

## ATTACHMENT A

### COUNTY OF SANTA BARBARA'S 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.

#### **Definitions<sup>1</sup>**

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.

#### **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 imbedded in policies, institutional practices and systems. The County recognizes the negative impacts of systemic racism and is committed to eliminating the barriers affecting our Black, Latinx, Indigenous, and Asian 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.

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<sup>1</sup> Annie E. Casey Foundation, *Race Equity and Inclusion Action Guide*, 2014

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.