ITEM ORDER

13. Efforts, Timeline, and Goals to Eliminate Systemic and Institutional Racial Inequities

14. Equity Resolution and commitment to equitable policy and budget decisions

15. Office of Correction and Law Enforcement Monitoring analysis relating to “8 Can’t Wait” policing reforms and use of force policies

GOVERNMENT ALLIANCE ON RACE AND EQUITY (GARE)

Ashley Horne
California Regional Manager
Government Alliance on Race and Equity
https://www.racialequityalliance.org/
APPLICATION OF GARE FRAMEWORK

Normalize
- A shared analysis and definitions
- Urgency / prioritize
- Visualize Equity

Operationalize
- Racial equity tools
- Data to develop strategies and drive results

Organize
- Internal infrastructure
- Partnerships

Analilia Garcia, DrPH, MPH
Racial & Health Equity Sr. Manager, Public Health Department
COUNTY’S RACIAL EQUITY WORK

54 Legislative Items from March 19, 2019 - August 18, 2020 with an Equity or Access lens

26 Board referrals - 11 Access, 15 Equity: significant overlap

EQUITY
GARE, Pay, School Meals, Criminal Justice System, Hiring, Addressing Racism

Access
Housing, Victims Services, Internet, Social Services and Benefits, Food

Equity

Race and Health Disparities, COVID-19 Information and Resources, Education, Contracting, Health Order Compliance

Analilia Garcia, DrPH, MPH
Racial & Health Equity Sr. Manager, Public Health Department
COUNTY’S RACIAL EQUITY TEAM

Arcel Blume, Ph.D.
Director, Office of Cultural Competency
RACIAL EQUITY TOOLS

**Budgeting**
- Racial Equity Toolkit: an Opportunity to Operationalize Equity
  1. Establish the proposal
  2. Review data
  3. Engage communities
  4. Analyze information & determine benefit and/ or burden
  5. Develop an implementation plan
  6. Develop accountability, communications, and evaluation plans
- Equity Impact Statements

**Policy**
- Board Referrals
- Budget Priorities
- Legislative Files Equity Implications
  - How does this decision advance racial equity or exacerbate racial equity?
  - Who benefits from or is burdened by this decision

**Procedure**
- R.E.A.L. Cohorts
  - Executive Leaders
  - Department Action Plans
- Internal Champions
- Community Allies

Arcel Blume, Ph.D. Director, Office of Cultural Competency
R.E.A.L. DEPARTMENTAL COMMITMENTS

Commitment beyond training and towards systemic transformation

Executive Sponsorship

Identify a team lead and a group of eight to twelve employees

Commit to participate in the full series, including each learning session, and completion of assignments between sessions, including R.E.A.L. Assignments

Mike Simms, Deputy Chief Probation Officer
Probation Department
R.E.A.L. COHORT #1

**STRUCTURE**
- September through October 2020
- Weekly sessions:
  - Rotate virtual training and departmental meetings
- Skill building and strategy development
- Speaker series to connect community to the process
- Peer-to-peer networking and problem solving

**OUTCOMES**
- Racial equity training curriculum, train-the-trainer “Structural Racism 101”
- Racial Equity Tool to be used in policy, practice, program and budget decisions,
- Capacity building plan and organizational structure to institutionalize equity within each department,
- Example policies and practices that help advance racial equity,
- A Departmental Racial Equity Action Plan

Mike Simms, Deputy Chief Probation Officer Probation Department
DRAFT EQUITY WORKPLAN

**Build Capacity**
- Racial Equity Presentations
- Finalize Internal Champions
- Overview of Racial Equity Tool
- Select REAL Cohort #1

**Share**
- Stakeholder Listening Sessions
  - Facilitated Discussions
  - Bridge Spotlight

**Learn**
- Launch Internal Content
  - Racial Equity Book Club
  - Facilitated Discussions

**Visualize Equity**
- County Virtual Training
- Join National Movement
  - Adopt Equity Resolution
  - Facilitated Discussions

**Organize**
- REAL Cohort #1
- REAL Cohort #1 Action Plan
- REAL Cohorts Continue

**Engage**
- Departmental Action Plans
- Community Allies Meetings
- Train Internal Champions
- Convene Internal Champions
  - Community Allies Workgroups

**Operationalize**
- Compile demographic data
- Equity Impact Statements
- Review demographic data
- Finalize Racial Equity Budgeting Tool
- Legislative File Equity Implications
- Train and Configure Equity Implications
- Implement Legislative Equity Implications

**Outcomes**
- Address and Transform
- Policies revisions and recommendations
- Monitor and Report
- Action Plans for Community Input
- Action Plans for Board Input
- Ongoing training and practice

**Stakeholders and Data**
- Benefit and/or Burden
- Advance Opportunity
- Minimize Harm

**Evaluate, Awareness, Accountability**

**Operationalize**
- Build Capacity
- Share
- Learn
- Visualize Equity

**Operationalize**
- Outcomes
- Stakeholders and Data
- Benefit and/or Burden
- Advance Opportunity
- Minimize Harm

**Operationalize**
- Evaluate, Awareness, Accountability
EQUITY RESOLUTION

Ensure principles of equity are incorporated into the policy and budget decision-making process

Continue to support Racial Equity framework and intentional work towards equity

Build upon Racial Equity framework using the Silicon Valley Equity Pledge
Co-Design

Co-lead

Debra Porchia-Usher, Chief Deputy Director Social Services Agency
15. Office of Correction and Law Enforcement Monitoring analysis relating to “8 Can’t Wait” policing reforms and use of force policies

August 25, 2020

- Office of the County Executive
- Office of the Sheriff
- Office of the District Attorney
- Office of the Public Defender
- Office of the County Counsel
- Behavioral Health Services Department
- Office of Correction and Law Enforcement Monitoring
- Probation Department
- Emergency Medical Services
- Procurement Department
- County Communications
Review and Update of Use of Force Policies

- **Office of the Sheriff**
  - Status of 8 Can’t Wait associated policies
  - Update on additional Use of Force policies
  - Status on compliance with state law and Implementation timelines

- **Office of the District Attorney**
  - Update on Use of Force policy
  - Status on compliance with state law

- **Probation Department**
  - Update on Use of Force policies
  - Status on compliance with state law
Compliance of County Policies with California Law

- Senate Bill 230 (Chapter 285; Statutes of 2019), Assembly Bill 392 (Chapter 170; Statutes of 2019), and other related California law

- **Office of the County Counsel** – Conducting an analysis of the extent to which the County’s existing use-of-force policies are compliant with California law

STATUS OF POLICIES AND PROCEDURES REVIEW

UPDATE ON OUTREACH EFFORTS WITH COMMUNITY STAKEHOLDERS

UPDATE ON ENGAGEMENT EFFORTS WITH COUNTY DEPARTMENTS
### Status of Potential Policy Reforms

<table>
<thead>
<tr>
<th>Reforms</th>
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<tbody>
<tr>
<td>Prohibiting the hiring of enforcement and correctional officers with a</td>
</tr>
<tr>
<td>history of excessive force or misconduct complaints (including lateral</td>
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<tr>
<td>transfers)</td>
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<tr>
<td>Public List of County’s Lethal and Less-lethal Armaments</td>
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<tr>
<td>Limiting acquisition of “military-style” weaponry and equipment</td>
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<tr>
<td>Banning or limiting the use of tear gas and rubber bullets as a crowd</td>
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<tr>
<td>control technique</td>
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<tr>
<td>Restructuring County emergency response</td>
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</table>
Stakeholder Listening Sessions

- Two virtual community meetings in July
- Facilitated by OCLEM
- Extensive outreach
- Robust participation
  - Nearly 600 registrants
  - Average 150 participants per session
  - Almost 500 emails with community input
## Why did you attend?

### What are your priorities?

<table>
<thead>
<tr>
<th>TOP 10</th>
<th>EMAILS</th>
<th>DISCUSSION</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Background/ Hiring</td>
<td>11</td>
<td>13</td>
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<tr>
<td>Mental Health/ Programs</td>
<td>4</td>
<td>23</td>
<td>27</td>
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<td>Demilitarization</td>
<td>12</td>
<td>19</td>
<td>31</td>
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<tr>
<td>Community Outreach and Involvement/ Policing</td>
<td>12</td>
<td>34</td>
<td>46</td>
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<td>8 to Abolition/ Broader Reform/ Re-imagining Policing</td>
<td>7</td>
<td>46</td>
<td>53</td>
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<tr>
<td>Systemic Racism and/or Inequality/ Disproportionate impact</td>
<td>55</td>
<td>55</td>
<td></td>
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<tr>
<td>Redirect/ Reallocate Funding</td>
<td>33</td>
<td>23</td>
<td>56</td>
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<tr>
<td>Accountability/ Transparency/ Oversight</td>
<td>40</td>
<td>85</td>
<td>125</td>
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<tr>
<td>Training/ Certification</td>
<td>91</td>
<td>49</td>
<td>140</td>
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<tr>
<td>Oppose defunding/ Support of Law Enf.</td>
<td>398</td>
<td>47</td>
<td>445</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>608</strong></td>
<td><strong>394</strong></td>
<td><strong>1,002</strong></td>
</tr>
</tbody>
</table>

"I want to hear what my community has to think about community policing."

"Wanted to listen to different opinions, and hopefully see some real change occur."

"Contribute to positive change."

"This affects us all, I want to gain a better understanding of how others feel in the community."

"Create a compromise between different viewpoints and learn about actionable items the county is working on."

"20"
Questions