

County of San Mateo
Racial and Social Justice Ordinance

May 7, 2024

Presentation

- Background
- Overview of ordinance
- Key aspects covered
- Process/Timeline Overview

Introducing Chapter 1.50 of the San Mateo County ordinance code to promote racial and social equity, inclusion, and belonging, and establish key responsibilities for County officers and employees discharging their public responsibilities.

Background & Goals

- County of San Mateo prioritizes equity as core to County operations
- Codify the integration of equity into County practice
- Focus on key areas for the inclusion of equity into County operations
- Maintain flexibility on implementation specifics

Defining Equity

Equity is the goal of ***just and fair inclusion*** into a society in which ***all can participate, prosper, and reach their full potential.*** (PolicyLink)

To achieve equity, we must ***create the conditions*** that allow all to reach their full potential.

San Mateo County

- **63% People of Color**
- **Large Immigrant Community**
 - 35% foreign born
 - 57% of children have immigrant parents
- **HSA Clients:** 50% of clients speak a primary language other than English
- **LGBTQ+:** Approximately 30,000 residents are LGBTQ+
- **People with disabilities:** 4.3% 65 and under; 29.3% of 65+
- **Public healthcare beneficiaries:** 150,000 residents
- **Education:** 47.5% with less than Bachelor's degree
- **Prosperity:** 1st & 2nd out of 56 largest metro regions in the U.S.
- **Racial Inclusion:** 46th and 54th

Inequities

- **Race/Ethnicity**
- **Income**
- **Education**
- **LGBTQIA+ Status**
- **Disability status**
- **And more**

Ordinance Key Elements

1. Rationale
2. Purpose
3. Definitions
4. Individual Change
5. Institutional/Departmental Change
6. Structural Change

Purpose

- Intentionally address issues of inequity within our institution, and proactively advance equity and a culture of belonging.
- Focus on supporting equitable outcomes linked to race, socio-economic status, and other identities

Key Aspects for Consideration

Individual

- Training and capacity building opportunities related to equity
- Competencies for supervisors, managers and executive leadership
- Integration of equity values into job descriptions for departmental and executive leadership positions

Institutional

- Racial and Social Equity Action Plan
- Review of policies and practices
- Data to inform planning and decision making disaggregated by demographics as possible

Structural

- Equity Impact Statements on Board memos
- Equity in budget performance metrics
- Equity key aspect in any strategic plan
- Office of Racial and Social Justice
- Aim towards an inclusive democracy
- Commitment to serving as an Anchor Institution – Inclusive staffing, procurement, and investment strategies
- Serving as a leader on issues of equity across the county – with cities and other jurisdictions

Implementation: Individual & Institutional

| Topic | Implementation Strategies: Existing Efforts & Ideas for Exploration |
|--|--|
| Capacity Building | Foundational Equity Training LMS Playlists 21-day challenges Equity Resource Hub Learning Resources and Tools Equity Consultant/Capacity Bench |
| Competencies for Leadership | Equity Competencies in Essential Supervisory Series & Management Development Program; Integrate Equity Language into Leadership Job Descriptions |
| Racial and Social Equity Action Plan | Annual Departmental and Countywide equity action plans submitted with priorities, actions, and metrics recorded. |
| Review policies and practices with equity lens | Equity Assessment Tool; HR job description equity review; District Attorney's review of policies and practices; Develop/offer organizational equity assessment tools |
| Data informed planning (disaggregating data) | Equity Resource Hub Data portal with disaggregated data and links to other equity data portals; Equity Data Dashboard |
| Annual presentation to Board of Supervisors | Budget presentations and updates to BOS by departments and Countywide; Countywide Equity Action Plan posted on Equity Resource Hub; Brief summary document with key accomplishments, challenges, and lessons learned from Equity Action Plans. |

Implementation: Structural

| Topic | Implementation Strategies: Existing Efforts & Ideas for Exploration |
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| Equity Impact Statements on Board memos | Piloted by CEO Office. Currently expanding to Health, HSA, OOS, Planning, Parks and beyond. Countywide trainings across departments. |
| Equity in budget performance metrics | Departmental equity metrics submitted during budget, tracked, and presented at Board of Supervisor meeting. |
| Equity core value in strategic planning | Equity Impact Assessment; Equity values by Board of Supervisors. |
| Office of Racial and Social Justice | Chief Equity Office position April 2021. Office of Racial and Social Justice July 2022. |
| Inclusive democracy | Increased outreach/engagement of community voice in County decision making; Diversification of County boards and commissions; Academic partnership to support community data and analysis across community engagement efforts |
| Anchor Institution: Inclusive staffing, inclusive procurement, and inclusive investment. | Anchor Action Plan; Supplier Diversity Study; ESG Investment Policy; Explore local and small/micro business procurement preference |
| Be a leader on issues of equity across the county – with cities and other jurisdictions | Equity in Government Community of Practice; Serve on national Steering Committee for Government Alliance for Race and Equity; Providing access to Equity Resource Hub to cities and government jurisdictions; Trainings to community organizations and beyond. |

Timeline Overview 2024



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| <p>Research and draft ideas for stakeholder review</p> | <p>Seek feedback from internal stakeholders</p> <p>Jan 18: Core Equity Team Feb 26: Board of Directors</p> | <p>Seek feedback from external stakeholders</p> <p>February: Equity in Government Community of Practice March 1: Diversity Equity Council March 7: REACH Coalition March 8: Shared Prosperity Council</p> | <p>Integrate feedback</p> <p>Submit final draft for BOS</p> | <p>May 7: BOS review and discussion</p> | <p><i>If adopted: work towards strategies for implementation</i></p> <p>Consider building into Racial and Social Equity Action Plans for 2024/2025 fiscal year</p> |
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Thank you