



# Monterey County

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

## Board Report

Legistar File Number: 20-059

January 21, 2020

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Matter Type: General Agenda Item

- a. Receive an oral report by the Office of Community Engagement & Strategic Advocacy and update for the Monterey County Governing for Racial Equity Initiative.
- b. Recommend development and creation of a Racial Equity Officer position.
- c. Recommend staff continue to work with Human Resources on the development and creation of a Racial Equity Officer position.
- d. Provide staff direction on desired next steps.

Presenter: Rosemary Soto, Management Analyst III, County Administrative Office

### **RECOMMENDATION:**

It is recommended that the Health, Housing and Human Services Committee of the Board of Supervisors:

- a. Receive an oral report by the Office of Community Engagement & Strategic Advocacy and update for the Monterey County Governing for Racial Equity Initiative.
- b. Consider recommendation to develop and create a Racial Equity Officer position.
- c. Recommend staff continue to work with Human Resources on the development and creation of a Racial Equity Officer position.
- d. Provide staff direction on desired next steps.

### **SUMMARY/DISCUSSION:**

The Office of Community Engagement and Advocacy (OCESA) of the CAO functions as the Backbone Agency to the Monterey County Governing for Racial Equity Initiative.

#### **a. Governing for Racial Equity (GRE):**

*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. In November 2019, the Monterey County GARE Team completed its third Introductory Cohort in the yearlong training of GARE which was a guide to the Monterey County team in developing a Race and Equity Action Plan (REAP). 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.

The Racial Equity Action Plan includes a strategy to develop and create a Racial Equity Officer position dedicated to the implementation of governing for racial equity strategies throughout all County departments. Various City and County jurisdictions across California and the nation have created such a position and are held in executive or senior management level classifications. The Health, Housing and Human Services Committee received an update on the Racial Equity Action Plan on October 17, 2019 and recommended that staff develop

and present a job description for review and discussion by the HHHS Committee before presenting the position request to the Budget Committee for consideration in the Fiscal Year 2020-2021 budget. Due to the current placement of the Governing for Racial Equity Initiative and the scope of administrative oversight provided, the Racial Equity Officer should remain in the County Administrative Office.

Position level options:

1. The Monterey County Racial Equity Officer position be under the direction of either the Chief County Administrator or the Assistant County Administrative Officer classified at a department head level position. This position is likely to earn a salary range between \$160,000 to \$180,000.
2. The alternative would be that the Monterey County Racial Equity Officer position be under the direction of the Assistant County Administrative Officer classified at a Program Manager II level position. This position is likely to earn a salary range between \$140,000 to \$160,000.

A job description to outline the position's duties and qualifications has been drafted with the intent of seeking a candidate who possesses the skills and experience needed to advance racial equity practices, both within County departments and in partnership with local jurisdictions and governing entities through Monterey County. Jurisdictions that have created Racial Equity leadership positions include Marin County, City of Oakland, Multnomah County in Oregon, City of Los Angeles, to name a few. Potential funding sources would be from contingencies or Cannabis Tax Assignment.

OCESA was awarded a grant from The California Endowment for a 2-year grant in the amount of \$150,000 to support the Monterey County Governing for Racial Equity Initiative. Of the grant award, \$50,000 is a contribution to the personnel and benefits for the Racial Equity Officer position (over the two-year period). The California Endowment has made grant awards to the County's Governing for Racial Equity Initiative each year, since 2016.

#### **OTHER AGENCY INVOLVEMENT:**

The Monterey County Governing for Racial Equity Initiative is a collaboration with the following partners: Civil Rights Office, CAO Budget, Health Department, Department of Social Services, Child Support Services, Contracts Purchasing, Workforce Development Board, Natividad Medical Center, Resource Management Agency, Agricultural Commissioner, District Attorney's Office, Public Defender's Office, Human Resources, First 5 Monterey County and East Salinas-Building Healthy Communities (TREMCA).

#### **FINANCING:**

Accepting this oral report has no impact on the County General Fund Contribution. The position request will be made as required by the Human Resources policy. Adoption of a newly created Racial Equity Officer position will have an annual budget impact beginning in the Fiscal Year 2020-2021 budget.

#### **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

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Attachments:  
Board Report  
Monterey County Racial Equity Officer Job Description (DRAFT)