



County of San Mateo

Inter-Departmental Correspondence

Department: BOARD OF SUPERVISORS
DISTRICT 2
File #: 22-053

Board Meeting Date: 1/25/2022

Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors

From: Supervisor Carole Groom, District 2
Supervisor Warren Slocum, District 4

Subject: Resolution to Advance Shared Prosperity through Inclusive Staffing and Procurement Practices

RECOMMENDATION:

Adopt a resolution committing the County of San Mateo to the Anchor Institution Framework and calling for the development of a plan for inclusive staffing, procurement, and investment to advance equity for the County of San Mateo.

BACKGROUND:

Equity is a key priority for the County of San Mateo. Implementing equity requires a review of business practices as well as service and program provisions provided to clients and the community. Advancing inclusive staffing and procurement practices enables the County to ensure County-generated economic opportunity contributes to shared prosperity.

The Anchor Institution Framework provides a thoughtful and methodical approach to support the County's interest in shared prosperity. This framework has existed for decades and will help to guide our County actions and incorporate learnings from a network of practitioners across the County.

The Anchor Institution Framework includes the following key components: 1) building a horizontal personnel pipeline through inclusive hiring, as well as a vertical pipeline for inclusive promotions; 2) developing and employing accessible purchasing systems that support equity through inclusive and local sourcing; 3) equitable place-based investing to create sustainable returns and build strong communities; 4) measuring progress and impacts of County Anchor Institution strategies and remaining accountable for results; 5) fostering equitable development through capital projects and facilities management; and 6) continuous learning and adjustments to align Anchor Institution efforts with the County's commitment to equity.

DISCUSSION:

The County's commitment to the Anchor Institution Framework will help embed actions for inclusive staffing and procurement into a structure that has been time tested by other institutions. The framework also helps the County build a long-term commitment to the concepts of shared prosperity through inclusive business practices, with specific actions that incrementally advance the commitment.

To advance this commitment to the Anchor Institution Framework, County staff would work to develop an Anchor Institution Plan that sets forth a range of specific actions to expand inclusive recruitment, hiring, promotion, retention, procurement, and investment. The plan will articulate metrics to track progress and capture learnings. Ultimately, the concept and learnings could be shared with other institutions to expand opportunities for shared prosperity through the engagement of numerous institutions.

PERFORMANCE MEASURE:

Measure		
Completion of a 2022 Anchor Institution Action Plan	Development of an Interdepartmental Anchor Committee.	

FISCAL IMPACT:

The commitment and action planning process will not have any fiscal impact.