

Racial Equity Resolution

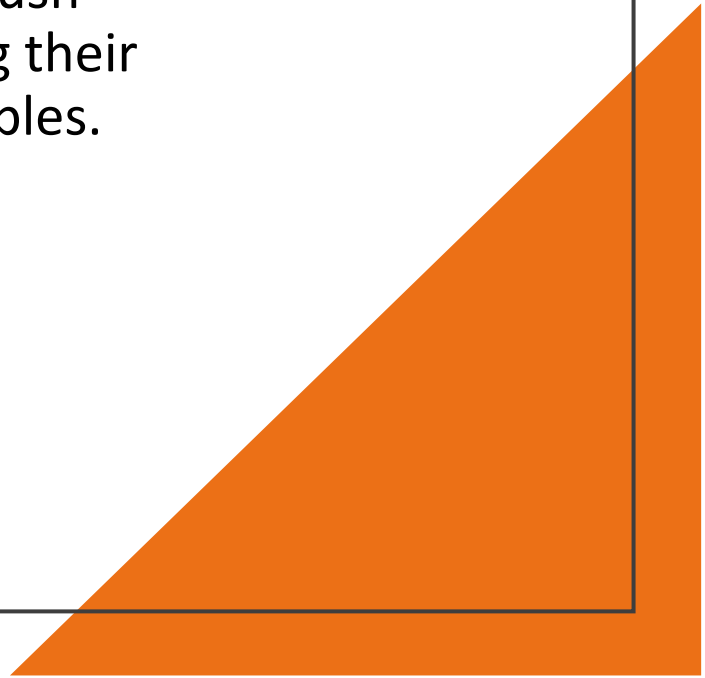
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San Mateo County Board of Supervisors | September 14, 2021



Acknowledging
the land our
County sits on.
Land of the
Ramaytush
Ohlone People

We wish to pay our respects by
acknowledging the Ancestors, Elders,
and Relatives of the Ramaytush
Community and by affirming their
sovereign rights as First Peoples.



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.

Root Causes of Inequities: Barriers and Differentiated Beginnings

Important to remind ourselves before we look at disparate outcomes because many often blame personal responsibility without a reminder of historic and recent inequities

Systems of Oppression & Discrimination

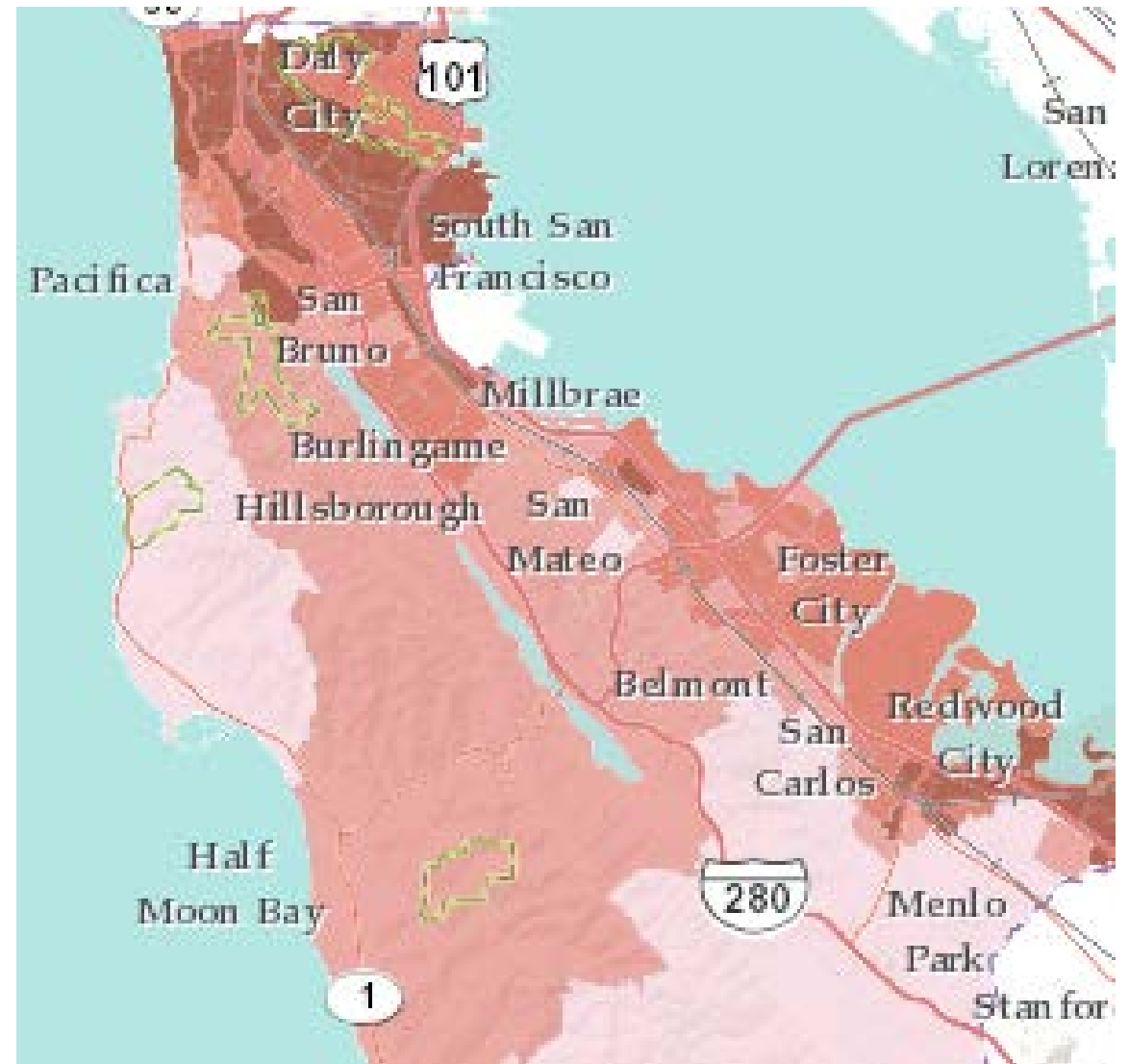
- White Supremacy
- Patriarchy
- Colonialism
- Transphobia
- Heterosexism
- Cisgenderism or Cisnormativity
- Ableism
- Ageism
- Nativism
- Anti-Blackness
- Classism
- Racism
- Sexism

Policies & Practices

- Slavery
- Indigenous Genocide
- Racial property deed restrictions
- Home loan discrimination (redlining)
- Urban renewal
- Exclusion from the GI Bill Benefits
- Deindustrialization
- Housing discrimination
- Employment Discrimination
- School segregation
- Residential segregation
- Funding disparities
- Structural poverty
- Incarceration inequities
- Implicit bias
- Zero tolerance disciplinary policies
- Predatory lending
- Loan discrimination
- Residential segregation
- Housing and employment discrimination
- Complaint-based systems
- Voter suppression
- Limited pipelines into leadership
- Voter Suppression
- Internment camps

County Context

- At least 64% People of Color
 - Approximately 67% People of Color per Dr. Benner (UC Santa Cruz)
- Large Immigrant Community
 - 35% foreign born. 21% of immigrant population undocumented.
 - 46% speak another language at home
 - 57% of children have immigrant parents



Inequities by Race are Pervasive

- Life expectancy gap between Black and White is 4 years.
- Overcrowding is over 11x higher in Latinx and PI populations, and between 2x and 5x higher in the Black, Asian and AI/AN population, than the White population
- Home ownership is over 1.5x higher for White and Asian households versus Pacific Islander, Latinx, American Indian/Alaska Native, and Black
- Median HH income for White and Asian HH is 2x that of Black and Latinx HHs
- Food stamps are used over 4x more by Latinx, PI, Black, and AI/AN than White households
- Unemployment is higher in the Asian, Latinx, PI, and AI/AN communities than the White community
- COVID cases have disproportionately impacted communities of color and vaccination rates are lower in communities of color

Why start with race?

- Leading with race but not exclusively focused on race
- Racism and White Supremacy are embedded into the founding of the United States and were built into structures and systems of operation
- Race is a key determinant in the majority of life outcomes
- Racism runs deep within other forms of oppression – patriarchy and sexism, heteronormativity, ageism, ableism, transphobia, classism and more

Racial Equity Resolution

- Shared a concrete commitment to racial equity
- Details specifics actions to build accountable structures to advance equity efforts within the County
 - Office of Racial and Social Equity
 - Tools – equity assessment
 - Community engagement body
 - Data and metrics
 - Workforce training program
 - Workforce diversity strategies



Thank you

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