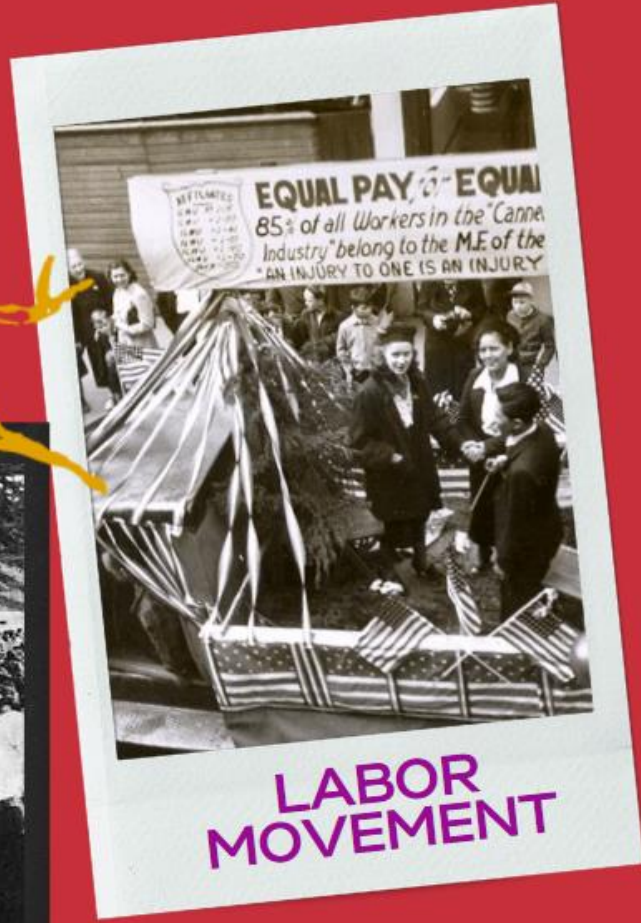
INDIGENOUS
RESISTANCE



BLACK POWER
MOVEMENT



CHICANO MOVEMENT







LABOR
MOVEMENT





COLIBRÍ PHASES

LAS FASES DE COLIBRI





LEARNING

-  **THE DIGITAL DIVIDE & RACIAL EQUITY IN EDUCATION**
La brecha digital y la equidad racial en la educación
-  **COVID-19, HEALTH CARE ACCESS & RACIAL INEQUITIES**
COVID-19, acceso a la atención médica y desigualdades raciales
-  **ADDRESSING THE HOUSING CRISIS THROUGH A RACIAL JUSTICE LENS**
Abordar la crisis de la vivienda a través de una lente de justicia racial
-  **ENDING THE SCHOOL TO PRISON PIPELINE THROUGH RACIAL EQUITY PRACTICE**
Poner fin al conducto de la escuela a la prisión a través de la práctica de la equidad racial

LEARNING TO ACTION

-  **COLLABORATIVE TEAMS THAT BALANCE POWER**
Equipos colaborativos que equilibran el poder
-  **TARGETED UNIVERSALISM APPROACH TO SYSTEMS CHANGE**
Enfoque para el cambio de sistemas basado en el universalismo objetivo
-  **RACE EXPLICIT, INTERSECTIONAL ANALYSIS**
Análisis interseccional, explícito de raza
-  **COMMUNITY-DRIVEN SOLUTIONS**
Soluciones impulsados por la comunidad

ACTION

-  **FINISH PLANS**
Terminar los planes de acción de equidad racial
-  **SUPPORT COMMUNITY ACCOUNTABILITY ANCHORS TO GUIDE THE PLANNING & IMPLEMENTATION**
Apoyar los anclajes de rendición de cuentas de la comunidad para guiar la planificación y la implementación.
-  **ADVOCATE FOR SOLUTIONS IN THE PLAN AND THEIR RESOURCING**
Abogar por soluciones en el plan y sus recursos
-  **SUPPORT IMPLEMENTATION, ACTION LEARNING AND EVALUATION**
Apoyar la implementación, el aprendizaje y la evaluación

COLIBRI MODEL MODELO COLIBRÍ

BEAK
el pico

**Targeted Universalism
approach to Systems Change**

*Universalismo Enfocada para el cambio
de Sistemas y Políticas*

WINGS
las alas

**Collaborative teams that
balance power**

*Equipos colaborativos que
equilibran el poder*

Heart
el corazón

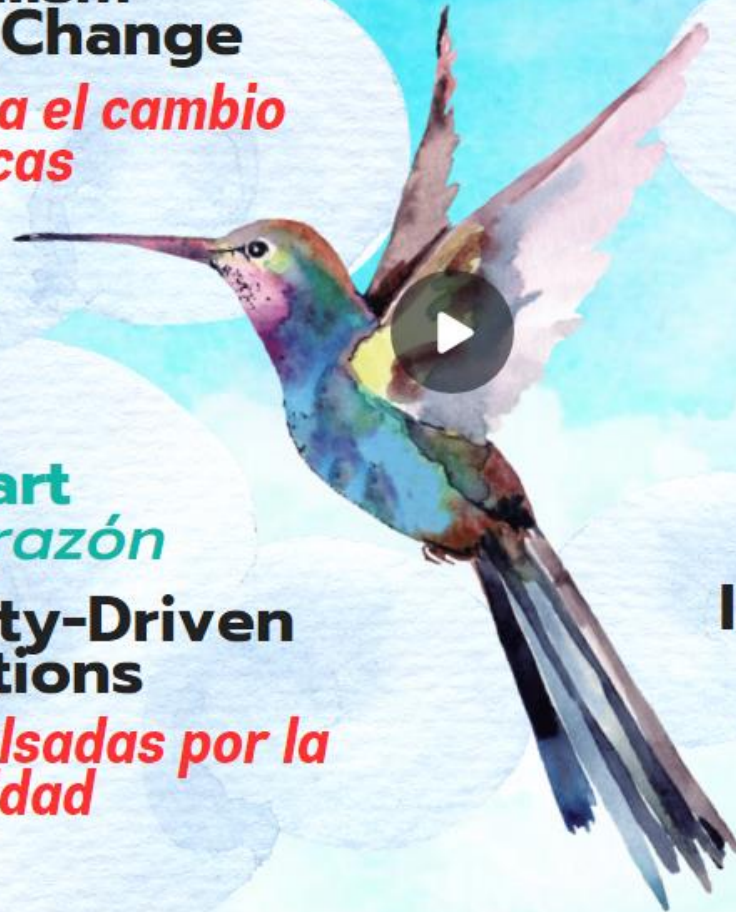
**Community-Driven
Solutions**

*Soluciones impulsadas por la
comunidad*

TAIL
la cola

**Race Explicit,
Intersectional Analysis**

*Análisis interseccional,
explícito sobre la raza*





MONTEREY COUNTY EQUITABLE HOUSING POLICY

MONTEREY COUNTY EQUITABLE HOUSING POLICY

We are... Somos...

Adriana Melgoza, Adriana Santana, America Leon, Betsy Tornero, Christina Santana, Claudia Hernandez, Corinne Ow, Edna Botello, Melanie Beretti, Miriam Contreras, Natalie Herendeen, Suquey De Jesus, Vicente Lara



WE ENVISION... **NOSOTROS VISUALIZAMOS**



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.

Todo el mundo con derecho a la vivienda y nuestro sistema debe ser equitativo y accesible para brindar a cada persona y familia un hogar seguro, estable y saludable en su comunidad.





**TOGETHER WE CAN GET
THERE BY...**

***JUNTOS LO LOGRAREMOS A
TRAVÉS DE***



**BUILDING MULTI-
SECTOR
COALITIONS**

**CREACIÓN DE
COALICIONES
MULTISECTORIALES**



**ADVOCATING FOR
EQUITABLE
HOUSING POLICIES**

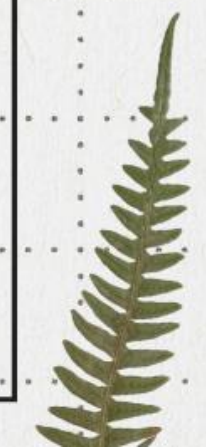
**ABOGAR POR
POLÍTICAS DE
VIVIENDA EQUITATIVA**



**BASE BUILDING/
COMMUNITY
ORGANIZING**

**CONSTRUCCIÓN DE
BASES/ORGANIZACIÓN
COMUNITARIA**

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Monterey County Health Care Access - Esperanza Care

Acceso a la atención médica del condado de Monterey - Esperanza Care

We are... of the community, from the community, represent many sectors, and we are deeply committed to our goal

Somos... de la comunidad, de la comunidad, representamos a muchos sectores, y estamos profundamente comprometidos con nuestro objetivo



**WE
ENVISION
IMAGINAMOS**

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

Todos los residentes del condado de Monterey tendrán acceso a atención médica/de la vista/dental/mental gratuita, de calidad, holística e integral, y estará disponible de manera oportuna, independientemente de la situación migratoria o socioeconómica, atención médica que sea cultural y lingüísticamente congruente/competente y compasiva. entregado.

Together, we can get there by...
Juntos, podemos llegar allí por ...



**Working
together on
messaging**

**Trabajando
juntos en el
mensaje**



**Being
constant on
messaging**

**Ser
constante
en los
mensajes**



**Supporting trusted messengers to
connect community to healthcare
insurance through Medi-Cal
expansion and Esperanza Care**

**Apoyando a los mensajeros
confiables para conectar a la
comunidad con el seguro médico a
través de la expansión de Medi-Cal
y Esperanza Care**

The background is a collage of torn paper. The top part is white with several black starburst shapes. The bottom part features a mix of colors: brown, pink, orange, and teal. At the very bottom, there are black scribbled lines.

Monterey County Justice Reform

Reforma de la justicia del
condado de Monterey

We are...

Somos...



- Rosemary Soto County - CAO
- Rosalyn Green - BHC
- Sue Parris - Whites for Racial Equity/NCBI
- Cesar Lara - MILPA
- Airam Coronado - MILPA
- Greg Petersen - District Attorney's Office
- Jose Ramirez - Probation
- Lana Nassoura - District Attorney's Office

Community focus group organizations included representatives from California Youth Outreach, MILPA, Monterey County Black Caucus, County Public Defender's Office, City of Seaside Youth Resource Center, California Department of Corrections & Rehabilitation, NAACP, YWCA of Monterey County

We envision...
Imaginamos...

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.

Todas las personas son tratadas con respeto y dignidad con todos los derechos protegidos durante las interacciones con el sistema de justicia, medido por el aumento de la gestión de datos y la transparencia de los sistemas de justicia, el cambio de las prácticas de contratación, la retención y la movilidad ascendente.



Holding a Justice Summit

**Investment in more shelters + low-income/affordable housing,
Prevention of eviction/homelessness**

Close the youth center

Reform vs. rebuilding (current system), Address systemic issues that perpetuate the school to prison pipeline, Systemic transformation

Invest in creating job opportunities for youth and people who experienced incarceration

Increase funding for Public Defenders, Senate Bill 731

Teach about systemic racism, history of racism and history of black and brown people resisting



County Representatives

County Administrative Office

Department of Social Services

Health Department, Behavioral Health
Bureau, Policy Evaluation and Planning,
Environmental Health Bureau

Natividad Medical Center

Office of District Attorney

Probation Department

Housing and Community Development

COLIBRI Teams

First 5 Monterey County: Early Childhood
Education

City of Seaside: Resident Engagement in
Budgeting

City of Salinas: Participatory Budgeting
Process

Monterey Peninsula Unified School
District: Resident Engagement in
Decision-making Processes

Monterey County Office of Education:
Educational Equity in Alternative
Education & Early Care/Education

Racial Equity Statement



For many, Monterey County is a great place to live, work, play and learn, yet many experience deep and persistent inequities, especially by place and race, that threaten prosperity. Current times call for strengthening of our efforts to understand, respect and celebrate the diverse experiences and realities of all those we work with and serve. We now renew our efforts to ensure those who are disproportionately impacted by racial inequities, whether by our own actions or inactions, are guaranteed equitable solutions.

This will include both revision and creation of programs and policies that are data-driven, community-informed, transparent, accountable, and sustainable. In this way, we will ensure that Monterey County, as a community, will have opportunity for advancement and contribution regardless of where they live, how much money they make, or the color of their skin, and can lead a healthy, fulfilling, and productive life.

Recommendation for Board Action



Receive update on the outcome of Monterey County's participation and role in COLIBRI

Adopt a resolution to Reaffirm Monterey County values 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 (approved in 2017)

Support the Monterey County Governing for Racial Equity Initiative and County continued involvement in COLIBRI