



**BOARD OF SUPERVISORS
AGENDA LETTER**

Agenda Number:

Clerk of the Board of Supervisors
105 E. Anapamu Street, Suite 407
Santa Barbara, CA 93101
(805) 568-2240

Department Name: Human Resources
Department No.:
For Agenda Of: July 12, 2022
Placement: Department
Estimated Tme: 1 hour
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Department Director
Contact Info: Maria Elena De Guevara, 805-698-0838
SUBJECT: Countywide JOIN Updates and FY22/23 Action Plan

DocuSigned by:
Maria Elena De Guevara

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County Counsel Concurrence:

As to form: Yes

Auditor-Controller Concurrence:

As to form: Yes

Other Concurrence:

As to form: N/A

Recommended Actions:

That the Board of Supervisors consider the following recommendations:

- a) Receive and file a status report on Countywide JOIN initiatives and FY 2022-23 Action Plan
- b) Authorize \$19,200 from the Equity Funds set aside for stipend expenses to continue the work of the Equity Advisory and Outreach Committee;
- c) Authorize \$275,000 from the Equity Funds set aside for a second cycle of the Racial Equity Grant Program and contract with the Fund for Santa Barbara to administer the program;
- d) Determine that the recommended actions do not constitute a project subject to environmental review under the California Environmental Quality Act ("CEQA") pursuant to CEQA Guidelines Section 15378(b)(5), finding that the project is an organizational or administrative activity of governments that will not result in direct or indirect physical changes in the environment.

Summary Text:

This item is on the agenda to provide an update to the Board regarding work conducted by various County departments to advance equity and inclusion. Additionally, three County departments, Human Resources, Community Services Department and Public Health, will provide detailed updates on specific Board adopted equity initiatives.

Background:

The tragic murder of George Floyd by Minneapolis, MN police in May 2020 prompted both a national and local response. During the Fiscal Year 2020-2021 Budget hearings, the Board set aside \$500,000 in one-time funding to advance and support equity within Santa Barbara County. On December 1, 2020, the Board held a special meeting and received an update on efforts to take a more a systematic approach to advancing racial equity and inclusion in Santa Barbara County. This began the County's journey of self-evaluation and reflection regarding organizational values, practices, systems, and policies and how these specifically impact concepts of race, equity and inclusion.

From the initial set-aside of \$500,000, a total of \$135,000 was allocated to County Human Resources in support of the JOIN (**J**oin Hands, **O**pen Hearts, **I**gnite Action, **N**avigate Change) organizational initiative, and \$94,200 was allocated to Community Services Department (CSD) initiatives. The Board also directed CSD staff to develop a contract and scope of work with the Fund for Santa Barbara to administer the County's Racial Equity Grant Program. Additionally, on April 6, 2021, the Board adopted a Resolution of Concern Regarding Racism as a Public Health Crisis, and committed the County to becoming a more racially equitable and justice-oriented organization in service to all communities.

Below are updates of these commitments as well as other departmental equity and inclusion initiatives.

Departmental Updates on Actions to Advance Equity and Inclusion

Human Resources Department Update

The County implemented Phase I (Join Hands) & II (Open Hearts) of the JOIN framework for the organization through the end of the 2020-2021 fiscal year. The purpose of the first two phases was to establish a shared vocabulary and open a continuous dialogue about race equity work specifically with the leadership group. Phases III (Ignite Action) and IV (Navigate Change) took place throughout FY21-22 and included the engagement of more organizational stakeholders, a focus on the governance and tools, and preparing for the organizational assessment of structures, systems, and services.

The key deliverables for this fiscal year included:

1. **Operationalize the Board's Commitment to Race, Equity and Inclusion.** The key concepts from the commitment statement were cascaded down to over a dozen Diversity, Equity and Inclusion (DEI) courses delivered throughout the County.
2. **Organize to build momentum towards a race equity culture.** A DEI governance structure has been identified for the organization to ensure sustainability and continuity.
3. **Utilize Equity Toolkits.** By using toolkits accessible via the County intranet, County departments, leaders as well as individual employees can utilize materials and resources needed to intentionally deepen understanding and strengthen knowledge of diversity, equity and inclusion.
4. **Disaggregate Data.** County HR has developed interactive dashboards and charts utilizing workforce data in a way that allows each department access to their workforce data.

The funding allocation approved by the Board for all four phases of the JOIN Framework was \$135,000. To date, these monies have been expended. The FY22-23 JOIN Action Plan establishes the County’s plan to continue advancing race equity work in the organization.

Community Services Department Update

The Community Services Department manages five initiatives to support community voices and engagement in partnership with other departments and organizations. These initiatives were approved for funding by the Board on 12/1/2020 and included:

CSD Diversity, Equity & Inclusion Initiatives	FY 20- FY 22 Funding Amounts
Equity Advisory and Outreach Committee	\$19,200
Local History and Landmark Inventory	\$25,000
Listen, Learn and Share	\$30,000
Uplift Cultural Expression and Diversity	\$20,000
Racial Equity Grant Program	\$270,800

1) Equity Advisory and Outreach Committee

The Equity Advisory and Outreach Committee (EA+OC) was established by the County Sustainability Division to increase awareness, participation, guidance, and feedback on various planning efforts across the County. The EA+OC is now an official subcommittee of the Santa Barbara County Regional Climate Collaborative. The EA+OC meets bi-monthly and has provided advice and input on the Climate Change Vulnerability Assessment, 2030 Climate Action Plan, Environmental Justice Element, Active Transportation Plan as well as other projects and initiatives. The Committee also serves as ambassadors, encouraging community participation in countywide planning efforts. Committee members who represent marginalized and vulnerable communities are eligible to receive compensation through a regular stipend of \$100 per hour of attended Committee meetings, and reported outreach deliverables. The Board previously allocated \$19,200 to cover the cost of these stipends and approximately \$5,000 has been expended as of May 2022. Staff expects EA+OC activities to continue to increase and anticipates there may be additional members that join the Committee. Staff requests that the Board allocate an additional \$19,200 from the Equity Funds set aside to continue to cover stipend expenses.

2) History: Understanding our local history and developing an inventory of landmarks

Frank Rodriguez of the Central Coast Alliance United for a Sustainable Economy (CAUSE) has been contracted to expand the Santa Barbara Public Library’s ArcGIS cultural asset map countywide. This project will include mapping the comprehensive list of County-designated landmarks along with monuments, markers, plaques, and historic locations. During this process, county communities are invited to add their own important sites and stories through the interactive mapping software. The Office of Arts

and Culture worked with interns from UC-Santa Barbara and Santa Barbara City College to develop and expand the preliminary index of markers.

3) Facilitate Equity, Inclusion and Communication at the County Level: Listen, Learn and Share

Listen, Learn and Share created new funding opportunities to support diverse communities throughout the County. Funding was allocated to the Barbareño Band of Chumash Indians, Barbareño Chumash Tribal Council, Coastal Band of the Chumash Nation, and the Santa Ynez Band of Chumash Indians to increase cultural understanding and support self-identified cultural practices.

Produced by community leaders, the Infinity Healing Circles in Guadalupe and Santa Ynez provided an opportunity for diverse participants to unite in communal healing; through participation in the program, the Office of Arts and Culture learned about new channels for communication with traditionally underserved communities.

Additionally, community leaders facilitated Listen and Learn sessions for artists, cultural practitioners and community members, including the Santa Barbara County Alliance of Museum Directors.

4) Support Local Communities of Color Through Art: Uplift Cultural Expression and Diversity:

To support local communities of color through self-identified programs, funds were allocated to Juneteenth Celebrations in 2021 and 2022 in both North and South County. In addition, the Office of Arts and Culture is working with the Santa Ynez Band of Chumash Indians to fund and create a culturally-relevant mural at Cachuma Lake.

5) County of Santa Barbara Racial Equity Grant Program Administration

CSD worked to sub-contract with The Fund for Santa Barbara to develop a new grant program to invest in and strengthen organizations that address anti-racism through systems change strategies in Santa Barbara County. This program aimed to affect the culture, policy and systems change necessary to advance racial equity and justice, and reverse the legacy of slavery and effects of racism in Santa Barbara County. The Fund for Santa Barbara has indicated that they would be willing to partner to administer future cycles. Staff recommends the Board allocate \$270,000 in Equity Funds set aside to contract with the Fund to administer a second cycle of the County of Santa Barbara Racial Equity Grant program and distribute

funds to grantees. Staff would return to the Board with a contract for approval. The Board previously allocated \$270,800 for the first cycle.

Public Health Department Update

The Public Health Department has embraced health equity as a [core value](#) and has dedicated resources to becoming more capable of addressing health inequities and agilely engaging in partnership with other departments and organizations. The aforementioned resources include:

- 1.) Creating the Office of Health Equity (OHE) with three FTE positions dedicated to supporting the department's ability to address health inequities locally and collaborate with Southern California regional partners to increase overall population health at the regional level.
- 2.) Conducting the Department's first health equity self-assessment using the Bay Area Regional Health Inequities Initiative (BARHII) framework to better understand opportunities for DEI growth in policies, procedures, and service provision both internally and externally
- 3.) Creating the Health Equity Hub, an OHE-curated space for health equity resources, information, and trainings to be provided for staff to review and learn from best practice. These resources being applicable at the Department, Divisional, and Program levels.
- 4.) Working with community to form the Health Equity Alliance, a partnership between public health staff with leadership and representation from communities of color across Santa Barbara County to address concerns highlighted in the [COSB BOS Resolution declaring Racism a Public Health Crisis](#), as well as, community-led goals in addressing health inequities across Santa Barbara County.
- 5.) Building upon the COVID-19 emergency response work begun in the [Latinx, Indigenous, Migrant COVID-19 Response Task Force](#) in providing a direct conduit to OHE staff and PHD leadership for pandemic response, recovery, and related health equity issues, through the newly created Community Conversations meetings. The goal of these monthly meetings is to keep the community informed regarding COVID-19 updates, maintain language justice in communication, and to ensure the disproportionate impacts of the pandemic seen locally and nationally are not compounded in recovery efforts.
- 6.) Creating a space for meeting with Central Coast Health Equity staff counterparts in San Luis Obispo and Ventura Counties, to discuss opportunities for partnership and address concerns across a largely shared population.

County's FY22-23 JOIN Action Plan

Having completed the four phases of the JOIN Framework, staff aligned DEI initiatives to areas of organizational impact. These initiatives bridge the work and spirit of the previous JOIN framework to the four impact areas (see Figure 1), outlined in the FY 22-23 JOIN Action Plan. Moving forward, the County's DEI efforts will simply be referred to as JOIN, with the tagline *engaging hearts and minds to drive change*.

The County has worked to critically question the ways in which the organization can more fully commit to equity and inclusion. During the next fiscal year, the County will focus on the four areas of impact, each with specific action items aimed at improving DEI understanding and skills, investing in organizational systems that support and advance equity, preparing the workforce for the future, and increasing accountability in the areas of equity and inclusion. The FY 22-23 JOIN Action Plan will serve

as the new platform from which the County will continue its journey and expand its vision for a more equitable, just and inclusive organization and community. The JOIN Action Plan will be finalized and then be reviewed quarterly. By monitoring and tracking DEI-focused activities, the County will be positioned to better engage the workforce and community to drive change.

FIGURE 1



Fiscal and Facilities Impacts:

CSD is requesting an additional \$19,200 from the Equity Funds set aside to continue to cover stipend expenses for the Equity Advisory and Outreach Committee.

CSD recommends the Board allocate \$270,000 in Equity Funds set aside to contract with the Fund to administer a second cycle of the County of Santa Barbara Racial Equity Grant program.

If Recommended Action B and/or Action C are approved, Staff will return with Budget Revision Requests, if necessary, to appropriate the funds.

Fiscal Analysis:

Staffing Impacts:

Legal Positions:

0

FTEs:

0

Attachments:

- A. County JOIN Update ppt
- B. Highlights of Diversity, Equity, and Inclusion (DEI) Departmental Efforts

Authored by:

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