

Highlights of Diversity, Equity, and Inclusion (DEI) Departmental Efforts

In addition to being highly engaged in JOIN, the Departments have initiated various activities to promote countywide DEI values.

Below are highlights of these Departmental DEI efforts:

DEPARTMENTAL HIGHLIGHTS OF CURRENT AND FUTURE EFFORTS

Department	Current Efforts (FY 2021-22)	Future Efforts (FY 2022-23 and on)
Agriculture/Weights & Measures	<ul style="list-style-type: none"> • Provided virtual education and outreach classes in English and Spanish to industry on agricultural/weights and measures programs. • Provided online training/workshops in English and Spanish to the agricultural industry. 	<ul style="list-style-type: none"> • Continue to provide virtual education and outreach classes in English and Spanish to industry on agricultural/weights and measures programs. • Continue to provide online training and workshops in English and Spanish to the agricultural industry. • Create pesticide use education and outreach for Mixteco speaking agricultural workers.
Auditor-Controller	<ul style="list-style-type: none"> • DEI is part of department and statement of principles, established in the early '90s, it includes the following statement: <i>To hire, train, motivate and retain the highest quality work force in a non-discriminatory manner.</i> Retention of a diverse workforce demographics: Asian = 11.8%, Black or African Americans = 5.9%, Hispanic or Latino = 25.5% Current workforce includes a majority of women: 56.9%. New hires have also been primarily women: 66.7%. 	<ul style="list-style-type: none"> • Continue to retain a diverse workforce by supporting our current diverse workforce and outreaching for DEI in future recruitments. • Review options for a special department-wide DEI training. • Continue to live our principle: To hire, train, motivate and retain the highest quality work force in a non-discriminatory manner.
Behavioral Wellness (BWell)	<ul style="list-style-type: none"> • Implemented hiring requirement that all interviews of candidates must include at least two questions (from a list created by HR and Executive Team) on DEI. • BWell celebrates with All Staff emails and social media posts regarding BIPOC heritage and special population's (eg: LGBTQ+) months and also calls out mental health disparities 	<ul style="list-style-type: none"> • Continue activities noted.

	<p>and highlights for staff and public why we have to focus on fighting stigma and improving care access.</p> <ul style="list-style-type: none"> • Making changes where data collection is less than effective in capturing vital demographic data that is needed to ensure programming and staffing is truly meeting the needs of those seeking services. 	
Child Support Services (CSS)	<ul style="list-style-type: none"> • Director attended DEI Symposium “A Conversation to Advance Diversity, Equity and Inclusion in Our Region” and the “Central Coast Regional Equity Initiative: Policymakers and Philanthropic Leaders” to better understand how best to support initiatives and conduct a conversation centered on the role of policy and philanthropy in equity within Santa Barbara and Ventura Counties. • Customized training (titled “The Best of Me Series”) to Supervisors, Senior Child Support Officers and some other staff that included a critical competency track on workplace inclusion. The competency description is: Expand perspectives and challenge assumptions about ourselves, the work we do and the people we work with and serve. We will look at the ways we bridge these learnings into care for our customers and explore best practices in virtual customer care. The course topics were: <ul style="list-style-type: none"> - Diversity and Inclusion at Work - Counteracting Unconscious Bias - Talents and Inclusion - Virtual Customer Care 	<ul style="list-style-type: none"> • Continue prior year activities, and • Having Pacific Pride conduct a training course titled LGBTQ+ 101. It covers vocabulary and best practices needed to understand and welcome people of all sexualities and genders. • The County DEI/EEO manager is going to speak with department in regards to spreading awareness about the importance of the equity survey and provide background on what they have done. He will also conduct DEI learning sessions with staff. • CSS staff will attend DEI sessions b Child Support Directors Association. These sessions are going to be conducted by the Ventura County Director of Child Support Services who is a member of the Ventura County DEI task force. The session will include education to cultivate a Diversity, Equity, & Inclusion lens for the Association and its members.
Clerk-Recorder-Assessor	<ul style="list-style-type: none"> • Offered training, mentoring and support to aid all employees in their professional development and promote DEI. • Fostered and proactively promoted an environment of respect, fairness and inclusion from the top down and across all aspects of the department. • Promptly addressed concerns should any arise and mediate as necessary to build bridges and strengthen relationships. 	<ul style="list-style-type: none"> • Continue activities noted.
Community Services Department	<ul style="list-style-type: none"> • 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; see Board Letter for details of activities. • As administrators of federal and State programs, HCD is 	<ul style="list-style-type: none"> • Continue activities noted. • Continue work with the Santa Barbara County Promotores. • 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

	<p>responsible for ensuring that federal and state DEI initiatives, e.g. Affirmative Marketing of affordable units, fair housing compliance, and non-discrimination in hiring practices, are passed through to the County and its grantees and contractors.</p> <ul style="list-style-type: none"> • HCD ensures that contracts contain federal or state, as applicable, language to ensure that grantees and contractors have DEI provisions in place when recruiting workers, and when providing services to their clientele and the public. - HCD ensures that grantees/contractors have such policies before entering into contracts. - HCD ensures the above for County-funded programs, ensuring compliance with County DEI initiatives. 	<p>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.</p> <ul style="list-style-type: none"> • The Office of Arts and Culture is working with the Santa Ynez Band of Chumash to fund and create a culturally-relevant mural at Cachuma Lake.
<p>County Counsel</p>	<ul style="list-style-type: none"> • Intentionally designed staff and attorney recruitments broadly to cast a wide net of applicants. • Considered applicants from all educational backgrounds. For example, not just the “top” colleges or law schools or traditional educational paths. • Continued developing office’s brand of inclusion and collaboration in the office (instilling a sense of belonging and in office’s culture and environment). • Staff meetings twice a week where department celebrates people’s results, report on and value the work people are doing, and open the floor for people to raise any issues for the group. • Intentionally allowed for increased collaboration across cases and advisory work to get different viewpoints on cases and work while instilling a sense of belonging to team. 	<ul style="list-style-type: none"> • Continue activities noted. • Increase Mandatory Continued Legal Education (MCLE) presentations on DEI, including on topics such as implicit and explicit bias. • Encourage joining local law groups such as the Santa Barbara County Bar Association and Santa Barbara County Paralegals Association for these opportunities and to interact with broader County legal community. • Plan to encourage staff to attend EU trainings such as EQ trainings or other trainings on DEI topics. Review County trainings offered quarterly and send email to all staff with those opportunities. • Implemented strategies to retain diverse staff and those with different circumstances and plan to expand retention efforts: <ul style="list-style-type: none"> - Previously implemented alternative hours for people commuting and/or in some instances for child-care circumstances. - Recently implemented hybrid teleworking and full-time teleworking options for attorneys and then hybrid option for staff. - Plan to look at 9/80s and other flexibilities on an ongoing basis. • Tracking of efforts to be inclusive and equitable by: <ul style="list-style-type: none"> - Utilizing stay interviews by continuing once a year meeting with all staff and attorneys to discuss anything on which office could improve and anything that is going well. - County-wide tracking of departmental statistics. - Departmental tracking of recruiting and retention statistics.

County Executive Office

- CEO with assistance from HR developed and led regional DEI forum for city managers, department directors and county leadership from Santa Barbara and San Luis Obispo counties in February 2022. Forum advanced DEI concepts and created action items for local government leaders.
- CEO leaders continued to participate in JOIN training for all county leadership.
- Countywide communications have increased Spanish language access with more real time and printed translated information, including Board meetings and community presentations as appropriate.
- OEM emergency notifications continue to be provided in Spanish and English.
- The Cannabis Education Program provides information and training on the health risks and incorporates DEI in all aspects of outreach and engagement and coordinated by Public Health. Regarding youth education, the program promotes a social media campaign (#MyBestLife) that features local teens and young adults who share their experiences in living their best lives cannabis-free. The campaign actively seeks to represent the demographics of the county by recruiting youth from both North and South county, having strong participation by Latinx youth and producing bilingual (English/Spanish) social media, film and radio material.
- HHS Recovery Plan established Equity lens and principles that were supported by Board of Supervisors on all ARPA funded projects. Specifically, the guiding principles include:
 - Equity: Provide the appropriate level of support to individuals so that there is fair access to quality services and resources.
 - Inclusion: Focus on initiatives that make Santa Barbara County a place where all people can recover and thrive regardless of race, ethnicity, age, or economic circumstances.
- Created new legislative principle in County for DEI as a support for policies and practices that embody these ideals.

- Continue activities noted.
- Hire two positions including emergency preparedness outreach coordinator for engagement and communications to underserved/under resourced communities during disasters and a Countywide DEI coordinator to ensure DEI best practices and alignment of departmental DEI activities including language access with tools for implementation such as countywide master agreements for interpretation and translation.

	<ul style="list-style-type: none"> • CEO was selected and participates in the International City and County Management Association 's (ICMA) first national Racial Equity and Inclusion Leadership cohort. 	
Fire Department	<p>The Fire Department is creating an Equity Committee to champion initiative to bolster our existing recruit mentorship program to promote/improve overall departmental diversity by:</p> <ol style="list-style-type: none"> 1. Looking for opportunities to better prepare potential academy candidates early to ensure success at the tower; 2. Re-launching “day in the life of a female firefighter” outreach; 3. Development of a military outreach program with local bases as a federal program to academy; and 4. Reviewing internal HR policies to promote equity. 	<p>In FY 22-23 Fire will be further defining the DEI Committees’ roles and responsibilities as follows:</p> <p>DEI committee staff should include both sworn and civilian of employees. Key positions for the committee: Executive Leadership, HR Manager, Training DC & BC, Facilities staff, Public Information Office staff, BC’s/Captains/Firefighters, Civilian administrative staff</p> <p>Responsibilities:</p> <ul style="list-style-type: none"> • Address policies affecting diversity and identify/update policies that need to be modified or possibly eliminated, • Update mission & core value statements to include diversity and equity (internal & external), • Implement and communicate initiatives to the District. Communication plan should include messages designed to inform, educate, engage and/or empower the rest of your employees through presentations, newsletters, and department-wide emails, • Develop strategies for increasing the recruitment of women, minorities and veterans in the fire department, • Identify capital and facility improvements that promote inclusion and equity (to include Station and training facilities), and • Review recruiting and hiring practices to ensure they are in alignment with our DEI values.
General Services	<ul style="list-style-type: none"> • Incorporated JOIN framework of Equity and Inclusion in recruitments, employee relations processes, and employee events. • DEI training at annual staff retreat. • DEI is considered when selecting the composition of interview panel members. • DEI Statement of Commitment to Equity and Inclusion in the 	<ul style="list-style-type: none"> • Continuing to foster Equity, Diversity, and Inclusion in all of recruitment, employee relations and employee events. • Continuing to focus on enhancing career path progression and growth opportunities for our workforce.

	<p>Community and Workplace is featured in all job announcements.</p> <ul style="list-style-type: none"> • Individual training during divisions' monthly meetings. 	
Planning & Development	<ul style="list-style-type: none"> • Representatives from the Department working on DEI initiatives for the broader County. • Added the following strategies to the Department's Strategic Plan: <ul style="list-style-type: none"> - Utilize and enhance existing, or develop new, tools to communicate with diverse stakeholders on emerging issues. - Translate select components of land -use documents and offer interpretation services to improve accessibility to customers. 	<ul style="list-style-type: none"> • Continue activities noted and implementing the strategies from Strategic Plan in the next three years.
Probation	<ul style="list-style-type: none"> • Initiated project to address the barriers experienced by PRRC clients, as expressed on the reentry client survey, will have a DEI component in terms of identifying language and cultural barriers to services. This is a Realignment plan proposed outcome to explore findings from the survey of justice-involved individuals and develop a plan of action to improve discharge planning and delivery of services for clients returning to the community. Survey happened in FY 21-22, plan will be in FY 22-23. • Effort to bring bilingual Batterers Intervention Program services for indigent clients to the PRRCs is an effort toward equity and inclusiveness; it's currently underway and will proceed into FY 22-23. • 100% of Juvenile Institutions Officers and 100% Juvenile Deputy Probation Officers completed the training course Understanding and Addressing Implicit Bias in the Justice System. • In partnership with Ceres Policy Research, designed a Sexual Orientation, Gender Identify, and Gender Expression (SOGIE) questionnaire to be used for all youth at Intake, within court services and juvenile facilities. Questionnaire will be launched following staff training in FY 22-23. 	<ul style="list-style-type: none"> • Client equity and inclusion survey, originally scheduled to be moved forward FY 21-22, will be moved forward in FY 22-23. It will survey justice involved/formerly justice involved and victims in order to assess their feelings about the systems they have been impacted by. This is one of the Realignment plan proposed outcome: to synthesize themes from the community REEI survey and develop an action plan to address key findings. • In partnership with Pacific Pride Foundation, provide training to all Juvenile Facility and Juvenile Court and Field Services officers to expand understanding and enhance skills to authentically engage with LBGQ/GNCT youth. • In partnership with Ceres Policy Research, design a framework to collect data on youth's Sexual Orientation, Gender Identify, and Gender Expression (SOGIE) to inform strategies and improve services to this population. • Develop a framework to capture individual-level data on the indigenous youth population served to create a baseline measure of trends in booking, detention, court disposition, and other probation outcomes.
Public Defender's Office	<ul style="list-style-type: none"> • Encouraged staff to attend several training opportunities from state and national presenters on issues of DEI and Belonging (DEIB) and litigating racial justice issues. Various team members gathered skills to share with office about how race and culture impact department clients and the community. 	<ul style="list-style-type: none"> • Continue activities noted. • Develop DEIB training plan for the office by: <ol style="list-style-type: none"> 1. Creating a list of potential training and facilitated conversation topics,

	<ul style="list-style-type: none"> • Shared DEIB work with other public defense offices in California and beyond. Team members taught virtual courses on DEIB principles. • Began work on various racial justice litigation strategies. • Analyzed demographic data gathered by the ACLU on charging practices. 	<ol style="list-style-type: none"> 2. Building ways to practice conversations around race and culture, 3. Reviewing interviews/investigations in cases to put DEI tools into practice, and 4. Working with supervisors on cross-cultural supervision. <ul style="list-style-type: none"> • Revamp the Racial Justice Committee to continue working with community members. • Create more access to Mixteco clients via contracting with interpreters (in collaboration with BeWell, currently finalizing contracts). • Review hiring procedures, interview process, and recruitment bulletins to be as inclusive as possible including analysis of job bulletins and descriptions to remove unnecessary restrictions that could exclude candidates. • Expansive recruiting strategy plan targeting diverse schools and hiring fairs including working on ways to bring in people from many perspectives and backgrounds - including pay and housing options.
Public Health	<ul style="list-style-type: none"> • Created the Public Health 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. • Conducted 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. • Created 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. • Worked with community to form the Health Equity Alliance, a 	<ul style="list-style-type: none"> • Continue to fully implement efforts initiated.

	<p>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.</p> <ul style="list-style-type: none"> • Built 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 meeting. 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. • 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. 	
Public Works	<ul style="list-style-type: none"> • Working with County EEO Leader to schedule DEI training throughout the department. • Opened department Leadership Development Program to ALL team members to eliminate implicit biases by selecting participants. 	<ul style="list-style-type: none"> • Conduct County EEO led DEI training throughout the Department. • Continue providing Department Leadership Development Program to ALL team members - eliminates implicit biases by selecting participants.
Sheriff's Office	<ul style="list-style-type: none"> • Completed six to eight hours of POST or STC diversity training for all sworn law enforcement and custody deputies. Six hours of diversity training for all Dispatchers. Two-hour on-line training for all Sheriff Office staff including civilian non-sworn. <p>This totaled over 4,100 hours of diversity training for Sheriff's Office staff.</p> <ul style="list-style-type: none"> • All new law enforcement deputies receive 45 hours of diversity training in the academy. All new custody deputies receive nine hours of diversity training in the Custody Core academy. 	<ul style="list-style-type: none"> • Continue to meet the POST and STC required diversity training. • New sworn staff will continue to receive the required academy diversity training. • Add additional on-line diversity training for all Sheriff's Office employees. This will be a minimum two-hour course. • Once new California Law is finalized department will review the needs, to include the psychological testing, and make any needed modifications.

	<ul style="list-style-type: none"> • Agency psychologist added a diversity and bias aspect to review and examination of new employees. • DEI related questions part of the promotion process for supervisors and managers. • Continued to vigorously investigate all complaints including those with a bias or diversity component. 	<ul style="list-style-type: none"> • All new deputies go through a multiple month field/floor training program. Review this program for the addition of diversity training. • All new dispatchers attend a multiple month training program. Review this program for the inclusion of diversity training. • Continue including diversity related questions as part of the promotion process for supervisors and managers. • Continue to vigorously investigate all complaints including those with a bias or diversity component.
Social Services	<ul style="list-style-type: none"> • Established an ongoing DEI Committee to oversee development and implementation of interim DEI plan and creation of multi-year plan. • Updated department values to reflect equity as a core Department value. • Adopted Department statement of commitment to DEI. • Developed dedicated DEI Intranet Resource page and DEI Inbox for staff feedback. • Produced DSS DEI Video to highlight County and Department commitment and related actions. • Conducted Manager led orientations for all staff regarding Departmental DEI Plan. • Integrated trauma-informed training including County definitions of and commitment to DEI in New Employee Orientation (NEO) to welcome and orient new employees. • Assessed recruitment and application process and practices to ensure they are equitable, inclusive, and organized in a way to ensure we are marketing to all qualified applicants. This included assessing practices and any barriers for potential applicants. and developing plan related to staff classifications 	<ul style="list-style-type: none"> • Foster staff capacity to operationalize equity and inclusion in professional practice. • Create an organization-wide DEI training program that includes a shared organizational framework with DEI as a core value and initial and ongoing DEI training schedule for both leadership and line staff. • Offer alternative DEI training opportunities: heritage month celebrations, lunch and learns, webinar/conferences, external training opportunities, and online training resources. • Assess current training curriculums for DEI concepts and update and integrate as needed on an ongoing basis. • Assess interview and hiring practices to ensure they are equitable, inclusive, and organized in a way to ensure we are interviewing and considering qualified applicants. <ul style="list-style-type: none"> - Standardize and structure interview and hiring practices to ensure they are equitable and inclusive. - Assess how to increase diversity on hiring panels while maintaining expertise required of panel members. - Provide hiring panel member's info about implicit bias. - Utilize data to track new hire demographics annually for gender, race/ethnicity and disability. • Finalize a multi-year Departmental plan for diversity, equity and inclusion advancement by engaging with staff through County DEI survey, focus groups, and DEI Committees. Continue to assess organization for further opportunities to advance DEI and begin implementation of plan inclusive of metrics for measuring success.

	<p>to cultivate and broaden recruiting relationships with agencies, institutions and professional associations serving diverse groups.</p>	
<p>Treasurer-Tax Collector-Public Administrator</p>	<ul style="list-style-type: none"> • Assessed workplaces and facilities to ensure inclusion, and accessibility. Examples include time off for those with caretaking responsibilities and cultural needs. • Encourage development of all staff: upskilling, tuition reimbursement, flexible hours for school. • Promote the use of inclusive language. • Assess workplaces and facilities to ensure inclusion and belonging. 	<ul style="list-style-type: none"> • Continue activities noted. • For recruitment, continue to utilize a structured interview process and prioritize skills and whole person competencies over academic credentials throughout the talent acquisition process. • Evaluate the department's documentation to ensure language is inclusive including evaluating forms used by constituents for improved accessibility and consideration of providing alternative formats upon by request. • Determine if possible to use economic/social indices to target audiences for services such as Veterans. • Develop a mentorship program for staff.