

COUNTY OF SANTA BARBARA

COUNTYWIDE DIVERSITY, EQUITY, AND INCLUSION INITIATIVES UPDATE



Introduction

Today's presentation will provide updates on countywide initiatives to advance diversity, equity, and inclusion (DEI).

Presenters include:

- Lindsay Walter, County Executive Office
- June Mighty, EdD, Human Resources
- Ashley Watkins, Community Services (CSD)
- Vernita Perkins, PhD, Transformgi LLC



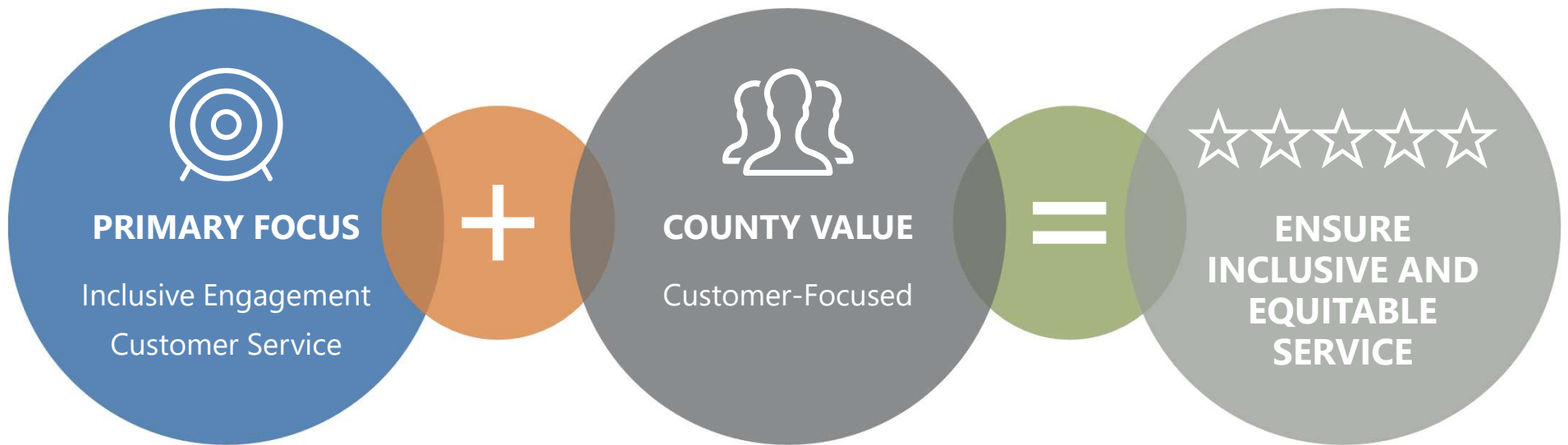
Background

- County has focused on Diversity, Equity and Inclusion over past several years.
- Board approved Statement of Commitment on January 26, 2021.
- Efforts have been internally and community facing focused:
 - **Internal** for County organization, such as JOIN and individual department training and education projects.
 - **Community facing efforts:**
 - Racial Equity Fund Grants, coordinated by CSD with Fund for Santa Barbara,
 - Individual department efforts, and
 - Health and Human Services American Rescue Plan Act (ARPA) Plan which included a DEI component, Community Services and Engagement Plan.

Today's report focuses on Human Resources' JOIN effort, highlights from departments' projects, and the DEI Community Services and Engagement Plan.



County DEI Commitment



County Workforce & Culture

JOIN

Engaging hearts and minds to drive change



JOIN

Engaging hearts and minds to drive change

PRINCIPLES



WE WILL LEARN, EXPLORE,
AND EXPRESS



WE DON'T HAVE ALL THE ANSWERS



WE START WITH OURSELVES



IT WILL BE A JOURNEY



FRAMEWORK



ORGANIZE

- A shared analysis and definitions
- Urgency/Prioritize

NORMALIZE

- Racial Equity Tools
- Data to Develop Strategies and Drive Results



OPERATIONALIZE

- Internal Infrastructure
- Partnership



CHRONOLOGY OF DEI ACTIONS

DEI at the County Timeline with Human Resources

2020	2021	2022	2023
<ul style="list-style-type: none">▪ GARE Membership▪ JOIN Framework▪ Diversity, Inclusion, Belonging, Equity (DIBE) Group	<ul style="list-style-type: none">▪ Statement of Commitment▪ JOIN Phases I/II completed▪ DEI Advisory Council▪ Leadership Learning Labs	<ul style="list-style-type: none">▪ Regional DEI Symposium▪ Cascading Concepts▪ Brave Spaces Sessions▪ JOIN Phases III/IV completed▪ Equity Survey▪ DEI Toolkit▪ JOIN One-year Plan	<ul style="list-style-type: none">▪ Regional DEI Symposium▪ County Village Connect▪ Village Voices▪ DEI Speaker Series▪ Crucial Conversations▪ Three-year Action Plan



FOUR DEI IMPACT AREAS



1. IMPROVE HOW WE TALK ABOUT & UNDERSTAND DEI.



2. INVEST IN SYSTEMS THAT SUPPORT & ADVANCE DEI.



3. PREPARE FOR A MORE EQUITABLE FUTURE.



4. DRIVE DEI RESULTS & ACCOUNTABILITY.

FY 22-23

DEI Outcomes



Engaging hearts and minds to drive change



Crucial Conversations.
FOR MASTERING DIALOGUE



DEI 
TOOLKITS



COUNTY
VILLAGE
CONNECT

STATEMENT OF COMMITMENT TO EQUITY AND INCLUSION IN THE COMMUNITY AND WORKPLACE



Preamble

We acknowledge that longstanding decades of repeated individual and systemic racism and violence against People of Color are contributing to a climate of intense sadness, fear, and outrage throughout the nation and in our Santa Barbara County community. Harmful consequences over many generations have roots in historic, structural racism that have created societal barriers to opportunities, resources, and wealth, resulting in disproportionate damage to Black, Latinx, and other Communities of Color.

We seek to reduce racial disparities across our law enforcement and criminal justice systems. All residents need to have trust that our justice system is unbiased and that our County is committed to equitably advancing the safety and wellbeing of all community members. As County leaders with a moral obligation to promote equal protection and equal justice, we must sharpen our focus and harden our resolve to implement programs that are fair, just and address racial bias throughout the criminal justice system.

In this national moment of reckoning, we join with our colleagues, partners, collaborators, and the entire Santa Barbara County community to stand with our Black and Latinx communities, and others who find themselves on the fringe of society, to denounce racism in all its forms.

STATEMENT OF COMMITMENT

The County of Santa Barbara is dedicated to cultivating and sustaining an environment that exhibits equity and inclusion everywhere, and at all levels of our organization. The County believes equity is a fundamental principle that must be embedded in policies, institutional practices and systems. The County recognizes the negative impacts of systemic racism and is committed to eliminating the barriers affecting Black, Latinx, Indigenous, Asian, and socioeconomically disadvantaged community members, as well as people of other diverse racial and ethnic backgrounds. We envision a world where society and its systems (e.g. education, criminal justice, and health care, housing, the economy) are just, fair, and inclusive, enabling all people to participate and reach their full potential.

We celebrate community and employee diversity, strive for inclusion and belonging, and promote empowered participation. We aspire to build a workforce that is reflective of these values and the communities we serve. We are proud to be an equal opportunity employer and will resolutely uphold federal, California state law and/or Santa Barbara County ordinances.

We believe equity and inclusion are vital to fulfill the County's mission and to embody a culture of "One County, One Future." Expanding the full range of employee talent allows the County to deliver our best to all our community members.

We believe in the dignity and humanity of all people. We strive for a healthy and prosperous society that promotes all people having equitable access and opportunity.

Definitions

Equity is defined as "the state, quality or ideal of being just, impartial and fair." The concept of equity is synonymous with fairness and justice. It is helpful to think of equity as not simply a desired state of affairs or a lofty value. To be achieved and sustained, equity needs to be thought of as a structural and systemic concept.

Inclusion is the action of state of including or of being included within a group or structure. More than simply diversity and numerical representation, inclusion involves authentic and empowered participation and a true sense of belonging.

(From: E. Casey Foundation, RaceEquity and Inclusion Action Guide, 2014)

Revised and adopted by the Board of Supervisors on January 26, 2023.

DEI
REGIONAL SYMPOSIUM
DEI



JOIN

Engaging hearts and minds to drive change

Diversity, Equity & Inclusion
Speaker Series

September 2023 - June 2024



D·I·B·E



Fiscal Year 23-24 To Date DEI Outcomes

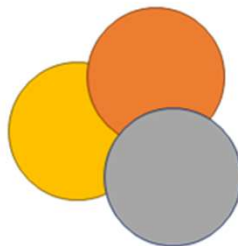


JOIN

DEI SPEAKER SERIES

JAMES JOYCE III
Coffee with a Black Guy:
A frank talk about race

Sept. 22, 2023
10:00 AM



Examples of County Services Focused Projects



Highlights of Departments' DEI Activities



Agriculture, Weights and Measures:

- Meetings with Mixteco Indigena Community Organizing Project (MICOP)
- Education, outreach events, and bilingual brochures
- New Online Complaint Form for community member feedback
- Ongoing social media engagement with County community members



Public Health:

- Santa Barbara County Public Health Department Staff Self-Assessment
- Farmworker Vaccine Clinics and Vaccine Equity Project
- Latinx Indigenous Migrant COVID-19 Response Task Force
- Regional Language Access and Language Justice Workgroup
- COVID-19 At Home Test Kit Distribution



Highlights of Departments' DEI Activities (cont.)



Behavioral Wellness:

- Coordinates monthly Cultural Competency and Diversity Action Team
- Hosted their first countywide Behavioral Health Equity Summit in July 2023 with over 150 attendees



Child Support Services:

- Focus on training and hiring: Updated child support caseworker recruitment materials to attract diverse backgrounds and experience
- Expanded DEI trainings, such as "LBGTQ+ 101" with Pacific Pride Foundation
- Developed a coaching program to help case managers address biases, stereotypes, and systemic barriers that impact marginalized communities.



Highlights of DEI Initiatives



Equity Advisory & Outreach Committee

Increase awareness, participation, guidance, and feedback on various planning efforts across the County.



Promotores Network Outreach

Spanish-language outreach in partnership with community-based outreach workers.



Racial Equity Grant Program

Strengthen organizations that address anti-racism through systems change strategies.

Racial Equity Grant Program

Administered by the Office of Arts and Culture in partnership with The Fund for Santa Barbara



Cycle 1	\$270,800
Cycle 2	\$275,000
Cycle 3* <small>*not yet distributed</small>	\$275,000
Total:	\$820,800

THE FUND FOR SANTA BARBARA

Grant Recipients - Cycle 1

Organization	Award Amount	Use of Grant Funds
Comite Guelaguetza	\$35,000	Grant funding was used for Guelaguetza popular- ceremonial cultural festival representing all regions of Oaxaca through food, dance, and music. Funding was also used for Indigenous self-determination decolonizing workshops.
Gateway Educational Services	\$35,000	Funds helped produce two annual webinars to engage and empower Black/African American parents and develop parent groups to advocate for equitable education.
Martin Luther King Jr., Day Celebration Committee	\$14,400	Funding supported the cost of our Venue, Setup, Audio Support, Security, and Grant Writer.
Martin Luther King, Jr. Committee of Santa Barbara	\$20,600	Funding was used to hire an Executive Director and expenses for the celebratory events for the MLK Jr holiday, and events during the year.
NAACP Santa Maria Lompoc 1072	\$25,000	Funds supported an annual gathering celebrating Black History; an annual Juneteenth Celebration; Culturally competent programming that addresses inequities that exist in our County
Healing Justice Santa Barbara	\$100,000	Funding supported operating costs, primarily salaries for our lead organizers, to ensure the sustainability of our work.
Total Grant Awards REF Cycle 1	\$230,000	
Administration	\$40,800	
Total Grant Cycle	\$270,800	



THE FUND FOR SANTA BARBARA

Grant Recipients - Cycle 2

Organization	Award Amount	Use of Grant Funds
C4 Lompoc Culture Collectives Creating Change	\$78,473	Funding was used to support the implementation and stabilization of the Self Healing Communities project, to begin to address the unrecognized and untreated trauma in the Lompoc community.
NAACP Santa Maria-Lompoc	\$65,000	Funding supported the annual gathering celebrating Black History; the annual Juneteenth Celebration; and culturally competent programs in schools that addresses systemic racism.
Regents of the University of California-Santa Barbara	\$64,277	Funding supported the costs of therapy for individual clients, increasing outreach efforts to strengthen community partnerships, and increasing clinical supervision hours for clinicians-in-training.
Madi's Treasure Box, Inc.	\$26,000	Funding supported the "World Changer School Ambassadorship Program", "SYV Juneteenth Celebration", "Madi's Corner Library & Show" and the creation of "Madi's World" products"
Total Grant Awards REF Cycle 2	\$233,750	
Administration	\$41,250	
Total Grant Cycle	\$275,000	



County DEI Community Service and Engagement (DCSE) Plan 2023-2024



Story of the County DCSE Plan



- Impacts of COVID-19 pandemic to ensure support of those immediately economically, socially, and emotionally impacted and address emerging recovery needs.
- American Rescue Plan Act (ARPA) funding was dedicated to Community Health and Wellbeing to promote equitable outcomes for our community residents.
- Three critical strategies were identified which are to:
 - 1) Coordinate DEI among departments,
 - 2) Enhance language access mechanisms; and
 - 3) Expand County DEI and outreach initiatives, including Promotores.
- Hired Transformgi LLC’s principal consultant Dr. Vernita Perkins.



Phases of the County DCSE Plan



Phase One

Diversity, Equity,
and Inclusion (DEI)
Assessment &
Plan Development
(Community-
facing)

Completed September 2023



Phase Two

Department
Support, Training,
& Alignment of
Community
Outreach Activities
for DEI Plan

Began October 2023



Phase Three

Formation of
County DEI
Organizational
Structure &
Sustainability

Begins March 2024



First Wave Stakeholder Departments



First Wave Stakeholder Departments Feedback

First Wave Stakeholder Departments identified these inequities and barriers to entry.



- Languages Barriers to Entry
- Feedback Barriers to Entry
- Payment Barriers to Entry
- Inherent Bias
- Equity Hiring / Local Hiring
- **Equity Understanding**



Equity Understanding

Equity Understanding uses fundamental awareness along with inclusive engagement and a commitment to customer service.

County DCSE Plan

Centered on Equity Understanding where the County applies Equity first when interacting with the community.

Equity Understanding positions the County to equitably serve and inclusively engage the community.

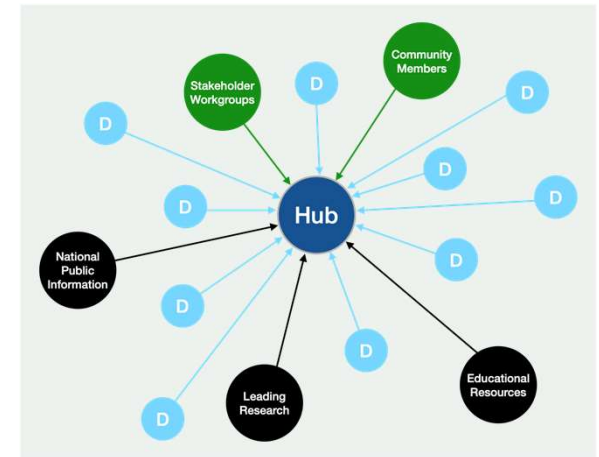
Phase One Recommendations



Equity Baseline
Centralized County DEI with common, County-relevant language and content



Equity Quick Reference
Quick access reference guide for DEI/Equity community services and engagement



Equity Hub
Sharing latest DEI/Equity resources, education, and information from global sources

County DCSE Plan – Phase Two

Phase Two addresses on the need for a foundation of Equity Understanding, Awareness, and Implementation across the County.

Three First Wave
Departments'
Equity Plans

Develop department Equity Plans based on the inequities and barriers to entry with an Equity Understanding foundation

Self-Select
Second Wave
County Stakeholders

Countywide staff can elect to join collective stakeholder workgroup focused on developing Equity Understanding and implementation

18 Departments
Third Wave
County Stakeholders

Modeling three First Wave Departments in creating stakeholder workgroups, identifying inequities and barriers to entry, and creating department Equity Plans

Based on foundation of Equity Understanding implemented countywide



County DCSE Plan Intended Outcomes



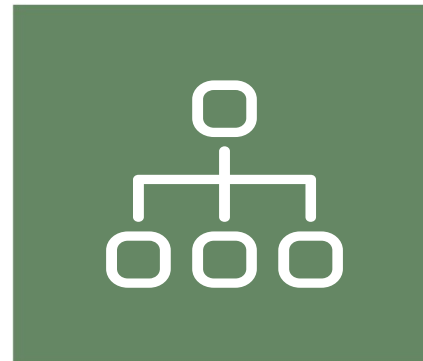
Education

Establish and maintain an Equity Understanding foundation countywide.



Communication

Create internal and external channels for Equity Understanding and implementation.



Organizational

Develop welcoming, online feedback mechanisms for community members.

Establish Equity organizational chart, governance, and implement roles.



Community

Ensure that County of Santa Barbara community members are equitably and intentionally served, resourced, engaged, and supported.

Recommended Actions

That the Board of Supervisors consider the following recommendations:

A) Receive and file a status report on Countywide JOIN Action Plan and Diversity, Equity, and Inclusion activities.

B) 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.

