

Anchoring our County's Economic Opportunities In our Values of Equity



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.

Shared Prosperity

- 2nd of 53 on prosperity across large metro region in the U.S. on **prosperity***
 - 52nd for **racial inclusion**
 - 53rd for **geographic inclusion**
- 47th out of 58 California counties for **inclusiveness+**

* Brookings Institutions Metro Monitor: <https://www.brookings.edu/interactives/metro-monitor-2021/>

+ Social Progress Index: https://www.socialprogress.org/SPI_California_Counties_Preliminary_Findings.pdf

Anchor Institutions

- Large place-based and mission-driven entities with significant employment and economic presence
- Align business side of County efforts with the value of equity and mission of service.
- Institutions maximize hiring, purchasing, and investment resources to create economic opportunities for clients and the local community.
- Opportunity to create conditions to allow more to reach their full potential.



Anchor Institution Framework



**INCLUSIVE
WORKFORCE**



**INCLUSIVE
PROCUREMENT**



**INCLUSIVE
INVESTMENTS**

Anchored in Actions



Develop an Anchor Institution Plan with specific actions



Develop metrics to track progress



Continue to learn best practices and adjust actions based on learnings



Promote collaboration across departments



Provide technical assistance and resources as needed to support implementation



Implement strategies to align County workforce demographic representation across classifications with county, client, and/or available county workforce demographics.



Share progress and lessons learned internally and with Board, and with other institutions.

Sample Preliminary Actions

Inclusive Workforce

- Diverse panels/interview questions relating to candidates lived experience/blind screening/inclusive hiring training
- Review of existing policies and job descriptions
- Promotional career paths for front line positions
- Workforce partnerships for pipeline development

Inclusive Procurement

- Assessment to learn about needs and barriers for small local businesses to do business with the County
- Research certification programs
- Training offered to CBOs

If Approved: Next Steps

- Interdepartmental Anchor Committee
- Build Anchor Institution Action Plan for 2022
- Integrate actions into the Countywide Racial and Social Equity Action Plan
- Review with Supervisors Slocum and Groom
- Bring back to Board of Supervisors for review as requested
- Implement opportunities

