Office of Racial and Social Justice
Silicon Valley Community Foundation Grant

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September 10, 2024

Grant Overview

- Resources to advance equity initiatives in the County Office of Racial and Social Justice to strengthen equity resources and tools to improve equitable outcomes for our communities.
- 1 year grant closing June 30, 2025
- $490,000

We request your approval to receive this grant.

Grant Project Priorities

1. Build an equity data portal utilizing a shared prosperity framework
2. Design a structure to ensure quality community research, analysis, and data stewardship, and
3. Deepen support for the implementation and development of the 3.0 and 4.0 Countywide Equity Action Plan
4. Bring technical expertise to identify improvement opportunities to public grantmaking efforts such as Measure K
5. Retain project management support to achieve the aforementioned projects.

Equity Data Dashboard

- **Goal:**
  - Support data-driven decision making centering an understanding of equity issues in San Mateo County.

- **Challenge:**
  - Equity-focused data for San Mateo County is found across numerous data portals based on sector-specific interests.
  - Staff and community may not know where to go to get a comprehensive understanding of local equity landscape.

- **Path Forward:**
  - Develop an equity-focused data portal available through the County organized by community priorities and priorities identified in a national analysis for economic mobility

Urban Institute: Economic Mobility Framework

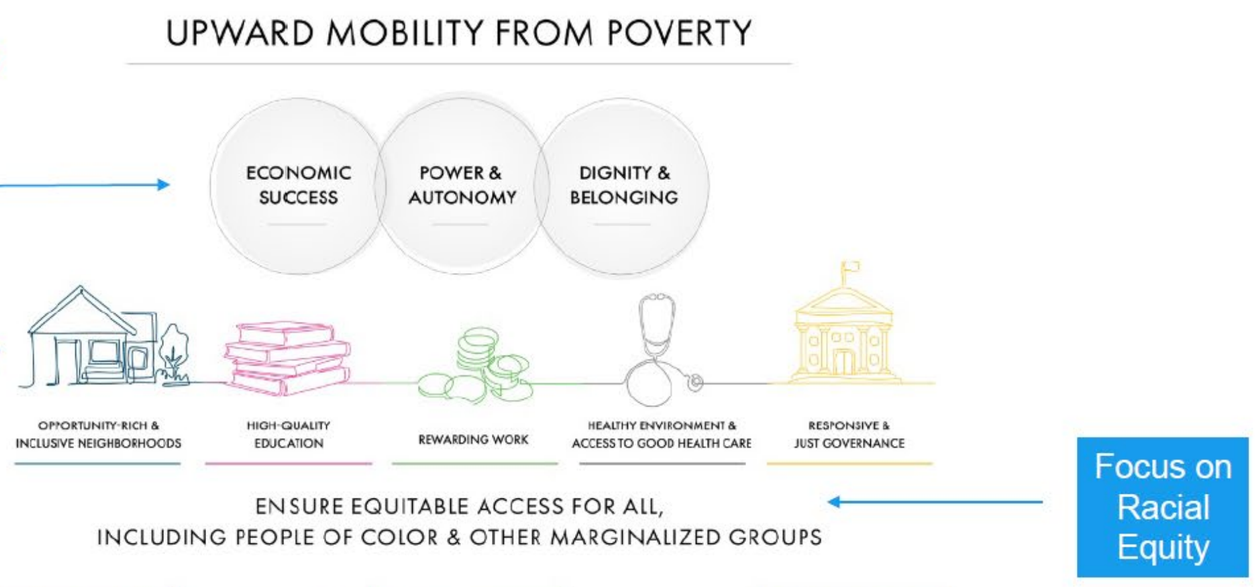
Breaking down the Upward Mobility Framework

The Three-Part Definition

The Pillars

The Predictors

Focus on Racial Equity

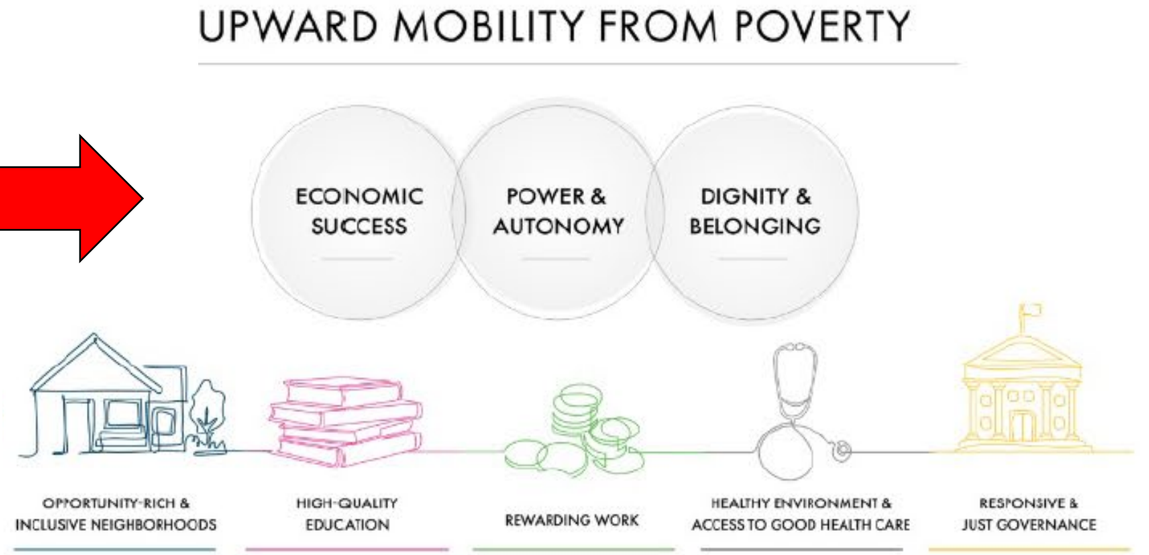


Housing affordability	Access to preschool	Employment opportunities	Access to health services	Political participation
Housing stability	Effective public education	Jobs paying living wages	Neonatal health	Descriptive representation
Economic inclusion	School economic diversity	Opportunities for income	Environmental quality	Safety from crime
Racial diversity	Preparation for college	Financial security	Safety from trauma	Just policing
Social capital	Digital access	Wealth-building opportunities		
Transportation access				

Community Identified Priorities: Recent Countywide Rankings

Pandemic Recovery Community Priorities	Immigrant Survey "Most Useful" Services	Measure K Community Priorities
Housing & Shelter	Affordable Housing	Housing & Homelessness
Food & Nutrition	Healthcare Coverage	Emergency Preparedness
Childcare (ages 0-5) / Out-of-School Care (ages 5+)	Food Assistance	Children & Families
Job Training & Assistance	Educational Assistance	Mental Health
Mental Health & Wellness	Legal Assistance	Culturally Sound Engagement, Tailored Program Design, and Experienced Administration
Culturally Responsive Navigation Support	Mental Healthcare	
	Equitable and Accessible Services	

Start Here with Definition and Universal Goal



Added Community Priorities to Framework

Housing affordability	Access to preschool	Employment opportunities	Access to health services	Political participation
Housing stability	Effective public education	Jobs paying living wages	Neonatal health	Descriptive representation
Economic inclusion	School economic diversity	Opportunities for income	Environmental quality	Safety from crime
Racial diversity	Preparation for college	Financial security	Safety from trauma	Just policing
	Digital access	Wealth-building opportunities	Mental Health	
Transportation access	Affordable Childcare	Job Training and Career Pathways	Food Security	
	Youth enrichment opportunities and out-of-school care			

Culturally appropriate system navigation & outreach

Community Data Stewardship

Goal:

- Ensure data collected from the community, especially our most impacted communities, are honored and maximized to influence and inform County decisions across departments.

Challenge:

- Bringing an equity lens into County operations requires expanding opportunities for community to bring voice to County planning decision-making processes. Yet, without careful consideration and resources in place, the data collected from the community may not be utilized to its full potential.
- The County includes over 25 departments and innumerable initiatives, many of which are running simultaneously.
- Community engagement efforts are often facilitated by different implementing entities, from departmental staff to academic institutions and consultants.
- This model presents several challenges for effective stewardship of the community data

Path Forward:

- Understand the community data needs across departments
- Identify strengths, limitations, and priorities for community data
- Identify strategies to improve coordination, data collection, data storage, and analysis

TA for Countywide Equity Action Plan

- **Goal:**
  - Strengthen the existing Countywide Equity Action Planning process and implementation.

- **Challenge:**
  - Capacity to deepen actions and track progress with the Countywide Equity Action Plan, a critical structure for advancing equity across departments.

- **Path:**
  - Bring expertise to build additional capacity within the County and in departments to expand and deepen strategies to advance equity within and across departments.

TA to Learn from Measure K Process

- **Goal:**
  - Continue to strengthen Measure K allocation process.

- **Challenge:**
  - New strategies/efforts can benefit from an analysis of process efficacy and best practice research.

- **Path:**
  - Bring on expertise to identify best practices around developing public contracting process, driven by community and Board priorities, within the context of San Mateo County.

Thank you

Universal Prosperity Goals

1. All individuals and families have reliable income that covers their expenses while building wealth throughout their lifetime

2. All residents feel represented and empowered to influence larger policies and actions that affect their future.

3. Everyone feels the respect, dignity, and sense of belonging that comes from contributing to and being appreciated across all settings and demographics.