



*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 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 update will be presented in partnership with County departments; Health, Human Resources, Civil Rights Office, District Attorney's Office and community partners; First 5 Monterey County, The California Endowment, Building Healthy Communities for Towards a Racially Equitable Monterey County (TREMOC) and demonstrate the development and implementation of strategies within the Racial Equity Action Plan. The strategies are centered in the following sections based on the focus of its impact:

**Internal Strategy: Monterey County employees understand, are committed to, and have tools to advance racial equity.**

- *Build capacity*
  - a. Build strong teams within the initiative's structure for sustainability and accountability. Such teams include: GRE Leadership Team, GARE Core Team, Community Engagement Team and a Racial Equity Data Team.
- *Train the workforce*
  - a. Develop and implement a Civil Rights Training to include an introduction to GRE,
  - b. Broaden the scope and access to the Health Equity Scholars Academy to County employees beyond the Health Department
  - c. Create library of literature, tools and trainings for Monterey County employees on civil rights and racial equity topics
- *Assess for impact*
  - a. Develop and conduct employee racial equity survey on biennial basis, produce a report of the findings
- *Identify improvement areas*
  - a. Work with the Civil Rights Office to align information collected in Equal Opportunity

Report to support departmental Racial Equity Action Plans

- b. Develop a plan to address areas of opportunity and implement actions
- c. Engage champions from areas of opportunity in the implementation of actions to shift and improve results

**Internal/External Strategy: Monterey County departments use racial equity tools to make program, policy, and budget decisions.**

- *Use the tools*
  - a. Cohort team provides training and technical support to departments to develop Department-specific racial equity outcomes and actions using Racial Equity Assessment tools
  - b. Departments use the Racial Equity Assessment Tool in the development of baseline and augmentation budget proposals
  - c. The CAO's Office, Budget Committee and Board of Supervisors review individual decisions and the cumulative impacts of the proposed budget on racial equity
- *Collect data*
  - a. Implement more uniform use of race/ethnicity categories for department data systems
  - b. Work with community engagement group, such as TREMC, to: 1. Educate employees on how to ask clients/customers about race and ethnicity in culturally sensitive manner; and 2. Encourage and educate clients/customers on responding to race and ethnicity categories on county documents.
- *Inform decisions*
  - a. Promote and support the use of data to inform decision making across county departments, including the Board of Supervisors strategic initiatives prioritization process
- *Track progress*
  - a. Document the use and impact of racial equity tools across departments

**External Strategy: Community members and organizations have meaningful engagement with Monterey County.**

- *Organizations partner for the advancement of racial equity*
  - a. Develop partnerships with organizations working to advance racial equity such as those participating in TREMC
  - b. Work with TREMC leaders to include community perspective and voice in decision making
- *Coordinate efforts*
  - a. Convene and facilitate a countywide community engagement team
  - b. Identify and coordinate areas of collective action in partnership with TREMC
- *Assess efforts*
  - a. Develop a tracking system to track actions and progress externally with partners
  - b. Develop a communications tool to share how community has been engaged and opportunities for further engagement

**Racial Equity position:**

The Racial Equity Action Plan also includes a recommendation to develop and create a Racial Equity

position dedicated to the implementation of governing for racial equity strategies throughout all County departments. The Governing for Racial Equity Initiative and implementation of the Racial Equity Action Plan is an endeavor that requires full time attention to fulfill the desired outcomes of addressing racial disparities and inequities within County and local government systems. While the systemic changes generally focus on government systems, there are strategies that call for cross-sector collaborations and are centered around community engagement. The scope of the Racial Equity position would be broad enough to have a reach across all sectors to engage key organizations and groups. Various City and County jurisdictions across California and the nation have created such a position.

The Governing for Racial Equity Initiative currently operates in the County Administrative Office, where the broad scope of administrative oversight provides direct access to County department heads and County leadership. It is recommended that the Racial Equity position remain in the County Administrative Office.

Should the Board direct to proceed with the creation of a Racial Equity position, staff will collaborate with the Human Resources Department to develop a job description and identify the appropriate classification, or create a new classification as appropriate, 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, community based organizations and grassroots community groups through Monterey County. Jurisdictions that have created Racial Equity positions include Sonoma County, Marin County, City of Oakland, Multnomah County in Oregon, City of Los Angeles, to name a few. Potential funding sources are to be determined but possible sources include General Fund 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 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: County Administrative Office Budget Division, Human Resources Department, Health Department, Civil Rights Office, 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, First 5 Monterey County and East Salinas-Building Healthy Communities for Towards a Racially Equitable Monterey County (TREMCA).

The Health, Housing and Human Services Committee received an update on the Racial Equity Action Plan on October 17, 2019 and provided guidance and input on establishing the Racial Equity position on January 21, 2020. The Budget Committee received an update on August 26, 2020 and recommended the acceptance of funding support granted by The California Endowment to partially fund the position over two years.

FINANCING:

Accepting this report has no impact on the County General Fund. Creation of a Racial Equity position if approved, will have an annual budget impact in the Fiscal Year 2020-2021 budget in an amount to be determined.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

Check the related Board of Supervisors Strategic Initiatives:

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

ATTACHMENT A: Monterey County Racial Equity Action Plan

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