

# COUNTY OF SANTA BARBARA

## Countywide Update on Advancing Equity & Inclusion



*Engaging hearts and minds to drive change*

# FRAMEWORK



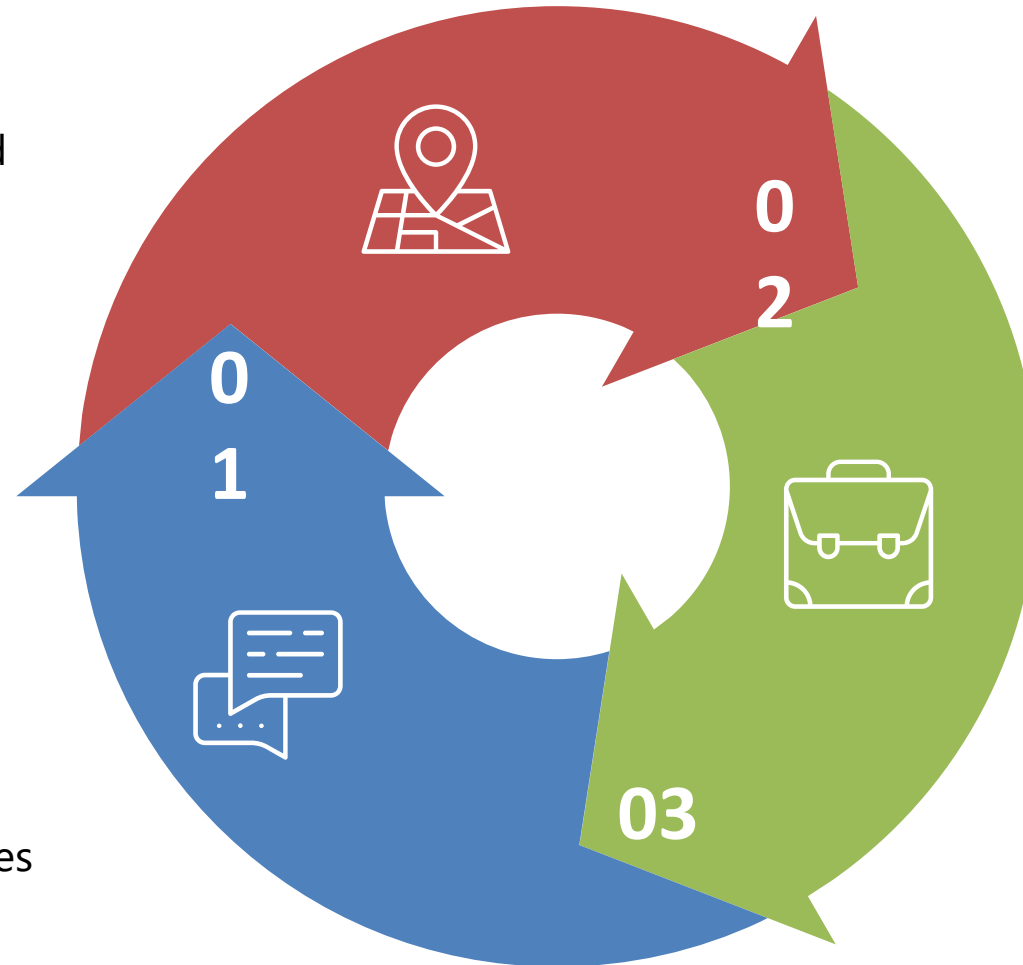
LOCAL AND REGIONAL  
GOVERNMENT ALLIANCE ON  
**RACE & EQUITY**

## ORGANIZE

- A shared analysis and definitions.
- Urgency/Prioritize.

## NORMALIZE

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



## OPERATIONALIZE

- Internal Infrastructure
- Partnership

# 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**

# 1. OPERATIONALIZE COUNTY COMMITMENT TO EQUITY & INCLUSION:

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



COUNTY OF SANTA BARBARA

### 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 imbedded 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 or 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.

(Annie E. Casey Foundation, Race Equity and Inclusion Action Guide, 2014)

(revised and adopted by the Board of Supervisors on January 26, 2021)

# Cascading the Concepts



## 2. COSB JOIN GOVERNANCE

TITLE	ROLES
BOS SPONSORS	ACCOUNTABILITY & SUSTAINABILITY
EXECUTIVE DEI COUNCIL	COUNTYWIDE STRATEGY & PLANNING
DEI ADVISORY COUNCIL	COUNTYWIDE PLANNING & IMPLEMENTATION
EMPLOYEE RESOURCE GROUPS	<ul style="list-style-type: none"><li>• FOCUSED PLANNING &amp; IMPLEMENTATION</li><li>• FEEDBACK</li></ul>
DEPARTMENT AMBASSADORS	<ul style="list-style-type: none"><li>• DEPT PLANNING &amp; IMPLEMENTATION</li><li>• FEEDBACK</li></ul>
DIBE ROUNDTABLE (EXTERNAL)	PROVIDE RESOURCES & FEEDBACK



# DEI Toolkit



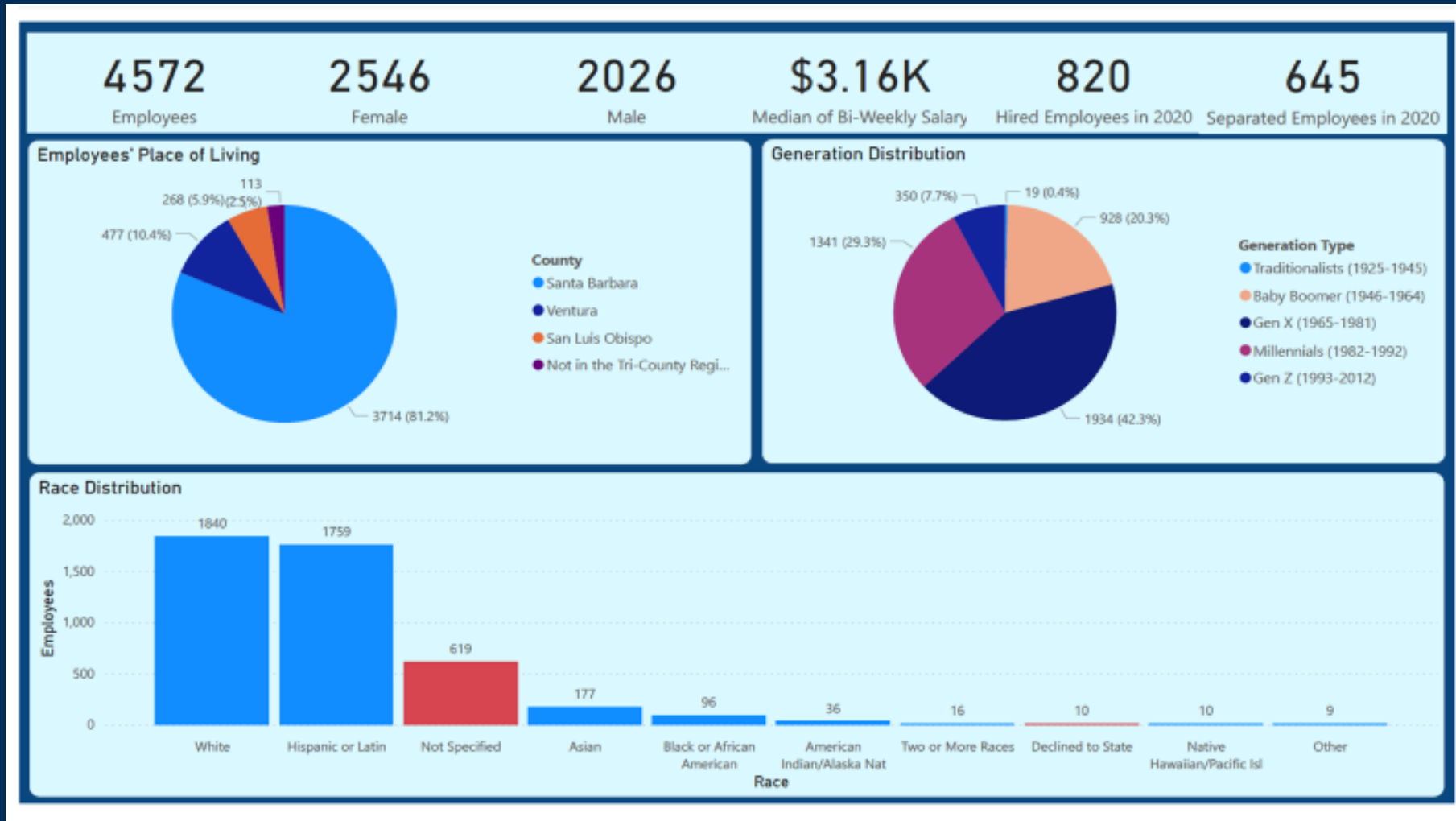
**01** INDIVIDUAL

**02** INTERPERSONAL

**03** LEADERSHIP

What's In A Name?

# 4. DISAGGREGATE DATA



[Current Employee Statistics \(santa-barbara.ca.us\)](http://santa-barbara.ca.us)





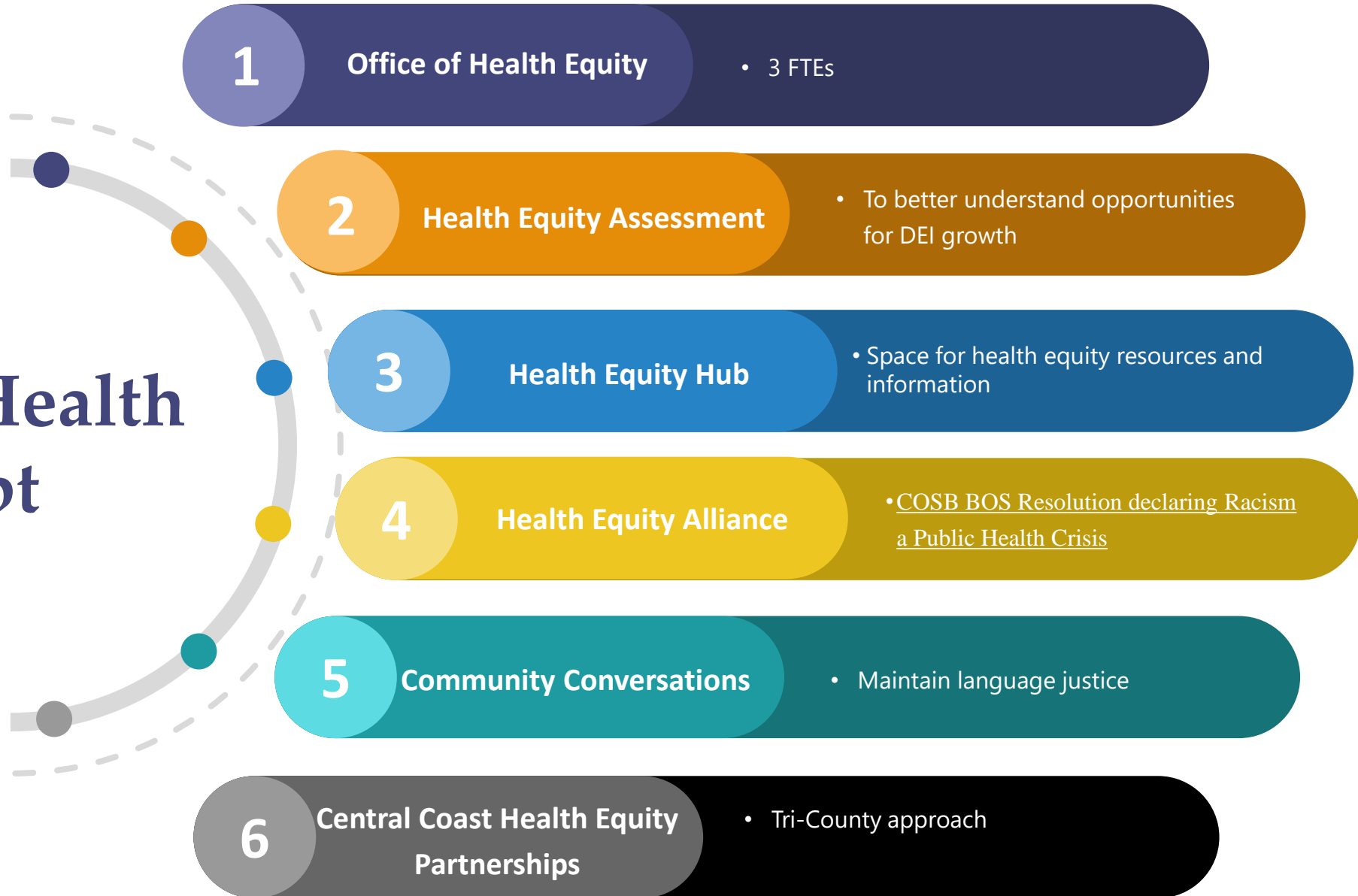
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# 2022 EQUITY SURVEY

## COMMUNITY SERVICES DEPARTMENT

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

# Public Health Dept



## OTHER COUNTY DEPARTMENT EFFORTS TO ADVANCE DEI

ACTIONS	DEPT
Provided industry virtual educational courses and outreach in Spanish.	Agriculture/Weights & Measure
Reviewing and revising documents to ensure neutral, unbiased language.	Clerk-Recorder-Assessor
HHS Plan established equity principles.	CEO
Created a DEI Committee to improve department diversity & inclusion.	a. Fire b. Social Services
Integrated DEI concepts into Strategic Plan.	Planning
Added DEI to psychological review of new employees.	Sheriff



# JOIN

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## FISCAL YEAR 2022-23 COSB DEI 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.

# 2022-2023 JOIN ACTION PLAN

## IMPACT AREA 1: Improve How we Talk About & Understand DEI.

WHAT	WHO
1. Partner with Pacific Pride to offer LGBTQA+ awareness course.	a. Child Support Services b. Probation
2. Add 2 hour On-line Diversity training for all department employees.	Sheriff
3. Offer alternatives to training: heritage month celebrations, lunch & learns, webinars/conferences.	Social Services
4. Facilitate Regular JOIN Governance Meetings.	CEO & CoHR

# 2022-2023 JOIN ACTION PLAN

## IMPACT AREA 2: Invest in Systems that Support & Advance DEI.

WHAT	WHO
1. Create education and outreach for Mixteco speaking agricultural workers.	Arg/Weights & Measures
2. Invite communities to add their stories through the interactive mapping software to the Public Library's ArcGIS cultural asset map.	Community Services Dept
3. Hire two positions: for outreach to marginalized communities during disasters & for DEI coordination to community and departments.	CEO
4. In Partnership with Ceres Policy Research, design a framework to collect data on youth's Sexual Orientation, Gender Identity, and Gender Expression to inform strategies and improve services to this population.	Probation



# 2022-2023 JOIN ACTION PLAN

## IMPACT AREA 3: Prepare for a More Equitable Future.

WHAT	WHO
1. Develop a mentorship and/or shadowing program for staff.	<ul style="list-style-type: none"> <li>a. County Counsel</li> <li>b. Treasurer-Tax Collector</li> <li>c. CoHR</li> </ul>
2. Develop strategies for increasing the recruitment of women, minorities and veterans.	Fire Department
3. Standardize and structure interview and hiring practices to ensure equity and inclusion.	<ul style="list-style-type: none"> <li>a. Public Defender</li> <li>b. Social Services</li> <li>c. Treasurer-Tax Collector</li> </ul>
4. Evaluate forms used by constituents for accessibility and offer alternatives as requested.	Treasurer-Tax Collector

# 2022-2023 JOIN ACTION PLAN

## IMPACT AREA 4: Drive DEI Results & Accountability.

WHAT	WHO
1. Ensure contracts have appropriate language in alignment with County DEI provisions.	Community Services
2. Track department DEI efforts: recruitment, demographics, retention, etc.	County Counsel
3. Launch Equity & Inclusion Surveys.	a. CoHR b. Probation
4. Facilitate Development of Department DEI Action Plans.	CoHR

# THANK YOU