

HUMAN RESOURCES DEPARTMENT &
COMMUNITY SERVICES DEPARTMENT



UPDATE ON EQUITY INITIATIVES

Presentation to the County of Santa Barbara Board of Supervisors
May 18, 2021



AGENDA

- Update on HR equity initiatives
- Update on CSD equity initiatives
- Recommendation for disbursement process for remaining equity funding
- Board Direction



A diverse mix of voices leads to better discussions, decisions, and outcomes for everyone.



-Sundar Pichai

COUNTY OF SANTA BARBARA

Update on Advancing Equity & Inclusion

J.O.I.N.

Engaging hands, hearts, and minds to drive change

J

**JOIN
HANDS**

PHASE I

Inquiry and curiosity about the current reality in the organization regarding race, equity & inclusion. Engage organizational stakeholders in self reflection, strategic questioning, and team learning.

O

**OPEN
HEARTS & MINDS**

PHASE II

Imagine and identify what the future state will be. Identify systems, structures, capacity and tools required to implement the new state of race, equity & inclusion in the County.

I

**IGNITE
ACTION**

PHASE III

Innovate and empower stakeholders to take the required actions to implement shared solutions. Establish policy, training, structures, and systems to facilitate and integrate the preferred solutions.

N

**NAVIGATE
CHANGE**

PHASE IV

Inspire commitment to the new path forward. Deploy tools to encourage collective commitment to shared vision. Engage stakeholders to share progress, course correct and celebrate successes.

PHASE I Join Hands

Inquiry and curiosity about the current reality in the organization regarding race, equity & inclusion. Engage organizational stakeholders in self reflection, strategic questioning and team learning.

Nov-Dec

- ✓ Share framework and schedule
- ✓ Finalize consultant contract
- ✓ Design Leadership assessment tool
- ✓ Facilitate BOS/Leadership kickoff
- ✓ Launch Leadership Learning Lab (LLL)
 - Roots & Social Justice
- Define Guiding Council role and objectives
- ✓ Launch Public Sector Roundtable

January, 2021

- ✓ Launch Leadership organization equity assessment tool
- ✓ Launch Leadership Learning Lab (LLL)
 - Strategic Questioning I
- Guiding Council Meeting
- ✓ Create CEO intro video

Feb-March, 2021

- Guiding Council Meeting
- ✓ Launch LLL
 - Unconscious Bias
- ✓ Launch CEO intro video
- ✓ Launch Manager Brave Space Webinar
 - Roots & Social Justice

PHASE II Open Hearts & Minds

Imagine and identify what the future state will be. Identify systems, structures, capacity and tools required to implement the new state of race & equity in the County.

April, 2021

- ✓ Launch LLL
 - Strategic Questioning II
- ✓ Participate in TTT: Cracking the Code
- ✓ Launch Brave Space: The Influence of Unconscious Bias
 - Guiding Council Meeting

May, 2021

- ✓ Launch LLL
 - Organizational Equity Assessment Review
- ✓ Launch Cracking the Code training
- ✓ Continue Brave Space
 - Exploring the Roots and Concepts of Racism.

June, 2021

- Launch LLL
- Launch Civil & Respectful Workplace Program for Managers

PHASE III IGNITE ACTION

July-Dec, 2021

Innovate and empower stakeholders to take the required actions to implement shared solutions. Establish policy, training, structures, and systems to facilitate and integrate the preferred solutions.

PHASE IV NAVIGATE CHANGE

Jan-June, 2022

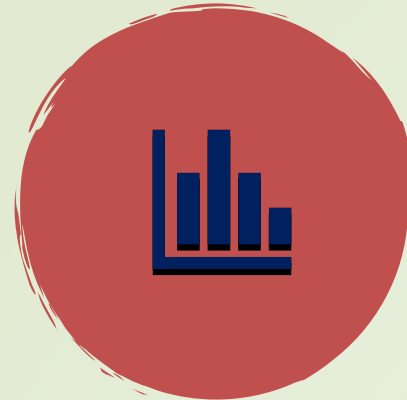
Inspire commitment to the new path forward. Deploy tools to encourage collective commitment to shared vision. Engage stakeholders to share progress, course correct and celebrate successes.

OPERATIONALIZE County Commitment:



Eliminate systemic racism and other forms of discrimination.

EQUITY



Build a workforce reflective of the community we serve.

REPRESENTATION



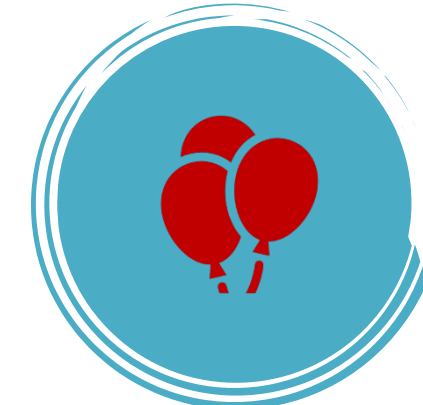
Implement programs and services that are fair and just.

JUST SYSTEMS



Promote empowered employee and community participation.

INCLUSION



Celebrate diversity, inclusion and belonging.

CELEBRATION

ORGANIZE OURSELVES



UTILIZE TOOLKITS



Engaging hands, hearts and minds to drive change

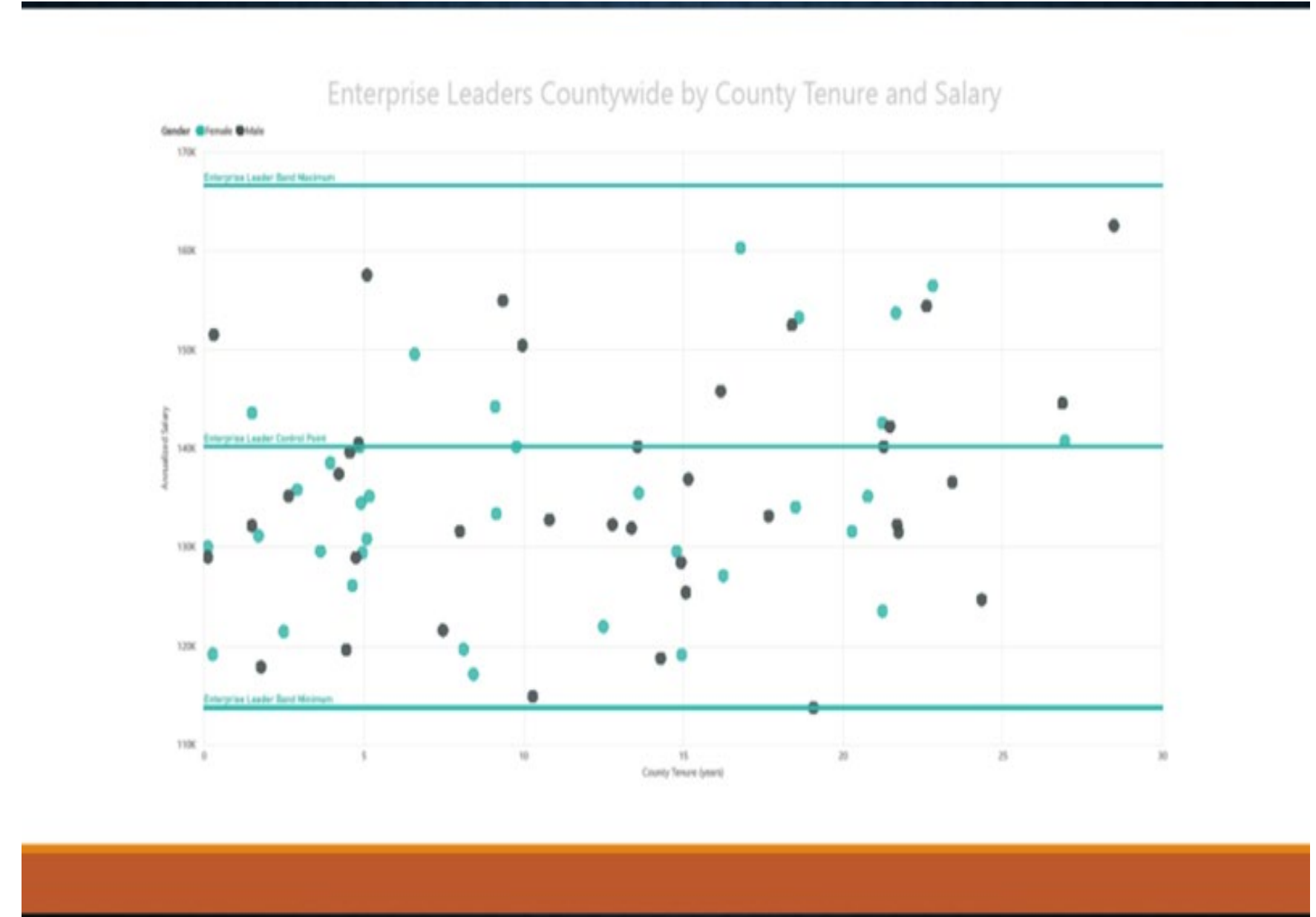
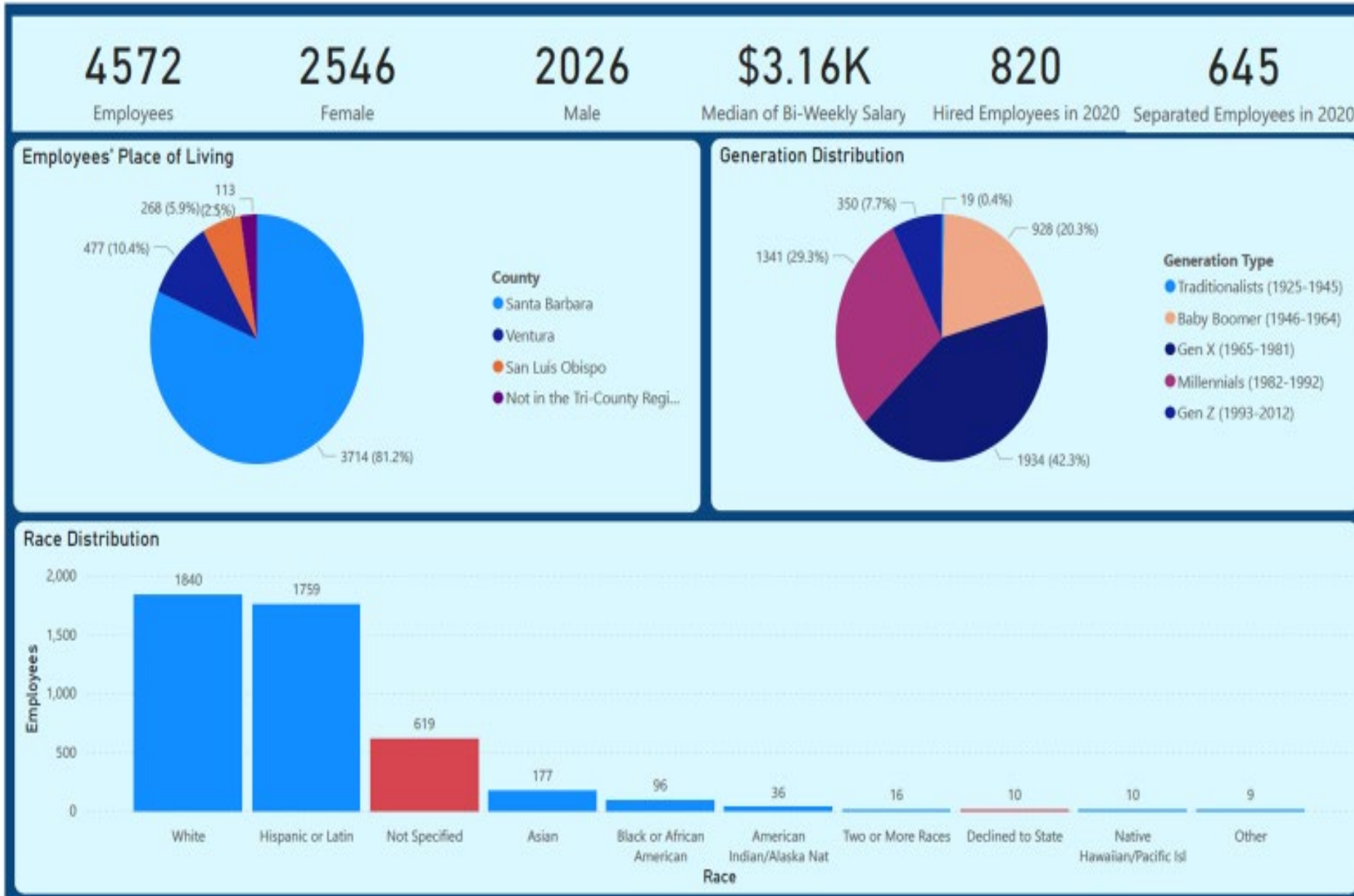
Examples

| Key questions to consider during the different phases of the project/program/service/event. | Yes: No: N/A |
|---|--------------------|
| PLANNING | |
| Is data about the previous usage of the project/program/service/event by race collected and analyzed? | |
| Is data about the needs of racial groups collected and analyzed? | |
| Are various racial groups consulted, including those in other diverse groups? <i>(CALD, disability, Indigenous, LGBTIQ)</i> | |
| Are barriers to participation of those from various racial groups taken into account? | |
| IMPLEMENTATION | |
| Are there equal opportunities for those of various racial groups to contribute to making decisions during the program? | |
| Are equal and respectful relationships between those from various racial groups fostered and promoted during the program? Are stakeholders aware of these standards? <i>(Is there zero tolerance for racist jokes?)</i> | |
| Are symbols, pictures, language and examples used that show diversity in a range of non-stereotyped roles? | |
| EVALUATION | |
| Is usage data broken down by race? | |
| Is there a plan of how to evaluate the impact of the program on race? | |

| During these phases of your community engagement ... | Yes: No: N/A |
|--|--------------------|
| PURPOSE AND SCOPE | |
| Does your purpose for community engagement include understanding the different needs of community members? | |
| Does the scope of your engagement allow for addressing the different needs of community members? | |
| STAKEHOLDERS | |
| Have you considered the power dynamics within stakeholder groups and how they will affect people of color participation? | |
| Have you identified how you will engage with stakeholders who don't have formal positions within stakeholder groups? <i>(club members rather than just committee members)</i> | |
| METHODS OF ENGAGEMENT | |
| Have you considered how people of color will participate in different methods of engagement? | |
| Have you considered the benefit of having separate engagement sessions or methods for people of color to participation? | |
| Have you identified different methods to engage with stakeholders based on their barriers to participation? <i>(time of day or caring responsibilities)</i> | |
| DATA COLLECTION | |
| Have you collected participant numbers broken down by race? | |
| When collating data have you evaluated the different responses by race? | |

DISAGGREGATE DATA

J.O.I.N.



COSB Race, Equity, & Inclusion Framework



Engaging hands, hearts and minds to drive change

FUNDING:

BOS APPROVED: 135 K

P1 & P2 EXPENDITURES: 43 k

BALANCE FOR P3 & P4: 100k

NEXT STEPS

1. Continue with Phase III thru IV of JOIN Framework

- Operationalize Board Commitment
- Organize Ourselves
- Utilize Toolkits
- De-aggregate Data

QUESTIONS?

CSD Initiatives

HISTORY

Understanding our local history
and developing an inventory of
landmarks

COMMUNITY ENGAGEMENT

Equity Advisory and Outreach
Committee (EA + OC)

LISTEN & LEARN

Facilitate Equity, Inclusion and
Communication at the County
Level

UPLIFT CULTURAL EXPRESSION & DIVERSITY

Support Local Communities of
Color Through Art

Community Input and Feedback

1 FUNDING

Any available funds should be prioritized for external groups and organizations rather than internal county activities;

2 LOCAL VOICES

Local community members must be empowered with a prominent role;

3 ACCESSIBILITY

Participation in programs and/or applying for funding should not unnecessarily burden already taxed organizations;

4 COOPERATIVE

Processes and programs should honor cooperation and collaboration and not set community organizations or groups against each other or reinforce scarcity.

Recommendations for the Distribution of Remaining Equity Funds

OPTION 1: Contract with the Fund for Santa Barbara to administer a County equity support program and distribute equity funds

OPTION 2: Develop an internal County process led by staff to distribute equity funds

OPTION 3: Hybrid process to distribute equity funds

OPTION 1: Contract with the Fund for Santa Barbara to administer a County equity support program and distribute equity funds

- 40-year history of providing equity-based community-led grant funding
- Experience and infrastructure to administer equity funding to greater impact, relevance, efficiency and immediacy
- Grant Making Committee made up of a diverse set of community members
- Conducting Central Coast Equity Study
- 15% Administrative Fee

OPTION 2: Develop an internal County process led by staff to distribute equity funds

- Expand the scope of an existing commission or create a new Human Relations, Diversity and Equity Commission to develop a process for distribution of equity-based funding
- Fund a FTE to facilitate and support DEI initiatives
- Funding will need to be allocated to develop the county oversight body and create a process for community-led distribution of the equity funds
- This option will take time and resources to develop

OPTION 3: Hybrid process to distribute equity funds

- A combined approach incorporating options 1 & 2
- Distribute an initial round of funding while working towards a long-term approach to County Diversity, Equity, and Inclusion Initiatives
- This option would take time and resources to develop

Central Coast Equity Study

The aim of the Central Coast Regional Equity Study is to produce equity-based actionable data for policy and systems change efforts in the Santa Barbara and Ventura Counties region.

Steering Committee Partner Institutions:

USC Equity Research Institute, UCSB Division of Social Sciences, UCSB Blum Center on Poverty, Inequality, and Democracy, and the Fund for Santa Barbara with representatives from Central Coast Alliance United for A Sustainable Economy and Allan Hancock College.

FUND and the UCSB Blum Center conducted seventeen community consultations between August 2020 and February 2021 with over 130 key community stakeholders, drafting an extensive summary of key findings and impact on possible indicators, framing, and additional research needed ahead.

Key areas of interest in better understanding core areas of opportunity when reimagining a more equitable region:

- Housing and Homelessness
- Climate Justice
- Racial Justice
- Access to Healthcare
- Pre-K-12 and Post-Secondary Education

QUESTIONS



THE LONGER WE LISTEN TO ONE
ANOTHER - WITH REAL ATTENTION -
THE MORE COMMONALITY WE
WILL FIND IN ALL OUR LIVES.

